

TPC Student Survey

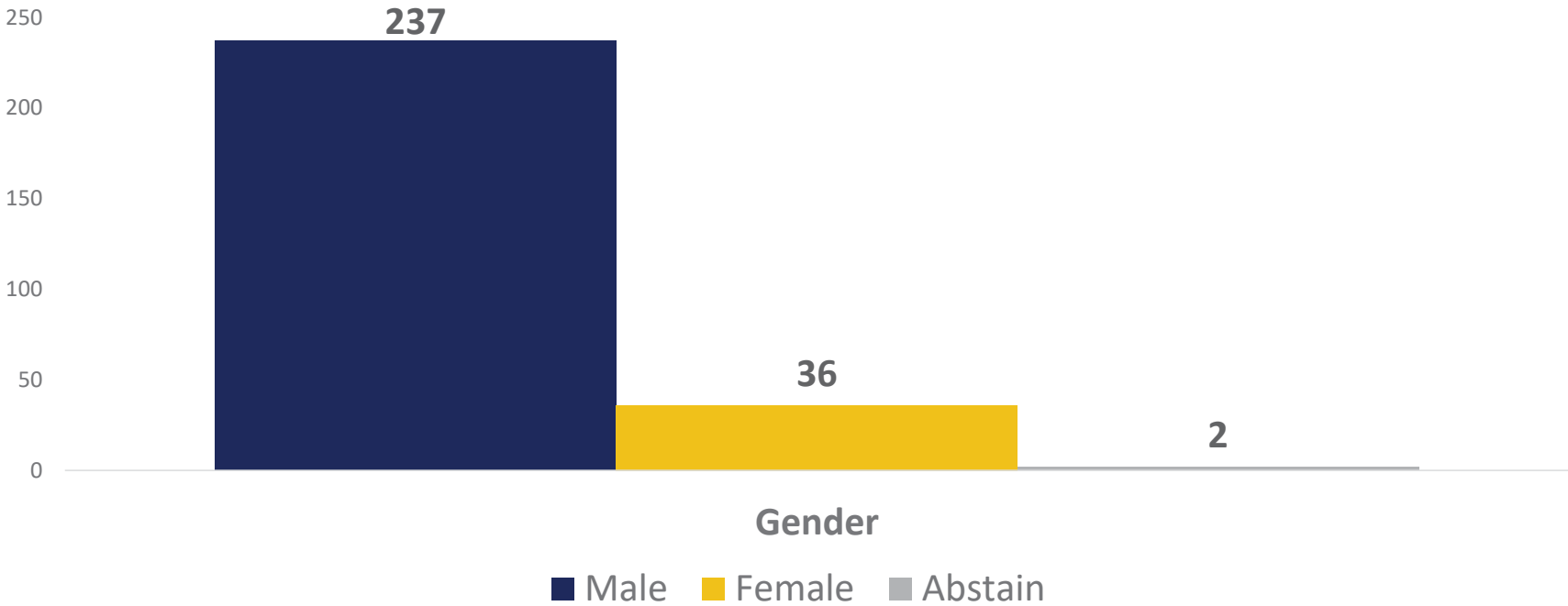
Purpose

- ❑ To gather insights on today's students reasons for focusing studies on collision repair industry and what their ideal future employer has to offer as they enter the workforce

