

Massachusetts

Energy Efficiency Jobs in America

86,920
Total Jobs

What are EE jobs?

Jobs that reduce energy use by improving efficiency in 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, as well as 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 to other energy sectors in Massachusetts?

Energy efficiency is the largest energy sector in Massachusetts.



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

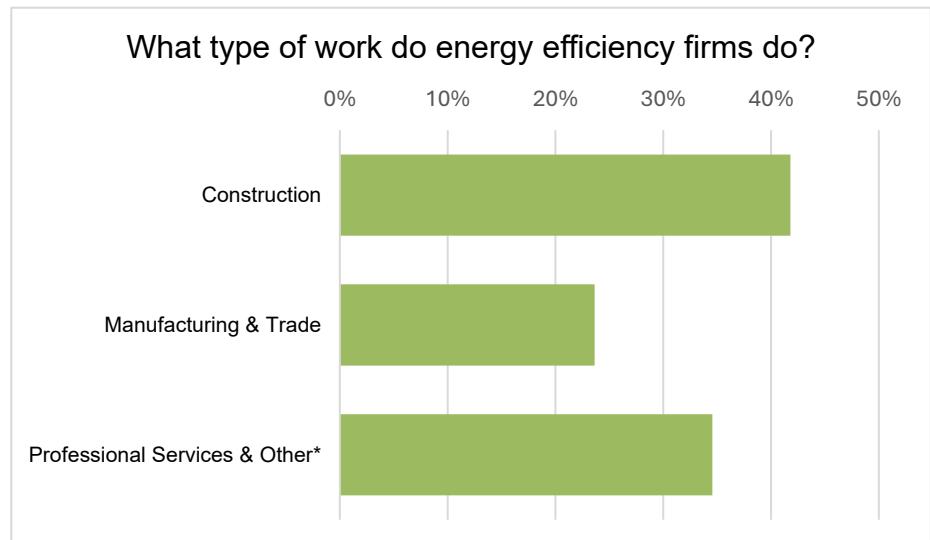
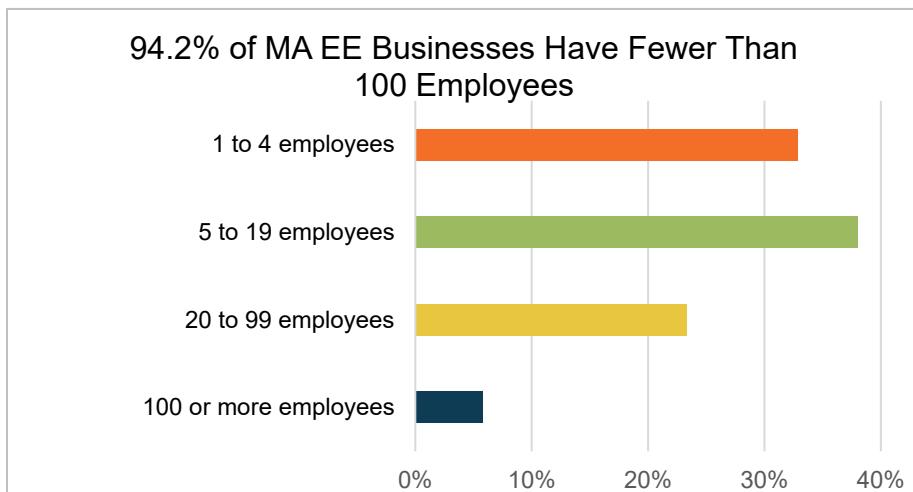
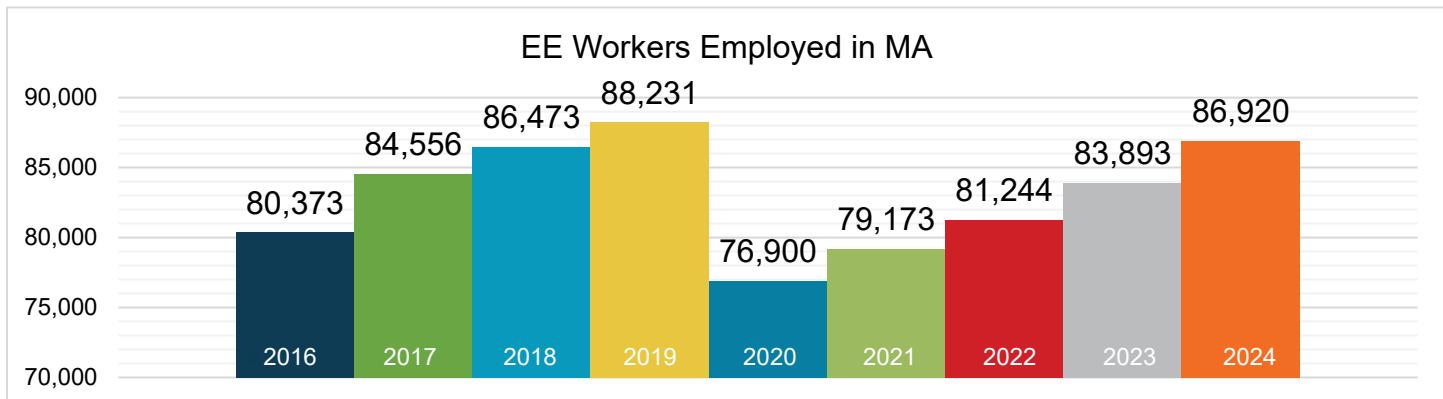
**Nuclear - EPG & Fuels = 1,123

