

A low-angle photograph of a male HVAC technician in a dark blue work shirt and jeans, looking up at a large industrial HVAC unit. He has a yellow tape measure on his belt. The background shows a large, curved metal structure with a skylight.

# HVAC

Industry salary and  
competition report 2019

# Table of contents

<b>01</b>	<b>SECTION ONE</b> HVAC industry statistics: what competition looks like in every state	<b>02</b>	<b>SECTION TWO</b> States with the most HVAC businesses	<b>04</b>	<b>SECTION THREE</b> States with the highest concentration of HVAC businesses
<b>06</b>	<b>SECTION FOUR</b> Methodology	<b>07</b>	<b>SECTION FIVE</b> Available HVAC jobs in every state	<b>08</b>	<b>SECTION SIX</b> HVAC job availability by seniority
<b>10</b>	<b>SECTION SEVEN</b> How much does an HVAC technician make?	<b>12</b>	<b>SECTION EIGHT</b> Average HVAC salary range in every state	<b>13</b>	<b>SECTION NINE</b> HVAC jobs paying more than \$55,000 per year

When you're growing an HVAC business, you need to spend the majority of your time working on the business, not in it. **That means you need employees.** And in a tight labor market, you need an edge on the competition.

We scrapped hundreds of thousands of jobs listings to find the following information broken down by U.S. state and city:

- **The concentration of HVAC businesses**
- **Companies hiring the most HVAC technicians right now**
- **Demand for HVAC technicians based on the number of job openings**
- **HVAC salary data to understand how much to pay technicians**

Sources: Data from Yelp.com and Indeed.com  
Compiled by: Housecall Pro

## SECTION ONE

# HVAC industry statistics: what competition looks like in every state

Using Yelp, we scraped data from hundreds of thousands of businesses listed throughout the United States. For each state and city, we assigned a concentration score that looks at the population versus the number of businesses. This allows us to compare states to each other.

Ready? **Let's dive in.**





## SECTION TWO

# States with the most HVAC businesses

First, let's look at the states with the most overall HVAC businesses. While this certainly doesn't give us the full picture, it does give a sense of which states have a booming HVAC industry.

The state with the **highest number of HVAC businesses** is **Arizona**, with:

**2,753**

The state with the **least number of HVAC businesses** is **Wyoming**, with:

**28**

The greater the population, the higher the need for HVAC services. If you're considering starting an HVAC business, you may want to look at a state with a higher population. On the other hand, states with higher populations have more HVAC businesses, which means more competition. This may make it harder for your HVAC company to get traction.

When it comes to [hiring HVAC technicians](#), you'll find that there's more competition for jobs (and more options for you) in states with fewer HVAC companies. The high number of HVAC companies in large states, such as Arizona, suggests that there are more [HVAC jobs available](#) in those states. But this doesn't give us the full picture. We also need to look at the concentration of businesses within a particular state relative to the population.

