



2026 WINTER TRAINING CONFERENCE

“Rooted in Hope”



Advancing the
Weatherization
Workforce

www.nascsp.org

Presenters

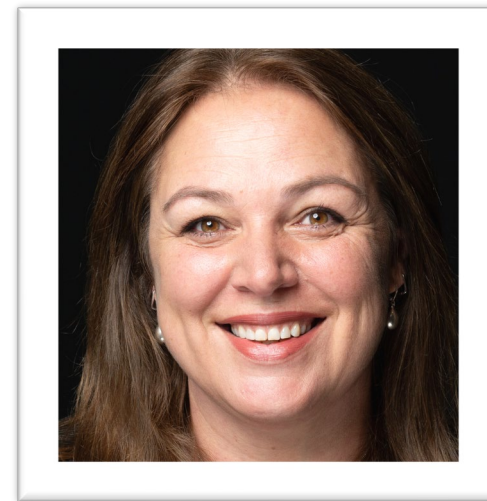
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Today's Agenda

Why workforce matters in WAP

What the data tells us

Tools & Resources

Best practices from recent workforce initiatives

Reflection and next steps

Learning Objectives

01

Understand recent WAP workforce trends and what they mean for your program.

02

Identify at least two tools to support recruitment, training, and retention.

03

Describe three practical workforce best practices you can adapt to strengthen long-term capacity.

Weatherization Workforce Challenges

- Persistent vacancies in key roles (crew, energy auditors, QCI, coordinators).
- Intense competition with other trades, industries, remote work, etc.
- Limited training capacity and time for upskilling or mentoring.
- Burnout, career stagnation, and turnover, especially in field positions.
- Limited advancement availabilities and opportunities.
- Low awareness of weatherization careers among jobseekers.

Workforce Development: More Than Hiring

Workforce quality drives program quality, safety, and production.

Long-term capacity requires intentional training, mentoring, and advancement.

Environment, supervision, and support matter as much as pay.


Data, tools, and partnerships are the levers we can use.



Letting Data Tell the Story

2024 NASCSP
Weatherization
Workforce & Wage
Survey

NASCSP WAP Workforce Survey Overview

- Great engagement from WAP service providers across multiple states. 
- Covers workforce roles, wages, challenges, recruitment, retention, training, and partnerships.
- Designed to inform local, state, and national workforce strategies.

**307 responses from
Subgrantees across 39 WAP
Grantee networks.**

**~45% of the national WAP
network participated in the
survey!**

**9 Grantees had 90% or higher
network participation!**

What We Asked For

NASCSP asked for:

- Organizational Information
- Wage & Benefit Data
- Recruitment & Retention Information
- Training, Partnerships, and Successful Practices

For the following positions:

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

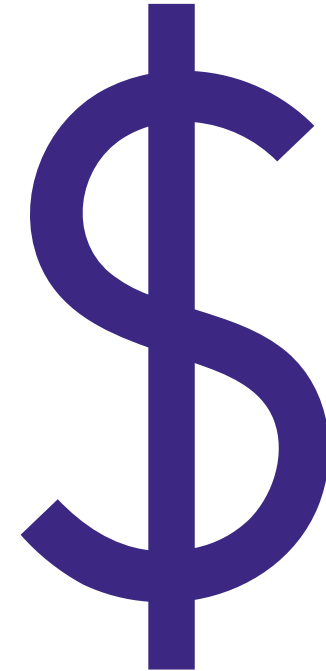
Key Workforce Survey Findings

- High vacancy rates in core field and technical positions.
- Difficulty attracting qualified applicants with current wages.
- Limited local training pipelines for specialized roles.
- Programs rely heavily on a small number of experienced staff.



Wages and Compensation Trends

- Starting wages for many field positions lag local labor markets.
- Wage compression between entry-level and advanced roles.
- Benefits help but may not fully offset wage gaps.
- Stagnant wages make retention and advancement difficult.



