Looking to hire Qualified entry level Technicians?

We have the solution!
Occupational Outlook for HVACR

The United States Department of Labor - Bureau of Labor Statistics (BLS) tracks over 700 occupations in 300 industries.

Their estimates for a ten year span show the HVACR industry growing by nearly 34% compared to 14% for all of the occupations they track.

During this same period 31.2% of the HVACR workforce will retire and need to be replaced. **Meaning that 65.6% of HVACR workforce will be new in a ten year span.**

The problem worsens as there are 78 million baby boomers set to retire and only 40 million Millennials to replace them.

If the HVACR industry can recruit the same proportional share of the workforce as it does today, there will be roughly half as many people to employ in the future as there were in the past.

**How many people do you need to hire?**

The Mechanical Service Contractors of America - MSCA conducted a survey of their members to find out what their hiring needs were.

The survey shows:

- 85% will need to hire 1-5 technicians in the next year
- 87% will need 1-15 technicians within 5 years
- 63% will need 6-30 technicians within 10 years
How can we get more people interested in the HVACR industry?

All too often contractors visit high schools and try to convince someone who is already set on being a software engineer to enter the HVACR industry. You can save time by focusing on those that have already expressed their interest in the industry.

Where Do You Find These People?
There are thousands of students enrolled in HVACR programs at schools across the United States. These future technicians have shown an interest in the HVACR industry as they have invested their own time and money in educating themselves. All too often they are recruited by someone else. That is unless you are willing to do something about it!

A Contractors Role in HVACR Education
The easiest way to get involved is to join a program advisory meeting.

The program advisory meeting provides you an opportunity to see what a program covers. You are then given the opportunity to provide your feedback on ways to improve the training. In short you can influence the program outcomes that can help strengthen your business.

Another benefit of your involvement in the program advisory meeting is to see what equipment and tools are used in the program. If we are not teaching with your brands, you may decide to donate these items to aid future technicians in being trained on the brands you use.

If you or a member of your team participate with your local HVACR programs, you will be able to see future technicians in action where you can evaluate their talent and temperament before graduation. This provides you a front row seat to see if they are a good fit for your organization before considering them for a position. If they are, you can recruit them before another contractor offers them a position.

Articulation = Advanced Placement
Graduates from programs accredited by HVAC Excellence may receive advanced placement into the United Association apprenticeship program as a result of an articulation agreement.

Learn more at www.escogroup.org and clicking on the accreditation link.
Meet new technicians before they enter the workforce