



Workforce Development Wage Survey

Option 1

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.

Thank you for your assistance!

*** 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**

*** 5. State**

* 6. Is your agency primarily crew or contractor-based?

- ☐ Contractor-based
- ☐ Crew-based
- ☐ Both

* 7. Agency Fringe Rate (Fringe is employer-paid benefits, not taxes. Fringe includes health/life/disability insurance, 401k, etc. It does not include FICA, unemployment, or worker's comp.)

0% 50% 100%

* 8. 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. If there are more than 5 employees per position, please answer "Yes" on Question 16. You will be able to enter more information after pressing "Next" at the bottom of the page.

10. Retrofit Installer Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Retrofit Installer 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retrofit Installer 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retrofit Installer 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retrofit Installer 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retrofit Installer 5	<input type="text"/>	<input type="text"/>	<input type="text"/>

11. Crew Lead Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Crew Lead 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crew Lead 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crew Lead 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crew Lead 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crew Lead 5	<input type="text"/>	<input type="text"/>	<input type="text"/>

12. Energy Auditor Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Energy Auditor 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy Auditor 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy Auditor 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy Auditor 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy Auditor 5	<input type="text"/>	<input type="text"/>	<input type="text"/>

13. QCI Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
QCI 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
QCI 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
QCI 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
QCI 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
QCI 5	<input type="text"/>	<input type="text"/>	<input type="text"/>

14. WAP Intake Specialist Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Intake Specialist 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intake Specialist 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intake Specialist 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intake Specialist 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intake Specialist 5	<input type="text"/>	<input type="text"/>	<input type="text"/>

15. WAP Program Manager Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Program Manager 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Program Manager 2	<input type="text"/>	<input type="text"/>	<input type="text"/>

* 16. Are there additional WAP staff at your agency that were not captured in the spaces above? *Selecting "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. 1 = 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	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crew Lead	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy Auditor	<input type="text"/>	<input type="text"/>	<input type="text"/>
QCI	<input type="text"/>	<input type="text"/>	<input type="text"/>
WAP Intake Specialist	<input type="text"/>	<input type="text"/>	<input type="text"/>
WAP Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>

* 18. Any successful hiring strategies? Innovative practices, partnerships, etc.? Any additional feedback?

If you answered no to Question 16, pressing "Next" below will submit the survey and you will no longer be able to edit it.



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Additional Positions

19. Retrofit Installer Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Retrofit Installer 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retrofit Installer 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retrofit Installer 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retrofit Installer 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retrofit Installer 5	<input type="text"/>	<input type="text"/>	<input type="text"/>

20. Crew Lead Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Crew Lead 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crew Lead 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crew Lead 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crew Lead 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crew Lead 5	<input type="text"/>	<input type="text"/>	<input type="text"/>

21. Energy Auditor Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Energy Auditor 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy Auditor 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy Auditor 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy Auditor 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy Auditor 5	<input type="text"/>	<input type="text"/>	<input type="text"/>

22. QCI Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
QCI 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
QCI 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
QCI 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
QCI 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
QCI 5	<input type="text"/>	<input type="text"/>	<input type="text"/>

23. WAP Intake Specialist Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Intake Specialist 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intake Specialist 2	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intake Specialist 3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intake Specialist 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Intake Specialist 5	<input type="text"/>	<input type="text"/>	<input type="text"/>

24. WAP Program Manager Employee Information

	Years of experience	Current Hourly Wage	Certifications Held
Program Manager 1	<input type="text"/>	<input type="text"/>	<input type="text"/>
Program Manager 2	<input type="text"/>	<input type="text"/>	<input type="text"/>