

**S/P2<sup>®</sup>**

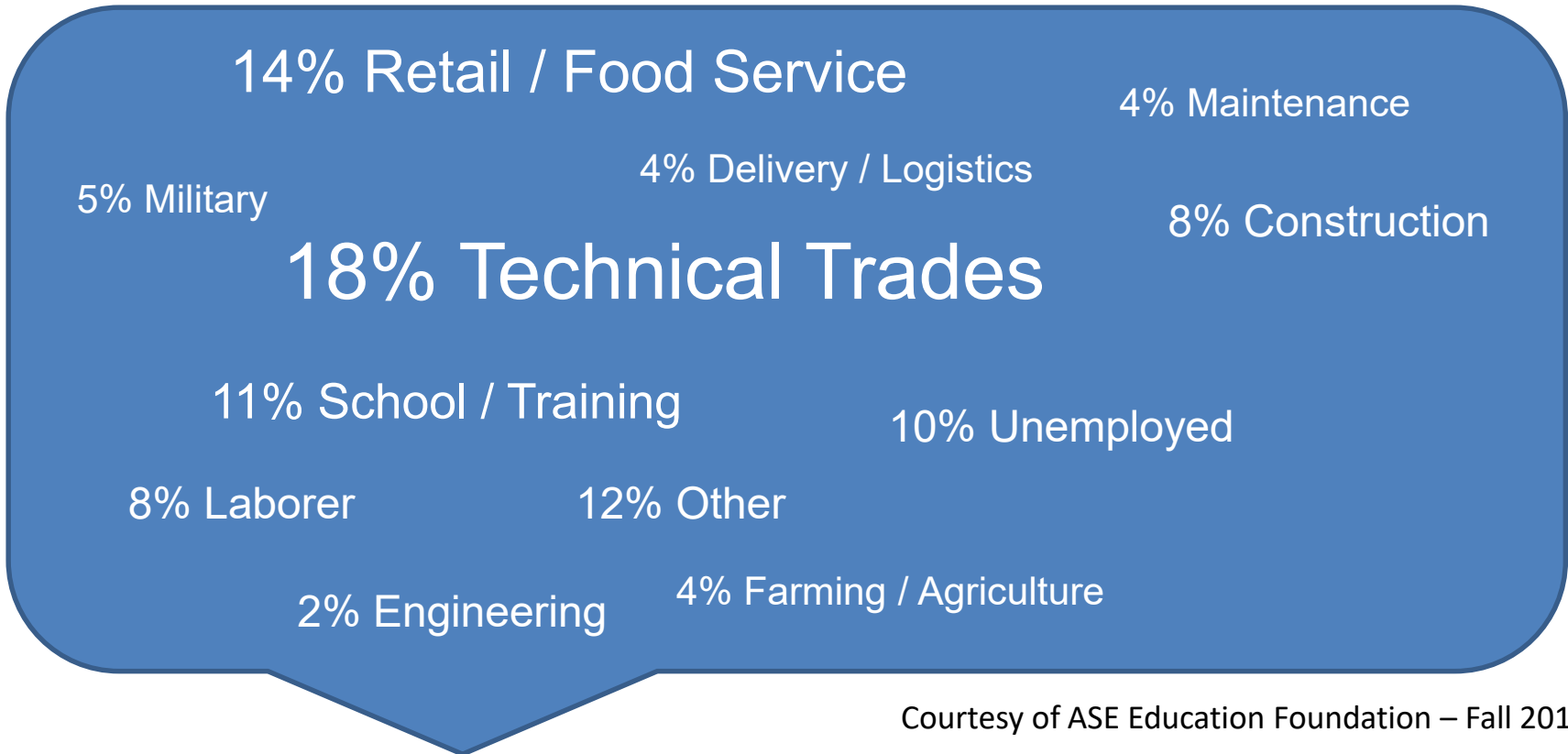
# THE SHORTAGE IS VERY REAL

	Annual Demand	2016 Post-Secondary Graduates	Shortage
Automotive Service	75,900	38,829	-37,071
Collision Repair	17,200	5,791	-11,409
Diesel	28,300	11,966	-16,334
<b>TOTAL</b>	<b>121,400</b>	<b>56,586</b>	<b>-64,814</b>

Courtesy of TechForce Foundation's Technician Demand Report – Oct 2017

- The shortage must be made up by high school graduates and other entry-level sources
- Due to vehicle complexity, industry wants to see more students moving from high school CTE to post-secondary CTE
- This assumes ALL post-secondary grads enter the industry, which is not accurate

# “WE EAT OUR YOUNG”



Courtesy of ASE Education Foundation – Fall 2018

**42% of grads leave the automotive industry  
in the first two (2) years**

# EVERYONE IS FIGHTING FOR THE SAME TECHS

- Auto service
- Collision repair
- Heavy-duty/diesel
- Dealerships
- Other industries

