



Strengthening Our Workforce: The Critical Role of Wages in Weatherization

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ABOUT NASCSP



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Agenda

- Introductions & Housekeeping
- How It Began - 2021 NASCSP Wage Survey
- 2024 NASCSP WAP Workforce & Wage Survey
- The Impact of Wage Initiatives
- Hear From Our National Partners
- Questions & Next Steps

A complex network diagram with numerous nodes of various colors (blue, yellow, red, purple) and sizes, connected by thin grey lines. The nodes are scattered across the page, with a higher density on the left and right sides. A large, semi-transparent grey circle is positioned on the right side of the page, partially overlapping the network diagram. The background is a light grey grid of small dots.

Speakers

Andrea Schroer - NASCSP

Kye Garvin - NASCSP

Geoff Wilcox - VT WAP

Allison Moe - NREL

Christopher Small - NCAP

Pagan Poggione - IREC



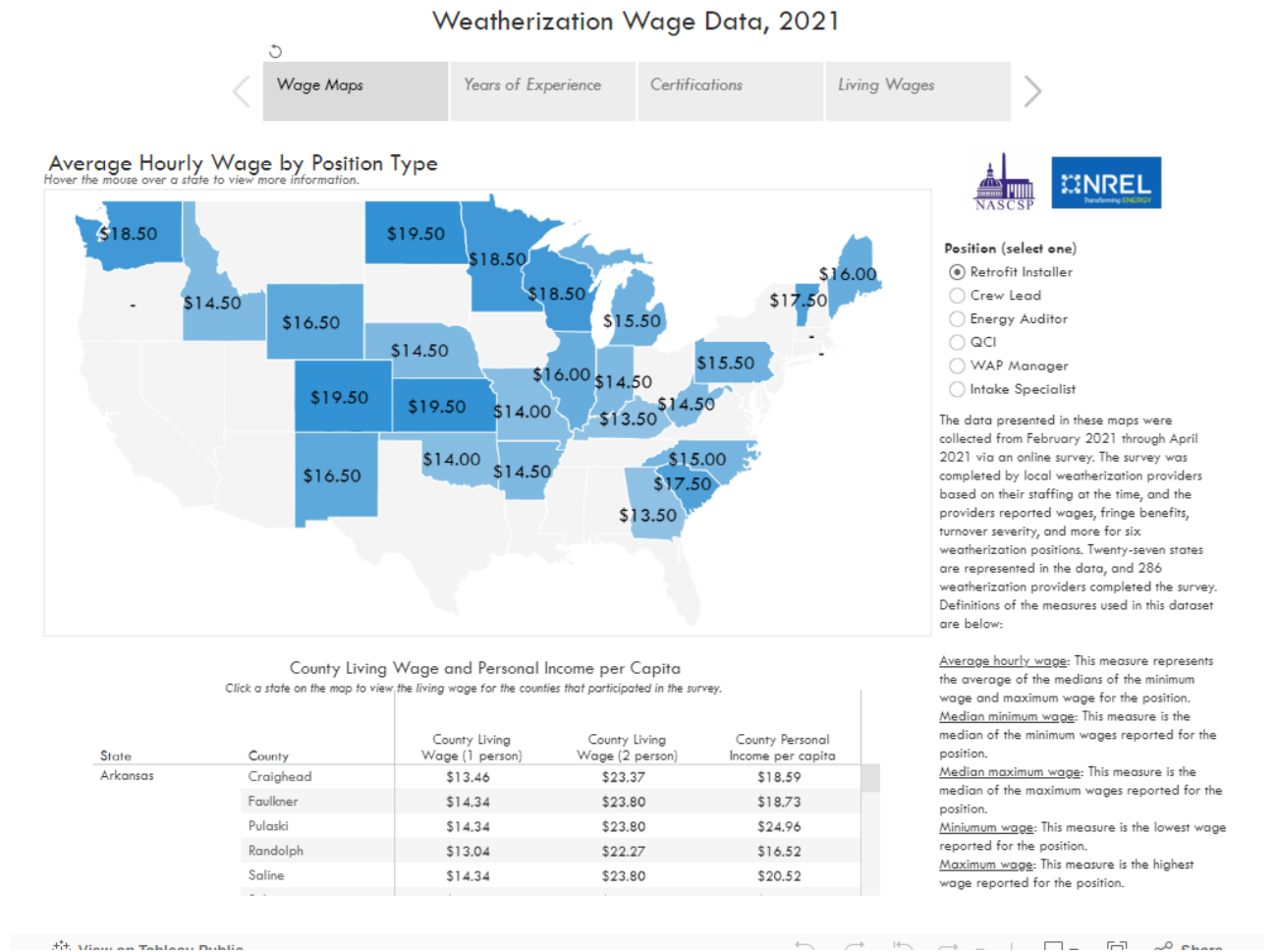
Poll

Who is on the call?

