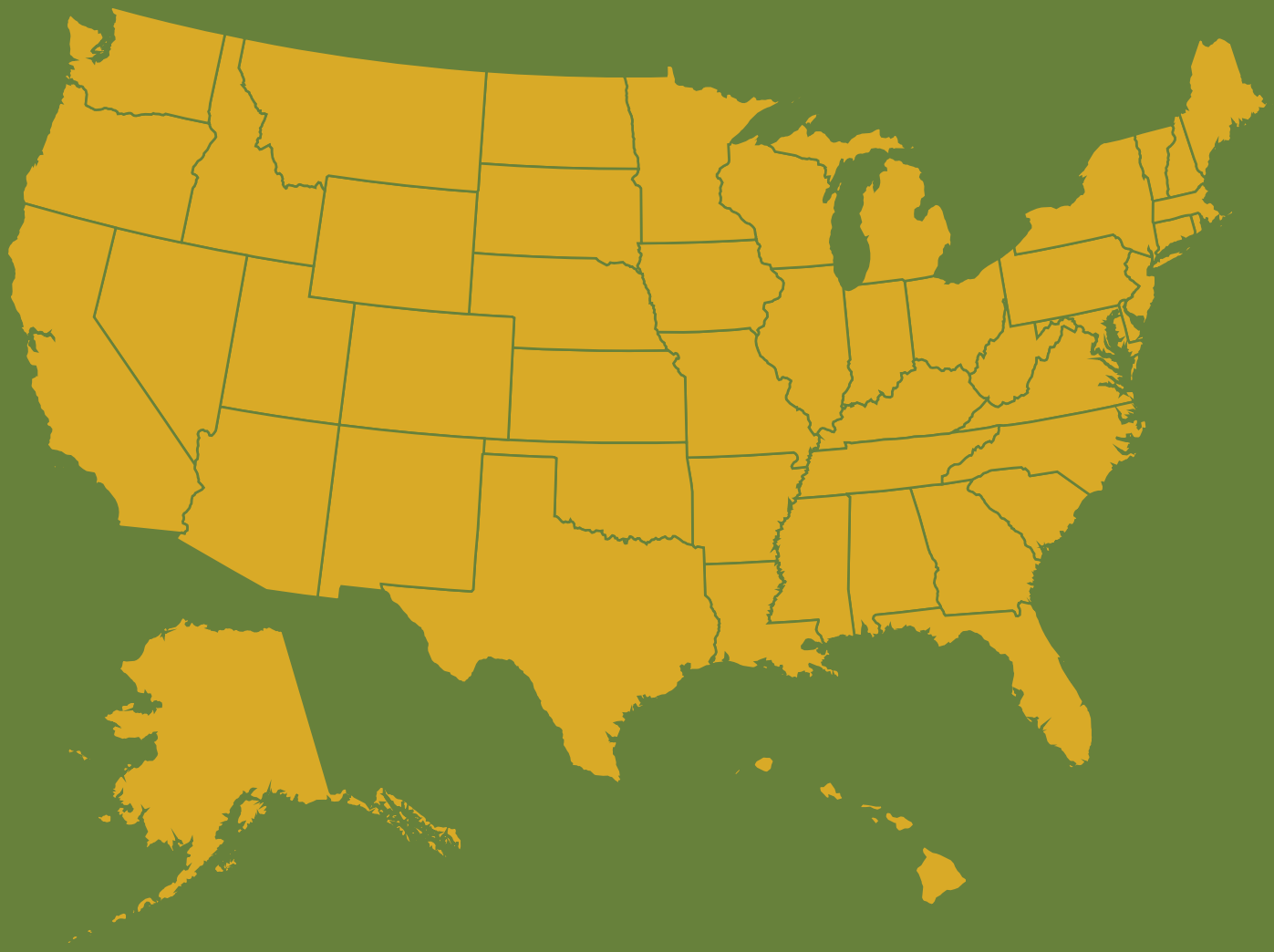
Energy Efficiency Jobs in America

2.16 MILLION AMERICANS WORK IN ENERGY EFFICIENCY



E2

E4 THE FUTURE

DECEMBER 2022

#FacesOfEE

Energy Efficiency Jobs in America

2022

Contents

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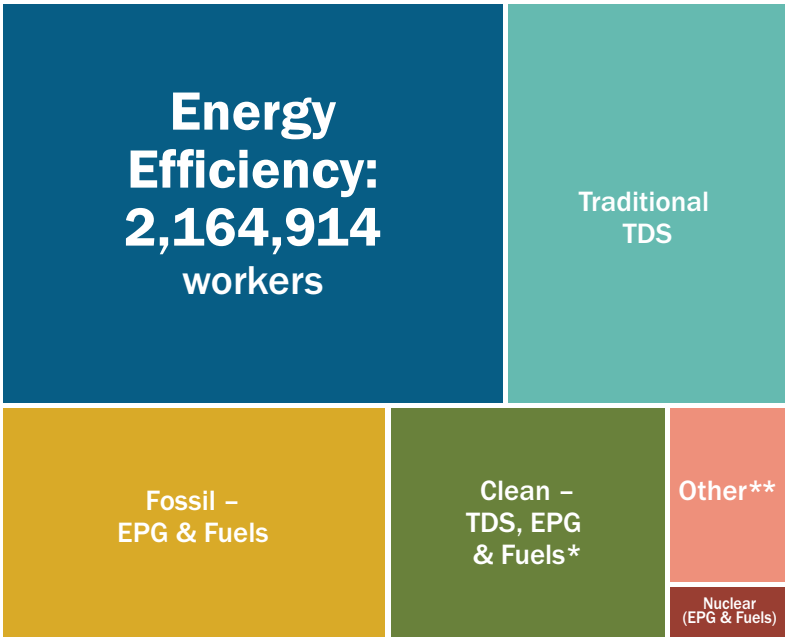
A STRONGER U.S. ENERGY EFFICIENCY WORKFORCE

The Inflation Reduction Act (IRA) and Infrastructure Investment and Jobs Act (IIJA) bring historic investments in energy efficiency to all sectors of the U.S. economy. Added to ongoing federal investments in energy efficiency (EE), they confirm efficiency's vital role in the economy and underscore its necessity as a prerequisite to address climate change in our built environment.

To achieve the goals of these federal investments, the EE workforce—already the largest workforce within the clean energy industry—will need to grow significantly. America must prioritize EE workforce development and training in every state. Positioning it squarely at center stage will enable more-diverse new hires, improving gender and racial/ethnic balances to better match area populations.

In construction—the largest portion of EE jobs—work often involves skills training and certifications to assure quality building performance. Efficiency workers are in demand; professionals who earn key credentials are highly compensated. Careers focused on creating better buildings and energy efficient infrastructure are helping everyday Americans in myriad ways.



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
*Also includes jobs in energy storage and grid modernization that enable renewable electricity
**Includes other subsectors such as corn ethanol, woody biomass, large hydropower

Reducing energy use in buildings can avert "up to one-third of coal- or gas-fired power generation." —LBNL

Lawrence Berkeley National Laboratory. How Managing Building Energy Demand Can Aid the Clean Energy Transition

HISTORIC FEDERAL INVESTMENT WITH IRA AND IIJA SETS THE STAGE FOR JOB CREATION AND CARBON SAVINGS

49,000 full time EE jobs for **10 years***

$85 billion reduction in energy expenditures by 2030**

92 million tons of CO_2 **reductions** by 2030***

*BlueGreen Alliance

**Energy Innovation Policy and Technology LLC

***From buildings. U.S. Department of Energy

UNLOCKING POSSIBILITY

The passage of the Inflation Reduction Act (IRA) and Infrastructure Investment and Jobs Act (IIJA) unlocks billions in federal funding for efficiency investments in buildings. Investments include rebates and tax credits for upgrades such as insulation and better appliances, and installing highly efficient "two-way air conditioners"—heat pumps—that heat and cool.

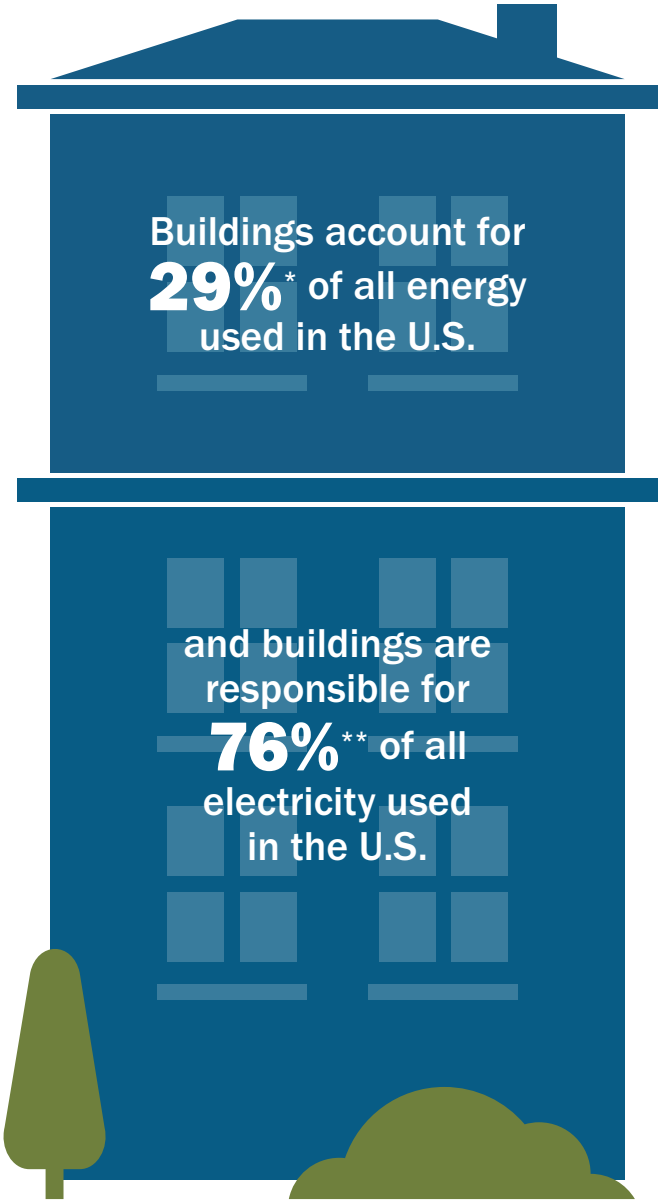
Thousands of workers will be needed to design, manufacture, and install insulation, controls, replacement appliances, upgraded HVAC, and more. Efficiency improvements especially benefit low-income consumers who are historically burdened with energy costs.

"The Inflation Reduction Act could cut the social costs of climate change by up to $1.9 trillion by 2050," noted a White House spokesperson upon passage of the IRA.

CNBC

Avoided carbon emissions from energy savings also help to mitigate the worst impacts of climate change. And community resilience to severe weather and power outages increases as a result.

For workers, consumers, and the environment, this historical federal investment in buildings is a WIN-WIN-WIN!



*U.S. Energy Information Administration
**Department of Energy: An Assessment of Energy Technologies and Research Opportunities

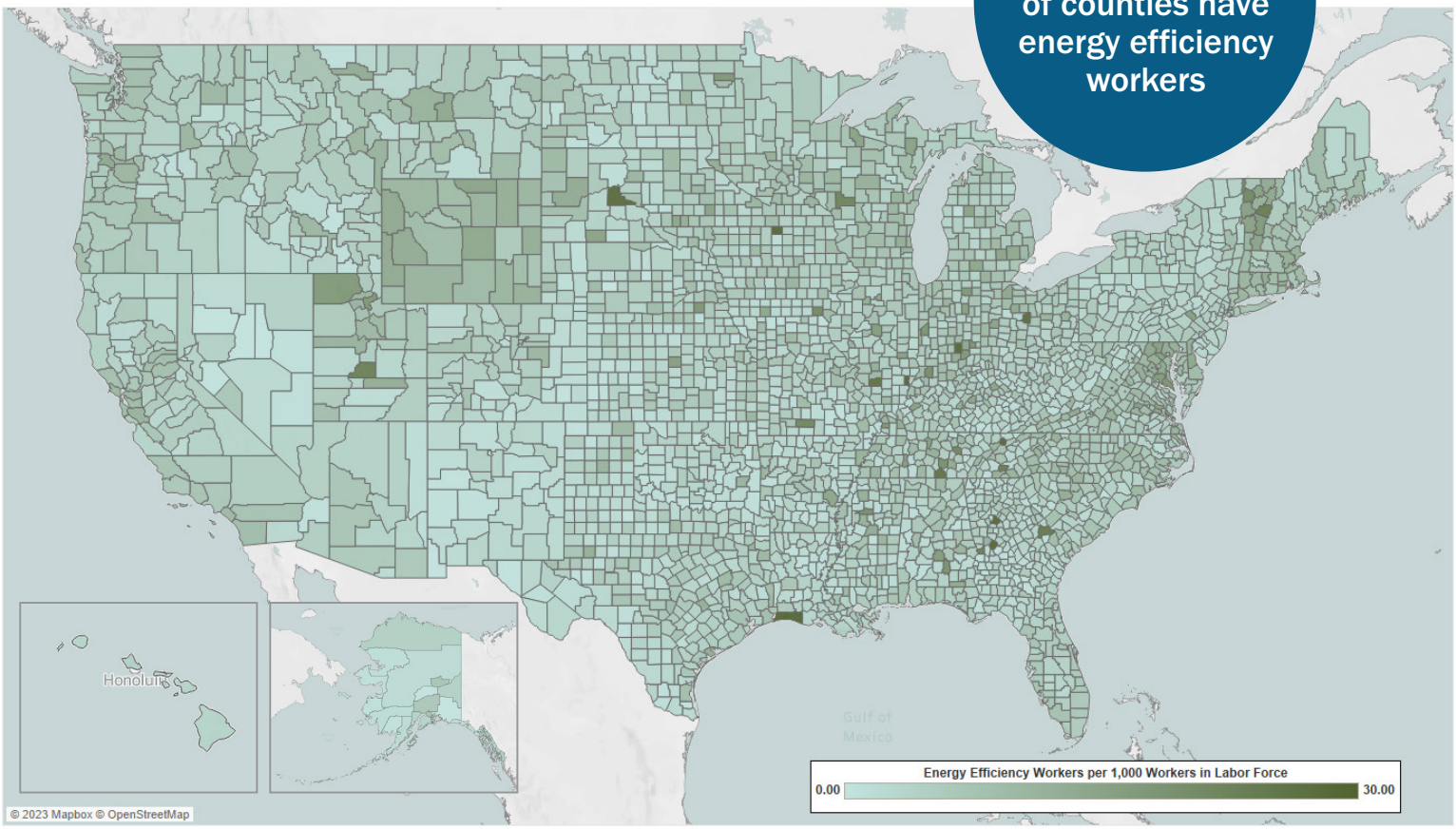
U.S. Energy Information Administration and U.S. Census Bureau QuickFacts

ENERGY EFFICIENCY HELPS ALL LOCAL ECONOMIES

Whether a building is old or new, opportunities to improve efficiency are always available. Design, construction, operation, and maintenance are all vital to increasing energy efficiency, and most of that work must be done by local workers, thereby creating long-term local jobs. “Mining” inefficient older buildings for big energy savings as also generates customer savings, which frees up more money to circulate in the local economy. Improved insulation, better HVAC and appliances, and new digital controls are a few of the most common key upgrades.

Energy efficiency jobs are in nearly every county across the United States. These good-paying jobs can be found in rural economies, suburban developments, and in the heart of our largest cities. Investing in this industry benefits ALL local economies and communities. Wherever there are buildings, there is potential to reduce energy expenses, while creating local jobs that cannot be outsourced.

99.7%
of counties have energy efficiency workers



BEYOND THE BIG CITIES

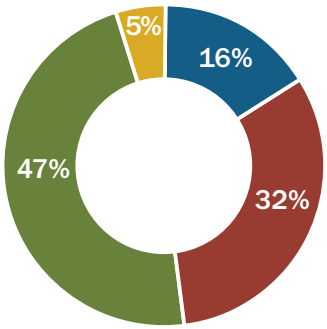
286,208
Americans living in rural areas work in energy efficiency

280,388
U.S. energy efficiency jobs are in counties with fewer than 100,000 residents

925,074
Energy efficiency jobs are outside America’s top 50 metro areas

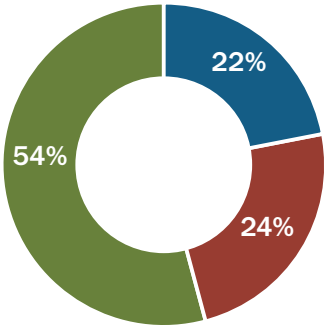
ENERGY EFFICIENCY WORKERS—WHERE DO THEY WORK?

Energy efficiency professionals work in factories, offices, design studios, and data centers. They do much more than reduce energy use. They improve operations of existing buildings and design and build a better future. Squeezing out energy waste drives job creation. Most U.S. energy efficiency jobs are related to construction in the building sector.



ACROSS POSITIONS

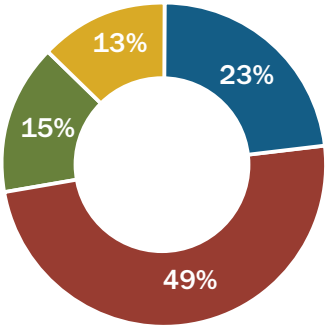
- Production & Manufacturing
- Installation & Repairs
- Administration, Sales, & Management
- Other



ACROSS INDUSTRIES

- Manufacturing & Trade
- Professional Services & Other*
- Construction

*Professional services include finance/accounting, architecture, engineering, R&D, etc.; "other" includes maintenance, and business and nonprofit organizations



ACROSS TECHNOLOGIES

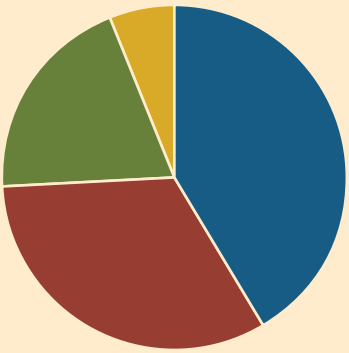
- ENERGY STAR Appliances & Efficient Lighting
- HVAC*
- Building Materials & Insulation
- Other**

*Heating, Ventilation, Air Conditioning of higher-than-standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

#FacesOfEE

SMALL BUSINESSES FUEL SUCCESS ACROSS AMERICA

There are
381,527
energy efficiency establishments in the U.S.



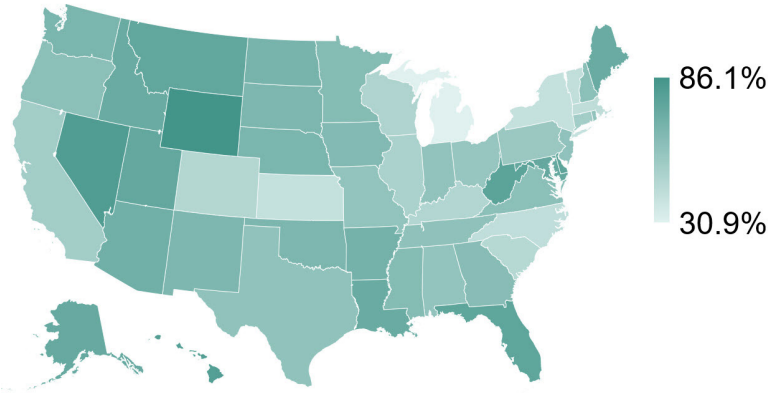
1-4 Employees: 42%
5-19 Employees: 33%
20-99 Employees: 20%
100+ Employees: 6%

WORKFORCE NEEDS BY STATE: MAXIMIZING SUCCESS

To achieve the goals of the massive investments provided by IIJA and IRA, the EE workforce will need to grow significantly. How can decisionmakers best match EE workforce training with job paths, to better serve employers and potential employees?

Factoring in the distribution of current EE jobs is a good place to start. These maps provide key information to use for that strategy. While most EE jobs are in construction, many opportunities exist in manufacturing and professional services. It helps to see how they vary by state.

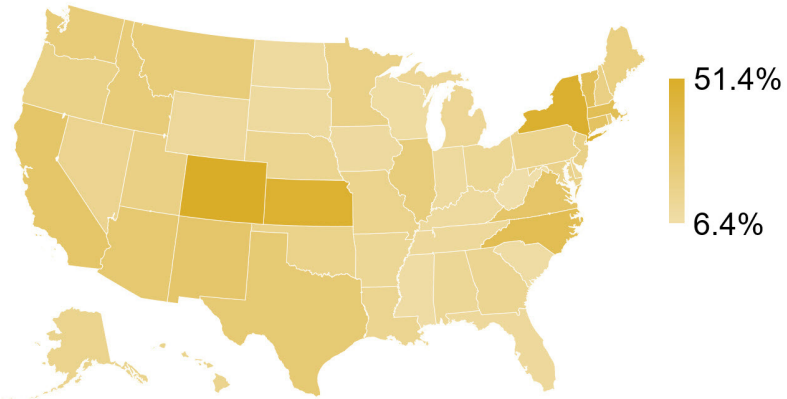
Percent of EE Workers Employed in Construction



CONSTRUCTION

In metro and rural areas, and in-between, almost 1.2 million EE construction workers are employed everywhere buildings exist. Over 16% of total U.S. construction workers spend at least 50% of their time on energy efficiency.

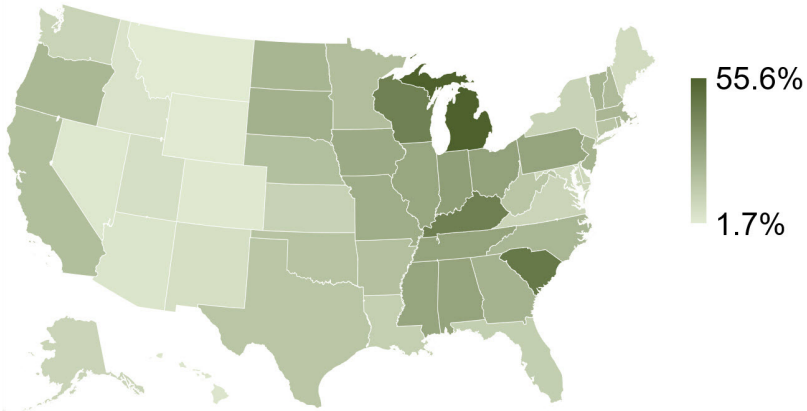
Percent of EE Workers Employed in Professional Services and Other



PROFESSIONAL SERVICES

Engineers, designers, architects, financial services, and legal professionals create concepts and plans, and finance projects – representing nearly 514,000 U.S. efficiency workers.

Percent of EE Workers Employed in Manufacturing and Trade

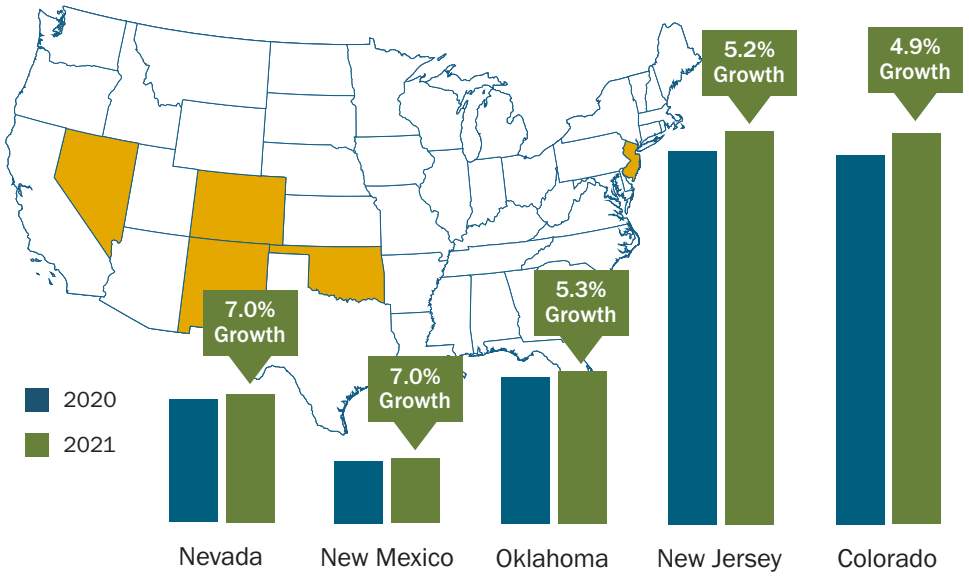


MANUFACTURING

A robust domestic manufacturing industry of energy efficient products supports nearly 482,000 U.S. jobs. These products are installed and maintained by trained professionals in your community.

DETAILS PAINT A FULLER PICTURE

Top States for Growth



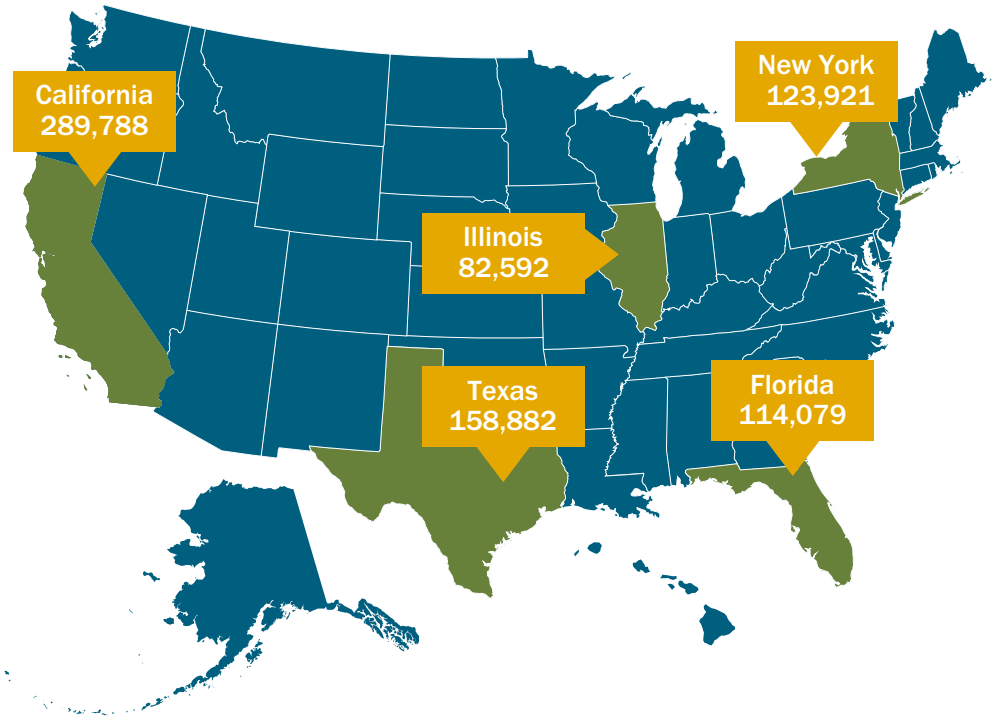
11%
of EE pros are **represented by a union** compared to the national average of 6%

(private sector)

GOOD JOBS FOR VETERANS

8% of EE workers are veterans, higher than the national average of 6%

Top States Total Gross Jobs



NO BETTER TIME TO BUILD WORKFORCE DIVERSITY

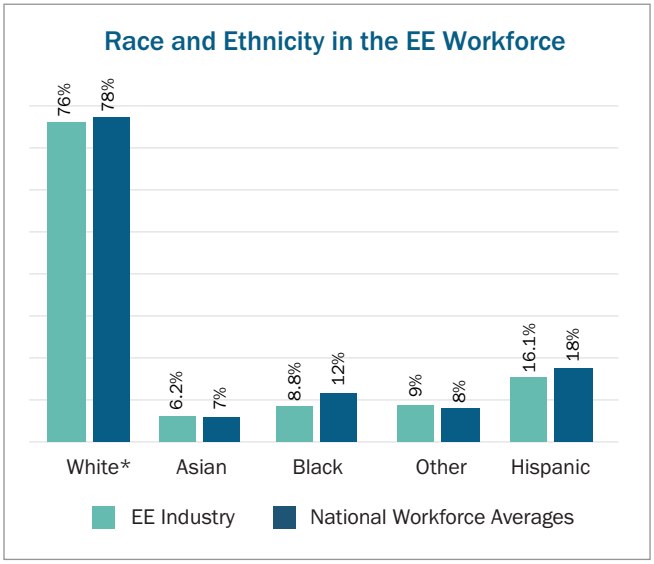
Demographic data is crucial for measuring progress in the EE sector. With historic investments in clean energy workforce development through the Infrastructure Investment and Jobs Act and the Inflation Reduction Act, this year marks a new opportunity to increase diversity as we grow the industry.

Boosting diversity in hiring practices is key to expanding a future workforce of skilled professionals, and to ensuring that all U.S. residents are better represented in the efficiency sector. As we deploy new workforce development funding, we must also ensure that energy efficiency projects are implemented in diverse communities.

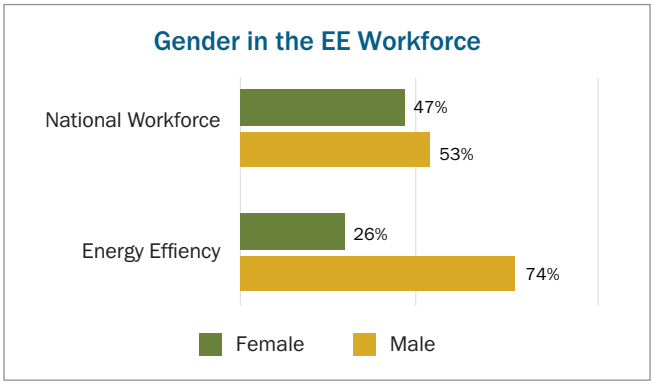
Prioritizing people of color and women for training and support will increase access to EE jobs. Ultimately, this will help to enable the long-term success of the EE industry and efforts to decarbonize our economy.

"Let's come together on energy, health, environmental and economic goals, as we tear down walls, and build bridges to economic prosperity."

—Leticia Colon de Mejias, on Efficiency For All workforce development initiatives

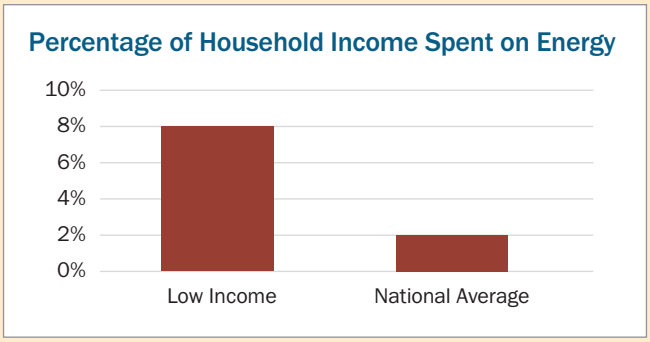


*Includes non-Hispanic and Hispanic whites.



Note: Due to this report's reliance on federal agency data, non-binary gender data is missing. Greater representation of people of all gender identities and expressions in energy efficiency will create a stronger industry.

ENERGY EFFICIENCY HELPS TO ADDRESS ENERGY BURDENS



Low-Income Households, Communities of Color Face High "Energy Burden" Entering Recession. American Council for an Energy-Efficient Economy (ACEEE)

Low-income households and households of color consistently spend a large portion of their income on energy bills (and are therefore saddled with a larger "energy burden"). Weatherization upgrades, including thermal efficiency measures like insulation, can reduce these burdens by 25%. Too few households historically receive such upgrades. More attention and increased resources can help.

THE ENERGY EFFICIENCY WORKFORCE: REAL PEOPLE, ADDING ENORMOUS VALUE

Yvette Maskrey
Honeywell Smart Energy
Honolulu, HI

"Energy efficiency is a significant factor in working towards global resiliency."

Martins Pecholcs
Accella Polyurethane Systems
Cottonwood Heights, UT

"Saving energy is one of the most important objectives we all face. I manage regional sales of spray foam to save energy and reduce utility bills.".

Brandon Walker
Positive & Productive Innovations
Belleville, IL

"I'm the sustainability coordinator, and we help families and businesses establish the best sustainability and EE solutions available."

Patrick Addler
ThermAir Systems
Phoenix, AZ

"We work with owners, engineers, and contractors to design and build commercial buildings. My team finds methods to reduce overall building electric loads."

Jessica Azarelo
Attic Queen, LLC
Tampa, FL

"There is no better feeling than a customer reaching out after a job is complete to say how much better they feel, how much more comfortable they are in their home or how much money they've saved."

Renee Clair
Johnson Controls
Williams Bay, WI

"I work on promoting EE through leadership programs and on regulatory advocacy for our product teams."

RESILIENCE MATTERS: EFFICIENT BUILDINGS CAN HELP

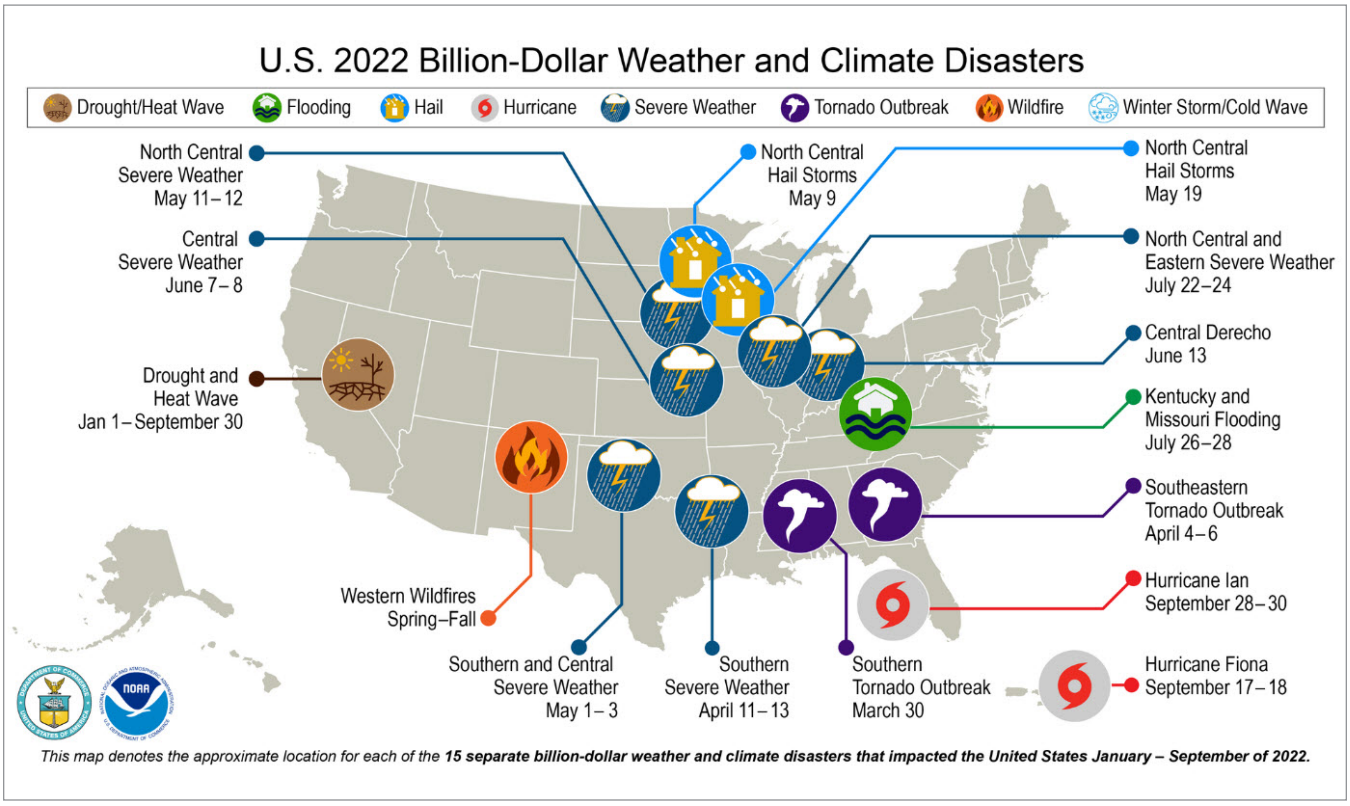
Storm damage, heat waves, and extreme weather impact more lives each year. During severe events people rely on buildings in order to survive—so it matters how well they stand up. Many buildings were not designed for the harsh conditions now becoming commonplace. Damage can result in uninhabitable homes, and cause sustained power outages. Repair costs are high.

However, help is available: Constructing new buildings using stronger energy codes is one solution. Another is fixing older buildings. Both approaches reduce damage and increase safety and comfort.

Well-constructed homes enable occupants to remain safe during extended power outages. Updated heating and cooling systems, and better insulation to help prevent energy loss, maximize resilience.

Almost 80% of existing U.S. homes were built before 2000.* Retrofitting them for efficiency will also make them more resilient in the face of severe weather. Construction codes put in place to reduce risk of disaster also complement efficiency codes. For example, windows required to meet "wind codes" are also more highly efficient windows. Addressing multiple resilience factors provides building owners and communities with maximum benefits.**

Efficient, resilient buildings can save lives and reduce the severity of property loss. Smart leaders support commitments to follow up-to-date international building codes, and to enforce compliance of those provisions.



*This map denotes the approximate location for each of the **15 separate billion-dollar weather and climate disasters that impacted the United States January – September of 2022.***

Sources: Axios; map: National Oceanic and Atmospheric Administration.

Statistics as of 10/11/22; United States suffered 15 events with losses exceeding $1 billion each, resulting in the deaths of 342 people; for comparison, in 1980–2021 the annual average was 7.7 events and for 2017–21 it is 17.8 events (CPI-adjusted).

*Energy Information Administration

**Energy Efficiency: A Critical Component to Preparedness for Extreme Weather

POLICY LEADERSHIP

Energy efficiency saves money, reduces emissions, improves air quality and public health, and makes us more energy independent—while also tackling climate change and creating jobs. The Inflation Reduction Act (IRA) and the Infrastructure Investment and Jobs Act (IIJA) included historic investments aimed at advancing energy efficiency across the country. The effective implementation of the energy efficiency provisions in IRA and IIJA, and the continued funding for government-led energy efficiency activities, are both crucial to realizing the benefits of this critical energy source.

Federal Policy leadership can ensure that energy efficiency and indoor air quality are addressed to benefit property owners, occupants, and the country.

Maintain robust funding for proven federal energy efficiency programs, including:

- State energy programs
- Weatherization programs
- Energy efficiency and conservation block grants

Use Historic Investments Wisely

Ensure effective implementation of key incentives and rebates included in the IRA and the IIJA for building owners, households, and public buildings to make smart property upgrades that create jobs and improve building performance, such as:

Inflation Reduction Act

- Commercial and residential building tax credits (179D Energy Efficient Commercial Building Deduction; 25C Energy Efficient Home Improvement Credit; 45L New Energy Efficient Home Tax Credit)
- Residential rebate programs to drive efficiency and electrification deployment and job creation for local contractors—the Home Energy Saving Performance-Based, Whole-House Retrofit (HOMES) program, and the High-Efficiency Electric Home Rebate (HEEHR) Program
- State-Based Home Energy Efficiency Contractor Training Grants to expand the EE and electrification workforce
- Greenhouse Gas Reduction Fund (GHGRF) competitive grants to mobilize financing for clean energy and climate projects that reduce emissions (may include efficiency)
- Green and Resilient Retrofit program to support energy and water efficiency, and climate resilience of HUD-assisted multifamily properties
- Funding for the General Services Administration to invest in low-carbon, high performance green buildings

Infrastructure Investment and Jobs Act

- Energy Auditor Training grant program for states to train individuals to conduct energy audits or conduct surveys of commercial and residential buildings
- Energy Efficiency Revolving Loan Fund Capitalization Grant Program for states to establish revolving loan funds in support of loans and grants for EE audits, upgrades, and retrofits to increase building efficiency

Support other policy initiatives to further advance energy efficiency nationwide, including:

- Programs focused on resilience, energy efficiency, and air quality in public buildings
- Tax credits and rebates for U.S. manufacturing of energy efficient appliances and technologies
- Stronger building and appliance efficiency standards, with training and enforcement
- ENERGY STAR, which helps people make smart energy choices
- Energy audits, technical assistance, and financing options for large manufacturers
- Directing FEMA (Federal Emergency Management Agency) to ensure that rebuilding complies with updated international building codes and advances energy efficiency

Advance and prioritize diversity, equity, and inclusion in federal energy efficiency programs:

- Strengthen workforce development and apprenticeship programs for the EE sector
- Create a workforce grant program to help organizations and small businesses hire and train new EE employees with a focus on equity, diversity, and inclusion
- Increase grants and financing to deploy more efficiency projects in underserved communities that often carry greater energy burdens while developing career opportunities for local workers

State and local leaders can keep energy efficiency jobs growing.

Leaders can:

- Adopt high efficiency and indoor air quality standards for new construction and existing buildings, leveraging IRA funds to support assistance for the latest (net zero) building energy code adoption for state and local governments
- Adopt energy benchmarking and reporting requirements for existing buildings
- Incorporate broader use of performance contracting in public buildings
- Advance commercial property assessed clean energy (PACE) programs
- Modernize regulations to ensure transparent and comprehensive cost-effectiveness evaluations; align utility incentives with investments in efficiency
- Invest in advanced infrastructure to enable interval data analytics of energy use, and to boost resilience

ABOUT THE REPORT

The 2021 job numbers come from the national 2022 U.S. Energy and Employment Report (USEER), which focuses on all energy jobs. The USEER analyzes data from the U.S. Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages (QCEW) to track employment across many energy production, transmission, and distribution subsectors. The 2022 USEER also relies on a unique supplemental survey of 33,000 business representatives across the U.S. This survey is used to identify energy-related employment within key subsectors of the broader industries as classified by the BLS and to assign them into their component energy and energy efficiency sectors. See appendix C of the USEER for complete methodology details.

For questions regarding this report, visit the Energy Efficiency Jobs in America FAQ or contact E4TheFuture or E2 directly.

ABOUT E4TheFuture

E4TheFuture is dedicated to bringing clean, efficient energy home for every American and promotes energy solutions to advance climate protection and economic fairness. Visit www.E4TheFuture.org.

ABOUT E2

E2 is a national, nonpartisan group of business leaders, investors and other professionals from every sector of the economy who advocate for smart policies that are good for the environment and good for the economy. E2 members have founded or funded more than 2,500 companies, created more than 600,000 jobs and control more than $100 billion in private and venture capital equity. Visit www.e2.org.

ABOUT BW Research

BW Research Partnership is a full-service, economic and workforce research consulting firm with offices in Carlsbad, California and Wrentham, Massachusetts. It is the nation's leading provider of accurate, comprehensive energy and clean energy research studies, including the United States Energy and Employment Report (USEER), National Solar Jobs Census, wind industry analyses for the National Renewable Energy Laboratory and the Natural Resources Defense Council, and state-level clean energy reports for Massachusetts, New York, Illinois, Maine, New Hampshire, California, Vermont, Iowa, Rhode Island, Florida, Connecticut, Pennsylvania, and Missouri, among others.

Alabama

Energy Efficiency Jobs in America

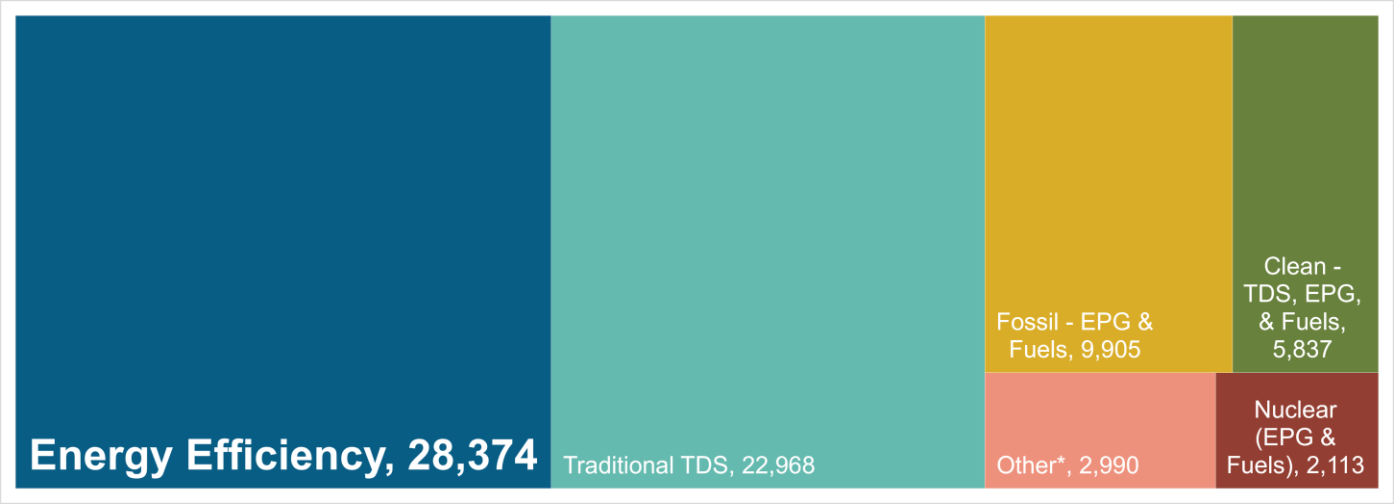
28,374
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Alabama's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Alabama*



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EPG = Electric Power Generation
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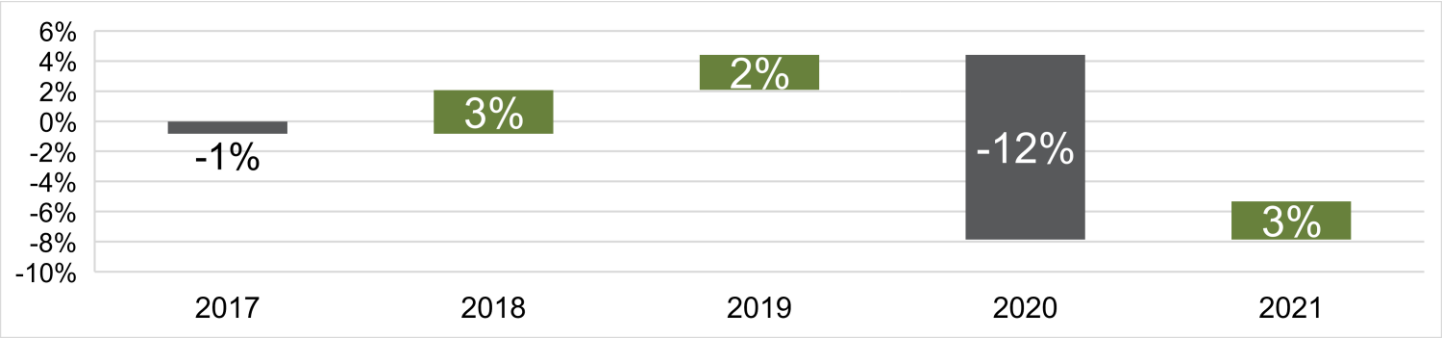
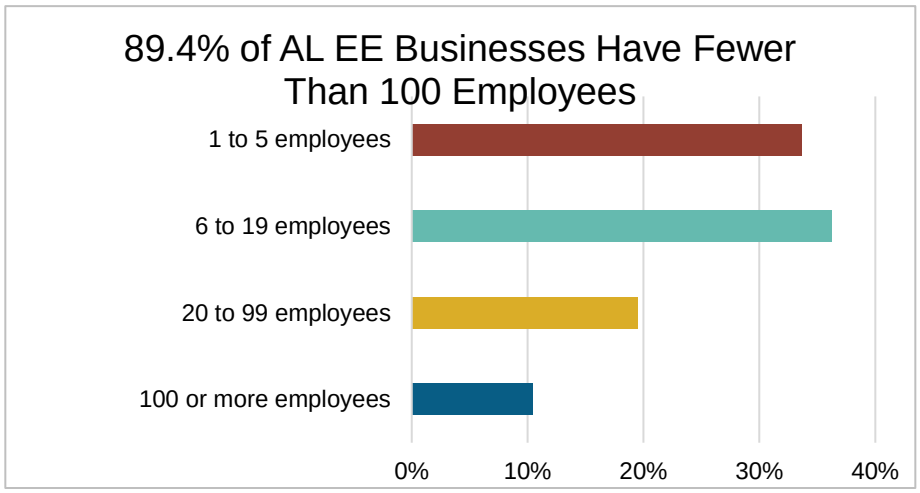
How is the EE industry growing in Alabama?



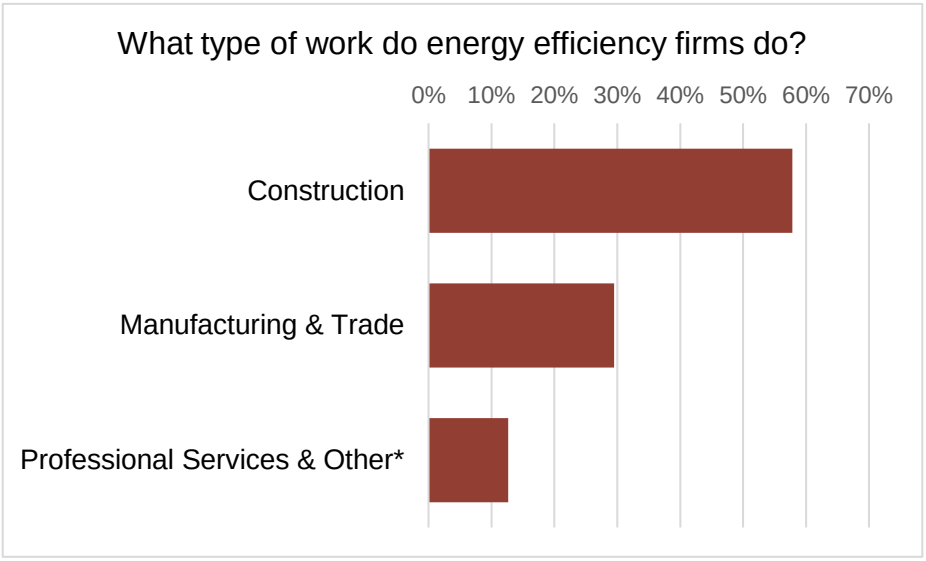
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Alabama?



4,696
EE businesses in Alabama

EE construction workers comprise **17%** of Alabama's construction workforce



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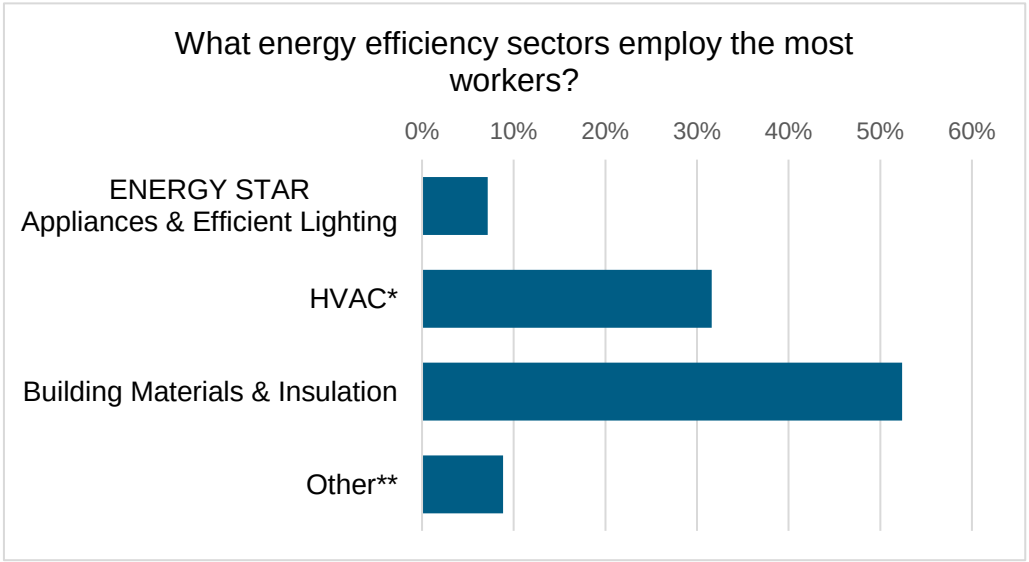


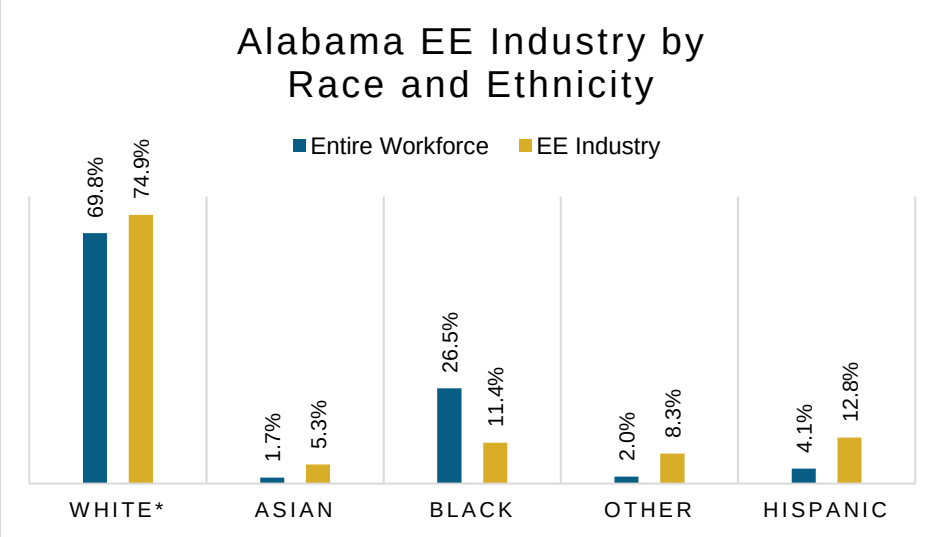
7%
of Alabama EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Alabama?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Alabama communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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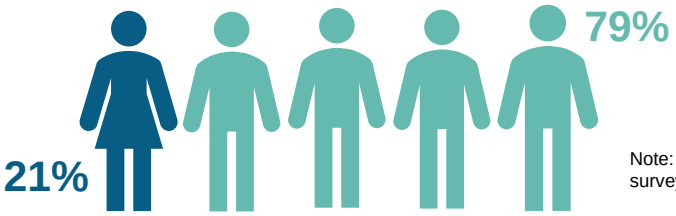


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Alabama's EE Potential

Decades of work ready for Alabama's growing energy efficiency workforce.

Weatherization Assistance Program:

543* units weatherized in 2018, out of **~300,000** total low-income households

1,460,849
Alabama homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

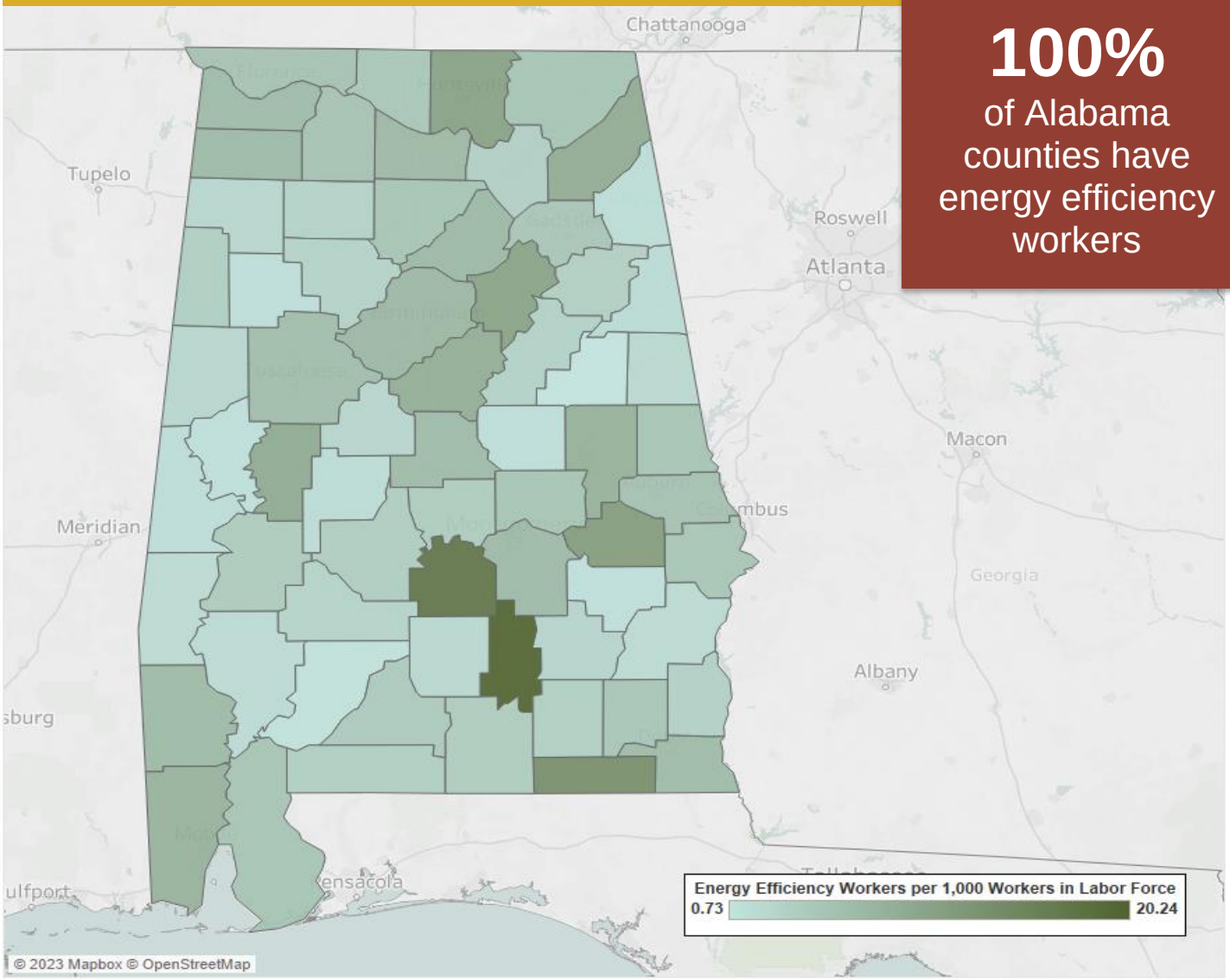
Potential to **reduce** residential electricity consumption by

38%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Alabama counties have energy efficiency workers

Metropolitan Areas				
	Area	Jobs	Area	Jobs
	Anniston-Oxford	513	Gadsden	486
	Auburn-Opelika	644	Huntsville	2,992
	Birmingham-Hoover	8,558	Mobile	3,077
	Columbus	207	Montgomery	2,488
	Decatur	804	Tuscaloosa	1,125
	Dothan	949	Rural	5,638
	Florence-Muscle Shoals	892		

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Autauga County	104	Dallas County	98	Marion County	62
	Baldwin County	904	DeKalb County	420	Marshall County	300
	Barbour County	35	Elmore County	224	Mobile County	2,842
	Bibb County	27	Escambia County	103	Monroe County	15
	Blount County	130	Etowah County	339	Montgomery County	1,838
	Bullock County	<10	Fayette County	13	Morgan County	756
	Butler County	34	Franklin County	160	Perry County	<10
	Calhoun County	340	Geneva County	147	Pickens County	19
	Chambers County	94	Greene County	<10	Pike County	90
	Cherokee County	18	Hale County	48	Randolph County	25
	Chilton County	126	Henry County	29	Russell County	149
	Choctaw County	15	Houston County	693	St. Clair County	422
	Clarke County	35	Jackson County	171	Shelby County	1,555
	Clay County	<10	Jefferson County	5,361	Sumter County	<10
	Cleburne County	10	Lamar County	28	Talladega County	212
	Coffee County	130	Lauderdale County	351	Tallapoosa County	223
	Colbert County	338	Lawrence County	58	Tuscaloosa County	1,236
	Conecuh County	28	Lee County	743	Walker County	123
	Coosa County	<10	Limestone County	281	Washington County	50
	Covington County	107	Lowndes County	100	Wilcox County	16
	Crenshaw County	124	Macon County	105	Winston County	58
	Cullman County	338	Madison County	4,665	N/A	1,012
	Dale County	188	Marengo County	67		

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BW Research Partnership is a full-service, economic and workforce research consulting firm with offices in Carlsbad, California and Wrentham, Massachusetts. It is the nation's leading provider of accurate, comprehensive energy and clean energy research studies. Visit www.bwresearch.com.

Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, June 2022, by the U.S. Department of Energy (see Appendix C for methodology details). This methodology -- adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics -- provides the broadly accepted best accounting of all U.S. energy workers.

For questions on E4TheFuture analyses please email: policy@e4thefuture.org.

Alaska

Energy Efficiency Jobs in America

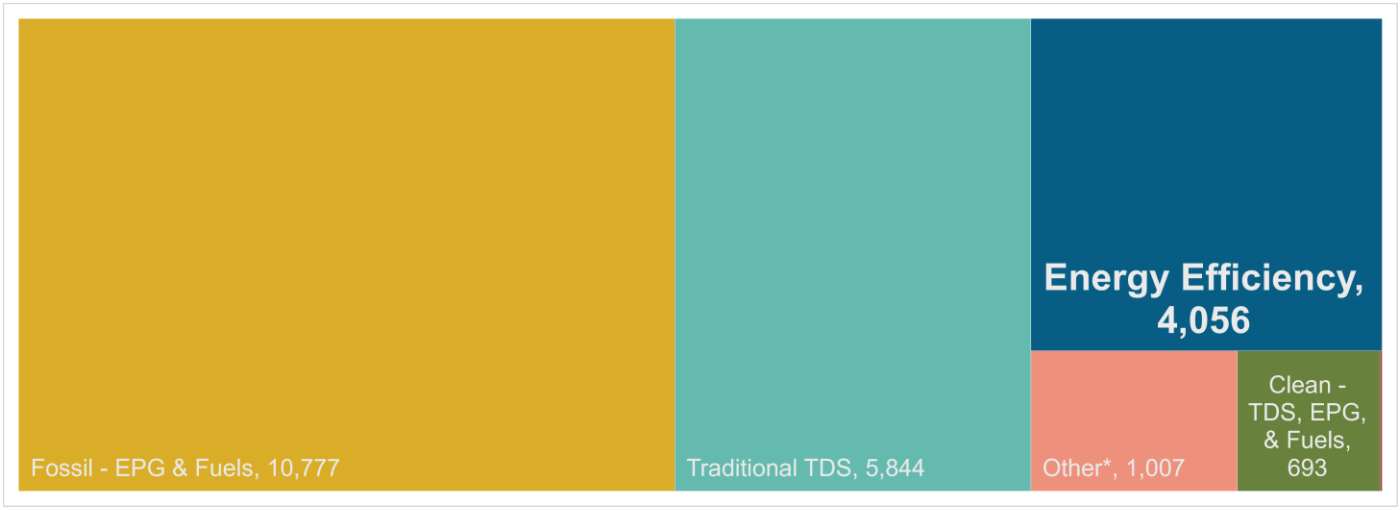
4,056
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

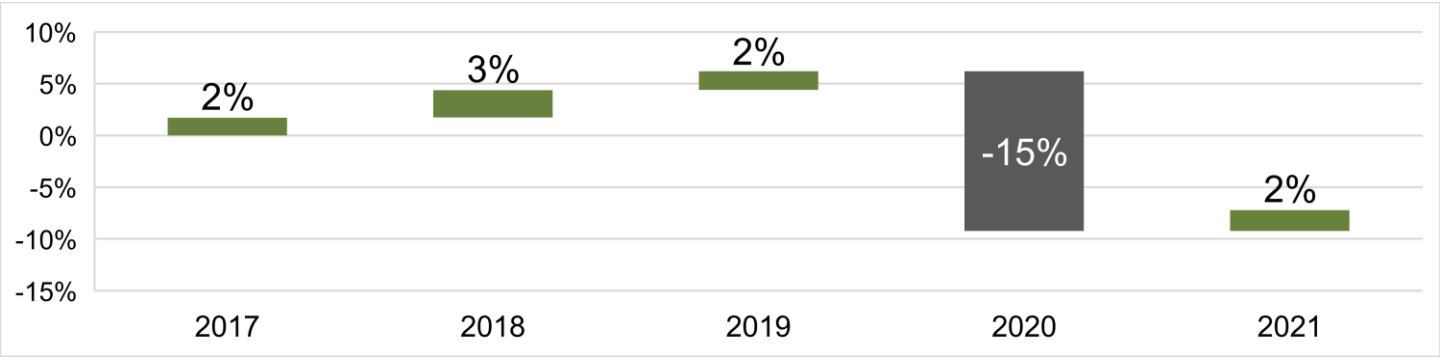
How do Alaska's energy sectors compare?

*Energy Efficiency is the **third largest** energy sector in Alaska*



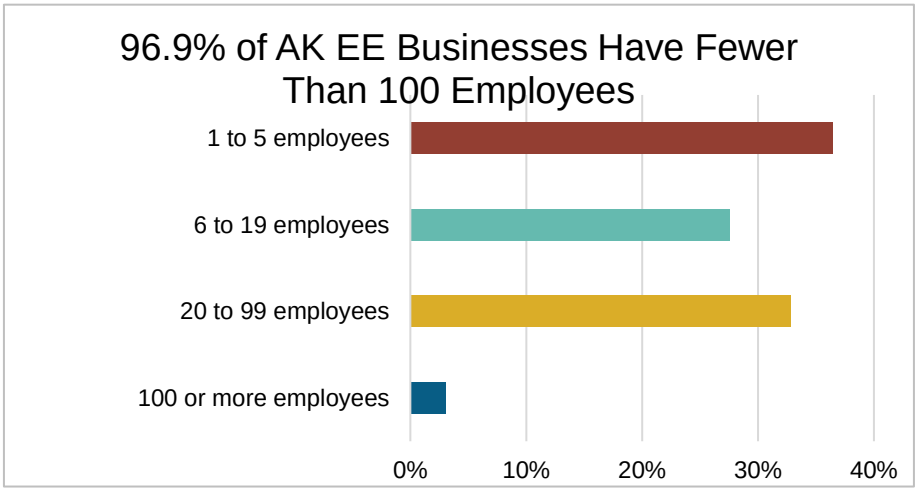
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), < 12
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Alaska?



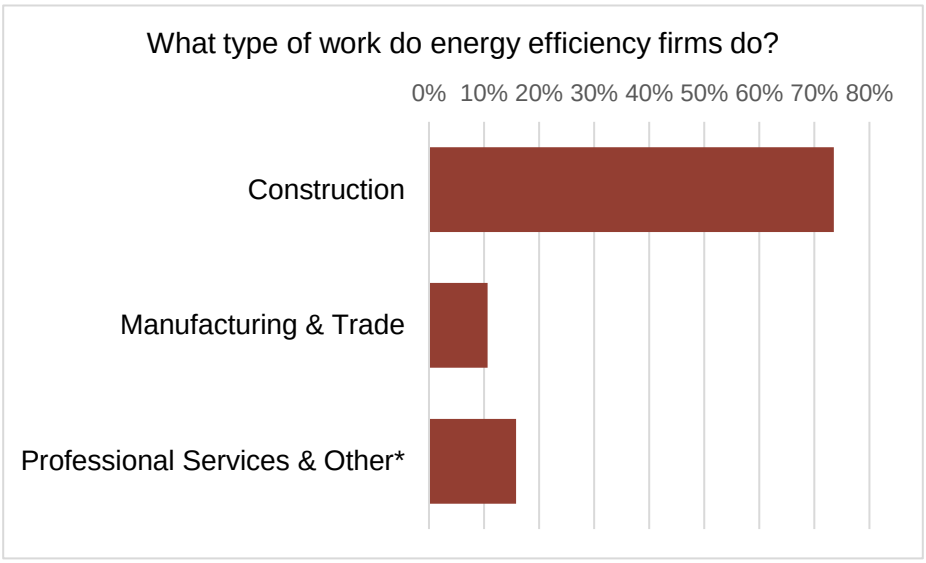
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Alaska?

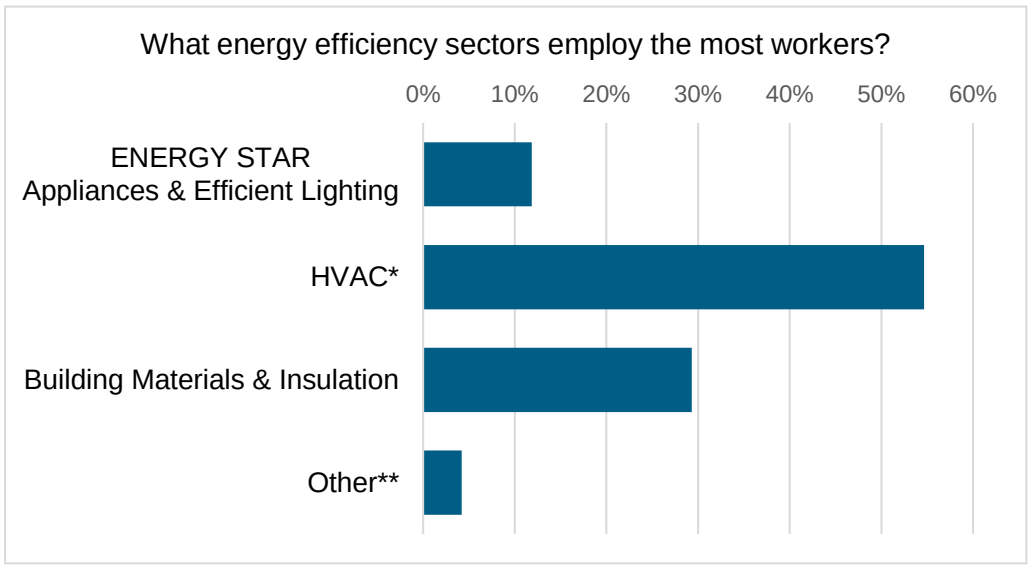


503
EE businesses in Alaska

EE construction workers comprise **21%** of Alaska's construction workforce



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business and nonprofit organizations.



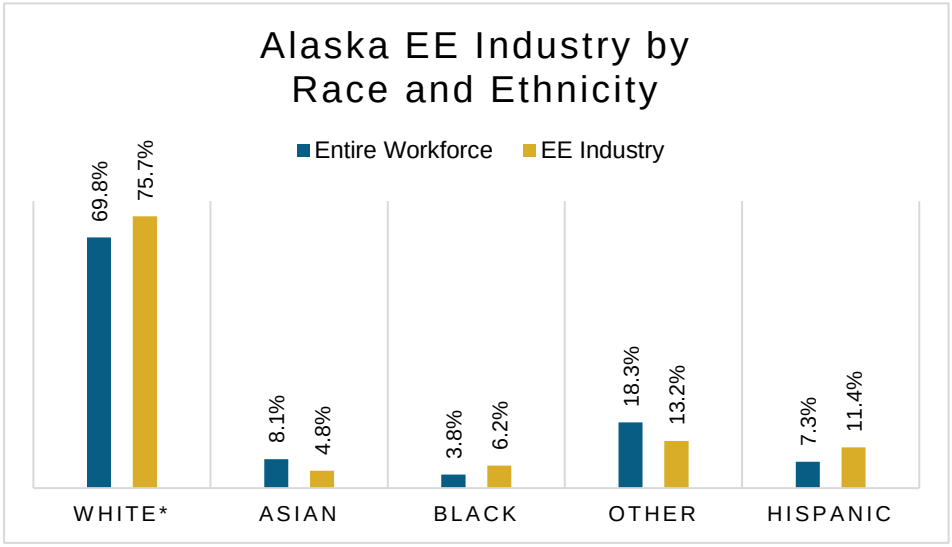
10%
of Alaska EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

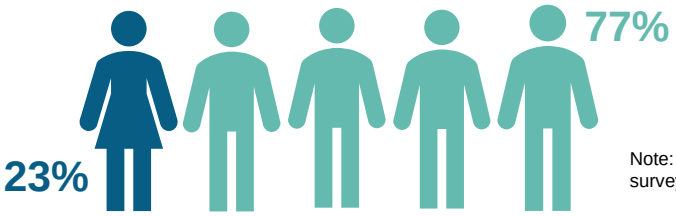
How is EE doing on diversity in Alaska?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Alaska communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



*Includes non-Hispanic and Hispanic whites.



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Alaska's EE Potential

Decades of work ready for Alaska's growing energy efficiency workforce.

Weatherization Assistance Program:

309* units weatherized in 2018, out of **~26,000** total low-income households

225,496
Alaska homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

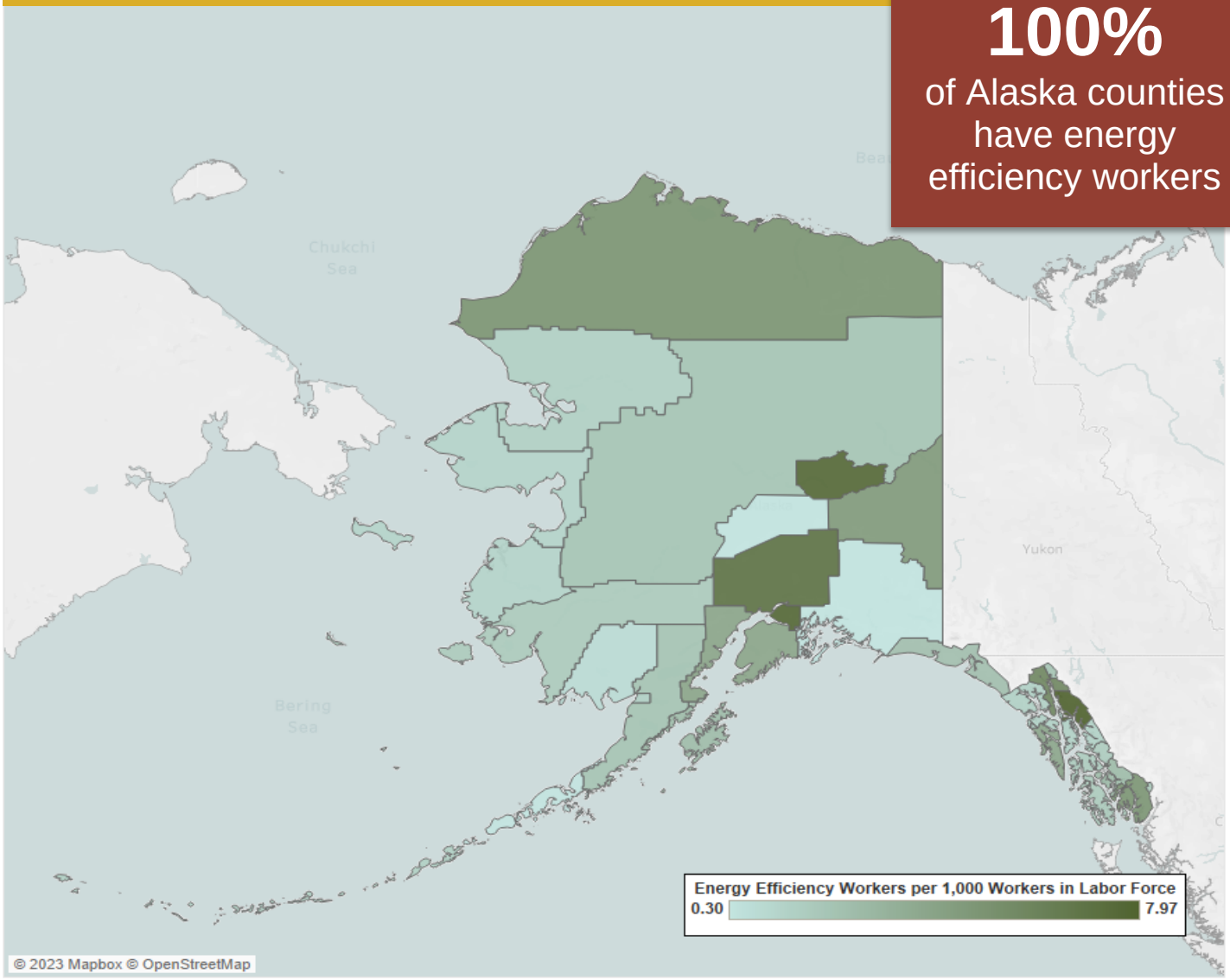
22%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Alaska counties have energy efficiency workers



Metropolitan Areas	
Area	**Jobs**
Anchorage	**2,321**
Fairbanks	**505**
Rural	**1,229**

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Aleutians East Borough County	<10	Juneau Borough County	283	Petersburg Borough County	<10
	Aleutians West Census Area County	10	Kenai Peninsula Borough County	185	Prince of Wales-Hyder Census Area County	<10
	Anchorage Borough County	2,204	Ketchikan Gateway Borough County	76	Sitka Borough County	35
	Bethel Census Area County	26	Kodiak Island Borough County	30	Skagway Municipality County	<10
	Bristol Bay Borough County	<10	Kusilvak Census Area County	<10	Southeast Fairbanks Census Area County	27
	Denali Borough County	<10	Lake and Peninsula Borough County	<10	Valdez-Cordova Census Area County	27
	Dillingham Census Area County	<10	Matanuska-Susitna Borough County	403	Wrangell City and Borough County	<10
	Fairbanks North Star Borough County	542	Nome Census Area County	10	Yakutat Borough County	<10
	Haines Borough County	13	North Slope Borough County	99	Yukon-Koyukuk Census Area County	10
	Hoonah-Angoon Census Area County	<10	Northwest Arctic Borough County	<10	N/A	19

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Arizona

Energy Efficiency Jobs in America

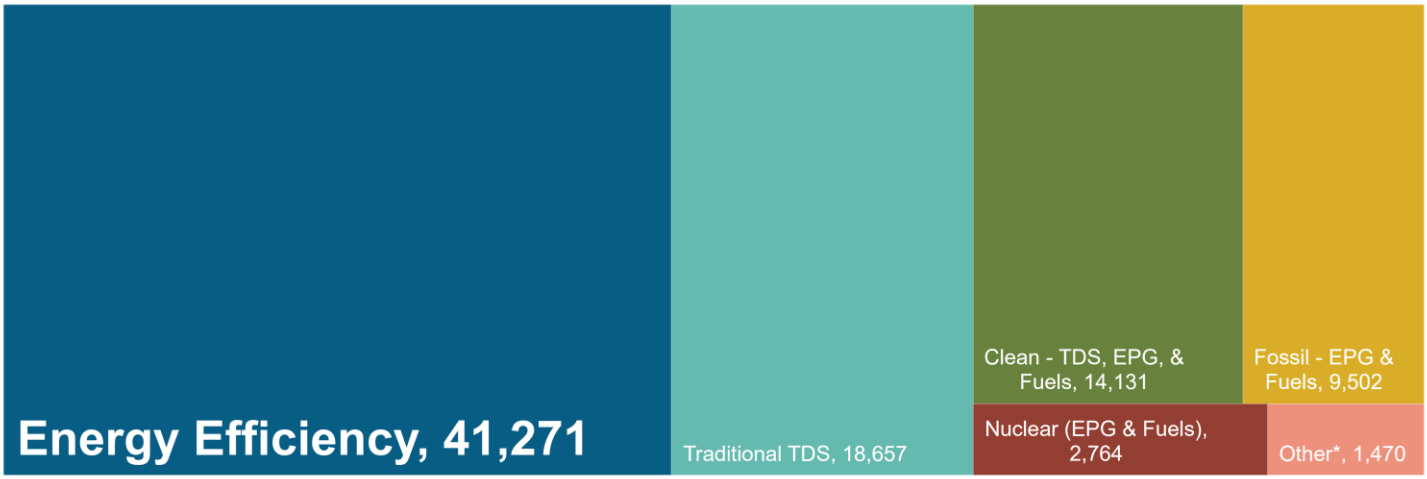
41,271
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

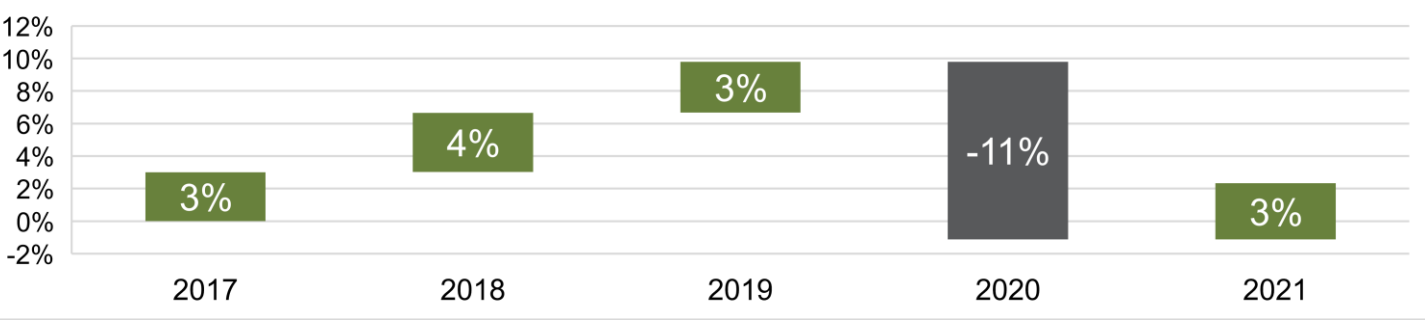
How do Arizona's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Arizona*



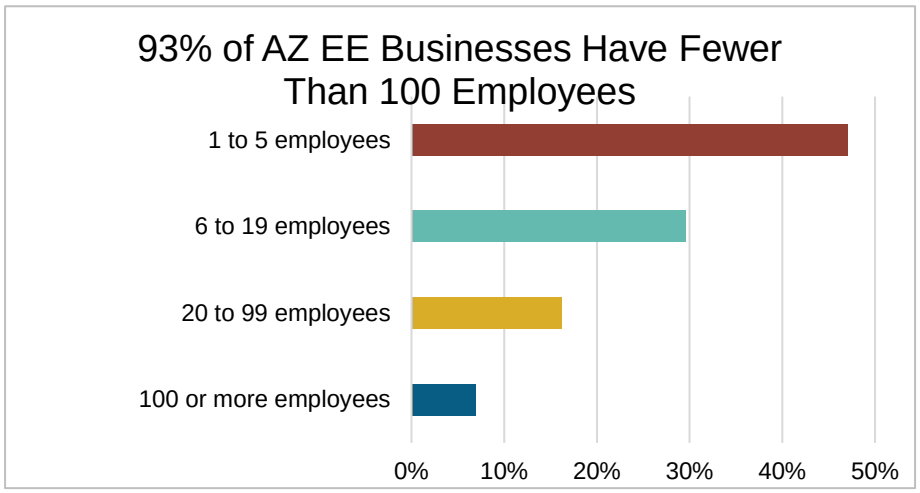
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Arizona?



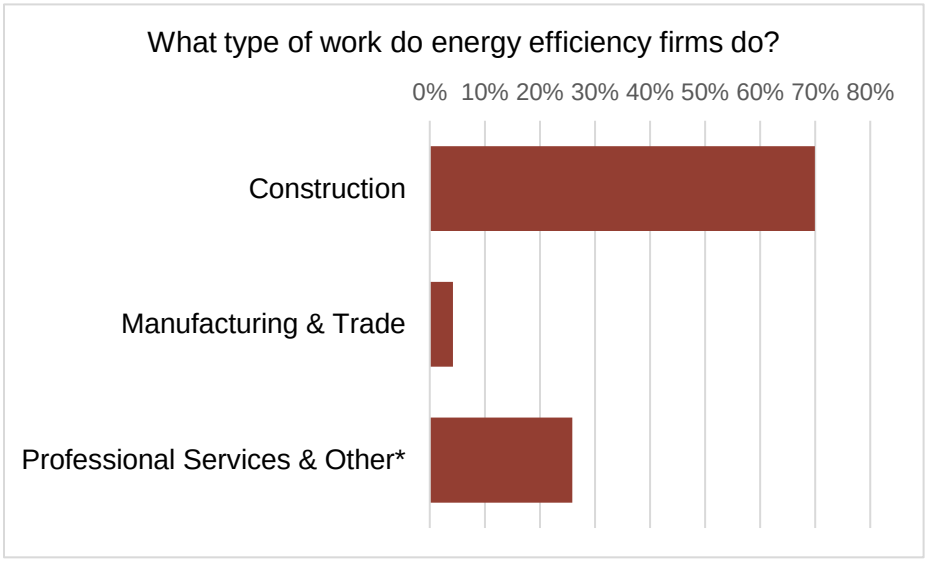
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Arizona?



10,339
EE businesses in Arizona

EE construction workers comprise **16%** of Arizona's construction workforce



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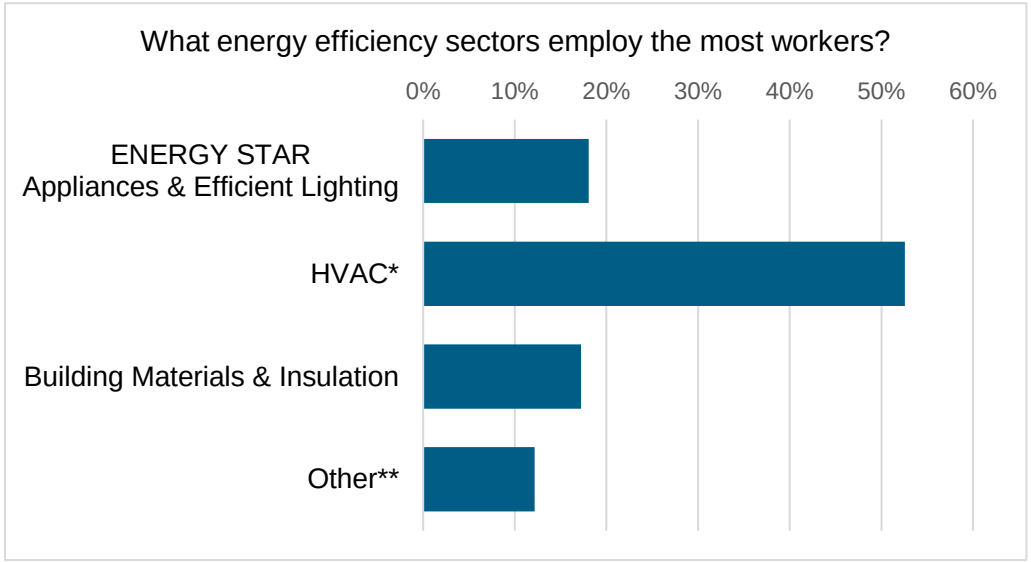

7%
of Arizona EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
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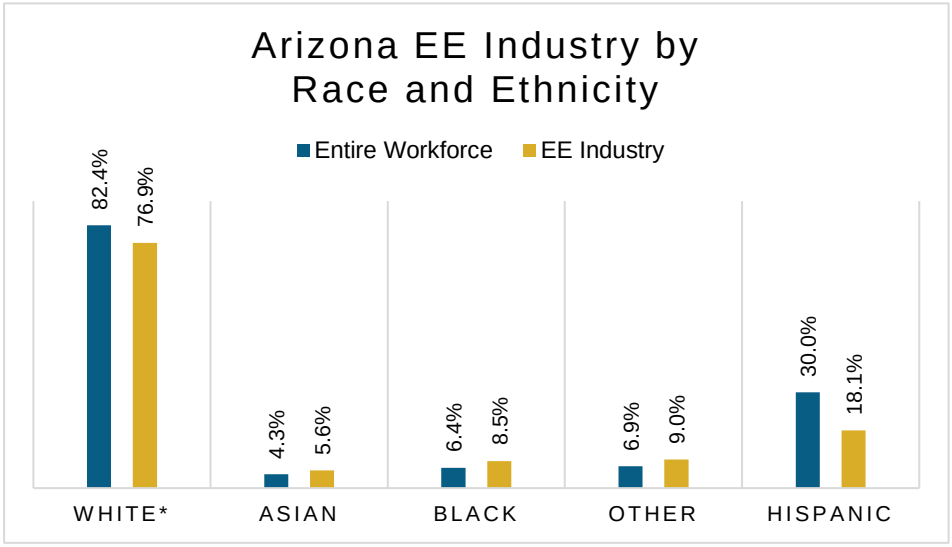
How is EE doing on diversity in Arizona?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Arizona communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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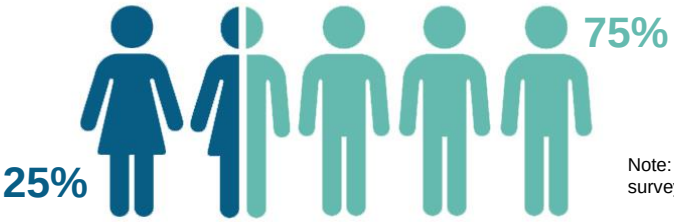

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Arizona's EE Potential

Decades of work ready for Arizona's growing energy efficiency workforce.

Weatherization Assistance Program:

557* units weatherized in 2018, out of **~370,000** total low-income households

1,754,996
Arizona homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

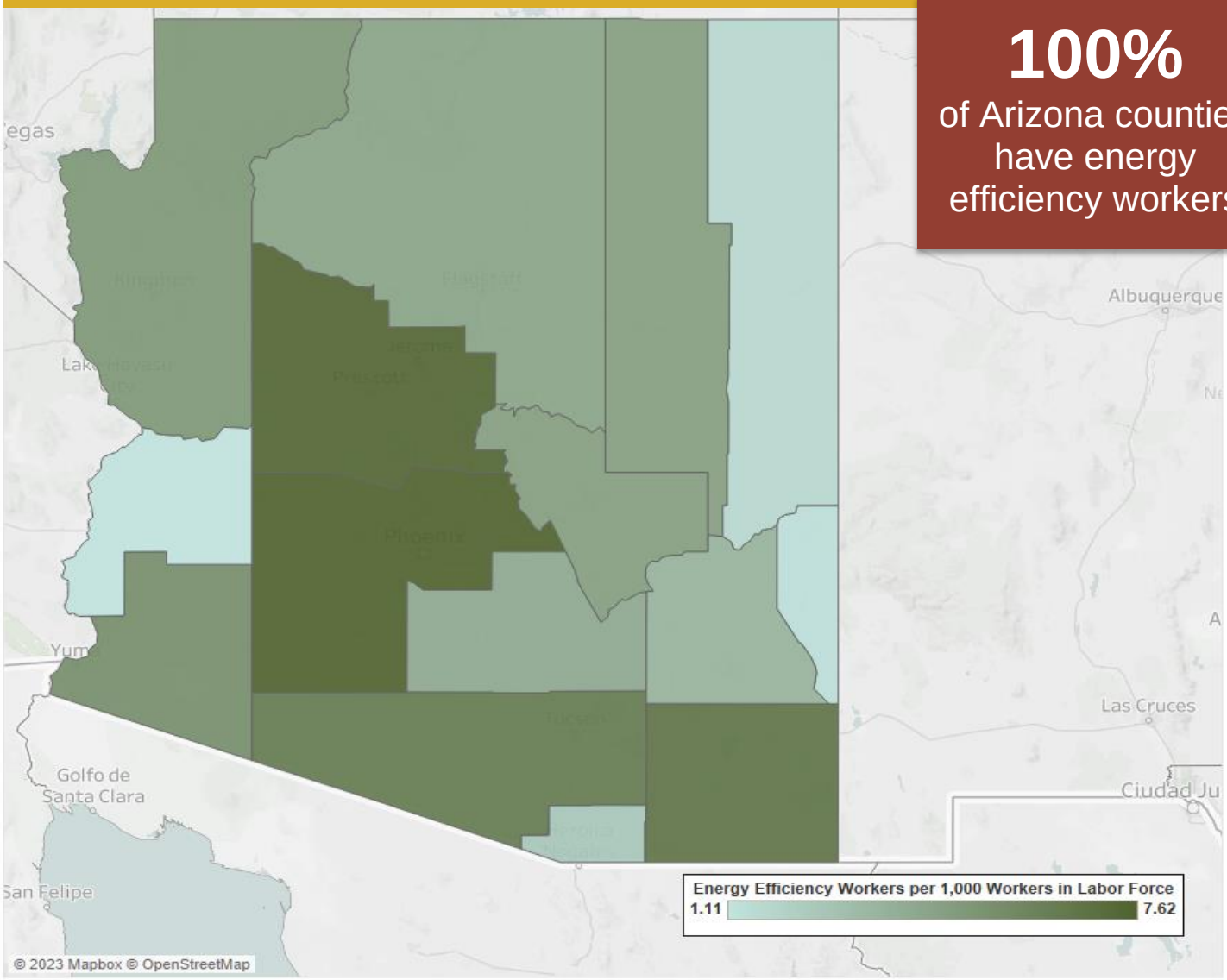
Potential to **reduce** residential electricity consumption by

37%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



Metropolitan Areas	
Area	**Jobs**
Flagstaff	909
Lake Havasu City-Kingman	933
Phoenix-Mesa-Scottsdale	30,741
Prescott	1,229
Tucson	5,431
Yuma	552
Rural	1,475

Jobs by County				
	County	Jobs	County	Jobs
	Apache County	55	Mohave County	526
	Cochise County	437	Navajo County	245
	Coconino County	532	Pima County	4,764
	Gila County	128	Pinal County	535
	Graham County	69	Santa Cruz County	67
	Greenlee County	14	Yavapai County	958
	La Paz County	13	Yuma County	689
	Maricopa County	31,966	N/A	272

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Arkansas

Energy Efficiency Jobs in America

14,420
Total Jobs

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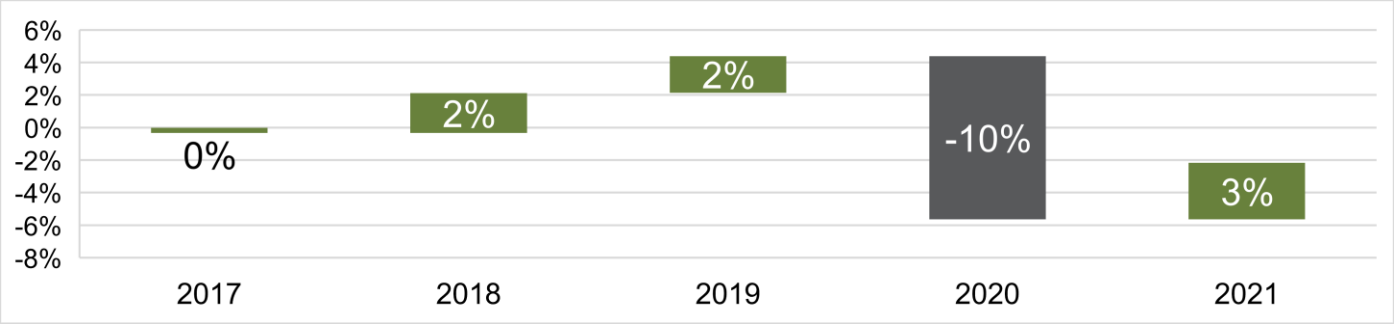
How do Arkansas's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Arkansas*

TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear = includes EPG & Fuels
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Arkansas?



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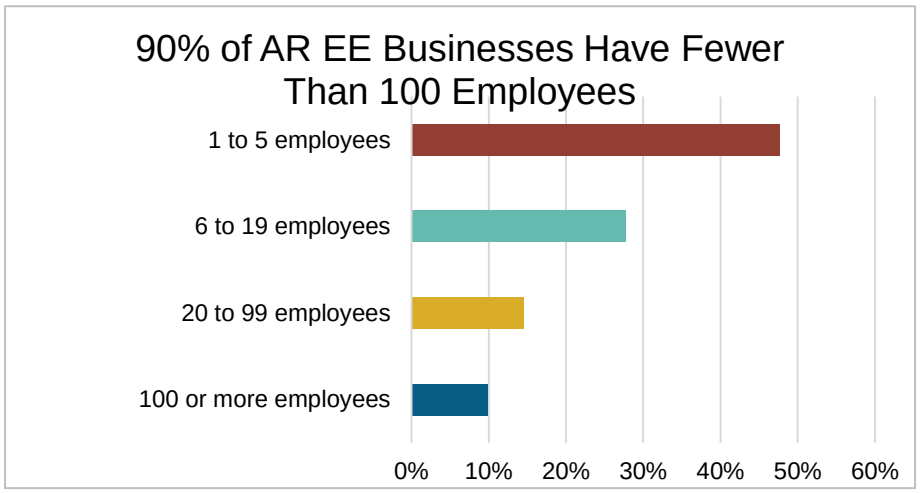
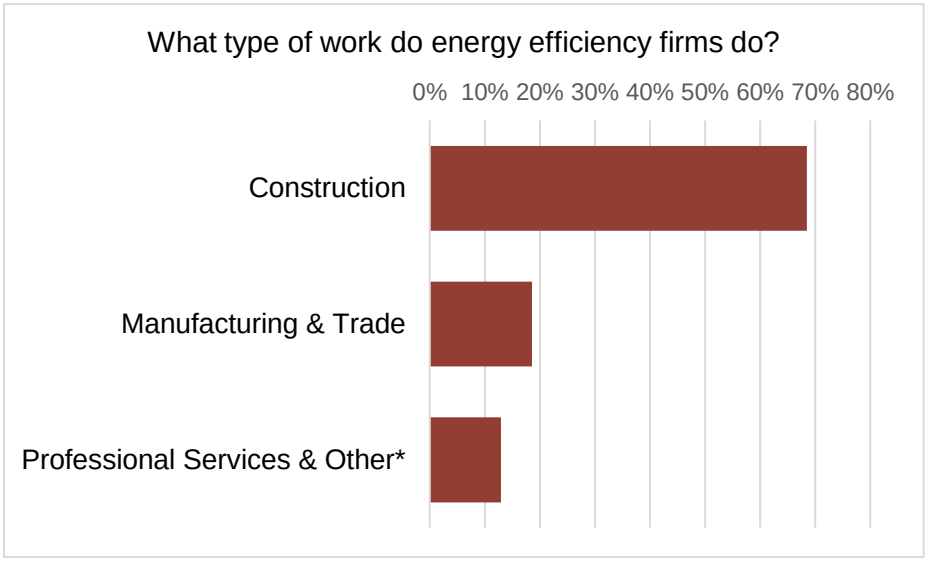
What does EE look like in Arkansas?



3,120
EE businesses in Arkansas

EE construction workers comprise **18%** of Arkansas's construction workforce



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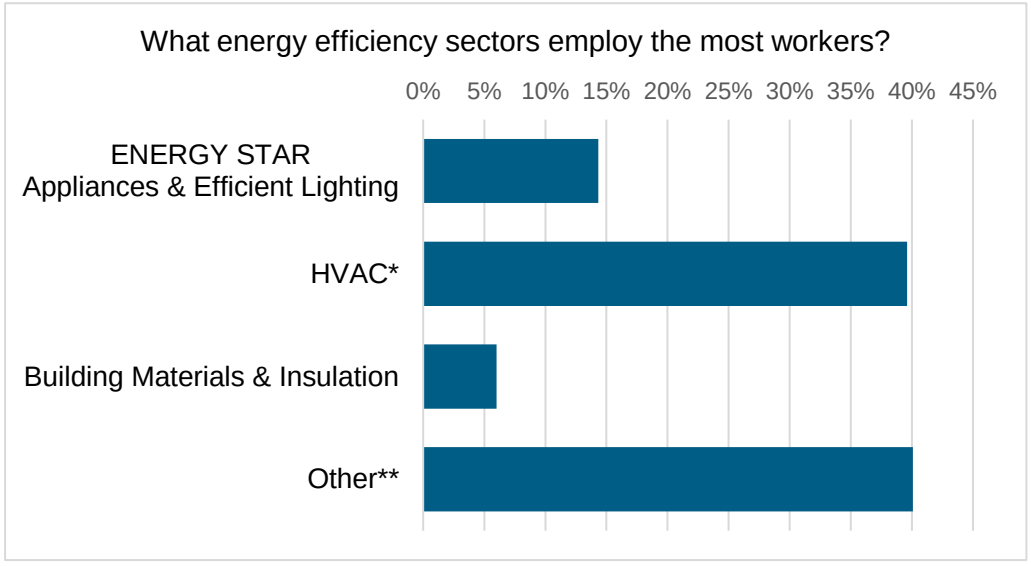


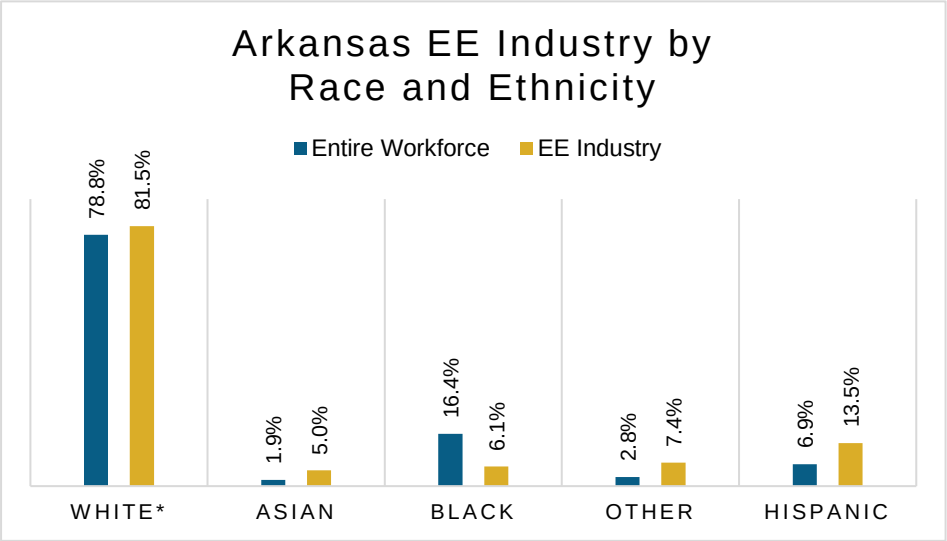
8%
of Arkansas EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Arkansas?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Arkansas communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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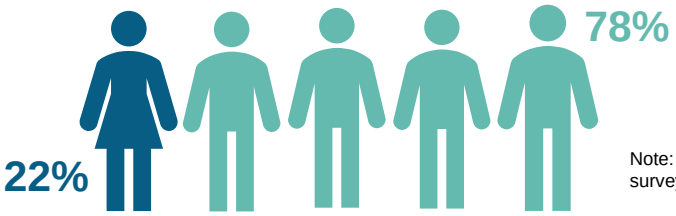


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Arkansas's EE Potential

Decades of work ready for Arkansas's growing energy efficiency workforce.

Weatherization Assistance Program:

658* units weatherized in 2018, out of **~190,000** total low-income households

859,078
Arkansas homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

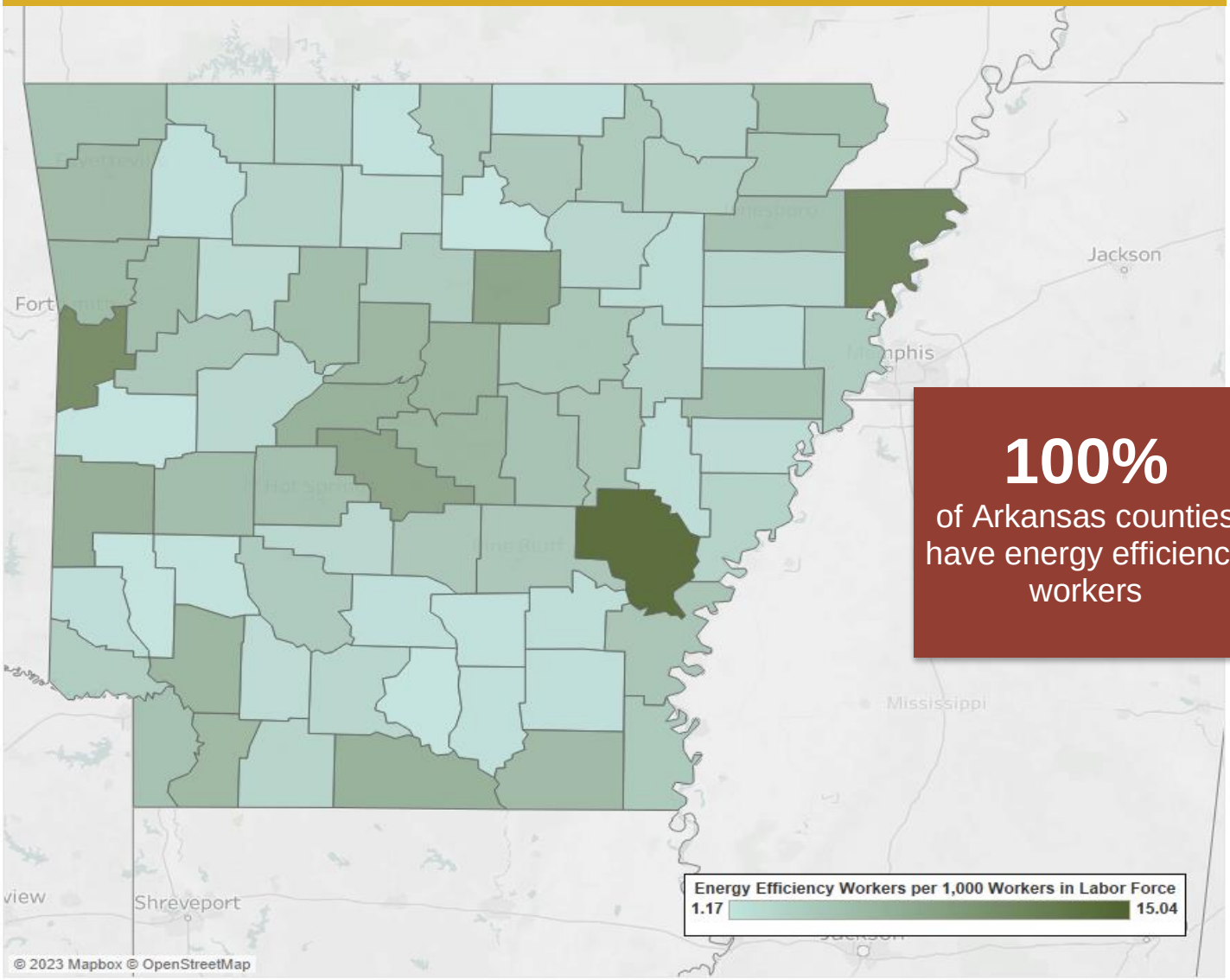
Potential to **reduce** residential electricity consumption by

47%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Arkansas counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Fayetteville-Springdale-Rogers	**2,448**	**Texarkana**	**200**
	Fort Smith	**1,389**	**Rural**	**4,209**
	Hot Springs	**565**		
	Jonesboro	**699**		
	Little Rock-North Little Rock-Conway	**4,108**		
	Memphis	**477**		
	Pine Bluff	**324**		

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Arkansas County	323	Greene County	143	Pike County	<10
	Ashley County	71	Hempstead County	101	Poinsett County	29
	Baxter County	131	Hot Spring County	42	Polk County	87
	Benton County	1,349	Howard County	16	Pope County	281
	Boone County	93	Independence County	90	Prairie County	14
	Bradley County	12	Izard County	24	Pulaski County	3,222
	Calhoun County	<10	Jackson County	22	Randolph County	37
	Carroll County	77	Jefferson County	227	St. Francis County	74
	Chicot County	23	Johnson County	39	Saline County	453
	Clark County	67	Lafayette County	13	Scott County	<10
	Clay County	32	Lawrence County	28	Searcy County	<10
	Cleburne County	110	Lee County	<10	Sebastian County	1,481
	Cleveland County	<10	Lincoln County	10	Sevier County	18
	Columbia County	46	Little River County	23	Sharp County	31
	Conway County	90	Logan County	46	Stone County	<10
	Craighead County	548	Lonoke County	153	Union County	236
	Crawford County	225	Madison County	11	Van Buren County	31
	Crittenden County	122	Marion County	11	Washington County	1,368
	Cross County	19	Miller County	129	White County	233
	Dallas County	<10	Mississippi County	415	Woodruff County	12
	Desha County	42	Monroe County	<10	Yell County	33
	Drew County	21	Montgomery County	15	N/A	592
	Faulkner County	565	Nevada County	<10		
	Franklin County	55	Newton County	<10		
	Fulton County	<10	Ouachita County	45		
	Garland County	401	Perry County	14		
	Grant County	38	Phillips County	28		

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California

Energy Efficiency Jobs in America

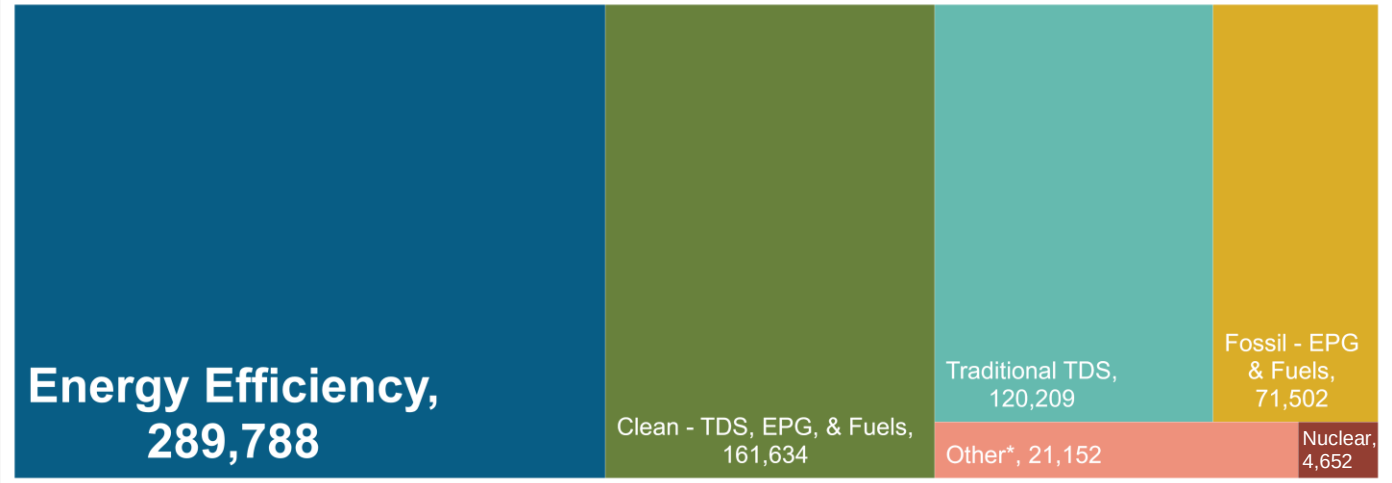
289,788
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

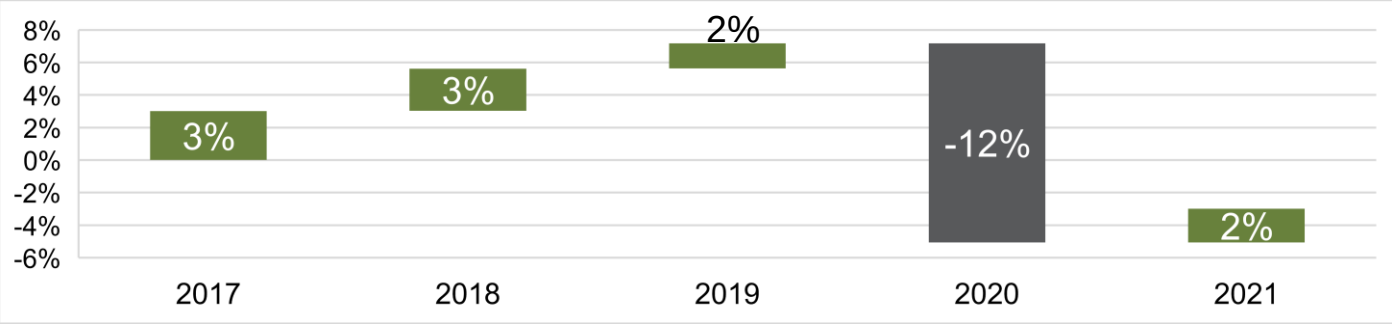
How do California's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in California*



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation\
Nuclear = includes EPG & Fuels
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

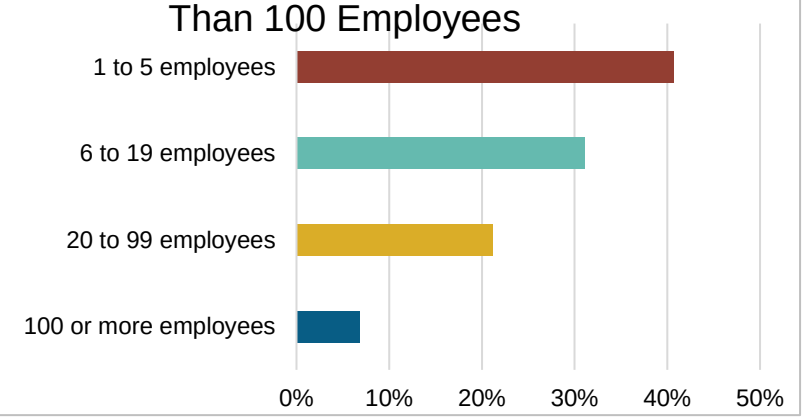
How is the EE industry growing in California?



Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in California?

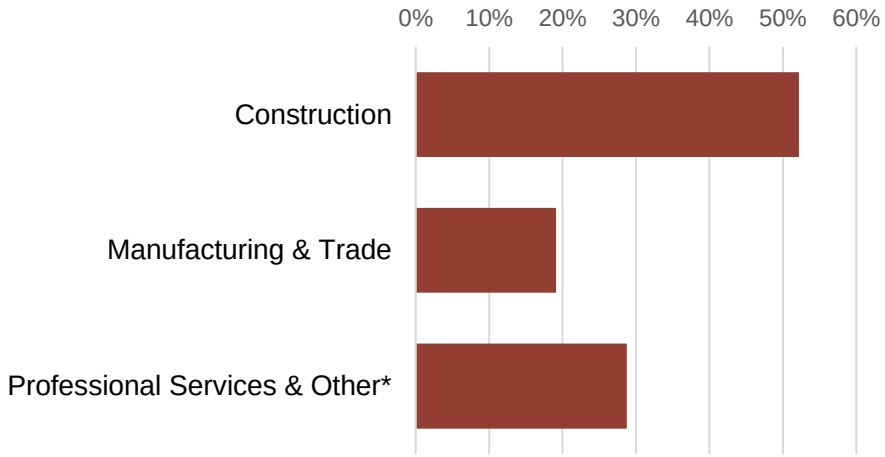
93.1% of CA EE Businesses Have Fewer Than 100 Employees



53,644
EE businesses in California

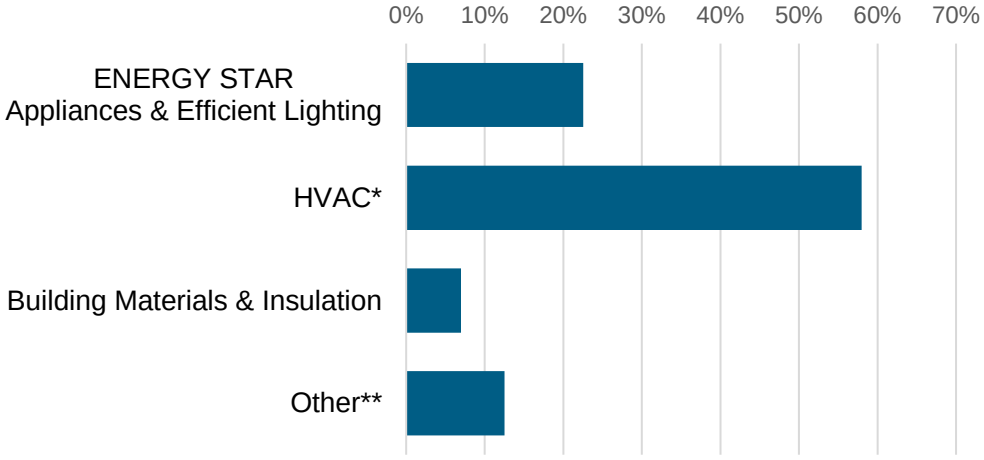
EE construction workers comprise **17%** of California's construction workforce

What type of work do energy efficiency firms do?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business and nonprofit organizations.

What energy efficiency sectors employ the most workers?



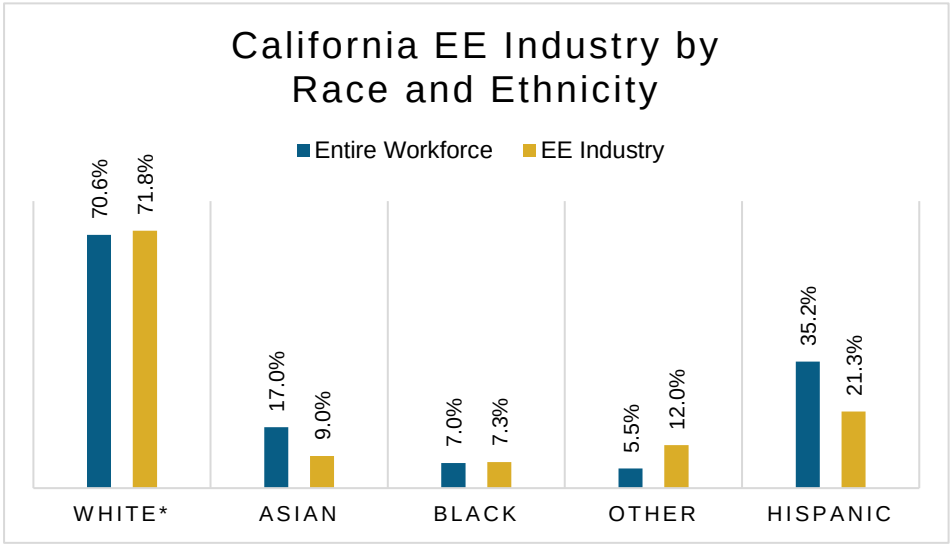
*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

8%
of California EE workers are **Veterans**

How is EE doing on diversity in California?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all California communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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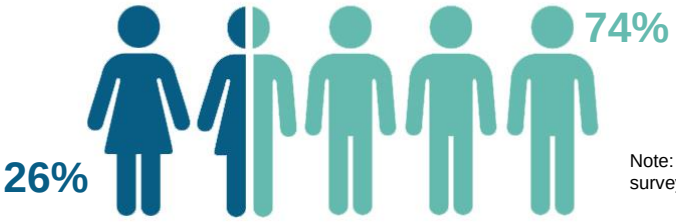


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

California's EE Potential

Decades of work ready for California's growing energy efficiency workforce.

Weatherization Assistance Program:

10,518* units weatherized in 2018, out of **~1,600,000** total low-income households

10,534,406
California homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

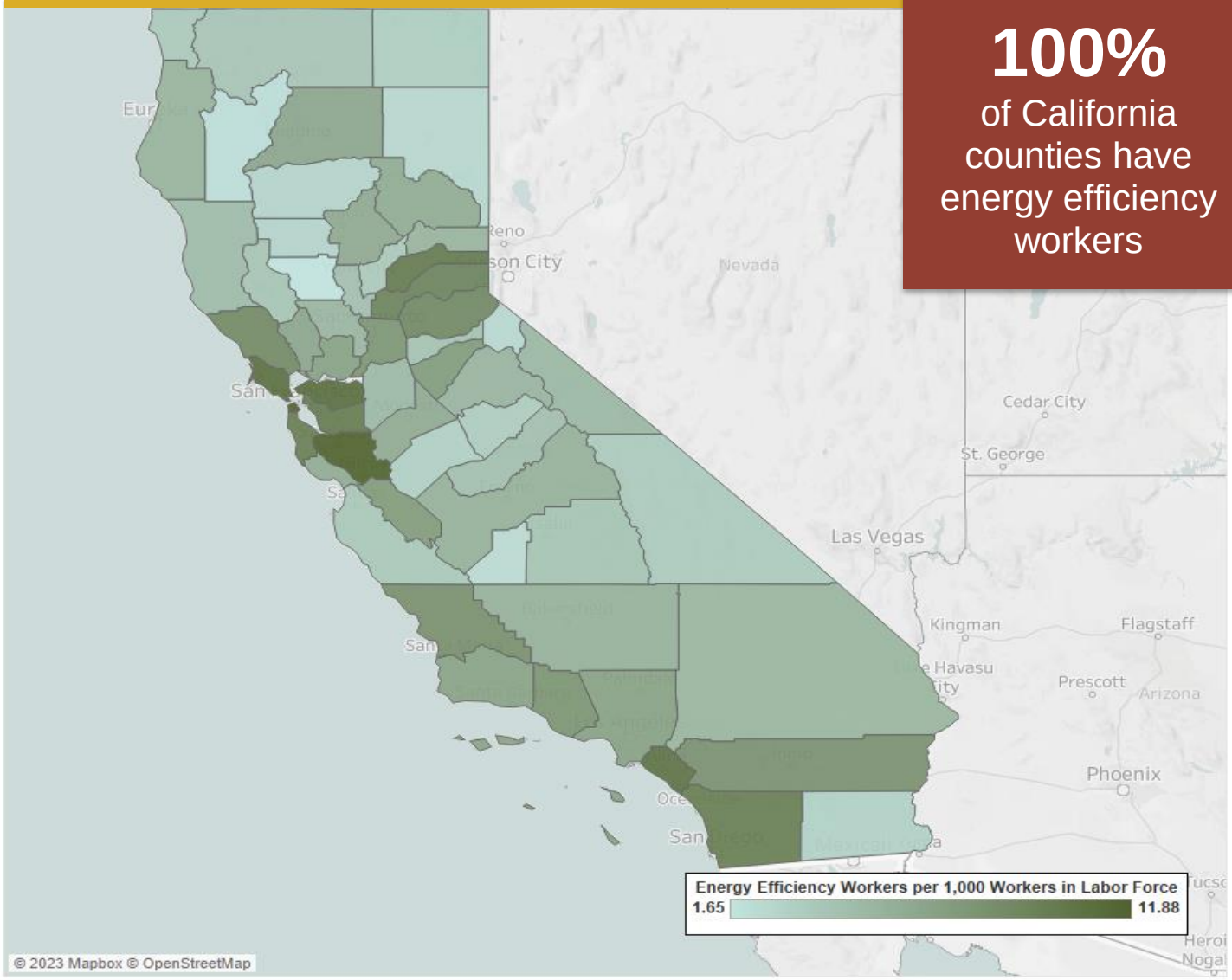
Potential to **reduce** residential electricity consumption by

21%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of California counties have energy efficiency workers

Metropolitan Areas						
	Area	Jobs	Area	Jobs	Area	Jobs
	Bakersfield	4,415	Napa	1,325	San Luis Obispo-Paso Robles	5,316
	Chico	1,829	Oxnard-Thousand Oaks-Ventura	5,573	Santa Barbara-Santa Maria-Goleta	4,785
	El Centro	667	Redding	1,552	Santa Cruz-Watsonville	2,398
	Fresno	5,620	Riverside-San Bernardino-Ontario	21,679	Santa Rosa-Petaluma	5,893
	Hanford-Corcoran	370	Sacramento-Arden-Arcade-Roseville	17,671	Stockton	3,408
	Los Angeles-Long Beach-Santa Ana	86,005	Salinas	2,574	Vallejo-Fairfield	1,746
	Madera	623	San Diego-Carlsbad-San Marcos	31,691	Visalia-Porterville	1,742
	Merced	762	San Francisco-Oakland-Fremont	54,479	Yuba City	718
	Modesto	2,647	San Jose-Sunnyvale-Santa Clara	18,026	Rural	6,274

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Alameda County	15,719	Marin County	2,375	San Mateo County	8,174
	Alpine County	<10	Mariposa County	43	Santa Barbara County	3,082
	Amador County	107	Mendocino County	315	Santa Clara County	26,622
	Butte County	965	Merced County	535	Santa Cruz County	1,304
	Calaveras County	161	Modoc County	19	Shasta County	883
	Colusa County	31	Mono County	84	Sierra County	<10
	Contra Costa County	8,028	Monterey County	1,639	Siskiyou County	115
	Del Norte County	61	Napa County	1,032	Solano County	1,928
	El Dorado County	1,018	Nevada County	662	Sonoma County	3,677
	Fresno County	4,657	Orange County	34,415	Stanislaus County	2,416
	Glenn County	55	Placer County	3,413	Sutter County	309
	Humboldt County	548	Plumas County	85	Tehama County	113
	Imperial County	411	Riverside County	13,038	Trinity County	12
	Inyo County	54	Sacramento County	10,839	Tulare County	1,490
	Kern County	3,811	San Benito County	279	Tuolumne County	185
	Kings County	237	San Bernardino County	8,861	Ventura County	5,259
	Lake County	139	San Diego County	29,178	Yolo County	1,167
	Lassen County	49	San Francisco County	17,137	Yuba County	155
	Los Angeles County	60,911	San Joaquin County	2,810	N/A	6,686
	Madera County	493	San Luis Obispo County	1,988		

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Colorado

Energy Efficiency Jobs in America

34,205
Total Jobs

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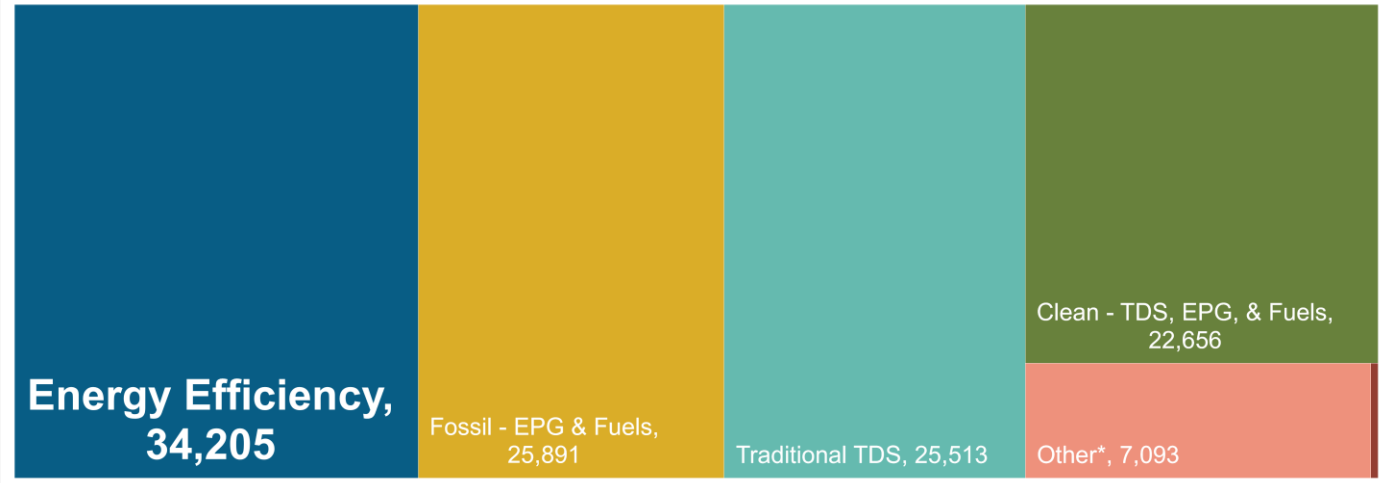
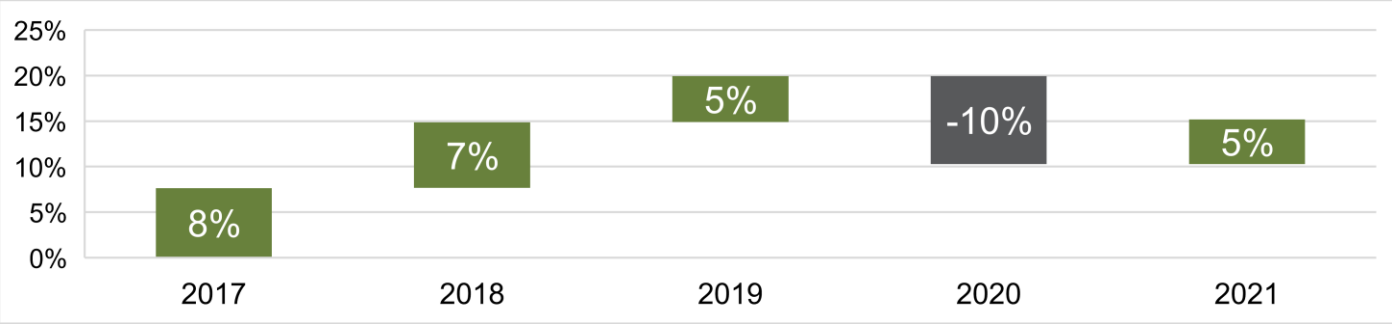
How do Colorado's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Colorado*



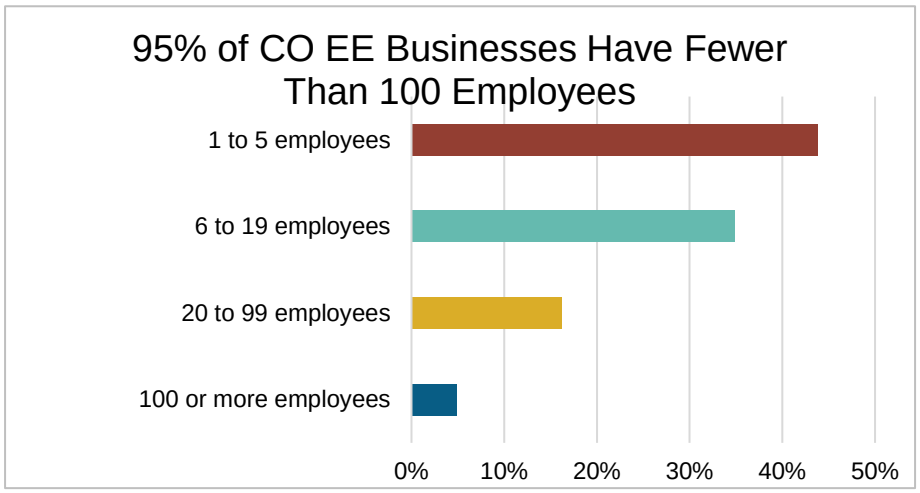
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 153
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Colorado?



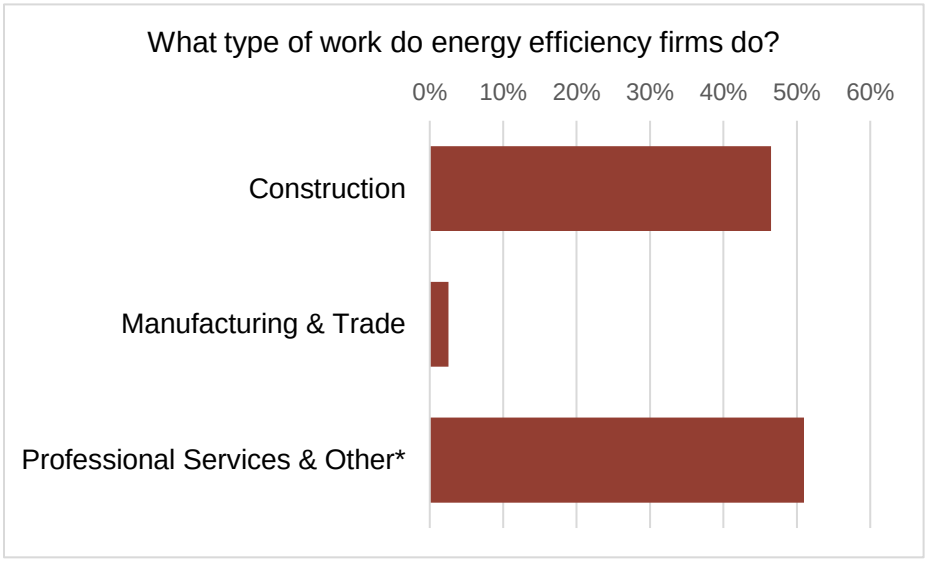
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Colorado?



6,827
EE businesses in Colorado

EE construction workers comprise **9%** of Colorado's construction workforce



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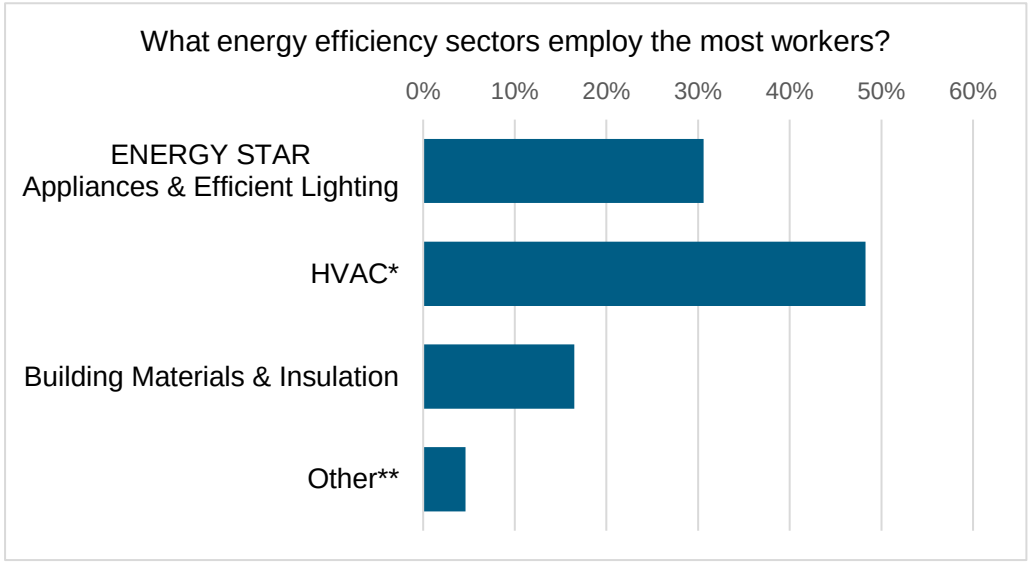


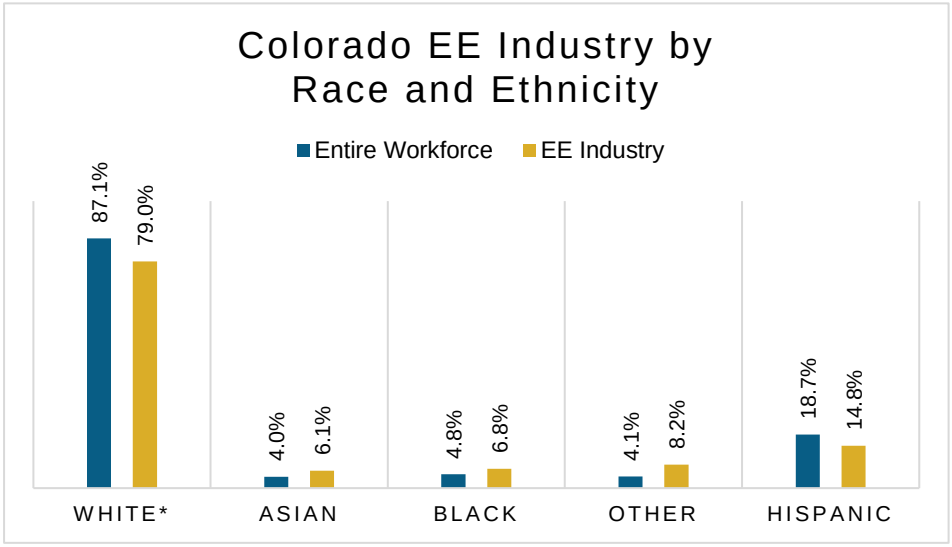
8%
of Colorado EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Colorado?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Colorado communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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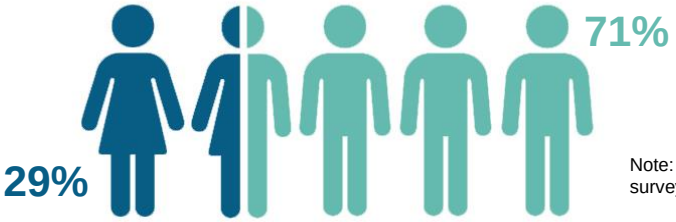

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Colorado's EE Potential

Decades of work ready for Colorado's growing energy efficiency workforce.

Weatherization Assistance Program:

1,218* units weatherized in 2018, out of **~210,000** total low-income households

1,607,898
Colorado homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

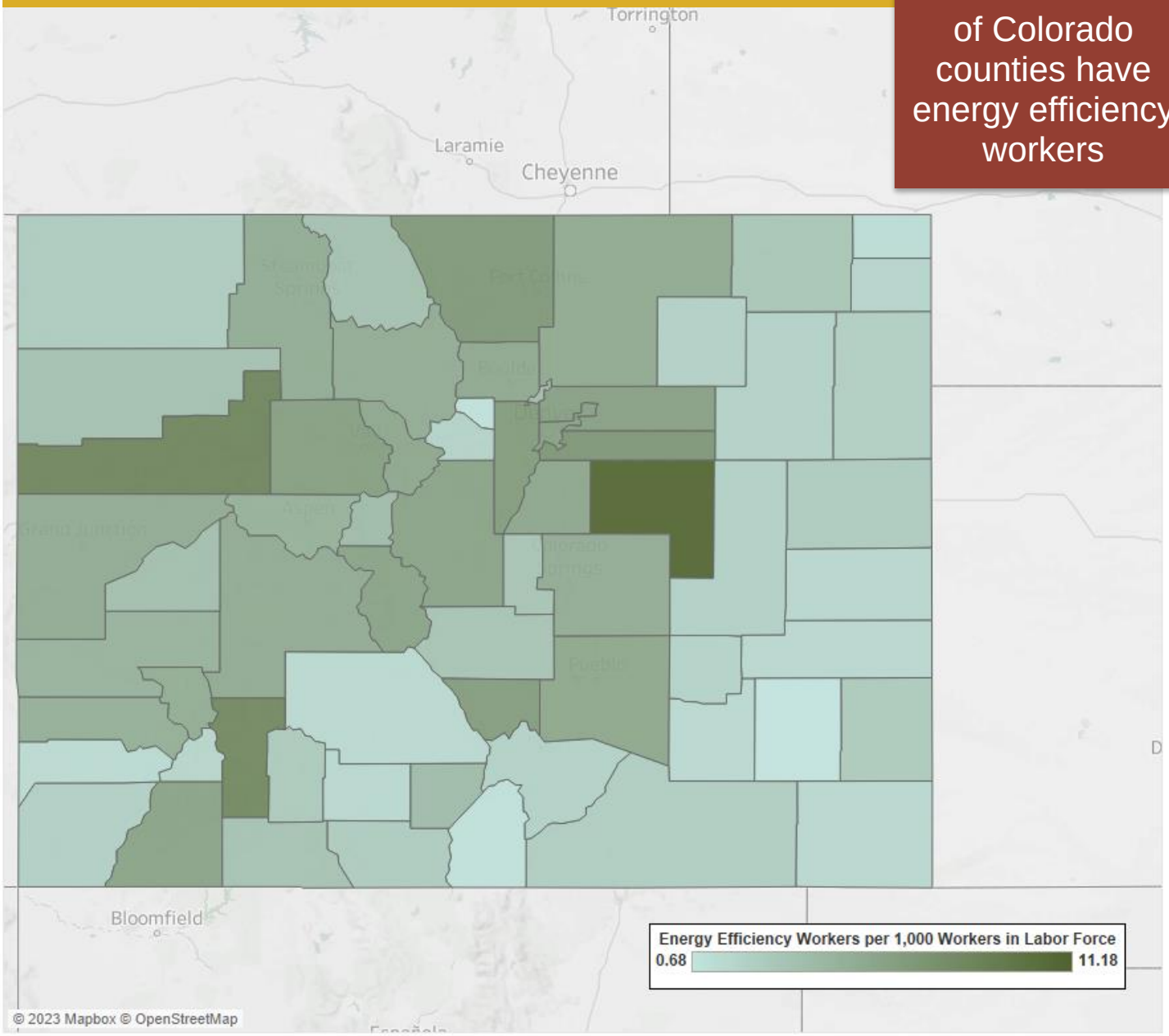
24%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Colorado counties have energy efficiency workers



Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Boulder	**3,680**	**Rural**	**4,694**
	Colorado Springs	**2,831**		
	Denver-Aurora	**18,349**		
	Fort Collins-Loveland	**2,147**		
	Grand Junction	**780**		
	Greeley	**1,197**		
	Pueblo	**527**		

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Adams County	3,035	Fremont County	97	Morgan County	56
	Alamosa County	69	Garfield County	468	Otero County	19
	Arapahoe County	4,856	Gilpin County	<10	Ouray County	25
	Archuleta County	33	Grand County	84	Park County	37
	Baca County	<10	Gunnison County	103	Phillips County	<10
	Bent County	<10	Hinsdale County	<10	Pitkin County	167
	Boulder County	2,211	Huerfano County	<10	Prowers County	26
	Broomfield County	329	Jackson County	<10	Pueblo County	740
	Chaffee County	115	Jefferson County	3,342	Rio Blanco County	22
	Cheyenne County	<10	Kiowa County	<10	Rio Grande County	15
	Clear Creek County	14	Kit Carson County	16	Routt County	168
	Conejos County	<10	Lake County	20	Saguache County	<10
	Costilla County	<10	La Plata County	333	San Juan County	<10
	Crowley County	<10	Larimer County	2,434	San Miguel County	62
	Custer County	15	Las Animas County	25	Sedgwick County	<10
	Delta County	65	Lincoln County	10	Summit County	239
	Denver County	6,973	Logan County	50	Teller County	54
	Dolores County	<10	Mesa County	713	Washington County	<10
	Douglas County	1,674	Mineral County	<10	Weld County	1,257
	Eagle County	434	Moffat County	25	Yuma County	20
	Elbert County	101	Montezuma County	46	N/A	152
	El Paso County	3,218	Montrose County	158		

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Connecticut

Energy Efficiency Jobs in America

34,106
Total Jobs

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How do Connecticut's energy sectors compare?

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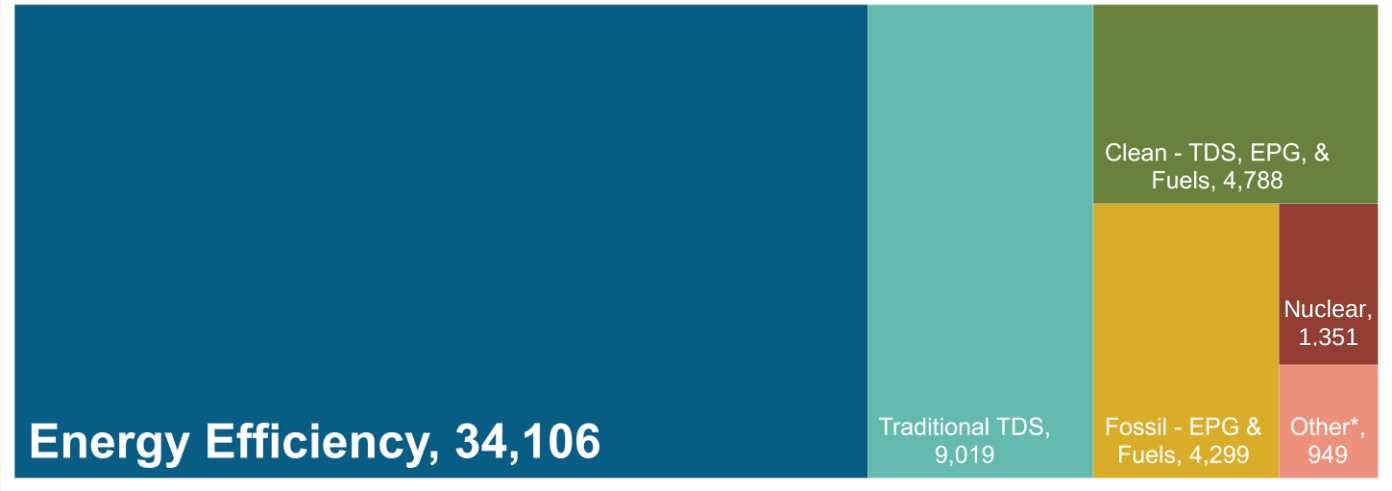

TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear = includes EPG & Fuels
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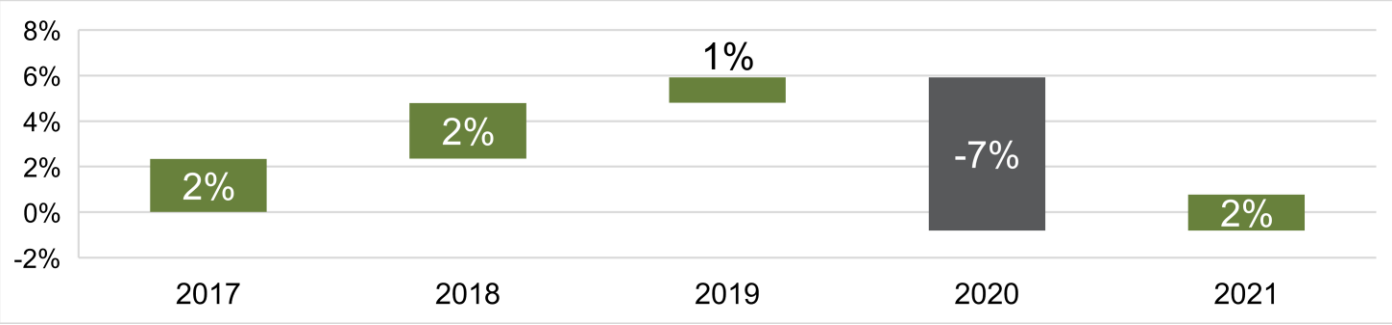
How is the EE industry growing in Connecticut?



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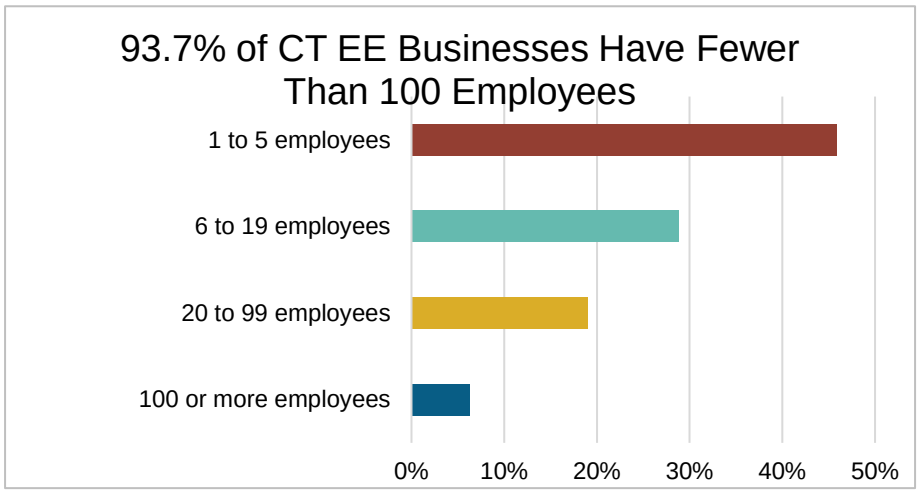
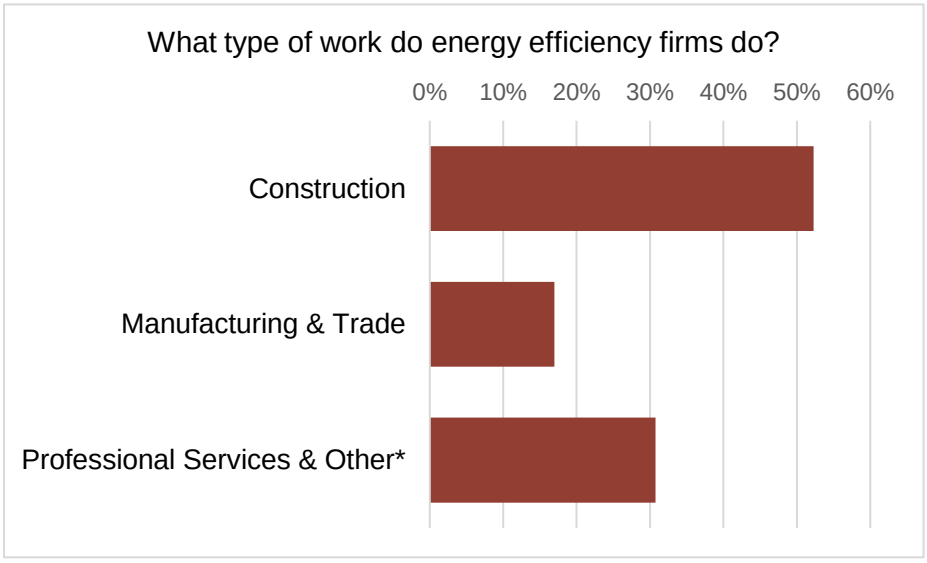
What does EE look like in Connecticut?



7,061
EE businesses in Connecticut

EE construction workers comprise **30%** of Connecticut's construction workforce



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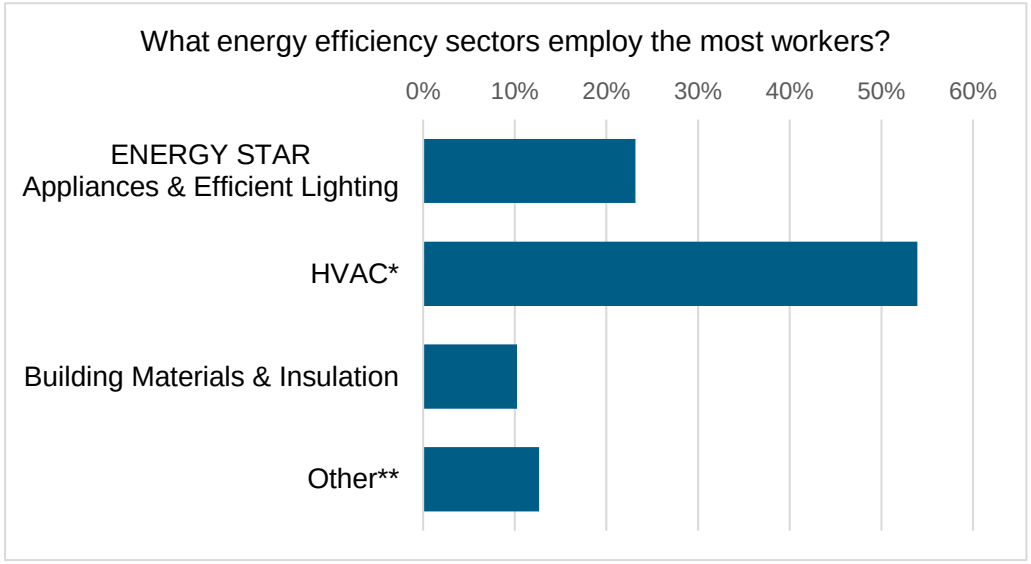


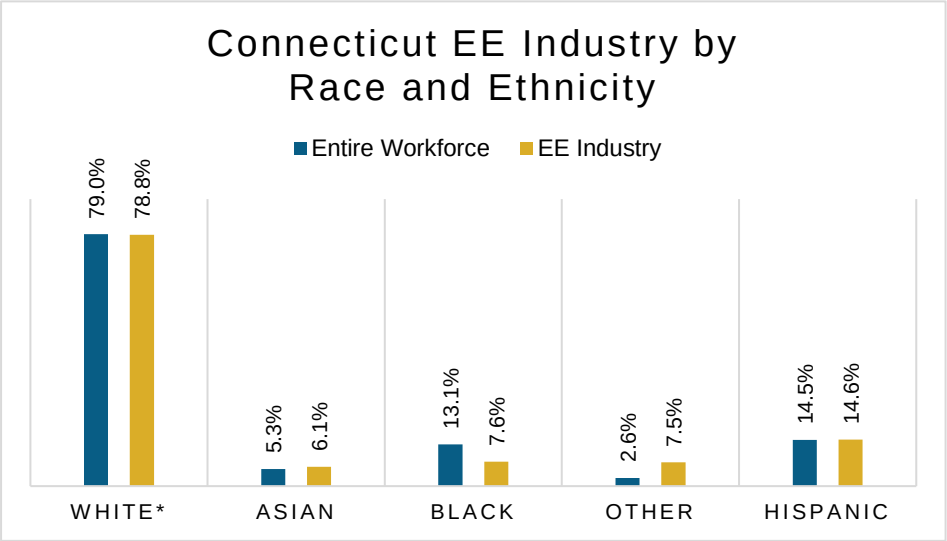
7%
of Connecticut EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Connecticut?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Connecticut communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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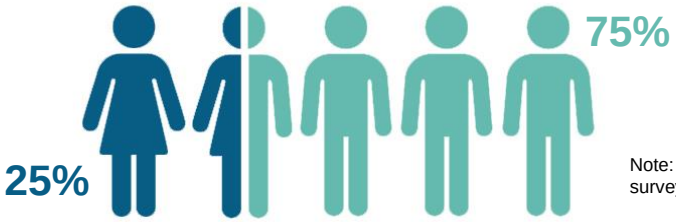

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Connecticut's EE Potential

Decades of work ready for Connecticut's growing energy efficiency workforce.

Weatherization Assistance Program:

42* units weatherized in 2018, out of **~140,000** total low-income households

1,229,619
Connecticut homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

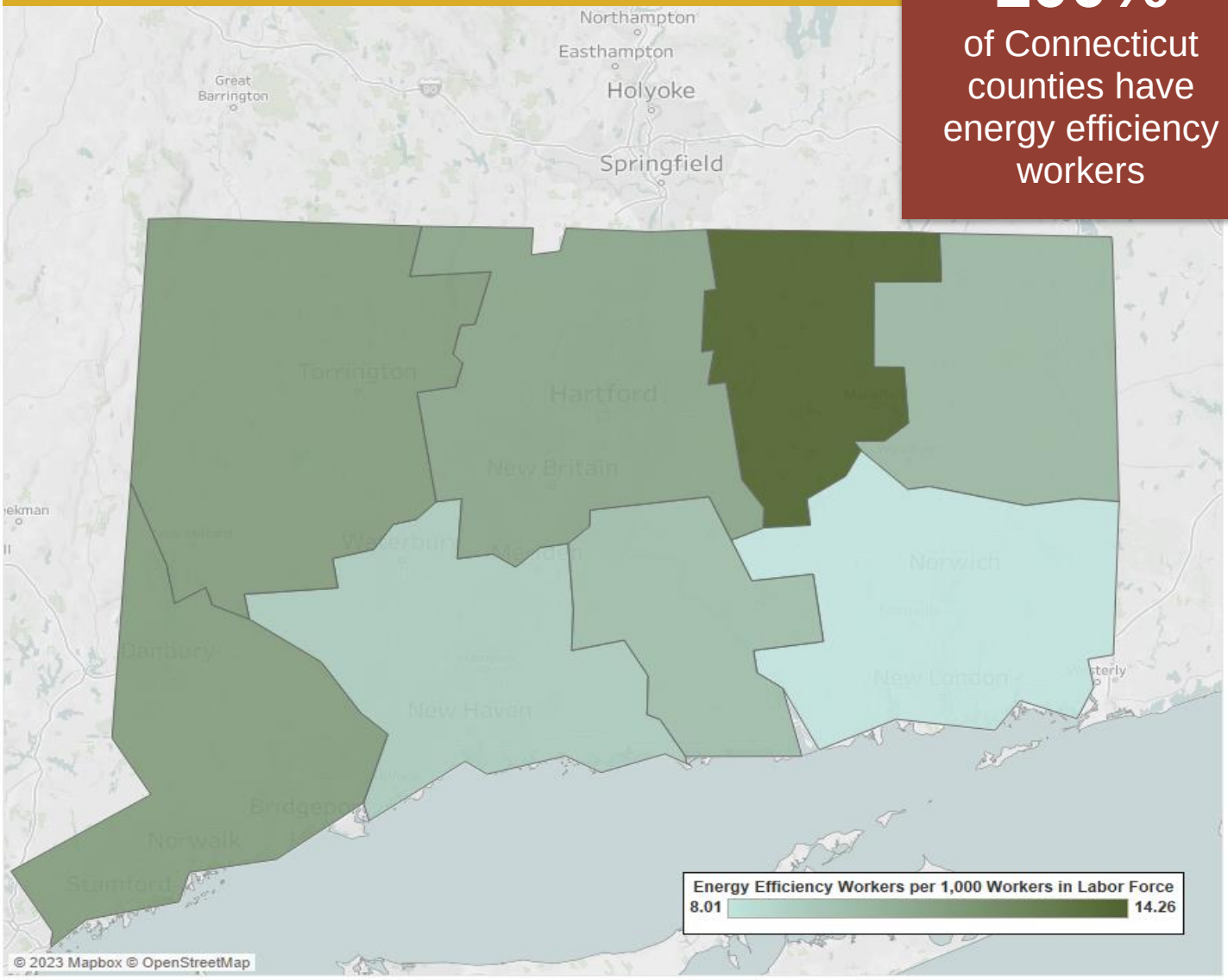
16%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Connecticut counties have energy efficiency workers



Metropolitan Areas	
Area	**Jobs**
Bridgeport-Stamford-Norwalk	**11,389**
Hartford-West Hartford-East Hartford	**11,684**
New Haven-Milford	**6,718**
Norwich-New London	**1,895**
Rural	**2,419**

Jobs by County		
	County	**Jobs**
	Fairfield County	**9,439**
	Hartford County	**11,054**
	Litchfield County	**1,432**
	Middlesex County	**1,365**
	New Haven County	**6,873**
	New London County	**1,873**
	Tolland County	**664**
	Windham County	**414**
	N/A	**992**

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Delaware

Energy Efficiency Jobs in America

10,733
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

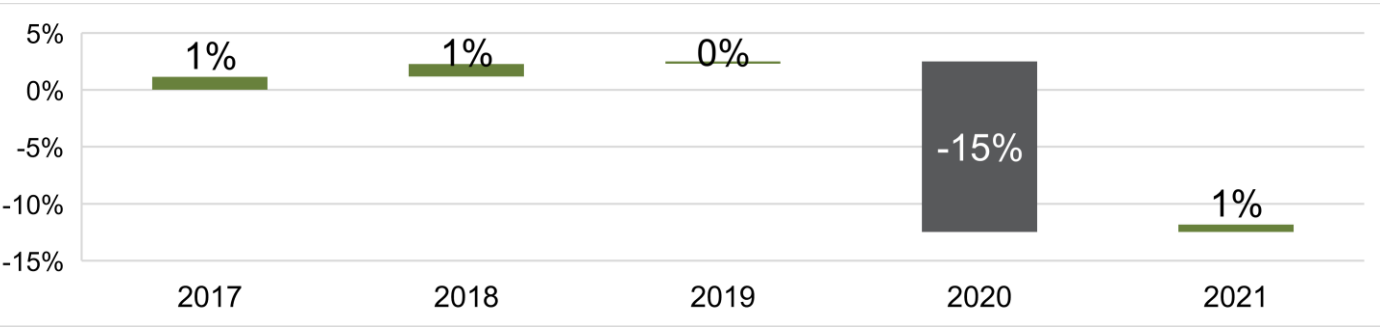
Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Delaware's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Delaware*

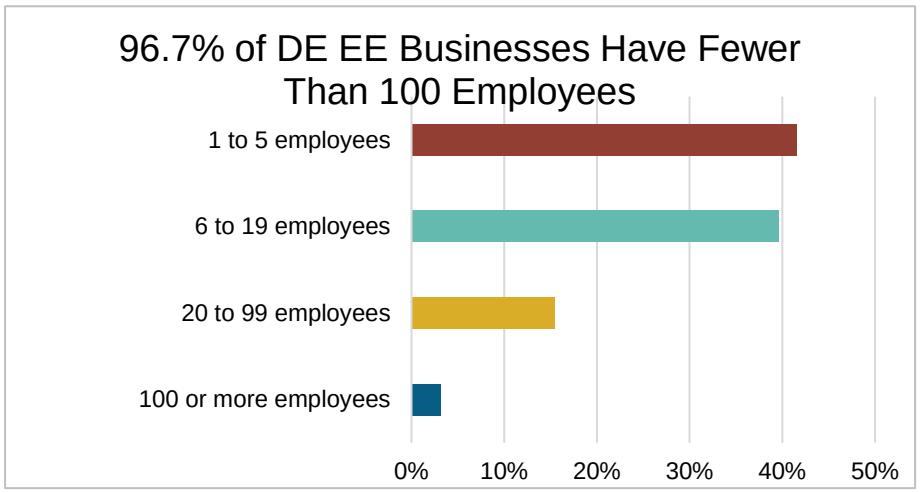
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 16
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Delaware?



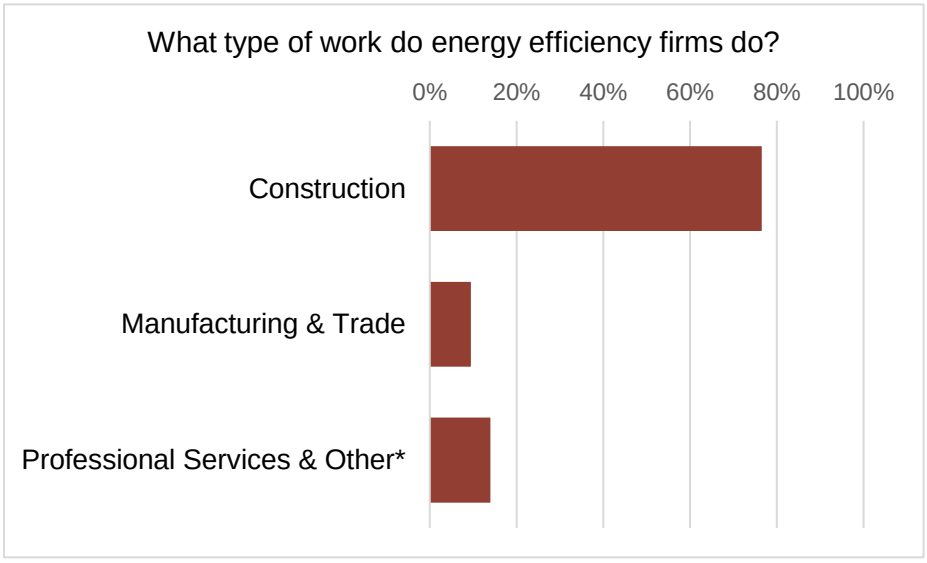
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Delaware?



1,870
EE businesses in Delaware

EE construction workers comprise **36%** of Delaware's construction workforce



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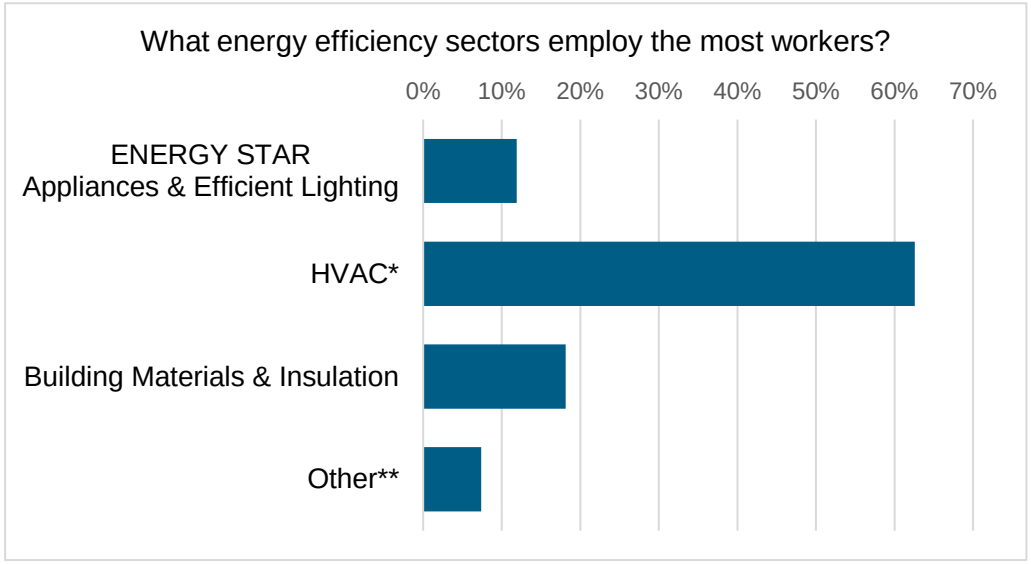


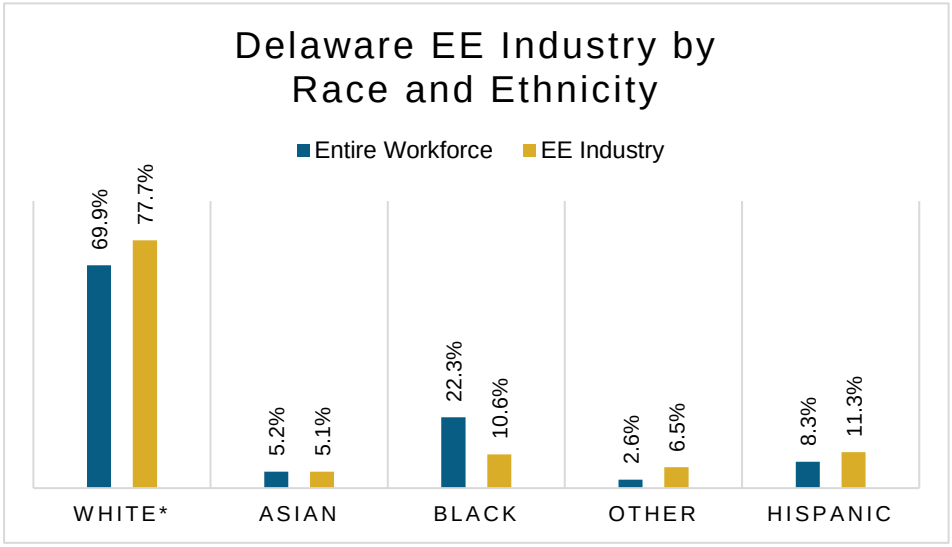
9%
of Delaware EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

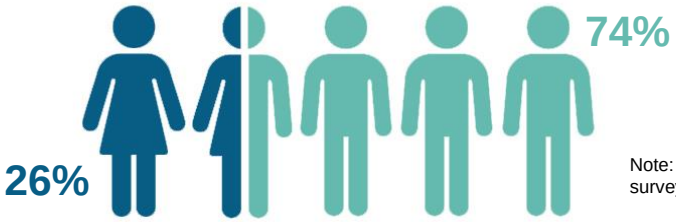
How is EE doing on diversity in Delaware?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Delaware communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



*Includes non-Hispanic and Hispanic whites.



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Delaware's EE Potential

Decades of work ready for Delaware's growing energy efficiency workforce.

Weatherization Assistance Program:

195* units weatherized in 2018, out of **~44,000** total low-income households

281,505
Delaware homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

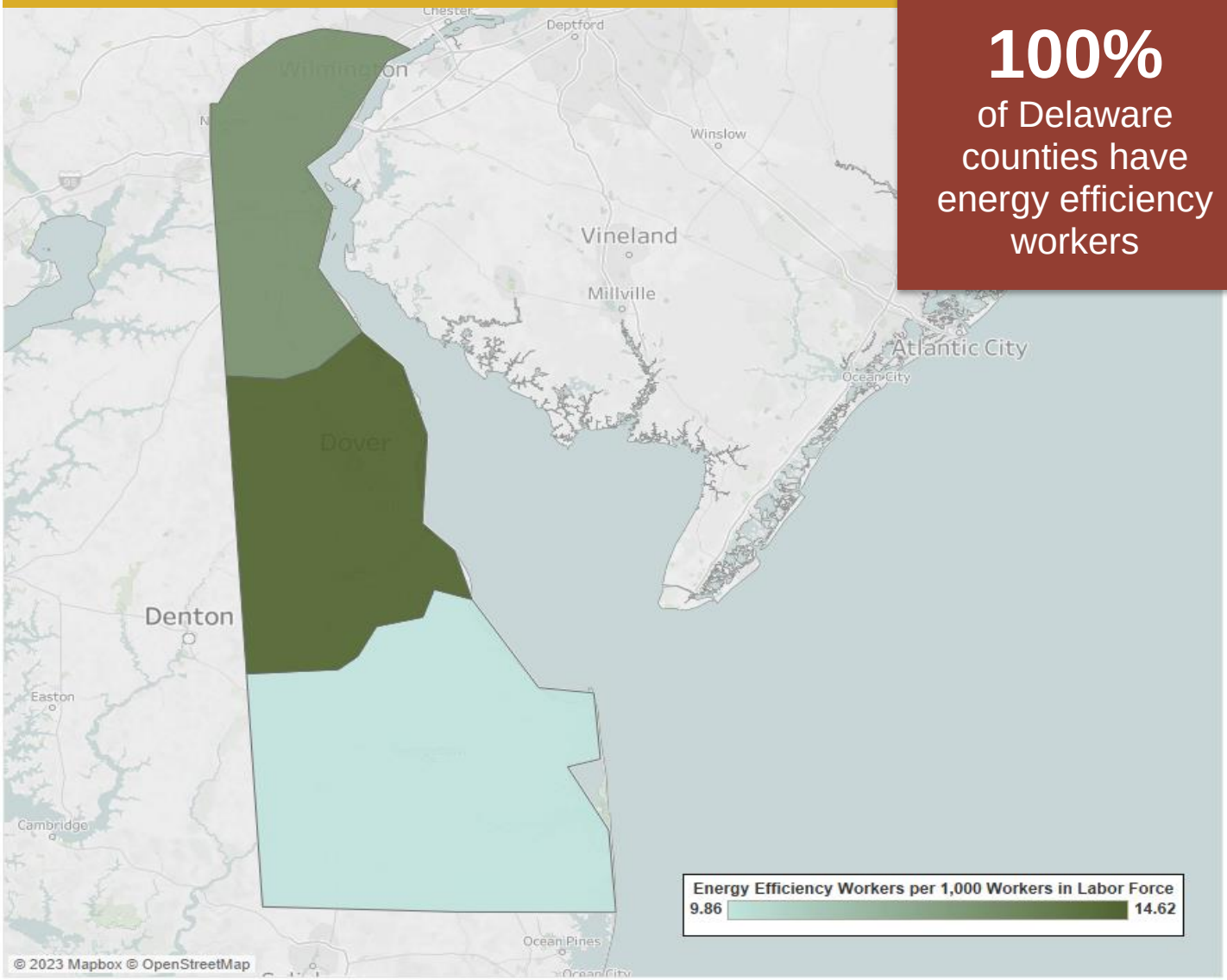
Potential to **reduce** residential electricity consumption by

45%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Delaware counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Dover	**1,212**
Philadelphia-Camden-Wilmington	**6,907**
Rural	**2,615**

Jobs by County		
	County	Jobs
	Kent County	1,182
	New Castle County	7,533
	Sussex County	1,707
	N/A	311

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District of Columbia
Energy Efficiency Jobs in America

11,501
Total Jobs

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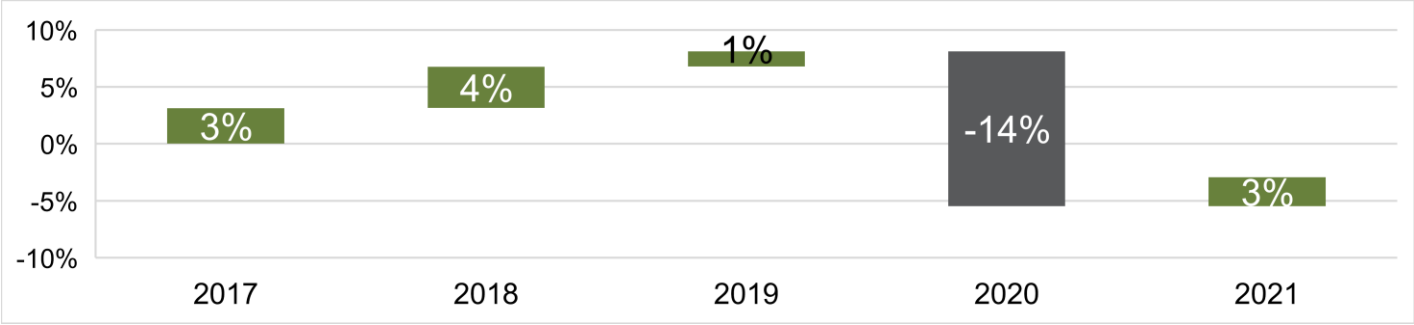
Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do District of Columbia's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in District of Columbia*

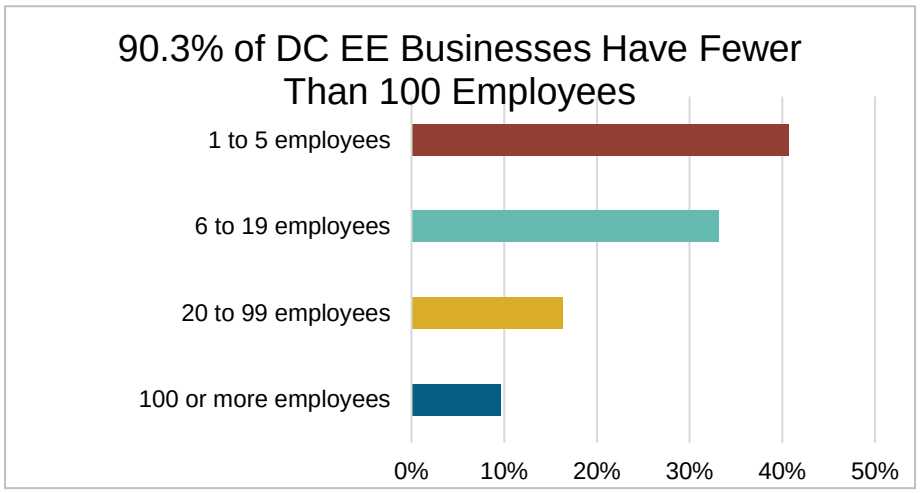
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 143
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in District of Columbia?



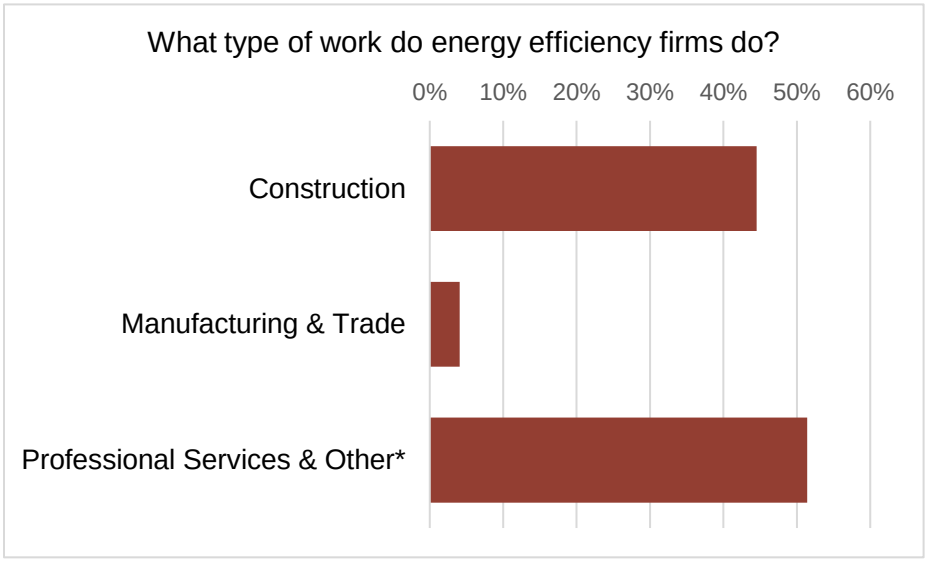
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in District of Columbia?



2,725
EE businesses in District of Columbia

EE construction workers comprise **33%** of District of Columbia's construction workforce



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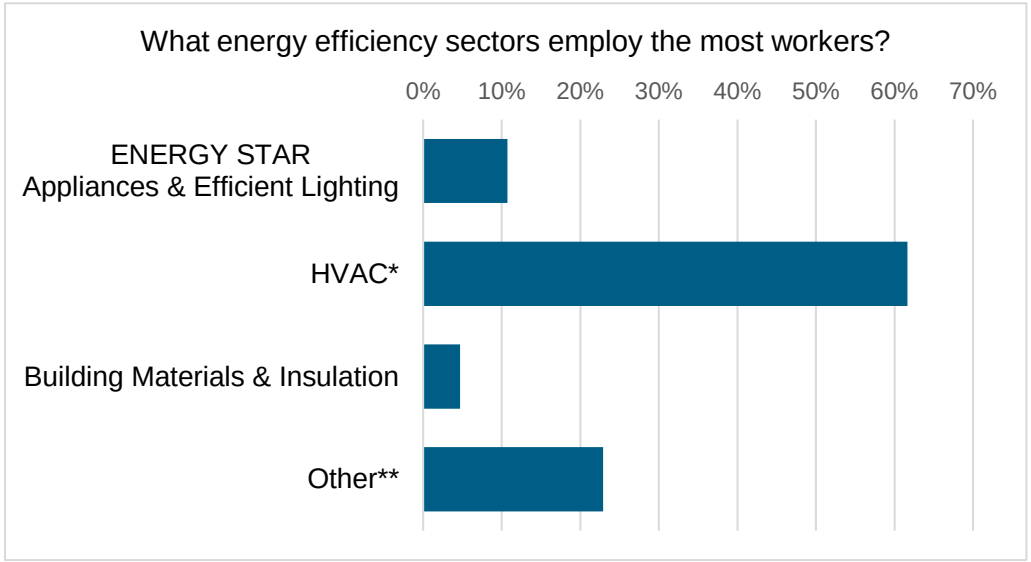


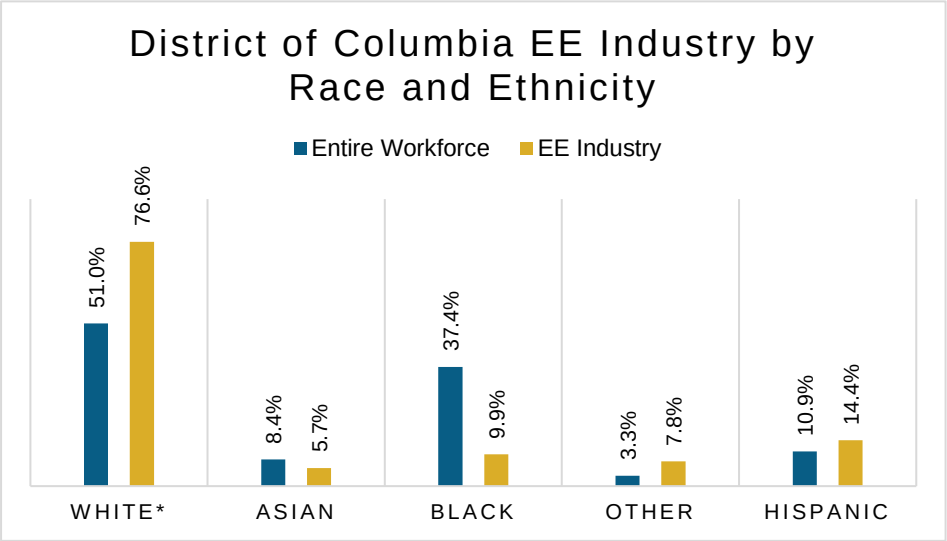
6%
of District of Columbia EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in District of Columbia?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all District of Columbia communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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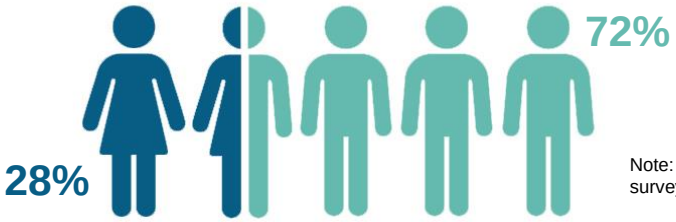

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District of Columbia's EE Potential

Decades of work ready for District of Columbia's growing energy efficiency workforce.

Weatherization Assistance Program:

201* units weatherized in 2018, out of **~42,000** total low-income households

219,318
District of Columbia homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

34%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

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Florida

Energy Efficiency Jobs in America

114,079
Total Jobs

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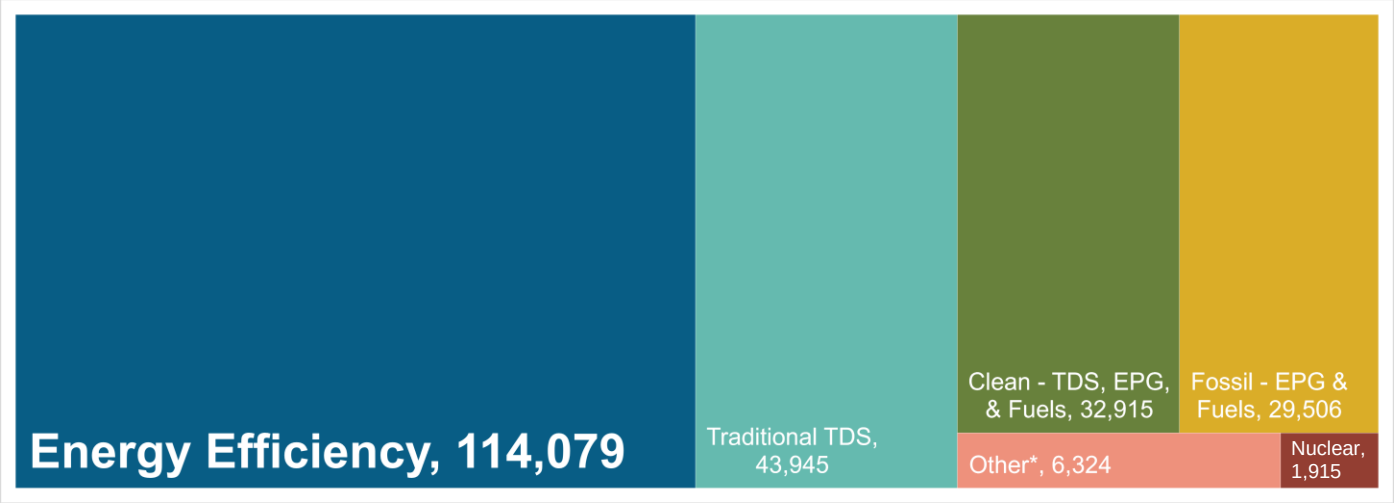
Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Florida's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Florida*



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear = includes EPG & Fuels
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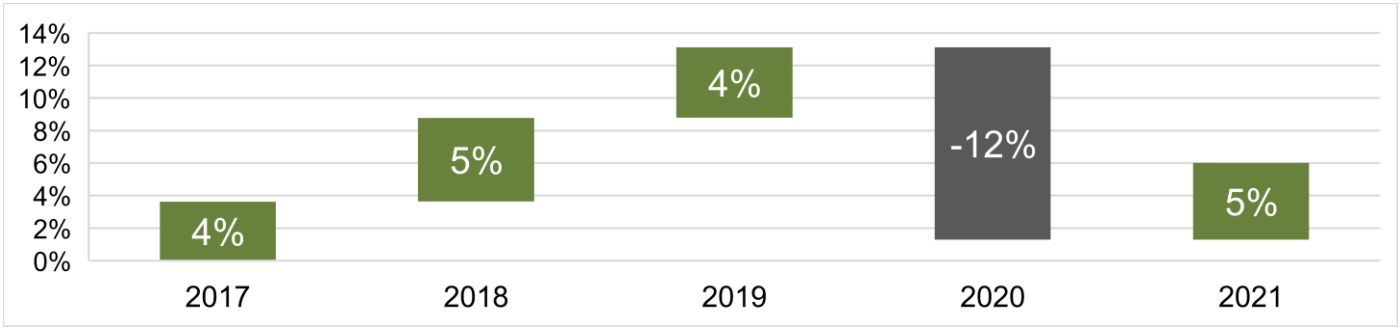
How is the EE industry growing in Florida?



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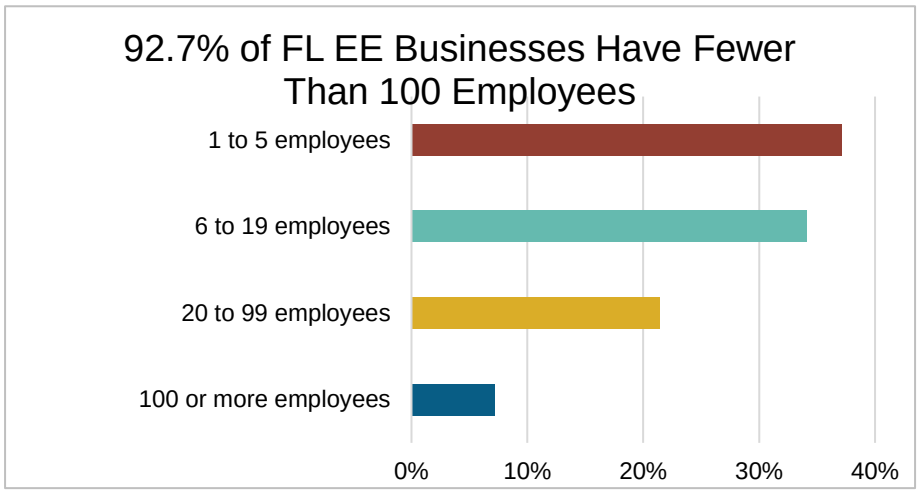
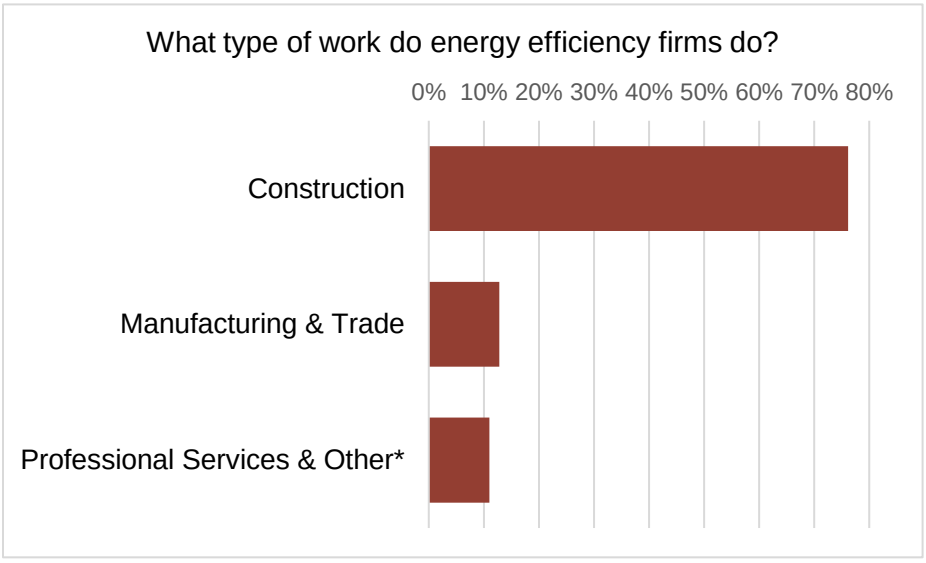
What does EE look like in Florida?



15,896
EE businesses in Florida

EE construction workers comprise **15%** of Florida's construction workforce



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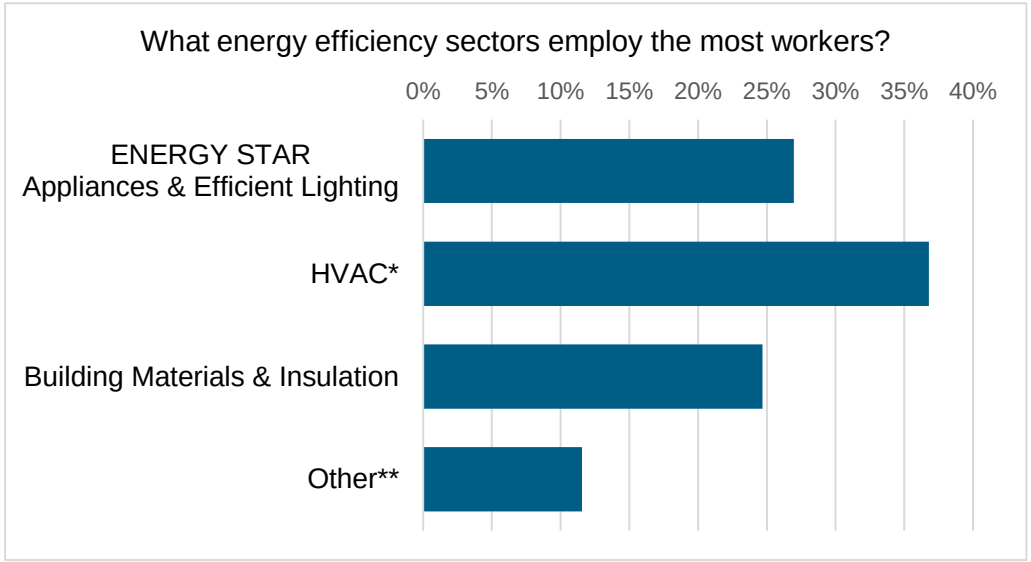

10%
of Florida EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
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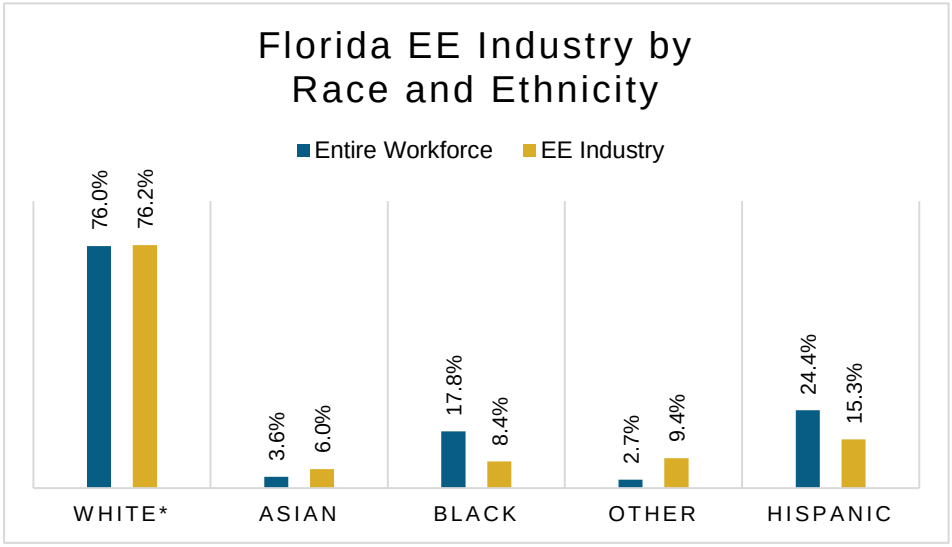
How is EE doing on diversity in Florida?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Florida communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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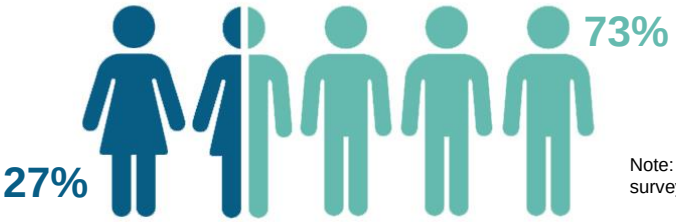


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Florida's EE Potential

Decades of work ready for Florida's growing energy efficiency workforce.

Weatherization Assistance Program:

678* units weatherized in 2018, out of **~1,000,000** total low-income households

6,107,321
Florida homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

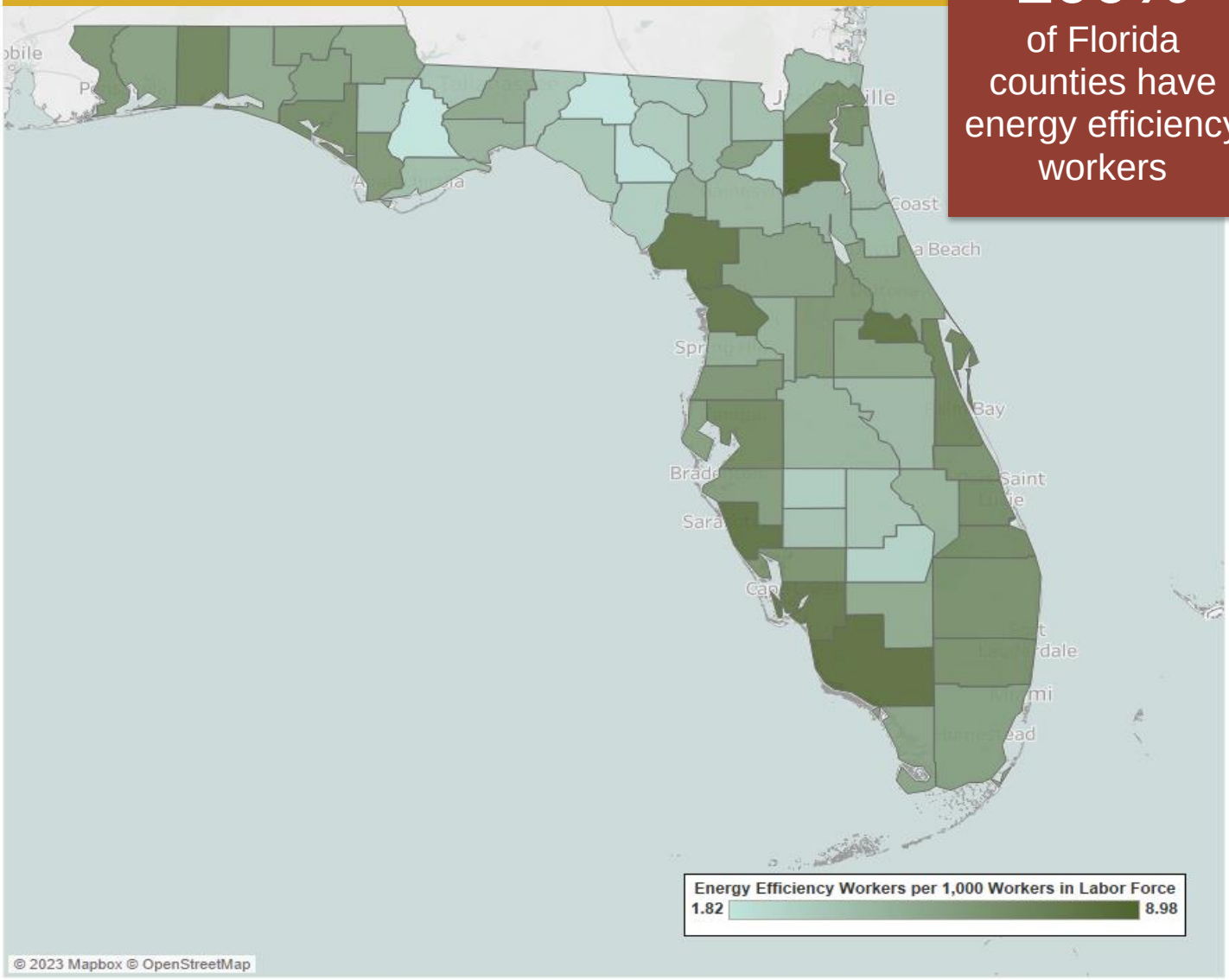
60%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Florida counties have energy efficiency workers



Metropolitan Areas						
	Area	Jobs	Area	Jobs	Area	Jobs
	Cape Coral-Fort Myers	4,689	Orlando-Kissimmee, FL MSA	11,445	Tallahassee, FL MSA	2,266
	Deltona-Daytona Beach-Ormond Beach	2,326	Palm Bay-Melbourne-Titusville, FL MSA	2,956	Tampa-St. Petersburg-Clearwater, FL	15,125
	Fort Walton Beach-Crestview-Destin	1,167	Palm Coast, FL MSA	328	Rural	4,521
	Gainesville	1,504	Panama City-Lynn Haven, FL MSA	962		
	Jacksonville	7,798	Pensacola-Ferry Pass-Brent, FL MSA	2,282		
	Lakeland	1,904	Port St. Lucie, FL MSA	2,689		
	Miami-Fort Lauderdale-Pompano Beach	41,428	Punta Gorda, FL MSA	885		
	Naples-Marco Island	2,501	Sarasota-Bradenton-Venice, FL MSA	4,884		
	Ocala	1,491	Sebastian-Vero Beach, FL MSA	928		

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Alachua County	1,199	Hendry County	121	Osceola County	907
	Baker County	59	Hernando County	462	Palm Beach County	8,435
	Bay County	1,073	Highlands County	204	Pasco County	1,655
	Bradford County	38	Hillsborough County	10,465	Pinellas County	5,185
	Brevard County	3,360	Holmes County	38	Polk County	2,305
	Broward County	11,026	Indian River County	700	Putnam County	145
	Calhoun County	23	Jackson County	142	St. Johns County	761
	Charlotte County	658	Jefferson County	21	St. Lucie County	1,122
	Citrus County	538	Lafayette County	<10	Santa Rosa County	470
	Clay County	915	Lake County	1,328	Sarasota County	2,924
	Collier County	2,570	Lee County	4,499	Seminole County	3,446
	Columbia County	198	Leon County	1,615	Sumter County	358
	DeSoto County	72	Levy County	143	Suwannee County	72
	Dixie County	16	Liberty County	<10	Taylor County	46
	Duval County	7,277	Madison County	18	Union County	37
	Escambia County	1,786	Manatee County	1,545	Volusia County	2,056
	Flagler County	229	Marion County	1,260	Wakulla County	57
	Franklin County	30	Martin County	1,008	Walton County	342
	Gadsden County	147	Miami-Dade County	13,775	Washington County	68
	Gilchrist County	36	Monroe County	481	N/A	2,978
	Glades County	11	Nassau County	201		
	Gulf County	52	Okaloosa County	1,281		
	Hamilton County	20	Okeechobee County	105		
	Hardee County	40	Orange County	9,915		

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Georgia

Energy Efficiency Jobs in America

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

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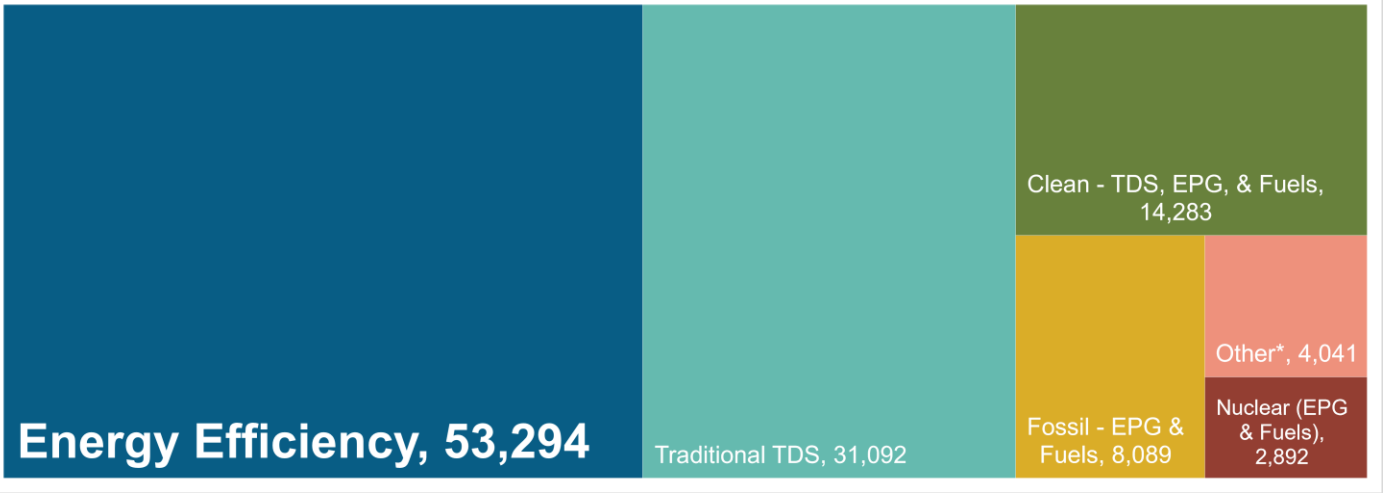
How do Georgia's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Georgia*



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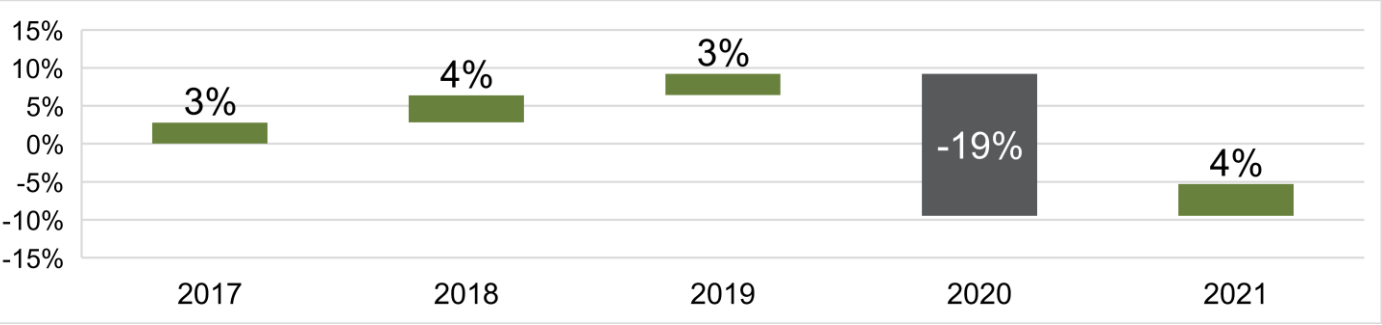
EPG = Electric Power Generation
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Georgia?



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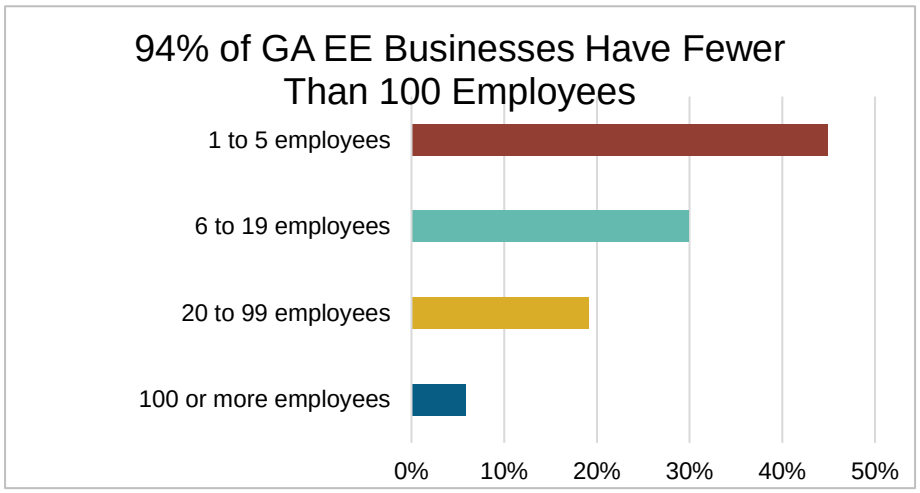
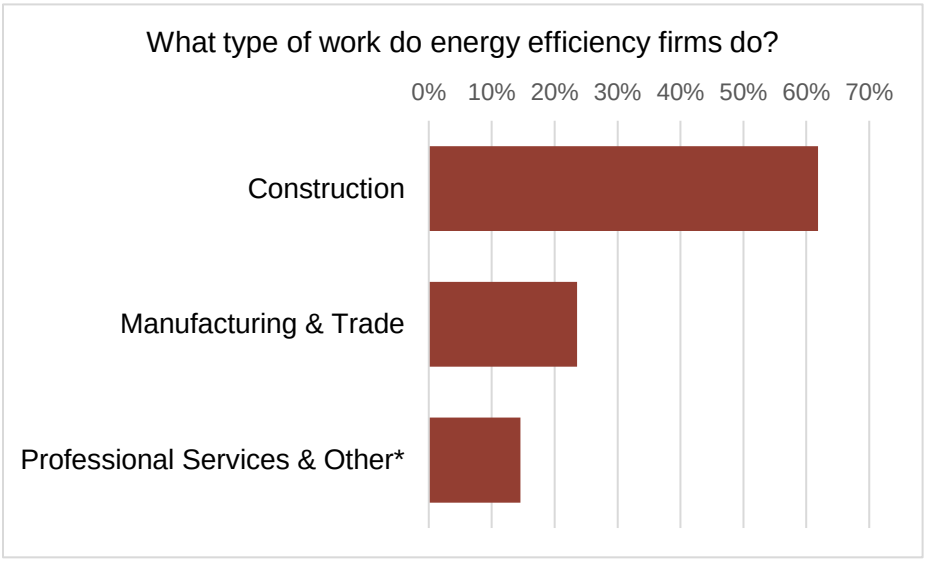
What does EE look like in Georgia?



13,437
EE businesses in Georgia

EE construction workers comprise **16%** of Georgia's construction workforce



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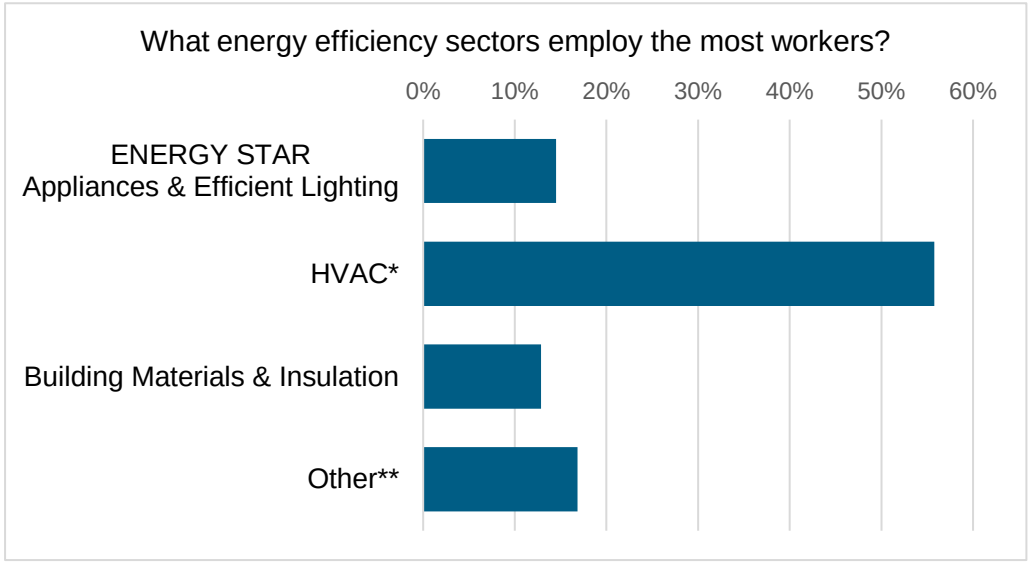


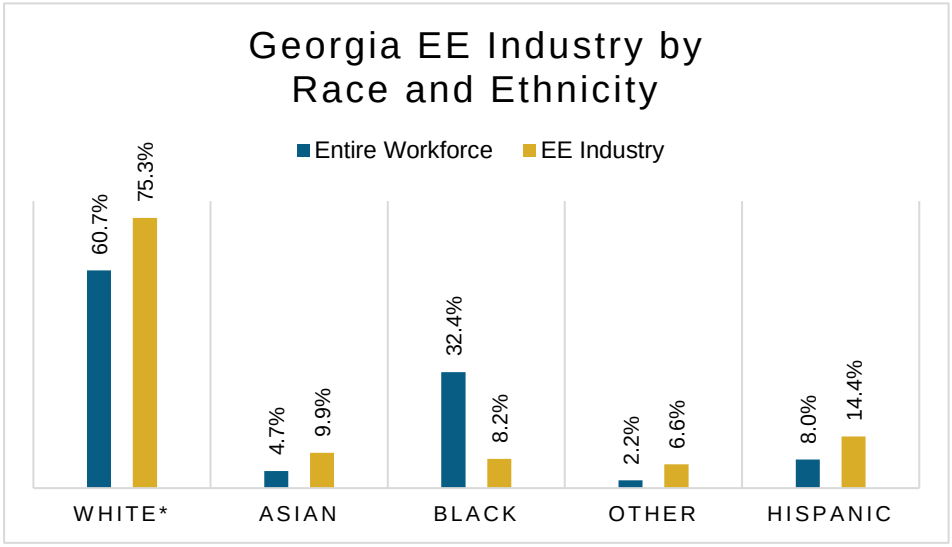
13%
of Georgia EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Georgia?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Georgia communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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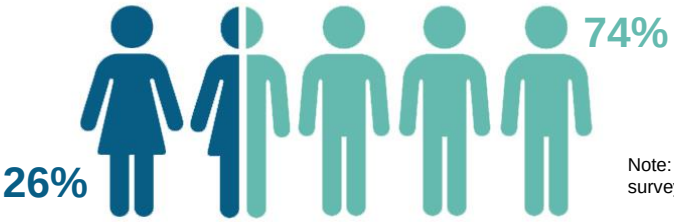


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Georgia's EE Potential

Decades of work ready for Georgia's growing energy efficiency workforce.

Weatherization Assistance Program:

668* units weatherized in 2018, out of **~520,000** total low-income households

2,610,609
Georgia homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

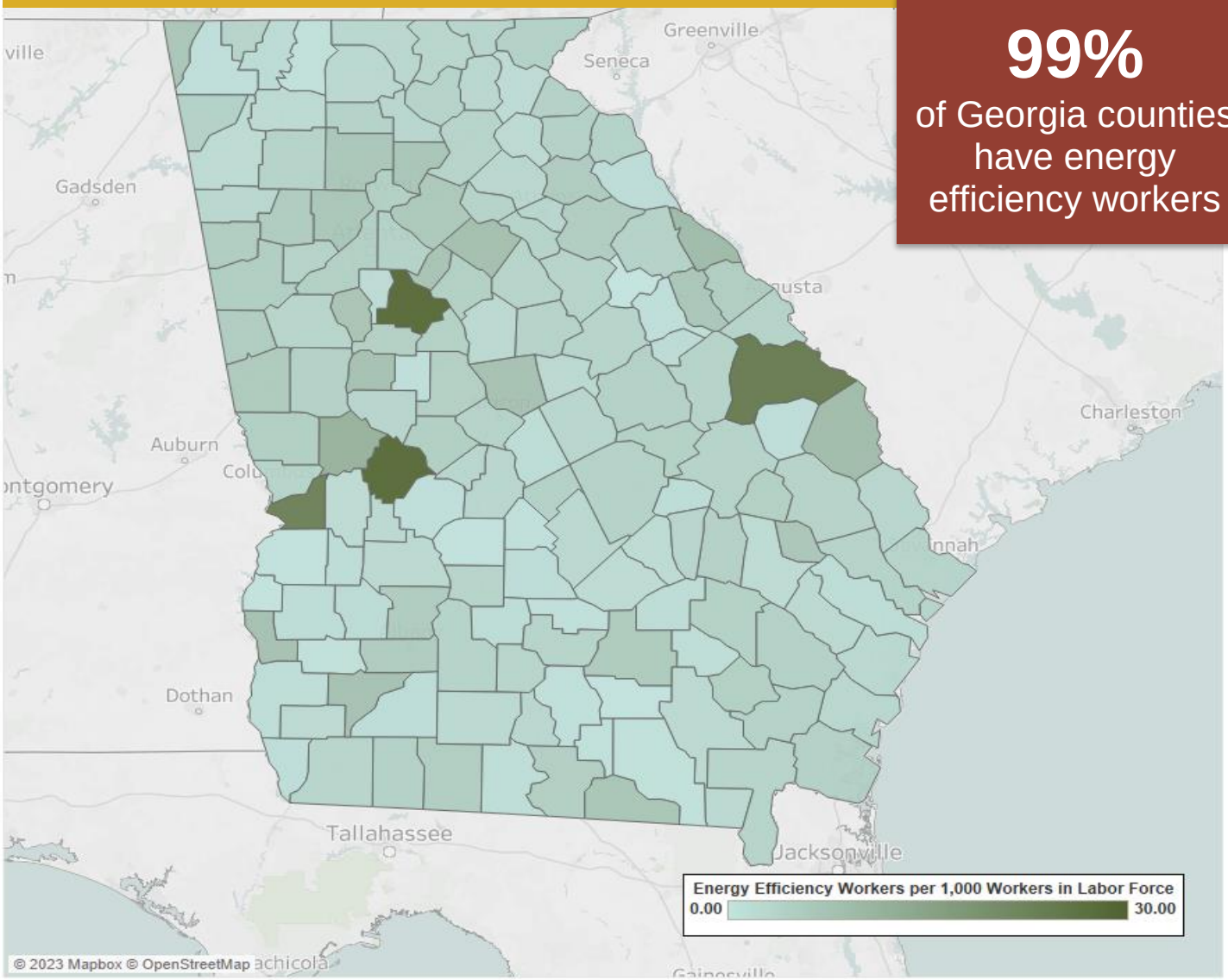
Potential to **reduce** residential electricity consumption by

42%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



99%
of Georgia counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Albany	**737**	**Gainesville**	**899**
	Athens-Clark County	**944**	**Hinesville-Fort Stewart**	**134**
	Atlanta-Sandy Springs-Marietta	**34,738**	**Macon**	**1,492**
	Augusta-Richmond County	**1,697**	**Rome**	**419**
	Brunswick	**674**	**Savannah**	**1,864**
	Chattanooga	**516**	**Valdosta**	**718**
	Columbus	**936**	**Warner Robins**	**450**
	Dalton	**566**	**Rural**	**6,511**

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Appling County	67	Dade County	54	Jefferson County	38	Richmond County	818
Atkinson County	<10	Dawson County	63	Jenkins County	<10	Rockdale County	538
Bacon County	11	Decatur County	65	Johnson County	13	Schley County	<10
Baker County	<10	DeKalb County	2,573	Jones County	67	Screven County	57
Baldwin County	83	Dodge County	28	Lamar County	10	Seminole County	<10
Banks County	23	Dooly County	<10	Lanier County	<10	Spalding County	231
Barrow County	180	Dougherty County	537	Laurens County	159	Stephens County	78
Bartow County	348	Douglas County	381	Lee County	85	Stewart County	<10
Ben Hill County	13	Early County	13	Liberty County	69	Sumter County	57
Berrien County	<10	Echols County	<10	Lincoln County	27	Talbot County	19
Bibb County	629	Effingham County	76	Long County	<10	Taliaferro County	<10
Bleckley County	24	Elbert County	19	Lowndes County	498	Tattnall County	27
Brantley County	22	Emanuel County	56	Lumpkin County	69	Taylor County	106
Brooks County	10	Evans County	66	McDuffie County	100	Telfair County	10
Bryan County	85	Fannin County	44	McIntosh County	10	Terrell County	<10
Bulloch County	215	Fayette County	738	Macon County	<10	Thomas County	217
Burke County	562	Floyd County	177	Madison County	44	Tift County	156
Butts County	78	Forsyth County	1,191	Marion County	<10	Toombs County	107
Calhoun County	<10	Franklin County	70	Meriwether County	40	Towns County	24
Camden County	133	Fulton County	9,266	Miller County	<10	Treutlen County	<10
Candler County	36	Gilmer County	42	Mitchell County	21	Troup County	478
Carroll County	461	Glascock County	<10	Monroe County	77	Turner County	<10
Catoosa County	119	Glynn County	252	Montgomery County	10	Twiggs County	<10
Charlton County	16	Gordon County	120	Morgan County	65	Union County	52
Chatham County	1,227	Grady County	59	Murray County	14	Upson County	48
Chattahoochee County	107	Greene County	50	Muscogee County	678	Walker County	39
Chattooga County	44	Gwinnett County	4,900	Newton County	247	Walton County	447
Cherokee County	949	Habersham County	57	Oconee County	114	Ware County	90
Clarke County	454	Hall County	734	Oglethorpe County	22	Warren County	<10
Clay County	12	Hancock County	11	Paulding County	326	Washington County	57
Clayton County	487	Haralson County	81	Peach County	65	Wayne County	78
Clinch County	<10	Harris County	56	Pickens County	71	Webster County	<10
Cobb County	5,352	Hart County	62	Pierce County	45	Wheeler County	<10
Coffee County	218	Heard County	24	Pike County	51	White County	61
Colquitt County	81	Henry County	8,685	Polk County	70	Whitfield County	210
Columbia County	410	Houston County	421	Pulaski County	<10	Wilcox County	<10
Cook County	28	Irwin County	16	Putnam County	48	Wilkes County	23
Coweta County	329	Jackson County	266	Quitman County	<10	Wilkinson County	24
Crawford County	14	Jasper County	14	Rabun County	52	Worth County	24
Crisp County	64	Jeff Davis County	16	Randolph County	<10	N/A	1,697

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Hawaii

Energy Efficiency Jobs in America

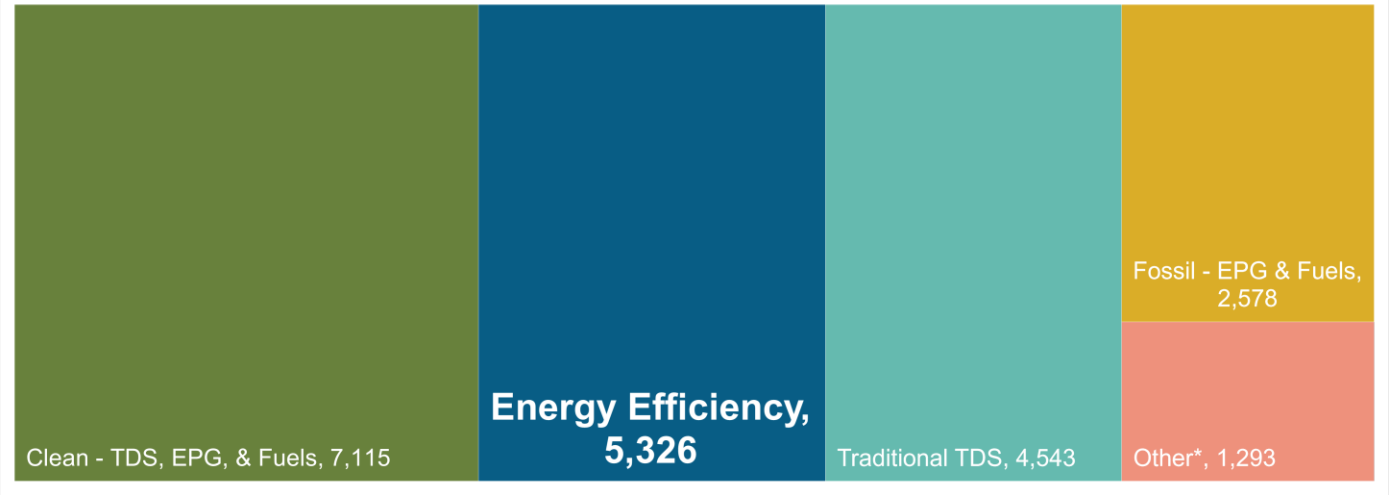
5,326
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Hawaii's energy sectors compare?

*Energy Efficiency is the **second largest** energy sector in Hawaii*



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Nuclear (EPG & Fuels), < 15
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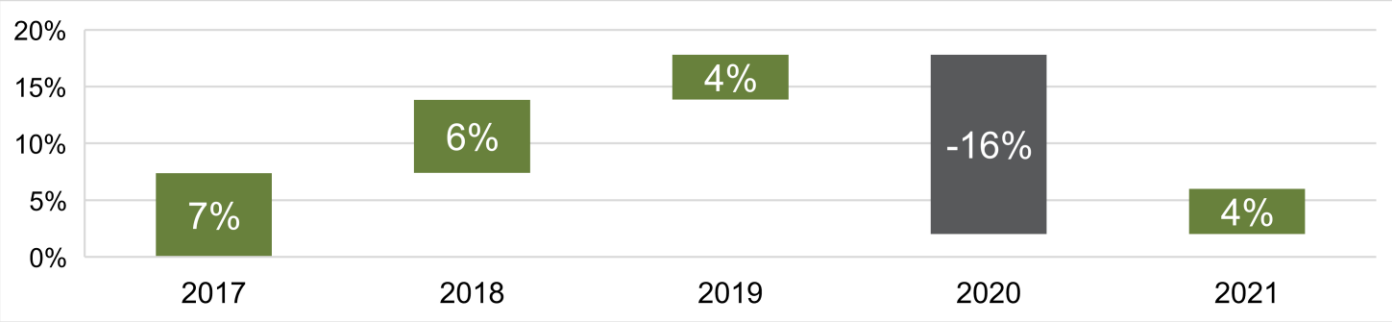
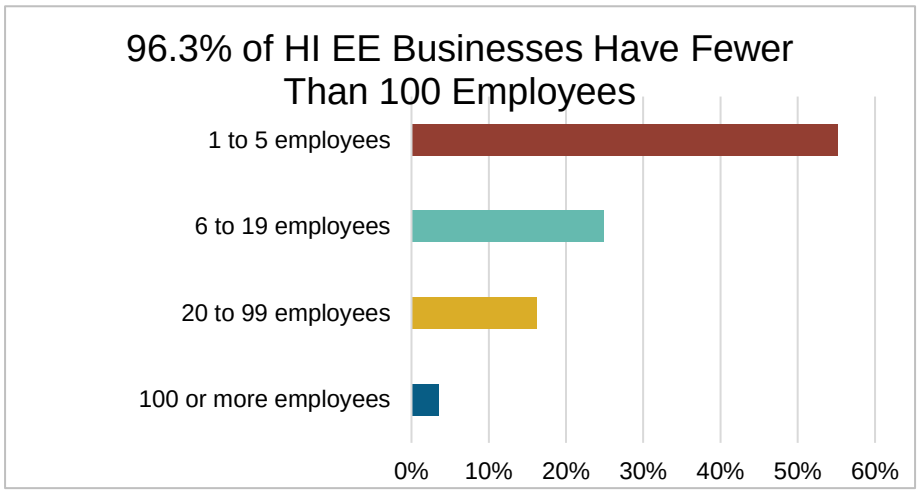
How is the EE industry growing in Hawaii?



