## Manufacturing Pathways Navigating the pathways to great careers

Industry-aligned, credential-based technical education

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Florida's Advanced Technological Education Center of Excellence





#### **NSF Advanced Technological Education**



#### Partners with Industry for a new American Workforce

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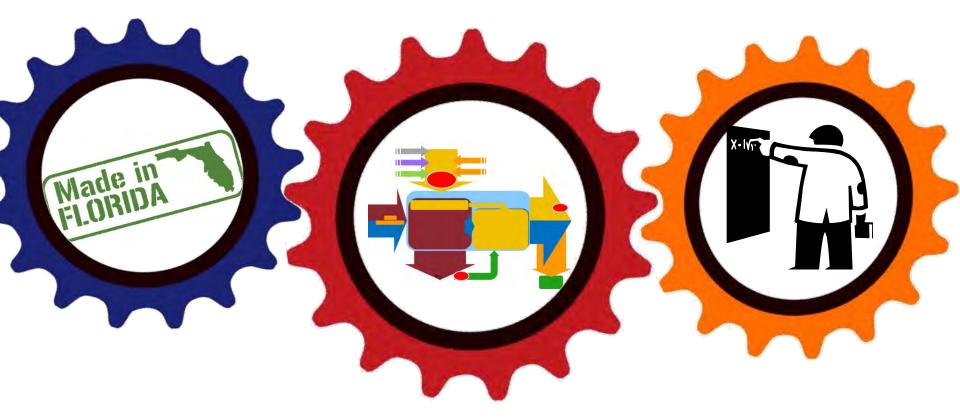


FLATE will be Florida's leading resource for education and training expertise, leadership, projects, and services to promote and support the workforce in the high performance production and manufacturing community.

## Impact locally. Lead nationally.



#### **Outreach + Curriculum Reform + Professional Development**









## What is manufacturing?

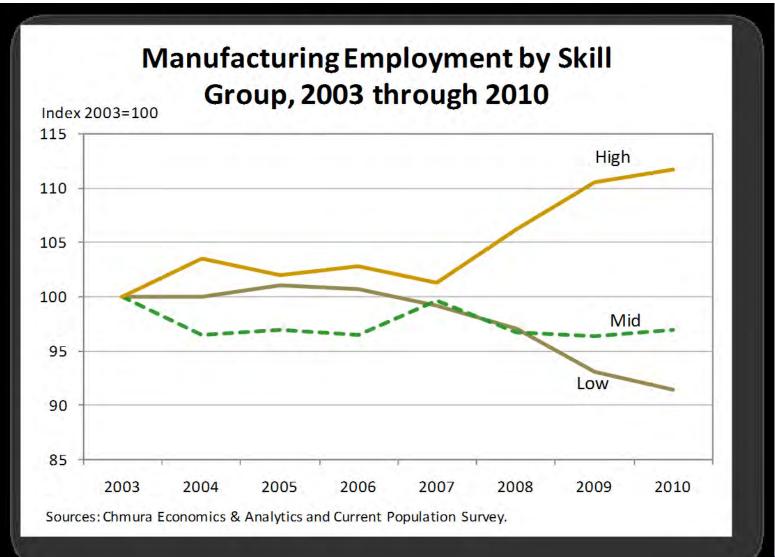
## When we think of manufacturing – we think of **PRODUCTION** – how things are made

**Manufacturing** is a process that takes raw **materials** and **turns** them into (useful) products. It implies **mass production**, as in making products by hand or with the help of **machinery**.

MANUFACTURING is changing raw or processed materials into products people can <u>use</u> or just <u>want</u>! This includes cell phones, computers, jeans, orange juice, jewelry, cosmetics, cars...you name it. Everything is manufactured and YOU could be part of the action!



#### Manufacturing Jobs Require Higher Skills



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#### **Roadmap for Manufacturing Education**

- Integrated academic and technical learning pathways
- More focus on STEM (Science, Technology, Engineering and Math) education
- More integrated career and education pathways to higher education and lifelong learning
- Integration of nationally portable, industry-recognized credentials aligned to educational programs
- Deep engagement of industry with education



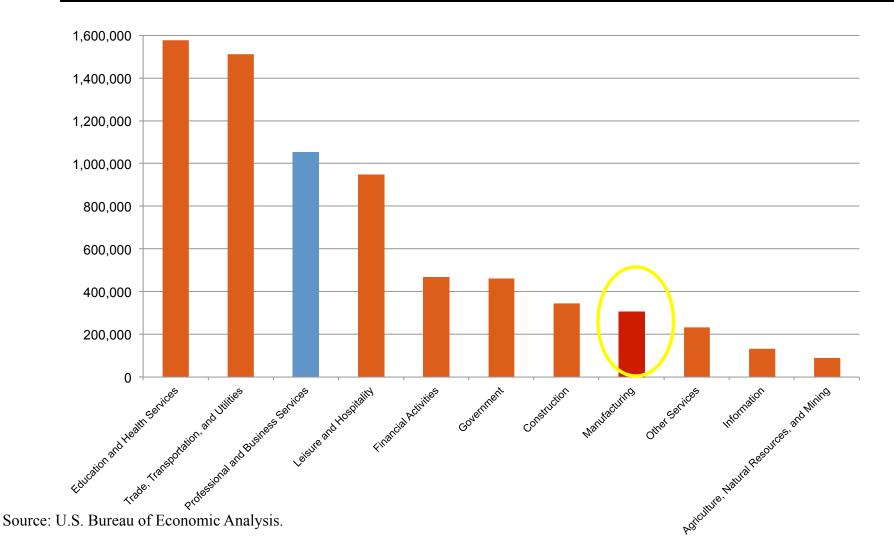
#### dvanced Manufacturing is a Economic Driver in Florida

- Florida Manufacturing Establishments: 14,324
  Manufacturing Employment: 306,800
- \*\$36.7 billion of the total state output
- Percent of Florida exports: 85%
- Manufacturing Average Annual Compensation:\$62,859 (54.8% higher than other sectors)

Source: U.S. Bureau of Economic Analysis.



