

California

Energy Efficiency Jobs in America

312,090
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 California?

Energy efficiency is the largest energy sector in California.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

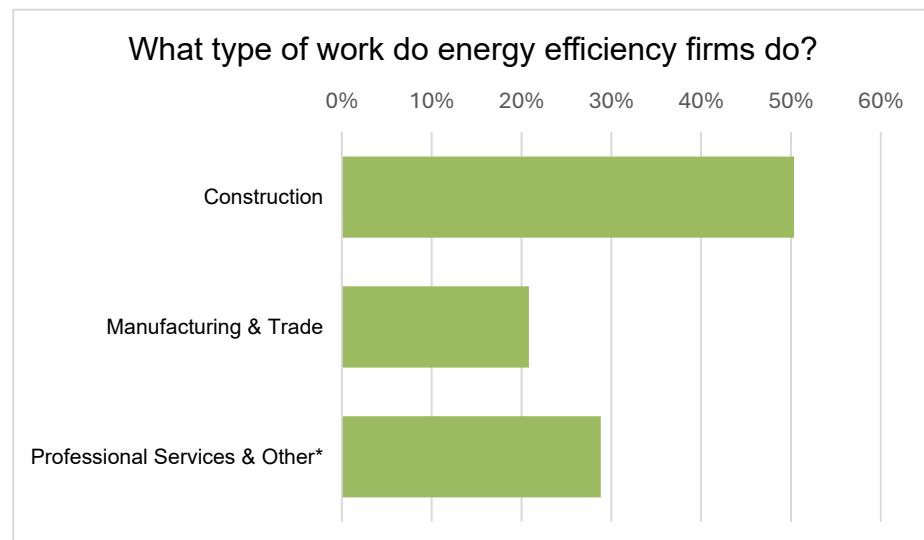
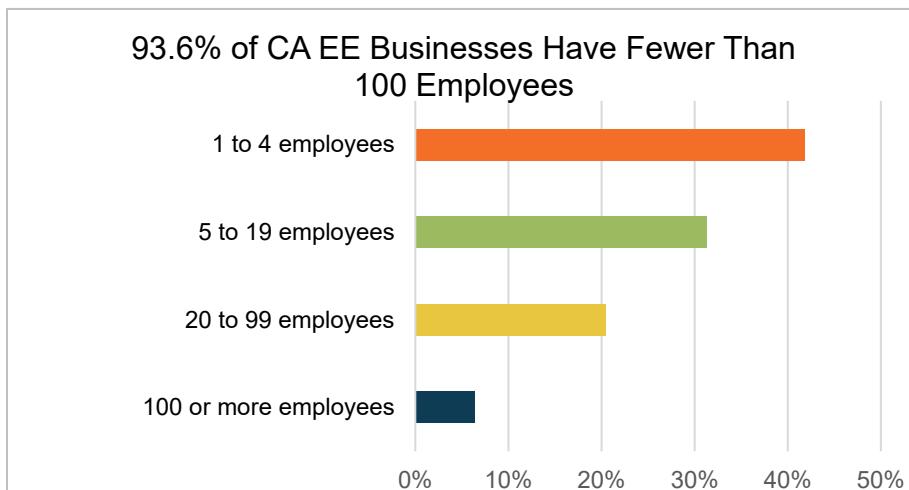
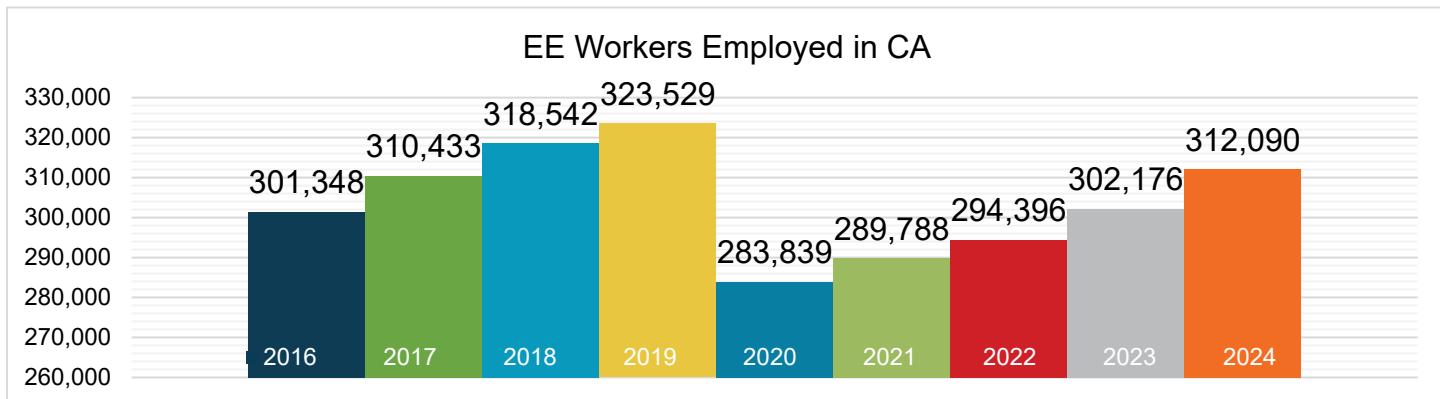
**Nuclear - EPG & Fuels = 4,912

