

# Automotive Collision and Repair Occupations

# Labor Market Information Report

# College of Marin

## Prepared by the San Francisco Bay Center of Excellence for Labor Market Research

**December 2020**

## Recommendation

Based on all available data, there appears to be an “undersupply” of Automotive Collision and Repair workers compared to the demand for this cluster of occupations in the Bay region and in the North Bay sub-region (Marin, Napa, Solano, Sonoma counties). There is a projected annual gap of about 691 students in the Bay region and 102 students in the North Bay Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 0949.00 - Automotive Collision Repair programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at College of Marin and in the region.

This report profiles Automotive Collision and Repair Occupations in the 12 county Bay region and in the North Bay sub-region for a proposed new Automotive Collision and Repair Technology, Painting and Refinishing program at College of Marin.

* **Automotive Body and Related Repairers (49-3021):** Repair and refinish automotive vehicle bodies and straighten vehicle frames. Excludes “Painters, Transportation Equipment” (51-9122) and “Automotive Glass Installers and Repairers” (49-3022).  
    Entry-Level Educational Requirement: High school diploma or equivalent  
    Training Requirement: Long-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 29%
* **Automotive Glass Installers and Repairers (49-3022):** Replace or repair broken windshields and window glass in motor vehicles.  
    Entry-Level Educational Requirement: High school diploma or equivalent  
    Training Requirement: Moderate-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 34%
* **Coating, Painting, and Spraying Machine Setters, Operators, and Tenders (51-9124):** NA  
    Entry-Level Educational Requirement: High school diploma or equivalent  
    Training Requirement: Moderate-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 25%

## Occupational Demand

**Table 1. Employment Outlook Automotive Collision and Repair Occupations in Bay Region**

| **Occupation** | **2019 Jobs** | **2024 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Automotive Body and Related Repairers | 3,511 | 3,611 | 100 | 3% | 1,834 | 367 | $20.17 | $26.91 |
| Automotive Glass Installers and Repairers | 105 | 111 | 6 | 6% | 60 | 12 | $12.36 | $15.76 |
| Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | 2,900 | 3,028 | 128 | 4% | 1,751 | 350 | $17.74 | $23.01 |
| **Total** | **6,516** | **6,750** | **234** | **4%** | **3,645** | **729** | **$18.96** | **$24.99** |
| Source: EMSI 2020.4 | | | | | | | | |

**Bay Region includes:** Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Automotive Collision and Repair Occupations in North Bay Sub-region**

| **Occupation** | **2019 Jobs** | **2024 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Automotive Body and Related Repairers | 574 | 584 | 10 | 2% | 294 | 59 | $21.45 | $30.01 |
| Automotive Glass Installers and Repairers | 12 | 12 | 0 | 0% | 0 | 0 | $10.96 | $14.97 |
| Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | 370 | 391 | 21 | 6% | 230 | 46 | $16.78 | $23.66 |
| **Total** | **956** | **987** | **31** | **3%** | **524** | **105** | **$19.51** | **$27.36** |
| Source: EMSI 2020.4 | | | | | | | | |

**North Bay Sub-Region includes:** Marin, Napa, Solano, Sonoma Counties

### Job Postings in Bay Region and North Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Dec 2019-Nov 2020)**

| **Occupation** | **Bay Region** | **North Bay** |
| --- | --- | --- |
| Automotive Body and Related Repairers | 646 | 107 |
| Automotive Glass Installers and Repairers | 133 | 19 |
| Painters, Transportation Equipment | 70 | 10 |
| Source: Burning Glass | | |

**Table 4a. Top Job Titles for Automotive Collision and Repair Occupations for latest 12 months (Dec 2019-Nov 2020) Bay Region**

| **Title** | **Bay** | **Title** | **Bay** |
| --- | --- | --- | --- |
| Auto Body Technician | 104 | Paint Prepper | 11 |
| Auto Glass Technician Trainee | 57 | Prepper | 8 |
| Auto Body Paint Technician | 30 | Collision Technician In Service | 8 |
| Seasonal Repair Specialist | 22 | Body Shop Technician | 8 |
| Water Damage Technician | 21 | Auto Body Technician - Silicon Valley | 8 |
| Auto Repair Technician | 20 | Auto Body Service Writer | 7 |
| Technician Trainee | 19 | Water Mitigation Technician | 6 |
| Collision Technician | 19 | Paint Specialist | 6 |
| Auto Body Paint Prepper | 18 | Paint Repair Technician | 6 |
| Source: Burning Glass | | | |