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

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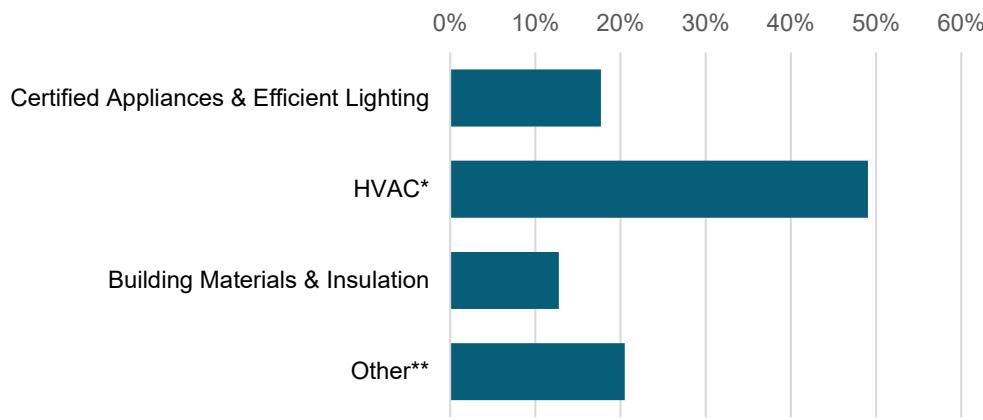


What does EE look like in Massachusetts?



*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

**Other includes energy audits, building certifications, and software services

8%
of Massachusetts
EE workers are
veterans



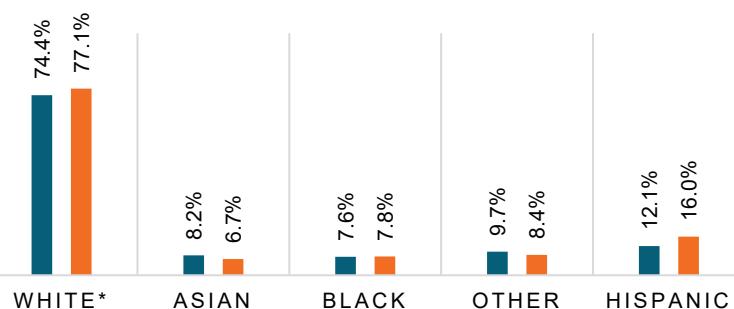
How representative is the EE workforce in Massachusetts?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Massachusetts's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Massachusetts can help ensure energy efficiency careers are accessible to all.

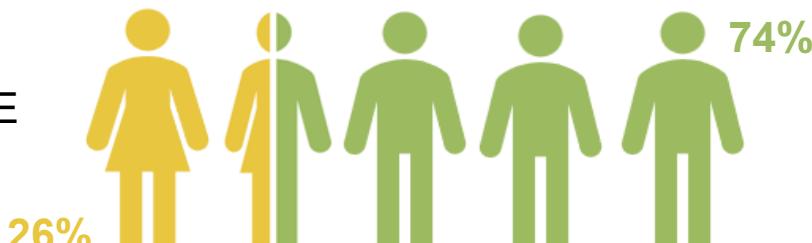
Massachusetts EE Industry by Race and Ethnicity

