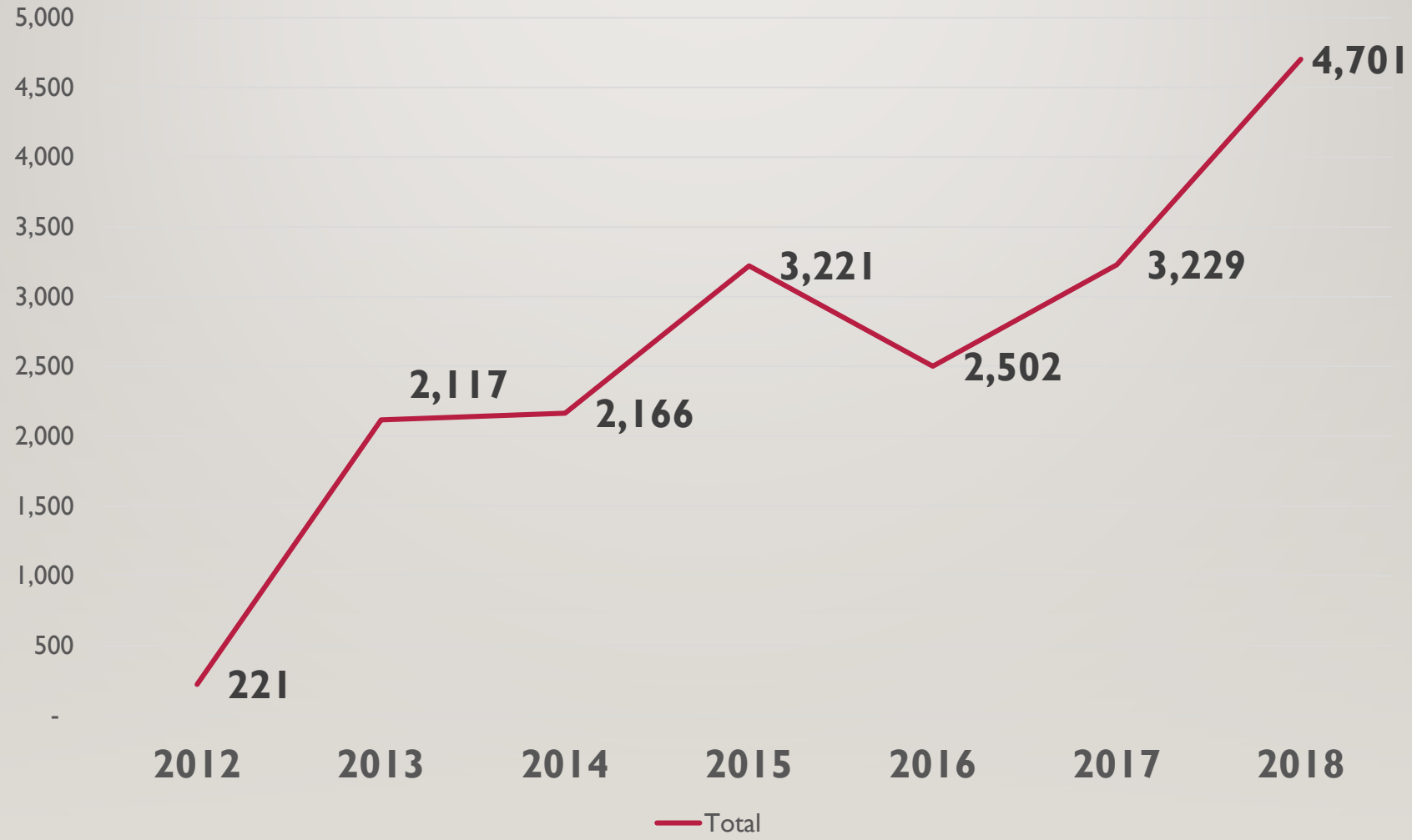
ATMC TRAINING BENCHMARK SURVEY (2018)

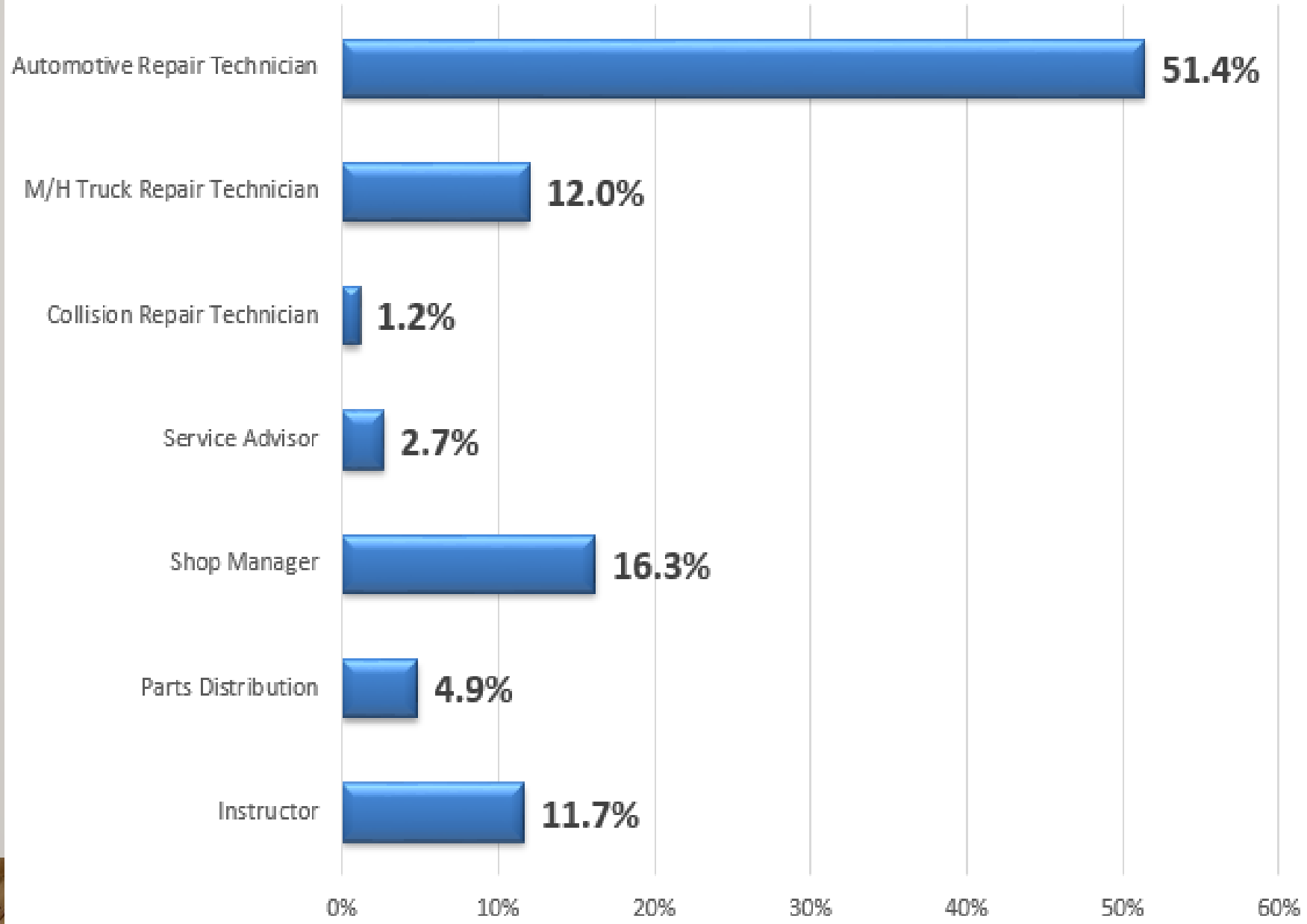
OBJECTIVES

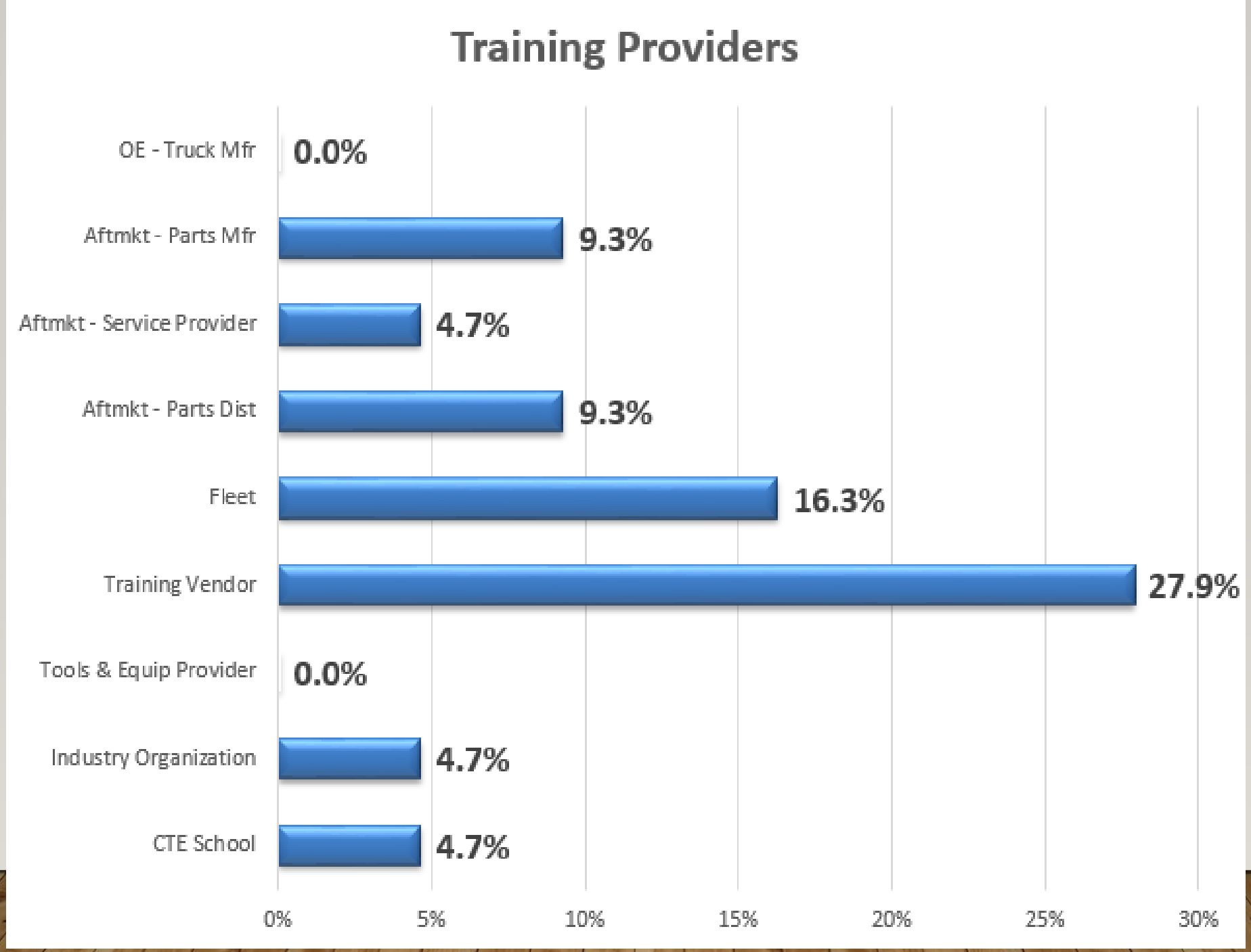
- Conduct two parallel surveys on training methods. One with training consumers and another with training providers.
- Establish a base line for future surveys that will help identify trends.
- Draw correlations based upon responses.

Participants by Year

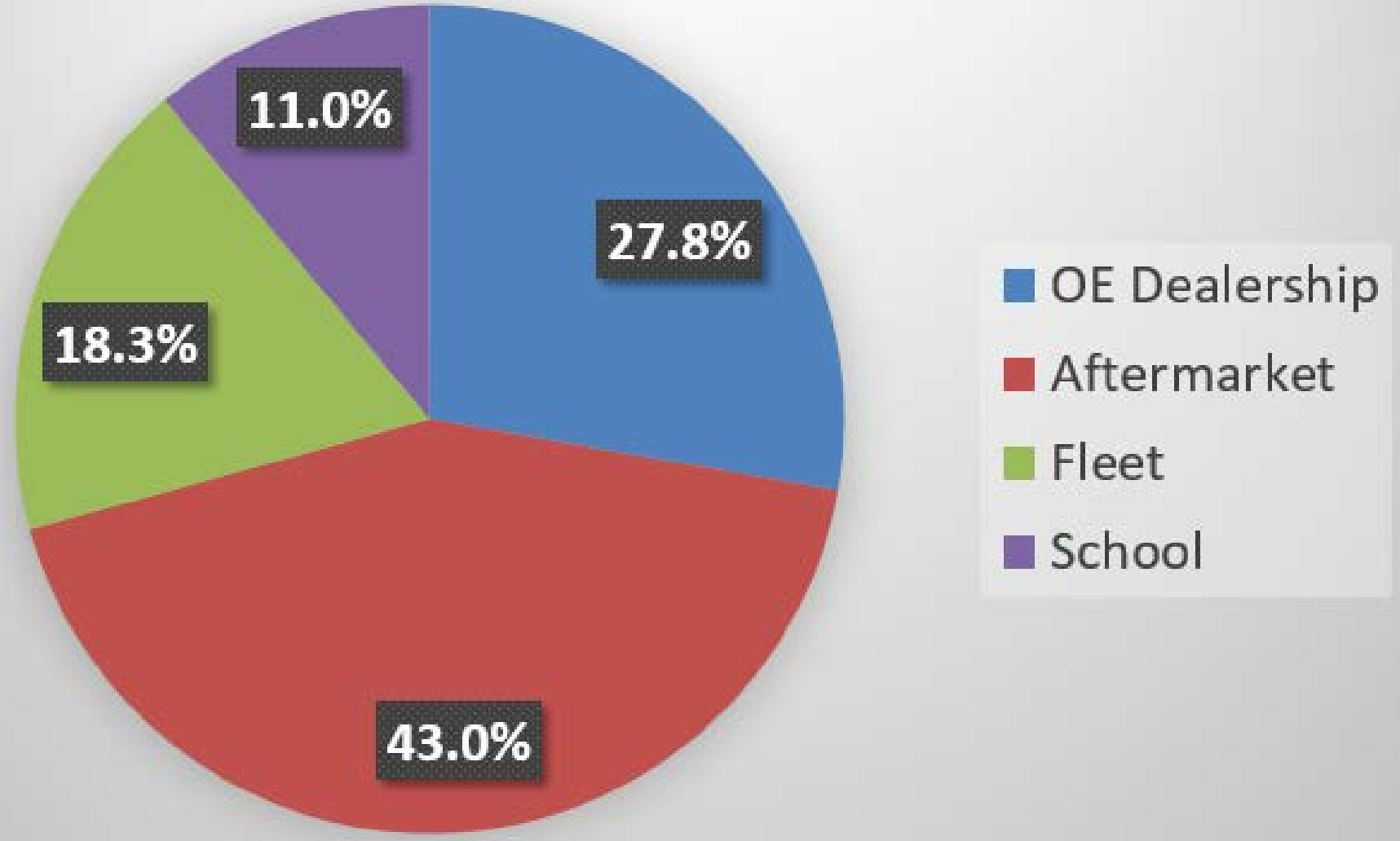


Training Consumers

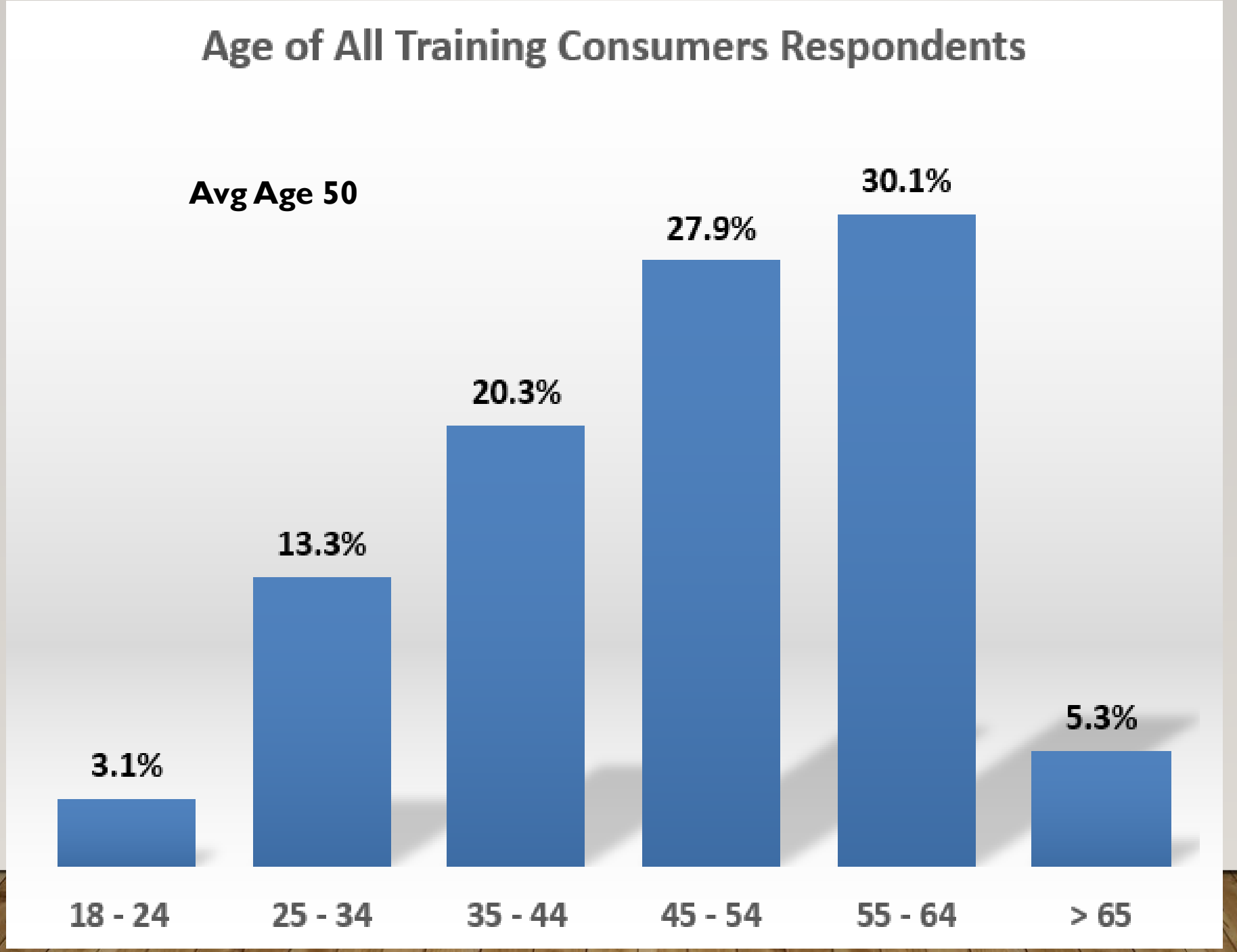


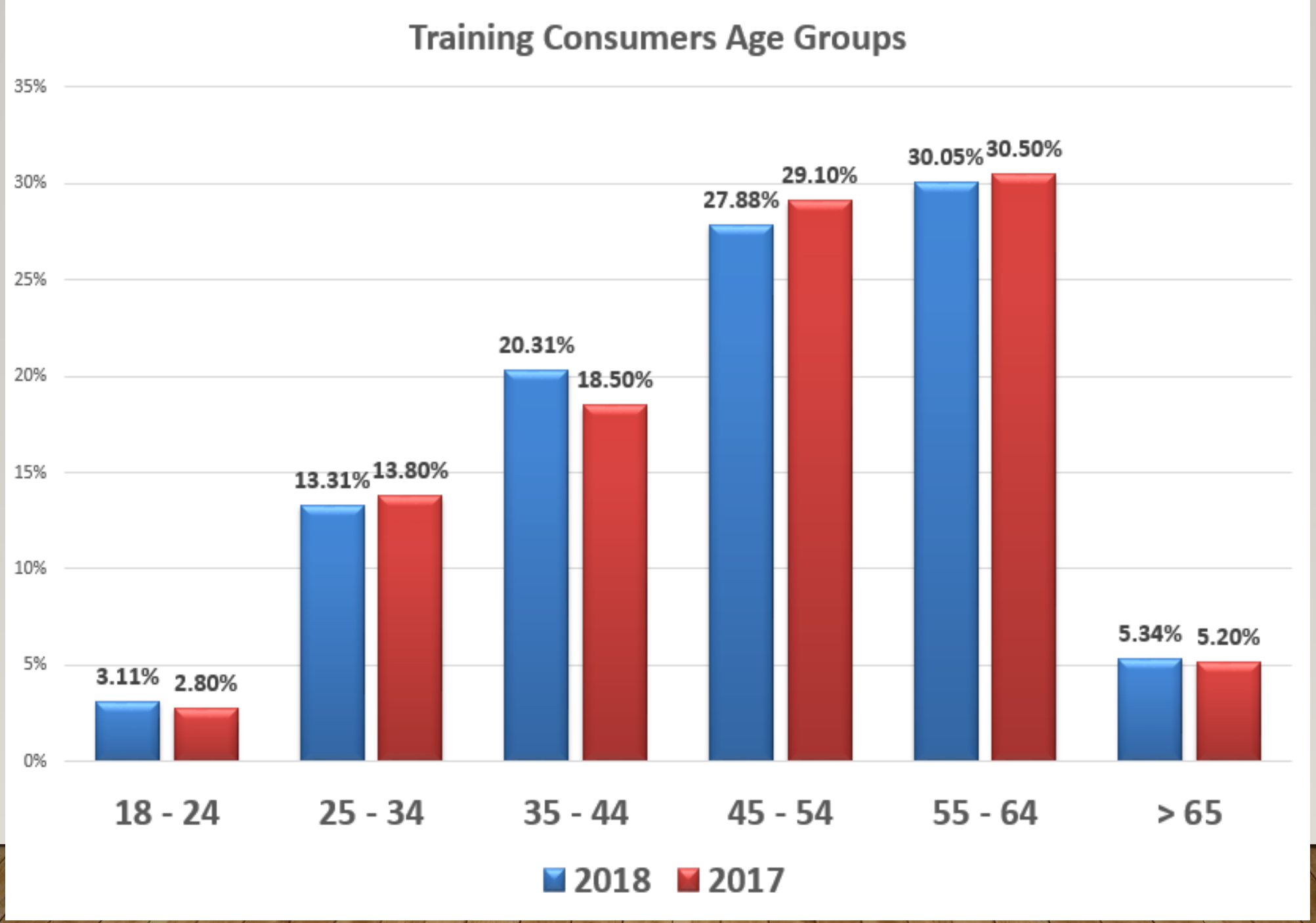

Training Providers
OE - Truck Mfr
0.0%
Aftmkt - Parts Mfr
9.3%
Aftmkt - Service Provider
4.7%
Aftmkt - Parts Dist
9.3%
Fleet
16.3%
Training Vendor
27.9%
Tools & Equip Provider
0.0%
Industry Organization
4.7%
CTE School
4.7%
0%
5%
10%
15%
20%
25%
30%