#### Adv Manufacturing is the <u>8th</u> Largest Employer in the State



FACTE Conference July 31, 2013



## What is manufacturing?



- Engineering & Design
- Product Development
- Business Services
- Information Technologies
- Human Resources
- Construction
- Building Facilities
- BUT there is much more. Legal
  - Packaging
  - Marketing
  - Logistics & Transportation
  - Environmental Health & Safety



## **NAM: National Perspective**



Automation Aerospace Energy Pharmaceuticals & Medical Food Processing Automotive Machinery Motor Vehicles **Transportation & Logistics** Construction Paper, Wood, & Printing Chemical Metal Fabrication Plastics & Rubber **Computer & Electronics** 

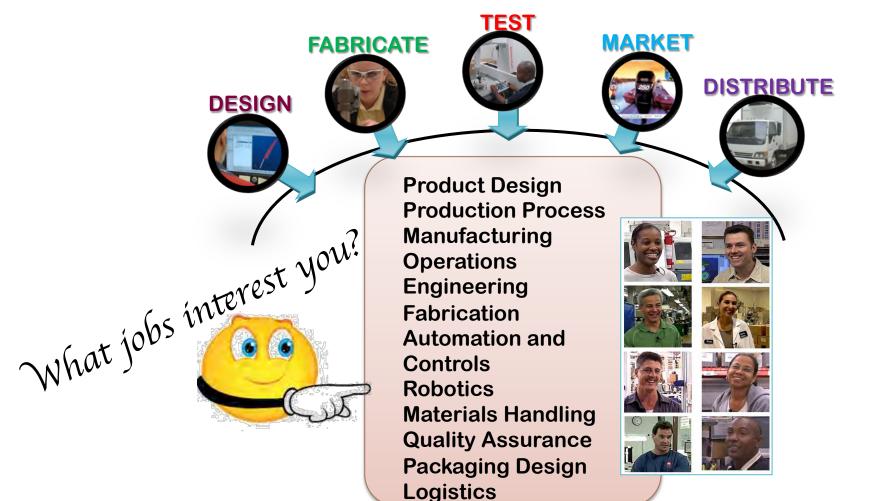


#### Do what you in a manufacturing career





## What is manufacturing?





## **21st Century Manufacturing**

#### **PRODUCTION PATHWAYS**

- Production Planning & Control
- •Manufacturing Engineering
- Maintenance, Installation, Repair
- Quality Assurance
- Logistics and Inventory Control
- Safety & Environmental Assurance



#### SAMPLE OCCUPATIONS

Machinist Manufacturing Engineer Automated Process Technician Production Engineer Production Technician Welding Technician Quality Technician