*“I can teach them how to work on a vehicle.*

*I can't teach them how to be passionate about working on a vehicle.”*



# A NEW MINDSET ON RECRUITING

- The organizations that are best at recruiting and growing their own technicians have the new competitive advantage
- Start viewing recruiting as an investment rather than an expense
- Other industry segments are offering better pay, tool, and other incentives – how will you compete?!
- Build your pipeline of candidates while they are still in school

# 40,000+ ENTRY-LEVEL TECHNICIANS

**S/P2 CAREERS**  
Connecting Skilled Students and Employers

Credits **250** Test User Logout as Admin

Dashboard Search Resumes Purchase License Post Jobs My Jobs

BY DATE BY CITY BY STATE LEVEL INDUSTRY

### SEARCH RESUMES

**INDUSTRY** RESET

- Automotive Service (36503)
- Collision Repair (15182)
- Construction (15384)
- Cosmetology (7249)
- Culinary (8791)
- Heavy-Duty/Diesel (15097)
- Welding (17302)

**STATE/PROVINCE** RESET

Select States

**RADIUS FILTER** RESET

ZIP Code 25 mi Go

**OPPORTUNITIES** RESET

- Full-time (28911)
- Part-time (29516)
- Apprenticeship (16186)
- Internship (16158)

**SCHOOL TYPE** RESET

- High School (31089)
- Post-Secondary (11476)

**47,160 candidates found!** Create Saved Search

<b>Brian</b> Franklinton, LA 9 minutes ago - updated	APPRENTICESHIP INTERNSHIP	CONSTRUCTION CULINARY HEAVY-DUTY/DIESEL	<a href="#">VIEW RESUME</a>
<b>Tae-quan</b> Powder springs, GA 46 minutes ago - new	PART-TIME APPRENTICESHIP INTERNSHIP	AUTOMOTIVE SERVICE COLLISION REPAIR CONSTRUCTION HEAVY-DUTY/DIESEL	<a href="#">VIEW RESUME</a>
<b>Jorge</b> Laredo, TX 48 minutes ago - new	FULL-TIME PART-TIME	CONSTRUCTION CULINARY WELDING	<a href="#">VIEW RESUME</a>
<b>DaKota</b> Jackson, ID 56 minutes ago - new	FULL-TIME PART-TIME APPRENTICESHIP INTERNSHIP	CONSTRUCTION CULINARY WELDING	<a href="#">VIEW RESUME</a>

Adding 500+ new resumes per week

# THE ULTIMATE GOAL

Help the next generation of technicians find the *right* first employer so they enter the industry, and STAY there!



Education Foundation



# MENTORING DIRECTLY INCREASES RETENTION

Those who receive mentoring are 77% more likely to stay in their job.

- Spherion Emerging Workforce Study





# “CREATION” STARTS WHEN THEY ONBOARD

- Mold entry-level techs into a C tech, then a B tech, and hopefully an A tech
- The #1 question: “How long will it take?”



# HOW LONG DOES IT TAKE TO REACH MASTERY?



# HOW LONG FOR MENTORING?

“You need to have practiced -  
to have apprenticed - for  
10,000 hours before you get  
good.”

“We are far too impatient with  
people...we always want to  
make that assessment after 6  
months or a year. And that’s  
ridiculous.”

- Malcolm Gladwell, *Outliers*

$$\begin{array}{cccc} 8 & \times & 5 & \times & 52 & \times & 4.8 \\ \text{hours} & & \text{days} & & \text{weeks} & & \text{years} \\ \hline = & \mathbf{10,000} & \text{HRS.} \end{array}$$

# KEY QUOTES

“The kinds of jobs we have people do today are sufficiently complex that they require a long time to reach mastery. And what we should be doing is setting up institutions and structures that allow people to spend the time and effort to reach mastery. Not judging them prematurely.”



- Malcolm Gladwell, *Outliers*

# WORKPLACE MENTORING

- Pilot program with ASE and the ASE Education Foundation
- Online training for:
  - The Mentor
  - The Mentee
  - The Manager

The screenshot shows the S/P2 online training interface. At the top, there is a red navigation bar with the S/P2 logo on the left and the text 'COURSE MENU', 'CERTIFICATES', 'PREFERENCES', 'PURCHASE HERE', 'ADMIN', and 'LOGOUT : KYLE' on the right. Below the navigation bar, the page title is 'Workplace Mentoring - The Manager Introduction'. A 'Return to Course Menu' link is visible. On the left side, there is a 'Course Navigation' sidebar with a tree view of the course content. The main content area displays the title '21st-Century Businesses Need Mentoring Programs' and a paragraph of text. To the right of the text is a photograph of a man in a blue jacket working on a vehicle. The page number 'Page 6 of 18' is shown at the bottom of the content area.

