Program Summary

NADA has collaborated with the ASE Educational Foundation to create a service technician apprenticeship program with a concentration in electric vehicles (EVs) to address the nationwide shortage of qualified internal combustion engine (ICE) and EV technicians. The U.S. Department of Labor has approved the program as a registered apprenticeship with a national scope. The initiative is designed to provide step-by-step guidance and resources for dealerships to build in-store apprenticeship programs that they can customize and manage either on their own or with support from their ATAEs.

The registered apprenticeship lasts **18 to 24 months** and includes **2,000 hours of hands-on experience** and **405 hours of related technical instruction**, which can be completed in person or online. Apprentices can take courses offered by ASE-accredited high schools, colleges, technical schools, and equivalent institutions, as well as those offered by OEMs. Because few shops today service solely electric vehicles, the apprenticeship task list and related technical instruction focus **60% on ICE components and those common to both ICEs and EVs, and 40% on EV components**. This will allow the apprenticeship to produce junior-level technicians who can work on both ICE vehicles and EVs.

The NADA/ASE apprenticeship is **competency-based**, and apprentices must practice and demonstrate proficiency in **197 specific tasks**. To demonstrate proficiency, the apprentice must achieve a score of proficient or satisfactory in three or more separate instances.

The expectation is that apprentices will be paid a wage in keeping with the local market conditions (NADA’s Annual Dealership Workforce Study provides solid data for each region). The Department of Labor requires that the apprentice receive **two wage increases**: one during the apprenticeship, once they have demonstrated proficiency in the foundational competencies, and one as an exit wage upon completion of the apprenticeship when they become a junior technician.

NADA and ASE are offering an Apprenticeship-in-a-Box (AIB) webpage with resources for interested dealers. The AIB includes guidance, samples, templates, frameworks, training materials, interview processes, lessons learned, best practices, and evaluation tools. The AIB can be found at:

**Disclaimer:** *These materials have been prepared for informational purposes only. Nothing in the materials is intended to constitute legal advice. Consumers should contact their attorney to obtain advice with respect to any particular legal matter. The presentation of this information is not intended to encourage concerted action among competitors or any other action on the part of dealers that would in any manner fix or stabilize the price or any element of the price of any good or service.*