

# WOMEN IN HVACR

The skilled-labor workforce is aging. The U.S. Bureau of Labor Statistics forecasts that by 2020 the shortfall of skilled workers in America will reach nearly 10 million. Additionally, the average age of American skilled workers is 55 years old, and a recent Gallup poll revealed most Americans are retiring by the

age of 62, according to Economic Modeling Specialists Intl. (EMSI). These combined factors create a growing labor shortage problem in the HVACR and construction industries. However, many experts have agreed that recruiting more women to these industries may be part of the solution.



EMPLOYMENT OF **HEATING, AIR CONDITIONING, AND REFRIGERATION TECHNICIANS AND INSTALLERS** JOBS WILL



INCREASE  
**14%**  
THROUGH 2024

**MUCH FASTER THAN AVERAGE FOR ALL OCCUPATIONS.**

IT IS ESTIMATED THAT **115,000 NEW** HVACR WORKERS MUST BE TRAINED IN THIS TIME IN ORDER TO MEET THE ANTICIPATED DEMAND.

IN 2014, WOMEN COMPRISED

**47%**

OF THE LABOR FORCE.



HOWEVER, ONLY

**1.7%**

OF THE TOTAL EMPLOYED HEATING, AIR CONDITIONING, AND REFRIGERATION INSTALLERS AND TECHNICIANS WERE WOMEN IN 2015.



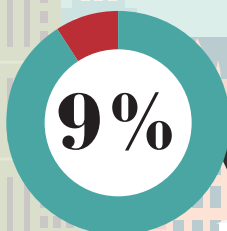
**HVACR TECHNICIANS**  
EARN A MEDIAN ANNUAL  
INCOME OF

**\$47,380**

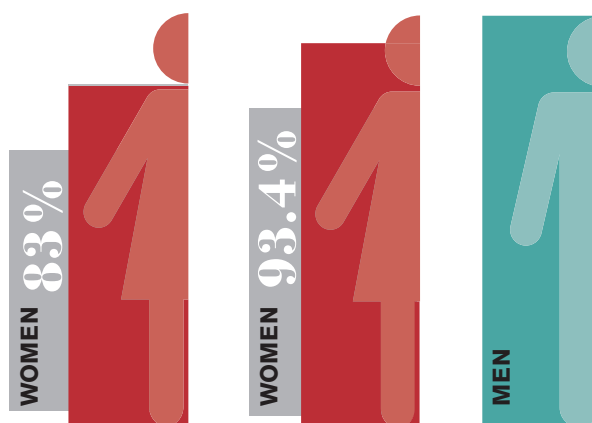
WHILE **WOMEN'S** MEDIAN  
ANNUAL EARNINGS IN 2015  
WERE JUST

**\$40,742**

THERE ARE CURRENTLY  
**11.3** MILLION  
**WOMEN-OWNED BUSINESSES**  
IN THE U.S. THE CONSTRUCTION  
INDUSTRY LAGS BEHIND, AS  
ONLY **9%** OF SUCH FIRMS  
ARE OWNED BY **WOMEN.**



IN 2014, **WOMEN'S EARNINGS** WERE **83%** OF MEN'S. THE GENDER PAY GAP IS MUCH NARROWER IN THE CONSTRUCTION INDUSTRY. IN CONSTRUCTION, **WOMEN EARN** ON AVERAGE **93.4%** OF WHAT MEN MAKE.



**SOURCES:**

- Department of Labor, <http://bit.ly/2eG2oMw>
- HVACR Workforce Development Foundation, <http://bit.ly/2fWeCNt>
- Bureau of Labor Statistics, <http://bit.ly/2fFCMfL>, <http://bit.ly/2fXCkML>
- 2016 State of Women Owned Business Report, <http://bit.ly/2f4z4OA>
- BLS, <http://bit.ly/2fXFslq>
- National Association for Women in Construction, <http://bit.ly/2fWcbdA>
- BLS, <http://bit.ly/2fxi4kC>
- Institute for Women's Policy Research, <http://bit.ly/2gh673N>
- DOL, <http://bit.ly/2fWgYMg>