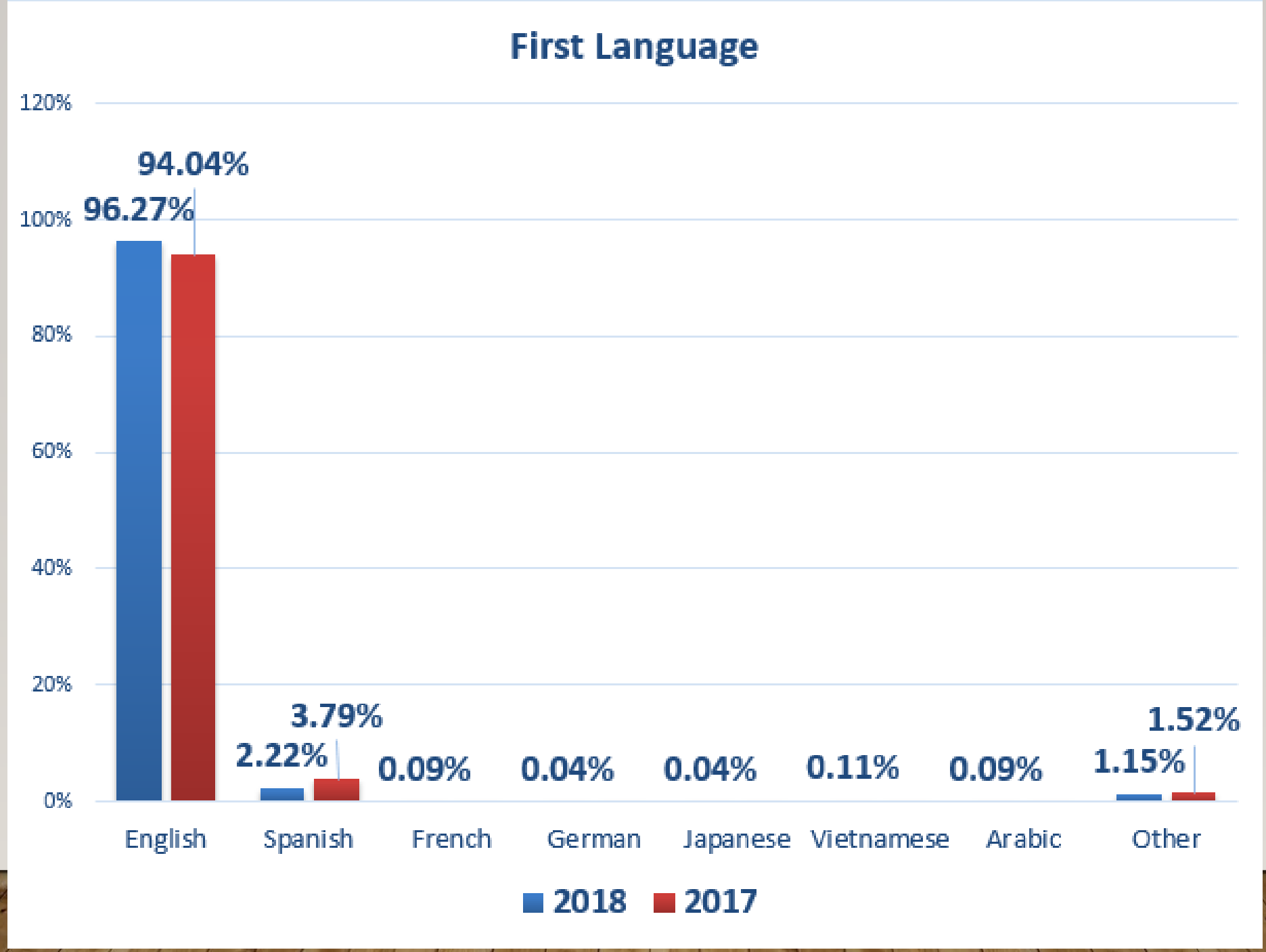
Workplace

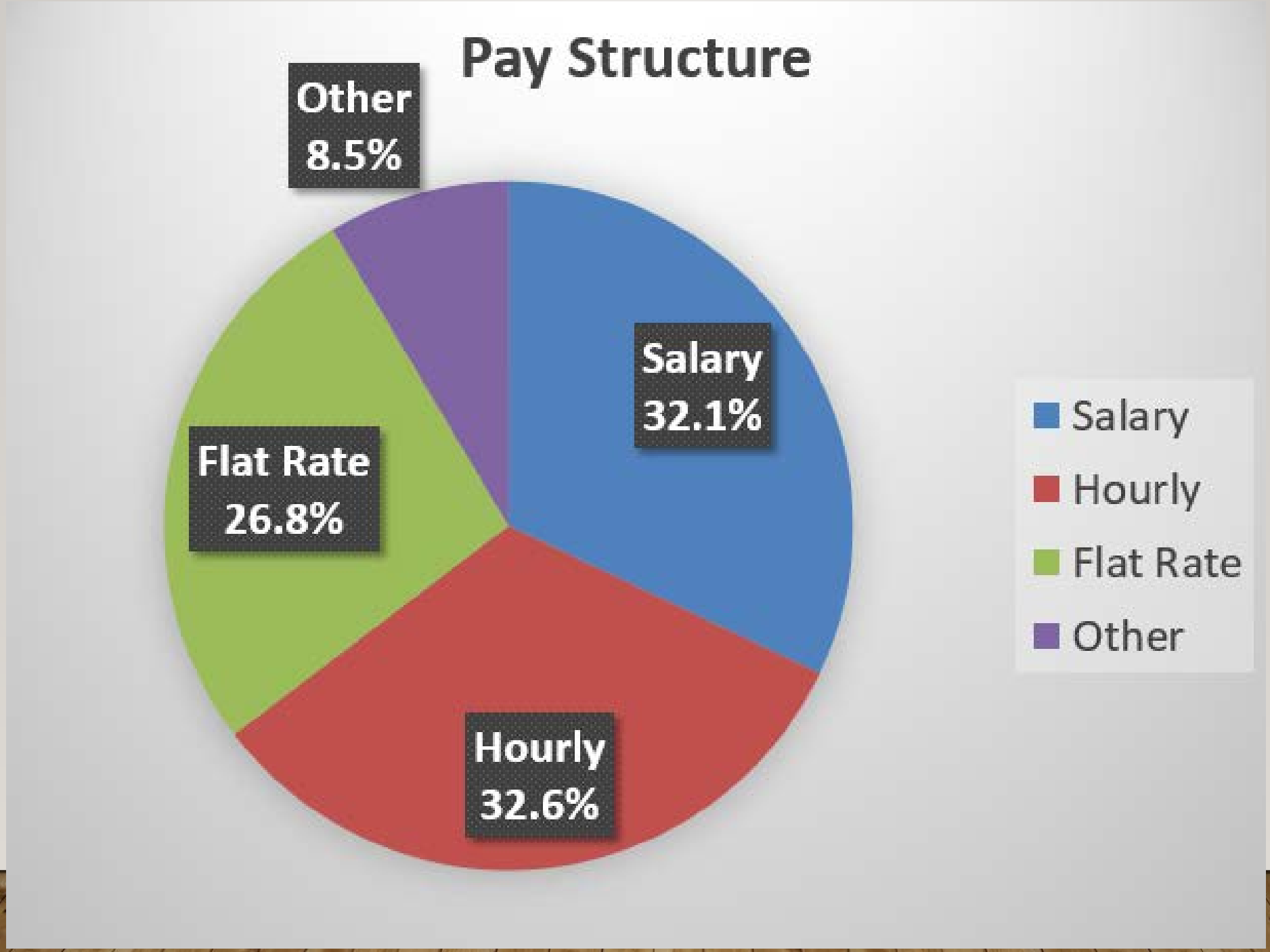


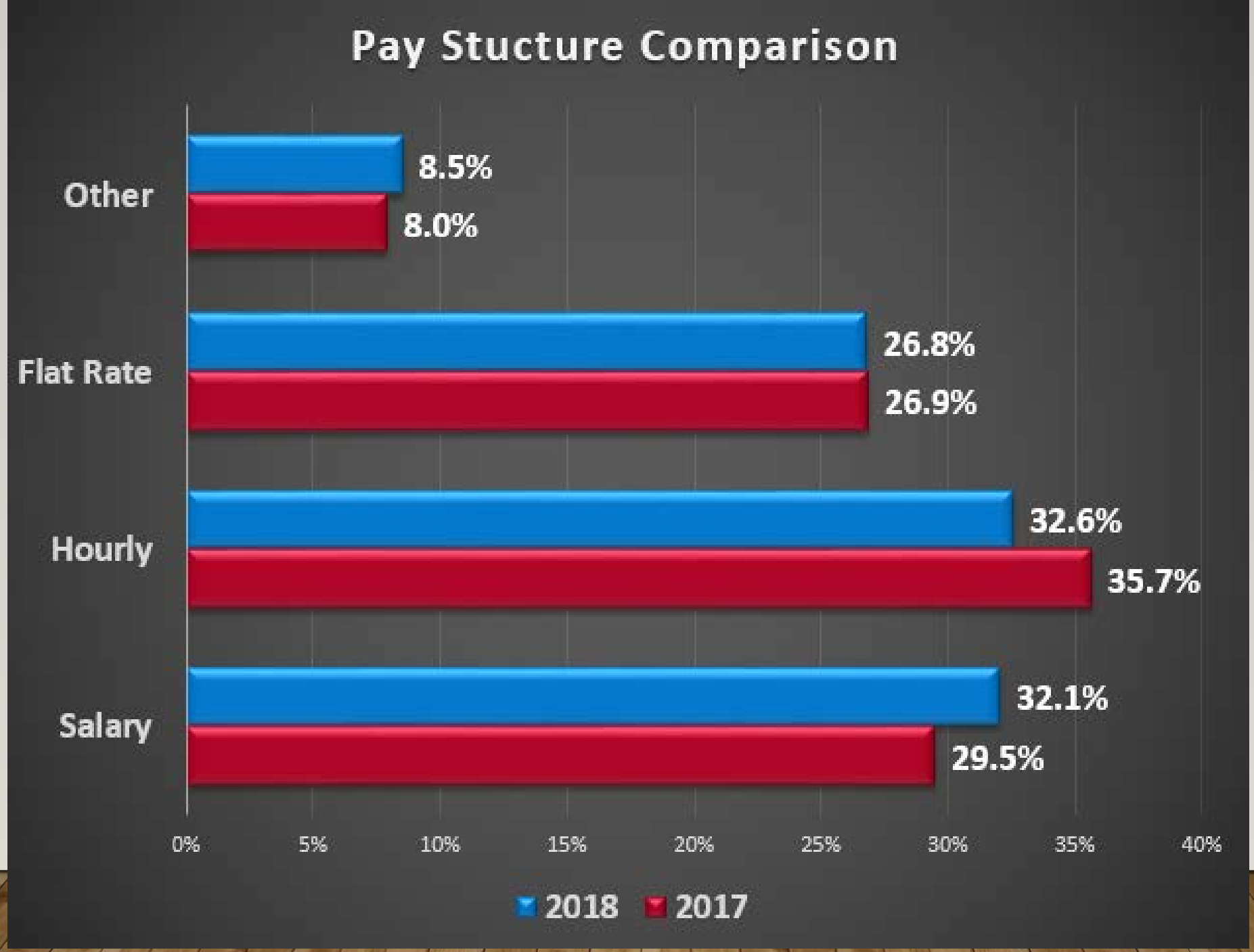
Age of All Training Consumers Respondents

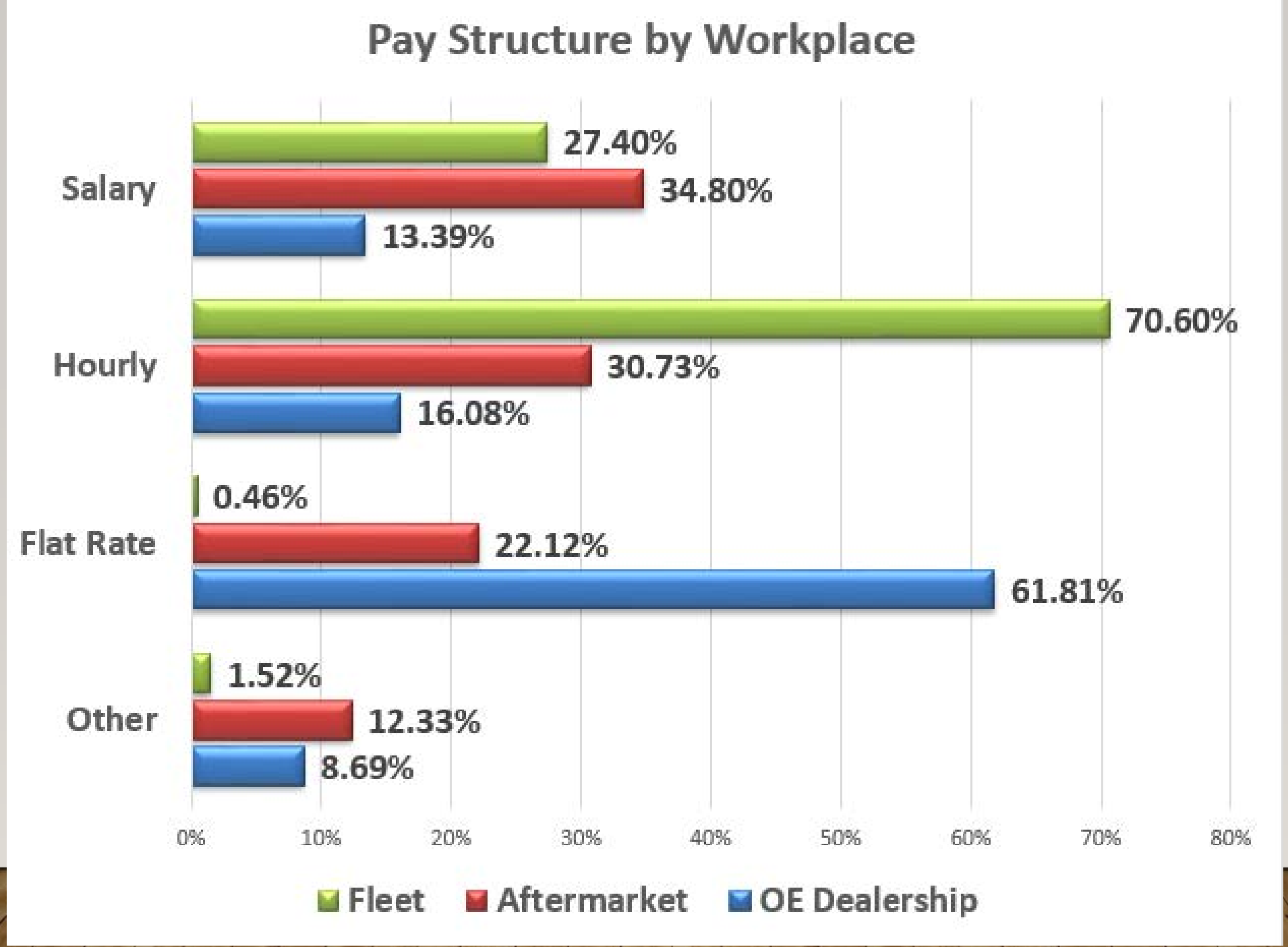


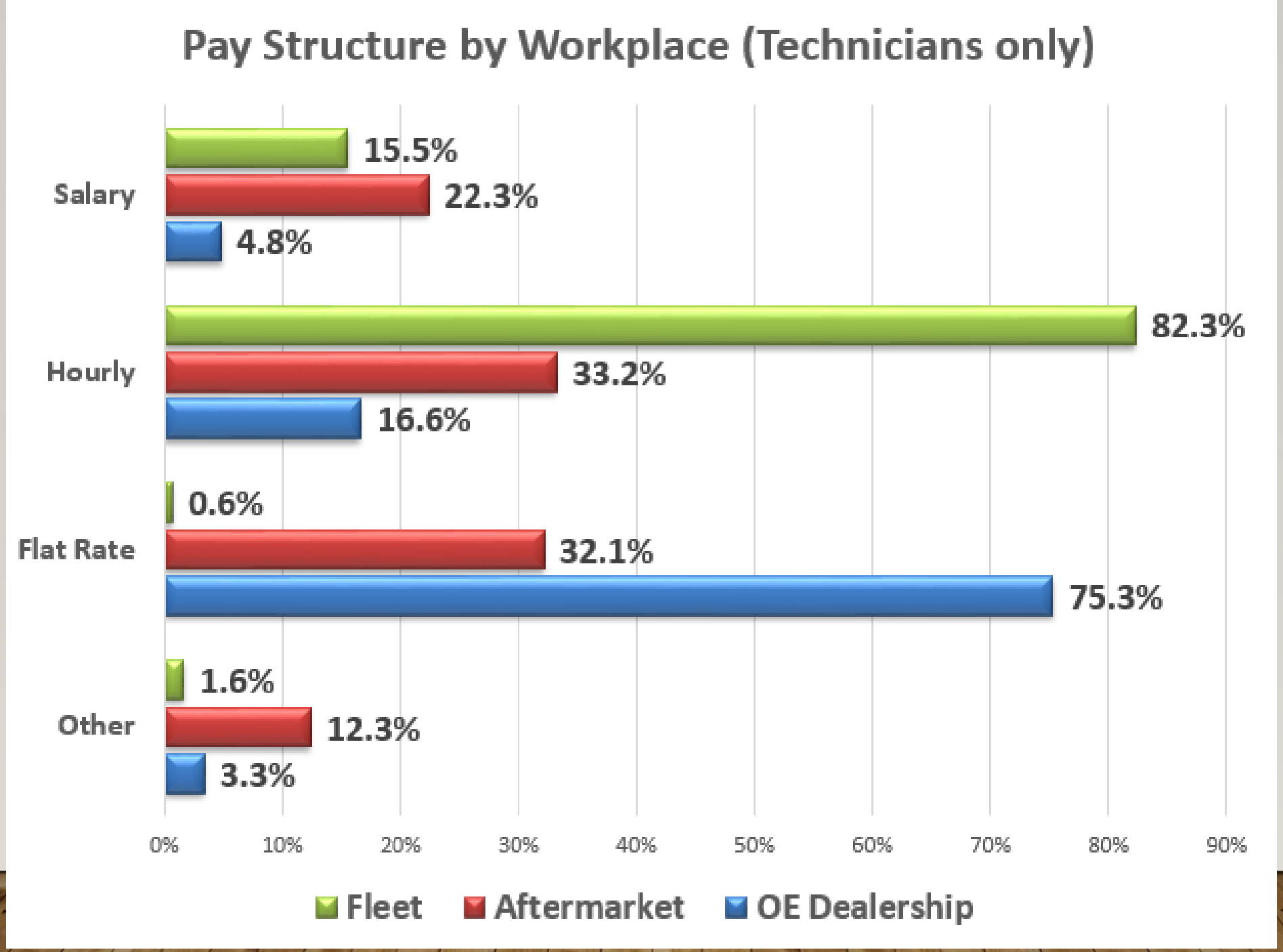

Training Consumers Age Groups
35%
30%
25%
20%
15%
10%
5%
0%
3.11%
2.80%
13.31%
13.80%
20.31%
18.50%
27.88%
29.10%
30.05%
30.50%
5.34%
5.20%
18 - 24
25 - 34
35 - 44
45 - 54
55 - 64
> 65
2018
2017


First Language
120%
100%
80%
60%
40%
20%
0%
94.04%
96.27%
3.79%
2.22%
0.09%
0.04%
0.04%
0.11%
0.09%
1.52%
1.15%
English
Spanish
French
German
Japanese
Vietnamese
Arabic
Other
2018
2017

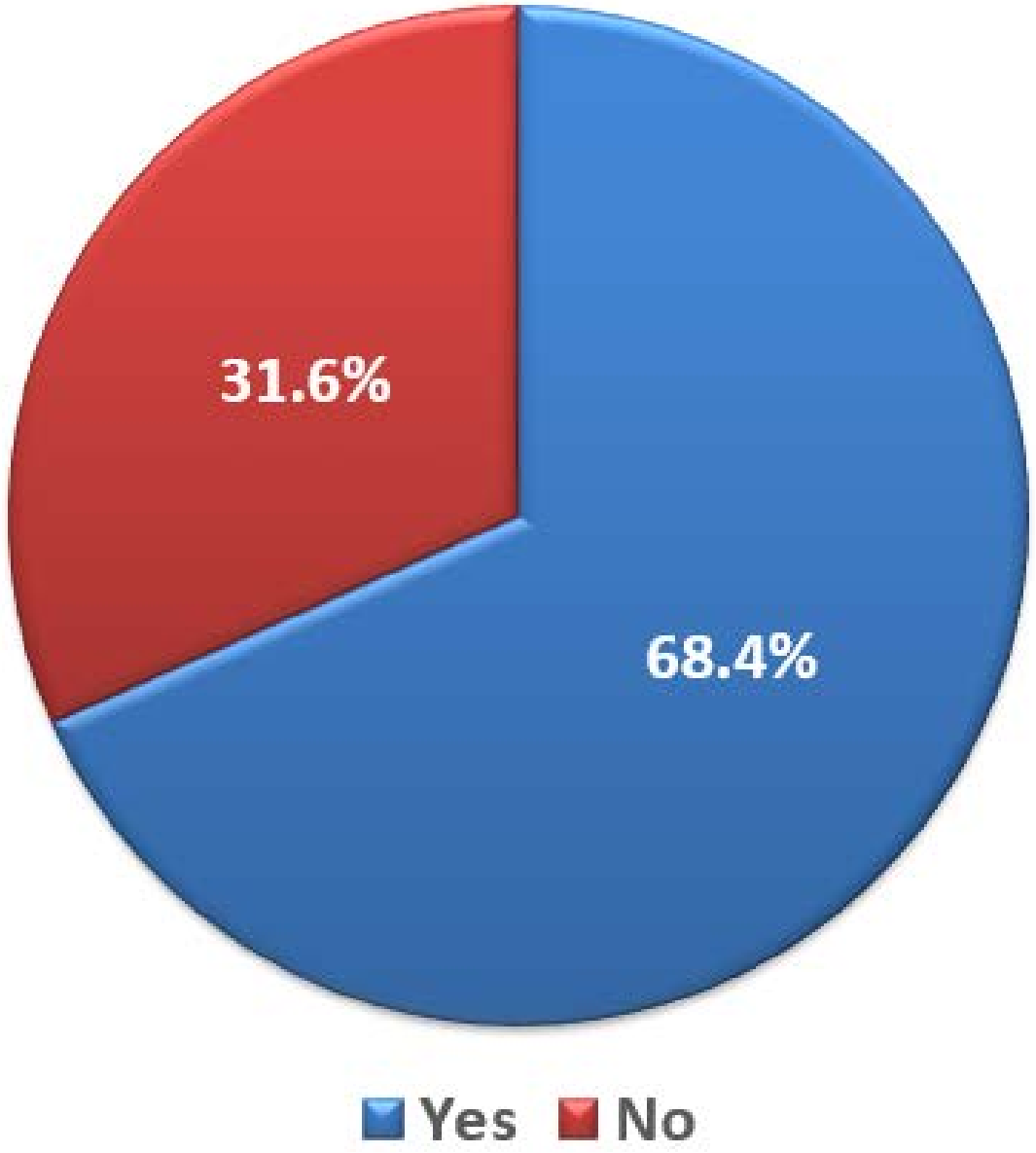

Pay Structure
Other
8.5%
Salary
32.1%
Flat Rate
26.8%
Hourly
32.6%
Salary
Hourly
Flat Rate
Other

