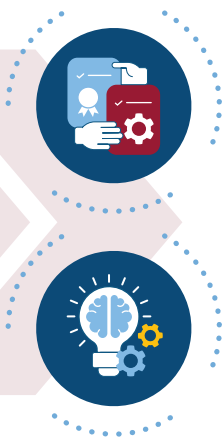
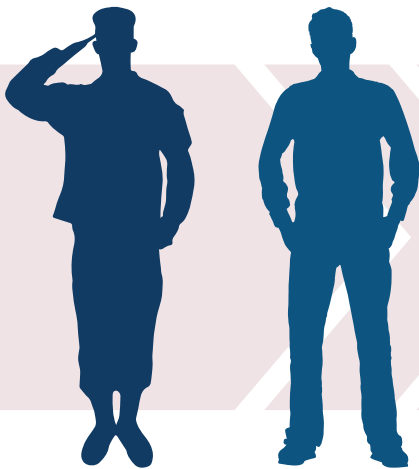


# Manufacturing Readiness Project



## The Problem

Nearly 200,000 skilled veterans enter the civilian job market each year, with valuable yet often underrecognized experience and skills due to a **significant gap** in how military learning is communicated and documented.

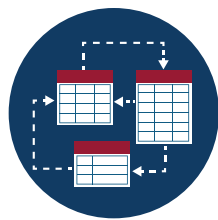


Military training and occupational specializations don't always directly translate to civilian job skills. There is **no standardized method for documenting and interpreting these skills** within the civilian job market context.

Hiring initiatives built around military-to-civilian occupation crosswalks limit candidates to only veterans in closely aligned occupations, **overlooking transferable experience** from training or collateral duties.

## The Project

The Manufacturing Readiness Project **bridges the gap** between military service and civilian manufacturing careers through digital credentialing, translating military skills into a language that resonates with civilian employers and facilitates the employment of veterans in manufacturing—a sector with a critical need to fill over 580,000 open jobs.



SOLID analyzed over **300 MILITARY OCCUPATION CODES**<sup>1</sup> to identify and prioritize transferable skills directly correlated with the manufacturing industry.<sup>2</sup>

Created **11** DIGITAL BADGES



More than **382** Unique Accounts Created and more than **1,592** BADGES AWARDED<sup>3</sup>

1 Skills were validated by the Manufacturing Skill Standards Council (MSSC).

2 Most of the 300 occupations have not been previously aligned to manufacturing, underscoring the process's scalability.

3 Accounts created and badges awarded as of April 18, 2024.

# The Possibilities



## Enhance Skill Transparency and Validation

By creating a clear, validated display of veterans' capabilities through **digital badges**, veterans and employers gain a precise understanding of the applicable skills, streamlining the hiring and placement process.



## Expand Employment Opportunities

Focusing on transferable and ancillary skills encourages a more inclusive approach to hiring, enabling veterans to consider and be considered for a wider range of roles.



## Drive Targeted Training and Development

Streamline training by identifying veterans' existing skills, enabling targeted programs to efficiently address skill gaps. Customize onboarding and training programs to leverage veterans' strengths, reducing redundancy and accelerating productivity.



## Set a Standard for Industry-wide Adoption

Establish a replicable skills translation and credentialing model that can be adapted beyond the manufacturing sector, integrating veteran skills into various industries, enhancing employment outcomes nationwide, and supporting industry needs for qualified personnel.



## Scaling Cross-Industry Solutions

Expand the scope of covered military occupations and skills, while refining the technology and methodologies to ensure continued innovation and widespread applicability.

## GET IN TOUCH

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LET'S CONNECT



## EMPOWERING OUR NATION'S WORKFORCE

Established in 2003, SOLID is a woman-owned small business creating innovative workforce development solutions for the evolving needs of an ever-changing talent marketplace.

We use data-driven strategies to assess workforce needs (focusing on skills identification and skill gaps) to support the development of talent management tools and expansion of equitable career pathways for the military-connected community.

An unparalleled knowledge of the credentialing ecosystem has established SOLID as thought leaders in the industry and led to our involvement in groundbreaking workforce development initiatives across the United States.

Our clients include numerous federal and state government agencies, as well as the private sector, non-profit organizations, and foundations.