A photograph of the Washington Monument in Washington, D.C., framed by the branches of cherry blossom trees in full bloom. The monument is a tall, white, obelisk-shaped structure that tapers to a point. The cherry blossoms are in shades of pink and white, with some darker pink buds. The sky is a clear, bright blue. The foreground shows a body of water reflecting the scene.

Navigating Success: Career Paths in Weatherization

March 27, 2024

www.nascsp.org

Who's on the call?

State Grantee

Local
Subgrantee

Training Provider

National/Federal
Partner

Contractor

Navigating Success: Career Paths in Weatherization

Today's Agenda

- What is a career path?
- Weatherization career paths & workforce resources
- The positive impact of career paths
- Weatherization Career Path Toolkit walkthrough

Speakers

Allison Moe – National Renewable Energy Laboratory

Kye Garvin – National Association of State Community Service Programs

What is a Career Path?

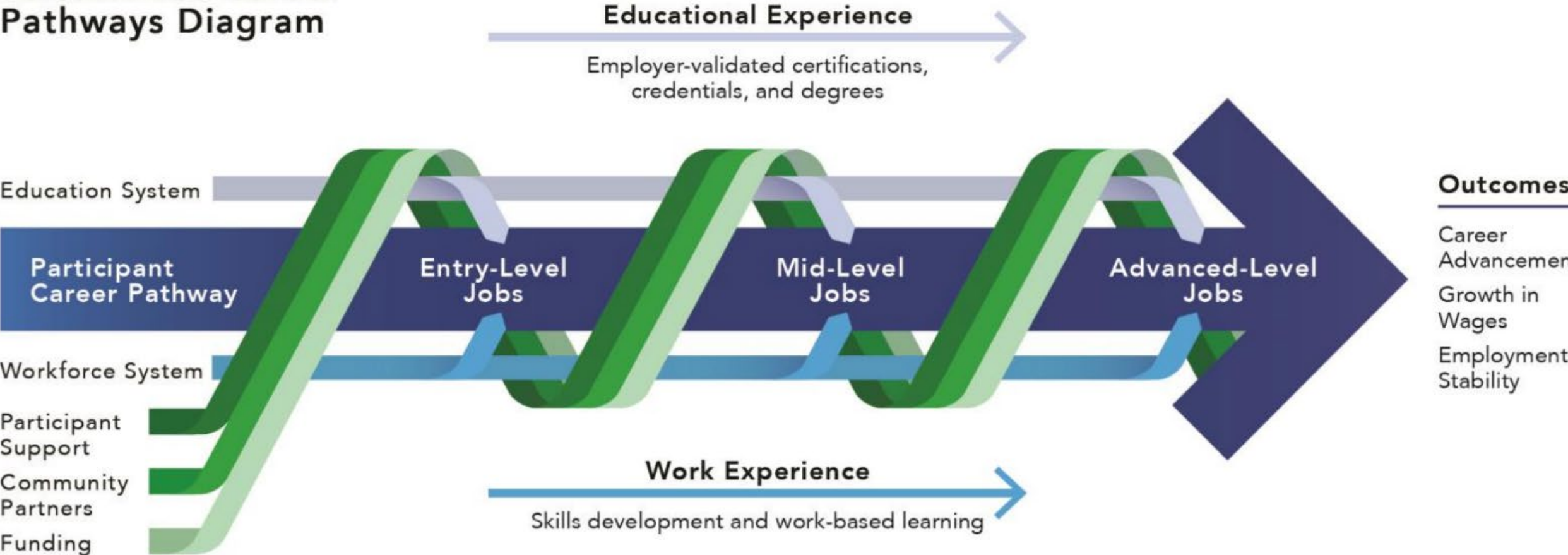
For some workers to feel engaged in their work, it can help to know from the start that there is the opportunity for them to grow in their skills/ capabilities, responsibilities, and wages.

A streamlined career pathway is a **clear sequence of employer-validated education, credentials, and experience** that allow workers to obtain employment and advance to jobs with progressively more responsibility and fair compensation.



What is a Career Path?

Streamlined Career Pathways Diagram



Source: [https://betterbuildingsolutioncenter.energy.gov/sites/default/files/attachments/Career%20Pathways%20Fact%20Sheet Final map.pdf](https://betterbuildingsolutioncenter.energy.gov/sites/default/files/attachments/Career%20Pathways%20Fact%20Sheet%20Final%20map.pdf)

The Weatherization Workforce



Delivering health and safety improvements and utility bill savings to households **requires skilled and passionate professionals.**

Across the country, the Weatherization Assistance Program supports 8,500 career-track jobs.