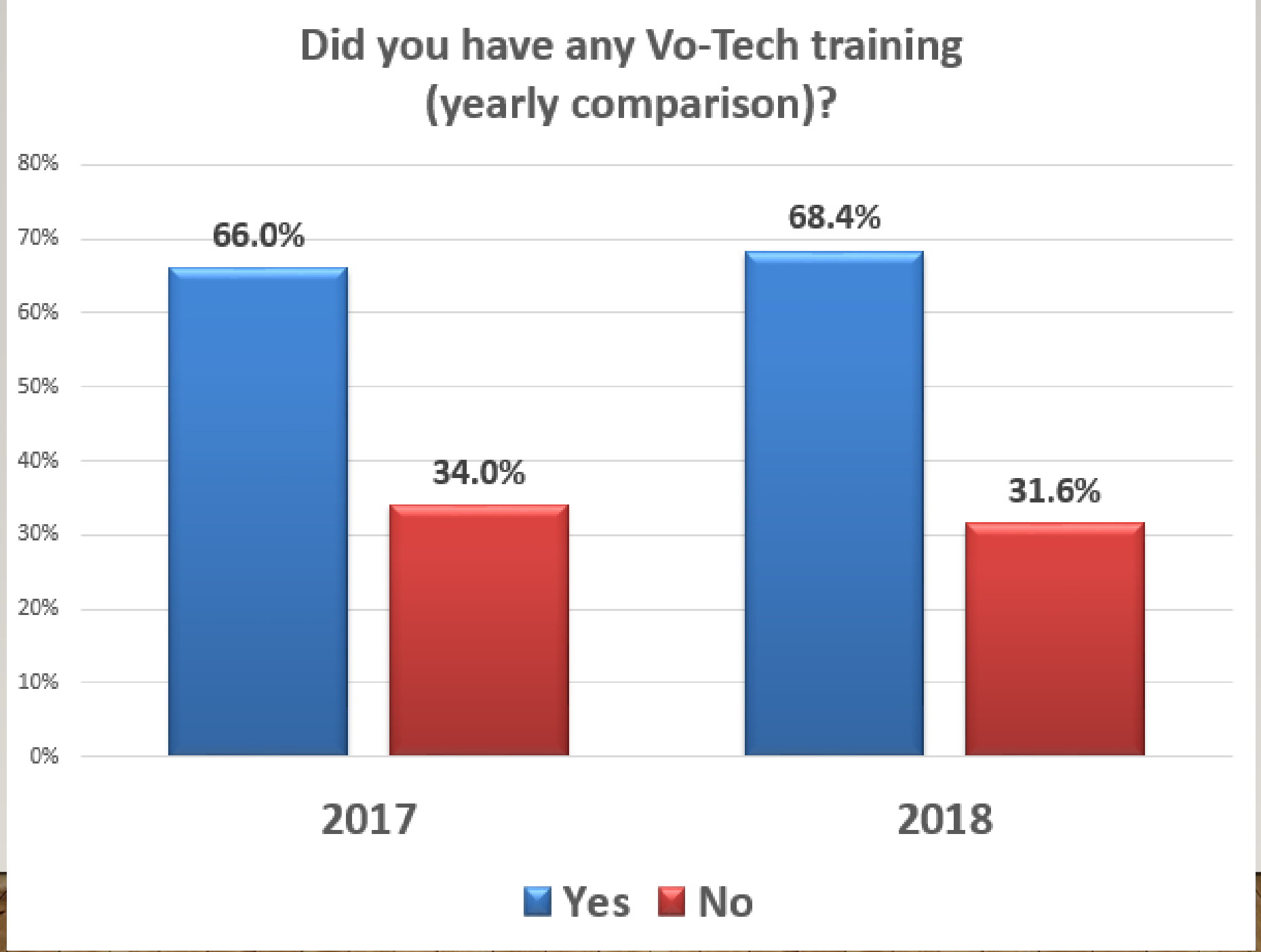

Pay Stucture Comparison
Other
8.5%
8.0%
Flat Rate
26.8%
26.9%
Hourly
32.6%
35.7%
Salary
32.1%
29.5%
0%
5%
10%
15%
20%
25%
30%
35%
40%
2018
2017

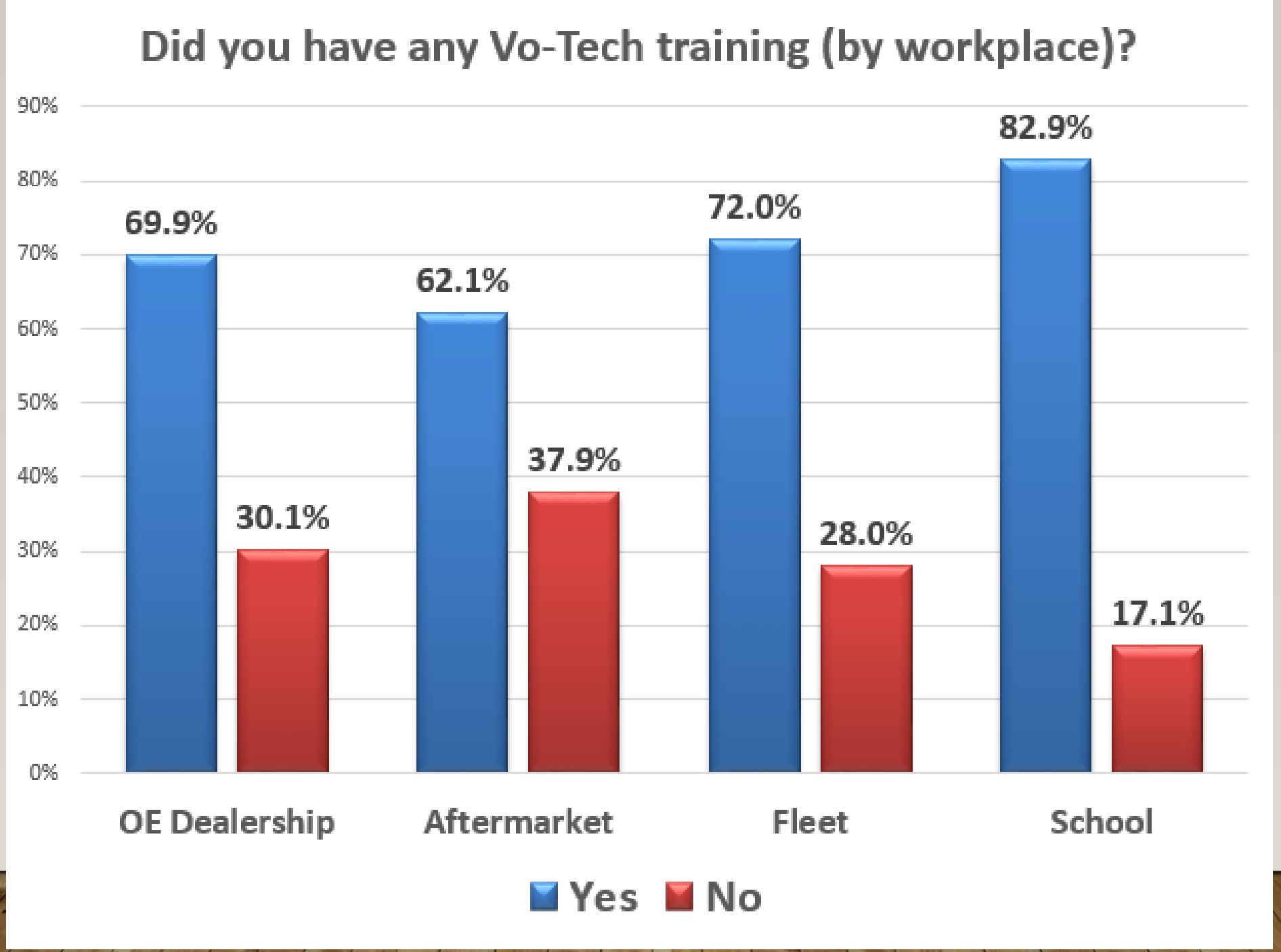

Pay Structure by Workplace
Salary
27.40%
34.80%
13.39%
Hourly
70.60%
30.73%
16.08%
Flat Rate
0.46%
22.12%
61.81%
Other
1.52%
12.33%
8.69%
0%
10%
20%
30%
40%
50%
60%
70%
80%
Fleet
Aftermarket
OE Dealership


Pay Structure by Workplace (Technicians only)
Salary
15.5%
22.3%
4.8%
Hourly
82.3%
33.2%
16.6%
Flat Rate
0.6%
32.1%
75.3%
Other
1.6%
12.3%
3.3%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
Fleet
Aftermarket
OE Dealership

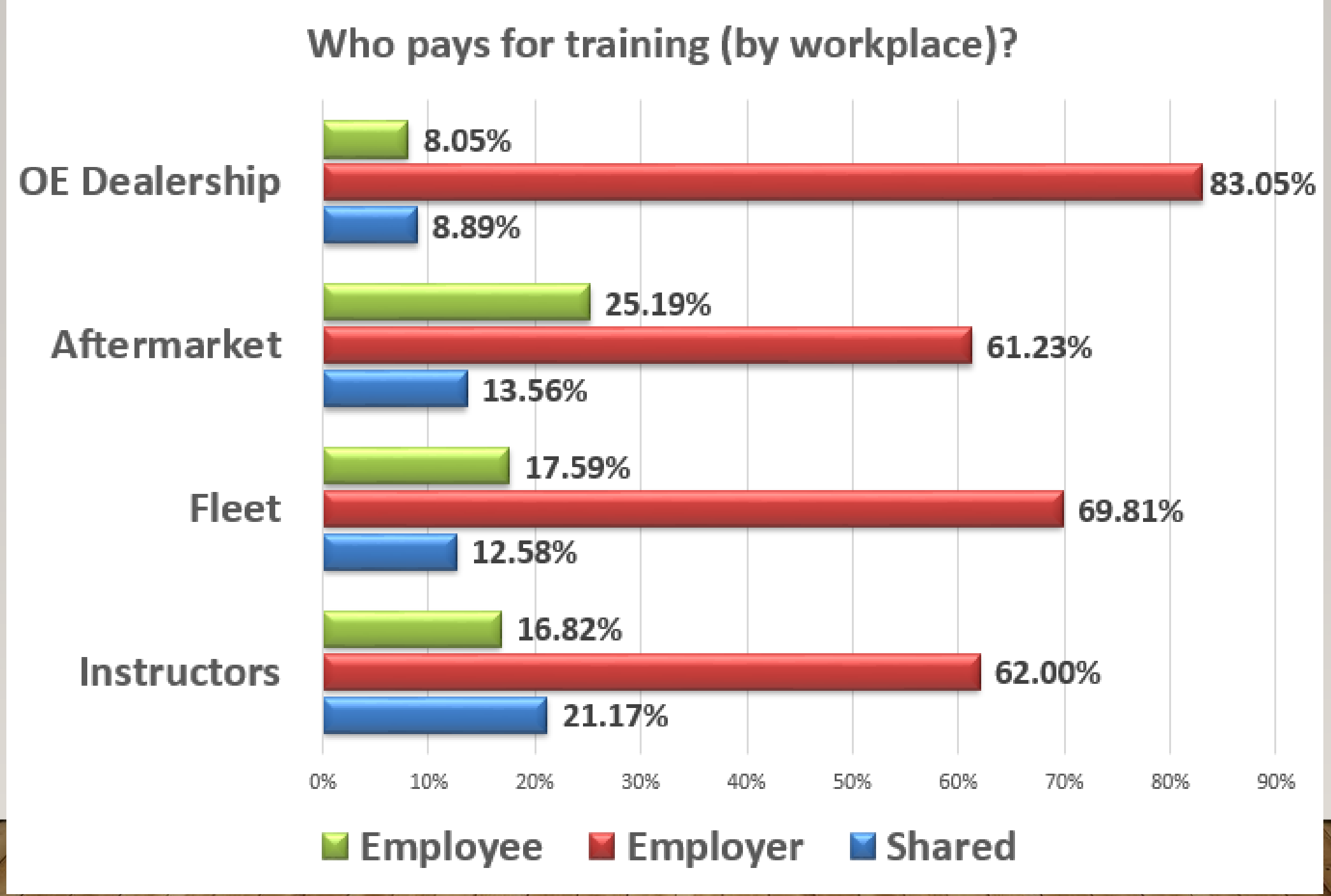
Did you have any Vo-Tech training?



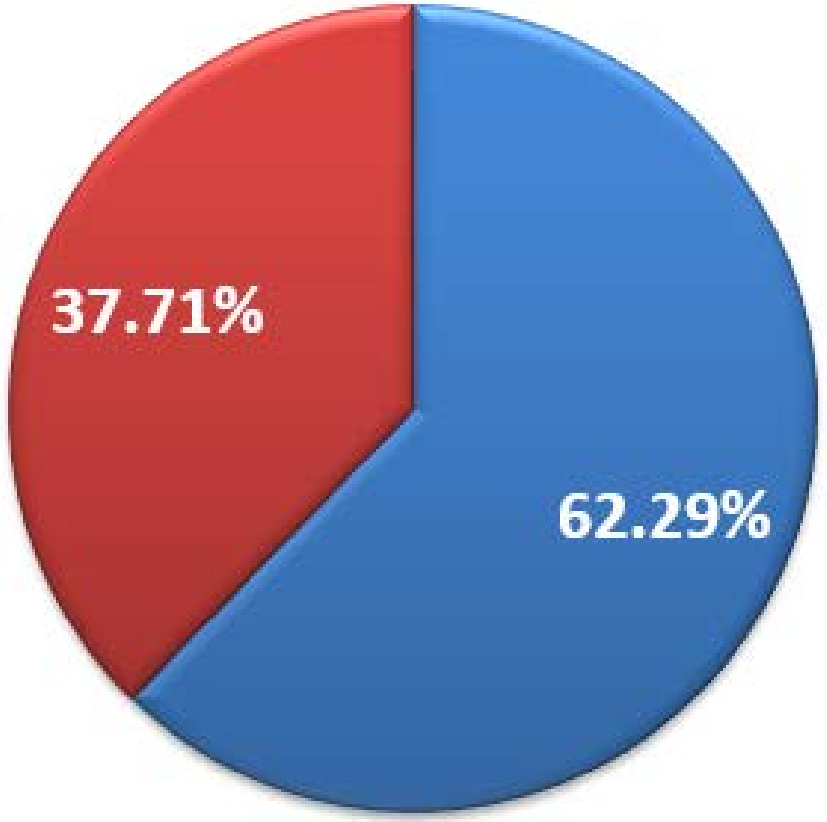

Did you have any Vo-Tech training (yearly comparison)?
80%
70%
60%
50%
40%
30%
20%
10%
0%
66.0%
34.0%
68.4%
31.6%
2017
2018
Yes
No

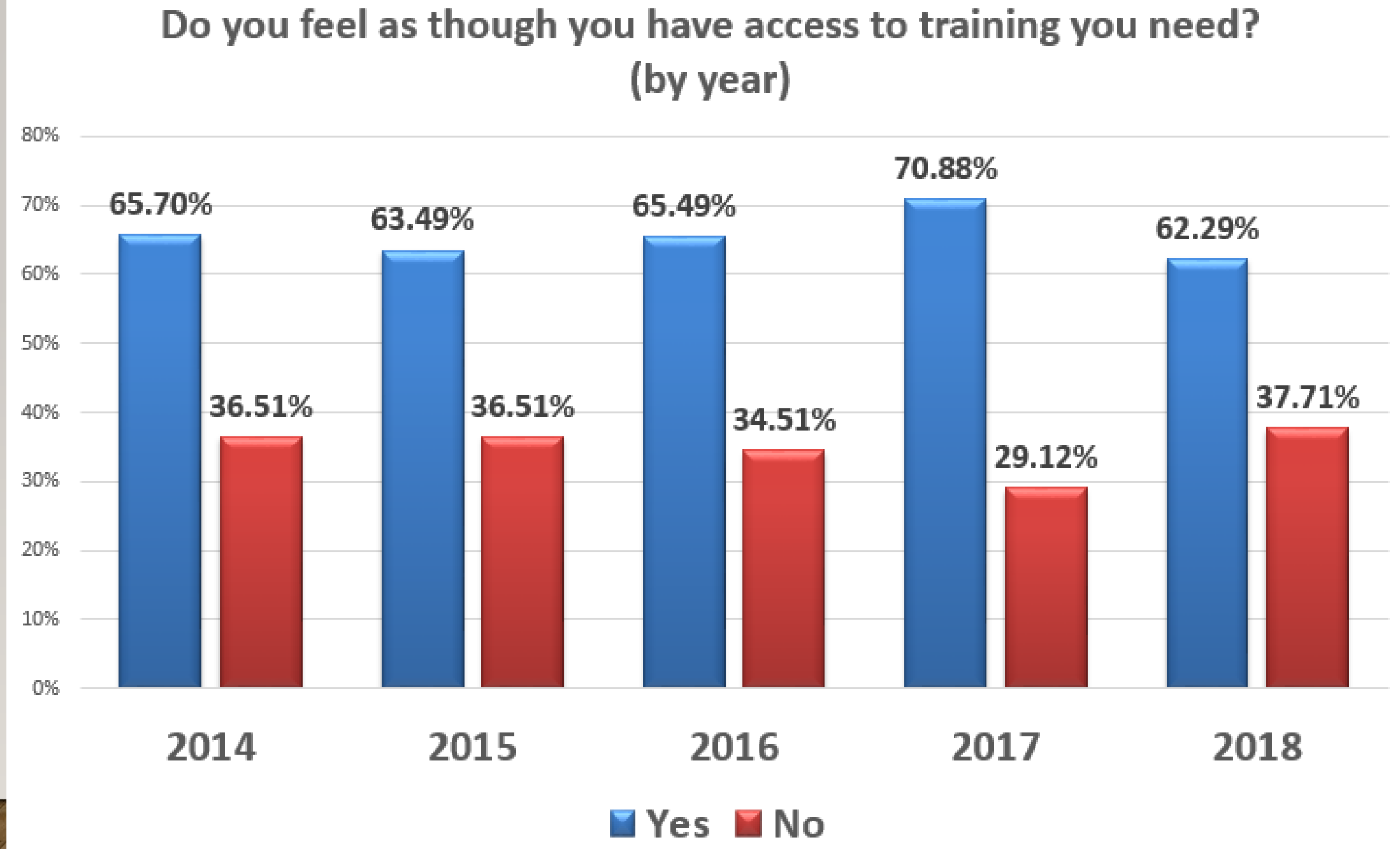

Did you have any Vo-Tech training (by workplace)?
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
69.9%
30.1%
62.1%
37.9%
72.0%
28.0%
82.9%
17.1%
OE Dealership
Aftermarket
Fleet
School
Yes
No

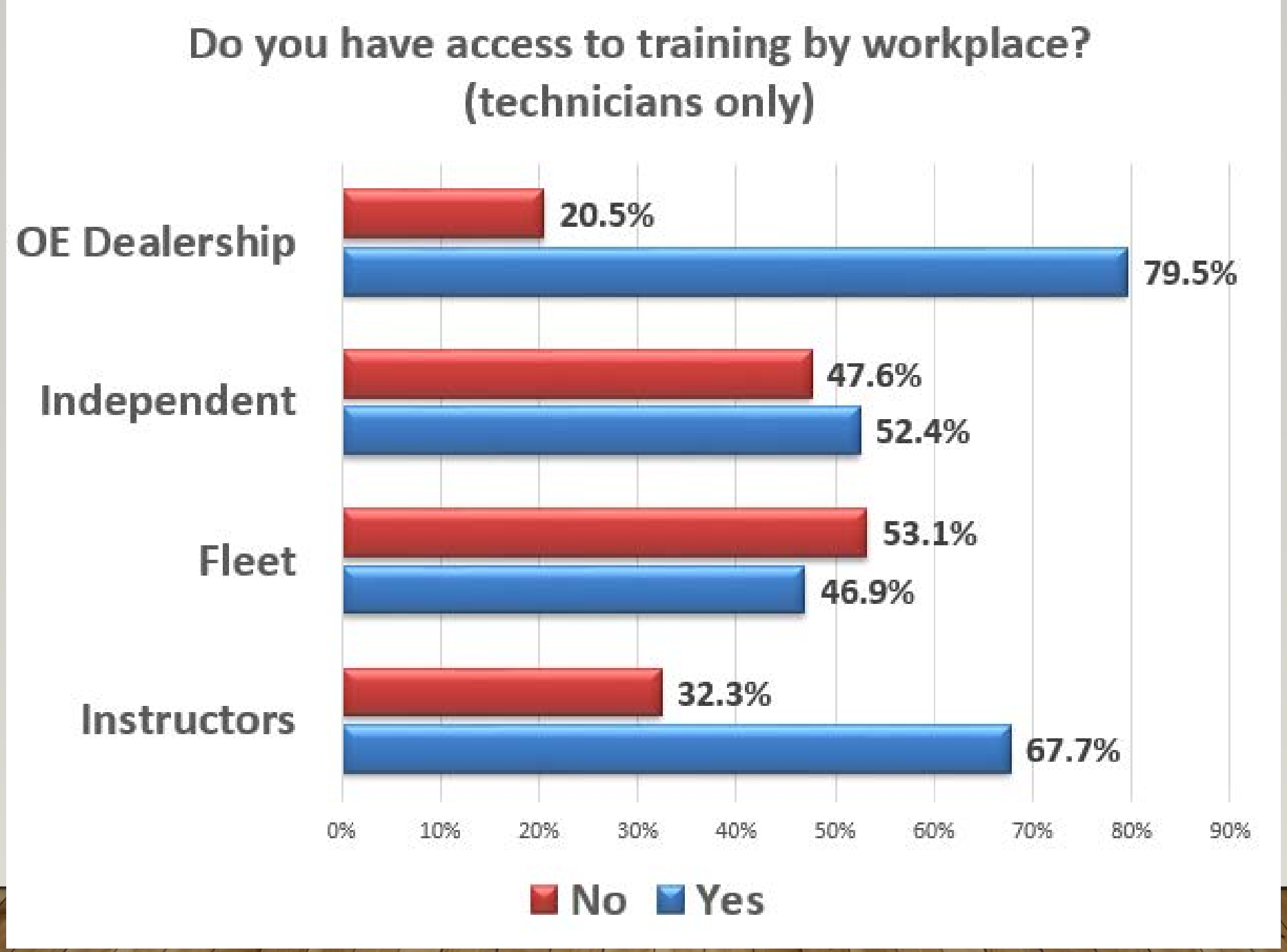
Who pays for training? (yearly comparison)
Shared
13.0%
13.4%
15.3%
Employer
68.6%
68.7%
64.1%
Employee
18.5%
17.9%
20.5%
0%
10%
20%
30%
40%
50%
60%
70%
80%
2018
2017
2016

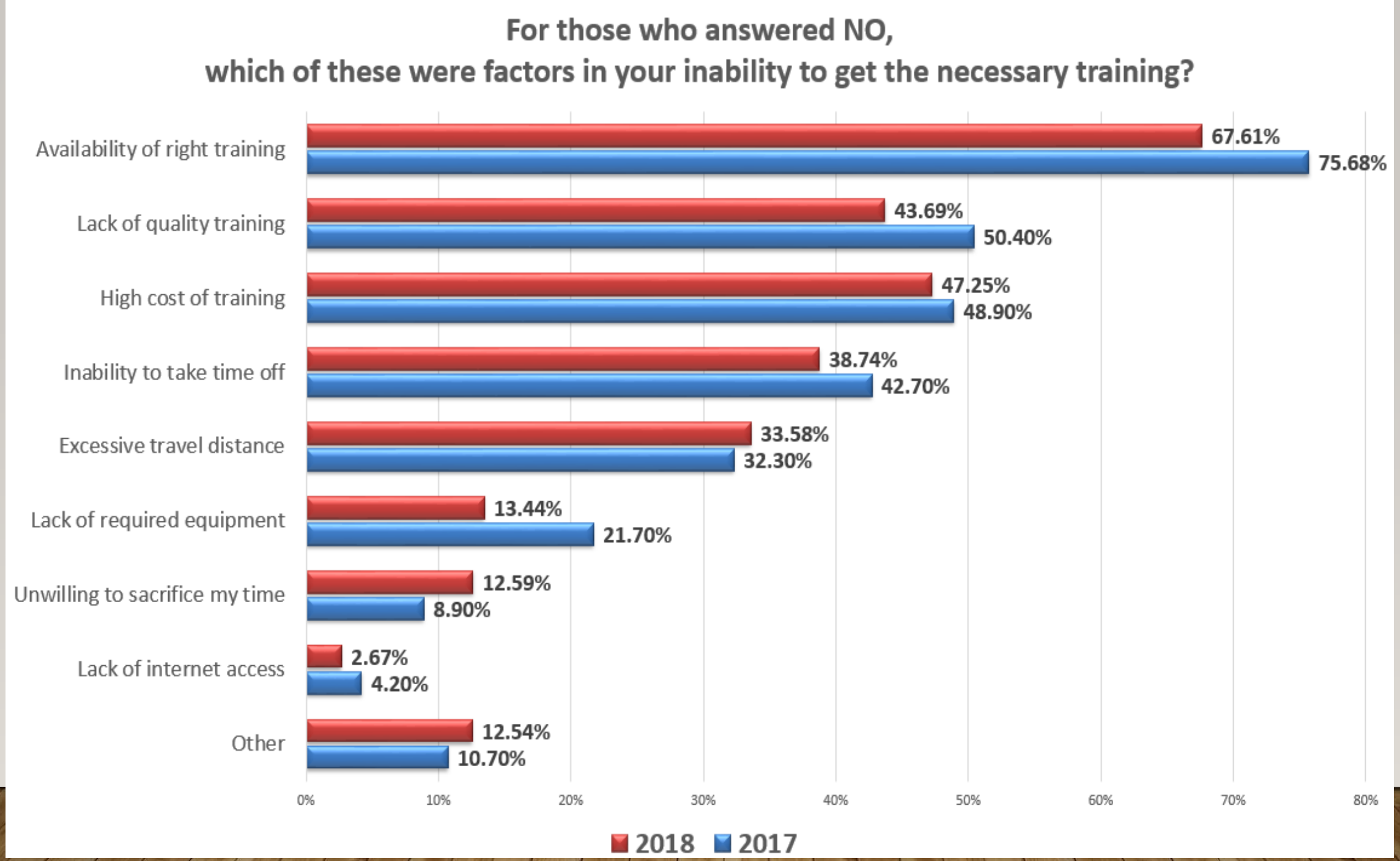

Who pays for training (by workplace)?
OE Dealership
8.05%
83.05%
8.89%
Aftermarket
25.19%
61.23%
13.56%
Fleet
17.59%
69.81%
12.58%
Instructors
16.82%
62.00%
21.17%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
Employee
Employer
Shared

Do you feel as though you have access to the training you need?

