

# Montana

## Energy Efficiency Jobs in America

8,518  
Total Jobs

### What are EE jobs?

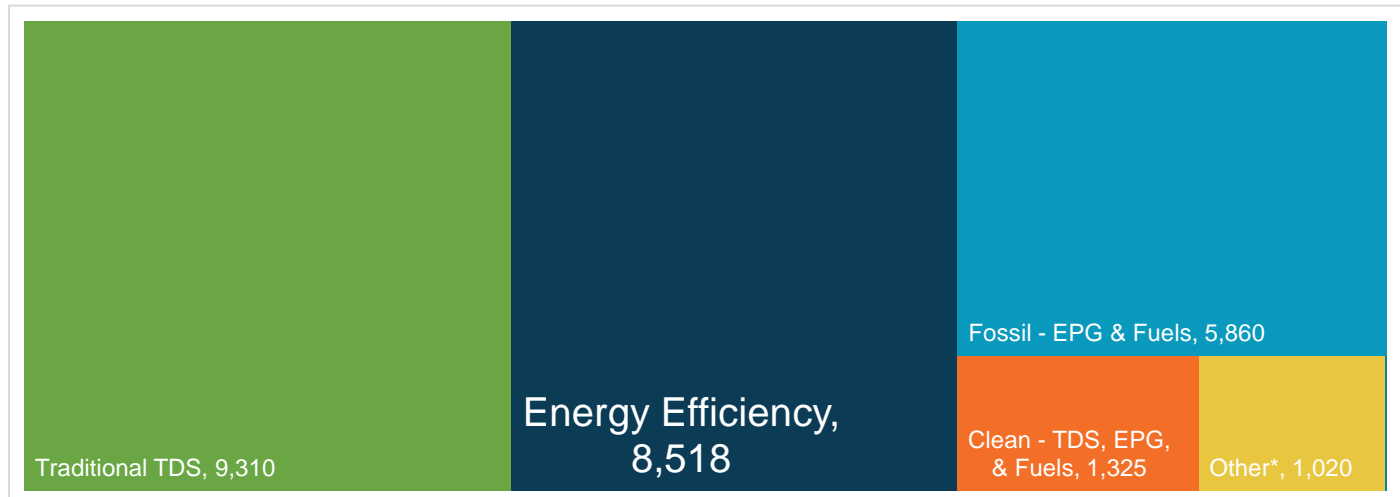
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### 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.
- **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 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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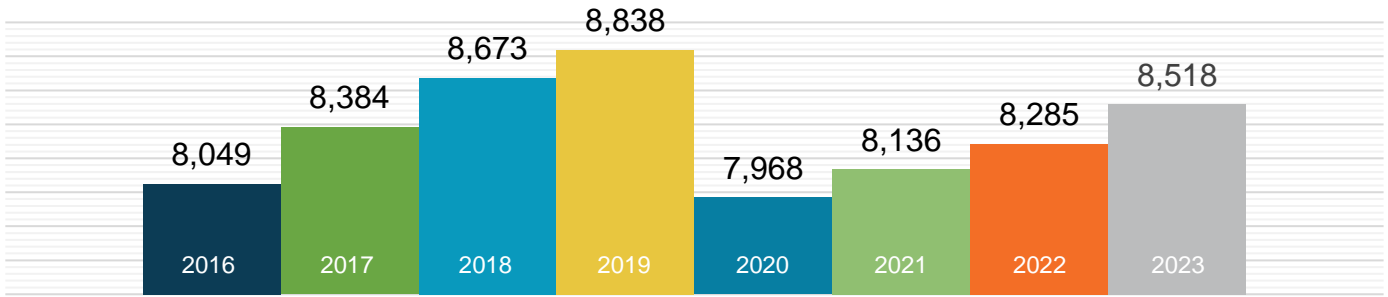


