

**Year-2 Regional Manufacturing Industry Focus Group
Manatee Community College at Lakewood Ranch
March 21, 2008**

-Report of Findings-



Prepared for:

**Workforce Florida, Inc.
And
Agency for Workforce Innovation**

Prepared by:

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**YEAR-2 REGIONAL MANUFACTURING INDUSTRY FOCUS GROUP
MANATEE COMMUNITY COLLEGE AT LAKEWOOD RANCH
-REPORT OF FINDINGS-**

EXECUTIVE SUMMARY

The regional manufacturing industry focus group at Manatee Community College provided the Employ Florida Banner Center for Manufacturing, a means to explore the current and future workforce training requirements for manufacturing companies in the Southwest and Suncoast regions of Florida.

In response to various (i.e., breakout group and open discussion) formats, the focus group participants provided vital data relevant to the future development of training curricula, which will address the participants' companies advanced level/emerging production workforce training needs. Highlighted findings among the data follow.

- **Manufacturing Trends** – These training curricula-related drivers include automation, integration of job descriptions, emerging/diversified workforce issues, self-directed learning, improved supply chain management, and global cost competition.
- **Occupations/Skills/Knowledge/Certifications** – These training curricula-related requirements include occupations such as material handlers, production operations, electromechanical/electronics integration technicians, team leaders, machinists, quality inspectors, production planners, and logistics managers. All of the noted occupations' knowledge and skills requirements aligned directly with the technical competencies' descriptions of current industry-recognized certifications.
- **Training Format** – These training curricula-related requirements include moving toward increased use of self-directed, online training with a facilitator for guidance and assistance, primary dependence on traditional, on-site, instructor-led training, instructional delivery systems predicated on different characteristics of the workforce population/generation, and an overall estimate for training time of 80 hours per year.

PURPOSE OF THE FOCUS GROUP

The statewide focus groups initiative is a key element of an ongoing dialogue with the manufacturing community, where the dialogue provides an information exchange essential to addressing the significant and emerging training requirements for Florida's manufacturing workforce. The regional focus group conducted at Manatee Community College was specifically for companies located in the Southwest and Suncoast regions of Florida. Specific to the group activity is the gathering of opinions from the key stakeholders in the regions' manufacturing community (i.e., representatives from regional manufacturing companies, Manatee Community

College, Manatee Technical Institute, staffing agencies, and Enterprise Florida) pertaining to the industry's current, and future, workforce-training needs.

FOCUS GROUP TOPICS

The Employ Florida Banner Center for Manufacturing (hereafter called "Center") employed Peter Straw, Principle of Performance Development Strategies and Executive Director of the Sarasota-Manatee Area Manufacturers Association, to facilitate the focus group. Mr. Straw used a portfolio of approaches to ensure the industry members, comprised of experts in a wide spectrum of manufacturing and manufacturing-related occupations, adequately addressed the topics. The format of the group meeting agenda (see Appendix 1 - Focus Group Agenda) served to elicit general and specific feedback on the topics of interest.

In collaboration with the principal investigator and manager of the Center, the focus group participants (see Appendix 2 - Attendee List) addressed the following topics during the discussion forums:

- **General Discussion on Trends and Certifications** – The participants explored the current and future trends in the manufacturing industry, which will drive workforce training needs for advanced level/emerging production occupations. (Note: extended length of the Trends discussion at this meeting precluded a separate open discussion on certifications. However, the participants adequately discussed certifications during the Breakout Group sessions).
- **Breakout Group Discussions** – The participants explored the current and future knowledge, skills, and industry-recognized certification(s) requirements for specific occupations in the following advanced level/emerging production workforce occupational categories:
 - Production and processes
 - Maintenance
 - Quality assurance
 - Logistics and inventory control
- **General Discussion on Training Format and Delivery** – The participants explored curricula structure and delivery requirements for advanced level/emerging production workforce occupations.