<https://www.energy.gov/sites/default/files/2023-08/2023-WAP-Fact-Sheet.pdf>

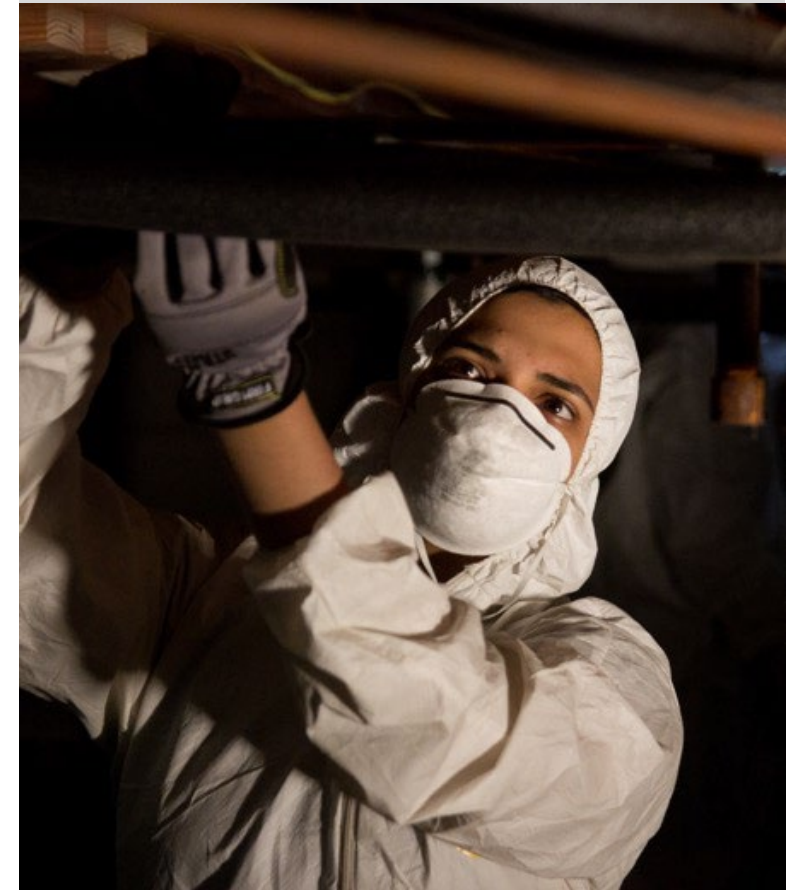


Photo from the Energy Resource Center



Weatherization Career Pathways



Retrofit Installer



Crew Leader



Energy Auditor



Quality Control
Inspector



Client Intake
Specialist



WAP Program
Manager

Benefits of Working in Weatherization



- **Earn while you learn**
(all training is provided free to you)
- Steady/ongoing work
- **Competitive pay and benefits**
- **Career advancement opportunities**
- **Nationally recognized certifications**
- You are part of a national network
- You are helping your community and the environment, every day.



Apprenticeship Career Pathways

Apprenticeship is a training and employment model based on providing clear pathways for workers to gain knowledge and skills.

The employee can grow in responsibility and compensation in a predictable and agreed-upon way.



Poll - Have you considered using an apprenticeship model?

- Yes, we are using one now
- No, that won't work for our program
- We are considering it and want to learn more

Weatherization Workforce Resources

NASCSP Resources & Tools:

- Weatherization Wage Tools
- Customizable Weatherization Career Exploration Presentation
- Weatherization Career Fliers
- Weatherization Workforce Webinars & Presentations
- Weatherization Career Path Toolkit
- Weatherization Workforce Blogs

National Partner Resources:

- [IREC Green Workforce Connect](#)
- [IREC Apprenticeships in Clean Energy Network](#)
- [NREL Weatherization Resources](#)
- [NREL SWS, Job Aids, & Installer Badges](#)
- [WAP Workforce Development Toolkit](#)
- **And so much more...**

Weatherization Career Exploration Presentation

Fully **customizable/editable** “Exploring Careers in Weatherization” template side deck with **instructions included!**

The presentation contains **speaker notes**, optional slides, and **group activities**.

<https://nascsp.org/workforce-resources-and-tools/>

WEATHERIZATION CAREERS

Exploring Careers as a Home Energy Professional

Home Energy Career Pathways

- Retrofit Installer
- Crew Leader
- Energy Auditor
- Quality Control Inspector
- Client Intake Specialist
- WAP Program Manager

Benefits of Working in Weatherization

- Earn while you learn (all training is provided free to you)
- Steady/ongoing work
- Competitive pay and benefits
- Career advancement opportunities
- Nationally recognized certifications
- You are part of a national network
- **You are helping your community and the environment, every day.**

WAP Career Fliers

NASCSP and NREL created Weatherization Career Fliers from the 2021 Wage Survey Data.

- Customizable Outreach Resource
- Includes both National & State Specific Averages
- Available in Spanish!

WEATHERIZATION CAREERS

Why start a career in weatherization?

- Earn competitive wages while you learn – the cost of your training is covered.
- Paid benefits can include health care, retirement, vacation, and sick leave.
- Choose a career pathway that is technical or administrative, depending on your interest.
- Your skills and experience move with you anywhere in the country. Since 1976, weatherization has grown into a multibillion-dollar industry, with work in every county and state.
- Your work can improve your neighborhood and help the most vulnerable residents by making their homes safer to live in and more energy-efficient.

Do you have a...

- Willingness to learn?
- Positive attitude and strong work ethic?
- Desire to help your community and the environment?

Then a career in weatherization may be a good fit for you!

Sample Career Pathway Depending on experience and qualifications.



Typical Roles and Wages* Based on a 40-hour work week. These wages are averages and may vary by agency.

