



**NEUAC 2023
Conference:**

**Women in
Energy
Efficiency**



Who We Are:

The National Association for State Community Services Programs (NASCSPP) is a professional association whose members are **state administrators** of the Community Services Block Grant Program (CSBG) and the **Weatherization Assistance Program (WAP)**. NASCSPP is the premier national association charged with advocating and enhancing the leadership role of states in preventing and reducing poverty.

NASCSP Executive Board

President **Beverly Buchanan**, CSBG Manager (AK)

Vice President **Melanie Sanford**, Deputy Director (MI)

Treasurer **Robert Garber**, Grants Specialist (MO)

Secretary **Matt Fitzgerald**, Director (VA)

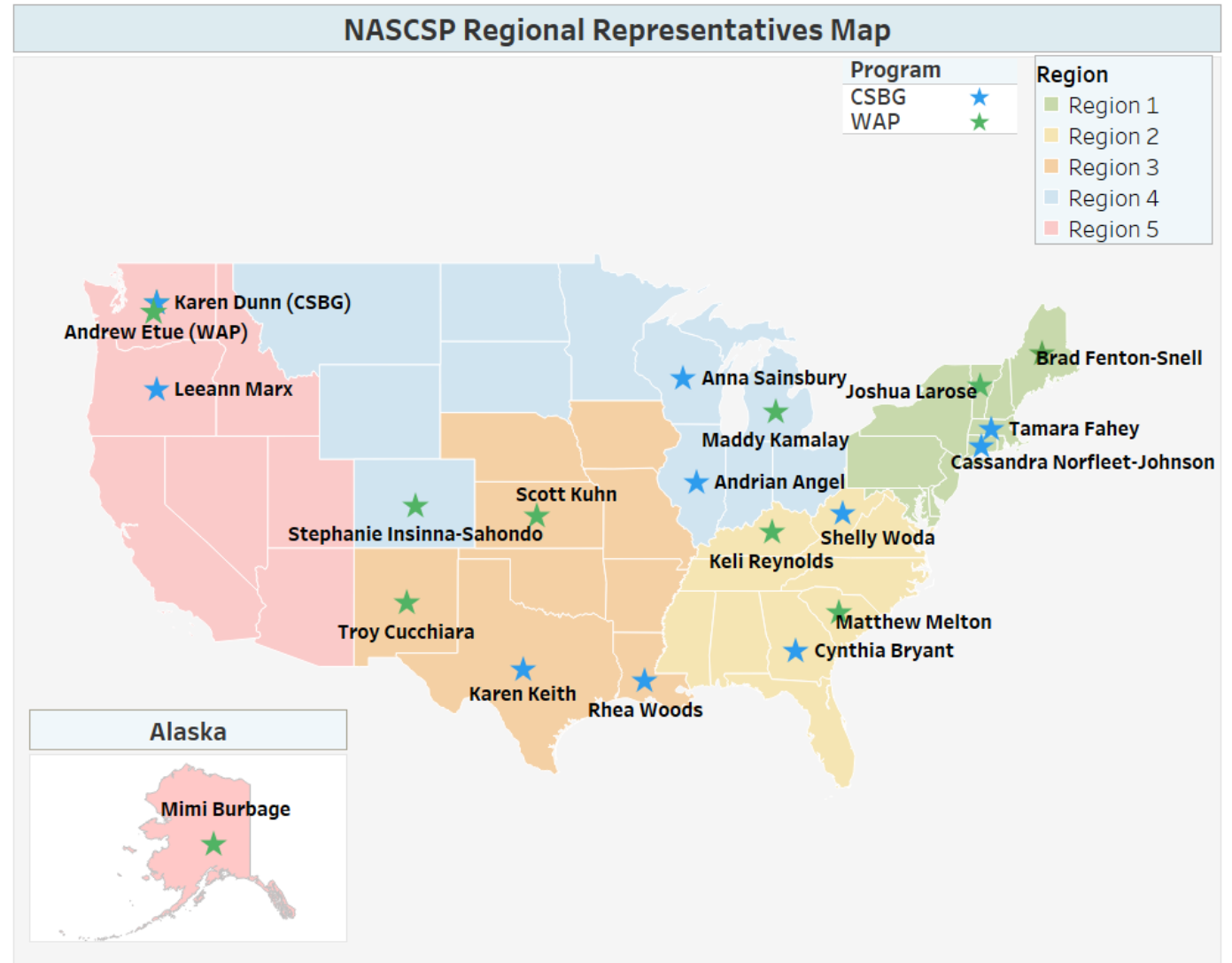
**CSBG Program
Chair** **Leslie Taylor**, Deputy Director (CA)