As in any focus group, the meeting at Manatee Community College at Lakewood Ranch served as a qualitative tool to gain insight and understanding into the nature of the workforce needs of the regions' manufacturing industry community. This type of research forum facilitated direct interaction with the group respondents and allowed opportunities for clarification, follow-up questioning, and probing responses. However, the focus group findings presented in this report are not survey results. Rather, the findings provide insight into manufacturing industry workforce-related issues under study, but are not for statistical inference.

This is the first of five focus group reports, corresponding to the Center's plan to conduct five regional focus groups throughout the state. Mr. Straw will facilitate all five groups to ensure continuity. The Center will compile the aggregate results of the five focus group meetings, formulate them into an online survey, and offer the survey to the statewide manufacturing community for their response. This effort will serve to validate the aggregate findings of the five

focus groups, after which a statistical analysis of the survey results will allow the Center to incorporate appropriate findings into training curricula – to be developed by the Center – for the manufacturing workforce in advanced level/emerging production jobs.

SUMMARY OF “TRENDS” GENERAL DISCUSSION FINDINGS

The following is a summary of the highlights that surfaced during “Trends” General Discussion:

What are the current and future trends in the manufacturing industry, which will drive workforce training needs for advanced level/emerging production occupations?

- Automation
- Integration of job descriptions, such as production operators needing to become cross-functional (e.g., a CNC operator needing to be responsible for “light” programming duties)
- Cross-trained teams
- Acceleration of emerging technologies and related job changes
- Workforce training must track the rapid pace of emerging industry changes
- Emerging workforce characteristics
- Integration of ISO standards
- Motivating the older workforce to keep their manufacturing knowledge/skills sets current
- Going paperless
- Lean manufacturing requires all employees to adopt new roles
- Six Sigma
- Portable production foundational knowledge/skills sets a must
- Employees taking on greater responsibility for self-directed research (e.g., Internet) to learn how to operate and maintain new production equipment
- Critical thinking
- Outsourcing and improved supply chain management
- Multinational protocols
- Global cost competition
- Vendor management
- Multi-tiered training systems for a generationally diverse workforce

SUMMARY OF BREAKOUT GROUP DISCUSSION FINDINGS

During the Breakout Group Discussion, Mr. Straw assigned the group participants to four different tables representing four different occupational categories: Production and Processes, Maintenance, Quality Assurance, and Logistics and Inventory Control. Mr. Straw instructed them in the use of a custom-designed worksheet (see Appendix 3 - Breakout Group Worksheets) for their specific Breakout Group Category.

The worksheet guided the participants in their efforts to describe their workforce training needs for advanced level/emerging production occupations by:

- Identifying specific occupations in the assigned Breakout Group Category
- Identifying immediate and future technical needs for these occupations
- Distinguishing between specific skill sets and knowledge base requirements
- Prioritizing the skill sets and knowledge base needs
- Identifying industry-recognized certifications for these occupations

At the end of the initial Breakout Group discussions, the facilitator and recorder for each group rotated to the adjacent table (e.g., Production Processes rotated to Quality Assurance) to get those participants' perspective about the new occupational category discussion. These rotations continued until the participants addressed all occupational categories. However, despite the facilitator's best efforts, some of the groups were unable to complete the assigned tasks in the allotted time. The following is a summary of the highlights that surfaced during the Breakout Group discussions.

Breakout Group Category: Production and Processes							
Advanced Level/Emerging Occupation: Material Handler							
Certification(s) Needed for the Occupation: 1)Production and Inventory Management 2)Supply Chain Professional							
Skill Sets				Knowledge Base			
P	Immediate	P	Future	P	Immediate	P	Future
	Internal customer service		Financial impacts		Accounting		Buyer/vendor
	Lean manufacturing processes		Budget/accounting		Computers		Advanced budgeting
	Communications		Operations management		Lean manufacturing processes		Advanced planning
	Technical skills cross-training				Data management		Operations management