## Why?



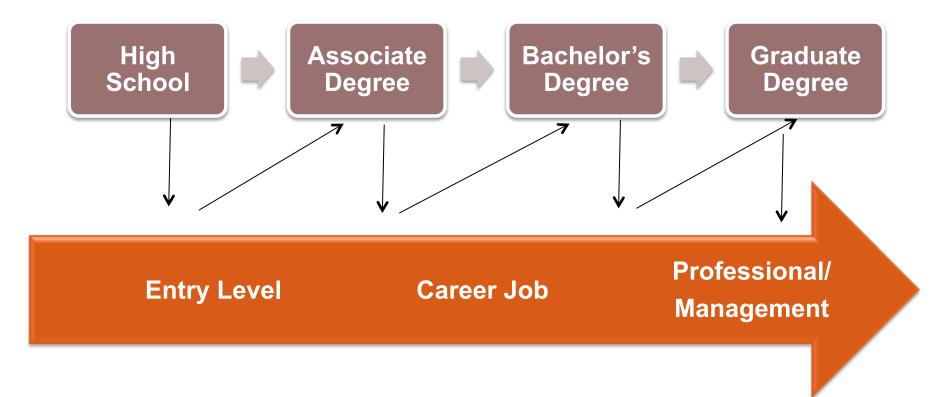


## Why?



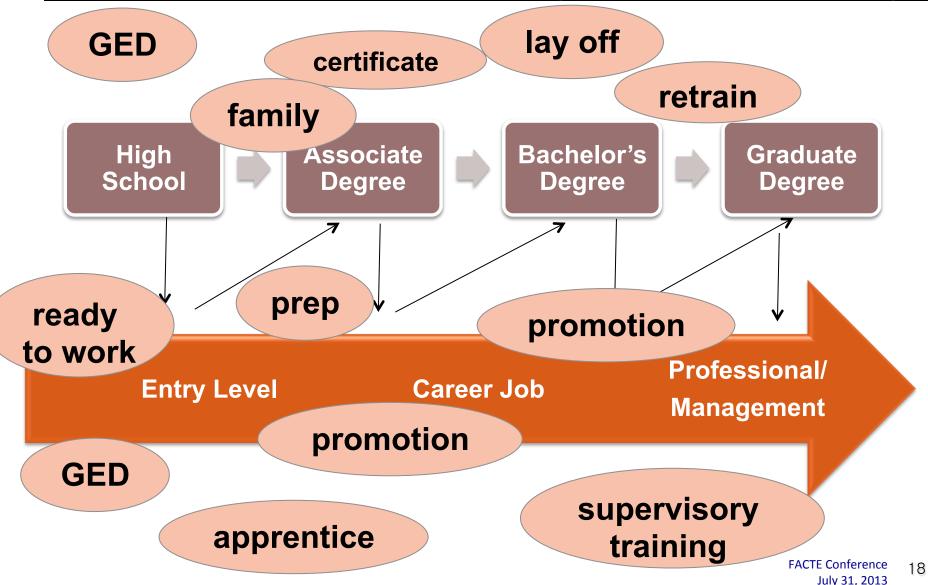


#### Pathways we took





#### 21<sup>st</sup> Century Career Pathways



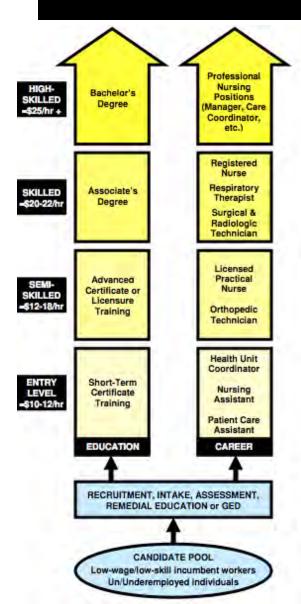


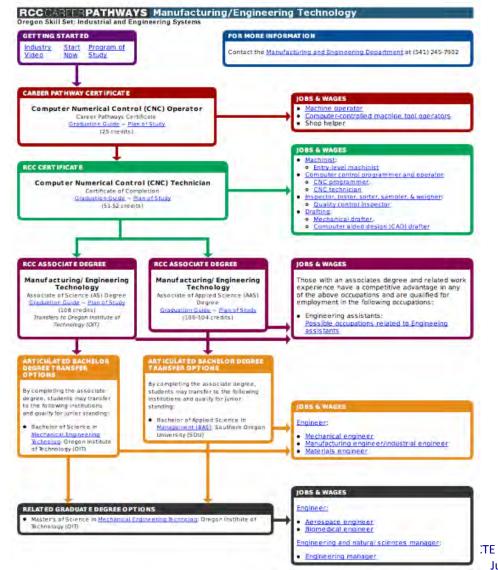
#### What makes a good Career Pathway?

- Offer early careers awareness/education
- Define clear & concise pathways
- Provide contextualized learning
- Have multiple, clearly marked entry & exit points
- Align & articulate with industry credentials
- Offer stackable industry & education credentials
- Have industry drivers & industry engagement
- Meet local workforce needs
- Provide wrap-around student services
- Include educator professional development
- Is a partnership with a shared vision



#### Samples

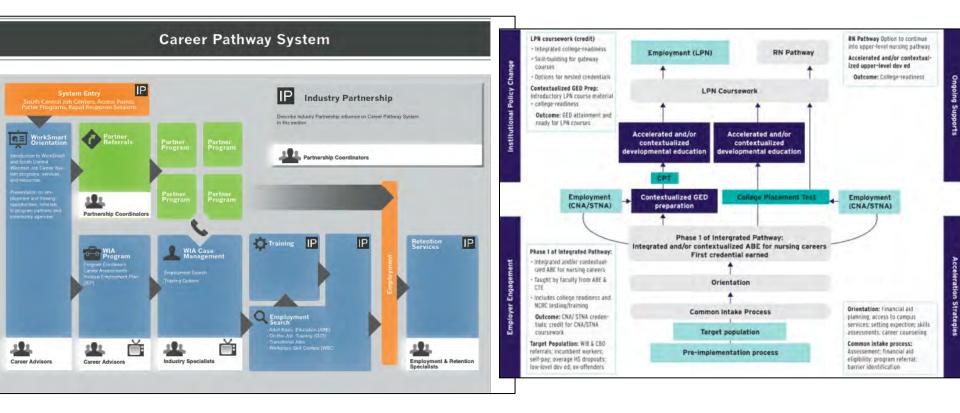




From: JFF TE Conference July 31, 2013 20



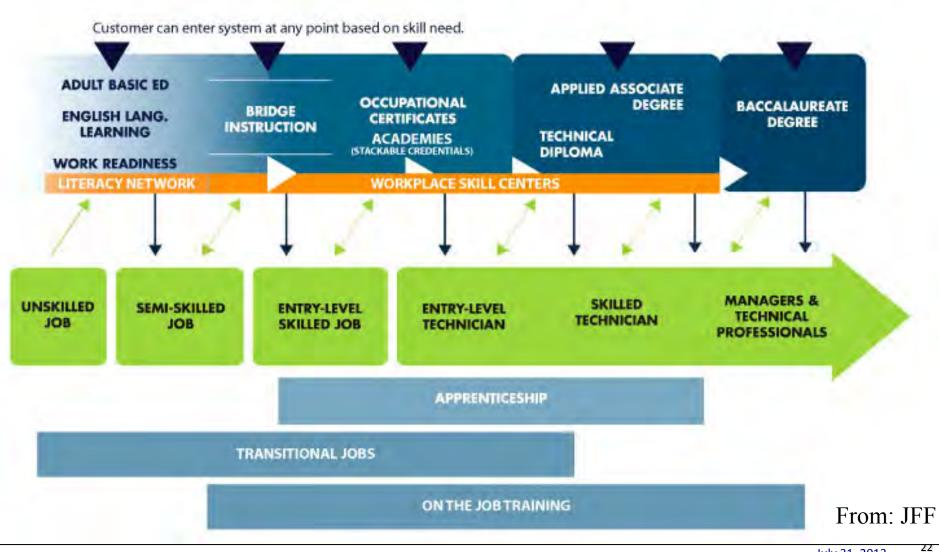
#### Samples



From: JFF



#### Samples







#### K-16 Pathway Examples: DOE & NASDCTE

BROUGHT to YOU by

National Association of State Directors of Career Technical Education Consortium (NASDCTEc)



Name Learner ID

School/College/University

#### Manufacturing

#### Career Cluster Plan of Study for ► Learners ► Parents ► Counselors ► Teachers/Faculty

This Career Cluster Plan of Study (based on Manufacturing Career Cluster) can serve as a guide, along with other career planning materials, as learners continue on a career path. Courses listed within this plan are only recommended coursework and should be individualized to meet each learner's educational and career goals. \*This Plan of Study, used for learners at an educational institution, should be customized with course titles and appropriate high school graduation requirements as well as college entrance requirements.