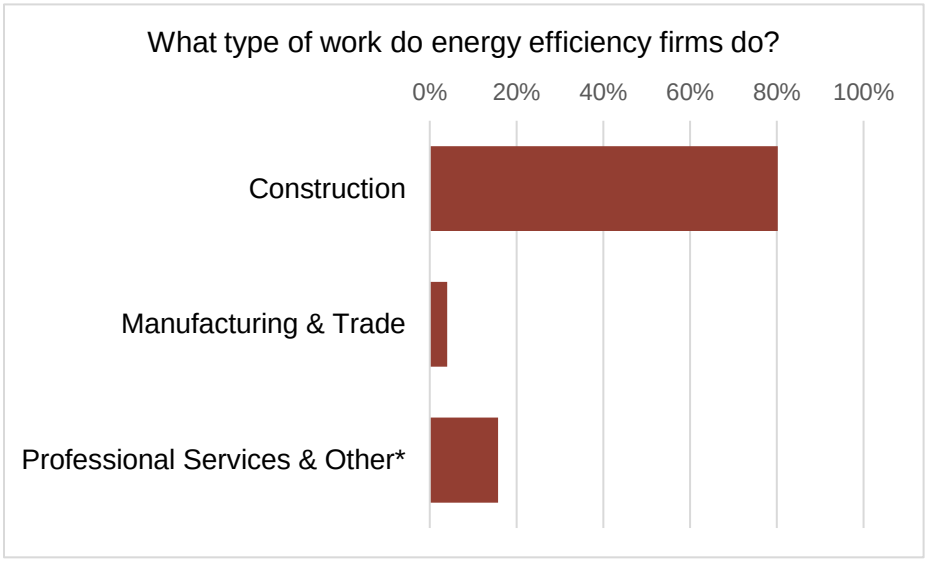
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Hawaii?



1,466
EE businesses in Hawaii

EE construction workers comprise **12%** of Hawaii's construction workforce



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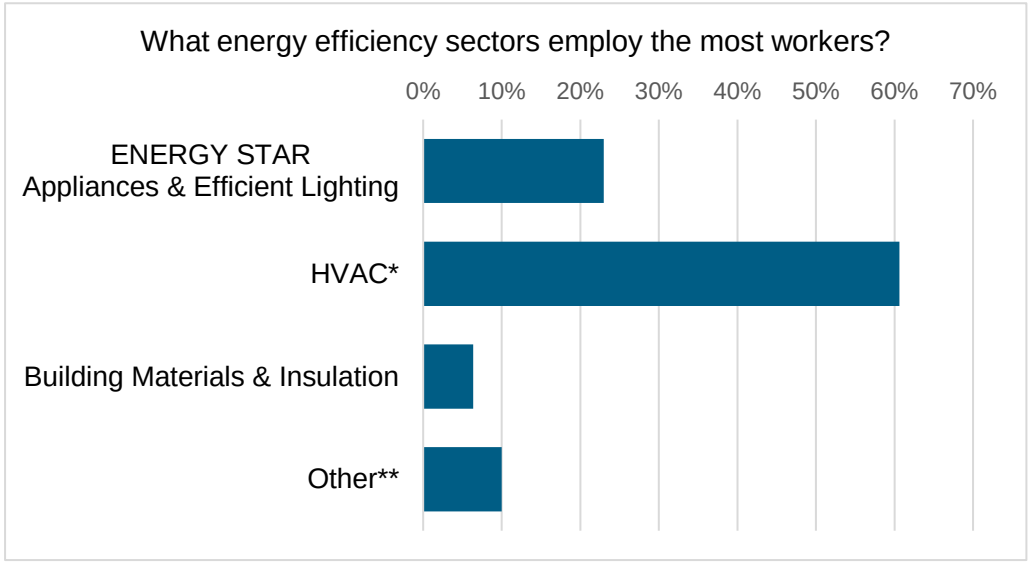


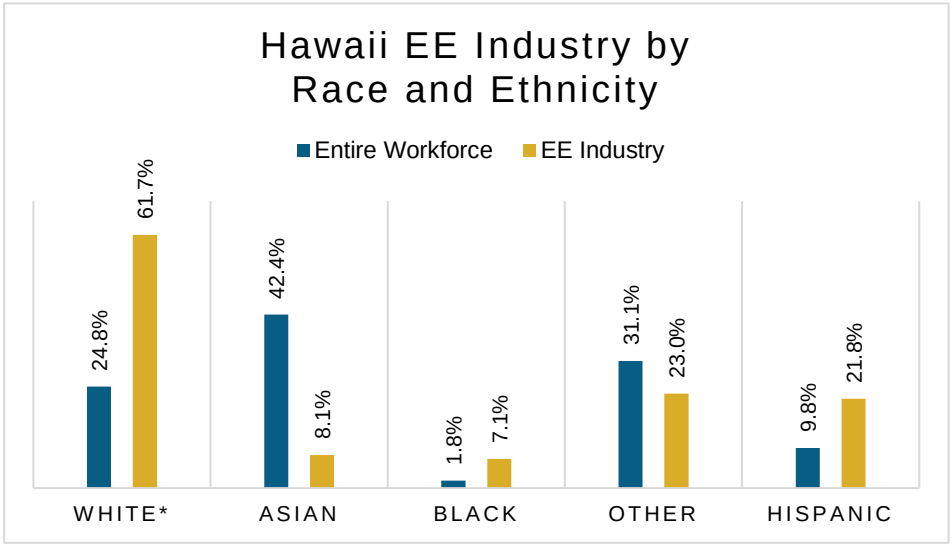
8%
of Hawaii EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Hawaii?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Hawaii communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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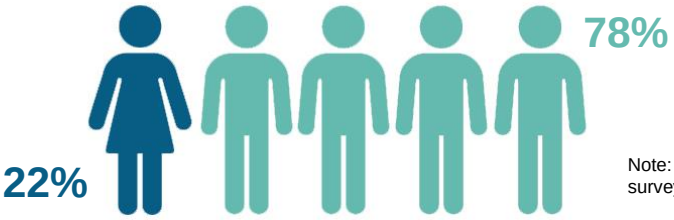

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Hawaii's EE Potential

Decades of work ready for Hawaii's growing energy efficiency workforce.

Weatherization Assistance Program:

108* units weatherized in 2018, out of **~45,000** total low-income households

403,578
Hawaii homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

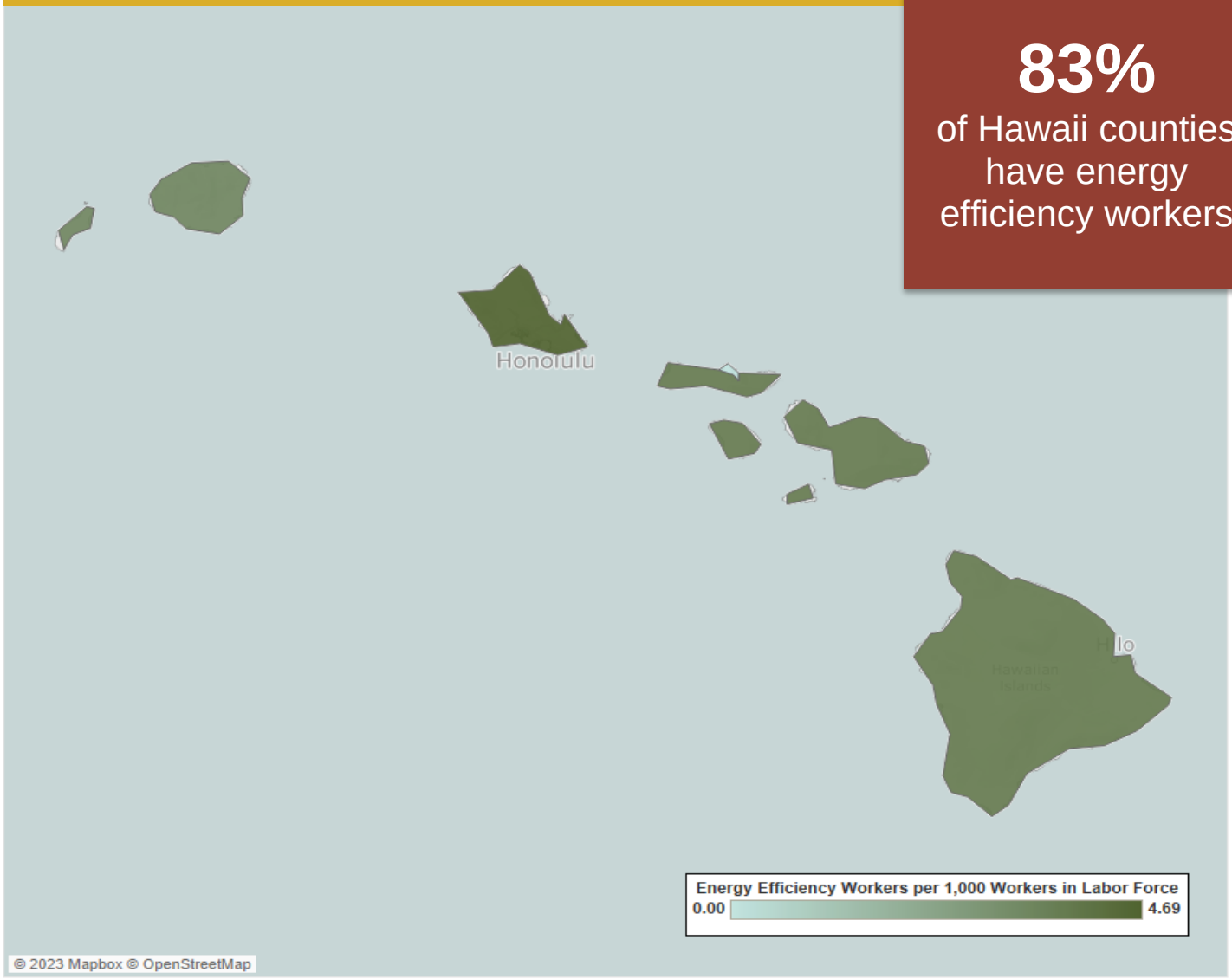
Potential to **reduce** residential electricity consumption by

22%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



83%
of Hawaii counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Honolulu	**3,988**
Rural	**1,338**

Jobs by County	
County	Jobs
Hawaii County	529
Honolulu County	4,061
Kalawao County	<10
Kauai County	197
Maui County	537
N/A	<10

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Idaho

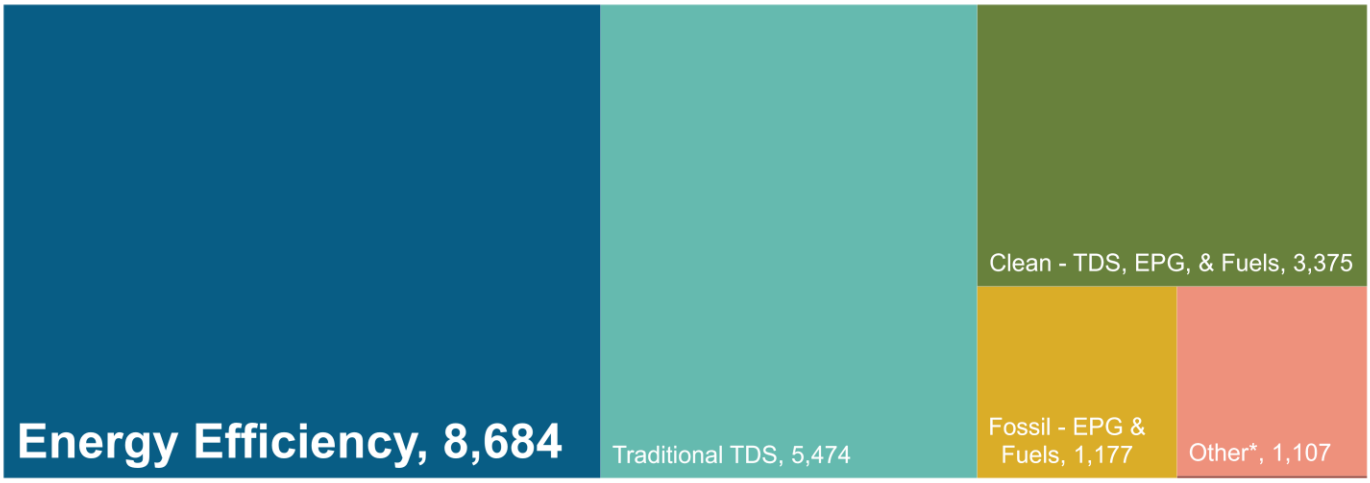
Energy Efficiency Jobs in America

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Idaho's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Idaho*



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), < 15
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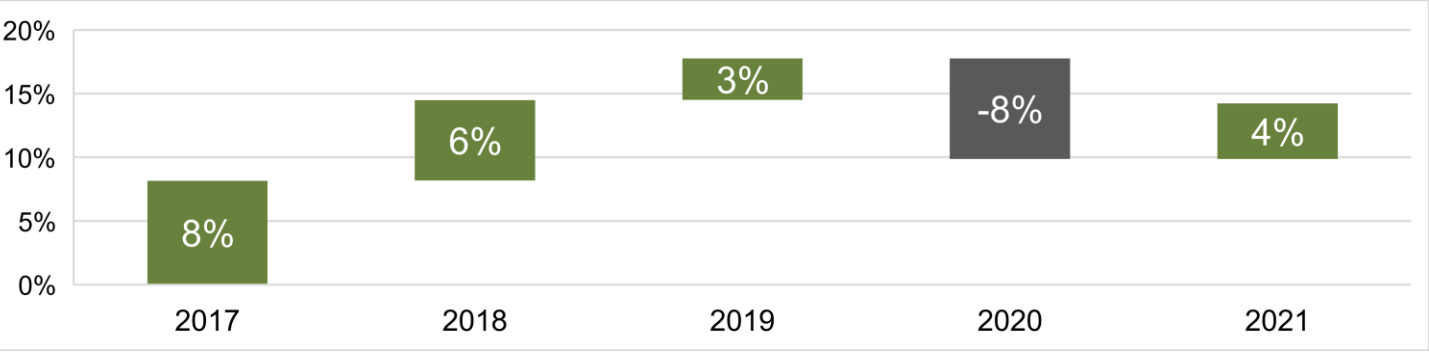
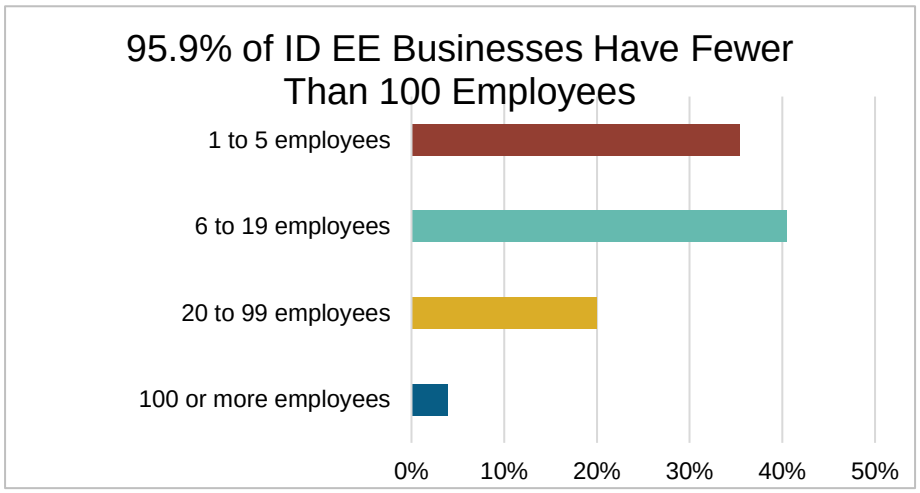
How is the EE industry growing in Idaho?



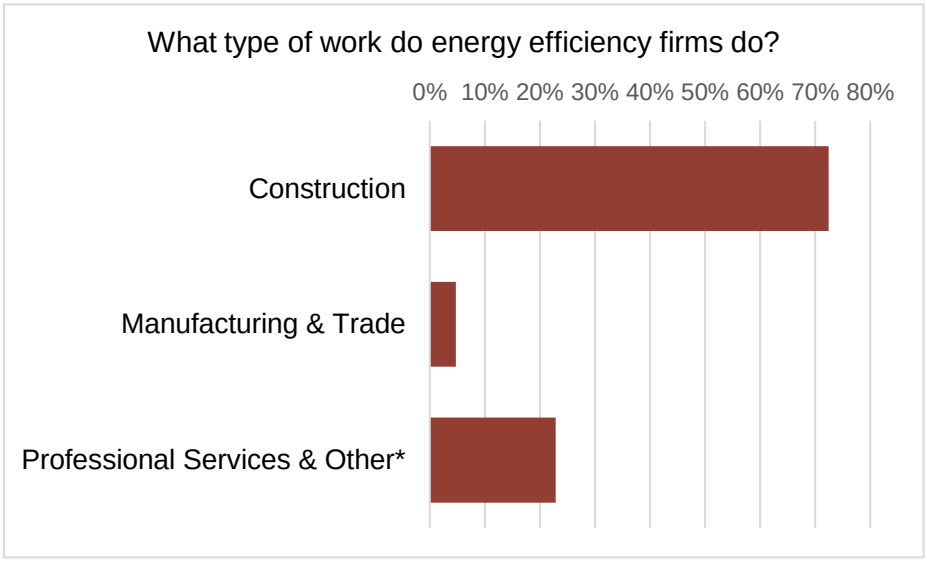
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Idaho?



1,327
EE businesses in Idaho

EE construction workers comprise **11%** of Idaho's construction workforce



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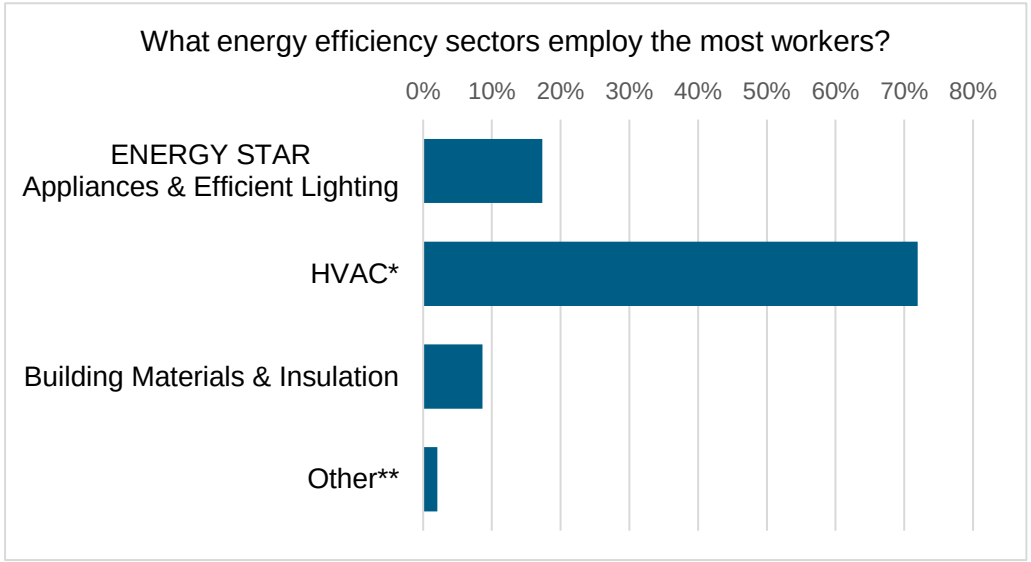


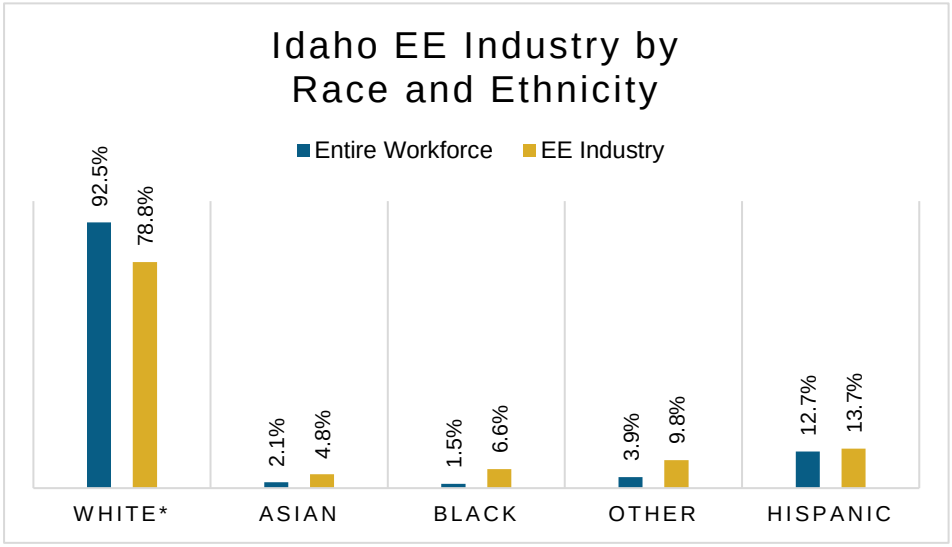
6%
of Idaho EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Idaho?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Idaho communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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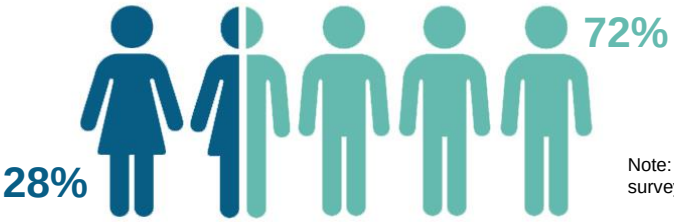

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Idaho's EE Potential

Decades of work ready for Idaho's growing energy efficiency workforce.

Weatherization Assistance Program:

730* units weatherized in 2018, out of **~75,000** total low-income households

445,167
Idaho homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

27%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
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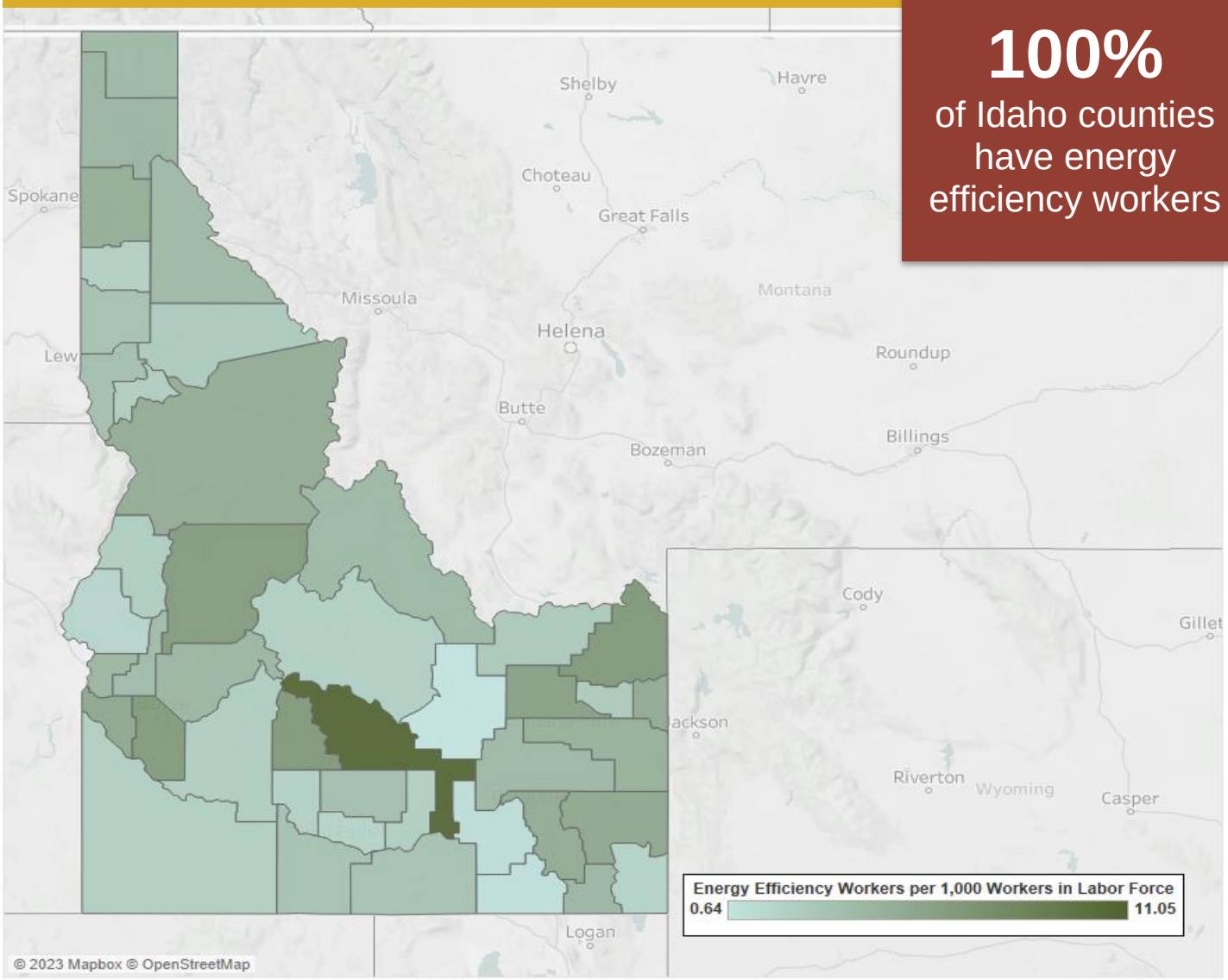
Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Idaho counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Boise City-Nampa	**3,554**
Coeur d'Alene	**864**
Idaho Falls	**787**
Lewiston	**258**
Logan	**54**
Pocatello	**489**
Rural	**2,678**

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Ada County	3,689	Cassia County	88	Lewis County	<10
	Adams County	<10	Clark County	<10	Lincoln County	13
	Bannock County	389	Clearwater County	15	Madison County	96
	Bear Lake County	<10	Custer County	<10	Minidoka County	42
	Benewah County	16	Elmore County	37	Nez Perce County	155
	Bingham County	134	Franklin County	36	Oneida County	<10
	Blaine County	304	Fremont + Yellowstone Park County	52	Owyhee County	15
	Boise County	16	Gem County	35	Payette County	61
	Bonner County	142	Gooding County	30	Power County	<10
	Bonneville County	588	Idaho County	49	Shoshone County	42
	Boundary County	35	Jefferson County	102	Teton County	51
	Butte County	12	Jerome County	44	Twin Falls County	289
	Camas County	<10	Kootenai County	714	Valley County	73
	Canyon County	945	Latah County	98	Washington County	11
	Caribou County	42	Lemhi County	24	N/A	154

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Illinois

Energy Efficiency Jobs in America

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How do Illinois's energy sectors compare?

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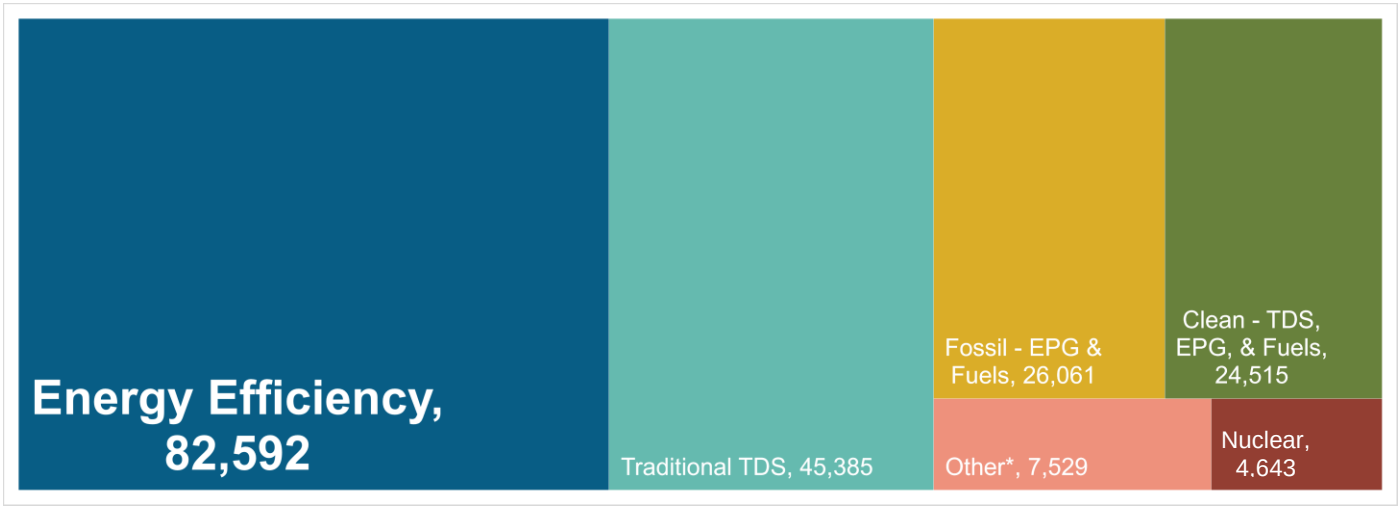

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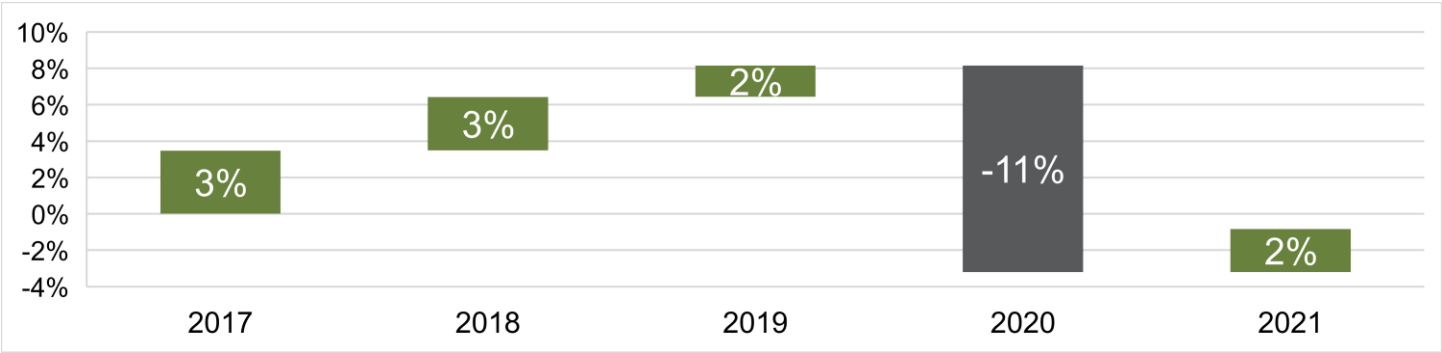
How is the EE industry growing in Illinois?



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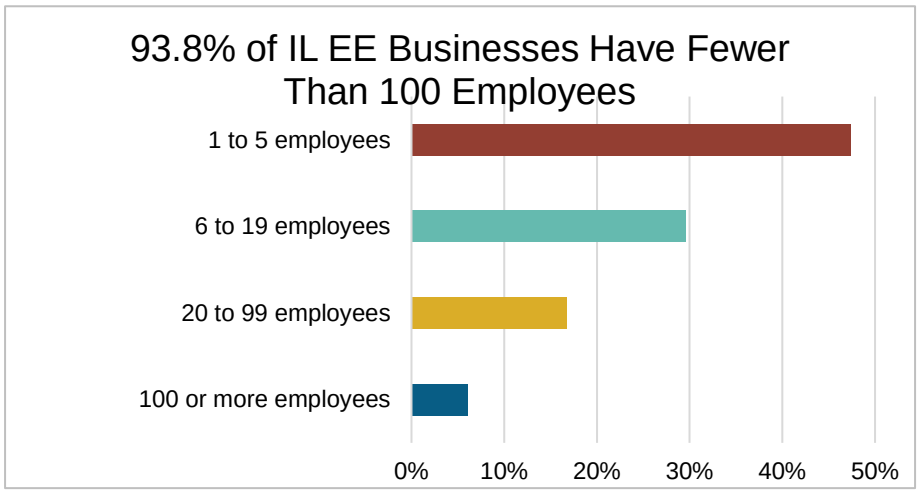
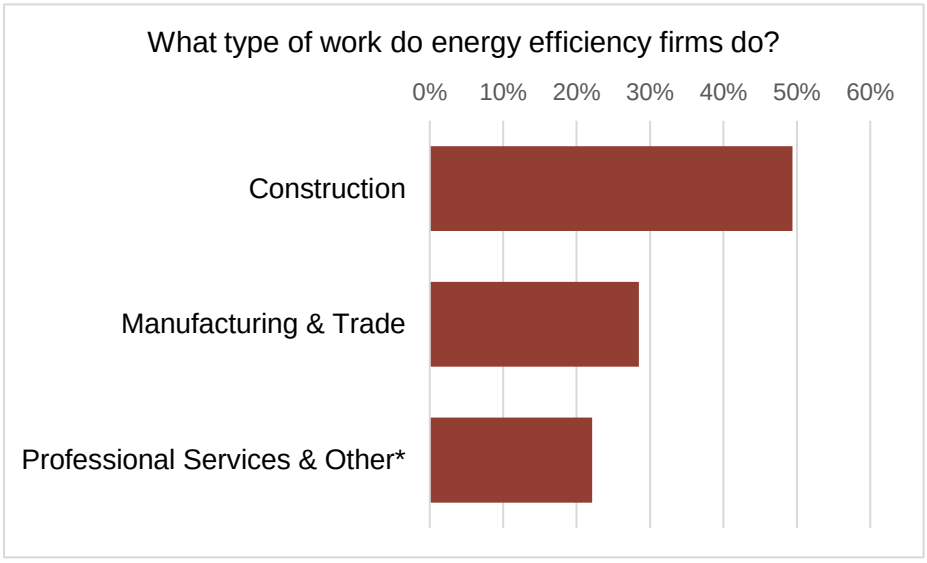
What does EE look like in Illinois?



15,349
EE businesses in Illinois

EE construction workers comprise **18%** of Illinois's construction workforce



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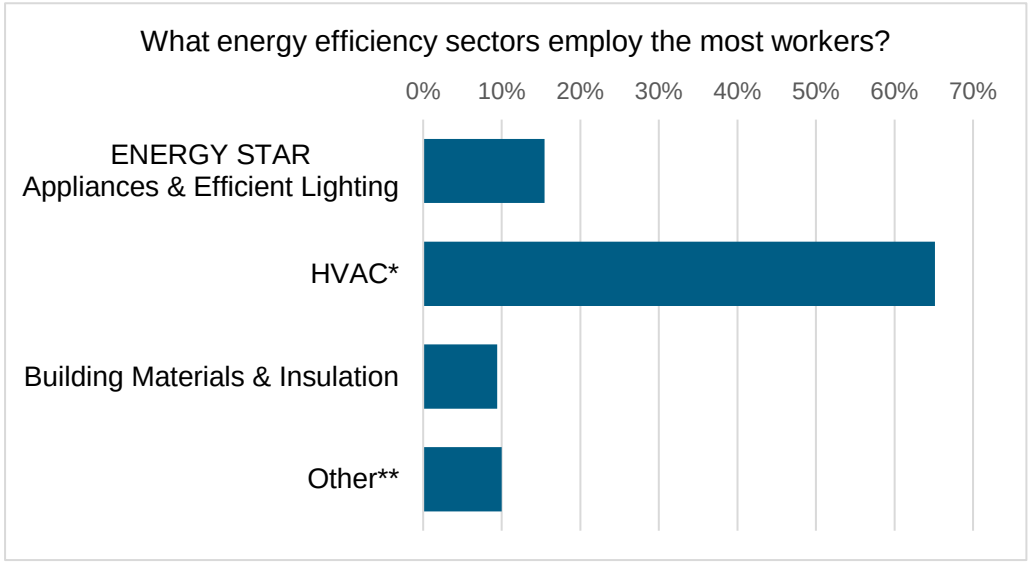

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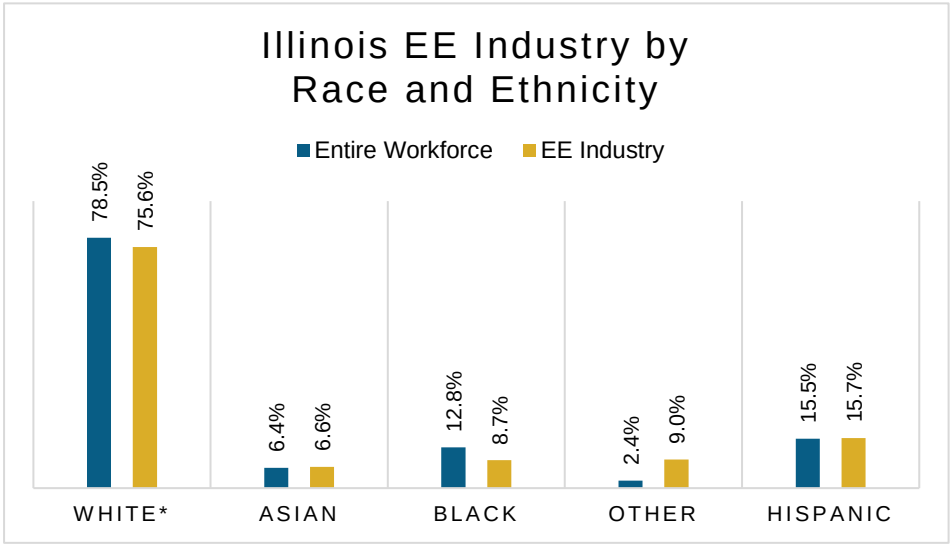
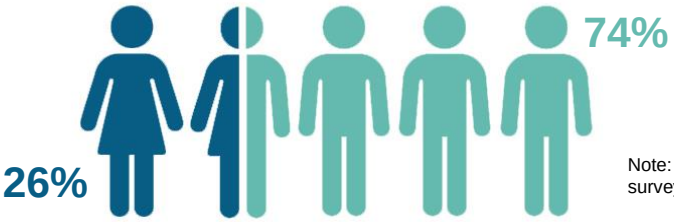


*Includes non-Hispanic and Hispanic whites.



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Illinois's EE Potential

Decades of work ready for Illinois's growing energy efficiency workforce.

Weatherization Assistance Program:

2,633* units weatherized in 2018, out of **~570,000** total low-income households

4,054,850
Illinois homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

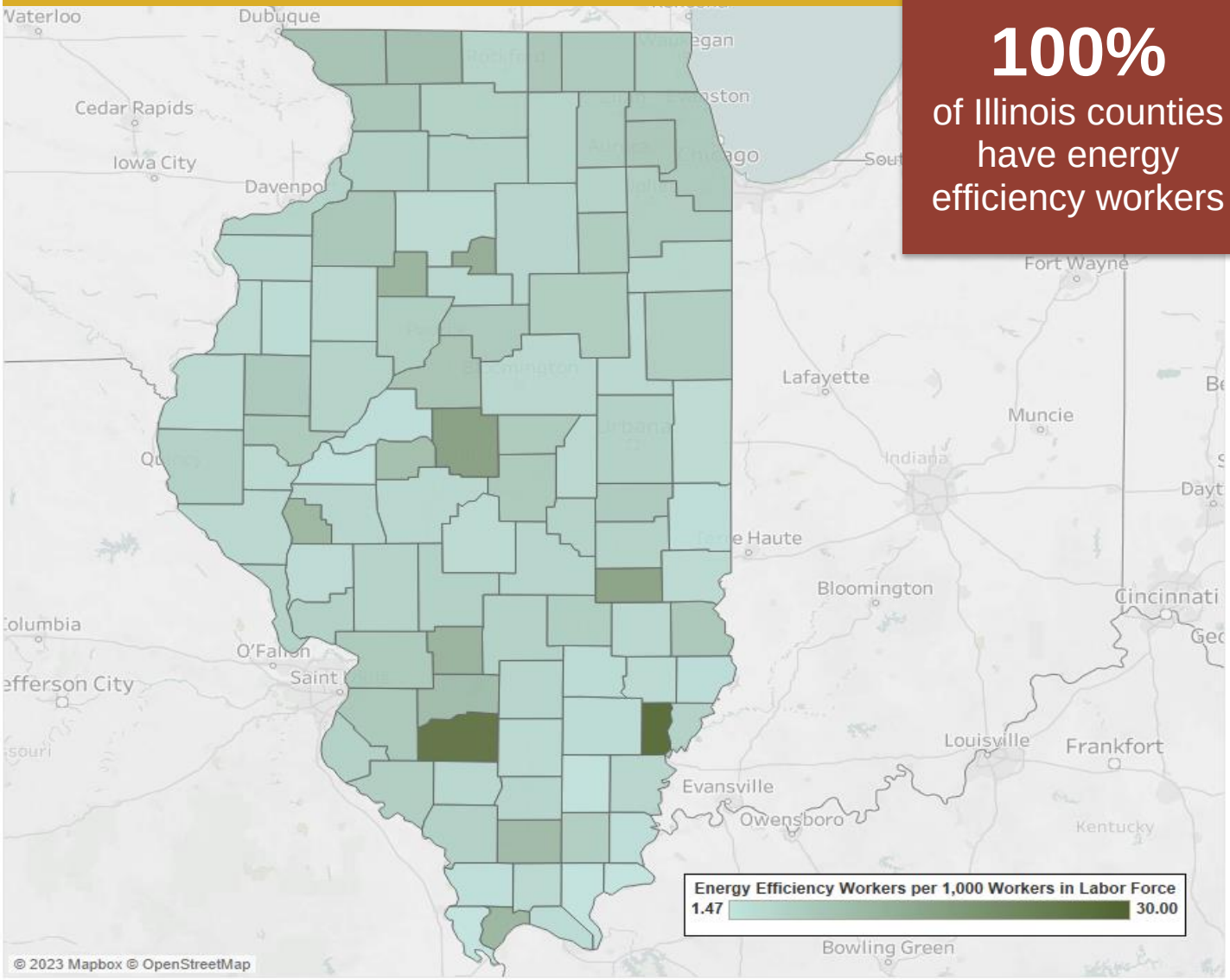
Potential to **reduce** residential electricity consumption by

18%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Illinois counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Bloomington-Normal	**839**	**Kankakee-Bradley**	**552**
	Cape Girardeau-Jackson	**38**	**Peoria**	**2,362**
	Champaign-Urbana	**1,287**	**Rockford**	**2,080**
	Chicago-Naperville-Joliet	**58,208**	**Springfield**	**1,658**
	Danville	**458**	**St. Louis**	**4,353**
	Davenport-Moline-Rock Island	**1,199**	**Rural**	**8,921**
	Decatur	**635**		

Jobs by County

County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adams County	364	Ford County	47	Livingston County	165	Randolph County	128
Alexander County	<10	Franklin County	86	Logan County	259	Richland County	46
Bond County	109	Fulton County	79	McDonough County	133	Rock Island County	702
Boone County	222	Gallatin County	<10	McHenry County	1,498	St. Clair County	1,283
Brown County	36	Greene County	17	McLean County	711	Saline County	97
Bureau County	85	Grundy County	304	Macon County	646	Sangamon County	1,138
Calhoun County	<10	Hamilton County	<10	Macoupin County	107	Schuyler County	22
Carroll County	70	Hancock County	34	Madison County	1,539	Scott County	21
Cass County	25	Hardin County	<10	Marion County	122	Shelby County	46
Champaign County	959	Henderson County	<10	Marshall County	26	Stark County	39
Christian County	65	Henry County	193	Mason County	17	Stephenson County	343
Clark County	34	Iroquois County	91	Massac County	19	Tazewell County	814
Clay County	30	Jackson County	241	Menard County	35	Union County	23
Clinton County	236	Jasper County	19	Mercer County	25	Vermilion County	172
Coles County	223	Jefferson County	142	Monroe County	105	Wabash County	39
Cook County	38,805	Jersey County	65	Montgomery County	94	Warren County	39
Crawford County	96	Jo Daviess County	142	Morgan County	127	Washington County	379
Cumberland County	97	Johnson County	16	Moultrie County	58	Wayne County	27
DeKalb County	337	Kane County	2,713	Ogle County	188	White County	37
De Witt County	73	Kankakee County	373	Peoria County	1,324	Whiteside County	243
Douglas County	111	Kendall County	318	Perry County	34	Will County	3,204
DuPage County	9,292	Knox County	127	Piatt County	32	Williamson County	620
Edgar County	40	Lake County	4,238	Pike County	35	Winnebago County	1,300
Edwards County	303	La Salle County	390	Pope County	<10	Woodford County	163
Effingham County	310	Lawrence County	20	Pulaski County	30	N/A	2,483
Fayette County	52	Lee County	133	Putnam County	51		

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Indiana

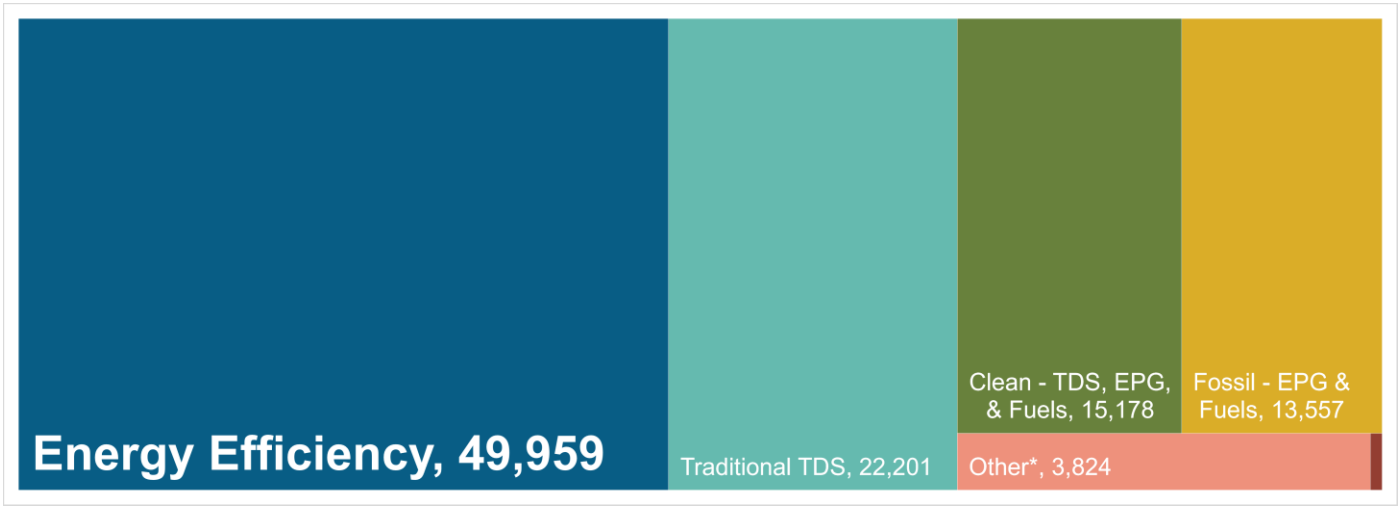
Energy Efficiency Jobs in America

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

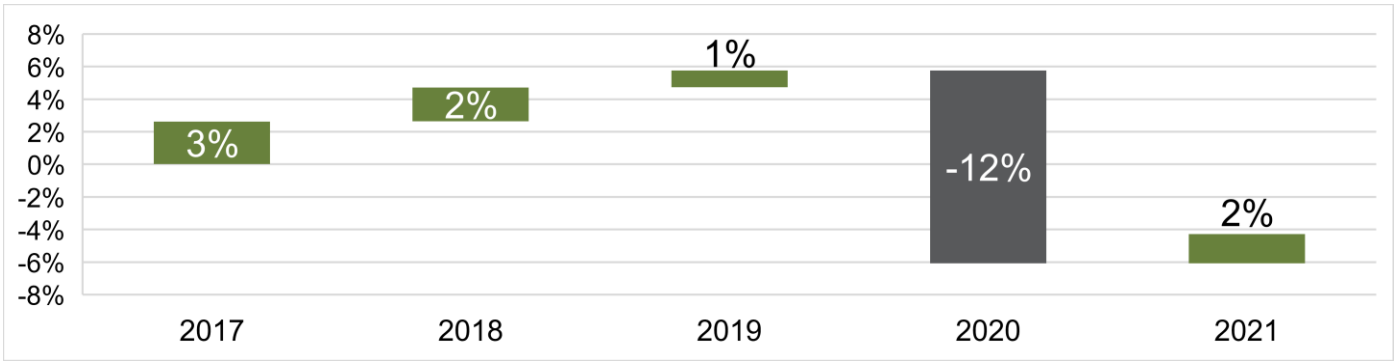
How do Indiana's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Indiana*



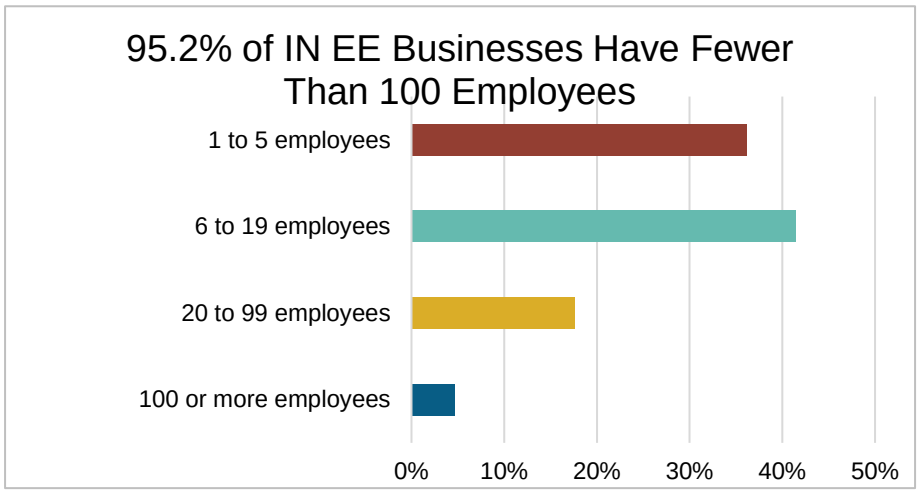
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 110
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Indiana?



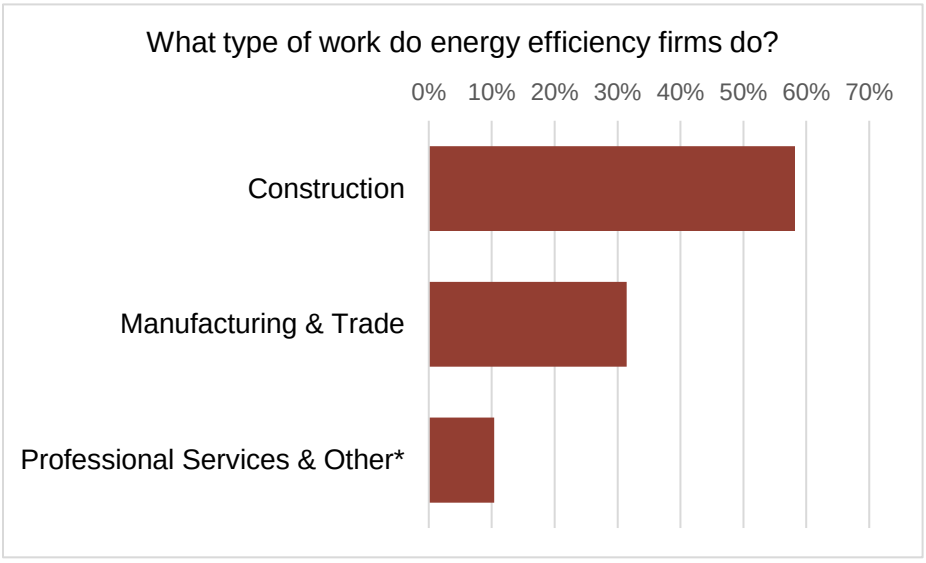
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Indiana?

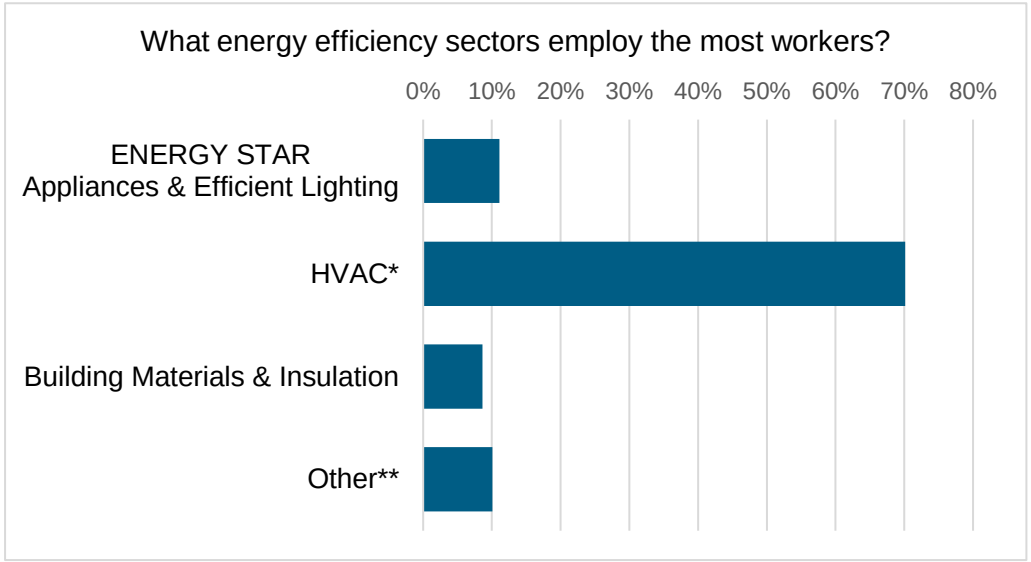


8,210
EE businesses in Indiana

EE construction workers comprise **19%** of Indiana's construction workforce



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business and nonprofit organizations.



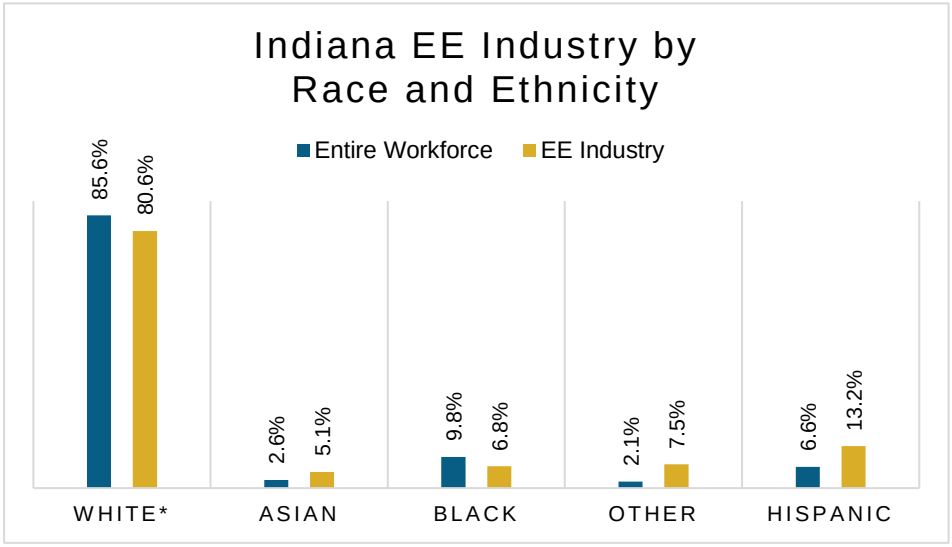
8%
of Indiana EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Indiana?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Indiana communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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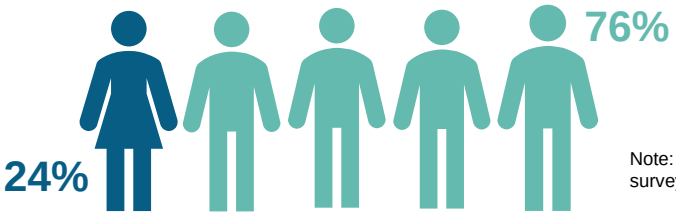

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Indiana's EE Potential

Decades of work ready for Indiana's growing energy efficiency workforce.

Weatherization Assistance Program:

1,000* units weatherized in 2018, out of **~320,000** total low-income households

2,083,634
Indiana homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

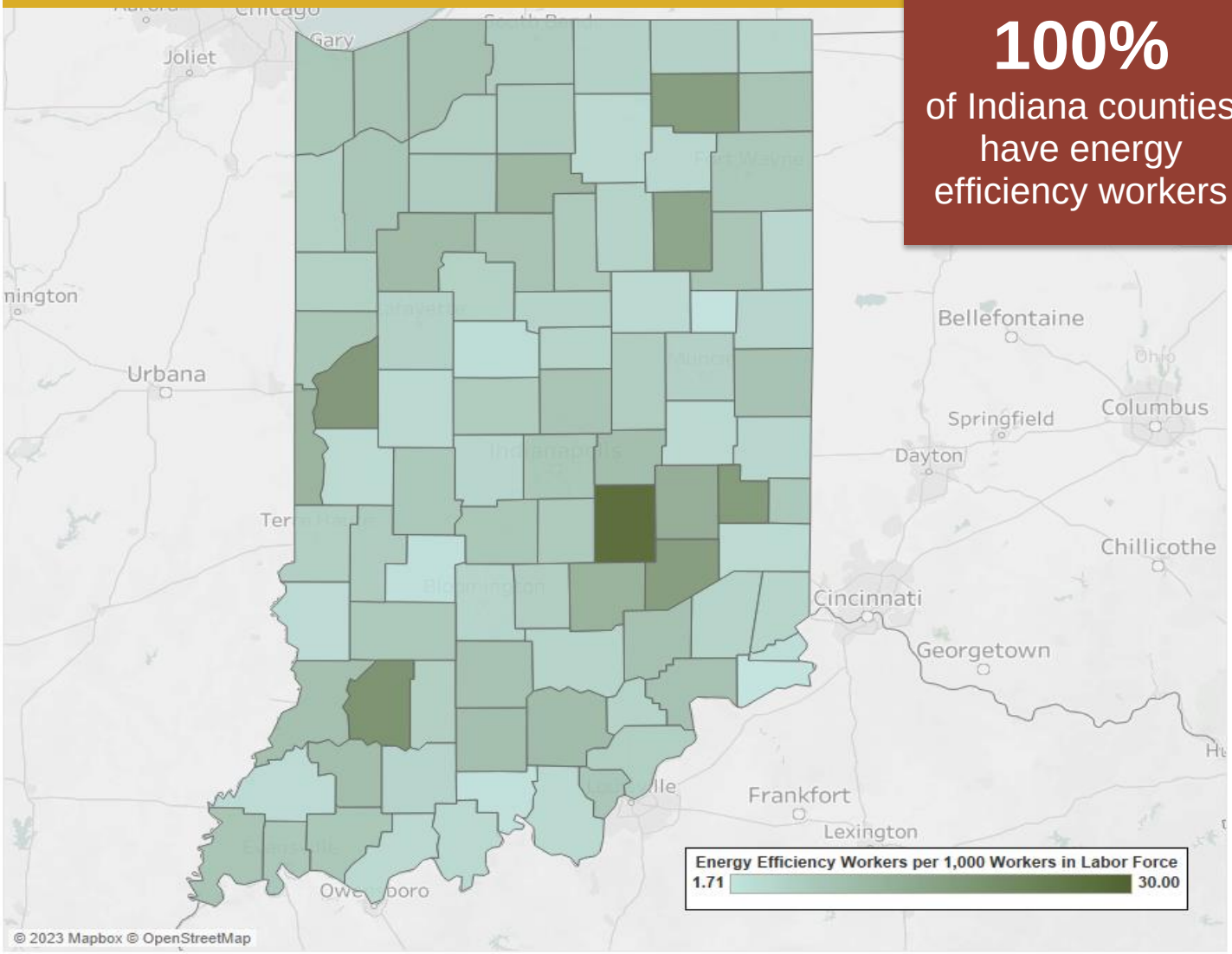
Potential to **reduce** residential electricity consumption by

18%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Indiana counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Anderson	**645**	**Kokomo**	**707**
	Bloomington	**1,212**	**Lafayette**	**1,140**
	Chicago-Naperville-Joliet	**6,366**	**Louisville/Jefferson County**	**2,281**
	Cincinnati-Middletown	**515**	**Michigan City-La Porte**	**671**
	Columbus	**669**	**Muncie**	**553**
	Elkhart-Goshen	**1,426**	**South Bend-Mishawaka**	**2,231**
	Evansville	**2,365**	**Terre Haute**	**1,097**
	Fort Wayne	**4,736**	**Rural**	**8,937**
	Indianapolis-Carmel	**14,408**		

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adams County	131	Fulton County	152	Marion County	10,334	Shelby County	1,142
Allen County	3,179	Gibson County	162	Marshall County	267	Spencer County	63
Bartholomew County	1,338	Grant County	230	Martin County	109	Starke County	53
Benton County	27	Greene County	97	Miami County	130	Steuben County	177
Blackford County	12	Hamilton County	2,872	Monroe County	700	Sullivan County	44
Boone County	567	Hancock County	558	Montgomery County	130	Switzerland County	<10
Brown County	40	Harrison County	86	Morgan County	270	Tippecanoe County	1,058
Carroll County	69	Hendricks County	823	Newton County	41	Tipton County	55
Cass County	266	Henry County	110	Noble County	624	Union County	21
Clark County	743	Howard County	375	Ohio County	<10	Vanderburgh County	1,747
Clay County	108	Huntington County	460	Orange County	148	Vermillion County	116
Clinton County	73	Jackson County	241	Owen County	31	Vigo County	594
Crawford County	<10	Jasper County	202	Parke County	28	Wabash County	131
Daviess County	511	Jay County	71	Perry County	53	Warren County	33
Dearborn County	140	Jefferson County	242	Pike County	55	Warrick County	298
Decatur County	511	Jennings County	152	Porter County	1,101	Washington County	134
DeKalb County	406	Johnson County	954	Posey County	161	Wayne County	283
Delaware County	540	Knox County	342	Pulaski County	74	Wells County	187
Dubois County	288	Kosciusko County	320	Putnam County	186	White County	207
Elkhart County	1,710	Lagrange County	179	Randolph County	138	Whitley County	126
Fayette County	218	Lake County	3,152	Ripley County	112	N/A	1,813
Floyd County	524	La Porte County	785	Rush County	139		
Fountain County	195	Lawrence County	256	St. Joseph County	1,744		
Franklin County	39	Madison County	533	Scott County	89		

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Iowa

Energy Efficiency Jobs in America

18,864
Total Jobs

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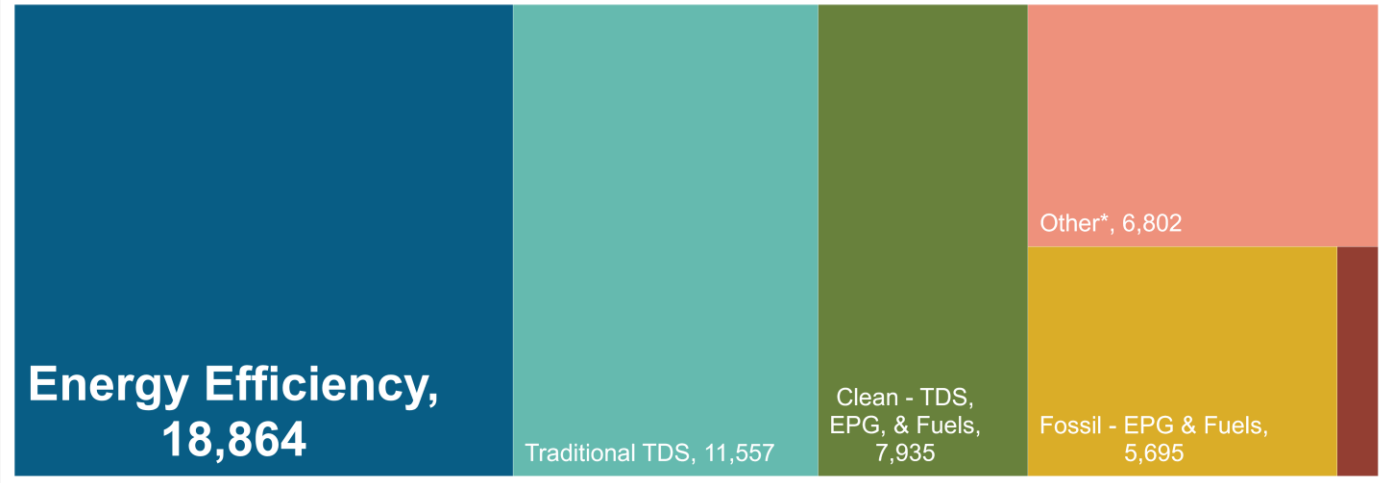
Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

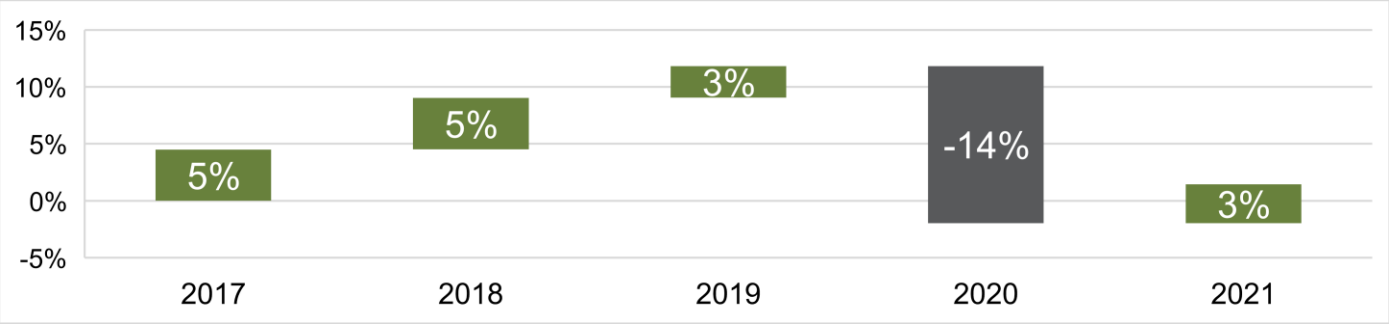
How do Iowa's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Iowa*



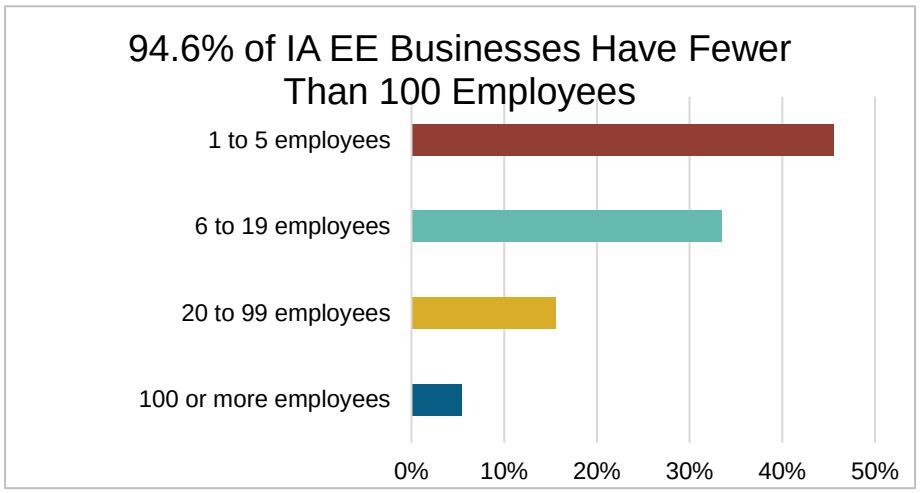
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 755
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Iowa?



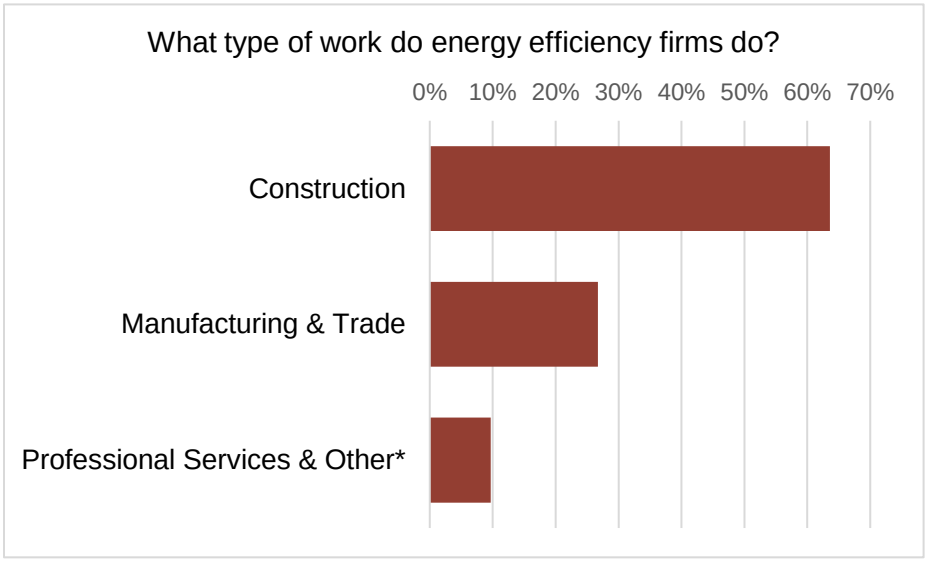
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Iowa?



3,030
EE businesses in Iowa

EE construction workers comprise **15%** of Iowa's construction workforce



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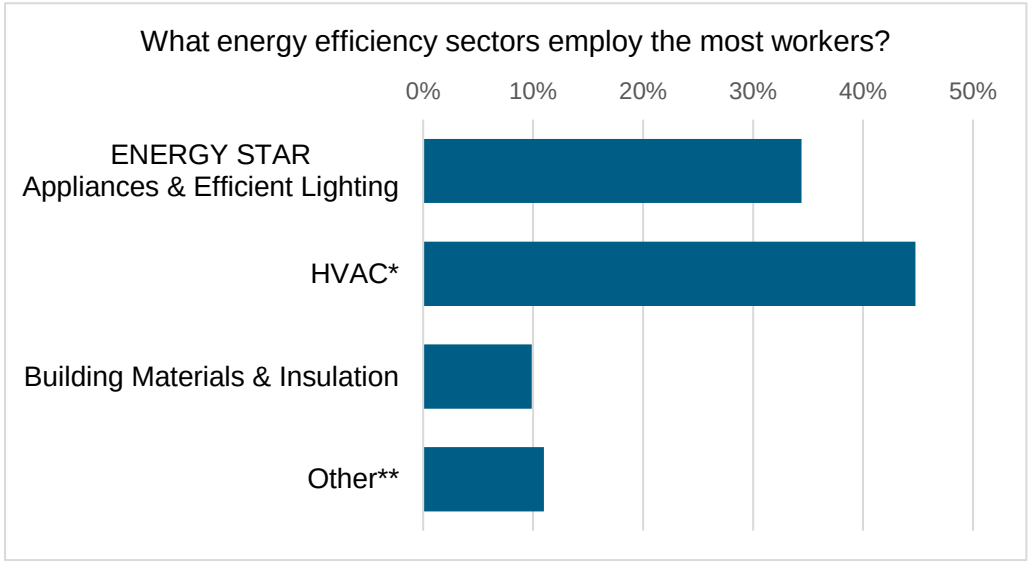


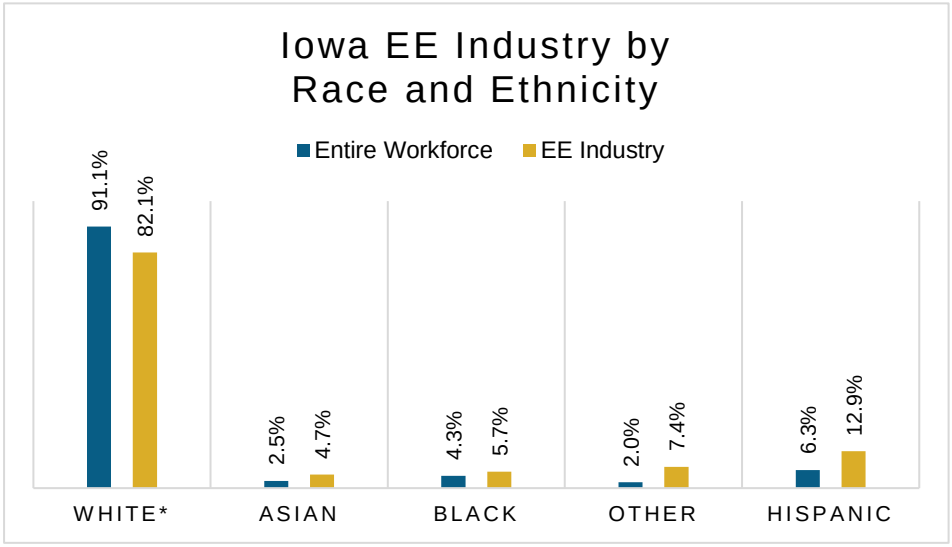
9%
of Iowa EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Iowa?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Iowa communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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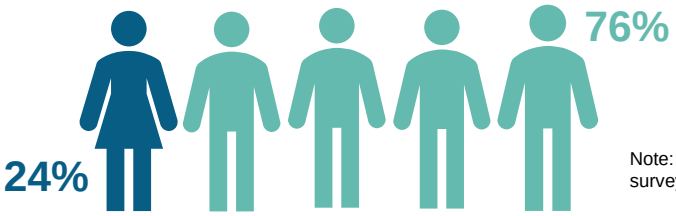

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Iowa's EE Potential

Decades of work ready for Iowa's growing energy efficiency workforce.

Weatherization Assistance Program:

1,012* units weatherized in 2018, out of **~150,000** total low-income households

1,012,393
Iowa homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

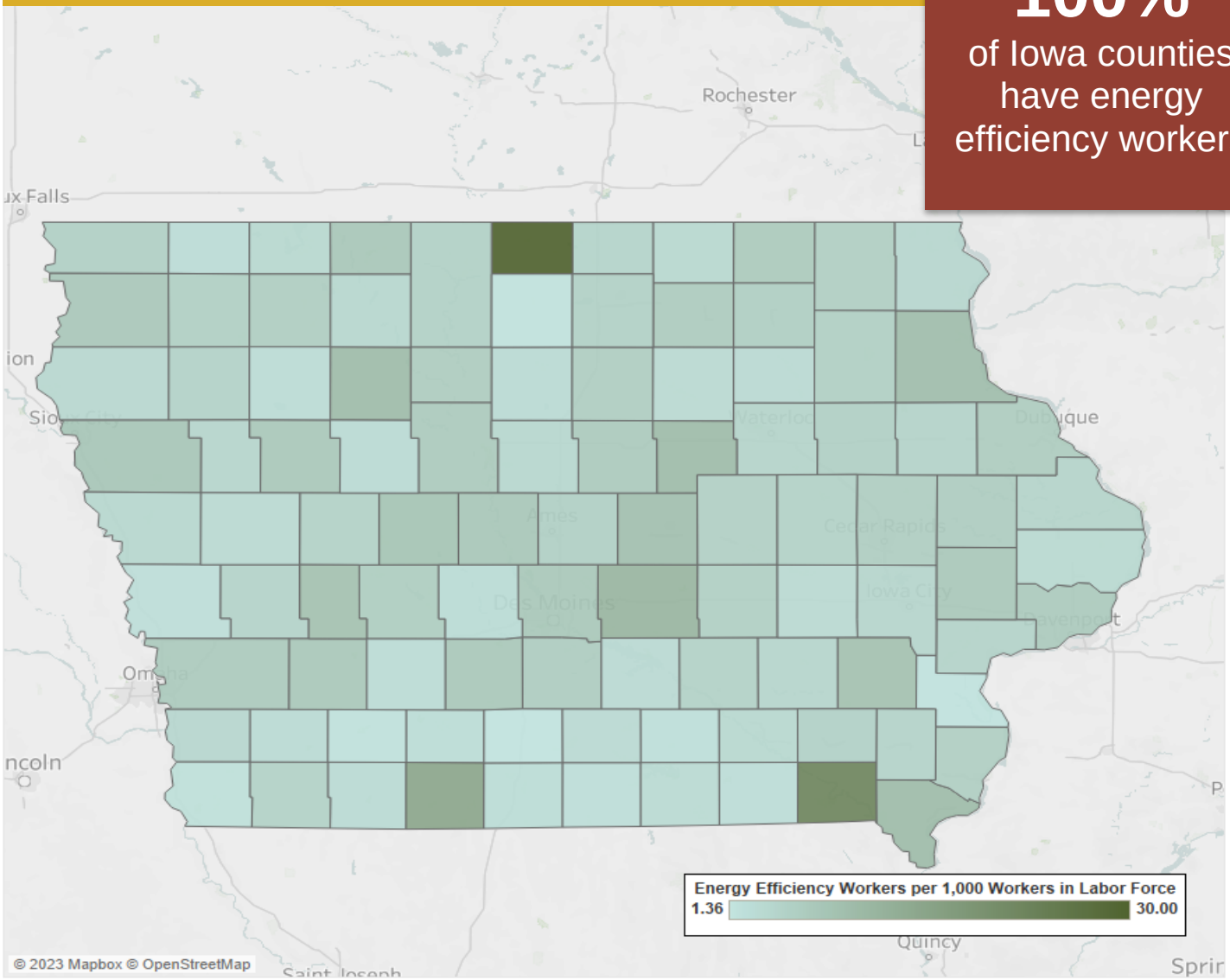
25%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Iowa counties have energy efficiency workers



Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Ames	**564**	**Sioux City**	**541**
	Cedar Rapids	**1,611**	**Waterloo-Cedar Falls**	**866**
	Davenport-Moline-Rock Island	**908**	**Rural**	**8,360**
	Des Moines-West Des Moines	**3,926**		
	Dubuque	**517**		
	Iowa City	**913**		
	Omaha-Council Bluffs	**657**		

Jobs by County

County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adair County	18	Davis County	12	Jefferson County	79	Pocahontas County	63
Adams County	<10	Decatur County	14	Johnson County	622	Polk County	4,621
Allamakee County	42	Delaware County	69	Jones County	79	Pottawattamie County	545
Appanoose County	31	Des Moines County	242	Keokuk County	20	Poweshiek County	117
Audubon County	32	Dickinson County	93	Kossuth County	72	Ringgold County	21
Benton County	64	Dubuque County	761	Lee County	285	Sac County	46
Black Hawk County	690	Emmet County	55	Linn County	1,619	Scott County	1,238
Boone County	138	Fayette County	83	Louisa County	12	Shelby County	57
Bremer County	67	Floyd County	78	Lucas County	26	Sioux County	339
Buchanan County	77	Franklin County	49	Lyon County	54	Story County	458
Buena Vista County	65	Fremont County	10	Madison County	63	Tama County	61
Butler County	28	Greene County	56	Mahaska County	85	Taylor County	13
Calhoun County	18	Grundy County	89	Marion County	129	Union County	34
Carroll County	120	Guthrie County	41	Marshall County	298	Van Buren County	87
Cass County	88	Hamilton County	48	Mills County	25	Wapello County	120
Cedar County	78	Hancock County	21	Mitchell County	32	Warren County	168
Cerro Gordo County	261	Hardin County	92	Monona County	22	Washington County	152
Cherokee County	51	Harrison County	21	Monroe County	17	Wayne County	10
Chickasaw County	63	Henry County	89	Montgomery County	26	Webster County	246
Clarke County	13	Howard County	61	Muscatine County	221	Winnebago County	287
Clay County	107	Humboldt County	49	O'Brien County	78	Winneshiek County	124
Clayton County	128	Ida County	34	Osceola County	15	Woodbury County	804
Clinton County	148	Iowa County	63	Page County	61	Worth County	22
Crawford County	47	Jackson County	59	Palo Alto County	31	Wright County	39
Dallas County	313	Jasper County	243	Plymouth County	97	N/A	<10

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Kansas

Energy Efficiency Jobs in America

16,394
Total Jobs

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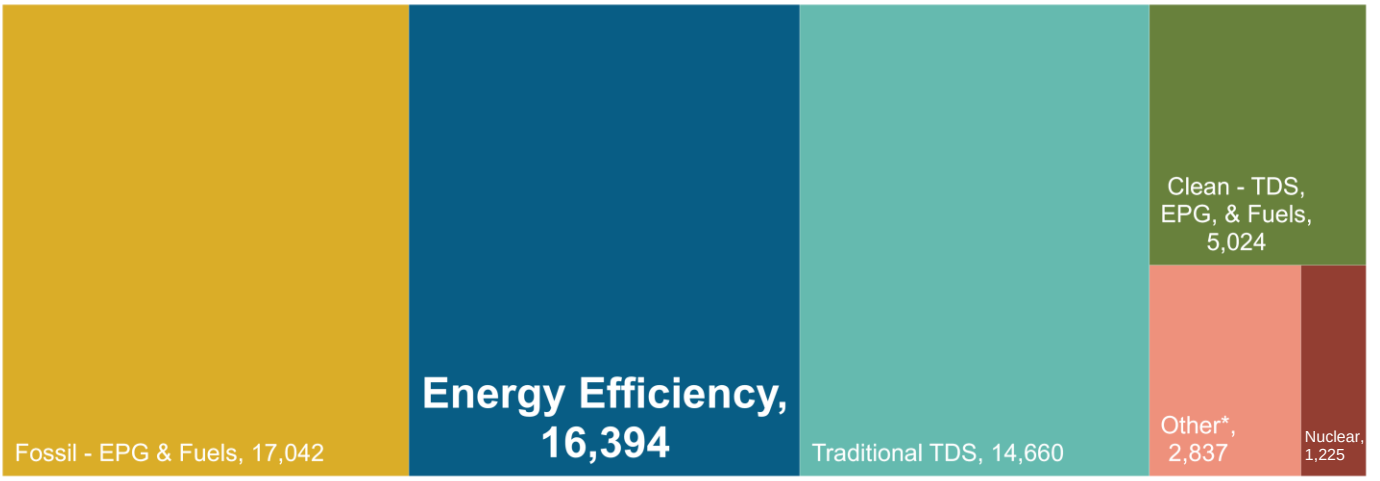
How do Kansas's energy sectors compare?

*Energy Efficiency is the **second largest** energy sector in Kansas*



TDS = Transmission, Distribution & Storage
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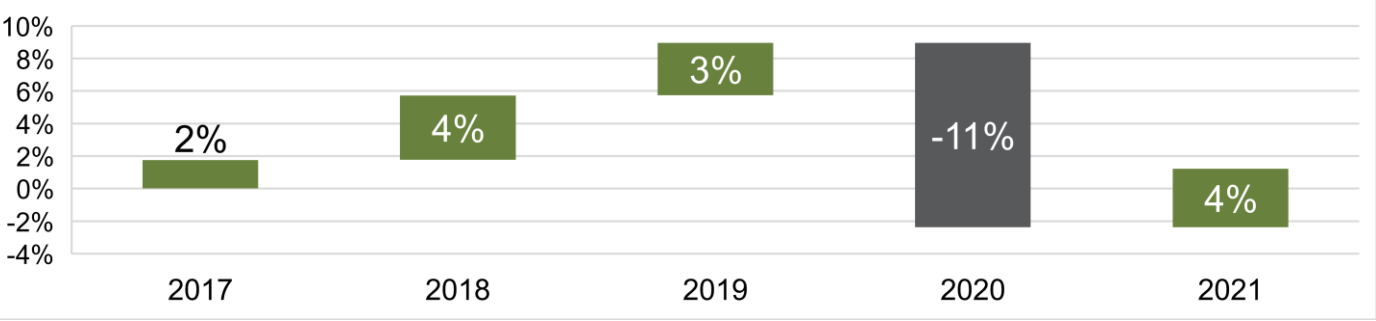
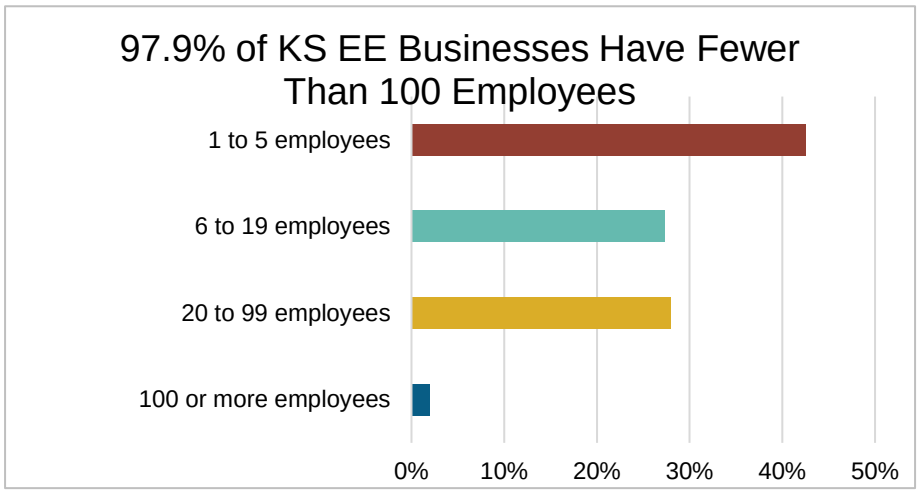
Nuclear = includes EPG & Fuels
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Kansas?



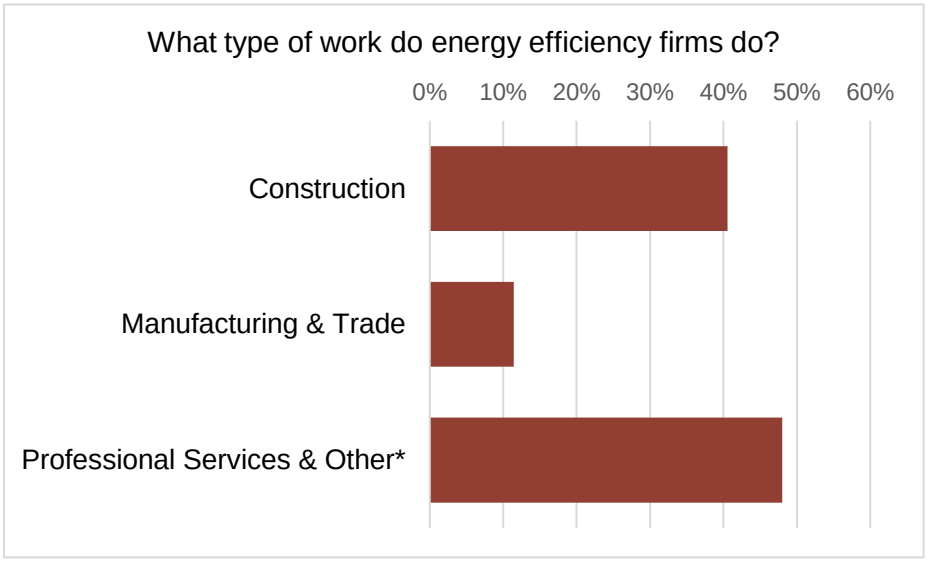
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Kansas?



1,997
EE businesses in Kansas

EE construction workers comprise **10%** of Kansas's construction workforce



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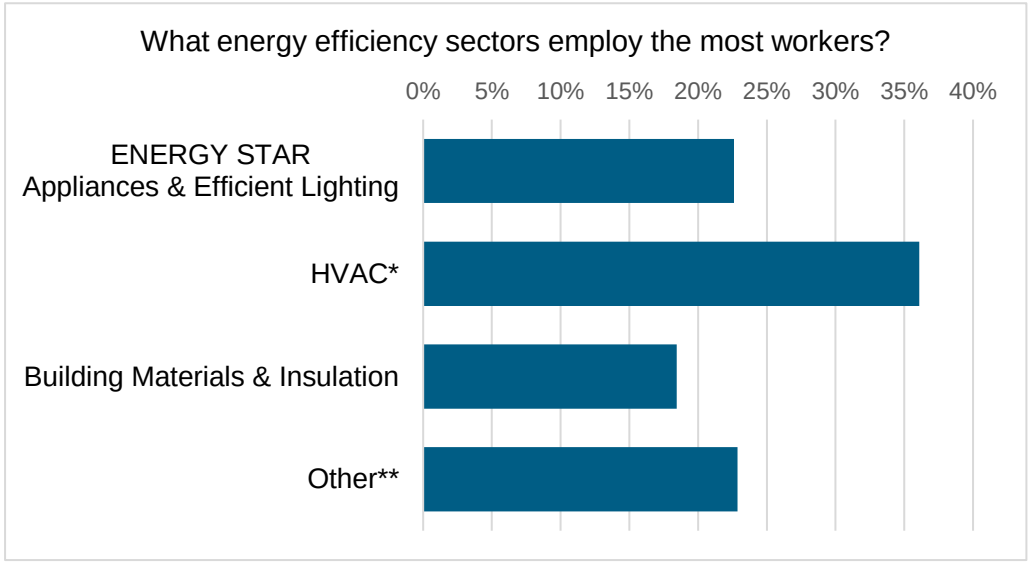


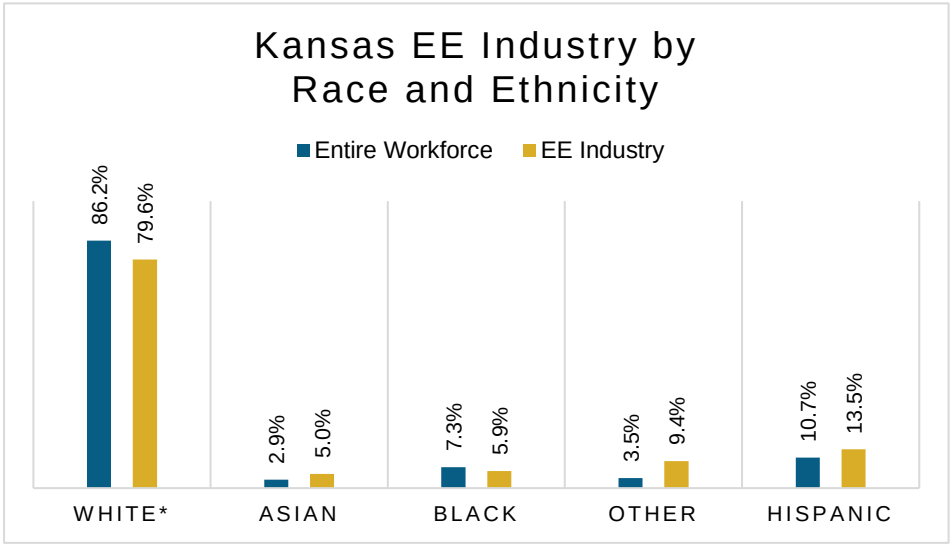
7%
of Kansas EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

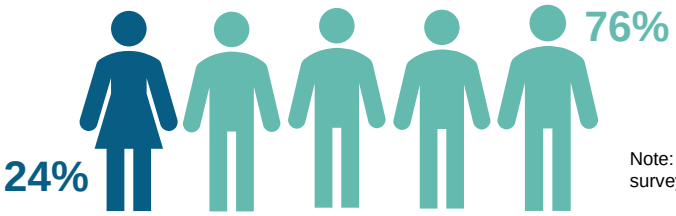
How is EE doing on diversity in Kansas?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Kansas communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



*Includes non-Hispanic and Hispanic whites.



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Kansas's EE Potential

Decades of work ready for Kansas's growing energy efficiency workforce.

Weatherization Assistance Program:

872* units weatherized in 2018, out of **~130,000** total low-income households

938,261
Kansas homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

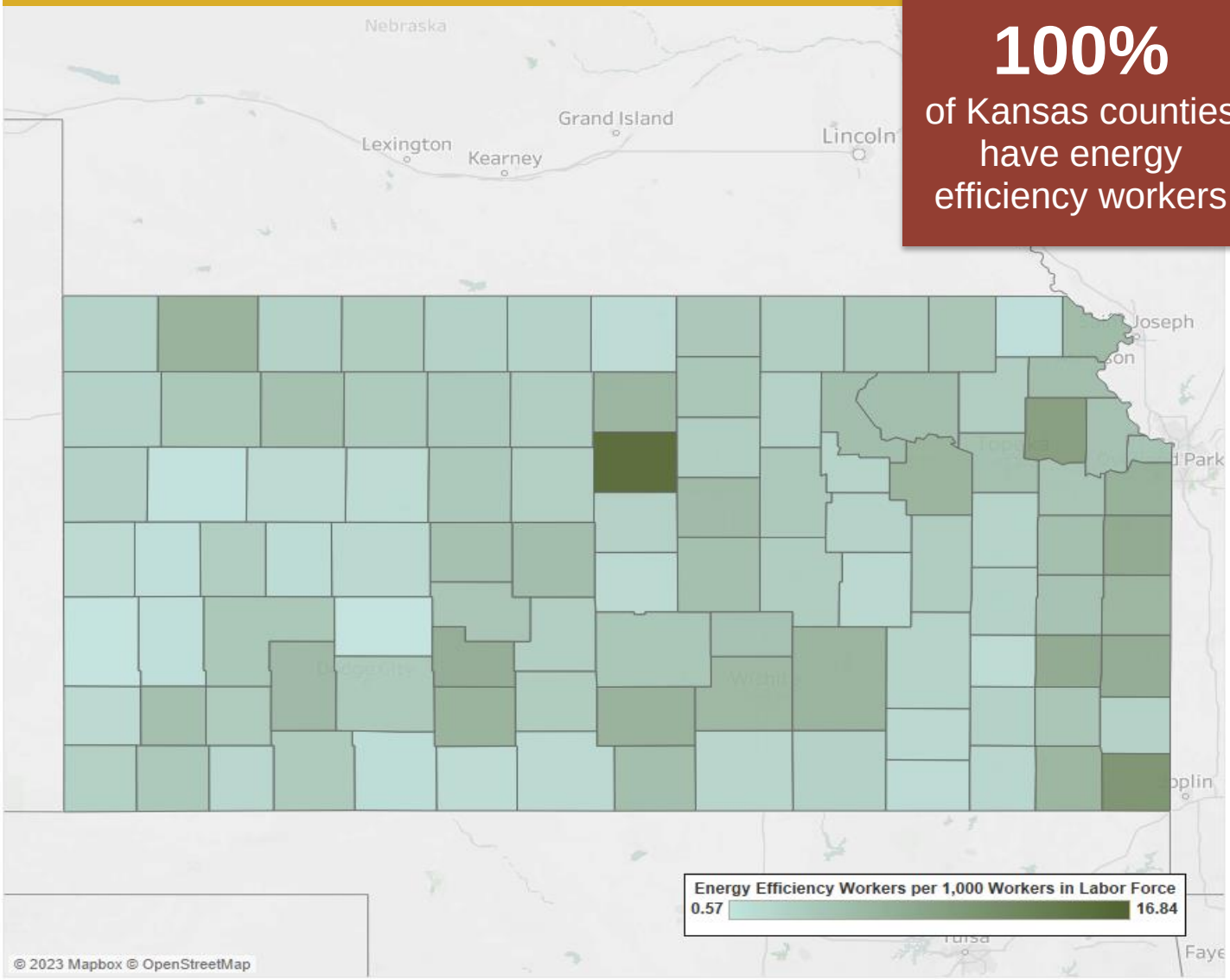
Potential to **reduce** residential electricity consumption by

23%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Kansas counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Kansas City	**5,665**
Lawrence	**581**
Manhattan	**540**
St. Joseph	**37**
Topeka	**1,160**
Wichita	**3,303**
Rural	**5,109**

Jobs by County

County	Jobs	County	Jobs	County	Jobs	County	Jobs
Allen County	95	Finney County	179	Logan County	<10	Rooks County	14
Anderson County	24	Ford County	147	Lyon County	114	Rush County	11
Atchison County	61	Franklin County	109	McPherson County	175	Russell County	17
Barber County	<10	Geary County	69	Marion County	27	Saline County	367
Barton County	132	Gove County	<10	Marshall County	38	Scott County	16
Bourbon County	90	Graham County	<10	Meade County	13	Sedgwick County	3,323
Brown County	13	Grant County	27	Miami County	143	Seward County	51
Butler County	273	Gray County	41	Mitchell County	43	Shawnee County	1,029
Chase County	<10	Greeley County	<10	Montgomery County	66	Sheridan County	12
Chautauqua County	<10	Greenwood County	<10	Morris County	10	Sherman County	14
Cherokee County	127	Hamilton County	<10	Morton County	<10	Smith County	<10
Cheyenne County	<10	Harper County	28	Nemaha County	52	Stafford County	<10
Clark County	<10	Harvey County	144	Neosho County	61	Stanton County	<10
Clay County	18	Haskell County	13	Ness County	<10	Stevens County	19
Cloud County	30	Hodgeman County	<10	Norton County	17	Sumner County	32
Coffey County	21	Jackson County	30	Osage County	17	Thomas County	37
Comanche County	<10	Jefferson County	80	Osborne County	10	Trego County	<10
Cowley County	82	Jewell County	<10	Ottawa County	<10	Wabaunsee County	18
Crawford County	108	Johnson County	5,353	Pawnee County	25	Wallace County	<10
Decatur County	<10	Kearny County	<10	Phillips County	14	Washington County	15
Dickinson County	53	Kingman County	35	Pottawatomie County	107	Wichita County	<10
Doniphan County	28	Kiowa County	16	Pratt County	34	Wilson County	21
Douglas County	468	Labette County	112	Rawlins County	14	Woodson County	<10
Edwards County	14	Lane County	<10	Reno County	239	Wyandotte County	885
Elk County	<10	Leavenworth County	217	Republic County	17	N/A	353
Ellis County	130	Lincoln County	32	Rice County	16		
Ellsworth County	13	Linn County	29	Riley County	342		

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BW Research Partnership is a full-service, economic and workforce research consulting firm with offices in Carlsbad, California and Wrentham, Massachusetts. It is the nation's leading provider of accurate, comprehensive energy and clean energy research studies. Visit www.bwresearch.com.

Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, June 2022, by the U.S. Department of Energy (see Appendix C for methodology details). This methodology -- adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics -- provides the broadly accepted best accounting of all U.S. energy workers.

For questions on E4TheFuture analyses please email: policy@e4thefuture.org.

Kentucky

Energy Efficiency Jobs in America

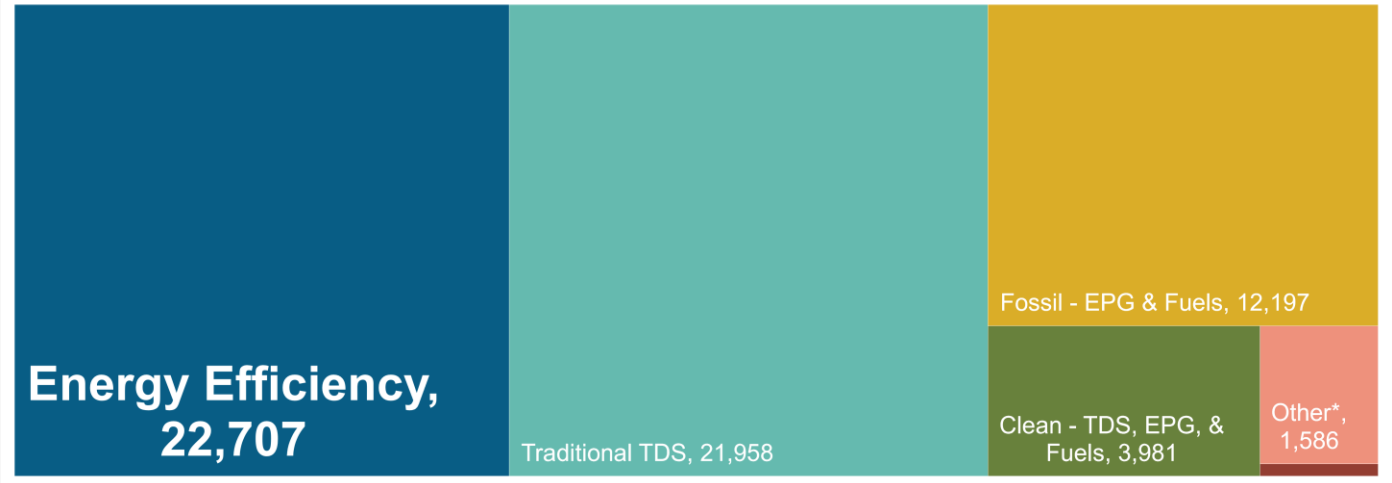
22,707
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

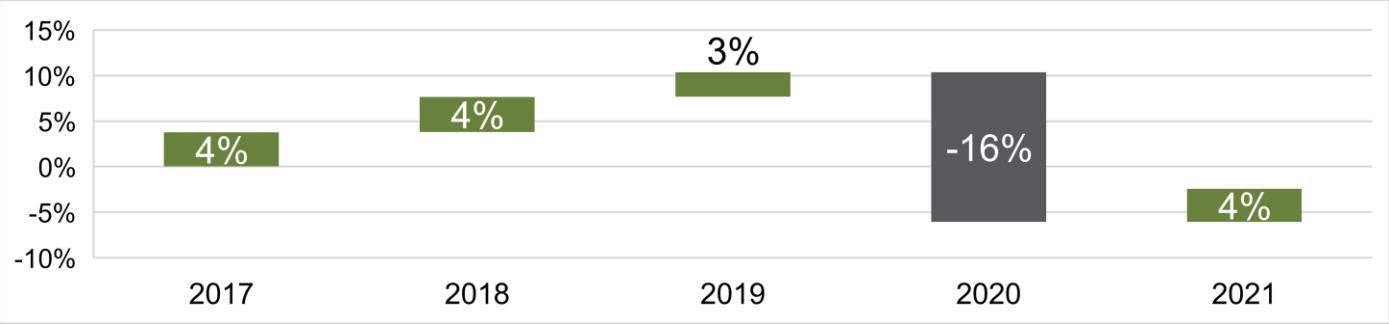
How do Kentucky's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Kentucky*



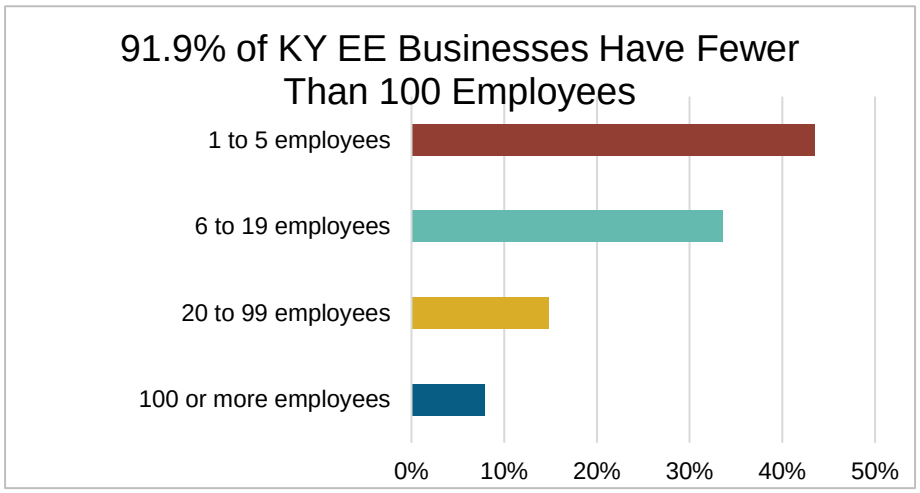
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 142
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Kentucky?



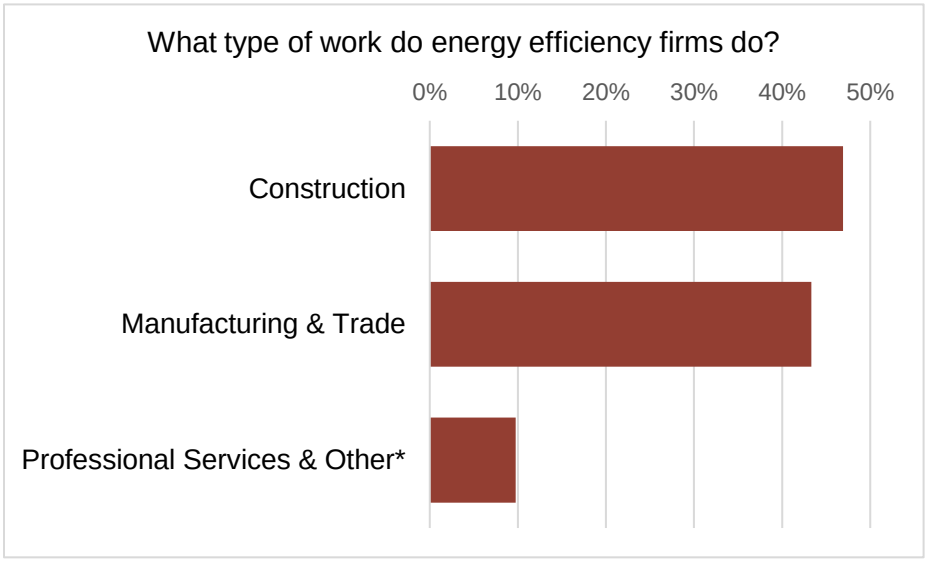
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Kentucky?



5,453
EE businesses in Kentucky

EE construction workers comprise **13%** of Kentucky's construction workforce



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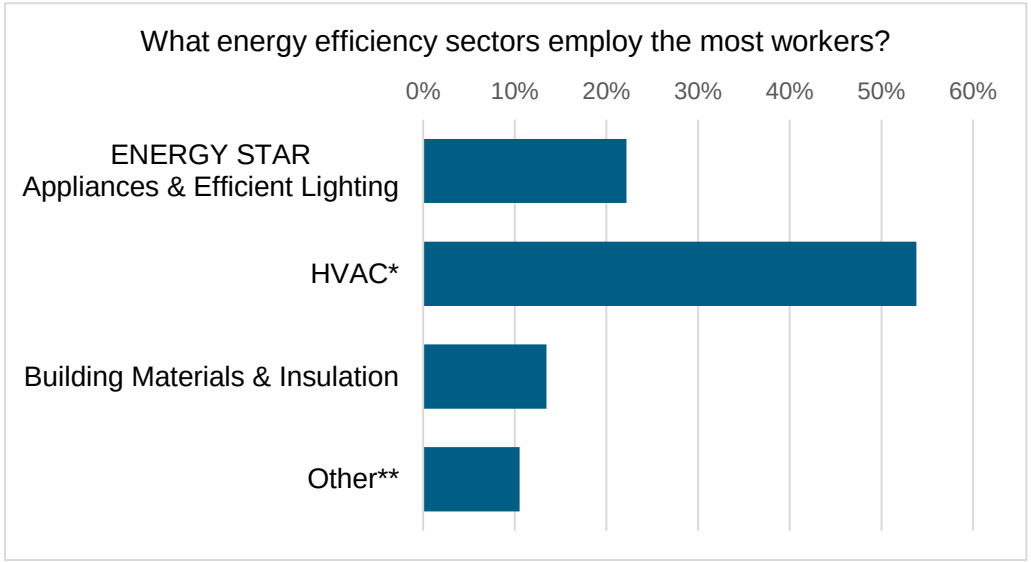


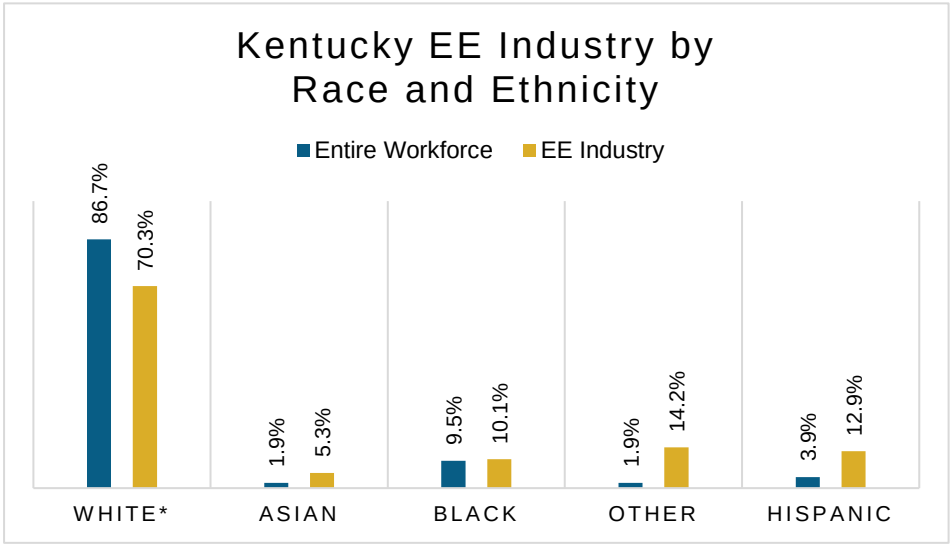
10%
of Kentucky EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

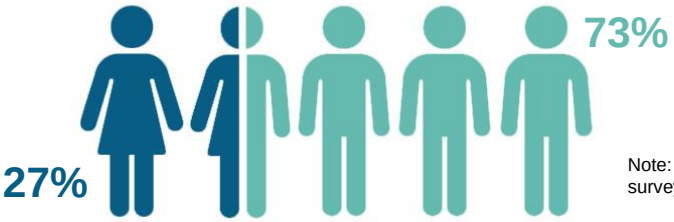
How is EE doing on diversity in Kentucky?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Kentucky communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



*Includes non-Hispanic and Hispanic whites.



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Kentucky's EE Potential

Decades of work ready for Kentucky's growing energy efficiency workforce.

