

Registered Apprenticeship Initiative & Adopt-A-School

Santa Fe NM
August 23, 2022

Careers Start Here



Education Foundation

Who We Are

Created in 2018 by the merger of NATEF and AYES, the ASE Education Foundation is a 501(c)(3) organization that works with over 2,100 automotive, truck, and collision repair training programs, 5,000 instructors and over 100,000 students nationally.

Supported by industry partners, we accredit high school and post-secondary programs using industry-developed standards and help students get real-world experience through job shadowing and structured work-based learning. We connect with schools and employers at the local level through our national network of Field Managers.

We have ***proven solutions*** to the leaky school to work pipeline today that we want to expand to include more schools, students, and employers.



The Leaky School To Work Pipeline

The automotive service industry needs 100K techs each year. We have more than this enrolled in ASE Accredited high school and college programs, but not enough of them make it to industry or remain in the workforce long term. Our challenge is student retention, both before and after graduation.



Not enough students see inviting career opportunities and study a curriculum that reflects current technology.

- 30% of high school students cited “I don’t see a career path for me” as the reason for not taking the next automotive training class
- Only about half the training programs in the country use ASE Accreditation to align training to industry needs



THE LEARNING LEAK

THE CREDENTIALS LEAK

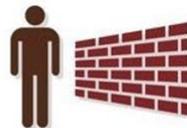


Not enough students are able to demonstrate their academic achievement and earn industry recognized credentials.

- Early use of credentials fosters professionalism
- Some schools use tests that are not meaningful to employers
- Students at ASE Accredited schools have a 10% higher pass rate on ASE Entry-Level Certification tests

Not enough students get the hands-on work experience prior to graduation that they need to be successful in the workplace.

- Graduates that don’t have hands-on experience can lack workplace skills and have low productivity to start, and many leave the industry
- 62% of graduates still in the industry after two years participated in work-based learning, compared to only 47% for those who left



THE SKILLS LEAK

As a result, we have:

- Out of 100 graduates, 20 never enter automotive service at all, and 21 more leave early on, leaving only 59 after two years
- High turnover in entry-level tech positions, wasted taxpayer dollars, and disaffected students
- Employers who cannot find the skilled entry-level techs they need



By fixing the leaks in the pipeline, we would have:

- Better trained and more productive entry-level techs with higher retention
- Schools that are connected to local employers and aligned to their needs
- A technician for every job

ASE Program Accreditation

- For high school and college auto, truck, and collision repair programs
- Aligns curriculum to national standards determined by the service industry
- Involves local employers through a formal Advisory Committee
- *Addresses the learning leak by ensuring that students are taught relevant current technology*



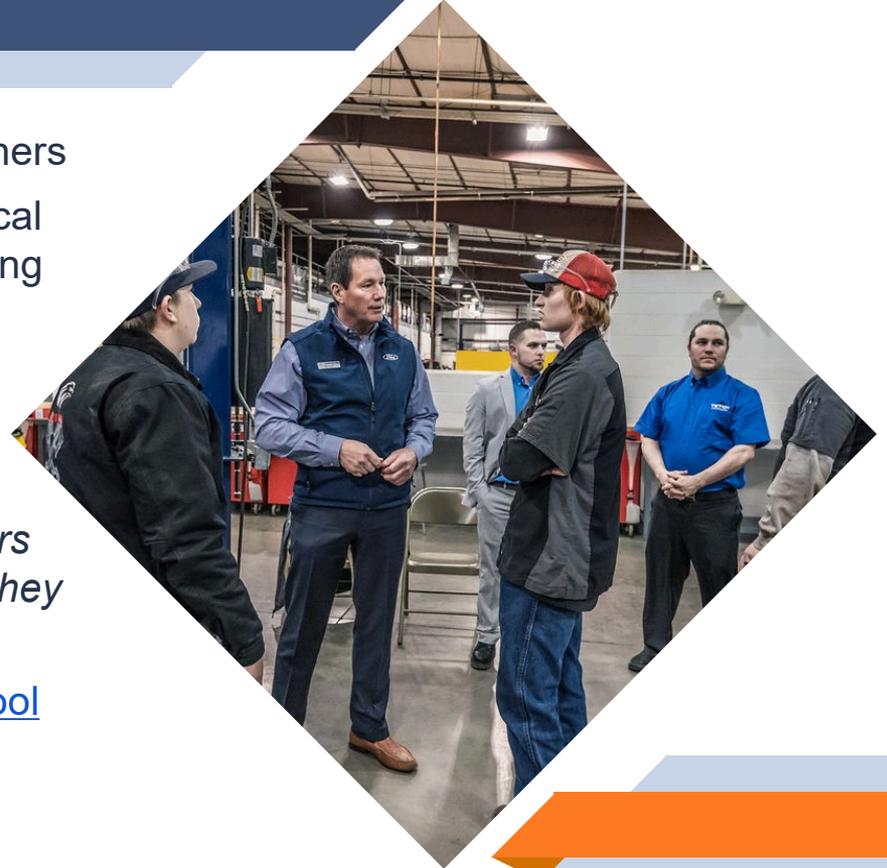
ASE Entry-Level Testing and Certification

