

Filling in the Training Gap

Presented By

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Executive Vice President
RSES



- **Founded in 1933 as a non-profit educational society**
 - **Mission is to advance the HVACR industry by furthering the education and skills of the practicing HVACR professional**
 - **Original Mission was to be accomplished through chapters and members using our training material**
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- **Working toward partnerships with like-minded companies and organizations to fulfill our mission and fill the training gap in our industry.**

- Address the obvious skill shortage in HVACR
- Discuss a few ways the problem has been addressed
 - Ideas that have worked
 - Ideas that need work
- Thoughts on how to move forward

Deliver  **Training and Education**

Provide  **Jobsite/Certification Preparation**

Offer  **Time/Money/Access to Timely Info**

Delivery Methods

In-person/Onsite

- Trainers
- Trained Employees/Manufacturers
- Wholesalers/Distributors
- Local Colleges
- Unions

Self-paced/-guided Options

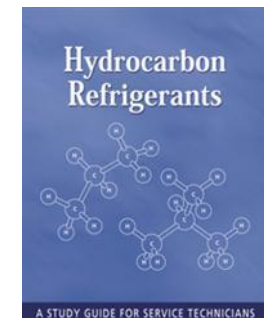
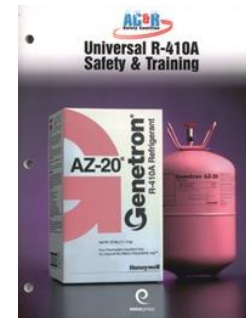
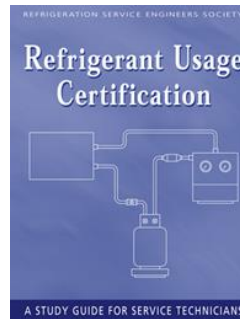
- eLearning
- Webinars



Provisions

Training required to earn various HVACR industry certifications including refrigerant-handling certifications, NATE/RSES certifications and CEH opportunities to maintain them all.

- EPA 608 Refrigerant Handling
- R-410A Safety Certification
- Hydrocarbon Safety Training Certification
- NATE Certificate Prep/Exam
- CEH Opportunities
- TIME/\$\$\$ FOR TRAINING



Investment

- **Signed MOU or agreement**
- **Tuition reimbursement plan**
- **Stair-step educational goal achievements**



Offer

- **Time—Allow them to train by giving them some of their time back to do it.**
- **Money—If paid time off is not possible, how about paying for their courses (partial or in full)**
- **Access to Timely Info—Memberships, Seminars, Conferences and/or subscriptions**

Thank you!

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