

Looking to hire **Qualified** entry level **Technicians?**



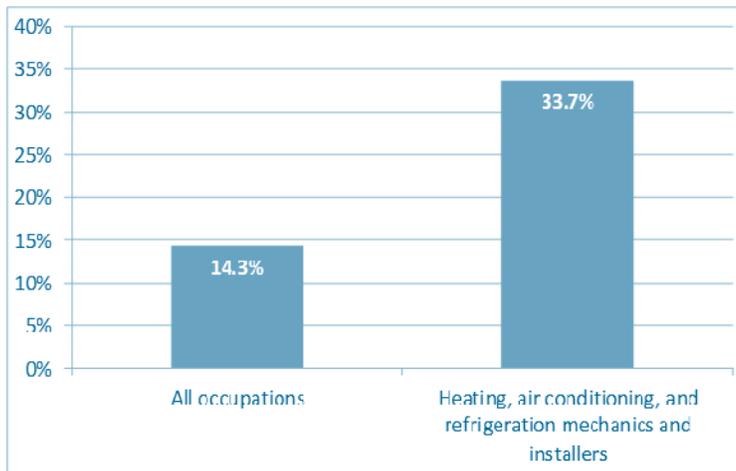
We have the solution!



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.

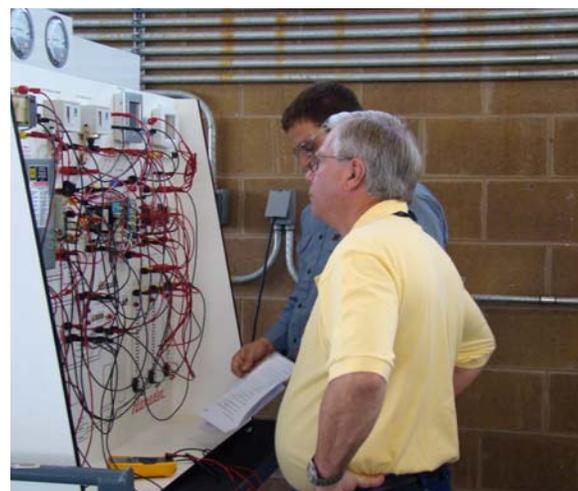
Another benefit of your involvement in the program advisory meeting is to see what equipment and tools are used in the program. If we are not teaching with your brands, you may decide to donate these items to aid future technicians in being trained on the brands you use.

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.






Articulation Agreement
Between HVAC Excellence and the United Association
for Advanced Placement in an HVACR Apprenticeship Program

Administered by a Local Union of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

Agreement
The agreement between the UA and HVAC Excellence is effective on March 1, 2014 and continues in force unless otherwise notified in writing and canceled by either party.

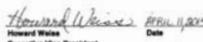
This articulation agreement establishes advanced placement in a local union's HVACR apprenticeship program for applicants who have met all of the requirements as outlined below.

- The UA apprentice program applicant must have completed a full-time HVAC Excellence accredited program and pass a series of HVAC Excellence Employment Ready certification exams. The institution's HVACR program must be in good standing with HVAC Excellence.
- Applicants to the UA Apprentice Program must have completed an HVAC program at the accredited institution within two years of UA apprentice application.
- The UA applicant must have had a C average or better AND have a satisfactory grade on the HVAC Excellence certification exams as follows: Electrical, Air Conditioning, Electric Heat, System Performance and one of the following exams (Gas Heat, Oil Heat, or Heat Pumps).
- The UA apprentice applicant may be granted, if employed by a UA signatory contractor, up to one year of training credit in accordance with the National Outline Standards of Apprenticeship and in recognition of the critical training the graduates have received in the HVAC Excellence accredited programs. Accepted candidates will start their UA training in the second year of the UA HVACR apprenticeship program.
- The local union's training director may require the apprentice to complete the program's required safety courses, such as OSHA 10, or History courses such as UA Heritage, in addition to the regular advanced placement requirements.

It is the apprentice applicant's responsibility to provide all documentation as required for this advanced placement.

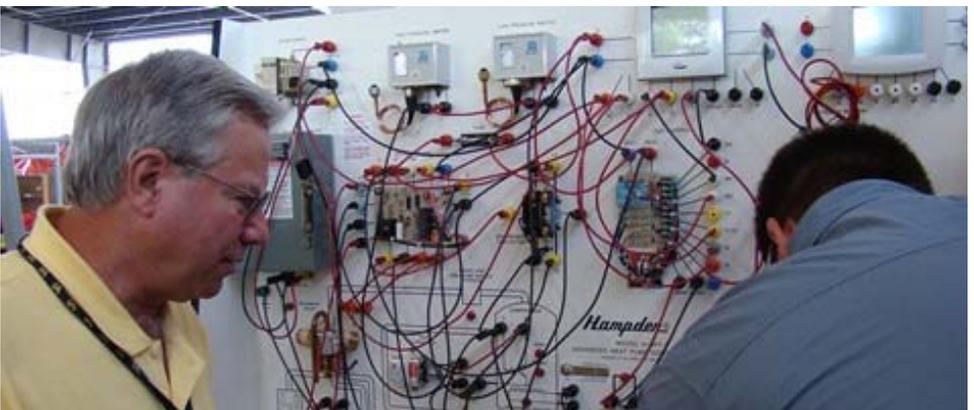
This agreement shall be reviewed for modification by a committee consisting of both parties every two (2) years or as required by industry changes. This agreement shall remain in force until such aforementioned changes are agreed upon.


Chris Haslinger
Training Director
United Association


Howard Weiss
Executive Vice President
HVAC Excellence, ESCO Group

Date


**Strengthen
Your
Business**



**Meet new technicians
before they enter the workforce**