

# Massachusetts

## Energy Efficiency Jobs in America

83,893  
Total Jobs

### What are EE jobs?

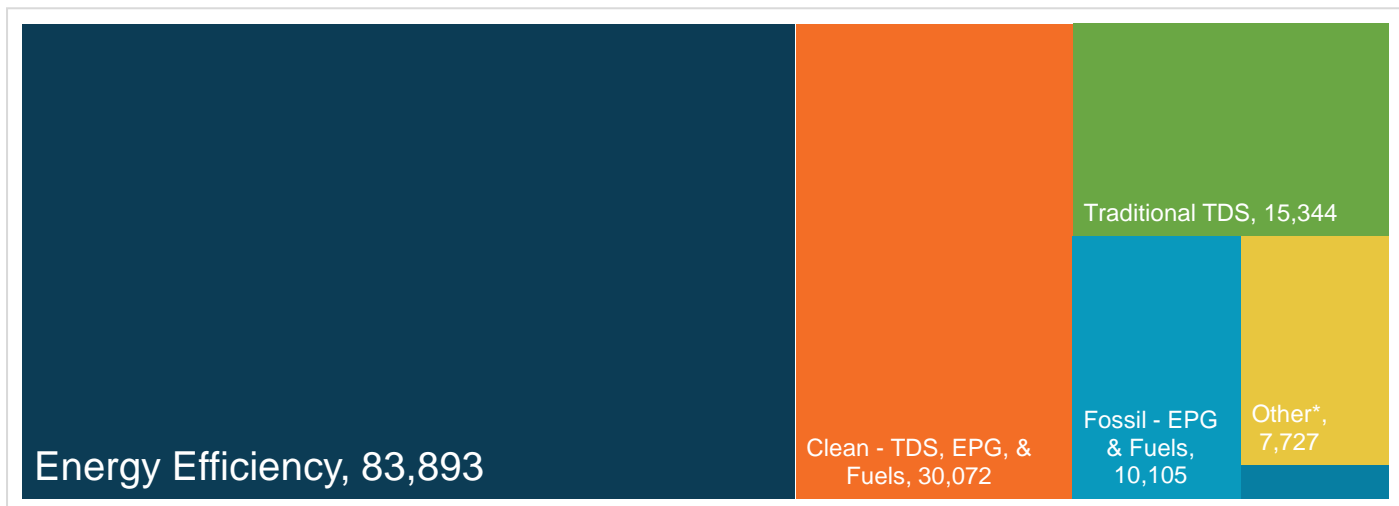
*Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### 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 Massachusetts?