GRADE	English/ Languag Arts	e Math	Science	Social Studies/ Sciences	Other Required Courses Other Electives Recommended Electives Learner Activities	*Career and Technical Courses and/ or Degree Major Courses for Manufacturing	SAMPLE Occupations Relating to This Career Cluster	
In	erest Inventory Adminis	tered and Plan of Stud	y Initiated for all Learn	ers	+			
SECONDARY	English/ 9 Language Arts I	Algebra I	Earth or Life or Physical Science	State History Civics	All plans of study should meet local and state high school graduation requirements and	**Introduction to Manufacturing Occupations	Assembler     Boilermaker     Design Engineer     Environmental Engineer     Foundry Worker     Freight, Stock and Material Mover     Health and Safety Representative	
	English/ I0 Language Arts II	Geometry	Biology	U.S. History	college entrance requirements. Certain local student organization activities are also	**Information Technology Applications		
	English/ I1 Language Arts III	Algebra II	Chemistry	World History Economics	important including public speaking, record keeping and work-based experiences.	**Employment in Manufacturing Occupations	<ul> <li>Industrial Machinery Mechanic</li> <li>Inspector</li> <li>Labor Relations Manager</li> </ul>	
Co	llege Placement Asses	ge Placement Assessments-Academic/Career Advisement Provided					<ul> <li>Logistician</li> <li>Manufacturing Technician</li> </ul>	
1	English/ I2 Language Arts IV	Trigonometry or Statistics or other math course	Physics	Psychology		**Applications in Manufacturing Technology	<ul> <li>Pattern and Model Maker</li> <li>Production Manager</li> <li>Quality Control Technician</li> </ul>	
Ar	ticulation/Dual Credit Tr	anscripted-Postsecond	ary courses may be ta	ken/moved to the seco	ondary level for articulation/dual	credit purposes.	<ul> <li>Safety Engineer</li> <li>ODO Operative land</li> </ul>	
Year 13 Year 14 Year 15 Year 16	English Literature	n Algebra	Chemistry Physics	American Govt. Psychology	All plans of study need to meet learners' career goals with regard to required	**Safety in the Workplace	<ul> <li>SPC Coordinator</li> <li>Tool and Diemaker</li> <li>Traffic Manager</li> <li>Welder</li> </ul>	
		Computer Applications	Biological Science Physcial Science	American History Geography	degrees, licenses, certifications or journey worker status. Certain local student organization activities	Continue courses pertinent to the pathway selected.		
		Continue courses in the area of specialization.						
						Complete Manufacturing Major (4-Year Degree Program)		
CTE	2				eer Clusters Initiative. A	**See course descriptions on page 2.	SAMPL	

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#### K 16 Pathway Examples: DOE & NASDCTE



anufacturing

## SAMPLE

#### Manufacturing: Maintenance, Installation and Repair

#### Career Pathway Plan of Study for > Learners > Parents > Counselors > Teachers/Faculty

This Career Pathway Plan of Study (based on the Maintenance, Installation and Repair Pathway of the Manufacturing Career Cluster) can serve as a guide, along with other career planning materials, as learners continue on a career path. Courses listed within this plan are only recommended coursework and should be individualized to meet each learner's educational and career goals. \*This Plan of Study, used for learners at an educational institution, should be customized with course titles and appropriate high school graduation requirements as well as college entrance requirements.

LEVELS	English/ English/ Language Arts	Math	Science	Social Studies/ Sciences	Other Required Courses Other Electives Recommended Electives Learner Activities	*Career and Technical Courses and/or Degree Major Courses for Maintenance, Installation and Repair Pathway	SAMPLE Occupations Relating to This Pathway	
In	terest Inventory Admir	nistered and Plan of S	tudy Initiated for all	Learners				
	English/ Language Arts I	Algebra I	Earth or Life or Physical Science	State History Civics	All plans of study should meet local and state high school	Introduction to Manufacturing     Occupations	<ul> <li>Biomedical Equipment Technician</li> <li>Boilermaker</li> <li>Communication System Installer/ Repairer</li> <li>Computer Installer/Repairer</li> <li>Computer Maintenance Technician</li> <li>Electrical Equipment Installer/ Repairer</li> </ul>	
	English/ Language Arts II	Geometry	Biology	U.S. History	graduation require- ments and college entrance requirements.	Information Technology Applications		
	English/ Language Arts III	Algebra II	Chemistry	World History Economics	Certain local student organization activi- ties are also important	• Employment in Manufacturing Occupations		
7	ollege Placement Asses	ssments-Academic/C	areer Advisement Pro	ovided	including public speak-		<ul> <li>Facility Electrician</li> </ul>	
1	2 English/ Language Arts IV	Trigonometry or Statistics or other math course	Physics	Psychology	ing, record keeping and work-based experi- ences.	Applications in Manufacturing Technology	<ul> <li>Industrial Electronic Installer/ Repairer/Manager</li> <li>Industrial Machinery Mechanic</li> <li>Industrial Maintenance Electrician</li> </ul>	
A	rticulation/Dual Credit	Transcripted-Postse	I condarv courses may	/ be taken/moved to	the secondary level for artic	I ulation/dual credit purposes.	Industrial Maintenance Technician	
Y	English Composition Biglish Literature	Algebra	Chemistry Physics	stry American All plans of stu		Safety in the Workplace     Workplace Communication	Mechanic Instrument Calibration and Repairer Instrument Control Technician	
	Speech/ Oral 4 Communication	Computer Applications	Biological Science Physical Science	American History Geography	censes, certifications or journey worker status. Certain local student organization activities	Predictive and Preventive Maintenance     Manufacturing Equipment	<ul> <li>Job/Fixture Designer</li> <li>Laser Systems Technician</li> <li>Maintenance Repairer</li> </ul>	
	ear 15 Co				may also be important to include.	Continue Courses in the Area of Specialization	<ul> <li>Major Appliance Repairer</li> <li>Meter Installer/Repairer</li> <li>Plumber, Pipe Fitter and Steam Fitter</li> </ul>	
	ear			1	<ul> <li>Complete Manufacturing Major (4-Year Degree Program)</li> </ul>	Security System Installer		