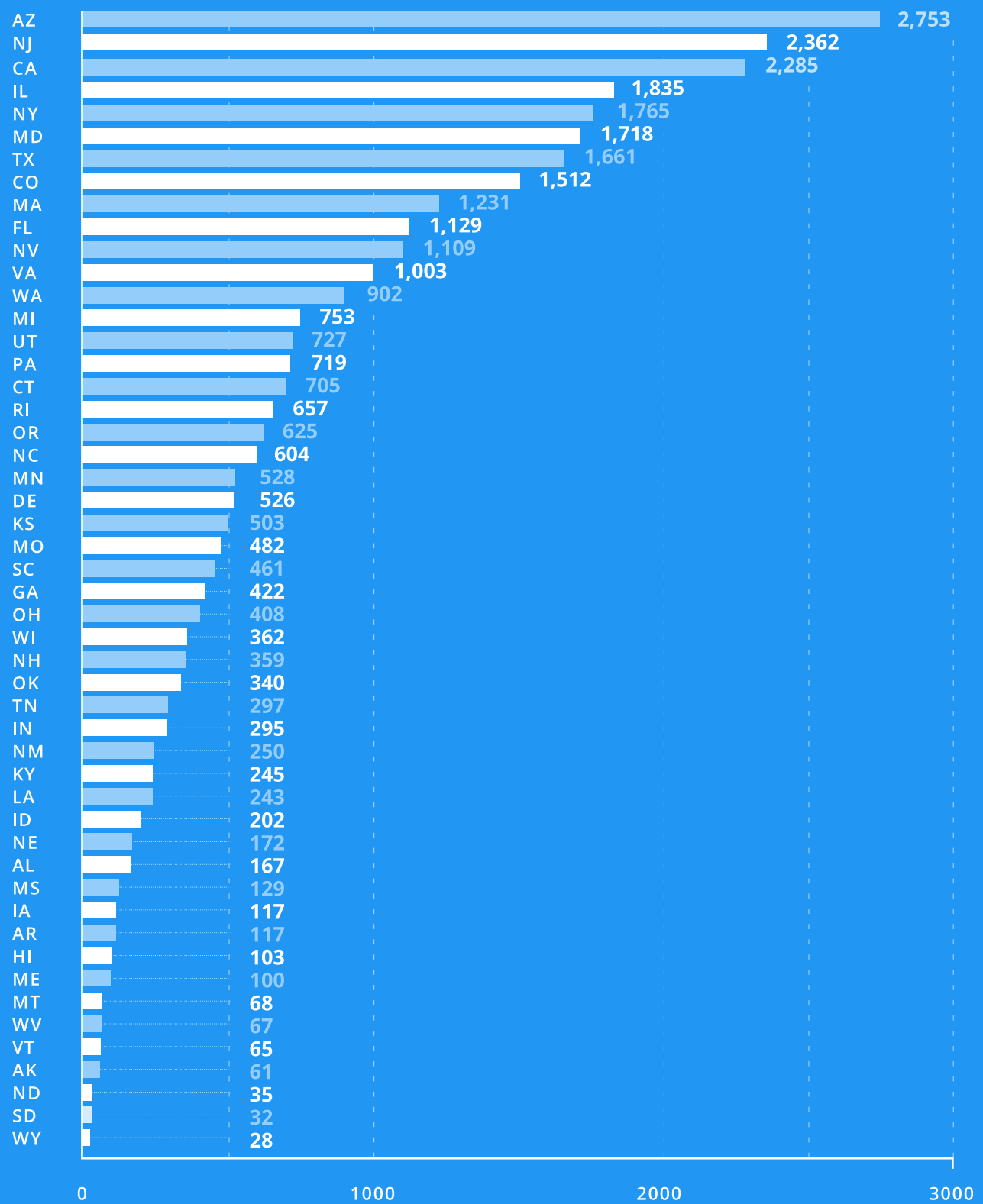


## Growing your HVAC business?

Grow your bookings, ticket size, and customer loyalty without the growing pains with Housecall Pro. See how powerful the software can be for your business. [Learn more and book a demo today.](#)

## HVAC INDUSTRY AT A GLANCE

The states with the most HVAC businesses.



## SECTION THREE

# States with the highest concentration of HVAC businesses

Looking at the states with the highest concentration of HVAC companies gives us a different view of the data.

The state with the **highest concentration of HVAC businesses** is **Delaware**, with a concentration score of:

**82.53**

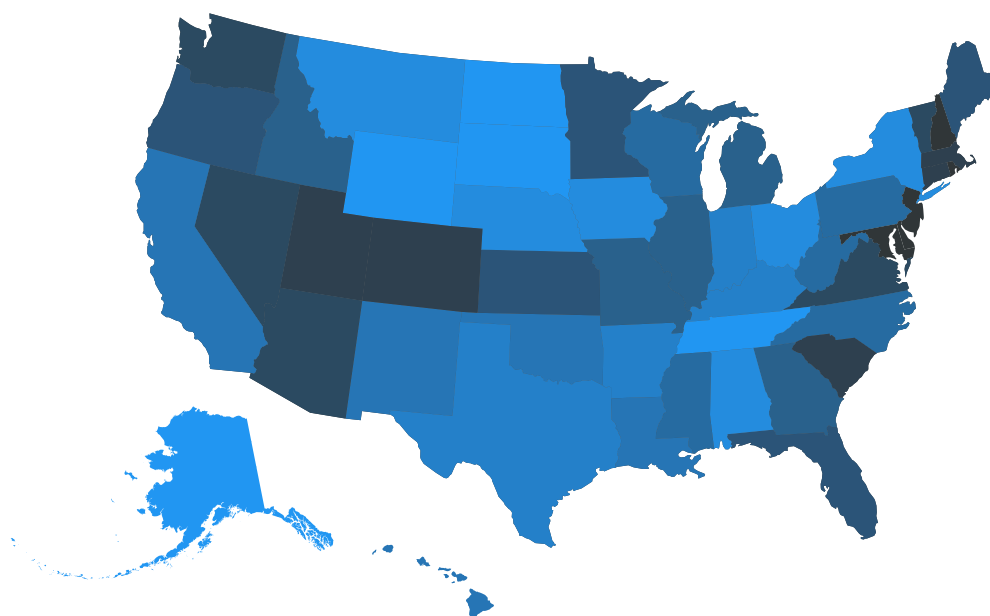
The state with the **lowest concentration of HVAC businesses** is **South Dakota**, with a concentration score of:

**2.80**

When it comes to starting an HVAC business, consider looking in the sweet spot: **states with a relatively high population and relatively low concentration levels**. A high population suggests more demand for HVAC services, while low concentration levels indicate that the competition is not as fierce. But, before you choose which state to start an HVAC business, you also need to look at specific cities and the concentration of businesses within those cities.