Retrofit Installer Technician
Installs home energy-saving upgrades
\$13.50-\$18.50/hr. \$26,000 - \$38,000/year

Crew Leader
Supervises installation of home energy-saving upgrades
\$16.50-\$21.50/hr. \$34,500 - \$44,700/year

Energy Auditor
Examines homes to identify energy-saving upgrades
\$17.50-\$23.50/hr. \$36,400 - \$48,800/year

Quality Control Inspector
Ensures quality and completion of installed energy-saving upgrades
\$19.50-\$25.50/hr. \$40,500 - \$53,040/year

Client Intake Specialist
Confirms client eligibility for the program
\$14.50-\$19.50/hr. \$30,160 - \$40,500/year

WAP Program Manager
Oversees program staff, planning, and performance.
\$22.50-\$32.50/hr. \$46,800 - \$67,600/year

Learn more at
<https://nascsp.org/wage-surveys/>

*Wage ranges represent the 25th to 75th percentile of workers.
March 2022

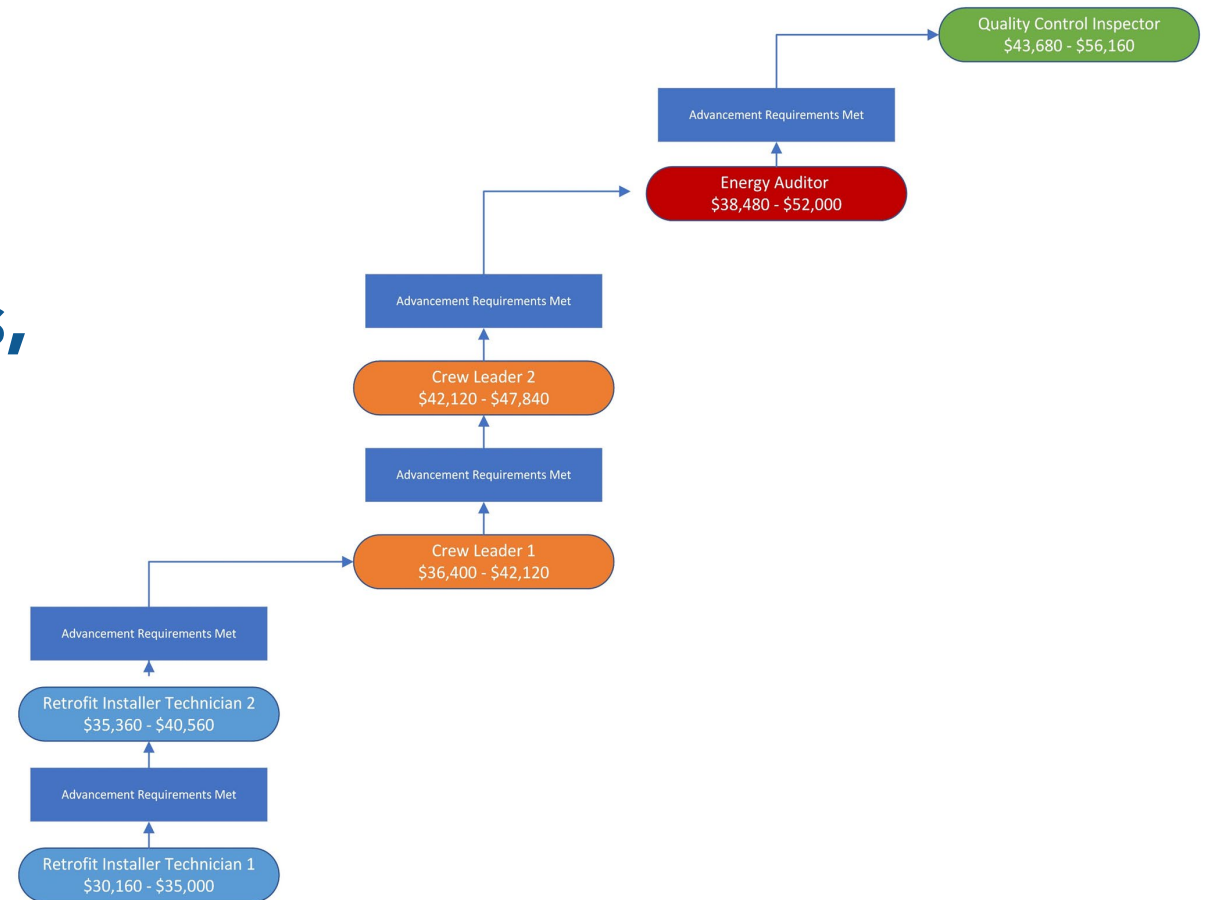
Weatherization Career Path Toolkit

Customizable toolkit to help

- **identify skill & training requirements,**
- **align with organizational needs, and**
- **promote career advancement.**

Includes instructions, examples, career path visuals, and KSA lists.

Walkthrough at the end of the webinar



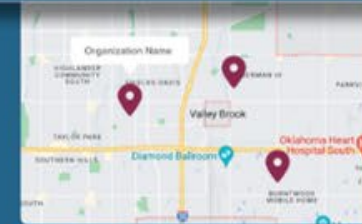
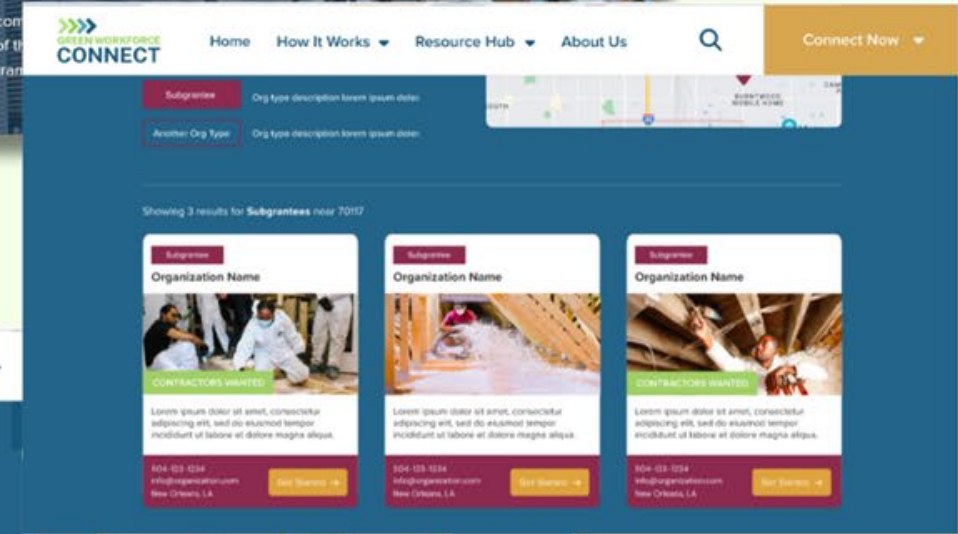
Introducing...



