

# The State of Australia's HVAC Industry

The Australian and New Zealand HVAC industry is steadily growing in volume, over 7% each year. According to [a report by Research and Markets](#), it's expected that the market will reach a value of \$3 billion by 2022.

Much of this growth is thanks to the government [initiating new construction projects](#) and tightening regulations for renewable energy. A large number of residential and commercial developments are creating higher demand for HVAC installations, while the push toward sustainability has driven the need for both system upgrades and product innovations.

HVAC professionals are benefiting greatly from this swell, as it has sent salaries soaring. Industry employers are offering generous compensation to compete for the small number of qualified workers.

## Current Trends

### Tech Advancement

Technology is spurring the HVAC industry forward, allowing for faster developments. A few big shifts are already underway:

- **Tech-Driven Disruption**

Industry leaders are bracing for disruption in the years to come, as new innovators step into the market.

- **Prevalence of HVAC Automation**

With the rising number of smart home apps and facility management systems, there's increasing demand for compatible HVAC systems.

- **Empowerment and Evolution via Tech**

Companies that optimise their operations by incorporating tech are gaining a competitive edge against those who remain stuck in their old ways.

## Going Green

Sustainability has become a top priority in Australian construction and facility management. This has made energy efficiency in HVAC products and services highly sought after. The industry is now addressing a variety of eco-conscious considerations, including:

- **Solar compatibility**

- **Response to facility demand**

- **HVAC's role in sustainable design strategies**

- **Keeping up with new industry regulations**

- **Helping facilities meet government energy targets**

## Current Challenges in the Industry

### Candidate Shortage

Australia has been suffering from a big shortage in the trades sector. This is largely because not enough young workers have entered the field to replace retiring workers. As more baby boomers age out, the talent pool gets even smaller.

Industry leaders are pushing to remedy this by offering more apprenticeships, starting campaigns to encourage trades education, and lobbying the government to expand the TAFE program.

### **Attracting Women to the Workforce**

The aforementioned labour shortage is only exacerbated by the fact that women are scarce in the trades. This means that HVAC and the other trades aren't appealing to half of Australia's working population, leaving a huge resource untapped.

The industry can relieve some of its labour pressures by attracting women to HVAC roles. More needs to be done to show women that HVAC offers interesting, valuable careers with a welcoming work environment.

### **Appealing to School-Leavers**

The current culture has made it so that when youths graduate from high school, they often feel like attending university is the only way to get an education and prepare themselves for a successful future. Many don't even realise that not only is the HVAC industry a promising career option, it's also possible to get started via apprenticeships straight out of high school.

Industry leaders must actively work to raise awareness among youths and present HVAC apprenticeships as viable paths post-graduation.

## **Top Jobs in Demand**

- **Technicians**

Because of the industry's large growth, HVAC currently needs technicians at all levels, and is willing to pay them well. Sydney especially has a wide number of quality openings for roles in installation and maintenance.

- **Site Managers**

A steep rise in NSW development projects has created a big need for site managers to oversee works. Experienced workers who can take on senior roles are especially in demand, and the high salaries offered can prove it.

- **Project Managers**

Project managers and facilities managers are some of Sydney's most desired professionals at the moment, thanks to the growing number of active projects. Employers are competing for experienced talent by offering generous six-figure salaries.

- **Apprentices**

A vast majority of HVAC businesses are looking for new apprentices or mature apprentices. Many of them can guarantee a full-time, permanent role where newcomers can earn as they learn.

### **HVAC: Where a Rewarding Career Path Awaits**

Australia's HVAC industry is ripe with opportunity for talent seeking rewarding work. The stably growing demand for HVAC skills has created good job security and solid pathways to career advancement.

Additionally, the high earning potential and competitive benefits packages makes HVAC an attractive option. On average, those who pursue careers in this sector can look forward to out-earning people who go for the typical path of studying business in university.

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