

Lack of training could damage relationships with loyal HVACR workforce

Submitted by: BlueSky Public Relations Ltd

Tuesday, 22 October 2019

Just 39% of professionals working within the Heating, Ventilation, Air Conditioning and Refrigeration (HVACR) sector believe they have the opportunity to develop professionally with their current employer – despite the fact that incoming legislative changes look set to have an impact on future skills demand. That is according to research from specialist recruitment consultancy, WR HVACR (<https://whiterecruitment.com/jobs/team/12/Heating-Ventilation-and-Air-Conditioning>).

While the introduction of new laws, such as those concerning refrigeration gas emissions and the use of gas heating in new-build homes, will require a level of retraining across the sector, the survey of 5,548 employees found that only 39% of respondents believe there are opportunities to learn and grow with their existing company. In addition, just 43% said they receive sufficient training to do a good job.

Despite this, workforces across the sector maintain overwhelmingly loyalty to their profession, with 90% of those polled indicating they are proud to work in the industry. Similarly, 85% of respondents – which included refrigeration engineers, thermodynamics engineers and product development specialists – agreed that work is an important part of their life.

Commenting on the findings, Lewis Richards, Director of WR HVACR, said:

“It’s fantastic to see that such a high proportion of those working across HVACR are clearly engaged and motivated in their jobs. However, employers must take note of the fact that many don’t feel they have the opportunity to excel in their current role.

“Environmental considerations are continuing to impact not only day-to-day practices, but also the feasibility of long-established business models, across HVACR. As a result, savvy employers are already reconsidering the skills they will need in the medium to long term in order to future-proof their businesses. The majority of the jobseekers we work with are looking to land in a role where they can develop professionally – and companies which don’t offer adequate training risk losing their most capable people to their competitors.”

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