

Residential Heat Pump Systems Challenges, upskilling, and what Building Officials should know

Mary McWilliam

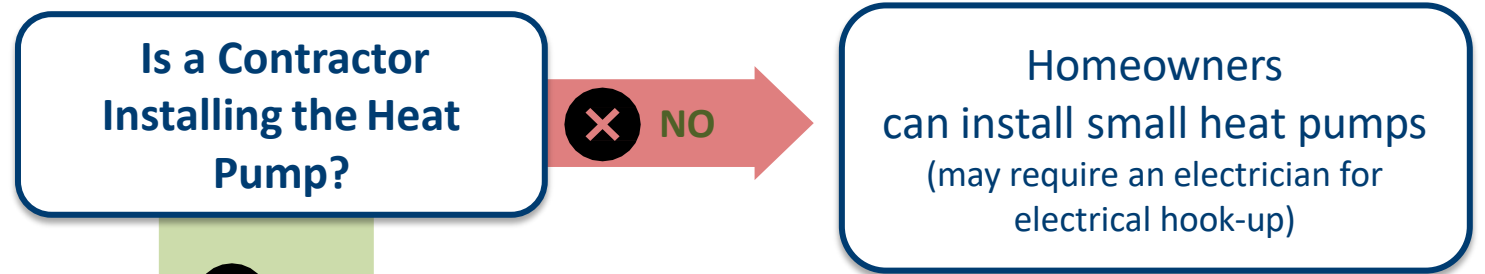
May 14, 2025

Residential Heat Pump Challenges

**Regulations, Workforce,
Competency Gaps**

Who can legally install heat pumps?

BC REGULATIONS



3 Regulations govern Heat Pump installations:

BC Building Act / Building Code Regulation

Ministry of Housing and Municipal Affairs

BC Safety Standards Act/Regulation

Ministry of Emergency Management and Climate Readiness

BC Skilled Trades Act/Regulation

Ministry of Post Secondary Education and Future Skills

PLUS – Clean BC Incentive Programs set additional requirements for upskilling:

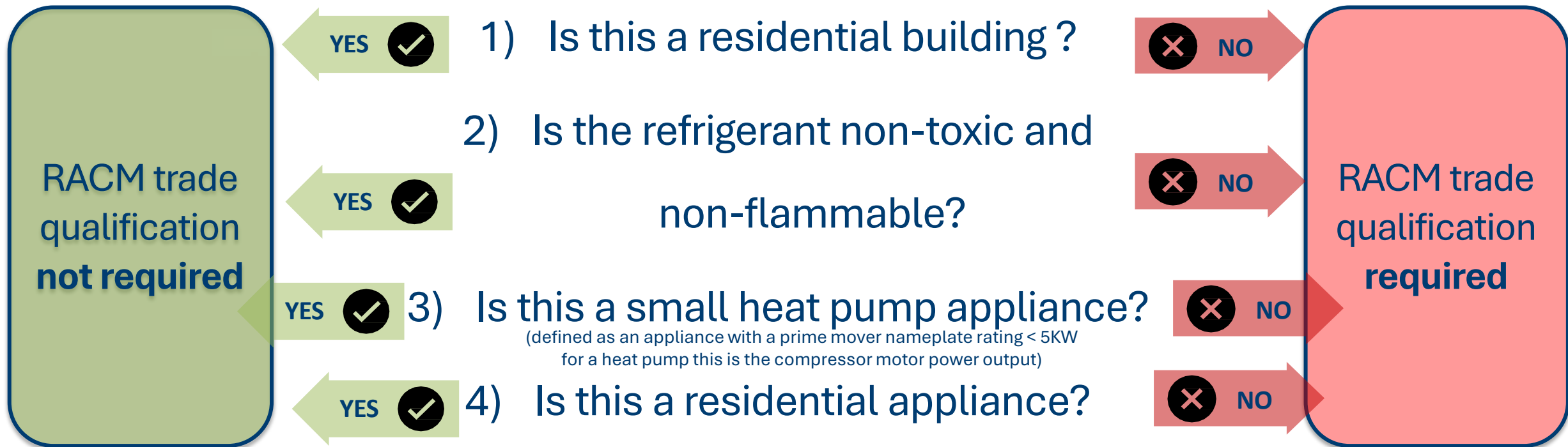
Climate Change Accountability Act

Ministry of Energy and Climate Solutions

BC Safety Standards Act

Power Engineers, boiler, pressure vessel and refrigeration regulation Regulation

Test for work requiring Refrigeration and Air Conditioning Mechanic (RACM) trade qualification:



Skilled Trades Regulation

- Defines scope of trade
 - Does not clearly define an **“appliances manufactured primarily for residential use”**, but excludes these from the RACM scope
 - Interpretation to date in BC has been in line with Safety Standards Act
- Directs scope of apprenticeship program curriculum

MINISTER'S SKILLED TRADES BC REGULATION

Refrigeration and air conditioning mechanic

- 10 (1) Subject to subsection (2), the prescribed scope of work for a refrigeration and air conditioning mechanic consists of the following:
- (a) general trade activities in respect of ventilation, air conditioning and refrigeration units and systems;
 - (b) connecting to air delivery systems for refrigeration or air conditioning units;
 - (c) installing ventilation, air conditioning and refrigeration units and systems;
 - (d) installing hydronic and secondary refrigerant systems and associated controls.
- (2) The scope of work prescribed in subsection (1) of this section does not apply to a person carrying out the tasks, activities or functions described in that scope of work, if carried out for the following:
- (a) work on refrigerated appliances manufactured primarily for residential use;
 - (b) work on reefer units and other refrigerated shipping containers, or the manufacture of those types of units and containers;
 - (c) work on residential humidifying and air exchange systems.

