



Where to Find Tomorrow's Technicians

"Grow Your Own"





Influencers

- Aging Workforce
- Oncoming Tidal Wave of Technology
- Lack of a Structured Career Path
- Siloed Efforts to Cure

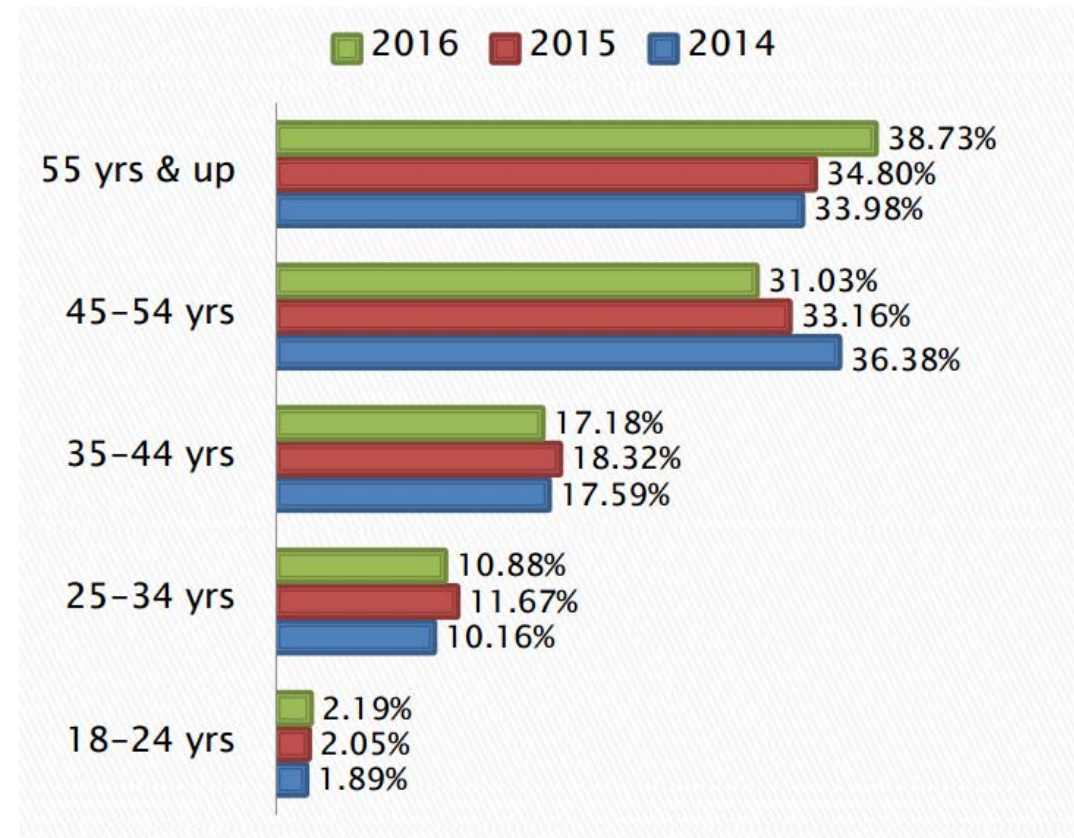




**It's Sunday! Let's Hear
the Good News!**

We are getting old!

- Aging workforce
 - Almost 40% of the responding techs are over 55
 - 70% are over 45
 - Only 2% are 18-24
- Source ATMC Benchmark Survey

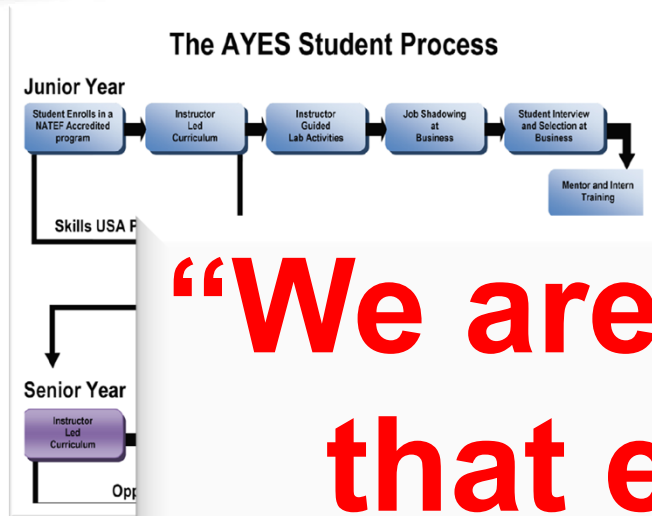


Tidal wave of technology

By 2025 the average ADAS vehicle will upload over 104+ TB to the *cloud* each year



Current State of Vocational Education



- Lack of Industry Support
- Great foundation but incomplete set of tools for schools

“We are the only industry that eats its young!”