## **Pathway Examples: NAM**



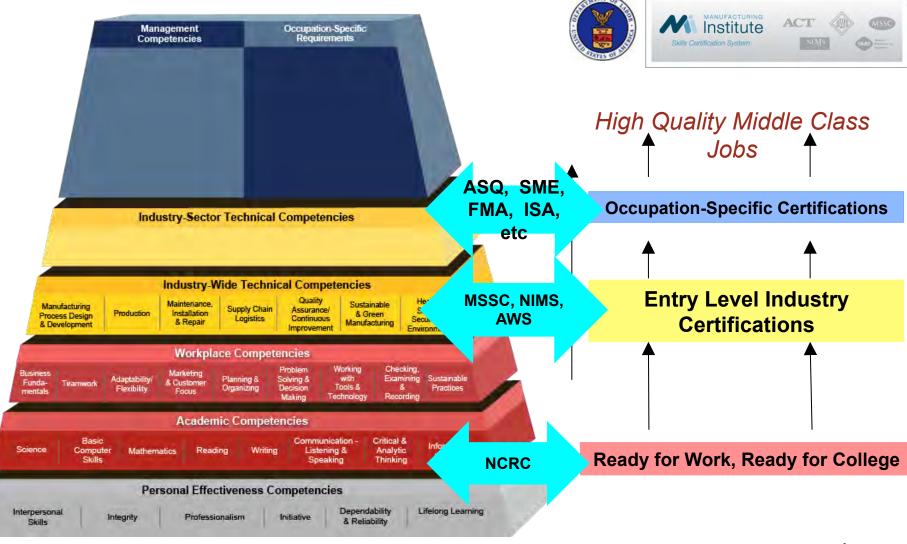
#### ALIGNING STEM EDUCATION, CERTIFICATION AND CAREER PATHWAYS For Florida via Engineering Technology A.S. Degree

EDUCATION PATHWAY		<b>CERTIFICATION PATHWAY</b>		CAREER PATHWAY	
MASTERS OR PHD					
ACHELORS OF SCIENCE / ENGINEERING Florida State Colleges; FAΜ BACHELOR OF APPLIED SCIENCE / Florida State Colleges; USF Polytechnic Day/evening/hybrid BACHELOR OF SCIENCE / ENGINEERING DISCIPINES USF, UF, UCF, FSU, FAU, FIU,UWF, UNF, private Day/evening/hybrid		<ul> <li>ISA Certified Automation Professional</li> <li>SME Manufacturing Engineer</li> <li>SME Manufacturing Technologist</li> </ul>	$\leftrightarrow$	<ul> <li>Mechatronics Engineer (17-2199.05)</li> <li>Manufacturing Engineer (17-2199.04)</li> <li>Mfg Technologist (17-3029.06)</li> <li>Plant Engineer</li> <li>\$51k - \$79k</li> </ul>	
ASSOCIATE IN (APPLIED) SCIENCE – ENGINEERING TECHNOLOGY • 60 Credit Hours/ Two Years Full Time • Day /evening/online/hybrid ASSOCIATE OF ARTS/ ENGINEERING • 60 Credit Hours/ Two Years Full Time • Day/evening/hybrid		<ul> <li>College technical certificates</li> <li>ISA Certified Control Systems Technician</li> <li>NIMS Level 1, Measurements, Materials, and Safety</li> <li>Fluid Power certificates</li> </ul>	$\leftrightarrow$	<ul> <li>Robotics Technician (17-3024.01)</li> <li>Manufacturing Technician (17-3029-09)</li> <li>Electrical Technician (17-3023)</li> <li>Mechanical Engineering Technicians (17-3027)</li> <li>Industrial Engineering Technicians (17-3026)</li> <li>Computer control programmer (51-4012)</li> <li>\$23k - \$39K</li> </ul>	
<ul> <li>COLLEGE CREDIT CERTIFICATE PROGRAM</li> <li>Minimum of 12 Credit Hours/ Less than 1 Full Ye</li> <li>(future alignment to appropriate credentials)</li> </ul>	↔	<ul> <li>Engineering Technology Support Certificate</li> <li>MSSC: Maintenance Awareness; Safety; Quality; Manufacturing Processes and Materials; Certified Production Technician (CPT)</li> <li>NIMS Level 1, Measurements, Materials,&amp; Safety</li> </ul>	$\leftrightarrow$	<ul> <li>Electro-Mechanical Technician (17-3024)</li> <li>CNC Operators (51-4011)</li> <li>Automation Maintenance Technician</li> <li>\$17k - \$27K</li> </ul>	
HIGH SCHOOL CAREER PROGRAM Machine Operator/ Maintenance • Less than One Year Full Time	$\leftrightarrow$	<ul> <li>MSSC CPT (Maintenance Awareness; Safety; Quality; Manufacturing Processes and Materials;</li> <li>Florida Ready to Work Certificate</li> </ul>	$\leftrightarrow$	<ul> <li>Operator</li> <li>Production Worker (51-9199)</li> <li>\$17K - \$27K</li> </ul>	
	Personal I	Florida Ready to Work (ACT Career Readiness) Effectiveness * Academic Competencies Workplace Competence	cies		
Applied STEM (High School) Dual Enrollment - Career Academy – Youth Development Programs		Out of School/Low Skill Youth/Adults WIA/Career Centers – ESL/VESL - GED/ABE "Bridge" and Foundation Programs		Skilled Adults Retraining/Lay Offs – Continuing Education Company Specific Apprenticeship	

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## **National Perspective**





#### Florida's A.S. Engineering Technology Degree

#### **60 semester hours**

#### I. General Education – 15 - 18 credit hours

#### **II. ET Core - 18 credit hours**

#### **III.8 Specialization Tracts – 24 to 27 credit hours**



## Florida's A.S. Engineering Technology Degree

#### **60 semester hours**

#### I. General Education – 15 - 18 credit hours

English Science Math Social Science Humanities

#### **II. ET Core - 18 credit hours**

Computer Aided Design Manufacturing Processes & Materials Mechanics & Instrumentation

