



COLTON REDLANDS YUCAIPA
REGIONAL OCCUPATIONAL PROGRAM
Inspiring Possibilities

2016-2017
Transportation Regional
Advisory



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2016-2017 Transportation Regional



Advisory (2/2/2016)

CRY-ROP educators met with transportation industry partners, in addition to educational partners from K12 districts. Discussion topics at this regional transportation advisory focused on industry trends, technical skills and interpersonal skills needed in today's workplace. Industry and educational partners also discussed how to connect industry and education in ways that benefit the students by identifying training, certifications and degrees that are recognized and required by industry.

Industry Advisors

Mike B., Omnitrans, Technical Services Manager

Craig D., San Bernardino County Fleet Management, Motor Fleet Superintendent

Roger G., Omnitrans, Transit Technical Trainer

Anthony I., John Elway Crown Toyota, Service Director

Richard P., Fritts Ford, Service Director of Fixed Operations

Community College Representatives

Angelina A., Riverside City College, Auto Adjunct Faculty

Will B., San Bernardino Valley College, Auto Adjunct Faculty

Larry M., College of the Desert, Deputy Sector Navigator (Advanced Transportation and Renewables Energy)

Transportation Regional Advisory



Industry Professional Panel

Question 1: Based on current trends, what Entry Level jobs could students leaving high school or community college be hired for at your company?

According to Omnitrans, there are no entry-level positions for those coming right out of high school, because all applicants need to be 21 years of age or older. Hiring new employees directly is not always through Omnitrans, because most jobs are contracted out. This makes things complicated. Other workers move up from within.

The rest of the panelists stated that 18 years of age is the minimum hiring age for their industry.

The industry advisors from each sector listed the following entry-level jobs that an 18-year-old high school or a community college student could be eligible for in their industry:

- Car Wash
- Custodian
- Entry Level Technician (Quick Lube or Lube Tech)
- Lot Porter
- Mechanic Helpers
- Transit Workers
- Utility Service Workers, or Hostlers

Question 2: What new technology and/or equipment should we be aware of and incorporate into our courses?

For automotive technicians, they should be familiar with basic diagnostic equipment. If they have access to factory type equipment, all the better. Dealerships tend to have the latest technologies and equipment, including updates. Electric and Hydrogen fuel technologies are good to incorporate into courses according to Omnitrans.

The following equipment and/or updated technology list was also suggested by the industry advisors:

- Alternate fuel
- By-Directional scan tools
- Diesel
- Electric vehicles
- Multi-Plex Systems
- Scan Tool diagnostic equipment

Question 3: What industry certifications do you value in current and prospective employees?

Some dealerships do not require any certifications, because some mechanics might have bad habits that could be hard to break once they are working. The rest of the industry advisors agreed that ASE Certifications in any area, OEM Certifications, EPA (to handle refrigerants) and air conditioning certifications are definitely helpful in getting a job and moving up.

Question 4: What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.?

There is a need for training that is technology based. Alternative fuels is catching up in Southern California with the AQMD, and California Air Resources Board. Many dealers are transitioning into hybrid technologies. The industry seems to be leaning toward all electric in the future. ASE Certifications are required in order to move up into intermediate jobs. All employees also have to adhere to high safety standards in the work place.

All applicants will need to have a clean driving record and be drug free as background checks and drug screenings are required and there is a zero tolerance policy in the industry. A good attitude and job attendance goes a long way. The ability to dress and interview for a job properly is also important.

The following skills were also suggested by the panelists as desirable for a new employee:

- Active listening
- Adhere to Material Safety Data Sheet (MSDS) instructions

- Basic math skills
- Basic welding skills
- Communicate information and ideas effectively
- Computer skills
- Critical thinking
- Customer service skills
- Identify barriers to accurate and appropriate communication
- Interpret verbal and non-verbal communications
- Personal and occupational safety in accordance with manufacturer and industry standards
- Safe and appropriate use of tools, equipment, and work processes
- Time management and efficiency

Question 5: Does your company offer internships? If so, what type of work would they be doing?

San Bernardino County Fleet and Omnitrans do not currently participate or offer internships. The only time Omnitrans has ever used interns were for clerical positions.

Crown Toyota has internship opportunities through the AYES program. Their interns should have basic automotive knowledge and be competent in basic auto repair. Interns must also know how to use a basic computer, in order to access industry information.

Fritts Ford has used interns in the past through Riverside City College. This is a good way for them to see if these interns can acclimate to the dealer level environment. Four out of the five students that have interned at Fritts Ford were hired in full-time positions with the company.

Other activities that could be performed by interns according to the panelists:

- Air filters
- Basic maintenance
- Car wash
- Clerical
- Multi Point Inspections

- Occupational safety
- Oil changes
- Tire rotations

Question 6: Additional comments, recommendations or requests.

The panel of advisors stressed that there is a shortage of qualified mechanics and heavy equipment mechanics in Southern California. For an entry-level technician, our panelists would rather have someone that has been through a high school auto program as opposed to someone with no training at all. Potential employees should understand the importance of always showing up to work on time, have good job attendance and know the expectations of being a good employee. All advisors also welcome having more women in the automotive workforce. They have all hired women in the past, who have moved up in the industry.

Community College Panel

Question 1: Which Community Colleges facilitate high school student visits?

- San Bernardino Valley College
- Riverside City College

San Bernardino Valley College and Riverside City College hosts field trips for local high schools to visit the campus to learn more about programs they offer, student life, admissions, placement testing and more.

Question 2: What programs are available at the community college?

There are nine colleges in the region that have automotive programs on their campuses. This includes Chaffey College, Riverside City College, and San Bernardino Valley College. Each of them have their high school and ROP partners. According to Larry McLaughlin, most of the programs in the colleges have some affiliations with auto manufacturers.

One of the recent funded proposals is Updating Automotive Labs for Electric and Hybrid Vehicle Instruction. Most of the automotive programs were still traditional, and were not incorporating much in the way of electric vehicle or hybrid instruction.

Question 3: Are there any new developments connecting high school students to the community colleges?

Chaffey College, Riverside City College, and San Bernardino Valley College have current articulation agreements with local high schools for general automotive courses. As new programs become available, the high schools are encouraged to apply for articulations between equivalent college and high school courses.

Question 4: Are there any new programs you would like to develop if funding was available?

Programs are faculty driven and require time for curriculum development, advisory boards and college district approval.

Automotive Service Technicians and Mechanics

State and National Trends

United States	Employment		Percent Change	Projected Annual Job Openings
	2014	2024		
Automotive Service Technicians and Mechanics	739,900	779,000	+5.3%	23,720
California	Employment		Percent Change	Projected Annual Job Openings
	2014	2024		
Automotive Service Technicians and Mechanics	69,200	75,100	+8.5%	2,240

State and National Wages

Automotive Service Technicians and Mechanics

Location	Pay Period	2016				
		10%	25%	Median	75%	90%
United States	Hourly	\$10.32	\$13.53	\$18.50	\$25.06	\$30.80
	Yearly	\$21,500	\$28,100	\$38,500	\$52,100	\$64,100
California	Hourly	\$11.63	\$15.70	\$20.99	\$28.16	\$35.29
	Yearly	\$24,200	\$32,700	\$43,700	\$58,600	\$73,400

National Data Source: Bureau of Labor Statistics, Occupational Employment Statistics Survey

State Data Source: California Occupational Wages