

# Energy Efficiency Jobs in America

**NEARLY 2.3 MILLION AMERICANS  
WORK IN ENERGY EFFICIENCY**

**DECEMBER 2024**



#Faces  
OfEE

# Energy Efficiency Jobs in America

December 2024



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# Energy Efficiency Jobs in America

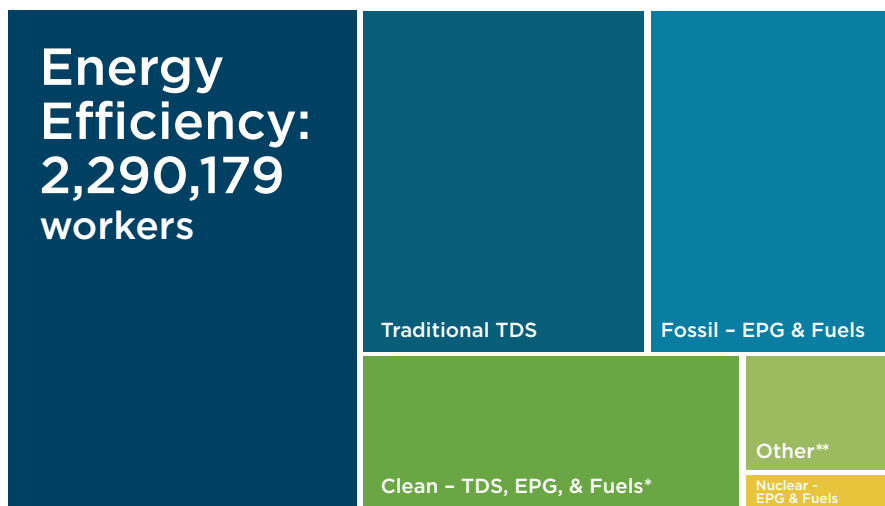
## NEARLY 2.3 MILLION AMERICANS WORK IN ENERGY EFFICIENCY

Energy efficiency (EE) boasted more job growth than any other U.S. energy technology sector in 2023, with nearly 75,000 new jobs added—the strongest increase for EE since 2018. Energy efficiency jobs boost the entire U.S. economy, and workers operate in almost every county of the country. The EE workforce fills a crucial role in maintaining and improving our built environment, reducing building energy use nationwide.

Construction jobs for efficient buildings grew fastest of all EE subsectors. Within this industry, training and certifications help ensure quality building performance and healthier indoor spaces. Those with key credentials earn competitive salaries while creating better buildings and efficient infrastructure.

EE job numbers—the largest in clean energy overall\*—continue to rise significantly. Prioritizing EE workforce development in every state is essential to creating stronger communities and opportunities for a more diverse workforce, and to support the multitude of small businesses that will get the job done.

This report serves as a baseline by which to measure future EE job growth enabled by critical large-scale investments such as the Infrastructure Investment and Jobs Act (IIJA) and Inflation Reduction Act (IRA).



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

## BIG-PICTURE CONTEXT

Using 2023 data, this report focuses solely on the EE sector of the U.S. economy. It emphasizes the built environment, capturing only the jobs where workers use certified energy efficiency products or those installed according to ENERGY STAR guidelines, and high-performance building materials. It omits EE jobs in transportation and electric grid technologies, water use or waste management, among others.

\*largest except for vehicle-related clean energy jobs, not covered by this report; EE job growth has been steady, post-pandemic



### IN PERSPECTIVE

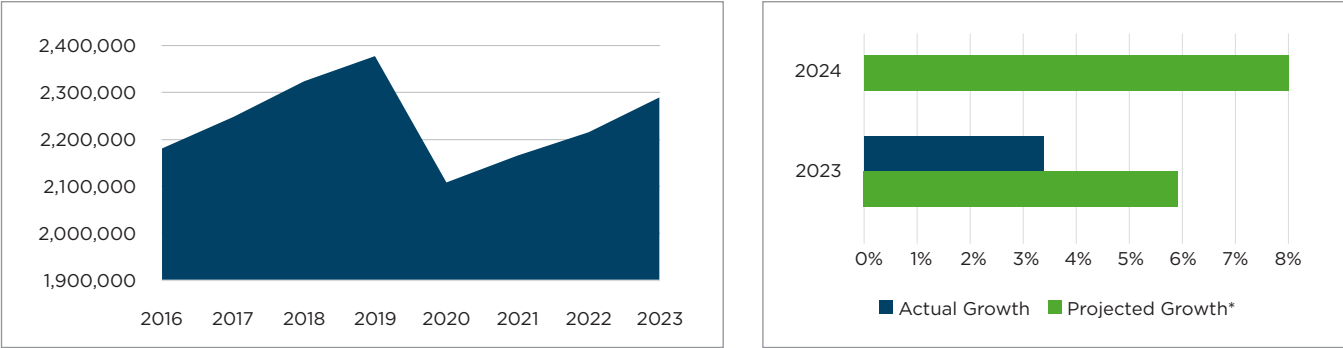
**2 in every 5 jobs** in the U.S. energy sector are in energy efficiency (>40%)

**1.24 million** construction jobs are in energy efficiency; over 16% of total U.S. construction workers spend at least 50% of their time on EE

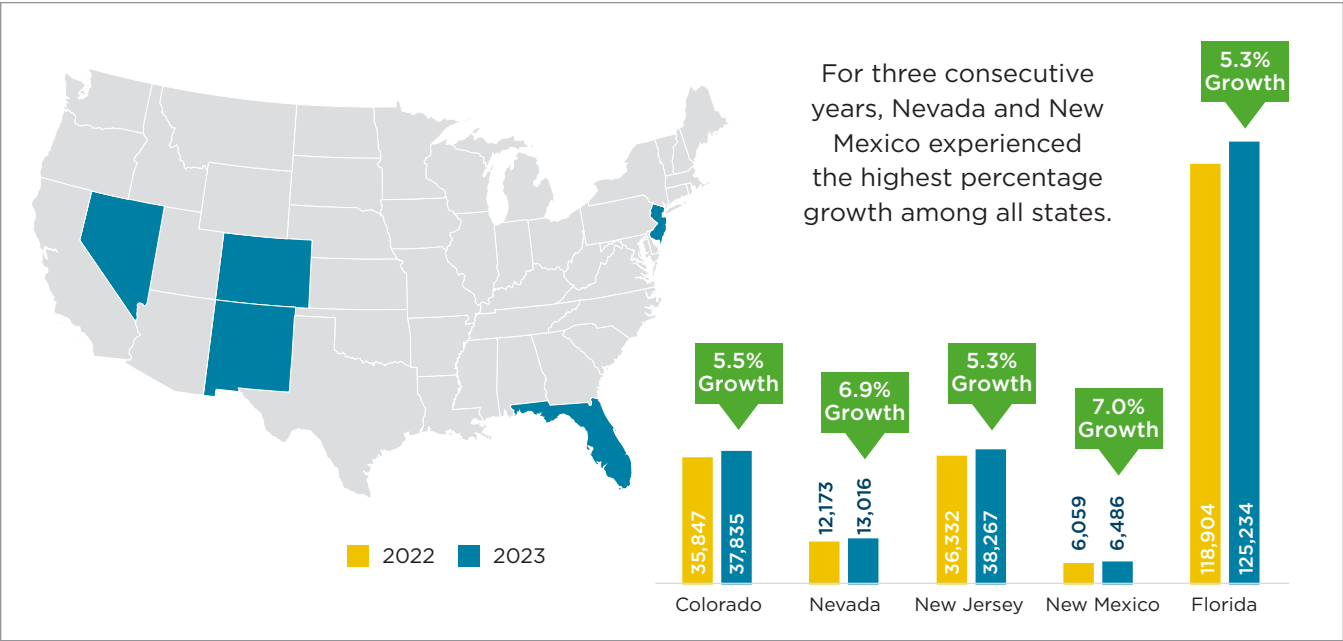
**2.1x** Energy efficiency employs 2.1 times as many workers in the U.S. as the entire fossil fuel industry

**9%** of energy efficiency jobs are held by veterans (206,691), greater than the national average of veterans in the workforce (5%)

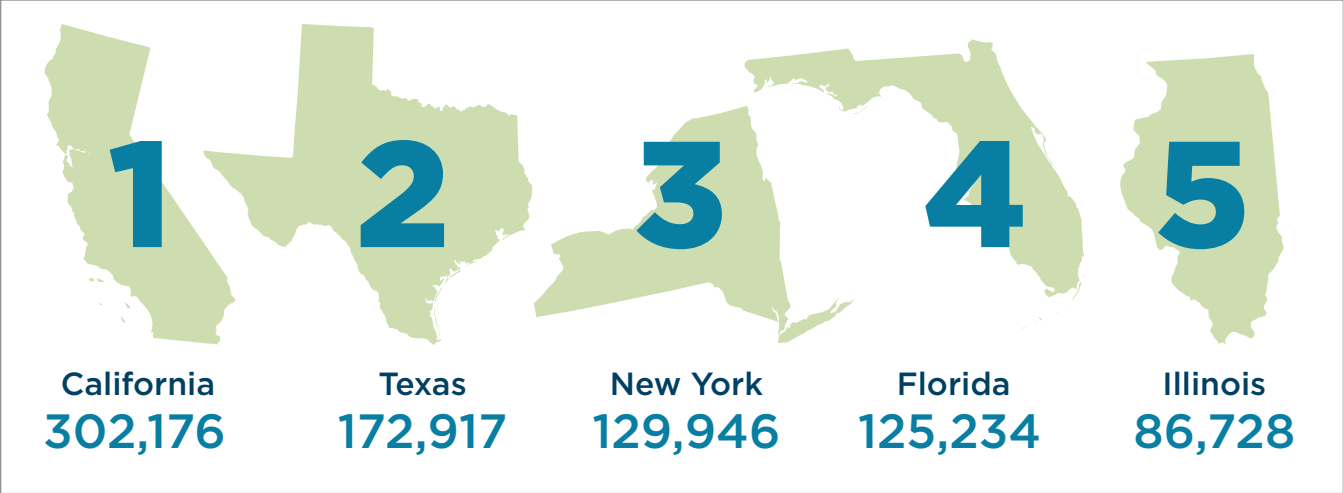
# EE JOBS YEAR-OVER-YEAR



# TOP STATES FOR GROWTH



# TOP TOTAL GROSS JOBS

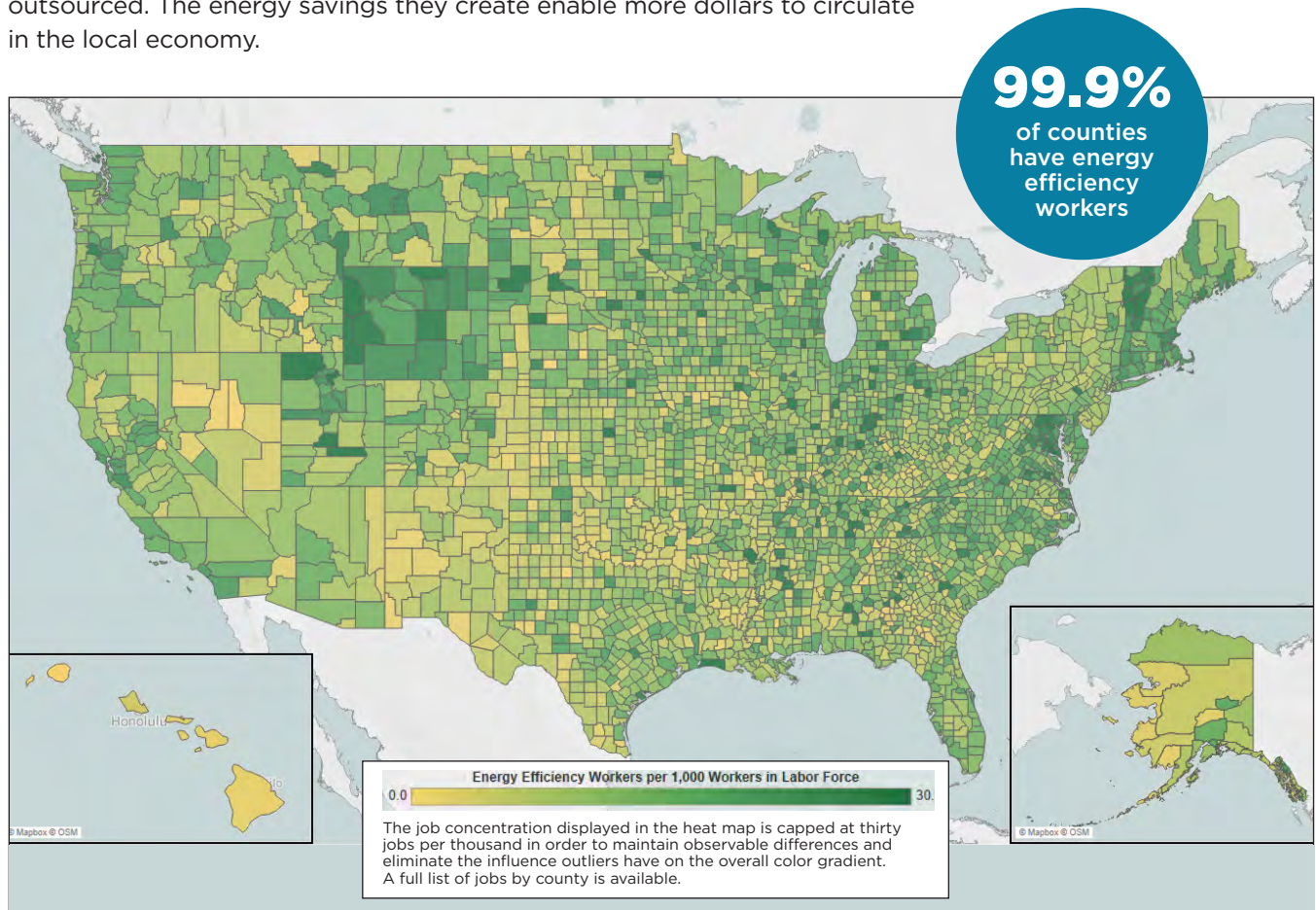


\*Projected Growth chart from 2023 USEER statistics based on contractor expectations for hiring in the coming year.



# YOUR LOCAL ECONOMY BENEFITS FROM ENERGY EFFICIENCY

How do energy efficiency jobs—in 99.9% of U.S. counties—impact every local economy? Because all buildings can be tapped for deeper energy savings, this workforce is on the ground everywhere. Improved insulation, better HVAC and appliances, and new digital controls are a few common upgrades. Most of the jobs associated with these upgrades must be performed by local EE workers and cannot be outsourced. The energy savings they create enable more dollars to circulate in the local economy.



Half of U.S. states have over **32,000** EE workers each, with  
40 states and D.C. employing at least **10,000** each.

## BEYOND THE BIG CITIES



**269,064**

Americans  
living in rural areas  
work in energy  
efficiency.

**288,245**

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

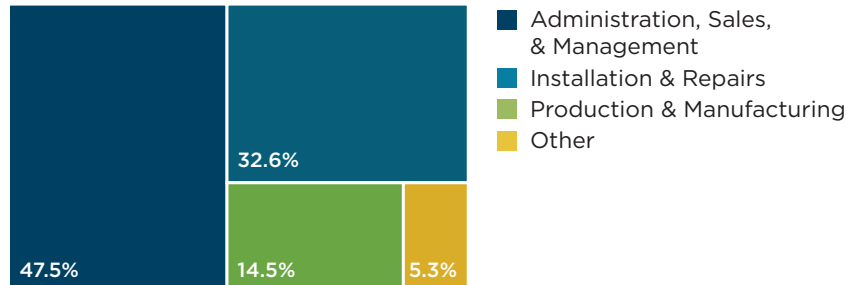
**881,996**

energy efficiency  
jobs are outside  
America's top 50  
metro areas.

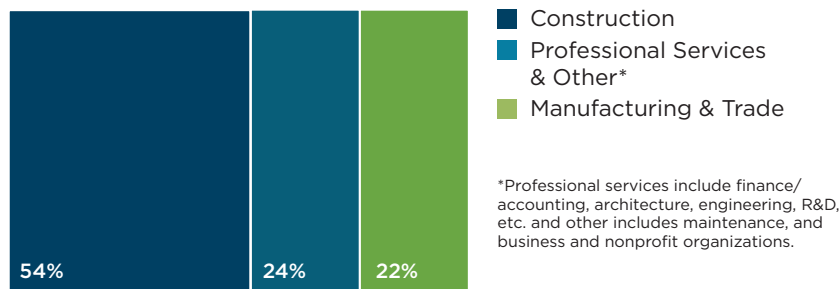
# INDUSTRIES, TECHNOLOGIES, & ROLES: THE EE WORKFORCE

Reducing energy waste drives job creation. Energy efficiency professionals work in factories, offices, design studios, and data center construction. Beyond reducing energy use and costs, they improve system operations, health, and comfort in existing buildings. They design and build a better, more cost-effective future.

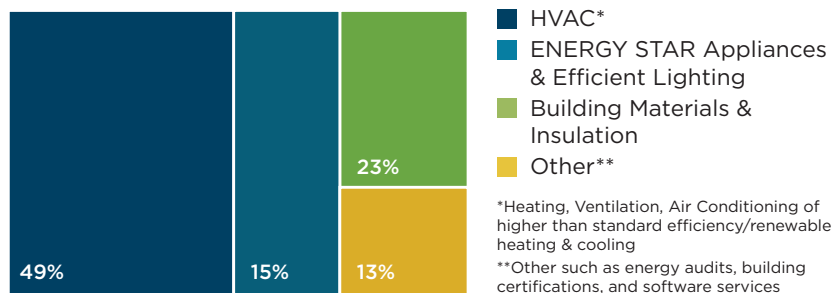
## Across Positions



## Across Industries



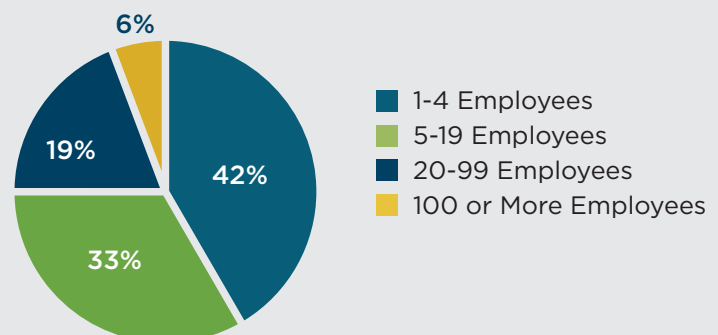
## Across Technologies



# EMPOWERING AMERICA: THE SMALL BUSINESS IMPACT

**75%** of the **390,706** energy efficiency establishments in the U.S. are small businesses with **fewer than 20 employees**. 94% are businesses with fewer than 100 employees.

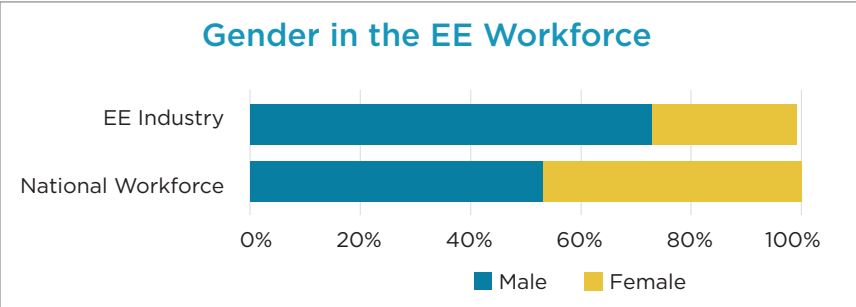
EE contractors and small businesses are boosting local economies across America.



# ENHANCING WORKFORCE DIVERSITY IS VITAL FOR ENERGY EFFICIENCY SUCCESS

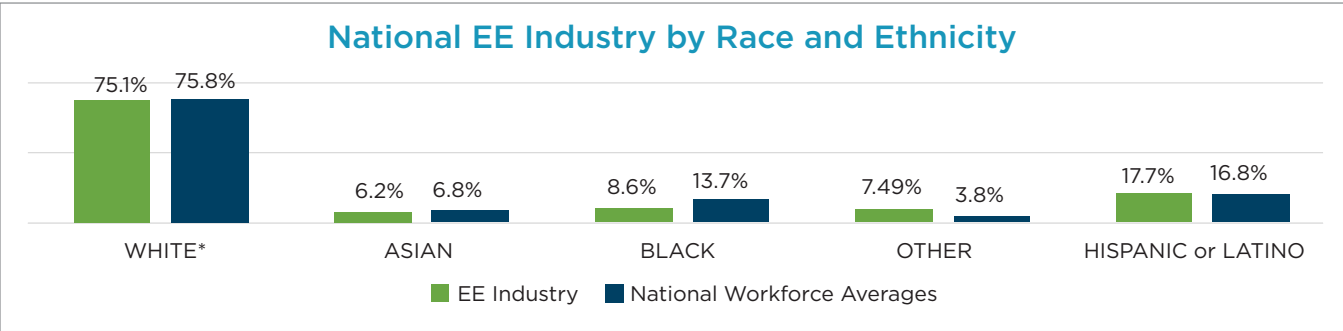
The EE industry is growing, yet its workforce has not fully recovered from sharp pandemic-related losses. In 2023, the number of EE jobs was equal to 96% of the number of EE jobs that existed pre-pandemic. Recent federal investments will help, and the industry can contribute to accelerated recovery by improving workforce diversity.

A diverse workforce is proven to boost innovation, productivity, employee satisfaction, and retention, as well as profits. Diversity in hiring will be key to improving business outcomes and ensuring that communities across the nation are better represented in the efficiency sector. Investing resources to ensure EE workforce trainings are deployed in diverse communities will also enable a more diverse pool of potential workers to access and build careers in EE.



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

The EE industry needs to do more to **prioritize** the training and support that enables access to employment at EE businesses for people of color and women.

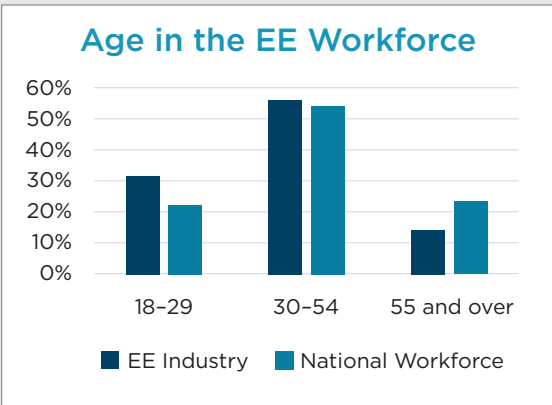


\*Includes non-Hispanic and Hispanic whites.

## WORKFORCE AGE & UNION STATUS

The EE workforce is primarily comprised of young and middle-aged workers, with higher representation of 18–54 compared to both the overall energy workforce and the national workforce.

EE workers have a higher rate of union membership than the national average.



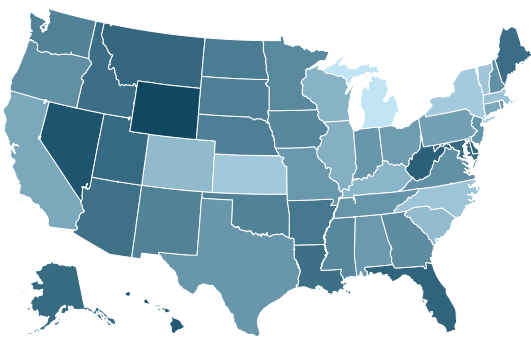
**13%** of EE pros (297,723) are represented by a **union** compared to the national average of 7% (private sector).

# WORKFORCE NEEDS BY STATE: MAXIMIZING SUCCESS

EE business owners saw slightly fewer recruitment challenges in 2023 than in 2022. However, more than 83% still reported difficulty in finding suitable employees. To meet increased demand by federal and other investments in energy efficiency, the EE workforce will continue to grow despite these obstacles.

How can decision-makers align workforce training with career paths more effectively to benefit both employers and job candidates? One way is by considering the distribution of existing EE jobs. While most EE jobs are in construction, many opportunities exist in manufacturing and professional services.

## EE Workers in Construction



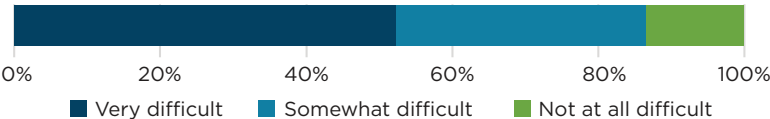
EE workers employed in construction  
31% 86.1%

Over 1.2 million U.S. construction workers are employed with a primary focus on energy efficiency. Among all industries, this sector reported the most significant hiring hurdles, with 86% of employers saying it was either “very difficult” or “somewhat difficult” to recruit qualified personnel.

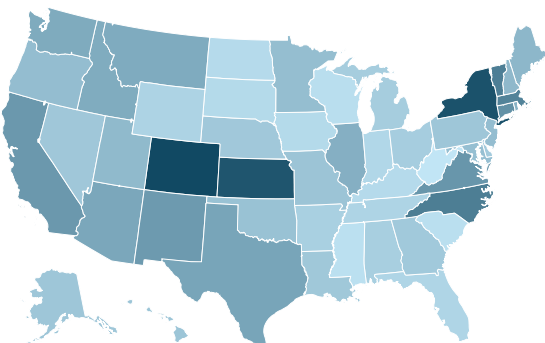
Unionized construction firms\* experienced more success in hiring, with only 36% reporting that hiring was “very difficult.”

\*Defined as firms with at least 20% of their employees belonging to a union or covered by a project labor or collective bargaining agreement.

### Construction: Employer Perspective on Hiring Difficulty



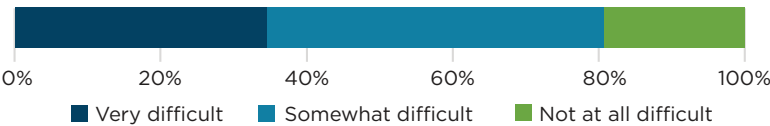
## EE Workers in Professional Services and Other



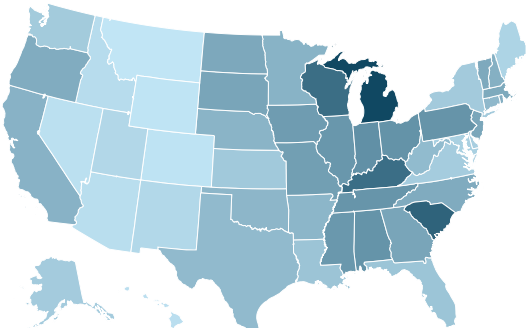
EE workers employed in professional services and other  
6.5% 51.8%

Engineers, designers, architects, and financial services and legal professionals represent nearly 540,000 U.S. efficiency workers.

### Professional Services & Other: Employer Perspective on Hiring Difficulty



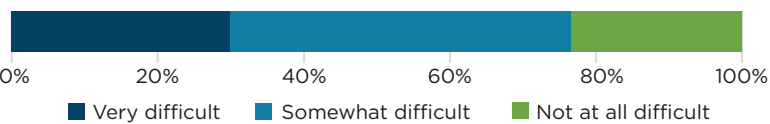
## EE Workers in Manufacturing and Trade



EE workers employed in manufacturing and trade  
1.7% 55.5%

U.S. manufacturing of energy efficient products comprises nearly 513,000 jobs.

### Manufacturing & Trade: Employer Perspective on Hiring Difficulty



# 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 and ensure robust funding for proven federal energy efficiency programs, including:***

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

## **Use Federal 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:***

### **Protect Inflation Reduction Act Opportunities**

- Commercial and multifamily residential building tax credits (179D Energy Efficient Commercial Building Deduction; 45L New Energy Efficient Home Tax Credit)
- Single family home tax credits (25C Home Energy Efficiency Improvement Credit), which includes credits for the following efficiency measures and efficient appliances (not a comprehensive list):
  - Air Source Heat Pumps and Heat Pump Water Heaters (30% of costs, including labor, up to \$2,000 annually)
  - Insulation and Air Sealing (30% of costs, not including labor, up to \$1,200 annually)
  - Home Energy Audits (30% of costs up to \$150 credited annually)
- Residential rebate programs administered by State Energy Offices to drive efficiency and electrification deployment and job creation for local contractors—the Home Efficiency Rebates (HOMES\*) program, and the Home Electrification and Appliance Rebates (HEAR\*\*). As of December 2024, over three dozen states have applied for full funding to launch their home energy rebate programs. Of that group, [more than 10 have launched programs](#)—with many additional states planning for launch in the coming months.
- Training for Residential Energy Contractors (TREC) program, also administered by State Energy Offices to expand the EE and electrification workforce
- Greenhouse Gas Reduction Fund (GGRF) competitive grants for states, Tribal governments, municipalities, and nonprofits to mobilize financing for clean energy and climate projects that reduce emissions (including efficiency). The Environmental Protection Agency has distributed awards for the National Clean Investment Fund (3 grant recipients); Clean Communities Investment Accelerator (5 grant recipients); and Solar for All (60 grant recipients). Many awardees aim to support projects that lower energy bills and create job opportunities across the country.

**Internal Revenue Service** data shows that 2.3 million families claimed more than \$2 billion in credits in 2023 from the 25C energy efficiency tax credit.

\*a.k.a. HER  
\*\*a.k.a. HEEHRA



### **Protect Infrastructure Investment and Jobs Act Opportunities:**

- 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
- Healthy homes programs to address barriers to comprehensive energy upgrades and ensure more habitable and comfortable living conditions, especially in low-income and disadvantaged communities.

### ***Advance and prioritize workforce development and 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 diversity, equity, 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.**

### ***State and local 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
- Join coalitions to pass policies to accelerate the deployment of heat pumps and other major efficient appliances and upgrades incentivized by HOMES and HEAR programs.

## ABOUT THE REPORT

The job numbers come from the national 2024 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 sectors including energy production, transmission, and distribution. In addition, the USEER relies on a unique supplemental survey of business representatives across the U.S. For the 2024 USEER, 42,100 businesses participated in the survey. Taken together, the BLS and survey data provide the most comprehensive calculation of energy-related employment available. The methodology has been used for local, state, and federal energy-related data collection and analysis for a decade. See the USEER Appendices for complete methodology details. For more report details, see [Energy Efficiency Jobs in America FAQ](#) or contact the Building Performance Association or E4TheFuture. This report incorporates newly available data released as of April 2025.



### ABOUT BPA

The Building Performance Association (BPA) is a 501(c)(6) nonprofit industry association that serves as the hub for businesses, nonprofits, and government agencies working to make America's homes more comfortable, healthy, and energy efficient. Our mission is to transform the market for the home performance industry through advocacy, education, professional development, and networking. Visit [building-performance.org](https://building-performance.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. Visit [bwresearch.com](https://bwresearch.com).



### 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 [E4TheFuture.org](https://E4TheFuture.org).

# Alabama

## Energy Efficiency Jobs in America

30,341

Total Jobs



### What are EE jobs?

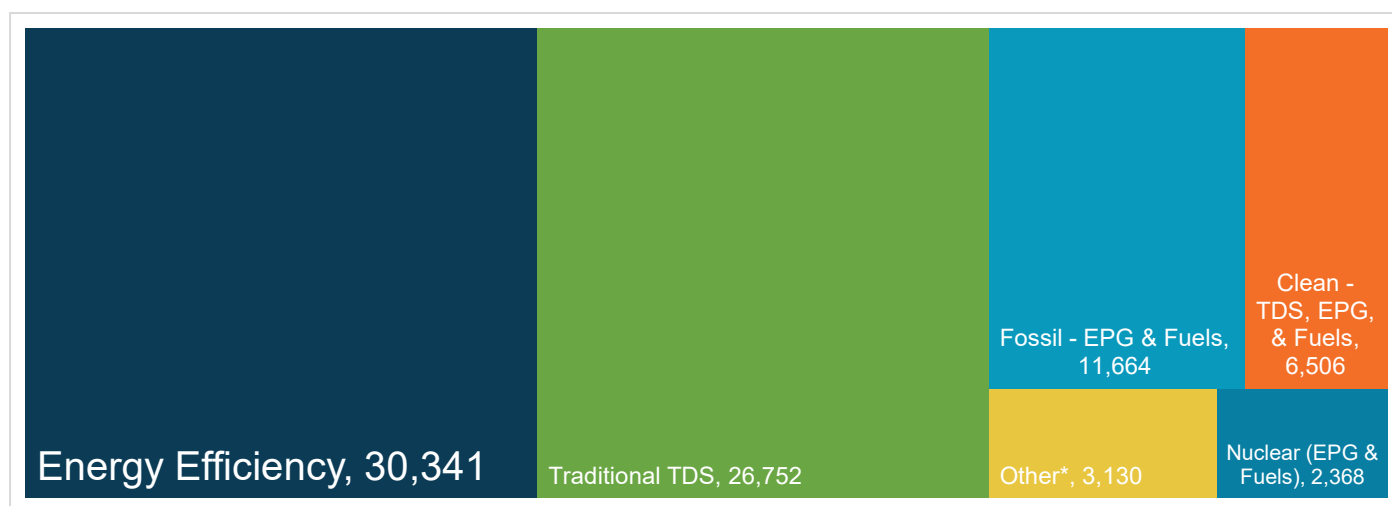
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Alabama?

*Energy efficiency is the largest energy sector in Alabama.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

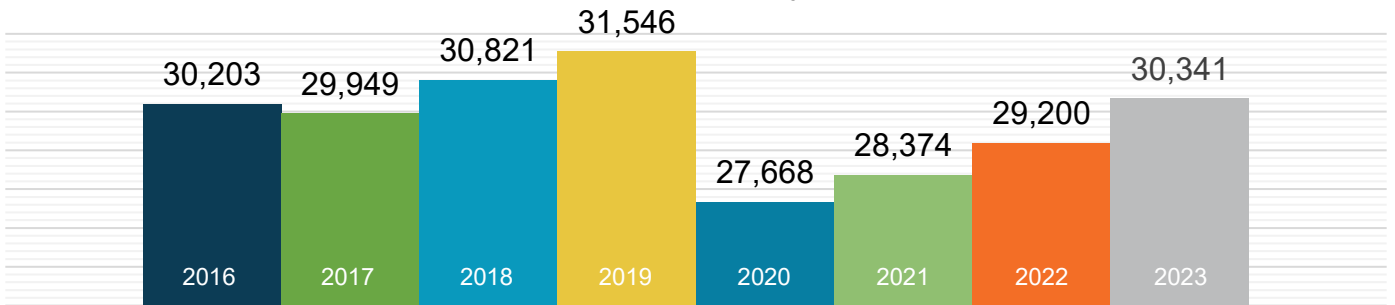


Updated April 2025

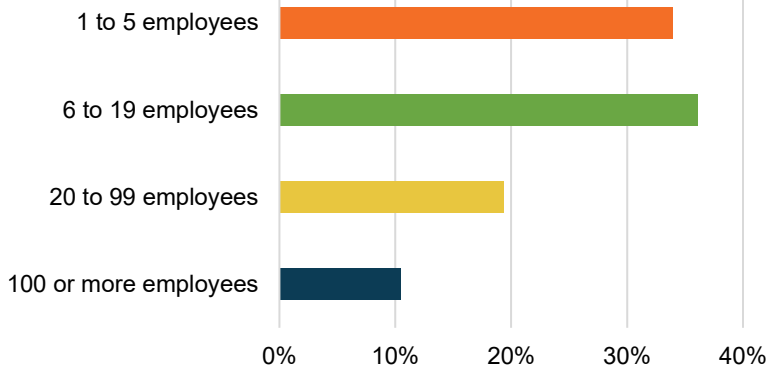


## What does EE look like in Alabama?

### EE Workers Employed in AL



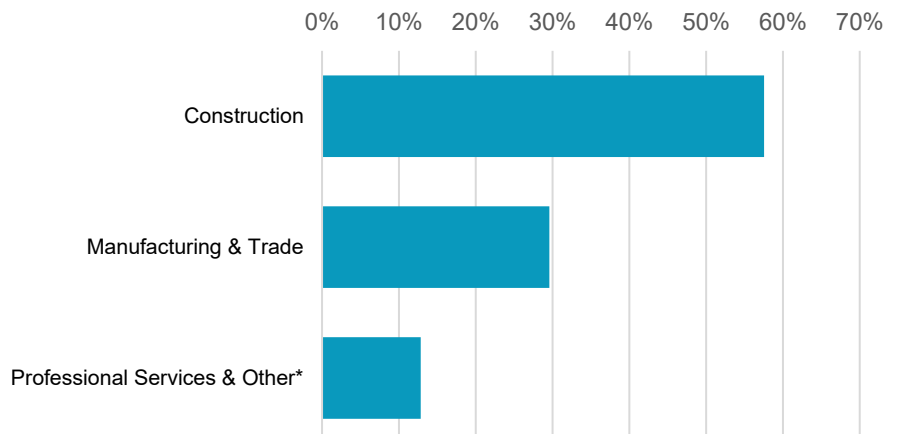
### 89.5% of AL EE Businesses Have Fewer Than 100 Employees



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

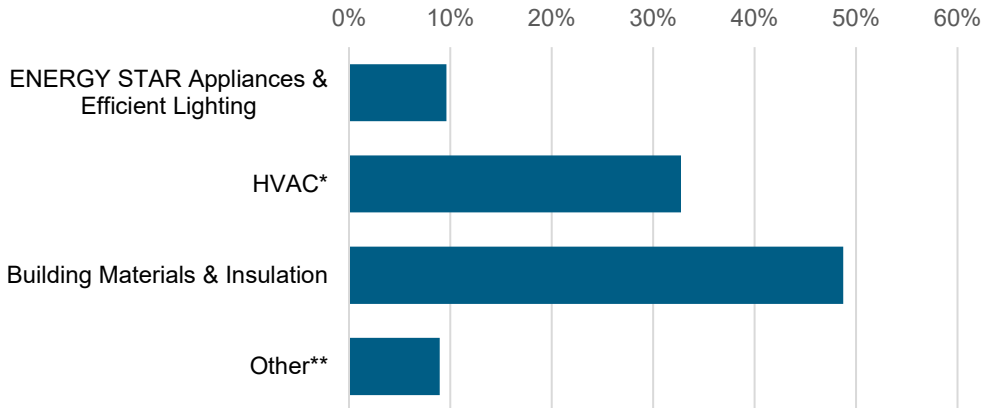


### What type of work do energy efficiency firms do?

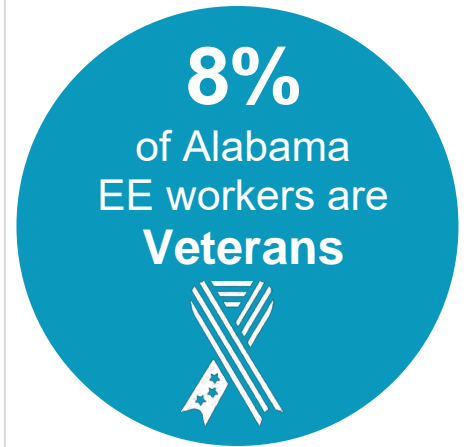


\*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

### What energy efficiency sectors employ the most workers?



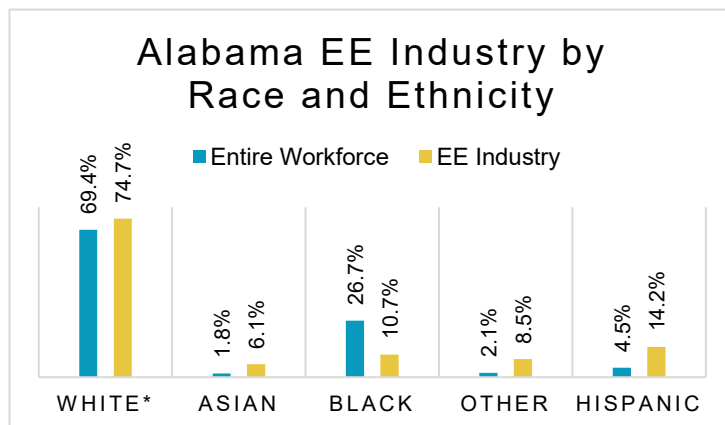
\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling  
 \*\*Other such as energy audits, building certifications, and software services



## How is EE doing on diversity in Alabama?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Alabama businesses.



\*Includes non-Hispanic and Hispanic whites.

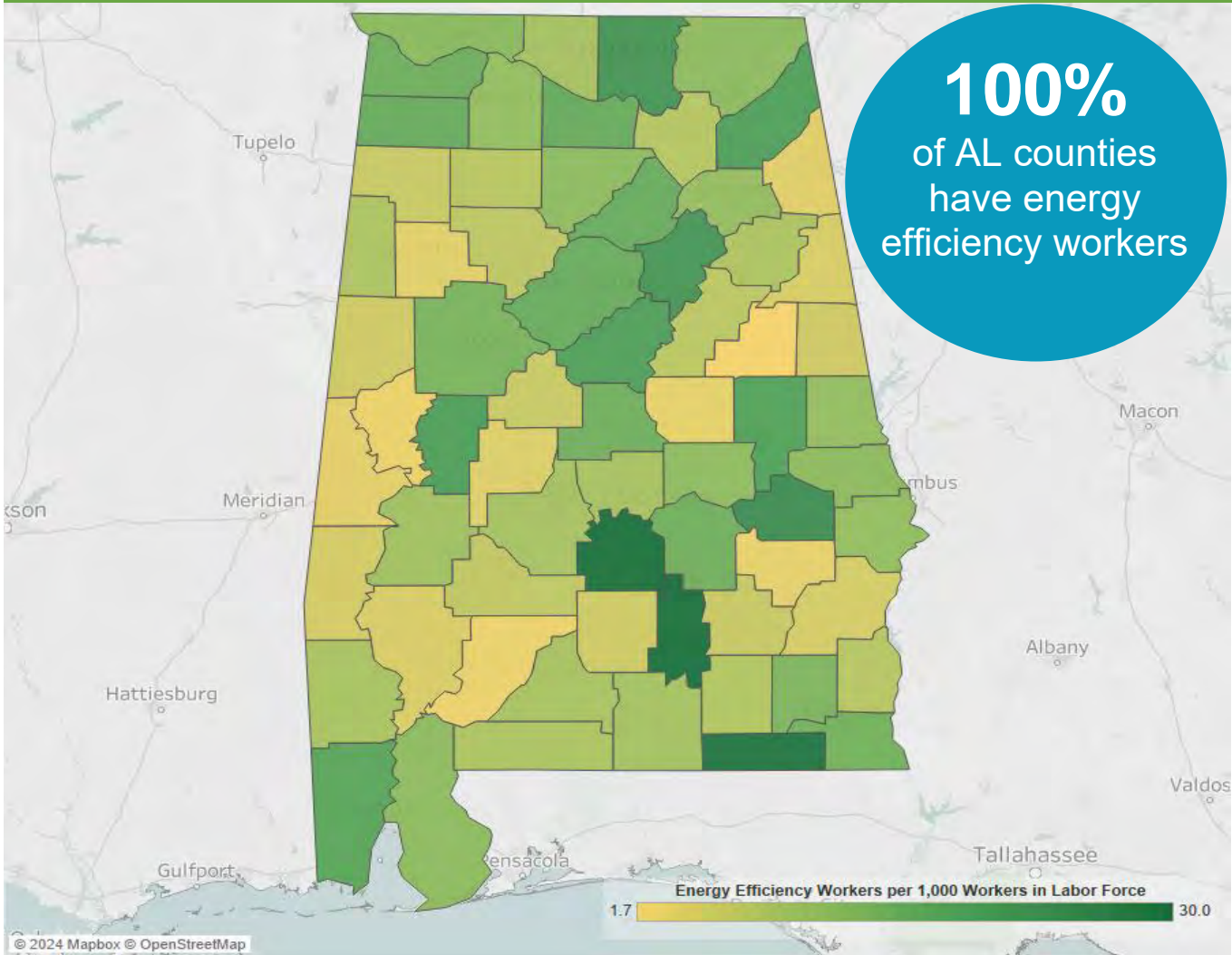
### Gender in the Alabama EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	4,380	Anniston-oxford	362	Gadsden	360
2	4,250	Auburn-Opelika	790	Huntsville	5,294
3	2,444	Birmingham-Hoover	8,255	Mobile	3,026
4	3,180	Columbus	157	Montgomery	2,410
5	8,045	Decatur	883	Tuscaloosa	1,432
6	4,545	Dothan	922	Rural	5,715
7	3,497	Florence-Muscle Shoals	734		

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,606		11	1,603		21	916		31	103
2	736		12	546		22	1,349		32	800
3	1,106		13	1,064		23	454		33	2,203
4	893		14	956		24	173		34	704
5	726		15	2,849		25	2,262		35	351
6	397		16	173		26	65			
7	1,117		17	539		27	275			
8	530		18	2,564		28	1,147			
9	452		19	108		29	556			
10	664		20	<10		30	348			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	561		28	515		55	115		82	93
2	294		29	99		56	184		83	10
3	436		30	246		57	13		84	207
4	795		31	429		58	<10		85	840
5	38		32	694		59	<10		86	148
6	1,162		33	82		60	<10		87	168
7	75		34	69		61	751		88	<10
8	<10		35	21		62	290		89	288
9	387		36	77		63	<10		90	134
10	296		37	234		64	1,037		91	20
11	550		38	498		65	320		92	150
12	34		39	75		66	230		93	<10
13	309		40	<10		67	241		94	237
14	66		41	819		68	72		95	233
15	943		42	347		69	349		96	317
16	437		43	1,324		70	<10		97	1,261
17	71		44	655		71	68		98	113
18	68		45	473		72	29		99	423
19	230		46	763		73	<10		100	327
20	1,042		47	<10		74	1,071		101	341
21	36		48	<10		75	13		102	<10
22	176		49	83		76	655		103	391
23	123		50	68		77	68		104	46
24	243		51	111		78	<10		105	36
25	<10		52	697		79	355			
26	92		53	<10		80	33			
27	20		54	1,647		81	68			



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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](http://www.E4TheFuture.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](http://www.bwresearch.com).

Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, by the U.S. Department of Energy (see Appendix B 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 BPA analyses please email: [communications@building-performance.org](mailto:communications@building-performance.org)



# Alaska

## Energy Efficiency Jobs in America

4,234  
Total Jobs

### What are EE jobs?

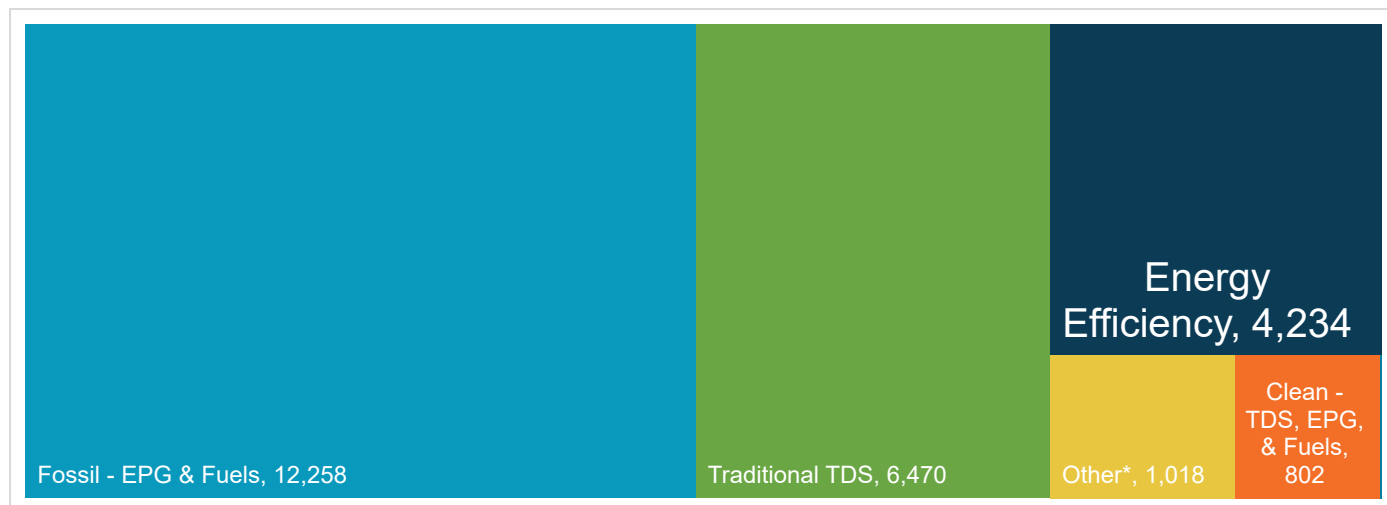
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Alaska?

*Energy efficiency is the third largest energy sector in Alaska.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

\*\*Nuclear (EPG & Fuels) = 14

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

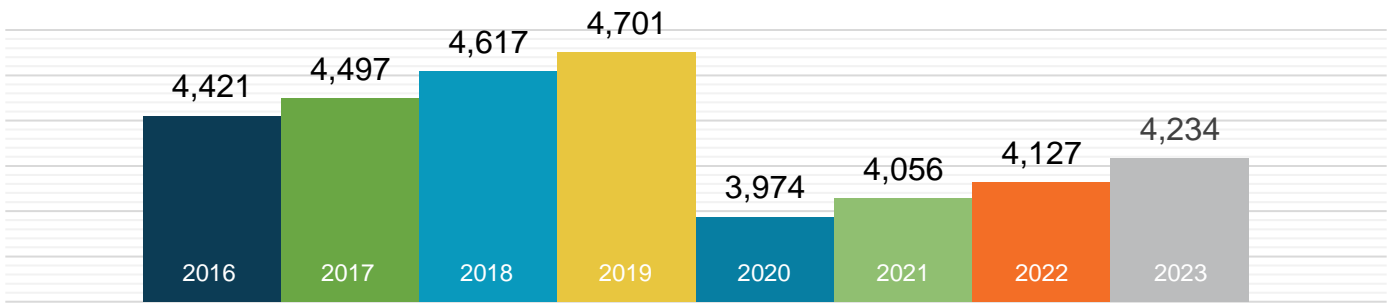
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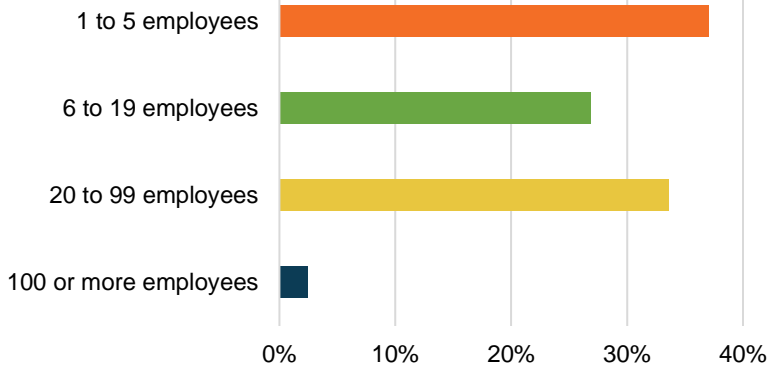
**E4** THE FUTURE

## What does EE look like in Alaska?

### EE Workers Employed in AK



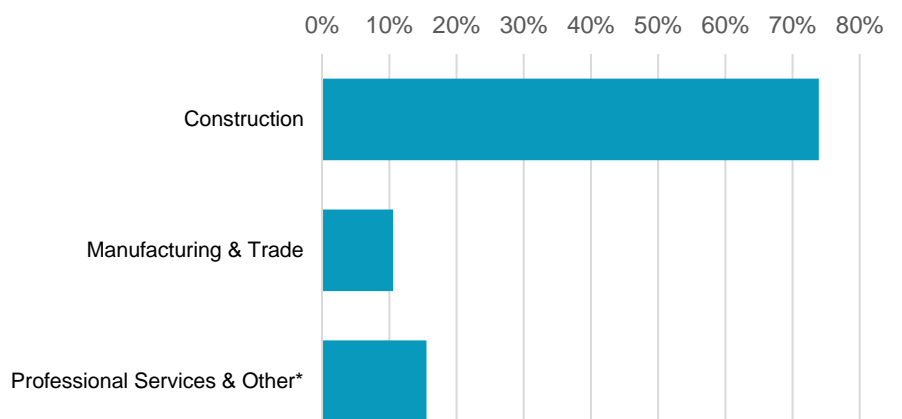
### 97.5% of AK EE Businesses Have Fewer Than 100 Employees



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

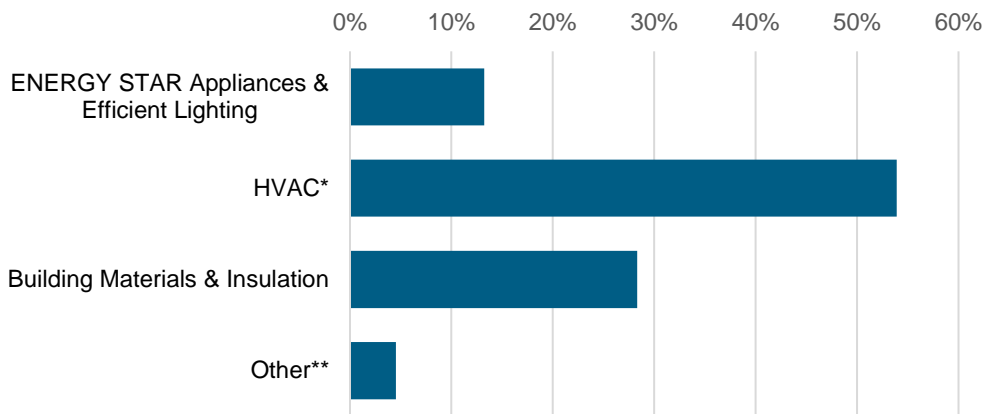


### What type of work do energy efficiency firms do?



\*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

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

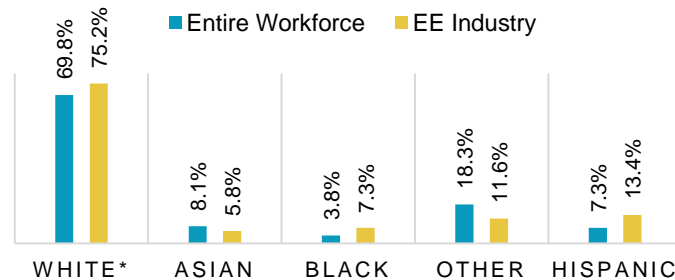


## How is EE doing on diversity in Alaska?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Alaska businesses.

## Alaska EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

## Gender in the Alaska EE Workforce

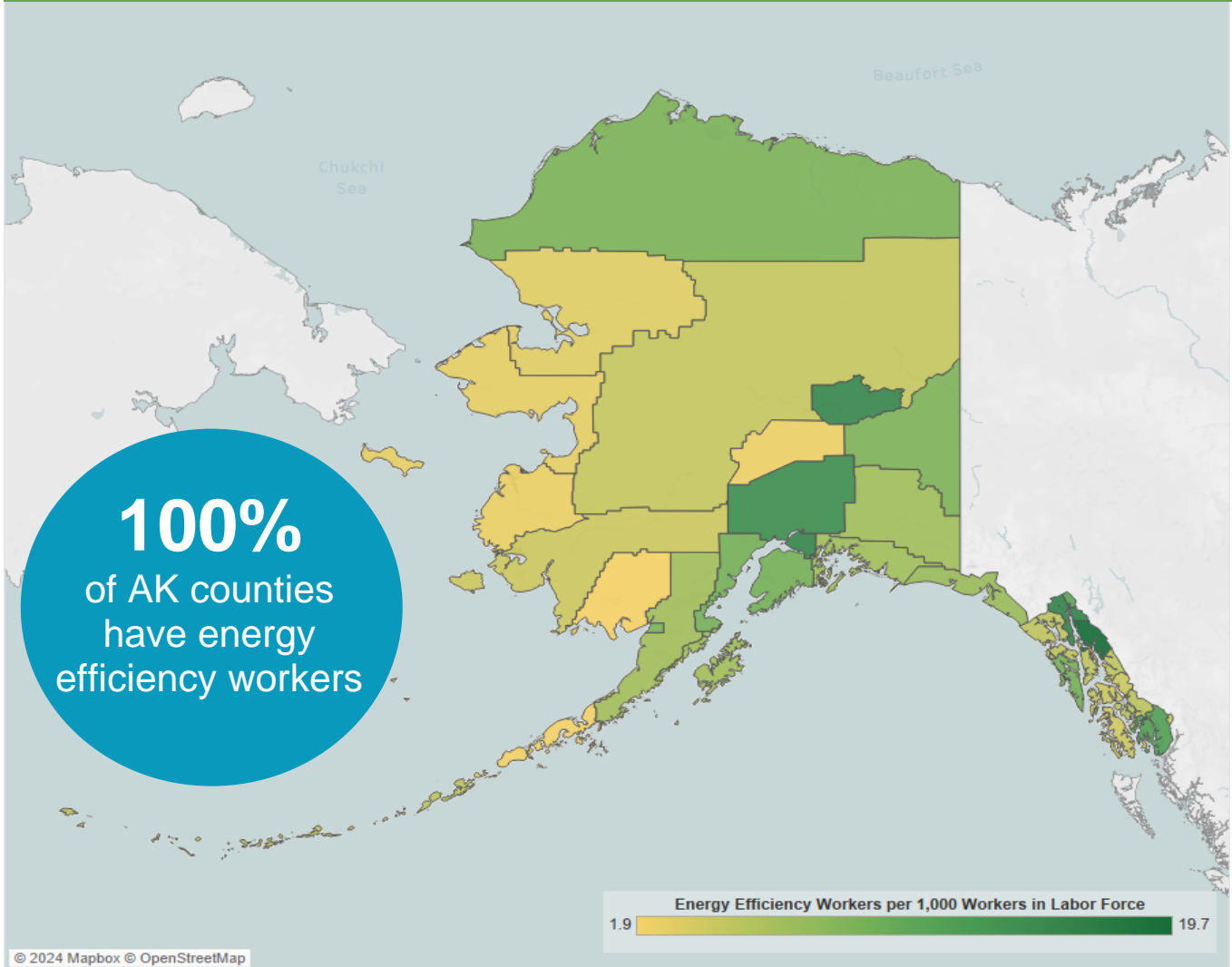


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,234	Anchorage	2,709
		Fairbanks	570
		Rural	955

State Senate				
District	Jobs		District	Jobs
00A	499		00L	238
00B	<10		00M	76
00C	132		00N	<10
00D	449		00O	250
00E	16		00P	173
00F	30		00Q	269
00G	184		00R	217
00H	794		00S	87
00I	493		00T	109
00K	202			

State House of Representatives				
District	Jobs		District	Jobs
1	385		22	123
2	107		23	235
3	<10		24	<10
4	<10		25	<10
5	55		26	75
6	79		27	<10
7	413		28	<10
8	30		29	247
9	12		30	<10
10	<10		31	81
11	<10		32	89
12	29		33	265
13	182		34	<10
14	<10		35	105
15	549		36	109
16	234		37	51
17	<10		38	35
18	486		39	39
19	<10		40	68
20	<10			
21	81			



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For questions on BPA analyses please email: [communications@building-performance.org](mailto:communications@building-performance.org)



# Arizona

## Energy Efficiency Jobs in America

44,313  
Total Jobs

### What are EE jobs?

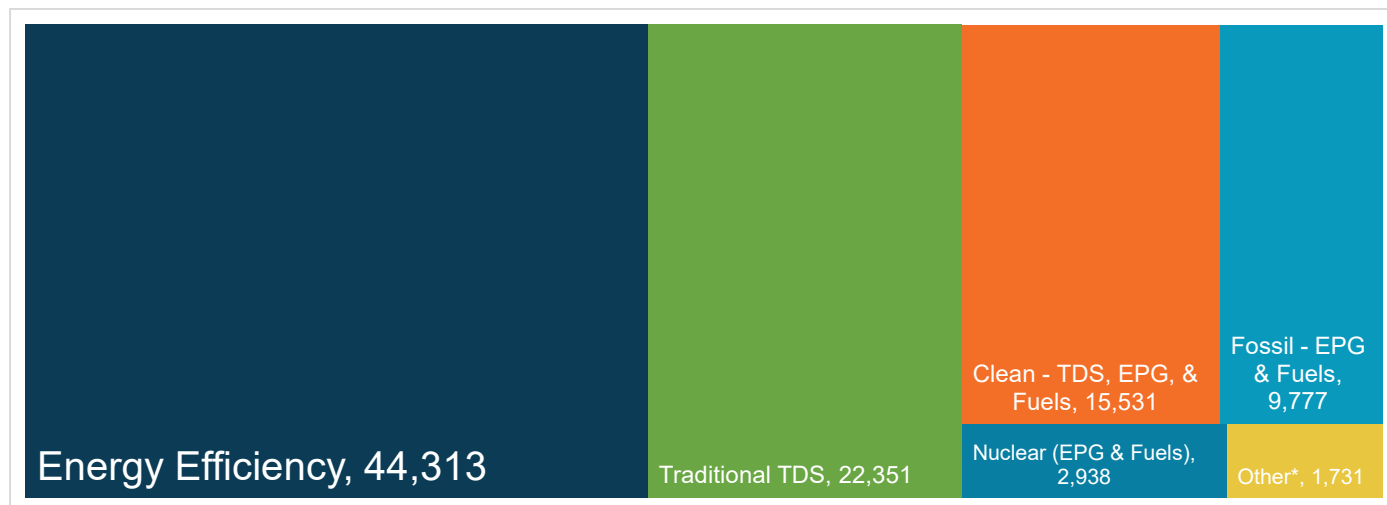
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Arizona?

*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.

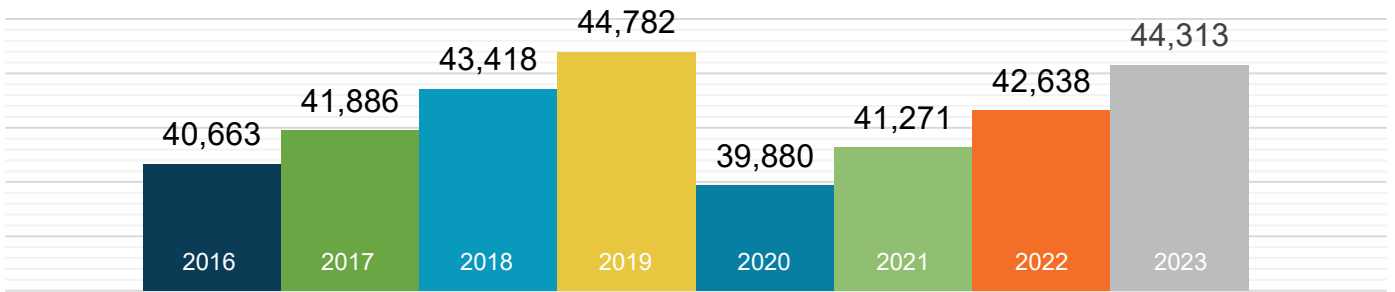
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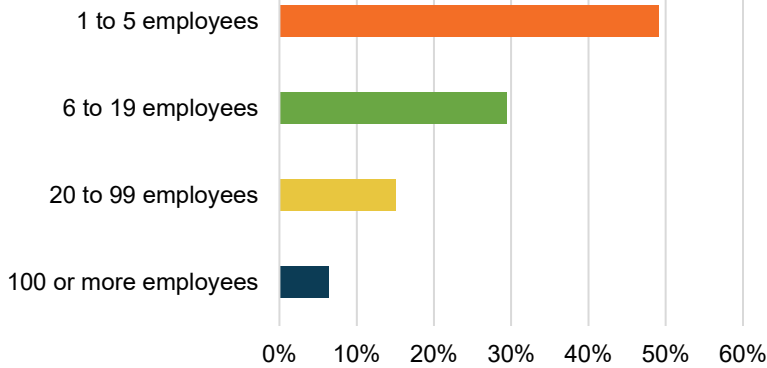
Updated April 2025

## What does EE look like in Arizona?

### EE Workers Employed in AZ



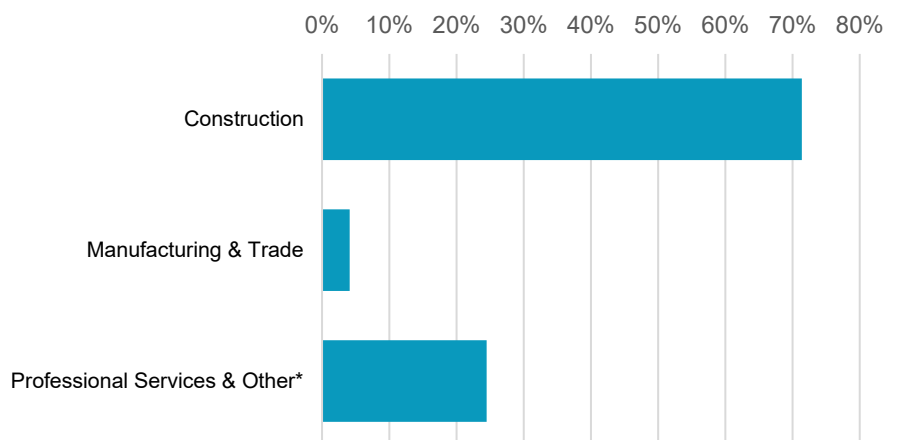
### 93.6% of AZ EE Businesses Have Fewer Than 100 Employees



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

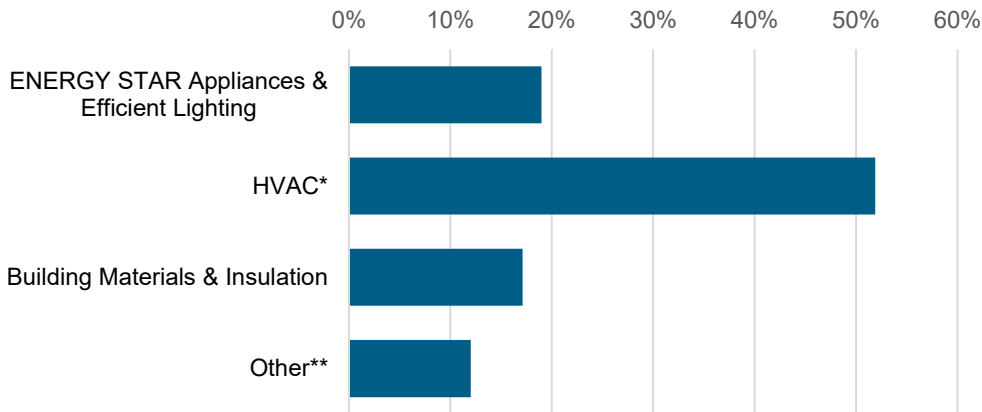


### What type of work do energy efficiency firms do?



\*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  
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**8%**  
 of Arizona  
 EE workers are  
**Veterans**

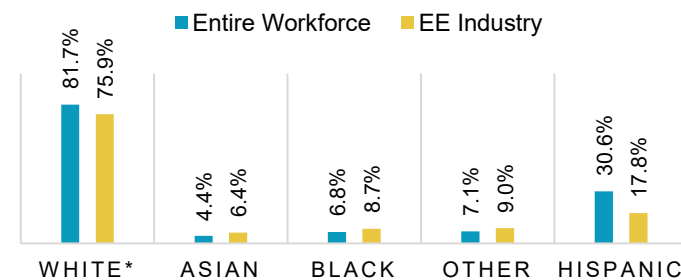


## How is EE doing on diversity in Arizona?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Arizona businesses.

## Arizona EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

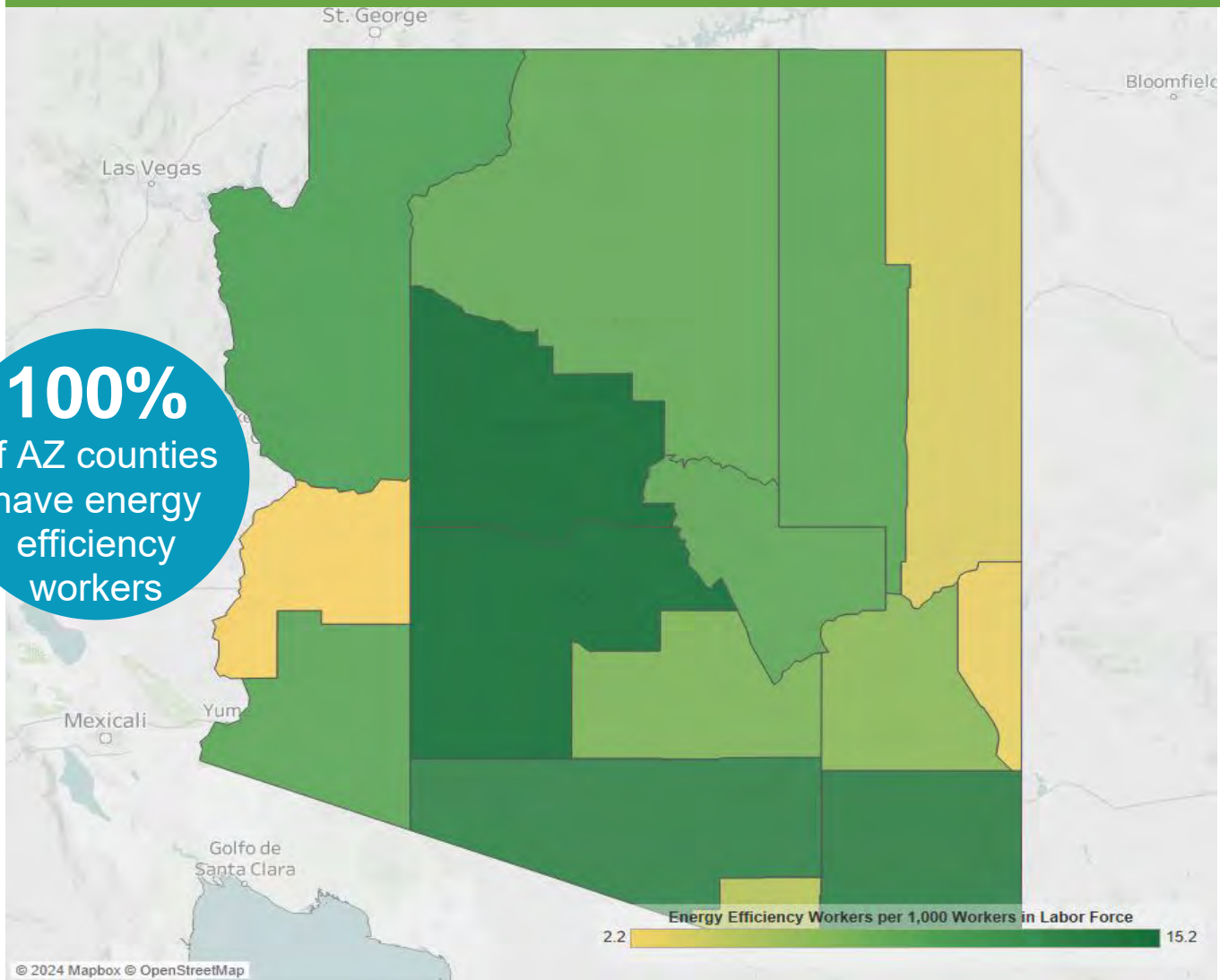
## Gender in the Arizona EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,805	Flagstaff	555
2	4,371	Lake Havasu City-Kingman	554
3	5,500	Phoenix-Mesa-Scottsdale	35,010
4	5,795	Prescott	1,079
5	5,181	Tucson	5,031
6	3,632	Yuma	719
7	3,882	Rural	1,364
8	5,092		
9	4,056		

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	2,419		11	156		21	446
2	2,297		12	3,344		22	120
3	1,409		13	602		23	4,443
4	972		14	672		24	7,665
5	1,094		15	3,302		25	584
6	1,222		16	639		26	1,684
7	340		17	745		27	<10
8	1,177		18	2,430		28	637
9	1,733		19	1,496		29	423
10	273		20	1,651		30	334

State House of Representatives				
District	Jobs		District	Jobs
1	2,413		16	616
2	2,407		17	698
3	1,372		18	2,340
4	940		19	2,138
5	1,081		20	1,565
6	1,210		21	422
7	421		22	112
8	1,110		23	4,379
9	1,701		24	7,803
10	267		25	554
11	151		26	1,703
12	3,109		27	<10
13	610		28	607
14	676		29	395
15	3,194		30	313





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# Arkansas

## Energy Efficiency Jobs in America

15,526  
Total Jobs

### What are EE jobs?

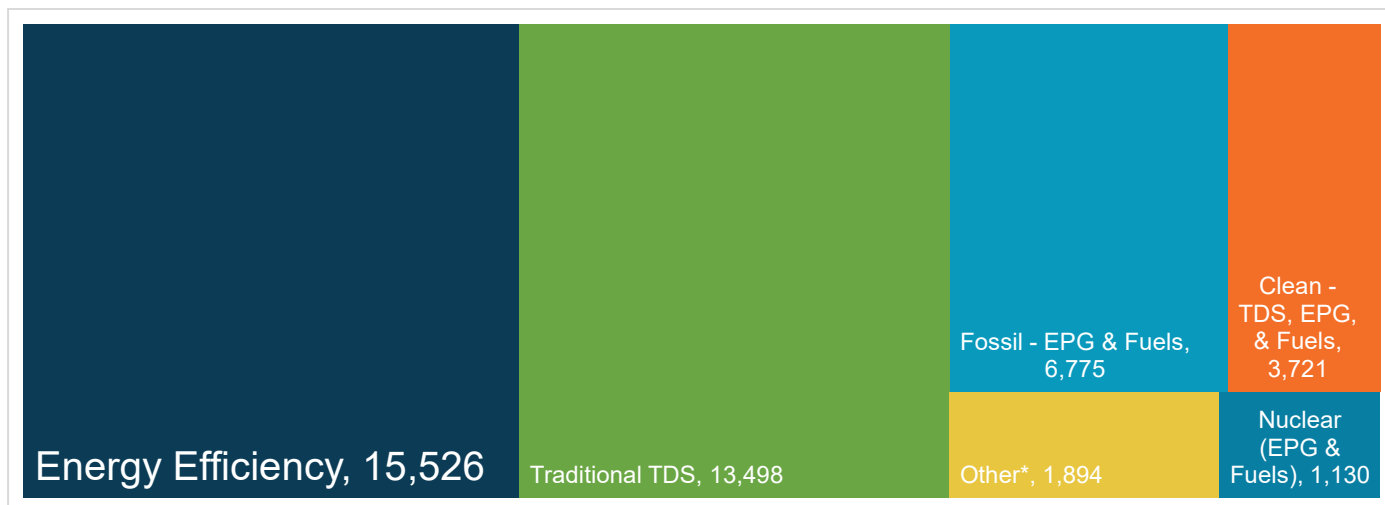
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
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### How does EE compare in Arkansas?

*Energy efficiency is the largest energy sector in Arkansas.*



TDS = Transmission, Distribution & Storage

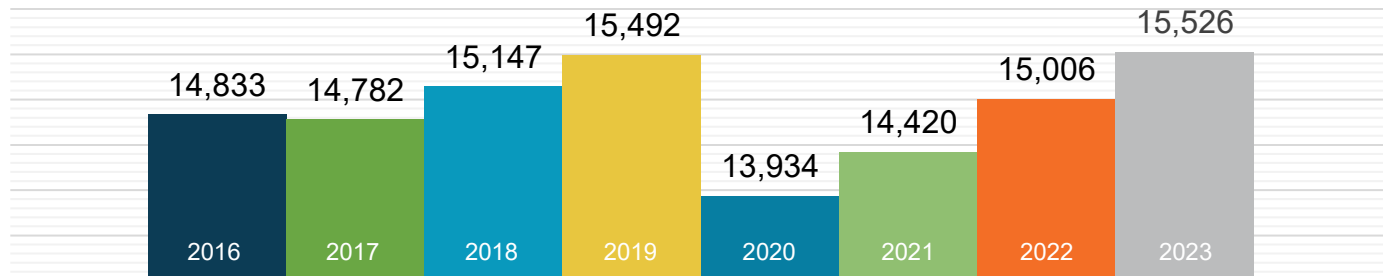
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

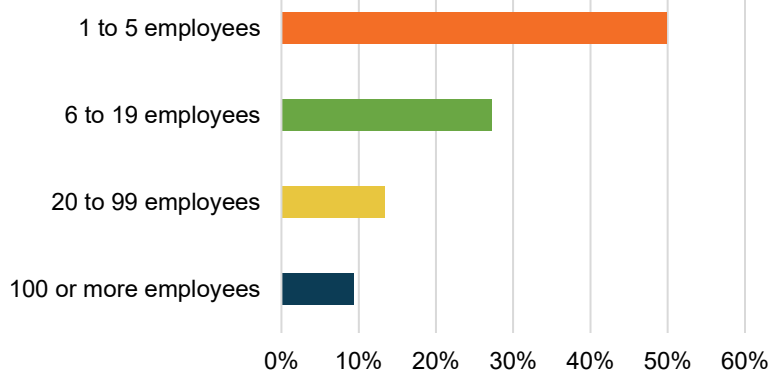


## What does EE look like in Arkansas?

### EE Workers Employed in AR



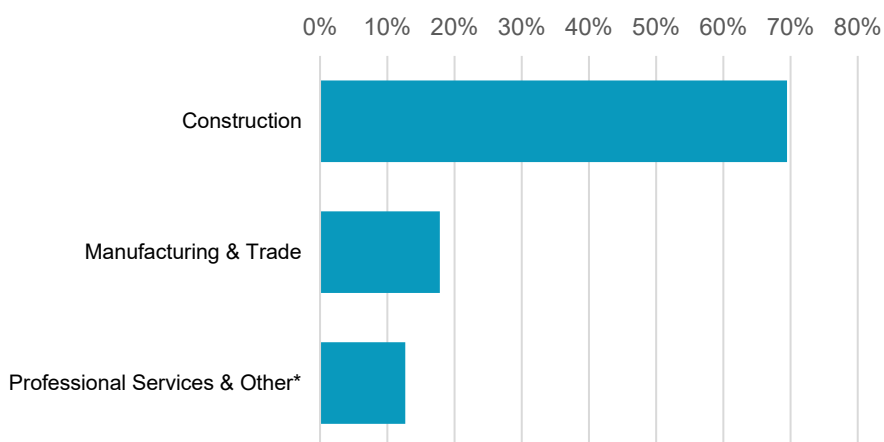
### 90.6% of AR EE Businesses Have Fewer Than 100 Employees



EE construction  
workers comprise  
**17%** of Arkansas'  
construction workforce

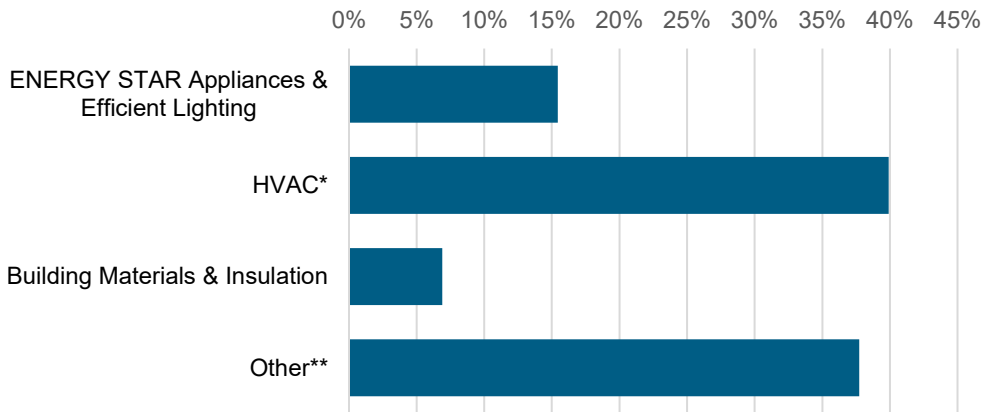


### What type of work do energy efficiency firms do?



\*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  
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**9%**  
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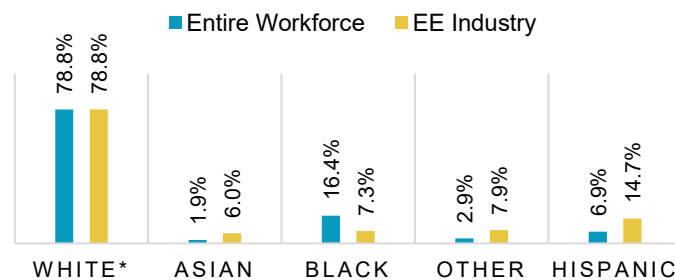


## How is EE doing on diversity in Arkansas?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Arkansas businesses.

### Arkansas EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

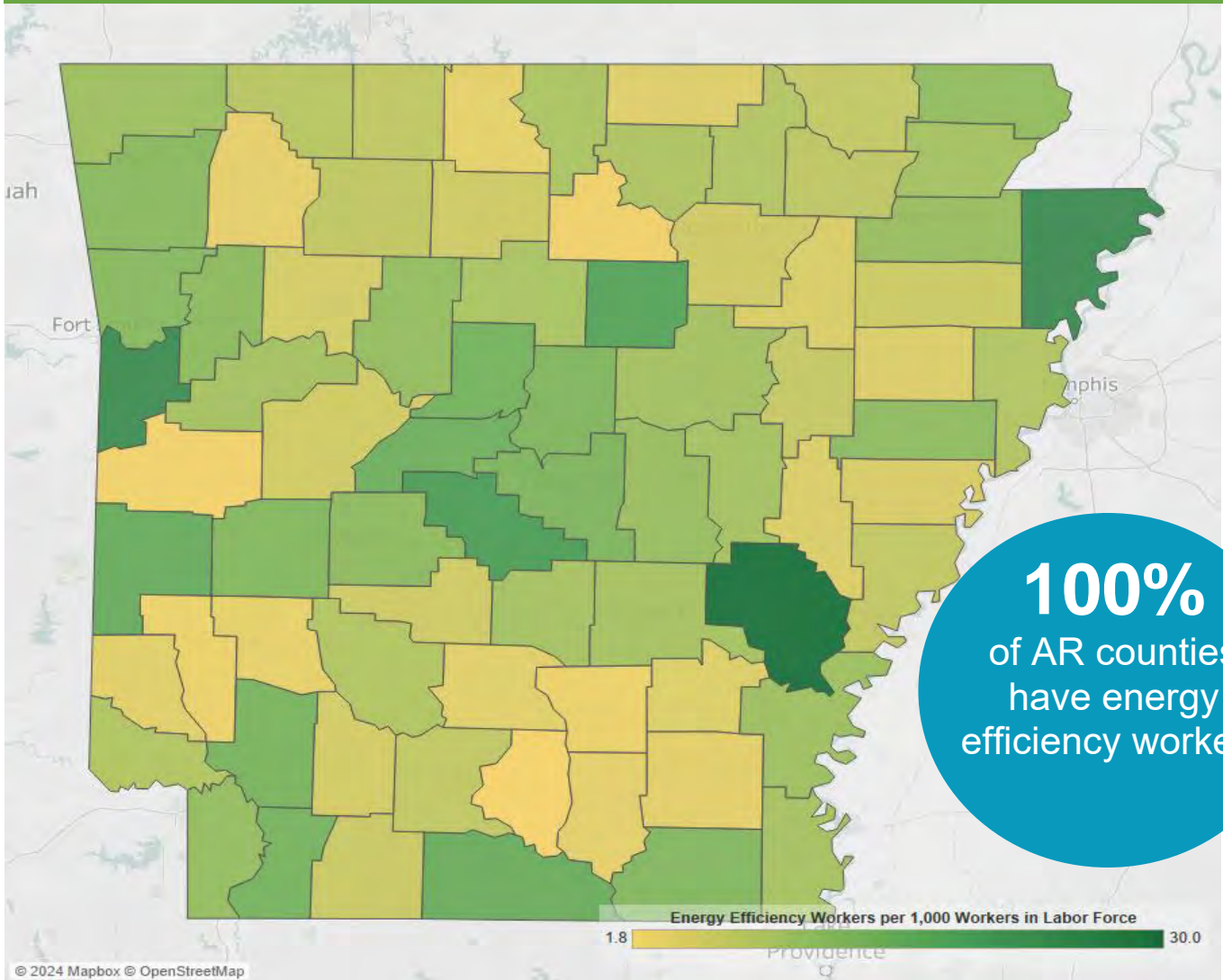
### Gender in the Arkansas EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional			Metropolitan Areas			
District	Jobs		Area	Jobs	Area	Jobs
1	2,932		Fayetteville-Springdale-Rogers	2,911	Memphis	129
2	4,669		Fort Smith	1,825	Pine Bluff	253
3	5,180		Hot Springs	445	Texarkana	162
4	2,746		Jonesboro	612	Rural	4,297
			Little Rock-North Little Rock-Conway	4,892		

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,490		11	327		21	152		31	451
2	179		12	291		22	326		32	312
3	365		13	971		23	327		33	<10
4	633		14	116		24	294		34	128
5	464		15	1,303		25	536		35	<10
6	242		16	502		26	351			
7	<10		17	291		27	259			
8	773		18	485		28	147			
9	79		19	354		29	153			
10	374	20	783	30	2,054					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	207		28	<10		55	<10		82	70
2	208		29	292		56	197		83	321
3	169		30	514		57	<10		84	341
4	75		31	172		58	<10		85	<10
5	71		32	130		59	<10		86	<10
6	250		33	1,162		60	95		87	<10
7	23		34	<10		61	170		88	<10
8	304		35	<10		62	96		89	<10
9	24		36	<10		63	<10		90	729
10	187		37	577		64	218		91	33
11	139		38	123		65	144		92	75
12	245		39	<10		66	37		93	287
13	313		40	422		67	<10		94	<10
14	535		41	<10		68	126		95	33
15	223		42	<10		69	92		96	<10
16	175		43	<10		70	<10		97	37
17	<10		44	51		71	135		98	<10
18	346		45	17		72	<10		99	74
19	17		46	<10		73	61		100	17
20	80		47	123		74	86			
21	279		48	155		75	240			
22	406		49	98		76	333			
23	80		50	211		77	302			
24	<10		51	<10		78	<10			
25	<10		52	365		79	<10			
26	<10		53	635		80	537			
27	230	54	216	81	631					





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# California

## Energy Efficiency Jobs in America

302,176

Total Jobs

### What are EE jobs?

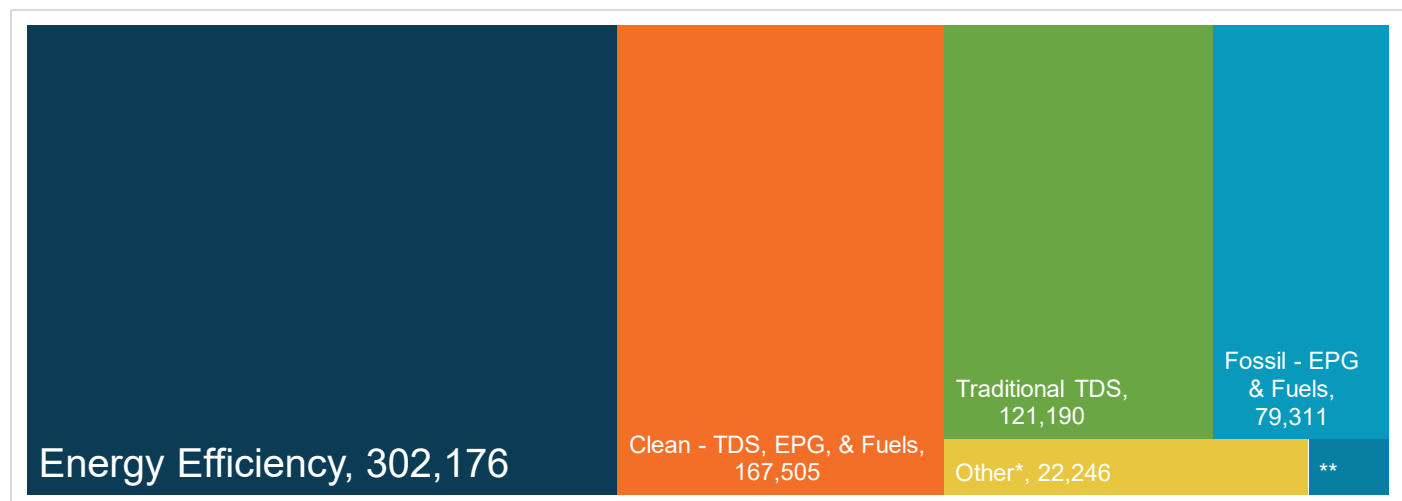
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
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### How does EE compare in California?

*Energy efficiency is the largest energy sector in California.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

\*\*Nuclear (EPG & Fuels) = 4,913

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

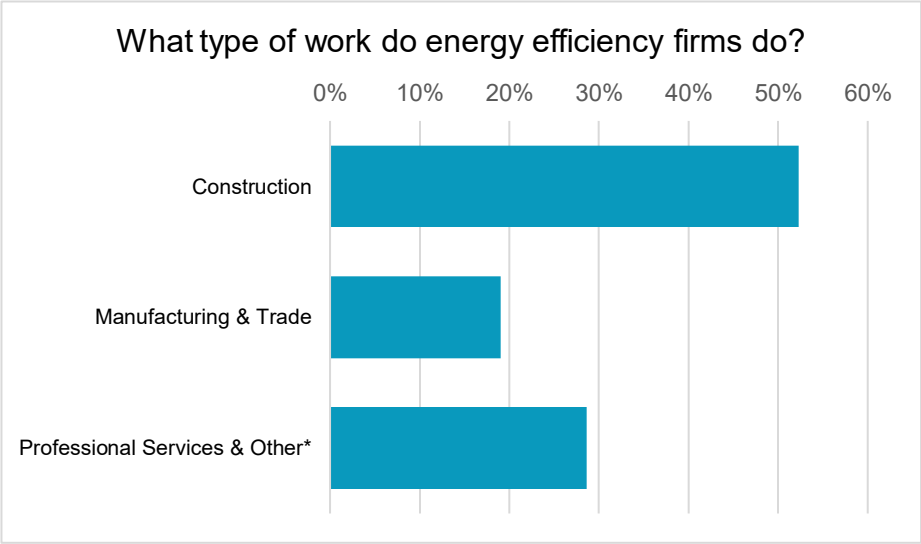
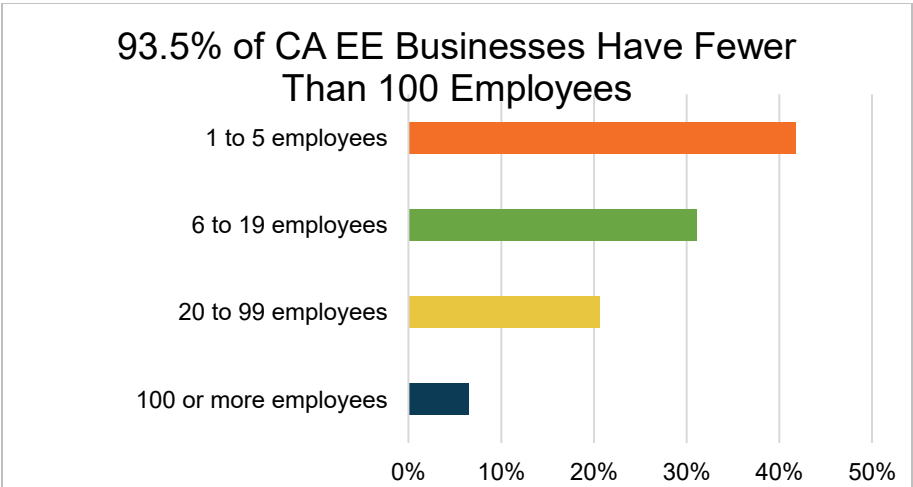
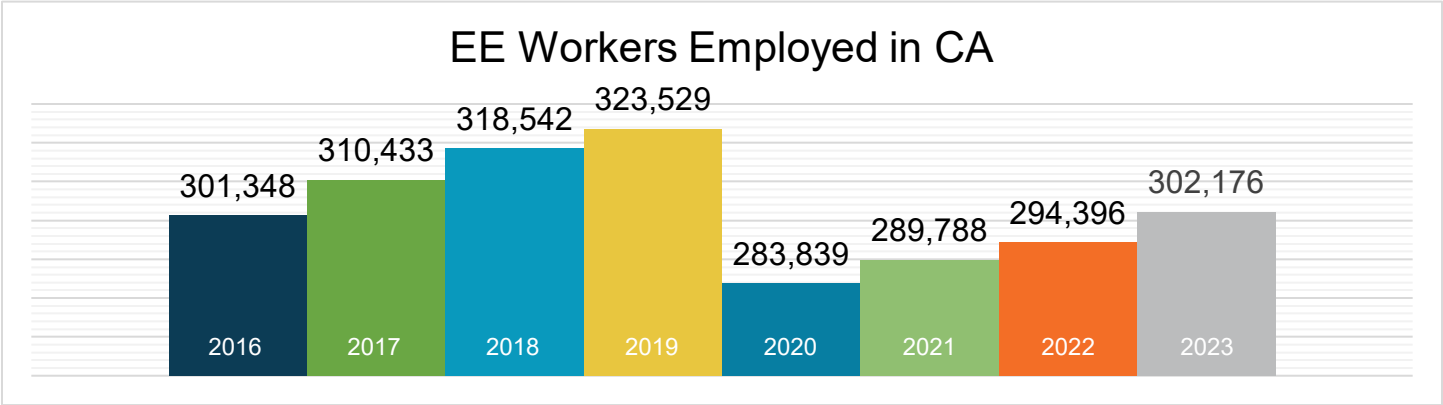


**E4** THE FUTURE

Updated April 2025



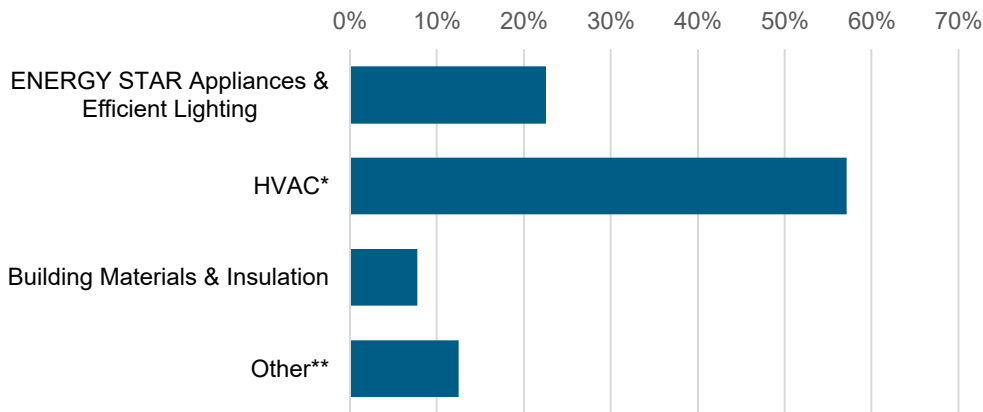
What does EE look like in California?



