



The Education-Industry Connection

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- The industry has changed since 2000
 - Number of Collision centers has decreased by 40%
 - Number of workers has decreased by 43%
 - Consolidation reaching maturity
 - 60% of total sales going to 750 shops (4800 shops)
- Vehicle construction has evolved
 - Increased used of aluminium, steel alloys
 - Introduction of High Performance composites
 - Introduction of new assembly techniques, hybrid constructions
 - Connected car, collision avoidance
- How about trade Instructors and Schools?
 - How are they keeping up?
 - Is their actual program meeting the market demand?
 - Do they have the proper equipment and technology?



Questions we asked trade school teachers

1. According to you, is there a gap between what is taught in training centers vs. the work done in repair shops? **Yes**
2. Do you feel the collision repair curriculum covers all aspects (skills and abilities) required by the trade? **Yes and No**
3. Do you have all the necessary tools, equipment and educational materials to allow you to provide students with the training that meets current industry needs? **No**
4. Are you able to maintain an acceptable level of knowledge to be able to keep up with technology? If not, what is keeping you from doing it? In the affirmative, how do you do it? **Difficult - Budget - Own**
5. Upon completing their training in collision repair, do you believe the new graduates have the skills required to work in the industry? **Yes**
6. Does the training curriculum cover the teaching of concepts such as time management, repair planning or the principles of lean/optimized management? **No**

The question we asked the attendance

Do you believe the industry should contribute more to the development of training programs and to the development of teachers?

97% Yes

Now what?

- Need a plan, a scope with goals and objectives
- Need dedicated volunteers
- Be part of the solution
- Across the country
- Starting now
- Pro actively do our part



Note to all

- The objective of this initiative is to engage the Collision repair industry, through the CCIF in collaborating in the recruitment, development and retention of it's workforce for the future. It is not to criticize on the actual situation or paint a negative picture of the education system.
- This industry is unique with all players involved during the entire repair cycle, it's high consolidation level and nationwide MSOs and Franchises

We will;

- Create a workgroup to lead this project and report on progress to the industry through CCIF
- Contribute to the development of our workforce
- Collaborate with education professional in a constructive and efficient way
- Do our part

Proposed scope

Purpose:

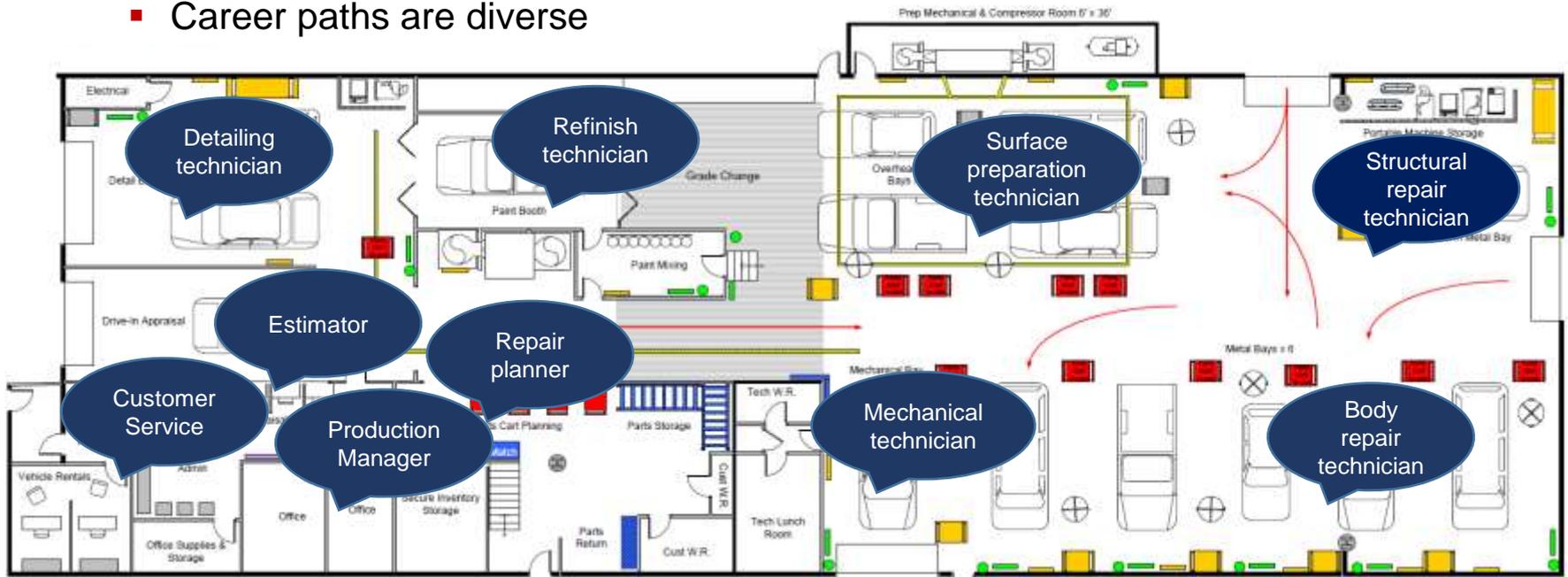
- The purpose is to provide the Collision repair industry with highly engaged entry level workforce possessing basic skills required to perform a defined role in a safe, professional and efficient manner. This will allow a platform to further develop trade sensitive skills through continued education that are directed to meet the requirements set by today's Collision repair industry needs.

Scope:

- Provide education bodies with clear descriptions on the Collision Industry roles and skills required for each of these roles to ensure a safe, professional and efficient repair.