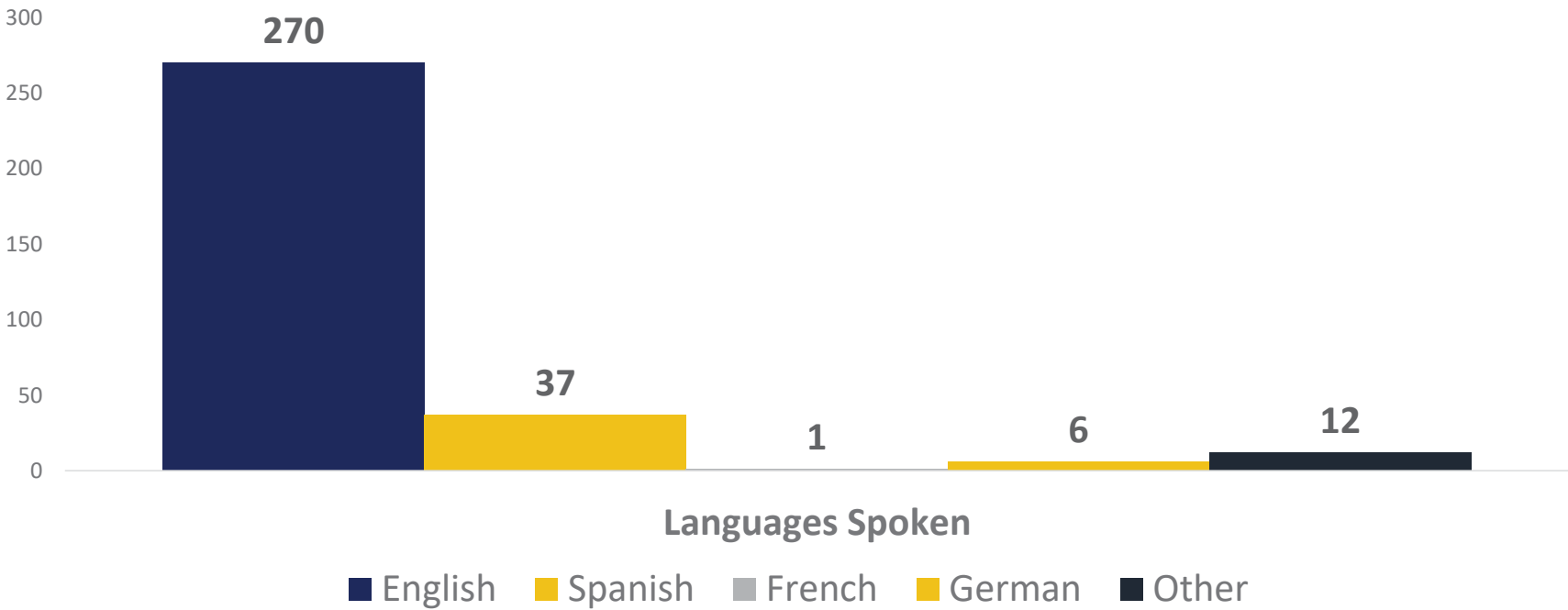
Overview

- ❑ Surveyed 275 high school and college/technical students who attended a CREF career fair across United States between Fall 2018 thru Spring 2019
- ❑ Ages range from 15 to 45