- For students in auto, truck and collision programs
- Developed using ASE standards and delivered in the schools with a proctor
- Allows students to demonstrate academic achievement, some for the first time
- *Addresses the credentials leak by providing industry recognized credentials that are portable and stackable*



ASE Adopt-A-School Program

- For dealers and other automotive business owners
- Demonstrates the value of partnerships with local schools and provides simple directions for getting started
- *Addresses the learning leak by connecting students with employers so they can clearly see career opportunities*
- *Addresses the skills leak by providing employers with activities that put students to work before they graduate*
- www.ASEeducationFoundation.org/adoptaschool



Diversity, Equity, and Inclusion Initiatives

- Expands the pool of automotive students to include more females and minorities
- Promotes the wide variety of job opportunities in automotive service
- Updated Mentor training reinforces diversity and inclusion concepts with older techs
- *Addresses the learning leak by promoting multiple career paths*
- *Addresses the skills leak by increasing the hands-on skills of women and minority students*



Questions? Call us at 703.669.6650

ADOPT A SCHOOL

FIND A PROGRAM

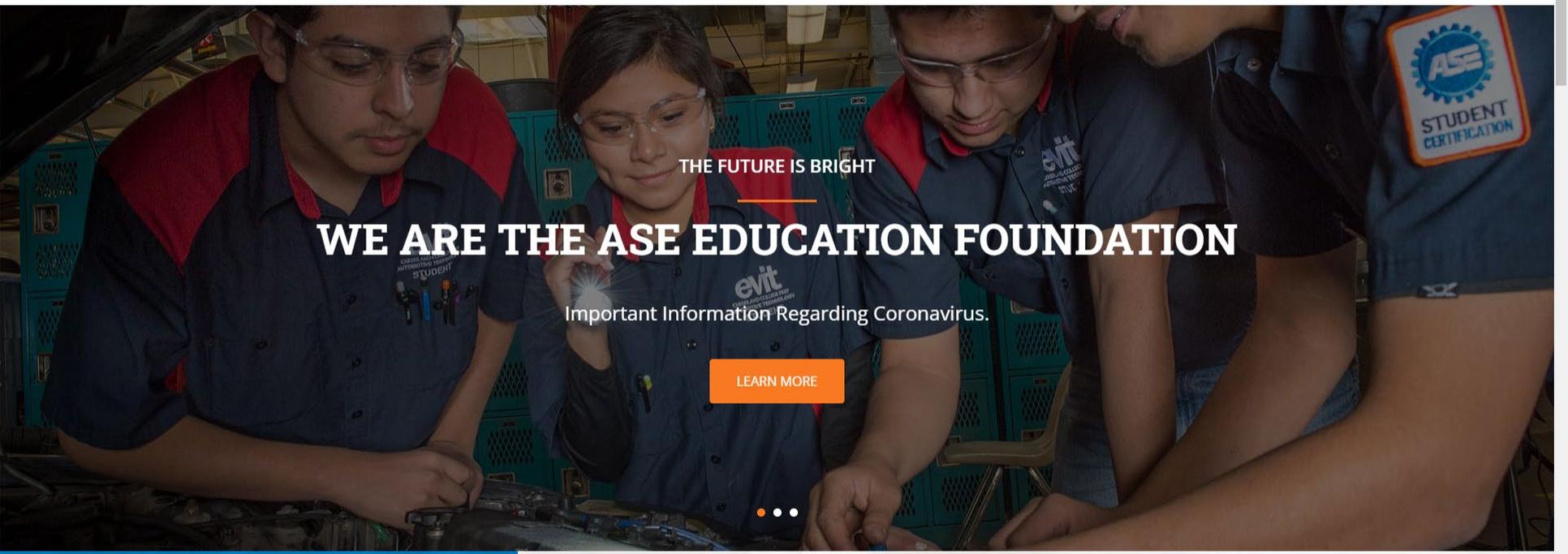
FIND A REP

Contact Us

Login >



- ABOUT US ▾
- PROGRAM ACCREDITATION
- STUDENT CAREERS ▾
- RESOURCES
- EVENTS
- FAQ



THE FUTURE IS BRIGHT

WE ARE THE ASE EDUCATION FOUNDATION

Important Information Regarding Coronavirus.

