



2020

ANNUAL REPORT

WORKING TO KEEP CONTRACTORS ESSENTIAL!



Officeship
\$28,405 per year

On the job training... You will work with... professionals and will... about career opportunities and advancement.



Technician
\$40K-\$100K per year

Technicians repair and install equipment. As a technician you are the boots on the ground in HVACR.



Supervisor
\$63,973 per year

The supervisor oversees the work at the job site and works with the client to make sure their needs are being met.



HVACR Engineer
\$60,762+ per year

Plan and coordinate...



Helping Members Survive and Thrive In the Most Unusual Year

2020 was truly a year for ACCA to shine. With serious concerns for employee safety, new employment regulations, mandatory stay at home orders, rapidly evolving small business relief measures, and the financial strain of cancelled jobs, HVACR contractors turned to ACCA for timely information and action opportunities in record numbers. ACCA rose to the challenge with remarkable speed, delivering 60+ blog posts, a dozen webinars, new promotional offers, a growing collection of downloadable templates, and other resources to help contractors stay safe and productive in these unprecedented times: www.acca.org/covid-19.

Contractor Forum – Turning to Peers in a Time of Crisis

Providing members with the ability to connect with other contractors is just one of the great benefits of membership. The Contractor Forum is where members can go to obtain answers to their most pressing questions, seek recommendations and provide feedback. Contractor Forum participation surged as members sought out guidance from peers facing similar challenges in response to COVID-19. When comparing forum participation from March 1 to March 12 vs. March 13 to April 8, there was a 320% increase in new forum posts and a 560% increase in responses. The total number of Forum users also grew by 24% in 2020.

A Surge in New Members

As growing numbers of contractors turned to ACCA for resources and joined our campaigns to recognize HVAC as essential, many discovered the benefits of membership. Between March 2020 and July 2020, ACCA saw a 135 percent increase of contractors joining ACCA. ACCA also launched Effortless Renewal in June 2020. Since then, 79% of all members paying dues by credit card opted to put their membership on autopilot with annual or monthly recurring payments.



Save the Date!

New Orleans, LA
November 1-2, 2021:



November 2-3, 2021:



ACCA 2022

St. Louis, MO
March 28 - 30, 2022



www.accaconference.com

Events

Fall Webinar Series: ACCA adapted to the circumstances in order to provide you a great series of innovative and educational offerings to help grow your business. ACCA hosted ten webinars covering topics including:

- Training Your Own Team
- Detect Distracted Driving with Fleet Technology Consistency Is Key
- Listening Skills & COVID, and More!

These new sessions join a growing body of 250+ member benefit videos and recorded conference sessions. Hear case studies, share advice, and let ACCA provide you with the roadmap to success.

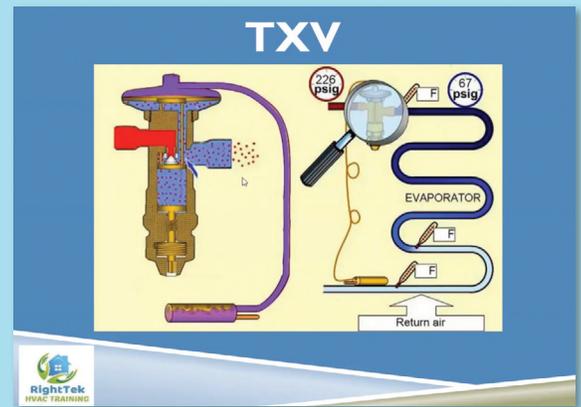


Partnering with State Contracting Associations

In May 2020, ACCA hosted a Virtual Summit with its 16 Allied Contracting Organizations (www.acca.org/about-acca/allied-organizations) and several other state associations exploring renewed partnerships. This meeting drove home the point that no two state organizations are alike and laid the groundwork for renewed cooperation around advocacy, online training, content, events, membership, and more. If you're involved with a state contracting association interested in partnering with ACCA in ways big or small, we're eager to hear from you.

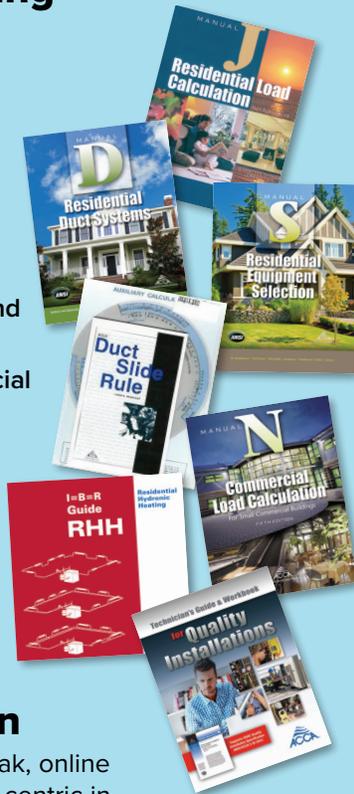
ACCA's Technical Training

ACCA's Residential & Light Commercial Design for Quality Installation classes, in-person, online, and now virtual continue to be popular. Due to the restrictions caused by the pandemic, this year, ACCA only held 2 in person classes, one in Tampa, FL and one in Apex, NC. Working with RightTek Training, we also started to hold virtual introduction courses for Manual J, D, S and the QI 5. This 8-hour course is a great primer to residential system design and covers real world applications of professional installation. The format has been well received and we look forward to offering more courses in this format.



