

# California

## Energy Efficiency Jobs in America

302,176

Total Jobs

### What are EE jobs?

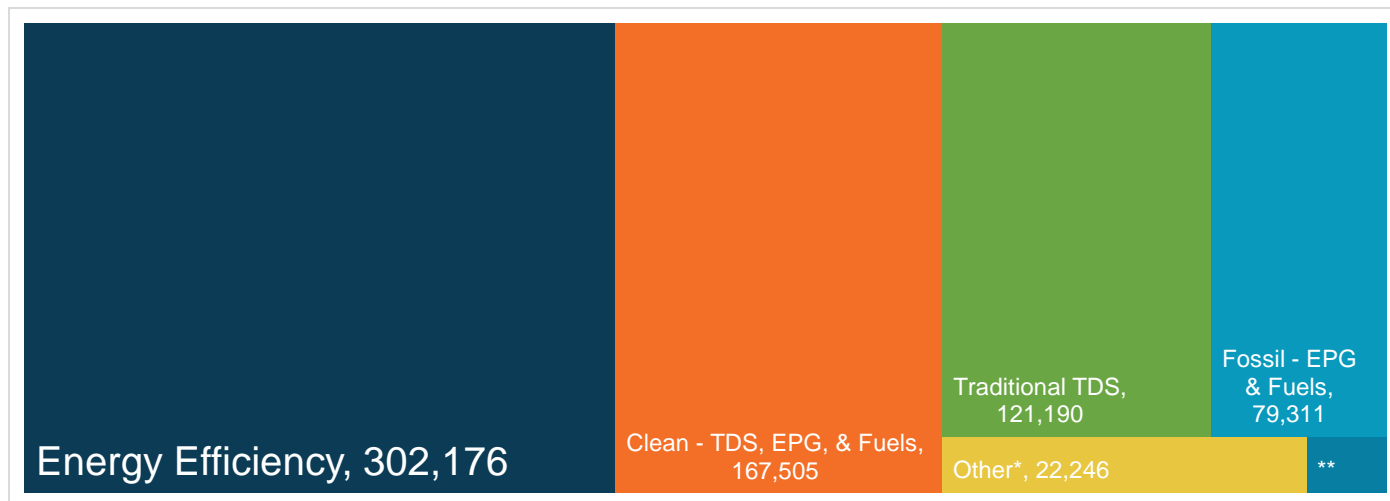
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **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 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:

