

DIESEL TECHNOLOGY CAREER PATHWAY

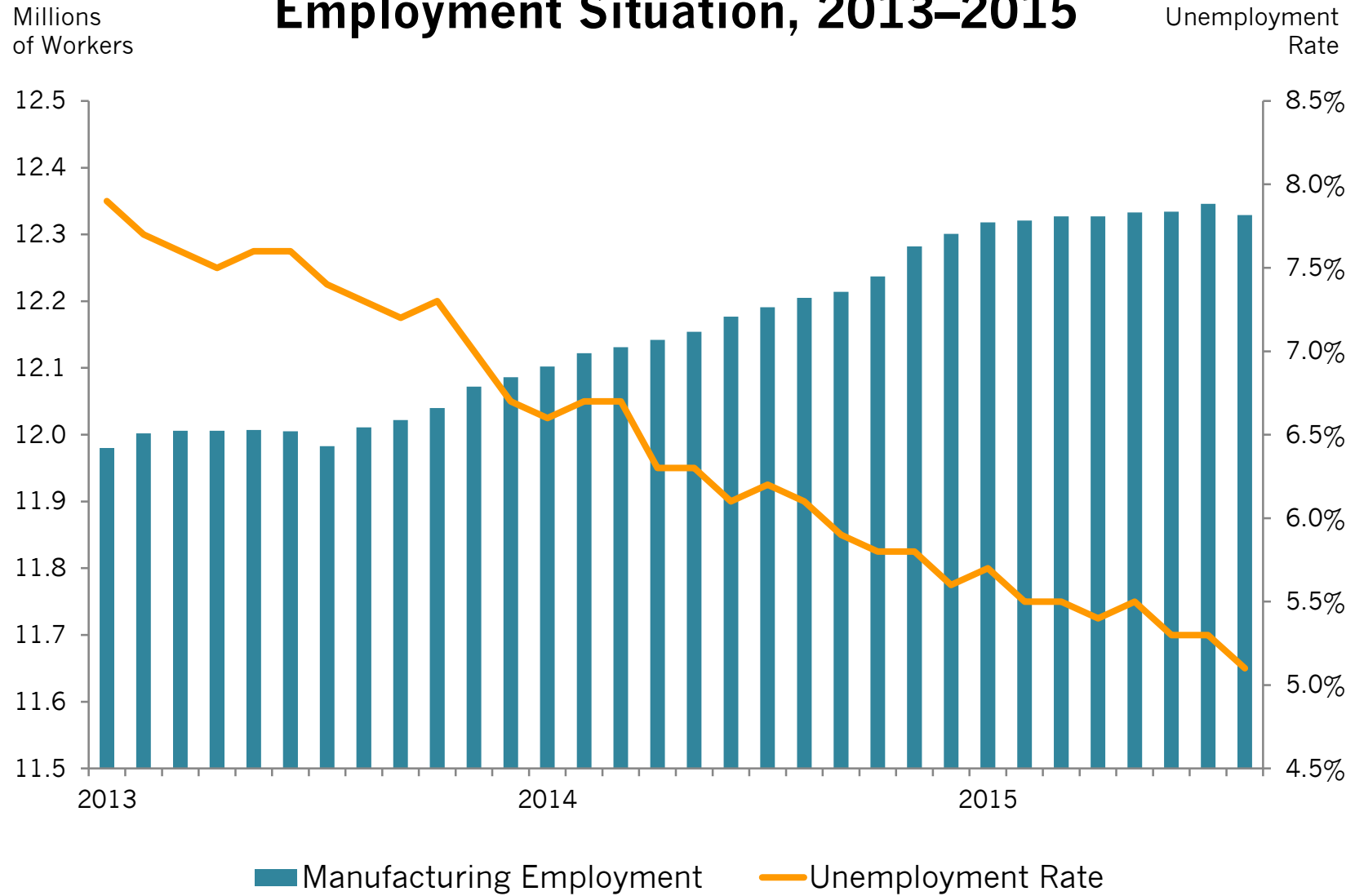
Preliminary Findings for GMACW



THE GAP



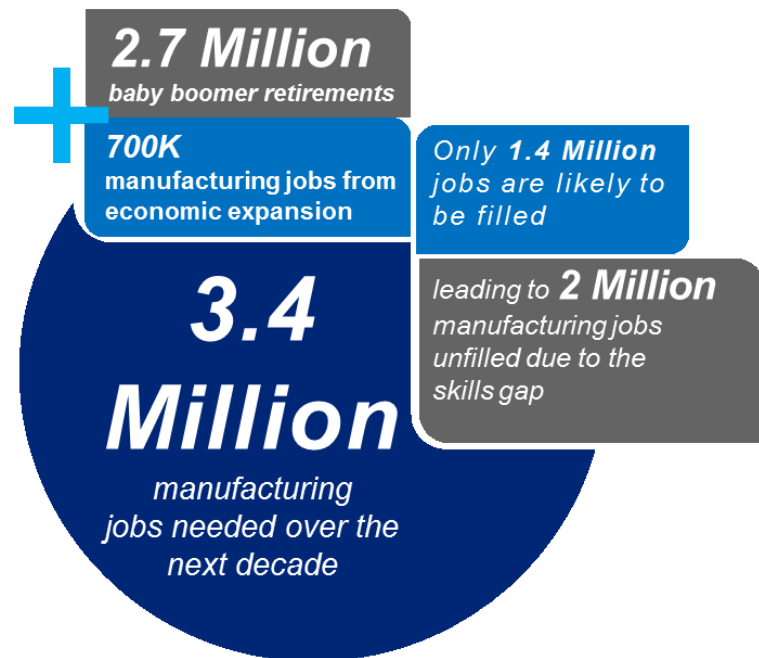
Employment Situation, 2013–2015



Source: Bureau of Labor Statistics

Filling Jobs Nationally Difficult

The skills gap is expected to result in **2,000,000** of those jobs being *unfilled*



In 2011, **600K** jobs were unfilled due to the skills gap

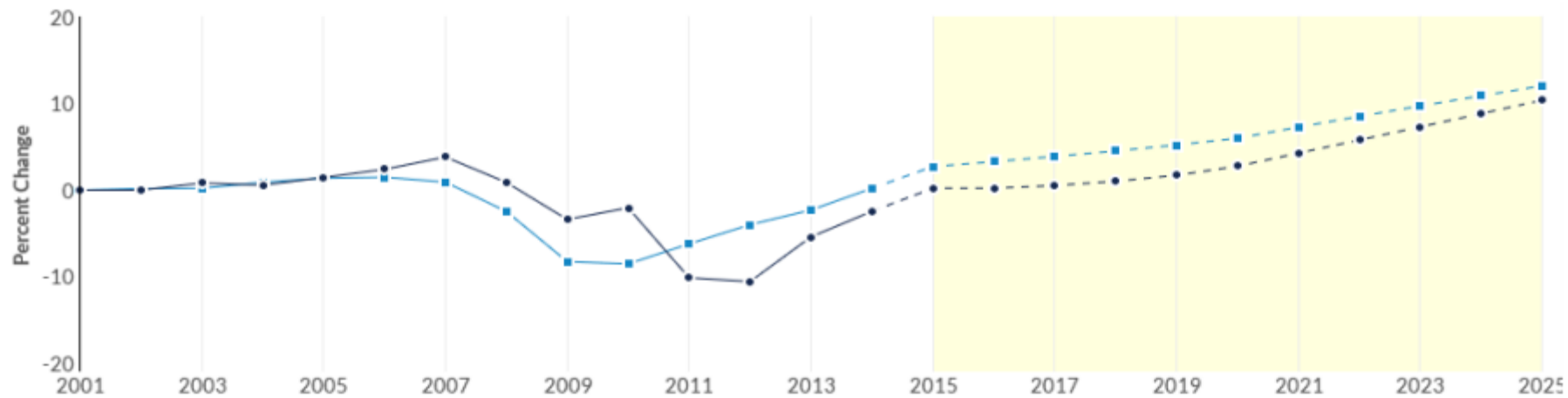
By 2025 the skills gap is expected to grow to **2 million**

Industry Demand

2015-2025 Diesel Technology Occupation Projected % Change Per County				
Region	2015 Jobs	2025 Jobs	Change	% Change
Crittenden County, AR	116	83	(33)	(28.4%)
Benton County, MS	16	19	3	18.8%
DeSoto County, MS	449	525	76	16.9%
Marshall County, MS	66	78	12	18.2%
Tate County, MS	56	49	(7)	(12.5%)
Tunica County, MS	22	29	7	31.8%
Fayette County, TN	49	52	3	6.1%
Shelby County, TN	2,779	3,058	279	10.0%
Tipton County, TN	125	156	31	24.8%
Totals	3,677	4,050	373	10.1%

Industry Demand

Regional Trends



Region	2015 Jobs	2025 Jobs	Change	% Change
● Region	3,677	4,050	373	10.1%
■ Nation	788,950	860,559	71,609	9.1%

