

Workforce Tools & Resources

NASCSP Island Grantee
Training

May 15, 2025



Agenda

- NASCSP Workforce Resources & Tools
- NASCSP Webinars & Blogs
- Coaching, Training, & Technical Assistance
- WAP Partner Resources from IREC & BPI
- Takeaways, Next Steps, & Questions



NASCSP Workforce Resources & Tools Webpage



Weatherization Wage Data (Update coming soon!)



Workforce Partnerships & Green Workforce Connect



Living Wage Calculator (Update coming soon!)



Customizable Career Exploration Presentation



Weatherization Career Fliers (Update coming soon!)



Weatherization Career Path Toolkit



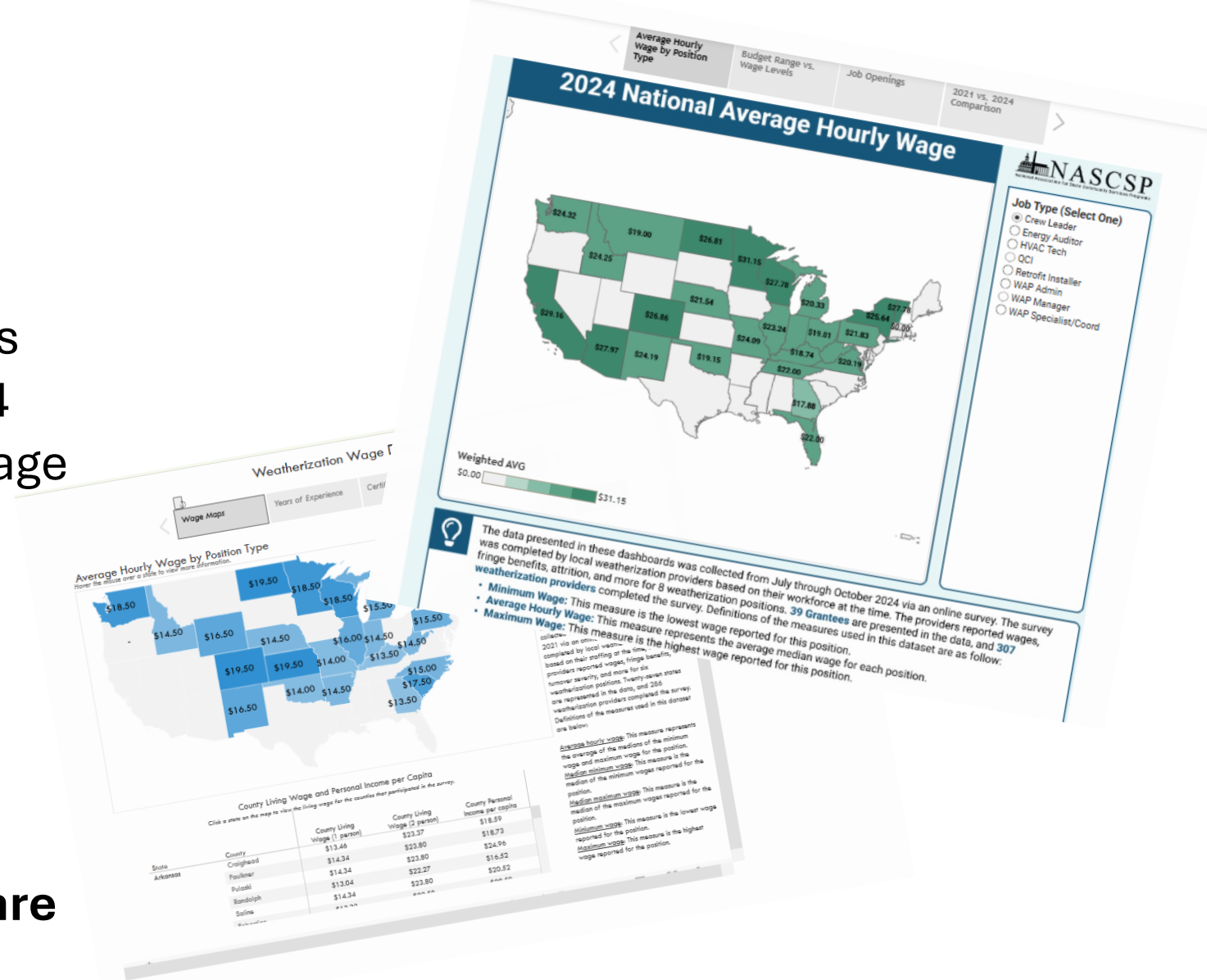
<https://nascsp.org/workforce-resources-and-tools/>

WAP Wage Data

Wage data was collected from weatherization providers across the nation in the 2021 and 2024 Weatherization Workforce & Wage Survey.

