

Bartow Ford's Best Practices For Technician Recruitment and Development





Overview

UTI & Ford FACT Program

Development Process & Results

How to Hire and Attract the BEST technicians

Why UTI and Ford FACT Program



Current Technician Demand



- **Perfect Storm:**
 - **Baby boomers are retiring**
 - **The challenges in the workforces is aging – roughly 45% of technicians are age 47 or older**
 - **Dwindling interest in becoming a technician**
 - **Auto technician demand continues to grow as BLS forecasts an average of more than 23,700 will be needed annually from 2014 to 2024***



Ford FACT

- After completing the 51 week UTI core program, then they can elect to enter the 15 week Ford FACT Program
- Ford partnership began in 2000
 - FACT is an authorized Ford Motor Company Technical Career Entry Program
 - Graduates may attain 70% of the Service Technician Specialty Training Credentials available through Ford Training Centers
 - FACT training is the Ford Training Center delivery model
- Ford Dealer Training
- UTI currently employs 10 full-time Ford certified instructors teaching at Ford Training Centers
- Total student loan to attend UTI Core \$34,600 + Ford FACT \$8700= \$43,300

UTI CORE STUDENT SEGMENTS

Adult (40%)



High School
(50%)



Veterans (10%)



Ford FACT Training Locations



Millennials

- **What millennials are looking for:**
 - **The millennials are looking for a long term career plan and an incentive to advance**

- **Why do millennials leave the dealership?**
 - **No articulated plan for career progression**
 - **No pay plan or pay plans that are minimum wage**
 - **Overuse in basic maintenance positions**
 - **No opportunity to use learned technical skills**
 - **No entry level technician mentoring plan**

Development Process & Results

Bartow Ford Training Program

0-3
Months

- Quick Lane Training-
Basic MPI, Process,
Physical Conditioning



4-8
months

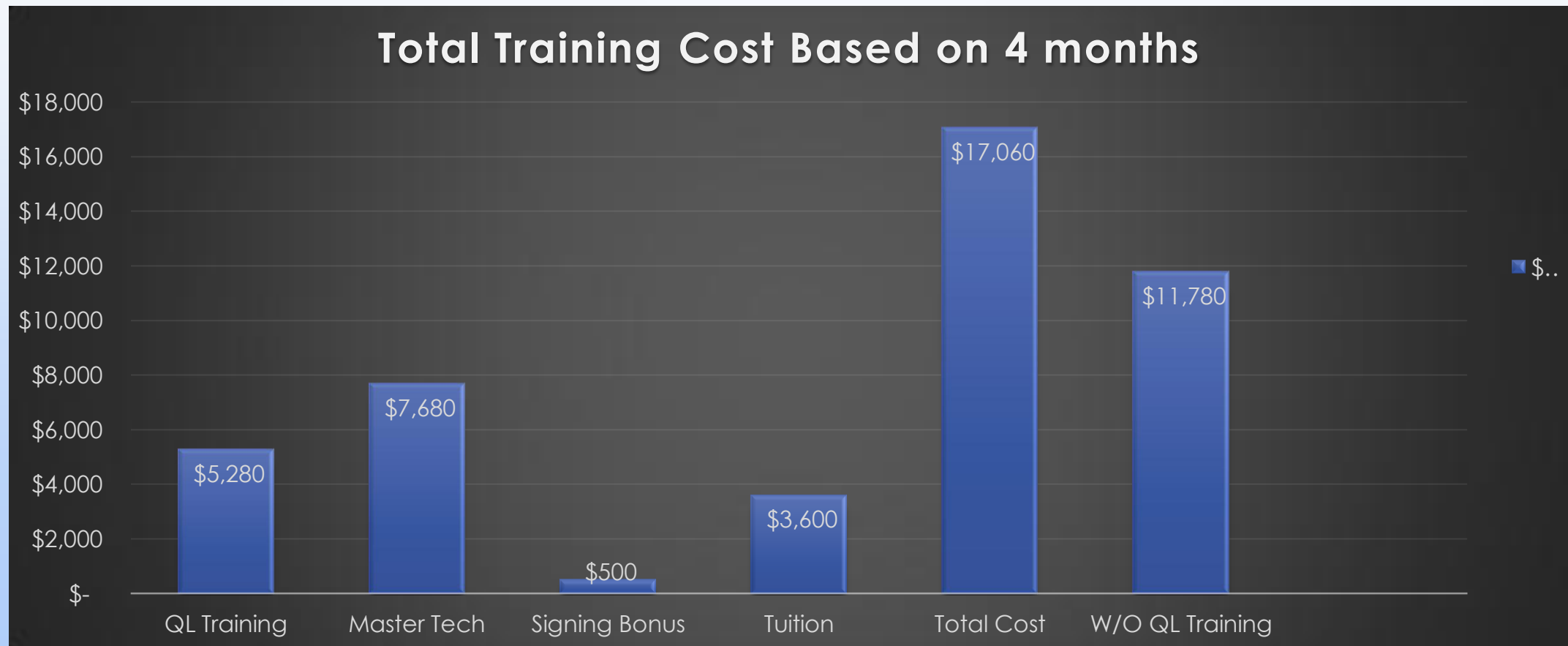
- Master Certified Tech-Teacher
- Hands-on learning diagnostics
and actually doing work, side by
side coaching.