**WAP Program
Chair** **Jeff Heino**, Weatherization Policy Manager (WI)

www.nascsp.org

The NASCSP Board is 100% Member Driven

- 10 WAP Regional Representatives, and
- 10 CSBG Regional Representatives



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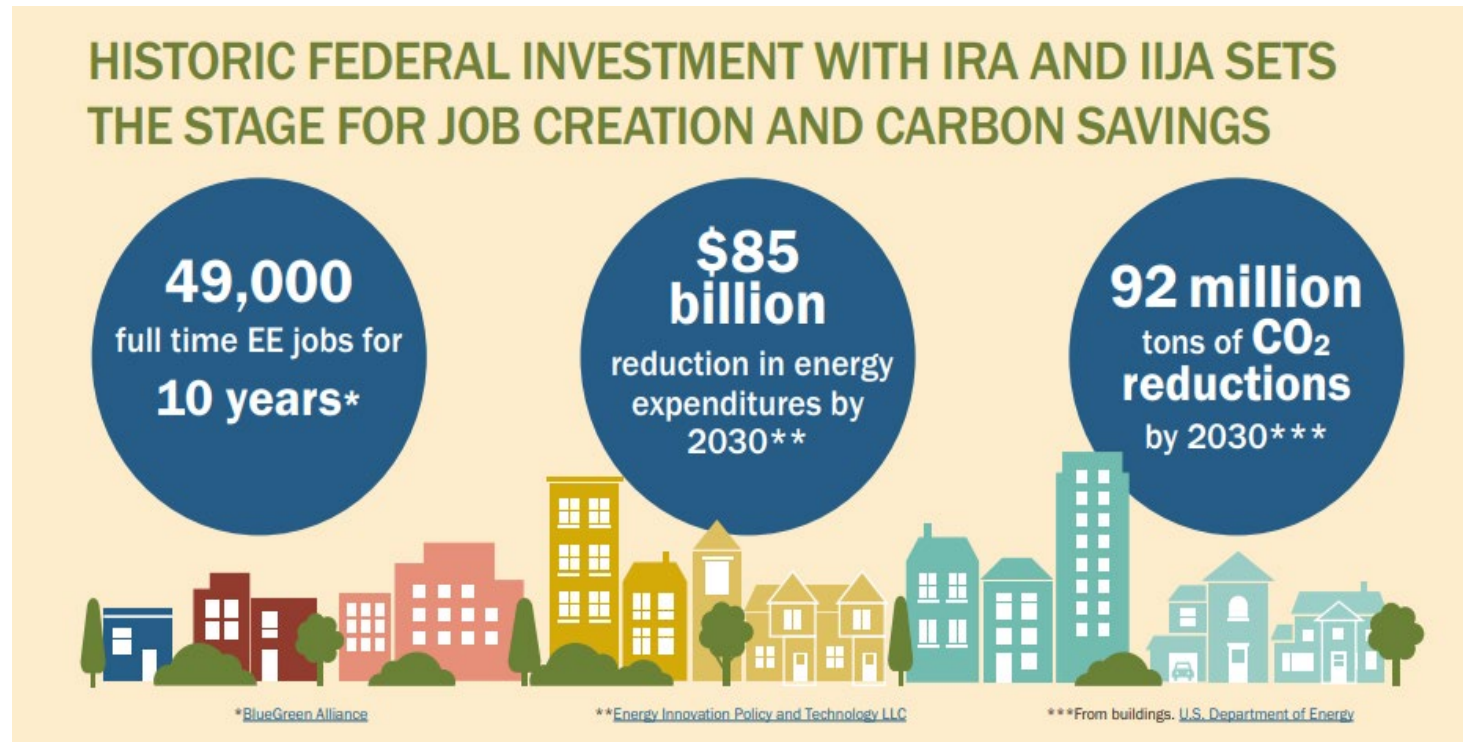
Energy Efficiency Jobs in America