**E4** THE FUTURE

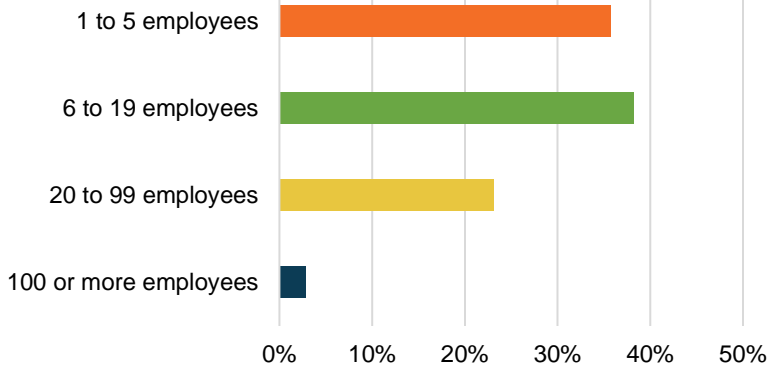
Updated April 2025

## What does EE look like in Montana?

### EE Workers Employed in MT



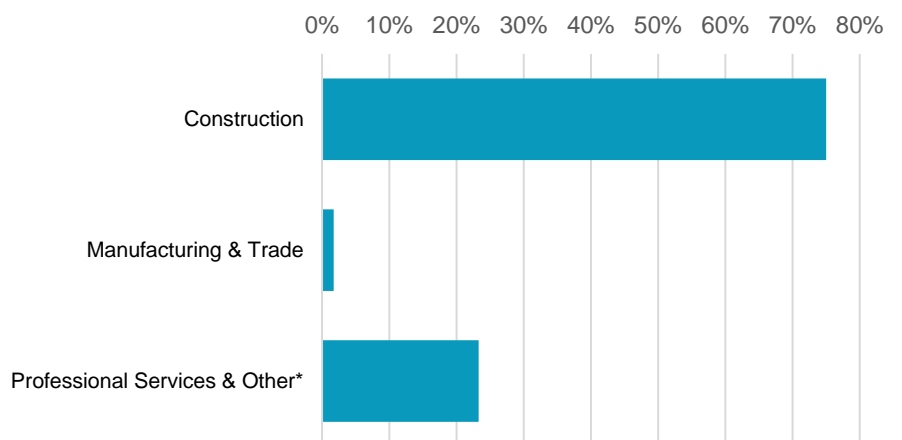
### 97.1% of MT EE Businesses Have Fewer Than 100 Employees



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

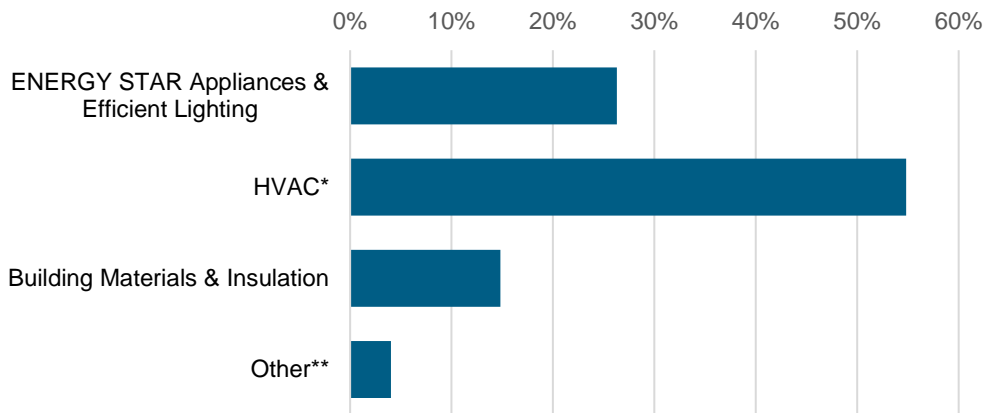


### What type of work do energy efficiency firms do?



\*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**

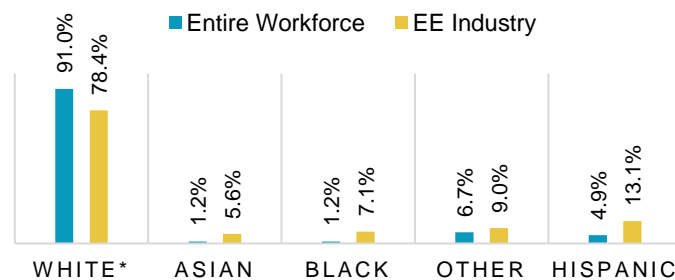


## How is EE doing on diversity in Montana?

*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.

