

# ET Summit 2024

Presented by



# Technician Training to Unlock Efficiency for Ultra-Low GWP Refrigerants

## Recruit, Train, Retain: Building a Sustainable Workforce



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NASRC



## Who We Are

A 501c3 nonprofit working to create a sustainable future for supermarket refrigeration by removing barriers to natural refrigerant adoption.




**180+**  
member  
companies



**55K+**  
food retail  
locations



## Goals

-  Build a sustainable technician workforce
-  Increase funding for natural refrigerant equipment
-  Improve technology options, education, and awareness

### What are Natural Refrigerants?



**R744**  
Carbon Dioxide

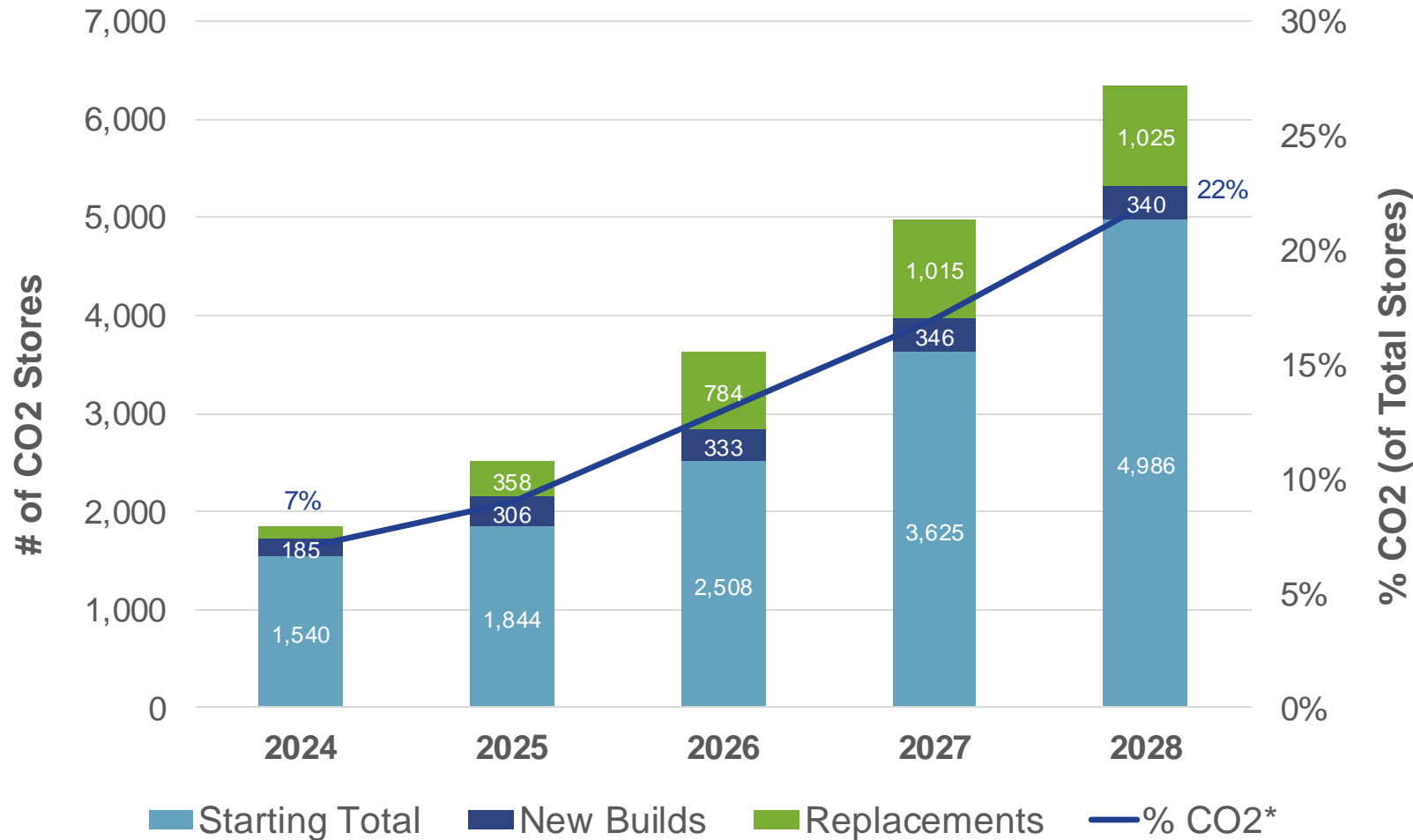


**R290**  
Propane



**R717**  
Ammonia

## Projected Count of U.S. CO2 Stores (2024-28)



*Based on survey data from 14 food retail companies representing nearly 28,000 U.S. store locations.*

