

As Skilled Trades Workforce Ages, a New Generation Is Needed to Fill the Gap

Retirement is driving demand for electricians, HVAC technicians and industrial mechanics — making technical education an increasingly valuable career path.

BATON ROUGE, LA, UNITED STATES, August 17, 2026 /EINPresswire.com/ -- America is facing a workforce transition that could reshape the career opportunities available to the next generation. The skilled workers who build, maintain, operate and repair the nation's infrastructure are getting older, and there are not enough new workers entering many of these occupations to replace those who leave.

The shortage is not simply about creating new jobs. A significant portion of the demand is coming from the need to replace experienced workers who are retiring.

According to the Associated Builders and Contractors, the U.S. construction industry needs an estimated 349,000 net new workers in 2026 just to keep workforce supply and demand in equilibrium. The organization reports that, under current projections, a majority of the industry's new-worker demand in 2026 will be attributable to retirement rather than increased



ITI TECHNICAL COLLEGE

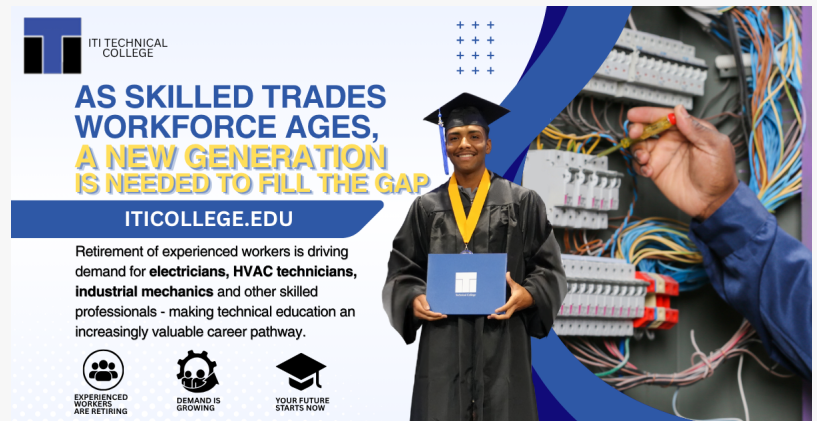
AMERICA'S INFRASTRUCTURE WAS BUILT BY SKILLED WORKERS. THE FUTURE WILL DEPEND ON YOU

As experienced workers retire, the demand for electricians, HVAC technicians, industrial mechanics and other skilled professionals continues to grow.

ITICOLLEGE.EDU

AGING WORKFORCE. HIGH DEMAND. GREAT CAREERS. STRONG FUTURE. TECHNICAL EDUCATION OPENS THE DOOR.

A New Generation Of Skilled Workers



ITI TECHNICAL COLLEGE

AS SKILLED TRADES WORKFORCE AGES, A NEW GENERATION IS NEEDED TO FILL THE GAP

Retirement of experienced workers is driving demand for **electricians, HVAC technicians, industrial mechanics** and other skilled professionals - making technical education an increasingly valuable career pathway.

ITICOLLEGE.EDU

EXPERIENCED WORKERS ARE RETIRING. DEMAND IS GROWING. YOUR FUTURE STARTS NOW.

Skilled Trades Workforce Is Aging



ITI TECHNICAL COLLEGE

THE FUTURE IS IN SKILLED HANDS.

As skilled trades workforce ages, a new generation is needed to fill the gap.

ITICOLLEGE.EDU

TECHNICAL EDUCATION TODAY. ESSENTIAL CAREERS TOMORROW.

The Future Is In Skilled Hands

demand for construction services. ABC also reports that approximately one in five [electricians](#) is over the age of 55.

The U.S. Bureau of Labor Statistics shows the same pattern across several technical occupations.

Employment of electricians is projected to grow 9% from 2024 to 2034, compared with 3% for all occupations. BLS projects approximately 81,000 electrician openings each year, with many resulting from workers leaving the occupation or exiting the labor force, including through retirement.

[Heating, air conditioning and refrigeration mechanics](#) and installers are projected to experience 8% employment growth from 2024 to 2034, with approximately 40,100 openings annually. Here again, BLS notes that many of those openings will result from the need to replace workers who leave the occupation, including those who retire.

