Case Study (Auto Service)

- Worcester Technical High School
- Macomb Community College
- Sinclair Community College
- Rio Hondo community College
- St. Phillips Community College
AMTEC
Case Studies (Manufacturing)

• Worcester Technical High school
• Shelton State Community College
• Patrick Henry Community College
Six Characteristics of Promising Career Pathway Models

1. Employer Engagement
2. Institutional and Instructional transformation
3. Wrap around support services
4. Partnerships
5. Continuous Improvement
6. Sustainability
Requires a model that supports the automotive manufacturing sector and other advanced manufacturing to:

• Offer a flexible career pathway to fit unique needs of students, employees, and employers to identify and prepare the current and future workforce
Student Voices

- "I am really happy with the program...I never would have imagined how interesting the program would be---it’s cool!"
- "Lots of support from friends and family’
- "I felt I was wondering around...the program gave me a concrete goal I could see and attain. It has given me lots of confidence. I feel like I can be a grown up now...I bought a house. I got married; I did not picture myself doing this 2 years ago!"
- "I am excited to see the next chapter of my life since his program has opened the door for me!”
- "I feel a lot more accomplished...I am proud of myself...I feel like a different person!”
Student Voices Cont.

• “The first day in class the guys asked me if I was lost...now I am just one of the guys!”
• “I see (automotive) service as a career and eventually I plan to be owner of my own dealership!”
• “You learn from the older technicians...their tricks and how to deal with customers!”
• “I have attained four of 8 ASC certifications...this is my second year I will achieve all 8 ASC certification get my advanced degree and come back and teach at the college!”
• “The most important thing...find something you are interested in and do what you like to do!”
• We have two young men from the program...very sharp and fit in very well...self-starter (we are lucky to have these students)!

• “We currently have four students that went through the program as employees now!”

• “It is important the right people get around the table to get what we have to have!”

• “There are industry specific items that we have to teach...that is why we came to the table...it was not about egos; it was about success!”

• “Our industry is in crisis...no one wants to come to the service field...I shudder in 5-10 years what the business is going to be like if we don’t get young people to get into the career1”

• “Schools are doing an injustice shutting down service/shop programs!”

• “The kids are looking for a sexy career and manufacturing was not sexy”
Conclusions

1. We looked for programs that operational the components identified in the literature since there were few examples of exemplary pathways provided. We wanted to explore what was out there.

2. Many of the six AMTEC element characteristics were seen in the sites. We were able to identify what was in place and what was not. However, our findings are limited to observations.
3. Career pathways that utilize the six AMTEC elements can be used by both secondary and post secondary institutions to increase the number of secondary students receiving post secondary technical education.

4. The quality of industry and college partnerships was linked to the level of commitment and engagement of college and industry leadership.
5. The secondary schools, colleges, and industry partners benefit when all aspects of the career pathways model are understood and defined.

6. The case study researchers note that there is no cookie cutter approach to creating exemplary career pathway programs. However, the case studies reinforce the importance of the six effectiveness variables/characteristics reflected in the AMTEC model.

7. Finally – Emerging literature such as the Harvard Pathway to Prosperity Study reinforces the AMTEC observation that Employer Engagement is the X factor in successful Career Pathway Programs.
AMTEC's Latest Career Pathways Tool Kit 2015

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The Why and What of AMTEC’s Career Pathway Model

http://autoworkforce.org/workshops/career-pathways/
Questions?
THANK YOU