

Manitoba Ground Source Heat Pump Working Group

Stakeholder Update #5

December 2025

Project Background

Manitoba Construction Sector Council (MCSC), with Manitoba Environmental Industries Association (MEIA) as a lead supporting Partner, will lead and coordinate the development of a working group to better understand the workforce requirements for increased ground source heat pump (GSHP) installation and maintenance across the province. The project objective is to understand the current status of skills capacity in Manitoba required to meet current and projected GSHP installation demand, and to determine training needs to fill identified skills gaps that are of strategic importance to Manitoba's GSHP industry. The project will also seek to identify gaps in equipment access and readiness required for GSHP installation. This information will then be used to develop roadmap(s) to move the industry forward through skills development and equipment planning.

The objective of the Working Group is to draw on the experience and expertise of key members of the industry and value chain to provide insights into key areas of the GSHP sector by identifying training needs, skills and equipment gaps, and workforce development strategies to inform the creation of a roadmap that supports the growth and advancement of the GSHP industry in Manitoba.

Project Updates

1. The fifth Working Group meeting was held on December 4th, 2025. Items covered, discussed, and agreed upon are as follows:
 - a. The meeting focused on ground source heat pump/ geothermal related education and training available in Manitoba.
 - b. Representatives of the following education institutions attended to provide information on and discuss their current offerings, reflections on success, and potential for development of future collaborations or offerings. Several additional education institutions were invited but unable to attend.
 - i. Assiniboine College
 - ii. Red River College Polytechnic
 - iii. Manitoba Institute of Trades and Technology
 - iv. Neeginan College of Applied Technology
 - v. University College of the North
 - vi. University of Manitoba
 - vii. University of Winnipeg

c. A summary of currently available offerings discussed includes as follows:

- i. Micro credential focused on sustainable construction, energy efficiency, retrofitting.
- ii. Apprenticeship programs focused on refrigeration and HVAC
- iii. Courses covering refrigeration, electrical system maintenance, HVAC, plumbing maintenance, and control systems.
- iv. Programs covering industrial electrician, millwright, power engineer, and building trades.
- v. Introduction to environmental science and physics courses.
- vi. Course on renewable energy.

Additional Considerations

1. The next Working Group meeting will take place in January 2026.
2. Periodic updates will be sent to the Stakeholder Group, as identified in the distribution list below, as the project progresses. In the interim, please contact Carol Paul, Executive Director of MCSC at c paul@mbcsc.com with any questions.

Working Group Members	
Anna Schappert	Efficiency Manitoba
Clarence Jonker	Manitoba Geothermal Energy Alliance & Southern Comfort Mechanical
Ed Lohrenz	Geoptimize
Gio Robson	prairieHOUSE Performance
Jack Winram	Manitoba Environmental Industries Association - MEIA
Jason Geddes	Southside Electric Ltd.
Jeff Bell	Friesen Drillers
Mel Buhler	Heating, Refrigeration and Air Conditioning Institute of Canada – HRAI & Southern Comfort Mechanical
Ramona Coey	Mechanical Contractors Association of Manitoba - MCAM
Tara Smith	Mr. Furnace
Jonas Rogalsky	Nexus Energy Products
Mike Millard	Swift Underground
Sergio Almeida	Geo-Xergy Systems

Stakeholder Distribution, as of December 17, 2025	
Andrew Reimer	All-Fab Building Components Inc.
David McCutcheon	Assiniboine College
Mark Brzuskievicz	Bird Construction
Travis Clarke	BPL Sales
Alana Crocker	City of Winnipeg - Development and Inspections
Shawn Wood	Construction Association of Rural Manitoba
Amanda North	Defense Construction Canada
Jackie Puchailo	EF Moon
Jana Brunel	Efficiency Manitoba
Ramona Coey	Electrical Contractors Association of Manitoba (ECAM)
Chris Fortier	Excel 7 Ltd.
Derek Ross	First Peoples Development Inc.
Joan Harris-Warren	First Peoples Development Inc.
Natasha Farren	Flynn Group of Companies
Brent Laufer	Laufer Enterprises
Richard Wilson	M.D. Steele
Chris Lorenc	Manitoba Heavy Construction Association
Jacquelyn Oduro	Manitoba Heavy Construction Association
Lanny McInnes	Manitoba Home Builders Association
Darin Ostrowsky	Manitoba Hydro
Ramona Coey	Mechanical Contractors Association of Manitoba (MCAM)
Mark Miller	Manitoba Ozone Protection Industry Association
Alexander Lavoie	Manitoba Sustainable Energy Association
Jeffery Cottes	Province of Manitoba – Climate Action and Innovation
Kylene Wiseman	Province of Manitoba – Environment Climate Change – Water Stewardship
Ryan DeLury	Province of Manitoba – Labour & Immigration – Inspection and Technical Services
Greg McDonald	Randall Homes
Alireza Kaboorani	Red River College Polytechnic
Jill Latschislaw	Red River College Polytechnic
Rob Masi	Red River College Polytechnic
Laura Tyler	Sustainable Buildings Manitoba
John Highmoor	Tri-core Projects Manitoba Ltd.
Shawn Henry	Wescan Services
Darryl Harrison	Winnipeg Construction Association
Ron Hambley	Winnipeg Construction Association
Melissa Phaneuf-Ahi	Employment Opportunities, Training and Employment Services Workforce Development Division
Jamie Grant	University College of the North