Safety Standards Act

POWER ENGINEERS, BOILER, PRESSURE VESSEL AND REFRIGERATION SAFETY REGULATION

[Last amended December 1, 2022 by B.C. Reg. 255/2022]

Application of this regulation

3 (1) This regulation applies in respect of every boiler and boiler plant, every pressure plant, every pressure vessel, every pressure piping system, every fitting, every plant and all refrigeration equipment and refrigeration plants:

(2) Despite subsection (1), **this regulation does not apply to any of the following:**

- (a) a power plant with a heating surface of 2 m² or less;
- (b) a heating plant with a heating surface of 3 m² or less;
- (c) Repealed. [B.C. Reg. 134/2009, s. 11 (a).]
- (d) a low pressure thermal fluid plant with a heating surface of 3 m² or less;
- (e) a heating plant that has no valves or other obstruction to prevent circulation of fluid between the boiler and an expansion tank that is fully vented to the atmosphere;
- (f) **a heating plant, refrigeration plant or pressure vessel plant, other than plants with toxic or flammable contents, that is located in a building that contains only 4 or fewer self-contained residential units;**
- (g) a pressure vessel operating at and with relief valves set at a pressure of 103 kPa or less;
- (h) a pressure vessel not equipped with heating element that is constructed for the storage of water at a temperature of 65°C or less and a pressure of 1 720 kPa or less or has a diameter of 610 mm or less;
- (i) a pressure vessel used for hydraulic purposes having an operating temperature of less than 82°C, if the primary design considerations are mechanical in nature and stresses are derived from the functional requirements of the device rather than fluid pressure;
- (j) **a refrigeration plant with a capacity of less than 5 kW prime mover nameplate rating;**
- (k) a cushion tank with a diameter of 610 mm or less that is constructed to operate at a working pressure of 207 kPa or less;
- (l) a distribution main or service pipe as defined in the Gas Safety Regulation;
- (m) piping and fittings external to the boiler proper in a low temperature, low pressure fluid plant or a heating plant;
- (n) a pressure piping system operating at and with a relief valve or valves set at 103 kPa or less;
- (o) a water heater with a heat input of 120 kW or less;
- (p) a boiler or pressure vessel subject to the jurisdiction of Transport Canada under the *Transportation of Dangerous Goods Act* (Canada) or a boiler or pressure vessel subject to the *Canadian Shipping Act*;
- (q) gas-insulated switchgear and control gear used for control of high voltage electricity;
- (r) **refrigeration equipment used for air conditioning or refrigerated compartments on railway cars, motor vehicles, motor-drawn vehicles, aircraft or ships;**
- (s) air or hydraulic brake systems subject to the Motor Vehicle Safety Regulations under the *Motor Vehicle Safety Act* (Canada);

Workforce

- **2,500 Refrigeration and Air Conditioning Mechanics (RACMs)**
 - 12% serving small residential sector
 - on track to reach 3,000 RACM by 2030
- Workforce needed for residential only is 2,300 by 2030

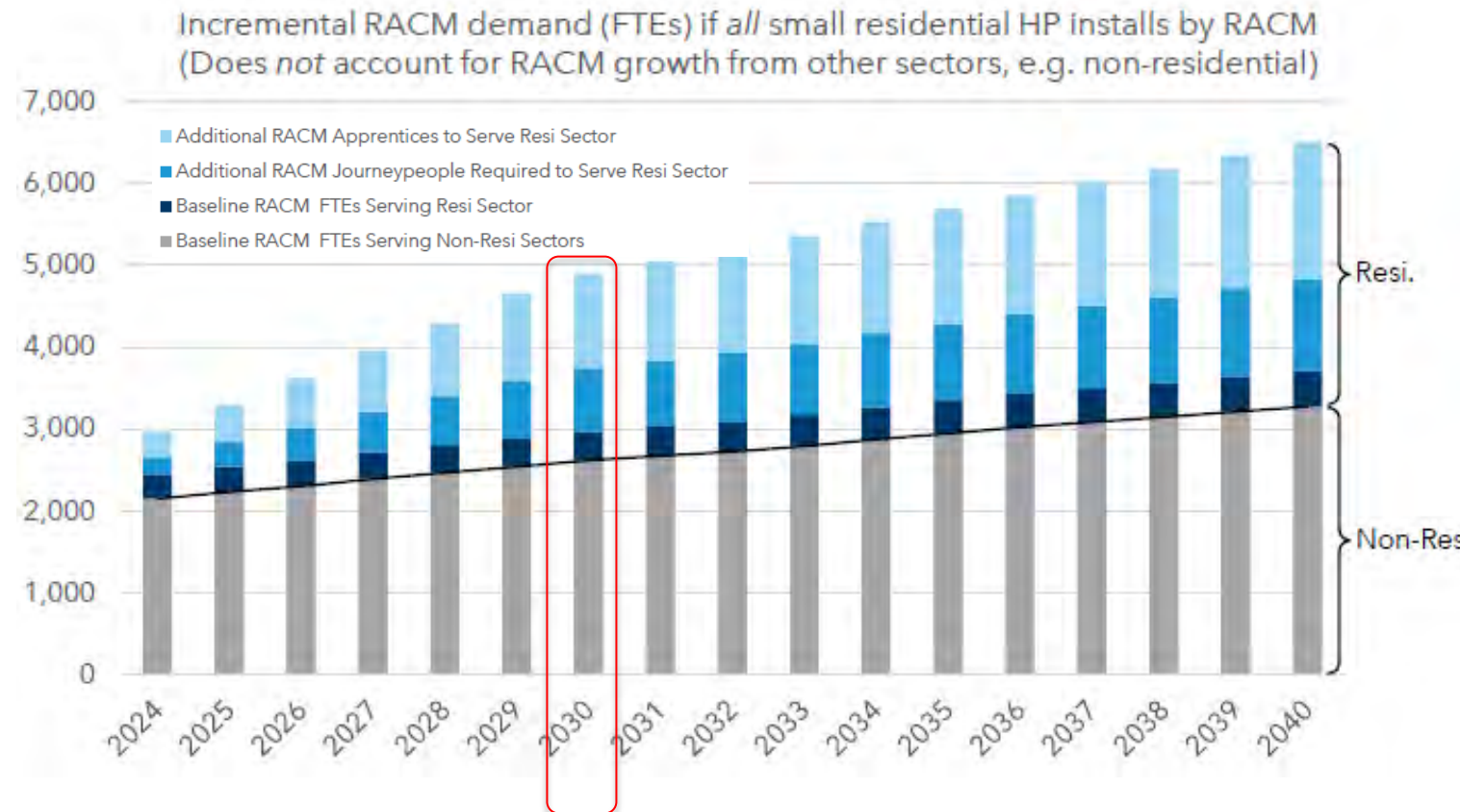


Figure 6: Annual FTE workforce required for small residential heat pump installations.