Weatherization Assistance Program:

414* units weatherized in 2018, out of **~290,000** total low-income households

1,306,484
Kentucky homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

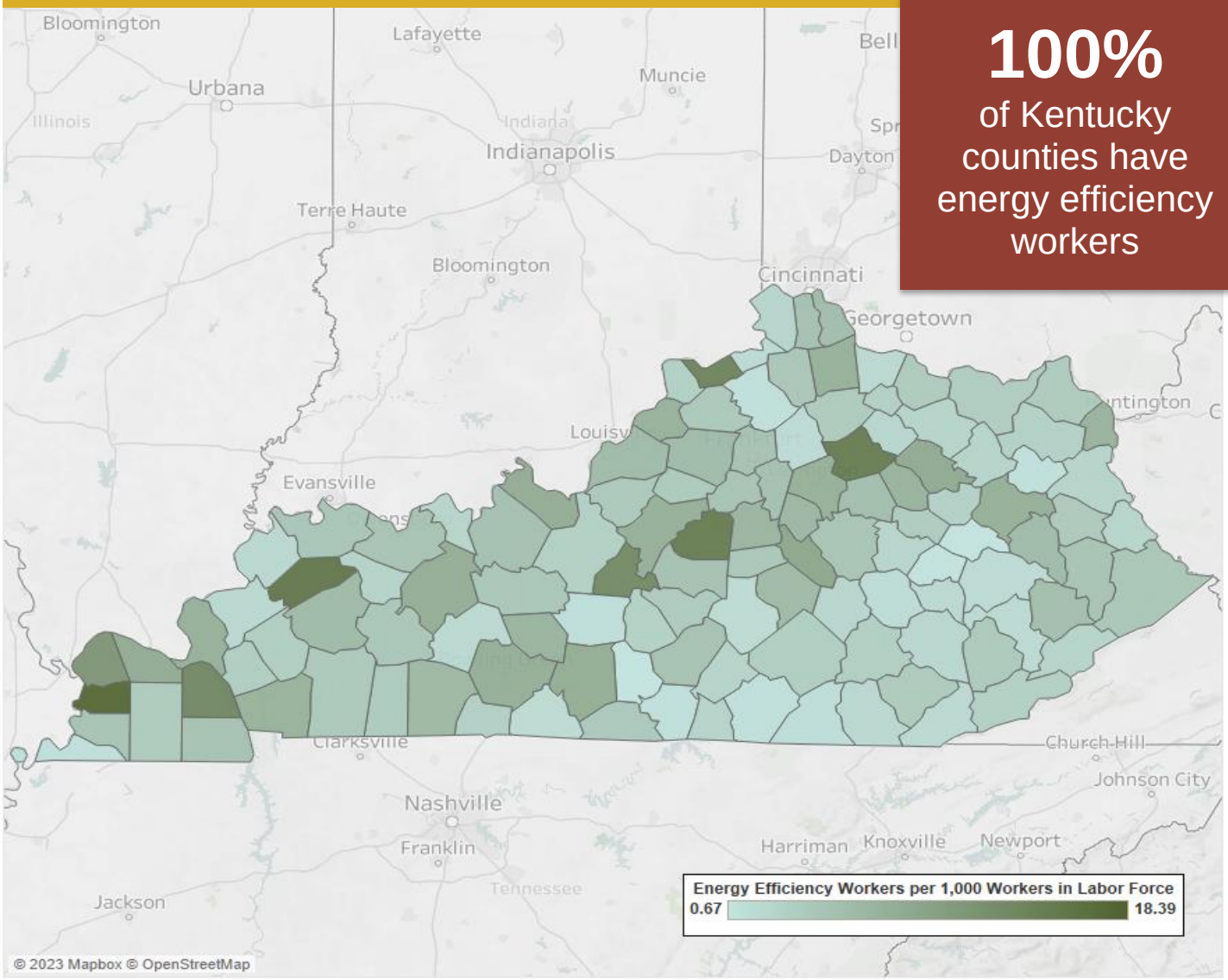
Potential to **reduce** residential electricity consumption by

37%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Kentucky counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Bowling Green	**790**	**Louisville/Jefferson County**	**6,734**
	Cincinnati-Middletown	**2,119**	**Owensboro**	**600**
	Clarksville	**358**	**Rural**	**7,644**
	Elizabethtown	**643**		
	Evansville	**334**		
	Huntington-Ashland	**398**		
	Lexington-Fayette	**3,088**		

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adair County	50	Elliott County	<10	Laurel County	194	Owen County	<10
Allen County	19	Estill County	12	Lawrence County	24	Owsley County	<10
Anderson County	52	Fayette County	3,025	Lee County	<10	Pendleton County	36
Ballard County	61	Fleming County	18	Leslie County	14	Perry County	47
Barren County	263	Floyd County	113	Letcher County	25	Pike County	196
Bath County	35	Franklin County	347	Lewis County	15	Powell County	25
Bell County	37	Fulton County	<10	Lincoln County	53	Pulaski County	196
Boone County	580	Gallatin County	<10	Livingston County	48	Robertson County	<10
Bourbon County	210	Garrard County	47	Logan County	125	Rockcastle County	20
Boyd County	368	Grant County	49	Lyon County	22	Rowan County	59
Boyle County	136	Graves County	95	McCracken County	688	Russell County	35
Bracken County	<10	Grayson County	75	McCreary County	<10	Scott County	112
Breathitt County	10	Green County	12	McLean County	10	Shelby County	209
Breckinridge County	42	Greenup County	60	Madison County	355	Simpson County	63
Bullitt County	263	Hancock County	24	Magoffin County	24	Spencer County	19
Butler County	13	Hardin County	326	Marion County	96	Taylor County	96
Caldwell County	38	Harlan County	43	Marshall County	308	Todd County	21
Calloway County	166	Harrison County	43	Martin County	11	Trigg County	47
Campbell County	366	Hart County	14	Mason County	64	Trimble County	<10
Carlisle County	37	Henderson County	184	Meade County	80	Union County	23
Carroll County	224	Henry County	25	Menifee County	<10	Warren County	1,097
Carter County	39	Hickman County	<10	Mercer County	96	Washington County	101
Casey County	16	Hopkins County	218	Metcalfe County	<10	Wayne County	14
Christian County	280	Jackson County	<10	Monroe County	30	Webster County	89
Clark County	157	Jefferson County	6,063	Montgomery County	172	Whitley County	63
Clay County	19	Jessamine County	249	Morgan County	45	Wolfe County	<10
Clinton County	19	Johnson County	45	Muhlenberg County	77	Woodford County	108
Crittenden County	<10	Kenton County	815	Nelson County	281	N/A	645
Cumberland County	<10	Knott County	26	Nicholas County	<10		
Daviess County	475	Knox County	64	Ohio County	122		
Edmonson County	24	Larue County	69	Oldham County	250		

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Louisiana

Energy Efficiency Jobs in America

20,047
Total Jobs

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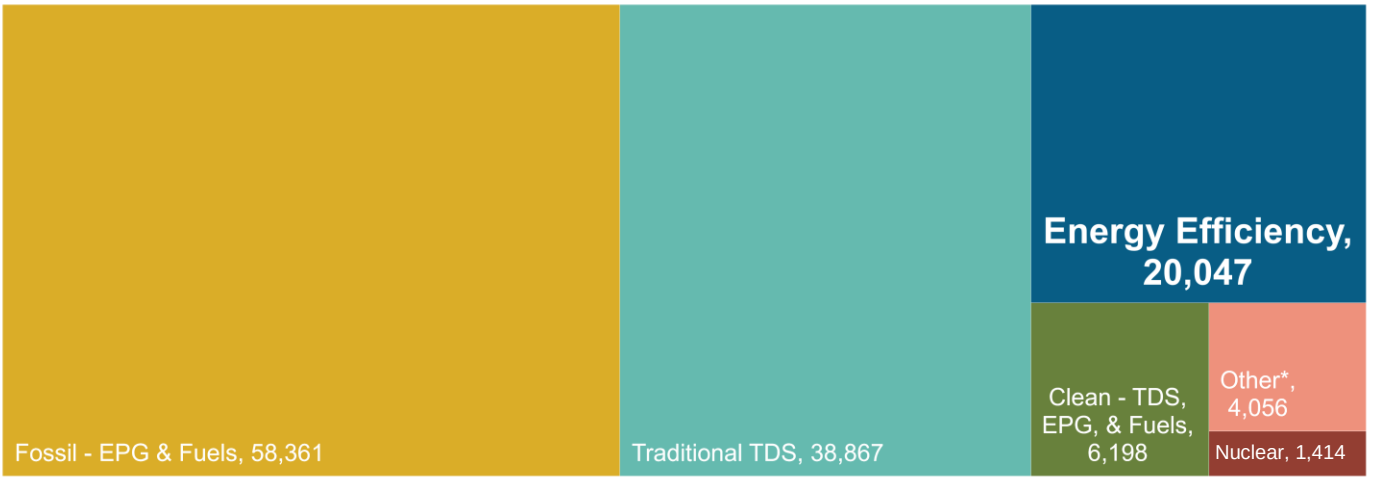
Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Louisiana's energy sectors compare?

*Energy Efficiency is the **third largest** energy sector in Louisiana*



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear = includes EPG & Fuels
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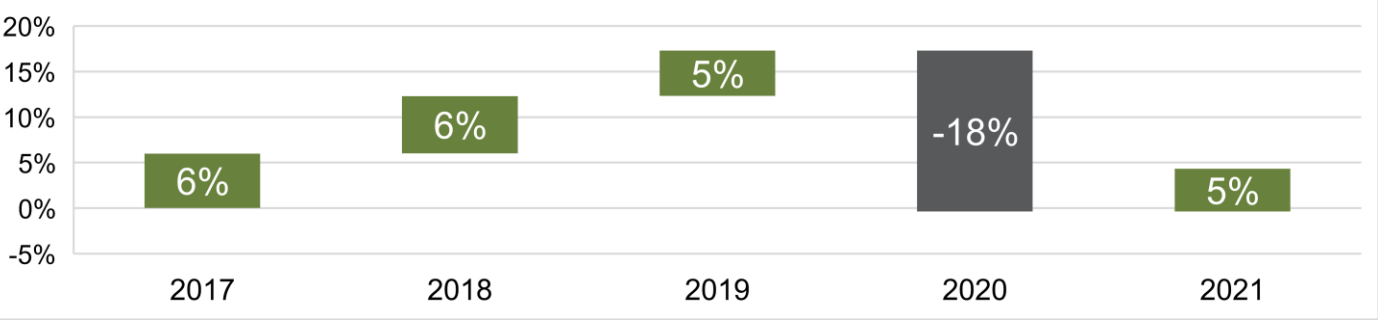
How is the EE industry growing in Louisiana?



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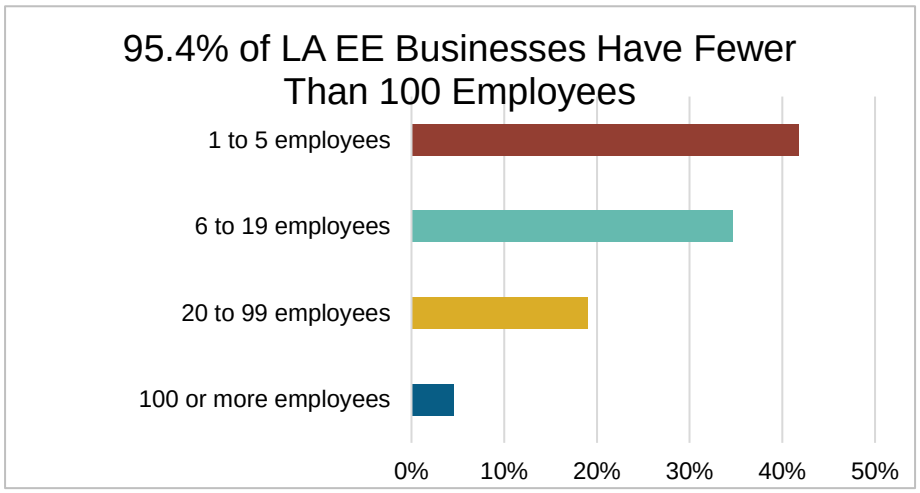
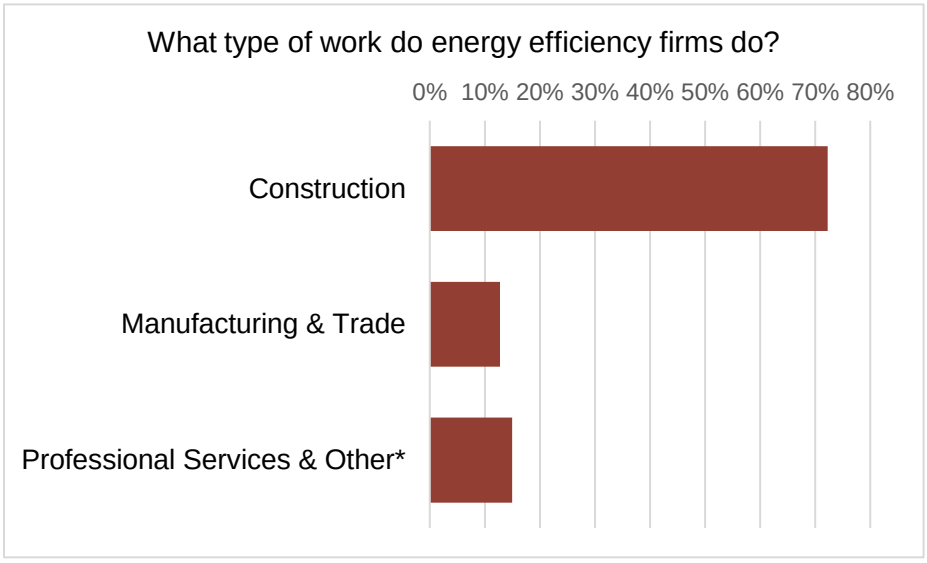
What does EE look like in Louisiana?



3,059
EE businesses in Louisiana

EE construction workers comprise **11%** of Louisiana's construction workforce



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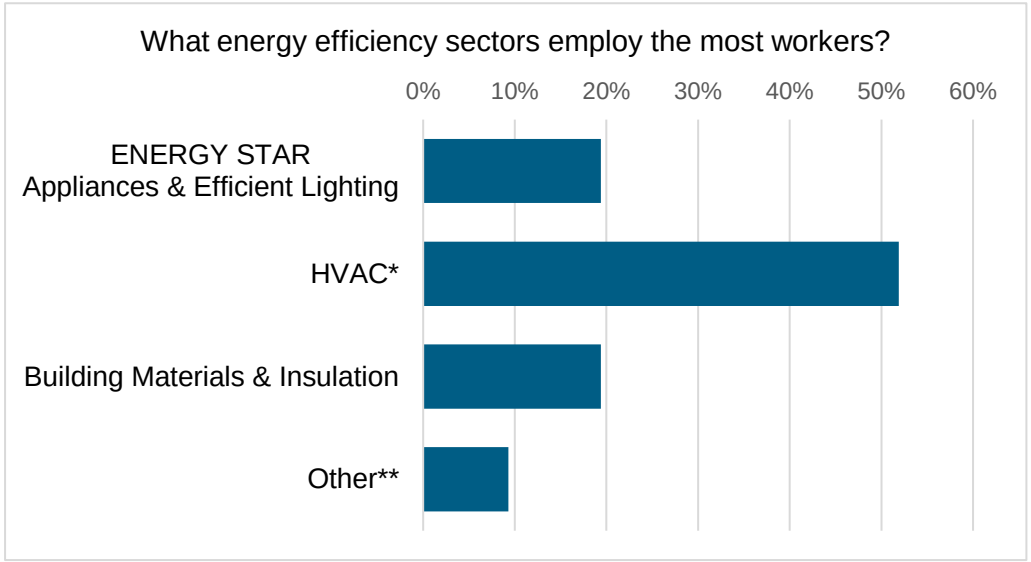

8%
of Louisiana EE workers are **Veterans**

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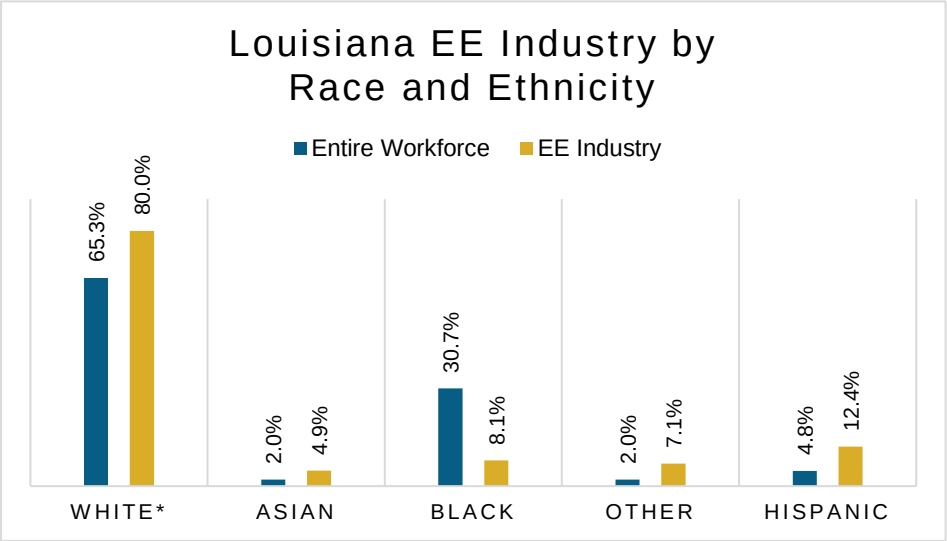
How is EE doing on diversity in Louisiana?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Louisiana communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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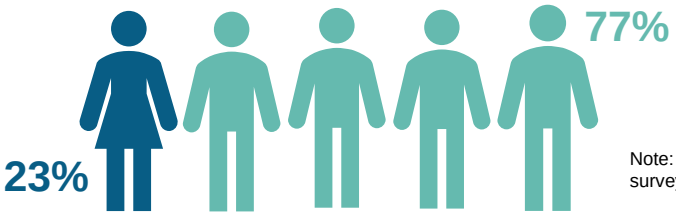

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Louisiana's EE Potential

Decades of work ready for Louisiana's growing energy efficiency workforce.

Weatherization Assistance Program:

540* units weatherized in 2018, out of **~340,000** total low-income households

1,265,130
Louisiana homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

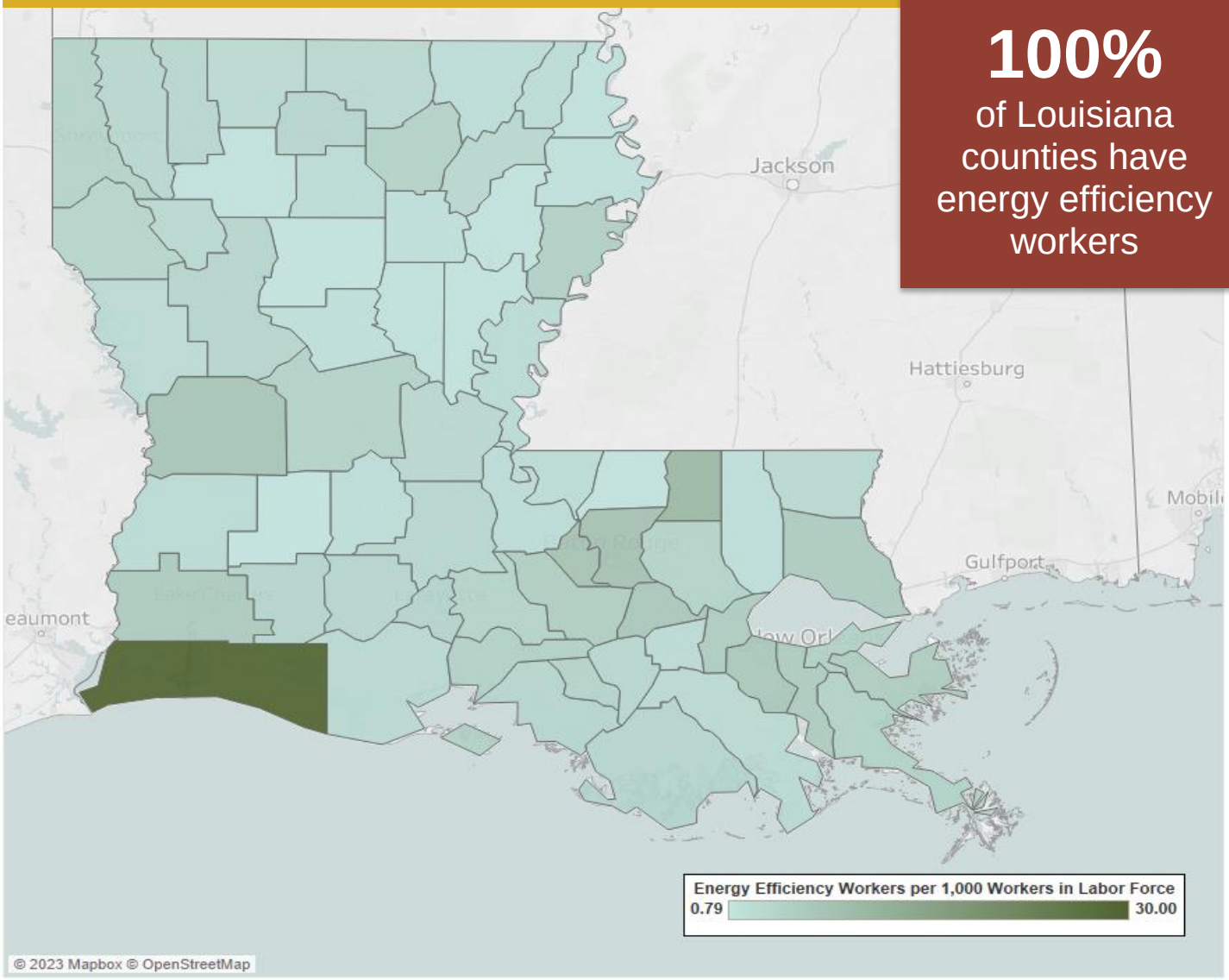
Potential to **reduce** residential electricity consumption by

46%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Louisiana counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Alexandria	**576**	**Shreveport-Bossier City**	**1,740**
	Baton Rouge	**3,583**	**Rural**	**3,119**
	Houma-Bayou Cane-Thibodaux	**858**		
	Lafayette	**1,620**		
	Lake Charles	**883**		
	Monroe	**671**		
	New Orleans-Metairie-Kenner	**6,997**		

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Acadia County	114	Iberia County	225	St. Charles County	329
	Allen County	12	Iberville County	172	St. Helena County	34
	Ascension County	672	Jackson County	17	St. James County	42
	Assumption County	29	Jefferson County	2,269	St. John the Baptist County	148
	Avoyelles County	67	Jefferson Davis County	67	St. Landry County	182
	Beauregard County	44	Lafayette County	1,140	St. Martin County	102
	Bienville County	<10	Lafourche County	212	St. Mary County	164
	Bossier County	315	La Salle County	13	St. Tammany County	1,165
	Caddo County	957	Lincoln County	147	Tangipahoa County	186
	Calcasieu County	1,118	Livingston County	267	Tensas County	<10
	Caldwell County	<10	Madison County	10	Terrebonne County	382
	Cameron County	451	Morehouse County	29	Union County	32
	Catahoula County	<10	Natchitoches County	106	Vermilion County	87
	Claiborne County	19	Orleans County	1,819	Vernon County	194
	Concordia County	28	Ouachita County	655	Washington County	67
	De Soto County	56	Plaquemines County	106	Webster County	82
	East Baton Rouge County	4,333	Pointe Coupee County	24	West Baton Rouge County	211
	East Carroll County	<10	Rapides County	517	West Carroll County	10
	East Feliciana County	12	Red River County	17	West Feliciana County	22
	Evangeline County	33	Richland County	45	Winn County	<10
	Franklin County	12	Sabine County	31	N/A	267
	Grant County	14	St. Bernard County	129		

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Maine

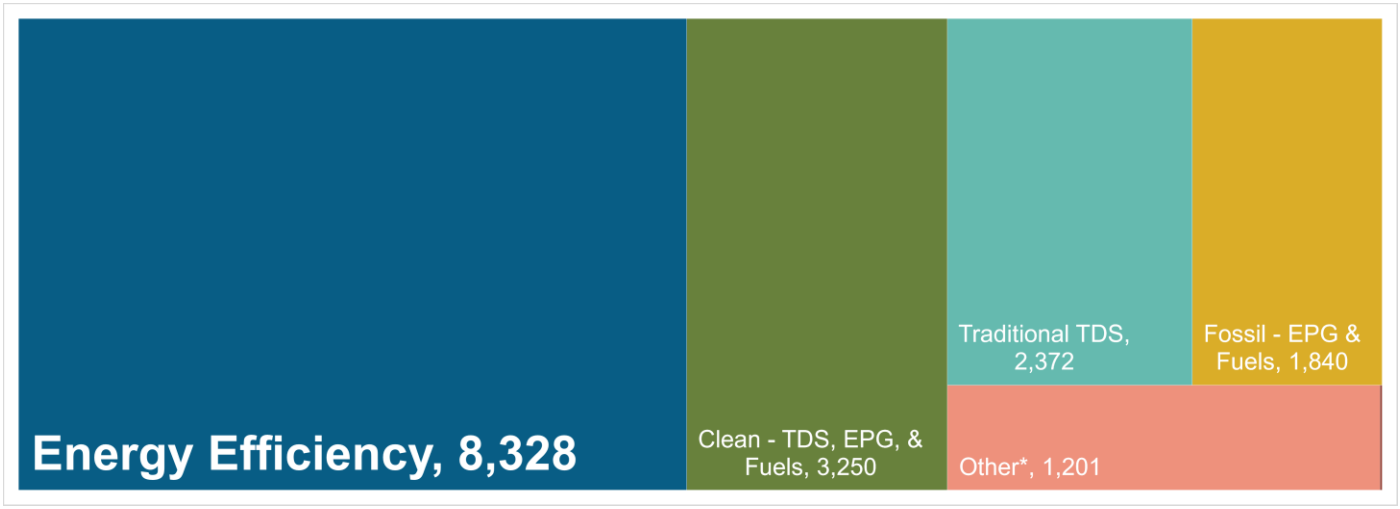
Energy Efficiency Jobs in America

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Maine's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Maine*



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), < 15
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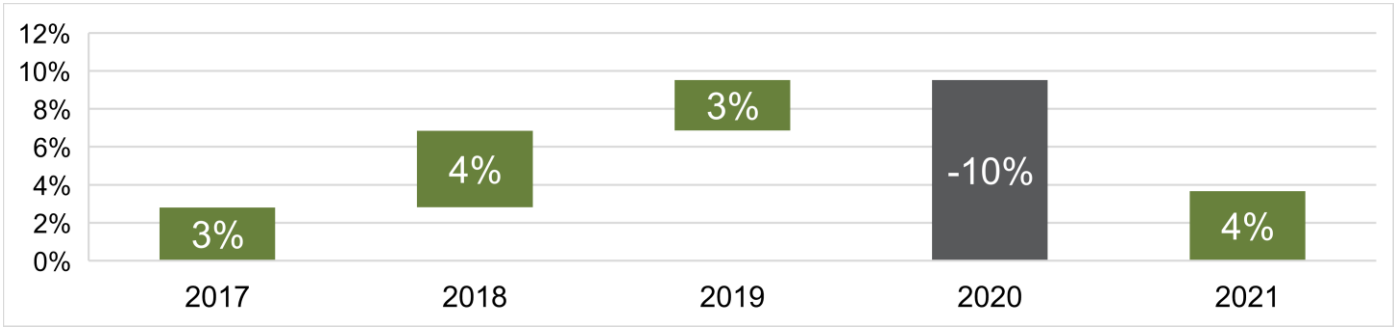
How is the EE industry growing in Maine?



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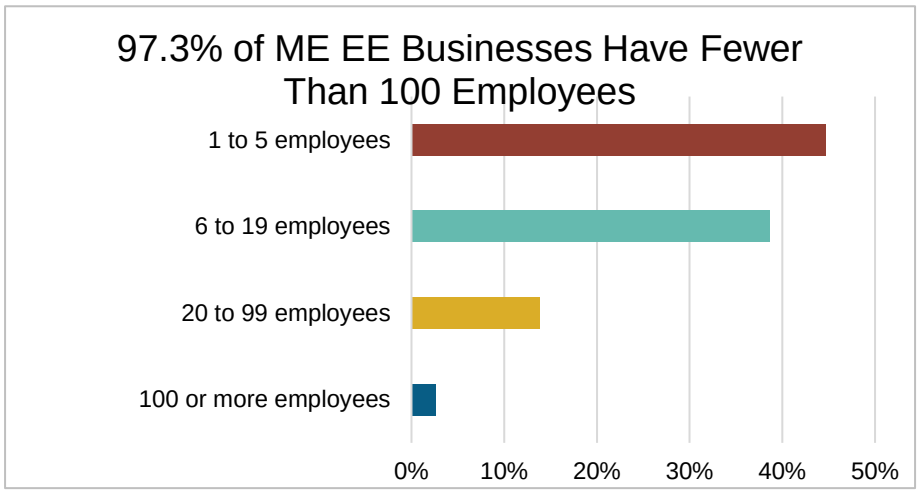
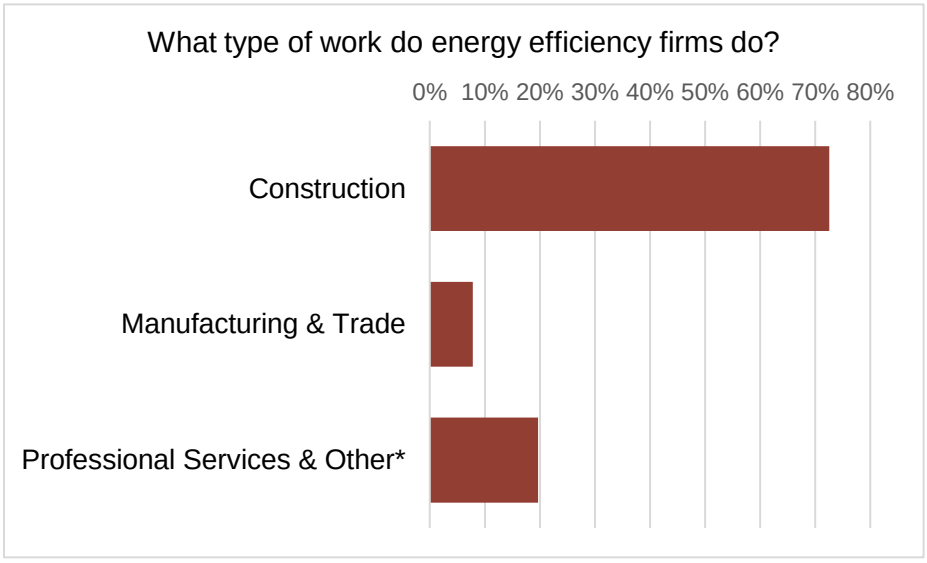
What does EE look like in Maine?



1,637
EE businesses in Maine

EE construction workers comprise **19%** of Maine's construction workforce



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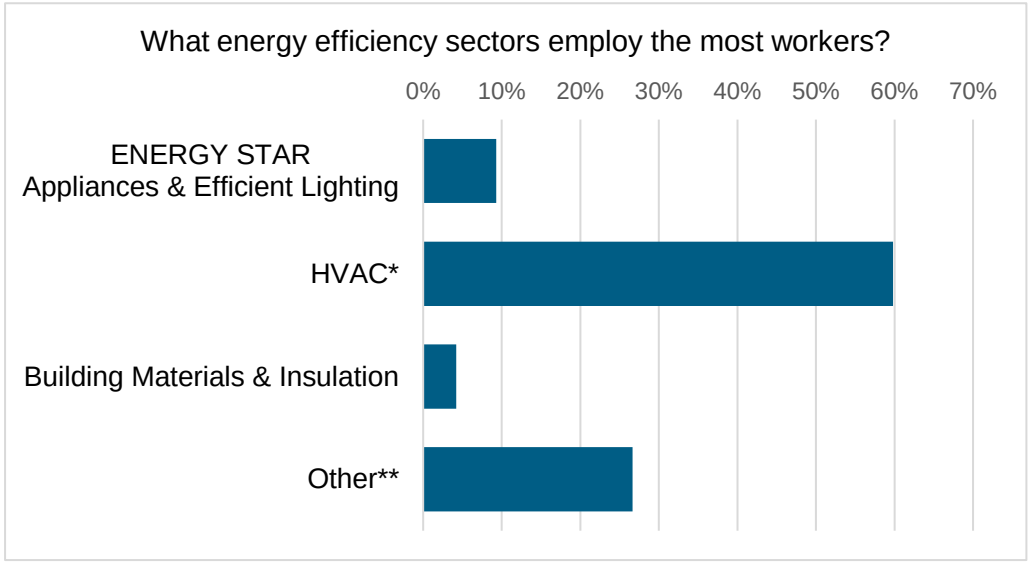


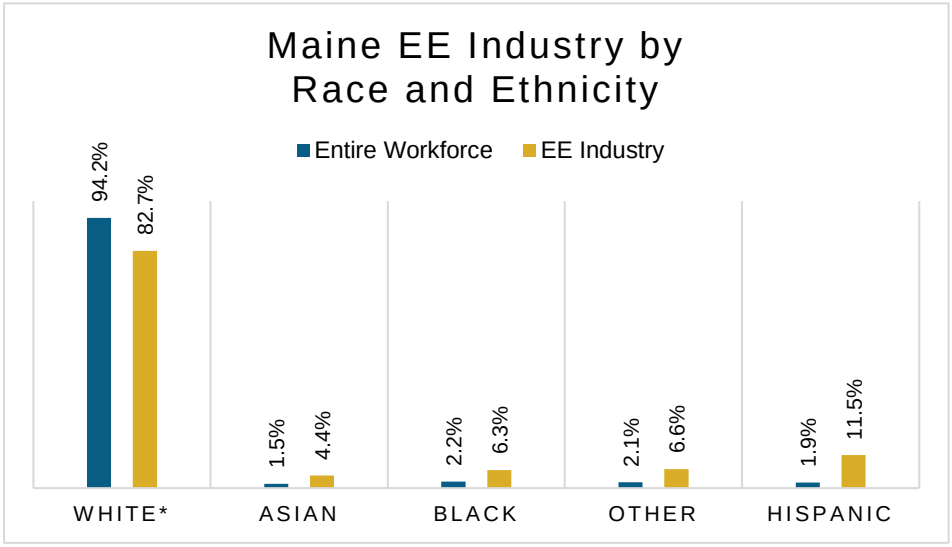
8%
of Maine EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Maine?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Maine communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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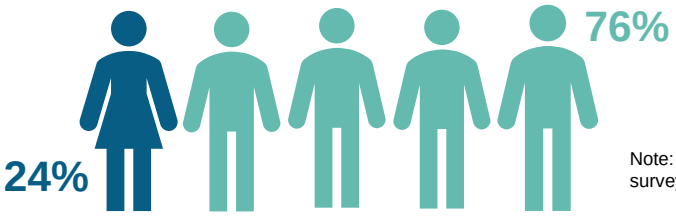

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Maine's EE Potential

Decades of work ready for Maine's growing energy efficiency workforce.

Weatherization Assistance Program:

468* units weatherized in 2018, out of **~64,000** total low-income households

563,318
Maine homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

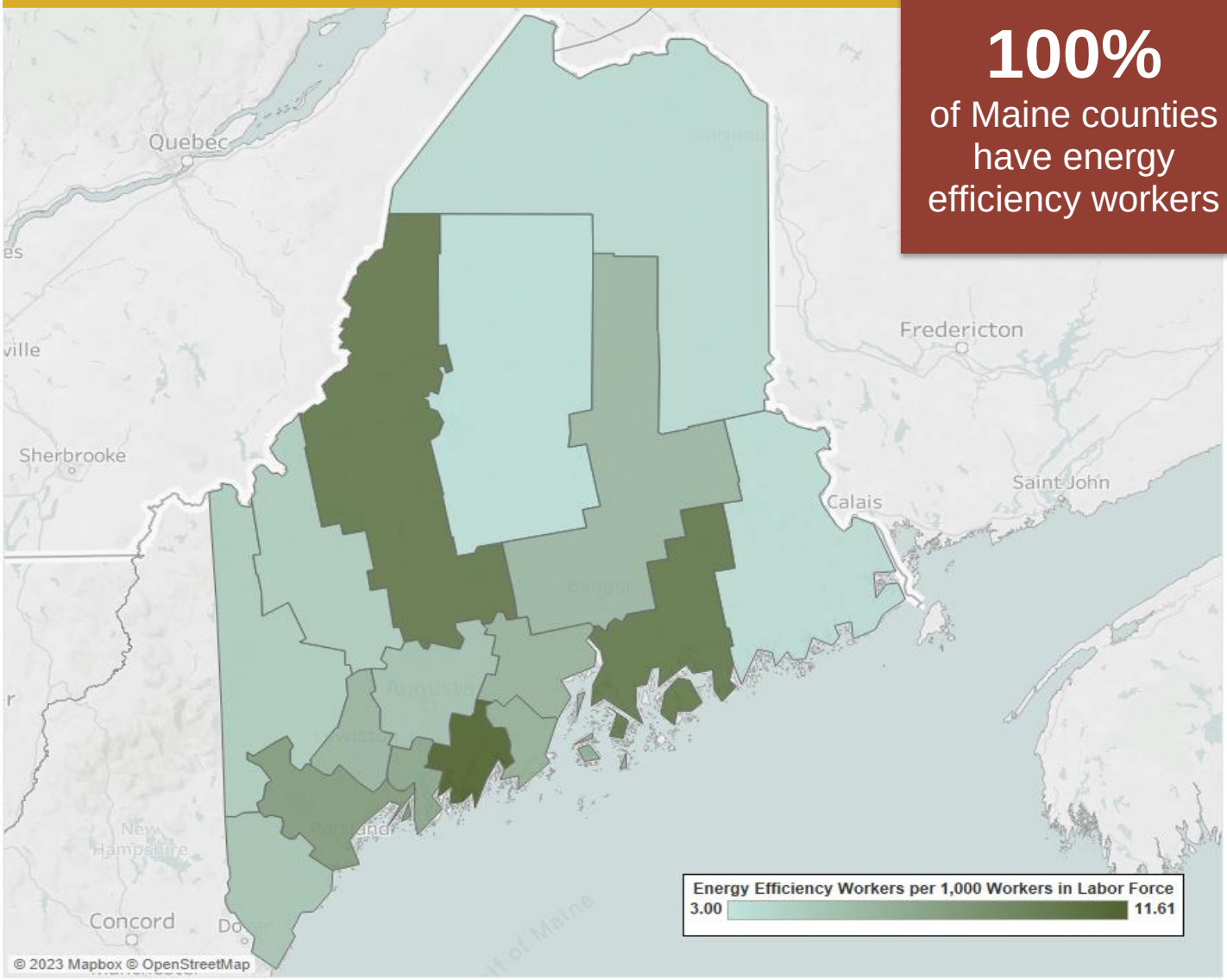
Potential to **reduce** residential electricity consumption by

25%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



Metropolitan Areas	
Area	**Jobs**
Bangor	**821**
Lewiston-Auburn	**503**
Portland-South Portland-Biddeford	**3,659**
Rural	**3,345**

Jobs by County				
	County	Jobs	County	Jobs
	Androscoggin County	593	Penobscot County	854
	Aroostook County	191	Piscataquis County	40
	Cumberland County	2,955	Sagadahoc County	239
	Franklin County	95	Somerset County	329
	Hancock County	501	Waldo County	149
	Kennebec County	668	Washington County	73
	Knox County	229	York County	830
	Lincoln County	274	N/A	150
	Oxford County	158		

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Maryland

Energy Efficiency Jobs in America

66,167
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

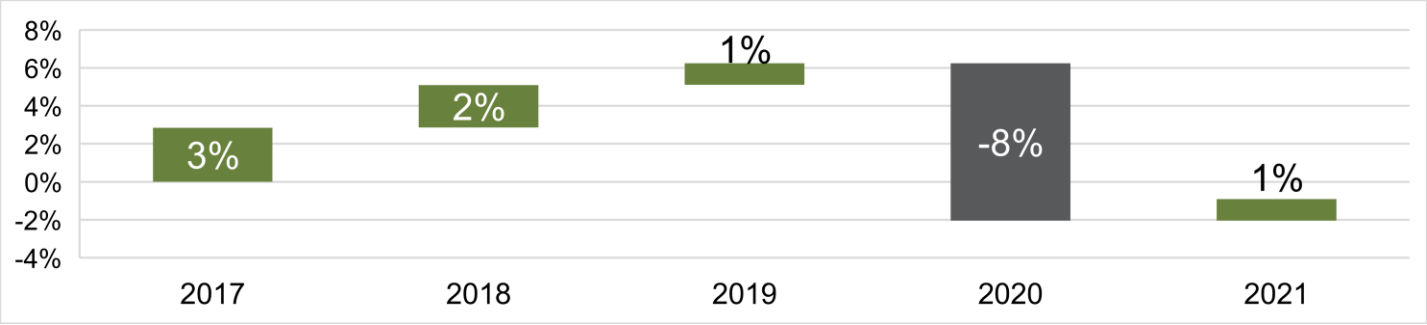
Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Maryland's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Maryland*

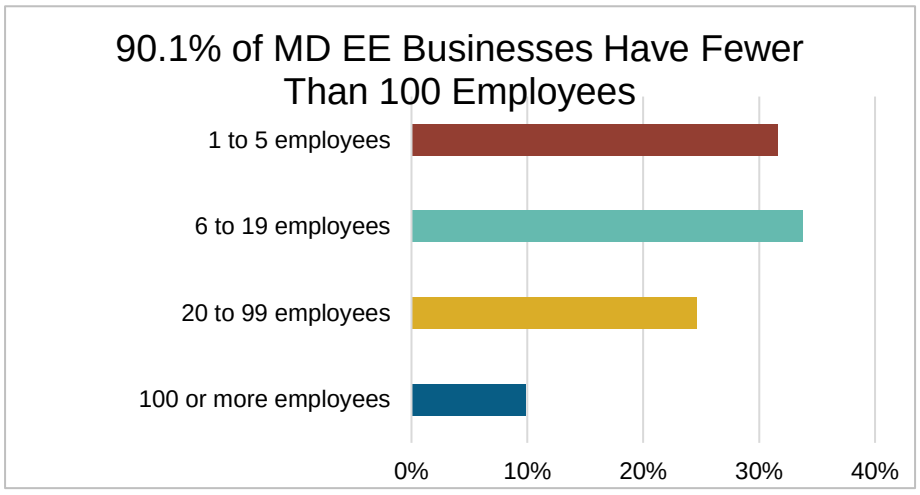
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear = includes EPG & Fuels
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Maryland?



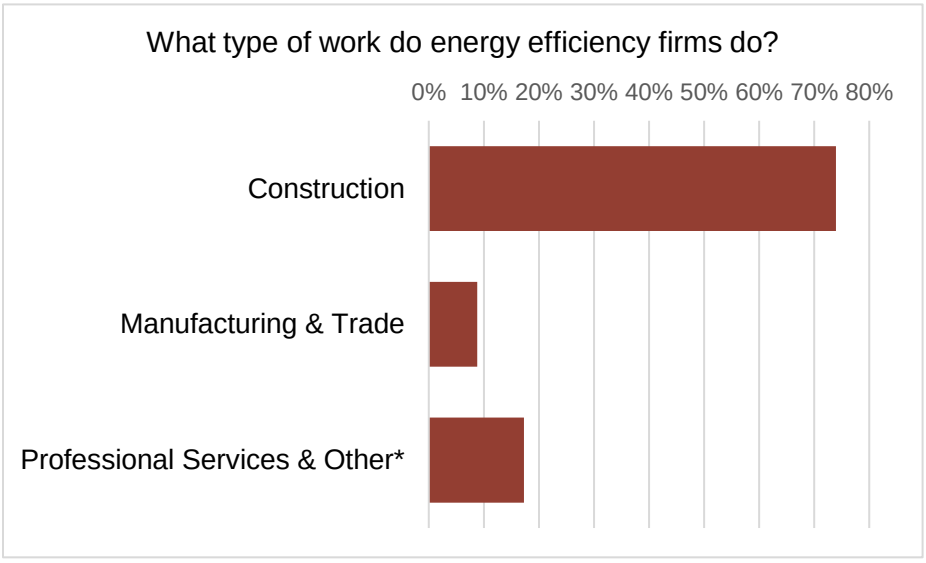
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Maryland?



7,128
EE businesses in Maryland

EE construction workers comprise **30%** of Maryland's construction workforce



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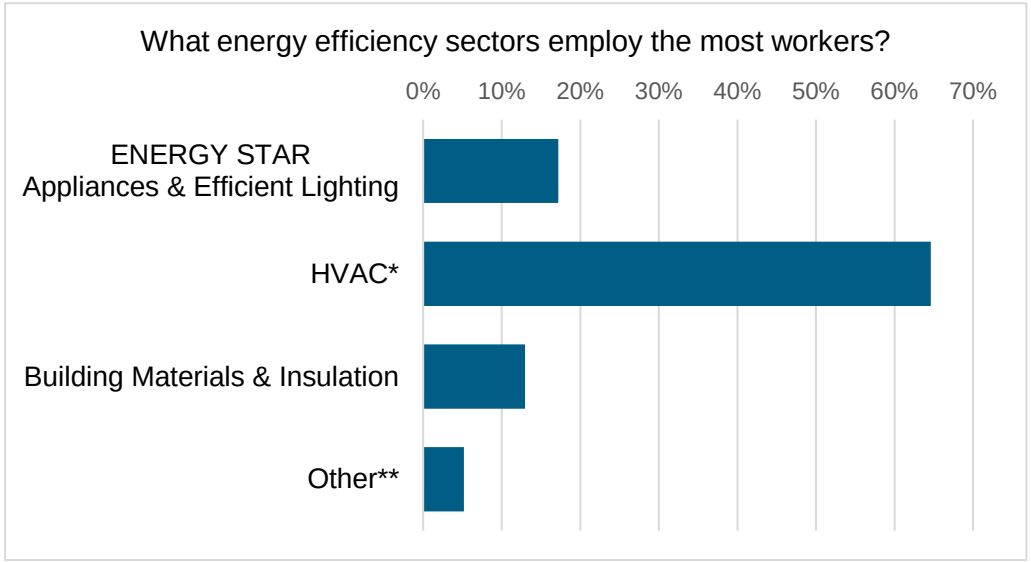

7%
of Maryland EE workers are **Veterans**

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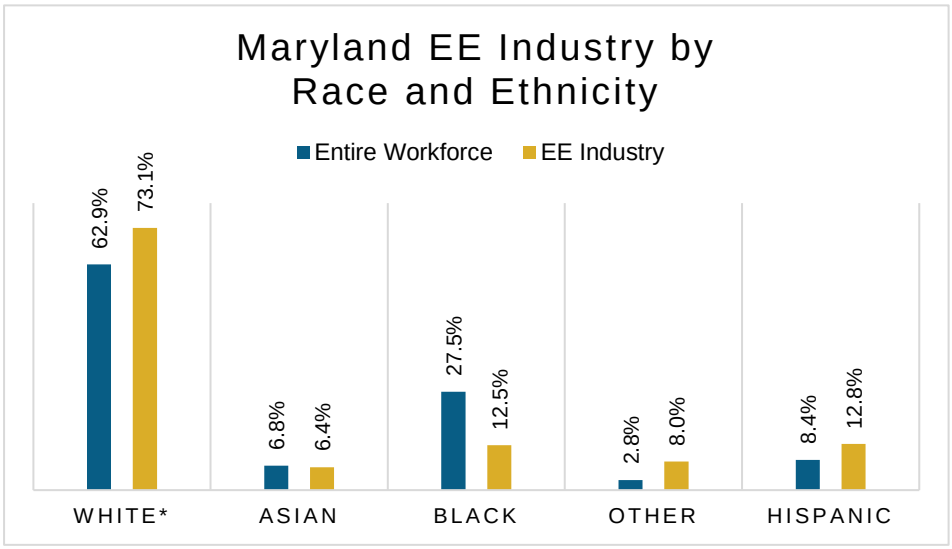
How is EE doing on diversity in Maryland?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Maryland communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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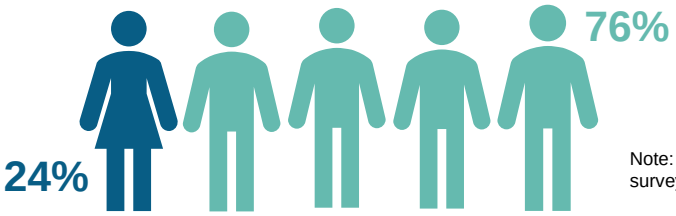

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Maryland's EE Potential

Decades of work ready for Maryland's growing energy efficiency workforce.

Weatherization Assistance Program:

6,596* units weatherized in 2018, out of **~200,000** total low-income households

1,839,365
Maryland homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

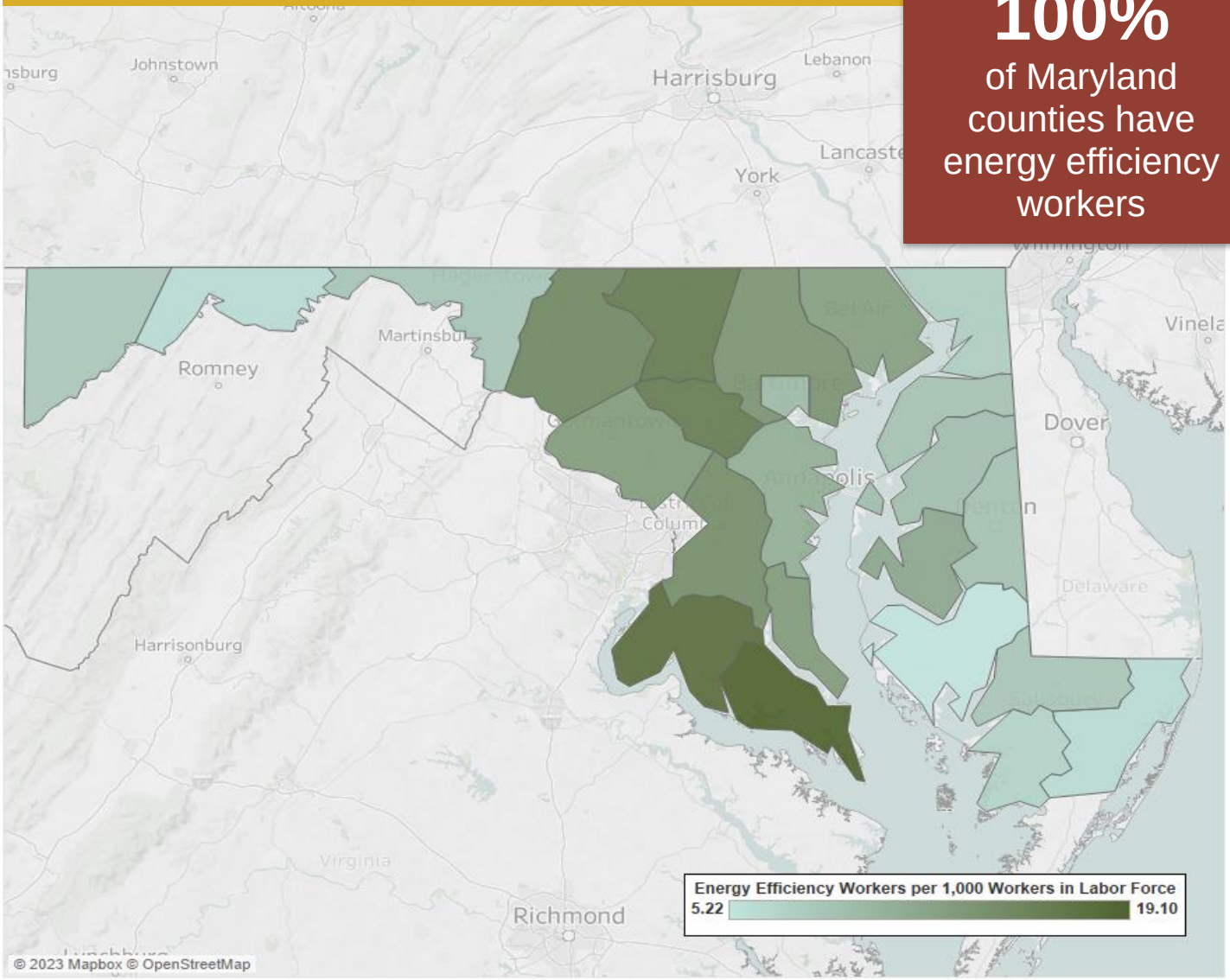
39%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Maryland counties have energy efficiency workers



Metropolitan Areas	
Area	**Jobs**
Baltimore-Towson	**30,030**
Cumberland	**592**
Hagerstown-Martinsburg	**1,378**
Philadelphia-Camden-Wilmington	**2,073**
Salisbury	**1,134**
Washington-Arlington-Alexandria	**27,071**
Rural	**3,889**

Jobs by County				
	County	Jobs	County	Jobs
	Allegany County	343	Kent County	131
	Anne Arundel County	5,987	Montgomery County	11,706
	Baltimore County	10,037	Prince George's County	8,898
	Calvert County	574	Queen Anne's County	285
	Caroline County	176	St. Mary's County	1,779
	Carroll County	1,879	Somerset County	94
	Cecil County	530	Talbot County	401
	Charles County	1,448	Washington County	1,060
	Dorchester County	128	Wicomico County	745
	Frederick County	3,098	Worcester County	347
	Garrett County	193	Baltimore City County	6,508
	Harford County	2,353	N/A	2,105
	Howard County	5,363		

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Massachusetts

Energy Efficiency Jobs in America

79,173
Total Jobs

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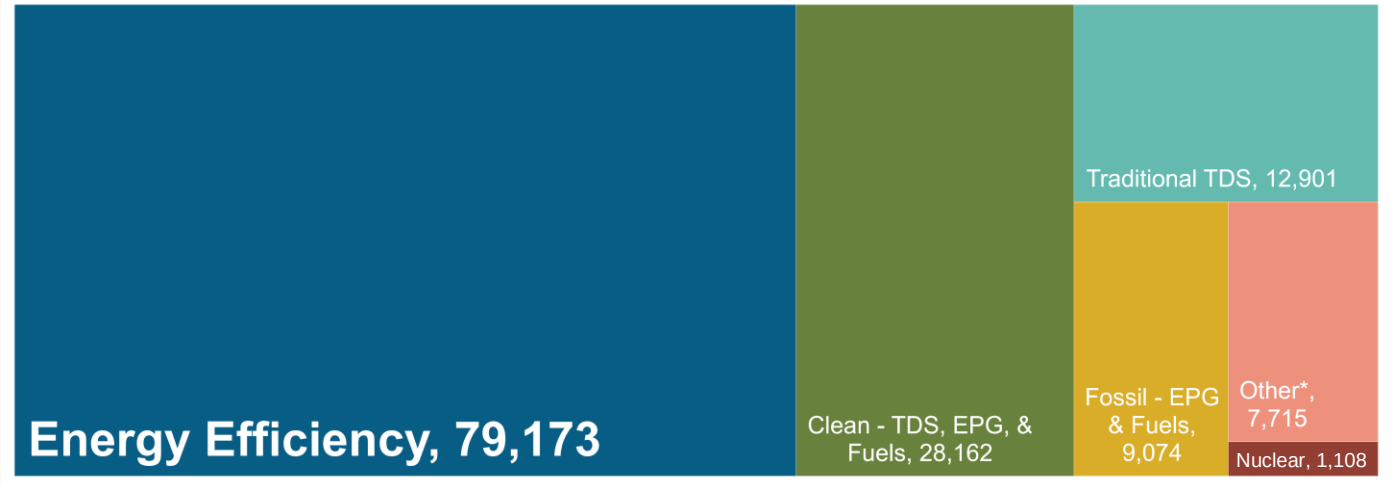
How do Massachusetts's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Massachusetts*



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Nuclear = includes EPG & Fuels
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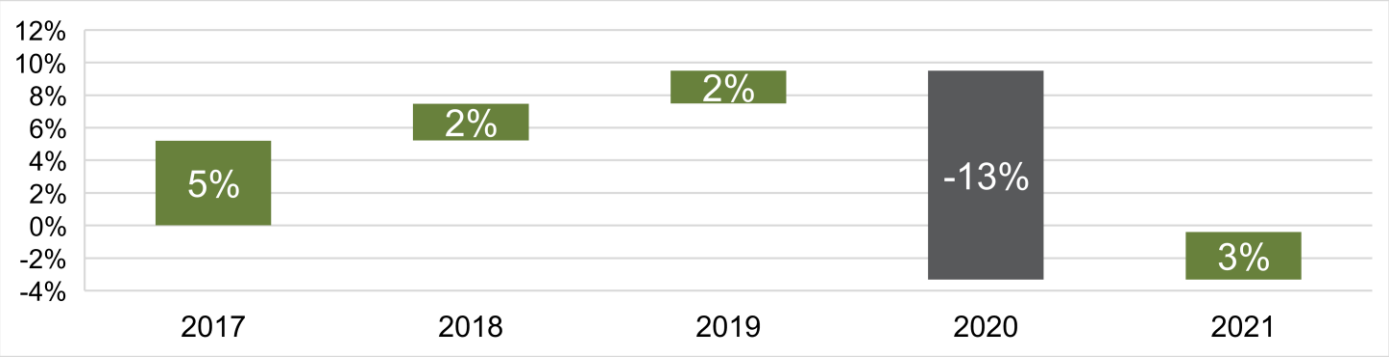
How is the EE industry growing in Massachusetts?



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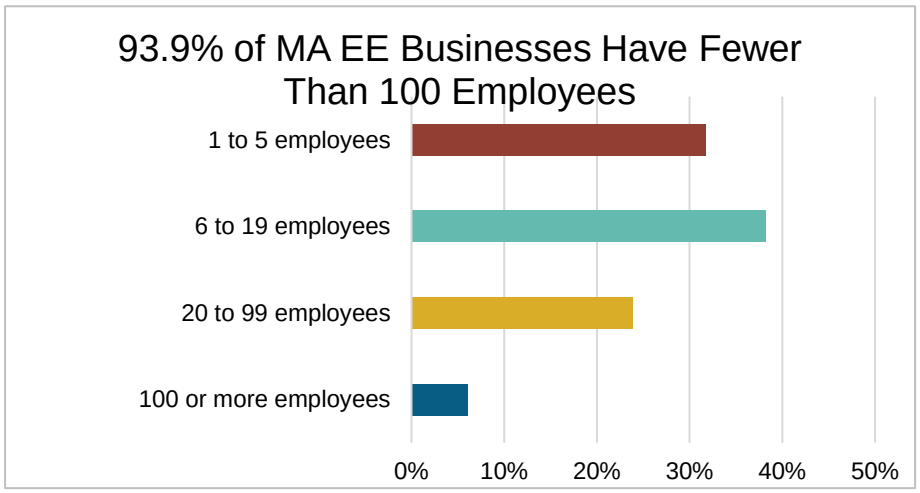
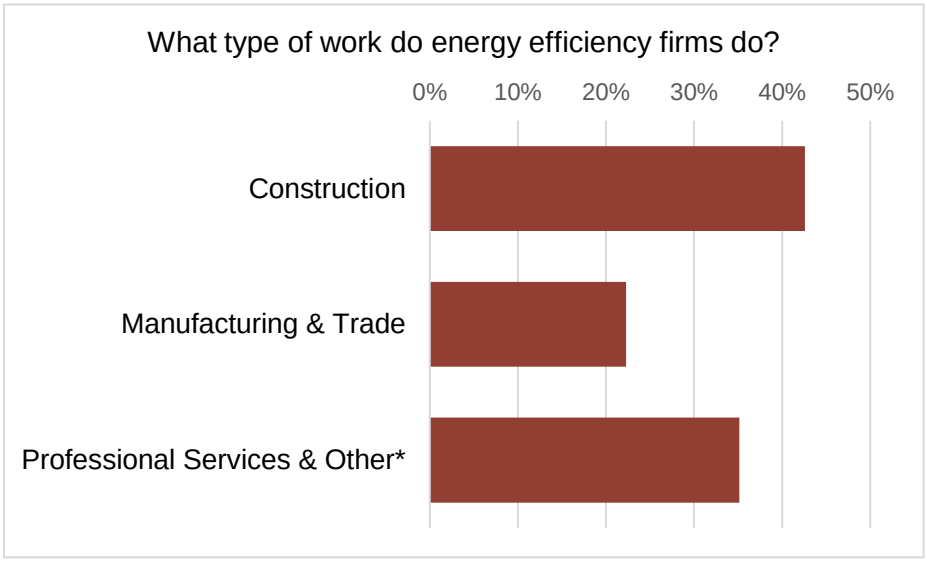
What does EE look like in Massachusetts?



9,786
EE businesses in Massachusetts

EE construction workers comprise **20%** of Massachusetts's construction workforce



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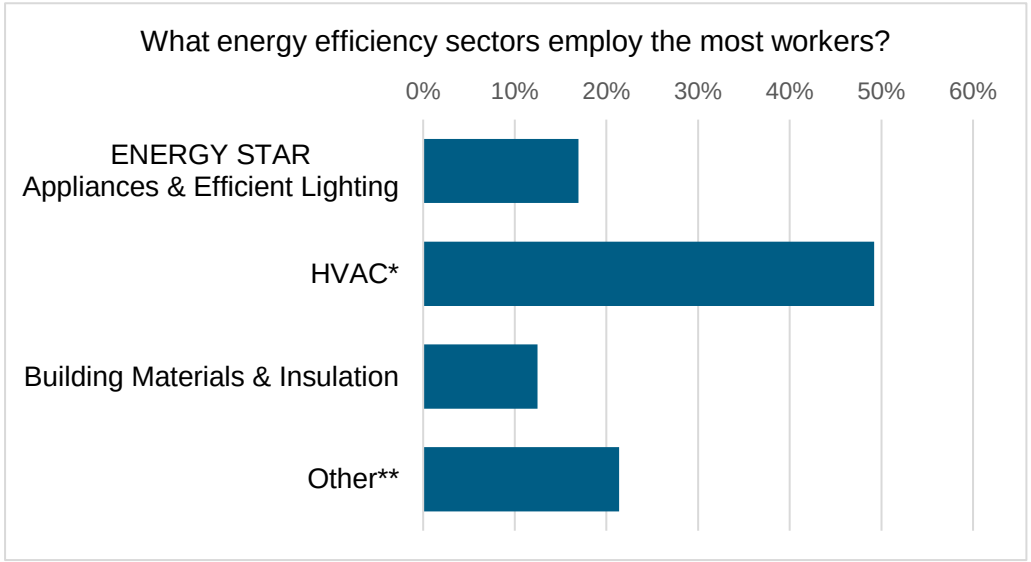

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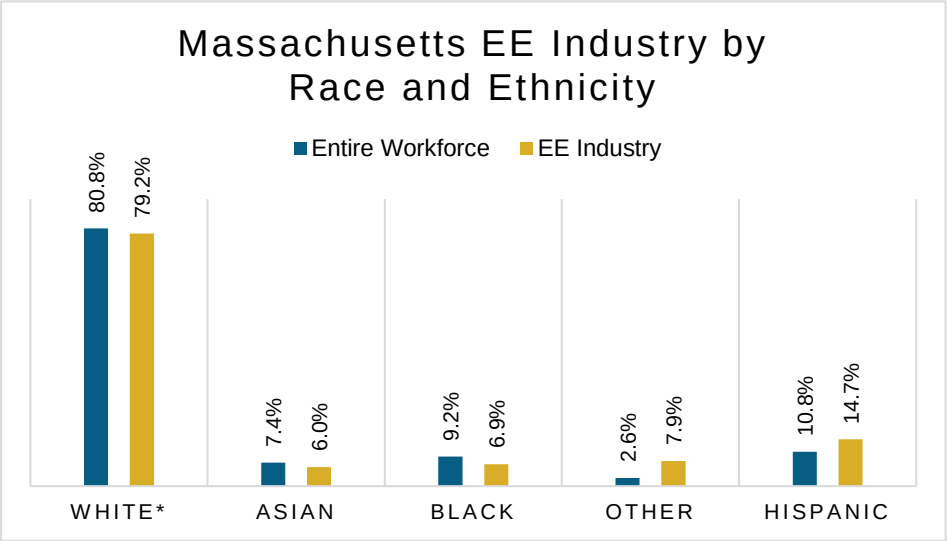

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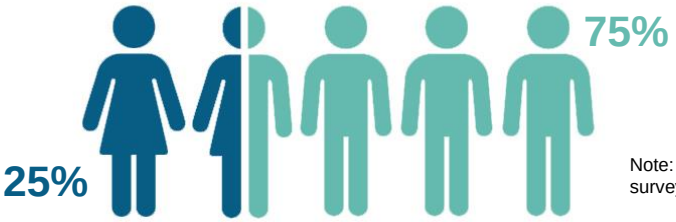

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Massachusetts's EE Potential

Decades of work ready for Massachusetts's growing energy efficiency workforce.

Weatherization Assistance Program:

18,189* units weatherized in 2018, out of **~260,000** total low-income households

2,329,800
Massachusetts homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

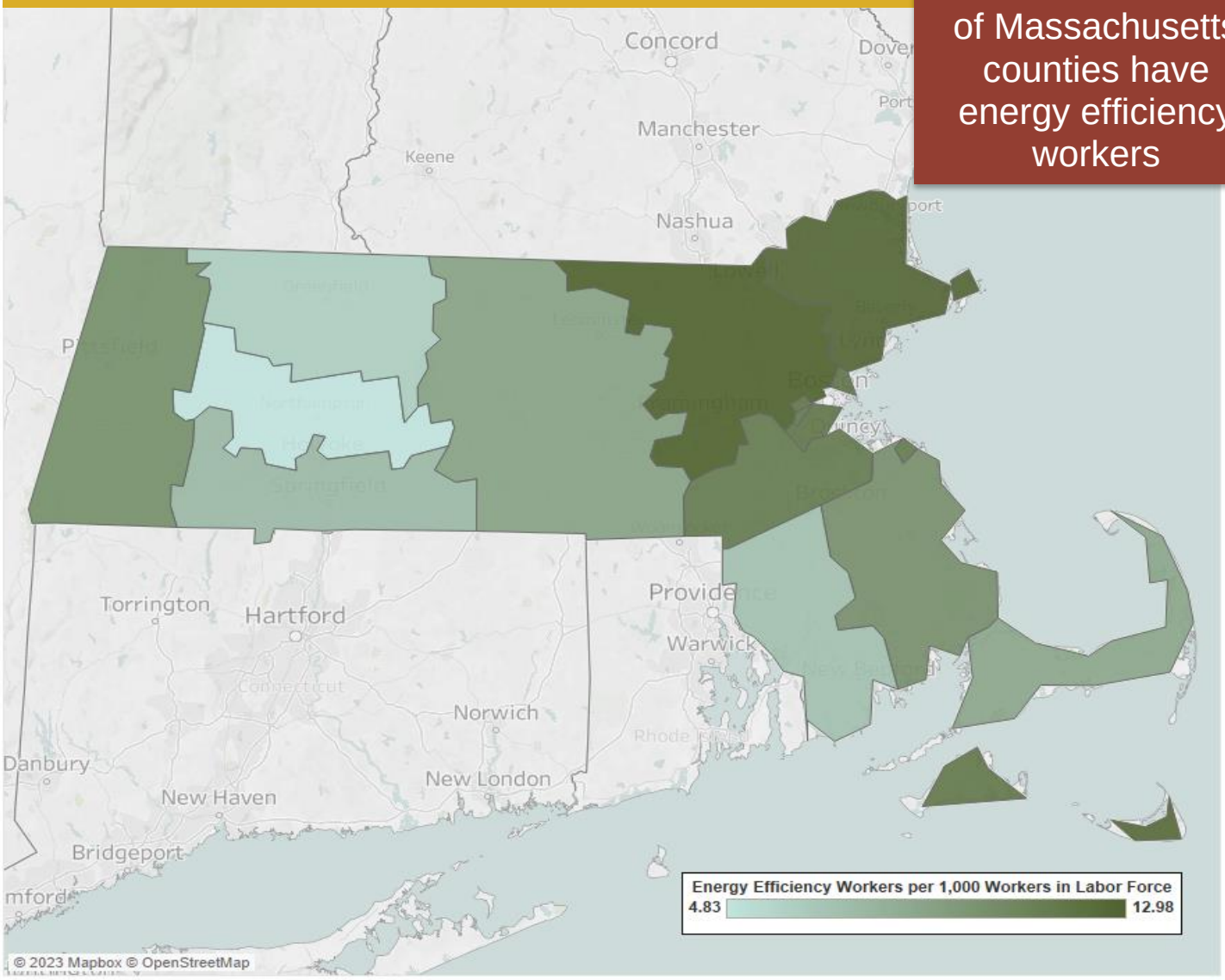
16%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Massachusetts counties have energy efficiency workers



Metropolitan Areas	
Area	**Jobs**
Barnstable Town	**3,276**
Boston-Cambridge-Quincy	**56,606**
Pittsfield	**1,368**
Providence-New Bedford-Fall River	**4,789**
Springfield	**6,212**
Worcester	**6,430**
Rural	**492**

Jobs by County				
	County	Jobs	County	Jobs
	Barnstable County	1,813	Middlesex County	24,167
	Berkshire County	1,216	Nantucket County	234
	Bristol County	3,272	Norfolk County	7,981
	Dukes County	245	Plymouth County	4,032
	Essex County	8,234	Suffolk County	16,425
	Franklin County	334	Worcester County	5,925
	Hampden County	3,173	N/A	1,474
	Hampshire County	649		

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Michigan

Energy Efficiency Jobs in America

74,624
Total Jobs

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How do Michigan's energy sectors compare?

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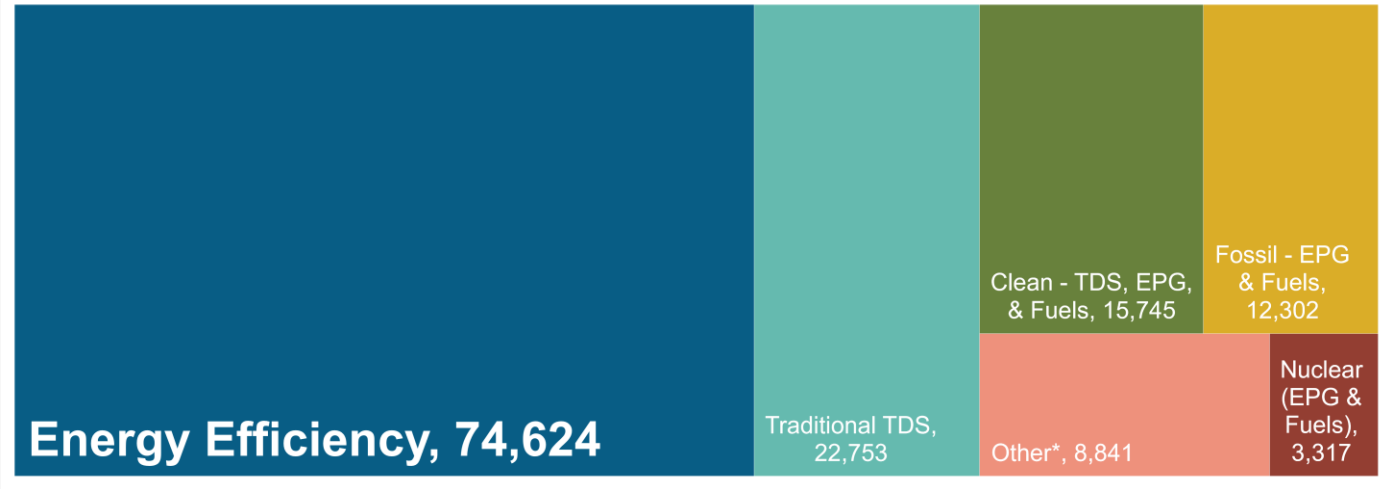

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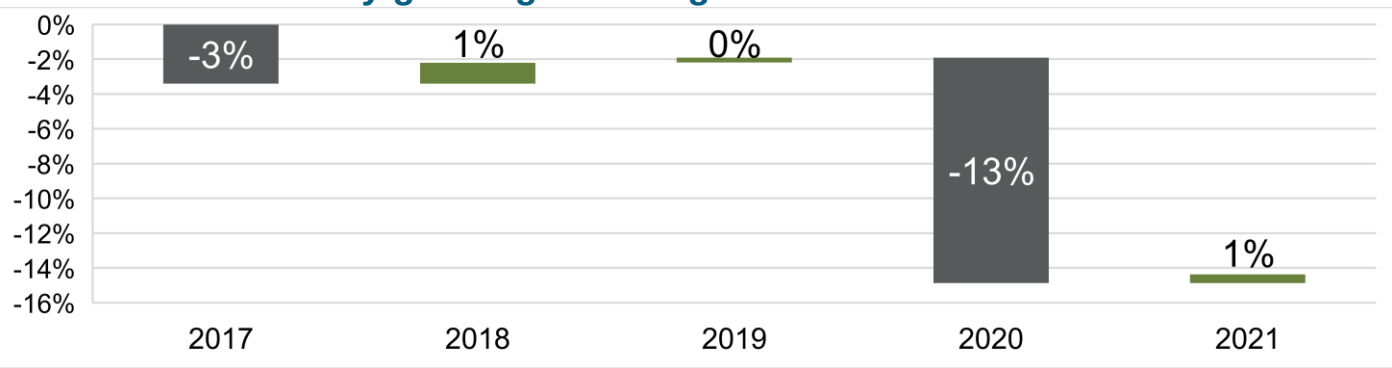
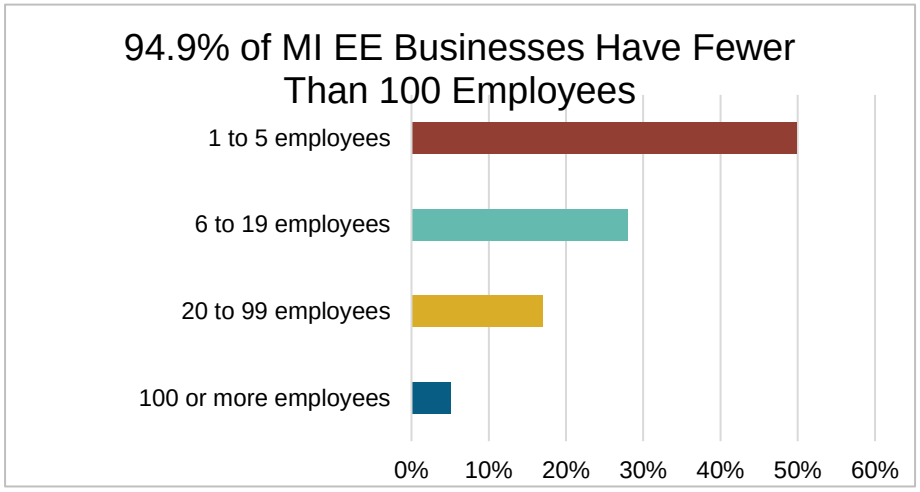
How is the EE industry growing in Michigan?



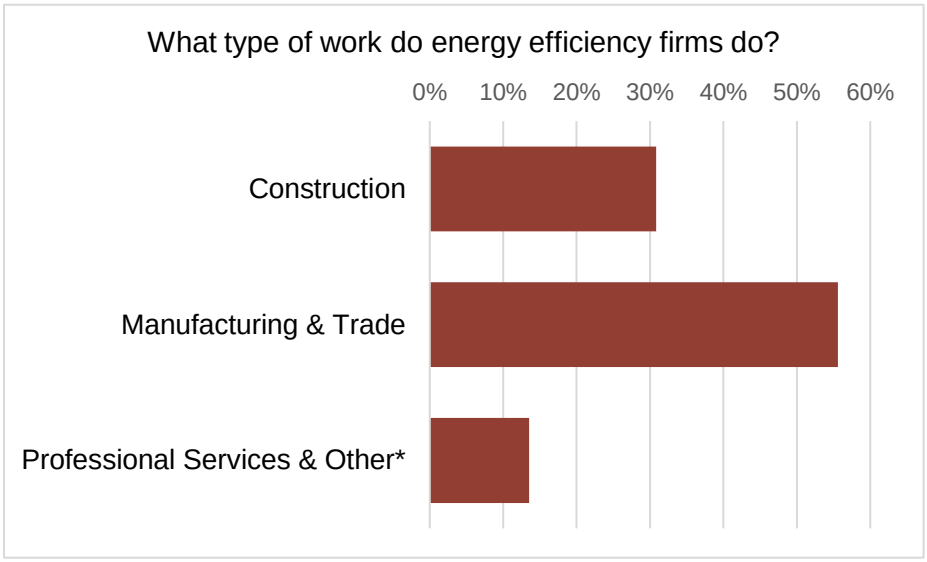
The EE industry has made a gradual recovery from the COVID-19 pandemic, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Michigan?



17,703
EE businesses in Michigan

EE construction workers comprise **13%** of Michigan's construction workforce



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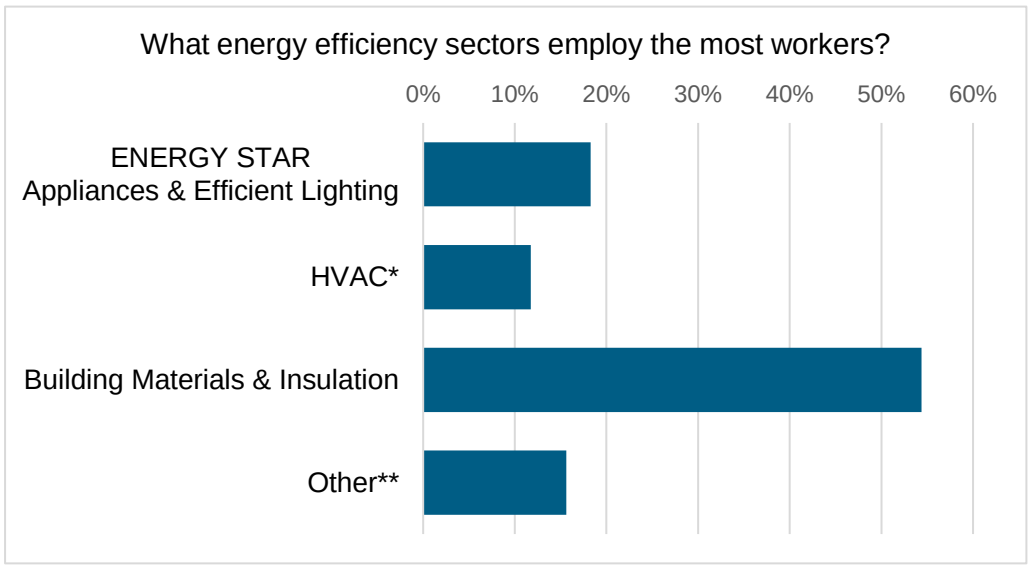

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How is EE doing on diversity in Michigan?

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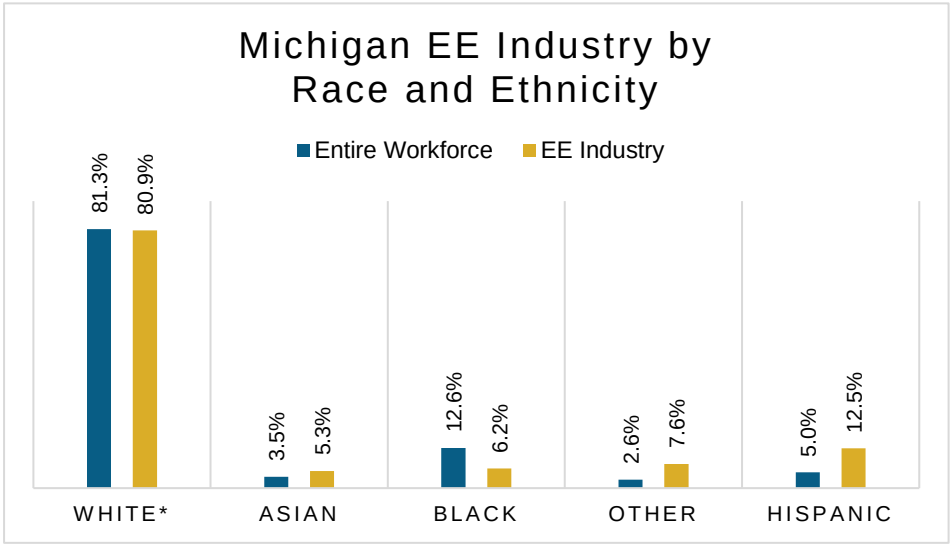

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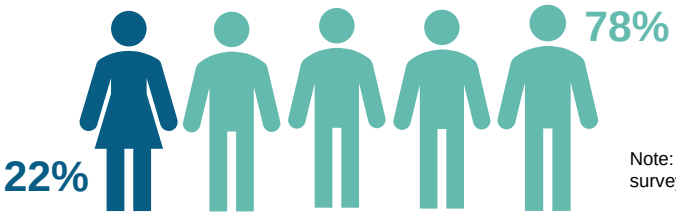

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Michigan's EE Potential

Decades of work ready for Michigan's growing energy efficiency workforce.

Weatherization Assistance Program:

861* units weatherized in 2018, out of **~530,000** total low-income households

3,479,745
Michigan homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

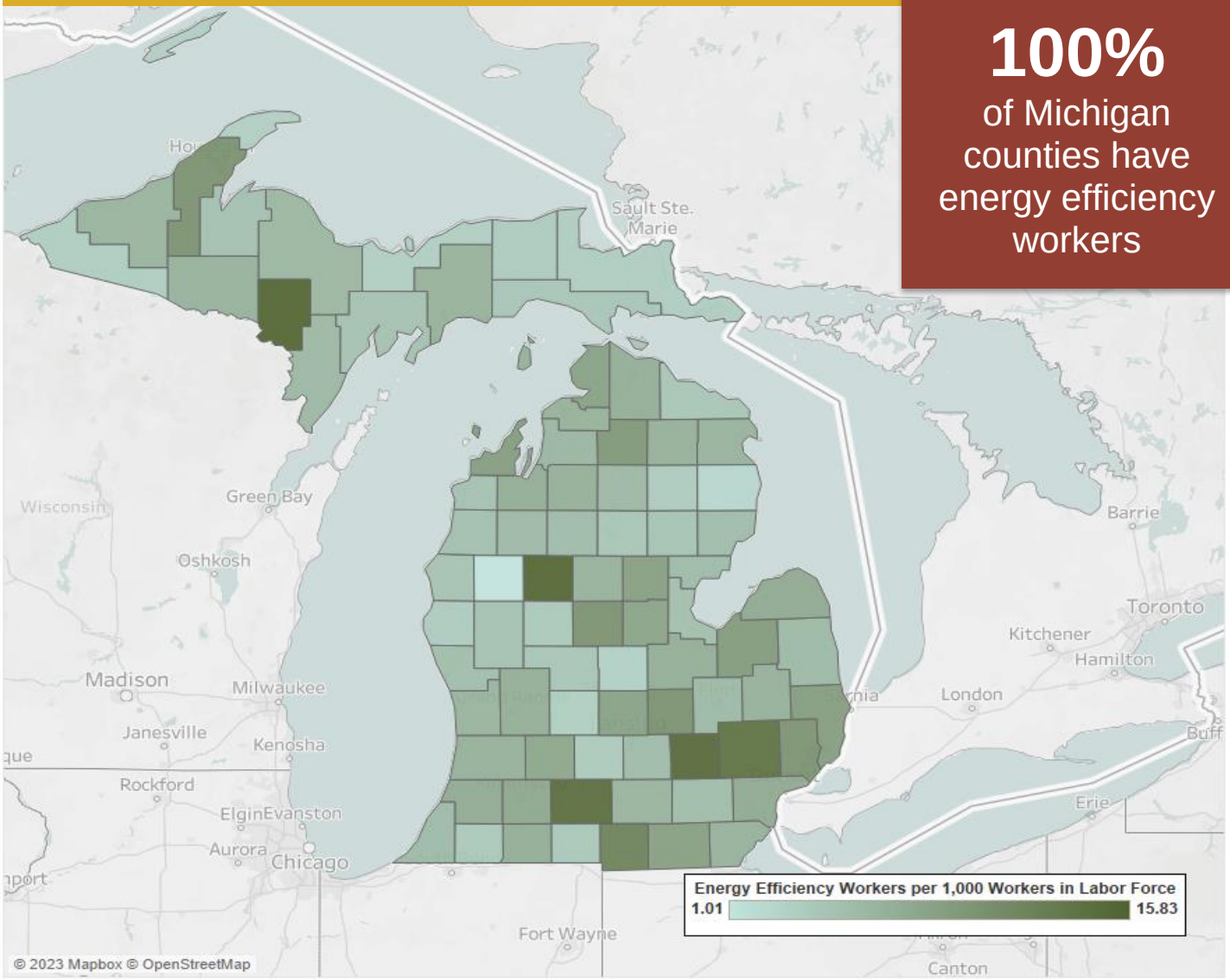
Potential to **reduce** residential electricity consumption by

18%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Michigan counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Ann Arbor	**2,889**	**Kalamazoo-Portage**	**2,408**
	Battle Creek	**876**	**Lansing-East Lansing**	**3,179**
	Bay City	**575**	**Monroe**	**809**
	Detroit-Warren-Livonia	**32,761**	**Muskegon-Norton Shores**	**996**
	Flint	**2,270**	**Niles-Benton Harbor**	**1,611**
	Grand Rapids-Wyoming	**6,317**	**Saginaw-Saginaw Township North**	**1,493**
	Holland-Grand Haven	**2,167**	**South Bend-Mishawaka**	**309**
	Jackson	**979**	**Rural**	**14,986**

Jobs by County

County	Jobs	County	Jobs	County	Jobs	County	Jobs
Alcona County	<10	Dickinson County	440	Lake County	<10	Oceana County	56
Alger County	18	Eaton County	355	Lapeer County	305	Ogemaw County	63
Allegan County	574	Emmet County	340	Leelanau County	137	Ontonagon County	18
Alpena County	156	Genesee County	1,590	Lenawee County	462	Osceola County	238
Antrim County	74	Gladwin County	76	Livingston County	1,917	Oscoda County	12
Arenac County	46	Gogebic County	36	Luce County	13	Otsego County	216
Baraga County	30	Grand Traverse County	773	Mackinac County	52	Ottawa County	1,662
Barry County	211	Gratiot County	83	Macomb County	7,009	Presque Isle County	26
Bay County	365	Hillsdale County	287	Manistee County	62	Roscommon County	56
Benzie County	52	Houghton County	216	Marquette County	341	Saginaw County	1,164
Berrien County	720	Huron County	179	Mason County	105	St. Clair County	791
Branch County	116	Ingham County	1,714	Mecosta County	92	St. Joseph County	318
Calhoun County	1,579	Ionia County	139	Menominee County	91	Sanilac County	118
Cass County	77	Iosco County	90	Midland County	629	Schoolcraft County	36
Charlevoix County	161	Iron County	48	Missaukee County	44	Shiawassee County	326
Cheboygan County	110	Isabella County	477	Monroe County	546	Tuscola County	222
Chippewa County	94	Jackson County	776	Montcalm County	134	Van Buren County	333
Clare County	91	Kalamazoo County	1,920	Montmorency County	29	Washtenaw County	2,367
Clinton County	324	Kalkaska County	66	Muskegon County	691	Wayne County	11,013
Crawford County	52	Kent County	6,009	Newaygo County	125	Wexford County	170
Delta County	139	Keweenaw County	<10	Oakland County	20,597	N/A	1,414

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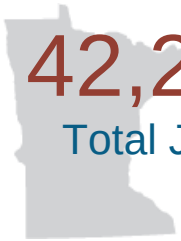
Minnesota

Energy Efficiency Jobs in America

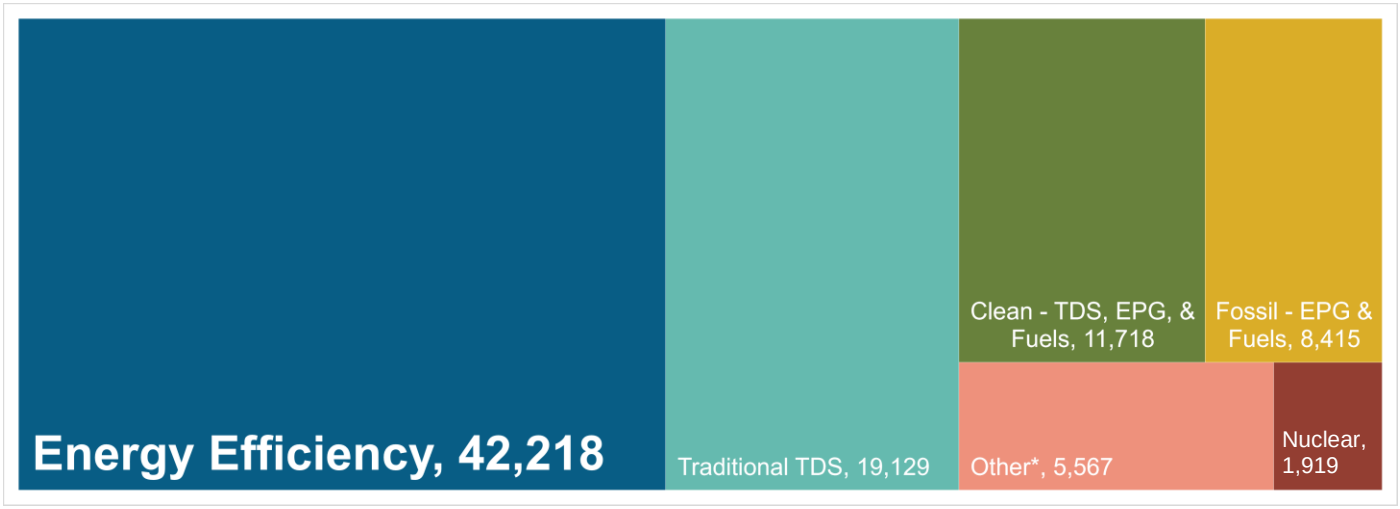


Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Minnesota's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Minnesota*



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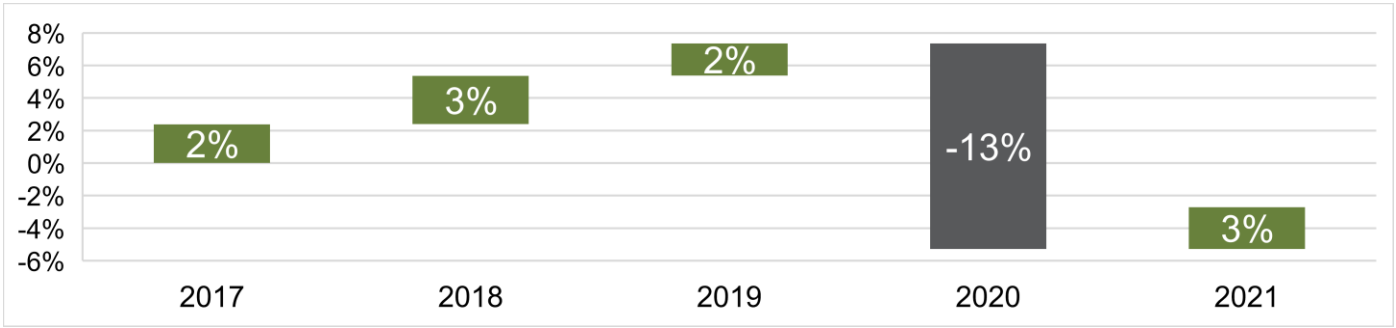
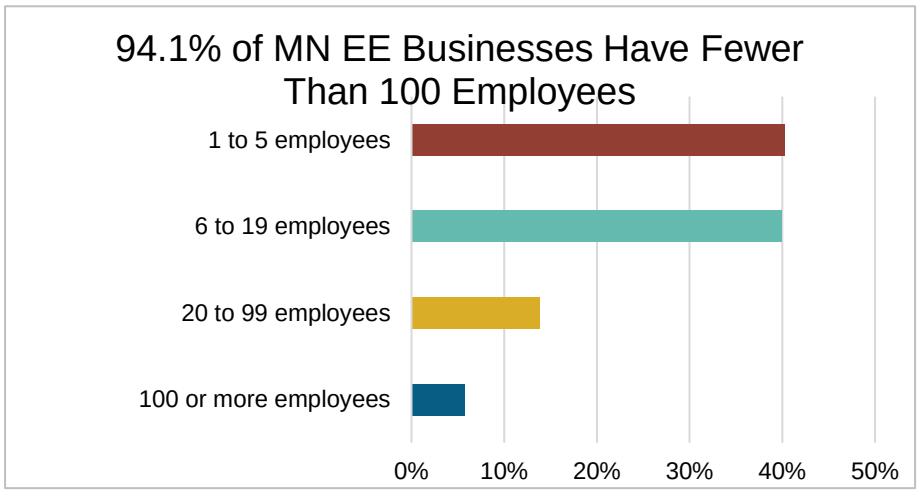
How is the EE industry growing in Minnesota?



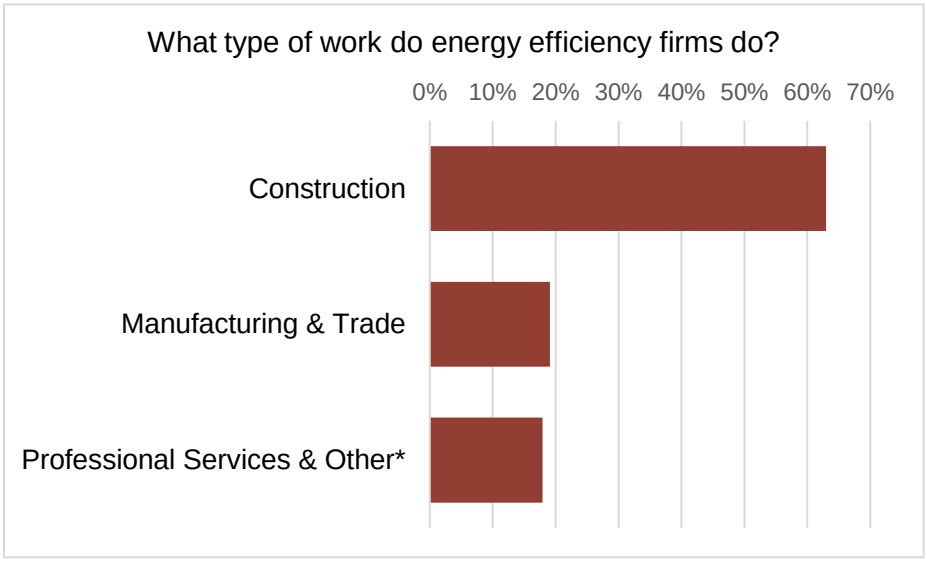
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Minnesota?



6,764
EE businesses in Minnesota

EE construction workers comprise **21%** of Minnesota's construction workforce



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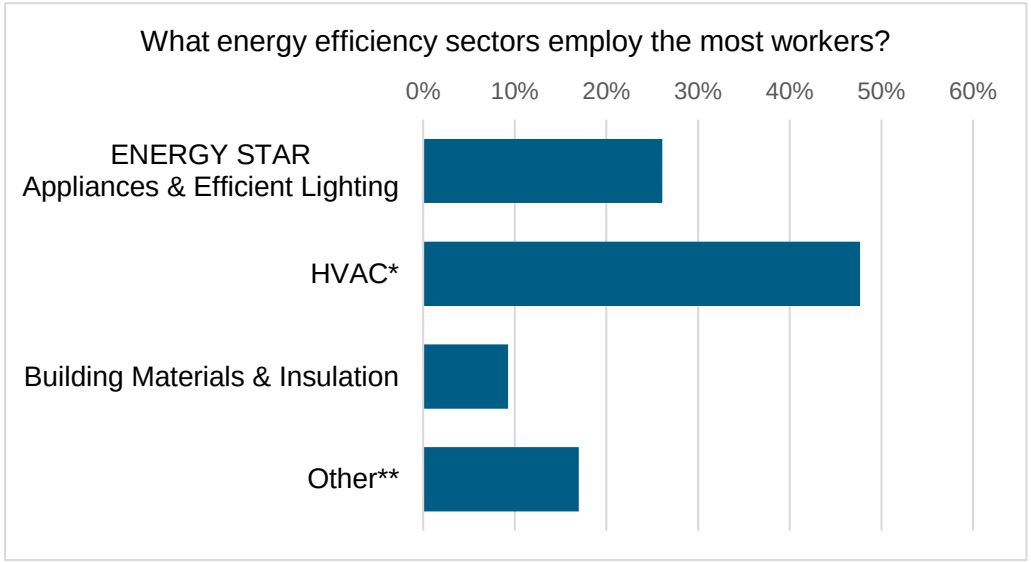

8%
of Minnesota EE workers are **Veterans**

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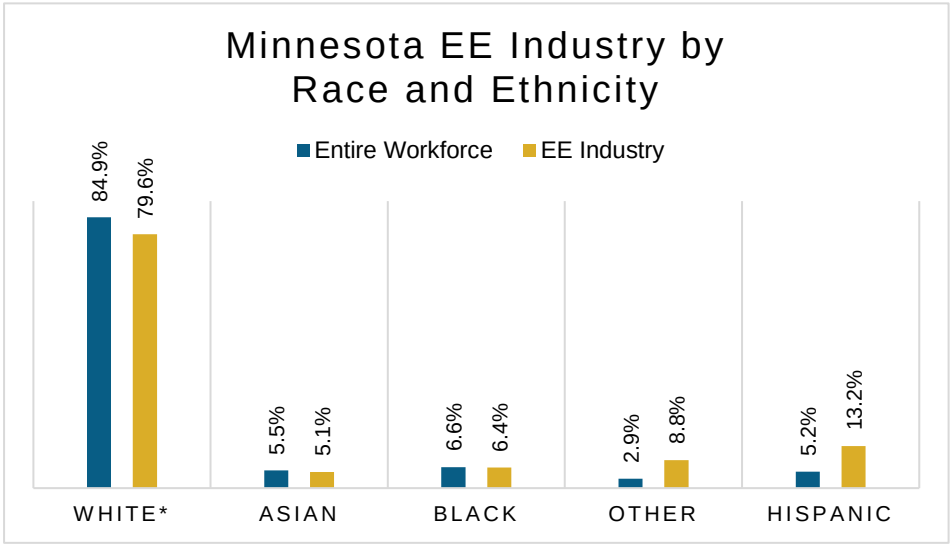
The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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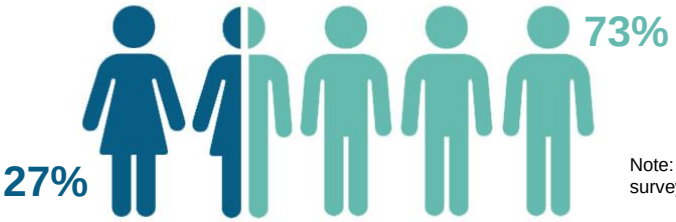

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Minnesota's EE Potential

Decades of work ready for Minnesota's growing energy efficiency workforce.

Weatherization Assistance Program:

1,227* units weatherized in 2018, out of **~200,000** total low-income households

1,796,412
Minnesota homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

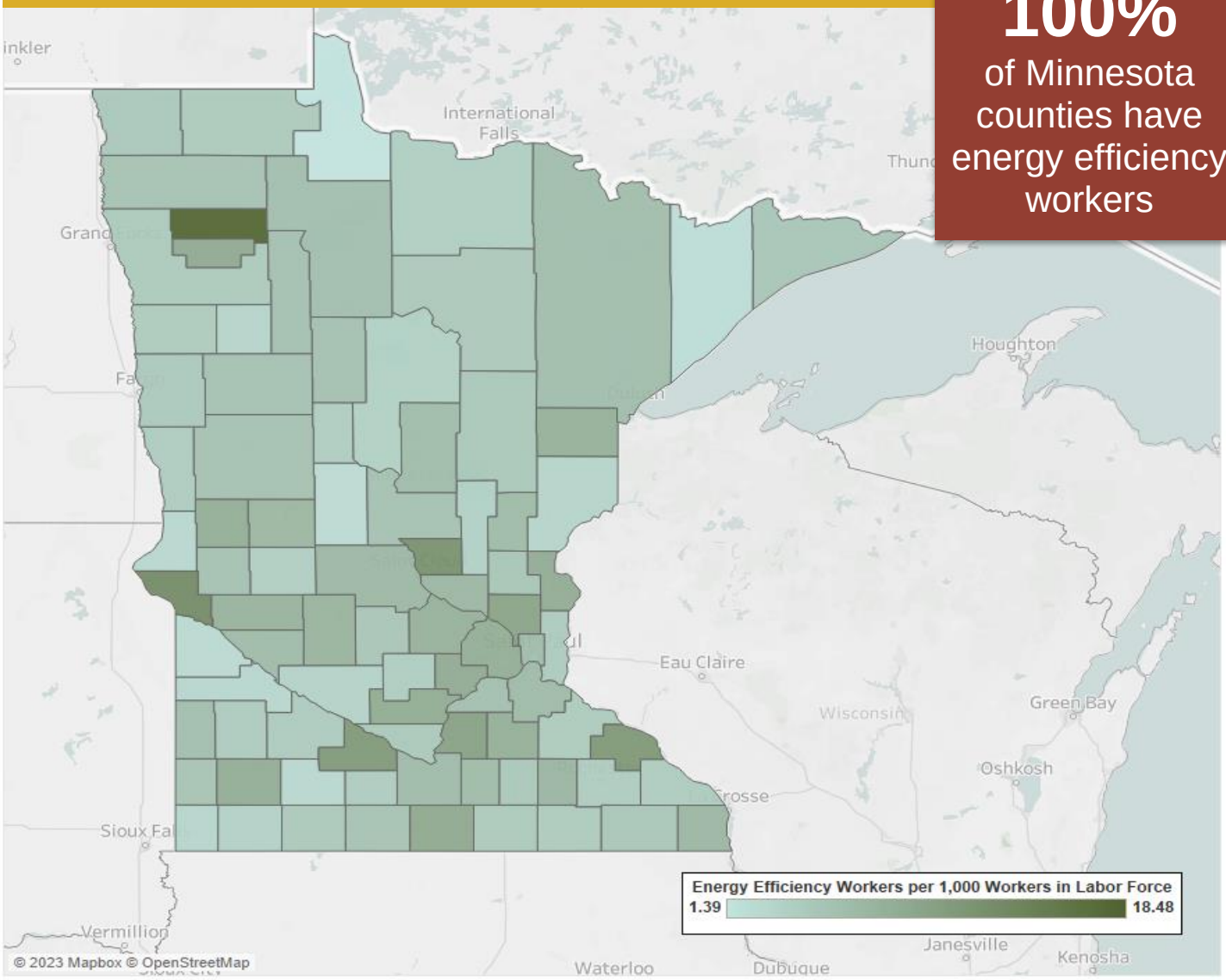
25%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Minnesota counties have energy efficiency workers



Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Duluth	**1,348**	**St. Cloud**	**2,227**
	Fargo	**375**	**Rural**	**10,169**
	Grand Forks	**197**		
	La Crosse	**193**		
	Mankato-North Mankato	**655**		
	Minneapolis-St. Paul-Bloomington	**25,787**		
	Rochester	**1,267**		

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Aitkin County	46	Fillmore County	69	Marshall County	30	Rock County	24
Anoka County	2,658	Freeborn County	116	Martin County	99	Roseau County	80
Becker County	186	Goodhue County	201	Meeker County	82	St. Louis County	1,229
Beltrami County	263	Grant County	34	Mille Lacs County	75	Scott County	762
Benton County	450	Hennepin County	15,624	Morrison County	131	Sherburne County	407
Big Stone County	46	Houston County	75	Mower County	157	Sibley County	67
Blue Earth County	516	Hubbard County	81	Murray County	52	Stearns County	1,257
Brown County	304	Isanti County	127	Nicollet County	149	Steele County	199
Carlton County	223	Itasca County	160	Nobles County	77	Stevens County	69
Carver County	747	Jackson County	50	Norman County	16	Swift County	60
Cass County	93	Kanabec County	58	Olmsted County	937	Todd County	36
Chippewa County	74	Kandiyohi County	360	Otter Tail County	286	Traverse County	<10
Chisago County	293	Kittson County	15	Pennington County	382	Wabasha County	159
Clay County	197	Koochiching County	40	Pine County	55	Wadena County	50
Clearwater County	33	Lac qui Parle County	13	Pipestone County	52	Waseca County	80
Cook County	30	Lake County	17	Polk County	113	Washington County	878
Cottonwood County	38	Lake of the Woods County	<10	Pope County	39	Watonwan County	41
Crow Wing County	427	Le Sueur County	177	Ramsey County	4,159	Wilkin County	16
Dakota County	2,629	Lincoln County	21	Red Lake County	19	Winona County	214
Dodge County	91	Lyon County	133	Redwood County	59	Wright County	759
Douglas County	301	McLeod County	143	Renville County	40	Yellow Medicine County	24
Faribault County	87	Mahnomen County	12	Rice County	430	N/A	1,102

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Mississippi

Energy Efficiency Jobs in America

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How do Mississippi's energy sectors compare?

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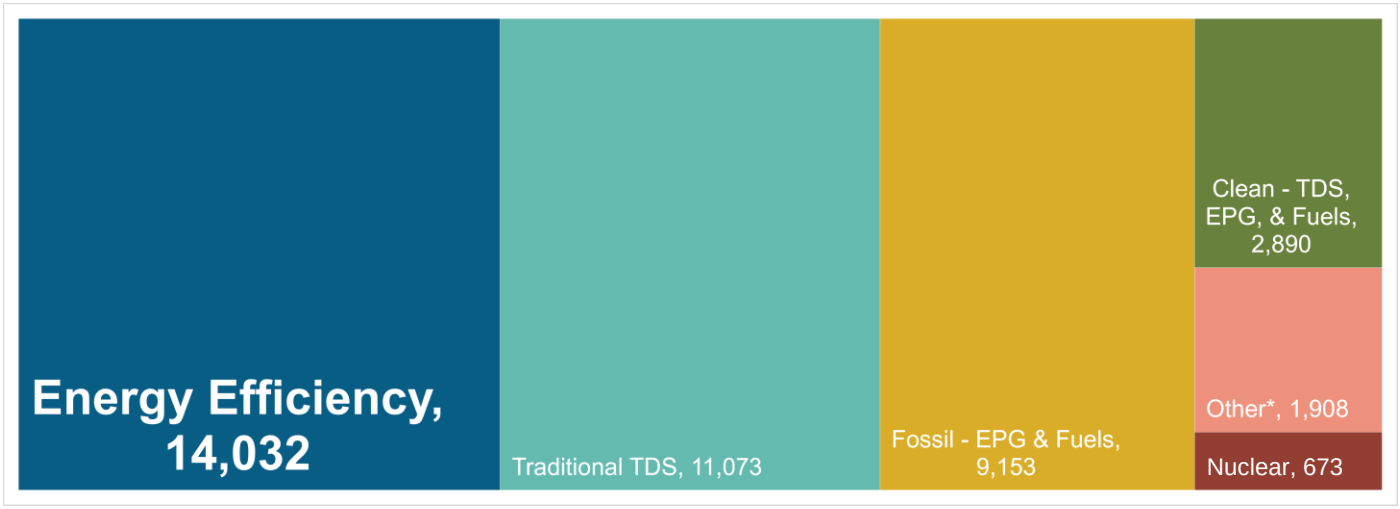

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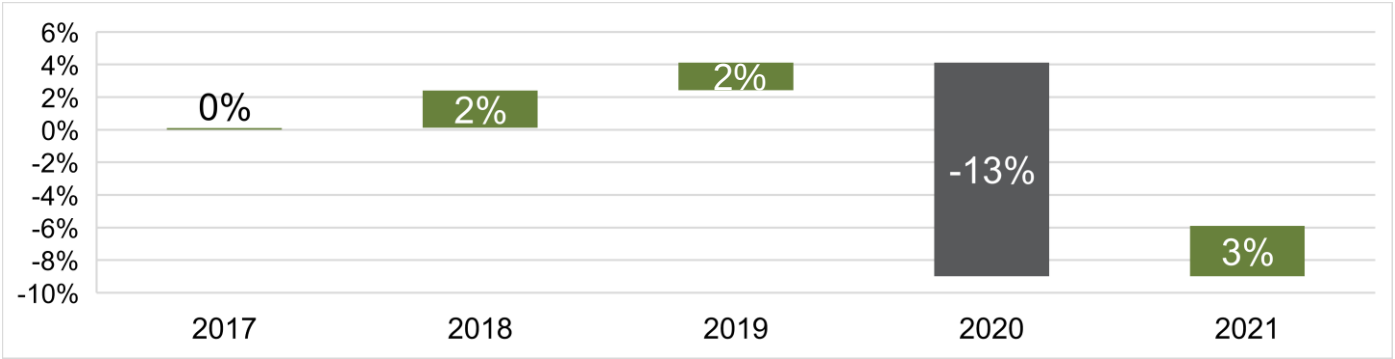

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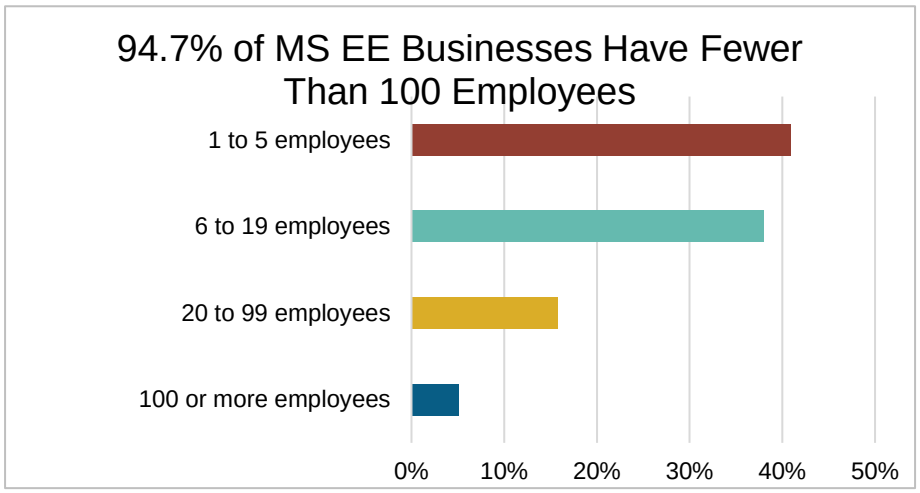
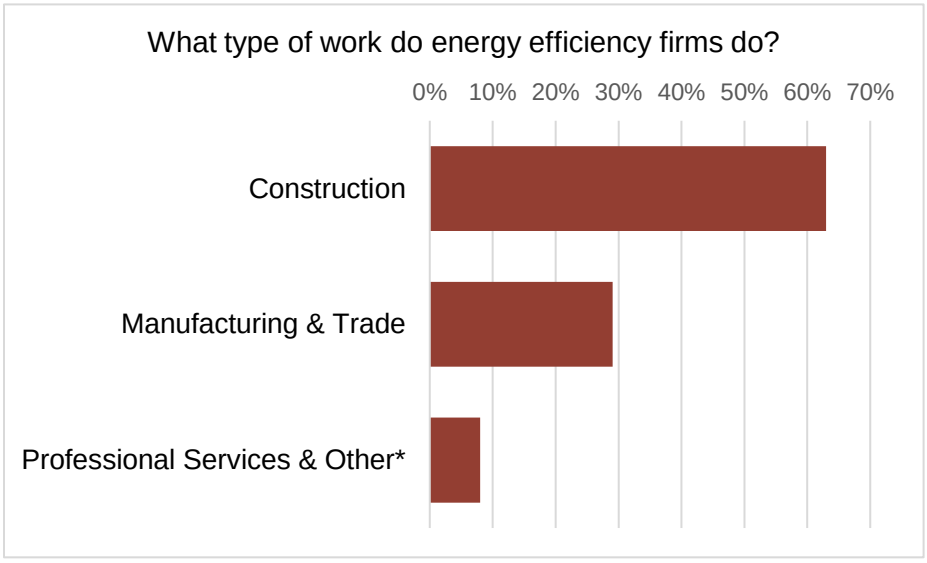


2,694
EE businesses in Mississippi

EE construction workers comprise **19%** of Mississippi's construction workforce



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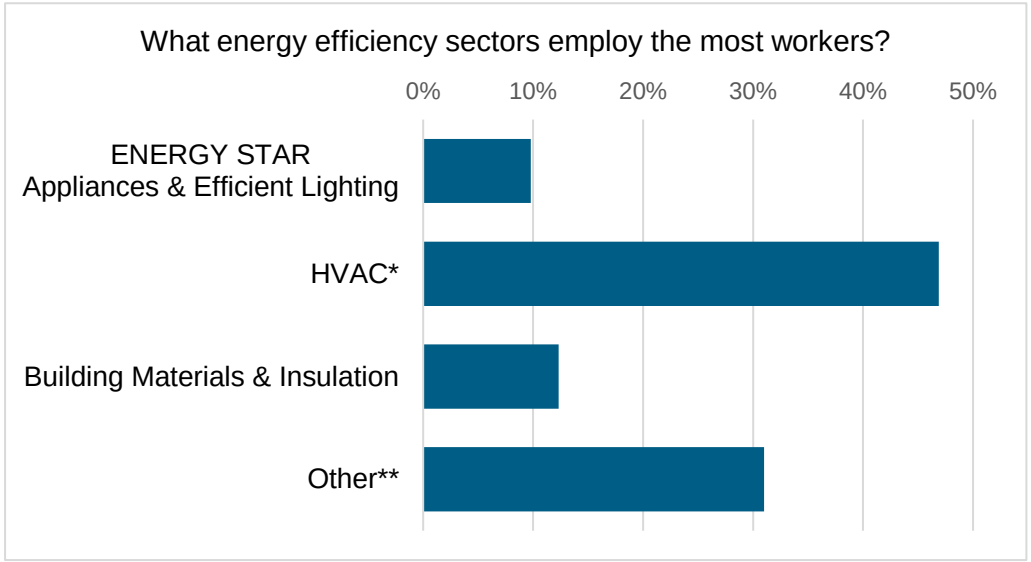

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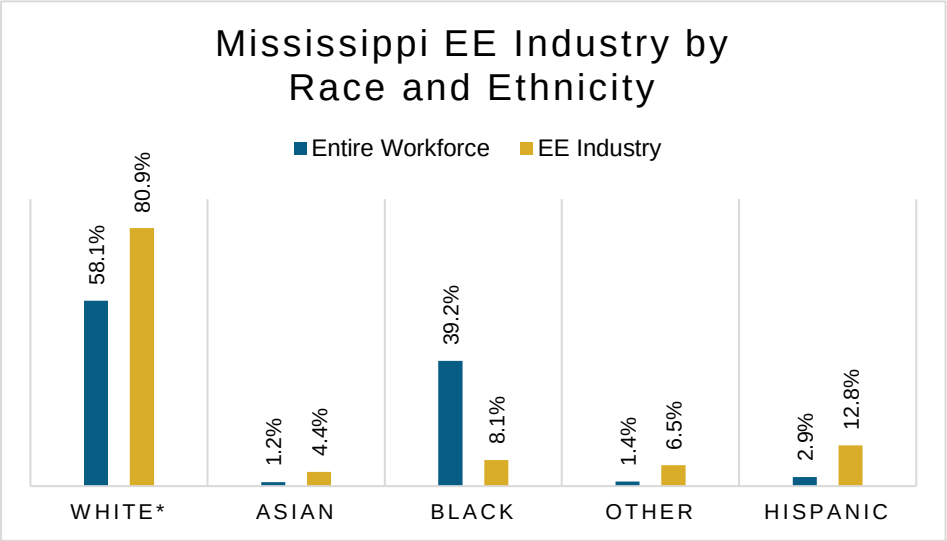

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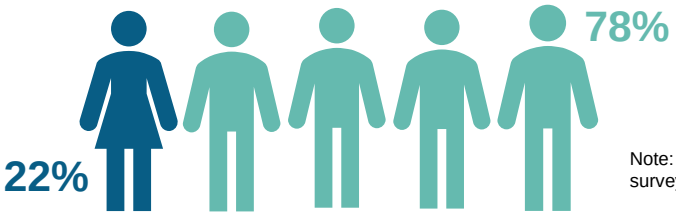

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Mississippi's EE Potential

Decades of work ready for Mississippi's growing energy efficiency workforce.

