



Workforce 2025: Technology Design and Cultural Considerations to Engage Our Future Workforce

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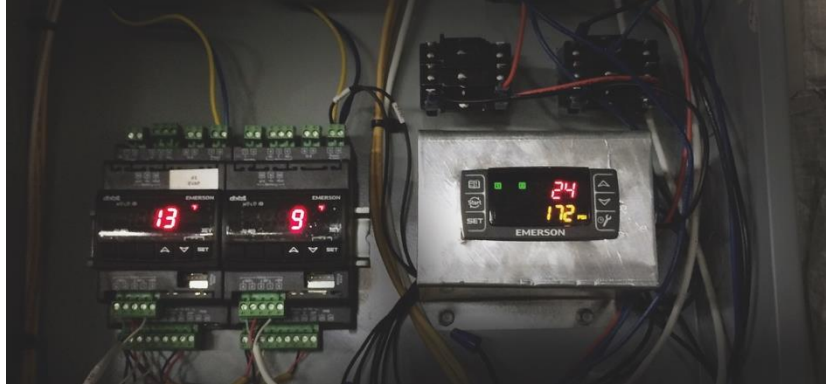
The Refrigeration Gap

According to a recent *ACHR News* article, more than 27,000 skilled technicians are projected to retire annually.



Baby Boomers and Millennials

- At a time where systems are becoming more complex to service, the industry is losing the most experienced technicians.
- Aging baby boomers and a new generation of job entrants wary of pursuing skilled trades have created a void in the HVACR industry.



Quantifying the Refrigeration Gap

Recent estimates by the HVACR Workforce Development Foundation and the U.S. Department of Labor verify the extent of the problem:

115,000 HVACR technicians will be needed by 2022 to fill industry jobs.

In 2014, more than 100,000 job openings were posted for HVACR technicians.

Only 21,000 students graduated from post-secondary HVACR programs in 2015.

HVACR technician jobs are estimated to increase by 21 percent by 2022.

The Outlook

HVACR job market promises to be hot for the foreseeable future. And with annual salaries averaging more than \$49,000 for jobs that don't require a bachelor's degree, it's a career path with significant opportunity for high school students, veterans and second-career adults.



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Moderator



Ed McKiernan
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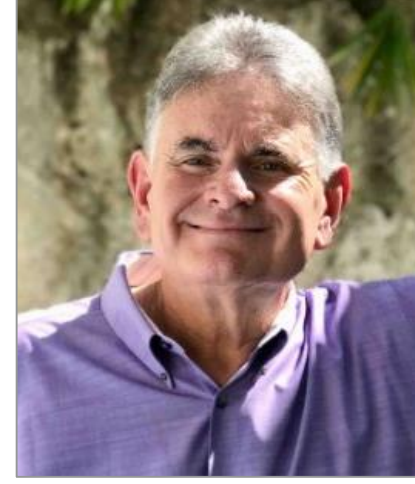
Panelists



George Nicholson
*Co-Founder
Vet2Tech*



Jim Alexander
*Chief Technical Officer
KORE Refrigeration*



Dan Jape
*CEO/President
Reliable Heating & Air*



Margaret Martin
*Founder and CEO
CN2*



Benny Smith
*Vice President of Facilities
Price Chopper*

Thank You!



Questions?

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