

# Energy Efficiency Jobs in America

**Nearly 2.4 Million Americans Work  
in Energy Efficiency**

DECEMBER 2025



**BUILDING  
PERFORMANCE**  
ASSOCIATION

**#Faces  
OfEE**

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# Energy Efficiency Jobs in America

America's energy efficiency (EE) economy consists of nearly 2.4 million workers designing, manufacturing, and installing energy saving products and technologies across 50 states.

## NATIONAL SUMMARY

Americans with energy efficiency jobs continue to grow our economy.

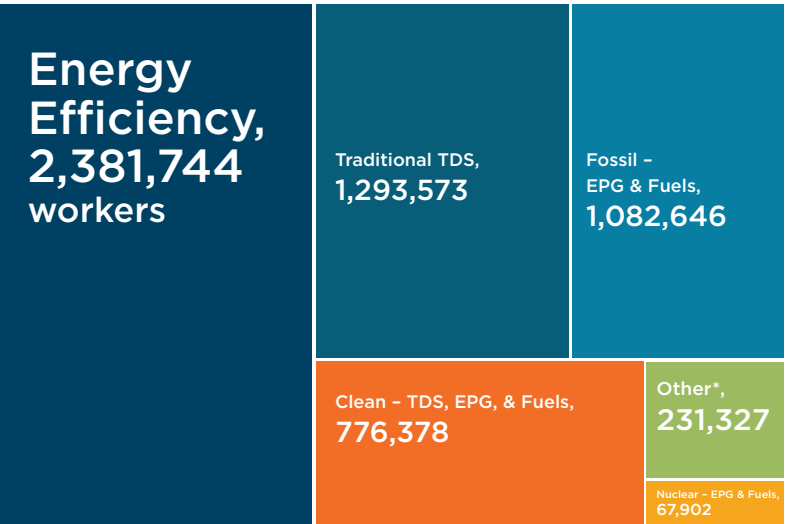
Energy efficiency saves Americans money on energy bills, improves air quality and home comfort, supports U.S. energy independence, reduces energy waste, and improves grid resilience—all while supporting a growing sector that employs nearly 2.4 million workers. That's more than a quarter of the total energy workforce.

EE is a job creation powerhouse that continues to grow nationwide. From 2023 to 2024, EE grew the fastest and added more jobs than any other energy sector, creating nearly 100,000 new jobs and increasing its growth rate year over year—nearly doubling since 2021.

New this year, detailed wage data reveals that the median wage for EE employment is 20% higher than the U.S. median wage. EE occupations run the gamut from energy auditors, insulation installers, technicians, and HVAC professionals to architects and electrical engineers and more.

Continued expansion of the industry supports both American manufacturing and energy independence.

### Energy Jobs by Sector



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.



## KEY INSIGHTS

Energy efficiency (EE) grew the fastest—and more—than any energy sector from 2023 to 2024, increasing by nearly **100,000 jobs.**

EE is powered by **small businesses.** Nationwide, **94.1%** of EE businesses have fewer than 100 employees.

EE continues to support America's economy. EE is the **largest energy sector in 39 states** and the District of Columbia. 99% of U.S. counties host EE jobs.

EE offers good-paying jobs. The median wage for EE employment is **20% higher** than the U.S. median wage.

**EE sits at a crossroads** as some Federal investments in energy efficiency have recently been cut despite historically having bipartisan support.

# BIG PICTURE CONTEXT

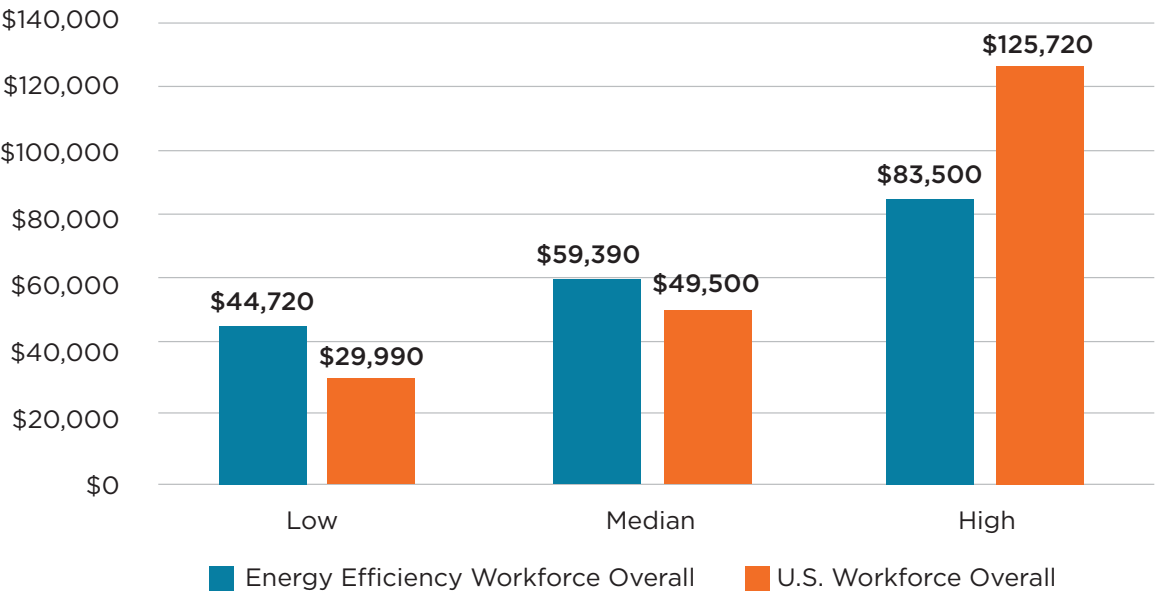
Leveraging 2025 U.S. Energy & Employment Report data collected in 2024, this report focuses solely on the EE sector of the U.S. economy. It emphasizes the built environment, capturing only the jobs where workers use ENERGY STAR energy efficiency products and high-performance building materials. It omits EE jobs in transportation and electric grid technologies, water use or waste management, electric power generation, transmission, distribution, storage, and fuels, among other jobs where energy efficiency can also be a large component.<sup>3</sup>



## WHAT IS AN EE JOB?<sup>1</sup>

EE jobs deliver goods and services that reduce energy use with a focus on ENERGY STAR appliances, buildings, financing, new technologies, and more. EE jobs do not include jobs in transportation, electric grid technologies, water use/management, electric power generation, fuels, or transmission, distribution, and storage energy subsectors.<sup>2</sup>

### EE Wages vs. Overall U.S. Workforce



<sup>1</sup> The USEER defines a Qualifying Worker as “an employee of a Qualifying Firm who spends some portion of their time supporting the qualifying energy portion of the business.” Employees sometimes perform work across multiple energy subsectors but, per USEER methodology, they are only counted in the report under the one energy sector where they work “more of their time” (i.e., a plurality of their time) as compared to any other energy technology.

<sup>2</sup> Please see appendix for more information on EE jobs.

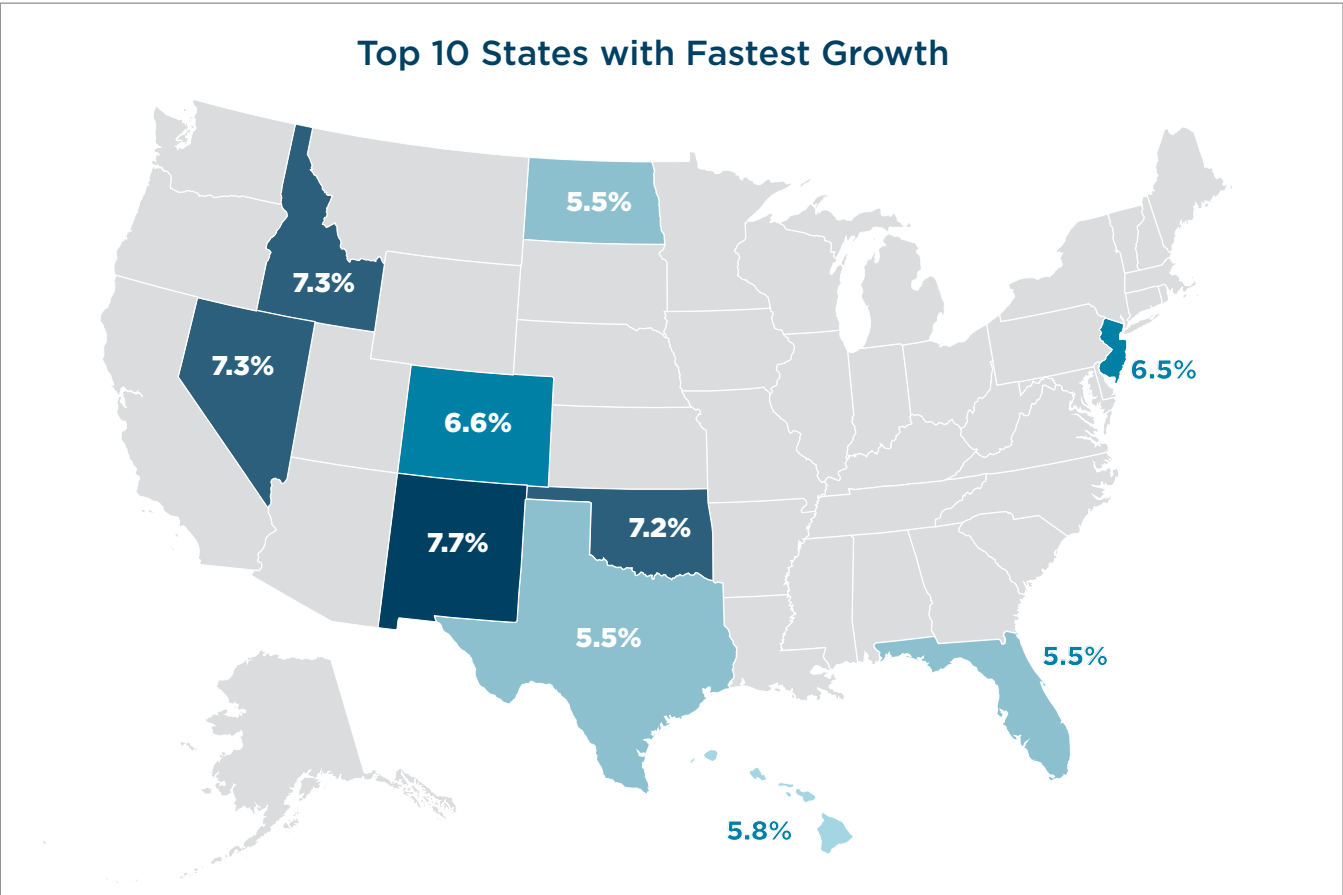
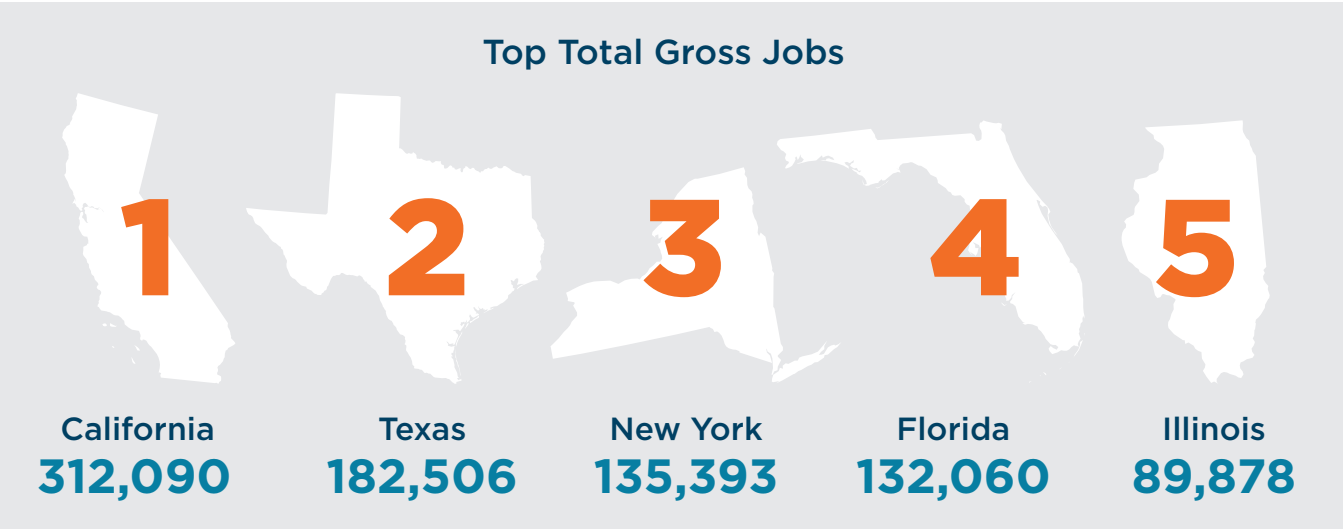
<sup>3</sup> Please see the “About the Report” section for more information about the report’s data methodology.



# ENERGY EFFICIENCY DOMINATES ACROSS ALL U.S. REGIONS

The rate of growth for the EE sector continues to increase, from around 3.4% for 2022-2023 to 4% for 2023-2024. EE jobs continue to provide the backbone of other clean energy investments, and EE remains the largest energy sector in most U.S. states. Additionally, EE jobs are in 99% of U.S. counties, showing that EE is deeply embedded in urban and rural communities nationwide.

New to the top five states with the fastest growing EE sectors this year: Idaho and Oklahoma (joining New Mexico, Nevada, and Colorado). In states where EE is not the largest energy sector, four states still have EE as the fastest growing sector: Louisiana, New Mexico, Nevada, and Texas.



## BUILDING AMERICA

### Construction

EE has proved to be one of America's most resilient sectors, sustaining steady job growth while other sectors continue to struggle to recover post-COVID. With projects spanning homes, schools, and small businesses, the EE workforce helped keep construction strong and communities working. EE is an integral part of construction, employing nearly 1.3 million workers within the industry.

Between 2022 and 2024, EE remained a consistent and substantial component of the U.S. construction workforce, accounting for roughly 16% of all construction jobs.



### Manufacturing

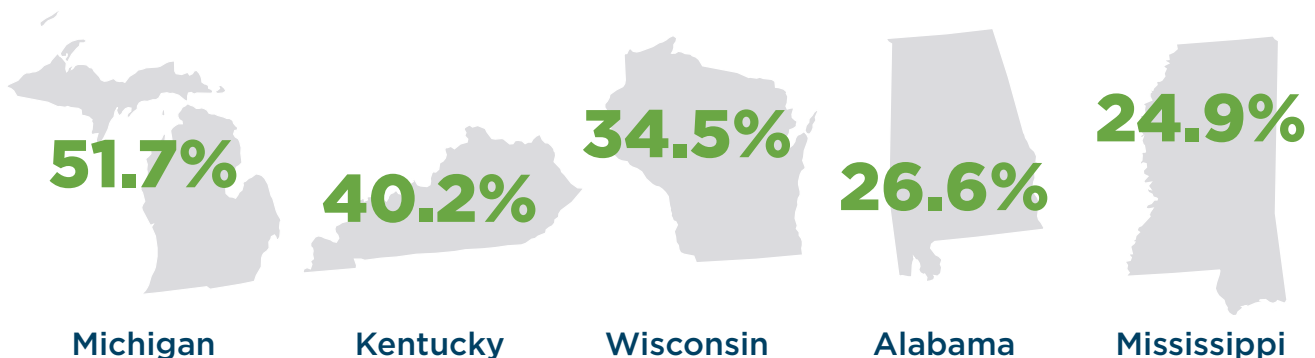
From insulation to ENERGY STAR appliances, the efficiency economy is powered by American manufacturers creating the products that make buildings and businesses more efficient.

In states like Michigan, Kentucky, Wisconsin, Alabama, and Mississippi, manufacturing represents a quarter of all EE employment—and in Michigan, more than half.



EE is an integral part of the construction industry, employing nearly 1.3 million people.

### Manufacturing Share of EE Jobs in Top States



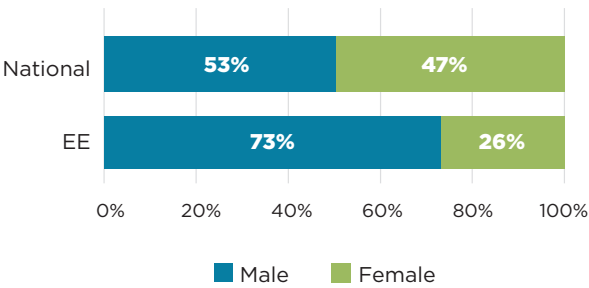
# ENERGY EFFICIENCY WORKERS

Between 2019 and 2024, the share of energy efficiency workers aged 55 and over increased from 12% to 15.5% nationally. While younger workers continue to enter the field, these additions are not yet sufficient to offset retirements in the existing workforce. Creating workforce programs to provide resources to train and on-board new contractors, through state incentives or federal resources such as the Training for Residential Energy Contractors (TREC) grants for states, helps organizations and small businesses hire and train new EE employees. These programs are crucial to the future of the industry.

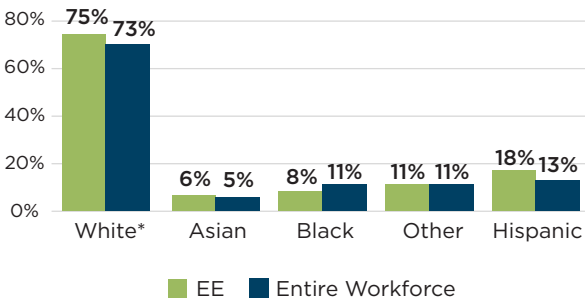
The industry is still primarily male-dominated, representing 73% of the workforce, while just 26% of EE workers are female. These numbers differ significantly than the national workforce percentages, which are 53% and 47%, respectively. Investment in wrap-around services to support a more diverse workforce should be considered.

A representative workforce is proven to boost innovation, productivity, employee satisfaction, and retention, as well as profits. Investing resources to ensure EE workforce trainings are deployed in underserved communities will allow for broader participation and better results.

## Gender in the EE Workforce



## EE vs. Entire Workforce



**“Everyone deserves a safer home.”**

**Rita Porter**  
New Castle County Lead & Healthy Homes Programs, Smyrna, DE

Energy Efficiency: America's Job-creation Powerhouse

**FACES OF EE JOBS**




**“I am a business owner.”**

**David Maldonado**  
Hoosier Cladding LLC, South Bend, IN

Energy Efficiency: America's Job-creation Powerhouse

**FACES OF EE JOBS**




**“Energy efficient homes can transform an economy.”**

**Wayne Beals**  
The Beals Group at EXIT Strategy Realty, Riverside, IL

Energy Efficiency: America's Job-creation Powerhouse

**FACES OF EE JOBS**



**“I am proud to make a difference across our state.”**

**Jacqueline Muehlbauer**  
Cold Climate Housing Research Center, Fairbanks, AK

Energy Efficiency: America's Job-creation Powerhouse

**FACES OF EE JOBS**




**Expanded federal programs can help ensure EE careers are accessible to all.**

# RECRUITMENT CHALLENGES

Despite the sector’s growth, EE business owners still find hiring to be a challenge. Energy Efficiency business subsectors focused on Construction, Manufacturing & Trade, and Professional Services all continued to report very high levels of hiring difficulty, with 84% to 88% of companies in all three categories describing hiring as at least “somewhat difficult.”

Though fewer EE Construction businesses reported finding hiring to be “very difficult,” dropping from 62% in 2022 to 48% in 2024, the overall picture remains clear: nearly nine in ten surveyed companies still face hiring challenges. These data suggest that while the most acute hiring challenges may be easing, recruiting challenges remain top of mind for EE businesses.



## RECRUITMENT SOLUTIONS

The most common reason for hiring difficulty was lack of experience, training, or technical skills. This further signals the need for additional investment into workforce grant programs and secondary school outreach.

Recruitment at Career and Technical Education schools can build awareness of EE jobs and provide hands-on training, job placement, and certification opportunities. There are also opportunities to braid EE concepts into existing curriculum programs such as those for HVAC or construction laborers. Introducing these skills to students earlier helps prepare them for in-demand jobs and will ultimately strengthen the workforce pipeline.

**NATIONWIDE  
SUPPORT FOR  
SMALL BUSINESSES  
AND VETERANS**

**94.1%** of  
EE businesses have  
**< 100 employees**

**74.7%** of  
EE businesses have  
**< 20 employees**

**9%** of EE workers  
are veterans, which is  
**4 percentage  
points** above the  
national average



# Policy To Support Jobs

Smart state and federal policies support a robust EE jobs market. These jobs continue to grow in states across the country, are critical to local economies, and cannot be outsourced.

## ENERGY EFFICIENCY AT A CROSSROADS

Energy efficiency has historically enjoyed broad bipartisan support—a continued consensus demonstrated in the current Congress via proposed annual appropriations and authorization legislation for key programs like the Weatherization Assistance Program (WAP). However, despite this support, energy efficiency sits at a crossroads as federal investment in this public good has been challenged.

The July 2025 passage of the One Big Beautiful Bill Act (OBBBA, H.R. 1) set several key energy efficiency incentives—all originally bipartisan and expanded as a part of IRA investment—on a path for termination, including:

- **The 25C Energy Efficient Home Improvement Tax Credit** (slated to sunset at the end of 2025), which allows homeowners to claim a 30% credit on home upgrades like insulation and efficient HVAC and water heating systems.
- **The 45L New Energy Efficient Home Credit** (slated to sunset in July 2026).
- **The 179D Energy Efficient Commercial Buildings Deduction** (slated to sunset in July 2026).
- Rescission of any unobligated funding for the **Training for Residential Energy Contractors (TREC)** state grants.



The benefits created by these incentives are not confined to taxpayers: They support jobs across the energy efficiency supply chain, including manufacturers, distributors, contractors, and training centers. The 25C Energy Efficient Home Improvement tax credit has been a particularly important tool for home retrofit businesses; contractors routinely advertise 25C to boost sales, helping small businesses to grow while saving families an average of [\\$882 per tax return](#) across all 50 states and lowering family energy bills by an [average of \\$130](#) in the first year.



The sudden elimination of energy efficiency tax credits creates real uncertainty for businesses and homeowners alike. These rollbacks underscore the need for consistent, long-term bipartisan federal support for energy efficiency.





The sudden elimination of energy efficiency tax credits creates real uncertainty for businesses and homeowners alike, and is certain to reduce both investment in energy efficiency and its many ensuing benefits, including improved air quality, grid resilience, and lower energy costs.

While OBBBA rescinded a portion of unobligated funds from TREC, states have nevertheless set up programs via State Energy Program TREC formula funding to expand the home performance contractor workforce. With nearly 90% energy efficiency construction employers reporting difficulty in finding qualified workers, policy support for workforce development programs is vital to ensure that the industry continues to have skilled workers qualified to perform home energy upgrades.

## SMART POLICY FOR GRID DEMANDS

As the country faces rising energy costs and the grid faces increasing demand—including from the construction of new data centers—long-term and consistent federal support for energy efficiency is more vital than ever.

While data centers accounted for roughly 4.4% of U.S. electricity use in 2023, the U.S. [DOE](#) projects this proportion could rise to as much as 12% in the next three years.

Strong federal support for home and building energy efficiency programs and policies can help offset this demand and lower energy costs while simultaneously supporting local jobs. Efficiency upgrades, paired with devices like smart thermostats and water heaters, can unlock significant reductions in peak demand that will allow utilities to connect new data centers to the grid without raising costs for ratepayers.



**Data centers accounted for roughly 4.4% of U.S. electricity use in 2023; the U.S. DOE projects this proportion could rise to as much as 12% in the next three years.**

## POLICY RECOMMENDATIONS

The following policy recommendations are aimed at deploying energy efficiency and driving energy affordability.

### Maintain and ensure robust funding for proven bipartisan federal EE programs.

#### This includes:

- DOE Building Technologies Office & Residential Buildings Integration, which collaborates with the home performance industry to develop tools and solutions to improve the EE of new and existing homes.
- DOE State Energy Program, which provides funding and technical assistance to states to enhance energy security and advance state-led energy initiatives.
- DOE Weatherization Assistance Program, which provides whole-home energy efficiency upgrades to low-income Americans.
- EPA ENERGY STAR, which helps consumers make smart energy choices
- HHS Low Income Home Energy Assistance Program (LIHEAP), which provides utility bill assistance to low-income Americans.

### Ensure effective implementation of new and existing EE programs.

#### This includes:

- Voluntary residential rebate programs administered by State Energy Offices to drive energy affordability and job creation include the Home Owner Managing Energy Savings (HOMES) Rebates program and the High-Efficiency Electric Home Rebate (HEEHR) program. HOMES and HEEHR provide Americans with more affordable options to heat and cool their homes, saving them money on utility bills and reducing energy waste.
- State Training for Residential Energy Contractors (TREC) programs to expand the energy efficiency workforce (obligated funding only).



- Energy Auditor Training grant program for states to train individuals to conduct energy audits or conduct surveys of commercial and residential buildings.
- Energy Efficiency Revolving Loan Fund Capitalization Grant Program for states to establish revolving loan funds in support of loans and grants for energy efficiency audits, upgrades, and retrofits to increase building efficiency.
- Energy Efficiency and Conservation Block Grants for state, local, and tribal governments to create and manage a wide variety of EE projects.

### Support policy initiatives that further advance EE nationwide.

#### This includes:

- Programs focused on resilience, energy efficiency, and air quality in public buildings.
- Energy audits, technical assistance, and financing options for large manufacturers.
- Healthy homes programs to address barriers to comprehensive energy upgrades and ensure more habitable and comfortable living conditions, especially in low-income communities.



## Advance and prioritize workforce development in federal EE programs.

### This includes:

- Strengthening workforce development and apprenticeship programs for the energy efficiency sector.
- Creating workforce grant programs to help organizations and small businesses hire and train new energy efficiency employees.
- Increasing grants and financing to deploy more efficiency projects in underserved communities that often carry greater energy burdens while developing career opportunities for local workers.



## OPPORTUNITIES TO SUPPORT JOBS ON THE HOMEFRONT



### State and local leaders can drive continued growth in EE jobs by:

- Supporting building energy codes and standards to ensure Americans live and work in safe, comfortable, and affordable homes.
- Adopting high efficiency and indoor air quality standards for new construction and existing buildings.
- Adopting energy benchmarking and reporting requirements for existing buildings.
- Developing workforce initiatives by partnering with trade schools to stand up apprenticeship programs, upskill existing workers, and provide support to small businesses.
- Incorporating broader use of performance contracting in public buildings.
- Advancing innovative energy efficiency financing, including bridge loans to contractors participating in residential rebate programs, green bank programs, and commercial property assessed clean energy (PACE) programs.
- Using the National Standard Practice Manual to update cost effectiveness testing; aligning utility incentives with investments in efficiency.
- Investing in advanced infrastructure to enable interval meter data, and to boost grid reliability.
- Promoting utility data sharing to allow consumers to access and share their utility data with third parties, including energy efficiency contractors.
- Launching statewide outreach and community-based campaigns designed to build awareness of EE careers.
- Working to accelerate the deployment of energy efficient upgrades incentivized by the HOMES and HEEHR rebate programs.
- Providing financial incentives for participation in demand response programs and investment in energy efficient products and services.

## ABOUT THE REPORT

These figures featured in this report draw from the national 2025 U.S. Energy and Employment Report (USEER), which focuses on all energy jobs. The USEER analyzes data from the U.S. Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages (QCEW) to track employment across sectors including energy production, transmission, and distribution. In addition, the USEER relies on a unique supplemental survey of business representatives across the U.S. For the 2025 USEER, 42,800 businesses participated in the survey. Taken together, the BLS and survey data provide the most comprehensive calculation of energy-related employment available. The methodology has been used for local, state, and federal energy-related data collection and analysis for more than a decade. See the USEER Appendices for complete methodology details.

The 2025 EEJA presents further analysis on the 2025 USEER data, completed by BW Research. BW specifically breaks down the 2025 USEER energy sectors (Fuels, Electric Power Generation, TDS, Energy Efficiency, Motor Vehicles & Component Parts) into the following job sectors for the 2025 EEJA.

- **Energy Efficiency**, which includes ENERGY STAR HVAC, roofing, insulation and air sealing, lighting, building materials, and energy auditing services. Please note this EEJA sector is identical to the USEER EE sector.
- **Traditional TDS**, which includes traditional transmission and distribution and electric vehicle charging.
- **Clean** – TDS, EPG, & Fuels, which includes biodiesel and biofuels, solar and wind power generation, smart/micro grid T&D, and other renewable generation and storage.
- **Fossil** – EPG & Fuels, which includes coal, natural gas, and petroleum fuels and power generation.
- **Nuclear** – EPG & Fuels, which includes nuclear fuels and electric power generation.
- **Other**, which includes nuclear storage, corn ethanol and biomass fuels, traditional hydropower generation, and other types of storage.

The Motor Vehicles & Component Parts sector of the USEER is excluded from the 2025 EEJA. Please note that the bullets above are not complete lists of all job types in each sector. All analysis and conclusions presented in the 2025 EEJA are based upon the above energy sectors, not the 2025 USEER energy sectors. For more information on the breakdown of EEJA energy sectors and the EE jobs sector, please see the appendix.

For more report details, see [Energy Efficiency Jobs in America FAQ](#) or contact the Building Performance Association.



### About BPA

The Building Performance Association (BPA) is a nonprofit industry association that serves as the hub for businesses, nonprofits, and government agencies working to make America's homes more energy-efficient, comfortable, healthy, and safe. Visit [www.building-performance.org](http://www.building-performance.org).



### About BW Research

BW Research Partnership is a full-service, economic and workforce research consulting firm with offices in Carlsbad, California and Wrentham, Massachusetts. It is the nation's leading provider of accurate, comprehensive energy and clean energy research studies. BW is also the research firm that conducted the original 2025 USEER survey and analysis for DOE. Visit [bwresearch.com](http://bwresearch.com).

# Appendix A:

## Definition of EE Sector Technologies

The Energy Efficiency sector includes the manufacture, design, installation, and maintenance of various energy efficient technologies; below is a list of technologies involved in EE jobs. The list is from the 2025 USEER Long Survey Instrument (via OMB), in response to the question, “Which of the following Energy Efficiency, including Heating, Cooling, and Building Envelope technologies is your organization directly engaged with?”<sup>1</sup>.

1. ENERGY STAR Certified Appliances (not including HVAC) – appliances that meet the international ENERGY STAR standard for energy efficient consumer products originated in the United States.
2. ENERGY STAR Certified Heating, Ventilation, and Cooling (HVAC), except air-source and ground-source heat pumps.
3. ENERGY STAR Air-Source Heat Pumps - air-source heat pumps that meet the international ENERGY STAR standard for energy efficient consumer products originated in the United States.
4. ENERGY STAR Ground-source or geothermal heat pumps - heat pumps that use the earth’s natural heat to provide heating and cooling, and meet the international ENERGY STAR standard for energy efficient consumer products originated in the United States.
5. Other high efficiency HVAC that are out of scope for ENERGY STAR certification (e.g. indirect evaporative coolers, air-to-water heat pumps, energy recovery systems, etc.).
6. Traditional HVAC goods, control systems, and services - include wall units, furnaces.
7. ENERGY STAR certified water heaters - water heaters, which can come with gas, solar, or electric heat pump technology, that meet the international ENERGY STAR standard for energy efficient consumer products originated in the United States.
8. ENERGY STAR Certified Electronics (TVs, telephones, audio/video, etc.) - electronic appliances such as TVs, Telephones, and Audio/Video devices that meet the international ENERGY STAR standard for energy efficient consumer products originated in the United States.
9. ENERGY STAR Certified Windows, Doors, and Skylights - windows, doors, and skylights which meet the international ENERGY STAR standard for energy efficient consumer products originated in the United States.
10. ENERGY STAR Certified Roofing - ENERGY STAR certified roof products which reflect more of the sun’s rays and decrease the amount of heat transferred into a building.
11. ENERGY STAR Certified Insulation - insulation products, including blankets, foam boards, and loose fill, which meet the international ENERGY STAR standard for energy efficient consumer products originated in the United States.
12. Air sealing - products that reduce the amount of air that leaks in and out of a building by sealing cracks and openings.
13. ENERGY STAR Certified Commercial Food Service Equipment - Commercial kitchen equipment, including refrigerators, dishwashers, and ovens, which meet the international ENERGY STAR standard for energy efficient consumer products originated in the United States.

<sup>1</sup> Additional category detail is supplemented using the 2024 USEER (p. A-60). While the additional details are from the 2024 USEER, this information accurately reflects the 2025 USEER technology descriptions.



14. ENERGY STAR Certified Data Center Equipment<sup>2</sup> - IT equipment, such as servers, uninterruptible power supplies, data storage, and network equipment, which meets the international ENERGY STAR standard for energy efficient consumer products originated in the United States.
15. ENERGY STAR Certified LED lighting - LED light bulbs which meet the international ENERGY STAR standard for energy efficient consumer products originated in the United States.
16. Other LED, CFL, and efficient lighting.
17. Solar thermal water heating and cooling - solar thermal uses the sun's energy to generate thermal energy.
18. Other renewable heating and cooling (biomass, etc.) - refers to establishments that are involved with heating, ventilation and air conditioning (HVAC) from Renewable Energy sources or work that increases the Energy Efficiency of HVAC systems.
19. Advanced building materials/insulation - all materials that represent advances in efficiency over the traditional materials.
20. Recycled building materials.
21. Reduced water consumption products and appliances - high efficiency (HE) washing machines, faucet aerators, low flow shower heads, etc.
22. Energy auditing services.
23. Other (Specify) - any energy efficiency that is not captured in the categories listed previously or a category that is used when unable to split employment into a single energy efficiency category where employees spend "more of their time."

<sup>2</sup> This section mostly accounts for the manufacture and installation of energy efficient data center equipment, not the operation and/or maintenance of the data center.

# Appendix B:

## Breakdown of USEER Energy Sectors into EEJA Energy Sectors

The Building Performance Association (BPA) and BW Research breaks down the USEER energy sectors into the following sectors for this report: Energy Efficiency, Traditional Transmission, Distribution, and Storage (TDS), Clean – TDS, Electric Power Generation (EPG), & Fuels, Fossil – EPG & Fuels, Nuclear – EPG & Fuels, and Other. The 2025 EEJA excludes the USEER Motor Vehicles & Component Parts sector.

See below for a list of the data categories within each EEJA sector, based on 2025 USEER Public Data. The USEER and EEJA EE sectors are identical; see Appendix A for more details on what is included in the EE sector.

### Traditional TDS

- Trad Transmission and Distribution, T&D
- EV Charging, T&D
- Other T&D, T&D

### Clean – TDS, EPG, & Fuels

- Other Ethanol/Non-Woody Biomass, including Biodiesel, Fuels
- Renewable diesel fuels, Fuels
- Biodiesel fuels, Fuels
- Waste fuels, Fuels
- Other Biofuels, Fuels
- Solar, EPG
- Land-based Wind, EPG
- Offshore Wind, EPG
- Geothermal, EPG
- Bioenergy, EPG
- Low Impact Hydropower, EPG
- Combined Heat and Power, EPG
- Smart Grid, T&D
- Micro Grid, T&D
- Other Grid Modernization, T&D
- Pumped Hydro, Storage
- Battery, Storage
- Mechanical, Storage
- Thermal, Storage
- Biofuels, Storage

### Fossil – EPG & Fuels

- Coal, Fuels
- Onshore Petroleum, Fuels
- Offshore Petroleum, Fuels
- Onshore Natural Gas, Fuels
- Offshore Natural Gas, Fuels
- Other Fossil Fuel, Fuels
- Advanced Natural Gas, EPG
- Coal, EPG
- Oil and Other Petroleum, EPG
- Nat Gas, EPG

### Nuclear – EPG & Fuels

- Nuclear fuel, Fuels
- Nuclear, EPG

### Other

- Corn Ethanol, Fuels
- Woody Biomass/Cellulosic Biofuel, Fuels
- Other fuels, Fuels
- Traditional Hydropower, EPG
- Other Generation, EPG
- LNG, Storage
- Compressed Natural Gas, Storage
- Crude Oil, Storage
- Refined Petrol Fuels (Liquid), Storage
- Refined Petrol Fuels (Gas), Storage
- Coal, Storage
- Nuclear, Storage
- Other Gas, Storage
- Other Liquid Fuel, Storage
- Other Storage, Storage
- Other, Storage

# Alabama

## Energy Efficiency Jobs in America

31,549

Total Jobs

### What are EE jobs?

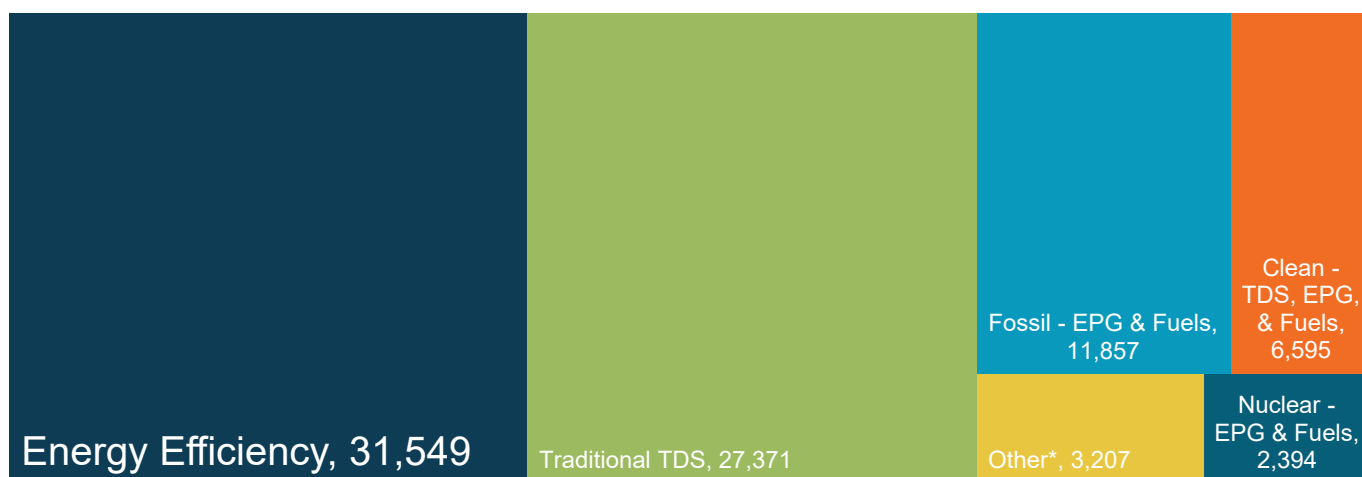
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Alabama?

*Energy efficiency is the largest energy sector in Alabama.*



TDS = Transmission, Distribution, & Storage

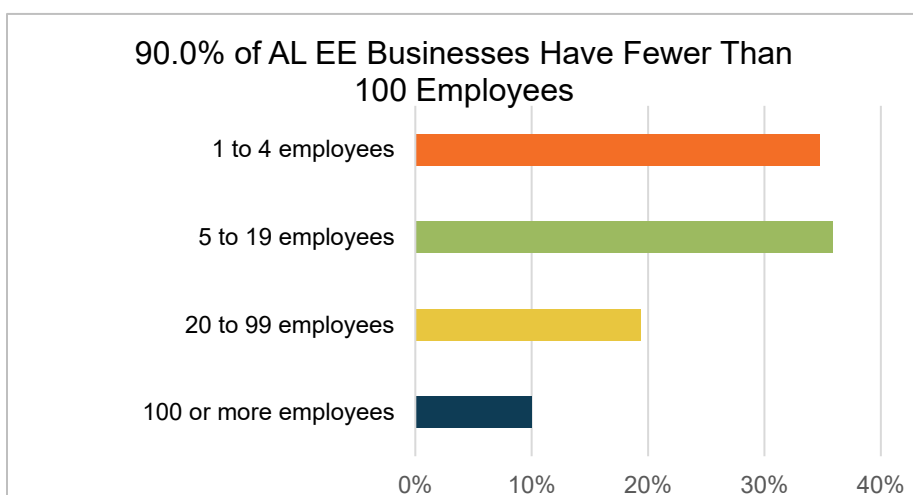
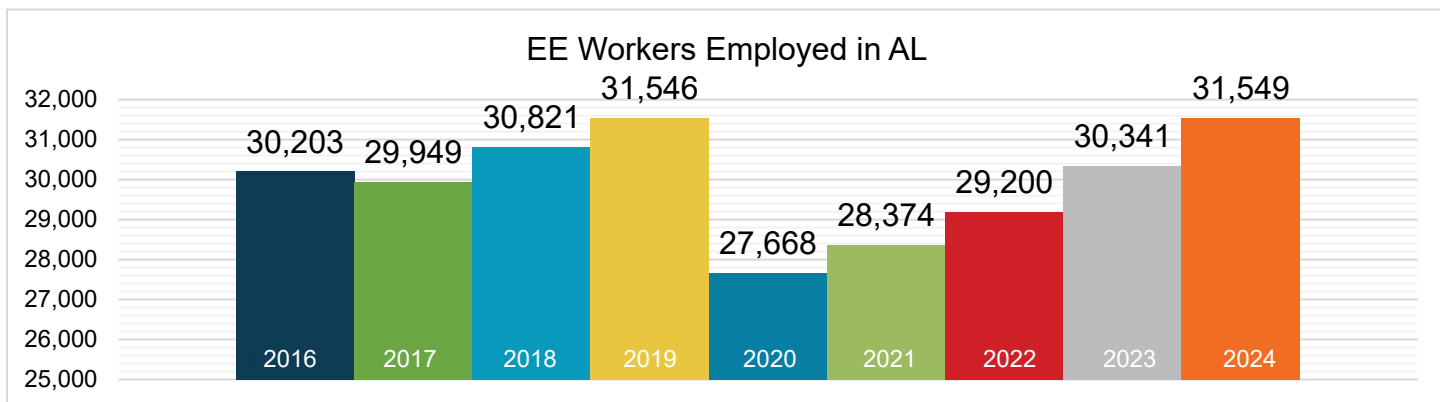
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

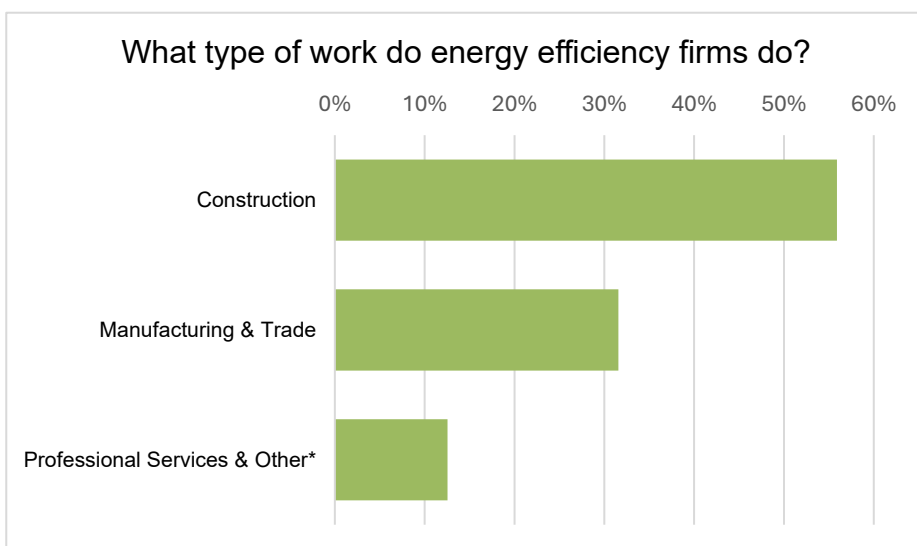
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## What does EE look like in Alabama?

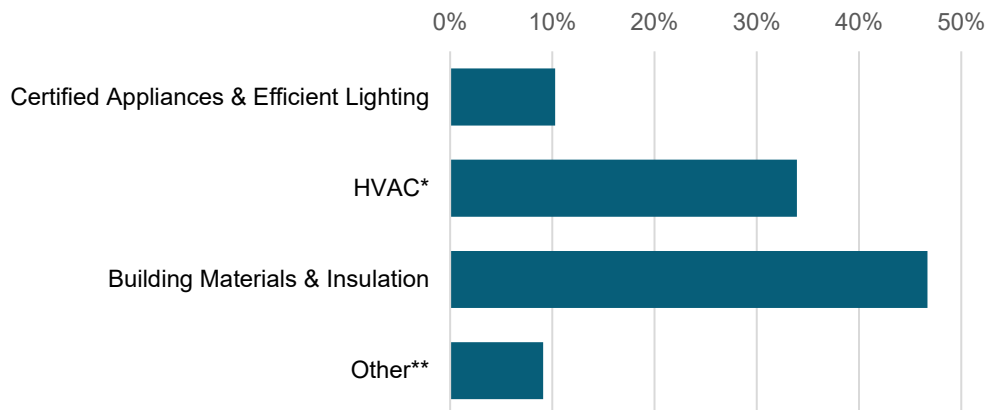


EE construction workers comprise **16%** of Alabama's construction workforce



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

### What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**8%**  
of Alabama  
EE workers are  
**veterans**

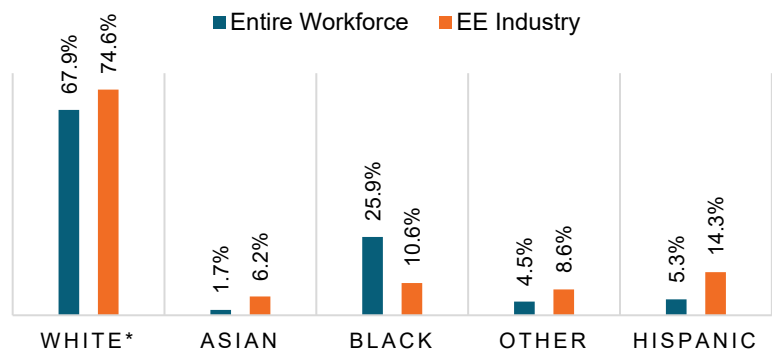


## How representative is the EE workforce in Alabama?

*Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Alabama's EE workforce reflects the communities it serves and where gaps remain.*

Expanded training programs in Alabama can help ensure energy efficiency careers are accessible to all.

### Alabama EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Alabama EE Workforce



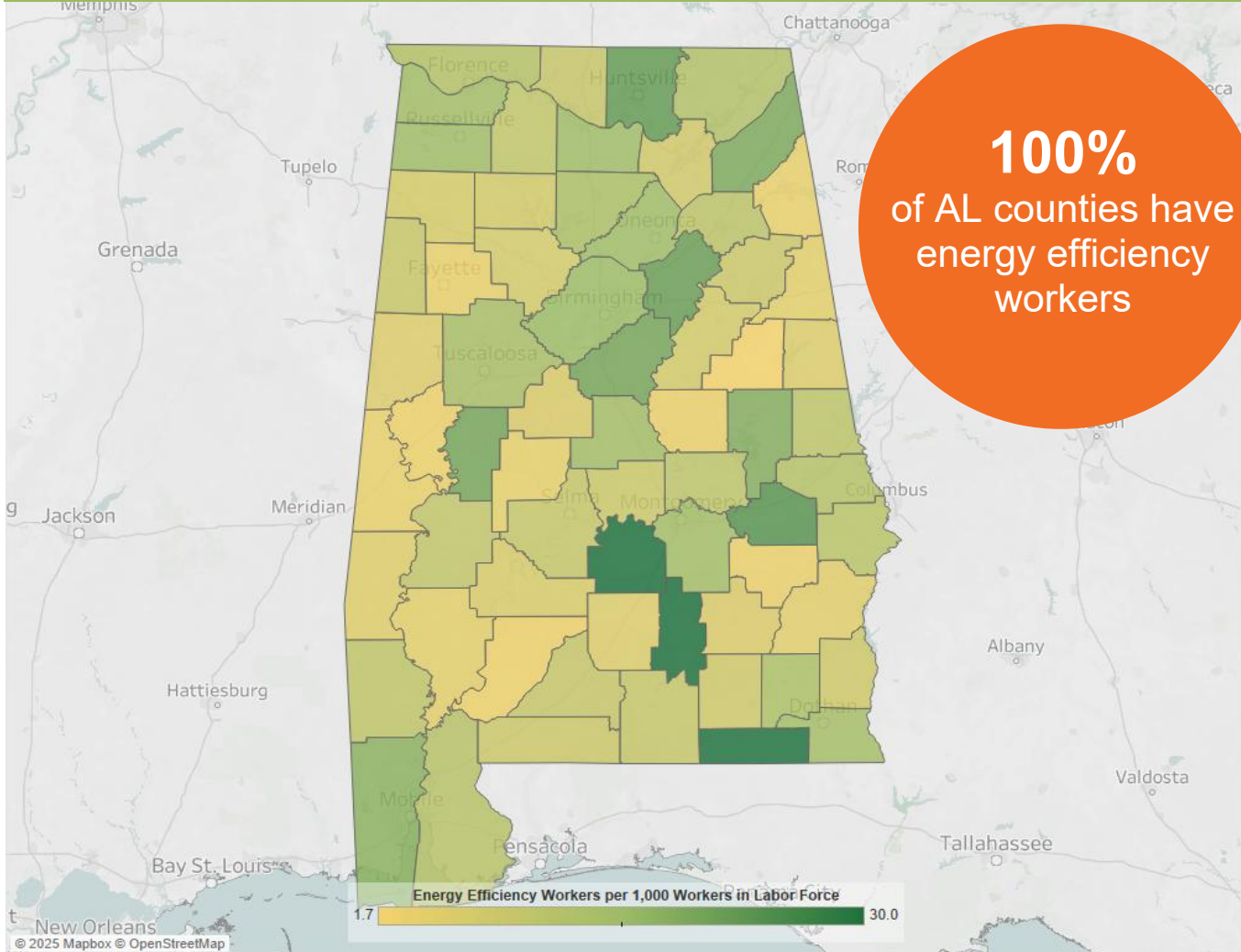
Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.





# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	3,903	Anniston-Oxford	375	Gadsden	373
2	4,893	Auburn-Opelika	818	Huntsville	5,492
3	2,796	Birmingham-Hoover	8,560	Mobile	3,174
4	3,145	Columbus	162	Montgomery	2,496
5	6,901	Decatur	914	Tuscaloosa	1,487
6	4,624	Dothan	954	Rural	5,984
7	5,287	Florence-Muscle Shoals	760		



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	565		11	711		21	999		31	418
2	1,785		12	485		22	627		32	609
3	1,084		13	455		23	401		33	963
4	585		14	1,068		24	490		34	1,163
5	431		15	1,198		25	943		35	1,140
6	731		16	914		26	1,435			
7	2,029		17	1,030		27	666			
8	1,158		18	1,331		28	611			
9	1,184		19	1,239		29	926			
10	528	20	1,205	30	440					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	284		28	276		55	540		82	269
2	147		29	74		56	226		83	295
3	334		30	198		57	499		84	96
4	64		31	172		58	625		85	260
5	222		32	174		59	195		86	417
6	687		33	121		60	446		87	312
7	97		34	122		61	298		88	90
8	524		35	83		62	219		89	146
9	357		36	286		63	393		90	226
10	144		37	52		64	212		91	139
11	119		38	137		65	108		92	127
12	307		39	141		66	157		93	213
13	104		40	88		67	117		94	169
14	175		41	352		68	94		95	279
15	576		42	149		69	372		96	242
16	73		43	432		70	440		97	193
17	130		44	449		71	139		98	422
18	208		45	409		72	100		99	443
19	422		46	782		73	470		100	406
20	794		47	336		74	376		101	333
21	1,080		48	313		75	168		102	304
22	665		49	188		76	404		103	543
23	198		50	242		77	371		104	265
24	356		51	372		78	616		105	469
25	1,040		52	232		79	262			
26	189		53	547		80	195			
27	151	54	409	81	265					





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# Alaska

## Energy Efficiency Jobs in America

**4,373**  
Total Jobs

### What are EE jobs?

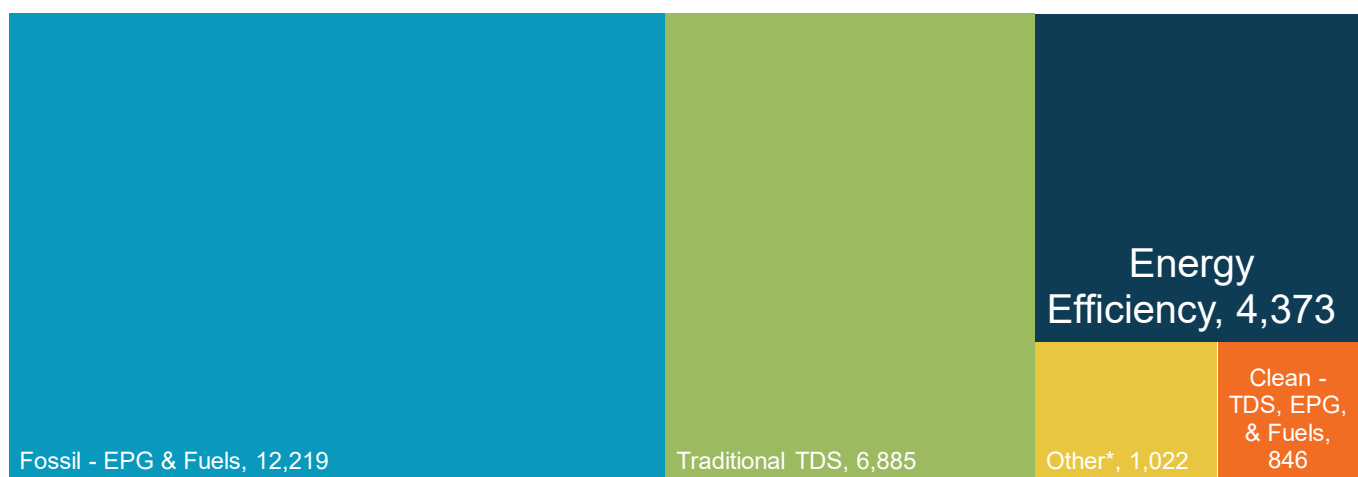
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Alaska?

*Energy efficiency is the third largest energy sector in Alaska.*



TDS = Transmission, Distribution, & Storage  
EPG = Electric Power Generation

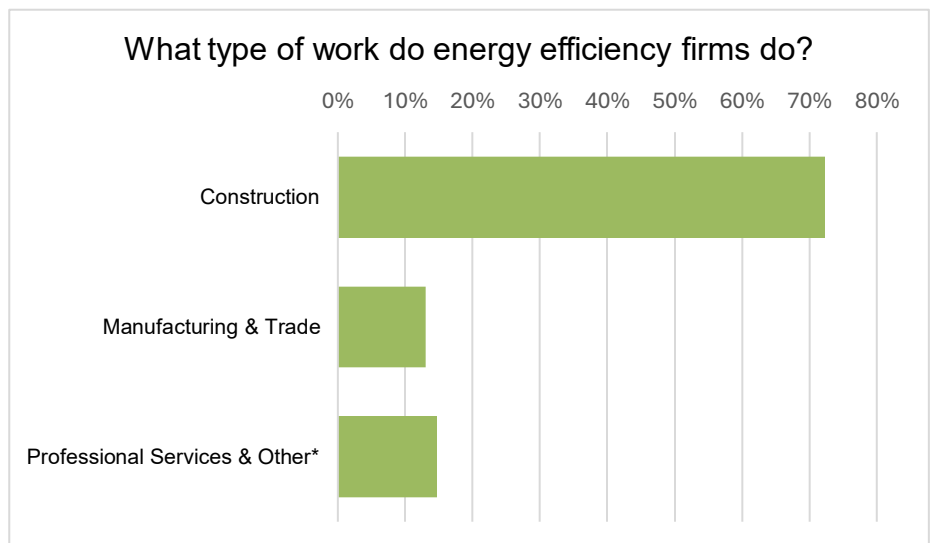
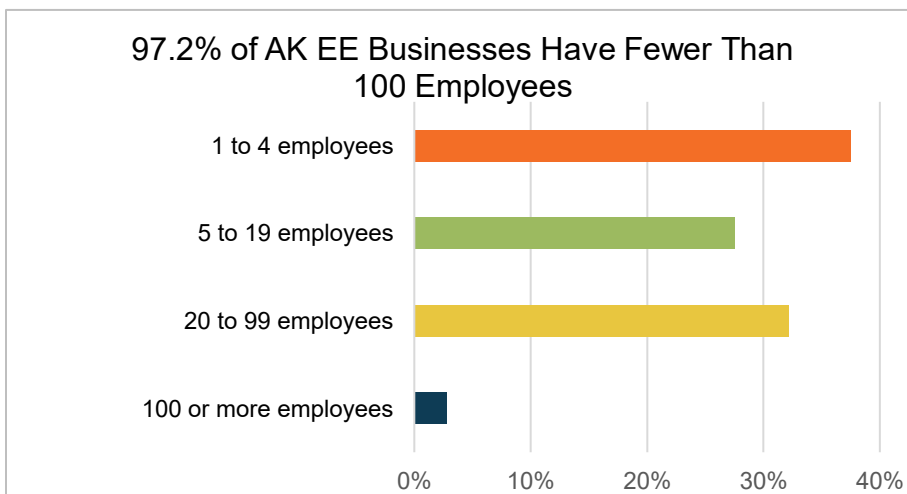
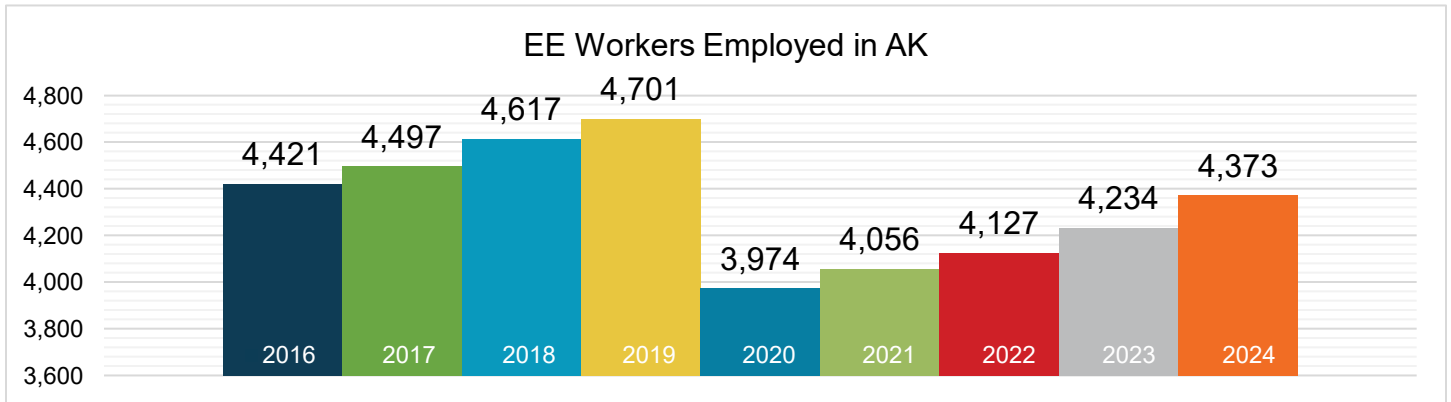
\*\*Nuclear - EPG & Fuels = 14

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



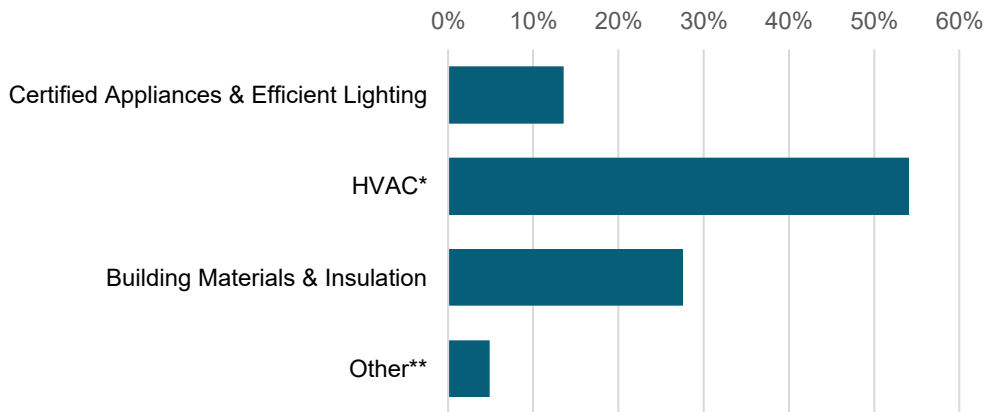
## What does EE look like in Alaska?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Alaska  
EE workers are  
**veterans**

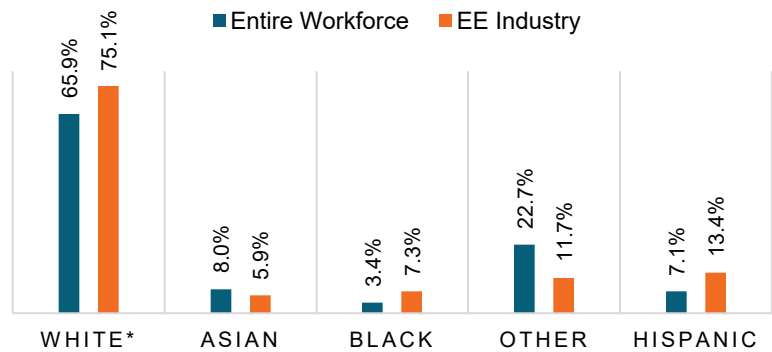


## How representative is the EE workforce in Alaska?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Alaska's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Alaska can help ensure energy efficiency careers are accessible to all.

### Alaska EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

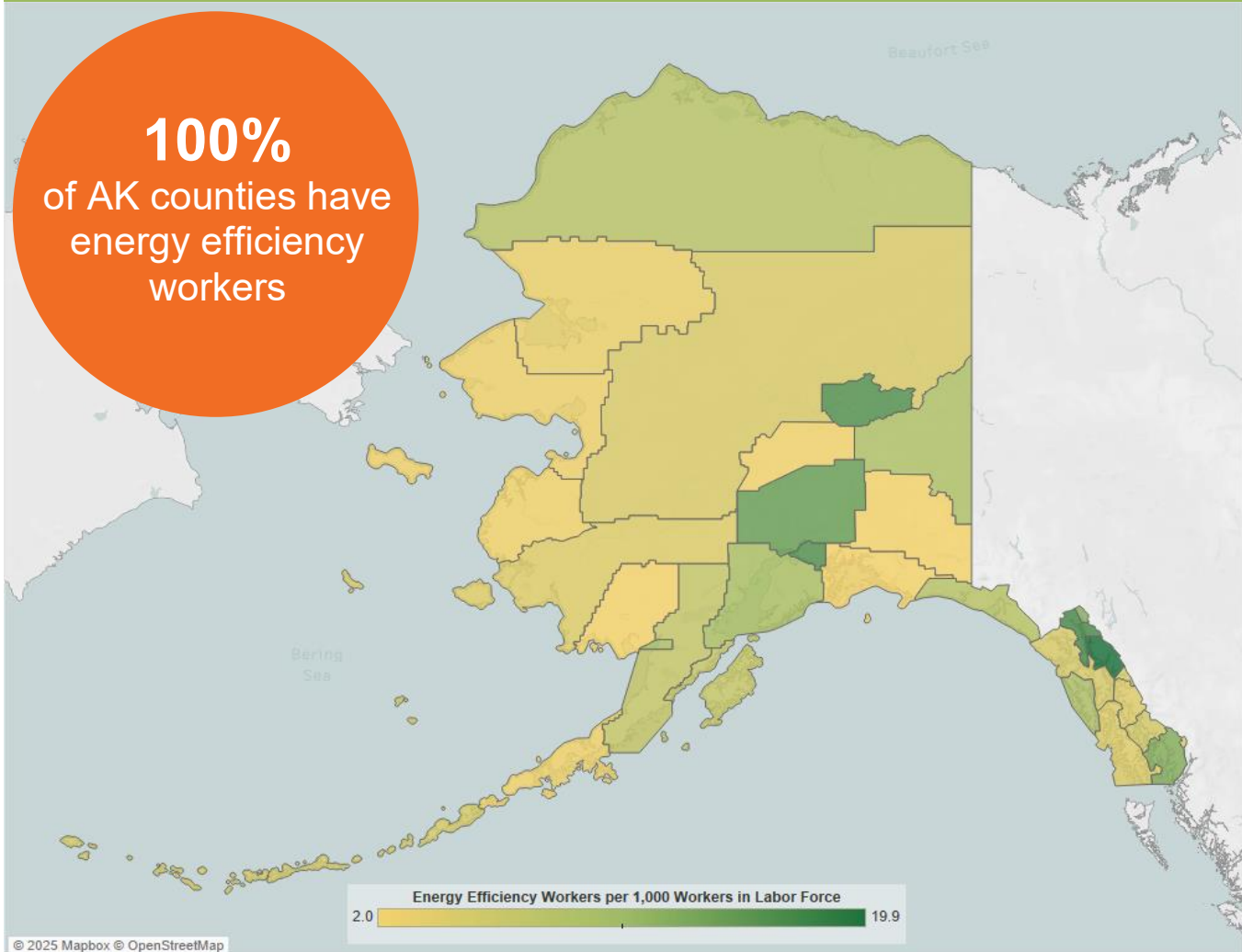
### Gender in the Alaska EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

## Energy efficiency jobs are everywhere

### EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,373	Anchorage	2,798
		Fairbanks	588
		Rural	986

State Senate				
District	Jobs		District	Jobs
00A	138		00K	349
00B	353		00L	297
00C	110		00M	117
00D	119		00N	261
00E	386		00O	57
00F	315		00P	169
00G	193		00Q	245
00H	334		00R	222
00I	244		00S	55
00J	284		00T	125

State House of Representatives				
District	Jobs		District	Jobs
1	84		22	118
2	48		23	213
3	<10		24	71
4	320		25	112
5	48		26	72
6	57		27	93
7	101		28	158
8	14		29	<10
9	192		30	48
10	178		31	110
11	<10		32	52
12	302		33	132
13	78		34	103
14	107		35	175
15	191		36	38
16	129		37	29
17	147		38	24
18	87		39	10
19	272		40	110
20	<10			
21	335			





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# Arizona

## Energy Efficiency Jobs in America

**46,313**  
Total Jobs

### What are EE jobs?

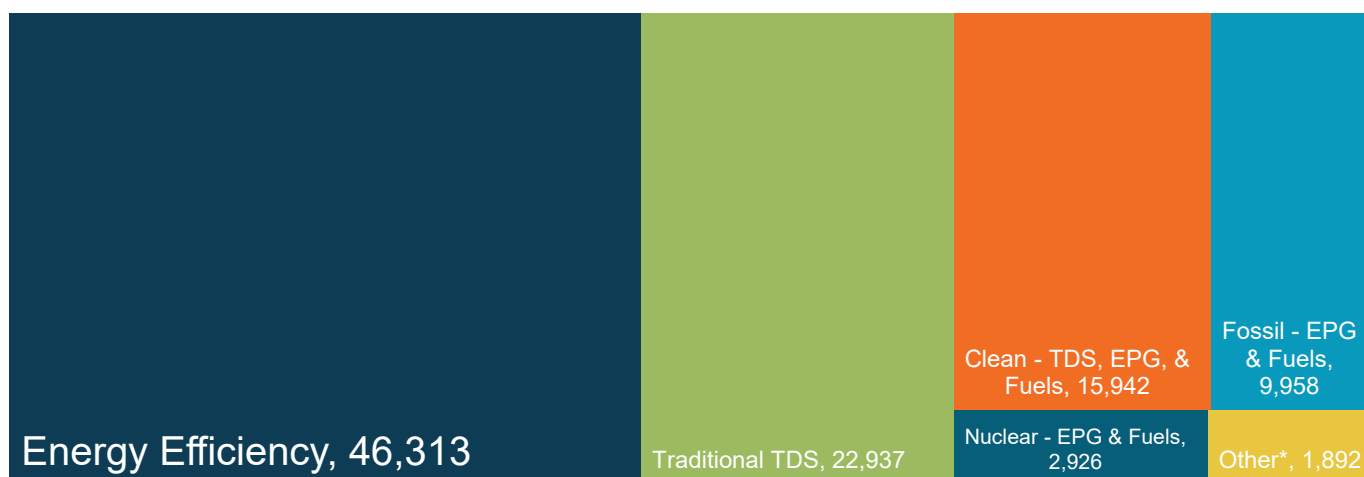
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Arizona?

*Energy efficiency is the largest energy sector in Arizona.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

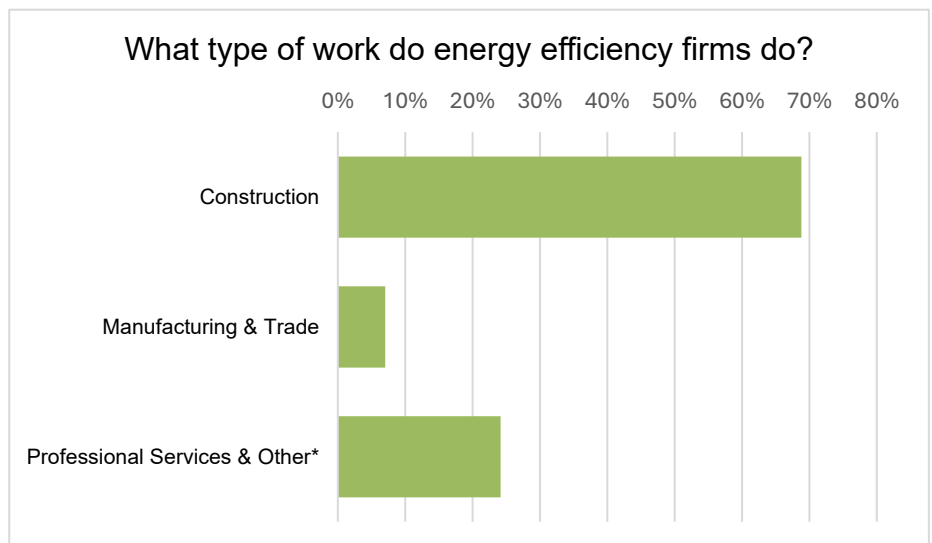
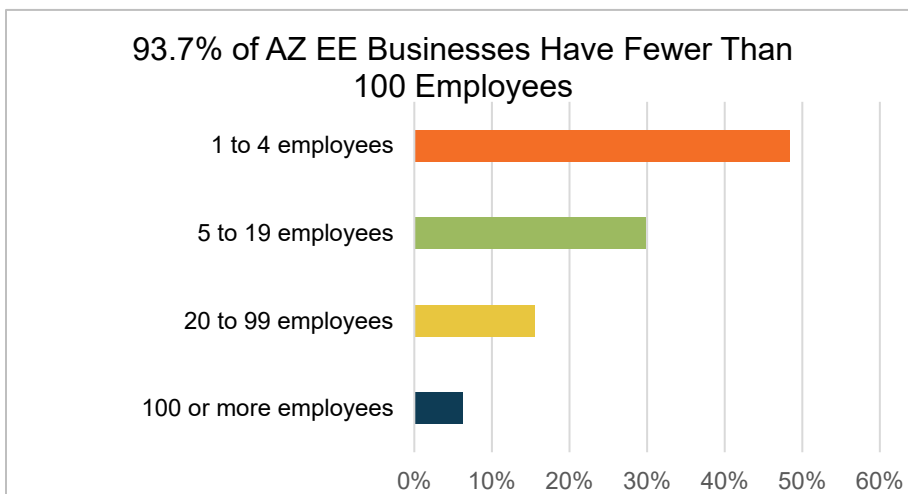
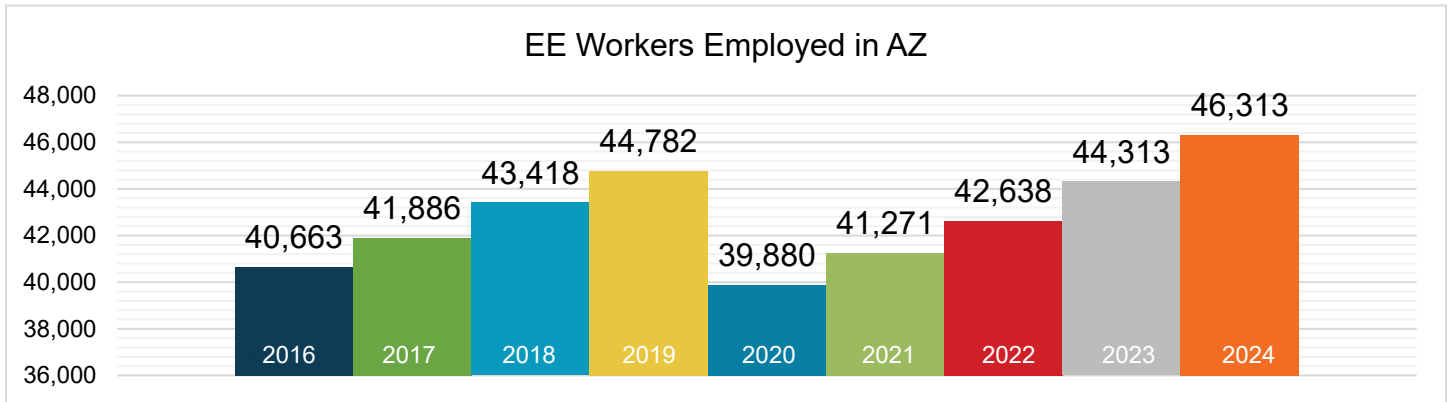
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



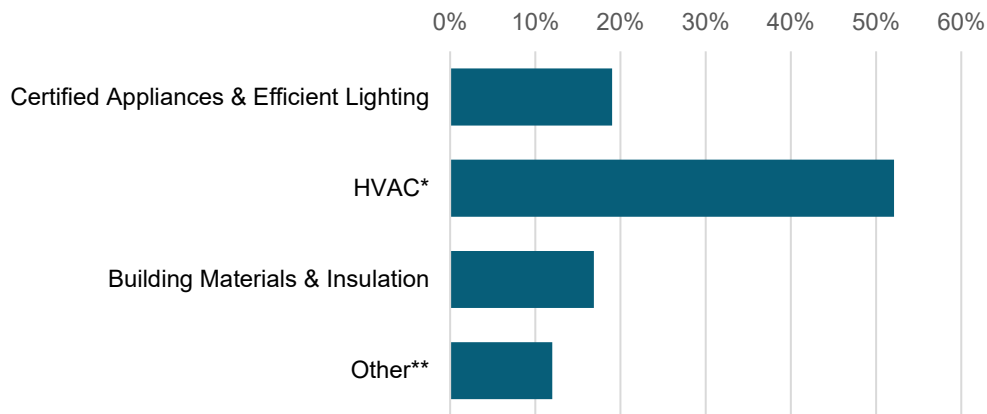


## What does EE look like in Arizona?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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**8%**  
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EE workers are  
**veterans**

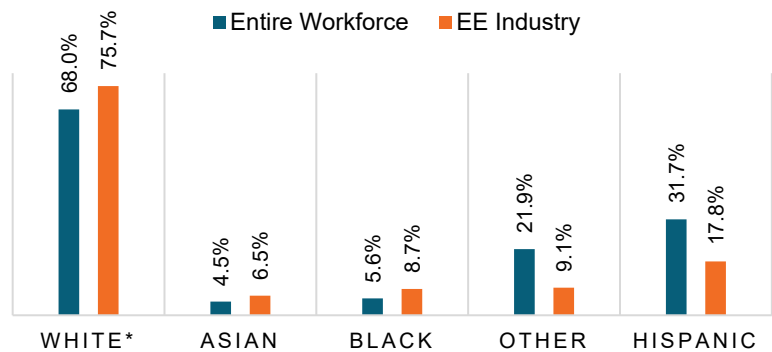


## How representative is the EE workforce in Arizona?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Arizona's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Arizona can help ensure energy efficiency careers are accessible to all.

### Arizona EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

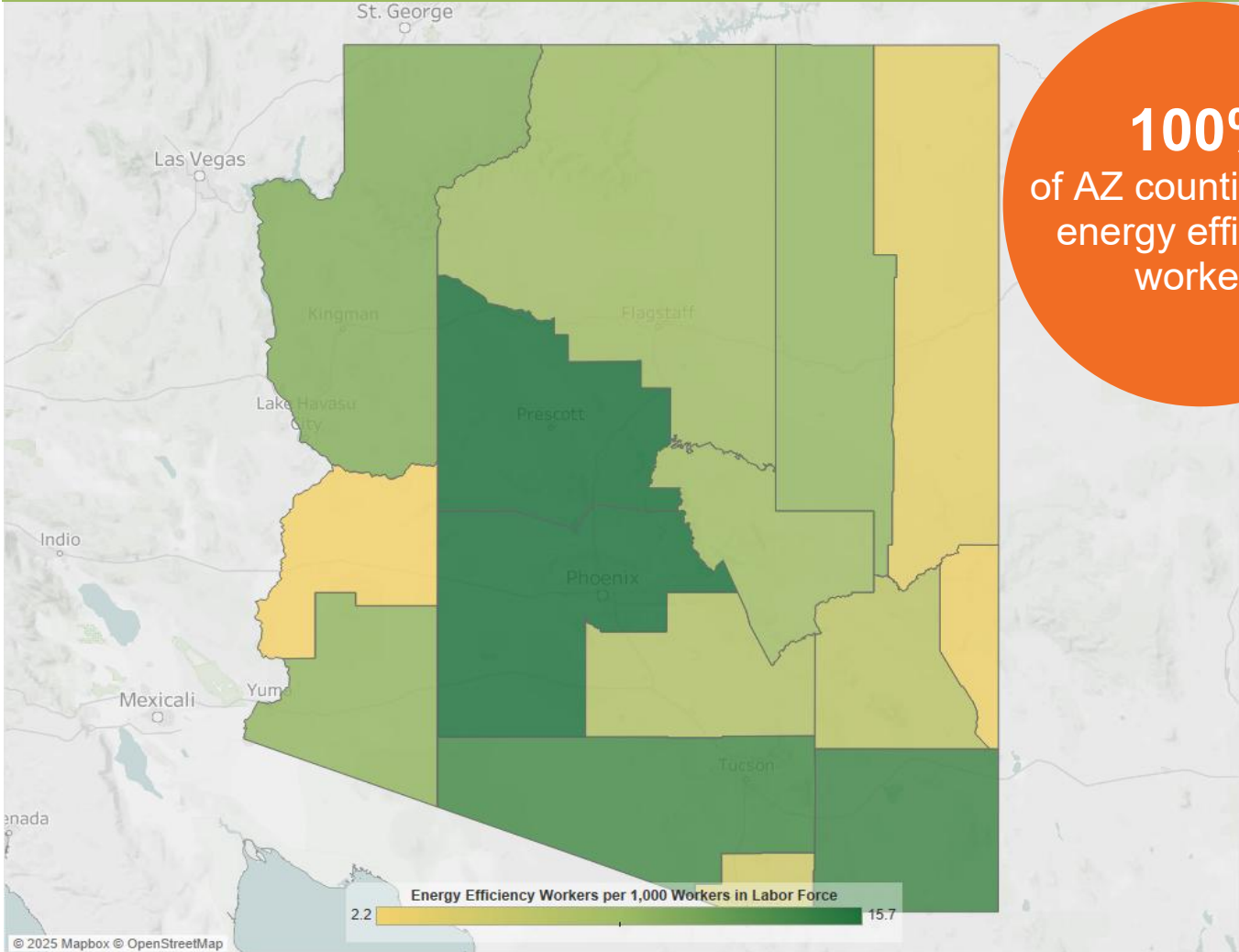
### Gender in the Arizona EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

# Energy efficiency jobs are everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,288	Flagstaff	580
2	2,430	Lake Havasu City-Kingman	579
3	6,834	Phoenix-Mesa-Scottsdale	36,588
4	6,534	Prescott	1,126
5	5,464	Tucson	5,266
6	3,532	Yuma	751
7	4,132	Rural	1,424
8	6,265		
9	4,836		



State Senate							
District	Jobs		District	Jobs		District	Jobs
1	1,134		11	1,756		21	1,186
2	1,715		12	1,922		22	1,897
3	1,718		13	2,028		23	1,165
4	2,547		14	1,896		24	2,327
5	1,748		15	1,360		25	1,574
6	700		16	330		26	1,731
7	499		17	1,048		27	2,097
8	2,091		18	1,347		28	1,886
9	2,212		19	858		29	2,054
10	1,550		20	1,277		30	663

State House of Representatives				
District	Jobs		District	Jobs
1	1,134		16	330
2	1,715		17	1,048
3	1,718		18	1,347
4	2,547		19	858
5	1,748		20	1,277
6	700		21	1,186
7	499		22	1,897
8	2,091		23	1,165
9	2,212		24	2,327
10	1,550		25	1,574
11	1,756		26	1,731
12	1,922		27	2,097
13	2,028		28	1,886
14	1,896		29	2,054
15	1,360		30	663





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# Arkansas

## Energy Efficiency Jobs in America

**16,129**  
Total Jobs

### What are EE jobs?

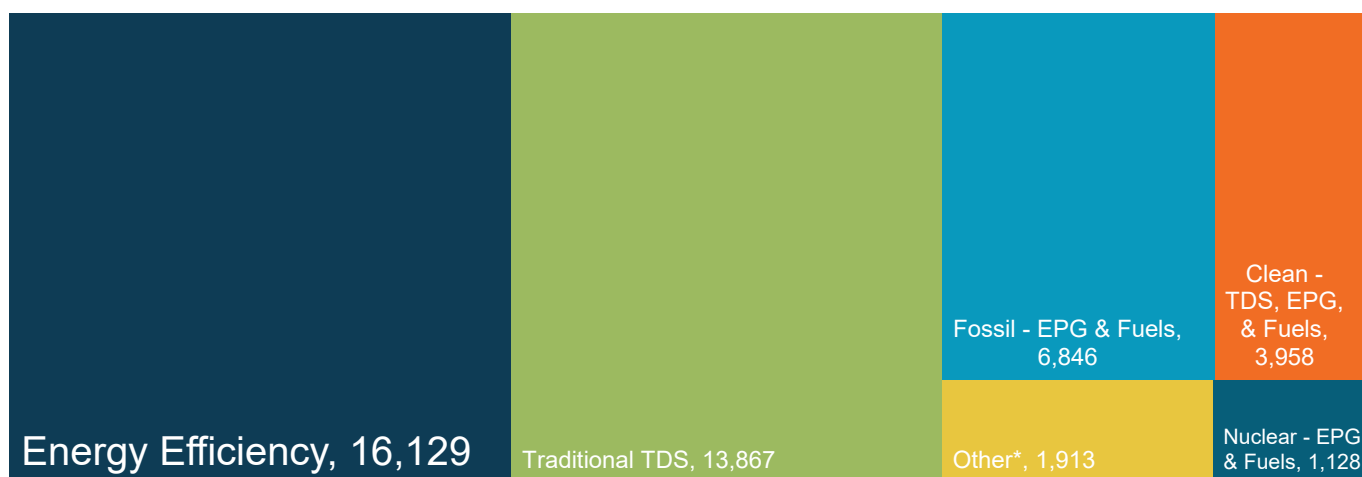
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Arkansas?

*Energy efficiency is the largest energy sector in Arkansas.*



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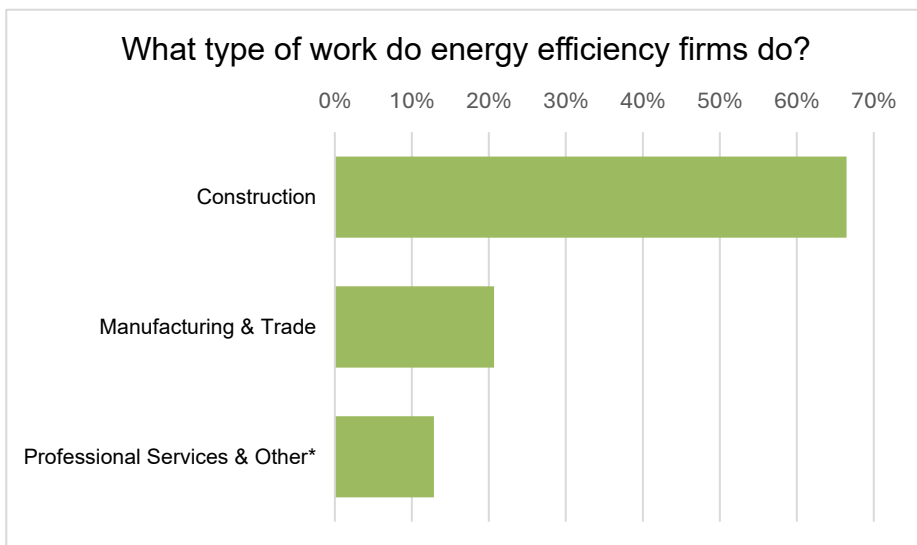
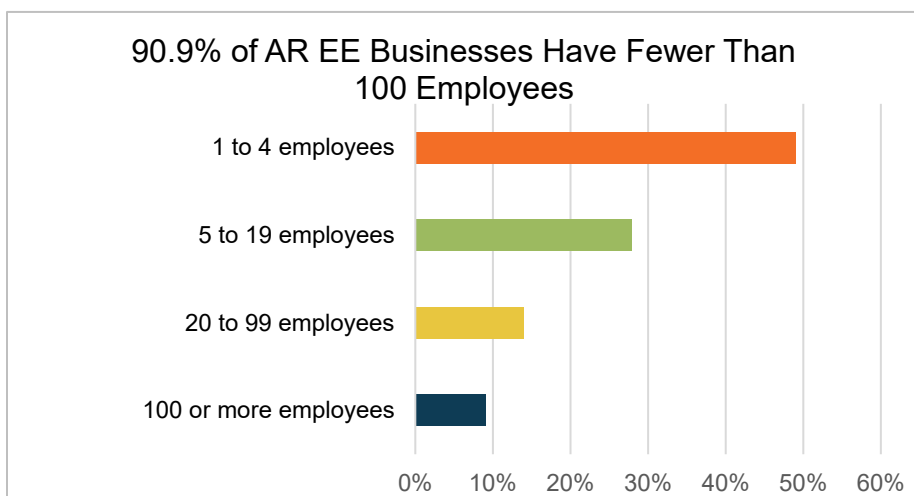
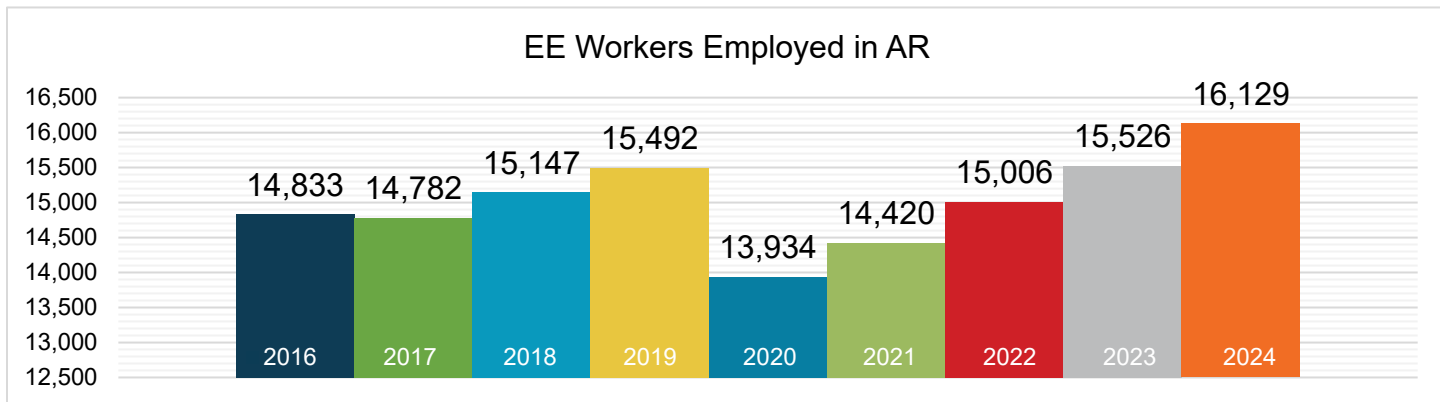
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



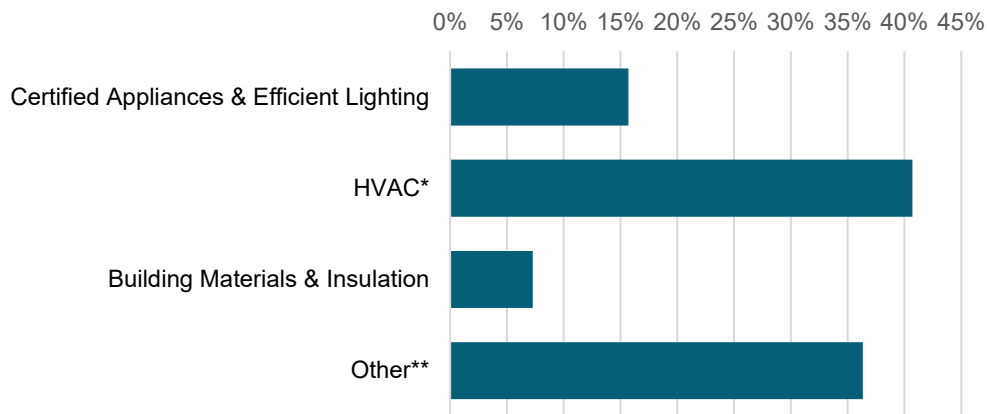
# What does EE look like in Arkansas?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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**9%**  
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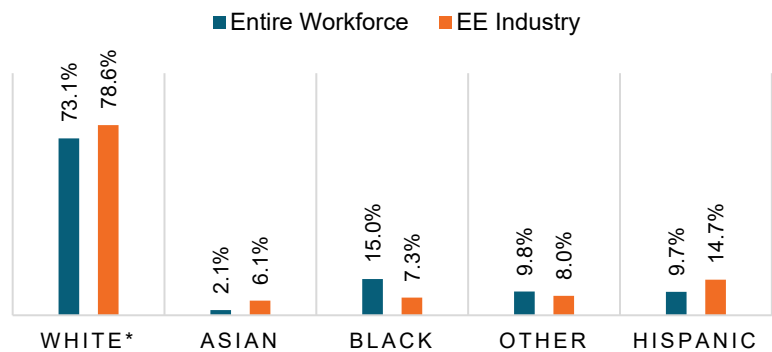


## How representative is the EE workforce in Arkansas?

*Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Arkansas' EE workforce reflects the communities it serves and where gaps remain.*

Expanded training programs in Arkansas can help ensure energy efficiency careers are accessible to all.

### Arkansas EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Arkansas EE Workforce

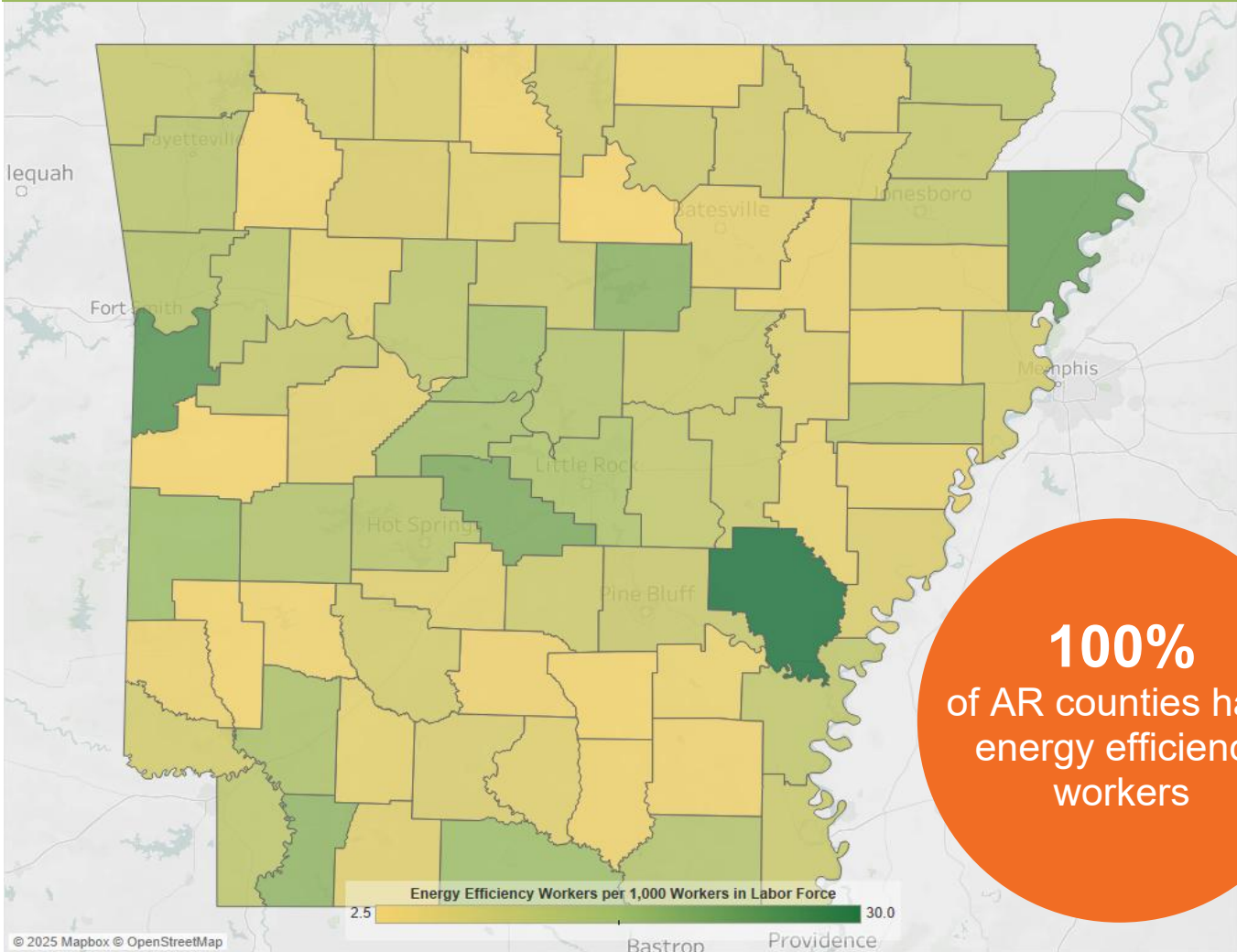


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# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional			Metropolitan Areas			
District	Jobs		Area	Jobs	Area	Jobs
1	2,863		Fayetteville-Springdale-Rogers	3,038	Memphis	134
2	5,051		Fort Smith	1,901	Pine Bluff	261
3	5,111		Hot Springs	462	Texarkana	168
4	3,104		Jonesboro	632	Rural	4,466
			Little Rock-North Little Rock-Conway	5,068		

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	158		11	519		21	256		31	578
2	401		12	556		22	270		32	398
3	277		13	1,023		23	198		33	438
4	223		14	1,064		24	222		34	496
5	307		15	766		25	424		35	626
6	485		16	476		26	491			
7	147		17	502		27	1,266			
8	387		18	291		28	206			
9	248		19	598		29	351			
10	422		20	536		30	524			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	60		28	38		55	258		82	142
2	57		29	42		56	178		83	142
3	124		30	136		57	87		84	142
4	35		31	143		58	127		85	91
5	91		32	237		59	93		86	115
6	98		33	172		60	55		87	49
7	264		34	361		61	351		88	127
8	123		35	61		62	59		89	43
9	335		36	29		63	142		90	82
10	216		37	40		64	137		91	217
11	136		38	180		65	81		92	89
12	165		39	79		66	490		93	82
13	142		40	98		67	324		94	57
14	92		41	109		68	82		95	104
15	256		42	131		69	34		96	76
16	104		43	126		70	208		97	231
17	178		44	98		71	248		98	69
18	421		45	53		72	320		99	70
19	17		46	71		73	226		100	120
20	209		47	341		74	334			
21	300		48	143		75	232			
22	60		49	296		76	400			
23	145		50	611		77	293			
24	92		51	388		78	268			
25	73		52	77		79	443			
26	57		53	204		80	207			
27	43		54	25		81	226			





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# California

## Energy Efficiency Jobs in America

312,090  
Total Jobs

### What are EE jobs?

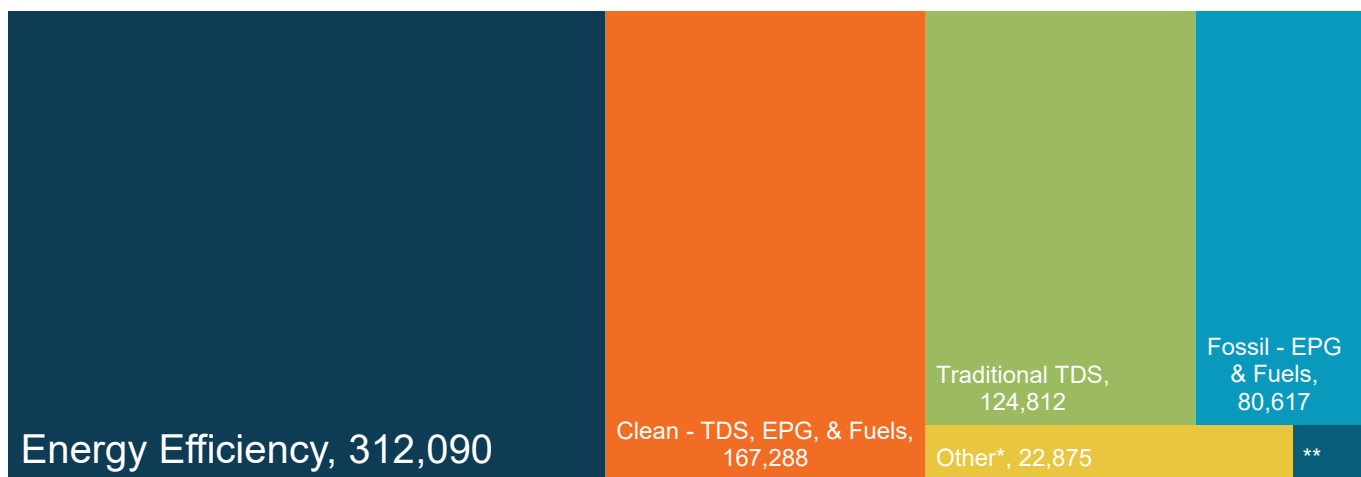
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in California?

