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CALIFORNIA TECHNICIAN REPORT

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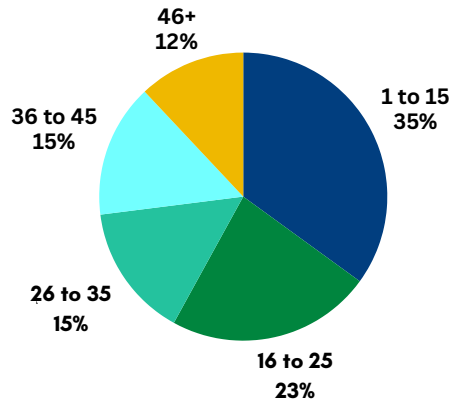


CALIFORNIA NEEDS AUTOMOTIVE TECHNICIANS...

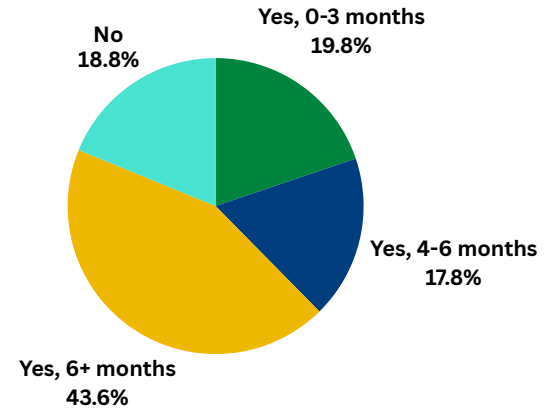
2023 California New Vehicle Dealership Profile: 33.6 Million Repairs completed on customer vehicles

The findings from our 2024 survey highlight that California continues to face a significant automotive technician shortage. Notably, and unlike many other entry-level careers, 82% of these employers offer mentor programs, and over 90% cover the costs for technician training, whether in-person or online. California dealerships continue to foster career growth for technicians, with the majority advancing from entry-level roles to salaried positions within 1-2 years of being hired.

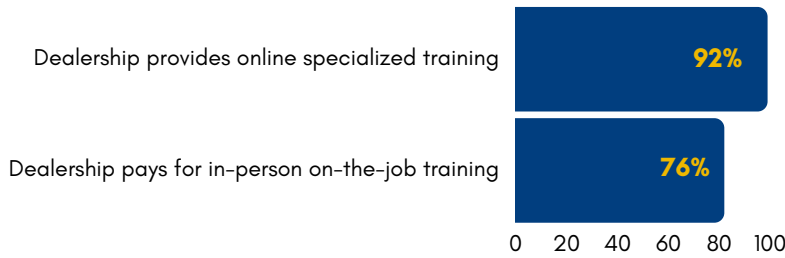
Number of technicians employed at dealerships:



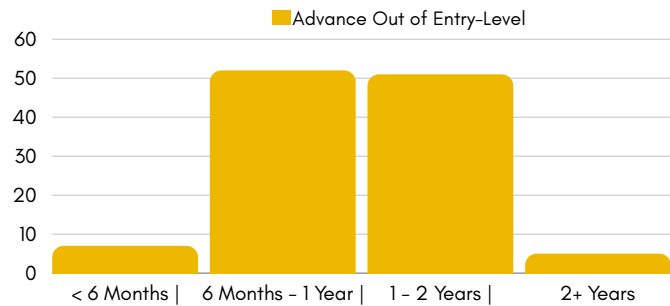
Number of dealerships with mentor programs where new trainees work with senior-level technicians:



Paid Dealer Training:



Advancement Opportunity:



ACT NOW!

TOTAL NUMBER OF UNFILLED POSITIONS AT CALIFORNIA DEALERSHIPS:

4,365

AUTO TECHNICIANS NEEDED TODAY!

ENTRY-LEVEL TECH



ENTRY TECHNICIAN:

- 56% promote within 1 year
- 95% promote after 2 years
- 10% are fully electric certified
- 100% see a clear path of advancement
- 29% ASE Certified

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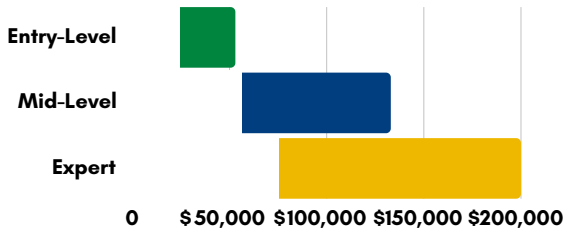
SENIOR-LEVEL TECH



