

AB617 EV Mechanics Subcommittee Continuous Agenda

<https://us06web.zoom.us/j/84613474636?pwd=UW1tcnZ0TXJkK0R1aVZQdi9OaURnZz09>

Linked Resources/Documents/Attachments

Subcommittee Resources

- [Sign In/Comment Sheet](#)
- [Nov 3 CSC Meeting Breakout Notes](#)
- [Info Gathering Notes](#)

Stockton CERP Docs (All Committees)

- [AB617 Stockton CERP](#)
- [AB617 Boundary Map](#)
- [AB617 Outreach Database](#)
- [CERP Subcommittee Tracker](#)

Other

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March 7, 2023 | 1-2 pm

Time	Agenda Item
10 min	Welcome & Sign-in
5 min	Review of context and previous meetings • Discussed three options for investment in EV mechanics training • CNCDA / Tracy Mazda -- reviewing skills and hiring needs • Updates from ValleyCAN -- placed 40-hour and 4-unit basic programming; working on placing advanced program ○ Previous proposal – covering costs to sustain Delta’s hosting of ValleyCAN’s 40-hour program • Subcommittee wanted to focus on high school age youth, access broader range of students, and create pipelines from high schools into jobs/further training and education
40 min	Review proposed recommendation from San Joaquin County Office of Education and Vivayic Group discussion and questions from subcommittee, to determine whether to recommend proposal to CSC
5 min	Next steps & commitments •

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July 28, 2022 | 4-5 pm

Time	Agenda Item
10 min	Welcome & Sign-in
5 min	Review of context and previous meetings • Discussed three options for investment in EV mechanics training • CNCDA / Tracy Mazda -- reviewing skills and hiring needs • Updates from ValleyCAN -- progress on placing courses at SUSD vs Delta ○ SUSD: hit roadblocks re instructors and space ○ Delta: placed 40-hour and 4-unit basic programming; working on placing advanced program
40 min	Discuss proposed recommendation below • Recommendation: cover costs to sustain Delta's hosting ValleyCAN's 40-hour program ○ Staff time to embed curriculum in Delta's courses long-term ○ Staff time to enable partnerships with local employers (e.g. dealerships, RTD, etc) • Books, instructional materials, and equipment (may include accessing damaged/totaled vehicles)
5 min	Next steps & commitments • Rocky will reach out to Dan @ Delta college to bring to upcoming • District to work with CARB to get understanding of eligible costs and will draft Project Plan for subcommittee review

Notes

- Skott: how are we focusing benefits to
 - Placement into local dealerships
 - Need to do outreach in the AB617 boundary area
- Stephanie: need to start really identifying hard costs and timeline for how funds are spent down for a project plan
 - Stephanie to share project plan template with the subcommittee, to give a sense of cost eligibility for EVMT
- Add staff time specific to doing outreach within the AB617 boundary

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- How to focus the benefits of the investment
- Can 617 funds be used to provide incentives to
- Rocky checking in with Dan on

April 20, 2022 | 2-3 pm

Meeting Objectives:

- **Learn directly from dealers the types of skills, education levels, and certifications for which they are hiring electric vehicle mechanics -- as well as the ways they anticipate the market may grow for these jobs in the coming years**
- **Introduce the subcommittee to Stockton-based employers of automotive technicians**

NOTE: Today's panel is a learning opportunity for members of the EVMT subcommittee to support decision-making relative to the investment on which we advise, as a group. That is, we are looking to understand the "as-is" scenario for the employment landscape for EV mechanics. **Please keep your questions & comments in the interest of learning about that landscape.**

Time	Agenda Item
10 min	Welcome & Sign-in
5 min	Review of context and previous meetings (below)
40 min	Panel: Who are dealerships hiring? Les Swizer -- California New Car Dealers Association (CNCDA) Danny Nguyen -- Toyota Town of Stockton Bruce Peters (General Manager) & Crystal Braddock (Service Manager) -- Tracy Mazda Advantage To help us make decisions about how to invest in skills/job training for EV mechanics, representatives from local dealerships and from CNCDA have offered to share what they are hiring for when looking for EV technicians. Here are some sample questions that may guide the conversation: ● Are most of your hires for EV technicians experienced mechanics or people new to the field? ○ If experienced, how many years? What certifications and/or degrees do they tend to hold? ○ If new, what is the minimum training you usually hire at? ○ Whether new or experienced, where do you recruit & find most of your technicians?

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	• Does your dealership offer EV training? Do you use third-party trainers? Does training tend to be on a particular platform/manufacturer? • Are there industry accredited programs you want candidates to have completed to be able to work on EVs/hybrids? • Do most mechanic programs that are offered by trade schools and community colleges provide adequate training for working on EVs/hybrids? • Do you have evidence (ie, data) that suggests that EV maintenance is a growing field? If so, by how many jobs? Where are those jobs predicted to be?
5 min	Next steps & commitments • Synthesize learnings into notes and updated options for investment -- share with subcommittee •

Parking Lot Items

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Does this look typical for other dealerships across the state? (given Mazda is new to EV game)

- Such a shortage of techs, that a lot of dealers will take whatever level of trainees they can find. But a lot of them (Honda Toyota eg) are
- CNCDA puts forth scholarships to promising techs who would like to train up
- 72% of new car buyers take themselves to third parties; we expect that to reverse – like 90% will come back to dealership for service
 - Come in with AA or ASE certs, maybe you start in lube bay or under a master tech

Skillset changes from ICE to EV. Recognizing the difference in skills, what are the basic skills you are looking for when bringing someone on?