Breakout Group Category: Maintenance							
Advanced Level/Emerging Occupation: Production Operators							
Certification(s) Needed for the Occupation: Miscellaneous quality-related certifications							
Skill Sets				Knowledge Base			
P	Immediate	P	Future	P	Immediate	P	Future
1	Problem recognition	1	Problem recognition	1	Statistical process control		Reliability theory
2	Communications	2	Preliminary diagnosis	2	Electrical, mechanical, pneumatic, and hydraulic theory/key components		
3	Trend analysis	3	Risk assessment				
4	Electrical hazards	4	Total productive maintenance				
5	Intermediate maintenance						

Breakout Group Category: Maintenance							
Advanced Level/Emerging Occupation: Electromechanical Technician							
Certification(s) Needed for the Occupation: CCST1 certification not adequate and no other certification known							
Skill Sets				Knowledge Base			
P	Immediate	P	Future	P	Immediate	P	Future
1	Key technologies	1	Core technology diagnosis			1	Core technology theory
2	Communications	2	PLC language diagnosis			2	Software-based diagnosis
3	Electrical hazards	3	Network diagnosis			3	Network analysis
		4	Total productive maintenance			4	Predictive maintenance systems
		5	Inventory management			5	Project management
		6	Environmental HAZMAT			6	Training techniques
		7	EPA-OSHA			7	Green technology
		8	Data collection			8	Proactive research technology

Breakout Group Category: Maintenance							
Advanced Level/Emerging Occupation: Team Leader							
Certification(s) Needed for the Occupation: Do not know required certification							
Skill Sets				Knowledge Base			
P	Immediate	P	Future	P	Immediate	P	Future
	Problem recognition						
	Communications						
	All portable production						

Breakout Group Category: Quality Assurance							
Advanced Level/Emerging Occupation: Electronics Integration Technician							
Certification(s) Needed for the Occupation: 1)Quality Inspector 2)A.S. degree in electronics/computers							
Skill Sets				Knowledge Base			
P	Immediate	P	Future	P	Immediate	P	Future
	CB programming software		Data collection		Basic principles of electronic integration		Troubleshooting
	Integrated electronic systems analysis		Trend analysis				

Breakout Group Category: Quality Assurance							
Advanced Level/Emerging Occupation: Lead Toolmaker/Machinist							
Certification(s) Needed for the Occupation: Quality Auditor							
Skill Sets				Knowledge Base			
P	Immediate	P	Future	P	Immediate	P	Future
	Precision measurements		Precision measurements		Organizational-shop		Organizational-global
	CNC operation/programming		Updated programming		Advanced mathematics		Advanced mathematics for CNC machining
	Instruct machining		Automation		Complete machining theory		Complete machining theory for automated operation
	Interpret technical drawings		Interpret non-paper technical drawings		Certifications		Complex precision equipment and maintenance
	Communications		Communications		Precision equipment and maintenance		
			Delegation				

Breakout Group Category: Quality Assurance							
Advanced Level/Emerging Occupation: Quality Inspector							
Certification(s) Needed for the Occupation: Quality Inspector							
Skill Sets				Knowledge Base			
P	Immediate	P	Future	P	Immediate	P	Future
1	Reading	1	Advanced computers	1	Understand instructions	1	Write instructions
2	Decision making	2	Advanced mathematics	2	Lab equipment use	2	Train others
3	Computers	3	Advanced lab test techniques	3	Convey instructions		
4	Mathematics	4	Leadership	4	Science		
5	Communications						
6	Setting priorities						
7	Statistics						

Breakout Group Category: Logistics and Inventory Control							
Advanced Level/Emerging Occupation: Production Planner							
Certification(s) Needed for the Occupation: 1)Production and Inventory Management 2)Supply Chain Professional							
Skill Sets				Knowledge Base			
P	Immediate	P	Future	P	Immediate	P	Future
	Communications		Leadership		Schedule planning		Scanner systems
	Establishing priorities		Training others		Common carrier systems		Computers
	Teamwork		Computers		Inventory control		Customers system
	Reading		Material resources planning		Purchasing		Lean manufacturing concepts
	Computers		Spreadsheets		SAP software		Material resources planning
	Statistics		Operations management		Customer service		SAP software
	Just-in-Time		Lean manufacturing		Inventory management		Enterprise resources planning
	Inventory control		Government regulations		Computer systems		RFID
	Customer service		Customer service		Vendor management		
	Vendor relationships		Vendor relationships		Inventory and costs		
	First in-first out		Inventory rotation				

