



AUGUST 21-23, 2018 • CLEVELAND, OHIO

RFSG Sector Meet-Up Part 2:

Building a Strong HVAC/R Technician Workforce

Session Agenda

- 10:30 am Introduction – HVACR Workforce Needs
- 10:45 am Addressing the Skills Gap (PRSM)
- 11:20 am Performance-Based Contracting (Starbucks)
- 11:25 am Group Discussion
- 11:55 am HVACR Workforce Outreach
- 12:00 pm Adjourn

Retail, Food Service & Grocery Team



Cedar Blazek
DOE – BBA Lead;
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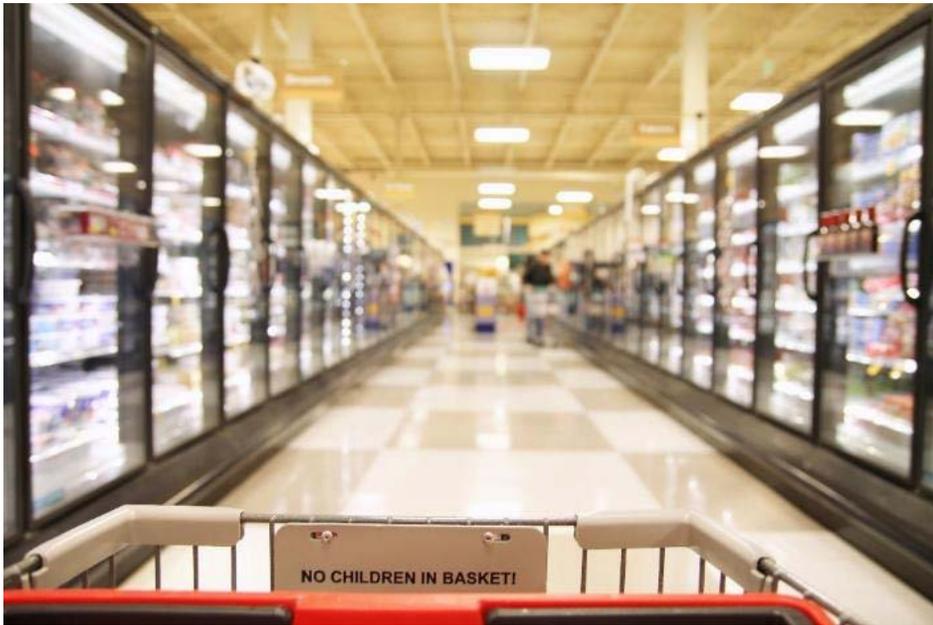


JaMarcus Brewer
ICF – Subject Matter Expert,
Retail



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Food Service

2018 RFSG Sector Priorities



Workforce Training and
Development

Track and Interpret EMIS Data

Explore Opportunities for
Advanced Refrigeration
Technologies

HVACR Workforce Needs

- RFSG Sector Priority—partners identified two main workforce challenges in HVAC and refrigeration:
 - *Aging workforce - with many technicians retiring, newly trained technicians are not entering the workforce at a fast enough pace*
 - *Training gap on complex HVAC & refrigeration equipment - as HVACR systems become increasingly complicated, technicians trained through existing programs may not have the skills to maintain and service equipment effectively*

HVACR Stakeholder Calls

- ACCA (Air Conditioning Contractors of America)
- AHRI (Air-Conditioning, Heating, & Refrigeration Institute)
- ASE (Alliance to Save Energy)
- ASHRAE
- EPA – GreenChill
- ESCO Group – HVAC Excellence
- Hillphoenix
- Honeywell (contractor for PG&E - HVAC Optimization Program)
- HVACR Workforce Development Foundation
- Ingersoll Rand
- mikeroweWORKS Foundation
- NATE (North American Technician Excellence)
- RETA (Refrigerating Engineers and Technicians Association)
- Source Refrigeration / CoolSys



Feedback informs:

HVACR outreach

Next steps – identifying other gaps/role for DOE

Focus on partner and market innovation/needs

Addressing the Skills Gap



Bridging

**The
Skills Gap**

Bridging The Skills Gap



- The Problem
- Solutions
- Your Ideas

U.S. Unemployment Dips To Lowest Rate Since 2000

Civilian unemployment rate, seasonally adjusted (January 2000 to May 2018)



Source: Bureau of Labor Statistics via St. Louis Fed

What Happened?