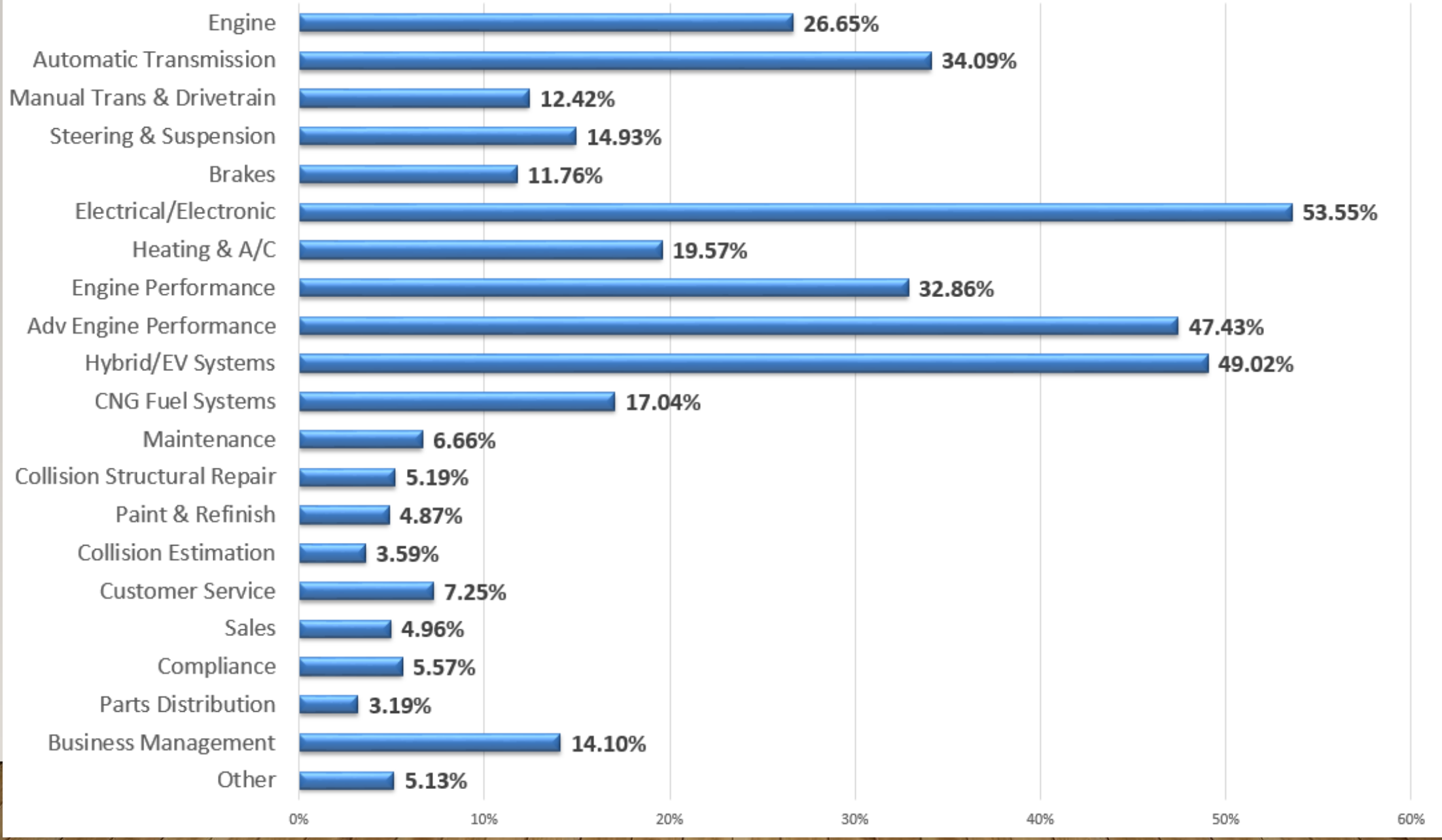


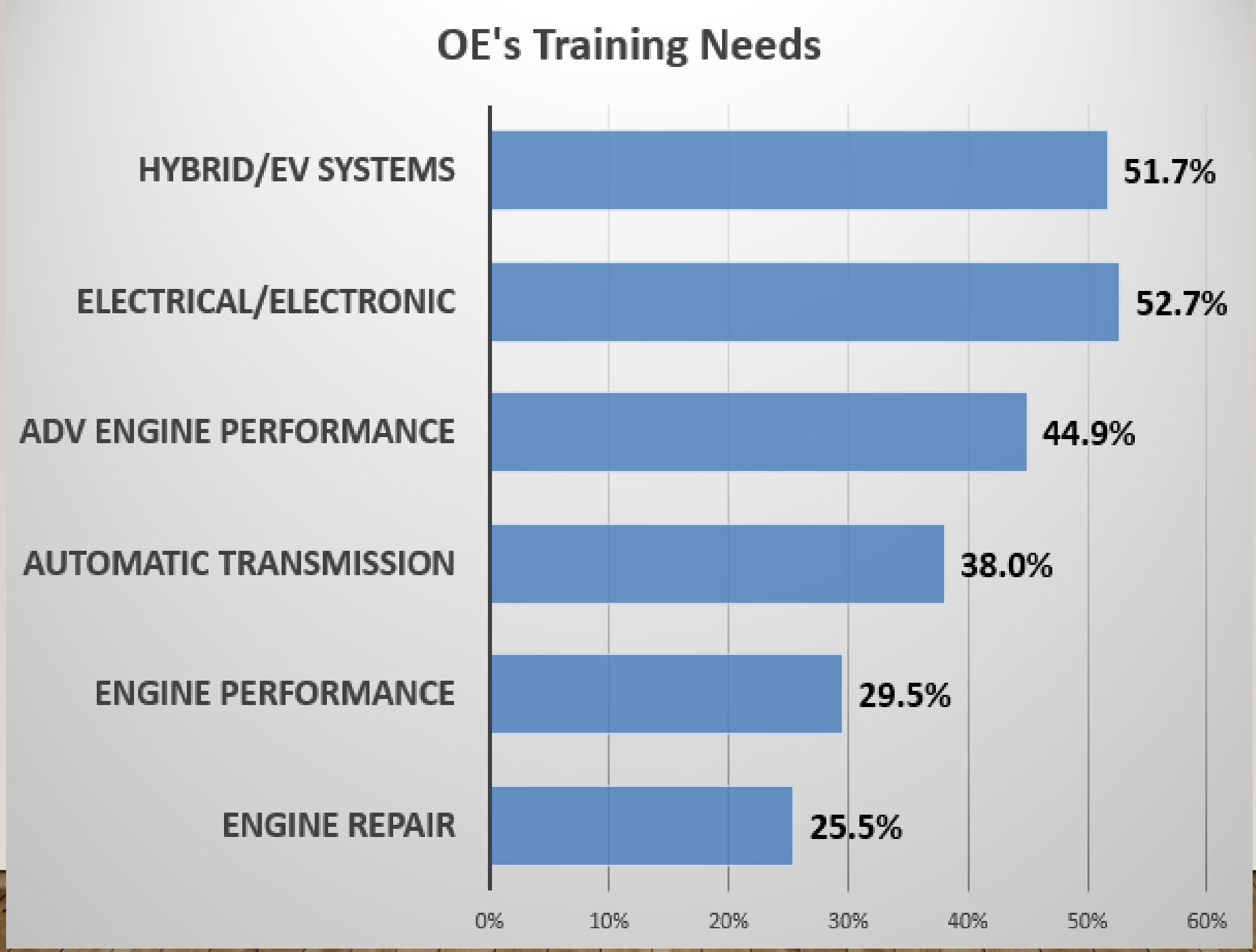

Do you feel as though you have access to training you need?
(by year)
80%
70%
60%
50%
40%
30%
20%
10%
0%
65.70%
36.51%
63.49%
36.51%
65.49%
34.51%
70.88%
29.12%
62.29%
37.71%
2014
2015
2016
2017
2018
Yes
No

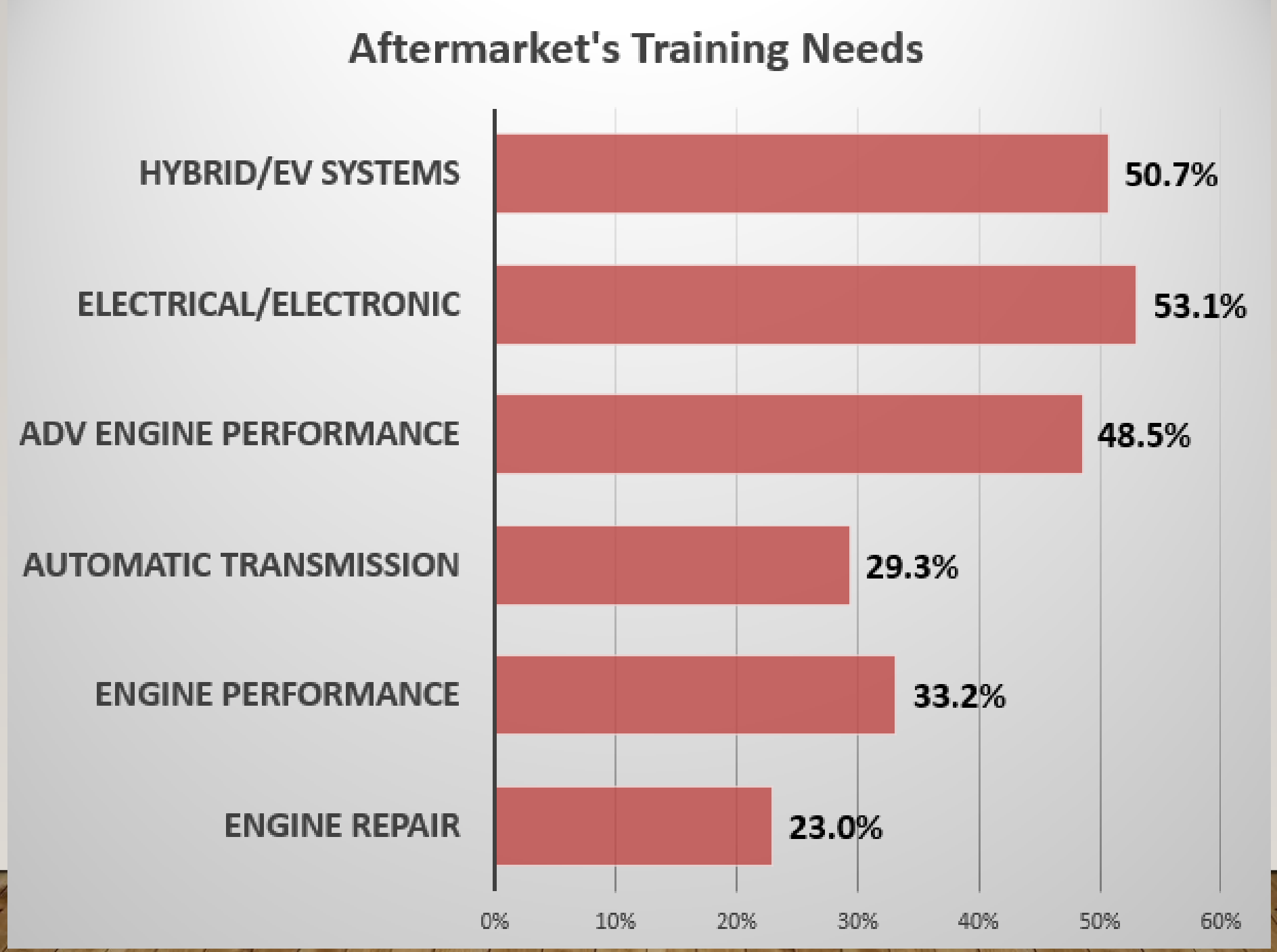

Do you have access to training by workplace?
(technicians only)
OE Dealership
20.5%
79.5%
Independent
47.6%
52.4%
Fleet
53.1%
46.9%
Instructors
32.3%
67.7%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
No
Yes


For those who answered NO,
which of these were factors in your inability to get the necessary training?
Availability of right training
67.61%
75.68%
Lack of quality training
43.69%
50.40%
High cost of training
47.25%
48.90%
Inability to take time off
38.74%
42.70%
Excessive travel distance
33.58%
32.30%
Lack of required equipment
13.44%
21.70%
Unwilling to sacrifice my time
12.59%
8.90%
Lack of internet access
2.67%
4.20%
Other
12.54%
10.70%
0%
10%
20%
30%
40%
50%
60%
70%
80%
2018
2017

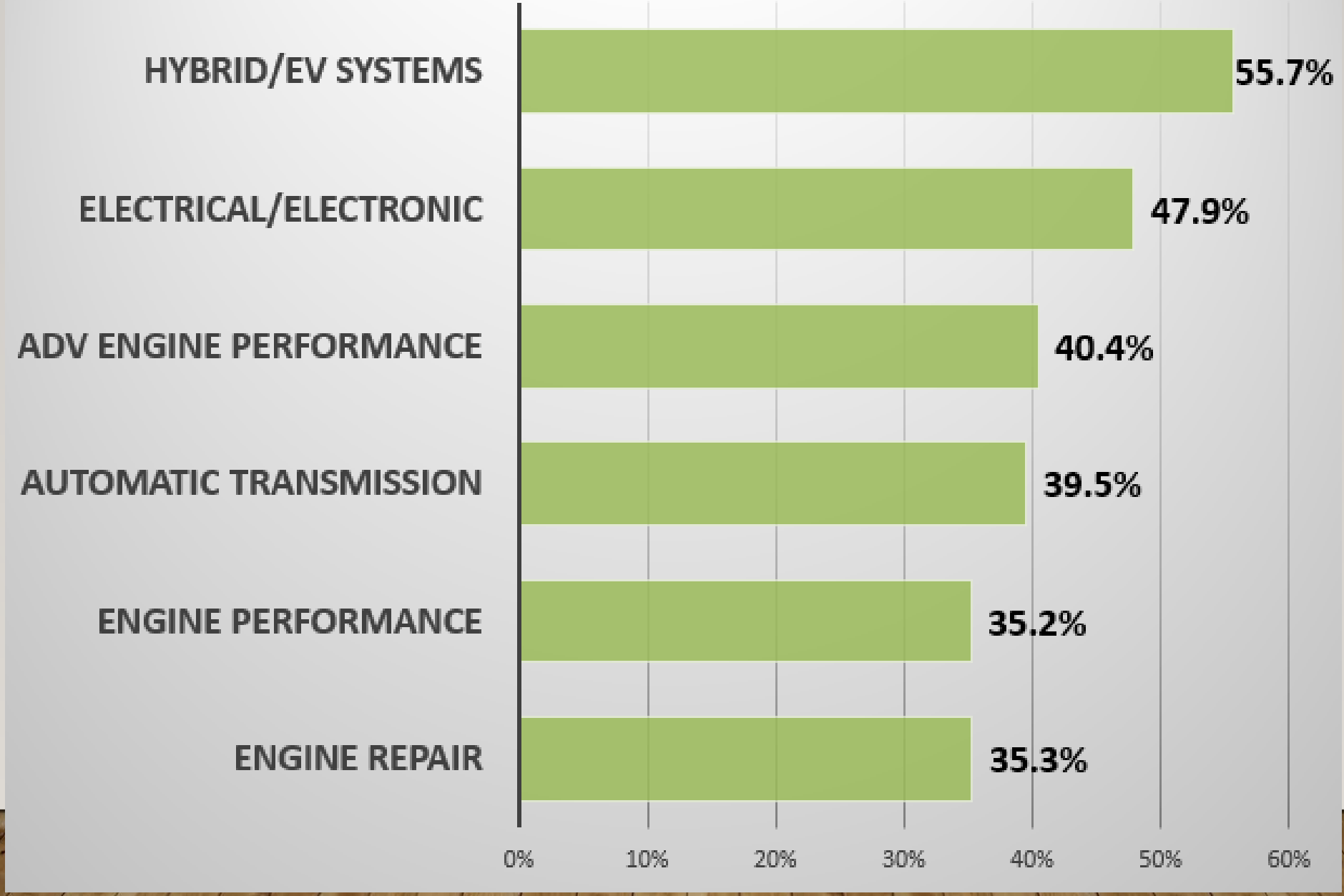
Greatest Training Area Needs

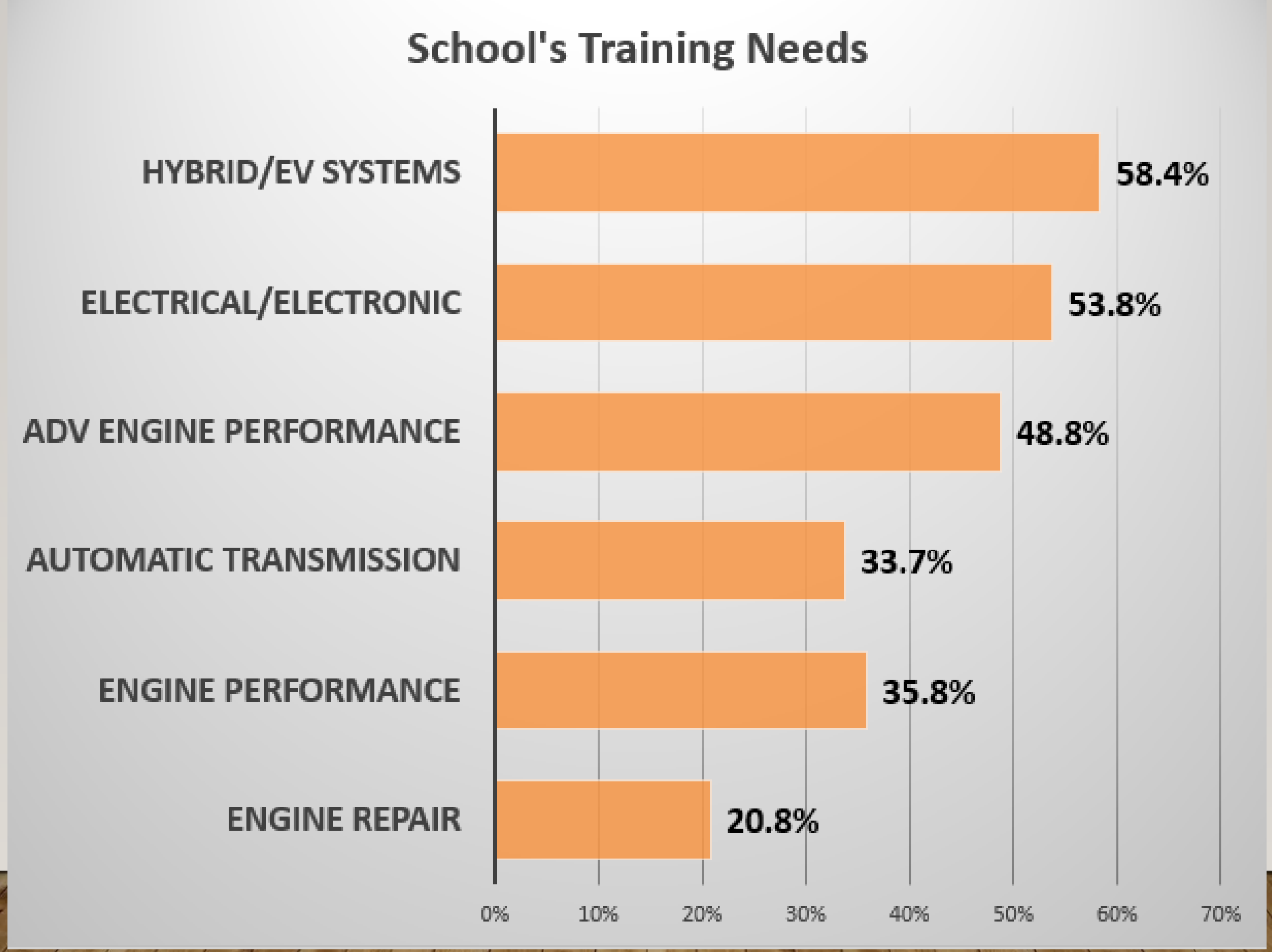



OE's Training Needs
HYBRID/EV SYSTEMS
51.7%
ELECTRICAL/ELECTRONIC
52.7%
ADV ENGINE PERFORMANCE
44.9%
AUTOMATIC TRANSMISSION
38.0%
ENGINE PERFORMANCE
29.5%
ENGINE REPAIR
25.5%
0%
10%
20%
30%
40%
50%
60%