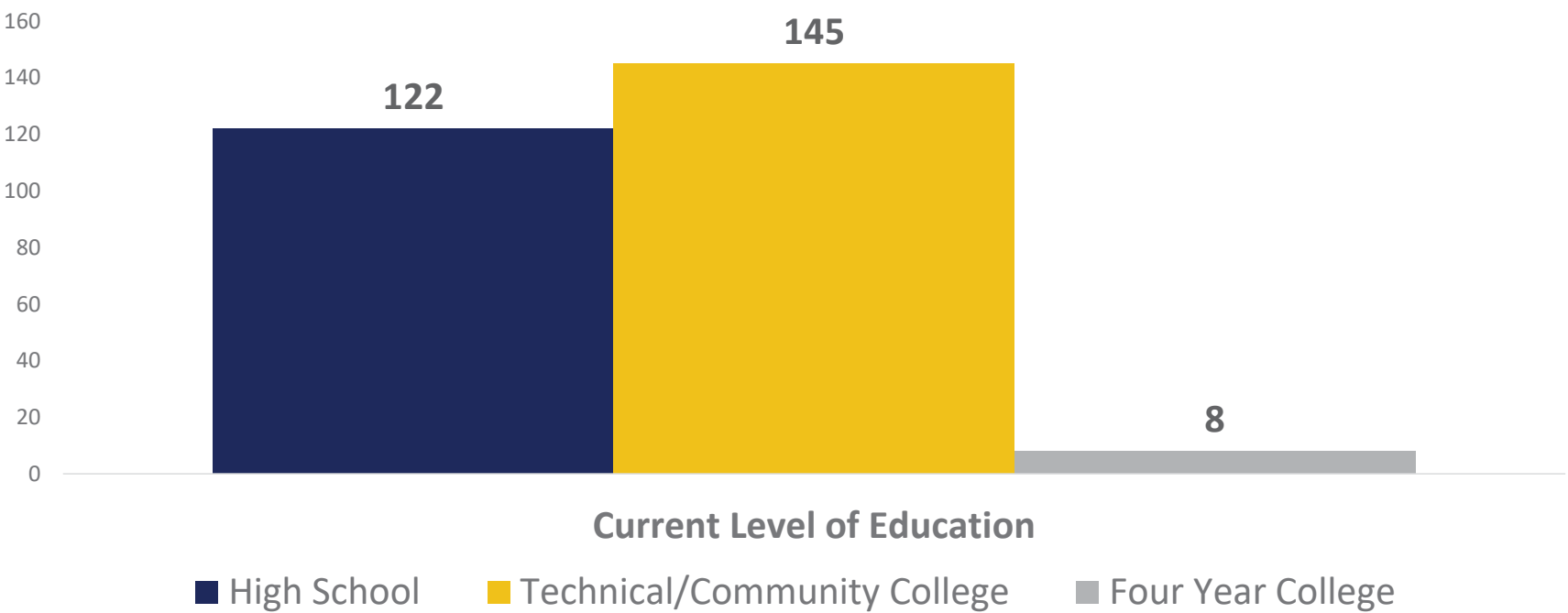
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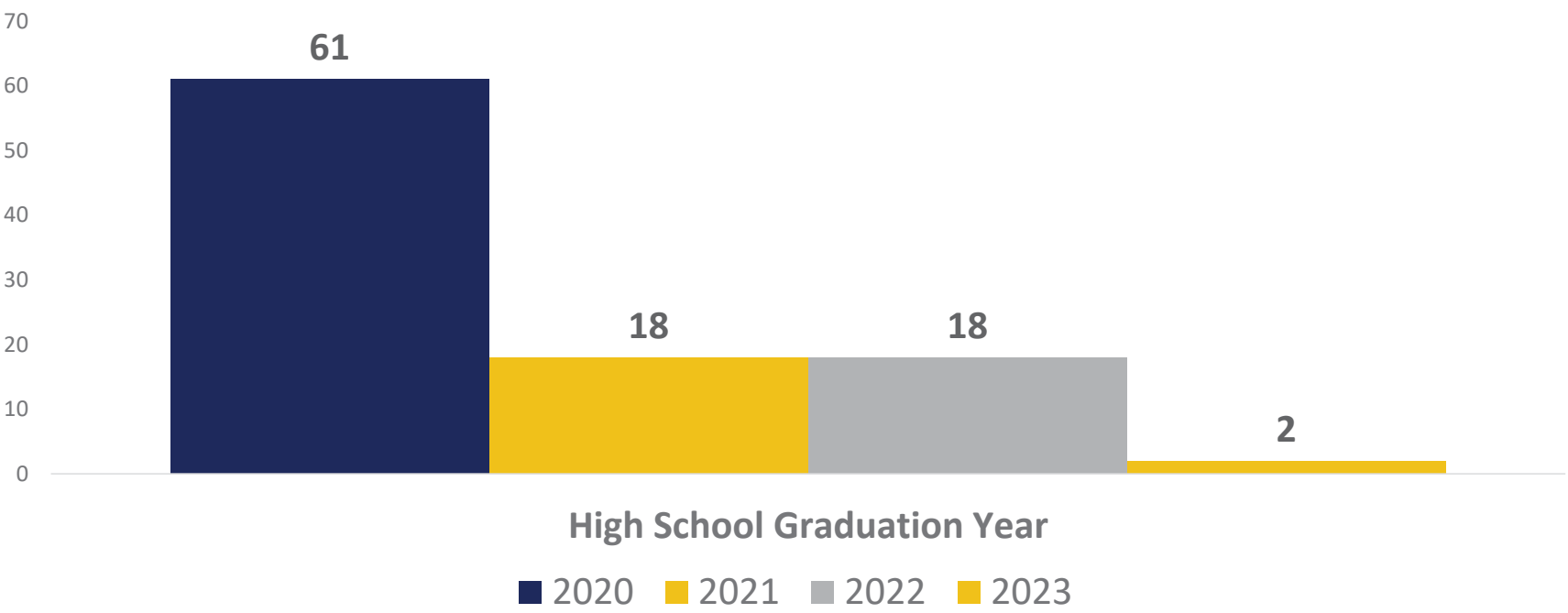
