

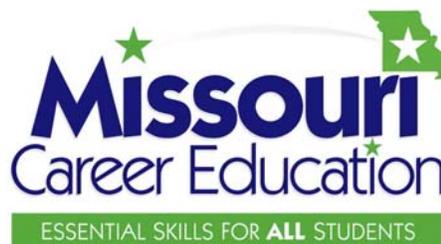
STATEWIDE VALIDATION

of
National Career Cluster Knowledge and Skills Statements
with
Suggestions to Better Prepare the Workforce of Tomorrow

*Responses Received from Online Survey of Missouri Business and Industry
Conducted November 20, 2006 through January 8, 2007*

16 Career Clusters

- *Agriculture, Food and Natural Resources*
- *Architecture and Construction*
- *Arts, Audio-Visual Technology, and Communication*
- *Business, Management and Administration*
- *Education and Training*
- *Finance*
- *Government and Public Administration*
- *Health*
- *Hospitality and Tourism*
- *Human Services*
- *Information Technology*
- *Law, Public Safety, Corrections and Security*
- *Manufacturing*
- *Marketing, Sales and Service*
- *Science, Technology, Engineering and Mathematics*
- ***Transportation, Distribution and Logistics***



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How essential are the following knowledge and skill statements to a "foundation" in a career or continuing education in Transportation, Distribution and Logistics? (Section 1 of 8) **ACADEMIC:**

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Demonstrate achievement of cluster specific academic knowledge and skills required to pursue the full-range of career and postsecondary education opportunities within the career cluster.	39% (21)	52% (28)	7% (4)	2% (1)	0% (0)	1.72
High school graduation requirements and state standards must be met in addition to these academic knowledge and skills.	64% (35)	33% (18)	4% (2)	0% (0)	0% (0)	1.40
Total Respondents						55

How essential are the following knowledge and skill statements to a foundation in a career or continuing education in Transportation, Distribution and Logistics? (Section 2 of 8) **COMMUNICATIONS:**

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Comprehend and use reading strategies to learn meaning, technical concepts, and vocabulary.	67% (34)	31% (16)	2% (1)	0% (0)	0% (0)	1.35
Locate, organize, and reference written information from various sources to communicate with co-workers and clients/participants.	55% (28)	43% (22)	2% (1)	0% (0)	0% (0)	1.47
Use correct grammar, punctuation, and terminology to write and edit documents.	39% (20)	55% (28)	6% (3)	0% (0)	0% (0)	1.67
Develop and deliver formal and informal presentations using appropriate media to engage and inform audiences.	12% (6)	49% (25)	29% (15)	10% (5)	0% (0)	2.37

Interpret verbal and nonverbal clues/behaviors to enhance communication with co-workers and clients/participants.	34% (17)	58% (29)	6% (3)	2% (1)	0% (0)	1.76
Apply active listening skills to obtain and clarify information.	73% (37)	25% (13)	2% (1)	0% (0)	0% (0)	1.29
Develop tables, charts, and figures to support written and oral communications.	10% (5)	33% (17)	51% (26)	6% (3)	0% (0)	2.53
Total Respondents						52

How essential are the following knowledge and skill statements to a foundation in a career or continuing education in Transportation, Distribution and Logistics? (Section 3 of 8) **PROBLEM SOLVING AND CRITICAL THINKING:**

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Formulate ideas, proposals, and solutions to problems.	55% (27)	41% (20)	4% (2)	0% (0)	0% (0)	1.49
Analyze and evaluate ideas, proposals, and solutions to problems.	57% (28)	37% (18)	6% (3)	0% (0)	0% (0)	1.49
Develop solutions to performance problems using a structured problem-solving process.	51% (25)	41% (20)	8% (4)	0% (0)	0% (0)	1.57
Use Personal Information Management (PIM)/Productivity applications.	12% (6)	55% (27)	24% (12)	2% (1)	6% (3)	2.17
Use electronic mail applications.	35% (17)	54% (26)	8% (4)	2% (1)	0% (0)	1.77
Use Internet applications.	59% (29)	35% (17)	4% (2)	2% (1)	0% (0)	1.49
Use writing/publishing applications.	22% (11)	57% (28)	16% (8)	4% (2)	0% (0)	2.02
Use presentation applications.	15% (7)	50% (24)	27% (13)	8% (4)	0% (0)	2.29
Use spreadsheet applications.	29% (14)	45% (22)	22% (11)	4% (2)	0% (0)	2.02
Use database applications.	29% (14)	49% (24)	20% (10)	2% (1)	0% (0)	1.96
Use collaborative/groupware applications.	12% (6)	43% (21)	35% (17)	10% (5)	0% (0)	2.43

