

Marin County High Schools
Automotive Technology Advisory Committee

Minutes of the Meeting

DATE: May 8, 2018

TIME: 6:00 to 8:00 PM

PLACE: Terra Linda High School Auto Shop & Classroom

1. Welcome & Introductions

Judd Blunk of Porsche Cars of North America (retired) introduced himself as Chairman and explained that, in earlier discussions, we had agreed to simplify the evening's agenda to focus on internships.

Dan Silin is the auto shop teacher at Terra Linda and Tamalpais High Schools and serves as Secretary for the committee.

Dale Miller is President of the Golden Gate Electric Vehicle Association.

Sarah Budriunus is a recruiter for Tesla Motors Inc. and their START program

Dan Gawronski is lead technician at the San Rafael Tesla Service Center

George Hritz is Executive Director of California Automotive Teachers (CAT).

Dave Milcoff is Service and Parts Director for Marin Honda

Vince Van Hoven is a master technician at Mercedes of Marin and the father of a Terra Linda auto tech student. He is also associated with the vintage car collection at Goodman Enterprises

Quynh Dao is Human Resources Manager for Mercedes of Marin

Steve Hamilton is Service Manager for Audi Marin

Mike Grant is Career Technical Education Director for Marin County Office of Education (MCOE) that sponsors, in full or in part, the automotive programs at Terra Linda, San Rafael and Tamalpais High Schools

Mark Barrall teaches automotive electronics at College of Marin

Corey Shultz is a retired high school automotive instructor and father of a Terra Linda High School graduate

Brian Scott is heavy equipment mechanic for the County of Marin Garage with 44 years of experience

Jesse Madsen is Senior Pathways Coach for Marin County Office of Education

2. Program Updates

Mike Grant reported on the situation at San Rafael High School. The buildings that housed the auto shop and other CTE programs are to be torn down this summer. He is working with SRHS administration to continue offering at least one section of auto tech in temporary

quarters until new CTE buildings are constructed and to include a revitalized auto shop in the new building plans.

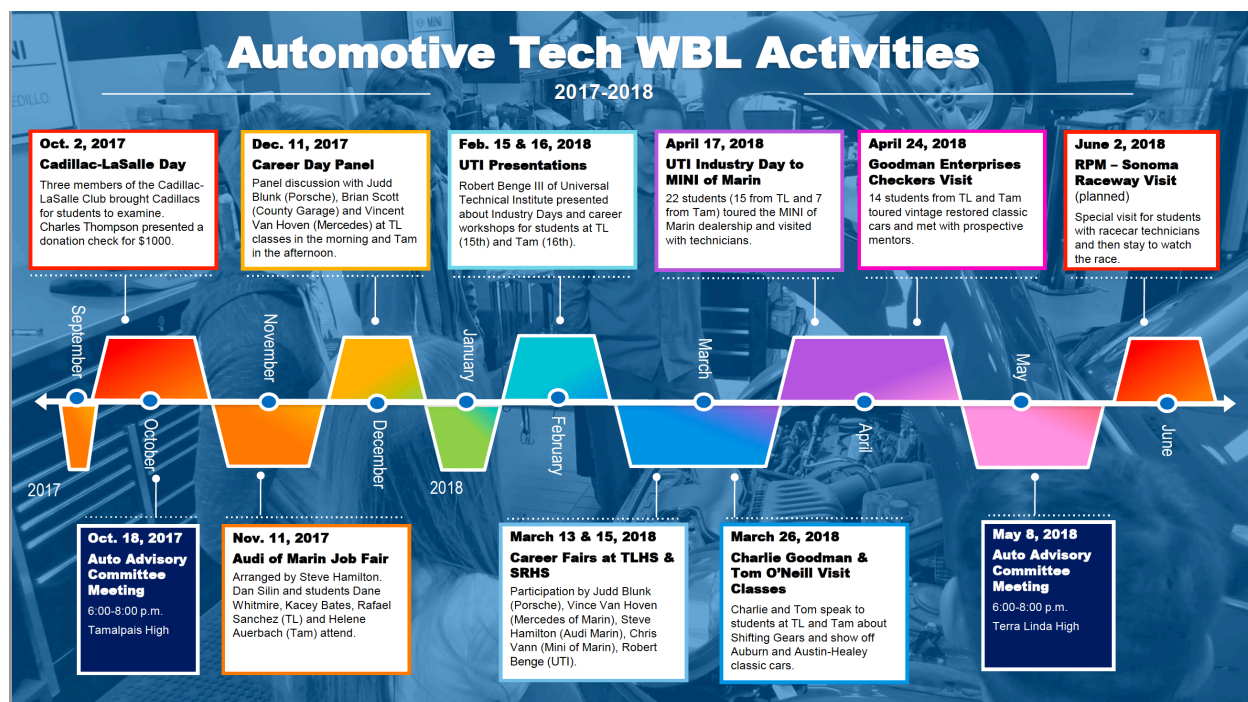
Judd asked if our committee members could help to convince the administration that an up-to-date, high tech automotive training facility deserves a place in any future plans. Can we provide input on facility and program planning?

