

### Workforce Development Wage Survey

### Option 1

\* 5. State

Please complete the following Weatherization Wage Survey for your agency to the best of your ability. The state WAP Manager will have access to all completed wage survey data.

Your agency name will remain anonymous on any information shared from this wage survey. Only your state WAP Manager will know what information came from a particular agency. This survey is being conducted for the purpose of workforce development and retention.

You may only submit one wage survey per agency. Once you submit the survey, you cannot resubmit it or edit it. Please call your state WAP Manager with questions regarding the survey prior to submission.

# \* 1. Agency Name \* 2. Type of Agency Community Action Agency Local government Nonprofit Tribal entity \* 3. Weatherization (DOE, LIHEAP, and other) funding amount in dollars for the current Program Year. Please enter a whole number without commas, decimals, or other symbols. Example: 5100500 \* 4. County of Primary WAP Office

Cortractor-based Crew-based Both  Agency Fringe Rate (Fringe is employer-paid benefits, not taxes. Fringe includes health/life/disaturance, 401k, etc. It does not include FICA, unemployment, or worker's comp.)  9% 50% 100%  How long does it take, on average, for your agency to fill WAP jobs?  1 month 6 months 12 months  19. How significant is WAP turnover in your agency?  Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  Please describe the issue of employee turnover at your agency.  Please answer questions 10-15 based on the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Questical will be able to enter more information after pressing "Next" at the bottom of the current flow o	_	orimarily crew or contractor-ba	ased?	
Agency Fringe Rate (Fringe is employer-paid benefits, not taxes. Fringe includes health/life/disaturance, 401k, etc. It does not include FICA, unemployment, or worker's comp.)  9% 50% 100%  How long does it take, on average, for your agency to fill WAP jobs?  1 month 6 months 12 months  9. How significant is WAP turnover in your agency?  Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  Please describe the issue of employee turnover at your agency.  Please answer questions 10-15 based on the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Questicate will be able to enter more information after pressing "Next" at the bottom of ge.  Retrofit Installer Employee Information  Years of experience  Current Hourly Wage  Certifications H  Retrofit Installer 1  \$\displays \text{ Person of experience} \text{ Current Hourly Wage} \text{ Certifications H}  Retrofit Installer 2  \$\displays \text{ Person of experience}  Person	_			
Agency Fringe Rate (Fringe is employer-paid benefits, not taxes. Fringe includes health/life/disaturance, 401k, etc. It does not include FICA, unemployment, or worker's comp.)  9% 50% 100%  How long does it take, on average, for your agency to fill WAP jobs?  1 month 6 months 12 months  9. How significant is WAP turnover in your agency?  Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  Please describe the issue of employee turnover at your agency.  Please answer questions 10-15 based on the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Questicate will be able to enter more information after pressing "Next" at the bottom of ge.  Retrofit Installer Employee Information  Years of experience  Current Hourly Wage  Certifications H  Retrofit Installer 1  PRETOFIT Installer 2  Retrofit Installer 3  Retrofit Installer 3  Retrofit Installer 4				
rance, 401k, etc. It does not include FICA, unemployment, or worker's comp.)  9% 50% 100%  How long does it take, on average, for your agency to fill WAP jobs?  1 month 6 months 12 months  9. How significant is WAP turnover in your agency?  Critical (a dire issue)  Major (a large issue)  Low (not an issue)  Lease describe the issue of employee turnover at your agency.  asse answer questions 10-15 based on the current employees at your agency awill be able to enter more information after pressing "Next" at the bottom of the current installer	Both			
How long does it take, on average, for your agency to fill WAP jobs?  1 month 6 months 12 months  7 9. How significant is WAP turnover in your agency?  Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  Please describe the issue of employee turnover at your agency.  Please answer questions 10-15 based on the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Questic unwill be able to enter more information after pressing "Next" at the bottom of ge.  Retrofit Installer Employee Information  Years of experience  Current Hourly Wage  Certifications Herrofit Installer 1  Retrofit Installer 2  Retrofit Installer 3  Retrofit Installer 3  Retrofit Installer 4				
How long does it take, on average, for your agency to fill WAP jobs?  1 month 6 months 12 months  9. How significant is WAP turnover in your agency?  Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  Please describe the issue of employee turnover at your agency.  Please answer questions 10-15 based on the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Questic unwill be able to enter more information after pressing "Next" at the bottom of ge.  Retrofit Installer Employee Information  Years of experience  Current Hourly Wage  Certifications H  Retrofit Installer 2  Retrofit Installer 3  Retrofit Installer 3  Retrofit Installer 4	rance, 401k, etc. It	does not include FICA, unem	nployment, or worker's com	p.)
1 month 6 months 12 months  9. How significant is WAP turnover in your agency?  Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  Please describe the issue of employee turnover at your agency.  Please answer questions 10-15 based on the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Question will be able to enter more information after pressing "Next" at the bottom of ge.  Retrofit Installer Employee Information  Years of experience  Current Hourly Wage  Certifications H.  Retrofit Installer 1  Retrofit Installer 2  Retrofit Installer 3  Retrofit Installer 3  Retrofit Installer 4	0%	50%		100%
1 month 6 months 12 months  9. How significant is WAP turnover in your agency?  Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  Please describe the issue of employee turnover at your agency.  Please answer questions 10-15 based on the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Question will be able to enter more information after pressing "Next" at the bottom of the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Question and the pressing "Next" at the bottom of the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Question and the pressing "Next" at the bottom of the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Question and the pressing "Next" at the bottom of the current Hourly Wage Certifications H.  Retrofit Installer 1				
9. How significant is WAP turnover in your agency?  Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  lease describe the issue of employee turnover at your agency.  asse answer questions 10-15 based on the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Question will be able to enter more information after pressing "Next" at the bottom of the current installer ins	Llow long door it to	les on overess for volve and	agusta fill MAD iaba2	
9. How significant is WAP turnover in your agency?  Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  Please describe the issue of employee turnover at your agency.  asse answer questions 10-15 based on the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Question will be able to enter more information after pressing "Next" at the bottom of the current Hourly wage.  Retrofit Installer Employee Information  Years of experience  Current Hourly Wage  Certifications Hourly Installer 1  Retrofit Installer 2  Retrofit Installer 3  Retrofit Installer 3	-		ncy to fill WAP Jobs?	10 months
Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  Please describe the issue of employee turnover at your agency.  Asse answer questions 10-15 based on the current employees at your agency re are more than 5 employees per position, please answer "Yes" on Questical will be able to enter more information after pressing "Next" at the bottom of the current formation after pressing "Next" at the bottom of the curre	1 monu	6 months		12 months
Critical (a dire issue)  Major (a large issue)  Minor (somewhat of an issue)  Low (not an issue)  Please describe the issue of employee turnover at your agency.  Asse answer questions 10-15 based on the current employees at your agency are are more than 5 employees per position, please answer "Yes" on Questical will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the bottom of the current Hourly Wage answer "Yes" on Questical Will be able to enter more information after pressing "Next" at the b				
ere are more than 5 employees per position, please answer "Yes" on Question will be able to enter more information after pressing "Next" at the bottom of the composition of the composi			ncy.	
ere are more than 5 employees per position, please answer "Yes" on Question will be able to enter more information after pressing "Next" at the bottom of the composition of the composi				
Pears of experience  Current Hourly Wage  Certifications Hourly Installer 1  Retrofit Installer 2  Retrofit Installer 3  Retrofit Installer 4	re are more tha u will be able to ge.	n 5 employees per pos enter more information	sition, please answer	"Yes" on Quest
Retrofit Installer 1	Retrofit Installer Em		Current Hourly Wage	Certifications
Retrofit Installer 2				30
Retrofit Installer 3  Retrofit Installer 4	Retrofit Installer 1	<b>\$</b>	<b>\$</b>	
Retrofit Installer 4 💠 🗘		<b>\$</b>		
	Retrofit Installer 2	<b>\$</b>	<b>\$</b>	
Retrofit Installer 5	Retrofit Installer 2 Retrofit Installer 3	<b>\$</b>	<b>\$</b>	