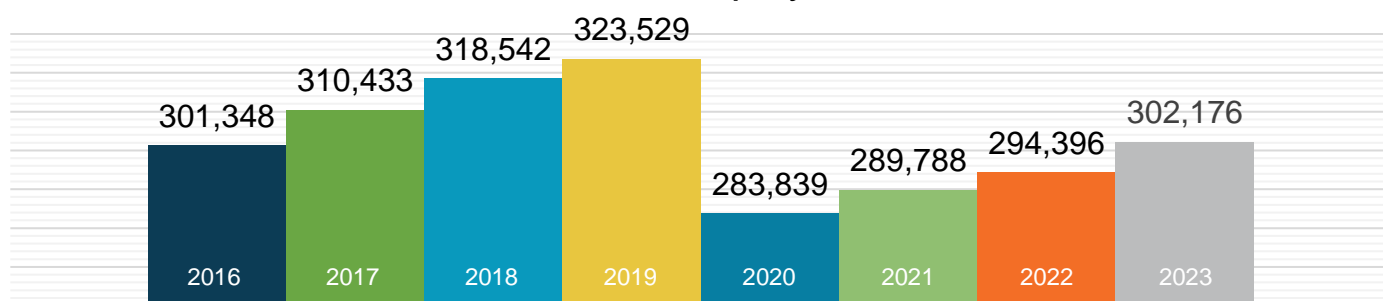


**E4** THE FUTURE

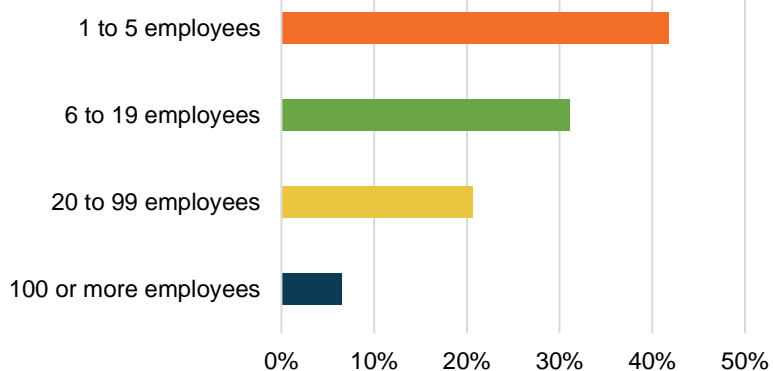
Updated April 2025

## What does EE look like in California?

### EE Workers Employed in CA



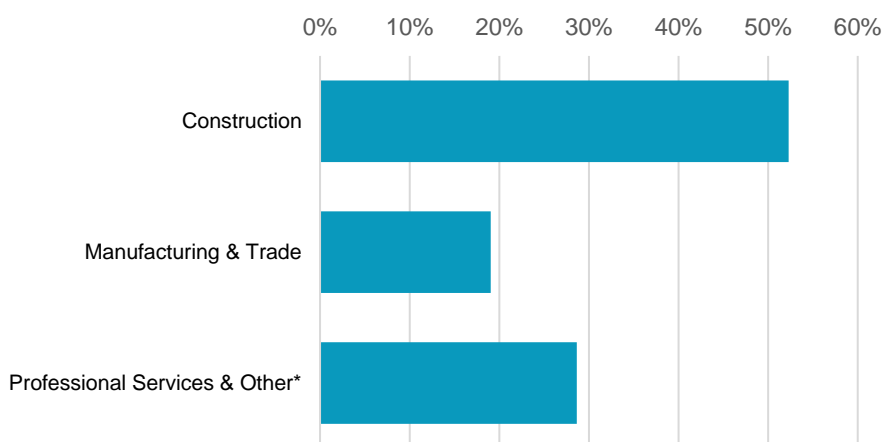
### 93.5% of CA EE Businesses Have Fewer Than 100 Employees



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

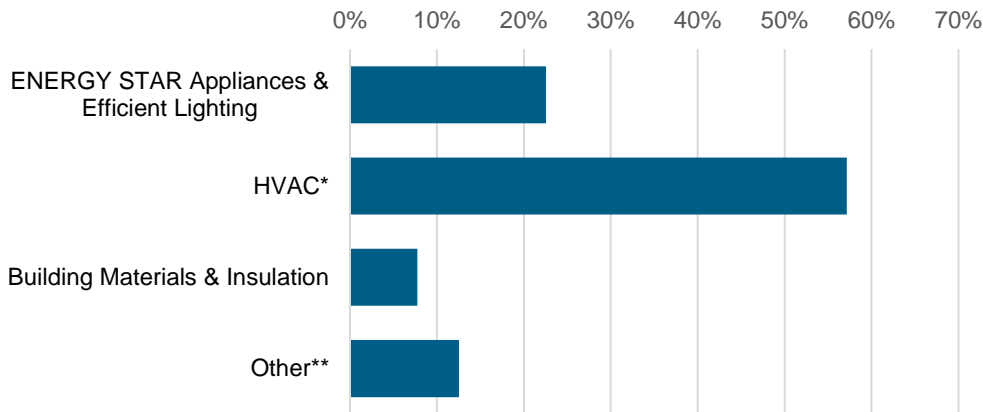


### What type of work do energy efficiency firms do?



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

## What energy efficiency sectors employ the most workers?



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

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

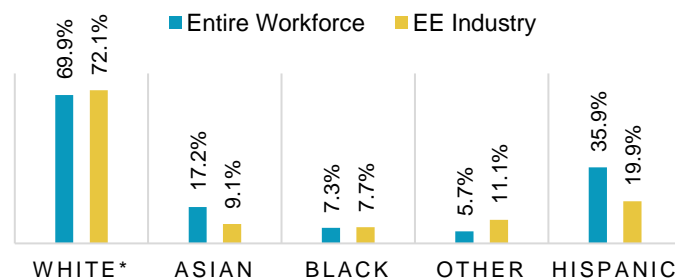


## How is EE doing on diversity in California?

*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 California communities are represented in the EE sector.*