■ Entire Workforce ■ EE Industry



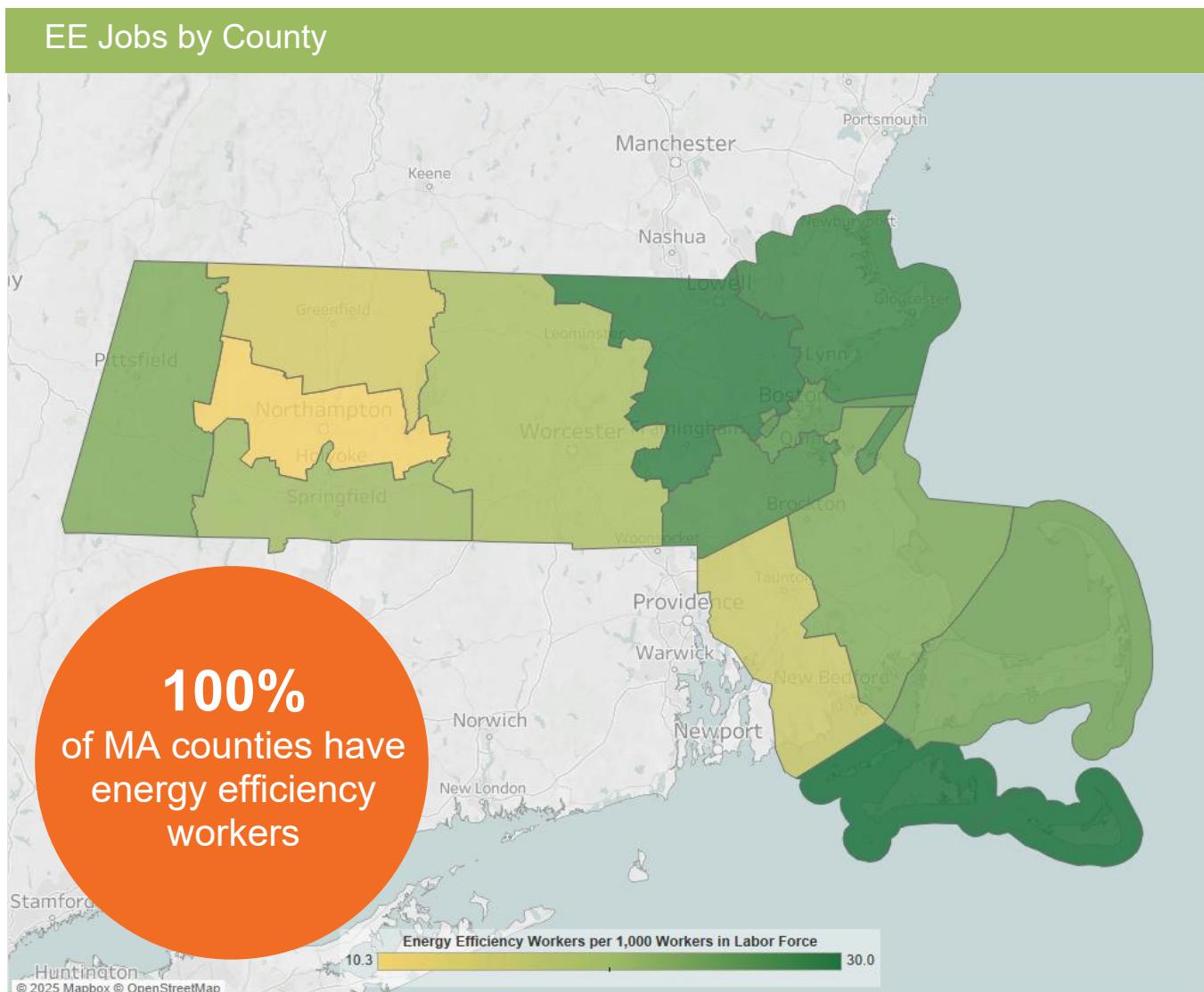
*Includes non-Hispanic and Hispanic whites.

Gender in the Massachusetts EE Workforce



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

Energy efficiency jobs are everywhere



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/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,517	Barnstable Town	2,109
2	6,167	Boston-Cambridge-Newton	66,205
3	10,270	Pittsfield	1,290
4	7,391	Providence-Warwick	3,491
5	13,054	Springfield	4,702
6	9,827	Worcester	6,590
7	16,957	Rural	2,532
8	10,046		
9	6,692		