**312% projected growth in U.S. CO2 stores by 2028\*\***

\* % CO2 = Projected CO2 stores divided by projected total store count for respondents ONLY

\*\* Growth in CO2 stores represents respondents ONLY

## California F-Gas Reduction Incentive Program (FRIP)

### NASRC awarded FRIP Program Administrator

#### Goals

- Reduce hydrofluorocarbons (HFCs) emission
- Alleviate barriers to adopting ultra-low-global warming potential (GWP) refrigeration equipment
- Prioritize facilities in disadvantaged and low-income communities, small businesses, & independent facilities

#### Program Highlights

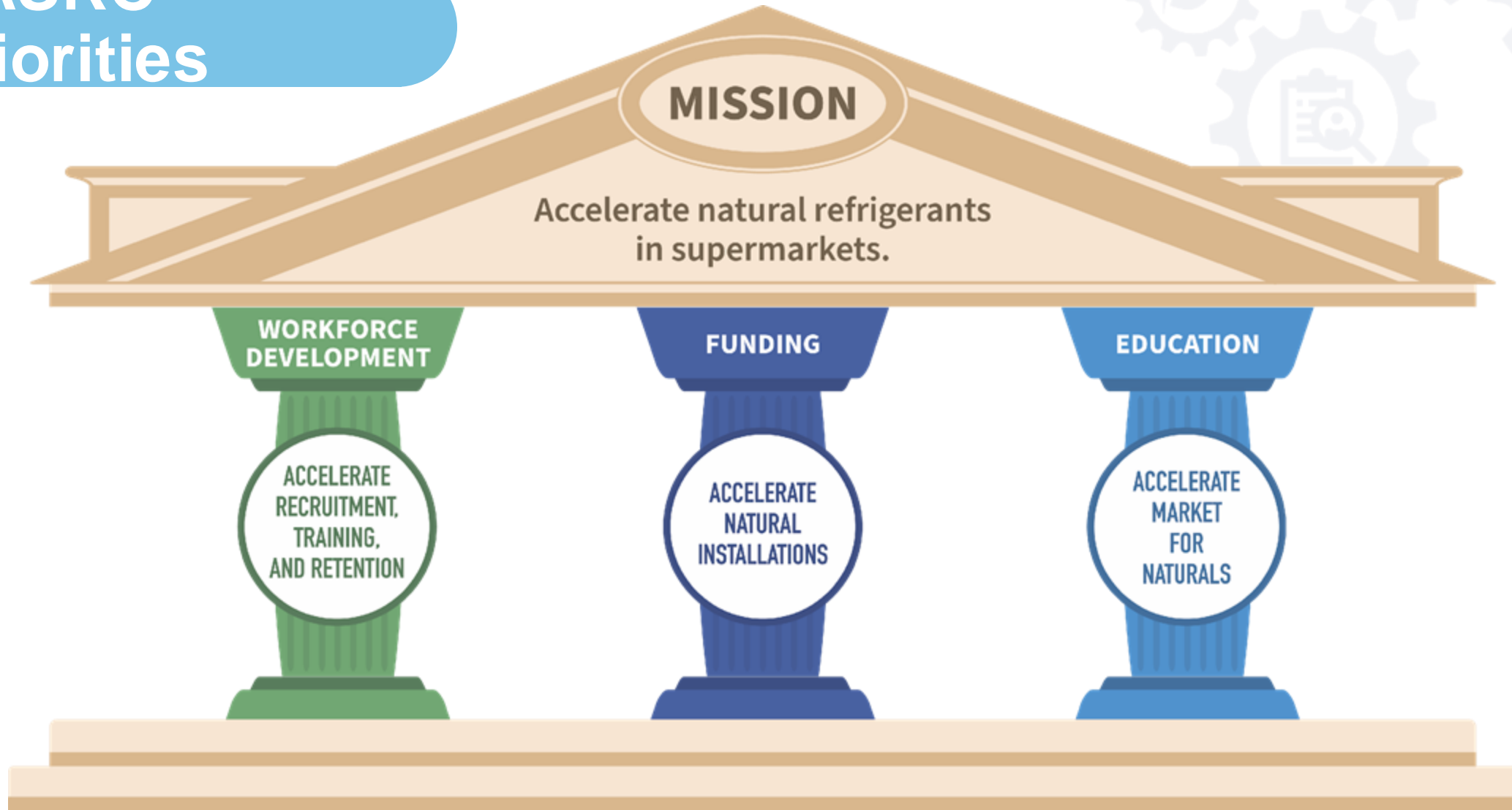
- Applications open October 14, 2024
- Learn more at [www.FRIPfunding.com](http://www.FRIPfunding.com)