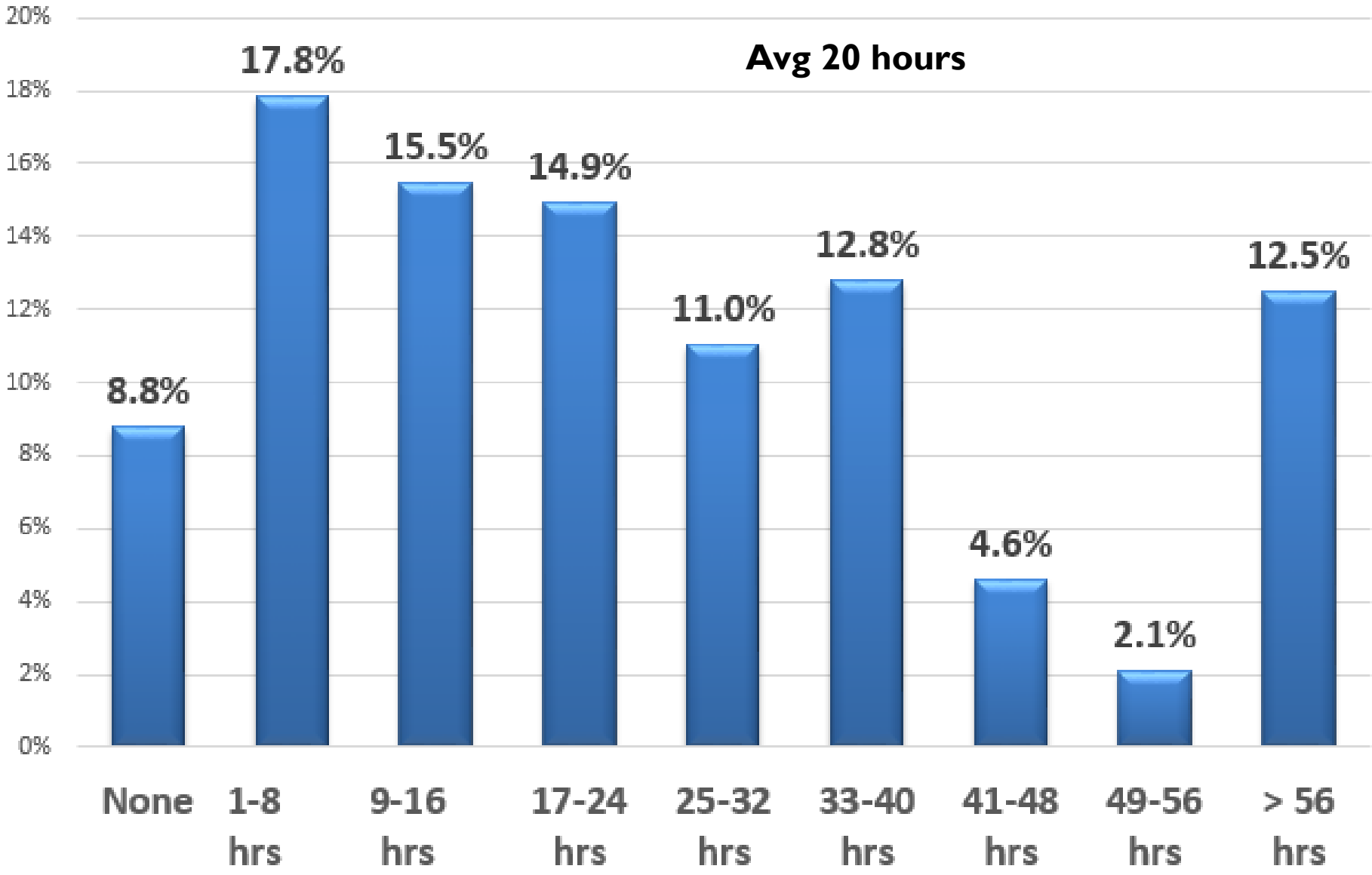

Aftermarket's Training Needs
HYBRID/EV SYSTEMS
50.7%
ELECTRICAL/ELECTRONIC
53.1%
ADV ENGINE PERFORMANCE
48.5%
AUTOMATIC TRANSMISSION
29.3%
ENGINE PERFORMANCE
33.2%
ENGINE REPAIR
23.0%
0%
10%
20%
30%
40%
50%
60%

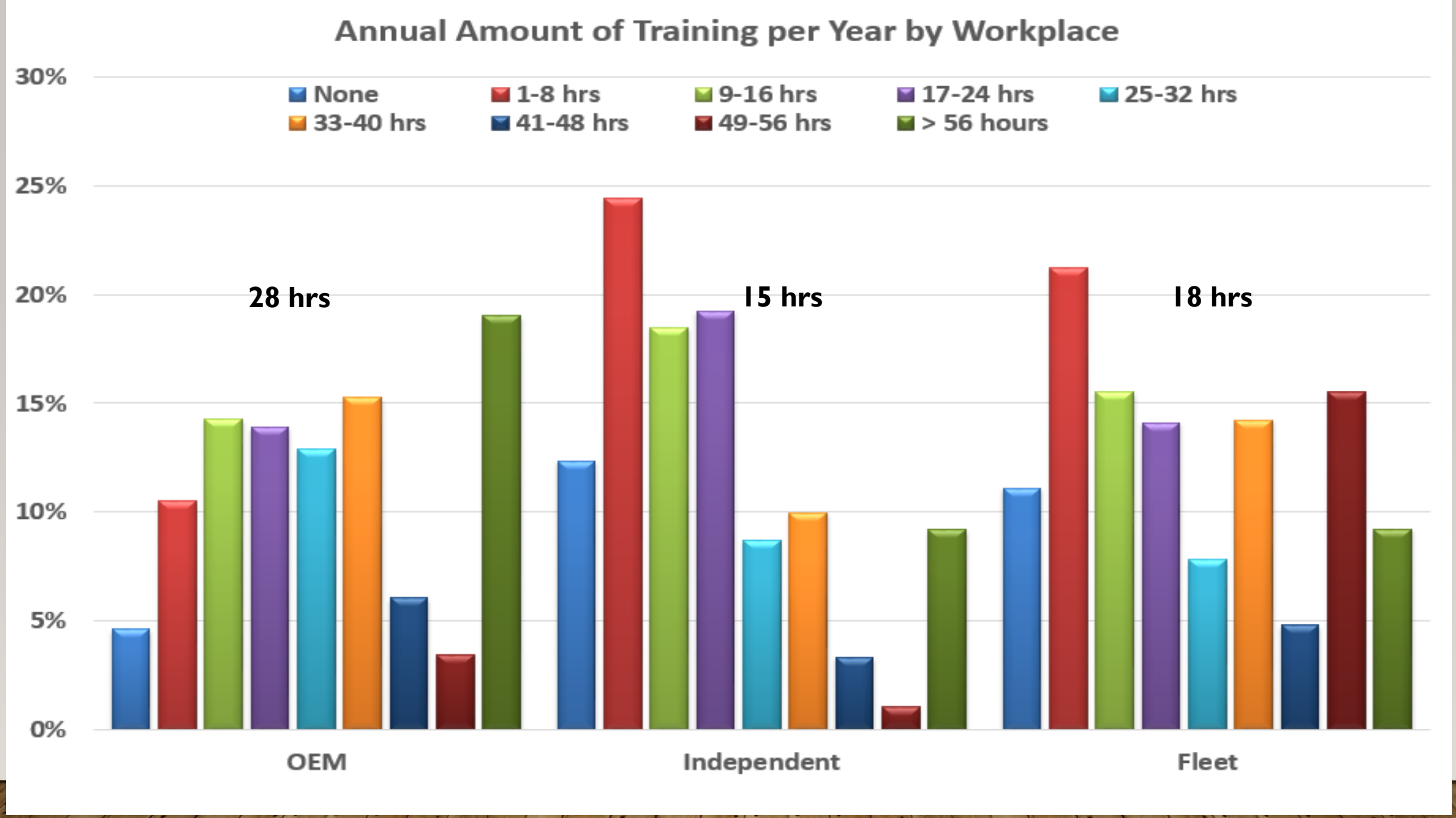
Fleet Training Needs

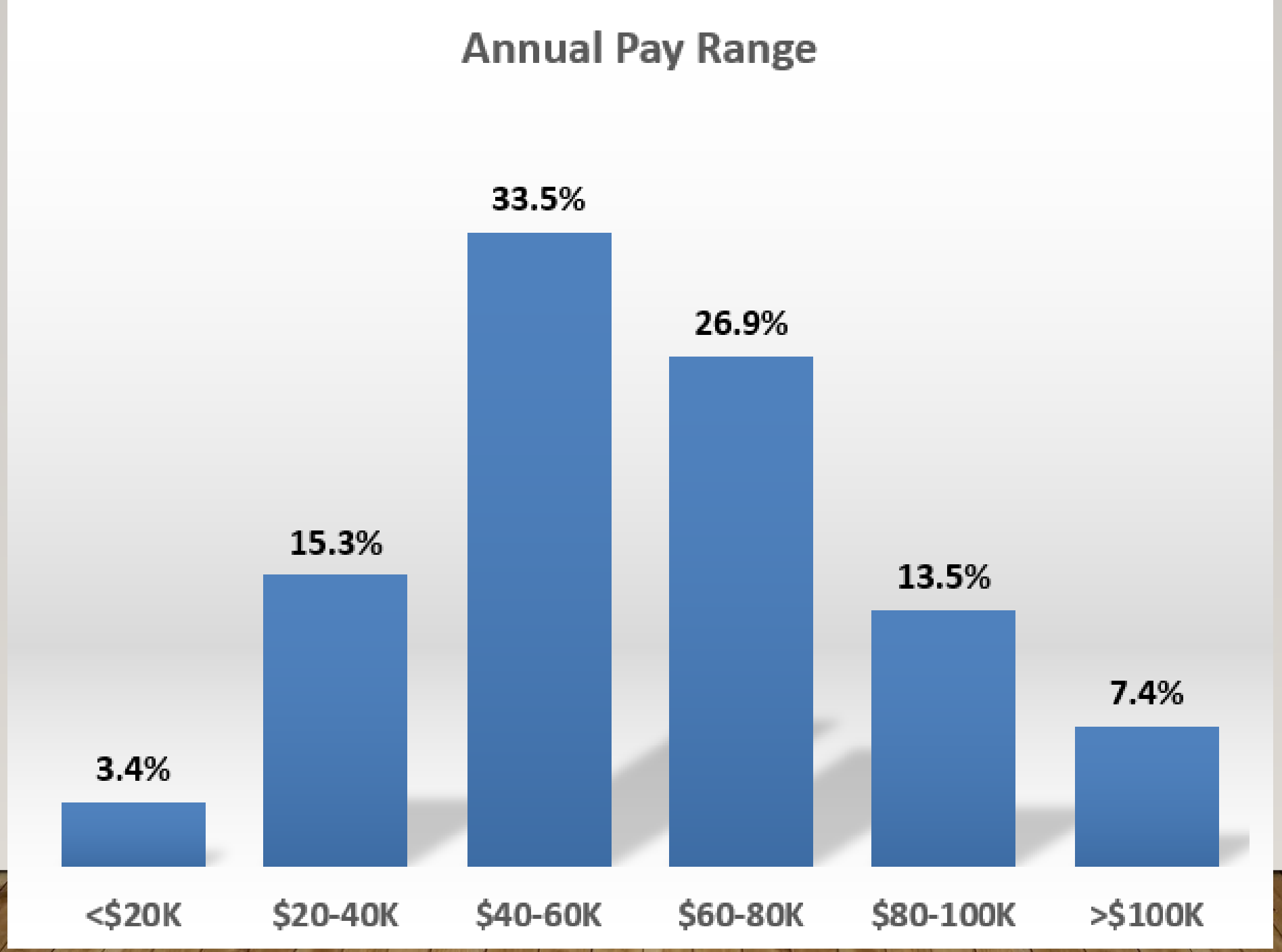


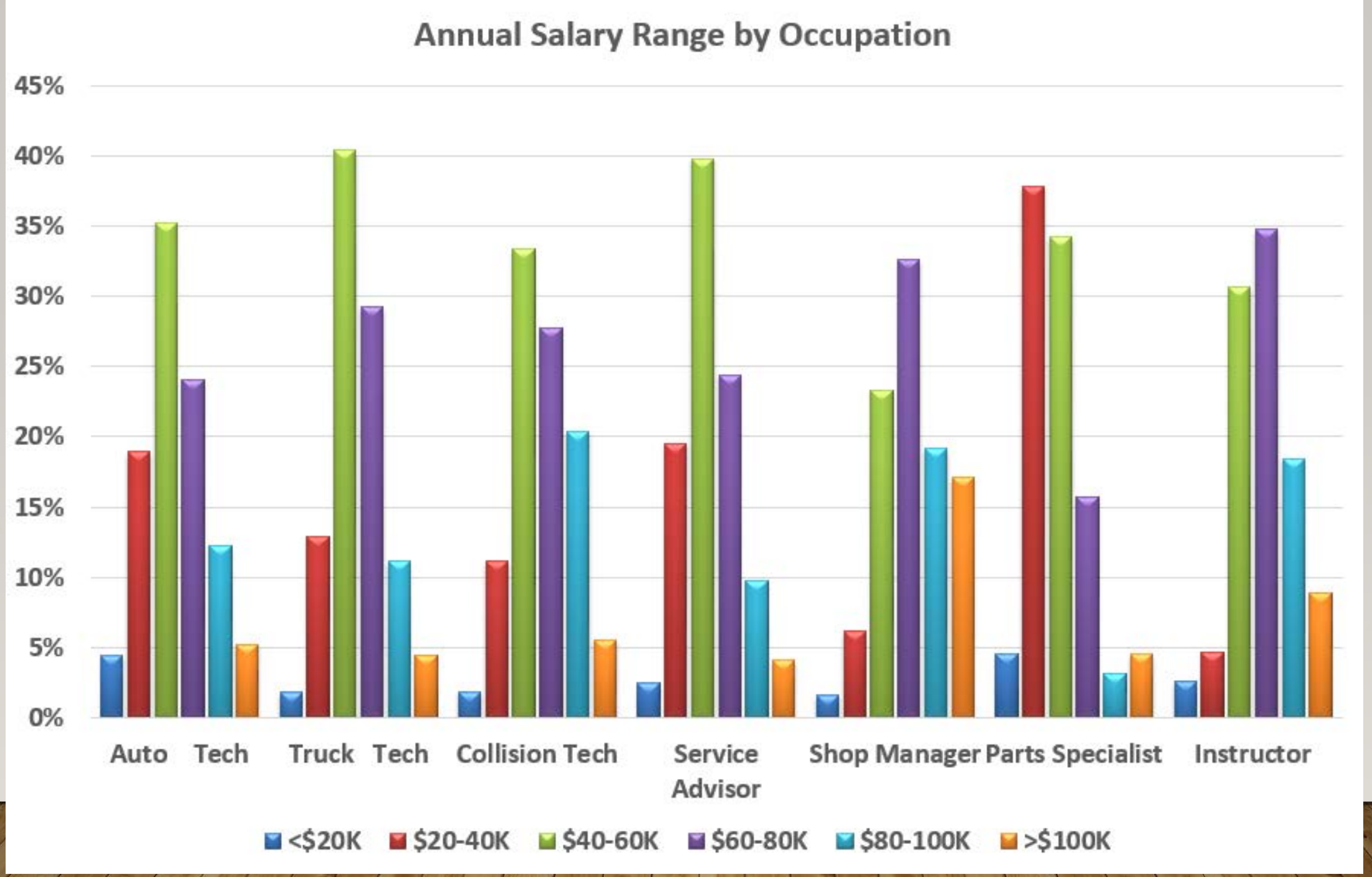

School's Training Needs
HYBRID/EV SYSTEMS
58.4%
ELECTRICAL/ELECTRONIC
53.8%
ADV ENGINE PERFORMANCE
48.8%
AUTOMATIC TRANSMISSION
33.7%
ENGINE PERFORMANCE
35.8%
ENGINE REPAIR
20.8%
0%
10%
20%
30%
40%
50%
60%
70%

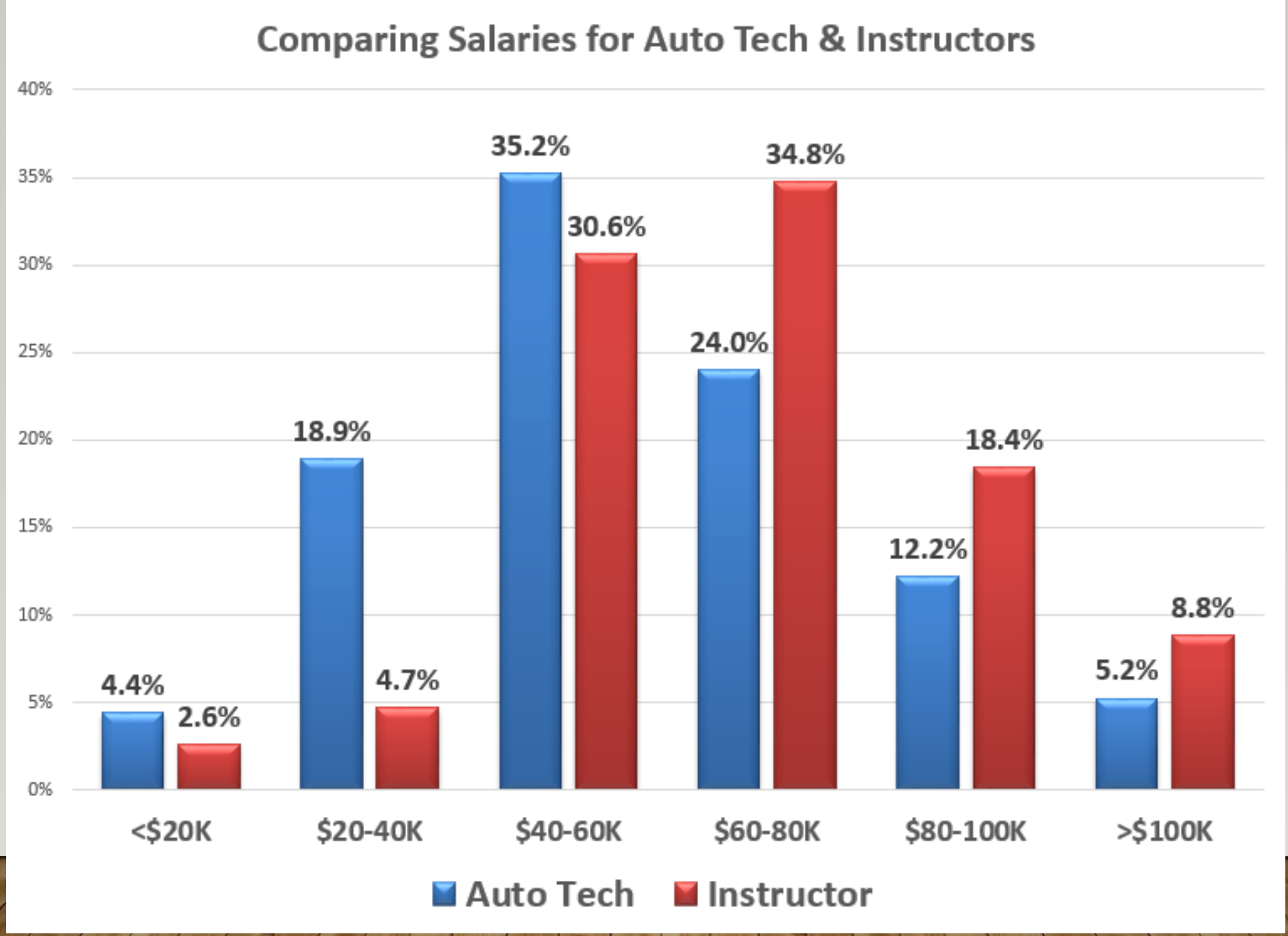
How many hours of structured training do you participate in each year?