ACCA's Top Selling Products

1. Manuals J, D, S® (top sellers for 10+ years in a row)
2. Duct Calculation Slide Rule
3. Residential Hydronic Heating, Installation and Design (I=B=R)
4. Manual N® – Commercial Load Calculations
5. Technician's Guide & Workbook for EPA 608 Test



Online Education

Since the COVID-19 outbreak, online learning has become more centric in people's lives. Four years ago, ACCA started our online technical training program Qtech®, which looked to offer tech's a convenient and affordable way to improve technician performance, reduce callbacks, increase job margins, and reward quality employees.

This year, we launched a new course, A2L Refrigerant Training. The course focuses on technician and client safety as well as ignition prevention as these refrigerants enter the U.S. market. The online A2L training course is an interactive course designed to keep the learner engaged with the training. Upon completion of the course, the student can earn NATE, BPI, ICC, RESNET, HVAC Excellence CEUs.



Complete Qtech Offerings:

- A2L Refrigerant Training
- Entry Level Technicians Bootcamp
- EPA 608 Certification Test Prep
- Technician Field Practices for Quality Installation
- Home Evaluation and Performance Improvement
- Duct Design Basics
- Duct Diagnostic and Repairs
- Basic Electricity for the HVAC Contractor
- Hydronics
- Commercial HVAC Design Basics: Maria's Restaurant
- HVAC Zoning

We know that there is more to learn than just technical training. We have also teamed up with **Steve Coscia** to offer a new soft skill, Service Excellence Bundle. This 4-part course covers every aspect of listening and conveying empathy, soft skills, attitude strategies and leading by example. Coscia is one of the most widely published and quoted customer service experts in the mechanical trade industry.



Additional Online Offerings:

- HVAC for Office & Sales Staff
- Service Excellence Bundle
- HVAC for Code Essentials
- Light Commercial HVAC Design
- Residential HVAC Design

2020 - 2021
**ACCA BOARD
 OF DIRECTORS**
 OFFICERS AND DIRECTORS



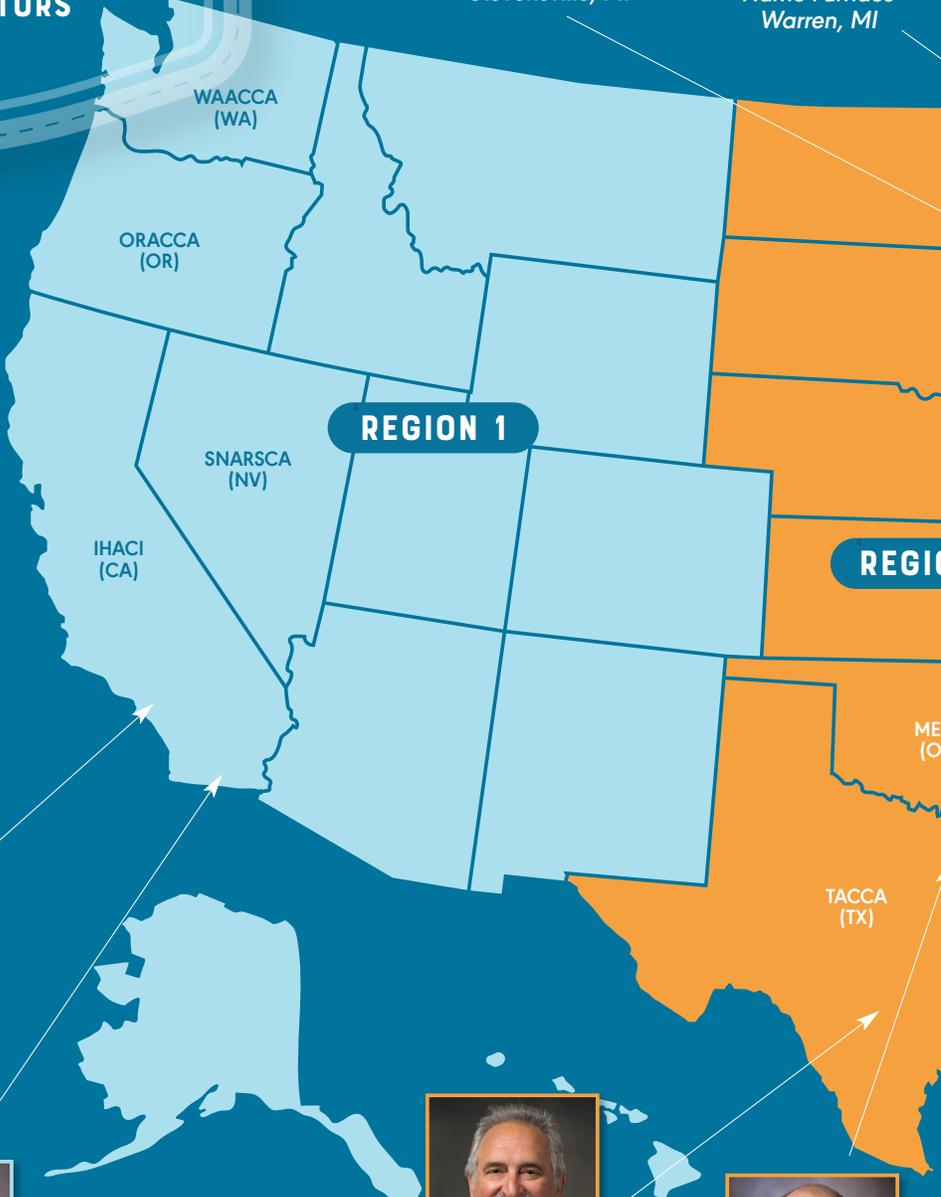
**VICE CHAIR
 DAVE BOELCKE**
 Stevensville, MI