GREEN WORKFORCE CONNECT.org!

Job seekers will:

- Discover career pathways and explore entry points
- Access various resources
- Determine if this work is a good fit for them
- Connect to their local weatherization employer or training center





Take advantage of our...

GREEN WORKFORCE CONNECT

Resource Hub!

Access workforce development resources on the Green Workforce Connect platform! Find up-to-date resources for local program providers, training centers, community based organizations, and contractors.

- Career exploration information for job seekers
- Job description templates for key roles
- Recruitment and outreach messaging to reach underrepresented populations, including youth
- Links to commonly requested program resources
- Project information and upcoming events
- “Contractor’s Guide to Success”

The screenshot shows the 'Resource Hub for Organizations' page on the Green Workforce Connect website. The page features a navigation bar with 'Home', 'How It Works', 'Resource Hub', and 'About Us' links, along with a search icon and a 'Connect Now' button. The main heading is 'Resource Hub for Organizations', followed by a sub-heading: 'Up-to-date resources and guides for local program providers, training centers, employers, community based organizations, and contractors.' Below this is a section for 'Upcoming Workshops at NHPC', mentioning the Building Performance Association National Home Performance Conference & Trade Show in Minneapolis, Minnesota, on April 8-11, 2024. The 'Top Resources' section displays a grid of resource cards, each with a title, a category tag, a brief description, and a 'Read More' link. The cards include: 'About Green Workforce Connect: Recruiting...', 'Outreach and Engagement Toolkit for Weatherization...', 'Template Job Descriptions for Key Weatherization Assistance...', 'DOE Approved State Weatherization Assistance...', '2019 DOE Weatherization Assistance Program Briefing...', 'IREC Best Practices for Solar Energy Education and Training', 'IREC Accreditation for Clean Energy and Weatherization...', 'Cultivating a Diverse and Skilled Talent Pipeline for the Equitabl...', and 'Installer Badges Toolkit'. Filter buttons for 'Organization Type' (Employers, Training/Education, Contractor, CBOs, Show All) and 'Filter by Topic' (DEIA, Industry Links, Outreach, Workforce Dev, Show All) are also visible.

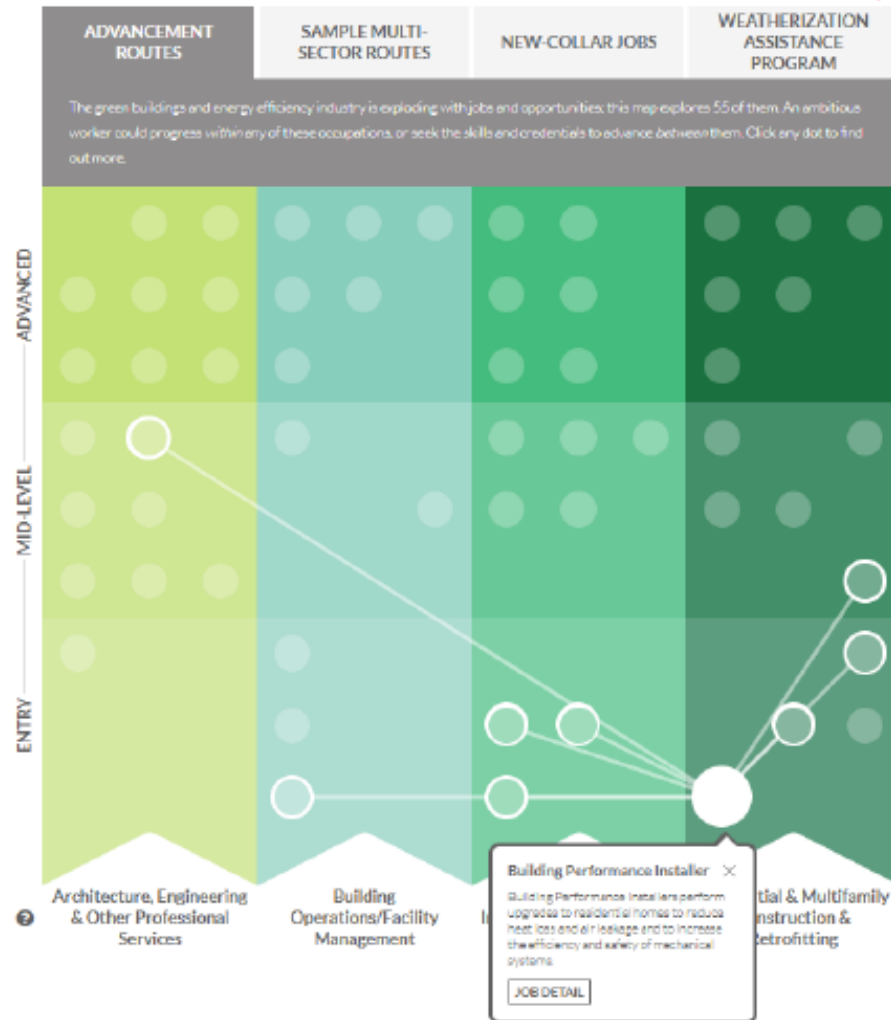
Green Buildings Career Map



ABOUT THIS MAP ABOUT THIS INDUSTRY RESOURCES WEATHERIZATION

JOBS Where's my job?