LEARN MORE



Watch Our Students at

WORK!



CAREERS START HERE



Proven Approach



Certification



Path To Success



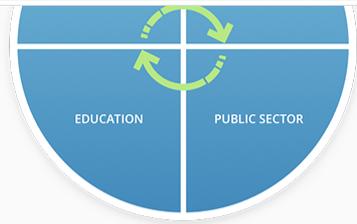
ADOPT A SCHOOL

Need to hire good service technicians? The answer is right down the street - at your local high school or college.

Demand for automotive technicians is greater than ever.

More baby boomers retire every day, and we are competing with other skilled trades for the best young people. Sure, you can hire seasoned techs away from other businesses. But that's costly and there is no guarantee they will stay for long or fit into your business culture. There is a better way. **Grow your own!** Yes, that takes time, but it enables you to choose and nurture the technicians who will grow with you and are more likely to stay





program enables businesses to provide support to their local schools, while simultaneously providing those businesses with access to up-and-coming automotive service professionals entering the work force.

Complete the form below and we will provide you access to the Adopt-A-School Toolkit. It consists of activities, videos, presentation tools, checklists, best practices, talking points, engagement ideas and so much more. We will also put you in touch with a local ambassador, one of our Field Managers, to help you connect with schools in your area.

Ready to get started?

Complete the form below.

Adopt-A-School

Name *

First Last

Email Address *

Company Name

Phone Number

 - -
####

ZipCode

Please check the box below. *

I'm not a robot 
reCAPTCHA
Privacy - Terms

Show Me the Toolkit

Submissions Forwarded to Field Managers

The screenshot shows an Outlook window titled "[EXTERNAL] Adopt-A-School [#142] - Message (HTML)". The ribbon includes "File", "Message", and "Help". The "Message" ribbon is active, showing options like "Delete", "Archive", "Reply", "Reply All", "Forward", "Share to Teams", "Quick Steps", "Move", "Assign Policy", "Mark Unread", "Categorize", "Follow Up", "Editing", "Immersive", "Language", and "Zoom".

The email content is as follows:

[EXTERNAL] Adopt-A-School [#142]

 Adopt A School <no-reply@wufoo.com>
To ASE Education Foundation

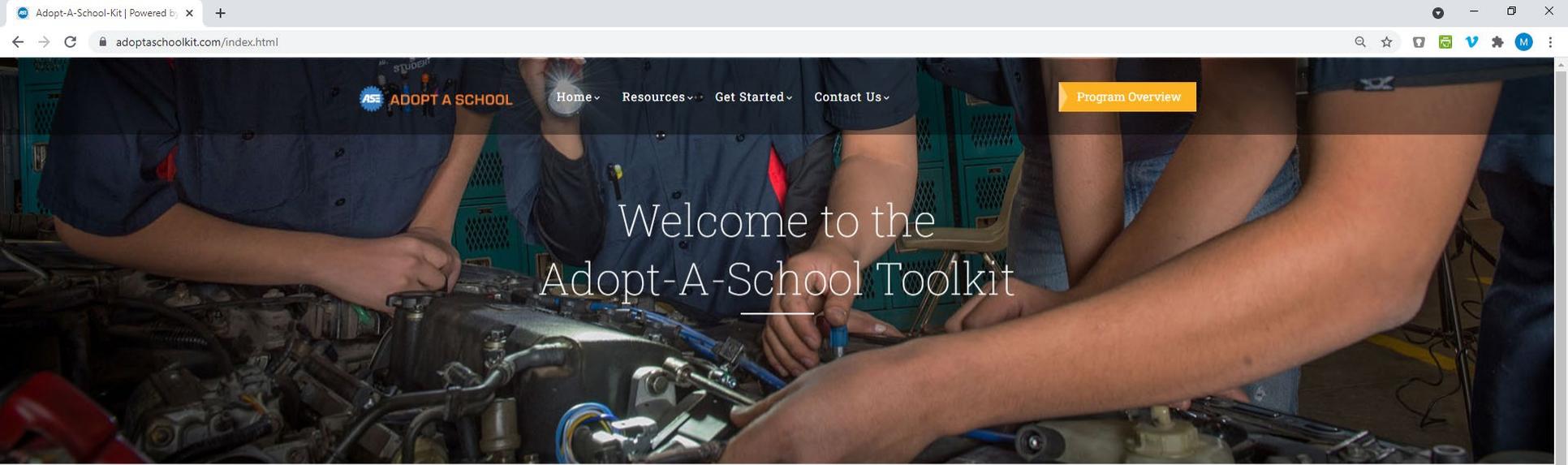
↩ Reply ↩ Reply All → Forward ⋮

Thu 11/4/2021 12:05 PM

[If there are problems with how this message is displayed, click here to view it in a web browser.](#)

Name *	Roxanne Young
Email Address *	young@cecconischrysler.com
Company Name	Joe Cecconi's Chrysler Complex
Phone Number	(716) 514-2325
ZipCode	14215





Welcome to the Adopt-A-School Toolkit

Bridging the gap between businesses and schools.