Weatherization Assistance Program:

68* units weatherized in 2018, out of **~220,000** total low-income households

806,922
Mississippi homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

37%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
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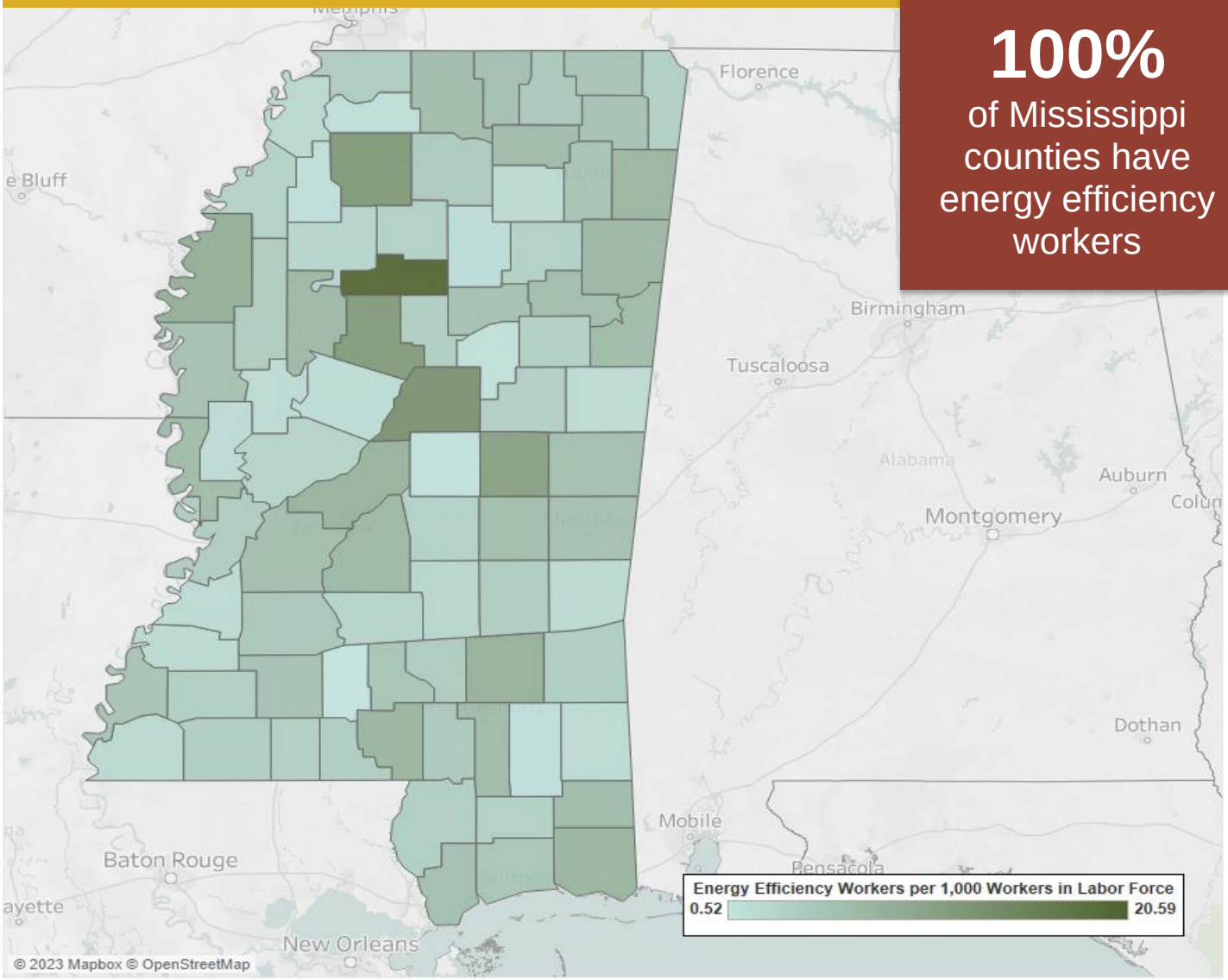
Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Mississippi counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Gulfport-Biloxi	**1,713**
Hattiesburg	**811**
Jackson	**3,275**
Memphis	**1,239**
Pascagoula	**779**
Rural	**6,216**

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adams County	115	Grenada County	405	Lincoln County	154	Simpson County	43
Alcorn County	149	Hancock County	180	Lowndes County	345	Smith County	13
Amite County	16	Harrison County	946	Madison County	923	Stone County	35
Attala County	124	Hinds County	1,434	Marion County	131	Sunflower County	70
Benton County	13	Holmes County	10	Marshall County	141	Tallahatchie County	14
Bolivar County	182	Humphreys County	<10	Monroe County	156	Tate County	16
Calhoun County	10	Issaquena County	<10	Montgomery County	20	Tippah County	67
Carroll County	27	Itawamba County	93	Neshoba County	269	Tishomingo County	51
Chickasaw County	37	Jackson County	788	Newton County	69	Tunica County	27
Choctaw County	<10	Jasper County	34	Noxubee County	<10	Union County	165
Claiborne County	12	Jefferson County	<10	Oktibbeha County	154	Walthall County	20
Clarke County	12	Jefferson Davis County	16	Panola County	257	Warren County	161
Clay County	84	Jones County	467	Pearl River County	87	Washington County	184
Coahoma County	44	Kemper County	22	Perry County	<10	Wayne County	38
Copiah County	64	Lafayette County	224	Pike County	111	Webster County	25
Covington County	52	Lamar County	193	Pontotoc County	52	Wilkinson County	<10
DeSoto County	606	Lauderdale County	382	Prentiss County	91	Winston County	37
Forrest County	541	Lawrence County	<10	Quitman County	<10	Yalobusha County	19
Franklin County	12	Leake County	<10	Rankin County	956	Yazoo County	37
George County	68	Lee County	628	Scott County	95	N/A	725
Greene County	<10	Leflore County	213	Sharkey County	<10		

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Missouri

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38,689
Total Jobs

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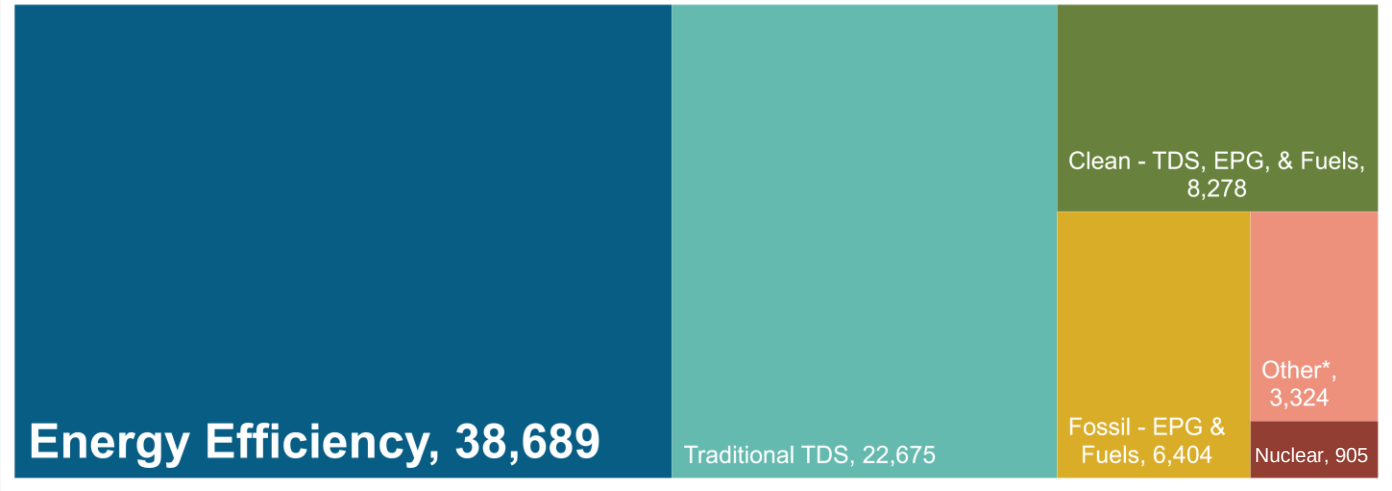

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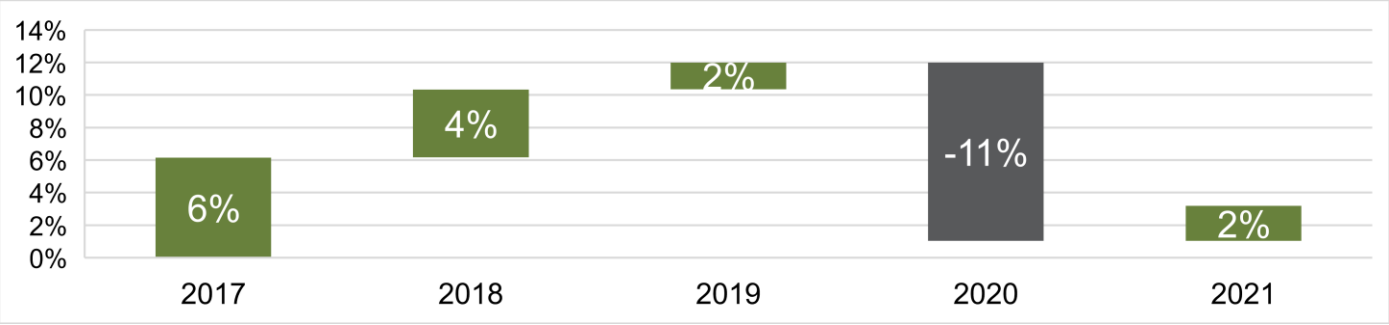
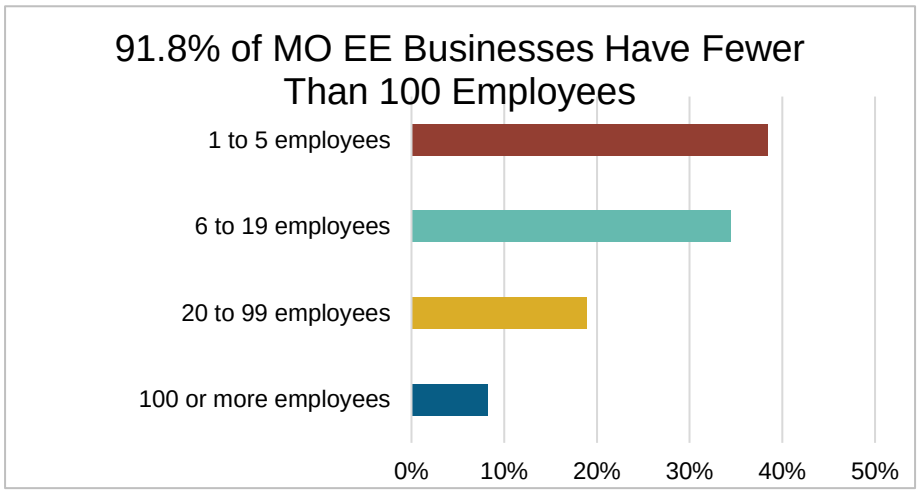
How is the EE industry growing in Missouri?



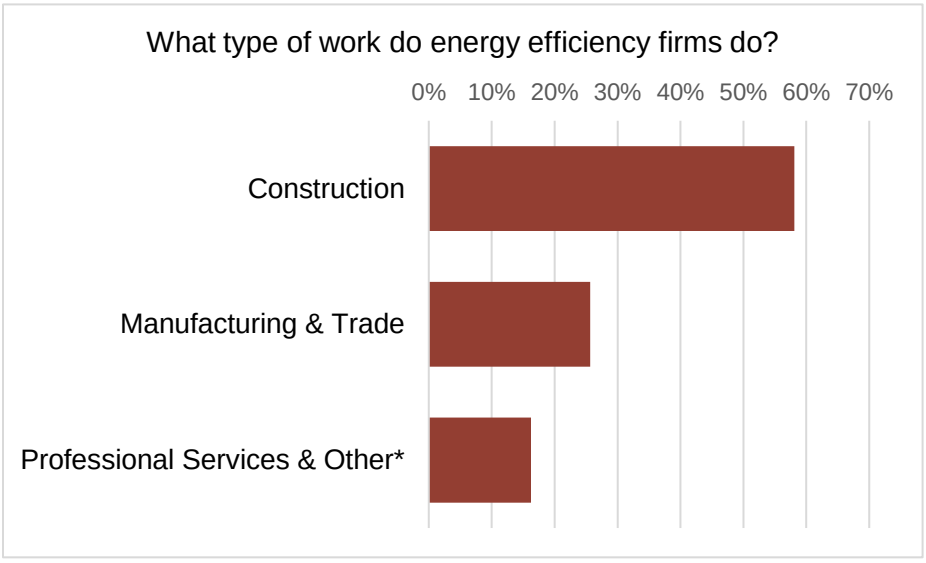
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Missouri?

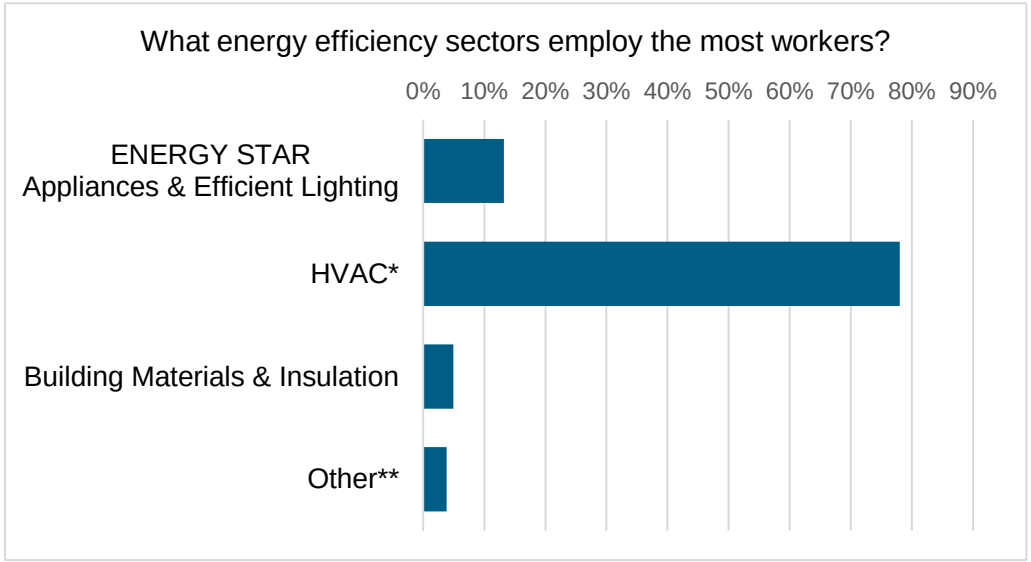


5,880
EE businesses in Missouri

EE construction workers comprise **17%** of Missouri's construction workforce



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business and nonprofit organizations.



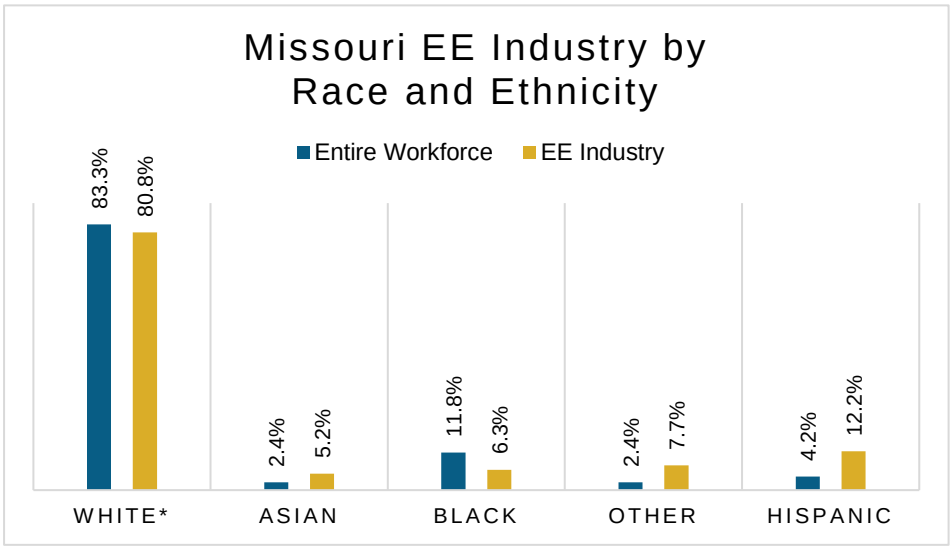
*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

8%
of Missouri EE workers are **Veterans**

How is EE doing on diversity in Missouri?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Missouri communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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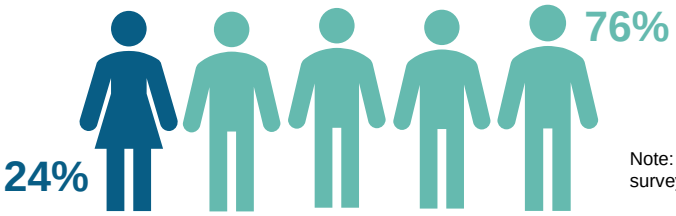


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Missouri's EE Potential

Decades of work ready for Missouri's growing energy efficiency workforce.

Weatherization Assistance Program:

1,059* units weatherized in 2018, out of **~325,000** total low-income households

1,972,874
Missouri homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

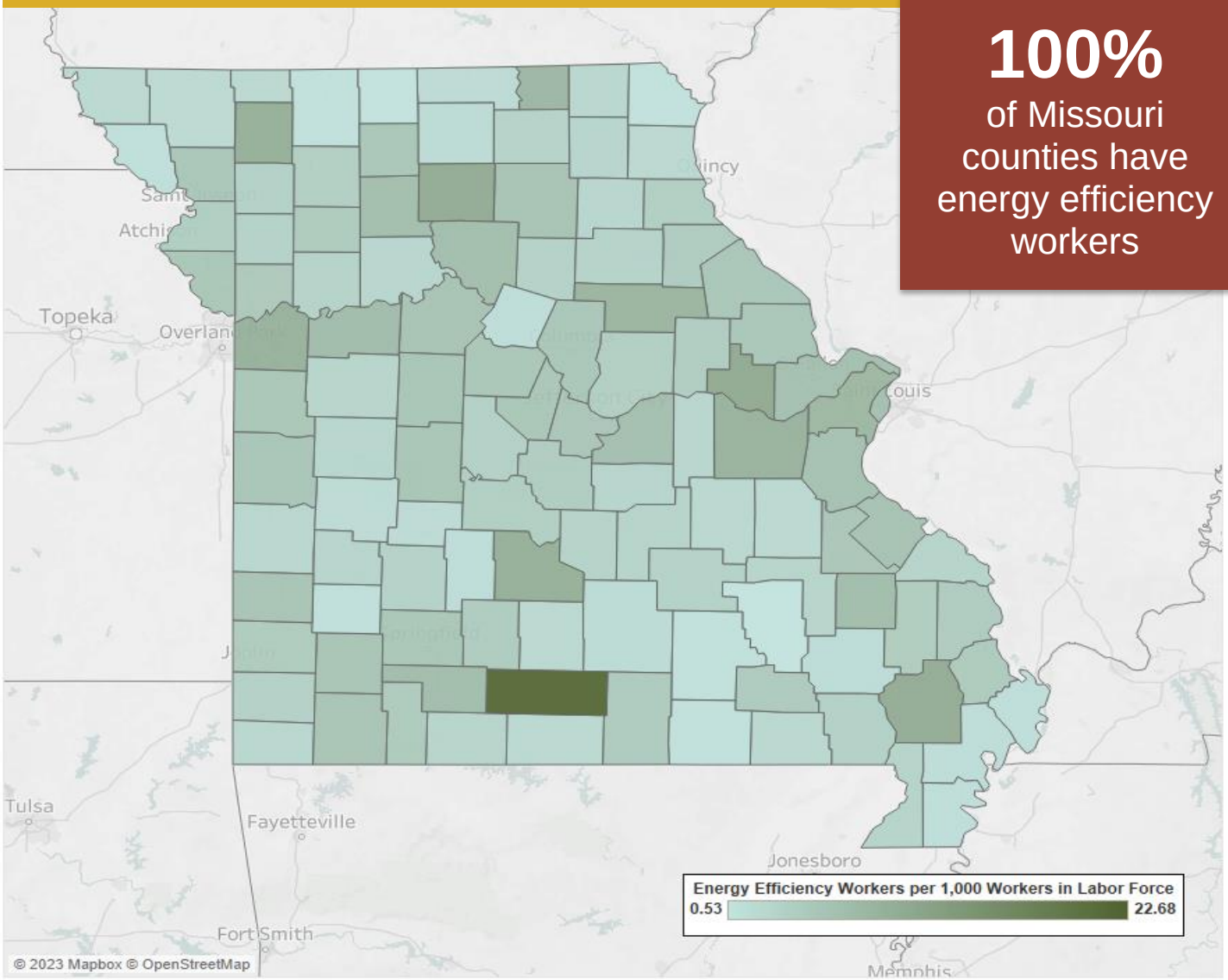
Potential to **reduce** residential electricity consumption by

25%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Cape Girardeau-Jackson	**672**	**St. Joseph**	**568**
	Columbia	**1,115**	**St. Louis**	**14,496**
	Fayetteville-Springdale-Rogers	**140**	**Rural**	**8,505**
	Jefferson City	**929**		
	Joplin	**982**		
	Kansas City	**8,201**		
	Springfield	**3,079**		

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adair County	66	Dallas County	<10	Livingston County	95	Randolph County	73
Andrew County	34	Daviess County	15	McDonald County	39	Ray County	30
Atchison County	<10	DeKalb County	22	Macon County	64	Reynolds County	<10
Audrain County	150	Dent County	28	Madison County	55	Ripley County	16
Barry County	169	Douglas County	113	Maries County	<10	St. Charles County	2,173
Barton County	43	Dunklin County	60	Marion County	114	St. Clair County	<10
Bates County	45	Franklin County	743	Mercer County	<10	Ste. Genevieve County	81
Benton County	48	Gasconade County	32	Miller County	77	St. Francois County	258
Bollinger County	18	Gentry County	42	Mississippi County	10	St. Louis County	10,136
Boone County	1,088	Greene County	2,043	Moniteau County	51	Saline County	111
Buchanan County	410	Grundy County	35	Monroe County	13	Schuyler County	10
Butler County	147	Harrison County	<10	Montgomery County	29	Scotland County	<10
Caldwell County	20	Henry County	49	Morgan County	40	Scott County	165
Callaway County	128	Hickory County	<10	New Madrid County	25	Shannon County	<10
Camden County	167	Holt County	<10	Newton County	157	Shelby County	11
Cape Girardeau County	394	Howard County	<10	Nodaway County	37	Stoddard County	220
Carroll County	14	Howell County	153	Oregon County	<10	Stone County	80
Carter County	16	Iron County	23	Osage County	58	Sullivan County	<10
Cass County	352	Jackson County	7,071	Ozark County	<10	Taney County	192
Cedar County	21	Jasper County	577	Pemiscot County	15	Texas County	24
Chariton County	28	Jefferson County	653	Perry County	61	Vernon County	37
Christian County	296	Johnson County	101	Pettis County	229	Warren County	170
Clark County	<10	Knox County	<10	Phelps County	124	Washington County	27
Clay County	1,114	Laclede County	284	Pike County	61	Wayne County	<10
Clinton County	32	Lafayette County	135	Platte County	546	Webster County	88
Cole County	598	Lawrence County	109	Polk County	69	Worth County	<10
Cooper County	57	Lewis County	13	Pulaski County	93	Wright County	22
Crawford County	38	Lincoln County	144	Putnam County	<10	St. Louis City County	3,052
Dade County	<10	Linn County	88	Ralls County	35	N/A	1,470

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Montana

Energy Efficiency Jobs in America

8,136
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

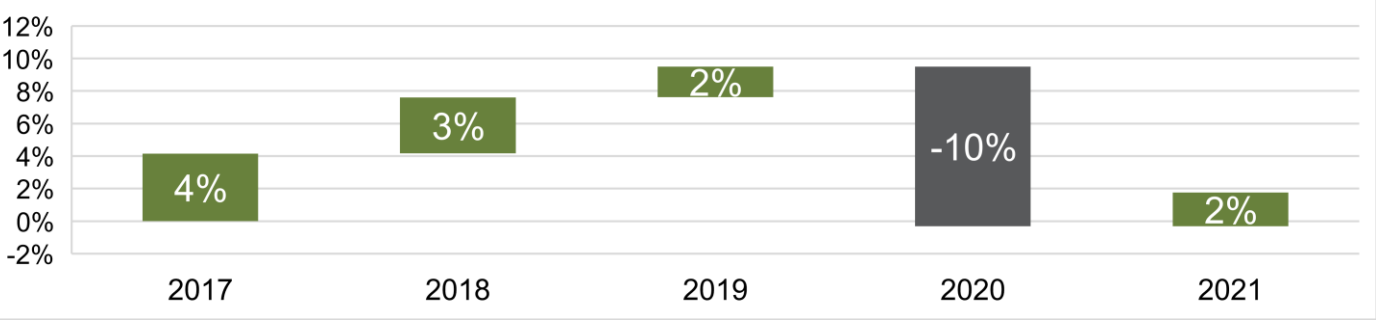
Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Montana's energy sectors compare?

*Energy Efficiency is the **second largest** energy sector in Montana*

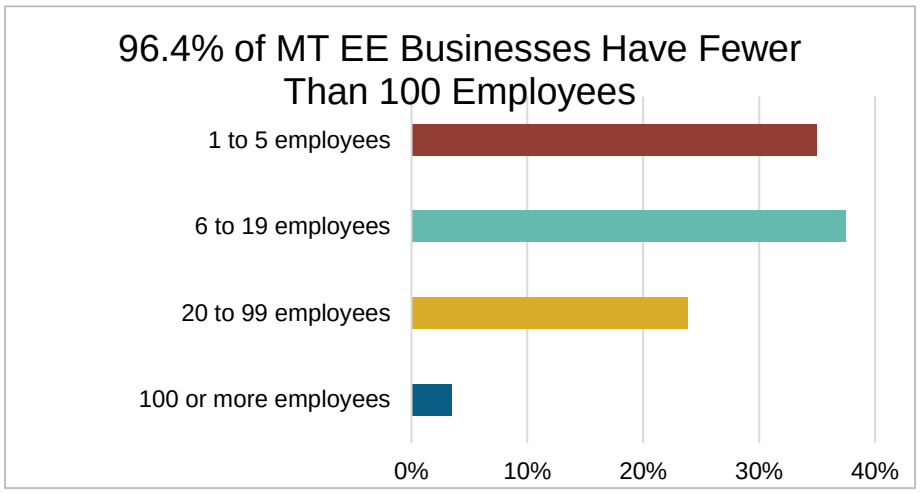
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), < 15
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Montana?



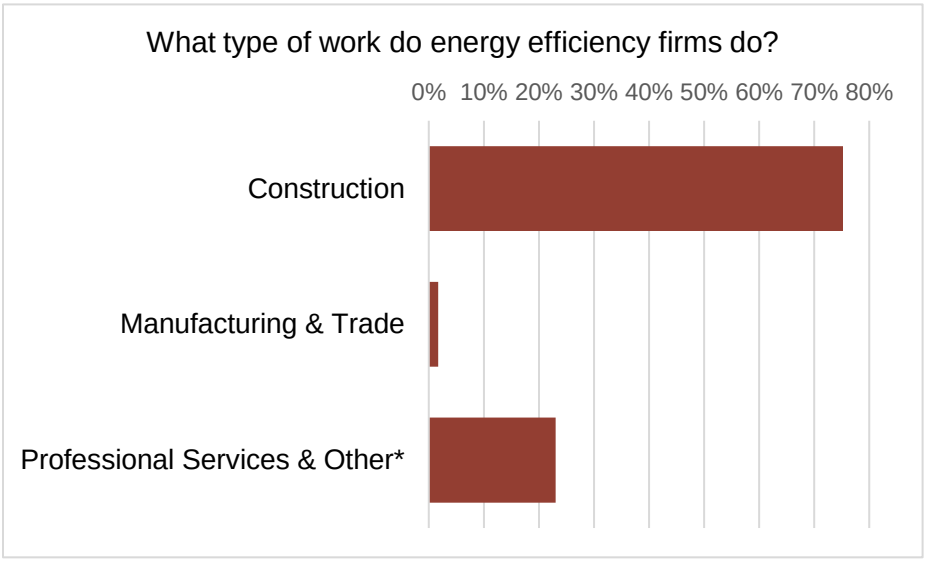
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Montana?



1,400
EE businesses in Montana

EE construction workers comprise **18%** of Montana's construction workforce



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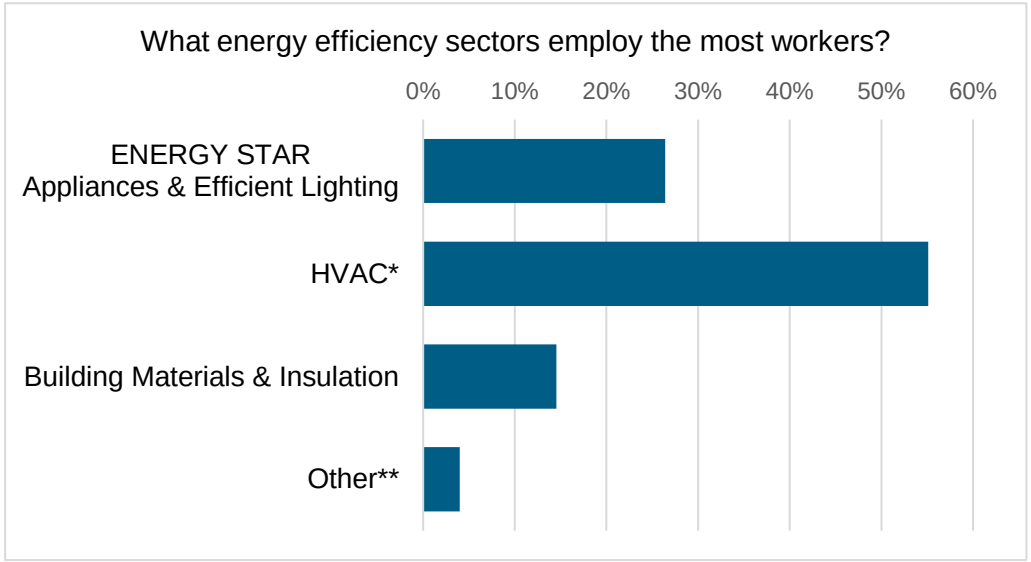


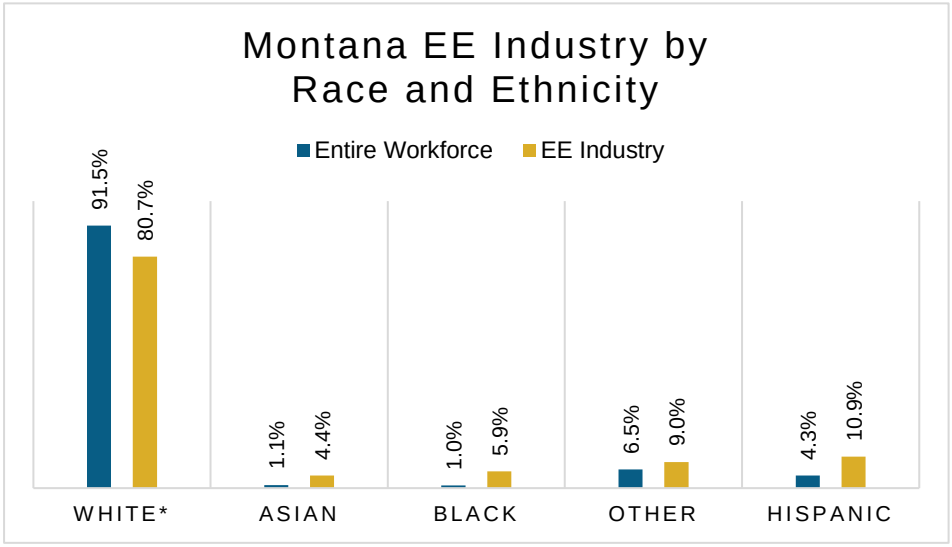
7%
of Montana EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Montana?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Montana communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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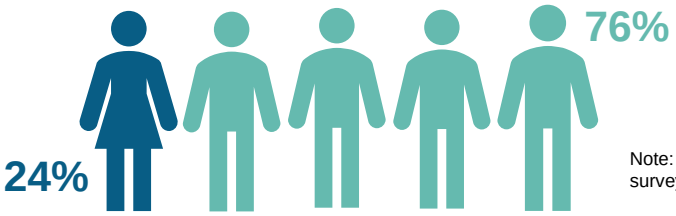

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Montana's EE Potential

Decades of work ready for Montana's growing energy efficiency workforce.

Weatherization Assistance Program:

876* units weatherized in 2018, out of **~57,000** total low-income households

342,792
Montana homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

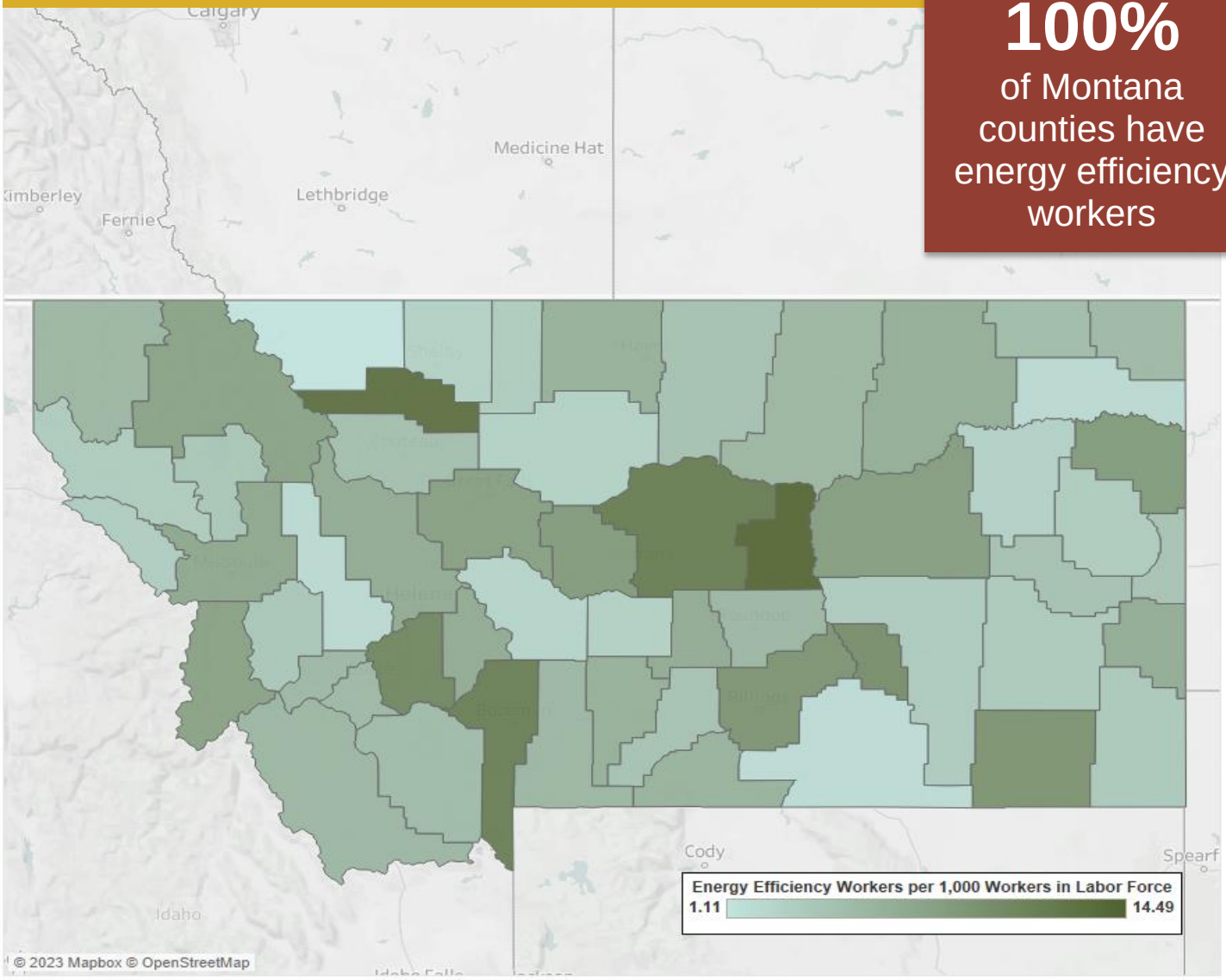
29%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Montana counties have energy efficiency workers



Metropolitan Areas	
Area	**Jobs**
Billings	**1,699**
Great Falls	**486**
Missoula	**963**
Rural	**4,988**

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Beaverhead County	48	Granite County	<10	Powell County	11
	Big Horn County	16	Hill County	89	Prairie County	<10
	Blaine County	12	Jefferson County	57	Ravalli County	220
	Broadwater County	20	Judith Basin County	<10	Richland County	91
	Carbon County	40	Lake County	87	Roosevelt County	16
	Carter County	<10	Lewis and Clark County	558	Rosebud County	27
	Cascade County	616	Liberty County	<10	Sanders County	25
	Chouteau County	<10	Lincoln County	72	Sheridan County	15
	Custer County	43	McCone County	<10	Silver Bow County	190
	Daniels County	<10	Madison County	51	Stillwater County	35
	Dawson County	27	Meagher County	<10	Sweet Grass County	22
	Deer Lodge County	39	Mineral County	<10	Teton County	18
	Fallon County	19	Missoula County	980	Toole County	12
	Fergus County	113	Musselshell County	15	Treasure County	<10
	Flathead County	796	Park County	92	Valley County	40
	Gallatin County	1,644	Petroleum County	<10	Wheatland County	<10
	Garfield County	<10	Phillips County	15	Wibaux County	<10
	Glacier County	10	Pondera County	44	Yellowstone County	1,696
	Golden Valley County	<10	Powder River County	11	N/A	119

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Nebraska

Energy Efficiency Jobs in America

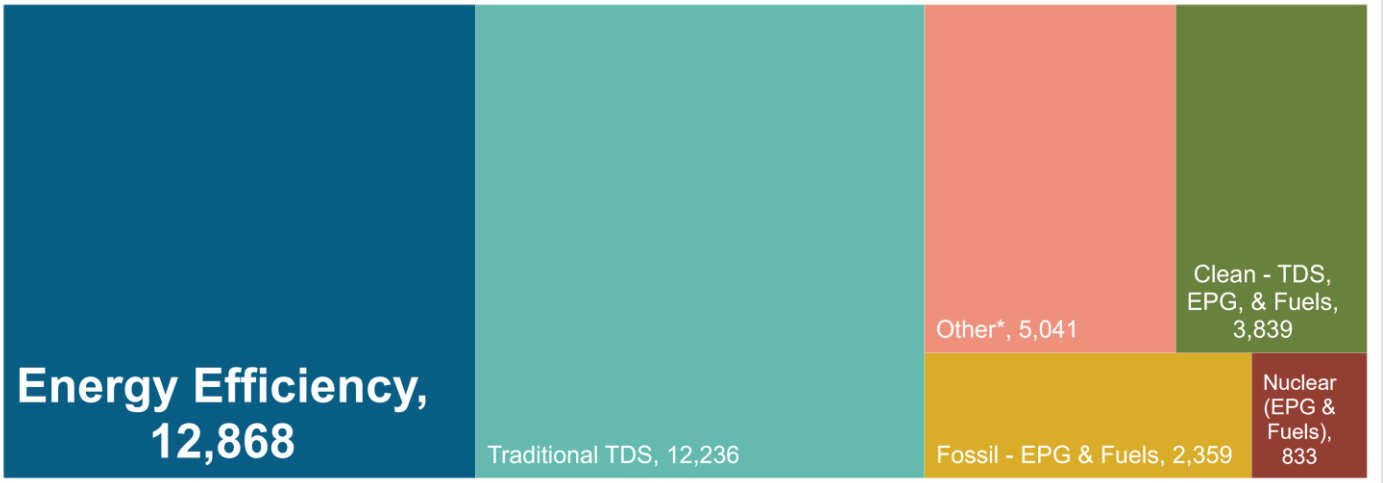
12,868
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

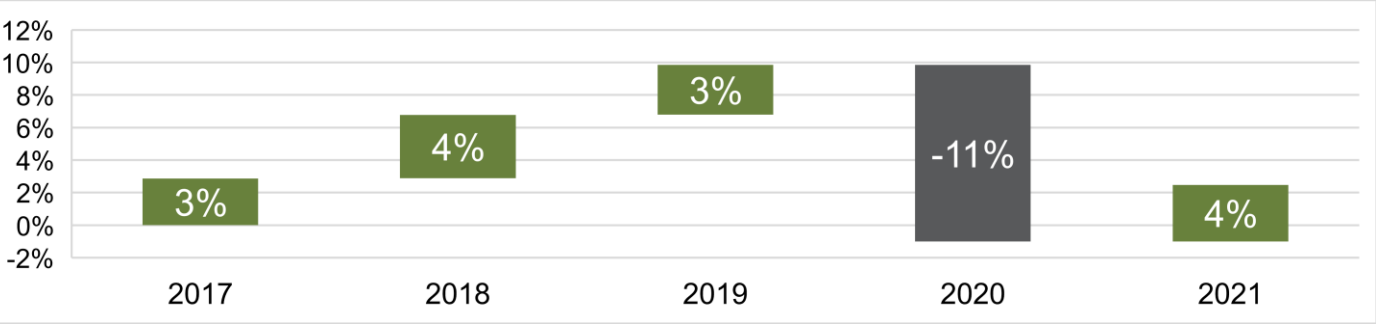
How do Nebraska's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Nebraska*



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

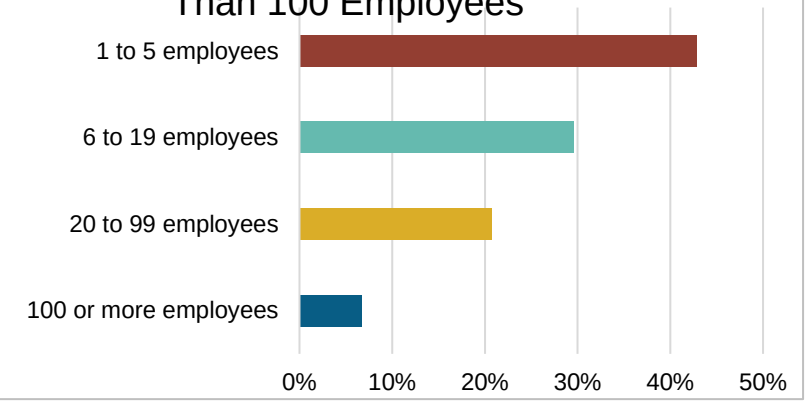
How is the EE industry growing in Nebraska?



Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Nebraska?

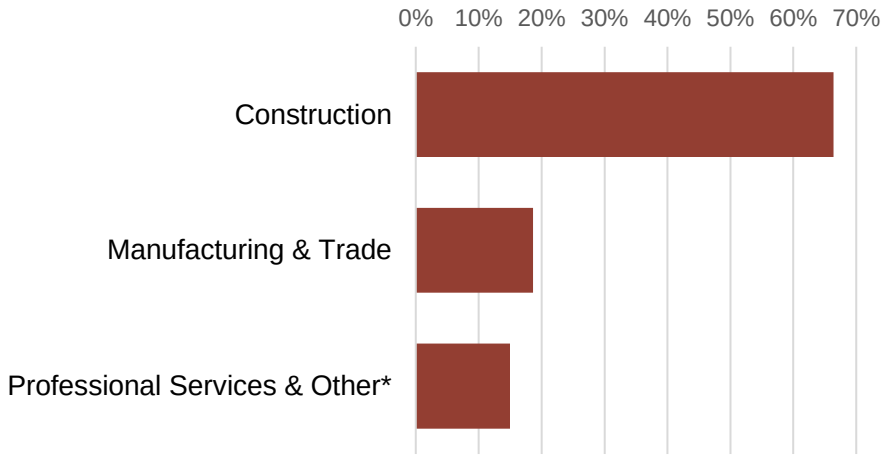
93.2% of NE EE Businesses Have Fewer Than 100 Employees



2,065
EE businesses in Nebraska

EE construction workers comprise **15%** of Nebraska's construction workforce

What type of work do energy efficiency firms do?



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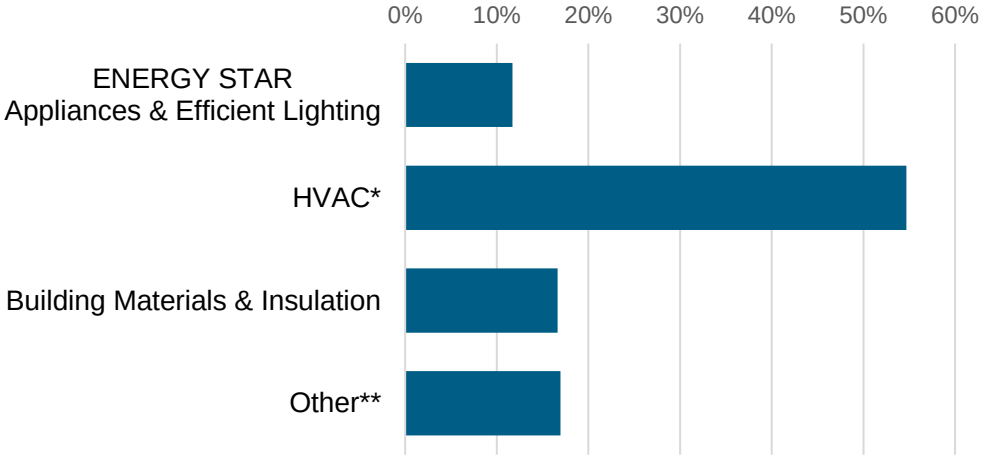
What energy efficiency sectors employ the most workers?



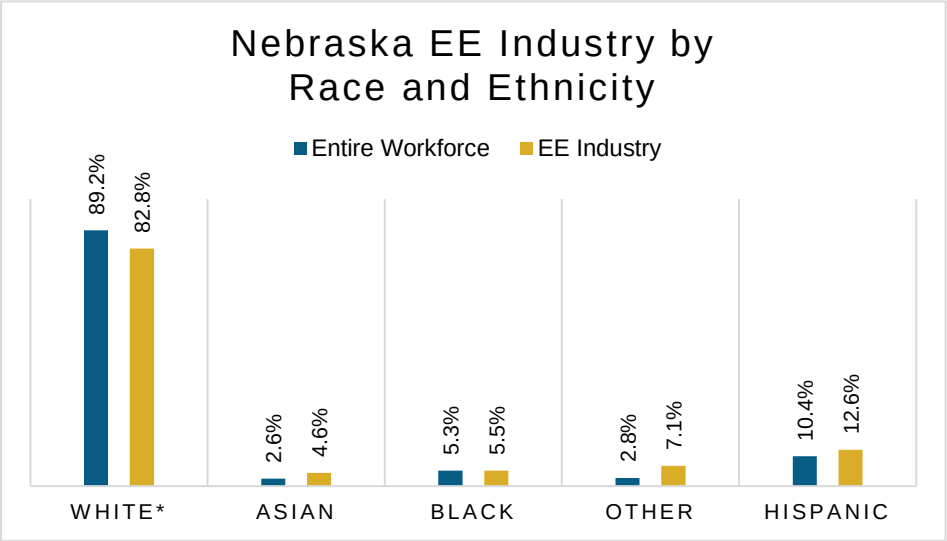
8%
of Nebraska EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Nebraska?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Nebraska communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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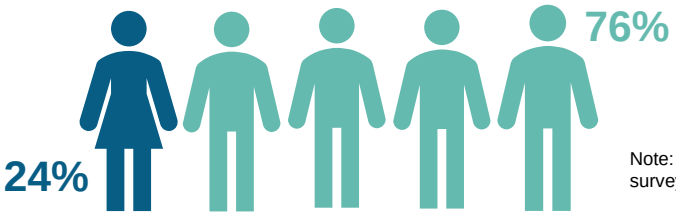

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Nebraska's EE Potential

Decades of work ready for Nebraska's growing energy efficiency workforce.

Weatherization Assistance Program:

323* units weatherized in 2018, out of **~78,000** total low-income households

617,052
Nebraska homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

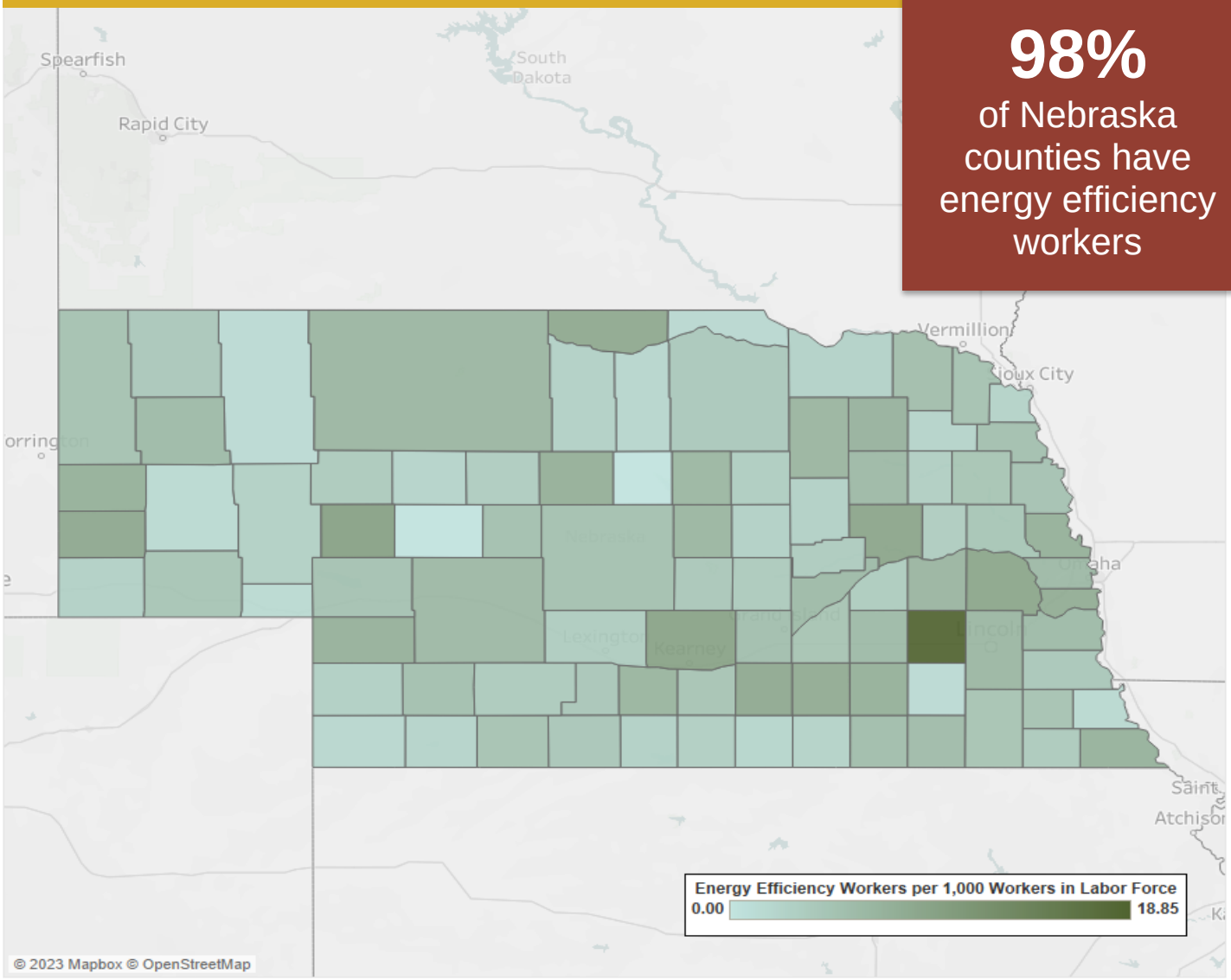
Potential to **reduce** residential electricity consumption by

22%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



98%
of Nebraska counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Lincoln	**2,192**
Omaha-Council Bluffs	**5,111**
Sioux City	**98**
Rural	**5,468**

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adams County	275	Deuel County	<10	Johnson County	14	Red Willow County	50
Antelope County	32	Dixon County	20	Kearney County	20	Richardson County	37
Arthur County	<10	Dodge County	172	Keith County	35	Rock County	<10
Banner County	<10	Douglas County	4,358	Keya Paha County	<10	Saline County	18
Blaine County	<10	Dundy County	<10	Kimball County	<10	Sarpy County	1,204
Boone County	14	Fillmore County	36	Knox County	16	Saunders County	109
Box Butte County	45	Franklin County	<10	Lancaster County	2,283	Scotts Bluff County	244
Boyd County	<10	Frontier County	<10	Lincoln County	191	Seward County	216
Brown County	<10	Furnas County	17	Logan County	<10	Sheridan County	<10
Buffalo County	528	Gage County	85	Loup County	<10	Sherman County	<10
Burt County	19	Garden County	<10	McPherson County	<10	Sioux County	<10
Butler County	38	Garfield County	11	Madison County	281	Stanton County	<10
Cass County	76	Gosper County	<10	Merrick County	29	Thayer County	26
Cedar County	32	Grant County	<10	Morrill County	<10	Thomas County	<10
Chase County	12	Greeley County	<10	Nance County	<10	Thurston County	36
Cherry County	32	Hall County	395	Nemaha County	10	Valley County	26
Cheyenne County	37	Hamilton County	36	Nuckolls County	<10	Washington County	123
Clay County	35	Harlan County	<10	Otoe County	55	Wayne County	20
Colfax County	34	Hayes County	<10	Pawnee County	<10	Webster County	<10
Cuming County	37	Hitchcock County	<10	Perkins County	18	Wheeler County	<10
Custer County	50	Holt County	35	Phelps County	61	York County	95
Dakota County	67	Hooker County	<10	Pierce County	30	N/A	420
Dawes County	27	Howard County	12	Platte County	370		
Dawson County	85	Jefferson County	41	Polk County	11		

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Nevada

Energy Efficiency Jobs in America

11,404
Total Jobs

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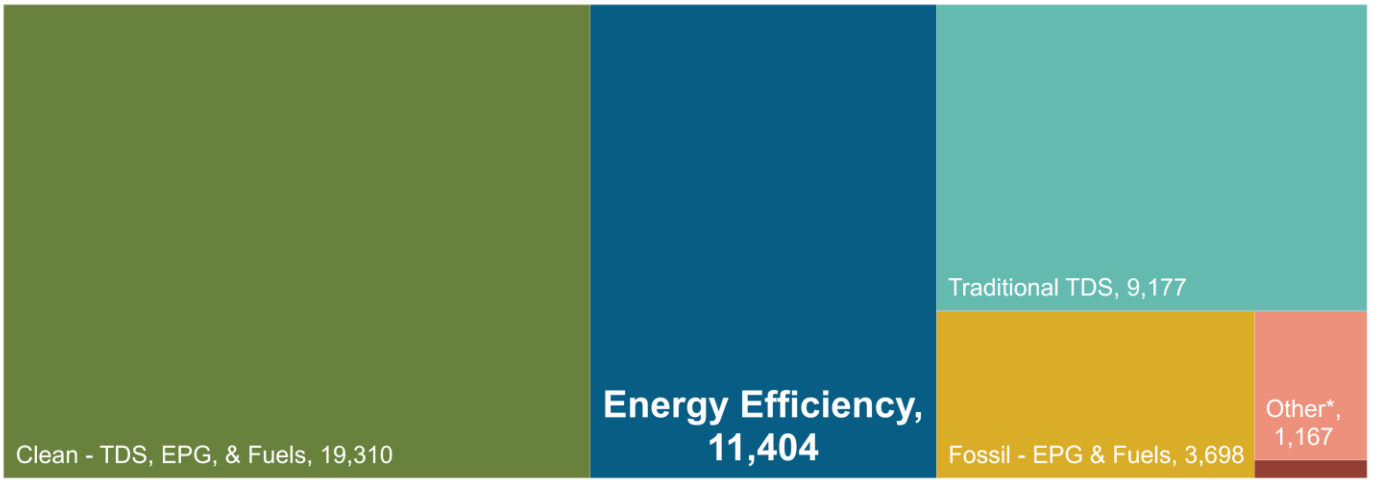
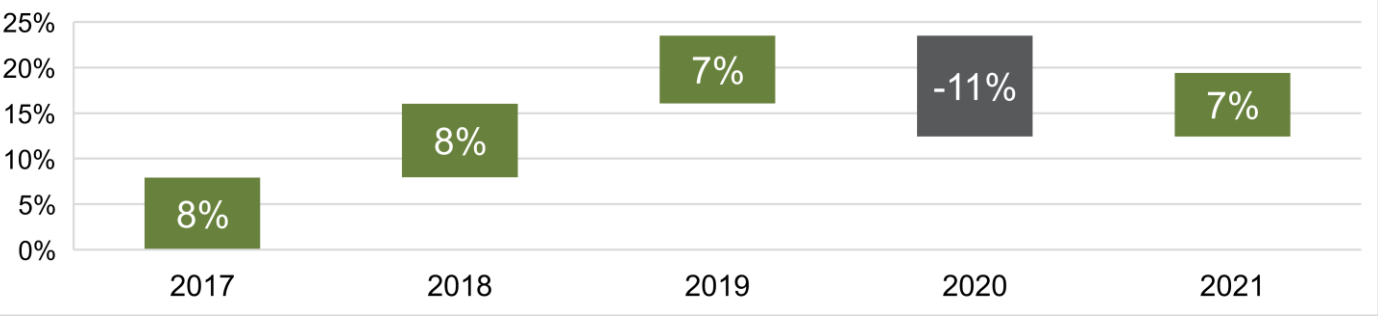
How do Nevada's energy sectors compare?

*Energy Efficiency is the **second largest** energy sector in Nevada*



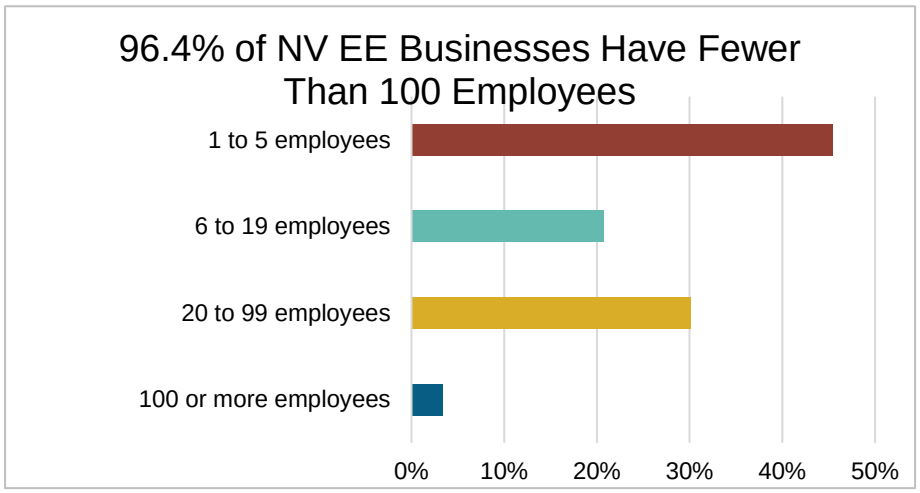
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 142
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Nevada?



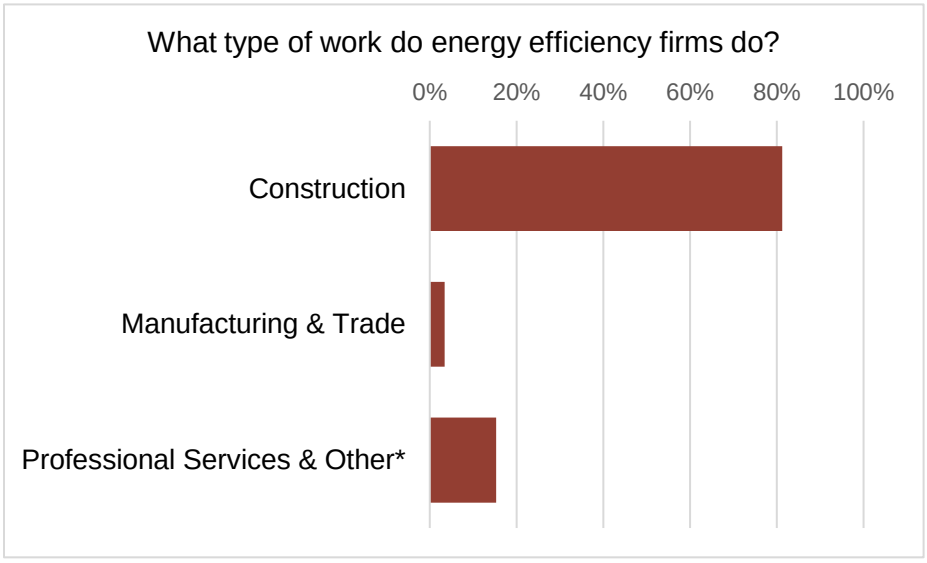
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Nevada?



2,211
EE businesses in Nevada

EE construction workers comprise **10%** of Nevada's construction workforce



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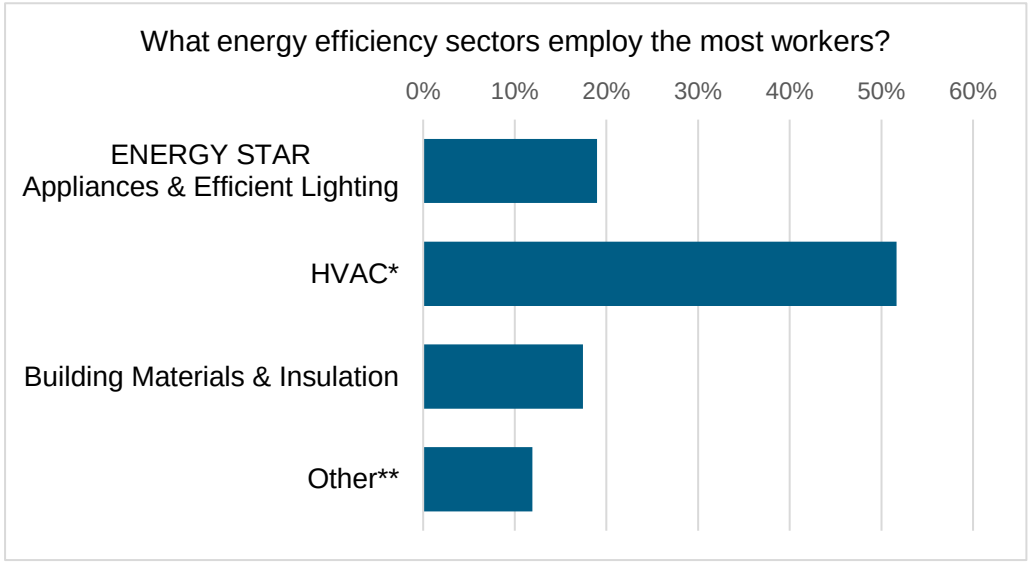


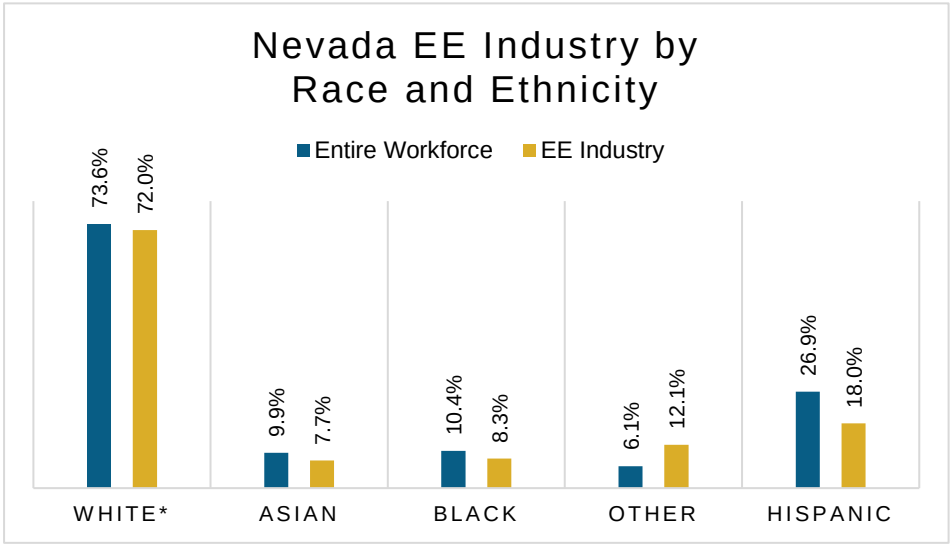
7%
of Nevada EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

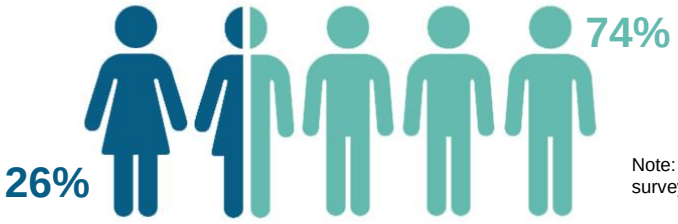
How is EE doing on diversity in Nevada?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Nevada communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



*Includes non-Hispanic and Hispanic whites.



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Nevada's EE Potential

Decades of work ready for Nevada's growing energy efficiency workforce.

Weatherization Assistance Program:

195* units weatherized in 2018, out of **~140,000** total low-income households

698,735
Nevada homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

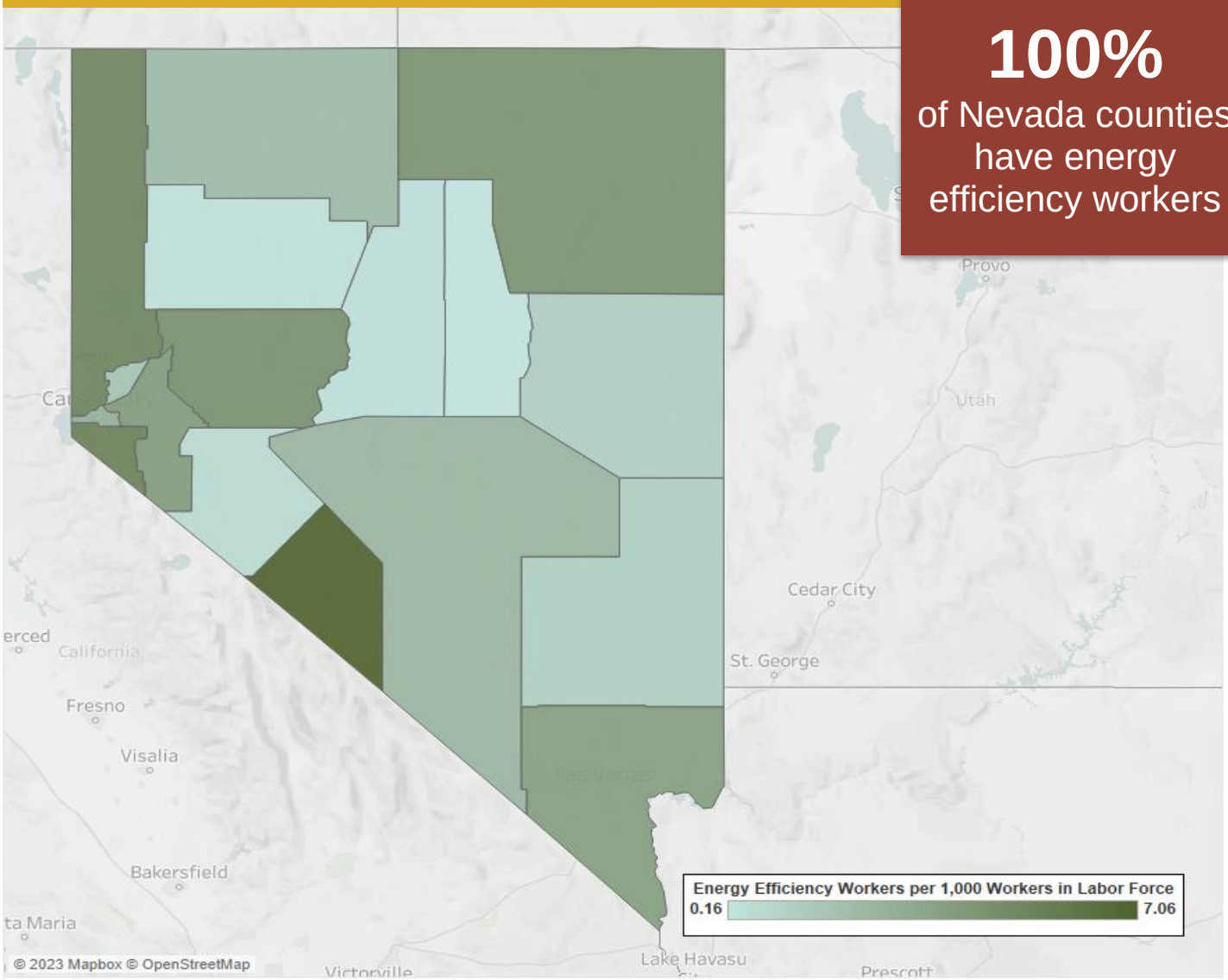
Potential to **reduce** residential electricity consumption by

37%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Nevada counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Carson City	**218**
Las Vegas-Paradise	**6,773**
Reno-Sparks	**3,941**
Rural	**472**

Jobs by County				
	County	Jobs	County	Jobs
	Churchill County	80	Lyon County	114
	Clark County	7,988	Mineral County	<10
	Douglas County	214	Nye County	71
	Elko County	200	Pershing County	<10
	Esmeralda County	<10	Storey County	73
	Eureka County	<10	Washoe County	2,386
	Humboldt County	36	White Pine County	11
	Lander County	<10	Carson City County	175
	Lincoln County	<10	N/A	40

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For questions on E4TheFuture analyses please email: policy@e4thefuture.org.

New Hampshire

Energy Efficiency Jobs in America

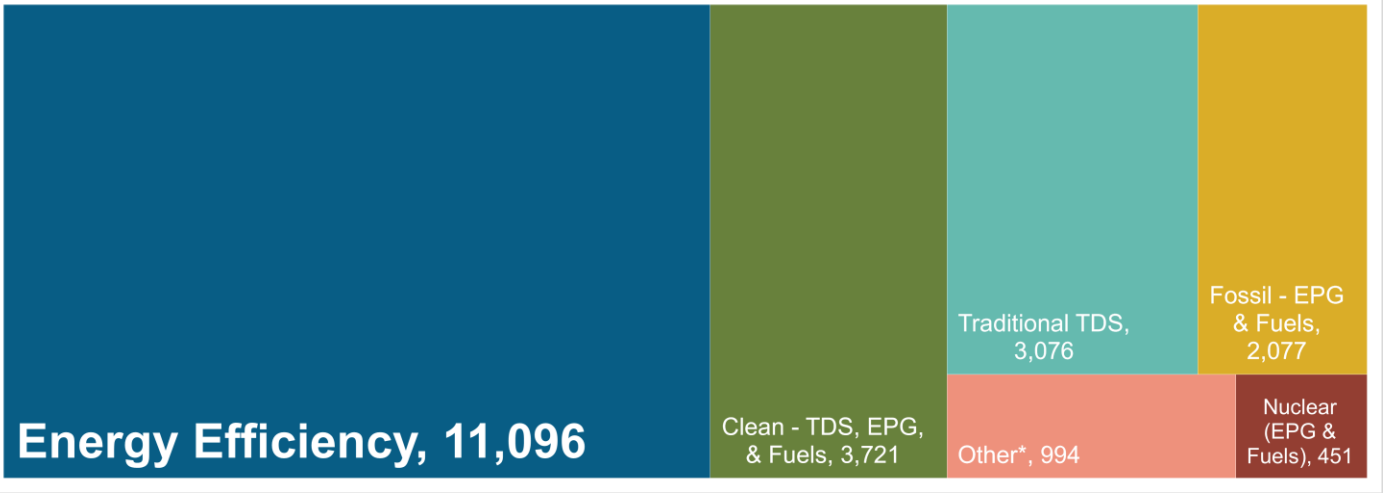
11,096
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

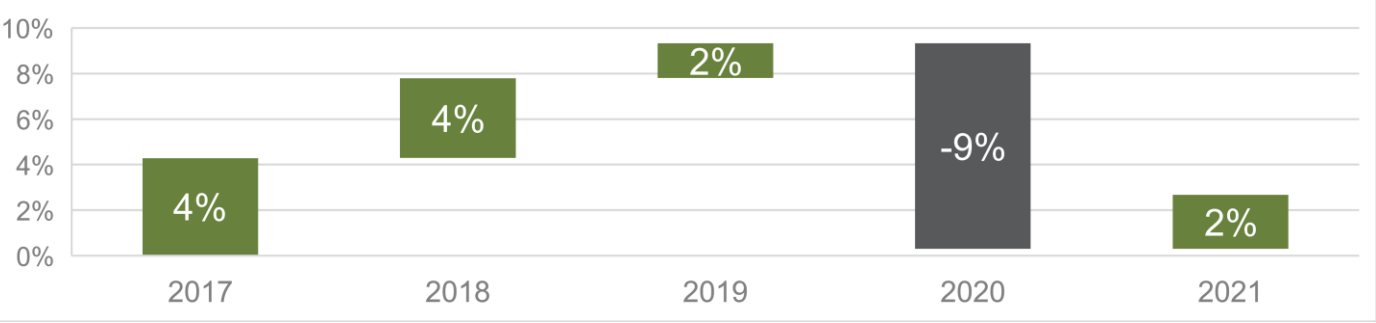
How do New Hampshire's energy sectors compare?

Energy Efficiency is the largest energy sector in New Hampshire



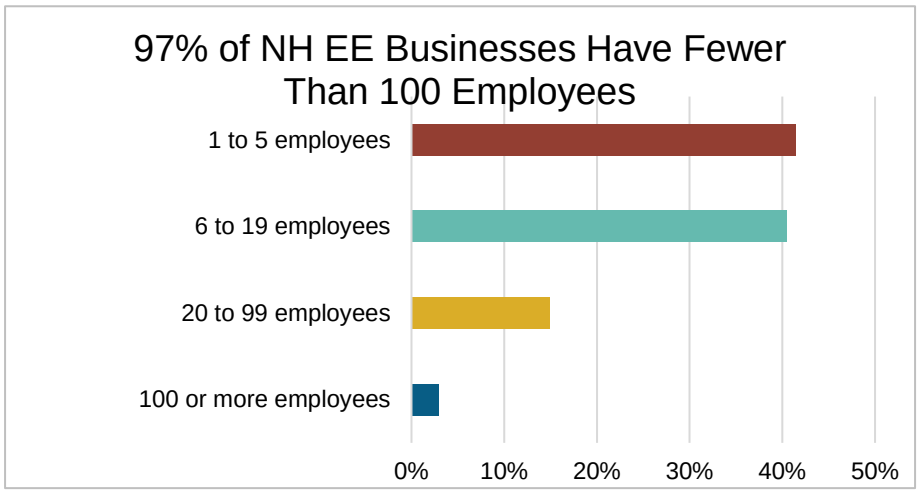
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in New Hampshire?



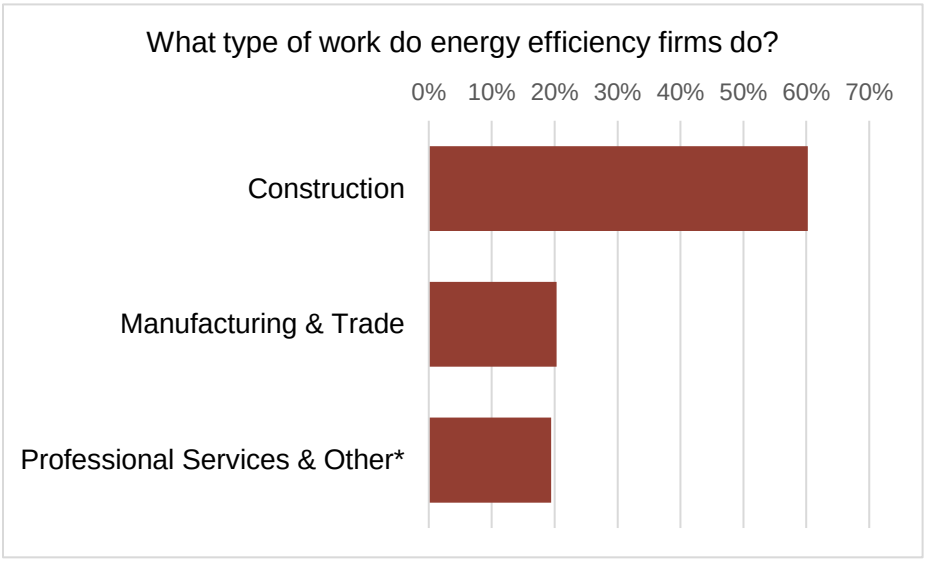
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in New Hampshire?



2,067
EE businesses in New Hampshire

EE construction workers comprise **23%** of New Hampshire's construction workforce



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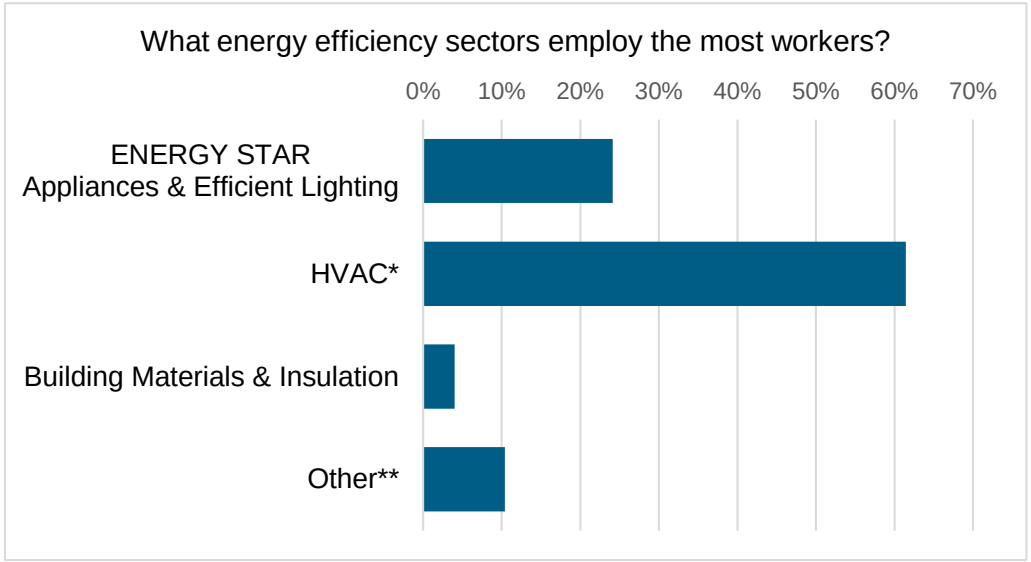


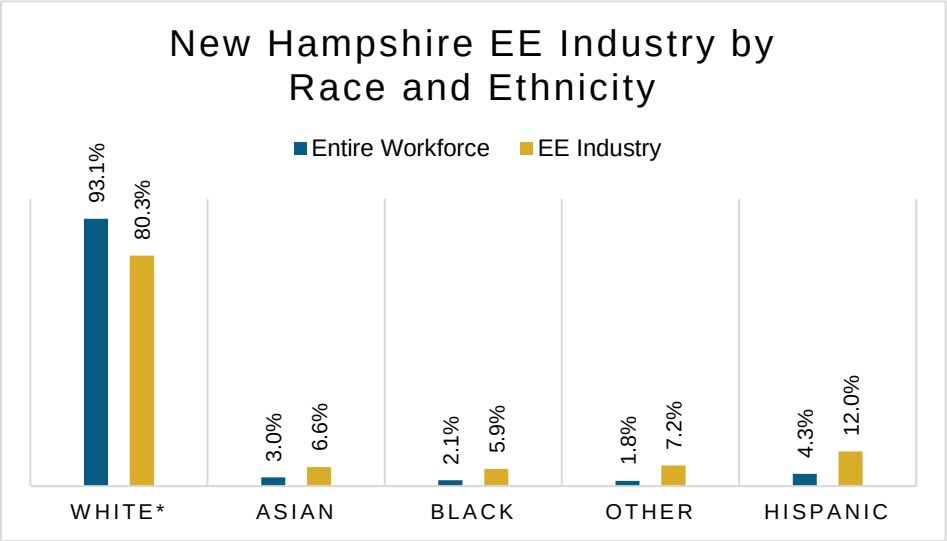
8%
of New Hampshire EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in New Hampshire?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all New Hampshire communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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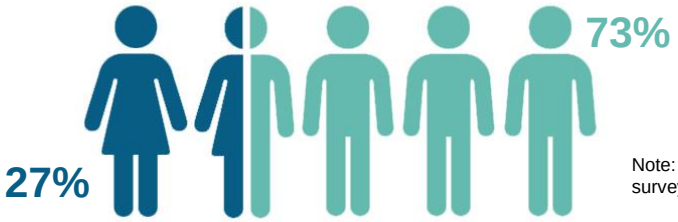

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New Hampshire's EE Potential

Decades of work ready for New Hampshire's growing energy efficiency workforce.

Weatherization Assistance Program:

139* units weatherized in 2018, out of **~40,000** total low-income households

497,478
New Hampshire homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

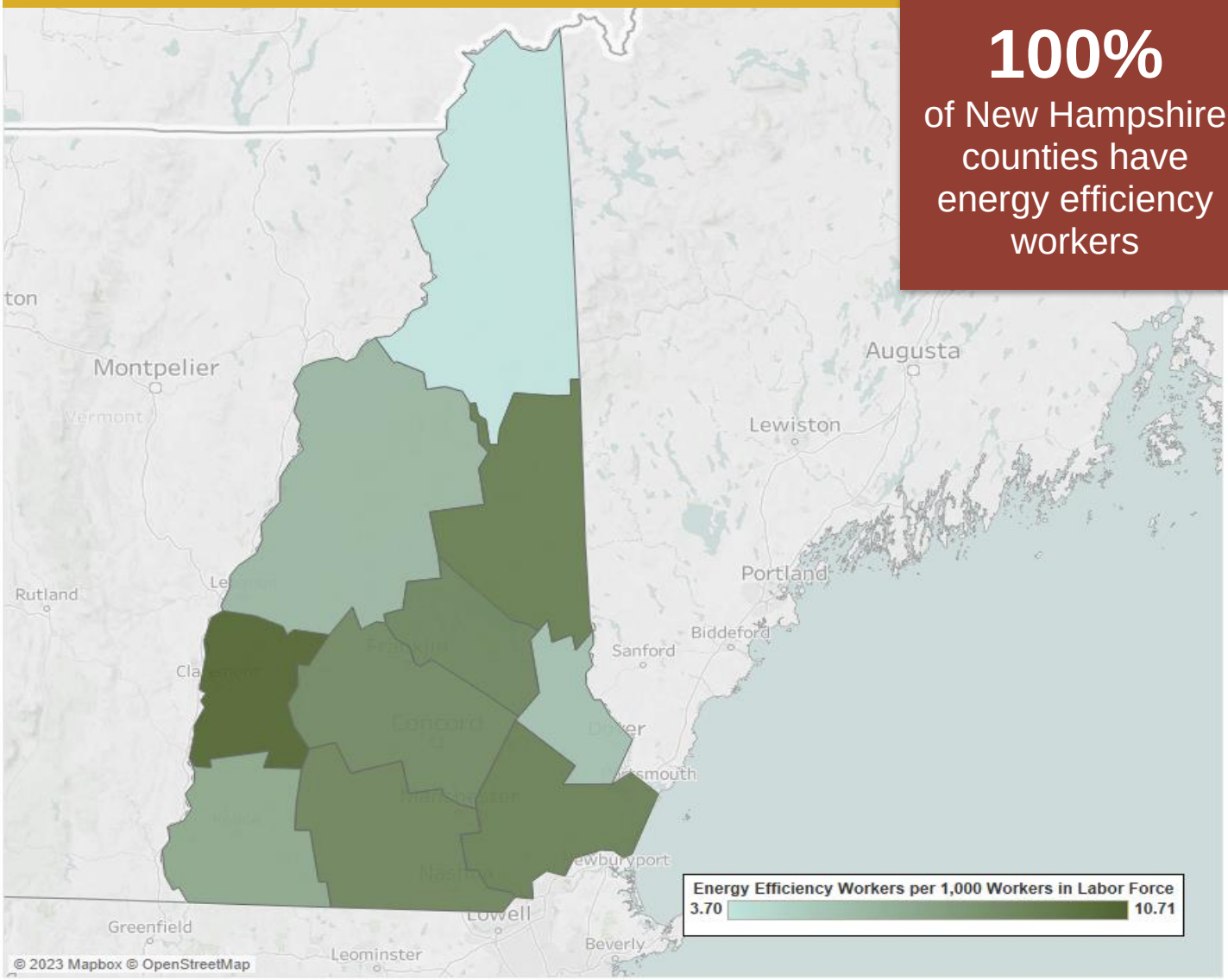
Potential to **reduce** residential electricity consumption by

18%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



Metropolitan Areas		
	Area	**Jobs**
	Boston-Cambridge-Quincy	**5,685**
	Manchester-Nashua	**2,362**
	Rural	**3,049**

Jobs by County	
County	Jobs
Belknap County	465
Carroll County	382
Cheshire County	451
Coos County	89
Grafton County	659
Hillsborough County	3,637
Merrimack County	1,324
Rockingham County	2,826
Strafford County	545
Sullivan County	293
N/A	425

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New Jersey

Energy Efficiency Jobs in America

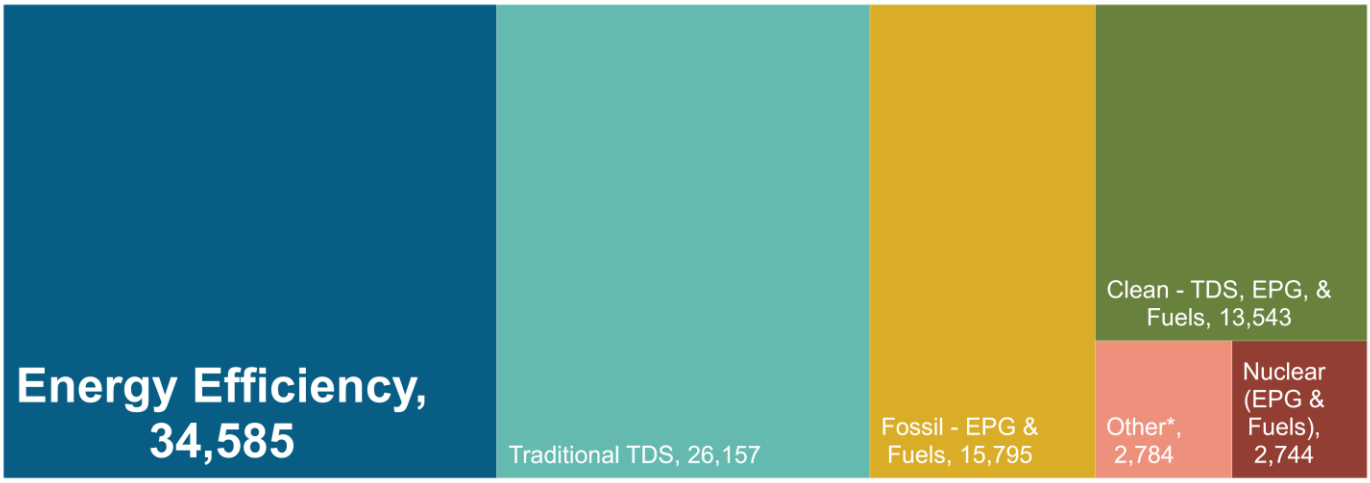
34,585
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

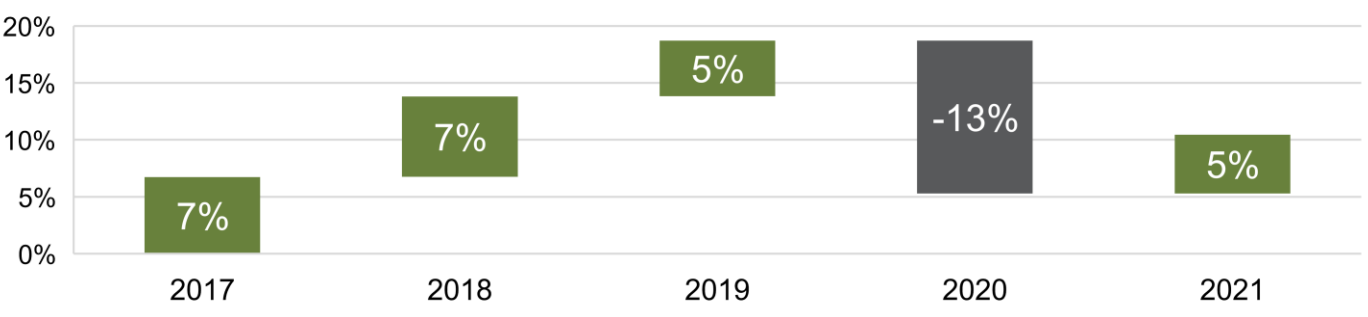
How do New Jersey's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in New Jersey*



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

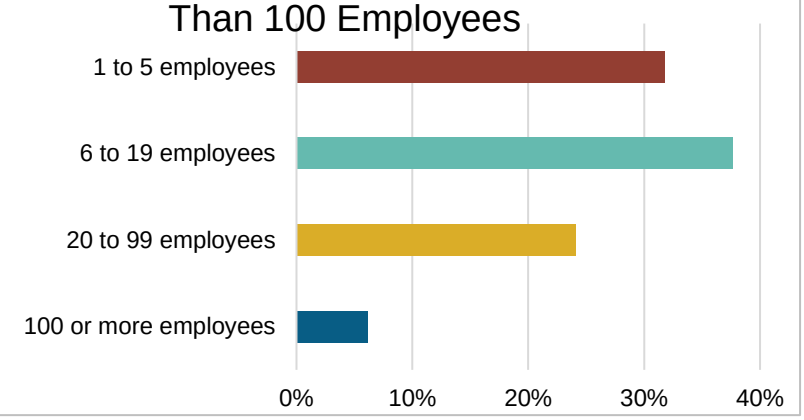
How is the EE industry growing in New Jersey?



Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in New Jersey?

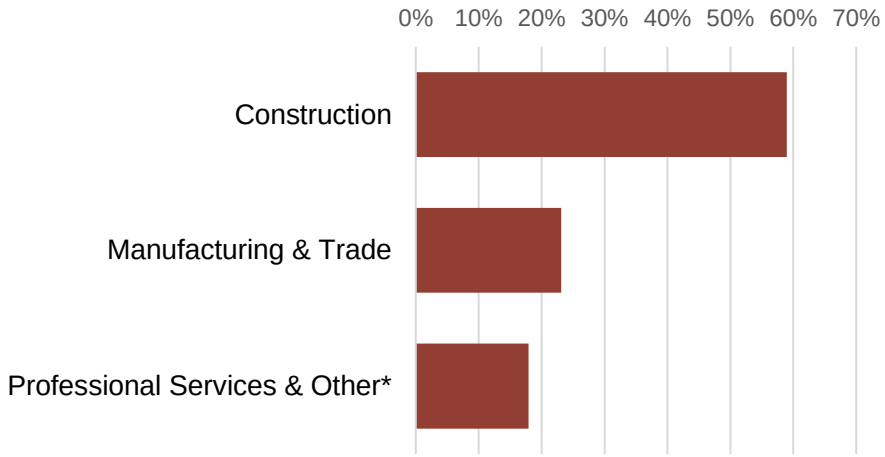
93.6% of NJ EE Businesses Have Fewer Than 100 Employees



4,814
EE businesses in New Jersey

EE construction workers comprise **13%** of New Jersey's construction workforce

What type of work do energy efficiency firms do?



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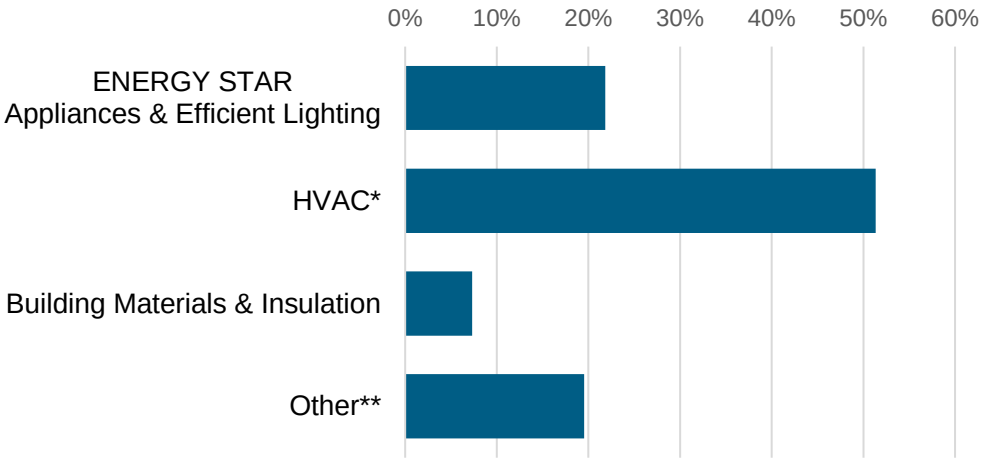
What energy efficiency sectors employ the most workers?



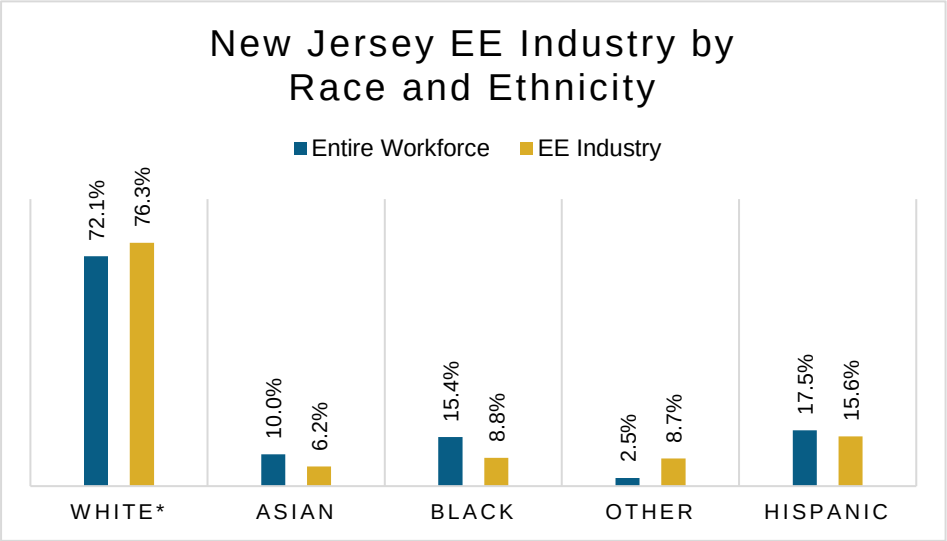
7%
of New Jersey EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in New Jersey?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all New Jersey communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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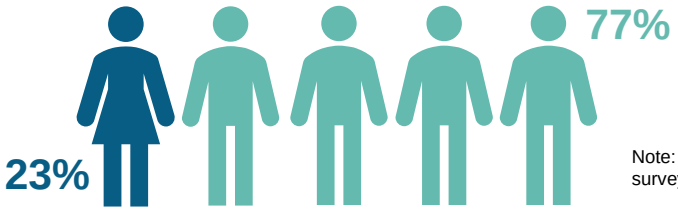

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New Jersey's EE Potential

Decades of work ready for New Jersey's growing energy efficiency workforce.

Weatherization Assistance Program:

1,655* units weatherized in 2018, out of **~310,000** total low-income households

2,841,102
New Jersey homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

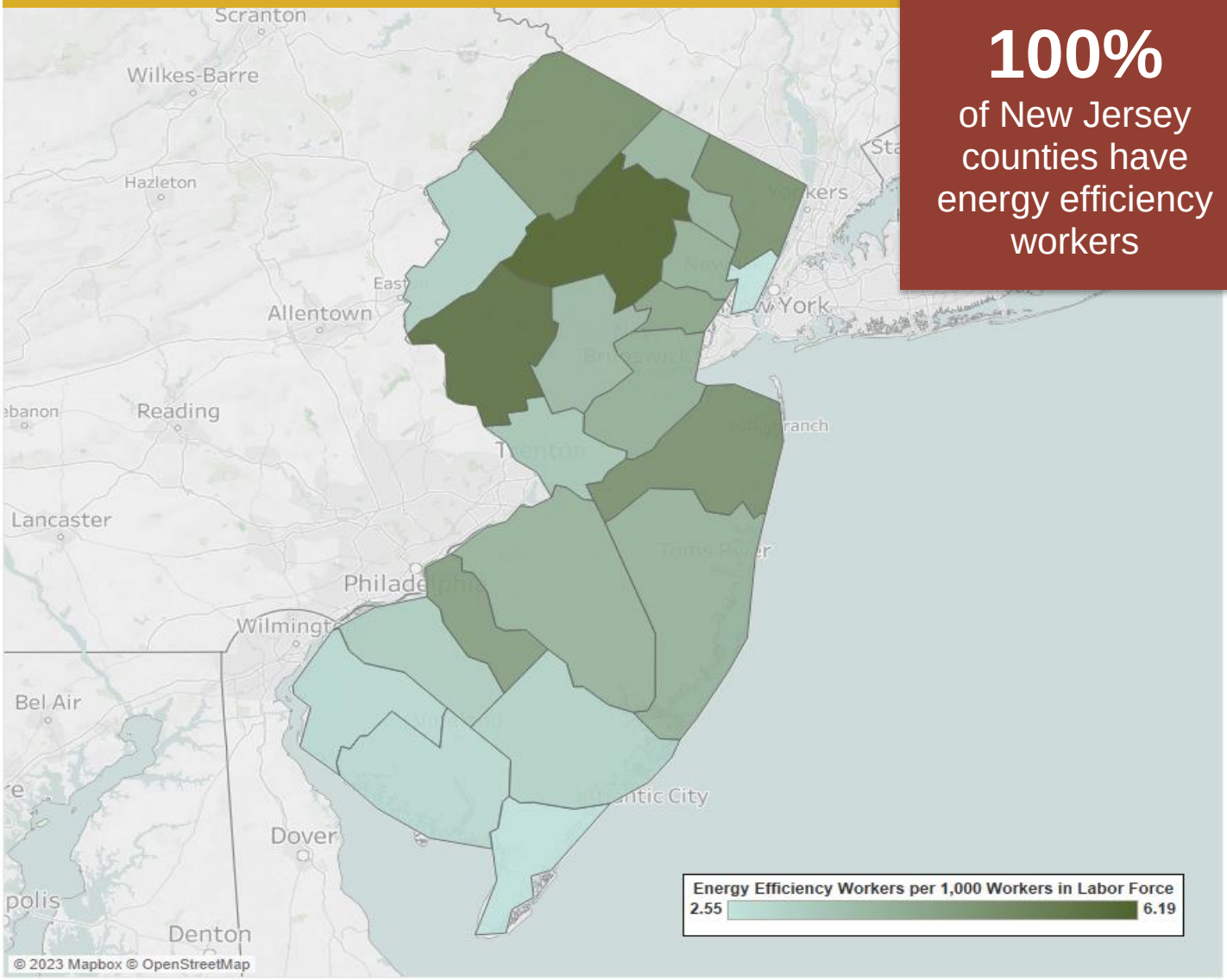
Potential to **reduce** residential electricity consumption by

15%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of New Jersey counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Allentown-Bethlehem-Easton	426
Atlantic City	689
New York-Northern New Jersey-Long Island	26,339
Ocean City	410
Philadelphia-Camden-Wilmington	4,902
Trenton-Ewing	1,508
Vineland-Millville-Bridgeton	310

Jobs by County				
	County	Jobs	County	Jobs
	Atlantic County	793	Middlesex County	3,530
	Bergen County	4,267	Monmouth County	2,689
	Burlington County	1,627	Morris County	3,712
	Camden County	1,847	Ocean County	1,473
	Cape May County	273	Passaic County	1,329
	Cumberland County	351	Salem County	124
	Essex County	2,733	Somerset County	1,474
	Gloucester County	782	Sussex County	384
	Hudson County	1,386	Union County	1,988
	Hunterdon County	532	Warren County	201
	Mercer County	1,815	N/A	1,274

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New Mexico

Energy Efficiency Jobs in America

5,712
Total Jobs

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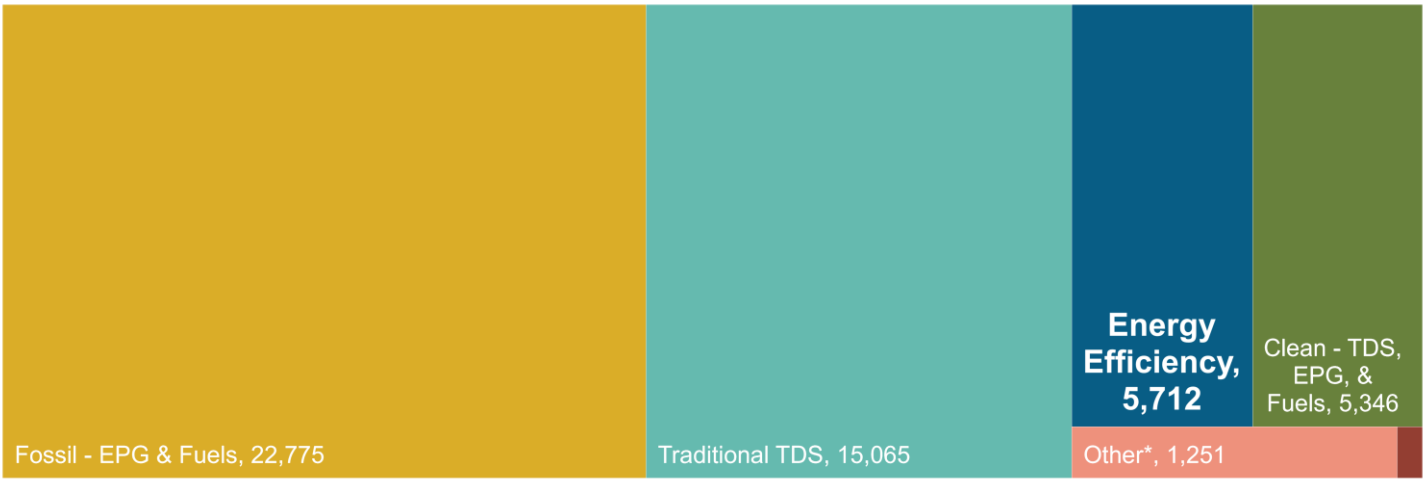
Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do New Mexico's energy sectors compare?

*Energy Efficiency is the **third largest** energy sector in New Mexico*



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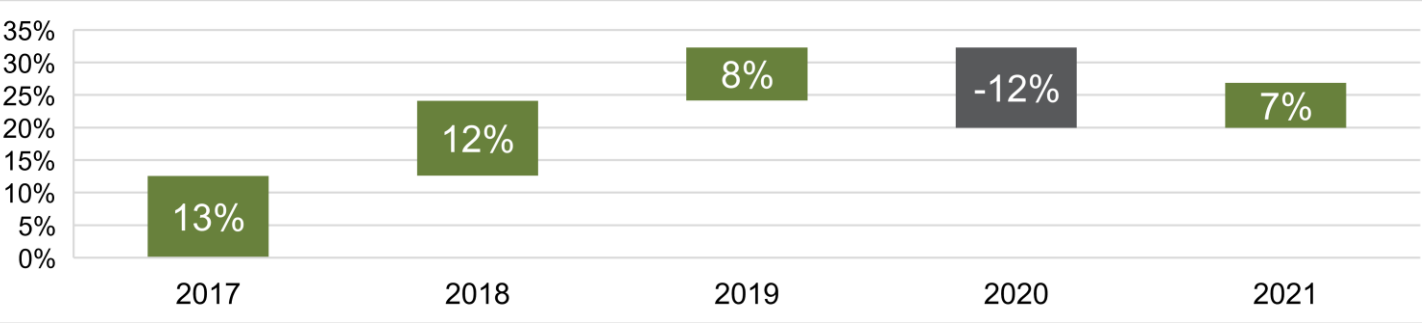
Nuclear (EPG & Fuels), 97
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in New Mexico?



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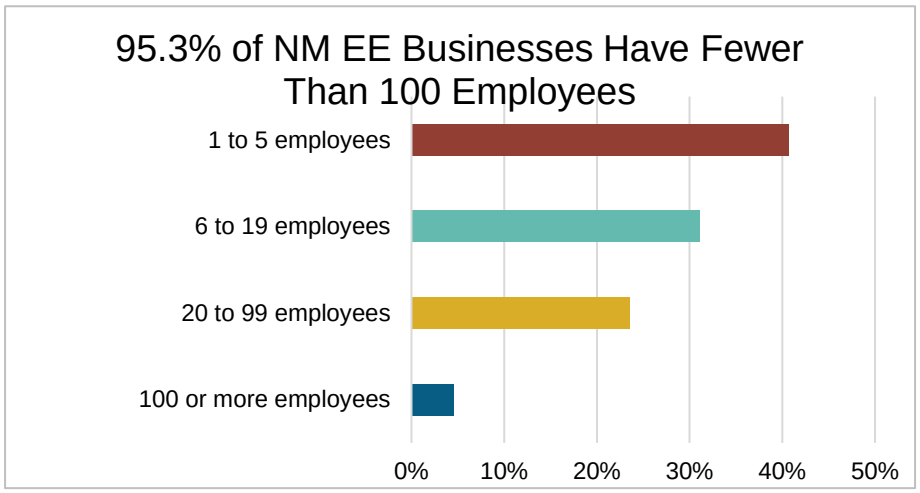
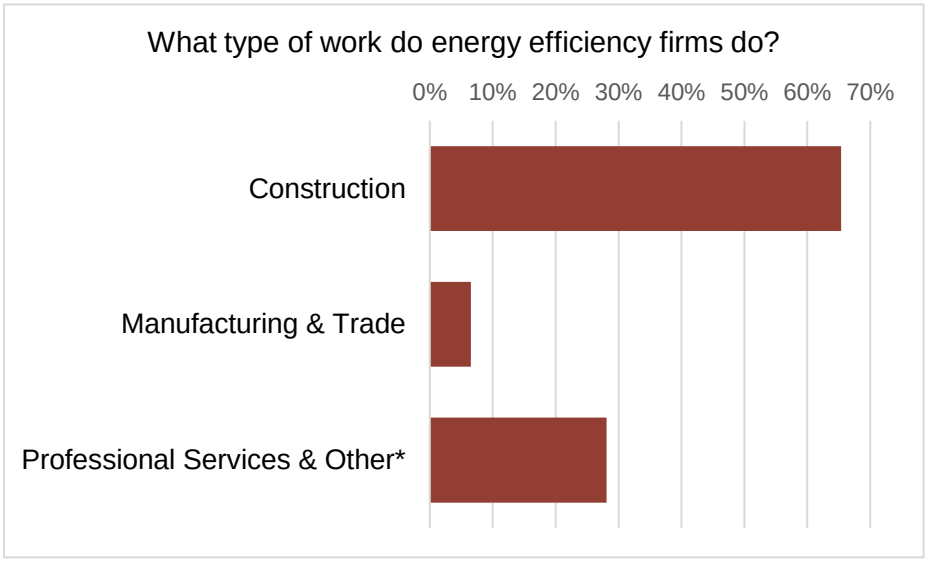
What does EE look like in New Mexico?



