

- 2021 Meeting Dates!
- Trap Shoot October 6th
- Check List for Techs!

2021 Board Meeting Dates

Wednesday -

September 15th

1st in Person Meeting!

Screening, Hiring and Retaining Employees
Federated Insurance
Carmody's Grille

September 29th

2021 Community Service Project!

Date to be Determined!

October 6th

Board Meeting and Trap Shot

North Side Sportsman Association

November 10th

Board Mtg. & General Mtg.

Carmody's Grille

December 2021

No Board or General Meeting

January 2022!!

Watch for our new schedule!!

ACCWPA Apprentice School starts:
Tuesday,
September 14th

1ST in Person Meeting Back!!!

SCREENING, HIRING, and RETAINING EMPLOYEES

A company's hiring and employee retention practices communicate a lot about its culture. Many employers agree that bringing qualified applicants into their business is one of their primary challenges, and today's competitive employment market can make it even harder to land top talent. This discussion focuses on ways to find quality applicants in your industry, establish strong and consistent hiring practices, and reinforces the value of continuous recruiting and employee retention to distinguish you as an "employer of choice."

John Novak

Federated Insurance

Wednesday,
September 15th, 2021



4905 Grand Avenue (on Neville Island)
Pittsburgh, Pa 15225 - 412-458-1813
Upstairs meeting room.

3:00 pm – Board Meeting ♦ 5:30 – 6:00 pm - Social Hour (cash bar)

Guest Speaker: 6:00 pm – 7:00 pm

7:00 pm – Dinner Buffet and Social Hour resumes (cash bar)

Dinner Buffet - \$45.00

RSVP: 724-687-7860 (phone, email or fax) – NO cancellations after September 7th, noon!

Registration Flyer on page 3

An Essential HVAC Install Checklist All Techs Should Know ... Katie Conigliaro

Whether for a residential or commercial client, installing new HVAC equipment is a big undertaking and should be taken seriously. Your client is likely investing a large sum of money for this important upgrade, so installation should be done correctly the first time around.

For this reason, HVAC technicians are encouraged to follow a specific checklist for HVAC systems they are installing. And while checklists may vary based on the exact equipment being installed (among other factors), some tasks should remain relatively consistent from one job to the next.

Research Local Codes/Requirements

Depending on where the HVAC equipment is being installed, it may be necessary to apply for and obtain permits from a local municipal office. It is an HVAC technician's job to be aware of local codes and requirements *and* obtain any necessary permits before starting a job. This includes requirements for local building codes set forth by the National Electrical Code.

Read Manufacturer Materials

HVAC professionals should also take the time to review manufacturer-specific materials before they continue with an installation job. Each manufacturer will provide its own specific installation guides and other helpful literature for each piece of equipment they offer. Reading this material thoroughly will ensure that you are knowledgeable about the equipment and can continue with the installation confidently.

Assess Existing Ductwork and Space

Being aware of the building's existing ductwork setup, air balance and other specifications is also key to ensuring a proper installation. Before you get to work, make sure you assess the existing ductwork for common issues such as restricted airflow, lack of insulation, duct leaks and more. Proper air balance should also be established before a new HVAC system is installed.

Follow Installation Steps

The exact installation steps for any HVAC system will vary based on the manufacturer, the exact model and other factors. However, in general, there are some basic HVAC installation checklist items to keep in mind. For gas units, for example, this includes making sure that:

- Gas piping joints are sealed
- Gas supply lines are properly connected
- Gas pressure has been checked
- No gas leaks are present

For other types of installations (such as air conditioning systems), you may have a separate checklist to cover essential items like measuring refrigerant levels, voltage and pressure.

Assess Unit Performance

After the new HVAC system is installed, it is also important for HVAC technicians to assess its overall performance before wrapping up and leaving the property. This should include checking for proper airflow and balance, as well as quiet operation. This is also a good time to review maintenance/care recommendations with your client and possibly even suggest that they enroll in a service plan with your company.

The Final Word on HVAC Checklists

Following a checklist for HVAC system installation can help technicians do a thorough job. In fact, it's not a bad idea to use checklists for all your work. This includes following an HVAC troubleshooting checklist and a checklist for HVAC repair. From there, you can deliver the highest quality service to your clients time and time again.

ACCWPA Corner



*Integrity is the
essence of
everything
successful.*

**PEACE, LOVE
and JOY
thru out 2021!**

**SmartWords
One Kind
Word can
change
someone's
entire day!**

Inspiration



1st Meeting Back!!!

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John Novak

Federated Insurance

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* Important – RSVP is a must! *

Email: pforker@accwpa.org or fax (724) 687-7860

Company _____

Name _____

Email address _____ Cell # _____

Dinner Buffet - \$45.00

NO Cancellations after September 10th NOON. No shows will be billed.

**IF YOU ALREADY MADE YOUR RESERVATIONS, THANKS!
PLEASE PASS THIS NOTICE TO SOMEONE ELSE THAT WILL BENEFIT!**

Trap Shoot – October 6th – Join us for loads of FUN!!!



Trap Shoot



Join us for loads of FUN!

Wednesday, October 6th, 2021

The Club has advised us that Trap shells are hard to get and may not be available to purchase that evening.

We highly recommend you bring your own shot!

ACCWPA is trying to get some to have available for sale that evening.



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- Voice for the local contractors
- Golf Outing
- Education opportunities for your technicians
office staff
- Advocacy agenda promote contractor interest
- Labor and HR legal advice before utilities
- Helping members to stay ahead of the curve
- 8 Monthly informative meetings



Upcoming Meetings!

2021

September 29th

2021 Community
Service Project!

Date to be Determined!

October 6th

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Trap Shot

North Side Sportsman
Association

November 10th

Board Mtg. & General
Mtg.

