24-Month High-Level Timeline

This timeline outlines a 24-month automotive service technician registered apprenticeship designed to reflect current dealership operations while preparing for an electrified future. ICE fundamentals are mastered first. EV competency is layered intentionally once foundational safety, discipline, and shop awareness are established.

* Primary focus on Internal Combustion Engine (ICE) vehicles in the first 6 months
* Progressive integration of Electric/Hybrid/Electrified vehicles (EV/HEV/PHEV)   
  beginning at Month 6
* Overall program mix: ~60% ICE/~40% EV

1. **Preboarding & Onboarding (Months 0–3)**

**Theme:** Safety, discipline, foundation

### ICE Focus (100%)

* Shop safety fundamentals
* Vehicle movement, staging, and lift safety
* Tool use, torque procedures, and cleanliness
* Basic ICE maintenance task exposure

## Formal Gates

* General shop safety certification
* 30 / 60 / 90-day evaluations

1. **Core ICE Maintenance Foundations (Months 4–6)**

**Theme:** Consistency before complexity

**ICE Focus (100%)**

* Oil, filter, tire, and brake services
* Steering and suspension inspections
* Cooling system service basics
* ICE service documentation discipline

### RTI Focus

* ICE maintenance systems
* Brake and chassis fundamentals

### Formal Gates

* ICE maintenance competency sign-offs
* Quality and comeback review

1. **Introduction to Electrification (Months 7–9)**

**Theme:** Awareness before access

### ICE Focus (~70%)

* Ice recall and campaign work
* Warranty documentation discipline
* Increased RO ownership

### EV Focus (~30%)

* EV/HEV terminology and system overview
* High-voltage safety awareness (no hands-on)
* EV identification, labeling, and warning systems
* EV-specific service information navigation

### RTI Focus

* Warranty standards
* Intro to electrified powertrains

1. **Diagnostic Foundations (Months 10–12)**

**Theme:** Thinking before turning wrenches

### ICE Focus (~65%)

* Engine performance fundamentals
* Fuel, ignition, and emissions diagnostics
* Scan data interpretation (ICE systems)

### EV Focus (~35%)

* EV system architecture overview
* High-voltage isolation concepts
* Basic EV fault-code interpretation (non-invasive)

### 12-Month Evaluation

* ICE diagnostic competency review
* EV safety knowledge assessment
* Wage progression checkpoint

1. **Advanced ICE & EV System Exposure (Months 13–15)**

**Theme:** Expanding system understanding

### ICE Focus (~60%)

* Advanced brake and suspension work
* Cooling system diagnostics
* Engine mechanical fundamentals

### EV Focus (~40%)

* EV thermal management systems
* Regenerative braking operation
* Assisted EV inspections (non-HV)

### RTI Focus

* ICE engine performance
* EV thermal and energy systems

1. **Cross-platform Diagnostics (Months 16–18)**

**Theme:** Accuracy across platforms

**ICE Focus (~55%)**

* Drivability diagnostics
* Network communication (ICE-dominant platforms)

### EV Focus (~45%)

* EV network architecture
* Battery management system concepts
* Supervised EV diagnostic workflows

### 18-Month Evaluation

* Cross-platform diagnostic readiness
* Safety compliance review

1. **Advanced EV Integration (Months 19–21)**

**Theme:** Preparing for the future fleet

### ICE Focus (~50%)

* Independent ICE diagnostics and repair
* Full RO ownership (approved scope)

### EV Focus (~50%)

* EV/HEV safety re-certification
* Supervised high-voltage service tasks (where permitted)
* ADAS and EV system interaction awareness

### RTI Focus

* Advanced EV systems
* OEM EV specialty systems

1. **Junior Technician-level Transition (Months 22–24)**

**Theme:** Balanced competence and accountability

### ICE Focus (~60%)

* Independent ICE diagnostics and repair
* Quality assurance and verification

### EV Focus (~40%)

* Independent ICE maintenance and approved diagnostics
* EV quality checks and documentation

### Completion Requirements

* ICE and EV competency matrix fully signed off
* All OJT and RTI hours completed
* Final performance and safety evaluation

## Program Completion & Next Steps

Upon successful completion:

* Technician is capable across mixed ICE/EV fleets
* Eligible for advanced ICE or EV specialization paths
* Transition to junior technician-level compensation model

## Governance (All Phases)

* Safety violations halt progression immediately
* EV work requires explicit authorization
* Quality metrics override speed
* Mentor authority enforced

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