Tools include easy-to-use dashboards, data collection resources, and more!

New tools and updated data are coming soon!



Living Wage Calculator

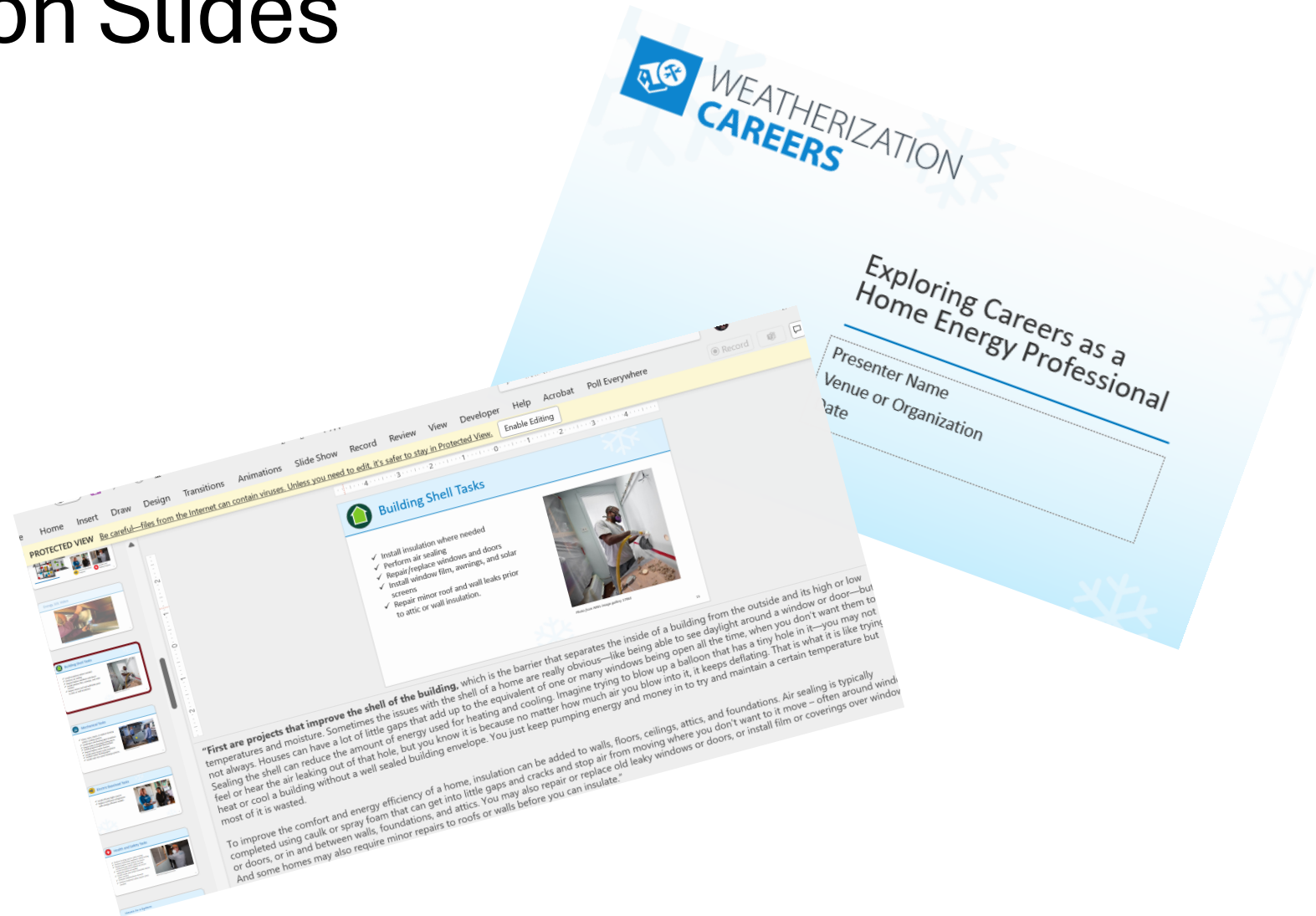
The calculator provides a county cost of living estimate for all counties in the 50 states and District of Columbia.