Mike said that SRHS teacher Ron Davis is taking over the automotive program at Petaluma High School but intends to continue teaching one period at San Rafael.

Jesse suggested an innovative interdisciplinary STEM (science, technology, engineering and mathematics) program built around automotive technology might be worth considering for the future.

Mike suggested that regular student visits to local shops might be a way to provide training while the new building is under construction.

Jesse passed around copies of a Work Based Learning activities sheet he developed showing an impressive sequence of contacts between our automotive training programs and local industry. Upcoming events include a Saturday morning internship at Mercedes of Marin for four students from Terra Linda and two from Tamalpais on May 19, a behind-the-scenes tour at Sonoma Raceway on June 2 and a tour of the County Garage this summer.



Dan S. mentioned that Catherine Heenan of KRON-4 news was planning to do a feature story on his training program at Tamalpais High School on Wednesday May 16. He asked if he could include a member of our committee in the proceedings and Vince Van Hoven agreed to play that role.

3. Website and Minutes of Last Meeting, October 18, 2017

Dan S. passed out minutes of the previous meeting and showed a page from the website <https://dsilin.wixsite.com/advcomm> he is using to organize and store documents for our committee.

He read a short section (“What is an Advisory Committee”) from the Background page reminding members that, although this evening’s meeting is focusing on internships and career guidance for students, advisory committees have other functions as well.

4. Major Focus: Job Shadowing, Internships, Summer Jobs

Judd led off by reminding us that our previous meeting had focused on the problem: a “desperate” need for motivated and capable young people to enter the motor vehicle service industry, along with students’ needs to find a rewarding career.

Can internships provide the “sizzle” that might motivate these students to pursue a career in our industry? Judd identified four levels of workplace-learning activities:

1. An open-house style tour similar to what we did at MINI of Marin back in April where a group of students meet with various employees to get a taste of industry operations
2. A job shadow where a student might be assigned to work with a particular mentor employee for a specific period of time
3. An unpaid internship where a student acted as a practice employee
4. A paid internship (“try before you buy”) that might lead to a job

Steve described his work with a young intern from the Sonoma area who plans to study auto tech at Santa Rosa JC and continue working at Audi Marin. This is an example of a successful internship because the individual in question is motivated and capable and because he has been paired with a specific mentor employee who does a great job in providing guidance. It is critical to select a mentor for each student and to personalize the relationship.

Steve’s enlightened approach includes an in-house “Sonnen Academy” training program that advances the prospective employee. He cautions that assigning only menial tasks is likely to lead to discouragement and failure. He notes that giving his more experienced employees the added responsibility of mentoring a young person enhances their pride and sense of responsibility and may inject some added life into the shop culture. Performance reviews and exit interviews should be part of the process to help both shop and student evaluate their experiences.