- Grantee
- Subgrantee / Local Service Provider
- Contractor
- Training Center
- National / Federal Partner
- Other - ?

How It Began - 2021 Wage Survey Overview

In 2021, NASCSP conducted a Wage Survey to learn more about wages and workforce development in WAP. Twenty-seven Grantees and **286 Subgrantees** participated in the survey.



2021 Wage Survey Results & Resources

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. \$28,000 - \$38,400/year



Crew Leader
Supervises installation of home energy-saving upgrades
\$16.50–\$21.50/hr. \$34,320 - \$44,720/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. \$40,560 - \$53,040/year



Client Intake Specialist
Confirms client eligibility for the program
\$14.50–\$19.50/hr. \$30,160 - \$40,560/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



NASCSP partnered with NREL to perform data analysis.

Participants in the Wage Survey received **customized WAP career fliers** in both English and Spanish!

2021 Wage Survey Results & Resources

RETENTION

PAY & BENEFITS

Compensation:

- Competitive / good pay #1
- Opportunity for raise with each certificate received.
- Wage is more important to younger workers, but that should not matter. Pay well regardless.

Benefits:

- Generous paid time off (vacation and sick leave)
- Medical / Health insurance
- Dental and vision plan
- Flexible work hours and telework opportunity
- 401k / 403 (b) + match
- Family Friendly benefits



SURVEY COMMENTS ANALYSIS	Ranking in Survey
Competitive Salary / Good wages	1
Good Work Culture	2
Generous Benefits	3
Hire/Promote from within	4
Training Programs	5
Flexible Schedule	6

• *NASCSP 2021 Wage Survey Analysis*

2024 NASCSP
Weatherization
Workforce & Wage
Survey Launch





Workforce Development Working Group

Keli Reynolds	Kentucky Housing Corp
Geoff Wilcox	State of Vermont
Maddy Kamalay	Michigan Dept. of Health & Human Services
Mary Meunier	Wisconsin Division of Energy, Housing, & Community Resources
Destiny Murrell	Oklahoma Dept. of Commerce
Eneesha Maynor	Georgia WAP (GEFA)
Laura Whitfield	Georgia WAP (GEFA)
Mick Prince	Illinois Dept. of Commerce and Economic Development
Wayne Hartel	Illinois Dept. of Commerce and Economic Development
Jacob Wolff	Colorado WAP
Travis Eckenburg	Arizona Housing



Workforce Development Working Group (WDWG)

2024 NASCSP Weatherization Workforce & Wage Survey:

- WDWG survey development and review (Nov-Feb)
- WDWG Subgrantee networks feedback (Mar/Apr)
- WAP Stakeholder review (April)
- DOE Review and Approval (April/May)
- Wage Survey Launch –TODAY!

2024 NASCSP WAP Workforce & Wage Survey

The purpose of the survey is to **enhance the understanding and support the growth** of the Weatherization Assistance Program by gathering **essential data on wages, recruitment, and retention.**

We're seeking participation from **local weatherization service providers and subgrantees across the nation,** focusing on current workforce and wage details.