*Energy efficiency is the largest energy sector in California.*



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

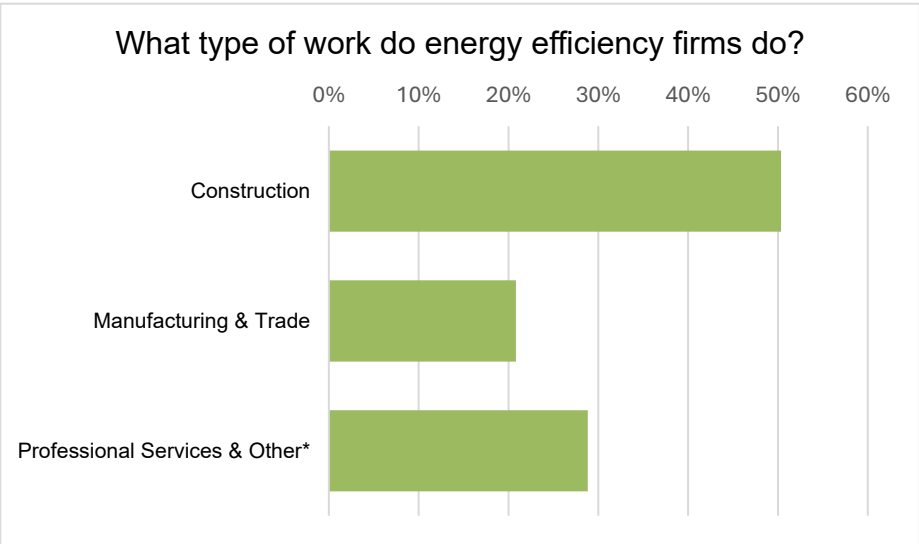
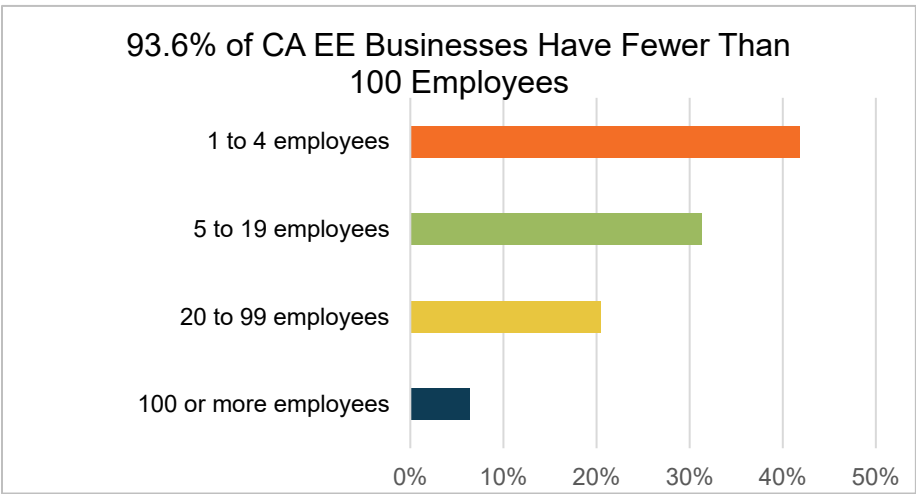
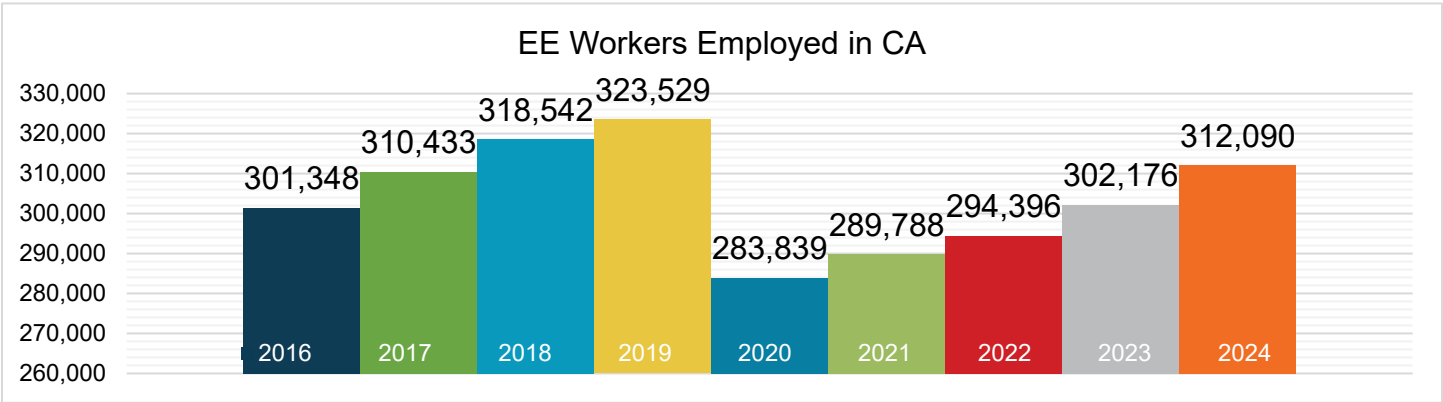
\*\*Nuclear - EPG & Fuels = 4,912

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



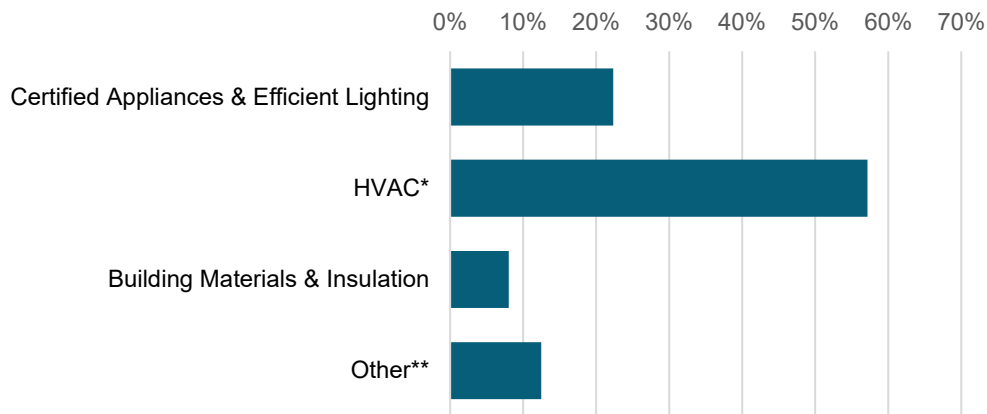
# What does EE look like in California?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of California  
EE workers are  
**veterans**

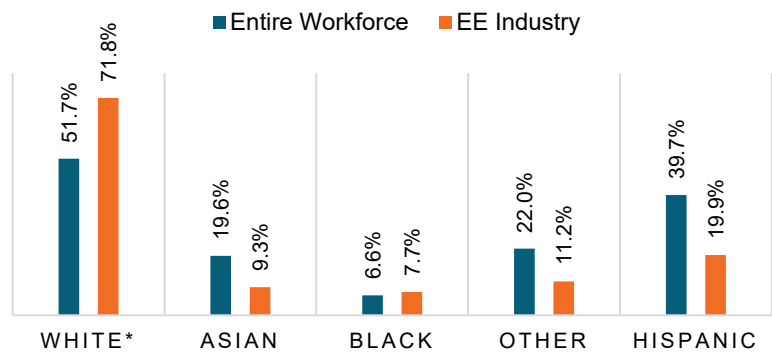


## How representative is the EE workforce in California?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well California's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in California can help ensure energy efficiency careers are accessible to all.

### California EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the California EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



## Metropolitan Areas

Area	Jobs	Area	Jobs
Bakersfield	4,056	Salinas	1,749
Chico	1,085	San Diego-Carlsbad	32,746
El Centro	454	San Francisco-Oakland-Hayward	54,867
Fresno	5,184	San Jose-Sunnyvale-Santa Clara	28,650
Hanford-Corcoran	252	San Luis Obispo-Paso Robles-Arroyo Grande	2,146
Los Angeles-Long Beach-Anaheim	101,993	Santa Cruz-Watsonville	1,413
Madera	525	Santa Maria-Santa Barbara	3,276
Merced	569	Santa Rosa	3,941
Modesto	2,641	Stockton-Lodi	2,995
Napa	1,096	Vallejo-Fairfield	2,054
Oxnard-Thousand Oaks-Ventura	5,718	Visalia-Porterville	1,585
Redding	976	Yuba City	503
Riverside-San Bernardino-Ontario	23,494	Rural	10,163
Sacramento-Roseville-Arden-Arcade	17,959		

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	4,387		11	19,897		21	7,326		31	6,061
2	7,076		12	4,046		22	5,929		32	5,354
3	6,311		13	13,409		23	6,188		33	6,985
4	4,926		14	4,484		24	7,155		34	10,023
5	5,578		15	15,630		25	6,646		35	5,988
6	8,022		16	3,738		26	6,142		36	11,505
7	9,076		17	5,409		27	6,400		37	12,628
8	7,188		18	7,772		28	6,607		38	10,600
9	7,847		19	4,852		29	4,587		39	10,708
10	13,169	20	6,555	30	6,740	40	9,144			

State Assembly							
District	Jobs		District	Jobs		District	Jobs
1	2,715		31	2,425		61	3,196
2	3,143		32	2,137		62	3,141
3	1,822		33	1,479		63	2,796
4	2,875		34	2,788		64	3,808
5	4,370		35	2,425		65	3,348
6	3,800		36	2,083		66	3,320
7	3,855		37	3,526		67	5,206
8	2,319		38	3,385		68	6,291
9	2,076		39	2,579		69	3,044
10	4,075		40	3,672		70	4,548
11	2,582		41	2,835		71	4,239
12	4,270		42	3,420		72	6,076
13	1,969		43	3,373		73	5,982
14	4,104		44	3,233		74	5,620
15	3,861		45	2,074		75	4,852
16	4,914		46	3,391		76	5,180
17	10,893		47	2,698		77	4,753
18	4,972		48	3,281		78	4,733
19	9,005		49	3,301		79	5,667
20	4,850		50	2,442		80	5,030
21	6,137		51	3,045			
22	2,275		52	3,779			
23	6,531		53	2,678			
24	5,626		54	3,155			
25	7,330		55	3,310			
26	7,286		56	2,877			
27	1,903		57	3,368			
28	6,012		58	2,980			
29	3,052		59	4,931			
30	3,039		60	2,926			



Congressional			
District	Jobs	District	Jobs
1	3,058	27	5,251
2	5,498	28	4,767
3	6,041	29	5,278
4	5,093	30	5,046
5	3,580	31	5,085
6	6,019	32	4,417
7	5,564	33	3,718
8	4,764	34	4,961
9	3,075	35	3,720
10	6,061	36	5,391
11	16,020	37	5,293
12	7,797	38	5,402
13	2,903	39	4,763
14	7,704	40	8,889
15	10,014	41	4,023
16	11,186	42	4,808
17	10,629	43	4,919
18	7,546	44	5,080
19	6,469	45	8,365
20	2,647	46	8,906
21	3,958	47	8,918
22	3,420	48	7,140
23	3,308	49	7,977
24	5,747	50	7,688
25	3,950	51	7,343
26	5,187	52	7,703







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Data Source: Unless otherwise stated, all data are from the August 2025 U.S. Energy and Employment Report, by the U.S. Department of Energy (see Appendix B for methodology details). This methodology—adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics—provides the broadly accepted best accounting of all U.S. energy workers.

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# Colorado

## Energy Efficiency Jobs in America

**40,318**  
Total Jobs

### What are EE jobs?

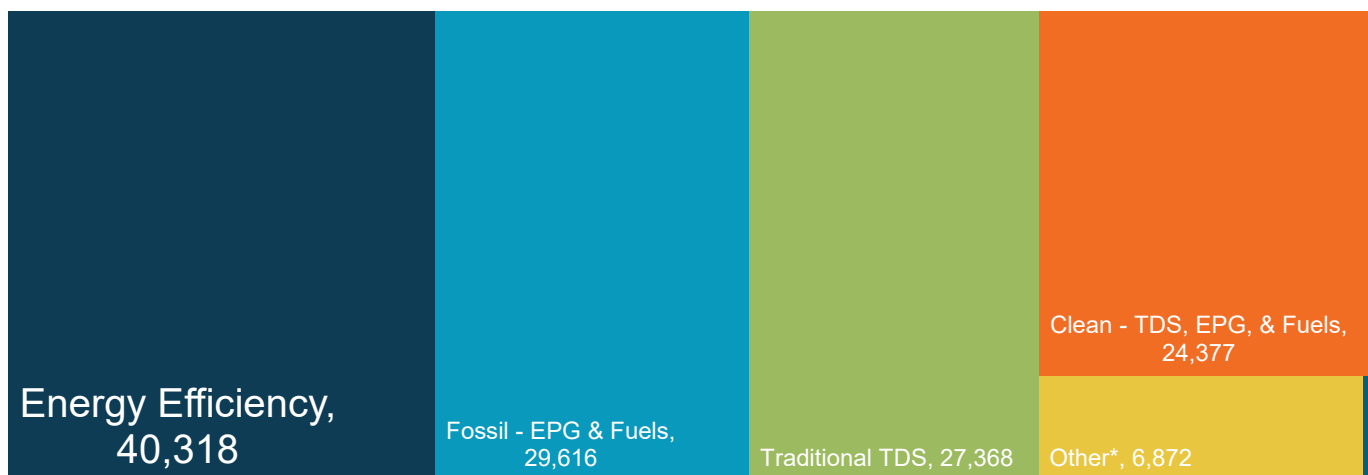
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Colorado?

*Energy efficiency is the largest energy sector in Colorado.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

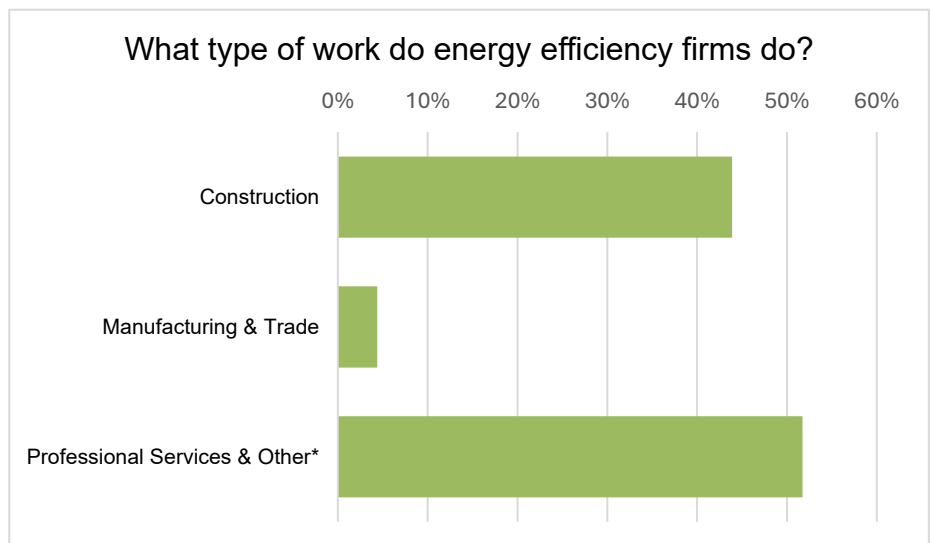
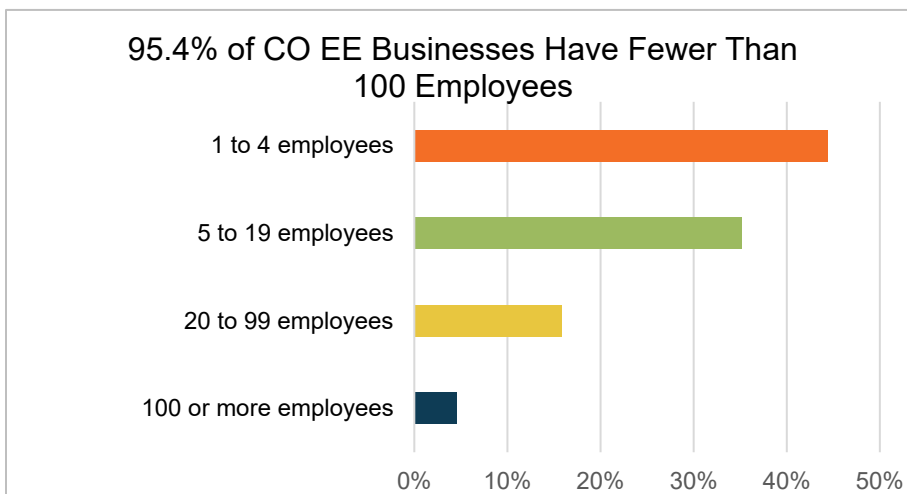
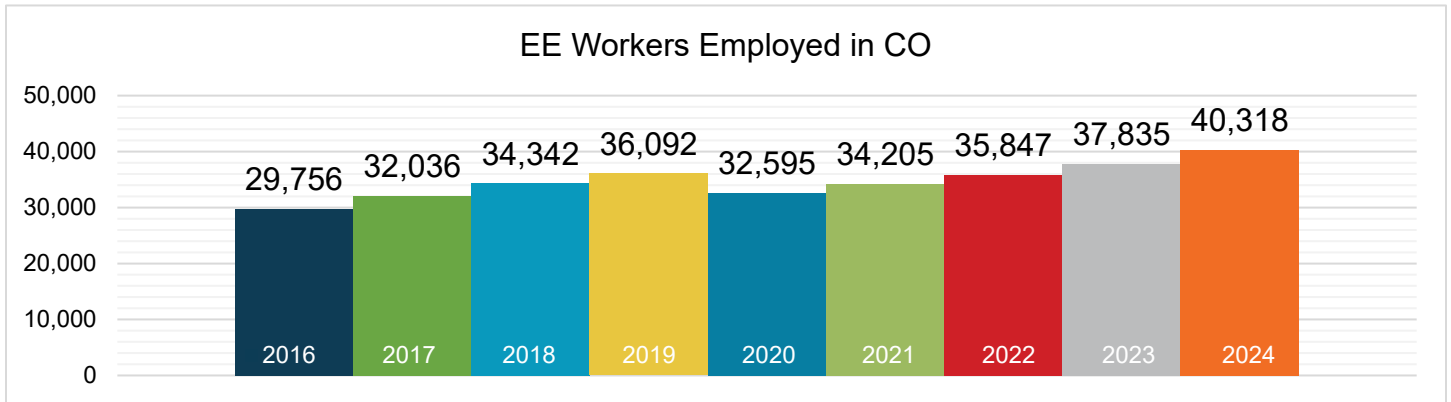
\*\*Nuclear - EPG & Fuels = 186

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



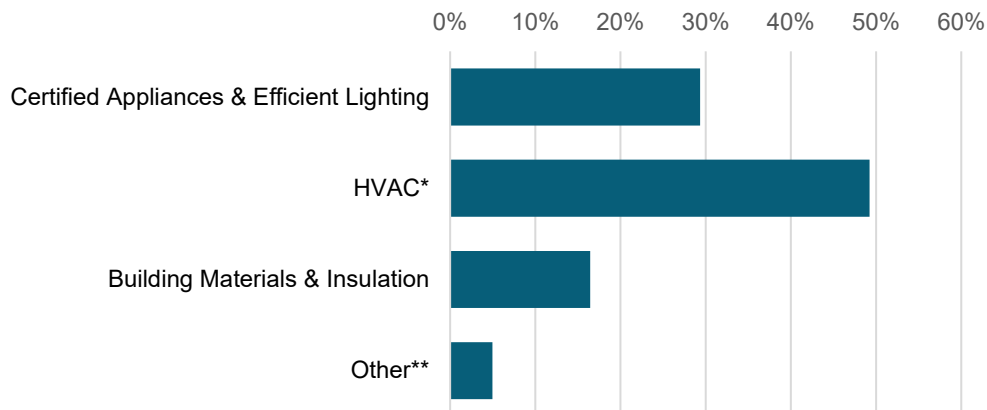
## What does EE look like in Colorado?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Colorado  
EE workers are  
**veterans**

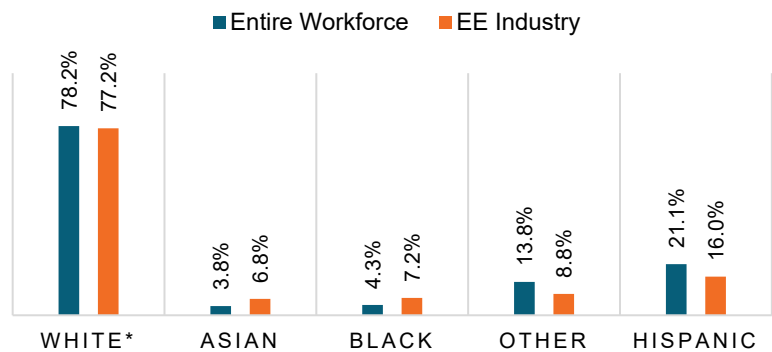


## How representative is the EE workforce in Colorado?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Colorado's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Colorado can help ensure energy efficiency careers are accessible to all.

### Colorado EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Colorado EE Workforce

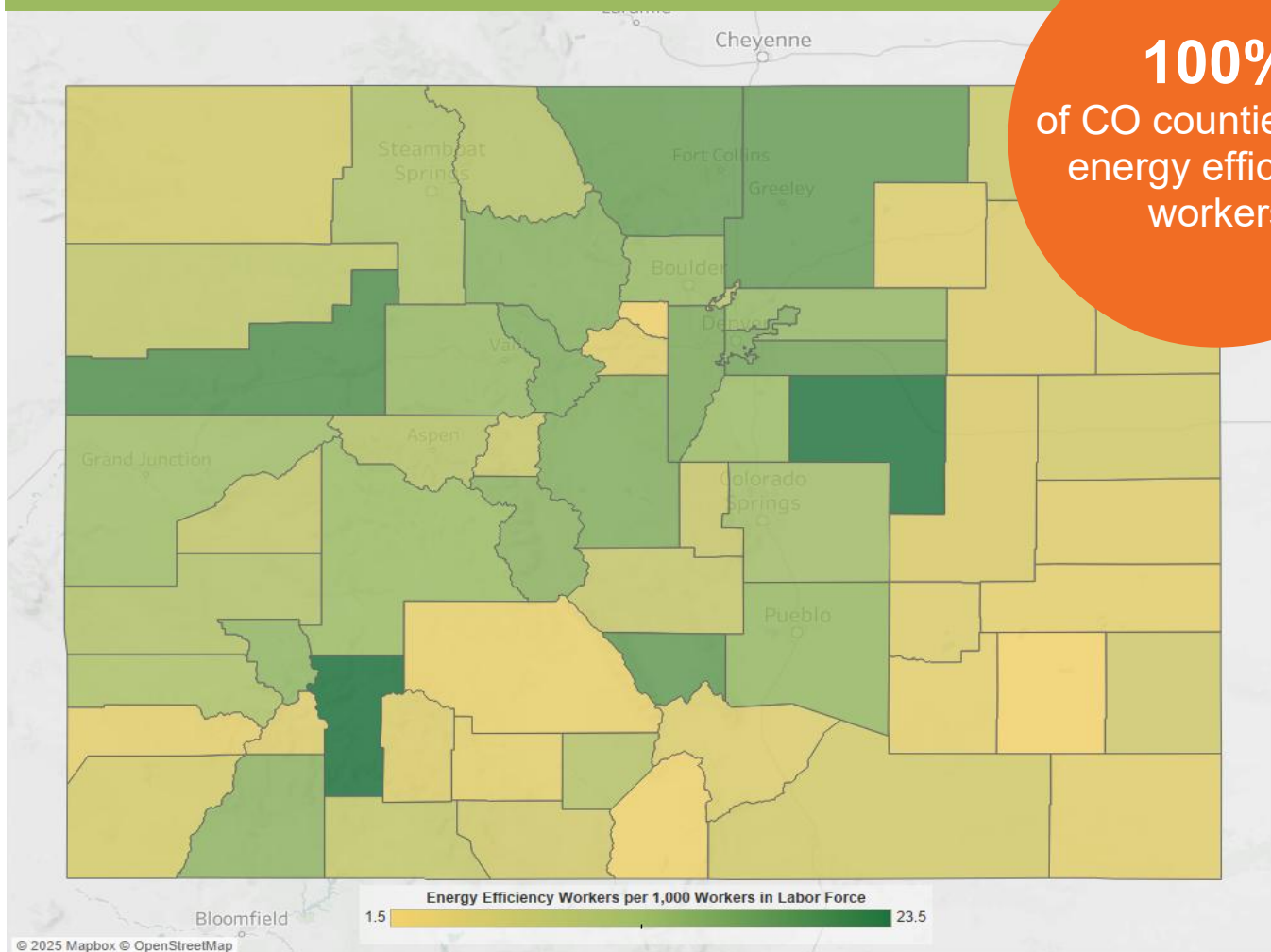


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



**100%**  
of CO counties have  
energy efficiency  
workers

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	8,640	Boulder	2,526
2	5,765	Colorado Springs	3,840
3	3,600	Denver-Aurora-Lakewood	23,570
4	3,692	Fort Collins	2,921
5	3,743	Grand Junction	823
6	5,719	Greeley	2,061
7	4,188	Pueblo	830
8	4,969	Rural	3,746



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	890		11	989		21	1,020		31	1,826
2	906		12	919		22	986		32	1,445
3	834		13	978		23	896		33	2,150
4	539		14	1,501		24	1,262		34	2,638
5	1,124		15	1,118		25	1,216		35	616
6	692		16	1,097		26	1,259			
7	839		17	1,290		27	1,486			
8	1,218		18	1,330		28	675			
9	755		19	949		29	1,789			
10	764	20	1,410	30	910					

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	983		23	545		45	508
2	850		24	572		46	534
3	696		25	458		47	271
4	1,147		26	691		48	600
5	703		27	728		49	365
6	1,620		28	617		50	509
7	1,062		29	656		51	783
8	1,089		30	542		52	674
9	877		31	685		53	1,027
10	915		32	534		54	458
11	629		33	381		55	421
12	535		34	940		56	299
13	700		35	394		57	763
14	565		36	183		58	434
15	589		37	575		59	464
16	344		38	870		60	187
17	373		39	271		61	1,204
18	533		40	673		62	246
19	497		41	671		63	232
20	495		42	930		64	774
21	439		43	547		65	487
22	405		44	572			







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For questions on BPA analyses, please email: [communications@building-performance.org](mailto:communications@building-performance.org).



# Connecticut

## Energy Efficiency Jobs in America

**36,268**  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Connecticut?

*Energy efficiency is the largest energy sector in Connecticut.*



TDS = Transmission, Distribution, & Storage

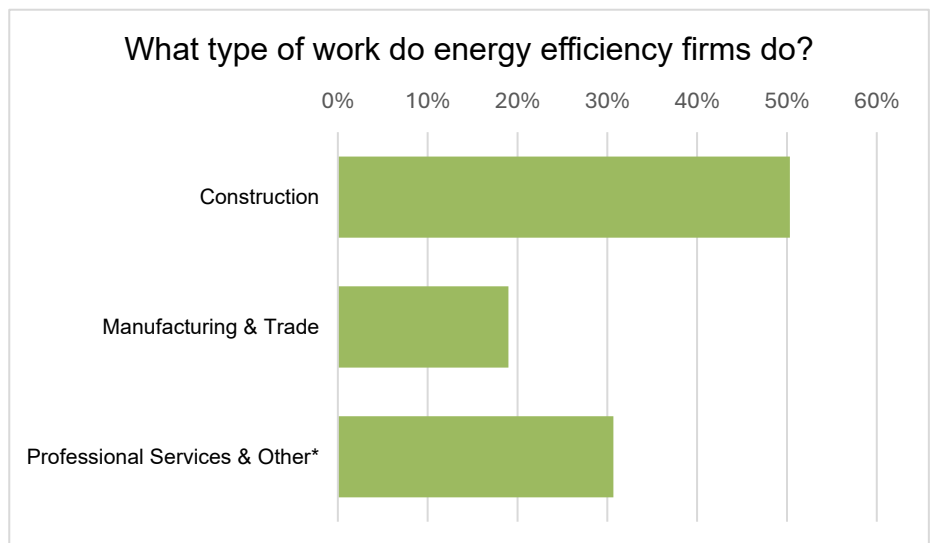
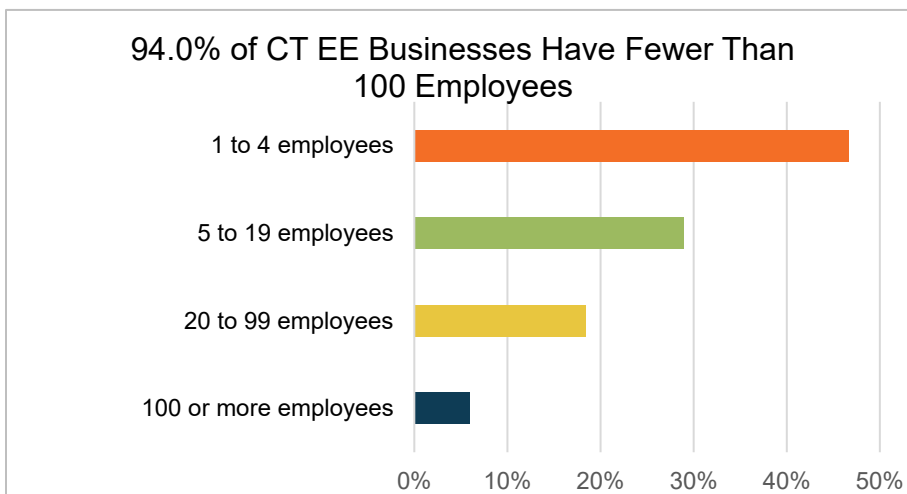
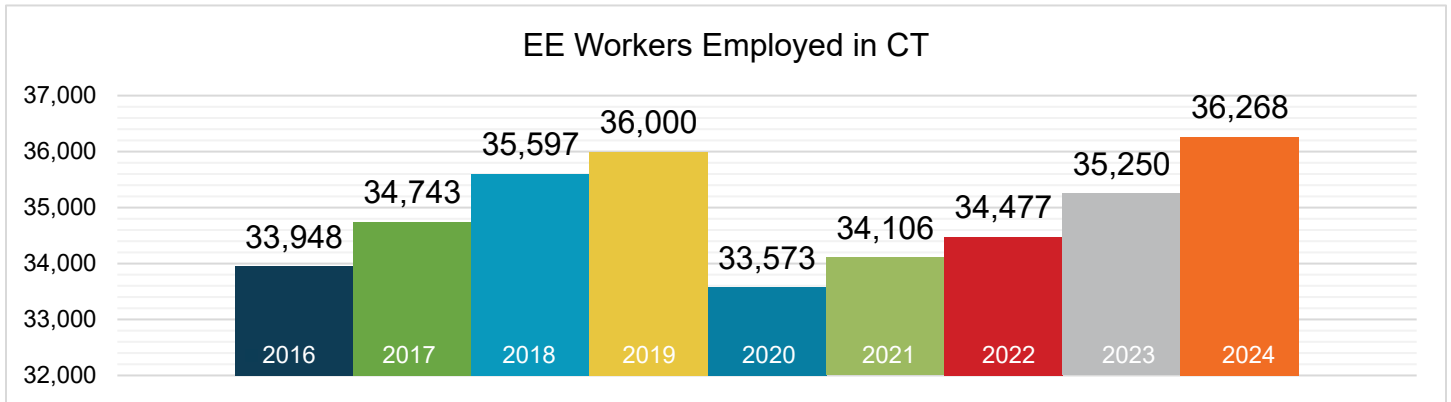
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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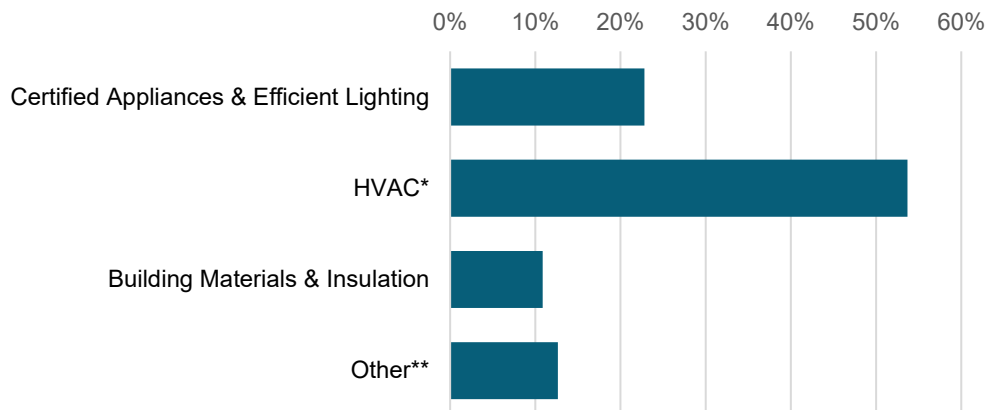


## What does EE look like in Connecticut?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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**8%**  
of Connecticut  
EE workers are  
**veterans**

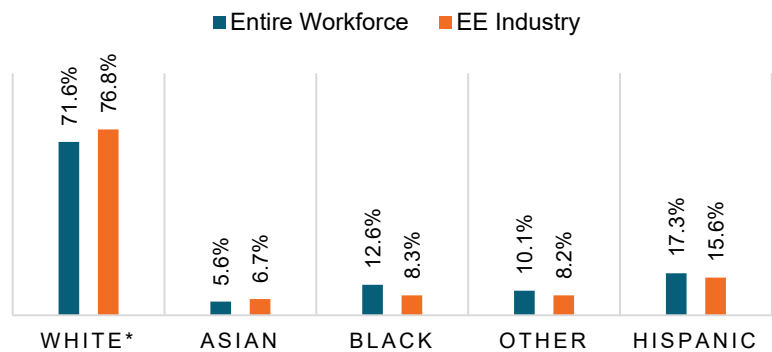


## How representative is the EE workforce in Connecticut?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Connecticut's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Connecticut can help ensure energy efficiency careers are accessible to all.

### Connecticut EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Connecticut EE Workforce

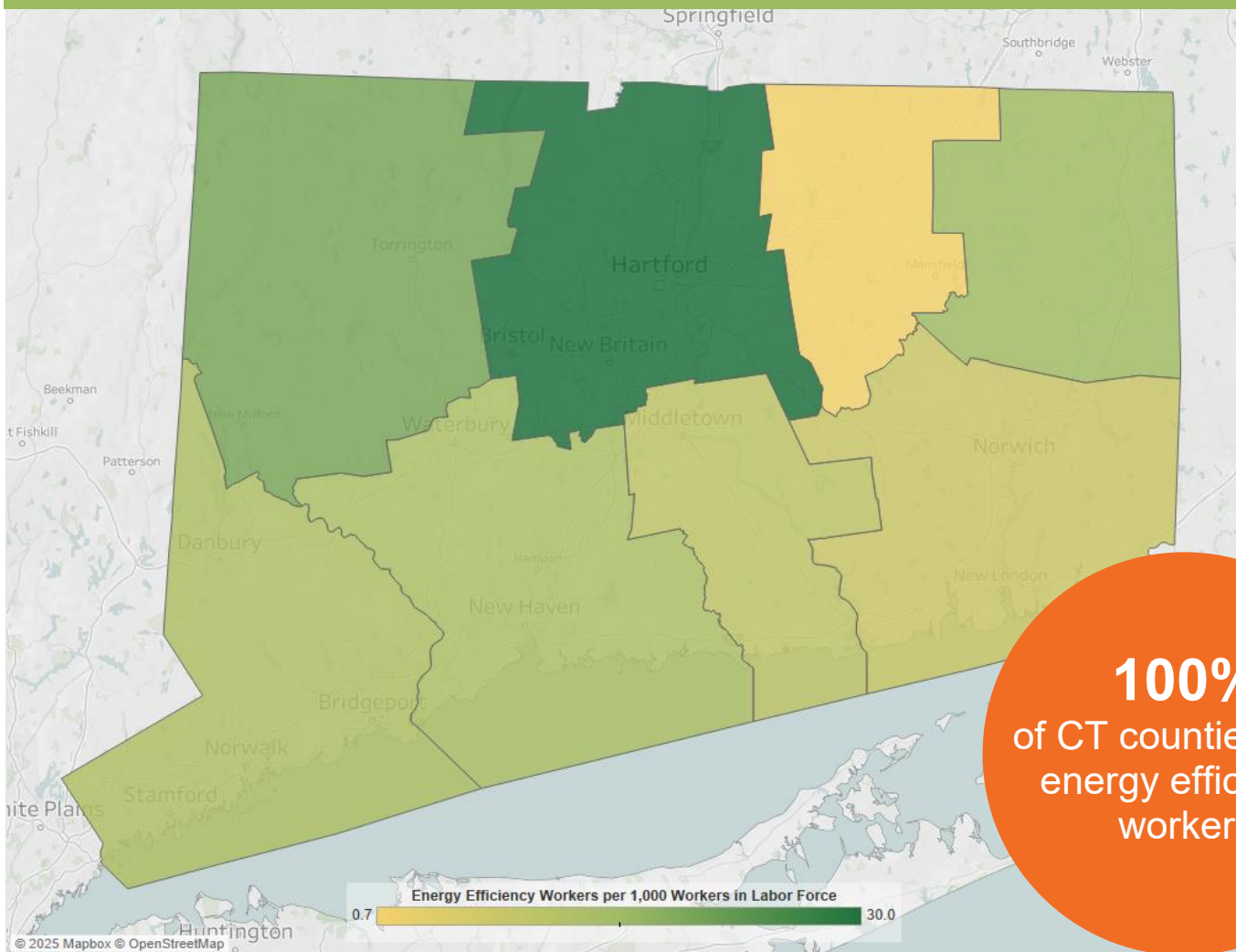


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



**100%**  
of CT counties have  
energy efficiency  
workers

The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	9,474	Bridgeport-Stamford-Norwalk	10,131
2	5,199	Hartford-West Hartford-East Hartford	13,878
3	7,063	New Haven-Milford	7,289
4	9,202	Norwich-New London	1,991
5	5,330	Rural	2,980



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,982		11	1,172		21	1,599		31	742
2	796		12	1,086		22	649		32	774
3	1,350		13	1,121		23	81		33	978
4	1,003		14	962		24	1,849		34	<10
5	1,121		15	946		25	2,190		35	356
6	475		16	580		26	1,355		36	1,292
7	754		17	260		27	2,364			
8	1,124		18	834		28	1,168			
9	1,467		19	674		29	461			
10	1,160	20	1,040	30	497					

State House of Representatives											
District	Jobs		District	Jobs		District	Jobs		District	Jobs	
1	219		32	36		63	228		94	<10	
2	1,712		33	284		64	599		95	<10	
3	543		34	647		65	261		96	612	
4	1,087		35	298		66	<10		97	387	
5	219		36	215		67	469		98	<10	
6	<10		37	434		68	292		99	145	
7	67		38	127		69	200		100	<10	
8	392		39	524		70	283		101	109	
9	903		40	<10		71	210		102	467	
10	1,044		41	375		72	133		103	<10	
11	<10		42	<10		73	322		104	<10	
12	503		43	249		74	160		105	223	
13	<10		44	127		75	<10		106	<10	
14	508		45	183		76	<10		107	<10	
15	<10		46	42		77	92		108	187	
16	523		47	307		78	421		109	<10	
17	467		48	223		79	<10		110	145	
18	193		49	120		80	85		111	99	
19	459		50	30		81	<10		112	275	
20	381		51	231		82	103		113	95	
21	<10		52	121		83	<10		114	<10	
22	85		53	118		84	98		115	<10	
23	256		54	17		85	288		116	<10	
24	469		55	<10		86	<10		117	523	
25	480		56	172		87	<10		118	548	
26	<10		57	<10		88	1,136		119	229	
27	<10		58	290		89	393		120	482	
28	<10		59	268		90	<10		121	294	
29	212		60	<10		91	462		122	274	
30	551		61	113		92	492		123	215	
31	554		62	258		93	<10		124	<10	





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# Delaware

## Energy Efficiency Jobs in America

11,137  
Total Jobs

### What are EE jobs?

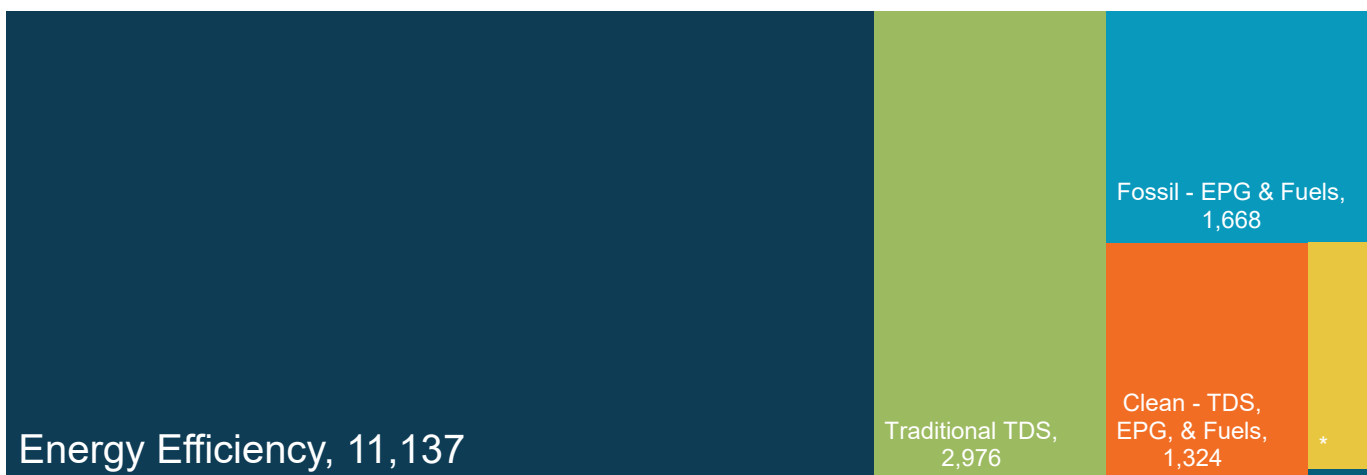
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Delaware?

*Energy efficiency is the largest energy sector in Delaware.*



TDS = Transmission, Distribution, & Storage

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\*\*Nuclear - EPG & Fuels = 21

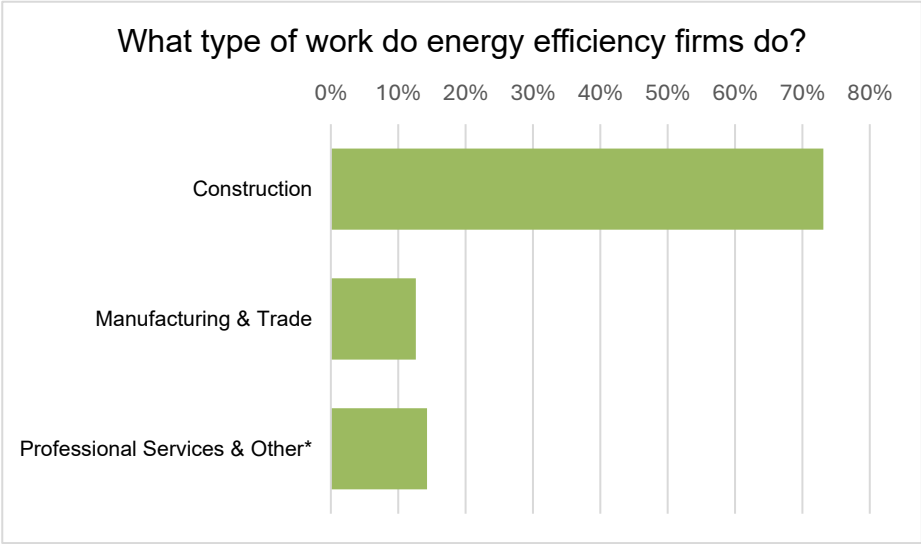
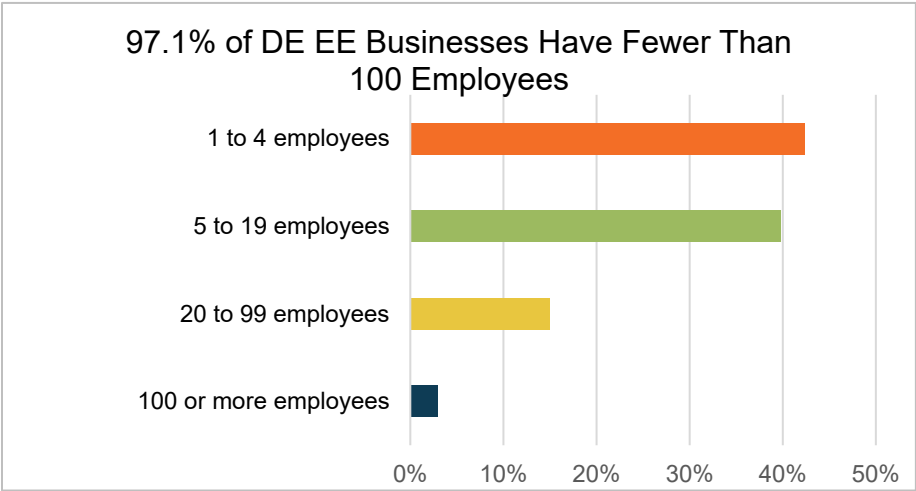
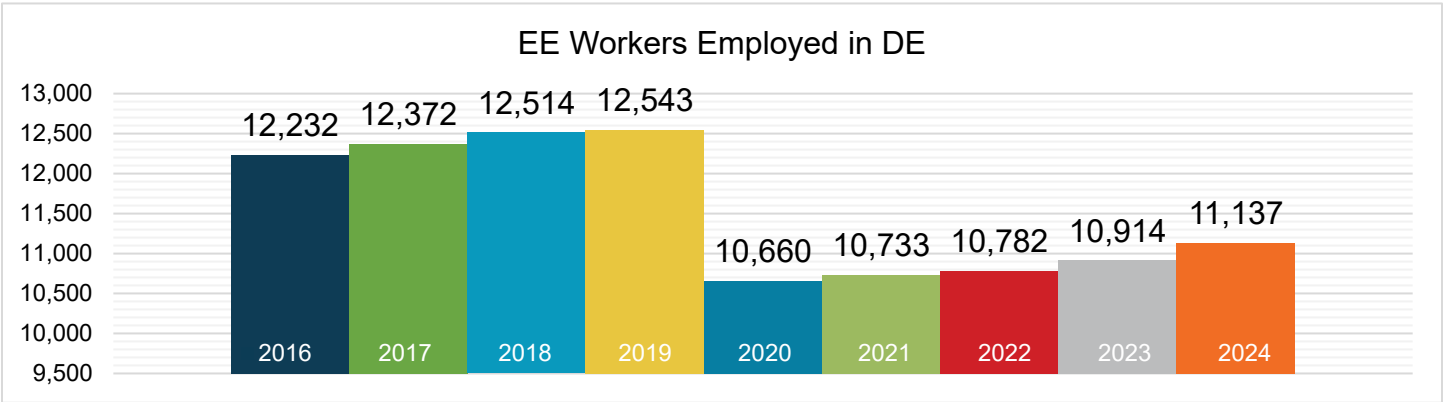
\*Other = 375

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



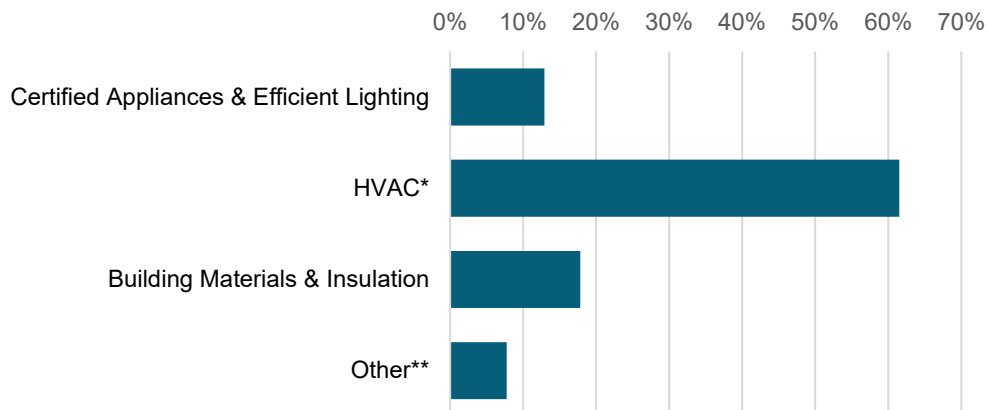
# What does EE look like in Delaware?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Delaware  
EE workers are  
**veterans**

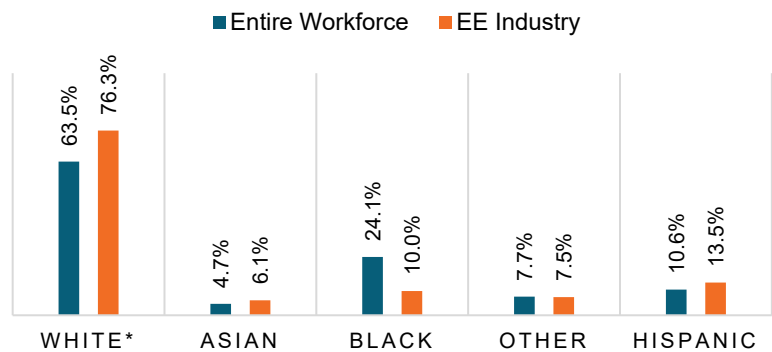


## How representative is the EE workforce in Delaware?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Delaware's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Delaware can help ensure energy efficiency careers are accessible to all.

### Delaware EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Delaware EE Workforce

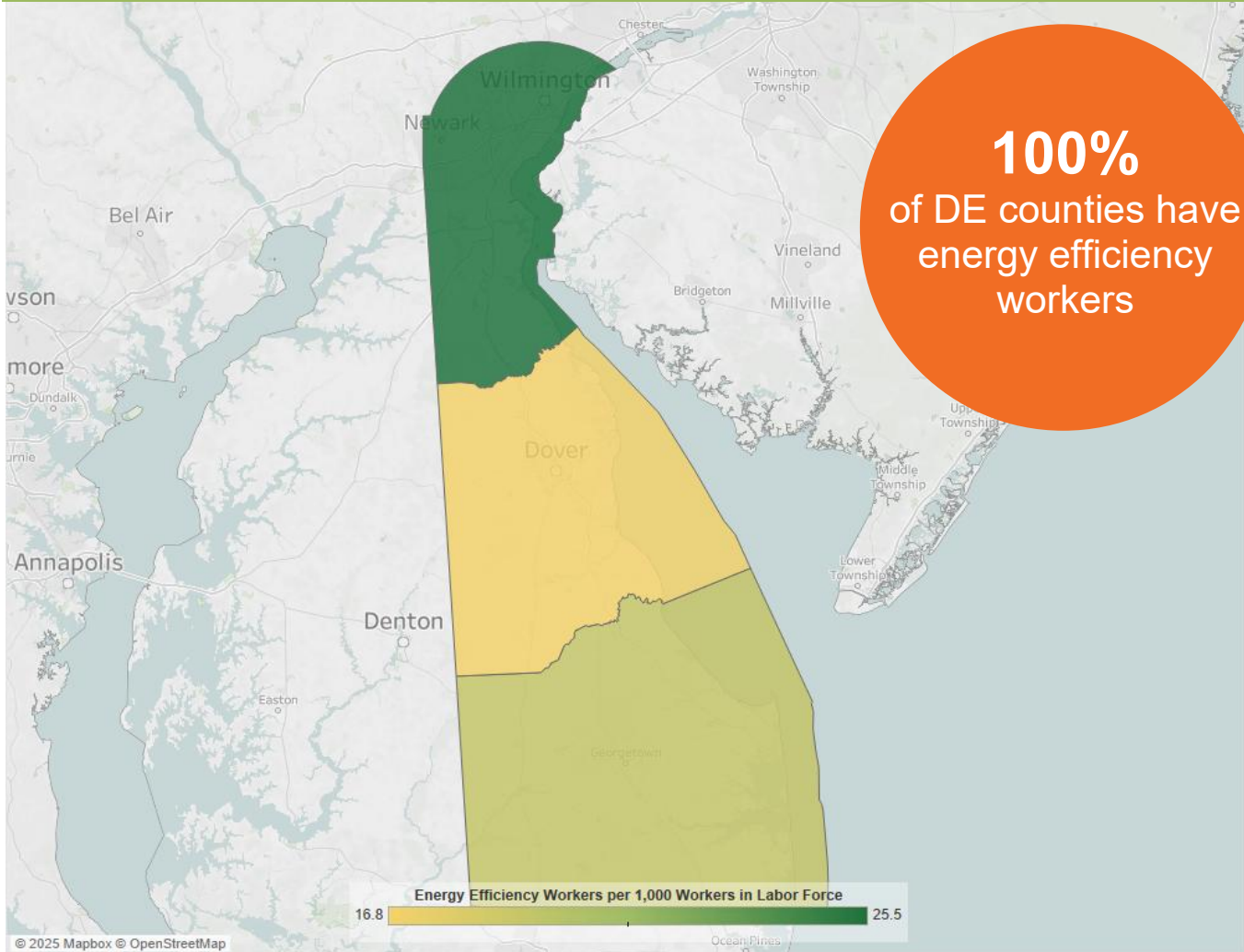


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	11,137	Dover	1,221
		Philadelphia-Camden-Wilmington	7,811
		Rural	2,105

State Senate						
District	Jobs		District	Jobs		District
1	662		11	790		21
2	1,238		12	643		374
3	797		13	<10		
4	365		14	445		
5	588		15	234		
6	434		16	228		
7	817		17	538		
8	776		18	306		
9	452		19	429		
10	710		20	305		

State House of Representatives				
District	Jobs		District	Jobs
1	333		22	219
2	206		23	615
3	508		24	405
4	225		25	79
5	730		26	707
6	464		27	<10
7	205		28	157
8	630		29	<10
9	10		30	166
10	321		31	241
11	280		32	241
12	236		33	32
13	232		34	184
14	99		35	106
15	546		36	157
16	<10		37	159
17	800		38	167
18	<10		39	175
19	499		40	160
20	289		41	107
21	432			





The Building Performance Association (BPA) is a nonprofit industry association that serves as the hub for businesses, nonprofits, and government agencies working to make America's homes more energy-efficient, comfortable, healthy, and safe. Visit [www.building-performance.org](http://www.building-performance.org).



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Data Source: Unless otherwise stated, all data are from the August 2025 U.S. Energy and Employment Report, by the U.S. Department of Energy (see Appendix B for methodology details). This methodology—adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics—provides the broadly accepted best accounting of all U.S. energy workers.

For questions on BPA analyses, please email: [communications@building-performance.org](mailto:communications@building-performance.org).





# District of Columbia

## Energy Efficiency Jobs in America

12,625  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in District of Columbia?

*Energy efficiency is the largest energy sector in District of Columbia.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

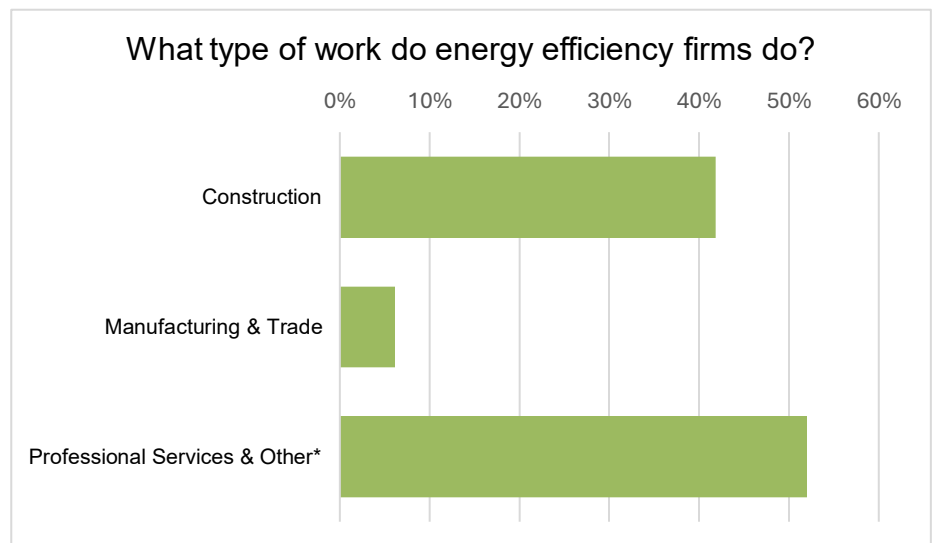
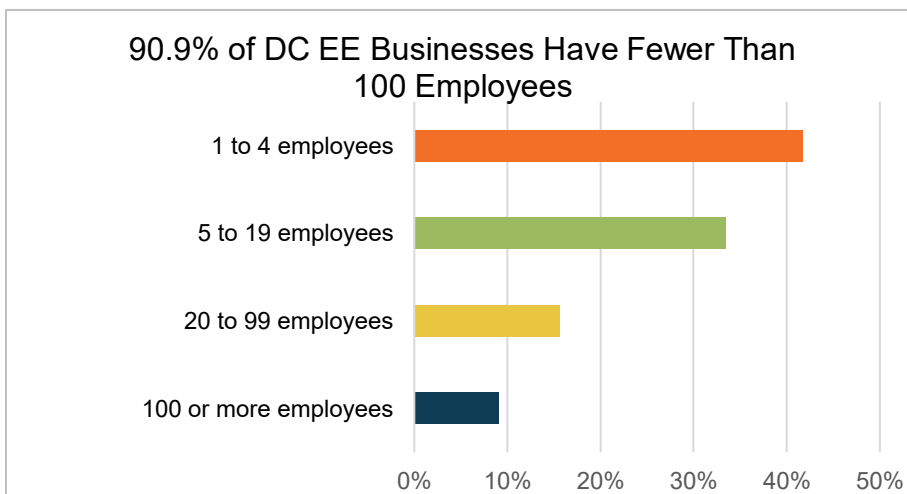
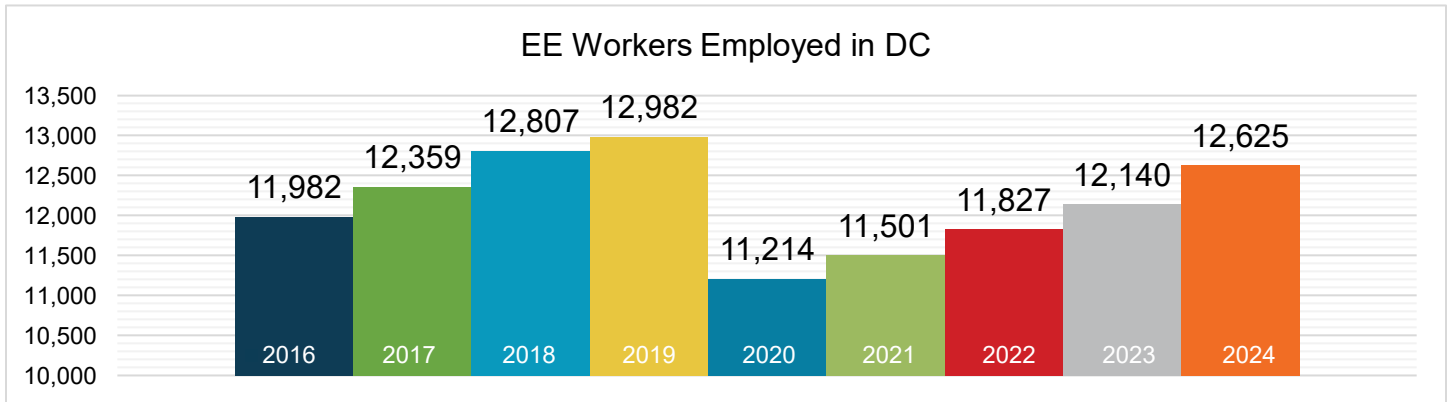
\*\*Nuclear - EPG & Fuels = 168

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

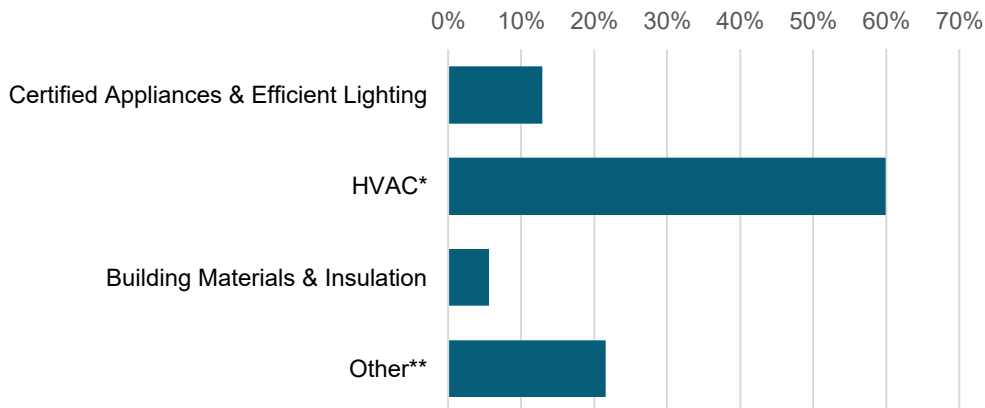


# What does EE look like in District of Columbia?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**7%**  
of District of  
Columbia  
EE workers are  
**veterans**

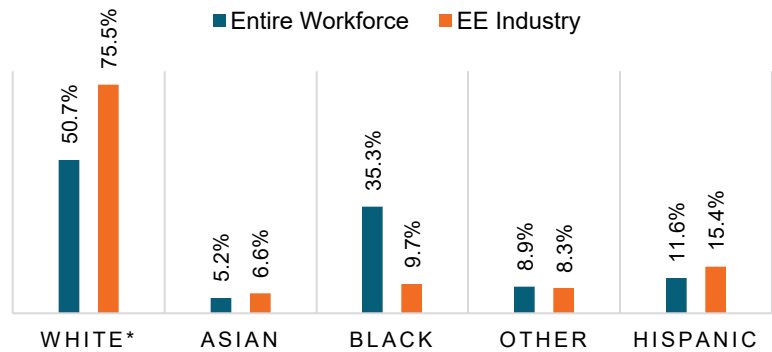


## How representative is the EE workforce in District of Columbia?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well District of Columbia's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in District of Columbia can help ensure energy efficiency careers are accessible to all.

### District of Columbia EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the District of Columbia EE Workforce

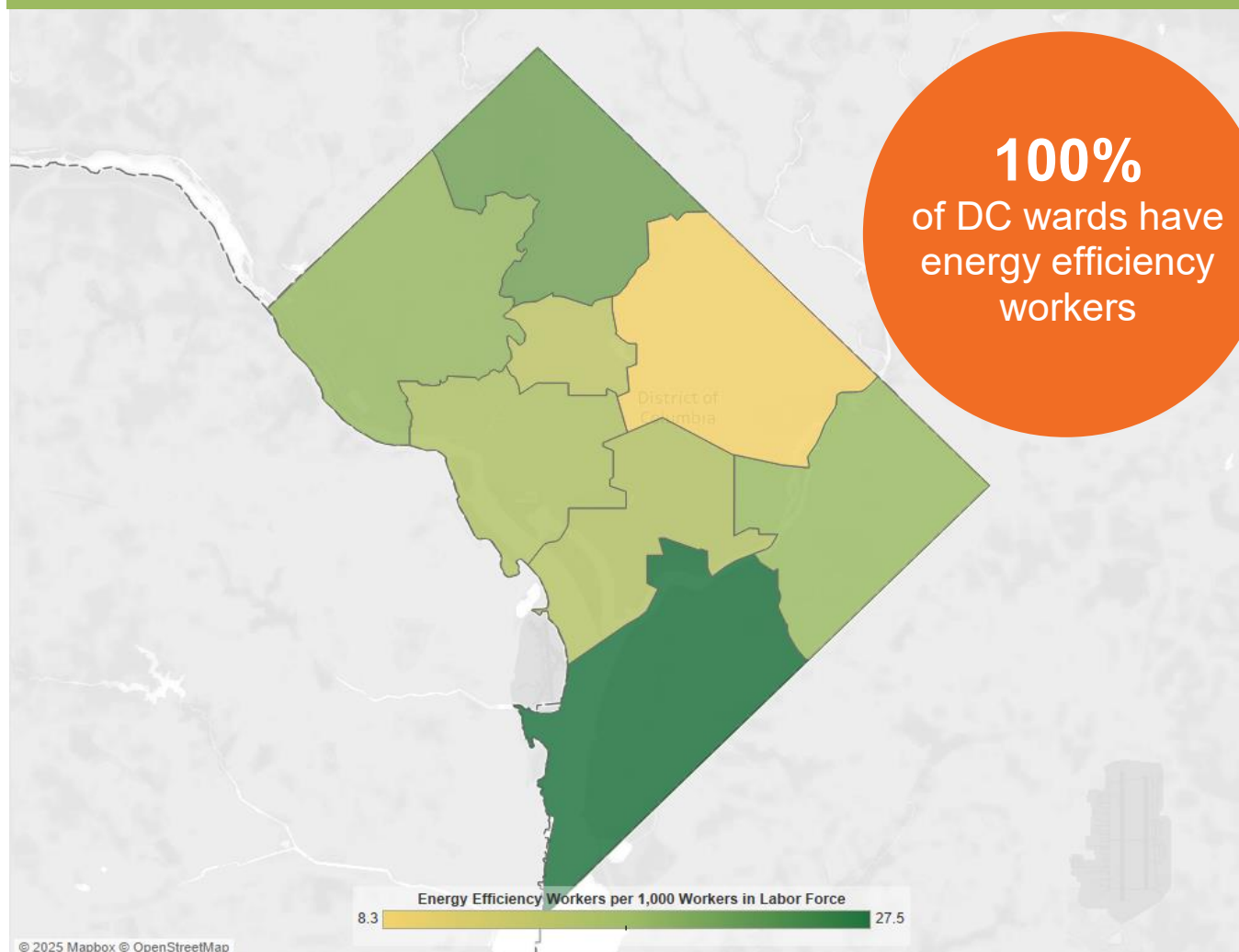


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by Ward



Congressional		Metropolitan Areas	
Ward	Jobs		Area
1	12,625		Washington-Arlington-Alexandria
			Jobs
			12,625

Council of the District of Columbia							
Ward	Jobs		Ward	Jobs		Ward	Jobs
1	1,606		4	1,830		7	1,091
2	1,724		5	786		8	1,665
3	1,685		6	2,238			



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# Florida

## Energy Efficiency Jobs in America

**132,060**  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Florida?

*Energy efficiency is the largest energy sector in Florida.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

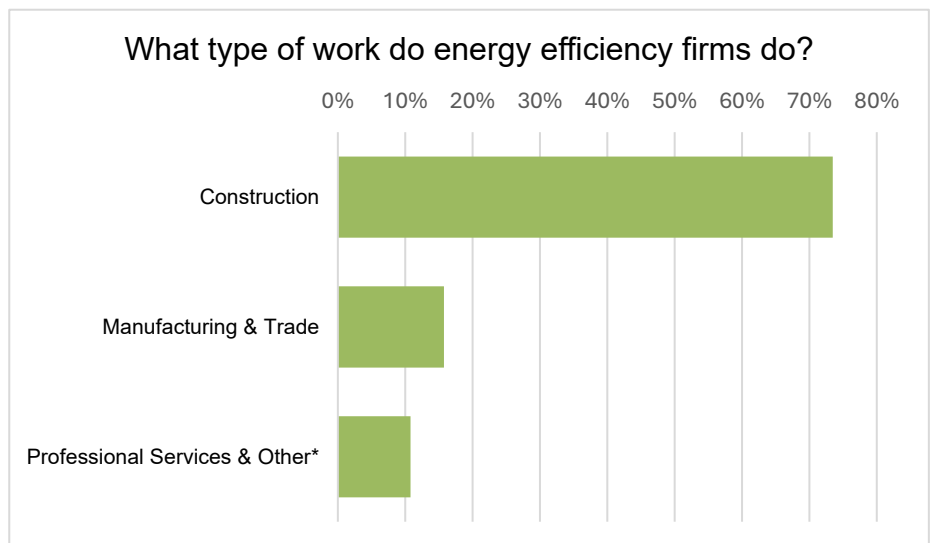
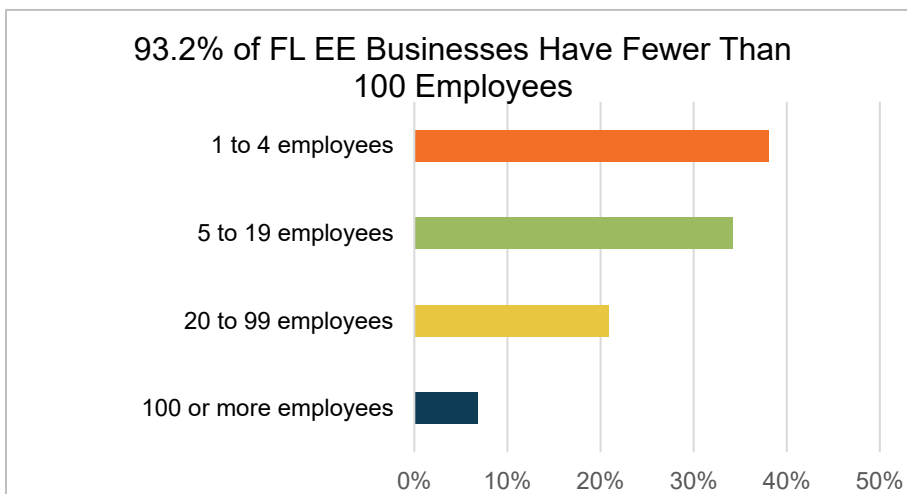
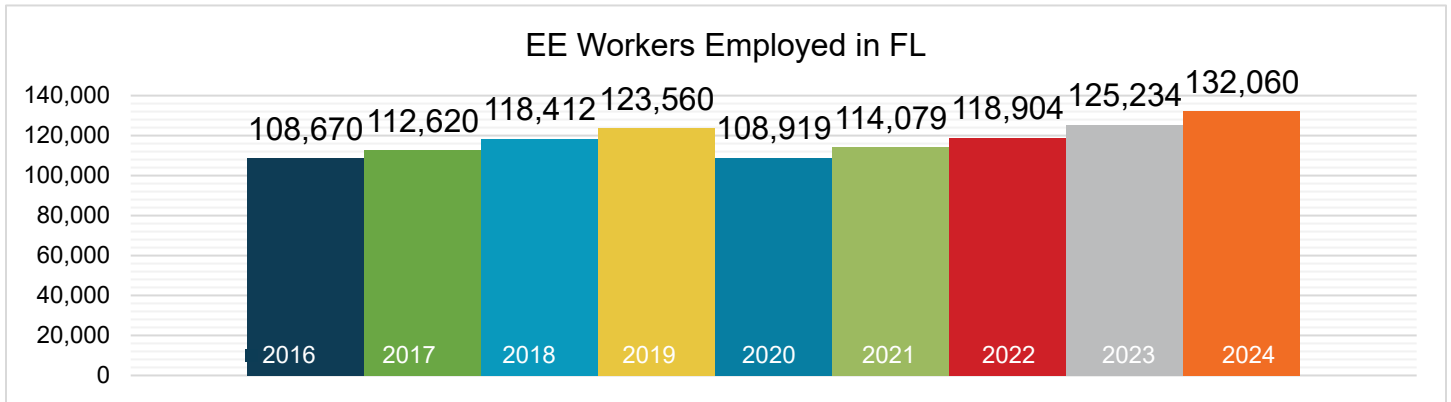
\*\*Nuclear - EPG & Fuels = 1,576

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



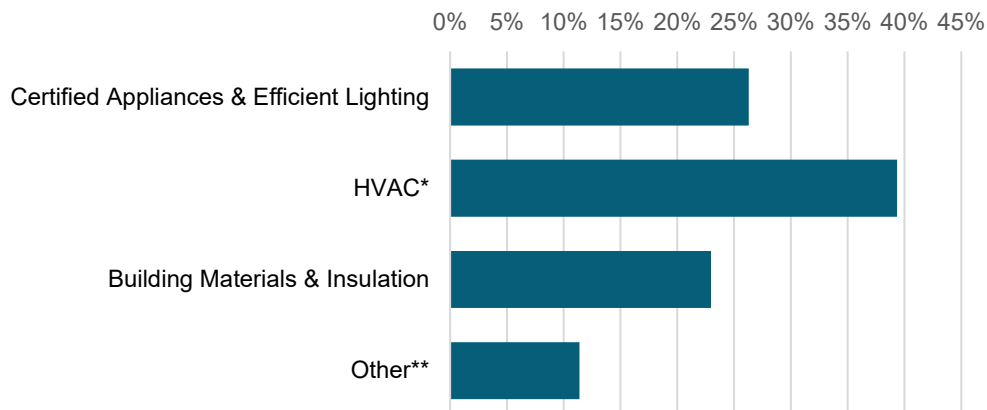
## What does EE look like in Florida?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**10%**  
of Florida  
EE workers are  
**veterans**

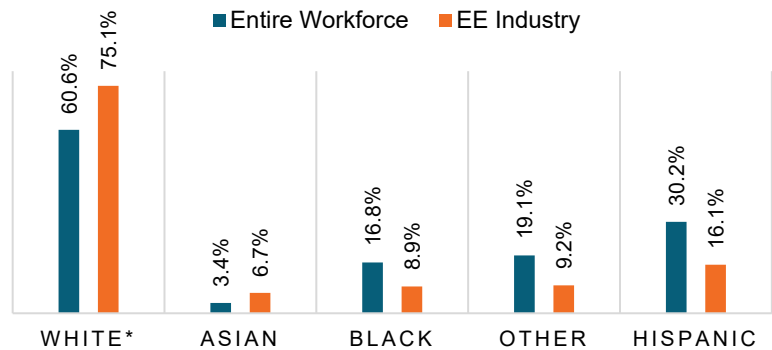


## How representative is the EE workforce in Florida?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Florida's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Florida can help ensure energy efficiency careers are accessible to all.

### Florida EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

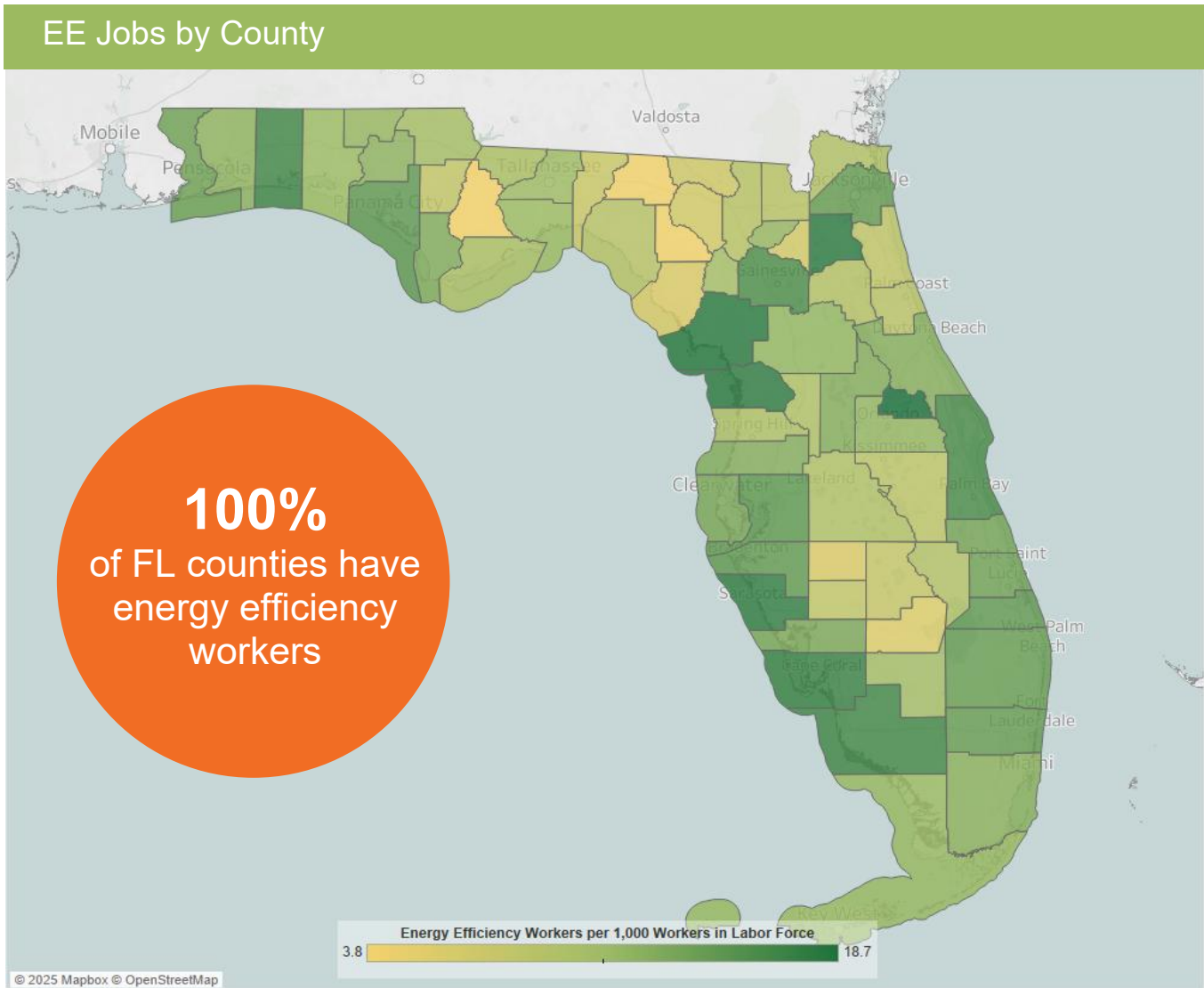
### Gender in the Florida EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere



Metropolitan Areas			
Area	Jobs	Area	Jobs
Cape Coral-Fort Myers	5,160	Orlando-Kissimmee-Sanford	17,985
Crestview-Fort Walton Beach-Destin	1,848	Palm Bay-Melbourne-Titusville	3,901
Deltona-Daytona Beach-Ormond Beach	2,665	Panama City	1,282
Gainesville	2,267	Pensacola-Ferry Pass-Brent	2,570
Jacksonville	10,506	Port St. Lucie	2,434
Lakeland-Winter Haven	2,615	Punta Gorda	752
Miami-Fort Lauderdale-West Palm Beach	38,333	Sebastian-Vero Beach	803
Naples-Immokalee-Marco Island	2,932	Tallahassee	2,117
North Port-Sarasota-Bradenton	5,460	Tampa-St. Petersburg-Clearwater	20,213
Ocala	1,434	Rural	6,784

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,905		11	1,829		21	2,697		31	3,377
2	3,200		12	2,096		22	3,933		32	3,611
3	2,482		13	2,850		23	3,172		33	3,768
4	3,998		14	4,262		24	3,629		34	3,775
5	4,772		15	4,396		25	2,212		35	3,428
6	2,953		16	4,227		26	3,697		36	3,156
7	1,622		17	4,274		27	2,301		37	3,740
8	2,631		18	3,571		28	3,868		38	3,655
9	2,466		19	3,531		29	2,077		39	2,782
10	4,728	20	3,707	30	3,554	40	3,126			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,141		32	1,051		63	1,498		94	1,416
2	1,048		33	1,317		64	1,667		95	1,169
3	533		34	905		65	1,304		96	1,404
4	1,415		35	1,155		66	1,545		97	1,121
5	711		36	1,611		67	1,301		98	1,275
6	1,256		37	1,696		68	1,330		99	1,227
7	367		38	1,457		69	1,573		100	1,167
8	1,249		39	1,070		70	1,158		101	701
9	866		40	1,675		71	978		102	1,290
10	621		41	1,428		72	998		103	1,096
11	845		42	1,252		73	1,424		104	1,410
12	1,259		43	1,487		74	1,490		105	1,577
13	1,712		44	1,805		75	948		106	1,258
14	1,648		45	1,372		76	769		107	824
15	733		46	444		77	1,382		108	1,139
16	1,549		47	449		78	1,371		109	1,138
17	1,868		48	640		79	1,371		110	643
18	565		49	822		80	1,265		111	1,099
19	549		50	572		81	1,392		112	1,365
20	573		51	650		82	1,290		113	1,008
21	1,561		52	544		83	418		114	1,207
22	900		53	598		84	706		115	1,078
23	718		54	727		85	987		116	999
24	722		55	567		86	1,320		117	1,515
25	661		56	540		87	796		118	1,433
26	768		57	1,227		88	1,196		119	955
27	691		58	1,092		89	1,520		120	832
28	792		59	1,140		90	1,176			
29	789		60	1,177		91	1,197			
30	849		61	958		92	1,212			
31	1,343	62	1,446	93	957					



Congressional	
District	Jobs
1	4,467
2	3,987
3	3,839
4	5,133
5	5,445
6	2,802
7	5,443
8	4,851
9	4,061
10	6,349
11	4,203
12	2,611
13	4,883
14	5,850
15	5,126
16	5,457
17	5,269
18	2,663
19	5,385
20	5,208
21	4,075
22	5,166
23	5,327
24	4,855
25	5,217
26	5,128
27	4,658
28	4,603



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# Georgia

## Energy Efficiency Jobs in America

**61,036**  
Total Jobs

### What are EE jobs?

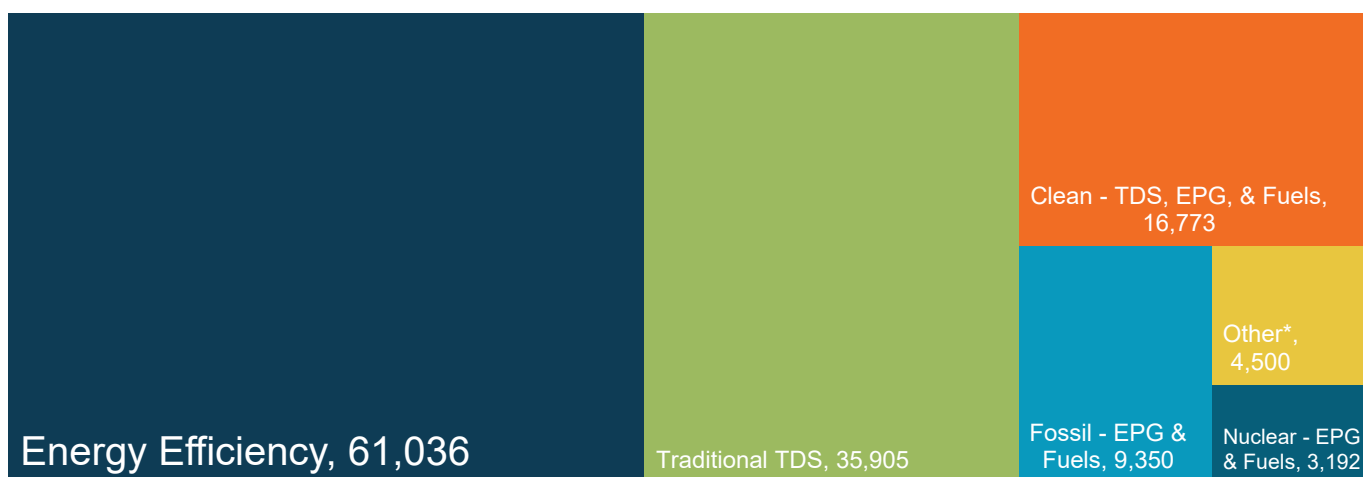
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Georgia?

*Energy efficiency is the largest energy sector in Georgia.*



TDS = Transmission, Distribution, & Storage

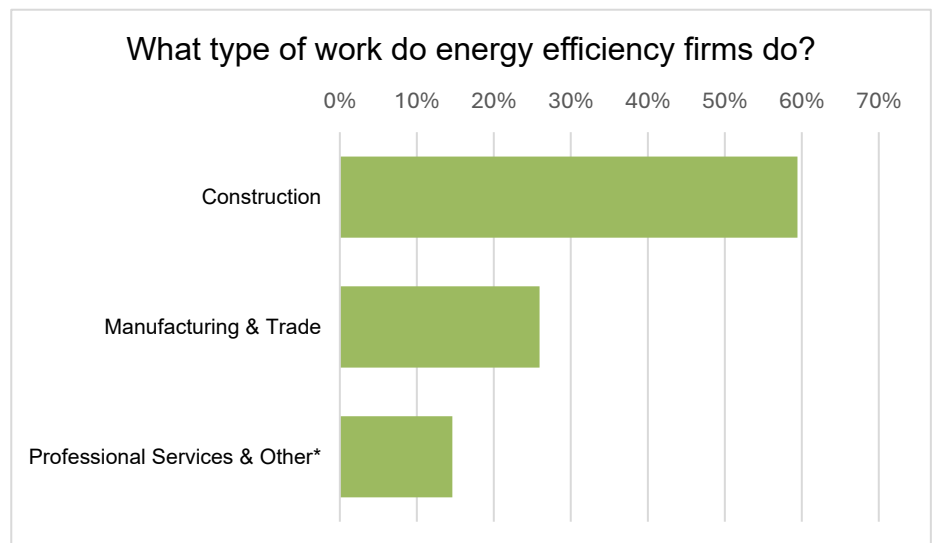
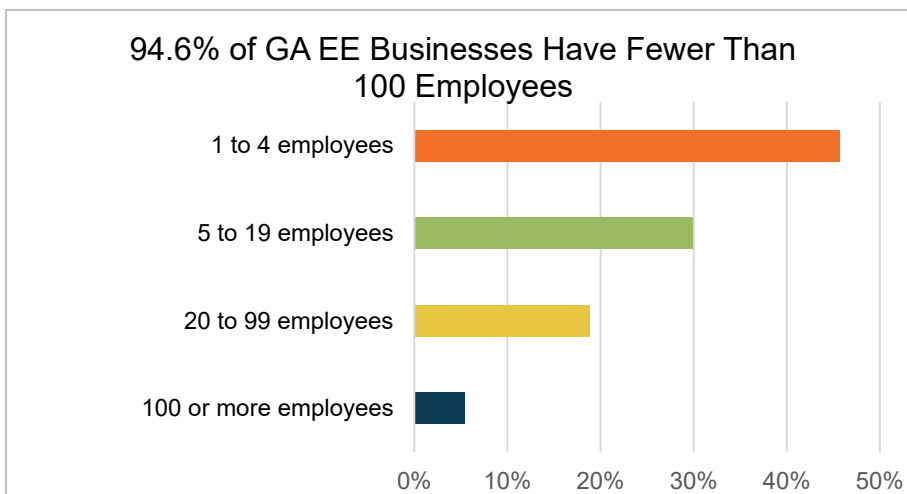
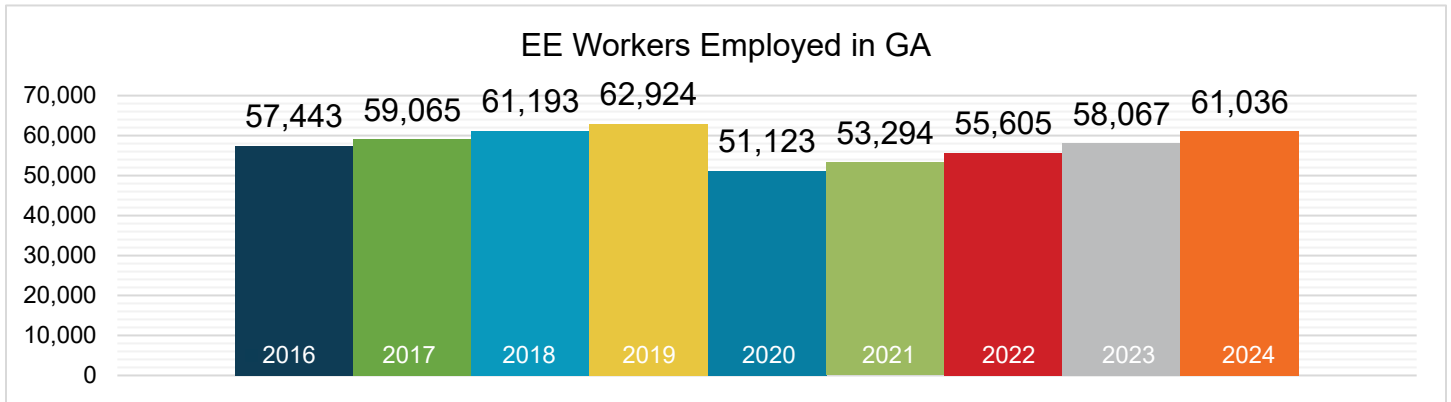
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

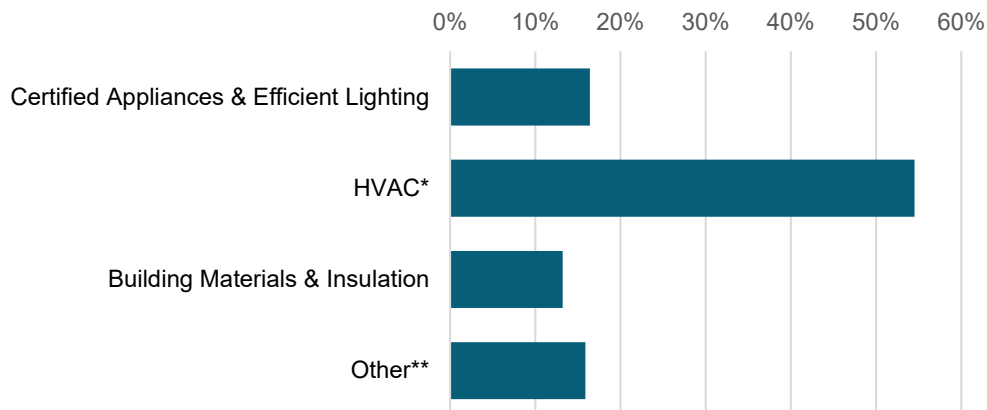


# What does EE look like in Georgia?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**11%**  
of Georgia  
EE workers are  
**veterans**

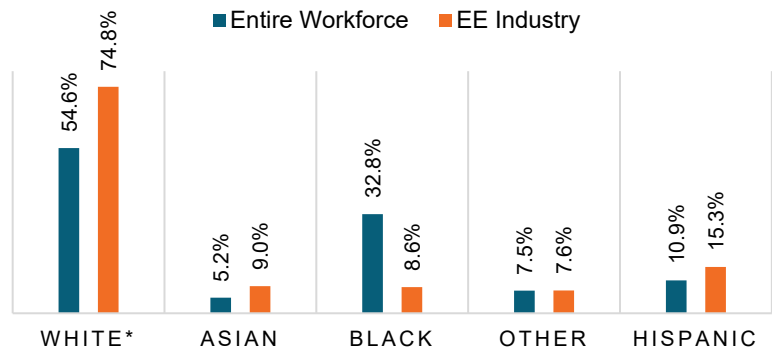


## How representative is the EE workforce in Georgia?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Georgia's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Georgia can help ensure energy efficiency careers are accessible to all.

### Georgia EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Georgia EE Workforce

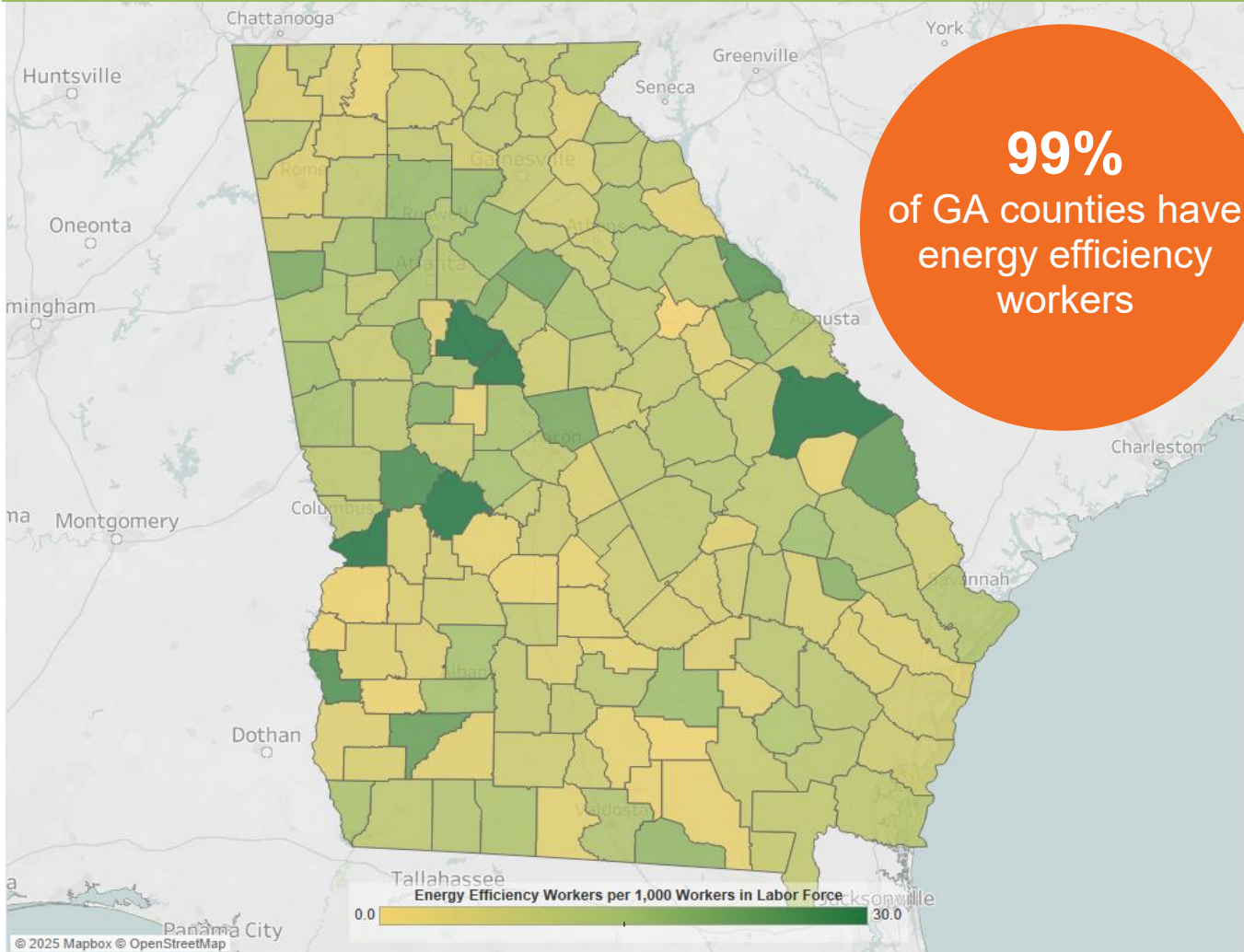


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

### Congressional

District	Jobs	District	Jobs
1	3,333	9	3,902
2	3,339	10	4,898
3	3,534	11	4,674
4	3,842	12	3,736
5	5,186	13	5,405
6	7,950	14	2,236
7	6,397		
8	2,604		

### Metropolitan Areas

Area	Jobs	Area	Jobs
Albany	819	Gainesville	904
Athens-Clarke County	794	Hinesville	93
Atlanta-Sandy Springs-Roswell	41,412	Macon	1,003
Augusta-Richmond County	2,424	Rome	221
Brunswick	353	Savannah	2,237
Chattanooga	286	Valdosta	643
Columbus	1,104	Warner Robins	617
Dalton	276	Rural	7,848



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	461		15	855		29	1,134		43	1,034
2	1,640		16	1,059		30	826		44	651
3	557		17	1,667		31	513		45	902
4	781		18	864		32	897		46	894
5	1,546		19	594		33	2,230		47	725
6	535		20	515		34	622		48	1,441
7	1,134		21	1,463		35	1,779		49	917
8	843		22	1,061		36	2,069		50	492
9	974		23	1,267		37	1,835		51	501
10	1,921		24	625		38	2,680		52	672
11	640		25	1,113		39	2,143		53	362
12	865		26	661		40	1,120		54	432
13	605		27	1,526		41	782		55	809
14	2,728		28	943		42	1,656		56	1,476

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	119		46	<10		91	461		136	336
2	62		47	602		92	433		137	95
3	151		48	793		93	281		138	357
4	210		49	229		94	123		139	204
5	135		50	283		95	612		140	391
6	55		51	945		96	182		141	273
7	109		52	506		97	749		142	325
8	175		53	525		98	394		143	238
9	166		54	838		99	407		144	118
10	131		55	719		100	360		145	346
11	399		56	436		101	122		146	207
12	83		57	682		102	586		147	218
13	201		58	857		103	363		148	100
14	170		59	740		104	34		149	209
15	307		60	295		105	360		150	237
16	90		61	1,022		106	674		151	230
17	163		62	970		107	629		152	139
18	202		63	192		108	492		153	682
19	256		64	250		109	57		154	94
20	190		65	705		110	175		155	225
21	562		66	204		111	268		156	177
22	123		67	662		112	487		157	219
23	286		68	376		113	282		158	142
24	670		69	259		114	232		159	203
25	380		70	198		115	<10		160	279
26	600		71	321		116	224		161	186
27	231		72	300		117	1,574		162	402
28	284		73	427		118	298		163	437
29	334		74	440		119	175		164	288
30	227		75	247		120	274		165	639
31	388		76	233		121	313		166	262
32	208		77	147		122	171		167	86
33	187		78	1,061		123	127		168	78
34	878		79	97		124	182		169	239
35	499		80	361		125	251		170	203
36	438		81	860		126	938		171	124
37	88		82	470		127	143		172	175
38	781		83	490		128	196		173	316
39	597		84	260		129	220		174	137
40	34		85	46		130	321		175	211
41	669		86	277		131	183		176	215
42	744		87	536		132	355		177	364
43	441		88	<10		133	117		178	172
44	577		89	290		134	131		179	262
45	941		90	182		135	180		180	173





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# Hawaii

## Energy Efficiency Jobs in America

6,095  
Total Jobs

### What are EE jobs?

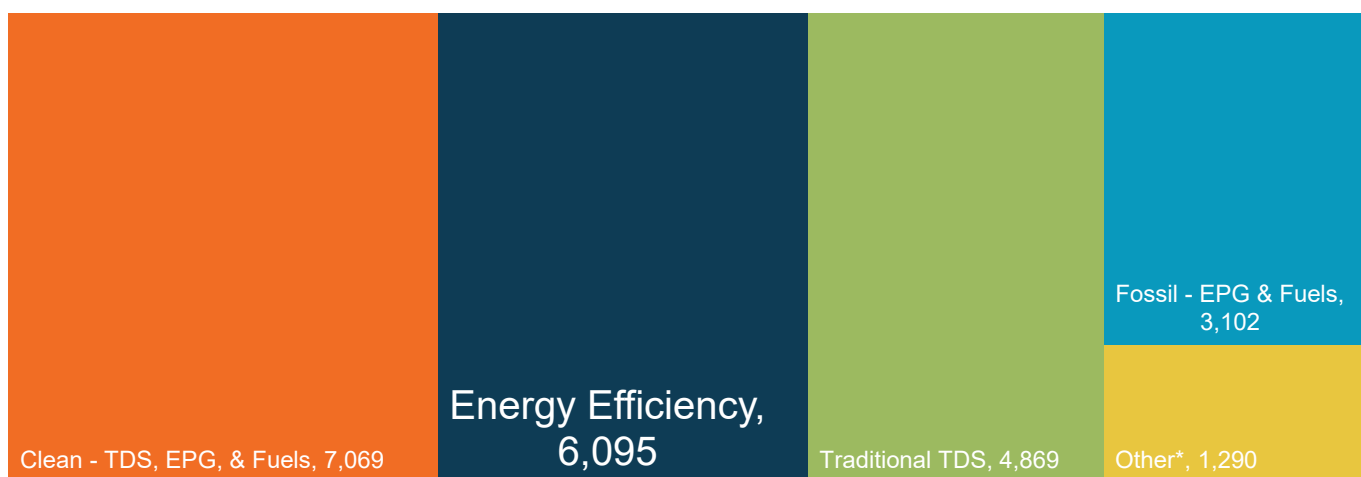
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Hawaii?

