

California

Energy Efficiency Jobs in America

312,090
Total Jobs

What are EE jobs?

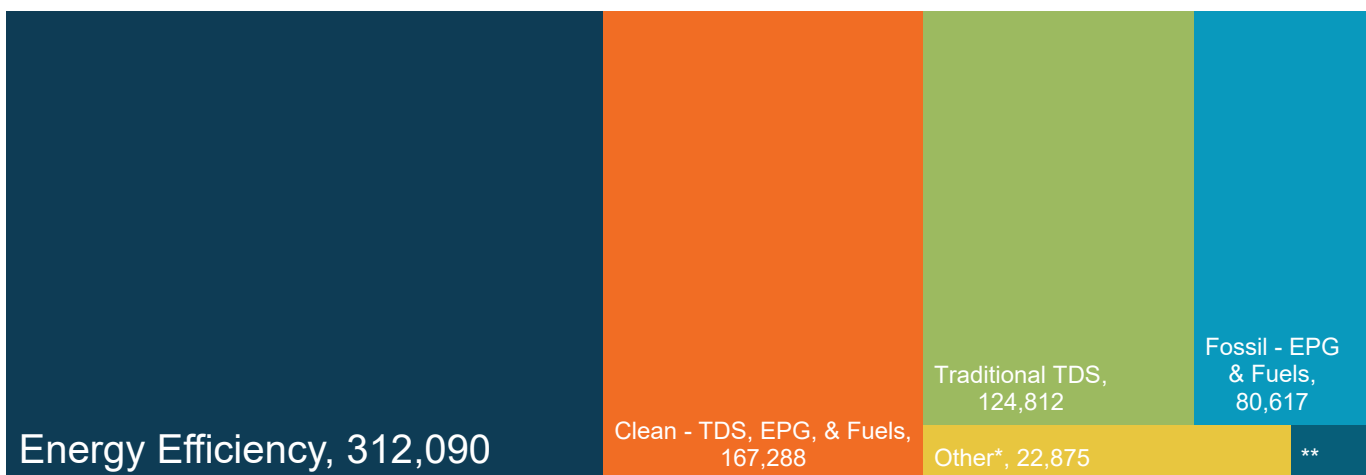
Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.

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

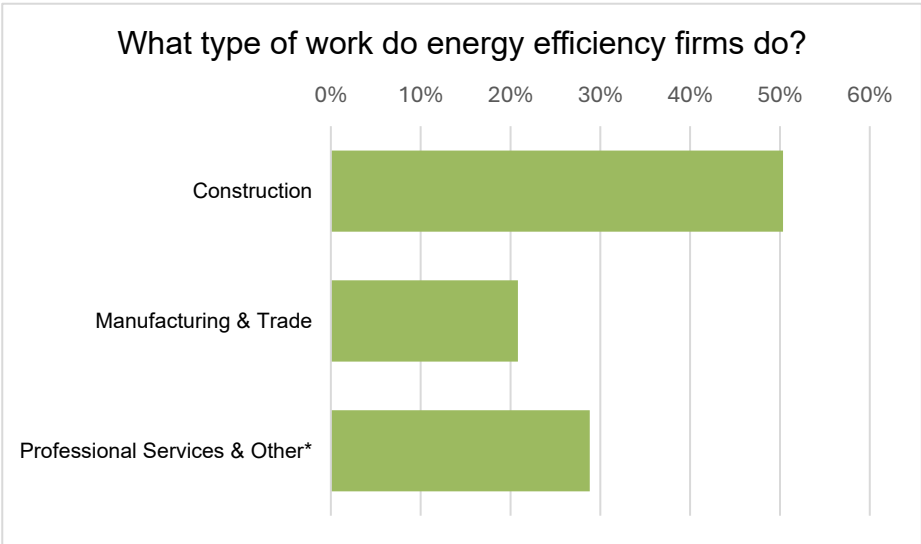
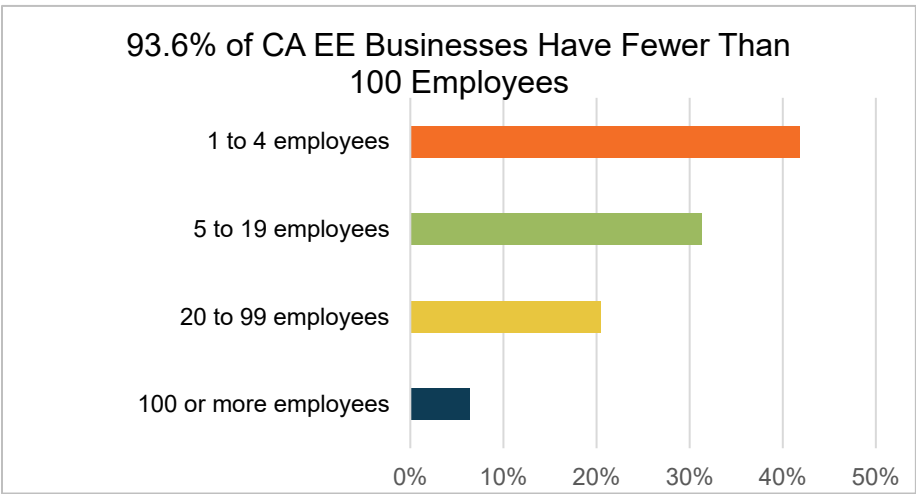
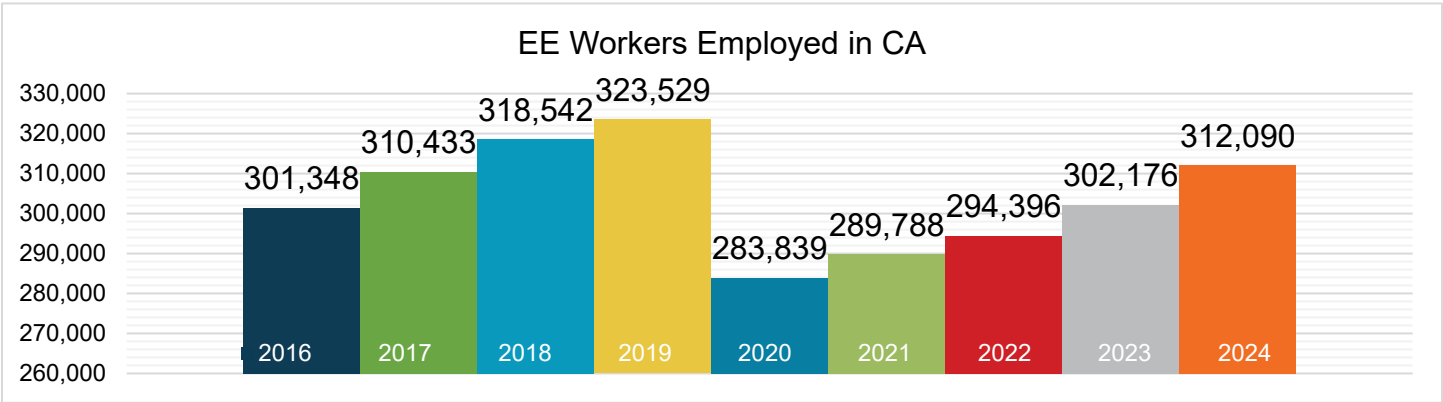
**Nuclear - EPG & Fuels = 4,912