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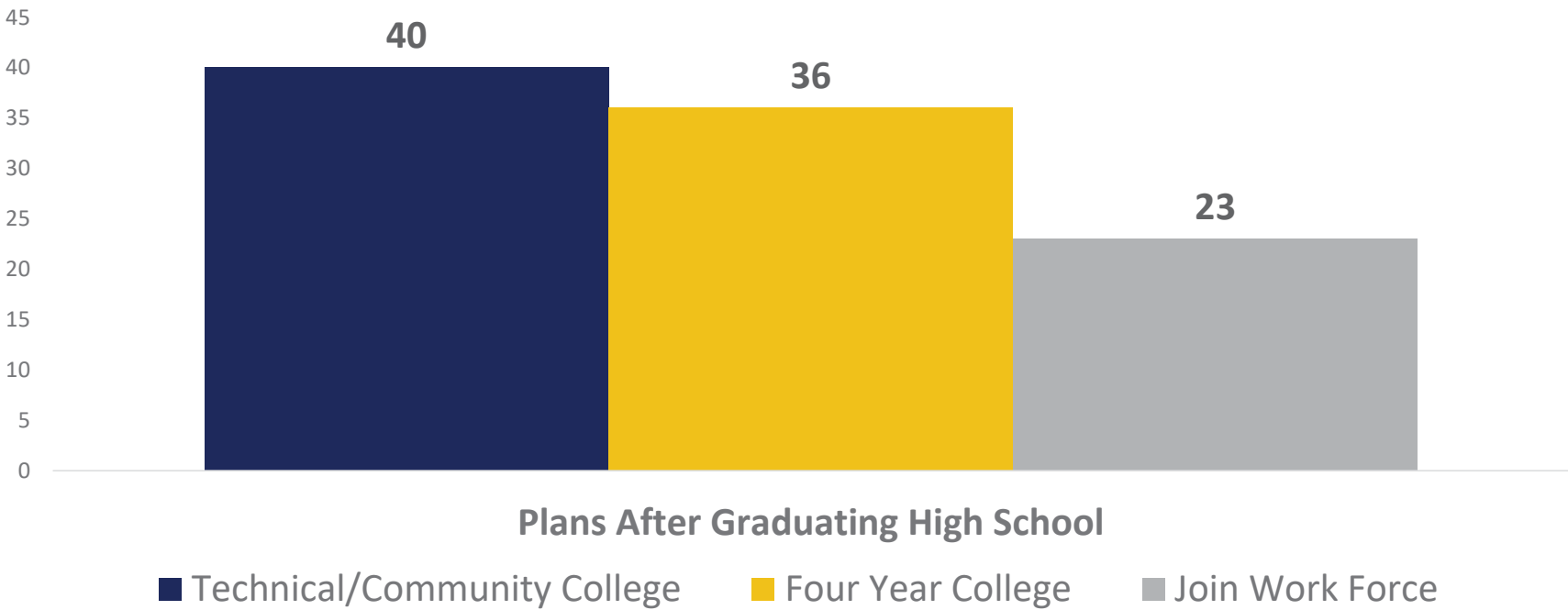
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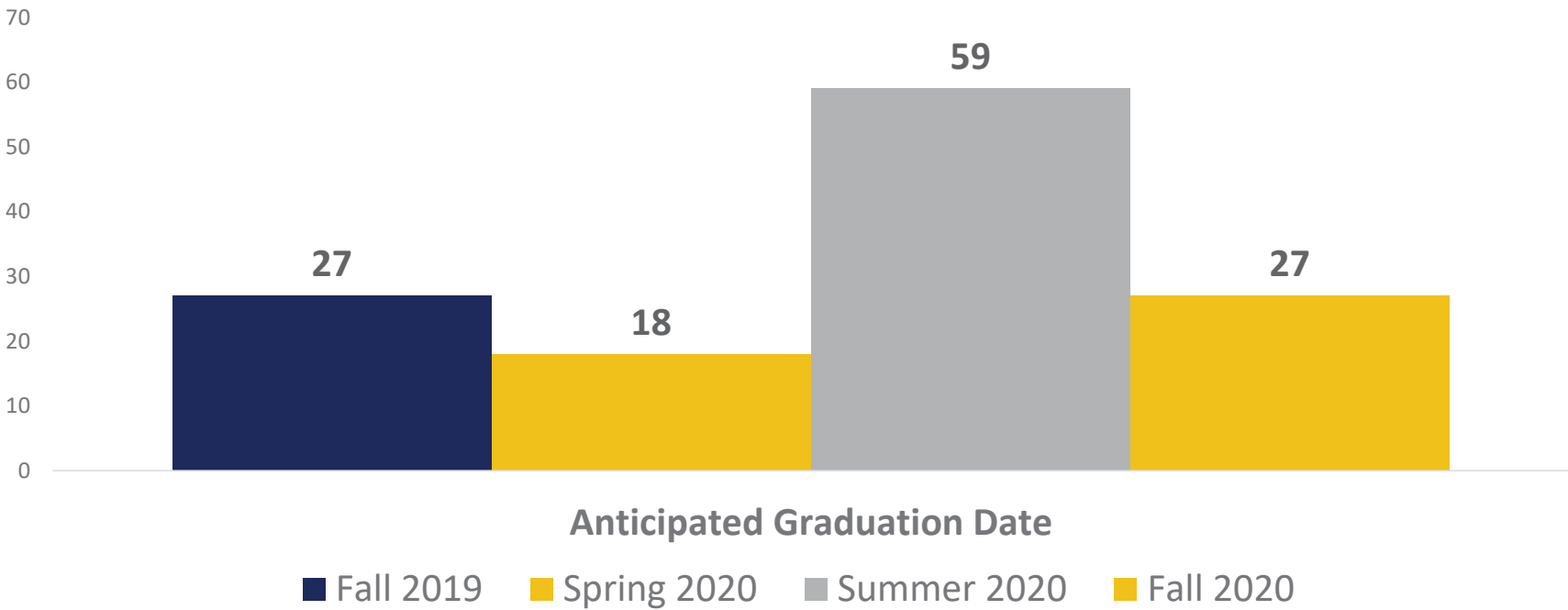