*Energy efficiency is the second largest energy sector in Hawaii.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

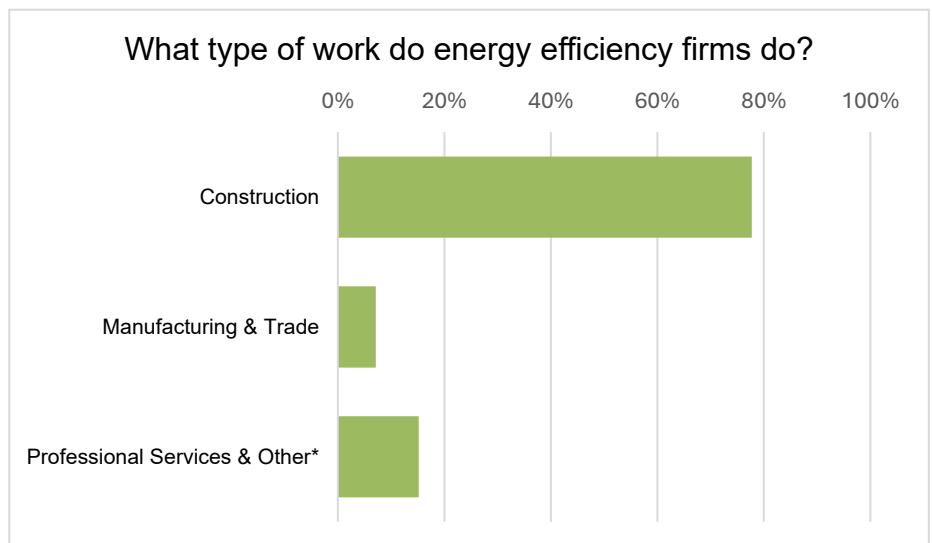
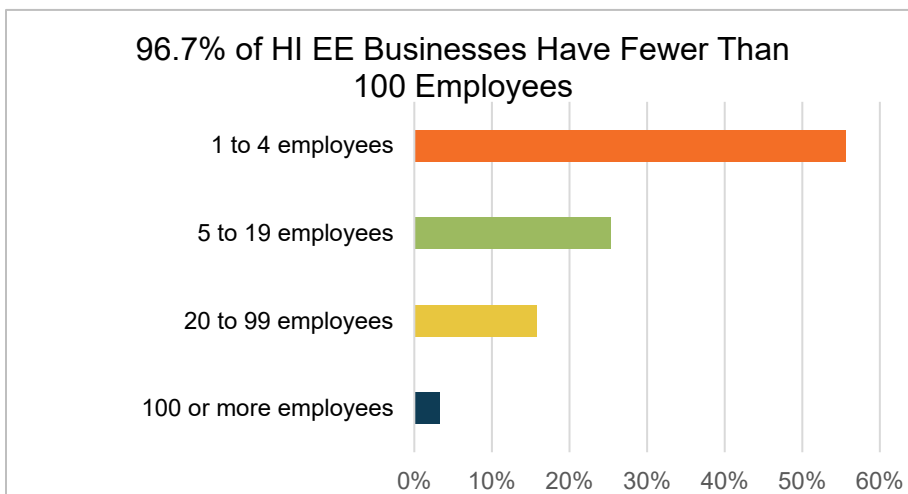
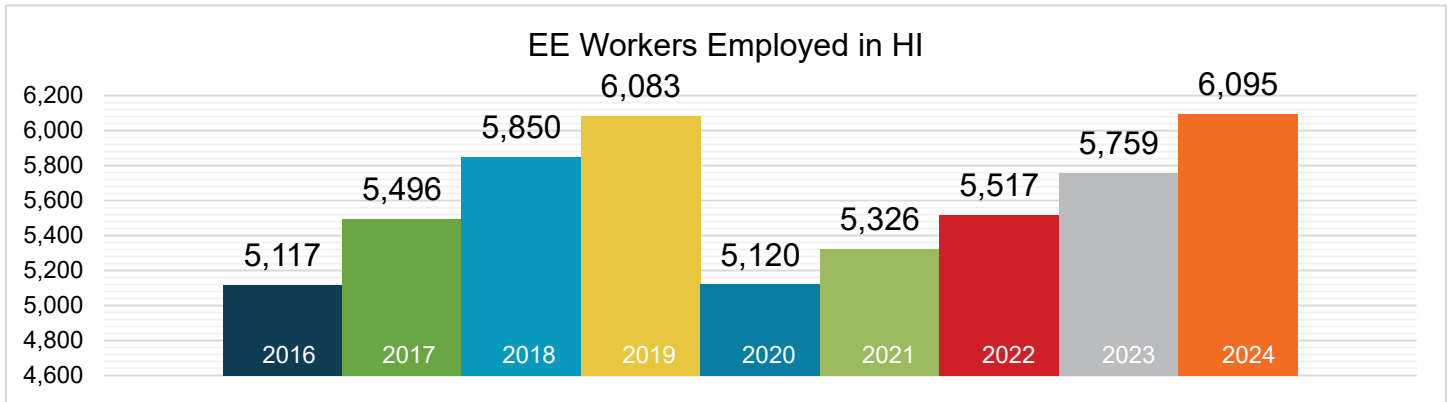
\*\*Nuclear - EPG & Fuels = 5

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

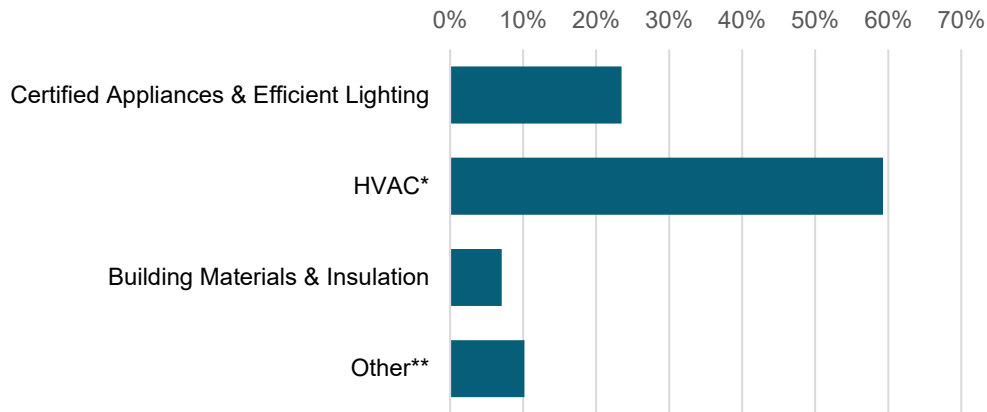


## What does EE look like in Hawaii?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Hawaii  
EE workers are  
**veterans**

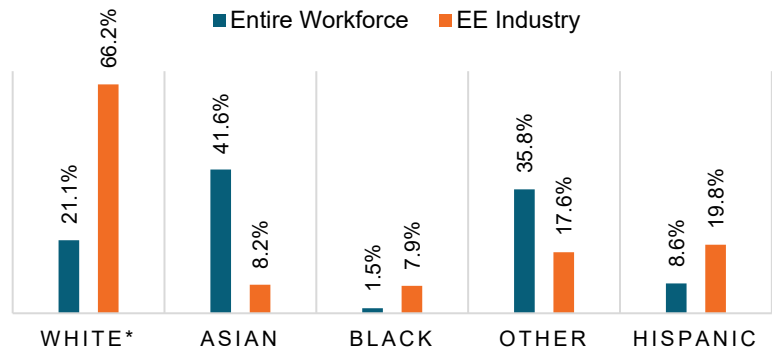


## How representative is the EE workforce in Hawaii?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Hawaii's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Hawaii can help ensure energy efficiency careers are accessible to all.

### Hawaii EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

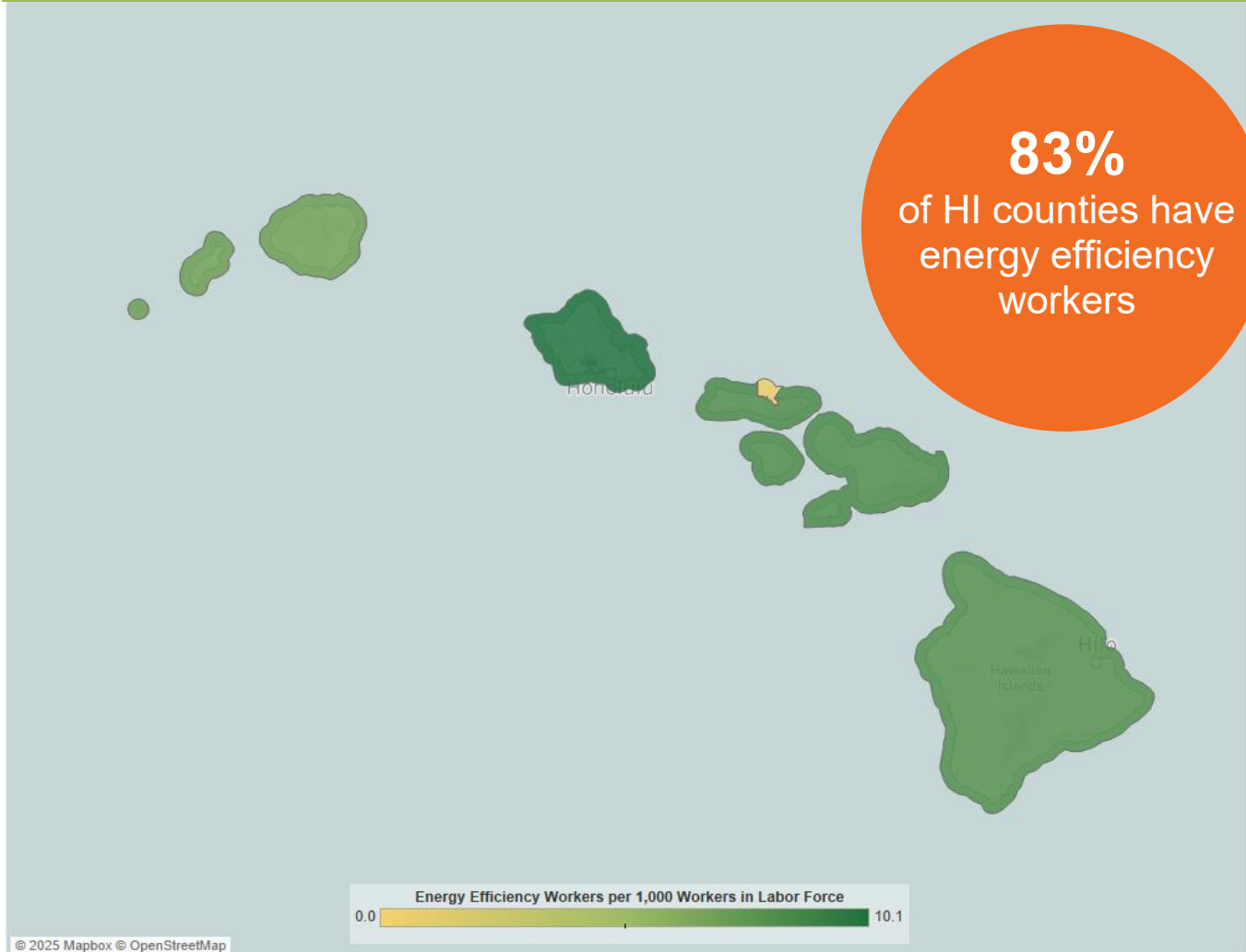
### Gender in the Hawaii EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

## Energy efficiency jobs are everywhere

### EE Jobs by County



Congressional			Metropolitan Areas	
District	Jobs		Area	Jobs
1	3,496		Honolulu	4,645
2	2,599		Rural	1,450

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	150		11	193		21	213
2	153		12	242		22	234
3	184		13	380		23	169
4	108		14	243		24	497
5	219		15	258		25	190
6	187		16	362			
7	201		17	433			
8	227		18	81			
9	89		19	352			
10	368		20	362			

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	39		18	133		35	168
2	131		19	84		36	333
3	11		20	<10		37	<10
4	99		21	220		38	234
5	80		22	182		39	102
6	22		23	128		40	343
7	107		24	123		41	<10
8	74		25	223		42	<10
9	96		26	<10		43	201
10	112		27	<10		44	<10
11	96		28	243		45	222
12	96		29	228		46	195
13	94		30	<10		47	134
14	81		31	243		48	253
15	91		32	<10		49	103
16	50		33	183		50	224
17	74	34	160	51	47		







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# Idaho

## Energy Efficiency Jobs in America

10,224  
Total Jobs

### What are EE jobs?

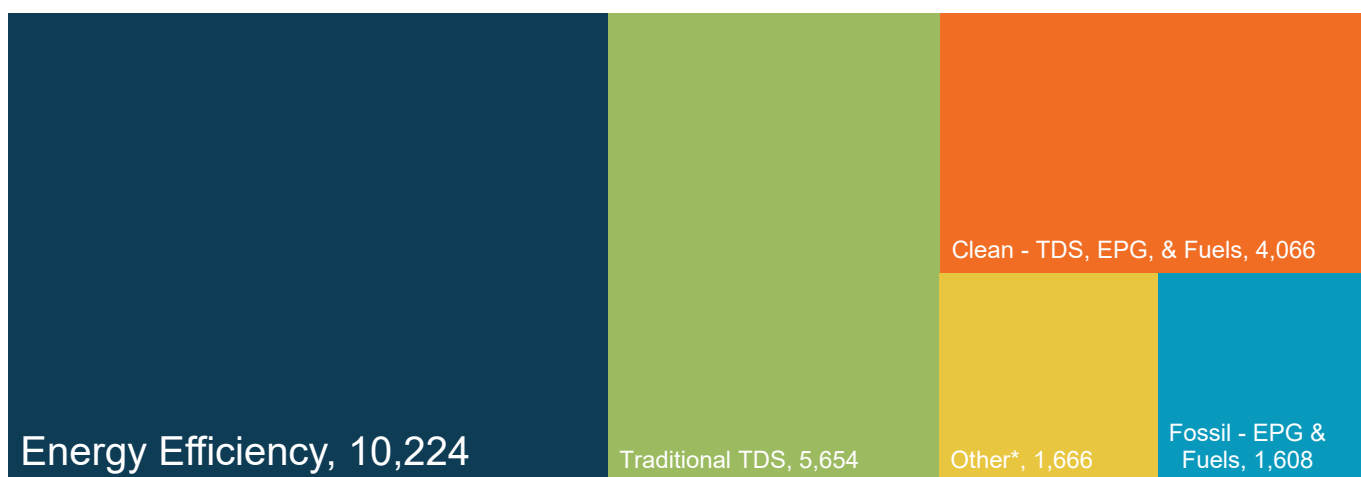
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Idaho?

*Energy efficiency is the largest energy sector in Idaho.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

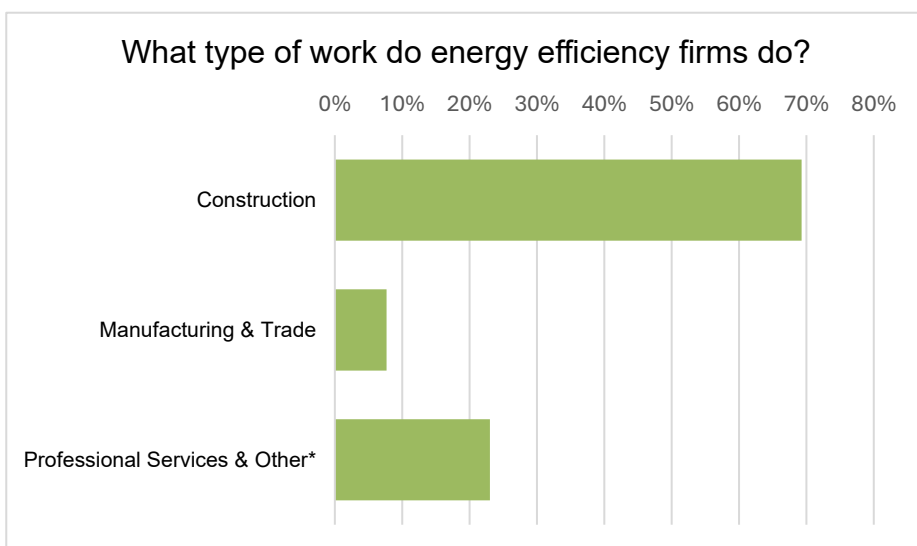
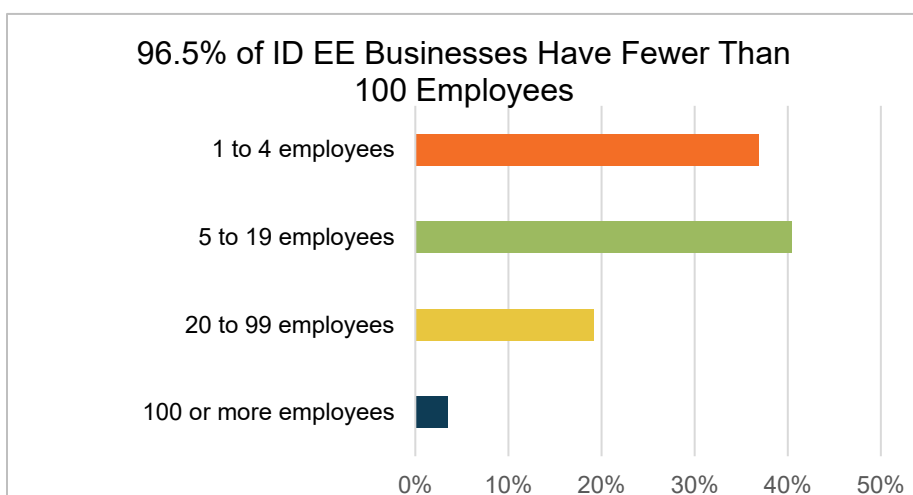
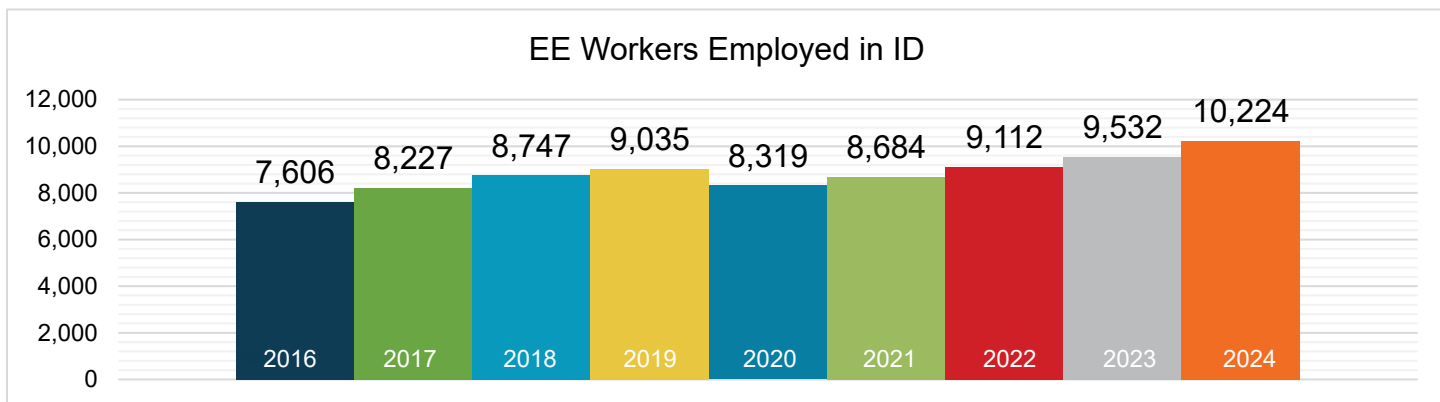
\*\*Nuclear - EPG & Fuels = 18

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

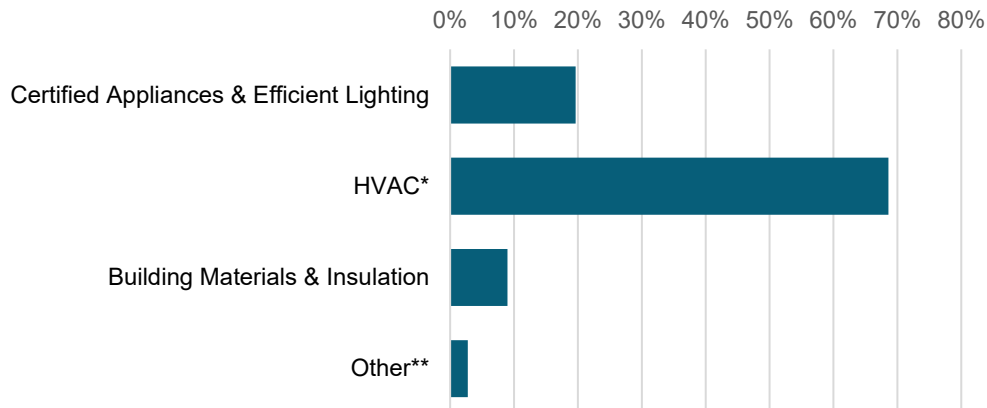


## What does EE look like in Idaho?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**7%**  
of Idaho  
EE workers are  
**veterans**

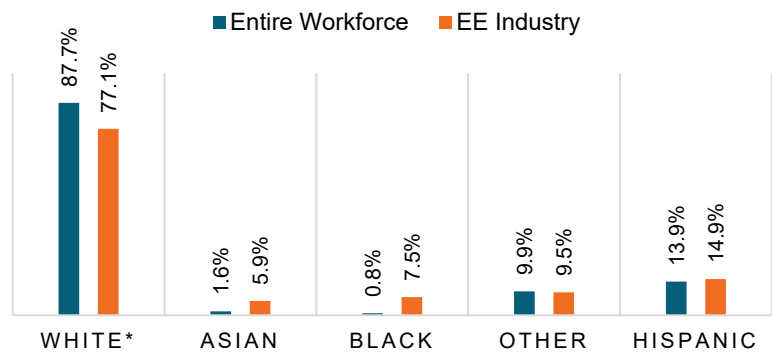


## How representative is the EE workforce in Idaho?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Idaho's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Idaho can help ensure energy efficiency careers are accessible to all.

### Idaho EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

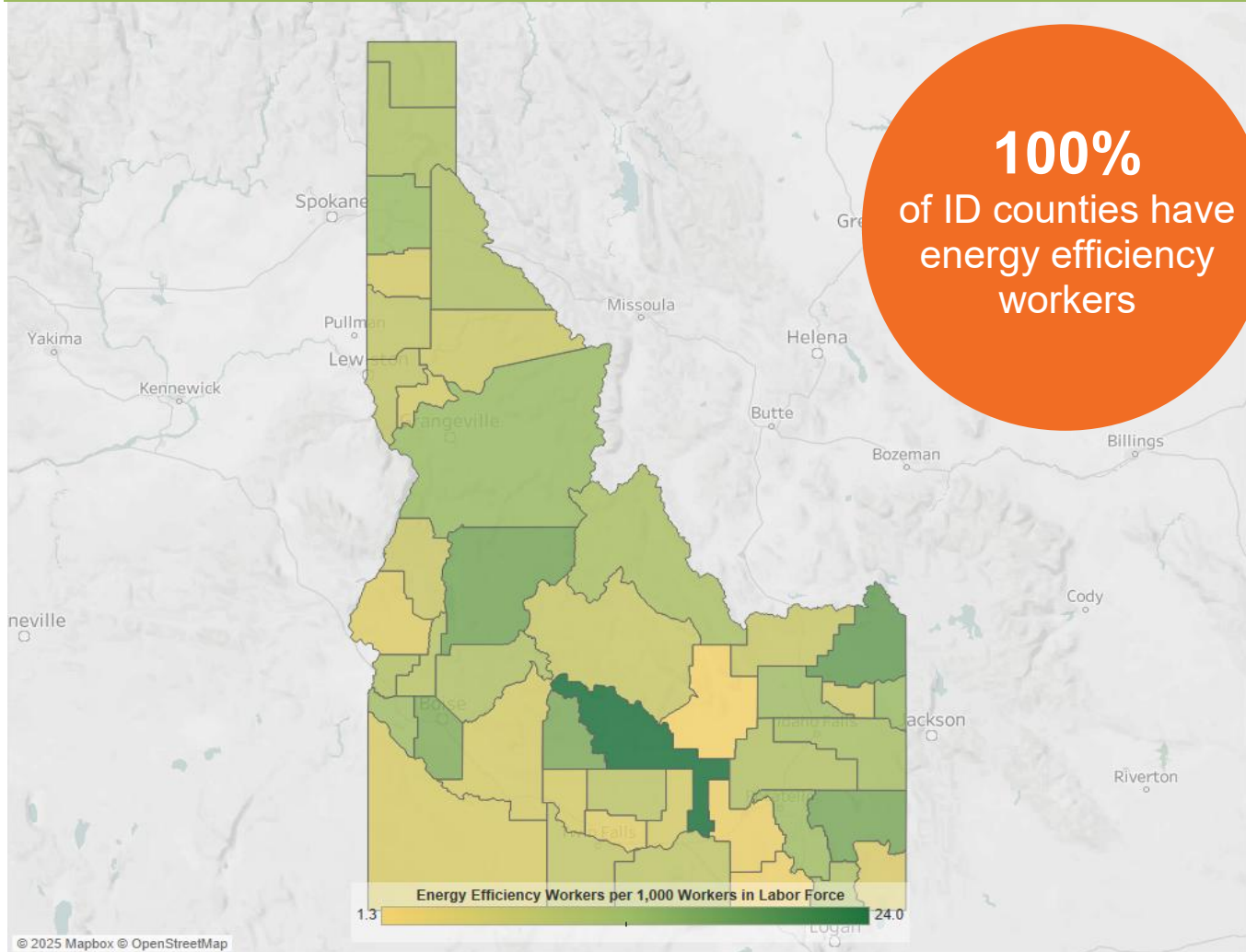
### Gender in the Idaho EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

# Energy efficiency jobs are everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,291	Boise City	5,501
2	4,933	Coeur d'Alene	884
		Idaho Falls	825
		Lewiston	182
		Logan	42
		Pocatello	452
		Rural	2,337

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	203		11	357		21	495		31	214
2	167		12	168		22	530		32	378
3	212		13	269		23	320		33	307
4	350		14	339		24	153		34	114
5	267		15	268		25	232		35	177
6	145		16	540		26	428			
7	233		17	248		27	159			
8	160		18	478		28	181			
9	146		19	527		29	301			
10	361		20	623		30	173			

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	200		28	178		55	<10
2	164		29	296		56	<10
3	209		30	171		57	<10
4	344		31	210		58	<10
5	263		32	371		59	<10
6	142		33	301		60	<10
7	229		34	112		61	<10
8	158		35	175		62	<10
9	143		36	<10		63	<10
10	355		37	<10		64	<10
11	351		38	<10		65	<10
12	165		39	<10		66	<10
13	265		40	<10		67	<10
14	333		41	<10		68	<10
15	264		42	<10		69	<10
16	531		43	<10		70	<10
17	243		44	<10			
18	470		45	<10			
19	518		46	<10			
20	612		47	<10			
21	486		48	<10			
22	521		49	<10			
23	315		50	<10			
24	151		51	<10			
25	228		52	<10			
26	421		53	<10			
27	156		54	<10			





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# Illinois

## Energy Efficiency Jobs in America

**89,878**  
Total Jobs

### What are EE jobs?

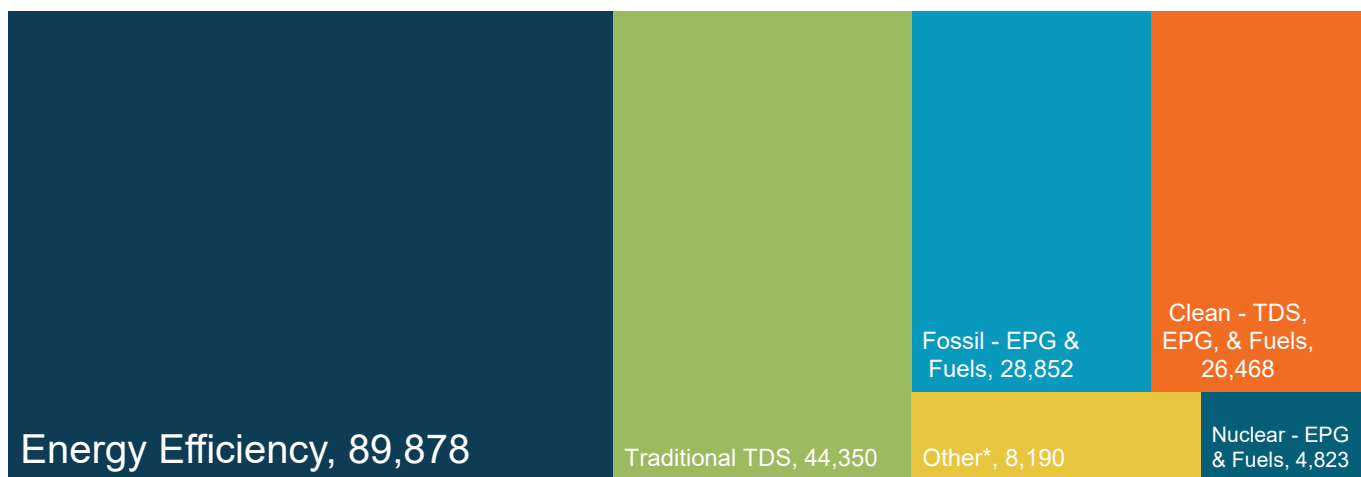
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Illinois?

*Energy efficiency is the largest energy sector in Illinois.*



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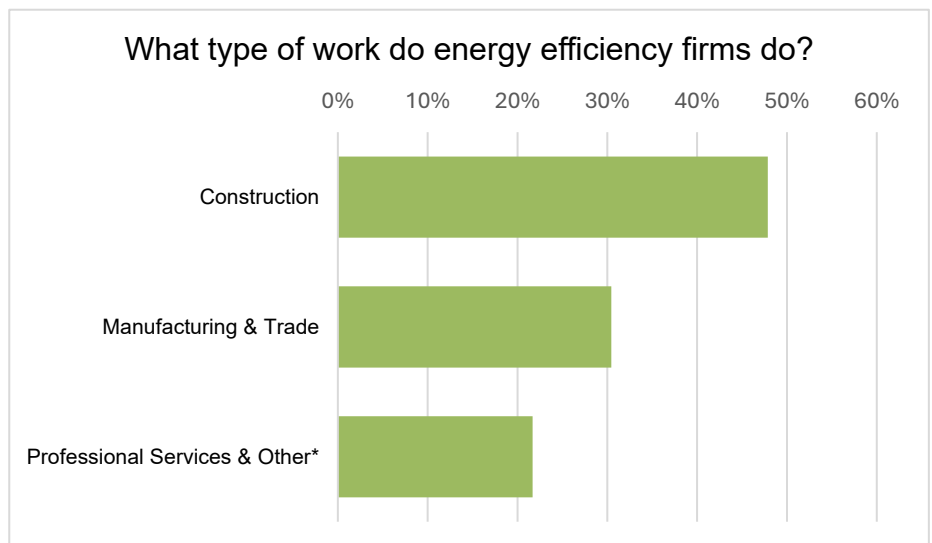
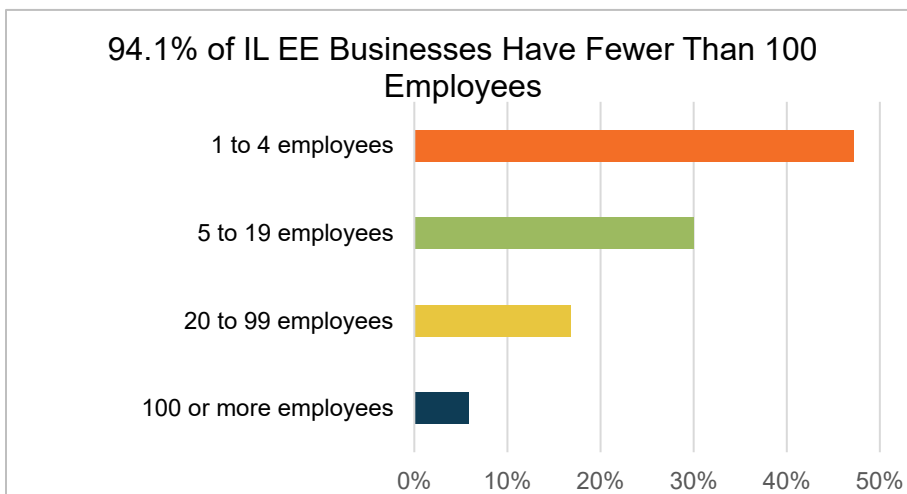
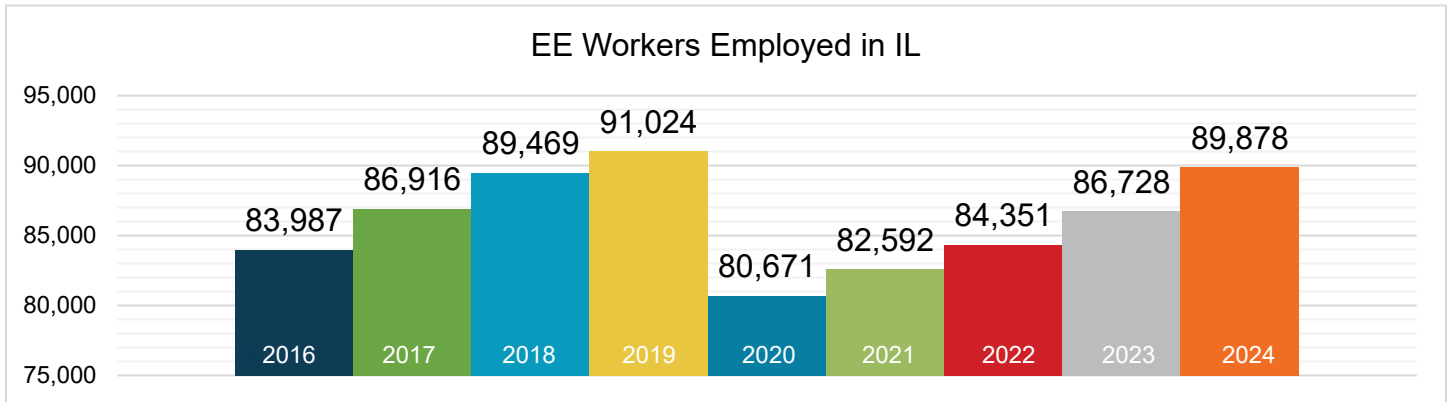
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



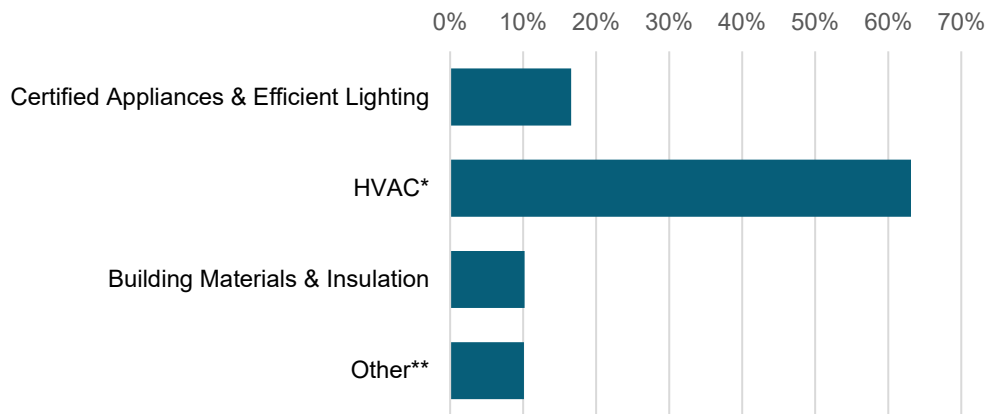


## What does EE look like in Illinois?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Illinois  
EE workers are  
**veterans**

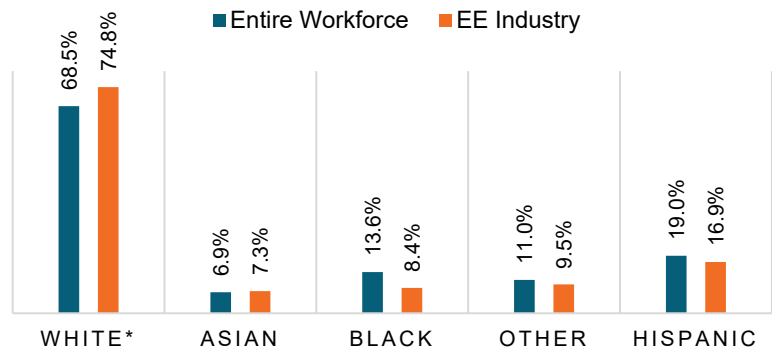


## How representative is the EE workforce in Illinois?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Illinois' EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Illinois can help ensure energy efficiency careers are accessible to all.

### Illinois EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Illinois EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



Energy efficiency jobs are everywhere



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional					Metropolitan Areas					
District	Jobs		District	Jobs		Area	Jobs		Area	Jobs
1	5,406		10	5,152		Bloomington	862		Rockford	2,235
2	5,177		11	5,624		Cape Girardeau	<10		Springfield	3,715
3	7,432		12	4,192		Champaign-Urbana	1,130		St. Louis	1,260
4	6,542		13	4,577		Chicago-Naperville-Elgin	65,724		Rural	10,112
5	5,845		14	3,037		Danville	184			
6	8,384		15	3,460		Davenport-Moline-Rock Island	985			
7	5,806		16	4,103		Decatur	691			
8	5,404		17	4,260		Kankakee	398			
9	5,477					Peoria	2,578			

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	966		16	1,419		31	1,849		46	1,675
2	1,728		17	1,247		32	1,086		47	888
3	1,828		18	1,638		33	1,370		48	1,610
4	1,575		19	1,375		34	1,628		49	1,053
5	1,145		20	2,682		35	1,242		50	939
6	2,019		21	2,958		36	1,033		51	968
7	1,325		22	1,783		37	953		52	1,002
8	2,085		23	2,373		38	894		53	996
9	1,586		24	2,397		39	1,817		54	1,001
10	1,866		25	1,909		40	1,380		55	1,335
11	2,593		26	1,191		41	1,920		56	1,425
12	2,580		27	1,669		42	610		57	1,284
13	2,136		28	1,551		43	1,151		58	1,110
14	2,381		29	1,609		44	1,134		59	1,135
15	1,323		30	1,274		45	1,180			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	769		32	587		63	604		94	268
2	966		33	1,002		64	482		95	595
3	1,377		34	1,111		65	986		96	1,015
4	982		35	617		66	550		97	582
5	958		36	1,021		67	575		98	471
6	870		37	611		68	1,053		99	567
7	794		38	764		69	648		100	372
8	780		39	1,291		70	428		101	547
9	365		40	1,390		71	359		102	421
10	780		41	1,591		72	674		103	614
11	1,045		42	1,367		73	496		104	388
12	975		43	786		74	457		105	576
13	549		44	997		75	576		106	420
14	776		45	1,232		76	451		107	585
15	706		46	1,141		77	904		108	417
16	1,379		47	1,303		78	913		109	938
17	508		48	1,094		79	431		110	397
18	1,078		49	669		80	950		111	814
19	450		50	1,055		81	1,034		112	611
20	785		51	760		82	885		113	564
21	920		52	431		83	256		114	720
22	1,673		53	918		84	406		115	451
23	730		54	751		85	682		116	659
24	1,081		55	1,097		86	469		117	313
25	764		56	455		87	710		118	822
26	728		57	884		88	425			
27	826		58	725		89	537			
28	1,031		59	693		90	643			
29	955		60	582		91	672			
30	669		61	995		92	1,003			
31	831	62	854	93	620					



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# Indiana

## Energy Efficiency Jobs in America

**53,445**  
Total Jobs

### What are EE jobs?

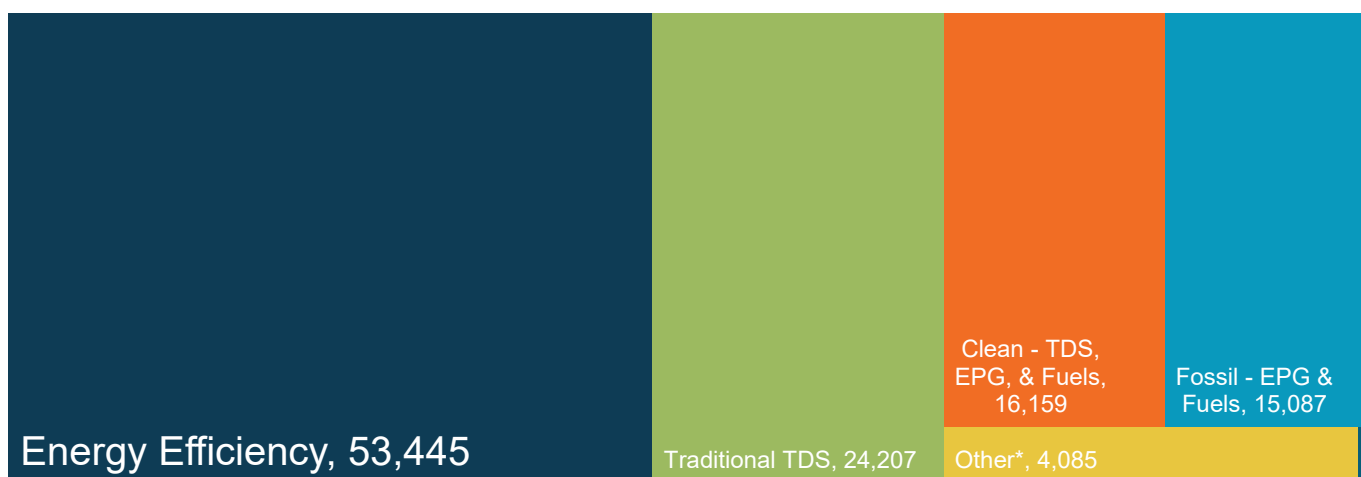
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Indiana?

*Energy efficiency is the largest energy sector in Indiana.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

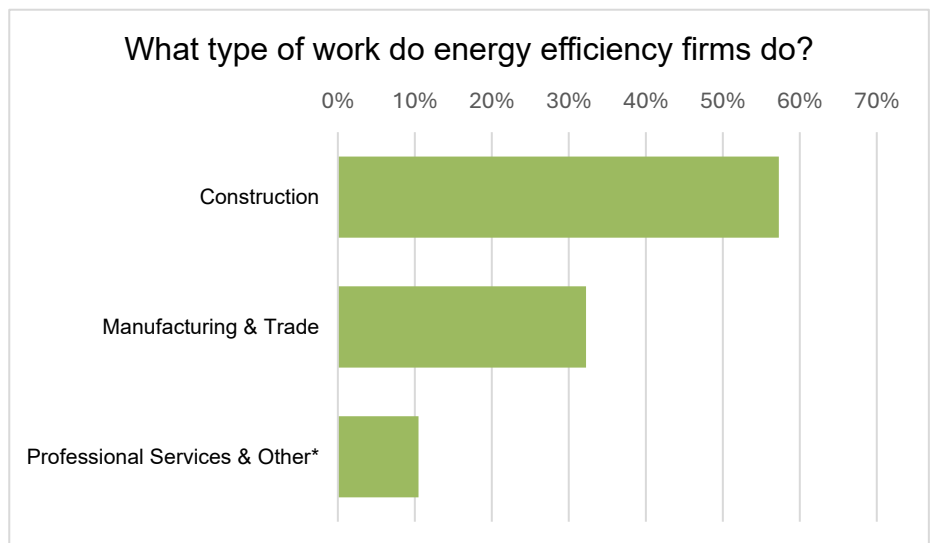
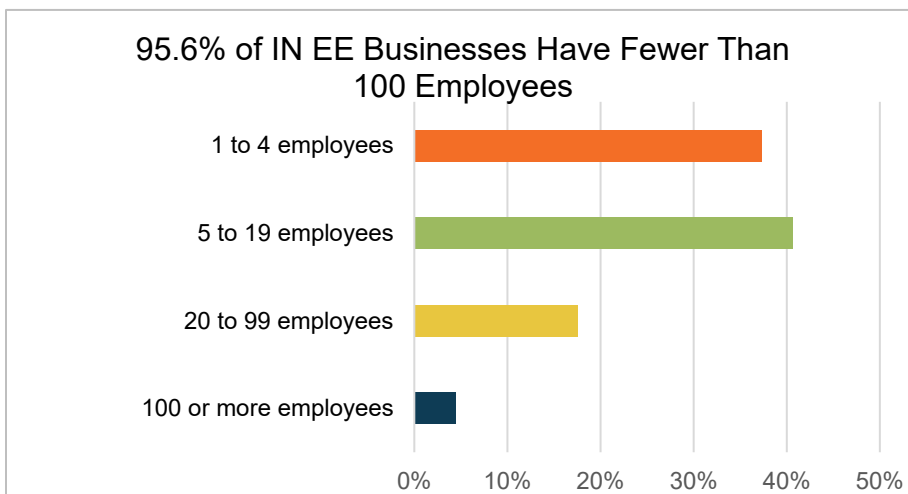
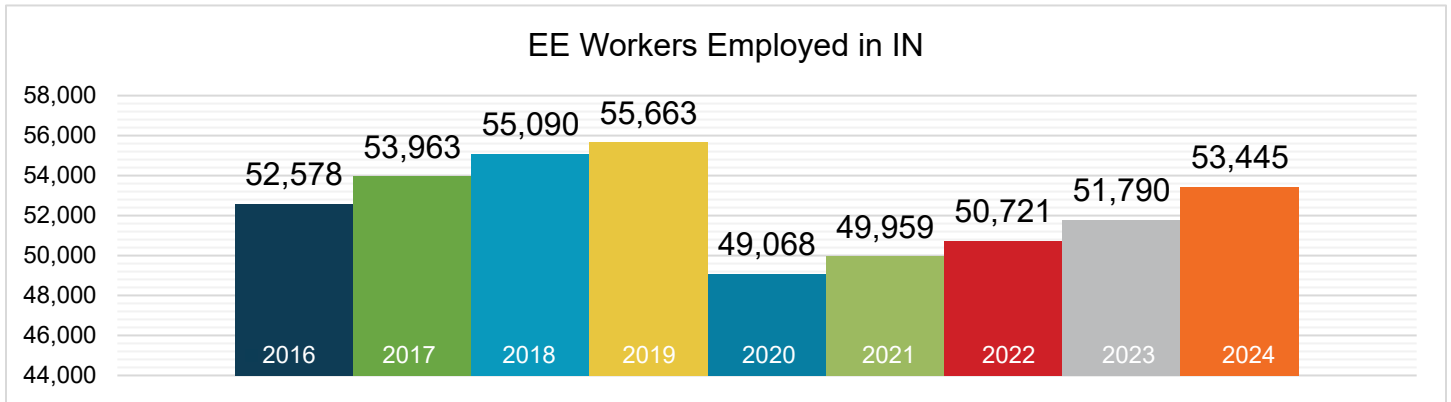
\*\*Nuclear - EPG & Fuels = 136

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



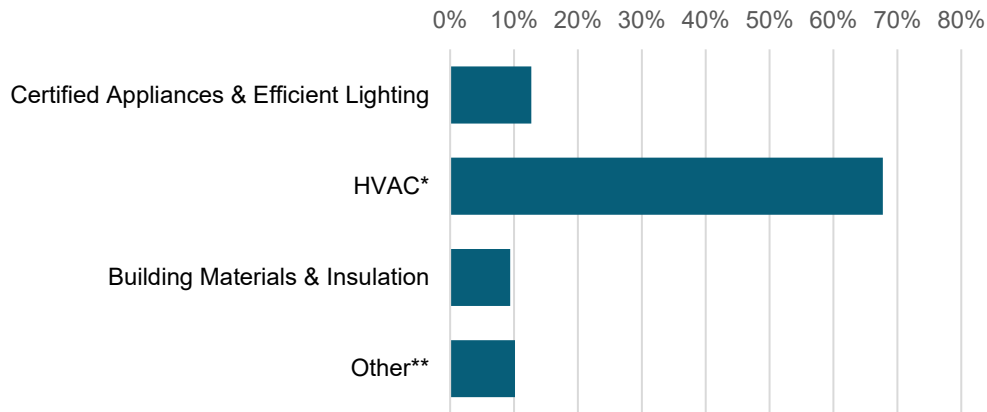
## What does EE look like in Indiana?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**10%**  
of Indiana  
EE workers are  
veterans

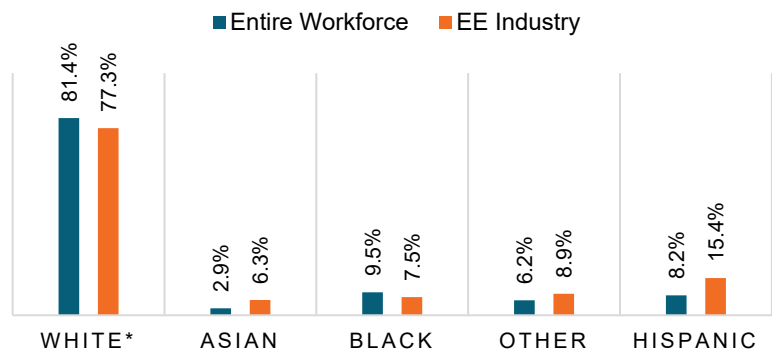


## How representative is the EE workforce in Indiana?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Indiana's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Indiana can help ensure energy efficiency careers are accessible to all.

### Indiana EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Indiana EE Workforce



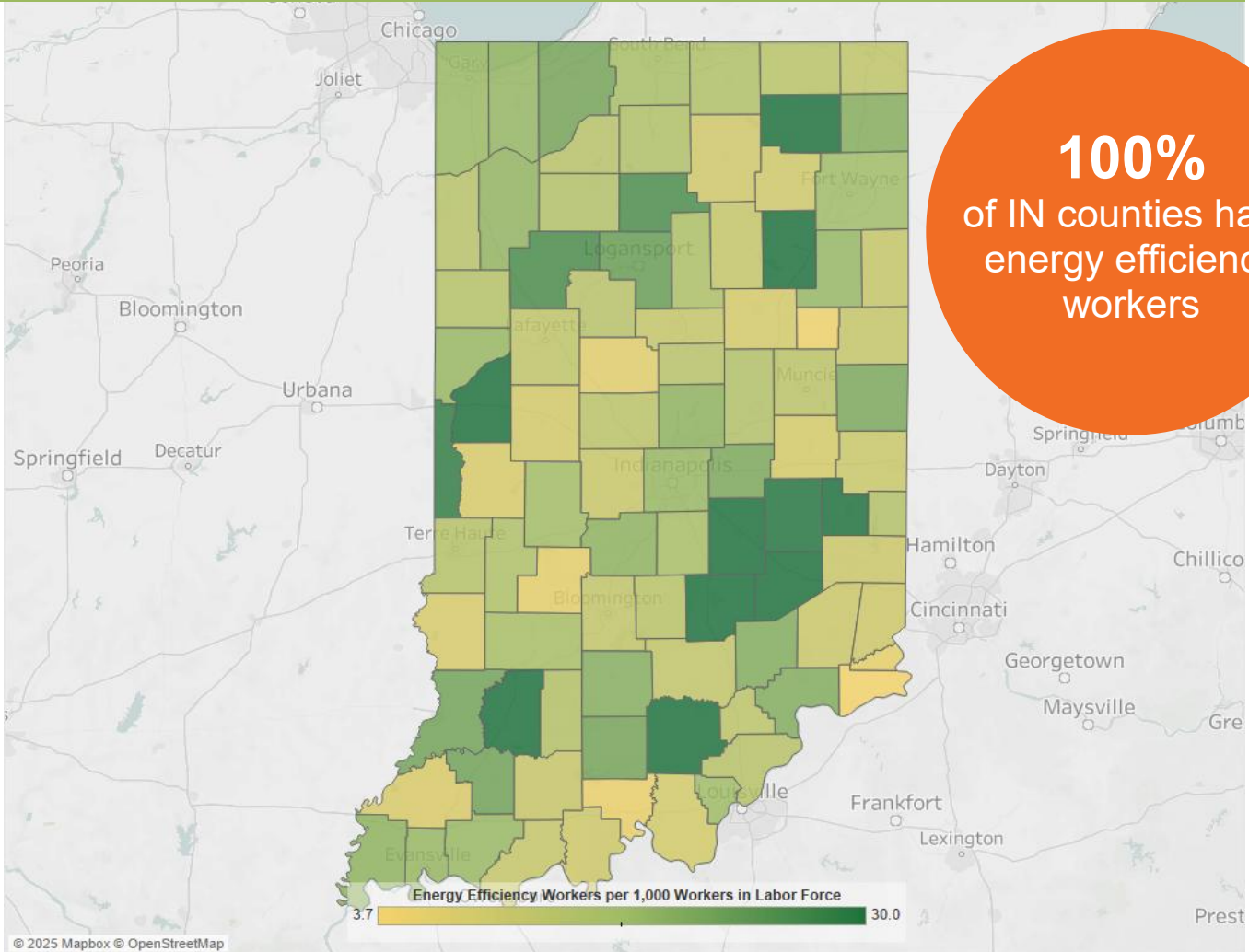
Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.





# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas					
District	Jobs	Area		Jobs	Area		Jobs
1	5,440	Bloomington		804	Lafayette-West Lafayette		1,221
2	5,139	Chicago-Naperville-Elgin		4,749	Louisville/Jefferson County		1,796
3	6,317	Cincinnati		176	Michigan City-La Porte		857
4	4,508	Columbus		1,519	Muncie		569
5	5,072	Elkhart-Goshen		1,817	South Bend-Mishawaka		1,873
6	8,088	Evansville		2,380	Terre Haute		909
7	8,637	Fort Wayne		3,688	Rural		11,186
8	5,640	Indianapolis-Carmel-Anderson		19,498			
9	4,605	Kokomo		403			



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	740		16	1,226		31	1,488		46	1,679
2	923		17	901		32	1,623		47	931
3	1,086		18	731		33	1,687		48	697
4	902		19	768		34	1,298		49	1,465
5	1,074		20	1,284		35	1,597		50	1,004
6	950		21	900		36	1,341			
7	608		22	763		37	462			
8	838		23	895		38	783			
9	709		24	758		39	1,213			
10	994		25	630		40	800			
11	1,129		26	741		41	1,906			
12	1,275		27	489		42	1,428			
13	1,190		28	2,089		43	550			
14	1,226		29	1,344		44	742			
15	1,185	30	1,575	45	829					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	417		28	239		55	347		82	563
2	510		29	780		56	318		83	527
3	488		30	401		57	412		84	593
4	644		31	255		58	500		85	391
5	713		32	706		59	1,437		86	797
6	275		33	264		60	194		87	919
7	448		34	471		61	559		88	517
8	487		35	208		62	249		89	854
9	554		36	365		63	775		90	667
10	290		37	553		64	649		91	733
11	478		38	208		65	483		92	1,022
12	459		39	831		66	457		93	724
13	566		40	466		67	506		94	468
14	428		41	330		68	181		95	916
15	447		42	360		69	436		96	860
16	423		43	351		70	225		97	573
17	464		44	328		71	472		98	354
18	509		45	355		72	541		99	618
19	461		46	319		73	1,668		100	1,238
20	564		47	561		74	272			
21	664		48	482		75	407			
22	282		49	703		76	800			
23	441		50	658		77	472			
24	450		51	368		78	658			
25	605		52	788		79	362			
26	460		53	589		80	730			
27	388	54	354	81	792					



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Data Source: Unless otherwise stated, all data are from the August 2025 U.S. Energy and Employment Report, by the U.S. Department of Energy (see Appendix B for methodology details). This methodology—adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics—provides the broadly accepted best accounting of all U.S. energy workers.

For questions on BPA analyses, please email: [communications@building-performance.org](mailto:communications@building-performance.org).



# Iowa

## Energy Efficiency Jobs in America

**21,088**  
Total Jobs

### What are EE jobs?

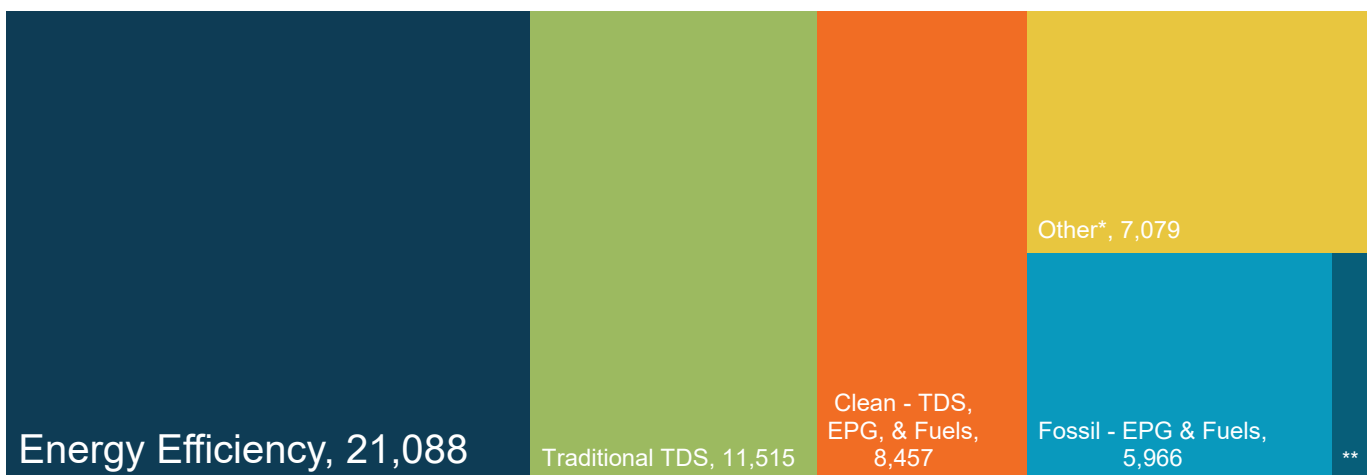
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Iowa?

*Energy efficiency is the largest energy sector in Iowa.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

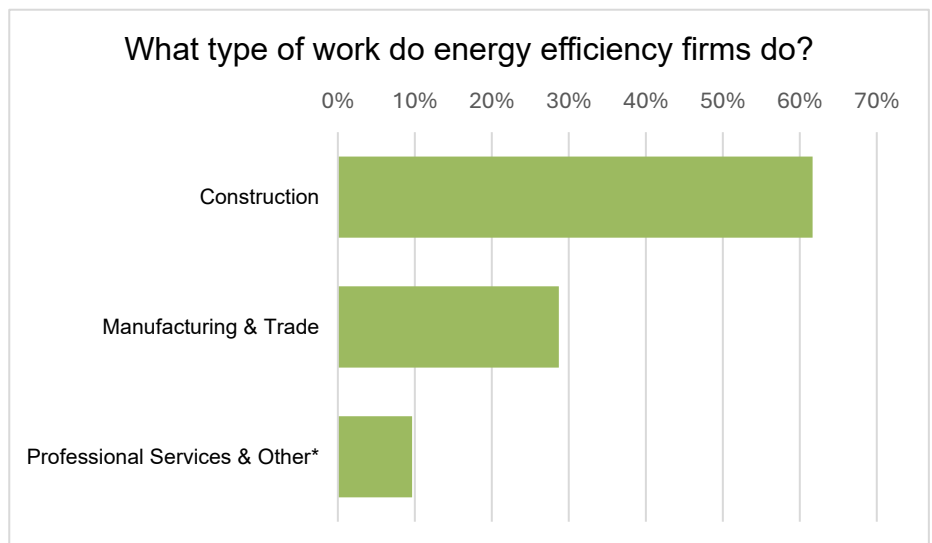
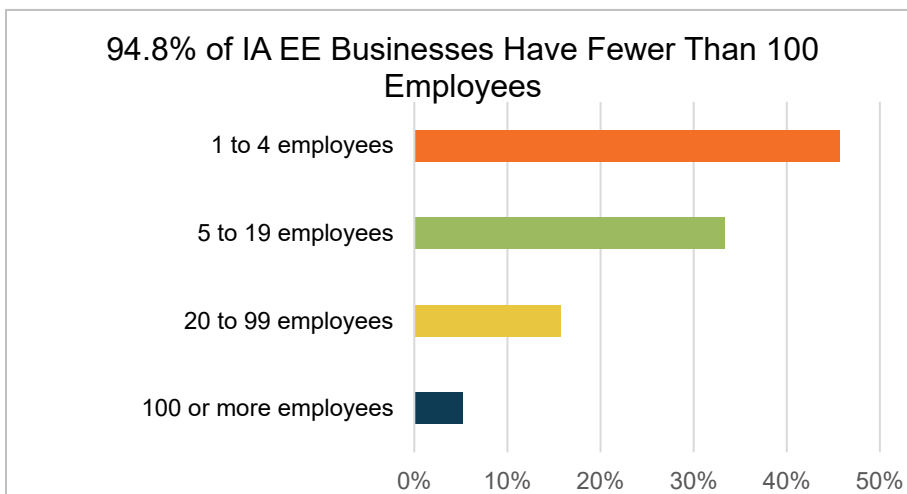
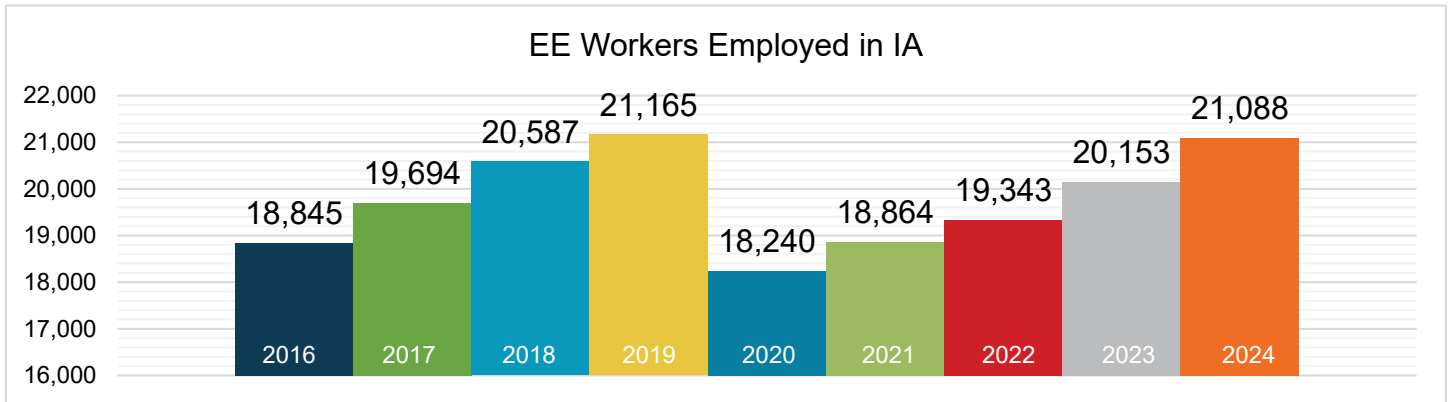
\*\*Nuclear - EPG & Fuels = 730

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

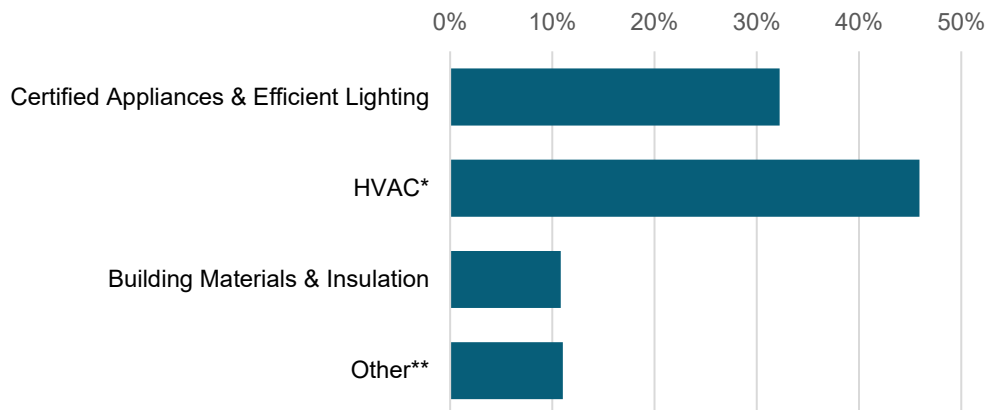


## What does EE look like in Iowa?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Iowa  
EE workers are  
**veterans**

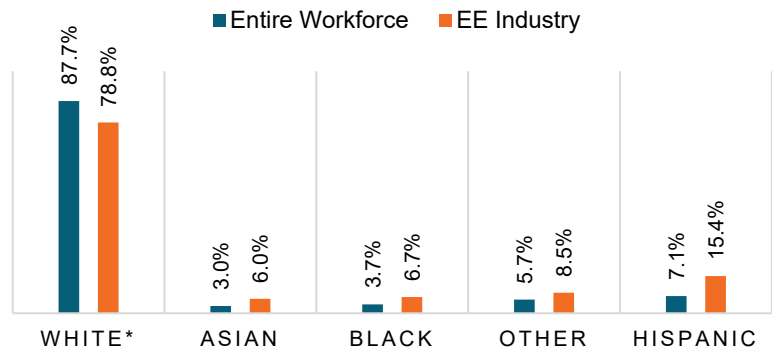


## How representative is the EE workforce in Iowa?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Iowa's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Iowa can help ensure energy efficiency careers are accessible to all.

### Iowa EE Industry by Race and Ethnicity



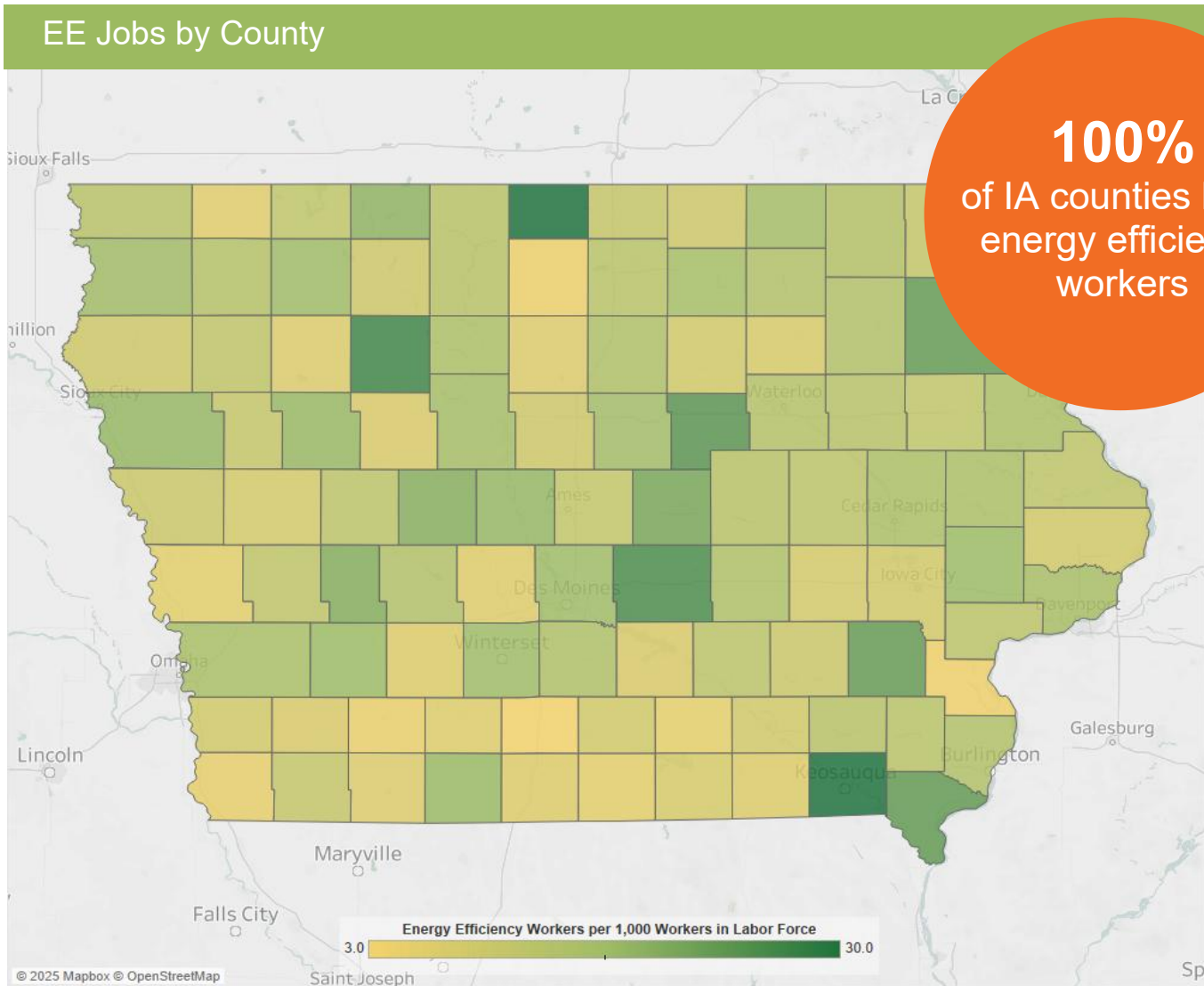
\*Includes non-Hispanic and Hispanic whites.

### Gender in the Iowa EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

# Energy efficiency jobs are everywhere



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas					
District	Jobs		Area	Jobs		Area	Jobs
1	4,580		Ames	510		Iowa City	904
2	5,256		Cedar Rapids	1,954		Omaha-Council Bluffs	661
3	6,228		Davenport-Moline-Rock Island	1,378		Sioux City	993
4	5,024		Des Moines-West Des Moines	5,791		Waterloo-Cedar Falls	1,074
			Dubuque	837		Rural	6,986



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	510		14	232		27	376		40	347
2	503		15	721		28	257		41	368
3	342		16	527		29	242		42	315
4	411		17	666		30	366		43	245
5	596		18	608		31	483		44	365
6	333		19	358		32	411		45	401
7	452		20	771		33	293		46	327
8	159		21	790		34	284		47	577
9	269		22	612		35	232		48	286
10	500		23	503		36	638		49	515
11	236		24	319		37	666		50	550
12	174		25	362		38	421			
13	198	26	437	39	536					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	165		28	135		55	141		82	145
2	346		29	236		56	116		83	210
3	237		30	485		57	86		84	105
4	266		31	349		58	156		85	139
5	152		32	178		59	215		86	106
6	190		33	376		60	151		87	240
7	176		34	290		61	351		88	124
8	235		35	335		62	132		89	271
9	440		36	273		63	215		90	131
10	156		37	137		64	196		91	120
11	191		38	221		65	171		92	208
12	141		39	535		66	123		93	373
13	155		40	236		67	150		94	204
14	297		41	314		68	134		95	91
15	54		42	476		69	114		96	195
16	105		43	266		70	119		97	181
17	112		44	345		71	491		98	334
18	157		45	278		72	146		99	249
19	245		46	225		73	337		100	301
20	255		47	156		74	329			
21	141		48	162		75	301			
22	95		49	203		76	120			
23	106		50	159		77	338			
24	68		51	157		78	198			
25	124		52	281		79	206			
26	74		53	178		80	140			
27	97	54	198	81	223					





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For questions on BPA analyses, please email: [communications@building-performance.org](mailto:communications@building-performance.org).



# Kansas

## Energy Efficiency Jobs in America

**18,476**  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Kansas?

*Energy efficiency is the largest energy sector in Kansas.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

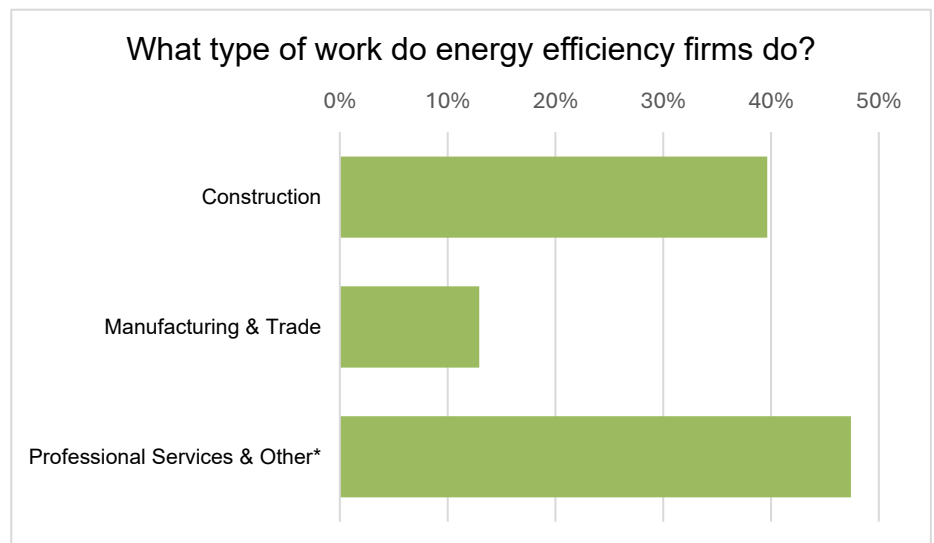
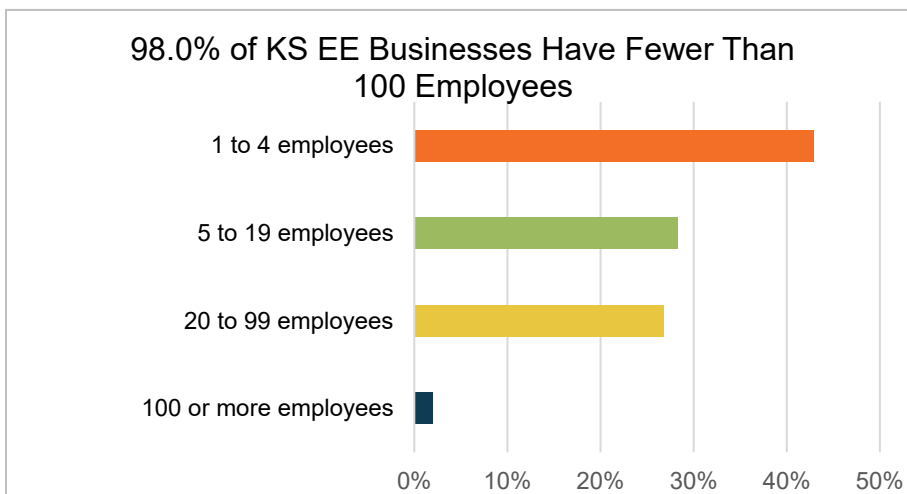
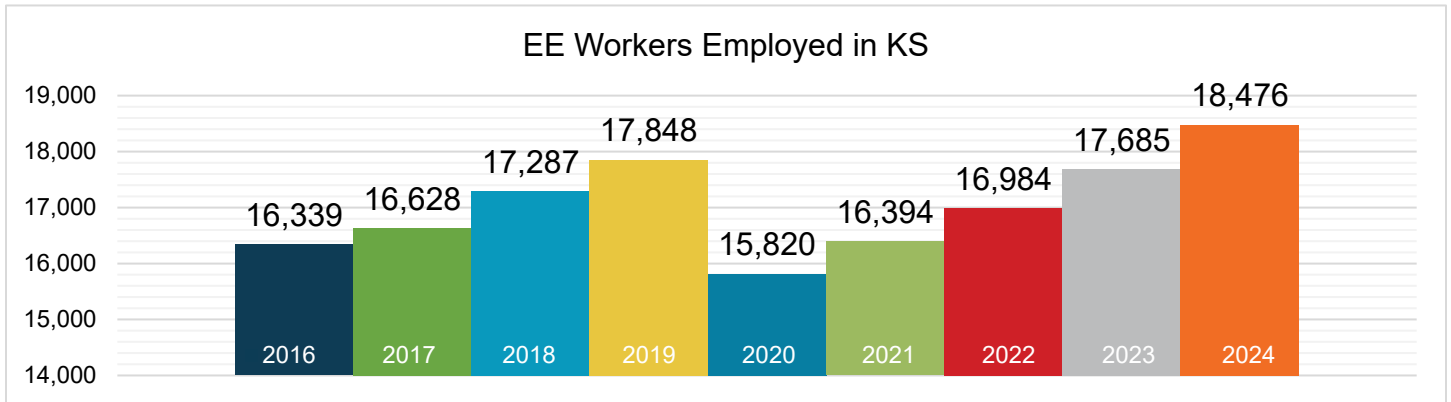
\*\*Nuclear - EPG & Fuels = 1,238

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

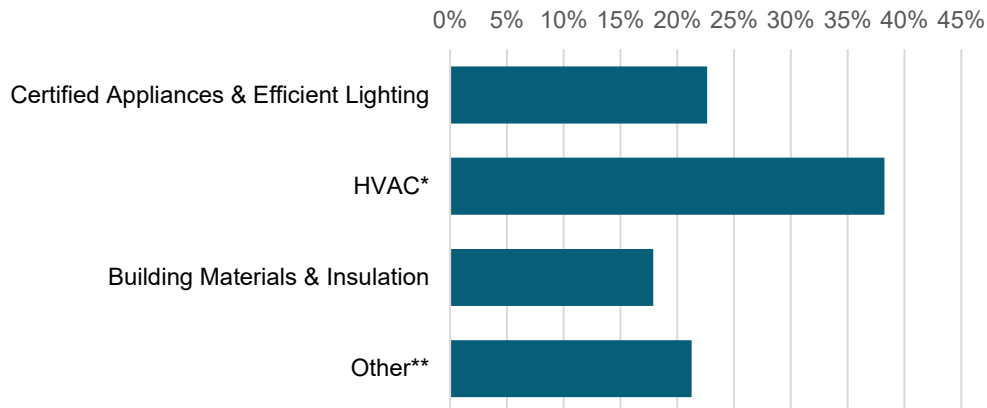


# What does EE look like in Kansas?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**8%**  
of Kansas  
EE workers are  
**veterans**

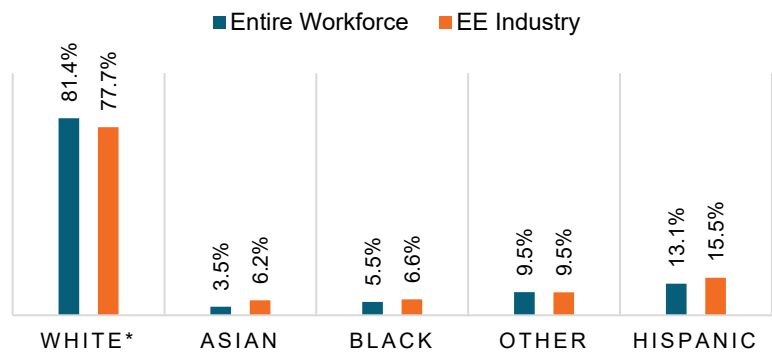


## How representative is the EE workforce in Kansas?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Kansas' EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Kansas can help ensure energy efficiency careers are accessible to all.

### Kansas EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

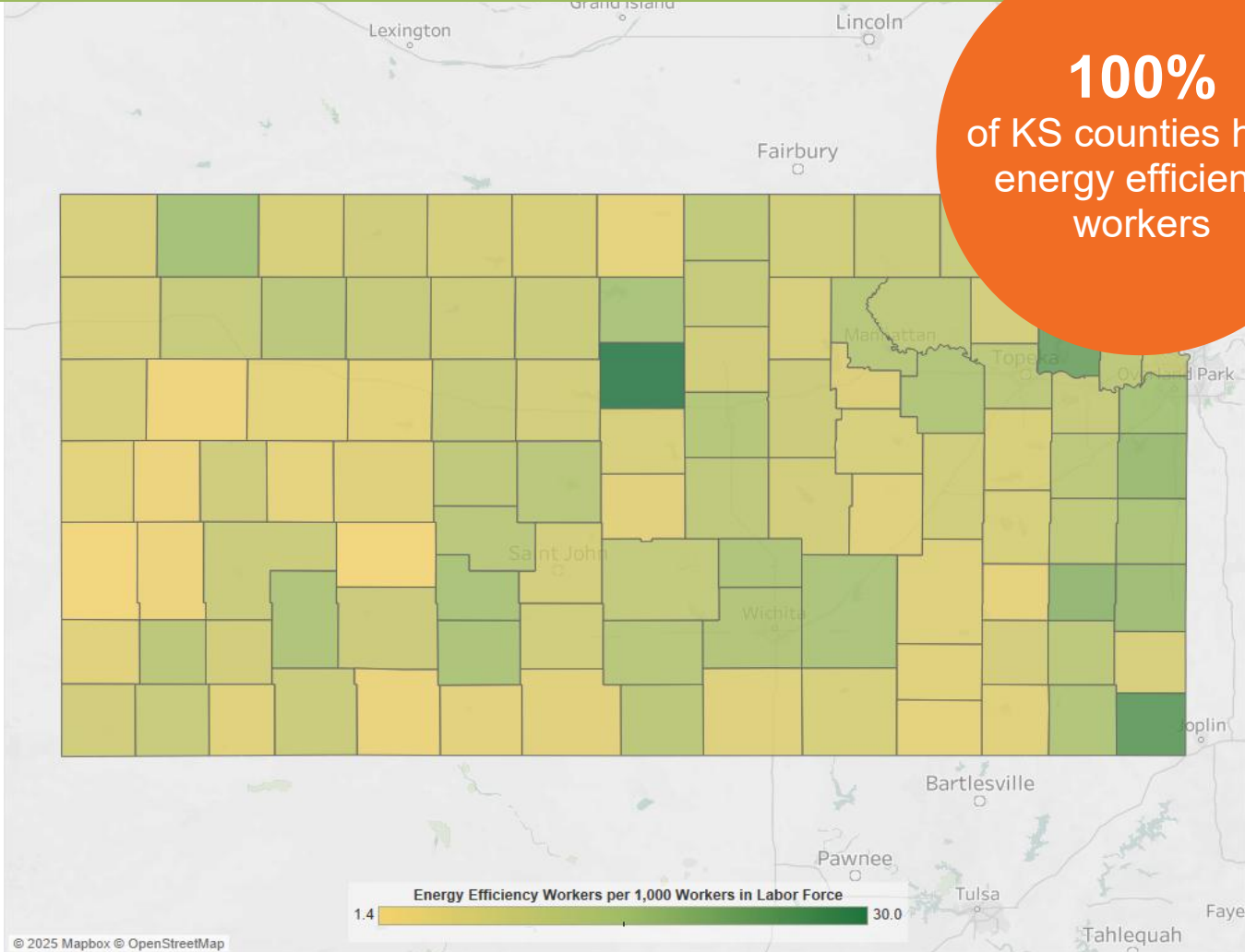
### Gender in the Kansas EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	3,506	Kansas City	7,488
2	3,535	Lawrence	519
3	6,823	Manhattan	507
4	4,611	St. Joseph	31
		Topeka	1,344
		Wichita	4,285
		Rural	4,304

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	257		14	350		27	508		40	309
2	451		15	287		28	613			
3	219		16	385		29	541			
4	505		17	218		30	375			
5	375		18	380		31	569			
6	303		19	575		32	238			
7	643		20	375		33	319			
8	799		21	686		34	340			
9	226		22	398		35	565			
10	839		23	851		36	284			
11	757		24	473		37	1,021			
12	349		25	579		38	305			
13	363		26	546		39	299			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	173		33	108		65	59		97	46
2	61		34	26		66	263		98	166
3	77		35	162		67	102		99	166
4	126		36	153		68	39		100	146
5	108		37	91		69	22		101	223
6	123		38	40		70	72		102	118
7	151		39	148		71	386		103	174
8	248		40	36		72	149		104	138
9	140		41	146		73	152		105	311
10	88		42	86		74	109		106	84
11	65		43	259		75	108		107	86
12	31		44	86		76	47		108	127
13	40		45	150		77	106		109	92
14	661		46	128		78	774		110	75
15	<10		47	90		79	54		111	143
16	309		48	248		80	60		112	131
17	187		49	<10		81	67		113	85
18	445		50	153		82	258		114	72
19	254		51	88		83	165		115	88
20	249		52	300		84	242		116	104
21	412		53	89		85	168		117	244
22	329		54	103		86	141		118	57
23	386		55	242		87	122		119	151
24	168		56	116		88	201		120	89
25	139		57	142		89	109		121	16
26	64		58	144		90	146		122	26
27	127		59	105		91	105		123	185
28	136		60	113		92	218		124	79
29	190		61	67		93	168		125	61
30	86		62	78		94	102			
31	220		63	99		95	150			
32	262	64	44	96	221					



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# Kentucky

## Energy Efficiency Jobs in America

**25,562**  
Total Jobs

### What are EE jobs?

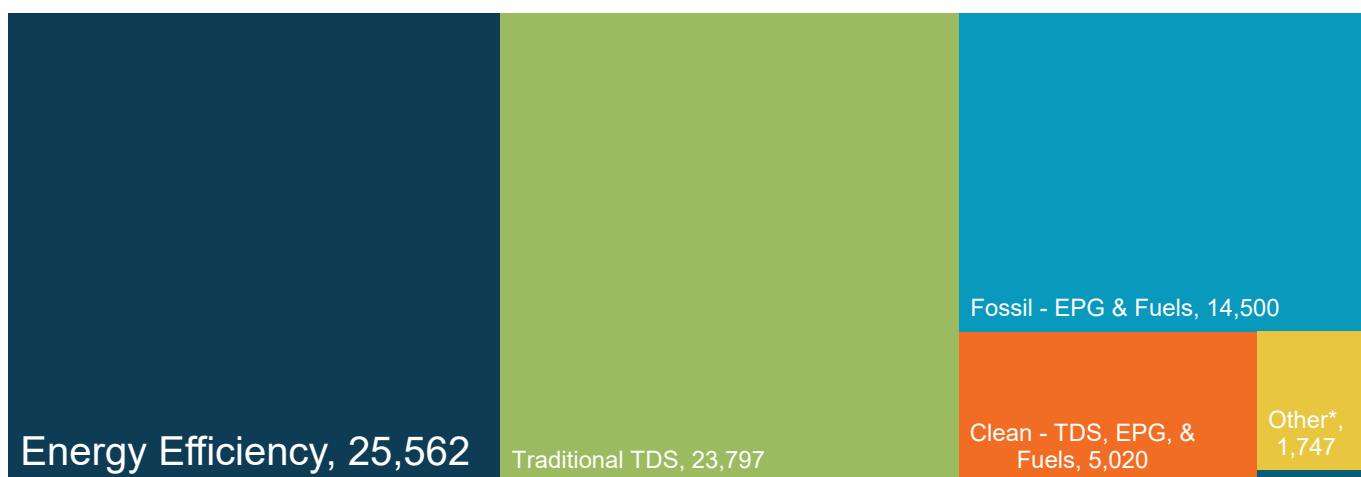
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Kentucky?

*Energy efficiency is the largest energy sector in Kentucky.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

\*\*Nuclear - EPG & Fuels = 162

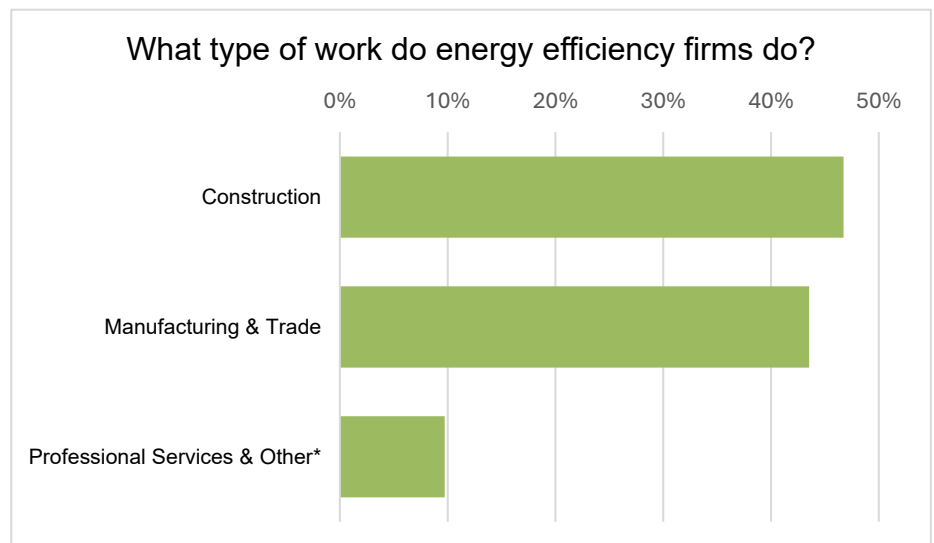
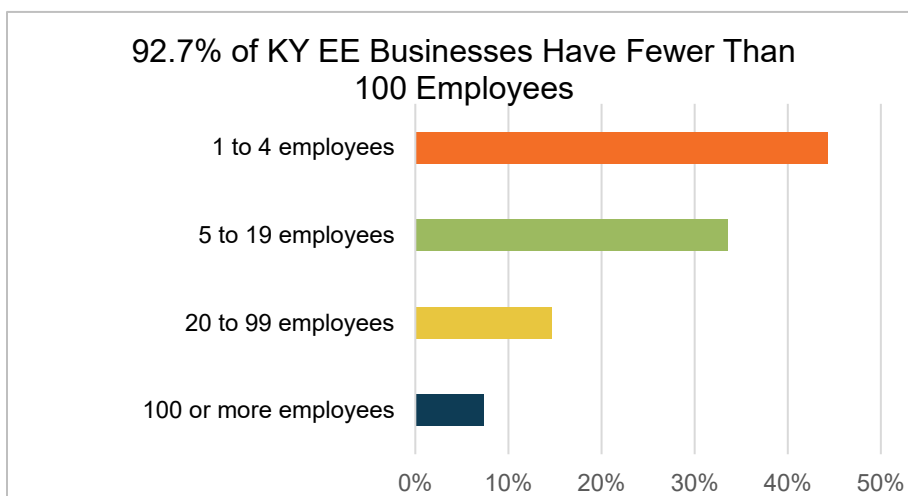
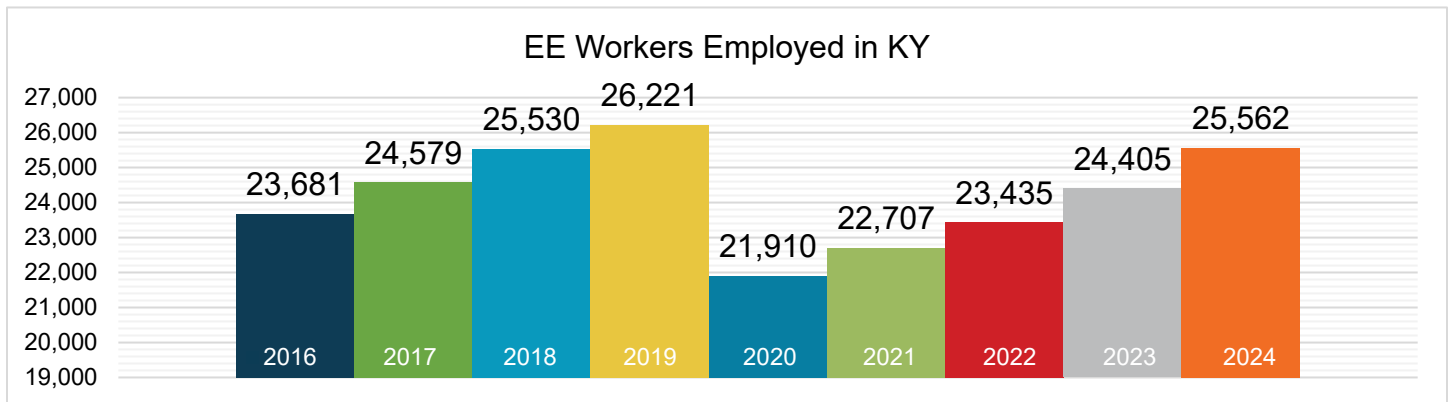
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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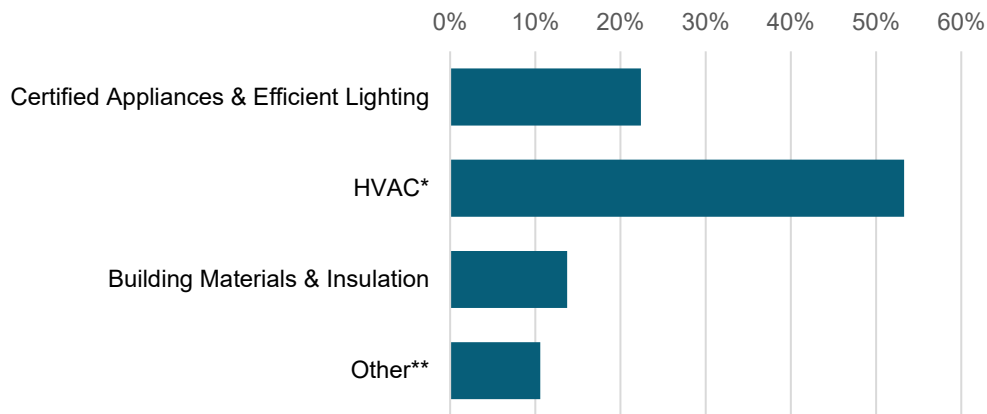


# What does EE look like in Kentucky?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Kentucky  
EE workers are  
**veterans**

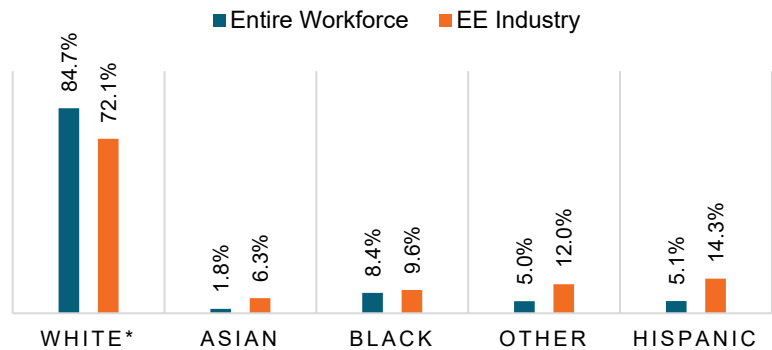


## How representative is the EE workforce in Kentucky?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Kentucky's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Kentucky can help ensure energy efficiency careers are accessible to all.

### Kentucky EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

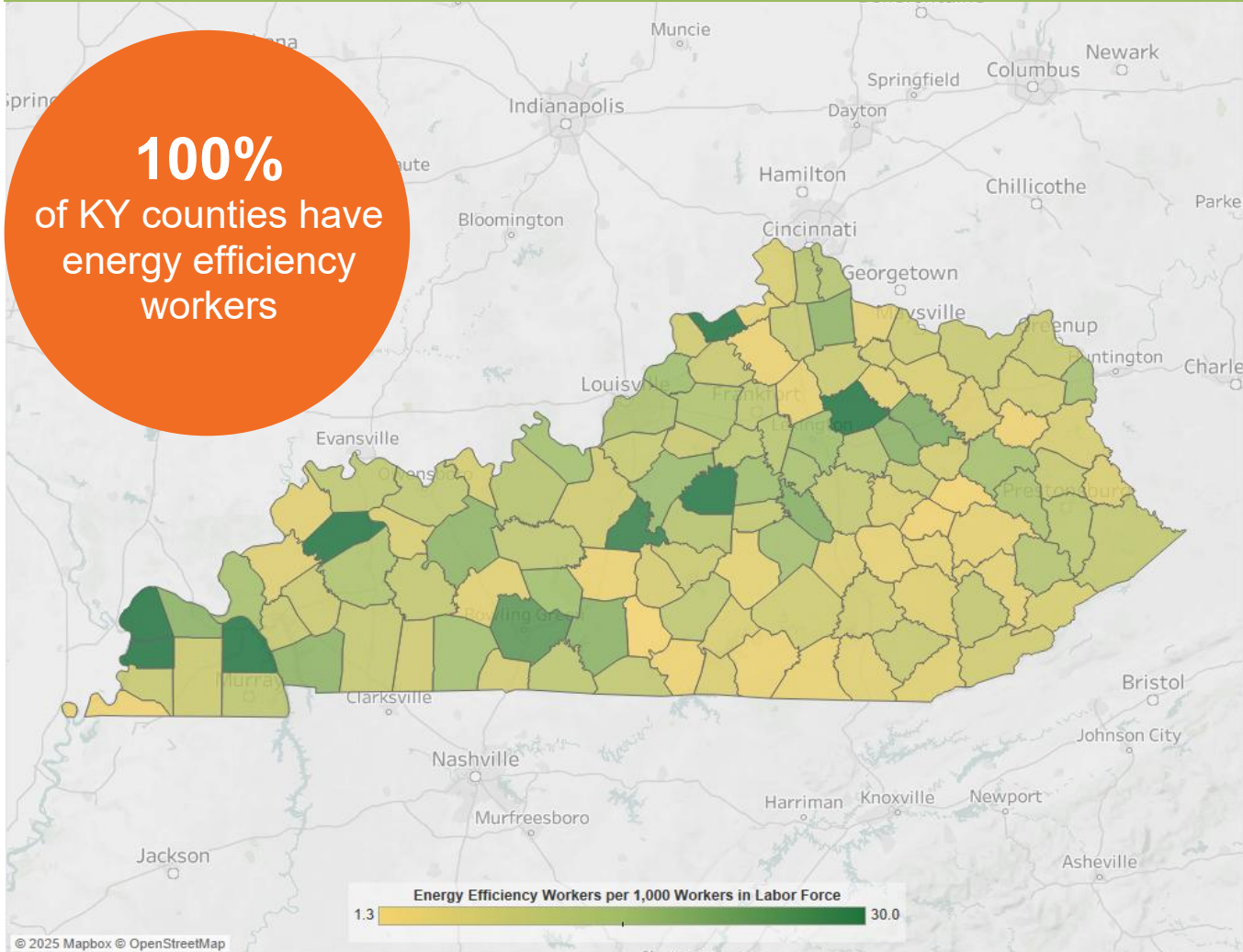
### Gender in the Kentucky EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas					
District	Jobs	Area		Jobs	Area		Jobs
1	3,988	Bowling Green		1,816	Lexington-Fayette		4,239
2	4,299	Cincinnati		2,062	Louisville/Jefferson County		7,549
3	6,553	Clarksville		357	Owensboro		557
4	3,435	Elizabethtown-Fort Knox		544	Rural		7,768
5	2,042	Evansville		201			
6	5,246	Huntington-Ashland		469			

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	395		11	603		21	316		31	312
2	1,285		12	973		22	1,118		32	803
3	444		13	871		23	726		33	1,235
4	595		14	669		24	460		34	869
5	374		15	305		25	186		35	1,017
6	759		16	567		26	756		36	1,186
7	671		17	391		27	834		37	834
8	573		18	544		28	721		38	531
9	1,247		19	786		29	279			
10	392	20	733	30	206					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	204		28	567		55	221		82	77
2	107		29	350		56	164		83	162
3	749		30	294		57	394		84	67
4	246		31	781		58	235		85	177
5	184		32	285		59	156		86	85
6	372		33	331		60	389		87	80
7	234		34	449		61	76		88	512
8	289		35	506		62	126		89	50
9	105		36	339		63	258		90	119
10	119		37	322		64	338		91	42
11	207		38	407		65	149		92	88
12	165		39	245		66	214		93	777
13	219		40	314		67	139		94	105
14	245		41	341		68	274		95	219
15	100		42	453		69	158		96	77
16	181		43	355		70	131		97	97
17	869		44	382		71	152		98	68
18	106		45	293		72	266		99	118
19	148		46	164		73	177		100	426
20	779		47	293		74	240			
21	99		48	378		75	572			
22	130		49	125		76	278			
23	296		50	316		77	671			
24	110		51	223		78	118			
25	188		52	46		79	303			
26	195		53	80		80	113			
27	174	54	171	81	273					





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For questions on BPA analyses, please email: [communications@building-performance.org](mailto:communications@building-performance.org).



