



How to grow a good technician

Presentation by the
Education Committee

October 30, 2007

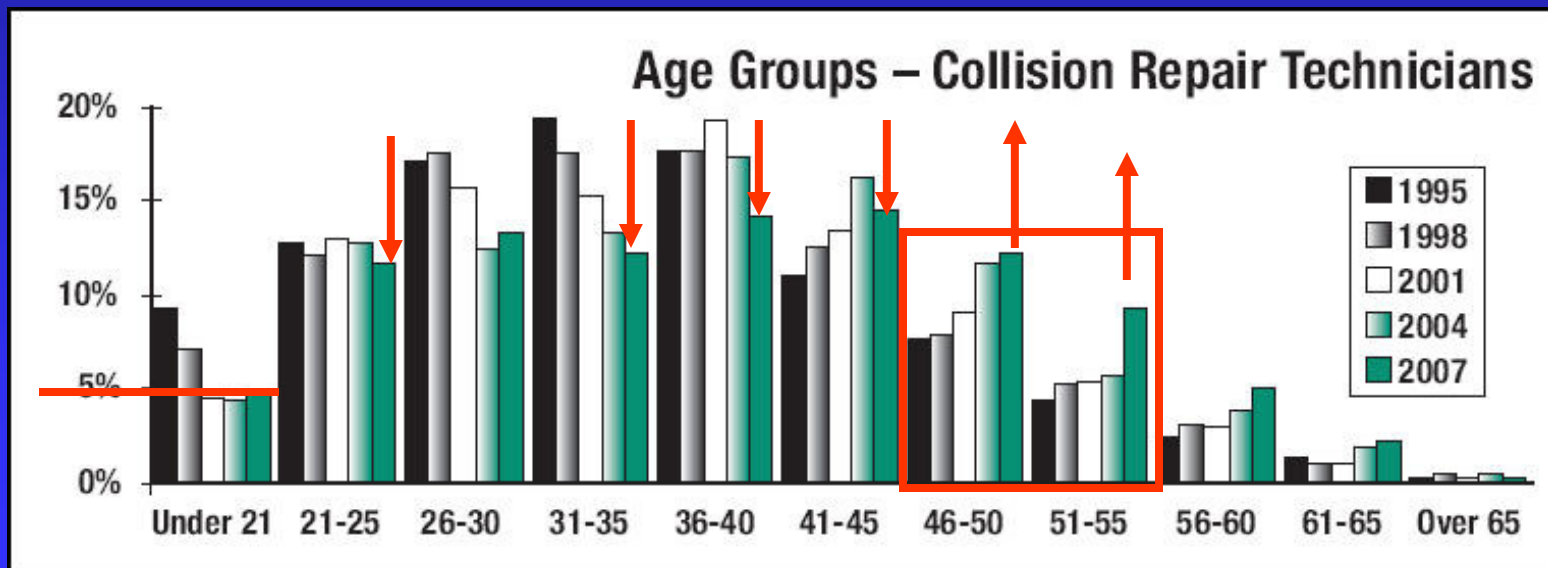


Snapshot of the Collision Industry



Executive Summary of the 2007 Survey

Aging Technician Workforce





Educational Issues

- *Schools trending away from Skilled Trade programs*
- *Declining Enrollment*
- *Questionable student placement*
- *NCLB*
- *Societal importance of skilled trades has been forgotten*



Educational Issues

Where Collision Programs do exist:

- *Poorly Funded*
- *Antiquated vehicles, equipment, and curriculum*
- *Instructor knowledge may be outdated.*