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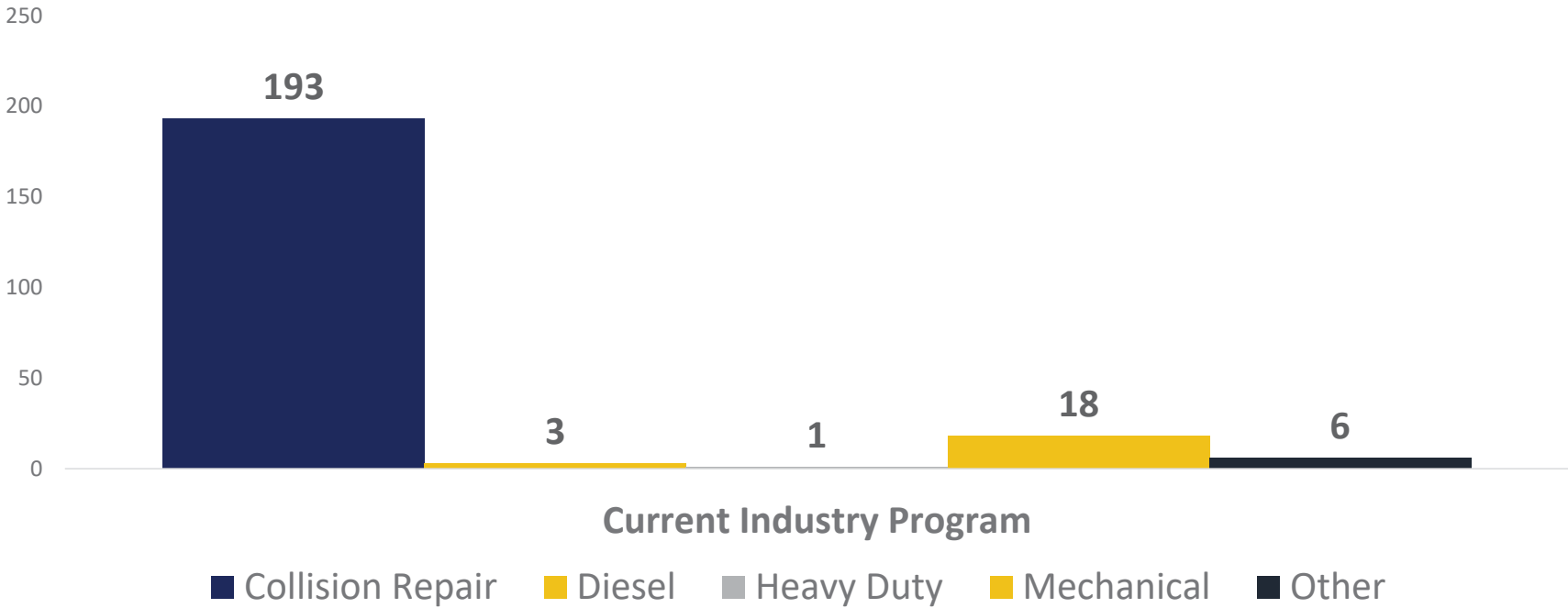
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