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

Presented by:

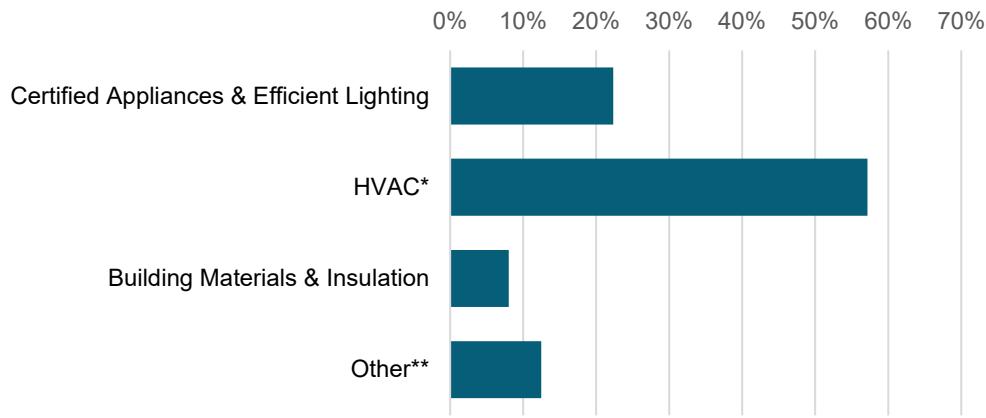


What does EE look like in California?



*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

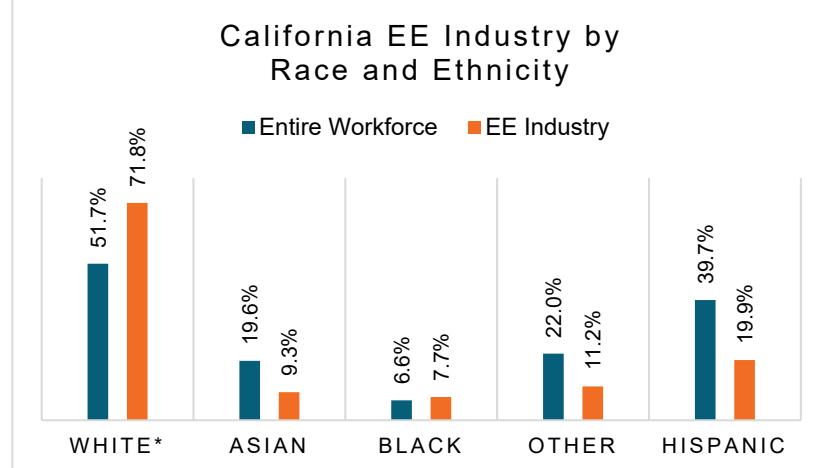
9%
of California
EE workers are
veterans



How representative is the EE workforce in California?

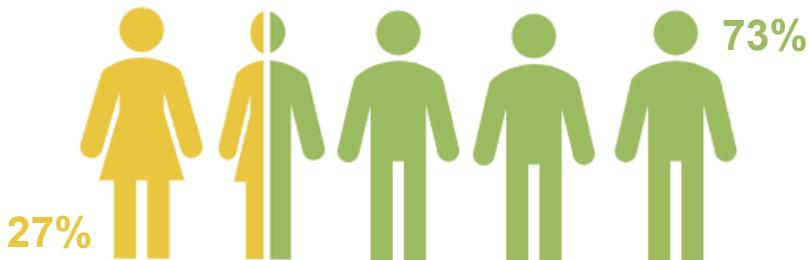
Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well California's EE workforce reflects the communities it serves and where gaps remain.