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

## California EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

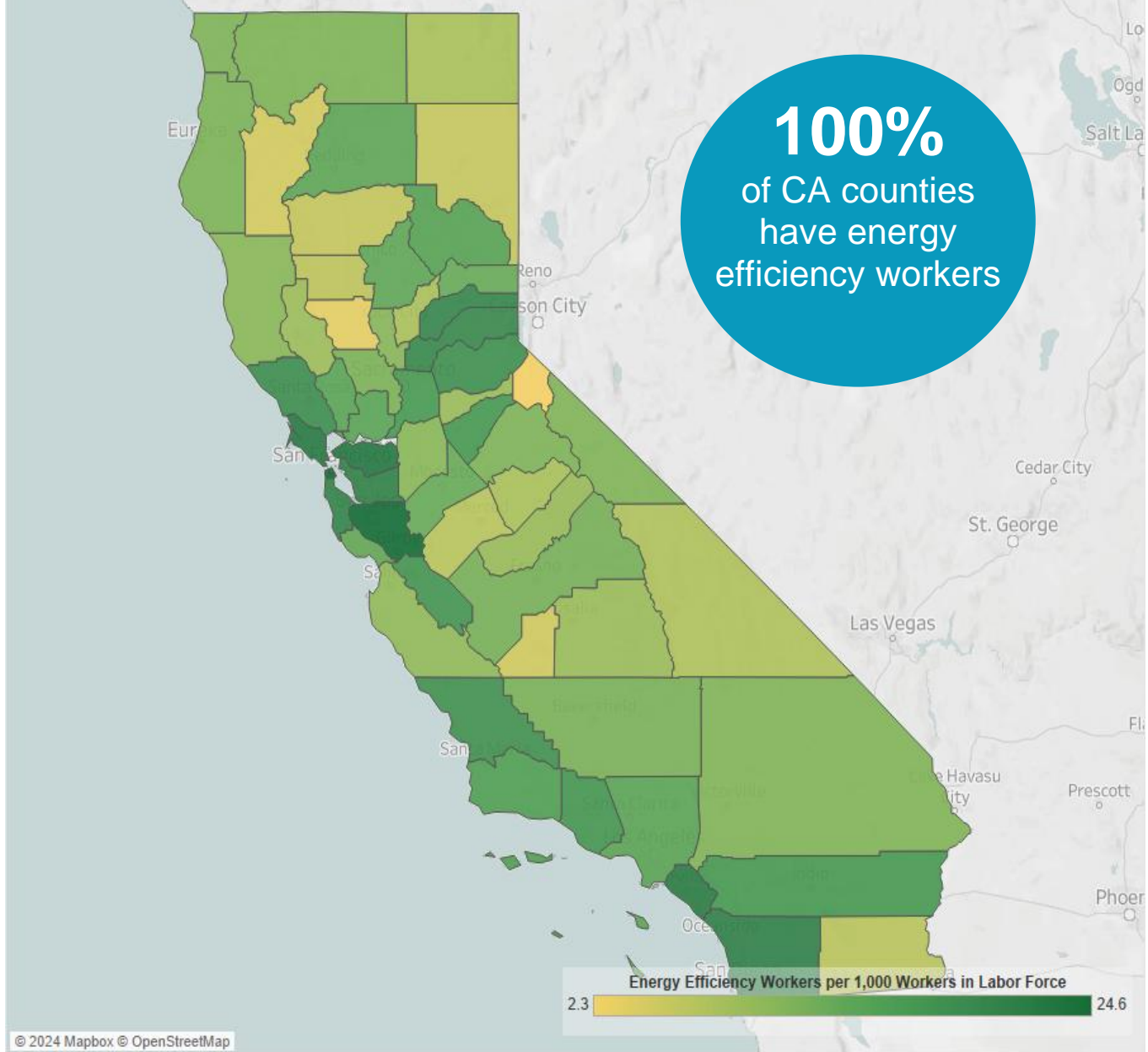
## Gender in the California EE Workforce



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
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		



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)