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
Berkshire-Hampden-Franklin-Hampshire	2,584	First Middlesex	1,118	First Essex and Middlesex	2,797	First Plymouth and Norfolk	1,610
Hampden and Hampshire	2,580	Middlesex and Worcester	926	Second Essex	931	Norfolk and Plymouth	2,689
Hampden	2,050	Middlesex and Norfolk	2,518	Fifth Middlesex	3,527	Norfolk-Plymouth-Bristol	1,775
Hampden-Hampshire-Worcester	1,965	Norfolk-Worcester-Middlesex	4,192	Third Essex	1,555	Second Plymouth and Norfolk	1,727
Hampshire-Franklin-Worcester	960	Third Middlesex	3,170	Third Suffolk	1,546	Bristol and Norfolk District	1,125
Worcester and Hampshire	1,829	Fourth Middlesex	3,438	Middlesex and Suffolk	2,975	Third Bristol and Plymouth	2,243
Worcester and Hampden	1,195	Norfolk and Middlesex	2,526	Second Middlesex	5,631	First Bristol and Plymouth	1,415
Second Worcester	1,203	Norfolk and Suffolk	4,154	Suffolk and Middlesex	850	Second Bristol and Plymouth	1,176
First Worcester	1,231	First Essex	2,354	Second Suffolk	1,724	Plymouth and Barnstable	2,365
Worcester and Middlesex	2,424	Second Essex and Middlesex	2,855	First Suffolk	1,321	Cape and Islands	2,664



State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1st Barnstable	578	1st Franklin	381	26th Middlesex	366	8th Suffolk	722
2nd Barnstable	677	2nd Franklin	833	27th Middlesex	333	9th Suffolk	222
3rd Barnstable	695	1st Hampden	626	28th Middlesex	347	11th Suffolk	430
4th Barnstable	609	2nd Hampden	455	30th Middlesex	341	12th Suffolk	137
5th Barnstable	657	3rd Hampden	607	31st Middlesex	278	19th Suffolk	400
Barnstable-Dukes-Nantucket	862	4th Hampden	545	32nd Middlesex	432	1st Worcester	<10
1st Berkshire	745	5th Hampden	746	36th Middlesex	316	3rd Worcester	312
3rd Berkshire	537	6th Hampden	665	37th Middlesex	391	4th Worcester	120
1st Bristol	739	7th Hampden	609	1st Norfolk	464	6th Worcester	442
2nd Bristol	739	8th Hampden	708	2nd Norfolk	40	7th Worcester	187
3rd Bristol	644	9th Hampden	524	3rd Norfolk	402	8th Worcester	313
4th Bristol	1,240	12th Hampden	385	5th Norfolk	373	9th Worcester	698
5th Bristol	573	1st Hampshire	377	6th Norfolk	379	10th Worcester	470
6th Bristol	927	2nd Hampshire	386	7th Norfolk	505	11th Worcester	543
7th Bristol	610	3rd Hampshire	399	8th Norfolk	1,077	12th Worcester	87
8th Bristol	543	1st Middlesex	342	10th Norfolk	405	13th Worcester	403
9th Bristol	905	2nd Middlesex	222	11th Norfolk	597	14th Worcester	289
10th Bristol	520	3rd Middlesex	310	12th Norfolk	516	15th Worcester	635
11th Bristol	676	4th Middlesex	595	13th Norfolk	690	16th Worcester	94
12th Bristol	704	5th Middlesex	209	14th Norfolk	409	17th Worcester	549
13th Bristol	770	6th Middlesex	1,002	15th Norfolk	615	18th Worcester	110
14th Bristol	454	7th Middlesex	1,146	1st Plymouth	871	19th Worcester	44
1st Essex	631	8th Middlesex	1,096	2nd Plymouth	462		
2nd Essex	909	9th Middlesex	1,018	3rd Plymouth	<10		
3rd Essex	856	10th Middlesex	669	4th Plymouth	325		
4th Essex	816	11th Middlesex	1,186	5th Plymouth	379		
5th Essex	945	12th Middlesex	1,088	6th Plymouth	271		
6th Essex	1,104	13th Middlesex	1,209	7th Plymouth	853		
7th Essex	768	14th Middlesex	677	8th Plymouth	385		
8th Essex	496	15th Middlesex	631	9th Plymouth	319		
9th Essex	1,102	16th Middlesex	948	10th Plymouth	274		
10th Essex	457	17th Middlesex	529	11th Plymouth	592		
11th Essex	1,022	19th Middlesex	1,528	12th Plymouth	167		
12th Essex	747	20th Middlesex	891	2nd Suffolk	212		
13th Essex	406	21st Middlesex	1,449	3rd Suffolk	373		
14th Essex	256	22nd Middlesex	1,604	4th Suffolk	464		
16th Essex	198	23rd Middlesex	32	5th Suffolk	8,682		
17th Essex	553	24th Middlesex	450	6th Suffolk	685		
18th Essex	661	25th Middlesex	362	7th Suffolk	354		





The Building Performance Association (BPA) is a nonprofit industry association that serves as the hub for businesses, nonprofits, and government agencies working to make America's homes more energy-efficient, comfortable, healthy, and safe. Visit www.building-performance.org.



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

Data Source: Unless otherwise stated, all data are from the August 2025 U.S. Energy and Employment Report, 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.