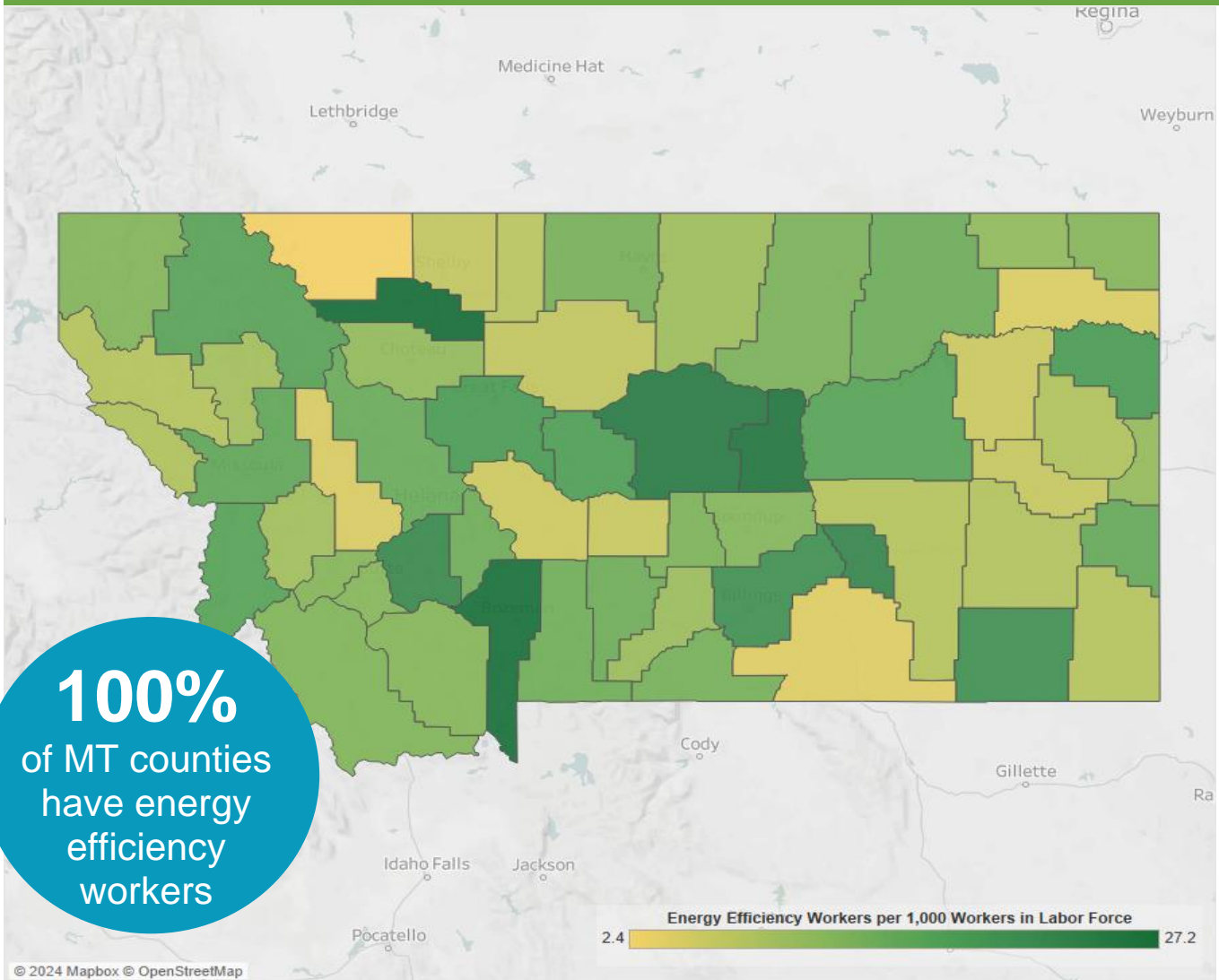
## Gender in the Montana EE Workforce



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



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)

