TECH PATHWAYS

Under the Hood Journal

June 2026

More Than Just Driving

One of the most anticipated milestones for our new apprentices happens during their very first week on the job is getting behind the wheel of a customer vehicle.

While our pre-apprentices spend hundreds of hours learning technical and leadership skills, they are not permitted to drive training vehicles. That privilege comes later, once they become employees and begin their apprenticeship journey. At first glance, moving a vehicle may seem simple, but it is a skill that requires focus, awareness, and professionalism.

Apprentices quickly learn that navigating a busy shop means maneuvering through tight spaces, avoiding obstacles, and being mindful of teammates working nearby. More importantly, they learn that every vehicle belongs to someone who trusts us with one of their largest investments. Learning to safely move vehicles in and out of service bays is one of the first lessons in responsibility, attention to detail, and earning that trust. It's a small task that carries a big responsibility and an important first step in becoming a professional technician.

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Passing the Torch

Every skilled technician can trace their growth back to someone who invested in them.

Tech Pathways Director Frank Fuhrman credits much of his technical development and many of the life lessons he still carries today to Marine Corps veteran and civil service technician Delgar Ford. He mentored Frank while they worked together at Shaw Air Force Base in South Carolina from 2000-2003.

"He gave me enough freedom to learn, make connections, and even fail," Frank recalls. "Sometimes I'd spend hours stuck on a problem, and he'd walk over, sprinkle what he called his 'magic pixie dust,' and have it figured out in minutes."

While the technical knowledge was invaluable, the relationship itself left the greatest impact. Through patience, encouragement, accountability, and example, a mentor helped shape not only the technician Frank would become, but the person as well.

Today, that experience serves as a reminder of what we hope to accomplish through Tech Pathways. As our apprentices begin working alongside mentor technicians throughout Hanover Auto Team, our prayer is that the torch once passed from mentor to student will continue to be passed forward. Impacting the teammate, employee, and leader they want to become.

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What Our Current Apprentices Are Up To

The Apprentices are BACK in the shop and ready to start their apprenticeships! For the summer, the students will be working from Tech Pathways learning the ins and outs of being a full-time employee, working on a few projects, and gaining their inspection licenses.

Last week, their days were split between working on a donation vehicle in the morning and Safety Inspection classes in the afternoon! We are continually impressed with their commitment to the program and to their futures!

Technician Appreciation Week

Earlier this month was Technician Appreciation week, and our Apprentices (and all of Hanover Auto Team!) got to enjoy one of the SWEETEST parts of their employment- Milkshakes from the PA Dairyman's Association! What a refreshing and delicious way to celebrate our Technicians and thank them for the hard work they put in every day of the year!

Each of our Technicians also received a Hanover Auto Team "I am a Technician" magnet for their toolboxes!

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Exciting Upcoming Dates

- **Tech Pathways Closed:** May 14 - September 1
- **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!