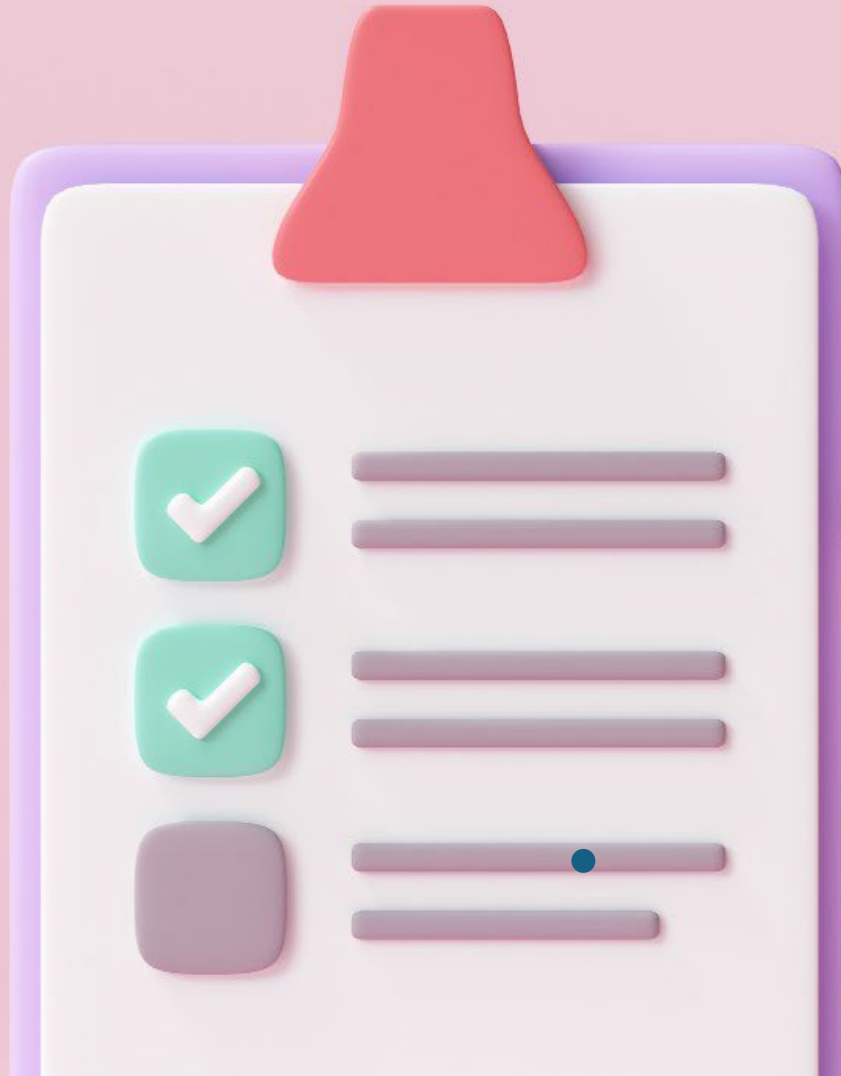
This Photo by Unknown Author is licensed under [CC BY-NC-ND](https://creativecommons.org/licenses/by-nc-nd/4.0/)

WHO Should Participate?

- All Subgrantees that receive Weatherization funding!
- The survey can be completed by a joint effort between the **local WAP Program Manager** and the **local agency fiscal manager**.
- We would expect the local WAP Managers to drive the process and seek the agency fiscal support.
- Grantees can help by supporting and spreading the word about the NASCSP 2024 Workforce and Wage survey!



sking



- **Wages & Benefits**
 - Core weatherization positions
 - Impact/Initiatives
- **Recruitment & Retention**
 - Contractor Engagement
 - Challenges/Needs
- **Training & Partnerships**
 - Time/Cost to Train
 - Best Practices

What We're Asking

The survey targets core Weatherization positions to collect data on wages, recruitment, retention, and more.

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

Retrofit Installer Technician

Energy Auditor

WAP Admin/Intake Specialist

WAP Program Specialist/Coordinator

Solar Installer

Crew Leader

Quality Control Inspector

WAP Program Director/Manager

HVAC Technician



How will the data be used?

NASCSP will analyze your responses to provide **state-level job averages** in the Weatherization field.

Insights will help craft **career ladders, update best practices, enhance recruitment materials, and strengthen retention** strategies.

NASCSP will share summary state-level data with IREC and other national partners for workforce initiatives.

NASCSP will use the data for case studies and provide summary data to Federal Funding Partners.



Your Privacy is Important!

Only **NASCSP** and the **Grantee administrator** will have access to the raw data submitted and know what information came from a particular organization.

For resource development and reporting, **NASCSP will remove the agency name, address and zip code** and summarize data generally by state. This **ensures privacy** while allowing us to compile accurate and useful data to support our workforce initiatives.

Why Should We Participate?

Workforce development, specifically retention and recruitment, are identified as the #1 barrier to continued success in the WAP.