- Architecture, Engineering & Other Professional Services +
- Building Operations/Facility Management +
- Commercial & Institutional Construction & Retrofitting +
- Residential & Multifamily Construction & Retrofitting +



New Weatherization information and pathways!

<https://greenbuildingscareermap.org/>

Retrofit Installer Badges

- Each Badge defines desired outcome, criteria to verify, applicable material requirements, and reference to SWS/standards.
- NREL is working to develop four new diagnostic testing Badges:
 - Blower Door Testing
 - Combustion Safety Testing
 - Thermal Imaging
 - Pressure Diagnostics.

<https://sws.nrel.gov/installerbadges>



Installer Badges Toolkit

The Installer Badges Toolkit provides a flexible, customizable model for a competency-based apprenticeship approach to training and skills recognition across the home energy retrofit industry.

The National Renewable Energy Lab (NREL) and the U.S. Department of Energy (DOE) Weatherization Assistance Program (WAP) are collaborating with the home energy retrofit industry to support the development of skilled workers. The Installer Badges Toolkit provides a flexible, customizable, and voluntary approach to training and skills recognition for WAP implementers, utility programs, private sector workers, and contractors. It can be the basis of a competency-based Registered Apprenticeship, which offers greater flexibility and options for addressing talent development needs through apprenticeship, detailed here: <https://www.apprenticeship.gov/>.

A Flexible, Customizable Skills Verification Toolkit

The Installer Badges Toolkit consists of 25 Badges, each representing different energy efficiency tasks that an installer could perform on a home. Each Badge defines the desired outcome, criteria to verify, applicable material requirements, and references to SWS or other relevant standards. Workers earn Badges by completing each task and receiving approval from a qualified supervisor. To track progress, trainers or sponsors can provide workers with a physical Badges Passport or a digital badging platform.

The Badges provide a consistent approach to training by ensuring that installers in different regions are learning the same skills nationwide. Organizations can also customize the Toolkit by choosing only those Badges that are relevant to their program.

Whether workers earn Badges on the job with supervisor approval or at a training center, the work quality requirements are consistent. This allows workers to transfer applicable

Installer Badges Platform

NREL is building out the Retrofit Installer Badges into the WAP learning management system:
<https://wap.litmos.com>.

❑ Available for pilot testers

The screenshot displays the 'Content Library' page for the SCEP Weatherization Assistance Program. The header includes the SCEP logo and the program name. Below the header, there are navigation links for Home, Content Library, Achievements, Live Sessions, and Instructor. Two buttons for 'Quick Start Guide' and 'Guia de inicio rápido' are visible. A search bar is present with the placeholder text 'Search content by title, description, or tags'. On the right side, there are controls for 'Reset filters', 'Sort: Default', and a grid/list toggle. The main content area features three learning path cards: 'Introduction' (with a house icon), 'Planning and Budget' (with a chart icon), and 'Procurement' (with a shopping cart icon). Each card includes a 'Learning Path' label, a title, and a brief description.

Poll - Have you used any of the previously mentioned resources to explore or explain weatherization career paths? If so, which ones?

Weatherization Wage Data

Weatherization Career Fliers

WAP Career Exploration Presentation

IREC Green Workforce Connect

IREC Green Buildings Career Map

NREL Installer Badges

WAP Workforce Development Toolkit

I haven't used any of these. Thank you for sharing



The Impact of Career Paths

- Increased recruitment and retention
- Enhanced workforce satisfaction
- Streamlined training plan development
- Potential for other initiatives based on the career path (minimum wages, training opportunities, etc.)



Give them a reason
to JOIN & STAY!

Communicating the
career path and
opportunities that
weatherization provides
can improve both
recruitment **and**
retention efforts.

Workforce Satisfaction

Enhance workforce satisfaction by providing employees with a sense of direction and purpose.

Understanding the potential for advancement and skill development within the program can lead to increased motivation, engagement, and a feeling of being valued.



Weatherization Success Stories

[NASCSP State of Poverty Blogs](#)

- Two recent articles about the impact of wages in weatherization include career path examples.

[Successes & Solutions Center of the Weatherization Assistance Program](#)

- This provides a centralized and searchable hub for successful solutions (big and small) that are helping WAP organizations.



Questions?

Let's take a quick break before we dig into the Weatherization Career Path Toolkit.

- Would anyone like to share an impact or success story about career paths (and/or wage initiatives)?
- Are there any questions or comments? Feel free to enter them into the chat, Q&A, or raise your hand.