Workforce Needed for Small Residential HP

workforce we need:

- **Additional 2,000 skilled small residential heat pump installers by 2030**



HPSC & Dunskey 2024 - **Workforce Analysis of BC Residential Heat Pump Installers**
Estimating the Number of Credentialed Heat Pump Installers Required for GHG Reductions Targets in BC Residential Buildings

Trade Competencies for Heat Pumps

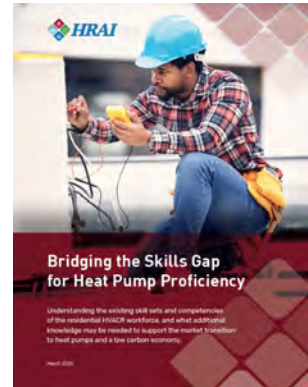
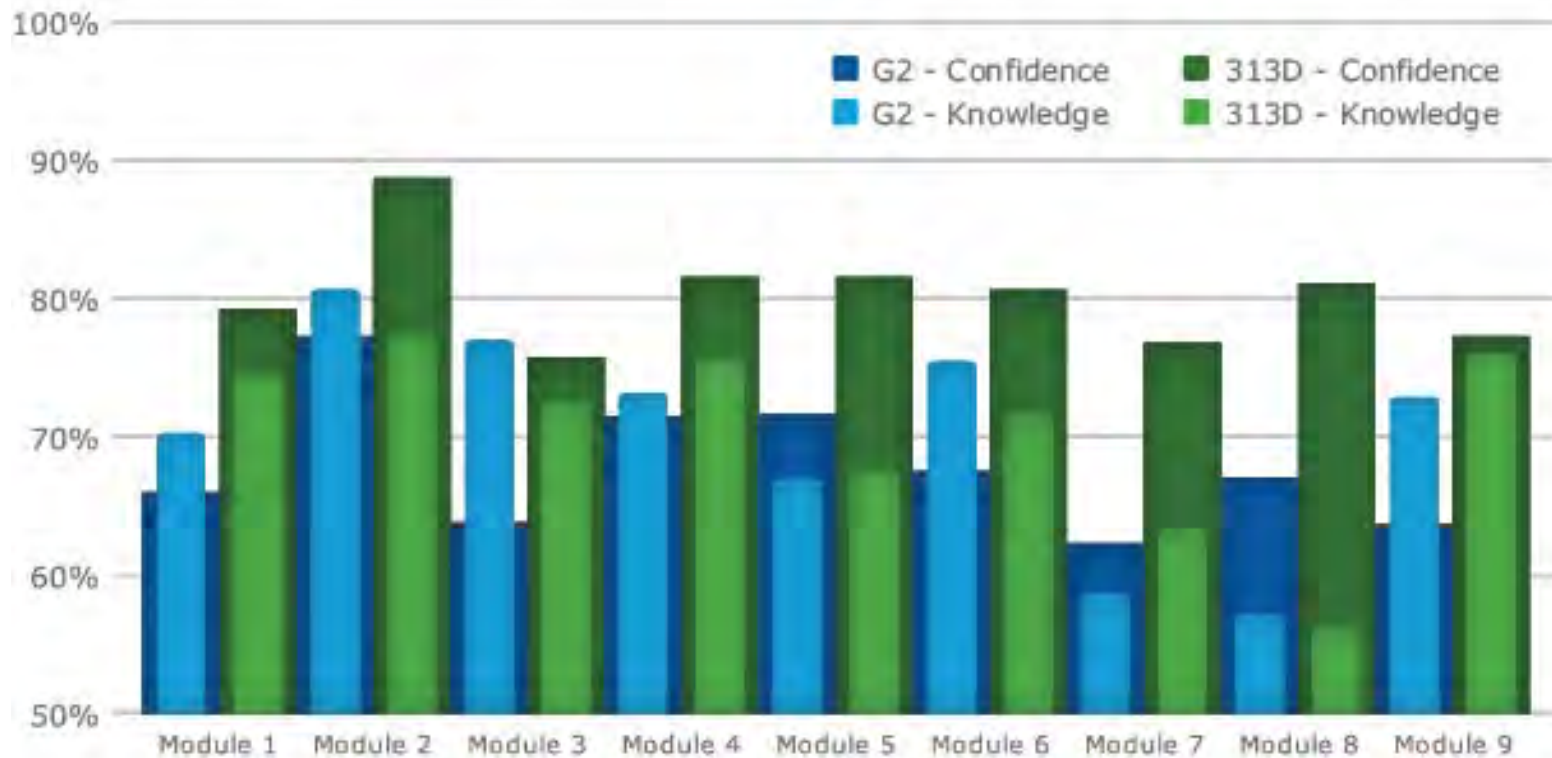
DACUM 23 SKILL SETS:

1. Protect Self and Others
2. Hand Tools
3. Power Tools
4. HVACR Specialty Tools
5. Specialty Products and Refrigerants
6. Job Site Preparation - New Construction
7. Job Site Preparation - Re/Re Construction
8. Sizing and Selection of Heat Pump
9. Installation of Ductless Heat Pump
10. Installation of Ducted Heat Pump
11. Installation of Specialty Heat Pumps
12. Maintenance of Ductless Heat Pump
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14. Maintenance of Specialty Heat Pumps
15. Service of Ductless Heat Pump
16. Service of Ducted Heat Pump
17. Service of Specialty Heat Pumps
18. Controls/Low Voltage Electronics
19. Residential Line Voltage Electronics
20. AHJ/Codes
21. Customer Service and Relations
22. Commissioning
23. Applications and Sales for Heat Pump Technology

