

ENERGY SPECIALIST

REGISTERED APPRENTICESHIP PROGRAM



EMPLOYER RECRUITMENT, ONBOARDING, AND RETENTION GUIDE

MISSION

Train new and prospective workers in modern workforce skills to become Energy Auditors/Analysts, Home Performance Consultants, or Building Science Specialists.

About the Energy Specialist Registered Apprenticeship Program (RAP)

What Is the Energy Specialist Apprenticeship?

The Energy Specialist RAP prepares workers with the knowledge, skills, and abilities to conduct energy audits of homes and buildings—making them safer, healthier, and more efficient. This Department of Labor (DOL)-approved program gives employers a structured, turnkey workforce pipeline.



Alternate Job Titles:

- **Energy Auditor/Analyst**
- **Home Performance Consultant**
- **Building Science Specialist**
- **Energy Advisor/Rater**
- **Energy Consultant**
- **Home Energy Inspector**
- **Quality Control Inspector**



Program Overview:

- **O*NET-SOC Code: 47-4011.01**
- **RAPIDS Code: 2005HY**
- **Existing Title: Energy Auditor and Analyst**
- **Apprenticeship Type: Hybrid**
- **Duration: 1 to 1.25 years**
- **On-the-Job Learning: 2,000–2,520 hours**
- **Related Technical Instruction: 164 hours**
- **Apprentice-to-Journeyworker Ratio: 1:1**
- **Probationary Period: 13 weeks**

Phase 1: Recruitment

The Building Performance Association (BPA) provides employers with the technical assistance to build a sustainable apprenticeship program from start to finish. This includes program design, outreach, record maintenance, and much more, allowing businesses to focus on day-to-day operations.

How Does BPA Support Recruitment?



- Direct outreach to employers, nonprofits, and job seekers
- Connections to pre-apprenticeship programs
- Links to Weatherization Assistance Program (WAP) grantees and contractors
- Partnerships with state workforce agencies, community colleges, and utilities
- Non-discriminatory selection procedures

What Are Employer Requirements?



- Register as a sponsor with appropriate state or Federal agency
- Designate a qualified journeyworker or mentor
- Mentor must hold appropriate credentials
- Mentor guides apprentice through first year of apprenticeship to completion
- Provide at least one wage increase during the term of the apprenticeship

Please note: Every state has different paperwork that needs to be completed in order to prove these requirements.

Who Are Eligible Employers?



- WAP grantees
- Energy efficiency contracting businesses
- Community action agencies
- Utilities and building performance contractors

What Are Employer Incentives?



- Tax credits to offset onboarding and wage costs
- Grants available to offset training expenses
- Earn-while-you-learn reduces hiring risk
- Build a qualified, credentialed local workforce

Phase 2: Onboarding & Training

BPA believes onboarding and training are essential to setting apprentices up for success. A strong onboarding process introduces apprentices to program expectations, workplace practices, and safety standards while connecting them to qualified mentors.

Apprentice Wage Schedule

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate.

Period	Length	% of Journeyworker Rate
Period 1	0-6 Months	83%
Period 2	7-12 Months	98%
Completion	Exit Wage	100%



Example 12-Month Training Schedule

Apprentices gain hands-on experience by working alongside an experienced journeyworker while completing flexible online or in-person technical training. There's also no loss in production time, as employees continue working their regular hours while training new apprentices.

MONTH	On-the-Job Learning (OJL) Task	Goal	RTI Course (Hours)
Month 1 (Starting Wage)	Orientation, onboarding assessment, introductions to staff and business operations	Exposure to all aspects of business working directly with journeyworker	Building Science Principles (12 hrs)
Month 2	On-the-job technical training in various aspects of the business	Understand impacts of health and safety on a home or building	Healthy Homes Principles, Mold/Moisture (12 hrs)
Month 3	Perform diagnostic testing and understand analytical procedures	Utilize various tools safely to analyze and diagnose a home or building	Combustion Safety, Infiltration, & Duct Leakage Testing (12 hrs)
Month 4	Data collection, field operations, work scope design, customer communications, utility usage analysis	-	Energy Auditing Fundamentals (16 hrs)
Month 5	Inspect and evaluate homes or buildings to identify opportunities to improve efficiency, comfort, and safety	Occupational health and safety including confined spaces and workplace safety	12 hrs
Month 6	Energy modeling, computer literacy, and project management software	Calculate energy savings, improvements to comfort, health, and safety; create reports	32 hrs