Powered by the ASE Education Foundation



Why Adopt a School

The Auto, Truck, and Collision Repair Industry has a massive need for new service technicians...



How to Get Started

The first thing to do is find out what schools near you have training programs. Use "Find a Program"...



Make a Donation

Schools really value your time and expertise, but sometimes they just need a donation. That can take several forms...



Serve on the Advisory Committee

Advisory committees provide invaluable guidance and expertise. By joining a local committee, you add significant value...



Connect with Students

Bridging the gap between schools and industry is essential to a



Support the School and Staff

Instructors wear a lot of hats, and with your support, they can

Simple, Step-by-Step Process

- ✓ Why Adopt-A-School
- ✓ How to get Started
- ✓ Make a Donation
- ✓ Serve on the Advisory Committee
- ✓ Connect with Students
- ✓ Support the School and Staff
- ✓ Transition Students from School to Work
- ✓ Raise Community Awareness





Connect With Students

Students in automotive training programs need to see a career path for themselves. You and your employees are uniquely qualified to share your experiences and become role models that inspire those students. You can also get to know students better and identify possible future hires. Here are some possible activities to help you connect.

Be a Guest Speaker

Judge a Student Competition

Participate in a Career Fair

Provide Shop Tours and Open Houses

Sponsor an After-School Club

Sponsor a Student-Run Auto Show

Download Assets

Step 5 of 8

Next Step



Be a Guest Speaker

What is guest speaking? Guest speaking is a structured Career Awareness activity in which students listen to a presentation to learn about the speaker's career, business, or organization and industry. Then, students ask questions to help them consider whether they might like to pursue a career in the industry. As a guest speaker, you allow students to listen, receive information, and ask questions. You will also enable students to begin identifying areas of career interest and build knowledge about the education and training needed for a particular job, career path, followed by entry into the industry.

Who should speak? Just about anyone from your business would be a good guest speaker. It could be an owner, service manager, technician, parts counterperson, service writer, estimator, etc. The different roles allow students to see the multiple career opportunities in the service industry. Former students from the school who are now successful employees are especially impactful. Students can see themselves following in that person's footsteps.

What should you speak about? The best speeches relate your personal experience. Here is an outline of a few talking points to get you started.

- Describe your career journey (your story!)
- Talk about obstacles you overcame
- Explain what you like best about your work and your business
- Discuss the need for perseverance, hard work, and getting along well with others.
- Manage expectations about the world of work
- Talk about the various job opportunities, pay range, and benefits for positions in the industry generally and in your company specifically
- Remember that not everyone may be interested in becoming a technician. Discuss the wide range of different jobs that a basic education in the fundamentals of automotive technology can open up

Focus your comments on a few key points (and you can collaborate beforehand on a few topics the instructor may suggest):

- Avoid job hopping
- Build your network (talk about how to do that)
- Be a life-long continuous learner and keep up with industry changes

When and where should you speak? There are multiple opportunities. Take advantage of as many as you can. Both current and prospective students need to hear from you and value your expertise.

- Career Day with general audiences, including students, parents, teachers, guidance counselors, and administrators
- Anytime with prospective or current automotive training program students
- At School Board meetings when programs are threatened with cutbacks or closure. This can and does happen, and local employers speaking up is the best prevention

What is the time commitment?

Typically, 1 to 2 hours

[Download Assets](#)

[Step 5 of 8](#)

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5 Connect with Students > 5a Be a Guest Speaker

Save to Dropbox Download



Sorted by name



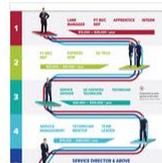
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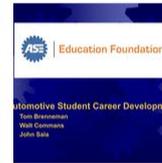
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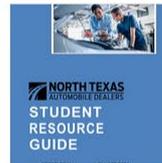
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WyoTech

Varied Activities from Simple to Complex

- Make a Donation
- Serve on the Advisory Committee
- Be a Guest Speaker
- Judge a Student Competition
- Participate in a Career Fair
- Provide Shop Tours and Open Houses
- Sponsor an After-School Club
- Sponsor a Student-Run Auto Show
- Connect Instructors with Training Resources
- Update and Renovate Classroom and Lab
- Assist with ASE Accreditation
- Conduct Mock Interviews
- Provide Job Shadowing
- Hire Students in Co-op, Intern, and Apprenticeship Programs
- Train Your Staff to Serve as Mentors
- Raise Community Awareness



ASE Registered Apprenticeship

- For high school and college auto students
- Puts students to work in an actual repair shop while still in school, paired with a trained Mentor and following a structured development plan
- Workplace competencies match the industry-developed ASE Accreditation Standards
- *Addresses the skills leak by allowing students to learn the workplace culture, build competence, and increase productivity before graduation*



What is Work-Based Learning (WBL)?

