Technician Apprenticeship Compensation

## Base Wage

It is recommended that the apprentice start as an hourly employee, with a wage in keeping with the local market for entry-level/quick-lane technicians. The Department of Labor Registered Apprenticeship program requires two wage increases: one approximately halfway through the program and one when the apprentice completes the program and becomes a fully employed junior technician.

Apprentices can move to flat rate or a combination of flat rate and hourly wage once they have mastered enough competencies to be productive at an average rate above their base wage.

## Additional Options to Consider

* **Automotive Program Tuition Reimbursement**: The dealership reimburses the new employee up to $XX toward automotive program tuition, payable in monthly installments over a 5-year period. Monthly payments will begin after successful completion of a 90-day probationary period. Monthly tuition reimbursement payments may continue to be made by the dealership contingent on employment status at this dealership.
  + *If the apprentice is paying interest on a tuition loan, the dealership may opt to pay the balance up front and forgive a portion of the loan each month that the apprentice/junior technician remains employed by the dealership.*
* **Sign-On Bonus**: The dealership pays the new employee a Sign-On Bonus of $XX after successful completion of a 90-day probationary period.
* **Certification Bonuses**: The dealership pays the following bonuses once the apprentice achieves the specified certification
  + $X for ASE A4: Suspension and Steering
  + $X for ASE A5: Brakes
  + $X for ASE G1: Auto Maintenance and Light Repair
  + $X for ASE xEV: Electric Vehicles Awareness and Safety
  + $X for EPA
  + $X for OEM certifications
* **Tool Plans**:
  + **Tool Allowance**: The dealership provides a tool allowance of $XX   
    to be paid to the new employee after successful completion of a 90-day probationary period.
  + **Tool Reimbursement**: The dealership reimburses the new employee   
    up to $XX to be paid after successful completion of a 90-day probationary period. The dealership reimburses the employee as tools are purchased and receipts are submitted.
  + **Weekly Tool Fund Contribution Plan**: The dealership contributes twice the apprentice’s hourly wage per week into an apprentice tool account, which accumulates for tool purchases.
  + **Tool Lease-to-Own Program**: The dealership provides a starter tool set to the apprentice upon completion of one month’s employment. The apprentice pays back the cost through a small payroll deduction (one to two times the apprentice’s hourly wage per week) over a 12-24 month period. The remaining balance is forgiven if the apprentice continues employment after the deduction period.
  + **Starter Tool Kit Plan**: The dealership provides a starter tool set at hire.   
    The apprentice earns upgrades tied to competencies based on tenure or performance.
* **Related Technical Instruction**: The dealership will advance \_\_\_\_\_\_ % of the costs associated with related technical instruction (RTI) (including materials) during the apprenticeship period. If the apprentice fails to satisfactorily complete any RTI, the apprentice will be responsible for repaying the cost incurred by the dealership.
* **ASE Certification**: The dealership will advance \_\_\_\_\_\_ % of the costs associated with one set of training (including materials) and one testing attempt per ASE certification during the apprenticeship period. Additional training or testing attempts will be at the apprentice’s exclusive expense.
* **Emission Inspector Certification**: The dealership will advance \_\_\_\_\_\_ % of the costs associated with one set of training (including materials), one testing attempt, and any licensing fees for Emissions Inspector Certification (initial and renewal) during the apprenticeship period. Additional training, testing attempts, or fees will be at the apprentice’s exclusive expense.

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