### HVAC INDUSTRY AT A GLANCE

The states with the highest concentration of HVAC businesses are shown darker on the map below.



LOW  HIGH  
CONCENTRATION SCORE

HVAC INDUSTRY BY THE NUMBERS

The states with the highest to lowest concentration of HVAC businesses.

STATE	POPULATION	# OF BUSINESSES
Delaware	637,360	526
New Jersey	3,493,500	2,362
Maryland	3,472,616	1,718
Rhode Island	1,825,060	1,718
New Hampshire	1,186,720	359
Utah	2,499,332	727
Connecticut	241,904	705
Massachusetts	4,575,540	1,231
South Carolina	1,864,900	461
Colorado	6,302,276	1,512
Arizona	12,287,796	2,753
Nevada	5,333,272	1,109
Virginia	5,200,192	1,003
Vermont	364,424	65
Washington	5,139,992	902
Oregon	4,224,416	625
Minnesota	3,712,688	528
Maine	705,712	100
Florida	8,150,924	1,129
Kansas	3,693,112	503
Illinois	13,885,640	1,835
Michigan	5,923,772	753
Idaho	1,847,308	202
Missouri	4,659,596	422
Georgia	4,659,596	422
West Virginia	758,612	67
Pennsylvania	8,196,020	719
North Carolina	7,086,136	604
Mississippi	1,542,620	129
Wisconsin	4,466,256	362
California	29,386,516	2,285
New Mexico	3,246,192	250
Oklahoma	4,909,612	340
Hawaii	1,498,704	103
Louisiana	3,679,952	243
Texas	25,336,676	1,661
Kentucky	3,972,744	245
Arkansas	1,918,972	117
Montana	1,212,032	68
Indiana	5,464,036	295
Nebraska	3,264,748	172
Iowa	2,306,292	117
Ohio	8,090,720	408
New York	36,724,684	1,765
Alabama	3,557,528	167
Tennessee	6,966,120	297
Alaska	1,458,032	61
Wyoming	742,788	28
North Dakota	1,057,440	35
South Dakota	1,141,204	32

# Methodology

First, we scraped data from thousands of businesses listed on Yelp. Then we totaled the population of the top five cities in each state and divided the number of businesses by the population total. This gave us a “concentration” score which represents the density of HVAC businesses in a state. Finally, we multiplied that concentration score by 100,000 to give us a number that is more easily comparable between states.

## HVAC Job Openings and Earning Trends in 2019

HVAC hiring is increasingly competitive, and because of that, business owners and managers need every advantage they can get. Understanding the HVAC job openings landscape can be that advantage. **We’ve gathered and analyzed more than 60,000 HVAC job postings in the United States.** If you’re looking for data-backed insights to help guide your HVAC hiring process, you’ve come to the right place! Note—All data is from Indeed.com, and includes jobs that support the HVAC in administrative and support functions.