# Louisiana

## Energy Efficiency Jobs in America

**23,118**  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Louisiana?

*Energy efficiency is the third largest energy sector in Louisiana.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

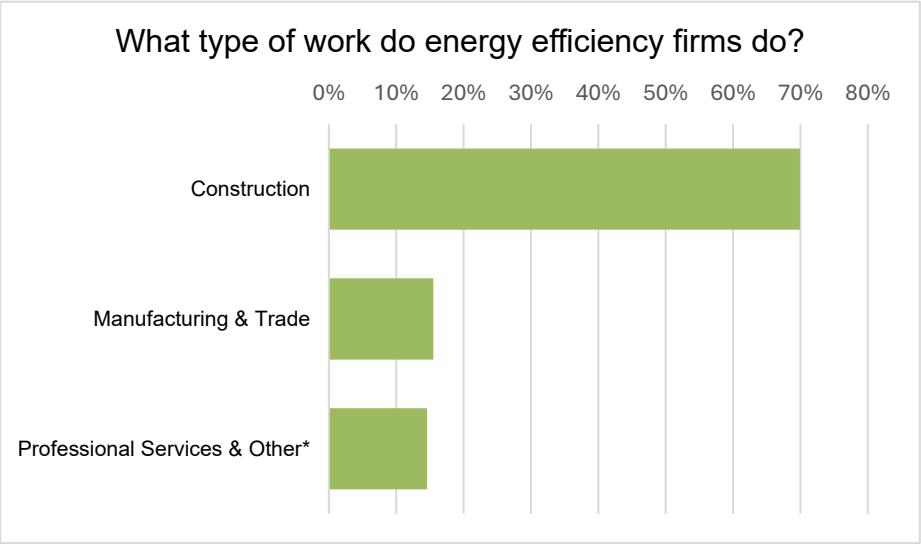
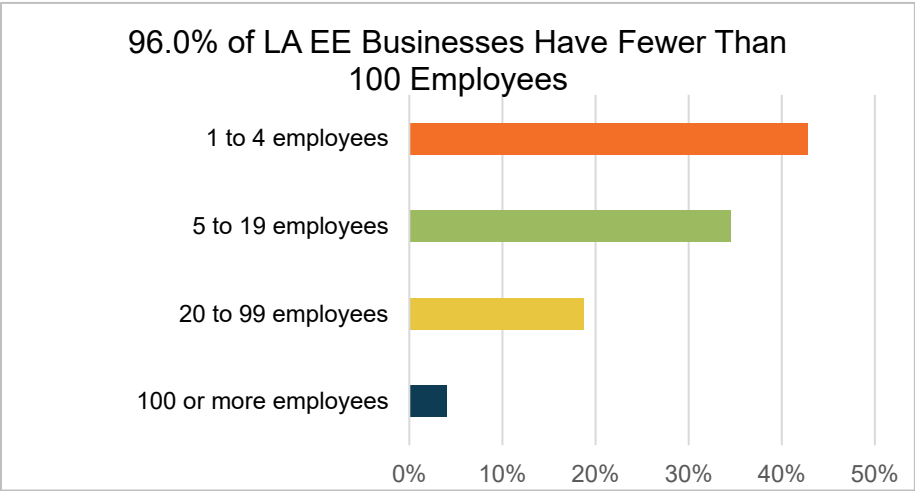
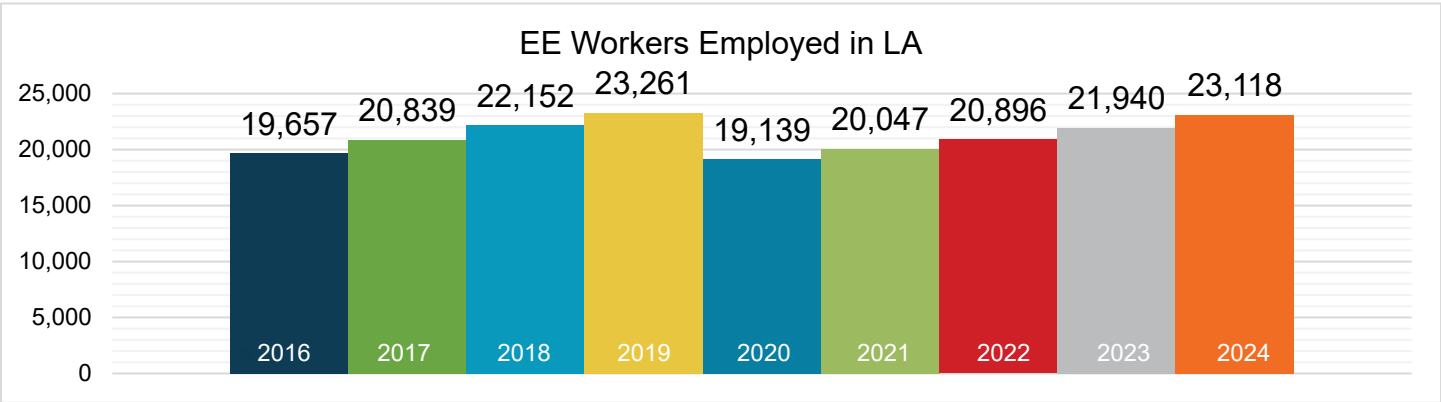
\*\*Nuclear - EPG & Fuels = 1,512

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



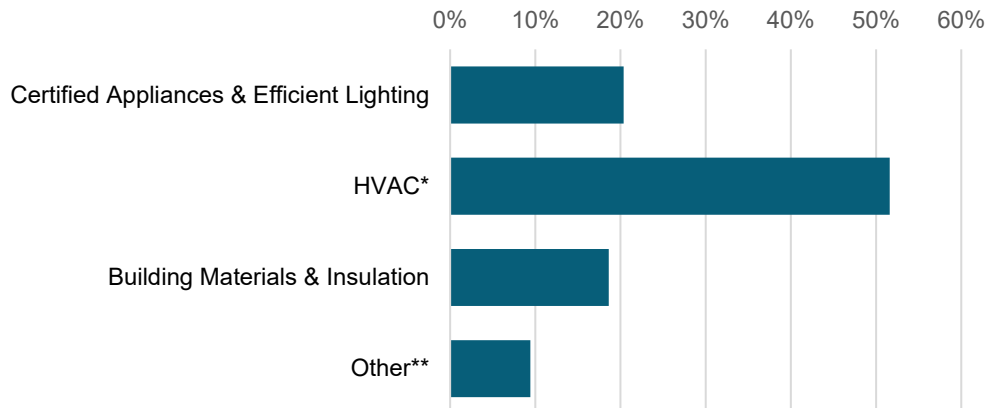
# What does EE look like in Louisiana?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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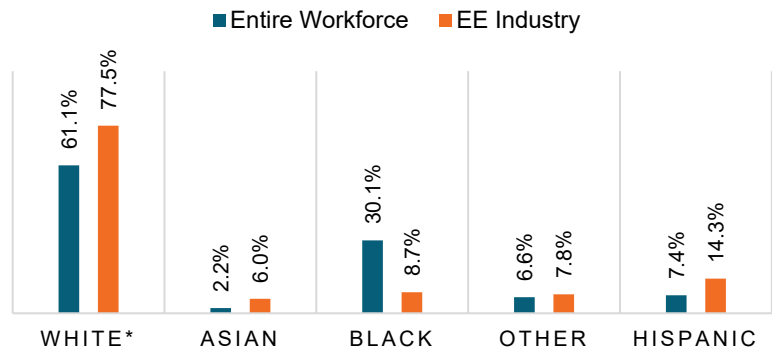


## How representative is the EE workforce in Louisiana?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Louisiana's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Louisiana can help ensure energy efficiency careers are accessible to all.

### Louisiana EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Louisiana EE Workforce



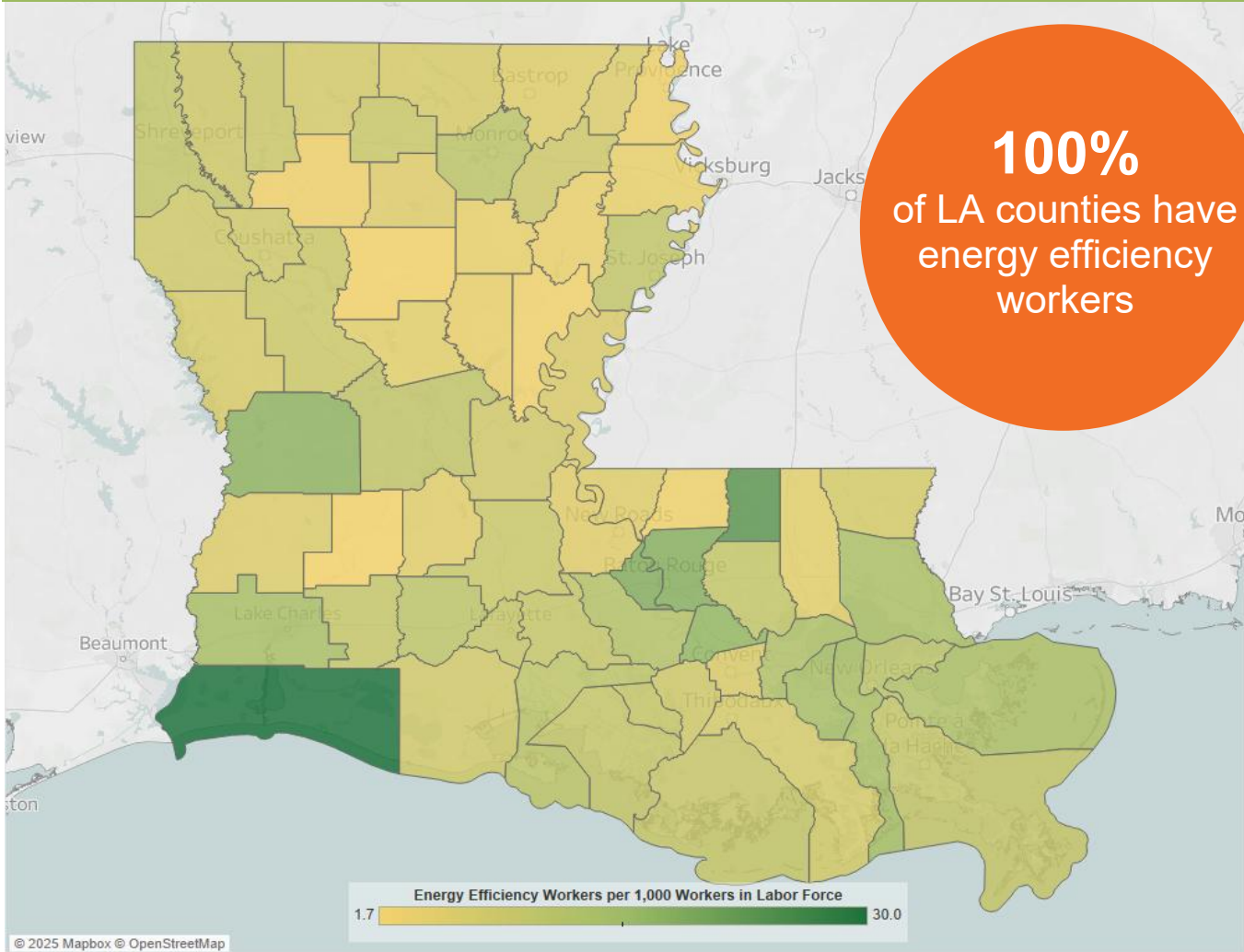
Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.





# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	3,527	Alexandria	606
2	4,471	Baton Rouge	6,667
3	3,784	Houma-Thibodaux	680
4	2,613	Lafayette	1,948
5	3,507	Lake Charles	1,803
6	5,217	Monroe	812
		New Orleans-Metairie	6,891
		Shreveport-Bossier City	1,609
		Rural	2,102

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	551		11	607		21	293		31	333
2	534		12	343		22	653		32	289
3	646		13	261		23	592		33	129
4	707		14	1,177		24	498		34	449
5	625		15	1,139		25	1,078		35	498
6	1,136		16	1,662		26	317		36	334
7	895		17	401		27	744		37	179
8	653		18	792		28	279		38	539
9	677		19	553		29	441		39	536
10	710		20	468		30	401			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	268		28	88		55	162		82	221
2	206		29	360		56	330		83	183
3	359		30	159		57	217		84	363
4	111		31	17		58	123		85	346
5	120		32	73		59	369		86	78
6	161		33	291		60	218		87	247
7	80		34	298		61	599		88	317
8	173		35	201		62	160		89	251
9	78		36	242		63	734		90	309
10	108		37	130		64	100		91	400
11	59		38	97		65	359		92	99
12	173		39	172		66	389		93	244
13	45		40	140		67	559		94	245
14	123		41	84		68	407		95	51
15	335		42	179		69	783		96	230
16	222		43	226		70	472		97	202
17	136		44	260		71	134		98	197
18	70		45	377		72	79		99	168
19	67		46	97		73	106		100	296
20	41		47	765		74	278		101	482
21	56		48	159		75	77		102	280
22	112		49	169		76	158		103	149
23	211		50	190		77	300		104	56
24	122		51	62		78	402		105	122
25	172		52	116		79	406			
26	158		53	270		80	239			
27	225	54	90	81	119					





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# Maine

## Energy Efficiency Jobs in America

9,492  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Maine?

*Energy efficiency is the largest energy sector in Maine.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

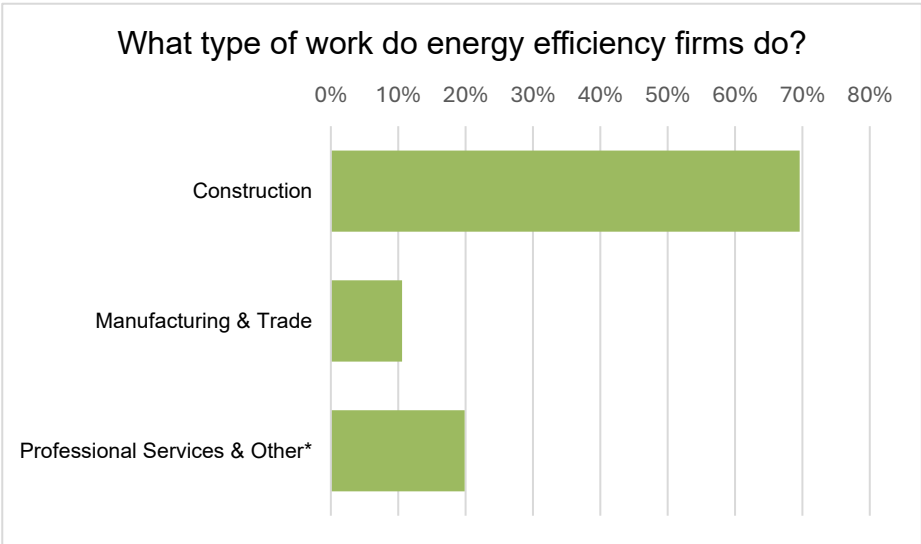
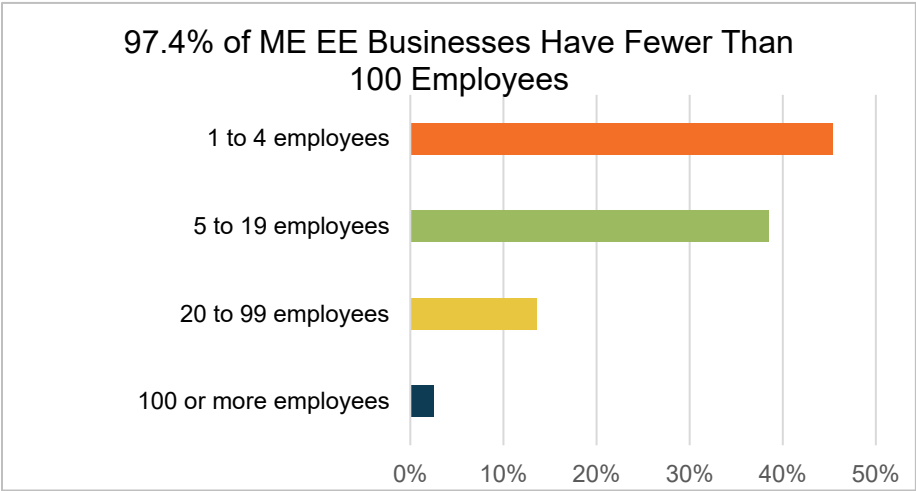
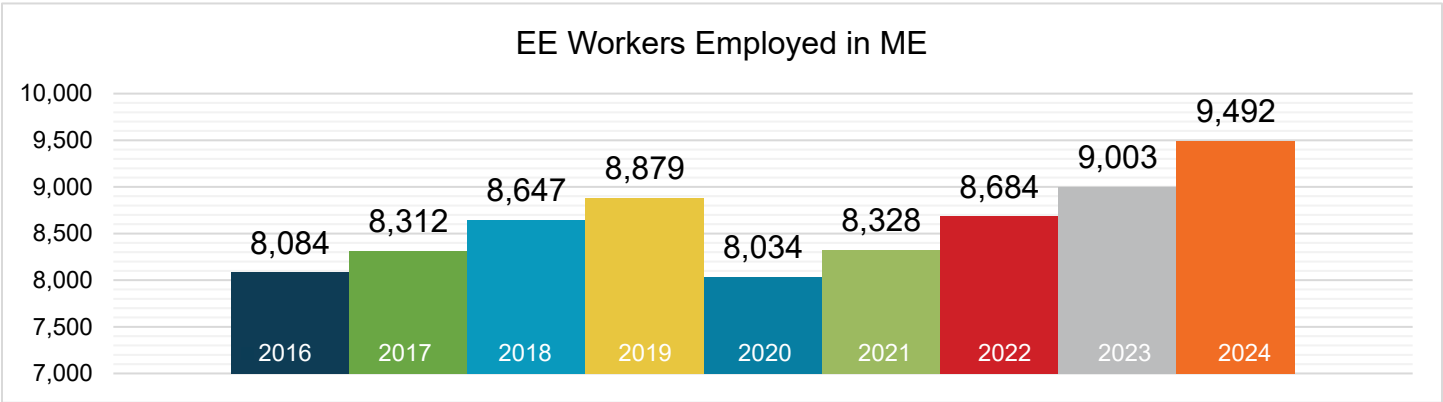
\*\*Nuclear - EPG & Fuels = 13

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



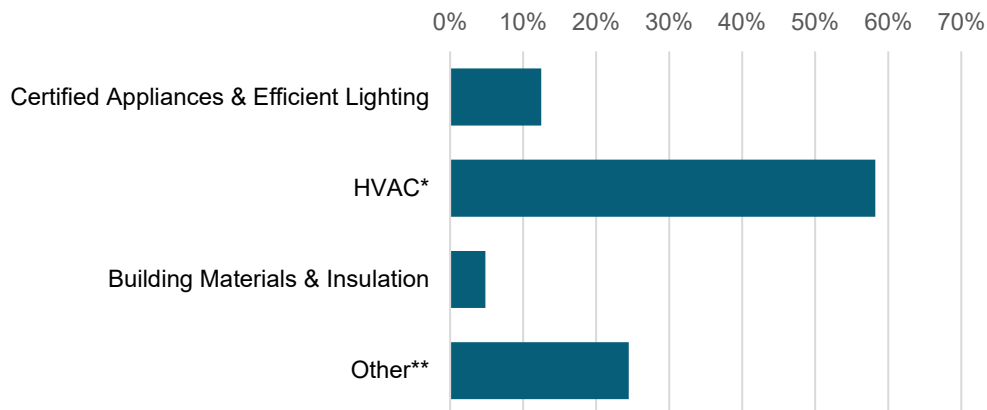
# What does EE look like in Maine?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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**8%**  
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EE workers are  
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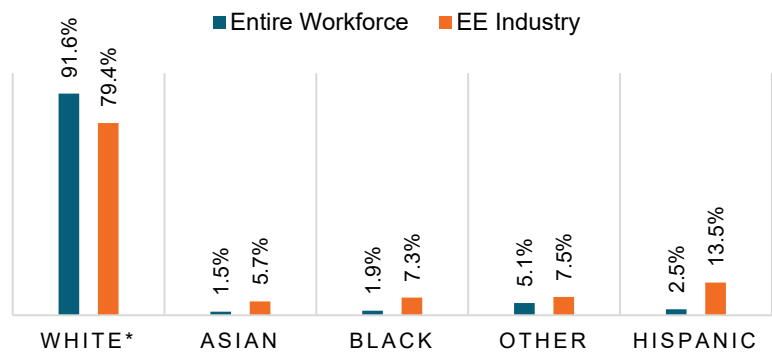


## How representative is the EE workforce in Maine?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Maine's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Maine can help ensure energy efficiency careers are accessible to all.

### Maine EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Maine EE Workforce

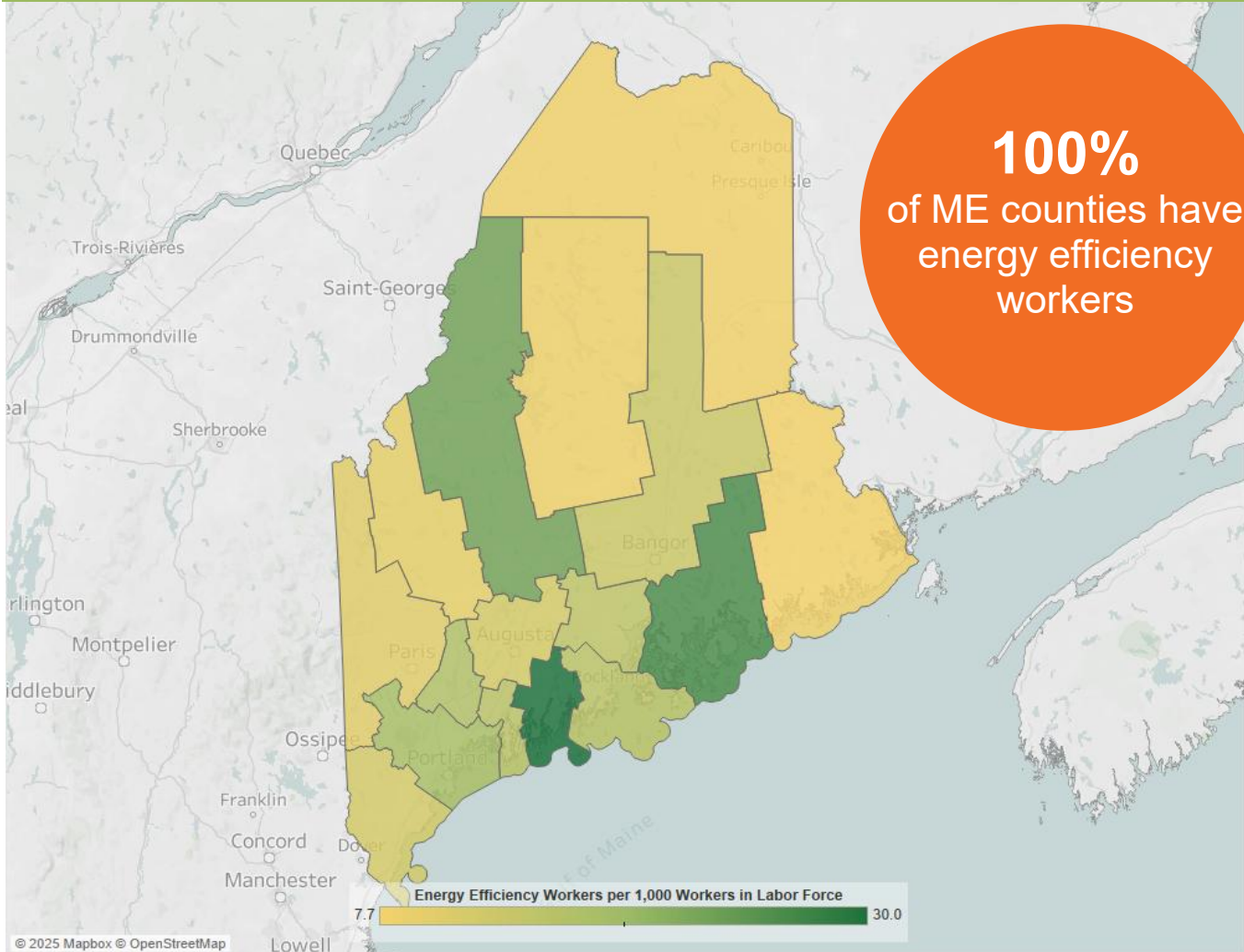


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# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,620	Bangor	938
2	3,872	Lewiston-Auburn	798
		Portland- South Portland	4,522
		Rural	3,234

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	120		11	166		21	271		31	166
2	152		12	246		22	285		32	198
3	271		13	413		23	421		33	160
4	165		14	218		24	286		34	158
5	189		15	242		25	473		35	174
6	169		16	263		26	532			
7	423		17	277		27	350			
8	234		18	211		28	418			
9	280		19	123		29	407			
10	268	20	313	30	452					

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	23		40	30		79	25		118	171
2	25		41	47		80	27		119	10
3	20		42	47		81	20		120	252
4	29		43	44		82	25		121	25
5	24		44	55		83	77		122	16
6	20		45	73		84	69		123	90
7	30		46	86		85	97		124	<10
8	26		47	104		86	81		125	207
9	23		48	77		87	55		126	<10
10	16		49	38		88	148		127	<10
11	22		50	68		89	64		128	193
12	74		51	58		90	17		129	76
13	121		52	59		91	55		130	34
14	66		53	26		92	68		131	33
15	76		54	78		93	73		132	91
16	70		55	25		94	81		133	49
17	78		56	39		95	228		134	88
18	18		57	44		96	272		135	43
19	53		58	38		97	60		136	45
20	51		59	133		98	40		137	49
21	15		60	<10		99	48		138	20
22	56		61	23		100	205		139	31
23	235		62	41		101	328		140	29
24	125		63	10		102	82		141	34
25	59		64	134		103	85		142	<10
26	56		65	41		104	54		143	64
27	45		66	43		105	113		144	34
28	52		67	40		106	47		145	42
29	44		68	48		107	174		146	15
30	20		69	53		108	173		147	42
31	20		70	61		109	<10		148	29
32	45		71	53		110	86		149	46
33	48		72	52		111	117		150	25
34	23		73	29		112	89		151	37
37	35		76	46		115	23			
38	23		77	20		116	14			
39	39		78	26		117	170			







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# Maryland

## Energy Efficiency Jobs in America

**69,489**  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
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### How does EE compare to other energy sectors in Maryland?

*Energy efficiency is the largest energy sector in Maryland.*



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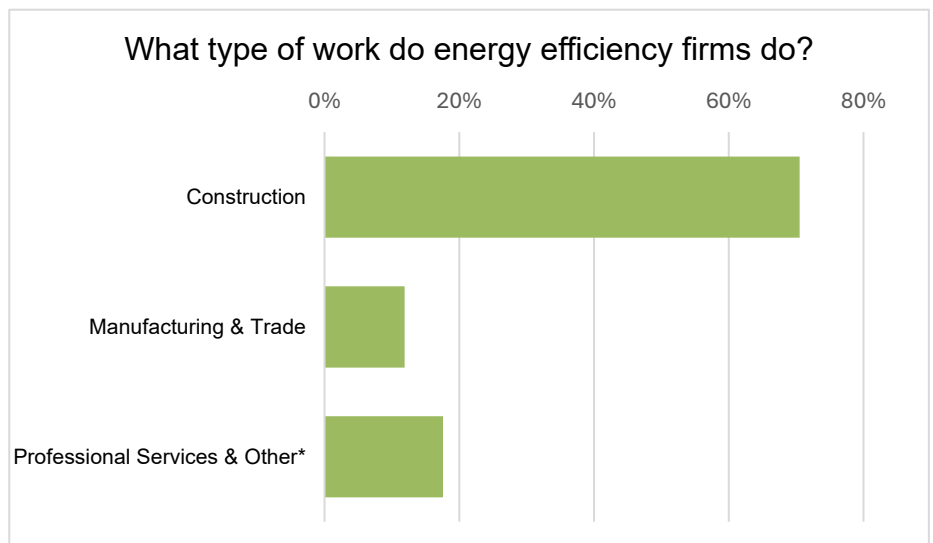
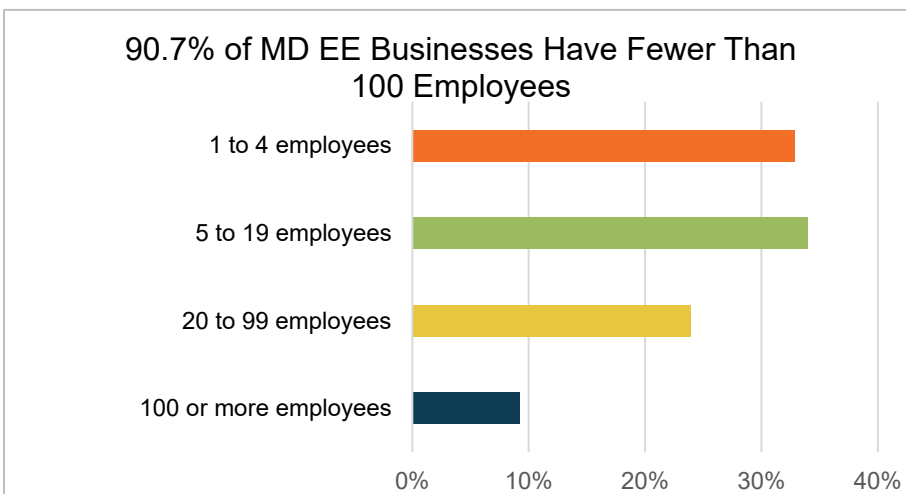
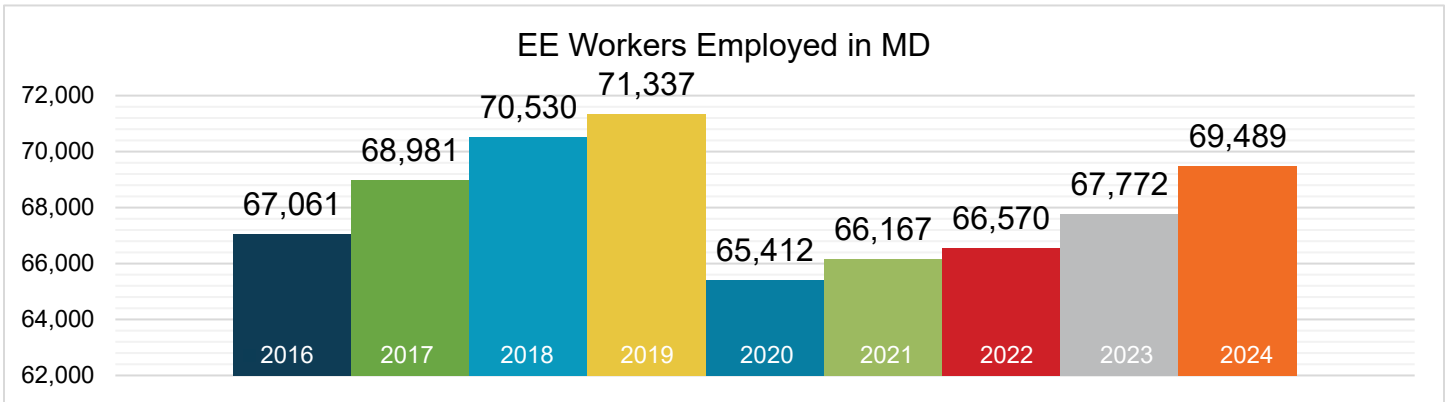
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Presented by:

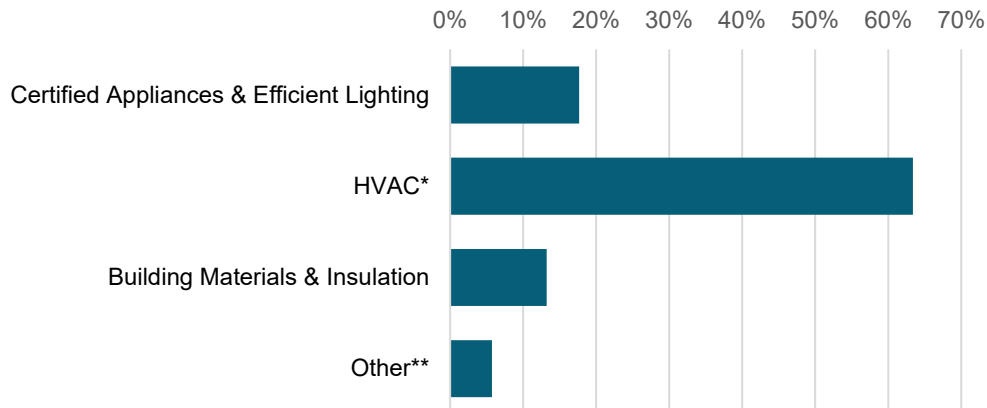


# What does EE look like in Maryland?



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Certified Appliances = ENERGY STAR-certified appliances

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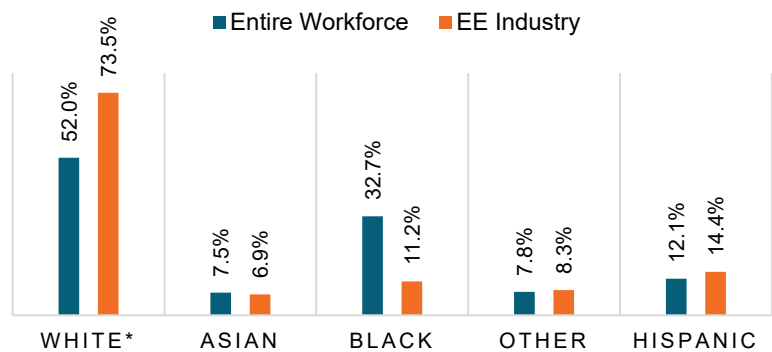


## How representative is the EE workforce in Maryland?

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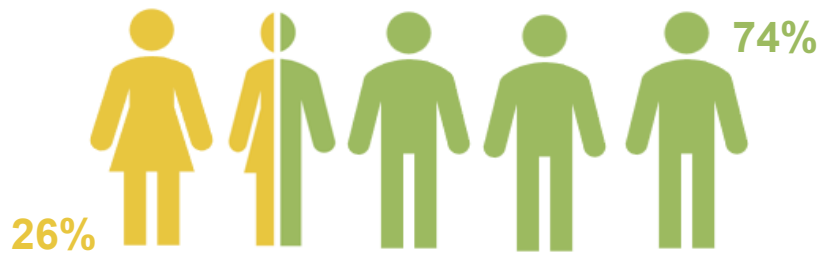
Expanded training programs in Maryland can help ensure energy efficiency careers are accessible to all.

### Maryland EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

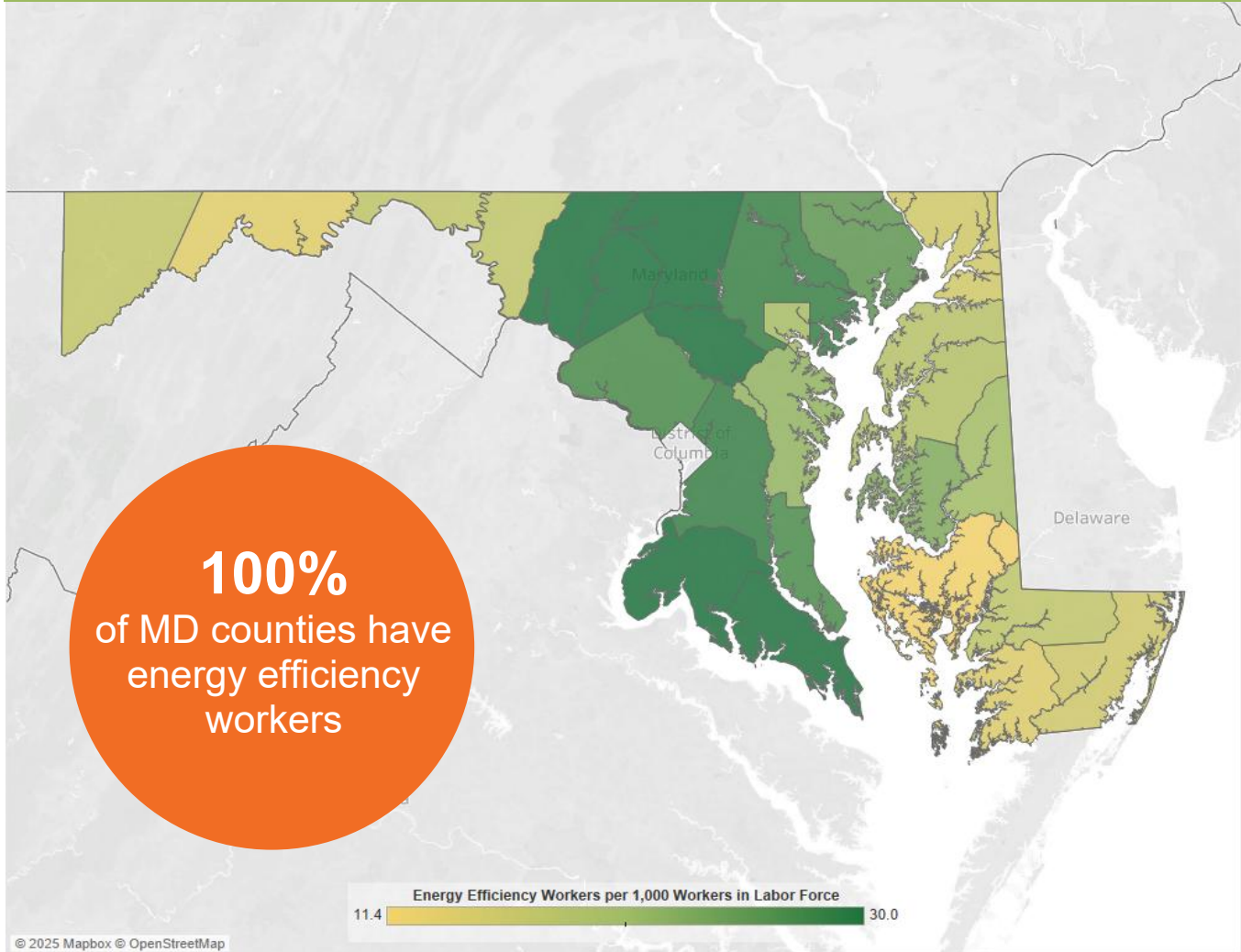
### Gender in the Maryland EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,249	Baltimore-Columbia-Towson	34,008
2	11,208	Cumberland	359
3	10,429	Hagerstown-Martinsburg	1,111
4	7,623	Philadelphia-Camden-Wilmington	554
5	8,170	Salisbury	1,249
6	8,374	Washington-Arlington-Alexandria	27,077
7	8,286	Rural	5,132
8	9,150		

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	740		15	1,171		29	2,071		43	1,805
2	1,234		16	1,683		30	1,361		44	1,668
3	1,842		17	2,042		31	1,762		45	1,311
4	1,082		18	1,266		32	1,775		46	1,799
5	1,871		19	1,441		33	1,628		47	1,526
6	1,505		20	1,493		34	1,109			
7	1,331		21	1,089		35	1,403			
8	1,777		22	1,437		36	820			
9	2,442		23	1,299		37	1,024			
10	1,405		24	1,356		38	955			
11	2,010		25	1,345		39	1,827			
12	1,440		26	1,378		40	1,488			
13	2,068		27	917		41	1,309			
14	1,734	28	1,297	42	1,153					

State House of Delegates										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1A	251		12B	484		28	1,297		38A	198
1B	307		13	2,068		29A	766		38B	412
1C	182		14	1,734		29B	893		38C	346
2A	741		15	1,171		29C	412		39	1,827
2B	492		16	1,683		30A	833		40	1,488
3	1,842		17	2,042		30B	529		41	1,309
4	1,082		18	1,266		31	1,762		42A	468
5	1,871		19	1,441		32	1,775		42B	356
6	1,505		20	1,493		33A	575		42C	329
7A	1,005		21	1,089		33B	558		43A	1,149
7B	326		22	1,792		33C	495		43B	656
8	1,777		23	1,299		34A	793		44A	477
9A	1,584	24	1,356	34B	317	44B	1,191			
9B	858	25	1,345	35A	1,150	45	1,311			
10	1,405	26	1,378	35B	253	46	1,799			
11A	805	27A	268	36	820	47A	678			
11B	1,205	27B	378	37A	404	47B	492			
12A	957	27C	271	37B	620					





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# Massachusetts

## Energy Efficiency Jobs in America

86,920  
Total Jobs

### What are EE jobs?

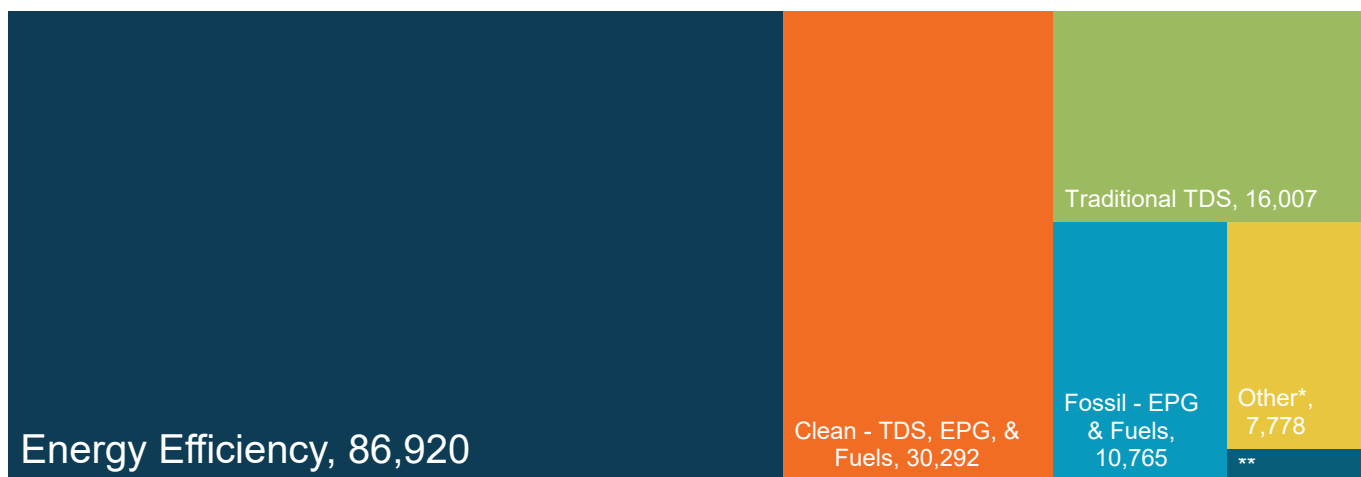
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Massachusetts?

*Energy efficiency is the largest energy sector in Massachusetts.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

\*\*Nuclear - EPG & Fuels = 1,123

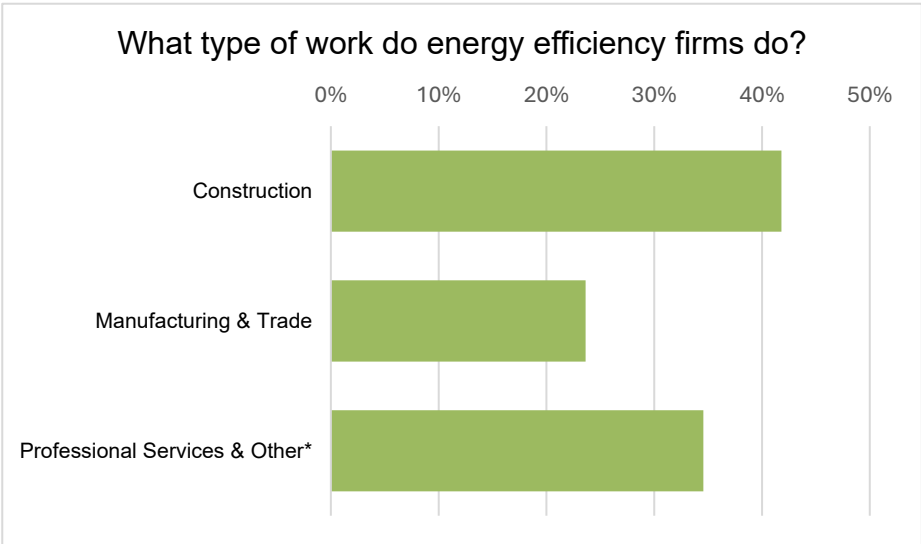
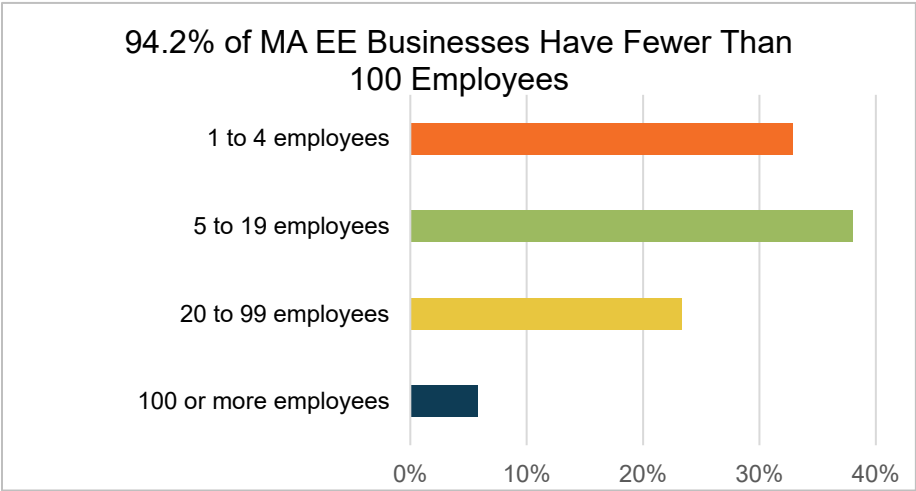
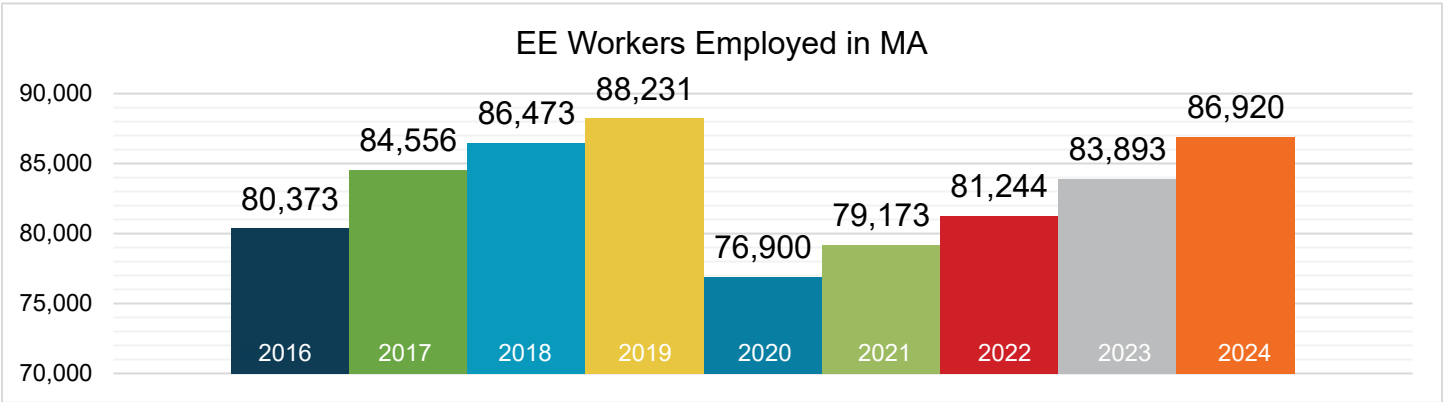
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:





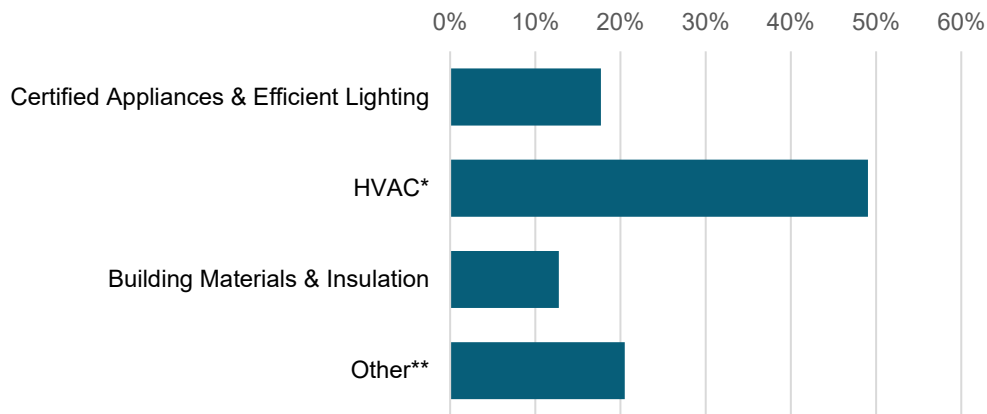
# What does EE look like in Massachusetts?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**8%**  
of Massachusetts  
EE workers are  
**veterans**

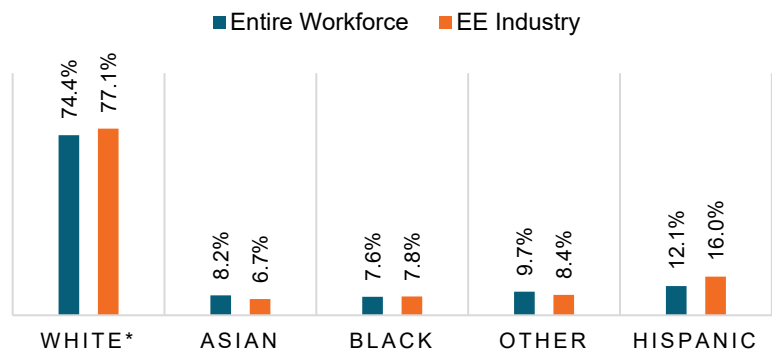


## How representative is the EE workforce in Massachusetts?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Massachusetts's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Massachusetts can help ensure energy efficiency careers are accessible to all.

### Massachusetts EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Massachusetts EE Workforce

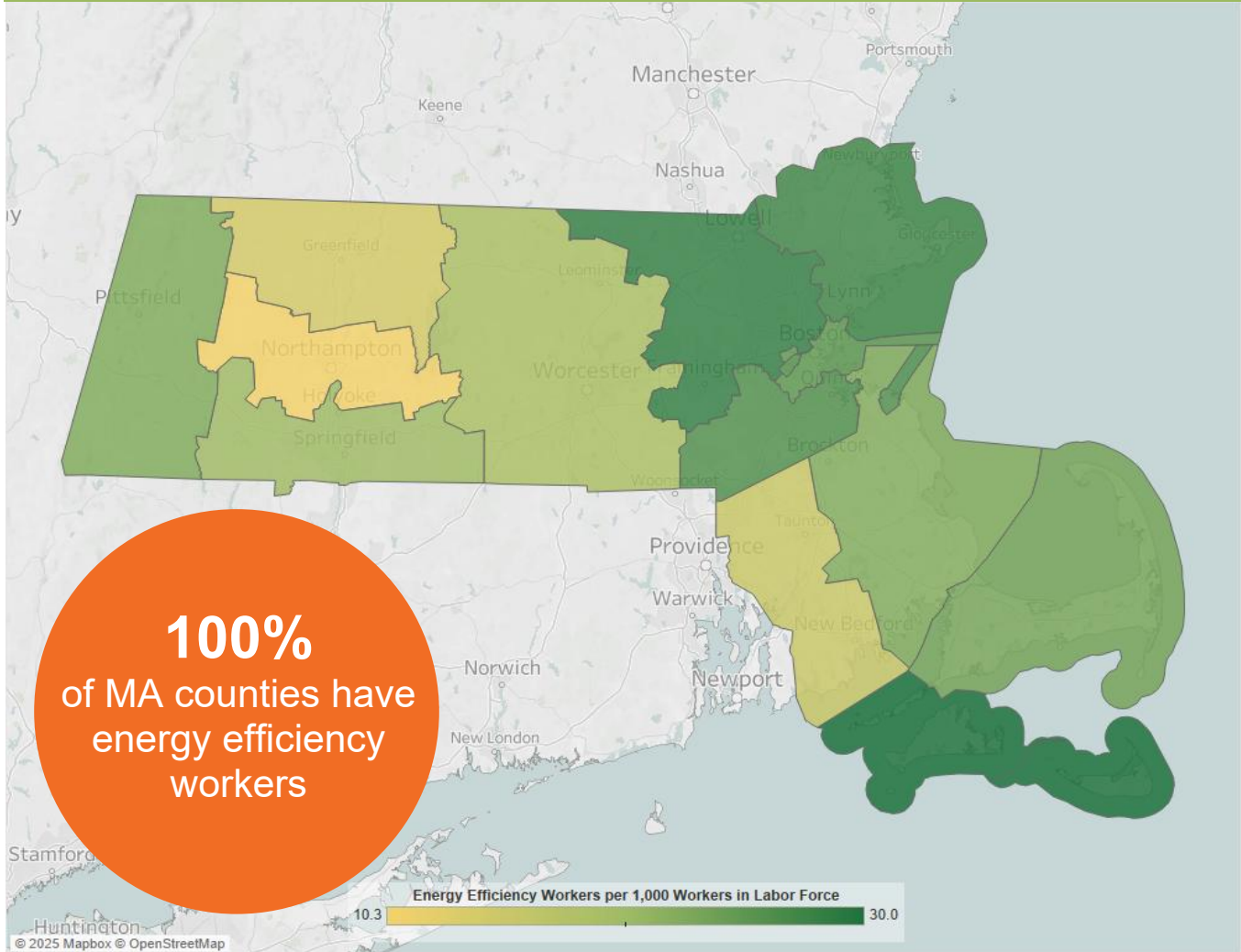


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# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,517	Barnstable Town	2,109
2	6,167	Boston-Cambridge-Newton	66,205
3	10,270	Pittsfield	1,290
4	7,391	Providence-Warwick	3,491
5	13,054	Springfield	4,702
6	9,827	Worcester	6,590
7	16,957	Rural	2,532
8	10,046		
9	6,692		



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
Berkshire-Hampden-Franklin-Hampshire	2,584		First Middlesex	1,118		First Essex and Middlesex	2,797		First Plymouth and Norfolk	1,610
Hampden and Hampshire	2,580		Middlesex and Worcester	926		Second Essex	931		Norfolk and Plymouth	2,689
Hampden	2,050		Middlesex and Norfolk	2,518		Fifth Middlesex	3,527		Norfolk-Plymouth-Bristol	1,775
Hampden-Hampshire-Worcester	1,965		Norfolk-Worcester-Middlesex	4,192		Third Essex	1,555		Second Plymouth and Norfolk	1,727
Hampshire-Franklin-Worcester	960		Third Middlesex	3,170		Third Suffolk	1,546		Bristol and Norfolk District	1,125
Worcester and Hampshire	1,829		Fourth Middlesex	3,438		Middlesex and Suffolk	2,975		Third Bristol and Plymouth	2,243
Worcester and Hampden	1,195		Norfolk and Middlesex	2,526		Second Middlesex	5,631		First Bristol and Plymouth	1,415
Second Worcester	1,203		Norfolk and Suffolk	4,154		Suffolk and Middlesex	850		Second Bristol and Plymouth	1,176
First Worcester	1,231		First Essex	2,354		Second Suffolk	1,724		Plymouth and Barnstable	2,365
Worcester and Middlesex	2,424		Second Essex and Middlesex	2,855		First Suffolk	1,321		Cape and Islands	2,664



## State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1st Barnstable	578	1st Franklin	381	26th Middlesex	366	8th Suffolk	722
2nd Barnstable	677	2nd Franklin	833	27th Middlesex	333	9th Suffolk	222
3rd Barnstable	695	1st Hampden	626	28th Middlesex	347	11th Suffolk	430
4th Barnstable	609	2nd Hampden	455	30th Middlesex	341	12th Suffolk	137
5th Barnstable	657	3rd Hampden	607	31st Middlesex	278	19th Suffolk	400
Barnstable-Dukes-Nantucket	862	4th Hampden	545	32nd Middlesex	432	1st Worcester	<10
1st Berkshire	745	5th Hampden	746	36th Middlesex	316	3rd Worcester	312
3rd Berkshire	537	6th Hampden	665	37th Middlesex	391	4th Worcester	120
1st Bristol	739	7th Hampden	609	1st Norfolk	464	6th Worcester	442
2nd Bristol	739	8th Hampden	708	2nd Norfolk	40	7th Worcester	187
3rd Bristol	644	9th Hampden	524	3rd Norfolk	402	8th Worcester	313
4th Bristol	1,240	12th Hampden	385	5th Norfolk	373	9th Worcester	698
5th Bristol	573	1st Hampshire	377	6th Norfolk	379	10th Worcester	470
6th Bristol	927	2nd Hampshire	386	7th Norfolk	505	11th Worcester	543
7th Bristol	610	3rd Hampshire	399	8th Norfolk	1,077	12th Worcester	87
8th Bristol	543	1st Middlesex	342	10th Norfolk	405	13th Worcester	403
9th Bristol	905	2nd Middlesex	222	11th Norfolk	597	14th Worcester	289
10th Bristol	520	3rd Middlesex	310	12th Norfolk	516	15th Worcester	635
11th Bristol	676	4th Middlesex	595	13th Norfolk	690	16th Worcester	94
12th Bristol	704	5th Middlesex	209	14th Norfolk	409	17th Worcester	549
13th Bristol	770	6th Middlesex	1,002	15th Norfolk	615	18th Worcester	110
14th Bristol	454	7th Middlesex	1,146	1st Plymouth	871	19th Worcester	44
1st Essex	631	8th Middlesex	1,096	2nd Plymouth	462		
2nd Essex	909	9th Middlesex	1,018	3rd Plymouth	<10		
3rd Essex	856	10th Middlesex	669	4th Plymouth	325		
4th Essex	816	11th Middlesex	1,186	5th Plymouth	379		
5th Essex	945	12th Middlesex	1,088	6th Plymouth	271		
6th Essex	1,104	13th Middlesex	1,209	7th Plymouth	853		
7th Essex	768	14th Middlesex	677	8th Plymouth	385		
8th Essex	496	15th Middlesex	631	9th Plymouth	319		
9th Essex	1,102	16th Middlesex	948	10th Plymouth	274		
10th Essex	457	17th Middlesex	529	11th Plymouth	592		
11th Essex	1,022	19th Middlesex	1,528	12th Plymouth	167		
12th Essex	747	20th Middlesex	891	2nd Suffolk	212		
13th Essex	406	21st Middlesex	1,449	3rd Suffolk	373		
14th Essex	256	22nd Middlesex	1,604	4th Suffolk	464		
16th Essex	198	23rd Middlesex	32	5th Suffolk	8,682		
17th Essex	553	24th Middlesex	450	6th Suffolk	685		
18th Essex	661	25th Middlesex	362	7th Suffolk	354		





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# Michigan

## Energy Efficiency Jobs in America

**78,442**  
Total Jobs

### What are EE jobs?

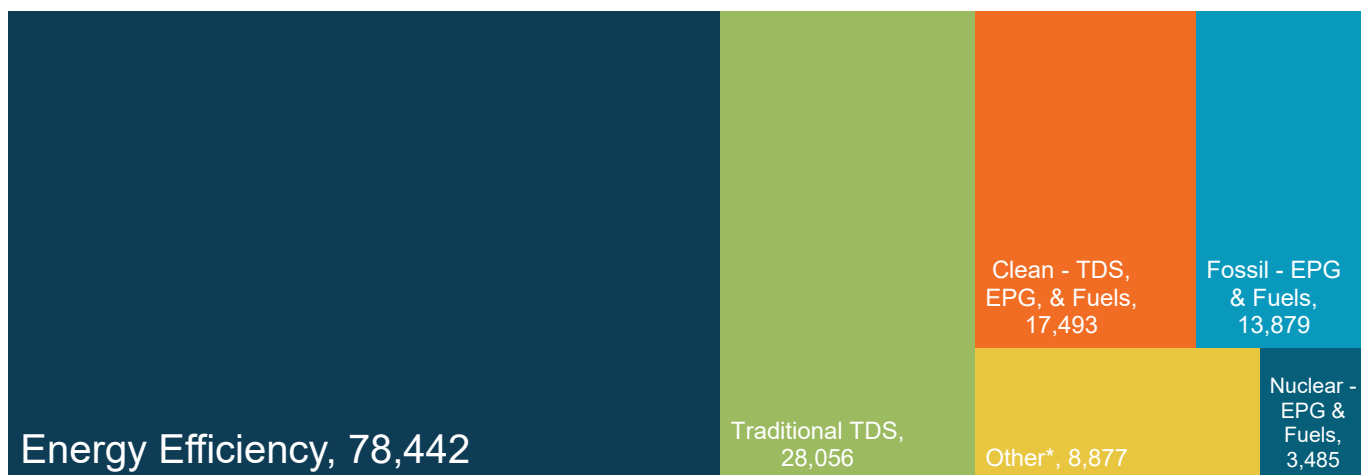
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Michigan?

*Energy efficiency is the largest energy sector in Michigan.*



TDS = Transmission, Distribution, & Storage

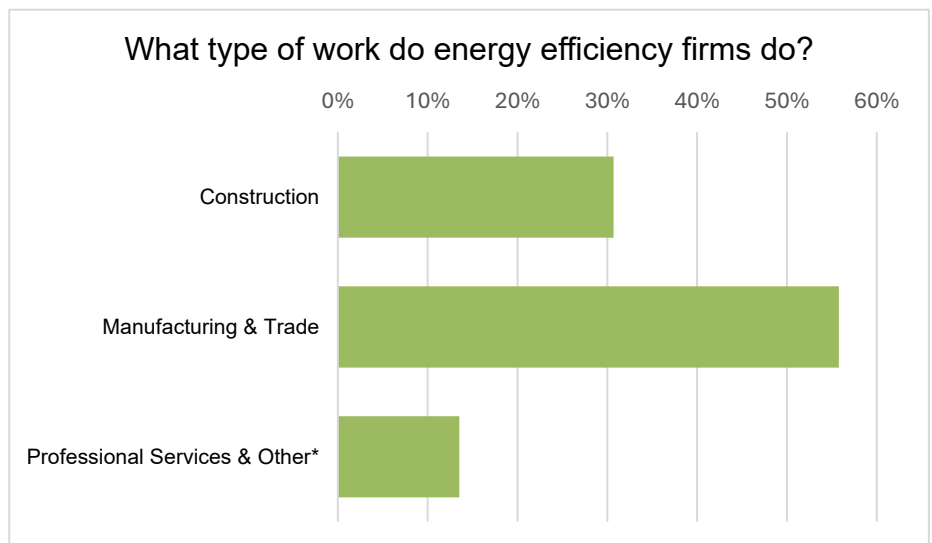
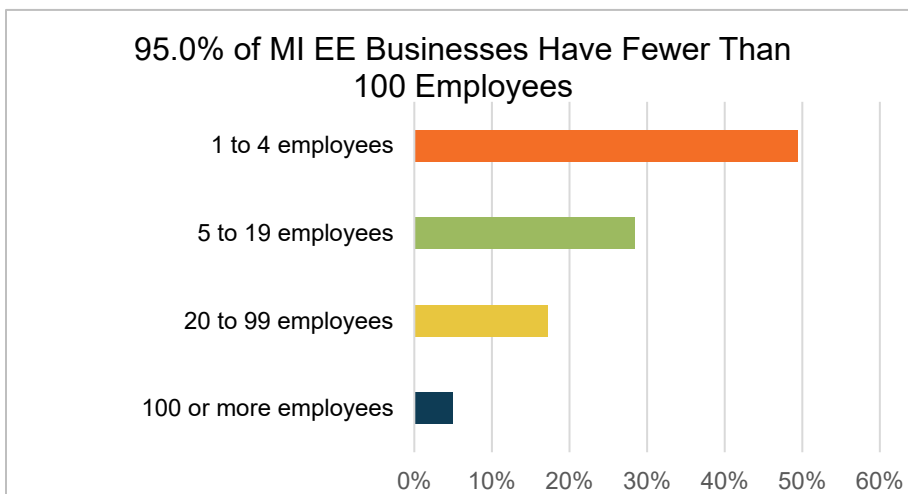
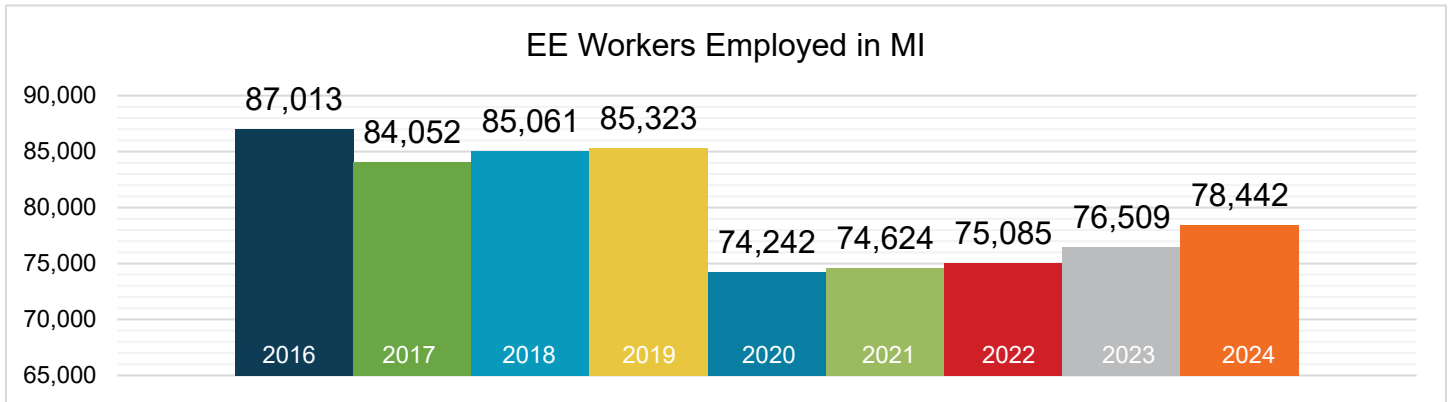
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



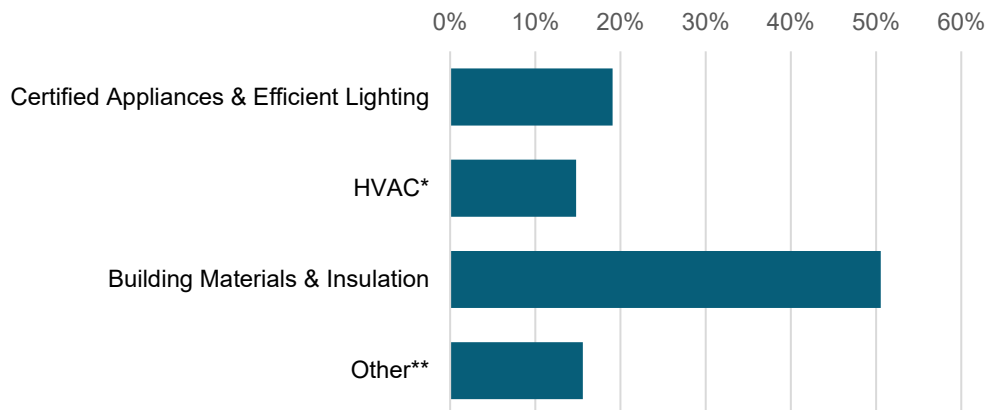
## What does EE look like in Michigan?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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**9%**  
of Michigan  
EE workers are  
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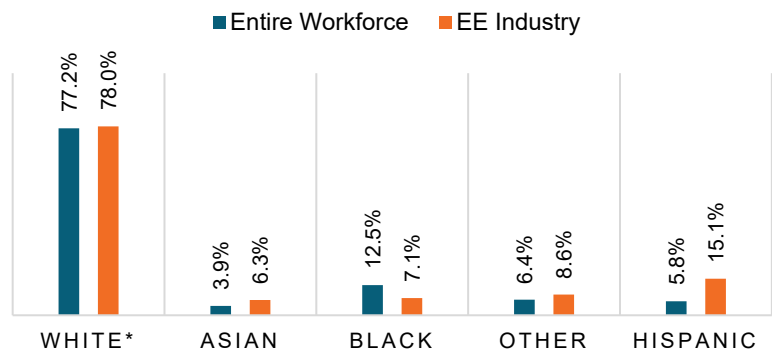


## How representative is the EE workforce in Michigan?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Michigan's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Michigan can help ensure energy efficiency careers are accessible to all.

### Michigan EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

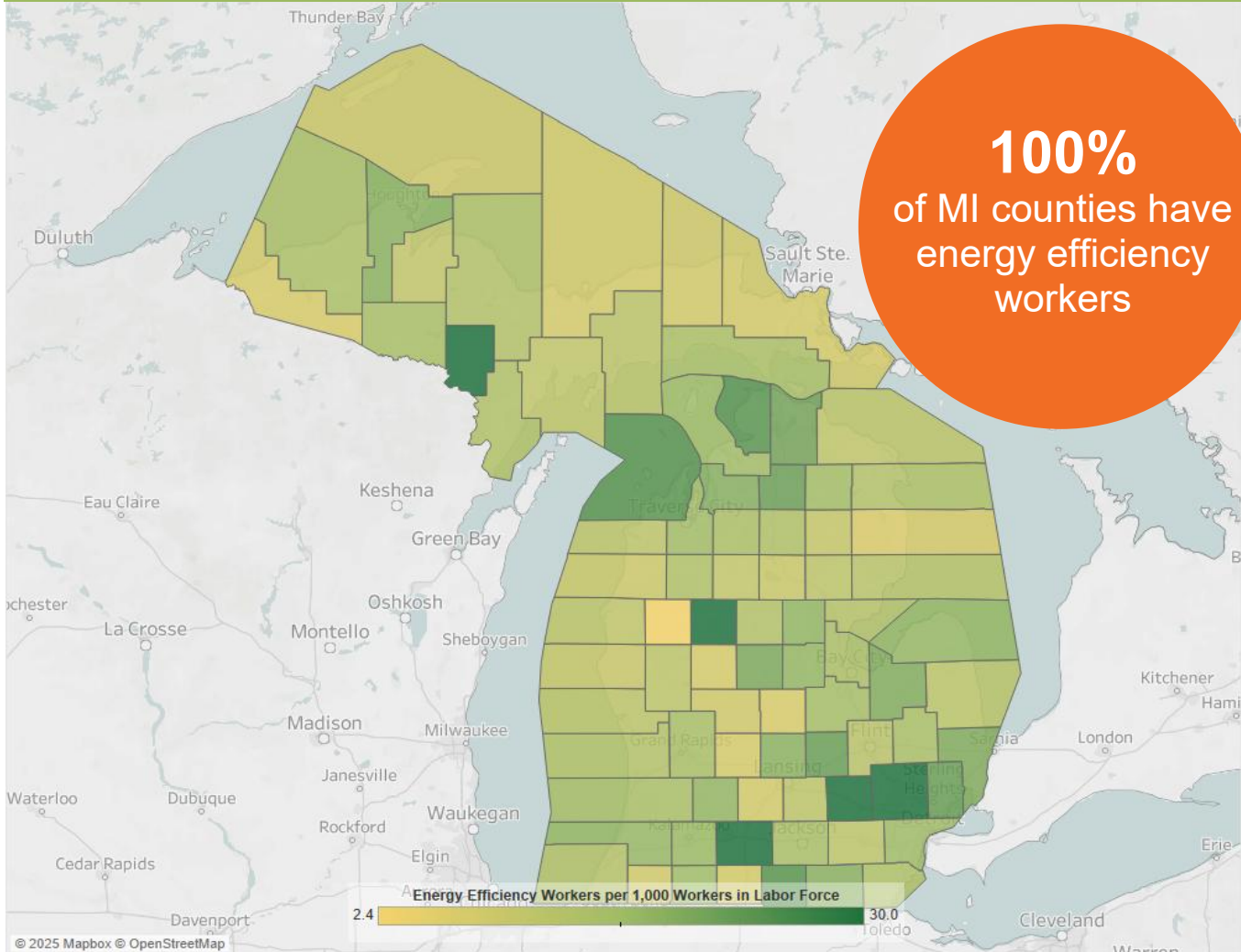
### Gender in the Michigan EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	4,409	9	6,713	Ann Arbor	2,464	Kalamazoo-Portage	2,361
2	3,382	10	7,490	Battle Creek	1,642	Lansing-East Lansing	2,503
3	6,667	11	13,187	Bay City	491	Monroe	567
4	5,525	12	6,000	Detroit-Warren-Dearborn	43,782	Muskegon	736
5	3,822	13	5,457	Flint	1,661	Niles-Benton Harbor	751
6	5,926			Grand Rapids-Wyoming	8,391	Saginaw	1,205
7	5,802			Holland	596	South Bend-Mishawaka	80
8	4,060			Jackson	807	Rural	10,404



## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,820		11	2,194		21	1,358		31	1,498
2	1,704		12	1,867		22	2,604		32	996
3	2,332		13	4,043		23	4,658		33	1,238
4	1,780		14	1,717		24	2,991		34	1,317
5	1,770		15	1,689		25	1,404		35	1,863
6	2,200		16	1,226		26	1,154		36	1,145
7	3,949		17	1,176		27	1,078		37	1,872
8	3,702		18	2,444		28	1,463		38	1,553
9	3,863		19	2,102		29	2,821			
10	2,184		20	1,307		30	2,359			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	551		35	449		69	306		103	791
2	548		36	392		70	509		104	386
3	430		37	345		71	488		105	440
4	777		38	468		72	508		106	353
5	1,068		39	384		73	577		107	691
6	1,752		40	772		74	598		108	348
7	602		41	605		75	549		109	523
8	695		42	780		76	291		110	691
9	652		43	491		77	508			
10	699		44	1,034		78	398			
11	485		45	815		79	599			
12	713		46	660		80	941			
13	785		47	658		81	1,194			
14	1,333		48	578		82	698			
15	731		49	1,543		83	893			
16	401		50	1,146		84	924			
17	642		51	1,561		85	608			
18	1,603		52	1,390		86	491			
19	1,468		53	1,856		87	567			
20	1,234		54	1,625		88	400			
21	1,713		55	1,798		89	338			
22	847		56	1,243		90	827			
23	760		57	1,018		91	376			
24	661		58	1,044		92	606			
25	452		59	774		93	357			
26	823		60	878		94	589			
27	549		61	620		95	706			
28	593		62	473		96	431			
29	642		63	749		97	602			
30	342		64	429		98	422			
31	427		65	518		99	301			
32	754		66	1,196		100	444			
33	346		67	211		101	325			
34	446		68	500		102	320			





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# Minnesota

## Energy Efficiency Jobs in America

**46,177**  
Total Jobs

### What are EE jobs?

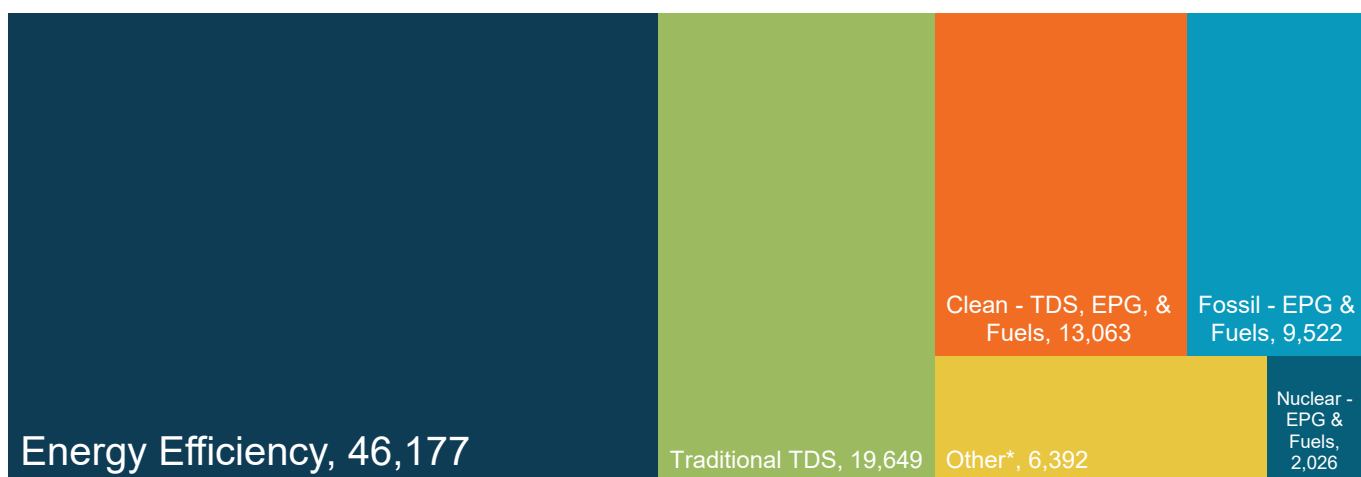
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### How does EE compare to other energy sectors in Minnesota?

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TDS = Transmission, Distribution, & Storage

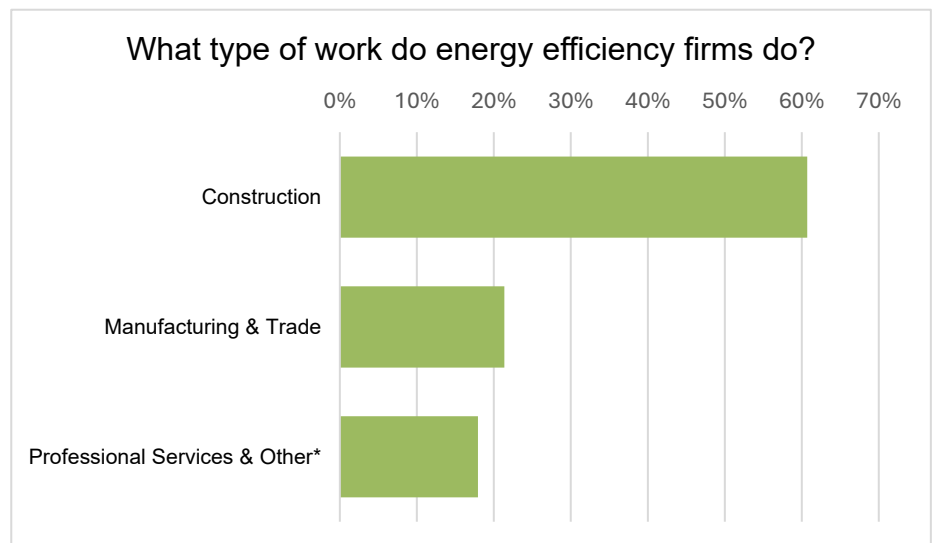
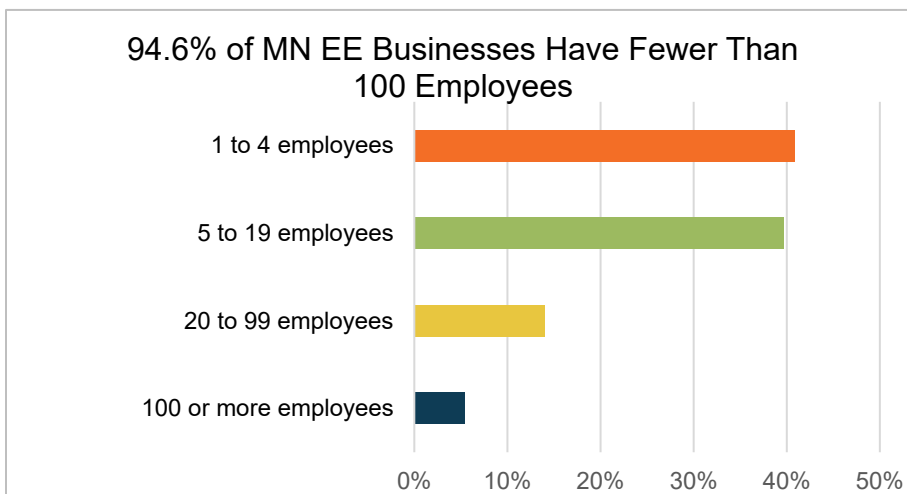
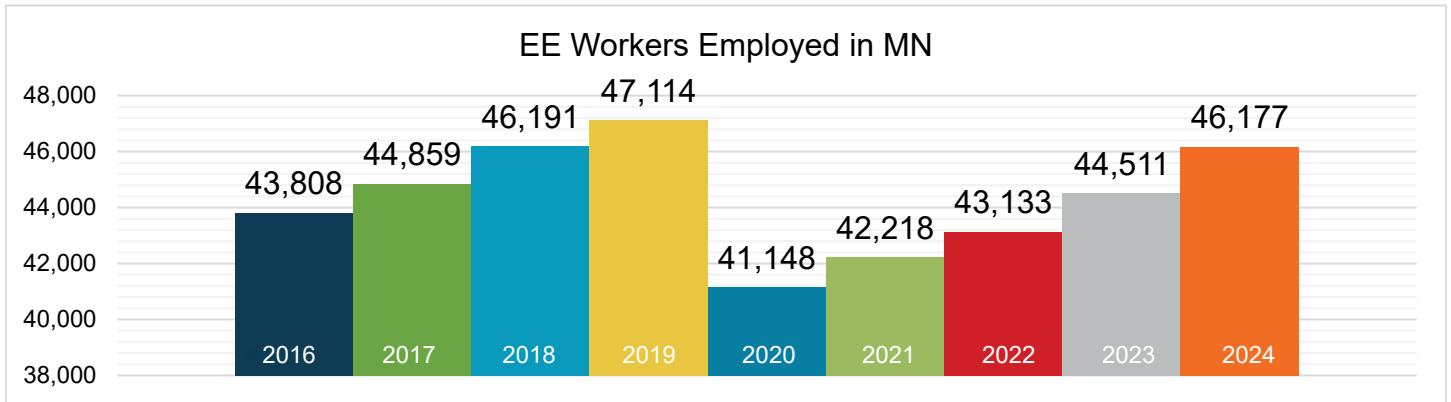
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

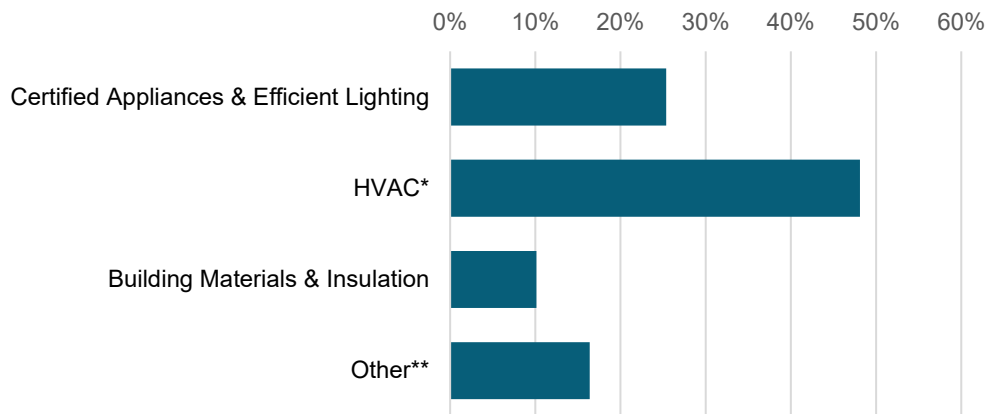


# What does EE look like in Minnesota?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**10%**  
of Minnesota  
EE workers are  
**veterans**

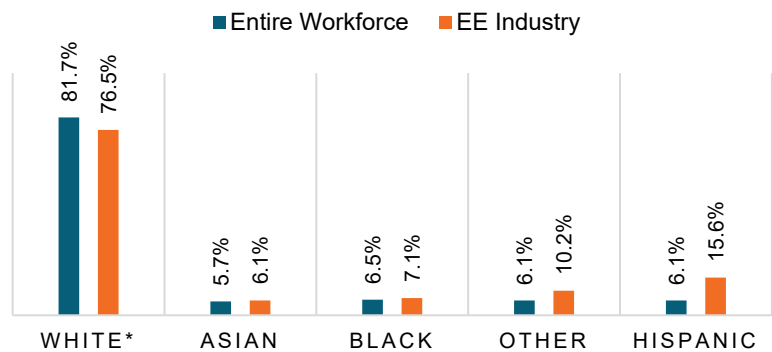


## How representative is the EE workforce in Minnesota?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Minnesota's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Minnesota can help ensure energy efficiency careers are accessible to all.

### Minnesota EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

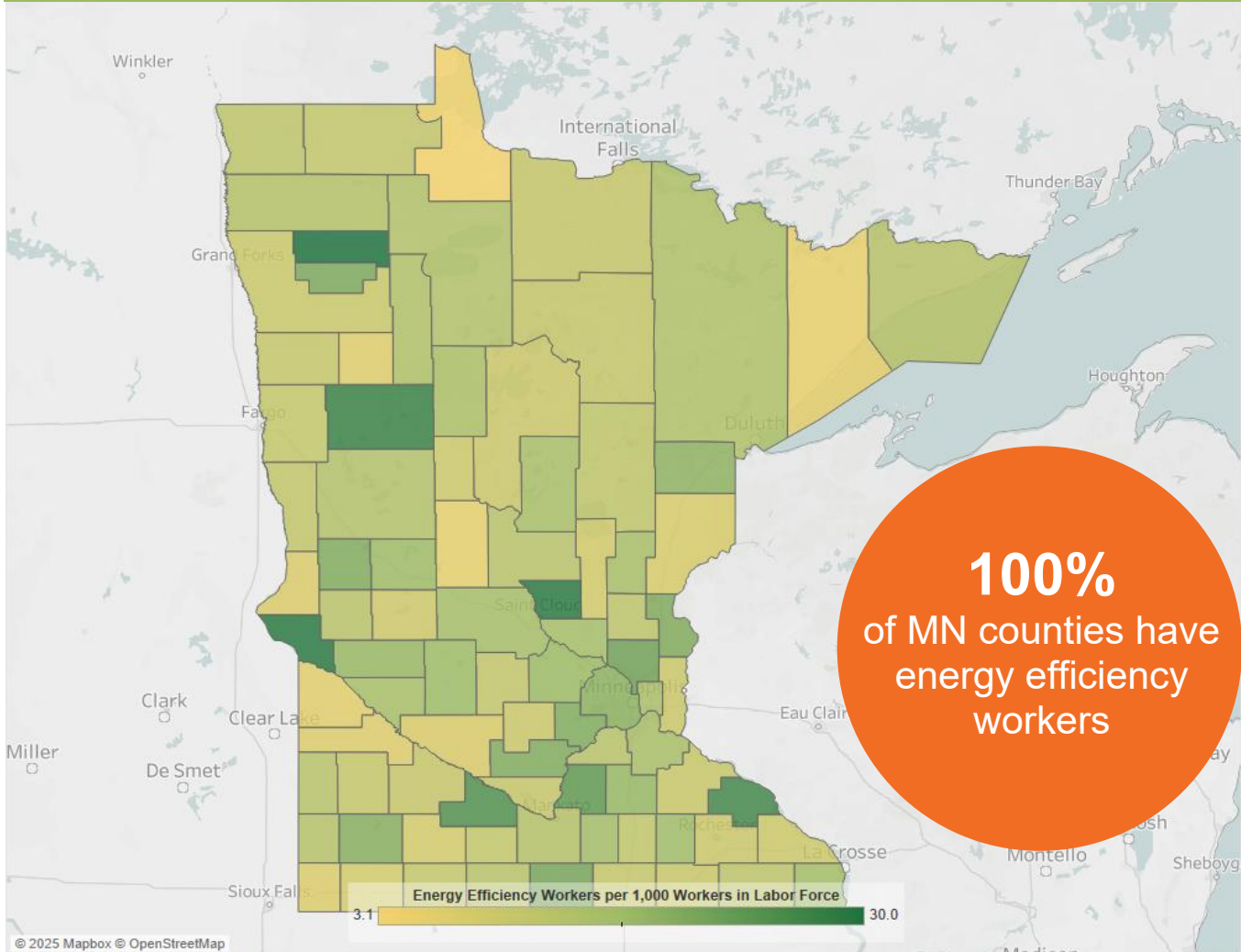
### Gender in the Minnesota EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	4,228	6	5,420	Duluth	1,579	Minneapolis-St. Paul-Bloomington	32,094
2	4,405	7	4,367	Fargo	212	Rochester	1,362
3	8,844	8	3,754	Grand Forks	122	St. Cloud	1,845
4	5,458			La Crosse-Onalaska	81	Rural	8,166
5	9,700			Mankato-North Mankato	716		





State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	721		18	633		35	551		52	499
2	465		19	537		36	714		53	614
3	423		20	438		37	1,292		54	531
4	507		21	388		38	911		55	618
5	314		22	512		39	515		56	594
6	563		23	379		40	1,017		57	423
7	486		24	578		41	397		58	543
8	636		25	537		42	1,112		59	991
9	444		26	371		43	1,169		60	1,306
10	472		27	353		44	419		61	755
11	395		28	435		45	1,085		62	1,550
12	666		29	595		46	1,388		63	1,213
13	871		30	370		47	279		64	660
14	667		31	1,005		48	671		65	726
15	587		32	564		49	1,179		66	728
16	587		33	337		50	1,233		67	908
17	452	34	1,330	51	966					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
01A	553		18A	178		35B	251		52B	217
01B	168		18B	456		36A	248		53A	438
02A	276		19A	285		36B	466		53B	176
02B	189		19B	252		37A	767		54A	277
03A	196		20A	237		37B	525		54B	254
03B	420		20B	201		38A	189		55A	183
04A	153		21A	198		38B	722		55B	435
04B	354		21B	190		39A	284		56A	381
05A	205		22A	256		39B	231		56B	214
05B	109		22B	256		40A	411		57A	423
06A	197		23A	197		40B	606		58A	272
06B	365		23B	182		41A	69		58B	272
07A	197		24A	211		41B	328		59A	325
07B	289		24B	368		42A	684		59B	665
08A	194		25A	408		42B	428		60A	625
08B	249		25B	129		43A	769		60B	681
09A	218		26A	201		43B	400		61A	463
09B	226		26B	170		44A	311		61B	292
10A	148		27A	175		44B	109		62A	862
10B	325	27B	178	45A	575	62B	688			
11A	259	28A	166	45B	510	63A	473			
11B	137	28B	269	46A	832	63B	740			
12A	282	29A	260	46B	556	64A	253			
12B	384	29B	335	47A	163	64B	407			
13A	395	30A	224	47B	116	65A	523			
13B	476	30B	146	48A	252	65B	204			
14A	373	31A	446	48B	419	66A	174			
14B	294	31B	559	49A	536	66B	554			
15A	187	32B	564	49B	643	67A	530			
15B	400	33A	167	50A	460	67B	378			
16A	198	33B	170	50B	502					
16B	389	34A	592	51A	509					
17A	195	34B	738	51B	727					
17B	257	35A	300	52A	282					





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# Mississippi

## Energy Efficiency Jobs in America

**15,607**  
Total Jobs

### What are EE jobs?

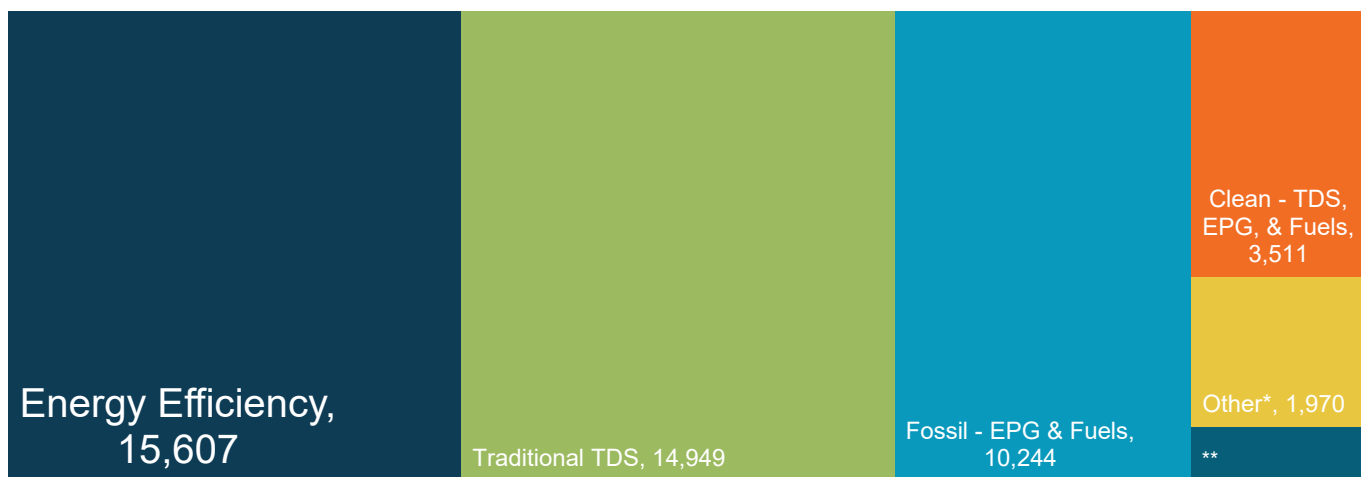
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Mississippi?

