



# Apprentice Implementation Plan

# Automotive Trends

- ▶ The average length of vehicle ownership for both new and used vehicles has increased 60% in the last 10 years
- ▶ 75% of aftermarket auto repair is performed by independent repair shops, while 25% is done at the dealership

## **Employment Projections Data For Automotive Service Technicians And Mechanics, 2010-2020:**

Employment 2010

**723,400**

Projected Employment 2020

**848,200**



**17% increase  
OR  
124,800 Annual  
Openings**

## **Employment Projections Data For Automotive Service Technicians And Mechanics, 2016-2026:**

Employment 2016

**749900**

Projected Employment 2026

**795800**



**6% increase**

**OR**

**75,600 ANNUAL**

**OPENINGS**

**17% increase**

**OR**

**124,800 Annual**

**Openings**



# Occupational Employment Statistics

[https://www.bls.gov/oes/current/oes493023.htm#\(1\)](https://www.bls.gov/oes/current/oes493023.htm#(1))

# One Shop's Lament...

- ▶ I feel like today will be the beginning of the end for Stang Auto Tech. I have tried for months to hire another tech, and have tried virtually every method and avenue available. It has become such an issues here that shops are becoming ruthless in their pursuit of technicians. I can't even seem to land a viable "B" tech, much less an "A" tech. The hostage situation will most likely come to a head today despite every effort I have made to prevent it....

# What one technician produces

- ▶ Elite Worldwide one technician produces 30,000 a month
- ▶ 8:1 ration of Parts to labor or 12,850 a month in parts, 17,150 in Labor
- ▶ That's a potential parts cost of 6,495 a month - or 77,948 in parts purchases per year
- ▶ In labor GP for the shop 12,114 a month or 145,377 labor gp per year. combined with 76,260 On parts GP for a total GP of 221,637 or 18,469 a month

# Are there cars to work on ?

A trade group in Bethesda, Maryland, the Auto Care Association predicts, in its most recent State of the Auto Industry report that 81 million autos will have been on the road 16 years or longer by 2021.

- 62 million in 2016
- 35 million in 2002



# Will you own your shop forever?

Local shops still account for about 65 percent of the maintenance and repair business, because many investors are expanding by buying shops. Icahn Automotive, for example, acquired more than 225 shops last year, including Mathis Tire & Auto Service, a Memphis chain with 12 stores, and W.S. Haynes, a two-store Memphis business



# The Journey

Technical School  
Approved Apprenticeship Program



# HOW MANY 8/HR DAYS DO WE HAVE TO TRAIN?

TECHNICAL COLLEGE 4 SEMESTER PROGRAM  
APPROX. 22 HRS A WEEK =176 8/HR DAYS

3YRS OF HIGH SCHOOL + 4 SEMESTERS at PTC

**=281 8/HR Days**

ASE alone requires 508 8 HR days on the job  
before a single certification can be issued

# Apprentice Program Steps

- ▶ Have A Plan
- ▶ Choose The Right Mentor
- ▶ Choose The Right Apprentice
- ▶ Measure Results

# WHAT DOES IT PROVIDE

## For The Mentor

- ▶ A Place To Give Back
- ▶ A Sense Of Belonging (Keeps His Knowledge In Your Building)
- ▶ A Relationship That Last A Lifetime

## For The Apprentice

- ▶ A Clear Career Path
- ▶ A Sense Of Gratitude
- ▶ A Relationship That Last A Lifetime

## For The Shop

- No more recruiting from other shops
- No more loss of revenue 1363 a day
- Create a culture of training
- Increase the value of your business
- A secure future

# CHOOSING THE RIGHT MENTOR

- ▶ Minimum 5 Years' Experience In Field. (Automotive Technician)
- ▶ Must Be At Shop For At Least 1 Year
- ▶ Good Communication Skills
- ▶ Sincere Interest In Well-being Of Apprentice

# CHOOSING THE RIGHT APPRENTICE

- ▶ Must Be 18 Years Of Age
- ▶ Must Have High School Degree Or GED
- ▶ Must Have Valid Driver's License
- ▶ Must Submit To Illegal Use Of Drug Check
- ▶ Must Provide Completed Application
- ▶ Agree To And Follow Program Guidelines And Best Standards Of Practice
- ▶ **Must Fit Your Culture**