Carmody's Grille

December 2021

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Meeting

January 2022!!

Watch for our new
schedule!!



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make the
Noise!**



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"Be There Fund"

(Must be an ACCWPA member to Win!)

Next General Meeting - \$240.00



Not a Contractor or Associate member?

We'd love to serve you, too.

For additional information visit

www.accwpa.org

or call 724-687-7860

Email: pforker@accwpa.org

Additional reasons for membership are:

- Company membership applies to all employees of your firm.
- **NEW!! Contractors Free Associate Membership in Service RoundTable!!**
- Networking!!!
- Monthly meetings with informative presentations that benefit both the Contractor and Supplier.
- Relevant technical training and educational classes.
- 4-year Apprenticeship School with curriculum that is focused only on the HVAC industry!
- Monthly newsletters and email communications filled with industry information and updates.
- Insurance for member's company discount.
- Social Outings that everyone can participate in.
- And much more to come!

Join today!

ACCWPA is the Professional Alliance designed exclusively for today's HVAC/R Contractor!

2021

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"What's HVAC?" That was my 19-year old cousin's reaction when I told her about this blog post. I told her what it was and asked if she had ever considered a career as a technician; she laughed. What a ridiculous idea! Why would she ever want to be an HVAC tech?

It's a sad truth: millennials don't want to work in the skilled trades. Baby Boomers are retiring by the dozens, and they aren't being replaced. It's a huge industry problem – it's estimated there are 100,000 HVAC jobs that will go unfilled over the next 10 years. 100,000!

At SkillCat, an online HVAC training and jobs platform, we have worked with thousands of millennial techs and learned a lot of lessons along the way. Want to attract millennials to your HVAC business? Here are three strategies that have worked for us!

1) Educate them!

The number one reason millennials aren't interested in HVAC is that they just don't know anything about it! They've been indoctrinated with a bunch of false, outdated, stories about blue collar jobs.

As a company, your first job is to educate them! Go to schools, social media groups, career fairs – everywhere you can find millennials – and educate them on the misconceptions they have about careers in HVAC and the roadmap to an HVAC certification.

Most millennials don't think you can make money in HVAC. Techs have great starting salaries and can clear over \$100,000 a year after a couple years on the job, compared to the average college grad salary of \$40,000 a year!

Most millennials don't think there's job security in HVAC. HVAC jobs are booming, growing 30% year-over-year with a massive shortage. Can you think of any job that is more secure?

Most millennials don't think it's fun being a tech. Skilled trade jobs have 80%+ job satisfaction – among the highest of any job, anywhere.

The first step to getting millennials aboard is to make them aware of just how amazing an HVAC career is. Don't learn to code. Learn to be an HVAC tech instead!

2) Embrace diversity

Most millennials (like my cousin!) think they can't be technicians. Even if they like working with their hands or think the job sounds cool, they've automatically discounted it because it doesn't seem like a good fit for them. As a company looking for the best and brightest talent, it's your job to counter this and make all types of people feel welcome!

Women can be the best techs! We've spoken to some incredibly talented women who have gone through all our HVAC training and gotten top notch scores in all our HVAC assessments. Their issue: a lot of companies won't take them seriously or consider them! Many companies will assume they can't do the job and have poor mechanical skills, even when that's not the case at all.

Whether it's women, people of color, or even workers transitioning from other industries – you should be open to anyone when hiring millennials for an HVAC job.

To attract these folks – who might end up being your best techs – embrace diversity in your marketing and your HR strategies. Go to events where minority groups and women are more likely to be present. Include stories and pictures of women and minorities who have succeeded on your website and in your marketing materials.

And build a hiring process with unbiased hiring assessments that replace judgment calls with data.

If you are fair and balanced in your hiring practices, millennials will be your biggest supporters.

3) Technology is the Millennial Way

Last but not least, adapt your training and recruitment strategies to the new generation! Millennials were born into the world of technology, and as a company, you need to embrace it.

All your training should be online. Whether it's Refrigeration Theory or EPA Certification, millennials don't want to learn in a classroom and they don't want to learn from an instructor. They want to learn online, at their own pace. Add 3D animations and simulators for a fully immersive experience – it becomes the Millennial Way. Attract millennials by supporting training designed for them.

All your recruiting should be mobile. Millennials are always on their phones, and searching for a job is no different. Any job board or website you use to post your jobs should be mobile friendly. Optimized job applications to be as easy as possible for someone to access and apply on their phone.

Think creatively with technology – the sky's the limit! Today, you can have online degrees, online training, AI based assessments, and much more! At SkillCat, we've created a mechanical aptitude game to find and assess millennials. Gaming is the #1 fastest growing entertainment platform in the US, especially with this age group. Why not embrace gaming to bring more millennials to the industry?

Seize the day today! We'd love to hear how you are targeting millennials at your HVAC company in the comments.

Ruchir Shah is the Founder and CEO of SkillCat, an online HVAC training and jobs platform for the next generation of HVAC technicians: millennial HVAC technicians, a startup out of Stanford University using AI to reskill & place 100,000 new HVAC technicians over the next 10 years.

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ACCWPA is the Professional Alliance designed exclusively for today's HVAC/R Contractor!

Membership Advantages:

Networking with other contractors. This source of information is invaluable in handling problems within your own company. ACCWPA members help fellow members to be successful!



ACCWPA distributes ACCWPA Newsletters monthly to members and selected non-members, so that all those in the HVAC/R industry can keep informed of issues regarding our trade, and Chapter activities. We hope the non-members will see this newsletter as an example of the quality services that ACCWPA provide.

Contributions or suggestions can be emailed to pforker@accwpa.org

ACCWPA is proud to be a
 Service Roundtable Affiliate Association



ACCWPA Upcoming Events

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