



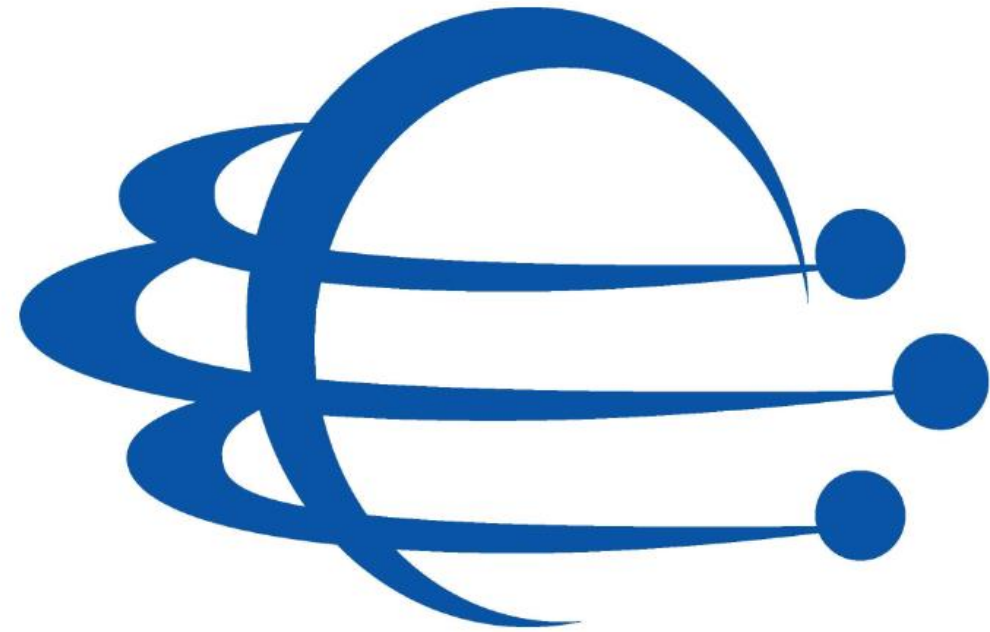
Business Case for Natural Refrigerants

June 12-14, 2018 – Long Beach



The Labor Shortage

By Todd Ernest



CLIMATE PROS

- Founded in 2006
- 400+ Employees nation wide
- Operate in 10 States
- 8 Regional locations and growing.



Bleeds Blue – Honesty/Integrity – Growth Oriented – Whatever It Takes – Relationship Driven

Skilled Labor and what the shortage means to our industry

- **What are the issues with Skilled labor?**
 - 1. Wages are up!**
 - 2. Traditional work ethic is dying!**
 - 3. Millennials are taking over...**

Read the headlines!

2017 May be Tipping Point for Skilled Labor Shortage

Through the use of technology and improved learning techniques, cost-effective educational programs are being developed.



Construction industry, mid boom, can't find enough skilled workers
Persistent labor shortage continues

SKILLED-LABOR SHORTAGE: MYTH OR REALITY?

About Us

The Construction Labor Shortage: Where Did All the Skilled Labor Go?

tradesmen_blog03

A recently released survey by the Associated General Contractors of America

revealed that nearly 80 percent of construction businesses are having a hard time finding qualified skilled labor. Beginning first in

The Washington Post
Democracy Dies in Darkness

Real Estate

Labor shortage is creating challenges to finding qualified contractors for home repairs

CNN Money

by Patrick Gillespie @CNMoney

January 17, 2018: 4:28 PM ET

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What is causing this?

- **Baby Boomers** are retiring at a rapid pace and leaving a gap of experience and knowledge
- **High School curriculum** Most High Schools have eliminated shop class and other vocational training opportunities due to a shift in mindset
- **College vs the Trades** In today's society, kids are driven to go to college and they are coached to believe that this is the only way to be successful



The Stats

According to a survey by the Associated General Contractors of America, some 70 percent of U.S. construction firms report difficulty finding qualified workers.

The U.S. Bureau of Labor Statistics reports that the nation's need for workers in the skilled trades is increasing much faster than the growth of employment overall.

The Hudson Institute predicts the supply of skilled labor in the U.S. will not catch up to demand until 2050!

Most Dangerous Job in America!

This has led to increased wages in other fields, some making even more money than a journeyman. This leaves no incentive for a refer tech to do the job.

- On Call 24/7
- Hazardous
- Long hours especially in the summer
- Need for constant ongoing education as technology evolves

25 Most Dangerous Jobs in America

By [Samuel Stebbins](#), [Evan Comen](#) and [Charles Stockdale](#) January 2, 2018 5:59 pm EDT



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Source: fstop123 / Getty Images

25. Heating, air conditioning, and refrigeration mechanics and installers

> **Fatal injuries in 2016:** 8.4 per 100,000 workers

> **Total:** 37 fatal injuries, 6,830 nonfatal injuries

> **Most common accident:** Falls, slips, and trips

> **Median annual wage:** \$45,910



What do we do about it?

We have to get proactive!

- Go to schools and speak with the kids and the counselors
- Develop your own training programs that leverage existing programs in the area
- Enhance the offering of your company
- Invest in the future of your company! It's better to train them and have them leave than to NOT train them and have them STAY!!
- Vocational schools – Invest and cooperate with them to build a pipeline
- Manufacturers can implement Factory Trained programs to help build value and train the workforce



CULTURE

Some would say that loyalty doesn't matter – We say it is crucial to success! It is the key to good culture in your company!

Loyalty builds character

Loyalty builds relationships with customers

Loyalty builds teamwork within the organization



BE PREPARED

Today's technician is nothing like what it used to be. In today's society, they want more and they demand more and there is little we can do about it because of the demand. Here are some of the things that you will need to provide in order to keep and maintain your workforce.

- Benefits program
- Paid Vacation
- Tool reimbursement or in some cases, supply all
- Uniforms
- Social environment – they want to be part of something bigger than themselves



Closing

Today's workforce is rapidly evolving and the things that are coming because of rapid developments in technology, are going to cause even more difficulty for our industry.

We must be prepared to do whatever it takes to attract and retain the best and the brightest out there. Employees need to be treated differently than any other generation in history and we have to learn how to deal with them and coach them.

Our future depends on it!



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Thank you very much!