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



*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. Nonbinary gender data is missing from this document due to this limitation.

Energy efficiency jobs are everywhere

EE Jobs by County

100%
of CA counties have
energy efficiency
workers



Metropolitan Areas

Area	Jobs	Area	Jobs
Bakersfield	4,056	Salinas	1,749
Chico	1,085	San Diego-Carlsbad	32,746
El Centro	454	San Francisco-Oakland-Hayward	54,867
Fresno	5,184	San Jose-Sunnyvale-Santa Clara	28,650
Hanford-Corcoran	252	San Luis Obispo-Paso Robles-Arroyo Grande	2,146
Los Angeles-Long Beach-Anaheim	101,993	Santa Cruz-Watsonville	1,413
Madera	525	Santa Maria-Santa Barbara	3,276
Merced	569	Santa Rosa	3,941
Modesto	2,641	Stockton-Lodi	2,995
Napa	1,096	Vallejo-Fairfield	2,054
Oxnard-Thousand Oaks-Ventura	5,718	Visalia-Porterville	1,585
Redding	976	Yuba City	503
Riverside-San Bernardino-Ontario	23,494	Rural	10,163
Sacramento-Roseville-Arden-Arcade	17,959		

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	4,387	11	19,897	21	7,326	31	6,061
2	7,076	12	4,046	22	5,929	32	5,354
3	6,311	13	13,409	23	6,188	33	6,985
4	4,926	14	4,484	24	7,155	34	10,023
5	5,578	15	15,630	25	6,646	35	5,988
6	8,022	16	3,738	26	6,142	36	11,505
7	9,076	17	5,409	27	6,400	37	12,628
8	7,188	18	7,772	28	6,607	38	10,600
9	7,847	19	4,852	29	4,587	39	10,708
10	13,169	20	6,555	30	6,740	40	9,144

State Assembly

District	Jobs	District	Jobs	District	Jobs
1	2,715	31	2,425	61	3,196
2	3,143	32	2,137	62	3,141
3	1,822	33	1,479	63	2,796
4	2,875	34	2,788	64	3,808
5	4,370	35	2,425	65	3,348
6	3,800	36	2,083	66	3,320
7	3,855	37	3,526	67	5,206
8	2,319	38	3,385	68	6,291
9	2,076	39	2,579	69	3,044
10	4,075	40	3,672	70	4,548
11	2,582	41	2,835	71	4,239
12	4,270	42	3,420	72	6,076
13	1,969	43	3,373	73	5,982
14	4,104	44	3,233	74	5,620
15	3,861	45	2,074	75	4,852
16	4,914	46	3,391	76	5,180
17	10,893	47	2,698	77	4,753
18	4,972	48	3,281	78	4,733
19	9,005	49	3,301	79	5,667
20	4,850	50	2,442	80	5,030
21	6,137	51	3,045		
22	2,275	52	3,779		
23	6,531	53	2,678		
24	5,626	54	3,155		
25	7,330	55	3,310		
26	7,286	56	2,877		
27	1,903	57	3,368		
28	6,012	58	2,980		
29	3,052	59	4,931		
30	3,039	60	2,926		



Congressional			
District	Jobs	District	Jobs
1	3,058	27	5,251
2	5,498	28	4,767
3	6,041	29	5,278
4	5,093	30	5,046
5	3,580	31	5,085
6	6,019	32	4,417
7	5,564	33	3,718
8	4,764	34	4,961
9	3,075	35	3,720
10	6,061	36	5,391
11	16,020	37	5,293
12	7,797	38	5,402
13	2,903	39	4,763
14	7,704	40	8,889
15	10,014	41	4,023
16	11,186	42	4,808
17	10,629	43	4,919
18	7,546	44	5,080
19	6,469	45	8,365
20	2,647	46	8,906
21	3,958	47	8,918
22	3,420	48	7,140
23	3,308	49	7,977
24	5,747	50	7,688
25	3,950	51	7,343
26	5,187	52	7,703



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.

