



# ASHRAE

ASHRAE is a diverse organization dedicated to advancing the arts and sciences of heating, ventilation, air conditioning and refrigeration to serve humanity and promote a sustainable world. They have over 53,000 members globally including 5,500 student members in over 400 branches.

ashrae.org

Booth #3201

53,000+ members globally



**M. DENNIS KNIGHT**  
President

## The Current State of HVACR

“Rapid advancements in technology and AI, along with a focus on sustainability, energy efficiency, and resilient building systems, are driving innovation in the HVAC&R industry at an unprecedented pace. However, this progress also brings a pressing need for skilled professionals. **By combining technological power with human creativity, both experienced professionals and new talent can work together to shape the future of our industry.**”

### SECTOR HIGHLIGHT



The HVAC&R industry is rapidly expanding and plays a crucial role in addressing human health and the climate crisis through sustainable building practices. Despite this, we face a significant challenge in attracting new talent. **Senior engineers and building scientists are aging out of the workforce, taking with them valuable expertise, yet not enough younger individuals are stepping in to fill their shoes.** This disconnect largely stems from a perception problem.

### AN INDUSTRY VISION



Our industry’s vision — creating energy-efficient, healthy, and carbon-neutral buildings — must be more effectively communicated. Young people seek meaningful and purpose-driven careers, and the HVAC&R industry has the potential to fulfill these desires. **We need to demonstrate how our work directly impacts indoor environmental quality, climate action, and sustainable development.** By showcasing the real-world impact and future possibilities of our industry, we can inspire the next generation to pursue careers that contribute to a healthier planet and better quality of life for all.

## Trending Topics

### BUILDING DECARBONIZATION



**ASHRAE’s goal to achieving net zero GHG emissions in operation for all new buildings by 2030.** We have held global summits on building decarbonization in Washington, DC, Madrid, Spain, Athens, Greece, Delhi, India and have one coming up later this fall focused on high rise buildings in New York City, NY. The CEBC is producing 14 guidelines and a Standard that will allow carbon emissions by buildings to be quantified, accounted for and reported consistently around the world.

# ASHRAE continued...

## WORKFORCE DEVELOPMENT



ASHRAE members are collaborating on a grassroots campaign to educate others about our industry's role and contributions. We will promote the current work and future opportunities in HVACR that will impact indoor environmental quality, climate change and sustainable development for all humanity. **This work will have an even more significant impact as the world's population grows from 8 billion today to 9.7 billion in 2050.** We are sharing new tools and resources that our members can tailor to include their own personal stories, observations, passions and motivations. These resources are on president's section of [ashrae.org](https://www.ashrae.org).

### Other workforce development efforts:

- 1 We have started building relationships with U.S. federal agencies, associate societies, and the United Nations Global Alliance for Building Construction around this topic. As a result, we hosted an industry summit on a global workforce needs assessment tied to our building decarbonization conference in New York City (October 21-23).
- 2 We are creating new endowed scholarship funds to allow practicing professionals to take advantage of our professional development opportunities.
- 3 A focus of this Society year's ASHRAE Decarbonization Challenge and the Presidential Award of Excellence at the chapter level will be on technical talks delivered by local practicing professionals that emphasize upskilling and reskilling, targeting young and mid-career engineers.
- 4 Our Chapters' Regional Conferences will host Industry Roundtables focusing on employee engagement and the workforce of the future.

### ASHRAE Foundation



**\$1.4M** Total Added

including gifts raised through RP



**\$653,581**

supporting ASHRAE programs

### SCHOLARSHIPS AWARDED



**36**

Society Scholarships

**28**

Endowed Chapter Scholarships