Participating organizations will have access to the state summaries, best practices, and case studies that NASCSP conducts on the wage data.

Time spent preparing and submitting the survey is an eligible use of DOE WAP T&TA funds!

Note: Check your Grantee T&TA Plan to ensure "Evaluat

Benefits of Participation



**WAGE &
BENEFIT DATA**



**RECRUITING &
RETENTION
INFORMATION**



**CONTRACTOR
ENGAGEMENT**



**TRAINING
INFORMATION**



**INNOVATIVE
INITIATIVES &
PRACTICES**



**CHALLENGES
&
OPPORTUNITY**

- State based **average wage data** for workforce development and engagement.
- Increased understanding of the **impact of compensation** on the workforce.
- Enhanced awareness of challenges, opportunities, and innovation.
- **Tools and Resources** for workforce development, recruiting, and retention.
- *Easier onboarding to IREC's **Green Workforce Connect!***

How To Participate

Access the survey resources here: [NASCSP Workforce Resources and Tools](#).

- Watch **this launch webinar** to understand the benefits of survey participation and the impact of wage initiatives.
- Review the **how-to video** to learn about completing the online survey efficiently.
- Read through the **survey instructions** for a better understanding of the questions.
- Use the **PDF Practice Survey** for collaborative survey input between multiple employees.

2024 Wage Survey Resources



How-To Video



Survey
Instructions



Practice PDF
Survey



Launch
Webinar Video



Outreach
Messaging



Launch
Webinar Slides

How To Participate

Complete the Survey: [Take the Survey Here](#)

- It is highly **recommended to use the PDF Practice Survey** for the purpose of data collection.
- Provide accurate and comprehensive responses to ensure the best data quality.
- You may only submit **one wage survey per organization**. Once you submit you cannot resubmit.

Submit by the Deadline: Ensure your responses are submitted by **September 13, 2024**.

Grantee Participation

Grantees can **help encourage participation** by:

- **Using the outreach messaging** found in the survey resources.
- **Meeting with your entire network** and encouraging (**or requiring** 😊) participation,

Grantees will receive reminders through the NASCSP WAP E-News and other communications.

*Remind your network to submit the responses **before September 13, 2024.**

Grantee Participation

The WAP Manager will **receive the raw wage survey data (for your state)** from NASCSP.

- You may want to **follow up with any agencies that did not participate.**
- You can then **de-identify and summarize the data.** Share the de-identified wage data with your Local Agencies

NASCSP will be conducting survey analysis and case studies on the data.

Reach out if you want to learn more.

Questions / Concerns

If you have any questions or concerns, please reach out to [Kye Garvin](#) or...

Join the NASCSP Workforce & Wage Survey Open Office Hours:

- July 12 | 2:00 PM ET
- August 12 | 2:00 PM ET

[Register for Open Office Hours](#)



We Need Your Input!

We're seeking participation from 40 WAP Grantees and **400 local weatherization service providers/subgrantees.**

We want to fill the map with data from across the entire WAP network!

Help us **strengthen our weatherization workforce** and reach our goals by **joining the survey.**





Poll

Do you plan to participate in the
2024 NASCSP WAP Workforce &
Wage Survey?

- Yes
- No
- Maybe

The Impact of Wages in Vermont



CHALLENGES:

-
- Very ambitious ramp up required via various funds (ARPA, ARPA LIHEAP, State Wx Funds, BIL funds, IRA).
 - Underspending by WAPS in previous years (10-20%)
 - Resulted in fewer than budgeted homes being served or “under weatherization” occurring each year.
 - Clearly due to significant crew worker vacancies at agencies (only vacant position in our network. Ever!).
 - Limited contractors for home repairs, vermiculite remediation, heat pump installs, wood and pellet stove installs, heating system repairs and replacements. Creates bottlenecks and stress at local agencies.
 - Challenges with DOE Allowable Cost Per Unit

WORKFORCE CHALLENGE CONTINUED:

Significant turnover at crew position across the state (some worse than others).

Crew wages were low. Some posting new crew wages at \$16 an hour in 2021.

10-20% vacancy rate statewide at the crew and crew chief position.

Some of our workers were eligible for Wx. 😞

Morale not the greatest on some crews.

Crew candidate/ application pool often poor too. Applicants often didn't pass a background check.