Using the DACUM, the committee created a technical assessment. The assessment did not include certain skill sets (categories 1, 2, 3 and 21) because of their general applicability across trades. The remaining skill sets were organized into nine modules:

1. Specialty Products and Tools (Skill Sets 4-5)
2. Job Site Preparation (Skill Sets 6-7)
3. Sizing and Selection (Skill Set 8)
4. Installation (Skill Sets 9-11)
5. Maintenance (Skill Sets 12-14)
6. Service (Skill Sets 15-17)
7. Controls and Line Voltage (Skill Sets 18-19)
8. Codes and Commissioning (Skill Sets 20 & 22)
9. Applications (Skill Set 23)

Figure 4. Confidence vs Knowledge by License and Module



Upskilling Needs

Immediate and Medium to Long-Term Solutions

Who Needs Upskilling?

- Designers
- Trades
- Non-Trades
- Homeowners / occupants
- Building officials

BC Context

- Consultation with stakeholders (including BOABC)
- 13 recommended actions
- HVAC Solutions Council
- Highlights:
 - Design licensing
 - Trades training
 - Permitting and enforcement



Roadmap Summary

Action
HVAC Solutions Council
1. HVAC Solutions Council (HVAC SC)
Part 9 HVAC Design Licensing
2. Develop detailed <i>Part 9 HVAC Designer Licensing Framework</i> & subsequent licensing system
3. Require HVAC Design by Licensed Designer in HPCN
Trades' Capacity to Install & Service Future HVAC Systems
4. Review current Refrigeration & AC Mechanic Trade standards
5. Heat Pump Install Training & Credential Plan
6. Conduct study & documentation to support proposal for a Residential Credential
7. Formally propose a Residential Credential as part of RACM
8. Industry & Skilled Trades BC coordinate to evaluate the case for a Residential Credential
9. Increase in funding for credential development/expansion
Permitting & Enforcement
10. Best practice permitting & verification regime
11. HVAC permitting by AHJs
12. Refine options for province-wide processes
13. Consistent permitting and verification regimes, province-wide

RESIDENTIAL AIR TO AIR HEAT PUMP SPECIALIST



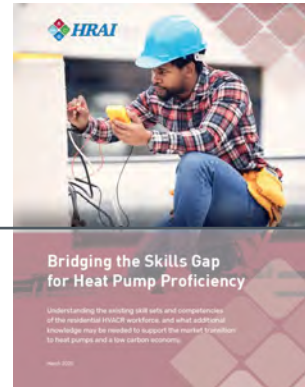
CREATED AND
DELIVERED IN
PARTNERSHIP BY:



HOME PERFORMANCE
STAKEHOLDER COUNCIL



Trade Competencies for Heat Pumps



DACUM 23 SKILL SETS:

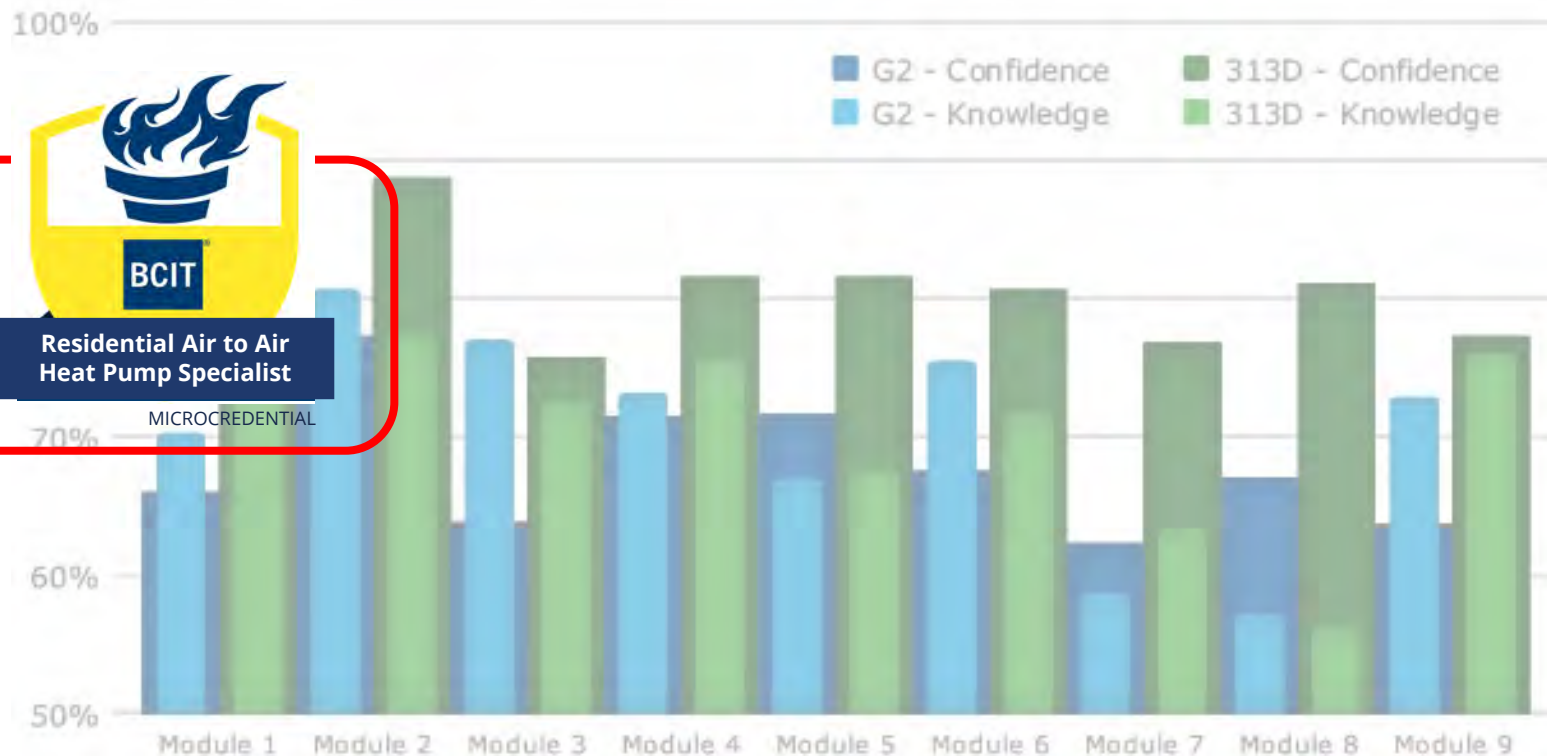
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Figure 4. Confidence vs Knowledge by License and Module