WAP employers and employees can use the calculator to help understand what employees need to support themselves.

State (select from menu)	County (select from menu)	Hourly Wage (Enter)	County Living Wage - 1 person household	Difference	% difference
CO	Pueblo	\$20.00	\$19.47	\$0.53	3%
			County Living Wage - 2 person household*	Difference	% difference
			\$34.86	-\$14.86	-43%
			80% Area Median Income - 1 person household	Difference	% difference
			\$23.44	-\$3.44	-15%
s to having <u>one working individual in the household</u> . Users can explore other household compositions on livingwage.mit.edu , where a public version of this data is hosted.					

Career Exploration Slides

- Customizable slideshow presentation
- Can be edited for specific local use
- Speaker notes included
- Activities!
- Great to use for schools, job fairs, and community engagement.



Career Fliers

Versions:

- Customizable
- State Specific
- National

Wage data from the
NASCSP Weatherization
Workforce & Wage
Survey (2021/2024)

WEATHERIZATION CAREERS COLORADO

Why start a career in weatherization?

- Earn competitive wages while you learn – the cost of your training is covered.
- Paid benefits can include health care, retirement, vacation, and sick leave.
- Choose a career pathway that is technical or administrative, depending on your interest.

Do you have a...

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

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

Sample Career Pathway (Depending on experience and qualifications)

Retrofit Installer Technician (8-2 Years) → Crew Leader (2-3 Years) → Energy Auditor (1-2 Years) → Quality Control Inspector (3+ Years)

Average Colorado Wages (Based on a 40-hour work week. These wages are averages and may vary by agency.)

Job Title	Wage Range
Retrofit Installer Technician	\$19.50/hr. or \$40,560/yr.
Crew Leader	\$23.50/hr. or \$48,880/yr.
Energy Auditor	\$25.50/hr. or \$53,040/yr.
Quality Control Inspector	\$37.00/hr. or \$64,480/yr.
Client Intake Specialist	\$23.00/hr. or \$47,840/yr.
WAP Program Manager	\$37.00/hr. or \$76,960/yr.

Start a Career in Weatherization

- **Join a growing field** – Weatherization jobs are available nationwide, with opportunities for growth in the expanding energy industry.
- **Earn while you learn** – Get paid while training at no cost to you and gain nationally recognized certifications.
- **Enjoy great benefits** – Many jobs offer paid time off, health insurance, and retirement plans.
- **Work with innovative tools** – Use advanced technology like infrared cameras to improve home safety and energy efficiency.
- **Make a difference** – Help families and communities save energy and support a healthier planet.

Range Colorado Wages* (These wages are averages and may vary by agency.)

Job Title	Wage Range
Retrofit Installer Technician	\$40,518 - \$59,176/year
Energy Auditor	\$1 - \$82,160/year
Intake Specialist	7/year
Intake Specialist/Coordinator	7/year
Crew Leader	\$51,168 - \$73,819/year
Quality Control Inspector	\$58,240 - \$76,024/year
HVAC Technician	\$56,389 - \$80,621/year
WAP Program Manager	\$76,960 - \$110,136/year

Find a weatherization agency near you:
energyoffice.colorado.gov/weatherization-assistance/service-providers

Resources and tools:

NASCSP
NREL
February 2022

Workforce Development & Capacity Building

Banishing Burnout: Building Resilience and Well-being in the Workplace

November 6, 2024 | [Recording](#) | [Slides](#)

Burnout is a growing concern among professionals in the weatherization assistance program and community services, yet it often goes unnoticed until it's too late. This webinar addressed how to spot the signs of burnout, implement strategies to prevent it, and manage it effectively when it occurs. We dove into the impact of work culture and environment on burnout, highlighting the importance of a supportive and inclusive workplace. Attendees left the webinar with practical strategies to manage stress, build positive workplace relationships, and create a culture of well-being.