# RESULTS - THE BEGINNING

Quarter	4	Mentor Cost per Hour						
DATE PAID	Apprentice	Mentor	TOTAL	Gross Sales	GP %	GP \$	Mentor hrs In The Building	
9/6/17	0	0 \$	-	\$ -	#DIV/0!	\$ -		
9/13/17	277.1	1145.6 \$	1,422.70	\$ 1,315.81	-8%	\$ (106.89)	35	
9/20/17	387.81	1509.14 \$	1,896.95	\$ 3,174.34	40%	\$ 1,277.39	43.1	
9/27/17	411.4	1979.19 \$	2,390.59	\$ 5,497.32	57%	\$ 3,106.73	46.7	
10/4/17	405.03	1519.31 \$	1,924.34	\$ 2,874.85	33%	\$ 950.51	43.3	
10/11/17	392.28	1565.11 \$	1,957.39	\$ 2,377.98	18%	\$ 420.59	44	
10/18/17	402.48	1594.82 \$	1,997.30	\$ 2,469.74	19%	\$ 472.44	44	
10/25/17	568.7	1554.8 \$	2,123.50	\$ 3,991.12	47%	\$ 1,867.62	44	
11/1/17	535.7	1724.24 \$	2,259.94	\$ 3,366.89	33%	\$ 1,106.95	44.9	
11/8/17	542.3	1926.6 \$	2,468.90	\$ 6,979.00	65%	\$ 4,510.10	45	
11/15/17	507.65	1554.8 \$	2,062.45	\$ 1,894.73	-9%	\$ (167.72)	44	
11/22/17	542.3	1773.56 \$	2,315.86	\$ 4,800.03	52%	\$ 2,484.17	45.6	
11/29/17	408.1	1642.07 \$	2,050.17	\$ 3,304.13	38%	\$ 1,253.96	36.8	
			\$ -		#DIV/0!	\$ -		
			\$ -		#DIV/0!	\$ -		
			Average	\$ 3,503.83	#DIV/0!	\$ 1,226.85	43.03	
				Gross labor sales	GP %	GP \$	Total Hours In The Building	
Totals			Totals	\$ 42,045.94	41%	\$17,175.85	516.4	
			calculator	\$ 42,045.94	70%	\$29,500.00	516.40	
					Mentor Cost	Cost per Hour		
					\$ 9,243.11	\$12,324.15	\$ 23.87	

First	17 weeks
<b>Mentor &amp; Apprentice</b>	
Available Hrs.	1766.2
Actual Hrs.	909.0
Billed Hrs.	920.2
Efficiency	101%
Productivity	51%
E-1	857.2
tech assist	0.0
shop maint	0.0
s/a assist	0.0
Req Traing	733.2
MNTR Training	0.0
E-7	0.0
E-8	0.0
E-9	0.0
E-10	0.0
Total	124.0





# APPRENTICE IN HIS LAST 24 WEEKS

Technician 7: **Elijah**

DAY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	TOTAL
Avail	48.20	47.60	45.80	35.60	45.70	45.40	45.60	47.00	46.90	37.30	47.60	38.20	46.00	44.70	47.30	45.40	45.10	46.60	18.60	46.40	37.70	46.80	47.30	46.00			1048.80
Actual	46.30	47.10	45.50	35.20	44.80	44.40	45.00	44.40	45.90	33.50	47.40	37.40	40.30	39.70	42.10	40.40	44.10	43.40	18.00	40.20	36.80	45.70	44.20	44.90			996.40
E	1.90	0.50	0.30	0.40	1.20	1.00	0.60	2.60	1.00	3.80	0.20	0.60	5.70	5.00	5.20	5.00	1.00	3.20	0.60	6.20	0.90	1.10	3.10	1.10	0.00	0.00	52.40
RT	0.000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00
SOLD	38.00	54.50	39.20	31.60	54.90	32.60	62.50	47.70	35.70	21.00	48.60	32.30	36.00	37.80	55.20	34.10	49.50	50.20	13.30	37.80	39.70	47.80	53.70	47.10			1000.80

