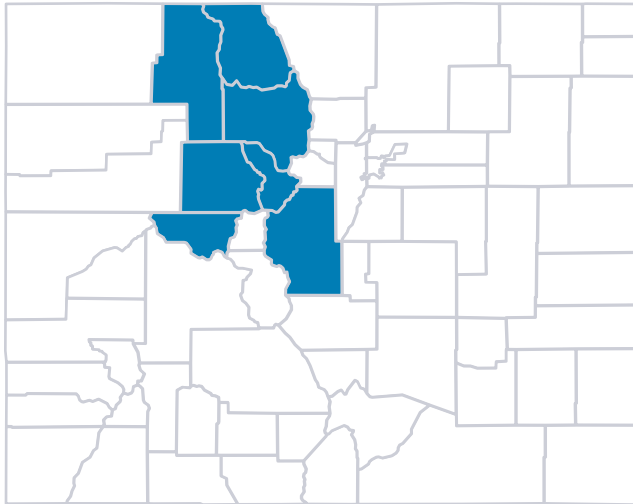


Colorado Talent Academy

HVAC Employer Collaborative

Northwest Region

REGIONAL SNAPSHOT



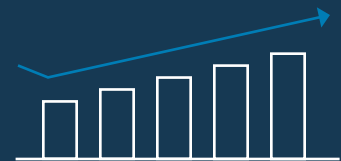
Priority industries from the Opportunity Now Regional Talent Summits:

- ▶ Construction
- ▶ Healthcare
- ▶ Tourism

~4,400 construction-related jobs open in the region, with the majority in Eagle (1,420), Routt (910), Summit (720), and Pitkin County (490)

THE CHALLENGE

Employers across the region struggle to hire, train, and retain skilled trades workers. These shortages slow housing development, infrastructure projects, and hospitality operations. Without local training pipelines, businesses must look outside the region, increasing costs and turnover.



LABOR MARKET INSIGHTS

29% GROWTH

Heating, A/C, & Refrigeration Mechanics by 2034

11% GROWTH

Maintenance & Repair Workers by 2034

\$27.67

Median hourly construction wage

INDUSTRY FOCUS

Heating, Ventilation, & Air Conditioning (HVAC)

This collaborative will co-design a comprehensive, scalable solution that prepares job-ready HVAC candidates to enter the field and grow into advanced roles with the technical expertise and hands-on experience needed by employers, educators, and the community.

HVAC was selected as the initial focus because:

- ▶ Local momentum already exists with Colorado Mountain College and R&H Mechanical to launch accredited HVAC training.
- ▶ Electrification trends are creating urgent demand for upskilling existing technicians.
- ▶ As advanced technicians retrain, new entry- and mid-level hires are needed to backfill positions and sustain the workforce.

Create a future where students see clear, local pathways into meaningful careers, experienced technicians serve as mentors, and employers have a steady pipeline of job-ready candidates. Together, the region grows its own workforce and sustains long-term economic vitality.

COLLABORATIVE APPROACH

The collaborative will build a sustainable HVAC talent pipeline by moving through the Talent Pipeline Management® framework in partnership with employers and providers, working closely with Colorado Mountain College, Eagle County Schools, and workforce centers to update curricula, expand hands-on training, and grow mentorship programs.



SEP-NOV 2025

Organize Employer Collaboratives

Convene first employer collaborative meeting.



NOV 2025

Engage in Demand Planning

Review needs assessment survey, validate common pain points, outline future engagement opportunities.



DEC 2025

Communicate Competency & Credential Requirements

Update and align job specifications and necessary Knowledge, Skills, and Abilities.



JAN 2026

Analyze Talent Flows

Analyze current talent supply and potential pipeline opportunities.



FEB-MAR 2026

Build Talent Supply Chains

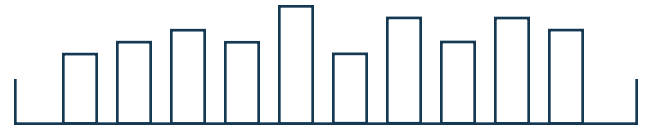
Develop preferred providers list and align curriculum development to build talent supply chain.



APR-MAY 2026

Continuous Improvement

Calculate ROI for continuous improvement and resiliency planning.



EXPECTED OUTCOMES

- 1** Support the standardization and validation of a regional construction foundations training program, endorsed by local employers and providers.
- 2** Identify the number of local trainers/mentors needed to sustain the pipeline and co-design these roles with employers to overcome barriers to attraction and retention.
- 3** To ensure program credibility and long-term success, engage at least 75% of key construction and skilled trades employers in the cohort.
- 4** Place at least 80% of program graduates in local, full-time construction and skilled trades roles within six months of graduation.
- 5** Establish at least one feedback mechanism between the collaborative, industry, and partners to continuously align training with employer needs.

LEARN MORE

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