**BUILDING
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Example 12-Month Training Schedule

Continued

MONTH	On-the-Job Learning (OJL) Task	Goal	RTI Course (Hours)
Month 7	Inspect and evaluate for potential upgrades	Identify HVAC, insulation, water heating, lighting, appliances, and renewable energy systems	16 hrs
Month 8	Analyze technical feasibility of building systems; financial analysis and reporting	-	16 hrs
Month 9	Advanced client education, sales, and internal customer communication skills	-	18 hrs
Month 10	Codes, standards, regulations; building certifications; utility and income eligibility program alignment	-	18 hrs
Month 11	Final project and comprehensive assessment	Conduct 3 provisional assessments reviewed by journeyworker	16 hrs
Month 12	On-the-job training — Team Leader, Project Manager, Energy Auditor, QC Inspector	Pay increase + final evaluation + career exploration opportunity	Total: 164 RTI hours completed

Related Technical Instruction (RTI) - 164 Hours

Flexible, accessible training is delivered through short 5- to 10-minute online video modules, in-person instruction with trusted local providers, or coursework at community and technical colleges. BPA streamlines the process by managing all reporting to the DOL Registered Apprenticeship Partners Information Database System (RAPIDS) or applicable state apprenticeship agencies.

Course Title	Hours
Advanced Building Science Principles	24
Advanced Energy Auditing & Diagnostics	28
Combustion Safety & HVAC System Analysis	16
Energy Modeling & Analysis Software	32
Renewable Energy Systems - Residential	16
Financial Analysis & Reporting	16
Advanced Client Communication	8
Codes, Standards, & Regulations	8
Final Project & Comprehensive Assessment	16
Total RTI Hours	164

Phase 3: Retention & Career Development

BPA believes strong apprenticeship programs are key to building a skilled workforce and retaining top talent. By combining mentorship, hands-on training, and structured career pathways, apprentices gain the skills and opportunities they need to grow, while employers benefit from a more committed and experienced team.

Available Industry Certifications:

- Building Performance Institute (BPI) Building Science Principles (BSP)
- BPI Infiltration & Duct Leakage (IDL)
- BPA Building Analyst Technician (BA-T)
- BPI Building Analyst Professional (BA-P)
- BPI Energy Auditor (EA)
- BPI Quality Control Inspector (QCI)
- BPI Healthy Housing Principles (HHP)
- BPI Total Building Performance (TBP) – coming soon
- OSHA 10
- DOE Energy Score Assessor
- RESNET HERS Rater
- RESNET Rating Field Inspector
- IECC Codes Plans Examiner
- Energy Modeling Certification

Career Pathways at Completion:

- Team Leader
- Project Manager
- Energy Auditor
- Quality Control Inspector
- Building Analyst Professional
- Home Performance Consultant

RTI Course Areas Covered:

- Core Skills
- Materials, Tools, & Equipment
- Weatherization Skills
- Energy Audits
- Supplemental Skills

Why Employers Retain Apprentices

- Certified, credentialed workforce ready to perform
- Progressive wage model reduces turnover risk
- Apprentices trained to your business processes
- Ongoing connection to BPA's nationwide network
- Technology solutions for tracking, licensure, and success

Get Started Today

To learn more about the Energy Specialist Registered Apprenticeship Program, please visit our website at building-performance.com/apprenticeship.

*Sponsored by BPA in partnership with IREC | O*NET: 47-4011.01 | RAPIDS: 2005HY*