Our review of HVAC credentials that satisfy the Workforce Standards requirements revealed a lack of consistent & uniform standards.

Conclusion

Credential	Total years of experience	Eligibility	Public Database
Apprenticeship	1-5 years	Installer/ Technician	No- requires SSN
5+ years experience at Journey-level	10 years	Installer/ Technician	No
C-20 License	9 years	Individuals who meet experience requirements*	Yes

At the time of the report, no federally-accredited or non-union state-accredited programs were actively recruiting individuals.

Recommendation

We recommend the CPUC collaborate with other state agencies to identify the best path forward for an HVAC technician credential.

This may include the use of either:

1. Existing certification (e.g., NATE, HVAC Excellence)
2. CSLB knowledge exam
3. Newly developed certification exam

We recommend the CPUC ensure that the IOUs require the collection of necessary data (i.e. certification numbers, last names, and last four digits of social security numbers to support verification of Workforce Standards.

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* Qualifying Experience for the Examination found here.

Note: Red text indicates changes made after the 5/18 workshop