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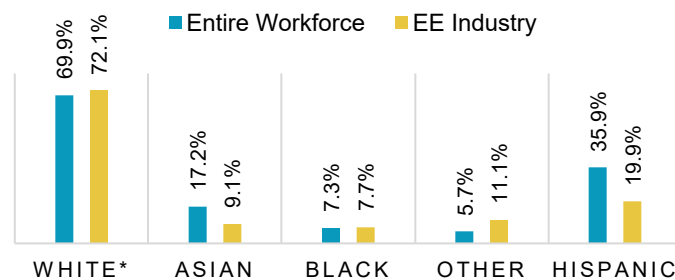


## How is EE doing on diversity in California?

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### California EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

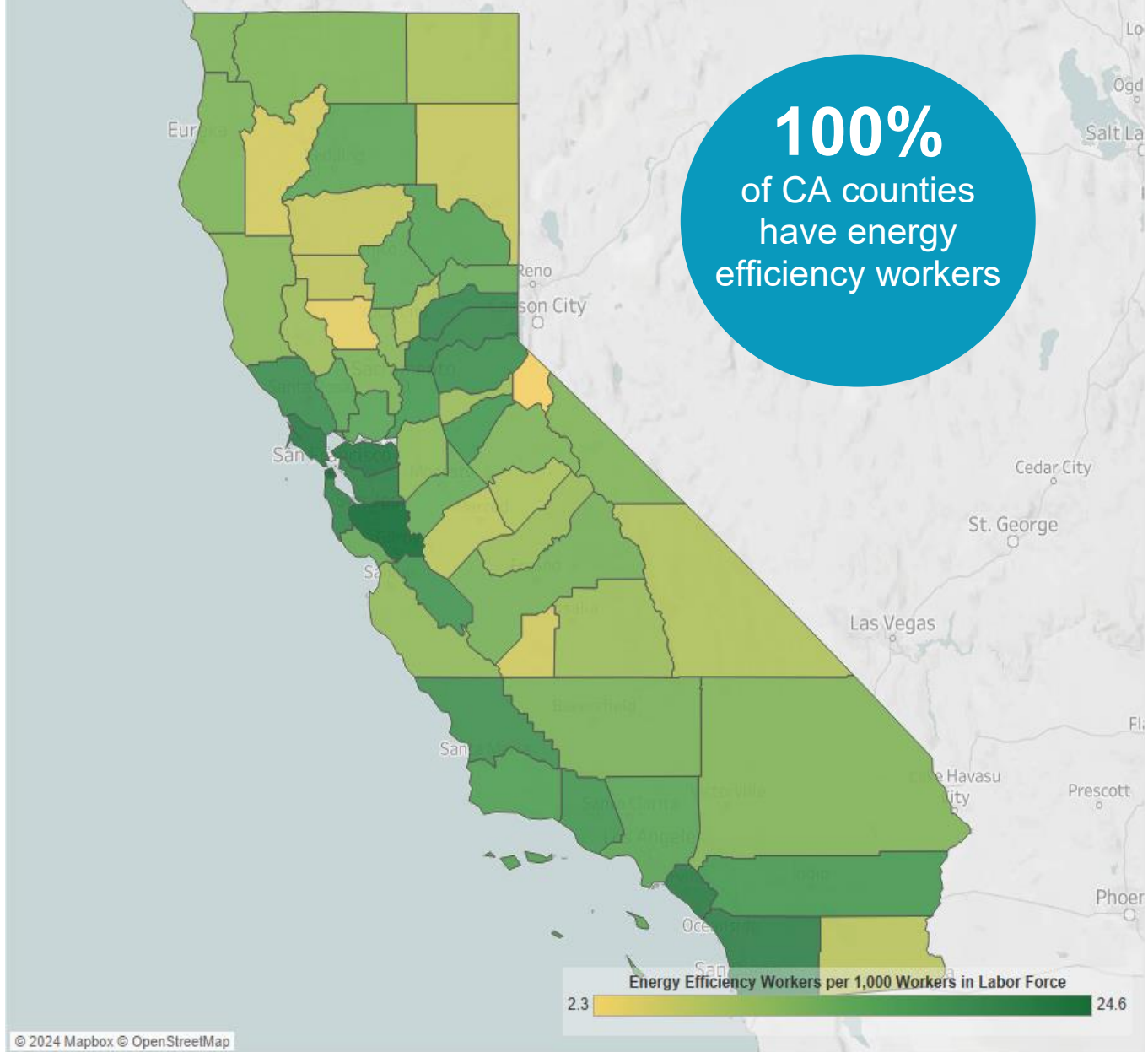
### Gender in the California EE Workforce



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# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Metropolitan Areas			
Area	Jobs	Area	Jobs
Bakersfield	3,943	Salinas	1,700
Chico	1,053	San Diego-Carlsbad	31,621
El Centro	425	San Francisco-Oakland-Hayward	53,176
Fresno	4,886	San Jose-Sunnyvale-Santa Clara	27,887
Hanford-Corcoran	245	San Luis Obispo-Paso Robles-Arroyo Grande	2,079
Los Angeles-Long Beach-Anaheim	98,783	Santa Cruz-Watsonville	1,350
Madera	510	Santa Maria-Santa Barbara	3,186
Merced	553	Santa Rosa	3,810
Modesto	2,513	Stockton-Lodi	2,910
Napa	1,066	Vallejo-Fairfield	1,995
Oxnard-Thousand Oaks-Ventura	5,561	Visalia-Porterville	1,541
Redding	942	Yuba City	489
Riverside-San Bernardino-Ontario	22,742	Rural	9,894
Sacramento-Roseville-Arden-Arcade	17,316		

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	11,862		11	19,089		21	3,635		31	3,747
2	10,243		12	3,785		22	6,079		32	3,728
3	11,201		13	8,777		23	4,412		33	5,518
4	5,106		14	5,477		24	7,899		34	8,403
5	5,493		15	5,207		25	4,445		35	3,651
6	6,081		16	4,040		26	10,943		36	11,697
7	7,434		17	10,070		27	7,090		37	9,276
8	7,469		18	7,601		28	6,663		38	9,424
9	11,087		19	7,577		29	7,362		39	12,448
10	13,725	20	7,015	30	4,899	40	2,519			

State Assembly							
District	Jobs		District	Jobs		District	Jobs
1	6,070		31	1,042		61	2,815
2	4,681		32	1,825		62	2,288
3	1,890		33	2,642		63	2,896
4	6,727		34	1,897		64	2,066
5	3,346		35	6,835		65	3,606
6	6,109		36	2,219		66	1,831
7	7,170		37	6,791		67	2,661
8	1,150		38	4,306		68	8,177
9	965		39	2,427		69	3,099
10	4,639		40	2,754		70	2,248
11	2,015		41	4,804		71	4,398
12	3,603		42	4,333		72	2,306
13	1,726		43	3,343		73	3,693
14	7,296		44	2,002		74	4,958
15	6,062		45	5,320		75	3,992
16	2,537		46	1,873		76	3,366
17	18,413		47	1,195		77	12,436
18	5,135		48	2,357		78	7,387
19	1,758		49	1,784		79	1,542
20	4,948		50	8,579		80	75
21	1,121		51	2,594			
22	4,796		52	4,173			
23	4,975		53	3,132			
24	5,910		54	2,677			
25	8,789		55	3,697			
26	2,763		56	874			
27	1,531		57	2,790			
28	2,755		58	751			
29	4,596		59	436			
30	1,592		60	1,810			

Congressional			
District	Jobs	District	Jobs
1	4,192	28	4,798
2	7,414	29	4,087
3	8,420	30	4,884
4	4,946	31	4,000
5	3,885	32	4,763
6	6,550	33	2,300
7	6,512	34	4,184
8	4,714	35	3,561
9	3,129	36	4,805
10	7,171	37	4,150
11	21,795	38	4,562
12	7,092	39	3,092
13	3,099	40	7,943
14	7,435	41	4,712
15	9,113	42	4,599
16	10,023	43	3,987
17	10,830	44	4,224
18	6,427	45	6,965
19	6,995	46	6,962
20	3,711	47	8,268
21	2,630	48	6,007
22	2,024	49	7,599
23	2,977	50	8,179
24	7,391	51	7,098
25	2,483	52	5,446
26	6,656		
27	3,388		



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# Colorado

## Energy Efficiency Jobs in America

37,835  
Total Jobs

### What are EE jobs?

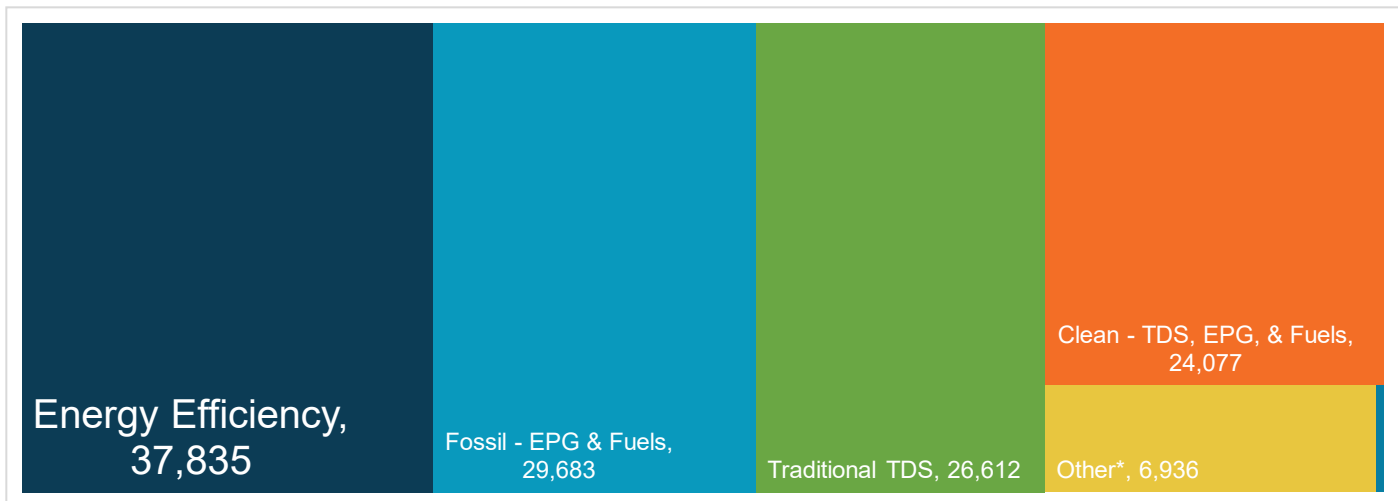
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Colorado?

*Energy efficiency is the largest energy sector in Colorado.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 176

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



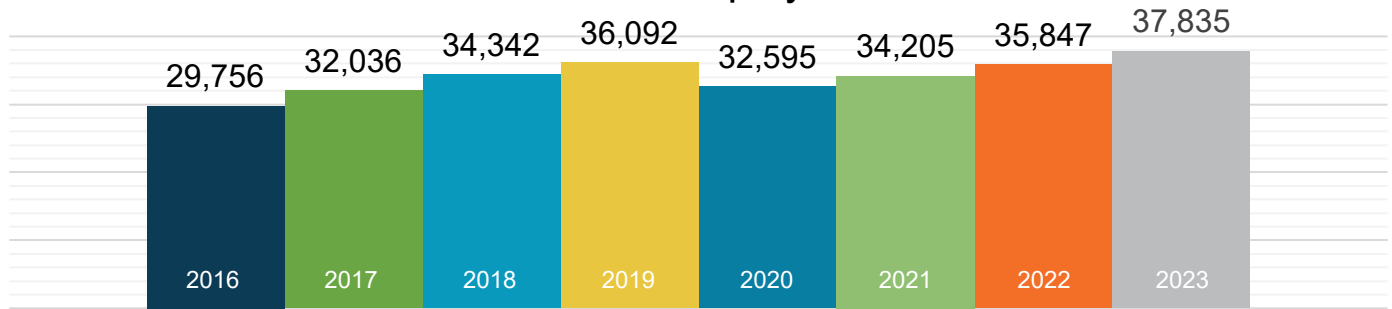
**E4** THE FUTURE

Updated April 2025

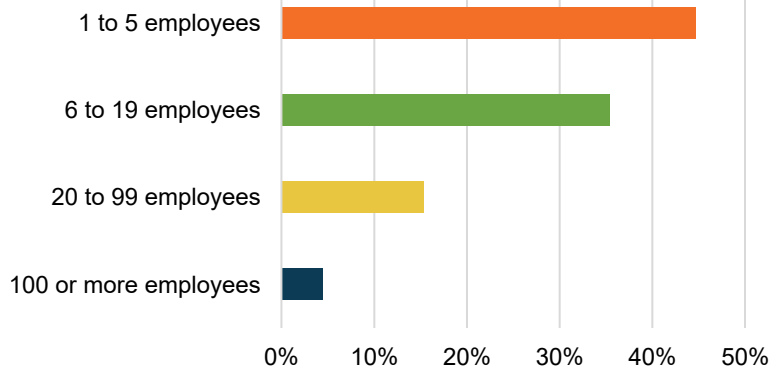


## What does EE look like in Colorado?

### EE Workers Employed in CO



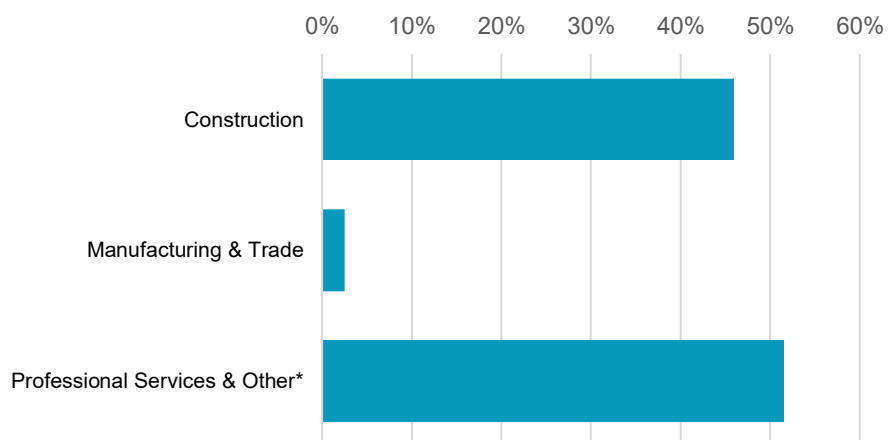
### 95.6% of CO EE Businesses Have Fewer Than 100 Employees



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

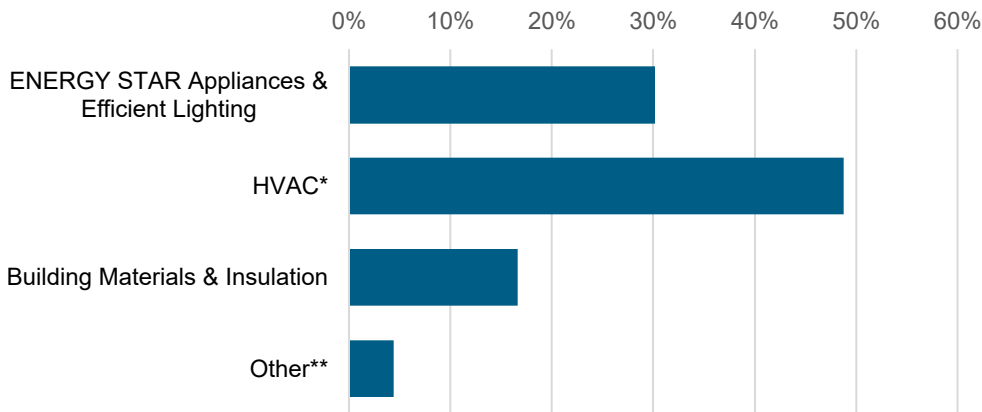


### What type of work do energy efficiency firms do?



\*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

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

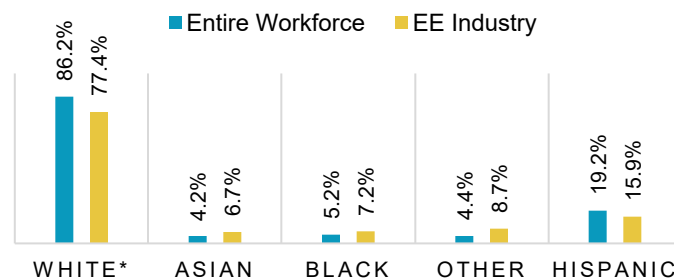


## How is EE doing on diversity in Colorado?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Colorado businesses.

## Colorado EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

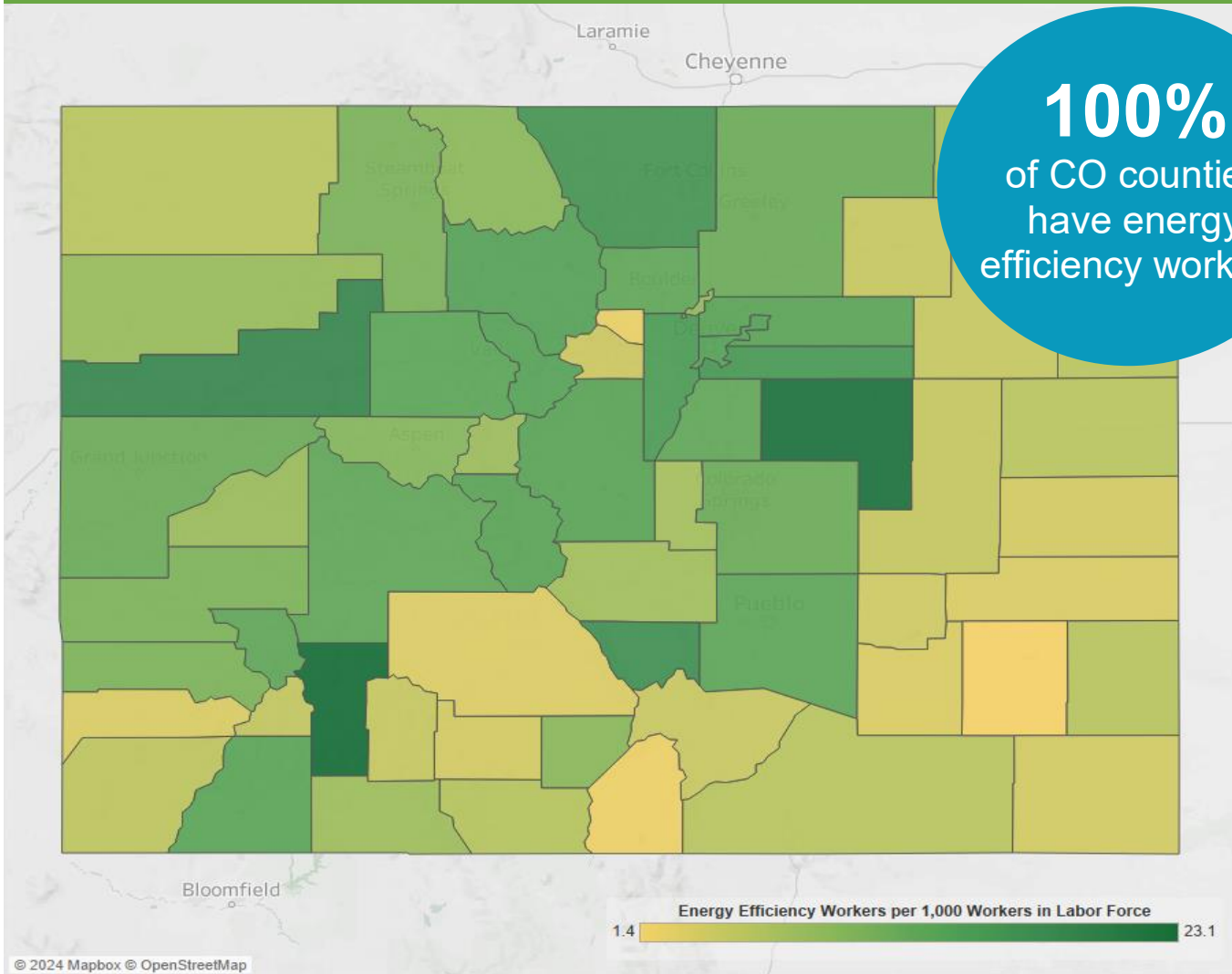
## Gender in the Colorado EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,931	Boulder	2,434
2	6,420	Colorado Springs	3,680
3	4,688	Denver-Aurora-Lakewood	22,353
4	3,488	Fort Collins	2,825
5	4,333	Grand Junction	773
6	4,911	Greeley	1,365
7	3,577	Pueblo	803
8	3,488	Rural	3,600

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,000		11	886		21	2,054		31	2,168
2	1,142		12	25		22	<10		32	1,191
3	522		13	478		23	122		33	650
4	1,995		14	740		24	177		34	3,337
5	1,692		15	1,346		25	331		35	456
6	1,095		16	3,549		26	2,207			
7	859		17	2,118		27	<10			
8	1,262		18	1,250		28	130			
9	1,365		19	1,332		29	96			
10	284		20	690		30	277			

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	1,383		23	1,504		45	<10
2	1,800		24	669		46	418
3	2,448		25	188		47	289
4	1,214		26	991		48	1,736
5	3,141		27	590		49	1,402
6	1,292		28	<10		50	64
7	993		29	178		51	<10
8	<10		30	1,344		52	<10
9	329		31	50		53	<10
10	3,118		32	59		54	942
11	544		33	266		55	<10
12	896		34	26		56	132
13	668		35	<10		57	459
14	704		36	251		58	494
15	434		37	<10		59	859
16	615		38	296		60	218
17	868		39	1,334		61	870
18	153		40	<10		62	220
19	265		41	<10		63	114
20	16		42	<10		64	332
21	<10		43	<10		65	257
22	323		44	<10			



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# Connecticut

## Energy Efficiency Jobs in America

35,250  
Total Jobs

### What are EE jobs?

*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Connecticut?

*Energy efficiency is the largest energy sector in Connecticut.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

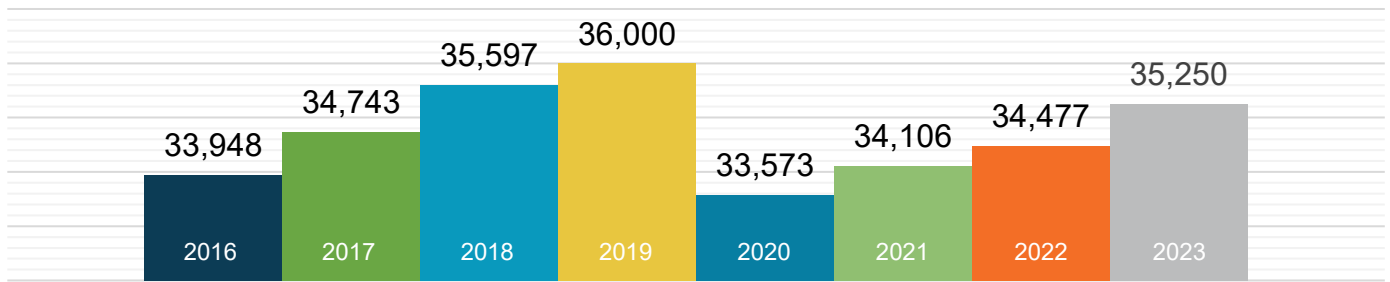
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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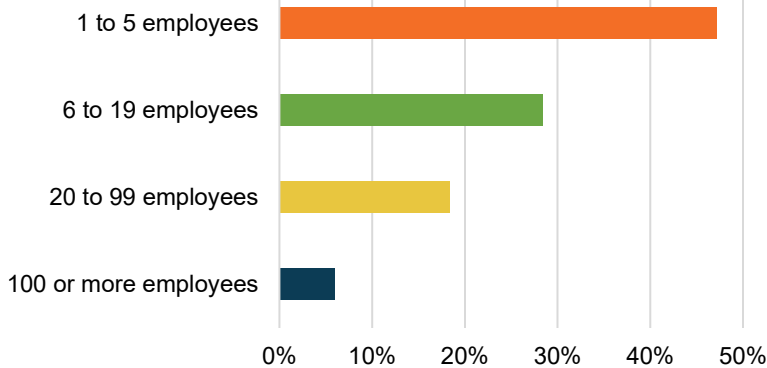


## What does EE look like in Connecticut?

### EE Workers Employed in CT



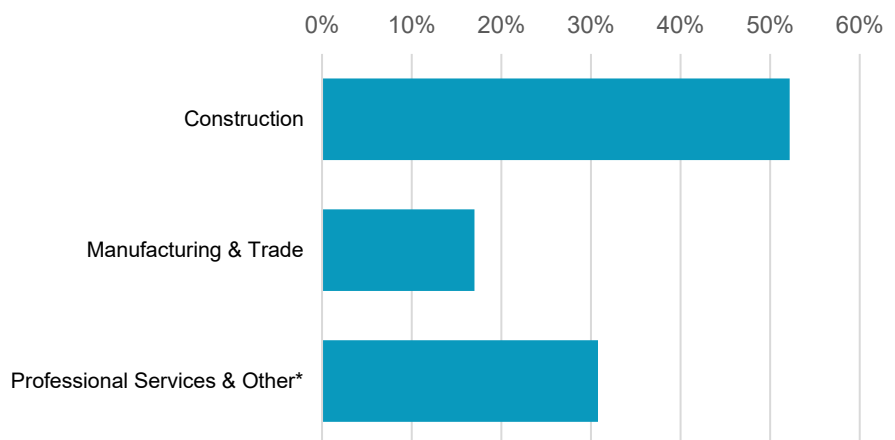
### 94% of CT EE Businesses Have Fewer Than 100 Employees



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

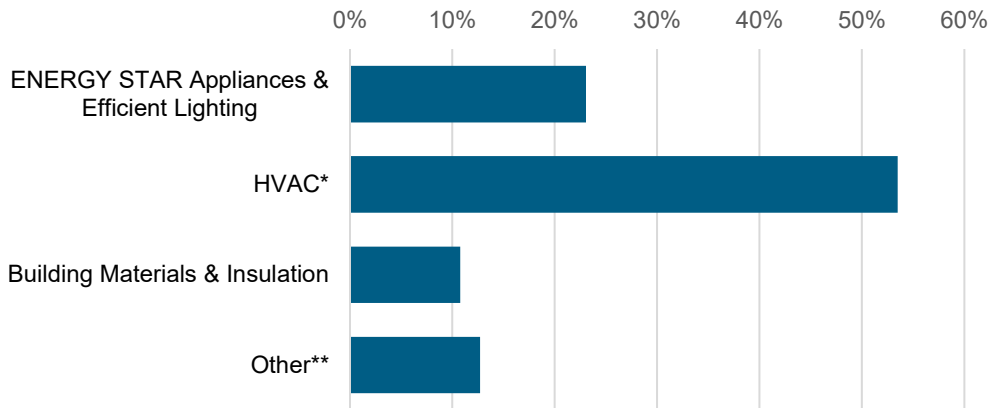


### What type of work do energy efficiency firms do?

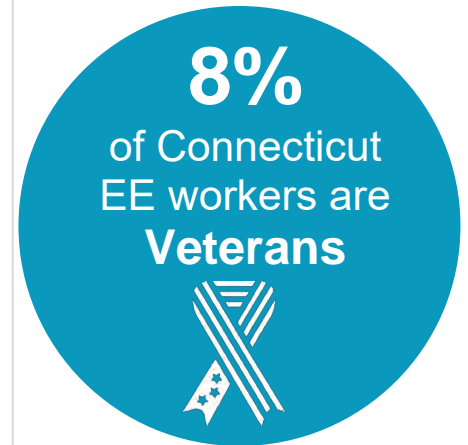


\*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

### 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

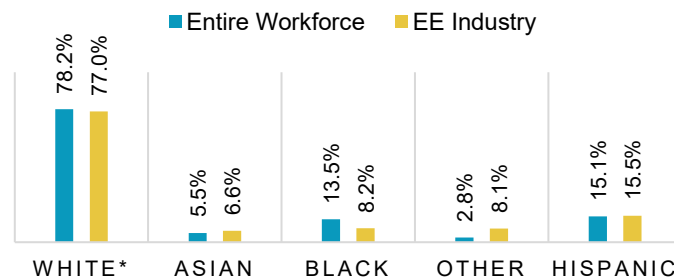


## How is EE doing on diversity in Connecticut?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Connecticut businesses.

### Connecticut EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Connecticut EE Workforce

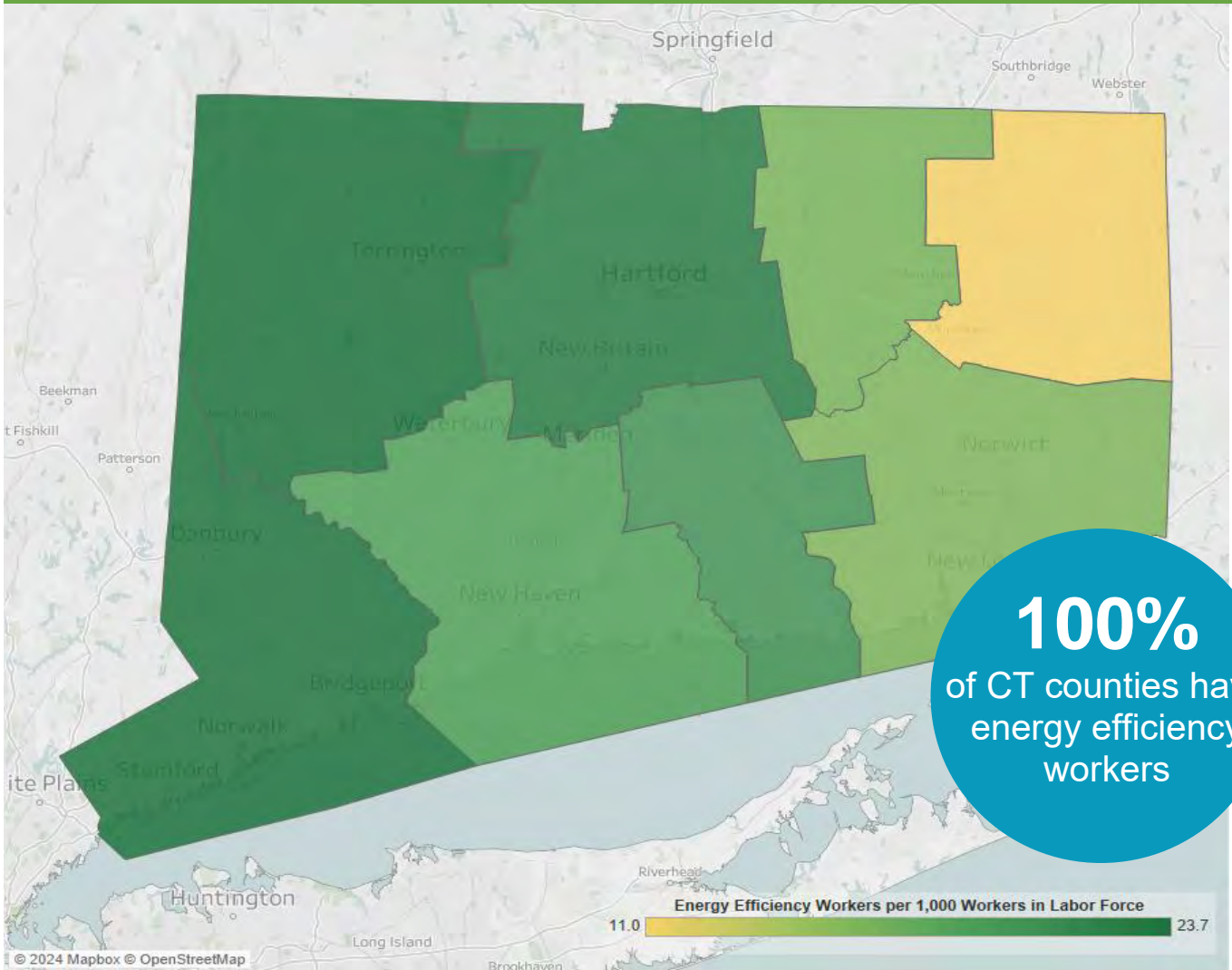


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	9,095	Bridgeport-Stamford-Norwalk	9,841
2	5,920	Hartford-West Hartford-East Hartford	13,470
3	5,263	New Haven-Milford	7,108
4	7,873	Norwich-New London	1,928
5	7,099	Rural	2,903

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,926		11	1,140		21	1,555		31	721
2	773		12	1,055		22	631		32	752
3	1,312		13	1,090		23	79		33	950
4	975		14	935		24	1,797		34	<10
5	1,089		15	920		25	2,128		35	346
6	462		16	564		26	1,317		36	1,256
7	733		17	253		27	2,297			
8	1,093		18	811		28	1,136			
9	1,426		19	655		29	448			
10	1,127		20	1,011		30	483			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	200		32	259		63	546		94	<10		125	613
2	1,562		33	591		64	238		95	133		126	161
3	496		34	272		65	<10		96	<10		127	<10
4	992		35	196		66	428		97	100		128	170
5	200		36	396		67	266		98	426		129	<10
6	<10		37	115		68	182		99	<10		130	<10
7	61		38	478		69	258		100	<10		131	156
8	358		39	<10		70	192		101	203		132	758
9	953		40	342		71	122		102	<10		133	<10
10	<10		41	<10		72	293		103	<10		134	717
11	458		42	227		73	146		104	171		135	131
12	<10		43	116		74	<10		105	133		136	<10
13	463		44	167		75	<10		106	90		137	1,045
14	<10		45	38		76	84		107	251		138	<10
15	478		46	280		77	384		108	86		139	24
16	426		47	203		78	78		109	<10		140	<10
17	176		48	110		79	<10		110	<10		141	360
18	419		49	27		80	94		111	500		142	<10
19	348		50	211		81	89		112	209		143	<10
20	<10		51	111		82	263		113	439		144	1,601
21	78		52	108		83	<10		114	268		145	661
22	233		53	16		84	<10		115	196		146	<10
23	427		54	<10		85	1,036		116	<10		147	<10
24	438		55	157		86	358		117	552		148	<10
25	<10		56	<10		87	<10		118	146		149	1,031
26	<10		57	265		88	422		119	<10		150	200
27	<10		58	245		89	449		120	420		151	<10
28	194		59	<10		90	<10		121	62			
29	502		60	103		91	<10		122	289			
30	505		61	236		92	559		123	<10			
31	33		62	208		93	353		124	401			





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# Delaware

## Energy Efficiency Jobs in America

10,914  
Total Jobs

### What are EE jobs?

*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Delaware?

*Energy efficiency is the largest energy sector in Delaware.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 19

Other\* = 363

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

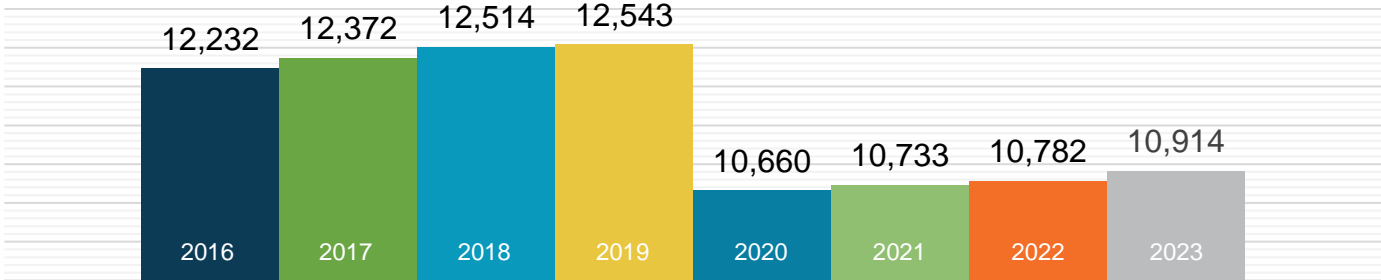
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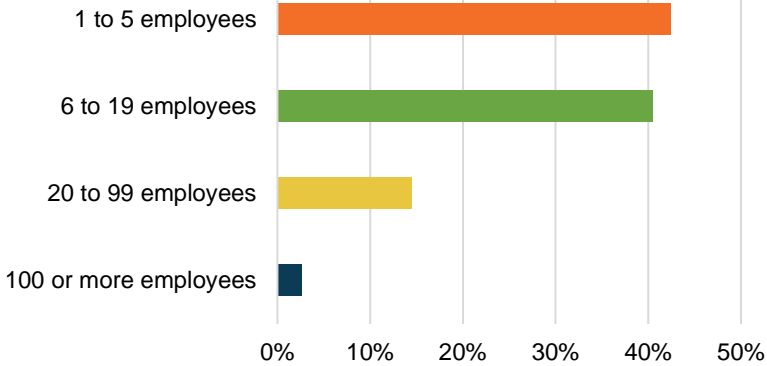
**E4** THE  
FUTURE

What does EE look like in Delaware?

EE Workers Employed in DE



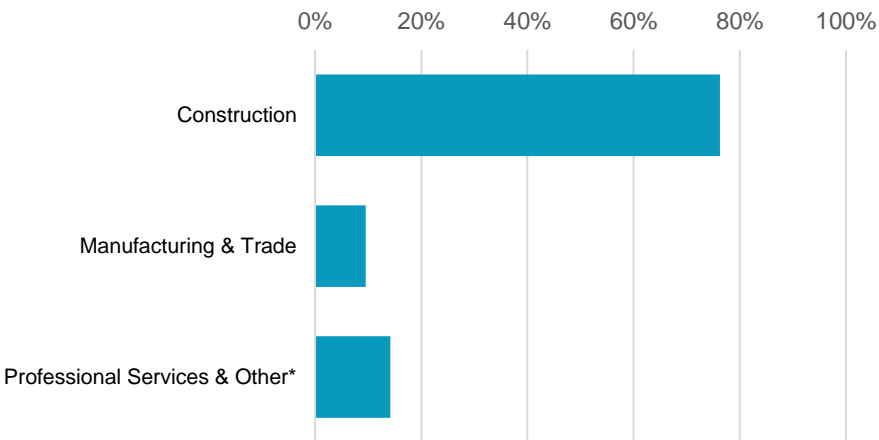
97.4% of DE EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **35%** of Delaware's construction workforce



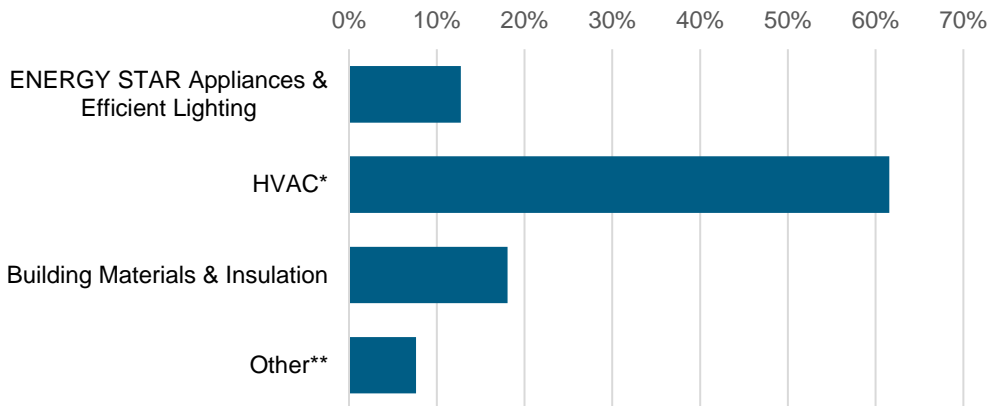
What type of work do energy efficiency firms do?



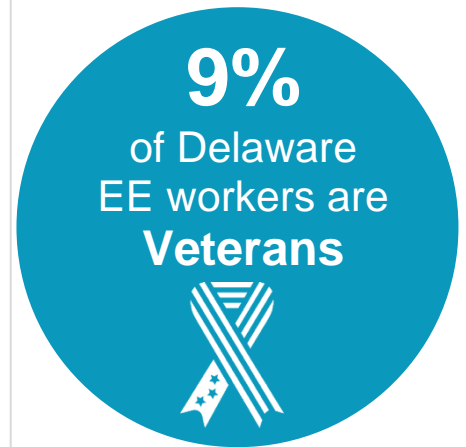
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### What energy efficiency sectors employ the most workers?



\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling  
 \*\*Other such as energy audits, building certifications, and software services

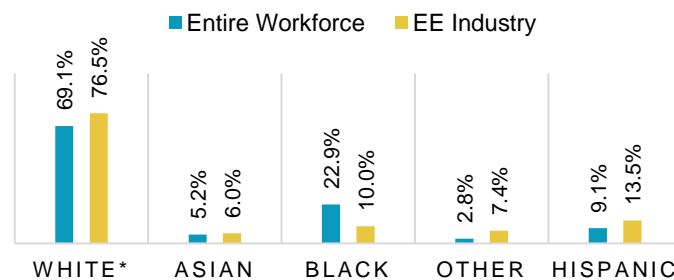


## How is EE doing on diversity in Delaware?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Delaware businesses.

### Delaware EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

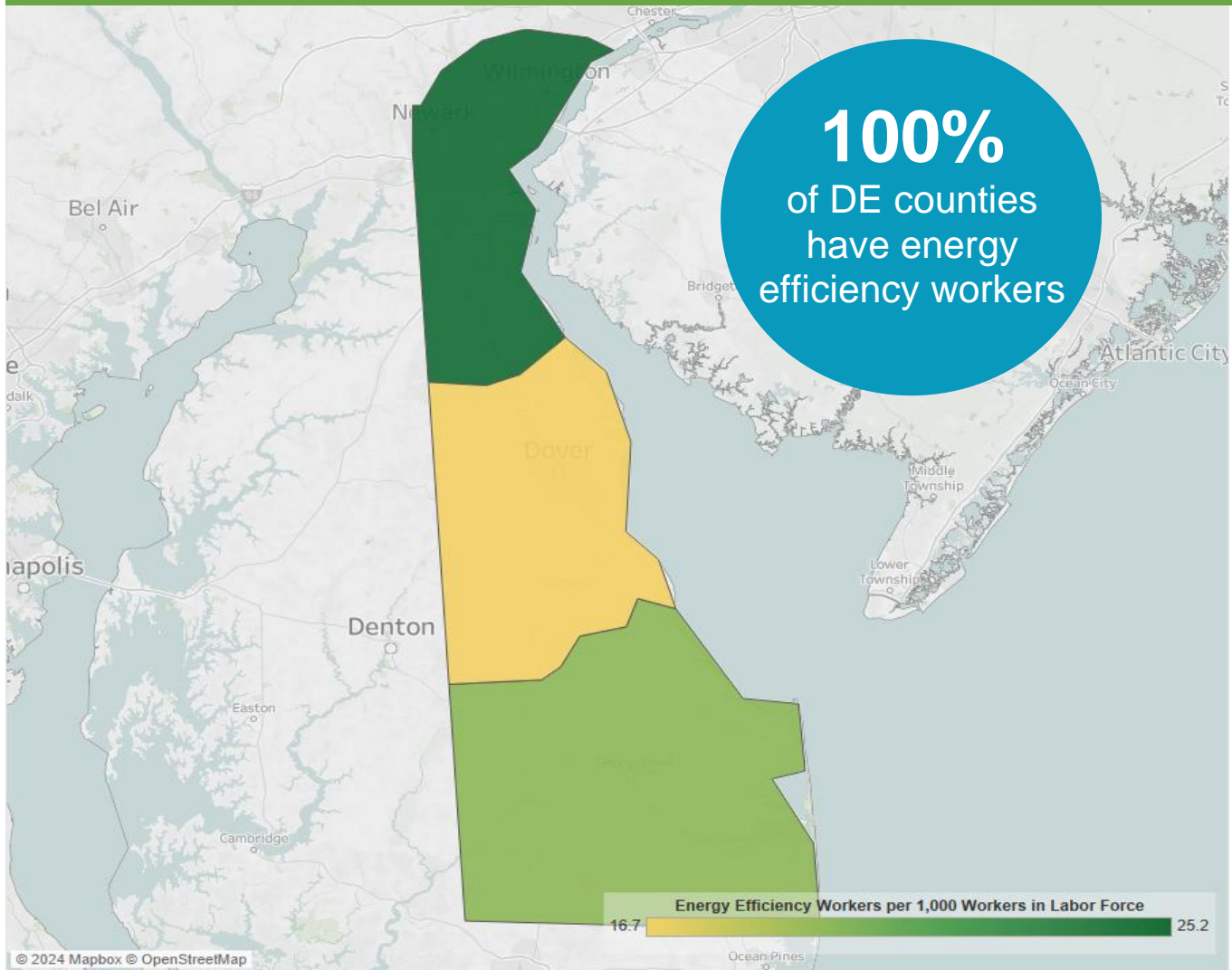
### Gender in the Delaware EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	10,914	Dover	1,197
		Philadelphia-Camden-Wilmington	7,652
		Rural	2,065



State Senate						
District	Jobs		District	Jobs		District
1	1,383		11	<10		21
2	1,648		12	53		202
3	477		13	<10		
4	1,121		14	701		
5	218		15	725		
6	1,446		16	317		
7	<10		17	<10		
8	382		18	250		
9	474		19	286		
10	648		20	565		

State House of Representatives				
District	Jobs		District	Jobs
1	784		22	<10
2	2,414		23	28
3	156		24	<10
4	607		25	<10
5	816		26	<10
6	317		27	<10
7	<10		28	366
8	431		29	11
9	190		30	558
10	<10		31	<10
11	549		32	64
12	<10		33	<10
13	<10		34	<10
14	728		35	584
15	52		36	<10
16	<10		37	<10
17	346		38	555
18	<10		39	<10
19	<10		40	64
20	716		41	<10
21	483			





The Building Performance Association (BPA) is a 501(c) 6 nonprofit industry association that serves as the hub for businesses, nonprofits, and government agencies working to make America's homes more comfortable, healthy, and energy efficient. Our mission is to transform the market for the home performance industry through advocacy, education, professional development, and networking. Visit [www.building-performance.org](http://www.building-performance.org).



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](http://www.E4TheFuture.org).



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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, by the U.S. Department of Energy (see Appendix B 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 BPA analyses please email: [communications@building-performance.org](mailto:communications@building-performance.org)



# District of Columbia

## Energy Efficiency Jobs in America

12,140  
Total Jobs

### What are EE jobs?

*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in District of Columbia?

*Energy efficiency is the largest energy sector in District of Columbia.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

\*\*Nuclear (EPG & Fuels) = 162

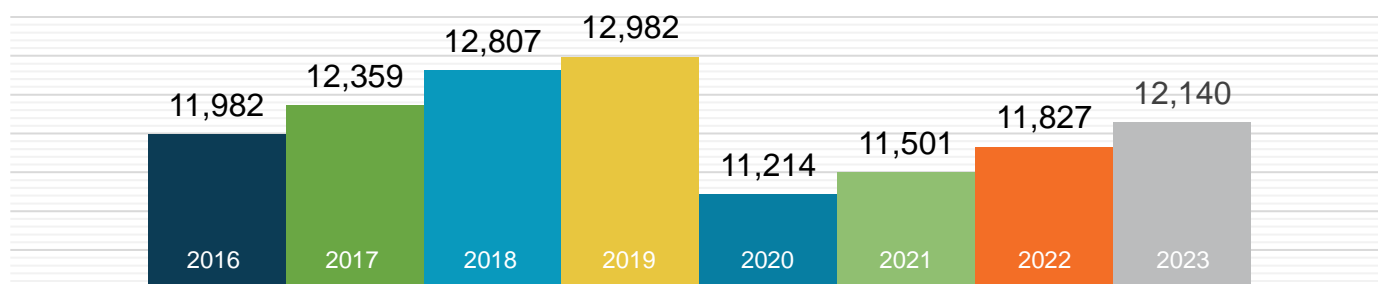
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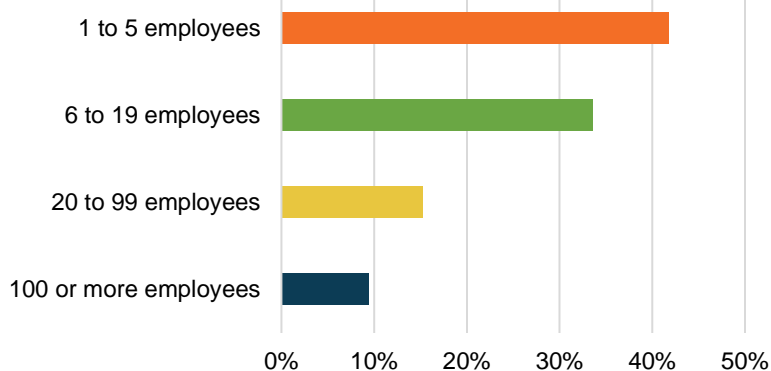
**E4** THE FUTURE

# What does EE look like in District of Columbia?

## EE Workers Employed in DC



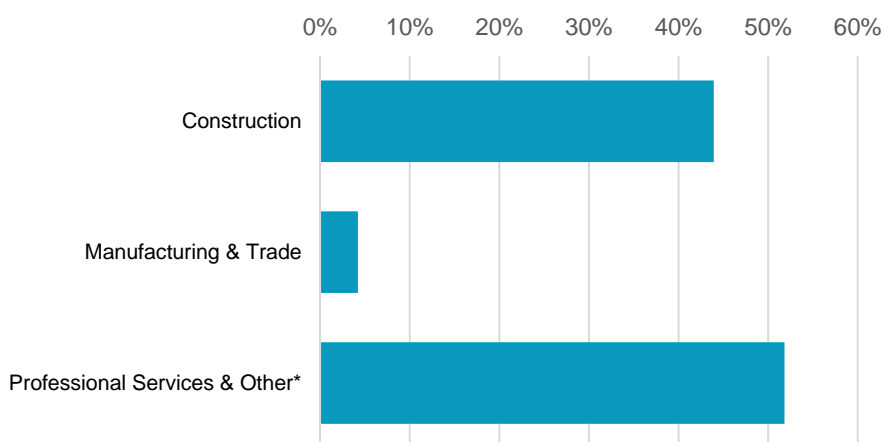
## 90.6% of DC EE Businesses Have Fewer Than 100 Employees



EE construction  
workers comprise  
**36%** of District of  
Columbia's  
construction workforce

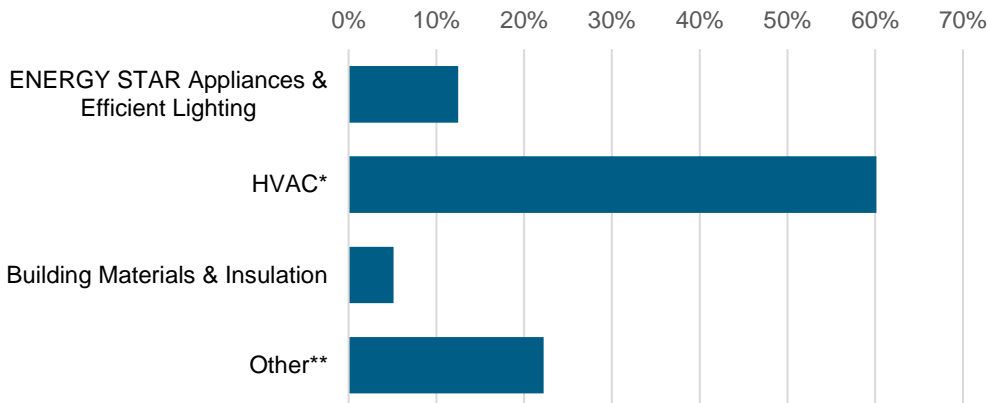


## What type of work do energy efficiency firms do?



\*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

**7%**  
 of District of  
 Columbia  
 EE workers are  
**Veterans**

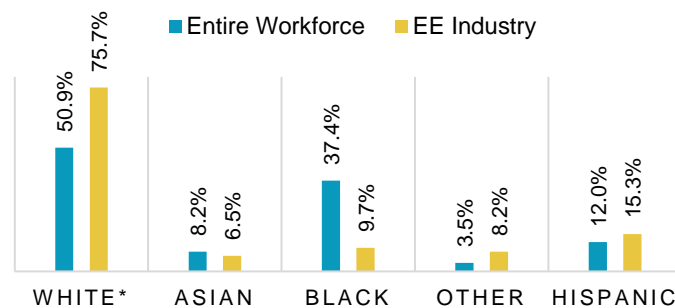


## How is EE doing on diversity in District of Columbia?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 District of Columbia businesses.

### District of Columbia EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

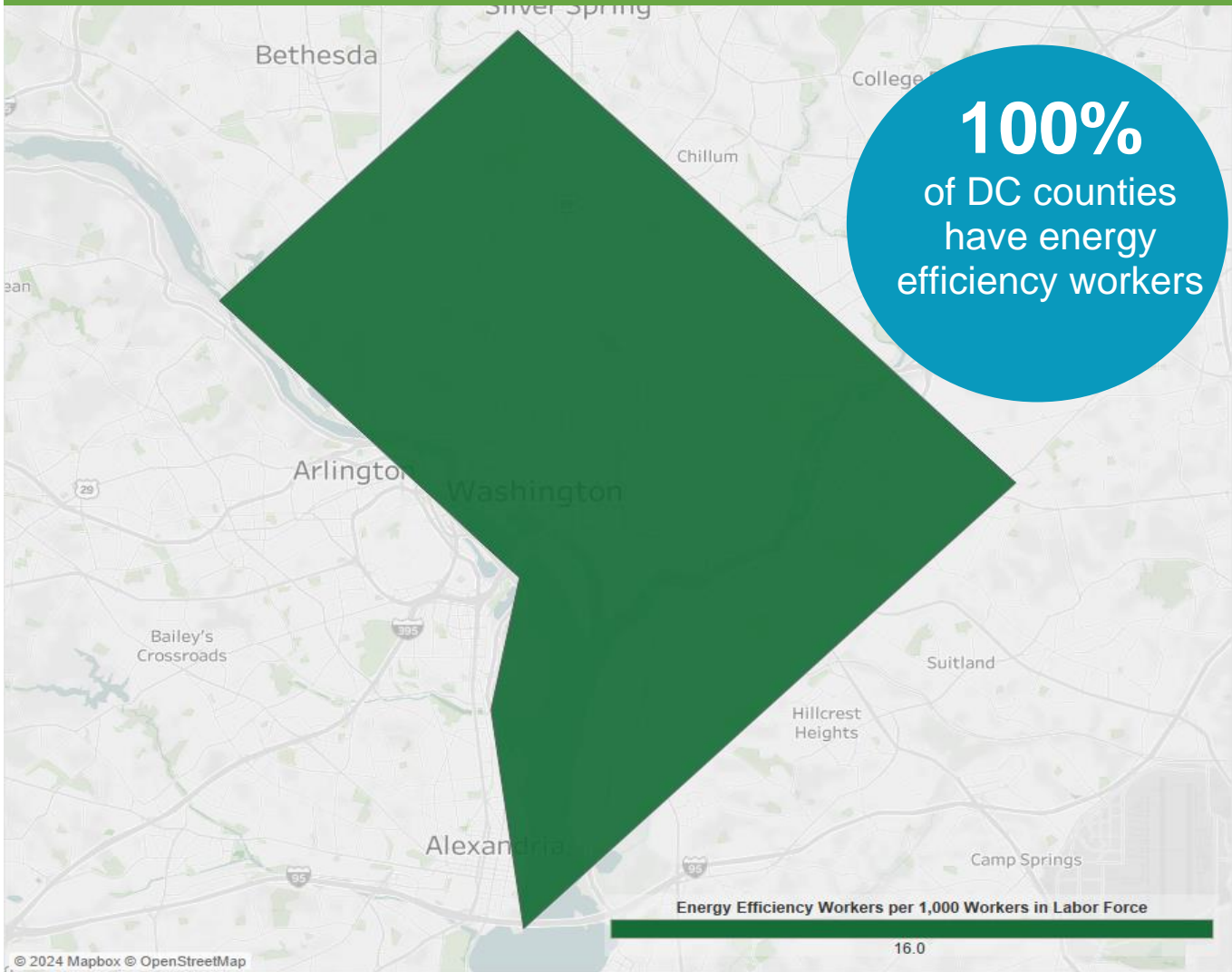
### Gender in the District of Columbia EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas		
District	Jobs		Area	Jobs
1	12,140		Washington-Arlington-Alexandria	12,140

Council of the District of Columbia							
Wards	Jobs		Wards	Jobs		Wards	Jobs
1	2,284		4	147		7	310
2	8,134		5	275		8	112
3	437		6	441			



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For questions on BPA analyses please email: [communications@building-performance.org](mailto:communications@building-performance.org)



# Florida

## Energy Efficiency Jobs in America

125,234  
Total Jobs



### What are EE jobs?

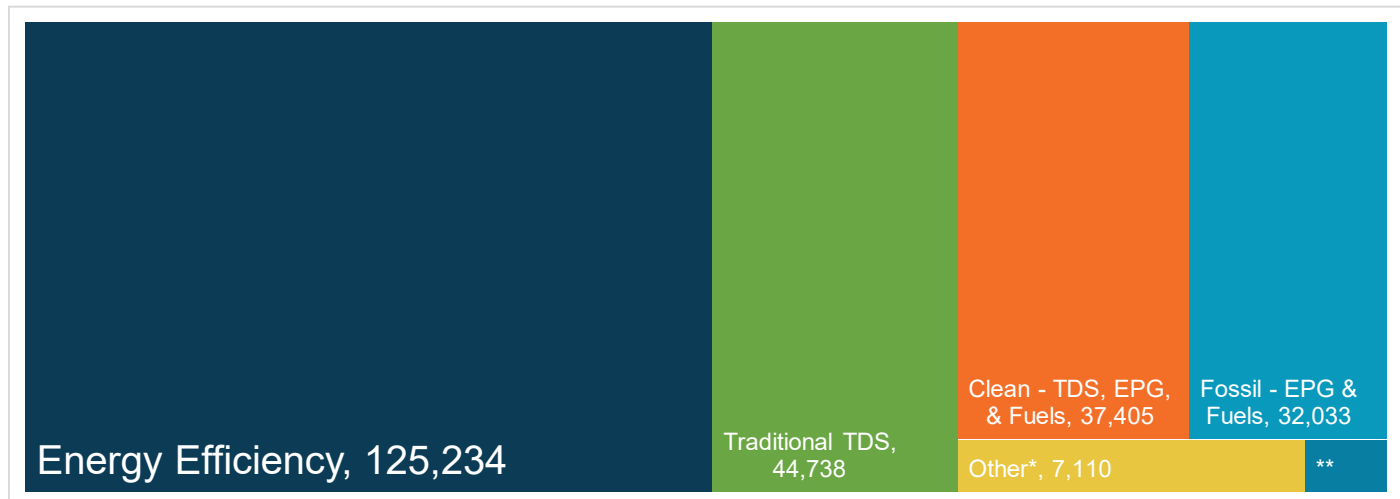
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Florida?

*Energy efficiency is the largest energy sector in Florida.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

\*\*Nuclear (EPG & Fuels) = 1,679

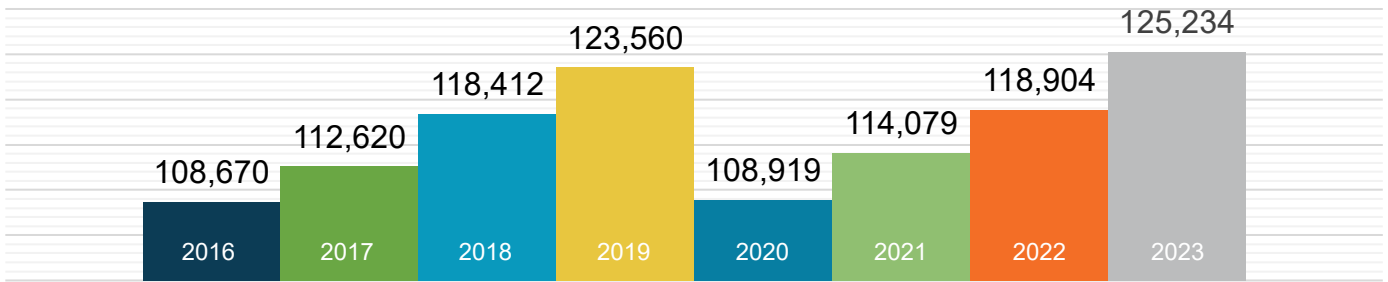
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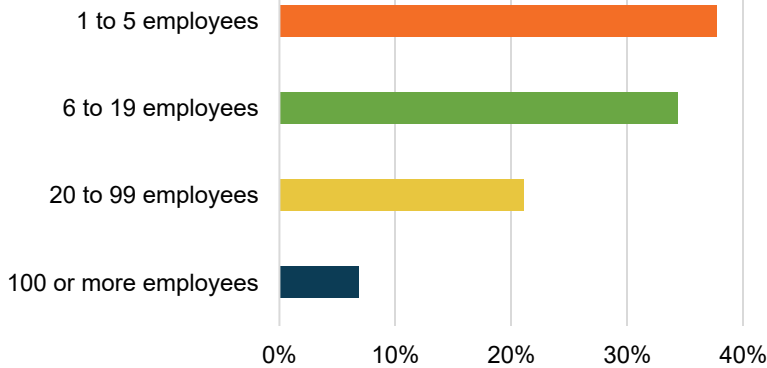
Updated April 2025

## What does EE look like in Florida?

### EE Workers Employed in FL



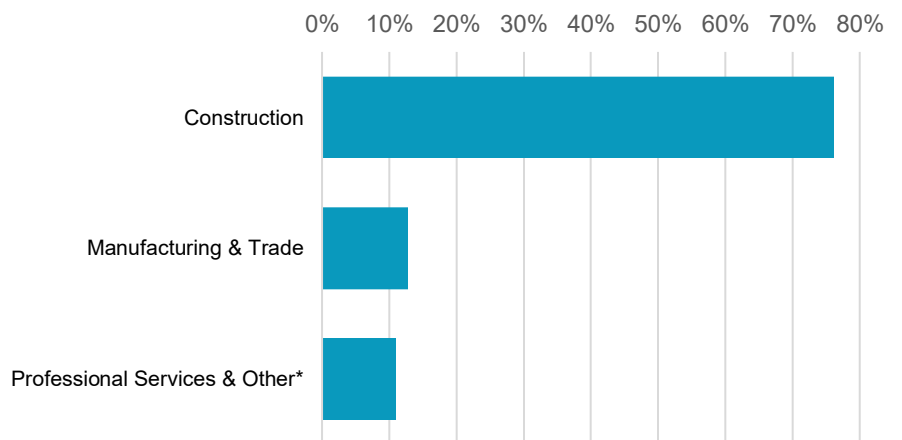
### 93.1% of FL EE Businesses Have Fewer Than 100 Employees



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



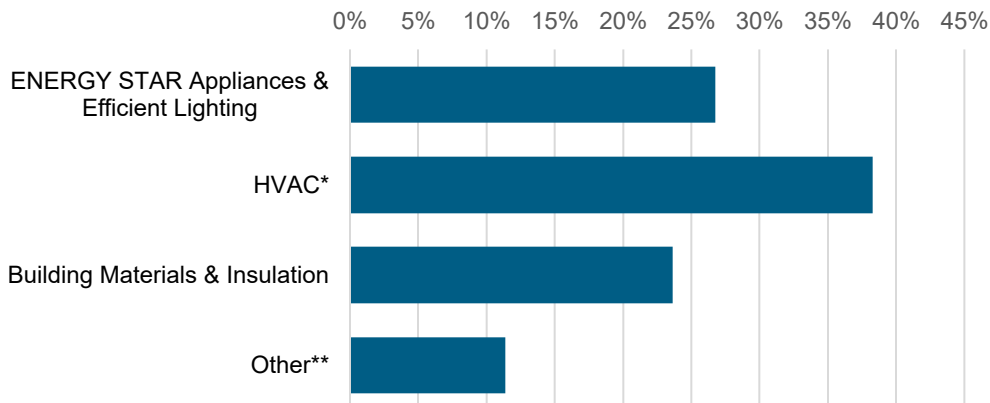
### What type of work do energy efficiency firms do?



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

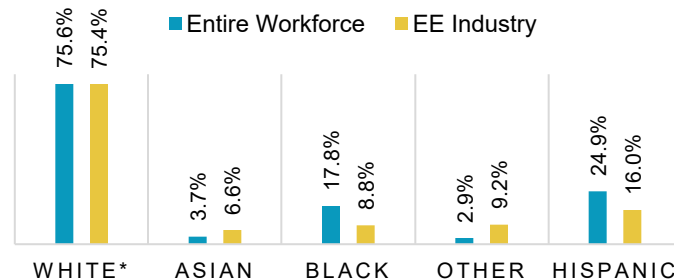


## How is EE doing on diversity in Florida?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Florida businesses.

### Florida EE Industry by Race and Ethnicity



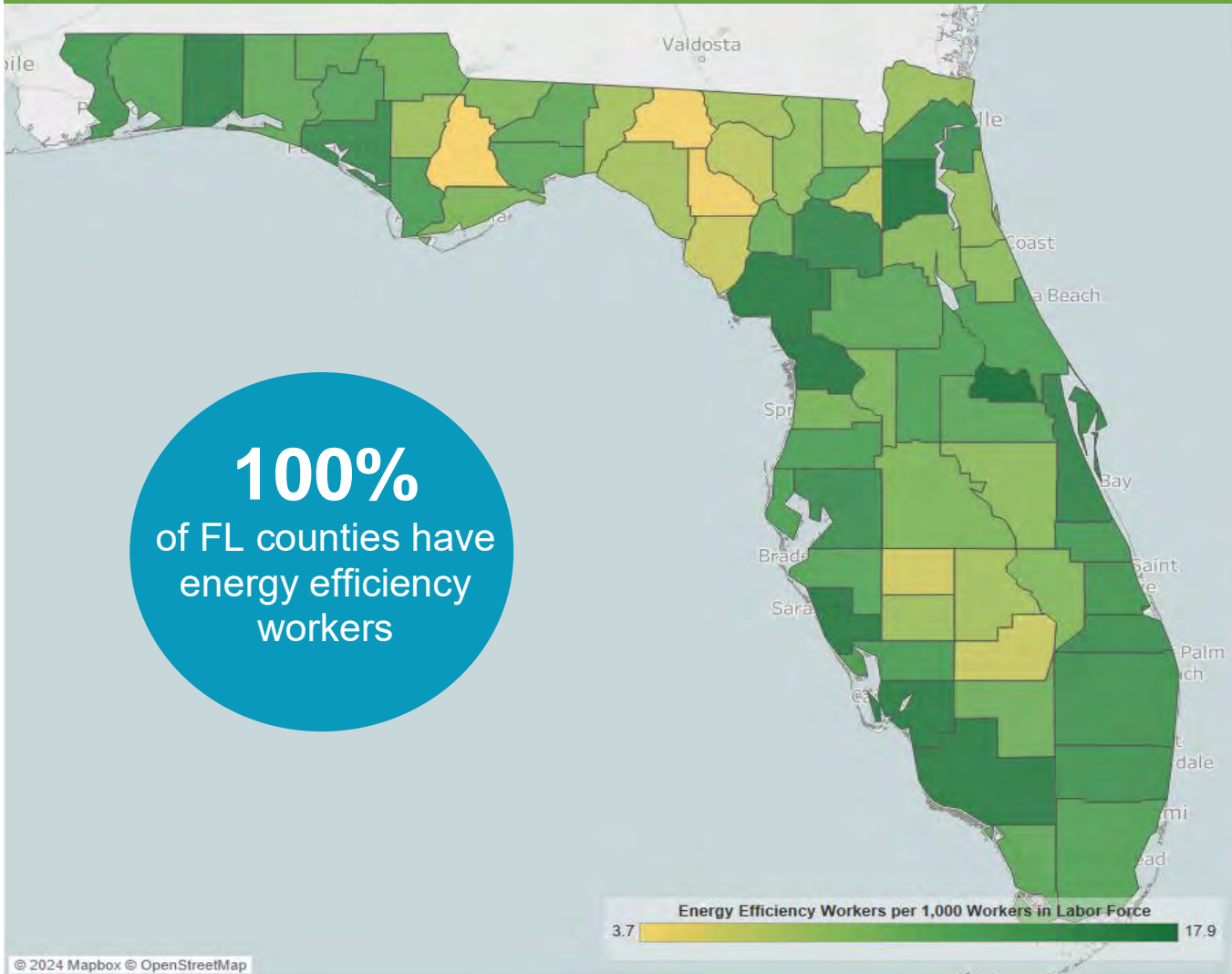
### Gender in the Florida EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



## Metropolitan Areas

Area	Jobs	Area	Jobs
Cape Coral-Fort Myers	4,901	Orlando-Kissimmee-Sanford	17,090
Crestview-Fort Walton Beach-Destin	1,761	Palm Bay-Melbourne-Titusville	3,717
Deltona-Daytona Beach-Ormond Beach	2,541	Panama City	1,221
Gainesville	2,135	Pensacola-Ferry Pass-Brent	2,451
Jacksonville	9,969	Port St. Lucie	2,302
Lakeland-Winter Haven	2,490	Punta Gorda	710
Miami-Fort Lauderdale-West Palm Beach	36,482	Sebastian-Vero Beach	758
Naples-Immokalee-Marco Island	2,793	Tallahassee	2,014
North Port-Sarasota-Bradenton	4,824	Tampa-St. Petersburg-Clearwater	19,250
Ocala	1,367	Rural	6,456

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	3,038		11	2,211		21	2,440		31	5,168
2	2,568		12	4,150		22	1,339		32	2,303
3	2,879		13	2,221		23	4,903		33	3,156
4	5,995		14	1,391		24	766		34	4,108
5	2,472		15	1,719		25	8,161		35	8,366
6	3,258		16	3,023		26	2,073		36	1,406
7	2,033		17	4,530		27	3,683		37	2,318
8	2,158		18	1,715		28	3,562		38	2,919
9	452		19	5,405		29	4,445		39	2,369
10	3,667		20	3,403		30	3,118		40	344

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,196		32	1,028		63	<10		94	1,896
2	912		33	431		64	1,157		95	629
3	614		34	1,028		65	730		96	717
4	944		35	440		66	1,349		97	732
5	1,019		36	1,043		67	741		98	715
6	887		37	1,118		68	1,063		99	1,644
7	912		38	513		69	416		100	1,204
8	1,322		39	1,617		70	2,011		101	484
9	640		40	326		71	709		102	1,143
10	768		41	175		72	1,078		103	1,938
11	1,671		42	906		73	382		104	29
12	1,743		43	43		74	895		105	919
13	1,283		44	1,016		75	1,138		106	878
14	573		45	555		76	2,287		107	679
15	441		46	1,947		77	918		108	1,197
16	956		47	1,028		78	1,933		109	802
17	1,111		48	189		79	243		110	247
18	556		49	470		80	1,510		111	826
19	446		50	309		81	1,691		112	4,730
20	1,928		51	1,371		82	6,372		113	497
21	425		52	1,371		83	1,260		114	1,017
22	794		53	288		84	284		115	1,420
23	208		54	1,263		85	1,601		116	218
24	1,272		55	675		86	1,774		117	373
25	898		56	343		87	814		118	<10
26	498		57	1,201		88	1,108		119	64
27	339		58	1,662		89	2,901		120	838
28	2,029		59	72		90	151			
29	839		60	3,371		91	98			
30	1,603		61	421		92	3,720			
31	660		62	810		93	2,533			



Congressional	
District	Jobs
1	5,235
2	4,922
3	4,113
4	5,128
5	6,051
6	2,720
7	6,580
8	5,874
9	3,475
10	4,886
11	3,738
12	3,058
13	5,017
14	5,562
15	4,225
16	4,174
17	5,971
18	2,017
19	5,180
20	3,679
21	4,763
22	3,966
23	4,382
24	3,432
25	3,919
26	4,808
27	4,470
28	3,888



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# Georgia

## Energy Efficiency Jobs in America

58,067  
Total Jobs

### What are EE jobs?

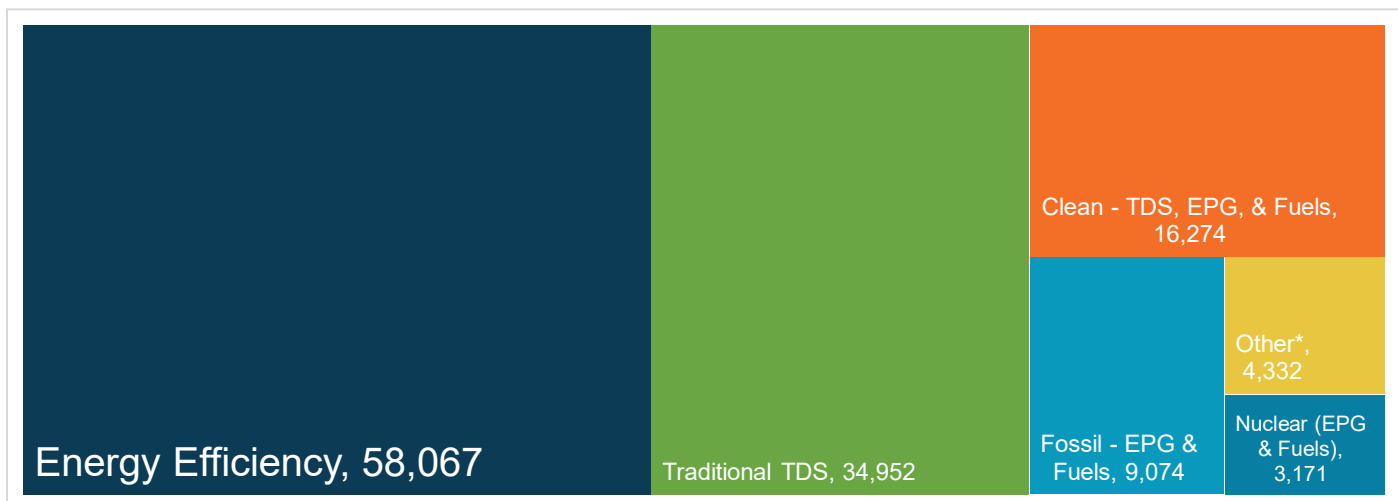
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Georgia?

*Energy efficiency is the largest energy sector in Georgia.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

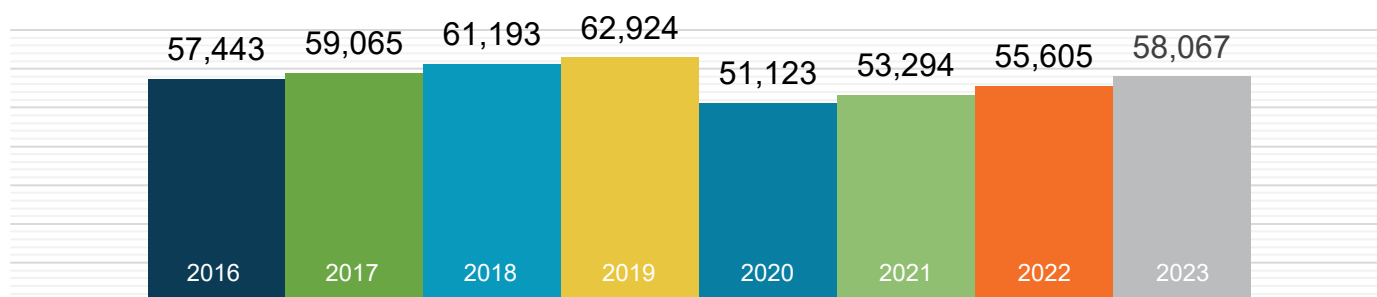
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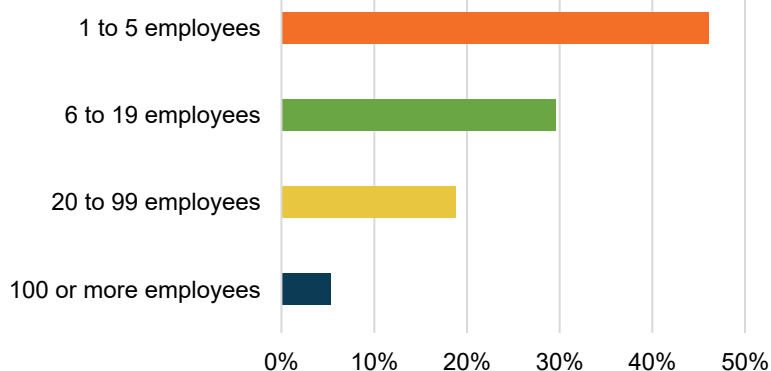
**E4** THE FUTURE

## What does EE look like in Georgia?

### EE Workers Employed in GA



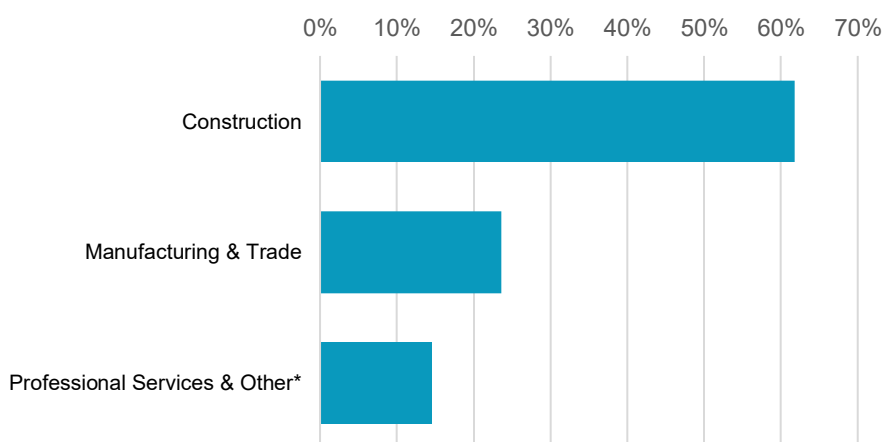
### 94.6% of GA EE Businesses Have Fewer Than 100 Employees



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

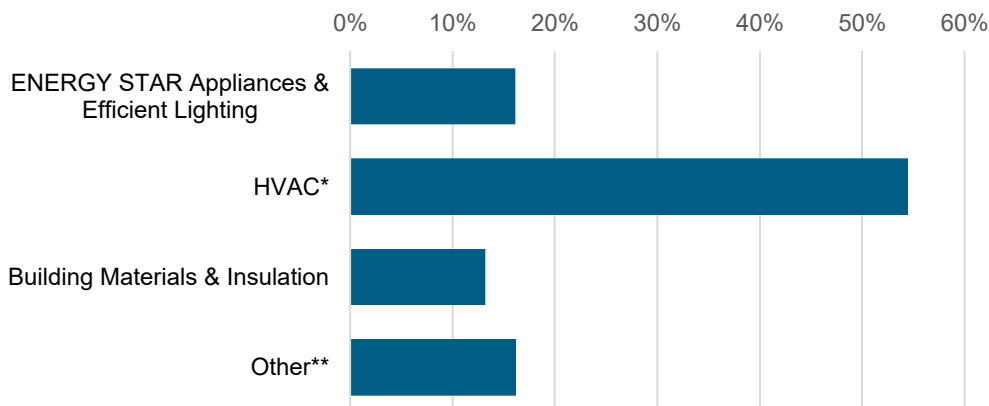


### What type of work do energy efficiency firms do?



\*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

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

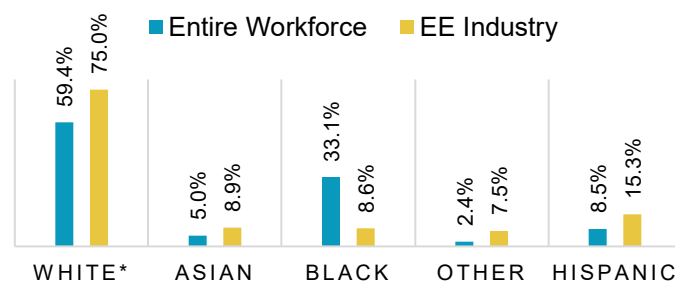


## How is EE doing on diversity in Georgia?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Georgia businesses.

### Georgia EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Georgia EE Workforce

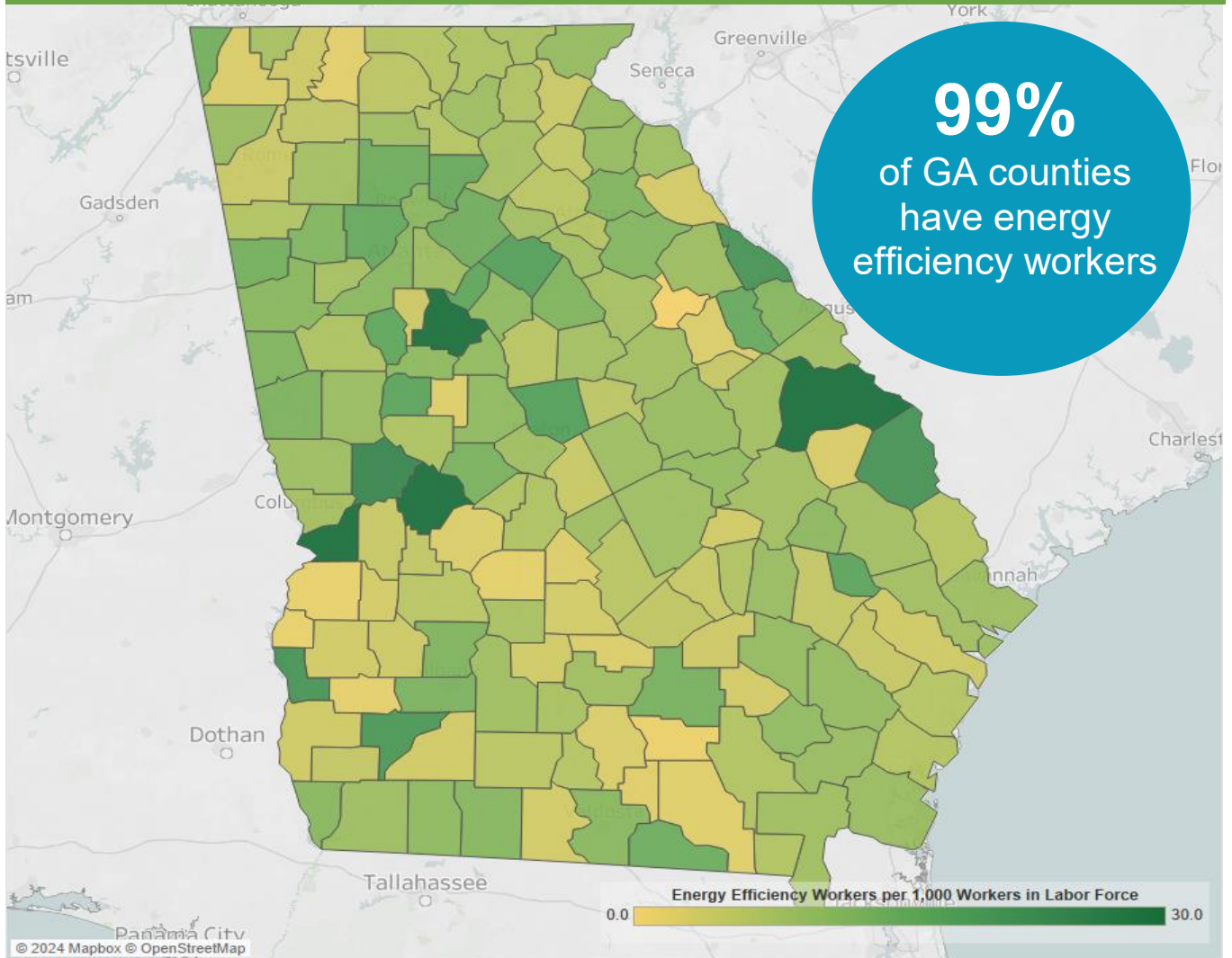


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	3,835	9	2,555	Albany	717	Gainesville	796
2	3,034	10	5,675	Athens-Clarke County	687	Hinesville	81
3	4,559	11	4,080	Atlanta-Sandy Springs-Roswell	41,386	Macon	862
4	2,910	12	4,687	Augusta-Richmond County	2,088	Rome	192
5	4,396	13	5,136	Brunswick	308	Savannah	1,699
6	5,337	14	2,622	Chattanooga	229	Valdosta	563
7	6,373			Columbus	917	Warner Robins	534
8	2,868			Dalton	243	Rural	6,766



## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,501		15	899		29	252		43	452
2	499		16	1,687		30	890		44	16
3	987		17	840		31	413		45	513
4	865		18	1,447		32	1,458		46	960
5	3,816		19	348		33	818		47	219
6	6,737		20	233		34	888		48	<10
7	780		21	2,963		35	338		49	1,064
8	1,141		22	1,387		36	3,450		50	441
9	1,728		23	393		37	159		51	648
10	1,771		24	789		38	129		52	487
11	654		25	901		39	119		53	505
12	888		26	488		40	1,844		54	602
13	317		27	2,081		41	498			
14	2,966		28	1,384		42	406			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	323		46	<10		91	312		136	<10
2	509		47	1,270		92	284		137	40
3	<10		48	<10		93	653		138	83
4	265		49	<10		94	195		139	207
5	273		50	<10		95	466		140	234
6	<10		51	1,197		96	<10		141	450
7	910		52	1,081		97	<10		142	216
8	348		53	1,274		98	737		143	444
9	175		54	974		99	<10		144	512
10	104		55	1,056		100	222		145	<10
11	22		56	1,449		101	290		146	22
12	289		57	353		102	<10		147	<10
13	28		58	317		103	181		148	162
14	549		59	292		104	147		149	118
15	437		60	680		105	88		150	161
16	171		61	322		106	<10		151	284
17	406		62	294		107	<10		152	802
18	271		63	728		108	<10		153	<10
19	298		64	450		109	57		154	11
20	960		65	64		110	256		155	410
21	175		66	<10		111	<10		156	137
22	1,570		67	39		112	226		157	210
23	<10		68	12		113	<10		158	377
24	285		69	592		114	172		159	216
25	1,627		70	118		115	<10		160	89
26	153		71	102		116	<10		161	718
27	611		72	16		117	681		162	405
28	286		73	307		118	<10		163	470
29	50		74	378		119	<10		164	186
30	572		75	23		120	219		165	67
31	308		76	295		121	567		166	62
32	330		77	<10		122	265		167	737
33	394		78	16		123	325		168	12
34	2,458		79	1,298		124	499		169	95
35	<10		80	221		125	66		170	102
36	<10		81	2,440		126	122		171	311
37	89		82	489		127	40		172	328
38	381		83	190		128	269		173	77
39	593		84	137		129	226		174	724
40	1,263		85	458		130	50		175	316
41	<10		86	46		131	380		176	<10
42	725		87	323		132	18		177	<10
43	<10		88	<10		133	345		178	90
44	<10		89	<10		134	618		179	<10
45	766		90	599		135	47		180	96





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# Hawaii

## Energy Efficiency Jobs in America

5,759

Total Jobs



### What are EE jobs?

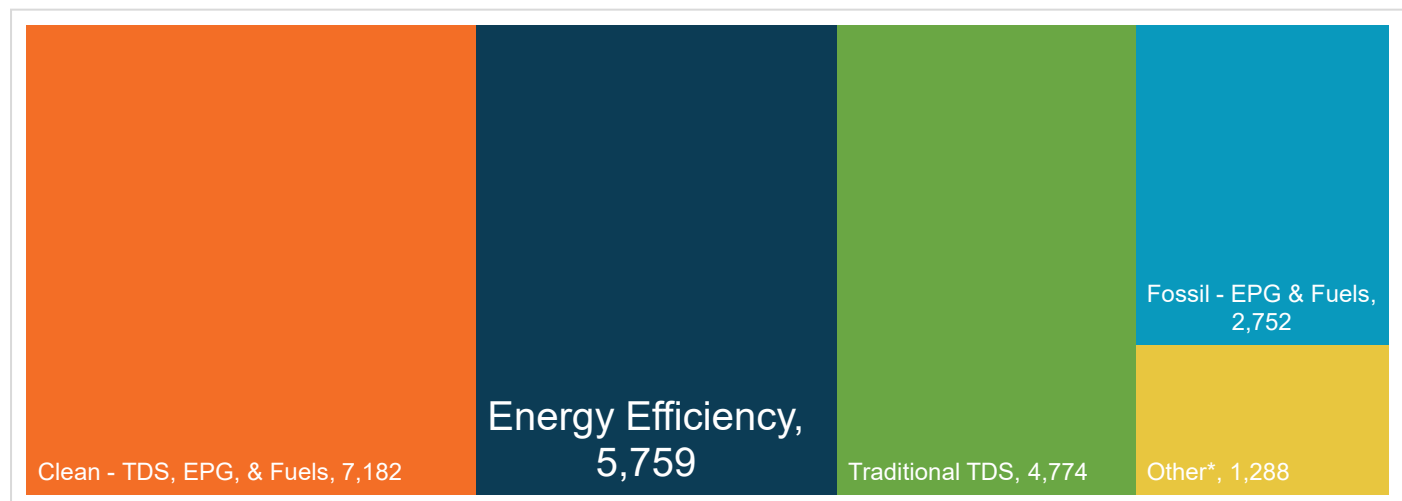
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Hawaii?