Use computer operations applications.	43% (21)	39% (19)	18% (9)	0% (0)	0% (0)	1.76
Use computer-based equipment (containing embedded computers (or processors) used to control electromechanical devices).	45% (22)	47% (23)	6% (3)	2% (1)	0% (0)	1.65
Use geographic information systems software.	12% (6)	51% (25)	31% (15)	6% (3)	0% (0)	2.31
Total Respondents						49

What other foundation skills and knowledge are essential for all careers in Transportation, Distribution and Logistics?

Total Respondents	3
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How essential are the following knowledge and skill statements to a foundation in a career or continuing education in Transportation, Distribution and Logistics? (Section 4 of 8) **TECHNICAL SKILLS:**

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Identify and explain the role and function of necessary transportation-related technological systems.	22% (10)	56% (25)	22% (10)	0% (0)	0% (0)	2.00
Explain the importance of measuring and managing the reliability and performance of technological systems.	29% (13)	51% (23)	18% (8)	2% (1)	0% (0)	1.93
Explain major health, safety, and environmental risks and potential impacts of technological systems.	37% (17)	41% (19)	15% (7)	7% (3)	0% (0)	1.91
Participate in the evaluation and selection of technological systems.	20% (9)	49% (22)	24% (11)	7% (3)	0% (0)	2.18
Participate in efforts to improve the utilization and performance of technological systems.	26% (12)	52% (24)	20% (9)	2% (1)	0% (0)	1.98
Total Respondents						46

How essential are the following knowledge and skill statements to a foundation in a career or continuing education in Transportation, Distribution and Logistics? (Section 5 of 8) SYSTEMS:

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Explain the role and major functions of a TDL organization.	14% (6)	37% (16)	35% (15)	14% (6)	0% (0)	2.49
Define and explain the major measures used by a TDL organization to manage and improve performance.	19% (8)	44% (19)	26% (11)	9% (4)	2% (1)	2.26
Explain the impact of economic, social, and technological changes on a TDL organization and its role in the TDL industry.	14% (6)	42% (18)	26% (11)	14% (6)	5% (2)	2.41
Explain the role of risk management in reducing risks and improving performance in TDL organizations.	30% (13)	41% (18)	20% (9)	7% (3)	2% (1)	2.05
Explain the roles and functions of government in regulating and supporting TDL organizations within the industry.	16% (7)	47% (20)	26% (11)	12% (5)	0% (0)	2.33
Manage customer relationships (internal and/or external customers).	61% (27)	34% (15)	5% (2)	0% (0)	0% (0)	1.43
Develop and manage plans and budgets to accomplish organizational goals and objectives.	36% (16)	48% (21)	14% (6)	2% (1)	0% (0)	1.82
Develop plans to improve organizational performance including customer satisfaction and service/operations performance.	50% (22)	41% (18)	9% (4)	0% (0)	0% (0)	1.59
Maintain compliance with organizational policies and government laws and regulations.	55% (24)	41% (18)	5% (2)	0% (0)	0% (0)	1.50
Total Respondents						44

How essential are the following knowledge and skill statements to a foundation in a career or continuing education in Transportation, Distribution and Logistics? (Section 6 of 8) SAFETY, HEALTH AND ENVIRONMENTAL:

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Describe the major regulatory areas (e.g. personal protective equipment) and government laws and regulations.	21% (9)	67% (29)	9% (4)	2% (1)	0% (0)	1.93
Explain the major components and benefits of health, safety, and environmental management systems in TDL organizations.	16% (7)	56% (24)	23% (10)	5% (2)	0% (0)	2.16
Explain how government agencies promote compliance and improved health, safety, and environmental performances in TDL organizations.	9% (4)	56% (24)	28% (12)	7% (3)	0% (0)	2.33
Explain how TDL organizations promote improved health, safety, and environmental performance in logistics, distribution, and transportation organizations.	7% (3)	55% (23)	31% (13)	7% (3)	0% (0)	2.38
Demonstrate personal commitment to safety, health, and environment policies and procedures.	42% (18)	47% (20)	12% (5)	0% (0)	0% (0)	1.70
Develop plans to improve health, safety, and environmental performance.	25% (10)	52% (21)	22% (9)	0% (0)	0% (0)	1.98
Total Respondents						43

How essential are the following knowledge and skill statements to a foundation in a career or continuing education in Transportation, Distribution and Logistics? (Section 7 of 8) **LEADERSHIP AND TEAMWORK:**

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Provide group leadership.	56% (23)	34% (14)	10% (4)	0% (0)	0% (0)	1.54
Collaborate with others.	70% (30)	30% (13)	0% (0)	0% (0)	0% (0)	1.30
Conduct and participate in meetings.	51% (22)	44% (19)	5% (2)	0% (0)	0% (0)	1.53
Total Respondents						43

ETHICS AND LEGAL RESPONSIBILITIES:

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Demonstrate awareness of legal responsibilities for different roles and functions within organizations.	55% (23)	45% (19)	0% (0)	0% (0)	0% (0)	1.45
Recognize differences in ethical and legal responsibilities.	60% (25)	36% (15)	5% (2)	0% (0)	0% (0)	1.45
Apply ethical reasoning to different workplace situations.	64% (27)	31% (13)	5% (2)	0% (0)	0% (0)	1.40
Identify strategies for responding to unethical or illegal actions of individuals and organizations.	63% (26)	34% (14)	2% (1)	0% (0)	0% (0)	1.39
Total Respondents						43

How essential are the following knowledge and skill statements to a foundation in a career or continuing education in Transportation, Distribution and Logistics? (Section 8 of 8)

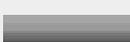
EMPLOYABILITY AND CAREER DEVELOPMENT:

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Explain written organizational policies, rules, and procedures to help employees perform their jobs.	26% (11)	67% (29)	7% (3)	0% (0)	0% (0)	1.81
Identify and demonstrate positive work behaviors and personal qualities.	58% (25)	35% (15)	7% (3)	0% (0)	0% (0)	1.49
Identify and explore career opportunities in one or more career pathways.	28% (12)	51% (22)	19% (8)	2% (1)	0% (0)	1.95
Develop a personal career plan to meet career goals and objectives.	42% (18)	53% (23)	2% (1)	2% (1)	0% (0)	1.65
Demonstrate ability to seek and apply for employment.	53% (23)	37% (16)	5% (2)	5% (2)	0% (0)	1.60
Demonstrate ability to evaluate and compare employment opportunities and accept employment.	56% (24)	37% (16)	2% (1)	5% (2)	0% (0)	1.56
Total Respondents						43

What other foundation skills and knowledge are essential for all careers in Transportation, Distribution and Logistics?

Total Respondents	1
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Please select a career pathway:

		Response Percent	Response Total
Transportation Operations		13.6%	6
Logistics Planning and Management		4.5%	2
Warehousing and Distribution Center Operations		2.3%	1
Facility and Mobile Equipment Maintenance		20.5%	9
Transportation Systems/ Infrastructure Planning		2.3%	1
Management and Regulations		18.2%	8
Health and Safety management		0%	0
Sales and Service		38.6%	17
Total Respondents			44

How essential are the following skills for the "Transportation Operations" career pathway?

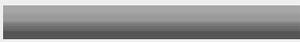
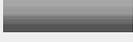
	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Develop and manage transportation plans to move people and/or goods to meet customer requirements.	48% (15)	35% (11)	6% (2)	6% (2)	3% (1)	1.70
Improve the performance of transportation operations to meet customer and business requirements.	53% (16)	33% (10)	7% (2)	3% (1)	3% (1)	1.59
Maintain and improve compliance with company policies and government laws and regulations	52% (16)	39% (12)	3% (1)	3% (1)	3% (1)	1.57
Total Respondents						31

What additional skills and knowledge are essential for careers in this pathway?