- NOT just a part-time job while attending school
- Structured workplace experience coupled with classroom instruction
- Reinforces academic, technical, and employability skills
- Students are supported by instructors and workplace mentors
- Examples: job shadowing, internship, co-op, registered apprenticeship



Why is it Important?

- Student retention is critical - 20% of program graduates don't enter automotive service and another 21% leave within two years
- Students who attend ASE Accredited programs and participate in WBL are more likely to enter the industry and remain there
- Allows students to learn shop culture, improve their hands-on skills, and increase their productivity
- Participants see a career path and develop greater earning potential early on

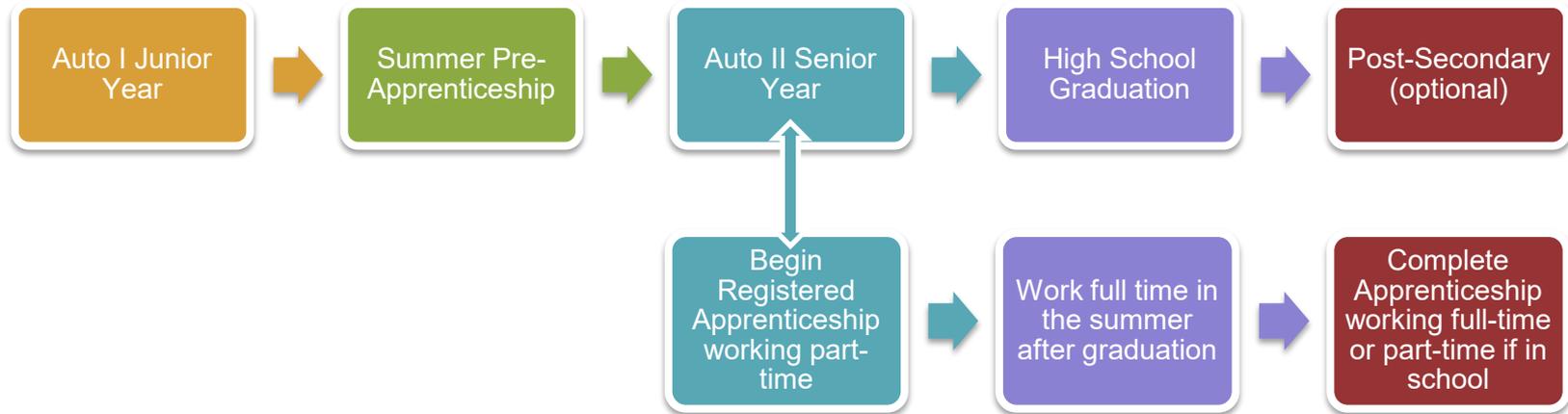


Why use Registered Apprenticeship?

- Provides a national model for structured work-based learning
- Supported by federal and state labor and education departments and regional workforce development boards
- Supported by school districts and community colleges
- Potential for tax incentives and direct funding from government agencies and workforce development