Electronics Quality Safety

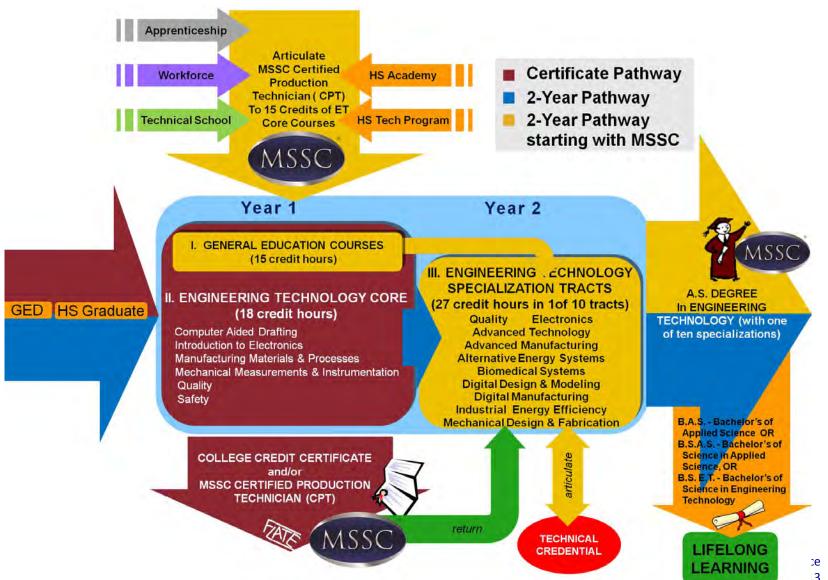


#### III. 10 Specialization Tracts – 24 to 27 credit hours

Advanced Manufacturing Biomedical Systems Electronics Quality Digital Manufacturing Advanced Technology Digital Design & Modeling Mechanical Design & Fabrication Alternative Energy Systems Industrial Energy Efficiency 28

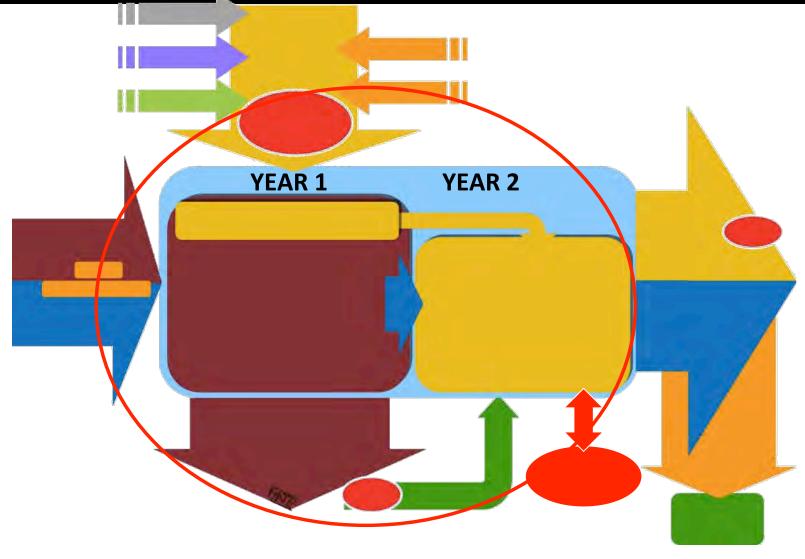


#### A.S. Engineering Technology Pathways



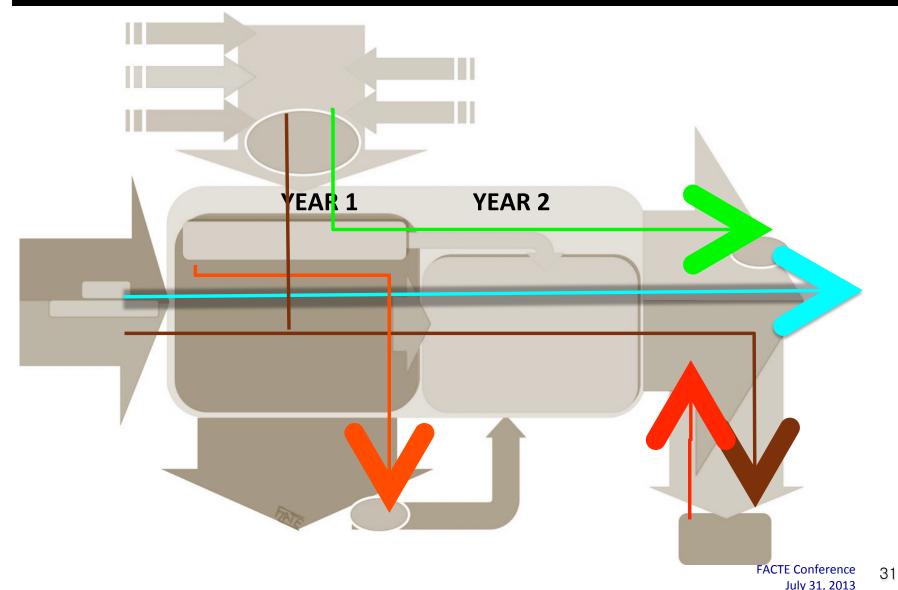


#### A.S. Degree Engineering Technology Pathways





#### A.S. Engineering Technology Pathways

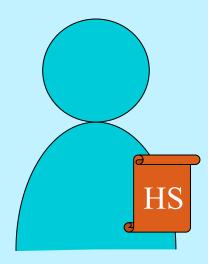


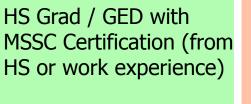


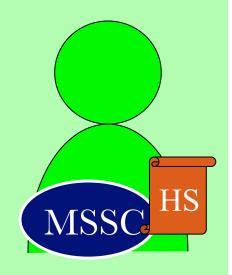
#### A.S. Engineering Technology Pathways

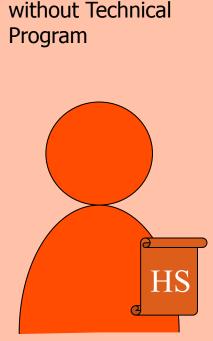
HS Grad / GED

HS Grad / GED with no Technical Program - *wants AS/AAS Degree* 

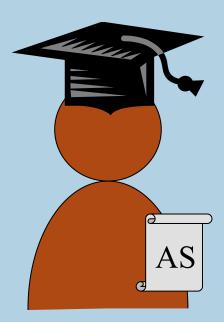








AS ET Graduate



AS Degree (and optional certificates)

AS Degree & MSSC CPT (and optional certificates)

*College Certificate & MSSC CPT* 

BS Applied Science or BS Eng Tech

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#### **ET Degree Technical Core**