**Table 4b. Top Job Titles for Automotive Collision and Repair Occupations for latest 12 months (Dec 2019-Nov 2020) North Bay Sub-Region**

| **Title** | **North Bay** | **Title** | **North Bay** |
| --- | --- | --- | --- |
| Auto Body Technician | 19 | Manager Tire And Auto Repair | 3 |
| Auto Glass Technician Trainee | 10 | Body Shop Paint Prepper | 3 |
| Collision Technician | 7 | Auto Collision Body Technician | 3 |
| Auto Repair Technician | 7 | Auto Body Refinish Technician | 3 |
| Paint Prepper | 5 | Auto Body Parts Coordinator | 3 |
| Collision Technician - In | 5 | Auto Body Paint Prepper | 3 |
| Water Damage Technician | 4 | Auto Body Finisher | 3 |
| Technician Trainee | 4 | Auto Body Collision Shop Paint Prepper | 3 |
| Auto Body Service Writer | 4 | Collision Technician In Service | 2 |
| Source: Burning Glass | | | |

## Industry Concentration

**Table 5. Industries hiring Automotive Collision and Repair Workers in Bay Region**

| **Industry – 6 Digit NAICS (No. American Industry Classification) Codes** | **Jobs in Industry (2019)** | **Jobs in Industry (2024)** | **% Change (2019-24)** | **% Occupation Group in Industry (2019)** |
| --- | --- | --- | --- | --- |
| Automotive Body, Paint, and Interior Repair and Maintenance | 3,123 | 3,182 | 2% | 48% |
| General Automotive Repair | 464 | 477 | 3% | 7% |
| New Car Dealers | 368 | 371 | 1% | 6% |
| Automobile Manufacturing | 313 | 356 | 14% | 5% |
| Automotive Glass Replacement Shops | 207 | 258 | 25% | 3% |
| Electroplating, Plating, Polishing, Anodizing, and Coloring | 142 | 134 | -6% | 2% |
| Semiconductor Machinery Manufacturing | 120 | 127 | 6% | 2% |
| Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers | 87 | 89 | 3% | 1% |
| Sheet Metal Work Manufacturing | 79 | 86 | 9% | 1% |
| Temporary Help Services | 62 | 63 | 1% | 1% |
| Source: EMSI 2020.4 | | | | |

**Table 6. Top Employers Posting Automotive Collision and Repair Occupations in Bay Region and North Bay Sub-Region (Dec 2019-Nov 2020)**

| **Employers** | **Bay** | **Employer** | **North Bay** |
| --- | --- | --- | --- |
| Caliber Collision | 54 | Gc Auto Body | 22 |
| Safelite Auto Glass | 53 | Safelite Auto Glass | 9 |
| Safelite Autoglass | 36 | Caliber Collision | 7 |
| Tesla | 35 | Tesla | 5 |
| Gc Auto Body | 32 | Safelite Fulfillment Inc | 5 |
| Safelite Fulfillment Inc | 21 | Safelite Autoglass | 5 |
| Caliber Collision Centers | 21 | Gmp Cars,Llc | 5 |
| Dent Wizard | 19 | ServiceMaster | 4 |
| Tesla Motors | 17 | Maaco Collision Repair & Auto Painting | 4 |
| Dent Wizard International | 13 | Caliber Collision Centers | 4 |
| Dent Wizard Gmbh | 13 | Tesla Motors | 3 |
| Service King | 12 | Wet Xamples Collision & Restoration | 2 |
| Gmp Cars,Llc | 9 | Volkswagen | 2 |
| Safelite | 8 | The Body Shop International | 2 |
| Source: Burning Glass | | | |

## Educational Supply

There are five (5) community colleges in the Bay Region issuing 38 awards on average annually (last 3 years ending 2018-19) on TOP 0949.00 - Automotive Collision Repair. In the North Bay Sub-Region, there is one (1) community colleges that issued 3 awards on average annually (last 3 years) on this TOP code.