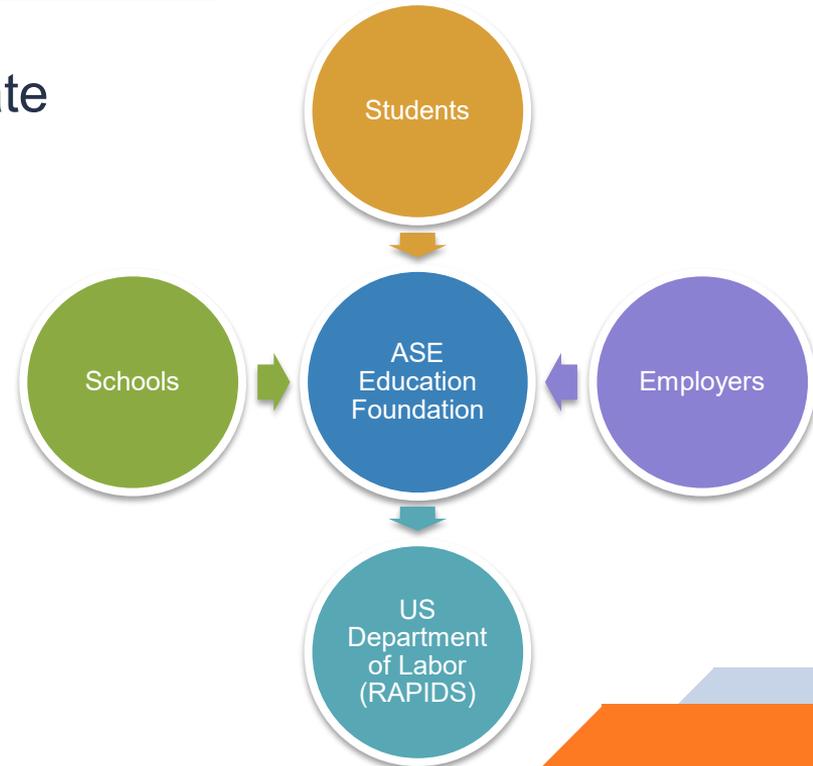


Proposed High School Progression



Structure of the ASE Apprenticeship Program

- ASE Accredited schools coordinate the placement process
- Students complete two-page application
- Employers sign one-page agreement and mentors add information to tracking app
- ASE sends data to USDOL



WORK PROCESS SCHEDULE
AUTOMOBILE MAINTENANCE AND LIGHT REPAIR TECHNICIAN
(Existing Title: Automotive Technician Specialist)
O*NET-SOC CODE: 49-3023.02 RAPIDS CODE: 1034CB

Work Process Schedule: Part-time during the school term, part-time or full-time thereafter
Approximate Hours: 2000

Apprentices will be assessed on these competencies by their instructors, mentors, and supervisors over the course of the apprenticeship using the following rating scale:

- 4 - Competent/Proficient.** Able to perform all elements of the task successfully and independently.
- 3 - Satisfactory performance.** Able to perform elements of the task with minimal assistance.
- 2 - Completed the task with significant assistance.**
- 1 - Unsuccessfully attempted the task.**
- 0 - No exposure.** (Note the reason- absence, skill isn't covered, etc.)

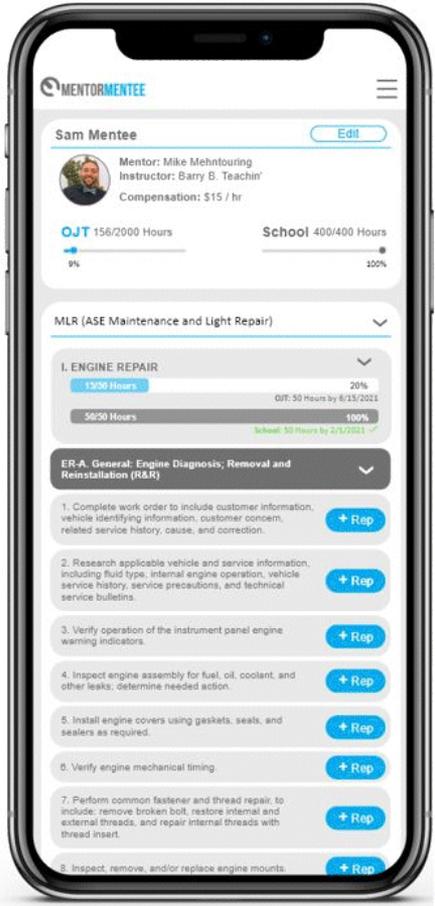
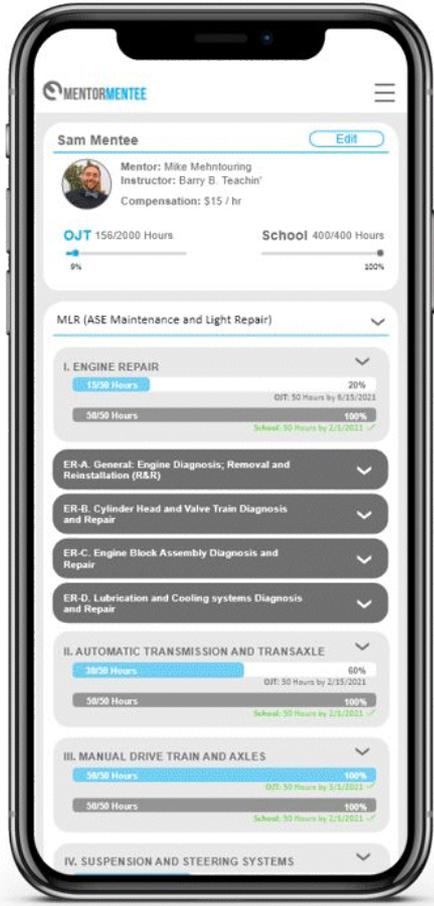
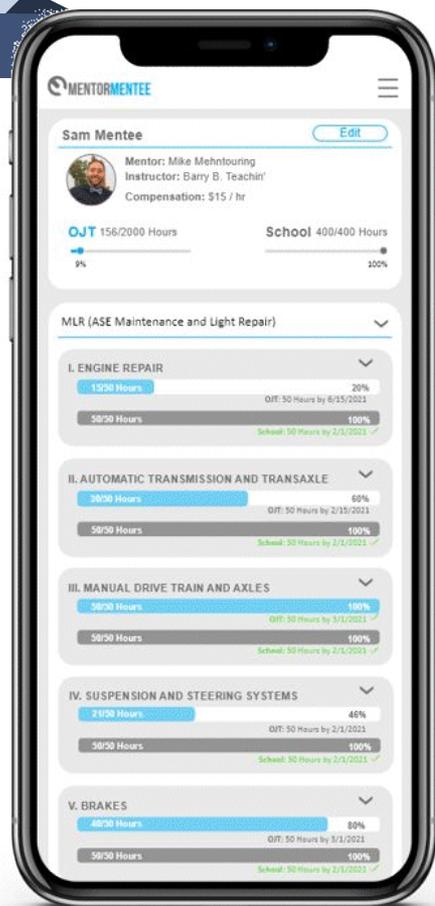
Completion Date means the date apprentice completes final demonstration of competency by successfully completing three or more separate demonstrations with a rating of 3 or 4. Supervisor or mentor will initial for completion of each competency.

