



The Economic Value of Caliber Collision's Technician Apprentice Program

Caliber Collision's Technician Apprentice Program (Caliber's TAP) is a paid collision repair program. The program provides hands-on auto body technician training at a Caliber Collision center through a mentorship model with an experienced technician mentor. The apprentices are immersed in a purpose- and team-driven culture. Furthermore, they have the opportunity to earn a competitive wage while in the program.

This analysis demonstrates that Caliber's TAP creates a strong impact on the Texas business community and generates benefits for its major stakeholder groups—apprentices, taxpayers, and society. It uses a two-pronged approach that involves an economic impact analysis and a benefits analysis. Results of the analysis reflect apprentices served through the end of 2024 in Caliber's TAP across Texas.*



Economic impact analysis

Apprentice impact

- Caliber's TAP began in 2022. By the end of 2024, the program had served 848 apprentices in Texas, 559 of whom either successfully completed the program or are still in the program.
- While in TAP, the apprentices gain the knowledge and skills to become best in class body technicians. Whether apprentices remain at Caliber or become employed at a different company, they add to their employer's output.
- The net impact of TAP's current and former apprentices currently employed in the state workforce amounted to **\$22.1 million** in added income in 2024, which is equivalent to supporting **288 jobs**. This means Texas businesses gained **\$39,542** in income per apprentice from TAP in 2024. This impact will continue to grow as more apprentices enter and complete the program.

Per apprentice...



Texas businesses gained in added income in 2024

\$39,542

* Caliber's TAP is offered nationwide. This analysis, however, focuses just on TAP in Texas.





Benefits analysis

Apprentice perspective

- Caliber covers all costs of the program for apprentices, including tools and equipment. Furthermore, apprentices earn a competitive wage while enrolled in the program. As such, TAP's apprentices face no costs for participating in the program, and in fact begin earning wages as soon as they enter the program.
- In return for their program participation, apprentices who either completed the program or are still enrolled in the program by the end of 2024 will receive a cumulative present value of **\$302.0 million** in increased earnings over their working lives. This translates to a lifetime earnings increase of **\$540,332** per apprentice.

Taxpayer perspective

- Caliber's TAP is fully funded by Caliber. Regardless, Texas taxpayers will benefit from added tax revenue from apprentices who either completed the program or are still enrolled in the program by the end of 2024. This stems from apprentices' higher lifetime earnings and subsequent spending power and increased business output, amounting to **\$113.2 million**. A reduced demand for government-funded services in Texas will add another **\$1.9 million** in benefits to taxpayers.
- Total taxpayer benefits amount to **\$115.2 million**, the present value sum of the added tax revenue and public sector savings. This translates to **\$206,013** in taxpayer benefits per apprentice across apprentices' working lives.

Social perspective

- Over the course of the working lives of apprentices who either completed the program or are still enrolled in the program by the end of 2024, the Texas economy will grow by \$1.3 billion in added apprentice income, \$504.7 million in added business income, as well as \$5.9 million in social savings related to health, the justice system, and income assistance in Texas.
- Total social benefits amount to **\$1.8 billion**, the present value sum of the added apprentice income, business income, and social savings. This translates to **\$3.2 million** in social benefits per apprentice across apprentices' working lives.

Per apprentice...



Apprentices will gain in lifetime earnings

\$540,332



Taxpayers will gain in added tax revenue and public sector savings across apprentices' working lives

\$206,013



Society will gain in added income and social savings across apprentices' working lives

\$3.2 million