Judd, Steve, Mike, Mark, Vince and others expressed their feelings that the process needs to be sequenced and structured so that the interested student’s experience will be successful. Judd suggested preparing a list of benchmarks or best practices.

Quynh described how the Mercedes Saturday morning internship works. Students work with leaders in various departments and recap their experience at the end of the day.

Jesse reminded everyone that MCOE’s School to Career program promotes and oversees apprenticeships. STC has published an [“employer guide to internships.”](#) Perhaps it might be updated and tailored for the automotive industry based on our input.

Moving up through a sequence of steps like the four proposed earlier by Judd could provide the “scaffolding” that helps the interested young person find a successful career pathway.

Jesse emphasized that summer is a prime time for these types of internship opportunities. Students may be too busy during much of the school year. So we should formulate our plans for the summer right away.

Quynh remarked that a successful internship may mean that the student decides to pursue a career in our industry. She and Steve agreed that writing a resume and interviewing should be part of the process. Corey suggested that students might work with English teachers to

practice writing a resume. Jesse pointed out that resumes and interview practice are supposed to be part of MCOE's School to Career internship process.

Sarah and Dan G were asked if Tesla would be willing to provide some form of internship. Sarah responded that an open house tour might be possible. Current internships require a high school diploma and, even then, she has noted that there may sometimes be "maturity problems."

Dan S interjected that we should plan another "electric car day" as we have done the last two years. Tesla could show off a car and Dale could give his excellent presentation.

Dan G suggested that the teacher's recommendation be required before a student is privileged to participate in an internship, since the teacher knows which students are mature enough to contribute at the workplace and benefit from the experience.

Dave agreed and reminded us that these workplace-learning opportunities must be mutually beneficial, both for the students and the host businesses. He suggested that students qualify for more intensive internship opportunities by completing less demanding ones including writing a resume.

Jesse mentioned the weeklong summer "career academies" now sponsored by MCOE as a model we may wish to emulate. Perhaps we should offer weeklong mentorships in the summer for students who qualify.

Judd asked George if he knew of models of successful automotive internship programs at other schools in the state. George stated that even Robert Wilson, auto tech's Education Programs Consultant at the California Department of Education cannot provide a list of all the high school auto tech programs in the state. George mentioned that ASCCA, an association representing California's independent auto repair businesses, shares our concerns about too few young prospects entering our industry. Although CAT has strong relationships with industry, the focus has not been on internships. He remarked that twenty years ago, every one of his College of Marin auto tech students worked 20 hours a week at a local shop!

Dan S reminded us that George is also associated with Automotive Technician Training Standards, a statewide organization that certifies auto tech programs. Terra Linda High School's program has earned the certification and Dan hopes to earn it at Tamalpais High next year. He also mentioned that he would like us to look into student ASE certification sometime in the future.

George mentioned that the governor has proposed \$200 million for CTE next year. He asked that we support AB 1743 that proposes \$500 million instead.

Jesse referred to the activities sheet presented earlier and congratulated us on a successful year. What would it mean to be successful next year? A lot depends on what we can accomplish this summer. Perhaps we could get some graduates placed as interns with Tesla.

Judd summarized by saying that we had already accomplished the goal of developing a list of businesses willing to work with us: Mercedes, MINI, Honda, Porsche, Tesla etc. Let's take the employer guide to internships and modify it to suit our needs including pitfalls and best practices, instructor recommendation, resumes, interviews etc.

Brian stated that anything you do before your first paycheck is like an interview. First impressions are very important. The soft skills of professionalism are learned on the job. Dan S expressed the desire to have his students visit County Garage soon when Brian is there to guide them.

Mike mentioned that, given the situation at San Rafael High School, a new instructor might be needed at some point in the future.

5. Next Meeting

The next meeting will take place in the fall but a specific date was not announced.

6. Photo & Shop Tour

Members adjourned to tour the shop where Jesse took a photo of the rest of us standing in front of the tool room.

Minutes submitted by Dan Silin.