



COLLISION INDUSTRY
CONFERENCE

Talent Pool and Education Committee



COLLISION INDUSTRY CONFERENCE

*The pipeline containing the future
workforce is collapsing...*

PRESENTED BY:

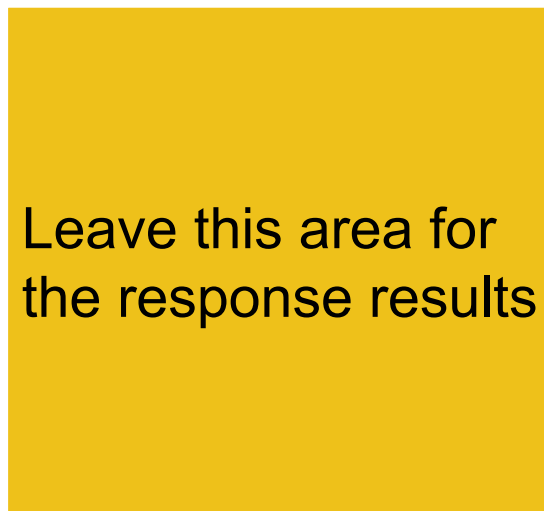
GEORGE ARRANTS: VP ASE EDUCATION FOUNDATION

BETH RUTTER: GLOBAL DIRECTOR INDUSTRY AND CUSTOMER ENGAGEMENT TRADIEBOT INDUSTRIES

Audience Response Question:

Please indicate which stakeholder group you represent:

1. Repairer
2. Insurance
3. OEM
4. Supplier
5. Salvage
6. Consultant
7. Education
8. Association
9. Media
10. Other



Leave this area for
the response results

Audience Response Question:

Have you hired an intern or entry-level technician from a community college/tech school in the past 2 years:

1. Yes
2. No
3. Not applicable to my role

**Leave this area for
the response results**

Audience Response Question:

If yes, did you provide them with a mentor:

1. Yes
2. No
3. Not Applicable

Leave this area for
the response results

Audience Response Question:

If “Yes” was that mentor trained to work with interns or new hires:

1. Yes
2. No
3. Not Applicable

Leave this area for
the response results

Audience Response Question:

Were the interns or entry-level hires from local or distant community college/ Tech schools:

1. Local
2. Distant
3. Both
4. Not Applicable

Leave this area for
the response results

Audience Response Question:

Are any or all of the entry-level hires still employed with your company:

1. Less than 50%
2. More than 50%
3. Not Applicable
4. Did not hire any

Leave this area for
the response results

Audience Response Question:

Are you or any one in your facility actively involved in your local school's advisory committee:

1. Yes
2. No
3. In the past but, not currently

Leave this area for
the response results

Labor Projections 2019 – 2029

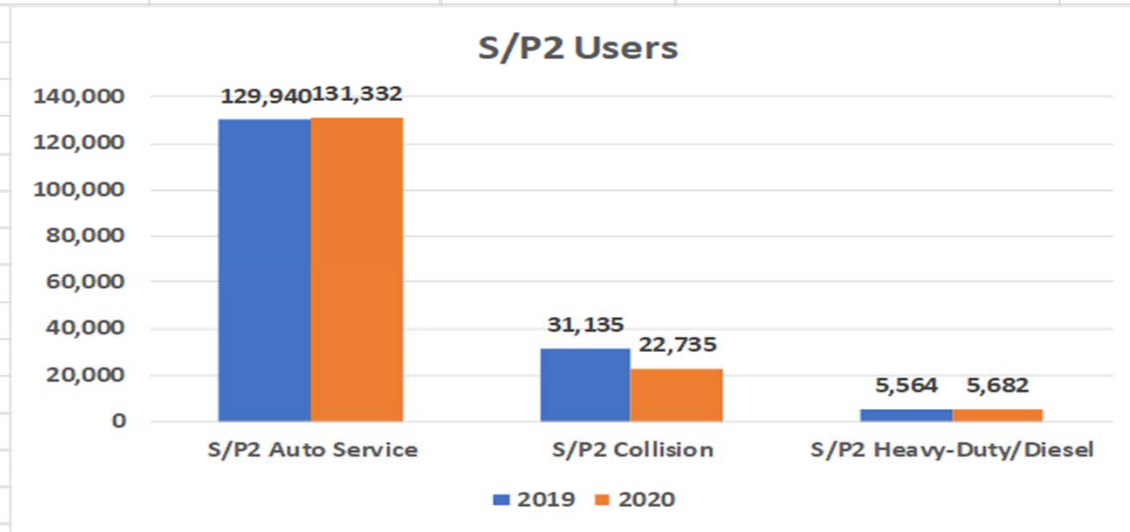
<https://www.bls.gov/emp/tables/occupational-projections-and-characteristics.htm>