Snapshot of the Collision Industry



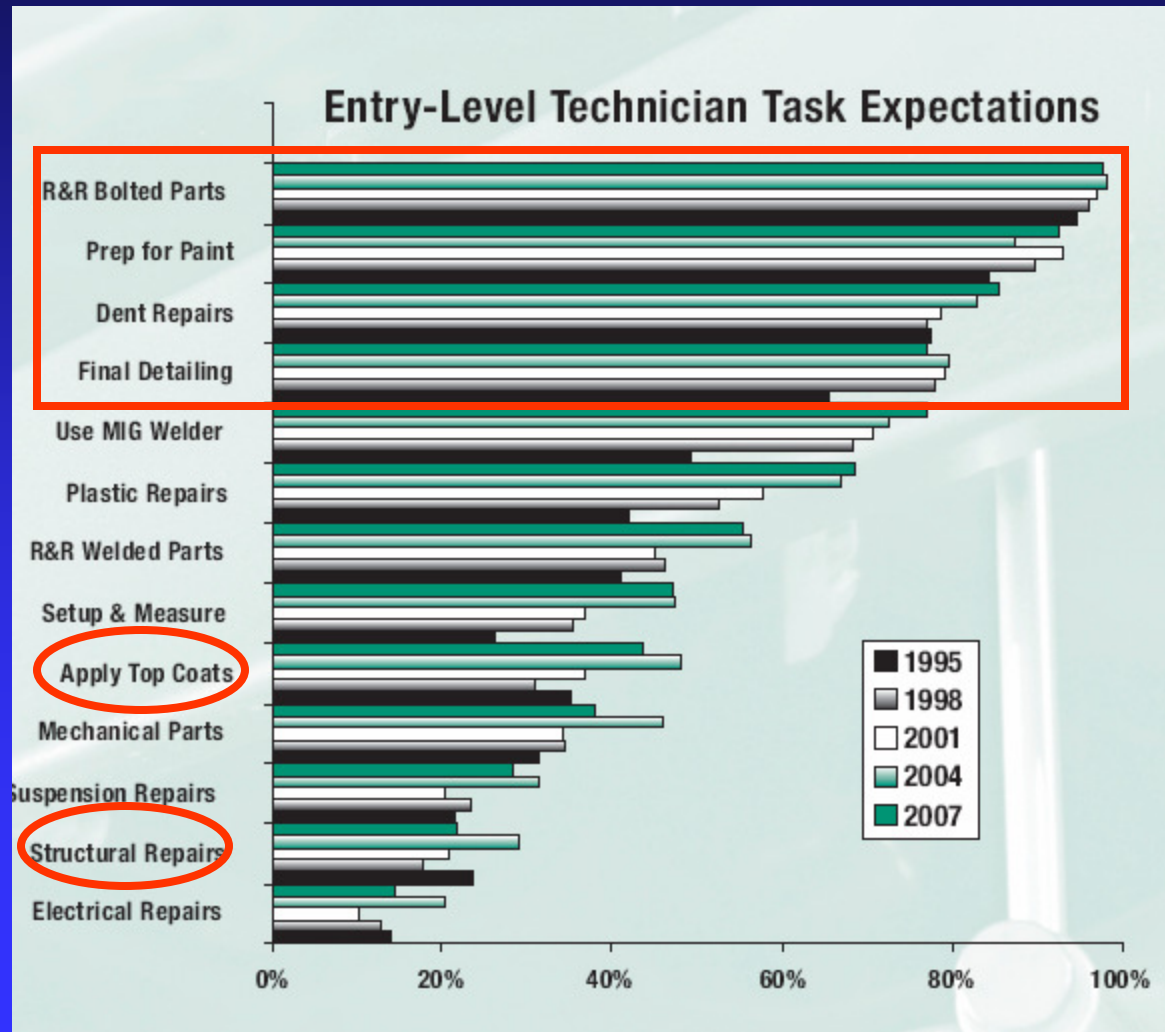
Executive Summary of the 2007 Survey

- What skills do we want entry-level techs to possess?
- Would we hire them if we could find them?

Here's what we did



Curriculum





Step One:

- **Plant the seed in a fertile environment**
 - ✓ *Talk to students on career day*
 - ✓ *Have an open house at your shop*
 - ✓ *Invite Parents*
 - ✓ *Ask for help (Manufacturers, paint suppliers, parts suppliers, jobbers, tool companies, Insurers)*



Nissan Vehicle Donation



6. 6. 2003



Step One:

- **Plant the seed in a fertile environment**
 - ✓ *Talk to students on career day*
 - ✓ *Have an open house at your shop*
 - ✓ *Invite Parents*
 - ✓ *Ask for Help*
 - ✓ *Become involved in your local tech program*



Advisory Committee





Step Two:

- **Help the tech grow**
 - ✓ *Show up at the school*
 - ✓ *Be involved in their development*
 - ✓ *Provide real world experience (internships)*







Step Three:

- Harvest the fruits of your labor
 - ✓ *After working with these students there should be no doubt who the top picks are*
 - ✓ *Make a competitive offer*
 - ✓ *Have a continuing education plan for the new tech*
 - ✓ *If they can't visualize a future, they won't stay*




SkillsUSA
Champions at Work

Works on improving student's self esteem

Develops academic, technical, and workplace skills.



Develops communication and teamwork skills



Helps students gain a competitive edge in the workforce



Have you thought about recruiting women into the Industry???



WIN awarded their first educational scholarship to Selena Strickland, who was the top competitor in the state of Georgia, and finished 10th overall in the 2007 Skills USA National championship. The WIN Scholarship includes a full ride to NACE `07 provided by AMI and a 2008 WIN membership.

There were five female competitors at the 2007 Skills USA National Collision Repair competition!



Finally

- *The program should:*
 - ✓ *Emphasize Academics (Service Learning)*
 - ✓ *Be visible in your community*
 - ✓ *Provide a community Service*



Vehicle Donations





Thank You!

Any Questions?