Mitch Schneider / Sonny Reeves

enough graduates for current need

1. Complete work order to include customer information, vehicle identifying information, customer concern, related service history, cause, and correction.	P-1	W 11-12.2 L 11-12.1	X	
2. Research applicable vehicle and service information, such as internal engine operation, vehicle service history, service precautions, and technical service bulletins.	P-1	W 11-12.7 RI 11-12.4.7 R(TS) 11-12.1-10	X	X
3. Verify operation of the instrument panel engine warning indicators.	P-1	R(TS) 11-12.1-10		
4. Inspect engine assembly for fuel, oil, coolant, and other leaks; determine necessary action.	P-1	R(TS) 11-12.1-10	X	X
5. Install engine covers using gaskets, seals, and sealers as required.	P-1	R(TS) 11-12.1-10	X	X
6. Remove and replace timing belt; verify correct camshaft timing.	P-1	R(TS) 11-12.1-10	X	X
7. Perform common fastener and thread repair, to include: remove broken bolt, restore internal and external threads, and repair internal threads with thread insert.	P-1	R(TS) 11-12.1-10	X	X
8. Inspect, remove and replace engine mounts.	P-2	R(TS) 11-12.1-10	X	

Turnover rates & reasons

- Skilled techs - 25%
- Entry level - 60+%!!
- Why?!
 - No career path
 - No opportunity for growth
 - Outdated business model

I Quit!!



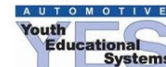
Current State of Aftermarket Training



Wanna buy some training?



- Lack of Industry Standards
- Unorganized training offers
- No structured career path
 - No Structure
 - No Career path
- Disjointed efforts by industry organizations
- Many good building elements



Process of Growing Your Own

- Attraction
- Engagement
- Investment
- Onboarding
- Growth
- Opportunity



Attraction & Opportunity



What would you say to the younger you?

A group of four young adults are sitting on the floor against a brick wall. From left to right: a man with a beard and a red t-shirt is looking at his phone; a woman with long dark hair is looking at her phone; a woman with long brown hair is looking at her phone; and a man with a beard and a red t-shirt is looking at his phone. They are all wearing casual clothing. The background is a brick wall.

What do Millennials want?

- ✓ Work in a place with purpose
- ✓ Make an impact
- ✓ Free food!
- ✓ Bean Bag Chairs!