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



TDS = Transmission, Distribution & Storage

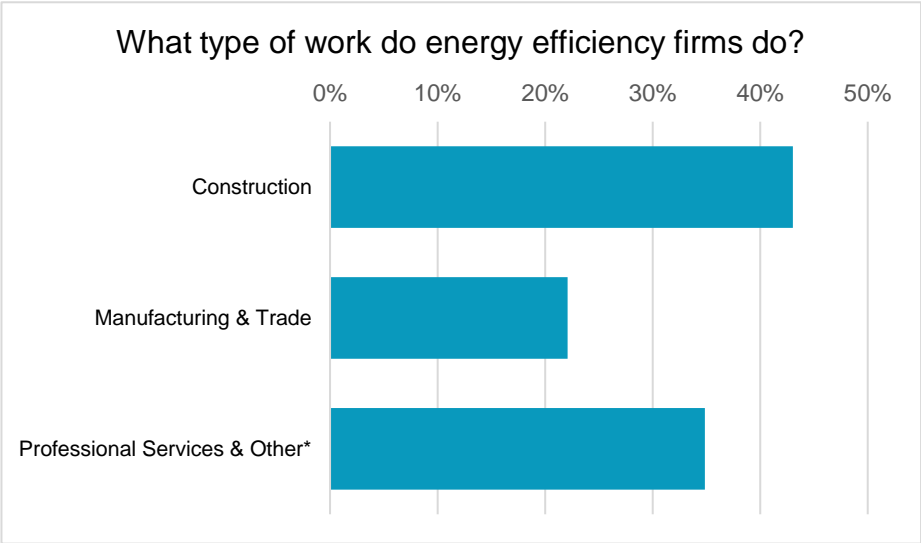
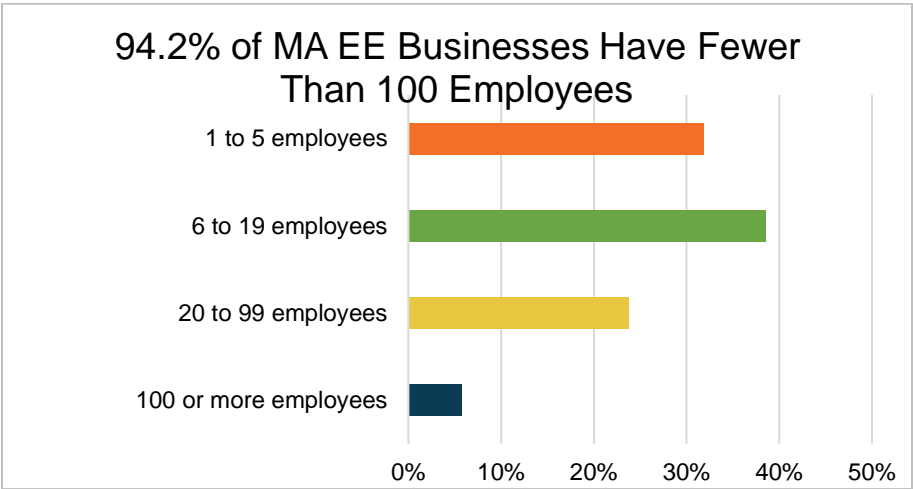
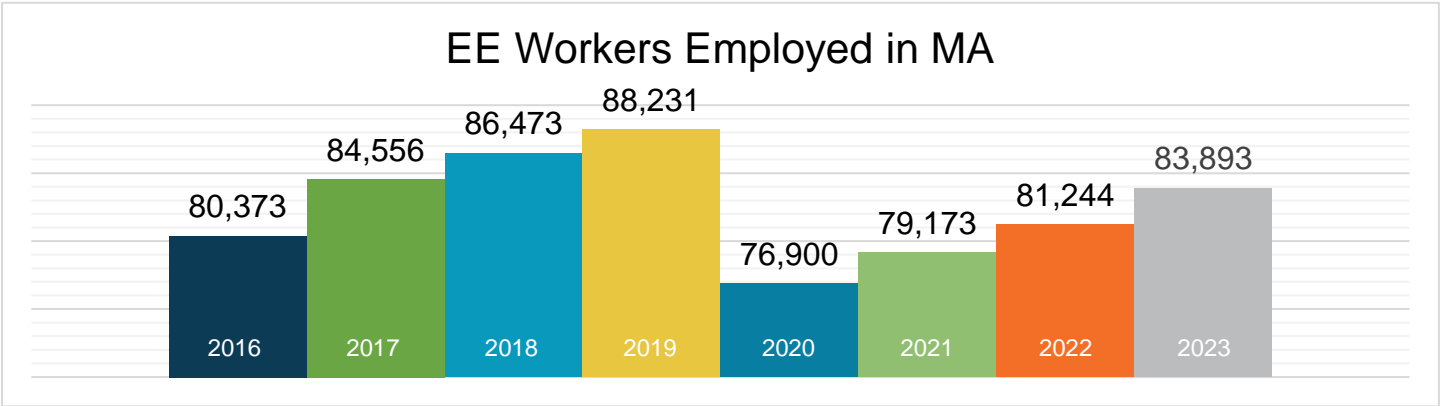
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,130

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



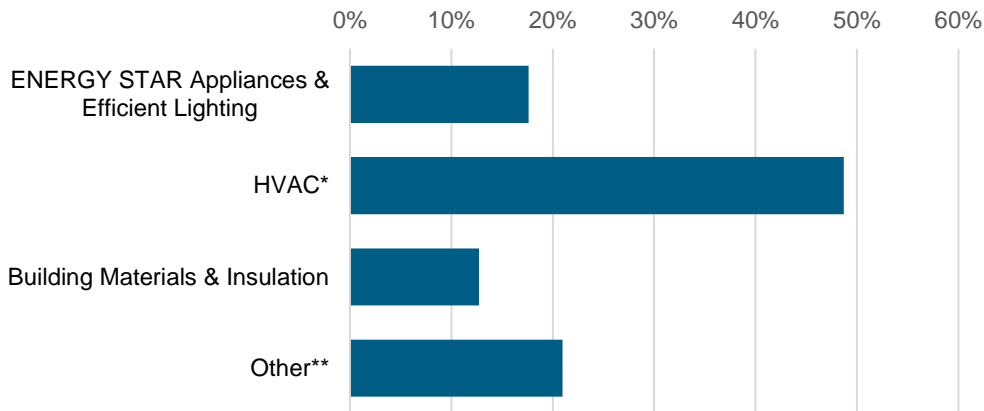
What does EE look like in Massachusetts?



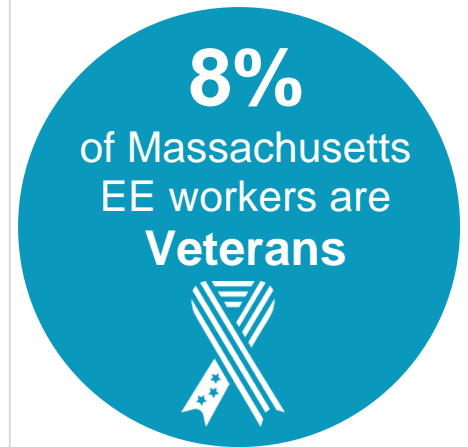
\*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.