MATT MARSIGLIO
 Flame Furnace
 Warren, MI

ACOs
 ACCA has formal relationships with 16 Allied Contracting Associations (ACOs) representing 17 states and DC. Through those relationships, ACCA leverages its federal outreach resources to support your interests at the state and local level. If your state is not listed, we'd love to work with you. ACCA knows that we are stronger together. ACOs are listed on the map.

- DID YOU KNOW?** Four ACCA contractors are serving in public office!
- Governor Bill Lee of Tennessee
 Lee Company, Nashville, TN
 - Congressman Markwayne Mullin
 Mullin, Inc., Broken Arrow, OK
 - Congressman Daniel Webster
 Webster Air Conditioning & Heating, Inc.,
 Winter Garden, FL
 - Congressman Randy Weber
 formerly of Weber's Air & Heat, Alvin, TX



CODY NOVINI
 SoCal Airflow Pros
 Rancho Santa
 Margarita, CA



LOUIS FUENTES
 Air Conditioning
 Guys, Inc.
 El Centro, CA



VINCE GILLETTE
 Gillette Air Conditioning
 Company, Inc.
 San Antonio, TX



**VICE CHAIR
 STEVE PAPE**
 Pape Service Co.
 Desoto, TX



**SENIOR VICE CHAIR
BRIAN STACK**
Stack Heating
& Cooling
Avon, OH



**IMMEDIATE PAST CHAIR
ERIC KNAAK**
Isaac Heating & Air
Conditioning
Rochester, NY



EDDIE MCFARLANE
Haller Enterprises Inc.
Lititz, PA



JENNIFER PIERCE
Clay's Climate
Control
Linwood, NJ



ROB MINNICK
Minnick's, Inc.
Laurel, MD



CRAIG ELLIOT
Nice Home Services
Springfield, VA



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DAN FOLEY**
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Lorton, VA