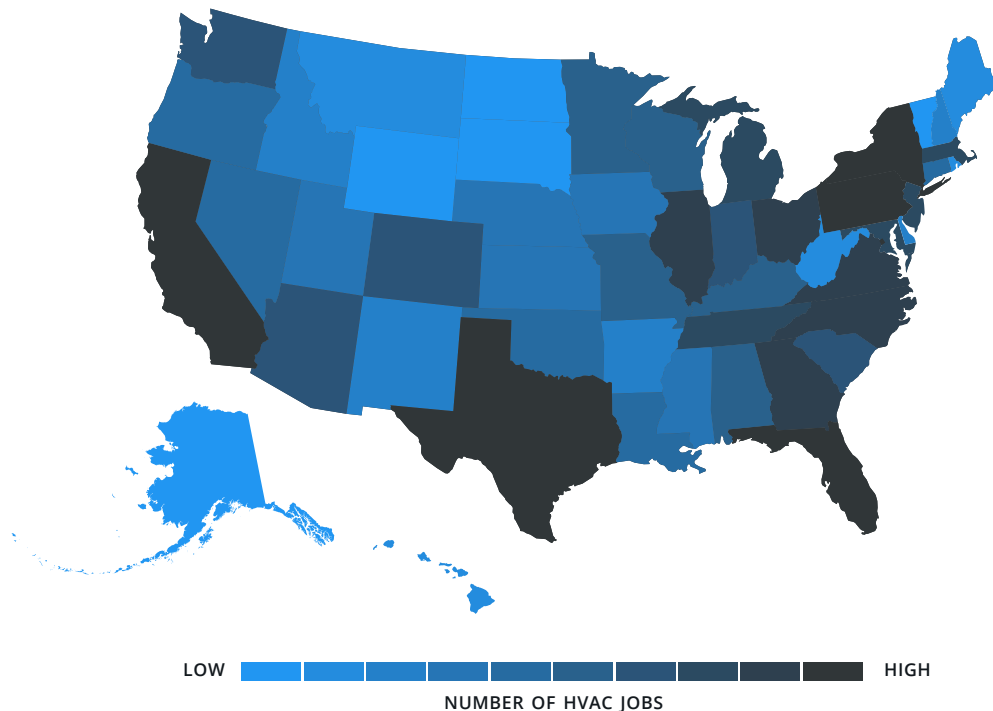




## SECTION FIVE

# Available HVAC jobs in every state

Where are all the HVAC jobs? We pulled every available job posting and segmented at the state level. The states with the highest number of HVAC jobs are shown darker on the map below.



The map above represents a total of **68,980 HVAC jobs** available nationwide at the time of writing. Generally, the volume of available HVAC job openings follows state population patterns.

Looking deeper into the data, we see a few interesting insights:

- There are **23 states** with more than **1,000 HVAC jobs available**.
- There are **10 states** with more than **2,000 HVAC jobs available**.
- The average amount of jobs available per state is **1,380**.

Now that we have a sense of the HVAC hiring scene at a high level, let's use the data to see what types of HVAC jobs are available.

HVAC INDUSTRY BY THE NUMBERS

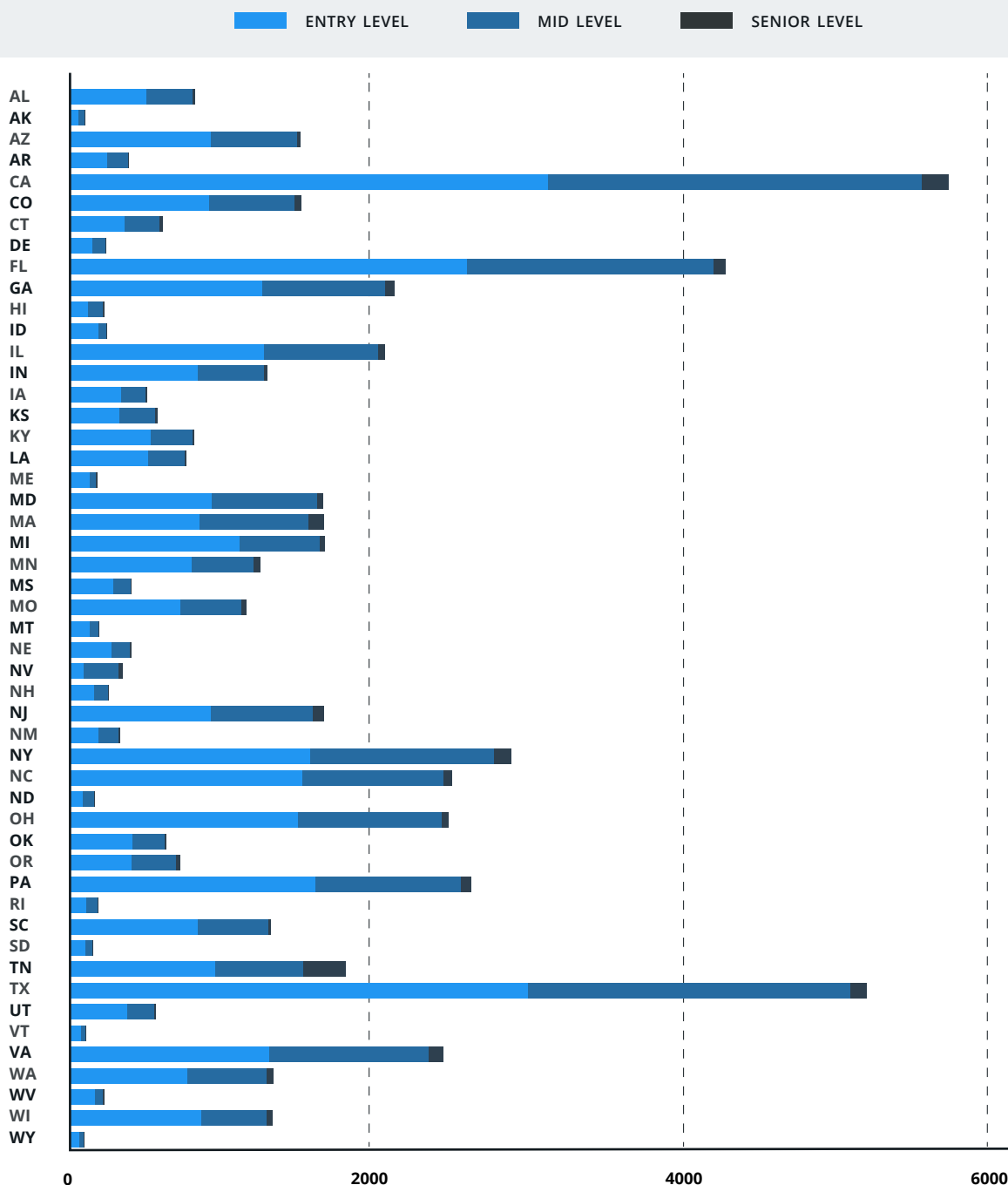
The states with the highest number of HVAC jobs.