*Energy efficiency is the second largest energy sector in Hawaii.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 4

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

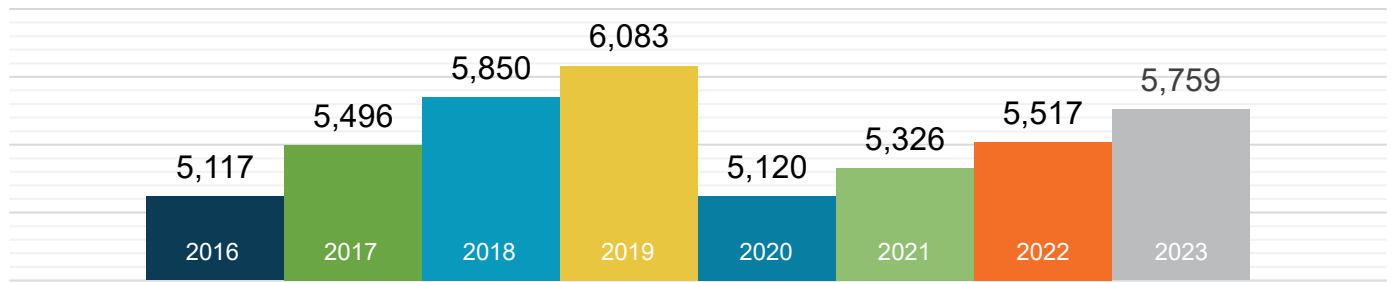
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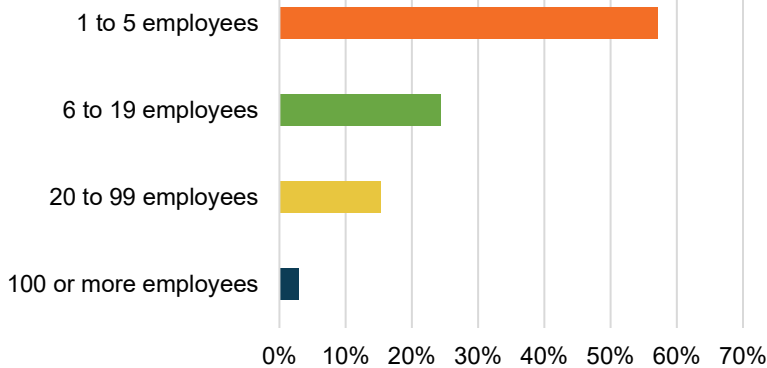
Updated April 2025

## What does EE look like in Hawaii?

### EE Workers Employed in HI



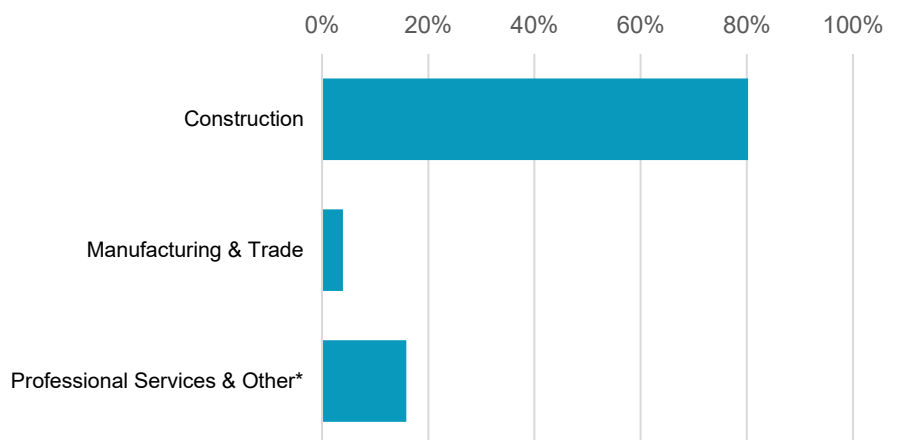
### 97% of HI EE Businesses Have Fewer Than 100 Employees



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

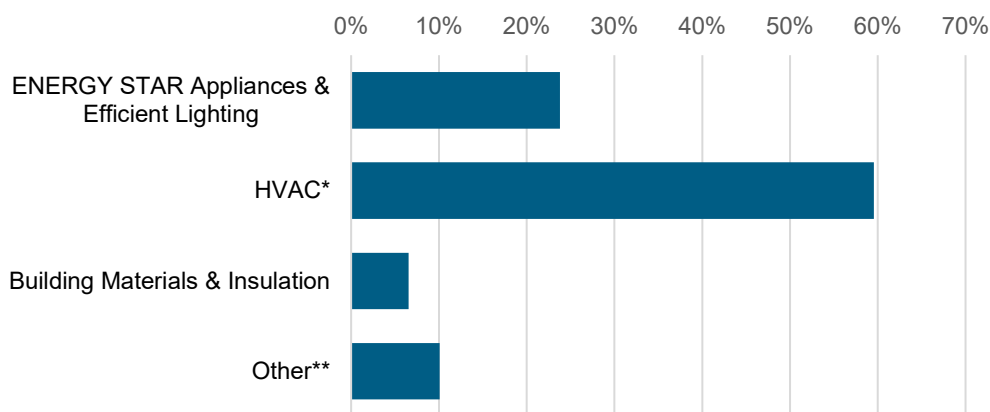


### What type of work do energy efficiency firms do?



\*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

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

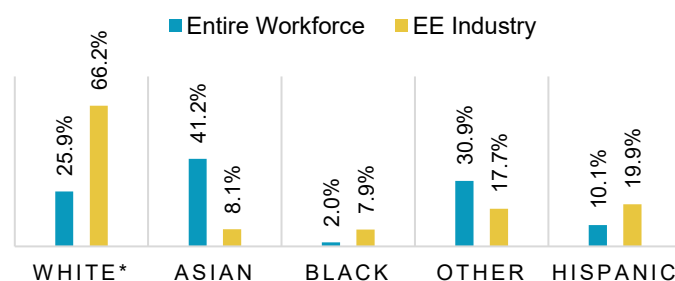


## How is EE doing on diversity in Hawaii?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Hawaii businesses.

## Hawaii EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

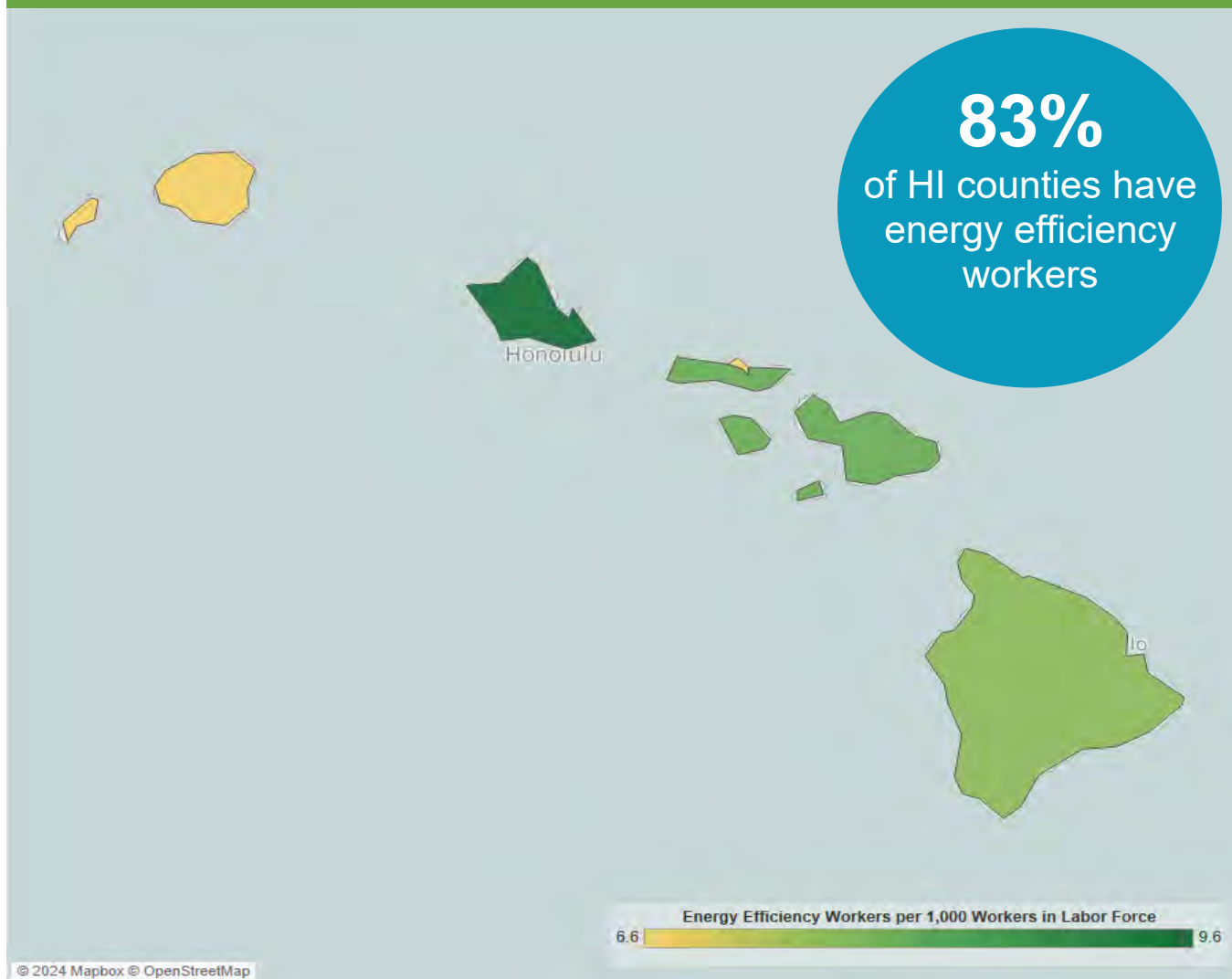
## Gender in the Hawaii EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	2,930	Honolulu	4,393
2	2,829	Rural	1,365

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	242		11	960		21	29
2	42		12	<10		22	29
3	239		13	174		23	105
4	130		14	424		24	114
5	270		15	1,681		25	11
6	191		16	70			
7	92		17	179			
8	243		18	82			
9	259		19	35			
10	74		20	80			

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	326		18	124		35	180
2	<10		19	64		36	88
3	41		20	<10		37	<10
4	<10		21	71		38	<10
5	238		22	2,548		39	110
6	<10		23	29		40	<10
7	31		24	<10		41	<10
8	265		25	169		42	<10
9	<10		26	<10		43	28
10	170		27	<10		44	<10
11	14		28	299		45	40
12	67		29	<10		46	<10
13	22		30	218		47	90
14	66		31	<10		48	<10
15	139		32	<10		49	110
16	29		33	<10		50	<10
17	61	34	<10	51	11		



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# Idaho

## Energy Efficiency Jobs in America

9,532  
Total Jobs

### What are EE jobs?

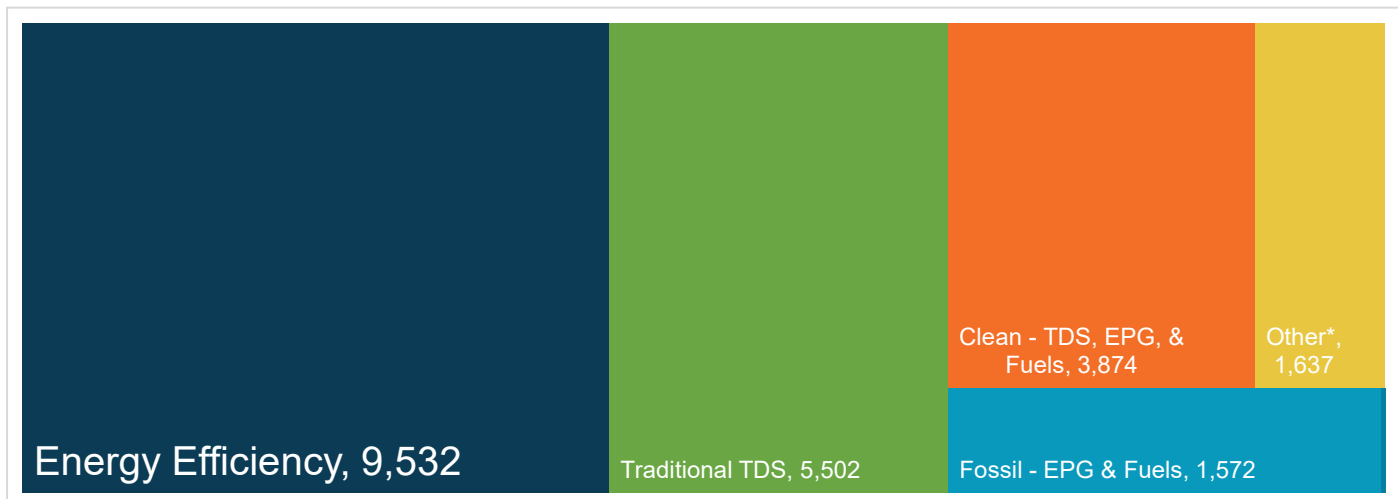
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Idaho?

*Energy efficiency is the largest energy sector in Idaho.*



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.

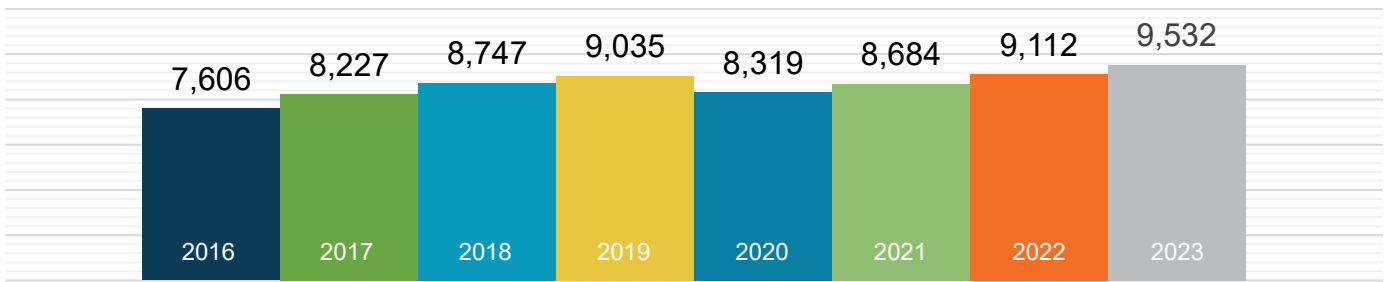
Presented by:



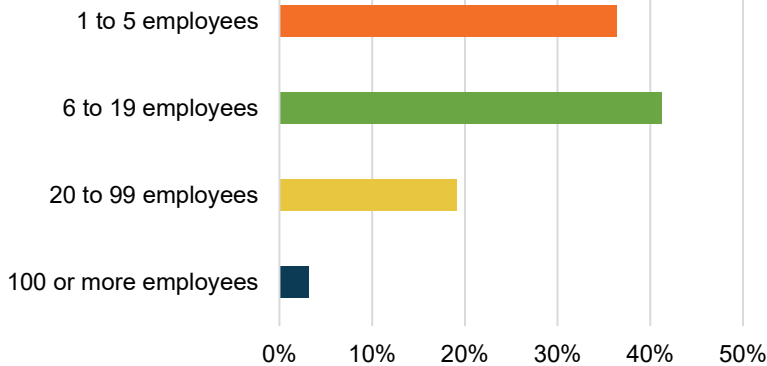
Updated April 2025

## What does EE look like in Idaho?

### EE Workers Employed in ID



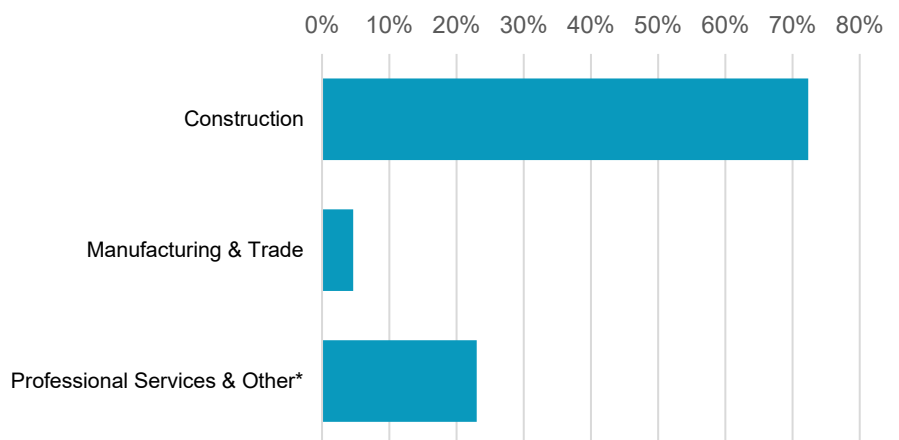
### 96.8% of ID EE Businesses Have Fewer Than 100 Employees



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

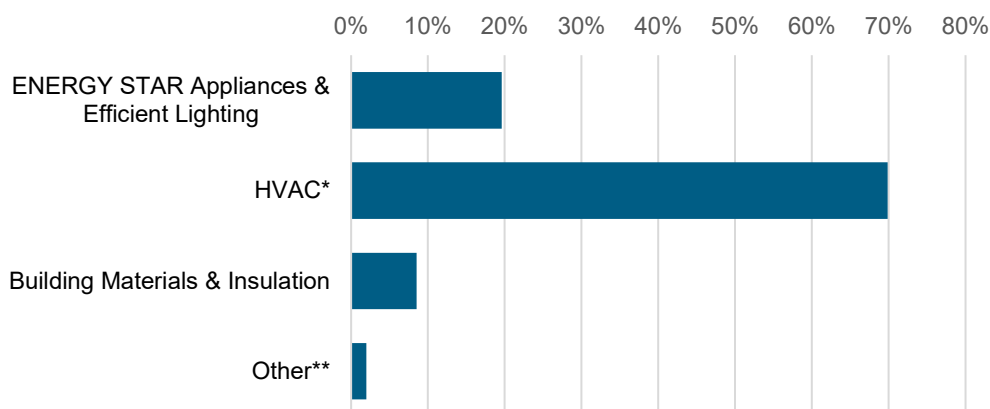


### What type of work do energy efficiency firms do?



\*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

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

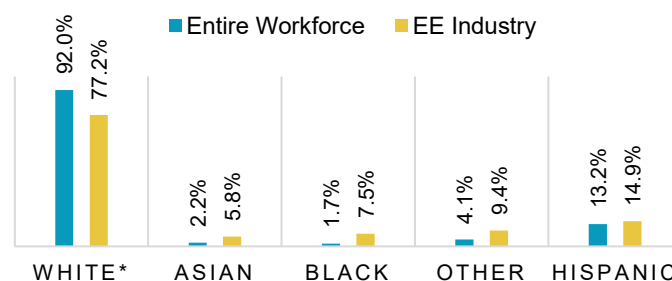


## How is EE doing on diversity in Idaho?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Idaho businesses.

## Idaho EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

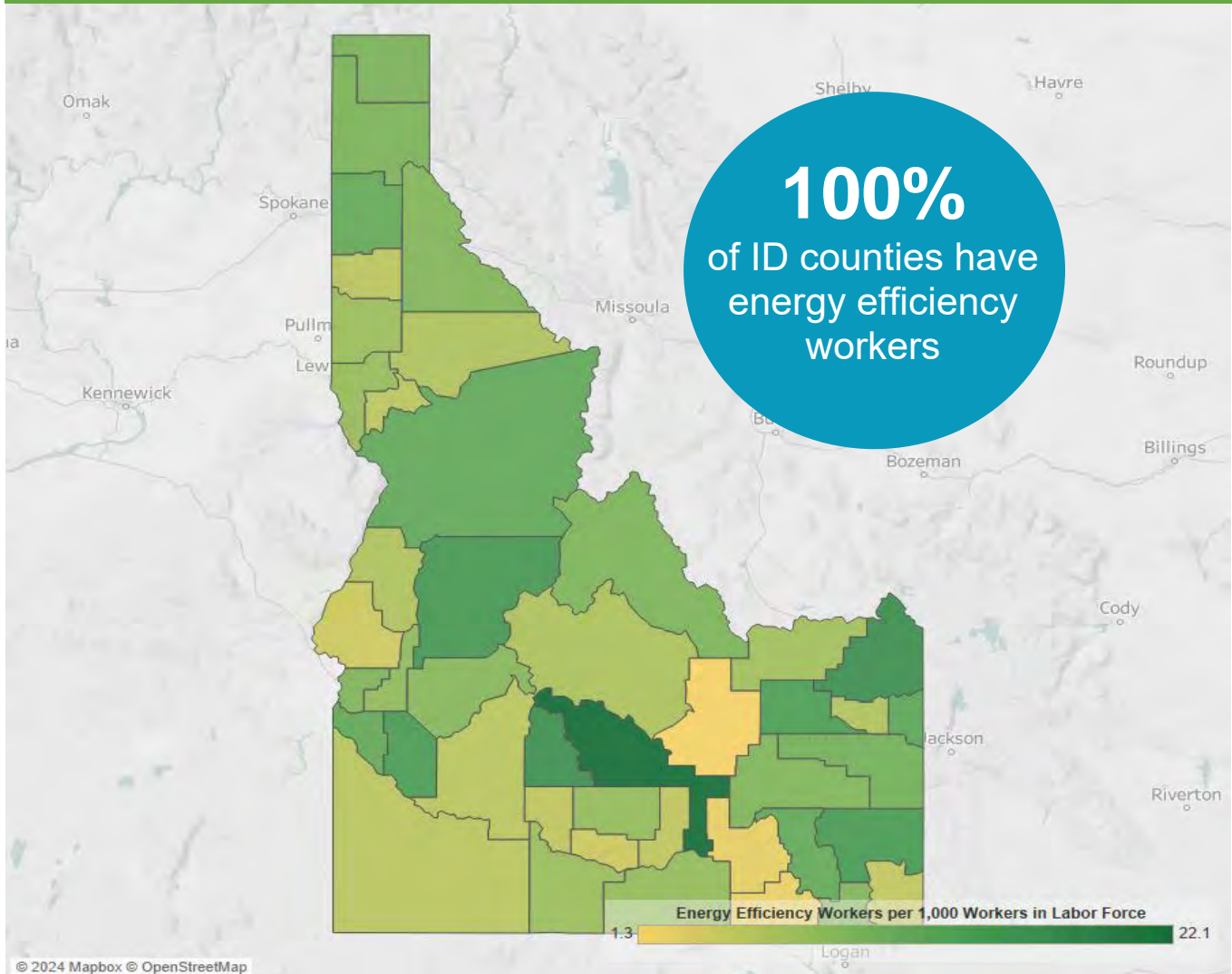
## Gender in the Idaho EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,906	Boise City	5,145
2	4,626	Coeur d'Alene	804
		Idaho Falls	769
		Lewiston	169
		Logan	39
		Pocatello	423
		Rural	2,183

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	376		11	302		21	<10		31	104
2	949		12	<10		22	<10		32	194
3	<10		13	<10		23	164		33	<10
4	<10		14	874		24	455		34	201
5	159		15	454		25	185		35	137
6	333		16	254		26	429			
7	234		17	197		27	200			
8	1,303		18	47		28	498			
9	192		19	<10		29	<10			
10	476	20	<10	30	763					

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	368		28	487		55	<10
2	928		29	<10		56	<10
3	<10		30	747		57	<10
4	<10		31	102		58	<10
5	155		32	191		59	<10
6	326		33	<10		60	<10
7	229		34	196		61	<10
8	1,303		35	134		62	<10
9	188		36	<10		63	<10
10	466		37	<10		64	<10
11	297		38	<10		65	<10
12	<10		39	<10		66	<10
13	<10		40	<10		67	<10
14	854		41	<10		68	<10
15	443		42	<10		69	<10
16	248		43	<10		70	<10
17	193		44	<10			
18	46		45	<10			
19	<10		46	<10			
20	<10		47	<10			
21	<10		48	<10			
22	<10		49	<10			
23	160		50	<10			
24	446		51	<10			
25	181		52	<10			
26	421		53	<10			
27	196		54	<10			



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# Illinois

## Energy Efficiency Jobs in America

86,728  
Total Jobs

### What are EE jobs?

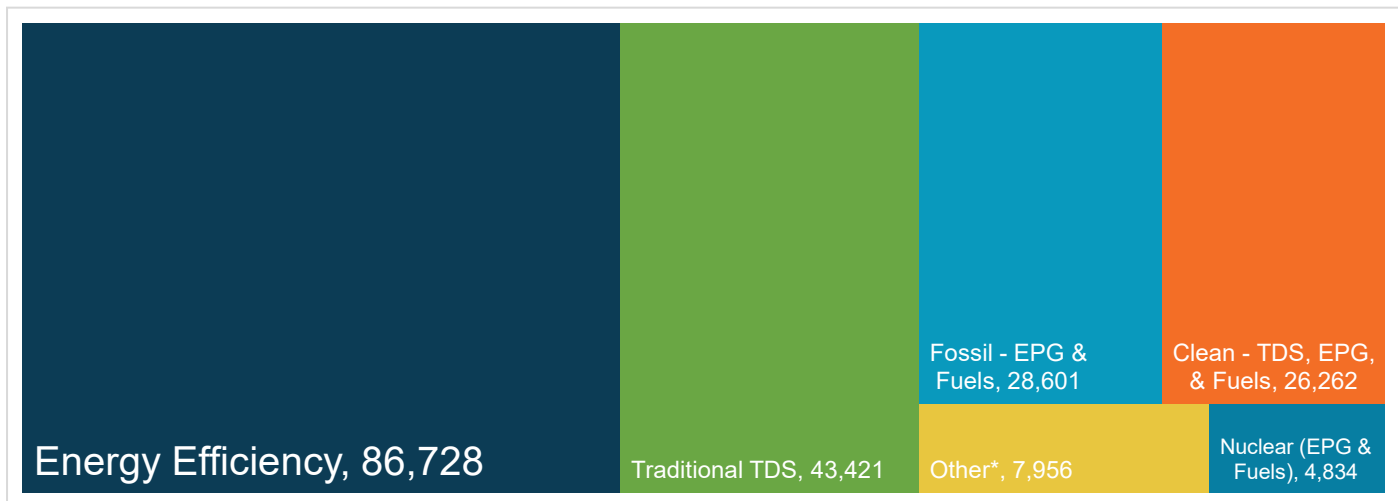
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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### How does EE compare in Illinois?

*Energy efficiency is the largest energy sector in Illinois.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

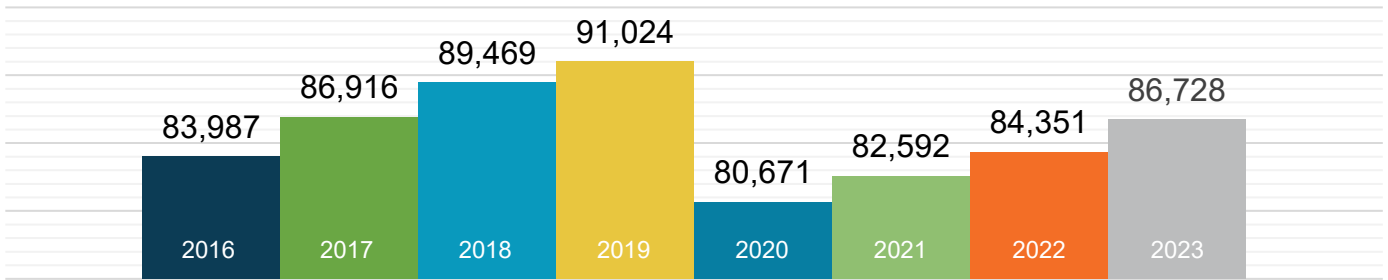
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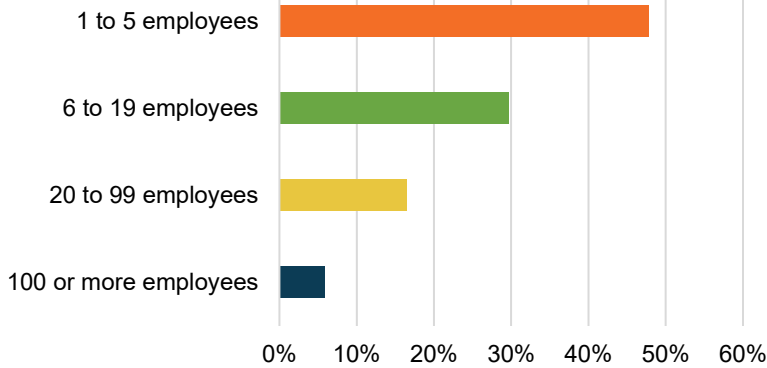
Updated April 2025

## What does EE look like in Illinois?

### EE Workers Employed in IL



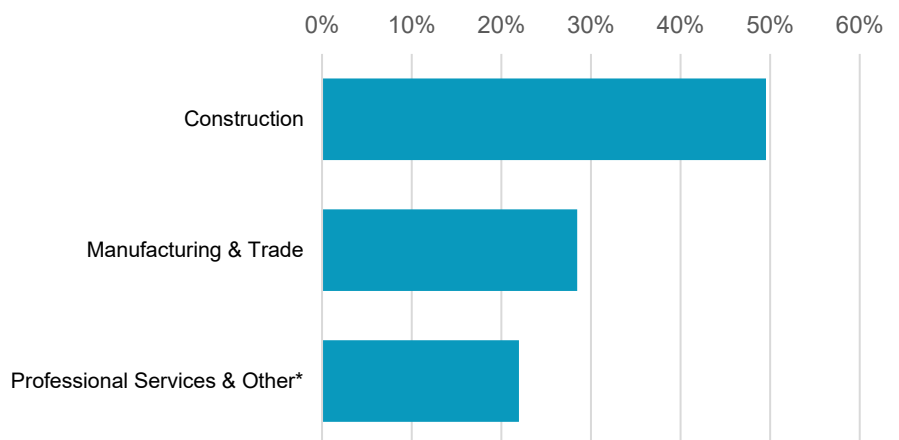
### 94.1% of IL EE Businesses Have Fewer Than 100 Employees



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



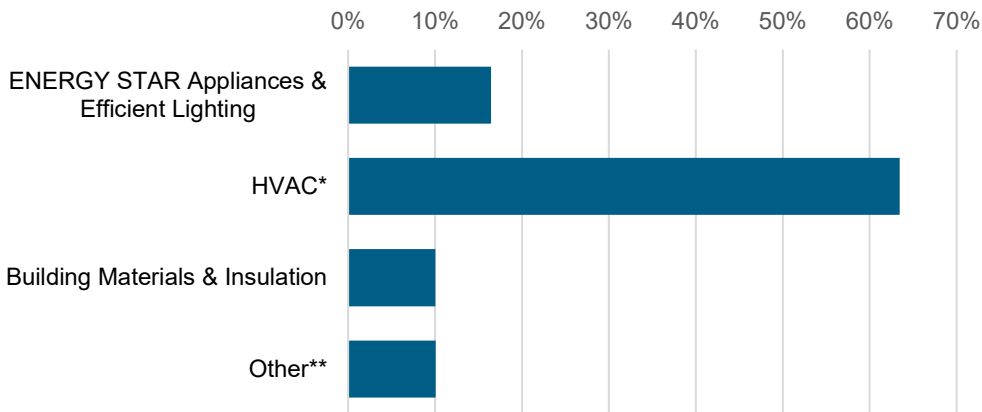
### What type of work do energy efficiency firms do?



\*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

**9%**  
 of Illinois  
 EE workers are  
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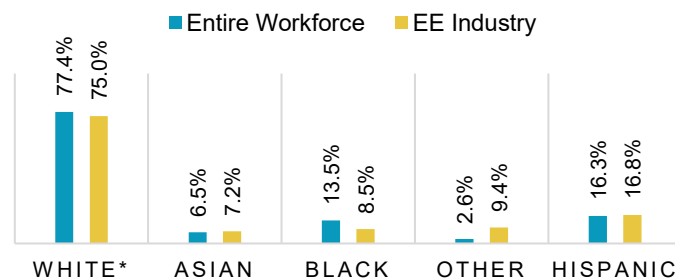


## How is EE doing on diversity in Illinois?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Illinois 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 Illinois businesses.

### Illinois EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

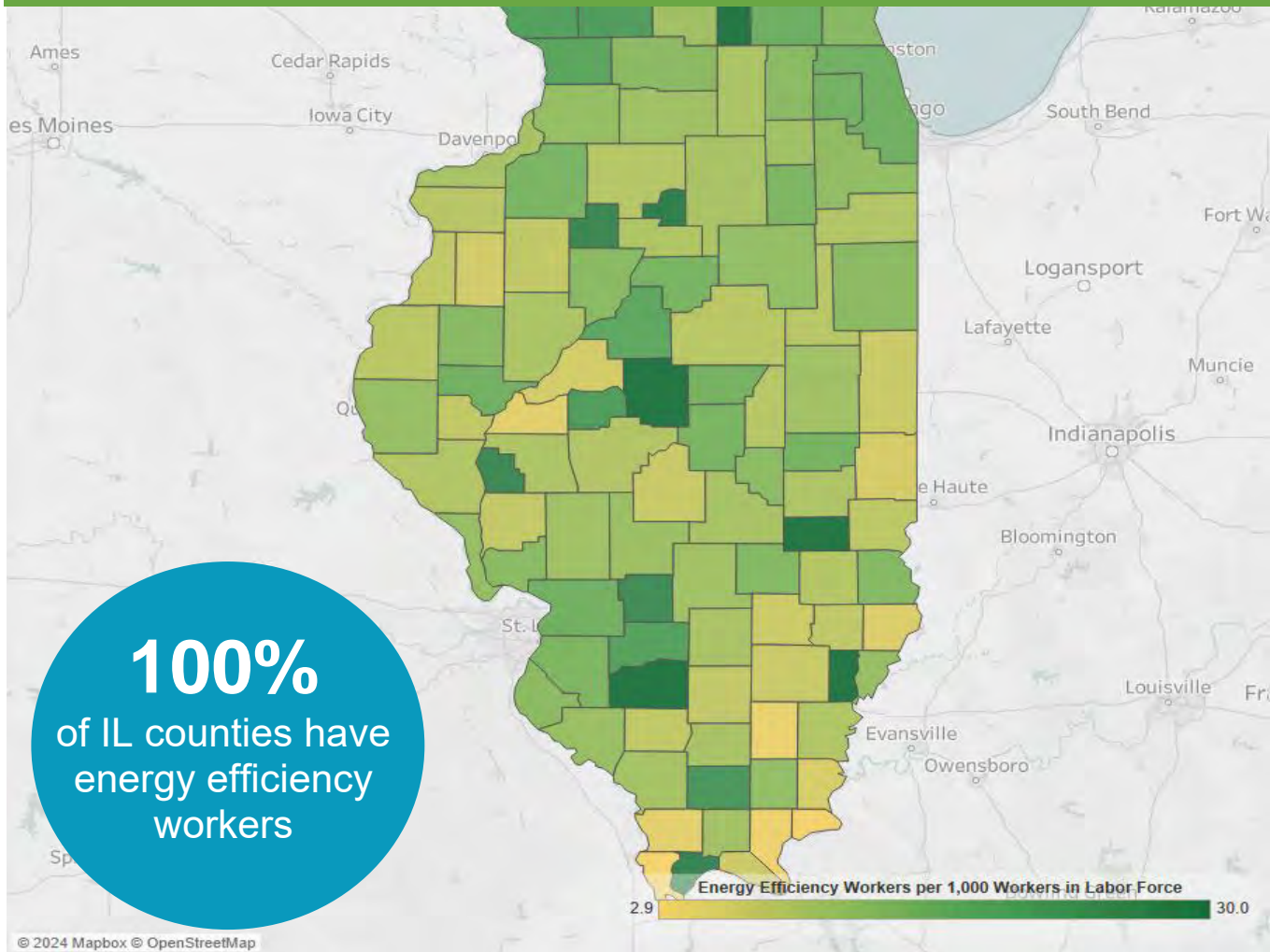
### Gender in the Illinois EE Workforce



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# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	3,621	10	4,380	Bloomington	836	Rockford	2,167
2	3,346	11	5,063	Cape Girardeau	<10	Springfield	1,221
3	6,207	12	7,031	Champaign-Urbana	1,095	St. Louis	3,600
4	5,023	13	3,805	Chicago-Naperville-Elgin	63,360	Rural	9,799
5	7,115	14	4,035	Danville	178		
6	5,327	15	5,363	Davenport-Moline-Rock Island	954		
7	5,576	16	6,034	Decatur	670		
8	5,544	17	3,979	Kankakee	386		
9	5,281			Peoria	2,460		

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,335		16	656		31	719		46	747
2	2,135		17	502		32	918		47	1,112
3	12,533		18	181		33	367		48	2,243
4	2,431		19	1,474		34	1,994		49	99
5	599		20	<10		35	746		50	772
6	1,339		21	3,247		36	1,467		51	1,750
7	630		22	2,642		37	2,299		52	938
8	2,725		23	3,867		38	1,711		53	540
9	2,622		24	2,084		39	372		54	1,799
10	1,121		25	2,791		40	217		55	1,307
11	277		26	3,651		41	626		56	822
12	246		27	2,502		42	<10		57	630
13	138		28	<10		43	636		58	1,248
14	1,975		29	1,016		44	2,391		59	986
15	1,402		30	343		45	797			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	874		32	<10		63	863		94	597
2	454		33	<10		64	50		95	1,073
3	1,190		34	481		65	365		96	1,162
4	934		35	180		66	<10		97	99
5	8,456		36	<10		67	1,217		98	<10
6	4,281		37	1,280		68	767		99	297
7	1,913		38	186		69	304		100	471
8	507		39	<10		70	433		101	709
9	596		40	<10		71	1,144		102	1,033
10	<10		41	1,895		72	317		103	480
11	1,068		42	1,346		73	1,616		104	454
12	270		43	1,771		74	688		105	144
13	428		44	858		75	1,151		106	393
14	201		45	2,536		76	546		107	770
15	2,397		46	1,317		77	<10		108	1,025
16	324		47	2,074		78	363		109	829
17	2,140		48	<10		79	218		110	471
18	469		49	1,514		80	<10		111	386
19	252		50	1,268		81	457		112	433
20	863		51	2,625		82	165		113	456
21	69		52	1,044		83	<10		114	172
22	206		53	1,325		84	<10		115	796
23	245		54	1,172		85	234		116	447
24	<10		55	<10		86	399		117	632
25	137		56	<10		87	1,508		118	350
26	<10		57	<10		88	875			
27	1,451		58	1,012		89	708			
28	514		59	190		90	86			
29	1,221		60	151		91	256			
30	173		61	496		92	491			
31	654		62	220		93	510			





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# Indiana

## Energy Efficiency Jobs in America

51,790  
Total Jobs



### What are EE jobs?

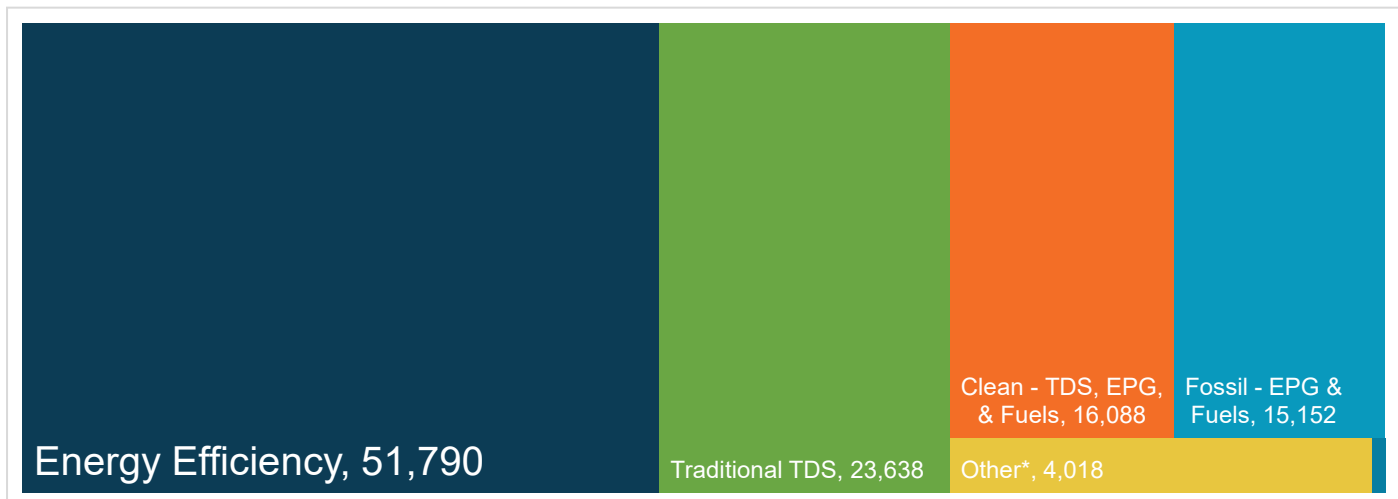
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Indiana?

*Energy efficiency is the largest energy sector in Indiana.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 128

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

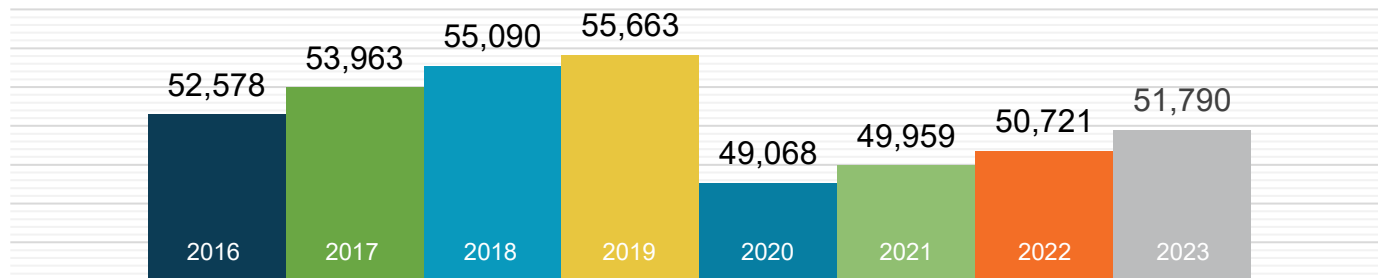
Presented by:



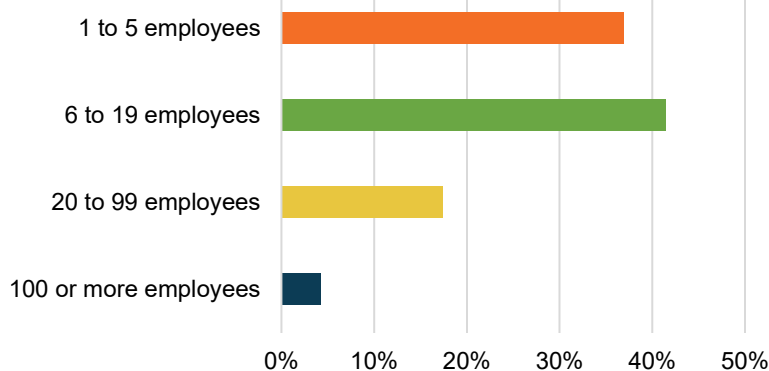
Updated April 2025

## What does EE look like in Indiana?

### EE Workers Employed in IN



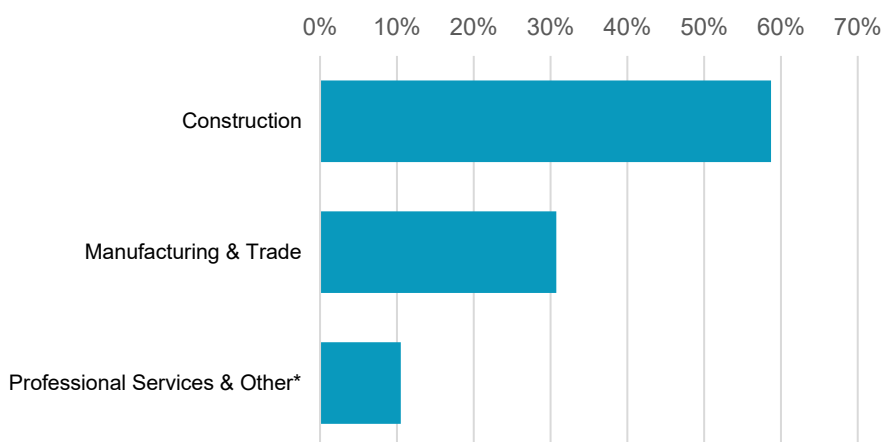
### 95.8% of IN EE Businesses Have Fewer Than 100 Employees



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

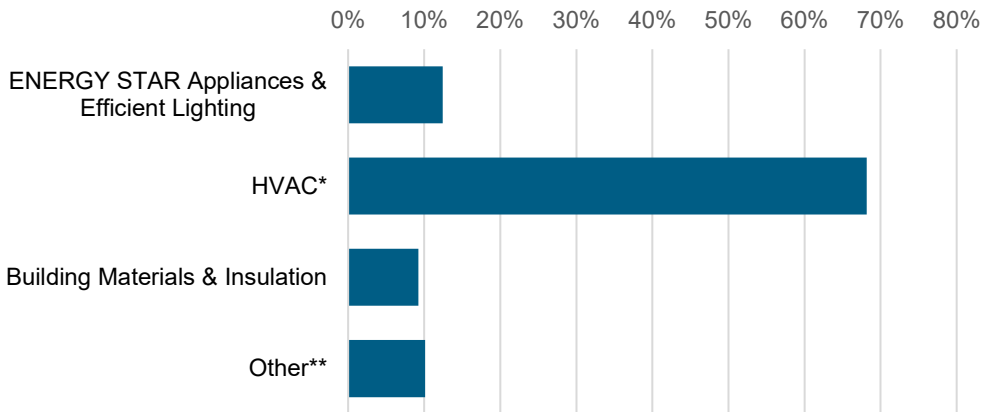


### What type of work do energy efficiency firms do?



\*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

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

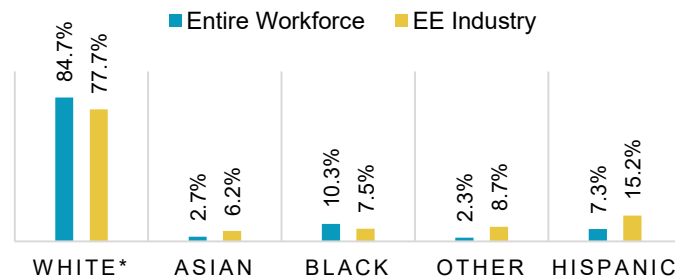


## How is EE doing on diversity in Indiana?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Indiana businesses.

## Indiana EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

## Gender in the Indiana EE Workforce

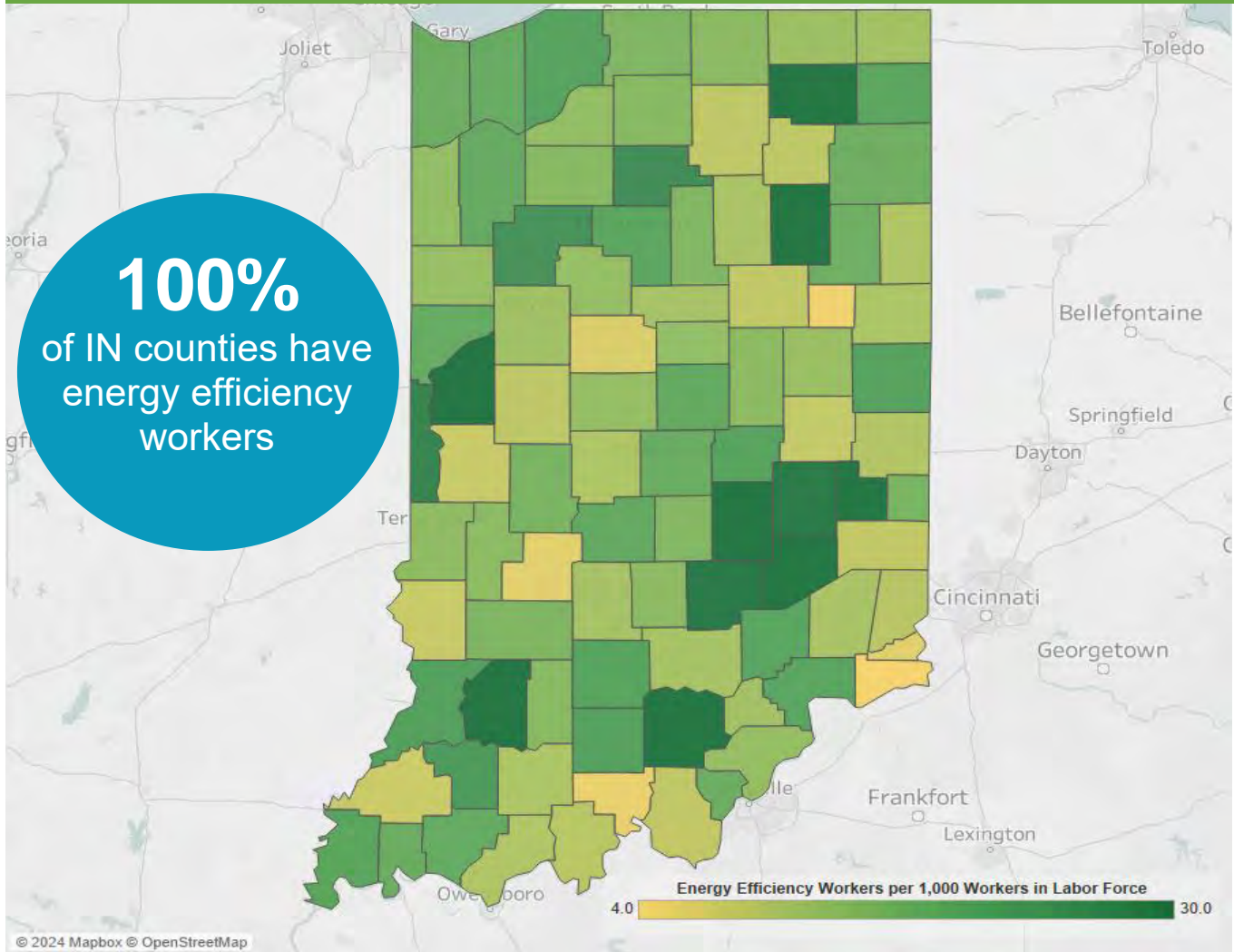


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas					
District	Jobs	Area		Jobs	Area		Jobs
1	5,670	Bloomington		781	Lafayette-West Lafayette		1,187
2	5,627	Chicago-Naperville-Elgin		4,612	Louisville/Jefferson County		1,723
3	6,891	Cincinnati		172	Michigan City-La Porte		821
4	4,301	Columbus		1,476	Muncie		553
5	5,222	Elkhart-Goshen		1,766	South Bend-Mishawaka		1,803
6	6,429	Evansville		2,313	Terre Haute		884
7	6,469	Fort Wayne		3,585	Rural		10,823
8	6,344	Indianapolis-Carmel-Anderson		18,900			
9	4,838	Kokomo		392			



## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,631		16	1,063		31	273		46	114
2	1,220		17	1,102		32	1,012		47	926
3	182		18	1,702		33	1,894		48	742
4	1,988		19	563		34	<10		49	1,515
5	543		20	2,279		35	771		50	489
6	411		21	421		36	890			
7	2,129		22	81		37	732			
8	898		23	1,098		38	785			
9	2,099		24	1,004		39	1,714			
10	1,328		25	1,059		40	513			
11	609		26	493		41	803			
12	291		27	1,012		42	451			
13	3,072		28	1,586		43	891			
14	1,636		29	1,085		44	295			
15	630		30	2,332		45	1,423			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	465		28	991		55	539		82	1,956
2	419		29	956		56	446		83	70
3	313		30	382		57	1,301		84	368
4	1,438		31	508		58	<10		85	80
5	993		32	224		59	287		86	811
6	1,089		33	338		60	457		87	220
7	454		34	111		61	218		88	191
8	945		35	206		62	222		89	988
9	<10		36	468		63	577		90	<10
10	370		37	1,010		64	1,089		91	558
11	717		38	47		65	270		92	356
12	424		39	1,099		66	504		93	<10
13	1,266		40	130		67	611		94	49
14	499		41	25		68	97		95	260
15	<10		42	579		69	46		96	1,965
16	572		43	532		70	930		97	194
17	401		44	644		71	1,141		98	<10
18	1,009		45	643		72	<10		99	<10
19	<10		46	501		73	179		100	<10
20	33		47	1,116		74	348			
21	1,122		48	63		75	401			
22	373		49	129		76	231			
23	663		50	1,823		77	887			
24	2,471		51	612		78	<10			
25	444		52	1,316		79	255			
26	16		53	424		80	298			
27	416		54	376		81	174			





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# Iowa

## Energy Efficiency Jobs in America

20,153  
Total Jobs

### What are EE jobs?

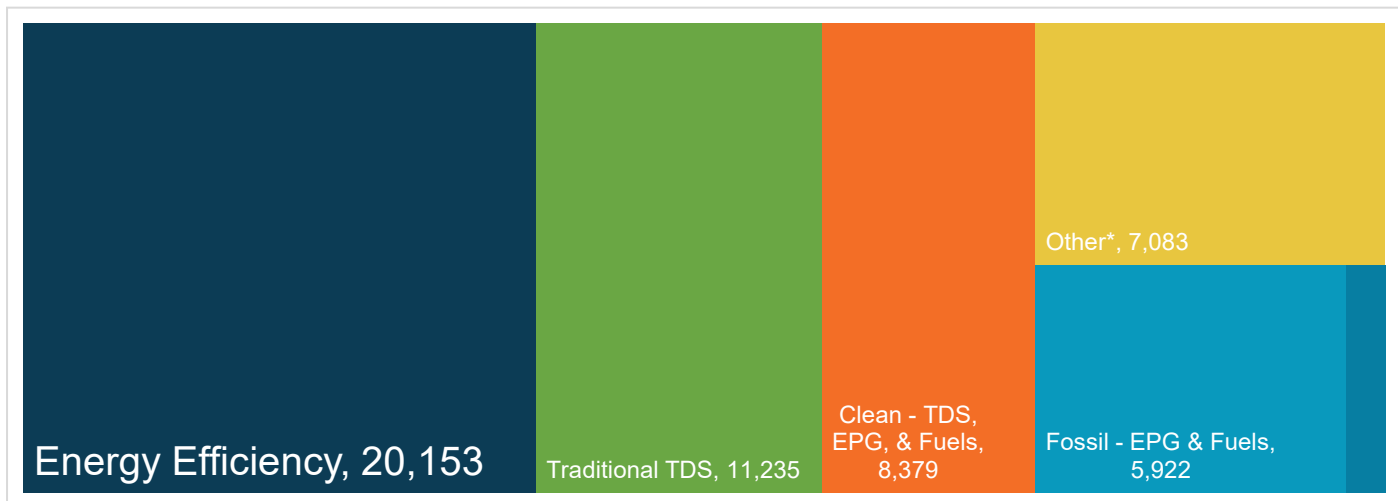
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Iowa?

*Energy efficiency is the largest energy sector in Iowa.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 750

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

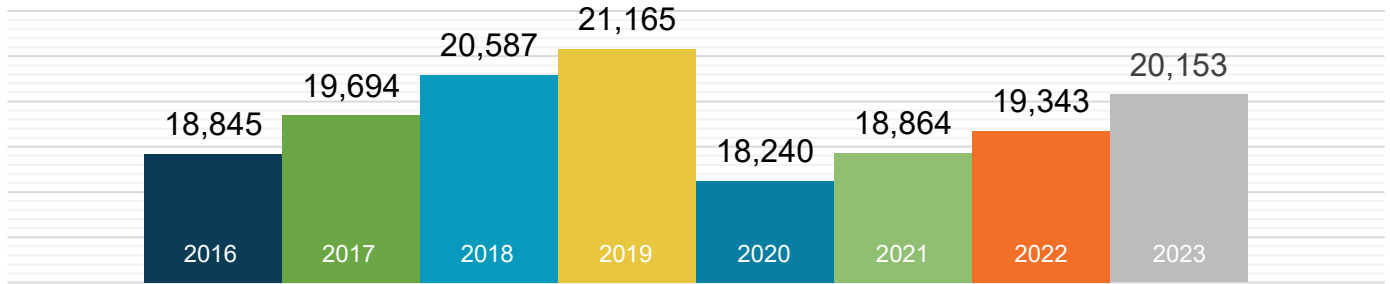
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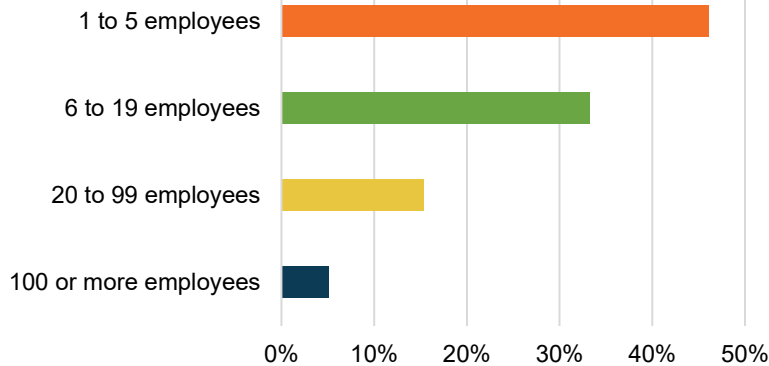
Updated April 2025

## What does EE look like in Iowa?

### EE Workers Employed in IA



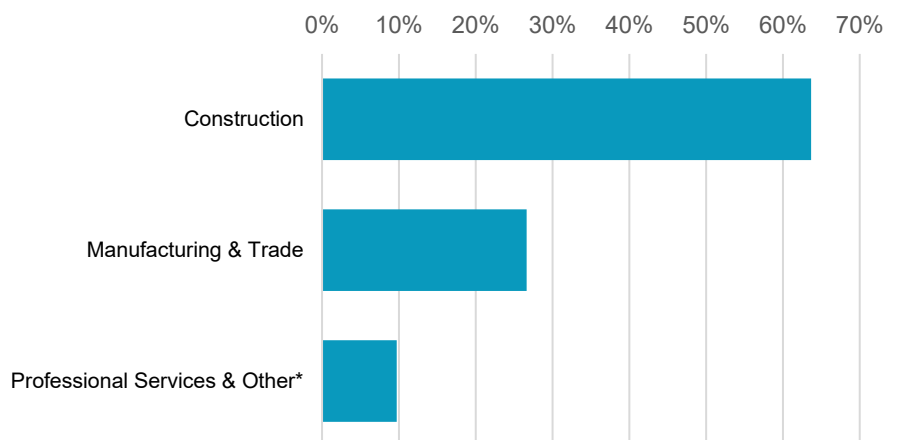
### 94.8% of IA EE Businesses Have Fewer Than 100 Employees



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

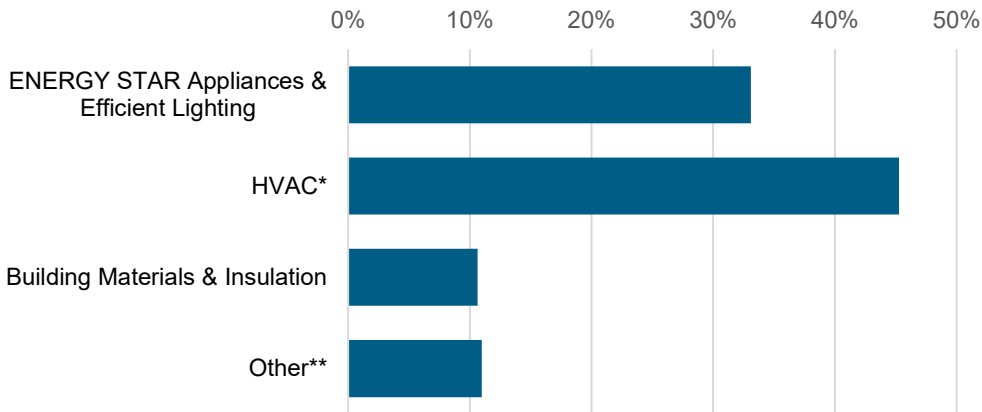


### What type of work do energy efficiency firms do?



\*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

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

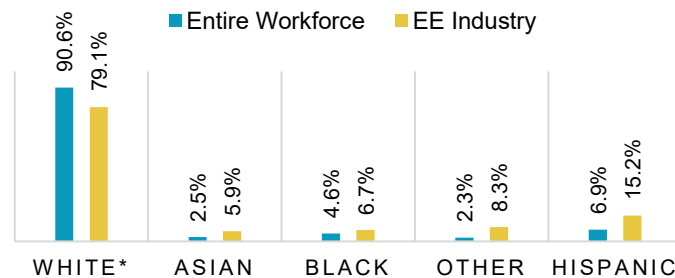


## How is EE doing on diversity in Iowa?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Iowa businesses.

### Iowa EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

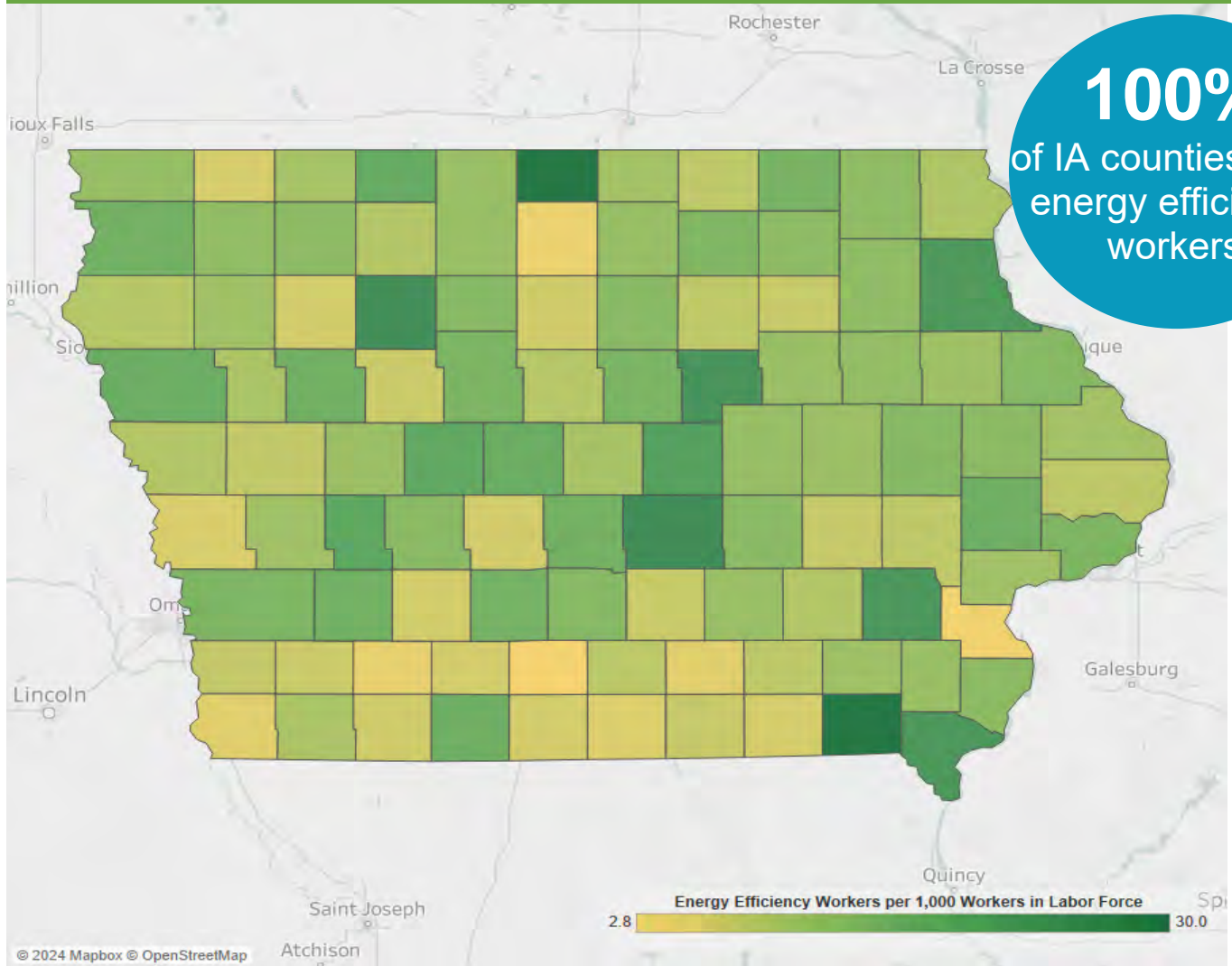
### Gender in the Iowa EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



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Congressional		Metropolitan Areas					
District	Jobs		Area	Jobs		Area	Jobs
1	4,748		Ames	488		Iowa City	866
2	4,920		Cedar Rapids	1,871		Omaha-Council Bluffs	630
3	5,601		Davenport-Moline-Rock Island	1,321		Sioux City	955
4	4,884		Des Moines-West Des Moines	5,530		Waterloo-Cedar Falls	1,001
			Dubuque	804		Rural	6,688

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	854		14	525		27	117		40	312
2	424		15	456		28	334		41	422
3	632		16	841		29	938		42	283
4	629		17	175		30	289		43	<10
5	360		18	715		31	212		44	430
6	634		19	153		32	346		45	436
7	50		20	<10		33	1,133		46	289
8	299		21	486		34	176		47	246
9	345		22	65		35	69		48	120
10	1,295		23	516		36	333		49	231
11	255		24	323		37	926		50	<10
12	243		25	544		38	368			
13	265		26	823		39	221			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	531		28	405		55	172		82	359
2	288		29	30		56	160		83	161
3	246		30	423		57	574		84	120
4	174		31	74		58	360		85	<10
5	151		32	767		59	<10		86	<10
6	477		33	99		60	286		87	183
7	453		34	75		61	210		88	247
8	172		35	304		62	<10		89	265
9	232		36	411		63	159		90	169
10	125		37	151		64	185		91	20
11	198		38	<10		65	937		92	268
12	437		39	<10		66	189		93	224
13	50		40	<10		67	160		94	20
14	<10		41	<10		68	16		95	35
15	296		42	484		69	69		96	85
16	<10		43	64		70	<10		97	224
17	181		44	<10		71	241		98	<10
18	161		45	510		72	90		99	<10
19	1,043		46	<10		73	570		100	<10
20	244		47	216		74	374			
21	203		48	105		75	282			
22	50		49	86		76	110			
23	101		50	454		77	71			
24	140		51	325		78	147			
25	193		52	492		79	76			
26	70		53	<10		80	234			
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# Kansas

## Energy Efficiency Jobs in America

17,685  
Total Jobs

### What are EE jobs?

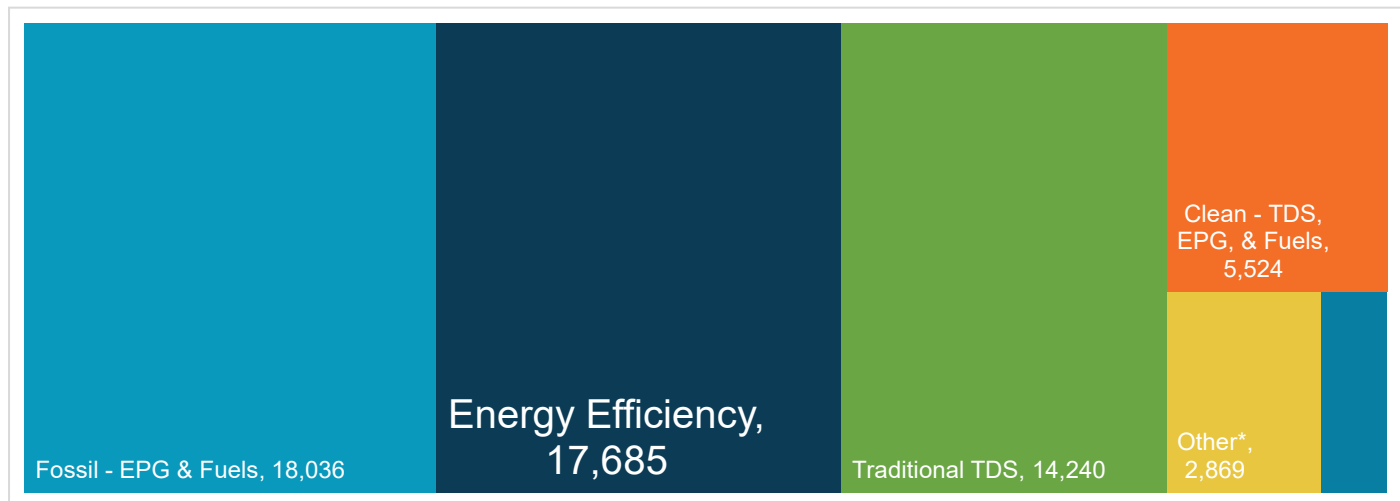
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Kansas?

*Energy efficiency is the second largest energy sector in Kansas.*



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EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,254

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

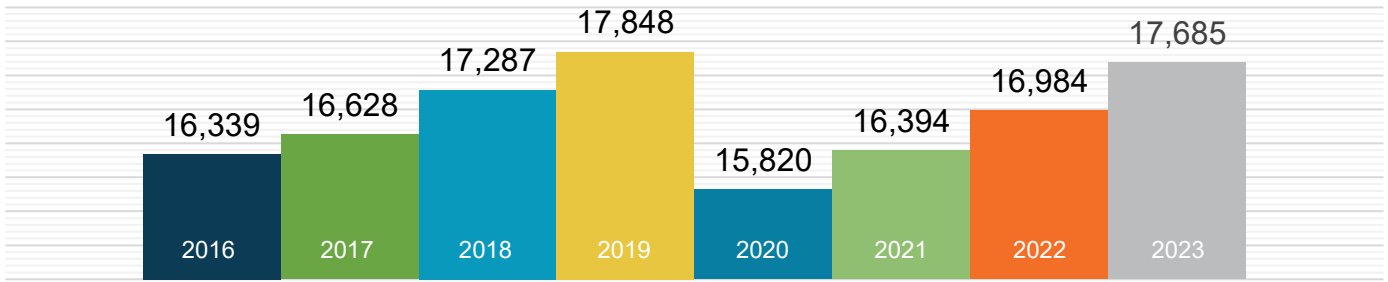
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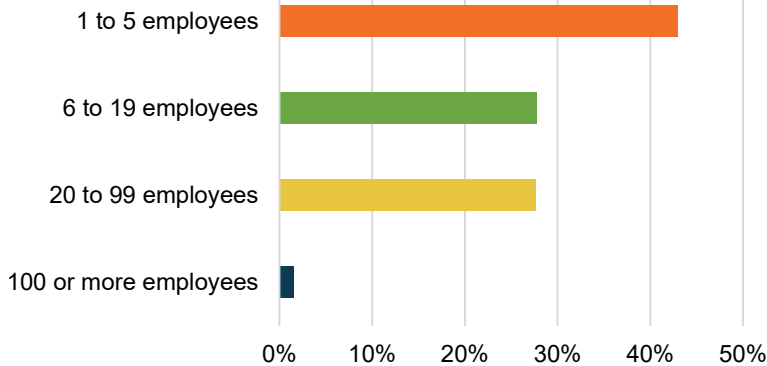
Updated April 2025

## What does EE look like in Kansas?

### EE Workers Employed in KS



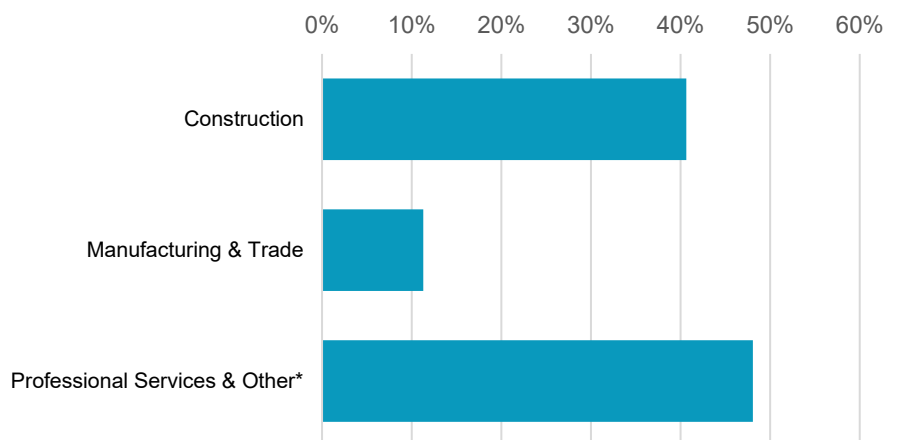
### 98.4% of KS EE Businesses Have Fewer Than 100 Employees



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

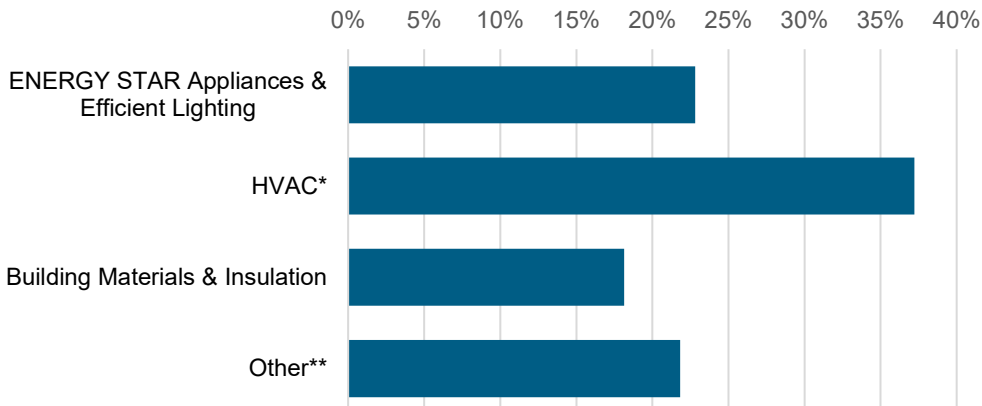


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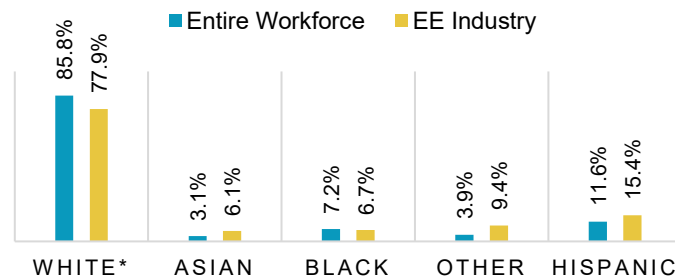


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The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Kansas businesses.

### Kansas EE Industry by Race and Ethnicity



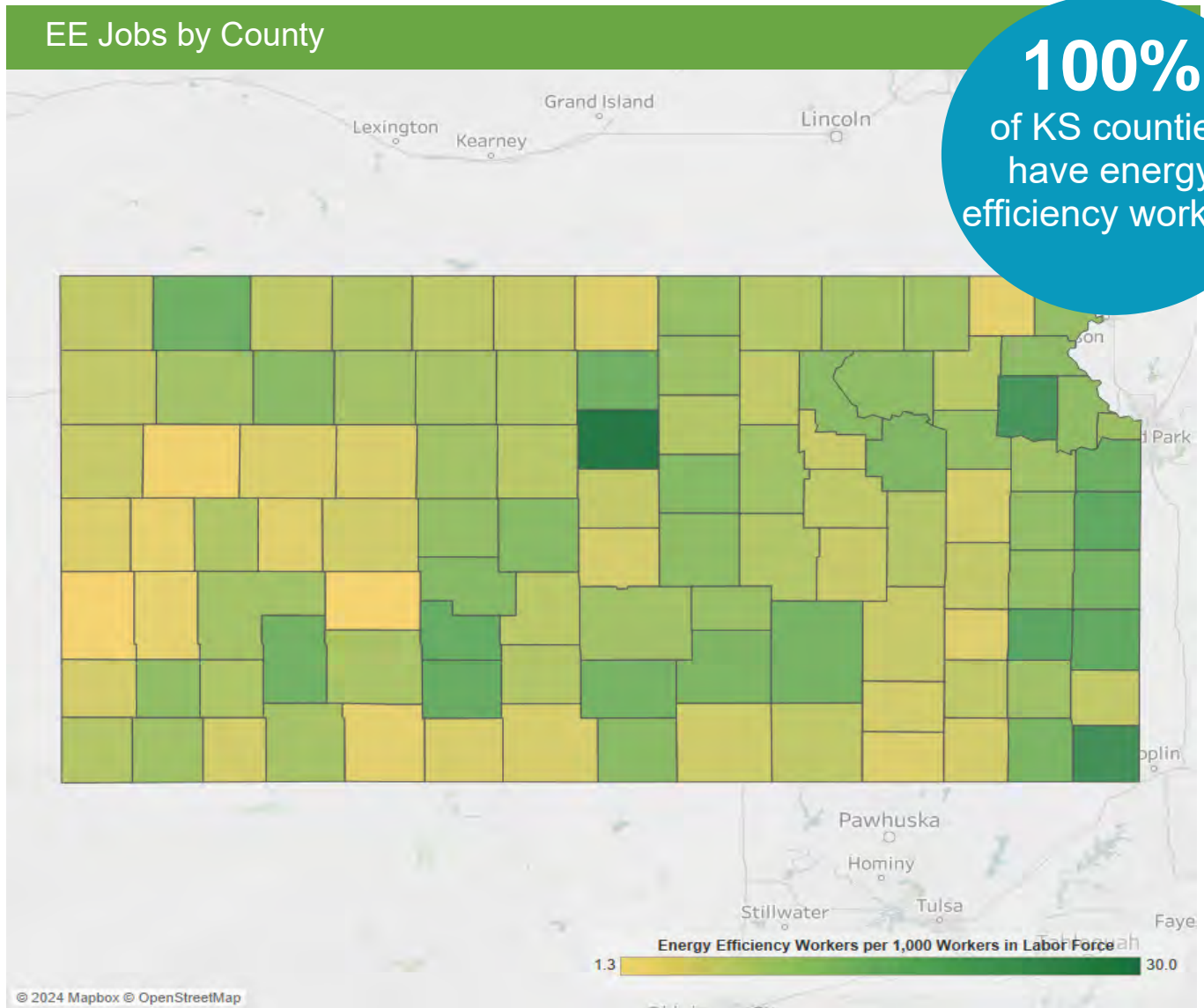
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### Gender in the Kansas EE Workforce



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# Energy Efficiency Jobs are Everywhere



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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	2,809	Kansas City	7,166
2	3,372	Lawrence	503
3	6,900	Manhattan	482
4	4,603	St. Joseph	30
		Topeka	1,263
		Wichita	4,095
		Rural	4,145

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	845		14	855		27	129		40	840
2	640		15	161		28	65			
3	331		16	716		29	796			
4	324		17	329		30	<10			
5	44		18	709		31	92			
6	590		19	294		32	294			
7	695		20	27		33	785			
8	1,278		21	32		34	349			
9	1,440		22	216		35	342			
10	157		23	<10		36	389			
11	629		24	445		37	64			
12	497		25	956		38	367			
13	338		26	324		39	288			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	265		33	170		65	<10		97	<10
2	256		34	27		66	<10		98	<10
3	<10		35	<10		67	<10		99	<10
4	64		36	<10		68	43		100	<10
5	239		37	<10		69	391		101	339
6	91		38	203		70	65		102	<10
7	166		39	16		71	<10		103	<10
8	489		40	<10		72	200		104	<10
9	54		41	11		73	247		105	<10
10	271		42	339		74	80		106	149
11	27		43	<10		75	21		107	139
12	386		44	92		76	43		108	129
13	65		45	37		77	127		109	285
14	1,159		46	11		78	<10		110	537
15	<10		47	203		79	153		111	<10
16	961		48	<10		80	37		112	<10
17	111		49	<10		81	309		113	162
18	127		50	360		82	<10		114	28
19	550		51	638		83	373		115	414
20	521		52	<10		84	632		116	56
21	84		53	91		85	192		117	108
22	<10		54	75		86	176		118	258
23	<10		55	244		87	<10		119	<10
24	226		56	115		88	<10		120	162
25	58		57	<10		89	111		121	16
26	63		58	<10		90	144		122	187
27	185		59	16		91	74		123	<10
28	<10		60	<10		92	217		124	227
29	<10		61	48		93	287		125	<10
30	<10		62	159		94	311			
31	203		63	37		95	<10			
32	230		64	308		96	<10			



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# Kentucky

## Energy Efficiency Jobs in America

24,405  
Total Jobs

### What are EE jobs?

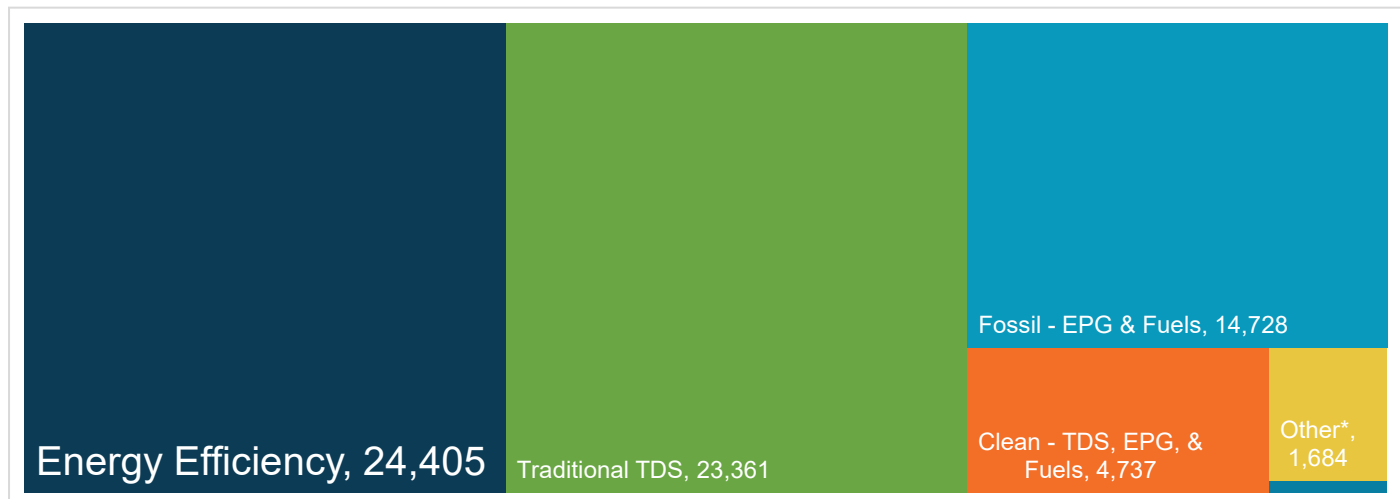
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Kentucky?

*Energy efficiency is the largest energy sector in Kentucky.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 158

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

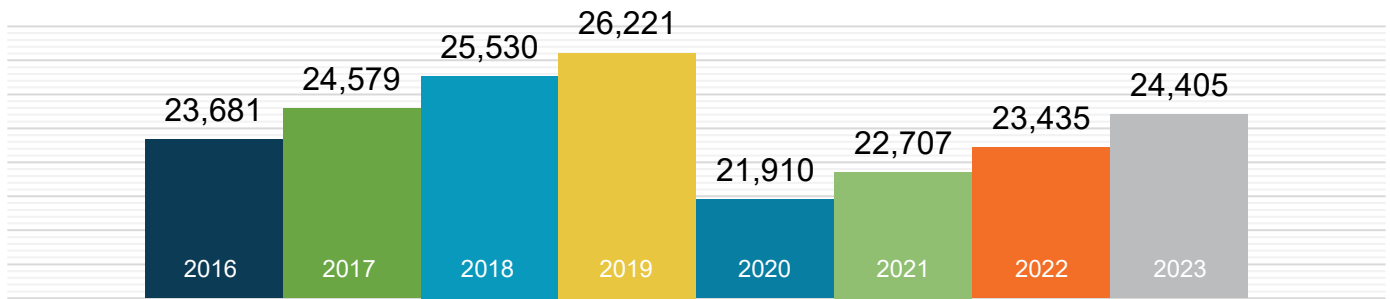
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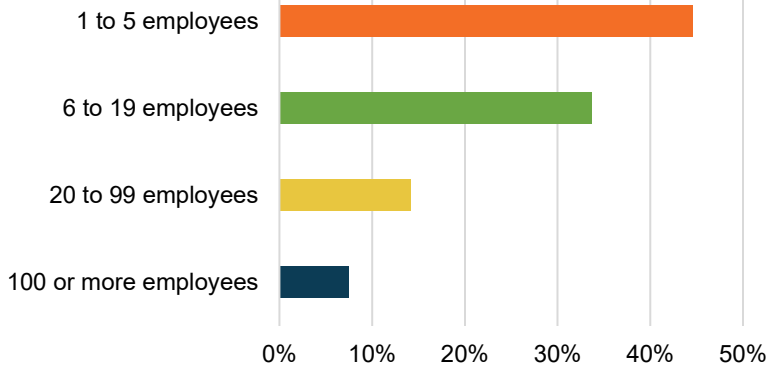
Updated April 2025

## What does EE look like in Kentucky?

### EE Workers Employed in KY



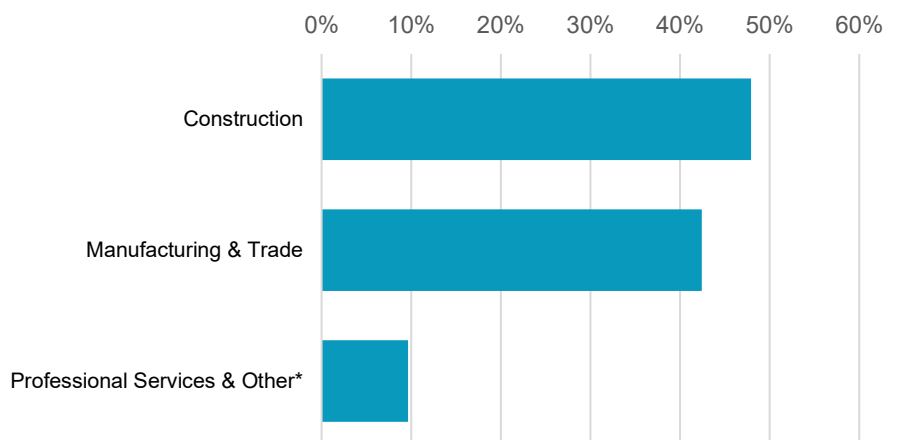
### 92.5% of KY EE Businesses Have Fewer Than 100 Employees



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

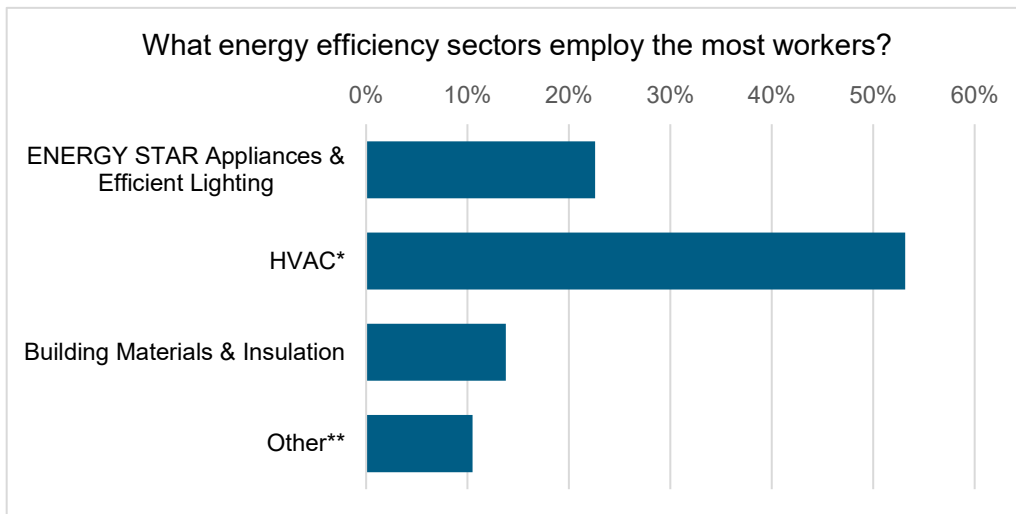


### What type of work do energy efficiency firms do?

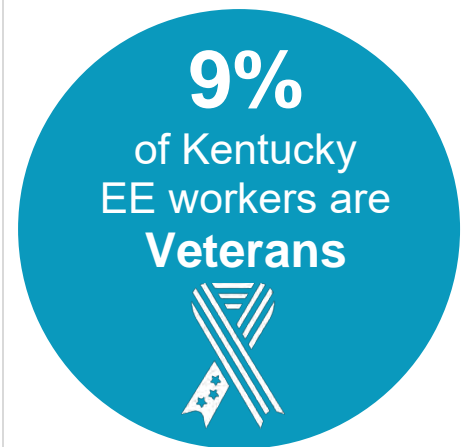


\*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.





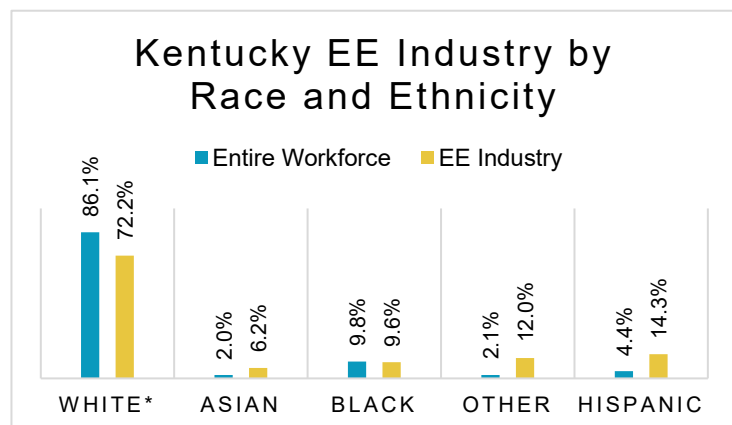
\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling  
 \*\*Other such as energy audits, building certifications, and software services



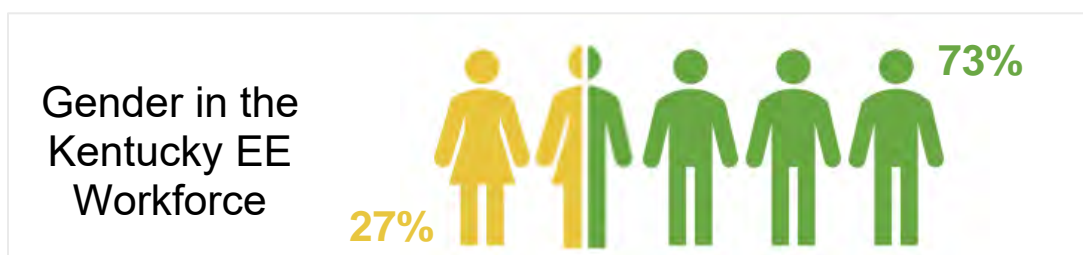
## How is EE doing on diversity in Kentucky?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Kentucky businesses.



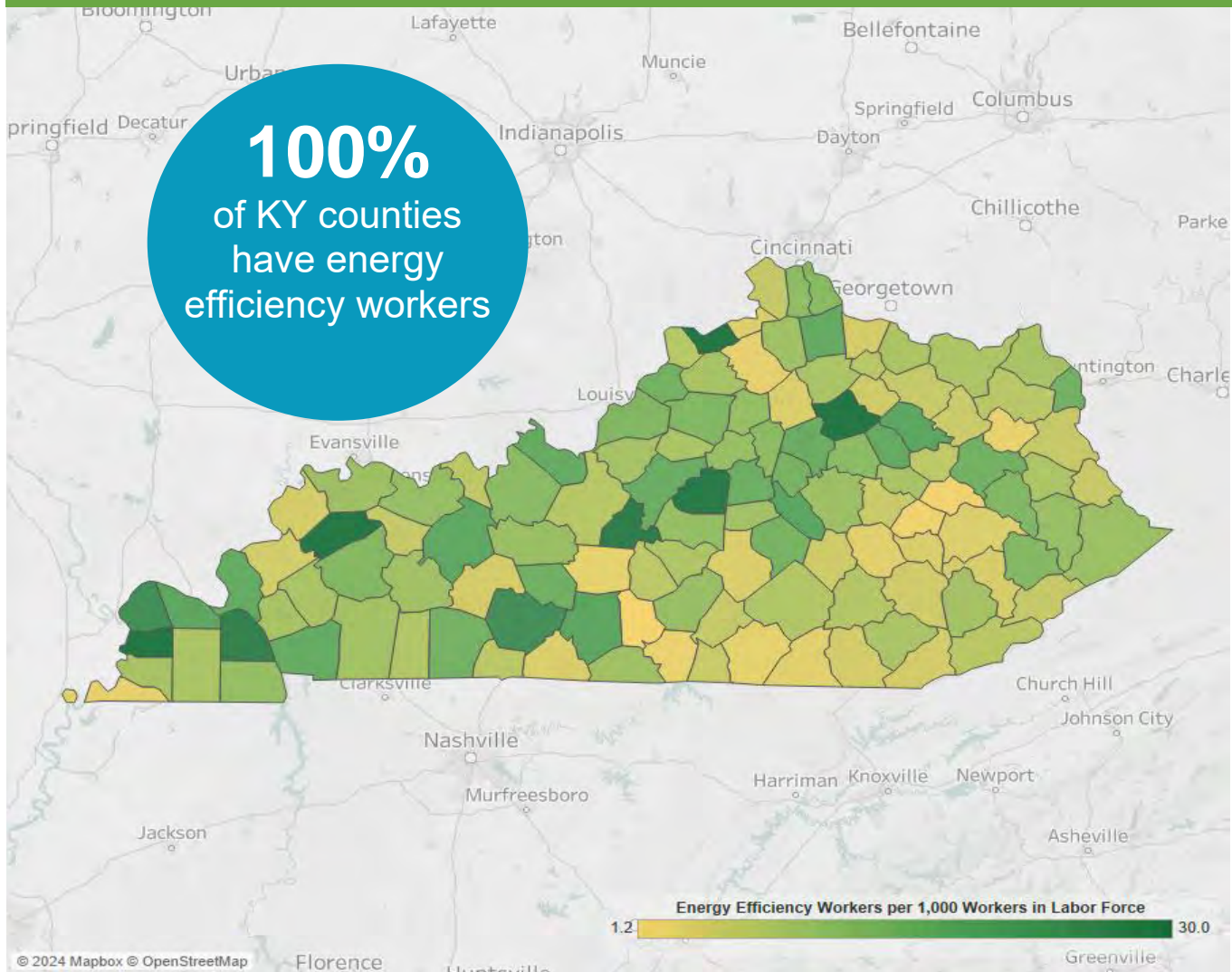
\*Includes non-Hispanic and Hispanic whites.