TIM CROPP
CroppMetcalf
Services
Fairfax, VA



**CHAIR
LANNY HUFFMAN**
Hickory Sheet Metal Co., Inc.
Hickory, NC



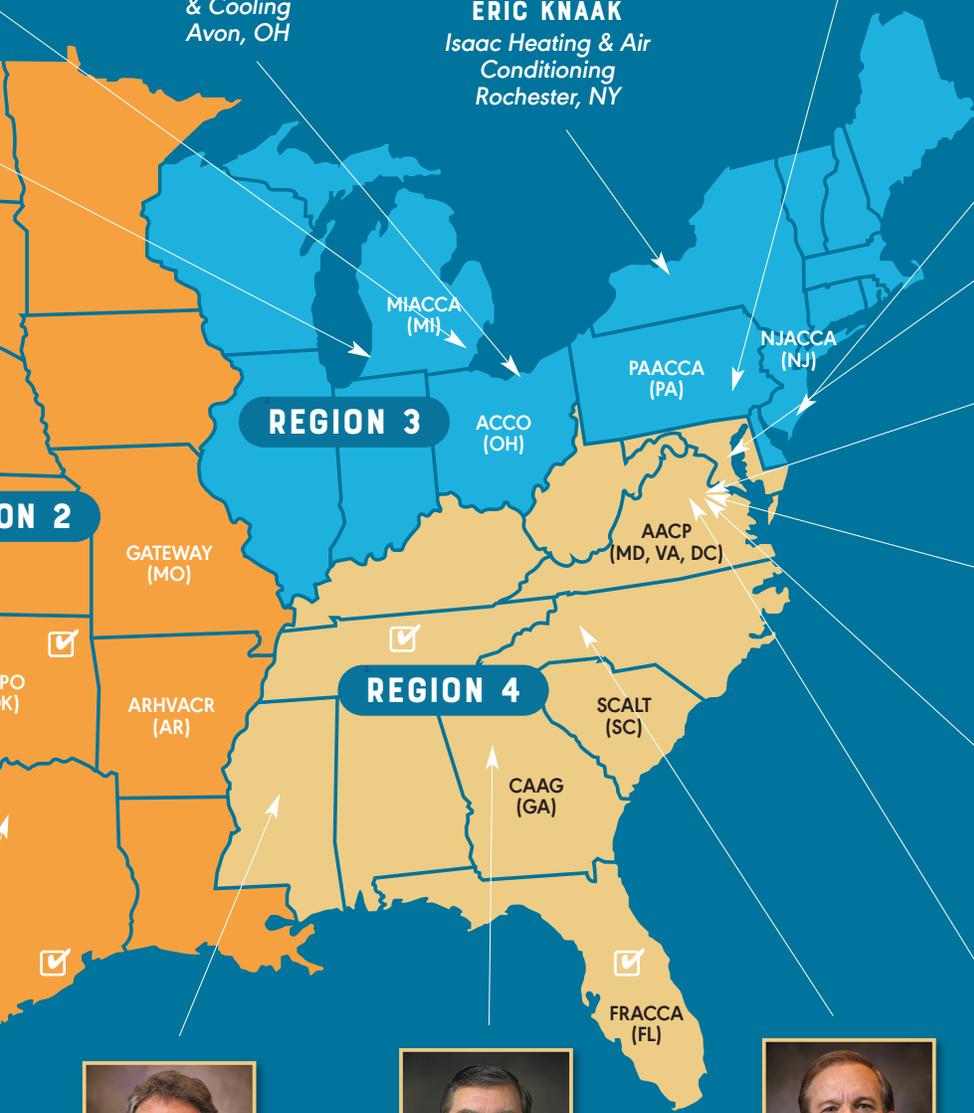
LINDA COUCH
Parrish Services, Inc.
Manassas, VA



MARTIN HOOVER
Empire Heating and
Air Conditioning, Inc.
Decatur, GA



**SECRETARY/TREASURER
KEITH PATON**
Ivey Mechanical, LLC
Kosciusko, MS



ACCA Committees Continue to Grow

ACCA committees are a major part of the association, as members work together with staff to build resources, programs, services, events, partnerships, training, and more. ACCA consists of five member-led committees overseeing all of ACCA's work. These committees are: Events, Member Services, Membership, Partners, and Products. To help continue to grow ACCA's committees and make them even more representative of the full membership, ACCA developed a new webpage to share the purpose of each committee, as well as make it easier for ACCA members to apply for committee membership.

Events Committee

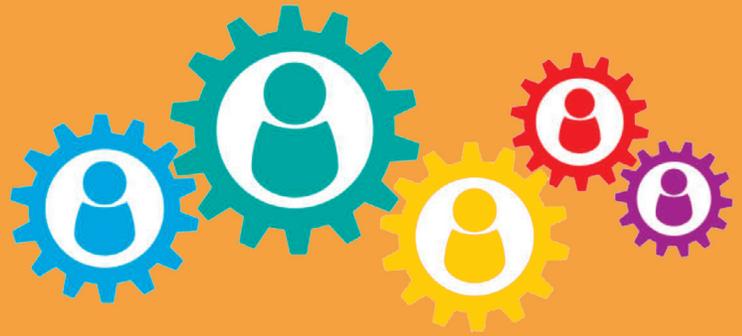
This committee, co-chaired by Brian Stack of Stacking Heating, Cooling, and Electric in Avon, OH, and Ryan Kletz of Classic Air's One Hour Heating & Air Conditioning in Virginia Beach, VA, had a particularly active year due to the COVID-19 pandemic. They had to make tough decisions about ACCA's annual Fall Forums and the 2021 Conference and Expo. Ultimately, the committee decided to move the fall forums to a virtual format that was free to all members and decided to postpone the 2021 conference in New Orleans until 2023.

Member Services Committee

Chaired by Stephen Pape of Pape Services Co. in Desoto, TX, this committee played a major role in the new resources that ACCA developed in 2020. They guided ACCA in developing new soft skills videos and worked to refine ACCA's benchmarking program. They developed a sub-committee on Diversity, Equity, and Inclusion, Chaired by Jen Pierce of Clay's Climate Control, LLC, in Linwood, NJ, to ensure that ACCA members have the resources they need to be well-rounded companies that can meet the needs of their employees and their customers in our diverse and evolving country.

Membership Committee

Chaired by Martin Hoover of Empire Heating and Air Conditioning, Inc. in Decatur, GA, this committee spent 2020 focusing on how to strengthen ACCA's membership. While there was a surge in new members, especially during the early days of the COVID-19 pandemic, the key is to now keep them as members.