*Energy efficiency is the largest energy sector in Mississippi.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

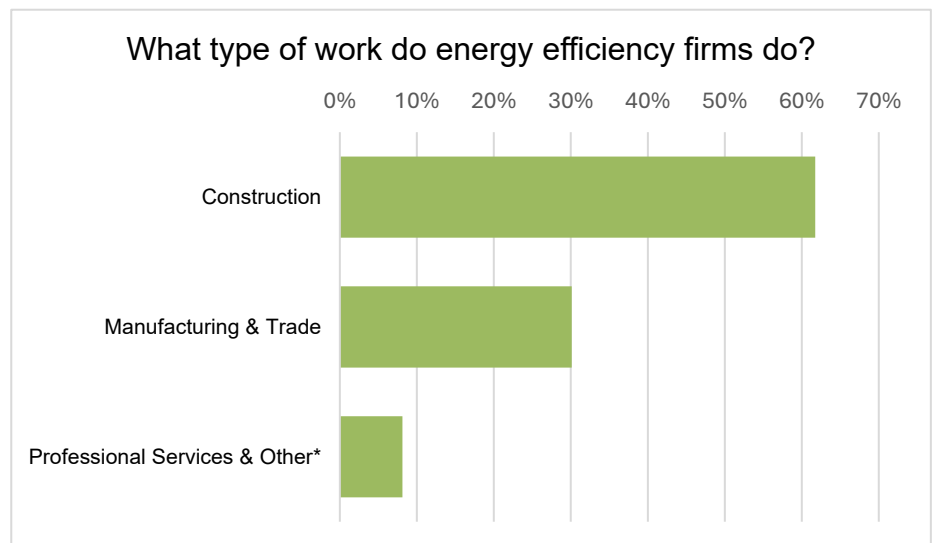
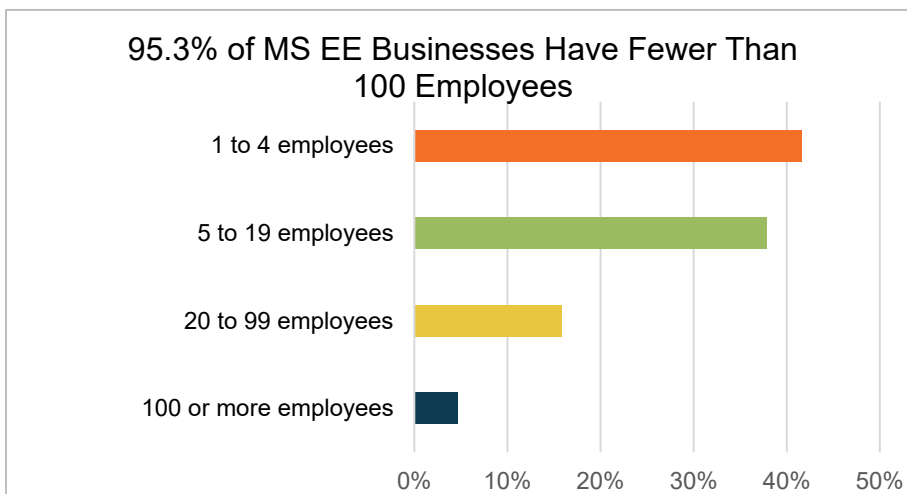
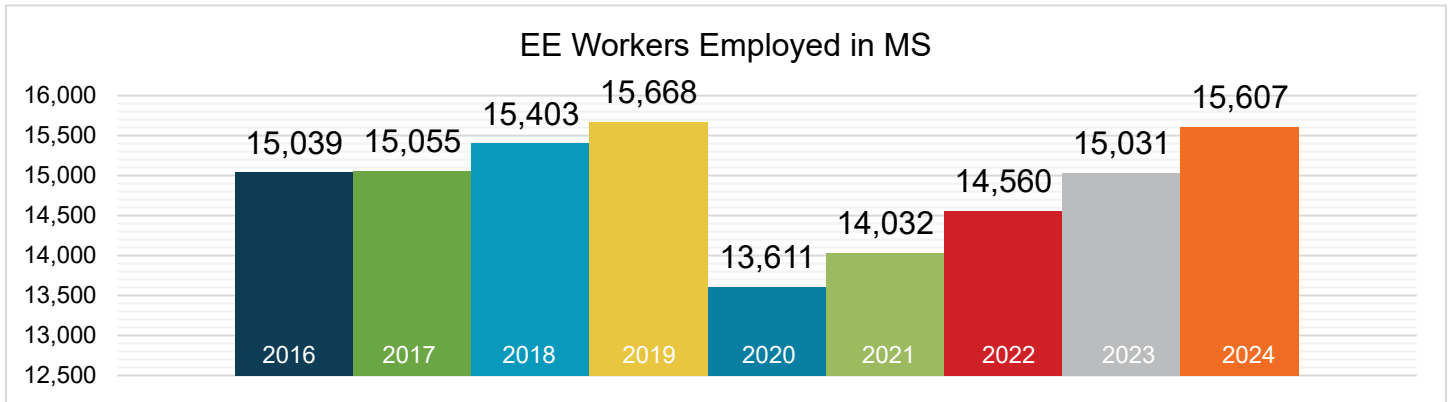
\*\*Nuclear - EPG & Fuels = 718

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

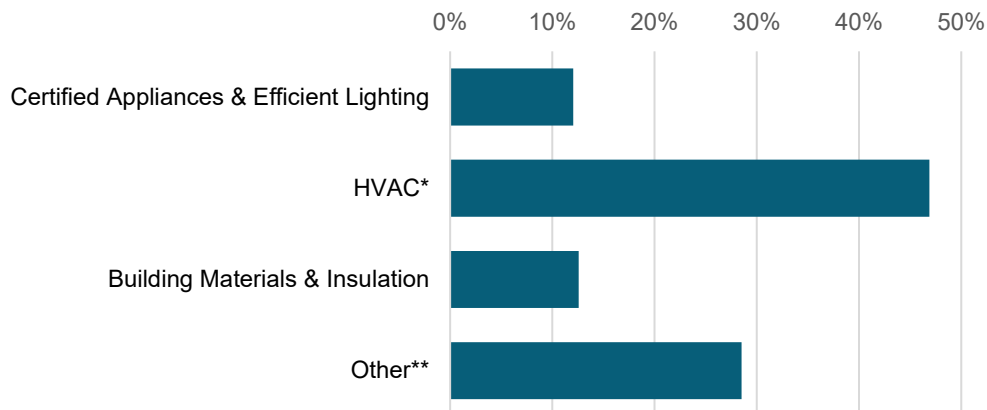


# What does EE look like in Mississippi?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

### What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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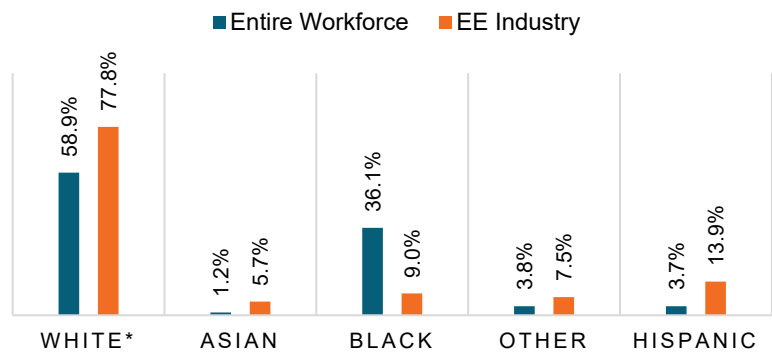


## How representative is the EE workforce in Mississippi?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Mississippi's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Mississippi can help ensure energy efficiency careers are accessible to all.

### Mississippi EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Mississippi EE Workforce

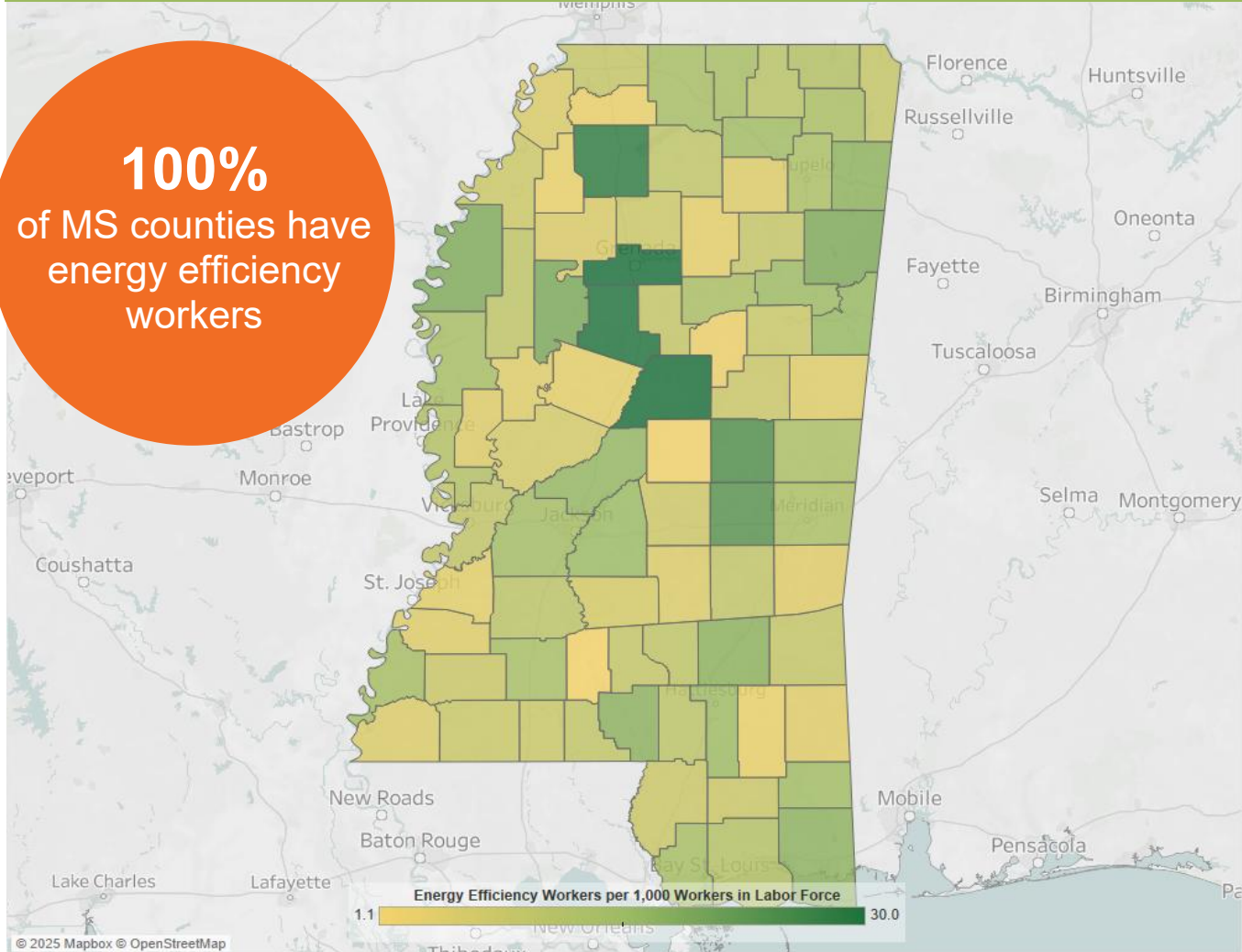


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# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	3,498	Gulfport-Biloxi-Pascagoula	2,124
2	4,155	Hattiesburg	823
3	4,048	Jackson	3,820
4	3,907	Memphis	886
		Rural	7,954



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	226		15	217		29	263		43	135
2	201		16	202		30	535		44	189
3	271		17	365		31	267		45	644
4	251		18	328		32	200		46	176
5	246		19	252		33	298		47	115
6	670		20	350		34	223		48	331
7	230		21	328		35	88		49	380
8	90		22	52		36	246		50	358
9	394		23	252		37	260		51	346
10	201		24	415		38	113		52	575
11	110		25	664		39	225			
12	246		26	468		40	102			
13	274		27	610		41	273			
14	639	28	371	42	343					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	59		32	242		63	147		94	150
2	139		33	355		64	210		95	89
3	111		34	84		65	164		96	29
4	83		35	31		66	278		97	31
5	78		36	169		67	202		98	92
6	215		37	232		68	46		99	72
7	204		38	155		69	112		100	102
8	19		39	185		70	183		101	122
9	39		40	102		71	102		102	25
10	27		41	91		72	245		103	391
11	275		42	62		73	<10		104	211
12	246		43	18		74	65		105	16
13	45		44	309		75	73		106	43
14	182		45	52		76	58		107	105
15	52		46	48		77	47		108	78
16	52		47	32		78	78		109	117
17	299		48	137		79	31		110	166
18	187		49	99		80	184		111	72
19	260		50	113		81	157		112	119
20	138		51	50		82	99		113	296
21	92		52	77		83	164		114	139
22	32		53	48		84	70		115	120
23	19		54	71		85	25		116	129
24	94		55	126		86	44		117	105
25	34		56	209		87	79		118	93
26	60		57	328		88	65		119	119
27	74		58	475		89	287		120	98
28	111		59	280		90	60		121	76
29	180		60	279		91	24		122	119
30	427		61	245		92	147			
31	90	62	192	93	15					





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# Missouri

## Energy Efficiency Jobs in America

**42,296**  
Total Jobs

### What are EE jobs?

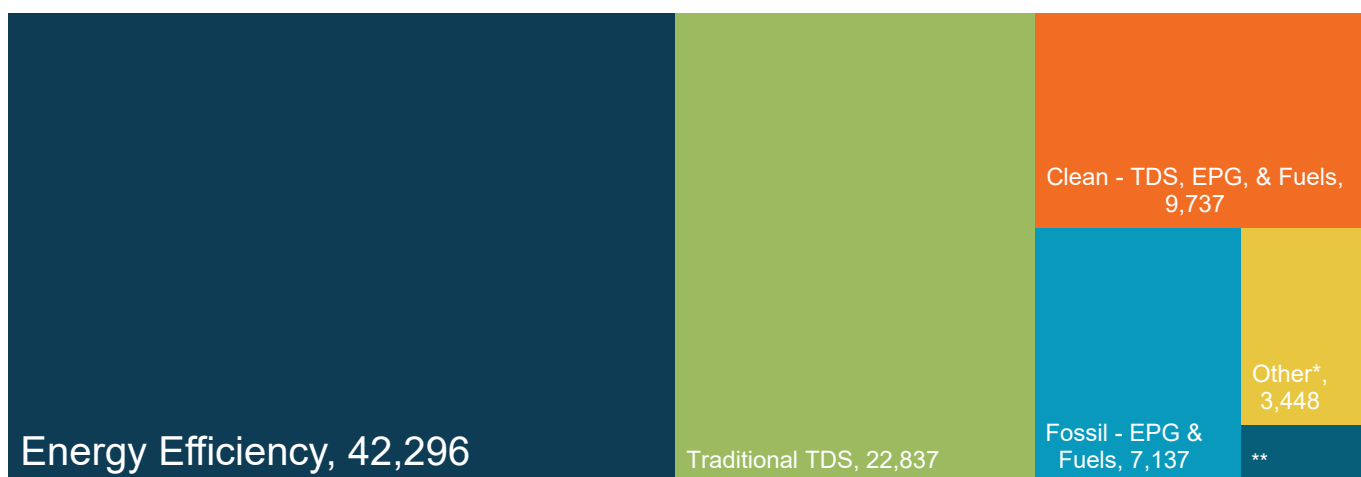
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

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### How does EE compare to other energy sectors in Missouri?

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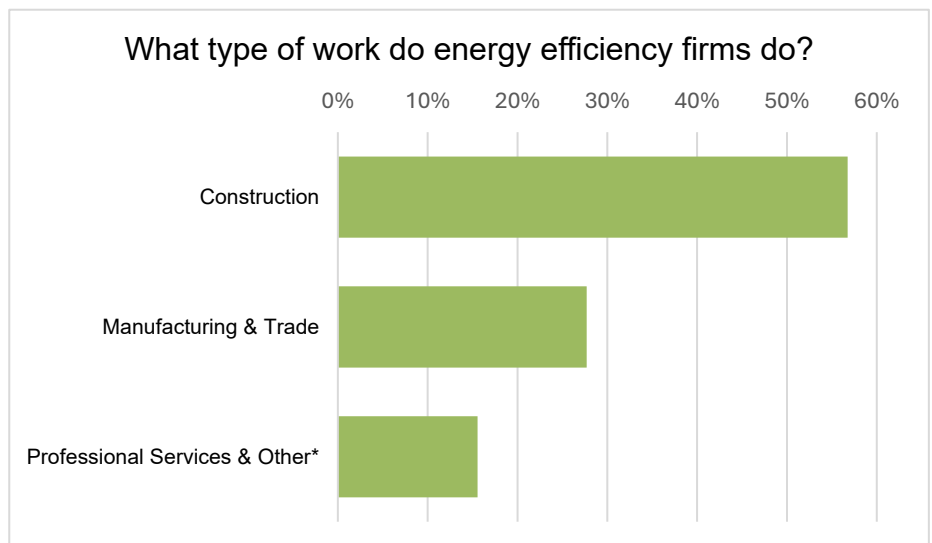
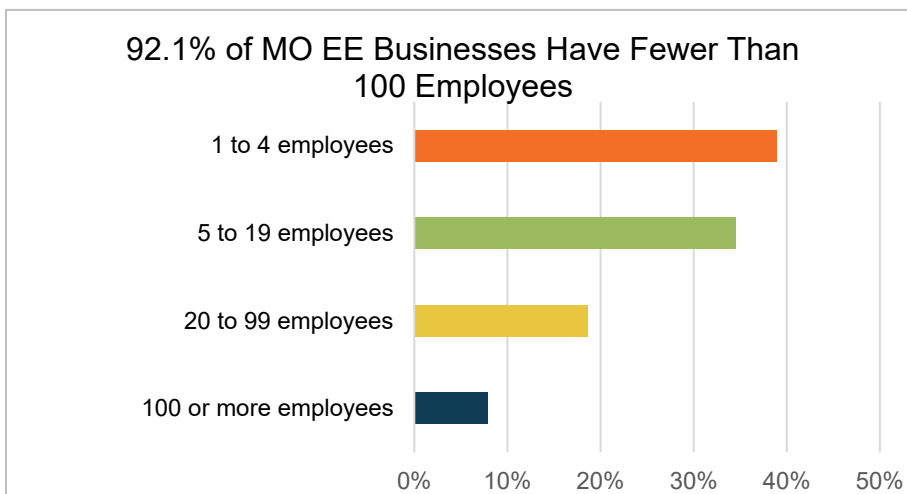
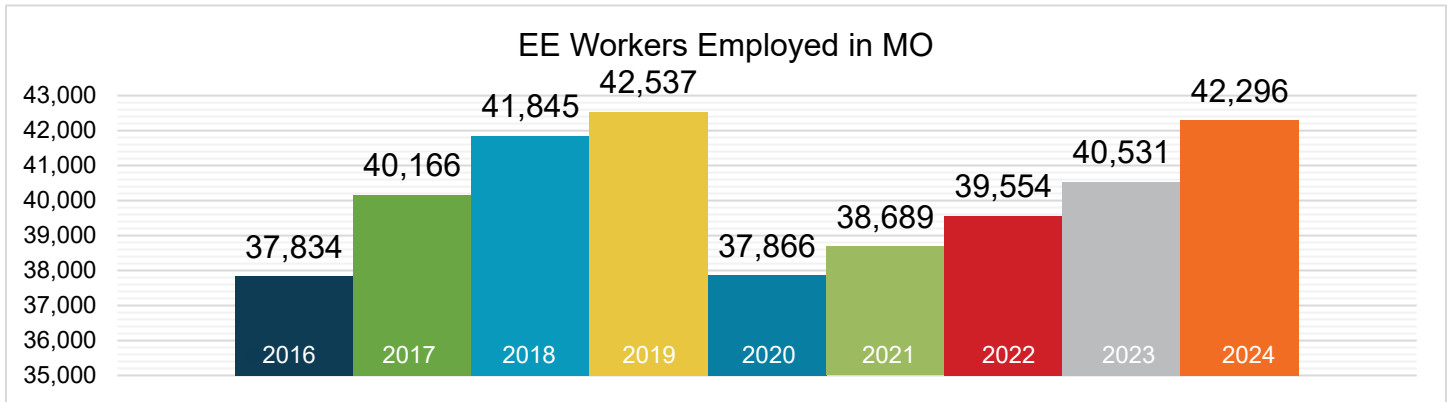
\*\*Nuclear - EPG & Fuels = 1,032

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

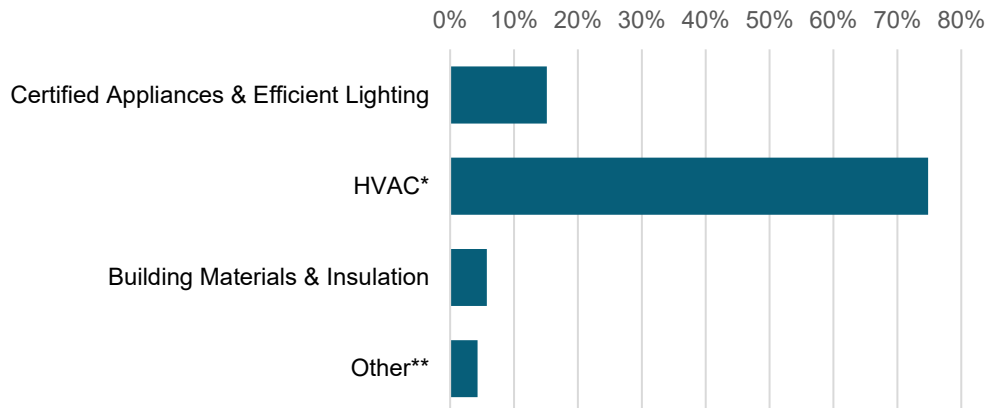


## What does EE look like in Missouri?



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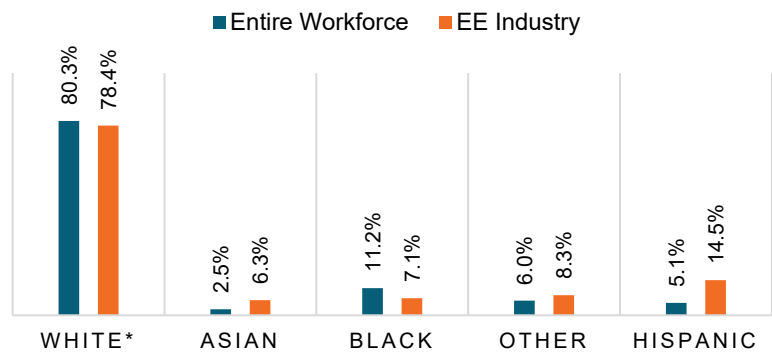


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### Gender in the Missouri EE Workforce

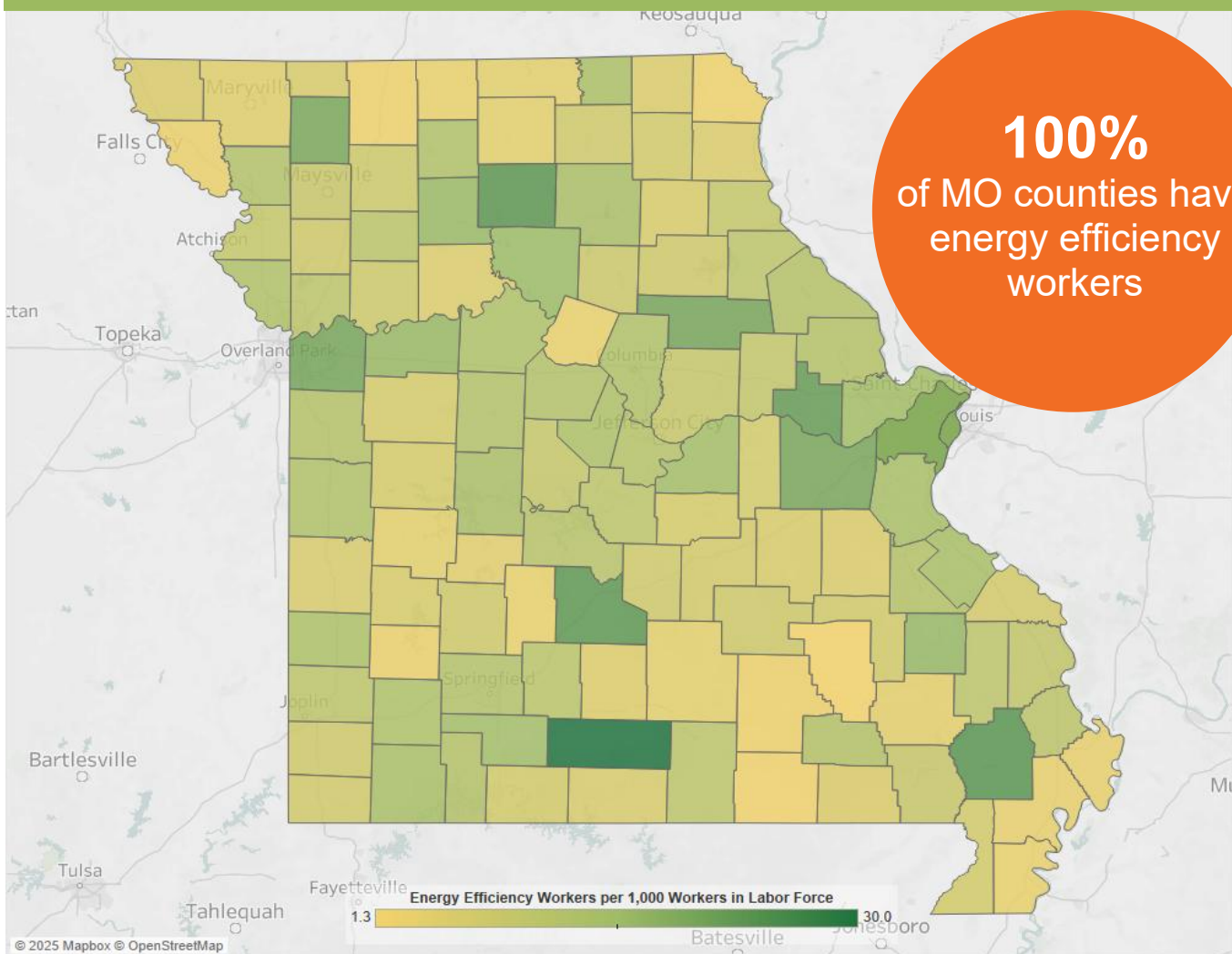


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# Energy efficiency jobs are everywhere

## EE Jobs by County



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Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	9,023	6	3,269	Cape Girardeau	445	Kansas City	10,166
2	7,413	7	4,197	Columbia	1,291	St. Joseph	504
3	4,558	8	2,755	Fayetteville-Springdale-Rogers	43	St. Louis	18,702
4	3,262			Jefferson City	906	Springfield	2,732
5	7,820			Joplin	800	Rural	6,707



## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,468		10	765		19	1,341		28	536
2	843		11	1,953		20	869		29	693
3	613		12	567		21	777		30	1,602
4	2,014		13	2,356		22	584		31	561
5	1,922		14	1,913		23	1,387		32	831
6	1,061		15	1,975		24	2,113		33	644
7	1,748		16	628		25	590		34	1,099
8	1,961		17	858		26	1,279			
9	2,299		18	640		27	806			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	103		43	197		85	450		127	119
2	86		44	152		86	332		128	82
3	86		45	359		87	257		129	100
4	61		46	350		88	149		130	162
5	169		47	477		89	209		131	123
6	147		48	109		90	474		132	434
7	222		49	131		91	395		133	439
8	99		50	84		92	560		134	252
9	76		51	182		93	372		135	406
10	231		52	247		94	613		136	319
11	200		53	125		95	341		137	177
12	390		54	89		96	247		138	114
13	210		55	110		97	325		139	168
14	81		56	204		98	745		140	125
15	364		57	88		99	502		141	74
16	174		58	103		100	430		142	288
17	111		59	413		101	711		143	49
18	88		60	261		102	33		144	60
19	370		61	132		103	343		145	160
20	397		62	97		104	484		146	172
21	311		63	304		105	301		147	263
22	607		64	50		106	324		148	185
23	302		65	<10		107	293		149	50
24	484		66	423		108	172		150	83
25	503		67	211		109	300		151	268
26	386		68	495		110	179		152	158
27	273		69	268		111	145		153	52
28	674		70	347		112	108		154	171
29	401		71	613		113	171		155	203
30	484		72	579		114	163		156	163
31	366		73	374		115	94		157	123
32	496		74	335		116	195		158	201
33	425		75	546		117	153		159	70
34	406		76	203		118	189		160	142
35	327		77	593		119	354		161	301
36	377		78	678		120	74		162	156
37	356		79	428		121	79		163	141
38	184		80	492		122	126			
39	254		81	229		123	188			
40	133		82	572		124	105			
41	100		83	306		125	91			
42	199		84	222		126	66			





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# Montana

## Energy Efficiency Jobs in America

**8,832**  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Montana?

*Energy efficiency is the second largest energy sector in Montana.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

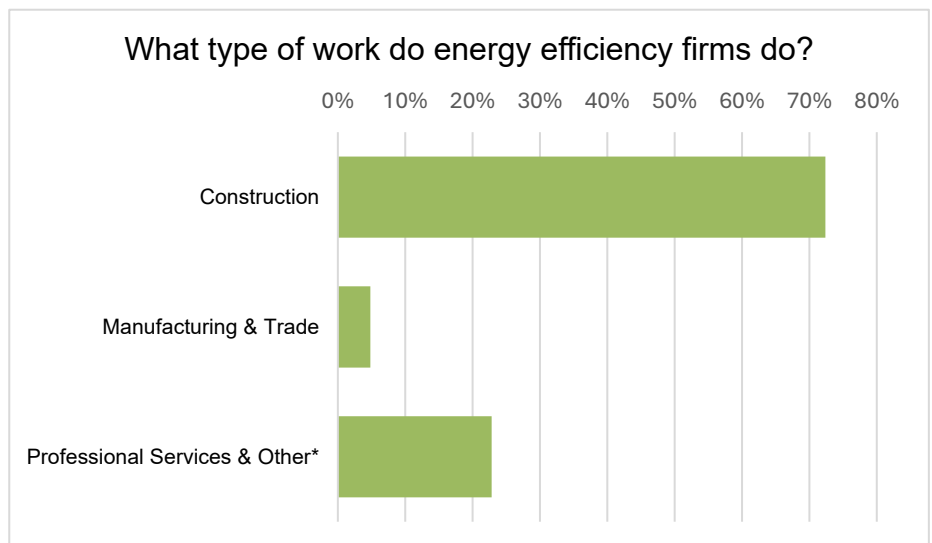
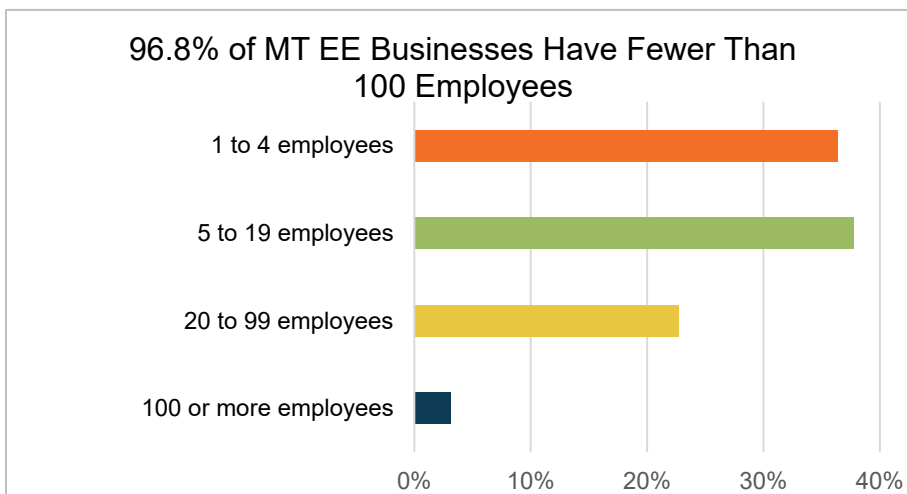
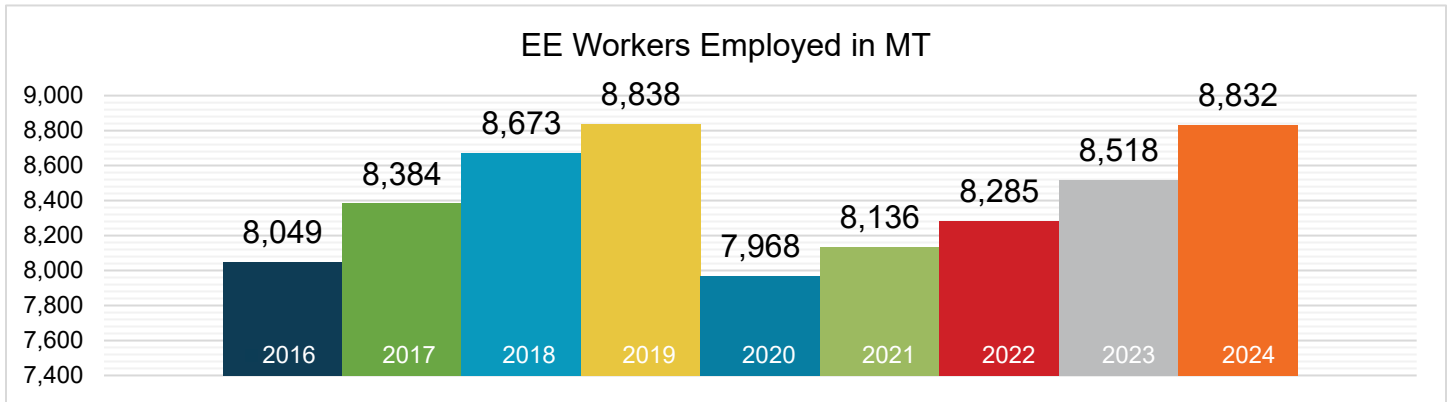
\*\*Nuclear - EPG & Fuels = 17

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



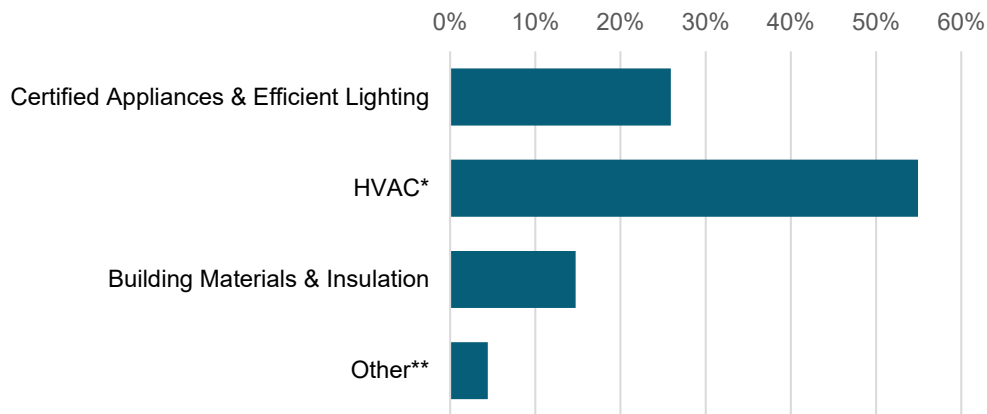
## What does EE look like in Montana?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**8%**  
of Montana  
EE workers are  
**veterans**

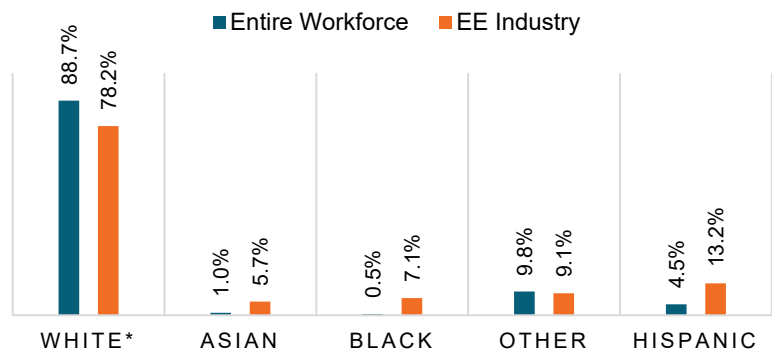


## How representative is the EE workforce in Montana?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Montana's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Montana can help ensure energy efficiency careers are accessible to all.

### Montana EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Montana EE Workforce

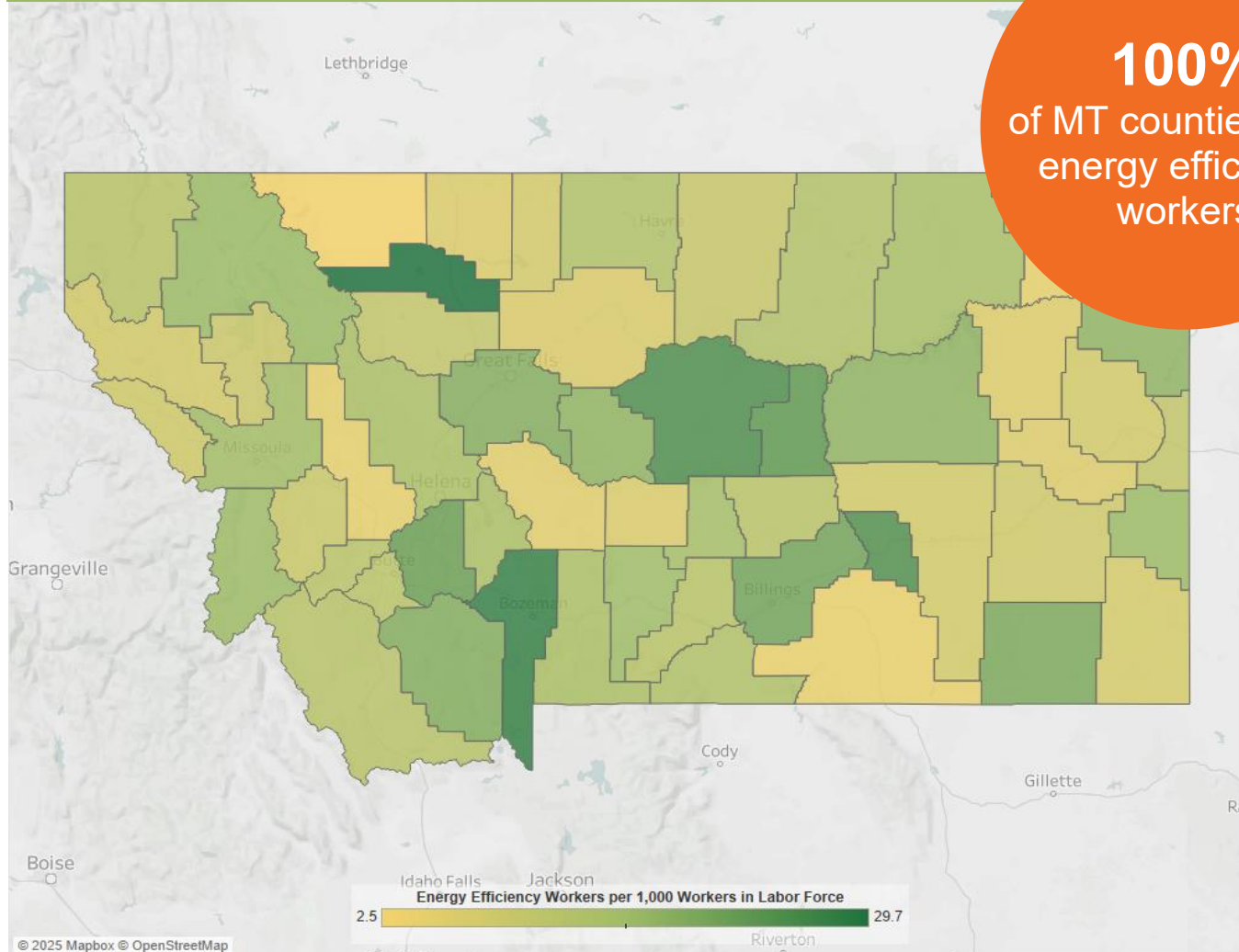


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,724	Billings	1,865
2	4,108	Great Falls	690
		Missoula	1,006
		Rural	5,271



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	77		16	40		31	242		46	183
2	218		17	72		32	658		47	149
3	14		18	91		33	558		48	309
4	408		19	178		34	335		49	166
5	42		20	388		35	147		50	<10
6	47		21	24		36	36			
7	53		22	327		37	169			
8	46		23	474		38	87			
9	83		24	407		39	161			
10	95		25	472		40	224			
11	211		26	<10		41	211			
12	244		27	317		42	51			
13	55		28	70		43	107			
14	94		29	84		44	92			
15	121	30	97	45	87					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	30		26	14		51	430		76	33
2	40		27	57		52	<10		77	94
3	100		28	29		53	185		78	53
4	99		29	40		54	104		79	<10
5	13		30	69		55	33		80	<10
6	<10		31	19		56	31		81	<10
7	372		32	17		57	17		82	<10
8	<10		33	31		58	60		83	248
9	39		34	35		59	572		84	192
10	96		35	48		60	89		85	38
11	<10		36	35		61	509		86	60
12	43		37	87		62	<10		87	19
13	29		38	74		63	600		88	65
14	19		39	48		64	72		89	43
15	34		40	298		65	<10		90	37
16	<10		41	17		66	<10		91	<10
17	31		42	<10		67	306		92	157
18	45		43	297		68	<10		93	15
19	201		44	<10		69	89		94	121
20	86		45	<10		70	44		95	224
21	192		46	424		71	33		96	58
22	<10		47	371		72	154		97	<10
23	222		48	<10		73	<10		98	152
24	<10		49	<10		74	<10		99	<10
25	36	50	<10	75	47	100	<10			





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Data Source: Unless otherwise stated, all data are from the August 2025 U.S. Energy and Employment Report, by the U.S. Department of Energy (see Appendix B for methodology details). This methodology—adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics—provides the broadly accepted best accounting of all U.S. energy workers.

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# Nebraska

## Energy Efficiency Jobs in America

**14,476**  
Total Jobs

### What are EE jobs?

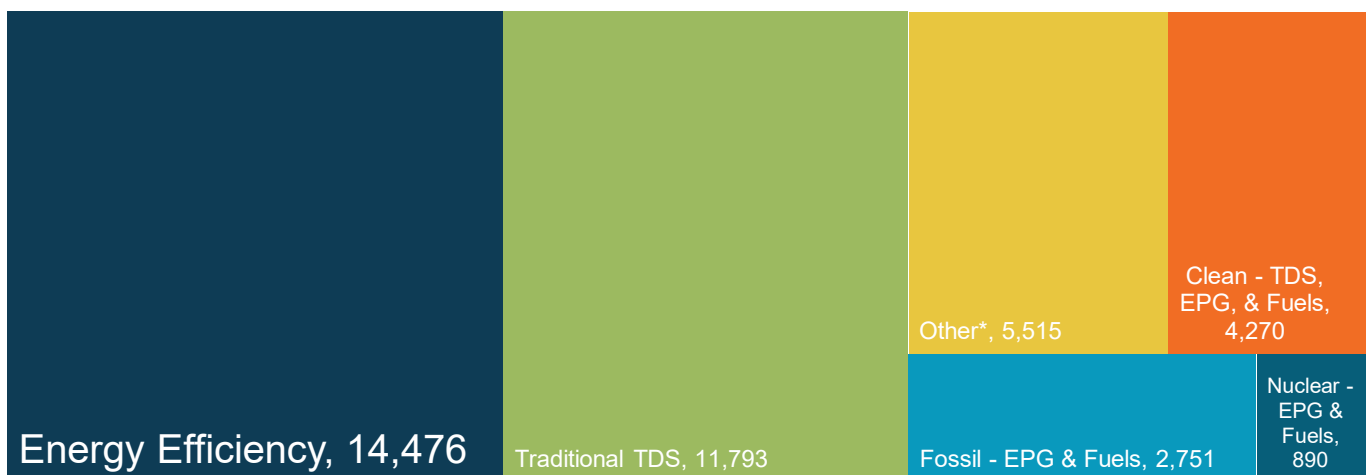
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Nebraska?

*Energy efficiency is the largest energy sector in Nebraska.*



TDS = Transmission, Distribution, & Storage

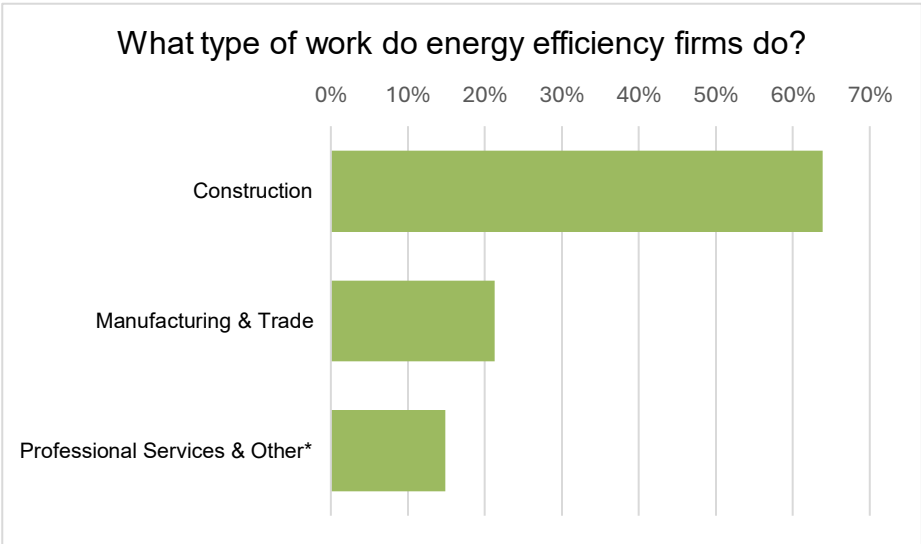
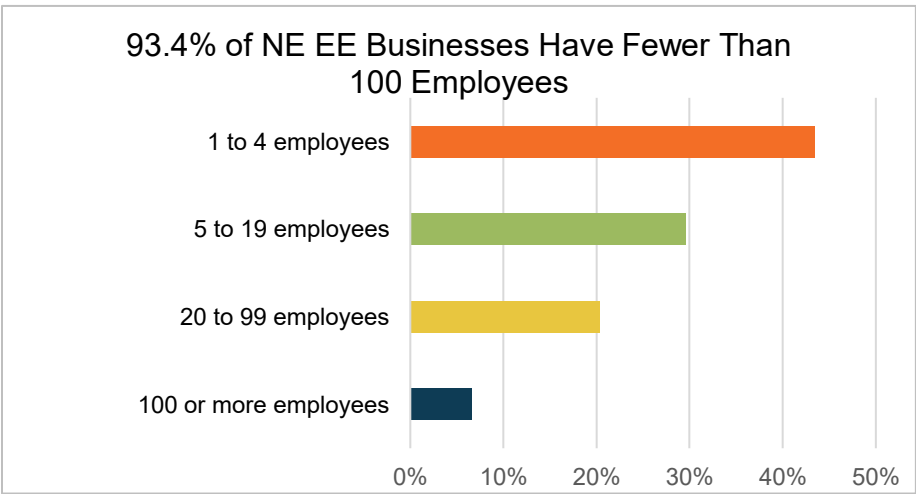
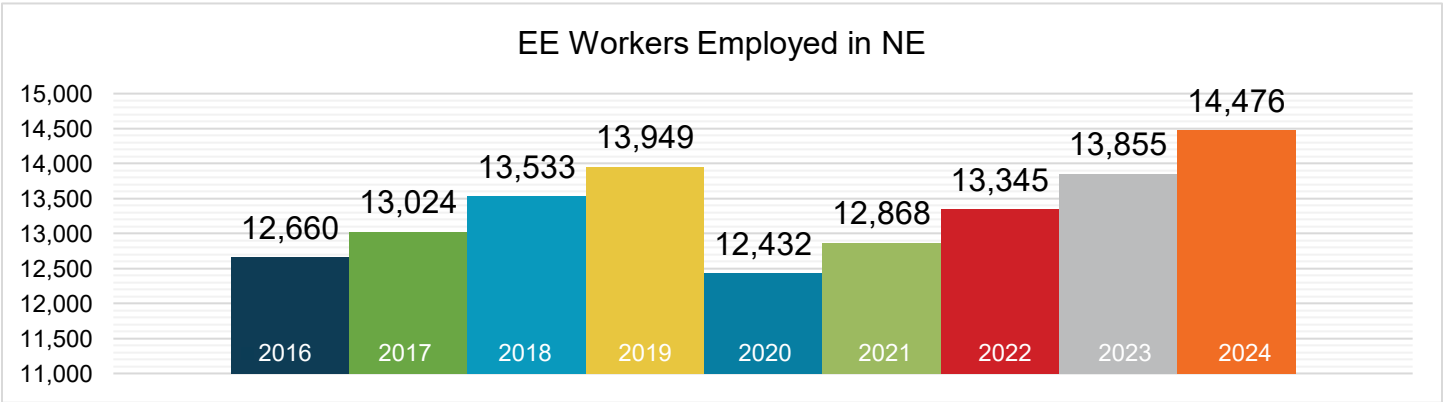
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



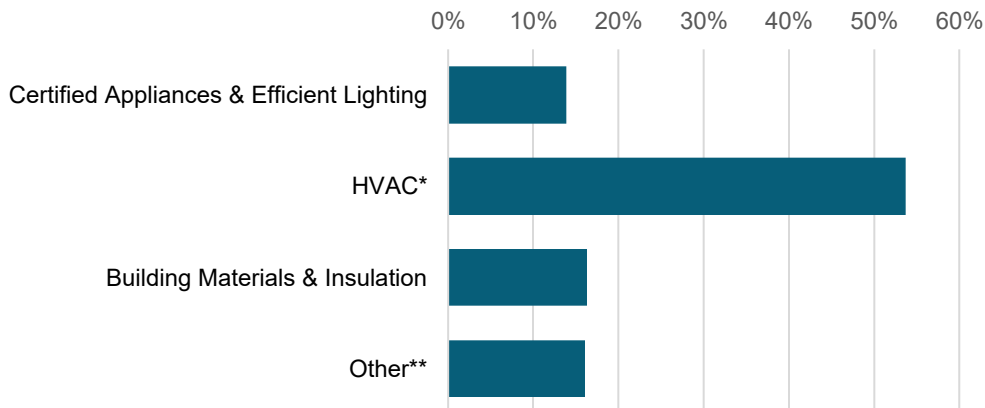
# What does EE look like in Nebraska?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Nebraska  
EE workers are  
**veterans**

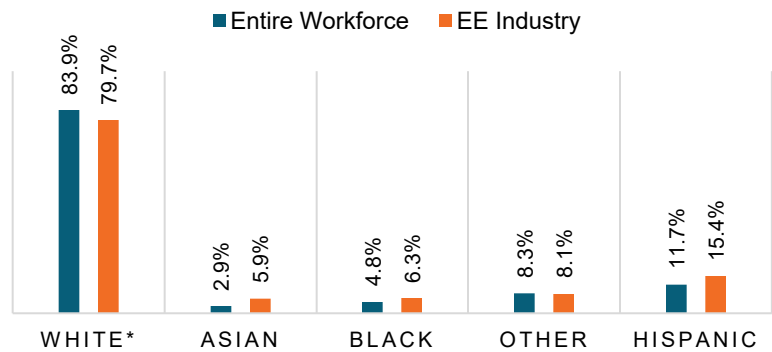


## How representative is the EE workforce in Nebraska?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Nebraska's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Nebraska can help ensure energy efficiency careers are accessible to all.

### Nebraska EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Nebraska EE Workforce

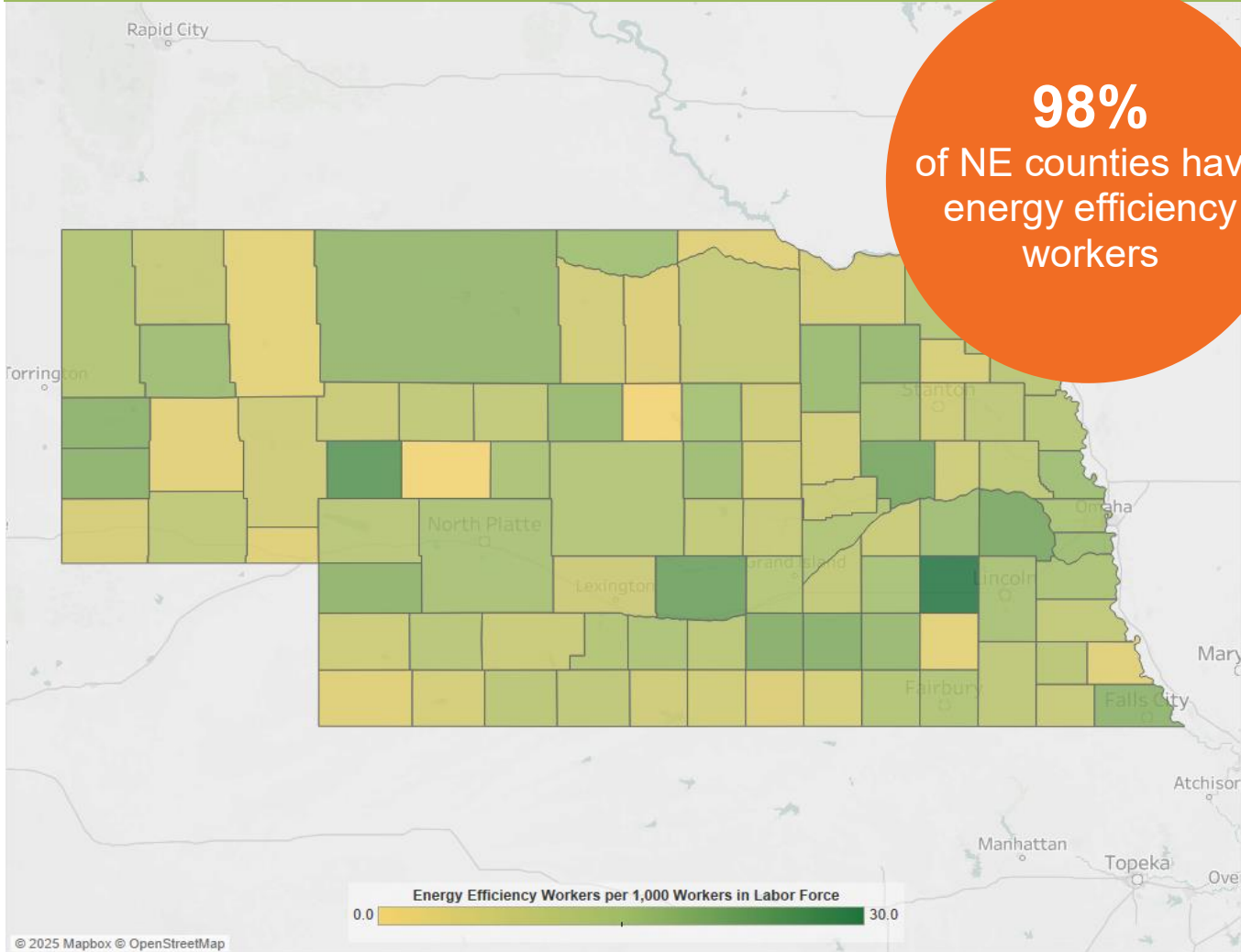


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,189	Lincoln	2,807
2	5,450	Omaha-Council Bluffs	6,554
3	3,838	Sioux City	97
		Rural	5,018



## State Legislature

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	143		14	375		27	304		40	167
2	119		15	230		28	396		41	201
3	455		16	208		29	233		42	234
4	381		17	151		30	149		43	166
5	340		18	293		31	450		44	149
6	357		19	353		32	185		45	176
7	213		20	349		33	356		46	269
8	434		21	428		34	83		47	162
9	527		22	436		35	409		48	315
10	494		23	204		36	141		49	243
11	299		24	384		37	560			
12	422		25	479		38	198			
13	149		26	416		39	291			



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# Nevada

## Energy Efficiency Jobs in America

13,962  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Nevada?

*Energy efficiency is the second largest energy sector in Nevada.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

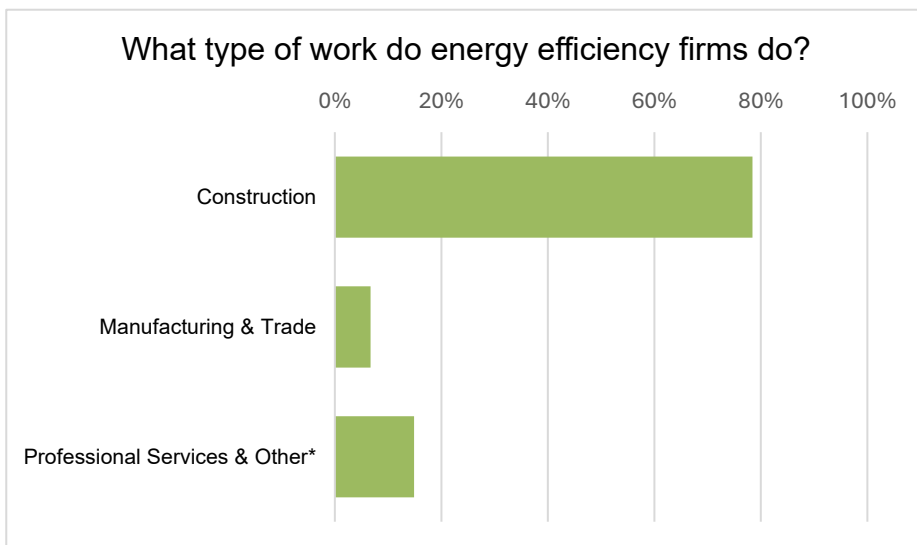
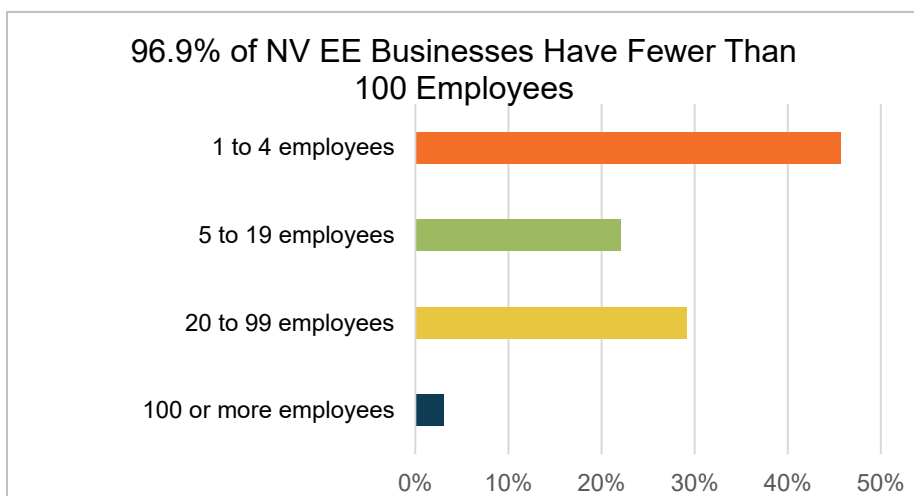
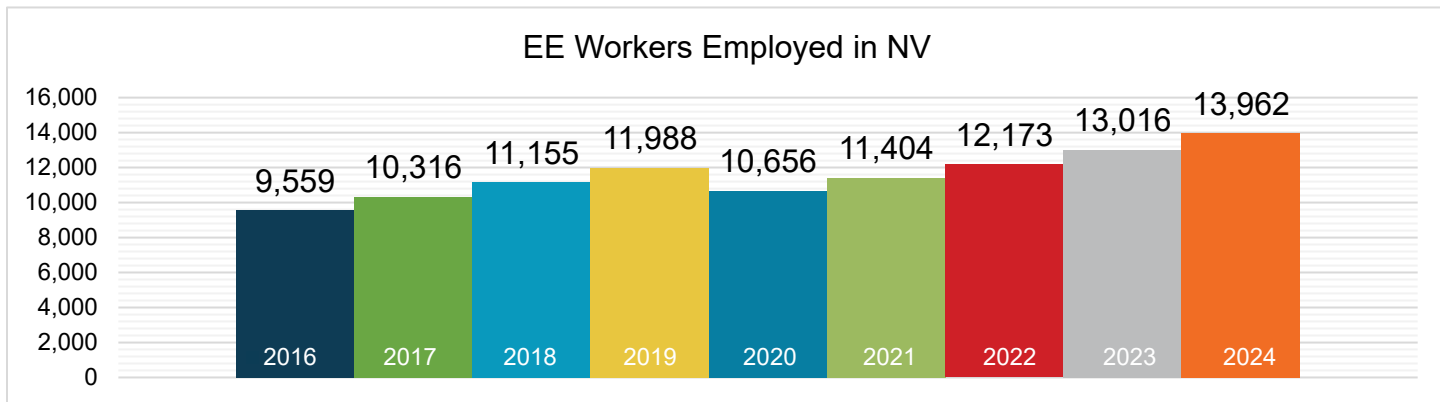
\*\*Nuclear - EPG & Fuels = 170

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

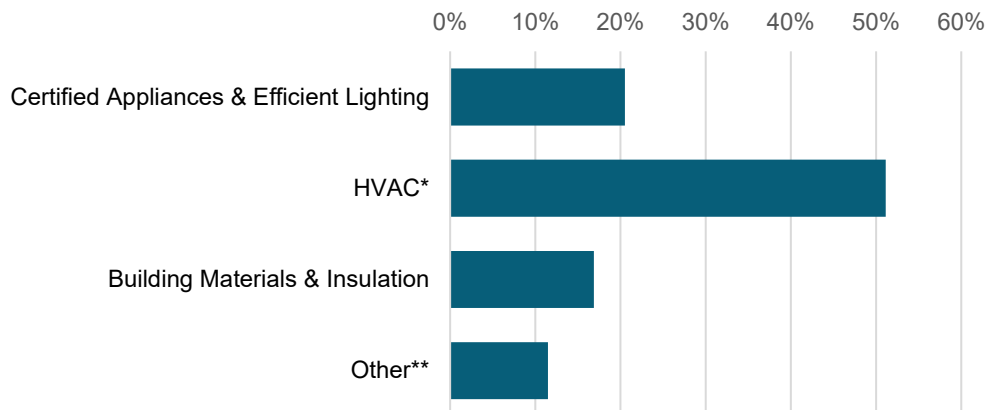


## What does EE look like in Nevada?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

### What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Nevada  
EE workers are  
**veterans**

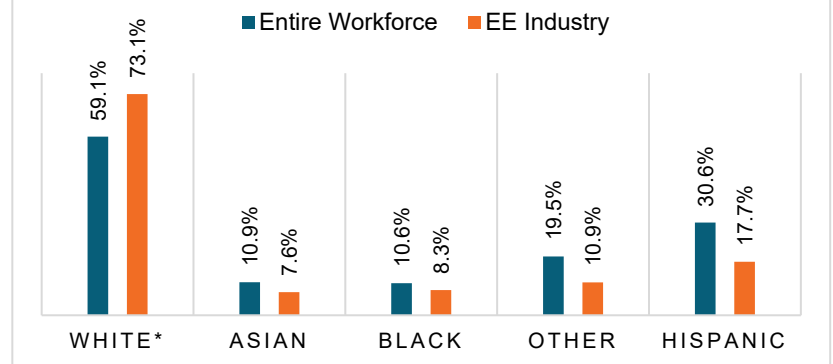


## How representative is the EE workforce in Nevada?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Nevada's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Nevada can help ensure energy efficiency careers are accessible to all.

### Nevada EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

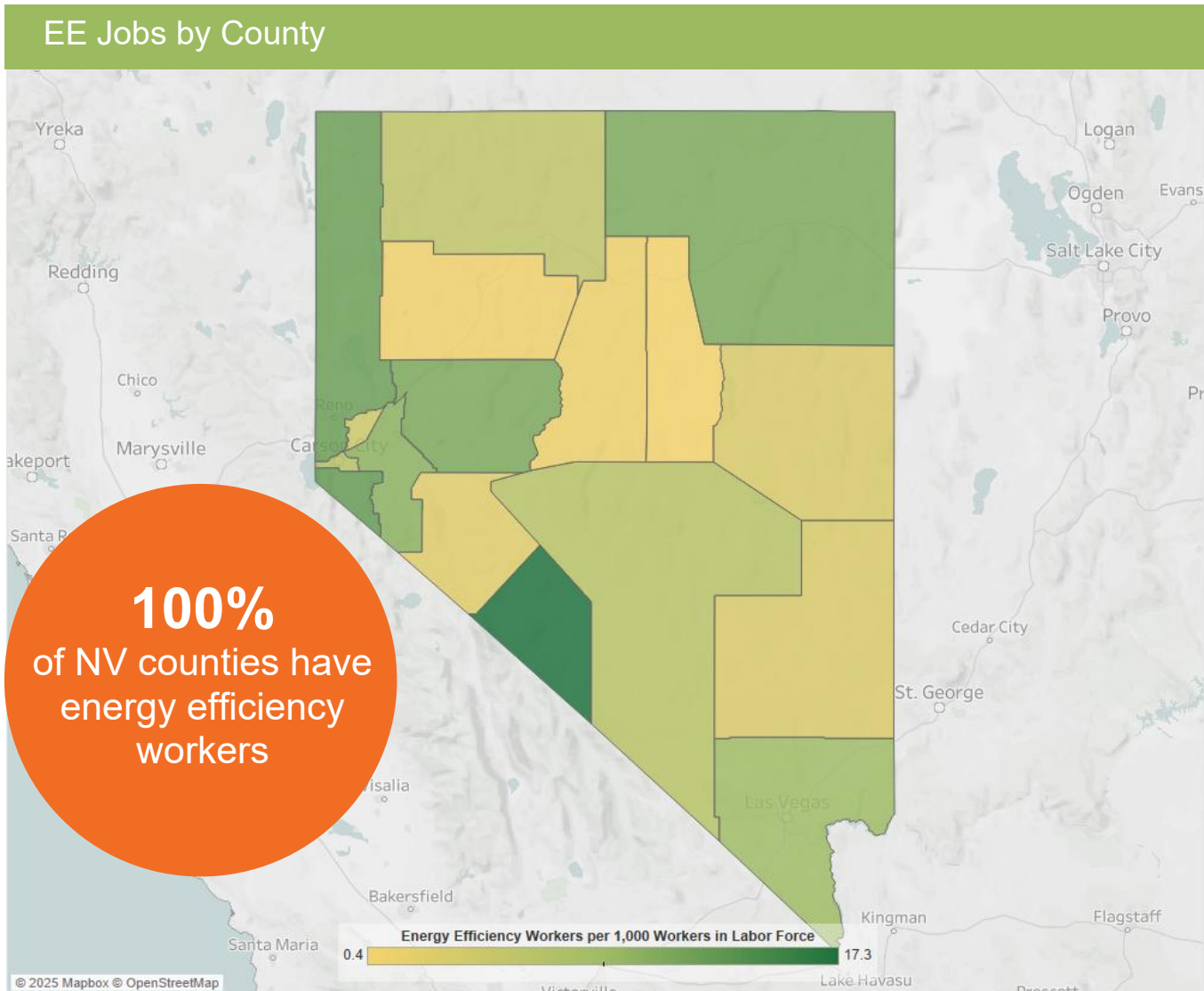
### Gender in the Nevada EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	3,473	Carson City	212
2	4,032	Las Vegas-Henderson-Paradise	9,799
3	3,218	Reno	3,006
4	3,238	Rural	945

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	680		7	647		13	899		19	492
2	796		8	807		14	788		20	778
3	725		9	421		15	794		21	468
4	570		10	673		16	802			
5	658		11	592		17	511			
6	611		12	644		18	604			

State Assembly										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	473		13	274		25	488		37	235
2	316		14	181		26	474		38	190
3	320		15	148		27	566		39	321
4	330		16	310		28	612		40	329
5	250		17	207		29	177		41	417
6	365		18	349		30	405		42	456
7	205		19	290		31	369			
8	351		20	298		32	158			
9	266		21	227		33	261			
10	406		22	332		34	377			
11	184		23	487		35	397			
12	437		24	495		36	231			





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# New Hampshire

## Energy Efficiency Jobs in America

12,138  
Total Jobs

### What are EE jobs?

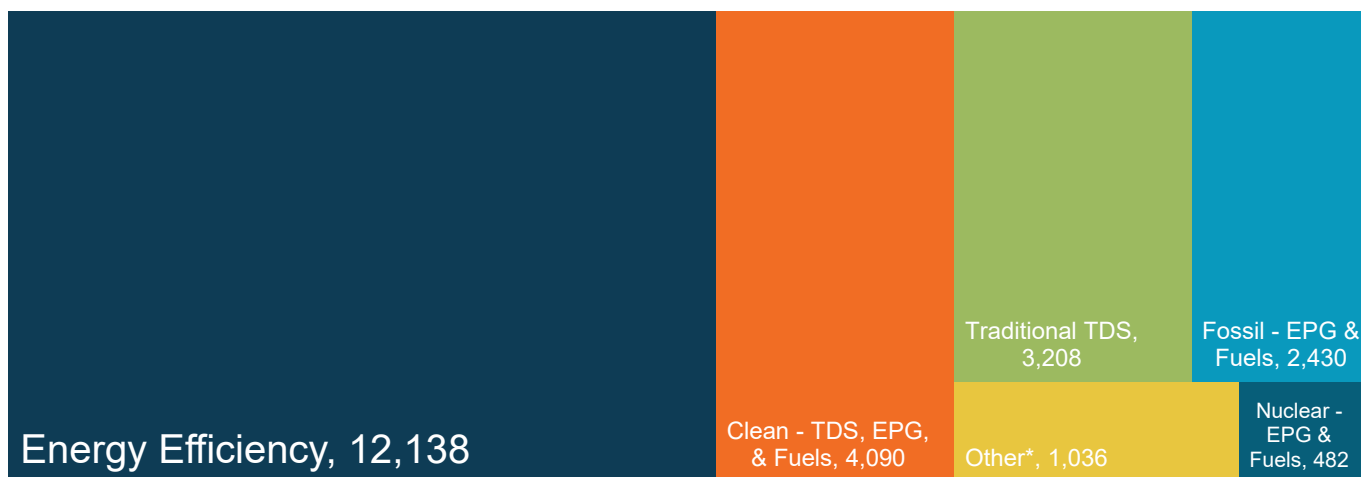
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in New Hampshire?

*Energy efficiency is the largest energy sector in New Hampshire.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

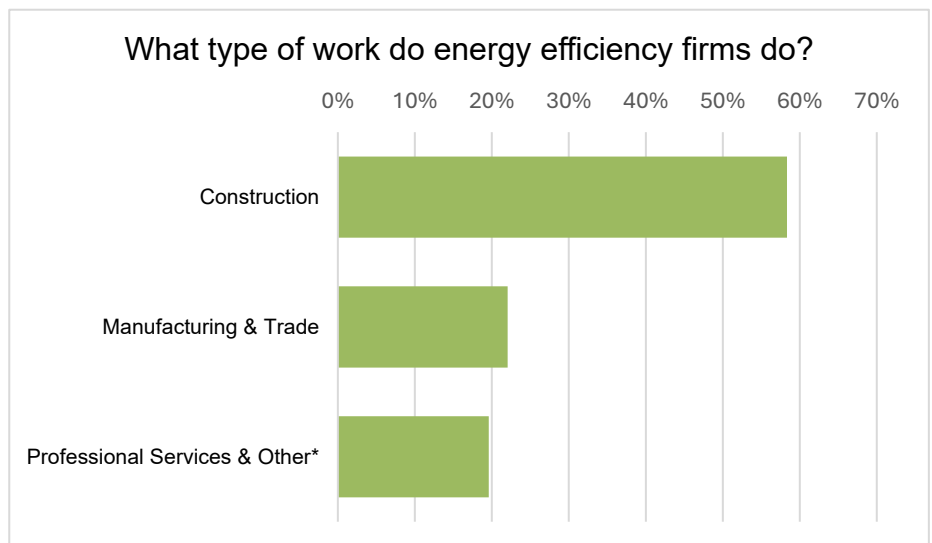
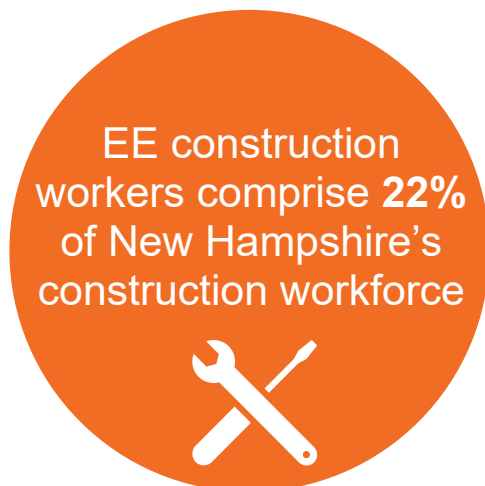
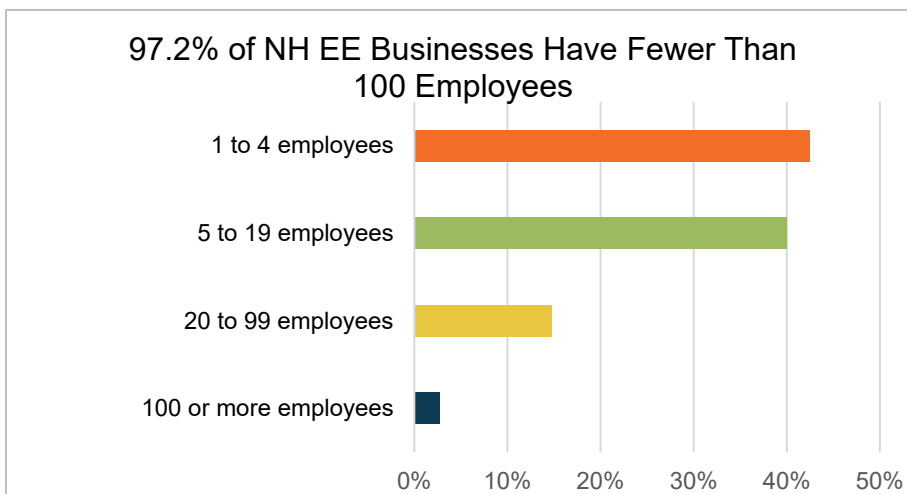
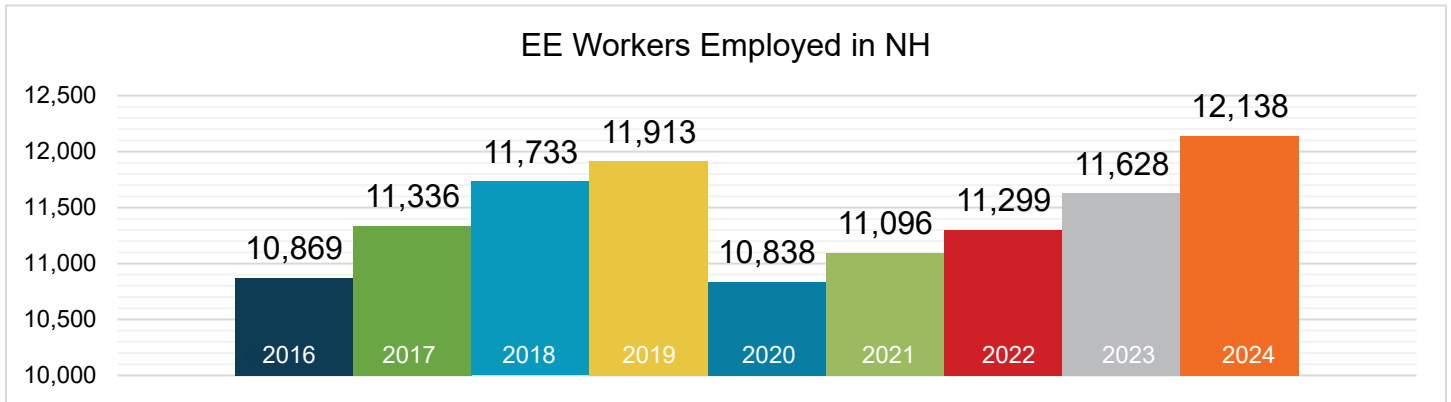
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:





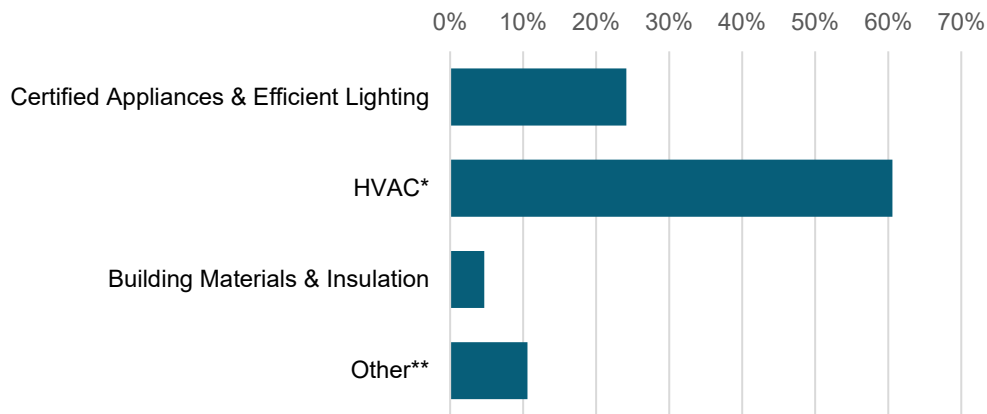
# What does EE look like in New Hampshire?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of New Hampshire  
EE workers are  
**veterans**

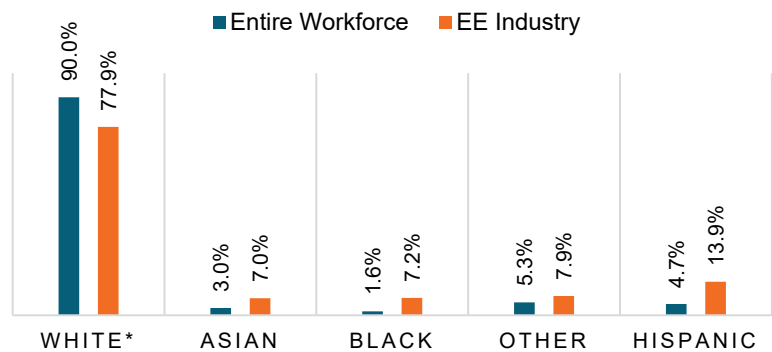


## How representative is the EE workforce in New Hampshire?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well New Hampshire's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in New Hampshire can help ensure energy efficiency careers are accessible to all.

### New Hampshire EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the New Hampshire EE Workforce

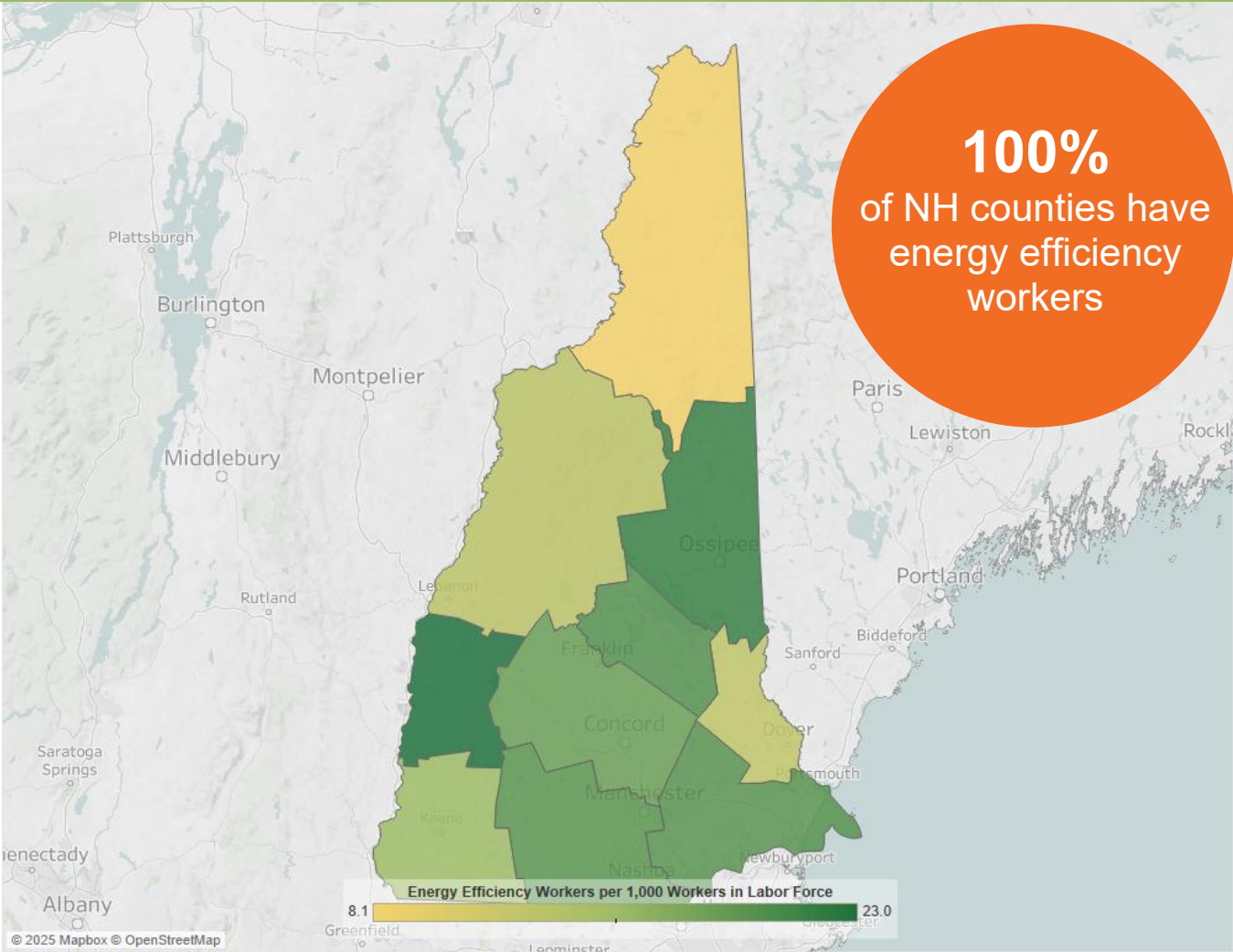


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,060	Boston-Cambridge-Newton	3,695
2	6,078	Manchester-Nashua	3,987
		Rural	4,457



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	307		7	454		13	738		19	610
2	490		8	453		14	573		20	701
3	469		9	488		15	626		21	462
4	267		10	404		16	434		22	601
5	485		11	573		17	548		23	521
6	305		12	421		18	560		24	646

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	37		405	66		602	57		722	12
2	70		406	41		604	94		723	57
4	78		408	109		605	70		724	119
5	180		409	40		606	29		801	39
6	124		410	57		607	80		802	26
7	115		412	135		609	168		803	26
101	120		413	44		610	211		804	78
102	58		501	169		620	188		805	35
103	107		502	277		623	395		806	352
104	99		503	46		624	159		807	23
105	48		504	237		701	123		817	83
117	<10		505	190		702	184		818	35
201	201		506	179		704	133		901	33
202	235		507	371		705	89		902	39
203	29		508	174		706	53		903	124
209	37		510	548		707	59		906	129
211	43		512	316		708	52		907	27
212	36		520	452		709	82			
301	26		521	407		710	139			
302	12		523	46		712	95			
303	13		525	14		713	429			
304	21		526	146		714	118			
305	37		528	108		715	114			
306	13		529	168		716	319			
401	111	530	145	717	197					
402	38	531	41	719	30					
403	30	537	140	720	157					
404	32	601	169	721	283					





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# New Jersey

## Energy Efficiency Jobs in America

**40,756**  
Total Jobs

### What are EE jobs?

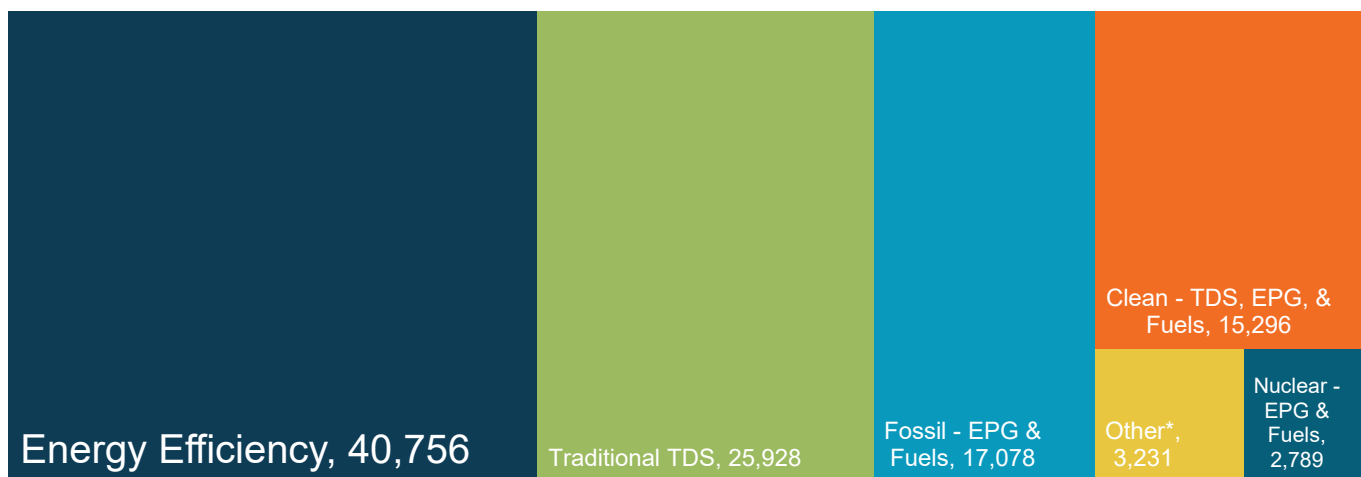
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in New Jersey?

*Energy efficiency is the largest energy sector in New Jersey.*



TDS = Transmission, Distribution, & Storage

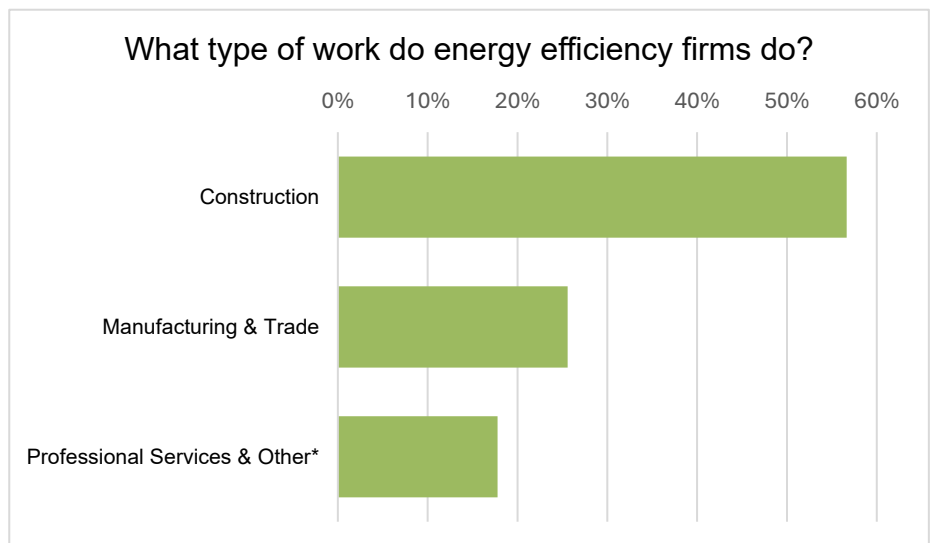
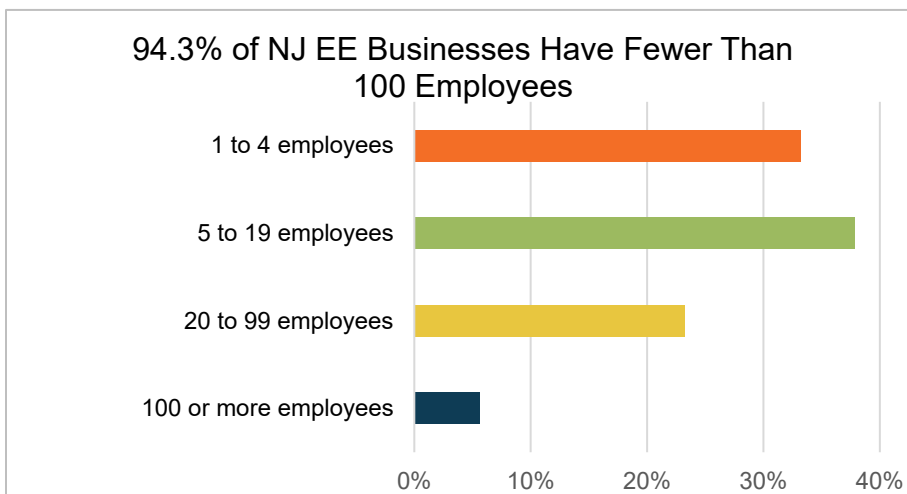
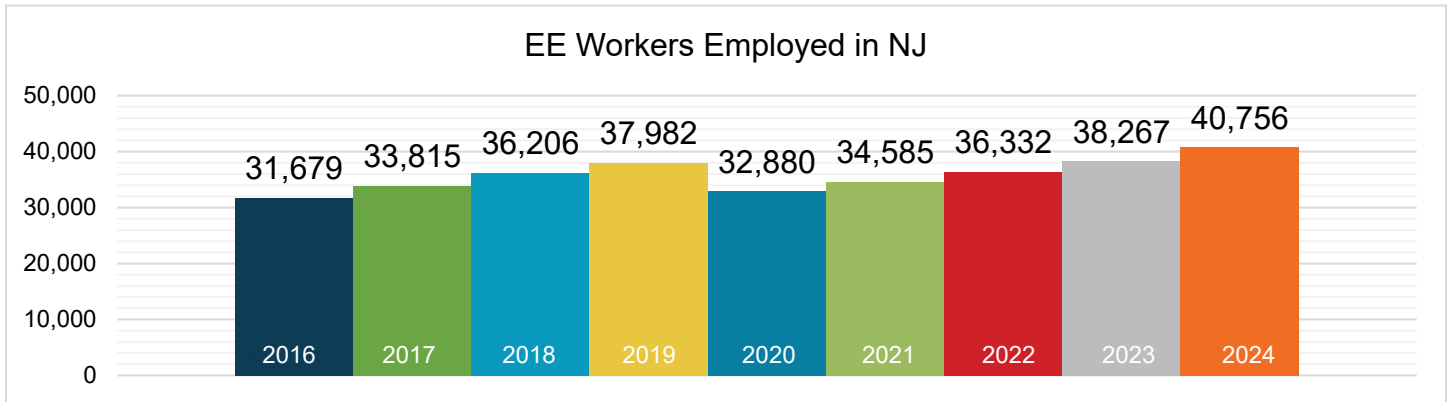
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

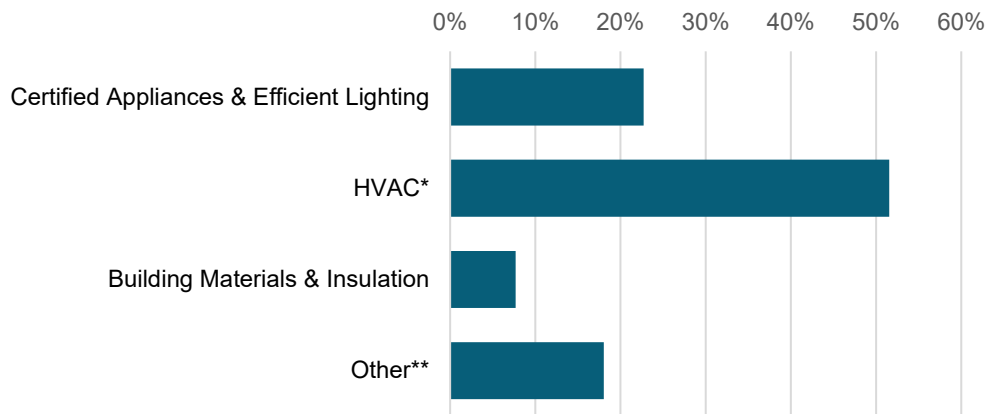


## What does EE look like in New Jersey?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

### What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**8%**  
of New Jersey  
EE workers are  
**veterans**

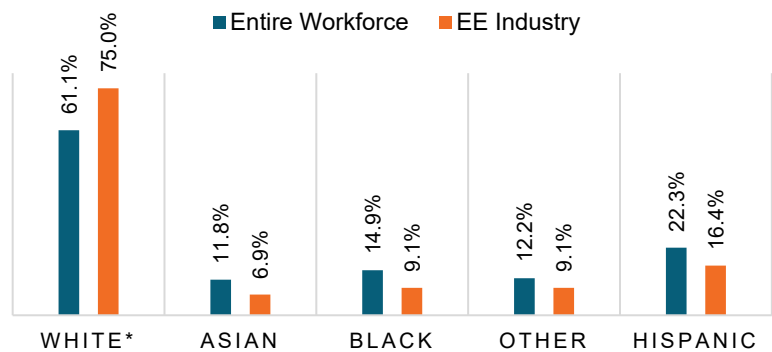


## How representative is the EE workforce in New Jersey?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well New Jersey's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in New Jersey can help ensure energy efficiency careers are accessible to all.

### New Jersey EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the New Jersey EE Workforce



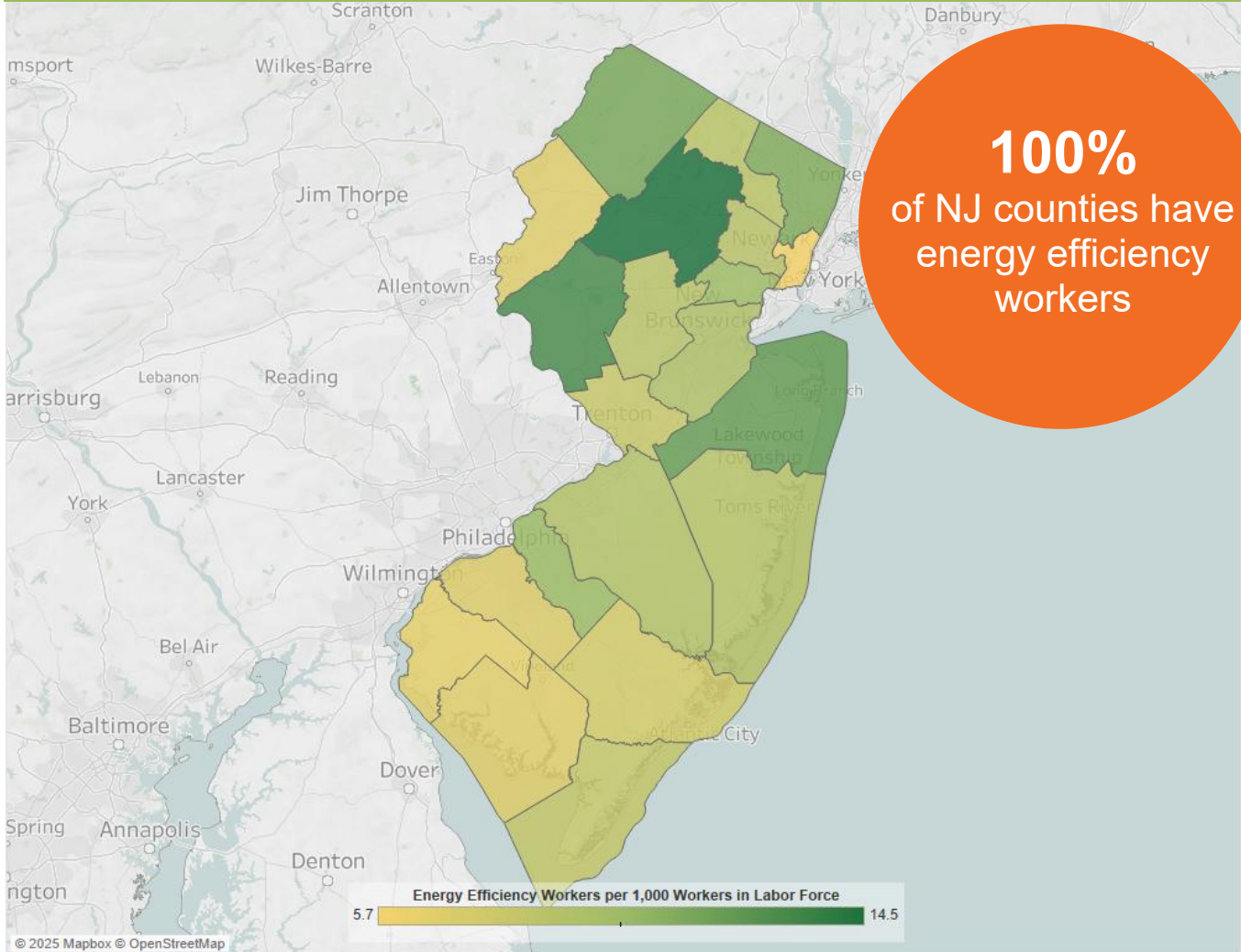
Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.





# Energy efficiency jobs are everywhere

## EE Jobs by County



Congressional					Metropolitan Areas	
District	Jobs		District	Jobs	Area	Jobs
1	3,037		9	3,059	Allentown-Bethlehem-Easton	233
2	2,471		10	2,751	Atlantic City-Hammonton	940
3	3,896		11	5,043	New York-Newark-Jersey City	30,001
4	2,678		12	3,982	Ocean City	317
5	3,873				Philadelphia-Camden-Wilmington	5,176
6	3,982				Trenton	2,200
7	3,721				Vineland-Bridgeton	418
8	2,262				Rural	1,472



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	766		11	1,347		21	1,202		31	530
2	824		12	950		22	909		32	543
3	628		13	1,104		23	969		33	543
4	721		14	1,206		24	1,197		34	887
5	1,047		15	1,329		25	1,971		35	855
6	1,041		16	1,209		26	1,862		36	1,097
7	1,036		17	1,220		27	841		37	1,241
8	1,000		18	1,214		28	851		38	1,217
9	654		19	1,272		29	884		39	1,253
10	658	20	964	30	833	40	881			

State General Assembly										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	766		11	1,347		21	1,202		31	530
2	824		12	950		22	909		32	543
3	628		13	1,104		23	969		33	543
4	721		14	1,206		24	1,197		34	887
5	1,047		15	1,329		25	1,971		35	855
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9	654		19	1,272		29	884		39	1,253
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# New Mexico

## Energy Efficiency Jobs in America

6,988  
Total Jobs

### What are EE jobs?

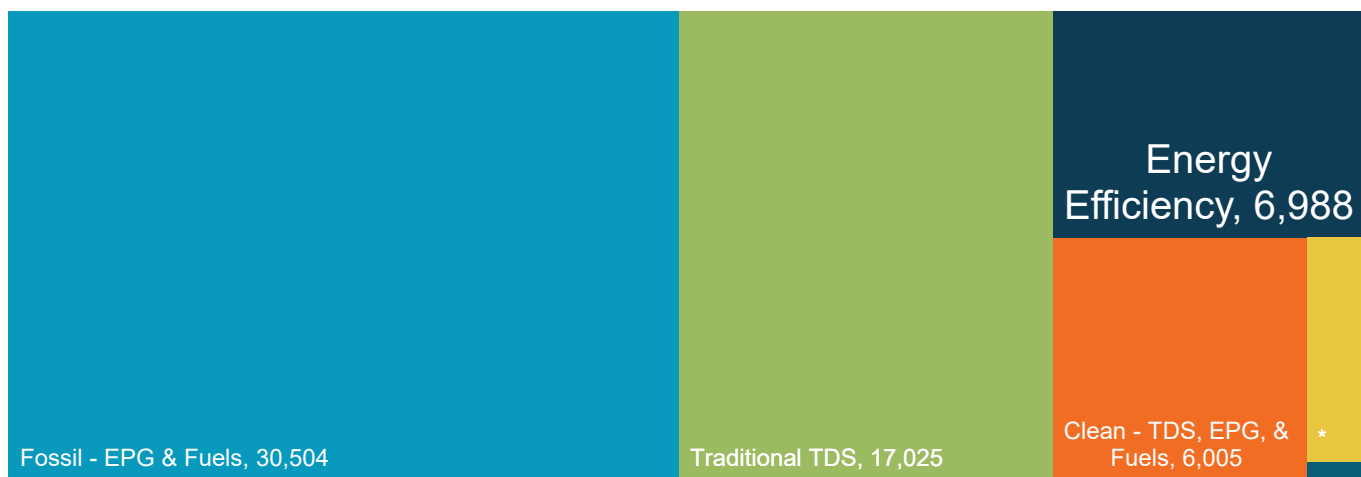
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in New Mexico?