**Table 7. Community College Awards on TOP 0949.00 - Automotive Collision Repair in Bay Region**

| **College** | **Subregion** | **Associate** | **Certificate Low** | **Noncredit** | **Total** |
| --- | --- | --- | --- | --- | --- |
| Alameda | East Bay | 4 | 10 | 0 | 14 |
| Contra Costa | East Bay | 1 | 3 | 0 | 4 |
| Los Medanos | East Bay | 0 | 0 | 9 | 9 |
| Marin | North Bay | 0 | 3 | 0 | 3 |
| San Francisco | Mid-Peninsula | 0 | 8 | 0 | 8 |
| **Total** |  | **5** | **24** | **9** | **38** |
| Source: Data Mart | | | | | |

*Note: The annual average for awards is 2016-17 to 2018-19.*

## Gap Analysis

Based on the data included in this report, there is a labor market gap in the Bay region with 729 annual openings for the Automotive Collision and Repair occupational cluster and 38 annual (3-year average) awards for an annual undersupply of 691 students. In the North Bay Sub-Region, there is also a gap with 105 annual openings and 3 annual (3-year average) awards for an annual undersupply of 102 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0949.00 - Automotive Collision Repair**

| **2017-18** | **Bay**  **All CTE Program** | **Marin**  **All CTE Program** | **State 0949.00** | **Bay 0949.00** | **North Bay 0949.00** | **Marin 0949.00** |
| --- | --- | --- | --- | --- | --- | --- |
| % Employed Four Quarters After Exit | 67% | 60% | 62% | 60% | 57% | 57% |
| Median Quarterly Earning  Two Quarters After Exit | $11,466 | $10,082 | $7,200 | $10,680 | $11,587 | $11,587 |
| Median % Change in Earning | 31% | 27% | 40% | 49% | 5% | 5% |
| % of Students Earning a Living Wage | 53% | 28% | 44% | 33% | NA | NA |
| Source: Launchboard Pipeline (version available on August 2020) | | | | | | |

## Skills, Certifications and Education

**Table 9. Top Skills for Automotive Collision and Repair Occupations in Bay Region (Dec 2019-Nov 2020)**

| **Skill** | **Posting** | **Skill** | **Posting** |
| --- | --- | --- | --- |
| Repair | 529 | Traffic Maintenance | 85 |
| Auto Repair | 285 | Hammering | 80 |
| Automotive Painting | 205 | Customer Contact | 65 |
| Welding | 164 | Scheduling | 38 |
| Power Tools | 149 | Estimating | 36 |
| Painting | 136 | Hand Tools | 34 |
| Customer Service | 119 | Manual Dexterity | 34 |
| Lifting Ability | 115 | Forklift Operation | 33 |
| Personal Protective Equipment (PPE) | 94 | Mig and Tig Welding | 29 |
| Quality Management | 92 | Color Matching | 26 |
| Resource Management | 92 | Mechanical Knowledge | 25 |
| Cleaning | 86 | Network Hardware/Software Maintenance | 21 |
| Soldering | 85 | Record Keeping | 21 |
| Traffic Laws | 85 | Paint Shop Pro | 19 |
| Source: Burning Glass | | | |

**Table 10. Certifications for Automotive Collision and Repair Occupations in Bay Region (Dec 2019-Nov 2020)**

| **Certification** | **Posting** | **Certification** | **Posting** |
| --- | --- | --- | --- |
| Driver's License | 388 | Transportation of Dangerous Goods | 2 |
| Automotive Service Excellence (ASE) Certification | 44 | Personal Fitness Trainer Certification | 2 |
| I-Car | 39 | Department of Transportation (DOT) Medical Certification | 2 |
| Welding Certification | 12 | Adult Learning Certificate | 2 |
| Security Clearance | 4 | Phlebotomy Certification | 1 |
| Cdl Class C | 4 | Medical Examiner's License | 1 |
| OSHA Forklift Certification | 3 | Hazardous Materials Certification | 1 |
| Certified Composite Technician | 3 | Epa 609 | 1 |
| Certified Cardiographic Technician | 3 | Certified Car Inspector | 1 |
| Workplace Hazardous Materials  Information System | 2 | Business License | 1 |
| Source: Burning Glass | | | |

*Note: 46% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.*

**Table 11. Education Requirements for Automotive Collision and Repair Occupations in Bay Region**

| **Education (minimum advertised)** | **Latest 12 Mos. Postings** | **Percent 12 Mos. Postings** |
| --- | --- | --- |
| High school or vocational training | 213 | 100% |
| Source: Burning Glass | | |

*Note: 75% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.*

## Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

## Sources

O\*Net Online  
Labor Insight/Jobs (Burning Glass)  
Economic Modeling Specialists International (EMSI)  
CTE LaunchBoard www.calpassplus.org/Launchboard/  
Statewide CTE Outcomes Survey  
Employment Development Department Unemployment Insurance Dataset  
Living Insight Center for Community Economic Development  
Chancellor’s Office MIS system

## Contacts

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