	Years of experience	Current Hourly Wage	Certifications Held
Crew Lead 1	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Lead 2	<b>\$</b>	•	•
Crew Lead 3	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Lead 4	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Lead 5	<b>\$</b>	•	<b>\$</b>
2. Energy Auditor Emp		0	0
	Years of experience	Current Hourly Wage	Certifications Held
Energy Auditor 1	<b>\$</b>	<b>\$</b>	<b>\$</b>
Energy Auditor 2	<b>\$</b>	<b>\$</b>	<b>\$</b>
Energy Auditor 3	<b>\$</b>	<b>\$</b>	<b>\$</b>
Energy Auditor 4	<b>\$</b>	<b>\$</b>	<b>\$</b>
Energy Auditor 5	<b>\$</b>	\$	<b></b>
3. QCI Employee Info		Current Hourly Wage	Certifications Held
QCI 1 QCI 2 QCI 3 QCI 4 QCI 5	Years of experience	Current Hourly Wage	Certifications Held
QCI 1 QCI 2 QCI 3 QCI 4 QCI 5	Years of experience	\$ \$	<b>\$</b>
QCI 1 QCI 2 QCI 3 QCI 4 QCI 5	Years of experience	\$ \$ \$ \$ \$ \$ \$	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$
QCI 1 QCI 2 QCI 3 QCI 4 QCI 5  4. WAP Intake Specia	Years of experience	Current Hourly Wage	Certifications Held
QCI 1 QCI 2 QCI 3 QCI 4 QCI 5  4. WAP Intake Specia	Years of experience  Isst Employee Information  Years of experience	Current Hourly Wage	Certifications Held
QCI 1 QCI 2 QCI 3 QCI 4 QCI 5  4. WAP Intake Special Intake Specialist 1 Intake Specialist 2	Years of experience   In the second of the s	Current Hourly Wage	Certifications Held