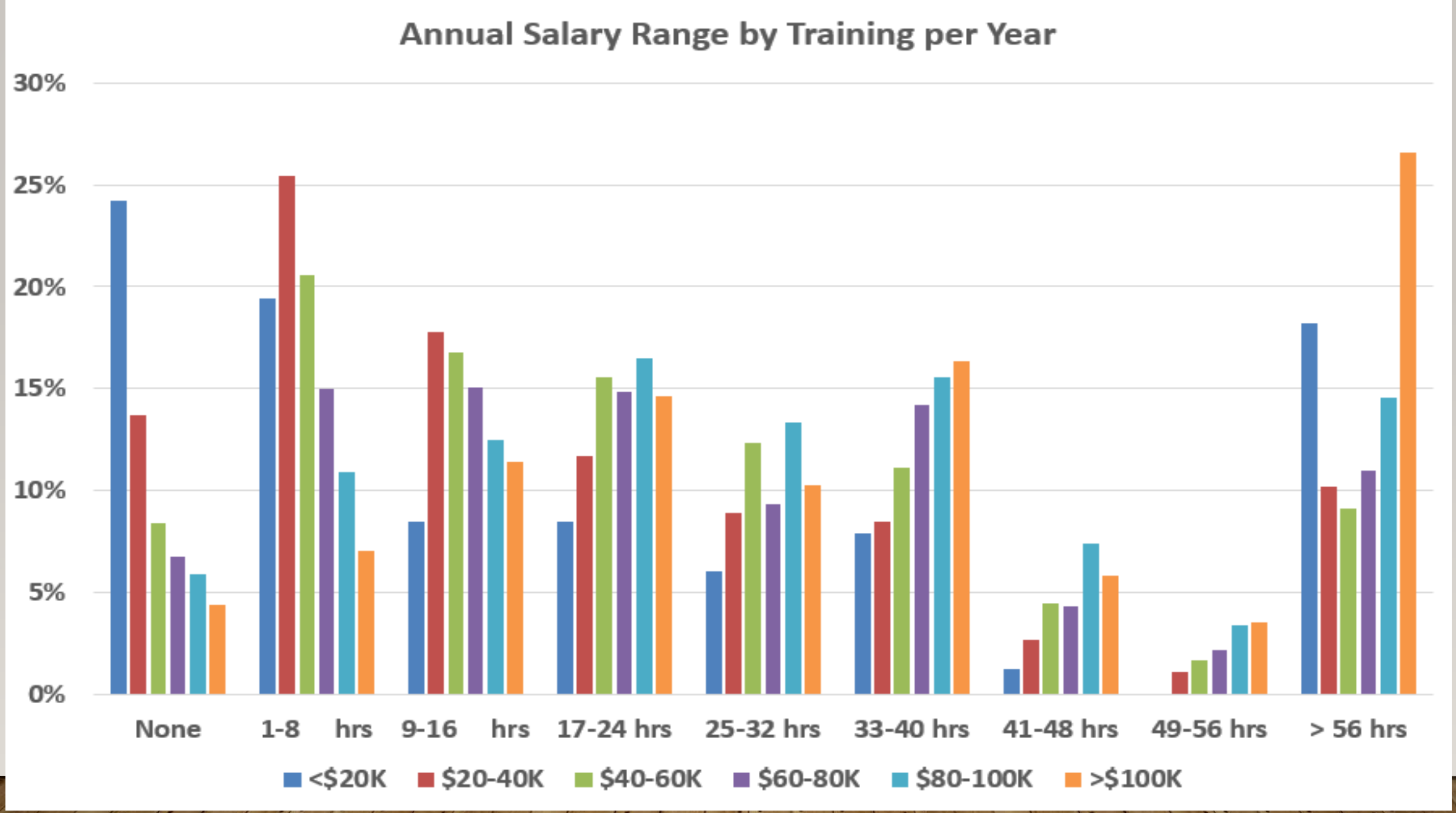



Annual Amount of Training per Year by Workplace
30%
25%
20%
15%
10%
5%
0%
None
1-8 hrs
9-16 hrs
17-24 hrs
25-32 hrs
33-40 hrs
41-48 hrs
49-56 hrs
> 56 hours
28 hrs
15 hrs
18 hrs
OEM
Independent
Fleet

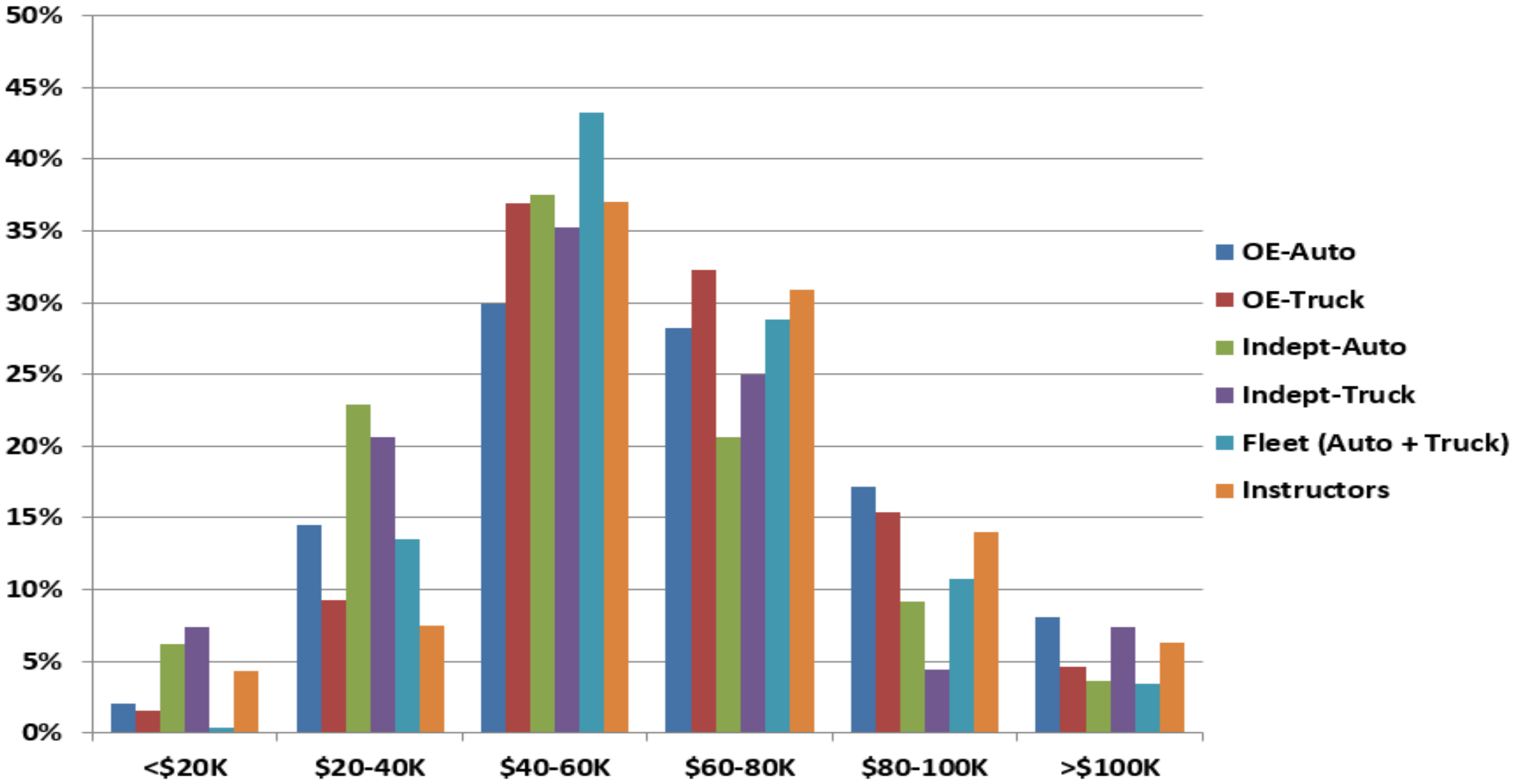

Annual Pay Range
3.4%
15.3%
33.5%
26.9%
13.5%
7.4%
<$20K
$20-40K
$40-60K
$60-80K
$80-100K
>$100K


Annual Salary Range by Occupation
45%
40%
35%
30%
25%
20%
15%
10%
5%
0%
Auto Tech
Truck Tech
Collision Tech
Service Advisor
Shop Manager
Parts Specialist
Instructor
<$20K
$20-40K
$40-60K
$60-80K
$80-100K
>$100K

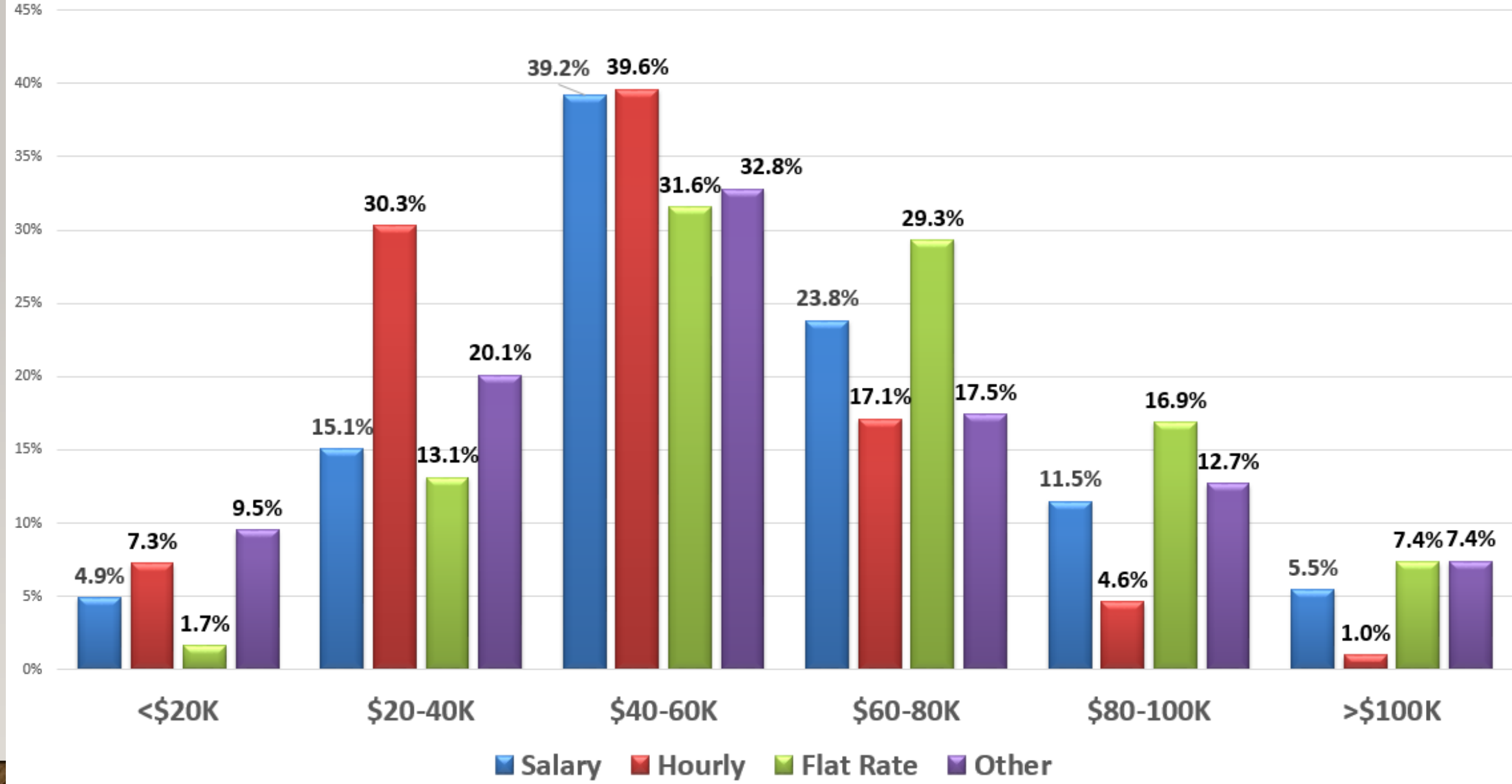

Comparing Salaries for Auto Tech & Instructors
40%
35%
30%
25%
20%
15%
10%
5%
0%
4.4%
2.6%
18.9%
4.7%
35.2%
30.6%
24.0%
34.8%
12.2%
18.4%
5.2%
8.8%
<$20K
$20-40K
$40-60K
$60-80K
$80-100K
>$100K
Auto Tech
Instructor


Annual Salary Range by Training per Year
30%
25%
20%
15%
10%
5%
0%
None
1-8 hrs
9-16 hrs
17-24 hrs
25-32 hrs
33-40 hrs
41-48 hrs
49-56 hrs
> 56 hrs
<$20K
$20-40K
$40-60K
$60-80K
$80-100K
>$100K

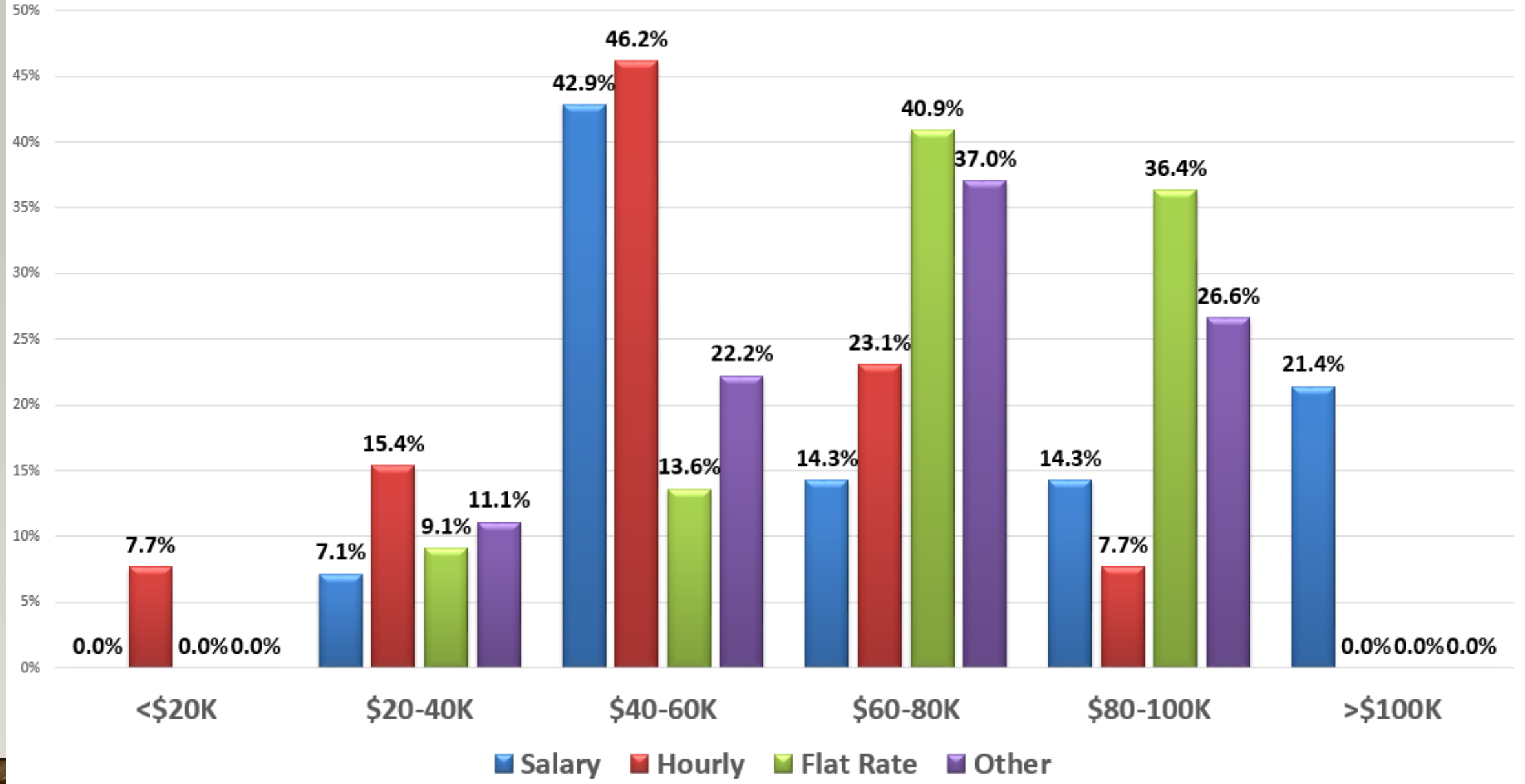
Annual Salary Range for Technicians by Workplace



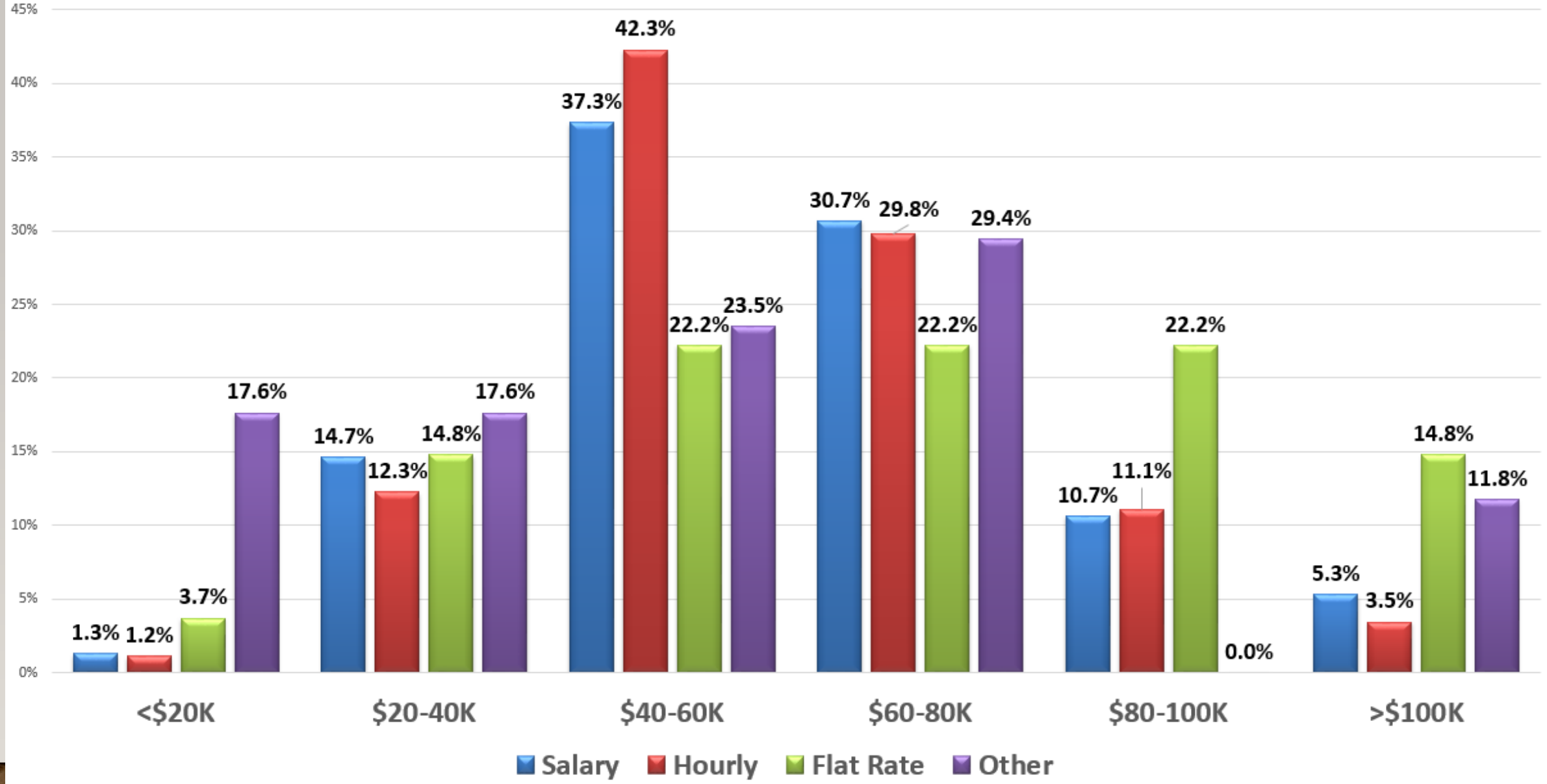
Annual Salary Range for Automobile Techs by Pay Format

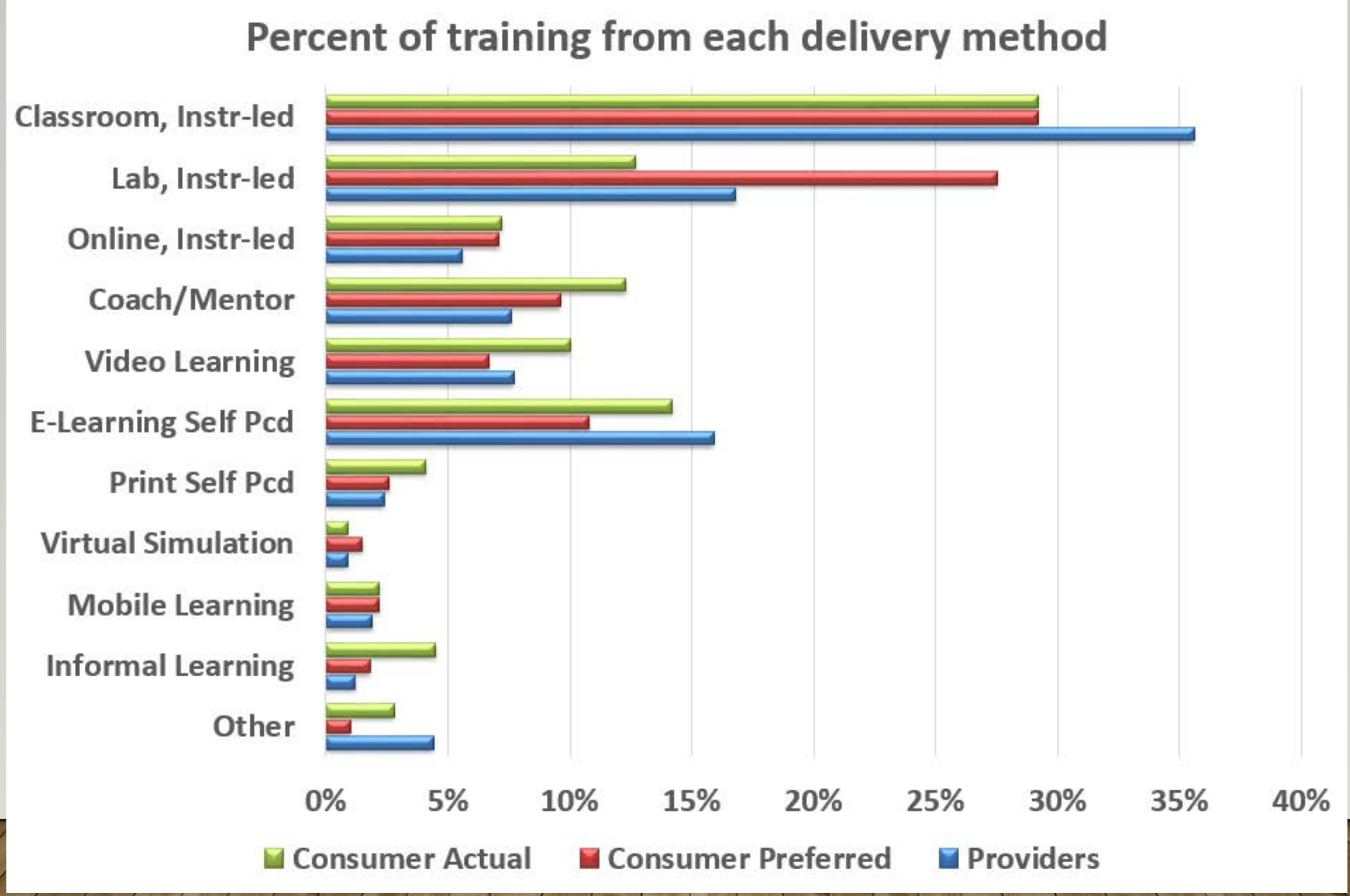


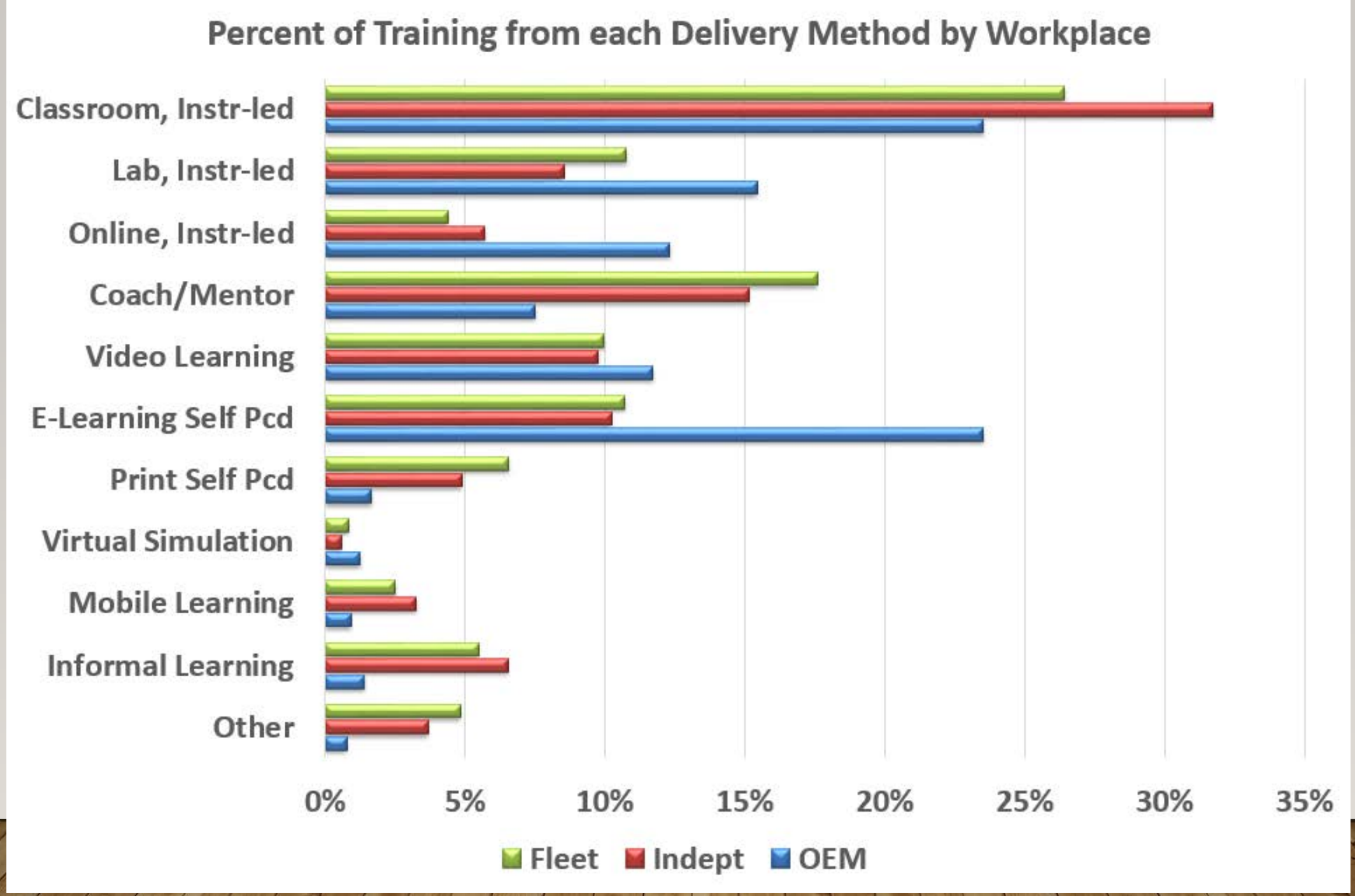
Annual Salary Range for Collision Repair Techs by Pay Format