2022



Source: <https://e4thefuture.org>

Federal
Investment
Boosting
Energy
Efficiency Jobs
In America



Source: <https://e4thefuture.org>



The Energy Efficiency Workforce

For the data presented in the following slides, "**Energy Efficiency Workforce/Industry**" means:

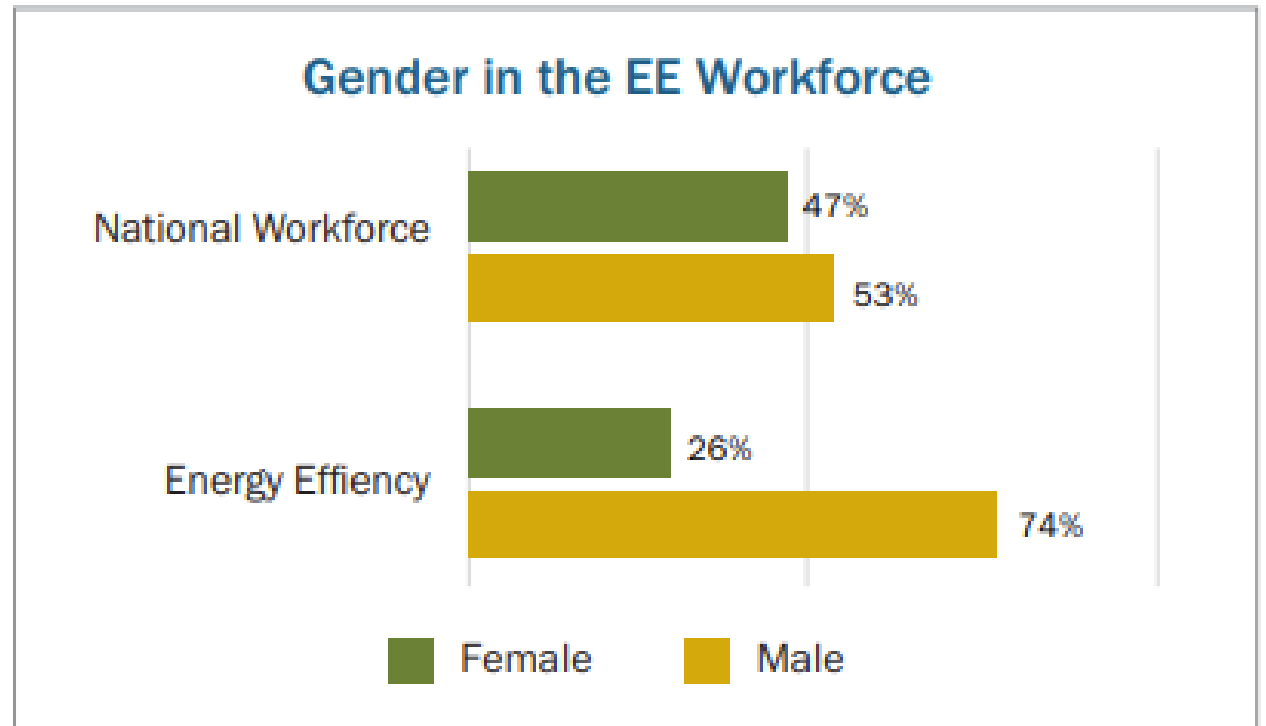
- "All construction and installation workers engaged in building efficiency improvements, such as:
 - **Weatherization**
 - HVAC and lighting upgrades and installations, or the maintenance of heating and cooling systems
 - Manufacturers of energy efficient products and component parts including ENERGY STAR appliances and/or efficient lighting technologies
 - Wholesale sales representatives that sell energy efficient products; and those engaged in financial, legal, or other business support for these companies"⁶