- Mostly looking for a level of interest more than anything else (eg, do you know how to change your own oil?)
- Crystal: I need someone who can show up consistently and on time, who can think on their feet, uses their resources wisely, work in a fast paced environment, multi-task, switch from light to heavy to diagnostic work
- Les: that's generally true across dealerships, in my experience. There are still plenty of cross over components that are common across ICEs and EVs (brakes, suspension, etc)
- If you've got students that are already interested in the auto field, what might be helpful for a dealer – find an individual who is interested in auto career but has a specialization in EVs
- Start at high school counselor level, we want to work on electronics – but if you are an EV tech you get to do that same stuff. The amount of coding and AI that is coming into vehicles is a lot

Universal Technical Institute – BLS indicated 4% drop in auto techs

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- Need to attract 76,000 tech positions to field each year 2016-2026
- Auto industry would be short 800k techs by 2025
- Stems from stigma about working on a car

What does an ICE journeyman tech make after 2-4 years in the field? How does that compare to EV techs?

- We want to stay competitive to get techs in – average \$35-36 per hour
- A lot left to be seen on the EV side: will it need more skills, education, etc?

How do you balance fewer needs for maintenance and increased service center visits?

- Early on, EVs will be less for maintenance – but over 3-5-10 years it ends up looking pretty similar to ICEs
- Hanjiro (hanjiro.ambrose@arb.ca.gov): Has access to dealer service data for EVs over time

Has there been a tough time finding people with necessary math/writing skills?

- Run into this a little bit (warranty claims etc)

Looking at a bootcamp model, such as 4-8 units (pre-AA degree)? Is that a cert you'd be interested in hiring for?

- Bruce: We would love to see that. We get lots of apps from people working in the Amazon warehouse and think they'd like to try this. The initial level of interest would do a lot to indicate that they might stick with the work
- Willing to pay techs to go to school; tool purchase programs where they rent to own them
 - We have dealer tools and then
 - Are they standardized? Can they take them across OEMs?
 - Dealers' tools are usually slightly more specialized,
 - Everyone uses the same charging stations except Tesla (in general)

How do we think about outreach for a training program?

- Are most of your hires for EV technicians experienced mechanics or people new to the field?
 - Mostly hiring our existing technicians because we just introduced our first EV; we're not looking for an AA or cert as much as we are looking for experience – supplement with local community colleges or even high schools to get them started on the individual training on EVs, then moving to OEM
 - A lot of our journeyman and senior technicians started in the carwash bay
 - Typical entry employee: high school grad comes in entry level and we promote younger people and training them up
 - Mazda is working on their own program – pilot program in NE – to train and bring along technicians in that area. Not where we are hiring for here.
- Whether new or experienced, where do you recruit & find most of your technicians?
- Does your dealership offer EV training? Do you use third-party trainers? Does training tend to be on a particular platform/manufacturer?
- Are there industry accredited programs you want candidates to have completed to be able to work on EVs/hybrids?

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[MONTH DAY], 2022 | [MEETING TIME]

Meeting Objectives:

- Discuss the different options for investing in EVMT locally
- Choose one option to move this work forward
 - Post-meeting doodle poll, give participants chance to review meeting materials/discussion
 - This will be in the form of a recommendation to the CSC

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Other

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Facilitator:

Notetaker:

Time	Agenda Item
10 min	Welcome
10 min	Measure Review
30 min	Review "Initial Options" for phases of training to invest in. Assumption (up to subcommittee discussion): 150k is only enough to meaningfully invest in one of these three options. Below are options we (co-leads) have identified for investing locally in EV mechanics training, as well as some key considerations for each of them. 1. Support on ValleyCAN side to increase inclusion, success, and placement of students in their cohorts, so that they can move on to a more in-depth program (such as Delta's) a. This would include covering equipment costs, supportive services, and managing partnerships with SJCOE/Delta and other relevant partners who might support ValleyCAN with placement after the student completes their program.

	b. Going through this training does not certify you to be an EV mechanic.. It would provide a bridge for high school students to build the skills to be able to access a program such as Delta's (which does certify/offer AA degree) 2. Find out what Delta's challenges are and how to support current or future students with their training, matriculation, discovery, or some other element of the program a. Pending answers from Delta College - so far has not been responsive, since retirement of Dean of CTE & Workforce b. Not yet clear if these are the highest needs by which we can affect change with our funding amount.. Will need to speak with them to better understand that 3. Support job placement by subsidizing an internship, fellowship, apprenticeship, etc at local dealerships, so they can offer a place for Delta graduates to land upon completion a. This would require outreach to local dealerships – would want to look for connections within the subcommittee group before cold calling b. How developed is the job market for EV mechanics? What equipment needs are there for new mechanics? Is vehicle service demand high enough to warrant dealerships to take on one or more new mechanics? 4. Other option?
5 min	Next steps & commitments - Ed/Taylor: Touch base with ValleyCAN re next steps in Stockton - Taylor: Look into Delta's program – AA vs certification - Espe: Where are Frito Lay trucks getting serviced (ie, is Tesla? What facility?) - Recruit needed partners into the room: - AD/TW: SUSU, Port, Dealerships, Frito? Others? - Nate: RTD - AD: Send poll for options

Parking Lot Items

Independent Research: Is Delta's program AA vs certification?

Set expectations for what it takes to become an EV mechanic

- Career job shadow as a component of that. At dealerships, RTD, SUSU, Port, etc?
- Frito Lay project in Modesto, 50 Tesla trucks placed at their facility

How to measure GHG emissions