## 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

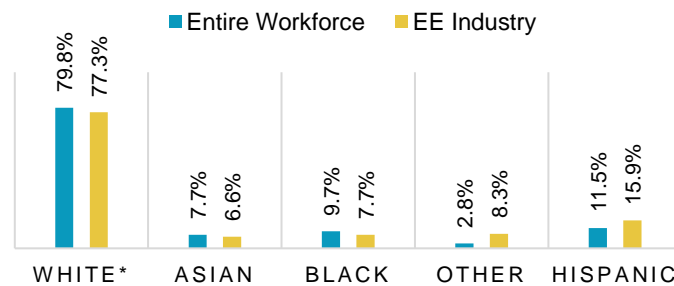


## How is EE doing on diversity in Massachusetts?

*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 Massachusetts 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 Massachusetts businesses.

### Massachusetts EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

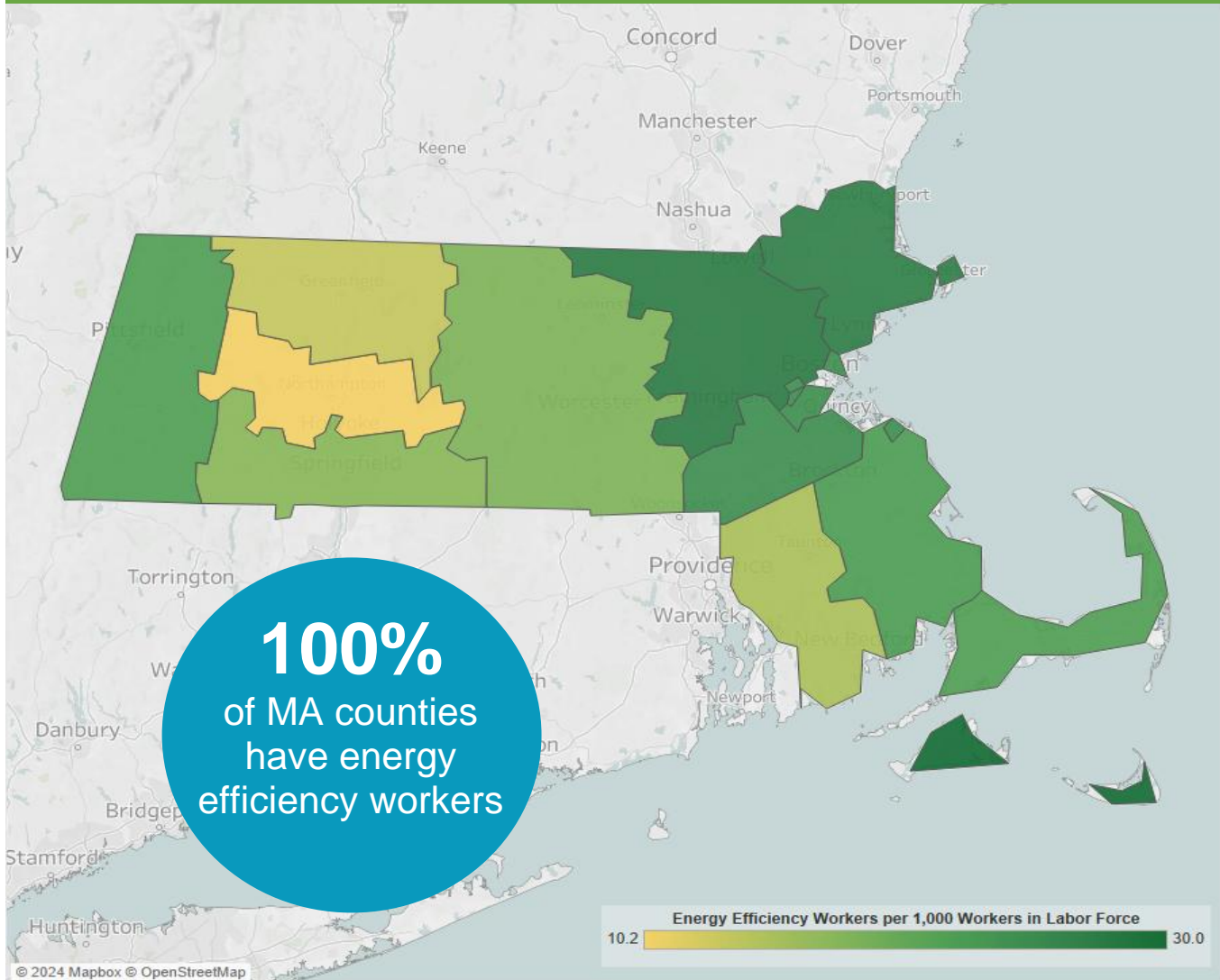
### Gender in the Massachusetts EE Workforce



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	3,929	Barnstable Town	1,959
2	6,906	Boston-Cambridge-Newton	64,189
3	10,841	Pittsfield	1,274
4	7,942	Providence-Warwick	3,445
5	12,111	Springfield	4,185
6	11,377	Worcester	6,380
7	12,232	Rural	2,461
8	10,689		
9	7,866		

## 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





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)