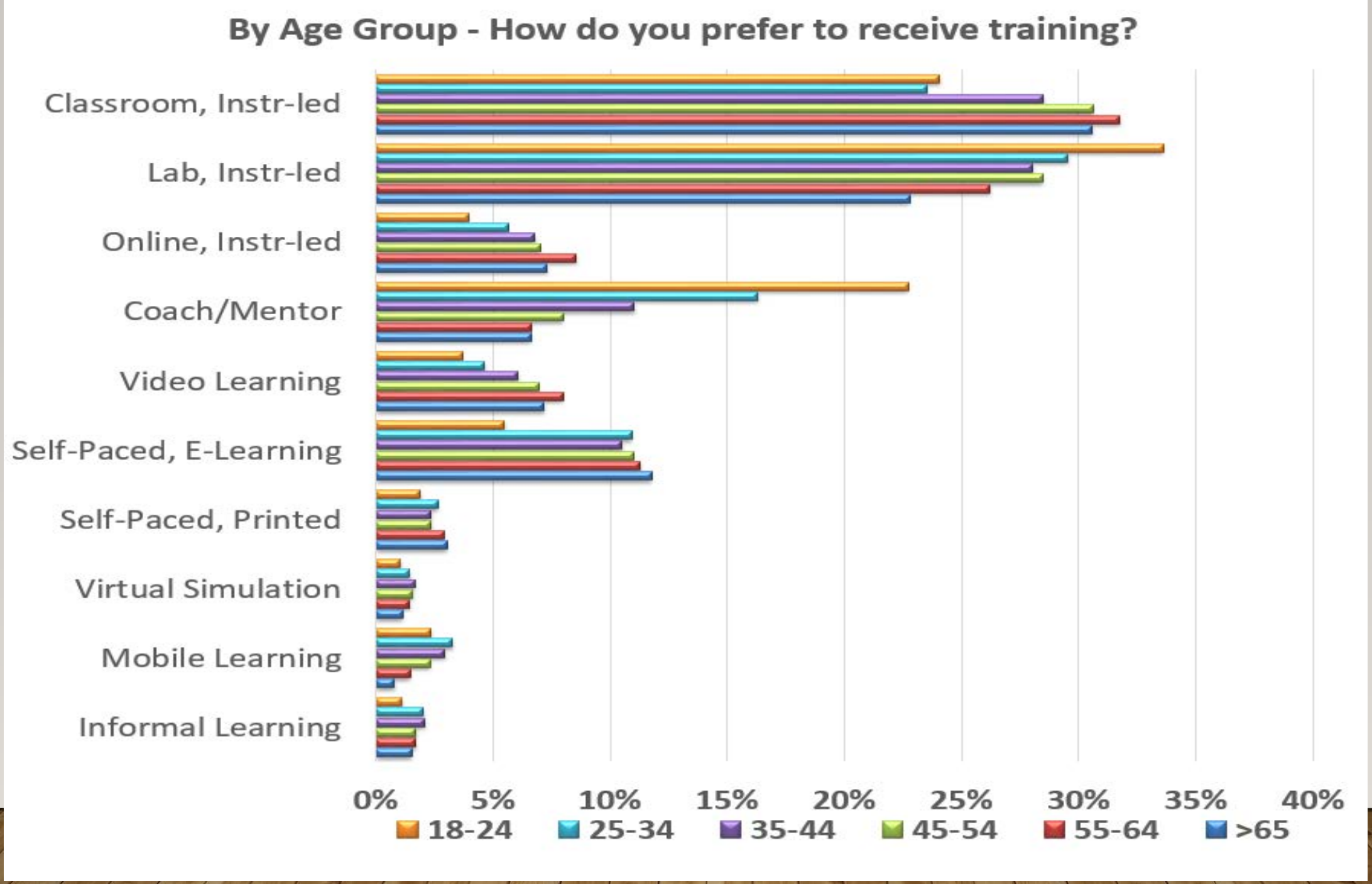


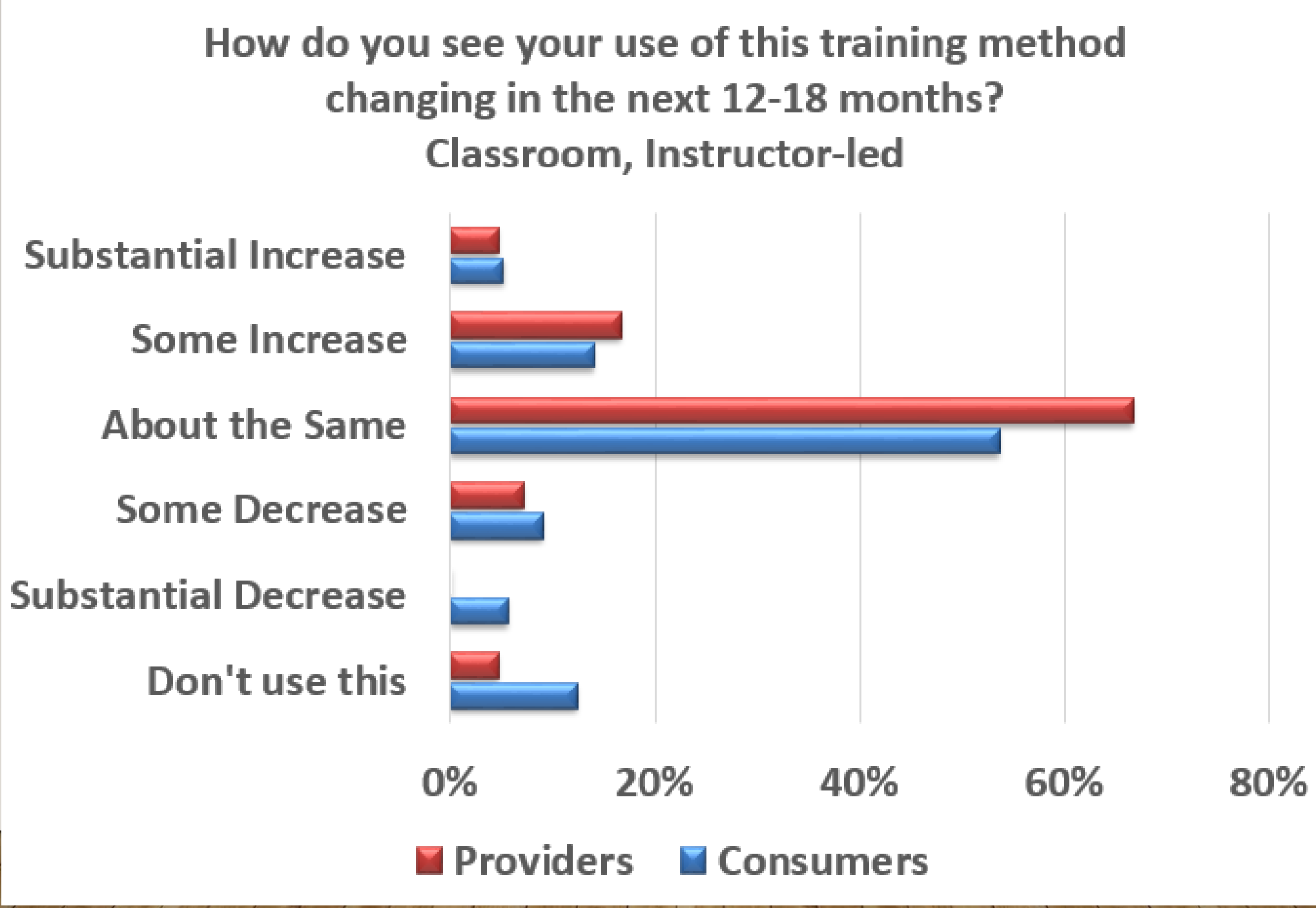
Annual Salary Range for Truck Techs by Pay Format

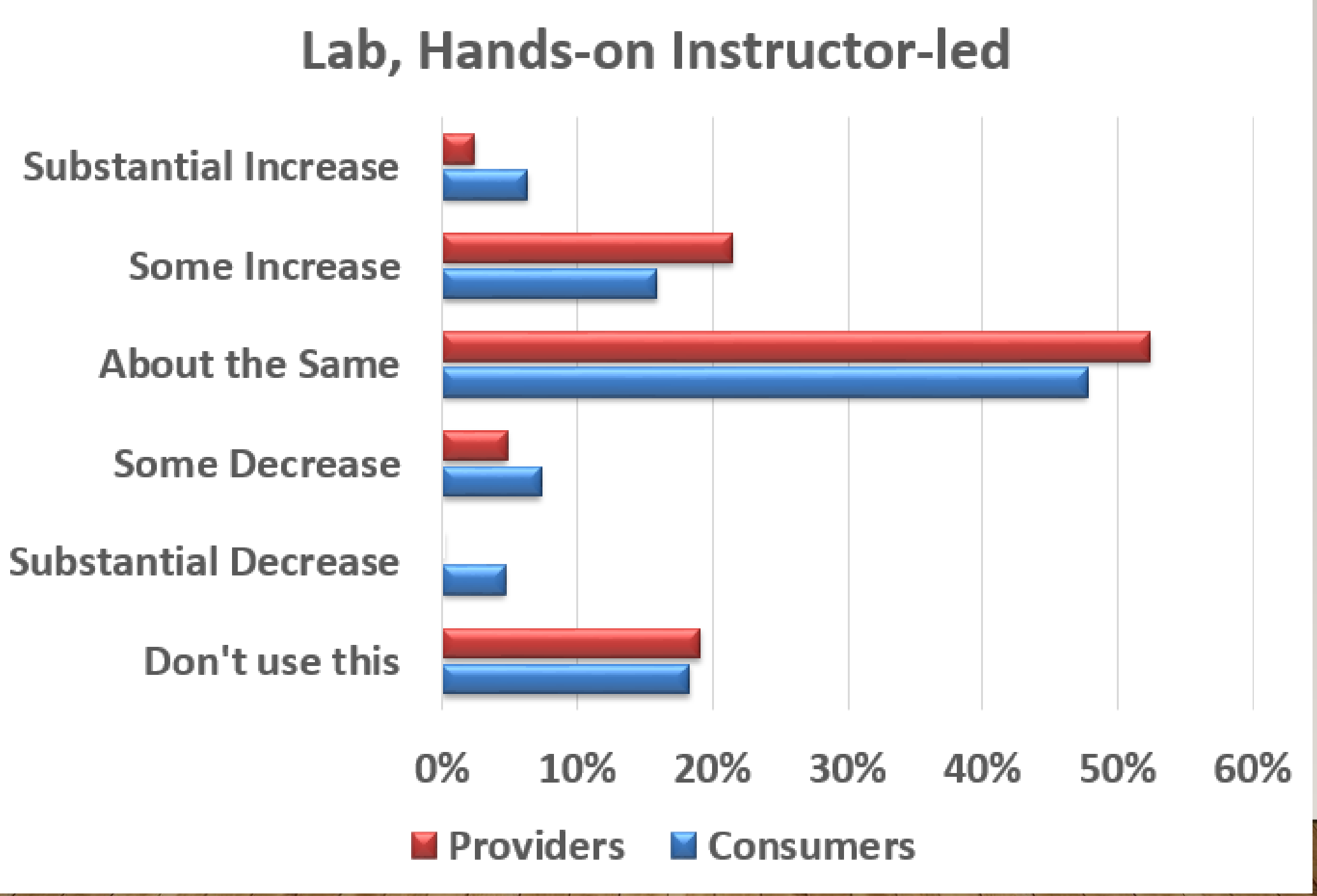


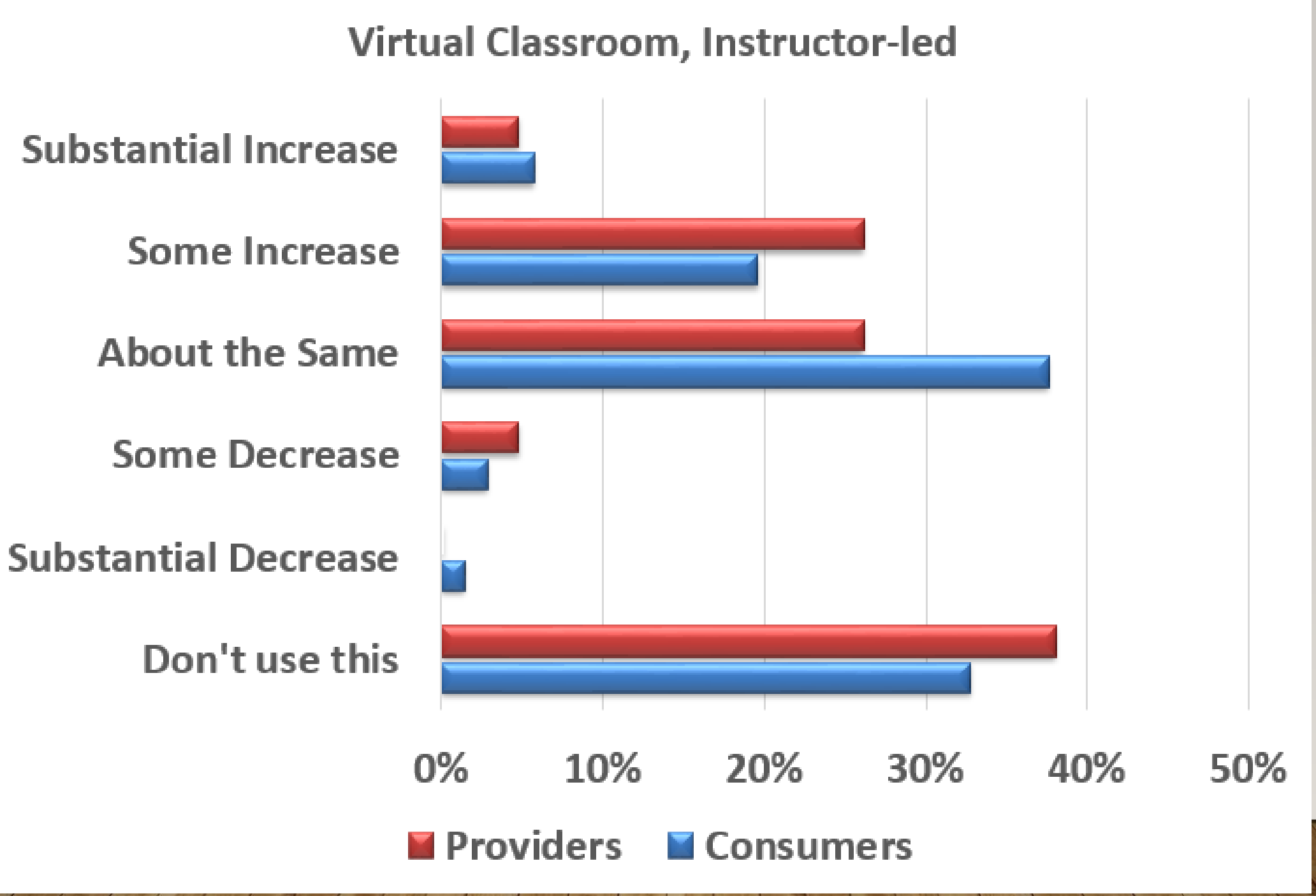

Percent of training from each delivery method
Classroom, Instr-led
Lab, Instr-led
Online, Instr-led
Coach/Mentor
Video Learning
E-Learning Self Pcd
Print Self Pcd
Virtual Simulation
Mobile Learning
Informal Learning
Other
0%
5%
10%
15%
20%
25%
30%
35%
40%
Consumer Actual
Consumer Preferred
Providers

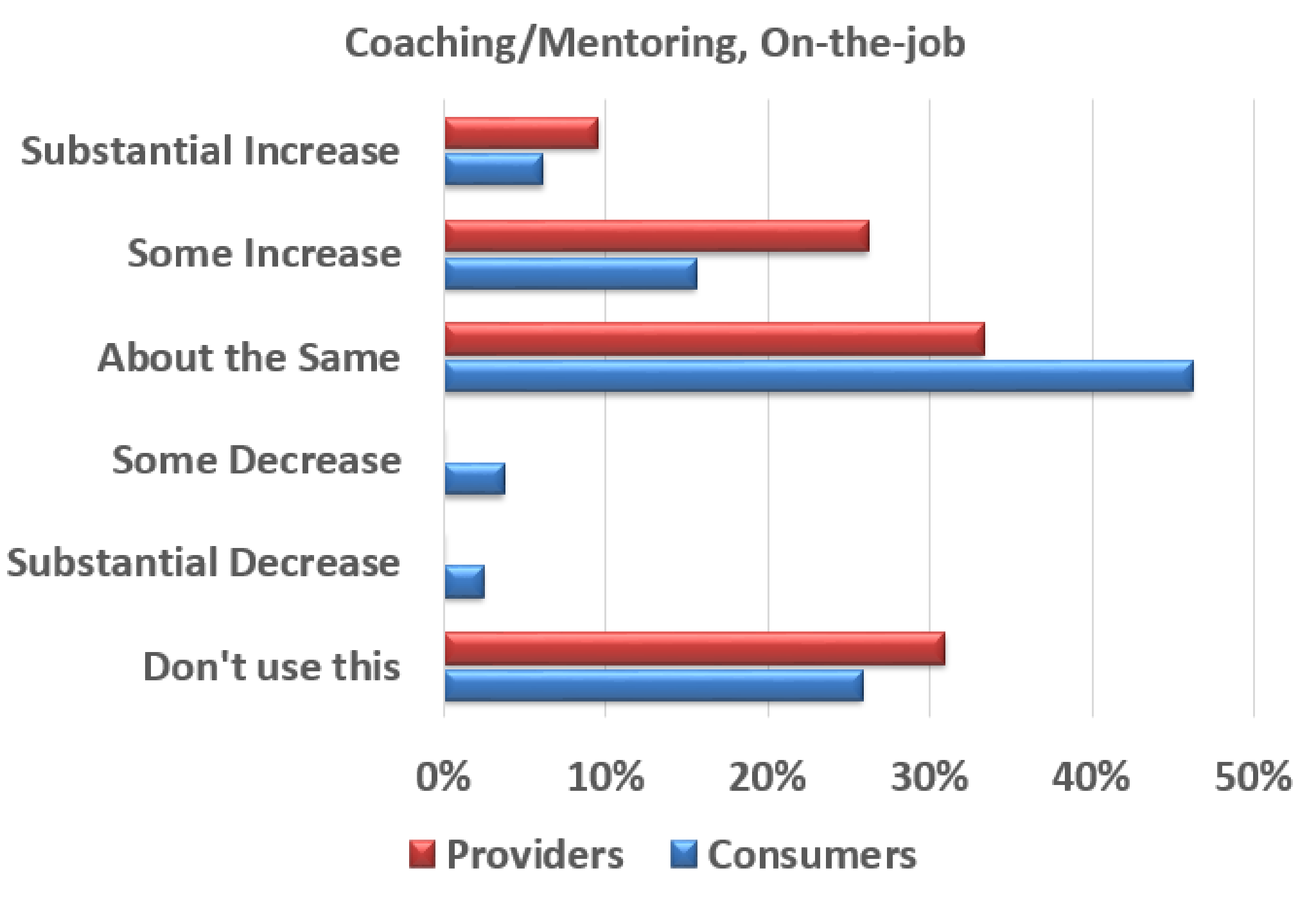

Percent of Training from each Delivery Method by Workplace
Classroom, Instr-led
Lab, Instr-led
Online, Instr-led
Coach/Mentor
Video Learning
E-Learning Self Pcd
Print Self Pcd
Virtual Simulation
Mobile Learning
Informal Learning
Other
0%
5%
10%
15%
20%
25%
30%
35%
Fleet
Indept
OEM

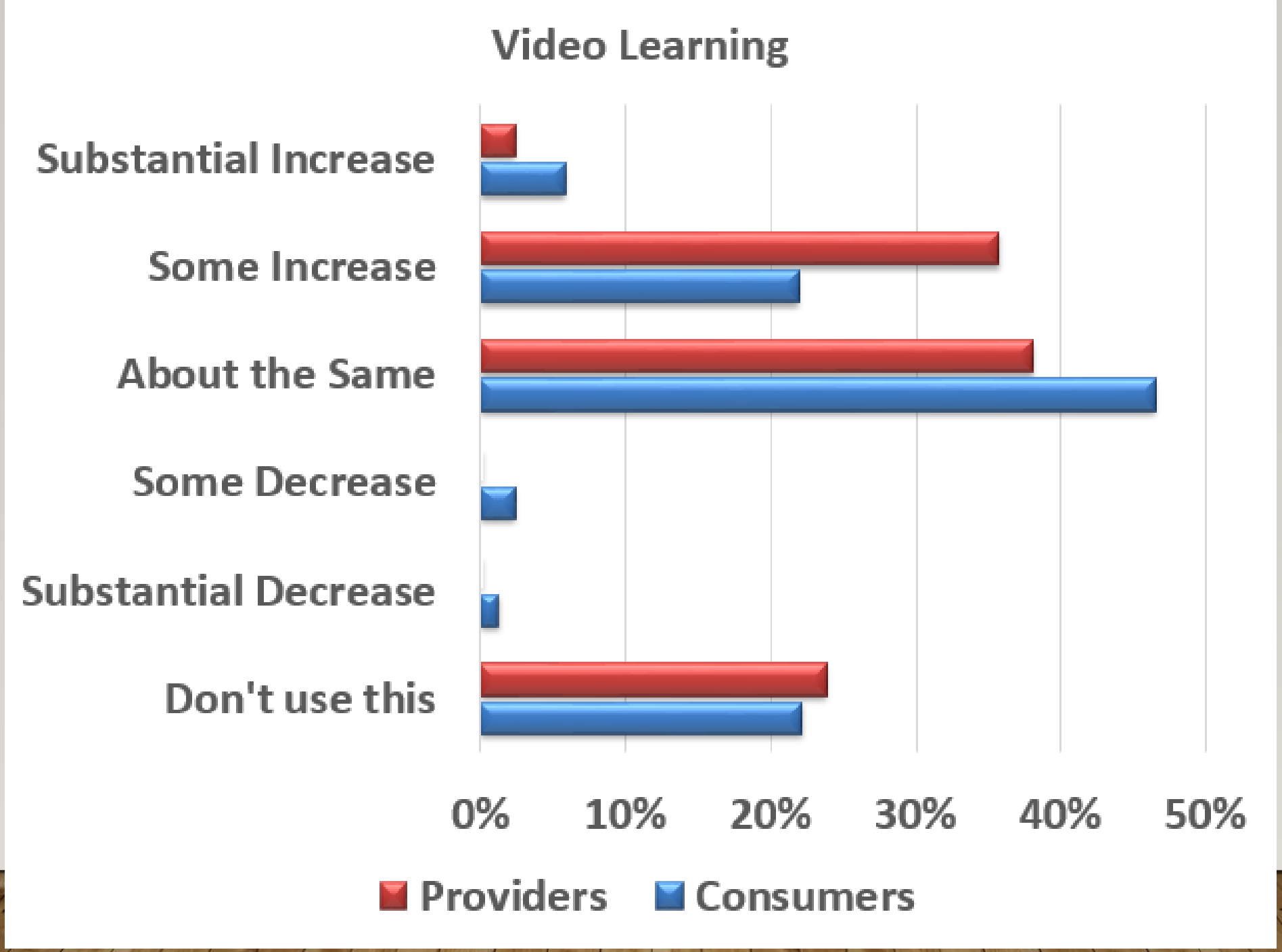

By Age Group - How do you prefer to receive training?
Classroom, Instr-led
Lab, Instr-led
Online, Instr-led
Coach/Mentor
Video Learning
Self-Paced, E-Learning
Self-Paced, Printed
Virtual Simulation
Mobile Learning
Informal Learning
0%
5%
10%
15%
20%
25%
30%
35%
40%
18-24
25-34
35-44
45-54
55-64
>65