COURSES & CERTIFICATIONS

Microcredential Course

- MZEB 1110 - Heat Loss and Heat Gain Calculations

Course Certifications¹



Heat Loss / Heat Gains

- MZEB 1120 - Principles of Moving Air



Principles of Moving Air (POMA)

- MZEB 2110 - Residential Air Source Heat Pump System Design



Air Source Heat Pump Systems Design

- MZEB 2120 - Residential Air Source Heat Pump System Retrofit Design



HPSC Quality Installation of Forced Air Furnaces & Air Source Heat Pump Retrofits in BC Homes

- MZEB 3110 - Residential Air Source Heat Pump Installation Skills

Residential Air to Air Heat Pump Specialist Microcredential



Residential Air to Air
Heat Pump Specialist

MICROCREDENTIAL

BCIT Course Name and Number	Alternative Equivalent Courses	Hours	Passing Grade	Delivery type E.g. online, in-person, blended, a/synchronous etc.
MZEB 1110 - TECA Quality First - Heat Loss & Heat Gains Calculations	TECA - Heat Loss and Heat Gains or HRAI - Residential Heat loss & Heat Gain Calculations	16	70%	Online, instructor-led learning: <ul style="list-style-type: none"> ✓ 10.5 hours – instructor led ✓ Formal learning assessment through quizzes and assignments ✓ Heat loss and heat gains calculations for new and existing homes
MZEB 1120 - TECA Quality First - Principles of Moving Air	TECA - Principles of Moving Air or HRAI - Basic Principles of Residential Ventilation	16	70%	Online, instructor-led learning: <ul style="list-style-type: none"> ✓ 16 hours – instructor led ✓ Formal learning assessment through quizzes and assignments ✓ Air movement and theory ✓ Design and installation planning for new construction and retrofits
MZEB 2110 - TECA Quality First - Air to Air Heat Pump Design (Residential)		39	70%	Online, instructor-led learning: <ul style="list-style-type: none"> ✓ 39 hours – instructor led ✓ Formal learning assessment through 16 quizzes and 10 assignments ✓ Refrigeration and heat pump theory ✓ Design and installation planning for new construction and retrofits
MZEB 2120 -Residential Air to Air Heat Pump System Retrofit Design		15	70%	Online, instructor-led learning: <ul style="list-style-type: none"> ✓ 15 hours – instructor led ✓ Formal learning assessment through 4 quizzes and 3 assignments ✓ Design and installation planning for retrofits
HVAC 0145 - Canada's Ozone Layer Protection Awareness Program for HVAC and Refrigeration	HRAI - Canada's Ozone Layer Protection Awareness Program	Not included	70%	Online, instructor-led learning: <ul style="list-style-type: none"> ✓ 6 hours – instructor led ✓ Formal learning assessment through exam ✓ Refrigerant regulations and safety
MZEB 3110 - Residential Air Source Heat Pump Installation Skills	To be determined (partnerships with regional training providers anticipated)	36	70%	In-person, hands on learning: <ul style="list-style-type: none"> ✓ 36 hours – instructor led, hands-on practice ✓ Formal learning assessment through demonstrated practice 9 core installation skill areas, plus quizzes and 7 assignments ✓ Installation practice focused on duct assessment/modifications, lineset installations, charging, condensate drains, controls, commissioning)
TOTAL		122	[86 hrs theory and design + 36 hours hands-on practice]	

In partnership with:



BCIT Residential HP Installation Lab

- Teaching lab designed and installed in 2022-23 based on industry feedback
- Focus on upskilling existing workforce - key gaps for residential heat pump installations
- Provide missing hand-on training to complement courses by TECA and HPSC



Residential Air Source Heat Pump Installation Skills

Which Trades are Suited to Take this Microcredential?

READY TRADES:

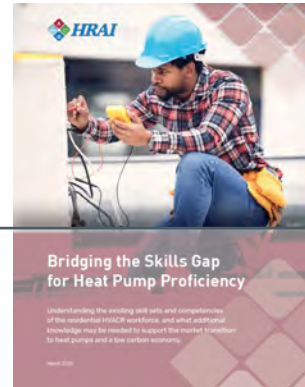
- Plumber
- Gasfitters
- Sprinkler fitters
- Sheet metal workers currently installing Part 9 HVAC systems

TRADES REQUIRING SUPPLEMENTARY TRAINING* FOR ENTRY READINESS:

- Sheet metal workers not currently installing residential HVAC systems
- Electricians
- Steamfitters/pipefitter not currently installing residential HVAC systems

** Supplementary training is noted to be required to develop trade competencies such as safety and foundational knowledge and skills for working with residential HVAC tools and equipment.*

