



HVAC&R Education for Professionals & Workforce Development

About Me

- Manager of eLearning at ASHRAE
- Training and Education Committee Member at ASHRAE
- Associate Professional in Talent Development (APTD)
- Collaborated with HVAC&R engineers and technicians to create 100+ trainings and courses
- Passionate about HVAC&R Training and Development

HVAC&R is more than an industry—it's a lifeline. Your expertise, knowledge, and skills keeps the world running, ensuring comfort, safety, and survival for millions.

This knowledge and continuous learning cannot be compromised.

Points of Discussion

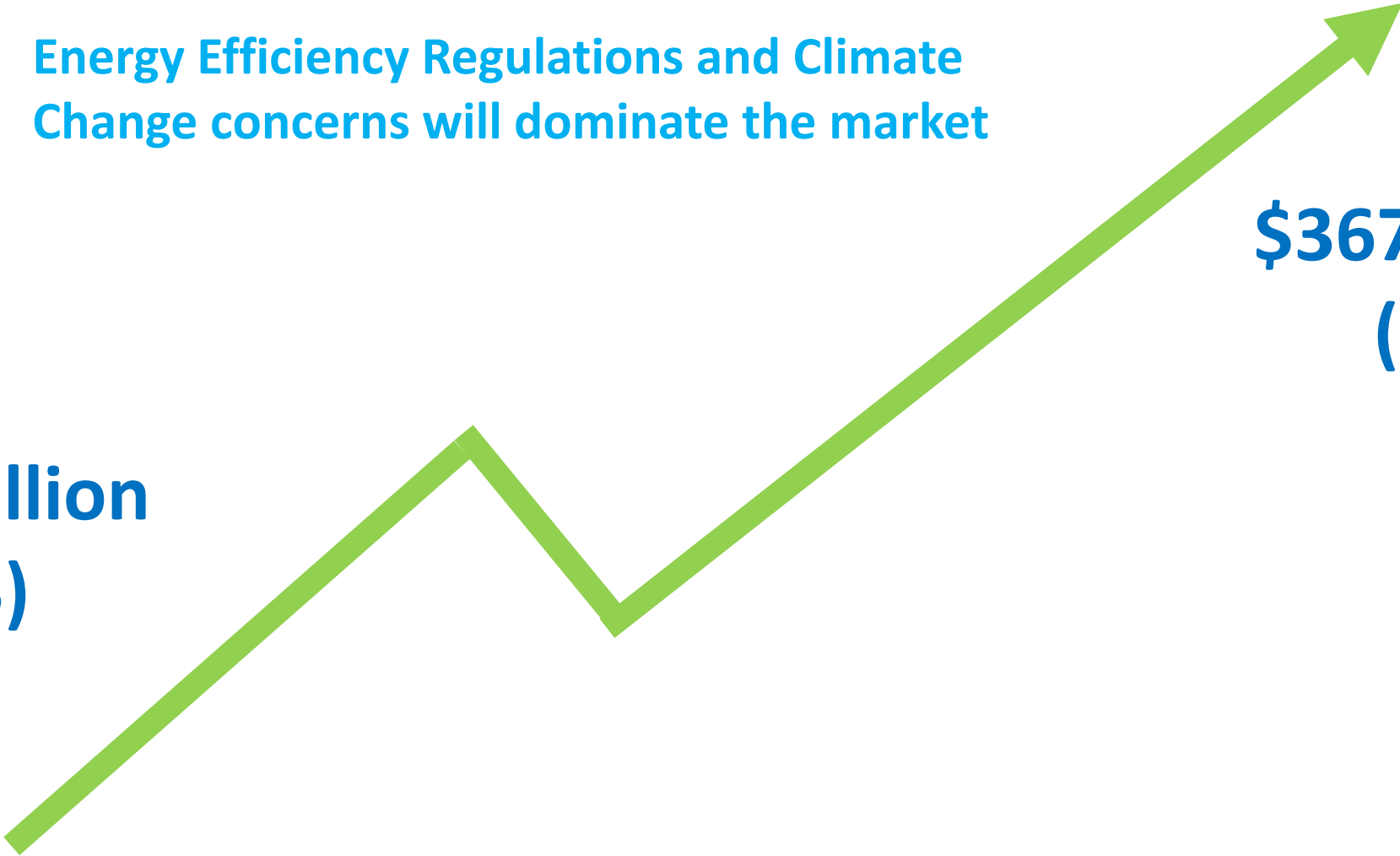
- **The Future of HVAC&R Workforce**
- **Why Workforce Development Matters**
- **Training & Development Strategies**
- **ASHRAE Resources for Professional Development & Workforce Development**