NASCSP Webinars

NASCSP posts webinar recordings and slides about a number of topics on the WAPTAC > WAP Resources webpage:

<https://nascsp.org/wap/waptac/wap-resources/wap-webinars/>

IJA Webinars can be found here -

<https://nascsp.org/wap/24112-2/bil-trainings-and-webinars/>

NASCSP's National Voice (Blogs)

- Career Spotlights & Contractor Highlights
- Workforce success stories & innovative initiatives
- <https://nascsp.org/blog/>

Advice for Other Contractors

Steven's advice for contractors considering working with the Weatherization Assistance Program is both practical and heartfelt. "You have to have a place for it in your heart because you're not going to get rich doing it," he said. For him, weatherization isn't just a job, it's a mission.

(Pictured here: The sons of Westphal & Sons Inc. – Levi and Steven)



IIJA Coaching Series



Don't navigate WAP IIJA (BIL) alone! Join our **six-month coaching series** to learn about grant management, compliance, workforce development and more. Connect with peers and achieve your goals.

The registration deadline for this year's IIJA (BIL) Coaching Series has passed, and the series officially began on October 1, 2023. For more information, visit the [IIJA \(BIL\) Coaching Series](#) page.

NASCSP - Coaching, T&TA, and More!

NASCSP offers coaching, training, technical assistance, and so much more. Reach out for more information.

One example of this is the latest Workforce Development Coaching call we provided. You can find those slides here:

<https://nascsp.org/bil-coaching-series/>

Partner Resources

Tools, resources,
templates, checklists, and
so much more!

The following resources
were developed by the
Building Performance
Institute (BPI), and the
Interstate Renewable
Energy Council (IREC).





GREEN WORKFORCE CONNECT



GreenWorkforceConnect.org



Workforce Development TA 2025

for the Weatherization Assistance Program

Join us for Workforce Technical Assistance Drop-In Office Hours! These sessions will take place on the third Wednesday of each month.

This is an open, supportive space where WAP agency staff can ask questions, get advice, find resources, and connect with peers. Hosted by staff and subject matter experts from IREC, NASCSP, and NCAP, these sessions are designed for agency staff working in weatherization, including HR, communications, marketing, community engagement, outreach, recruitment, or program management.



The **Green Workforce Connect** initiative for the Weatherization Assistance Program provides the network with workforce development tools, templates, and supports to raise awareness of opportunities for students, job seekers, and contractors, and help build local talent pipelines.

FREE resources include:

- An Outreach and Engagement Toolkit
- A Contractor's Guide to Success
- Editable Job Descriptions
- Tips for Enticing Job Postings
- Best Practices for Your Career Page
- Weatherization Career Story Features
- Job Boards to Consider
- Career Pathway Planning Resources
- Weatherization Coloring Book
- Workforce Development Technical Assistance
- ...and more!

Explore Now!



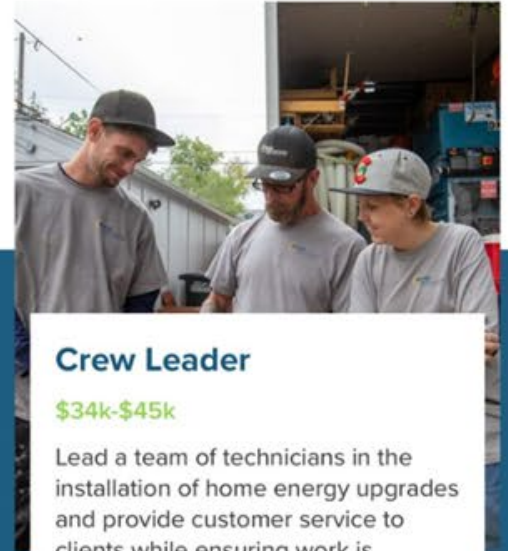

GREEN WORKFORCE
CONNECT.org



RECRUITMENT & JOB POSTINGS

- Outreach and engagement toolkit
- Career exploration and role information
- Elements of a job posting
- Tailored messaging for different audiences
- Job posting checklist
- Job boards to consider
- Career and opportunities page best practices

Launch your career in
weatherization and home
energy performance.