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas					
District	Jobs	Area		Jobs	Area		Jobs
1	3,928	Bowling Green		1,709	Lexington-Fayette		4,063
2	4,320	Cincinnati		1,976	Louisville/Jefferson County		7,179
3	4,884	Clarksville		343	Owensboro		534
4	3,750	Elizabethtown-Fort Knox		521	Rural		7,439
5	1,943	Evansville		193			
6	5,579	Huntington-Ashland		450			

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	702		11	925		21	792		31	444
2	859		12	1,259		22	455		32	130
3	656		13	1,096		23	290		33	1,696
4	732		14	1,556		24	460		34	347
5	1,185		15	637		25	186		35	69
6	500		16	429		26	675		36	416
7	717		17	633		27	409		37	110
8	334		18	620		28	211		38	220
9	594		19	2,036		29	553			
10	616	20	618	30	239					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	805		28	306		55	255		82	289
2	495		29	764		56	331		83	84
3	<10		30	768		57	<10		84	253
4	389		31	462		58	40		85	191
5	82		32	811		59	26		86	49
6	117		33	424		60	672		87	69
7	897		34	285		61	406		88	<10
8	30		35	141		62	14		89	15
9	233		36	19		63	748		90	61
10	821		37	26		64	153		91	119
11	<10		38	134		65	13		92	348
12	65		39	768		66	<10		93	96
13	<10		40	121		67	224		94	65
14	112		41	1,466		68	27		95	203
15	121		42	<10		69	<10		96	235
16	813		43	<10		70	283		97	139
17	356		44	<10		71	507		98	384
18	35		45	293		72	580		99	63
19	54		46	<10		73	210		100	<10
20	<10		47	662		74	87			
21	203		48	139		75	760			
22	62		49	59		76	299			
23	260		50	217		77	<10			
24	301		51	191		78	<10			
25	<10		52	598		79	<10			
26	513		53	271		80	34			
27	66	54	224	81	<10					



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# Louisiana

## Energy Efficiency Jobs in America

21,940  
Total Jobs

### What are EE jobs?

*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Louisiana?

*Energy efficiency is the third largest energy sector in Louisiana.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,511

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

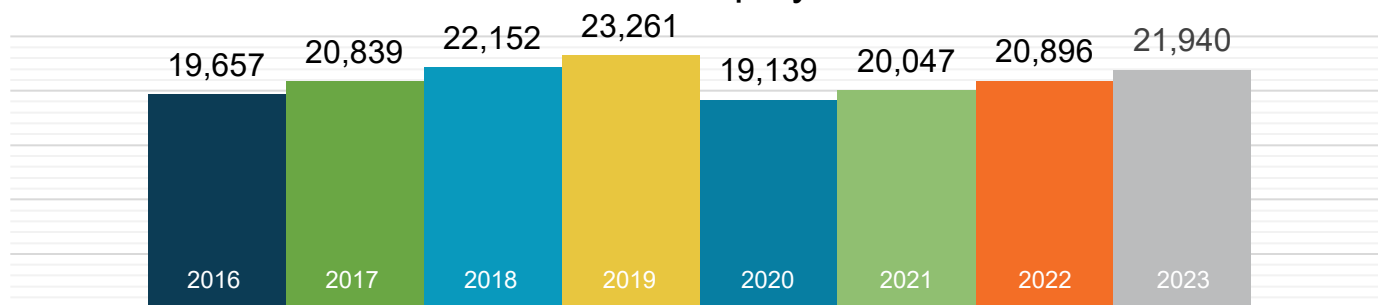


**E4** THE FUTURE

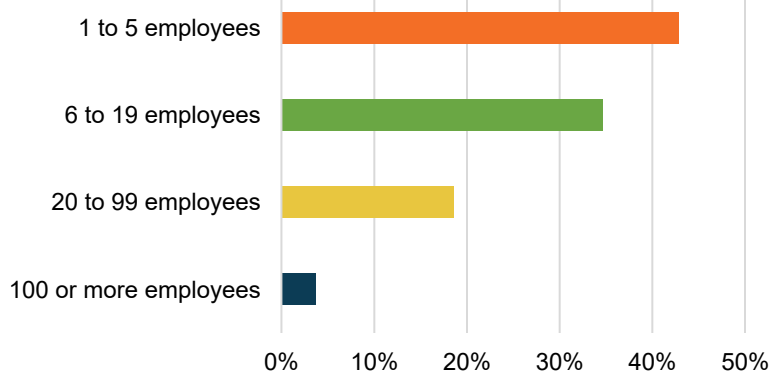
Updated April 2025

## What does EE look like in Louisiana?

### EE Workers Employed in LA



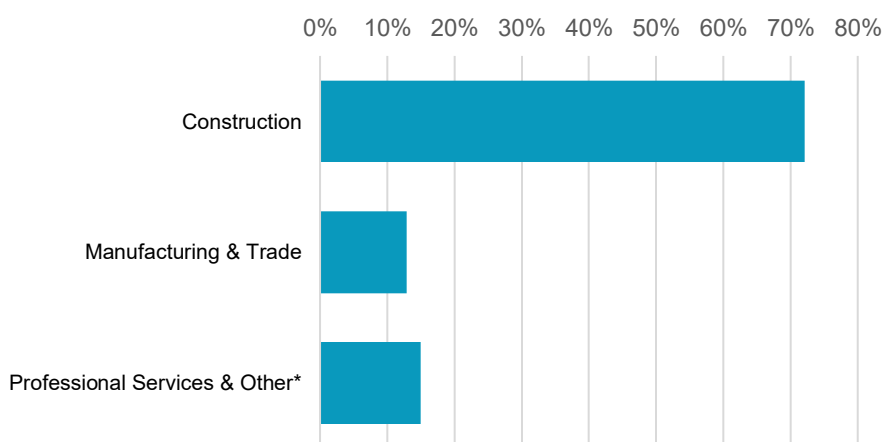
### 96.2% of LA EE Businesses Have Fewer Than 100 Employees



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

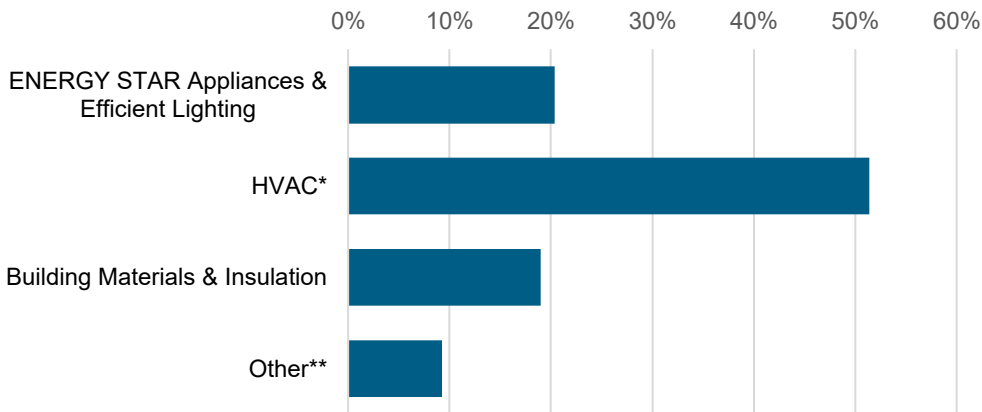


### What type of work do energy efficiency firms do?



\*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

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

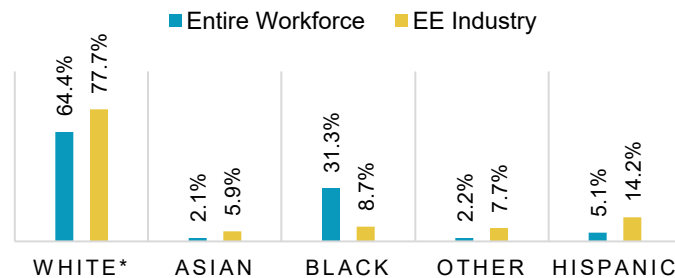


## How is EE doing on diversity in Louisiana?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Louisiana businesses.

### Louisiana EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Louisiana EE Workforce

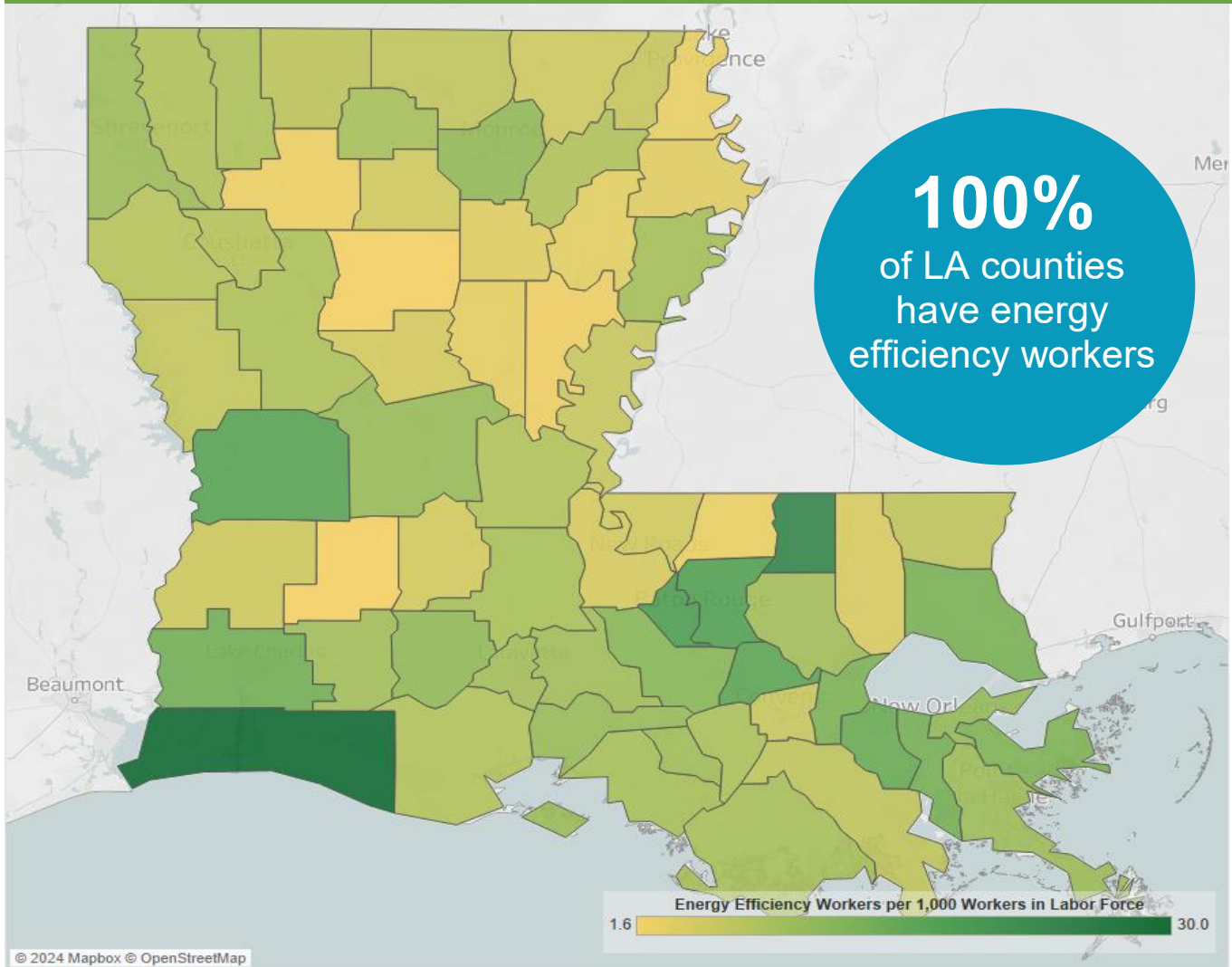


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,461	Alexandria	576
2	3,384	Baton Rouge	6,335
3	3,887	Houma-Thibodaux	646
4	3,292	Lafayette	1,837
5	3,109	Lake Charles	1,708
6	3,807	Monroe	772
		New Orleans-Metairie	6,548
		Shreveport-Bossier City	1,528
		Rural	1,988



## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	699		11	934		21	393		31	189
2	934		12	118		22	621		32	436
3	824		13	250		23	1,245		33	756
4	1,251		14	1,681		24	240		34	45
5	1,175		15	279		25	1,016		35	<10
6	1,136		16	<10		26	128		36	589
7	262		17	310		27	261		37	1,024
8	24		18	205		28	179		38	310
9	874		19	266		29	1,565		39	86
10	695		20	708		30	219			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	434		28	69		55	<10		82	323
2	1,141		29	359		56	289		83	133
3	254		30	<10		57	39		84	217
4	<10		31	1,182		58	397		85	208
5	34		32	62		59	155		86	12
6	<10		33	454		60	23		87	<10
7	111		34	285		61	490		88	<10
8	<10		35	15		62	165		89	163
9	<10		36	151		63	12		90	80
10	126		37	109		64	301		91	1,210
11	226		38	264		65	354		92	<10
12	68		39	229		66	945		93	512
13	941		40	<10		67	327		94	127
14	568		41	92		68	<10		95	<10
15	21		42	<10		69	<10		96	<10
16	<10		43	255		70	<10		97	33
17	68		44	189		71	<10		98	<10
18	272		45	<10		72	341		99	64
19	136		46	80		73	461		100	30
20	113		47	195		74	517		101	<10
21	42		48	274		75	<10		102	104
22	141		49	36		76	343		103	130
23	15		50	233		77	65		104	<10
24	261		51	821		78	770			
25	504		52	48		79	117			
26	<10		53	48		80	1,181			
27	65		54	79		81	98			





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# Maine

## Energy Efficiency Jobs in America

9,003  
Total Jobs

### What are EE jobs?

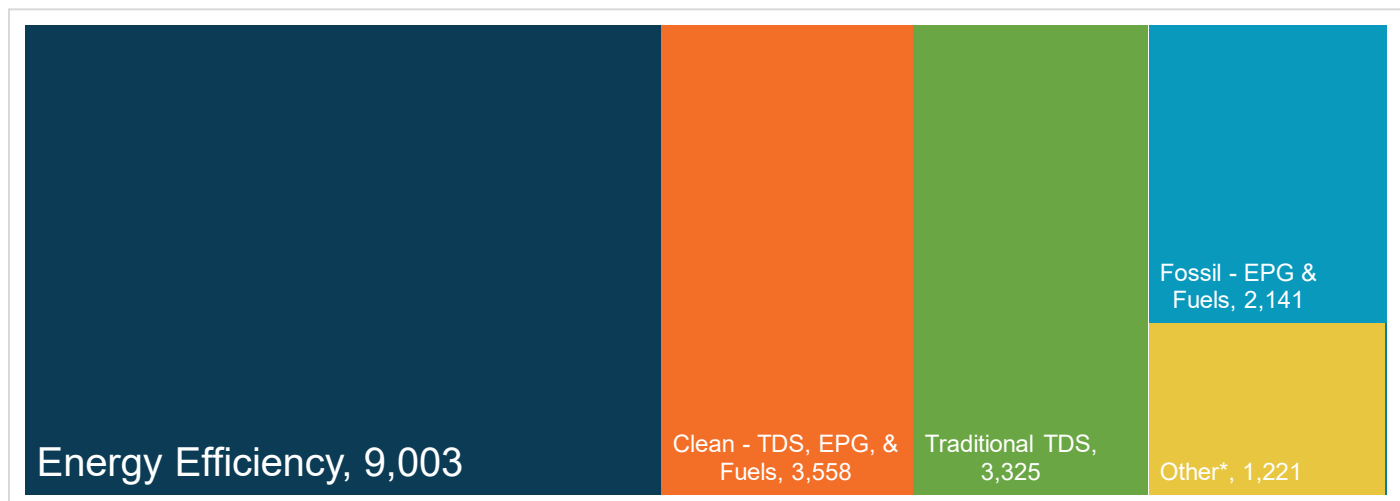
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Maine?

*Energy efficiency is the largest energy sector in Maine.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 10

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

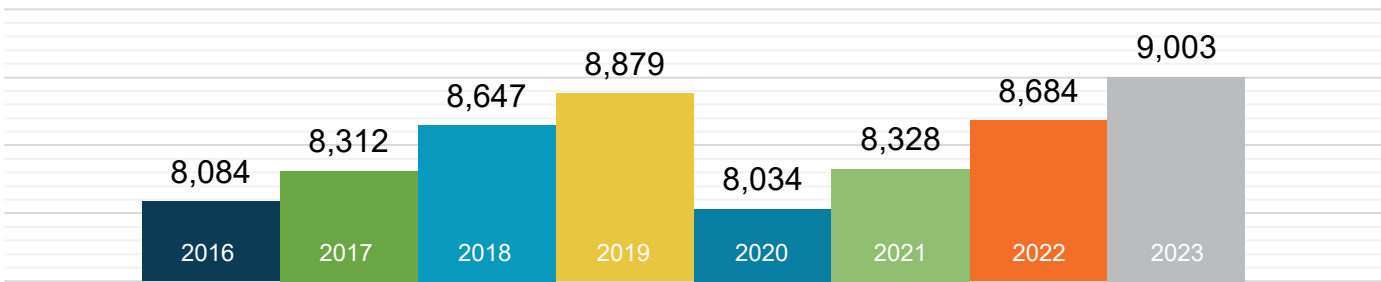
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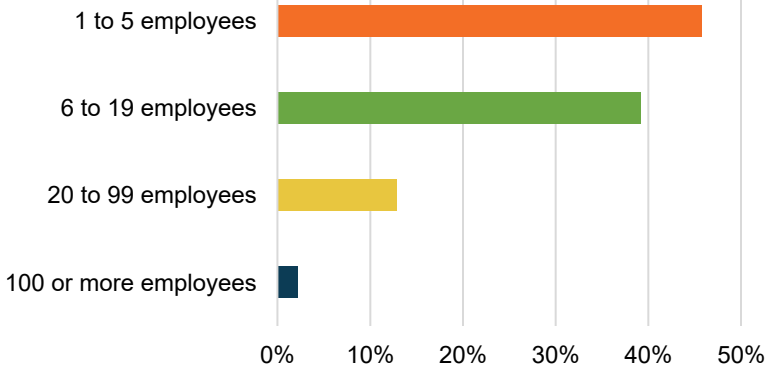
**E4** THE FUTURE

What does EE look like in Maine?

EE Workers Employed in ME



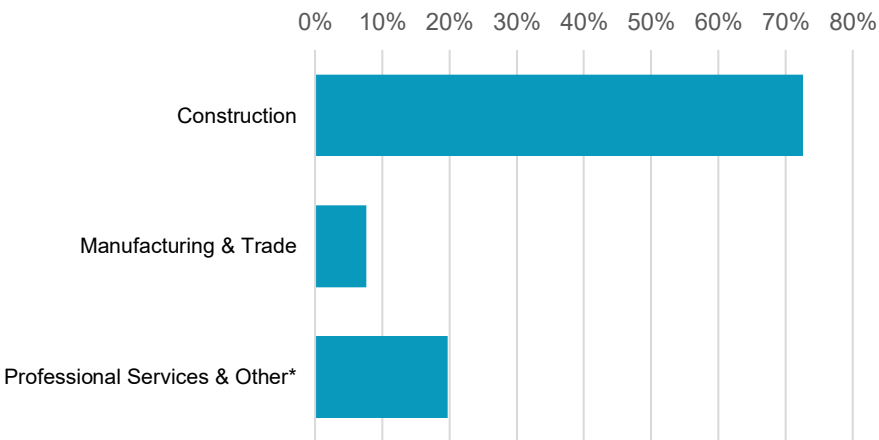
97.8% of ME EE Businesses Have Fewer Than 100 Employees



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



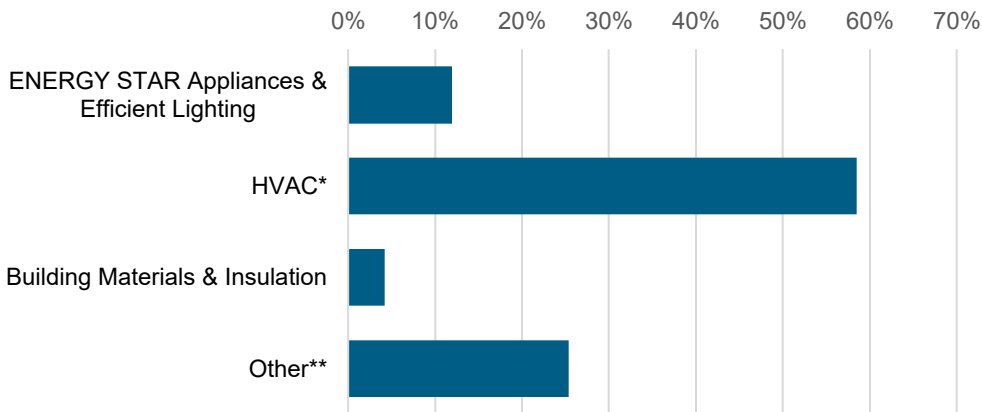
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**8%**  
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 EE workers are  
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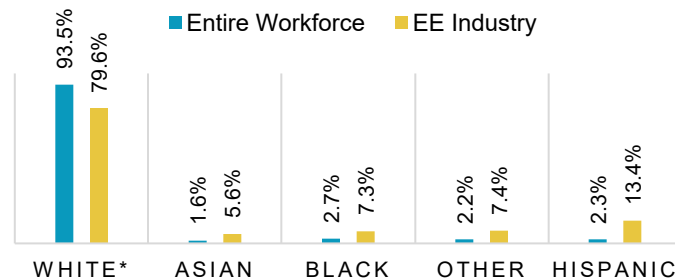


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### Maine EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

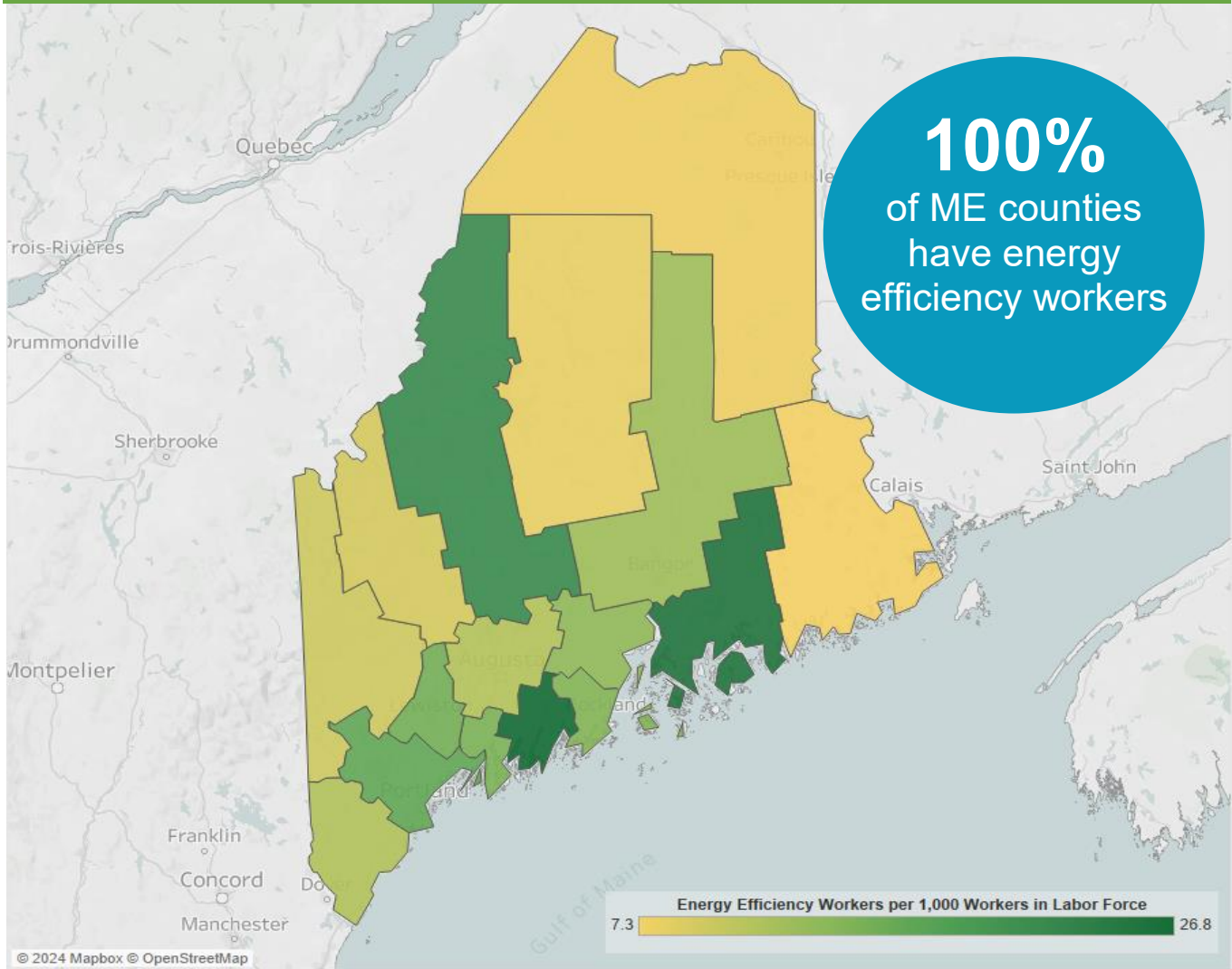
### Gender in the Maine EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,291	Bangor	900
2	3,712	Lewiston-Auburn	758
		Portland- South Portland	4,332
		Rural	3,013

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	148		11	561		21	196		31	194
2	227		12	318		22	184		32	405
3	228		13	306		23	243		33	230
4	151		14	489		24	379		34	140
5	443		15	27		25	509		35	284
6	194		16	183		26	64			
7	438		17	177		27	748			
8	175		18	224		28	<10			
9	51		19	209		29	373			
10	136		20	212		30	150			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	126		40	<10		79	38		118	32
2	25		41	<10		80	25		119	75
3	127		42	<10		81	115		120	<10
4	165		43	79		82	<10		121	30
5	62		44	<10		83	24		122	19
6	<10		45	139		84	19		123	21
7	<10		46	29		85	<10		124	<10
8	90		47	61		86	<10		125	<10
9	242		48	103		87	35		126	<10
10	60		49	132		88	13		127	<10
11	<10		50	<10		89	76		128	78
12	<10		51	90		90	122		129	45
13	28		52	<10		91	73		130	40
14	118		53	68		92	46		131	169
15	<10		54	64		93	86		132	<10
16	62		55	90		94	97		133	58
17	28		56	33		95	50		134	105
18	27		57	68		96	323		135	77
19	<10		58	191		97	88		136	72
20	64		59	<10		98	67		137	71
21	18		60	<10		99	22		138	32
22	66		61	<10		100	59		139	34
23	45		62	132		101	390		140	45
24	148		63	<10		102	58		141	45
25	<10		64	15		103	<10		142	<10
26	102		65	49		104	40		143	<10
27	293		66	22		105	27		144	76
28	136		67	<10		106	55		145	21
29	<10		68	50		107	65		146	56
30	36		69	83		108	60		147	62
31	<10		70	61		109	<10		148	32
32	<10		71	35		110	<10		149	<10
33	<10		72	38		111	<10		150	63
34	<10		73	50		112	106		151	<10
35	<10		74	39		113	42		152	<10
36	494		75	48		114	<10		153	<10
37	<10		76	69		115	27			
38	325		77	254		116	16			
39	<10		78	115		117	58			





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# Maryland

## Energy Efficiency Jobs in America

67,772  
Total Jobs

### What are EE jobs?

*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Maryland?

*Energy efficiency is the largest energy sector in Maryland.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

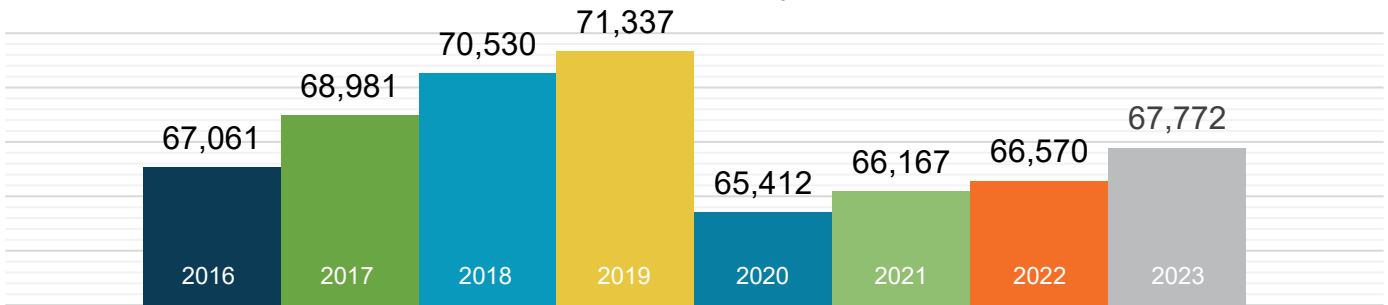
Nuclear (EPG & Fuels) = 1,320

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

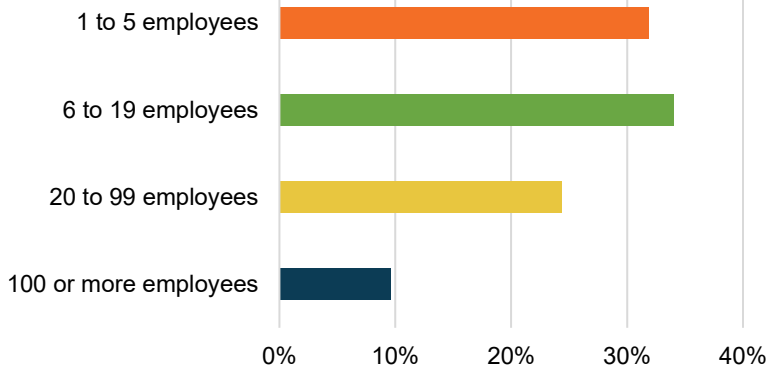


## What does EE look like in Maryland?

### EE Workers Employed in MD



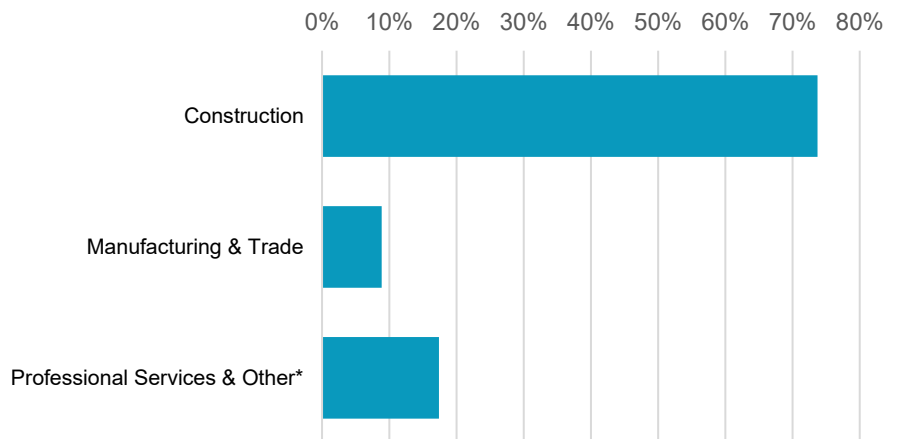
### 90.4% of MD EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise  
**31%** of Maryland's construction workforce



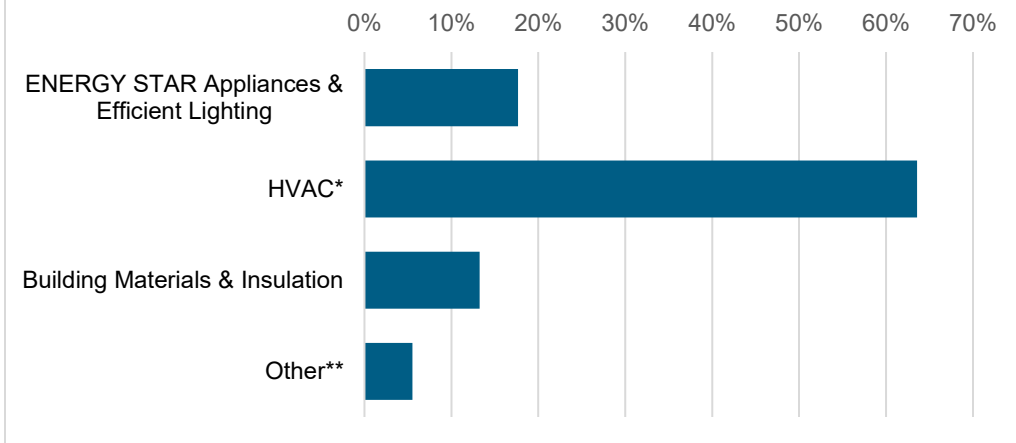
### What type of work do energy efficiency firms do?



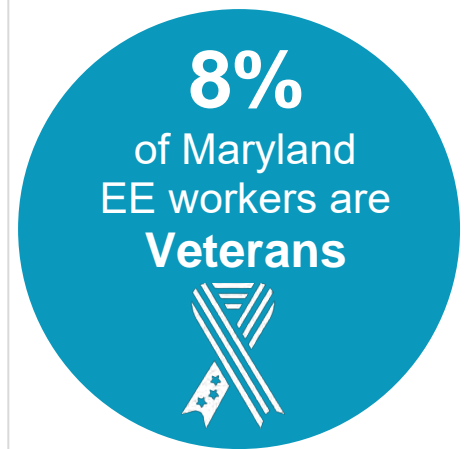
\*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



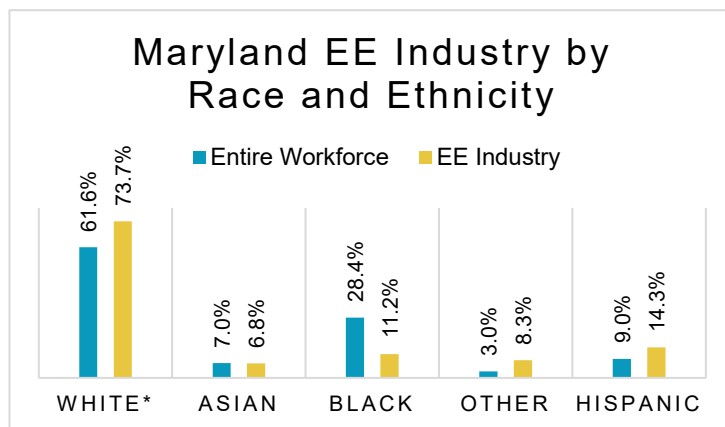
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 \*\*Other such as energy audits, building certifications, and software services



## How is EE doing on diversity in Maryland?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Maryland businesses.



\*Includes non-Hispanic and Hispanic whites.

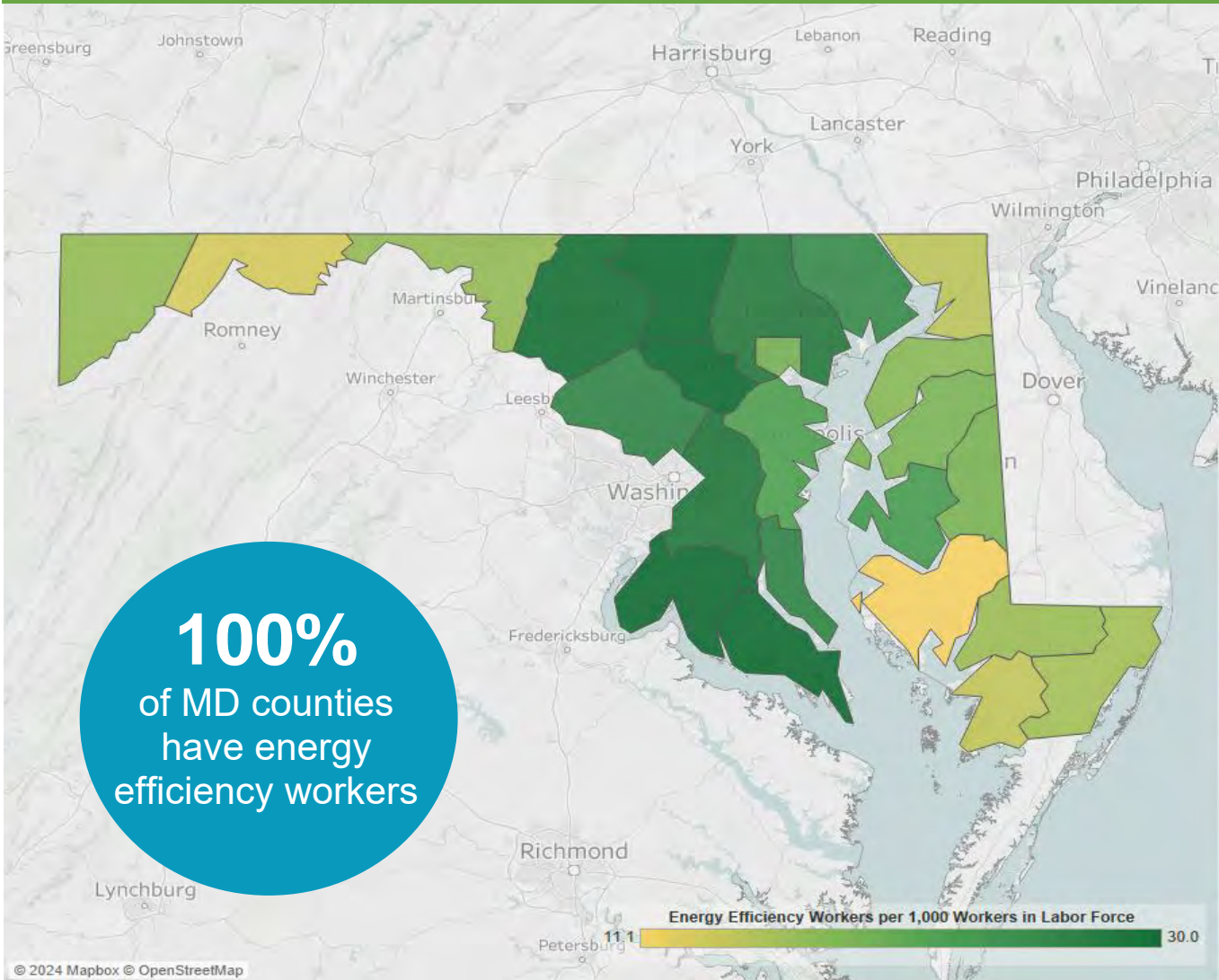
## Gender in the Maryland EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	12,711	Baltimore-Columbia-Towson	33,156
2	12,246	Cumberland	350
3	13,429	Hagerstown-Martinsburg	1,083
4	5,776	Philadelphia-Camden-Wilmington	541
5	4,638	Salisbury	1,215
6	11,991	Washington-Arlington-Alexandria	26,415
7	1,645	Rural	5,011
8	5,335		

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,059		15	4,051		29	721		43	250
2	587		16	3,531		30	2,716		44	<10
3	2,718		17	2,061		31	2,766		45	229
4	2,096		18	1,258		32	38		46	<10
5	1,530		19	178		33	343		47	121
6	1,994		20	1,416		34	561			
7	2,845		21	1,932		35	826			
8	935		22	1,921		36	1,650			
9	2,845		23	915		37	2,325			
10	1,908		24	679		38	963			
11	3,373		25	644		39	<10			
12	2,371		26	350		40	4,085			
13	1,350		27	1,001		41	<10			
14	2,133	28	1,316	42	158					

State House of Delegates										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
4	4,925		22	1,934		03B	14		37B	1,058
5	1,508		24	670		09A	75		38A	432
6	2,010		25	1,164		23A	185		38B	125
7	2,805		26	345		23B	191		38C	395
8	919		28	1,438		27A	75		42A	12
10	2,067		32	1,468		27B	397		42B	139
11	3,444		33	2,803		27C	464		47A	120
12	4,471		36	2,207		29A	254			
13	1,708		40	4,024		29B	435			
14	2,201		43	250		29C	26			
15	4,071		45	225		30A	327			
16	3,487		46	279		30B	244			
17	2,037		01A	930		31A	705			
18	1,272		01B	24		34A	554			
19	176		01C	1,085		35A	148			
20	1,591		02A	274		35B	105			
21	1,918		03A	298		37A	1,260			



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# Massachusetts

## Energy Efficiency Jobs in America

83,893  
Total Jobs



### What are EE jobs?

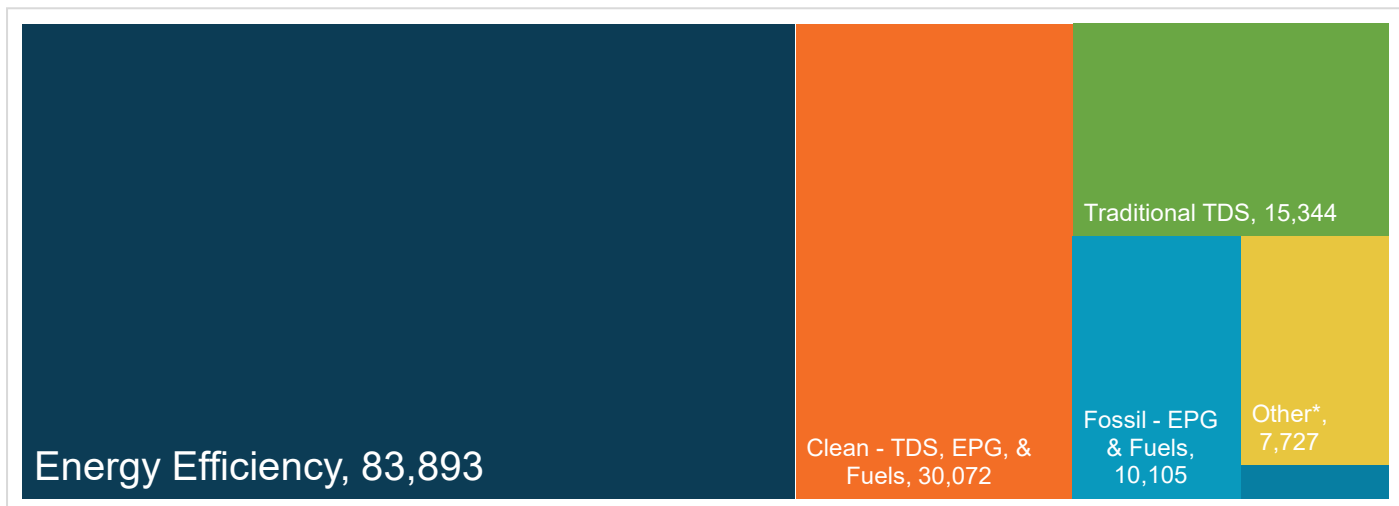
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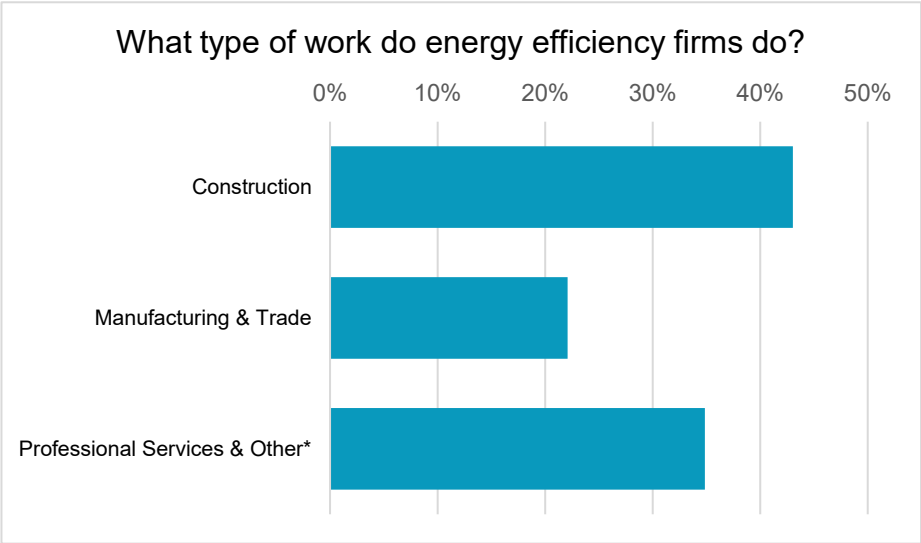
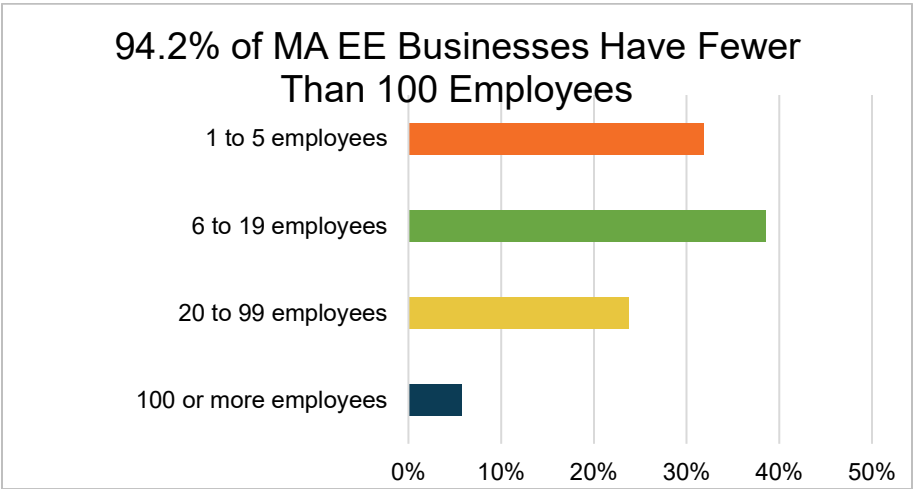
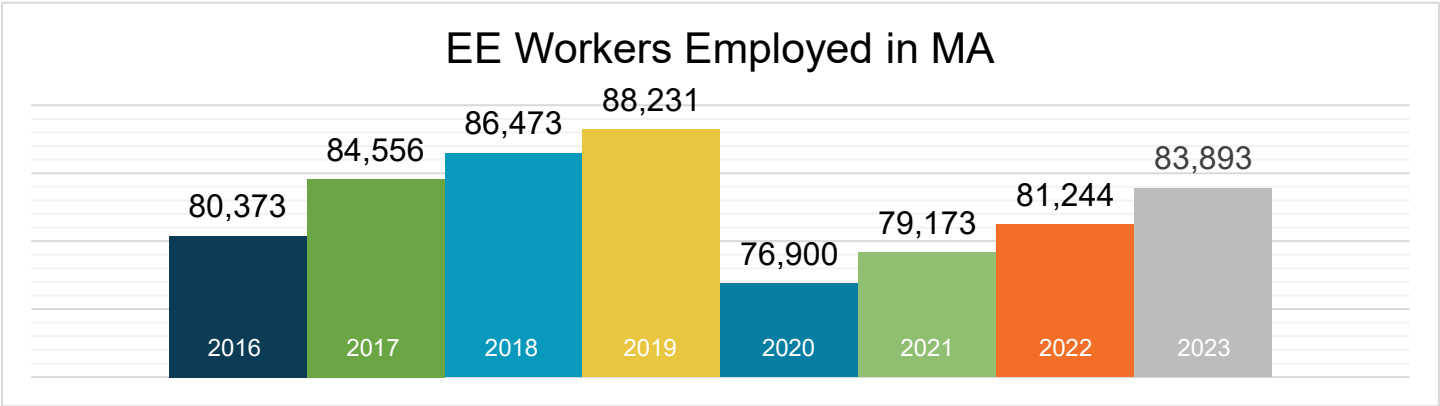
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What does EE look like in Massachusetts?

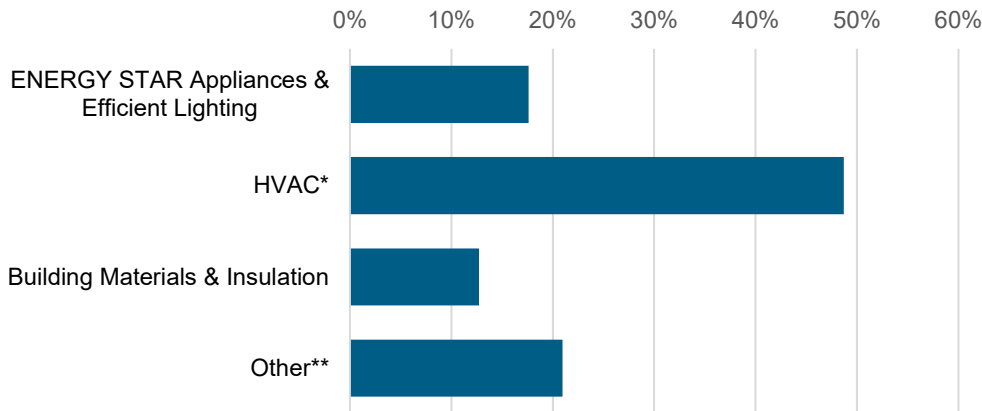


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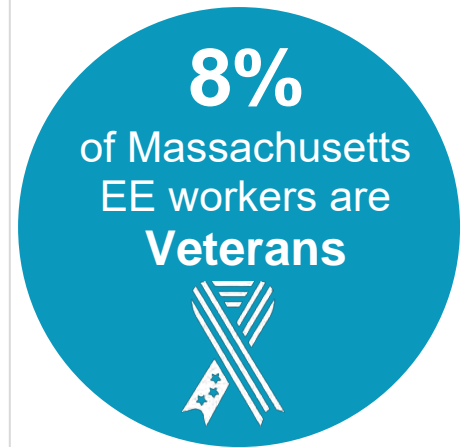




## What energy efficiency sectors employ the most workers?



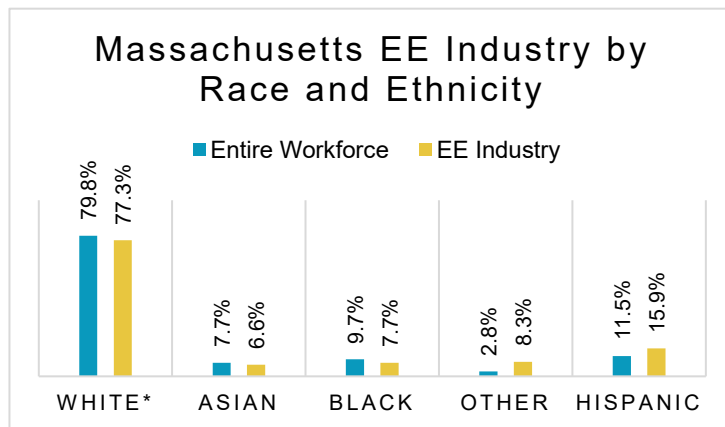
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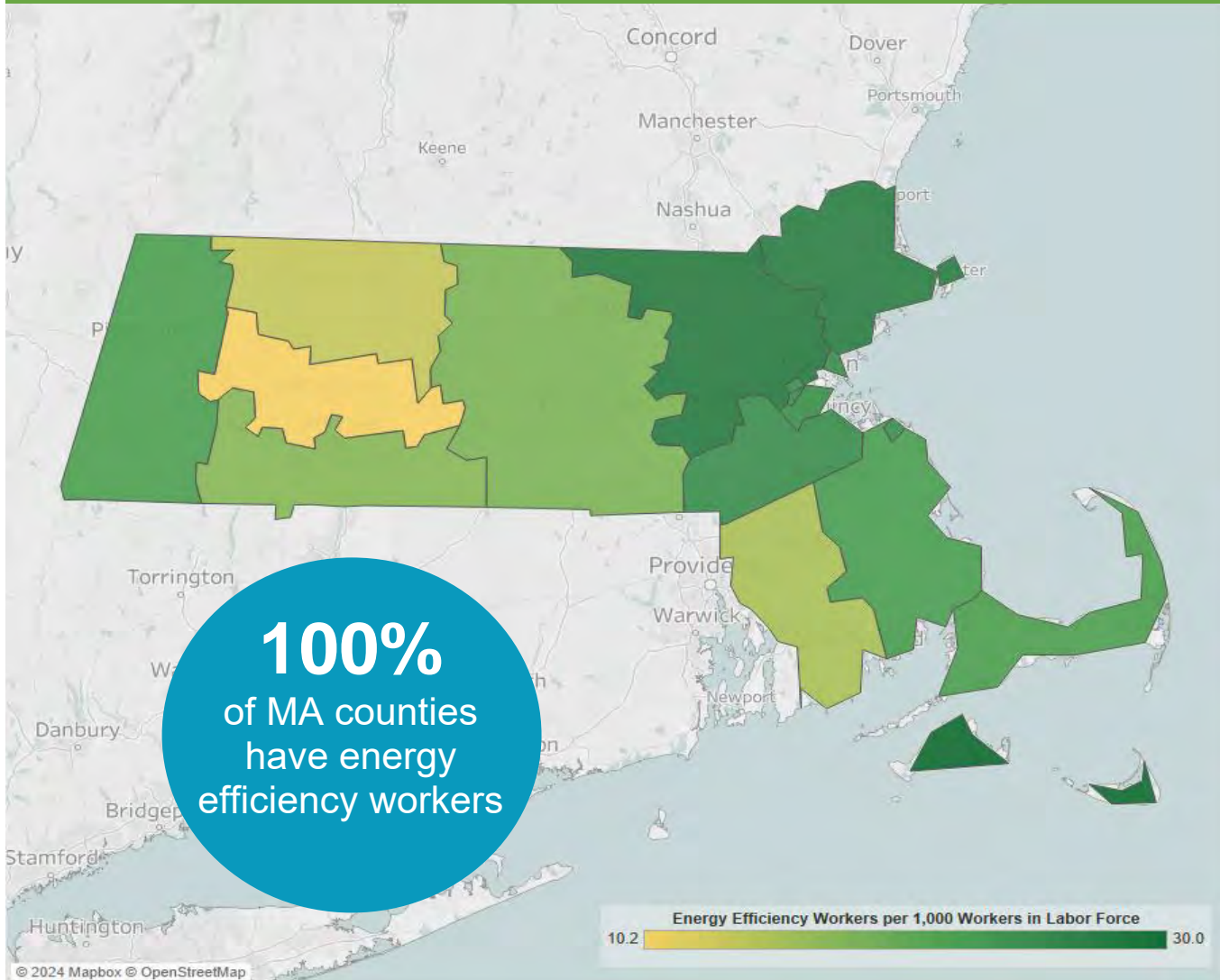
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# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	7,156	Barnstable Town	1,959
2	7,260	Boston-Cambridge-Newton	64,189
3	11,496	Pittsfield	1,274
4	10,279	Providence-Warwick	3,445
5	9,883	Springfield	4,185
6	10,272	Worcester	6,380
7	9,029	Rural	2,461
8	10,400		
9	8,119		

## State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1st Barnstable	1,363	1st Franklin	429	26th Middlesex	860	8th Suffolk	709
2nd Barnstable	228	2nd Franklin	615	27th Middlesex	206	9th Suffolk	218
3rd Barnstable	722	1st Hampden	427	28th Middlesex	544	11th Suffolk	422
4th Barnstable	452	2nd Hampden	344	30th Middlesex	183	12th Suffolk	135
5th Barnstable	868	3rd Hampden	320	31st Middlesex	215	19th Suffolk	393
Barnstable-Dukes-Nantucket	870	4th Hampden	221	32nd Middlesex	162	1st Worcester	<10
1st Berkshire	608	5th Hampden	793	36th Middlesex	399	3rd Worcester	306
3rd Berkshire	527	6th Hampden	346	37th Middlesex	493	4th Worcester	118
1st Bristol	674	7th Hampden	198	1st Norfolk	269	6th Worcester	434
2nd Bristol	342	8th Hampden	153	2nd Norfolk	1,287	7th Worcester	184
3rd Bristol	1,030	9th Hampden	864	3rd Norfolk	1,420	8th Worcester	308
4th Bristol	389	12th Hampden	230	5th Norfolk	527	9th Worcester	685
5th Bristol	112	1st Hampshire	811	6th Norfolk	465	10th Worcester	462
6th Bristol	887	2nd Hampshire	251	7th Norfolk	496	11th Worcester	533
7th Bristol	36	3rd Hampshire	<10	8th Norfolk	1,057	12th Worcester	85
8th Bristol	474	1st Middlesex	484	10th Norfolk	397	13th Worcester	396
9th Bristol	521	2nd Middlesex	1,354	11th Norfolk	586	14th Worcester	284
10th Bristol	396	3rd Middlesex	523	12th Norfolk	507	15th Worcester	623
11th Bristol	45	4th Middlesex	1,873	13th Norfolk	678	16th Worcester	92
12th Bristol	447	5th Middlesex	1,122	14th Norfolk	401	17th Worcester	539
13th Bristol	35	6th Middlesex	632	15th Norfolk	604	18th Worcester	108
14th Bristol	240	7th Middlesex	288	1st Plymouth	855	19th Worcester	43
1st Essex	740	8th Middlesex	1,000	2nd Plymouth	453		
2nd Essex	939	9th Middlesex	1,508	3rd Plymouth	<10		
3rd Essex	117	10th Middlesex	744	4th Plymouth	319		
4th Essex	381	11th Middlesex	882	5th Plymouth	372		
5th Essex	725	12th Middlesex	87	6th Plymouth	267		
6th Essex	564	13th Middlesex	299	7th Plymouth	838		
7th Essex	832	14th Middlesex	945	8th Plymouth	379		
8th Essex	399	15th Middlesex	1,877	9th Plymouth	313		
9th Essex	1,098	16th Middlesex	730	10th Plymouth	270		
10th Essex	126	17th Middlesex	962	11th Plymouth	582		
11th Essex	<10	19th Middlesex	1,196	12th Plymouth	164		
12th Essex	644	20th Middlesex	530	2nd Suffolk	208		
13th Essex	604	21st Middlesex	884	3rd Suffolk	366		
14th Essex	2,462	22nd Middlesex	332	4th Suffolk	455		
16th Essex	129	23rd Middlesex	684	5th Suffolk	8,527		
17th Essex	1,386	24th Middlesex	1,050	6th Suffolk	672		
18th Essex	621	25th Middlesex	632	7th Suffolk	348		



## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
Berkshire-Hampden-Franklin-Hampshire	2,494		First Middlesex	1,079		First Essex and Middlesex	2,699		First Plymouth and Norfolk	1,554
Hampden and Hampshire	2,490		Middlesex and Worcester	894		Second Essex	899		Norfolk and Plymouth	2,595
Hampden	1,979		Middlesex and Norfolk	2,431		Fifth Middlesex	3,404		Norfolk-Plymouth-Bristol	1,714
Hampden-Hampshire-Worcester	1,896		Norfolk-Worcester-Middlesex	4,046		Third Essex	1,501		Second Plymouth and Norfolk	1,667
Hampshire-Franklin-Worcester	927		Third Middlesex	3,059		Third Suffolk	1,493		Bristol and Norfolk	1,086
Worcester and Hampshire	1,765		Fourth Middlesex	3,319		Middlesex and Suffolk	2,871		Third Bristol and Plymouth	2,165
Worcester and Hampden	1,153		Norfolk and Middlesex	2,438		Second Middlesex	5,435		First Bristol and Plymouth	1,366
Second Worcester	1,161		Norfolk and Suffolk	4,009		Suffolk and Middlesex	820		Second Bristol and Plymouth	1,136
First Worcester	1,188		First Essex	2,273		Second Suffolk	1,664		Plymouth and Barnstable	2,283
Worcester and Middlesex	2,340		Second Essex and Middlesex	2,755		First Suffolk	1,275		Cape and Islands	2,571





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# Michigan

## Energy Efficiency Jobs in America

76,509  
Total Jobs

### What are EE jobs?

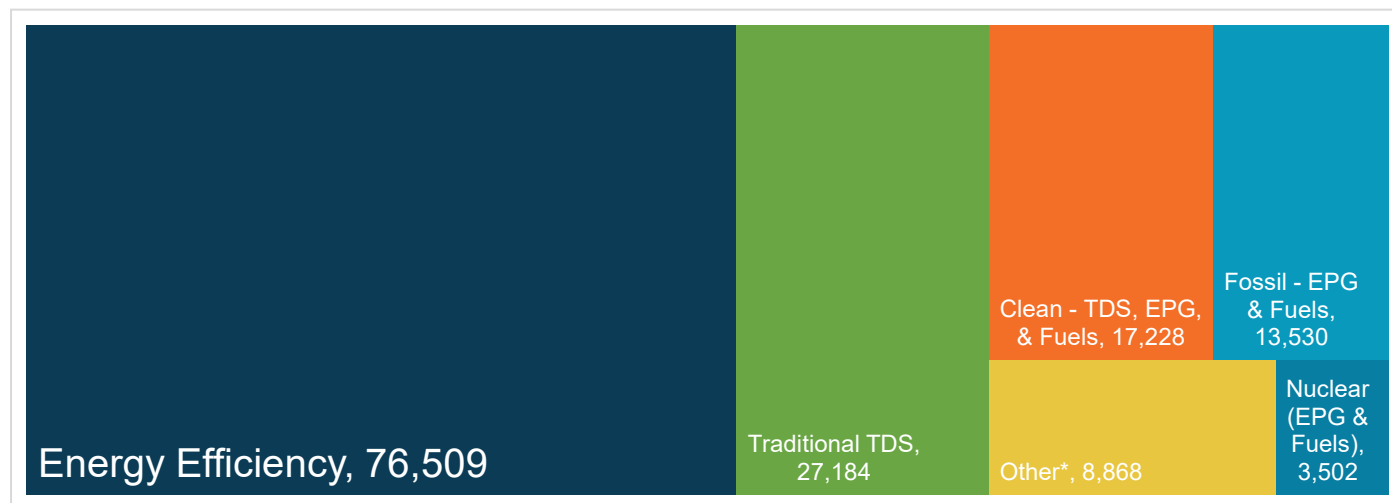
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

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### How does EE compare in Michigan?

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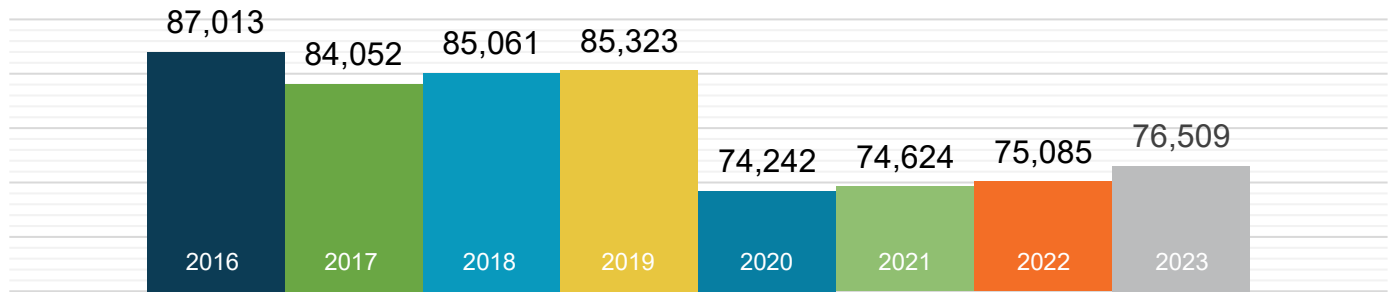
Presented by:



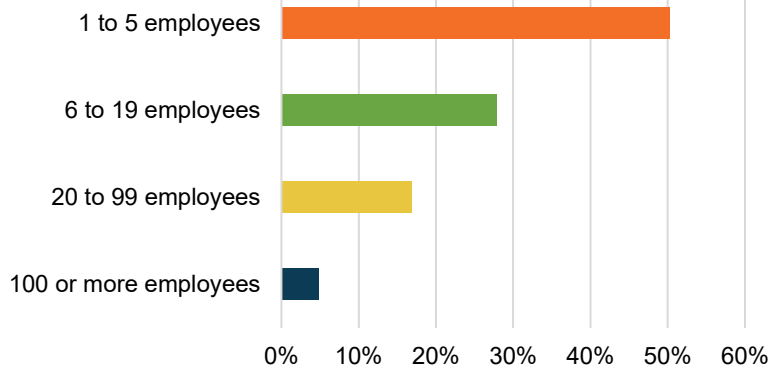
Updated April 2025

## What does EE look like in Michigan?

### EE Workers Employed in MI



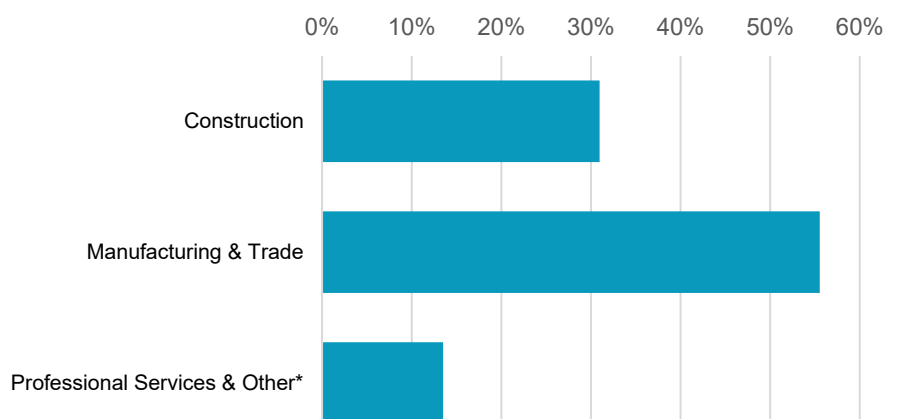
### 95.1% of MI EE Businesses Have Fewer Than 100 Employees



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



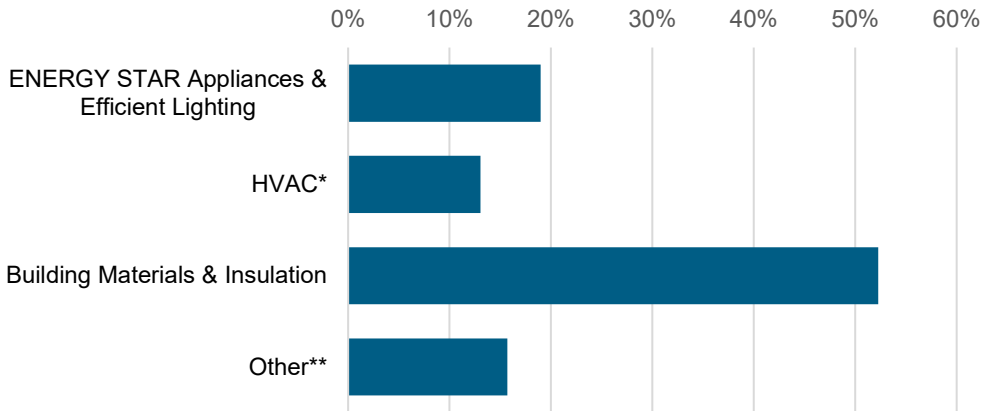
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## What energy efficiency sectors employ the most workers?



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

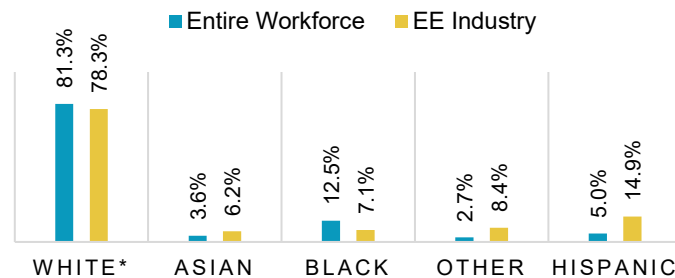


## How is EE doing on diversity in Michigan?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Michigan 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 Michigan businesses.

## Michigan EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

## Gender in the Michigan EE Workforce

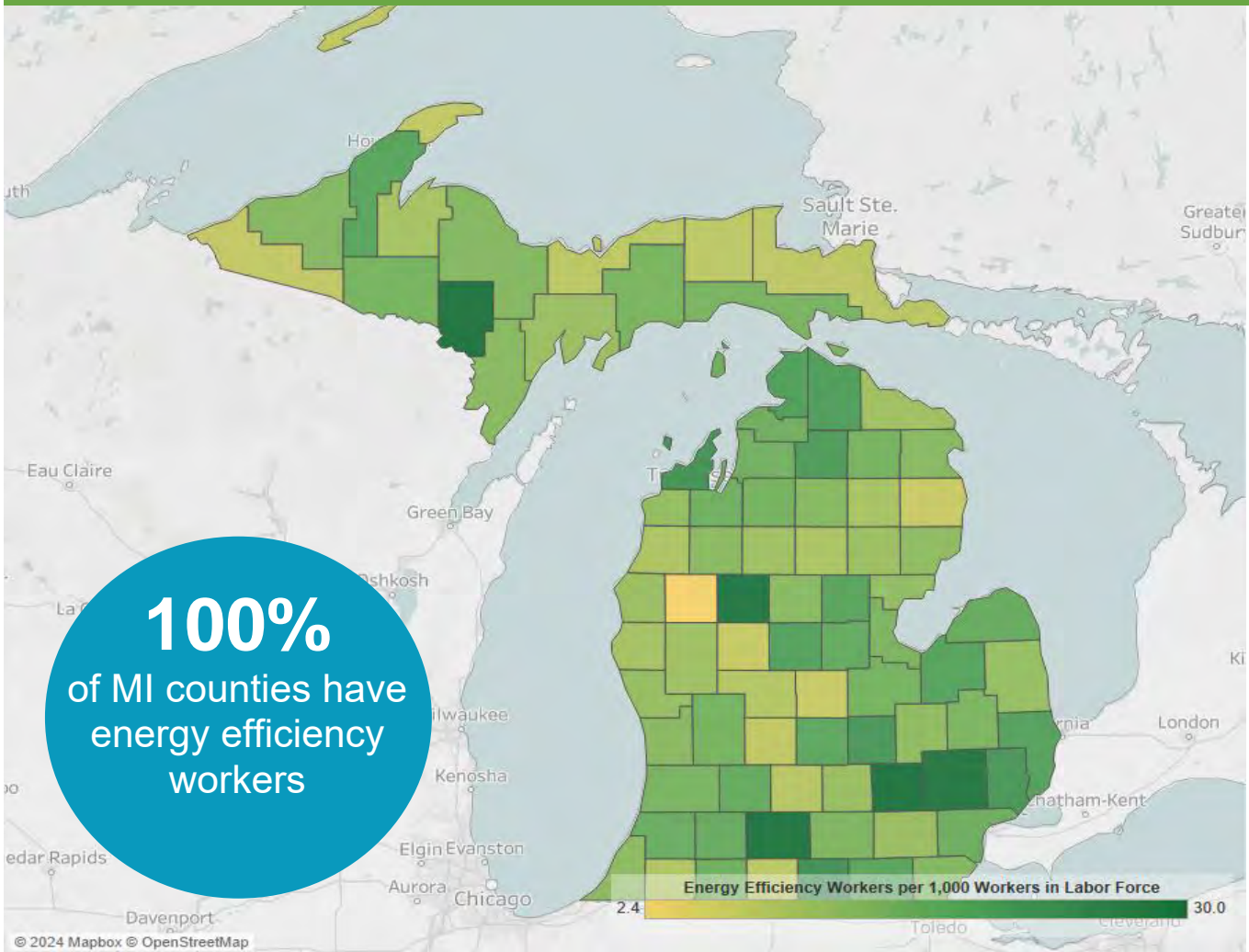


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional					Metropolitan Areas					
District	Jobs		District	Jobs		Area	Jobs		Area	Jobs
1	5,199		9	7,454		Ann Arbor	2,408		Kalamazoo-Portage	2,310
2	3,640		10	7,844		Battle Creek	1,605		Lansing-East Lansing	2,435
3	5,209		11	12,502		Bay City	473		Monroe	555
4	4,798		12	5,123		Detroit-Warren-Dearborn	42,765		Muskegon	705
5	4,221		13	4,402		Flint	1,625		Niles-Benton Harbor	733
6	6,697					Grand Rapids-Wyoming	8,165		Saginaw	1,181
7	5,989					Holland	583		South Bend-Mishawaka	78
8	3,428					Jackson	789		Rural	10,100

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	3,036		11	5,079		21	2,406		31	1,933
2	629		12	3,971		22	1,971		32	1,124
3	1,761		13	2,729		23	2,480		33	1,603
4	303		14	1,760		24	968		34	1,311
5	623		15	1,942		25	2,039		35	2,850
6	1,140		16	2,031		26	3,444		36	1,617
7	2,457		17	1,742		27	1,098		37	2,179
8	3,334		18	2,332		28	3,652		38	2,304
9	1,620		19	2,302		29	368			
10	1,165	20	1,964	30	1,240					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	533		35	2,049		69	48		103	879
2	265		36	524		70	719		104	441
3	714		37	1,749		71	219		105	1,261
4	591		38	1,721		72	2,038		106	929
5	734		39	370		73	2,316		107	582
6	865		40	1,260		74	1,250		108	863
7	91		41	1,186		75	337		109	686
8	495		42	1,286		76	<10		110	754
9	174		43	502		77	103			
10	<10		44	356		78	502			
11	1,084		45	415		79	399			
12	1,069		46	439		80	1,152			
13	713		47	819		81	902			
14	440		48	533		82	520			
15	86		49	94		83	425			
16	<10		50	338		84	537			
17	712		51	140		85	651			
18	1,113		52	1,770		86	260			
19	575		53	762		87	204			
20	1,367		54	411		88	678			
21	<10		55	<10		89	557			
22	551		56	409		90	<10			
23	121		57	775		91	911			
24	918		58	681		92	112			
25	718		59	1,127		93	363			
26	1,804		60	1,637		94	1,138			
27	659		61	84		95	256			
28	483		62	991		96	339			
29	1,756		63	366		97	694			
30	868		64	781		98	660			
31	460		65	151		99	409			
32	491		66	1,012		100	514			
33	314		67	1,343		101	1,535			
34	1,054	68	1,084	102	354					



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# Minnesota

## Energy Efficiency Jobs in America

44,511  
Total Jobs

### What are EE jobs?

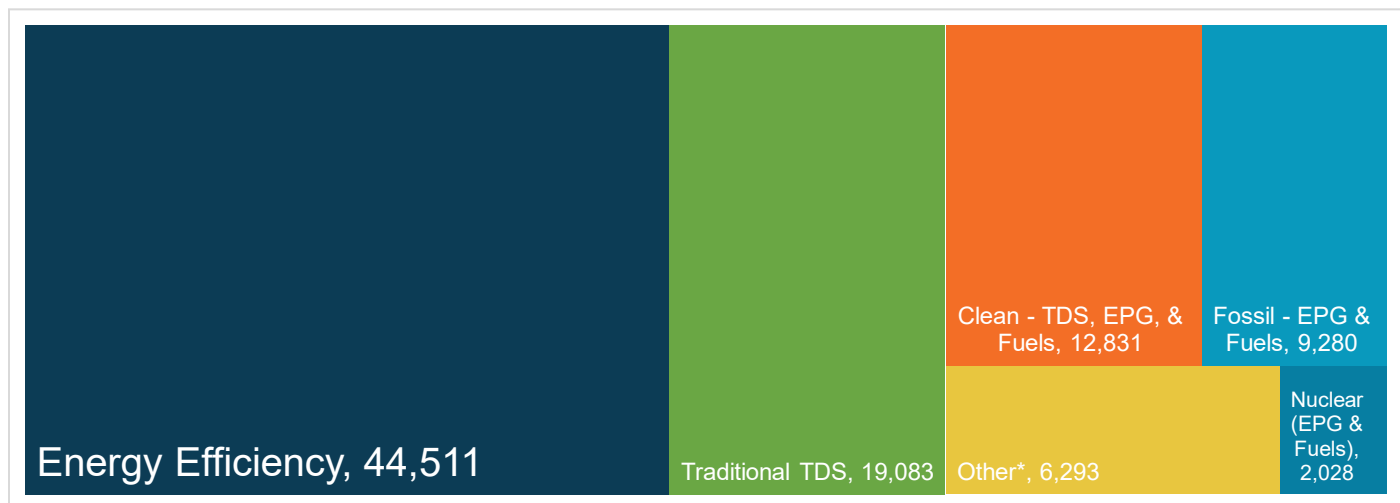
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Minnesota?

*Energy efficiency is the largest energy sector in Minnesota.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

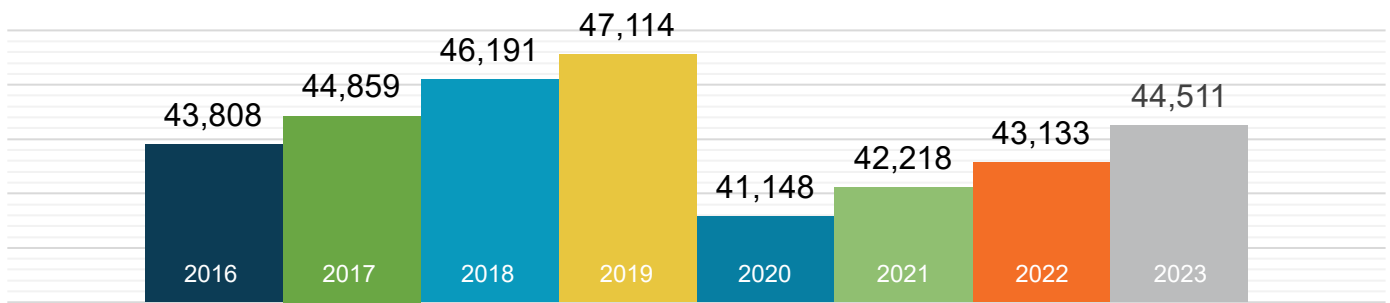
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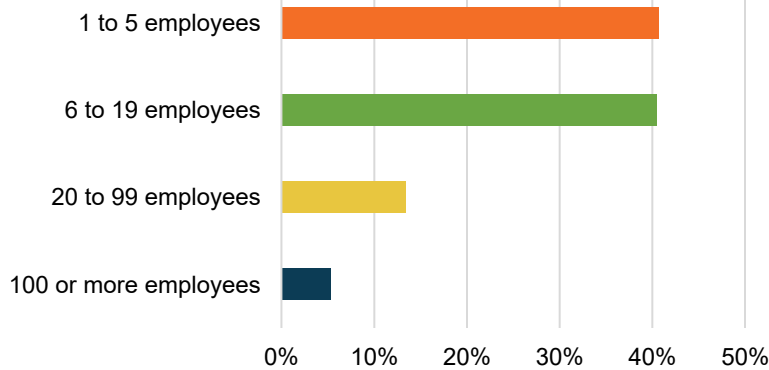
**E4** THE FUTURE

## What does EE look like in Minnesota?

### EE Workers Employed in MN



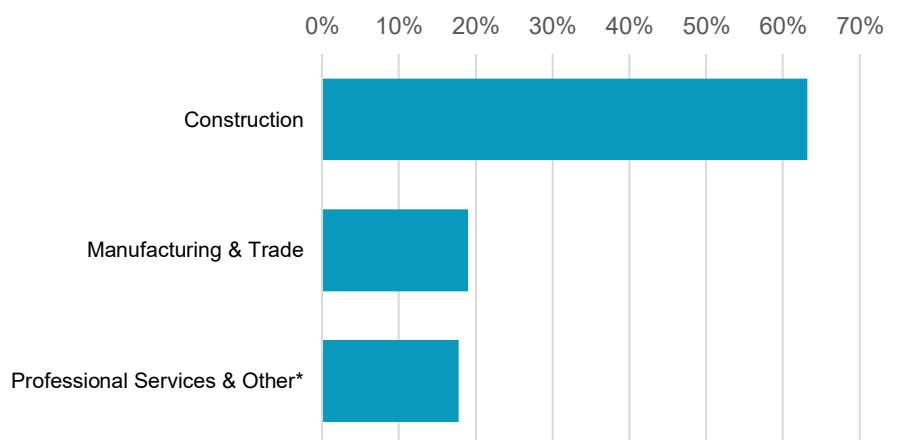
### 94.7% of MN EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **22%** of Minnesota's construction workforce

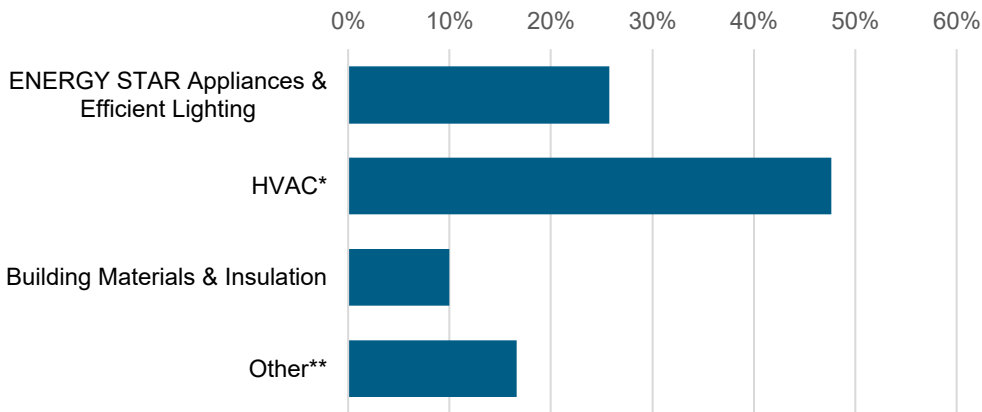


### What type of work do energy efficiency firms do?



\*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

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

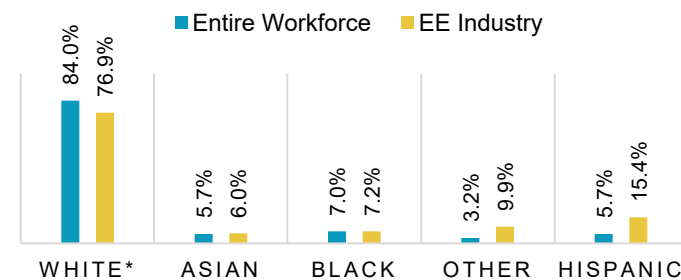


## How is EE doing on diversity in Minnesota?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Minnesota 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 Minnesota businesses.

## Minnesota EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

## Gender in the Minnesota EE Workforce

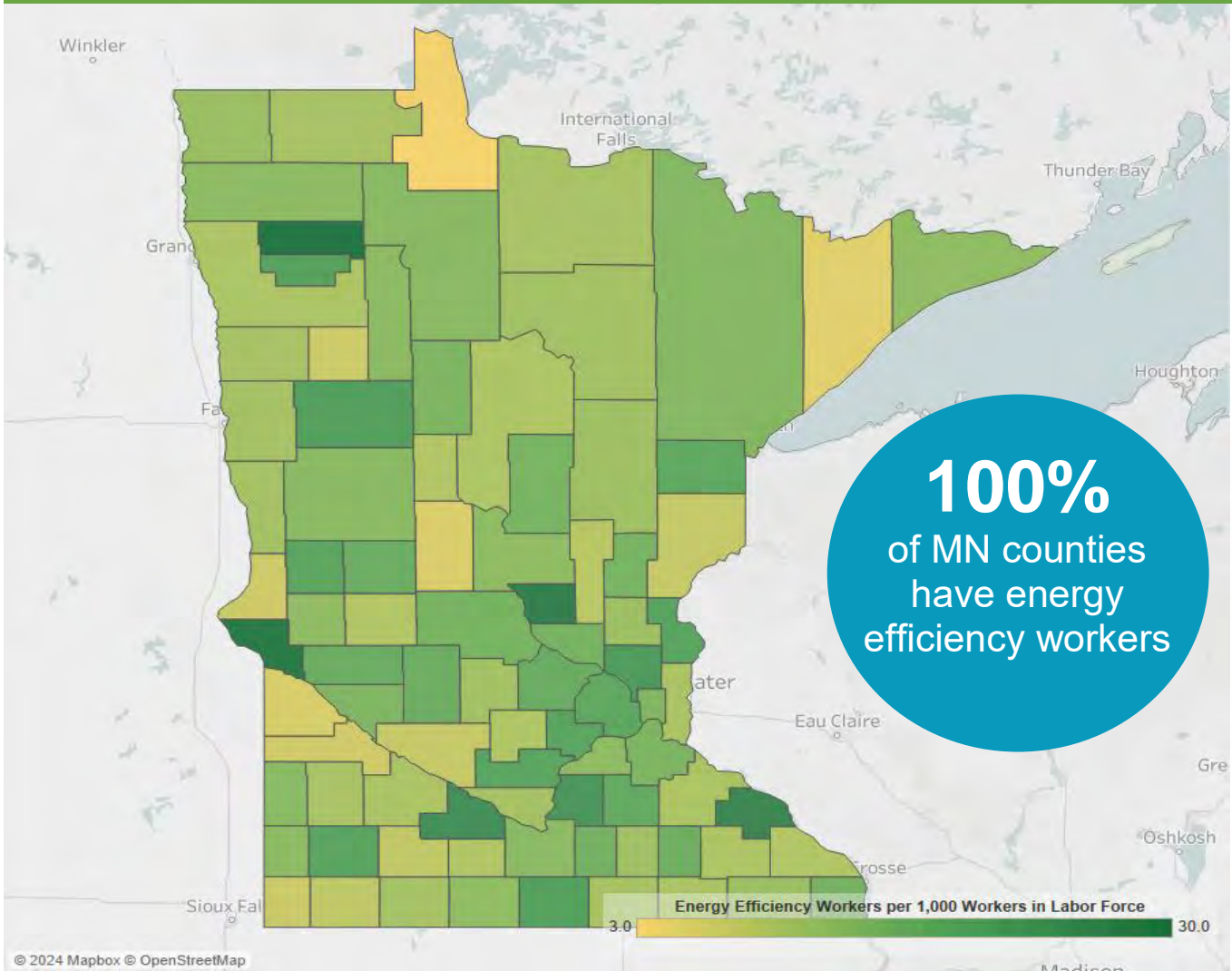


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional				Metropolitan Areas			
District	Jobs		District	Jobs		Area	Jobs
1	4,684		6	4,532		Duluth	1,530
2	4,520		7	4,731		Fargo	205
3	8,657		8	4,264		Grand Forks	118
4	4,842					La Crosse-Onalaska	79
5	8,280					Mankato-North Mankato	693
						Minneapolis-St. Paul-Bloomington	30,979
						Rochester	1,311
						St. Cloud	1,785
						Rural	7,811

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	565		18	490		35	126		52	480
2	868		19	585		36	518		53	188
3	802		20	1,114		37	655		54	124
4	403		21	1,091		38	618		55	432
5	513		22	771		39	605		56	104
6	396		23	772		40	2,969		57	412
7	369		24	380		41	732		58	<10
8	936		25	604		42	738		59	2,188
9	773		26	350		43	176		60	530
10	294		27	483		44	1,927		61	361
11	345		28	288		45	247		62	91
12	1,440		29	606		46	575		63	14
13	1,219		30	1,486		47	306		64	1,410
14	<10		31	1,063		48	759		65	639
15	760		32	239		49	1,756		66	<10
16	1,011		33	1,400		50	433		67	<10
17	844		34	357		51	759			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
01A	286		18A	188		36A	225		53A	155
01B	273		18B	298		36B	291		53B	32
02A	412		19A	581		37A	529		54A	110
02B	455		20A	658		37B	122		54B	13
03A	382		20B	451		38A	491		55A	430
03B	416		21A	476		38B	124		55B	<10
04A	219		21B	613		39A	290		56A	<10
04B	175		22A	440		39B	314		56B	103
05A	186		22B	325		40A	329		57A	409
05B	324		23A	476		40B	2,021		58B	<10
06A	315		23B	291		41A	579		59A	13
06B	79		24A	275		41B	148		59B	2,169
07A	314		24B	103		42A	<10		60A	347
07B	52		25A	613		42B	774		60B	188
08A	357		26A	200		43A	104		61A	164
08B	600		26B	148		43B	71		61B	219
09A	535		27A	324		44A	771		62A	90
09B	232		27B	113		44B	1,073		62B	<10
10A	129		28A	97		45A	194		63A	<10
10B	163		28B	188		45B	52		63B	13
11A	84		29A	380		46A	448		64A	1,288
11B	258		29B	271		46B	144		64B	90
12A	492		30A	<10		47A	305		65A	78
12B	1,104		30B	1,482		47B	<10		65B	563
13A	824		31A	583		48A	803		66A	<10
13B	401		31B	474		48B	<10		66B	<10
14A	<10		32A	115		49A	985		67A	<10
14B	<10		32B	122		49B	697		67B	<10
15A	379		33A	1,754		50A	464			
15B	376		33B	163		50B	<10			
16A	396		34A	322		51A	753			
16B	608		34B	32		51B	<10			
17A	511		35A	<10		52A	355			
17B	328		35B	125		52B	140			







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# Mississippi

## Energy Efficiency Jobs in America

15,031  
Total Jobs

### What are EE jobs?

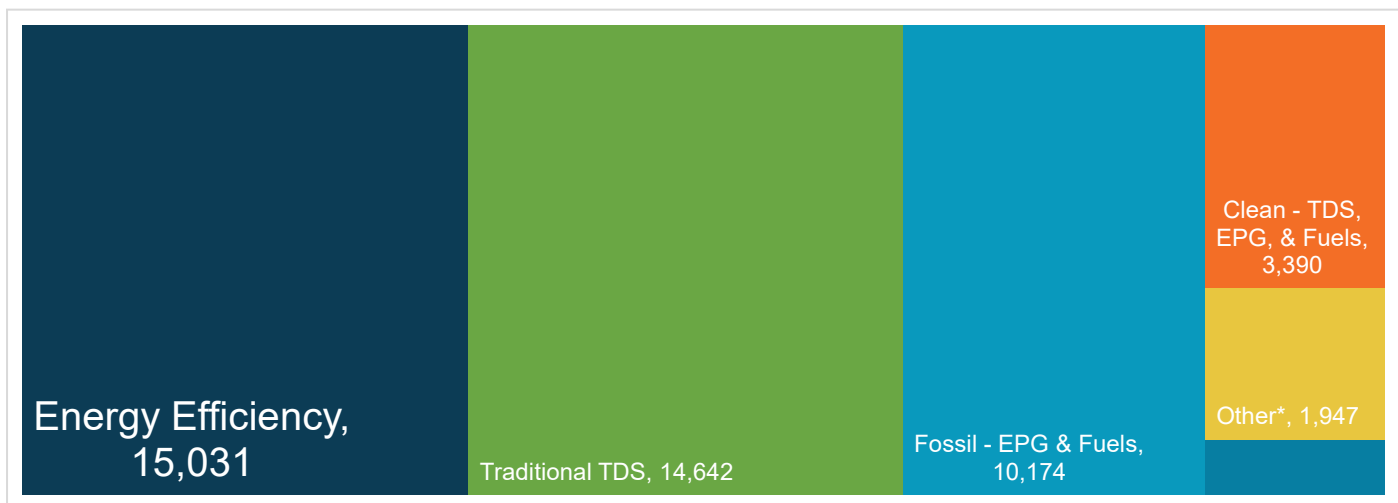
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Mississippi?

