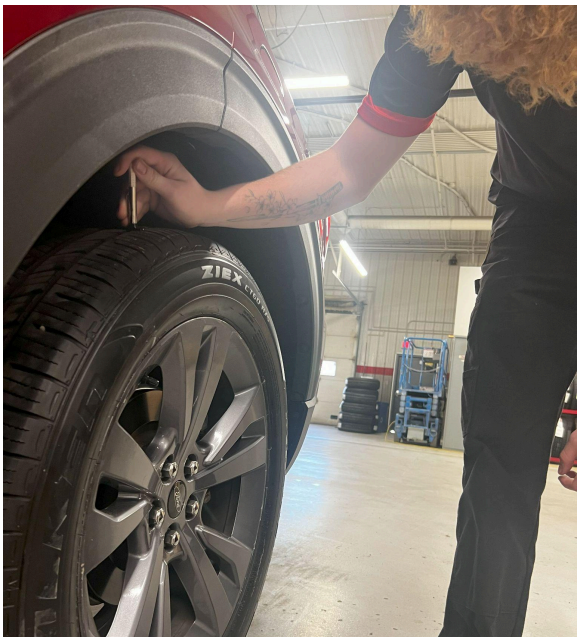
TECH PATHWAYS

Under the Hood Journal

June 2025

Learning Through Inspection: How Trade-Ins Support Apprentice Training



One of the most valuable hands-on training opportunities for our apprentices comes from inspecting trade-in vehicles. These cars and trucks offer real-world examples of wear, performance, and repair needs, making them ideal teaching tools.

As part of their on-the-job experience, apprentices are responsible for completing thorough evaluations of vehicles as they arrive. They learn to assess everything from basic maintenance needs to larger mechanical concerns using a detailed inspection process that mirrors what experienced technicians do every day.

These inspections serve a bigger purpose too. The information apprentices gather helps our sales teams make informed decisions about which vehicles should move forward to reconditioning and resale. It reinforces a critical lesson early in their careers: a technician's attention to detail directly impacts the trust customers place in the vehicles we offer.

Whether it is identifying a worn suspension component or recommending a full diagnostic review, this process teaches apprentices not just how to turn a wrench but how to think like a technician.

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Leaders Are Readers

At Tech Pathways, we believe leadership is a skill that grows with intention. That is why our apprentices do more than train in the shop. They also read and discuss leadership books during bi-monthly meetings.

A quick look at one of our apprentice's, Nathan, toolbox tells the story. Alongside their tools sits a book chosen to challenge their thinking and build key skills like confidence, communication, and accountability.

We are not just preparing future technicians. We are shaping future leaders. And it all starts with learning. Because leaders are readers.

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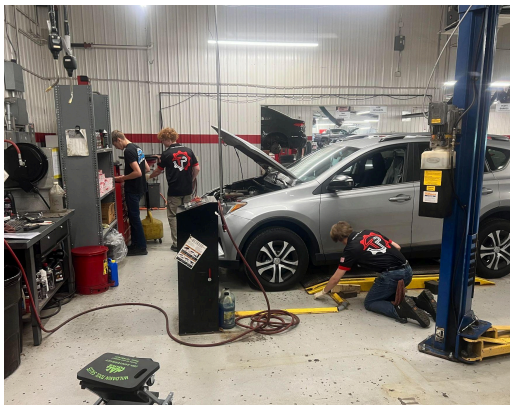
What Our Current Apprentices Are Up To



As our former Apprentices transition out of the Apprenticeship and into their full time roles at Toyota and Nissan, our new Apprentice class begins their full-time employment at Hanover Auto Team- and, at the moment, working together at Hanover Toyota to help keep the maintenance expenses running smoothly. Over the next few months, they will each find their place in one of our service departments where they will train under a master Technician for their last year of Apprenticeship.

Tech Pathways to carry the torch at Champion Center for Leadership and Workforce Development

CHAMPION

Center for Leadership and Workforce Development

This year, Tech Pathways is expanding. Not just in space, but in purpose. Renovations begin this summer at one of Hanover Auto Team's old buildings, which will soon become the new home of Tech Pathways. We're preparing to move into the updated facility this fall as part of the larger vision of the Champion Center for Leadership and Workforce Development.

While each program housed in the Champion Center will operate independently, we are united by a common mission: to equip and empower

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the next generation through hands-on learning, leadership training, and real-world preparation.

We're energized by the opportunity to join other like-minded organizations under one roof, each contributing in unique ways to Hanover's future workforce. This project is a true community effort—made possible through the commitment and collaboration of local businesses, educators, and leaders. We're proud to be part of a movement that's investing in young people and building a stronger future for our region.

Technology in the Classroom

Our graduating class of Pre-Apprentices found a way to "Make It Fun Again" in the classroom as we wrapped up the school year. As a way to incorporate technology into one of their final lessons, they worked in teams to brainstorm, plan, and direct "Reels" that can be used on our social media platforms. From "Good Tech vs. Bad Tech," "Old Tech vs. New Tech," and "Day in the Life of a Tech Pathways Student," the videos were entertaining, informative, and funny! A great way to highlight technology in an ever-changing industry. Check us out on our Tech Pathways Facebook to see the end results!

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Exciting Upcoming Dates

- **Tech Pathways Closed:** May 16 - September 2
- **Welcome to Tech Pathways Event Night:** August 28

Stay Connected

Feel Free to send this to friends and family, and encourage them to sign up to stay informed: FOLLOW THIS LINK

For any questions or further information, please contact us at futureofauto@hanoverautoteam.com.

We look forward to another fantastic year of learning and growth together!