



## 2024 NASCS Weatherization Workforce & Wage Survey

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Dear WAP Subgrantee,

Thank you for taking the time to complete the following NASCS Weatherization Workforce & Wage Survey. Depending on the size of your program's workforce and readily available information, completing the survey is estimated to take **1-2 hours**. This survey aims to gather critical data for workforce development, recruitment, and retention within the Weatherization Assistance Program. **Subgrantees may use DOE WAP Training and Technical Assistance Funds to complete this survey.**

NASCS will analyze your responses to provide **state-level job averages** in the Weatherization field. These insights will help craft career ladders, update best practices, enhance recruitment materials, and strengthen retention strategies.

Only your grantee WAP Manager will know what information came from a particular organization. For resource development and reporting, **your organization name will remain anonymous on any information shared from the survey.** This ensures privacy while allowing us to compile accurate and useful data to support our workforce initiatives.

You may only submit one wage survey per organization. Once you submit you cannot resubmit. We encourage you to use this blank PDF of the survey to prepare your responses before entering information into the actual survey. Please see the instructions for more detailed guidance.

***Please contact [kgarvin@nascsp.org](mailto:kgarvin@nascsp.org) with any questions regarding the survey prior to submission.***

Once you are satisfied with your answers, please fill out the online survey. When finished, please click **Submit** at the bottom of the page. After you click **Submit**, the website will refresh to provide a summary of your responses. You will also receive a PDF copy of your survey answers via the email address you provided.

Please complete the survey by **September 13, 2024**

Thank you for your valuable contribution to improving the Weatherization workforce.

**Please use this practice form to pre-fill the 2024 NASCSP Weatherization Workforce & Wage Survey. Multiple employees may need to collaborate to complete all the information in the survey. This form allows for the collection of multiple inputs prior to filling out the online survey. Note: This form can be printed or completed digitally.**

\*Organization Name

\*Contact Email

\*Type of Organization

Community Action Agency

Local Government

Non-profit

Tribal Entity

Other

\*Please input your organization's Weatherization (DOE, LIHEAP, and other) funding amount in dollars for the current Program Year.

**Note:** Please enter a whole number with no decimals. Example: \$5,100,500

\*County of your organization's primary WAP Office

\*State/Territory/District

\*How long has your organization provided weatherization services?  
*Please input the number of years and/or months.*

\*Is your program primarily in-house crew or subcontractor based?

- Crew-based                       Contractor-based                       Both

\*Select the type(s) of subcontractors your organization uses for weatherization services. Please check all that apply.

*You may also enter specific types of contractors using the "Other" option.*

- Weatherization                       Insulation                       HVAC  
 Electrical                       Plumbing                       Solar  
 Roofing/Home Repair  
 Other (Please specify)

\*Which of the following positions do you use in your weatherization program?

- Retrofit Installer Technician                       Crew Leader                       Energy Auditor  
 Quality Control Inspector                       WAP Admin/Intake Specialist                       WAP Program Director/Manager  
 WAP Program Specialist/Coordinator                       HVAC Technician                       Solar Installer

## Wages & Benefits

### \* Organization Fringe Rate

**Note:** 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.

Enter a value between 0 and 100

\* For each position, please input the hourly wage information. Please do not include the fringe. *For more detailed guidance, please see the survey instructions.*

**Note:** For the online survey, only the positions you selected for your program will appear as options. When filling out the online survey, if you notice missing positions, it is recommended to return to the first page of the survey and double-check the question asking about positions.

**Enter the amounts in full dollar values, including cents.** For example: 12.24 / 14.50 / 16.76.

- Please input the minimum hourly wage (the **entry-level** or **starting rate**),
- Please input the average wage (the average hourly rate across all employees in the position), and
- Please input the maximum hourly wage (the **highest hourly rate currently earned** by any employee in the position)

### Example of "Average Wage" -

A	B	C	D	E
Employee	Hourly Wage			
Installer #1	\$ 15.75		Total Hourly Wage for position	\$ 47.50
Installer #2	\$ 17.25		Number of Employees	3.00
Installer #3	\$ 14.50		Average Hourly Wage for position	\$ 15.83