Quality Safety Electronics Manufacturing Materials & Processes Mechanical Measurements & Instrumentation Computer Aided Drafting

Safety

MSSC

laintenance Awareness

Quality and Continuous Improvement

Manufacturing Process and Production Engineering Technology Support Certificate (18 Cr) Prepared to take MSSC Certification Exams)

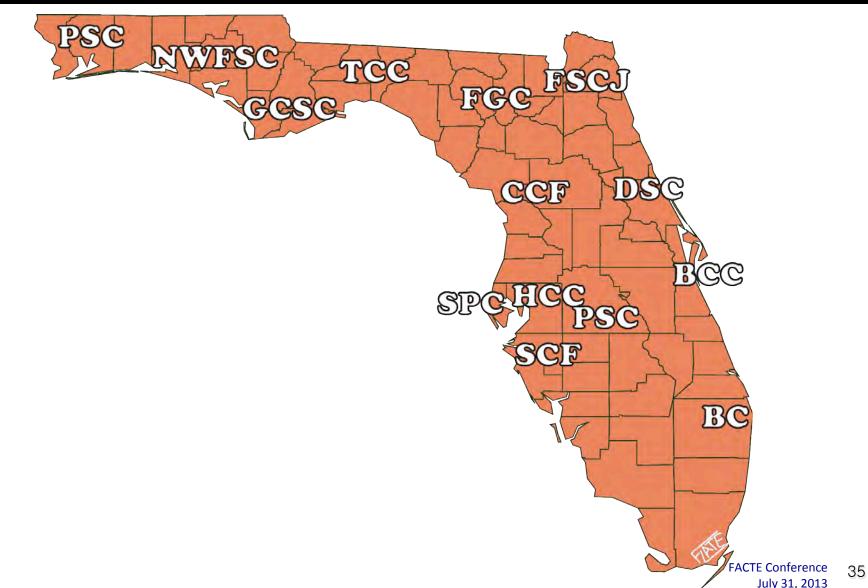


#### **ET Degree Technical Core**





#### FLATE's Engineering Technology Network



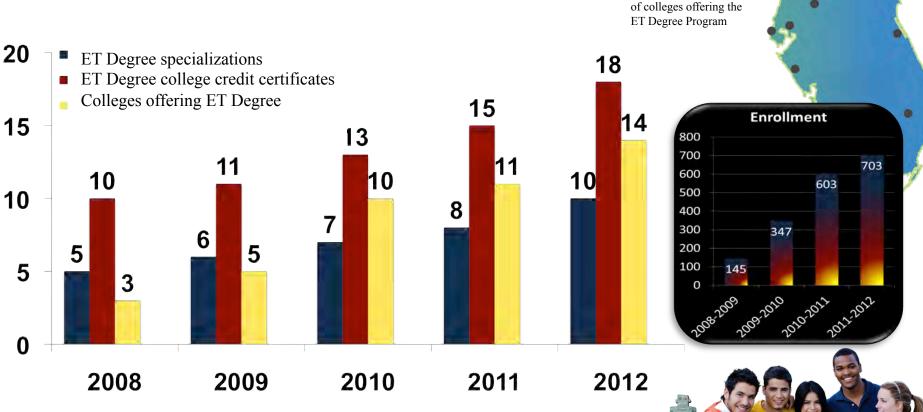


#### FLATE's Engineering Technology Network

SPECIALIZATION	COLLEGES & LOCATIONS	SPECIALIZATION	COLLEGES & LOCATIONS	
Quality	College of Central Florida (CF) - Ocala Florida Gateway College (FGC) - Lake City	Advanced Technology	Eastern Florida SC (EFSC) - Cocoa, Palm Bay Tallahassee CC (TCC) - Tallahassee	
-	St. Petersburg College (SPC) - Clearwater Tallahassee CC (TCC) - Tallahassee	Biomedical Systems	Broward College (BC) - Coconut Creek St. Petersburg College (SPC) - Clearwater	
Electronics	Eastern Florida SC (EFSC) - Cocoa, Palm Bay Broward College (BC) - Coconut Creek State College of Florida (SCF) - Venice St. Petersburg College (SPC) - St. Pete	Digital Design & Modeling	College of Central Florida (CF) - Ocala Gulf Coast SC (GCSC) - Panama City Northwest Florida SC (NWFSC) - Niceville State College of Florida (SCF) - Venice	
	Florida Gateway College (FGC) - Lake City Florida State College (FSCJ) - Jacksonville	Modeling	St. Petersburg College (SPC) - St. Pete Tallahassee CC (TCC) - Tallahassee	
Advanced Manufacturing	Gulf Coast SC (GCSC) - Panama City Hillsborough CC (HCC) - Tampa Polk State College (PSC) - Lakeland Tallahassee CC (TCC) - Tallahassee	Alternative Energy Systems	Eastern Florida SC (EFSC) - Cocoa, Palm Bay Broward College (BC) - Coconut Creek Gulf Coast SC (GCSC) - Panama City Tallahassee CC (TCC) - Tallahassee	
Mechanical Fabrication & Design	Gulf Coast SC (GCSC) - Panama City Florida State College (FSCJ) - Jacksonville Northwest Florida SC (NWFSC) – Niceville Tallahassee CC (TCC) - Tallahassee	Industrial Energy Efficiency	Florida State College (FSCJ) - Jacksonville	
		Digital Manufacturing	Gulf Coast SC (GCSC) - Panama City	

## Engineering Technology A.S. Degree

#### Key Milestones 2008 - 2013



• indicates the locations

FLATER

Impact Florida. Lead Nationally.



#### FLATE's Engineering Technology Network

Engineering Technology Education

Industry



e Engineering Tech (ET) degree program wa developed by the Florida Advanced Technological Education (FLATE) Cente ith Community Colleges nd industries across the ate and in close. artnership with the Florida epartment of Education Division of Adult and Career Education to address a growing need to supply nanufacturers and high technology Industries with qualified, highly skilled workers in the foreseeable future

Search Site [

Careers

The new ET degree program is a cohesive, comprehensive degree program that focuses on a set of core classes that cover introductor posters eliditariting, electronics, instrumentation and leasting, processes and posters elity and safety. These core skills align with the national Manutacturing Skill standards Council (MSSC) Portable Production Technician Certification. The ET Core coupled with a second year degree specialization prepares students for many jobs in manufacturing and many other high-technology industries.