Crew Leader

\$34k-\$45k

Lead a team of technicians in the installation of home energy upgrades and provide customer service to clients while ensuring work is completed safely and to the highest quality standards. [Learn more about this role.](#)



EDITABLE JOB DESCRIPTIONS

Retrofit Installer Technician



Download Template 

Download editable job descriptions for key field roles:

- Retrofit Installer Technician
- Crew Leader
- Energy Auditor
- Quality Control Inspector



WEATHERIZATION COLORING BOOK

“Cultivating the **Next** Generation
of Weatherization Assistance Program Professionals”

WEATHERIZATION COLORING BOOK





CAREER AWARENESS PRESENTATIONS

“Exploring Careers as a Home Energy Professional”

Editable and customizable slide deck including key facts about the Weatherization Assistance Program and the benefits of careers in home energy performance.

What is Weatherization?



- Building Shell Projects
- Mechanical Projects
- Electric Baseload Projects
- Health and Safety Projects

Building Shell Tasks

- ✓ Install insulation where needed
- ✓ Perform air sealing
- ✓ Repair/replace windows and doors
- ✓ Install window film, awnings, and solar screens
- ✓ Repair minor roof and wall leaks prior to attic or wall insulation.



Photo from NRECA, Image gallery 17903

Mechanical Tasks

- ✓ Clean, tune, repair, or replace heating and/or cooling systems
- ✓ Install duct and heating pipe insulation
- ✓ Repair leaks in heating/cooling ducts
- ✓ Install programmable thermostats
- ✓ Repair/replace water heaters
- ✓ Install water heater tank insulation
- ✓ Insulate water heating pipes
- ✓ Install solar hot water heating systems.




Photo from Energy Resource Center

Benefits of Working in Weatherization

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





RESOURCES ON DECK

The **Green Workforce Connect** project team is working collaboratively to develop additional workforce development supports to help agencies raise awareness of career pathways and build local talent pipelines.

Upcoming tools and topics include:

- Effective Online Recruitment Strategies
- Customer Service for the Application Process
- Identifying Community-Based Partners
- Employee and/or Client Referral Programs
- Effective Recruitment and Outreach Events
- Soft Skills Development
- Interview Questions



*Reach out to us!
Email info@greenworkforceconnect.org
to share your feedback or ideas!*

The **Contractor's Guide to Success** equips contractors with the knowledge and tools they will need to succeed in the home and building energy performance and the Weatherization Assistance Program—whether they're just starting a business venture or looking to expand existing operations.

Utilize this resource to raise awareness and educate contractors about opportunities in this sector.

*Próximamente
en Español*

Contractor's Guide to Success



Getting Started



Preparation



Application



Starting Work & Quality Control



Growing Your Business



SUPPLEMENTAL RESOURCES

The **Contractor's Guide to Success** also contains additional supplemental resources in the form of quick reference guides and checklists.

Downloads available now include:

- Tools and Equipment List
- Application Process Overview
- Understanding Standard Work Specifications, Field Guides, and Job Aids
- Quality Assurance Overview