Trade Competencies for Heat Pumps



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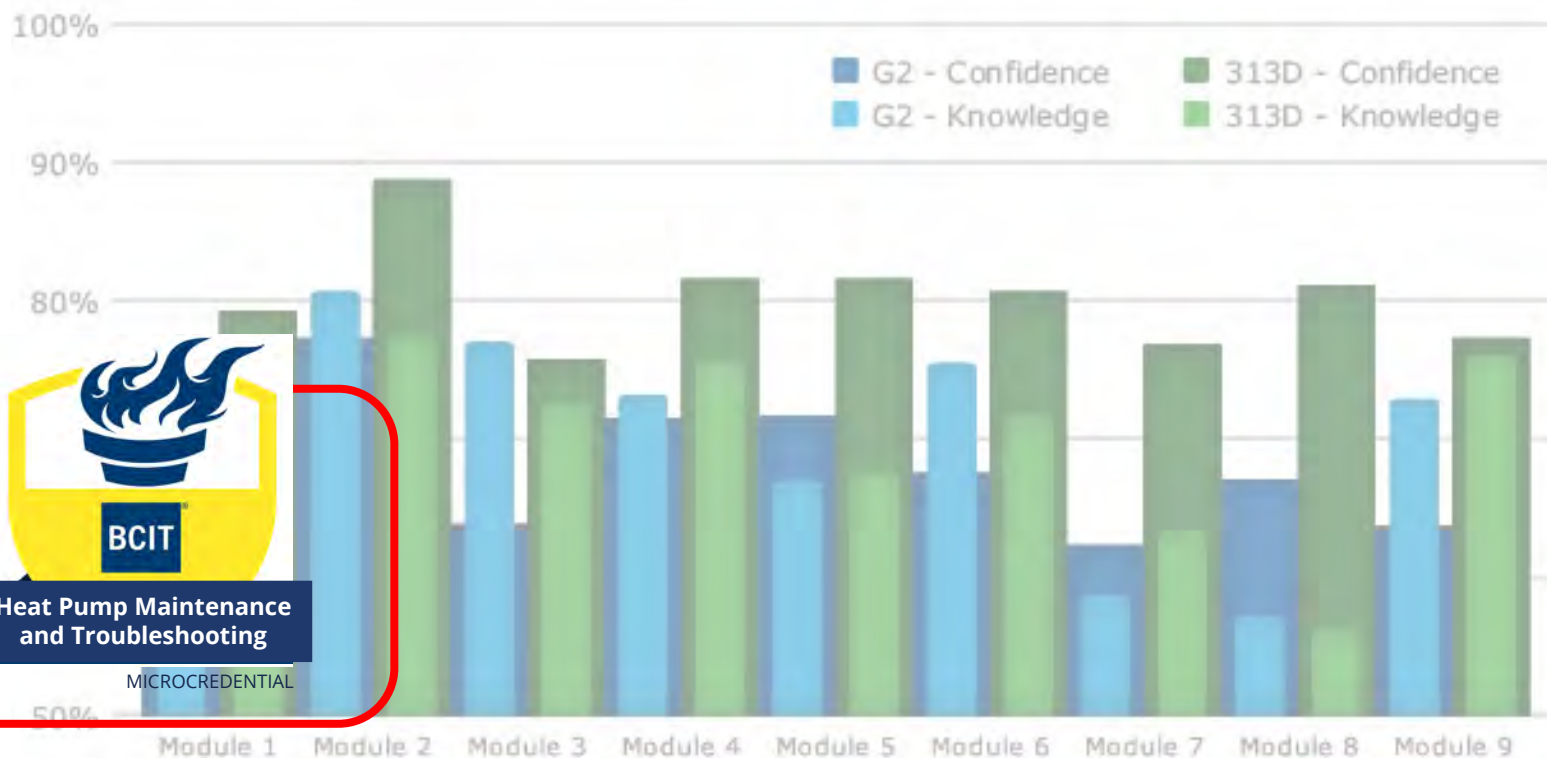
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Heat Pump Maintenance and Troubleshooting

MICROCREDENTIAL

Figure 4. Confidence vs Knowledge by License and Module



Immediate Upskilling & Microcredentials

- For Designers & Trades:
 - BCIT's **Residential Air to Air Heat Pump Specialist** – FALL 2025
- For Trades:
 - BCIT's **Heat Pump Maintenance and Troubleshooting** – Launch TBC
- For Owners / Operators:
 - BCIT's **Operating & Maintenance for Non-Trades Courses** –FALL 2025
 - BCIT's **Essentials of operating and maintaining heat pump systems for residential homeowners** – 2026



Medium-Long Term Certifications

- Options to be explored include:
 - New micro-credentials that provide the necessary upskilling and confirm qualifications to install and maintain residential HVAC systems with refrigeration equipment.
 - **New Residential Trade**
 - **Trade challenge pathways for existing workforce**
 - **Part 9 HVAC Designer certification**



What Building Officials Should Know

Addressing residential heat pumps
today and in the future

Part 9 HVAC Roadmap Work

- HVAC Solutions Council (BOABC)
- Trades upskilling
- New permitting and enforcement discussions



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11. HVAC permitting by AHJs
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For Building Officials Today

- Build your knowledge
 - Microcredential courses
 - Workshops/presentations
- Guide industry direction
 - Input into Part 9 HVAC Solutions Council
 - Working groups

Learning Opportunities for Building Officials Today

- **Participate in contractor upskilling programs**
 - Microcredentials
 - shorter presentations and training sessions
- **Request Building official-specific training through BOABC**
- **Join more industry events** (builders, contractors, designers, building officials)
- **Guide industry direction** (Part 9 HVAC Solutions Council, working groups)
- **Use resources and training from HVAC Designers of Canada**

HVAC Designers of Canada

- HVAC Designers of Canada (HVAC DC) is a national association representing Heating, Ventilation and Air Conditioning (HVAC) designers across Canada.
- HVAC-DC focus is advocacy, market awareness, industry representation and support services with the goal of creating comfortable and efficient indoor environments in residential and small commercial (Part 9) buildings



Advocacy

Support and promote the growth of the HVAC design industry.



Capacity Building

Make HVAC services available to all Canadians.



Quality

Maintain and enhance the quality of HVAC design in Canada.