STATE	# OF HVAC JOBS
California	6,477
Texas	5,858
Florida	4,791
New York	3,278
Pennsylvania	2,911
North Carolina	2,801
Virginia	2,748
Ohio	2,736
Georgia	2,409
Illinois	2,320
Massachusetts	1,899
Maryland	1,862
New Jersey	1,849
Michigan	1,834
Tennessee	1,730
Colorado	1,694
Arizona	1,680
Washington	1,504
Indiana	1,444
South Carolina	1,440
Wisconsin	1,437
Minnesota	1,400
Missouri	1,281
Alabama	928
Kentucky	887
Louisiana	831
Oregon	791
Oklahoma	701
Connecticut	681
Nevada	668
Kansas	638
Utah	616
Iowa	557
Nebraska	449
Mississippi	443
Arkansas	424
New Mexico	385
New Hampshire	276
Idaho	276
Delaware	269
West Virginia	244
Hawaii	240
Montana	207
Rhode Island	206
Maine	189
North Dakota	180
South Dakota	171
Vermont	118
Wyoming	112
Alaska	110

## SECTION SIX

# HVAC job availability by seniority

OK, so there are plenty of HVAC jobs available—thousands in many of the bigger states. Here's how the rest of the country stacks up in terms of HVAC jobs available by entry, mid, and senior level job postings. **Here is the volume of HVAC jobs broken down by seniority level and state:**



HVAC INDUSTRY BY THE NUMBERS

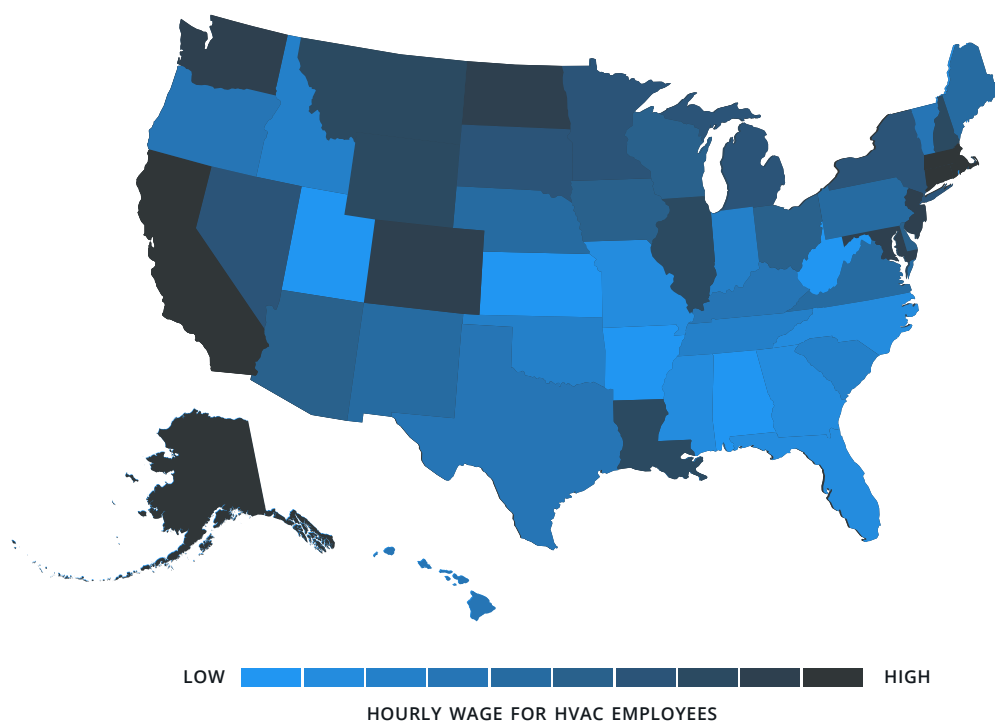
As you can see, the number of entry-level jobs directly follows the total number of HVAC jobs available in most states. If you look closely, however, there are a few interesting data points.