1,026
EE businesses in New Mexico

EE construction workers comprise **8%** of New Mexico's construction workforce



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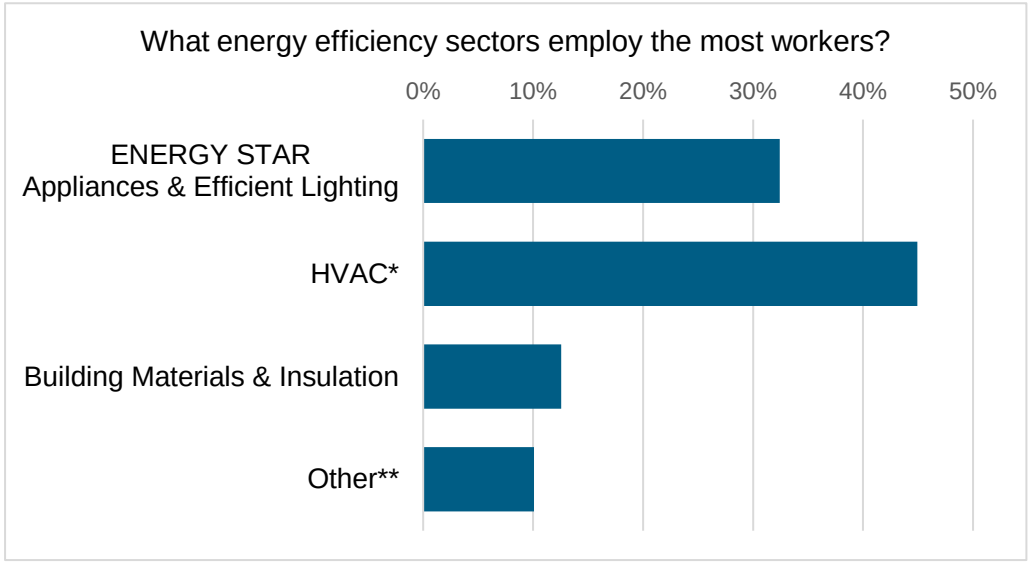

8%
of New Mexico EE workers are **Veterans**

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How is EE doing on diversity in New Mexico?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all New Mexico communities are represented in the EE sector.

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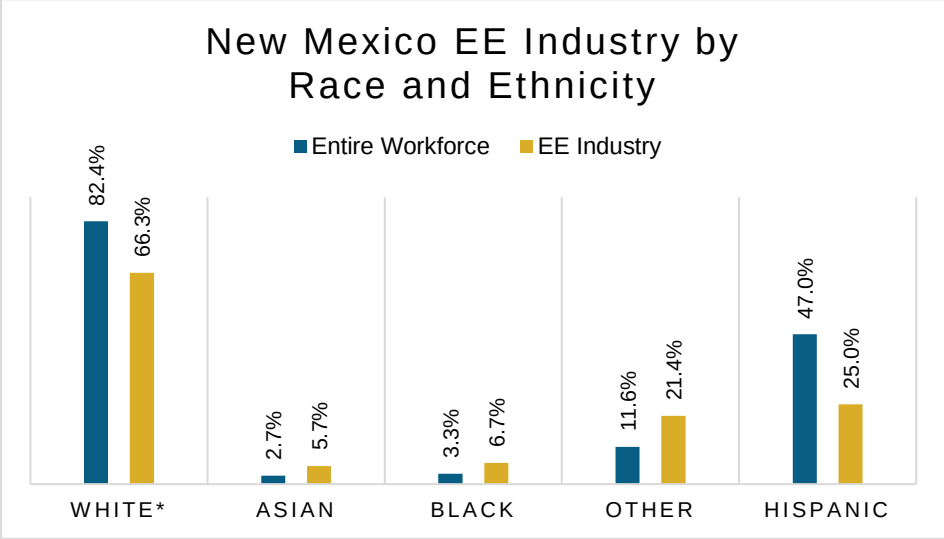
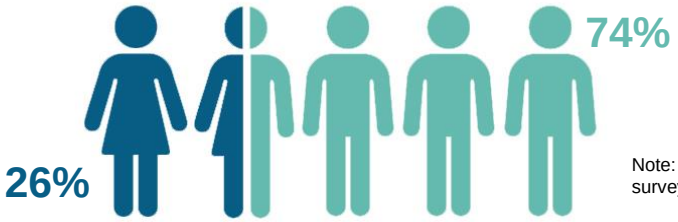


*Includes non-Hispanic and Hispanic whites.



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

New Mexico's EE Potential

Decades of work ready for New Mexico's growing energy efficiency workforce.

Weatherization Assistance Program:

735* units weatherized in 2018, out of **~150,000** total low-income households

610,590
New Mexico homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

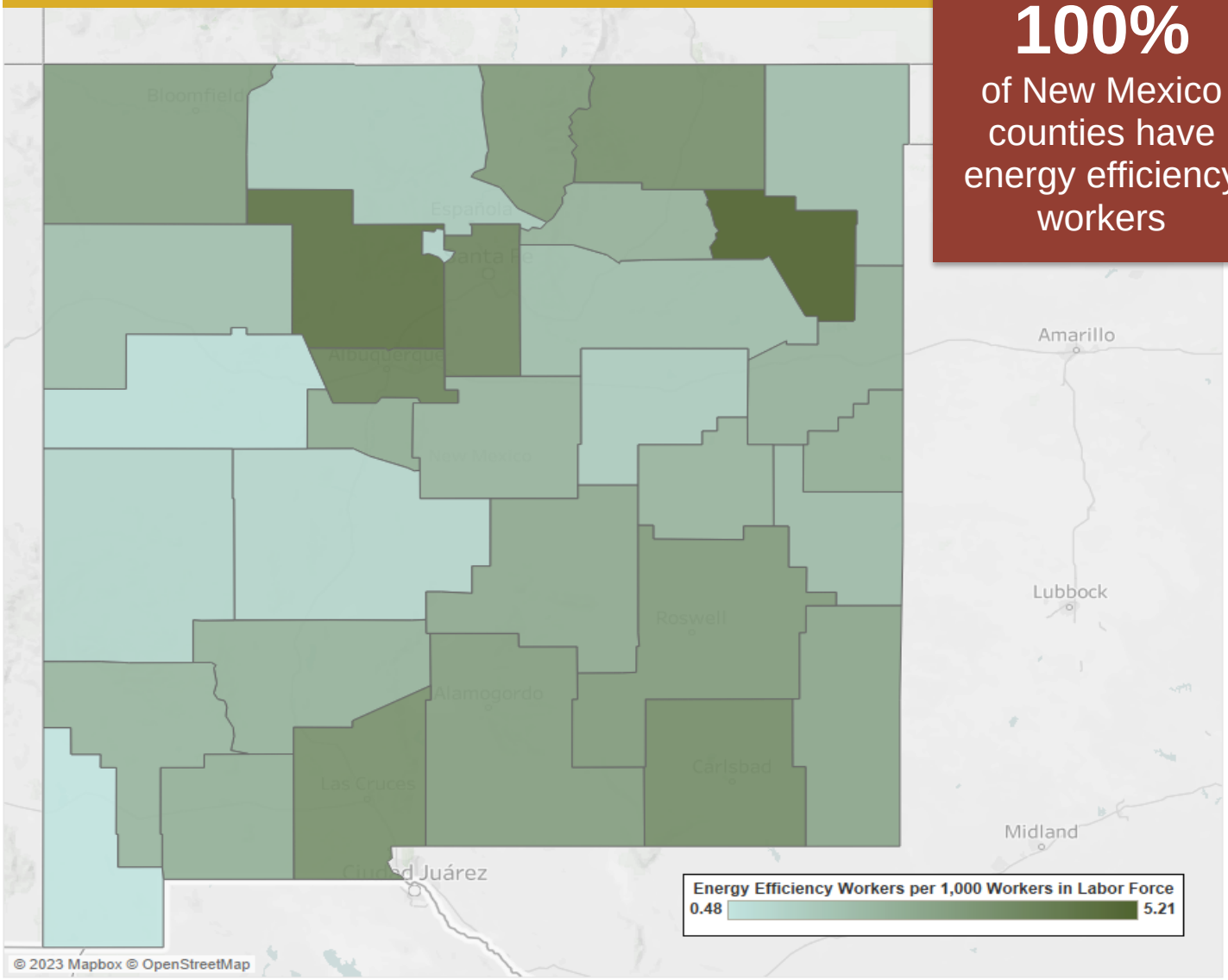
40%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of New Mexico counties have energy efficiency workers



Metropolitan Areas	
Area	**Jobs**
Albuquerque	**3,191**
Farmington	**308**
Las Cruces	**279**
Santa Fe	**754**
Rural	**1,181**

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Bernalillo County	2,657	Hidalgo County	<10	San Juan County	261
	Catron County	<10	Lea County	165	San Miguel County	28
	Chaves County	136	Lincoln County	37	Santa Fe County	465
	Cibola County	10	Los Alamos County	43	Sierra County	16
	Colfax County	29	Luna County	39	Socorro County	10
	Curry County	88	McKinley County	71	Taos County	68
	De Baca County	<10	Mora County	<10	Torrance County	14
	Dona Ana County	523	Otero County	106	Union County	<10
	Eddy County	215	Quay County	12	Valencia County	82
	Grant County	40	Rio Arriba County	29	N/A	239
	Guadalupe County	<10	Roosevelt County	22		
	Harding County	<10	Sandoval County	290		

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New York

Energy Efficiency Jobs in America

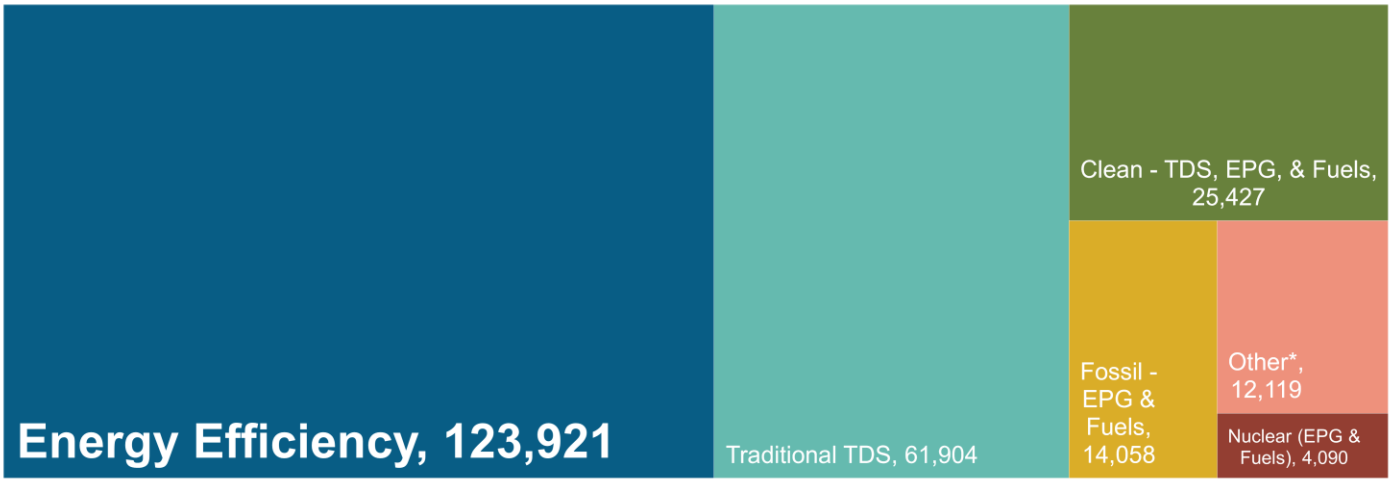
123,921
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

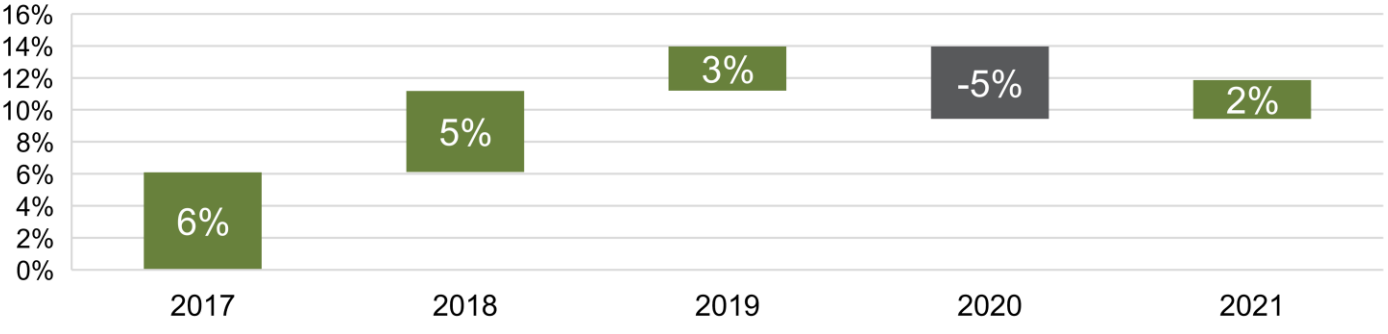
How do New York's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in New York*



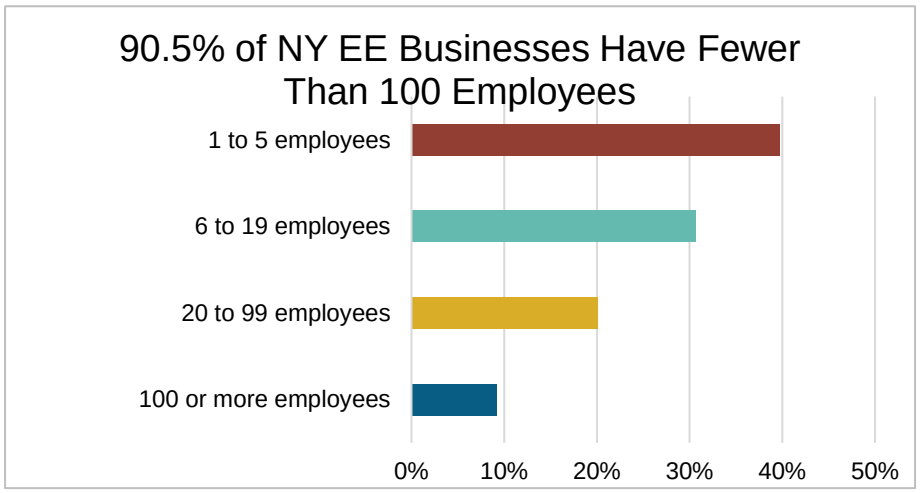
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in New York?



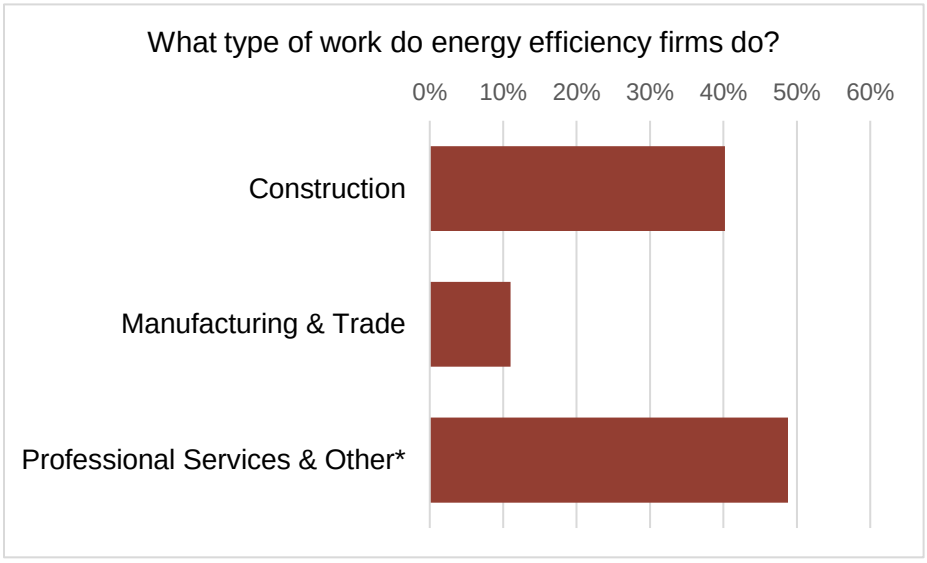
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in New York?



20,839
EE businesses in New York

EE construction workers comprise **13%** of New York's construction workforce



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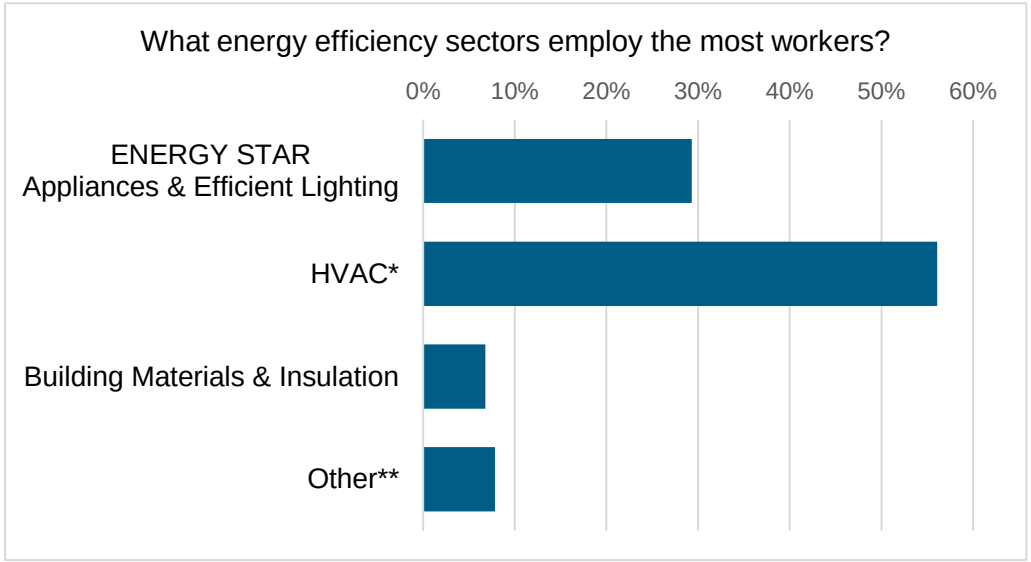


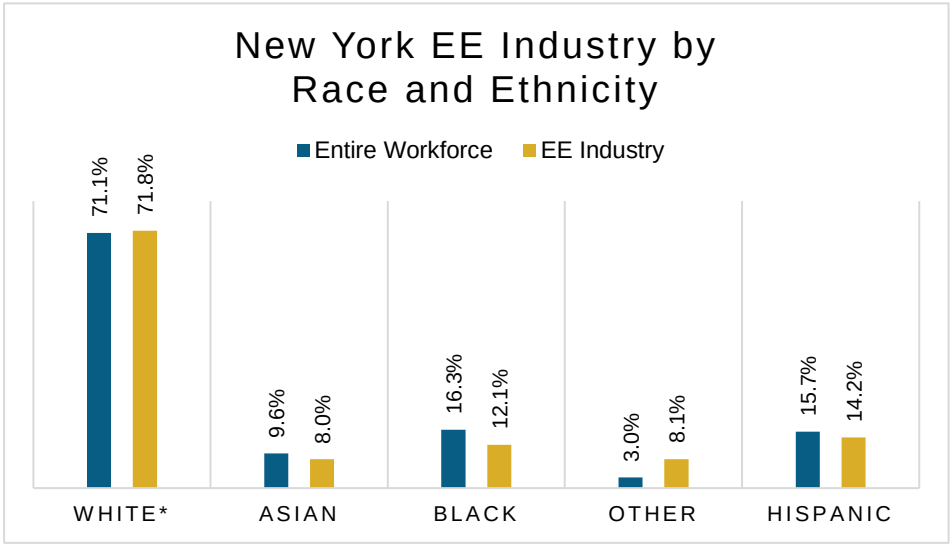
7%
of New York EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in New York?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all New York communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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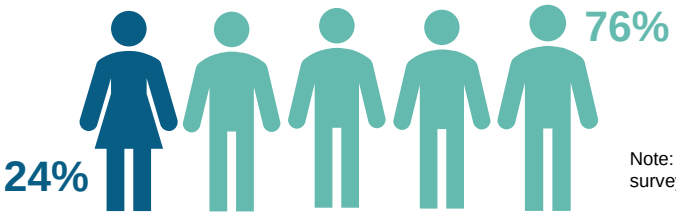


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

New York's EE Potential

Decades of work ready for New York's growing energy efficiency workforce.

Weatherization Assistance Program:

4,586* units weatherized in 2018, out of **~1,000,000** total low-income households

6,587,735
New York homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

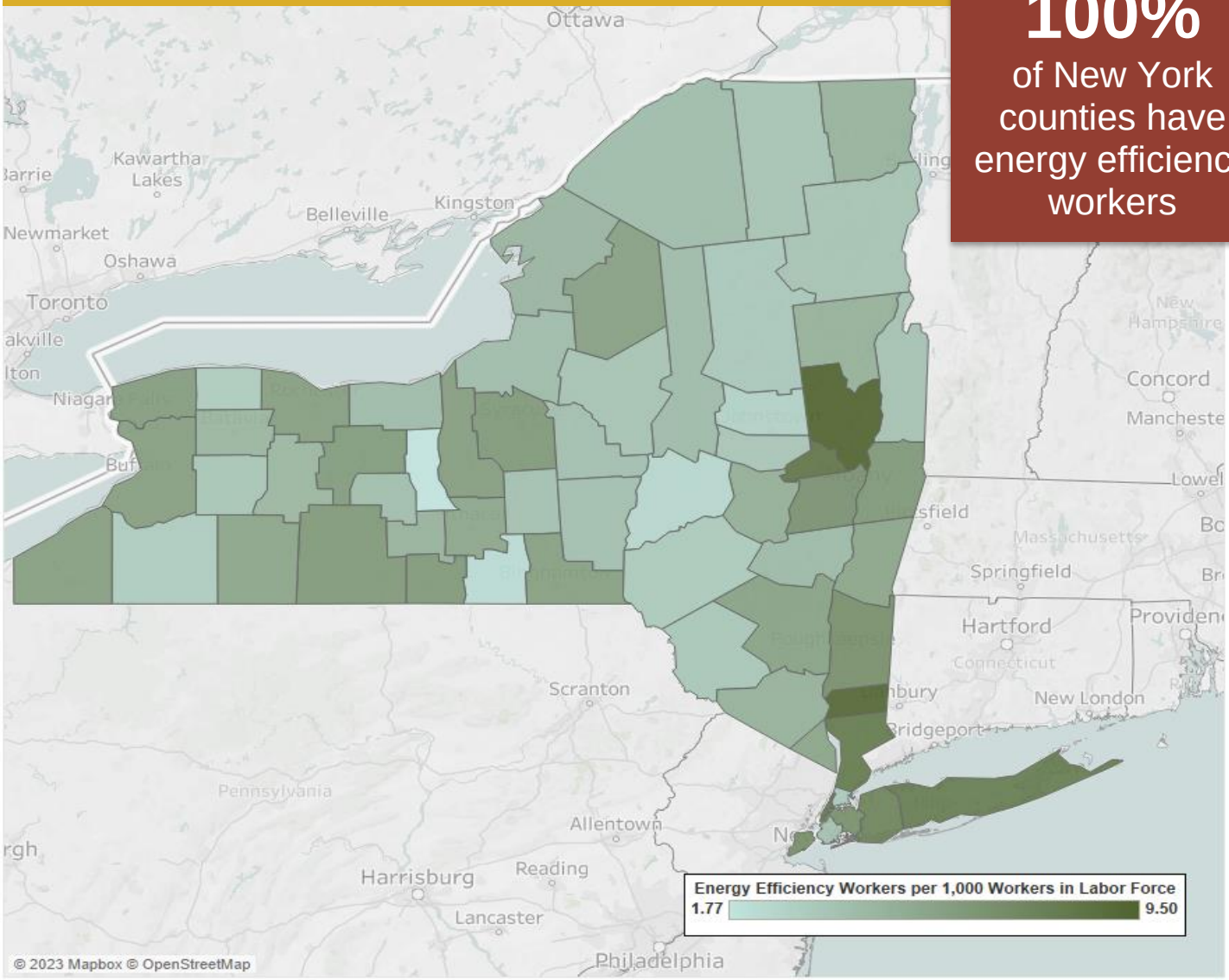
14%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of New York counties have energy efficiency workers



Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Albany-Schenectady-Troy	**6,027**	**New York-Northern New Jersey-Long Island**	**81,513**
	Binghamton	**1,280**	**Poughkeepsie-Newburgh-Middletown**	**4,459**
	Buffalo-Niagara Falls	**6,881**	**Rochester**	**6,568**
	Elmira	**457**	**Syracuse**	**4,088**
	Glens Falls	**1,449**	**Utica-Rome**	**1,453**
	Ithaca	**904**	**Rural**	**7,569**
	Kingston	**1,273**		

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Albany County	3,022	Herkimer County	134	Richmond County	1,844
	Allegany County	138	Jefferson County	380	Rockland County	1,476
	Bronx County	2,095	Kings County	6,442	St. Lawrence County	287
	Broome County	951	Lewis County	76	Saratoga County	1,731
	Cattaraugus County	176	Livingston County	181	Schenectady County	960
	Cayuga County	302	Madison County	166	Schoharie County	83
	Chautauqua County	557	Monroe County	4,474	Schuyler County	49
	Chemung County	428	Montgomery County	136	Seneca County	38
	Chenango County	133	Nassau County	9,442	Steuben County	451
	Clinton County	311	New York County	39,225	Suffolk County	10,640
	Columbia County	237	Niagara County	839	Sullivan County	212
	Cortland County	134	Oneida County	752	Tioga County	60
	Delaware County	97	Onondaga County	3,002	Tompkins County	506
	Dutchess County	1,493	Ontario County	649	Ulster County	674
	Erie County	5,395	Orange County	1,467	Warren County	372
	Essex County	106	Orleans County	76	Washington County	114
	Franklin County	130	Oswego County	272	Wayne County	242
	Fulton County	93	Otsego County	117	Westchester County	6,795
	Genesee County	216	Putnam County	504	Wyoming County	98
	Greene County	126	Queens County	9,612	Yates County	56
	Hamilton County	13	Rensselaer County	709	N/A	2,426

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North Carolina

Energy Efficiency Jobs in America

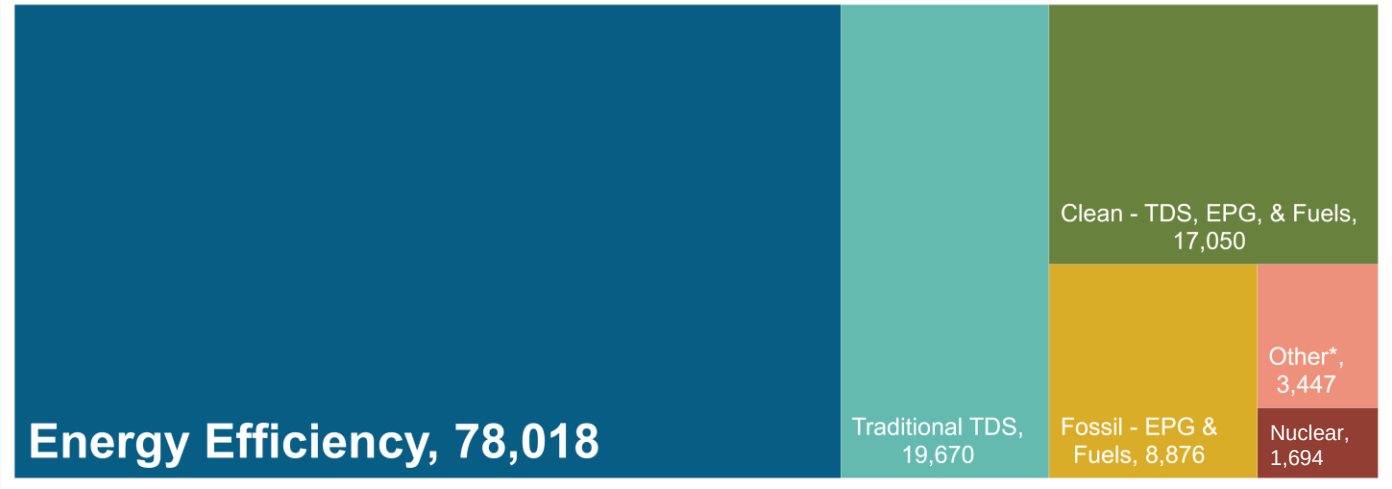
78,018
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

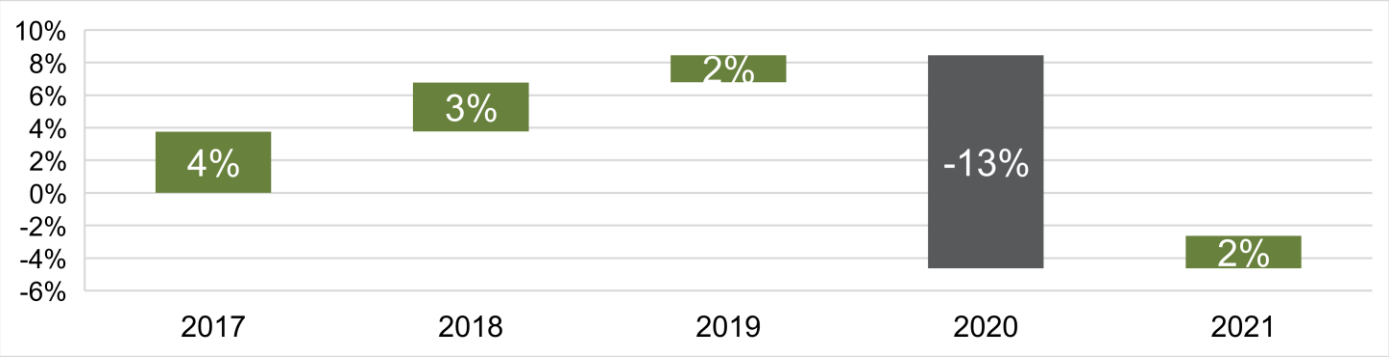
How do North Carolina's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in North Carolina*



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear = includes EPG & Fuels
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

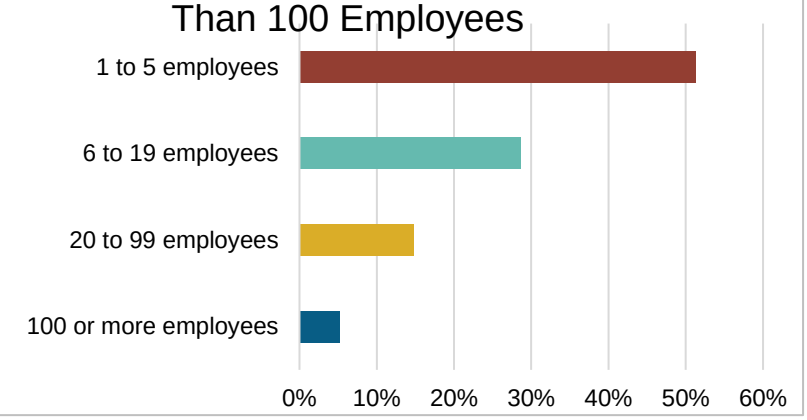
How is the EE industry growing in North Carolina?



Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in North Carolina?

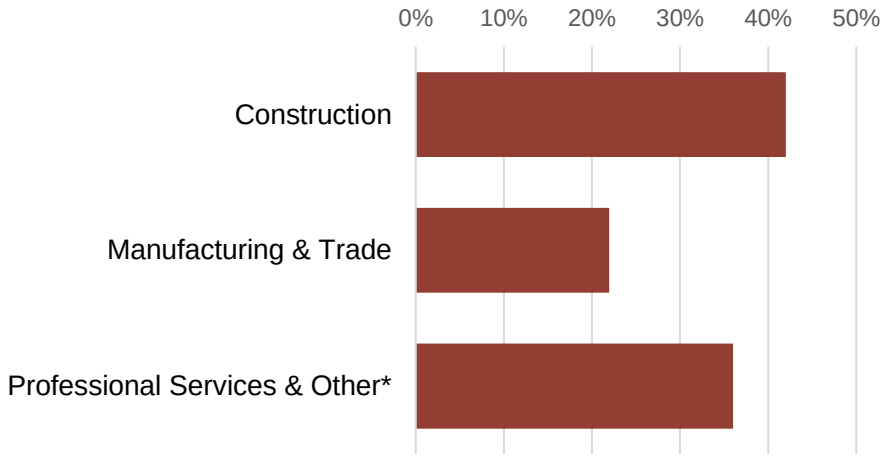
94.8% of NC EE Businesses Have Fewer Than 100 Employees



15,847
EE businesses in North Carolina

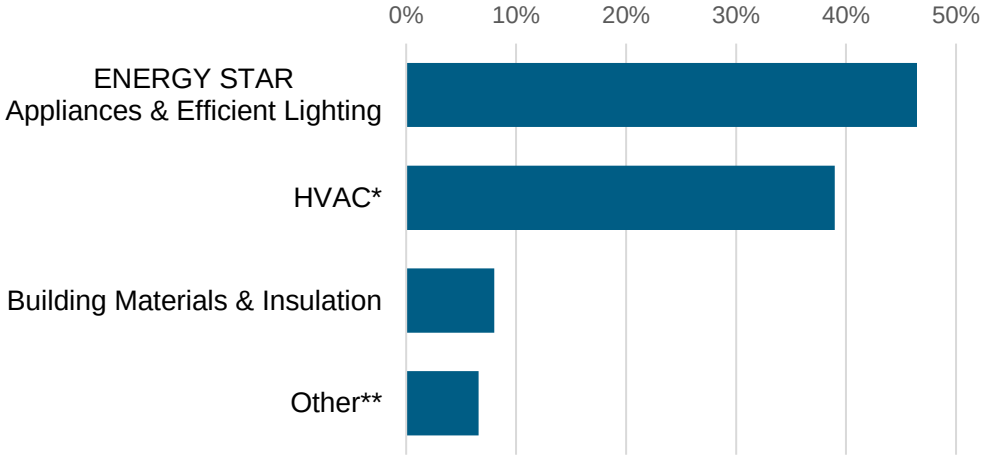
EE construction workers comprise **14%** of North Carolina's construction workforce

What type of work do energy efficiency firms do?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business and nonprofit organizations.

What energy efficiency sectors employ the most workers?



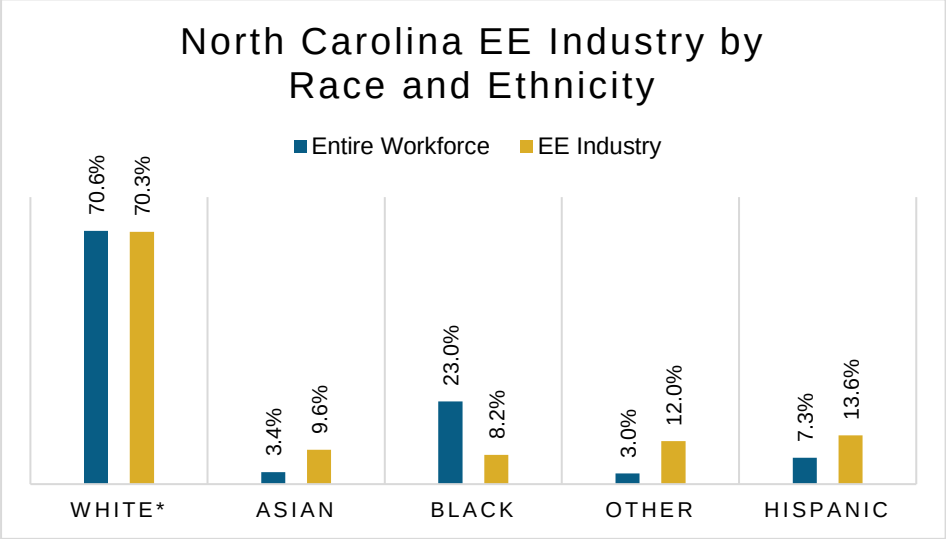
10%
of North Carolina EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in North Carolina?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all North Carolina communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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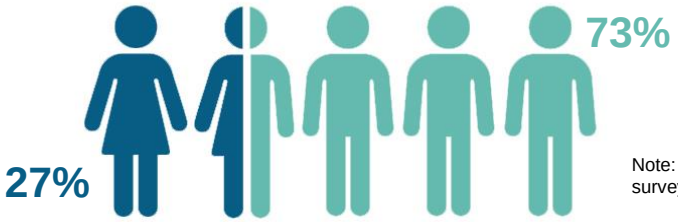

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North Carolina's EE Potential

Decades of work ready for North Carolina's growing energy efficiency workforce.

Weatherization Assistance Program:

1,213* units weatherized in 2018, out of **~57,000** total low-income households

3,343,493
North Carolina homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

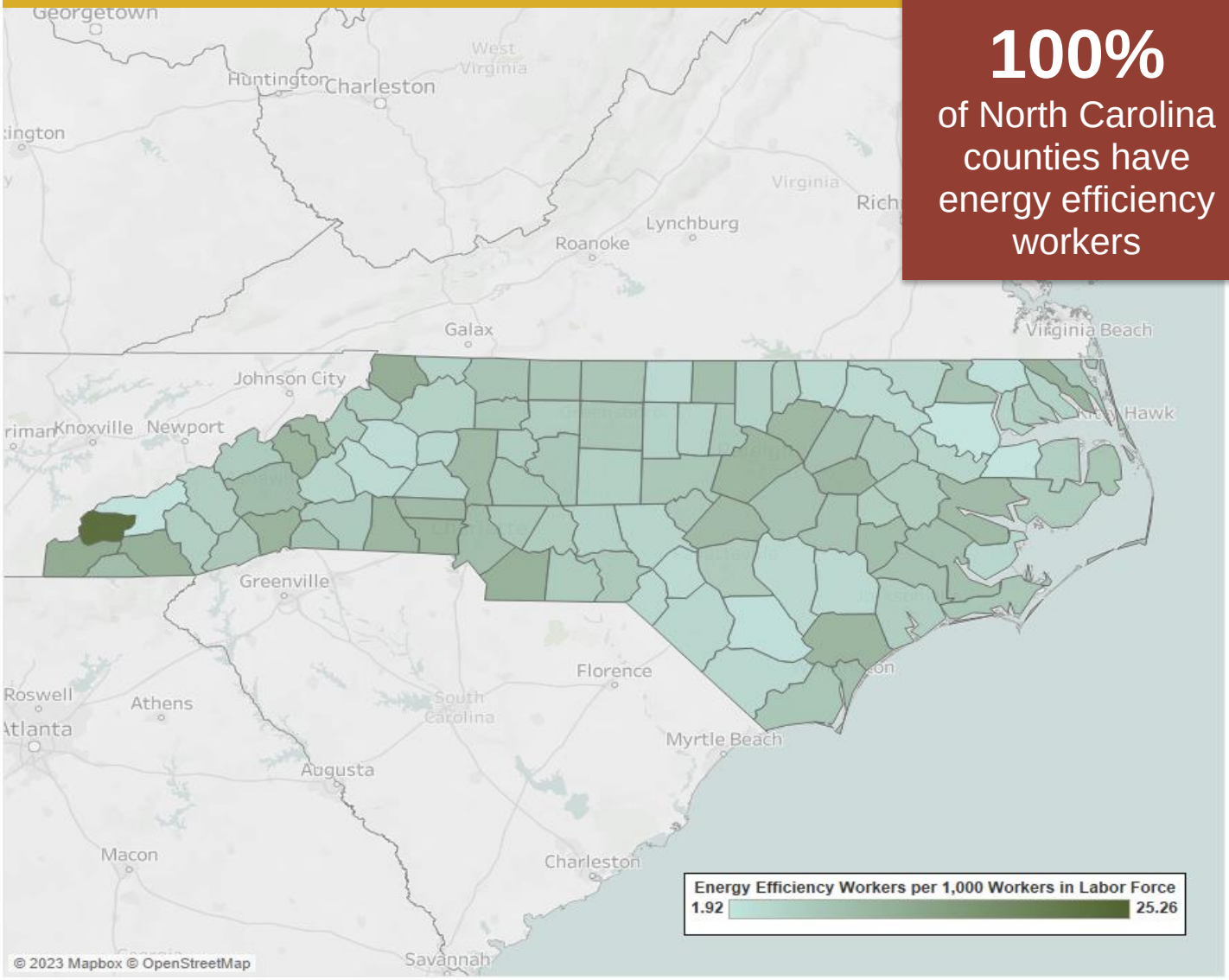
Potential to **reduce** residential electricity consumption by

41%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of North Carolina counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Asheville	**4,872**	**Hickory-Lenoir-Morganton**	**2,363**
	Burlington	**1,036**	**Jacksonville**	**819**
	Charlotte-Gastonia-Concord	**15,486**	**Raleigh-Cary**	**11,142**
	Durham	**4,796**	**Rocky Mount**	**968**
	Fayetteville	**1,955**	**Virginia Beach-Norfolk-Newport News**	**558**
	Goldsboro	**575**	**Wilmington**	**3,644**
	Greensboro-High Point	**5,544**	**Winston-Salem**	**3,133**
	Greenville	**1,204**	**Rural**	**19,921**

Jobs by County

County	Jobs	County	Jobs	County	Jobs	County	Jobs
Alamance County	704	Currituck County	113	Lee County	385	Rockingham County	378
Alexander County	88	Dare County	361	Lenoir County	550	Rowan County	782
Alleghany County	39	Davidson County	701	Lincoln County	542	Rutherford County	267
Anson County	96	Davie County	176	McDowell County	149	Sampson County	150
Ashe County	183	Duplin County	152	Macon County	289	Scotland County	104
Avery County	96	Durham County	3,269	Madison County	55	Stanly County	261
Beaufort County	316	Edgecombe County	220	Martin County	59	Stokes County	113
Bertie County	20	Forsyth County	2,468	Mecklenburg County	14,423	Surry County	457
Bladen County	77	Franklin County	274	Mitchell County	94	Swain County	54
Brunswick County	582	Gaston County	1,723	Montgomery County	104	Transylvania County	142
Buncombe County	2,617	Gates County	<10	Moore County	362	Tyrrell County	13
Burke County	219	Graham County	94	Nash County	665	Union County	1,614
Cabarrus County	1,229	Granville County	225	New Hanover County	2,251	Vance County	167
Caldwell County	183	Greene County	56	Northampton County	48	Wake County	13,402
Camden County	24	Guilford County	4,499	Onslow County	661	Warren County	24
Carteret County	387	Halifax County	117	Orange County	811	Washington County	13
Caswell County	23	Harnett County	543	Pamlico County	34	Watauga County	313
Catawba County	937	Haywood County	220	Pasquotank County	170	Wayne County	685
Chatham County	264	Henderson County	959	Pender County	304	Wilkes County	227
Cherokee County	208	Hertford County	142	Perquimans County	29	Wilson County	793
Chowan County	49	Hoke County	68	Person County	177	Yadkin County	156
Clay County	40	Hyde County	26	Pitt County	1,056	Yancey County	101
Cleveland County	770	Iredell County	1,657	Polk County	93	N/A	2,492
Columbus County	139	Jackson County	177	Randolph County	525		
Craven County	725	Johnston County	988	Richmond County	207		
Cumberland County	1,641	Jones County	27	Robeson County	348		

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North Dakota

Energy Efficiency Jobs in America

4,944
Total Jobs

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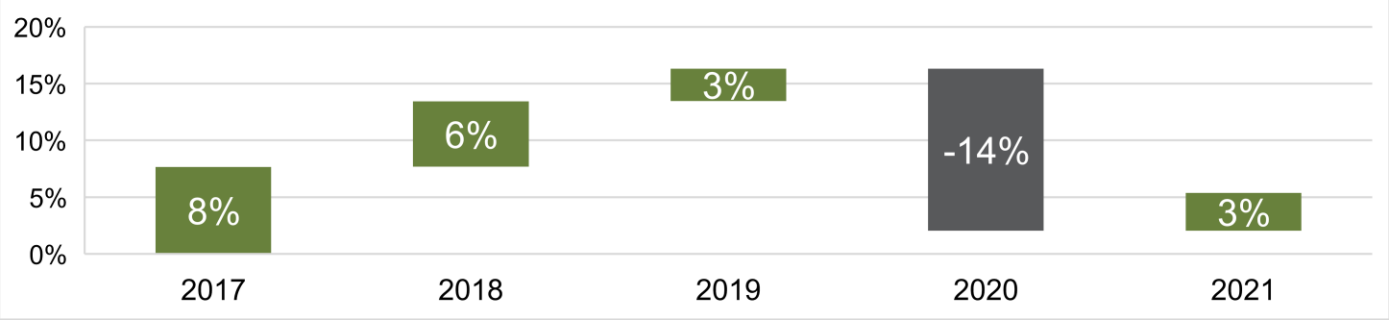
Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do North Dakota's energy sectors compare?

*Energy Efficiency is the **third largest** energy sector in North Dakota*

TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), < 15
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in North Dakota?



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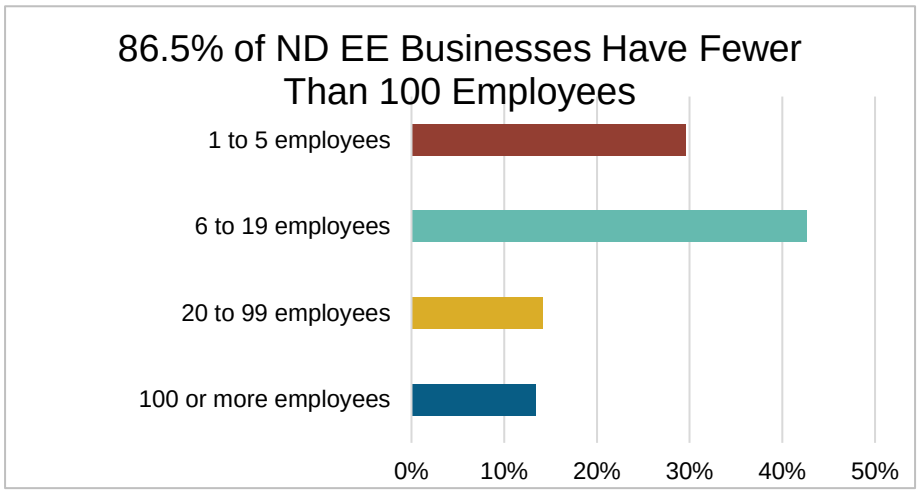
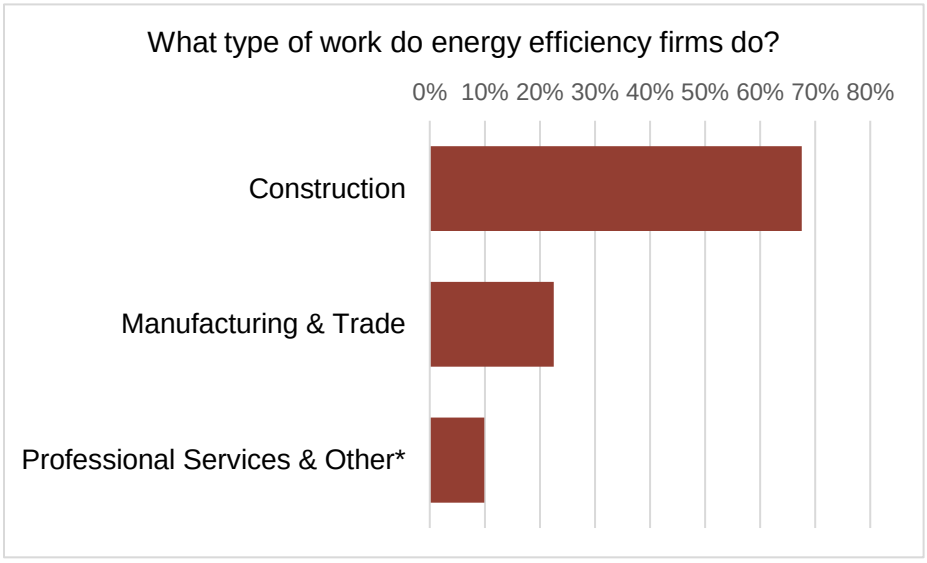
What does EE look like in North Dakota?



722
EE businesses in North Dakota

EE construction workers comprise **14%** of North Dakota's construction workforce



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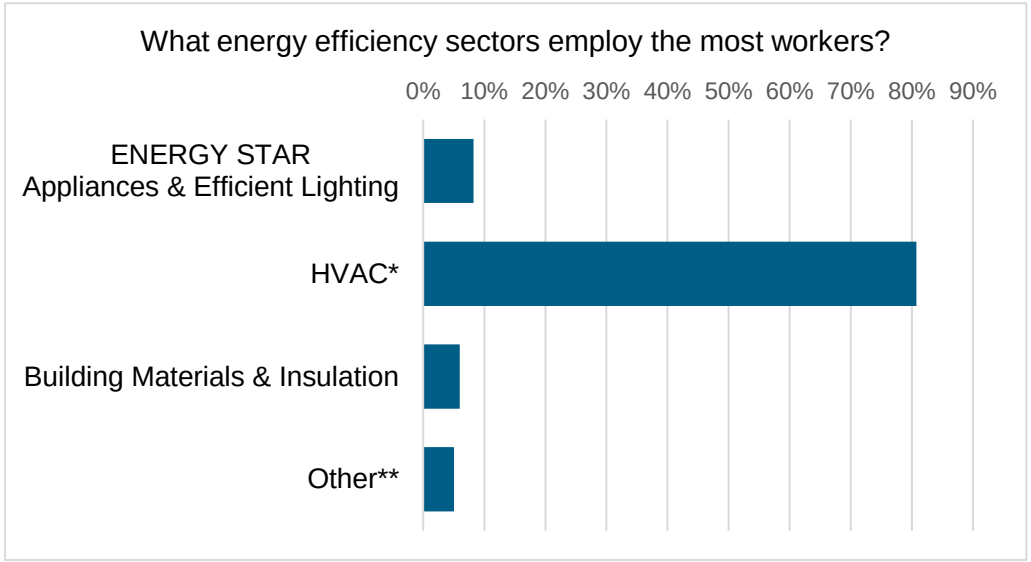

7%
of North Dakota EE workers are **Veterans**

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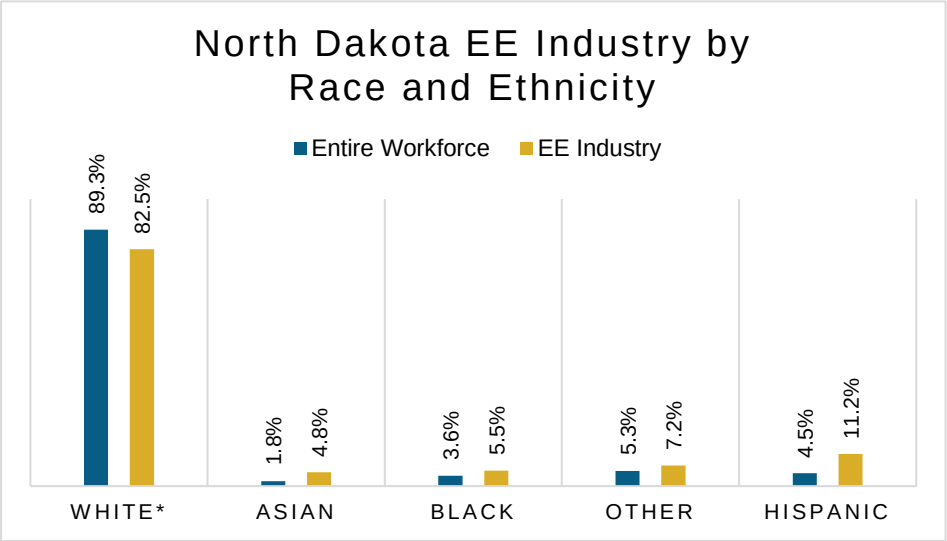
**Other such as energy audits, building certifications, and software services

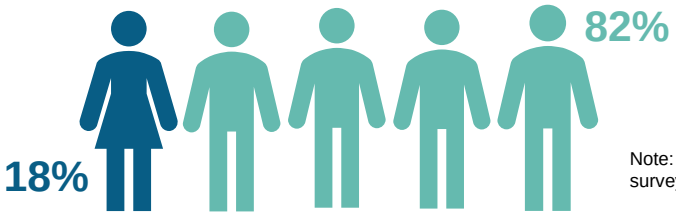
How is EE doing on diversity in North Dakota?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all North Dakota communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



*Includes non-Hispanic and Hispanic whites.



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North Dakota's EE Potential

Decades of work ready for North Dakota's growing energy efficiency workforce.

Weatherization Assistance Program:

521* units weatherized in 2018, out of **~35,000** total low-income households

240,603
North Dakota homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

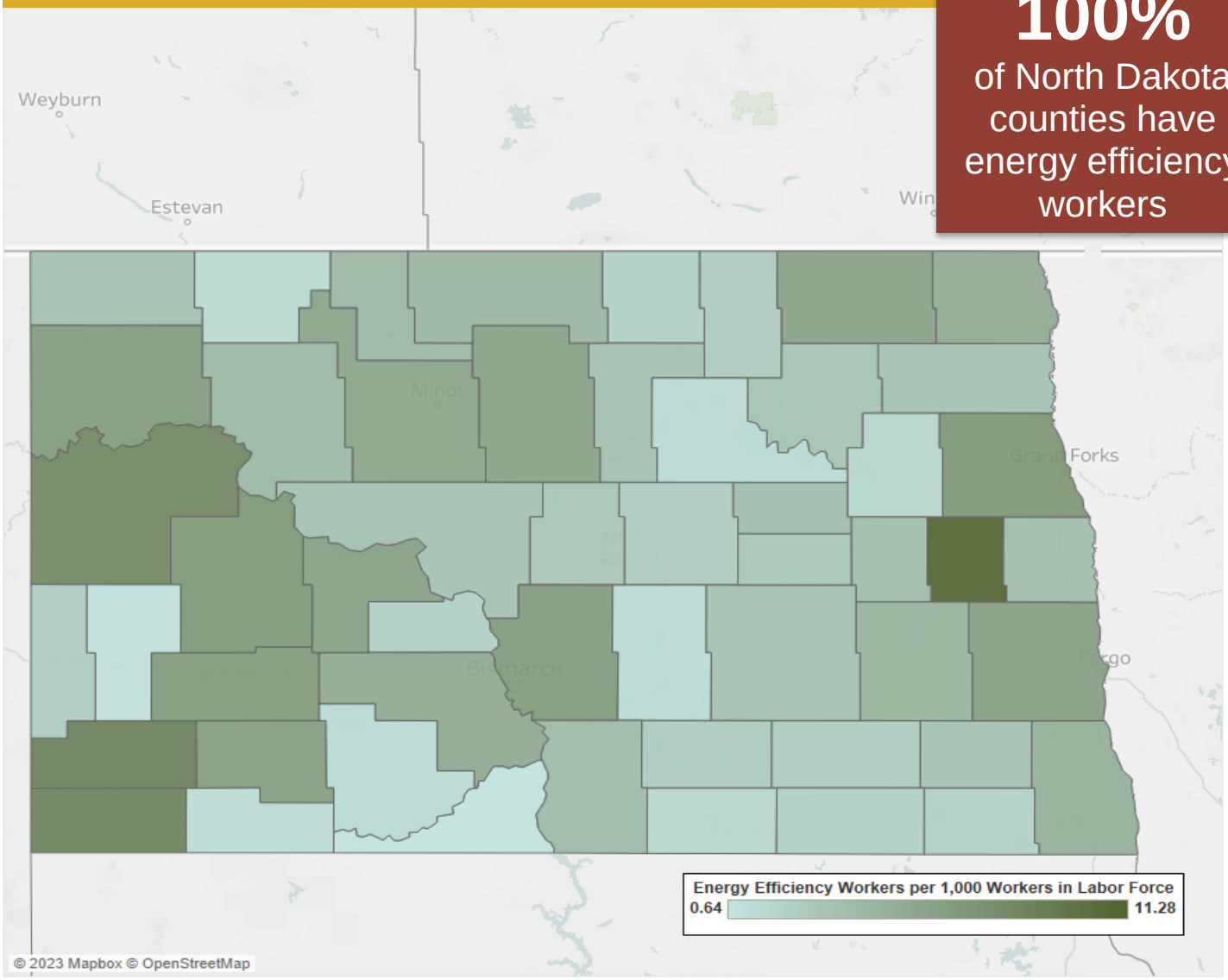
29%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of North Dakota counties have energy efficiency workers



Metropolitan Areas	
Area	**Jobs**
Bismarck	**714**
Fargo	**1,204**
Grand Forks	**360**
Rural	**2,665**

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Adams County	<10	Grant County	<10	Ransom County	14
	Barnes County	43	Griggs County	<10	Renville County	<10
	Benson County	<10	Hettinger County	10	Richland County	78
	Billings County	<10	Kidder County	<10	Rolette County	21
	Bottineau County	23	LaMoure County	<10	Sargent County	13
	Bowman County	24	Logan County	<10	Sheridan County	<10
	Burke County	<10	McHenry County	16	Sioux County	<10
	Burleigh County	781	McIntosh County	<10	Slope County	<10
	Cass County	1,566	McKenzie County	167	Stark County	250
	Cavalier County	16	McLean County	24	Steele County	13
	Dickey County	<10	Mercer County	53	Stutsman County	74
	Divide County	<10	Morton County	132	Towner County	<10
	Dunn County	30	Mountrail County	44	Traill County	25
	Eddy County	<10	Nelson County	<10	Walsh County	34
	Emmons County	<10	Oliver County	<10	Ward County	370
	Foster County	10	Pembina County	35	Wells County	<10
	Golden Valley County	<10	Pierce County	12	Williams County	326
	Grand Forks County	558	Ramsey County	37	N/A	54

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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, June 2022, by the U.S. Department of Energy (see Appendix C for methodology details). This methodology -- adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics -- provides the broadly accepted best accounting of all U.S. energy workers.

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Ohio

Energy Efficiency Jobs in America

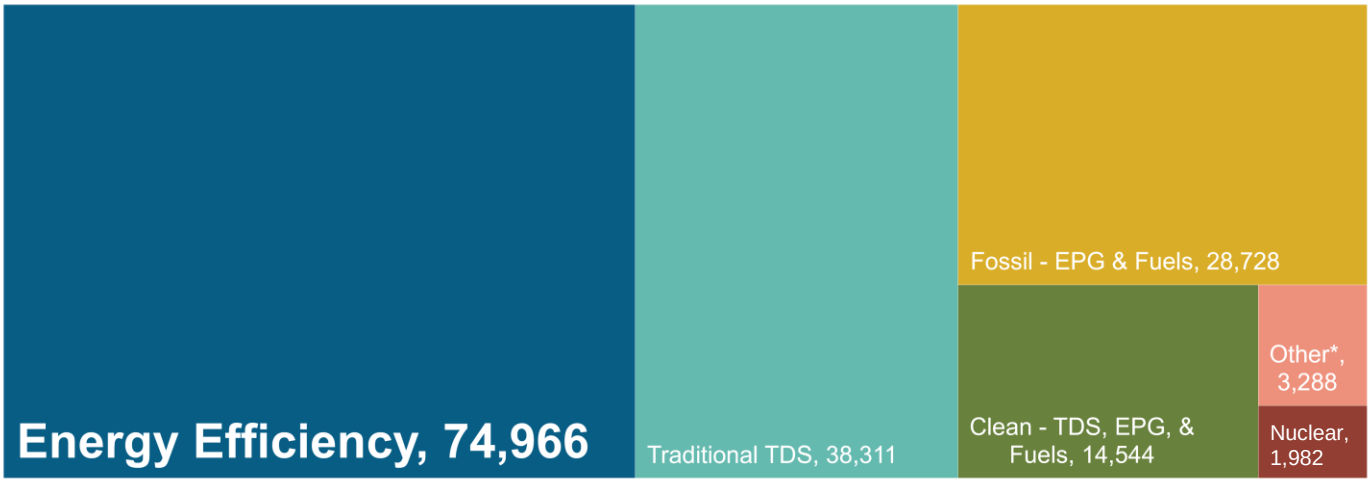
74,966
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

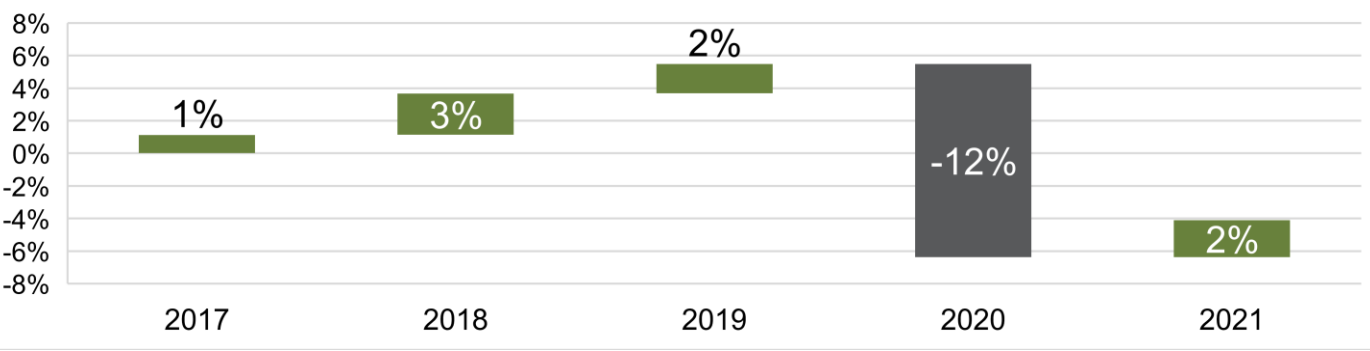
How do Ohio's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Ohio*



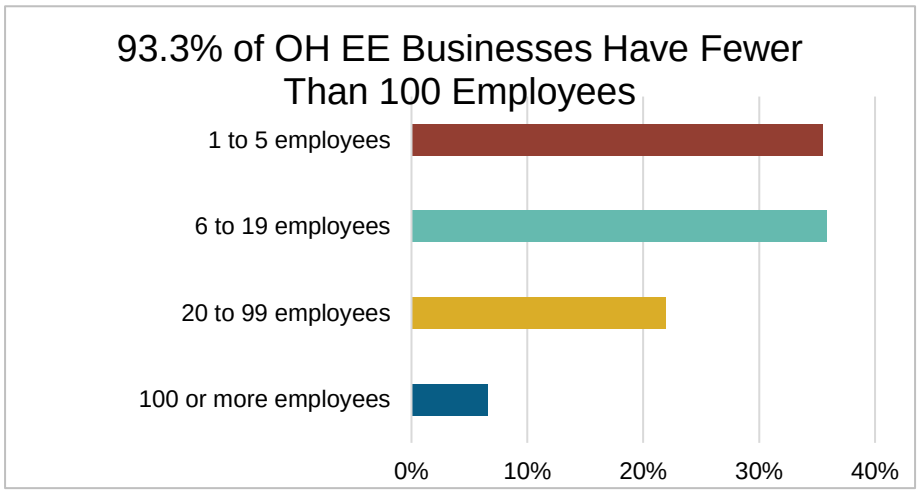
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear = includes EPG & Fuels
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Ohio?



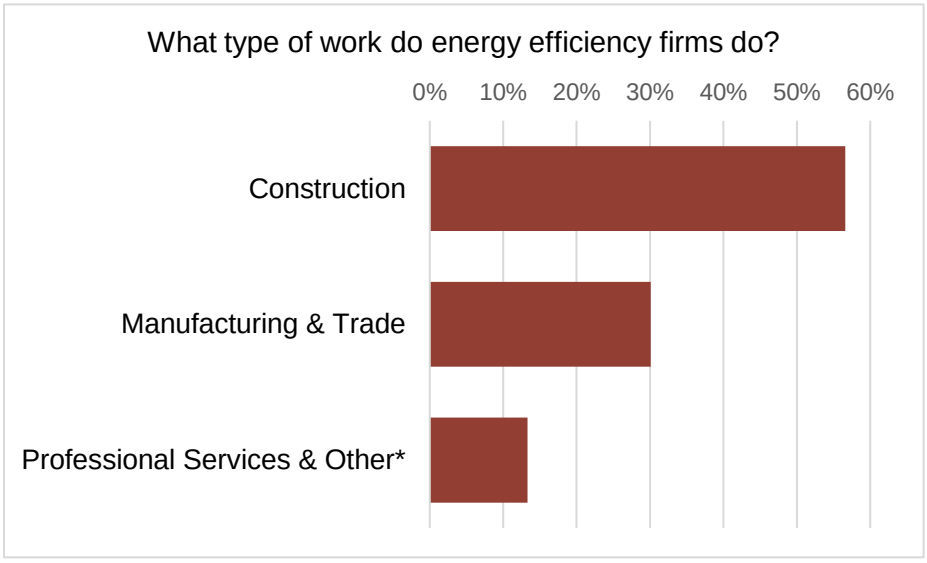
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Ohio?



10,560
EE businesses in Ohio

EE construction workers comprise **19%** of Ohio's construction workforce



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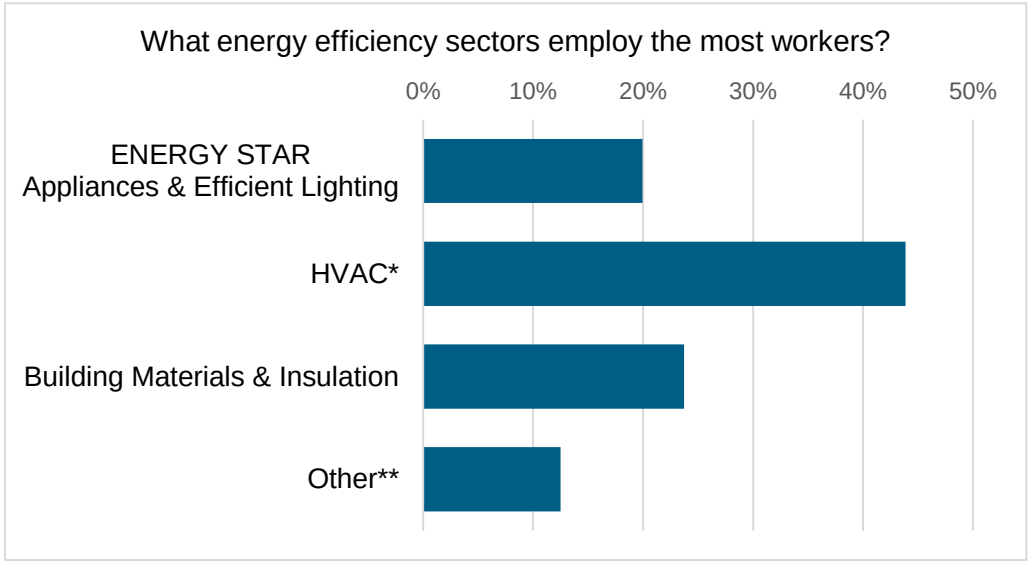


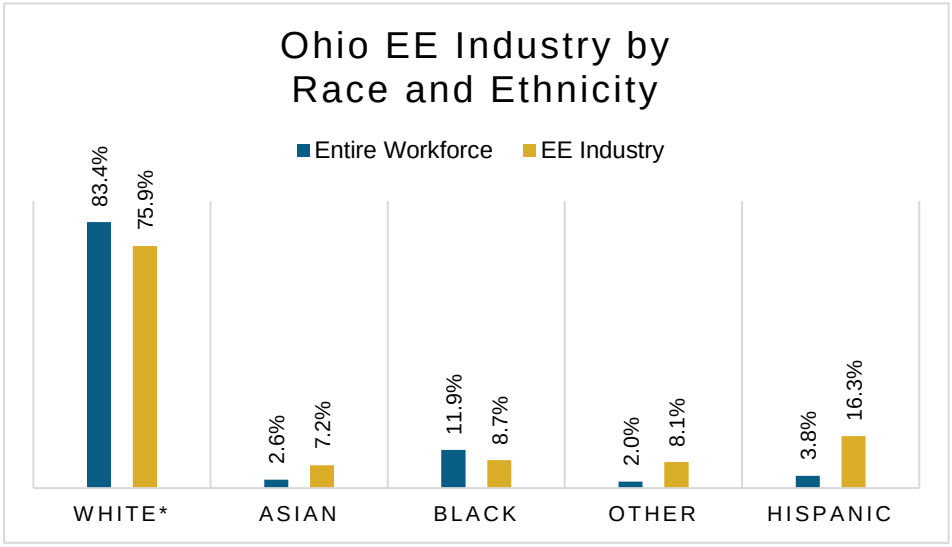
8%
of Ohio EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Ohio?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Ohio communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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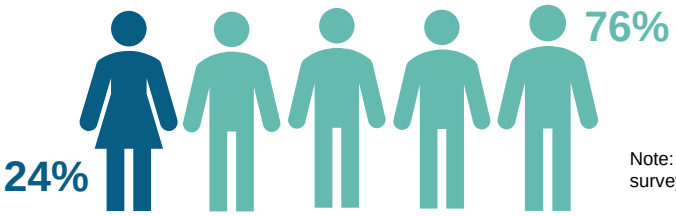

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Ohio's EE Potential

Decades of work ready for Ohio's growing energy efficiency workforce.

Weatherization Assistance Program:

2,596* units weatherized in 2018, out of **~640,000** total low-income households

3,886,807
Ohio homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

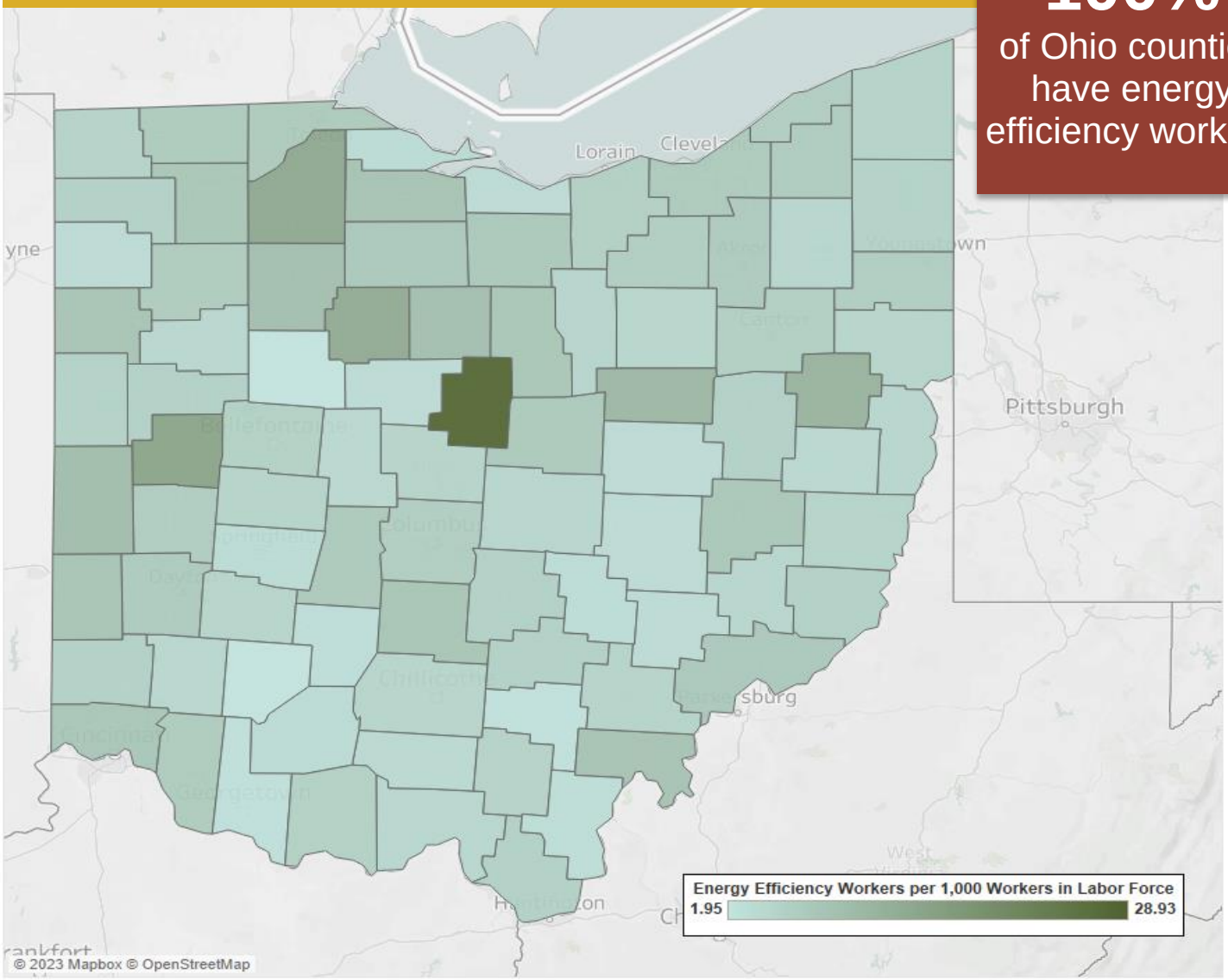
18%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Ohio counties have energy efficiency workers



Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Akron	5,074	Parkersburg-Marietta-Vienna	434
	Canton-Massillon	2,450	Sandusky	441
	Cincinnati-Middletown	10,527	Springfield	644
	Cleveland-Elyria-Mentor	14,751	Toledo	7,256
	Columbus	11,426	Weirton-Steubenville	239
	Dayton	5,054	Wheeling	303
	Huntington-Ashland	195	Youngstown-Warren-Boardman	2,839
	Lima	647	Rural	11,744
	Mansfield	941		

Jobs by County

County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adams County	77	Fayette County	70	Lorain County	1,246	Richland County	819
Allen County	470	Franklin County	10,307	Lucas County	2,950	Ross County	303
Ashland County	197	Fulton County	266	Madison County	315	Sandusky County	459
Ashtabula County	337	Gallia County	72	Mahoning County	1,263	Scioto County	223
Athens County	219	Geauga County	522	Marion County	176	Seneca County	301
Auglaize County	261	Greene County	786	Medina County	838	Shelby County	846
Belmont County	226	Guernsey County	235	Meigs County	63	Stark County	2,072
Brown County	47	Hamilton County	8,600	Mercer County	232	Summit County	3,792
Butler County	1,817	Hancock County	883	Miami County	580	Trumbull County	721
Carroll County	144	Hardin County	33	Monroe County	34	Tuscarawas County	445
Champaign County	108	Harrison County	32	Montgomery County	3,625	Union County	308
Clark County	347	Henry County	176	Morgan County	22	Van Wert County	200
Clermont County	880	Highland County	80	Morrow County	298	Vinton County	12
Clinton County	71	Hocking County	86	Muskingum County	265	Warren County	967
Columbiana County	287	Holmes County	487	Noble County	29	Washington County	401
Coshocton County	73	Huron County	341	Ottawa County	115	Wayne County	472
Crawford County	250	Jackson County	111	Paulding County	37	Williams County	188
Cuyahoga County	10,474	Jefferson County	207	Perry County	44	Wood County	2,049
Darke County	390	Knox County	303	Pickaway County	260	Wyandot County	288
Defiance County	184	Lake County	1,280	Pike County	90	N/A	1,904
Delaware County	1,019	Lawrence County	167	Portage County	545		
Erie County	302	Licking County	788	Preble County	207		
Fairfield County	532	Logan County	237	Putnam County	180		

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Oklahoma

Energy Efficiency Jobs in America

13,415
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

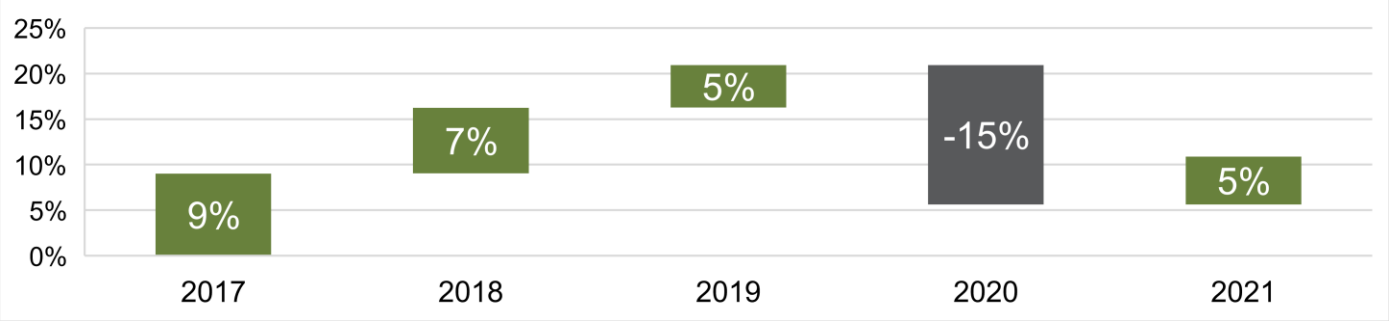
Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do Oklahoma's energy sectors compare?

*Energy Efficiency is the **third largest** energy sector in Oklahoma*

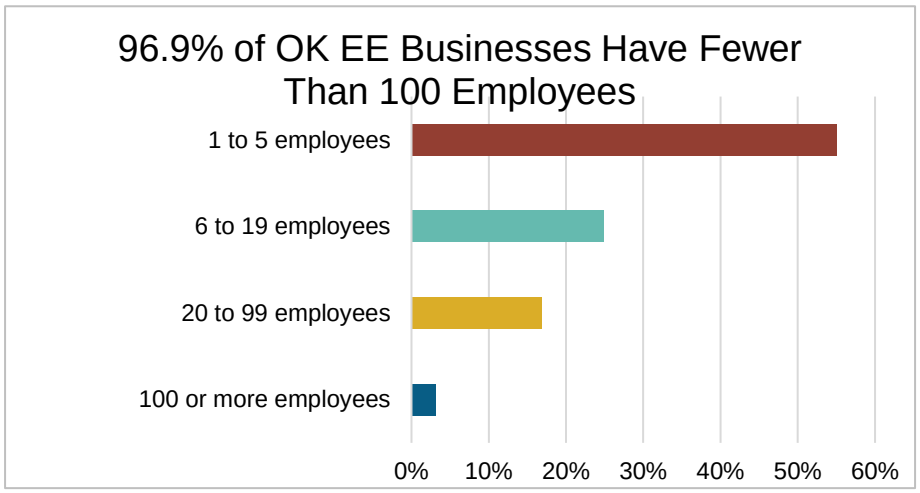
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 33
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Oklahoma?



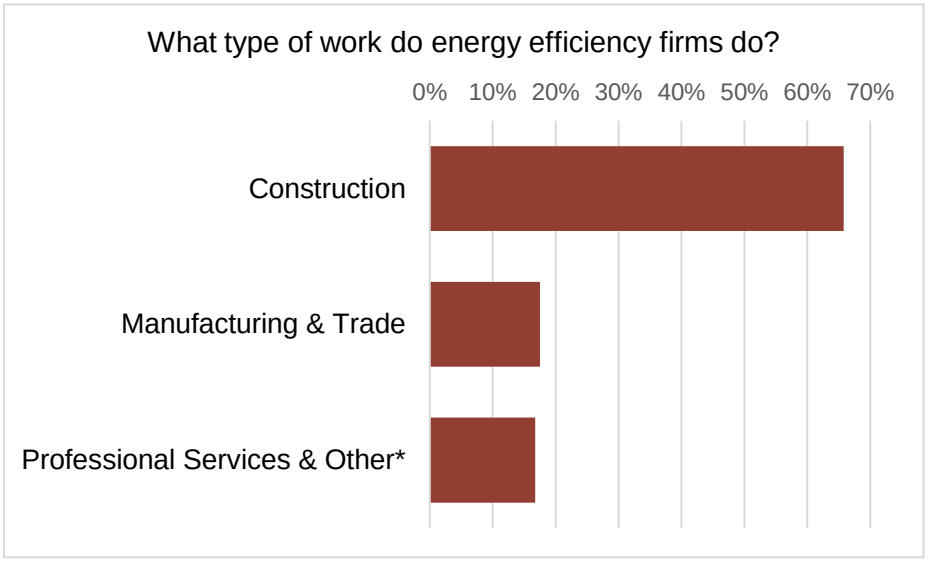
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Oklahoma?



3,769
EE businesses in Oklahoma

EE construction workers comprise **11%** of Oklahoma's construction workforce



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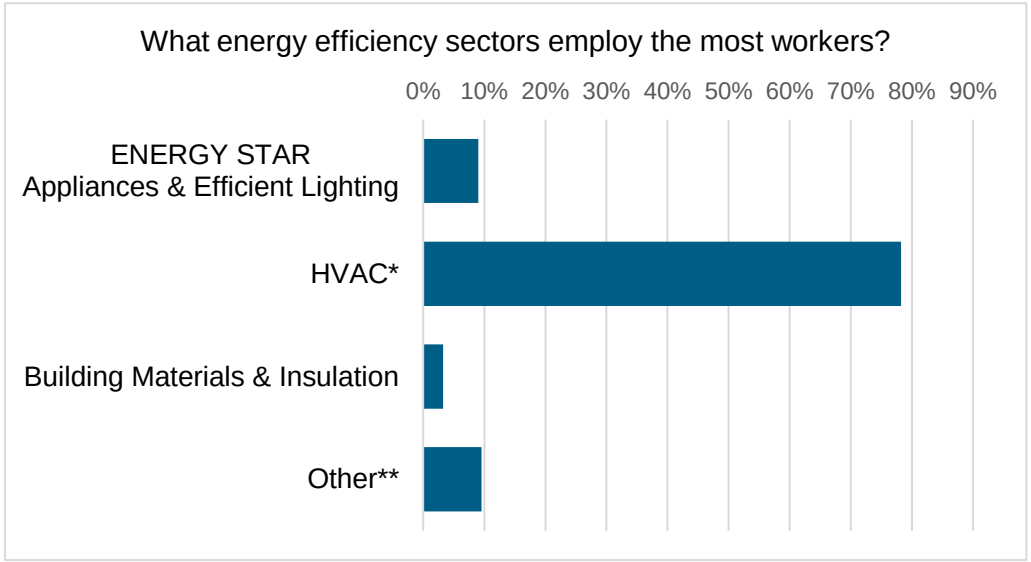


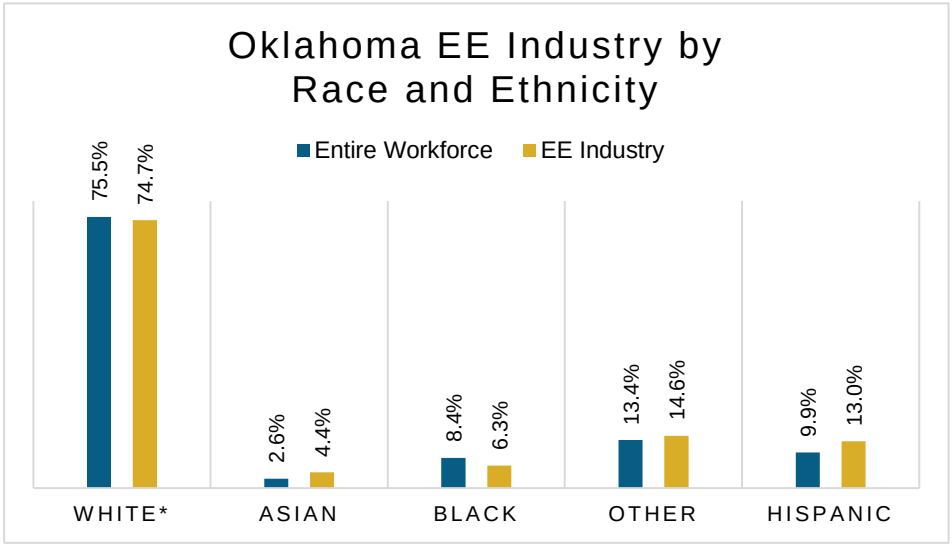
9%
of Oklahoma EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Oklahoma?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Oklahoma communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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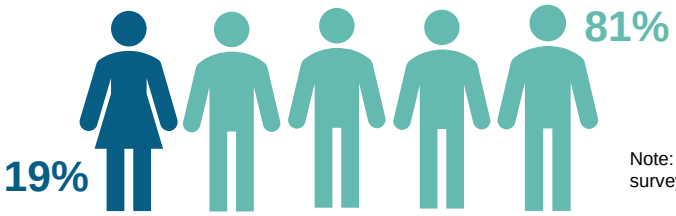

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Oklahoma's EE Potential

Decades of work ready for Oklahoma's growing energy efficiency workforce.

Weatherization Assistance Program:

255* units weatherized in 2018, out of **~23,000** total low-income households

1,350,168
Oklahoma homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

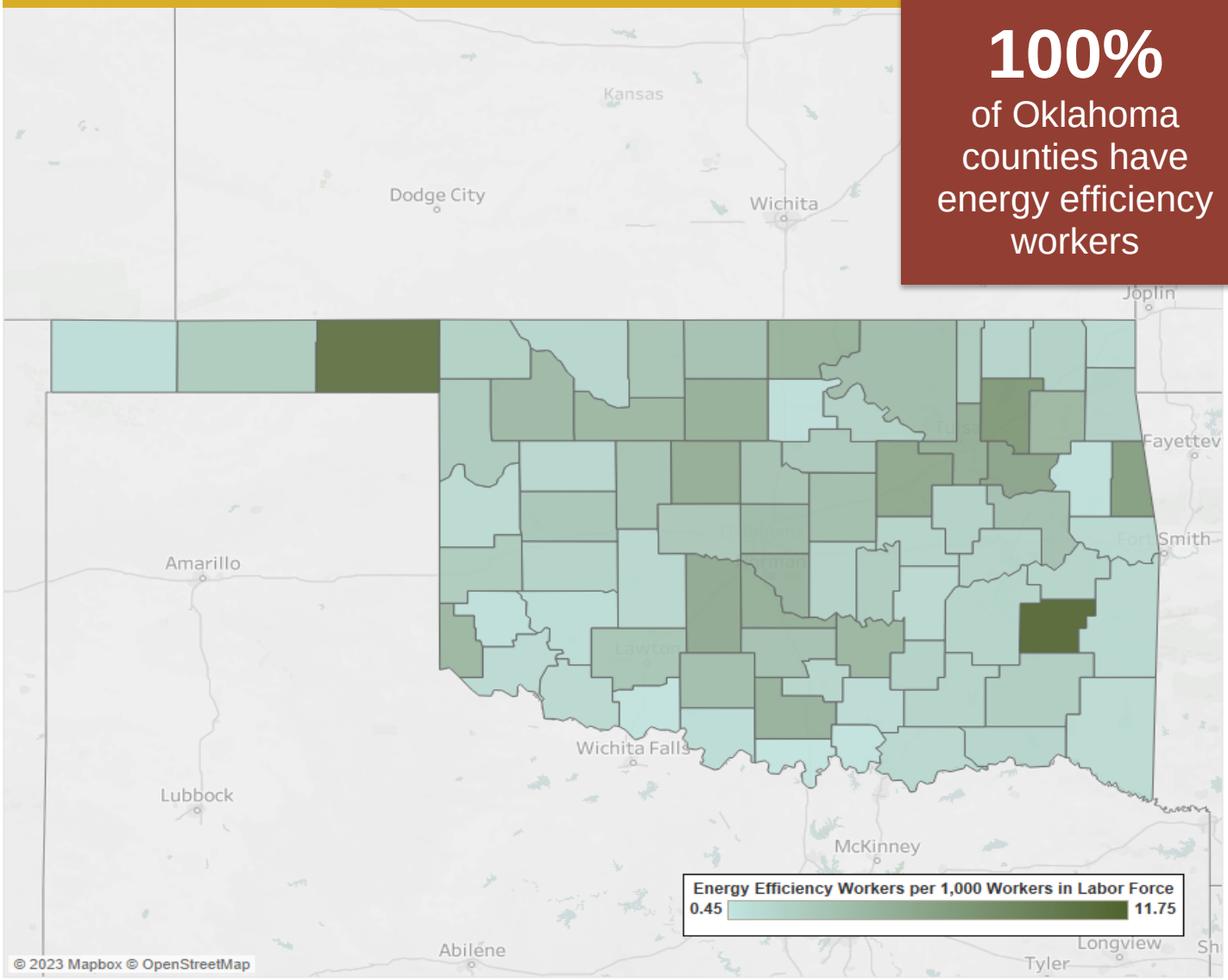
Potential to **reduce** residential electricity consumption by

43%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Oklahoma counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Fort Smith	**551**
Lawton	**230**
Oklahoma City	**4,964**
Tulsa	**3,730**
Rural	**3,940**

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adair County	62	Delaware County	46	Lincoln County	53	Pittsburg County	56
Alfalfa County	<10	Dewey County	<10	Logan County	57	Pontotoc County	178
Atoka County	12	Ellis County	<10	Love County	<10	Pottawatomie County	93
Beaver County	27	Garfield County	244	McClain County	108	Pushmataha County	12
Beckham County	50	Garvin County	71	McCurtain County	33	Roger Mills County	<10
Blaine County	20	Grady County	139	McIntosh County	17	Rogers County	385
Bryan County	63	Grant County	10	Major County	20	Seminole County	34
Caddo County	23	Greer County	<10	Marshall County	<10	Sequoyah County	29
Canadian County	212	Harmon County	<10	Mayes County	117	Stephens County	116
Carter County	232	Harper County	<10	Murray County	19	Texas County	51
Cherokee County	28	Haskell County	12	Muskogee County	214	Tillman County	<10
Choctaw County	16	Hughes County	<10	Noble County	<10	Tulsa County	3,811
Cimarron County	<10	Jackson County	25	Nowata County	<10	Wagoner County	117
Cleveland County	845	Jefferson County	<10	Okfuskee County	<10	Washington County	98
Coal County	<10	Johnston County	<10	Oklahoma County	3,980	Washita County	<10
Comanche County	263	Kay County	176	Okmulgee County	39	Woods County	11
Cotton County	<10	Kingfisher County	72	Osage County	55	Woodward County	70
Craig County	22	Kiowa County	<10	Ottawa County	36	N/A	255
Creek County	233	Latimer County	57	Pawnee County	14		
Custer County	75	Le Flore County	37	Payne County	159		

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Oregon

Energy Efficiency Jobs in America

38,847
Total Jobs

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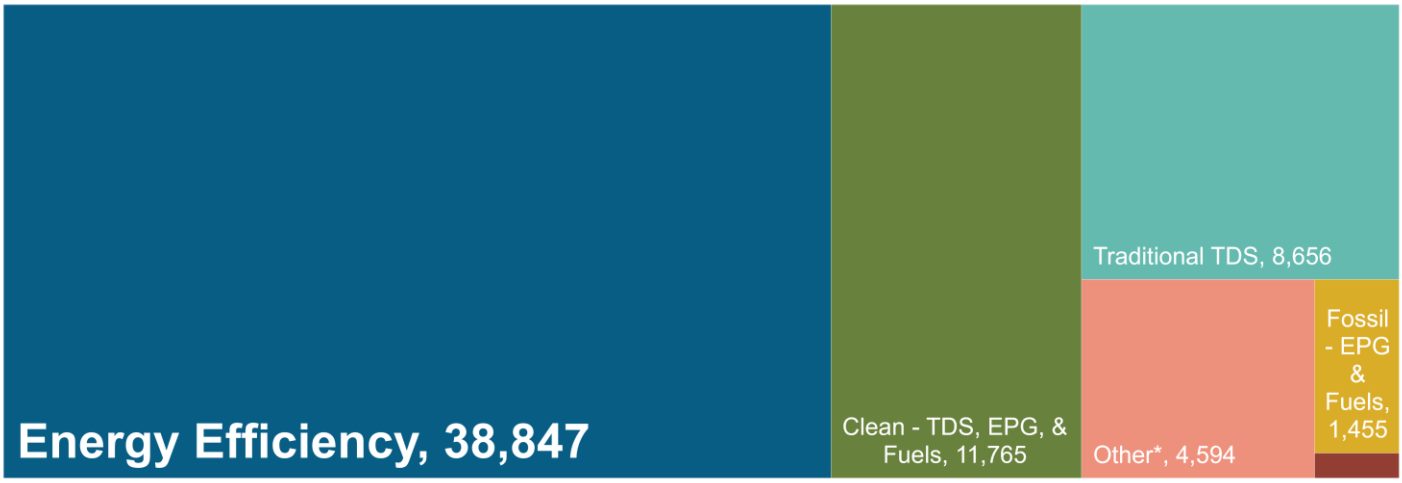
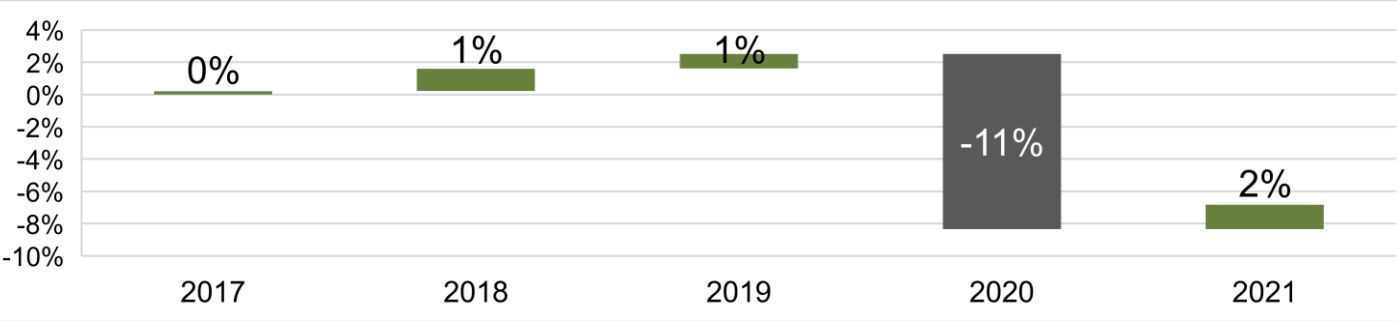
How do Oregon's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Oregon*



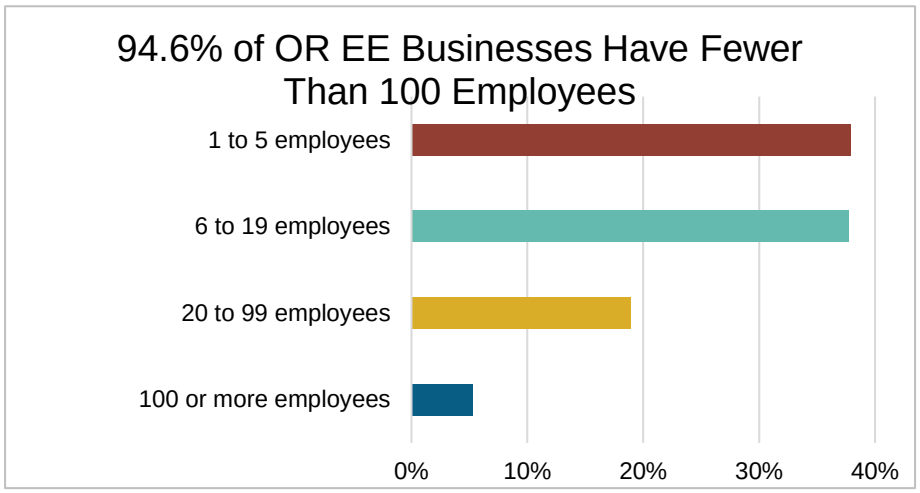
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 211
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Oregon?



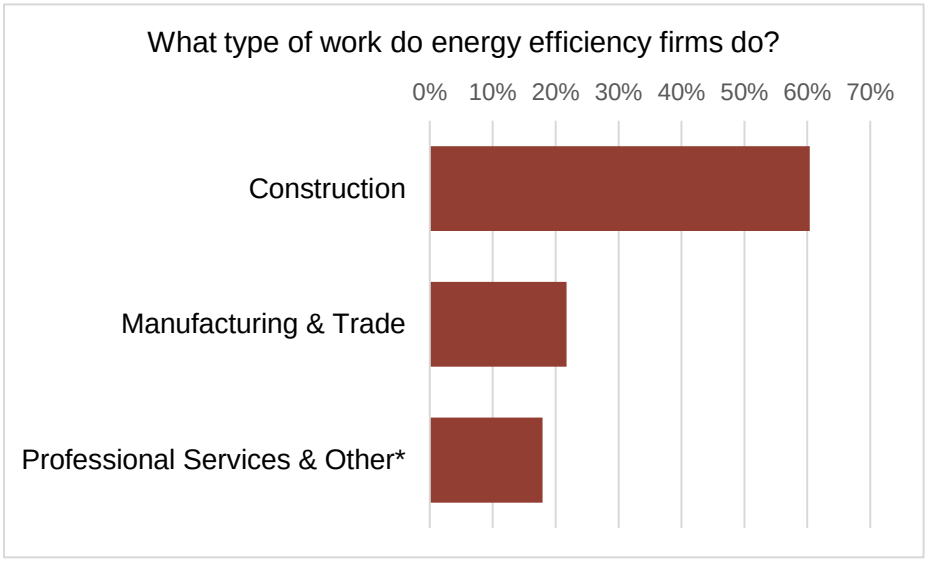
Prior to 2020, the EE sector was growing gradually, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Oregon?



7,223
EE businesses in Oregon

EE construction workers comprise **21%** of Oregon's construction workforce



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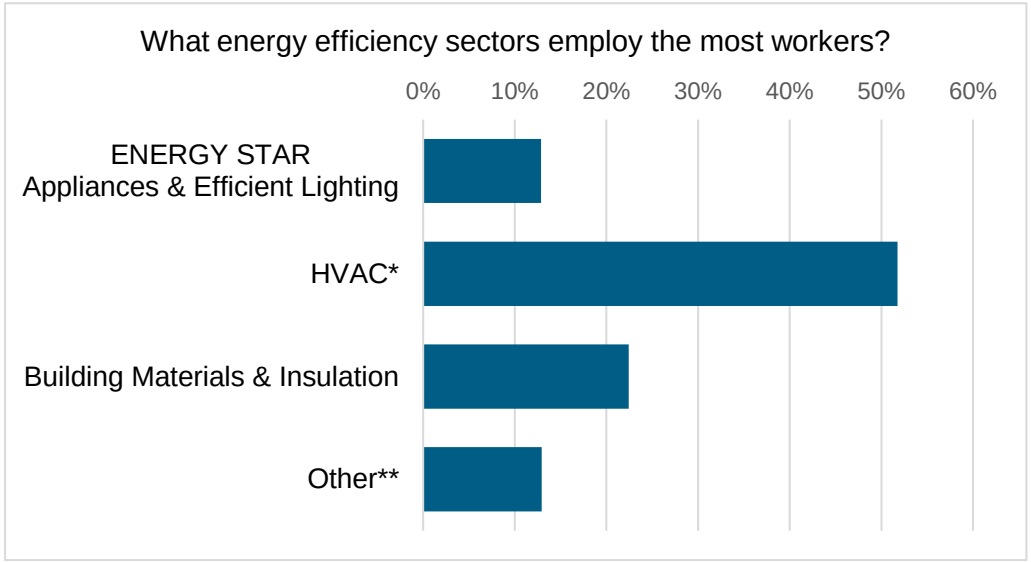

7%
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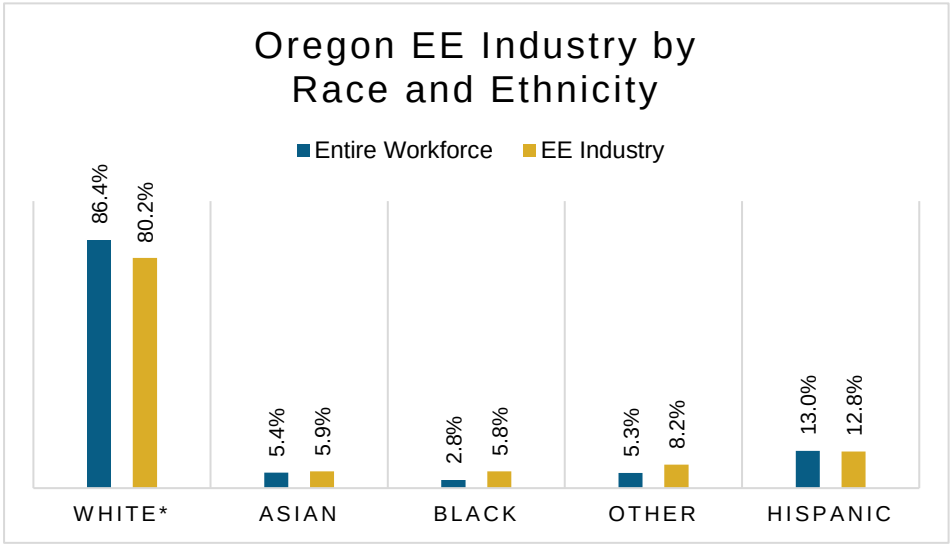
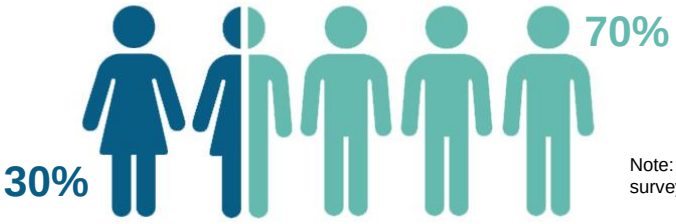
Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Oregon communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



*Includes non-Hispanic and Hispanic whites.



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Oregon's EE Potential

Decades of work ready for Oregon's growing energy efficiency workforce.

Weatherization Assistance Program:

1,326* units weatherized in 2018, out of **~190,000** total low-income households

1,245,442
Oregon homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

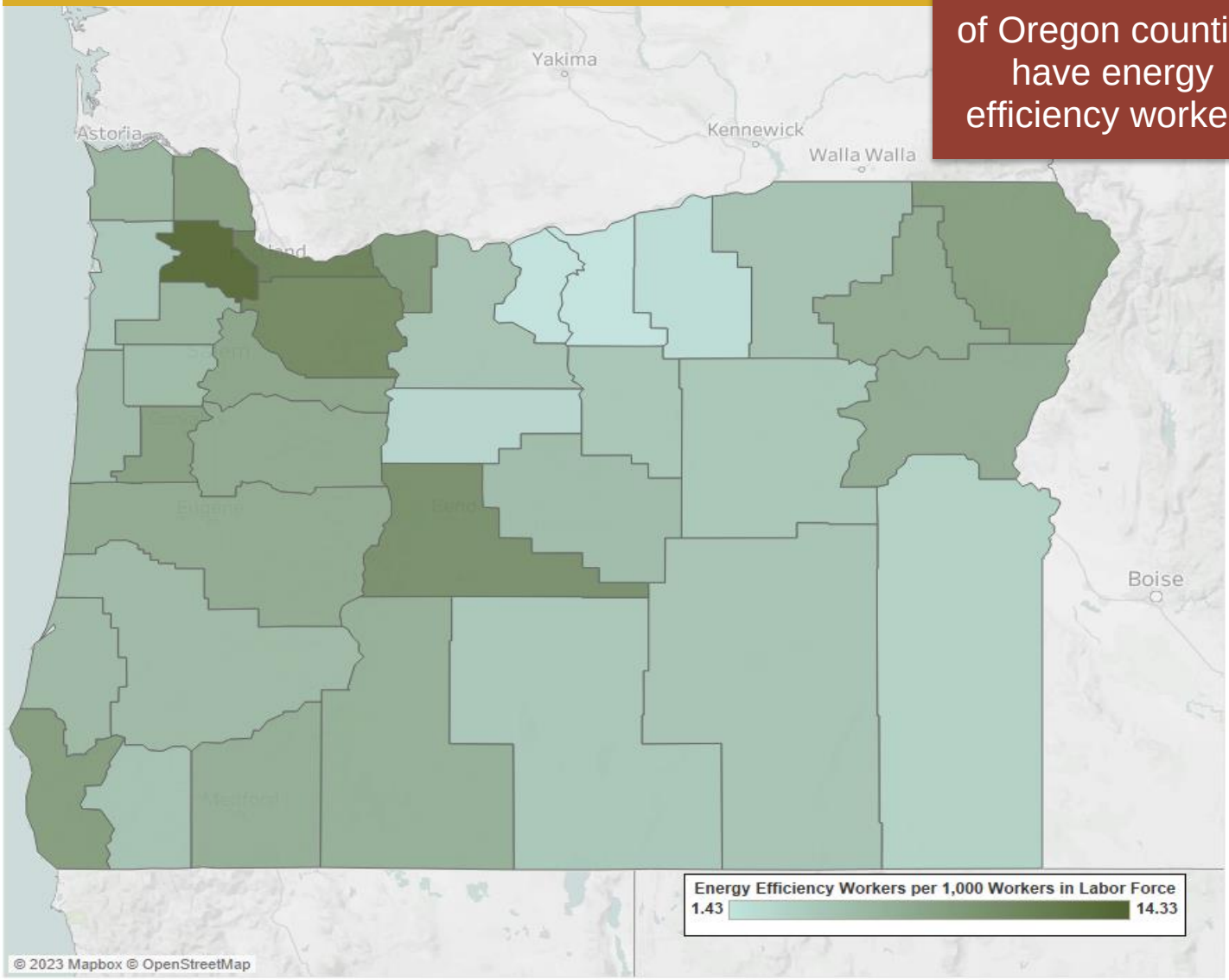
20%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Oregon counties have energy efficiency workers



Metropolitan Areas	
Area	**Jobs**
Bend	**1,894**
Corvallis	**677**
Eugene-Springfield	**3,573**
Medford	**2,395**
Portland-Vancouver-Beaverton	**20,083**
Salem	**2,788**
Rural	**7,437**

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Baker County	86	Hood River County	254	Polk County	251
	Benton County	665	Jackson County	1,302	Sherman County	<10
	Clackamas County	3,831	Jefferson County	42	Tillamook County	89
	Clatsop County	247	Josephine County	305	Umatilla County	329
	Columbia County	218	Klamath County	337	Union County	158
	Coos County	270	Lake County	24	Wallowa County	52
	Crook County	87	Lane County	2,341	Wasco County	120
	Curry County	121	Lincoln County	221	Washington County	8,699
	Deschutes County	1,867	Linn County	762	Wheeler County	<10
	Douglas County	465	Malheur County	90	Yamhill County	500
	Gilliam County	<10	Marion County	2,686	N/A	556
	Grant County	24	Morrow County	29		
	Harney County	27	Multnomah County	11,784		

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Pennsylvania

Energy Efficiency Jobs in America

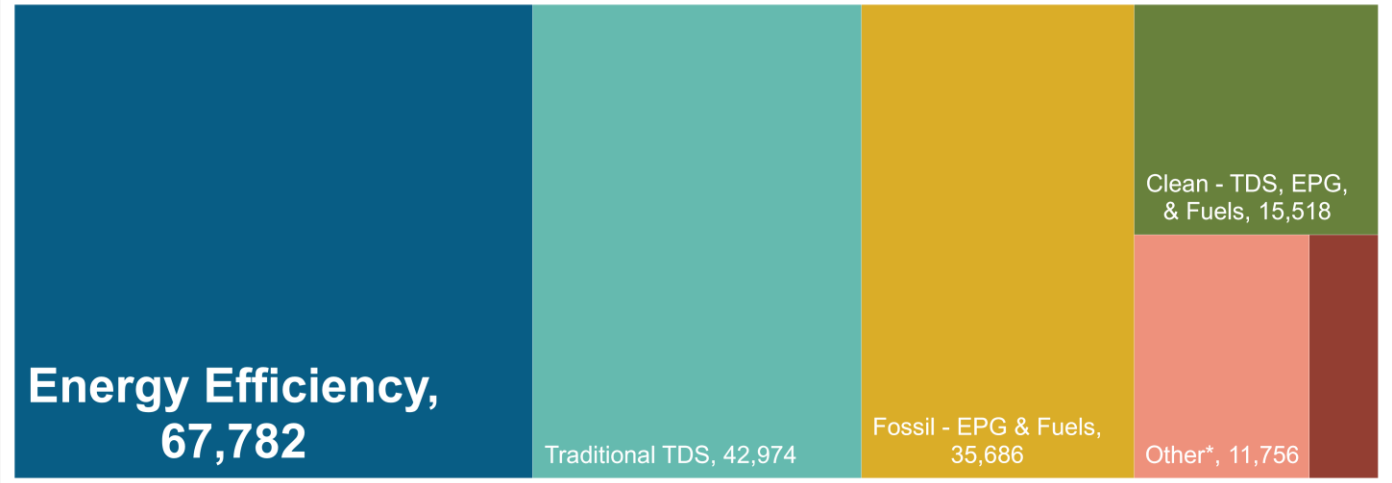
67,782
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

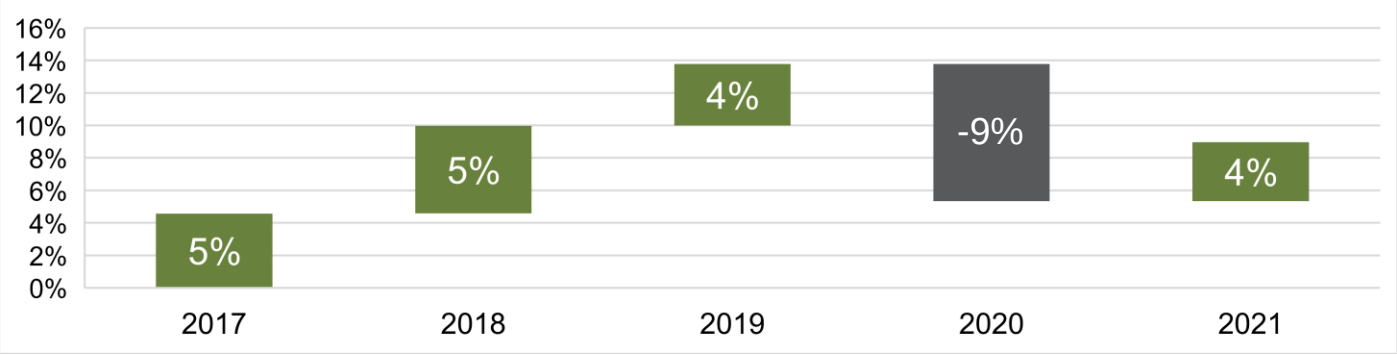
How do Pennsylvania's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Pennsylvania*



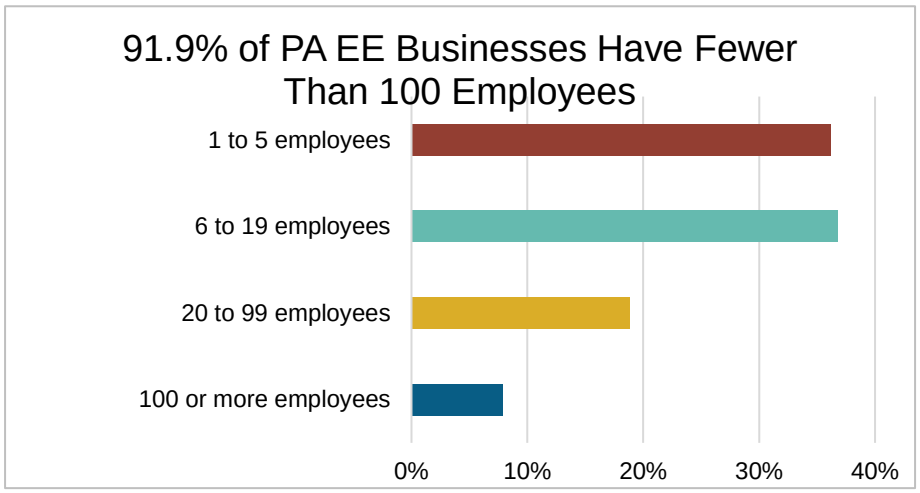
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 4,640
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Pennsylvania?