This is a project that the Membership Committee works closely with the Member Services Committee on. In order to meet the goals for ACCA contractor membership, the committee is reviewing membership structure – how it currently works.

Partners Committee

This committee, chaired by Tim Cropp of CroppMetcalf Services in Fairfax, VA, works closely with ACCA partners at all levels. They work with staff to connect leading industry manufacturers, suppliers, distributors, and service providers with contractors so that our industry continues to grow. They have played a part in strengthening some of our long-term partnerships, as well as bringing new partners into the fold.

Products Committee

Chaired by Rob Minnick of Minnick's, Inc. in Laurel, MD, the products committee did a lot of heavy lifting in 2020.

This committee has two sub-committees: the Codes Sub-committee, chaired by Manny Chaves of Chaves Heating & Air Conditioning, Inc., Hudson, MA and the Manual S® Sub-committee, chaired by Anthony Maynor of RightTek HVAC Training in Apex, NC. The Codes Sub-committee has been very busy working to get ACCA's standards recognized in the country's building codes, as well as fighting against unnecessary and burdensome code requirements. One big code requirement that they worked on eliminating is the requirement for GFCI for AC & heat pump disconnects. They are also working on how the codes will address refrigerants, especially mildly-flammable A2Ls as they move into the marketplace. The Manual S® Sub-committee is working on the required review to maintain the manual's ANSI accreditation. They are reviewing and making updates to the manual to best meet the needs of contractors as new and more complex HVACR systems are coming into the marketplace.

Serving as a committee volunteer is a valuable, rewarding experience that will strengthen your personal skills and competencies and bolster your career and the HVACR Industry. To serve, visit www.acca.org/accacommittees or email accacommittees@acca.org.

New Video Resources to Train Team Members

Soft skills are critical to the success of any employee who works with customers. These range from very basic skills such as greeting a customer to more complex skills as handling an angry customer or a busy body. To help ACCA members include soft skills training into their team meetings, the staff developed short, animated videos covering many of these topics. There are currently 6 soft skill videos available to ACCA members to use:

- *Managing Political Conversations with Customers*
- *Working in Homes Where You May Feel Uncomfortable*
- *How to Deal with Meddling Customers*
- *Dealing with No-Show Customers*
- *Working with Customers Who Live in High Crime Areas*
- *Working with a Customer Who Is Deaf or Hard of Hearing*
- *How to Handle Customers Who Do Not Follow COVID-19 Safety Guidelines While Working in Their Home*

These videos are available on www.acca.org. ACCA is developing more videos covering a wide range of soft skills topics.

Maximizing Profitability Through Consistent Benchmarking

Data is essential to maximizing profitability. It is a goldmine when used to predict behaviors, trends, and more. This year, ACCA expanded its member-only data benchmarking program to include:

- *Four COVID-related surveys covering information from more than 1,300 different companies across multiple industries*
- *Cool Insights 2020, its second Financial & Operating Performance Survey*

Members received exclusive information about supply shortages, ways other contractors were responding to the pandemic, and more. This exclusive, member-only content now features an interactive report card and other enhanced modules that allow contractors to see custom data comparing how your company performed against others across the industry. Participating members can use the report to compare spending, staffing, marketing, and more against best-in-class peers



HOW WELL DOES YOUR TEAM KNOW THEIR ACCA MEMBER BENEFITS?

Join our monthly Member Benefits Webinar!

Every 3rd Thursday, 2:00 pm EST

Register at:

www.acca.org/acca-webcasts

Enroll Your Entire Team for ACCA Member Benefits

www.acca.org/my-account OR

email a roster to membership@acca.org

ACCA Membership Can Pay for Itself Through Discounts

ACCA members can take advantage of a long list of generous, member-only discounts from ACCA's partners and associate members in a wide range of industries, such as discounted advertising services to huge savings on hotel stays. For example, ACCA members saved \$175,000 in 2020 by participating in Savings4Members Programs. When it comes to your company's bottom line, your ACCA membership pays dividends. Visit www.acca.org/special-offers for a full list of discount opportunities.



for golden insight nuggets that help highlight key areas to increase profits and lower expenses.

ACCA also added blogs outlining key data points from the surveys to provide in-depth explanations to easily understand and use survey data. In 2021, members will receive even more opportunities to learn about business data and how to use it to make informed decisions. All data is tabulated by a third-party benchmarking firm that crunches the numbers and reports the findings. Sharing this information is 100% confidential and ACCA staff NEVER see individual data. Each year, participating members get a personalized Company Performance Analysis Report when the survey results are published. Members who participate every year, can see how their company grows and changes over time and relative to their peers. Learn more at www.acca.org/financialsurvey.

On average, best in class companies spent \$1,069 MORE on training for each technician, and \$2,361 LESS on payroll per employee.

ACCA MIX® Groups Continue to Connect and Grow!

