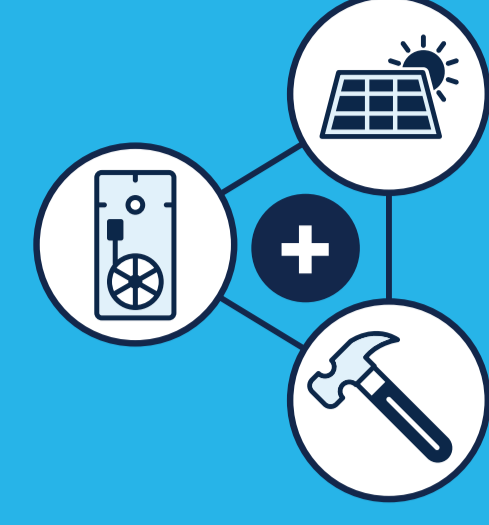




# HPCN

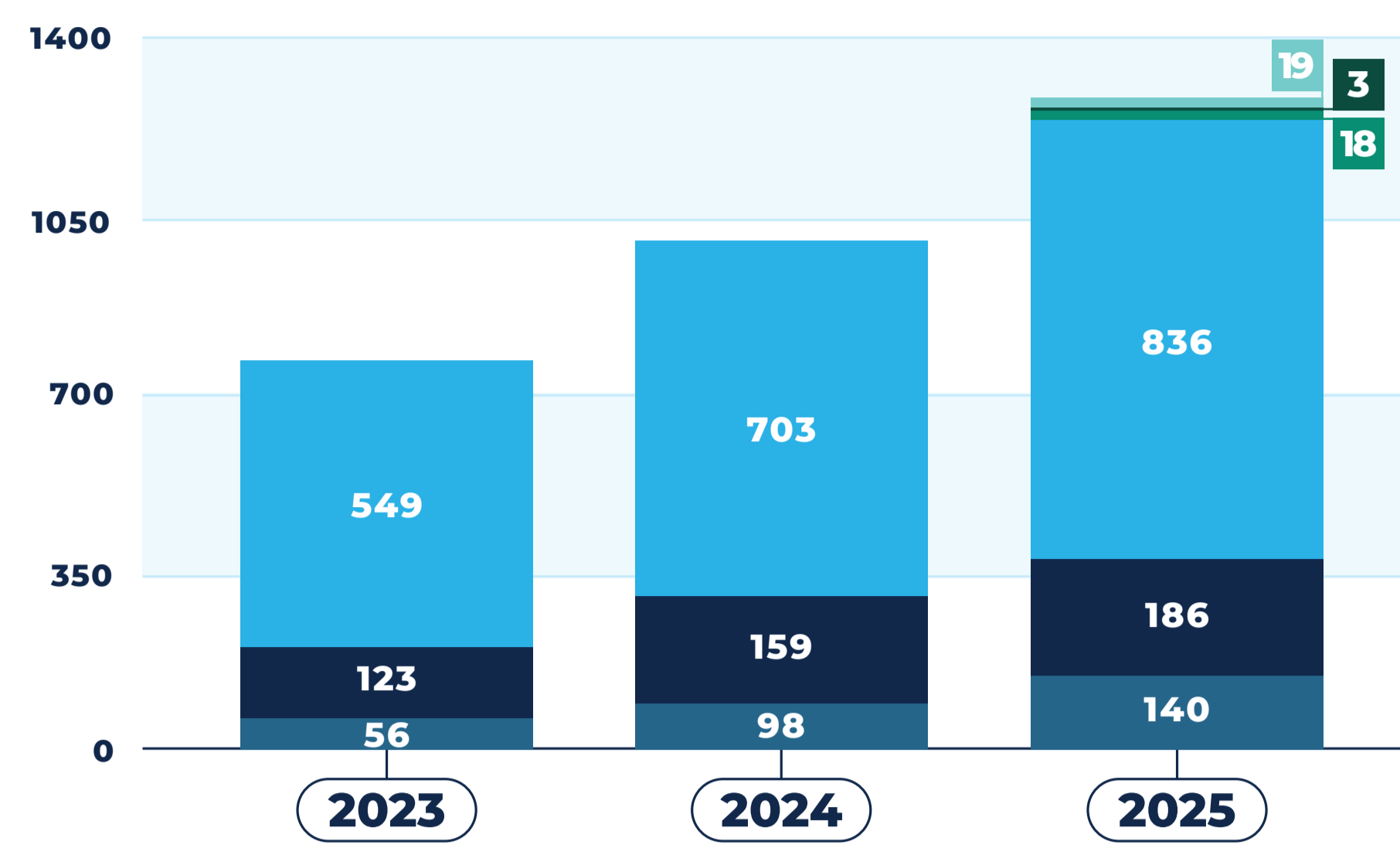


**3**

**NEW SECTORS ADDED IN 2025:**  
 Energy Advisors, General Retrofit,  
 and Solar & Battery

## 2025 MEMBERSHIP GROWTH

- HVAC
- Insulation
- Windows & Doors
- Energy Advisors NEW
- General Retrofit NEW
- Solar & Battery NEW



**1,202**

**TOTAL MEMBERS**  
 As of December 31, 2025



Staff and Sector Councils reviewed training requirements for the original sectors: HVAC, Insulation, and Windows & Doors.



These 3 sectors will move towards microcredentials with hands-on training in 2026 or beyond.

## TRAINING SUBSIDIES

2025 Year-End Funding Utilization & Impact By Sector

HVAC, Insulation, and Windows & Doors

Energy Advisors and General Retrofit



**33%**

**471 Individuals Reimbursed**  
 (Cumulative)



**5%**

**13 Individuals Reimbursed**  
 (Cumulative)



**NEW:** Subsidies for Energy Advisors and General Retrofit available for the first time



**TOP-UP:** Additional funds added for HVAC subsidies

# Contractor Management

## CONTRACTOR MANAGEMENT CASES RESOLVED

- 10** Quality Workmanship or Code of Conduct Issue
- 6** Replace Trained Employee
- 6** Advanced Training Incomplete
- 3** Rolling Spot Checks

## COMMON TRENDS IN QUALITY WORKMANSHIP & CODE OF CONDUCT ISSUES

- Improper Heat Pump Installation
- Not Responding to Customer Complaints
- Lack of Commissioning for HVAC systems
- Delay in Providing Paperwork for Rebates
- Misleading Rebate Eligibility
- Attempting to Defraud Rebate Programs

# Events

## EVENTS ATTENDED



**10,739**

**SOCIAL MEDIA ENGAGEMENTS**



**61,272**

**WEBPAGE VIEWS**



**16**

**SECTOR COUNCIL & INDUSTRY ADVISORY COUNCIL MEETINGS**

# Strategy

The HPSC's work is guided by a Strategic Plan developed in collaboration with the Industry Advisory Committee and Board of Directors and updated annually.

## NUMBER OF STRATEGY INITIATIVES THAT WERE ADVANCED IN 2025

### ADVOCACY

**7/7**

Note-worthy examples:



Secured funding for training subsidies for the new General Retrofit and Energy Advisor sectors launched in 2025.



Facilitated industry engagement on updates to the Skills Trade BC Act regulation for residential heat pump installations.

### ACTIONS

**11/12**

Note-worthy examples:



Hosted the annual HPSC Contractor Forum, an engagement and networking event, on Vancouver Island for the first time.



Facilitated an update to the Heat Pump Installation Best Practices Guide and the creation of an interim Condo and Apartment Guide.