9-12
months

- Flat Rate- Monitor
hours turned and
jobs assigned.
Coach and Mentor
(Build confidence)



Investment



Current UTI Graduates Flat Rate and Training

January 2016-July 2016

Training Time/FR	Tech Name	Rate	Labor Sales	Labor Cost	Labor Gross	Hours	Avg. FR Hour
4m/6yrs FR	Mike	\$22.00	\$156,167.44	\$39,579.90	\$116,587.54	1871.80	58.64
4m/4yr FR	Mike #2	\$23.00	\$118,634.24	\$31,638.80	\$86,995.44	1374.10	44.33
3m/1yr FR	Evan	\$17.50	\$79,768.24	\$16,052.90	\$63,715.34	936.50	30.21
3m/1yr FR	Ivan	\$16.00	\$63,674.44	\$12,721.60	\$50,952.84	789.60	25.5
6 months	Geraldo	\$12.00					
4 months	Fabian	\$12.00					
3 months QL	Nathan	\$11.00					
	Totals		\$418,244.36	\$99,993.20	\$318,251.16	4972	39.67

Quick Lane Tech to Flat Rate Tech

Training Time/FR	Tech Name	Rate	Labor Sales	Labor Cost	Labor Gross	Hours	Avg. FR Hour
1 yr/ 5yr FR	Justin	\$23.00	\$116,663.00	\$27,978.10	\$88,684.90	1231	39.71
1.5yr/7yr FR	Ramon	\$24.50	\$111,414.48	\$27,424.50	\$83,989.98	1163	37.53
	Total		\$228,077.48	\$55,402.60	\$172,674.80	2394	38.62

Training time is almost double or triple time
\$12 hr X 40 hr week=\$480 weekly pay
\$480X52 weeks \$24,960.00
+ \$1240 Food +\$2000 car & Fuel+\$4000 hotel=\$7240
=24960+7240=\$32,200 + \$\$ lost from loss of production

Food and Miscellaneous daily allowance (\$/day) \$31.00 x 40 training days equals	\$1,240.00
Daily travel expense including car & fuel (\$/day) \$50.00 x 40 training days equals	\$2,000.00
Lodging/Motel daily allowance (\$/day) \$100.00 x 40 training days equals	\$4,000.00



How to Hire and Attract the BEST technicians

Recruiting Video



Recruiting Video

How do you **attract the best** entry technicians?

RECRUIT by attending Career Days



Attract & Retain Technicians

- Comprehensive hiring approach: **HAVE A GAME PLAN!**
 - Educate students early and often on who you are and the career opportunities available in your organization
 - Competitive compensation package
 - Attractive hourly/flat rate
 - Tuition reimbursement
 - Sign-on bonus
 - Relocation allowance
 - Tools
- Onboarding & mentoring plan
- Discuss long-term career opportunities

UTI Will Help Promote Your Dealership to Our Students

Internet Explorer Gallery (2) Pages - Inside Track - Ho...

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Organizational TRIP Site

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Incentive Employer Map

TRIP and Incentive Employers This map shows a list of employers that have identified they ...