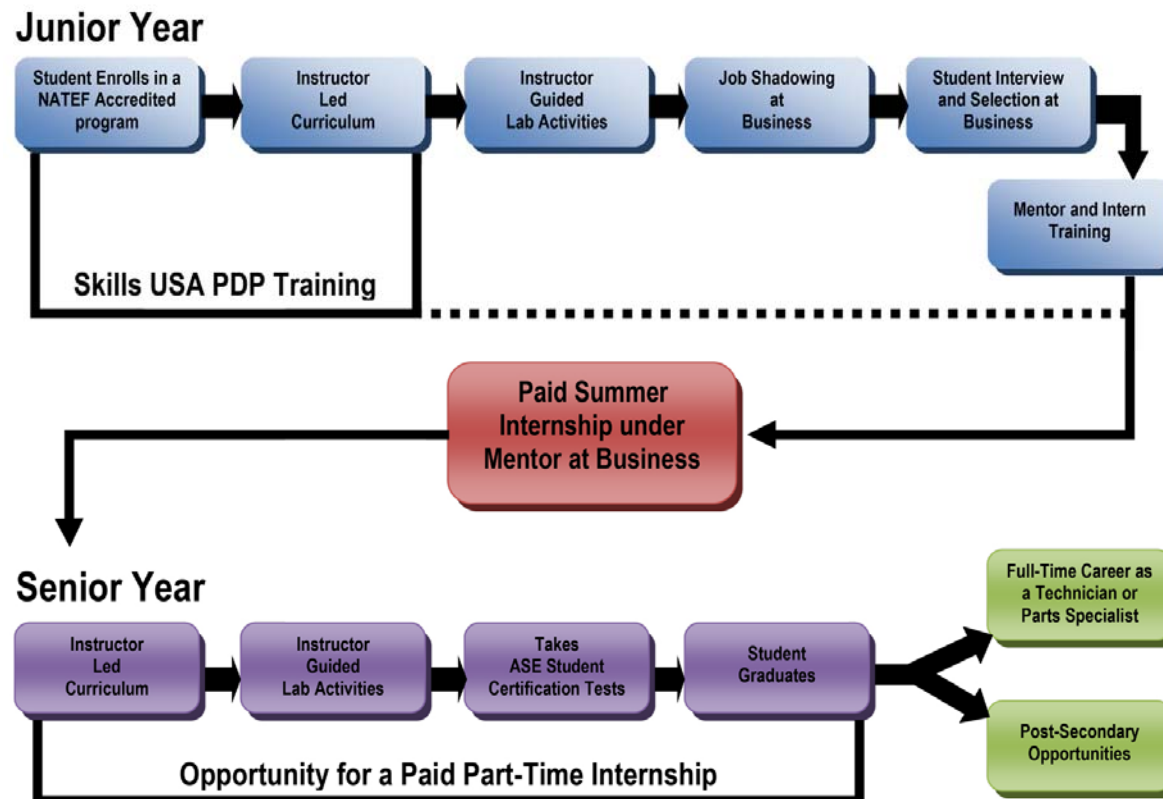
Simon Sinek



Ask us what our summit is, and then
help us learn to climb that mountain.

Engagement

The AYES Student Process



Join Your Local Advisory Committee

- Find your local vocational instructor
- Ask how you can help
 - Join their advisory committee
 - All NATEF schools are required to have one
- Review Budget
- Follow up with former graduates
- Review Curriculum
- Evaluate instruction, tools, equipment, facility

What Your Input Should Include

- Help instructor understand the skills you need their students to have when they graduate
- Help the instructor organize the tasks in context with your workflow and standards
- Ensure the tasks are being demonstrated properly with respect to technique, tools and equipment
- Support the completion of these tasks by interns and apprentices in your shop
- Supplement the program with tools and equipment

Investment

- Sponsor an Intern at a NATEF Post Secondary Program
 - Work study program that provides additional intern growth
 - Commitment by student to sponsoring shop
 - Tools?
 - Total cost to shop = \$0



Toyota • Scion • Lexus
TECHNICIAN DEVELOPMENT

A-TEN

Aftermarket Technician
Education Network

Onboarding

- Apprenticeship
 - Enhanced AYES model
 - European/Australian model
- Boot Camp or Immersion Training
 - 1-4 week intense learning experience
 - Live working environment
 - Narrow focus to hone skills
 - Delivers productive technician to workplace



Current Resources

- www.ayes.org

Intern Value Calculator

Step 1 - Fill out the fields with the appropriate numbers.

Step 2 - Click on the "Calculate" button to see the "Financial Impact" of the intern.

Step 3 - Click the "Reset" button to clear all the fields and start again. You can also edit the existing data and recalculate it.

Click the text next to an entry box for help with that field.

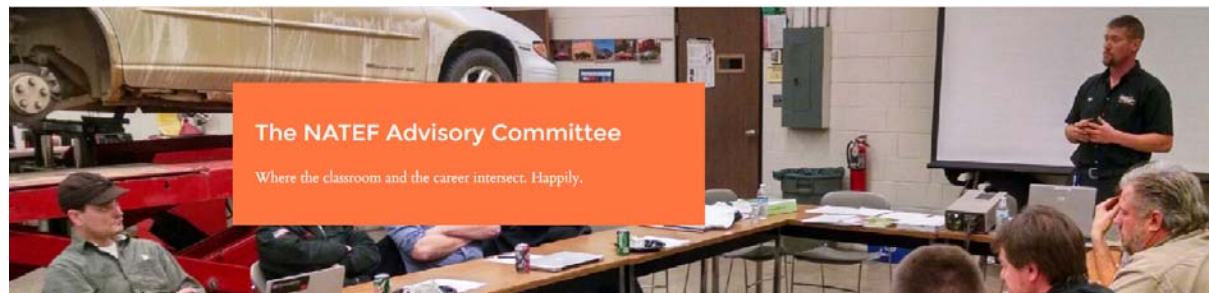
Dealer Billable Rate: \$ Per hour
Cost of Labor: %
Mentor/Intern Split: %
Intern Flag Hours: hours
Intern Fixed Hourly Rate: \$ per hour



Need Information about AYES?

Contact your local ASE Industry Alliance Manager

- www.natef.org



Other Resources

- www.nastf.org

- www.atmc.org



Building the Road to GREAT Technicians

NASTF
Spring 2016
General Meeting



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Road to GREAT Techs

NASTF General Meetings

Committee Pages & Projects

Non-OEM Resources

Other References

Instructors/Educators

Instructors/Educators

VIDEO: Access to Service & Programming Information from Vehicle OEMs (5 min)
(closed captioning available)

Access to Service & Programming Information from Vehicle OEMs



OEM Reprogramming Information

Embed code: <https://www.youtube.com/embed/LSuyhp9IVBs>
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The ONLY Solution is to get Involved

