



Workforce Development Wage Survey

Option 2

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 you cannot resubmit. 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 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.

10. Job position information

	Minimum hourly wage	Maximum hourly wage	Current # of employees in this role	Current vacancies
Retrofit Installer	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Crew Lead	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Energy Auditor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Quality Control Inspector	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
WAP Program Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
WAP Intake Specialist	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

* 11. Please rank the positions by difficulty to retain and only use one rank per position. 1 = most difficult to retain, 6 = least difficult.

	Difficulty to retain
Retrofit Installer	<input type="text"/>
Crew Lead	<input type="text"/>
Energy Auditor	<input type="text"/>
Quality Control Inspector	<input type="text"/>
WAP Program Manager	<input type="text"/>
WAP Intake Specialist	<input type="text"/>

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