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

Presented by:



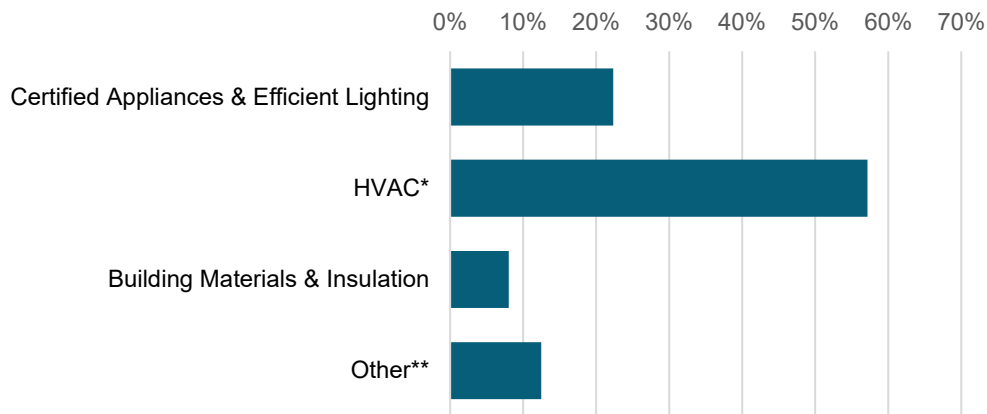
What does EE look like in California?



*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

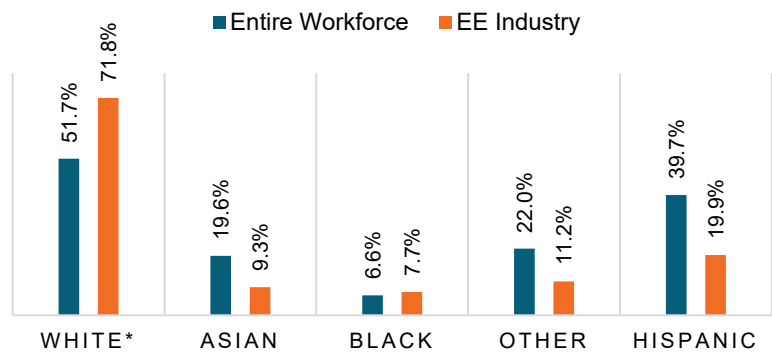


How representative is the EE workforce in California?

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.

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. Nonbinary 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	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.

