

Future-proof refrigeration skills for the FM sector

3 years ago



Hard service provider Arcus FM has reported it is innovating within its training and development proposition to address the 'skill gap' crisis within the cooling sector.

Over the last two years, the cooling industry has been faced with a shortage of skilled technicians, and competition for candidates is driving up facilities management costs which is impacting on end-users. The lack of skills and capacity in the sector not only impacts the sectors ability to serve, but also makes it difficult to adopt alternative refrigerants that are needed to achieve greenhouse gas reduction targets.

With the UK mirroring the European F-Gas legislation and reducing the use of HFC gases in refrigeration and air conditioning equipment, the company is looking to future-proof the cooling sector and boost recruitment by addressing the shortage of skill gap.

Alongside their industry-leading apprentice schemes, the facilities management company has opened up a traineeship programme for colleagues who hold a minimum level two electrical qualification to become refrigeration engineers.

The 12-month programme offers the trainees technical training, focusing on refrigeration fundamentals, CO₂, hydrocarbons, and an F-Gas Cat 1 qualification. The programme comprises on-the-job training with a dedicated mentor assisting in completing a comprehensive portfolio; and two days of classroom-based training a month.

The company introduced its traineeship in 2022 as part of its enhanced Learning and Development program and has opened up applications for 2023 with five engineers successfully applying for the development opportunity.

This programme was further enhanced by the opening of their [National Training Centre](#) which it launched in May of this year, where the organisation provides engineers on-going training to upskill, cross-skill and introduce new technologies to support the sectors sustainability goals.

Traineeship delivery manager Andrew Puckett said: "Those taking part in the traineeship have become real assets to our teams and I'm really pleased by the strength of applications for this year's course.

"We wouldn't be able to provide this opportunity without our amazing mentors, who are an incredible influence on those they are guiding.

"The skill gap within the cooling sector has proven once again how Arcus is able to take these challenges and turn them into opportunities that benefit not only our people but our customers too."

Speaking on the traineeship, head of refrigeration operations Ricky Stevens said: "At Arcus, we always aim to provide the best career development opportunities that we can. We not only want to support our people but ensure the longevity of our customers' success too.

"We have an abundance of knowledge within our teams and the traineeship provides our colleagues with the opportunity to progress and future-proofs the services our customers rely on."