Retrofit Installer Technician

Minimum (Entry-Level) hourly wage

Average hourly wage

Maximum (Highest) hourly wage

Crew Leader

Minimum (Entry-Level) hourly wage

Average hourly wage

Maximum (Highest) hourly wage

Energy Auditor

Minimum (Entry-Level) hourly wage

Average hourly wage

Maximum (Highest) hourly wage

Quality Control Inspector

Minimum (Entry-Level) hourly wage

Average hourly wage

Maximum (Highest) hourly wage

WAP Admin/Intake Specialist

Minimum (Entry-Level) hourly wage

Average hourly wage

Maximum (Highest) hourly wage

WAP Program Director/Manager

Minimum (Entry-Level) hourly wage

Average hourly wage

Maximum (Highest) hourly wage

WAP Program Specialist/Coordinator

Minimum (Entry-Level) hourly wage

Average hourly wage

Maximum (Highest) hourly wage

HVAC Technician

Minimum (Entry-Level) hourly wage

Average hourly wage

Maximum (Highest) hourly wage

Solar Installer

Minimum (Entry-Level) hourly wage

Average hourly wage

Maximum (Highest) hourly wage

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*Does your organization offer additional benefits such as child care, transportation/cell phone allowances, or others? If so, please use the space provided to briefly describe those additional benefits. If not, please feel free to skip this answer or input NA.*

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\*Since the 2021 weatherization wage survey, have you implemented minimum wages or other wage initiatives in your organization's weatherization program? Consider minimum wages, career paths, incentives, etc.

**Note:** Please do not consider annual Cost of Living Adjustments (COLA).

- Yes, we implemented wage changes based on the data from the 2021 weatherization wage survey.
- Yes, we implemented wage changes based on prevailing wage data.
- No, we have not implemented any wage initiatives.
- No, we have not implemented any changes, but we are interested.
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\*Have the recent WAP funding increases allowed your organization to raise wages for weatherization staff? (*For example, consider BIL funding*)

Please select whether the increased funding has "**directly**" or "**indirectly**" (*consider leveraged funds*) helped with wage increases. If you have not increased wages, please select the "**not helped**" option. Please use the "**Other**" option to explain further, if needed.

- Increased funding has directly helped with wage increases.
- Increased funding has indirectly helped with wage increases.
- Increased funding has not helped with wage increases.
- Other (Please specify)
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Please briefly describe the impact wage changes have had on your program.

**Note:** You will also have the opportunity to upload files at the end of the online survey.

## Recruitment & Retention

**Subcontractor engagement:** Rate and describe subcontractor capacity. If you do not use a specific type of subcontractor please select "NA".

Please consider the amount of available contractors in your area and your organization's needs.

- 1 = none available
- 2 = very little available
- 3 = some available, but not enough
- 4 = enough available for most jobs
- 5 = no problem finding qualified subcontractors

	1	2	3	4	5	N/A
Weatherization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insulation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
HVAC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Electrical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plumbing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Solar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Roofing/Home Repair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*Does your program offer sub-contractors paid training, stipends, or other incentives?

Yes

No

No, but we want to learn more

Please briefly describe your sub-contractor training, stipend, or incentive plan.

**Note:** You will also have the opportunity to upload files at the end of the online survey.



\* Does your organization implement recruitment or referral bonus plans?

Yes

No

No, but we want to learn more

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Please briefly describe your recruitment or referral bonus plan.

**Note:** You will also have the opportunity to upload files at the end of the online survey.

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\* Does your organization provide a published (visual) career path/ladder for weatherization staff?

Yes

No

No, but we want to learn more

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If you do not mind sharing, please upload a copy of your career path/ladder when filling out the online survey.

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\* Does your organization award wage increases or bonuses for achieving certifications, training, or advancing through the career path?

Yes

No

No, but we want to learn more

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Please briefly describe your career path, retention, or incentive plan.

**Note:** You will also have the opportunity to upload files at the end of the online survey.

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\*Please describe any issues regarding employee recruitment and/or retention in your program. If you do not have any issues at this time, please input NA.

\*Please input the following job position information regarding recruitment and retention.

**Note:** For the online survey, only the positions you selected for your program will appear as options. When filling out the online survey, if you notice missing positions, it is recommended to return to the first page of the survey and double-check the question asking about positions.

- Please input the current number of employees for each role.
- Please input the number expected to be hired in the next 12 months. *Consider how many additional positions need to be filled for each of these occupations for this program to be at full capacity.*
- Please input how many months it takes to fill each position. *This is the amount of time from job posting to officially signing on the new employee.*
- Please input the number of employees turned over within the last 12 months for each position.
- **Note: Please input whole numbers without decimals.**

Retrofit Installer Technician

Current Number of Staff in this role

Number of Staff expected to hire for full capacity (Current Vacancies)

Length of time to fill position/recruit (in months)

Number of Staff turnover within the last 12 months

Crew Leader

Current Number of Staff in this role

Number of Staff expected to hire for full capacity (Current Vacancies)

Length of time to fill position/recruit (in months)

Number of Staff turnover within the last 12 months

Energy Auditor

Current Number of Staff in this role

Number of Staff expected to hire for full capacity (Current Vacancies)

Length of time to fill position/recruit (in months)

Number of Staff turnover within the last 12 months

Quality Control Inspector

Current Number of Staff in this role

Number of Staff expected to hire for full capacity (Current Vacancies)

