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; Retail, Food Service & Grocery Lead

Zach Abrams  
ICF – Account Manager, Retail

JaMarcus Brewer  
ICF – Subject Matter Expert, Retail

Cecilia Govrik  
ICF – Account Manager, Food Service & Grocery

Adam Spitz  
ICF – Subject Matter Expert, Food Service
2018 RFSG Sector Priorities

- Workforce Training and Development
- Track and Interpret EMIS Data
- Explore Opportunities for Advanced Refrigeration Technologies
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
What Happened?

• Where did all the employees go?
Where it all started

• Emphasis on college education
• Failure to market trades as a viable occupation
• Lack of pride in technical trades
You Are Not Alone!

- The skilled trades shortage is real!
Retail Impact

- Facilities Mgmt
- Overall shortage

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.
The Cost

- $435.7 Billion
Filling the Gap

• $435.7 Billion

What can be done to fill this gap?

- Training Partnerships
  - Manufacturers teaming with educators to establish training programs for students
- Two-year Colleges & Trade Schools
  - Encouraging more attendance in two-year colleges and trade schools where students learn trade-specific skills
- Apprenticeships
  - Students working onsite with skilled trade workers
- Mentorship Programs
  - Pairing individual students with skilled trade workers

Addeco Skilled Trades Study
Solutions

• Internal Training
Solutions

• Trade Schools
• Partnerships with vocational schools
FORGET COLLEGE
LEARN A TRADE

Solutions
- Mentoring
- Apprenticeships
Solutions

- Hiring Handicapped
IT’S TIME TO HIRE A VETERAN

Addeco Skilled Trades Study

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
Professional Retail Store Maintenance Association
bcondit@prism.com
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?
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<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Phone Number</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cedar Blazek</td>
<td>Partnerships &amp; RFSG Sector Lead</td>
<td>240-562-1369</td>
<td><a href="mailto:Cedar.Blazek@ee.doe.gov">Cedar.Blazek@ee.doe.gov</a></td>
</tr>
<tr>
<td>Zach Abrams</td>
<td>Retail Account Manager</td>
<td>646-334-1174</td>
<td><a href="mailto:Zach.Abrams@icf.com">Zach.Abrams@icf.com</a></td>
</tr>
<tr>
<td>Cecilia Govrik</td>
<td>Food Service &amp; Grocery Account Manager</td>
<td>571-459-4119</td>
<td><a href="mailto:Cecilia.Govrik@icf.com">Cecilia.Govrik@icf.com</a></td>
</tr>
<tr>
<td>Jamarcus Brewer</td>
<td>Retail Subject Matter Expert</td>
<td>404-592-2257</td>
<td><a href="mailto:Jamarcus.Brewer@icf.com">Jamarcus.Brewer@icf.com</a></td>
</tr>
<tr>
<td>Adam Spitz</td>
<td>Food Service Subject Matter Expert</td>
<td>916-231-7685</td>
<td><a href="mailto:Adam.Spitz@icf.com">Adam.Spitz@icf.com</a></td>
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