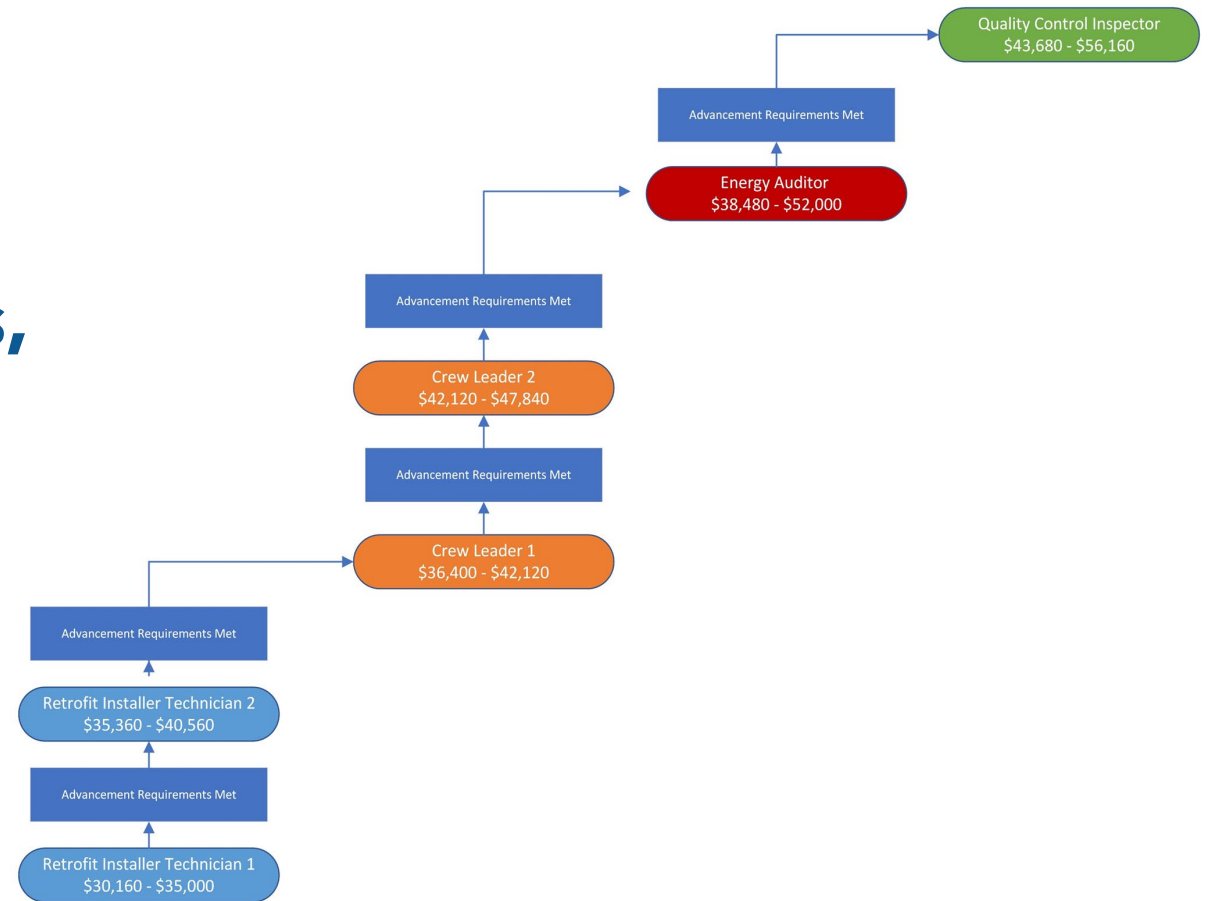
Weatherization Career Path Toolkit

Weatherization Career Path Toolkit

Customizable toolkit to help

- **identify skill & training requirements,**
- **align with organizational needs,**
- **and**
- **promote career advancement.**

Includes instructions, examples, career path visuals, and KSA lists.



Salary Schedule Example

Grade	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Increase
5	20.68	21.71	22.80	23.94	25.14	26.39	27.71	29.10	30.55	32.08	33.69	35.37	37.14	5%
	3,585	3,764	3,952	4,150	4,357	4,575	4,804	5,044	5,296	5,561	5,839	6,131	6,437	
	43,014	45,165	47,423	49,795	52,284	54,898	57,643	60,526	63,552	66,729	70,066	73,569	77,248	
4	17.98	18.88	19.82	20.81	21.85	22.95	24.09	25.30	26.56	27.89	29.28	30.75	32.29	5%
	3,117	3,272	3,436	3,608	3,788	3,978	4,176	4,385	4,605	4,835	5,077	5,330	5,597	
	37,398	39,268	41,232	43,293	45,458	47,731	50,117	52,623	55,254	58,017	60,918	63,964	67,162	
3	15.63	16.41	17.23	18.09	19.00	19.95	20.95	21.99	23.09	24.25	25.46	26.73	28.07	5%
	2,709	2,845	2,987	3,136	3,293	3,458	3,631	3,812	4,003	4,203	4,413	4,634	4,865	
	32,510	34,136	35,843	37,635	39,517	41,492	43,567	45,745	48,033	50,434	52,956	55,604	58,384	

The example provided is what a lot of organizations use to communicate the career path for weatherization employees.

This example uses "Grades" and "Steps" for the weatherization career advancements. These are normally based on experience (time) and/or merit.

Career Path Toolkit Example

Using the toolkit, you can create a visual career path using existing information.

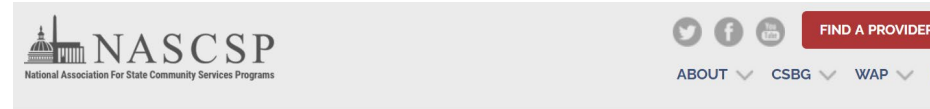
The example here has additional opportunities for advancement based on training and/or other accomplishments.