Total Respondents

0

How would you characterize your relationship to the workforce in the career pathway of Transportation Operations? Answer as many as applicable.

		Response Percent	Response Total
I make hiring decisions		60%	18
I supervise people who are in this career field		46.7%	14
I work in this career pathway.		43.3%	13
I have a friend or relative who works in this career field		20%	6
I have an interest in improving the quality of the workforce in this area		53.3%	16
I have an interest in attracting more people to this career field		40%	12
I have no professional connection with this career field		16.7%	5
Other (please specify)		6.7%	2
Total Respondents			30

Thank you for your responses. Please indicate what you would like to do next.

		Response Percent	Response Total
Continue to the final wrap-up questions of this survey		96.6%	28
Return to the Transportation, Distribution and Logistics career cluster list to select another career pathway.		3.4%	1
Total Respondents			29

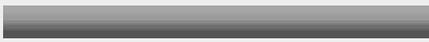
How essential are the following skills for the "Logistics Planning and Management Services" career pathway?

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Develop logistics solutions for customers.	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)	1.50
Analyze and improve performance of logistics systems.	0% (0)	100% (2)	0% (0)	0% (0)	0% (0)	2.00
Total Respondents						2

What other skills and knowledge are essential for this career pathway?

Total Respondents	0
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How would you characterize your relationship to the workforce in the career pathway of Logistics Planning and Management Services? Answer as many as applicable.

		Response Percent	Response Total
I make hiring decisions		66.7%	2
I supervise people who are in this career field		66.7%	2
I work in this career field		66.7%	2
I have a friend or relative who works in this career field		0%	0
I have an interest in improving the quality of the workforce in this area		0%	0
I have an interest in attracting more people to this career field		33.3%	1
I have no professional connection with this career field		0%	0
Other (please specify)		0%	0
Total Respondents			3

Thank you for your responses. Please indicate what you would like to do next.

		Response Percent	Response Total
Continue to the final wrap-up questions of this survey		100%	3
Return to the Transportation, Distribution and Logistics career cluster list to select another pathway.		0%	0
Total Respondents			3

How essential are the following skills for the "Warehousing and Distribution Center Operations" career pathway?

	Very important	Important	Slightly Important	Not Important	No opinion	Response Average
Prepare, process, and store incoming and outgoing goods and materials.	100% (1)	0% (0)	0% (0)	0% (0)	0% (0)	1.00
Improve the performance of warehousing and distribution operations to meet customer and business requirements.	0% (0)	100% (1)	0% (0)	0% (0)	0% (0)	2.00
Maintain the compliance of transportation operations with company policies and government laws and regulations.	0% (0)	100% (1)	0% (0)	0% (0)	0% (0)	2.00
Total Respondents						1

What other skills and knowledge are essential for this career pathway?

Total Respondents	0
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How would you characterize your relationship to the workforce in the career pathway of Warehousing and Distribution Center Operations? Answer as many as applicable.

	Response Percent	Response Total
I make hiring decisions	100%	1
I work in this career field	100%	1
I supervise people who are in this career field	100%	1
I have an interest in improving the quality of the workforce in this area	0%	0
I have an interest in attracting more people to this career field	0%	0
I have no professional connection with this career field	0%	0

I have a friend or relative who works in this career field		0%	0
No response		0%	0
Total Respondents			1

Thank you for your responses. Please indicate what you would like to do next.

		Response Percent	Response Total
Continue to the final wrap-up questions of this survey		100%	1
Return to the Transportation, Distribution and Logistics career cluster list to select another pathway.		0%	0
Total Respondents			1

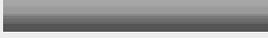
How essential are the following skills for the "Facility and Mobile Equipment Maintenance" career pathway?

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Develop and manage preventive maintenance plans and systems.	67% (8)	33% (4)	0% (0)	0% (0)	0% (0)	1.33
Maintain and improve facilities, equipment, and system performance.	75% (9)	25% (3)	0% (0)	0% (0)	0% (0)	1.25
Total Respondents						12

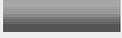
What other skills and knowledge are essential for this career pathway?

