



The gap between training and industry

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Industry has significantly changed
over the past 15 years,
which has given rise to
different needs on a skills level.

The Industry

2000

8000 shops
Annual sales: \$4.5B
Annual sales per shop: \$560K

Market
Customer
Recycle

2015

approaching
shops
(annual sales)
experience
specification
Optimized/Lean management
Sustainability

- ✓ Work organization focused on productivity
- ✓ New roles, new job descriptions
- ✓ Specialists, not generalists
- ✓ Science and technology, not art

2000

Unbody construction
High-strength steels (HSLA)
Spot welding
Bonding
Active and passive restraint systems



2015

Hybrid unibody construction
Steel alloys, aluminum alloys,
carbon fiber
Riveting, cleaving, MIG brazing
Autonomous, connected cars
Collision avoidance

Additional Knowledge and Skills



2015

- Hybrid unibody construction
- Steel A-pillars
- ...
- ...

Too much?
Necessary?
Required by
Industry Standards?

- Dis...
- ...
- Multiple ...
- (IR, UV ...)
- New pigments, new resins
- Quality controls

That being said, have educational institutions remained up-to-date and are they able to provide industry with the skilled labour required for today and tomorrow?

What do you think?

What do teachers think?

1. According to you, is there a gap between what is taught in training centers vs. the work done in repair shops?

YES

- There are gaps and that shouldn't be a surprise nor be viewed in a negative way. The mandate given to teachers and programs is to train apprentices so they develop the basic skills necessary to enter the labour market.
- Industry has very high expectations. The meaning of the term “apprentice” has to be defined.
- Schools train generalists and industry is looking for specialists who are productivity-driven.

2. Do you feel the collision repair curriculum covers all aspects (skills and abilities) required by the trade? If not, what is missing?

- Yes and no
- Basic skills and knowledge only.
- Apprentices coming out of training centers will have a lot of work to do to demonstrate that they are able to perform tasks well, in acceptable time frames.

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

- On a material resource level, there has been no budget increase, even given the fact that the cost of materials has more than tripled.
- In our own center, we have to use customer vehicles to be able to function with students year round.
- As for equipment, we can't have less than what repair shops have; on the other hand, budget constraints and the lack of space limit us as to purchasing highly specialized equipment.

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?

With difficulty

- Acceptable, yes. Is it enough? No.
- I would like to get more training, i.e. aluminum, electronics for accessories such as backup cameras, bumper sensors, scanners, estimating.
- To maintain a good level of skills, each center should have an I-CAR trainer or be a partner.

5. Upon completing their training in collision repair, do you believe the new graduates have the skills required to work in the industry?

Yes

- Yes, we believe that our apprentices who have graduated have the abilities and skills required to work in the industry. Experience will come.
- If the teachers follow the curriculum to the letter, students have a lot of knowledge about certain facets of the trade that will rarely be useful and a significant lack of practical knowledge in the skills they will have to put into practice as soon as they start working.

6. Does the training curriculum cover the teaching of concepts such as time management, repair planning or the principles of lean/optimized management?

No.

- Not at all. If the concept of productivity is broached during training, it depends only on the teacher who, through his own professional conscience, might advise students of what happens in real life in a repair shop. The curriculum does not mention it at all.

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

- a) Yes
- b) No



THANK YOU!