Grade 3	Grade 4	
	[See CL KSA Tool for advancement requirements]	Advancement
Crew Leader - Step 12 -	\$xx,xxx - \$xx,xxx	Promotion to Energy Auditor Energy Auditor Training Total Building Performance Grade Up 2 Steps
Crew Leader - Step 8 -	\$xx,xxx - \$xx,xxx	Building Science Training HVAC Training 1 Step 1 Step
Crew Leader - Step 4 -	\$xx,xxx - \$xx,xxx	Advanced Diagnostic Testing Insulation Training 2 Steps 1 Step
Retrofit Installer - Step 1 -	\$xx,xxx - \$xx,xxx	Crew Leader Certification Building Analyst Professional 2 Steps 1 Step
Crew Leader - Entry Level -	\$xx,xxx - \$xx,xxx	OSHA 30 Certification To Step 1
	[See RIT KSA Tool for advancement requirements]	Advancement
Retrofit Installer - Step 12 -	\$xx,xxx - \$xx,xxx	Promotion to CL or EA Crew Leader Training Professional Development Grade Up 1 Step 1 Step
Retrofit Installer - Step 8 -	\$xx,xxx - \$xx,xxx	Diagnostic Training Air Sealing Training Merit 1 Step 1 Step 1 Step
Retrofit Installer - Step 4 -	\$xx,xxx - \$xx,xxx	Building Analyst Technician Building Science Principles Merit 2 Steps 1 Step 1 Step
Retrofit Installer - Step 1 3 months+ experience	\$xx,xxx - \$xx,xxx	EPA RRP Lead Training OSHA 10 Certification Merit 1 step 1 Step 1 Step
Retrofit Installer - Entry Level 0-3 months experience	\$xx,xxx - \$xx,xxx	Probationary period completed To Step 1

Weatherization Career Path Toolkit

To download the toolkit, check out the NASCSP Workforces Resources & Tools webpage.

<https://nascsp.org/workforce-resources-and-tools/>



Workforce Resources and Tools

NEW Weatherization Career Path Toolkits

Weatherization Career Path Toolkit

NASCSP WAP Career Path Toolkit Instructions

WAP Position Information & KSA Tools - BLANK

WAP Position Information & KSA Tools - EXAMPLE

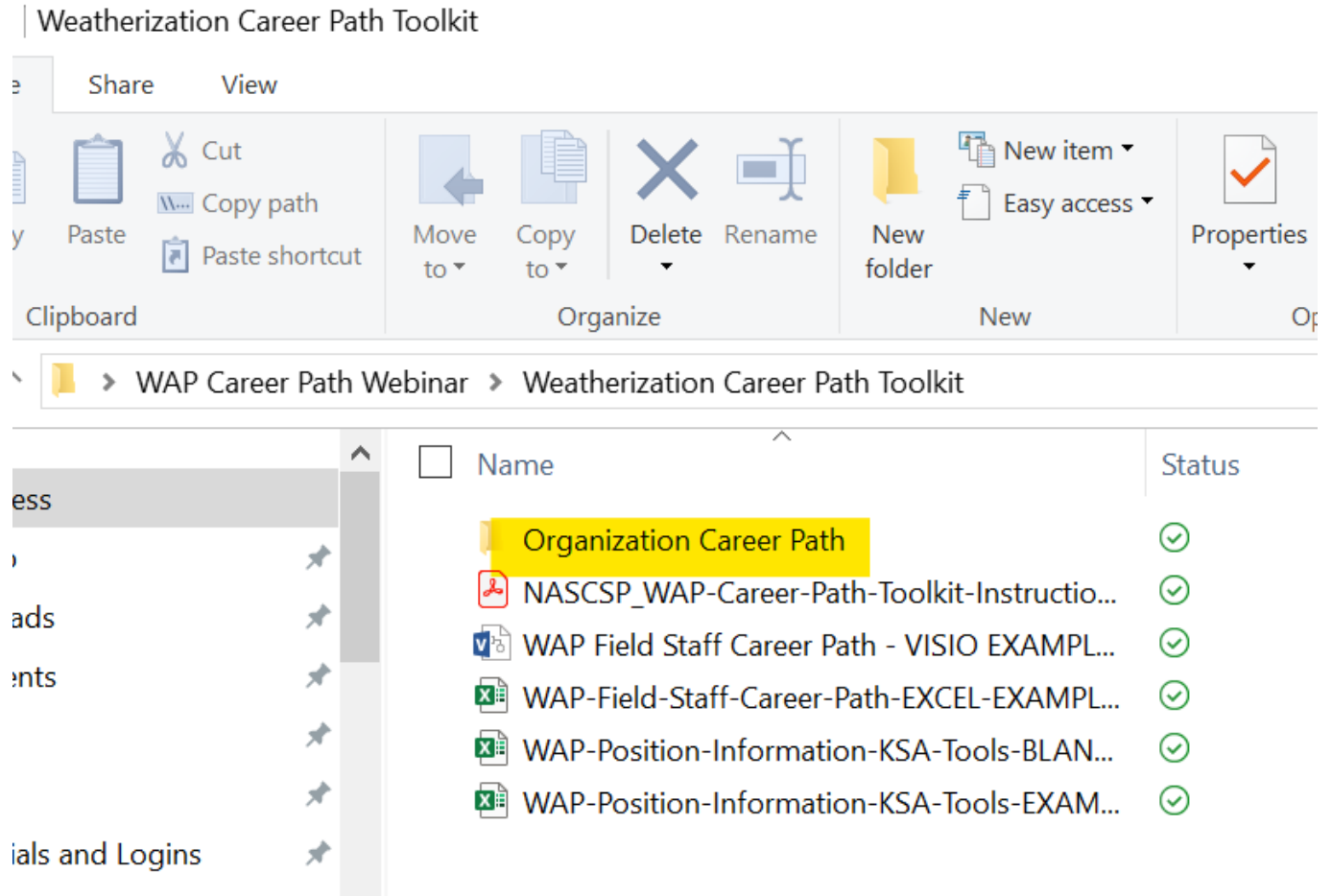
WAP Field Staff Career Path - EXCEL EXAMPLE

WAP Field Staff Career Path - VISIO EXAMPLE

Weatherization Career Path Toolkit

After downloading, it is recommended to create a folder for all the resources to be saved in one place.