NASEO Report: Diversity in the U.S. Energy Workforce

- "Women were less likely to feel that their company is for people like them, that they fit in and are valued by their coworkers, and that their company has done a good job of providing training programs to reduce unconscious bias in the workplace
- Only about 1/3 of female energy workers, indicated that they are recognized for their accomplishments, compared to 42% of male energy workers
- Only 36% of female energy workers reported that they are encouraged to apply for advancement opportunities compared to nearly half of male energy workers (48%)
- Men report higher levels of overall satisfaction with their energy career compared to women as well as higher satisfaction with specific aspects of their energy job
- Women report lower awareness of career navigation support compared to men
- Women are less likely to feel supported in their career advancement and professional development compared to men
- **Fewer than half of all energy worker respondents strongly agree that their company is supportive for racial and ethnic minorities, women, and members of the LGBTQ+ community"**⁷

E4Future Jobs in America Report:

Women are underrepresented in the EE Workforce



Note: Due to this report's reliance on federal agency data, non-binary gender data is missing. Greater representation of people of all gender identities and expressions in energy efficiency will create a stronger industry.

https://e4thefuture.org/wp-content/uploads/2022/12/EE-Jobs-in-America_All-States_2022.pdf



Challenges: Lack of Data

- Existing data does not disaggregate data about gender by race or ethnicity. This effectively erases challenges and barriers specific to women of color in the weatherization workforce.
- No data available about LGBTQIA+ women in the industry.
- Most of the data about women in weatherization that is publicly available is based on **perceptions** of equality/inequality. This information can be useful to pinpoint issues, however, having various forms of data can produce more meaningful results/conclusions about inequality in the energy efficiency and weatherization workforce.

NASCSP
Blog Series
Women of
WAP

Women in Weatherization - Amy Vieira



The Weatherization Assistance Program (WAP) has been around for 45 years and has served more than 8m households, saving families money and making homes healthier and safer. From the beginning, women have been a driving force for improving service and increased access to WAP. This post is part of a series highlighting the contributions of women to WAP, their stories in the program, and why their passion drew them to it. Join the conversation by posting your story on social media with the hashtag #WomenOfWAP.

Amy Vieira – Energy Auditor – York County Community Action, Sanford, ME

When asked about being a woman in weatherization she notes that while it can be challenging it is also extremely gratifying. Her approach was to break things down to learn a little at a time, building on knowledge to deepen her understanding. The paid training and technical assistance the program provides was a big help in delivering important training and skills to someone brand new to WAP.

Word of mouth landed Amy a good job in weatherization, but Amy noted that lots of people don't know about weatherization and reaching out far and wide to share the work, training and employment opportunities is a great idea.

NASCSP
Blog Series
Women of
WAP



Stacie Bagnasco -
Assessor/HERS
Rater- Central
Coast Energy
Services, 831
Conserve,
California



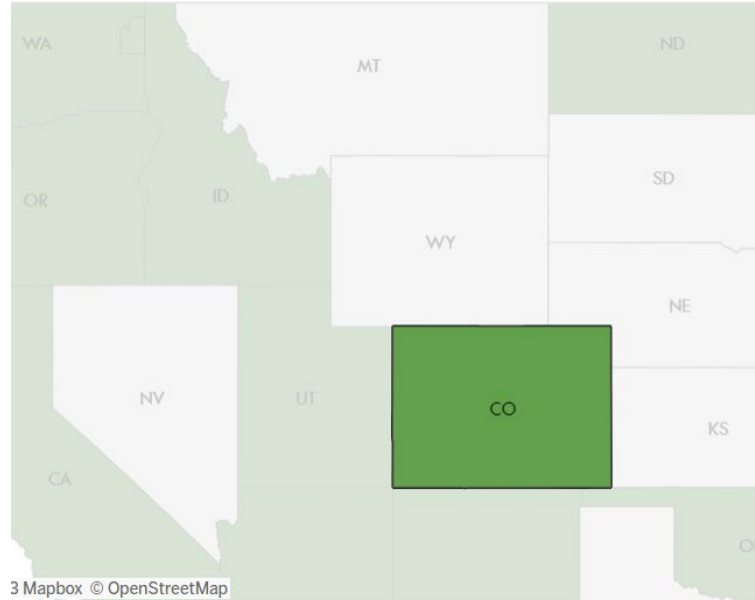
Kelia Bravo -
Owner at
Bravo
Industries,
Rhode Island