Total Respondents	0
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How would you characterize your relationship to the workforce in the career pathway of Facility and Mobile Equipment Maintenance? Answer as many as applicable.

		Response Percent	Response Total
I make hiring decisions		75%	9
I supervise people who are in this career field		75%	9
I work in this career field		83.3%	10
I have a friend or relative who works in this career field		41.7%	5
I have an interest in improving the quality of the workforce in this area		83.3%	10
I have an interest in attracting more people to this career field		91.7%	11
I have no professional connection with this career field		0%	0
Other (please specify)		8.3%	1
Total Respondents			12

Thank you for your responses. Please indicate what you would like to do next.

		Response Percent	Response Total
Continue to the final wrap-up questions of this survey		81.8%	9
Return to the Transportation, Distribution, and Logistics career cluster list to select another pathway.		18.2%	2
Total Respondents			11

How essential are the following skills for the "Transportation Systems/Infrastructure Planning, Management and Regulations" career pathway?

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Plan and maintain public transportation infrastructure.	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)	1.50
Plan and manage public transportation services.	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)	1.50
Transportation system management.	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)	1.50
Total Respondents						2

What other skills and knowledge are essential for this career pathway?

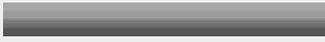
Total Respondents	1
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How would you characterize your relationship to the workforce in the career pathway of Transportation Systems/Infrastructure Planning, Management and Regulations? Answer as many as applicable.

		Response Percent	Response Total
I make hiring decisions		0%	0
I supervise people who are in this career field		0%	0
I work in this career field		0%	0
I have a friend or relative who works in this career field		50%	1
I have an interest in improving the quality of the workforce in this area		50%	1
I have an interest in attracting more people to this career field		50%	1
I have no professional connection with this career field		50%	1
Other (please specify)		0%	0

Total Respondents	2

Thank you for your responses. Please indicate what you would like to do next.

		Response Percent	Response Total
Continue to the final wrap-up questions of this survey		50%	1
Return to the Transportation, Distribution and Logistics career cluster list to select another pathway.		50%	1
Total Respondents			2

How essential are the following skills for the "Health, Safety, and Environmental Management" career pathway?

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Develop and maintain safety, health and environmental management systems.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0.00
Improve Safety, Health, and Environmental System performance	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0.00
Total Respondents						0

What other skills and knowledge are essential for this career pathway?

Total Respondents	0

How essential are the following skills for the "Sales and Service" career pathway?

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Manage sales and service operations.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0.00
Sell transportation services.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0.00
Total Respondents						0

What other skills and knowledge are essential for this career pathway?

Total Respondents	0
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How would you characterize your relationship to the workforce in the career pathway of Sales and Service? Answer as many as applicable.

	Response Percent	Response Total
I make hiring decisions	0%	0
I supervise people who are in this career field	0%	0
I work in this career field	0%	0
I have a friend or relative who works in this career field	0%	0
I have an interest in improving the quality of the workforce in this area	0%	0
I have an interest in attracting more people to this career field	0%	0
I have no professional connection with this career field	0%	0
Other (please specify)	0%	0
Total Respondents		0

Thank you for your responses. Please indicate what you would like to do next.

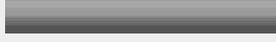
		Response Percent	Response Total
Continue to the final wrap-up questions of this survey		0%	0
Return to the Transportation, Distribution and Logistics career cluster list to select another pathway.		0%	0
Total Respondents			0

In which state do you live?

		Response Percent	Response Total
Missouri		95.2%	40
Other (please specify)		4.8%	2
Total Respondents			42

Please indicate the professional area in which you work:

		Response Percent	Response Total
Business/Industry		85.7%	36
State Agency		7.1%	3
Federal Agency		0%	0
Association/Chamber		2.4%	1
Secondary Education		0%	0
Postsecondary Education		2.4%	1
Other (please specify)		2.4%	1
Total Respondents			42

Years of work experience:			
		Response Percent	Response Total
Student		0%	0
0-1		0%	0
2-5		2.4%	1
6-10		4.8%	2
11-20		23.8%	10
21-30		42.9%	18
31+		26.2%	11
Total Respondents			42

What other comments would you like to add related to career education in Missouri?	
Total Respondents	5

Would you be willing to participate in future surveys like this related to Missouri Career Education and workforce development?			
		Response Percent	Response Total
Yes		36.6%	15
Maybe		36.6%	15
No		26.8%	11
Total Respondents			41

Would you be willing to serve on a local or state advisory council for the betterment of career education and workforce preparation in Missouri?