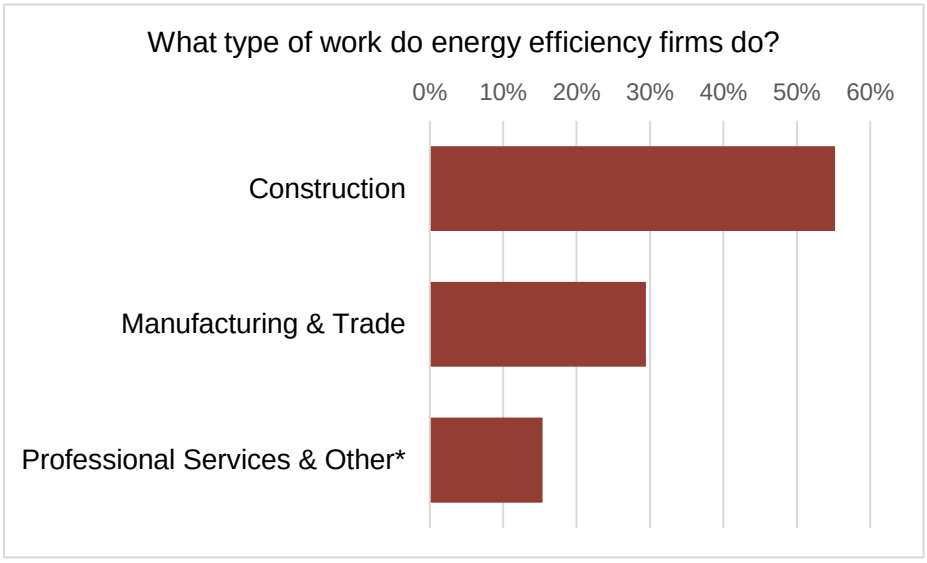
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Pennsylvania?

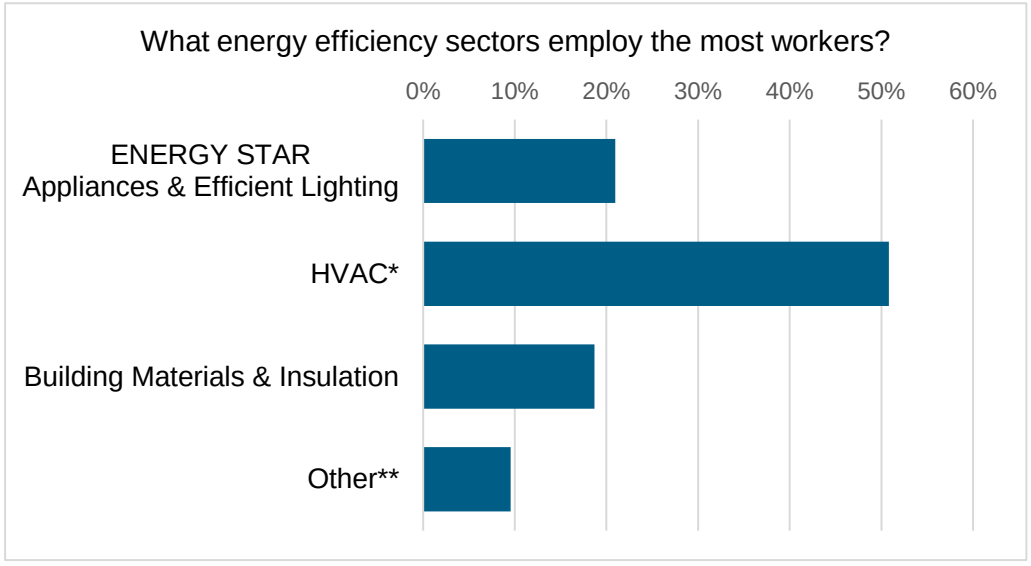


10,348
EE businesses in Pennsylvania

EE construction workers comprise **15%** of Pennsylvania's construction workforce



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business and nonprofit organizations.



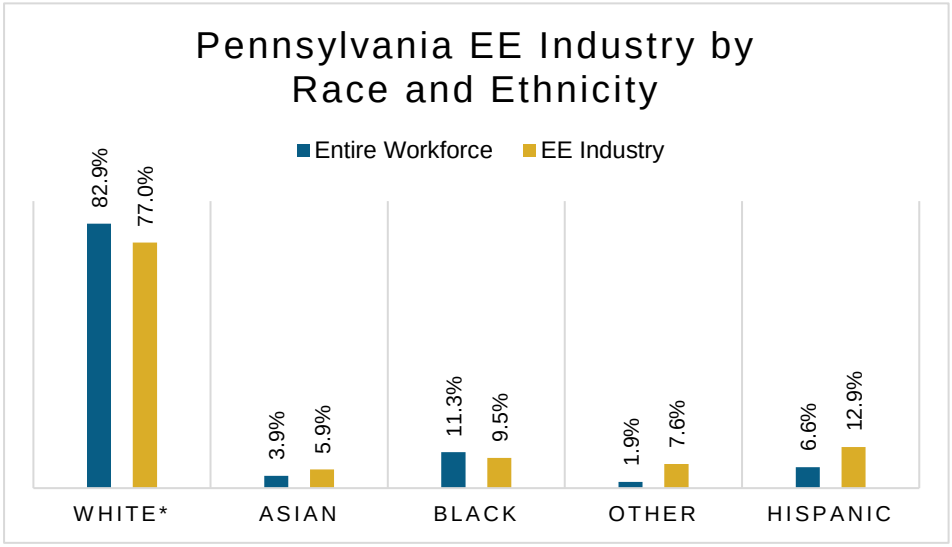
11%
of Pennsylvania EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Pennsylvania?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Pennsylvania communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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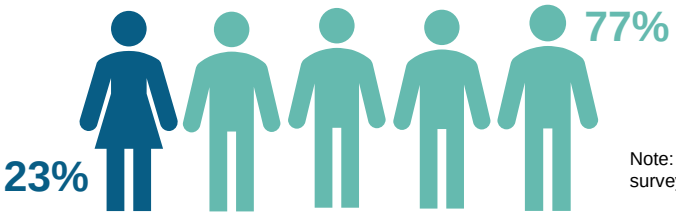

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Pennsylvania's EE Potential

Decades of work ready for Pennsylvania's growing energy efficiency workforce.

Weatherization Assistance Program:

4,312* units weatherized in 2018, out of **~63,000** total low-income households

4,993,961
Pennsylvania homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

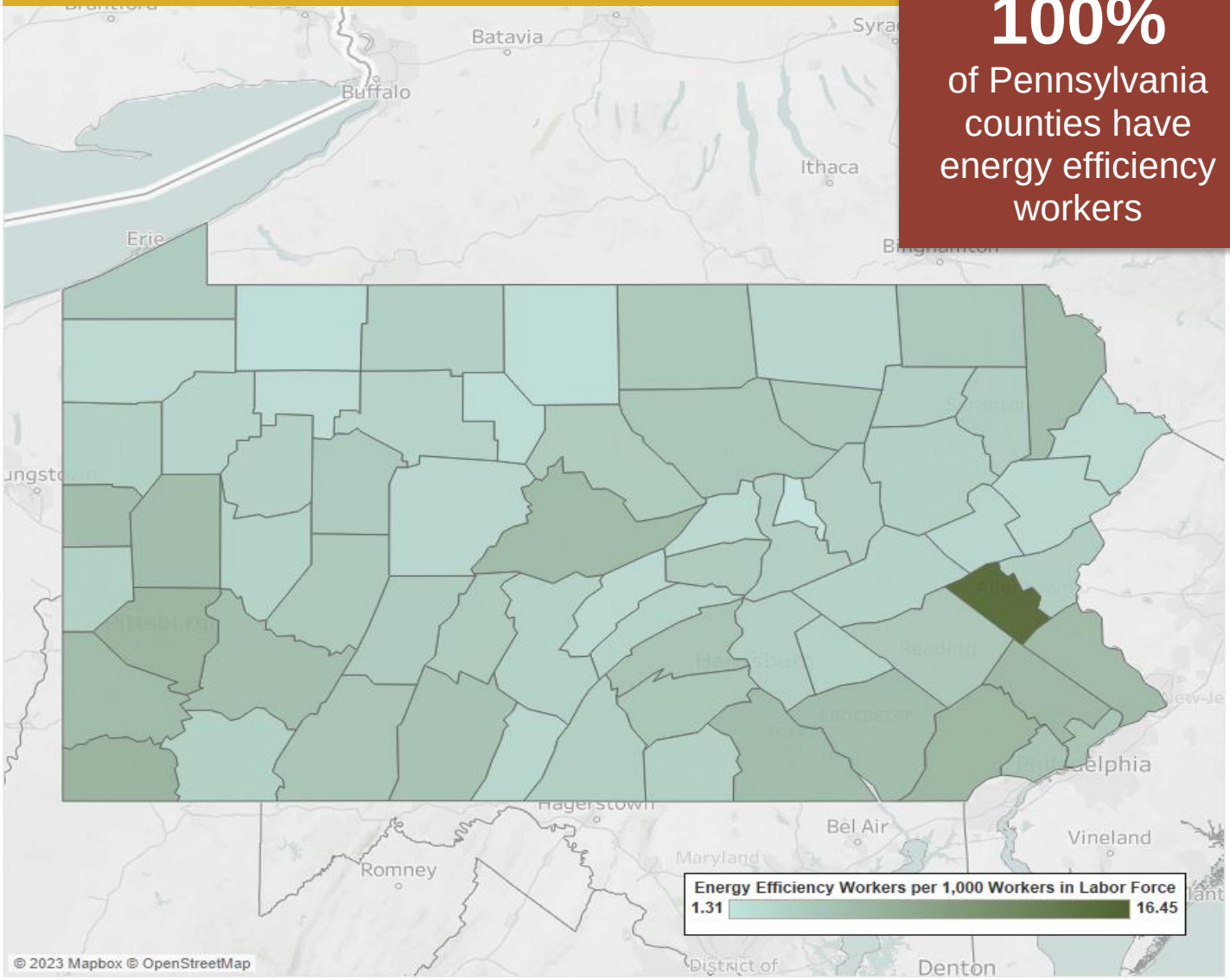
14%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Pennsylvania counties have energy efficiency workers



Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Allentown-Bethlehem-Easton	3,277	Pittsburgh	12,813
	Altoona	624	Reading	2,739
	Erie	1,266	Scranton--Wilkes-Barre	2,733
	Harrisburg-Carlisle	2,839	State College	670
	Johnstown	454	Williamsport	605
	Lancaster	2,817	York-Hanover	1,825
	Lebanon	567	Youngstown-Warren-Boardman	401
	New York-Northern New Jersey-Long Island	4,040	Rural	8,208
	Philadelphia-Camden-Wilmington	21,905		

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adams County	253	Clinton County	106	Lackawanna County	788	Pike County	66
Allegheny County	9,374	Columbia County	187	Lancaster County	3,093	Potter County	21
Armstrong County	110	Crawford County	157	Lawrence County	342	Schuylkill County	345
Beaver County	382	Cumberland County	1,357	Lebanon County	381	Snyder County	138
Bedford County	178	Dauphin County	1,453	Lehigh County	6,530	Somerset County	241
Berks County	1,641	Delaware County	2,360	Luzerne County	1,099	Sullivan County	13
Blair County	517	Elk County	92	Lycoming County	492	Susquehanna County	85
Bradford County	130	Erie County	1,038	McKean County	112	Tioga County	122
Bucks County	3,507	Fayette County	289	Mercer County	334	Union County	96
Butler County	1,072	Forest County	<10	Mifflin County	89	Venango County	108
Cambria County	414	Franklin County	469	Monroe County	316	Warren County	55
Cameron County	<10	Fulton County	30	Montgomery County	6,748	Washington County	1,111
Carbon County	95	Greene County	168	Montour County	43	Wayne County	184
Centre County	721	Huntingdon County	90	Northampton County	965	Westmoreland County	1,542
Chester County	3,471	Indiana County	247	Northumberland County	214	Wyoming County	74
Clarion County	91	Jefferson County	133	Perry County	85	York County	2,297
Clearfield County	174	Juniata County	43	Philadelphia County	7,135	N/A	2,154

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Rhode Island

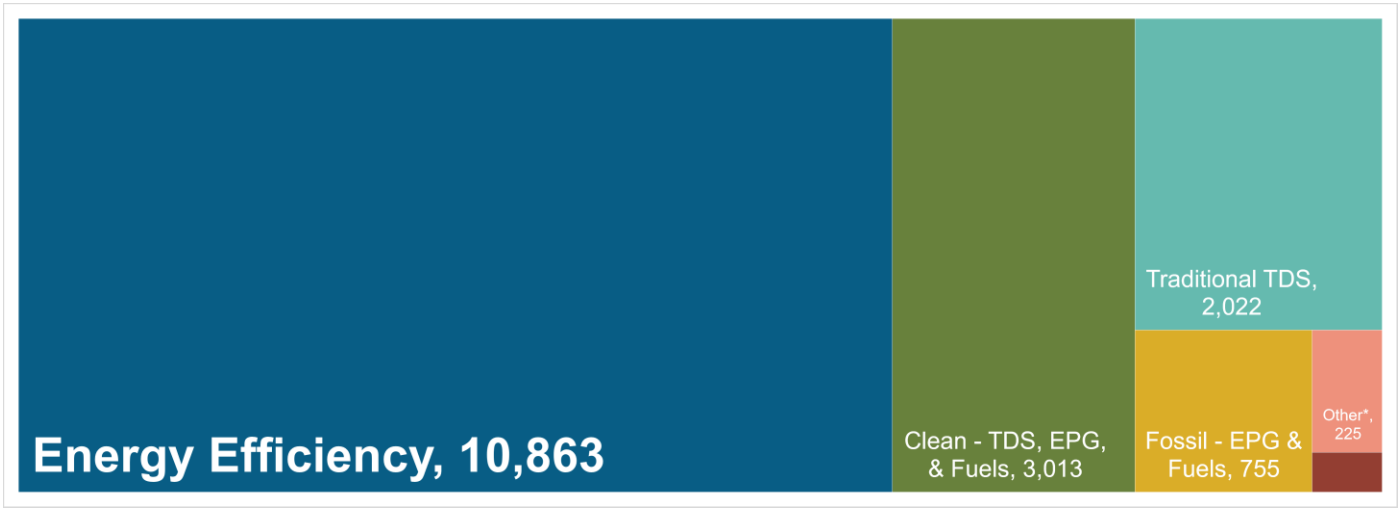
Energy Efficiency Jobs in America

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

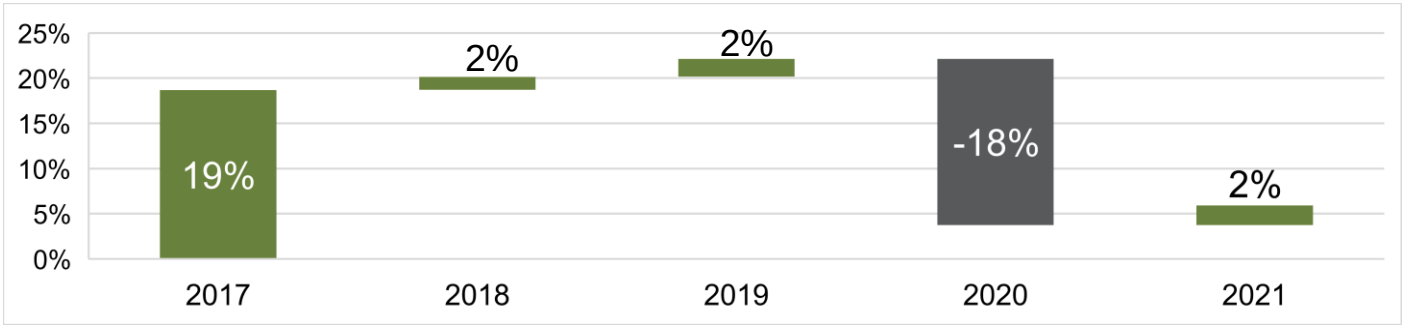
How do Rhode Island's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Rhode Island*



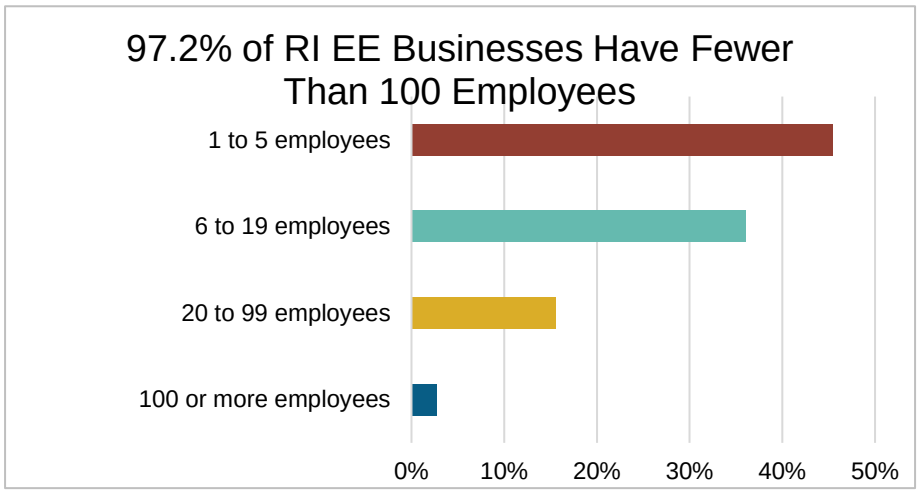
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 73
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Rhode Island?



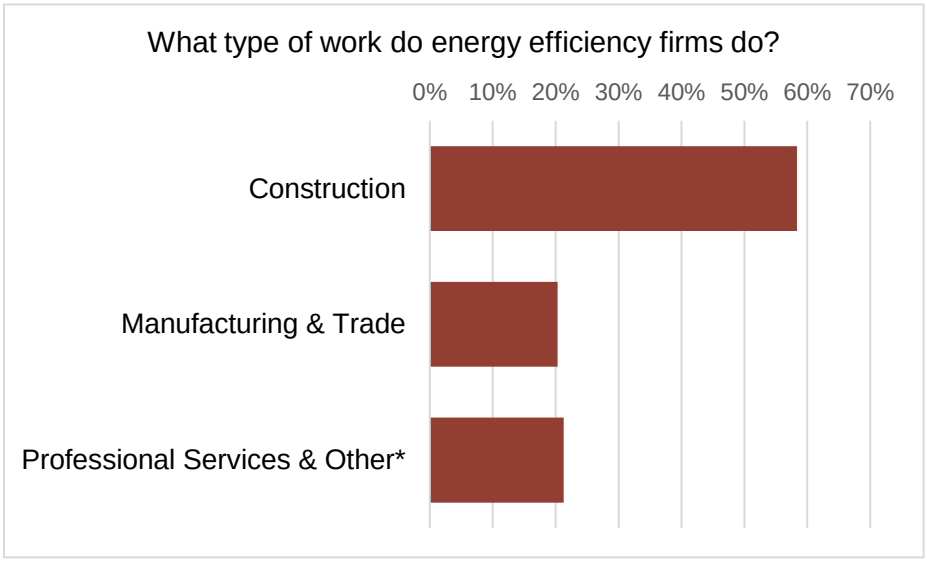
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Rhode Island?



3,361
EE businesses in Rhode Island

EE construction workers comprise **31%** of Rhode Island's construction workforce



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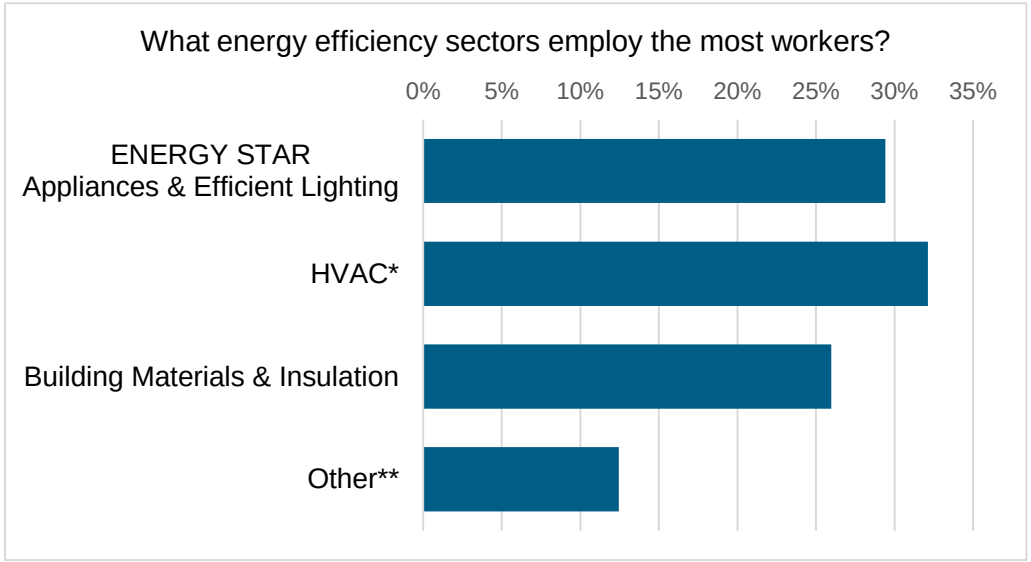


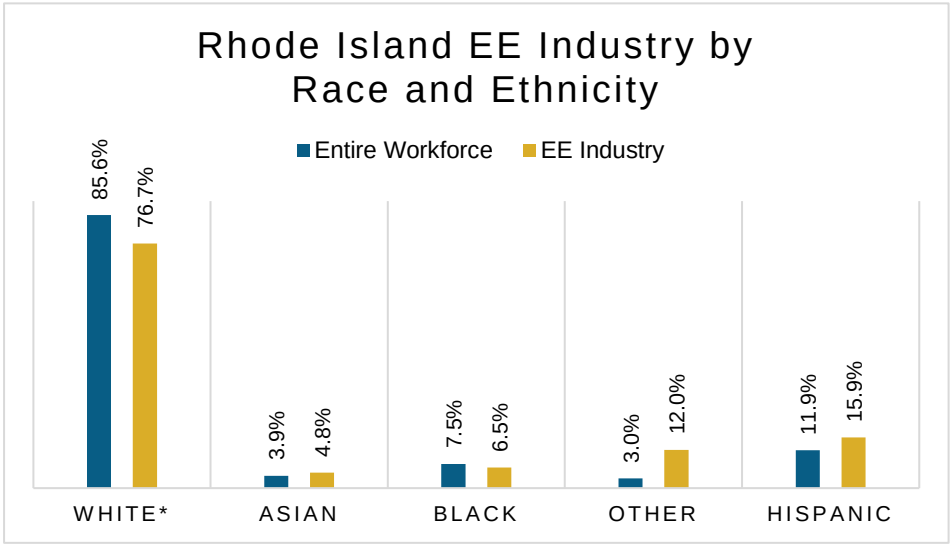
7%
of Rhode Island EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Rhode Island?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Rhode Island communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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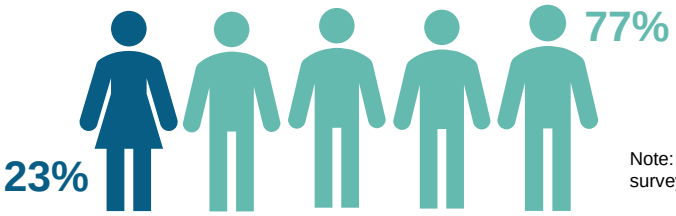

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Rhode Island's EE Potential

Decades of work ready for Rhode Island's growing energy efficiency workforce.

Weatherization Assistance Program:

639* units weatherized in 2018, out of **~46,000** total low-income households

390,900
Rhode Island homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

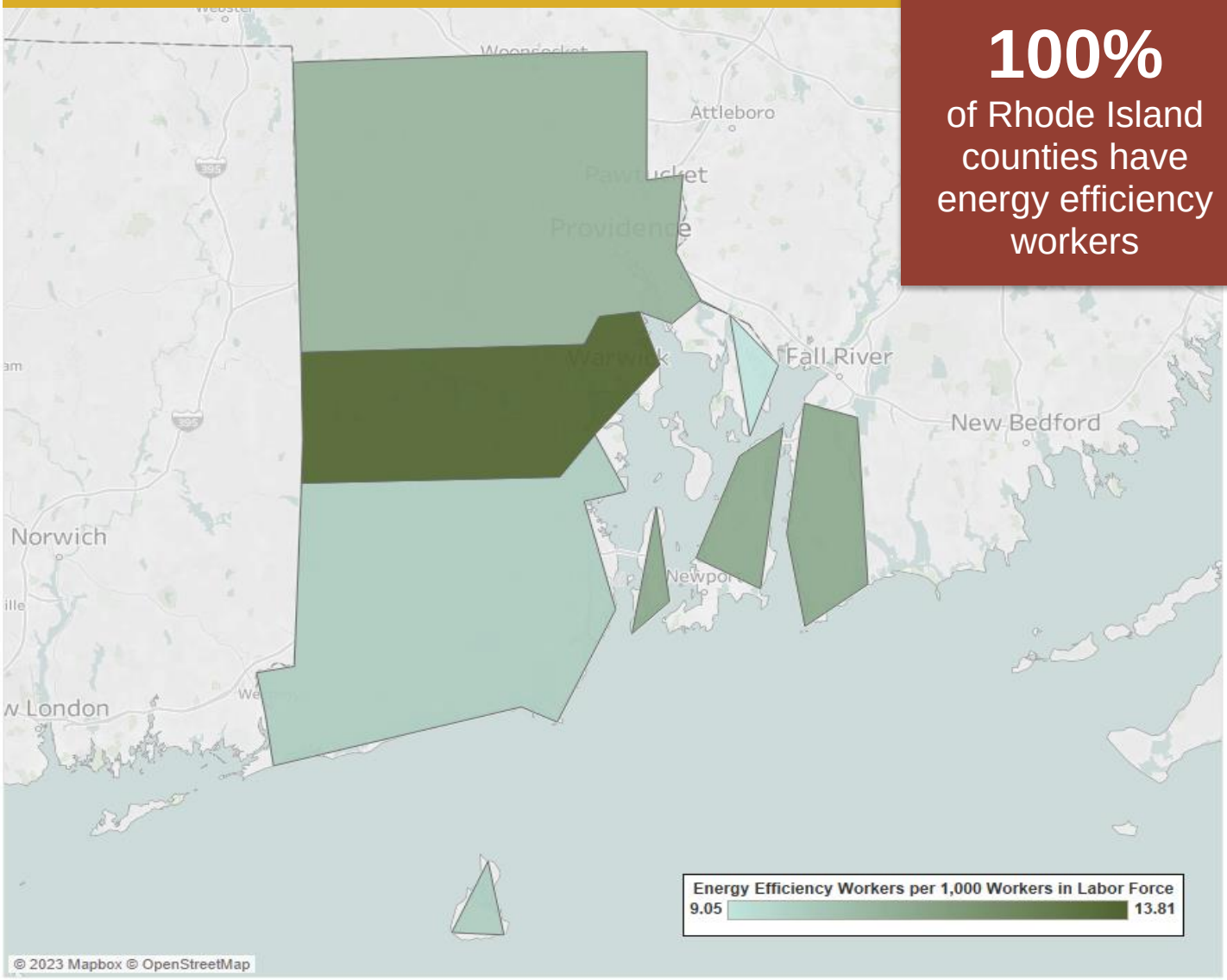
Potential to **reduce** residential electricity consumption by

15%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Rhode Island counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Rhode Island	**10,863**

Jobs by County	
County	Jobs
Bristol County	265
Kent County	2,065
Newport County	968
Providence County	6,141
Washington County	1,153
N/A	271

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South Carolina

Energy Efficiency Jobs in America

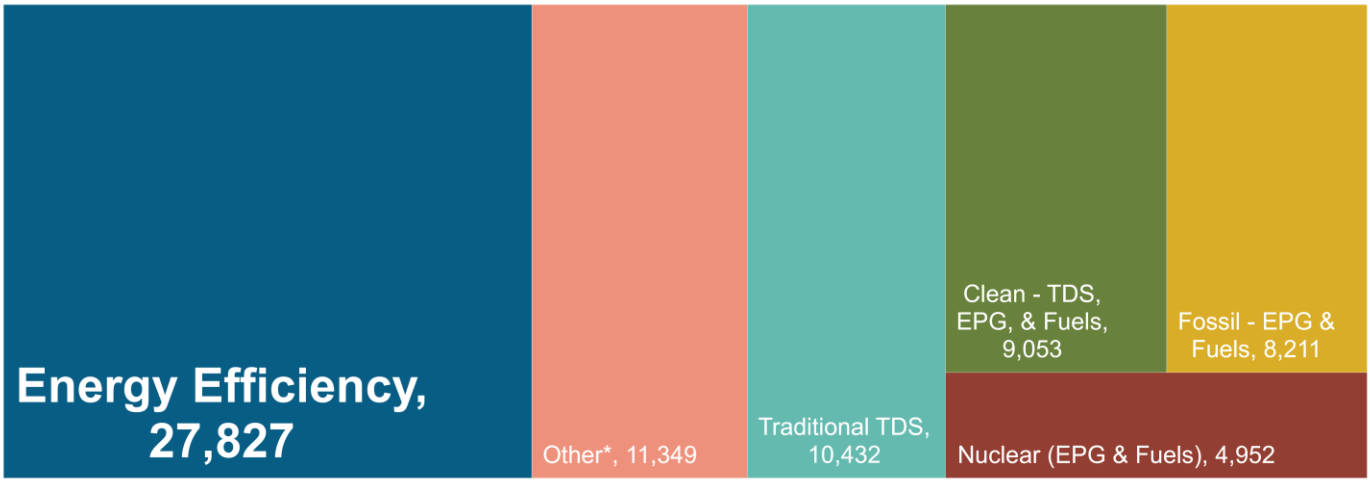
27,827
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

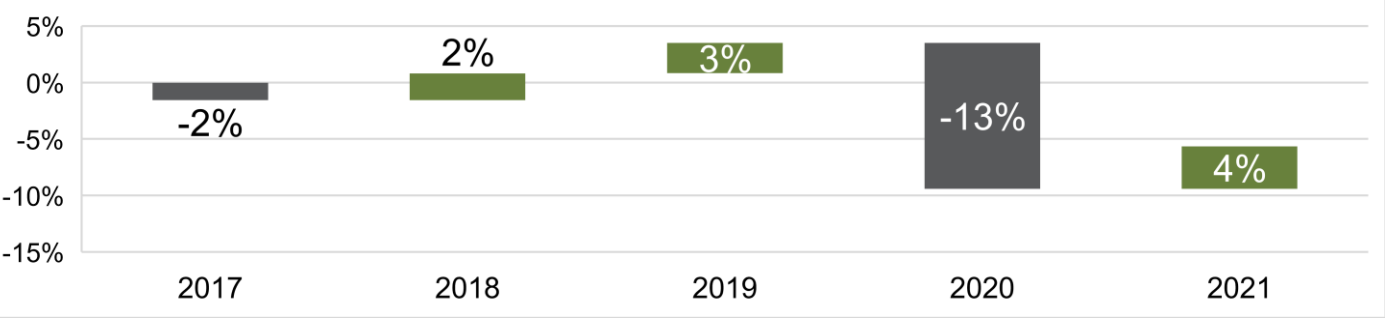
How do South Carolina's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in South Carolina*



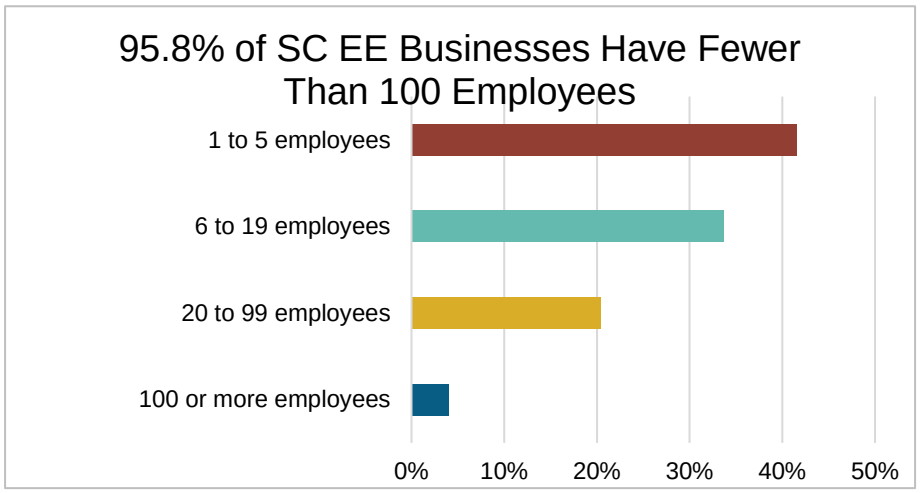
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in South Carolina?



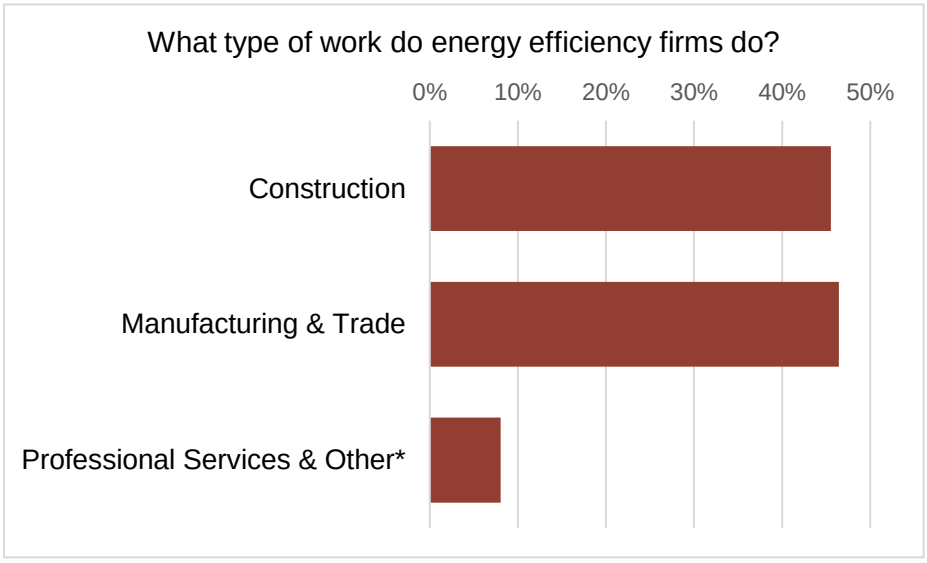
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in South Carolina?



4,756
EE businesses in South Carolina

EE construction workers comprise **12%** of South Carolina's construction workforce



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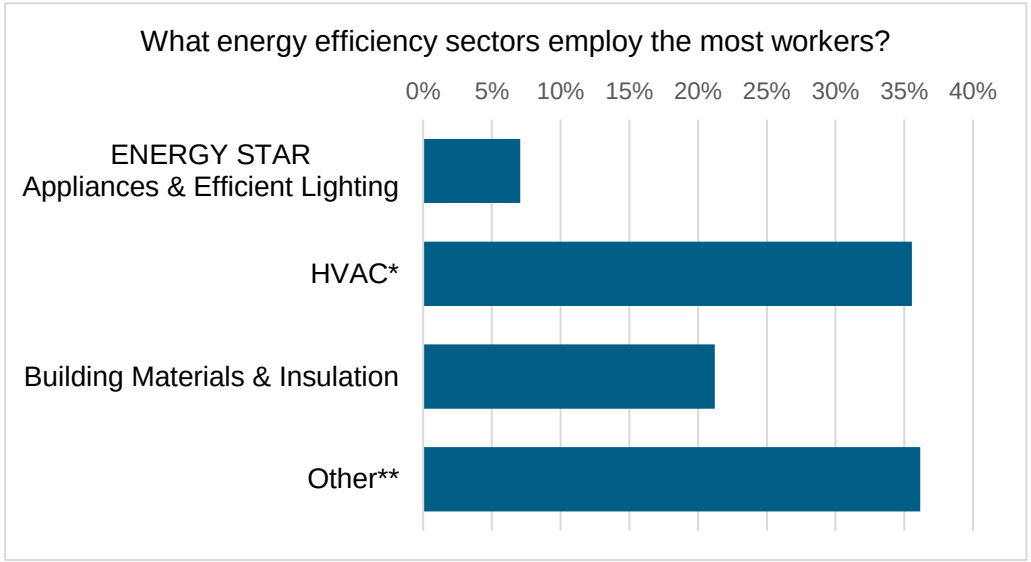


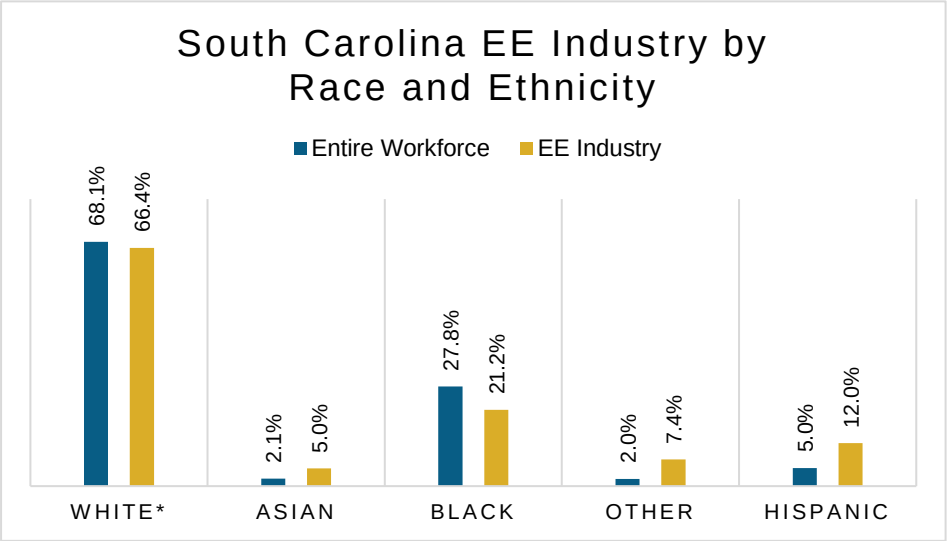
8%
of South Carolina EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in South Carolina?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all South Carolina communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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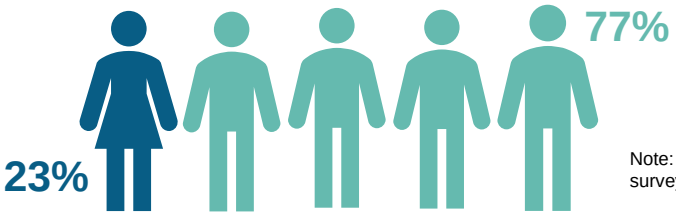


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

South Carolina's EE Potential

Decades of work ready for South Carolina's growing energy efficiency workforce.

Weatherization Assistance Program:

315* units weatherized in 2018, out of **~280,000** total low-income households

1,368,050
South Carolina homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

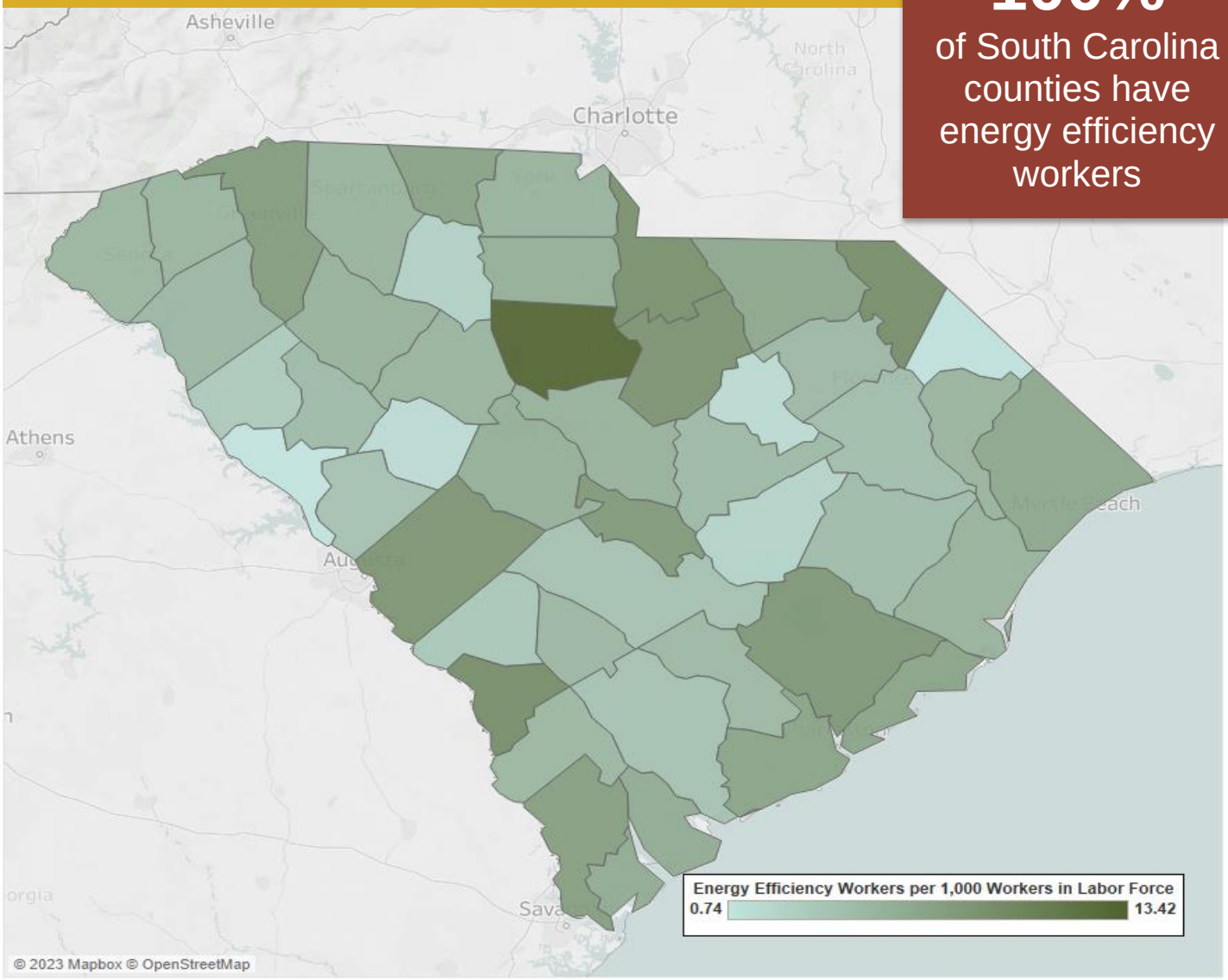
42%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of South Carolina counties have energy efficiency workers



Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Anderson	**837**	**Greenville-Mauldin-Easley**	**5,209**
	Augusta-Richmond County	**691**	**Myrtle Beach-Conway-North Myrtle Beach**	**2,018**
	Charleston-North Charleston	**5,002**	**Spartanburg**	**1,453**
	Charlotte-Gastonia-Concord	**1,660**	**Sumter**	**461**
	Columbia	**4,411**	**Rural**	**5,086**
	Florence	**1,000**		

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Abbeville County	36	Dillon County	18	McCormick County	<10
	Aiken County	1,061	Dorchester County	383	Marion County	76
	Allendale County	44	Edgefield County	50	Marlboro County	116
	Anderson County	731	Fairfield County	151	Newberry County	169
	Bamberg County	37	Florence County	601	Oconee County	261
	Barnwell County	36	Georgetown County	293	Orangeburg County	235
	Beaufort County	889	Greenville County	4,537	Pickens County	346
	Berkeley County	993	Greenwood County	271	Richland County	2,555
	Calhoun County	75	Hampton County	48	Saluda County	16
	Charleston County	3,793	Horry County	1,919	Spartanburg County	1,679
	Cherokee County	299	Jasper County	157	Sumter County	367
	Chester County	121	Kershaw County	316	Union County	40
	Chesterfield County	202	Lancaster County	497	Williamsburg County	77
	Clarendon County	31	Laurens County	241	York County	1,169
	Colleton County	84	Lee County	13	N/A	1,057
	Darlington County	214	Lexington County	1,522		

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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, June 2022, by the U.S. Department of Energy (see Appendix C for methodology details). This methodology -- adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics -- provides the broadly accepted best accounting of all U.S. energy workers.

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South Dakota

Energy Efficiency Jobs in America

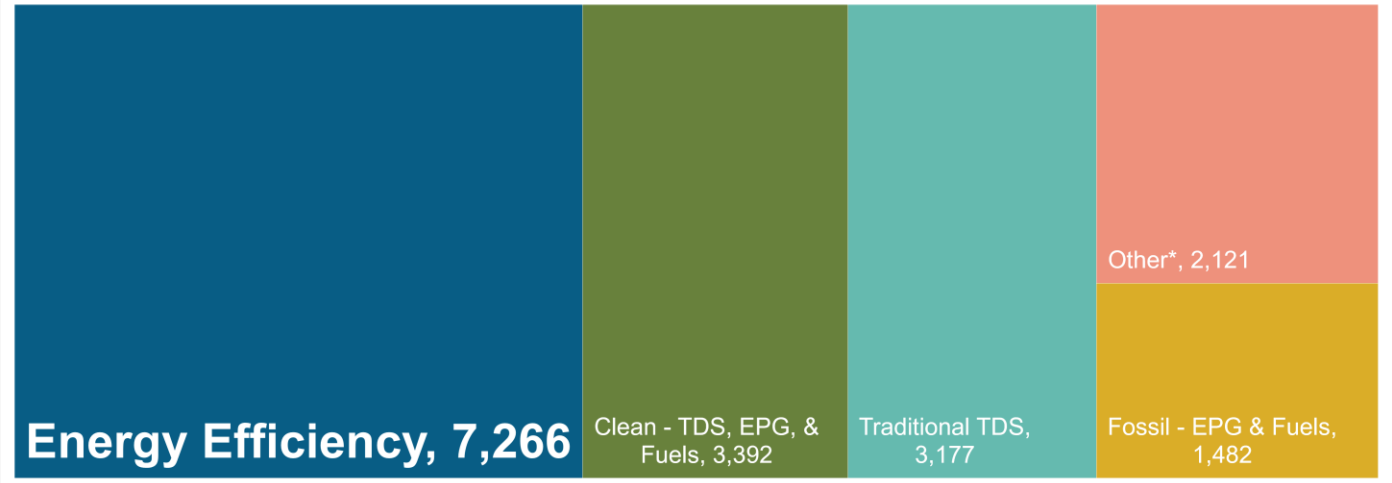
7,266
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

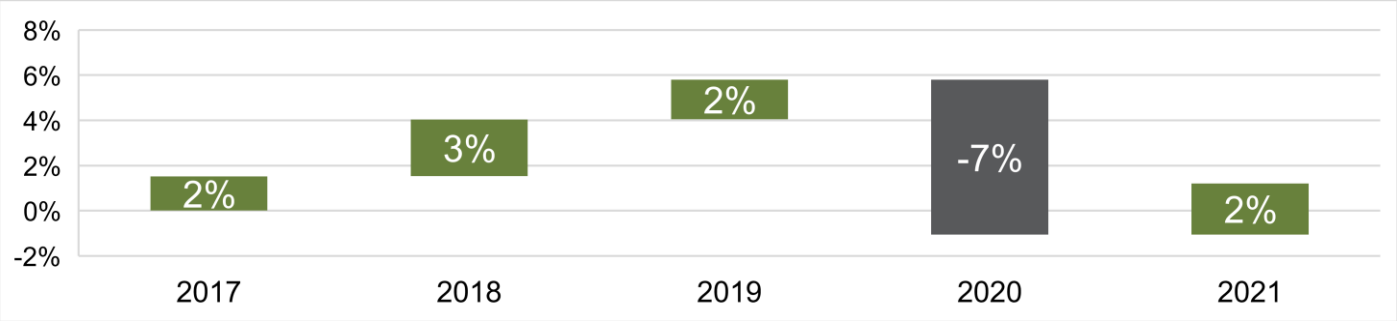
How do South Dakota's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in South Dakota*



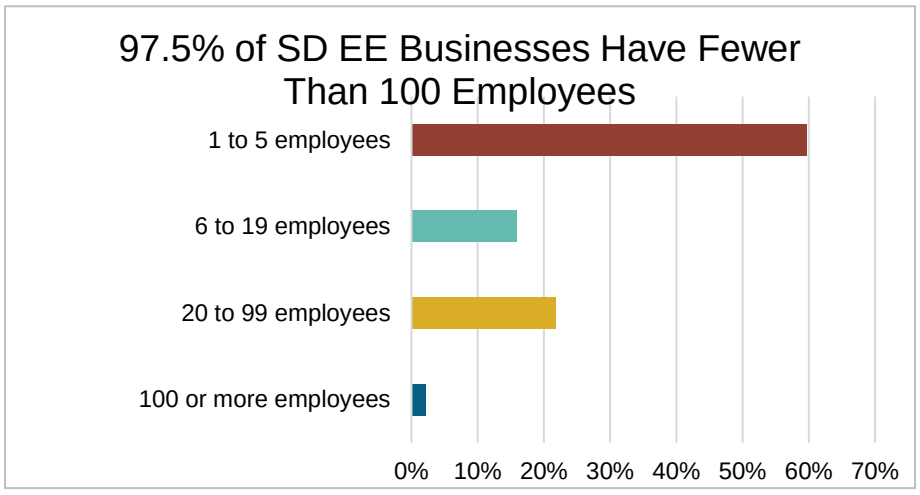
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), >12
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in South Dakota?



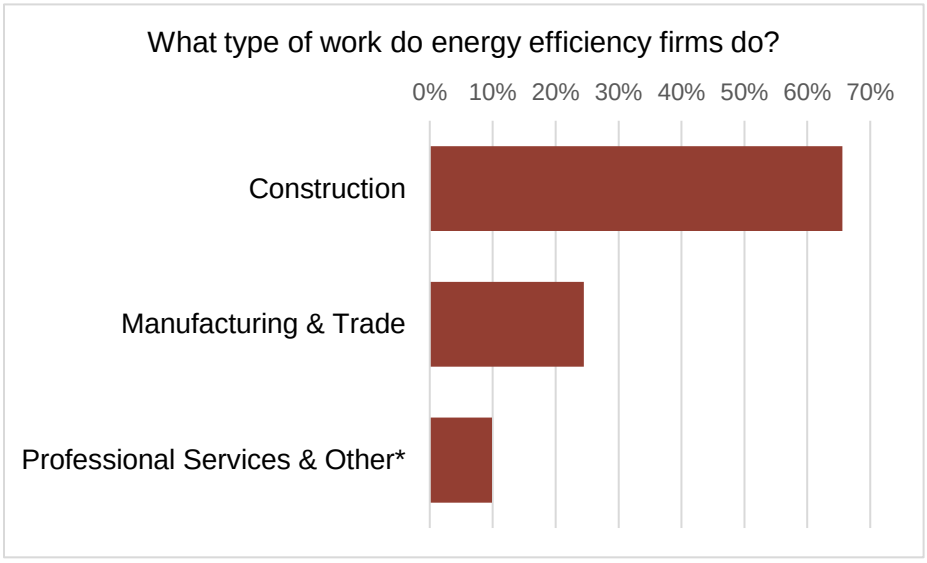
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in South Dakota?



2,481
EE businesses in South Dakota

EE construction workers comprise **19%** of South Dakota's construction workforce



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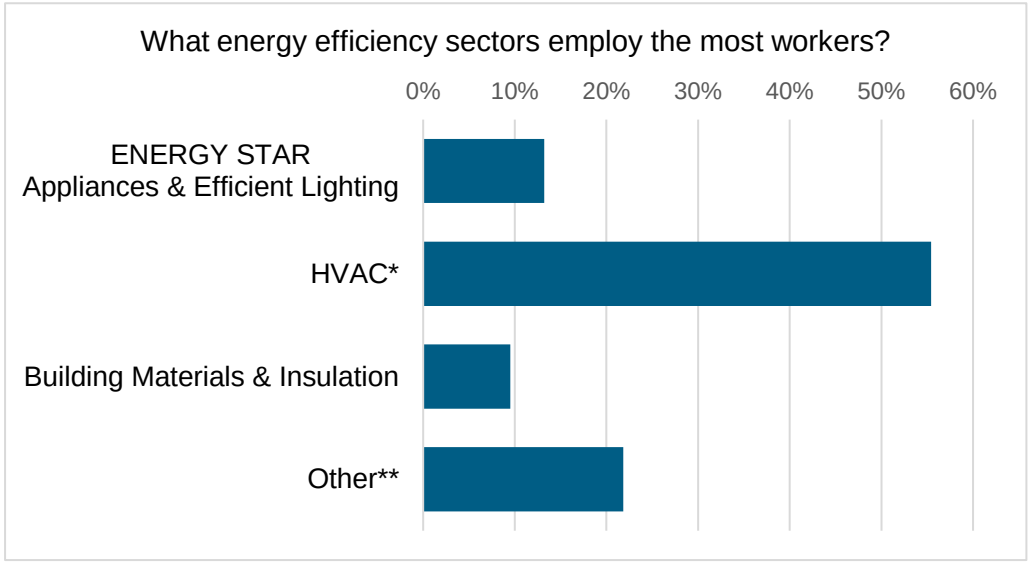


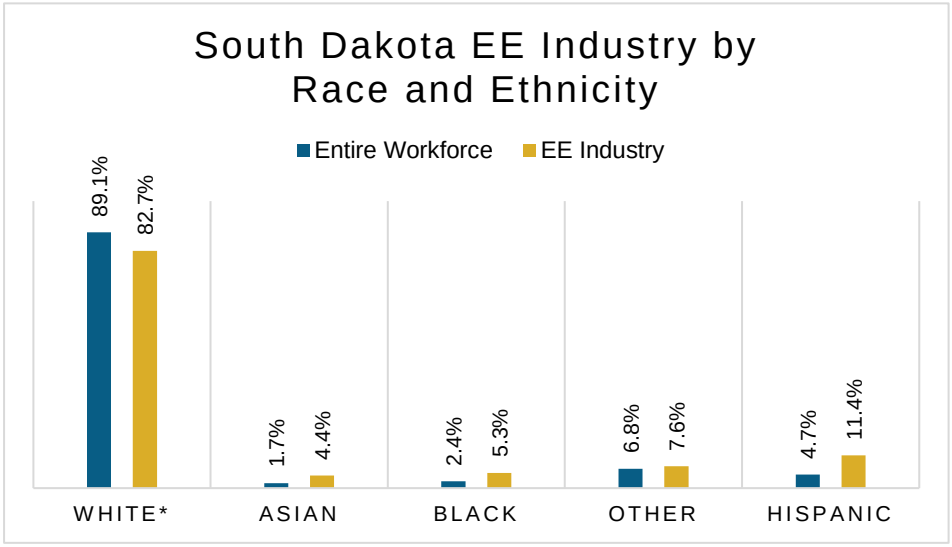
10%
of South Dakota EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

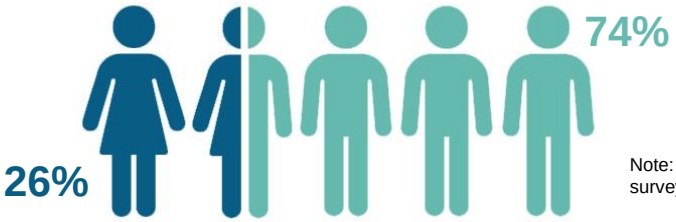
How is EE doing on diversity in South Dakota?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all South Dakota communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



*Includes non-Hispanic and Hispanic whites.



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

South Dakota's EE Potential

Decades of work ready for South Dakota's growing energy efficiency workforce.

Weatherization Assistance Program:

116* units weatherized in 2018, out of **~44,000** total low-income households

262,333
South Dakota homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

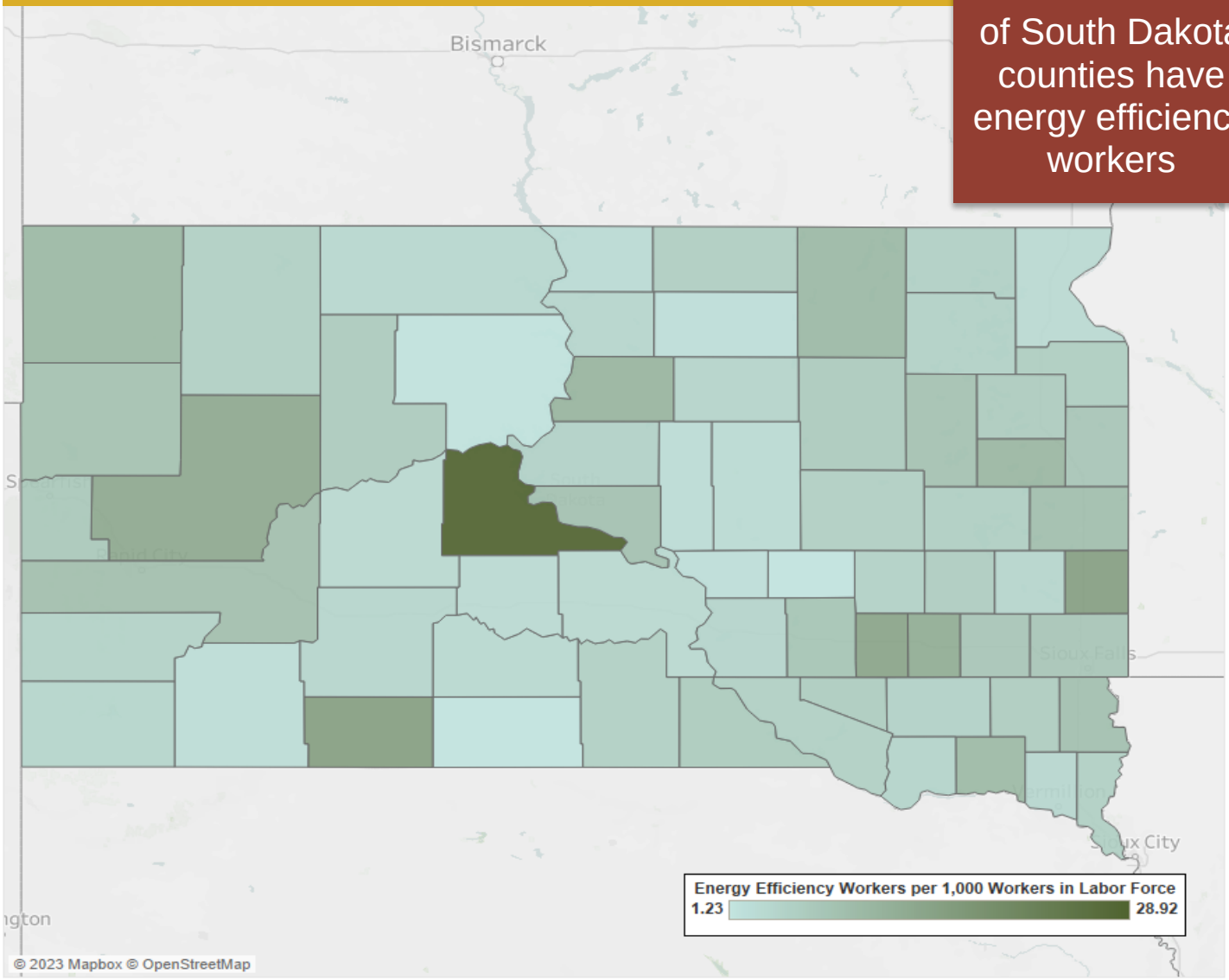
26%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of South Dakota counties have energy efficiency workers



Metropolitan Areas	
Area	**Jobs**
Rapid City	**1,183**
Sioux City	**128**
Sioux Falls	**2,819**
Rural	**3,137**

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Aurora County	14	Day County	21	Jackson County	<10	Pennington County	1,155
Beadle County	98	Deuel County	24	Jerauld County	<10	Perkins County	13
Bennett County	26	Dewey County	<10	Jones County	<10	Potter County	20
Bon Homme County	17	Douglas County	14	Kingsbury County	24	Roberts County	24
Brookings County	309	Edmunds County	<10	Lake County	45	Sanborn County	<10
Brown County	423	Fall River County	24	Lawrence County	190	Spink County	26
Brule County	19	Faulk County	<10	Lincoln County	514	Stanley County	80
Buffalo County	<10	Grant County	48	Lyman County	10	Sully County	<10
Butte County	47	Gregory County	22	McCook County	22	Todd County	<10
Campbell County	<10	Haakon County	<10	McPherson County	<10	Tripp County	27
Charles Mix County	42	Hamlin County	54	Marshall County	19	Turner County	30
Clark County	20	Hand County	<10	Meade County	230	Union County	114
Clay County	38	Hanson County	17	Mellette County	<10	Walworth County	19
Codington County	216	Harding County	10	Miner County	<10	Yankton County	269
Corson County	<10	Hughes County	194	Minnehaha County	2,047	Ziebach County	<10
Custer County	33	Hutchinson County	28	Moody County	79	N/A	61
Davison County	368	Hyde County	<10	Oglala Lakota County	22		

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Tennessee

Energy Efficiency Jobs in America

49,076
Total Jobs

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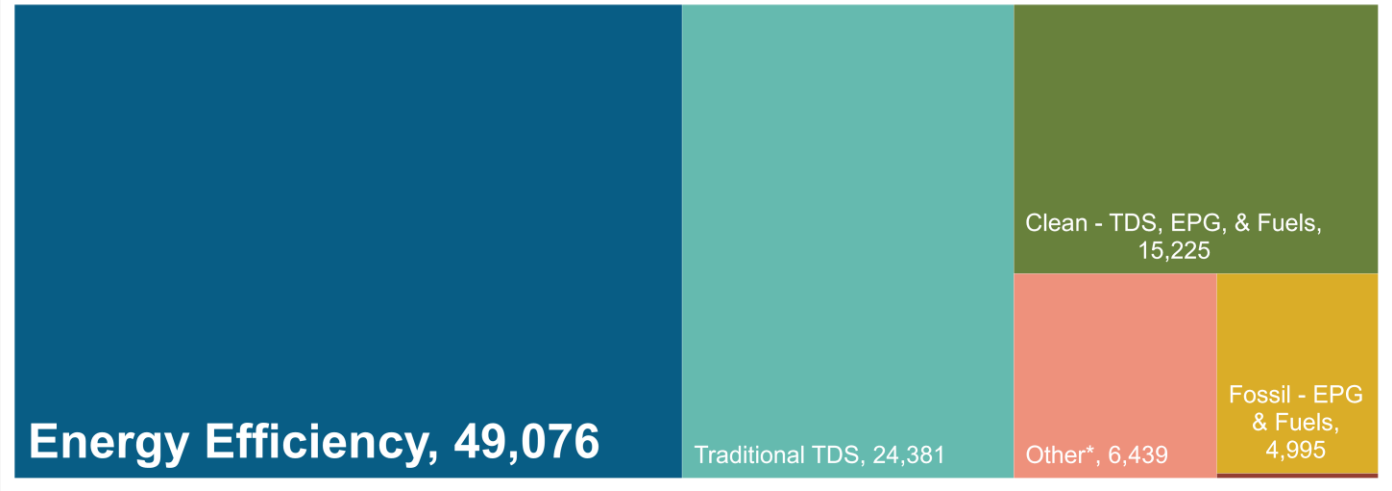
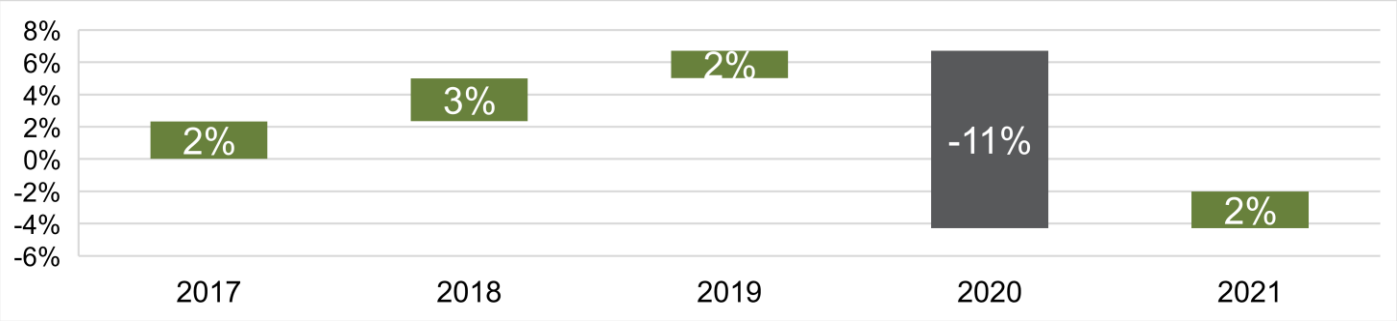
How do Tennessee's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Tennessee*



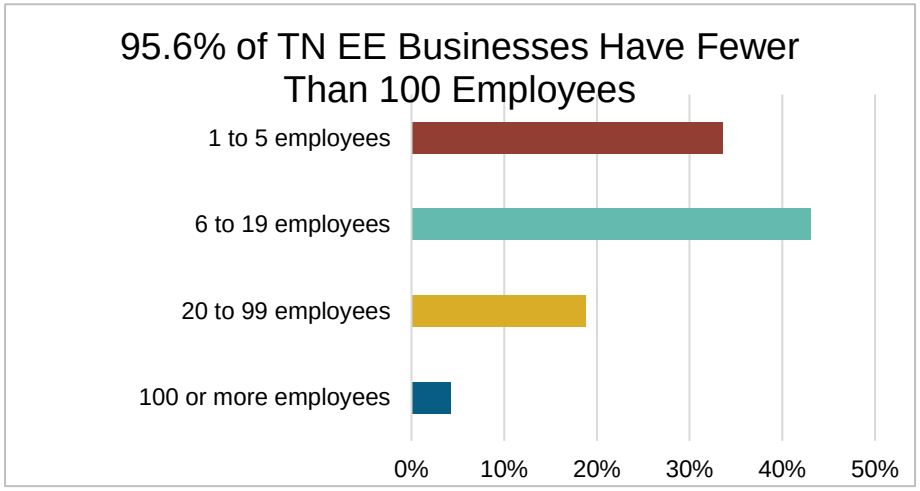
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 121
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Tennessee?



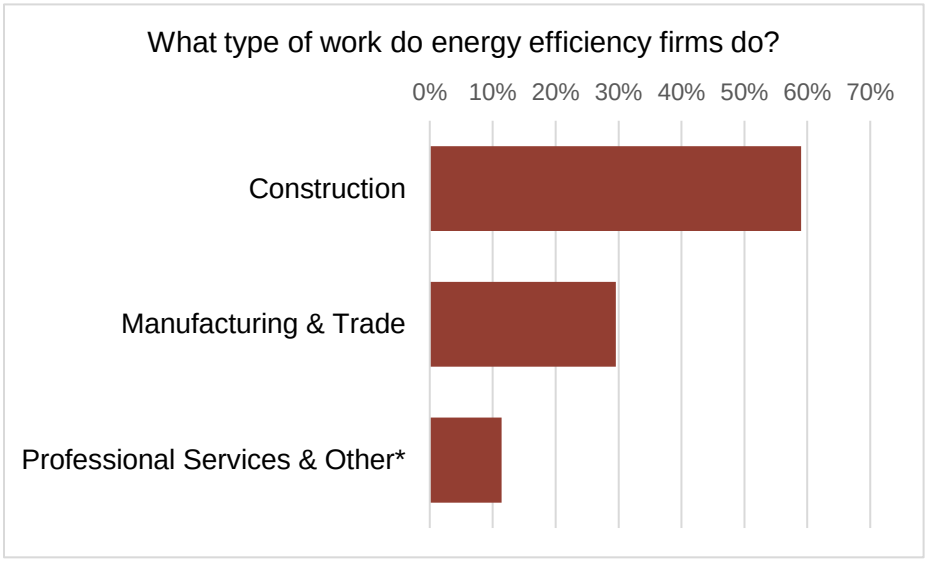
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Tennessee?



5,808
EE businesses in Tennessee

EE construction workers comprise **21%** of Tennessee's construction workforce



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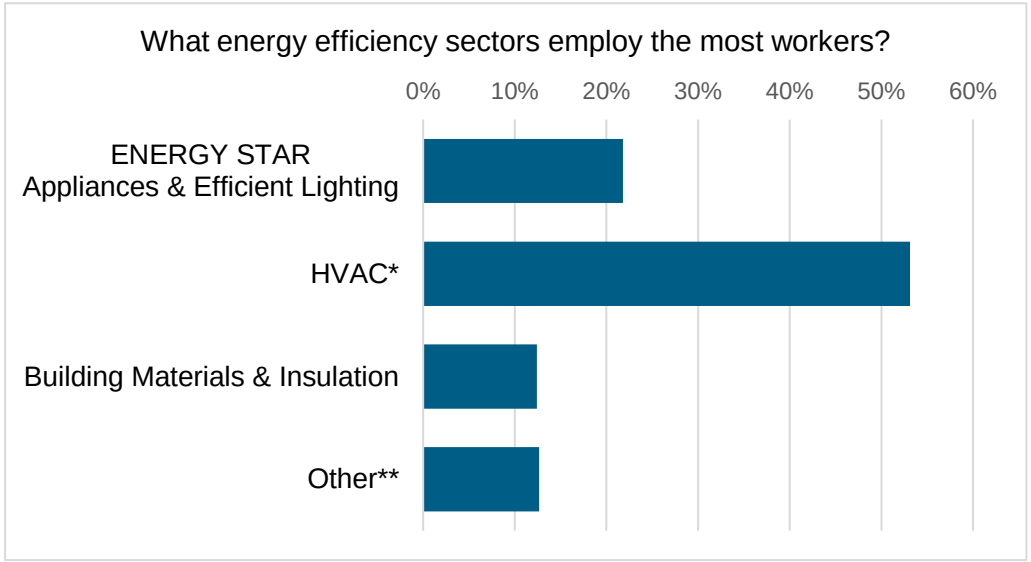


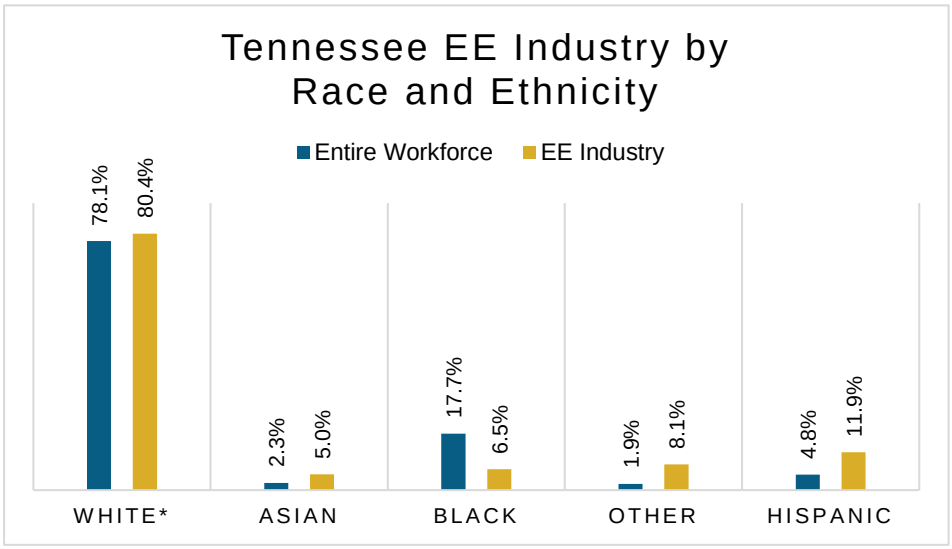
7%
of Tennessee EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Tennessee?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Tennessee communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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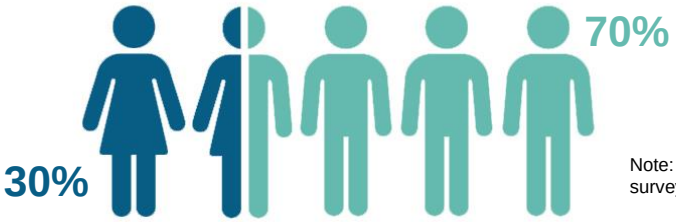

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Tennessee's EE Potential

Decades of work ready for Tennessee's growing energy efficiency workforce.

Weatherization Assistance Program:

206* units weatherized in 2018, out of **~380,000** total low-income households

1,888,390
Tennessee homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

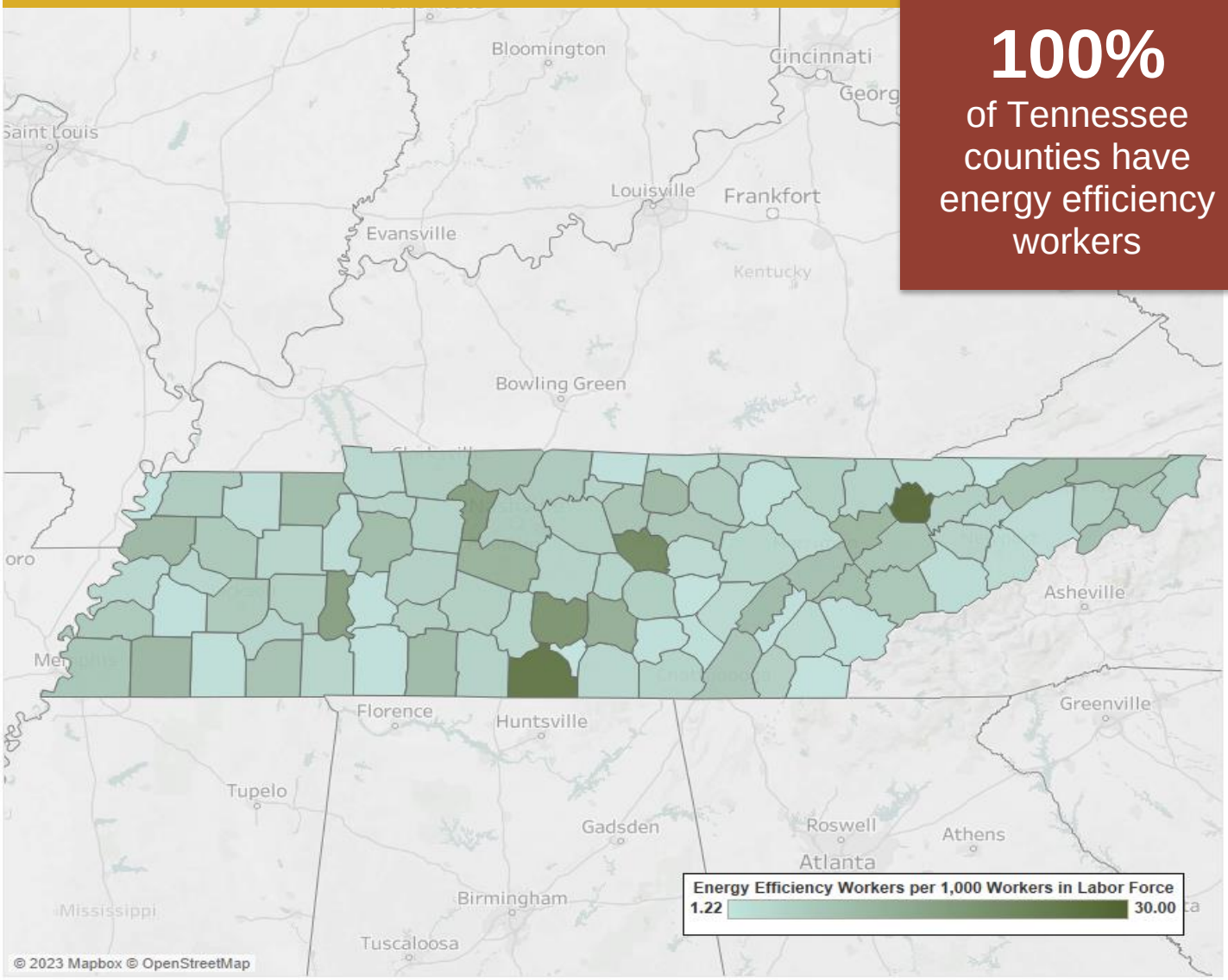
Potential to **reduce** residential electricity consumption by

37%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Tennessee counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Chattanooga	**3,429**	**Knoxville**	**6,565**
	Clarksville	**871**	**Memphis**	**7,981**
	Cleveland	**1,516**	**Morristown**	**868**
	Jackson	**1,033**	**Nashville-Davidson-Murfreesboro-Franklin**	**14,785**
	Johnson City	**1,308**	**Rural**	**9,236**
	Kingsport-Bristol-Bristol	**1,483**		

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Anderson County	1,065	Fentress County	27	Lauderdale County	55	Roane County	374
Bedford County	711	Franklin County	103	Lawrence County	252	Robertson County	425
Benton County	28	Gibson County	223	Lewis County	40	Rutherford County	1,492
Bledsoe County	17	Giles County	110	Lincoln County	546	Scott County	72
Blount County	865	Grainger County	55	Loudon County	351	Sequatchie County	16
Bradley County	501	Greene County	166	McMinn County	138	Sevier County	327
Campbell County	96	Grundy County	11	McNairy County	100	Shelby County	7,957
Cannon County	24	Hamblen County	269	Macon County	24	Smith County	87
Carroll County	63	Hamilton County	3,255	Madison County	874	Stewart County	24
Carter County	189	Hancock County	<10	Marion County	82	Sullivan County	1,416
Cheatham County	331	Hardeman County	33	Marshall County	94	Sumner County	888
Chester County	35	Hardin County	75	Maury County	473	Tipton County	186
Claiborne County	63	Hawkins County	248	Meigs County	11	Trousdale County	21
Clay County	11	Haywood County	22	Monroe County	77	Unicoi County	90
Cocke County	57	Henderson County	98	Montgomery County	790	Union County	179
Coffee County	729	Henry County	239	Moore County	<10	Van Buren County	<10
Crockett County	33	Hickman County	49	Morgan County	25	Warren County	166
Cumberland County	173	Houston County	14	Obion County	162	Washington County	773
Davidson County	7,890	Humphreys County	123	Overton County	72	Wayne County	18
Decatur County	117	Jackson County	34	Perry County	<10	Weakley County	70
DeKalb County	289	Jefferson County	145	Pickett County	12	White County	58
Dickson County	198	Johnson County	56	Polk County	11	Williamson County	3,833
Dyer County	375	Knox County	4,293	Putnam County	616	Wilson County	778
Fayette County	189	Lake County	<10	Rhea County	258	N/A	1,042

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Texas

Energy Efficiency Jobs in America

158,882
Total Jobs

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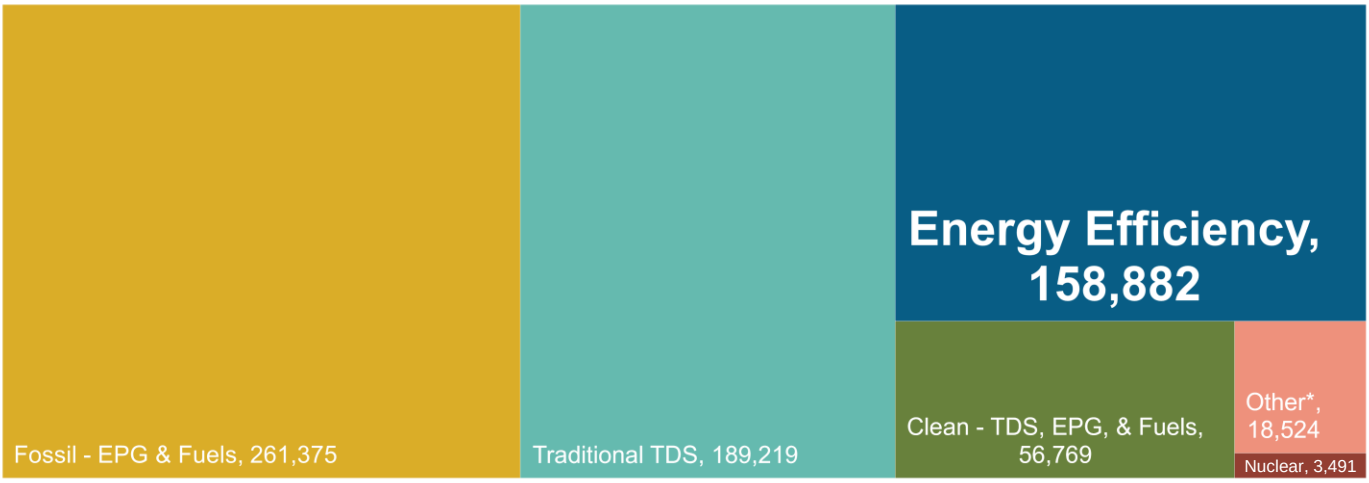
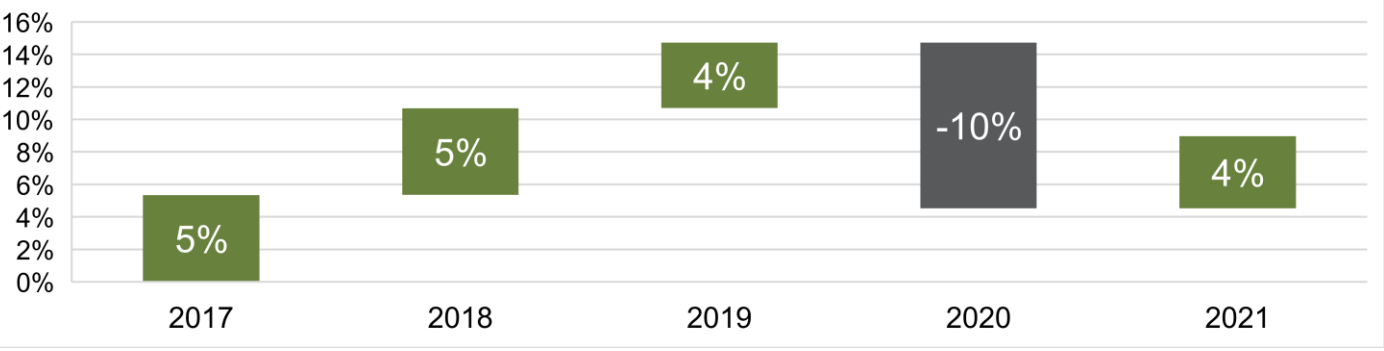
How do Texas's energy sectors compare?

*Energy Efficiency is the **third largest** energy sector in Texas*



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear = includes EPG & Fuels
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Texas?



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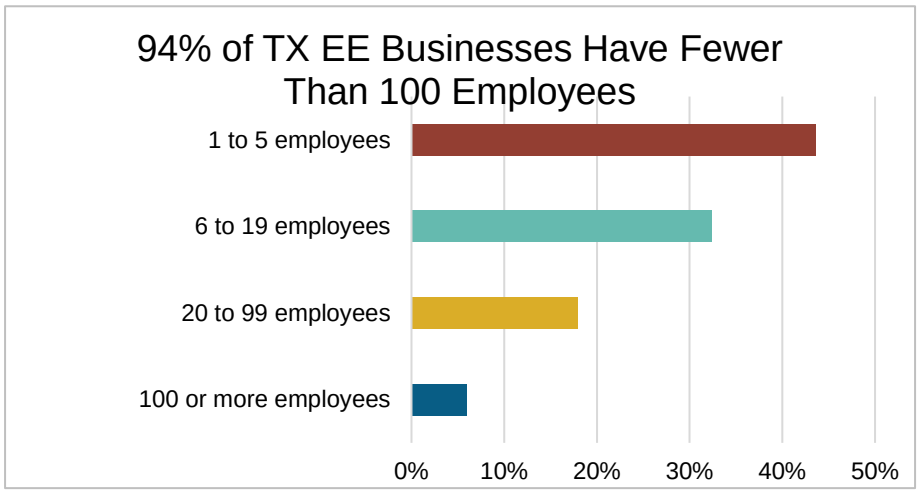
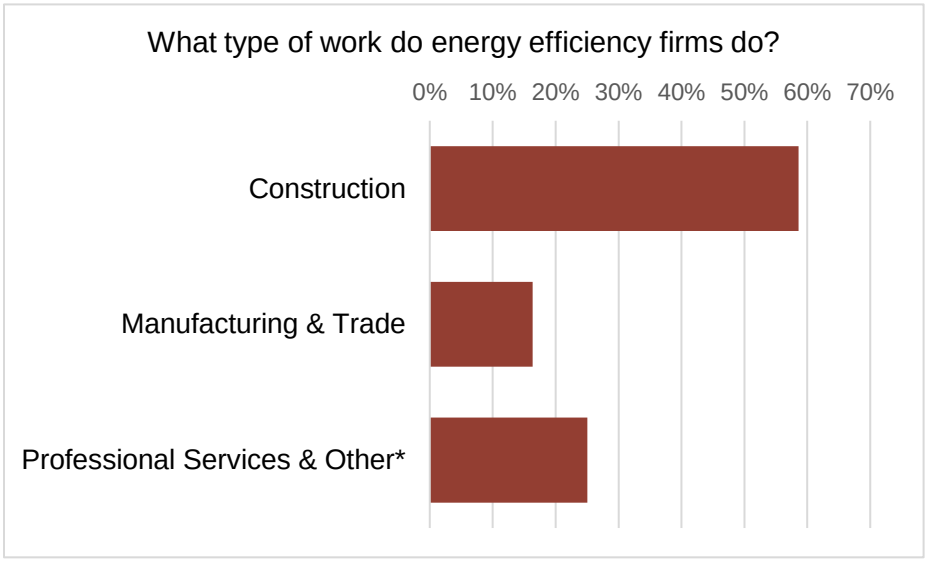
What does EE look like in Texas?



31,473
EE businesses in Texas

EE construction workers comprise **12%** of Texas's construction workforce



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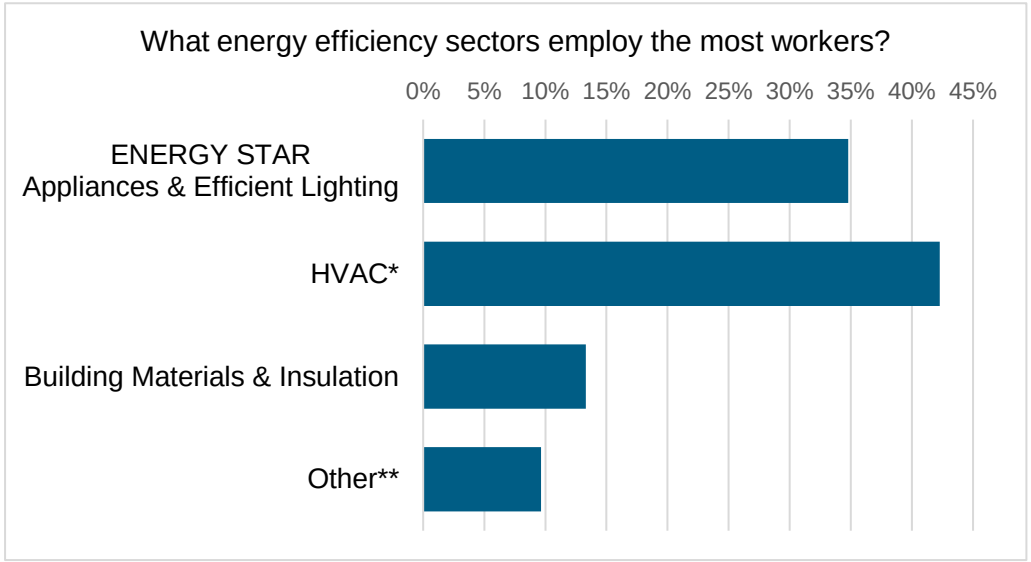

7%
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How is EE doing on diversity in Texas?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Texas communities are represented in the EE sector.

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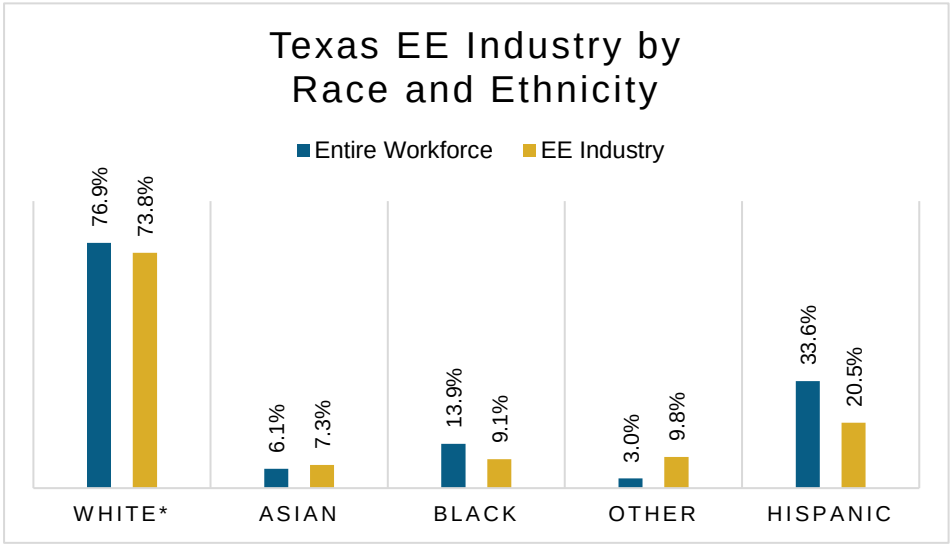

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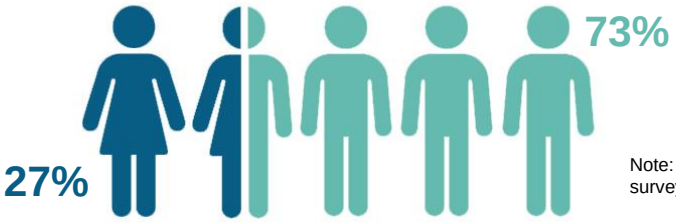

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Texas's EE Potential

Decades of work ready for Texas's growing energy efficiency workforce.

Weatherization Assistance Program:

3,186* units weatherized in 2018, out of **~1,400,000** total low-income households

6,309,825
Texas homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

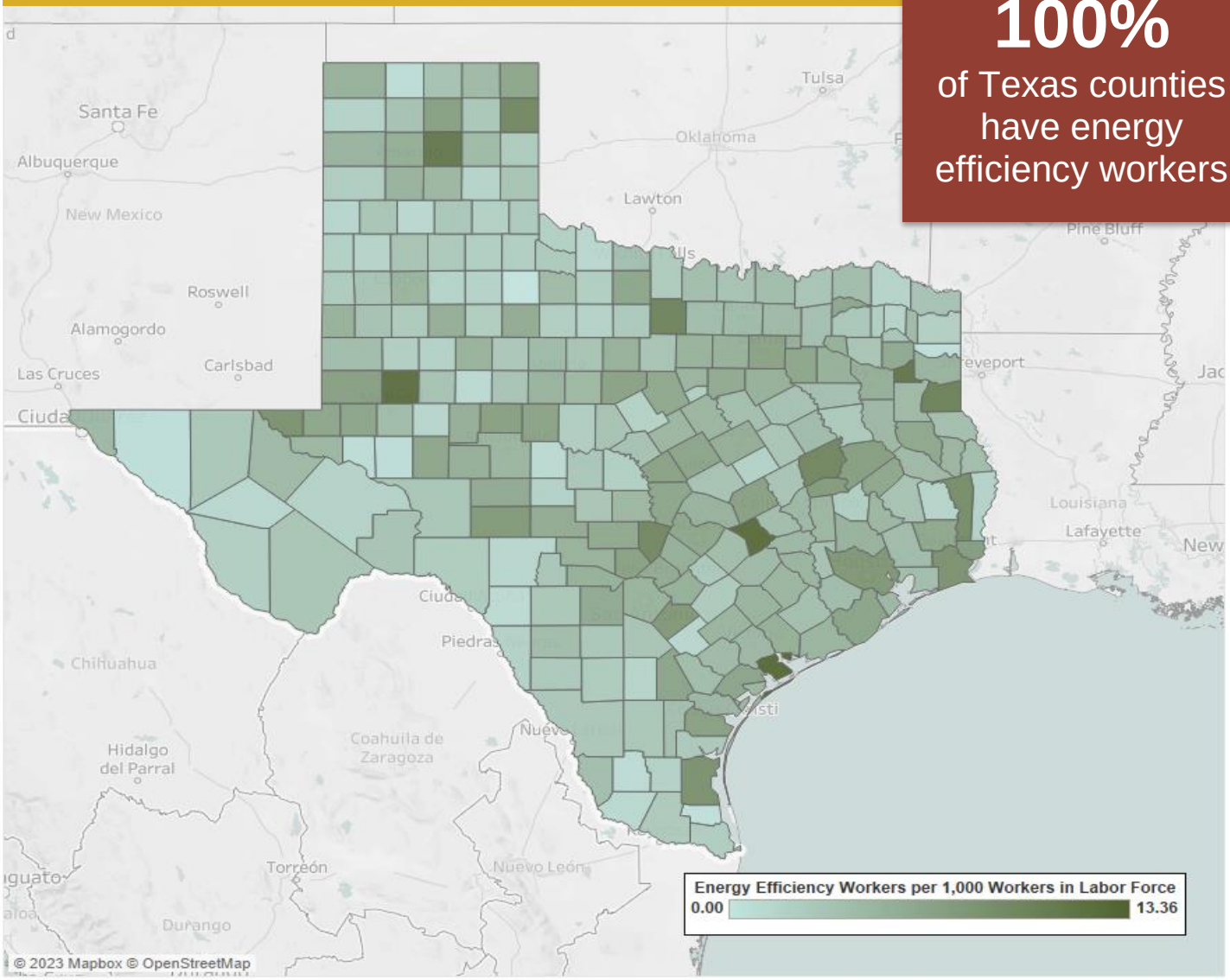
44%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Texas counties have energy efficiency workers



Metropolitan Areas						
	Area	Jobs	Area	Jobs	Area	Jobs
	Abilene	991	Houston-Sugar Land-Baytown	42,502	San Antonio	13,931
	Amarillo	1,837	Killeen-Temple-Fort Hood	1,594	Sherman-Denison	596
	Austin-Round Rock	16,624	Laredo	953	Texarkana	594
	Beaumont-Port Arthur	2,268	Longview	1,417	Tyler	1,776
	Brownsville-Harlingen	1,119	Lubbock	1,895	Victoria	851
	College Station-Bryan	1,125	McAllen-Edinburg-Mission	2,260	Waco	1,280
	Corpus Christi	2,796	Midland	1,381	Wichita Falls	918
	Dallas-Fort Worth-Arlington	39,063	Odessa	1,147	Rural	15,782
	El Paso	3,552	San Angelo	630		

Jobs by County

County	Jobs	County	Jobs	County	Jobs	County	Jobs
Anderson County	118	Concho County	<10	Hale County	78	La Salle County	18
Andrews County	113	Cooke County	111	Hall County	<10	Lavaca County	63
Angelina County	321	Coryell County	209	Hamilton County	29	Lee County	173
Aransas County	61	Cottle County	<10	Hansford County	17	Leon County	94
Archer County	24	Crane County	<10	Hardeman County	<10	Liberty County	165
Armstrong County	<10	Crockett County	<10	Hardin County	169	Limestone County	45
Atascosa County	97	Crosby County	<10	Harris County	39,284	Lipscomb County	17
Austin County	131	Culberson County	<10	Harrison County	239	Live Oak County	49
Bailey County	11	Dallam County	50	Hartley County	10	Llano County	53
Bandera County	43	Dallas County	25,529	Haskell County	10	Loving County	<10
Bastrop County	178	Dawson County	20	Hays County	877	Lubbock County	1,508
Baylor County	<10	Deaf Smith County	42	Hemphill County	32	Lynn County	<10
Bee County	71	Delta County	12	Henderson County	150	McCulloch County	15
Bell County	902	Denton County	2,591	Hidalgo County	1,538	McLennan County	1,388
Bexar County	9,657	DeWitt County	76	Hill County	88	McMullen County	<10
Blanco County	76	Dickens County	<10	Hockley County	65	Madison County	71
Borden County	<10	Dimmit County	33	Hood County	180	Marion County	<10
Bosque County	39	Donley County	<10	Hopkins County	86	Martin County	54
Bowie County	300	Duval County	24	Houston County	112	Mason County	<10
Brazoria County	1,648	Eastland County	87	Howard County	93	Matagorda County	114
Brazos County	1,077	Ector County	1,016	Hudspeth County	<10	Maverick County	73
Brewster County	28	Edwards County	<10	Hunt County	233	Medina County	129
Briscoe County	<10	Ellis County	666	Hutchinson County	120	Menard County	<10
Brooks County	10	El Paso County	2,974	Irion County	<10	Midland County	934
Brown County	109	Erath County	225	Jack County	53	Milam County	80
Burleson County	39	Falls County	12	Jackson County	67	Mills County	10
Burnet County	219	Fannin County	55	Jasper County	176	Mitchell County	<10
Caldwell County	55	Fayette County	83	Jeff Davis County	<10	Montague County	39
Calhoun County	352	Fisher County	<10	Jefferson County	2,078	Montgomery County	2,277
Callahan County	26	Floyd County	<10	Jim Hogg County	<10	Moore County	90
Cameron County	762	Foard County	<10	Jim Wells County	118	Morris County	29
Camp County	26	Fort Bend County	2,054	Johnson County	682	Motley County	<10
Carson County	37	Franklin County	20	Jones County	28	Nacogdoches County	293
Cass County	35	Freestone County	40	Karnes County	18	Navarro County	125
Castro County	18	Frio County	42	Kaufman County	520	Newton County	<10
Chambers County	158	Gaines County	57	Kendall County	281	Nolan County	43
Cherokee County	142	Galveston County	1,168	Kenedy County	<10	Nueces County	2,273
Childress County	16	Garza County	19	Kent County	<10	Ochiltree County	40
Clay County	<10	Gillespie County	159	Kerr County	210	Oldham County	10
Cochran County	<10	Glasscock County	<10	Kimble County	17	Orange County	355
Coke County	11	Goliad County	12	King County	<10	Palo Pinto County	57
Coleman County	11	Gonzales County	40	Kinney County	<10	Panola County	169
Collin County	4,486	Gray County	68	Kleberg County	68	Parker County	427
Collingsworth County	<10	Grayson County	417	Knox County	10	Parmer County	20
Colorado County	78	Gregg County	1,754	Lamar County	192	Pecos County	37
Comal County	878	Grimes County	73	Lamb County	15	Polk County	83
Comanche County	19	Guadalupe County	509	Lampasas County	73	Potter County	921

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Presidio County	10	San Saba County	<10	Terry County	24	Webb County	637
Rains County	24	Schleicher County	10	Throckmorton County	<10	Wharton County	128
Randall County	382	Scurry County	65	Titus County	64	Wheeler County	<10
Reagan County	24	Shackelford County	<10	Tom Green County	497	Wichita County	424
Real County	<10	Shelby County	69	Travis County	11,683	Wilbarger County	16
Red River County	10	Sherman County	<10	Trinity County	31	Willacy County	<10
Reeves County	65	Smith County	1,244	Tyler County	13	Williamson County	2,273
Refugio County	29	Somervell County	18	Upshur County	100	Wilson County	147
Roberts County	<10	Starr County	39	Upton County	<10	Winkler County	47
Robertson County	36	Stephens County	38	Uvalde County	64	Wise County	182
Rockwall County	426	Sterling County	<10	Val Verde County	98	Wood County	73
Runnels County	42	Stonewall County	<10	Van Zandt County	141	Yoakum County	35
Rusk County	118	Sutton County	20	Victoria County	361	Young County	40
Sabine County	22	Swisher County	<10	Walker County	122	Zapata County	23
San Augustine County	19	Tarrant County	10,827	Waller County	171	Zavala County	21
San Jacinto County	22	Taylor County	688	Ward County	53	N/A	3,588
San Patricio County	220	Terrell County	<10	Washington County	150		

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Utah

Energy Efficiency Jobs in America

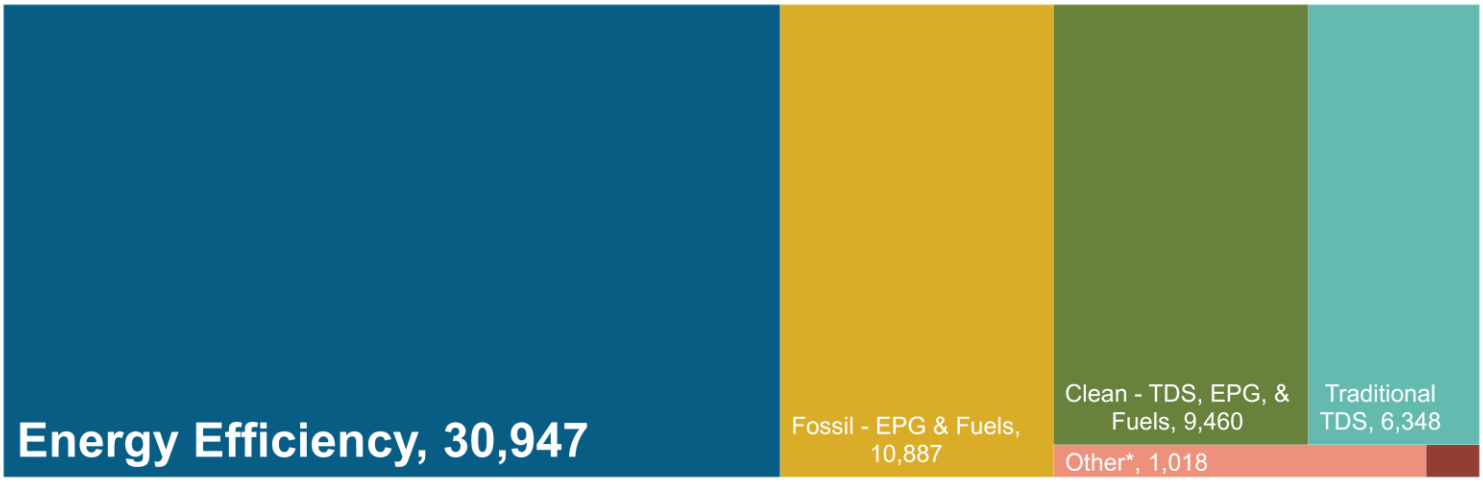
30,947
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

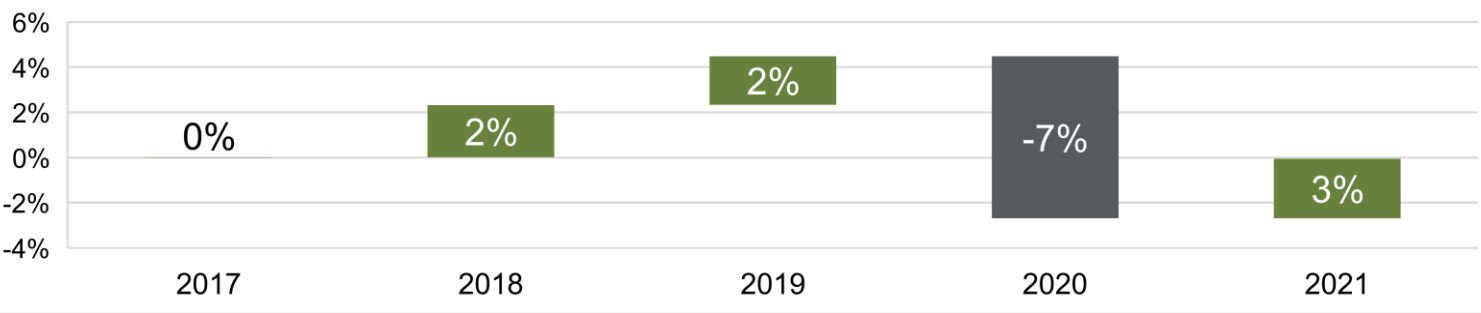
How do Utah's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Utah*



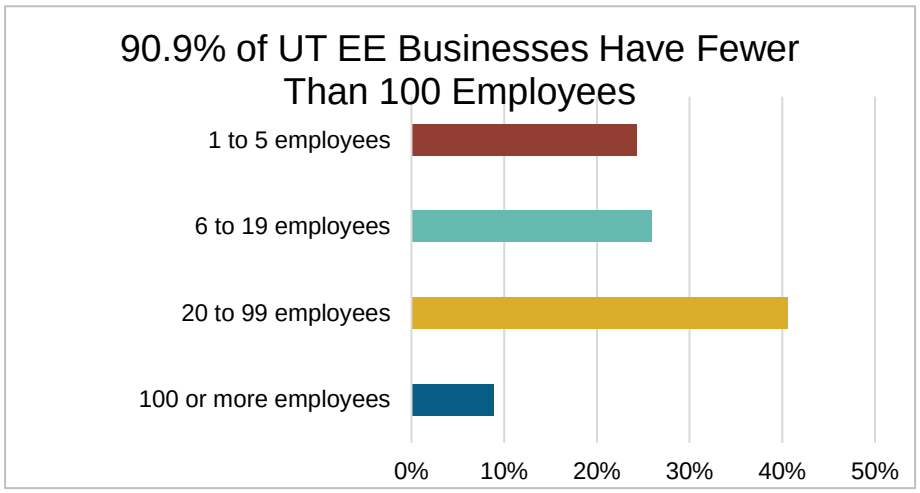
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 146
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Utah?



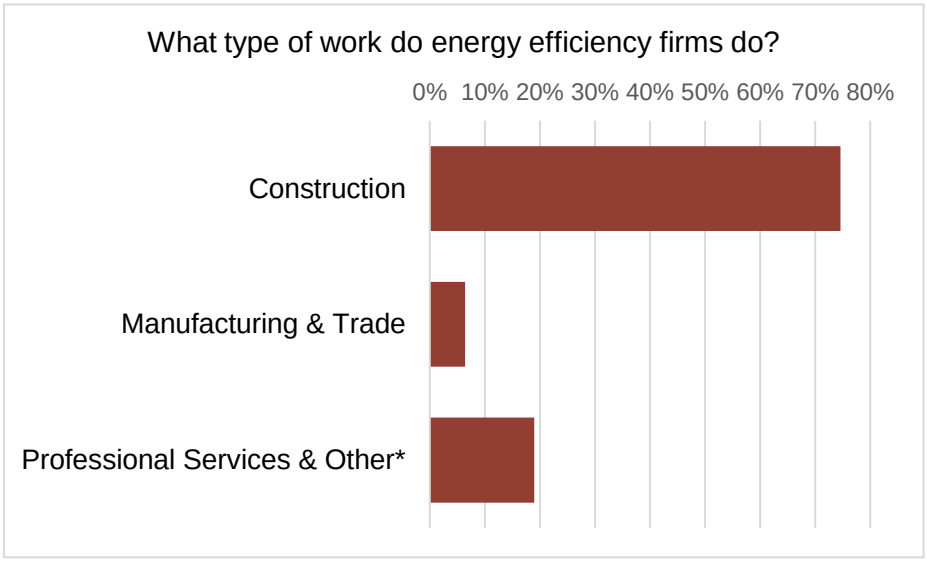
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Utah?



5,879
EE businesses in Utah

EE construction workers comprise **19%** of Utah's construction workforce



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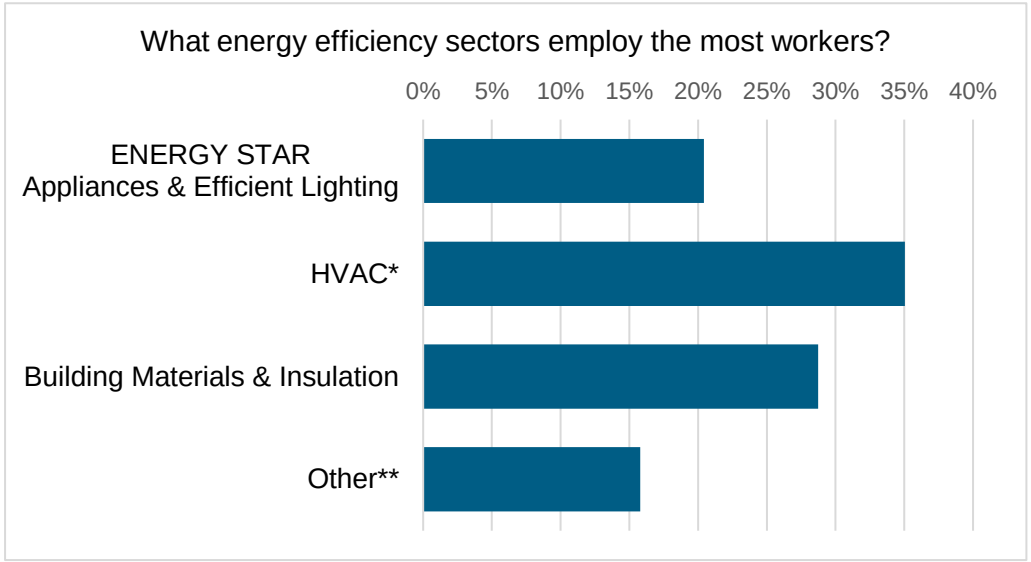


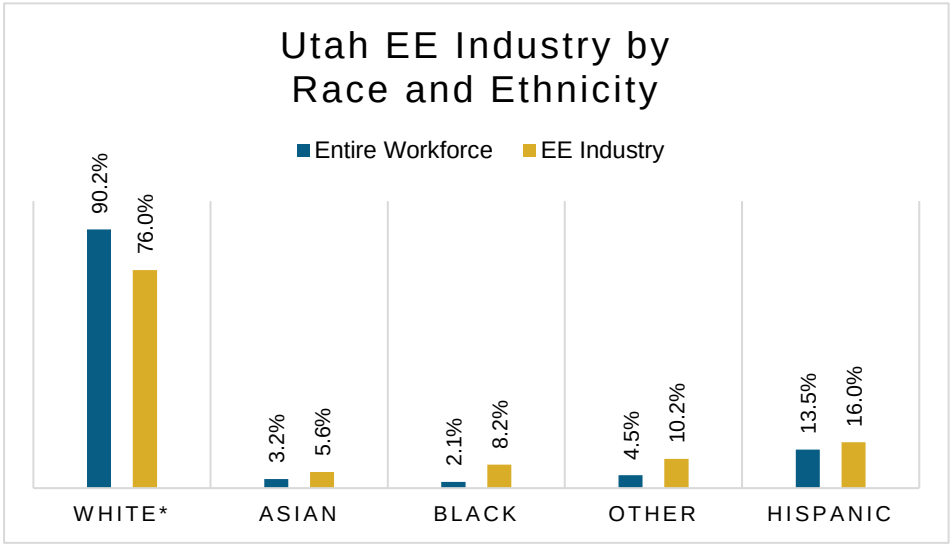
7%
of Utah EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Utah?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Utah communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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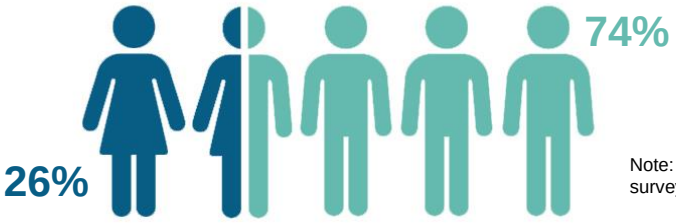

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Utah's EE Potential

Decades of work ready for Utah's growing energy efficiency workforce.

