



MSSC Guidelines to Florida Manufacturers On Strengthening the Pipeline of CPT-Credentialed Workers

Asked for guidance on how Florida manufacturers could secure a durable future pipeline of CPT-credentialed job applicants, Leo Reddy, Chairman and CEO of the Manufacturing Skill Standards Council provided a summary of his meetings with several of the regional Florida Manufacturing Associations. Leo shared that this “opportunity and warm reception helps explain why Florida now ranks second among the forty-nine states in which MSSC offers its training and credentialing services.”

- Most Florida manufacturers are concerned over their ability to secure a reliable pipeline of higher skilled, strongly motivated production workers to deal with higher turnover rates and the growing number of retirees.
- Most see the value of MSSC-certified job applicants as a recruitment screening tool.
- Most would offer a paid summer internship program for students who pass at least one or two of the four CPT Modules (Safety; Quality & Measurement; Manufacturing Processes & Production; and Maintenance Awareness).
- Some are using CPT also as a basic training and benchmarking tool for incumbent workers.

MSSC looks forward to deepening its productive collaboration with the impressive group of Florida Regional Manufacturing Associations who are doing so much to keep manufacturing in the forefront of the state's economic growth and development.

Zero Cost Measures

- ***Speak with one voice:*** Strengthen the demand for credentialed job applicants by working through your regional manufacturers associations and aligning your messages with theirs
- ***Establish a recruitment policy:*** Adopt a policy at both the association and company level that you will give preference to job applicants with CPT credentials and reflect that policy in job listings
- ***Communicate that policy:*** Let your state agencies, area schools and staffing companies know that this is your policy
- ***Engage with the schools, students, parents:*** Participate in plant visits, job fairs, career days, Manufacturing Day activities, student mentoring, teacher externships, PTA meetings
- ***For high schoolers:*** Ask your district superintendents to support the FL Department of Education offer of 15 college credits to FL high schoolers who secure the full MSSC CPT (success in all four Modules) by offering for-MSSC courses for credit
- ***For community college students:*** Ask your area community colleges to offer CPT courses for both credit and non-credit



- **For transitioning adults:** Encourage with your regional Workforce Investment Boards and their American Job Centers to provide CPT training to the unemployed, career changers
- **Work with Career Centers and Counselors:** Provide information about manufacturing career pathways and job opportunities
- **Use MSSC as a Common Language:** If asked by educators to "define your skill needs," use MSSC's authoritative National Production Standards as the starting point, since they are the substantive foundation for CPT
- **Work with Intermediary Organizations:** Several outstanding non-profits are available to support CPT and community engagement, including FLATE, Florida Makes, Economic Development Organizations, and charitable organizations.

Low Cost Options

- **Offer Summer Internships:** Incentivize students to secure CPT credentials by offering paid summer internships to those that have received at least the MSSC Safety and/or Quality Certificates.
- **Benchmark Your Workforce:** Have your incumbent workers take the CPT assessments to benchmark them against national scores and determine whether training may be needed in specific MSSC modules
- **Train Your Workforce in-House:** To make CPT more accessible to your incumbent workers, have your company trainers take MSSC CPT Instructor Training, have workers take courses on line during their own time, and set up a MSSC-authorized Assessment Center on site
- **Incentivize Your Workforce:** Options include: tuition reimbursement, bonus, raise, promotion for those workers who secure CPT credentials.



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