You may also want to create a separate folder to store the organizational documents created.





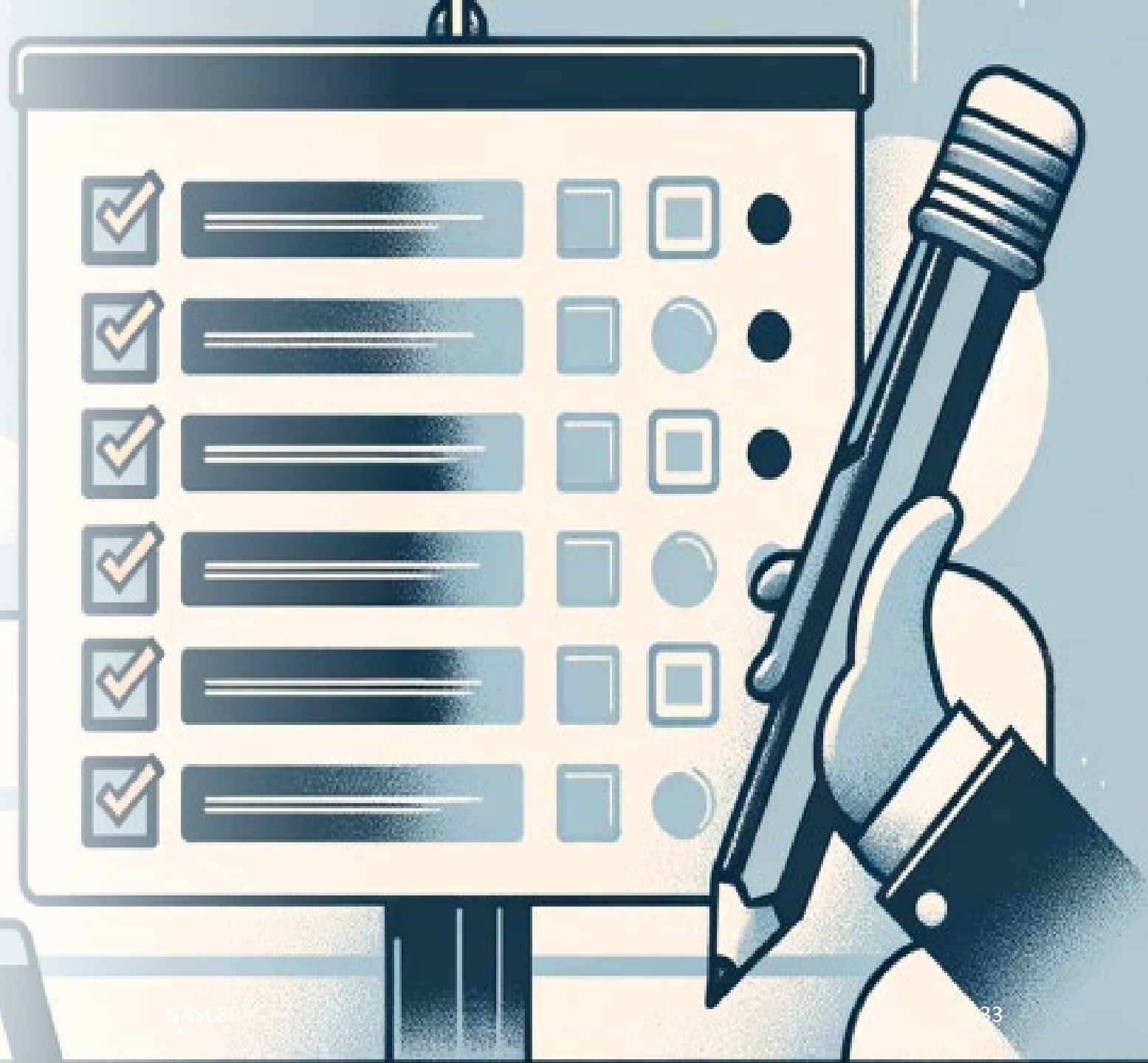
Weatherization Career Path Toolkit

Walkthrough from
download to use -
Screen Share.

**See the recorded
webinar video for
additional details
and how-to.**

Poll - Weatherization Career Path Toolkit

- **Did you find this webinar helpful?**
- **Do you think the Career Path Toolkit is a useful resource?**
- **Is there anything we could do to improve the toolkit?**





Final Thoughts & Next Steps

- Are you considering implementing a career path in your program?
- Is there anything we can do to assist with those efforts?
- Have you already implemented a career path (or *wage initiative*) in your program? If so, would you be willing to share the impact or success story?

Coming in 2024!

- NASCSP will conduct a national **Weatherization Workforce and Wage Survey**.
- The data will be used to update and populate customized career fliers in both English and Spanish.
- NASCSP will host a training webinar with Grantees and Subgrantees prior to launching the survey.



Save the Date!

NASCSP Annual
Training Conference
September 16 – 20, 2024



Thank You!

Questions or comments?

Kye Garvin

WAP Workforce Program Manager

NASCSP

kgarvin@nascsp.org

(202)-370-8420

www.Nascsp.org