PRODUCTIVITY

95.00 %

COME  
BACK  
TIME

HRS

EFFICIENCY

100.44 %

IDLE  
TIME

HRS



# RESULTS- THE END

Quarter	MCPH								
4	1								
DATE PAID	Apprentice	Mentor	TOTAL	Gross Sales Labor	GP %	GP \$	Mentor hrs In The Building		
	0	0	\$ -	\$ -	#DIV/0!	\$ -			
1/6/20	\$ 1,022.72	\$ 1,761.01	\$ 2,783.73	\$ 11,621.13	76%	\$ 8,837.40	36		
1/13/20	\$ 929.32	\$ 1,893.71	\$ 2,823.03	\$ 12,268.40	77%	\$ 9,445.37	45.3		
1/20/20	\$ -	\$ 2,131.01	\$ 2,131.01	\$ 4,765.09	55%	\$ 2,634.08	50.5		
1/27/20	\$ 853.18	\$ 1,684.75	\$ 2,537.93	\$ 8,138.11	69%	\$ 5,600.18	45.4		
2/3/20			\$ -		#DIV/0!	\$ -			
2/10/20			\$ -		#DIV/0!	\$ -			
2/17/20			\$ -		#DIV/0!	\$ -			
2/24/20			\$ -		#DIV/0!	\$ -			
3/2/20			\$ -		#DIV/0!	\$ -			
3/9/20			\$ -		#DIV/0!	\$ -			
3/16/20			\$ -		#DIV/0!	\$ -			
3/23/20			\$ -		#DIV/0!	\$ -			
3/30/20			\$ -		#DIV/0!	\$ -			
4/6/20			\$ -			\$ -			
			Average	\$ 9,198.18	#DIV/0!	\$ 1,894.07	44.30		
				Gross labor sales	GP %	GP \$	Total Hours In The Building		
Totals			Totals	\$ 36,792.73	77%	\$ 28,411.10	177.2		
			calculator	\$ 36,792.73	73%	\$ 26,858.69	177.20		
					Mentor Cost	Cost per Hour			
					\$ (1,552.41)	\$ (8.76)			

Final	7 weeks
Mentor & Apprentice	
Available Hrs.	544.5
Actual Hrs.	526.4
Billed Hrs.	565.1
Efficiency	107%
Productivity	97%
E-1	18.1
tech assist	0.0
shop maint	0.0
s/a assist	0.0
Req Traing	0.0
MNTR Training	0.0
E-7	0.0
E-8	0.0
E-9	0.0
E-10	0.0
Total	18.1



# GRANT AVAILABILITY

Parkway Automotive/Caleb Morton/ Bryan Stafford						
Apprentice	Mentor	TOTAL	Gross Sales La	GP %	GP \$	Mentor hrs In The Building
0	0	\$ -	\$ -	#DIV/0!	\$ -	
\$ 295.00	\$ 1,060.32	\$ 1,355.32	\$ 2,780.47	51%	\$ 1,425.15	29.6
\$ 481.00	\$ 1,650.15	\$ 2,131.15	\$ 1,533.85	-39%	\$ (597.30)	91.2
\$ 485.50	\$ 1,687.60	\$ 2,173.10	\$ 3,960.26	45%	\$ 1,787.16	91.6
\$ 485.50	\$ 1,687.60	\$ 2,173.10	\$ 3,093.23	30%	\$ 920.13	91.2
\$ 479.25	\$ 1,641.14	\$ 2,120.39	\$ 2,636.21	20%	\$ 515.82	90.5
\$ 363.00	\$ 1,207.26	\$ 1,570.26	\$ 535.60	-193%	\$ (1,034.66)	71.6
\$ 482.50	\$ 1,706.78	\$ 2,189.28	\$ 2,260.50	3%	\$ 71.22	91.3
\$ 478.00	\$ 1,593.72	\$ 2,071.72	\$ 3,053.18	32%	\$ 981.46	89.6
\$ 493.07	\$ 1,631.44	\$ 2,124.51	\$ 1,494.90	-42%	\$ (629.61)	90.3
\$ 467.50	\$ 1,655.28	\$ 2,122.78	\$ 1,342.23	-58%	\$ (780.55)	90.1
\$ 425.50	\$ 1,434.69	\$ 1,860.19	\$ 1,303.87	-43%	\$ (556.32)	83
\$ 439.00	\$ 1,485.99	\$ 1,924.99	\$ 2,427.57	21%	\$ 502.58	83.6
\$ 330.00	\$ 1,475.73	\$ 1,805.73	\$ 6,835.80	74%	\$ 5,030.07	75.1
		\$ -			\$ -	
		Average	\$ 2,558.28	-8%	\$ 545.37	82.21
\$5,374.82	\$19,917.70		Gross labor se	GP %	GP \$	Total Hours In The Building
		Totals	\$ 33,257.67	25%	\$ 8,180.52	1068.7
		calculator	\$ 33,257.67	73%	\$24,278.10	1068.70
					Mentor Cost	cost per Hour
					\$16,097.58	\$ 15.06



# Industry Essentials

	I.E.
Best practices	x
Mentor Guidance	x
Apprentice Guidance	x
DOL Certification	x
Progress Monitoring	x
Shop Owner Consultation	x
Certificate Application	x
Apprentice location assistance	x
Mentor Guideline workbook	x
Apprentice progress	x
Cost tracking for Shop Owner	x
Years of Experience	Since 2012

# What do you do from here?

- ▶ Option 1: Buy & read the book DIYer inc. Documents [www.industryessentials.net](http://www.industryessentials.net)
- ▶ Option 2: 3 Month of consultation establish the program in your shop
- ▶ Option 3: 12 months of consultation, assist with grant applications set up and register and track progress of apprentices.

