



Shaping Tomorrow's
Built Environment Today

STEM EDUCATION AND HVAC&R WORKFORCE

THE ISSUE

Commitment to a solid education in science, technology, engineering and mathematics (STEM) to develop the future supply of technicians, engineers and scientists is critical to our future well-being and standard of living. Even students pursuing non-STEM specialties need basic knowledge of scientific and technological applications for effective participation in the workforce, success in their personal lives and responsible citizenship.

Moreover, there has been increased growth in jobs related to STEM that need to be filled. The U.S. Bureau of Labor Statistics projects that employment in architecture and engineering occupations is expected to grow 6% from 2020 to 2030, with a median annual wage of **double** that of the median wage across all occupations. Over the next decade, about 167,800 openings for construction employment are projected **each year** on average over the next decade.

The HVAC&R workforce in North America remains a male-dominated employment sector; the share of female workers in engineering and architecture is 13.6 percent¹ and 4.8 percent of HVAC&R Technicians². Additionally, people of color remain under-represented in the engineering of buildings and HVAC&R sectors; 70 percent of the HVAC&R workforce is white.³

ASHRAE'S ROLE

As professionals focused on design, construction, operation and maintenance of buildings and infrastructure, and as educators of future generations of engineers and the HVAC&R workforce, our members also recognize the importance of mentoring and helping students learn about STEM careers, which is why our members are active in their local communities and in national programs, bringing exciting science and engineering programs to students. ASHRAE is actively engaged in the Solar Decathlon, National Engineers Week and other STEM education efforts worldwide, including through its 440 active student branches.

ASHRAE is also a member of the National STEM Education Coalition, which supports new and innovative initiatives that help improve the content, knowledge, skills and professional development of the K-12 STEM teacher workforce, and informal educators. ASHRAE is dedicated to ensuring quality STEM programs for teachers and students all around the world by encouraging its members to get involved with their local school systems.⁴

ASHRAE's Board of Directors has committed to promoting diversity and inclusion in all levels of

¹ U.S. Bureau of Labor Statistics. 2013. *Women in the Labor Force: A Databook*. <https://www.bls.gov/cps/wlf-databook-2012.pdf>

² Zippia. 2021. *HVAC-R Technician Demographics And Statistics In The US*. <https://www.zippia.com/hvac-r-technician-jobs/demographics/#statistics-section>

³ *Ibid.*

⁴ For more information, see <https://www.ashrae.org/communities/student-zone/k-12-activities>.



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the society. This includes efforts to promote STEM education and training to children, schools, and educators, in a way that will attract, train, and retain more women, disabled, LGBTQ, and people of all socioeconomic and ethnic backgrounds to engineering education and employment.

ASHRAE also supports strengthening the broader HVAC&R workforce, including technicians who install and maintain HVAC&R equipment as well as distributors, contractors, and facility operators and managers. The HVAC&R and buildings industry has been facing a serious shortage of skilled trade employees for several years and has more recently been exacerbated by the overall shortage of U.S. workers. Unfortunately, there is a broadening skills gap as well due to several factors, including: the retirement of the baby boomers, advancements in technology that require new skills, increased job competition in the global marketplace, failure to cultivate and retain skilled talent, a societal focus only on four-year degree programs to the exclusion of technical and technological education, and a lack of emphasis on the necessary skill sets for advanced manufacturing. Of these, the last two are most critical to ensuring innovative, high efficiency products are able to be manufactured and installed properly. Community colleges, training programs, internships, apprenticeships and certification programs can strengthen the pipeline for the HVAC&R workforce.

ASHRAE's VIEW

Future generations need to possess the skills and critical competencies necessary to be successful in a highly competitive, global and technologically sophisticated economy. We must work cooperatively to ensure that students receive the STEM training essential for future success.

ASHRAE encourages policymakers to implement the following recommendations:

- Increase government funded research to improve teaching and learning of STEM concepts and critical thinking skills.
- Recruit, train and retain qualified STEM teachers through the development of programs recognizing educators who excel in STEM education and incentives, that encourage the best and brightest scientists, engineers, technologists, and technicians to act as role models and teachers, to pave the way for future generations.
- Foster partnerships among educational institutions, industry and non-profit organizations and their members to introduce students of all backgrounds to STEM career opportunities, including those careers that do not necessarily require a university degree.
- Support and encourage students who choose to enroll in community college, or other career and technical education programs, that prepare and qualify individuals for careers as HVACR technologists, technicians, facility operators, and buildings managers by providing these students with affordable tuition options.
- Create opportunities and incentives for women and those of diverse backgrounds to pursue STEM coursework and careers.
- Encourage diversity in STEM education and the HVAC&R workforce.