*Energy efficiency is the third largest energy sector in New Mexico.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

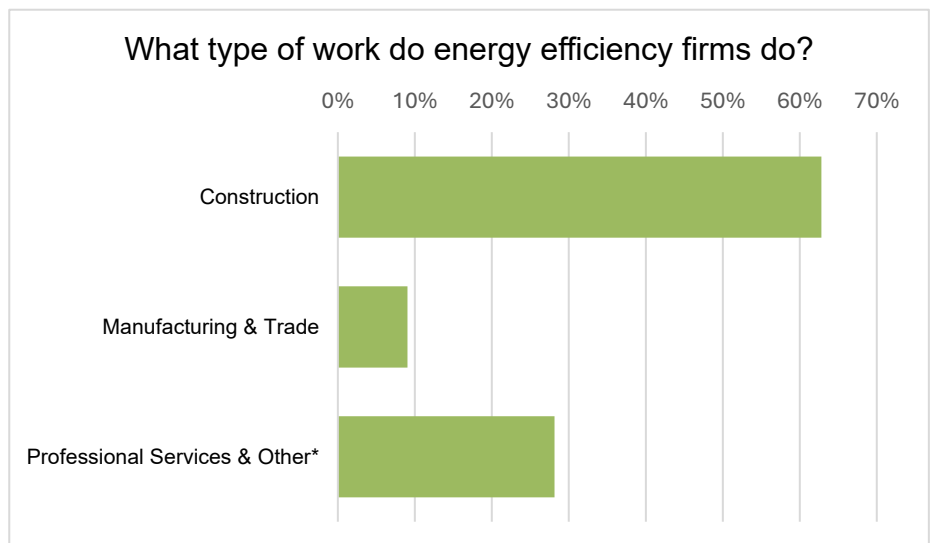
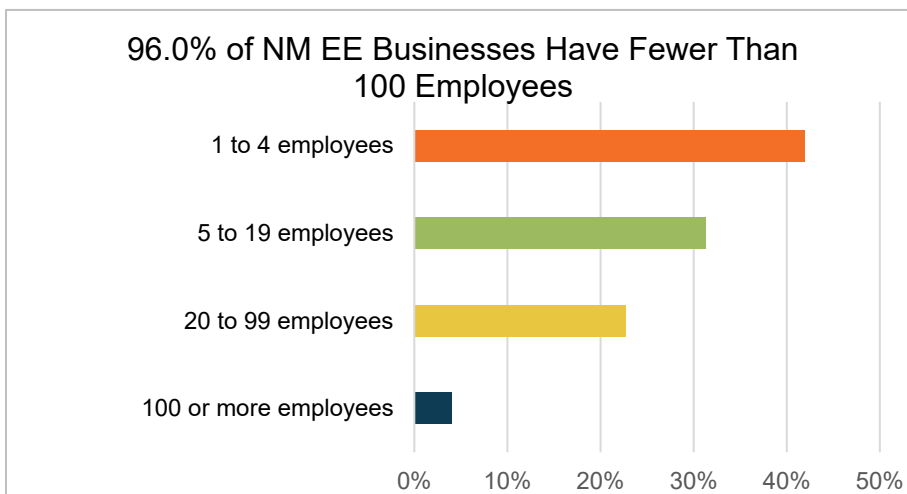
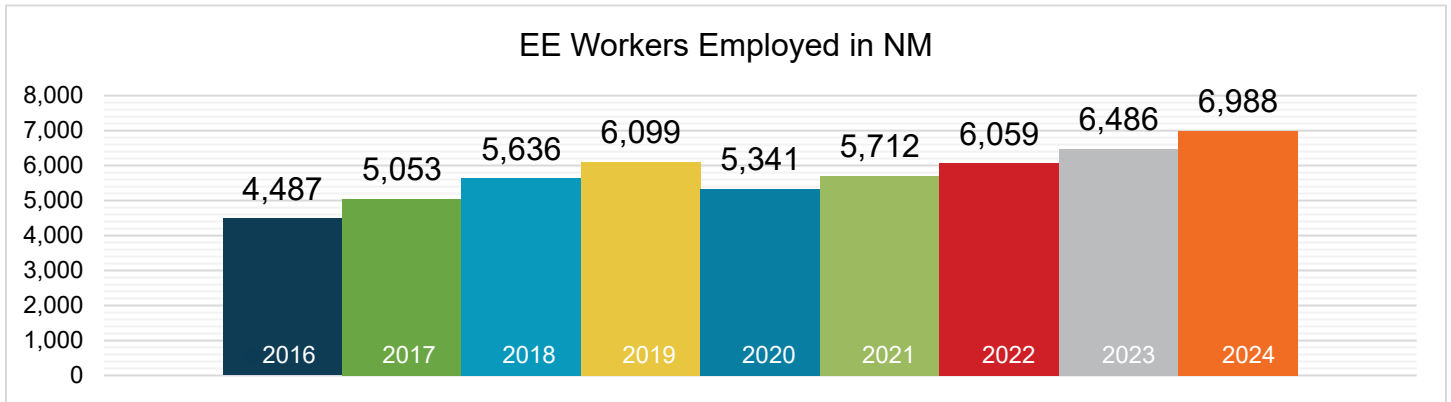
\*\*Nuclear - EPG & Fuels = 120

\*Other = 1,392 (includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others)

Presented by:



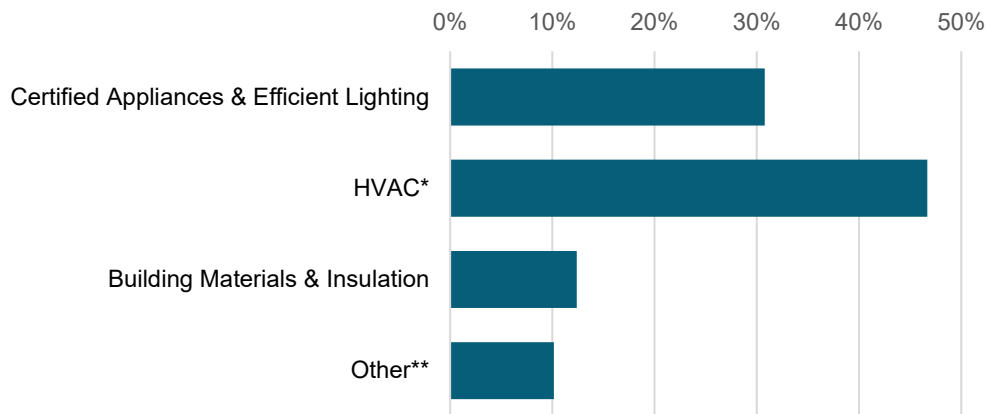
# What does EE look like in New Mexico?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



### What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**8%**  
of New Mexico  
EE workers are  
**veterans**

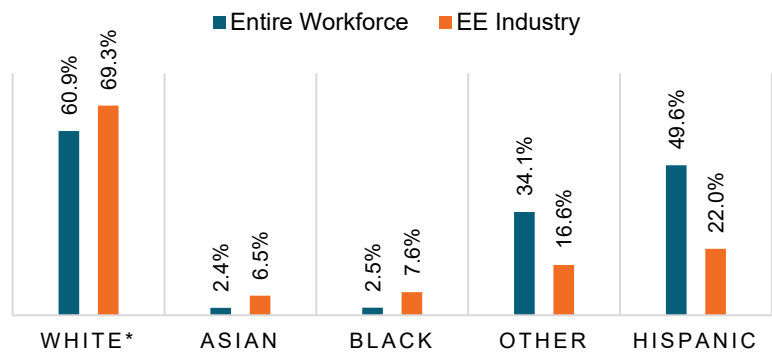


## How representative is the EE workforce in New Mexico?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well New Mexico's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in New Mexico can help ensure energy efficiency careers are accessible to all.

### New Mexico EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the New Mexico EE Workforce

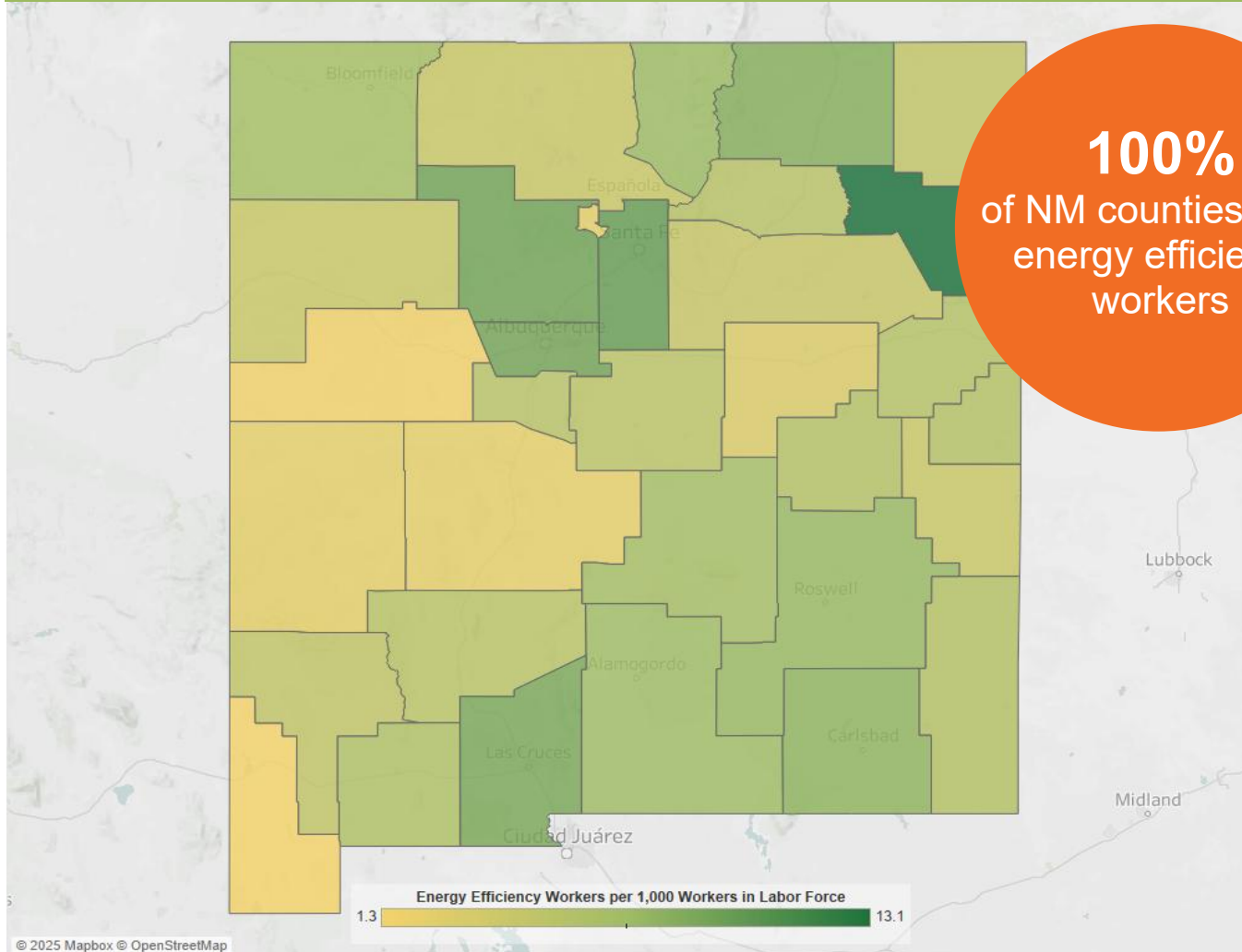


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	3,157	Albuquerque	3,642
2	1,924	Farmington	317
3	1,907	Las Cruces	710
		Santa Fe	607
		Rural	1,712

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	143		12	144		23	343		34	196
2	124		13	252		24	221		35	143
3	90		14	267		25	273		36	103
4	41		15	391		26	319		37	246
5	76		16	156		27	106		38	145
6	106		17	399		28	94		39	106
7	126		18	277		29	111		40	112
8	80		19	132		30	26		41	68
9	59		20	210		31	155		42	143
10	62		21	171		32	182			
11	384		22	69		33	138			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	38		19	176		37	111		55	195
2	119		20	211		38	139		56	61
3	84		21	<10		39	48		57	108
4	62		22	85		40	52		58	98
5	29		23	140		41	32		59	67
6	23		24	203		42	80		60	140
7	59		25	184		43	58		61	42
8	11		26	<10		44	20		62	138
9	46		27	38		45	214		63	110
10	22		28	269		46	69		64	30
11	159		29	<10		47	68		65	67
12	259		30	195		48	134		66	<10
13	373		31	166		49	38		67	23
14	<10		32	59		50	142		68	332
15	145		33	221		51	68		69	19
16	310		34	86		52	85		70	42
17	<10		35	15		53	25			
18	129	36	84	54	102					







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# New York

## Energy Efficiency Jobs in America

135,393  
Total Jobs

### What are EE jobs?

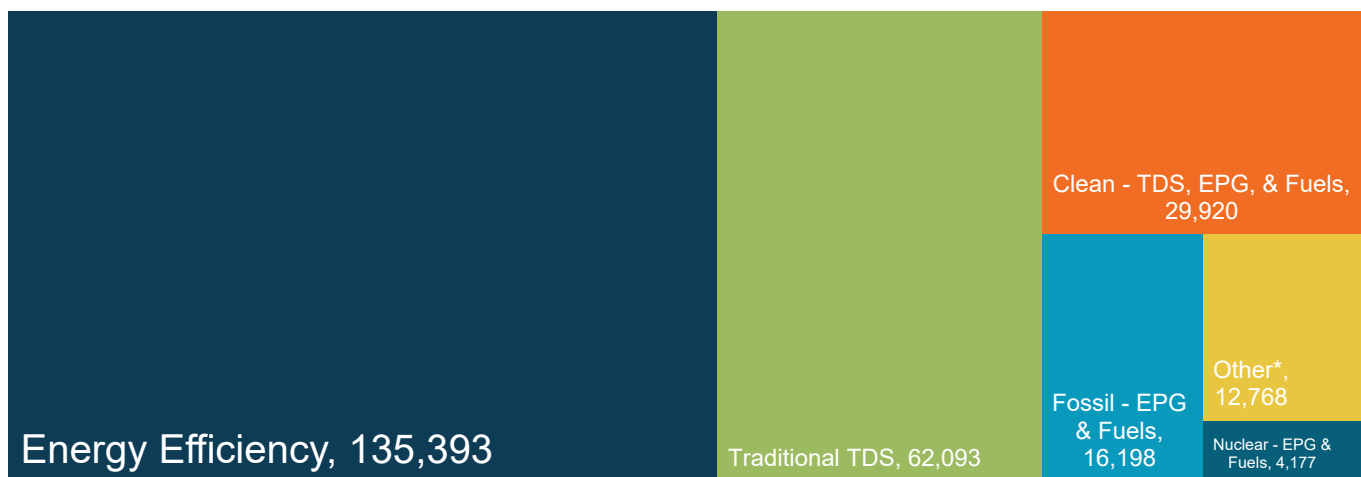
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in New York?

*Energy efficiency is the largest energy sector in New York.*



TDS = Transmission, Distribution, & Storage

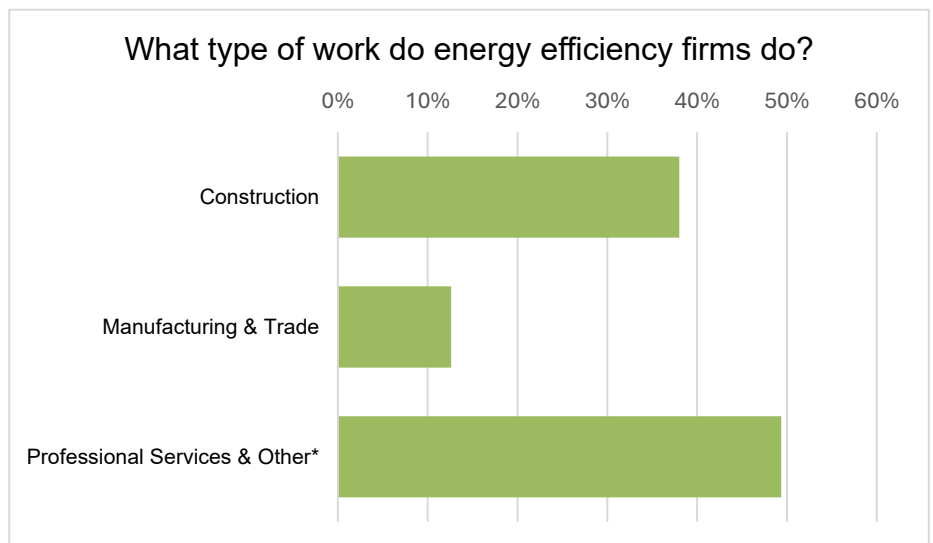
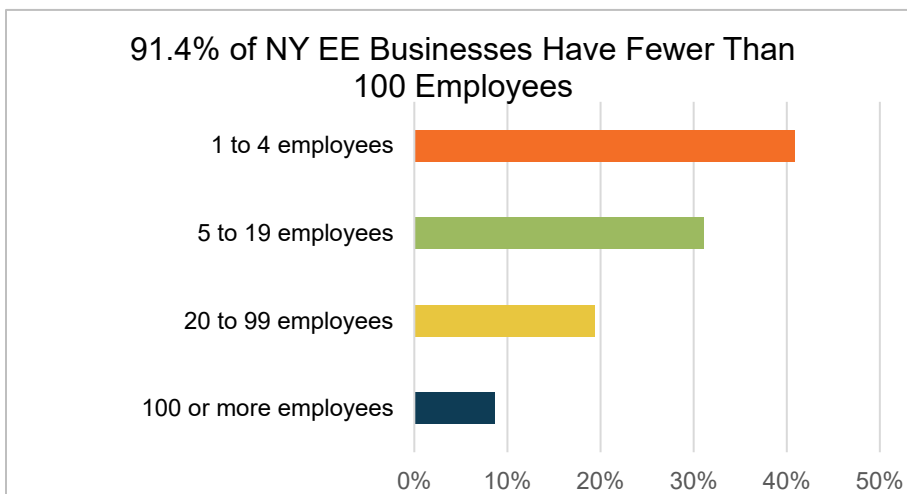
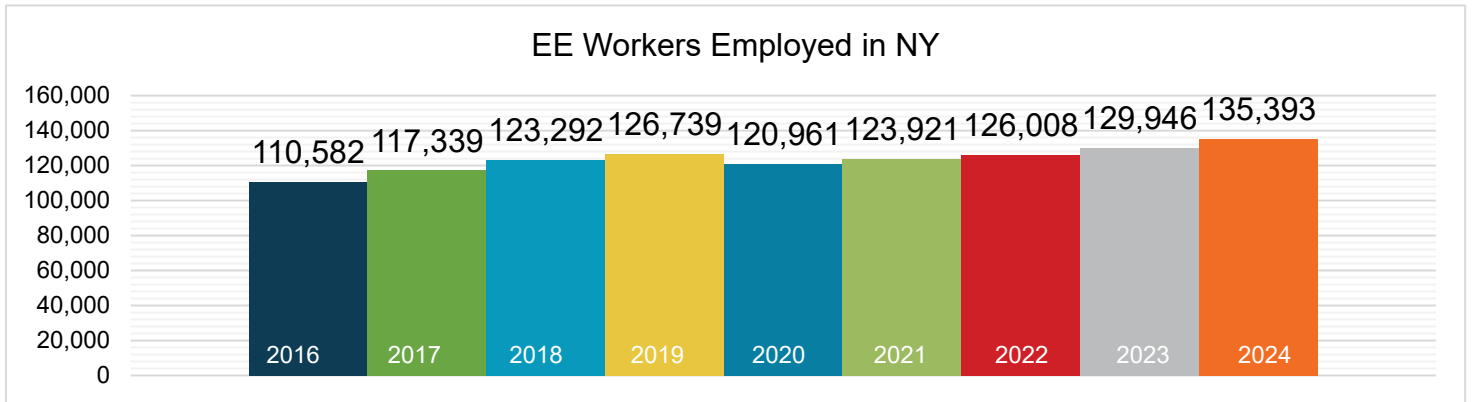
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

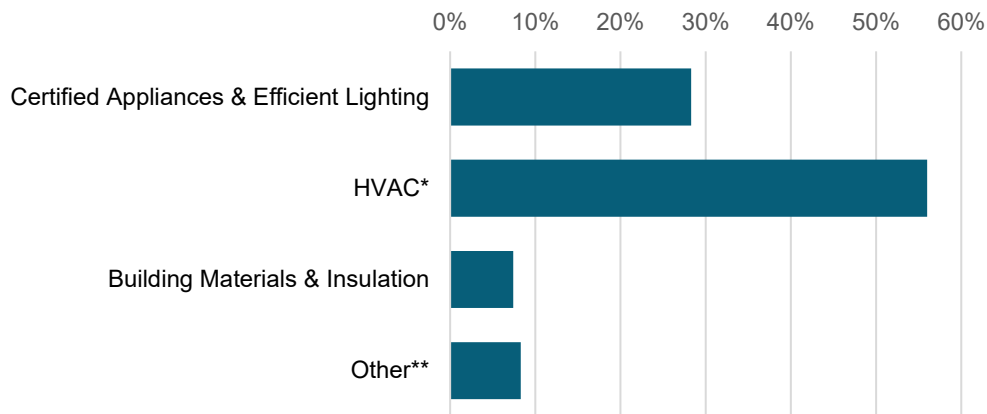


## What does EE look like in New York?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**8%**  
of New York  
EE workers are  
**veterans**

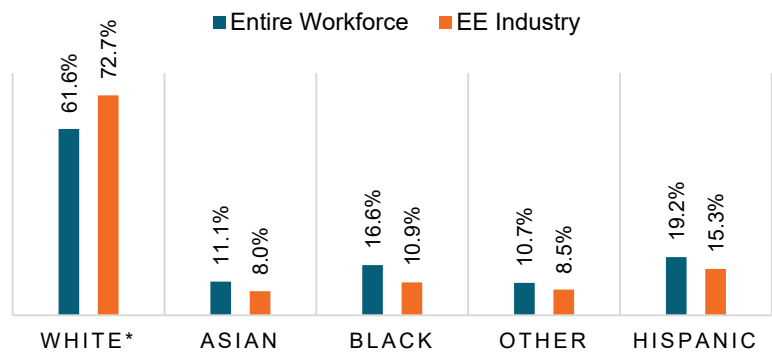


## How representative is the EE workforce in New York?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well New York's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in New York can help ensure energy efficiency careers are accessible to all.

### New York EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the New York EE Workforce

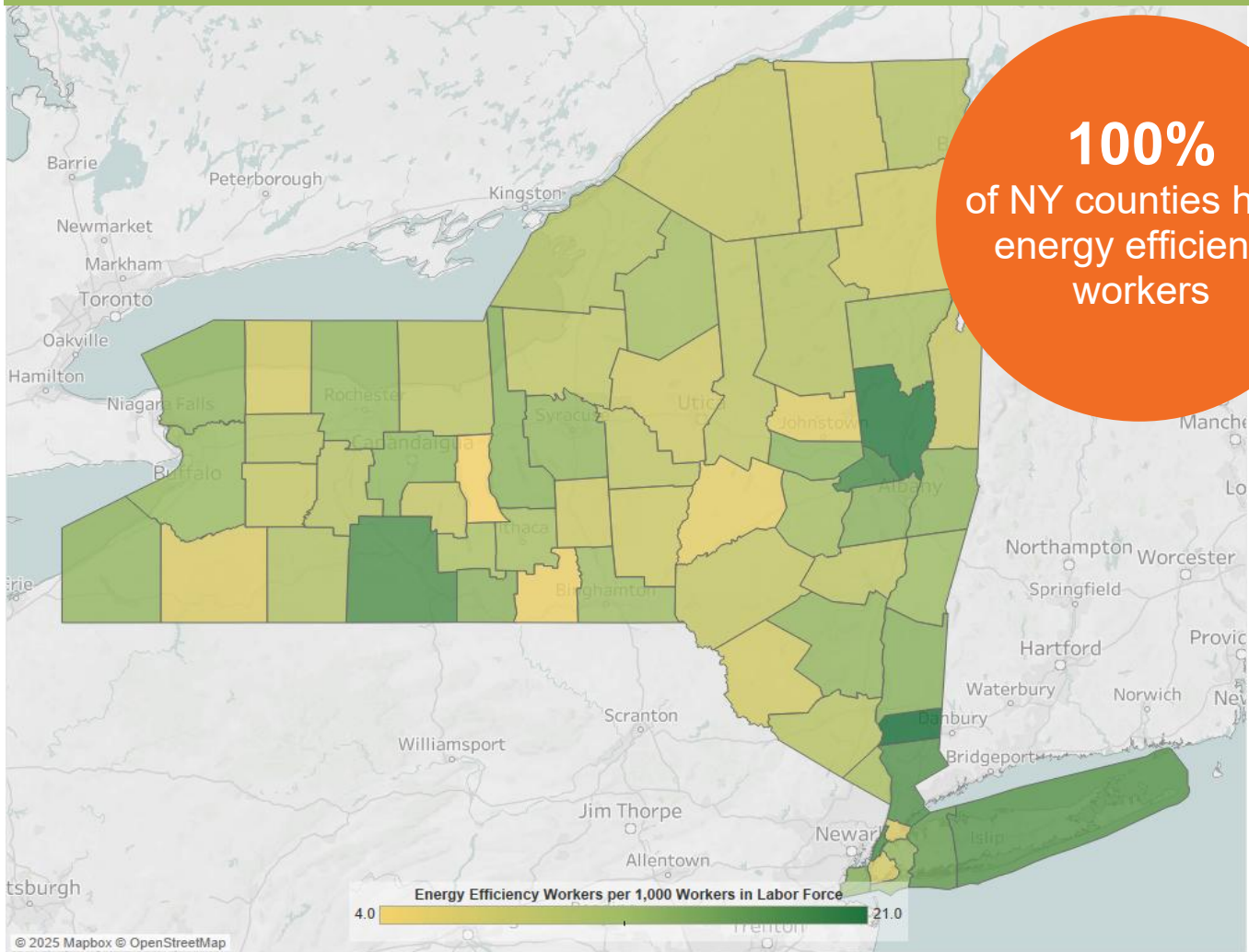


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



Congressional				Metropolitan Areas	
District	Jobs	District	Jobs	Area	Jobs
1	5,883	14	2,660	Albany-Schenectady-Troy	6,932
2	5,905	15	1,137	Binghamton	1,078
3	5,149	16	5,310	Buffalo-Cheektowaga-Niagara Falls	6,748
4	5,681	17	4,667	Elmira	456
5	3,422	18	3,498	Glens Falls	517
6	3,310	19	3,126	Ithaca	545
7	2,010	20	6,495	Kingston	777
8	2,817	21	2,844	New York-Newark-Jersey City	99,738
9	1,622	22	4,364	Rochester	6,157
10	10,687	23	3,664	Syracuse	3,702
11	2,562	24	2,796	Utica-Rome	959
12	21,348	25	5,057	Rural	7,783
13	14,545	26	4,832		

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,290		18	649		35	2,333		52	1,602
2	2,391		19	1,062		36	864		53	1,074
3	2,771		20	499		37	2,311		54	1,639
4	2,521		21	1,077		38	1,532		55	2,248
5	2,247		22	719		39	1,646		56	1,833
6	2,629		23	1,189		40	2,273		57	1,211
7	2,441		24	1,163		41	1,398		58	1,382
8	2,352		25	868		42	1,252		59	3,281
9	2,245		26	1,044		43	2,111		60	1,858
10	1,402		27	9,510		44	2,368		61	2,187
11	1,445		28	5,947		45	1,251		62	1,407
12	1,461		29	4,156		46	2,835		63	1,923
13	1,589		30	9,785		47	8,557			
14	1,581		31	5,223		48	2,076			
15	1,191		32	442		49	928			
16	1,245		33	326		50	1,766			
17	686		34	1,063		51	1,037			

## State Assembly

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	897		39	463		77	120		115	514
2	1,084		40	661		78	248		116	467
3	1,236		41	216		79	225		117	393
4	796		42	425		80	161		118	405
5	1,220		43	325		81	162		119	500
6	1,263		44	377		82	230		120	364
7	725		45	444		83	220		121	462
8	1,008		46	308		84	149		122	398
9	904		47	249		85	289		123	755
10	1,162		48	503		86	248		124	526
11	845		49	340		87	229		125	652
12	660		50	394		88	944		126	831
13	809		51	351		89	864		127	864
14	915		52	386		90	1,292		128	800
15	1,178		53	364		91	1,205		129	1,033
16	1,240		54	263		92	895		130	616
17	1,190		55	431		93	1,075		131	627
18	791		56	388		94	837		132	653
19	686		57	285		95	966		133	602
20	1,065		58	211		96	650		134	850
21	1,043		59	498		97	742		135	806
22	1,172		60	303		98	416		136	954
23	700		61	1,176		99	604		137	826
24	480		62	556		100	482		138	936
25	442		63	487		101	510		139	523
26	572		64	412		102	555		140	736
27	498		65	3,158		103	612		141	903
28	781		66	4,076		104	685		142	825
29	761		67	3,745		105	669		143	961
30	401		68	4,768		106	662		144	495
31	310		69	2,551		107	710		145	534
32	814		70	3,984		108	1,122		146	901
33	536		71	3,763		109	1,439		147	681
34	600		72	3,402		110	1,068		148	386
35	692		73	1,450		111	703		149	912
36	725		74	4,225		112	1,082		150	621
37	325		75	4,818		113	909			
38	752		76	4,492		114	581			





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# North Carolina

## Energy Efficiency Jobs in America

83,490  
Total Jobs

### What are EE jobs?

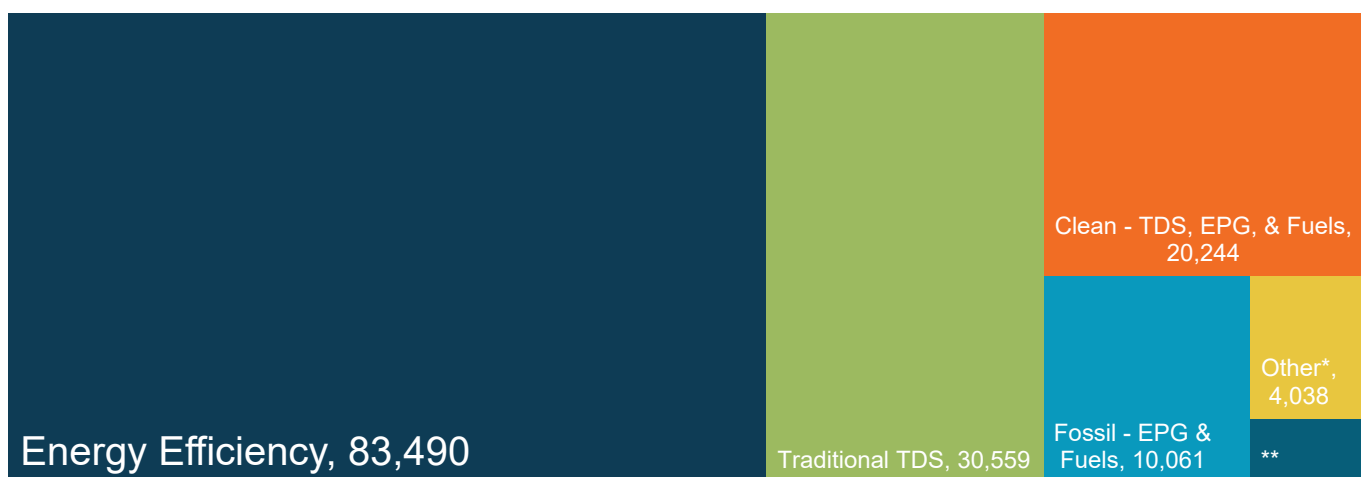
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in North Carolina?

*Energy efficiency is the largest energy sector in North Carolina.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

\*\*Nuclear - EPG & Fuels = 1,821

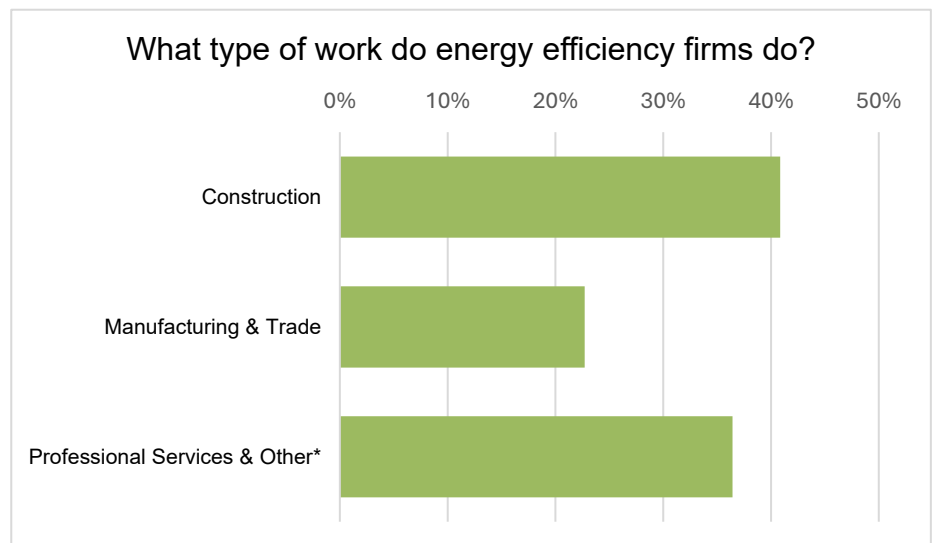
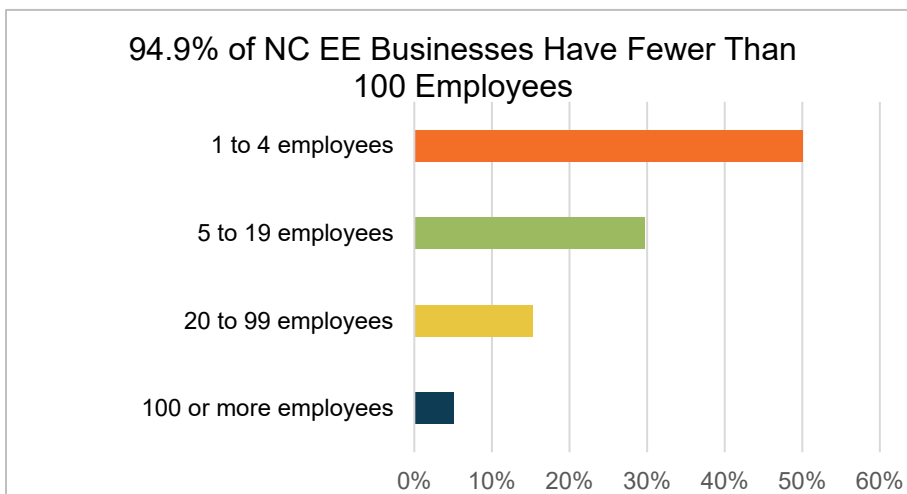
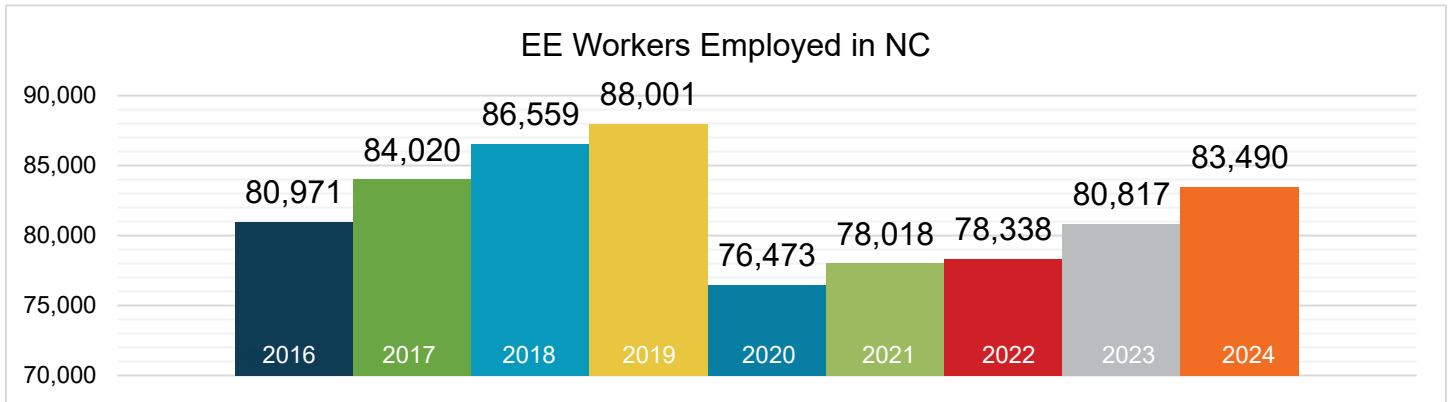
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



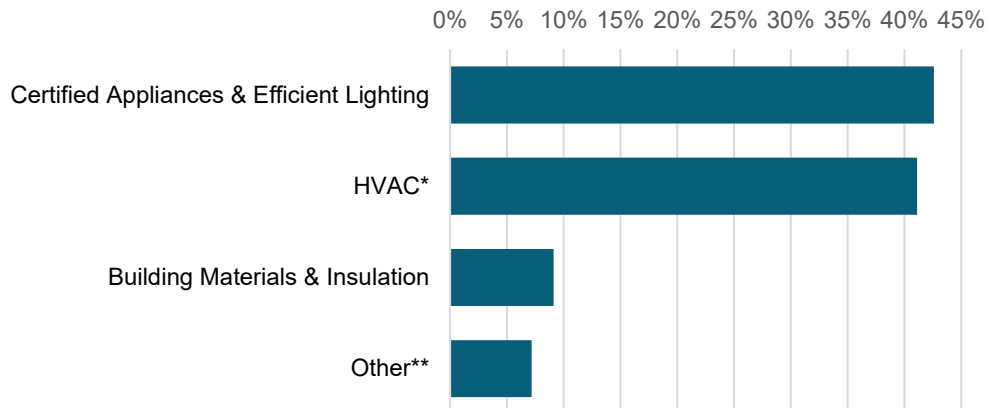


# What does EE look like in North Carolina?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**10%**  
of North Carolina  
EE workers are  
**veterans**

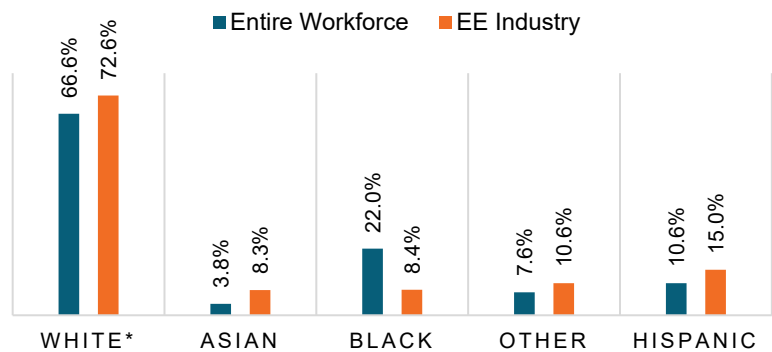


## How representative is the EE workforce in North Carolina?

*Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well North Carolina's EE workforce reflects the communities it serves and where gaps remain.*

Expanded training programs in North Carolina can help ensure energy efficiency careers are accessible to all.

### North Carolina EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the North Carolina EE Workforce

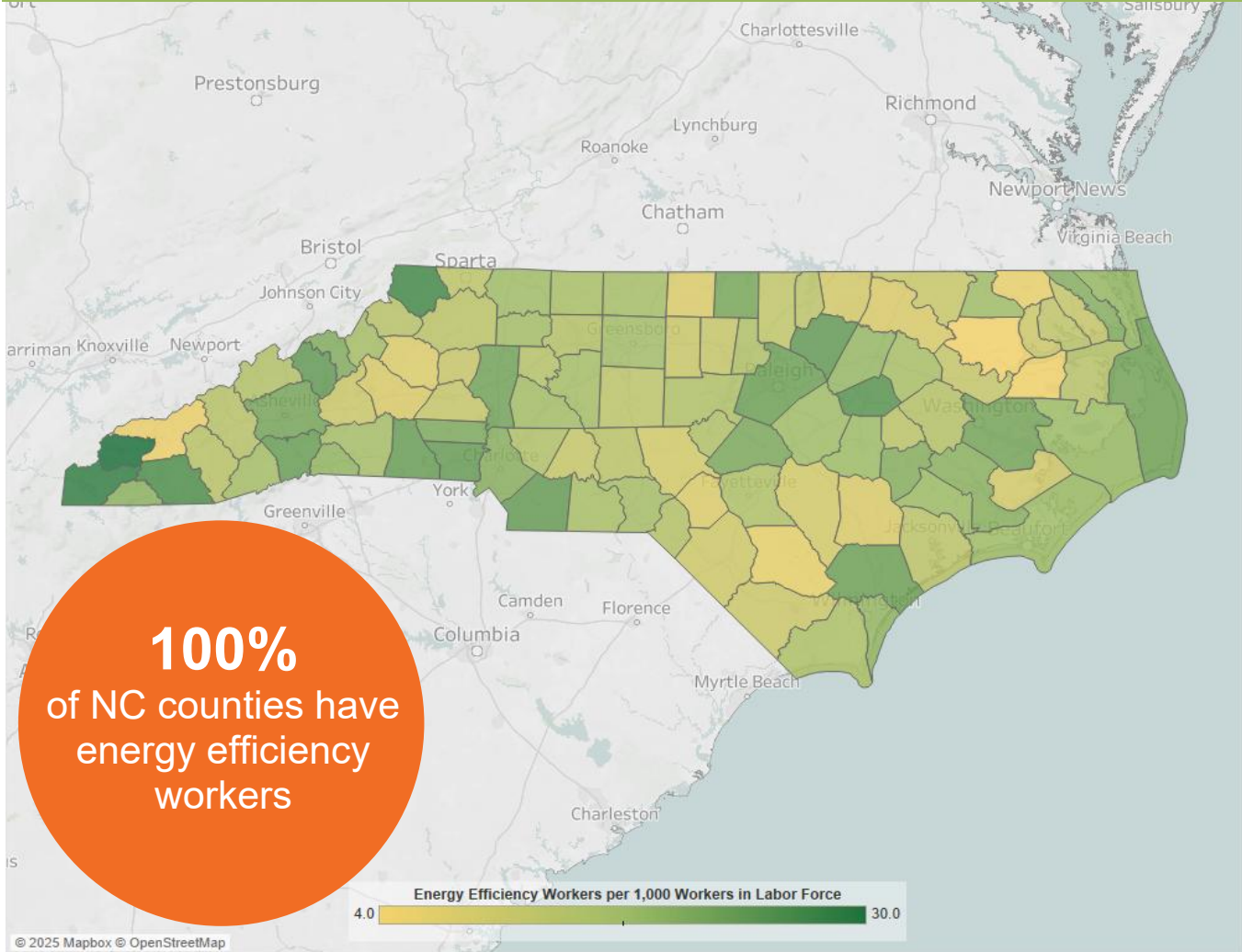


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	4,385	9	3,288	Asheville	4,095	Hickory-Lenoir-Morganton	1,520
2	10,663	10	5,515	Burlington	749	Jacksonville	704
3	4,288	11	5,861	Charlotte-Concord-Gastonia	23,408	Raleigh	15,850
4	7,902	12	10,280	Durham-Chapel Hill	4,781	Rocky Mount	958
5	4,944	13	3,872	Fayetteville	1,853	Virginia Beach-Norfolk-Newport News	128
6	5,127	14	7,254	Goldsboro	731	Wilmington	2,711
7	4,770			Greensboro-High Point	5,773	Winston-Salem	3,865
8	5,342			Greenville	1,124	Rural	15,242

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,017		14	2,578		27	1,855		40	2,163
2	788		15	2,389		28	2,511		41	3,967
3	1,764		16	3,188		29	996		42	3,702
4	1,698		17	2,332		30	968		43	1,818
5	1,408		18	1,508		31	1,027		44	1,538
6	727		19	1,289		32	1,824		45	1,229
7	2,223		20	1,567		33	1,144		46	777
8	1,033		21	926		34	1,362		47	1,027
9	784		22	2,355		35	1,640		48	1,423
10	1,103		23	1,040		36	1,017		49	2,530
11	1,256		24	669		37	2,486		50	1,305
12	1,020		25	952		38	2,685			
13	3,186	26	1,021	39	2,673					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	338		31	713		61	485		91	251
2	973		32	321		62	942		92	1,065
3	631		33	1,476		63	450		93	593
4	337		34	724		64	323		94	299
5	375		35	1,052		65	416		95	885
6	400		36	1,209		66	1,224		96	626
7	440		37	1,460		67	401		97	597
8	458		38	743		68	484		98	1,581
9	703		39	905		69	951		99	1,390
10	585		40	1,705		70	322		100	1,076
11	1,052		41	703		71	744		101	611
12	691		42	444		72	819		102	1,416
13	607		43	390		73	381		103	1,243
14	209		44	311		74	379		104	1,031
15	434		45	674		75	659		105	1,424
16	418		46	238		76	668		106	1,115
17	400		47	338		77	430		107	1,628
18	1,125		48	245		78	379		108	501
19	714		49	1,015		79	717		109	898
20	865		50	256		80	286		110	853
21	1,666		51	525		81	486		111	586
22	253		52	367		82	737		112	844
23	340		53	198		83	369		113	458
24	890		54	325		84	831		114	527
25	735		55	456		85	494		115	868
26	528		56	662		86	243		116	1,507
27	208		57	960		87	201		117	886
28	575		58	1,066		88	1,432		118	301
29	1,205		59	632		89	508		119	411
30	864	60	887	90	547	120	693			





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Data Source: Unless otherwise stated, all data are from the August 2025 U.S. Energy and Employment Report, by the U.S. Department of Energy (see Appendix B for methodology details). This methodology—adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics—provides the broadly accepted best accounting of all U.S. energy workers.

For questions on BPA analyses, please email: [communications@building-performance.org](mailto:communications@building-performance.org).



# North Dakota

## Energy Efficiency Jobs in America

**5,583**  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in North Dakota?

*Energy efficiency is the third largest energy sector in North Dakota.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

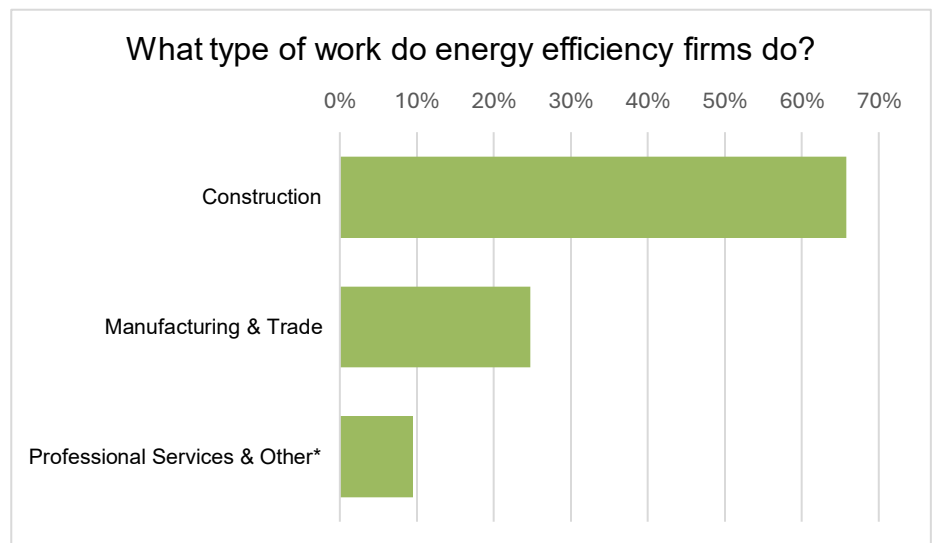
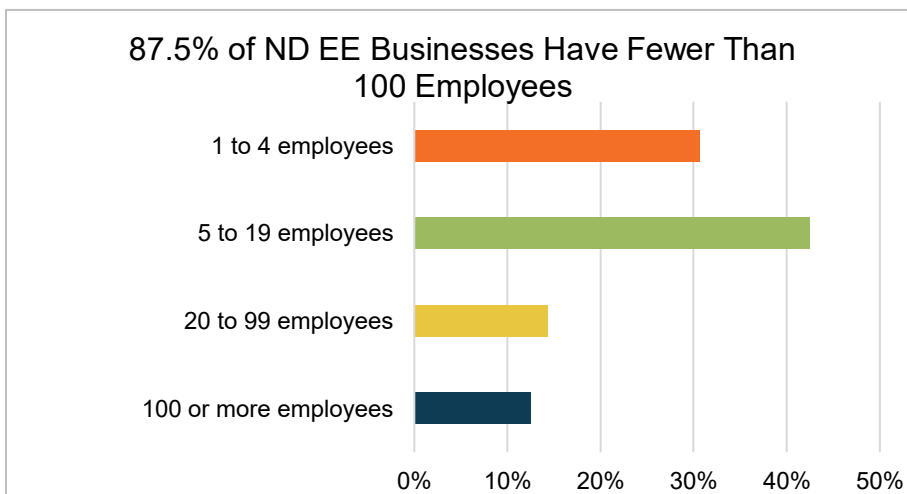
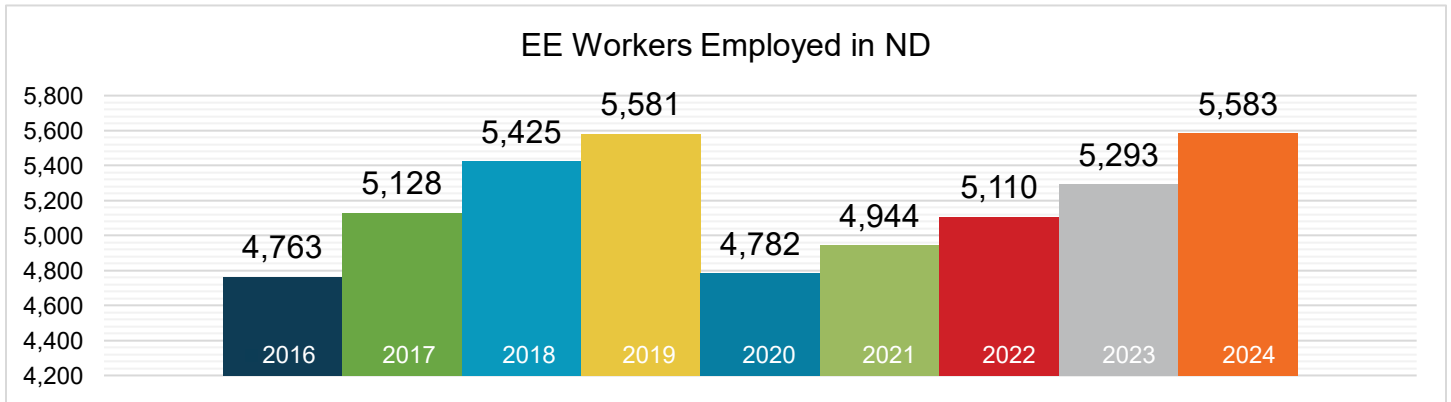
\*\*Nuclear - EPG & Fuels = 9

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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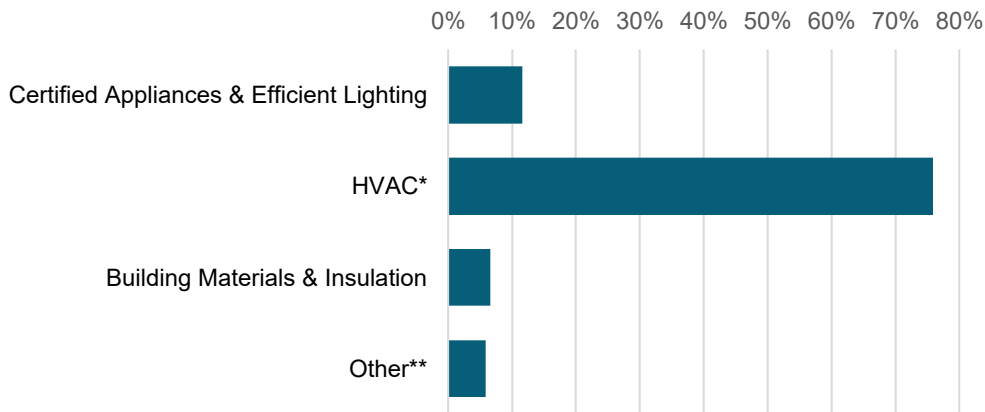


# What does EE look like in North Dakota?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of North Dakota  
EE workers are  
**veterans**

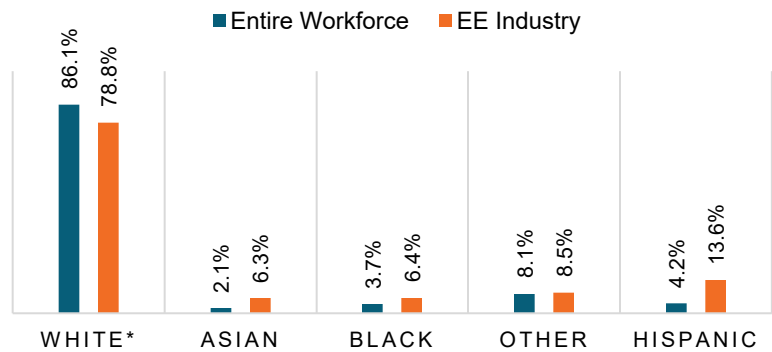


## How representative is the EE workforce in North Dakota?

*Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well North Dakota's EE workforce reflects the communities it serves and where gaps remain.*

Expanded training programs in North Dakota can help ensure energy efficiency careers are accessible to all.

### North Dakota EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the North Dakota EE Workforce



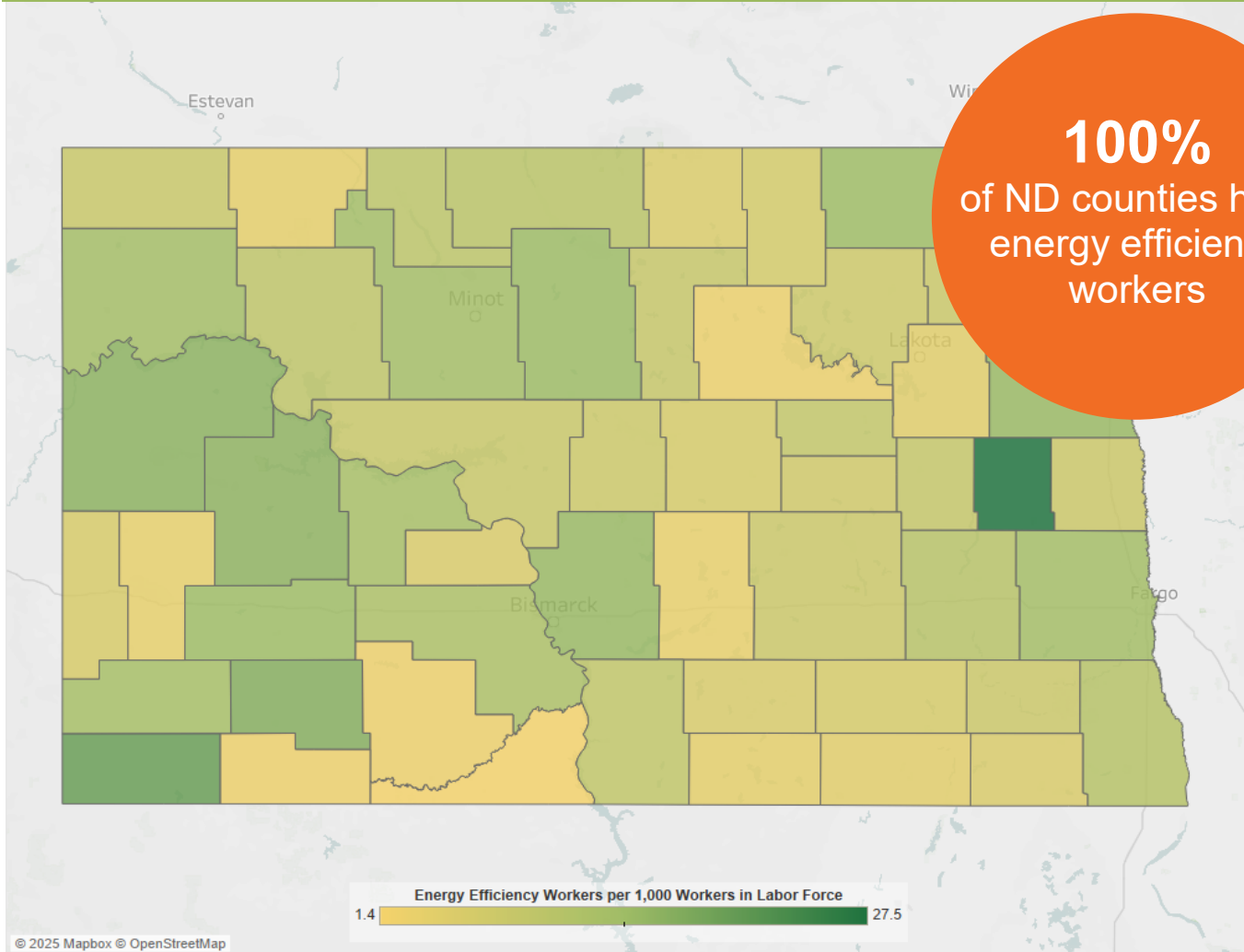
Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.





## Energy efficiency jobs are everywhere

### EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,583	Bismarck	1,031
		Fargo	1,767
		Grand Forks	617
		Rural	2,170

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	275		13	326		25	76		37	216
2	67		14	38		26	185		38	13
3	<10		15	53		27	436		39	51
4	65		16	129		28	35		40	152
5	173		17	279		29	42		41	<10
6	55		18	<10		30	<10		42	156
7	288		19	68		31	13		43	314
8	23		20	84		32	228		44	256
9	25		21	281		33	62		45	44
10	88		22	82		34	113		46	<10
11	389		23	<10		35	220		47	<10
12	65		24	54		36	31			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	275		13	326		25	76		37	216
2	67		14	38		26	185		38	13
3	<10		15	53		27	436		39	51
4	65		16	129		28	35		40	152
5	173		17	279		29	42		41	<10
6	55		18	<10		30	<10		42	156
7	288		19	68		31	13		43	314
8	23		20	84		32	228		44	256
9	25		21	281		33	62		45	44
10	88		22	82		34	113		46	<10
11	389		23	<10		35	220		47	<10
12	65		24	54		36	31			





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# Ohio

## Energy Efficiency Jobs in America

**81,397**  
Total Jobs

### What are EE jobs?

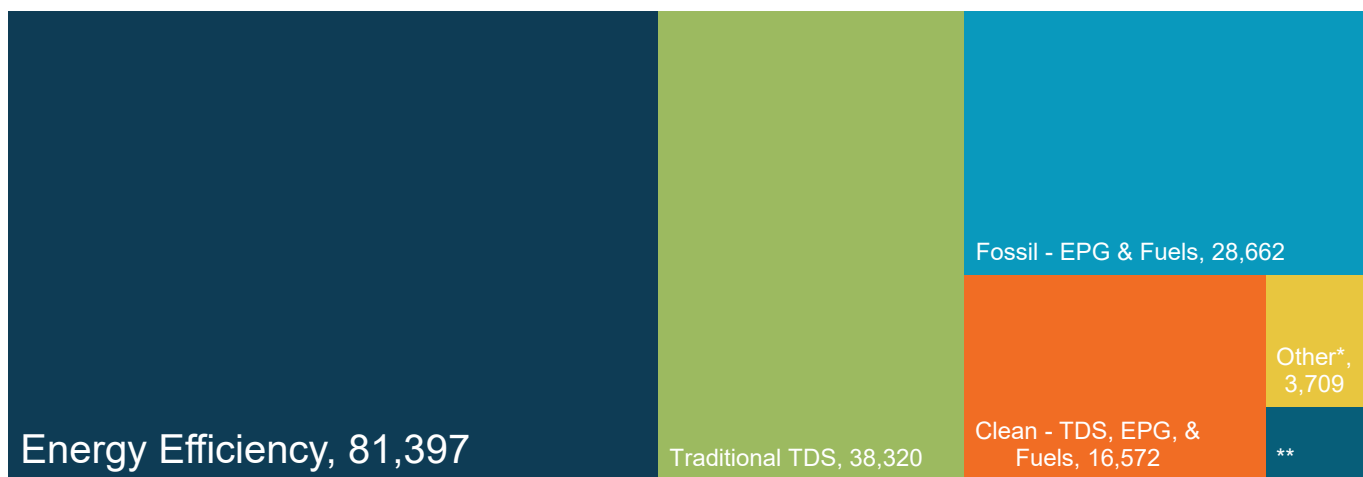
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Ohio?

*Energy efficiency is the largest energy sector in Ohio.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

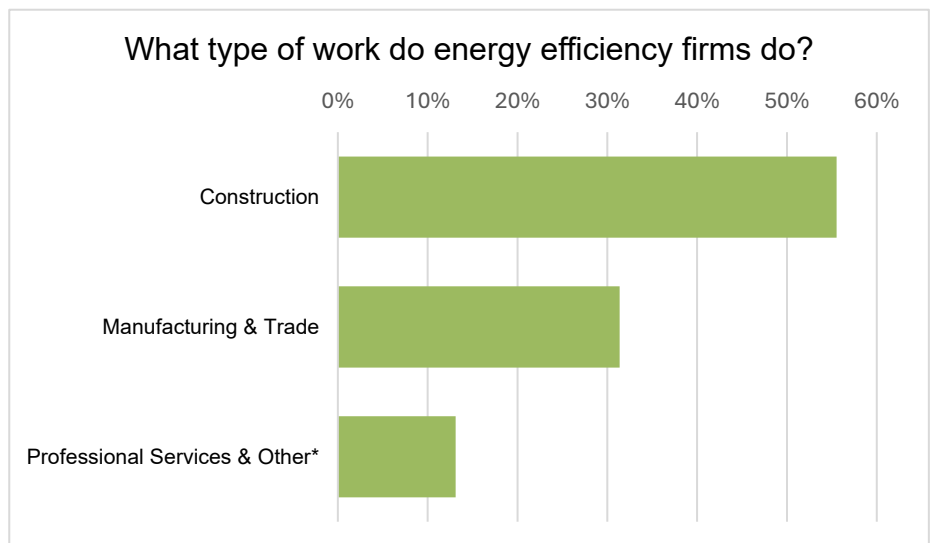
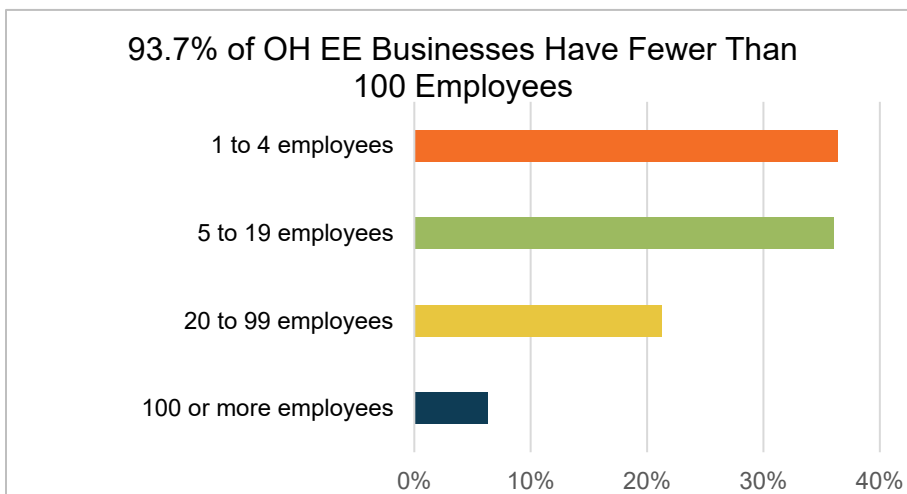
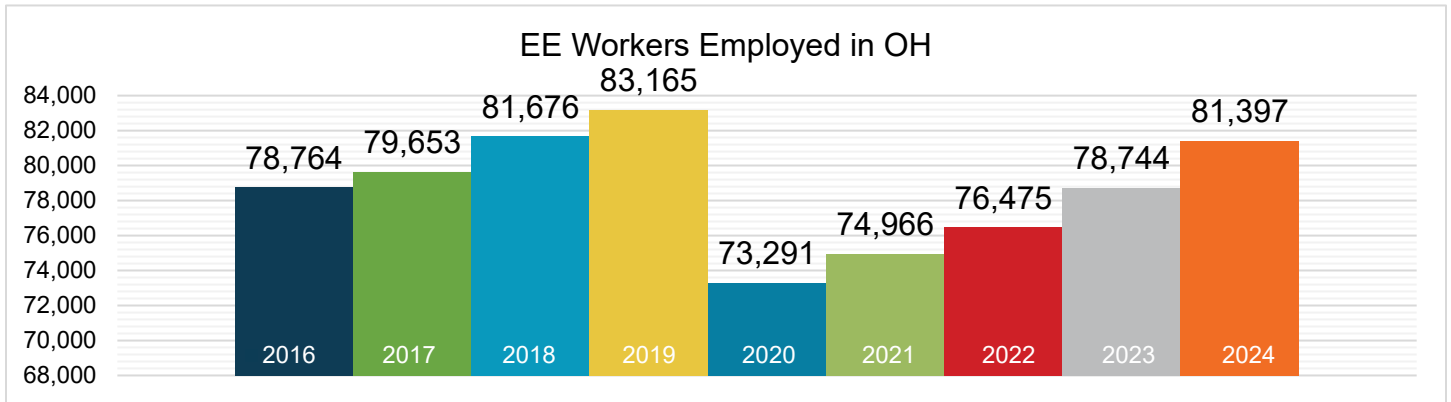
\*\*Nuclear - EPG & Fuels = 2,082

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

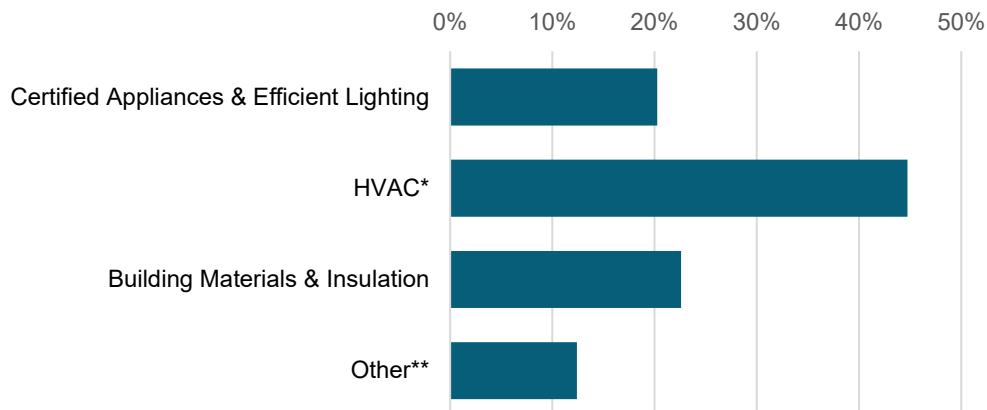


## What does EE look like in Ohio?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**10%**  
of Ohio  
EE workers are  
**veterans**

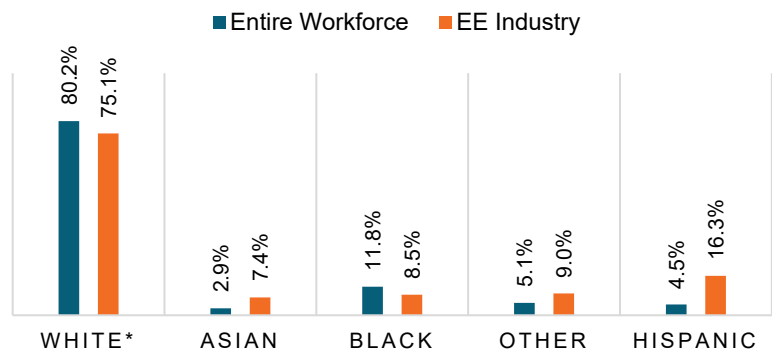


## How representative is the EE workforce in Ohio?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Ohio's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Ohio can help ensure energy efficiency careers are accessible to all.

### Ohio EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

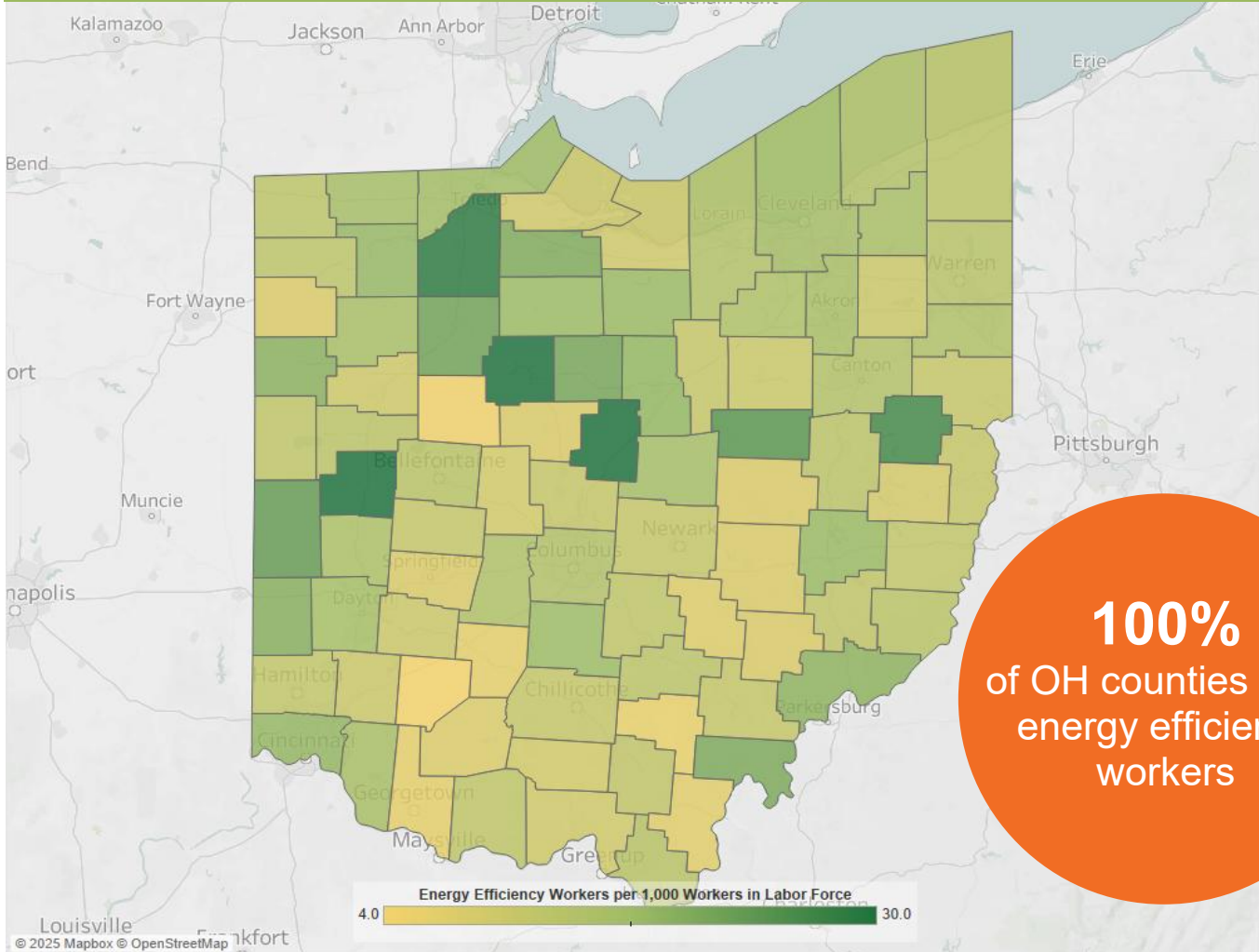
### Gender in the Ohio EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	7,289	10	5,206	Akron	4,726	Sandusky	325
2	2,827	11	7,219	Canton-Massillon	2,390	Springfield	373
3	7,013	12	3,649	Cincinnati	13,279	Toledo	5,683
4	4,351	13	5,889	Cleveland-Elyria	15,606	Weirton-Steubenville	223
5	5,759	14	3,873	Columbus	15,206	Wheeling	243
6	3,973	15	6,268	Dayton	5,449	Youngstown-Warren-Boardman	2,245
7	5,969			Huntington-Ashland	180	Rural	14,078
8	6,027			Lima	507		
9	6,085			Mansfield	883		



State Senate							
District	Jobs		District	Jobs		District	Jobs
1	2,455		12	2,649		23	3,360
2	3,252		13	1,788		24	3,641
3	2,668		14	1,369		25	2,628
4	1,917		15	2,935		26	2,319
5	2,564		16	3,939		27	2,077
6	2,564		17	1,117		28	2,899
7	2,472		18	2,705		29	2,148
8	4,239		19	2,092		30	1,460
9	3,867		20	1,487		31	1,629
10	1,333		21	3,336		32	1,725
11	2,778		22	2,074		33	1,908

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	791		34	962		67	530
2	1,112		35	731		68	646
3	1,032		36	646		69	314
4	1,581		37	720		70	536
5	1,185		38	1,198		71	442
6	1,142		39	984		72	440
7	815		40	854		73	526
8	1,102		41	1,043		74	355
9	671		42	748		75	2,028
10	826		43	987		76	906
11	1,257		44	753		77	521
12	657		45	544		78	535
13	1,055		46	485		79	500
14	1,449		47	888		80	726
15	1,123		48	720		81	704
16	1,200		49	733		82	655
17	1,070		50	695		83	1,097
18	1,134		51	606		84	872
19	1,028		52	580		85	1,243
20	1,106		53	606		86	520
21	806		54	601		87	962
22	1,396		55	554		88	838
23	792		56	516		89	471
24	1,401		57	885		90	349
25	1,109		58	795		91	319
26	1,357		59	613		92	409
27	1,271		60	458		93	389
28	1,403		61	756		94	659
29	1,433		62	499		95	409
30	1,536		63	520		96	392
31	906		64	583		97	502
32	795		65	509		98	878
33	1,142		66	638		99	633







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# Oklahoma

## Energy Efficiency Jobs in America

15,934  
Total Jobs

### What are EE jobs?

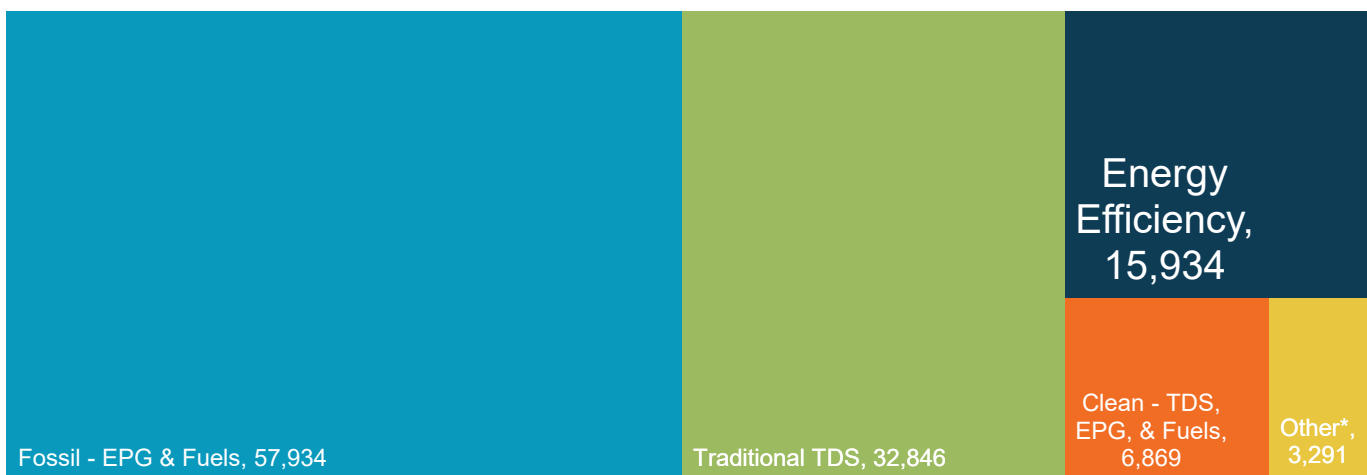
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Oklahoma?

*Energy efficiency is the third largest energy sector in Oklahoma.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

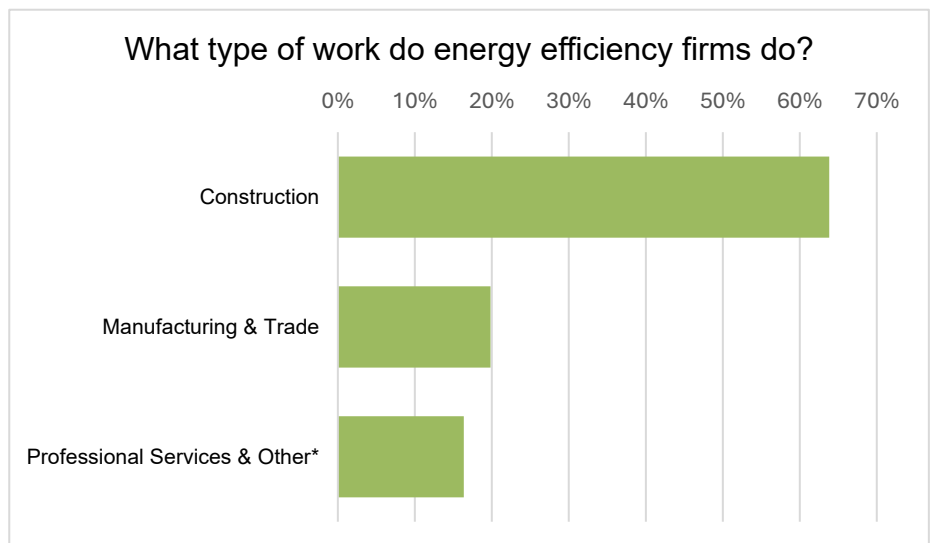
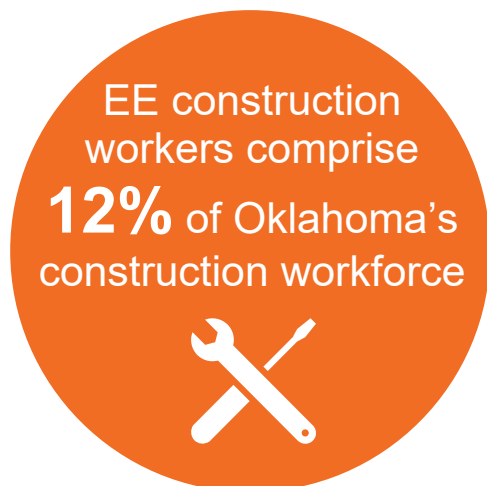
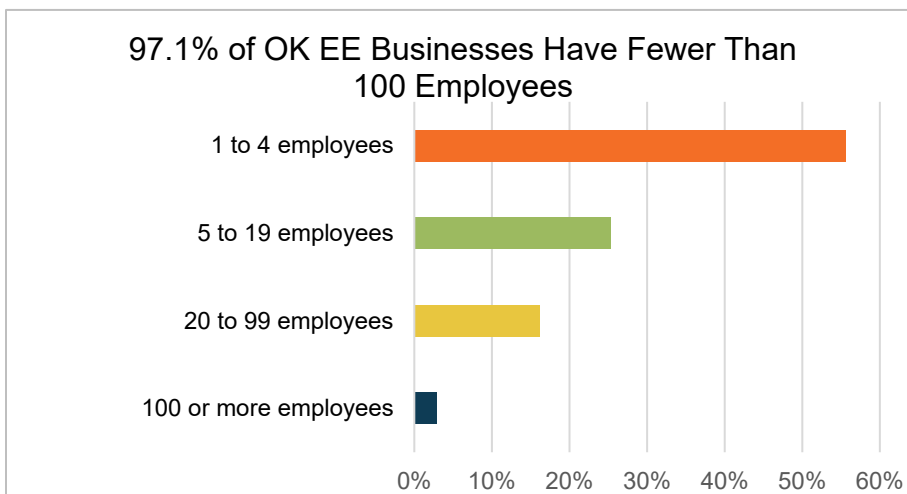
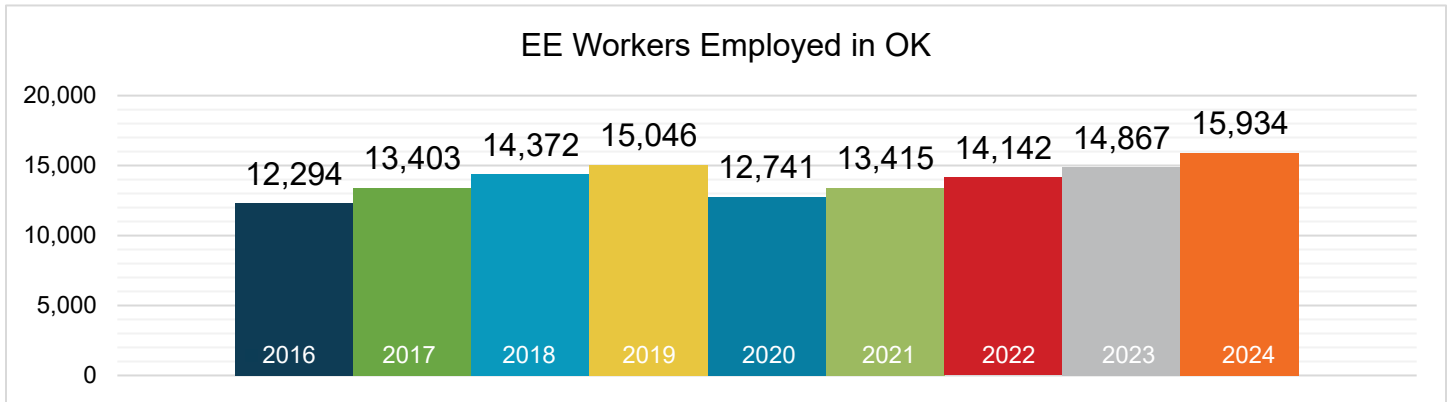
\*\*Nuclear - EPG & Fuels = 53

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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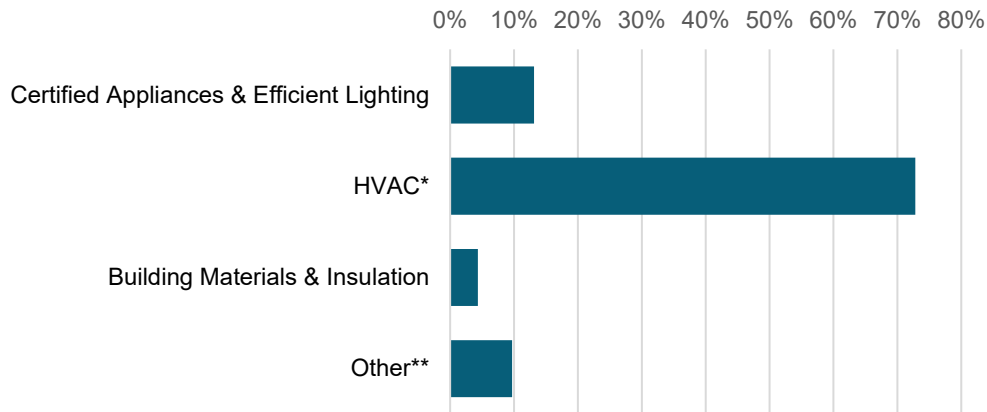


## What does EE look like in Oklahoma?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Oklahoma  
EE workers are  
**veterans**

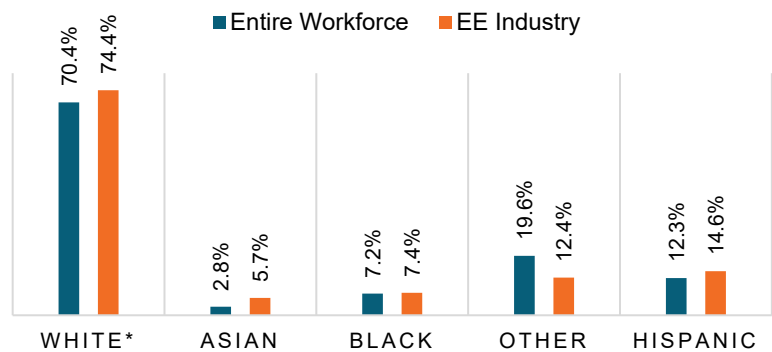


## How representative is the EE workforce in Oklahoma?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Oklahoma's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Oklahoma can help ensure energy efficiency careers are accessible to all.

### Oklahoma EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Oklahoma EE Workforce

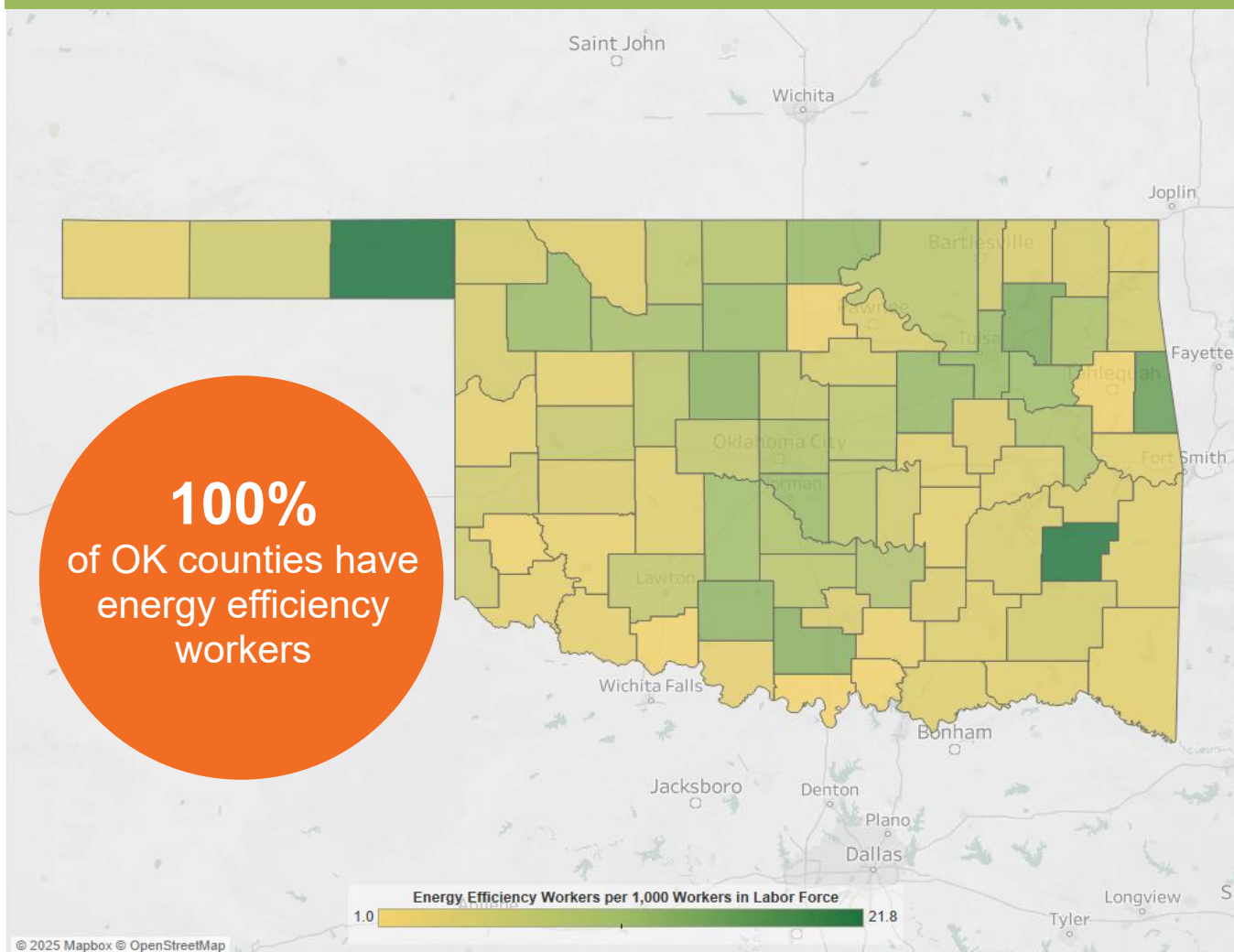


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,767	Fort Smith	76
2	1,671	Lawton	303
3	2,774	Oklahoma City	6,504
4	3,031	Tulsa	5,329
5	3,690	Rural	3,722

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	214		13	299		25	538		37	425
2	437		14	345		26	204		38	110
3	145		15	363		27	246		39	517
4	129		16	290		28	144		40	498
5	83		17	243		29	166		41	401
6	128		18	176		30	511		42	559
7	173		19	343		31	98		43	357
8	120		20	176		32	249		44	439
9	244		21	212		33	644		45	325
10	244		22	449		34	524		46	495
11	592		23	190		35	585		47	486
12	485		24	422		36	344		48	570

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	45		27	121		53	251		79	121
2	34		28	72		54	63		80	214
3	36		29	95		55	96		81	232
4	33		30	155		56	97		82	249
5	88		31	102		57	111		83	43
6	111		32	74		58	140		84	211
7	54		33	38		59	128		85	359
8	122		34	134		60	<10		86	84
9	170		35	60		61	110		87	188
10	56		36	150		62	120		88	267
11	181		37	163		63	63		89	275
12	35		38	109		64	104		90	212
13	92		39	137		65	47		91	171
14	161		40	251		66	214		92	295
15	62		41	133		67	325		93	138
16	43		42	115		68	345		94	248
17	132		43	176		69	204		95	244
18	20		44	110		70	242		96	357
19	51		45	180		71	407		97	212
20	136		46	200		72	268		98	75
21	64		47	60		73	193		99	169
22	47		48	285		74	229		100	345
23	195		49	55		75	269		101	276
24	305		50	156		76	430			
25	208		51	150		77	411			
26	121		52	37		78	160			





The Building Performance Association (BPA) is a nonprofit industry association that serves as the hub for businesses, nonprofits, and government agencies working to make America's homes more energy-efficient, comfortable, healthy, and safe. Visit [www.building-performance.org](http://www.building-performance.org).



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# Oregon

## Energy Efficiency Jobs in America



### What are EE jobs?

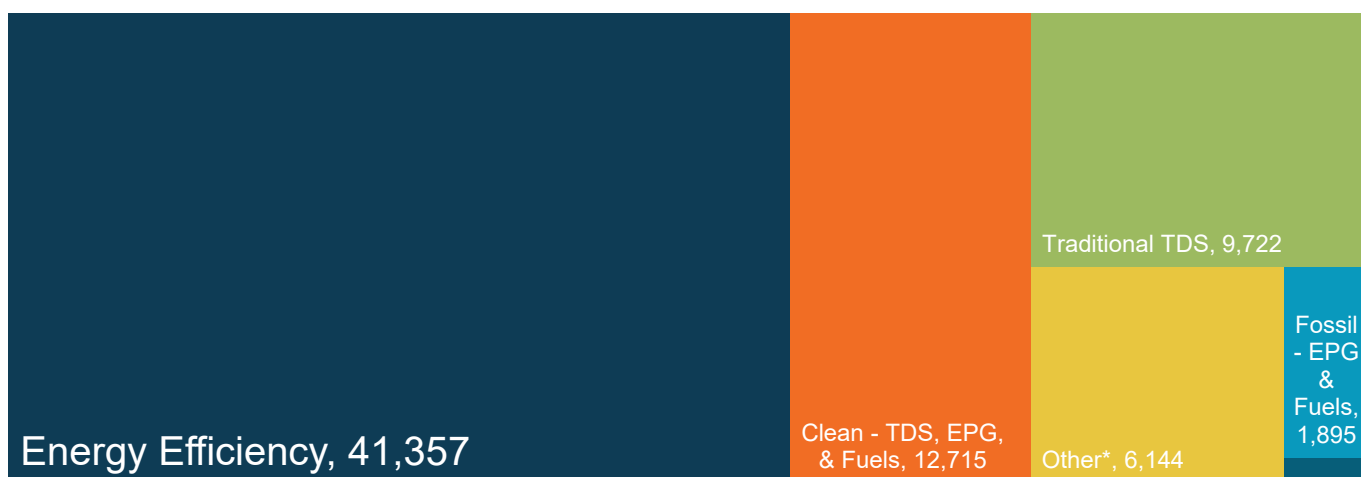
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Oregon?

*Energy efficiency is the largest energy sector in Oregon.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

\*\*Nuclear - EPG & Fuels = 246

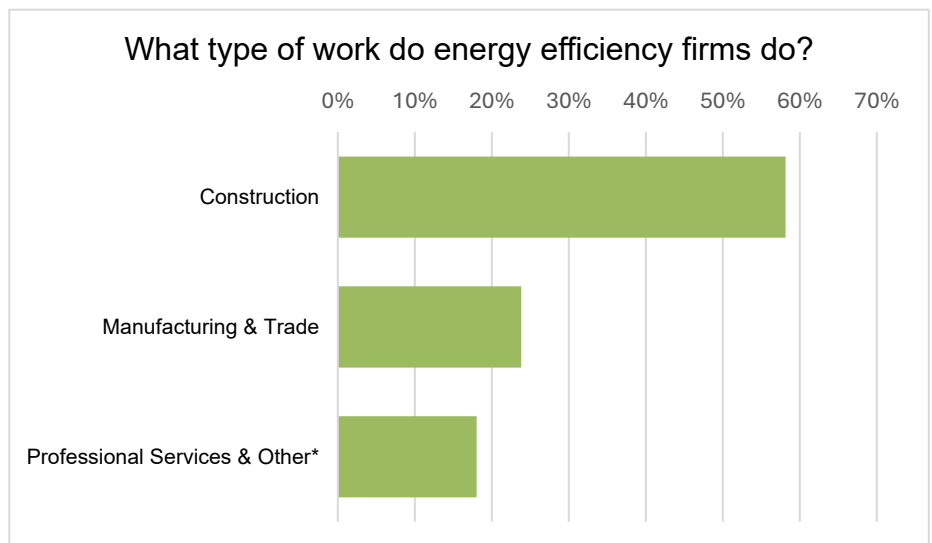
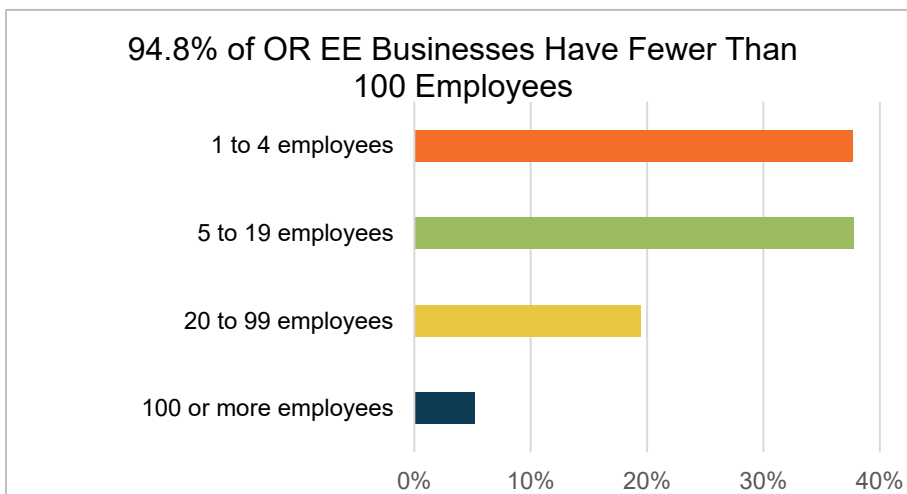
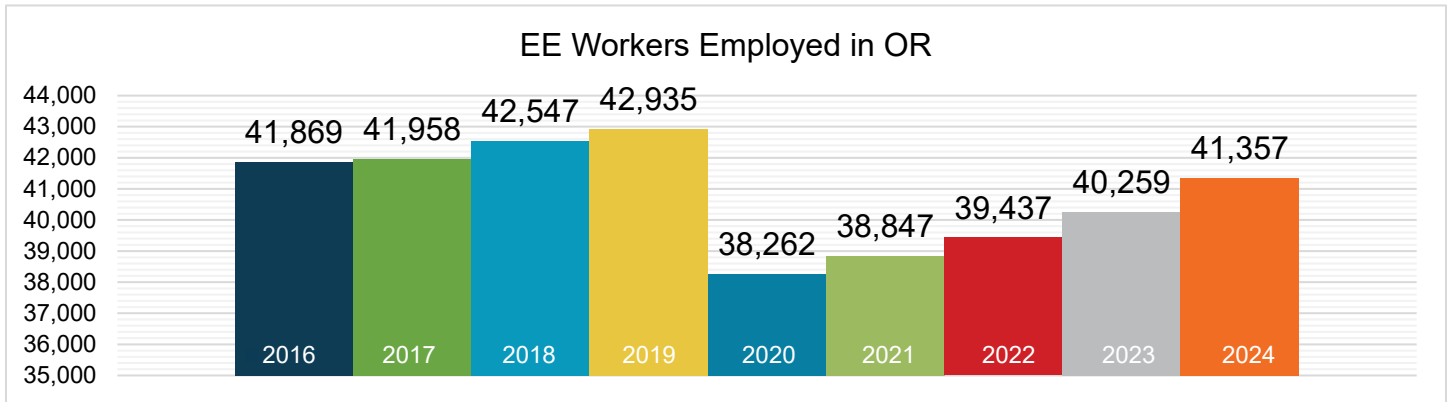
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



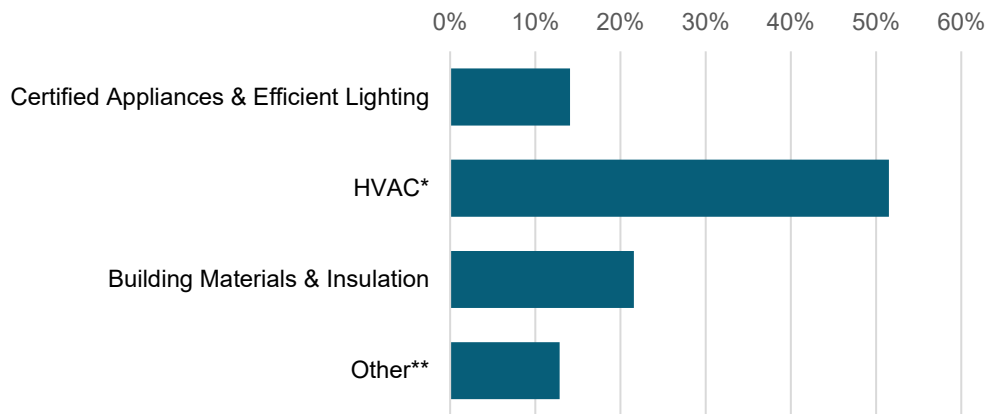


## What does EE look like in Oregon?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Oregon  
EE workers are  
**veterans**

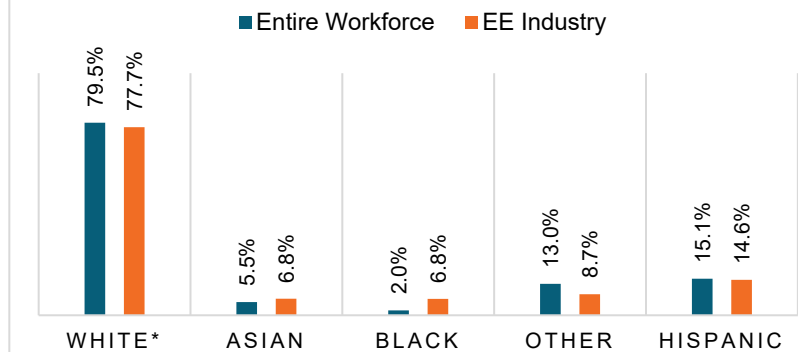


## How representative is the EE workforce in Oregon?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Oregon's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Oregon can help ensure energy efficiency careers are accessible to all.