Major plan activities

- Define roles and associated minimum skills requirements in a way that it can be used by education bodies to develop and update their curriculum to meet the industry needs.
 - Roles have changed
 - Career paths are diverse



Major plan activities

- Support the professional/technical development of the collision repair program teachers
 - Provide development opportunities
 - Align on Standard Operating Procedures
 - Agree on Industry's best practices
 - Network
 - Share industry latest trends
 - Align on Performance and Quality standards
 - Maintain Industry experience
 - Share on new tools and equipment
 - And a lot more



Major plan activities

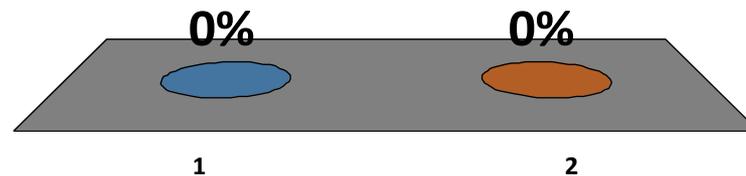
- Develop an internship program in the spirit of cultivating a creative, sustainable employment program focused on retention strategies intended to attract best in class apprentices and provide a clear path to a successful career.
 - Attract and develop new talent
 - Offer real and exciting career opportunities
 - Retain our workforce

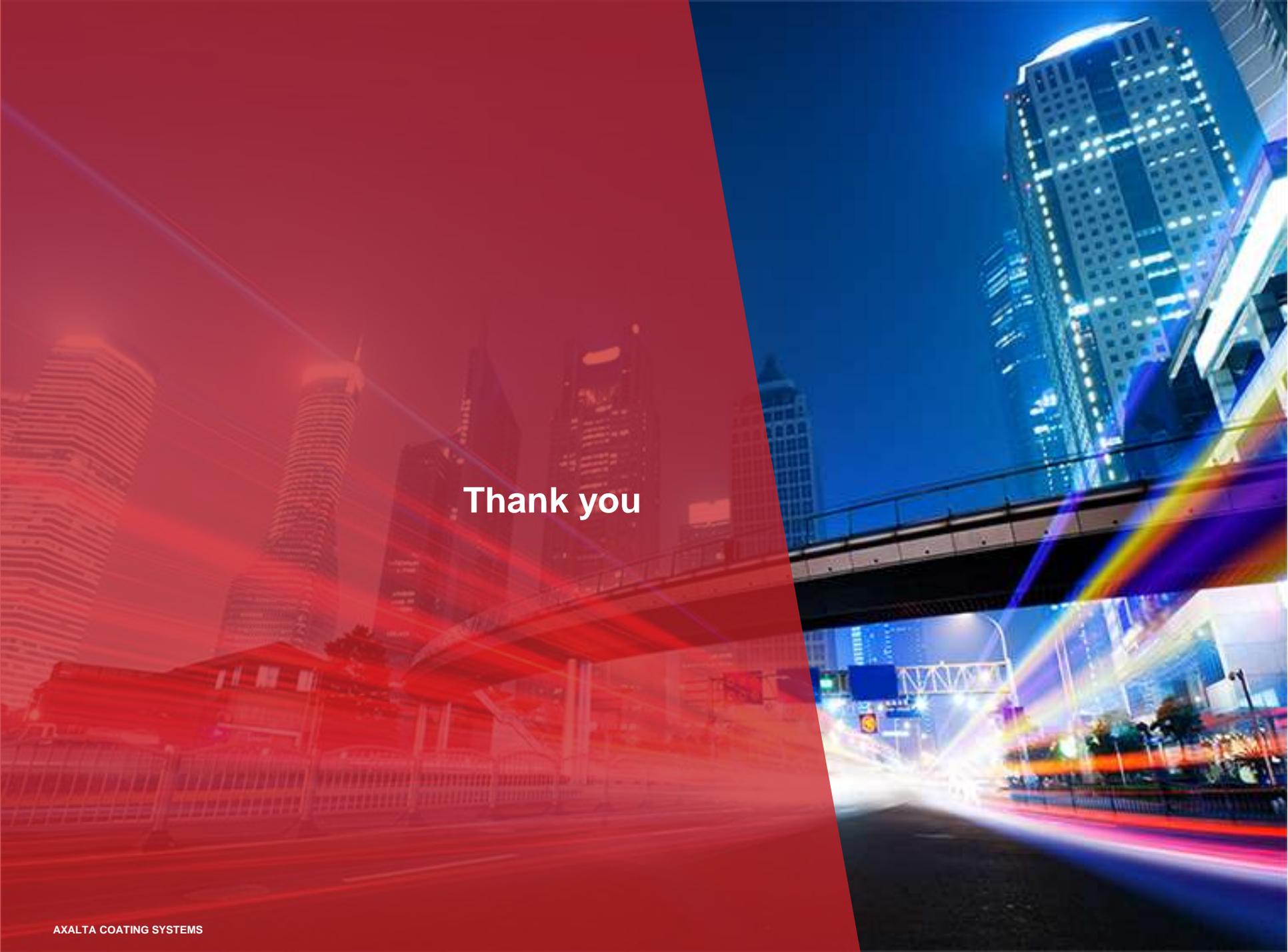


So now the question is

Do you agree with the path forward and scope of work for the Collision Industry, through the CCIF, to contribute to the development of training programs and to the development of teachers?

1. YES
2. NO





Thank you

How relevant was this topic to your business?



1. 1 – not relevant
2. 2
3. 3
4. 4
5. 5 – very relevant

CCIF Vancouver 2016