

HOME PERFORMANCE LABORER

REGISTERED APPRENTICESHIP PROGRAM



EMPLOYER RECRUITMENT, ONBOARDING, AND RETENTION GUIDE

MISSION

Train new and prospective workers in modern workforce skills to become Weatherization Technicians, Insulation Technicians, Retrofit Installer Technicians, or Building Analyst Technicians.

About the Home Performance Laborer Registered Apprenticeship Program (RAP)

What Is the Home Performance Laborer Apprenticeship?

The Home Performance Laborer RAP prepares workers with the knowledge, skills, and abilities to protect a residential building and its interior from the elements. This includes housing retrofits, remodels, and services that improve energy efficiency and performance of a home, ultimately making them safer, healthier, and more efficient.



Alternate Job Titles:

- **Weatherization Technician**
- **Insulation Technician**
- **Retrofit Installer Technician**
- **Building Analyst Technician**

Program Overview:

- **O*NET-SOC Code: 47-4099.03**
- **RAPIDS Code: 2004HY**
- **Existing Title: Home Performance Laborer**
- **Apprenticeship Type: Hybrid** (Start as a Home Performance Laborer and advance to Energy Specialist with credit for completed training and time served.)
- **Duration: 1 year**
- **On-the-Job Learning: 2,080-2,500 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 and job seekers
- Connections to pre-apprenticeship programs
- Links to Weatherization Assistance Program (WAP) grantees and contractors
- Partnerships with nonprofits, 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	Prepare reports and record data relative to the home and upgrade opportunities.	Building Analyst Technician (18 hrs)
Month 5	Inspect and evaluate homes or buildings to identify opportunities to improve efficiency, comfort, and safety	OSHA including confined spaces and workplace safety	12 hrs
Month 6	Demonstrate confined space awareness and jobsite safety procedures	Obtain OSHA 30 and CPR certifications	30 hrs

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 opportunities	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
Introduction to Weatherization and Energy Efficiency	12
Safety and Health	22
Diagnostic Testing and Assessment	12
Air Sealing Techniques and Materials	32
Insulation Materials and Installation	32
Window and Door Efficiency - Basic Level	8
Duct Sealing and Insulation - Basic Level	8
Client Communication and Professionalism - Introductory Level	8
Quality Control and Inspection - Basic Level	4
Weatherization Technician Review and Assessment	6
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)
- BPI Building Analyst Technician (BA-T)
- BPI Healthy Housing Principles (HHP)
- OSHA 10
- CPR
- Hazard Communication
- Construction Math
- ASHRAE 62.2
- BPI Retrofit Installer Technician/NREL Badges
- Asbestos/Mold Awareness
- EPA Lead Renovation
- Repair and Painting (RRP)
- Fundamentals for Crew Leadership

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 Home Performance Laborer Registered Apprenticeship Program, please visit our website at building-performance.org/apprenticeship.

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