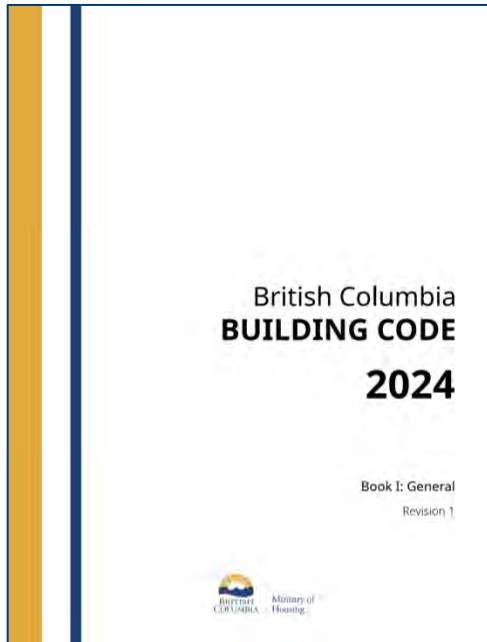


Industry Standards

Clarify and improve HVAC design standards.

Industry Support for F280 Adoption

- BC Building Code requires heating and cooling equipment to be sized using CSA F280-12 standard.



9.33.5.1. Capacity of Heating and Cooling Appliances

The **required capacity of heating and cooling appliances** located in a dwelling unit and serving only that dwelling unit, shall be determined in accordance with **CSA F280**, "Determining the required capacity of residential space heating and cooling appliances" except that the design temperatures shall conform to Subsection 9.33.3.

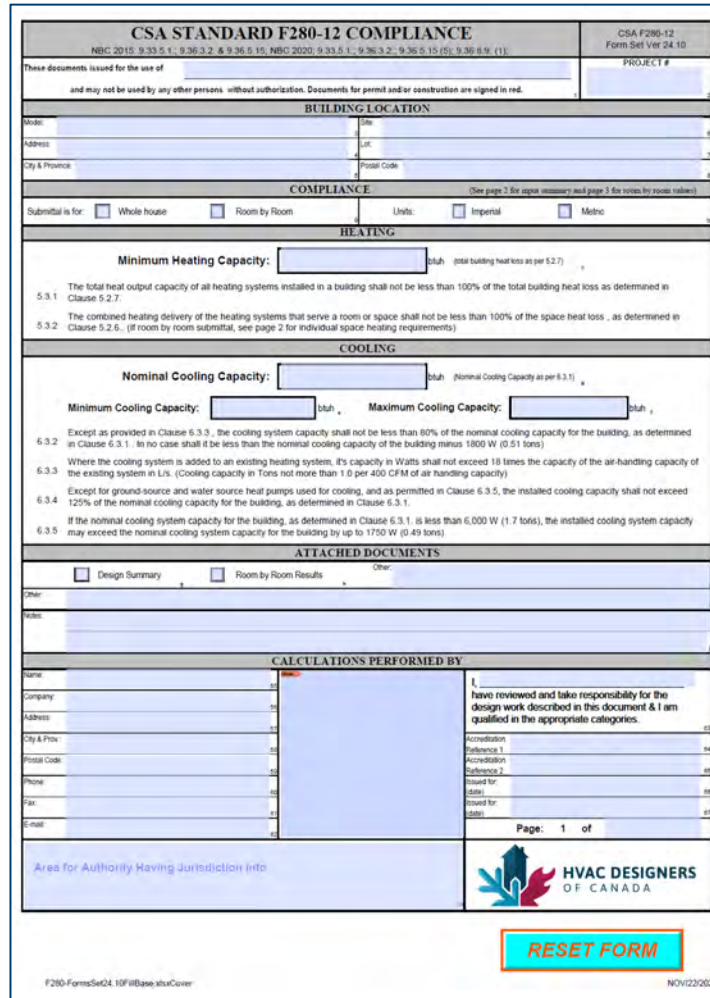
- HVAC DC recognized that support was needed to increase industry adoption and improve compliance and verification practices with CSA F280-12.
 - **Action 1** – F280 Verified Software Tools
 - **Action 2** – Standardized F280 Reports
 - **Action 3** – HVAC Designer Registry
 - **Action 4** – Support Tools for Building Officials

Action 1 - F280 Verified Software



- HVAC DC has published a list of verified software tools that are compliant with CSA F280-12.
- Using verified software gives those who rely on the outputs from the software confidence that the tool can generate correct results in line with the CSA standard.
- Full listing of all F280 verified software available on HVAC DC's website: <https://hvacdc.ca/f280-12software/>

Action 2 - Standardized F280 Reports



The image shows a detailed form titled "CSA STANDARD F280-12 COMPLIANCE". The form is divided into several sections: "BUILDING LOCATION", "COMPLIANCE", "HEATING", "COOLING", "ATTACHED DOCUMENTS", and "CALCULATIONS PERFORMED BY". The "BUILDING LOCATION" section includes fields for Name, Site, Address, City & Province, and Postal Code. The "COMPLIANCE" section has checkboxes for "Whole house" and "Room by Room", and a "Units" section with checkboxes for "Imperial" and "Metric". The "HEATING" section includes a "Minimum Heating Capacity" field and a paragraph of text. The "COOLING" section includes "Nominal Cooling Capacity", "Minimum Cooling Capacity", and "Maximum Cooling Capacity" fields, along with several paragraphs of text. The "ATTACHED DOCUMENTS" section has checkboxes for "Design Summary", "Room by Room Results", and "Other". The "CALCULATIONS PERFORMED BY" section includes fields for Name, Company, Address, City & Province, Postal Code, Phone, Fax, and Email, along with a signature line and a "Page: 1 of" field. At the bottom of the form, there is a "RESET FORM" button and a logo for "HVAC DESIGNERS OF CANADA".

- All verified F280 software providers have incorporated standard F280 submittal forms including summary of modeling inputs/outputs and attestation by the individual submitting the load calculation.
- Standardized F280 submittal forms improves the consistency of reporting to building officials to assist with compliance and verification.

Action 3 - HVAC Designer Registry

- HVAC DC publishes a list of accredited HVAC designers that possess the necessary skills, experience and training to provide HVAC design services. HVAC designer accreditations include residential load calculations, ventilation, forced air, and hydronic system design.
- Listing includes qualified designers across Canada with industry recognized training from TECA, HRAI, and/or post-secondary schools. All listed designers carry Professional Liability (Errors and Omissions) Insurance.