*Energy efficiency is the largest energy sector in Mississippi.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 718

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

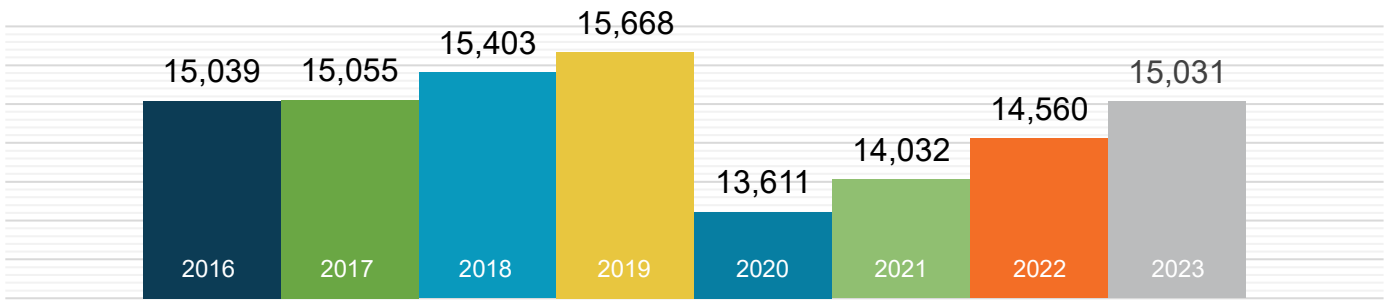
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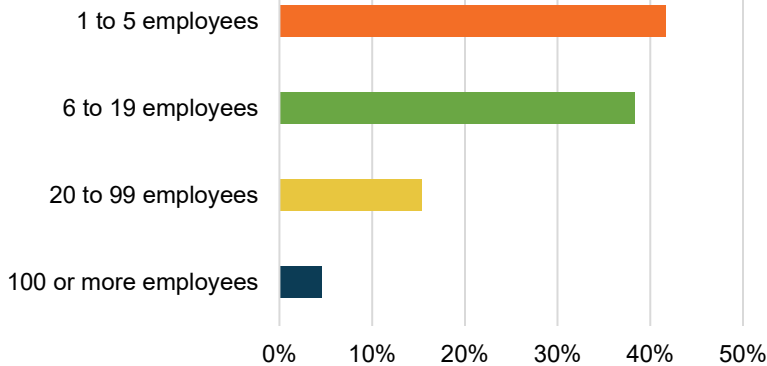
Updated April 2025

## What does EE look like in Mississippi?

### EE Workers Employed in MS



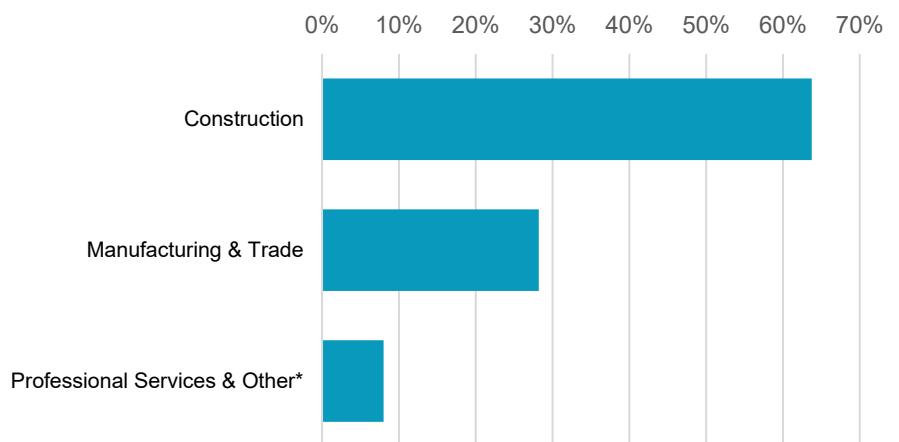
### 95.4% of MS EE Businesses Have Fewer Than 100 Employees



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

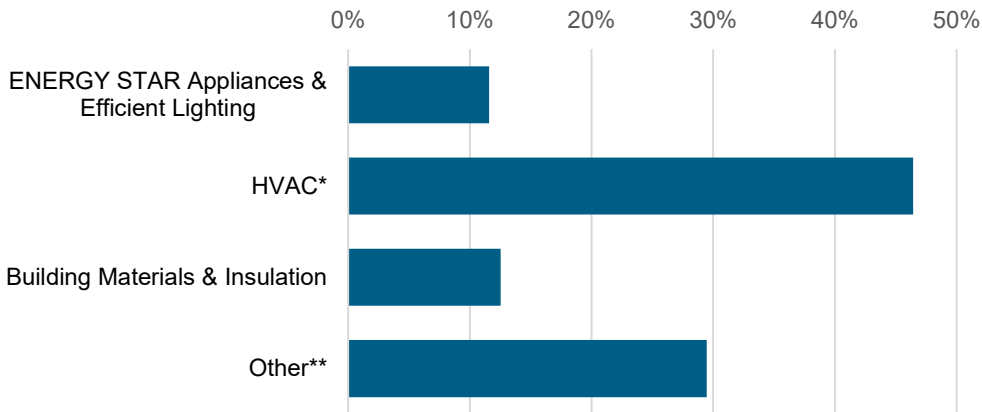


### What type of work do energy efficiency firms do?



\*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

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

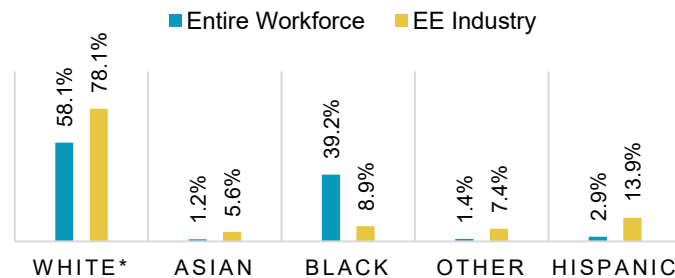


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### Mississippi EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

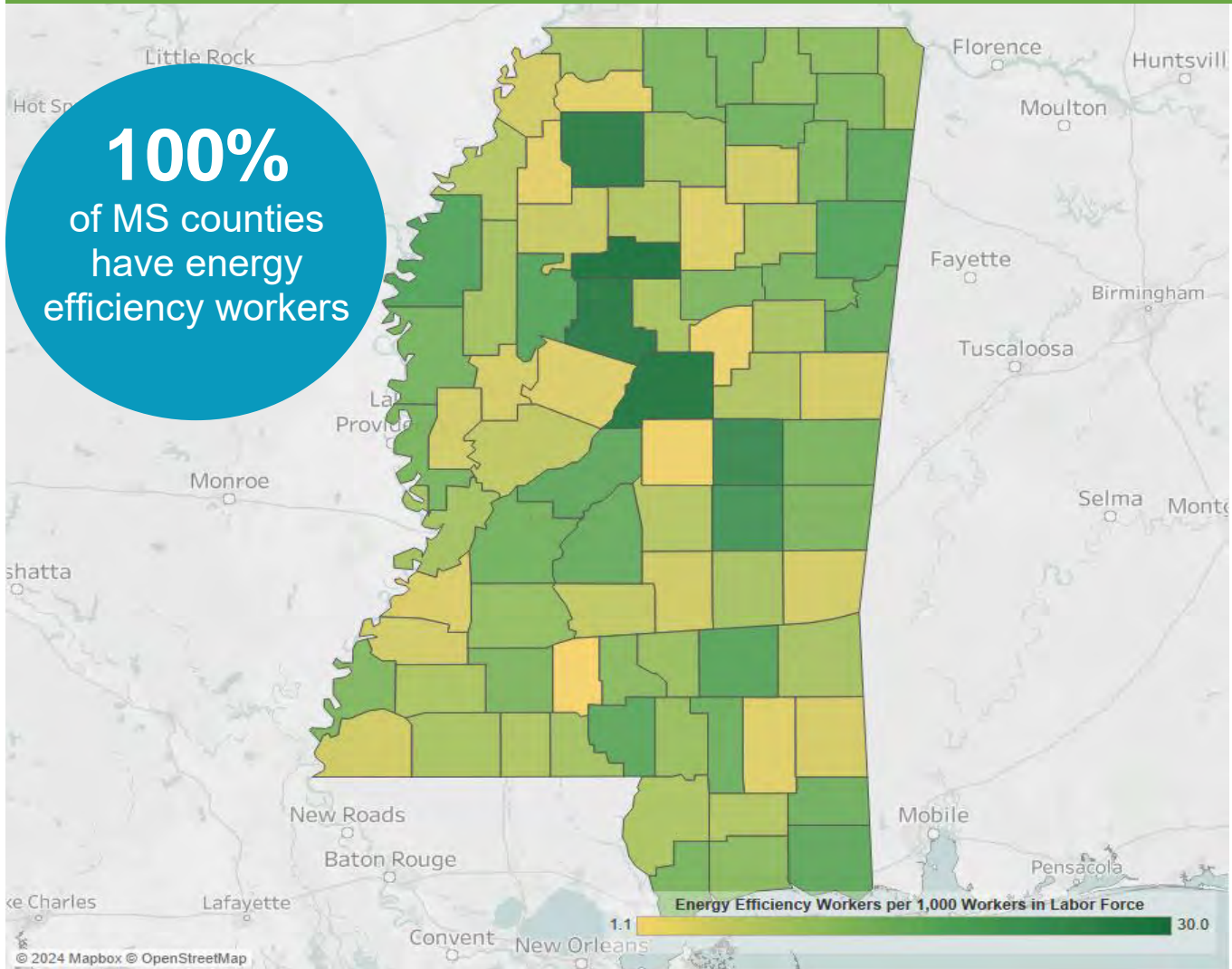
### Gender in the Mississippi EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,001	Gulfport-Biloxi-Pascagoula	2,046
2	3,562	Hattiesburg	793
3	3,718	Jackson	3,683
4	3,750	Memphis	855
		Rural	7,654

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	833		15	236		29	540		43	174
2	<10		16	449		30	191		44	58
3	627		17	31		31	210		45	88
4	239		18	236		32	377		46	749
5	95		19	<10		33	119		47	535
6	253		20	724		34	1,115		48	611
7	246		21	468		35	140		49	115
8	139		22	231		36	354		50	72
9	400		23	263		37	420		51	398
10	137		24	11		38	43		52	<10
11	157		25	637		39	65			
12	340		26	484		40	411			
13	86		27	<10		41	86			
14	486		28	210		42	121			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	168		32	137		63	130		94	211
2	<10		33	<10		64	276		95	668
3	99		34	48		65	145		96	158
4	66		35	232		66	163		97	<10
5	494		36	84		67	<10		98	<10
6	284		37	599		68	291		99	30
7	206		38	<10		69	<10		100	<10
8	39		39	17		70	118		101	<10
9	240		40	<10		71	<10		102	<10
10	71		41	<10		72	<10		103	<10
11	13		42	<10		73	<10		104	<10
12	<10		43	<10		74	<10		105	131
13	86		44	46		75	78		106	<10
14	19		45	401		76	90		107	<10
15	94		46	35		77	91		108	<10
16	470		47	51		78	59		109	222
17	<10		48	<10		79	213		110	173
18	86		49	140		80	270		111	322
19	66		50	22		81	81		112	<10
20	113		51	<10		82	<10		113	<10
21	20		52	<10		83	<10		114	200
22	45		53	433		84	<10		115	315
23	193		54	264		85	25		116	<10
24	256		55	<10		86	38		117	386
25	29		56	834		87	777		118	<10
26	11		57	<10		88	201		119	87
27	248		58	352		89	<10		120	<10
28	<10		59	527		90	97		121	<10
29	118		60	273		91	28		122	44
30	12		61	<10		92	<10			
31	159		62	175		93	313			





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# Missouri

## Energy Efficiency Jobs in America

40,531  
Total Jobs

### What are EE jobs?

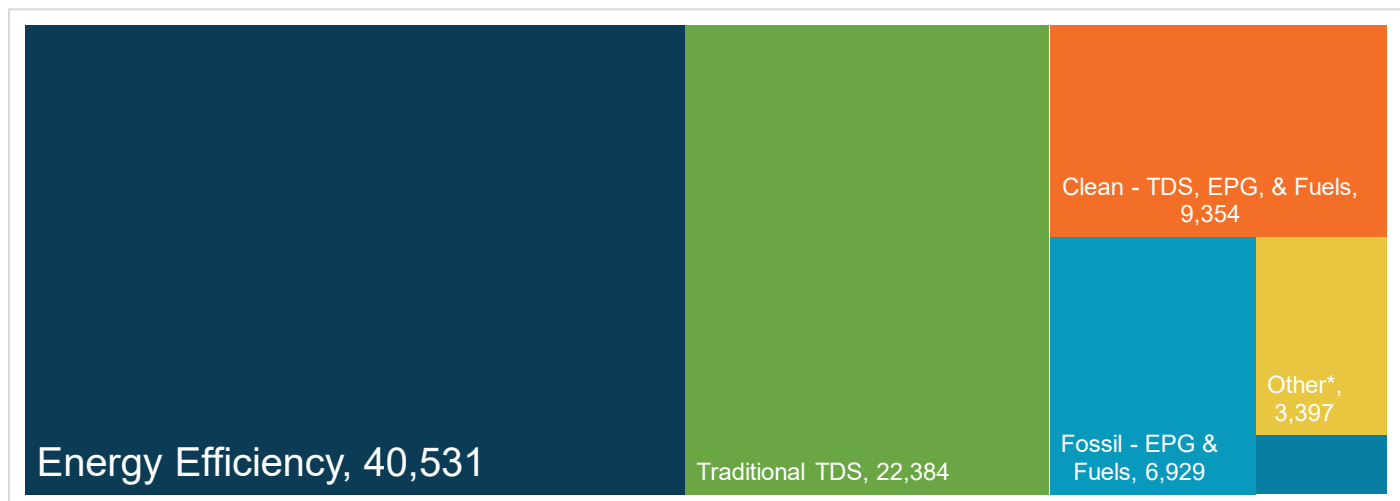
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Missouri?

*Energy efficiency is the largest energy sector in Missouri.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,012

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

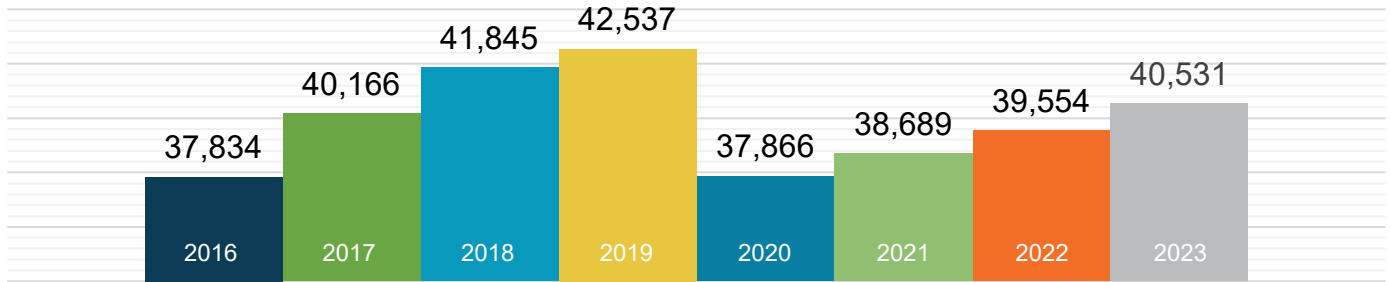


**E4** THE FUTURE

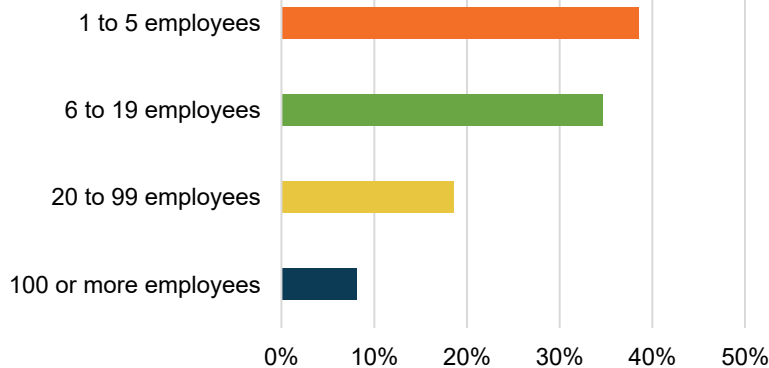


## What does EE look like in Missouri?

### EE Workers Employed in MO



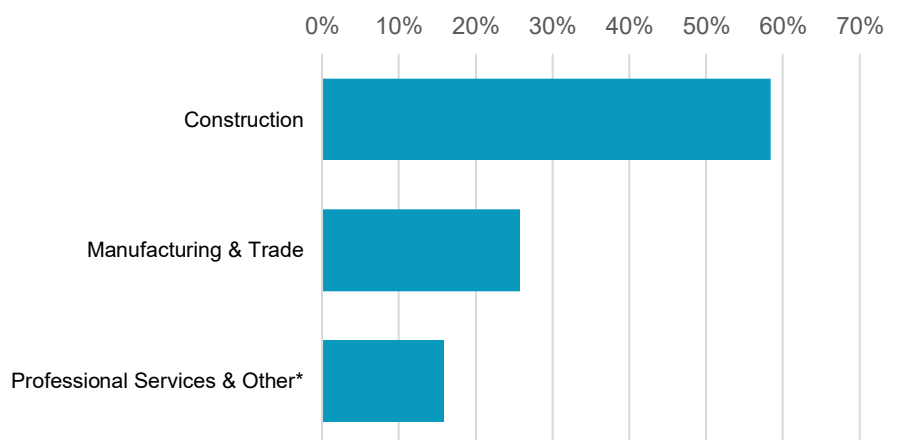
### 91.8% of MO EE Businesses Have Fewer Than 100 Employees



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

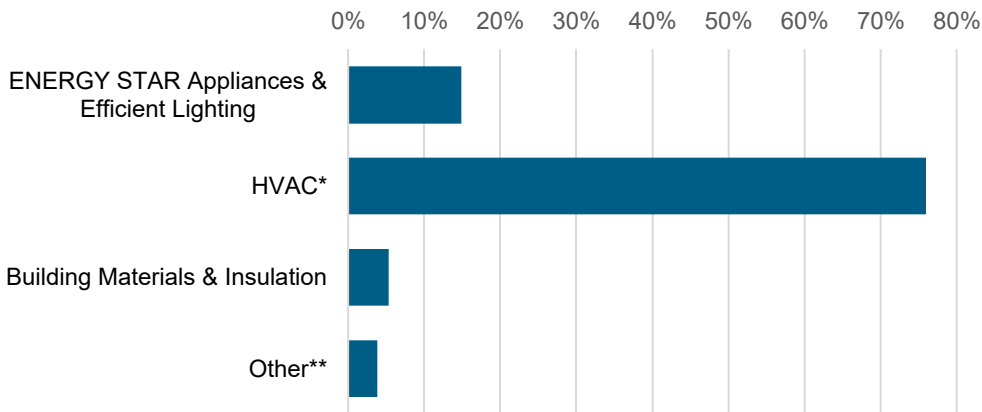


### What type of work do energy efficiency firms do?



\*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

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

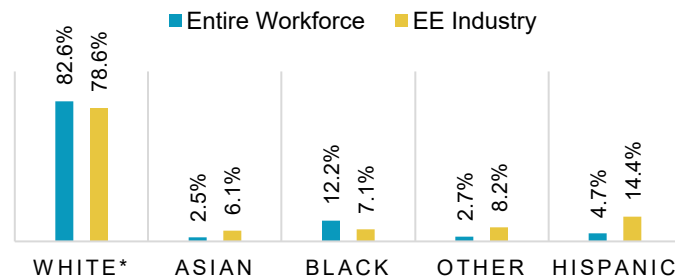


## How is EE doing on diversity in Missouri?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Missouri businesses.

## Missouri EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

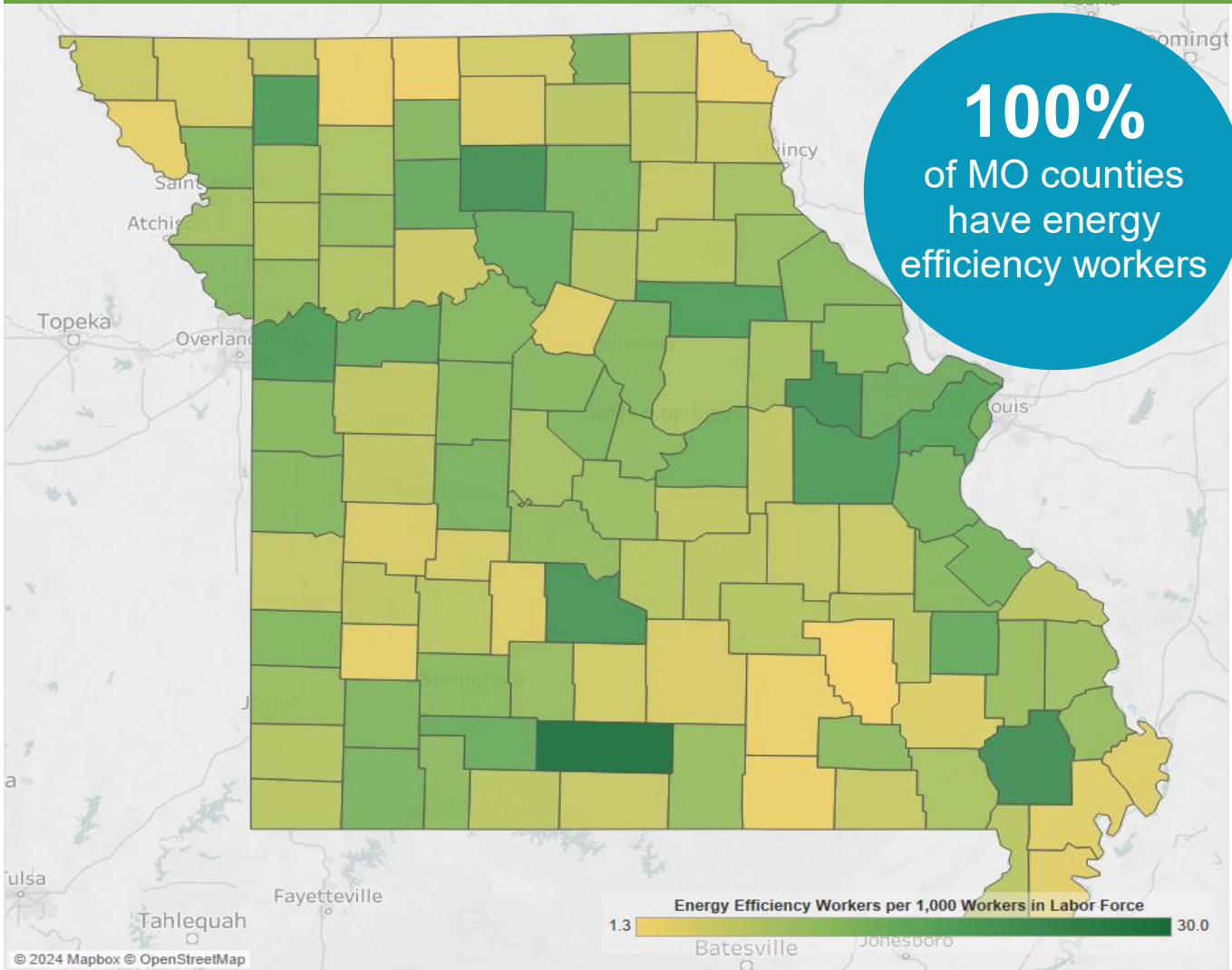
## Gender in the Missouri EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional				Metropolitan Areas			
District	Jobs		District	Jobs		Area	Jobs
1	8,167		6	3,656		Cape Girardeau	427
2	7,174		7	4,670		Columbia	1,227
3	3,615		8	3,145		Fayetteville-Springdale-Rogers	41
4	3,586					Jefferson City	867
5	6,517					Joplin	764
						Kansas City	9,743
						Springfield	2,611
						St. Joseph	483
						St. Louis	17,931
						Rural	6,437

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,773		10	1,755		19	479		28	891
2	1,748		11	405		20	2,814		29	1,073
3	1,293		12	1,673		21	960		30	273
4	2,148		13	483		22	606		31	788
5	1,783		14	1,240		23	<10		32	823
6	1,997		15	2,005		24	921		33	707
7	3,110		16	747		25	1,053		34	856
8	1,620		17	759		26	510			
9	532		18	885		27	815			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	250		43	789		85	<10		127	461
2	305		44	<10		86	<10		128	203
3	282		45	325		87	<10		129	22
4	208		46	<10		88	218		130	1,335
5	217		47	119		89	354		131	<10
6	213		48	495		90	180		132	971
7	392		49	688		91	136		133	56
8	177		50	84		92	185		134	<10
9	380		51	232		93	108		135	55
10	159		52	15		94	178		136	208
11	135		53	204		95	<10		137	133
12	485		54	39		96	460		138	621
13	373		55	219		97	295		139	20
14	929		56	36		98	173		140	24
15	114		57	253		99	34		141	189
16	36		58	342		100	<10		142	211
17	109		59	14		101	22		143	327
18	<10		60	<10		102	172		144	48
19	787		61	538		103	<10		145	86
20	600		62	429		104	<10		146	465
21	164		63	35		105	<10		147	201
22	302		64	1,056		106	<10		148	297
23	577		65	<10		107	<10		149	125
24	1,055		66	193		108	<10		150	86
25	460		67	204		109	149		151	153
26	42		68	<10		110	<10		152	241
27	153		69	330		111	449		153	<10
28	<10		70	1,590		112	90		154	20
29	204		71	1,200		113	<10		155	81
30	278		72	66		114	194		156	21
31	66		73	172		115	408		157	233
32	75		74	<10		116	260		158	114
33	624		75	<10		117	41		159	287
34	259		76	137		118	180		160	164
35	<10		77	1,185		119	61		161	323
36	176		78	926		120	112		162	62
37	36		79	<10		121	72		163	<10
38	76		80	145		122	56			
39	225		81	95		123	461			
40	397		82	489		124	230			
41	378		83	999		125	195			
42	376		84	1,140		126	219			





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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, by the U.S. Department of Energy (see Appendix B 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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# Montana

## Energy Efficiency Jobs in America

8,518  
Total Jobs

### What are EE jobs?

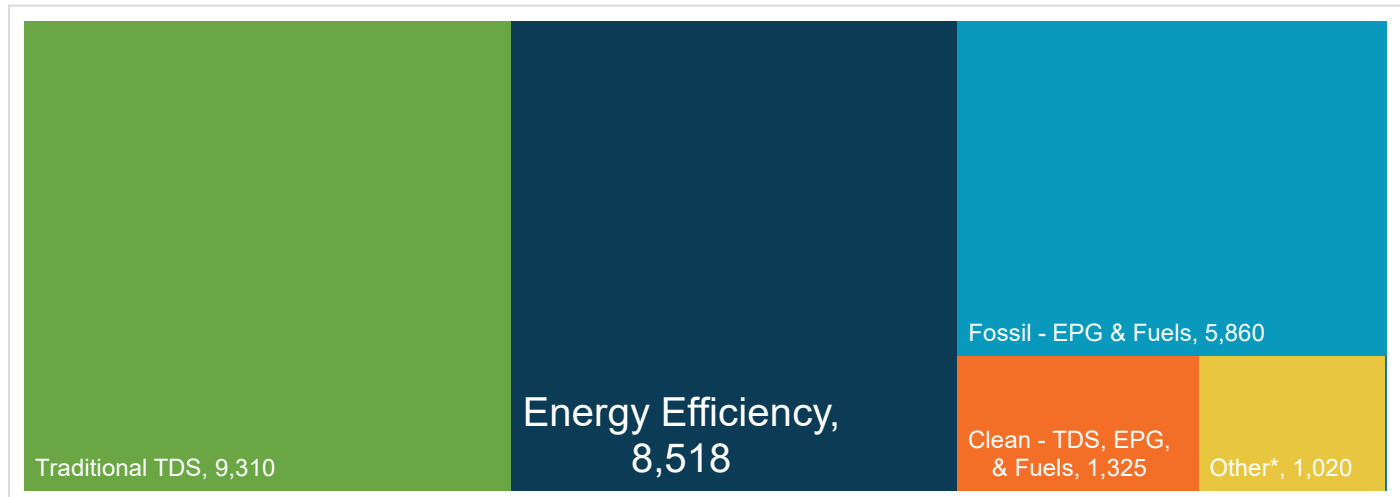
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Montana?

*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.

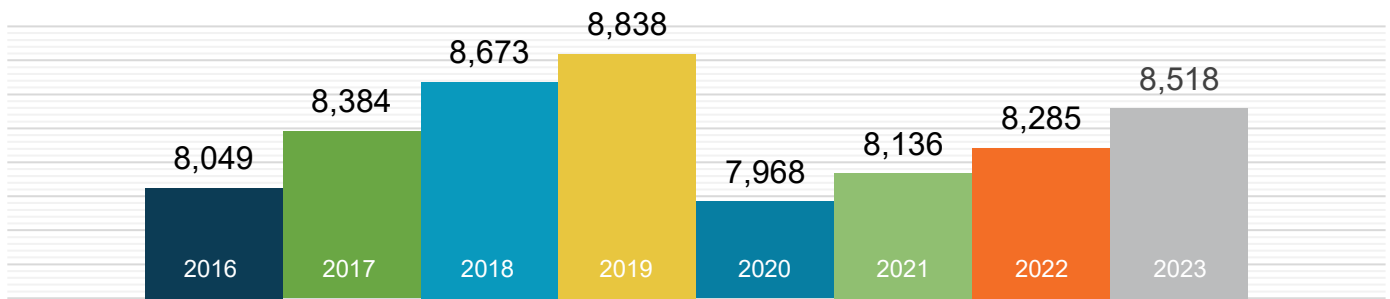
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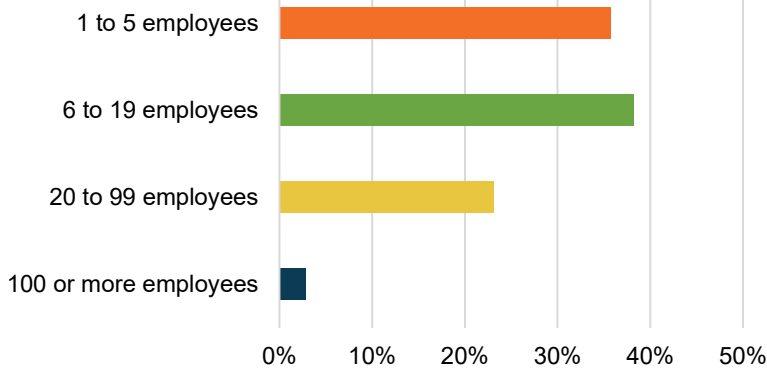
Updated April 2025

## What does EE look like in Montana?

### EE Workers Employed in MT



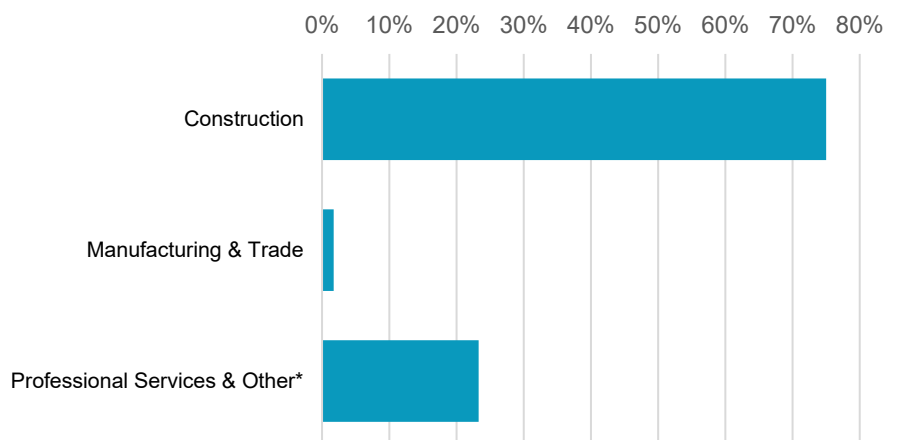
### 97.1% of MT EE Businesses Have Fewer Than 100 Employees



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

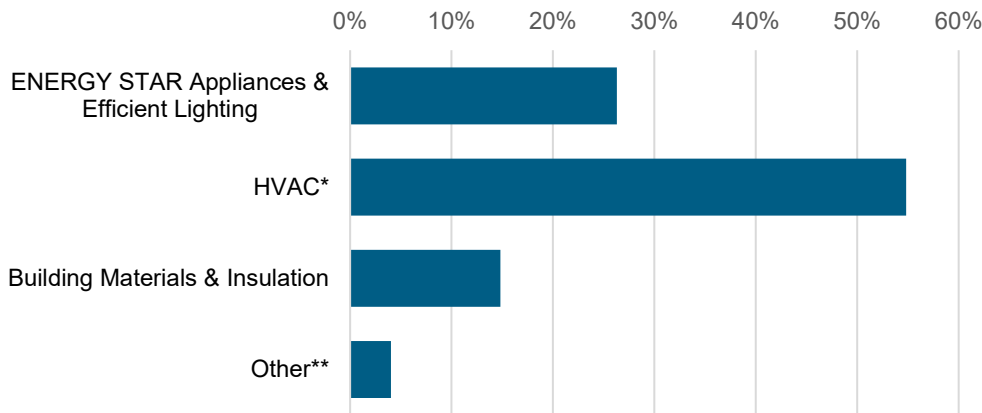


### What type of work do energy efficiency firms do?



\*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 Montana  
 EE workers are  
**Veterans**

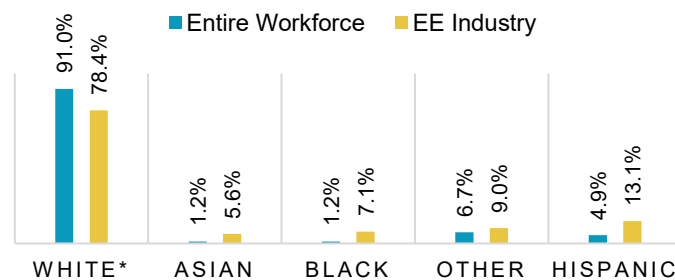


## How is EE doing on diversity in Montana?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Montana businesses.

### Montana EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Montana EE Workforce

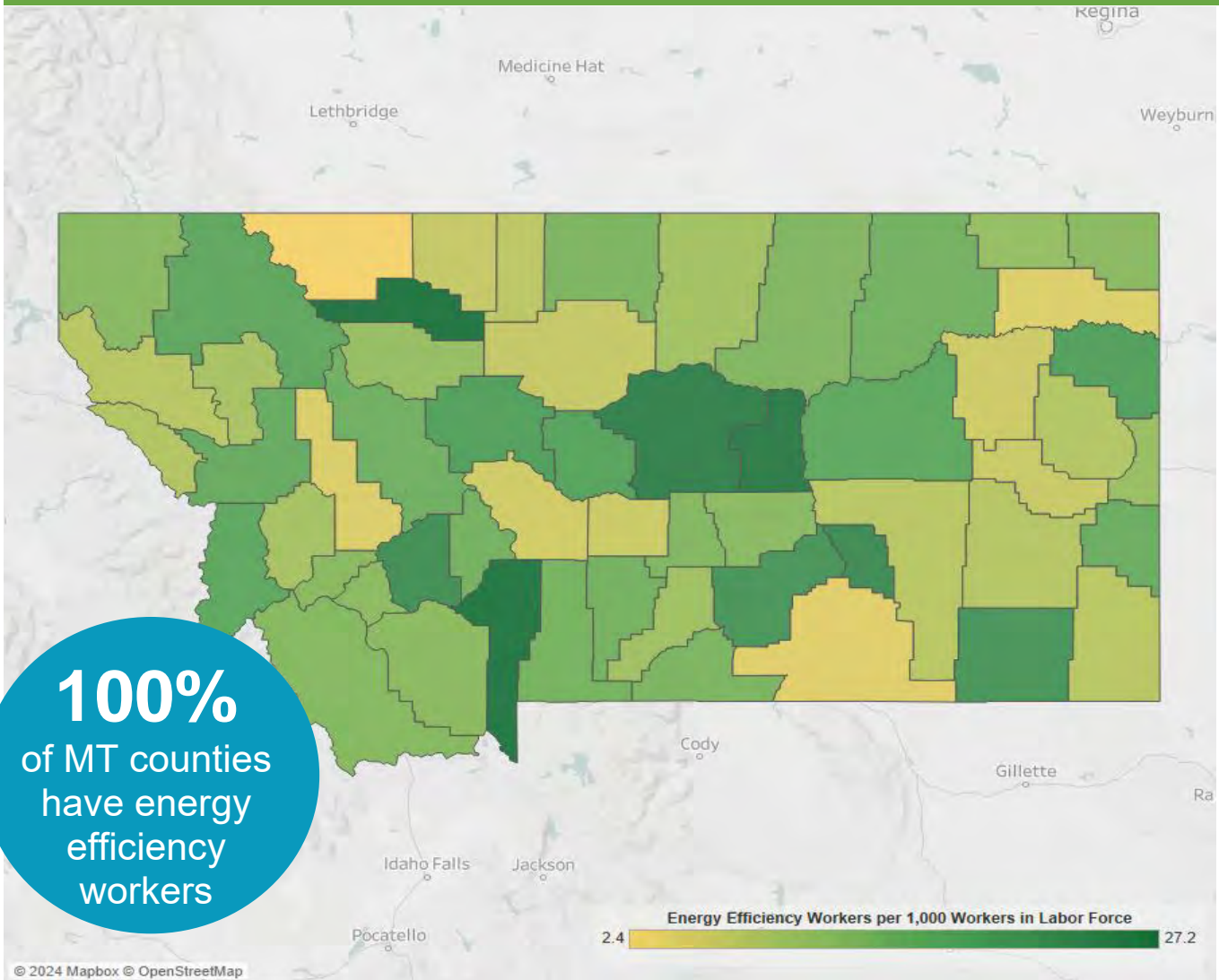


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,167	Billings	1,802
2	4,351	Great Falls	661
		Missoula	972
		Rural	5,083

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	163		16	134		31	277		46	220
2	866		17	59		32	92		47	<10
3	<10		18	207		33	<10		48	33
4	<10		19	143		34	<10		49	<10
5	123		20	444		35	124		50	<10
6	86		21	772		36	419			
7	123		22	<10		37	<10			
8	114		23	542		38	487			
9	142		24	<10		39	55			
10	258		25	<10		40	38			
11	233		26	<10		41	<10			
12	<10		27	<10		42	<10			
13	<10		28	22		43	309			
14	182		29	163		44	32			
15	169		30	730		45	671			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	80		26	<10		51	<10		76	<10
2	79		27	178		52	<10		77	32
3	224		28	<10		53	<10		78	22
4	623		29	118		54	<10		79	<10
5	<10		30	47		55	21		80	37
6	<10		31	82		56	<10		81	<10
7	17		32	49		57	100		82	<10
8	<10		33	<10		58	59		83	<10
9	<10		34	52		59	719		84	<10
10	120		35	145		60	<10		85	308
11	<10		36	57		61	271		86	<10
12	84		37	140		62	<10		87	<10
13	66		38	<10		63	<10		88	32
14	37		39	60		64	90		89	661
15	80		40	374		65	<10		90	<10
16	31		41	35		66	<10		91	<10
17	100		42	722		67	<10		92	217
18	39		43	<10		68	<10		93	<10
19	252		44	<10		69	11		94	<10
20	<10		45	<10		70	111		95	32
21	228		46	533		71	349		96	<10
22	<10		47	<10		72	63		97	<10
23	<10		48	<10		73	<10		98	<10
24	<10		49	<10		74	<10		99	<10
25	<10		50	<10		75	476		100	<10





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# Nebraska

## Energy Efficiency Jobs in America

13,855  
Total Jobs

### What are EE jobs?

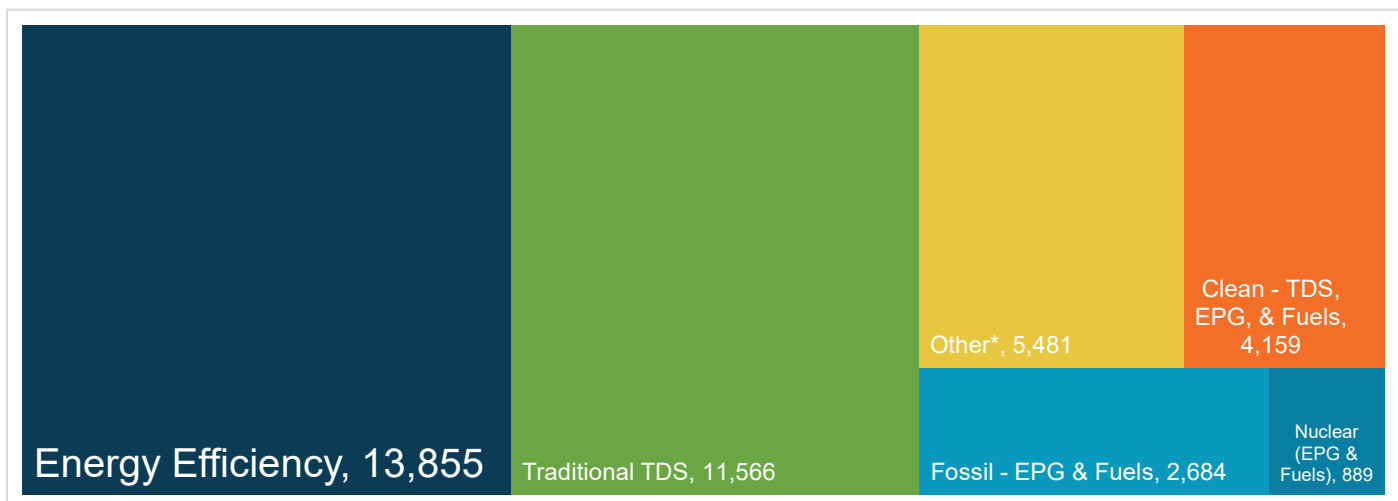
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Nebraska?

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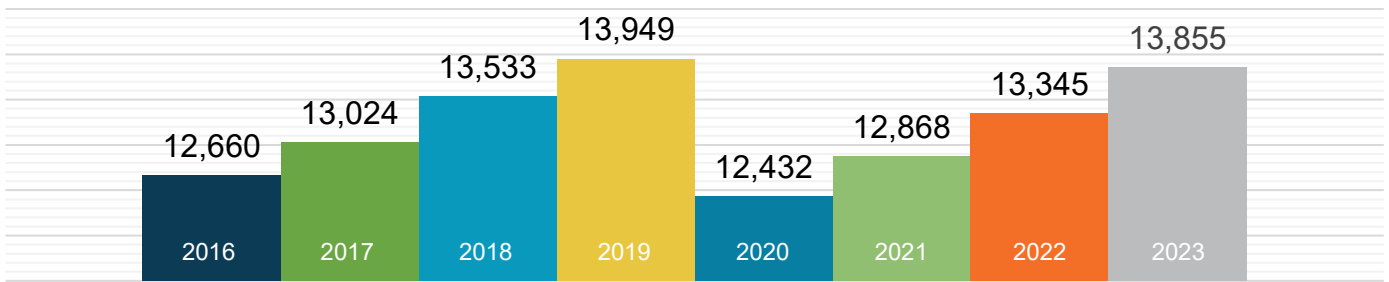
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Presented by:

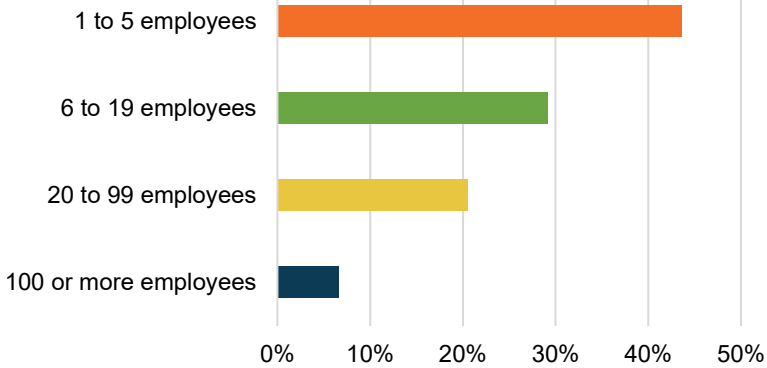


# What does EE look like in Nebraska?

## EE Workers Employed in NE



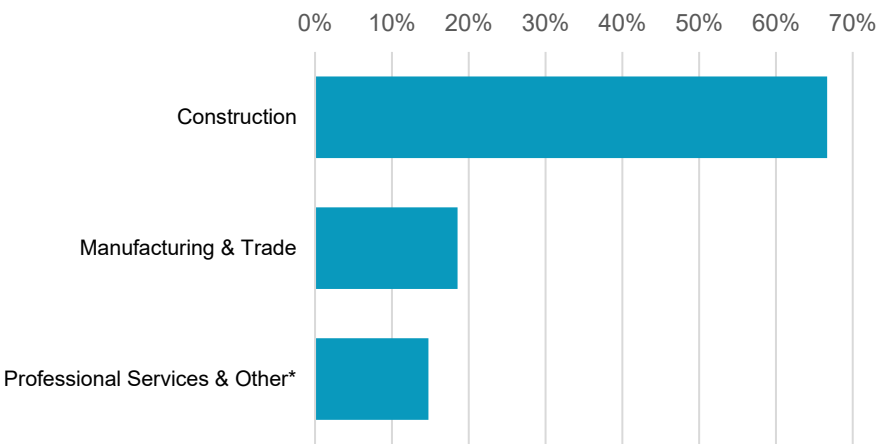
## 93.4% of NE EE Businesses Have Fewer Than 100 Employees



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



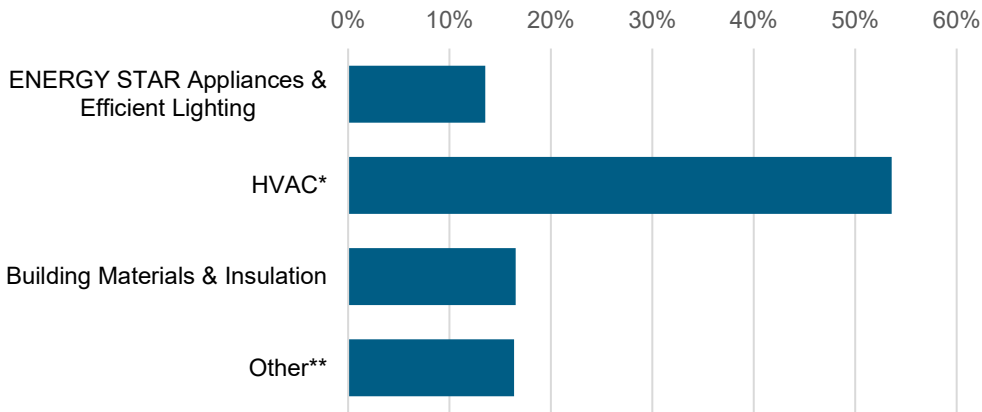
## What type of work do energy efficiency firms do?



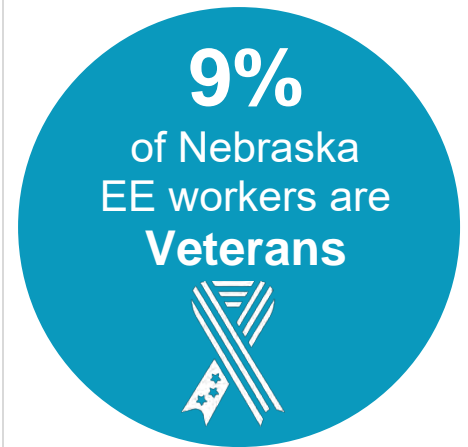
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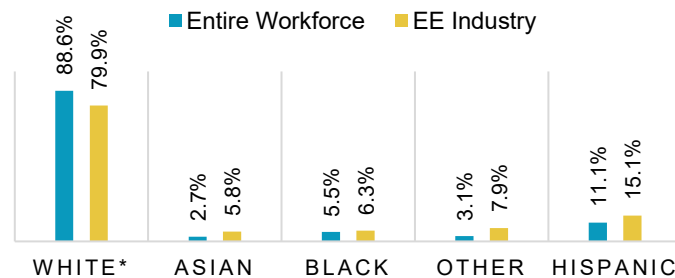


## How is EE doing on diversity in Nebraska?

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### Nebraska EE Industry by Race and Ethnicity



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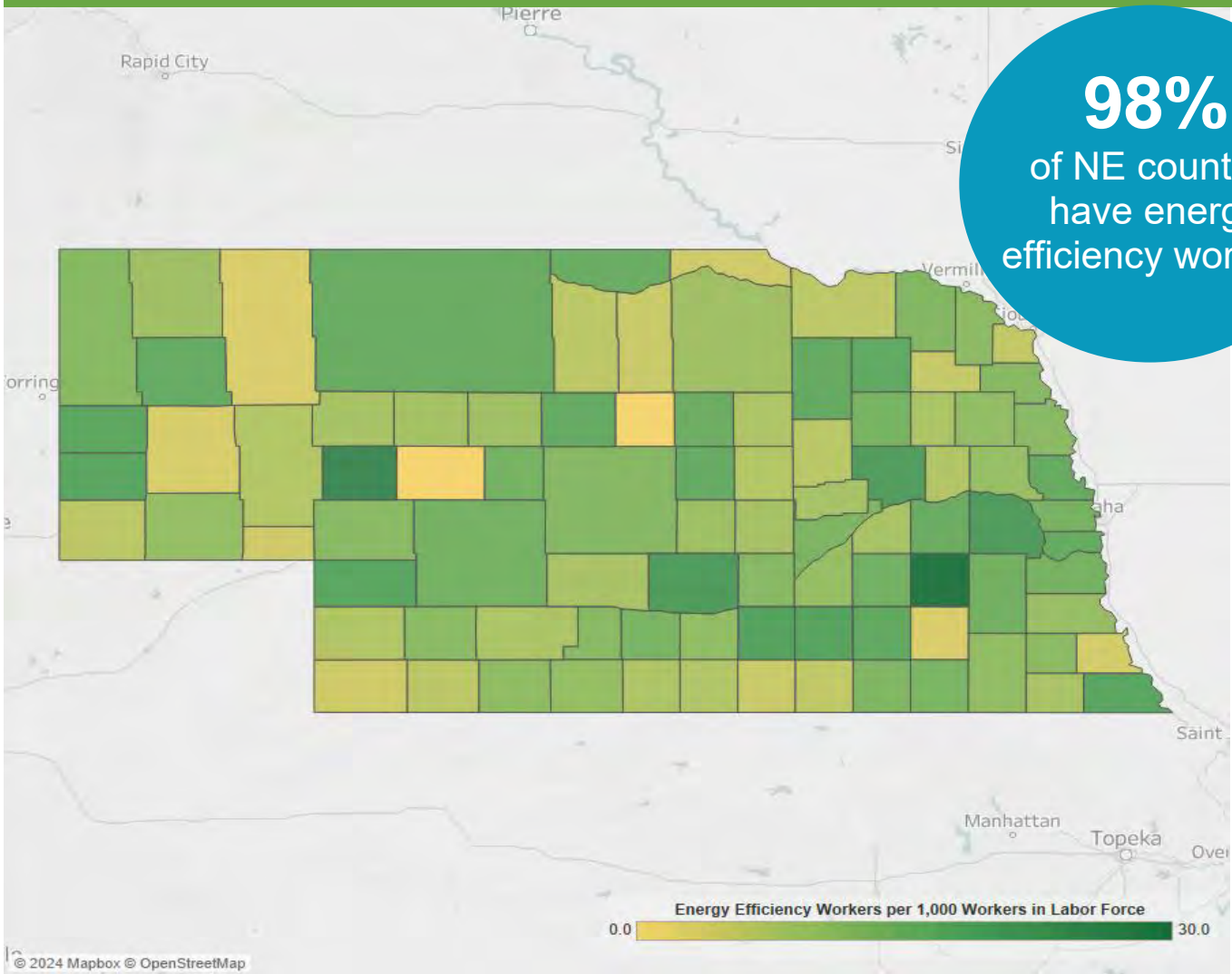
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## EE Jobs by County



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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,525	Lincoln	2,688
2	5,247	Omaha-Council Bluffs	6,294
3	4,083	Sioux City	93
		Rural	4,779



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	327		14	233		27	272		40	259
2	536		15	311		28	<10		41	277
3	110		16	321		29	23		42	269
4	1,323		17	204		30	261		43	276
5	680		18	<10		31	51		44	254
6	922		19	382		32	218		45	75
7	581		20	<10		33	335		46	<10
8	89		21	922		34	555		47	481
9	<10		22	321		35	<10		48	<10
10	220		23	175		36	361		49	58
11	<10		24	321		37	355			
12	280		25	714		38	191			
13	87	26	134	39	47					



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# Nevada

## Energy Efficiency Jobs in America

13,016  
Total Jobs

### What are EE jobs?

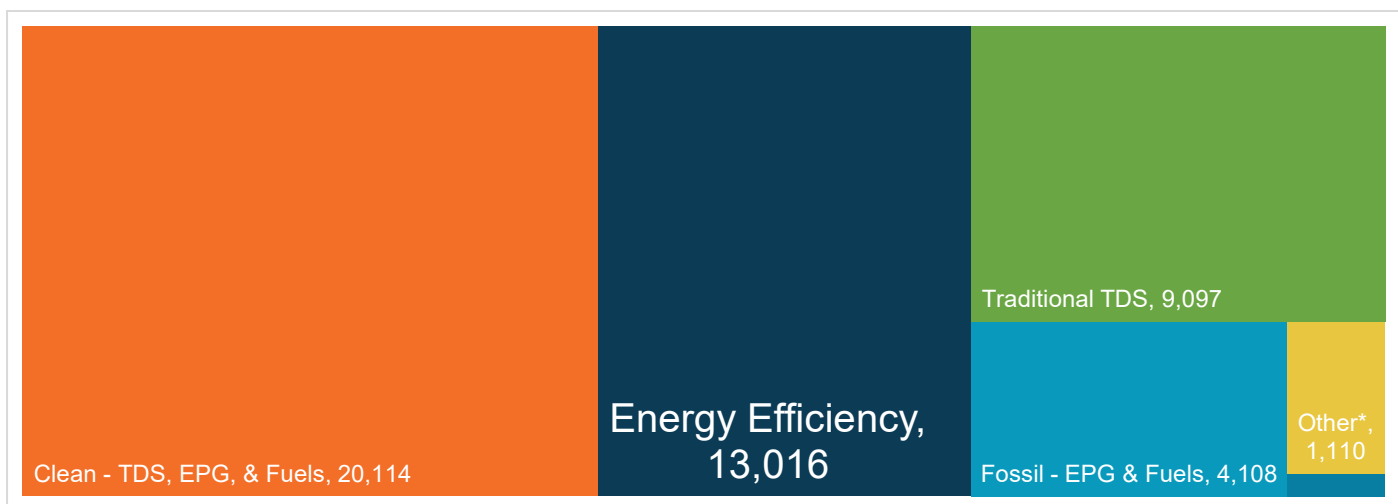
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Nevada?

*Energy efficiency is the second largest energy sector in Nevada.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 165

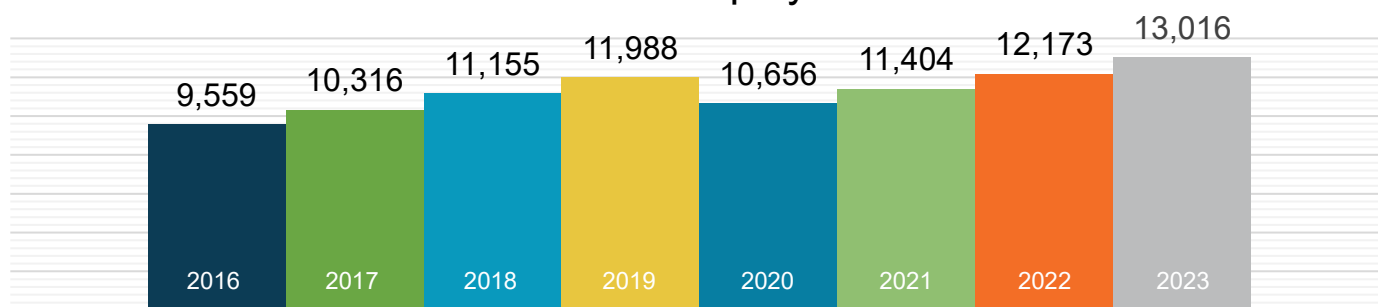
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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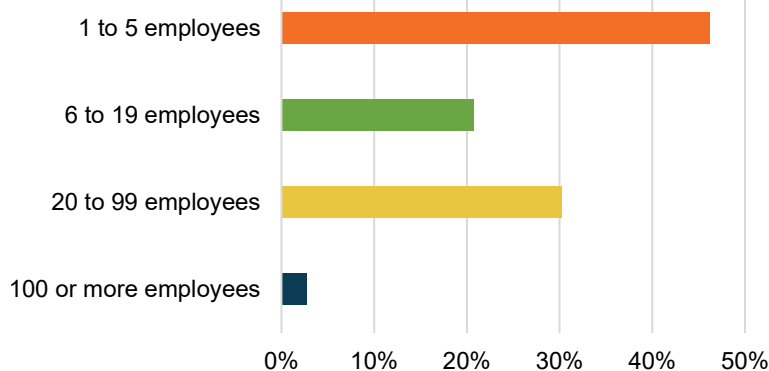


## What does EE look like in Nevada?

### EE Workers Employed in NV



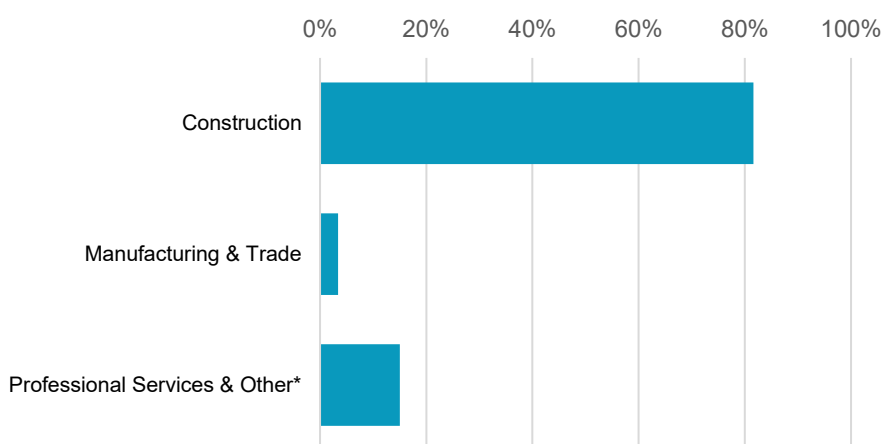
### 97.3% of NV EE Businesses Have Fewer Than 100 Employees



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

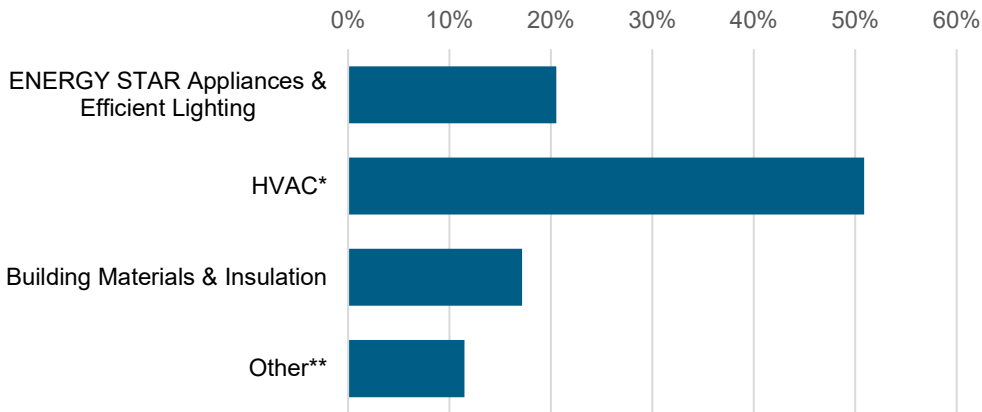


### What type of work do energy efficiency firms do?



\*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

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

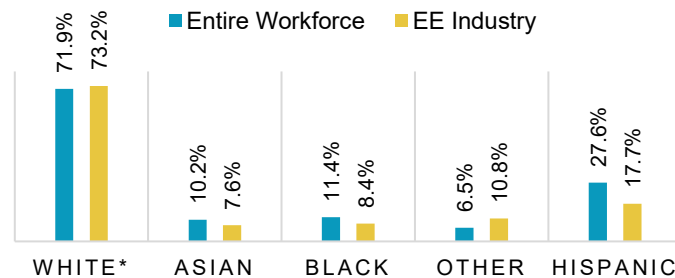


## How is EE doing on diversity in Nevada?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Nevada businesses.

## Nevada EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

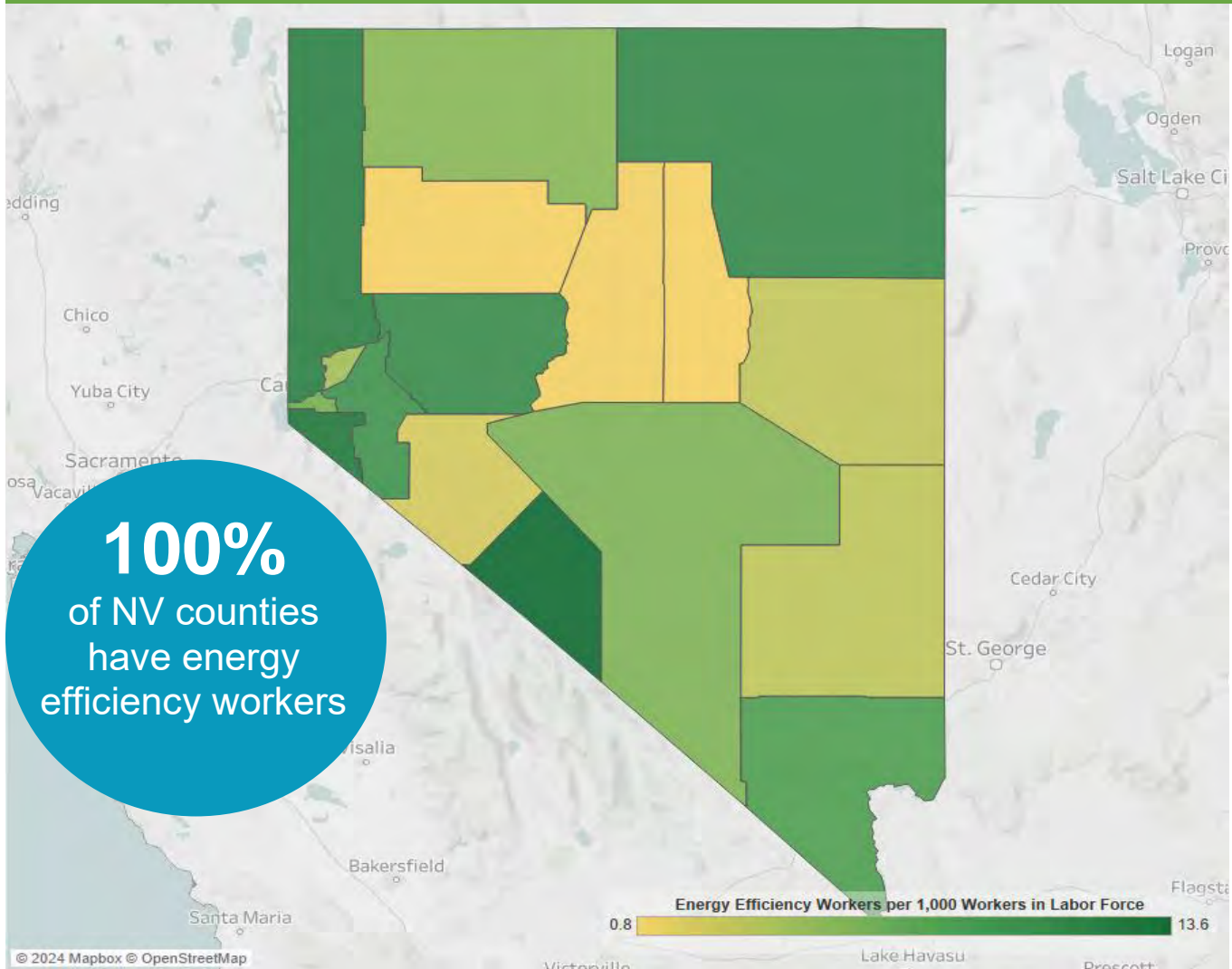
## Gender in the Nevada EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	2,590	Carson City	199
2	4,908	Las Vegas-Henderson-Paradise	9,104
3	2,830	Reno	2,825
4	2,687	Rural	888

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	807		7	495		13	1,467		19	275
2	978		8	531		14	195		20	61
3	1,711		9	515		15	201		21	17
4	<10		10	1,083		16	538			
5	2,357		11	224		17	410			
6	690		12	449		18	<10			

State Assembly										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	271		13	<10		25	564		37	<10
2	682		14	<10		26	221		38	167
3	602		15	1,178		27	35		39	435
4	218		16	<10		28	<10		40	294
5	103		17	<10		29	<10		41	<10
6	865		18	522		30	378		42	<10
7	334		19	193		31	<10			
8	1,529		20	173		32	129			
9	202		21	261		33	263			
10	762		22	253		34	232			
11	287		23	73		35	49			
12	590		24	1,049		36	49			



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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](http://www.E4TheFuture.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](http://www.bwresearch.com).

Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, by the U.S. Department of Energy (see Appendix B 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 BPA analyses please email: [communications@building-performance.org](mailto:communications@building-performance.org)



# New Hampshire

## Energy Efficiency Jobs in America

11,628  
Total Jobs



### What are EE jobs?

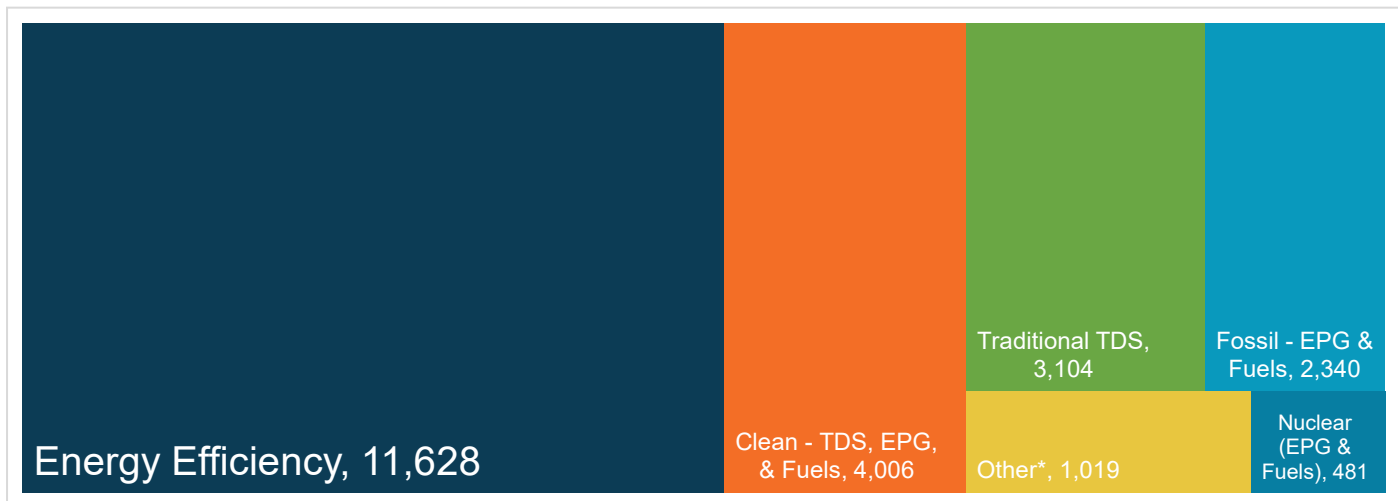
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in New Hampshire?

*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.

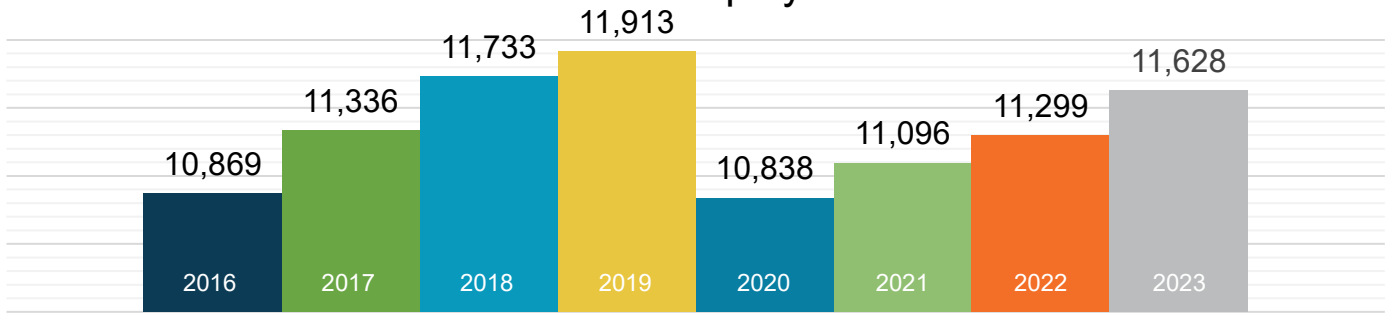
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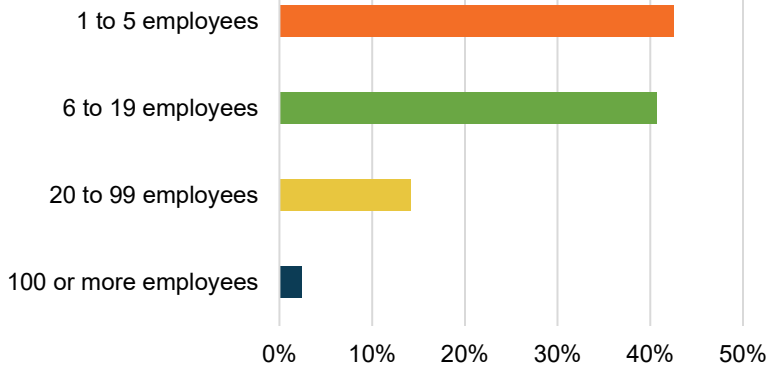
Updated April 2025

## What does EE look like in New Hampshire?

### EE Workers Employed in NH



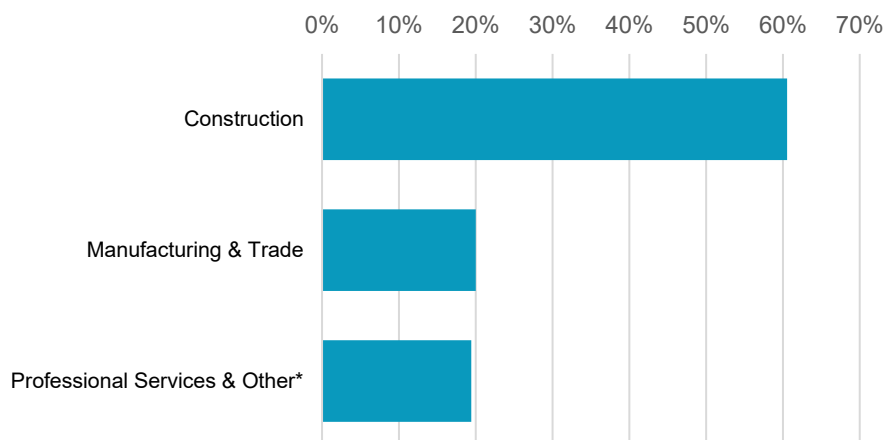
### 97.6% of NH EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **22%** of New Hampshire's construction workforce



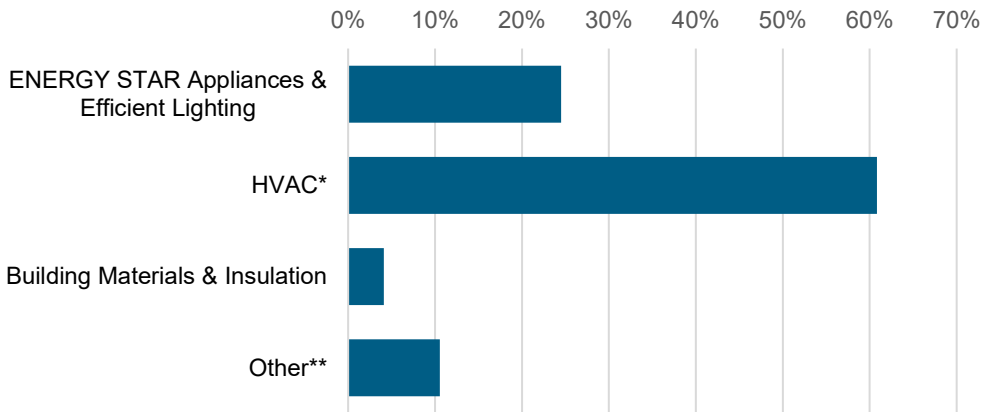
### What type of work do energy efficiency firms do?



\*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

**9%**  
 of New Hampshire  
 EE workers are  
**Veterans**

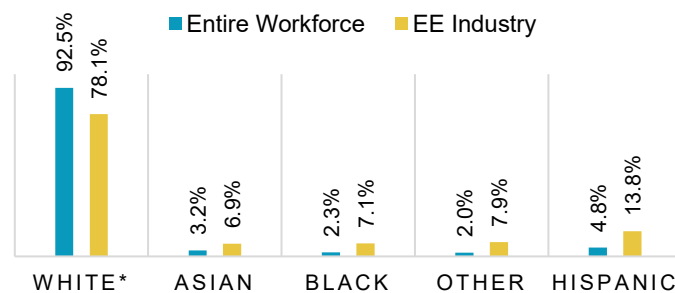


## How is EE doing on diversity in New Hampshire?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 New Hampshire businesses.

### New Hampshire EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

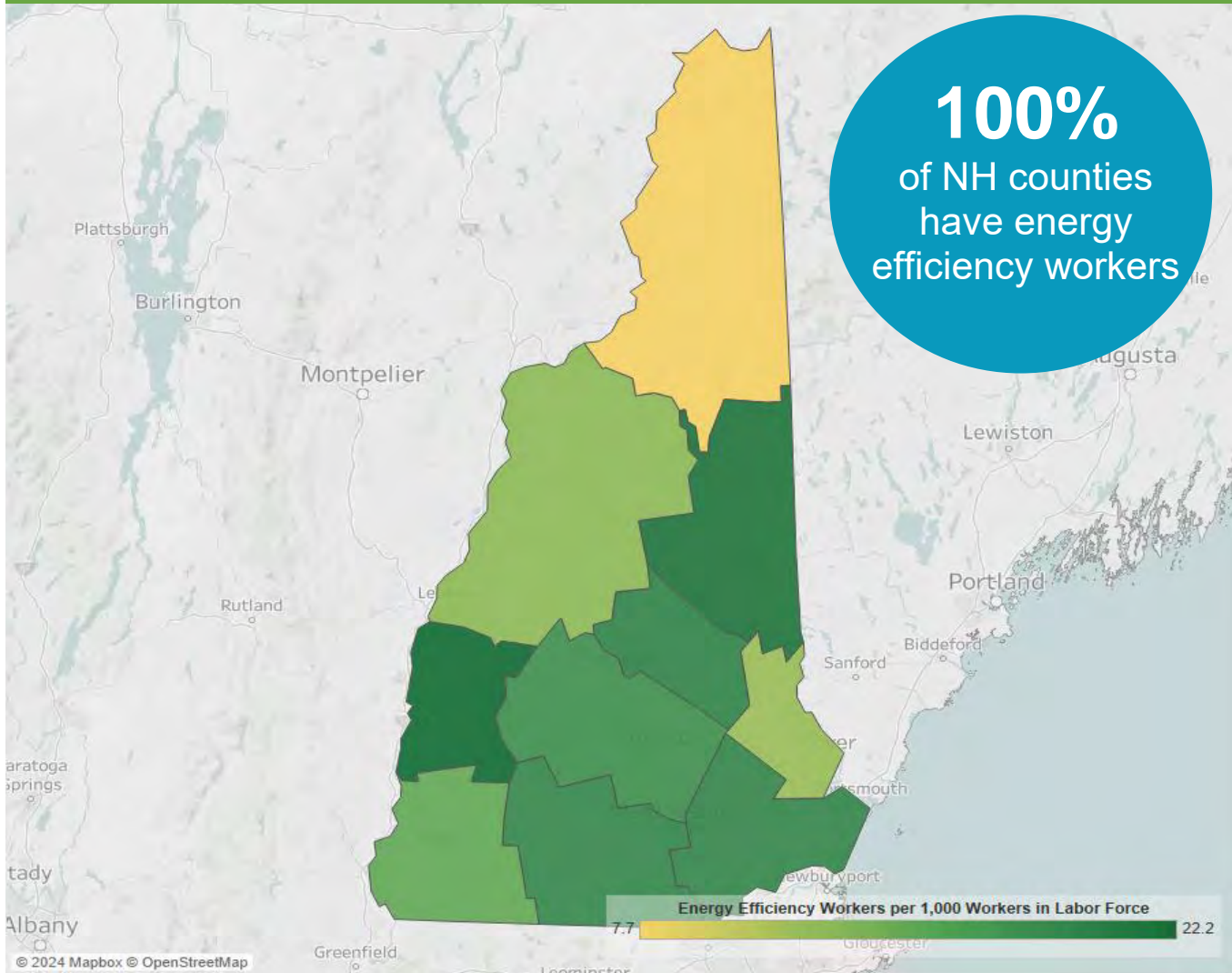
### Gender in the New Hampshire EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,462	Boston-Cambridge-Newton	3,536
2	6,166	Manchester-Nashua	3,818
		Rural	4,273

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	443		7	568		13	295		19	244
2	538		8	527		14	1,068		20	325
3	556		9	562		15	597		21	595
4	446		10	359		16	547		22	536
5	382		11	565		17	395		23	484
6	278		12	599		18	180		24	539

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	119		405	34		602	<10		722	70
2	271		406	104		604	118		723	437
4	86		408	75		605	<10		724	57
5	51		409	73		606	50		801	21
6	80		410	127		607	69		802	39
7	21		412	62		609	94		803	49
101	97		413	39		610	552		804	115
102	113		501	104		620	155		805	23
103	63		502	78		623	110		806	290
104	170		503	38		624	132		807	151
105	83		504	196		701	51		817	69
117	<10		505	17		702	156		818	29
201	88		506	236		704	211		901	68
202	194		507	243		705	471		902	113
203	24		508	143		706	43		903	85
209	186		510	452		707	79		906	37
211	60		512	193		708	322		907	22
212	81		520	278		709	99			
301	53		521	400		710	344			
302	36		523	121		712	33			
303	48		525	11		713	54			
304	19		526	120		714	95			
305	14		528	162		715	40			
306	28		529	64		716	36			
401	93		530	293		717	19			
402	52		531	120		719	132			
403	38		537	116		720	124			
404	18		601	140		721	121			



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# New Jersey

## Energy Efficiency Jobs in America

38,267  
Total Jobs



### What are EE jobs?

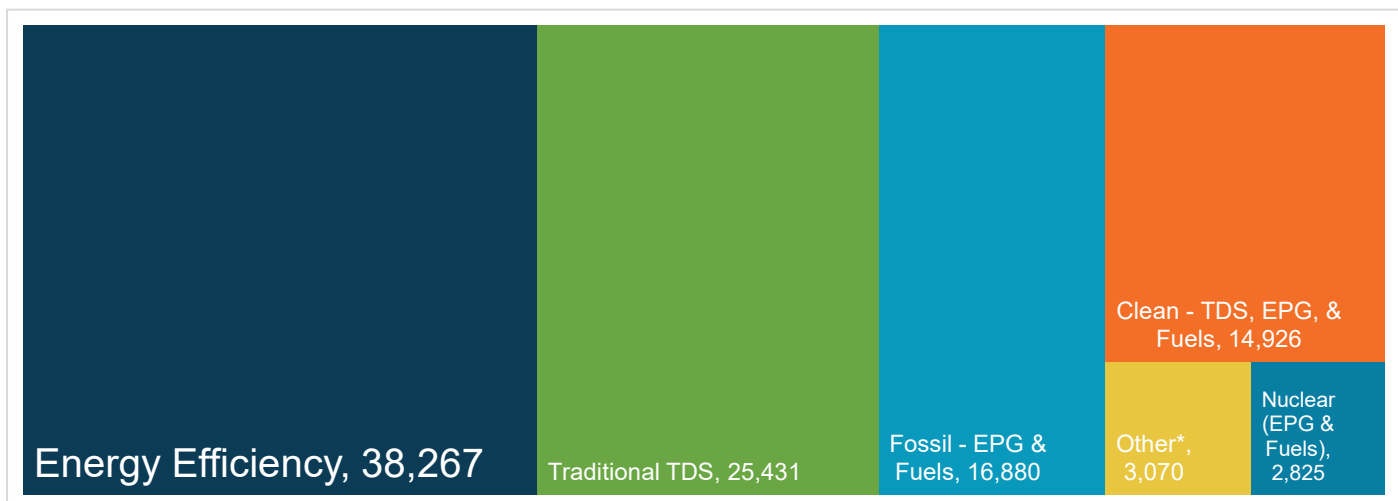
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in New Jersey?

*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.

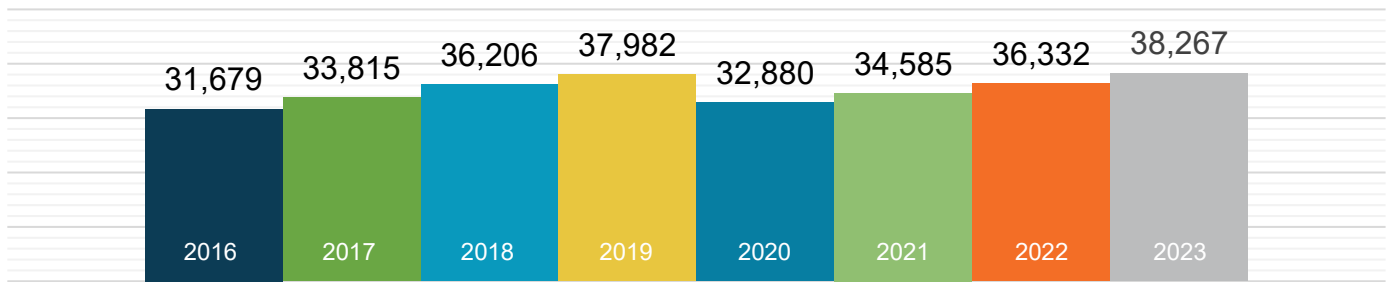
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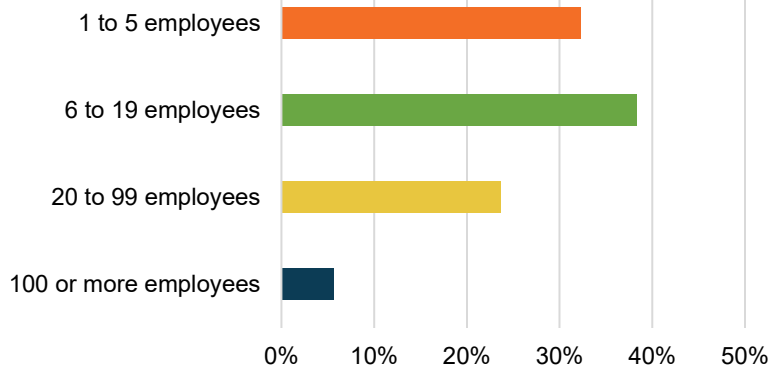
Updated April 2025

## What does EE look like in New Jersey?

### EE Workers Employed in NJ



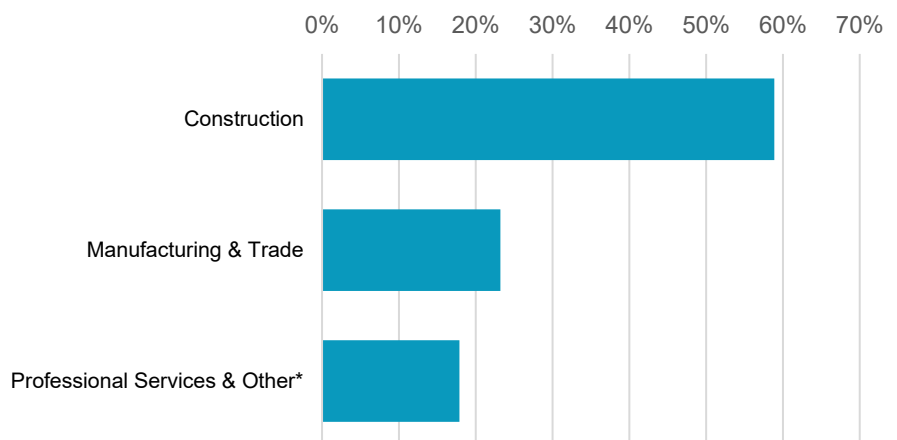
### 94.4% of NJ EE Businesses Have Fewer Than 100 Employees



EE construction  
workers comprise  
**14%** of New  
Jersey's construction  
workforce

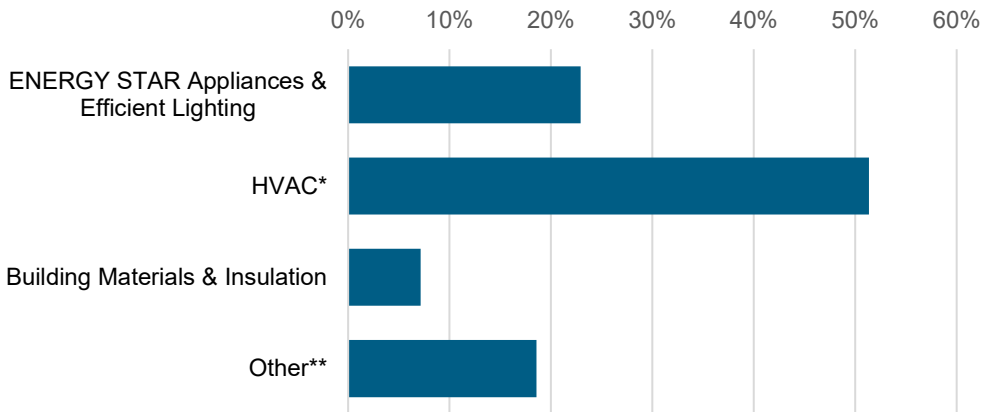


### What type of work do energy efficiency firms do?



\*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 New Jersey  
 EE workers are  
**Veterans**

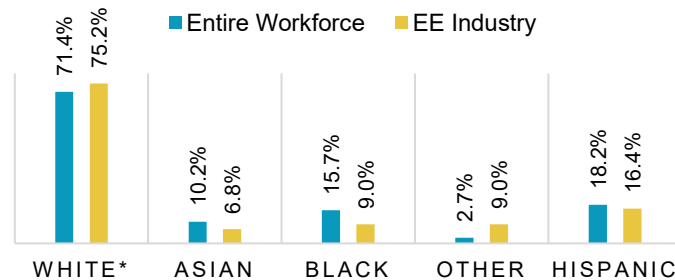


## How is EE doing on diversity in New Jersey?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 New Jersey businesses.

## New Jersey EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

## Gender in the New Jersey EE Workforce

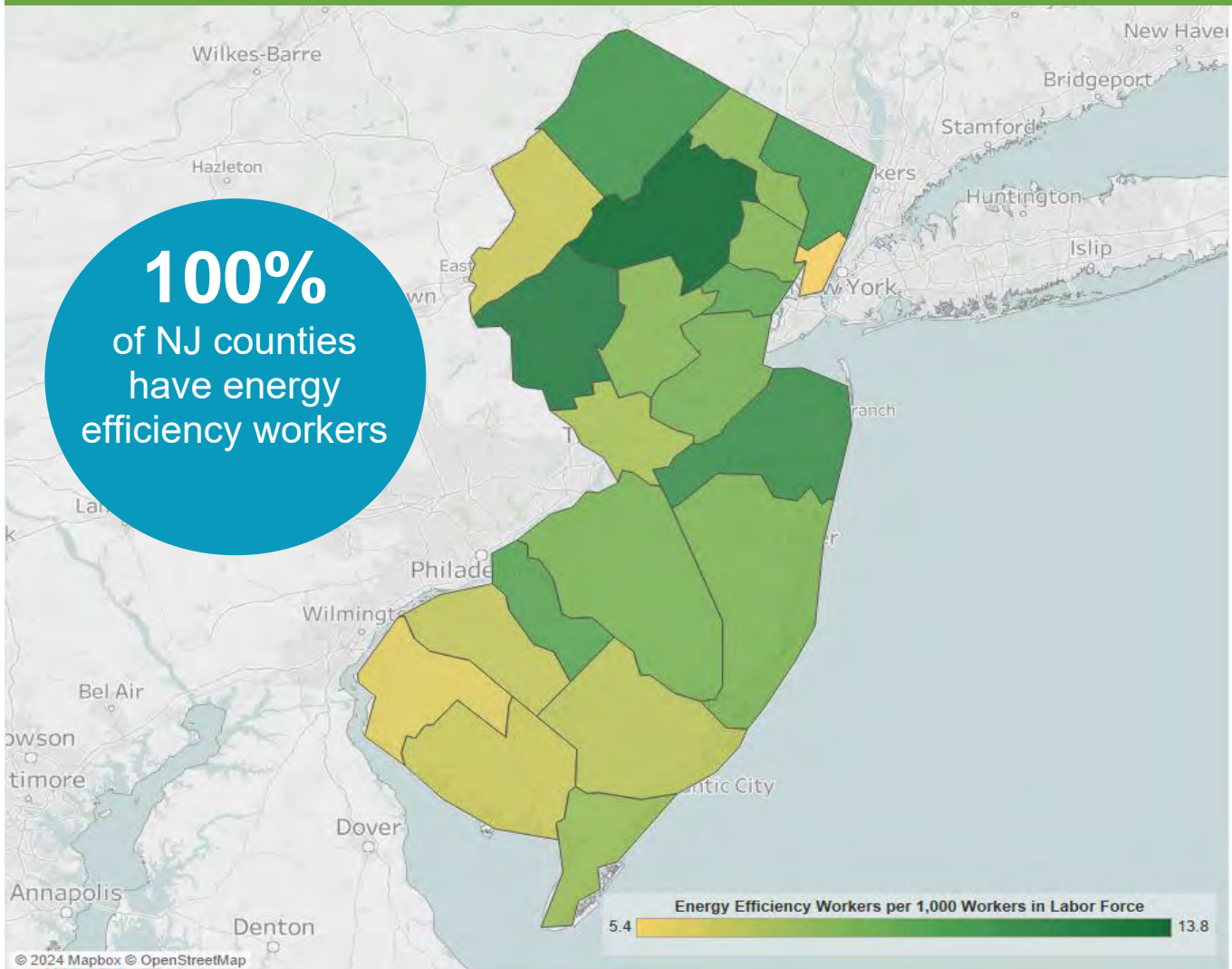


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional				Metropolitan Areas	
District	Jobs	District	Jobs	Area	Jobs
1	3,253	9	3,204	Allentown-Bethlehem-Easton	220
2	2,465	10	1,805	Atlantic City-Hammonton	871
3	3,592	11	4,559	New York-Newark-Jersey City	28,238
4	2,499	12	3,493	Ocean City	299
5	4,250			Philadelphia-Camden-Wilmington	4,871
6	3,370			Trenton	1,983
7	3,767			Vineland-Bridgeton	394
8	2,009			Rural	1,391



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	971		11	1,948		21	1,454		31	700
2	911		12	1,177		22	768		32	561
3	668		13	676		23	888		33	454
4	628		14	1,114		24	1,012		34	686
5	794		15	947		25	1,460		35	852
6	705		16	1,625		26	1,609		36	688
7	1,142		17	945		27	907		37	1,674
8	855		18	648		28	597		38	1,024
9	1,164		19	534		29	708		39	1,318
10	1,306	20	615	30	575	40	959			

State General Assembly										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	945		11	2,279		21	1,411		31	671
2	974		12	1,194		22	737		32	548
3	645		13	650		23	888		33	456
4	653		14	1,117		24	1,037		34	621
5	788		15	970		25	1,402		35	830
6	684		16	1,566		26	1,630		36	691
7	1,185		17	1,034		27	876		37	1,683
8	869		18	622		28	572		38	1,032
9	1,126		19	506		29	681		39	1,264
10	1,356		20	588		30	568		40	918





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# New Mexico

## Energy Efficiency Jobs in America

6,486  
Total Jobs

### What are EE jobs?

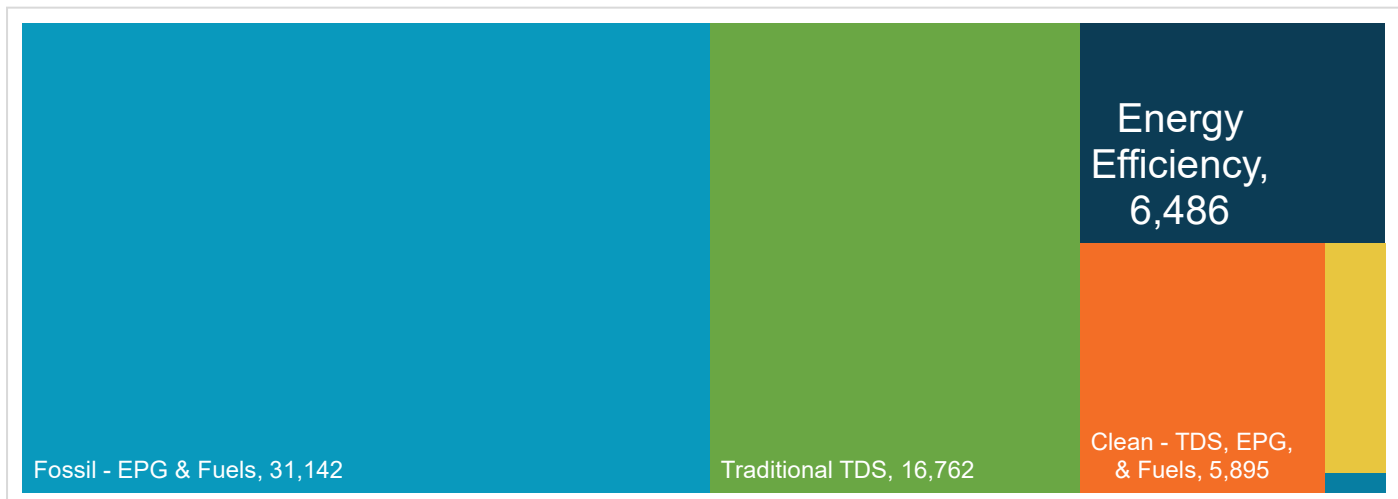
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in New Mexico?