GREEN WORKFORCE CONNECT

Comprehensive Tool and Equipment List for Weatherization Contractors

**Note: Lists are not all-inclusive and everything on the list may not be used for every project.*

- STANDARD HAND TOOLS**
 - Tool belt with pouches
 - Slotted screwdriver
 - Phillips screwdriver
 - 25' tape measure
 - 16-oz. hammer
 - Chisel
 - Awl
 - Pry bar
 - Utility knife
 - Flashlight
 - Hacksaw
 - Handsaws
 - Coping saw
 - Keyhole saw
 - Tin snip
 - Cutting pliers
 - Regular gripping pliers
 - Adjustable wrench
 - Scriber
 - Chalk line
 - Drywall screw setter
 - Drywall rasp
 - Joint knife
 - Taping knife
 - Scraper
 - Mud pan
 - Paint scraper
 - Combination square
 - Inspection mirrors
- STANDARD POWER TOOLS**
 - Cordless impact driver with accessories
 - Cordless drill with bits and accessories
 - Reciprocating saw
 - Circular saw
 - Miter saw
 - Table saw
- OTHER TOOLS AND EQUIPMENT**
 - Ladders
 - Telescoping
 - Extension
 - Folding
 - Step
 - Scaffolding
- PERSONAL PROTECTION AND SAFETY EQUIPMENT**
 - Respirator
 - Safety glasses / goggles
 - Gloves
 - Work
 - Disposable
 - Tyvek suits
 - Shoe covers
 - Cleaning supplies
 - Hard hat
 - Garbage bags
 - Roll plastic
 - Hand sanitizer
 - First aid kit (Occupational Safety and Health Administration)
 - Shop vac with HEPA filter
 - Non-Contact voltage detector
 - Line voltage detector
 - Both low and high voltage
- DIAGNOSTIC TOOLS AND EQUIPMENT**
 - Blower door kit
 - Duct leakage testing kit
 - Manometers and hoses
 - Pressure pan
 - Exhaust fan flow meter
 - Combustion analyzer (Bacharach / Testo)
 - Ambient / Personal CO detector
 - Gas leak detector
 - Moisture meter
 - Probe thermometers
 - Static pressure probe
 - Borescope
 - Smoke generating device
 - Wattage / Load meter
 - Camera (digital / phone)
 - IR camera
 - Inspection mirrors
 - 8" duct mask tape
- INSULATION TOOLS AND EQUIPMENT**
 - Insulation blowing machine
 - Hose reel
 - Hoses and tubing
 - 2" clear hose (50 feet)
 - 3" clear hose (50 feet x2)
 - 1 1/4" summer/winter tubing
 - 3-inch steel hose connectors
 - 3"-2" steel hose reducers
 - 2"-3" hose clamps
 - Low RPM 1/2" drill for holes
 - 2 9/16" wood drill bit
 - Wall plugs
 - Survey marking flags
 - R-sticks / R-value rulers
 - Pressure testing gauge
 - Portable electric generator (5,000 watts)
 - Extension cords (#12 gauge)



MORE IREC RESOURCES

- Visit **irecusa.org** for access to comprehensive resources available from IREC
- Apprenticeships in Clean Energy (ACE) Network at **GreenWorkforceConnect.org**
 - Technical assistance and resources for employers
- Free courses at **CleanEnergyTraining.org**
 - How to Use SolarAPP+ For Rooftop Solar Projects and Solar and Storage Projects
 - Plan Review and Permitting for Residential PV Systems
 - Fundamentals of Building Controls Systems and Advanced Control Strategies
- More education and learning opportunities at **CleanEnergyClearinghouse.org**
- Local community support at **Energy-Ready.org**
 - SolSmart, Charging Smart, and Distributed Wind Smart

Recruitment Toolkit



SM



What's in the Toolkit?

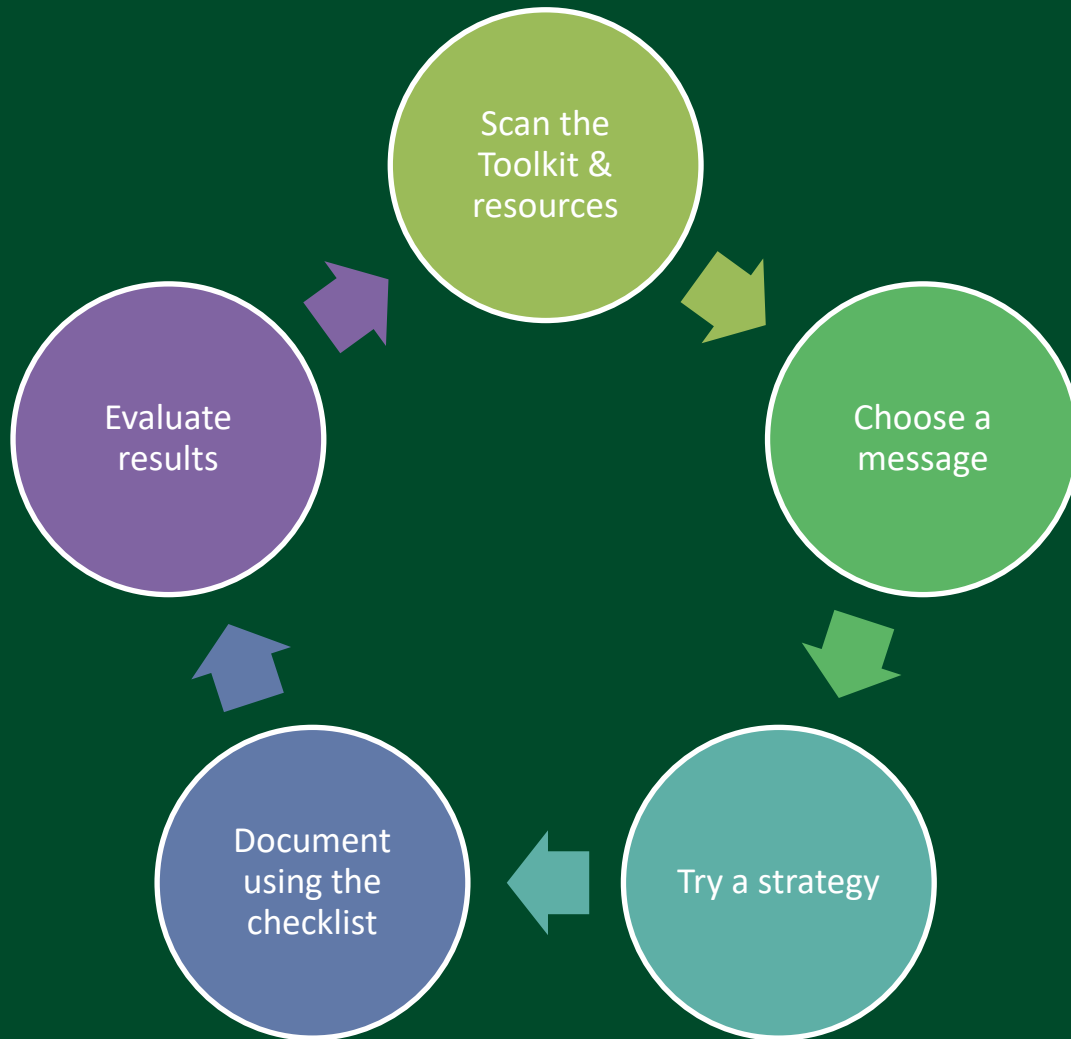
- Recruitment strategies
- Vetted messages
- Template materials
- Free photos

