COLLEGE OF MARIN

Auto Technology and Auto Collision and Repair
Advisory Committee Meeting
Tuesday, April 20, 2021
4 to 5:30 pm PST
MINUTES

Welcome and Introductions	Attended: Brian Smith, Shop Foreman, Toyota Marin Scott Xuereb, Snap-On Industrial, Representative John Nirenstein, Owner, Phoenix Restorations Jesse Madsen, Program Manager, Marin County Office of Education Robert Kane, Service Manager, Mercedes-Benz of Marin Robin Lee, Robin's Auto Service Rhody Ringrose, Rhodwork, San Rafael Cindy Ogawa, Porsche Cars North America Dave Maffei, PG&E Ron Palmer, Chair, Instructor of Auto Tech and ACRT, College of Marin (COM) Mark Barrall, Instructor, Auto Tech and Electronics COM Alina Varona, Dean, Career Education and Workforce Development, COM Nick Fara, Auto Technology Electronic Instructor, COM Paul Rilla, Instructor and Auto HS Shop Teacher and Outreach Heather Rahman, Workforce Development and Partnership Specialist, COM Ron Palmer welcomed all to the meeting, and gave an overview of revisions to the Auto Technology and Auto Collision and Repair programs. 3 courses will be revised

	soon, but other revisions to the programs include updating books and materials for the classes.
Recruitment of Students	**Ron posed the following questions. Where do we find new people entering our programs? Where do you think our best area of recruitment for new students?** Marketing online with YouTube videos, outreach and tours when we resume on campus will help once again after we are cleared from COVID-19 threats. However, we've taken a hit in enrollments due to the pandemic and the stalling of Auto programs at some of the high schools. Answers from the committee included: • Paul Rilla possibly to continue outreach efforts to the community, and see about new potential students and current employees who may need up-skilling. • Reaching back out to the high schools as students are returning in the next week. • $3 million federal aid available to students can ease cost of commitment. • Look into the program that Charlie Goodman put together with Mary Jane Burke involving classic car restoration. See if you can tie into that program. • Maintain/Renew Articulation by Exam agreements, which allow high school students to obtain early college credit. It can lead them into the college level program. • Consider satellite courses, as the high schools are looking for Auto teachers and we need the enrollments. • Give the courses more attractive titles if dealing with hybrid/autonomous car repairs especially for electronics courses. This will help attract students to the more challenging courses.
Open discussion: skills workers need today in the industry (25 minutes; Group) • Where do you find your candidates? • What are the skills required? For which levels?	**Alina asked the industry leaders where they are finding employees and who is coming to them for employment? What does a stellar candidate look like?** The committee offered the following:

• Any emerging technology skills that should be considered? • What wages can be expected for entry level positions? • How should we best prepare our students to qualify them as viable candidates for companies/organizations you belong to?	• Employees come from those coming off the street with no experience. They first work as porters or carwash people and they are trained later to move up into higher positions. • The shops are teaching the younger people on the job. They have zero background experience often which is a burden to the dealerships. • For Mercedes-Benz, they use a software portal system that allows people to apply into the open positions. They use Indeed. It's challenging to find the employees with endurance needed for the jobs. If they have prior MB or German car experience they will most likely have an interview the same day. • A good candidate would be someone dressed well, neat, smile, and willing to tell their story. If they have some experience, it's a plus. They must have endurance, willingness to learn, and ability to work hard. They must show up on time. Endurance is a true key. • Student's with one experience in college with their own tools will earn double minimum wage. **Alina asked for feedback on how industry responds to employees looking to skill-up. The responses were as follows:** • Toyota and Robin's Auto Service will support technicians who want to return to class and gain more training. • Ron responded that our classes are at night and weekends, and all classes are developed with a working student in mind. The average age coming into the Auto programs is about 26 or a little older. If any dealership/shop would like us to provide specific trainings, let us know. **On the topic of technology, the following was offered:** • COM Auto programs is shifting from design and construction of electric vehicles to maintenance. And, we're integrating autonomous car technology into existing courses. • In the field, repair support involves scanning the vehicle and an expert will call to guide a technician through the diagnostic process. • In a college courses, students are learning how to contact and talk through the diagnostics.

	For students completing COM Auto programs what level can they get hired at? The committee offered the following: • The student would likely start out on a line and see how they can progress from there by seeing their work in challenges. • Oil changes, brakes and tire rotations is where students would start. • If a student has 1- year education and came with their own tools they could get hired at double minimum wage to start with. • Working on the race cars, a slightly different model, entry level employees can earn 20 – 30/ hour. • At higher end body shops, new employees could start at $25/hour. *Alina pointed out $25 is the livable wage mark for Marin County, so this makes a difference for students opting in to training and making the investment of two years.* **To prepare the students best for the industry, the committee offered the following:** • Current students who are well-rounded with the basics gets them in the door for work. • For returning students to upskill, the beginning hybrid training or safety and hybrid technology to get them started. Because the dealership will provide hybrid training, but it's pretty stiff learning. They give a test at the end, and employees aren't passing the test. If we could provide the base and get them into hybrid knowing what hybrid is and have pretty good understanding without getting too technical that would help them to further their careers within the dealerships.
Overview of program curriculum (15 minutes, Instructors) • Review: current and proposed Courses/Certificate ○ Are the skills relevant	Ron explained the rotation of courses geared toward new students and recurring students. He explained about Automotive Service Excellence (ASE) certification test prep and adjustments for distant education. He and Nick spoke of the pros and cons for distance learning.

○ Are there skills that are missing? If so, what are they. • Open discussion: any program/class recommendations?	The Auto/ACRT faculty are building the classes to be hybrid (in-class and online) to remain flexible going forward. Labs will be conducted in-person. Furthermore, all Auto/ACRT programs will have upcoming revisions. Brakes certification will resume and be available in the Fall most likely. It typically draws in recurring students. For a Brake Certification this should be taught probably in lab with hands-on assignments.
Review tools, equipment or software (15 minutes) • What would help the students best to learn? • Recommendations for updates	The committee mentioned Automated breaking, 3D imaging, Lidar (Light Detection and Ranging) as recommendations for future training.
Conclusions and discuss a possible Fall meeting to reconvene Which day(s) are best? What time to reconvene?	The committee stated after working hours would work best to reconvene. 1 hour from 5:30 – 6:30 would work for any work night. Possible actions to take: • Find out when employees would be available for advanced training. • Consider options for COM instructors to perhaps teach satellite High School courses. • Consider a pathway to San Jose 4-year degree in Auto Tech. • Consider Lidar, electronic components in courses. • Conduct outreach in the Fall. Meeting adjourned at: 5:30 p.m.