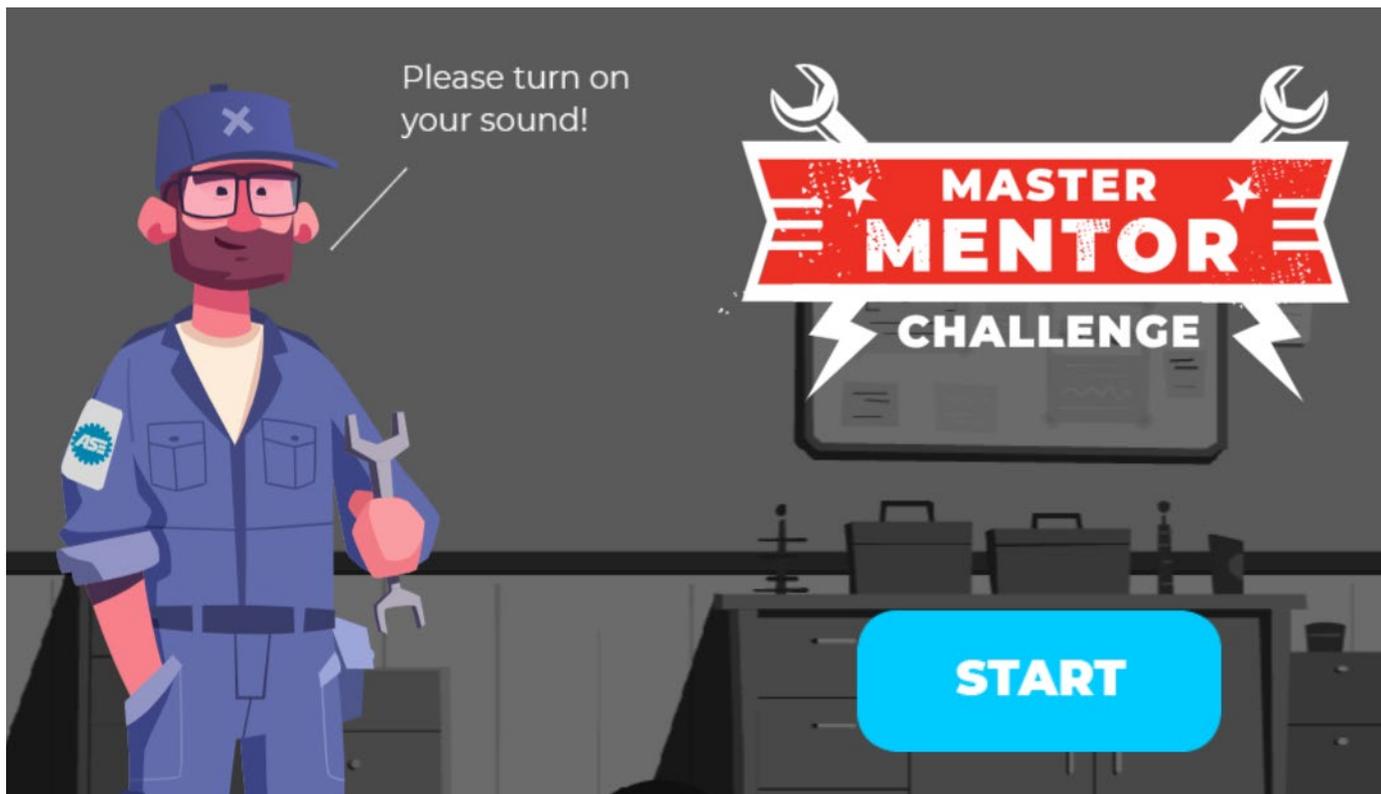
The competencies listed below may be completed in any order. When all competencies marked as required for pay increase have been successfully completed, the apprentice will receive a pay increase to the "step-up" wage. When all competencies have been successfully completed, the apprentice will have completed the apprenticeship and receive a pay increase to the "exit" wage.