*Energy efficiency is the third largest energy sector in New Mexico.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 116

Other\* = 1,344

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

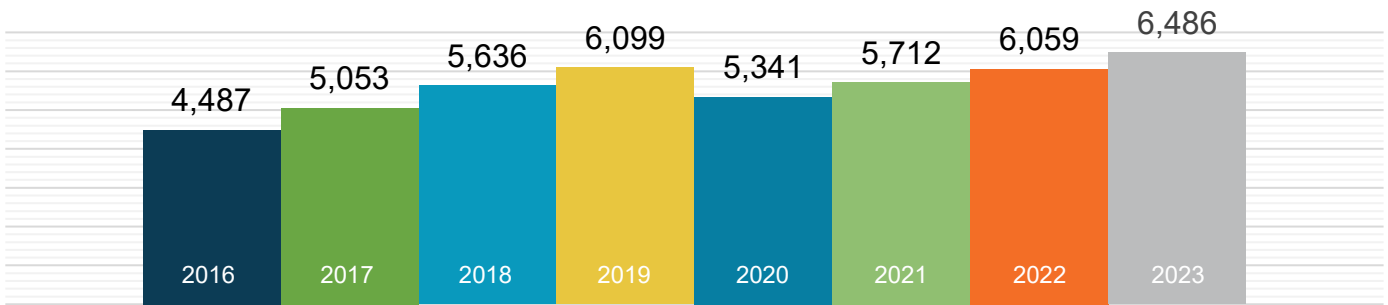
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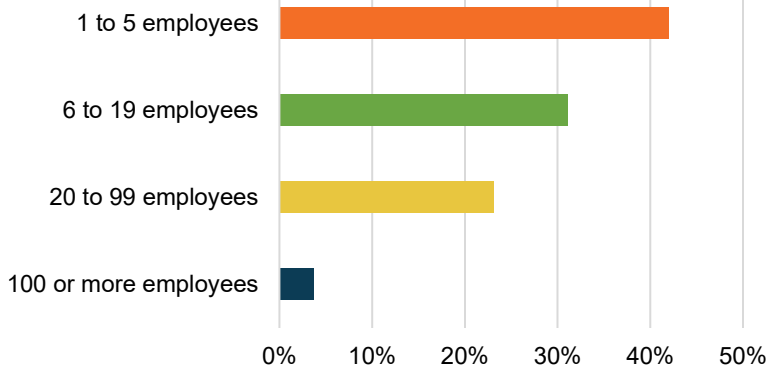
Updated April 2025

## What does EE look like in New Mexico?

### EE Workers Employed in NM



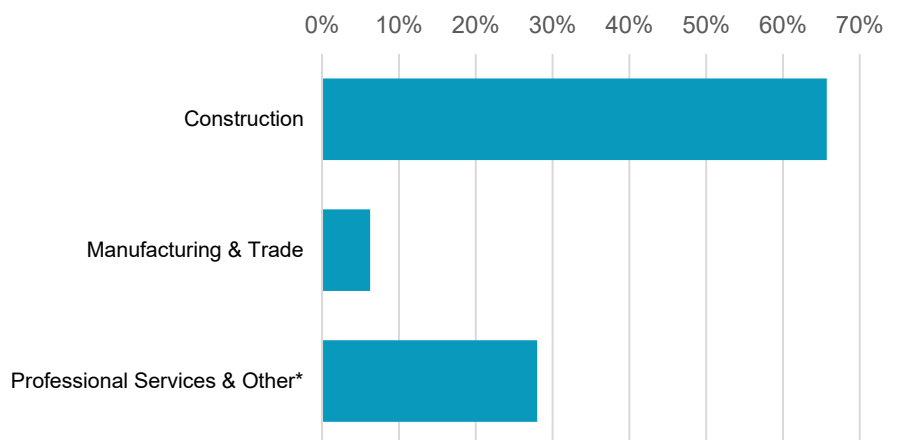
### 96.2% of NM EE Businesses Have Fewer Than 100 Employees



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

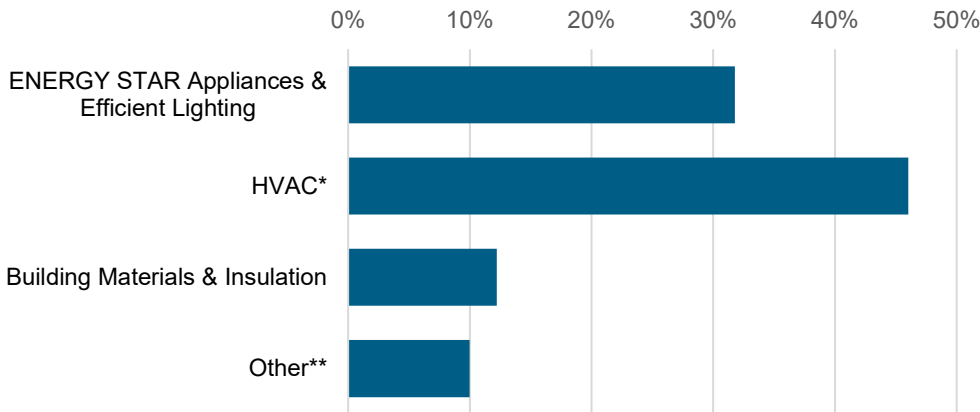


### What type of work do energy efficiency firms do?



\*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  
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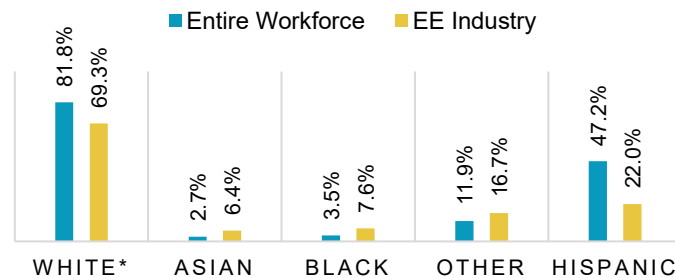


## How is EE doing on diversity in New Mexico?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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.*

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

## New Mexico EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

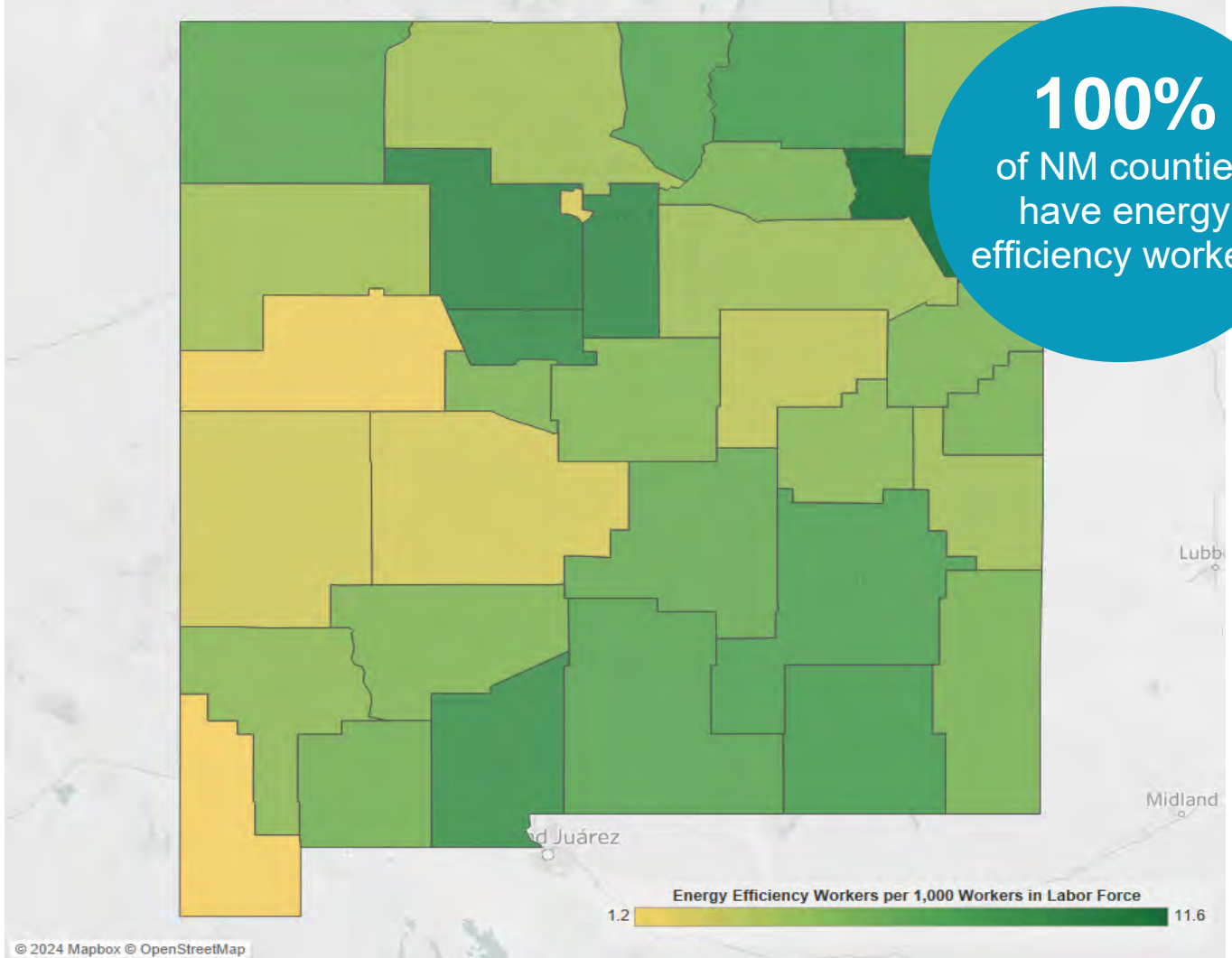
## Gender in the New Mexico EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	2,260	Albuquerque	3,390
2	2,395	Farmington	291
3	1,831	Las Cruces	658
		Santa Fe	553
		Rural	1,594

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	302		12	980		23	<10		34	113
2	60		13	932		24	751		35	89
3	66		14	<10		25	<10		36	19
4	53		15	359		26	<10		37	<10
5	86		16	158		27	217		38	<10
6	131		17	<10		28	93		39	12
7	118		18	<10		29	86		40	<10
8	93		19	69		30	<10		41	181
9	376		20	41		31	263		42	16
10	373		21	<10		32	65			
11	162		22	11		33	154			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	291		19	<10		37	<10		55	<10
2	37		20	152		38	27		56	46
3	<10		21	<10		39	<10		57	<10
4	15		22	75		40	129		58	93
5	78		23	145		41	97		59	22
6	36		24	214		42	<10		60	<10
7	80		25	<10		43	340		61	204
8	<10		26	<10		44	32		62	<10
9	<10		27	40		45	314		63	115
10	1,048		28	<10		46	156		64	<10
11	313		29	<10		47	<10		65	<10
12	<10		30	<10		48	<10		66	13
13	<10		31	<10		49	31		67	39
14	<10		32	71		50	21		68	<10
15	1,208		33	245		51	93		69	<10
16	<10		34	43		52	<10		70	<10
17	<10		35	16		53	14			
18	230		36	<10		54	197			



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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, by the U.S. Department of Energy (see Appendix B 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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# New York

## Energy Efficiency Jobs in America

129,946

Total Jobs

### What are EE jobs?

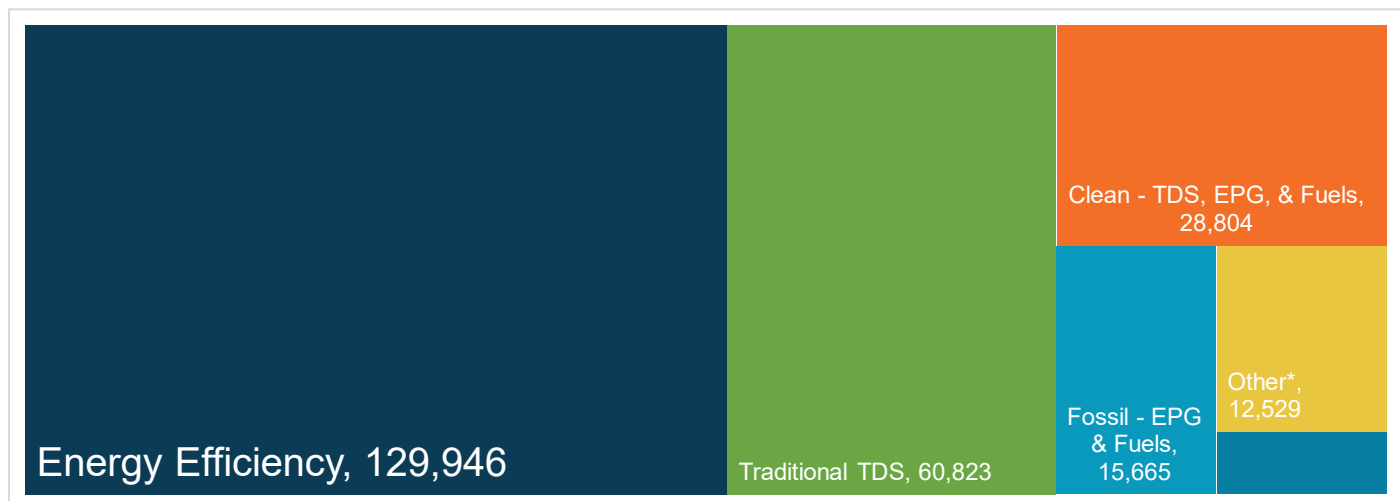
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in New York?

*Energy efficiency is the largest energy sector in New York.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 4,208

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

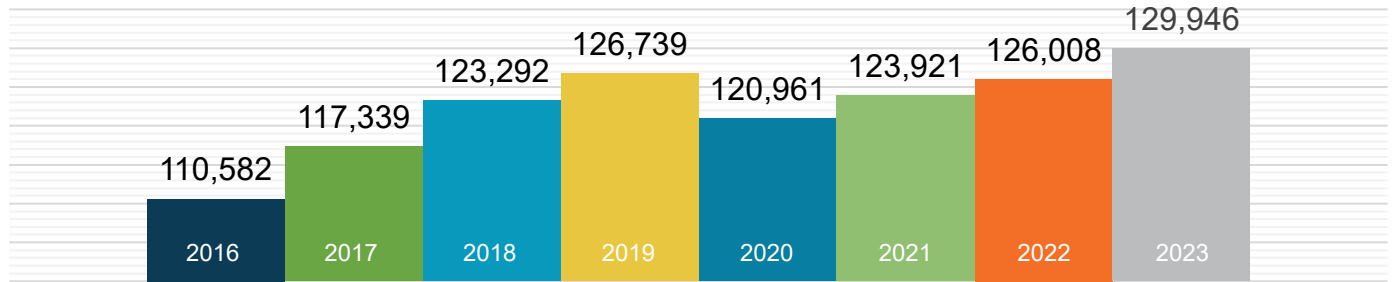
Presented by:



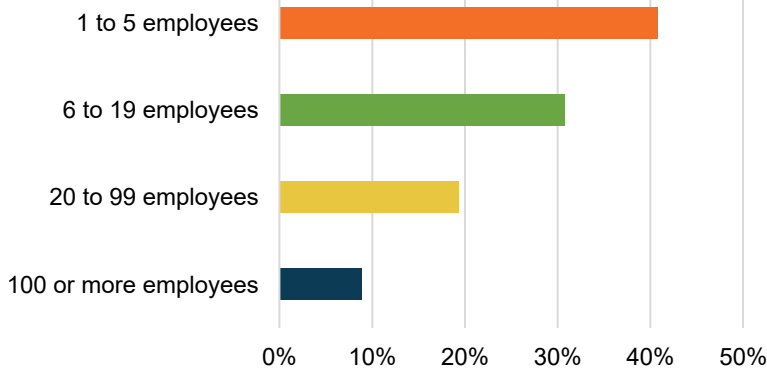
**E4** THE FUTURE

## What does EE look like in New York?

### EE Workers Employed in NY



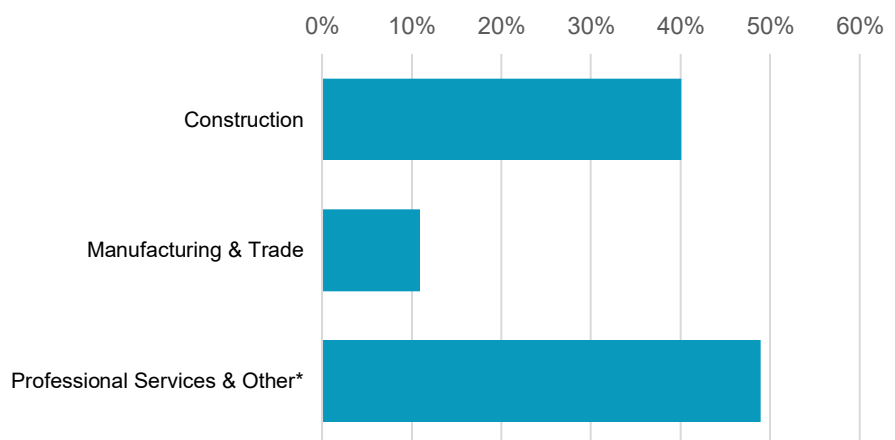
### 91.1% of NY EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **14%** of New York's construction workforce

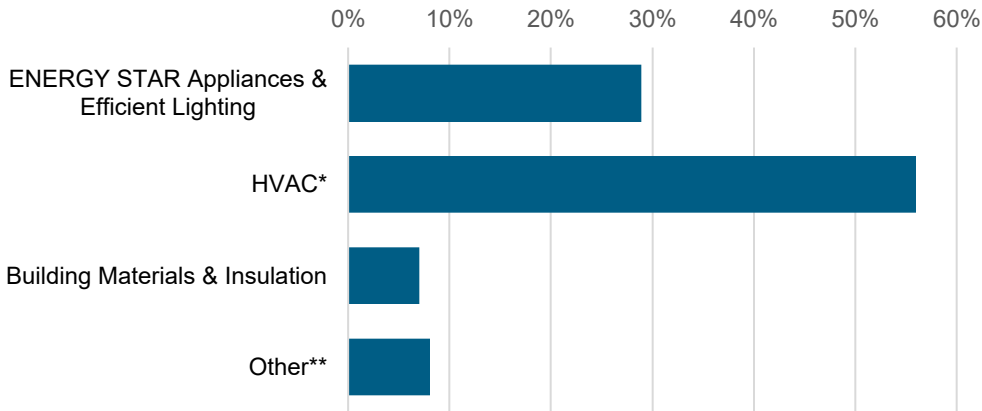


### What type of work do energy efficiency firms do?



\*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 New York  
 EE workers are  
**Veterans**

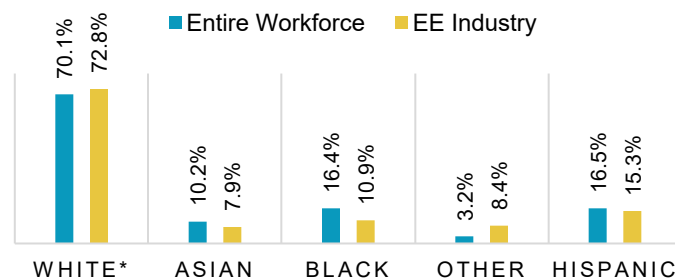


## How is EE doing on diversity in New York?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 New York businesses.

### New York EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

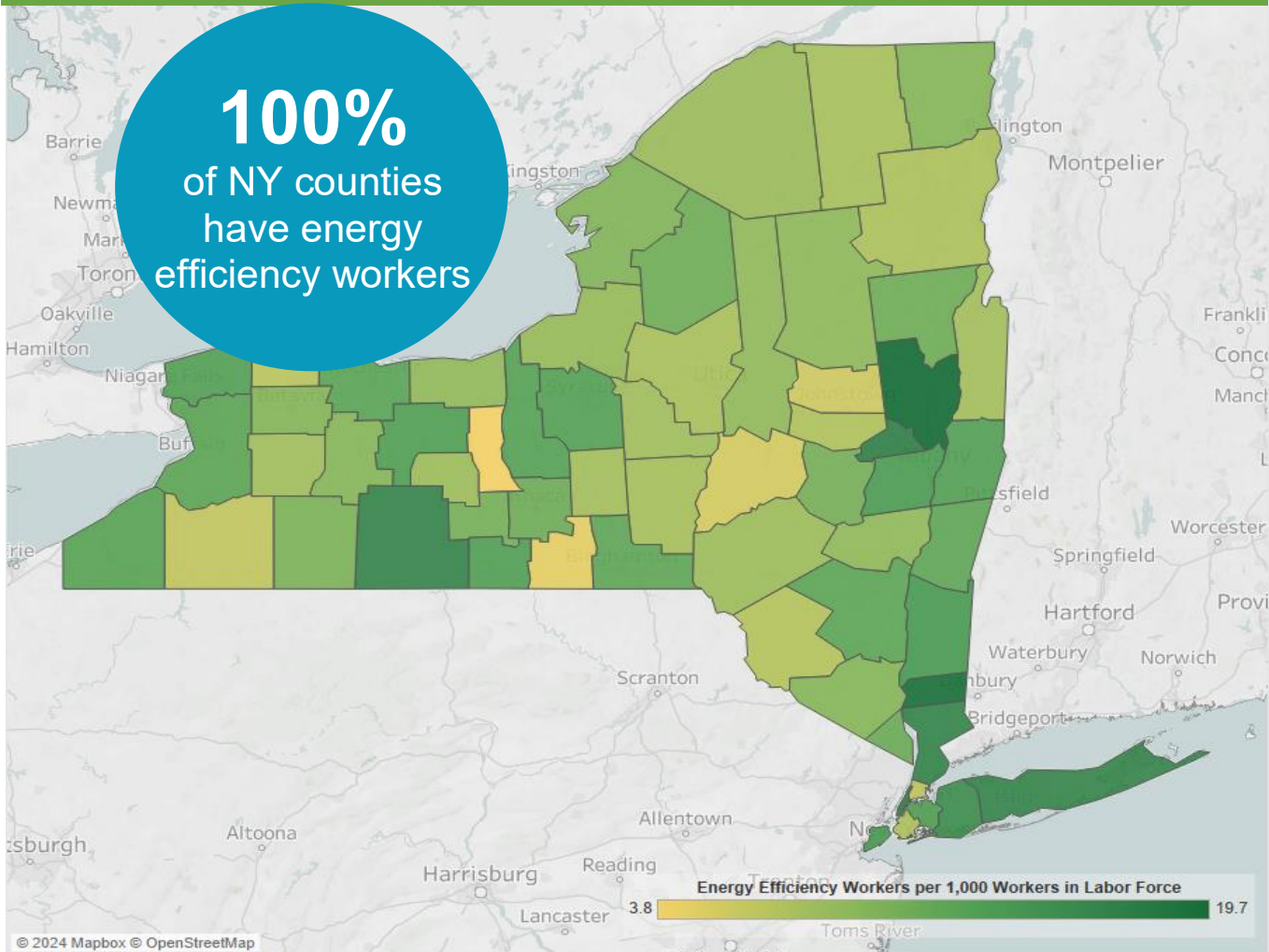
### Gender in the New York EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional				Metropolitan Areas		
District	Jobs		District	Jobs	Area	Jobs
1	5,507		15	7,584	Albany-Schenectady-Troy	6,674
2	5,218		16	5,389	Binghamton	1,039
3	4,543		17	5,417	Buffalo-Cheektowaga-Niagara Falls	6,458
4	4,880		18	2,892	Elmira	439
5	1,753		19	3,139	Glens Falls	498
6	2,326		20	6,283	Ithaca	524
7	2,292		21	2,944	Kingston	697
8	1,157		22	4,136	New York-Newark-Jersey City	95,875
9	1,071		23	4,371	Rochester	5,898
10	10,505		24	2,395	Syracuse	3,540
11	2,774		25	4,852	Utica-Rome	924
12	23,347		26	3,795	Rural	7,380
13	9,795					
14	1,583					





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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, by the U.S. Department of Energy (see Appendix B 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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# North Carolina

## Energy Efficiency Jobs in America

80,817

Total Jobs

### What are EE jobs?

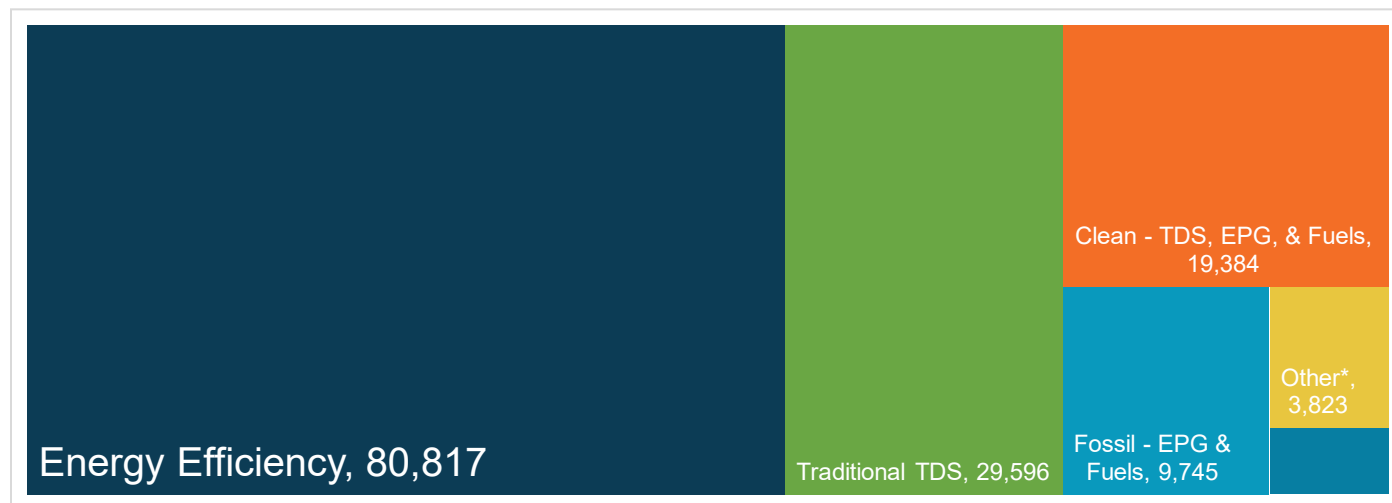
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in North Carolina?

*Energy efficiency is the largest energy sector in North Carolina.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,806

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

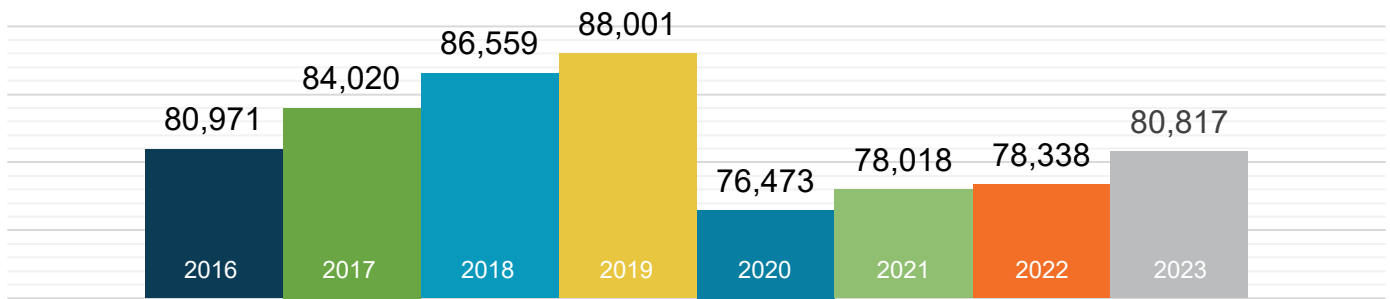
Presented by:



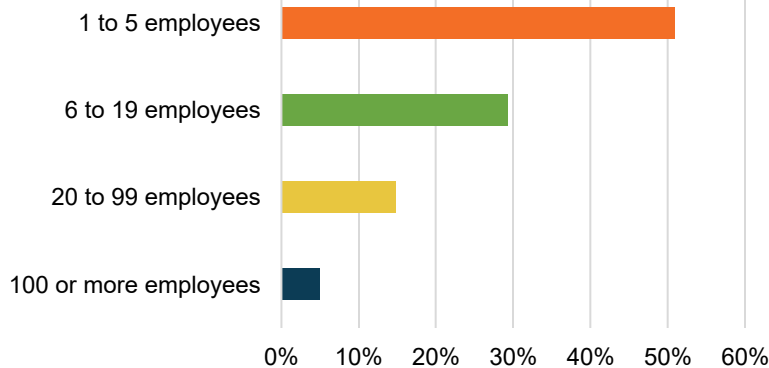
**E4** THE FUTURE

## What does EE look like in North Carolina?

### EE Workers Employed in NC



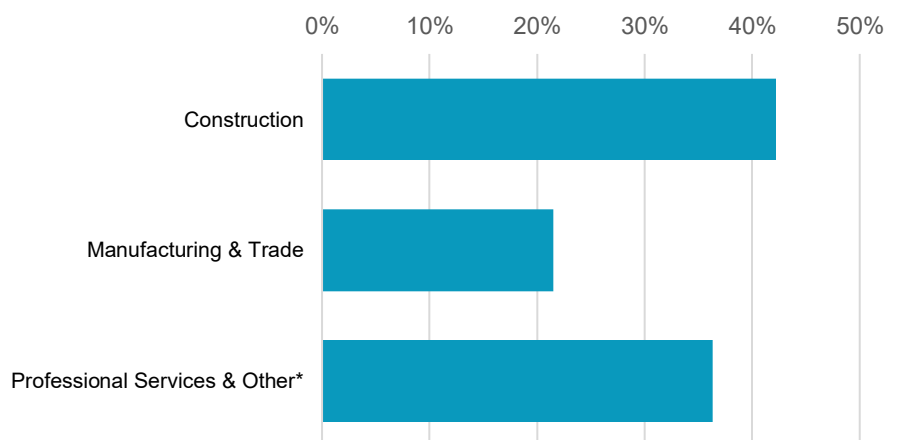
### 95% of NC EE Businesses Have Fewer Than 100 Employees



EE construction  
workers comprise  
**13%** of North  
Carolina's construction  
workforce



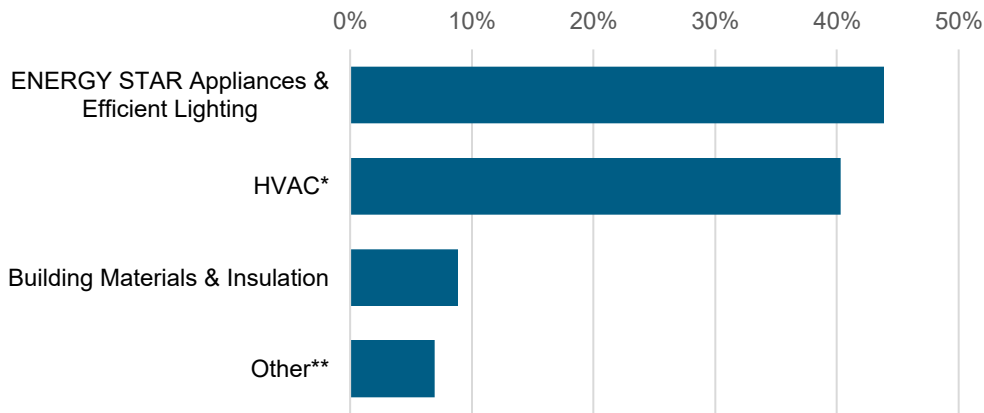
### What type of work do energy efficiency firms do?



\*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?



\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling  
 \*\*Other such as energy audits, building certifications, and software services

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

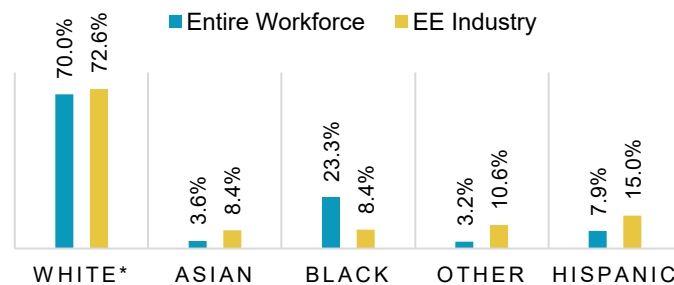


## How is EE doing on diversity in North Carolina?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 North Carolina businesses.

### North Carolina EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

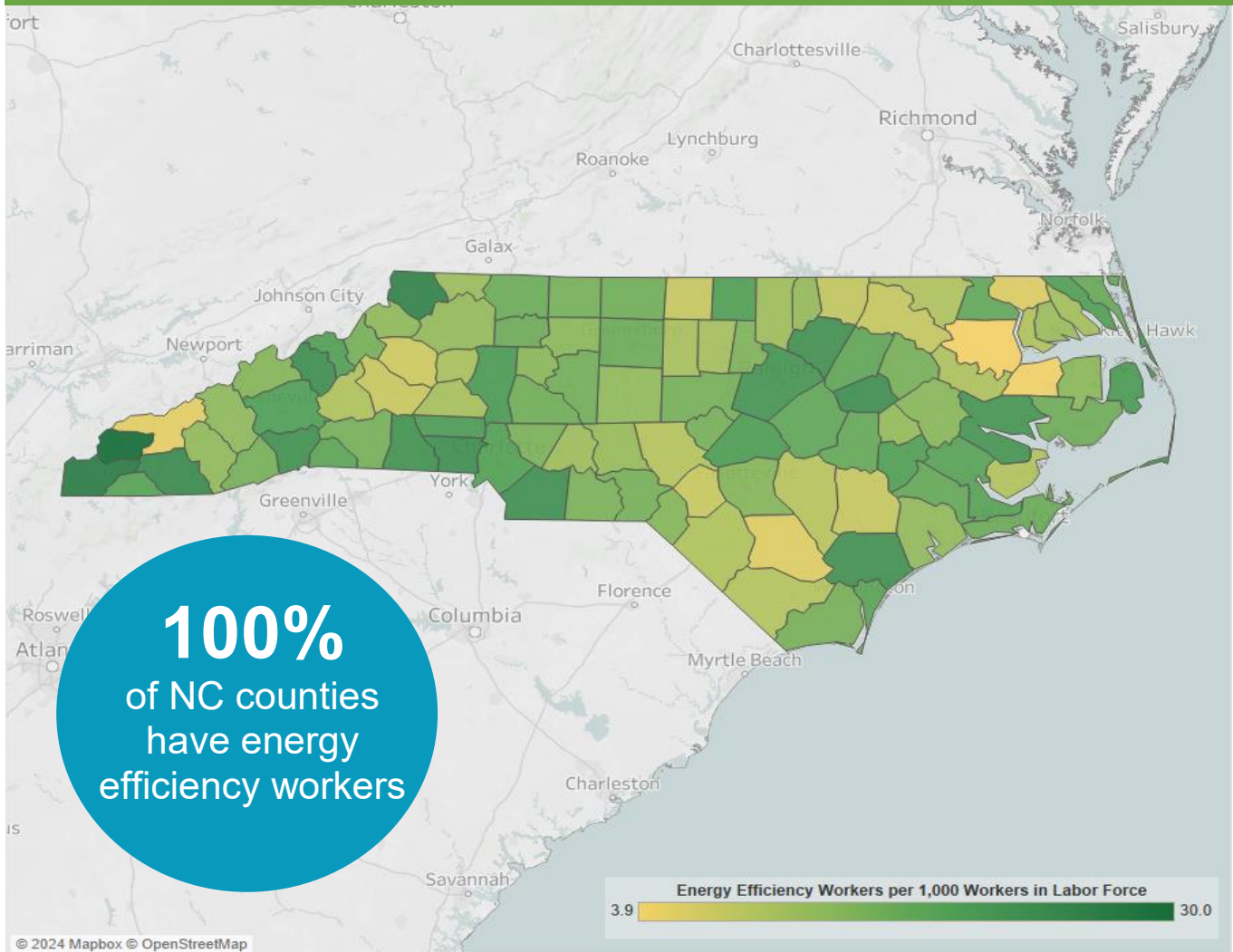
### Gender in the North Carolina EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	5,173	8	6,278	Asheville	3,960	Hickory-Lenoir-Morganton	1,472
2	5,953	9	4,137	Burlington	726	Jacksonville	682
3	5,228	10	4,124	Charlotte-Concord-Gastonia	22,682	Raleigh	15,273
4	7,076	11	7,927	Durham-Chapel Hill	4,642	Rocky Mount	925
5	3,938	12	7,682	Fayetteville	1,789	Virginia Beach-Norfolk-Newport News	124
6	4,335	13	5,777	Goldsboro	708	Wilmington	2,630
7	6,318	14	6,869	Greensboro-High Point	5,599	Winston-Salem	3,743
				Greenville	1,090	Rural	14,772

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,234		14	4,281		27	2,039		40	<10
2	1,662		15	2,592		28	<10		41	492
3	918		16	1,789		29	1,263		42	2,218
4	1,520		17	334		30	1,311		43	1,609
5	1,780		18	344		31	2,453		44	1,040
6	940		19	1,515		32	<10		45	1,289
7	155		20	2,093		33	195		46	1,420
8	2,904		21	181		34	1,838		47	1,633
9	1,881		22	2,018		35	1,769		48	2,513
10	2,414		23	1,062		36	3,142		49	1,730
11	792		24	1,331		37	7,830		50	1,570
12	2,098		25	1,874		38	182			
13	891	26	3,007	39	656					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	827		31	110		61	449		91	21
2	1,142		32	178		62	89		92	1,928
3	1,011		33	1,050		63	406		93	595
4	1,071		34	3,021		64	<10		94	124
5	239		35	709		65	314		95	<10
6	1,171		36	767		66	30		96	<10
7	1,174		37	30		67	530		97	159
8	659		38	<10		68	395		98	513
9	531		39	<10		69	378		99	649
10	485		40	417		70	688		100	515
11	2,748		41	18		71	1,757		101	<10
12	<10		42	730		72	217		102	128
13	984		43	831		73	1,564		103	<10
14	631		44	<10		74	211		104	<10
15	93		45	21		75	217		105	<10
16	523		46	752		76	1,385		106	<10
17	905		47	116		77	460		107	<10
18	1,856		48	624		78	379		108	1,220
19	575		49	<10		79	356		109	<10
20	<10		50	974		80	165		110	1,067
21	231		51	671		81	<10		111	77
22	1,895		52	715		82	2,406		112	403
23	237		53	103		83	<10		113	1,556
24	<10		54	413		84	1,493		114	2,764
25	171		55	1,642		85	1,288		115	423
26	1,107		56	97		86	696		116	210
27	342		57	2,047		87	74		117	<10
28	217		58	993		88	5,373		118	567
29	2,345		59	735		89	918		119	591
30	1,748	60	1,243	90	520	120	523			





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# North Dakota

## Energy Efficiency Jobs in America

5,293  
Total Jobs

### What are EE jobs?

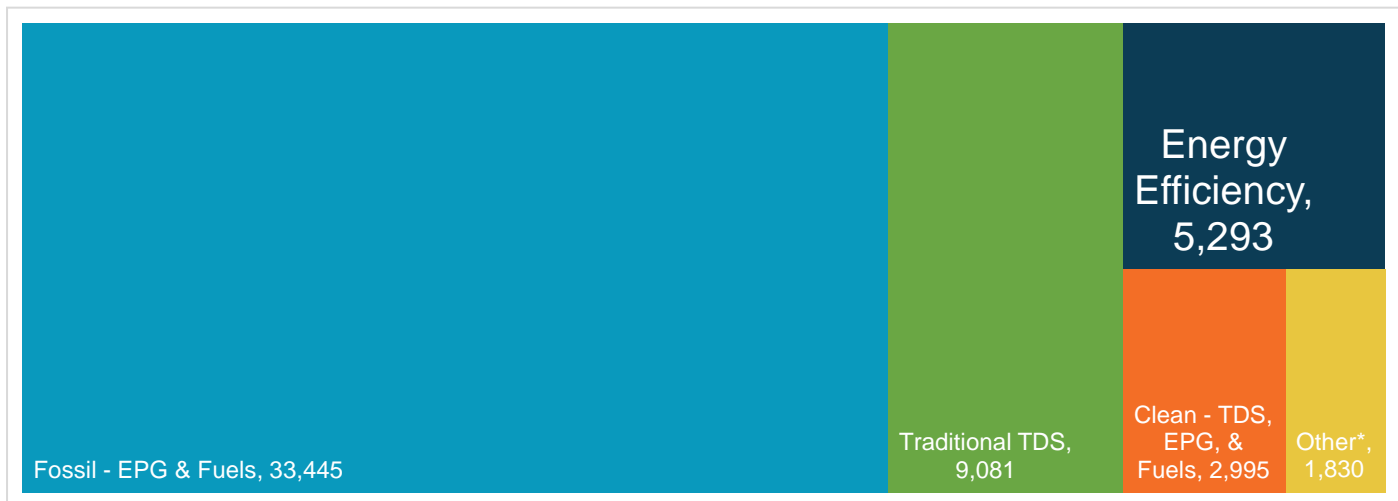
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in North Dakota?

*Energy efficiency is the third largest energy sector in North Dakota.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 7

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

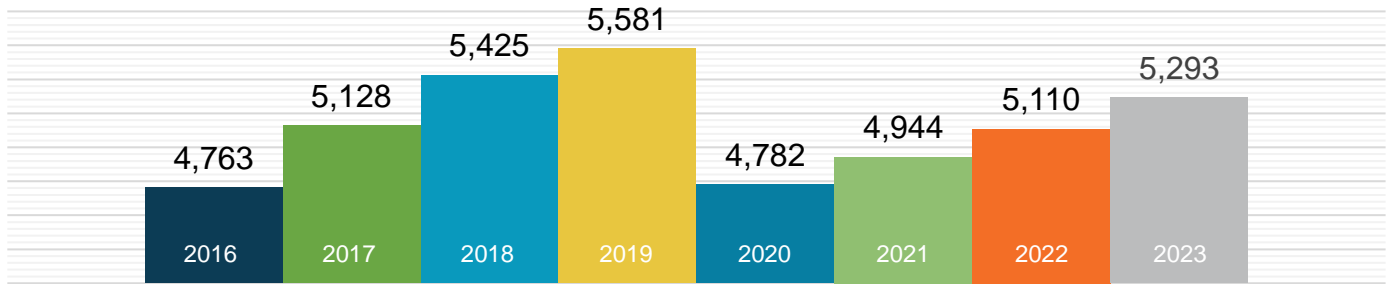
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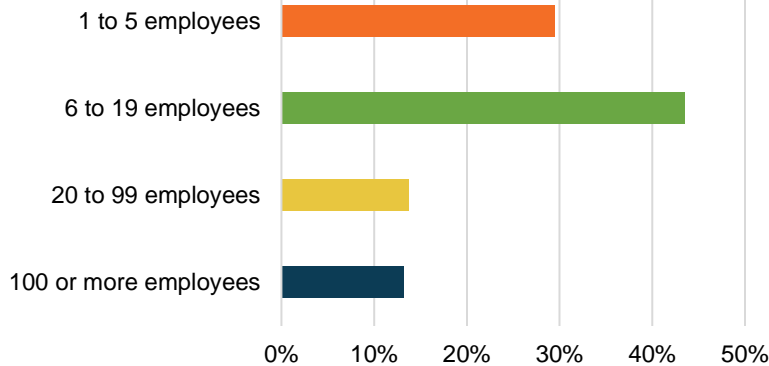
**E4** THE FUTURE

## What does EE look like in North Dakota?

### EE Workers Employed in ND



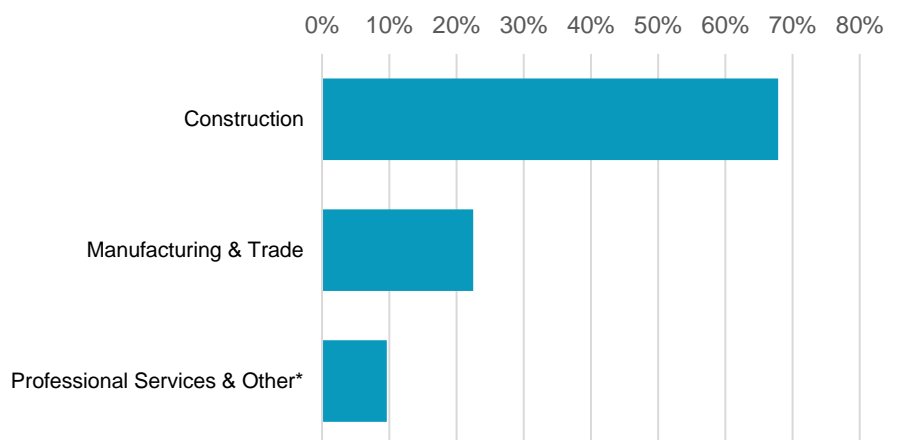
### 86.8% of ND EE Businesses Have Fewer Than 100 Employees



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

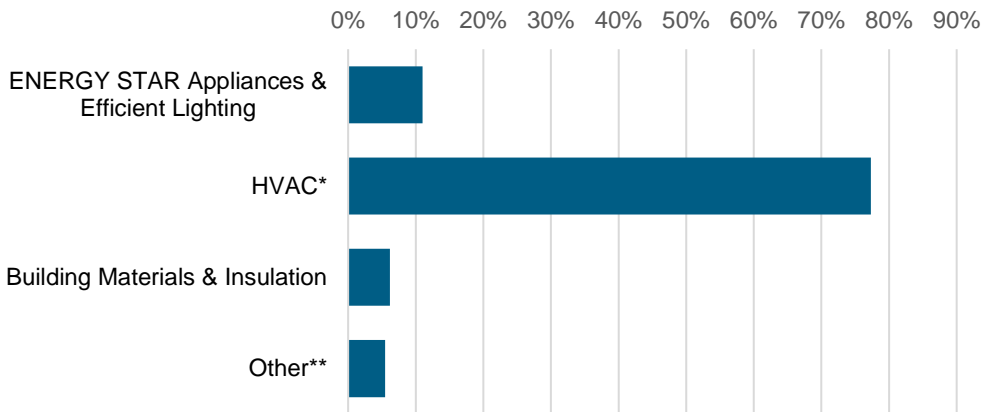


### What type of work do energy efficiency firms do?

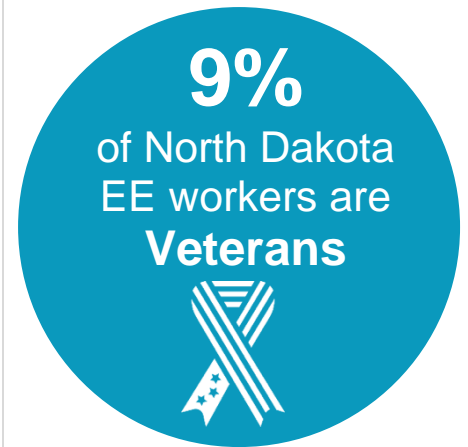


\*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

## 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

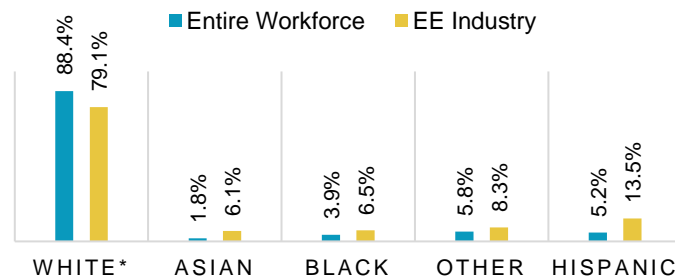


## How is EE doing on diversity in North Dakota?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 North Dakota businesses.

### North Dakota EE Industry by Race and Ethnicity



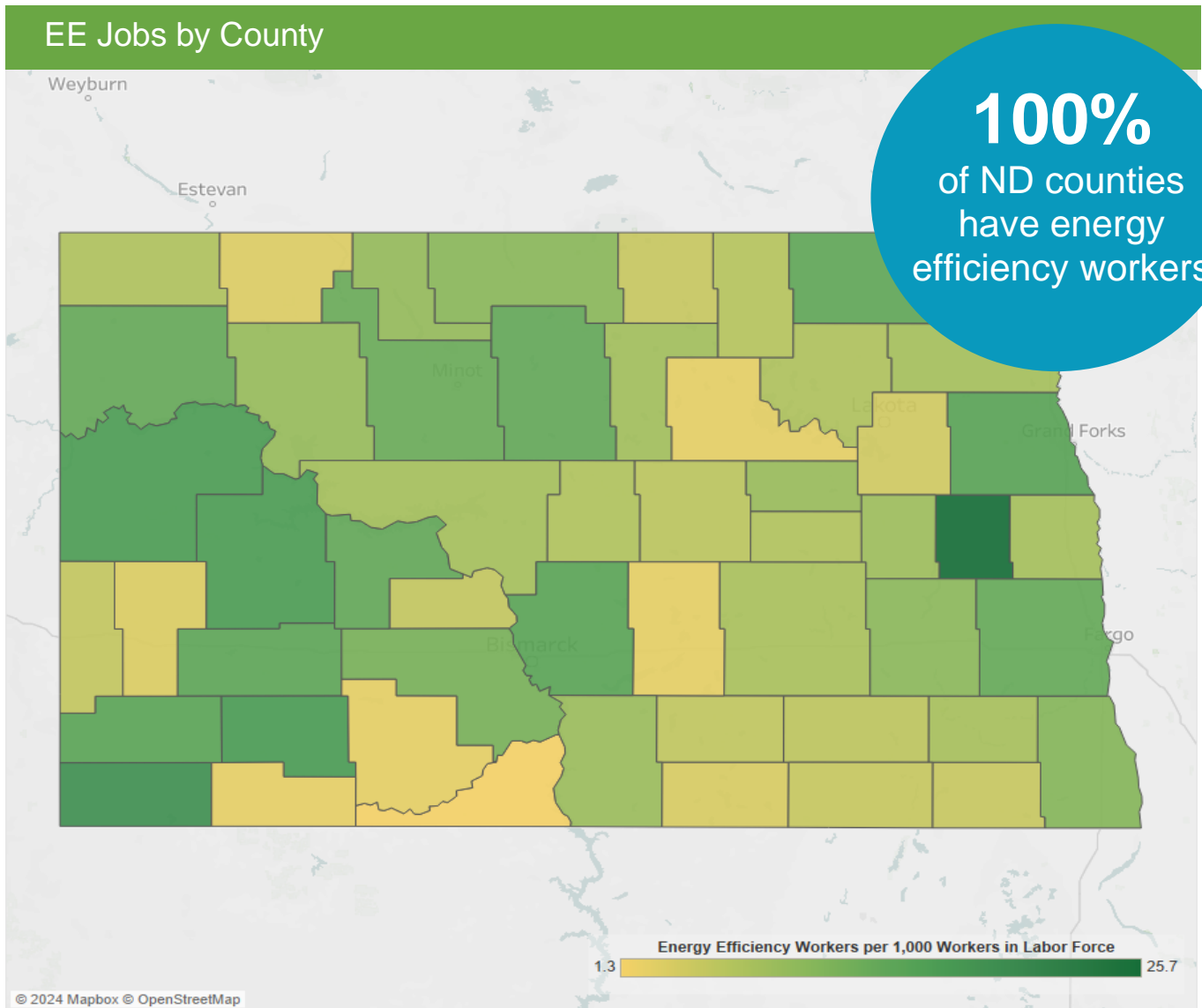
\*Includes non-Hispanic and Hispanic whites.

### Gender in the North Dakota EE Workforce



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.

# Energy Efficiency Jobs are Everywhere



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,293	Bismarck	977
		Fargo	1,675
		Grand Forks	587
		Rural	2,054



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	351		13	317		25	115		37	<10
2	129		14	142		26	109		38	<10
3	416		15	89		27	<10		39	240
4	136		16	150		28	61		40	<10
5	<10		17	325		29	23		41	<10
6	112		18	<10		30	<10		42	<10
7	560		19	82		31	230		43	<10
8	34		20	56		32	<10		44	<10
9	30		21	328		33	26		45	<10
10	102		22	106		34	<10		46	<10
11	347		23	24		35	<10		47	<10
12	94	24	135	36	337					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	332		25	110		49	<10		73	<10
2	125		26	105		50	<10		74	<10
3	398		27	<10		51	<10		75	<10
4	130		28	58		52	<10		76	<10
5	<10		29	22		53	<10		77	<10
6	107		30	<10		54	<10		78	<10
7	536		31	220		55	<10		79	<10
8	33		32	<10		56	<10		80	<10
9	28		33	25		57	<10		81	<10
10	98		34	<10		58	<10		82	<10
11	332		35	<10		59	<10		83	<10
12	90		36	325		60	<10		84	<10
13	304		37	<10		61	<10		85	<10
14	136		38	<10		62	<10		86	<10
15	86		39	229		63	<10		87	<10
16	144		40	<10		64	<10		88	<10
17	311		41	<10		65	<10		89	<10
18	<10		42	<10		66	<10		90	<10
19	79		43	<10		67	<10		91	<10
20	53		44	<10		68	<10		92	<10
21	314		45	<10		69	<10		93	<10
22	101		46	<10		70	<10		94	<10
23	23		47	<10		71	<10			
24	129		48	<10		72	<10			



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# Ohio

## Energy Efficiency Jobs in America

78,744  
Total Jobs

### What are EE jobs?

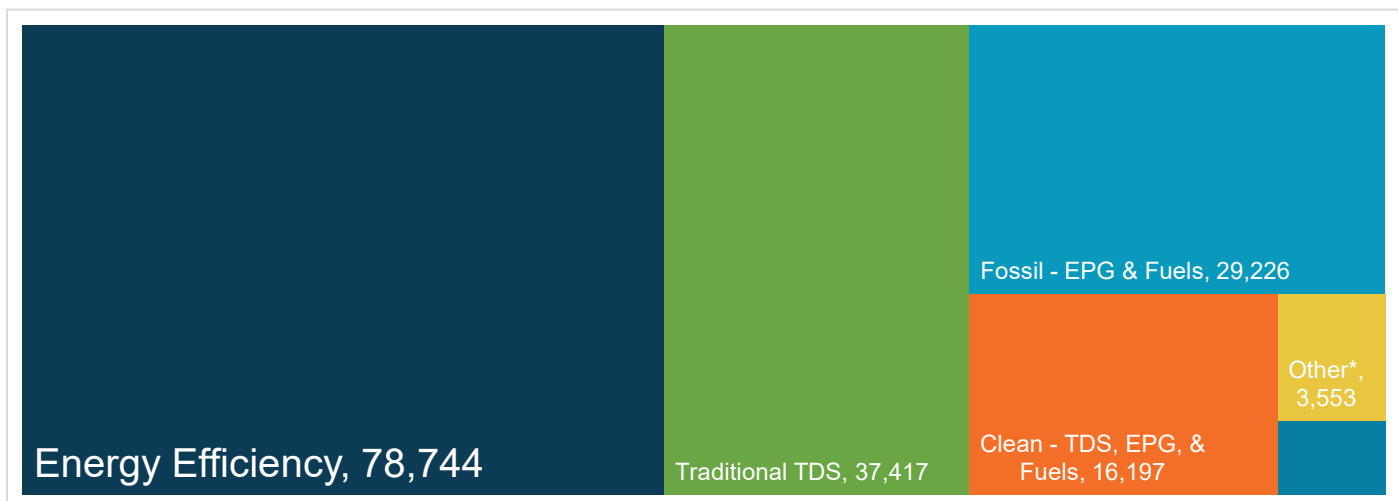
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Ohio?

*Energy efficiency is the largest energy sector in Ohio.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 2,087

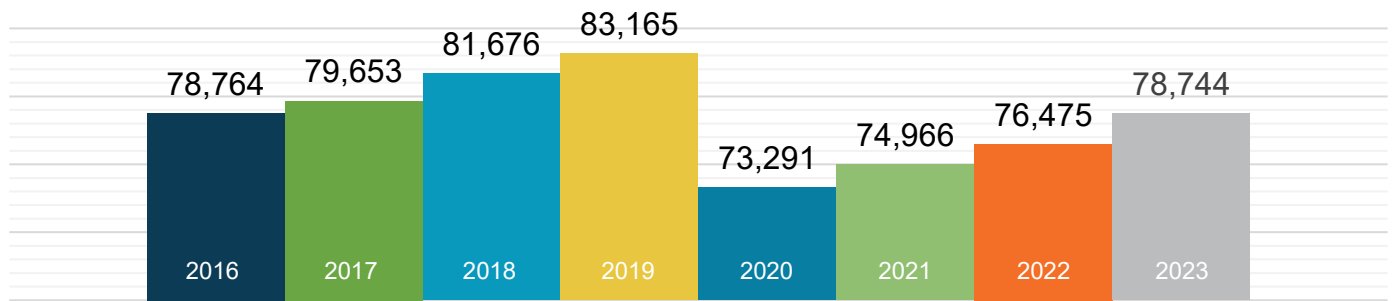
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

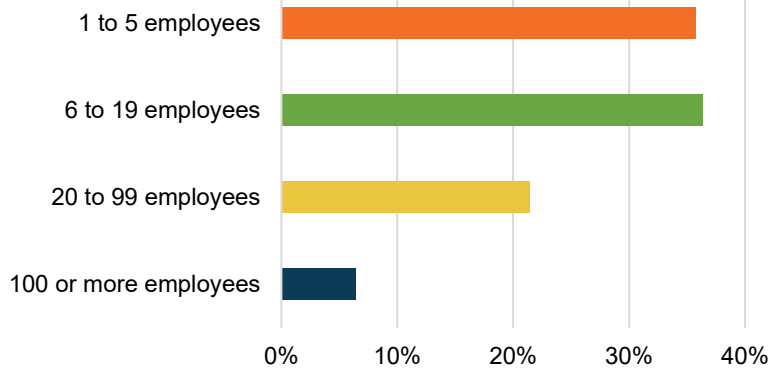


## What does EE look like in Ohio?

### EE Workers Employed in OH



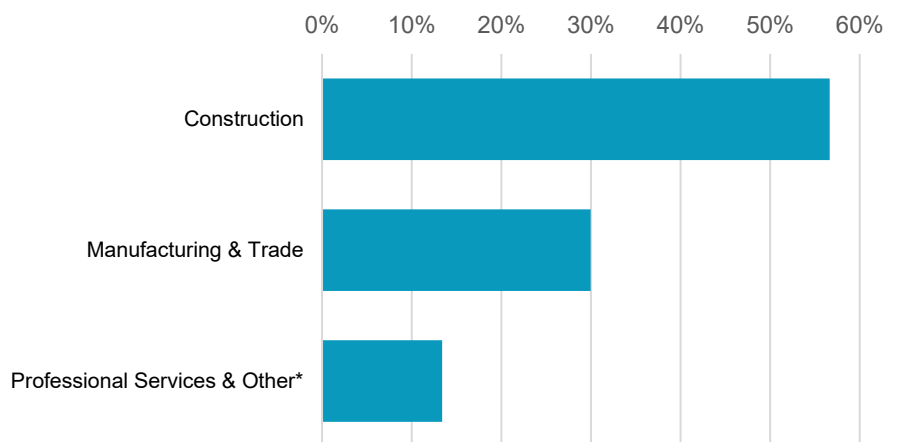
### 93.6% of OH EE Businesses Have Fewer Than 100 Employees



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

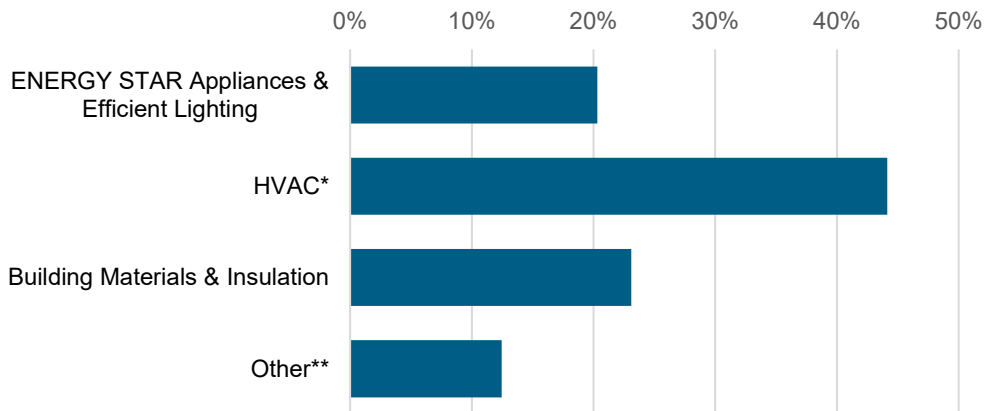


### What type of work do energy efficiency firms do?



\*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

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

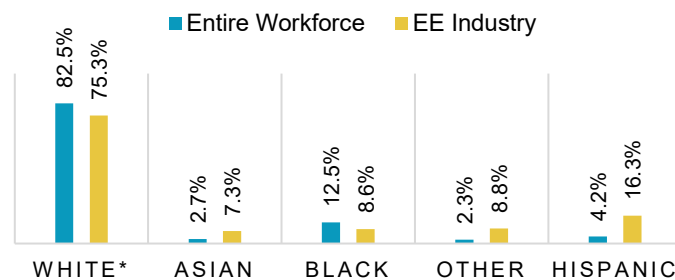


## How is EE doing on diversity in Ohio?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Ohio businesses.

### Ohio EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

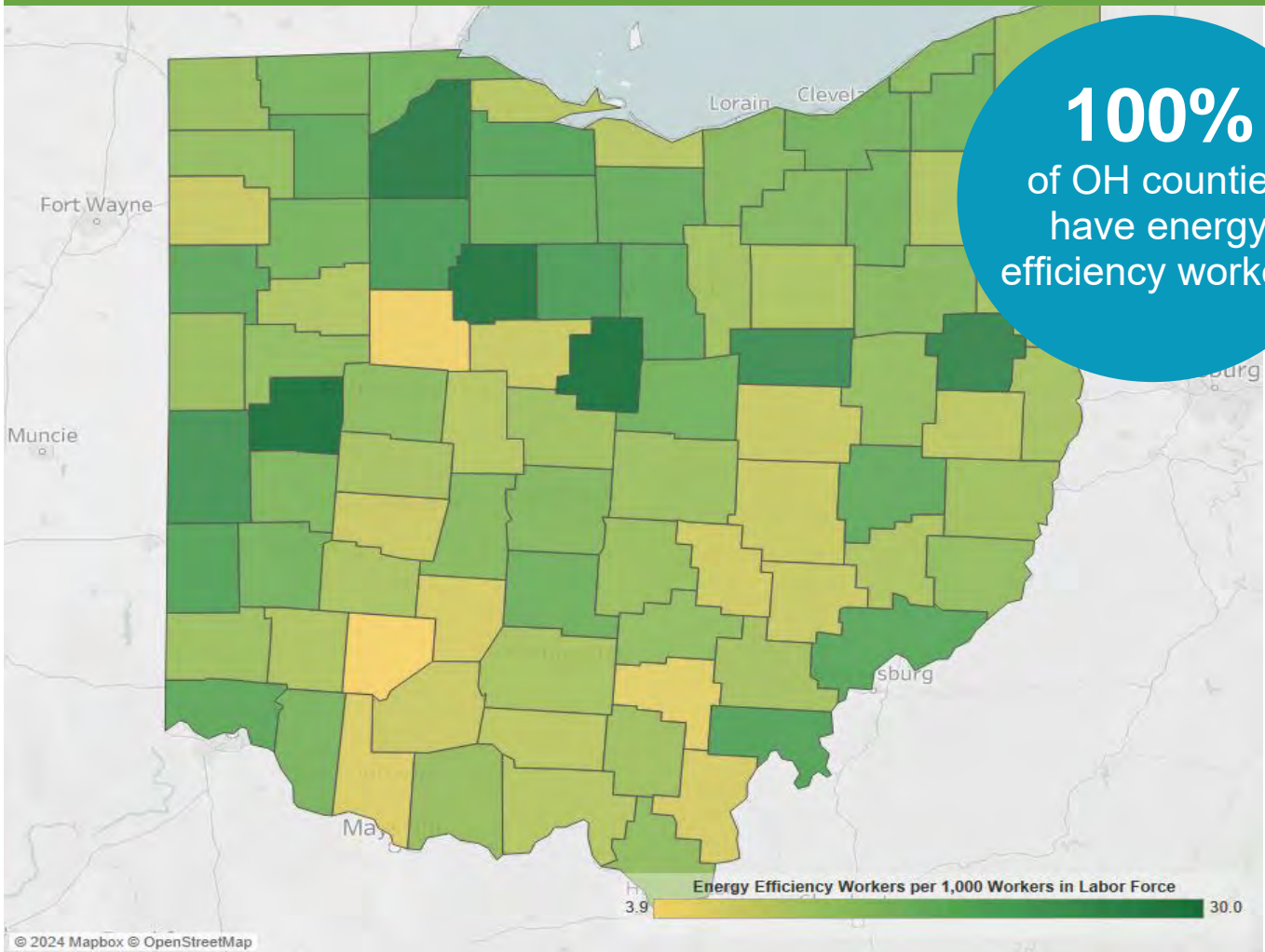
### Gender in the Ohio EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

### Congressional

District	Jobs	District	Jobs
1	6,825	10	4,714
2	3,069	11	5,984
3	5,514	12	3,682
4	4,578	13	5,036
5	6,196	14	4,726
6	4,466	15	5,178
7	6,164		
8	5,926		
9	6,685		

### Metropolitan Areas

Area	Jobs	Area	Jobs
Akron	4,567	Sandusky	315
Canton-Massillon	2,316	Springfield	362
Cincinnati	12,860	Toledo	5,504
Cleveland-Elyria	15,079	Weirton-Steubenville	216
Columbus	14,685	Wheeling	236
Dayton	5,278	Youngstown-Warren-Boardman	2,177
Huntington-Ashland	174	Rural	13,630
Lima	491		
Mansfield	855		

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	3,150		12	1,443		23	2,357
2	6,112		13	2,397		24	2,749
3	5,947		14	1,413		25	220
4	2,408		15	706		26	1,233
5	3,457		16	1,717		27	2,085
6	1,692		17	1,455		28	1,672
7	4,395		18	4,688		29	1,847
8	2,404		19	1,718		30	1,669
9	859		20	1,895		31	1,345
10	2,242		21	4,866		32	1,660
11	1,195		22	3,425		33	2,323

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	956		34	2,072		67	1,134
2	1,339		35	703		68	516
3	4,305		36	1,086		69	258
4	812		37	1,240		70	153
5	905		38	1,040		71	843
6	3,530		39	1,703		72	612
7	732		40	1,194		73	607
8	678		41	1,034		74	523
9	481		42	365		75	353
10	2,627		43	347		76	649
11	139		44	1,562		77	479
12	<10		45	261		78	884
13	458		46	692		79	377
14	640		47	648		80	597
15	82		48	1,016		81	720
16	861		49	452		82	418
17	3,089		50	132		83	1,174
18	824		51	733		84	779
19	2,002		52	601		85	160
20	602		53	104		86	303
21	2,114		54	668		87	470
22	64		55	1,108		88	532
23	165		56	343		89	612
24	126		57	668		90	532
25	<10		58	1,738		91	551
26	<10		59	414		92	191
27	3,416		60	1,612		93	382
28	1,949		61	285		94	708
29	1,096		62	239		95	603
30	223		63	708		96	403
31	655		64	279		97	249
32	116		65	426		98	500
33	143	66	438	99	422		



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# Oklahoma

## Energy Efficiency Jobs in America

14,867  
Total Jobs

### What are EE jobs?

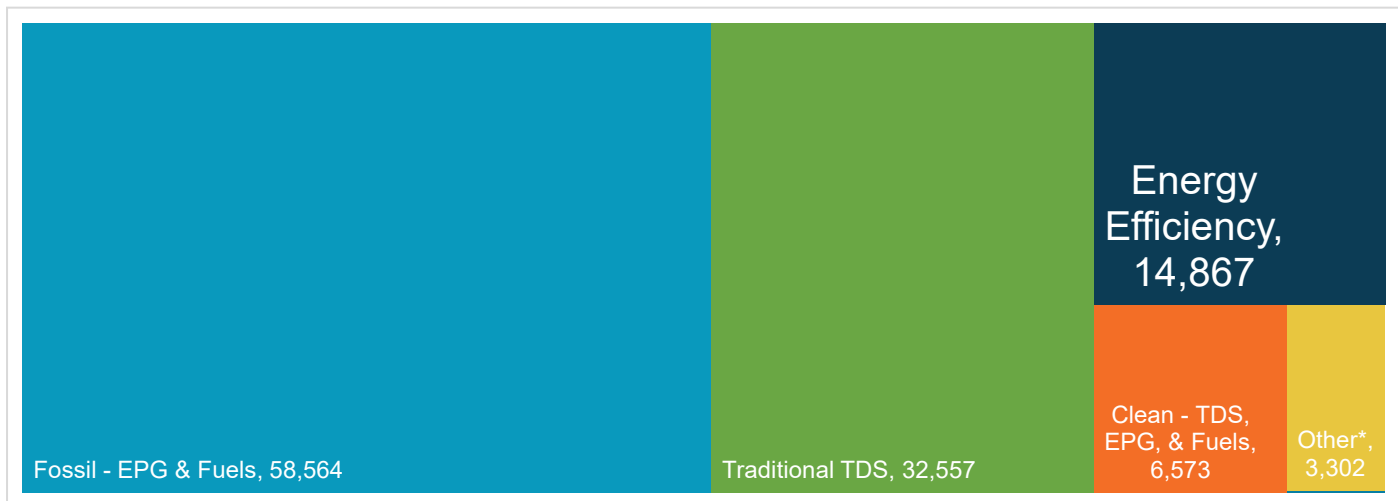
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Oklahoma?

*Energy efficiency is the third largest energy sector in Oklahoma.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 46

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

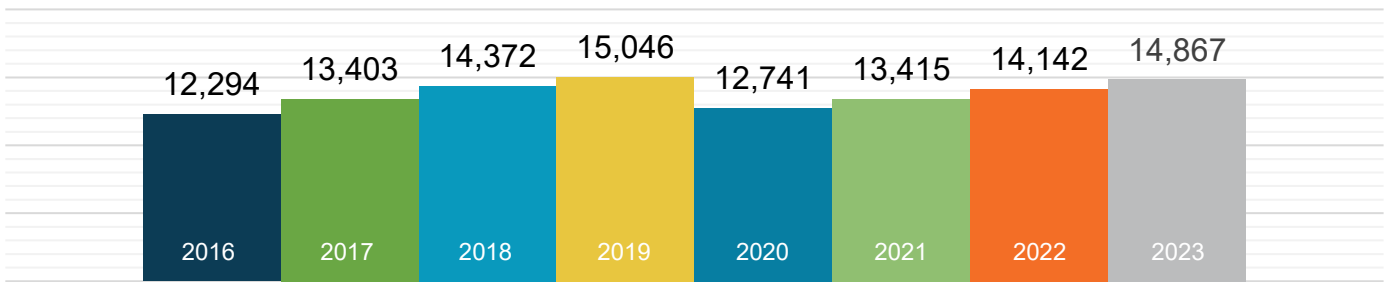
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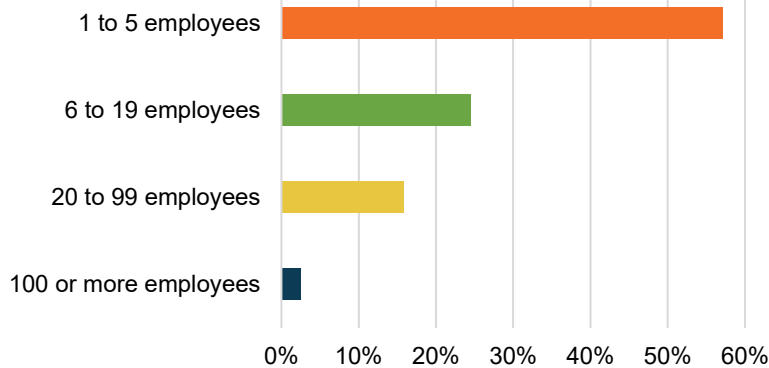
Updated April 2025

## What does EE look like in Oklahoma?

### EE Workers Employed in OK



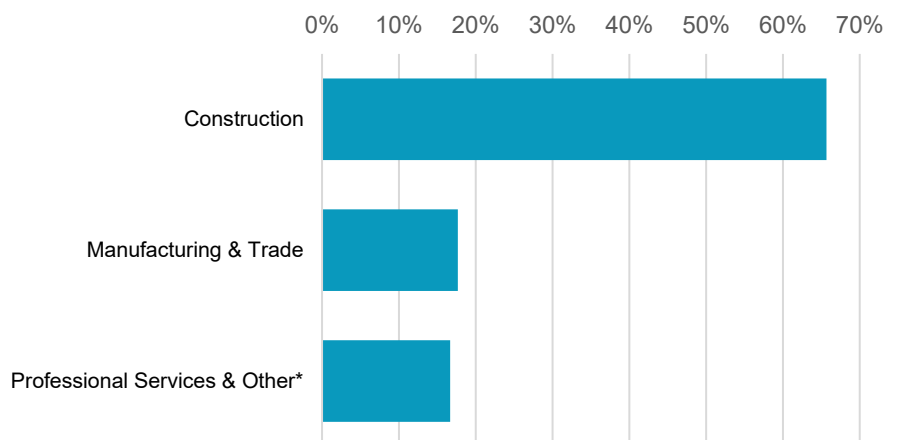
### 97.5% of OK EE Businesses Have Fewer Than 100 Employees



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

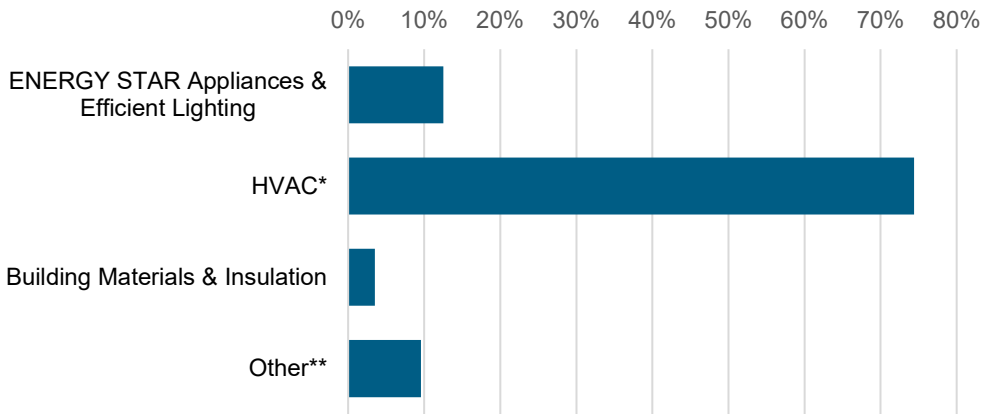


### What type of work do energy efficiency firms do?



\*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  
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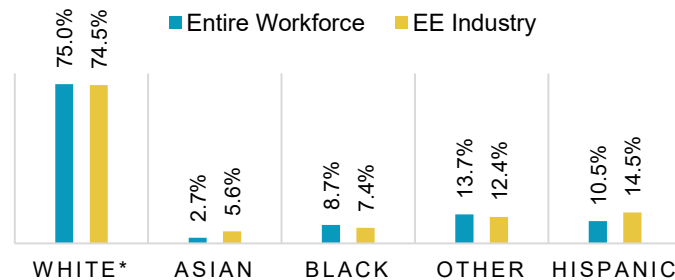


## How is EE doing on diversity in Oklahoma?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Oklahoma businesses.

### Oklahoma EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

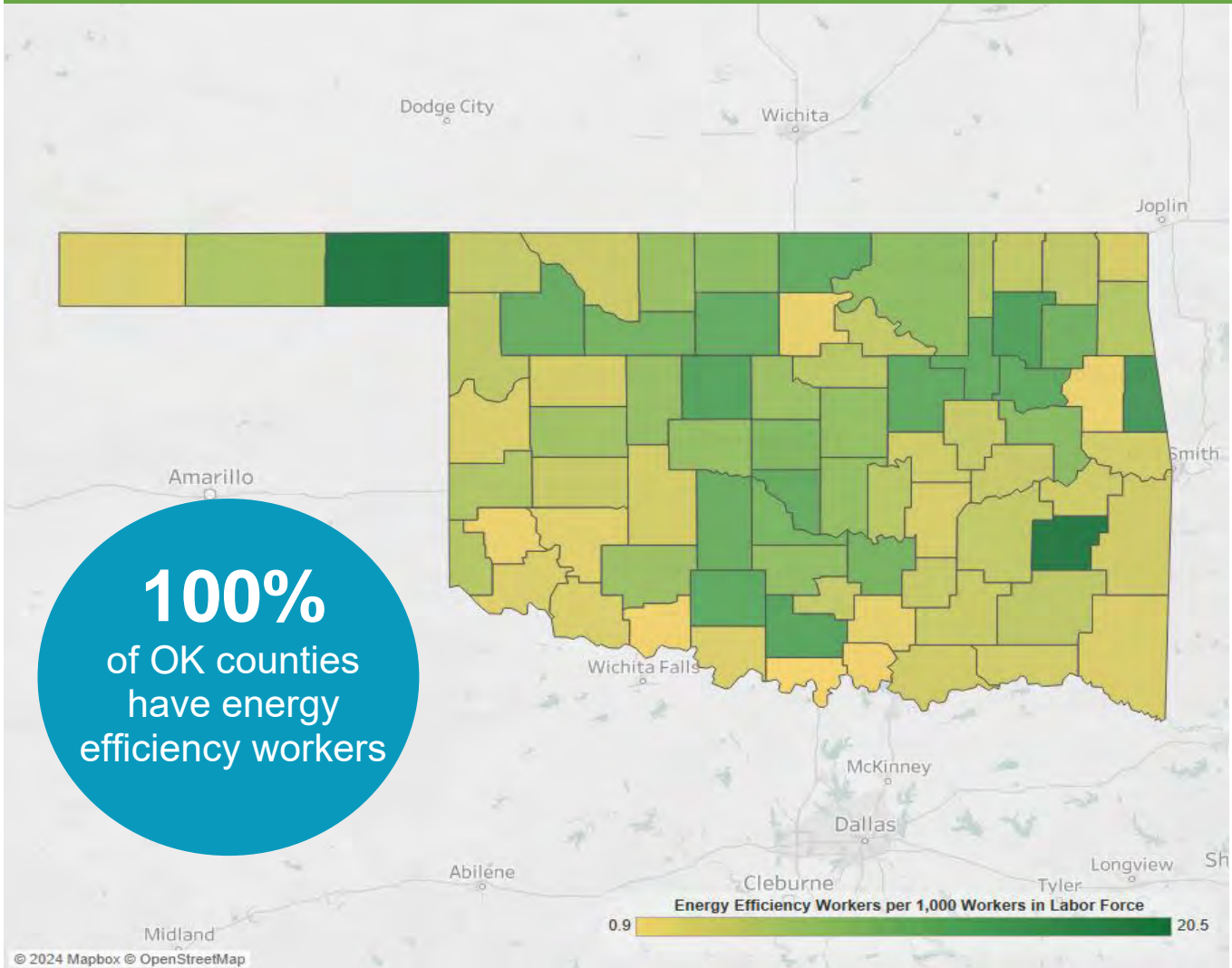
### Gender in the Oklahoma EE Workforce



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# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,251	Fort Smith	71
2	1,713	Lawton	284
3	2,874	Oklahoma City	6,039
4	2,890	Tulsa	4,999
5	3,139	Rural	3,473

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	442		13	402		25	793		37	<10
2	522		14	328		26	357		38	116
3	167		15	759		27	333		39	<10
4	117		16	<10		28	75		40	427
5	155		17	611		29	151		41	<10
6	193		18	430		30	1,027		42	111
7	311		19	364		31	417		43	95
8	217		20	531		32	12		44	1,065
9	105		21	225		33	<10		45	21
10	487		22	475		34	46		46	74
11	945		23	383		35	852		47	59
12	305		24	100		36	26		48	213

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	79		27	324		53	65		79	<10
2	43		28	136		54	360		80	<10
3	60		29	223		55	286		81	141
4	158		30	46		56	69		82	235
5	352		31	335		57	68		83	287
6	234		32	114		58	217		84	474
7	21		33	240		59	10		85	286
8	160		34	12		60	<10		86	<10
9	190		35	57		61	156		87	<10
10	306		36	43		62	208		88	531
11	<10		37	170		63	67		89	238
12	160		38	354		64	<10		90	37
13	121		39	405		65	22		91	<10
14	<10		40	<10		66	491		92	<10
15	81		41	334		67	780		93	<10
16	165		42	53		68	44		94	98
17	179		43	203		69	<10		95	50
18	60		44	231		70	390		96	12
19	184		45	<10		71	<10		97	198
20	423		46	<10		72	354		98	<10
21	<10		47	184		73	308		99	43
22	446		48	46		74	<10		100	<10
23	618		49	42		75	<10		101	<10
24	64		50	118		76	<10			
25	<10		51	137		77	<10			
26	195		52	98		78	<10			



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# Oregon

## Energy Efficiency Jobs in America



### What are EE jobs?

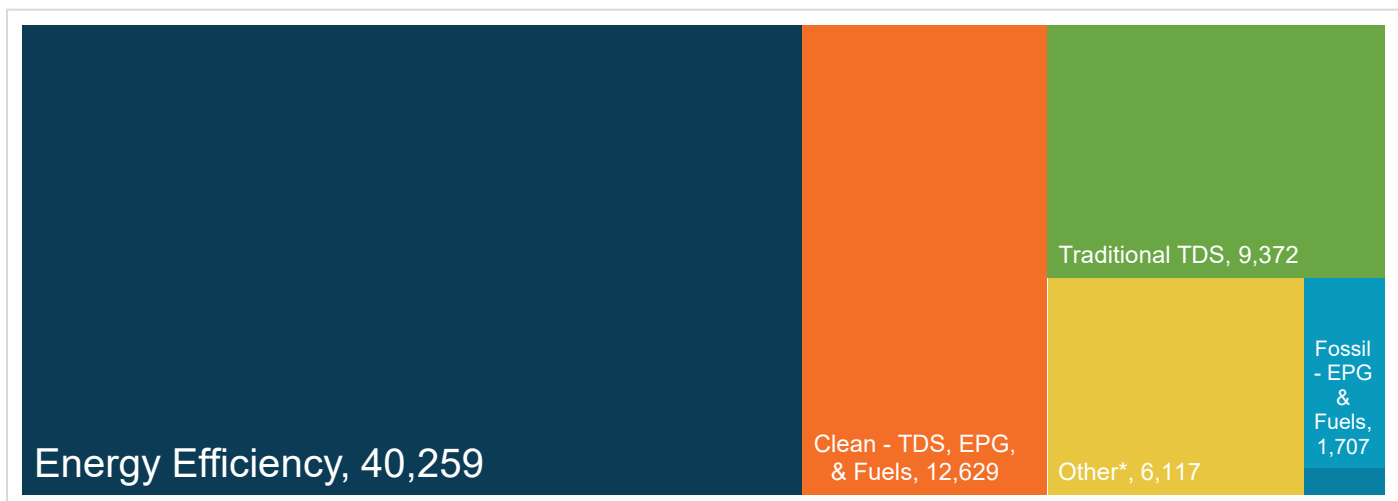
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Oregon?

*Energy efficiency is the largest energy sector in Oregon.*



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Nuclear (EPG & Fuels) = 240

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

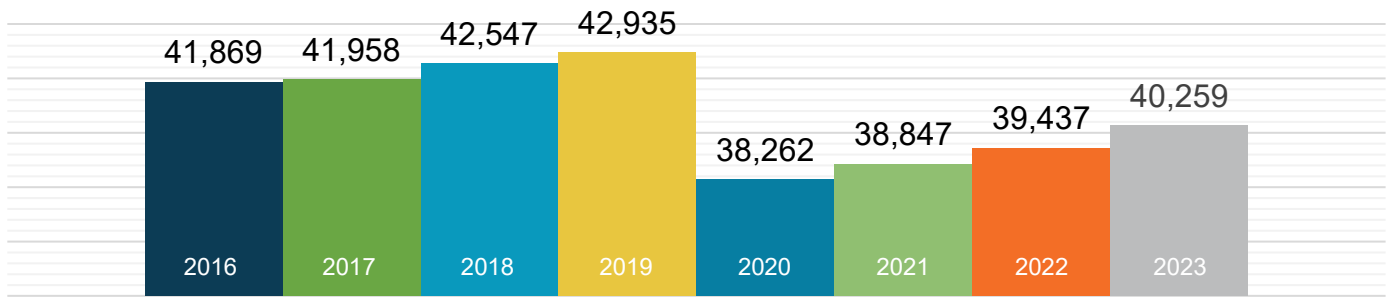
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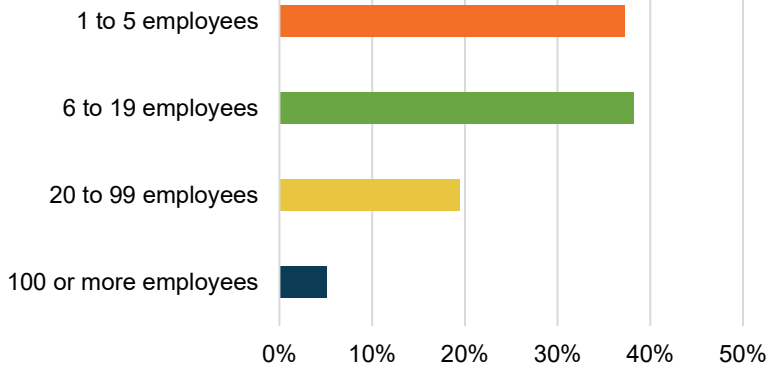
Updated April 2025

## What does EE look like in Oregon?

### EE Workers Employed in OR



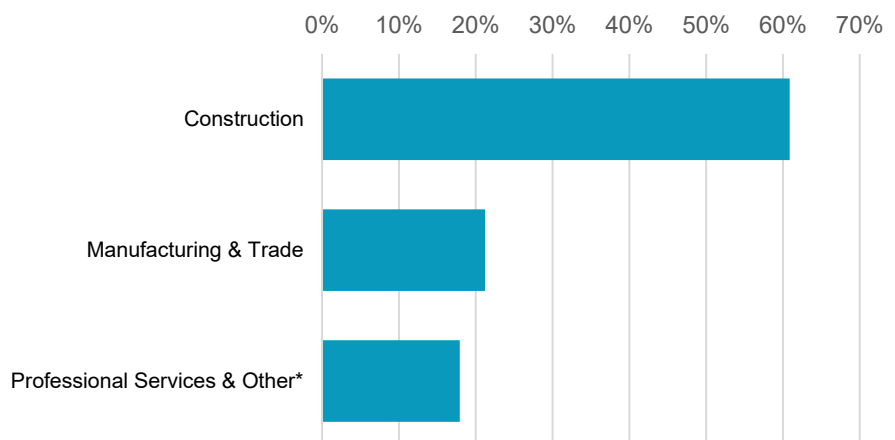
### 94.9% of OR EE Businesses Have Fewer Than 100 Employees



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



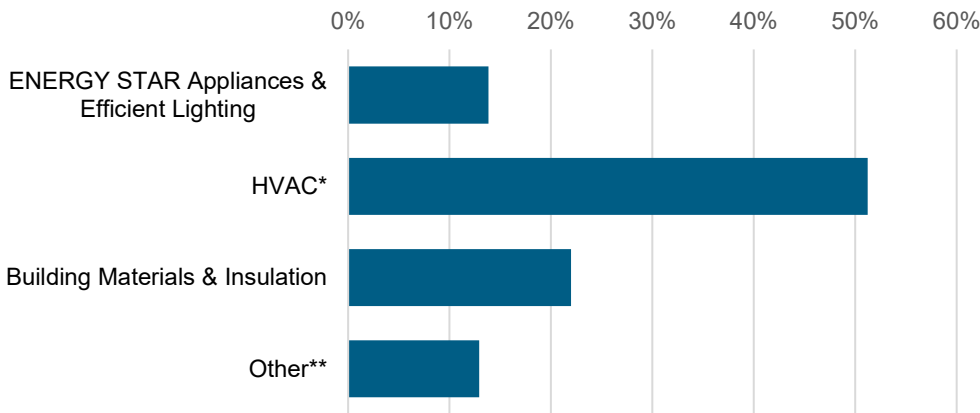
### What type of work do energy efficiency firms do?