Designer Registry Search

Designer Name:

Company Name:

Category:

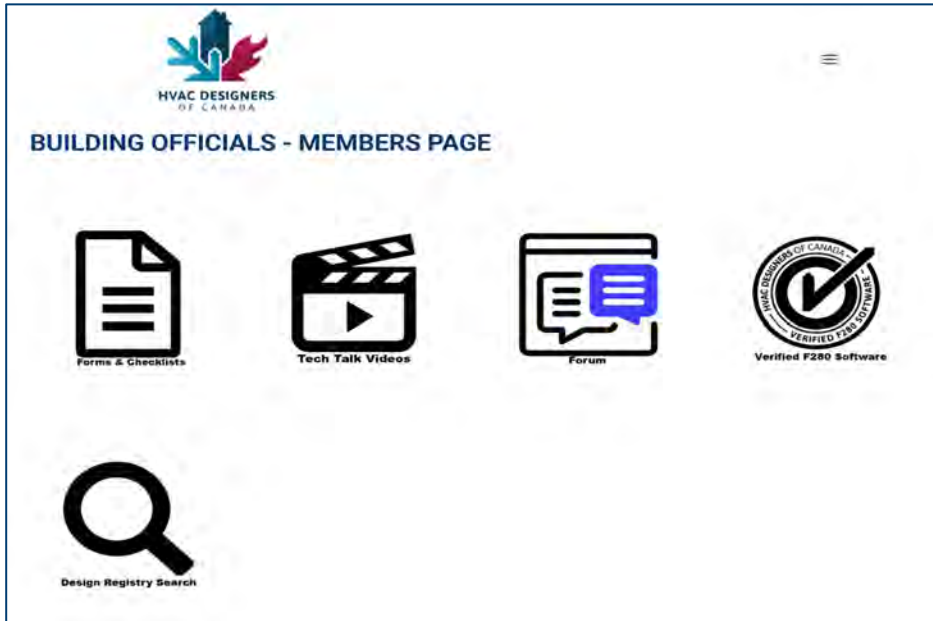
Region:

FM Residential
Designer & Reg. #: Francis Belle (1001)
Service Regions: SK,AB,MB,BC
Phone: (306) 535-6555

Email: fmdesign@sasktel.net
Website: <https://www.fmresidential.ca>
Categories: VNBC,RHLG,VOBC,VBCBC,RASD,RHYD

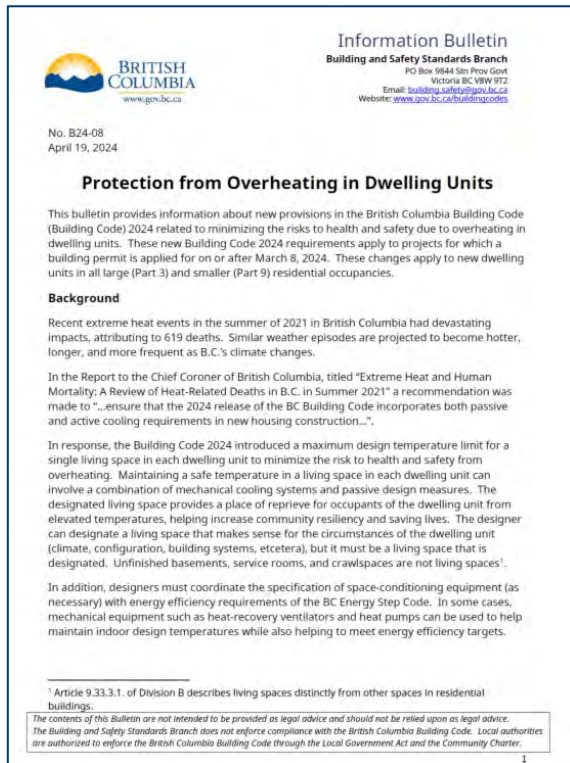
<https://hvacdc.ca/designerregistrysearch/>

Action 4 - Support for Building Officials



- HVAC DC is actively working with municipalities across Canada to address barriers with enforcement of F280-12.
- To improve compliance and verification, HVAC DC has developed procedures, templates, and tools to reduce the burden on building departments to require F280-12 compliant load calculations.
- Additionally, HVAC DC provides free membership to Building Officials to access resources to support F280-12 adoption.

Protection from Overheating in Dwelling Units



- In April 2024, Building's Safety and Standards Branch released Information Bulletin No. B24-08 that provides information on new provisions in the BC Building Code 2024 related to minimizing the risks to health and safety due to overheating in dwelling units.
- Bulletin introduced a maximum design temperature limit of 26°C for a single living space in each dwelling unit to minimize the risk to health and safety from overheating
- Bulletin provided general information on requirements, and strategies with mechanical cooling systems and passive design measures, but it lacked the necessary industry guidelines on the technical considerations for complying with these new BCBC requirements.

Protection from Overheating in Dwelling Units

- HVAC DC and Thermal Environmental Comfort Association (TECA) together with stakeholders from the home building sector have developed a **Guideline on Single Zone Cooling in Dwelling Units**.
- Guideline covers detailed technical requirements for consistent standards of practices with F280-12 modeling, including:
 - Design temperatures
 - Cooling zone identification
 - Occupancy
 - Design temperature differences
 - Heat gain
 - Total sensible heat gain
 - Cooling system capacity
 - Compliance with Cooling Zone Design Summary



Discussion

What resources do you need to prepare you for the possible scenarios of increased permitting and inspections related to Part 9 HVAC systems?

Contact Us

Mary McWilliam

BCIT ZEB Learning Centre

mary_mcwilliam@bcit.ca

- *Learn: Presentations, Courses & Microcredentials*
- *Visit ZEB Learning Centre:*
 - *High Performance Building Enclosure Lab*
 - *Heat Pump Lab*



General info: zeb@bcit.ca

Web: bcit.ca/zeb