Recruitment and Retention Trends

- Longer times to fill technical positions.
- Few qualified applicants for specialized roles.
- Turnover concentrated in early tenure (first 1–2 years).
- Supervisors spending significant time on training new hires.



What This Means for Your Program: Turning Data Into Action

1. Benchmark your wages and benefits using NASCSP data and local labor info.
2. Identify and prioritize roles at highest risk for vacancies, shortages, and turnover.
3. Plan for succession in critical technical and leadership roles.
4. Use survey data paired with staff stories to advocate with leadership for changes.



Tools & Resources in Action



NASCSP Workforce Dashboards & Tools

- Interactive 2024 Workforce & Wage Survey dashboards to explore workforce and wage data (explore wages, roles, and trends).
- Practice survey form and instructions for providers.
- Updated WAP career fliers and exploration presentation.
- You can find all NASCSP WAP workforce resources in one place.

Use case example – [Southwest Georgia Community Action Council](#)

WAP Career Fliers: Outreach in a Box

- Role-specific fliers for key positions (crew, crew lead, energy auditor, QCI).
- Built for job fairs, community events, and partner outreach.
- Customizable with your logo and contact information.
- Highlights career pathways and mission-driven work.



Green Workforce Connect



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What is Green Workforce Connect?

- National platform for clean energy and weatherization careers.
- Connects jobseekers, students, employers, and training providers.
- Helps people discover career pathways and local opportunities.
- Developed with extensive input from WAP and related stakeholders.

The Impact of Green Workforce Connect

- Hundreds of WAP stakeholders engaged.
- Elevates awareness of weatherization and clean energy careers.
- Reaches new communities and audiences.
- Supports job-seekers with career exploration tools.
- Designed to address real recruitment and awareness gaps.
- Provides a shared platform for national and local partners.