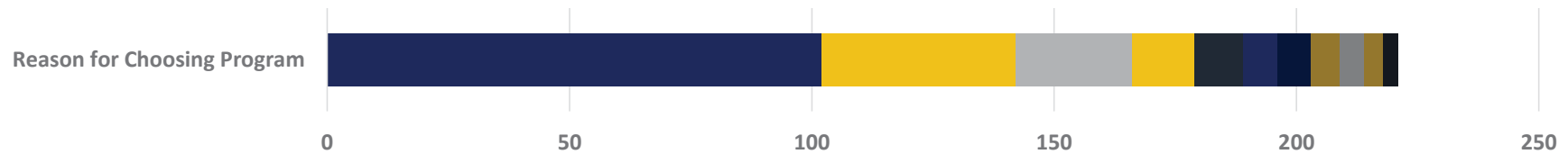
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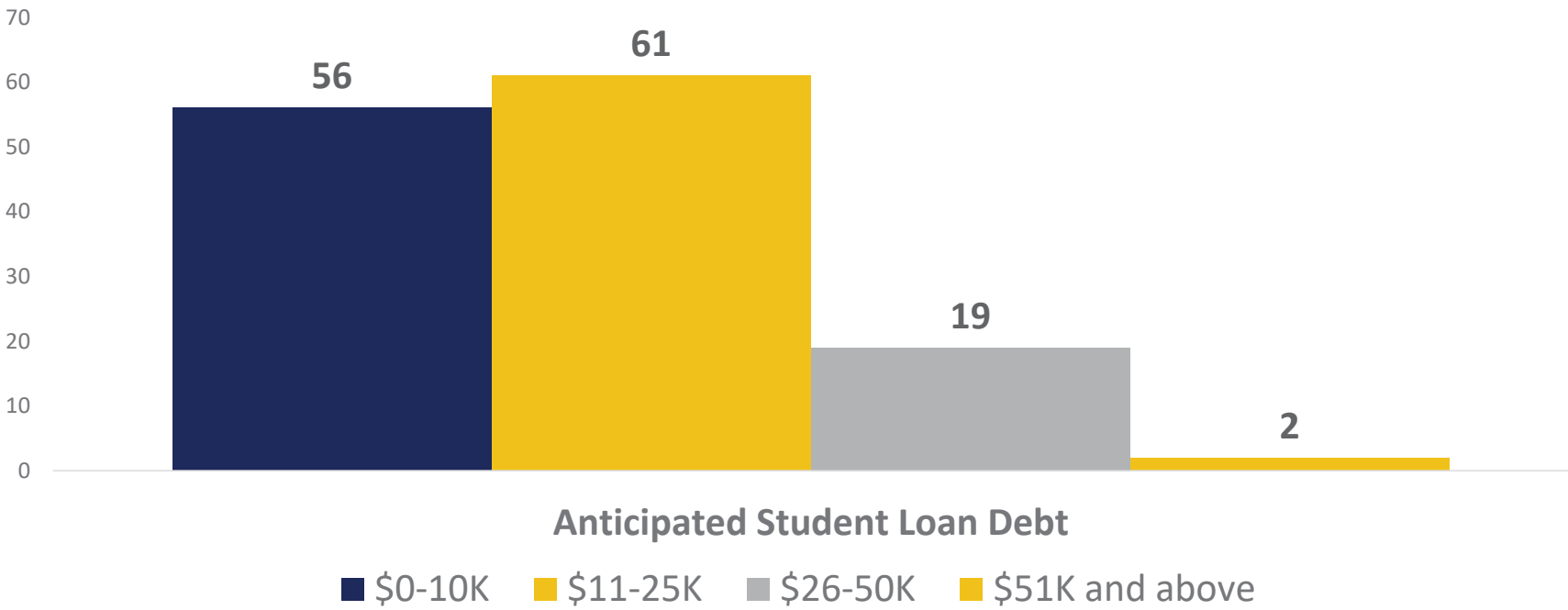