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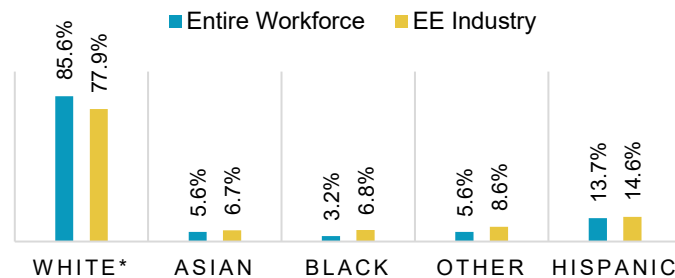


## How is EE doing on diversity in Oregon?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Oregon businesses.

## Oregon EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

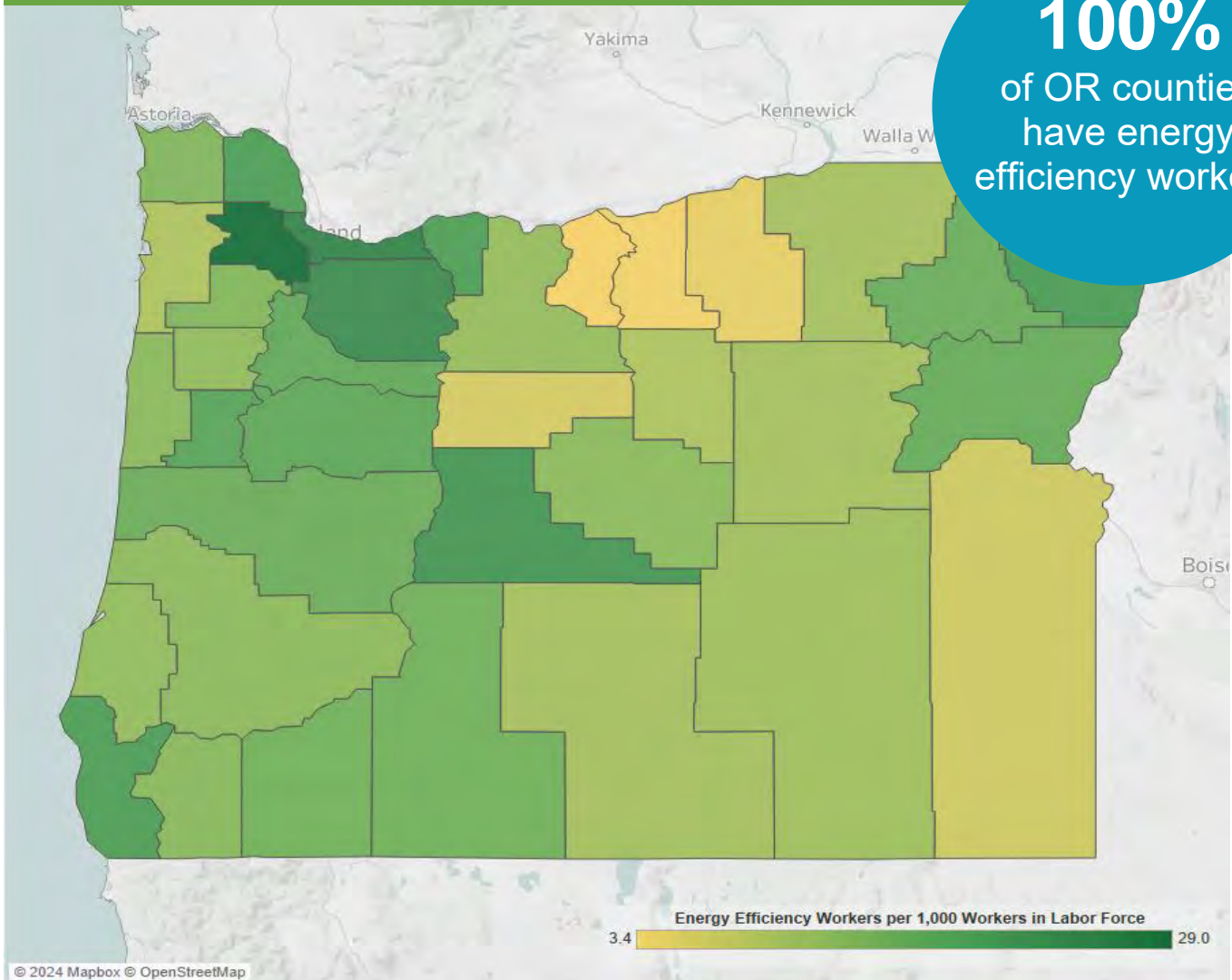
## Gender in the Oregon EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	9,280	Bend-Redmond	1,916
2	5,321	Corvallis	684
3	9,749	Eugene	2,413
4	5,116	Medford	1,333
5	5,954	Portland-Vancouver-Hillsboro	25,945
6	4,840	Salem	3,033
		Rural	4,935

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,506		9	2,004		17	613		25	590
2	1,212		10	1,535		18	2,973		26	272
3	1,111		11	250		19	1,235		27	1,648
4	3,028		12	1,223		20	1,353		28	1,038
5	998		13	2,072		21	1,951		29	1,246
6	1,073		14	1,135		22	1,909		30	561
7	146		15	3,217		23	611			
8	1,296		16	1,158		24	292			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,906		16	48		31	570		46	273
2	592		17	642		32	569		47	180
3	17		18	1,263		33	610		48	110
4	1,189		19	1,281		34	<10		49	485
5	1,114		20	246		35	405		50	103
6	<10		21	<10		36	2,574		51	<10
7	604		22	249		37	1,230		52	270
8	2,426		23	439		38	<10		53	1,656
9	235		24	785		39	1,174		54	<10
10	812		25	12		40	177		55	737
11	1,070		26	2,057		41	925		56	296
12	<10		27	1,130		42	1,027		57	829
13	143		28	<10		43	877		58	411
14	<10		29	2,933		44	1,050		59	173
15	1,244		30	338		45	337		60	385



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# Pennsylvania

## Energy Efficiency Jobs in America

72,913  
Total Jobs

### What are EE jobs?

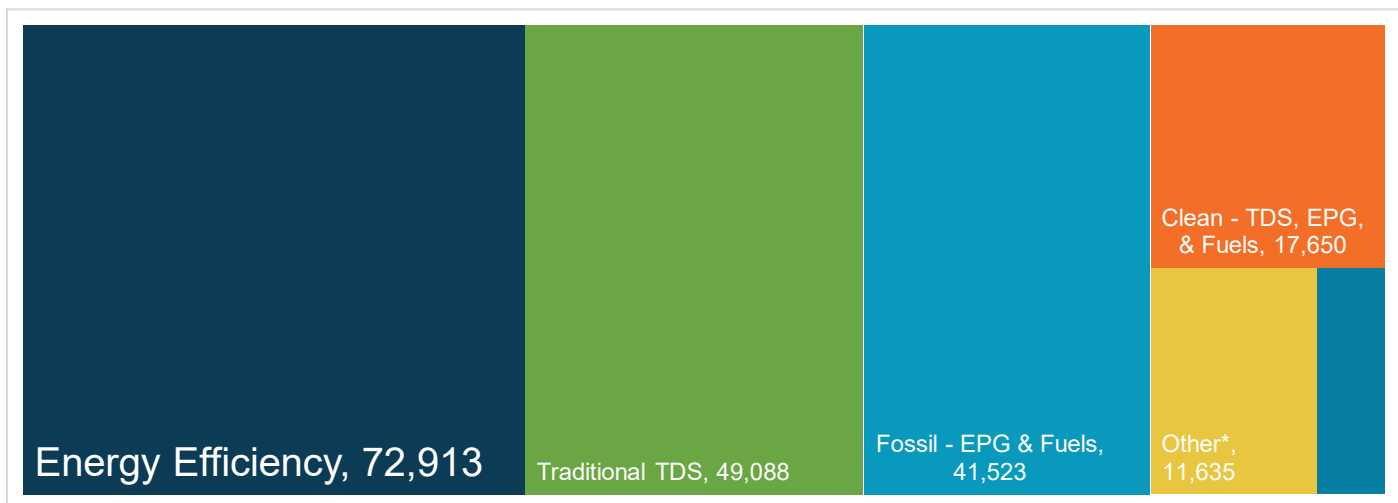
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Pennsylvania?

*Energy efficiency is the largest energy sector in Pennsylvania.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 4,766

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

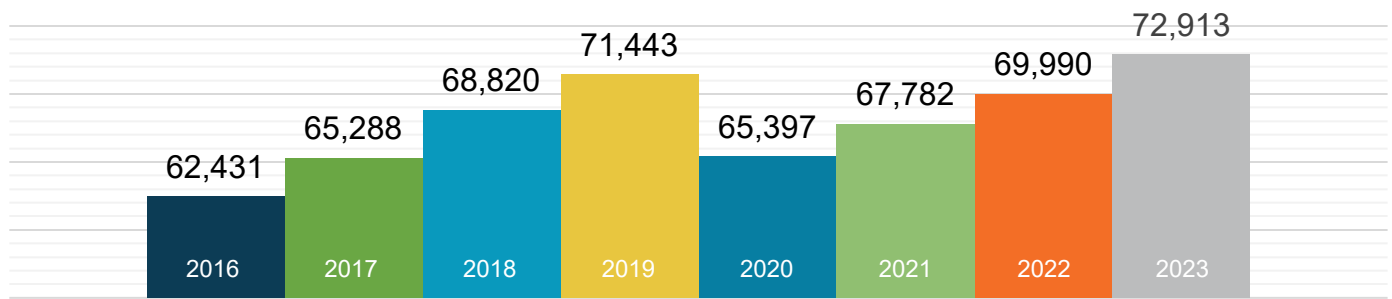
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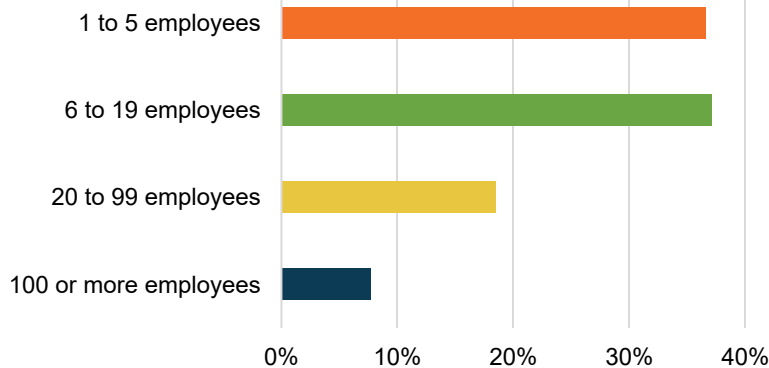
**E4** THE FUTURE

## What does EE look like in Pennsylvania?

### EE Workers Employed in PA



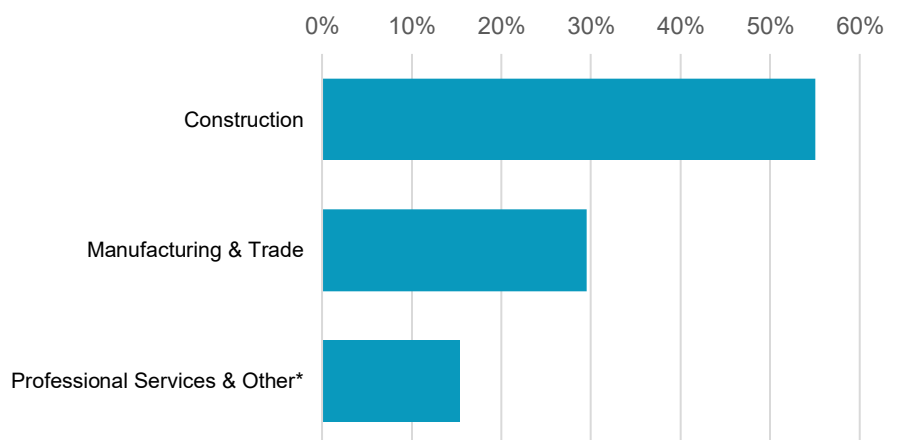
### 92.3% of PA EE Businesses Have Fewer Than 100 Employees



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

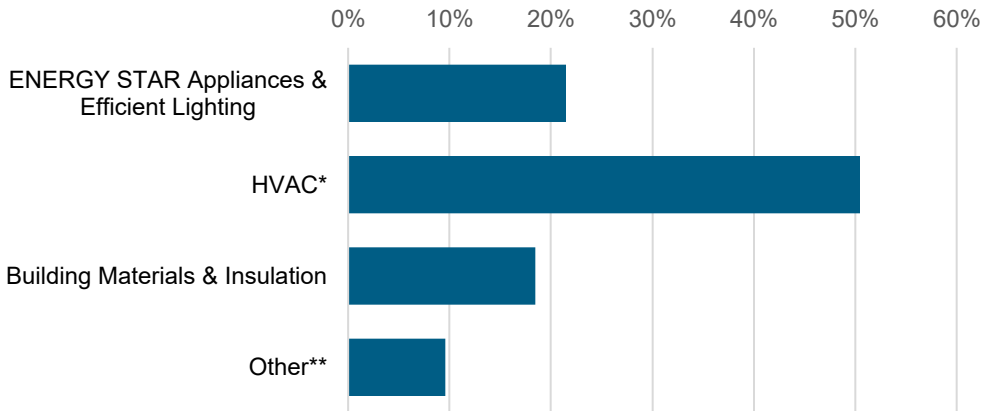


### What type of work do energy efficiency firms do?



\*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

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

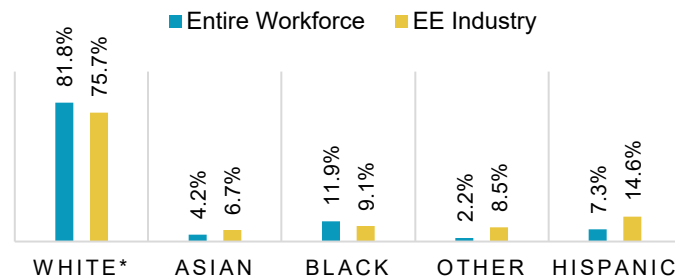


## How is EE doing on diversity in Pennsylvania?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Pennsylvania businesses.

### Pennsylvania EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Pennsylvania EE Workforce

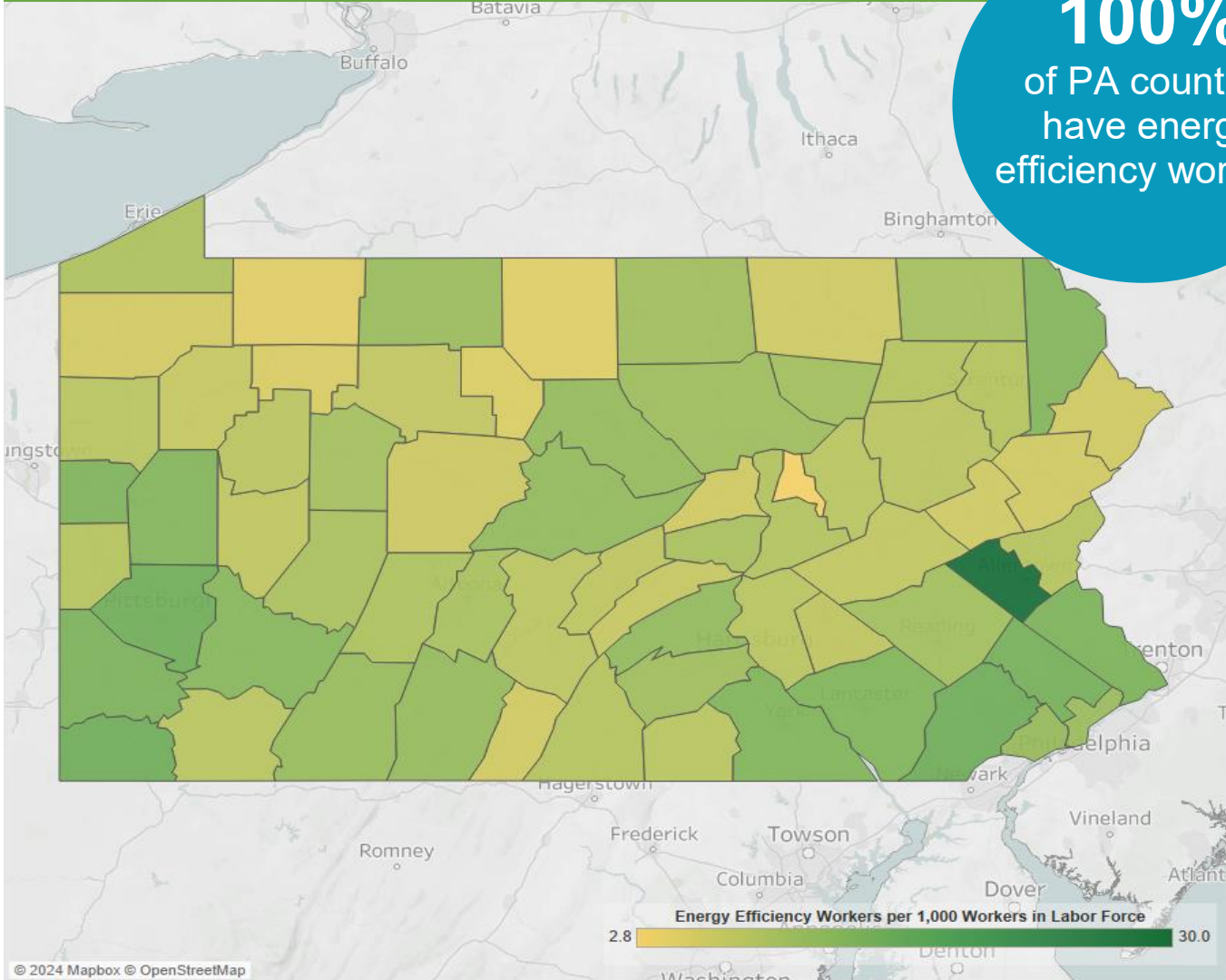


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

### Congressional

District	Jobs	District	Jobs
1	5,901	10	4,205
2	3,728	11	4,751
3	3,553	12	4,934
4	5,637	13	2,940
5	3,720	14	3,347
6	4,570	15	3,141
7	8,600	16	3,470
8	2,609	17	5,290
9	2,515		

### Metropolitan Areas

Area	Jobs	Area	Jobs
Allentown-Bethlehem-Easton	8,253	Pittsburgh	14,841
Altoona	549	Reading	1,748
Erie	1,104	Scranton--Wilkes-Barre--Hazleton	2,086
Harrisburg-Carlisle	3,081	State College	789
Johnstown	440	Williamsport	523
Lancaster	3,359	York-Hanover	2,473
Lebanon	405	Youngstown-Warren-Boardman	355
New York-Newark-Jersey City	71	Rural	7,804
Philadelphia-Camden-Wilmington	25,032		



State Senate							
District	Jobs		District	Jobs		District	Jobs
1	3,947		14	1,743		27	939
2	1,060		15	1,837		28	1,905
3	291		16	2,035		29	795
4	1,440		17	2,634		30	2,008
5	192		18	1,239		31	1,287
6	3,231		19	1,409		32	1,213
7	1,371		20	1,246		33	697
8	426		21	1,835		34	1,039
9	3,614		22	1,423		35	883
10	2,017		23	1,603		36	883
11	2,452		24	847		37	3,682
12	1,008		25	1,135		38	1,591
13	2,385		26	547		39	1,974
						40	770
						41	1,443
						42	2,416
						43	583
						44	316
						45	384
						46	1,210
						47	1,100
						48	590
						49	1,416
						50	821

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	608		52	192		103	845
2	524		53	920		104	375
3	238		54	1,179		105	<10
4	96		55	421		106	<10
5	848		56	32		107	597
6	385		57	89		108	39
7	379		58	90		109	124
8	577		59	313		110	253
9	419		60	228		111	503
10	316		61	1,027		112	805
11	252		62	329		113	361
12	481		63	242		114	110
13	626		64	265		115	511
14	333		65	231		116	486
15	506		66	331		117	285
16	320		67	177		118	385
17	15		68	620		119	440
18	682		69	242		120	22
19	2,411		70	917		121	81
20	779		71	308		122	245
21	440		72	172		123	311
22	694		73	247		124	193
23	153		74	315		125	175
24	303		75	299		126	329
25	616		76	908		127	33
26	834		77	51		128	315
27	871		78	404		129	50
28	271		79	572		130	207
29	906		80	54		131	793
30	25		81	131		132	443
31	932		82	503		133	615
32	364		83	562		134	238
33	161		84	202		135	122
34	274		85	258		136	367
35	496		86	389		137	270
36	199		87	875		138	249
37	1,771		88	176		139	233
38	59		89	456		140	793
39	565		90	13		141	82
40	660		91	541		142	502
41	358		92	320		143	999
42	<10		93	475		144	65
43	630		94	52		145	19
44	362		95	<10		146	168
45	39		96	<10		147	102
46	132		97	<10		148	1,050
47	1,062		98	271		149	1,023
48	51		99	113		150	19
49	545		100	147		151	531
50	111		101	546		152	366
51	202		102	84		153	310
						154	148
						155	382
						156	1,799
						157	361
						158	287
						159	492
						160	46
						161	773
						162	417
						163	561
						164	<10
						165	349
						166	<10
						167	<10
						168	14
						169	49
						170	189
						171	26
						172	408
						173	<10
						174	<10
						175	2,064
						176	125
						177	138
						178	64
						179	168
						180	<10
						181	58
						182	1,724
						183	137
						184	204
						185	79
						186	59
						187	1,242
						188	78
						189	27
						190	58
						191	<10
						192	20
						193	340
						194	238
						195	<10
						196	12
						197	<10
						198	47
						199	<10
						200	<10
						201	26
						202	<10
						203	<10





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# Rhode Island

## Energy Efficiency Jobs in America

11,330  
Total Jobs



### What are EE jobs?

*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Rhode Island?

*Energy efficiency is the largest energy sector in Rhode Island.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 83

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

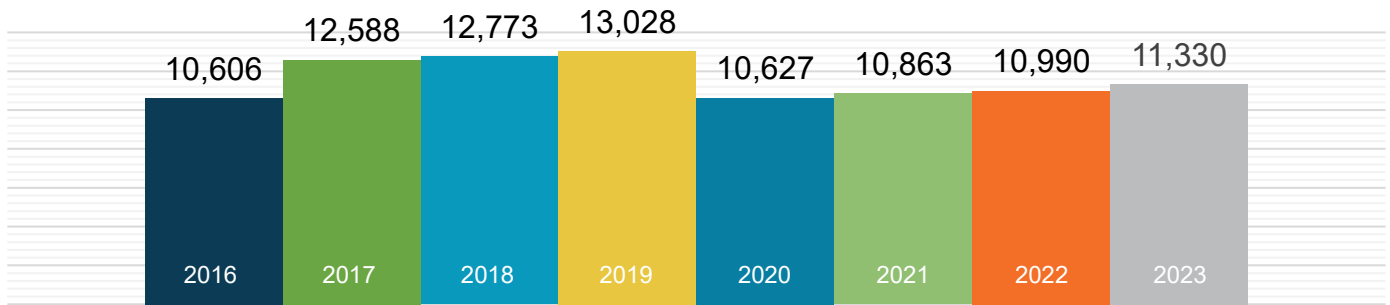
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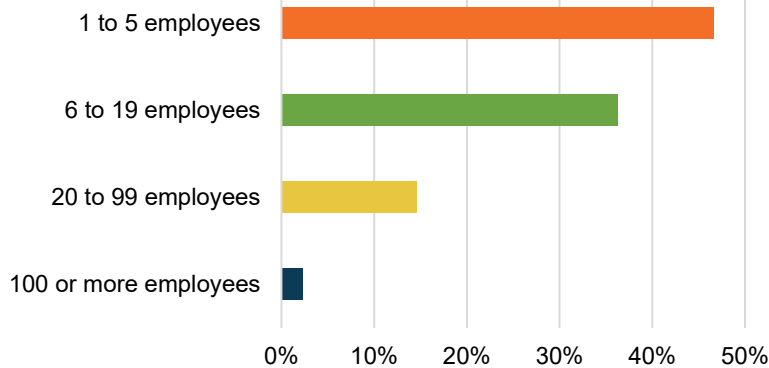
Updated April 2025

# What does EE look like in Rhode Island?

## EE Workers Employed in RI



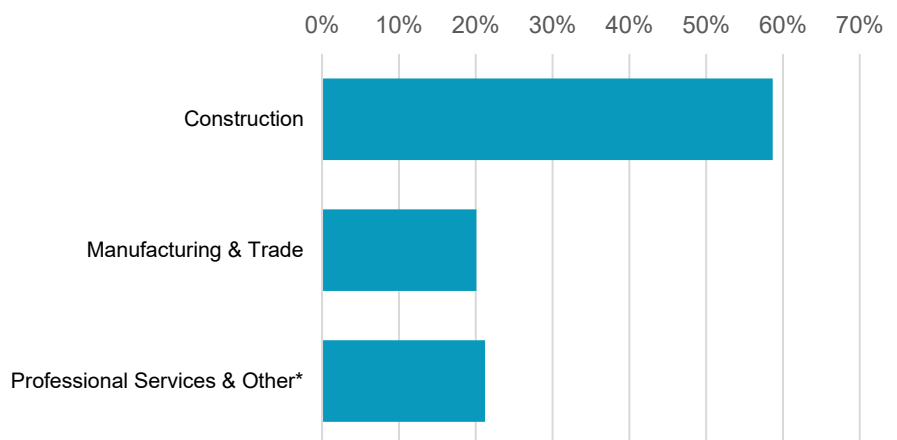
## 97.6% of RI EE Businesses Have Fewer Than 100 Employees



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

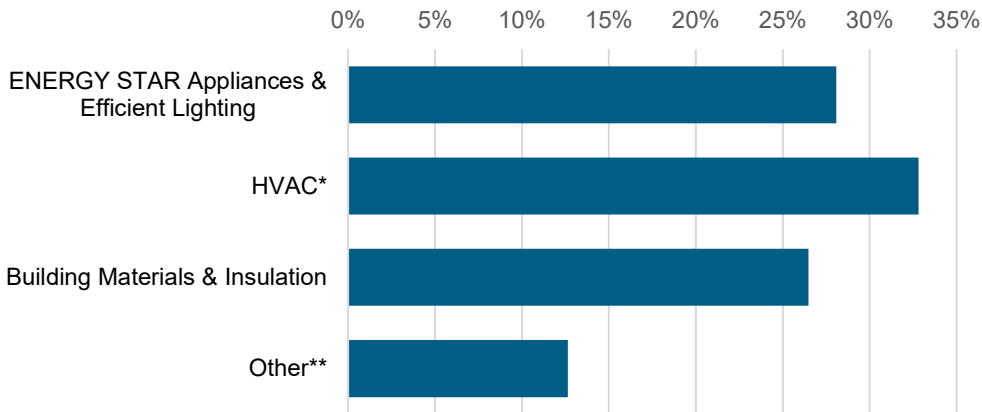


## What type of work do energy efficiency firms do?



\*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 Rhode Island  
 EE workers are  
**Veterans**

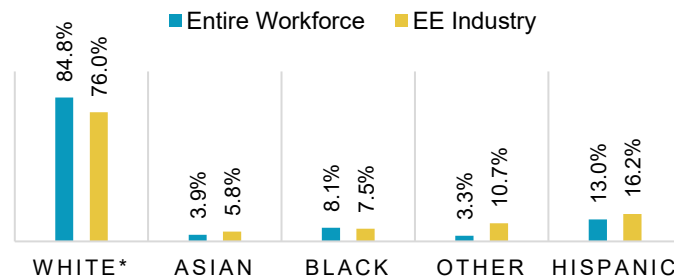


## How is EE doing on diversity in Rhode Island?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Rhode Island businesses.

## Rhode Island EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

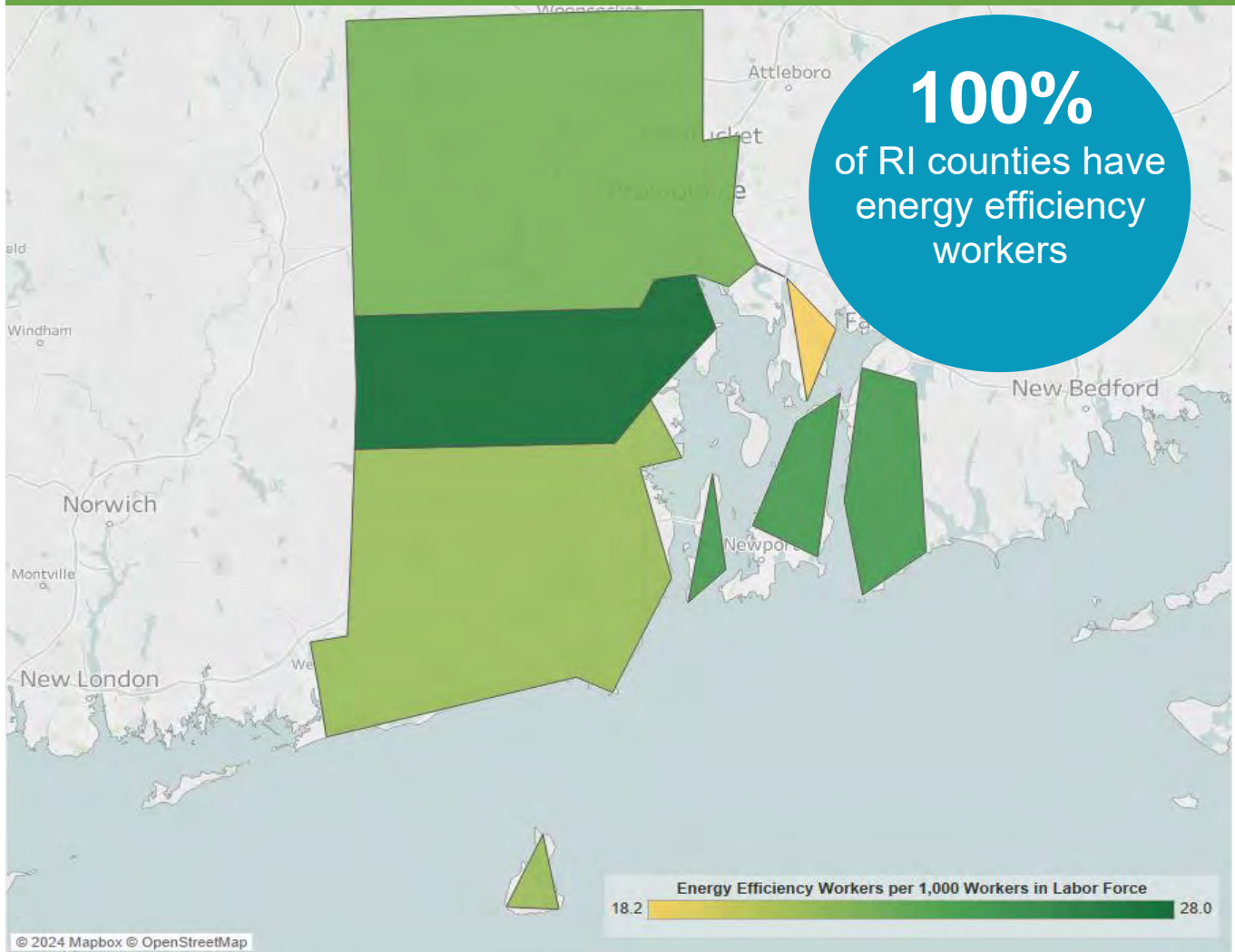
## Gender in the Rhode Island EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,044	Providence-Warwick	11,048
2	6,285	Rural	282

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	1,289		11	209		21	882
2	658		12	668		22	355
3	569		13	75		23	125
4	88		14	479		24	<10
5	<10		15	<10		25	<10
6	<10		16	59		26	168
7	726		17	917		27	<10
8	<10		18	<10		28	<10
9	241		19	<10		29	1,086
10	546		20	231		30	185
						31	<10
						32	107
						33	<10
						34	477
						35	802
						36	<10
						37	40
						38	280

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	1,263		20	569		39	33
2	417		21	168		40	273
3	<10		22	<10		41	<10
4	380		23	<10		42	<10
5	<10		24	418		43	<10
6	614		25	547		44	636
7	<10		26	<10		45	309
8	<10		27	<10		46	<10
9	368		28	69		47	89
10	229		29	83		48	138
11	<10		30	<10		49	227
12	<10		31	499		50	<10
13	<10		32	<10		51	<10
14	<10		33	480		52	<10
15	166		34	<10		53	<10
16	<10		35	<10		54	<10
17	<10		36	441		55	<10
18	<10		37	<10		56	58
19	350		38	127		57	<10
						58	<10
						59	<10
						60	<10
						61	<10
						62	<10
						63	341
						64	129
						65	<10
						66	121
						67	129
						68	232
						69	206
						70	294
						71	84
						72	231
						73	342
						74	73
						75	<10
						76	<10



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# South Carolina

## Energy Efficiency Jobs in America



### What are EE jobs?

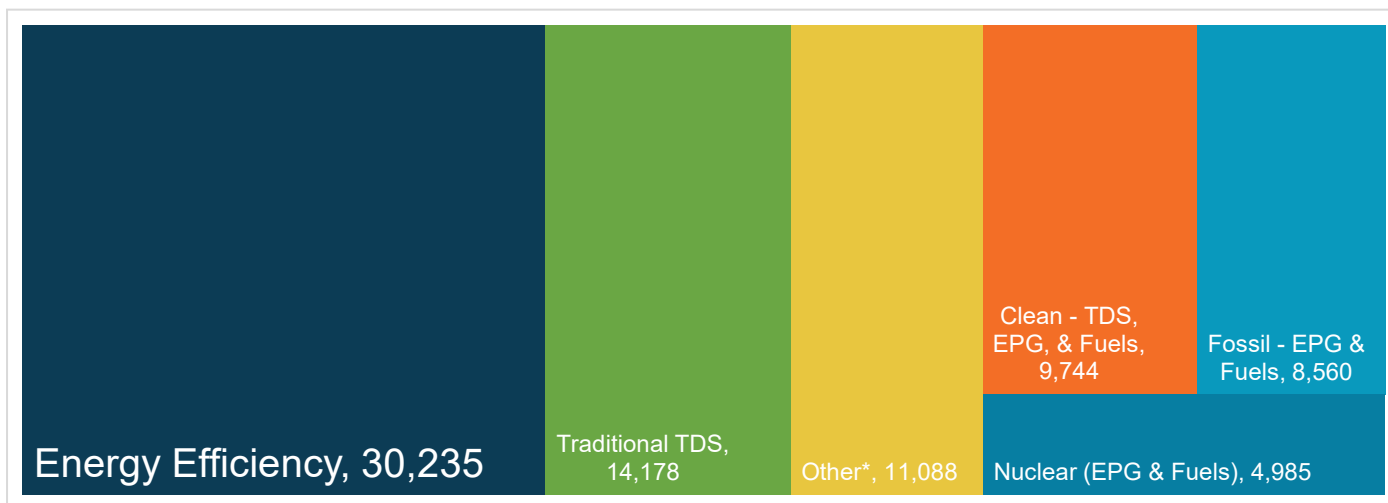
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in South Carolina?

*Energy efficiency is the largest energy sector in South Carolina.*



TDS = Transmission, Distribution & Storage

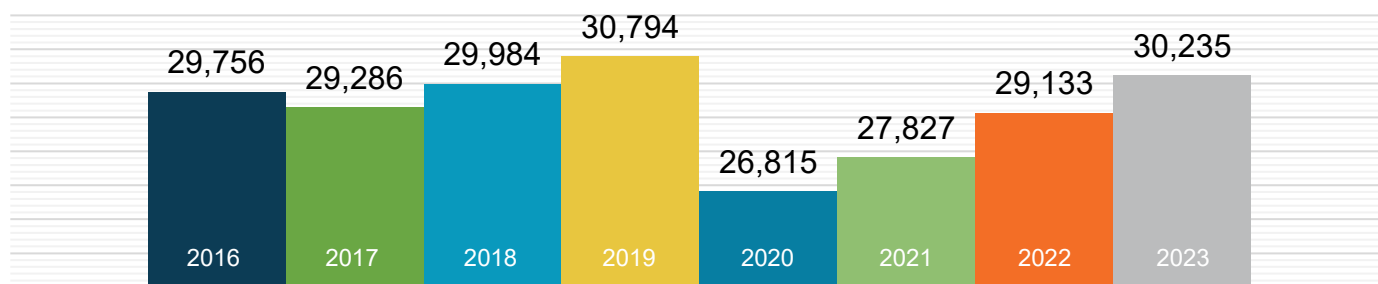
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

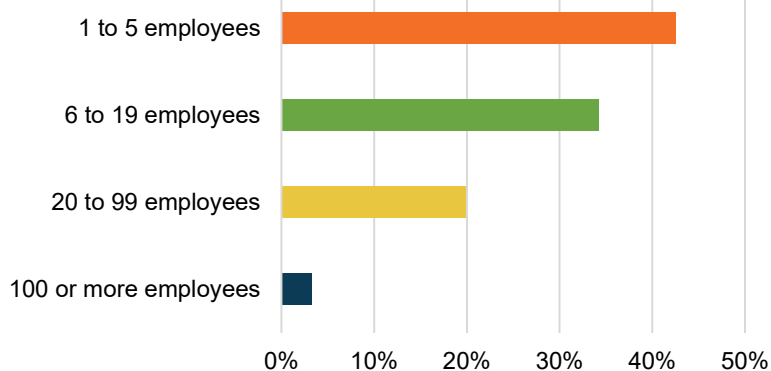


## What does EE look like in South Carolina?

### EE Workers Employed in SC



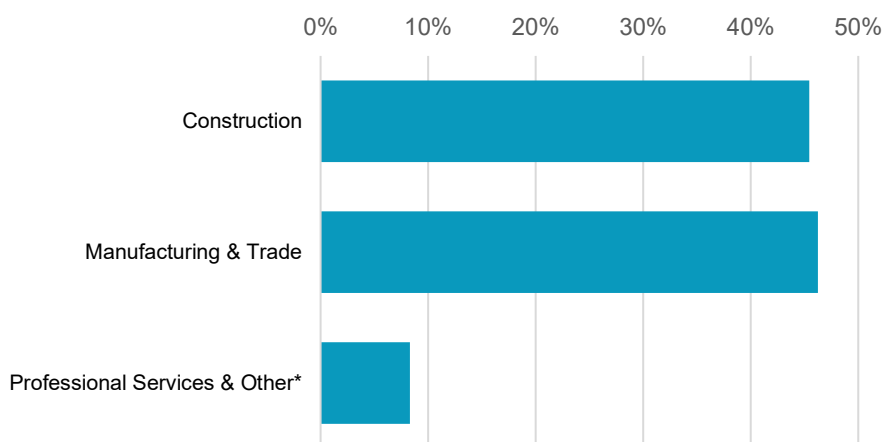
### 96.7% of SC EE Businesses Have Fewer Than 100 Employees



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

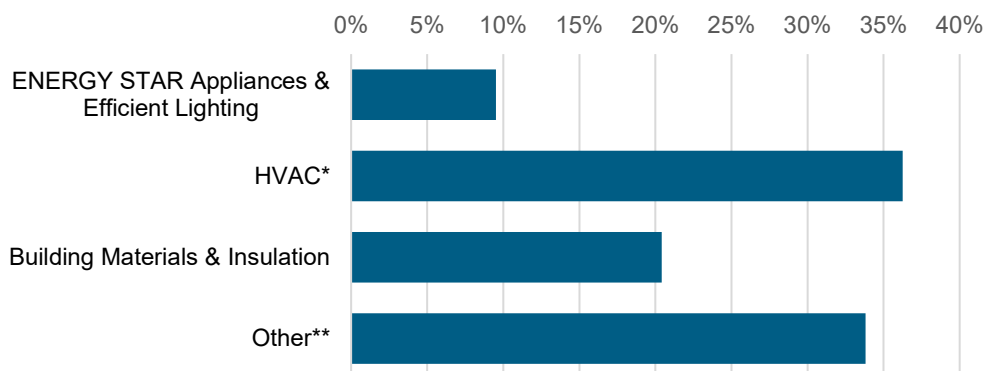


### What type of work do energy efficiency firms do?



\*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?



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

**9%**  
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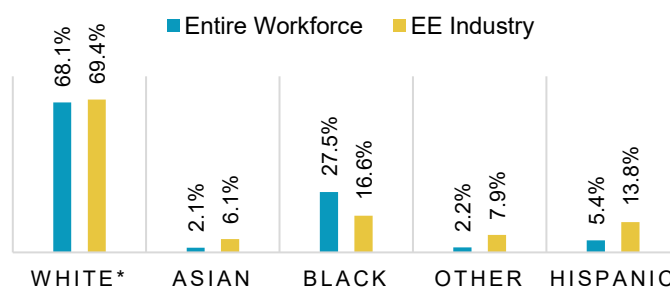


## How is EE doing on diversity in South Carolina?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 South Carolina businesses.

### South Carolina EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

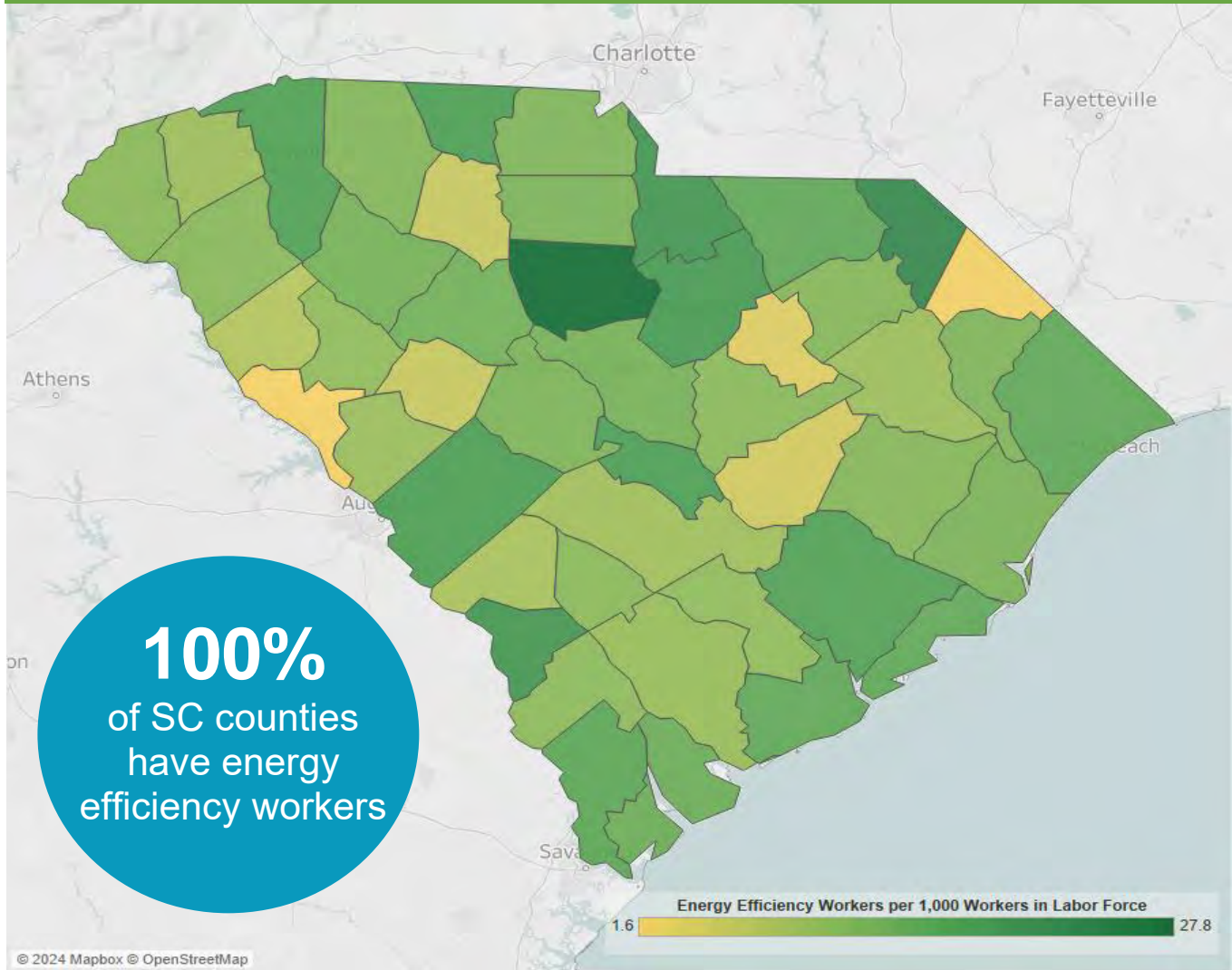
### Gender in the South Carolina EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas					
District	Jobs	Area		Jobs	Area		Jobs
1	4,472	Augusta-Richmond County		1,192	Spartanburg		1,845
2	4,019	Charleston-North Charleston		5,593	Sumter		392
3	4,018	Charlotte-Concord-Gastonia		1,916	Rural		4,817
4	5,154	Columbia		5,139			
5	3,935	Florence		875			
6	4,249	Greenville-Anderson-Mauldin		6,378			
7	4,388	Myrtle Beach-Conway-North Myrtle Beach		2,089			

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	451		13	237		25	30		37	1,686
2	838		14	495		26	211		38	831
3	995		15	1,118		27	560		39	684
4	450		16	287		28	1,371		40	220
5	1,390		17	260		29	903		41	1,200
6	2,134		18	1,068		30	150		42	740
7	476		19	2,065		31	149		43	839
8	249		20	522		32	392		44	<10
9	286		21	248		33	895		45	619
10	314		22	74		34	1,353		46	405
11	1,069		23	552		35	417			
12	188	24	675	36	135					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	316		32	<10		63	<10		94	214
2	24		33	<10		64	148		95	<10
3	478		34	92		65	<10		96	<10
4	220		35	<10		66	355		97	162
5	90		36	150		67	<10		98	388
6	906		37	<10		68	610		99	1,086
7	39		38	<10		69	1,101		100	63
8	77		39	460		70	198		101	152
9	<10		40	220		71	177		102	<10
10	240		41	274		72	1,640		103	306
11	451		42	122		73	<10		104	323
12	66		43	49		74	266		105	<10
13	57		44	284		75	<10		106	336
14	306		45	<10		76	246		107	<10
15	722		46	<10		77	<10		108	47
16	293		47	<10		78	<10		109	529
17	980		48	<10		79	<10		110	582
18	295		49	<10		80	<10		111	666
19	<10		50	458		81	436		112	<10
20	503		51	390		82	59		113	<10
21	732		52	83		83	155		114	309
22	772		53	162		84	47		115	260
23	306		54	132		85	<10		116	59
24	92		55	352		86	41		117	<10
25	<10		56	637		87	<10		118	637
26	808		57	108		88	105		119	<10
27	<10		58	347		89	80		120	706
28	<10		59	668		90	348		121	342
29	990		60	96		91	131		122	40
30	27		61	115		92	495		123	<10
31	1,100	62	<10	93	69	124	41			





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# South Dakota

## Energy Efficiency Jobs in America

7,643  
Total Jobs

### What are EE jobs?

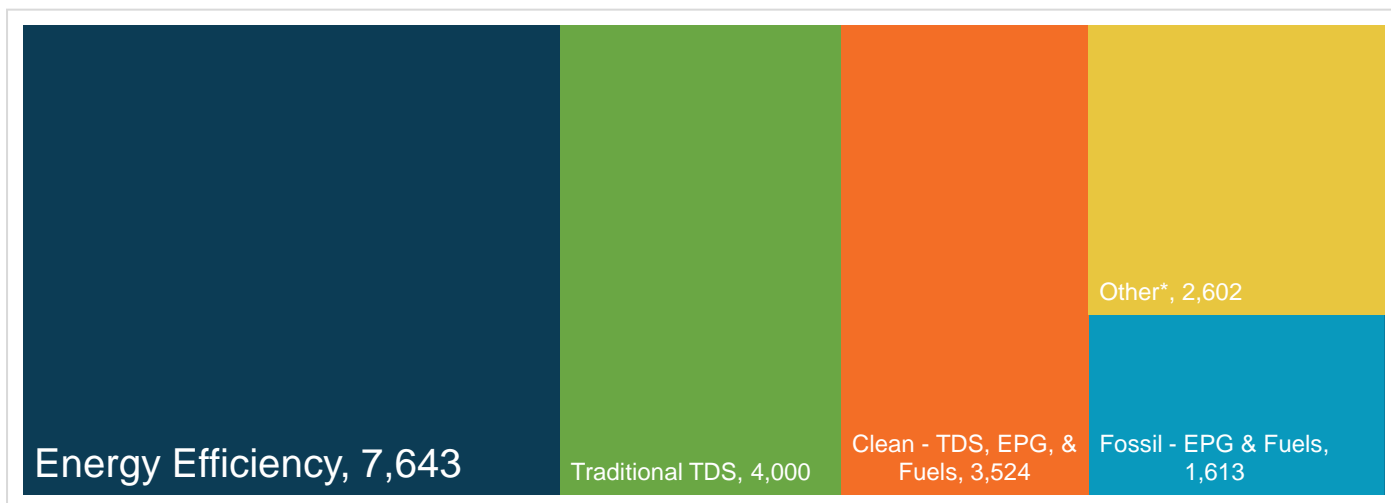
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in South Dakota?

*Energy efficiency is the largest energy sector in South Dakota.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 4

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

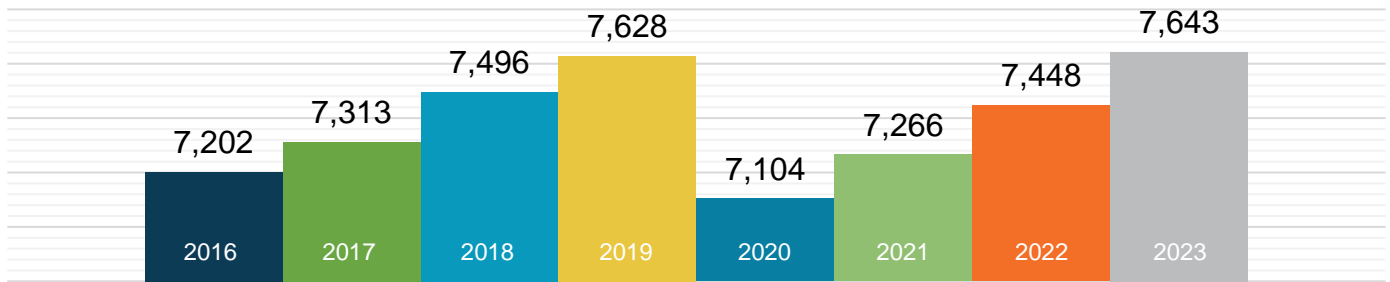
Presented by:



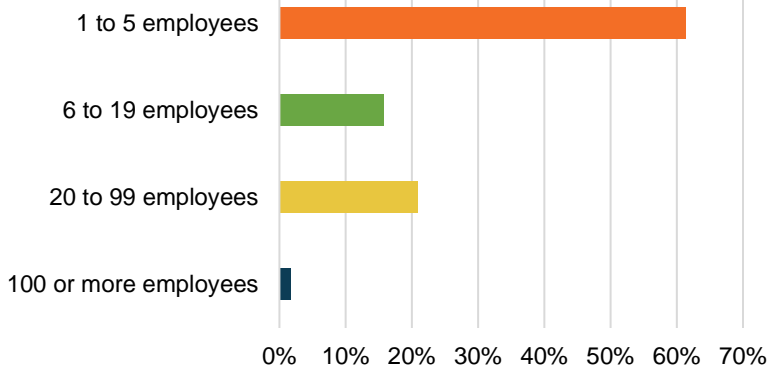
**E4** THE  
FUTURE

## What does EE look like in South Dakota?

### EE Workers Employed in SD



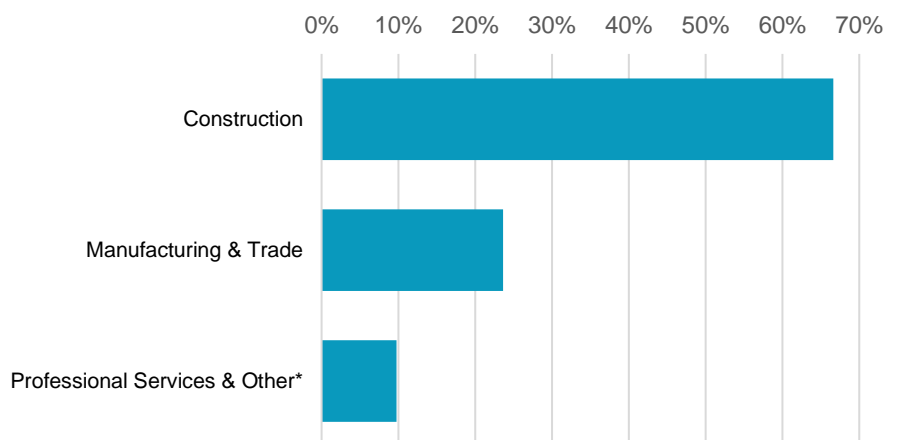
### 98.2% of SD EE Businesses Have Fewer Than 100 Employees



EE construction  
workers comprise  
**18%** of South  
Dakota's construction  
workforce

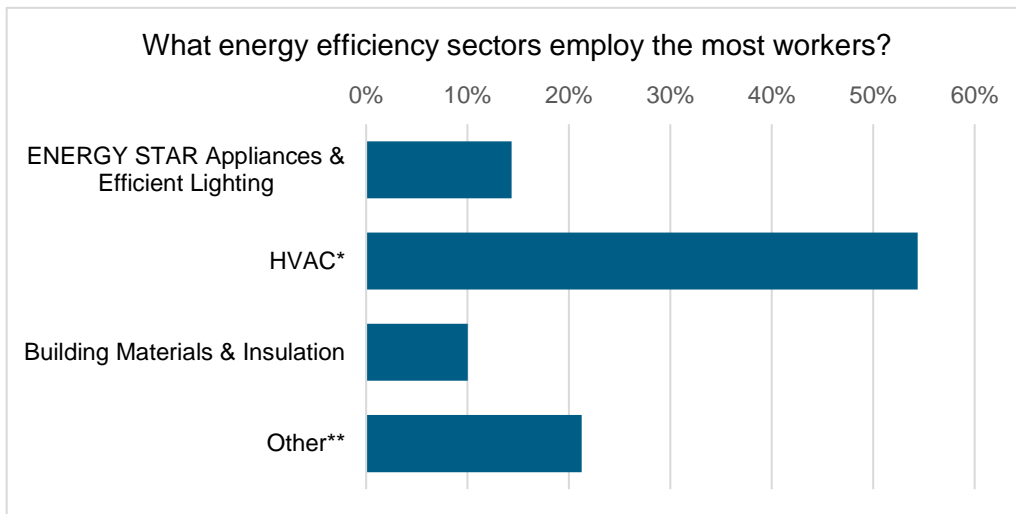


### What type of work do energy efficiency firms do?

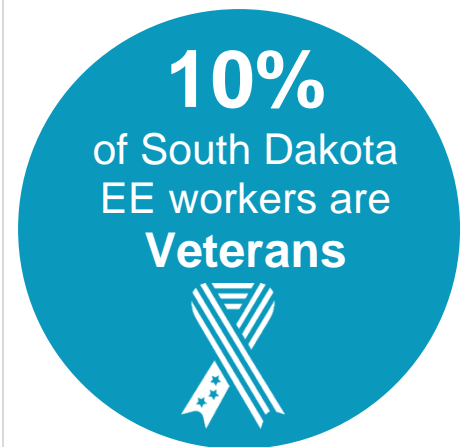


\*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.





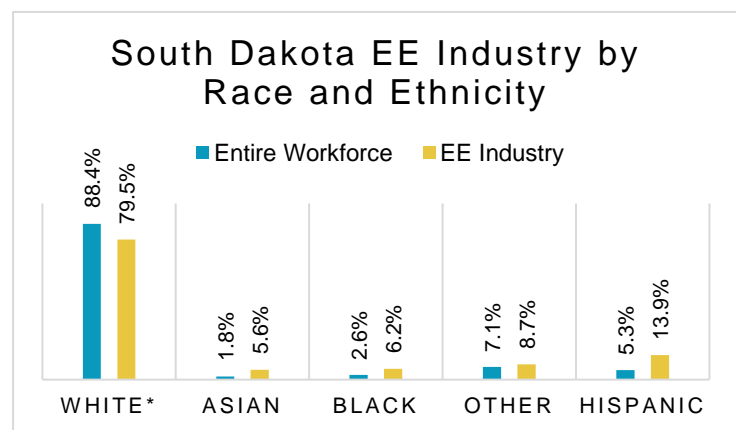
\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling  
 \*\*Other such as energy audits, building certifications, and software services



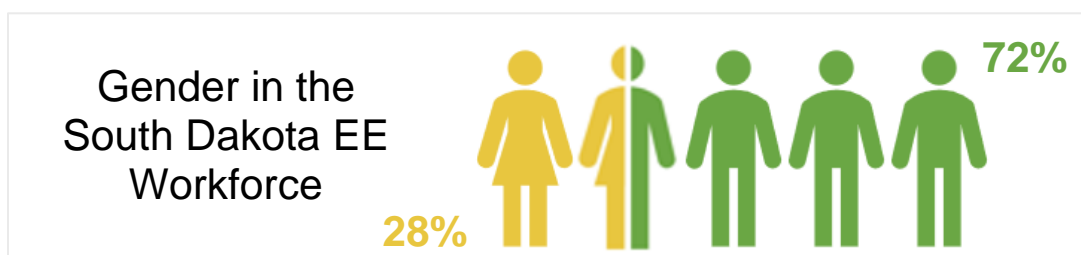
## How is EE doing on diversity in South Dakota?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 South Dakota businesses.



\*Includes non-Hispanic and Hispanic whites.

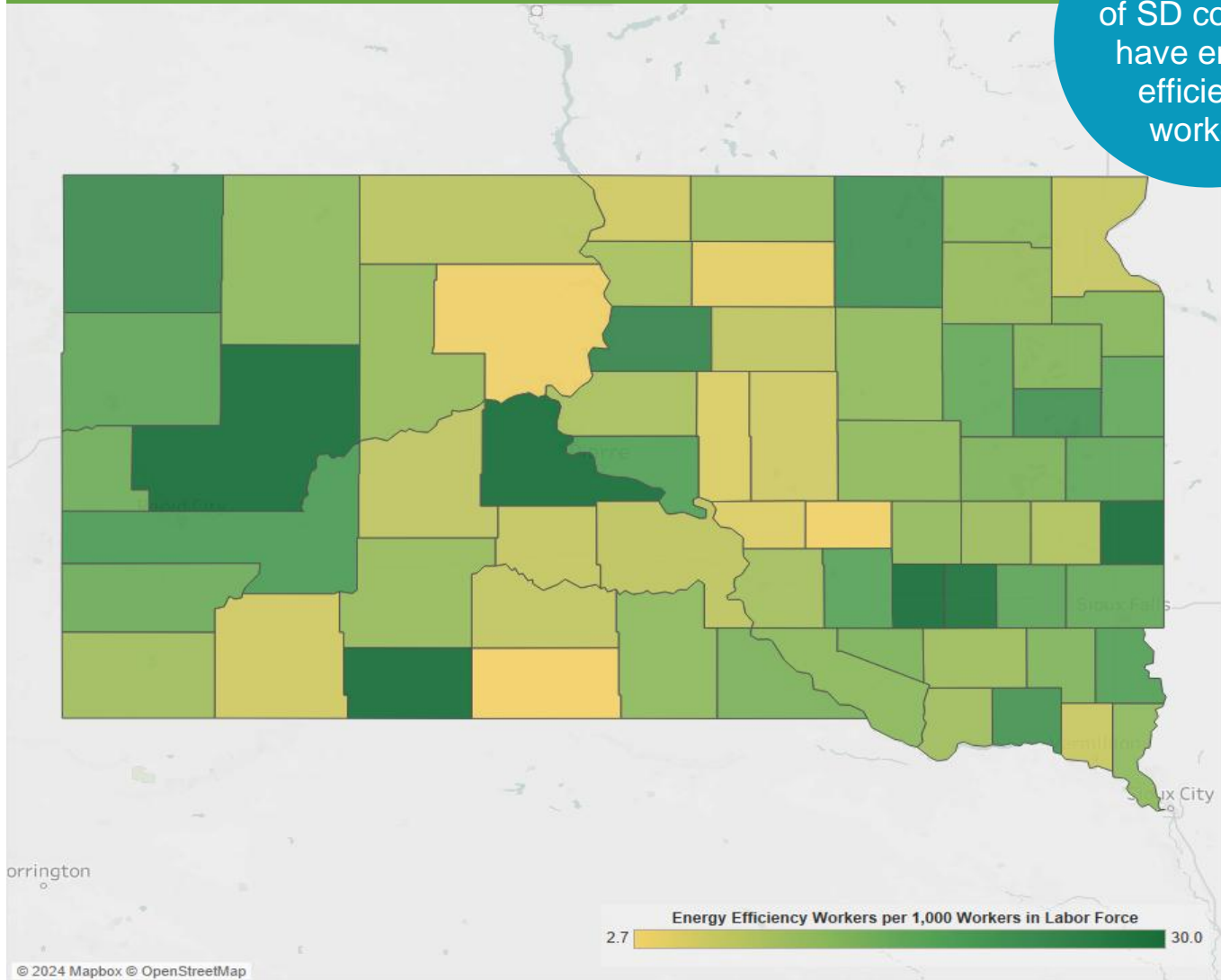


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County

**100%**  
of SD counties  
have energy  
efficiency  
workers



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	7,643	Rapid City	1,484
		Sioux City	118
		Sioux Falls	2,781
		Rural	3,259

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	550		10	242		19	346		28	242
2	189		11	<10		20	42		29	1,073
3	<10		12	193		21	147		30	219
4	534		13	<10		22	196		31	98
5	<10		14	<10		23	173		32	<10
6	511		15	<10		24	283		33	<10
7	<10		16	149		25	14		34	<10
8	152		17	141		26	88		35	<10
9	1,886		18	37		27	82			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	535		19	337		37	<10		55	<10
2	184		20	41		38	<10		56	<10
3	<10		21	143		39	<10		57	<10
4	520		22	162		40	<10		58	<10
5	<10		23	169		41	<10		59	<10
6	498		24	276		42	<10		60	<10
7	<10		25	14		43	<10		61	<10
8	148		26	<10		44	<10		62	<10
9	1,841		27	80		45	<10		63	<10
10	235		28	<10		46	<10		64	<10
11	<10		29	1,148		47	<10		65	<10
12	188		30	213		48	<10		66	<10
13	<10		31	221		49	<10		67	<10
14	<10		32	<10		50	<10		68	<10
15	<10		33	<10		51	<10		69	<10
16	145		34	<10		52	<10		70	<10
17	137		35	<10		53	<10			
18	169		36	<10		54	<10			



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# Tennessee

## Energy Efficiency Jobs in America

51,465  
Total Jobs

### What are EE jobs?

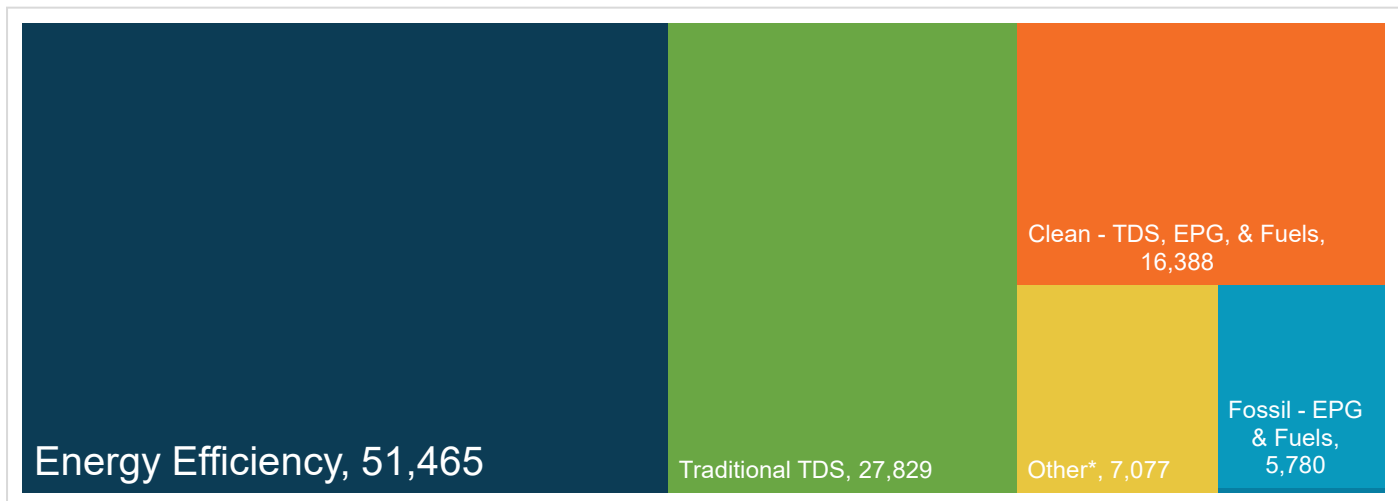
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Tennessee?

*Energy efficiency is the largest energy sector in Tennessee.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 140

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

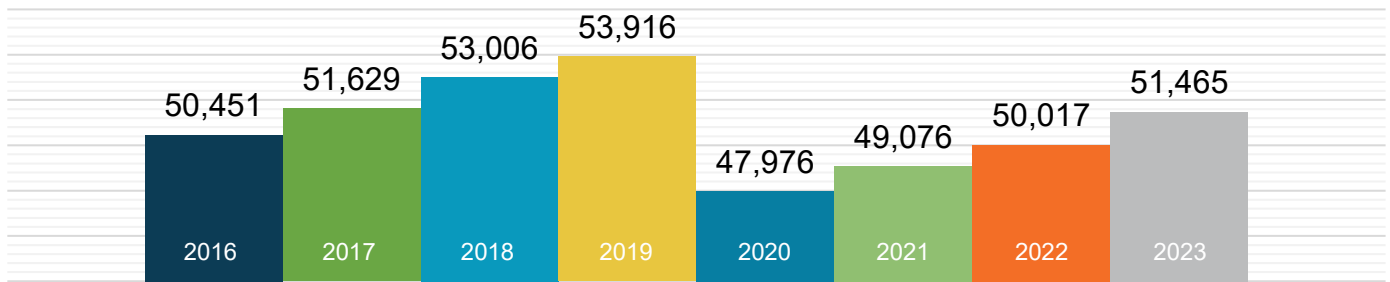
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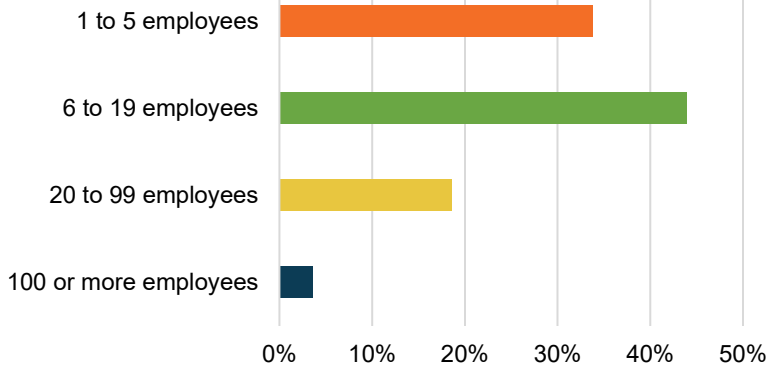
Updated April 2025

# What does EE look like in Tennessee?

## EE Workers Employed in TN



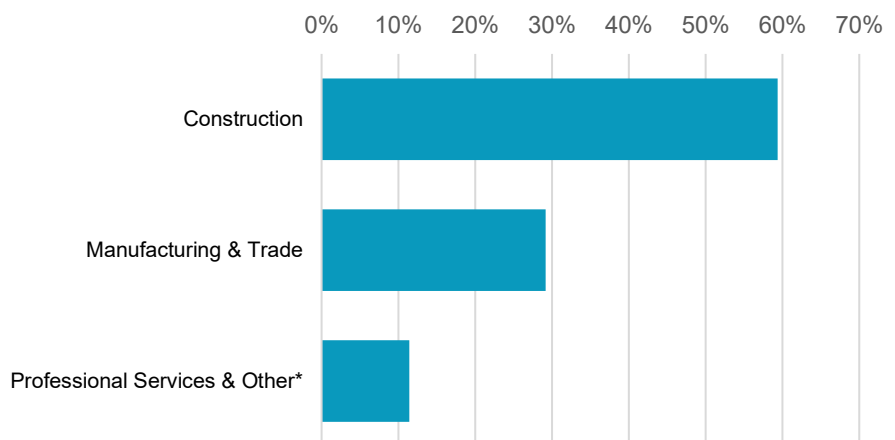
## 96.4% of TN EE Businesses Have Fewer Than 100 Employees



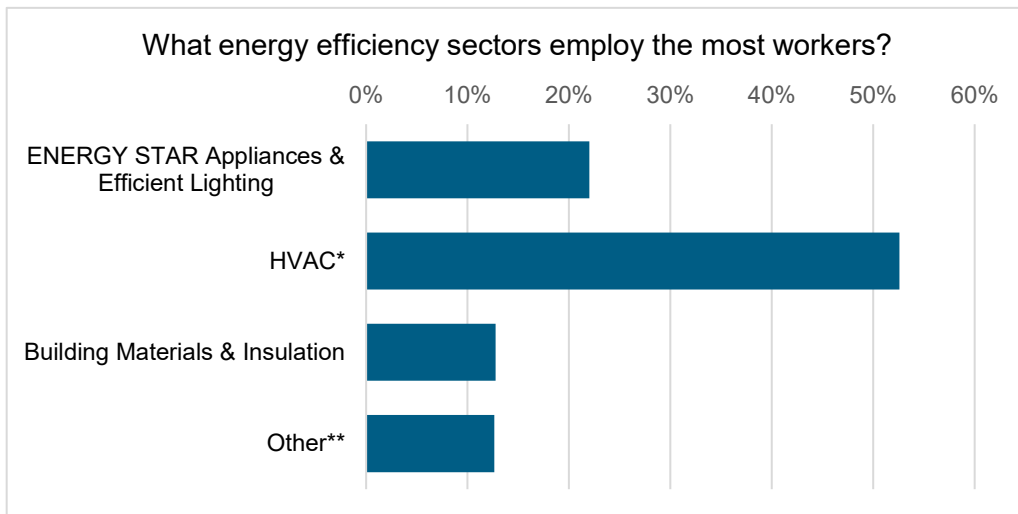
EE construction workers comprise **19%** of Tennessee's construction workforce



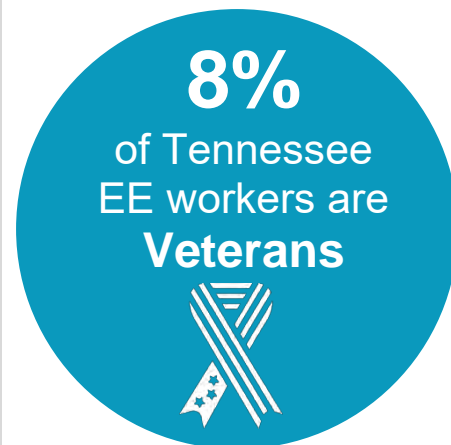
## What type of work do energy efficiency firms do?



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



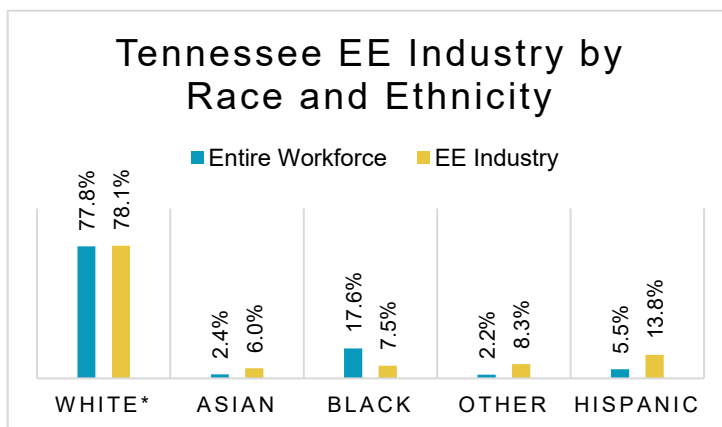
\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling  
 \*\*Other such as energy audits, building certifications, and software services



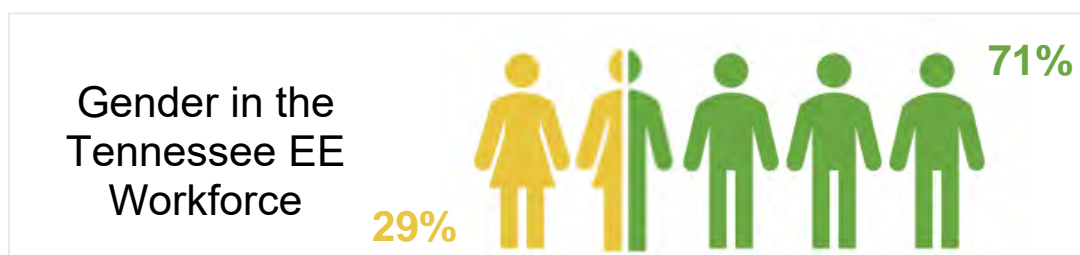
## How is EE doing on diversity in Tennessee?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Tennessee businesses.



\*Includes non-Hispanic and Hispanic whites.

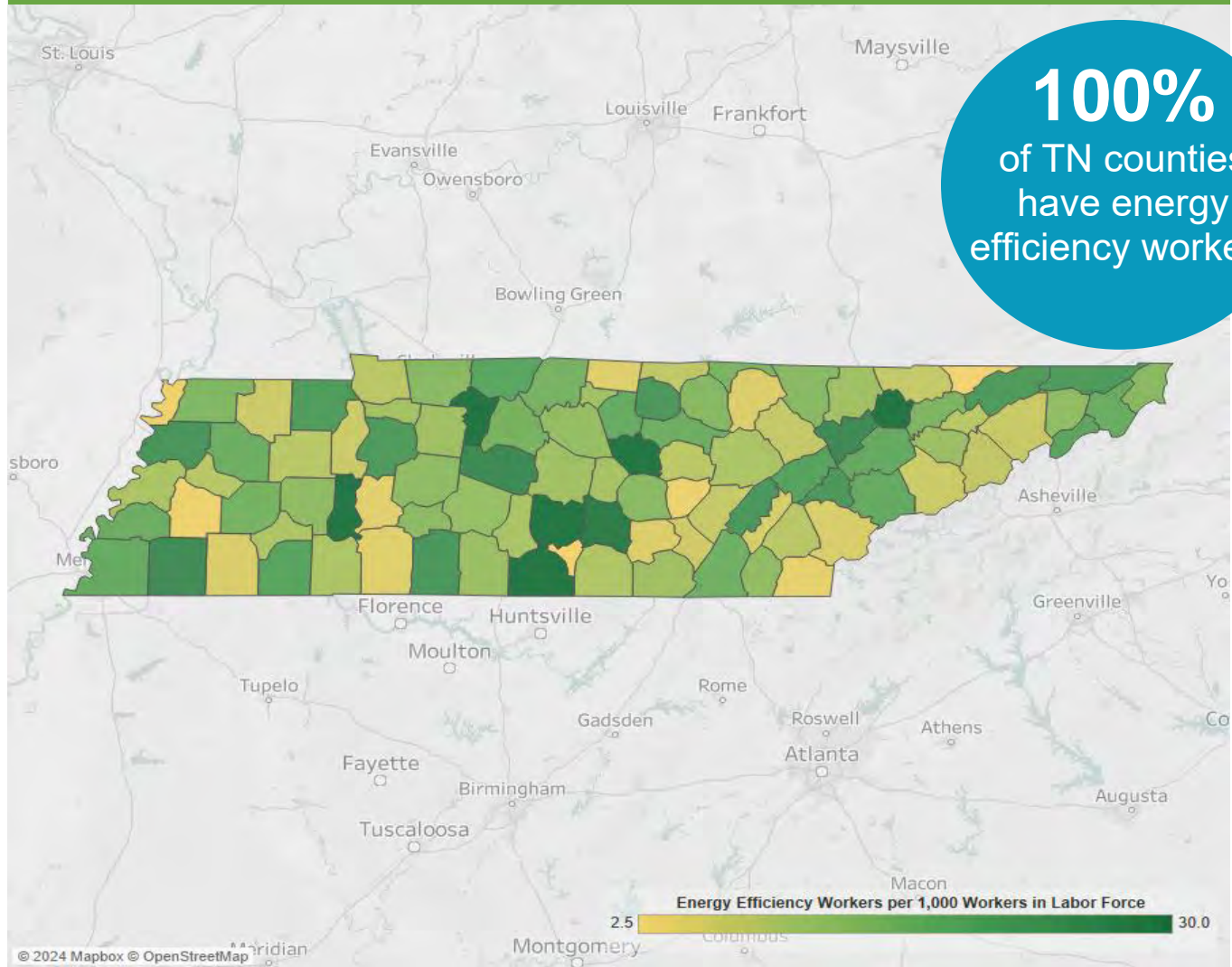


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



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Congressional				Metropolitan Areas			
District	Jobs		District	Jobs		Area	Jobs
1	5,159		7	5,359		Chattanooga	3,565
2	6,714		8	5,983		Clarksville	825
3	6,341		9	5,750		Cleveland	534
4	5,901					Jackson	986
5	5,245					Johnson City	1,097
6	5,013					Kingsport-Bristol-Bristol	1,736
						Knoxville	7,712
						Memphis	8,704
						Morristown	438
						Nashville-Davidson-Murfreesboro-Franklin	17,296
						Rural	8,571



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,040		10	2,806		19	5,431		28	599
2	1,441		11	507		20	2,691		29	3,206
3	1,628		12	949		21	<10		30	2,186
4	1,258		13	2,118		22	1,083		31	1,378
5	2,853		14	1,590		23	1,595		32	233
6	2,397		15	1,568		24	1,927		33	336
7	460		16	837		25	849			
8	369		17	1,078		26	1,804			
9	1,623		18	1,933		27	686			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,146		26	2,129		51	3,461		76	475
2	381		27	255		52	1,075		77	310
3	733		28	779		53	1,272		78	106
4	479		29	<10		54	<10		79	277
5	525		30	115		55	565		80	145
6	152		31	391		56	73		81	338
7	<10		32	598		57	<10		82	171
8	1,298		33	196		58	77		83	2,993
9	124		34	1,597		59	<10		84	1,159
10	606		35	166		60	<10		85	141
11	427		36	225		61	1,349		86	1,253
12	499		37	480		62	151		87	242
13	2,005		38	403		63	194		88	996
14	1,580		39	941		64	557		89	<10
15	607		40	2,337		65	31		90	<10
16	236		41	699		66	338		91	27
17	67		42	<10		67	838		92	<10
18	151		43	140		68	36		93	<10
19	108		44	24		69	444		94	277
20	56		45	401		70	464		95	336
21	345		46	49		71	269		96	131
22	1,660		47	184		72	340		97	290
23	291		48	<10		73	1,106		98	<10
24	<10		49	44		74	92		99	<10
25	1,030	50	1,907	75	423					



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# Texas

## Energy Efficiency Jobs in America

172,917  
Total Jobs

### What are EE jobs?

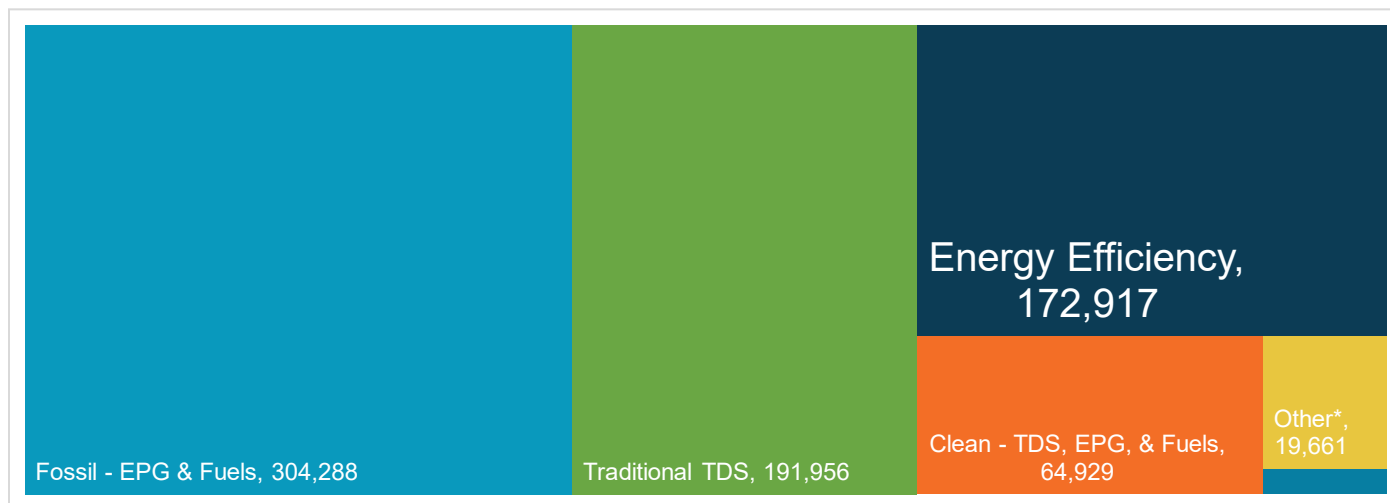
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Texas?

*Energy efficiency is the third largest energy sector in Texas.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 3,719

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

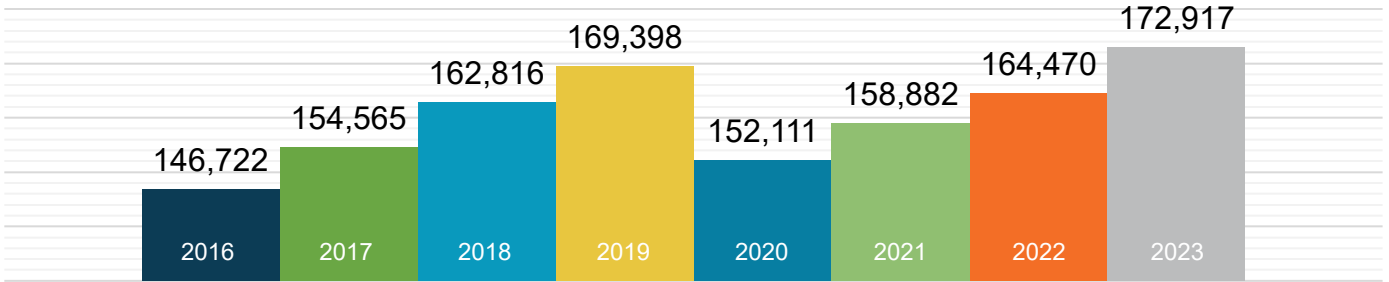


**E4** THE FUTURE

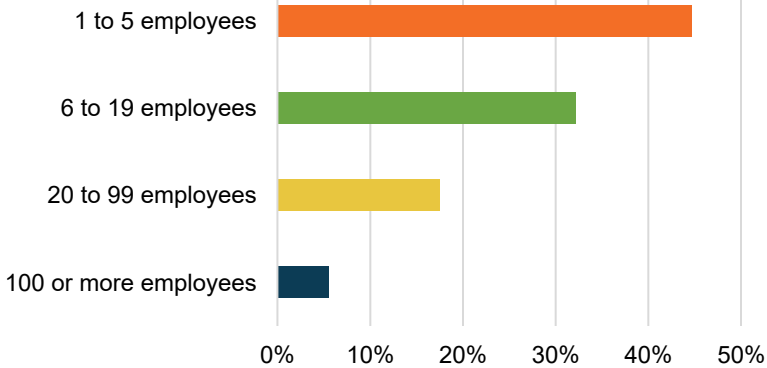
Updated April 2025

# What does EE look like in Texas?

## EE Workers Employed in TX



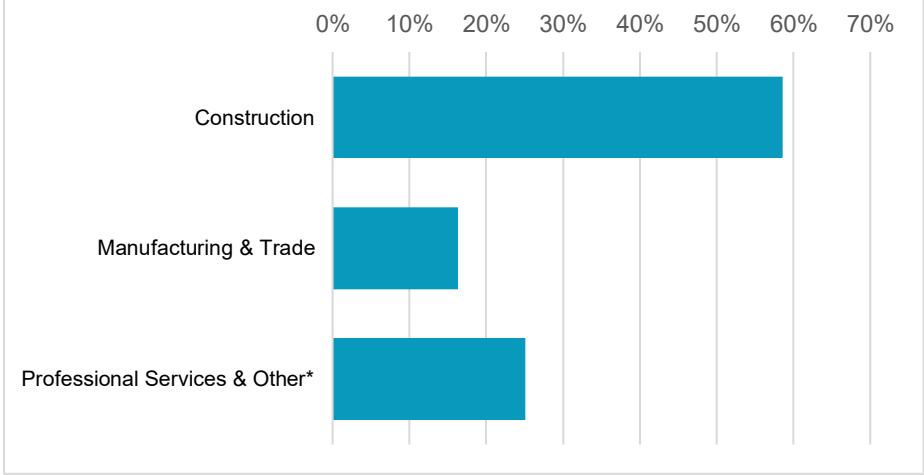
## 94.4% of TX EE Businesses Have Fewer Than 100 Employees



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



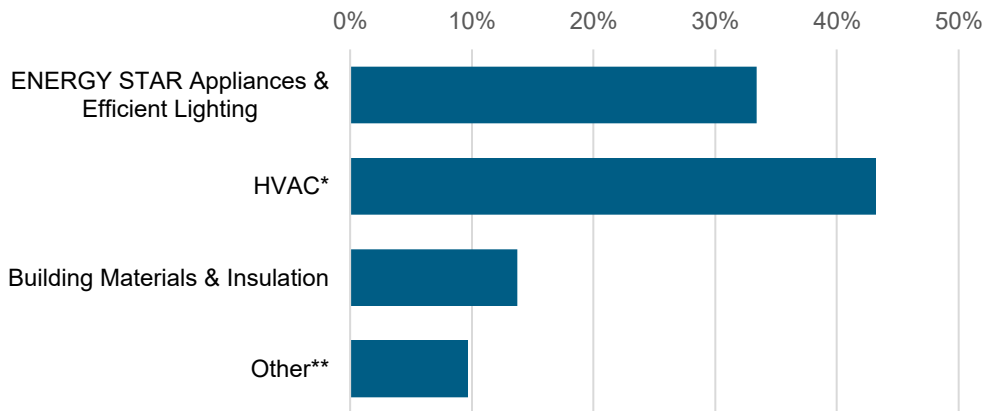
## What type of work do energy efficiency firms do?



\*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 Texas  
 EE workers are  
**Veterans**

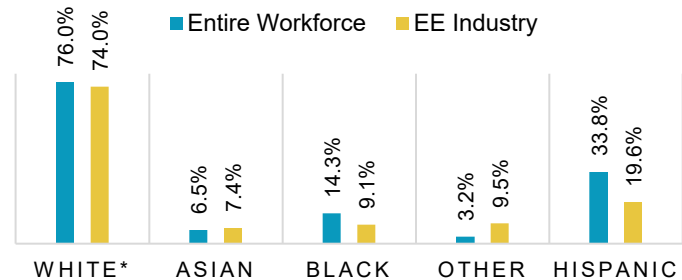


## How is EE doing on diversity in Texas?

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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 Texas businesses.

### Texas EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

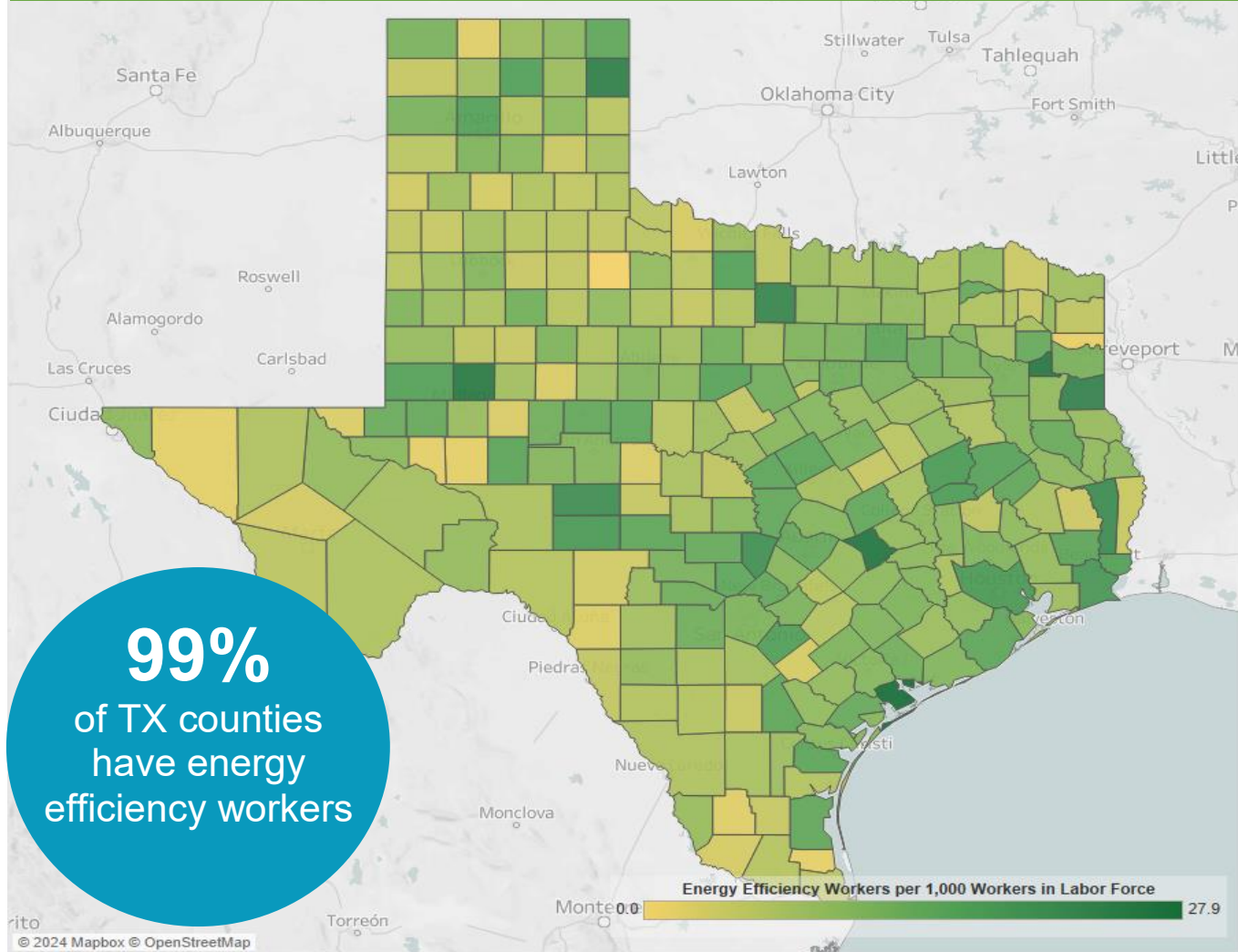
### Gender in the Texas EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



## Metropolitan Areas

Area	Jobs	Area	Jobs
Abilene	810	Lubbock	1,642
Amarillo	1,714	McAllen-Edinburg-Mission	1,661
Austin-Round Rock	16,308	Midland	1,062
Beaumont-Port Arthur	2,809	Odessa	1,085
Brownsville-Harlingen	820	San Angelo	545
College Station-Bryan	1,293	San Antonio-New Braunfels	12,817
Corpus Christi	2,753	Sherman-Denison	448
Dallas-Fort Worth-Arlington	50,534	Texarkana	327
El Paso	3,205	Tyler	1,339
Houston-The Woodlands-Sugar Land	51,698	Victoria	407
Killeen-Temple	1,280	Waco	1,506
Laredo	685	Wichita Falls	494
Longview	2,153	Rural	13,521

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	5,874		9	7,470		17	5,193		25	7,496
2	5,674		10	5,110		18	4,244		26	1,678
3	5,044		11	3,569		19	6,533		27	1,662
4	7,294		12	3,624		20	4,023		28	5,180
5	7,076		13	6,968		21	3,119		29	3,952
6	10,786		14	11,243		22	4,225		30	3,711
7	9,272		15	2,901		23	2,333		31	6,436
8	7,588		16	8,312		24	5,329			

State House of Representatives											
District	Jobs		District	Jobs		District	Jobs		District	Jobs	
1	1,275		39	32		77	1,433		115	<10	
2	1,207		40	252		78	189		116	2,639	
3	3,160		41	<10		79	107		117	629	
4	863		42	1,028		80	335		118	977	
5	1,196		43	190		81	1,516		119	721	
6	1,367		44	1,538		82	1,654		120	2,106	
7	1,213		45	801		83	1,877		121	3,707	
8	1,048		46	3,277		84	422		122	229	
9	850		47	4,370		85	368		123	<10	
10	875		48	2,903		86	1,418		124	138	
11	805		49	3,016		87	1,220		125	<10	
12	1,521		50	488		88	867		126	3,483	
13	1,119		51	184		89	136		127	1,117	
14	301		52	265		90	3,682		128	1,535	
15	1,401		53	1,532		91	1,474		129	1,134	
16	339		54	842		92	1,768		130	145	
17	1,631		55	711		93	847		131	2,278	
18	782		56	686		94	1,209		132	944	
19	1,023		57	744		95	182		133	5,305	
20	2,440		58	1,613		96	75		134	8,772	
21	1,554		59	831		97	385		135	1,967	
22	516		60	1,470		98	<10		136	<10	
23	1,777		61	1,704		99	105		137	140	
24	559		62	829		100	4,791		138	709	
25	1,047		63	1,586		101	288		139	1,189	
26	2,726		64	924		102	3,069		140	1,696	
27	501		65	1,517		103	2,928		141	299	
28	354		66	1,095		104	46		142	789	
29	285		67	1,742		105	651		143	666	
30	1,255		68	1,361		106	89		144	479	
31	1,168		69	975		107	715		145	412	
32	2,044		70	428		108	2,734		146	<10	
33	2,906		71	427		109	566		147	469	
34	484		72	1,061		110	54		148	<10	
35	1,606		73	1,284		111	182		149	<10	
36	966		74	723		112	211		150	509	
37	766		75	721		113	<10				
38	<10		76	1,344		114	658				

Congressional				
District	Jobs		District	Jobs
1	7,225		20	2,915
2	5,053		21	4,143
3	3,291		22	2,866
4	3,407		23	4,500
5	4,424		24	5,443
6	4,461		25	3,885
7	5,139		26	2,981
8	4,606		27	6,175
9	4,545		28	3,096
10	5,530		29	5,758
11	4,772		30	5,211
12	3,705		31	2,520
13	3,001		32	5,777
14	4,686		33	4,818
15	2,171		34	2,284
16	2,687		35	4,327
17	4,751		36	6,153
18	6,237	37	6,942	
19	5,365		38	8,064



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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, by the U.S. Department of Energy (see Appendix B 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 BPA analyses please email: [communications@building-performance.org](mailto:communications@building-performance.org)





# Utah

## Energy Efficiency Jobs in America

32,800  
Total Jobs

### What are EE jobs?

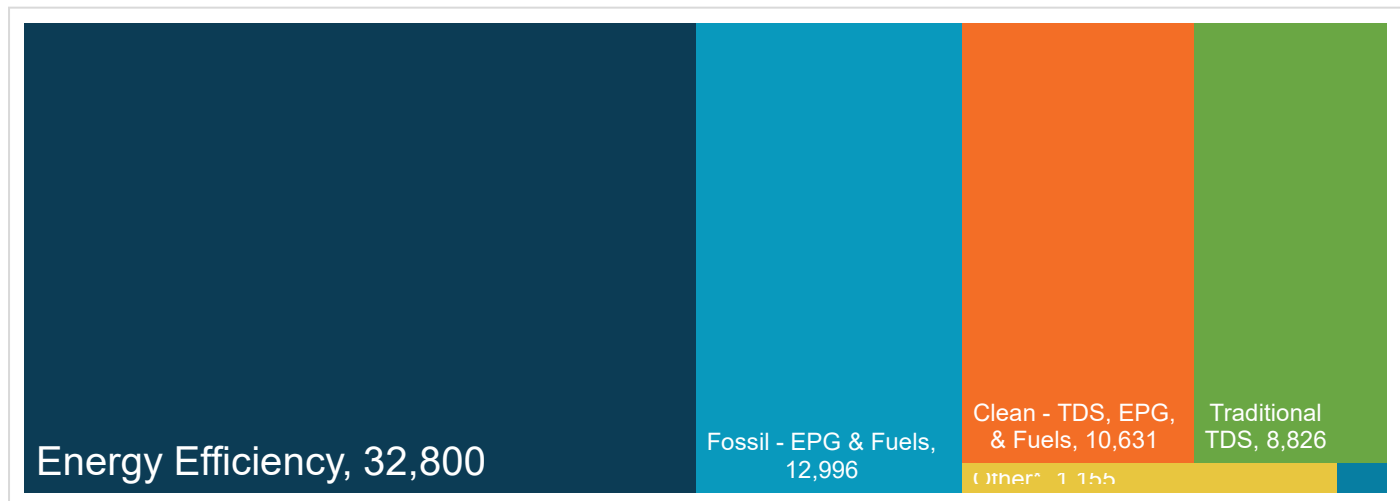
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Utah?