Joining an ACCA MIX Group is the ultimate contractor networking opportunity. Group participants share their successes and failures along with innovations and ideas to increase efficiencies and revenue. Over the course of 2020, ACCA MIX Groups continued to grow with the addition of 10 contractors to existing groups. Pandemic travel restrictions prompted many groups to shift to virtual meetings as they continue exchanging strategies in response to this year's unprecedented challenges. Brian Stack of Stack Heating Cooling & Electric in Ohio said, "Zoom has enhanced our ACCA MIX Group experience. We are able to communicate better than a call or email."

Website Updates 2020

ACCA rolled out various updates to the acca.org website. We heard our members when they asked for a more user-friendly site that helps them access the premiere materials we have available for them. More changes are expected for next year. Here are a few highlights from 2020!

1. Contractor Locator

Customers simply enter their postal code followed by a search area and are immediately served with ACCA member companies who will perform a quality service for their system. Customers also have the option to limit the search by marketing segments (commercial, residential, etc.). As a bonus, ACCA members who are Quality Assured ENERGY STAR Contractors are listed at the top of the search results! Out of the 40,000 searches made since the locator launched in mid-2020, over 19,000 people clicked to visit a company's website, and 33,000 clicked to view the company's phone information. This proves the contractor locator is in high demand as a touch point for your customers.

2. Women in HVACR

ACCA's new Women in HVACR page compiles the resources and information for women entering the industry, offering new opportunities for diversity and inclusion in our members' businesses. Female HVAC technicians currently make up about 9% of the industry's workforce. With an estimated workforce shortage of over 115,000 contractors by 2022, bringing women into the industry is more important now than ever before.



3. Government Relations and Advocacy

A key part of ACCA membership is our ability to represent you and your company on Capitol Hill in Washington, D.C. However, in order to do this, it is extremely important that ACCA has the support of our members. With this in mind, we created a new Government Relations and Advocacy page built to help streamline our members to the resources they need to stay engaged in the political landscape. Here, members can find ACCA ACTion alerts, the ACCA-PAC prior approval form, information about your government, ACCA's top priorities, and more!

ACCA NOW Magazine: New Year, New Resources



ACCA Now magazine hit a milestone in 2020, being its first full year of the redesigned publication. During 2020, the magazine utilized new techniques to share information about what is going on in the HVACR industry through tip-in advertising and faux cover wraps. Along with new ways of sharing information, the magazine added additional content to highlight its members and partners. The ACCA Now website was also revamped in 2020. The new site not only shares content from the magazine, but also has ACCA member exclusives. The page gives a clean and easy way to view individual articles, as well as the digital version of the magazine, which is emailed to members and non-members in the second month of the issue.

2020 Policy Victories

Keeping You Working Is Essential

- At the onset of the COVID-19 pandemic, ACCA's rapid lobbying and advocacy response led to HVAC/R professionals being designated as essential workers. The Cybersecurity and Infrastructure Security Agency (CISA) issued guidance on essential business that referenced HVAC/R workers by name seven times.
- CISA guidance was used by states and local officials across the country who overwhelmingly designated HVAC/R as an essential service.

Paycheck Protection Program (PPP)

- ACCA provided resources to members – helping them throughout the process of accessing PPP funds and applying for loan forgiveness.
- ACCA worked to secure full federal deductibility of PPP funds for contractors and small business owners who took advantage of the program – avoiding potentially massive tax hikes.
- ACCA successfully fought for simplified forgiveness. All small business owners with PPP loans of \$150,000 or less will be able to file for forgiveness using a one-sided form from the Small Business Administration.
- ACCA helped ensure a second round of PPP loans. An additional \$284 billion was made available for small businesses who experienced revenue losses of 25% or more in 2020.

Energy Efficiency Tax Credits

- ACCA helped ensure that the Section 179D deduction for commercial buildings permanent.
- ACCA worked to extend the 25C credit for homeowners as well as the 45L credit for homebuilders and multi-family developers through 2021. It is also worth noting that the geothermal tax credit was extended through 2023.
- ACCA pushed for a significant technical correction to the tax code as a part of the CARES Act that allows for full and immediate expensing of interior HVACR units that are "qualified improvement property," or QIP until 2022. After 2022, HVACR units that qualify as QIP will be subject to a 15 year depreciation period before they can be expensed. This is still extremely preferable to the previous depreciation

period of 39 years that was erroneously included in the 2017 Tax Cuts and Jobs Act (TCJA).

- Having these provisions in place moving into 2021 and beyond, gives taxpayers that take advantage them greater certainty to plan for future energy efficiency upgrades. This, in turn, will drive business for ACCA members.

Funding for HVAC Improvements in Schools

- ACCA advocated for funding to replace and repair the crumbling HVAC infrastructure in our schools.
- \$54.3 billion was set aside in the year-end COVID-19 relief bill specifically for the repair and replacement of HVAC systems in schools, as well as cleaning, testing, PPE, and other safety supplies to help schools reopen safely. This takes a significant, long overdue step in rebuilding the infrastructure of schools across the country, which ACCA members will undoubtedly play a direct role in.