Breakout Group Category: Logistics and Inventory Control							
Advanced Level/Emerging Occupation: Logistics/Shipping Manager							
Certification(s) Needed for the Occupation: Do not know required certification							
Skill Sets				Knowledge Base			
P	Immediate	P	Future	P	Immediate	P	Future
	Material processes		Trading techniques		Trading techniques		
	Computers		Shipping and receiving		Shipping and receiving		
					Product recall		
					Lot tracking		
					Vehicle fleet maintenance oversight		

Breakout Group Category: Logistics and Inventory Control							
Advanced Level/Emerging Occupation: Inventory Specialist							
Certification(s) Needed for the Occupation: Do not know certification, but need two years experience							
Skill Sets				Knowledge Base			
P	Immediate	P	Future	P	Immediate	P	Future
					Kanban systems and how they apply to supply chain		Systematic analysis of supply deficiencies

SUMMARY OF TRAINING FORMAT AND DELIVERY GENERAL DISCUSSION FINDINGS

What format and delivery methods work for you in training your advanced level/emerging production workforce?

- Part of the workforce is not used to self-directed, online testing and training, and for them the instructor-led, hands-on approach works
- We use self-directed, online training with a facilitator for guidance and assistance
- Simulations/scaled-down models do not equate to tangible experience on field equipment
- We use on-site, instructor-led training methods
- Need different delivery systems for different populations/generations of technicians
- Delivery time varies by company: two hours per week, two hours per month, 80 hours per year are good estimates

POST-FOCUS GROUP ASSESSMENT

With continuous improvement a primary objective for future focus groups, at the end of the focus group, the group facilitator distributed questionnaires (see Appendix 4 – How Did We Do?) to the participants. The facilitator, Center principal investigator and manager, and the Center Advisory Council member from Tropicana also conducted a closed session meeting where they performed a post-focus group assessment. They discussed, analyzed, and developed solutions to group process and material findings. The Center will implement the solutions during the remaining four Year-2 regional focus groups.



Year-2 Regional Manufacturing Industry Focus Group
Manatee Community College at Lakewood Ranch
March 21, 2008
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Appendix 1

Focus Group Agenda

Meeting Agenda

- 8:00-8:30 a.m. Registration
- 8:30-8:40 a.m. Welcome and Introductions (Peter Straw, Focus Group Facilitator and Executive Director, Sarasota-Manatee Area Manufacturers Association)
- Dr. Idelia Phillips, Director of Career & Technical Education, MCC
 - Dr. Eric A. Roe, Principal Investigator, Employ Florida Banner Center for Manufacturing
- 8:40-8:50 a.m. Employ Florida Banner Center Introduction (Edward Allen, Manager, Employ Florida Banner Center for Manufacturing)
- 8:50-9:20 a.m. General Discussion: Trends and Certifications (Peter Straw and Edward Allen)
- Trends – What are the current and future trends in the manufacturing industry, which will drive workforce training needs for advanced level/emerging production/production-related occupations
 - Certifications – What industry certifications (Six Sigma, Lean . . .) are important to your companies?
- 9:20-9:30 a.m. Break
- 9:30-9:40 a.m. Focus Group Orientation (Peter Straw)
- Introduction
 - Role, context, and flow of the Focus Group
- 9:40-10:25 a.m. Breakout Groups Round I
- Advanced Level/Emerging Production/Production-Related Occupations
 - Knowledge/Skills Sets
 - Certifications
- 10:25-11:10 a.m. Breakout Groups Round II
- 11:10-11:20 a.m. Overview of Breakout Group Results
- 11:20 -11:40 a.m. General Discussion: Training Format (Peter Straw)
- Training Format – What formats for module development and delivery are of use to your company?
 - What are the barriers to online, self-directed training?
- 11:40 a.m.-12:00 p.m. Open Discussion and Meeting Recap