Judith Darst -
Commerce
Specialist
3/Wx
Policy, Dept. of
Commerce,
Washington

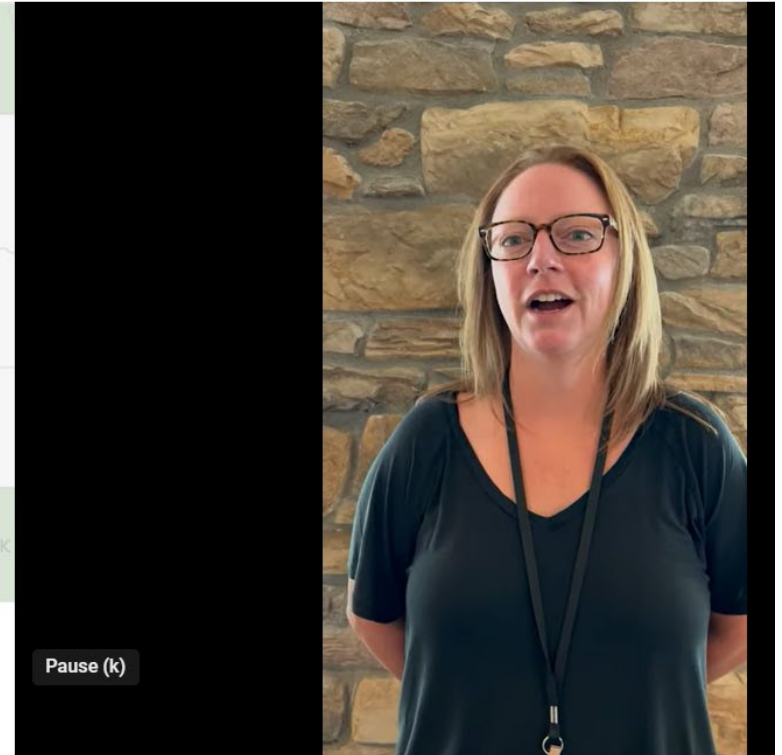
NASCSP Video Challenge: Telling Stories

NASCSP Weatherization Videos



3 Mapbox © OpenStreetMap

any of the locations in green to view their Weatherization Day video. Move the mouse over the top left of the map to use the map controls (zoom in, zoom out, pan). states have multiple videos, move the mouse around the state to view the different



IREC VISION SUMMIT 2022



At the IREC Vision Summit, the Alliance heard from Francisca Peral, an instructor and graduate of **Stacks + Joules**. Fran related how she grew her confidence and skills by participating in an all-women cohort engaged in hands-on learning. In addition to training on building automation technology and software, **Stacks + Joules** provides internship and job placement support, and provides mentoring for entering workers.

