

American Honda Motor Co., Inc.

PACT

Professional Automotive Career Training

ADVISORY COMMITTEE MEETING MINUTES

Via Zoom

June 15, 2023

11 am – Noon

In attendance:

Richie Del Puerto – Sno-Isle Tech Skill Center
Jason Taka----- SM Acura of Bellevue
Brian Sligh ----- SM Kirkland Honda
Arvin Merion ---- SM Seattle Honda
Joseph Long ----- Raidon Honda
Oliver Rankine ---- Director Honda of Kirkland
Rich Gray ----- SM Lynwood Honda

Rashawn Smith – Shoreline CC
Gary Fantozzi – Shoreline CC

Meeting Started at 11:00 am

Minutes were not available, will be sent out for approval.

The proposed date for the next meeting will be November 16, 2023 - this will be an in-person meeting.

Rashawn welcomed everyone; this is the 3rd meeting since he has taken over.

The first year has been focused on learning and student focus, but there have been some issues with graduation for students affected by covid.

We started with 16 students and it's down to 13 currently. The next cohort is currently at 14 for the fall start. There are 2 seats left for any dealerships that want to put someone in the program. Please let me know as soon as you can if you have someone, otherwise the seats will fill to 16. Traditionally any student coming from the dealership has a better foundation to start the program.

Discussion: Student Mentors

Jason: There are pact students bouncing around because they are not given opportunities to do more than change oils. He is telling students that they need to speak with their service manager and to find a solution to get into the shop under a mentor.

Brian mentioned that not all students are at the same level or ready to move on to the shop.

Jason expressed the fact the program was a longer program; he feels this was a better system to manage what the students could do with their training. Currently, he must work them into the schedule when they are only here 2-3 days. He feels we are cramming a lot of information in a short time and not giving them much time to do hands-on training. It was a better system to work with before.

Brian says that one of the problems was the tuition cost, with the new system there isn't enough time for mentoring them throughout the program. There is data in other areas that prove that this can work well, along with certain dealers in this area who also say it is working. The students today do not like to sit and want hands-on training.

Rashawn tells them that they don't know everything yet, and when they start full-time that is when the work begins. Future talks may include help funding students thru the program. What can we do to keep the 13 students in the program and what does the next cohort look like?

Joseph mentioned that the attrition rate is less than the past program.

Arvin asked if there is a report card system with the students, and that they only see the student 2 times a week, which disrupts the process, and makes it hard to gauge where they are. The 2-year program allowed longer and more direct mentorship.

Rashawn mentioned that going through the section of learning at the college is a small portion of the learning, and it the experience at the dealership the completes the learning. The current students are rockstars, they go through the lesson plans and answer the questions but lose it at the dealership by being on the lube rack. Ask how many past students are still at the dealers, not very many, and what are we doing to support them to stay?

Brian asked if dealers have a mentor program and do they want one. What is the reality of students going through a one-year program, 2 days a week, and what are our expectations of these students. Brian's techs work rotating schedules which doesn't allow the same mentor each week.

Rashawn said to use 2 mentors.

Rich Gray-I tell them to find a Tech that they get along with that is willing to work with them. Not 1 Master Tech only. I give my Express techs the opportunity to make a flat rate and not just their hours if they want to work hard and prove their training. Some of the younger guys go to make money more than the mentoring. We have asked them to give us updates on what they are working on in class and it never happens unless we ask them. They need a mentor in the Main shop.

Jason said that he feels the 2-year program gave more opportunities to train, and we all know there are good PACT students that get it and others that don't get it.

A New textbook is coming into the program in the fall, and it will give us better assessments of how the students are doing. There are 14 students coming into the program, and those dealers that send students have an 80% success rate in staying with the dealers.

Arvin said the program is going great, and students are doing great at the dealership.

Meeting adjourned at 12:42 pm