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Appendix 2

Attendance List

**Employ Florida Banner Center for Manufacturing
Year-2 Regional Manufacturing Focus Group
Manatee Community College-March 21, 2008
Attendance List**

Last Name	First Name	Company
Allen	Edward	Banner Center for Manufacturing
Cantrell	Mary	Manatee Technical Institute
Cason	Tom	Executive Leverage Consulting
Davis	William	Manatee Technical Institute
Evers	Liz	PGT Industries
Faulkner	Laura	Aerotek
Graham	Tim	Tervis Tumbler
Grover	Fred	Crane Environmental
Gugliuzza	Don	Tropicana
Harmsworth	Alan	Tropicana
Hicks	Bill	Aladdin Equipment
Kennedy	Sara	Bradenton Herald
Kobus	Lyle	ASO
Ladikos	Nicholas	Enterprise Florida
LaVergne	Kevin	Pierce Manufacturing
Mills	Heather	Manatee Community College
Phillips	Idelia	Manatee Community College
Roe	Eric	Banner Center for Manufacturing
Ryder	Ray	St. Armand's Baking Co
Schmidt	Jennifer	Atlantic Mold and Maching Corp
Shoup	Don	ASO
Stablein	Nicole	Manatee Community College
Stern	Doug	Aerotek
Straw	Peter	SAMA
Van Ostenbridge	Ron	The Cavanaugh Co



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Appendix 3

Breakout Group Worksheets



**Year-2 Regional Manufacturing Industry Focus Group
Manatee Community College at Lakewood Ranch
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Appendix 4**

Focus Group Assessment



Manufacturing Focus Group *How Did We Do?*

Please assist us in improving the quality of our future focus groups and service to the manufacturing community by responding to the following questions.

Focus Group Location/Date:
Manatee Community College
March 21, 2008

What Worked?

- Good interaction during breakout groups and overall general conversation
- The benefit of taking time among various manufacturing companies' cross-functionality to brainstorm ideas that will take us through the next five years
- Effective time management and format
- Broad picture of what is needed for training and education needs
- Format and time management were good
- Roundtable process identification and associated rotations
- Rotation of the breakout group leaders is good
- The breakout groups provided an open line of communication
- Great dialogue and interaction
- Good mix of manufacturers and public sector
- The format worked better than any other I have participated in
- Very beneficial for the time allotted
- Having four different breakout groups
- Great group involvement
- Individuals were very competent and open with their comments and insight
- General meeting/forum structure was good
- Facilitation of overall group discussion was excellent
- Everything went well
- Good introduction, set the stage well
- Good community representation
- Well organized
- Breakout group topics came up with real and concrete ideas with implementation concepts

What Didn't Work?

- Not enough time to fill out forms
- Better to spend time in discussion
- Continuous interruptions providing guidance
- Each time we started, a new instruction was announced
- The skills/knowledge information on the slide would have been useful as a handout
- Having a newspaper reporter in the room for the duration of the focus group had me worry about what I could say
- Too much structure
- First breakout group round was bogged-down filling out the worksheets

How Could We Improve?

- Brainstorm with breakout group recorder and weigh results for priorities



Manufacturing Focus Group *How Did We Do?*

Please assist us in improving the quality of our future focus groups and service to the manufacturing community by responding to the following questions.

Focus Group Location/Date:
Manatee Community College
March 21, 2008

- Set the parameters to a specific level of employee workforce
- Better define a position that is to be worked on that would give the breakout groups a more defined direction
- Provide a clearer explanation in the beginning of what is expected of the focus group participants and reinforce as each different forum occurs
- Make the focus group shorter
- More participants
- Lengthen to a full-day seminar
- Use the flipcharts to annotate the discussion ideas
- Breakout group instructions were a little disjointed. Consider providing instructions in advance. For example, advise people to come prepared to talk about two occupations and what skills and knowledge training is required.
- Brainstorm as a group the topic area first, then prioritize the top three-five knowledge/skills sets
- Need more time for breakout group sessions

What Did I Learn Today?