*Energy efficiency is the largest energy sector in Utah.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 158

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

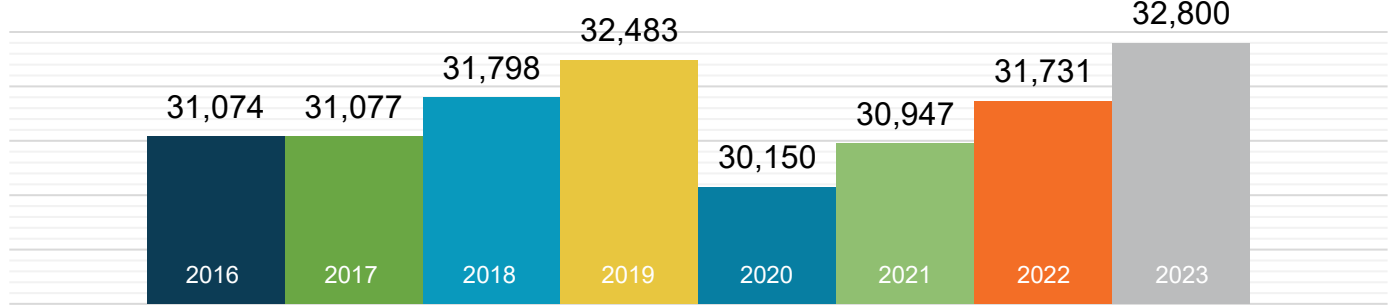
Presented by:



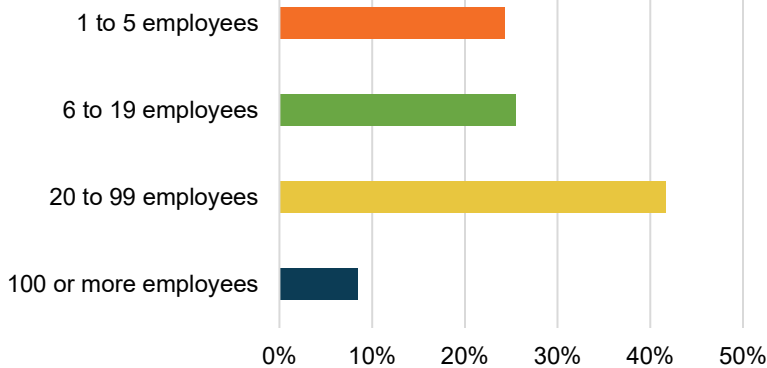
Updated April 2025

## What does EE look like in Utah?

### EE Workers Employed in UT



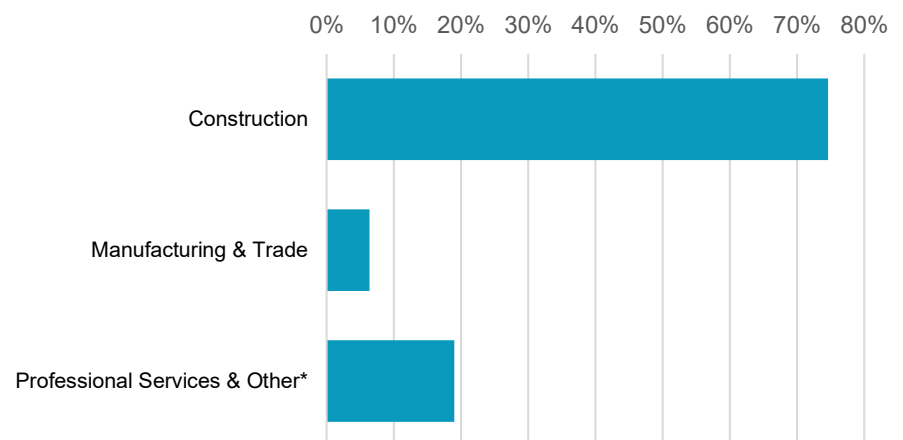
### 91.5% of UT EE Businesses Have Fewer Than 100 Employees



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

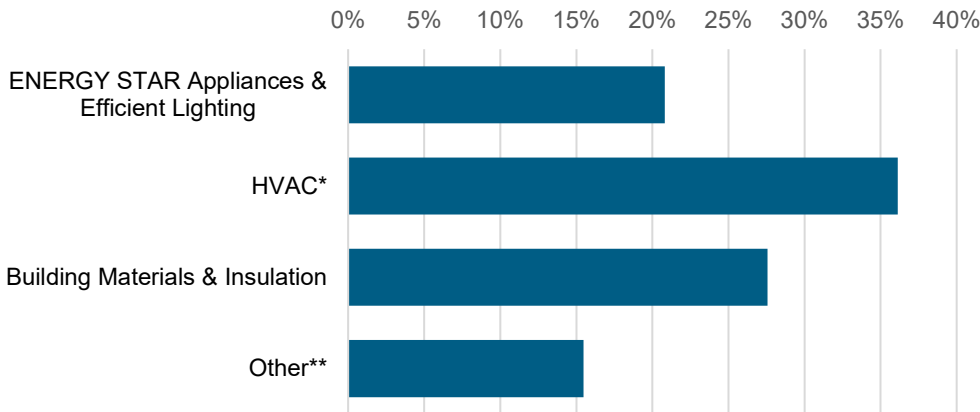


### What type of work do energy efficiency firms do?



\*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 Utah  
 EE workers are  
**Veterans**

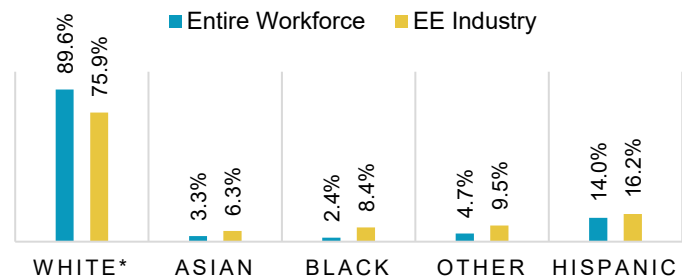


## How is EE doing on diversity in Utah?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Utah businesses.

## Utah EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

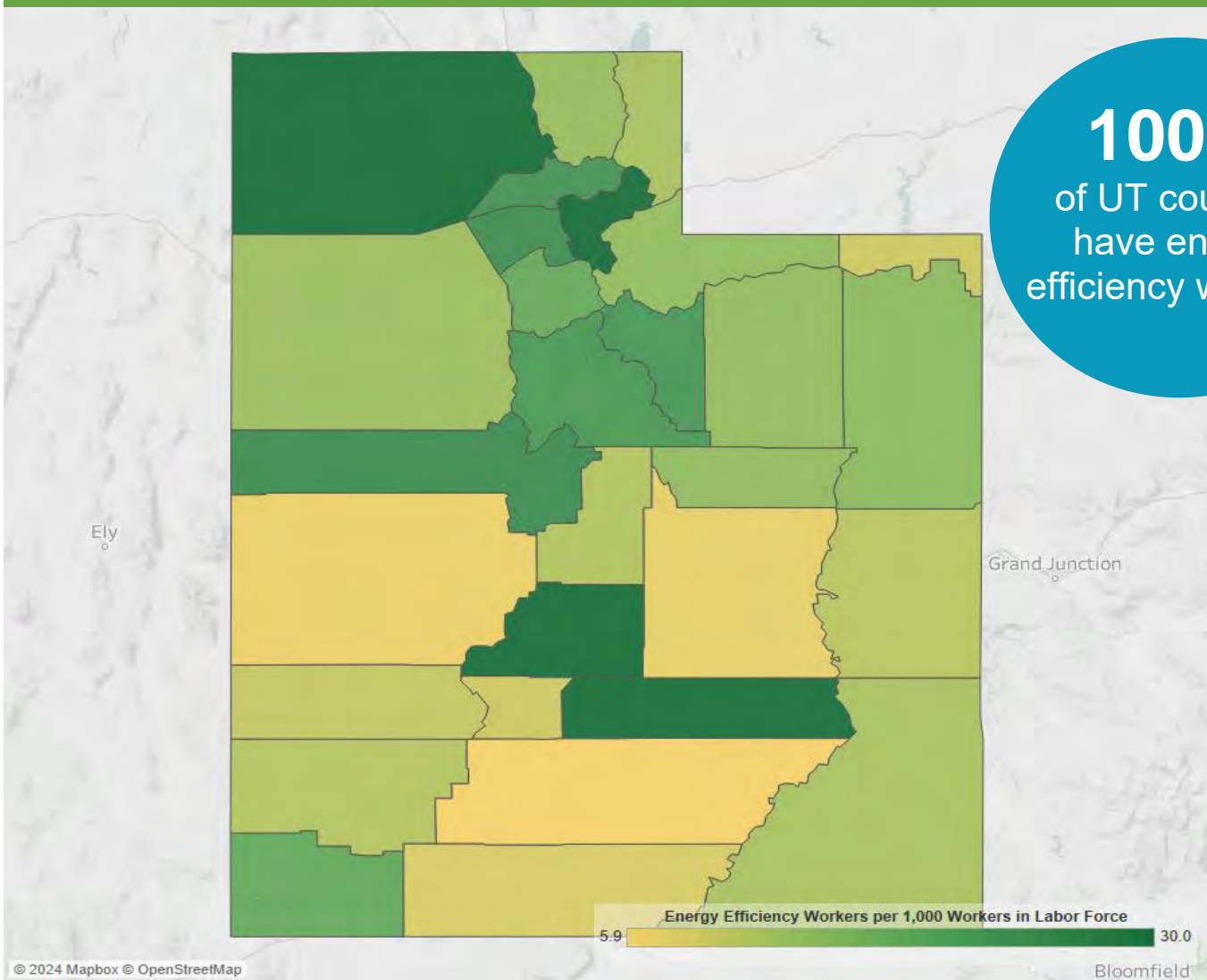
## Gender in the Utah EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	9,875	Logan	866
2	8,078	Ogden-Clearfield	7,110
3	7,376	Provo-Orem	6,471
4	7,470	Salt Lake City	14,450
		St. George	1,540
		Rural	2,363

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,508		9	350		17	946		25	372
2	3,812		10	542		18	1,638		26	1,370
3	2,568		11	5,109		19	888		27	464
4	585		12	223		20	40		28	1,991
5	81		13	225		21	623		29	87
6	1,555		14	2,412		22	413			
7	1,639		15	<10		23	717			
8	830		16	51		24	754			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	401		20	289		39	<10		58	225
2	5,489		21	217		40	<10		59	865
3	578		22	747		41	252		60	<10
4	50		23	690		42	244		61	440
5	69		24	2,278		43	<10		62	1,165
6	2,082		25	1,638		44	557		63	345
7	469		26	765		45	165		64	<10
8	1,034		27	1,266		46	<10		65	206
9	275		28	398		47	<10		66	<10
10	40		29	318		48	549		67	21
11	577		30	137		49	<10		68	194
12	83		31	24		50	<10		69	243
13	<10		32	1,318		51	<10		70	245
14	<10		33	374		52	<10		71	613
15	217		34	872		53	1,051		72	17
16	31		35	<10		54	451		73	193
17	67		36	1,107		55	12		74	61
18	664		37	<10		56	<10		75	19
19	<10		38	<10		57	<10			



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For questions on BPA analyses please email: [communications@building-performance.org](mailto:communications@building-performance.org)



# Vermont

## Energy Efficiency Jobs in America

10,314  
Total Jobs

### What are EE jobs?

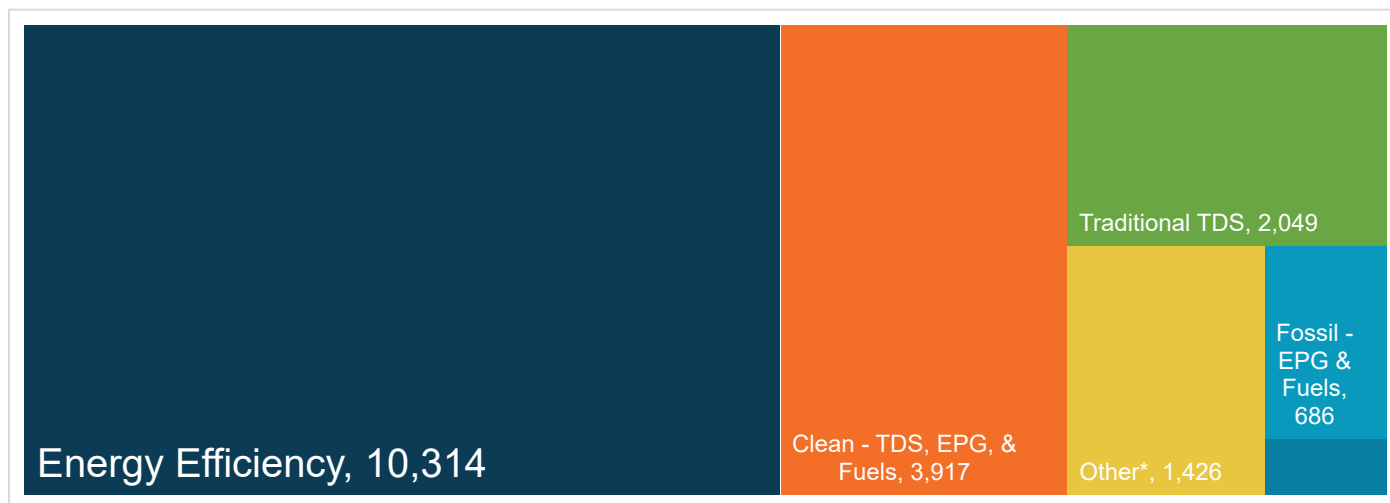
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Vermont?

*Energy efficiency is the largest energy sector in Vermont.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 199

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

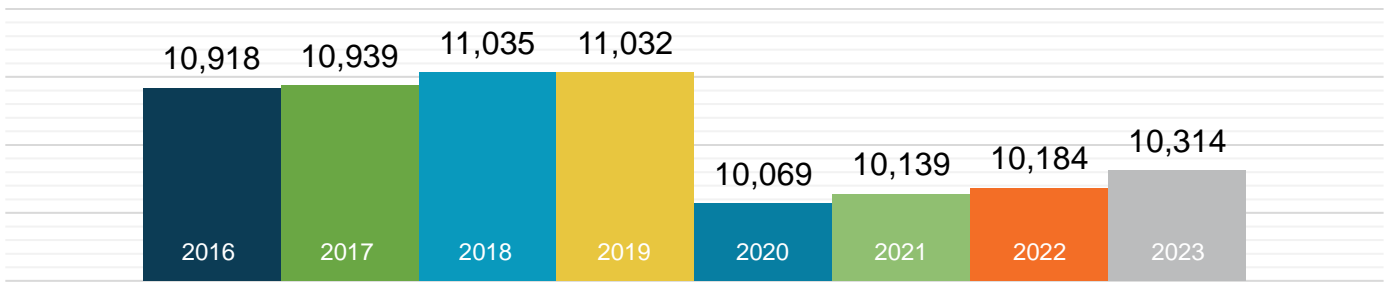
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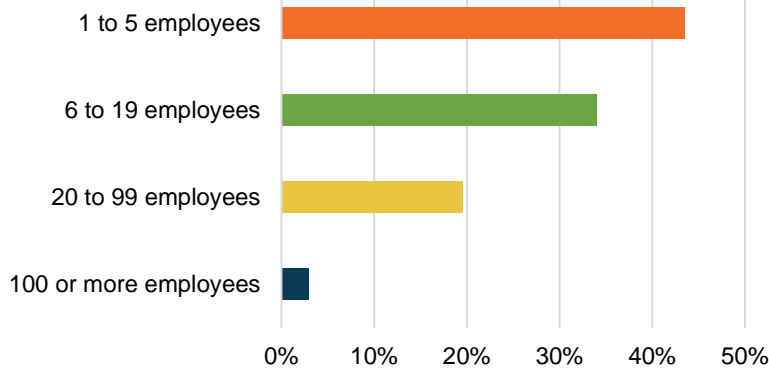
**E4** THE FUTURE

## What does EE look like in Vermont?

### EE Workers Employed in VT



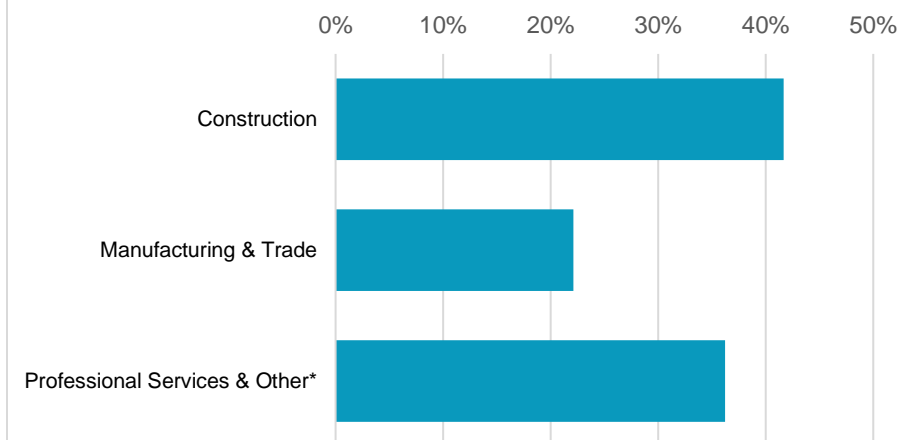
### 97.1% of VT EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **27%** of Vermont's construction workforce



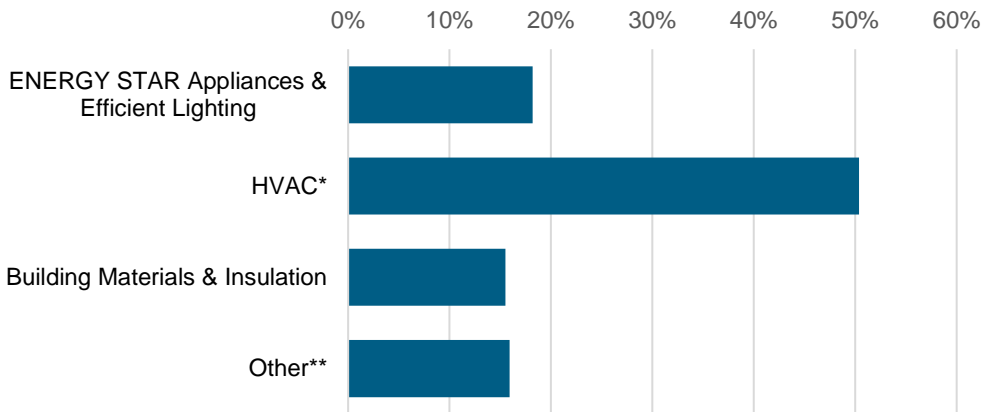
### What type of work do energy efficiency firms do?



\*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

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

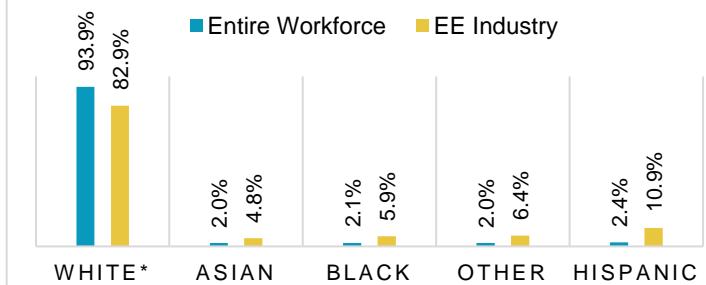


## How is EE doing on diversity in Vermont?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Vermont businesses.

### Vermont EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

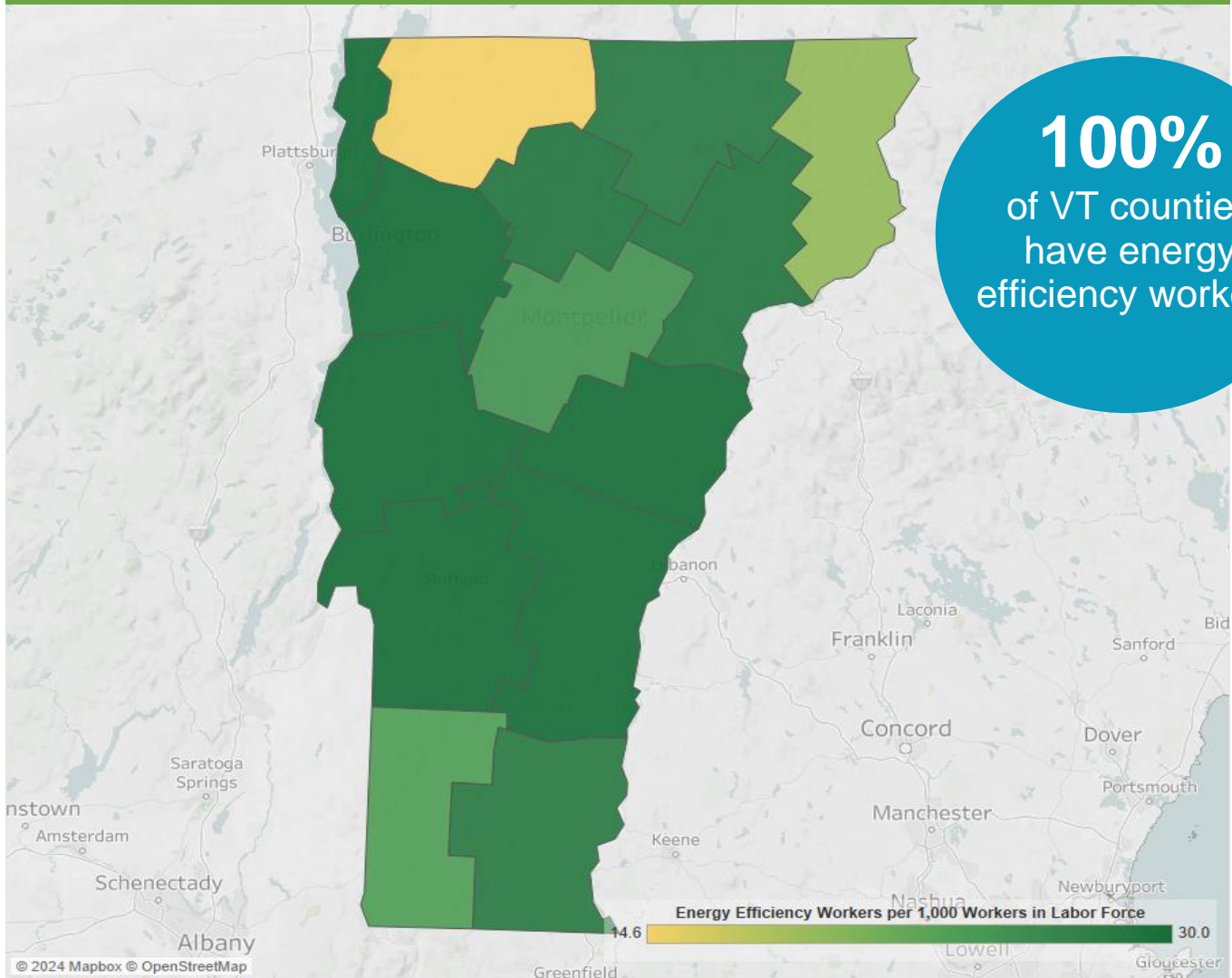
### Gender in the Vermont EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	10,314	Burlington-South Burlington	4,835
		Rural	5,480

State Senate							
District	Jobs		District	Jobs		District	Jobs
ADD	735		CHI	2,278		ORA	317
BEN	623		E-O	518		RUT	922
CAL	792		FRA	507		WAS	946
CGI	843		LAM	323		WDM	710
						WSR	801

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
A-1	148		C71	481		LM2	243
A-2	95		C81	268		LMW	12
A-3	149		C83	20		O-1	173
A-4	236		C91	<10		O-2	82
A-R	104		CA1	182		O-C	78
B-1	198		CA2	60		O-L	19
B-3	119		CA4	115		OLC	34
B-4	103		CAW	107		OR1	392
B-R	162		E-C	49		OR2	15
C-1	117		ECO	83		OWA	135
C10	156		F-1	245		R-1	102
C-2	455		F-2	37		R-2	54
C-3	97		F-4	149		R-3	18
C41	72		F-5	30		R-4	413
C51	94		F-6	70		R-6	52
C61	60		F-7	11		R-B	59
C62	580		GIC	97		R-W	190
C67	358		LM1	112		RW2	132
						W-1	305
						W-3	292
						W-5	56
						W-6	32
						WA1	323
						WA5	49
						WA6	<10
						WA7	685
						WAC	191
						WBW	63
						WIB	51
						Y-1	227
						Y-2	158
						Y31	23
						Y41	26
						YO2	85
						Y-R	113



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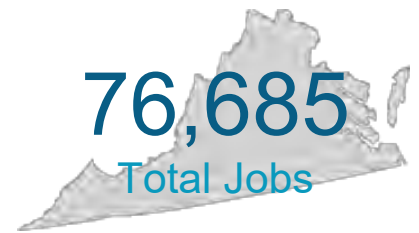
Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, by the U.S. Department of Energy (see Appendix B for methodology details). This methodology — adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the 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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# Virginia

## Energy Efficiency Jobs in America



### What are EE jobs?

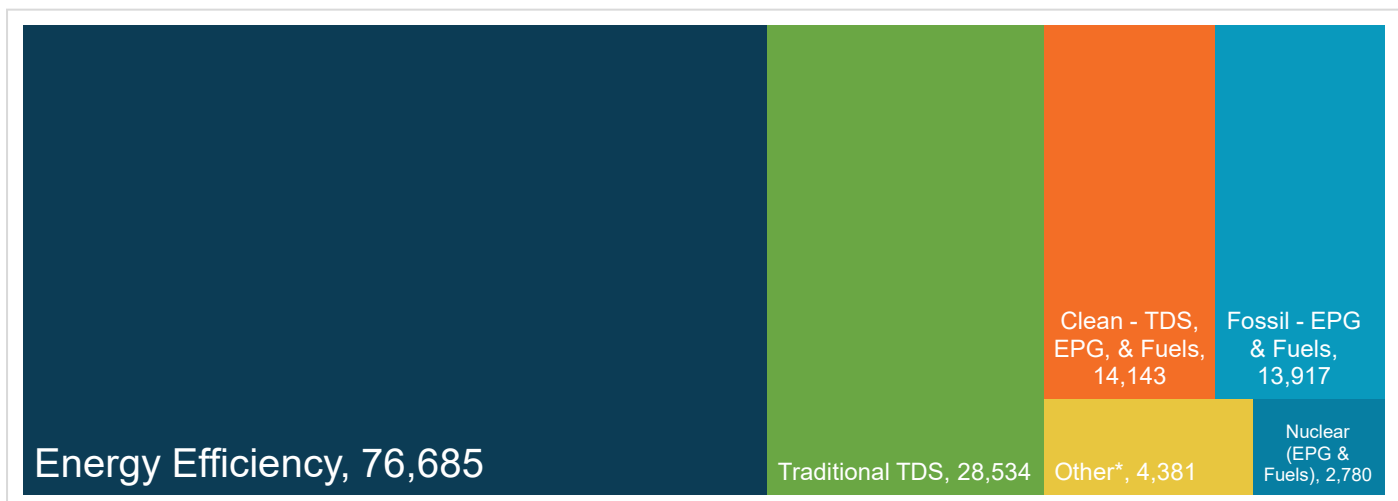
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Virginia?

*Energy efficiency is the largest energy sector in Virginia.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

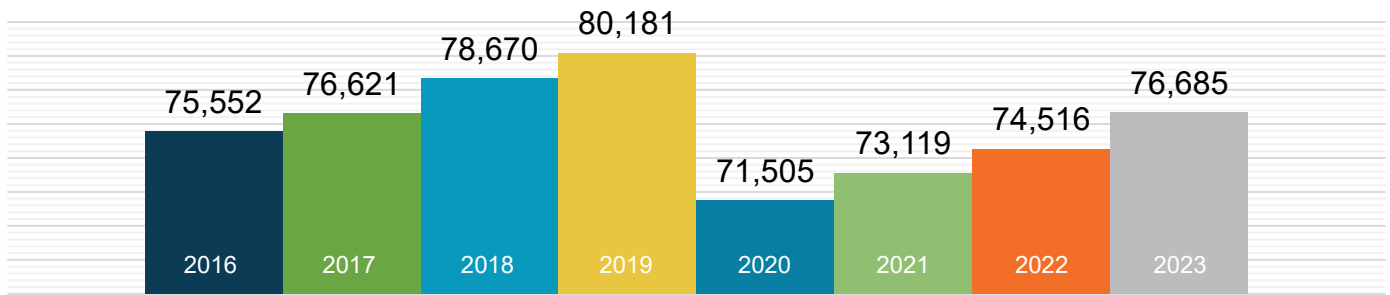
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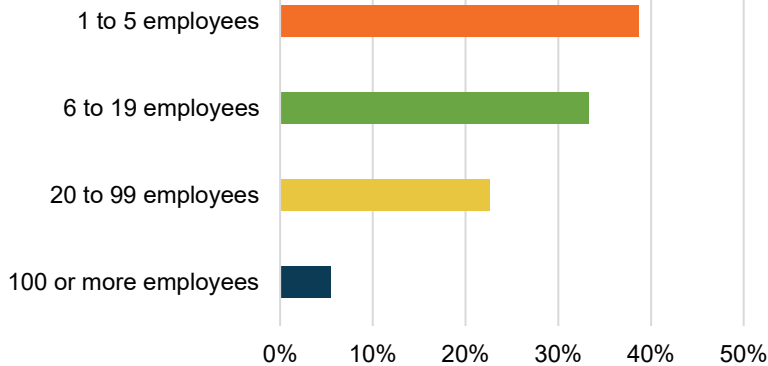
Updated April 2025

## What does EE look like in Virginia?

### EE Workers Employed in VA



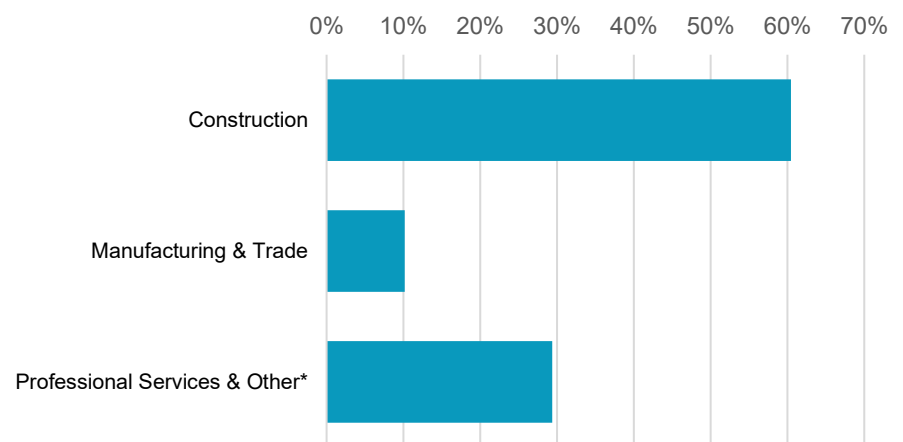
### 94.5% of VA EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **22%** of Virginia's construction workforce

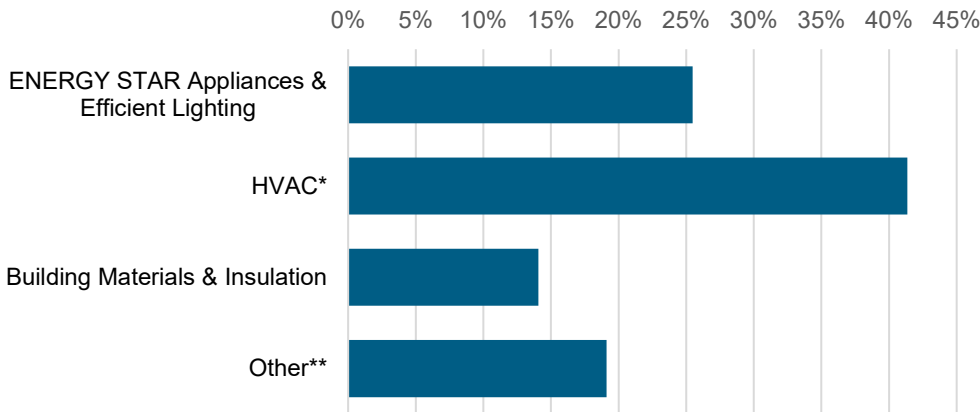


### What type of work do energy efficiency firms do?



\*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

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

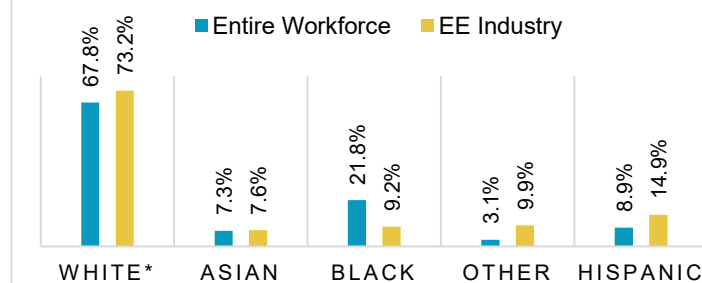


## How is EE doing on diversity in Virginia?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Virginia 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 Virginia businesses.

## Virginia EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

## Gender in the Virginia EE Workforce

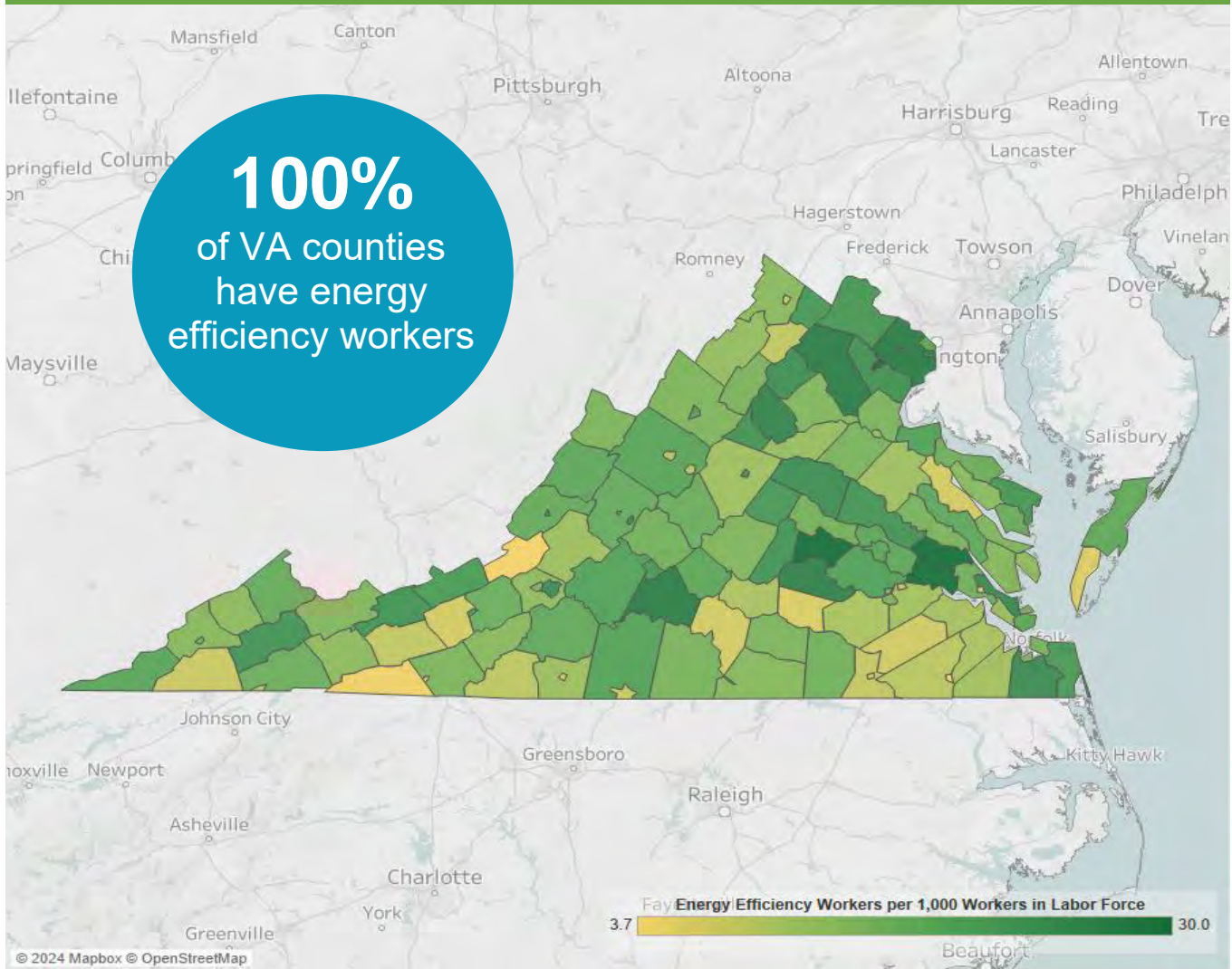


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# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



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Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	4,910	7	4,748	Blacksburg-Christiansburg-Radford	1,138	Richmond	12,106
2	6,271	8	11,866	Charlottesville	1,855	Roanoke	2,697
3	6,743	9	4,549	Danville	432	Virginia Beach-Norfolk-Newport News	12,829
4	6,310	10	9,162	Harrisonburg	1,124	Virginia-Arlington-Alexandria	34,337
5	6,470	11	9,752	Kingsport-Bristol-Bristol	458	Winchester	730
6	5,903			Lynchburg	2,079	Rural	6,899



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	3,041		11	994		21	1,322		31	5,874
2	1,027		12	956		22	1,619		32	3,182
3	1,075		13	4,404		23	450		33	<10
4	2,980		14	1,385		24	2,447		34	3,126
5	3,359		15	2,454		25	2,379		35	1,335
6	748		16	12		26	1,036		36	628
7	2,965		17	2,057		27	2,399		37	387
8	1,193		18	619		28	1,561		38	1,149
9	4,775		19	3,730		29	1,017		39	<10
10	3,765		20	574		30	3,564		40	1,089

State House of Delegates										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	502		26	36		51	<10		76	687
2	993		27	2,520		52	22		77	121
3	636		28	784		53	<10		78	499
4	577		29	762		54	808		79	1,550
5	588		30	382		55	1,618		80	65
6	440		31	1,032		56	1,415		81	1,187
7	983		32	1,256		57	1,565		82	<10
8	1,082		33	183		58	277		83	1,163
9	1,046		34	3,895		59	492		84	<10
10	2,201		35	2,295		60	412		85	<10
11	1,507		36	1,621		61	702		86	<10
12	90		37	538		62	1,303		87	<10
13	1,758		38	1,592		63	274		88	10
14	627		39	1,550		64	1,019		89	148
15	976		40	377		65	66		90	<10
16	200		41	164		66	66		91	946
17	104		42	200		67	891		92	274
18	1,280		43	443		68	2,160		93	735
19	792		44	182		69	1,724		94	1,308
20	1,140		45	2,187		70	<10		95	<10
21	3,914		46	<10		71	296		96	171
22	1,111		47	1,806		72	585		97	499
23	167		48	568		73	<10		98	447
24	383		49	<10		74	677		99	634
25	1,739	50	78	75	247	100	268			





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# Washington

## Energy Efficiency Jobs in America



### What are EE jobs?

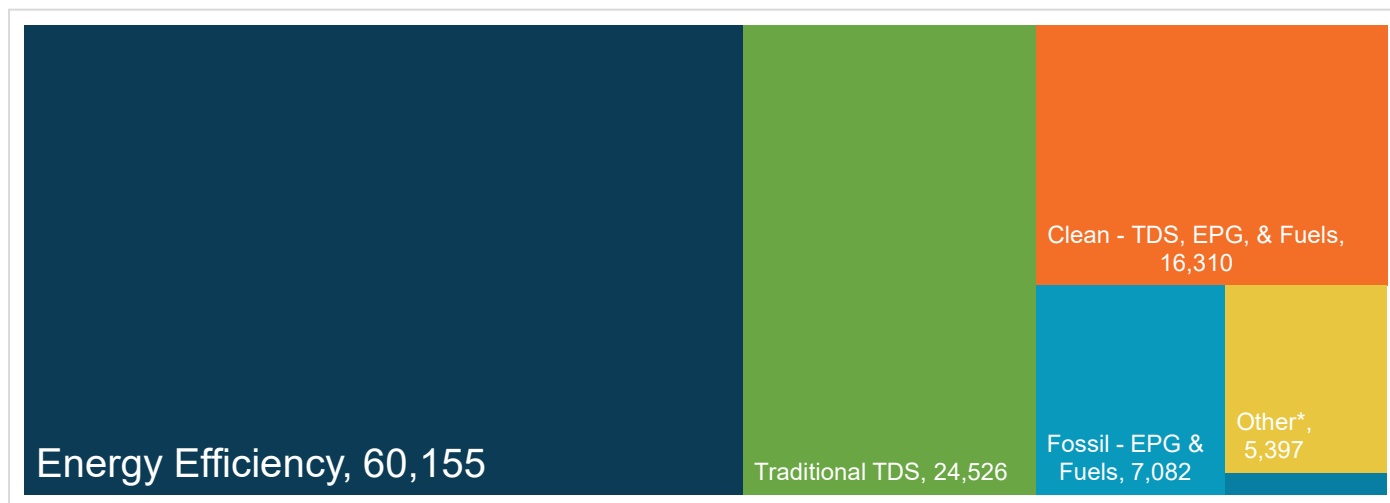
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Washington?

*Energy efficiency is the largest energy sector in Washington.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 630

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

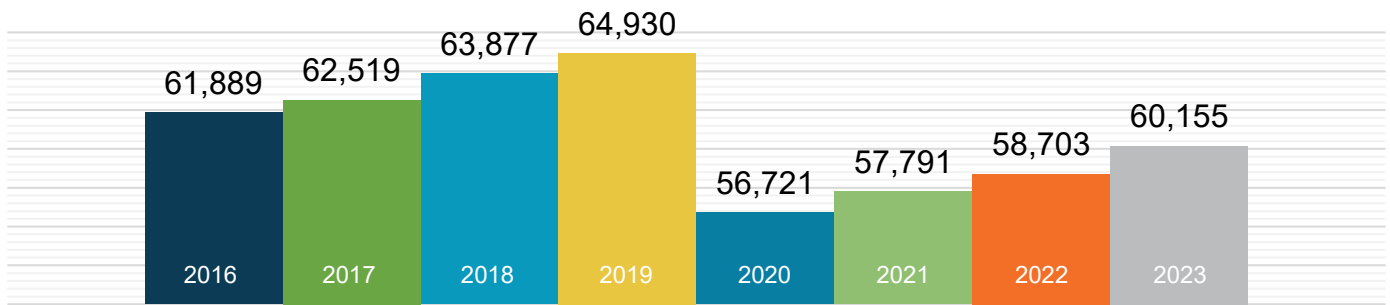
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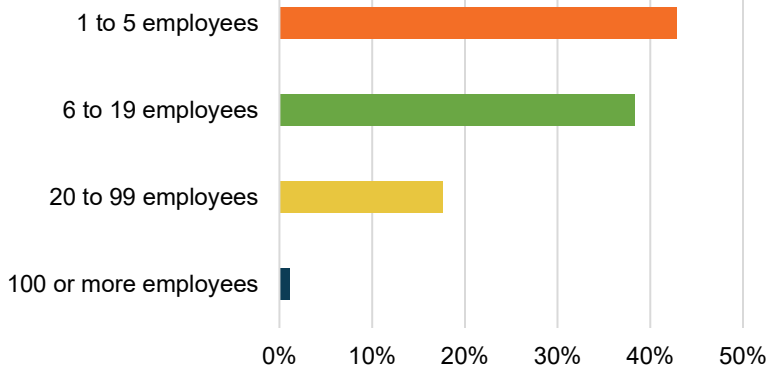
Updated April 2025

## What does EE look like in Washington?

### EE Workers Employed in WA



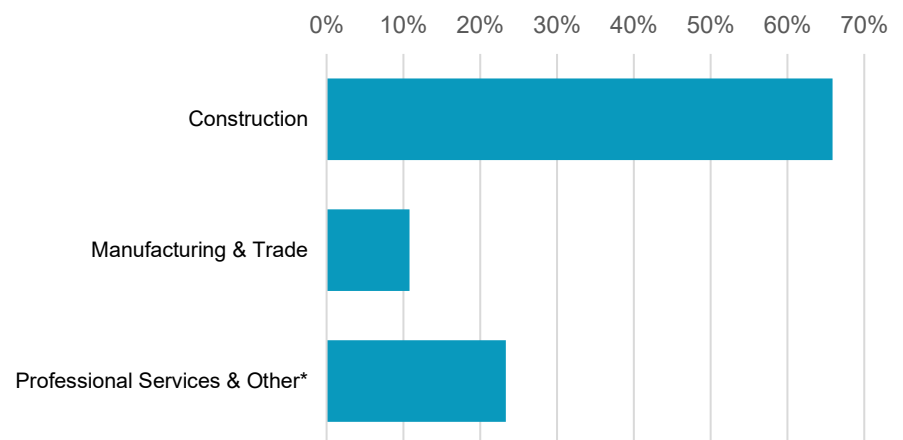
### 98.8% of WA EE Businesses Have Fewer Than 100 Employees



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

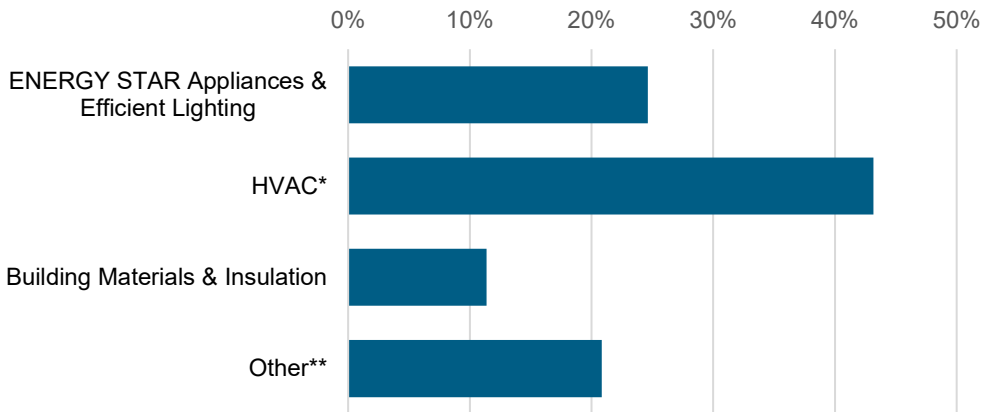


### What type of work do energy efficiency firms do?

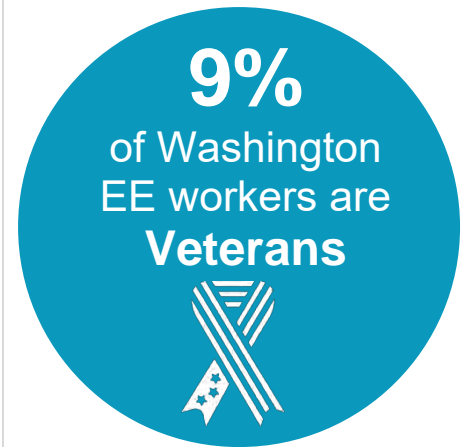


\*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

### 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

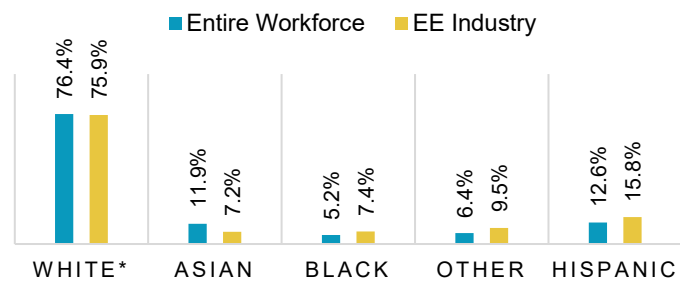


## How is EE doing on diversity in Washington?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Washington businesses.

### Washington EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Washington EE Workforce

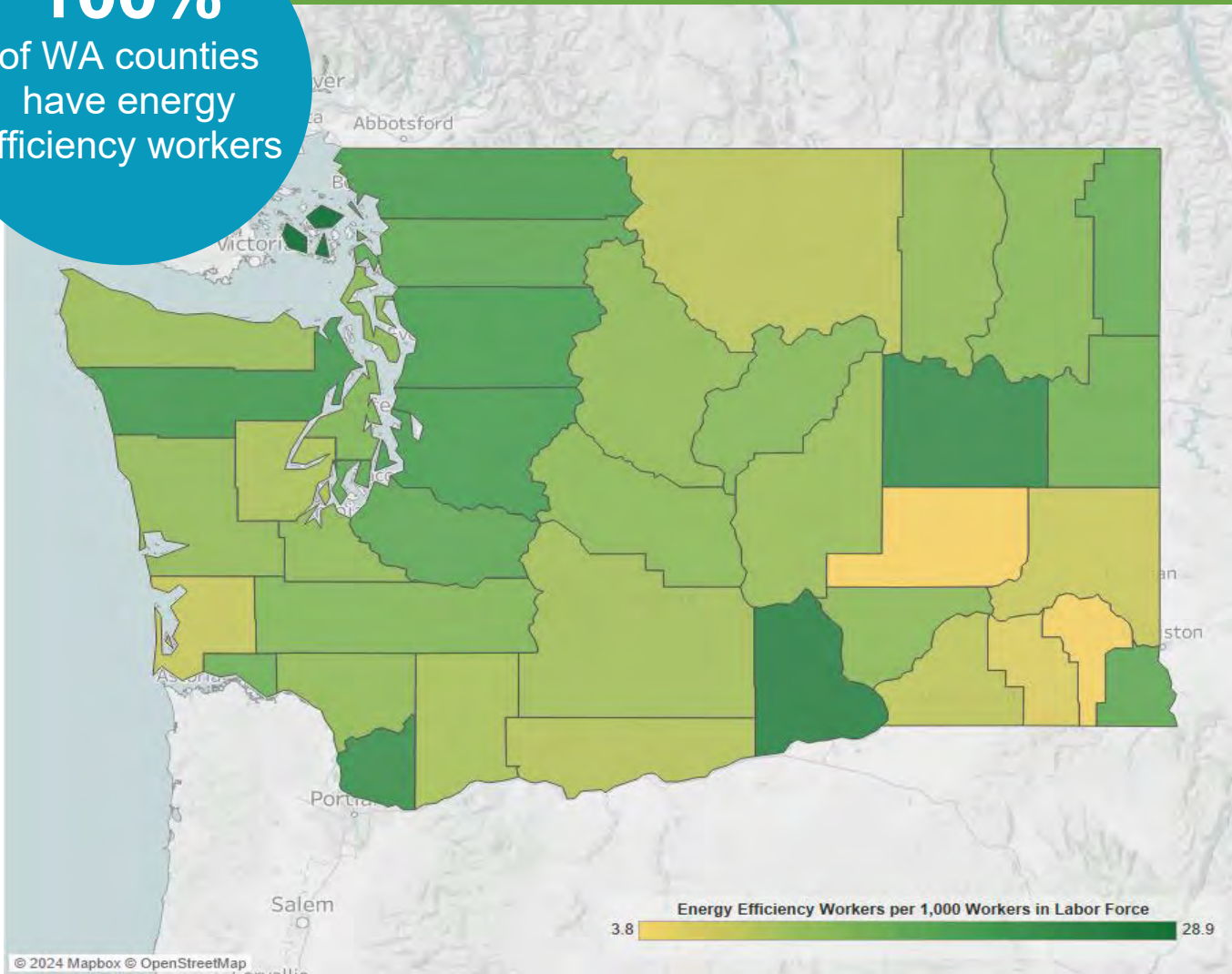


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

# Energy Efficiency Jobs are Everywhere

**100%**  
of WA counties  
have energy  
efficiency workers

EE Jobs by County



Congressional				Metropolitan Areas			
District	Jobs		District	Jobs		Area	Jobs
1	6,219		8	7,464		Bellingham	1,732
2	5,420		9	7,176		Bremerton-Silverdale	1,265
3	6,455		10	3,558		Kennewick-Richland	2,781
4	5,256					Lewiston	114
5	5,618					Longview	485
6	3,929					Mount Vernon-Anacortes	844
7	9,059					Olympia-Tumwater	1,539
						Portland-Vancouver-Hillsboro	3,944
						Seattle-Tacoma-Bellevue	38,450
						Spokane-Spokane Valley	3,716
						Wenatchee	664
						Yakima	1,167
						Rural	3,452

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,751		14	1,475		27	1,510		40	2,142
2	1,472		15	107		28	775		41	3,215
3	2,830		16	172		29	350		42	659
4	1,027		17	2,134		30	1,335		43	1,147
5	2,225		18	642		31	92		44	<10
6	422		19	1,391		32	640		45	1,385
7	765		20	1,231		33	350		46	263
8	1,266		21	1,334		34	691		47	<10
9	1,018		22	518		35	457		48	<10
10	2,497		23	1,795		36	4,596		49	555
11	3,727		24	927		37	1,942			
12	1,074		25	1,199		38	1,238			
13	937	26	892	39	966					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,750		14	1,495		27	1,511		40	2,128
2	1,472		15	108		28	775		41	3,217
3	2,840		16	173		29	<10		42	661
4	1,031		17	2,168		30	1,334		43	1,161
5	2,227		18	645		31	92		44	<10
6	423		19	1,396		32	640		45	1,386
7	768		20	1,241		33	361		46	264
8	1,271		21	1,334		34	696		47	<10
9	1,021		22	520		35	459		48	<10
10	2,531		23	1,801		36	4,672		49	557
11	3,818		24	930		37	1,949			
12	1,077		25	1,198		38	1,238			
13	939	26	892	39	966					





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# West Virginia

## Energy Efficiency Jobs in America

6,950  
Total Jobs

### What are EE jobs?

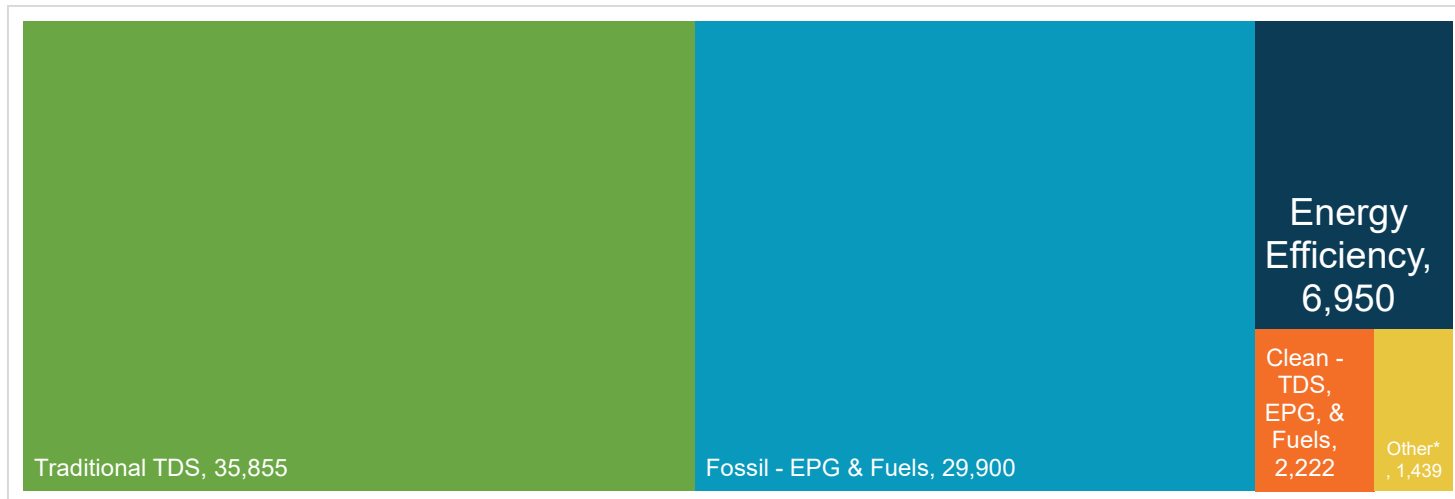
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in West Virginia?

*Energy efficiency is the third largest energy sector in West Virginia.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 10

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

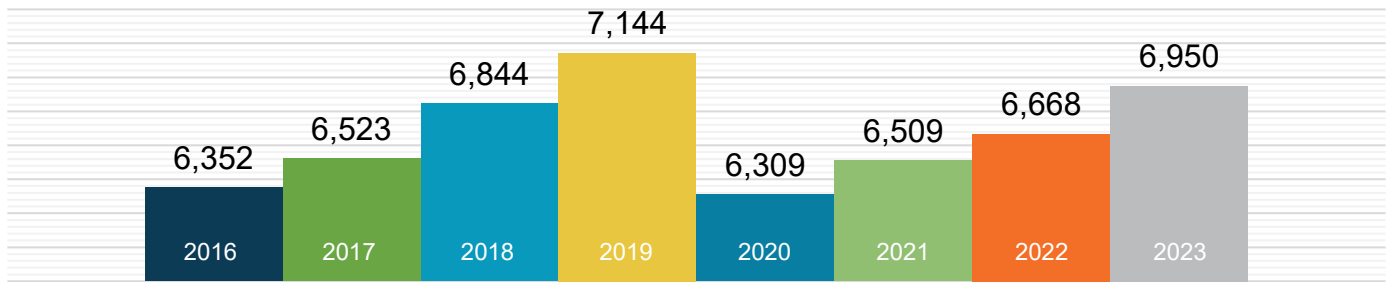
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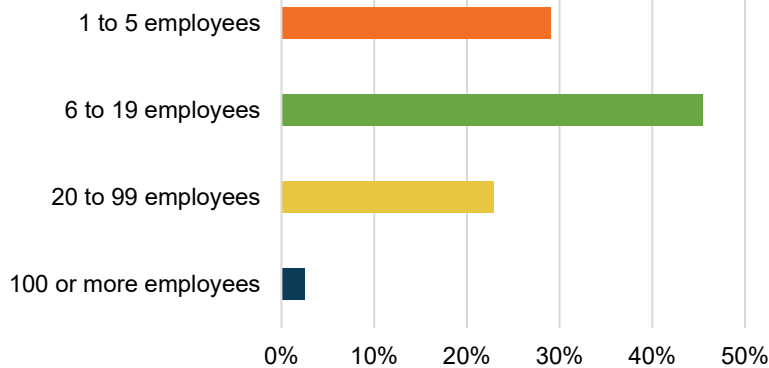
Updated April 2025

## What does EE look like in West Virginia?

### EE Workers Employed in WV



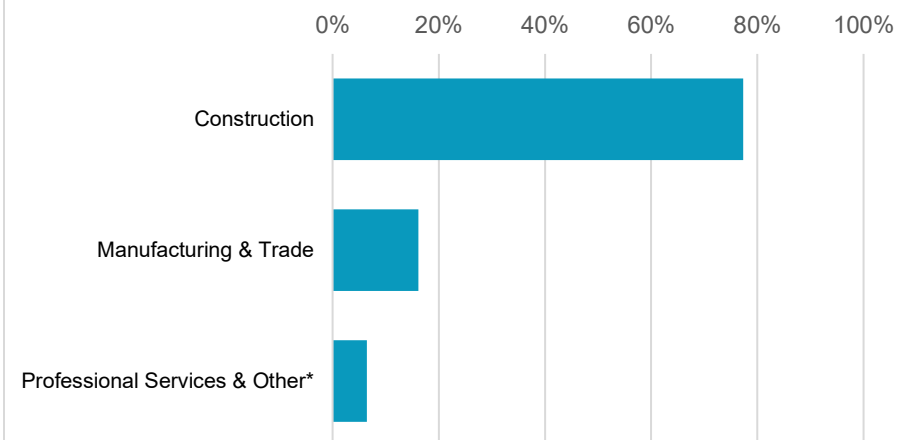
### 97.4% of WV EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **16%** of West Virginia's construction workforce

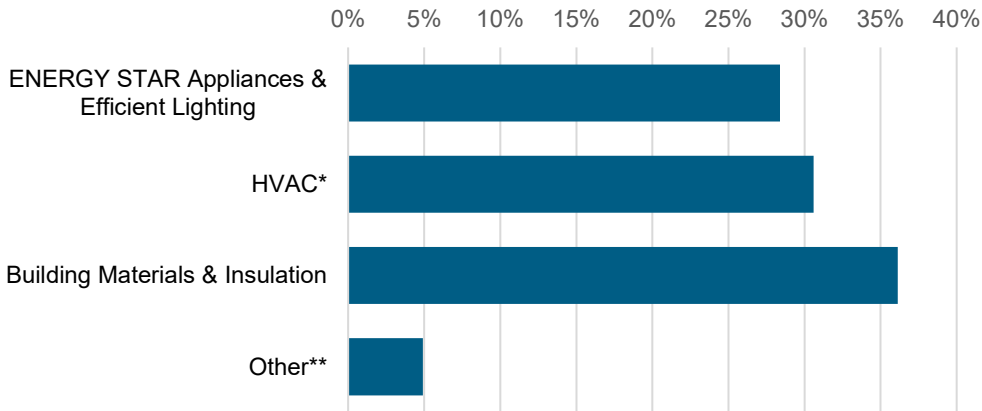


### What type of work do energy efficiency firms do?



\*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

**13%**  
 of West Virginia  
 EE workers are  
**Veterans**

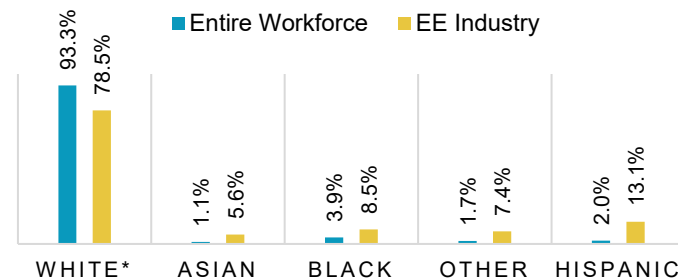


## How is EE doing on diversity in West Virginia?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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.*

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

### West Virginia EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

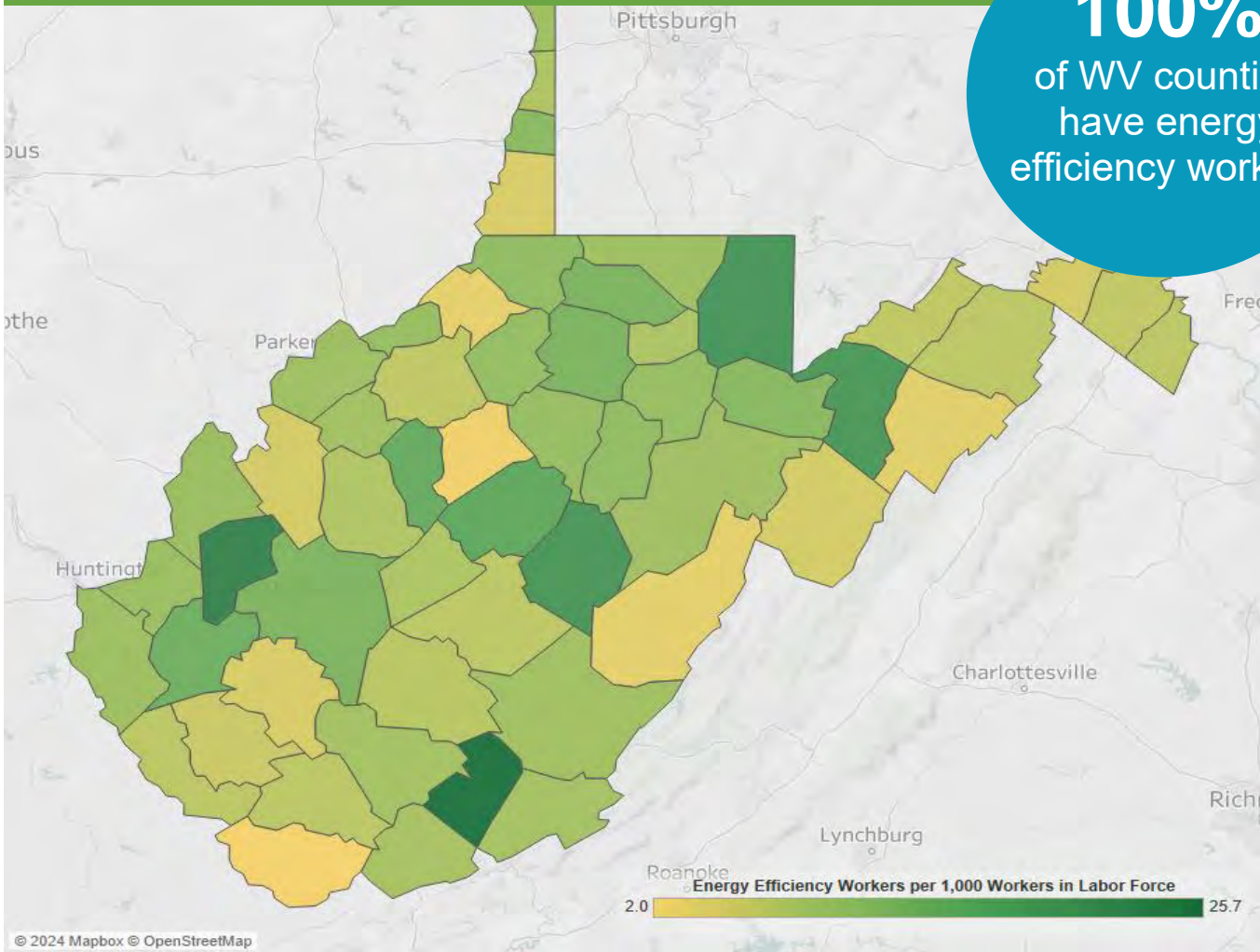
### Gender in the West Virginia EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	3,635	Charleston	1,206	Washington-Arlington-Alexandria	110
2	3,315	Cumberland	55	Weirton-Steubenville	136
		Hagerstown-Martinsburg	237	Wheeling	338
		Huntington-Ashland	1,051	Winchester	28
		Morgantown	681	Rural	2,774
		Parkersburg-Vienna	335		

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	481		11	432		21	<10		31	<10
2	951		12	498		22	<10		32	<10
3	491		13	32		23	<10		33	<10
4	515		14	279		24	<10		34	<10
5	424		15	427		25	<10			
6	313		16	286		26	<10			
7	156		17	32		27	<10			
8	815		18	<10		28	<10			
9	406		19	<10		29	<10			
10	324		20	<10		30	<10			

State House of Delegates										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	141		28	316		55	59		82	<10
2	261		29	34		56	29		83	<10
3	23		30	<10		57	72		84	<10
4	105		31	39		58	123		85	<10
5	34		32	202		59	154		86	<10
6	66		33	46		60	112		87	<10
7	43		34	65		61	26		88	<10
8	154		35	704		62	<10		89	<10
9	264		36	138		63	69		90	<10
10	<10		37	<10		64	<10		91	<10
11	163		38	<10		65	103		92	<10
12	14		39	12		66	13		93	<10
13	125		40	<10		67	<10		94	<10
14	172		41	23		68	<10		95	<10
15	55		42	130		69	<10		96	<10
16	327		43	165		70	<10		97	<10
17	60		44	130		71	<10		98	<10
18	<10		45	<10		72	<10		99	<10
19	70		46	78		73	<10		100	<10
20	87		47	182		74	<10			
21	23		48	466		75	<10			
22	51		49	182		76	<10			
23	20		50	<10		77	<10			
24	31		51	312		78	<10			
25	125		52	81		79	<10			
26	100		53	13		80	<10			
27	25	54	106	81	<10					



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For questions on BPA analyses please email: [communications@building-performance.org](mailto:communications@building-performance.org)



# Wisconsin

## Energy Efficiency Jobs in America

56,868  
Total Jobs

### What are EE jobs?

*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Wisconsin?

*Energy efficiency is the largest energy sector in Wisconsin.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,112

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

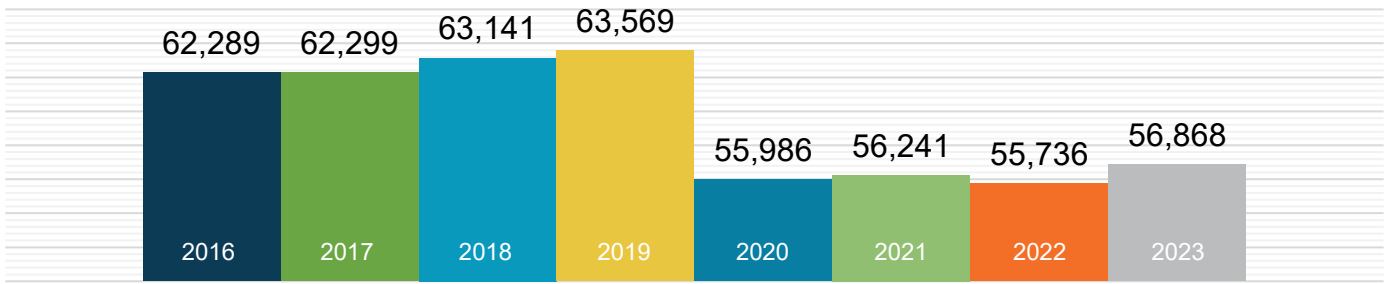
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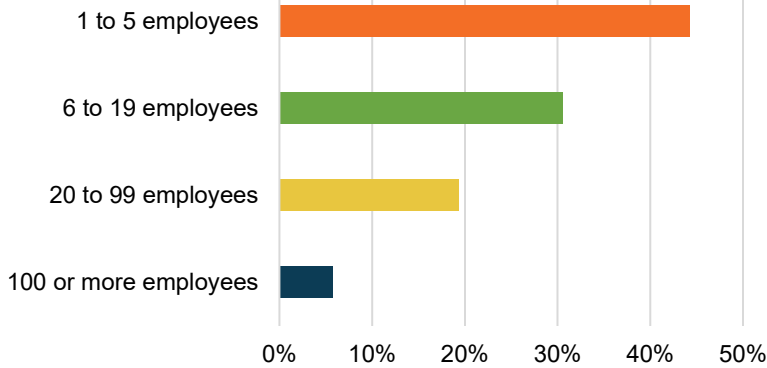
Updated April 2025

## What does EE look like in Wisconsin?

### EE Workers Employed in WI



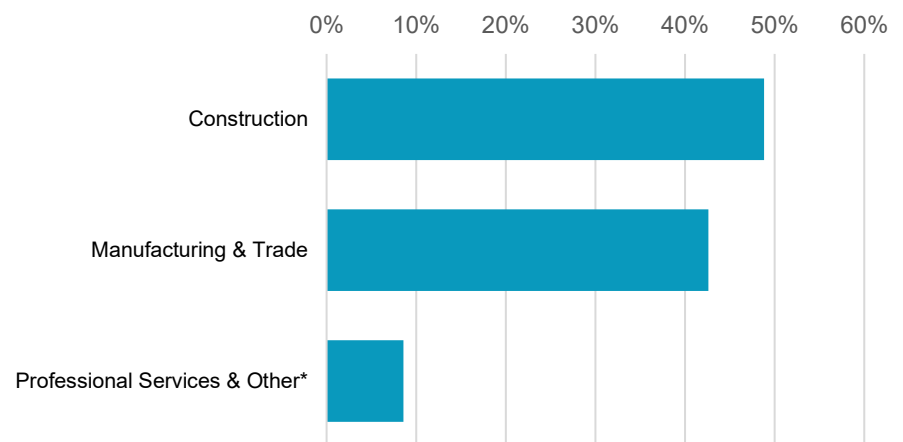
### 94.3% of WI EE Businesses Have Fewer Than 100 Employees



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



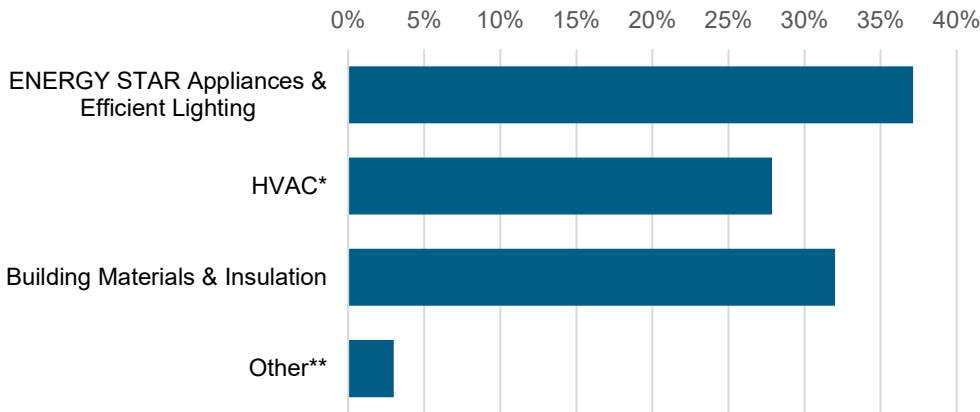
### What type of work do energy efficiency firms do?



\*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

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

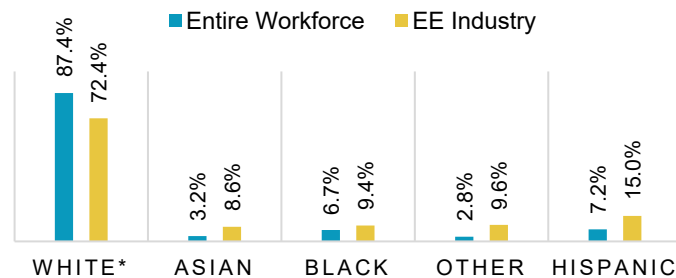


## How is EE doing on diversity in Wisconsin?

*Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Wisconsin businesses.

### Wisconsin EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

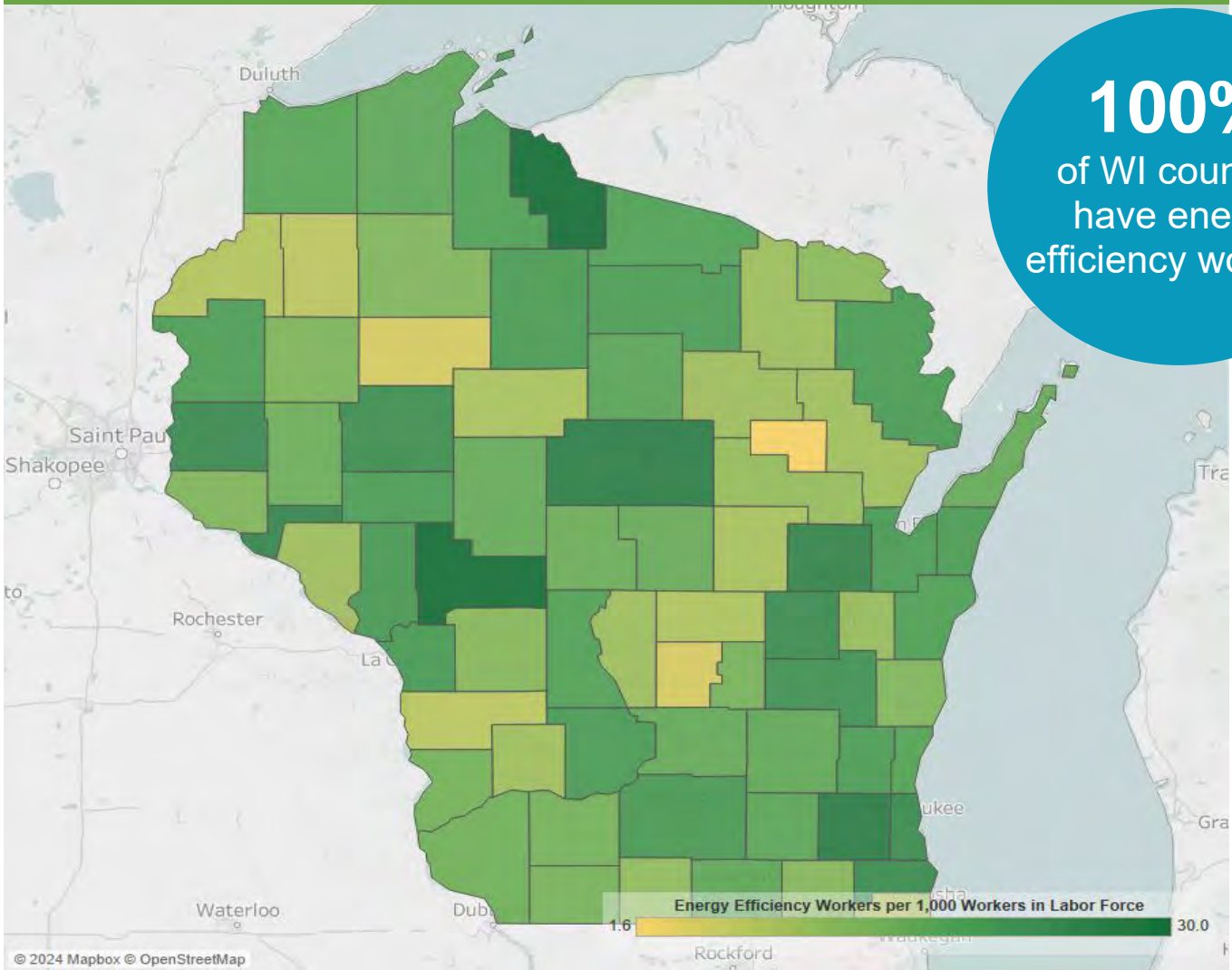
### Gender in the Wisconsin EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,066	Appleton	2,839
2	9,739	Chicago-Naperville-Elgin	666
3	6,016	Duluth	273
4	6,513	Eau Claire	1,712
5	9,890	Fond du Lac	996
6	5,587	Green Bay	3,335
7	6,357	Janesville-Beloit	1,119
8	7,700	La Crosse-Onalaska	1,388
		Madison	7,841
		Milwaukee-Waukesha-West Allis	19,200
		Minneapolis-St. Paul-Bloomington	977
		Oshkosh-Neenah	2,116
		Racine	1,756
		Sheboygan	779
		Wausau	1,842
		Rural	10,029

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	3,417		11	2,933		21	2,068		31	622
2	2,506		12	2,907		22	226		32	1,359
3	1,790		13	2,014		23	2,372		33	614
4	4,415		14	1,874		24	1,409			
5	3,666		15	627		25	1,681			
6	1,279		16	2,743		26	1,892			
7	779		17	1,875		27	324			
8	2,880		18	1,479		28	425			
9	1,096		19	2,022		29	558			
10	1,943		20	862		30	213			

State Assembly										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	921		28	910		55	2,007		82	193
2	1,325		29	598		56	<10		83	230
3	1,168		30	424		57	<10		84	<10
4	1,352		31	1,799		58	494		85	260
5	509		32	616		59	85		86	<10
6	639		33	526		60	278		87	295
7	1,021		34	1,253		61	1,136		88	126
8	751		35	1,137		62	915		89	87
9	<10		36	524		63	<10		90	<10
10	3,594		37	1,446		64	225		91	<10
11	656		38	270		65	<10		92	400
12	153		39	307		66	<10		93	219
13	2,471		40	589		67	966		94	1,149
14	540		41	648		68	938		95	<10
15	635		42	662		69	457		96	206
16	1,273		43	276		70	1,104		97	529
17	<10		44	<10		71	297		98	18
18	<10		45	348		72	11		99	146
19	<10		46	565		73	547			
20	420		47	1,976		74	677			
21	354		48	189		75	449			
22	1,336		49	681		76	1,047			
23	974		50	588		77	275			
24	553		51	596		78	563			
25	152		52	680		79	73			
26	775		53	793		80	197			
27	173	54	<10	81	48					





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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](http://www.E4TheFuture.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](http://www.bwresearch.com).

Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, by the U.S. Department of Energy (see Appendix B 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 BPA analyses please email: [communications@building-performance.org](mailto:communications@building-performance.org)



# Wyoming

## Energy Efficiency Jobs in America

6,939  
Total Jobs

### What are EE jobs?

*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare in Wyoming?

*Energy efficiency is the third largest energy sector in Wyoming.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 187

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

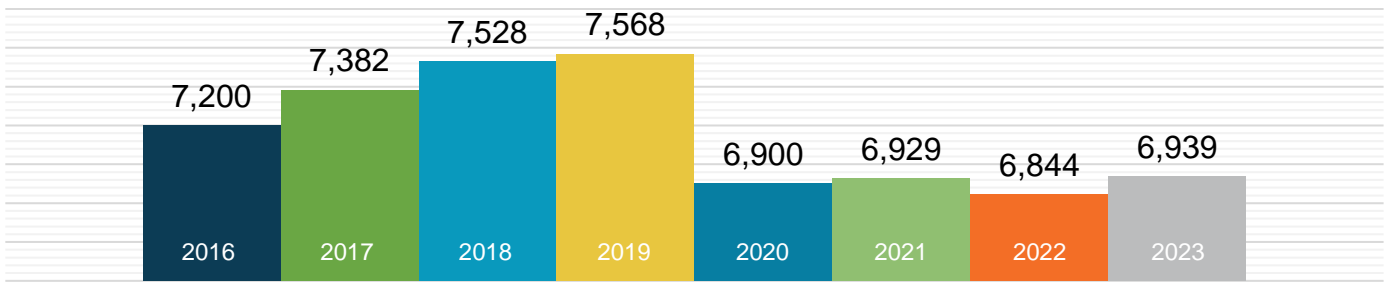
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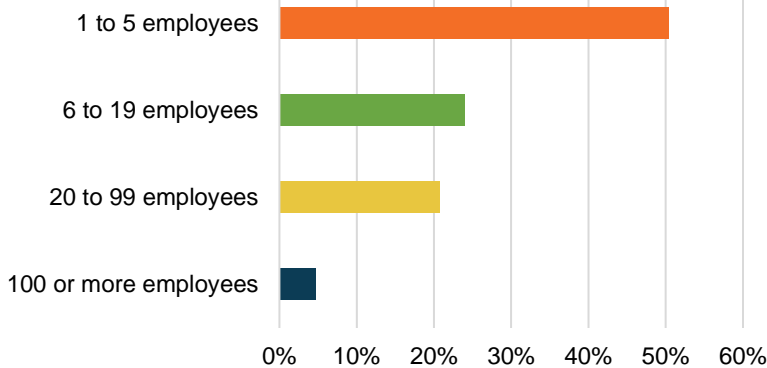
**E4** THE FUTURE

## What does EE look like in Wyoming?

### EE Workers Employed in WY



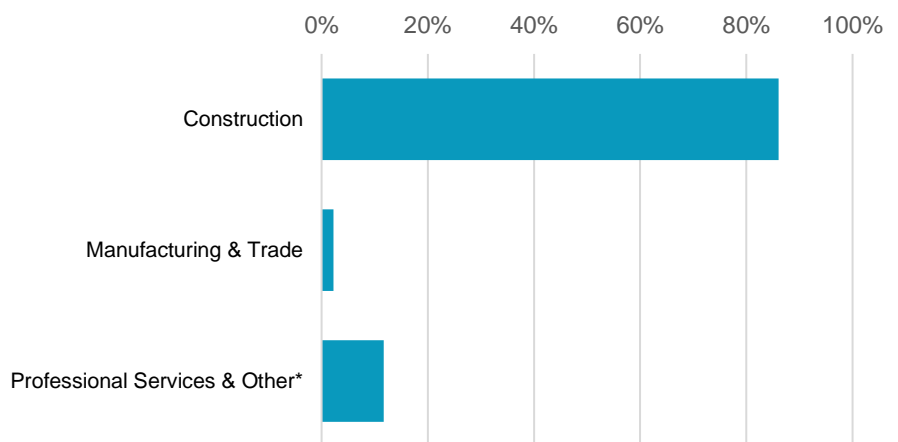
### 95.3% of WY EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **27%** of Wyoming's construction workforce

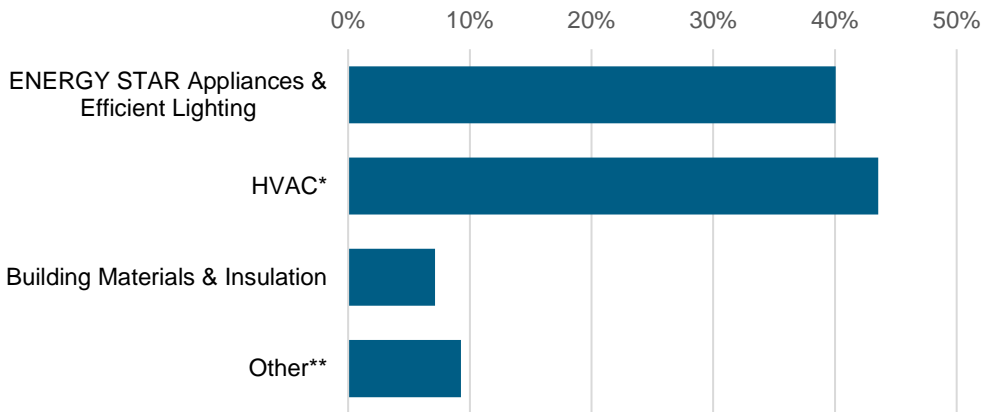


### What type of work do energy efficiency firms do?



\*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

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

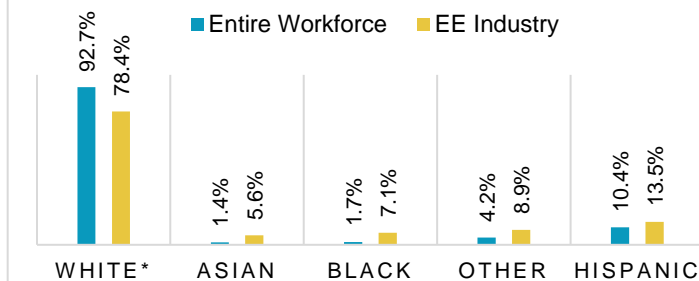


## How is EE doing on diversity in Wyoming?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one 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 Wyoming 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 Wyoming businesses.

### Wyoming EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

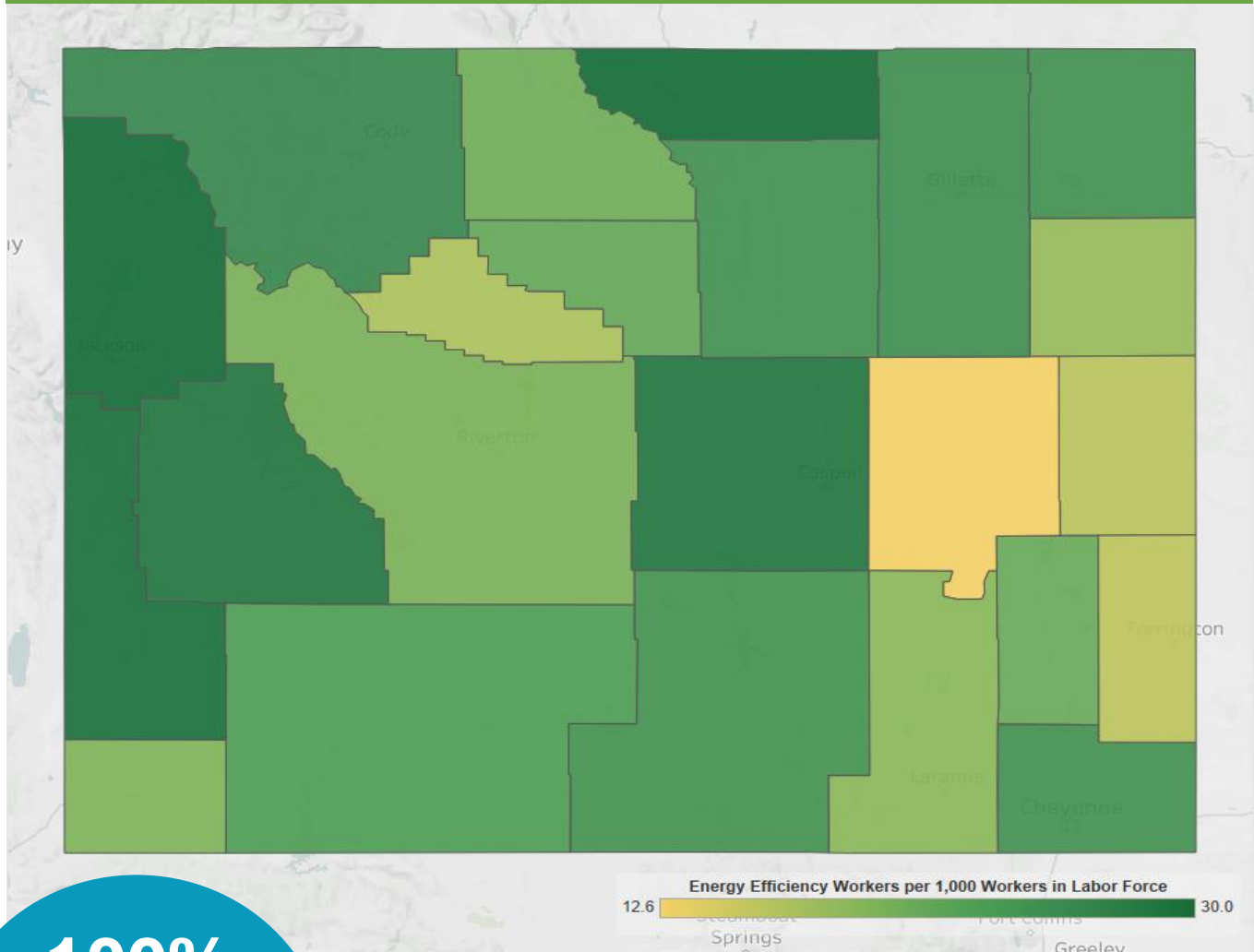
### Gender in the Wyoming EE Workforce



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.

# Energy Efficiency Jobs are Everywhere

## EE Jobs by County



**100%**  
of WY counties  
have energy  
efficiency workers

The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,939	Casper	1,131
		Cheyenne	1,178
		Rural	4,630



State Senate							
District	Jobs		District	Jobs		District	Jobs
1	560		11	833		21	465
2	217		12	80		22	89
3	105		13	<10		23	<10
4	879		14	168		24	<10
5	<10		15	71		25	154
6	180		16	688		26	165
7	<10		17	31		27	845
8	<10		18	505		28	<10
9	336		19	78		29	39
10	<10		20	353		30	56

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	72		21	106		41	420
2	210		22	101		42	<10
3	470		23	30		43	<10
4	71		24	311		44	<10
5	<10		25	163		45	<10
6	30		26	75		46	<10
7	849		27	61		47	76
8	<10		28	280		48	<10
9	<10		29	<10		49	<10
10	190		30	60		50	15
11	<10		31	<10		51	15
12	<10		32	15		52	<10
13	325		33	155		53	160
14	<10		34	<10		54	<10
15	84		35	818		55	<10
16	572		36	<10		56	<10
17	414		37	300		57	<10
18	40		38	<10		58	38
19	68		39	<10		59	<10
20	130		40	86		60	<10



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