- Where did all the employees go?



The skills gap is a reflection of what we value. To close the gap, we need to change the way the country feels about work.

— Mike Rowe —

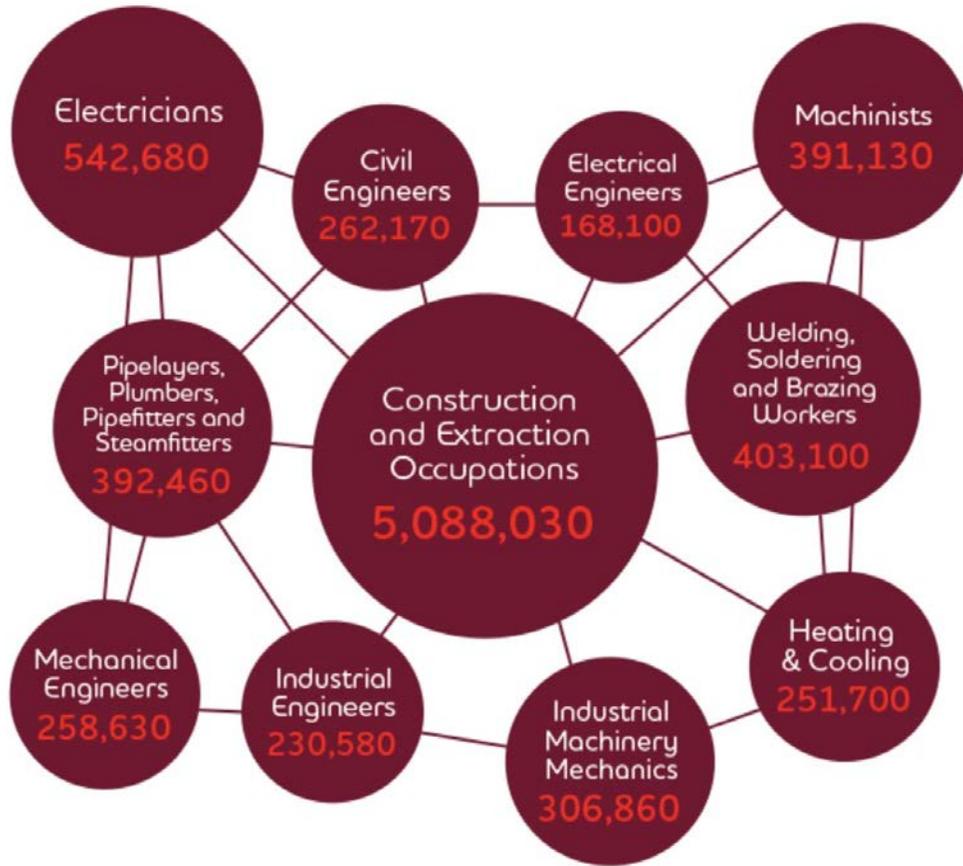
AZ QUOTES

Where it all started

- Emphasis on college education
- Failure to market trades as a viable occupation
- Lack of pride in technical trades

62%

The percentage of firms struggling to fill important skilled trade positions.



You Are Not Alone!

- The skilled trades shortage is real!



83% OF U.S. COMPANIES REPORT A SHORTAGE OF SKILLED WORKERS.



43% OF PRSM SUPPLIERS REPORT THAT HIRING IS A TOP CHALLENGE.



69% EXPECT THE SKILLED WORKER SHORTAGE TO GROW IN THE NEXT 5 YEARS.