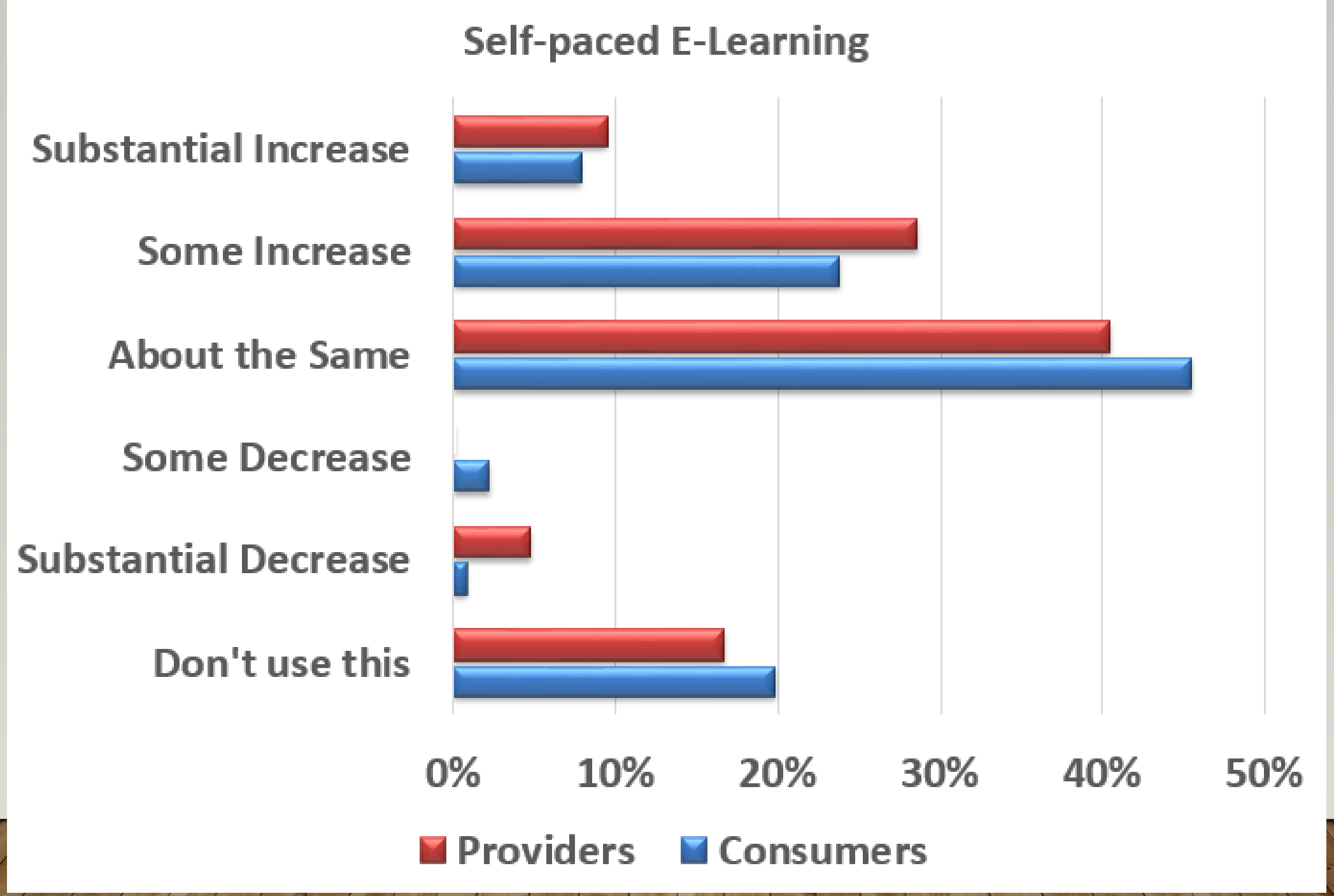

How do you see your use of this training method changing in the next 12-18 months?
Classroom, Instructor-led
Substantial Increase
Some Increase
About the Same
Some Decrease
Substantial Decrease
Don't use this
0%
20%
40%
60%
80%
Providers
Consumers

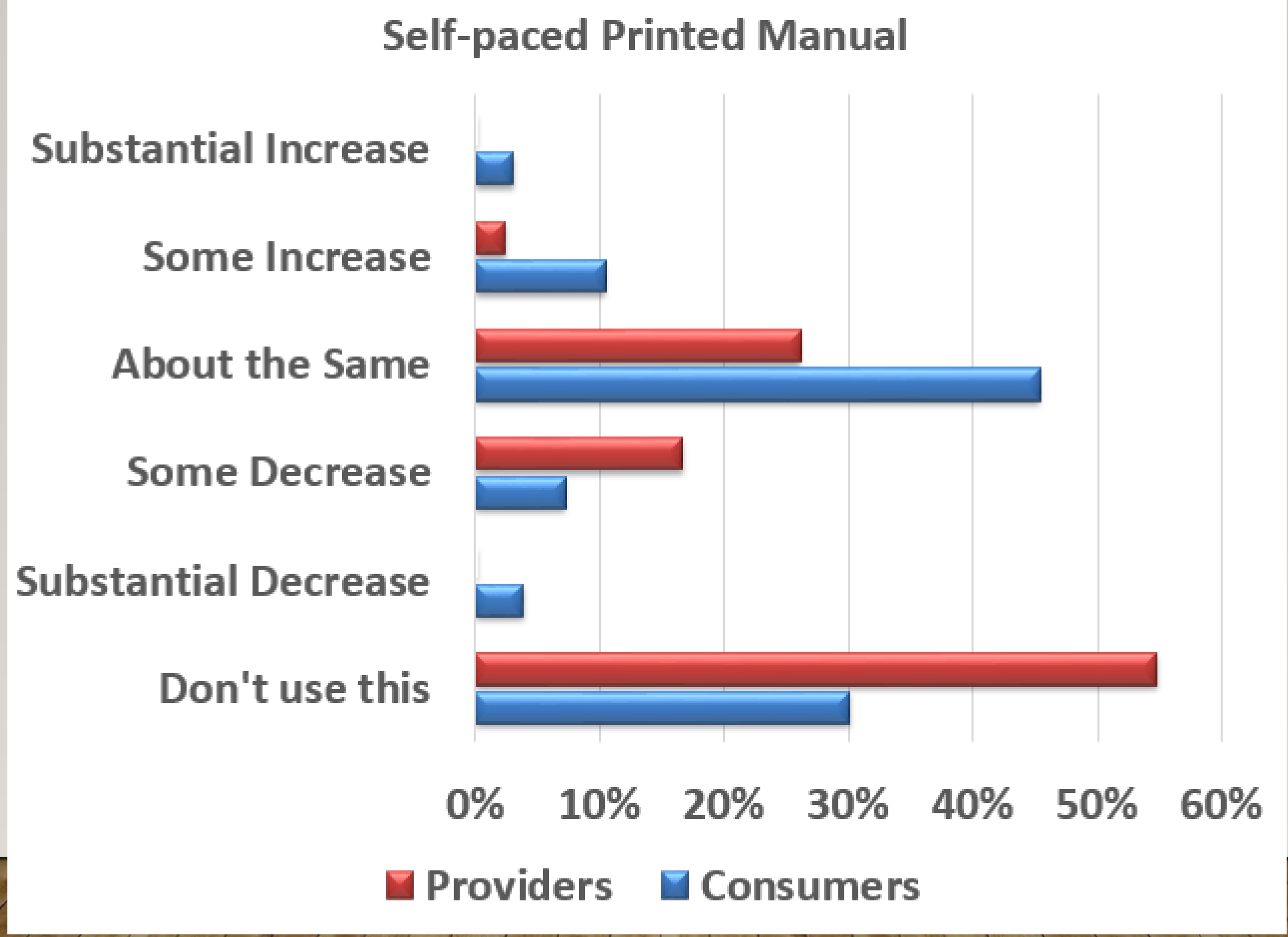

Lab, Hands-on Instructor-led
Substantial Increase
Some Increase
About the Same
Some Decrease
Substantial Decrease
Don't use this
0%
10%
20%
30%
40%
50%
60%
Providers
Consumers

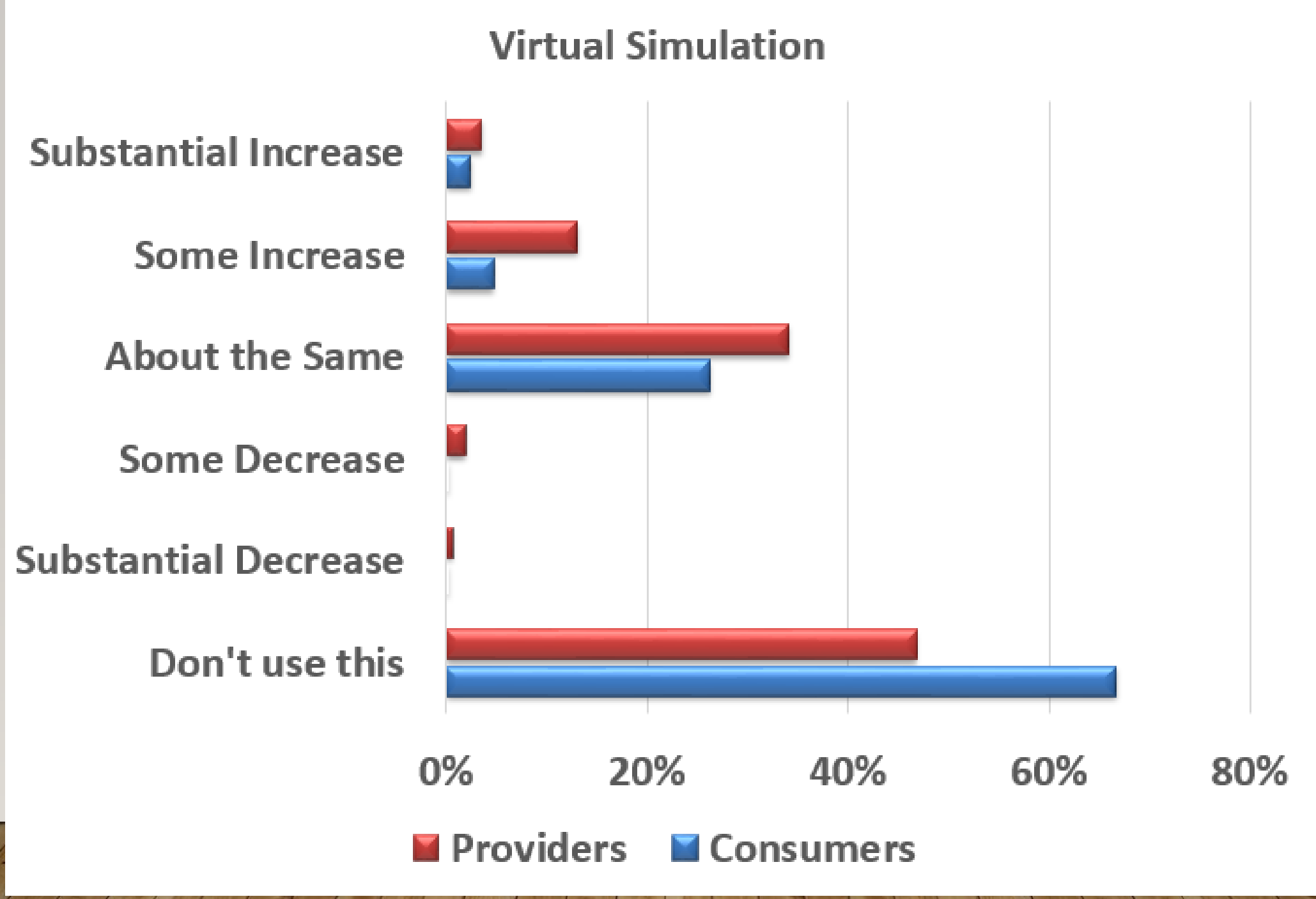

Virtual Classroom, Instructor-led
Substantial Increase
Some Increase
About the Same
Some Decrease
Substantial Decrease
Don't use this
0%
10%
20%
30%
40%
50%
Providers
Consumers

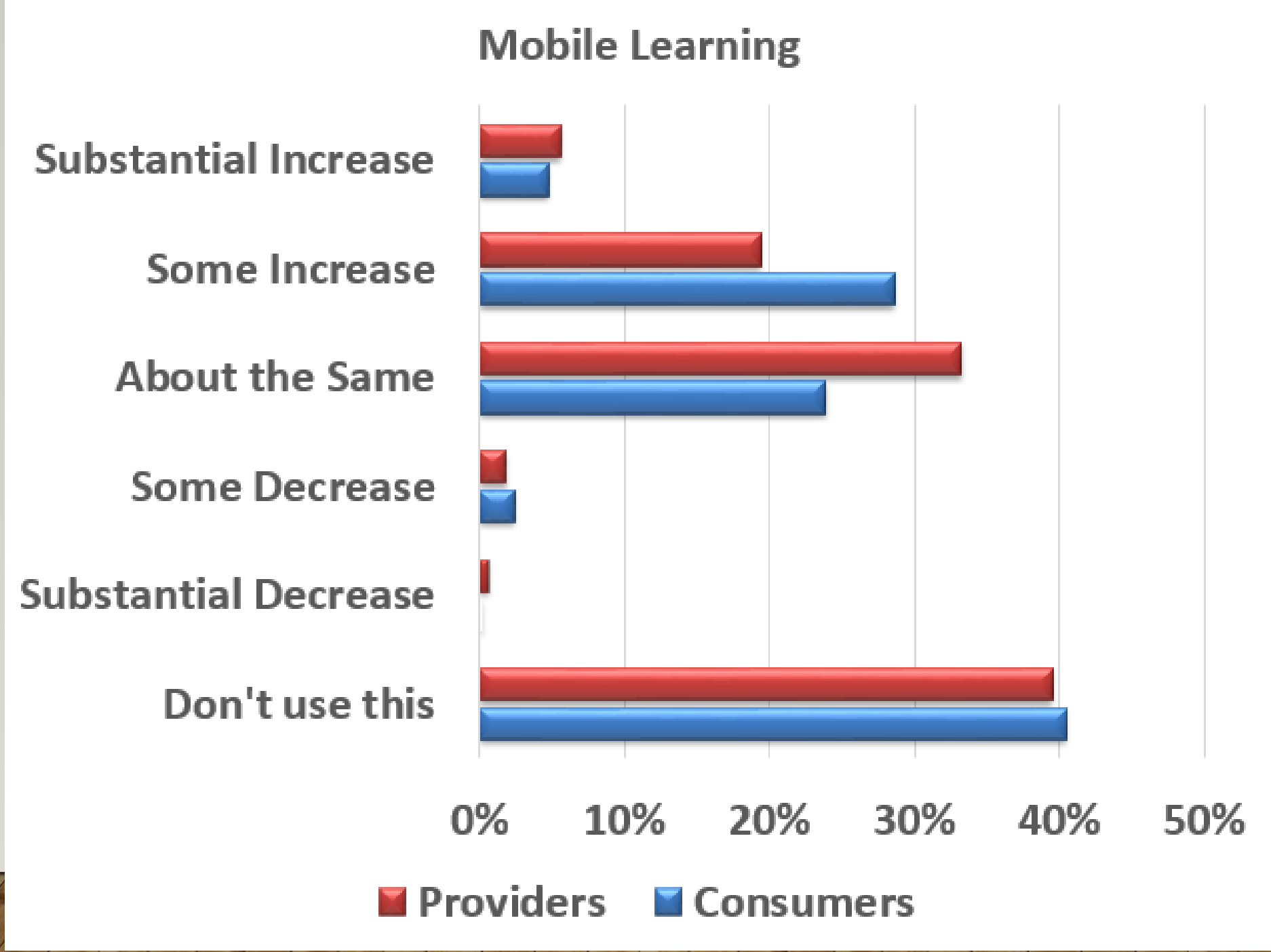

Coaching/Mentoring, On-the-job
Substantial Increase
Some Increase
About the Same
Some Decrease
Substantial Decrease
Don't use this
0%
10%
20%
30%
40%
50%
Providers
Consumers

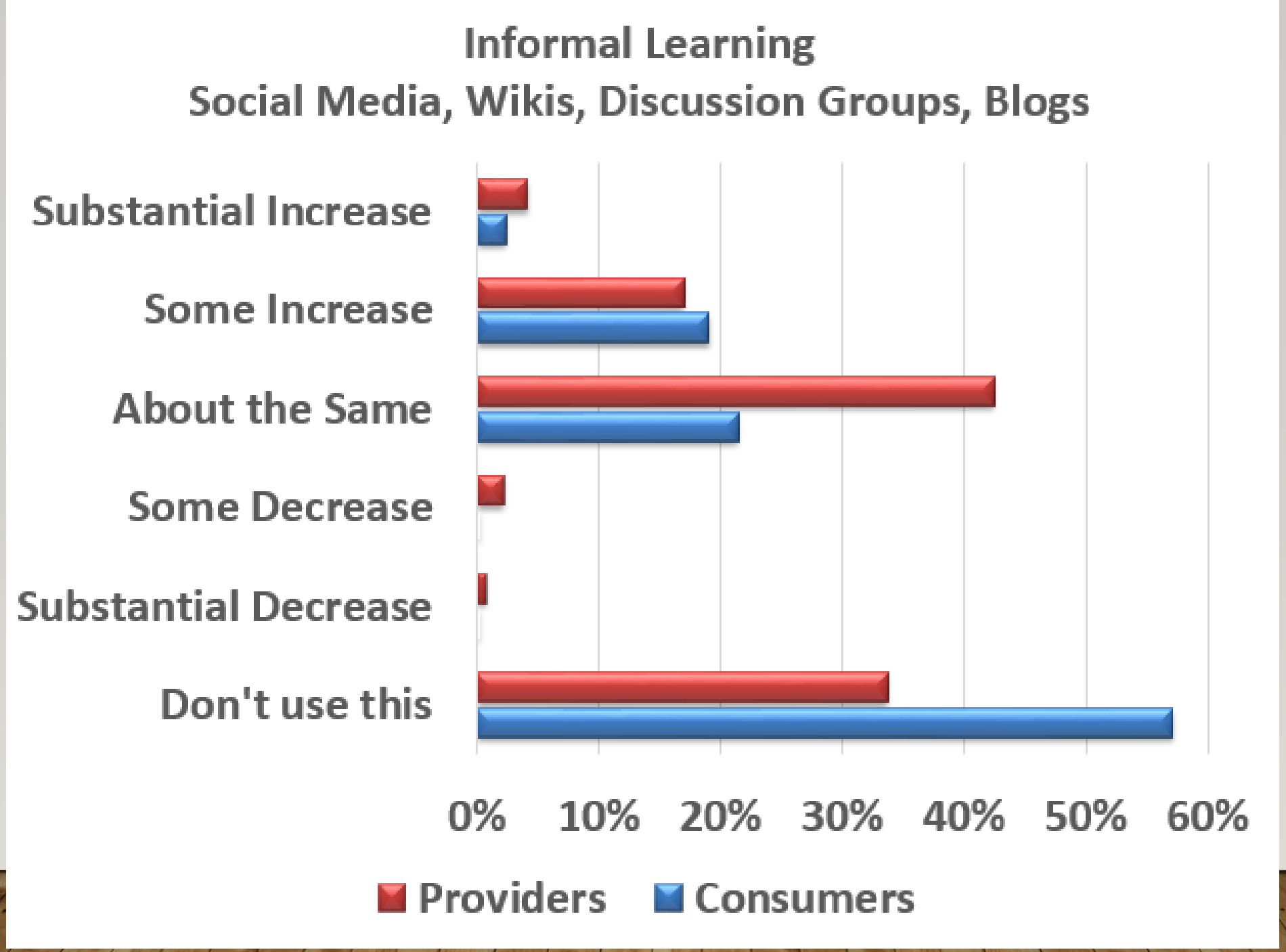

Video Learning
Substantial Increase
Some Increase
About the Same
Some Decrease
Substantial Decrease
Don't use this
0%
10%
20%
30%
40%
50%
Providers
Consumers


Self-paced E-Learning
Substantial Increase
Some Increase
About the Same
Some Decrease
Substantial Decrease
Don't use this
0%
10%
20%
30%
40%
50%
Providers
Consumers


Self-paced Printed Manual
Substantial Increase
Some Increase
About the Same
Some Decrease
Substantial Decrease
Don't use this
0%
10%
20%
30%
40%
50%
60%
Providers
Consumers


Virtual Simulation
Substantial Increase
Some Increase
About the Same
Some Decrease
Substantial Decrease
Don't use this
0%
20%
40%
60%
80%
Providers
Consumers


Mobile Learning
Substantial Increase
Some Increase
About the Same
Some Decrease
Substantial Decrease
Don't use this
0%
10%
20%
30%
40%
50%
Providers
Consumers


Informal Learning
Social Media, Wikis, Discussion Groups, Blogs
Substantial Increase
Some Increase
About the Same
Some Decrease
Substantial Decrease
Don't use this
0%
10%
20%
30%
40%
50%
60%
Providers
Consumers

COMMENTS…

RESOURCES

- Available to members on the website:
  - Summary Reports for each survey
  - PDF of MS PowerPoint slides
- Available to Members by request:
  - Excel or Access file containing complete data for each survey
- Available to Non-Members on the website:
  - Summary Reports for each survey for a limited time
  - PDF of MS PowerPoint slides