NASCSP WAGE SURVEY: IMPORTANT

We used the NASCSP National Wx wage survey data and our own VT WAP wage data to advise. It helped tell the story / explain the issue.

We had varying degrees of low wages at the crew and crew chief position. Some WAPS worse / better than others, but overall, crew wages too low.

Note: prior, most people in the program realized crew work was the hardest, most critical and important work in Weatherization, but it didn't mean they were paid accordingly. They weren't.

JULY 1, 2022, INSTITUTED A MINIMUM AND PREVAILING WAGE FOR CREW AND CREW CHIEF:

-
- Issued through our Wx grants with the local agencies (all funding sources) July 1, 2022.
 - \$20.16 per hour minimum wage plus 42.5% fringe rate for crew.
 - Crew Chief min. wage is \$2 an hour higher than crew.
 - Created primarily for crew and crew chief to address the vacancies.
 - Resulted in an increase of \$4 an hour for new crew person at some agencies.
 - Important: We provided the \$ to pay more, to our Agencies via increased ACPU (\$14k).
 - We implemented this in a simple and non administratively burdensome way. Not like Davis Bacon.

Lessons learned / how it went:



AGENCIES PUSHED BACK AT FIRST, BUT ULTIMATELY, THEY ALL THOUGHT IT WAS A SUCCESS (SOON AFTER IMPLEMENTING). INITIAL CONCERNS THAT THEIR OTHERS PROGRAMS WAGES DIDN'T HAVE FUNDS TO INCREASE



IMMEDIATELY MORE AND BETTER CANDIDATES APPLIED FOR CREW JOBS. AGENCIES TOLD US THIS WITHIN 1 WEEK.



OUR CREW VACANCY IN ONE YEAR HAS DROPPED FROM 20% TO LESS THAN 5%.



IT TOOK 6 MONTHS TO SEE MAJOR RESULTS AND WE CONTINUE TO SEE RESULTS 2 YEARS LATER (MORE ON THAT, NEXT SLIDE)



DUE TO NUANCES OF THE MINIMUM WAGE AND FRINGE REQUIREMENT IT REQUIRES TALKING ABOUT COMPENSATION IN A NEW WAY TO INCLUDE "TOTAL COMPENSATION"

Results 2 years later: (PY22 was pre wage increase)

Program Year	total units	1-4 units	5 plus units		# crew workers	spending
PY22	862	672	190		60	12,975,683
PY23	824	767	57		74	16,225,548
PY24*	1010	1,010	0		86	19,800,173
* projected after 10 months of actuals						

Continued:

Comparison of the PY prior to the Wage Increase to the PY 2 years after:

increase by category:	increase by percentage:	increase by numbers:
% increase in crew workers:	43%	26
% increase of 1-4 unit production:	50%	338
% increase of spending:	53%	\$ 6,824,490.00

The Impact of Wages in Kentucky



Kentucky Impact - Challenges

Kentucky recognized a wage gap when participating in the NASCSP WAP Wage Study

Difficulties recruiting and retaining crews due to the wage gap between WAP and other industries such as fast food and construction.

Kentucky Impact - Solution

Collaborating with Subgrantees for input, the Kentucky WAP state plan sets clear minimum hourly wages for core roles within the Weatherization workforce.

Using the NASCSP wage study, Kentucky's approach included creating a career path with minimum pay standards that provide incentives for certifications.

Kentucky Impact - Solution

Career Path

- Require subgrantees to pay minimum wage for retrofit installer, crew lead, EA, and QCI
- Provide incentive ladder for obtaining EA and QCI (with minimum pay standards)

Minimum Pay (Hourly rate – does not include fringe)

Position	Minimum Pay
Retrofit Installer	\$13.50
Crew Lead	\$16.50
Energy Auditor	\$18.50
QCI	\$21.00

This career path is pulled from the KY WAP 2024 DOE State Plan Annual File.



Kentucky Impact - Results



The career path incentives have provided an extra layer of support to weatherization professionals, encouraged a culture of professional development, and enhanced the well-being and job satisfaction of the weatherization workforce.



Competitive wages have facilitated the retention of experienced weatherization professionals, creating an environment where knowledge and skills are passed down to newer staff members.



This initiative has not only enhanced the professional growth of the entire network but also contributed to an increase in the program's production numbers and work quality.