Who does the Recruitment Toolkit aim to reach?



- New job seekers
- Career changers
- People who want meaningful work
- People who want economic opportunity

How to use the Recruitment Toolkit



Get organized with the checklist

Track your recruitment efforts

- Printable PDF
- Downloadable in Word



The Recruitment Toolkit:
Recruiting Employees and Students
for Residential Building Energy
Efficiency & Heat Pumps




by Building Performance Institute and
US Partnership for Education for Sustainable Development

**Get Started
With the Recruitment Toolkit**

<https://www.bpi.org/recruitment-tools/>

A collection of various hand tools arranged on a wooden surface. The tools include a red-handled screwdriver, a pair of black-handled pliers, a hammer with a wooden handle, a blue-handled pry bar, a yellow-handled brush, a red-handled brush, a pair of red-handled side cutters, a green-handled screwdriver, a silver flashlight, a yellow level, a silver caliper, a silver wrench, and a silver saw. There are also several small silver nuts and bolts scattered on the surface.

- Green Workforce Connect: <https://greenworkforceconnect.org/>
- NASCSP Workforce Resources: <https://nascsp.org/workforce-resources-and-tools/>
- NASCSP BIL Coaching Series: <https://nascsp.org/bil-coaching-series/>
- NASCSP Workforce Development Slides: https://nascsp.org/wp-content/uploads/2024/08/Workforce-Development-and-Training_Session-6.pdf
- Weatherization Learning Platform: <https://wap.litmos.com/account/login/>
- BPI Recruitment Tools: <https://www.bpi.org/recruitment-tools/>
- Job Aids & 3D Houses: <https://www.energy.gov/scep/wap/weatherization-installer-job-aids-and-interactive-3d-houses>
- Residential Energy Auditor Resource Repository: <https://sws.nrel.gov/residential-energy-auditor-resource-repository>

A wooden boardwalk made of light-colored planks winds through a vast, grassy dune landscape. The path curves gently to the right, leading the viewer's eye into the distance. The dunes are covered in tall, green grass with some patches of brown, suggesting a natural, undisturbed environment. In the background, more dunes are visible under a heavy, overcast sky with soft, diffused light. The overall mood is serene and contemplative.

Key Takeaways & Next Steps

There are a ton of resources, tools, and more out there.

Don't re-invent the wheel.

Find the tools or resources that allow you to “push the easy button”.

Provide feedback and let us know what you need!

We want to hear from you!

- What are you taking home to use or share?
- What do you still need?



Q&A



Thank you!