Length of time to fill position/recruit (in months)

Number of Staff turnover within the last 12 months

WAP Admin/Intake Specialist

Current Number of Staff in this role

Number of Staff expected to hire for full capacity (Current Vacancies)

Length of time to fill position/recruit (in months)

Number of Staff turnover within the last 12 months

WAP Program Director/Manager

Current Number of Staff in this role

Number of Staff expected to hire for full capacity (Current Vacancies)

Length of time to fill position/recruit (in months)

Number of Staff turnover within the last 12 months

WAP Program Specialist/Coordinator

Current Number of Staff in this role

Number of Staff expected to hire for full capacity (Current Vacancies)

Length of time to fill position/recruit (in months)

Number of Staff turnover within the last 12 months

HVAC Technician

Current Number of Staff in this role

Number of Staff expected to hire for full capacity (Current Vacancies)

Length of time to fill position/recruit (in months)

Number of Staff turnover within the last 12 months

Solar Installer

Current Number of Staff in this role

Number of Staff expected to hire for full capacity (Current Vacancies)

Length of time to fill position/recruit (in months)

Number of Staff turnover within the last 12 months

\* **Retention Difficulty:** Rank each position by difficulty to retain, from **most (1) to least**.

Please select only one rank per position; For the online survey, selecting a rank already used will clear the previous choice. Depending on the number of positions you selected, you may need to scroll to the left to see additional columns.

**Note:** For the online survey, only *the positions you selected for your program will appear as options*. If you notice missing positions, it is recommended to return to the first page of the survey and double-check the question asking which positions are used.

Retrofit Installer Technician

- 1 (Most Difficult)
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

Crew Leader

- 1 (Most Difficult)
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

Energy Auditor

- 1 (Most Difficult)
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

Quality Control Inspector

- 1 (Most Difficult)
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

WAP Admin/Intake Specialist

- 1 (Most Difficult)
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

WAP Program Director/Manager

- 1 (Most Difficult)
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

WAP Program Specialist/Coordinator

- 1 (Most Difficult)
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

HVAC Technician

- 1 (Most Difficult)
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

Solar Installer

- 1 (Most Difficult)
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

# Training, Partnerships, & Successful Practices

Please input the following training information to the best of your ability. Please enter any information available for either column or both. This information can be an average or estimate. If you are unable to complete this question, you may leave it blank.

**Note:** For the online survey, only the positions you selected for your program will appear as options. If you notice missing positions, it is recommended to return to the first page of the survey and double-check the question asking which positions are used.

- Input the number of months it takes to fully train a new employee in each position. Consider new employees with no weatherization experience.
- Input the dollar amount to fully train a new employee in each position. Consider the entire (*or estimated*) cost of training for the position, including employee wages, courses/classes, travel, etc.

Retrofit Installer Technician

Time to fully train (months)

Cost to fully train (dollars)

Crew Leader

Time to fully train (months)

Cost to fully train (dollars)

Energy Auditor

Time to fully train (months)

Cost to fully train (dollars)

Quality Control Inspector

Time to fully train (months)

Cost to fully train (dollars)

WAP Admin/Intake Specialist

Time to fully train (months)

Cost to fully train (dollars)

WAP Program Director/Manager

Time to fully train (months)

Cost to fully train (dollars)

WAP Program Specialist / Coordinator

HVAC Technician

Time to fully train (months)

Time to fully train (months)

Cost to fully train (dollars)

Cost to fully train (dollars)

Solar Installer

Time to fully train (months)

Cost to fully train (dollars)

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\*Do you have a formal onboarding, continuing education, or training plan?

Yes

No

No, but we want to learn more

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Please briefly describe your onboarding, continuing education, or training plan.

**Note:** You will also have the opportunity to upload files at the end of the online survey.

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Please describe any **partnerships** that your organization uses for recruitment, training, or workforce outreach.

For example: Community based organizations, apprenticeship programs, tech school programs etc.



Does your organization have any successful workforce development strategies or initiatives that were not mentioned in previous questions?

Example: Innovative projects, practices, plans, etc.

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Does your organization recruit from the under-represented or disadvantaged communities we serve? If yes, please describe outreach and engagement activities within these communities.

Example: Partnerships, client engagement, employee referrals, etc.

## Needs, Feedback, & Uploads

Please describe any current challenges or needs. Any suggestions for future workforce development training topics, tools, or resources?

Please provide any additional feedback.

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You can **upload** files for any plans, processes, or procedures you want to share. You can upload a maximum of five files.

For example: Plans, processes, or procedures for training, incentives, partnerships, recruitment, retention, outreach, engagement, etc.

If you have any questions and/or require assistance, please contact us at [kgarvin@nascsp.org](mailto:kgarvin@nascsp.org) before submitting.

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