### Oregon EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Oregon EE Workforce

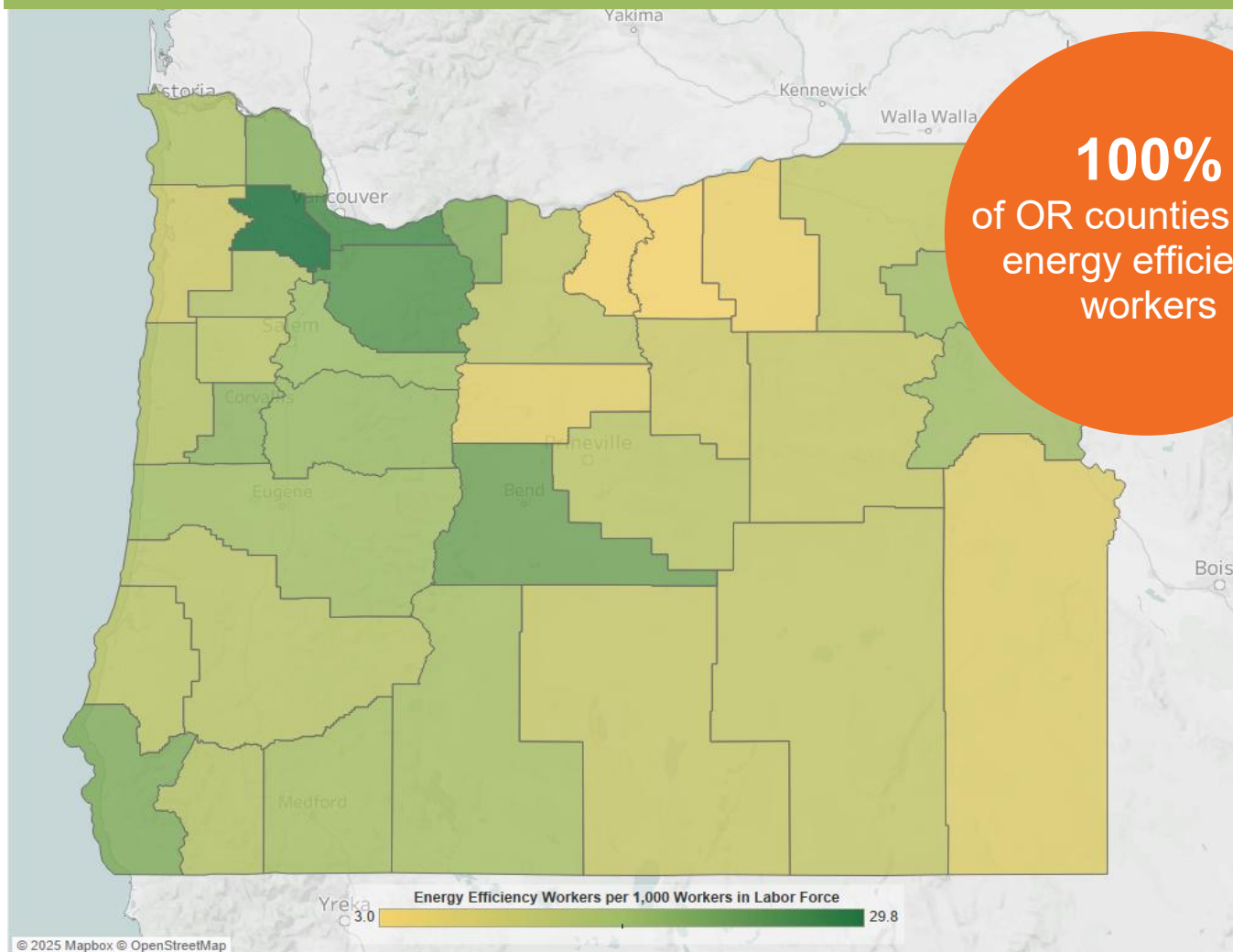


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	10,199	Bend-Redmond	1,997
2	3,584	Corvallis	701
3	10,788	Eugene	2,469
4	4,282	Medford	1,364
5	6,239	Portland-Vancouver-Hillsboro	26,667
6	6,266	Salem	3,102
		Rural	5,057

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	648		9	998		17	2,482		25	1,888
2	714		10	806		18	1,602		26	1,232
3	900		11	1,472		19	1,804		27	1,825
4	905		12	614		20	1,611		28	776
5	736		13	2,038		21	1,748		29	636
6	873		14	2,059		22	2,398		30	399
7	1,051		15	2,267		23	2,612			
8	982		16	897		24	2,382			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	265		16	595		31	517		46	1,360
2	383		17	480		32	380		47	1,599
3	394		18	518		33	717		48	783
4	320		19	622		34	1,765		49	536
5	292		20	184		35	850		50	1,352
6	609		21	817		36	1,494		51	664
7	502		22	654		37	702		52	568
8	403		23	286		38	1,102		53	1,293
9	373		24	328		39	571		54	532
10	363		25	1,362		40	1,040		55	429
11	480		26	676		41	1,052		56	347
12	394		27	1,289		42	985		57	275
13	619		28	770		43	1,055		58	361
14	431		29	693		44	1,344		59	132
15	386		30	833		45	963		60	267





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# Pennsylvania

## Energy Efficiency Jobs in America

**76,289**  
Total Jobs

### What are EE jobs?

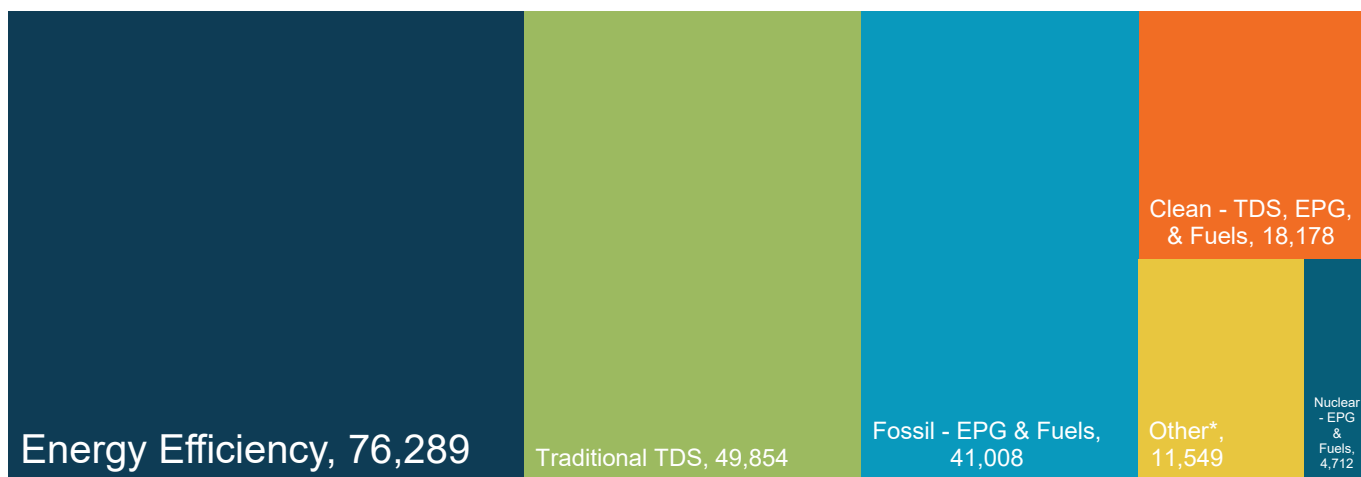
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Pennsylvania?

*Energy efficiency is the largest energy sector in Pennsylvania.*



TDS = Transmission, Distribution, & Storage

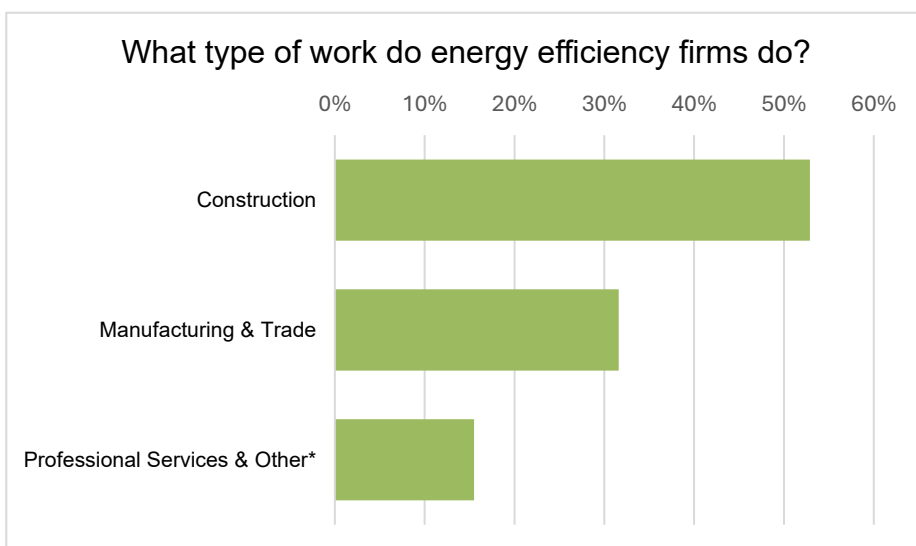
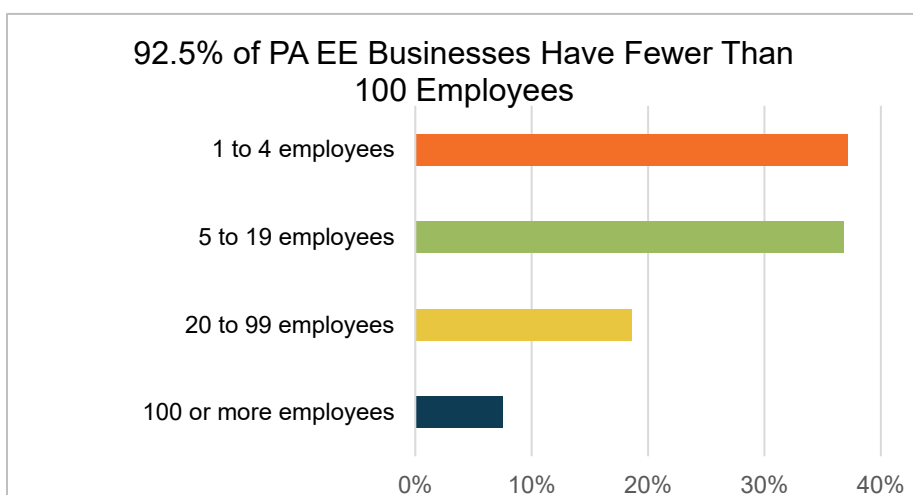
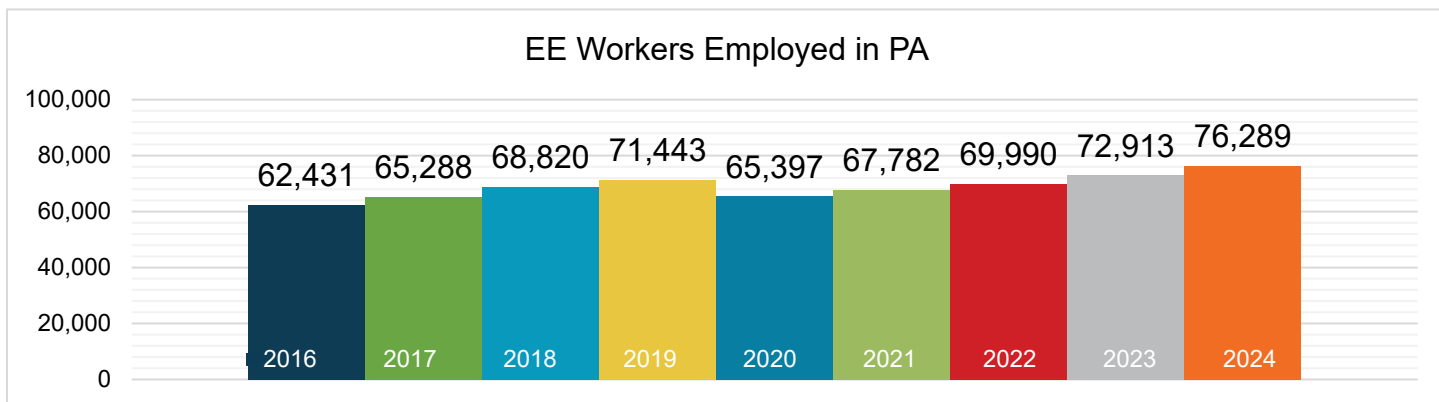
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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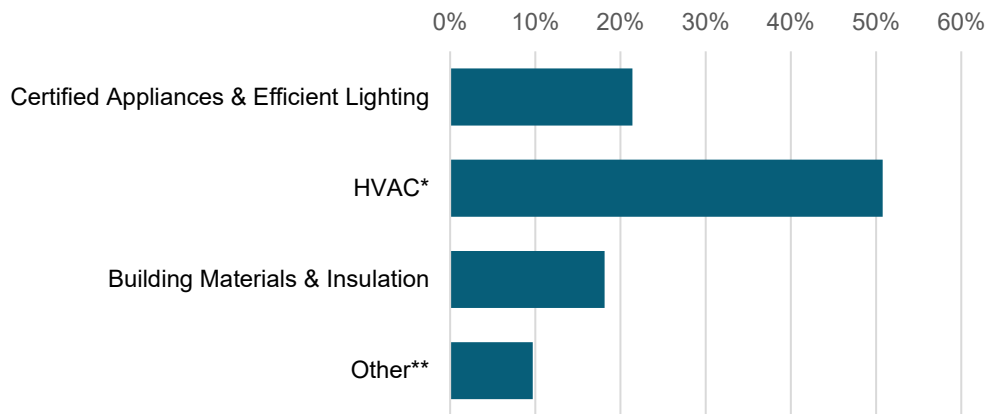
## What does EE look like in Pennsylvania?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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\*\*Other includes energy audits, building certifications, and software services

**10%**  
of Pennsylvania  
EE workers are  
**veterans**

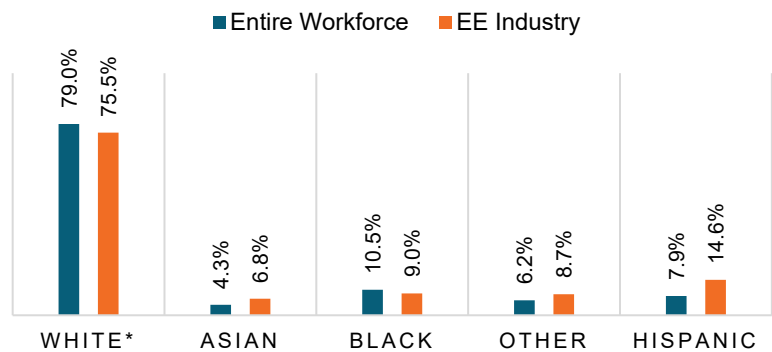


## How representative is the EE workforce in Pennsylvania?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Pennsylvania's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Pennsylvania can help ensure energy efficiency careers are accessible to all.

### Pennsylvania EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Pennsylvania EE Workforce



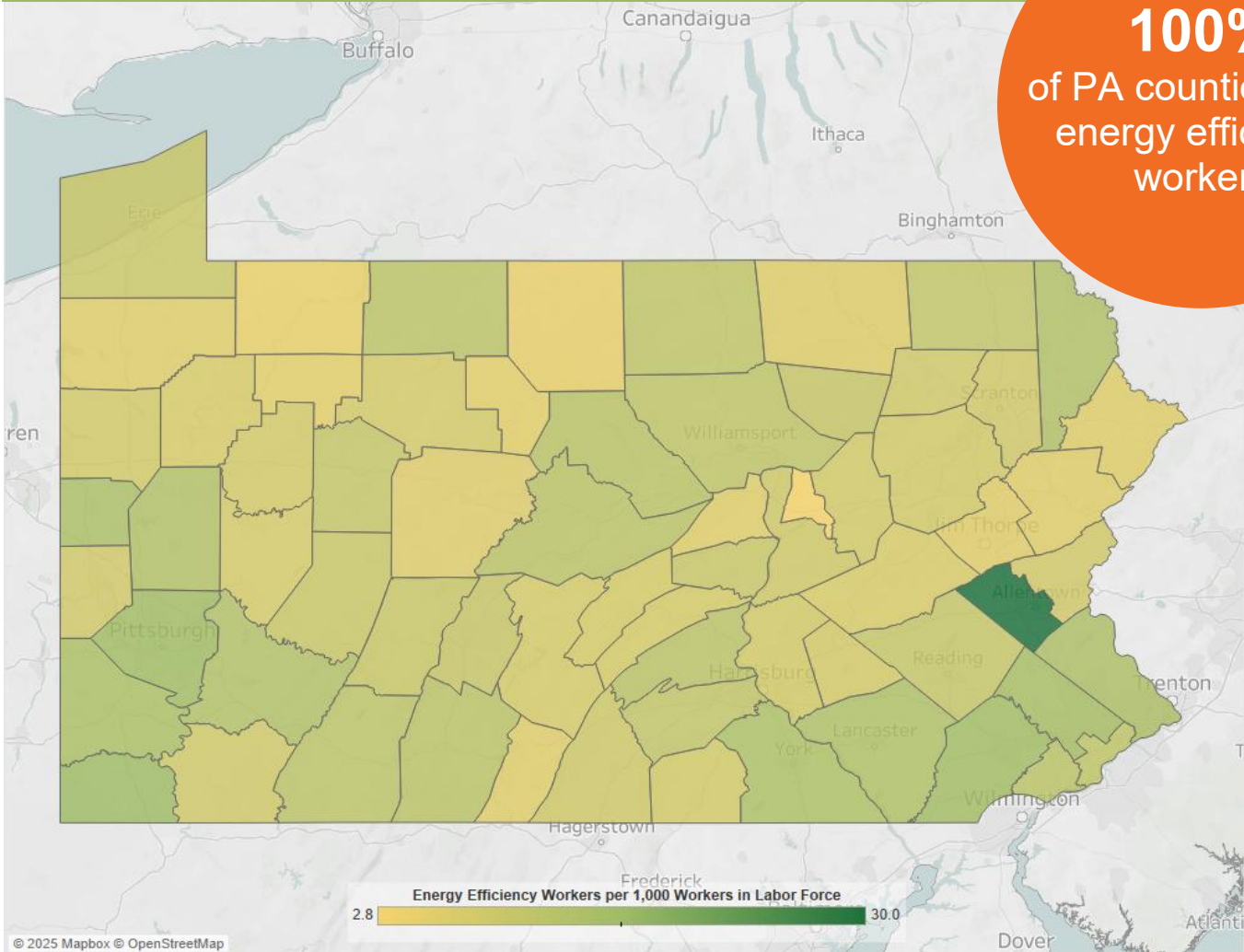
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# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	5,115	10	4,757	Allentown-Bethlehem-Easton	8,602	Pittsburgh	15,505
2	3,895	11	4,654	Altoona	574	Reading	1,843
3	4,128	12	5,959	Erie	1,153	Scranton--Wilkes-Barre--Hazleton	2,179
4	6,411	13	2,703	Harrisburg-Carlisle	3,236	State College	824
5	4,054	14	3,569	Johnstown	471	Williamsport	563
6	5,071	15	2,644	Lancaster	3,515	York-Hanover	2,584
7	8,902	16	3,430	Lebanon	441	Youngstown-Warren-Boardman	371
8	2,687	17	5,846	New York-Newark-Jersey City	74	Rural	8,194
9	2,465			Philadelphia-Camden-Wilmington	26,160		



## State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,070	14	4,919	27	838	40	795
2	1,474	15	1,523	28	1,657	41	878
3	1,454	16	3,118	29	729	42	2,288
4	1,892	17	2,086	30	914	43	2,168
5	1,280	18	1,337	31	1,358	44	1,853
6	1,646	19	1,772	32	855	45	2,275
7	1,463	20	822	33	867	46	1,501
8	1,238	21	1,076	34	1,470	47	998
9	1,378	22	983	35	905	48	964
10	1,788	23	997	36	1,836	49	1,150
11	1,222	24	2,201	37	1,741	50	878
12	2,851	25	1,188	38	2,334		
13	1,674	26	1,253	39	1,332		

## State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	304	52	151	103	286	154	446
2	201	53	995	104	426	155	627
3	344	54	758	105	315	156	840
4	294	55	387	106	396	157	335
5	212	56	413	107	178	158	261
6	168	57	350	108	175	159	284
7	240	58	295	109	214	160	202
8	295	59	272	110	187	161	266
9	303	60	104	111	242	162	346
10	514	61	208	112	255	163	272
11	528	62	235	113	318	164	351
12	360	63	185	114	234	165	362
13	491	64	151	115	126	166	299
14	150	65	107	116	231	167	363
15	215	66	205	117	193	168	196
16	206	67	199	118	202	169	383
17	280	68	187	119	223	170	361
18	363	69	250	120	317	171	350
19	575	70	162	121	244	172	184
20	304	71	211	122	108	173	201
21	404	72	249	123	190	174	352
22	1,591	73	172	124	231	175	305
23	705	74	625	125	409	176	168
24	344	75	191	126	431	177	226
25	649	76	241	127	247	178	364
26	577	77	219	128	169	179	353
27	530	78	239	129	392	180	295
28	488	79	295	130	267	181	137
29	461	80	301	131	731	182	488
30	615	81	143	132	1,180	183	497
31	559	82	398	133	1,149	184	277
32	505	83	324	134	1,410	185	233
33	575	84	293	135	241	186	457
34	553	85	190	136	209	187	1,488
35	495	86	139	137	298	188	332
36	436	87	319	138	197	189	93
37	447	88	517	139	119	190	174
38	762	89	279	140	293	191	108
39	516	90	255	141	398	192	375
40	522	91	173	142	405	193	246
41	221	92	275	143	345	194	331
42	607	93	231	144	549	195	376
43	475	94	503	145	299	196	414
44	769	95	356	146	727	197	395
45	401	96	409	147	462	198	242
46	595	97	462	148	539	199	443
47	506	98	402	149	397	200	259
48	409	99	341	150	849	201	392
49	516	100	409	151	748	202	310
50	402	101	233	152	621	203	684
51	181	102	218	153	783		





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# Rhode Island

## Energy Efficiency Jobs in America

**11,582**  
Total Jobs



### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Rhode Island?

*Energy efficiency is the largest energy sector in Rhode Island.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

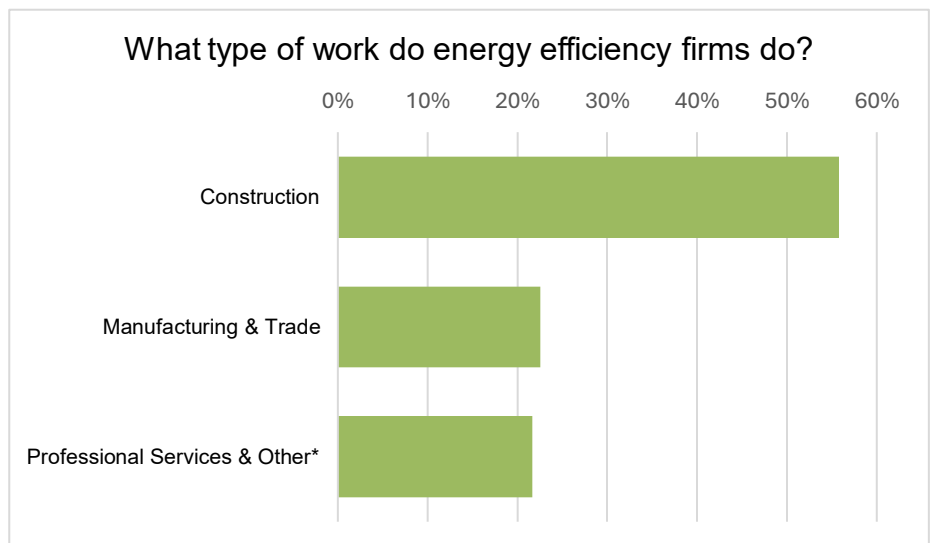
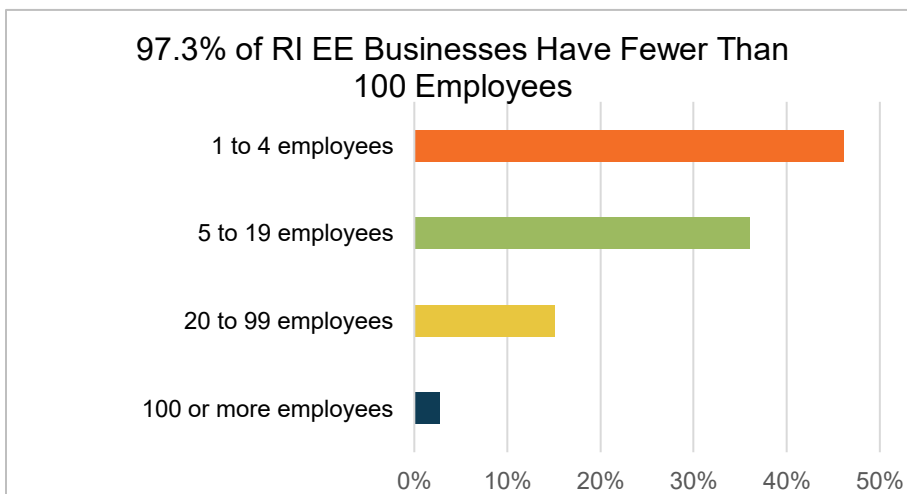
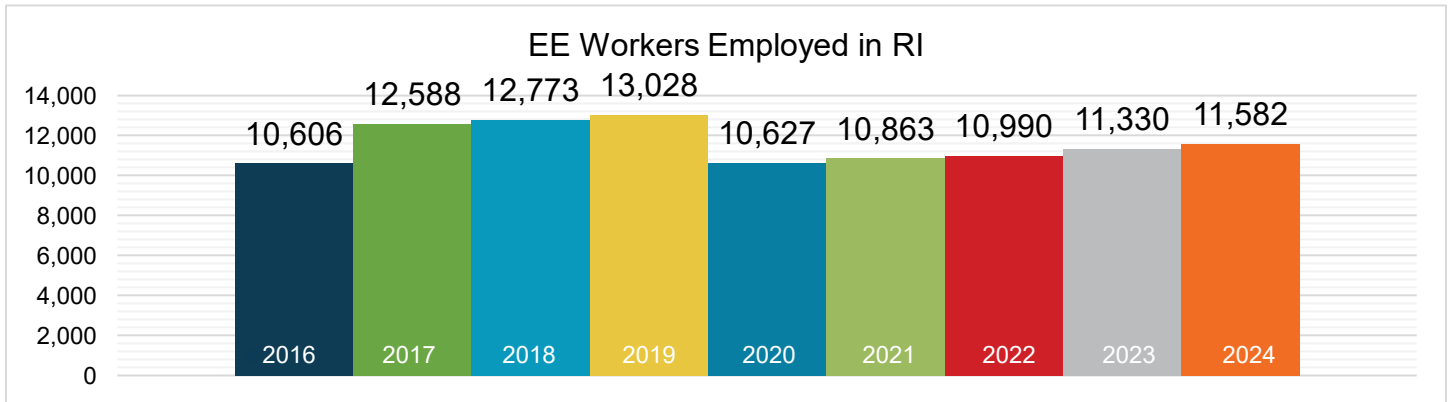
\*\*Nuclear - EPG & Fuels = 86

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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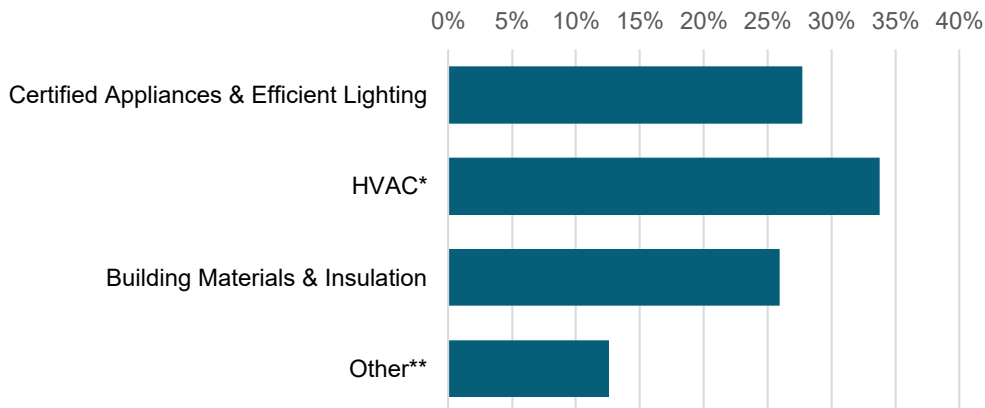


## What does EE look like in Rhode Island?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**8%**  
of Rhode Island  
EE workers are  
**veterans**

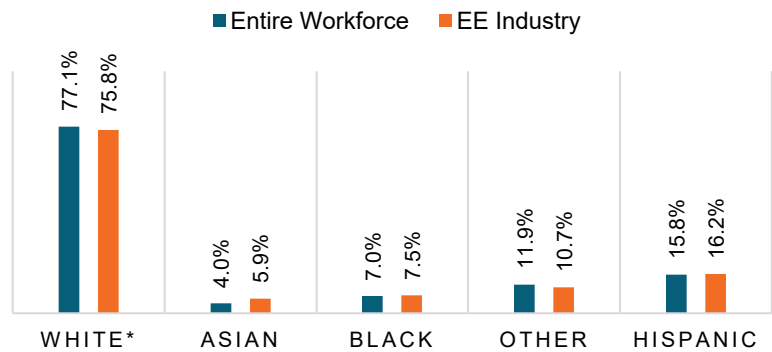


## How representative is the EE workforce in Rhode Island?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Rhode Island's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Rhode Island can help ensure energy efficiency careers are accessible to all.

### Rhode Island EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

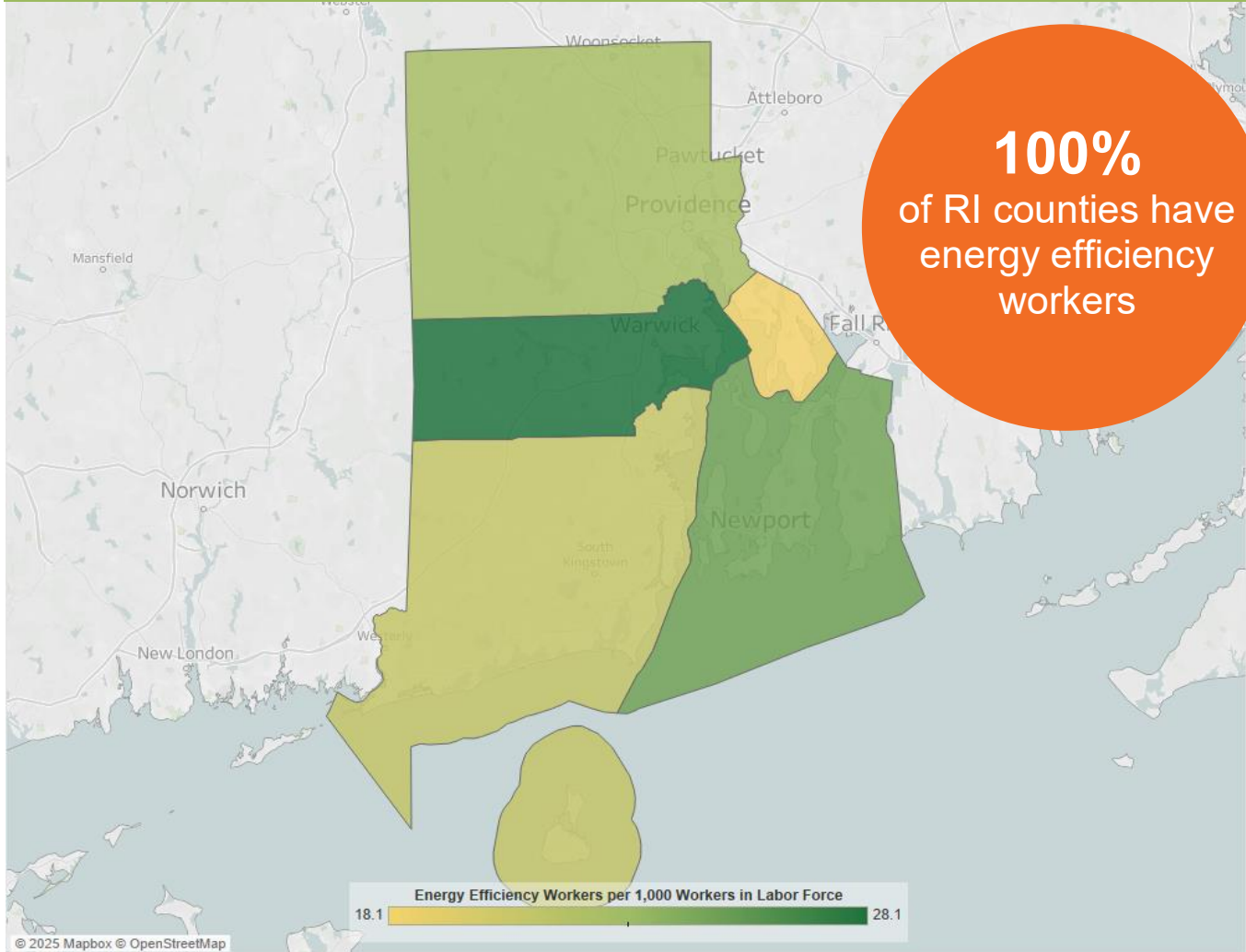
### Gender in the Rhode Island EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

## Energy efficiency jobs are everywhere

### EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,603	Providence-Warwick	11,294
2	5,979	Rural	288

## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	417		11	342		21	203		31	251
2	299		12	252		22	222		32	95
3	303		13	373		23	245		33	509
4	480		14	305		24	433		34	306
5	<10		15	479		25	295		35	314
6	133		16	226		26	126		36	360
7	462		17	345		27	378		37	279
8	278		18	166		28	483		38	229
9	398		19	364		29	363			
10	261		20	227		30	377			

## State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	37		20	296		39	120		58	<10
2	104		21	130		40	124		59	377
3	<10		22	285		41	97		60	<10
4	201		23	<10		42	<10		61	219
5	25		24	322		43	232		62	<10
6	473		25	313		44	490		63	66
7	303		26	<10		45	36		64	174
8	<10		27	<10		46	141		65	131
9	283		28	335		47	130		66	75
10	177		29	66		48	97		67	49
11	235		30	201		49	175		68	179
12	207		31	176		50	341		69	100
13	363		32	46		51	<10		70	156
14	<10		33	370		52	286		71	35
15	98		34	253		53	175		72	169
16	172		35	63		54	129		73	12
17	298		36	70		55	248		74	217
18	<10		37	163		56	178		75	228
19	198		38	78		57	<10			







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Data Source: Unless otherwise stated, all data are from the August 2025 U.S. Energy and Employment Report, by the U.S. Department of Energy (see Appendix B for methodology details). This methodology—adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics—provides the broadly accepted best accounting of all U.S. energy workers.

For questions on BPA analyses, please email: [communications@building-performance.org](mailto:communications@building-performance.org).



# South Carolina

## Energy Efficiency Jobs in America

31,530  
Total Jobs

### What are EE jobs?

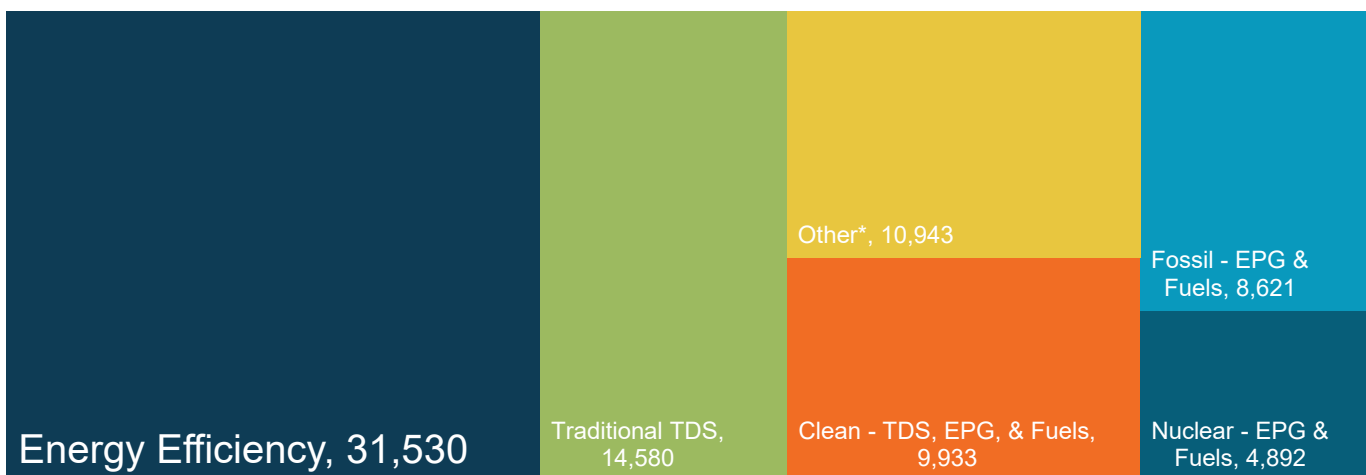
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in South Carolina?

*Energy efficiency is the largest energy sector in South Carolina.*



TDS = Transmission, Distribution, & Storage

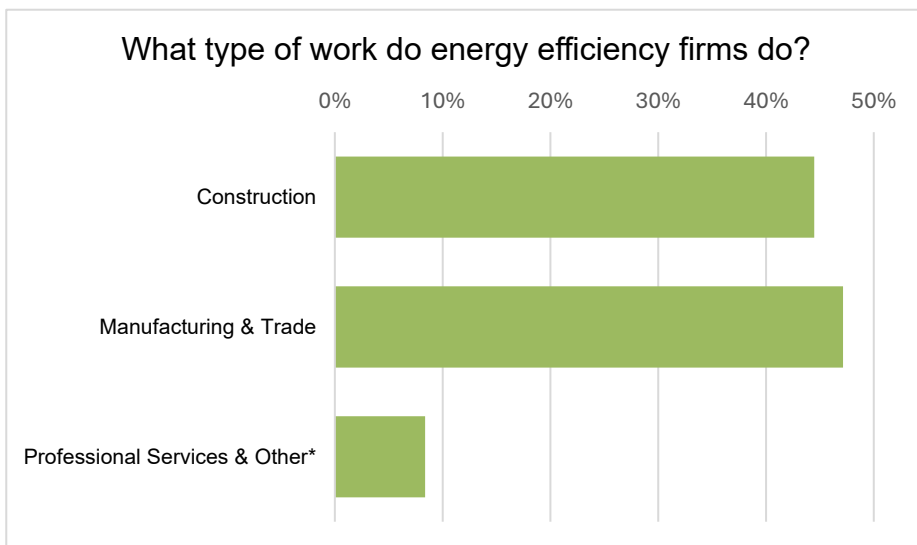
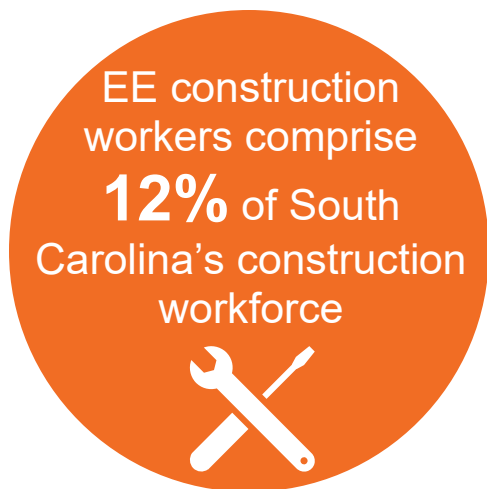
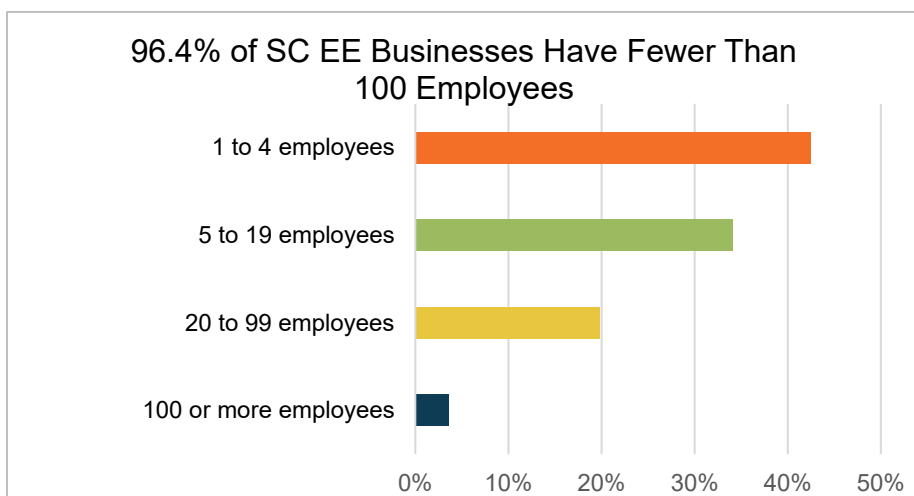
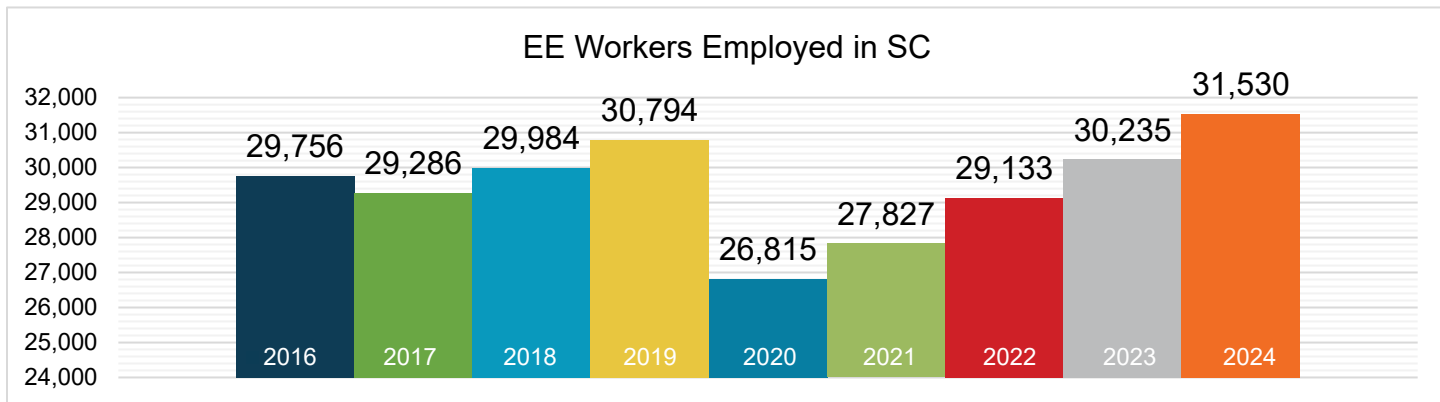
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

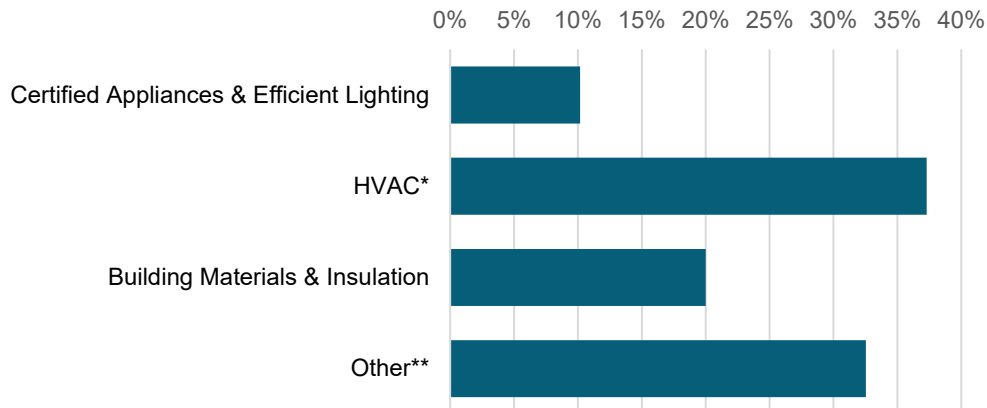


## What does EE look like in South Carolina?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of South Carolina  
EE workers are  
**veterans**

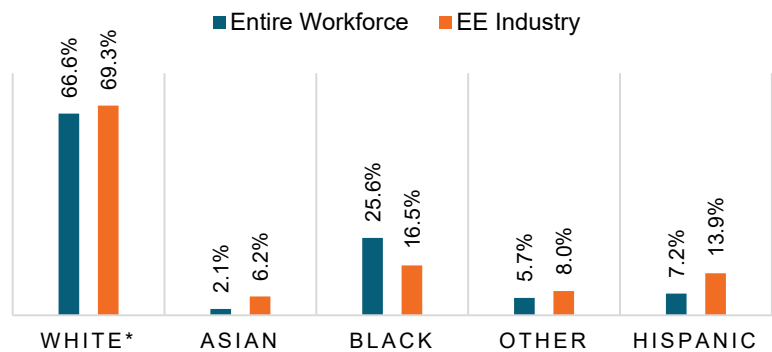


## How representative is the EE workforce in South Carolina?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well South Carolina's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in South Carolina can help ensure energy efficiency careers are accessible to all.

### South Carolina EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the South Carolina EE Workforce

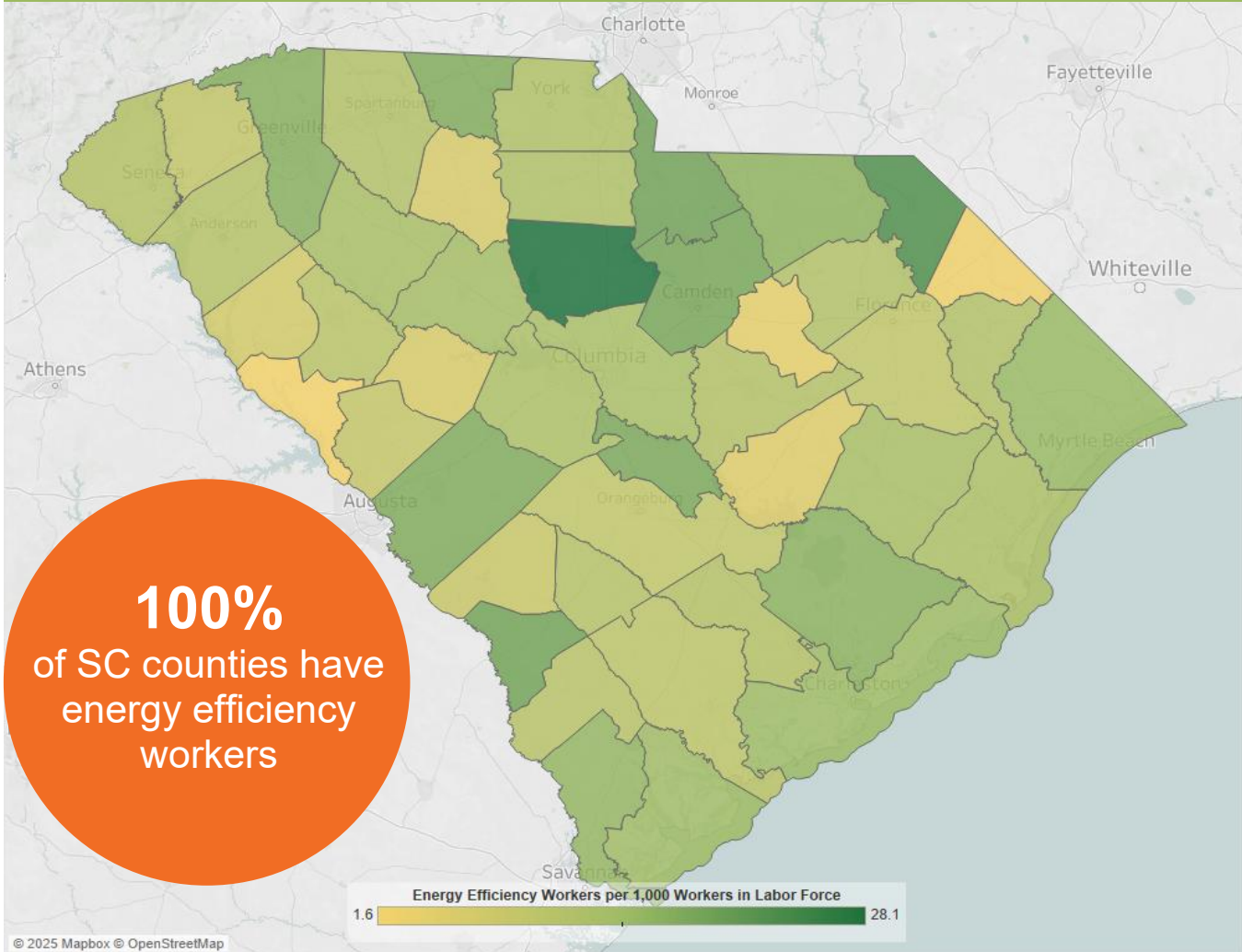


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	4,710	Augusta-Richmond County	1,238	Spartanburg	1,915
2	4,953	Charleston-North Charleston	5,869	Sumter	406
3	3,231	Charlotte-Concord-Gastonia	1,985	Rural	5,009
4	6,259	Columbia	5,371		
5	3,740	Florence	908		
6	4,665	Greenville-Anderson-Mauldin	6,649		
7	3,971	Myrtle Beach-Conway-North Myrtle Beach	2,181		

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	418		13	450		25	314		37	792
2	277		14	683		26	625		38	385
3	468		15	451		27	639		39	407
4	447		16	589		28	397		40	332
5	1,165		17	608		29	473		41	469
6	1,461		18	735		30	392		42	898
7	1,140		19	556		31	543		43	960
8	1,112		20	1,744		32	682		44	574
9	856		21	796		33	947		45	615
10	728		22	1,215		34	684		46	628
11	699		23	701		35	397			
12	622	24	1,026	36	433					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	148		32	275		63	209		94	153
2	141		33	200		64	53		95	144
3	123		34	193		65	201		96	445
4	92		35	94		66	182		97	33
5	93		36	141		67	274		98	211
6	48		37	175		68	293		99	215
7	148		38	302		69	1,038		100	265
8	232		39	205		70	271		101	118
9	295		40	193		71	263		102	94
10	208		41	245		72	618		103	237
11	148		42	117		73	303		104	248
12	127		43	62		74	139		105	510
13	171		44	185		75	328		106	246
14	179		45	317		76	403		107	273
15	349		46	269		77	199		108	132
16	134		47	326		78	148		109	253
17	280		48	<10		79	396		110	648
18	304		49	266		80	453		111	258
19	606		50	87		81	298		112	109
20	447		51	56		82	240		113	298
21	377		52	189		83	264		114	483
22	377		53	117		84	259		115	749
23	419		54	195		85	237		116	197
24	431		55	61		86	150		117	222
25	361		56	307		87	391		118	374
26	188		57	114		88	189		119	379
27	761		58	235		89	212		120	666
28	409		59	217		90	133		121	269
29	215		60	139		91	105		122	230
30	279		61	109		92	326		123	218
31	312	62	138	93	151	124	198			





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# South Dakota

## Energy Efficiency Jobs in America

**7,898**  
Total Jobs

### What are EE jobs?

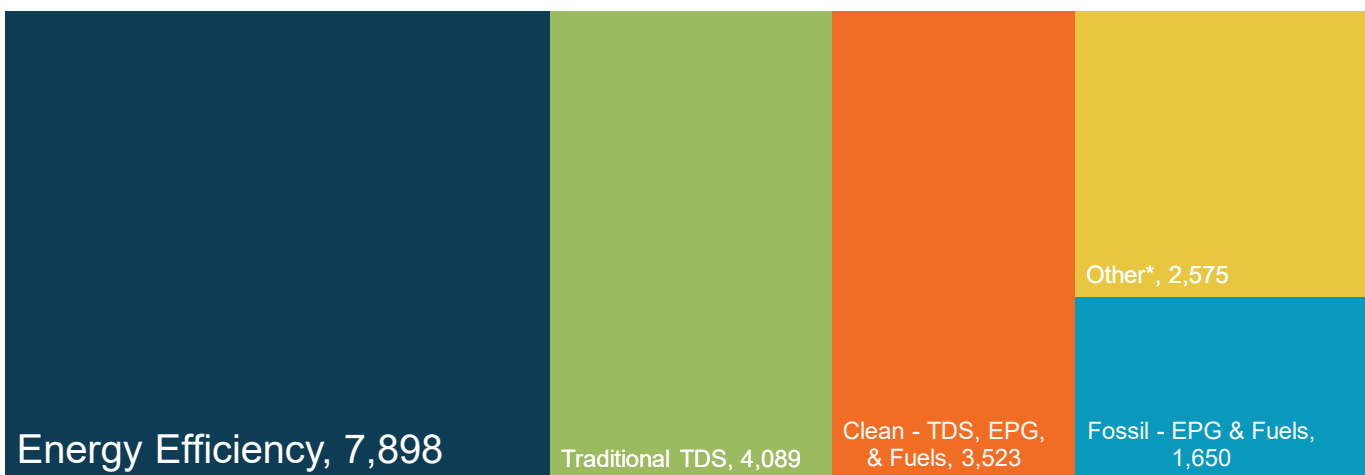
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in South Dakota?

*Energy efficiency is the largest energy sector in South Dakota.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

\*\*Nuclear - EPG & Fuels = 5

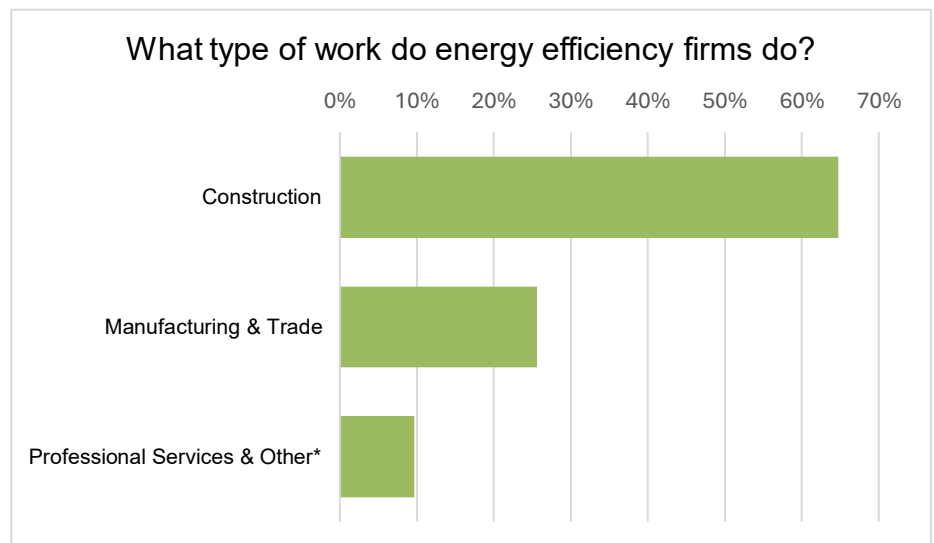
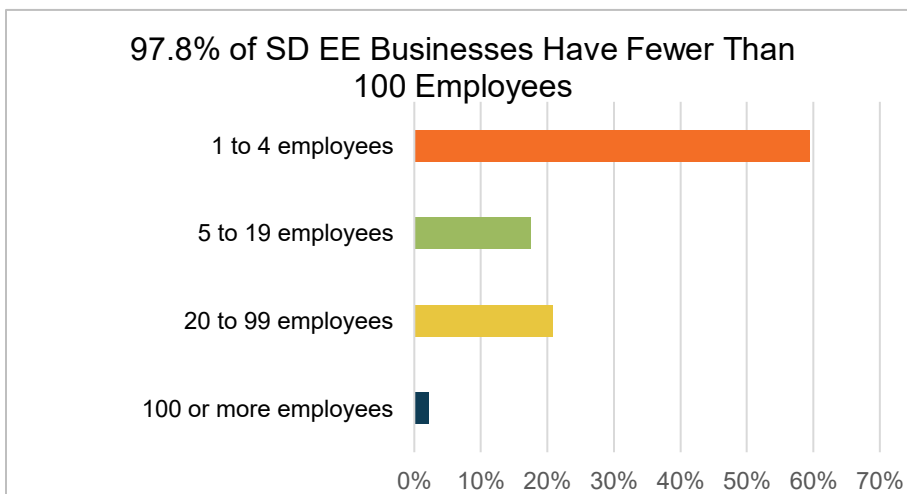
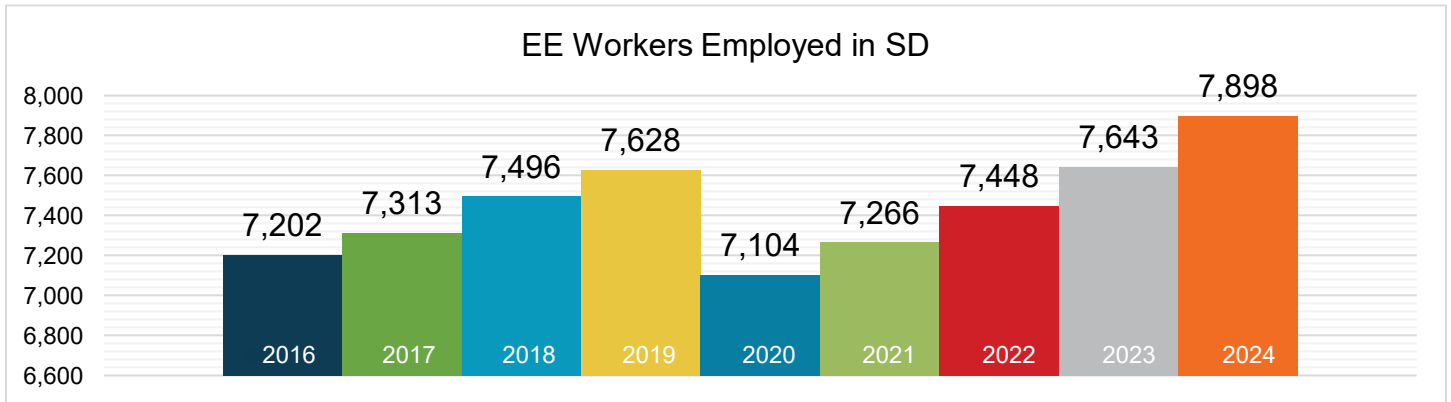
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



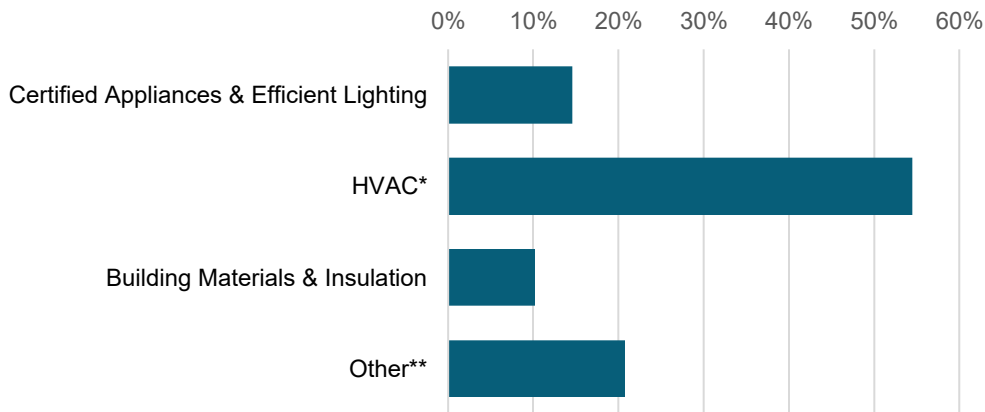


## What does EE look like in South Dakota?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

### What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**10%**  
of South Dakota  
EE workers are  
**veterans**

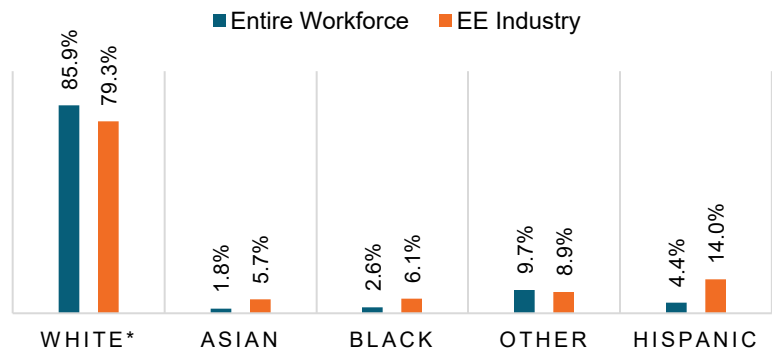


## How representative is the EE workforce in South Dakota?

*Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well South Dakota's EE workforce reflects the communities it serves and where gaps remain.*

Expanded training programs in South Dakota can help ensure energy efficiency careers are accessible to all.

### South Dakota EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

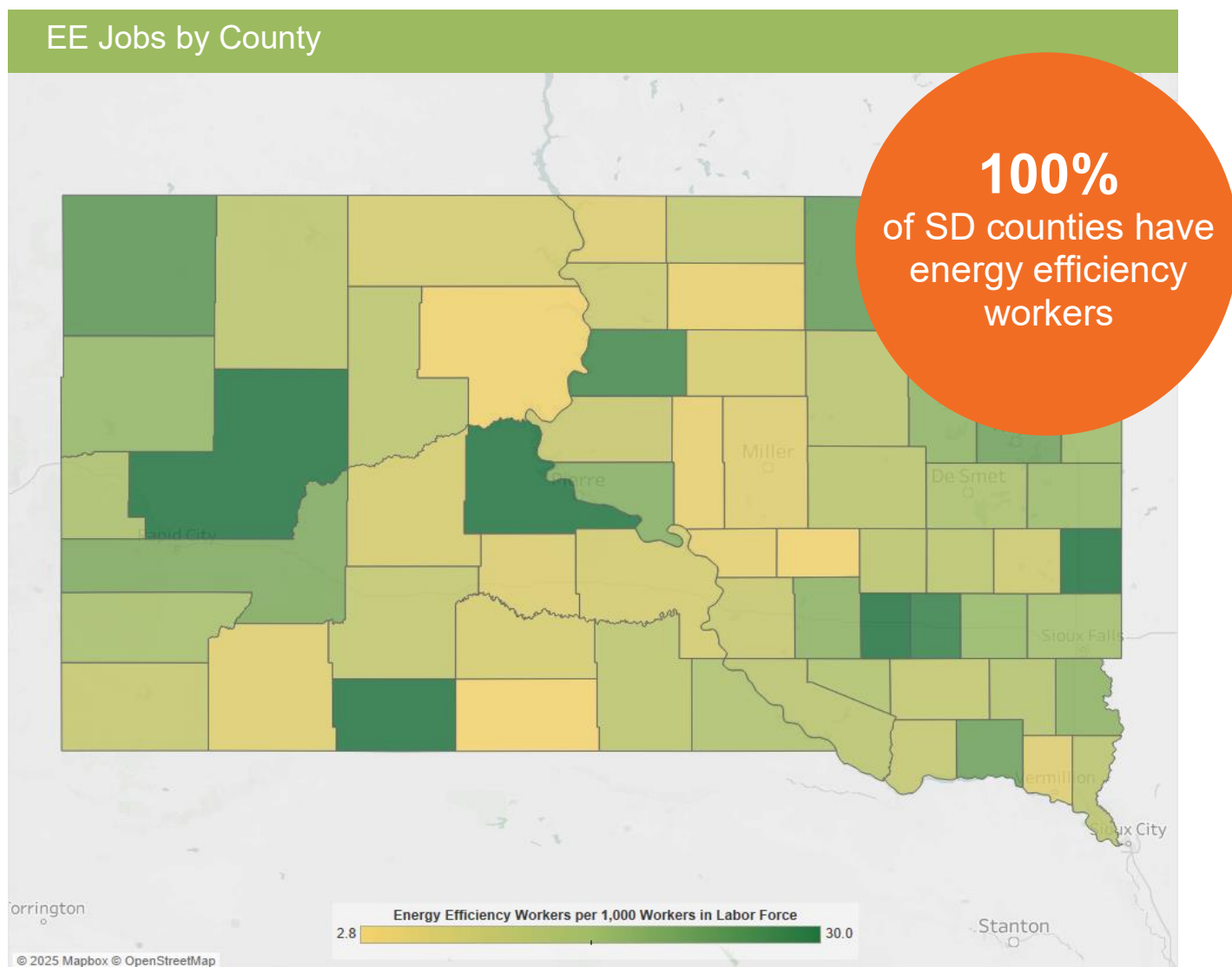
### Gender in the South Dakota EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



## Energy efficiency jobs are everywhere



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	7,898	Rapid City	1,534
		Sioux City	122
		Sioux Falls	2,874
		Rural	3,368

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	135		10	420		19	92		28	94
2	423		11	484		20	420		29	183
3	388		12	265		21	128		30	94
4	179		13	306		22	137		31	208
5	221		14	<10		23	71		32	526
6	152		15	314		24	314		33	80
7	270		16	160		25	268		34	377
8	149		17	135		26	49		35	287
9	205		18	294		27	66			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	135		11	484		21	128		29	183
2	423		12	265		22	137		30	94
3	388		13	306		23	71		31	208
4	179		14	<10		24	314		32	526
5	221		15	314		25	268		33	80
6	152		16	160		26A	11		34	377
7	270		17	135		26B	38		35	287
8	149		18	294		27	66			
9	205		19	92		28A	22			
10	420	20	420	28B	72					



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# Tennessee

## Energy Efficiency Jobs in America

**53,319**  
Total Jobs

### What are EE jobs?

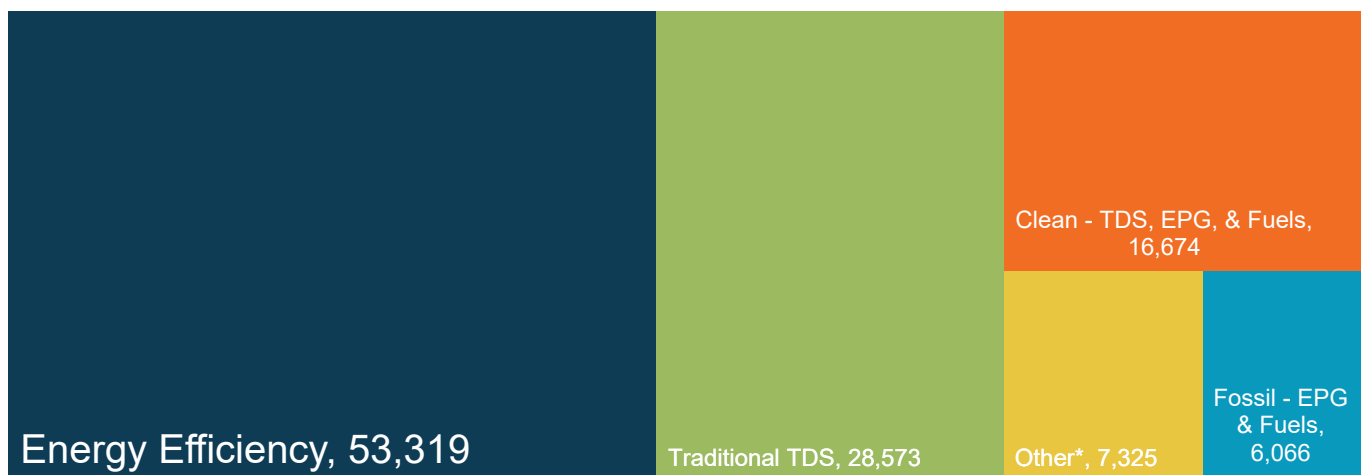
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Tennessee?

*Energy efficiency is the largest energy sector in Tennessee.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

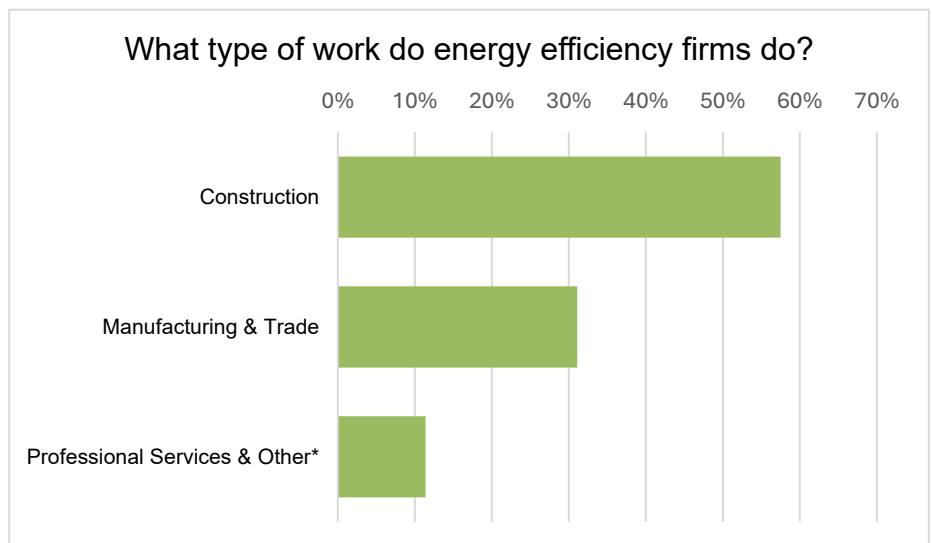
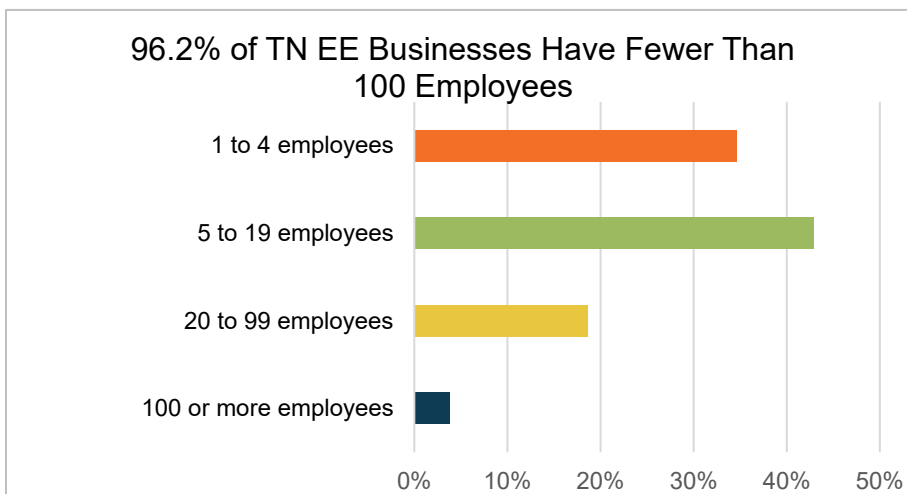
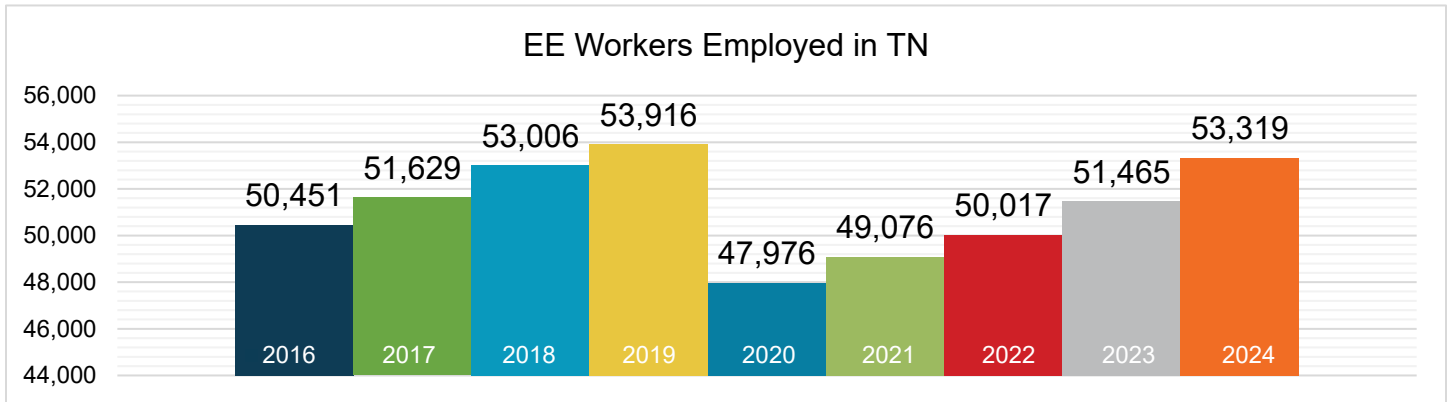
\*\*Nuclear - EPG & Fuels = 148

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

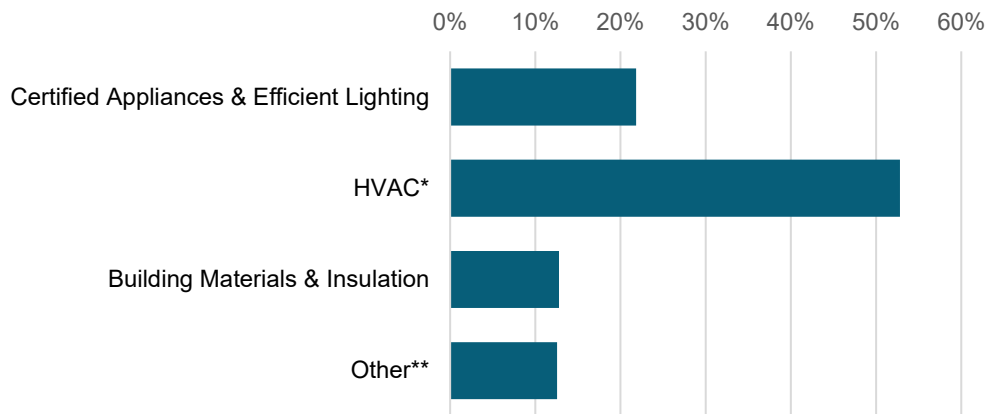


## What does EE look like in Tennessee?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

### What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**8%**  
of Tennessee  
EE workers are  
**veterans**

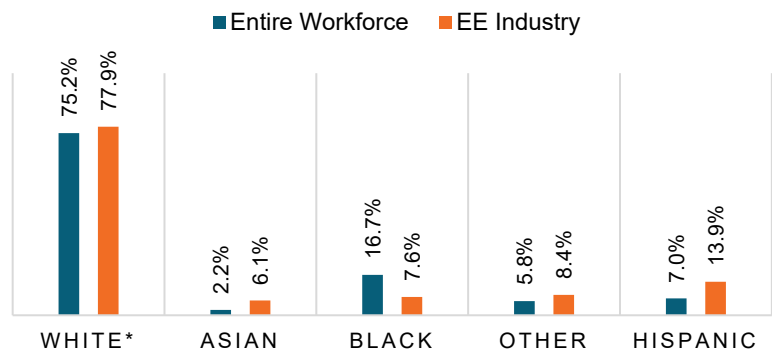


## How representative is the EE workforce in Tennessee?

*Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Tennessee's EE workforce reflects the communities it serves and where gaps remain.*

Expanded training programs in Tennessee can help ensure energy efficiency careers are accessible to all.

### Tennessee EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Tennessee EE Workforce



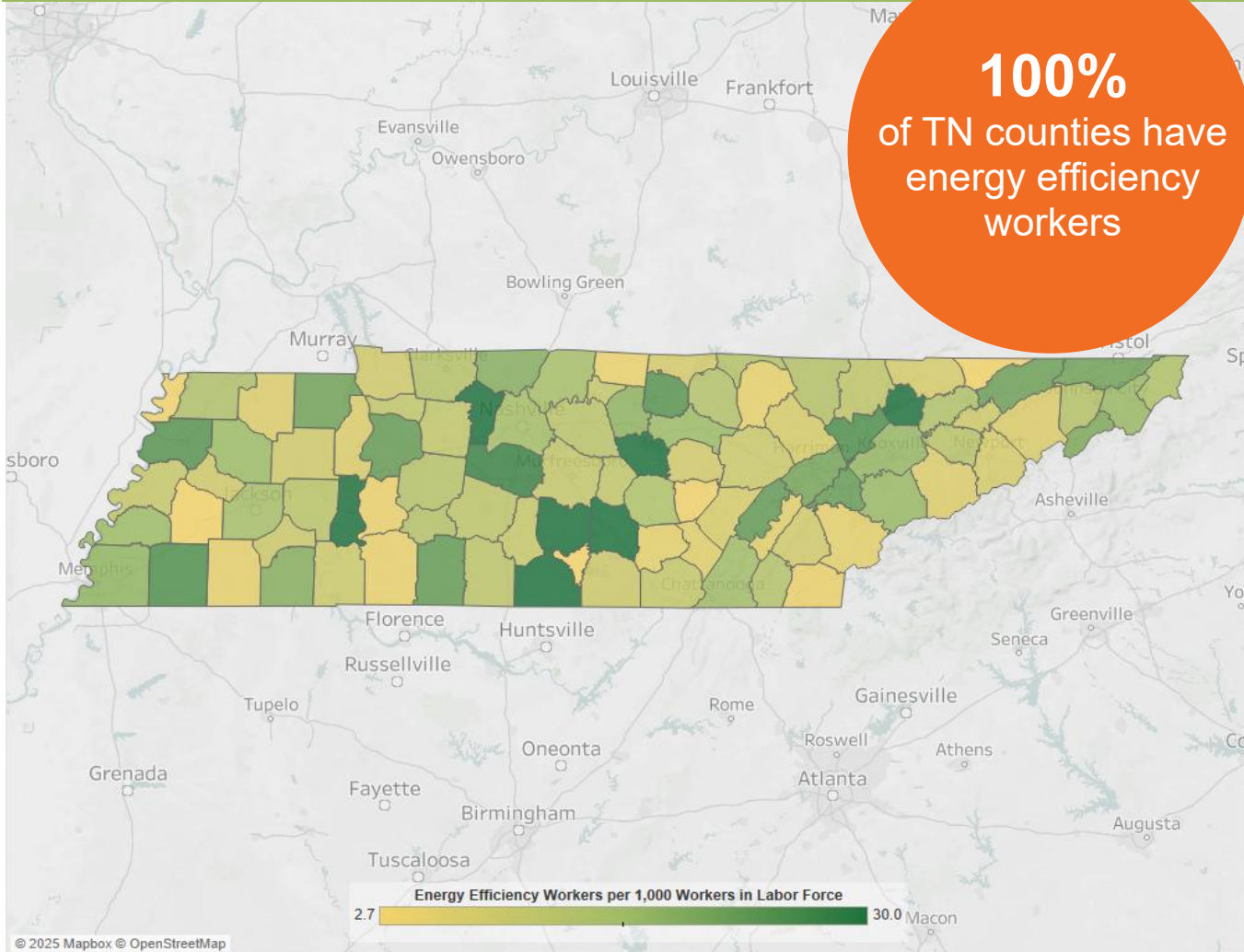
Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.





# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional				Metropolitan Areas			
District	Jobs		District	Jobs		Area	Jobs
1	4,147		7	6,016		Chattanooga	3,688
2	6,568		8	4,734		Clarksville	854
3	6,145		9	7,239		Cleveland	552
4	5,000					Jackson	1,019
5	8,690					Johnson City	1,135
6	4,779					Kingsport-Bristol-Bristol	1,796
						Knoxville	7,979
						Memphis	9,042
						Morristown	479
						Nashville-Davidson-Murfreesboro-Franklin	17,897
						Rural	8,877



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	986		10	1,641		19	2,711		28	1,250
2	1,096		11	2,157		20	2,694		29	1,574
3	1,121		12	787		21	2,536		30	2,041
4	1,835		13	1,136		22	873		31	1,928
5	2,294		14	1,360		23	1,240		32	1,578
6	2,326		15	1,071		24	916		33	1,975
7	1,727		16	2,023		25	1,669			
8	858		17	1,649		26	800			
9	673		18	1,025		27	3,766			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	794		26	650		51	635		76	366
2	561		27	780		52	628		77	586
3	336		28	857		53	1,023		78	446
4	266		29	580		54	1,213		79	280
5	183		30	789		55	1,205		80	426
6	363		31	328		56	1,281		81	204
7	490		32	600		57	390		82	223
8	519		33	1,034		58	547		83	635
9	289		34	348		59	391		84	595
10	337		35	380		60	1,045		85	391
11	120		36	332		61	1,738		86	771
12	204		37	314		62	1,275		87	751
13	224		38	154		63	434		88	729
14	676		39	203		64	449		89	526
15	847		40	479		65	1,300		90	640
16	934		41	239		66	469		91	871
17	319		42	634		67	251		92	857
18	903		43	248		68	251		93	549
19	288		44	240		69	234		94	320
20	481		45	404		70	353		95	498
21	256		46	464		71	268		96	963
22	215		47	807		72	275		97	649
23	167		48	476		73	599		98	810
24	360		49	306		74	213		99	614
25	237	50	767	75	371					





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Data Source: Unless otherwise stated, all data are from the August 2025 U.S. Energy and Employment Report, by the U.S. Department of Energy (see Appendix B for methodology details). This methodology—adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics—provides the broadly accepted best accounting of all U.S. energy workers.

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# Texas

## Energy Efficiency Jobs in America

182,506  
Total Jobs

### What are EE jobs?

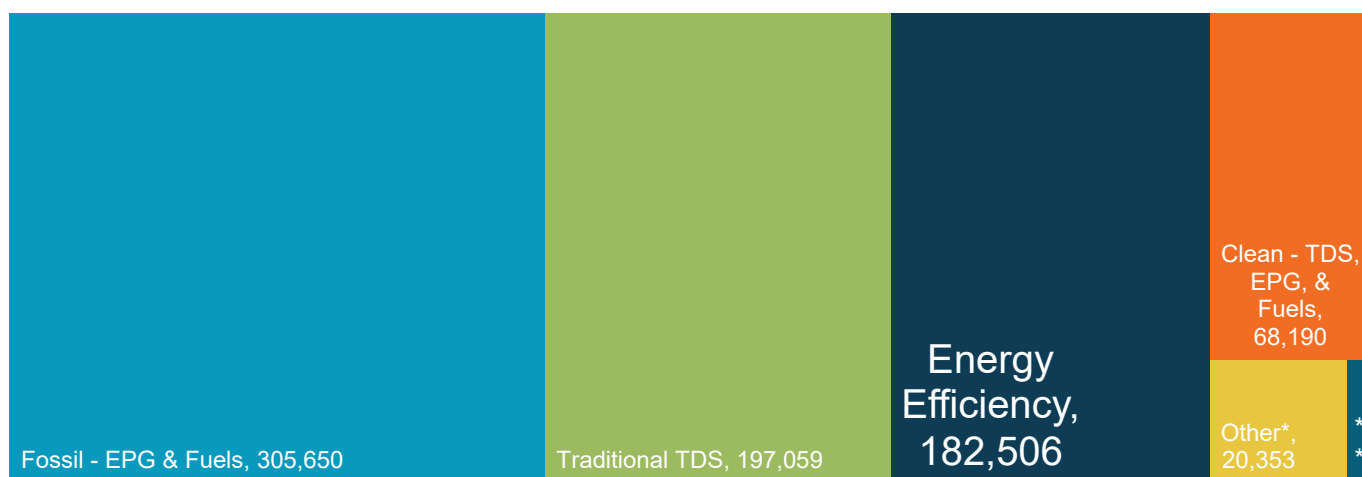
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Texas?

*Energy efficiency is the third largest energy sector in Texas.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

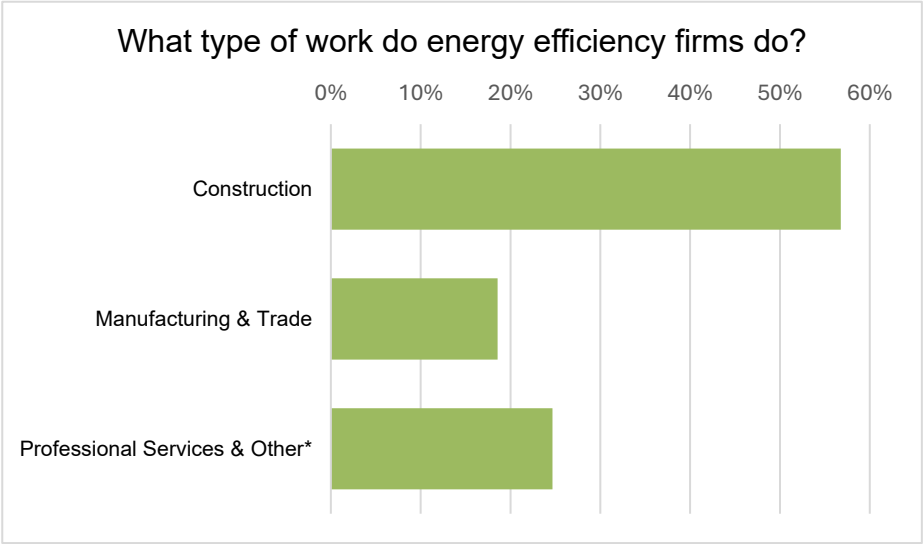
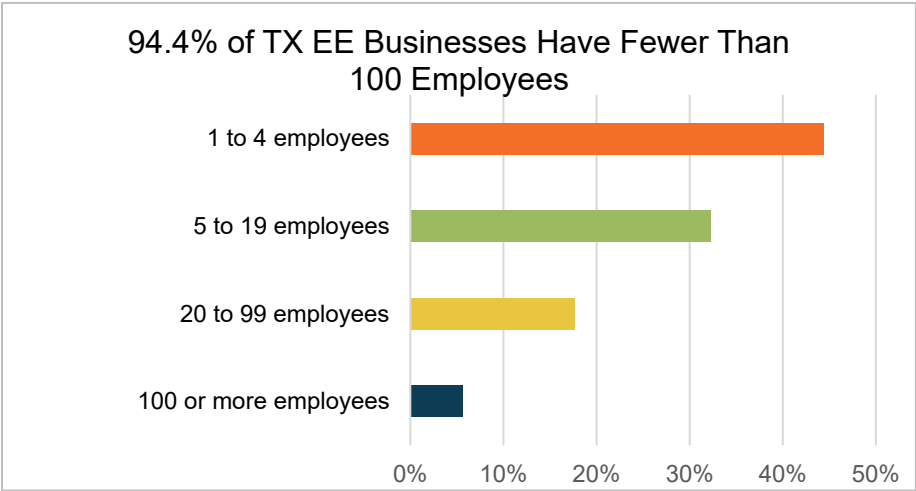
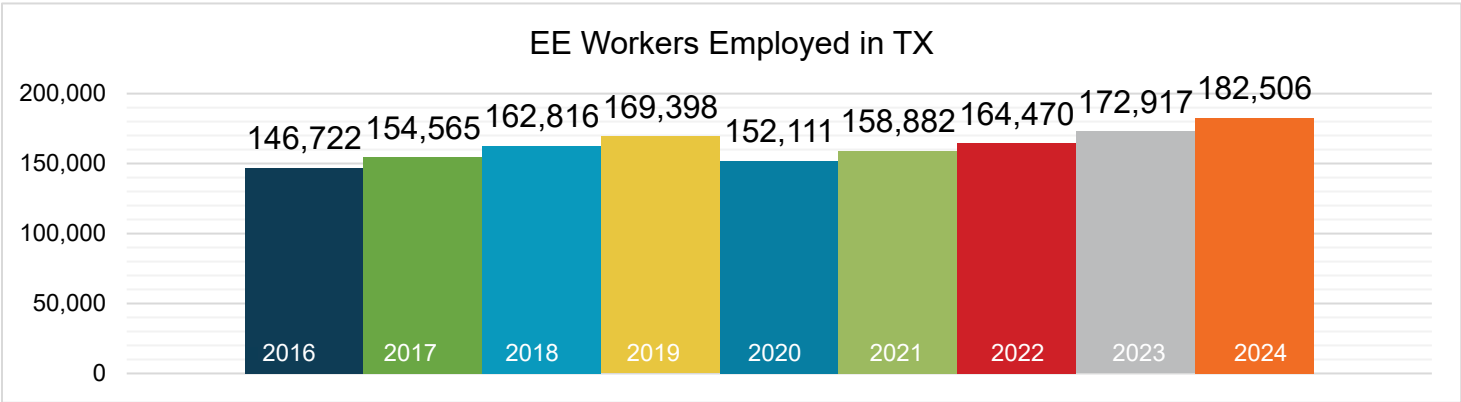
\*\*Nuclear - EPG & Fuels = 3,827

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



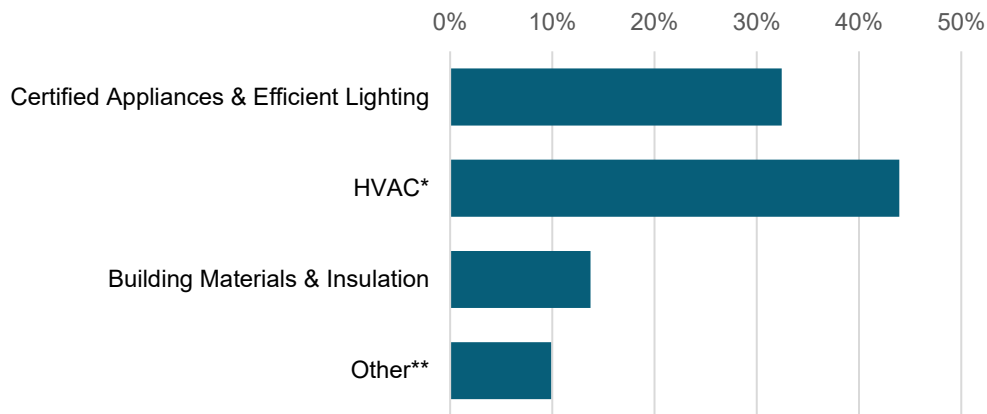
# What does EE look like in Texas?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**8%**  
of Texas  
EE workers are  
**veterans**

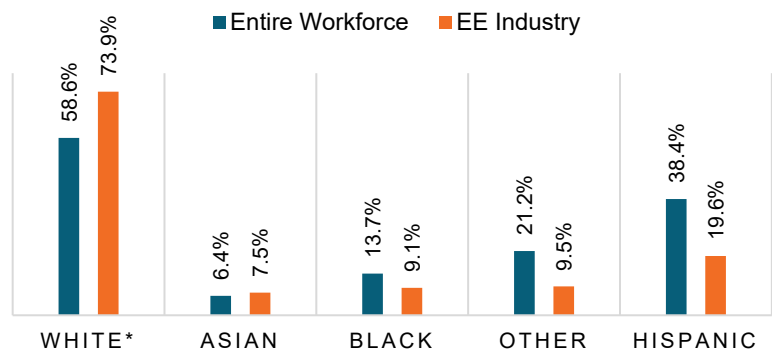


## How representative is the EE workforce in Texas?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Texas' EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Texas can help ensure energy efficiency careers are accessible to all.

### Texas EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

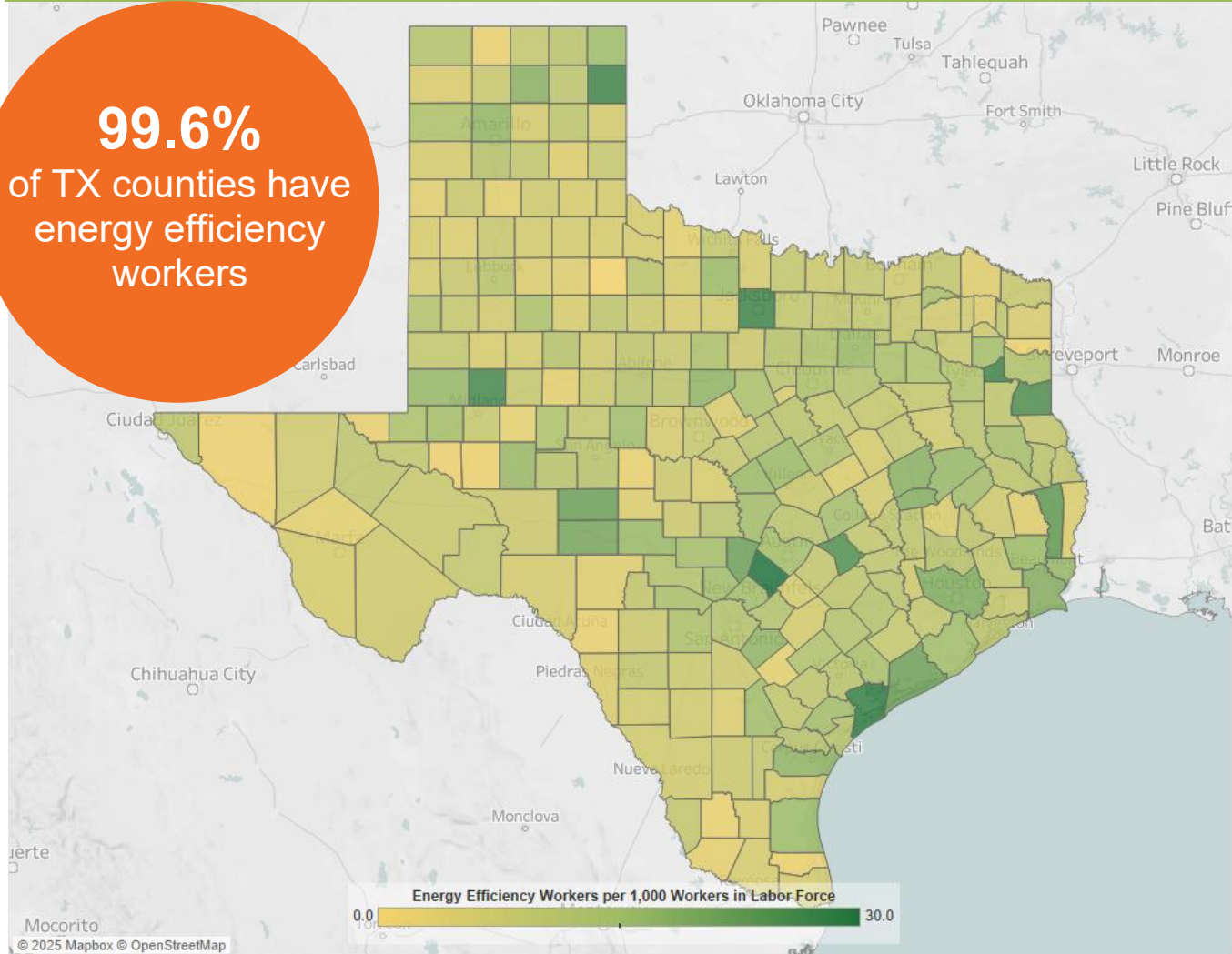
### Gender in the Texas EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.

# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

## Metropolitan Areas

Area	Jobs	Area	Jobs
Abilene	839	Lubbock	1,700
Amarillo	1,777	McAllen-Edinburg-Mission	1,718
Austin-Round Rock	19,091	Midland	1,098
Beaumont-Port Arthur	2,904	Odessa	1,124
Brownsville-Harlingen	855	San Angelo	564
College Station-Bryan	1,343	San Antonio-New Braunfels	13,330
Corpus Christi	3,102	Sherman-Denison	463
Dallas-Fort Worth-Arlington	52,361	Texarkana	339
El Paso	3,358	Tyler	1,386
Houston-The Woodlands-Sugar Land	54,297	Victoria	421
Killeen-Temple	1,324	Waco	1,558
Laredo	708	Wichita Falls	511
Longview	2,228	Rural	14,107





## State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	5,188	9	5,331	17	5,145	25	5,730
2	6,352	10	5,521	18	5,045	26	5,117
3	4,377	11	5,795	19	4,462	27	2,176
4	5,825	12	6,084	20	3,869	28	3,951
5	3,738	13	8,423	21	5,421	29	3,604
6	9,862	14	10,737	22	4,947	30	3,400
7	9,144	15	8,920	23	9,169	31	5,273
8	4,608	16	11,936	24	3,359		

## State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	648	39	466	77	648	115	2,297
2	523	40	361	78	1,043	116	1,056
3	718	41	237	79	756	117	928
4	707	42	526	80	488	118	898
5	612	43	976	81	1,265	119	1,416
6	1,132	44	628	82	1,145	120	934
7	2,305	45	2,768	83	926	121	944
8	493	46	2,545	84	956	122	1,116
9	661	47	2,549	85	678	123	1,227
10	759	48	1,740	86	592	124	1,412
11	761	49	3,016	87	1,686	125	1,179
12	514	50	1,381	88	618	126	1,568
13	635	51	1,878	89	1,281	127	1,896
14	1,288	52	725	90	1,480	128	2,022
15	949	53	646	91	1,254	129	1,129
16	887	54	374	92	1,126	130	1,484
17	598	55	659	93	1,039	131	1,449
18	485	56	1,309	94	865	132	2,853
19	1,091	57	546	95	1,385	133	1,808
20	1,097	58	801	96	1,184	134	2,146
21	1,146	59	723	97	1,250	135	2,378
22	1,834	60	600	98	1,166	136	777
23	700	61	1,341	99	1,050	137	2,035
24	808	62	572	100	1,771	138	1,049
25	830	63	641	101	708	139	2,524
26	554	64	554	102	2,418	140	1,587
27	605	65	698	103	2,040	141	1,942
28	735	66	836	104	2,528	142	2,173
29	1,042	67	716	105	2,107	143	2,160
30	909	68	644	106	722	144	2,654
31	381	69	601	107	2,537	145	1,933
32	1,354	70	836	108	1,740	146	2,302
33	614	71	907	109	2,024	147	1,568
34	1,569	72	792	110	2,553	148	2,151
35	357	73	1,667	111	1,390	149	1,568
36	480	74	338	112	1,768	150	2,216
37	301	75	985	113	1,745		
38	434	76	478	114	2,222		





Congressional			
District	Jobs	District	Jobs
1	4,795	20	4,549
2	5,226	21	4,409
3	3,926	22	2,996
4	2,596	23	2,897
5	5,678	24	5,401
6	5,104	25	3,633
7	5,769	26	2,569
8	6,233	27	4,506
9	6,479	28	2,707
10	4,084	29	8,510
11	3,680	30	8,127
12	4,363	31	3,195
13	3,541	32	7,703
14	4,065	33	6,596
15	2,314	34	1,449
16	3,184	35	7,190
17	4,345	36	5,624
18	7,505	37	7,620
19	3,462	38	6,475



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# Utah

## Energy Efficiency Jobs in America

**34,013**  
Total Jobs

### What are EE jobs?

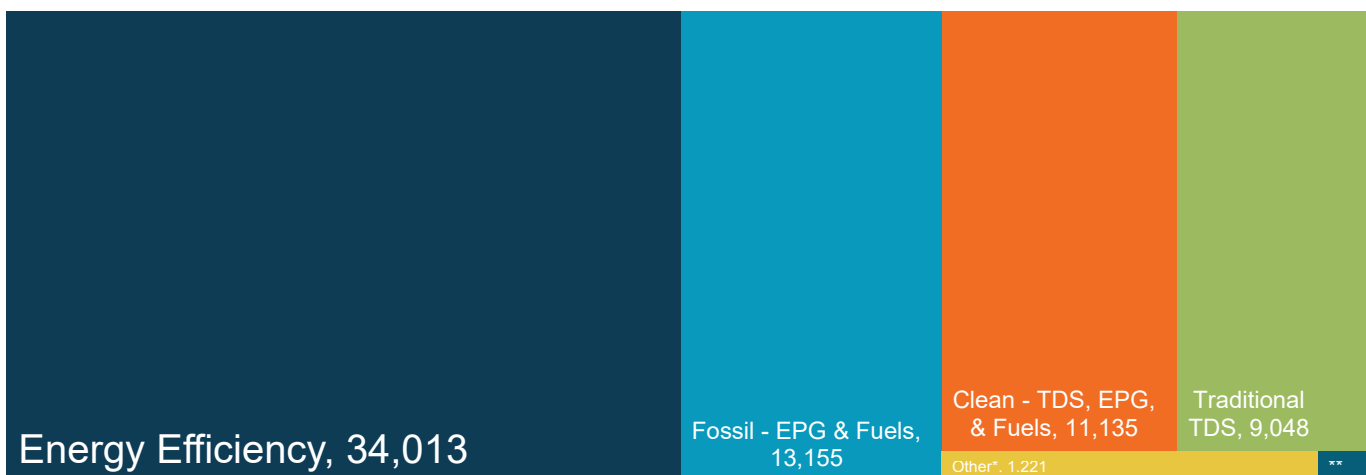
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Utah?