STATE	# OF HVAC JOBS
California	6,477
Texas	5,858
Florida	4,791
New York	3,278
Pennsylvania	2,911
North Carolina	2,801
Virginia	2,748
Ohio	2,736
Georgia	2,409
Illinois	2,320
Massachusetts	1,899
Maryland	1,862
New Jersey	1,849
Michigan	1,834
Tennessee	1,730
Colorado	1,694
Arizona	1,680
Washington	1,504
Indiana	1,444
South Carolina	1,440
Wisconsin	1,437
Minnesota	1,400
Missouri	1,281
Alabama	928
Kentucky	887
Louisiana	831
Oregon	791
Oklahoma	701
Connecticut	681
Nevada	668
Kansas	638
Utah	616
Iowa	557
Nebraska	449
Mississippi	443
Arkansas	424
New Mexico	385
New Hampshire	276
Idaho	276
Delaware	269
West Virginia	244
Hawaii	240
Montana	207
Rhode Island	206
Maine	189
North Dakota	180
South Dakota	171
Vermont	118
Wyoming	112
Alaska	110

## SECTION SEVEN

# How much does an HVAC technician make?

The average salary for HVAC employees in the U.S. is **\$24.57 per hour**. The states with the highest number of average HVAC salary are shown darker on the map below.



HVAC salary data by state:

- **Connecticut** has the highest average salary at **\$52.93 per hour**
- **Idaho** has the lowest average salary at **\$22.22 per hour**
- Eight of the top ten states with the highest average salary are on the **East coast**
- The bottom ten states in terms of average hourly rate vary by **less than \$3/hour**, while the top ten states have a range spanning **more than \$9/hour**
- Iowa claims the median average salary for HVAC, coming in at **\$28.85/hour**

Where does your state rank? Do you notice any trends? In order to find the national average for HVAC employees, we examined the full range of average salaries, from \$8.63 all the way to \$49.97 per hour, to find the weighted average of \$23.86, mentioned earlier in this post. Again, this data represents a broad mix of job titles and functions—from administrative assistant to senior HVAC tech, so the salary range reflects that as well.



BY THE NUMBERS: AVERAGE SALARY FOR CURRENT HVAC JOB OPENINGS

We collected and analyzed thousands of HVAC job listing from Indeed.com to identify some key trends and insights about what HVAC employees are earning, where there are the most open positions, and other important information that’s helpful for both techs, owners, and operators.

\*Note—HVAC positions include a wide range of jobs from apprentice to senior service specialist, and their salaries reflect that range. **Here’s the full list of average salaries for HVAC job listings in 2019 and how they compare with the national average for all HVAC listings.**

STATE	AVERAGE HOURLY RATE
Alabama	\$18.77
Alaska	\$39.48
Arizona	\$22.83
Arkansas	\$18.23
California	\$35.36
Colorado	\$29.33
Connecticut	\$36.72
Delaware	\$22.83
Florida	\$19.84
Georgia	\$20.18
Hawaii	\$21.73
Idaho	\$20.42
Illinois	\$25.26
Indiana	\$21.29
Iowa	\$22.86
Kansas	\$19.13
Kentucky	\$21.75
Louisiana	\$27.11
Maine	\$22.30
Maryland	\$32.09
Massachusetts	\$39.27
Michigan	\$23.10
Minnesota	\$24.47
Mississippi	\$20.38
Missouri	\$20.09
Montana	\$24.73
Nebraska	\$22.02
Nevada	\$23.95
New Hampshire	\$25.37
New Jersey	\$33.93
New Mexico	\$22.33
New York	\$23.41
North Carolina	\$20.29
North Dakota	\$28.50
Ohio	\$22.40
Oklahoma	\$20.82
Oregon	\$21.68
Pennsylvania	\$22.22
Rhode Island	\$35.94
South Carolina	\$20.45
South Dakota	\$23.89
Tennessee	\$20.86
Texas	\$21.37
Utah	\$19.03
Vermont	\$21.68
Virginia	\$22.28
Washington	\$27.74
West Virginia	\$19.57
Wisconsin	\$23.08
Wyoming	\$26.22