NASCSP Blogs on Wages

[The Positive Impact of Fair Wages: Supporting the Weatherization Workforce](#)

[Empowering Weatherization Professionals: A Success Story from Southwest Georgia Community Action Council](#)





Poll

Do you have a workforce development success story you want to share?

- Yes
- No
- We're working on one now



WEATHERIZATION
ASSISTANCE PROGRAM

Let's hear from
WAP national
partners.

Allison Moe - National
Renewable Energy Laboratory

Christopher Small - National
Community Action Partnership

Pagan Poggione - Interstate
Renewable Energy Council

Open Discussion with National Partners

Why do you support the 2024 NASCSP WAP Workforce & Wage Survey?

What benefits do you see for yourself (or your organization)?

What benefits can you see for the participants?

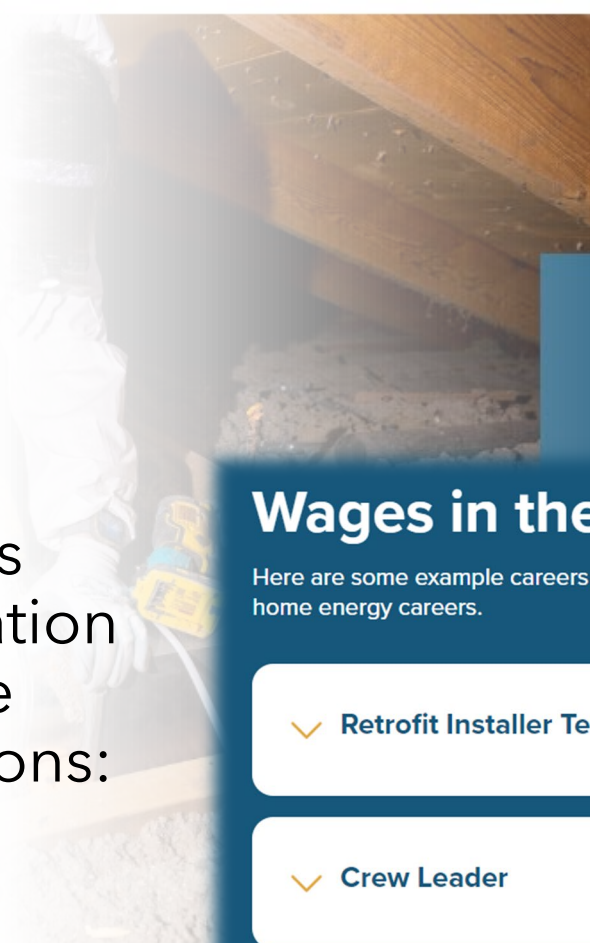
What impact do you see this survey having on workforce development, both collaborative and individual efforts?

Do you want to share any plans for the data, or resource development?

Green Workforce Connect

The platform includes state specific information such as wages for the four core WAP positions:

- Retrofit Installer Technician,
- Crew Leader,
- Energy Auditor, and
- Quality Control Inspector.



Wages in Wisconsin

Wages in the United States

Here are some example careers and wages we've seen across the country for home energy careers.

✓ Retrofit Installer Technician \$29,765 - \$40,789

✓ Crew Leader \$36,379 - \$47,403

✓ Energy Auditor \$38,584 - \$51,813

✓ Quality Control Inspector \$42,994 - \$56,222

and wages we've seen across the

\$39,000 - \$54,000

\$49,000 - \$63,000

\$50,000 - \$70,000

ector \$60,000 - \$76,000



Join Green Workforce Connect!

National Roll-out begins in **September 2024**. Sign up now!

Complete the state interest form or email [Kye Garvin](#) for more information.

- [Sign Up for the State Priority List](#) by filling out a simple form.
- You can also use the QR code <here to launch the form.



Questions?

We want to hear your questions or concerns.

- Feel free to raise your hand to be unmuted.
- You can also use the Chat or Q&A function to ask your question.


NEXT STEPS

Grantees & Subgrantees should **encourage participation** in your networks!

Browse the NASCSP Wage Survey Resources for more information.

Complete and Submit the survey before **September 13, 2024**.

Reach out to
kgarvin@nascsp.org with any
questions or concerns.



To the audience and
speakers...

**Thank
You!**

For questions, contact:

Kye Garvin

NASCSP WAP Workforce
Program Manager

kgarvin@nascsp.org