

Workforce Development:
Strategies for Access, Inclusion
and Growth

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Board Member, Air Conditioning Contractors of America

Heating, Ventilation, Air Conditioning & Refrigeration (HVACR)

- The HVACR Industry is a backbone of the American economy
 - Modern medicine
 - Fresh food supply
 - Data/IT centers
 - Essential comfort in healthcare
 - Comfort and quality air in every building
- ACCA the National Association of HVACR Contractors
 - ANSI-recognized organization
 - Develops HVACR design, install, maintenance standards required in building codes
 - ACCA standards essential to delivering efficiency and comfort

By The Numbers:

- 3,000 members
- \$22,000,000,000 in annual sales
- \$10,000,000,000 in purchasing power
- Approx half of residential work in US
- 75% of Energy Star New Homes



WORKER SHORTAGE

- HVACR Industry needs 115,000 skilled workers by 2022
- 90% of ACCA members indicate that education system is not providing job-ready workers
- Holding back growth
- Impacting customers



Skilled Workers: Essential for Comfort and Efficiency

Half of all HVACR systems not installed according to manufacturer specifications

- Increase energy consumption for 40%
- Increase opportunities for refrigerant leaks
- Increase mold growth
- Decrease indoor air quality
- Negative impact on ENERGY STAR Brand
- Gives industry "black eye"



Refrigerants

HFC (R410A) Refrigerant Phaseout – EDUCATION PROGRAMS NEEDED

- HFCs have high global warming impact and being phaseout internationally
- California/Washington and other states begin phaseout
 - Leads to introduction of mildly flammable refrigerants
 - No emphasis on safety/training/workforce requirements to allow for safe introduction of products
- ACCA supports federal approach to ensure training and safety protocols are uniform
 - Contractor/worker/consumer safety are priority



ACCA Government Relations Efforts to Reduce Workforce Burden

Working with Congress

- Increased funding for Perkins and career and technical education programs
- Supporting expansion of 529 Savings Plans to allow for certification and apprenticeships
- Immigration reform to allow for more skilled workers to enter U.S.

Trump Administration

- Supporting the expansion of industry recognized apprenticeships through ACCA
- Expanding Federal Work Study Program

President Trump and his administration have led the national effort to change the message about rewarding careers in the skilled trades



ACCA Takes the Pledge



ACCA pledges to create new opportunities for 75,000 students and workers through work-based learning, continuing education, and re-skilling

Offers free Quality Installation Training to ACCA members to take the Pledge



Luis Serrano - HVAC Tech Isaac Heating & Air Barton James – ACCA President & CEO Eric Knaak – Chairman of the Board, VP Isaac Heating & Air



Eric Knaak

Vice President Pence

Luis Serrano



Eric Knaak

Ms. Ivanka Trump

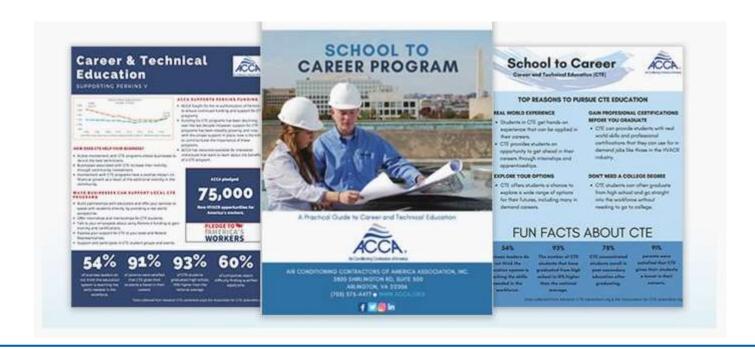


Barton James



ACCA Launches New Programs

- Best Practices Guides
 - How to launch a School to Career Co-Op Program with high school students
 - Career & Technical Education marketing materials
 - Serving on school advisory boards





WHAT CAN STATE ENERGY OFFICIALS DO?

- Get involved with ACCA and contractors
 - Learn about HVAC system design and installation requirements
 - HVAC systems will ONLY operate efficiently if designed & installed correctly
 - 2017 NASEO Board passed a resolution promoting Quality HVAC Installations
 - Attend ACCA events will offer complimentary registration to NASEO members

Best Practices:

- NASEO Member, Dub Taylor, Director of State Energy Conservation Office
- Texas uses SEP Funds to train technicians on ACCA Manuals J, D, & S
 - Addresses equipment sizing, duct design, and equipment selection
 - Texas also promotes proper ventilation



NASEO Member Attends ACCA Conference



Dub Taylor
Martin Hoover
President, Empire Heating & Air
ACCA Board Member



Dub Taylor Meets with Honeywell Refrigerants



Dub Taylor meets with Emerson to talk about flammable refrigerants



Dub Taylors meets with manufacturers to talk HVAC efficiency programs



Questions / Comments

Resources

The Air Conditioning Contractors of America: www.acca.org

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