**S/P2**

COURSE MENU CERTIFICATES PREFERENCES PURCHASE HERE ADMIN LOGOUT : KYLE

Return to Course Menu

Workplace Mentoring - The Manager  
Introduction

Page 6 of 18


**Course Navigation**

- Safety & Environmental (17)
  - Workplace Mentoring - Task Lists and Resources
  - Workplace Mentoring - The Manager**
    - Introduction
    - The Mentoring Program
    - The Mentor
    - The Mentee
    - Tools
    - Managing the Mentor and Mentee
    - Conclusion and Final Exam
  - Collision Safety
  - Collision Pollution Prevention
  - Mechanical Safety
  - Mechanical Pollution Prevention
  - Supervisor's Course

**21st-Century Businesses Need Mentoring Programs**

Companies that require skilled employees should be concerned about having sufficient, qualified employees to fill those positions—now and in the future. For example:

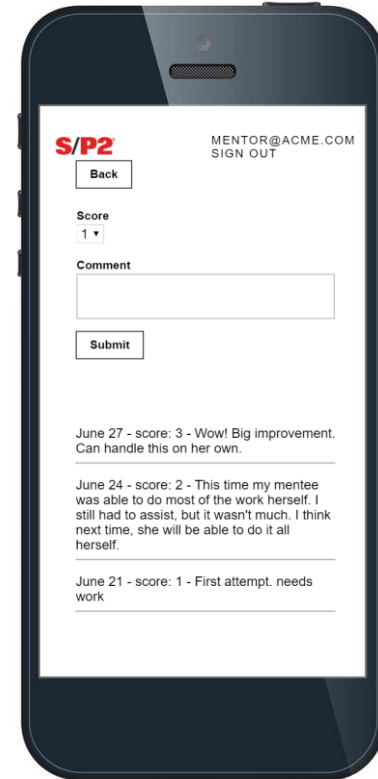
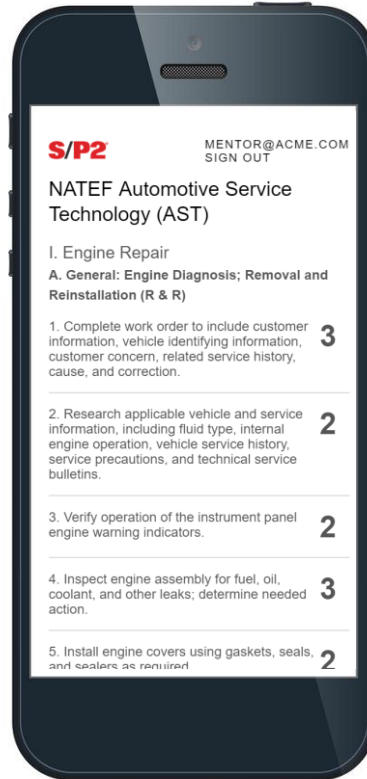
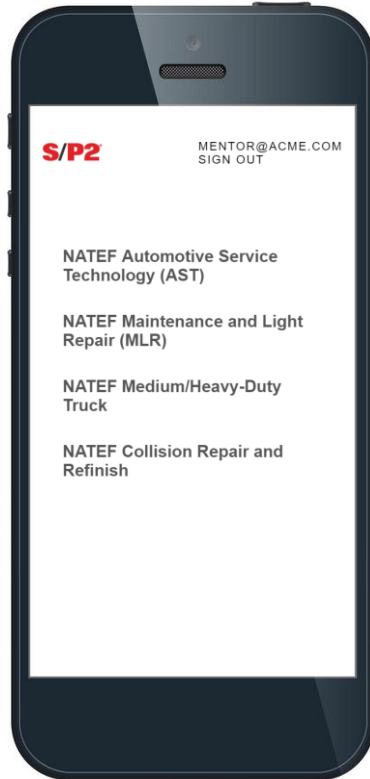
- 50% of automotive industry technicians are over the age of 50, according to the U.S. Department of Labor.
- According to the Society for Human Resource Management (SHRM), baby boomer retirements will take a massive quantity of workplace skills, knowledge, and experience out of the workforce in the next 10 years.
- In 2016, 62% of Fortune 1000 companies said that future retirements will result in skilled labor shortages over the next five years.
- A mere 15% of these organizations believe they have enough qualified successors for key positions.



# ADDRESSING THE CHALLENGES

- Creating a written plan for mentoring
- Define skill sets, training & certifications necessary to grow your technicians
- Choosing the Mentor
- Recruiting & choosing the Mentee
- Setting pay plans that incentivize the Mentor and Mentee
- Tool plans and programs
- Promoting the program internally
- Recognition

# MENTEE TRACKING SYSTEM



# WORKPLACE MENTORING



- Make recruiting the next generation of techs easier
- Systematize mentoring – participate in the free pilot
- Reverse the unsustainable loss of technicians