

In-Demand Career: **HVAC Technician**

(NOC 72402)



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Role Overview

HVAC Technicians install, maintain, and repair heating, ventilation, air conditioning, and refrigeration systems in residential, commercial, and industrial environments. They ensure comfort, efficiency, and air quality while increasingly contributing to climate-conscious building upgrades.

Why This Role Matters

With Innisfil's continued growth and rising construction activity, HVAC technicians are critical for both new builds and retrofits. These roles are evolving quickly to support energy-efficient systems, smart thermostats, and building decarbonization.

SECTOR: Clean-Tech Supply Chain

HVAC technicians play a crucial role in achieving energy efficiency, maintaining indoor environmental quality, and enhancing green building performance. Their work is vital to reducing GHG emissions through efficient systems and the adoption of heat pumps.

Key Skills & Capabilities

- Mechanical installation and repair
- HVAC system diagnostics and troubleshooting
- Knowledge of refrigerants and airflow systems
- Smart system integration (e.g., programmable thermostats)
- Energy efficiency and code compliance
- Health and safety standards

Wage Range

\$28 to \$42 per hour, depending on experience and certification level.

Education & Training Pathways

Formal technical training followed by an apprenticeship is typical. Licensure is required for handling refrigerants and gas systems.

Local Program Spotlight:

Georgian College – Heating, Refrigeration and Air Conditioning Technician

Covers HVAC systems design, maintenance, and installation, with strong emphasis on energy conservation.

Ontario Apprenticeship Program – HVAC Mechanic (313A) Includes 9,000 hours of in-school and on-the-job training, culminating in certification as a licensed HVAC technician.

Developing the Talent Pipeline

- **Entry via pre-apprenticeship** programs or trade schools
- **Workplace-sponsored apprenticeships**
- **Ongoing manufacturer training** for new technologies
- **Certification in green HVAC and energy-efficient systems**

Career Progression Opportunities

- Red Seal HVAC Mechanic
- Senior HVAC Installer or Service Technician
- Mechanical Supervisor
- Energy Auditor or Building Performance Specialist
- HVAC System Designer

Examples of Local Employers

- Local HVAC contractors and service companies
- Homebuilders and renovation firms
- Municipal operations and facilities teams
- Commercial property management groups

Emerging Trends

Heat pumps and electrification are reshaping HVAC needs in both new builds and retrofits.

Smart HVAC systems and automation are in growing demand in residential and commercial settings.

Carbon reduction initiatives are increasing the importance of energy efficiency expertise.

Cooling demand is increasing due to climate change, creating pressure on systems and skills.



Innisfil Economic Development

2101 Innisfil Beach Rd,
Innisfil, Ontario, Canada L9S 1A1



Phone: 705-436-3710

Toll free: 1-888-436-3710

Email: business@innisfil.ca

Website: InvestInnisfil.ca