Future of HVAC&R Workforce – Market Growth

Energy Efficiency Regulations and Climate Change concerns will dominate the market

**\$240.8 billion
(2023)**

**\$367.5 billion
(2030)**



Future of HVAC&R Workforce – Biggest Challenge

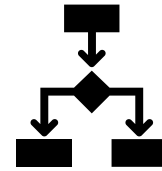
- ◆ 40% of the current HVAC&R workforce is set to retire by 2033, creating an urgent demand for workforce planning and development. *(Source: AHRI, 2024)*
- ◆ 73% of HVAC companies struggle to find skilled workers *(Source BLS, 2024).*



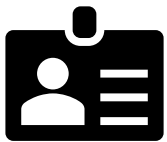
Why should companies and individuals invest in workforce development??



Reduces skill shortages



Boosts operation efficiency



Improves employee retention



Enhances business agility

How to Implement Workforce Development Strategy?

Internal Strategies (Company Driven)

Identify skill gaps & training needs. (L&D consultation)

Offer 70-20-10 Training (on-the-job training, mentoring, coaching, courses).

Develop career pathways for growth & retention. (leadership development and succession planning)

Measure effectiveness (KPIs, certification rates, on-the-job performance).

External Strategies (Industry and Individual Growth)

Certifications & Workshops (e.g., AIA, AHRI, ASHRAE, GBCI etc).

Continuing Education (technical courses, on-demand learning).

Partnerships with Experts (HVAC associations).

External Strategies – Industry Resources for Training and Education

BOOKSTORE

- HANDBOOKS
- STANDARDS & GUIDELINES
- OTHER PUBLICATIONS



ONLINE AND INSTRUCTOR-LED COURSES

- IN-PERSON INSTRUCTOR-LED
- VIRTUAL INSTRUCTOR-LED
- ELEARNING



CERTIFICATION

- CHD
- BCxP
- BEMP
- CDP
- BEAP



Online and In-Person Training

Instructor-Led Training

Virtual



- Access via web meetings from anywhere
- Live Instructor for real-time Q&A
- Certificate of Completion with PDHs/CEUs earned

In-Person



- Attend in-person at a designated location
- Live Instructor for real-time Q&A
- Certificate of Completion with PDHs/CEUs earned

eLearning



- **Self-paced**: Complete the course at your own convenience.
- **No instructor**: Includes a final exam to test your knowledge.
- **Certificate of Completion**: Earn PDHs/CEUs upon passing.
- **12-month access**: Available for a full year after purchase.
- **Downloadable materials**: Supplementary resources included.
- **Affordable pricing**: Group discounts available.

Certification

Why Get ASHRAE Certified?

Industry Recognition
& Credibility



Demonstrates your
technical proficiency



Increased Job
Opportunities &
Career Advancement





Do I need to be an engineer to be involved with ASHRAE membership or take the trainings or get Certified?

No, you do not need to be an engineer to be involved with ASHRAE, take its trainings, or earn certifications.

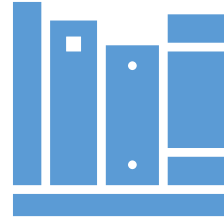
ASHRAE welcomes professionals from a wide range of fields who are interested in advancing their knowledge of HVAC&R systems, building performance, and sustainability.

Call to Action



For Membership Questions

Go to Booth #[3201](#)



**To look at some of the
ASHRAE publications**

Go to Booth [#455](#)



**Any questions related to
professional development**

Please ASK!

For more information visit – [ashrae.org](https://www.ashrae.org)



Thank You