*Energy efficiency is the largest energy sector in Utah.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

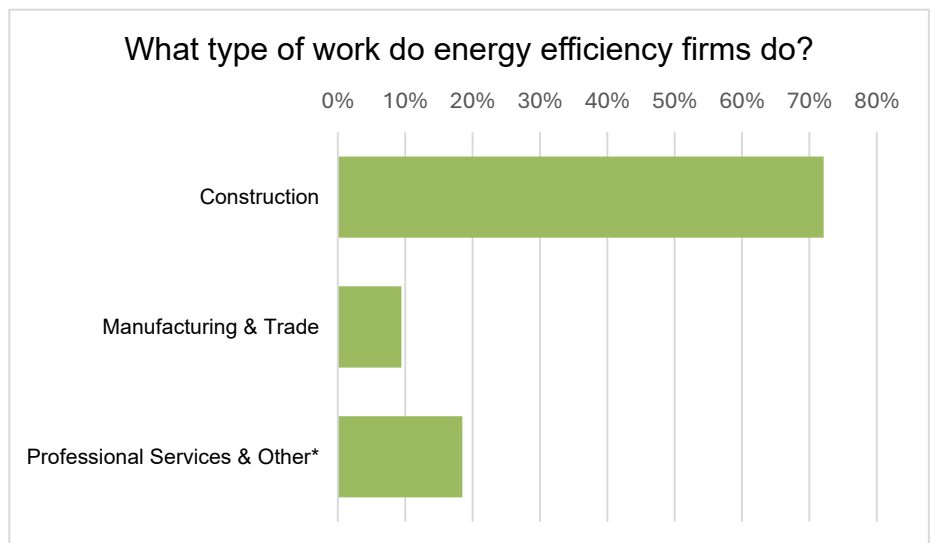
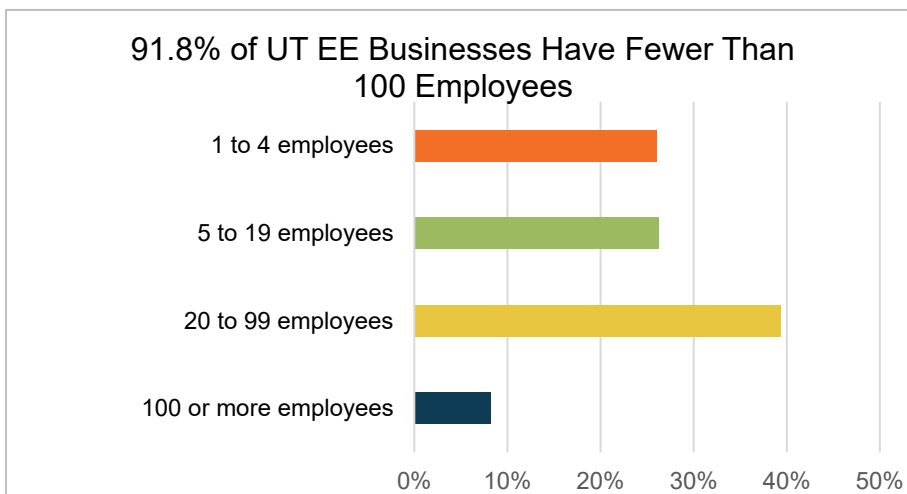
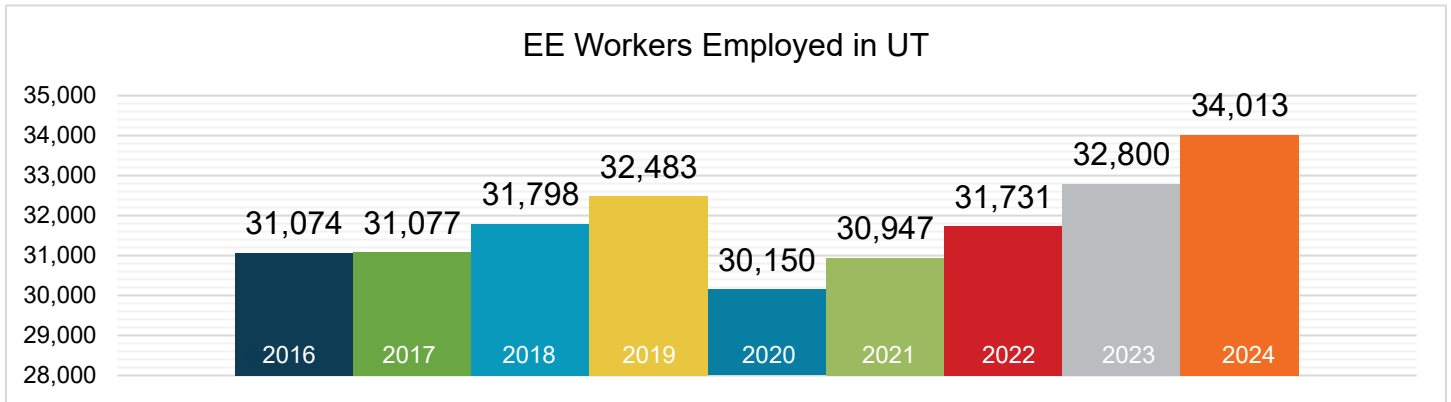
\*\*Nuclear - EPG & Fuels = 165

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

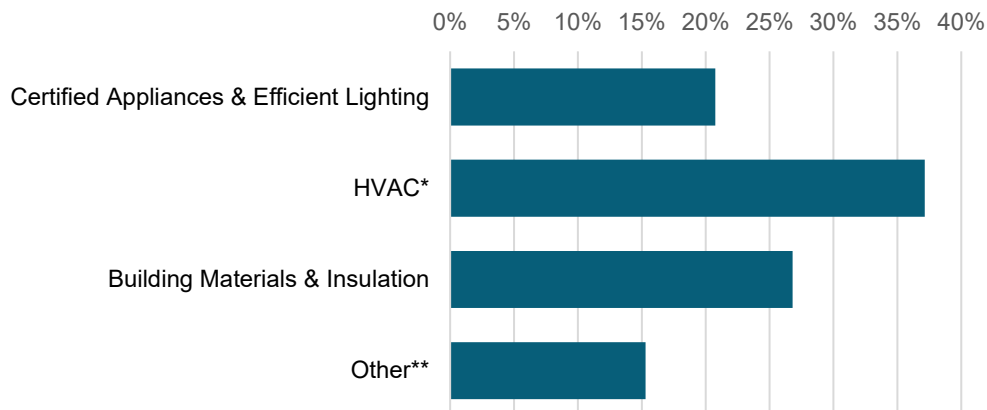


## What does EE look like in Utah?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

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**8%**  
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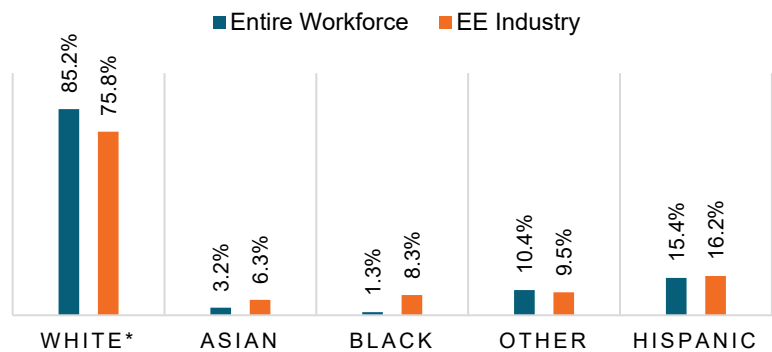


## How representative is the EE workforce in Utah?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Utah's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Utah can help ensure energy efficiency careers are accessible to all.

### Utah EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Utah EE Workforce

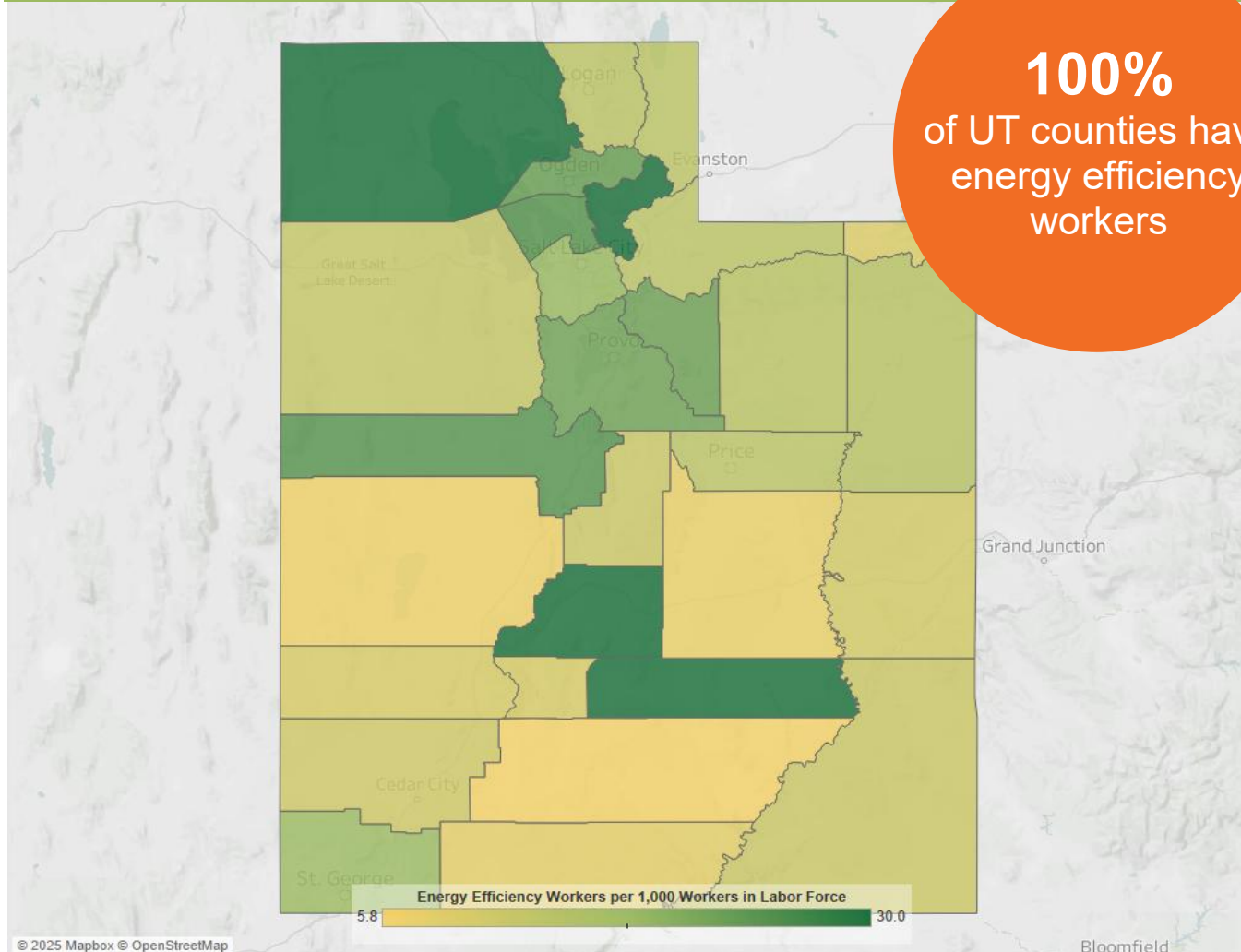


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# Energy efficiency jobs are everywhere

## EE Jobs by County



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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	8,606	Logan	890
2	8,036	Ogden-Clearfield	7,390
3	8,154	Provo-Orem	6,667
4	9,216	Salt Lake City	1,583
		St. George	15,059
		Rural	2,424

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	1,090		9	1,662		17	970
2	787		10	1,876		18	1,479
3	1,444		11	657		19	1,259
4	987		12	1,651		20	801
5	845		13	1,264		21	1,109
6	1,553		14	916		22	1,138
7	1,073		15	1,729		23	990
8	857		16	1,989		24	1,053
						25	1,194
						26	765
						27	986
						28	843
						29	1,049

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	837		20	359		39	452
2	306		21	421		40	443
3	337		22	538		41	497
4	481		23	526		42	633
5	194		24	242		43	711
6	744		25	926		44	457
7	335		26	375		45	469
8	77		27	359		46	569
9	443		28	184		47	588
10	394		29	94		48	524
11	311		30	611		49	824
12	500		31	471		50	422
13	651		32	757		51	352
14	307		33	568		52	735
15	525		34	306		53	1,004
16	254		35	450		54	604
17	378		36	835		55	456
18	394		37	495		56	367
19	460		38	613		57	471
						58	328
						59	354
						60	456
						61	324
						62	323
						63	449
						64	545
						65	417
						66	225
						67	231
						68	234
						69	198
						70	514
						71	266
						72	266
						73	690
						74	140
						75	417





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# Vermont

## Energy Efficiency Jobs in America

**10,515**  
Total Jobs

### What are EE jobs?

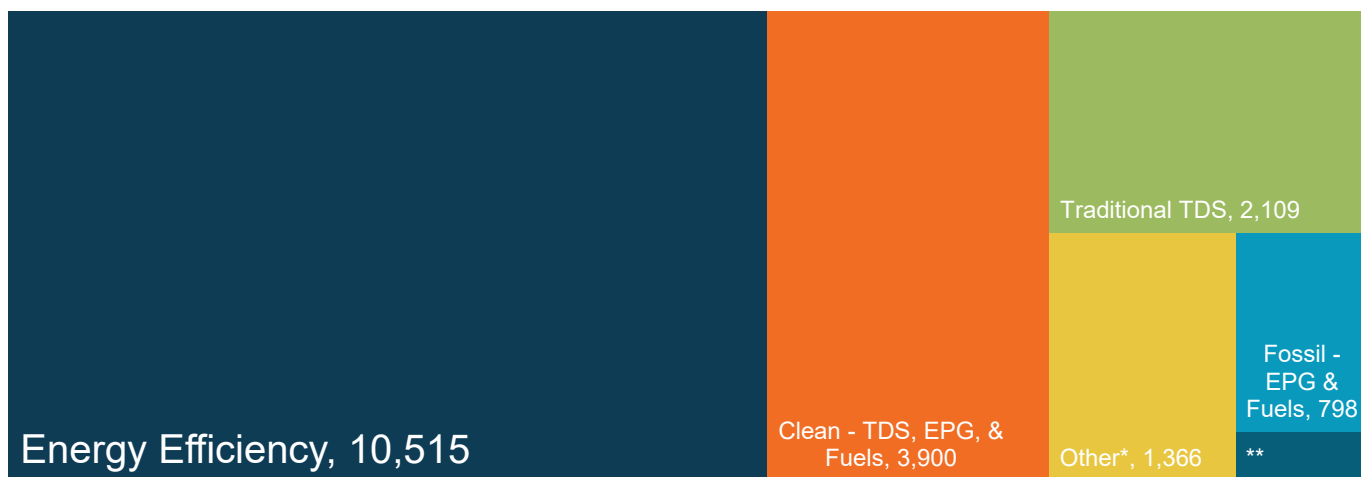
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

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- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Vermont?

*Energy efficiency is the largest energy sector in Vermont.*



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EPG = Electric Power Generation

\*\*Nuclear - EPG & Fuels = 196

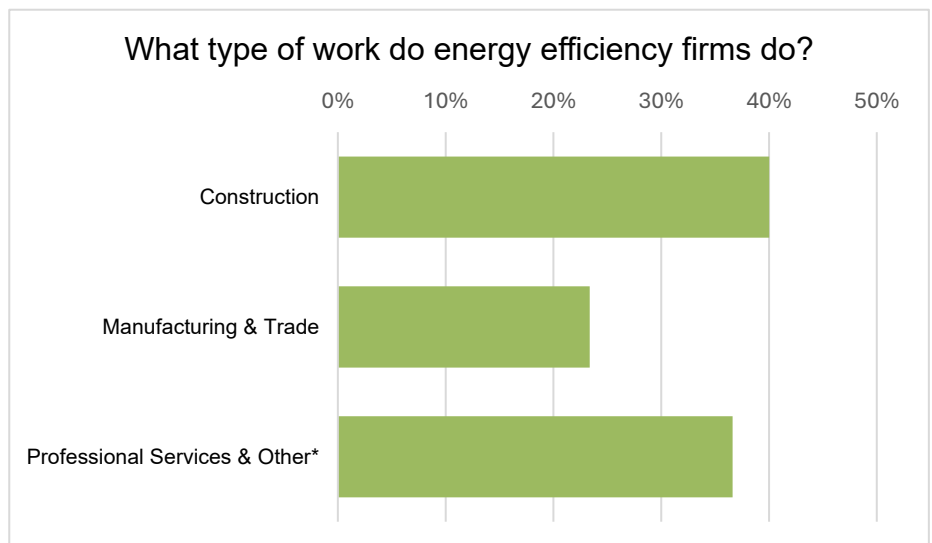
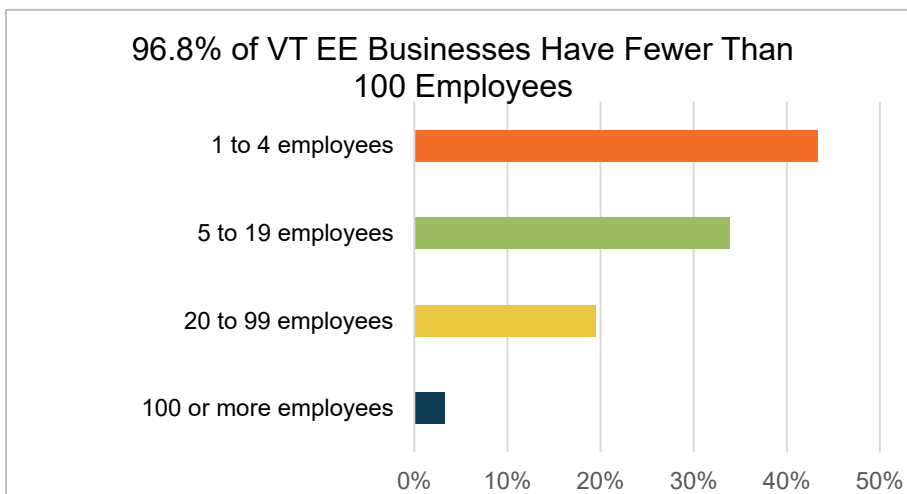
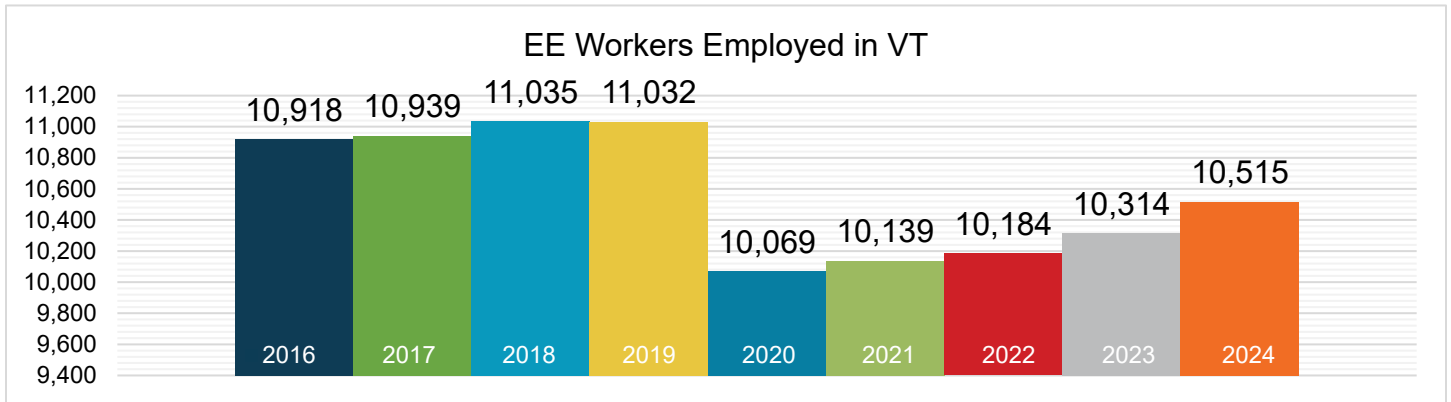
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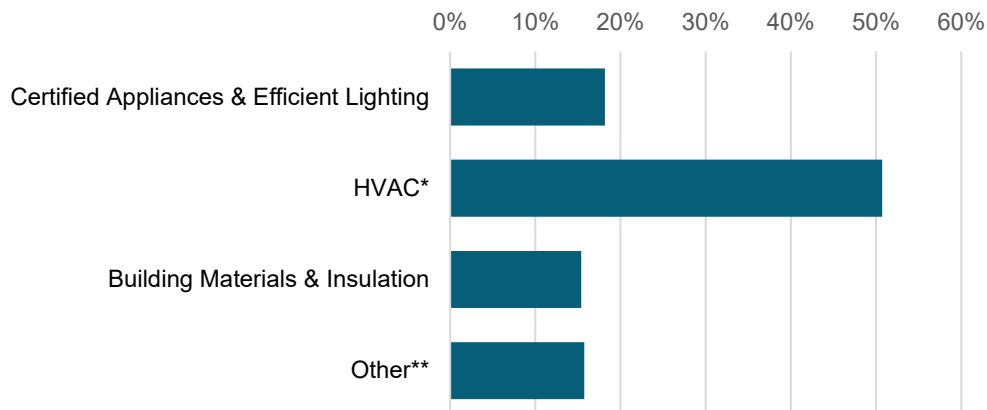


## What does EE look like in Vermont?



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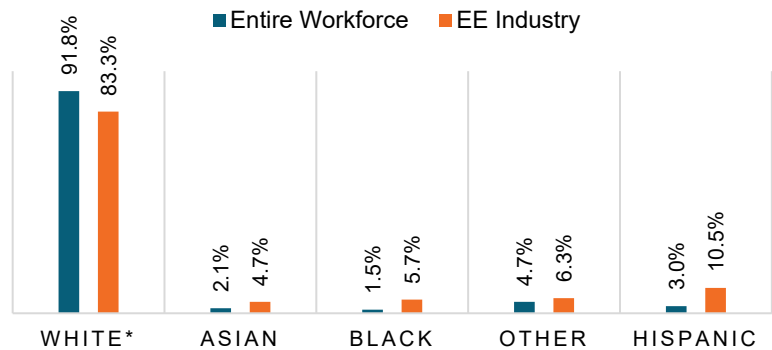


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### Gender in the Vermont EE Workforce

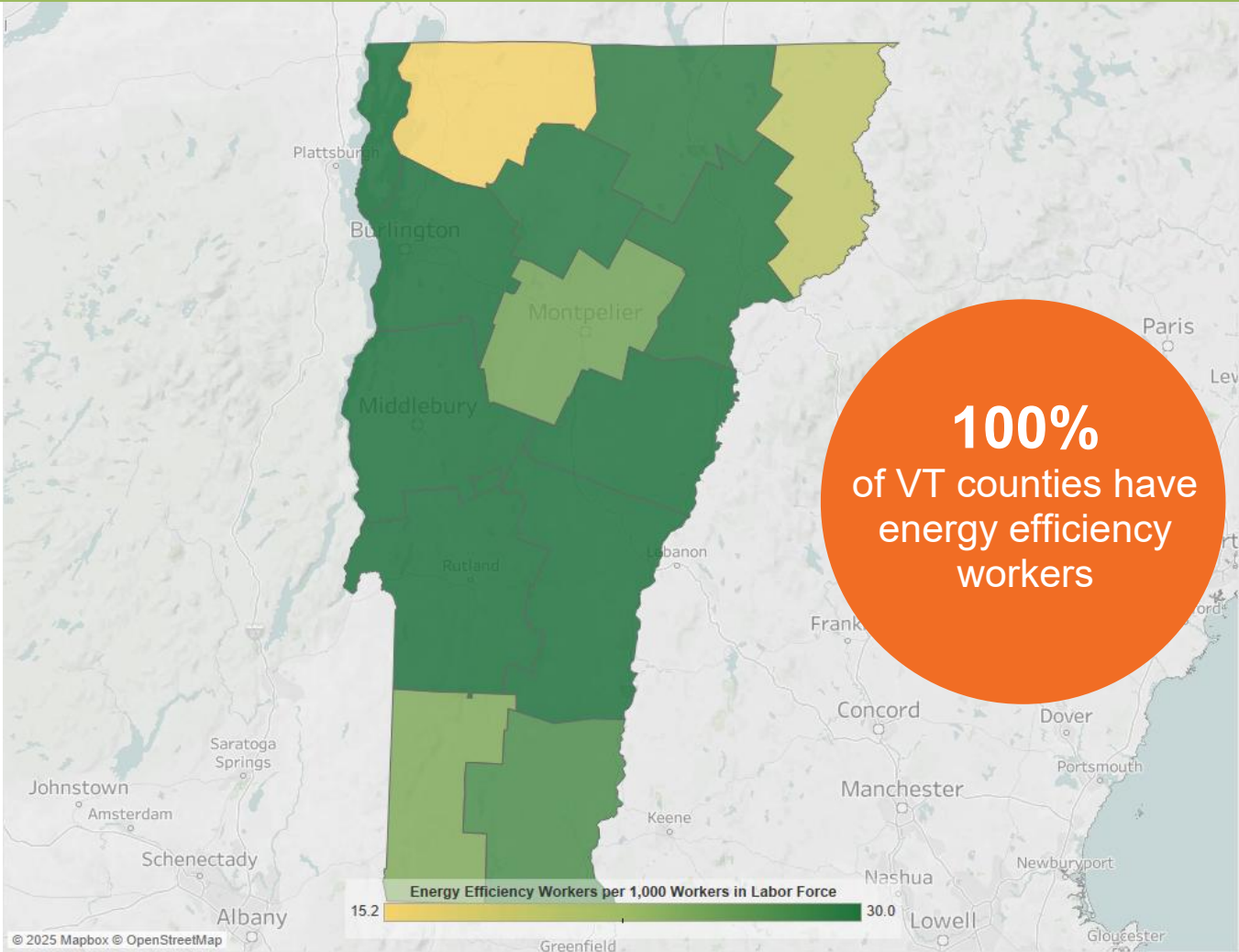


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Energy efficiency jobs are everywhere

EE Jobs by County



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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	10,515	Burlington-South Burlington	4,928
		Rural	5,587



State Senate							
District	Jobs		District	Jobs		District	Jobs
ADD	573		CHN	378		GRI	486
BEN	480		CHS	1,703		LAM	312
CAL	236		ESX	222		ORA	322
CHC	2,137		FRA	238		ORL	236
						RUT	822
						WAS	944
						WDH	544
						WSR	883

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
A-1	156		C-12	564		L-3	61
A-2	28		C-13	<10		L-W	112
A-3	118		C-14	66		OR1	44
A-4	110		C-15	<10		OR2	67
A-5	43		C-16	896		OR3	64
A-R	41		C-17	<10		ORC	58
B-1	49		C-18	291		OWA	110
B-2	35		C-19	450		O-1	38
B-3	31		C-20	41		O-2	87
B-4	91		C-21	223		O-3	55
B-5	162		C-22	619		O-4	47
B-R	49		C-23	<10		O-L	96
CA1	26		C-24	<10		R-1	42
CA2	39		C-25	49		R-2	112
CA3	86		C-F	300		R-3	68
CAE	102		E-C	36		R-4	<10
CAW	48		E-O	26		R-5	<10
C-1	127		F-1	29		R-6	<10
C-2	305		F-2	<10		R-7	279
C-3	250		F-3	<10		R-8	69
C-4	131		F-4	53		R-9	66
C-5	109		F-5	37		R-10	58
C-6	217		F-6	16		R-11	35
C-7	<10		F-7	34		R-B	55
C-8	<10		F-8	87		R-W	68
C-9	<10		GIC	52		WA1	96
C-10	<10		L-1	81		WA2	94
C-11	<10		L-2	140		WA3	231
						WA4	177
						WA5	22
						WA6	79
						WAC	152
						WAO	20
						W-1	29
						W-2	52
						W-3	75
						W-4	69
						W-5	57
						W-6	54
						W-7	<10
						W-9	225
						W-9	<10
						WWB	51
						Y-1	130
						Y-2	44
						Y-3	146
						Y-4	24
						Y-5	70
						Y-6	161
						Y-A	71
						YO1	63
						YO2	116
						Y-W	74





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# Virginia

## Energy Efficiency Jobs in America

79,241  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Virginia?

*Energy efficiency is the largest energy sector in Virginia.*



TDS = Transmission, Distribution, & Storage

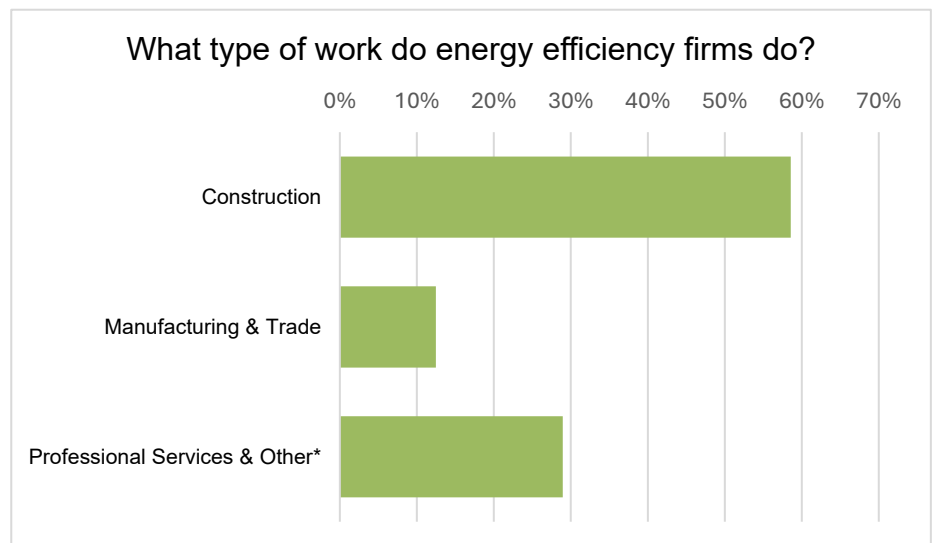
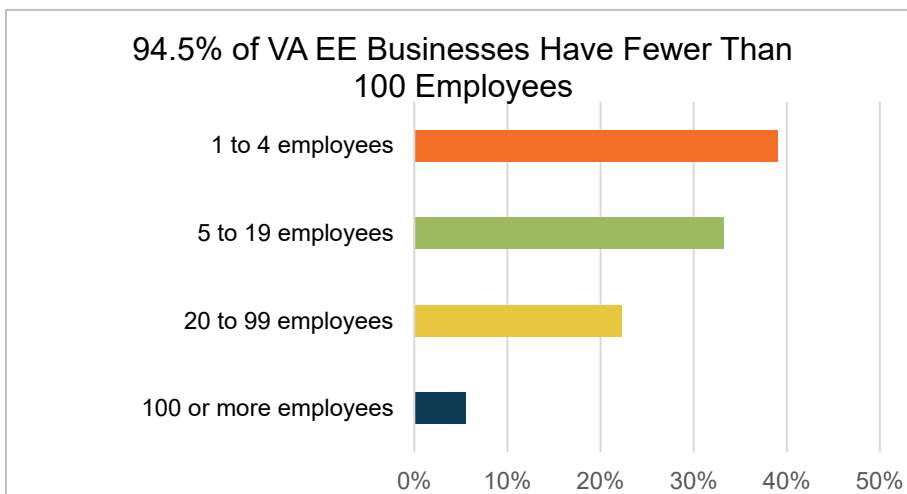
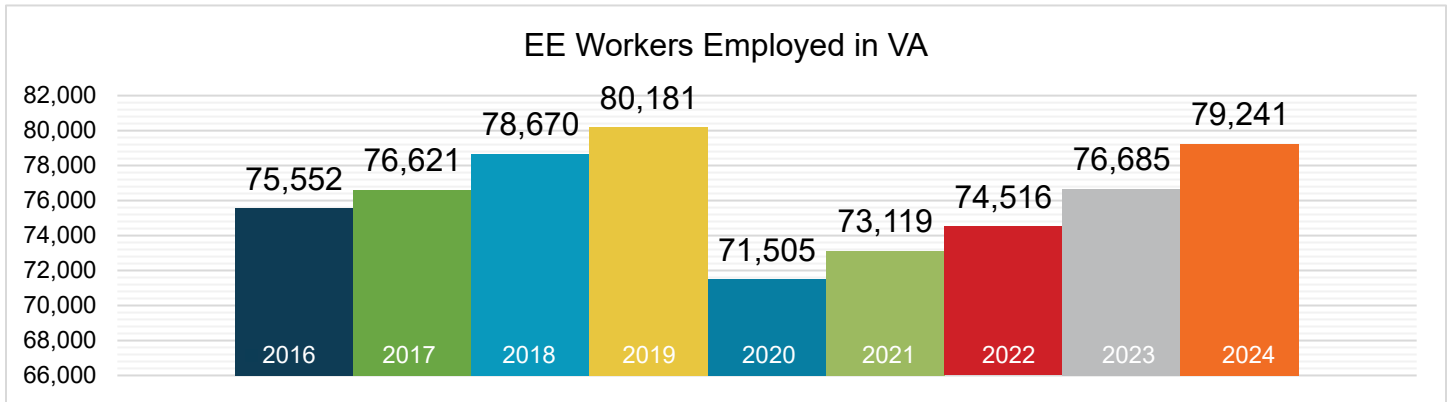
EPG = Electric Power Generation

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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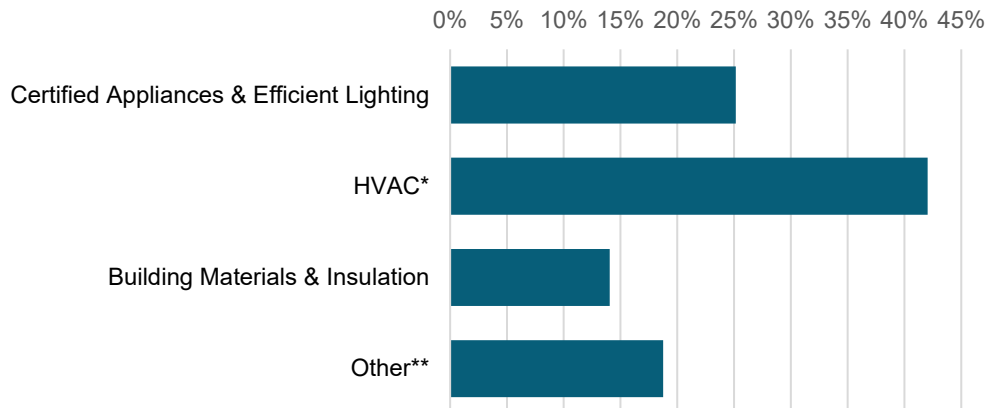


## What does EE look like in Virginia?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Virginia  
EE workers are  
**veterans**

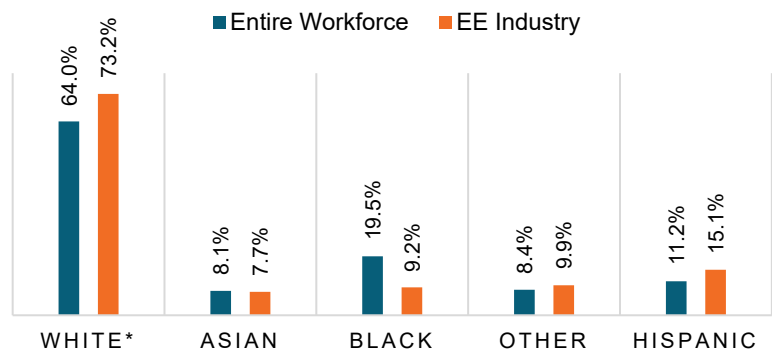


## How representative is the EE workforce in Virginia?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Virginia's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Virginia can help ensure energy efficiency careers are accessible to all.

### Virginia EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Virginia EE Workforce

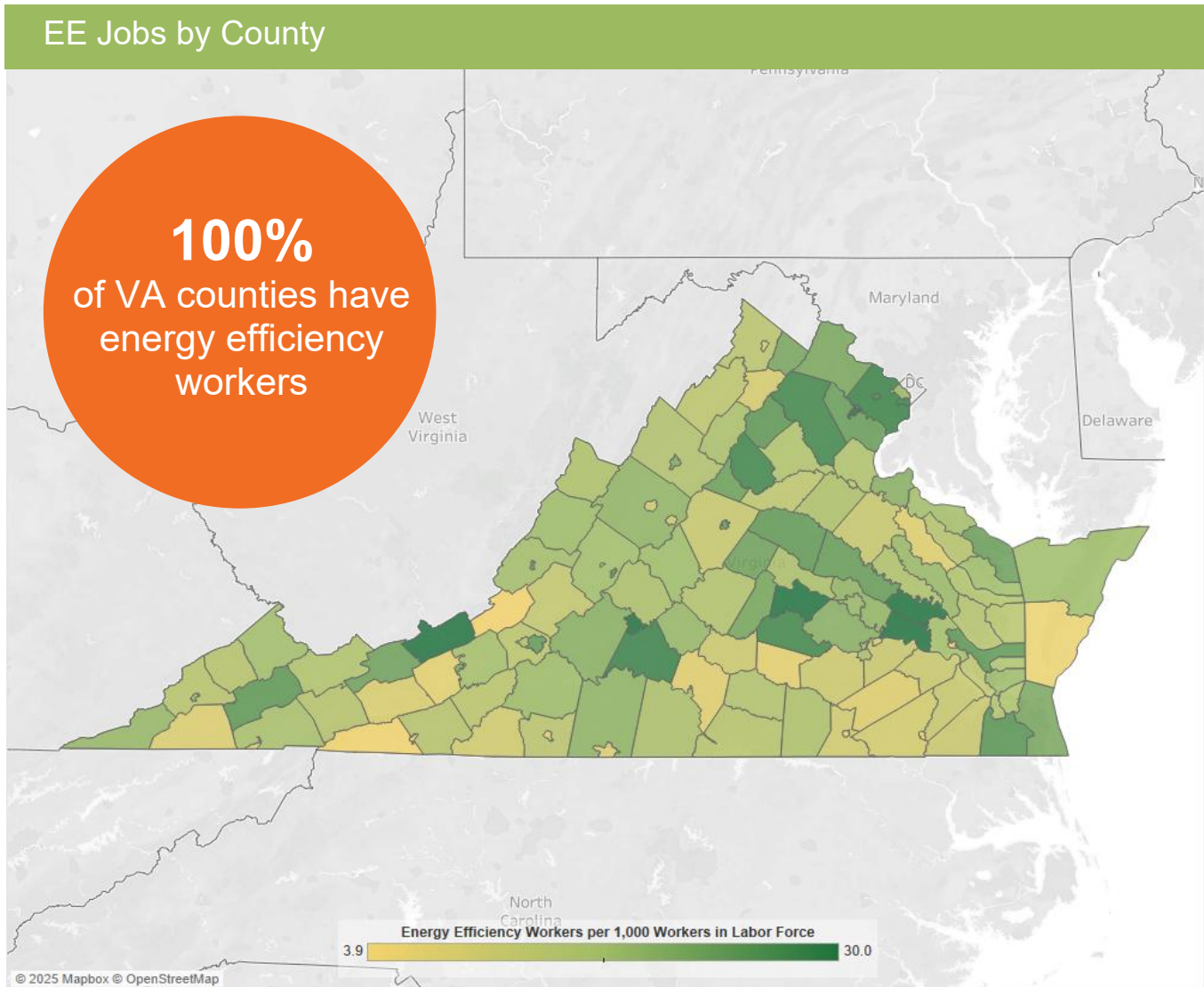


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.





# Energy efficiency jobs are everywhere



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	6,758	7	4,555	Blacksburg-Christiansburg-Radford	1,165	Richmond	12,443
2	6,624	8	12,433	Charlottesville	1,892	Roanoke	2,752
3	6,069	9	3,769	Danville	441	Virginia Beach-Norfolk-Newport News	13,101
4	7,094	10	7,604	Harrisonburg	1,147	Virginia-Arlington-Alexandria	35,146
5	6,665	11	11,781	Kingsport-Bristol-Bristol	467	Winchester	746
6	5,888			Lynchburg	2,872	Rural	7,069



## State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,172		11	1,900		21	1,989		31	1,869
2	1,737		12	1,841		22	1,543		32	2,736
3	940		13	1,207		23	1,372		33	2,512
4	2,599		14	2,245		24	1,666		34	3,375
5	1,362		15	2,766		25	944		35	3,003
6	1,089		16	2,518		26	1,675		36	3,904
7	758		17	917		27	1,311		37	3,113
8	2,428		18	1,805		28	1,328		38	2,943
9	943		19	1,943		29	1,287		39	3,396
10	1,635		20	2,394		30	2,120		40	2,956

## State House of Delegates

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,140		26	1,432		51	561		76	1,152
2	1,176		27	802		52	1,899		77	1,638
3	1,298		28	865		53	182		78	1,439
4	1,687		29	913		54	1,224		79	632
5	1,052		30	593		55	495		80	593
6	1,228		31	371		56	472		81	693
7	1,029		32	616		57	1,309		82	346
8	1,518		33	412		58	881		83	258
9	1,699		34	847		59	647		84	435
10	1,167		35	663		60	1,102		85	428
11	966		36	437		61	648		86	779
12	1,660		37	349		62	427		87	480
13	1,156		38	1,365		63	537		88	665
14	1,323		39	382		64	566		89	433
15	999		40	978		65	462		90	724
16	1,467		41	525		66	205		91	1,115
17	1,187		42	606		67	549		92	1,127
18	1,743		43	457		68	325		93	866
19	1,262		44	554		69	525		94	738
20	1,085		45	333		70	836		95	585
21	805		46	335		71	427		96	958
22	509		47	263		72	621		97	508
23	268		48	326		73	822		98	566
24	741		49	409		74	293		99	890
25	447		50	369		75	662		100	705





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# Washington

## Energy Efficiency Jobs in America



### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Washington?

*Energy efficiency is the largest energy sector in Washington.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

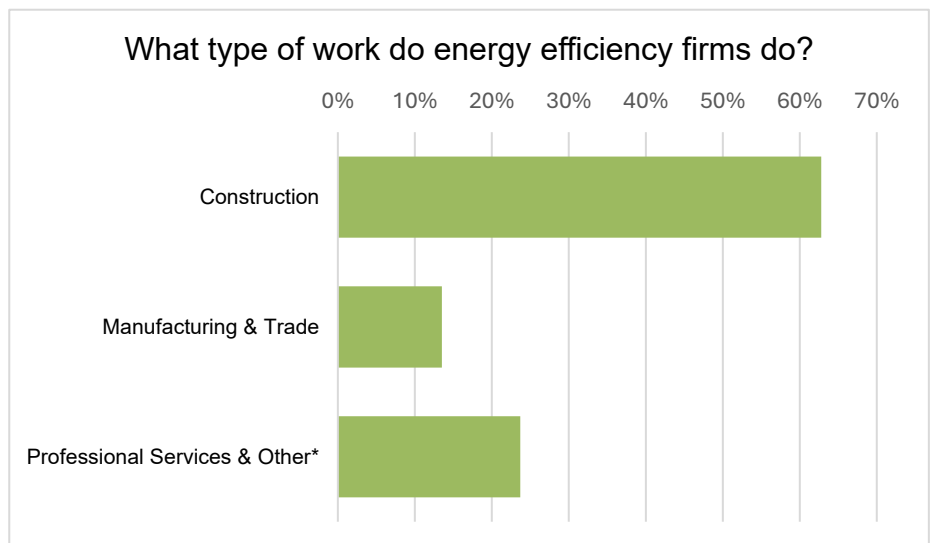
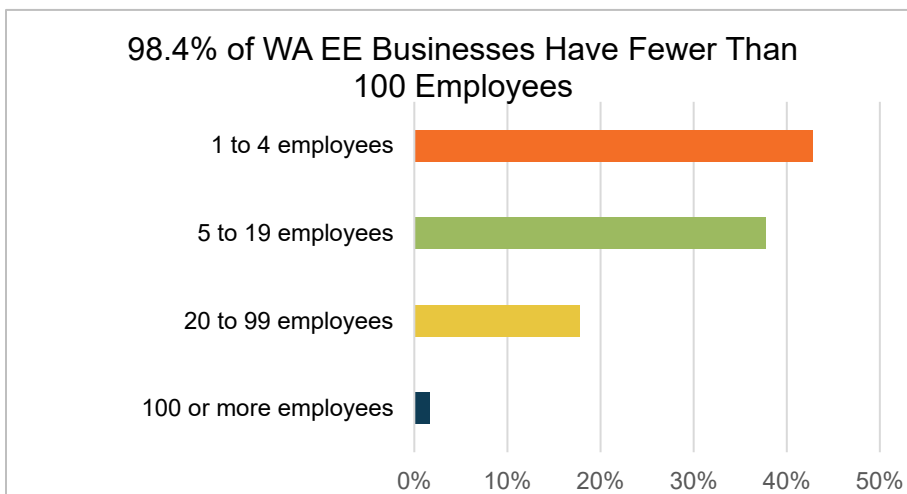
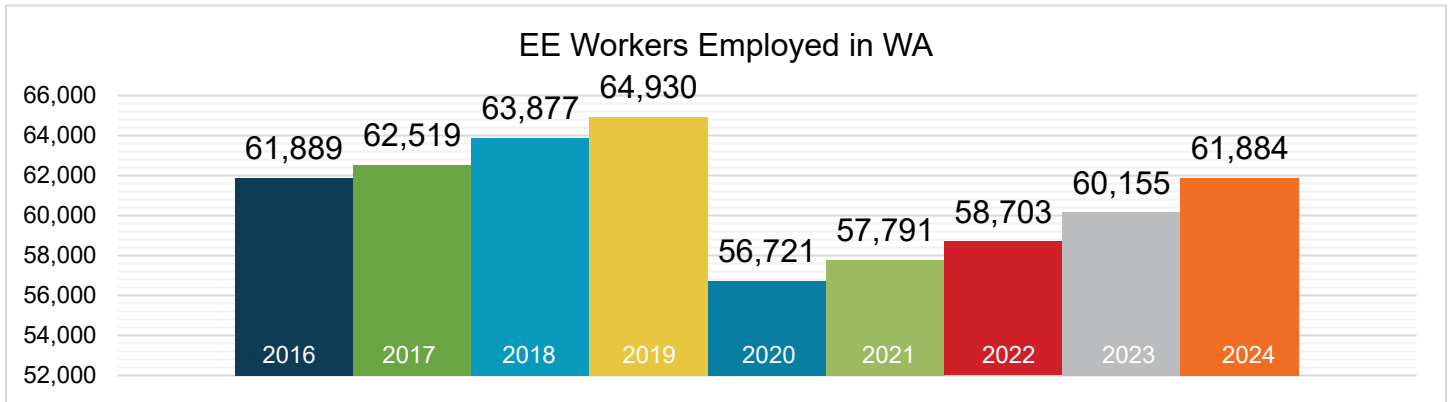
\*\*Nuclear - EPG & Fuels = 678

\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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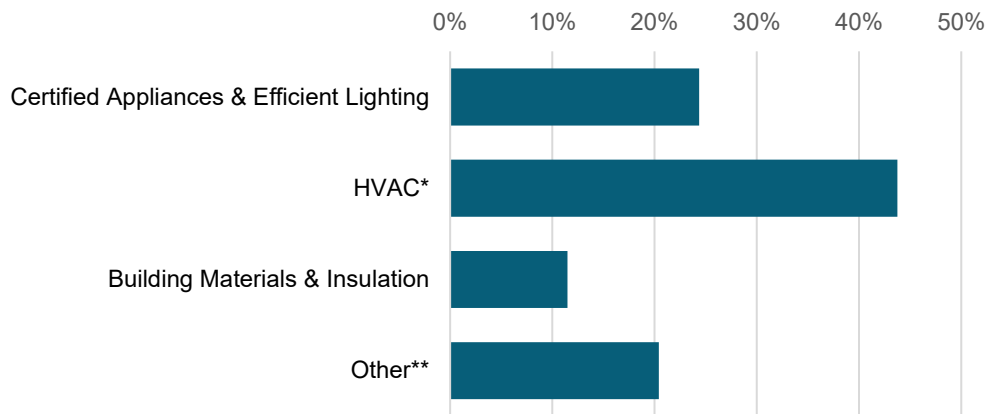


## What does EE look like in Washington?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.

### What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

\*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling

\*\*Other includes energy audits, building certifications, and software services

**9%**  
of Washington  
EE workers are  
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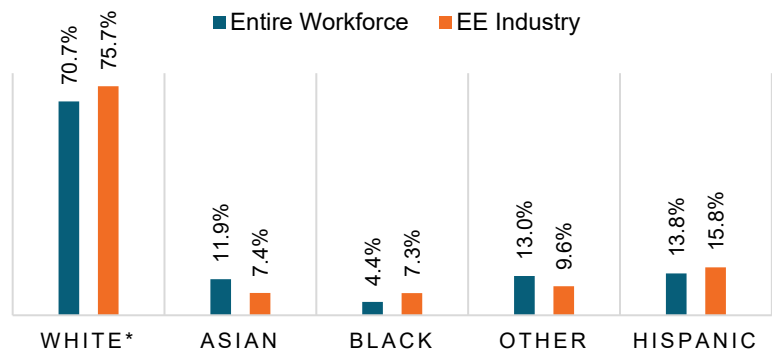


## How representative is the EE workforce in Washington?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Washington's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Washington can help ensure energy efficiency careers are accessible to all.

### Washington EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Washington EE Workforce

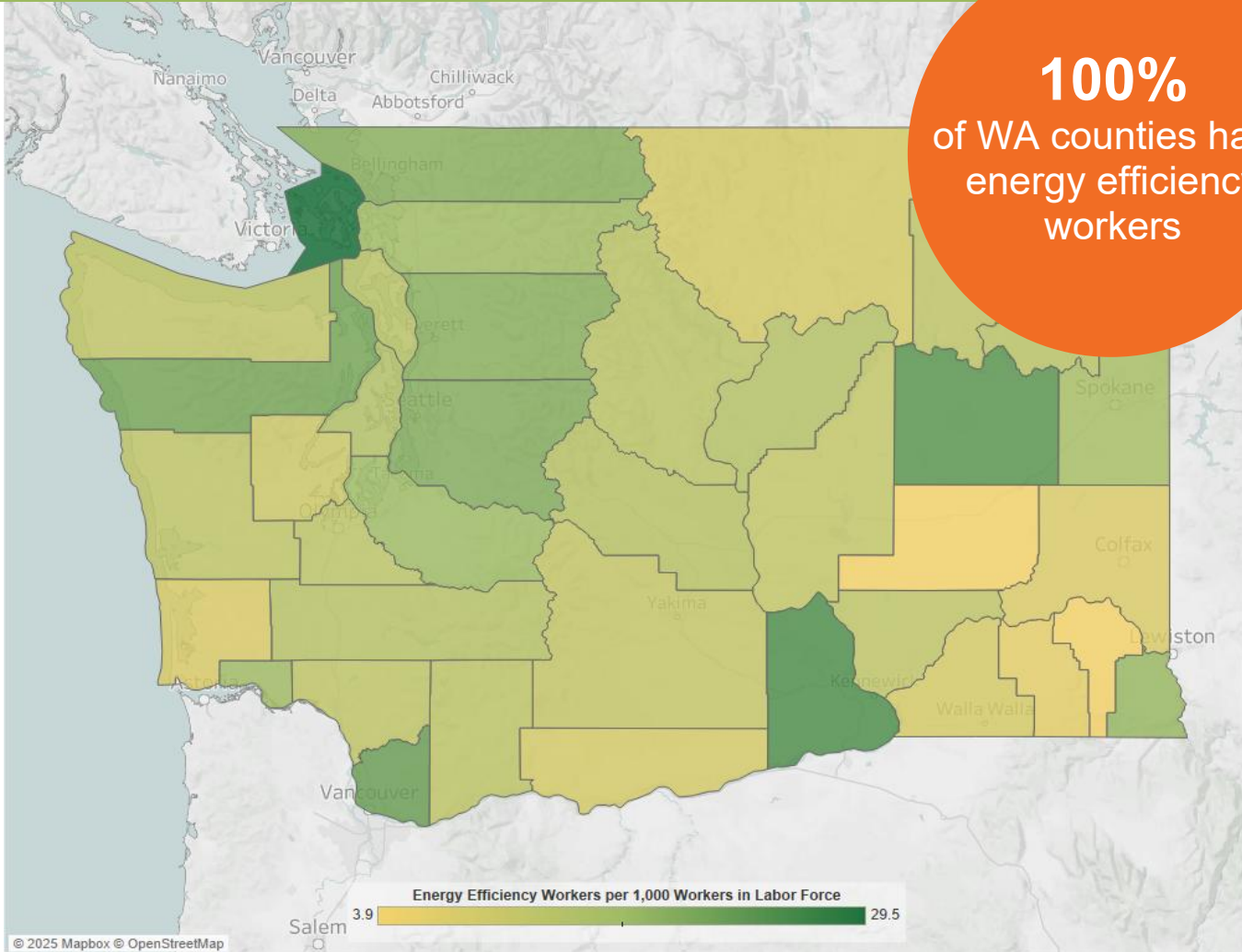


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



## Energy efficiency jobs are everywhere

### EE Jobs by County



Congressional				Metropolitan Areas			
District	Jobs		District	Jobs		Area	Jobs
1	7,829		8	6,442		Bellingham	1,771
2	5,056		9	9,417		Bremerton-Silverdale	1,294
3	5,087		10	4,750		Kennewick-Richland	2,849
4	4,879					Lewiston	117
5	4,655					Longview	497
6	3,647					Mount Vernon-Anacortes	863
7	10,121					Olympia-Tumwater	1,573
						Portland-Vancouver-Hillsboro	4,035
						Seattle-Tacoma-Bellevue	39,510
						Spokane-Spokane Valley	3,964
						Wenatchee	680
						Yakima	1,194
						Rural	3,536

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,161		14	382		27	859		40	1,457
2	1,023		15	992		28	952		41	1,163
3	1,027		16	1,100		29	955		42	1,124
4	1,188		17	1,077		30	1,838		43	1,124
5	1,635		18	1,782		31	670		44	1,387
6	1,289		19	637		32	1,986		45	1,624
7	593		20	855		33	1,739		46	2,504
8	1,856		21	1,150		34	2,157		47	2,637
9	556		22	1,092		35	295		48	2,987
10	746		23	723		36	1,852		49	815
11	2,003		24	617		37	2,368			
12	1,405		25	1,081		38	836			
13	717	26	987	39	881					

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,161		14	382		27	859		40	1,457
2	1,023		15	992		28	952		41	1,163
3	1,027		16	1,100		29	955		42	1,124
4	1,188		17	1,077		30	1,838		43	1,124
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# West Virginia

## Energy Efficiency Jobs in America

**7,242**  
Total Jobs

### What are EE jobs?

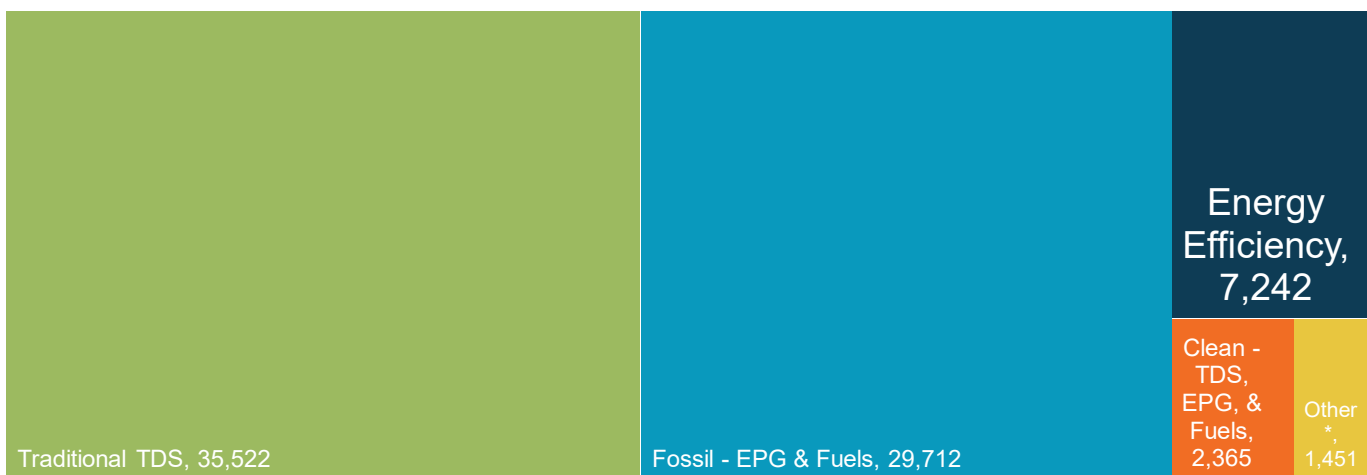
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
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- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in West Virginia?

*Energy efficiency is the third largest energy sector in West Virginia.*



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EPG = Electric Power Generation

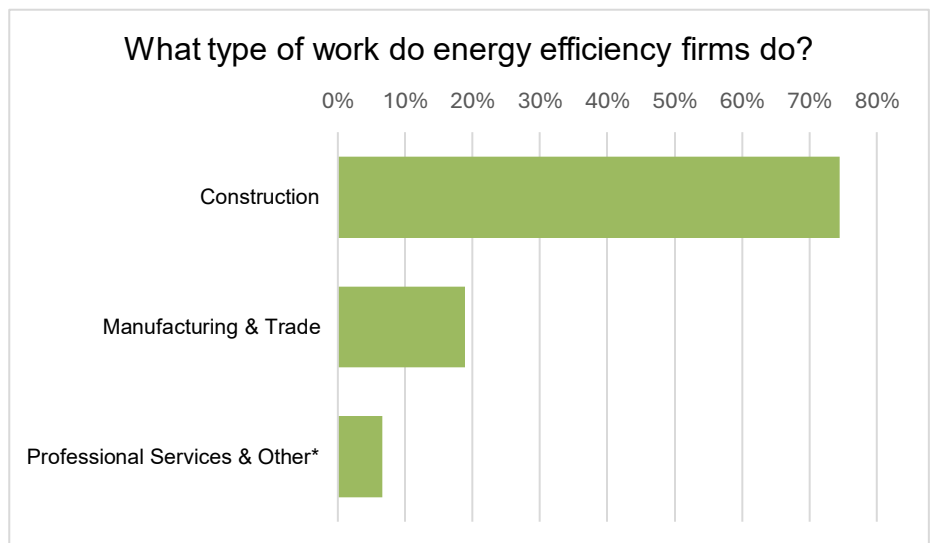
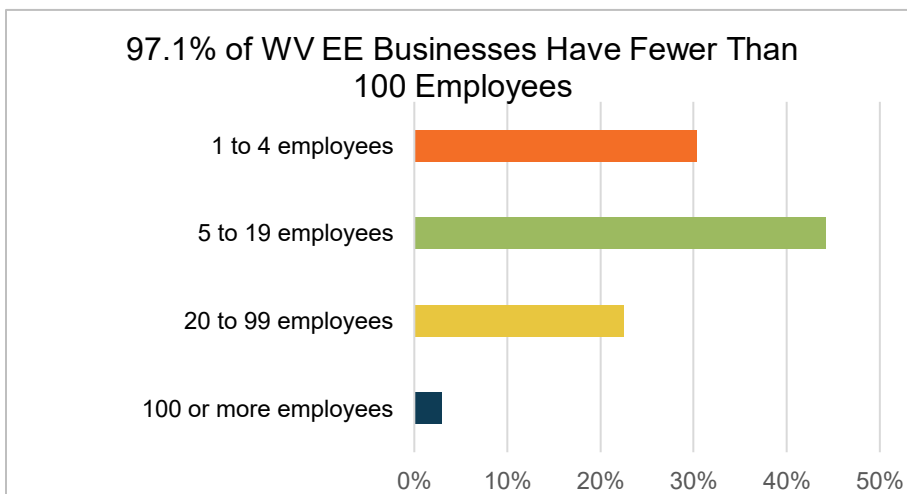
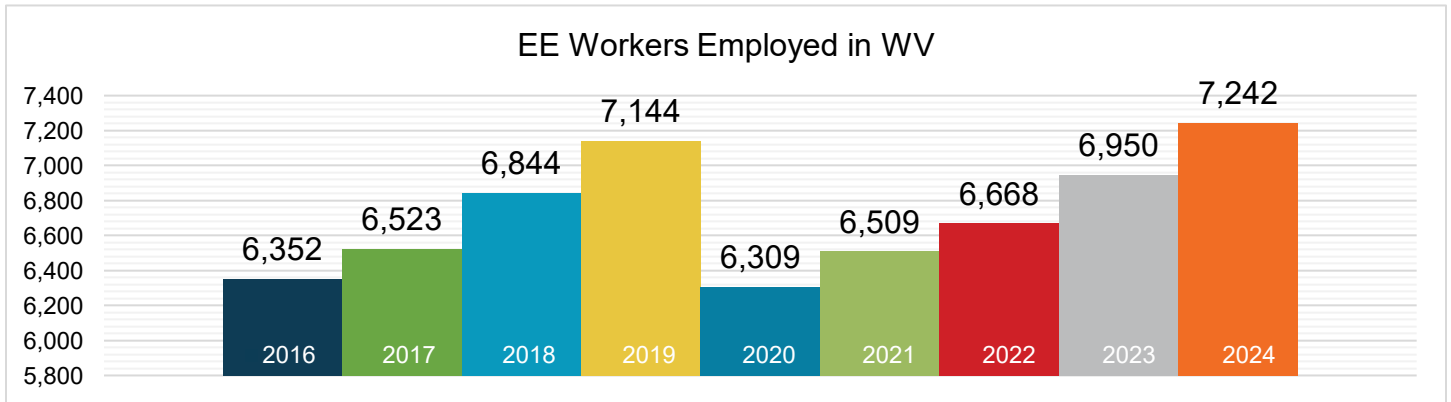
\*\*Nuclear - EPG & Fuels = 12

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Presented by:



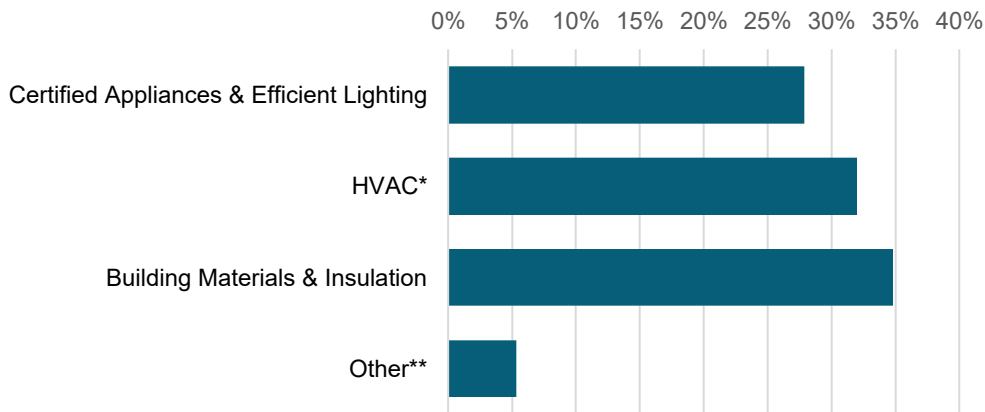
## What does EE look like in West Virginia?



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## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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**13%**  
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EE workers are  
**veterans**

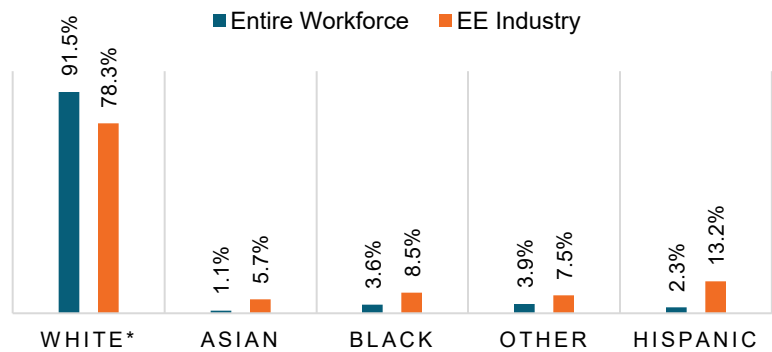


## How representative is the EE workforce in West Virginia?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well West Virginia's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in West Virginia can help ensure energy efficiency careers are accessible to all.

### West Virginia EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the West Virginia EE Workforce

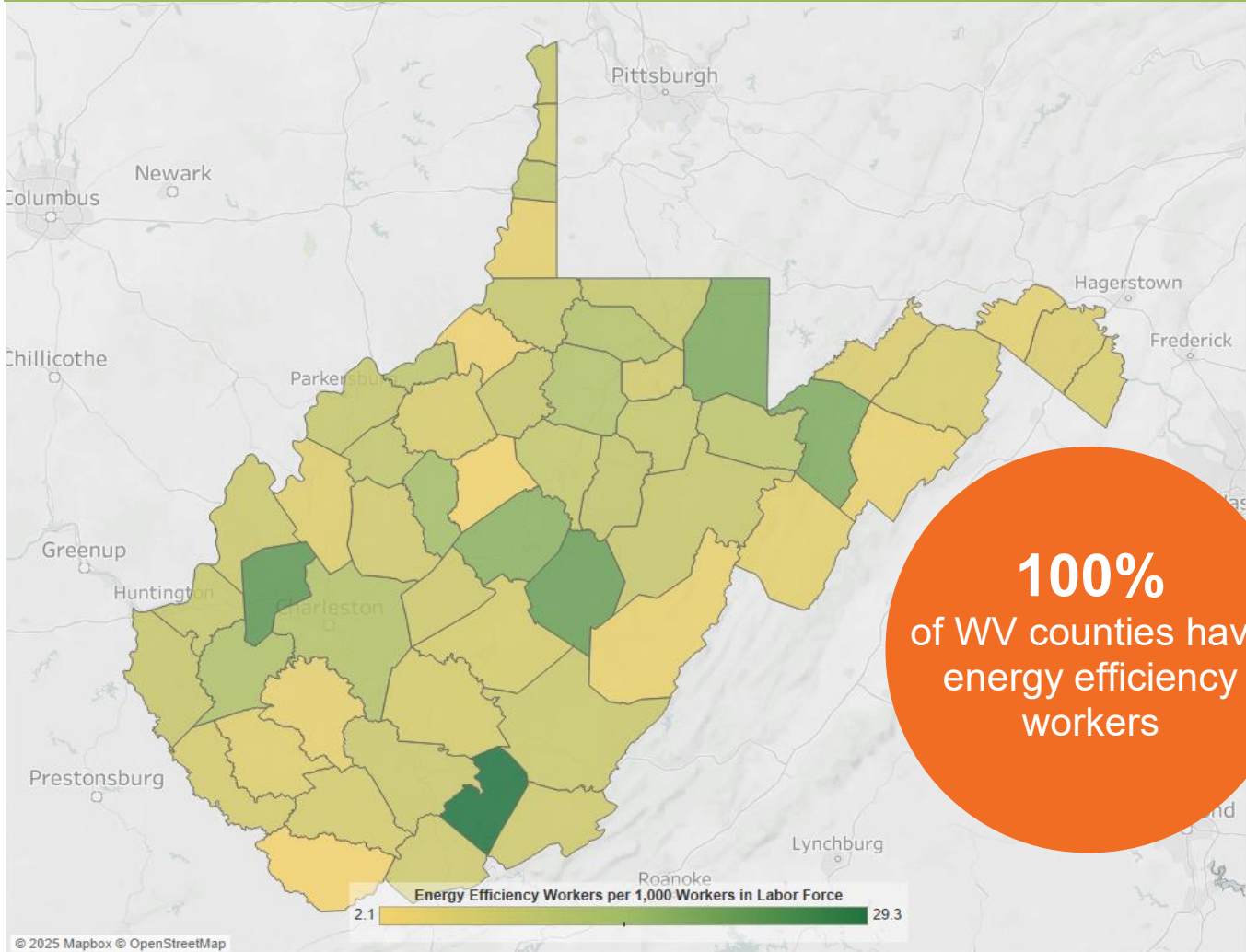


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# Energy efficiency jobs are everywhere

## EE Jobs by County



Congressional		Metropolitan Areas					
District	Jobs	Area		Jobs	Area		Jobs
1	3,773	Charleston		1,253	Washington-Arlington-Alexandria		115
2	3,469	Cumberland		57	Weirton-Steubenville		141
		Hagerstown-Martinsburg		246	Wheeling		351
		Huntington-Ashland		1,093	Winchester		29
		Morgantown		709	Rural		2,902
		Parkersburg-Vienna		348			

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	484		6	240		11	357		16	237
2	217		7	199		12	598		17	788
3	422		8	620		13	746			
4	569		9	368		14	366			
5	521		10	312		15	198			

State House of Delegates										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	37		28	24		55	74		82	<10
2	62		29	29		56	203		83	77
3	63		30	31		57	118		84	74
4	37		31	29		58	167		85	106
5	277		32	21		59	140		86	27
6	43		33	40		60	104		87	45
7	41		34	30		61	102		88	21
8	31		35	29		62	35		89	28
9	50		36	<10		63	74		90	45
10	44		37	63		64	62		91	30
11	53		38	90		65	84		92	34
12	73		39	21		66	32		93	33
13	149		40	64		67	82		94	<10
14	45		41	68		68	44		95	77
15	33		42	53		69	54		96	59
16	30		43	42		70	225		97	<10
17	35		44	130		71	112		98	32
18	56		45	53		72	123		99	42
19	130		46	41		73	29		100	45
20	150		47	89		74	180			
21	218		48	52		75	27			
22	117		49	37		76	29			
23	90		50	34		77	40			
24	44		51	33		78	216			
25	164		52	110		79	112			
26	124		53	125		80	13			
27	40	54	164	81	229					





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# Wisconsin

## Energy Efficiency Jobs in America

**58,160**  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
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### How does EE compare to other energy sectors in Wisconsin?

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EPG = Electric Power Generation

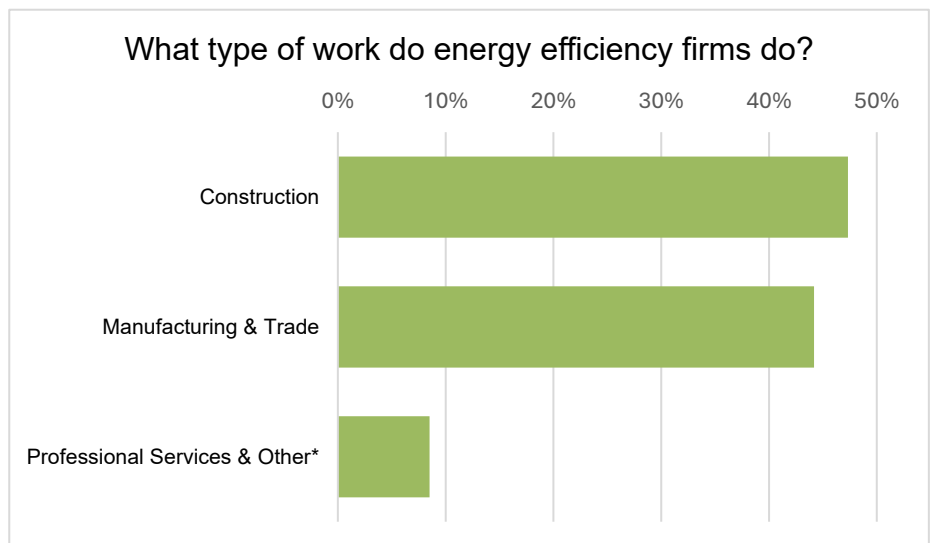
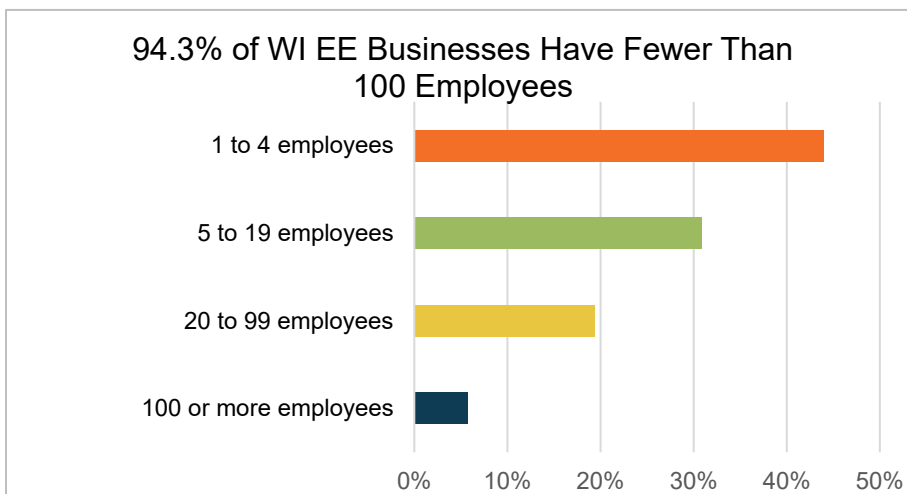
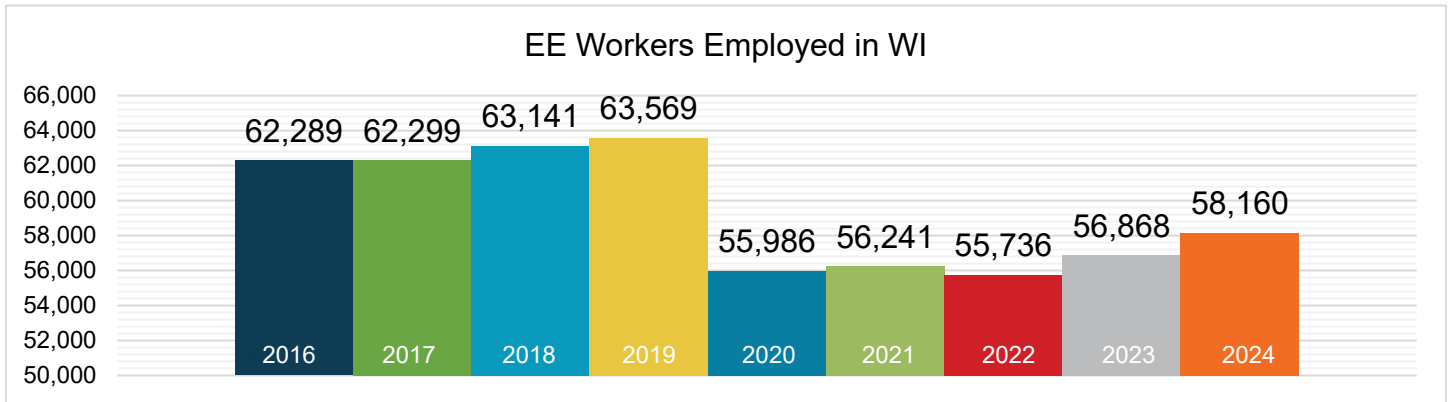
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:





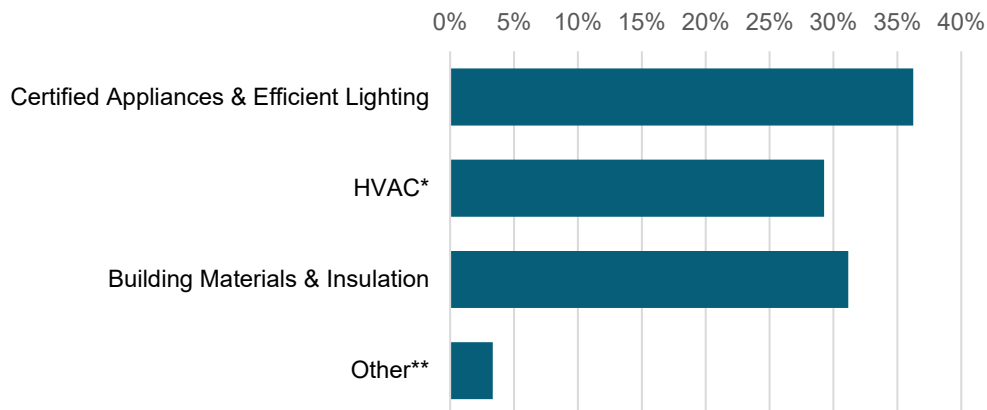
# What does EE look like in Wisconsin?



\*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



## What energy efficiency sectors employ the most workers?



Certified Appliances = ENERGY STAR-certified appliances

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**10%**  
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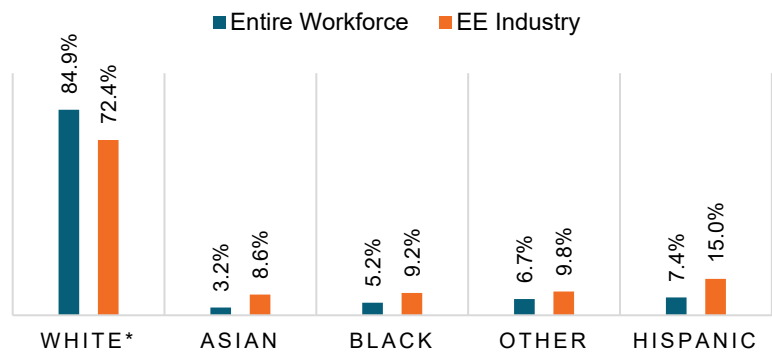


## How representative is the EE workforce in Wisconsin?

Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Wisconsin's EE workforce reflects the communities it serves and where gaps remain.

Expanded training programs in Wisconsin can help ensure energy efficiency careers are accessible to all.

### Wisconsin EE Industry by Race and Ethnicity



\*Includes non-Hispanic and Hispanic whites.

### Gender in the Wisconsin EE Workforce

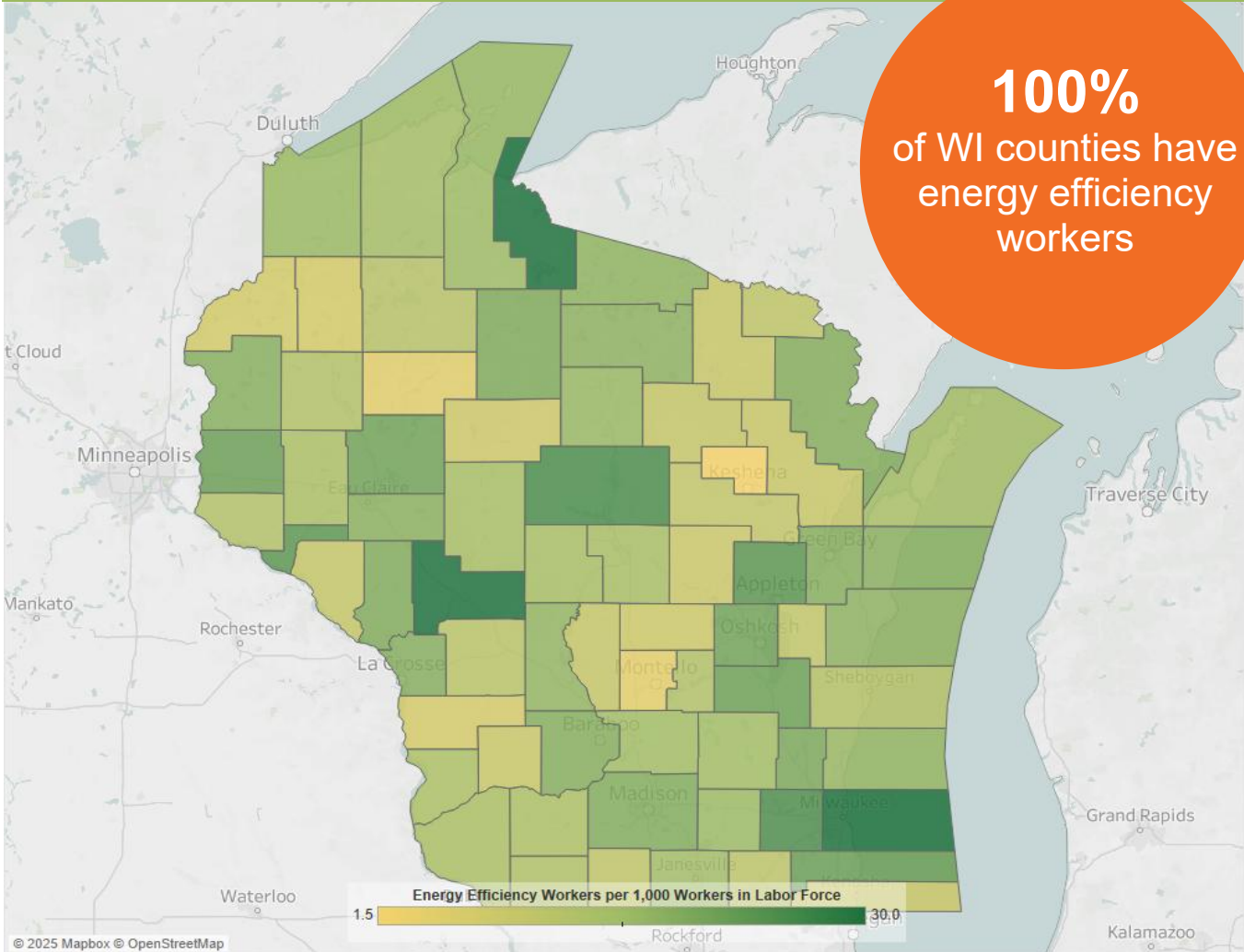


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Nonbinary gender data is missing from this document due to this limitation.



# Energy efficiency jobs are everywhere

## EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on overall color gradient. For a full list of energy efficiency jobs by county, please visit the Department of Energy's (DOE) United States Energy and Employment Report (USEER) County-Level data site at <https://www.energy.gov/media/348937>.

Congressional		Metropolitan Areas					
District	Jobs	Area		Jobs	Area		Jobs
1	5,969	Appleton		2,661	Madison		7,443
2	8,080	Chicago-Naperville-Elgin		628	Milwaukee-Waukesha-West Allis		22,728
3	5,400	Duluth		259	Minneapolis-St. Paul-Bloomington		915
4	11,626	Eau Claire		1,611	Oshkosh-Neenah		1,937
5	9,259	Fond du Lac		938	Racine		1,655
6	5,770	Green Bay		3,142	Sheboygan		734
7	5,364	Janesville-Beloit		1,058	Wausau		1,769
8	6,694	La Crosse-Onalaska		1,300	Rural		9,384



State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,197		11	920		21	1,903		31	1,657
2	1,405		12	1,056		22	966		32	1,556
3	3,191		13	1,051		23	943		33	1,996
4	2,512		14	1,320		24	1,287			
5	2,863		15	1,115		25	954			
6	3,014		16	1,320		26	2,482			
7	2,915		17	1,147		27	2,651			
8	1,895		18	2,305		28	2,978			
9	1,235		19	1,364		29	2,045			
10	1,180		20	1,560		30	2,176			

State Assembly										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	346		28	471		55	429		82	1,376
2	345		29	282		56	719		83	584
3	436		30	358		57	136		84	845
4	519		31	262		58	549		85	1,018
5	620		32	217		59	318		86	458
6	185		33	387		60	602		87	450
7	1,521		34	408		61	568		88	744
8	595		35	235		62	601		89	580
9	890		36	351		63	624		90	725
10	3,385		37	334		64	213		91	228
11	1,678		38	407		65	207		92	465
12	688		39	250		66	490		93	868
13	1,102		40	525		67	326		94	569
14	863		41	315		68	241		95	308
15	731		42	403		69	321		96	589
16	1,178		43	399		70	496		97	405
17	832		44	273		71	395		98	582
18	828		45	378		72	322		99	893
19	962		46	501		73	344			
20	722		47	232		74	249			
21	1,061		48	510		75	306			
22	408		49	280		76	1,000			
23	609		50	421		77	305			
24	768		51	379		78	1,033			
25	414		52	750		79	1,039			
26	390		53	744		80	778			
27	359	54	677	81	680					





The Building Performance Association (BPA) is a nonprofit industry association that serves as the hub for businesses, nonprofits, and government agencies working to make America's homes more energy-efficient, comfortable, healthy, and safe. Visit [www.building-performance.org](http://www.building-performance.org).



BW Research Partnership is a full-service, economic and workforce research consulting firm with offices in Carlsbad, California and Wrentham, Massachusetts. It is the nation's leading provider of accurate, comprehensive energy and clean energy research studies. Visit [www.bwresearch.com](http://www.bwresearch.com).

Data Source: Unless otherwise stated, all data are from the August 2025 U.S. Energy and Employment Report, by the U.S. Department of Energy (see Appendix B for methodology details). This methodology—adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics—provides the broadly accepted best accounting of all U.S. energy workers.

For questions on BPA analyses, please email: [communications@building-performance.org](mailto:communications@building-performance.org).



# Wyoming

## Energy Efficiency Jobs in America

**7,054**  
Total Jobs

### What are EE jobs?

*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### What do EE workers do?

- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Wyoming?

*Energy efficiency is the third largest energy sector in Wyoming.*



TDS = Transmission, Distribution, & Storage

EPG = Electric Power Generation

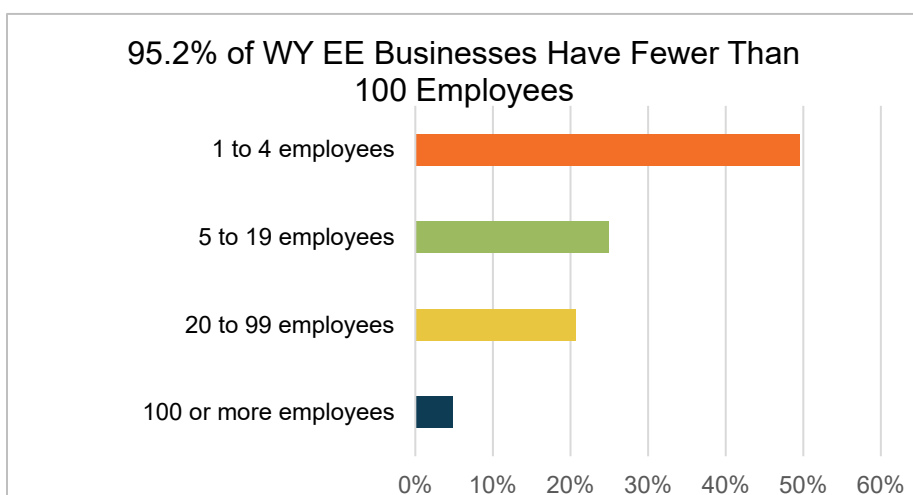
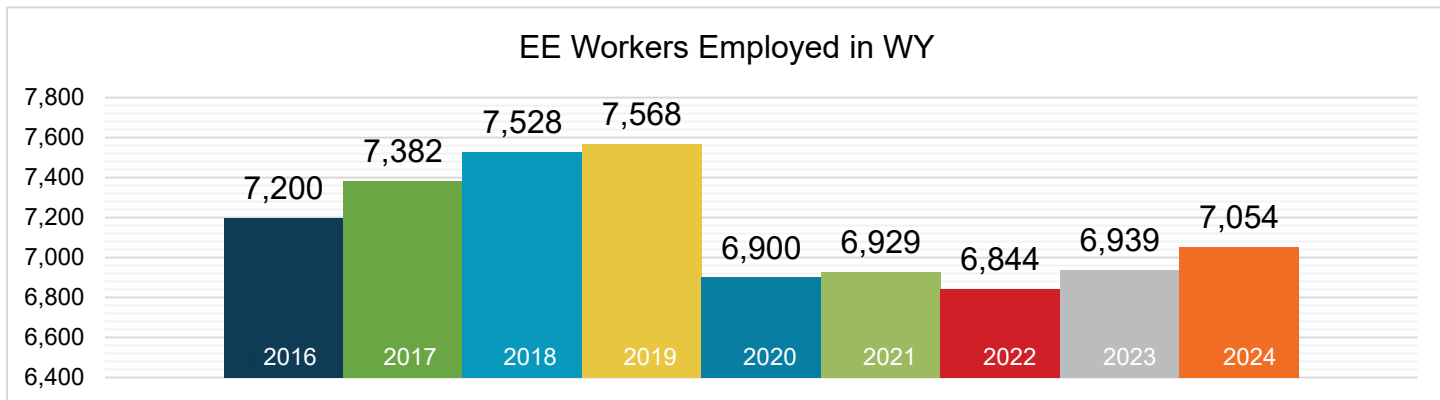
\*\*Nuclear - EPG & Fuels = 195

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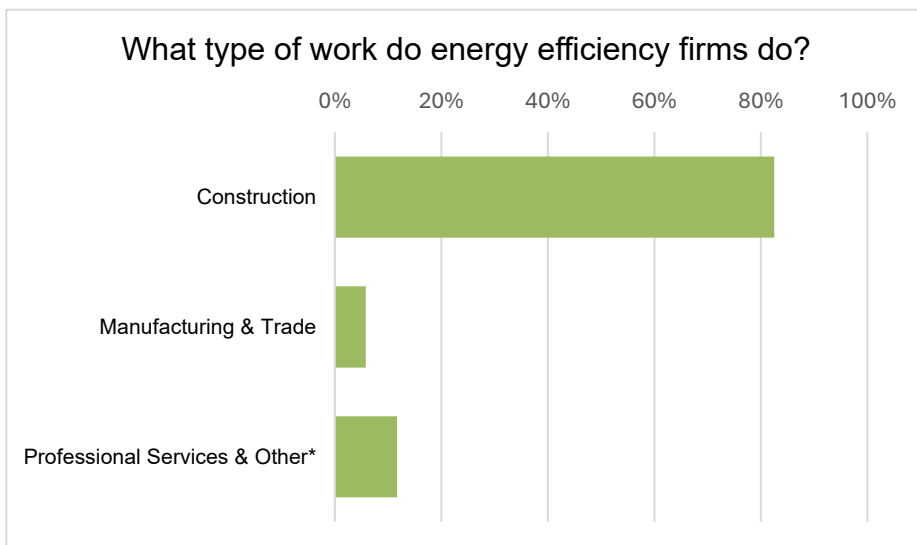
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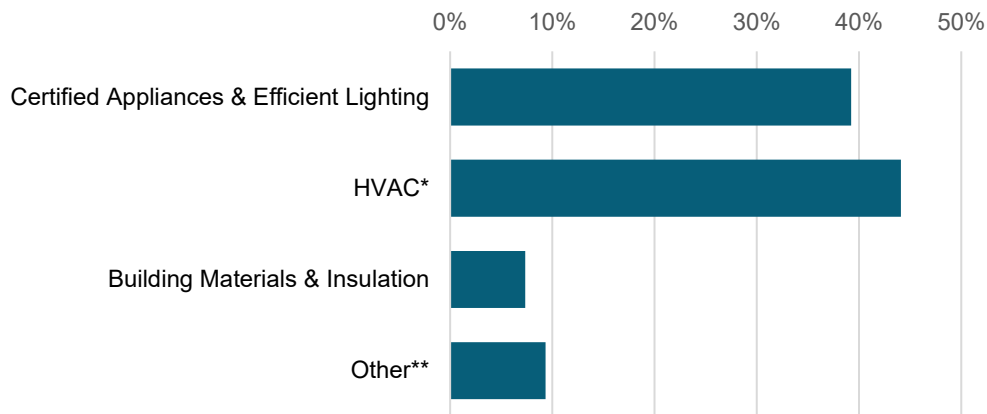


EE construction workers comprise **25%** of Wyoming's construction workforce



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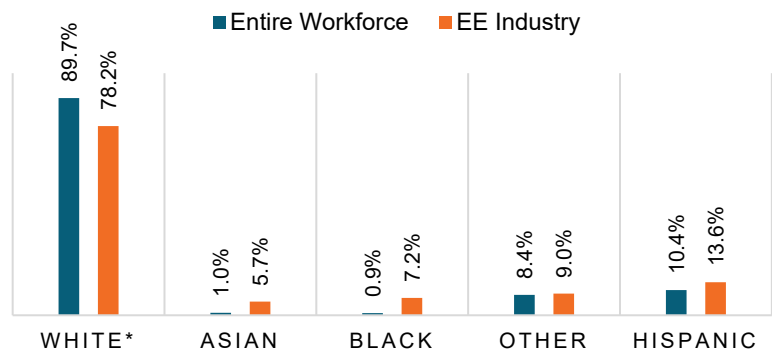


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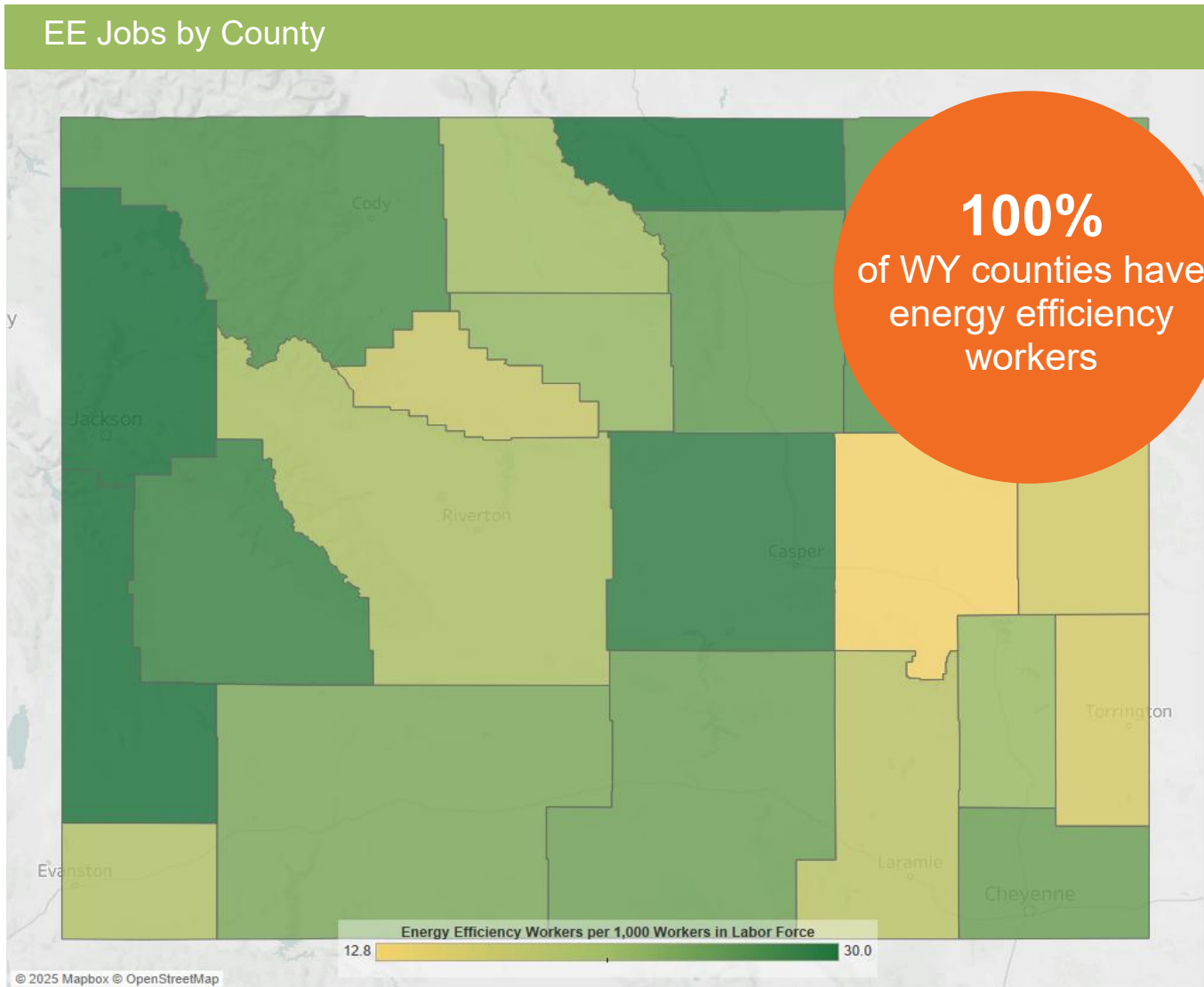


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