Program Manager 1  Program Manager 2  * 16. Are there additional WAP staff at your agency that were not captured in the spaces above? Select "Yes" will allow you to enter information for additional employees on another page.  Yes  No  Program Manager 2  * 16. Are there additional WAP staff at your agency that were not captured in the spaces above? Select "Yes" will allow you to enter information for additional employees on another page.  Yes  No  Program Manager 1  * 16. Are there additional WAP staff at your agency that were not captured in the spaces above? Select "Yes" will allow you to enter information for additional employees on another page.  Yes  No  Program Manager 2  * 16. Are there additional WAP staff at your agency that were not captured in the spaces above? Select "Yes" will allow you to enter information for additional employees on another page.  Yes  No  Program Manager 2  * 16. Are there additional WAP staff at your agency that were not captured in the spaces above? Select "Yes" will allow you to enter information for additional employees on another page.  Yes  No  Program Manager 2  * 16. Are there additional WAP spaces above? Select "Yes" will allow you to enter information for additional employees on another page.  * 16. Are there additional WAP staff at your agency another page.  * 17. Job Retention 17, please rank the positions by difficulty to retain and only use one rank per position another page.  * 17. Job Retention 17, please rank the positions by difficulty to retain and only use one rank per position another page.  * 17. Job Retention 17, please rank the positions by difficulty to retain and only use one rank per position another page.  * 17. Job Retention 17, please rank the positions by difficulty to retain and only use one rank per page.  * 17. Job Retention 17, please rank the positions by difficulty to retain and only use one rank per position of the page.  * 17. Job Retention 17, please rank the position shows a page page page page page page page pa	.5. WAP Program Mana	Years of experience	Current Hourly Wage	Certifications Held
* 16. Are there additional WAP staff at your agency that were not captured in the spaces above? Select "Yes" will allow you to enter information for additional employees on another page.  Yes  No  For Question 17, please rank the positions by difficulty to retain and only use one rank per position emost difficult to retain, 6 = least difficult. Please also include the starting wage and current number of vacancies for each position.  17. Job Retention, Minimum Wage, and Vacancies  Difficulty to Retain  Starting Hourly Wage  Current Vacancies  Retrofit Installer  Crew Lead  Energy Auditor  QCI  WAP Intake Specialist  WAP Manager  18. Any successful hiring strategies? Innovative practices, partnerships, etc.? Any additional feedback?	Program Manager 1			
* 16. Are there additional WAP staff at your agency that were not captured in the spaces above? Select "Yes" will allow you to enter information for additional employees on another page.  Yes  No  For Question 17, please rank the positions by difficulty to retain and only use one rank per position: most difficult to retain, 6 = least difficult. Please also include the starting wage and current number of vacancies for each position.  17. Job Retention, Minimum Wage, and Vacancies  Difficulty to Retain  Starting Hourly Wage  Current Vacancies  Retrofit Installer  Crew Lead  Crew Lead  Crew Auditor  QCI  WAP Intake Specialist  WAP Manager  18. Any successful hiring strategies? Innovative practices, partnerships, etc.? Any additional feedback?	r Togram Manager 1	<b>T</b>	<b>V</b>	•
"Yes" will allow you to enter information for additional employees on another page.  Yes  No  No  For Question 17, please rank the positions by difficulty to retain and only use one rank per position = most difficult to retain, 6 = least difficult. Please also include the starting wage and current number vacancies for each position.  17. Job Retention, Minimum Wage, and Vacancies  Difficulty to Retain Starting Hourly Wage Current Vacancies  Retrofit Installer  Crew Lead  Energy Auditor  QCI  WAP Intake Specialist	Program Manager 2	<b>\$</b>	<b>\$</b>	<b>\$</b>
7. Job Retention, Minimum Wage, and Vacancies  Retrofit Installer  Crew Lead  Energy Auditor  QCI  WAP Intake Specialist  WAP Manager  18. Any successful hiring strategies? Innovative practices, partnerships, etc.? Any additional feedback?	"Yes" will allow you t Yes No For Question 17, pleas	o enter information for addit	tional employees on another p	age. se one rank per position.
7. Job Retention, Minimum Wage, and Vacancies  Difficulty to Retain  Starting Hourly Wage  Current Vacancies  Retrofit Installer  Crew Lead  Energy Auditor  QCI  WAP Intake Specialist  WAP Manager  18. Any successful hiring strategies? Innovative practices, partnerships, etc.? Any additional feedback?		•	se also include the starting t	wage and current number
Energy Auditor  QCI  WAP Intake Specialist  WAP Manager  18. Any successful hiring strategies? Innovative practices, partnerships, etc.? Any additional feedback?	Retrofit Installer			
QCI  WAP Intake Specialist  WAP Manager  The strategies innovative practices, partnerships, etc.? Any additional feedback?	Crew Lead	<b>\$</b>	<b>\$</b>	<b>\$</b>
WAP Intake Specialist  WAP Manager  18. Any successful hiring strategies? Innovative practices, partnerships, etc.? Any additional feedback?	Energy Auditor	•	<b>\$</b>	<b>\$</b>
WAP Manager  18. Any successful hiring strategies? Innovative practices, partnerships, etc.? Any additional feedback?	QCI	<b>\$</b>	<b>\$</b>	•
18. Any successful hiring strategies? Innovative practices, partnerships, etc.? Any additional feedback?	WAP Intake Specialist	<b>\$</b>	<b>\$</b>	<b>\$</b>
	WAP Manager	<b>\$</b>	<b>\$</b>	<b>\$</b>
f you answered no to Question 16, pressing "Next" below will submit the survey and you will no	18. Any successful hir	ng strategies? Innovative p	ractices, partnerships, etc.? A	ny additional feedback?
f you answered no to Question 16, pressing "Next" below will submit the survey and you will no				
f you answered no to Question 16, pressing "Next" below will submit the survey and you will no				
f you answered no to Question 16, pressing "Next" below will submit the survey and you will no				