A valid MSSC CPT credential articulates to 15 credit hours of the ET Technical Core in any of colleges offering the degree in the state. The MSSC CPT is also one component of the National Association of Manufacturers (NAM) endorsed Stackable Certification System (SCS). This SCS system aligns industry validated credentials with academic programs and occupations supporting all manufacturing sectors. View school location map

#### Community colleges currently offering the ET

#### degree include:

Click on the logos below to view program information











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# MADE IN FLORIDA

High-Wage High-Skill Careers

#### BHCC www.hccfl.edu

ENGINEERING TECHNOLOGY EDUCATION Certificates and Degrees upporting Florida's High Tech Industry Sectors

ation & Aerospace vanced Manufacturing vanced Materials rgy & Systems Integration Beverages & Pharmaceuticals ire & Entertainment Systems cal Devices & Equipment Machining & Fabrication uct & Process Design

#### EXPLORE CAREERS IN MANUFACTURING

#### ENGINEERING TECHNOLOGY EDUCATION Insert name of college here: Include branch campus, if any

Manufacturine is a viable and excitine career option for students who are innovative, enjoy using their creativity, get excited about using new technology, or are interested in learning how things work.

Want to introduce your students to the world of engineering technology? FLATE (Florida Center for Manufacturing Education) and its local academic partners offer a variety of options to introduce students to the world of highech manufacturing, including:

- Student Industry Tours Over 1,600 students and 150 teachers have participated in the Made in Florida Tours of manufacturing facilities. Contact David Gula, Outreach Manager at 813-259-6581 or gula@fl-ate.org, to schedule a tour for your student
- Classroom Speakers Don't have the time or resources to attend a tour? Contact David Gula, Outreach Manager at 813-259-6581 or gula@fl-ate.org, to schedule a visit to your classroom by a manufacturing expert.
- Made in Florida Learning Challenges Middle and High School class room learning activities based on Florida Manufacturen Visit www.madeinflorida.org/educators.html

#### On the Web

- Made In Florida Virtual Tours visit www.madeinflorida.org/virtual\_tours.htm.
- Made In Florida Video on Florida Manufacturing visit www.madeinflorida.org/video.htm

skills car

satisfying

• The National Association of Manufacturers, Dream it - Do it campaign. New videos are posted every Saturday. Visit www.dreamit-doit.com, go to the Extras tab and click on Cool Videos of Stuff Being Made

 Manufacturing is Cool – This web site is interactive and includes virtual tours and other tools to inspire young minds. Visir www.manufacturingiscool.com.





www.madeinflorida.org www.myspace.com/floridaflate

JDBS IN FLORIDA

evolving M

ENGINEERING TECHNOLOGY EDUCATION Insert name of college here: Include branch campus, if any

MANUFACTURING IS BIG BUSINESS, and it's getting bigger. Florida's manufacturing industry employs about 400,000 workers and accounts for more than \$32 billion of its gross state product.

Florida manufacturers are looking for highly-skilled, technically educated people and the new Engineering Technology degree program promises to keep Florida's manufacturers supplied with highly skilled workers, while providing its graduates with rewarding, high-wage jobs.

- The Bureau of Labor Statistics predicts that each year through 2012 employers will be seeking:
- 17,000 industrial and manufacturing engineers
- 14,000 mechanical envineers 14,000 engineering technicians
- 273,000 metal and plastic production workers

#### Average hourly wage with a two-year degree:

- · Electrical and Electronic Engineering Technician
- Industrial Engineering Technician · Mechanical Engineering Technician
- · Electrical and Electronic Drafter
- \* Electronic, Computer and Product Service Rep

Average Annual State Wages 2005

#### Average hourly wage with a four-year degree:"

- Manufacturing Engineer Systems Designer
- Electronics Engineer
- Industrial Engineer
- \* 2 year A.S. degrees are a stepping stone to 4 year Bachdor of Applied Science degrees in the State of Florida and articulate to BSET degrees at UCF

#### Average Annual Manufacturing Wages 2005

\$ 36,096

\$20.53

19.65

19.32

18.96

15.19

\$36.27

35.39

33.81

29.81





www.madeinflorida.org www.fl-ate.org







Thank you!

#### Marilyn Barger, Ph.D., P.E., CPT Executive Director and P.I. barger@fl-ate.org

#### www.fl-ate.org www.madeinflorida.com www.flate.pbwiki.com

This presentation will be posted on FLATE's wiki presentation pages: http://flate.pbworks.com/



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#### **2013 Industry & Educator Recognitions**



#### Submit nominations online @ www.fl-ate.org

## Nominations close September 1, 2013

July 31, 2013



Our goal is to have at least 200 "Made in Florida" Industry Tours on October 4, 2013 – MFG Day. Open Your Doors to Your Future!

> M ade in Fi ori da

MADE IN I ORI DA

#### Open YOUR doors to YOUR future!

#### Host a "Made in Florida" Industry Tour

Dispel outdated myths about manufacturing

Tell your company's story Connect with your potential customers Inspire a new generation of manufacturers Sign up today: http://tinyurl.com/on4edv3

#### FLATE Can Help

Assist in organizing tours • Survey students & teachers Compile data • Disseminate results • Distribute T-shirts

#### Manufacturers / Associations

Host tours • Offer lunch & MFG T-shirts • Take photos!

#### Districts / Schools / Community Groups

Provide transportation • Recruit students, teachers, chaperones

 $\square$ 

Made in FLORIDA

Made in FLORIDA

FLORIDA

www.madeinflorida.org



M abe in Florida

> Marilyn Barger, Executive Director, FLATE 813.259.6578 <u>barger@fl-ate.org</u> Desh Bagley, Outreach Manager, FLATE 813.253.7838 <u>bagley@fl-ate.org</u>

www.mfgday.com



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