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Executive Summary:

Value of ASHRAE Certification Survey

Purpose

A professional who earns a certification signals to colleagues, supervisors and clients competence to do a job.

Apart from this benefit are there any additional benefits of certification which accrue to the certification earner or their employer? The 2025 “Value of ASHRAE Certification” survey sought to answer this question and the purpose of this Executive Summary is to highlight key survey findings.

Methodology

The 2025 survey was conducted industry-wide, with ASHRAE Member and nonmember certificants across seven built-environment certifications from over 55 countries surveyed.

Value for Employees

Job Satisfaction & Recognition

Employees who earn an ASHRAE certification largely experience greater job satisfaction, agreeing (81%) that *“holding an ASHRAE Certification gives me greater job satisfaction,”* and (74%) that *“in my field, ASHRAE Certification has provided me with greater recognition.”*

Career Opportunities

In terms of greater career opportunities, employees report (75%) that *“since earning my ASHRAE Certification, my credibility in the eyes of my colleagues and supervisor has increased”* and (65%) that *“my ASHRAE Certification has helped improve my career opportunities.”* Employers report (57%) that *“ASHRAE Certification is an important criterion for hiring.”*

Earning Power & Marketplace Value

Does earning an ASHRAE certification help professionals receive a raise or earn a promotion? Employees report (51%) that their *“earning power has increased”* and declare (68%) that *“the marketplace values my ASHRAE Certification.”*



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Value for Employers

Retention

Employees themselves report (81%) that *“holding an ASHRAE Certification gives me greater job satisfaction.”*

Identify Talent

Employers overwhelmingly agree (93%) that *“ASHRAE Certification is evidence of the level of competence attained by a new hire prospect”* and (90%) that they have *“greater confidence in the knowledge and skills of ASHRAE-certified job applicants, than uncertified job applicants.”*

Improved Business Outcomes

Employers report (47%) that *“if the project team includes an ASHRAE-certified professional, then the project is more likely to be completed on time and under budget and fulfill stakeholder requirements for quality.”* Employees agree (59%) that *“my ASHRAE Certification has led to additional business opportunities for my company.”*

Conclusion & Call to Action

The benefits of ASHRAE Certification accrue to both the employee and the employer. These survey findings suggest that setting ASHRAE Certification as a professional development goal for current employees can benefit the employer in a number of significant ways:

- Increased employee job satisfaction and ultimately employee retention
- Better identification and recognition of competent, skilled employees
- Enhanced project execution and resulting client satisfaction
- Additional business opportunities

These survey findings also position uncertified employees to request that their employer set ASHRAE Certification as a professional development goal.

These findings help explain why survey respondents agreed (96%) that they are *“proud to hold my ASHRAE Certification.”*

About ASHRAE

Founded in 1894, ASHRAE is a global professional society committed to serve humanity by advancing the arts and sciences of heating, ventilation, air conditioning, refrigeration and their allied fields.