		Response Percent	Response Total
Yes		28.6%	12
Maybe		26.2%	11
No		45.2%	19
Total Respondents			42

If you indicated "yes" or "maybe" to either of the two questions above, please provide DESE your contact information (include name, company, address, telephone number, and e-mail address). This information will be used solely for the purposes described.

Total Respondents	18
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Through which channel did you receive this survey?

		Response Percent	Response Total
Trade association or professional society		28.6%	12
Chamber of Commerce or industry group		2.4%	1
Business colleague		4.8%	2
e-mail from Department of Elementary and Secondary Education		45.2%	19
Educator		11.9%	5
Website link		2.4%	1
Word-of-mouth		0%	0
Other (please specify)		4.8%	2
Total Respondents			42

Was this survey easy to use?			
		Response Percent	Response Total
Yes		81%	34
No		0%	0
Somewhat		19%	8
Comments		0%	0
Total Respondents			42

COMMENTS FOR TRANSPORTATION, DISTRIBUTION AND LOGISTICS:**FOUNDATION Knowledge and Skills:**

What other foundation skills and knowledge are essential for all careers in Transportation, Distribution and Logistics?	
1.	I would emphasize "Group" or "Team" problem solving.
2.	Critical/Analytical thinking skills and the ability to apply these to everyday situations to arrive at solutions to problems they might face.
3.	It is very important to stress the skill of being a good listener and then being able to ask good questions about what you just heard.
What other foundation skills and knowledge are essential for all careers in Transportation, Distribution and Logistics?	
1.	Career plan is very important, if a person does not know where they wish to go they can not develop a path to get there. First impressions in job interviews can generate a job offer or no call back.

PATHWAY Knowledge and Skills:**PATHWAY – TRANSPORTATION OPERATIONS**

No comments.

PATHWAY – LOGISTICS PLANNING AND MANAGEMENT

No comments.

PATHWAY – WAREHOUSING AND DISTRIBUTION CENTER OPERATIONS

No comments.

PATHWAY – FACILITY AND MOBILE EQUIPMENT MAINTENANCE

No comments.

PATHWAY – TRANSPORTATION SYSTEMS/INFRASTRUCTURE PLANNING

What other skills and knowledge are essential for this career pathway?	
1.	efficient use of systems

PATHWAY – MANAGEMENT AND REGULATIONS

No comments.

PATHWAY – HEALTH AND SAFETY MANAGEMENT

No comments.

PATHWAY – SALES AND SERVICE

No comments.

OTHER COMMENTS:

What other comments would you like to add related to career education in Missouri?	
<u>1.</u>	Most training opportunities focus on the "technical" side of the career, however, I think more education should be provided on the "people" side of the career or developing your "people" skills so you are more capable of handling a multitude of situations.
<u>2.</u>	I am a Service Manager an equipment sales and service company. We used to hire low skill level mechanics to overhaul engines, transmissions, brakes, etc and all this required minimal diagnostic skills. Today's equipment requires a different mindset and different skills. The whole thought process must be toward diagnostics and analytical thought. This type of person will probably advance out of the shop and will need other communication skill also.
<u>3.</u>	There needs to be more information and materials out to the public on Career opportunities in the Automotive Mechanic fields. The public needs to know what the programs are and how to get information about them and how to get their kids involved in the programs.
<u>4.</u>	Always look to yourself for self-improvement and for a job in Missouri. Accomplishing those two goals will lead to a rewarding lifestyle.
<u>5.</u>	There is a huge shortage of qualified mechanics and technicians looming on the horizon. I think any type of intro to the high school students that are better suited to a vocational program regarding the opportunities in the mechanic field, would be quite helpful. The pending demand is already creating a difference in the pay and benefits for the person that wants to make mechanicing a career. We just need to create more exposure to the individuals regarding what types of opportunities are available for them in this particular field.