**Budget = \$65 Million**

- *Commercial and industrial refrigeration (RMP facilities): \$38.5 Million*
- *<50 lbs. refrigeration equipment: \$2 Million*
- *Other sectors (TBD): \$20 Million*

# NASRC Priorities



# The Workforce Gap

There are simply not enough technicians to transition from HFCs. And the gap is only growing.

- Roughly 80,000 HVACR technician jobs are currently unfilled, or 39% of the total workforce.\*
- Technician workforce retiring out.
- Not enough technicians entering the HVACR trade.
- Burnout loop accelerating technician attrition.
- **40,100 job openings for HVACR technicians are projected each year between 2021-2031.\*\***

\* Source: "Addressing Hvacr's Skills Gap; Promoting Exciting Trade Career Opportunities." Emerson E360 Blog, 17 Jan. 2023.

\*\* Source: Occupational Outlook Handbook: Heating, Air Conditioning, and Refrigeration Mechanics and Installers. U.S. Bureau of Labor Statistics. (2022, September 8).

## Technician Burnout Loop



# NASRC Assessment

## Workforce Development

**Assessment Report**  
*Data driven recommendations to grow the  
HVACR technician workforce.*



Download full report: [nasrc.org/workforce-development](https://nasrc.org/workforce-development)

## What We Did

- Interviews
  - Service Contractors +5,000 employees
  - Retailer in-house technicians 3,500+ locations
  - Training Directors and Faculty +37 school programs
- 100+ Surveys
  - Technicians and Service Managers
  - Service Contractor HR
  - Training Programs/Schools

## Key Takeaways

- Improve pre-recruiting and recruiting strategies
- Increase training opportunities
- Focus on retention
- **An industry-wide effort is needed**



## Our Workforce Development Strategy

### Increase the number of technicians entering the trade

- HVACR student recruiting
- School support
- Career marketing



### Provide comprehensive training to prepare the workforce

- Training Summit
- On-site trainings
- Develop training resources

### Increase technicians staying in the trade

- Promote best practices
- Utilize technologies to reduce burden
- Managerial training

## R-TRADE *(Refrigeration Technician Recruitment, Advancement, Development and Education)*



### NASRC's comprehensive workforce development program to build a sustainable and skilled technician workforce

Build a robust pipeline of refrigeration technician candidates

Increase access to comprehensive training on advanced refrigeration technologies

Increase the number of existing technicians who remain in the refrigeration trade

#### FOUNDING PARTNERS



## R-TRADE Solutions

### RECRUIT

HVACR Faculty  
"Train-the-Trainer" Program

Equipment Access for  
HVACR Schools

Student Recruiting & Career  
Campaign

HVACR Work-Based  
Learning Program

### TRAIN

Natural Refrigerant Training  
Summits

Natural Refrigerant Training  
Workshops

On-Demand Training Series

On-Demand  
Troubleshooting Series

### RETAIN

Best Practices Guideline

Technology Guideline

Managerial Training

On-Going Survey and  
Data Collection



## What We've Done



### Natural Refrigerant Training Summits

- Four Training Summits completed
- 900+ technicians trained
- 100 training sessions
- 1,600+ attendees

### HVACR Student Networking Sessions

- Four student networking sessions completed
- 370+ HVACR students & faculty
- 36 participating schools

### HVACR School Support

- CO2 curriculum for schools
- Train the trainer pilot for HVACR instructors

### Technical Training Program

- Customizable training from NASRC Training Director, Rusty Walker

## 2024-25 Training Summit Calendar

Location	Dates
Seattle, WA	November 12-14, 2024
Pittsburgh, PA	March 25-27, 2025
Irwindale, CA	April 22-24, 2025
St Paul, MN	May 20-22, 2025



*Each event to include HVACR Student & Faculty Networking Session*

[nasrc.org/training](https://nasrc.org/training)

## CO2 Controls Workshop

December 4-5, 2024, PG&E Stockton Conference Center

Technicians Register Free!

<https://nasrc.org/co2-controls-workshop/>

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