Connect Now

Find Opportunities Training, and Par

Opportunities ▾ Tags

326 Results Map area X

Reset All

Arizona

Colorado

Georgia

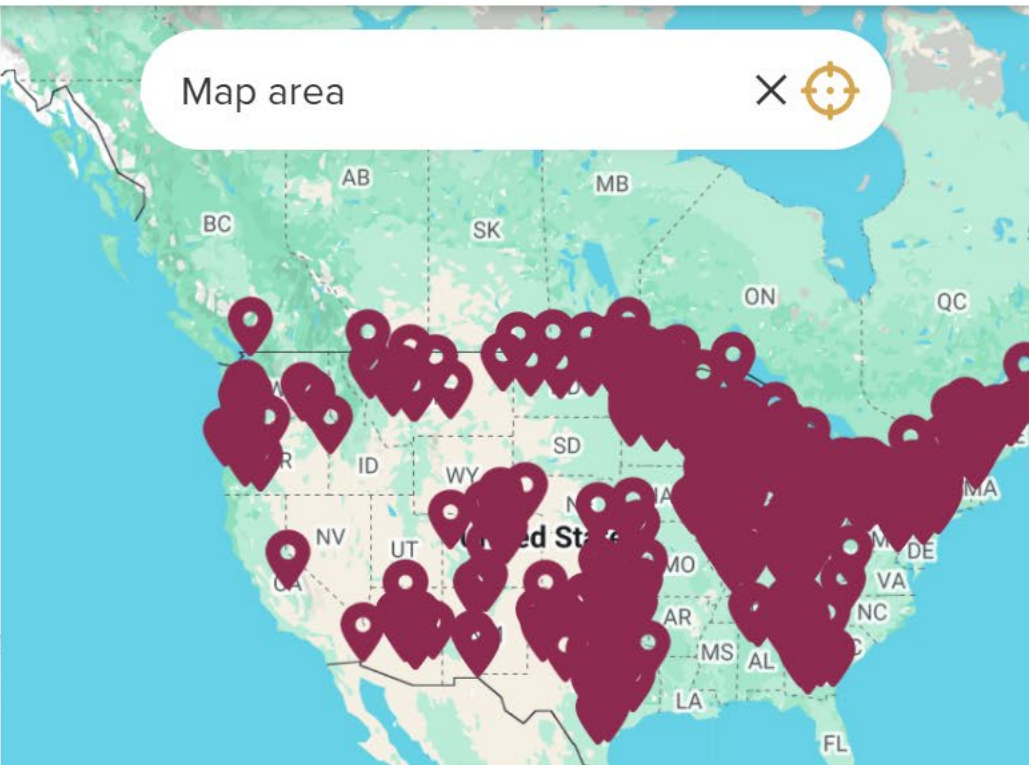
Illinois

Iowa

ment,

or Organization 🔍

Program X



~326 local weatherization providers currently listed from 25 Grantees.

With more on the way!



Green Workforce Connect Impact

for the Weatherization Assistance Program



6.5 Months
to
4.9 Months

Decrease in Time to Hire for
Key Weatherization Field Roles



Increase in Size of the
Weatherization Workforce



38,000+

Unique Users Accessed
Green Workforce Connect

Green Workforce Connect Resource Hub

- Outreach & Engagement Toolkit with customizable materials
- Template job descriptions for key WAP roles
- Presentations and template outreach slide decks for jobseekers and partners.
- Story-based content and videos to share on social media.
- Contractor Resources and business development tools.
- **AND SO MUCH MORE!**





**GREEN WORKFORCE
CONNECT**



GreenWorkforceConnect.org

Best Practices



Best Practices from the NASCSP Workforce Development Working Group

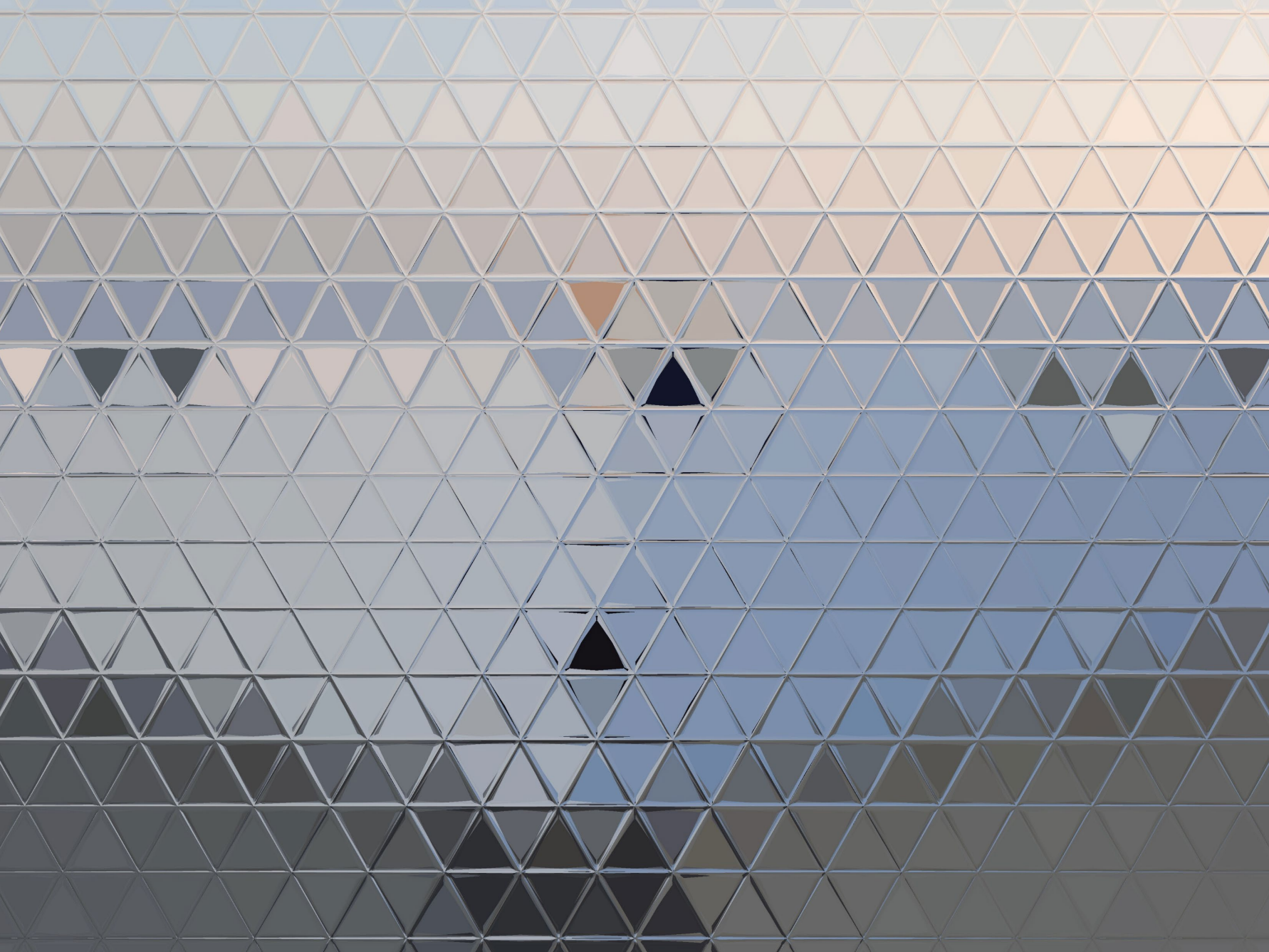
- Partner early and often to build strong partnerships with training providers and workforce boards.
- Co-design training pathways with community colleges and technical schools.
- Use data to make the case for competitive wages and benefits.
- Create clear career pathways with training for each level.
- Align workforce planning with multi-year funding and production goals.