	Reason for Choosing Program
■ Love working on cars	102
■ Opportunities for career advancement after employment	40
■ Looked like fun	24
■ Other	13
■ Number of job openings	10
■ Had a parent/relative who was in the industry	7
■ Pay top level technicians receive	7
■ Didn't know what else to do	6
■ Starting pay for collision industry employees	5
■ Had a friend in the industry	4
■ Challenge working with new vehicle technology	3

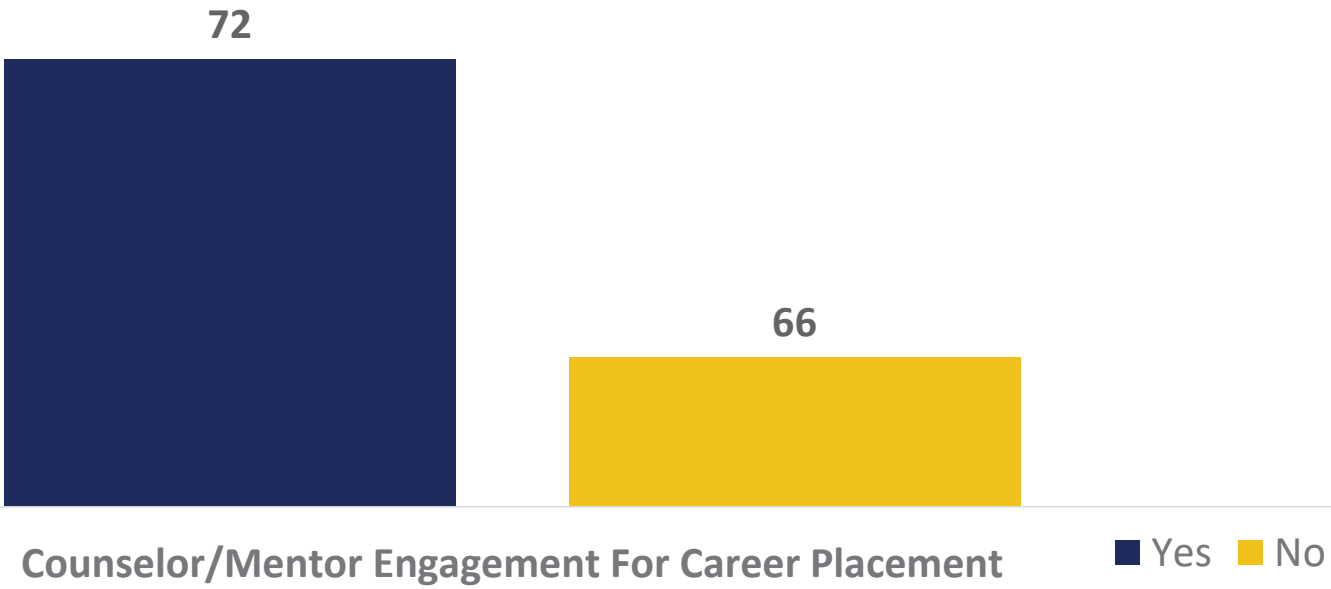
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- "After retiring from the military, I have chosen the auto technician, welding, and collision repair industry to learn the trades. I want to put all of them together for building a drift car to raise money for autism awareness."
- "I have a great desire to paint and own my current shop. My 1 year old daughter is my greatest motivation to go through school and make something of myself!"
- "Want to have a good job with something I love. Want to rebuild a childhood car in memory of my grandparents."