TRIP Employers By State

FILE	OPEN IN EXCEL	DATA	FIND		
30	Mercedes-Benz of Tampa	4022 N Dale M	FL	330	
31	Mercedes-Benz of Ft Pierce	4500 US Hwy 1 S Ft. Pierce	FL	349	
32	Mercedes-Benz of Tampa	4400 N Dale M	FL	336	
33	Q Auto Brandon	1207 E Brandon	FL	335	
34	Q Auto Fort Myers	2320 Colonial B	FL	339	
35	Q Auto Jacksonville	10564 Philips Hw	FL	322	
36	Audi of North America	11100 Alpharetta	Ga	300	
37	Bentley Atlanta	10995 Westside	Ga	300	
38	Nalley Acura	1355 Cobb Prkw	Ga	300	
39	Nalley BMW	1606 Church St	Ga	300	
40	Nalley Honda	4197 Jonesboro	Ga	302	
41	Nalley Hyundai	945 Iris Dr Se	Ga	300	
42	Nalley Infiniti Decatur	1609 Church St	Ga	300	
43	Nalley Infiniti Marietta	1431 Cobb Pkwy	Ga	300	
44	Nalley Kia	7849 Mall Pkwy	Ga	300	
45	Nalley Lexus Galleria	2750 Cobb Prkw	Ga	300	
46	Nalley Lexus Roswell	980 Mansell Rd	Ga	300	
47	Nalley Nissan	1625 Church St	Ga	300	
48	Nalley Toyota of Roswell	11130 Alpharetta	Ga	300	
49	Nalley Toyota of Stonecrest	7969 Mall Pkwy	Ga	300	
50	Nalley Volkswagen of Alpharetta	1550 Mansell Rd	Ga	300	
51	Plaza Audi	11830-A Olive B	MO	631	
52	Plaza BMW	11858 Olive Blvd	MO	631	
53	Plaza Infiniti	755 N New Ballas	MO	631	
54	Plaza Jaquar	11830-C Olive B	MO	631	

UTI Will Help Promote Your Offer to Our Students

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Name	Picture Size	File Size	Modified
Asbury			
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Carmax			
Crown Lift			
CSM Companies			
Equipment Depot			
Grand Ledge Ford Lincoln			
Greiner			
Group 1			
International Autos			
Larry H Miller			
Lithia			
Park Place			
Penske Automotive Military			
Penske Automotive			
RDO EQUIPMENT			
Rick Case			
Ryder			
Service King			
Suburban Collection			
Sunstate Equipment			
Swift Transportation			
TAPetro			
TRC Corporation			
Texas Timberjack			

Email -> Hiringincentiveteam@uti.edu

Everything you could want about TRIP

Category	Name	Description of Document	Edge Contact	Modified
Category : EDGE/Campus Employment Docs (2)				
EDGE/Campus Employment Docs	EDGE Contact List	Contact List for EDGE Team Members	Sandy Zehner	7/23/2015 9:38 AM
EDGE/Campus Employment Docs	EDGE Org May2015	EDGE Team Organizational Chart	Sandy Zehner	7/23/2015 9:33 AM
Category : Marketing Materials (3)				
Marketing Materials	Campus Marketing Kit	This document is intended for campus use for when employers visit the campus to introduce them to hiring incentives and gauge employer interest.	Travis Leybeck	8/19/2015 8:56 AM
Marketing Materials	Field Marketing Kit	This document is intended for use by UTI's Field Admissions team to promote TRIP and gauge the interest of employers they meet with	Travis Leybeck	8/19/2015 8:47 AM
Marketing Materials	TRIP Training Resource	TRIP Training Resource		8/18/2015 2:38 PM
Category : TRIP Agreements (26)				
TRIP Agreements	Asbury	TRIP - \$4800	Cindy Kostelac	7/23/2015 8:41 AM
TRIP Agreements	AutoNation	TRIP - \$3000, Tools - \$500, Sign-On - \$2000, Relocation - \$1500	Travis Leybeck	7/23/2015 8:19 AM
TRIP Agreements	Carmax	TRIP - \$4000, Tools - \$5000 Sign on - \$2000, Relocation - \$1500	Cindy Kostelac	7/23/2015 9:00 AM



How UTI can support you

- **Dedicated team available to help you create and establish a customized tuition reimbursement/incentive package**
 - Website: www.uti.edu/tripcalculator
 - Email hiringincentiveteam@uti.edu
- **Promote and educate students on your compensation package**