Best Practices from the NASCSP Workforce Development Working Group

- Create clear career pathways and advancement opportunities.
- Invest in supervisor and crew leader development and mentorship.
- Build flexible, supportive, and friendly work environments where possible.
- Recognize and celebrate workforce achievements.

Outreach & Recruitment Lessons from Green Workforce Connect

- Use consistent, benefit-focused, plain-language messaging.
- Coordinate messaging across partners and platforms.
- Highlight real worker stories and imagery. Consider the imagery and stories that resonate with your target communities.
- Partner with community-based organizations for outreach and developing job-seeker pipelines.
- Meet people where they are: schools, community events, online.



Reflection & Action

From Ideas to Action

Take 1-2 minutes to write down (or consider):

- One insight from today that resonated with you
- One tool you want to use (dashboards, fliers, GWC, other)
- One action you'll take in the next 90 days
- What you need to support

Then take 3-5 minutes to share with a person next to you.

Your Next Steps

- Use workforce and wage data to advocate for your staff.
- Adopt at least one new outreach or retention practice this year.
- Leverage national tools and partners to support your efforts.
- Stay connected with NASCSP, IREC, and Green Workforce Connect.



Key Workforce Resources

- [NASCSP Workforce Resources & Tools webpage](#) (dashboards, survey materials, career fliers, etc.)
- 2024 WAP Workforce & Wage Survey [slides](#) and [recordings](#)
- [Green Workforce Connect](#) website and [Resource Hub](#)
- [DOE Weatherization Assistance Program Resource Hub](#)

Questions, Comments, Concerns?

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thank
you

Please complete this form for BPI CEUs



SM

**CONTINUING
EDUCATION**

Advancing the Weatherization
Workforce: Data, Tools, and Best
Practices



<https://forms.office.com/r/Zgy8E5AtUm>

Session Evaluation

Please complete the session evaluation. Your input goes directly into future conference and training development.