# Average HVAC salary range in every state

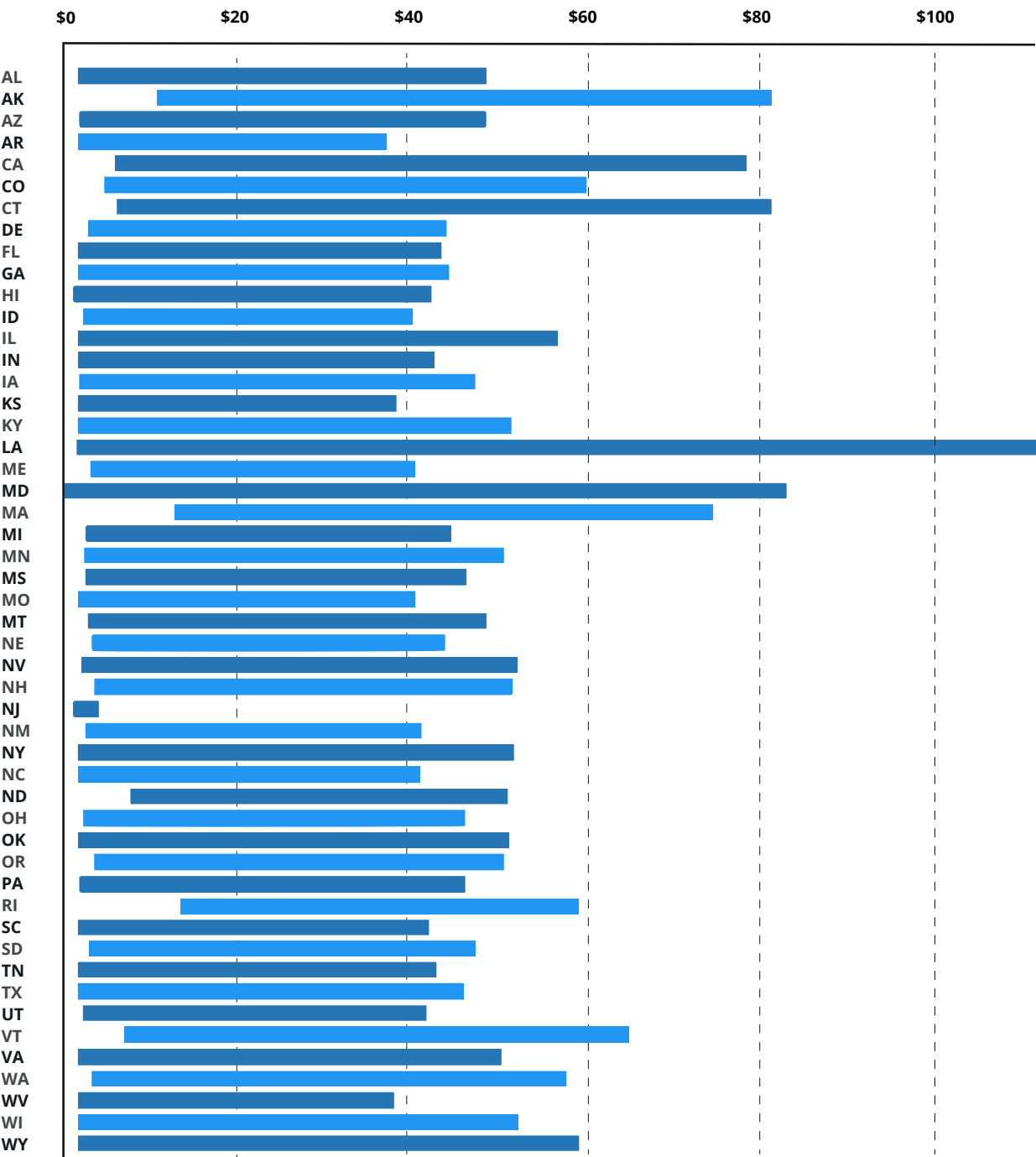
Salary range insights at a glance:

- While **Louisiana** has the highest individual salary at **\$111.54/hr**, the average salary of \$27.57/hr ranks in the bottom third of the country
- **Connecticut** is in the top four states in terms of highest individual salary (**\$75/hr**) and average salary (**\$52.93**)
- **Maryland** has the lowest individual salary of **\$6.73/hr**, but the second highest individual salary (**\$76.44/hr**) in the country
- **Rhode Island** and **Massachusetts** have the highest salary floor, with the lowest paying jobs posted at over **\$17/hr each**.