Defending HVAC Professionals in the Codes Arena:

ACCA's Codes Committee fought for HVAC professionals on several crucial fronts:

- Led a coalition of manufacturers and allied associations in a request to delay the effective date for NEC GFCI protection for outdoor HVAC/R outlets. These UL-listed GFCI receptacles lack the necessary robust capacity and would create nuisance trips.
- Won recognition in the IAPMO pool & spa code for ACCA Manual SPS for dehumidification.
- Developed a template for members who want to protest the requirement to leak test ducts located inside the building's thermal envelope. This requirement was poorly substantiated and is a poor solution to increased performance in duct systems.
- Represented ACCA members interests on several working groups and committees:
 - International Association of Plumbing and Mechanical Officials: A2L Lower-flammability refrigerant code proposal working group.
 - International Code Council's Plumbing Mechanical Fuel Gas Code Governing Committee.
- David Boelcke will represent ACCA on the Code Development Committee for the International Mechanical Code. Boelcke was selected from applicants across the country.

Technical Standards Excellence:

- Anthony Maynor of RightTek Training in Apex, NC, convened the Manual S Sub-committee met several times to address key issues surrounding: variable capacity equipment size tolerances, streamlining Manual S mandatory language.
- The Standards Task Team (STT) notified ANSI of their intent to take the listed action on following standards:
 - ACCA Manual S** – Residential Equipment Selection, *Under Revision*
 - ACCA 5 QI** – 2015: HVAC Quality Installation Specification, *Under Revision*
 - ACCA 6 QR** – 2015: Restoring the Cleanliness of an HVAC System, *Reaffirmed*
 - ACCA 14 QMref** – 2015: Quality Maintenance of Commercial Refrigeration Systems, *Reaffirmed*
- The **RESNET/ACCA/ICC Standard 310** was recognized in July 2020. This was the culmination of more than three years of effort. Standard 310 provides a pathway to earn an improved Energy Rating Index (ERI) score when the heating and cooling system is installed in compliance to its requirements. HVAC professionals who invest the effort to design, install, and commission the systems they install will earn better ERI scores for their hard work.

Preparing Contractors for A2L Refrigerants

Anticipating Congress' December action to phase out HFC refrigerants like R-410A, ACCA's board prioritized development of a new online training to keep contractors and their customers safe as A2L lower flammability refrigerants enter the residential market. ACCA's newly released A2L Refrigerant Qtech course, available online, is designed to be accessible and affordable for contractors to train their entire teams. The course focuses on

technician and client safety and ignition prevention, with interactive content designed to keep the learner engaged throughout. Upon passing a test, they'll earn a certificate of completion that demonstrates a commitment to employee and customer safety.

Promoting Quality Contractors

Throughout 2020, ACCA rolled out new tools, partnerships and advice to help Quality Assured (QA) accredited contractors effectively market their investment in quality. ACCA's approximately 800 Quality Assured (QA) accredited contractors installed about 90% of the HVAC systems in homes that qualified for EPA's ENERGY STAR Certified Homes (ESCH) program! EPA also agreed to continue investing in the ENERGY STAR Verified HVAC Installation (ESVI) program for existing homes.

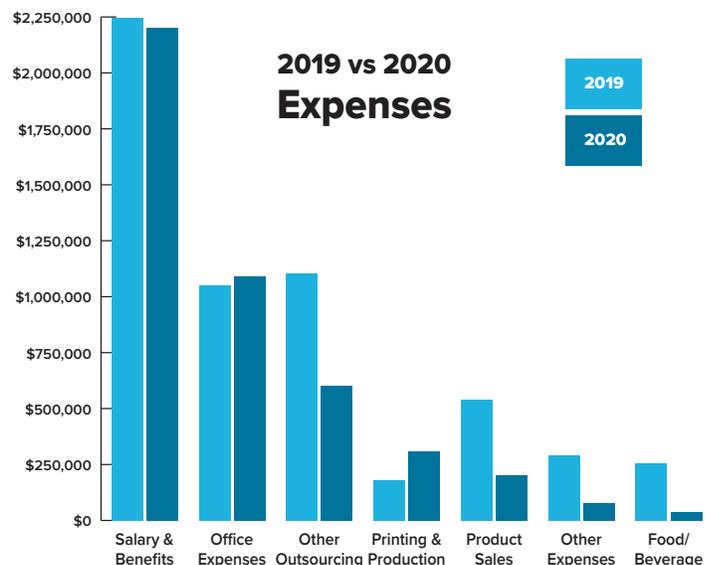
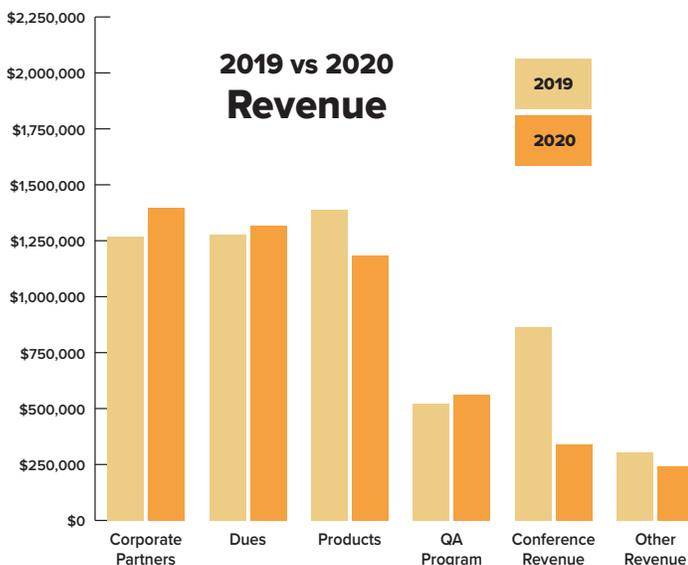