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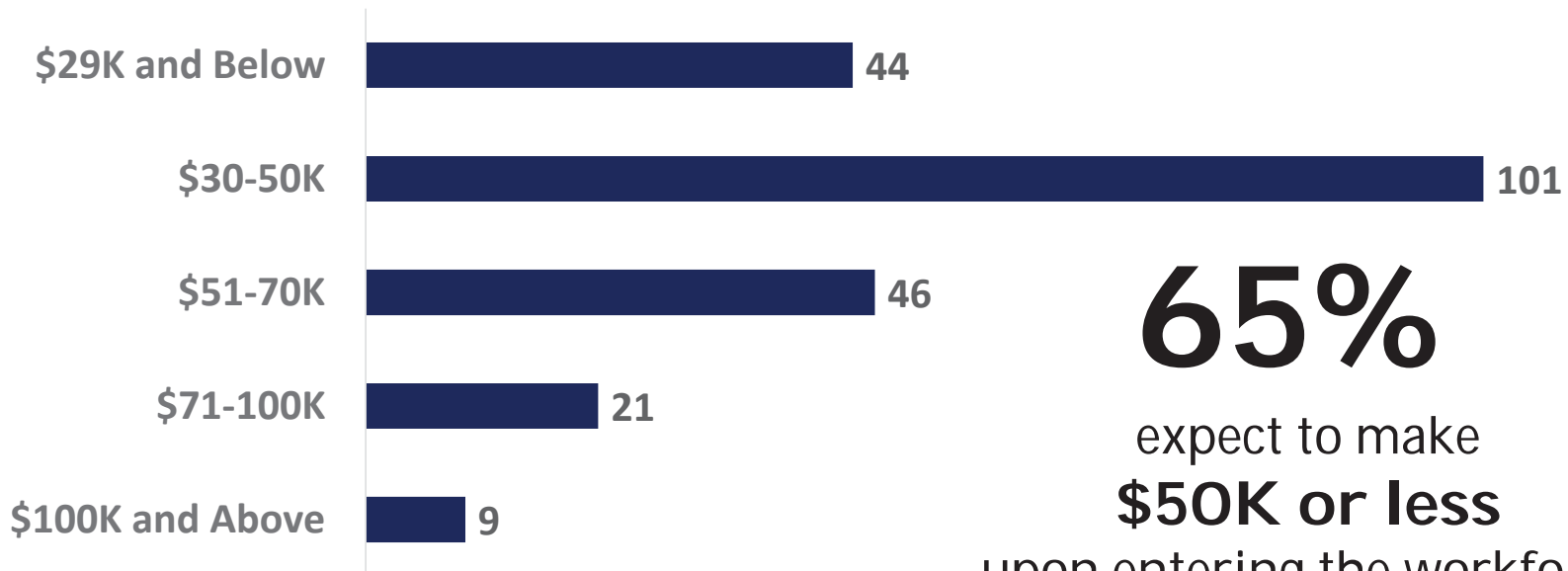
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**Student's Top Factors
When Considering
Future Employers**

- #1 Wages**
- #2 Work-Life Balance**
- #3 Potential for Advancement**
- #4 Insurance Benefits**
- #5 Retirement Savings Plan**
- #6 Tuition Reimbursement**

TPC Student Survey Results

Expected Starting Salary



65%
expect to make
\$50K or less
upon entering the workforce

Talent Pool Committee Next Steps

- Utilize industry data and use as catalyst for highlighting potential solutions for barriers
 - Entry
 - Retention
 - Training
- Sub-Committees Finalized
 - Education
 - Marketing
 - Career Pathing and Apprenticeship
- Short and long term goals
 - Aimed at achieving overall committee goals