# Workforce Development Wage Survey

# **Additional Positions**

# 19. Retrofit Installer Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Retrofit Installer 1	<b>\$</b>	<b>\$</b>	<b>\$</b>
Retrofit Installer 2	<b>\$</b>	<b>\$</b>	<b>\( \dagger</b>
Retrofit Installer 3	<b>\$</b>	<b>\$</b>	<b>\$</b>
Retrofit Installer 4	<b>\$</b>	<b>\$</b>	<b>\$</b>
Retrofit Installer 5	<b>\$</b>	<b>\$</b>	<b>\$</b>

# 20. Crew Lead Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Crew Lead 1	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Lead 2	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Lead 3	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Lead 4	<b>\$</b>	<b>\$</b>	<b>\$</b>
Crew Lead 5	<b>\$</b>	<b>\$</b>	<b>\$</b>

	Years of experience	Current Hourly Wage	Certifications Held
Energy Auditor 1	<b>\$</b>	<b>\$</b>	•
Energy Auditor 2	<b>\$</b>	<b>\$</b>	<b>\$</b>
Energy Auditor 3	<b>\$</b>	<b>\$</b>	<b>\$</b>
Energy Auditor 4	<b>\$</b>	<b>\$</b>	<b>\$</b>
Energy Auditor 5	<b>\$</b>		<b>\$</b>
. QCI Employee Infor	mation  Years of experience	Current Hourly Wage	Certifications Held
QCI 1	\$	\$	•
QCI 2	<b>\$</b>	•	<u> </u>
QCI 3	<b>\$</b>	<b>\$</b>	<b>\$</b>
QCI 4	<b>\$</b>	<b>\$</b>	<b>\$</b>
QCI 5	<b>\$</b>	<b>\$</b>	<b>\$</b>
. WAP Intake Speciali	ist Employee Information		
	Years of experience	Current Hourly Wage	Certifications Held
Intake Specialist 1	<b>\$</b>	<b>\$</b>	<b>\$</b>
Intake Specialist 2	<b>\$</b>	<b>\$</b>	<b>\$</b>
Intake Specialist 3	<b>\$</b>	<b>\$</b>	•
Intake Specialist 4	<b>\$</b>	•	<b>\$</b>
Intake Specialist 5	<b>\$</b>	<b>\$</b>	<b>\$</b>
. WAP Program Mana	ager Employee Information		
	Years of experience	Current Hourly Wage	Certifications Held
Program Manager 1	<b>\$</b>	<b>\$</b>	<b>\$</b>
Program Manager 2	<b>\$</b>	<b>\$</b>	<b>\$</b>