<i>JOB FUNCTION 15: Suspension & Steering – Wheels and Tires</i>				
<i>Competency</i>	<i>Required for pay increase</i>	<i>Required for completion</i>	<i>Rating</i>	<i>Completion Date/Initials</i>
Inspect tire condition; identify tire wear patterns; check for correct tire size, application (load and speed ratings), and air pressure as listed on the tire information placard/label.		<input checked="" type="checkbox"/>		
Rotate tires according to manufacturers' recommendations including vehicles equipped with tire pressure monitoring systems (TPMS).	<input checked="" type="checkbox"/>			
Dismount, inspect, and remount tire on wheel; balance wheel and tire assembly.	<input checked="" type="checkbox"/>			
Dismount, inspect, and remount tire on wheel equipped with tire pressure monitoring system sensor.	<input checked="" type="checkbox"/>			
Inspect tire and wheel assembly for air loss; determine necessary action.		<input checked="" type="checkbox"/>		
Repair tire following vehicle manufacturer approved procedure.		<input checked="" type="checkbox"/>		
Identify indirect and direct tire pressure monitoring systems (TPMS); calibrate system; verify operation of instrument panel lamps.		<input checked="" type="checkbox"/>		



App tracks repetitions, mentor ratings of the student, and competencies achieved





Employer Responsibilities

- ✓ Sign the Dept. of Labor Appendix D and the ASE Memorandum of Understanding
- ✓ Have someone from your business serve on the school's Advisory Committee – 1 hour twice a year
- ✓ Participate in career days, job fairs, etc. to share opportunities for Automotive Service careers
- ✓ Allow students to engage in job shadowing and interviews at your business
- ✓ Select a Mentor technician and allow them to attend a **1-day training in June** with the student
 - ▶ **Ensure the Mentor will not be negatively impacted by training or on the job**
- ✓ Require the Mentor to use the Mentor/Mentee mobile app to track the apprentice's progress
- ✓ Educate your team on the Apprenticeship program & have them support the Mentor and student
- ✓ Provide a Supervisor who will oversee the process and meet with the apprentice, mentor, and school representative on a regular basis to evaluate the student's progress





Appendix D

EMPLOYER ACCEPTANCE AGREEMENT

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by the ASE Education Foundation and agree(s) to carry out the intent and purpose of said Standards for Automobile Maintenance and Light Repair Technician and accompanying Appendices and to abide by the rules and decisions of the Sponsor established under these Apprenticeship Standards. The employer has been furnished a copy of the Standards and has read and understands them, and requests certification to train apprentices under the provisions of these Standards. On-the-job, the apprentice is hereby assured qualified training personnel and adequate supervision during the apprenticeship. The training should follow the approved Work Process Schedule and Related Instruction Outline including the rotation of tasks. The employer further agrees to follow the selection procedures per the approved Standards or develop alternative selection procedures in the Employer Acceptance Agreement that are consistent with the requirements set forth in 29 CFR § 30.10(b). This employer acceptance agreement will remain in effect until canceled voluntarily or revoked by the Sponsor, Employer, or the Office of Apprenticeship.

(Manual signatures required)

(Print Name of Employer Representative)

Signed: _____
(On Behalf of Employer)

Date: _____

Employer Title: _____

Name of Company: _____

_____ **Michael Coley** _____
President, ASE Education Foundation
(Print Name of Sponsor Representative)

Signed: _____
(On Behalf of Sponsor)

Date: 1/19/2021



Questions and Answers



Thanks to our Industry Partners !

ASE Education Foundation Partners



ASE Education Foundation
2021

Thank you for your time and support!

ASE Education Foundation

Careers Start Here

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