Weatherization Assistance Program:

361* units weatherized in 2018, out of **~93,000** total low-income households

671,982
Utah homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

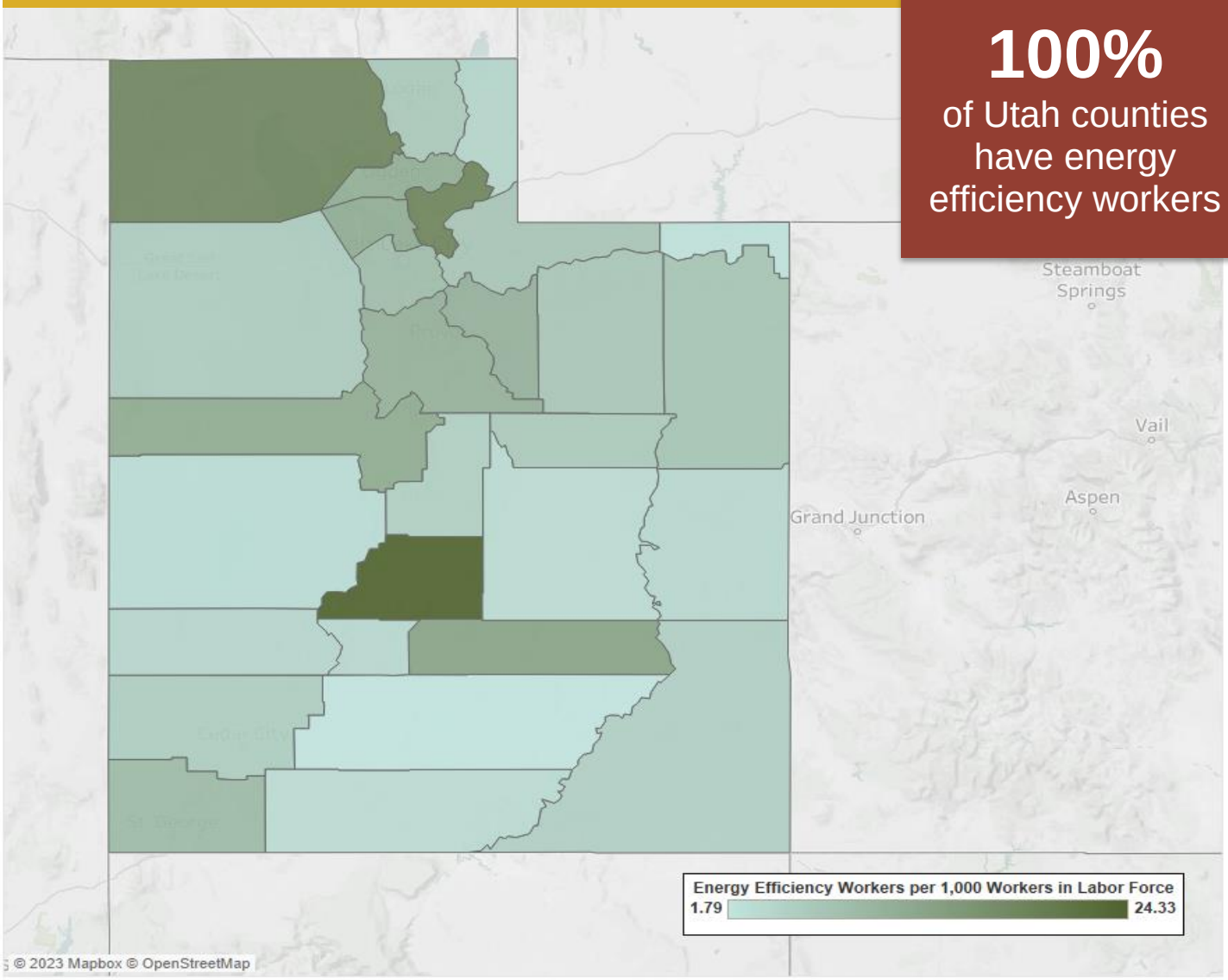
Potential to **reduce** residential electricity consumption by

24%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



Metropolitan Areas	
Area	**Jobs**
Logan	**756**
Ogden-Clearfield	**3,639**
Provo-Orem	**8,820**
Salt Lake City	**13,569**
St. George	**1,284**
Rural	**2,879**

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Beaver County	25	Iron County	264	Sevier County	477
	Box Elder County	852	Juab County	103	Summit County	413
	Cache County	824	Kane County	29	Tooele County	236
	Carbon County	110	Millard County	33	Uintah County	202
	Daggett County	<10	Morgan County	100	Utah County	6,040
	Davis County	3,189	Piute County	<10	Wasatch County	253
	Duchesne County	116	Rich County	11	Washington County	1,449
	Emery County	25	Salt Lake County	13,318	Wayne County	34
	Garfield County	11	San Juan County	48	Weber County	2,612
	Grand County	62	Sanpete County	102	N/A	<10

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Vermont

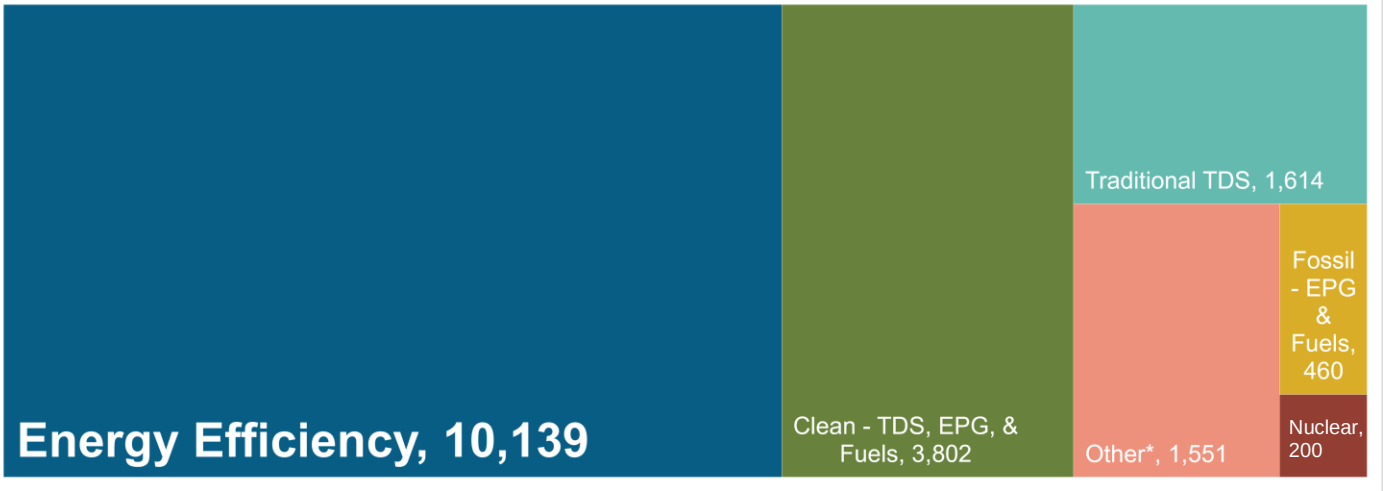
Energy Efficiency Jobs in America

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

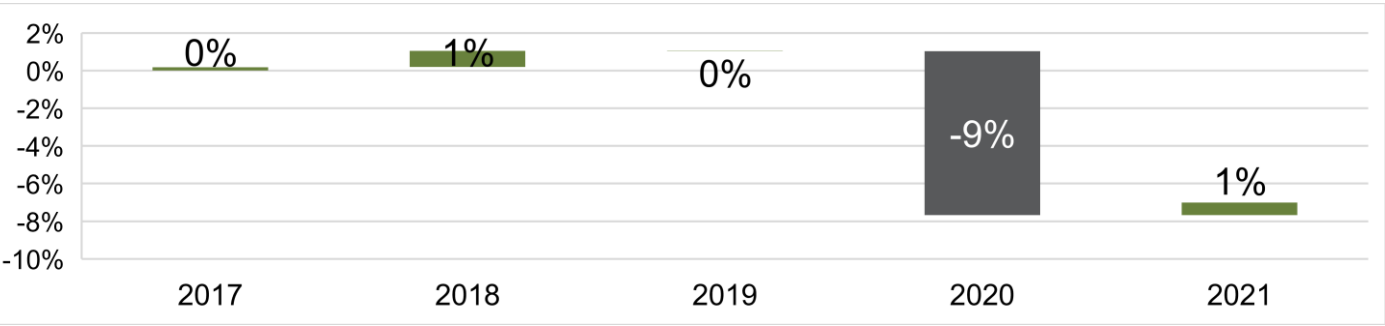
How do Vermont's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Vermont*



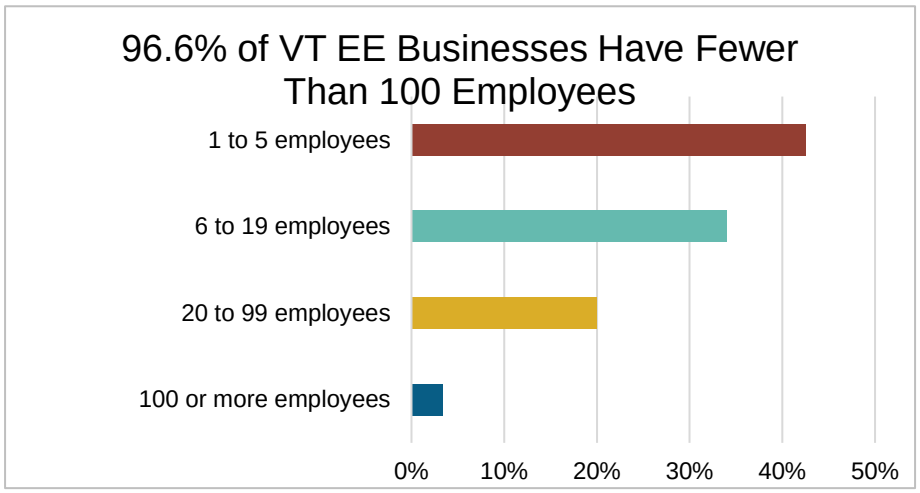
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear = includes EPG & Fuels
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Vermont?



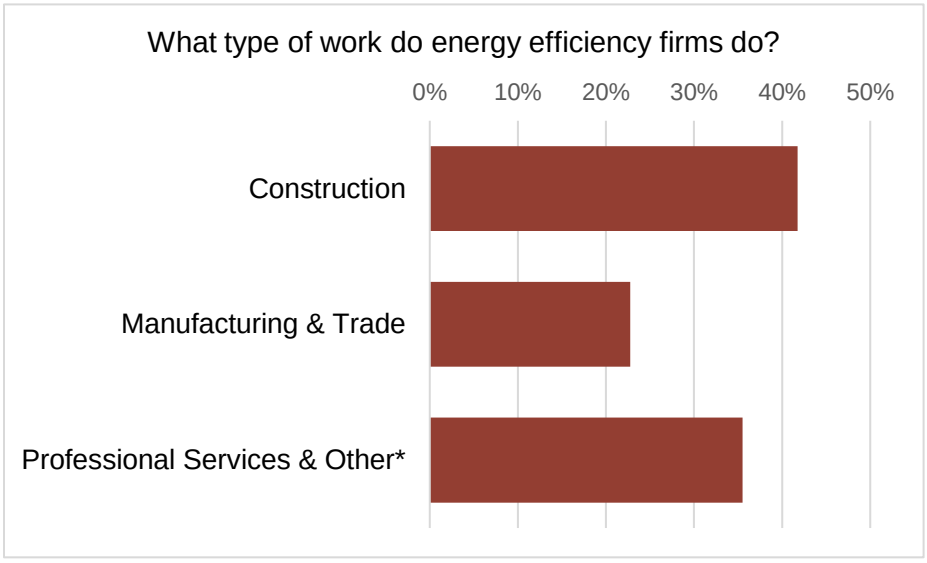
Prior to 2020, the EE sector was growing gradually each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Vermont?



1,605
EE businesses in Vermont

EE construction workers comprise **28%** of Vermont's construction workforce



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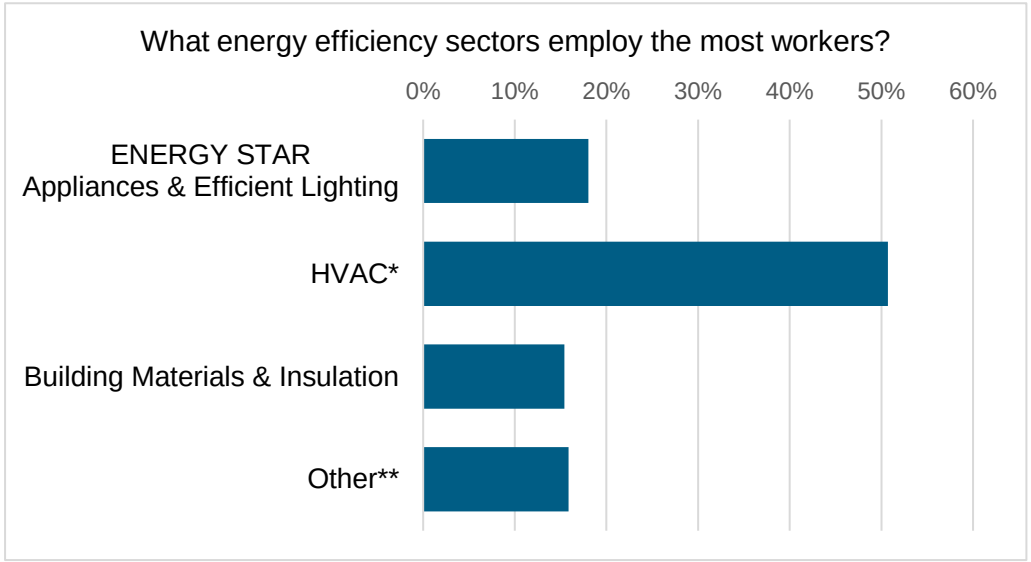

7%
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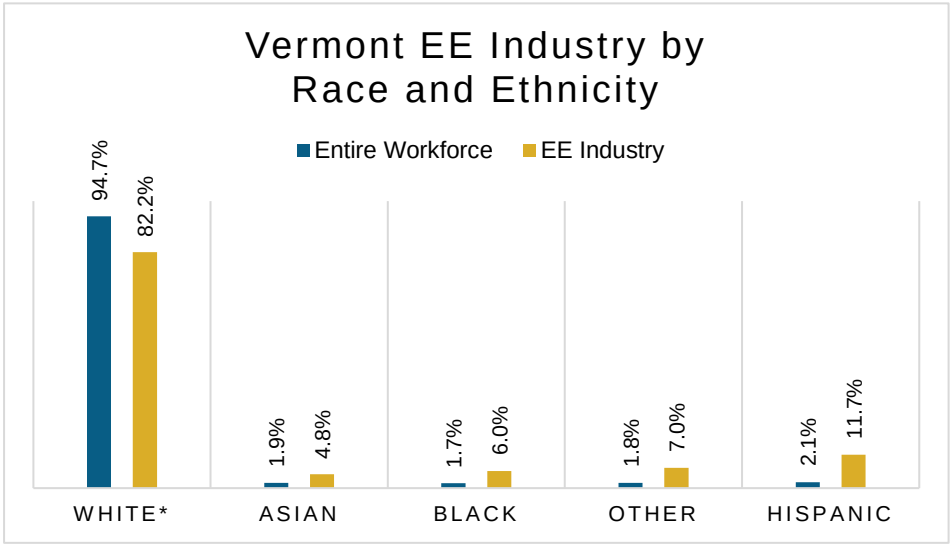
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Vermont?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Vermont communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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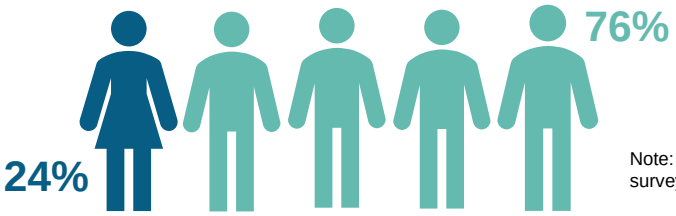

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Vermont's EE Potential

Decades of work ready for Vermont's growing energy efficiency workforce.

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649* units weatherized in 2018, out of **~28,000** total low-income households

256,254
Vermont homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

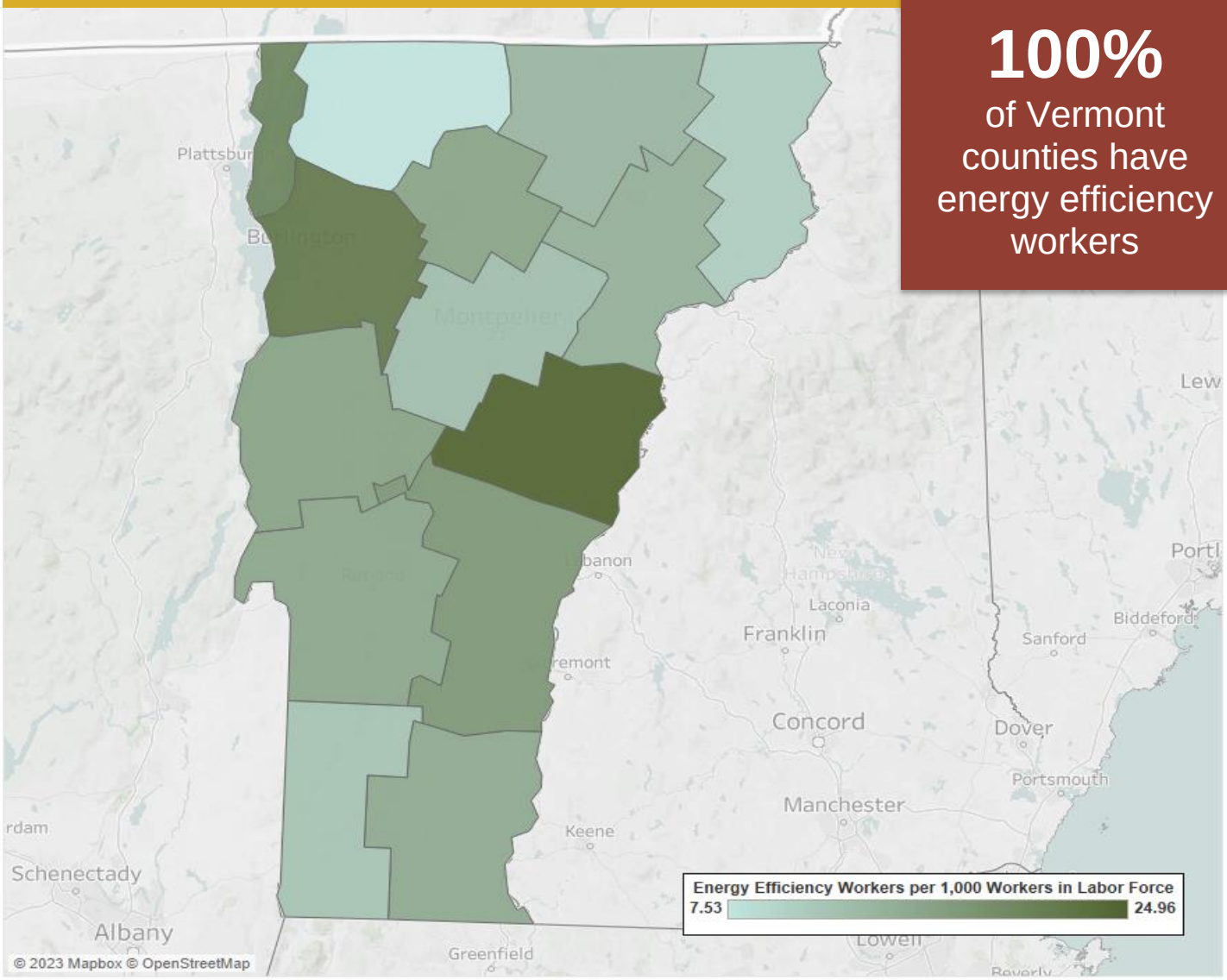
Potential to **reduce** residential electricity consumption by

18%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Vermont counties have energy efficiency workers

Metropolitan Areas	
Area	**Jobs**
Burlington-South Burlington	**3,368**
Rural	**6,771**

Jobs by County				
	County	Jobs	County	Jobs
	Addison County	478	Orange County	364
	Bennington County	396	Orleans County	299
	Caledonia County	304	Rutland County	787
	Chittenden County	4,464	Washington County	811
	Essex County	20	Windham County	579
	Franklin County	249	Windsor County	817
	Grand Isle County	49	N/A	154
	Lamoille County	368		

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Virginia

Energy Efficiency Jobs in America

73,119
Total Jobs

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How do Virginia's energy sectors compare?

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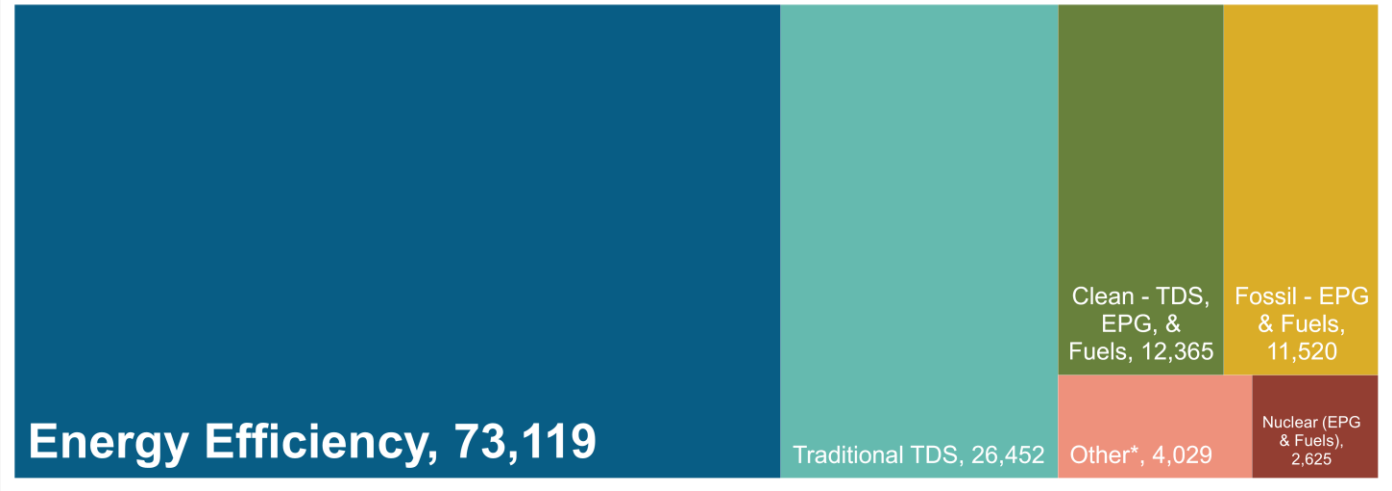

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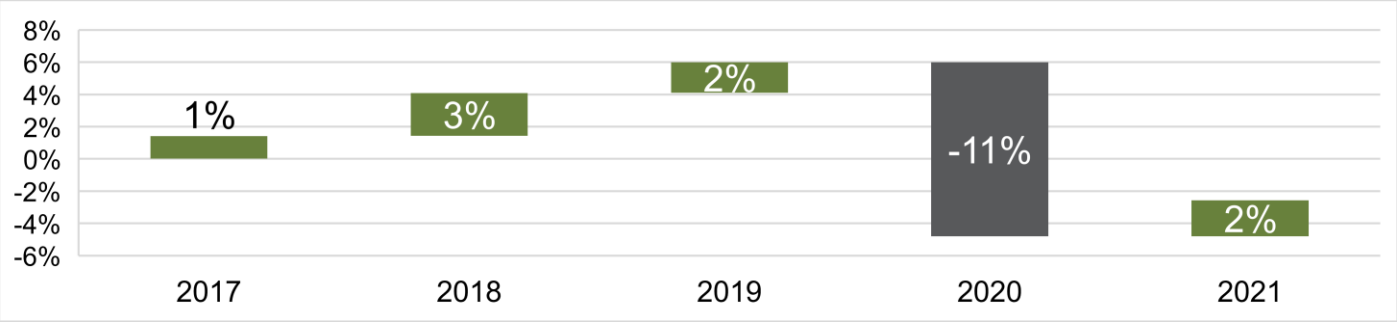
How is the EE industry growing in Virginia?



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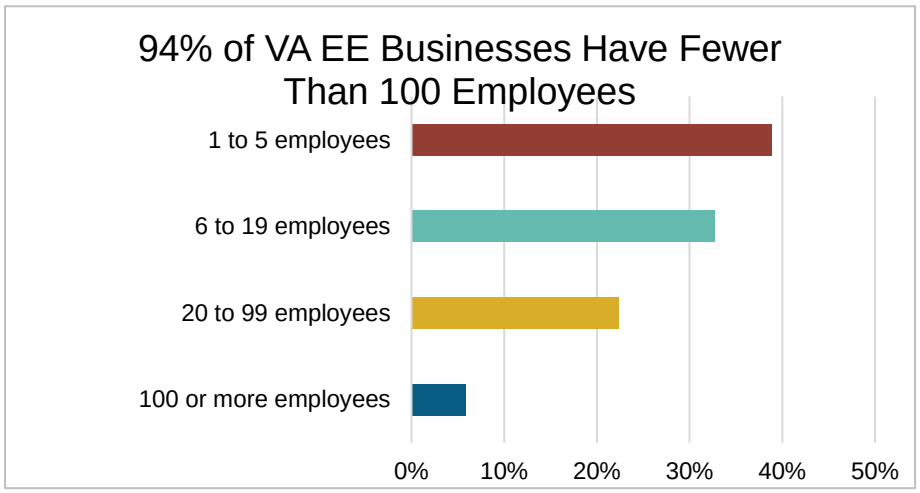
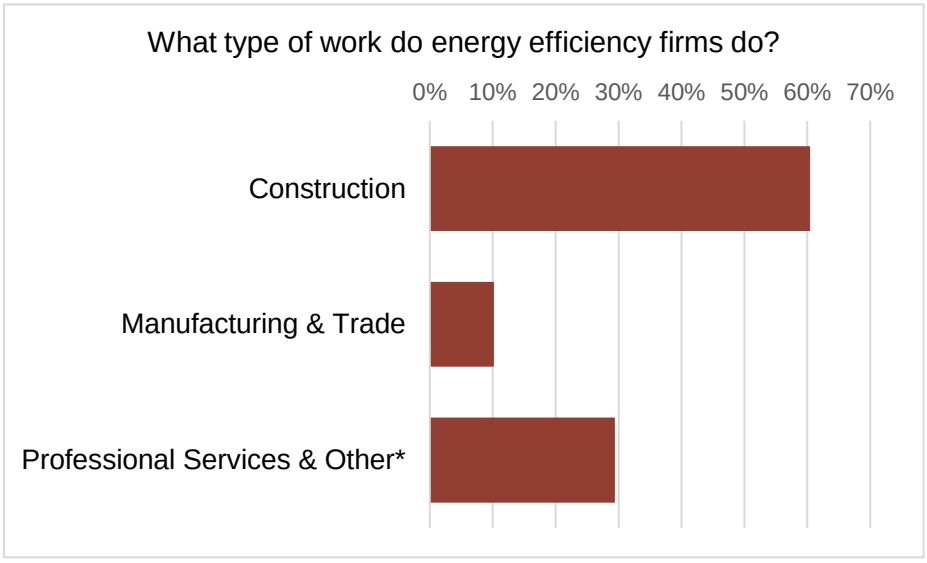
What does EE look like in Virginia?



9,147
EE businesses in Virginia

EE construction workers comprise **21%** of Virginia's construction workforce



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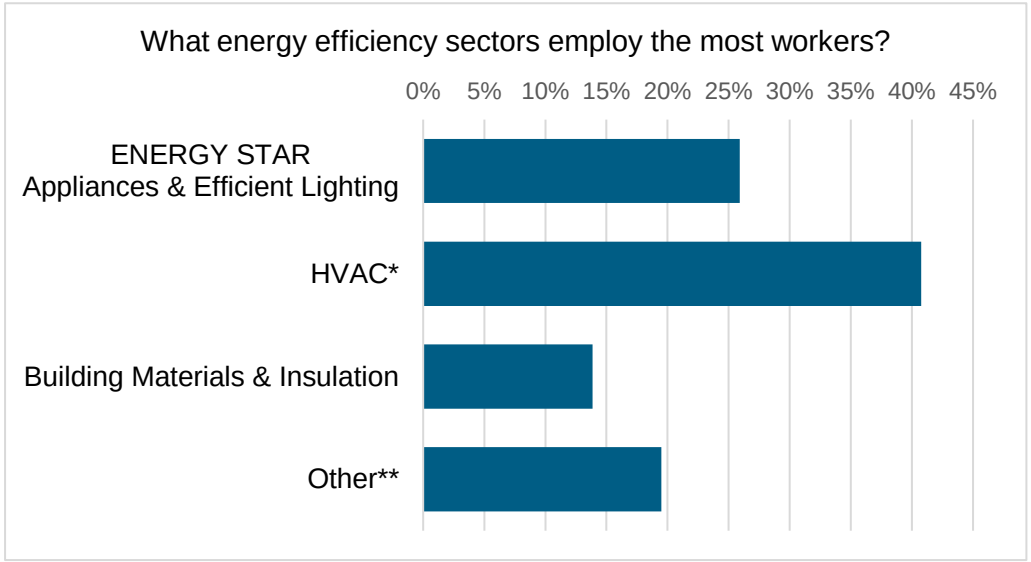

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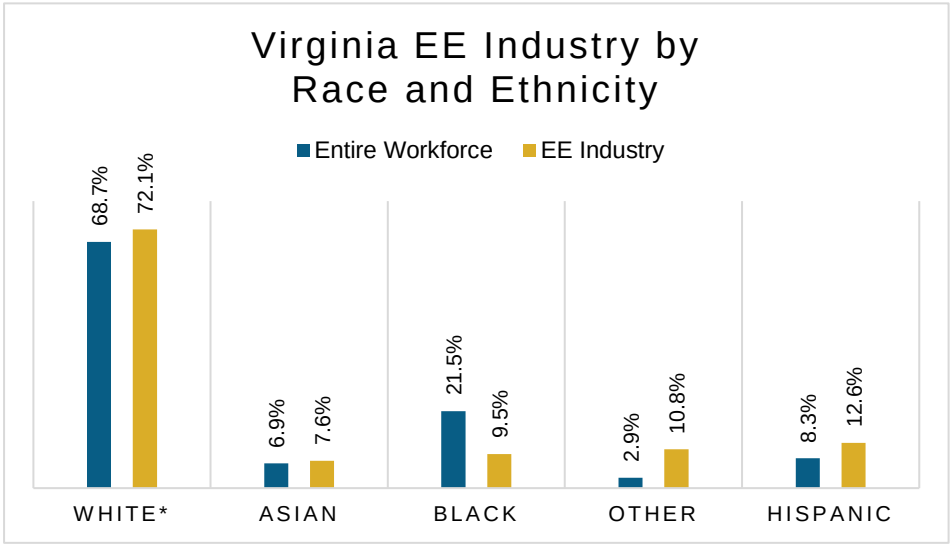

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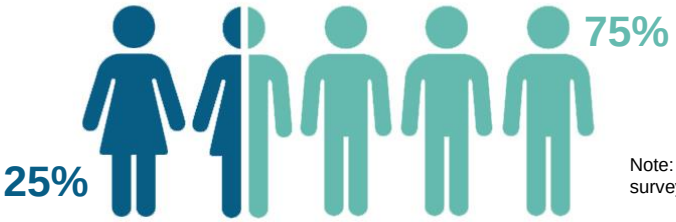


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Virginia's EE Potential

Decades of work ready for Virginia's growing energy efficiency workforce.

Weatherization Assistance Program:

691* units weatherized in 2018, out of **~33,000** total low-income households

2,728,913
Virginia homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

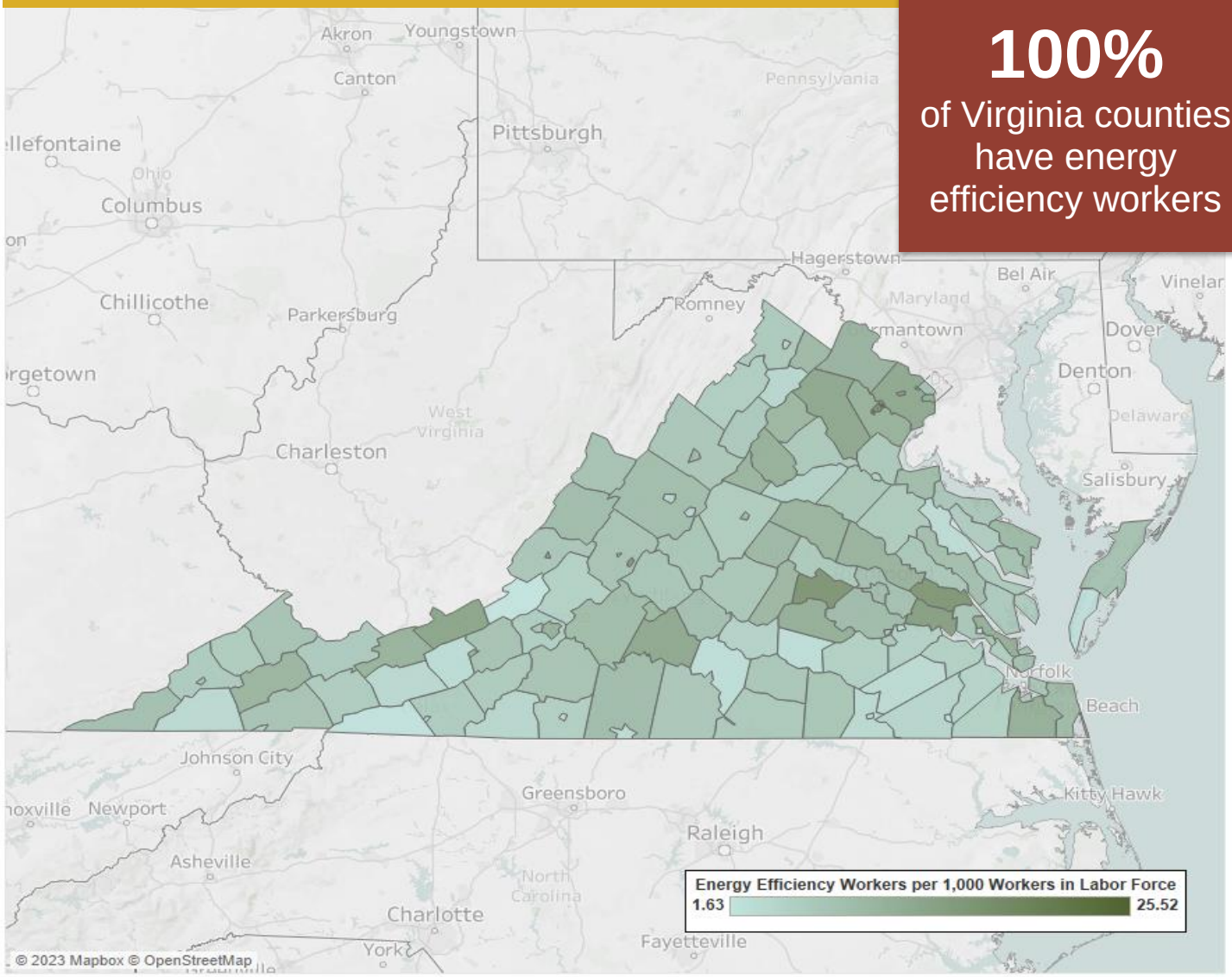
Potential to **reduce** residential electricity consumption by

41%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Virginia counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Blacksburg-Christiansburg-Radford	**1,037**	**Richmond**	**12,166**
	Charlottesville	**3,012**	**Roanoke**	**2,850**
	Danville	**657**	**Virginia Beach-Norfolk-Newport News**	**13,268**
	Harrisonburg	**1,042**	**Washington-Arlington-Alexandria**	**28,038**
	Kingsport-Bristol-Bristol	**776**	**Winchester**	**1,001**
	Lynchburg	**2,063**	**Rural**	**7,207**

Jobs by County

County	Jobs	County	Jobs	County	Jobs	County	Jobs
Accomack County	210	Giles County	146	Pittsylvania County	233	Danville City County	165
Albemarle County	691	Gloucester County	129	Powhatan County	259	Emporia City County	20
Alleghany County	51	Goochland County	269	Prince Edward County	84	Fairfax City County	588
Amelia County	60	Grayson County	13	Prince George County	152	Falls Church City County	171
Amherst County	117	Greene County	84	Prince William County	3,089	Franklin City County	15
Appomattox County	61	Greensville County	31	Pulaski County	95	Fredericksburg City County	269
Arlington County	2,985	Halifax County	170	Rappahannock County	33	Galax City County	28
Augusta County	527	Hanover County	1,272	Richmond County	35	Hampton City County	843
Bath County	38	Henrico County	3,208	Roanoke County	454	Harrisonburg City County	595
Bedford County	342	Henry County	175	Rockbridge County	96	Hopewell City County	52
Bland County	42	Highland County	<10	Rockingham County	479	Lexington City County	30
Botetourt County	118	Isle of Wight County	103	Russell County	135	Lynchburg City County	995
Brunswick County	48	James City County	450	Scott County	36	Manassas City County	814
Buchanan County	97	King and Queen County	19	Shenandoah County	159	Manassas Park City County	232
Buckingham County	43	King George County	242	Smyth County	147	Martinsville City County	52
Campbell County	472	King William County	59	Southampton County	31	Newport News City County	1,192
Caroline County	71	Lancaster County	76	Spotsylvania County	547	Norfolk City County	2,037
Carroll County	76	Lee County	72	Stafford County	649	Norton City County	47
Charles City County	52	Loudoun County	3,978	Surry County	22	Petersburg City County	164
Charlotte County	18	Louisa County	225	Sussex County	22	Poquoson City County	27
Chesterfield County	2,708	Lunenburg County	33	Tazewell County	189	Portsmouth City County	593
Clarke County	79	Madison County	76	Warren County	111	Radford City County	121
Craig County	<10	Mathews County	20	Washington County	310	Richmond City County	2,817
Culpeper County	225	Mecklenburg County	154	Westmoreland County	49	Roanoke City County	1,466
Cumberland County	29	Middlesex County	46	Wise County	141	Salem City County	273
Dickenson County	42	Montgomery County	677	Wythe County	93	Staunton City County	106
Dinwiddie County	100	Nelson County	58	York County	505	Suffolk City County	377
Essex County	24	New Kent County	178	Alexandria City County	2,064	Virginia Beach City County	3,483
Fairfax County	16,311	Northampton County	23	Bristol City County	92	Waynesboro City County	86
Fauquier County	600	Northumberland County	49	Buena Vista City County	58	Williamsburg City County	49
Floyd County	47	Nottoway County	32	Charlottesville City County	793	Winchester City County	204
Fluvanna County	98	Orange County	113	Chesapeake City County	2,406	N/A	2,006
Franklin County	255	Page County	78	Colonial Heights City County	122		
Frederick County	494	Patrick County	36	Covington City County	78		

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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, June 2022, by the U.S. Department of Energy (see Appendix C for methodology details). This methodology -- adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics -- provides the broadly accepted best accounting of all U.S. energy workers.

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Washington

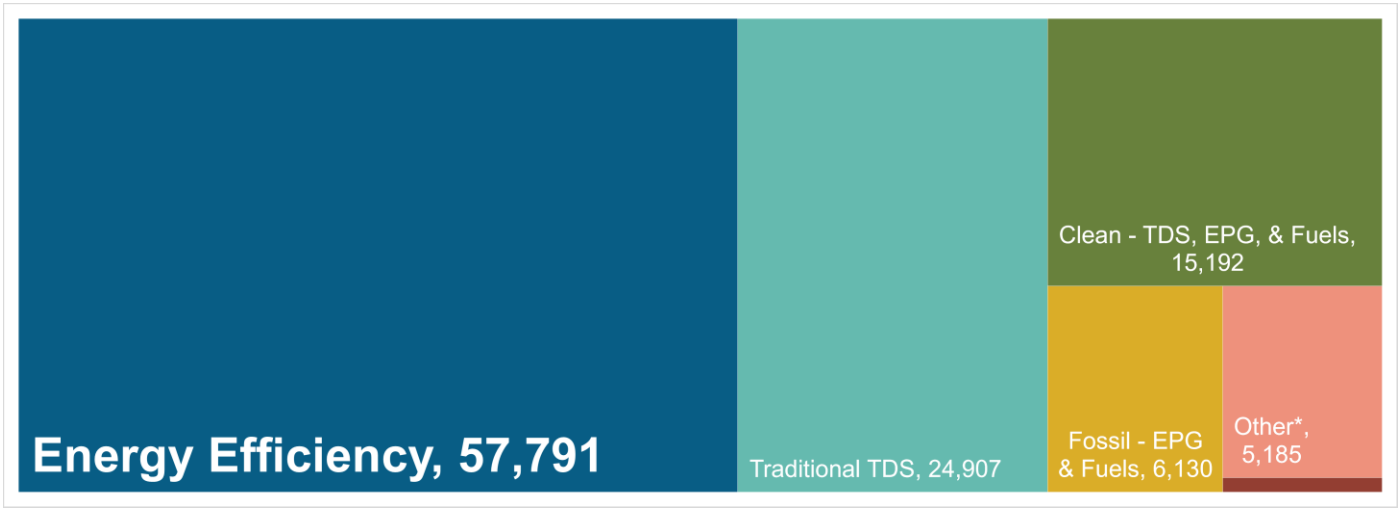
Energy Efficiency Jobs in America

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

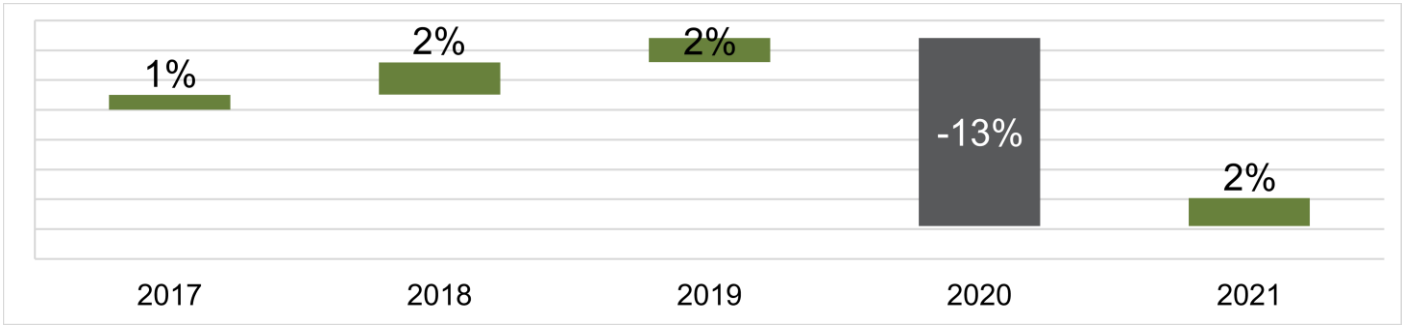
How do Washington's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Washington*



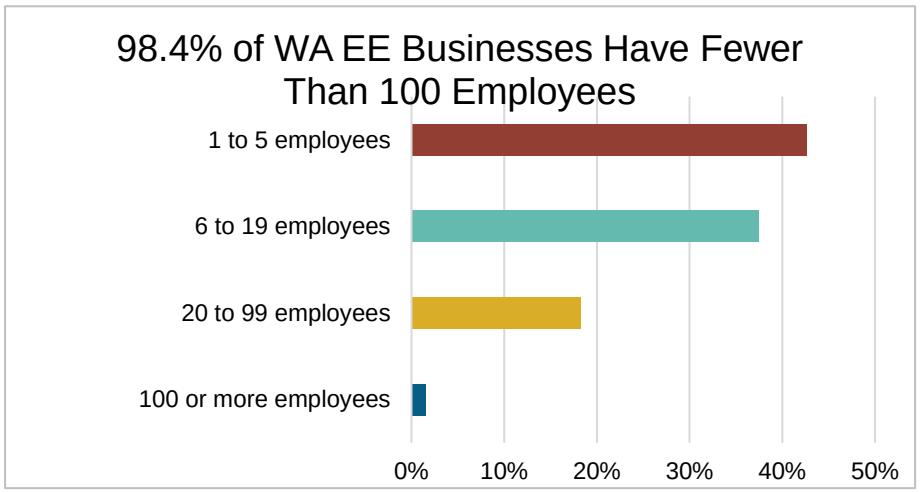
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 392
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Washington?



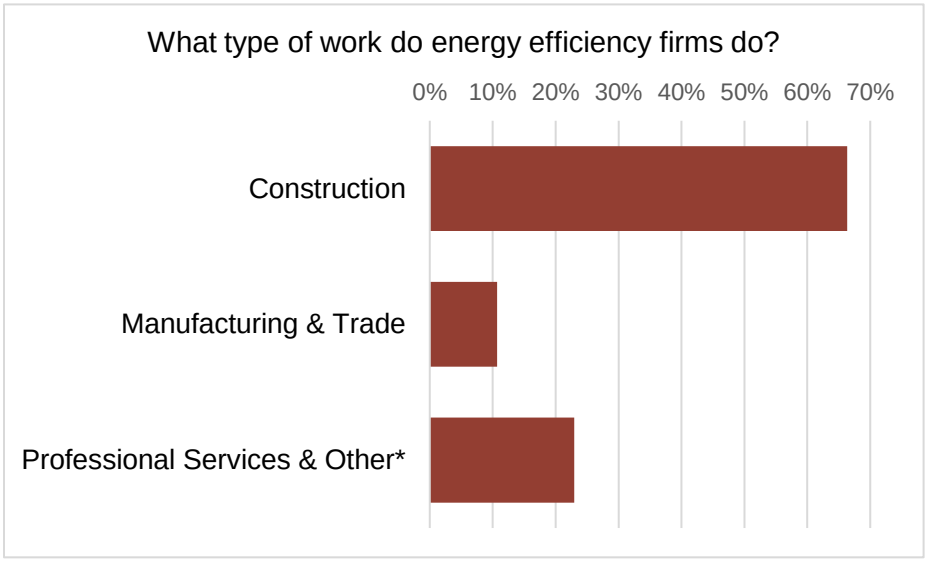
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Washington?

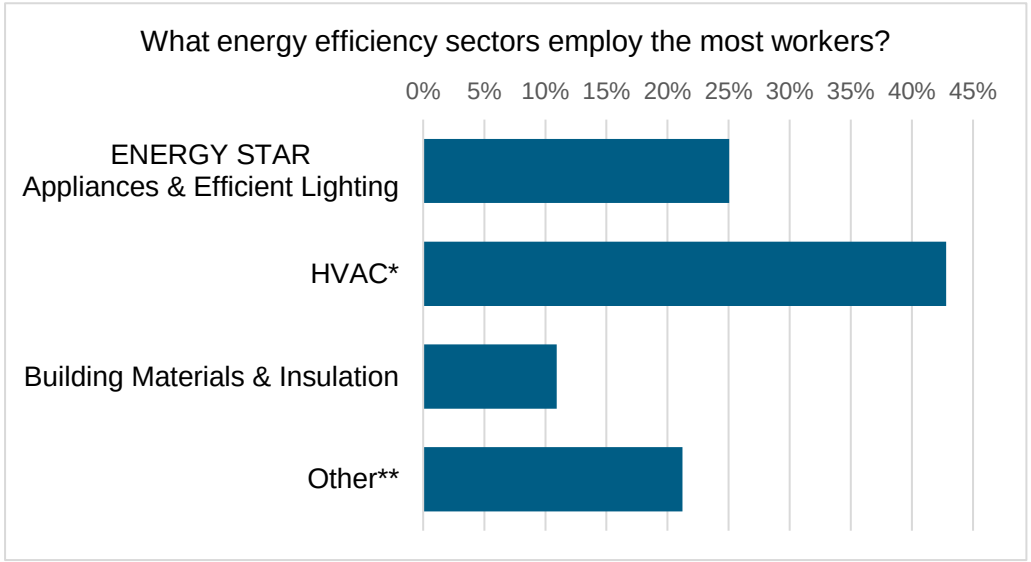


11,084
EE businesses in Washington

EE construction workers comprise **18%** of Washington's construction workforce



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business and nonprofit organizations.



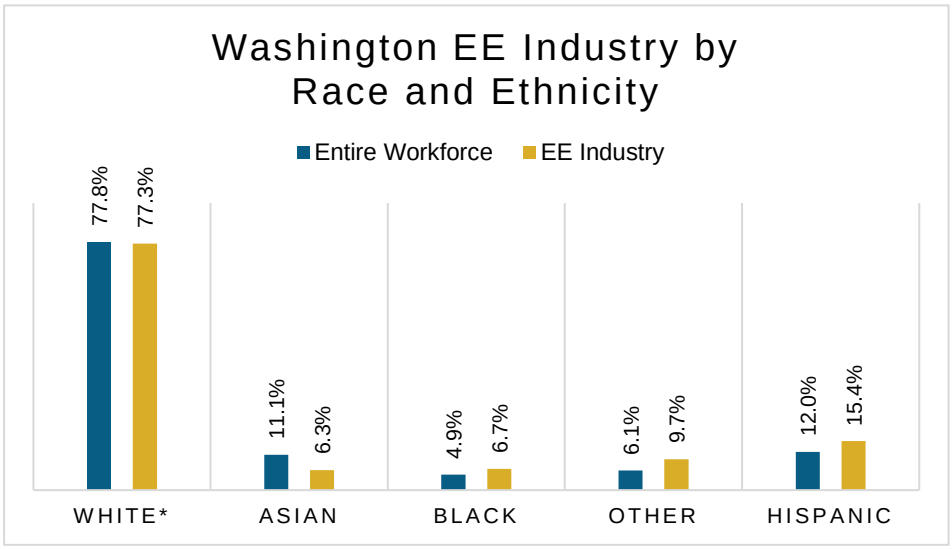
8%
of Washington EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Washington?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Washington communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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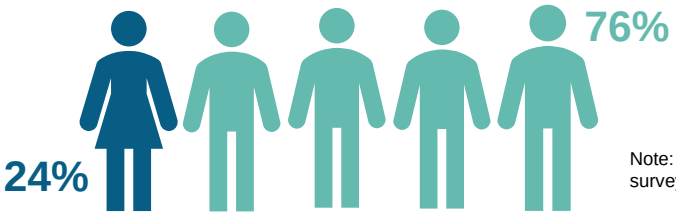


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Washington's EE Potential

Decades of work ready for Washington's growing energy efficiency workforce.

Weatherization Assistance Program:

1,922* units weatherized in 2018, out of **~290,000** total low-income households

2,139,286
Washington homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

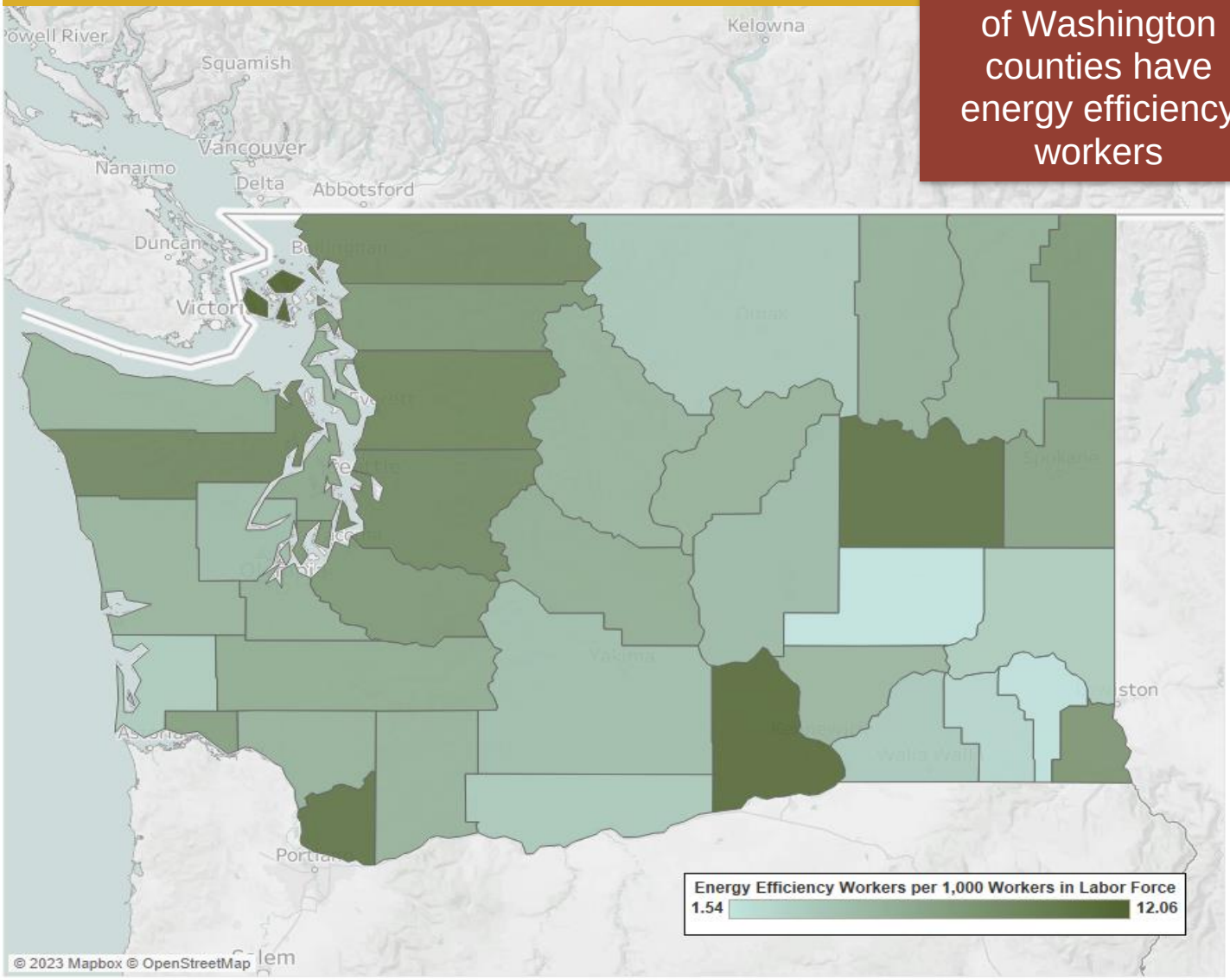
20%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Washington counties have energy efficiency workers



Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Bellingham	**2,270**	**Portland-Vancouver-Beaverton**	**4,061**
	Bremerton-Silverdale	**1,904**	**Seattle-Tacoma-Bellevue**	**32,325**
	Kennewick-Richland-Pasco	**1,475**	**Spokane**	**4,187**
	Lewiston	**121**	**Wenatchee**	**838**
	Longview	**633**	**Yakima**	**1,342**
	Mount Vernon-Anacortes	**894**	**Rural**	**5,665**
	Olympia	**2,075**		

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Adams County	31	Island County	222	Skagit County	816
	Asotin County	110	Jefferson County	165	Skamania County	24
	Benton County	2,187	King County	26,428	Snohomish County	5,360
	Chelan County	495	Kitsap County	1,223	Spokane County	3,405
	Clallam County	266	Kittitas County	200	Stevens County	138
	Clark County	3,794	Klickitat County	58	Thurston County	1,473
	Columbia County	<10	Lewis County	336	Wahkiakum County	11
	Cowlitz County	469	Lincoln County	60	Walla Walla County	230
	Douglas County	147	Mason County	143	Whatcom County	1,675
	Ferry County	20	Okanogan County	135	Whitman County	139
	Franklin County	413	Pacific County	48	Yakima County	1,129
	Garfield County	<10	Pend Oreille County	48	N/A	392
	Grant County	441	Pierce County	5,124		
	Grays Harbor County	263	San Juan County	159		

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West Virginia

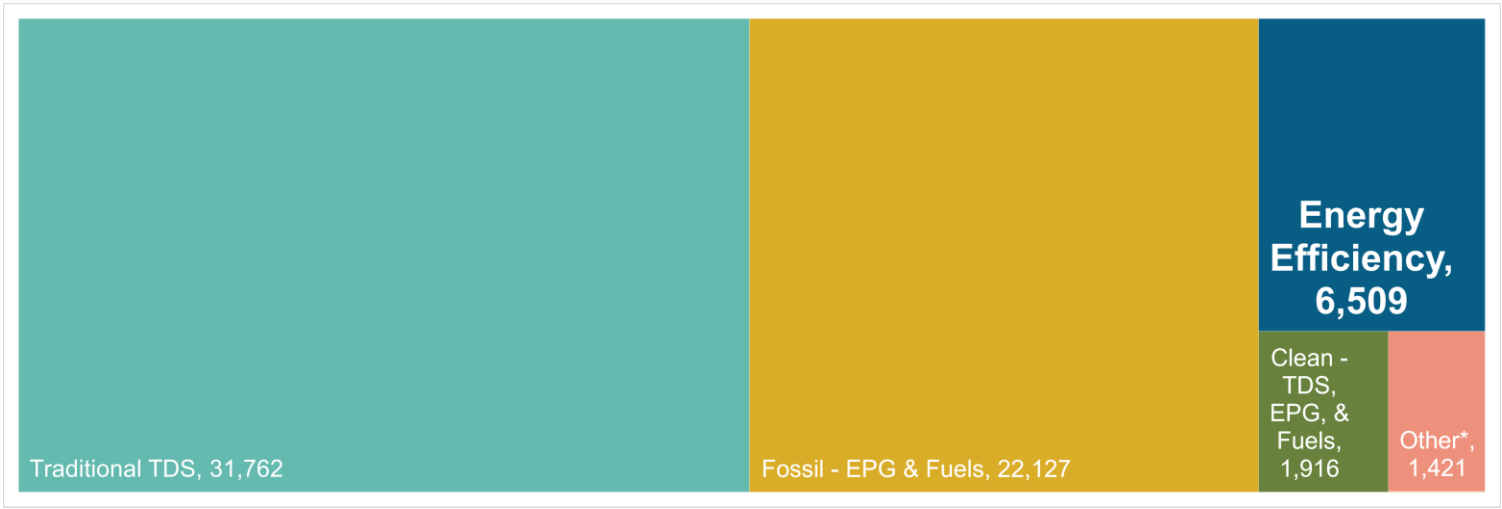
Energy Efficiency Jobs in America

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

How do West Virginia's energy sectors compare?

*Energy Efficiency is the **third largest** energy sector in West Virginia*



TDS = Transmission, Distribution & Storage
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Nuclear (EPG & Fuels), < 15
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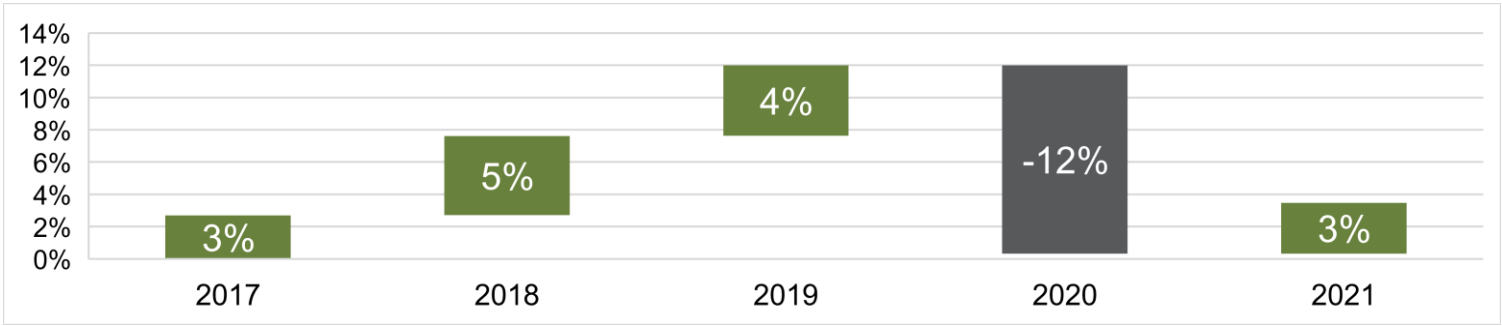
How is the EE industry growing in West Virginia?



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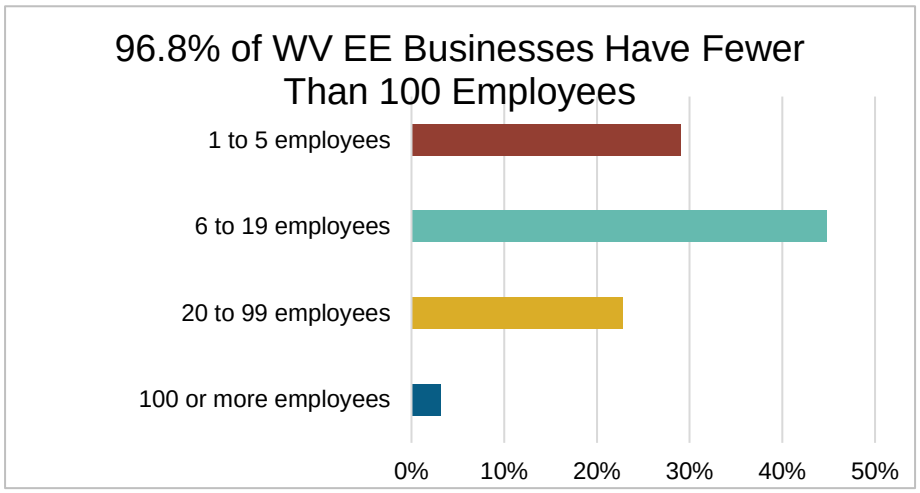
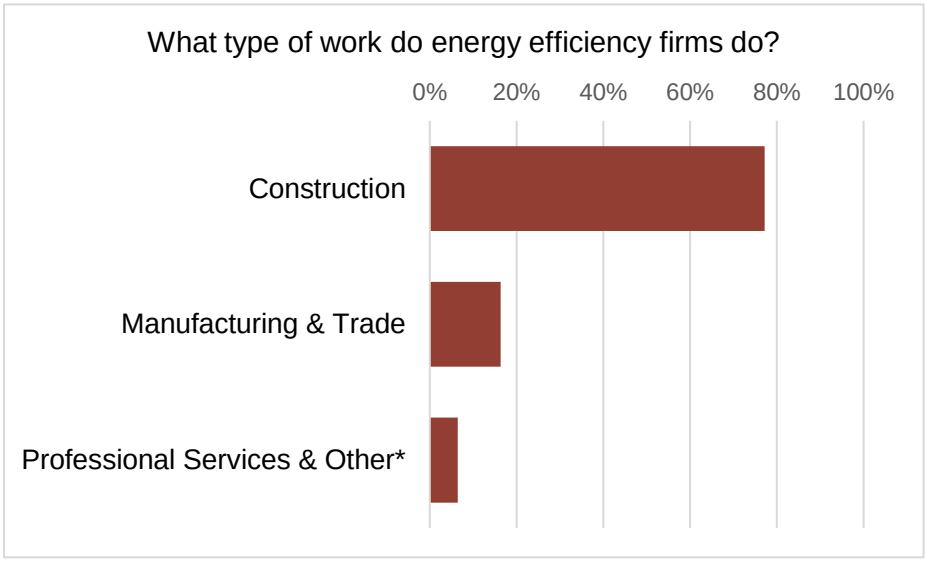
What does EE look like in West Virginia?



713
EE businesses in West Virginia

EE construction workers comprise **16%** of West Virginia's construction workforce



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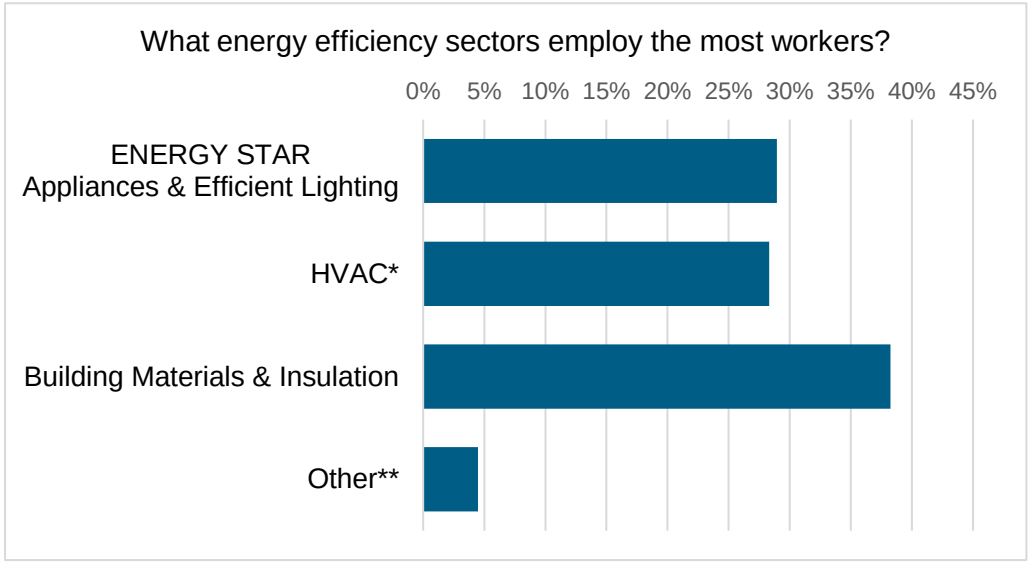

16%
of West Virginia EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in West Virginia?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all West Virginia communities are represented in the EE sector.

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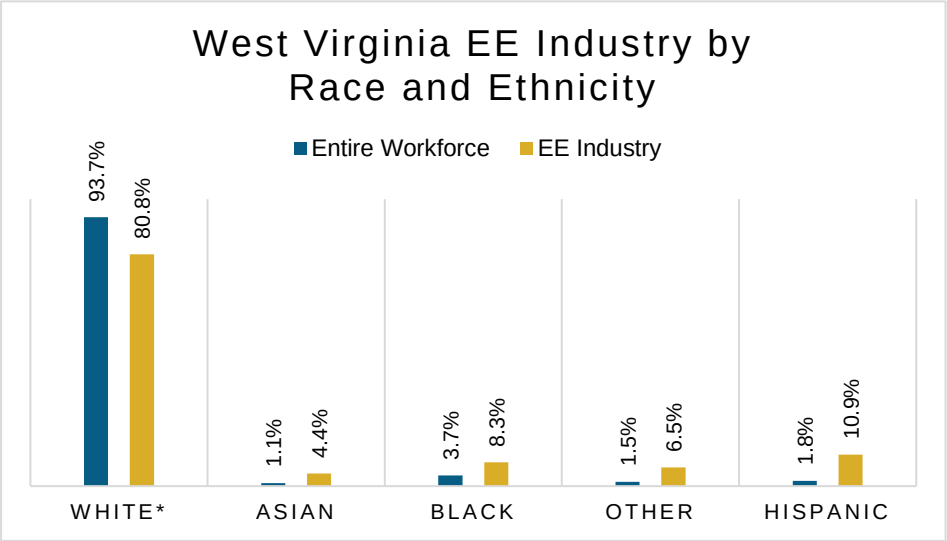

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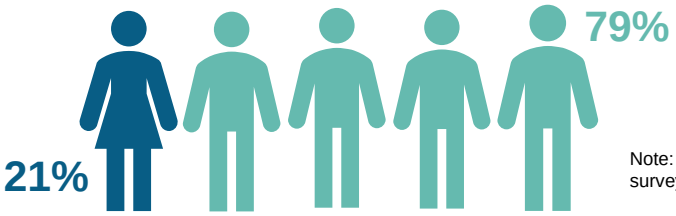

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West Virginia's EE Potential

Decades of work ready for West Virginia's growing energy efficiency workforce.

Weatherization Assistance Program:

511* units weatherized in 2018, out of **~120,000** total low-income households

648,265
West Virginia homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

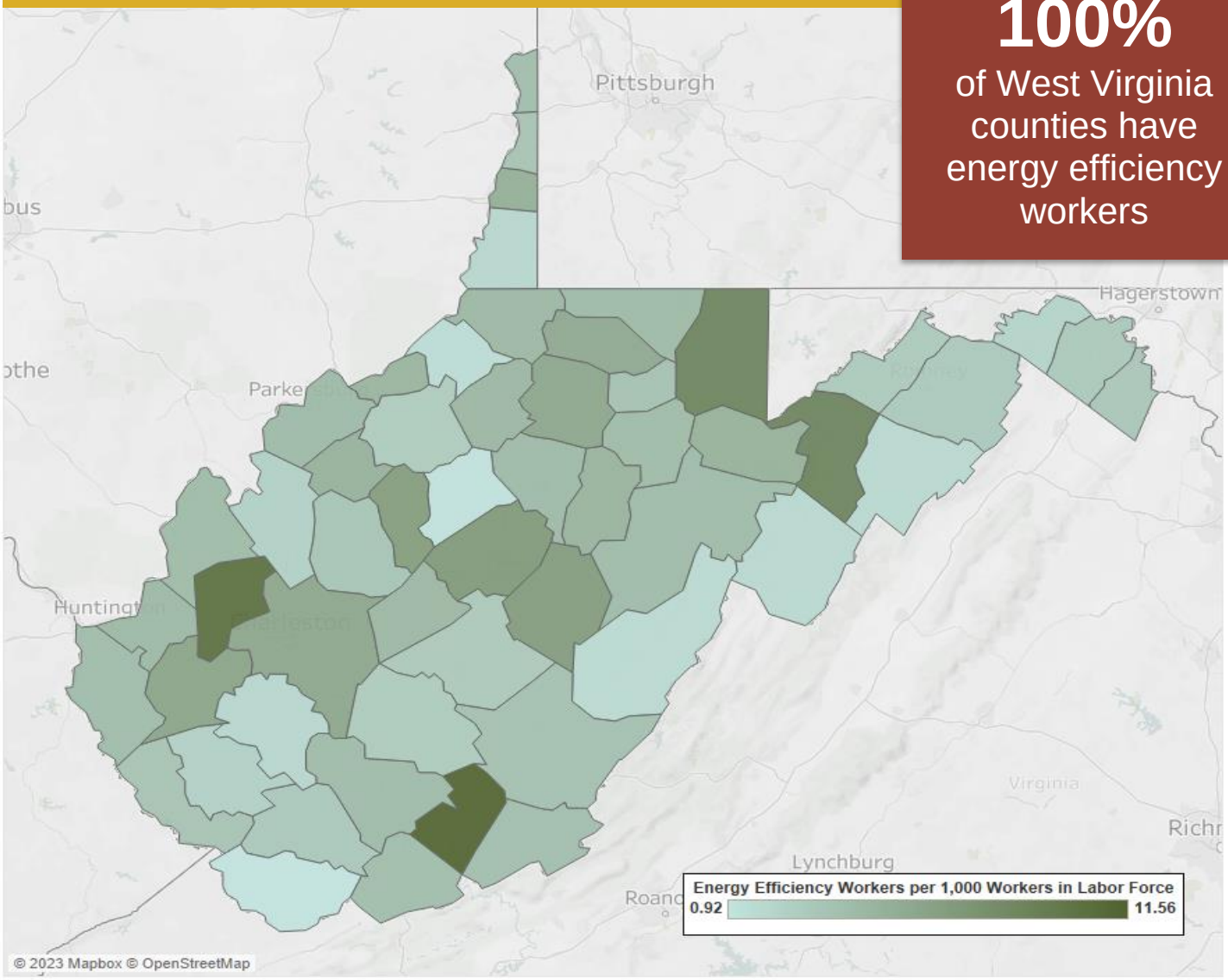
43%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of West Virginia counties have energy efficiency workers



Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Charleston	**838**	**Washington-Arlington-Alexandria**	**2,249**
	Cumberland	**46**	**Weirton-Steubenville**	**108**
	Hagerstown-Martinsburg	**264**	**Wheeling**	**219**
	Huntington-Ashland	**315**	**Winchester**	**63**
	Morgantown	**357**	**Rural**	**1,740**
	Parkersburg-Marietta-Vienna	**312**		

Jobs by County								
	County	Jobs	County	Jobs	County	Jobs	County	Jobs
	Barbour County	35	Hancock County	76	Mineral County	51	Ritchie County	18
	Berkeley County	222	Hardy County	21	Mingo County	32	Roane County	21
	Boone County	19	Harrison County	427	Monongalia County	511	Summers County	53
	Braxton County	50	Jackson County	40	Monroe County	16	Taylor County	24
	Brooke County	51	Jefferson County	103	Morgan County	14	Tucker County	29
	Cabell County	452	Kanawha County	1,102	Nicholas County	43	Tyler County	<10
	Calhoun County	16	Lewis County	51	Ohio County	273	Upshur County	72
	Clay County	12	Lincoln County	30	Pendleton County	<10	Wayne County	72
	Doddridge County	14	Logan County	53	Pleasants County	23	Webster County	25
	Fayette County	63	McDowell County	<10	Pocahontas County	11	Wetzel County	41
	Gilmer County	<10	Marion County	196	Preston County	127	Wirt County	<10
	Grant County	61	Marshall County	44	Putnam County	434	Wood County	308
	Greenbrier County	97	Mason County	50	Raleigh County	260	Wyoming County	29
	Hampshire County	26	Mercer County	150	Randolph County	88	N/A	446

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Wisconsin

Energy Efficiency Jobs in America

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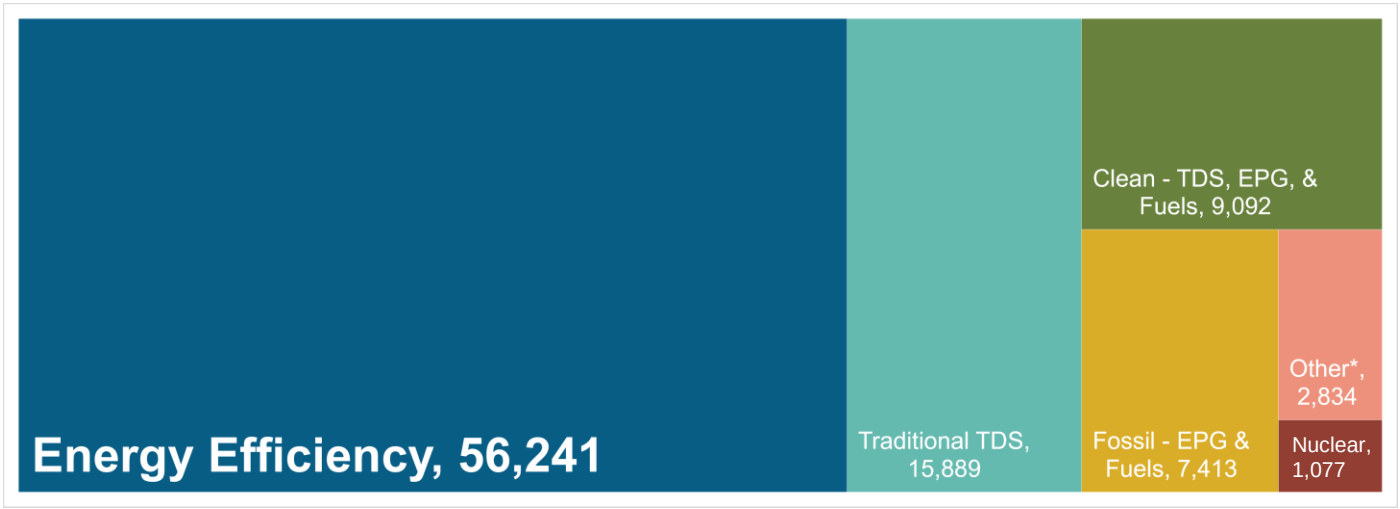
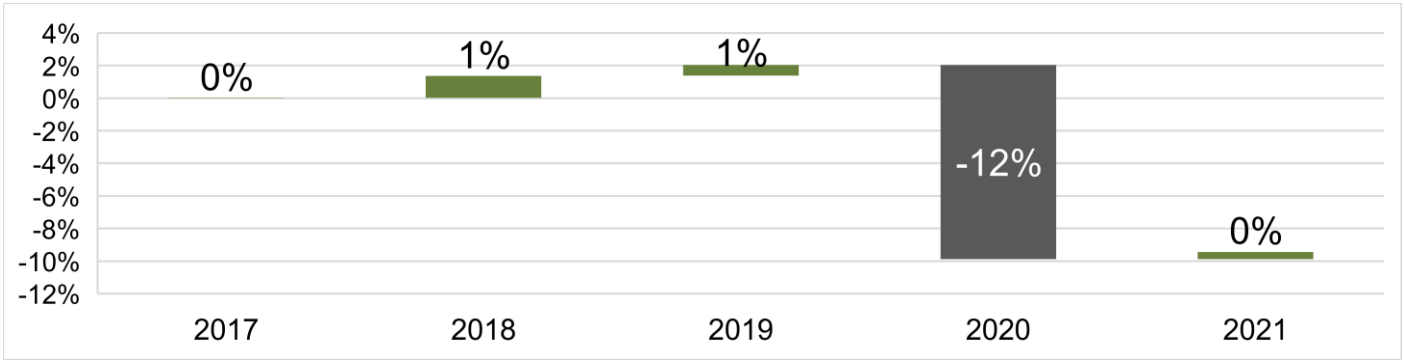
How do Wisconsin's energy sectors compare?

*Energy Efficiency is the **largest** energy sector in Wisconsin*



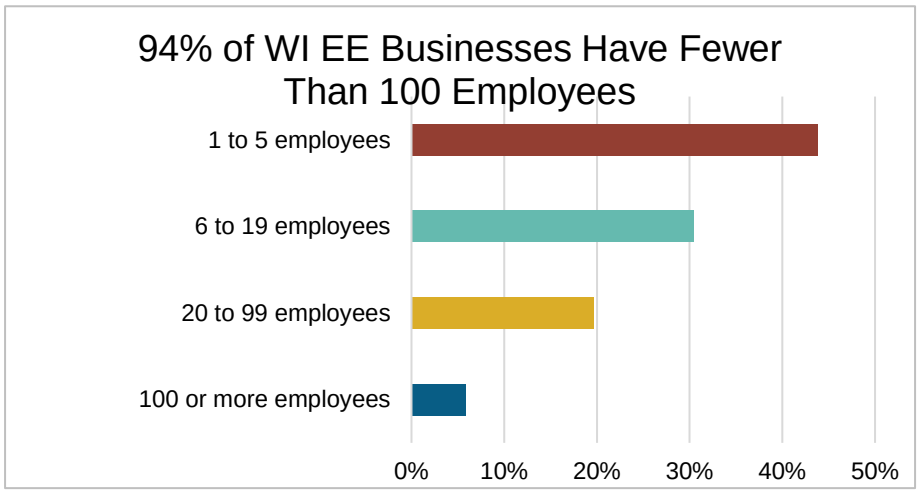
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear = includes EPG & Fuels
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Wisconsin?



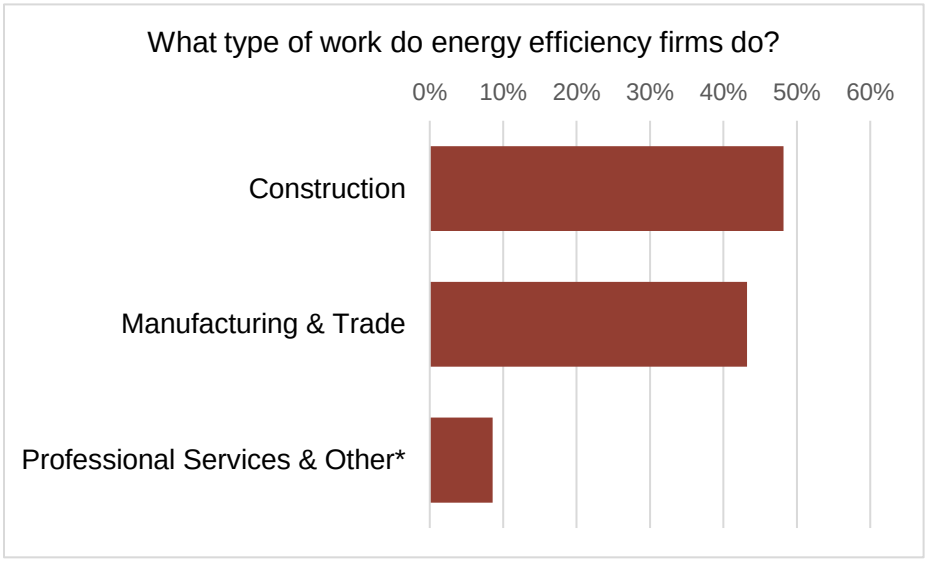
Prior to 2020, the EE sector was growing gradually each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Wisconsin?



9,249
EE businesses in Wisconsin

EE construction workers comprise **22%** of Wisconsin's construction workforce



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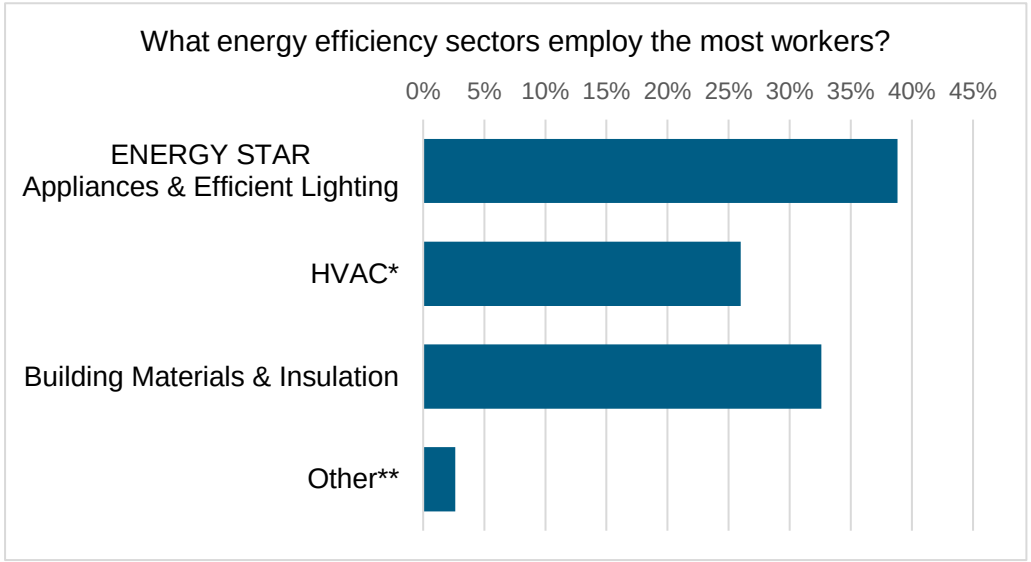


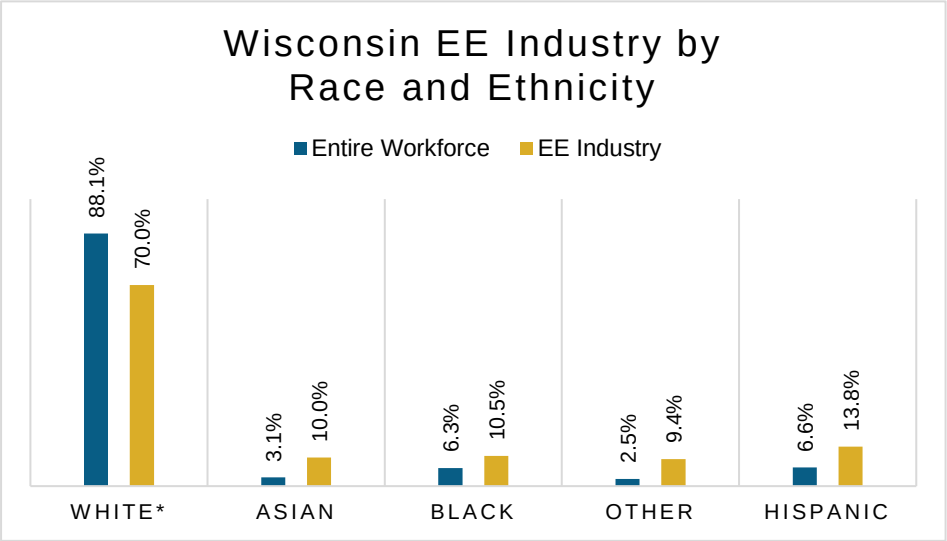
8%
of Wisconsin EE workers are **Veterans**

*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Wisconsin?

Demographic data is critical to measure progress in the EE industry. In striving for more diversity in EE jobs, we can create a stronger industry that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Wisconsin communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.



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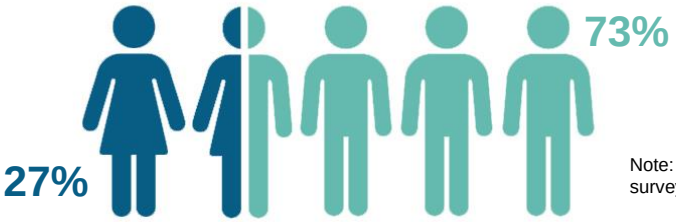


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Wisconsin's EE Potential

Decades of work ready for Wisconsin's growing energy efficiency workforce.

Weatherization Assistance Program:

5,753* units weatherized in 2018, out of **~250,000** total low-income households

2,006,226
Wisconsin homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

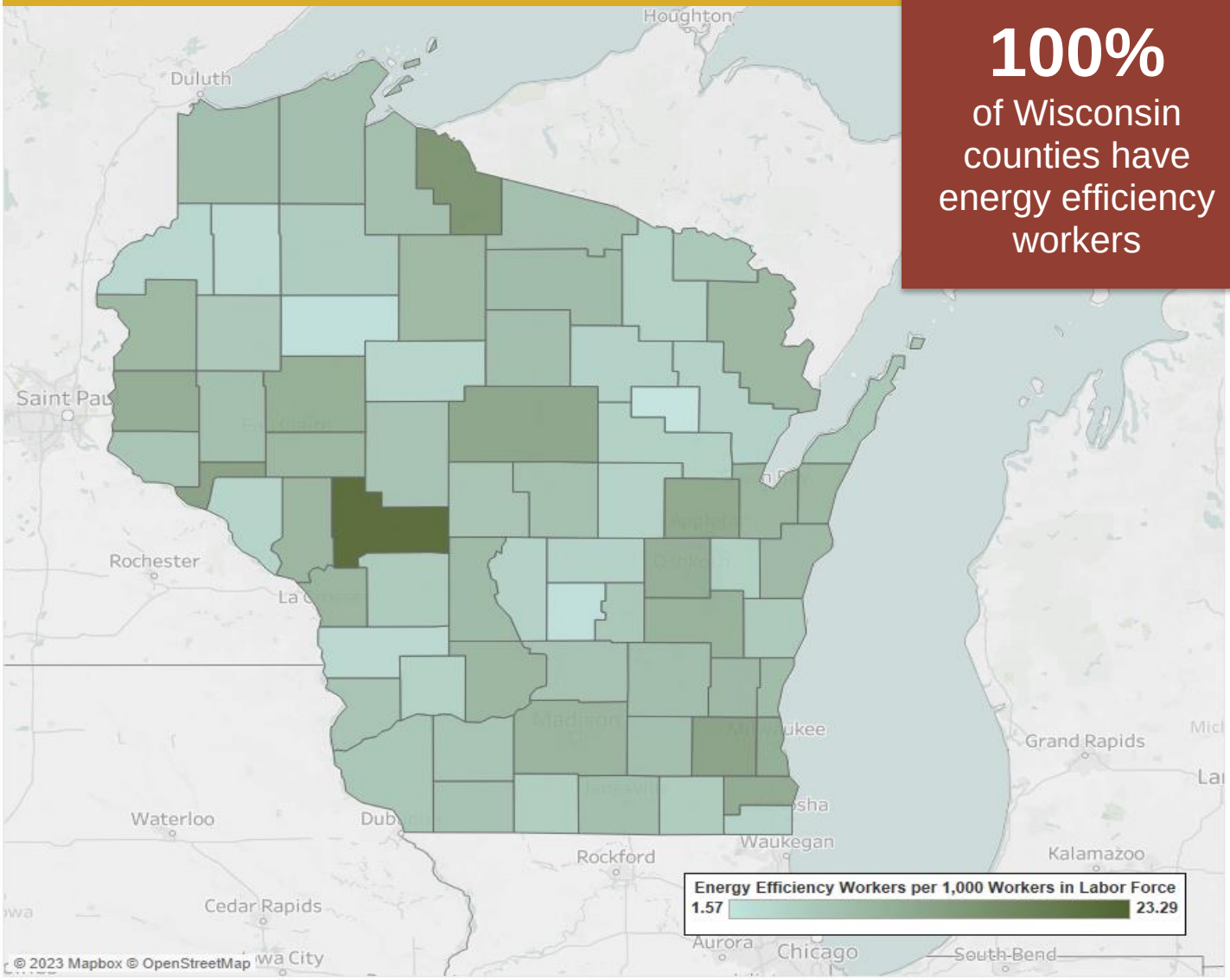
Potential to **reduce** residential electricity consumption by

19%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of Wisconsin counties have energy efficiency workers

Metropolitan Areas				
	Area	**Jobs**	**Area**	**Jobs**
	Appleton	**2,157**	**Madison**	**6,343**
	Chicago-Naperville-Joliet	**3,291**	**Milwaukee-Waukesha-West Allis**	**14,552**
	Duluth	**264**	**Minneapolis-St. Paul-Bloomington**	**2,390**
	Eau Claire	**1,401**	**Oshkosh-Neenah**	**2,467**
	Fond du Lac	**838**	**Racine**	**1,473**
	Green Bay	**2,642**	**Sheboygan**	**892**
	Janesville	**1,107**	**Wausau**	**1,148**
	La Crosse	**1,030**	**Rural**	**14,246**

Jobs by County							
County	Jobs	County	Jobs	County	Jobs	County	Jobs
Adams County	41	Fond du Lac County	988	Marquette County	18	Sawyer County	88
Ashland County	128	Forest County	31	Menominee County	<10	Shawano County	128
Barron County	281	Grant County	250	Milwaukee County	10,547	Sheboygan County	777
Bayfield County	60	Green County	177	Monroe County	258	Taylor County	67
Brown County	3,104	Green Lake County	78	Oconto County	87	Trempealeau County	249
Buffalo County	35	Iowa County	155	Oneida County	301	Vernon County	65
Burnett County	38	Iron County	53	Outagamie County	2,655	Vilas County	144
Calumet County	171	Jackson County	328	Ozaukee County	725	Walworth County	530
Chippewa County	585	Jefferson County	574	Pepin County	58	Washburn County	38
Clark County	173	Juneau County	170	Pierce County	136	Washington County	1,098
Columbia County	345	Kenosha County	663	Polk County	308	Waukesha County	6,498
Crawford County	93	Kewaunee County	129	Portage County	498	Waupaca County	163
Dane County	7,050	La Crosse County	1,378	Price County	99	Waushara County	51
Dodge County	582	Lafayette County	70	Racine County	1,756	Winnebago County	2,097
Door County	203	Langlade County	72	Richland County	57	Wood County	543
Douglas County	272	Lincoln County	175	Rock County	1,112	N/A	875
Dunn County	266	Manitowoc County	624	Rusk County	22		
Eau Claire County	1,120	Marathon County	1,827	St. Croix County	835		
Florence County	11	Marinette County	347	Sauk County	707		

E4TheFuture is dedicated to bringing clean, efficient energy home for every American and promotes energy solutions to advance climate protection and economic fairness. Visit www.E4TheFuture.org.

E2 is a national, nonpartisan group of business leaders, investors and others who advocate for smart policies that are good for the environment and good for the economy. Visit www.e2.org.

BW Research Partnership is a full-service, economic and workforce research consulting firm with offices in Carlsbad, California and Wrentham, Massachusetts. It is the nation's leading provider of accurate, comprehensive energy and clean energy research studies. Visit www.bwresearch.com.

Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, June 2022, by the U.S. Department of Energy (see Appendix C for methodology details). This methodology -- adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics -- provides the broadly accepted best accounting of all U.S. energy workers.

For questions on E4TheFuture analyses please email: policy@e4thefuture.org.

Wyoming
Energy Efficiency Jobs in America

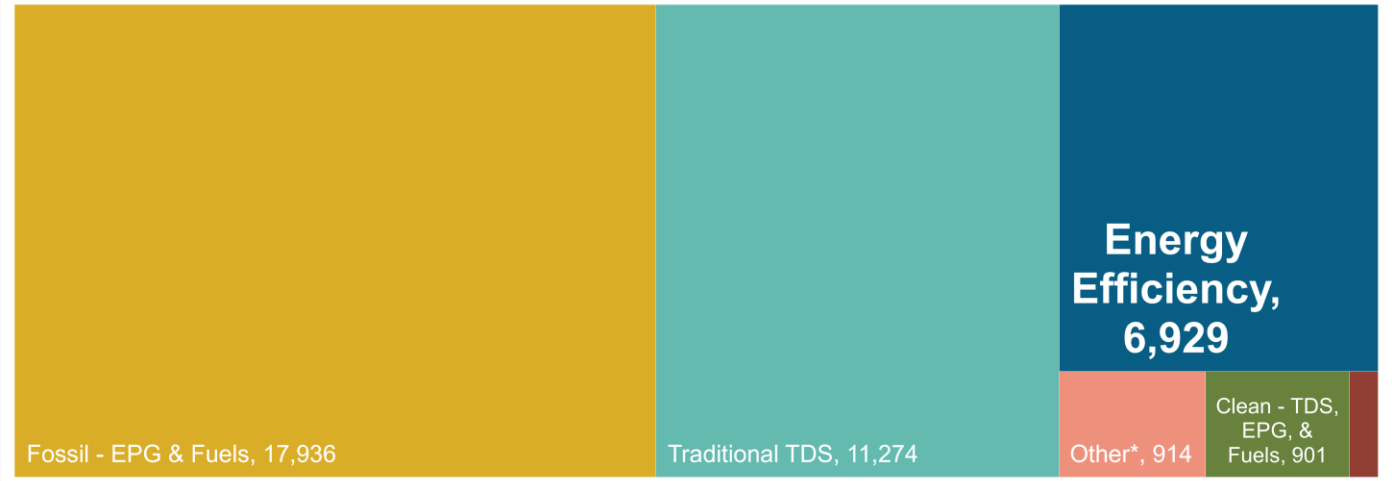
6,929
Total Jobs

Energy efficiency (EE) workers are crucial to America's workforce. EE jobs are everywhere – in rural, urban, and suburban communities.

Investing in EE is a highly cost-effective way to improve the reliability of the electric grid, reduce harmful emissions, and make other renewable energy resources, such as solar and wind, more valuable. Efficiency measures also lower household energy bills while creating high-quality, local jobs that cannot be outsourced.

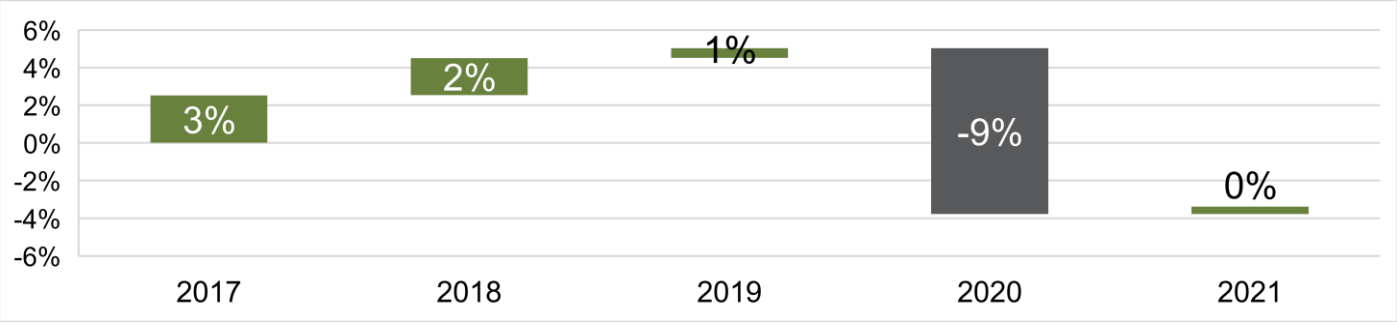
How do Wyoming's energy sectors compare?

*Energy Efficiency is the **third largest** energy sector in Wyoming*



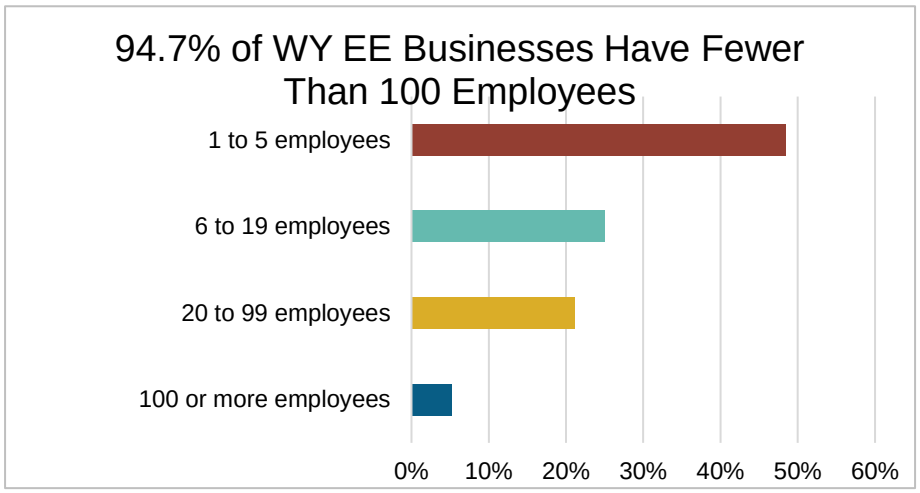
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels), 178
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

How is the EE industry growing in Wyoming?



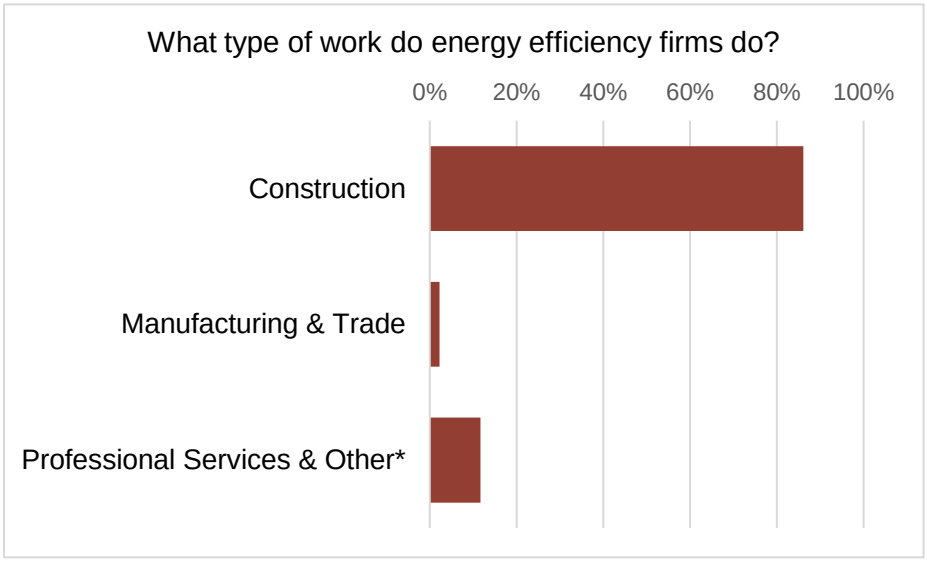
Prior to 2020, the EE sector was growing steadily each year, but suffered heavy job losses in the COVID-19 pandemic. The EE industry has made a strong recovery, but job gains have been slower than in the U.S. workforce overall. As we invest in EE, a focus on workforce development is vital to ensure a strong efficiency industry for years to come.

What does EE look like in Wyoming?



1,483
EE businesses in Wyoming

EE construction workers comprise **29%** of Wyoming's construction workforce



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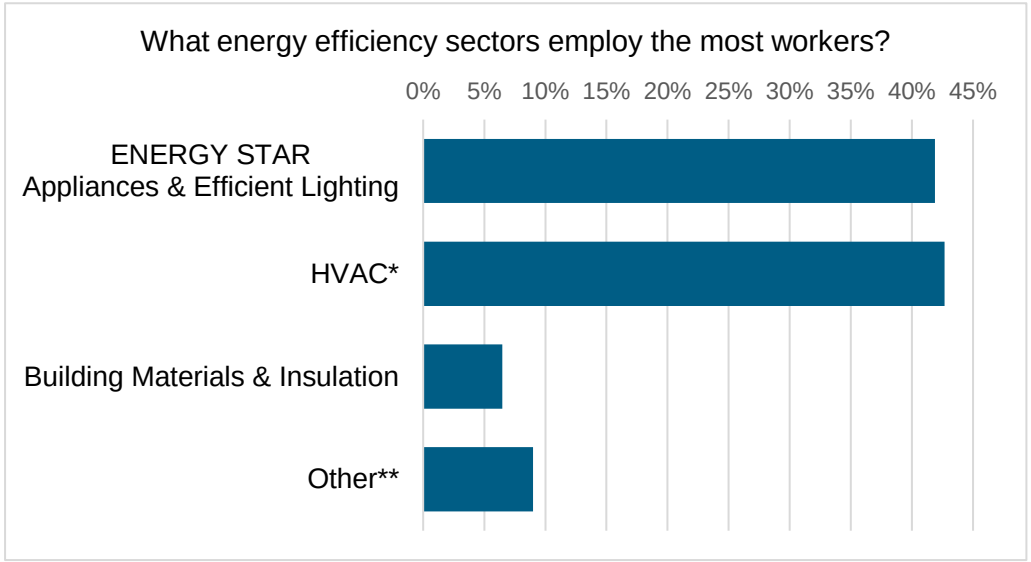

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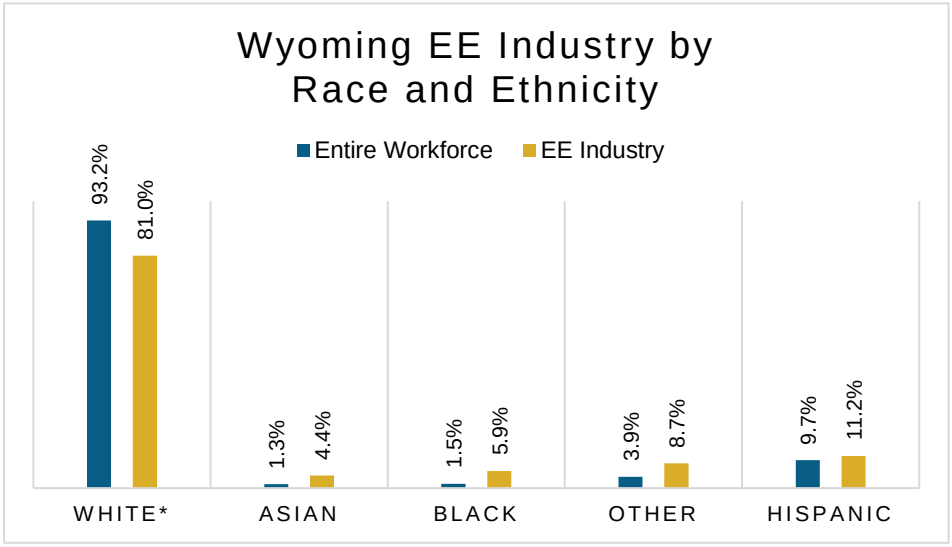

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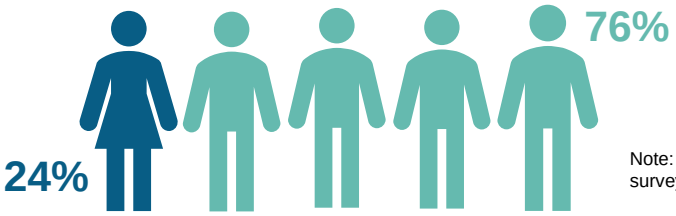

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Wyoming's EE Potential

Decades of work ready for Wyoming's growing energy efficiency workforce.

Weatherization Assistance Program:

389* units weatherized in 2018, out of **~24,000** total low-income households

195,706
Wyoming homes are due for energy tune-ups

(Non low-income families whose residences are 20+ years old)

Potential to **reduce** residential electricity consumption by

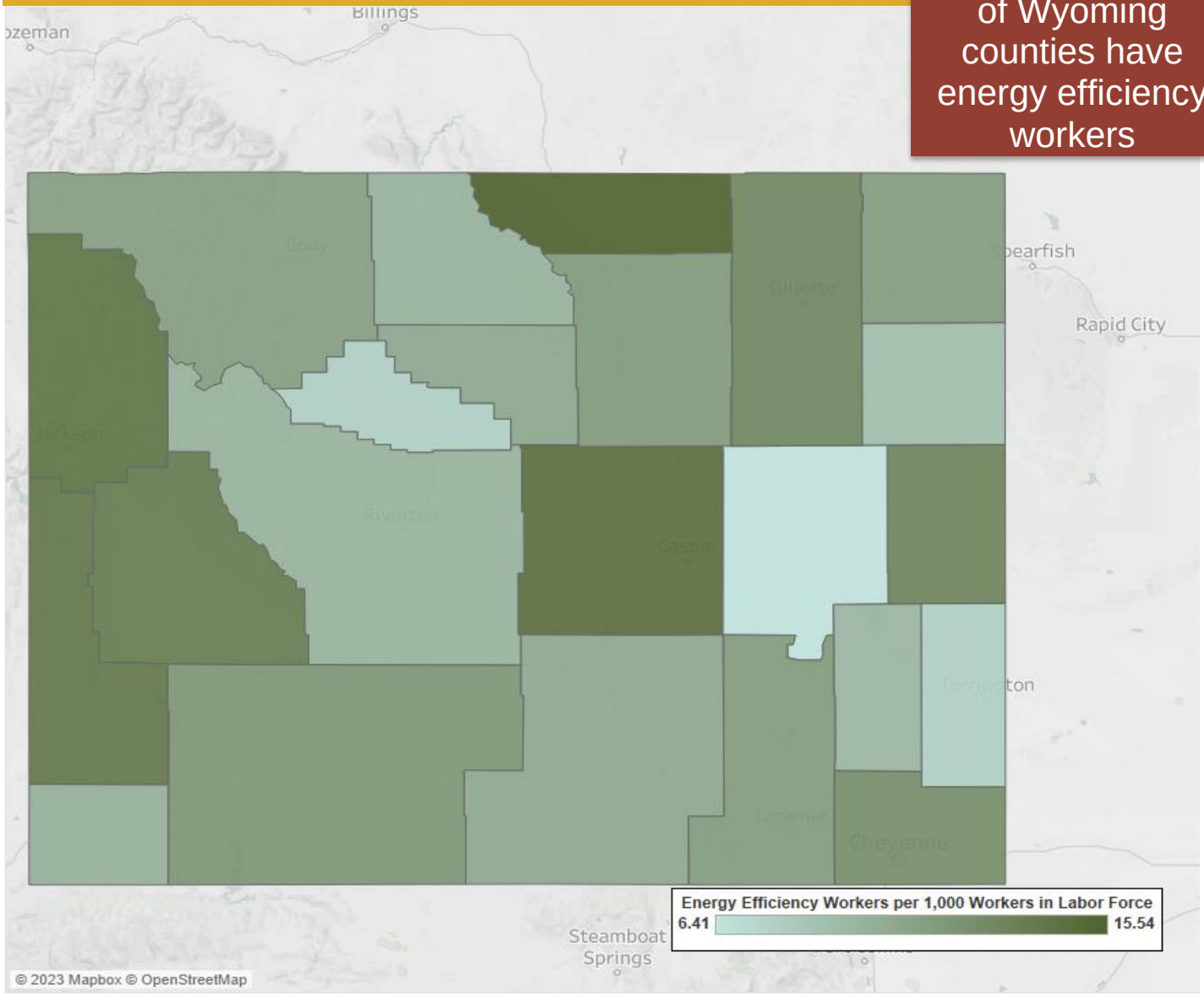
26%

*National Association for State community Services Programs (NASCSP) Weatherization Assistance Program Annual Funding Survey
Source: E4TheFuture/BW Research retrofit analysis, July 2021, U.S. Census Bureau QuickFacts and State and Local Planning for Energy (SLOPE) Platform

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of Wyoming counties have energy efficiency workers



Metropolitan Areas		
	Area	**Jobs**
	Casper	**1,228**
	Cheyenne	**1,177**
	Rural	**4,524**

Jobs by County						
	County	Jobs	County	Jobs	County	Jobs
	Albany County	316	Hot Springs County	32	Sheridan County	442
	Big Horn County	84	Johnson County	81	Sublette County	106
	Campbell County	635	Laramie County	1,165	Sweetwater County	481
	Carbon County	150	Lincoln County	210	Teton County	716
	Converse County	79	Natrona County	1,131	Uinta County	162
	Crook County	64	Niobrara County	13	Washakie County	77
	Fremont County	308	Park County	348	Weston County	44
	Goshen County	65	Platte County	70	N/A	148

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