Earnings

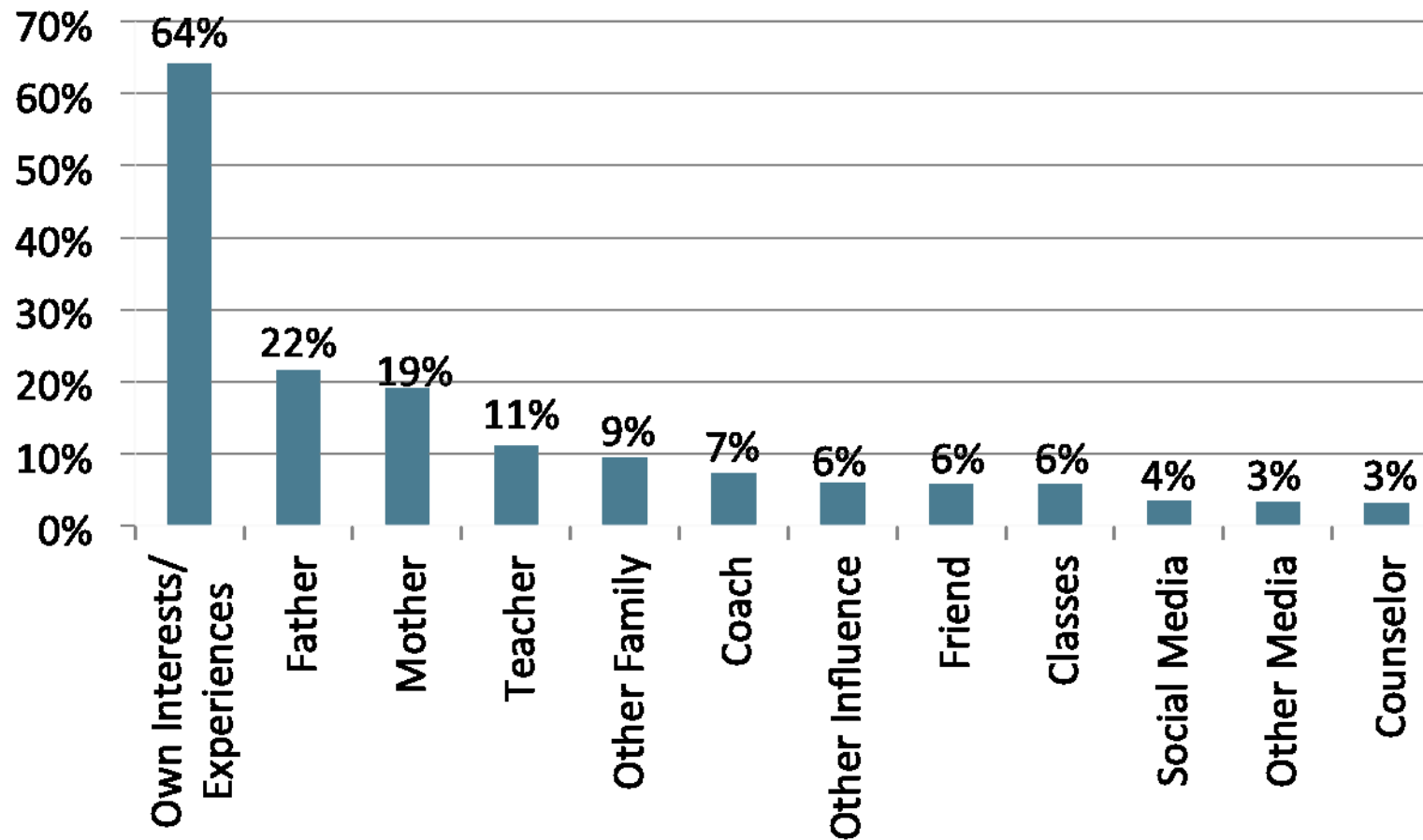
Median hourly earnings for Diesel Technology positions in the GMACW region is \$16.21 per hour, 3% lower than the national average of \$16.67 per hour. When applying these hourly earnings to full-time employment, the percentile breakdown of average yearly salaries is:

25th Percentile	50th Percentile	75th Percentile
\$26,000	\$33,800	\$45,300

STEPS TO CLOSE THE GAP




What Influences Careers?



Knowledge is Power

Return on Investment Calculator



Cost-Hire **Business Impact** **Possible Savings** **Cost to Implement** **ROI**

Cost of an Open Position

DIRECTIONS: Fill in the blanks below and on the following pages for your company or business unit.

Your Company/Business Unit

Number of Technical Employees ⓘ

Number of Hires Per 12 Month Period

Average Wage of Open Positions (Fully Loaded) ⓘ

Estimated ROI
1143%
▼

**Average cost of a bad hire:
1.5x base salary**

GMACW TARGET OCCUPATIONS

Getting to Action



Target Occupation

- **Bus and Truck Mechanics and Diesel Engine Specialists**
 - Diagnose, adjust, repair, or overhaul buses and trucks, or maintain and repair any type of diesel engines. Includes mechanics working primarily with automobile or marine diesel engines.
 - **Sample of reported job titles:** Bus Mechanic, Diesel Mechanic, Diesel Technician, Fleet Mechanic, General Repair Mechanic, Mechanic, Service Technician, Trailer Mechanic, Transit Mechanic, Truck Mechanic
- Technician's Assistant → Diesel Technician → Lead Technician

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