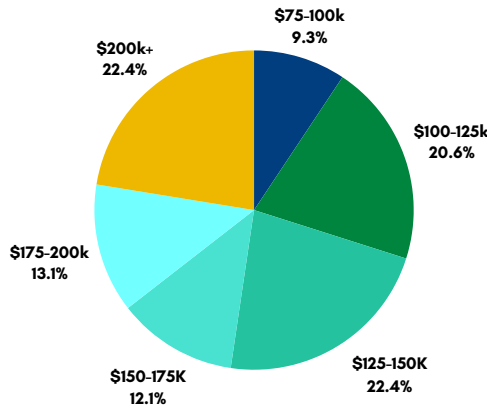
FULL LINE TECHNICIAN:

- 90% of dealers paid \$100K+ to top techs
- 80% Make at least \$31/hr in 2 years
- 50% are fully electric certified
- 90% OEM Certified
- 70% ASE Certified

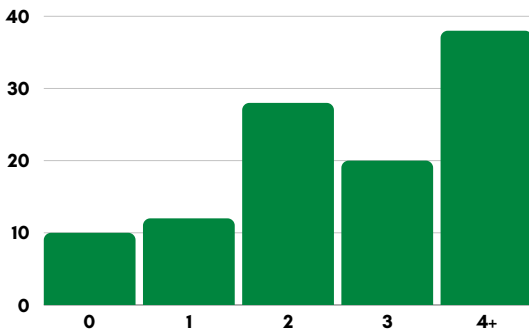
Salary range for technicians:



Highest technician wages:



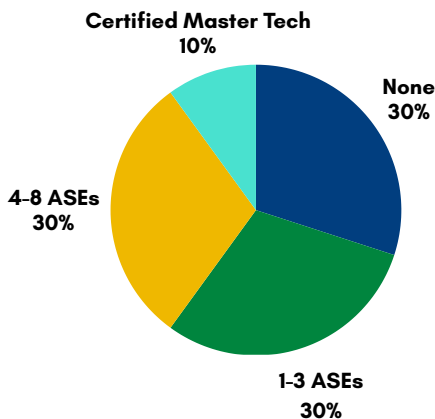
Technicians needed in the next 12 months at an average dealership:



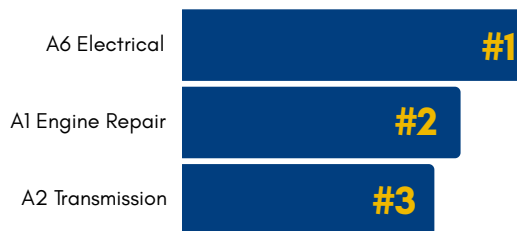
Severe Shortage
each dealership needs **3 technicians** on average in California.

This year our findings show that an average of three technicians are needed at each of the 1,455 dealerships in California. The lack of qualified and available technicians continues to be a pressing concern in the Golden State. One of the top three most desirable traits in hiring a new technician is simply the willingness to work hard, with 30% of technicians having zero formal certifications when hired. Entry-level technicians earn an average salary of \$43,000, while the highest-paid technicians in the state make an average of \$150,000, an increase of \$10,000 from the previous year. A career as an automotive service technician in California offers not only competitive pay but also job stability and opportunities for career progression. The number one ranked benefit listed by entry-level technicians was advancement opportunity, highlighting the rapid career growth these roles provide.

Average ASE Certification of Experienced Technicians:



Top 3 Rated Certifications by Managers:



ADVANCEMENT OPPORTUNITY WAS THE

#1

CAREER BENEFIT LISTED BY ENTRY-LEVEL TECHNICIANS

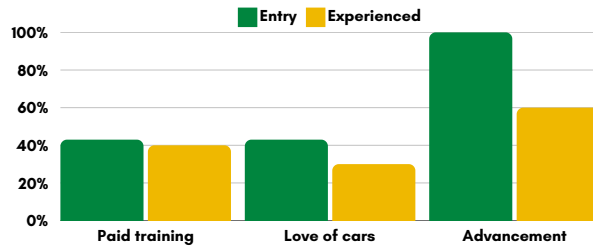


Conclusion

The 2024 California Technician Report paints a promising picture for the future of the automotive industry in the state. While challenges persist, including the ongoing need for skilled technicians, there are clear signs of progress and positivity. The industry's commitment to mentorships, training, and career advancement present opportunities for addressing these challenges and ensure a sustainable and attractive career path for future technicians.



Top 3 benefits of working at dealerships by technicians:



Methodology

The goal of this survey is to determine the number of auto technicians needed in the new vehicle retail industry and to address the shortage of skilled auto technicians in California, by helping to establish the auto industry as a viable and attractive career path for individuals who are seeking long-term employment and growth opportunities.

The survey was conducted using an online questionnaire that was distributed to California dealership employees. The questionnaire covered a range of topics related to their work, such as job satisfaction, training, development opportunities, workload, and technology utilization.



OUR MISSION

CNCDA Foundation is dedicated to creating career pathways for highly skilled automotive service professionals throughout California.