



# 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



Ms. Ivanka Trump      Eric Knaak



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](http://www.acca.org)

NASEO Point of Contact – Todd Washam, Vice President of Public Policy and Industry Relations

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