What factors do you think influence the salary range by location? Demand for services?  
Cost of living?

## HVAC INDUSTRY AT A GLANCE

The hourly pay ranges in each state.



# HVAC jobs paying more than \$55,000 per year

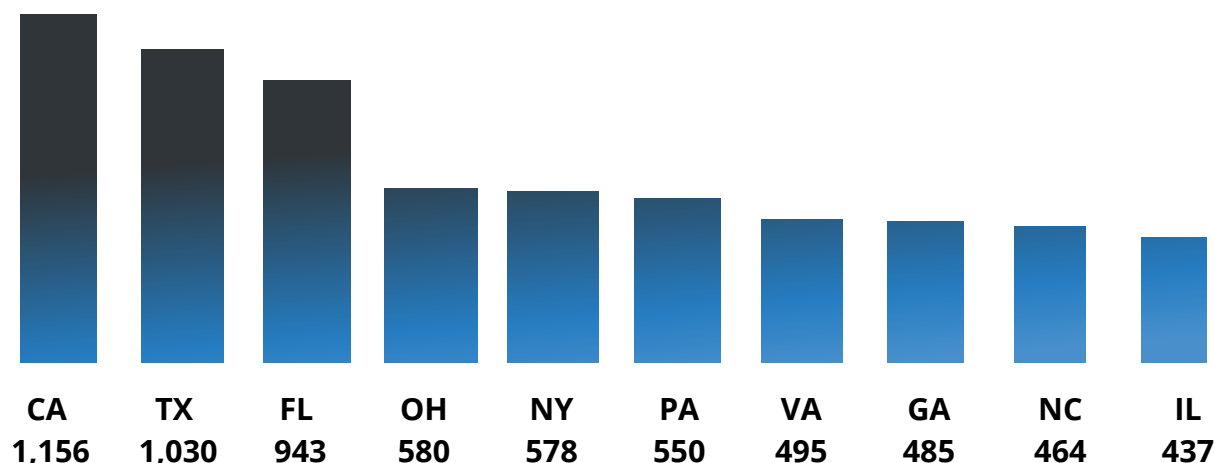
We took a look at the number of job openings per state that are paying a salary of \$55,000 or more. Data insights at a glance:

- **New Hampshire has the highest percentage of high-paying jobs available**, with nearly **24% of jobs** paying \$55,000/yr or more
- **Alaska has the lowest percentage of high-paying jobs available**, with **16.36% of jobs** paying \$55,000/yr or more
- At the time of writing, **Florida has 4,791 HVAC available jobs** posted on Indeed, with **19.68%** of them offering more than \$55,000/year
- **Alaska has only 110 jobs posted**, with **16.36%** offering \$55,000/year or more

STATE	# of jobs paying >55k
Alabama	155
Alaska	18
Arizona	303
Arkansas	81
California	1,156
Colorado	323
Connecticut	119
Delaware	45
Florida	943
Georgia	485
Hawaii	44
Idaho	57
Illinois	437
Indiana	267
Iowa	123
Kansas	125
Kentucky	200
Louisiana	153
Maine	32
Maryland	323
Massachusetts	370
Michigan	406
Minnesota	285
Mississippi	86
Missouri	226
Montana	39
Nebraska	89
Nevada	128
New Hampshire	66
New Jersey	341
New Mexico	80
New York	578
North Carolina	464
North Dakota	38
Ohio	580
Oklahoma	121
Oregon	145
Pennsylvania	550
Rhode Island	34
South Carolina	323
South Dakota	31
Tennessee	312
Texas	1,030
Utah	108
Vermont	20
Virginia	495
Washington	267
West Virginia	46
Wisconsin	246
Wyoming	20

## HVAC INDUSTRY AT A GLANCE

10 States with the Most HVAC Jobs Paying > \$55,000/Year



Now you have more salary and competition data than other HVAC owners in your service area. Use this information to offer competitive salaries, and post job listings in states with the lowest concentration of companies to find more experienced techs that might be worth paying to relocate.



## Growing your HVAC business?

Grow your bookings, ticket size, and customer loyalty without the growing pains with Housecall Pro. See how powerful the software can be for your business. [Learn more and book a demo today.](#)