The demand is even stronger in industrial maintenance. BLS projects employment of [industrial machinery mechanics](#), machinery maintenance workers and millwrights to grow 13% from 2024 to 2034, with approximately 54,200 openings each year. Many of those openings are also expected to come from workers exiting the occupation or retiring.

For people entering the workforce today, those numbers represent more than a labor shortage. They represent an opportunity.

****The Workforce Is Changing. So Is the Definition of a Smart College Decision.****

For decades, students were often encouraged to view a four-year college degree as the traditional route to a successful career. But the current labor market is demonstrating that there are multiple ways to build a strong economic future — and technical education can offer a direct route into occupations where employers need qualified workers.

At ITI Technical College in Baton Rouge, students can prepare for careers in fields including electrical technology, air conditioning and refrigeration, process technology, instrumentation and control systems, automation and electronic systems, construction management, drafting and design, and information technology.

ITI's approach reflects the increasingly important connection between education and the workforce: students prepare for occupations that require technical knowledge, hands-on skills and the ability to work with increasingly sophisticated systems and equipment.

The economic value of that type of education has also been recognized outside the institution.

A 2025 analysis by Georgetown University's Center on Education and the Workforce, which

examined return on investment at approximately 4,600 colleges, placed ITI Technical College among the top 10 for-profit colleges in the nation that predominantly award associate degrees for 10-year return on investment. ITI's reported 10-year ROI was \$377,000. Georgetown's analysis also placed ITI at No. 22 nationally for 40-year ROI among for-profit institutions predominantly awarding associate degrees, with a calculated 40-year net present value of \$2.238 million.

ITI's institutional graduation data provides another measure of student outcomes. According to the college's Student Right to Know data, 76 of 128 full-time, first-time degree- or certificate-seeking students who entered in fall 2022 graduated within 150% of normal program completion time — a 59% graduation rate.

****A Generation of Opportunity****

The workforce challenge facing the skilled trades is not expected to disappear simply because today's retiring workers leave the job market. The occupations themselves remain essential.

Buildings still need electricity. Homes, hospitals and businesses still need heating and cooling. Manufacturing facilities still need machinery maintained. Industrial facilities still need instrumentation, controls and process technicians. Infrastructure still has to be built, maintained and upgraded.

And increasingly, those systems require workers who can combine traditional technical skills with technology. That makes the current moment different from previous generations.

The question facing today's students is no longer simply, "What degree should I get?" It may be more useful to ask: What skills will employers need — and where will the workers who have those skills come from?

The answer is becoming increasingly clear. As experienced workers retire, employers need a new generation trained to step into the positions they leave behind.

For students and career changers willing to pursue technical careers, that workforce transition creates an opportunity to enter industries where their skills are needed — not someday, but now.

ITI Technical College is preparing students for that opportunity in Baton Rouge.

****About ITI Technical College****

ITI Technical College is a Baton Rouge technical college offering Associate in Occupational Studies degree and certificate programs designed to prepare students for careers in technical and industrial fields. Programs include Process Technology, Information Technology,

Construction Management, Drafting & Design Technology, Air Conditioning, Refrigeration & Electrical Technology, Automation & Electronic Systems Technology, and Instrument & Control Systems Technology.

For more information about ITI Technical College and its programs, visit iticollege.edu.

****Media Contact:****

ITI Technical College
13944 Airline Highway
Baton Rouge, Louisiana 70817
(225) 752-4233

Michael Champagne
ITI Technical College
+1 225-754-9775

[email us here](#)

Visit us on social media:

[LinkedIn](#)

[Instagram](#)

[Facebook](#)

[YouTube](#)

[TikTok](#)

[X](#)

This press release can be viewed online at: <https://www.einpresswire.com/article/933924819>

EIN Presswire's priority is source transparency. We do not allow opaque clients, and our editors try to be careful about weeding out false and misleading content. As a user, if you see something we have missed, please do bring it to our attention. Your help is welcome. EIN Presswire, Everyone's Internet News Presswire™, tries to define some of the boundaries that are reasonable in today's world. Please see our Editorial Guidelines for more information.

© 1995-2026 Newsmatics Inc. All Right Reserved.