



MICHIGAN

AIR CONDITIONING CONTRACTORS
ASSOCIATION

HVAC in our Industry

Michael Cain

Director, Chairman, Workforce Development

Career Demand



MICHIGAN
AIR CONDITIONING CONTRACTORS
ASSOCIATION



- **1,200,000+ people short in filling job vacancies for multiple positions**
- **Highly profitable, fulfilling & admirable work is everywhere for the right kind of people**
- **We truly have a shortage of workers for numerous high paying job descriptions**

Trades are looked down upon: KILL THE MYTH



MICHIGAN
AIR CONDITIONING CONTRACTORS
ASSOCIATION



- HVACR is great, a very Professional skilled trade**
- Our industry, employer-driven suggestions for Skilled Trades Career Counseling start with the very young**
- We must teach that Skilled Trades students do not necessarily have to attend traditional colleges. This is an option**

Crossing all industries



MICHIGAN
AIR CONDITIONING CONTRACTORS
ASSOCIATION



- **HVACR is where the best jobs are! Our Professional Trade crosses ALL jurisdictions**
- **Quality tradesmen recognize that technology is ever changing and that they must be involved with continued education**
- **Our industry requires more training than any one, two or even four year schools can provide**

Excellent Wages



MICHIGAN
AIR CONDITIONING CONTRACTORS
ASSOCIATION



- **MIACCA Employers will back ALL of this up with excellent Wages & Benefits**
- **When you factor in the high difference over time for additional benefits (paid company vehicle, full family Cadillac health plan, etc.) the educated HVAC/R expert can easily earn 400% more over 24 vs the typical bachelor's degree**



MICHIGAN
AIR CONDITIONING CONTRACTORS
ASSOCIATION

miacca.org