“ I was struggling with school and what I wanted to do in life. **Stacks + Joules** was a different type of teaching. It was welcoming. It made me comfortable ... and not intimidated. I graduated and saw how I could fit in and be part of something. ”

Key Recommendations

Cultivating a Diverse and Skilled Talent Pipeline for the Equitable Transition

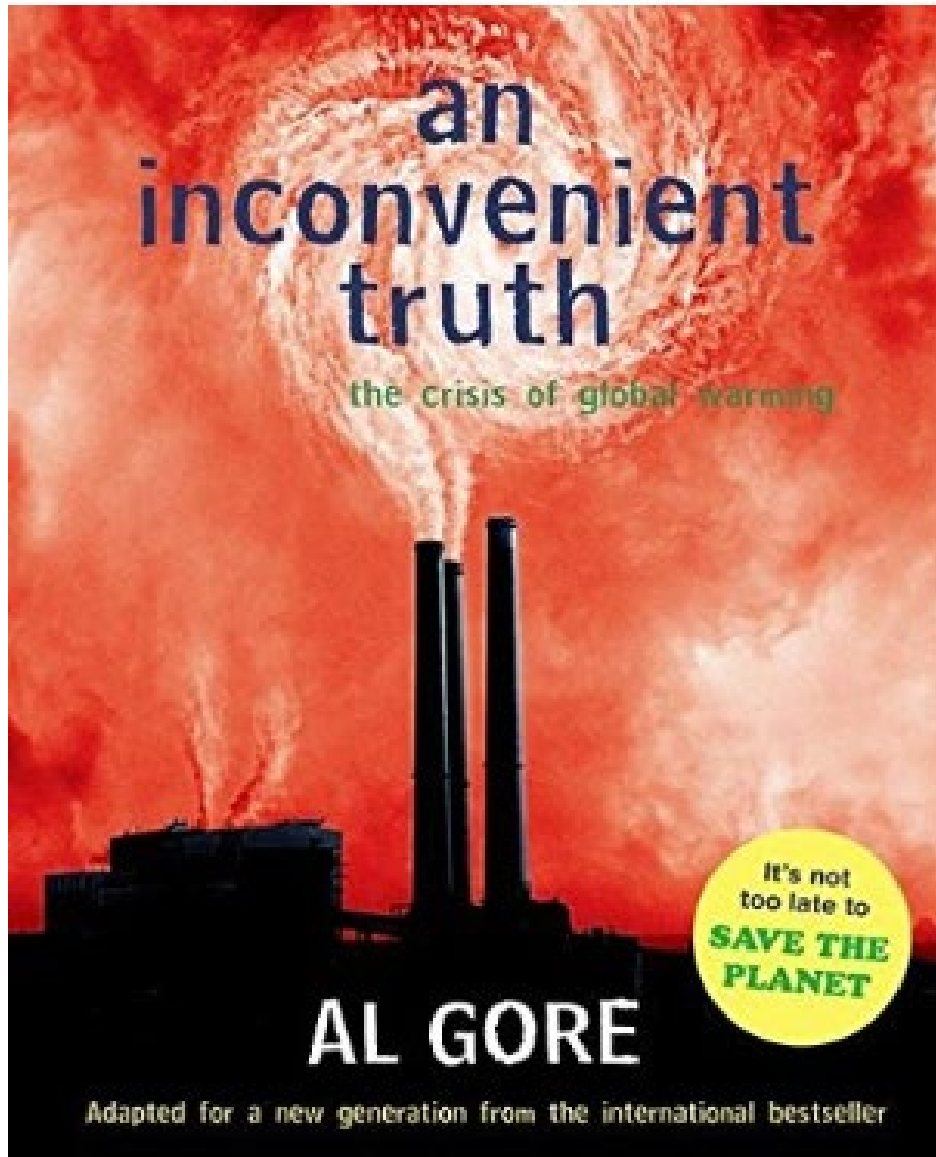
FEBRUARY 2023



A scenic landscape featuring a stone path leading through lush green fields towards rolling hills under a cloudy sky. The path is made of large, flat, grey stones set in a line, leading the eye from the foreground into the distance. The surrounding vegetation is dense and green, with some taller grasses and small white flowers. In the background, there are several rounded hills, one of which has a small, dark, skeletal tree on its slope. The sky is filled with soft, white clouds, suggesting a bright but slightly overcast day. The overall mood is peaceful and natural.

My path to Weatherization.....





Mission
Possible:

Fight Climate
Change!