Retail Impact

- Facilities Mgmt
- Overall shortage

Retail Store Maintenance Magazine

Impact of labor shortage on financial and business services sector at 2030

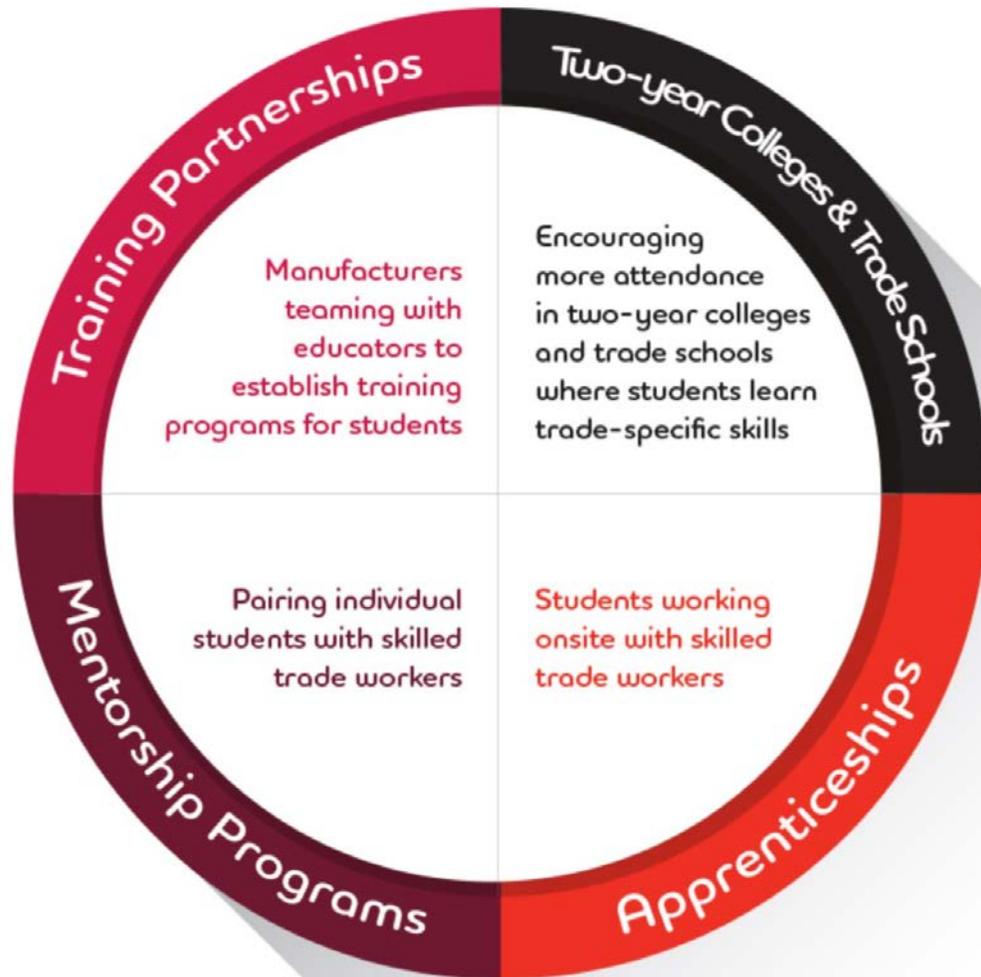


Forbes

The Cost

- \$435.7 Billion

What can be done to fill this gap?



Filling the Gap

- \$435.7 Billion



Solutions

- Internal Training

Solutions

- Trade Schools
- Partnerships with vocational schools



FORGET COLLEGE



LEARN A TRADE

Solutions

- Mentoring
- Apprenticeships





Solutions

- Hiring Handicapped

An American flag is shown in the background, with the stars and stripes clearly visible. The text is overlaid on the blue field with stars.

**IT'S TIME
TO HIRE
A VETERAN**

Solutions

- Hiring Veterans



Your Solutions

What are you doing—or have seen being done—to address the skills gap in trade techs?



Bruce Condit

VP Marketing & Communications

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Performance-Based Contracting

Discussion

- How can performance-based contracting . . .
 - *Be used to improve energy efficiency?*
 - *Support these HVACR workforce challenges?*



Group Discussion

Questions

- What are your biggest issues/complaints about the HVACR technician/maintenance workforce?
- What's working to improve your experience with HVACR technicians/maintenance staff? What isn't working?
- What could your organization still do to help improve the challenges you are facing?
- What can DOE do to help? Where is support/intervention needed?

Workforce Outreach

HVACR Workforce Outreach

- HVACR Technician Profile Videos
 - Research on HVACR workforce defining audience
 - Featuring Better Buildings partners
 - Corresponding social media campaign
- Better Buildings Solution Center
 - Partner Solutions addressing workforce issues
 - New workforce landing page – coming soon!

Questions?

RFSG Team - Contact Information

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