- Multi-tasking
- Training/education needs
- Longevity
- New tools that are available from the State of Florida, economic incentives, and local/state resources
- New educational resources and websites in Florida that offer technical trade programs
- There is a great resource and program for existing and future employees
- That I am not alone-Thanks, great job all of you
- There appears to be three levels of manufacturing production technician in today's manufacturing companies: 1) small businesses need to secure flexibility of skills; 2) medium businesses need broader management flexibility; and 3) large businesses need to secure explicit skills
- Troubleshooting is a significant need for all maintenance occupations
- Need a certification process for "Industrial Electricians," CCSTI is missing the mark
- That the MSSC program is really going to benefit the client and employee
- Occupations, skills, and certification requirements
- Different viewpoints on staffing businesses
- Certification
- Good involvement from all participants
- Large need for workforce training
- Now have a better understanding of the Banner Center program
- Other employers share the same needs and concerns
- Identification of trends in the industry



**Year-2 Regional Manufacturing Industry Focus Group
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Appendix 5**

Focus Group Announcement



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NEWS

MCC Hosts Advanced Manufacturing Industry Focus Group

(Sarasota, Fla., March 6, 2008) – Leading manufacturing representatives from throughout southwest Florida are invited to participate in a half-day focus group session at 8 a.m., Friday, March 21, at Manatee Community College (MCC) Lakewood Ranch, 7131 Professional Parkway East. The focus group will explore and develop new training standards for sustained development of Florida’s advanced manufacturing workforce.

Conducted in partnership with the Employ Florida Banner Center for Manufacturing, a Workforce Florida-funded initiative, the focus group will be facilitated by Peter Straw, executive director of the Sarasota-Manatee Area Manufacturers Association. It will give participating manufacturers an opportunity to provide input for advanced level and emerging production workforce training programs.

“Input from manufacturers during the Banner Center’s focus groups in 2006 was the basis for developing entry-level and incumbent production employee training programs that prepare the graduates to earn the nationally recognized MSSC Production Technician certification,” Straw said. “It is critical that the manufacturing employers take part in this discussion so they can play a vital role in the design of the next level of curriculum to train their career employees of the future.”

Topics will include current and future industry trends; advanced level/emerging production occupations needed; industry certifications needed for those occupations; current and future technical knowledge/skills sets needed; and the curriculum and training format that best meets those needs.

For more information or to RSVP, contact Straw at (941) 376-4272 or pstraw@sama-fl.com; or Dr. Idelia Phillips, director, MCC career and technical education, at (941) 752-5219 or phillii@mccfl.edu.

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**Year-2 Regional Manufacturing Industry Focus Group
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Appendix 6**

Introduction to the Banner Center Slide Show

EMPLOY FLORIDA
BANNER Center
Manufacturing

Year-2 Manufacturing Industry Focus Group
Manatee Community College at Lakewood Ranch
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EMPLOY FLORIDA
BANNER Center
Manufacturing

Year-2 Manufacturing Industry Focus Group
Manatee Community College at Lakewood Ranch
March 21, 2008

Employ Florida Banner Center for Manufacturing

- About the Center
- Mission
- Long-term Initiatives
- Year-2 Activities
- Focus Groups
- Conclusion

EMPLOY FLORIDA
BANNER Center
Manufacturing

Year-2 Manufacturing Industry Focus Group
Manatee Community College at Lakewood Ranch
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About the Center

- Governor Bush's Strategic Roadmap for Florida's Future
 - Part of a \$6.2 million strategic initiative of the state workforce system to meet the employee-training needs of industries that help diversify the state's economy
- Public-private consortium strengthens workforce system
 - community colleges, regional manufacturers associations, workforce boards, economic development organizations, and manufacturers
- Received a Year-1 (2006-2007) \$500,000 contract award from Workforce Florida
- Year-2 (2007-2008) contract at \$200,000