QA Accreditation Gives Back

ACCA's new Contractor Locator prioritized QA contractors on 60% of consumer searches! Along with the new QA Directory, these listings delivered over 7,000 free leads to QA contractors. ACCA will continue to explore new opportunities to improve the value proposition of accredited HVAC contractors to consumers across America.

A Financially Strong Year

Despite 2020 being a year marked by a global pandemic, ACCA had a strong year financially. Two major contributors to ACCA continuing to have stable financials was its Corporate Partner program and Membership Dues revenue, which both grew two percent over 2019. These two revenue items go hand-in-hand, because the Corporate Partner Program helps ACCA keep its contractor dues at the low price of \$575. Expenses also declined in 2020, in part due to restrictions to in-person events and ACCA moving its national headquarters. If you have questions about ACCA's financials, please email barton.james@acca.org.



Member Support

Technical Services provided technical support to hundreds of members who called and emailed ACCA. Inquiries covered a wide range of topics from technical questions about HVAC equipment, design questions about ACCA's standards, and best practices. This member benefit is provided as an essential value-building proposition for ACCA members. **Tech Talk** and **blog articles** provide members vital information pertaining to seasonal topics, special interests, and their day-to-day tasks. ACCA also provided guidance about products that made significant claims about their effectiveness against the COVID-19 virus.

- **Coronavirus and Other Contaminants: How Indoor Air Quality Can Affect Your Health**
- **The TRUTH About HVAC Systems and Viruses**
- **Ionization – What You Need to Know**

These critical articles help owners, managers, technicians, and installers offer vital information to clients so they can make informed decisions regarding their home and HVAC equipment.

ACCA Moves to New Headquarters

While being together in an office was not always possible in 2020, ACCA had already made plans to relocate before the pandemic. Throughout the summer, ACCA prepared to move from its headquarters of almost 20 years in Arlington, VA, to the new headquarters in Alexandria, VA. The official move took place in October. ACCA looks forward to hosting our members and partners at our headquarters in the near future. Until then, please make sure to update the address information you have for us to: **1330 Braddock Place, Suite 350 Alexandria, VA 22314**



ACCA Receives National Recognition for Workforce Efforts

ACCA is proud that the American Society of Association Executives (ASAE) selected them as an ASAE **Power of A** Silver



Award recipient for its Workforce Development Initiative. **The Power of A** was founded in 2009 as a campaign to educate the presidential administration and Congress about the influence that associations have over policy-making and other aspects of society.

ASAE's **Power of A** Service

Awards, the industry's highest honor, recognizes the association community's most valuable contributions on the local, national, and global levels. While there are 64,000 associations in the U.S., ACCA goes above and beyond to differentiate itself from other organizations by offering its members tools and resources to help fill jobs in the trades, due to retirement, and anticipated growth in the industry – 115,000 people will be needed by 2022.

The ACCA Internship Program

The ACCA Internship Program is designed to give students and young professionals an opportunity to see the HVACR industry from the unique perspective of its leading trade association. ACCA internships are available year-round, spanning every aspect of ACCA's work to serve and represent contractors. The ACCA Internship Program has grown significantly throughout 2020 by participating in virtual internship fairs and directly connecting with school advisors about opportunities. The 13 interns working within the communications, membership, government relations, and benchmarking departments came from the following schools: American University, Georgetown University, George Washington University, George Mason University, and Marquette University. Interns are given practical experience and networking opportunities in preparation for a career in marketing, communications, human resources, education, event planning, association management, government relations, accounting, and even IT.

For more information about the ACCA Internship Program visit: www.acca.org/about-acca/opportunities



Ayah Abdelghany



Cailynn Adelman



Morgan Berk



Wingel Caburian



Sophia Del Aguila



Colin Hogan



Sivan Menache



Gracie Pak



Sasha Ridenour



Erin Sanders



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Noah Schwartz



Alyssa Sherman

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GOVERNMENT

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TECHNOLOGY

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