2019 National Employment Matrix title and code	Employment		Employment change, 2019-29		Percent self employed, 2019	Occupational openings, 2019-29 annual average	Median annual wage, 2019 ⁽¹⁾
	2019	2029	Number	Percent			
Automotive technicians and repairers 49-3020	936.3	912.8	-23.4	-2.5	11.8	77.5	\$ 42,150
Automotive body and related repairers 49-3021	155.5	159.9	4.4	2.9	6.4	13.6	\$ 43,580
Automotive glass installers and repairers 49-3022	24.3	24.2	-0.1	-0.4	19.2	2.2	\$ 35,790
Automotive service technicians and mechanics 49-3023	756.6	728.8	-27.8	-3.7	12.6	61.7	\$ 42,090
Bus and truck mechanics and diesel engine specialists 49-3031	281.3	290.8	9.6	3.4	4.1	24.5	\$ 48,500
Heavy vehicle and mobile equipment service technicians and mechanics 49-3040	218.1	218.9	0.9	0.4	2.5	19.4	\$ 51,590
Farm equipment mechanics and service technicians 49-3041	40.8	41.3	0.5	1.3	2.5	3.7	\$ 42,200
Mobile heavy equipment mechanics, except engines 49-3042	152.9	154.0	1.1	0.7	2.4	13.7	\$ 53,370



S/P2 student users

Total # of Users	S/P2 Auto Service	S/P2 Collision	S/P2 Heavy-Duty/Diesel	Total Users
2019	129,940	31,135	5,564	166,639
2020	131,332	22,735	5,682	159,749



Percent Change - 2019 vs 2020		
S/P2 Auto Service	S/P2 Collision	S/P2 Heavy-Duty/Diesel
1.1%	-36.9%	2.1%

42% of grads are no longer in auto service

“



Current trends

ASE Accredited programs dropped – 17 inactive potentially another 26 in the next few months

S/P2 Collision programs not utilizing their training from 2019 to 2020 – 241

I-CAR school subscription not renewed - 87

Mississippi Department of ED – Has mandated that **ALL** collision programs be ASE accredited (first state to mandate Collision)

Estimated that there are about 900 – 1000 collision programs in the US

Industry and education speak a different language

Colleges need to produce students who can work in industry as an entry level technician

Industry needs to create an environment where new technicians can learn and grow

Spherion's emerging workforce study: 35% of employees who do NOT receive mentoring look for another job within 12 months, while those who receive mentoring are 77% more likely to stay.

Call to Action

ASE Education foundation Field managers – communicating with programs & determining dates for spring advisory meeting.

I-CAR sales force – communicating with education programs to determine if they need assistance.

CREF – Communicating with their contacts and past scholarship winners

Industry – Get involved locally

- reach out to local programs and/or programs you have contacts with and determine how we can assist.
- If you are involved with a program that is struggling or in Jeopardy of closing, we need to know.

We need to know those programs that are in jeopardy of closing before Friday March 5th.

Next Steps

Open Discussion

Thank you

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