EMPLOY FLORIDA
BANNER Center
Manufacturing

Year-2 Manufacturing Industry Focus Group
Manatee Community College at Lakewood Ranch
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Mission

- Provide curriculum and training, as well as certification resources and support for the continuation and expansion of Florida's manufacturing industries

EMPLOY FLORIDA
BANNER Center
Manufacturing

Year-2 Manufacturing Industry Focus Group
Manatee Community College at Lakewood Ranch
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Long-term Initiatives

- Train Florida's high-performance manufacturing workforce
- Develop training curriculum/curriculum standards
- Formalize industry skill standards and workforce credentialing
- Conduct educational research
- Provide technical support to the manufacturing industry cluster

EMPLOY FLORIDA
BANNER Center
Manufacturing

Year-2 Manufacturing Industry Focus Group
Manatee Community College at Lakewood Ranch
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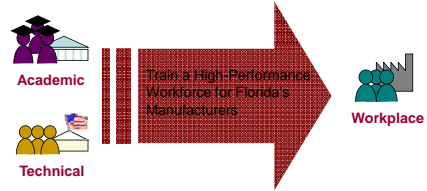
Year-2 Activities

- Conduct industry-based focus groups
- Develop new industry-driven training curricula
- Serve as a focal point for manufacturing training
- Disseminate education and training information
- Assist Florida educational institutions with manufacturing-related education and training programs

Year 2-Activities (Cont'd)

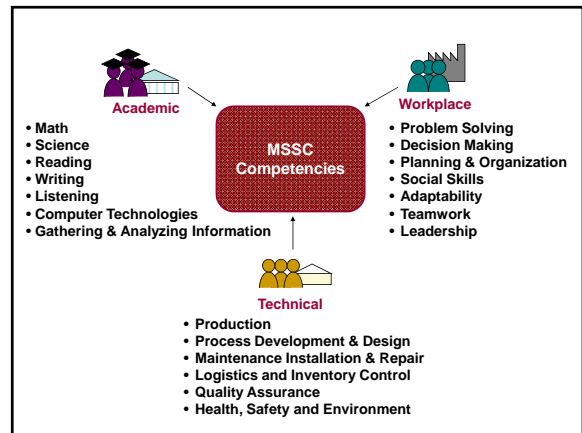
- Support school districts implementing CAPE Act
 - Improve secondary school performance by providing rigorous and relevant career-themed curriculum that articulates to post-secondary level coursework and leads to industry certifications
- Beta test and deliver Manufacturing Essentials curriculum
- Promote industry certification awareness

Employ Florida Banner Center for Manufacturing – Industry Certifications –



MSSC Certification

- Nationally recognized certification program for skilled “production technicians”
- Certification awarded to students and employees who pass testing in four areas:
 - Processes and Production
 - Quality Assurance
 - Maintenance Awareness
 - Safety
- Portable skills applicable to all sectors of manufacturing
- Center's training products
 - Manufacturing Fundamentals (entry-level technician)
 - Manufacturing Essentials (incumbent technician)



MSSC Assessment Centers in Florida

- Broward Community College
- Central Florida Community College
- Florida Community College at Jacksonville
- Hillsborough Community College at Brandon
- Manatee Community College
- Manatee Technical Institute
- Mid Florida Tech
- Pasco-Hernando Community College
- Pinellas Technical Education Center
- Polk Community College
- Tallahassee Community College
- Treasure Coast High School

Focus Groups

- Center chartered to explore and develop new training standards for sustained development of Florida's high performance manufacturing workforce
- Advanced level/emerging workforce needs knowledge and specialized skill sets to meet the evolving needs of the workplace
- No faster and more efficient way to help satisfy these needs than with the cooperation of industry-based focus groups

Conclusion

- Center provides high-tech training and support for the continuation and expansion of Florida's manufacturing industries
- Advanced level/emerging workforce training curricula aligned with industry-recognized certifications
- Focus group participation vital to addressing manufacturing industry needs



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