

Workforce Challenges

As Better Buildings partners continue to pursue energy efficiency improvements at their facilities, many face challenges with obtaining a skilled workforce to service their HVAC and refrigeration equipment. Partners continue to reference two main challenges with the HVACR workforce:

- ▶ **Aging Workforce** - newly trained technicians are not entering the workforce at an equivalent rate of retiring individuals, resulting in a limited number of available technicians.
- ▶ **Training Gap** - as HVAC and refrigeration systems become more advanced, trained technicians do not always have the skill level to adequately service today's HVACR equipment.

Available Resources

Type of Resource	Description
<i>Better Buildings Partners – Best Practices</i>	
Apprenticeship Programs	▶ The University of Maryland Medical Center (UMMC) developed its Skilled Trades Apprenticeship Program to overcome the impending retirement of skilled trades workers and the need for a new generation of professionals trained in energy-efficient technology.
Investing in Workforce Development	<ul style="list-style-type: none"> ▶ The Home Depot Skilled Trades Training Program committed \$50 million from its foundation for training 20,000 tradespeople by 2028 in order to fill the growing labor gap in the skilled trades. ▶ The Track to the Trades workforce development initiative at Lowe's aims to provide innovative career alternatives and financial support for employees to pursue a skilled trade.
Certification Programs	▶ Through the Better Buildings Workforce Guidelines , DOE recognizes certification programs for key energy-related jobs: <i>Building Energy Auditor, Building Commissioning Professional, Building Operations Professional, and Energy Manager.</i>
<i>Additional Resources</i>	
Workforce Outreach Materials	▶ The HVACR Recruitment Toolkit created by the HVACR Workforce Development Foundation includes tools to assist with recruitment efforts by HVACR companies, program administrators or instructors, and school counselors.
Training Materials	<ul style="list-style-type: none"> ▶ Building re-tuning training developed by the Pacific Northwest National Laboratory educates building operators, facility engineers and other technicians working in commercial buildings on how to find and fix inefficient operations that waste energy. ▶ The Building Science Education Solution Center provides accurate, easy-to-access training materials on the fundamentals of building science, including HVAC Systems.
Scholarships for HVACR Programs	<ul style="list-style-type: none"> ▶ Air-Conditioning, Heating & Refrigeration Institute (AHRI) – Rees Scholarship ▶ Mike Rowe WORKS Foundation – Work Ethic Scholarships ▶ Imagine America Foundation – HVAC Schools, Training and Scholarships

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