

Energy Efficiency Jobs in America

**NEARLY 2.3 MILLION AMERICANS
WORK IN ENERGY EFFICIENCY**

DECEMBER 2024



**#Faces
OfEE**

Energy Efficiency Jobs in America

December 2024



Contents

Introduction and Overview

Alabama

Alaska

Arizona

Arkansas

California

Colorado

Connecticut

Delaware

District of Columbia

Florida

Georgia

Hawaii

Idaho

Illinois

Indiana

Iowa

Kansas

Kentucky

Louisiana

Maine

Maryland

Massachusetts

Michigan

Minnesota

Mississippi

Missouri

Montana

Nebraska

Nevada

New Hampshire

New Jersey

New Mexico

New York

North Carolina

North Dakota

Ohio

Oklahoma

Oregon

Pennsylvania

Rhode Island

South Carolina

South Dakota

Tennessee

Texas

Utah

Vermont

Virginia

Washington

West Virginia

Wisconsin

Wyoming

Energy Efficiency Jobs in America

NEARLY 2.3 MILLION AMERICANS WORK IN ENERGY EFFICIENCY

Energy efficiency (EE) boasted more job growth than any other U.S. energy technology sector in 2023, with nearly 75,000 new jobs added—the strongest increase for EE since 2018. Energy efficiency jobs boost the entire U.S. economy, and workers operate in almost every county of the country. The EE workforce fills a crucial role in maintaining and improving our built environment, reducing building energy use nationwide.

Construction jobs for efficient buildings grew fastest of all EE subsectors. Within this industry, training and certifications help ensure quality building performance and healthier indoor spaces. Those with key credentials earn competitive salaries while creating better buildings and efficient infrastructure.

EE job numbers—the largest in clean energy overall*—continue to rise significantly. Prioritizing EE workforce development in every state is essential to creating stronger communities and opportunities for a more diverse workforce, and to support the multitude of small businesses that will get the job done.

This report serves as a baseline by which to measure future EE job growth enabled by critical large-scale investments such as the Infrastructure Investment and Jobs Act (IIJA) and Inflation Reduction Act (IRA).



TDS = Transmission, Distribution, & Storage
 EPG = Electric Power Generation
 *Also includes jobs in energy storage and grid modernization that enable renewable electricity
 **Includes other subsectors such as corn ethanol, woody biomass, large hydropower

BIG-PICTURE CONTEXT

Using 2023 data, 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 certified energy efficiency products or those installed according to ENERGY STAR guidelines, and high-performance building materials. It omits EE jobs in transportation and electric grid technologies, water use or waste management, among others.

*largest except for vehicle-related clean energy jobs, not covered by this report; EE job growth has been steady, post-pandemic



IN PERSPECTIVE

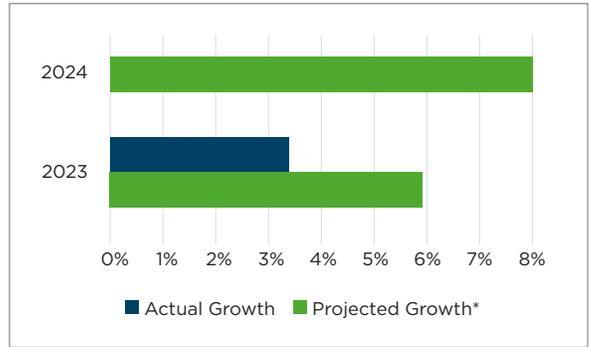
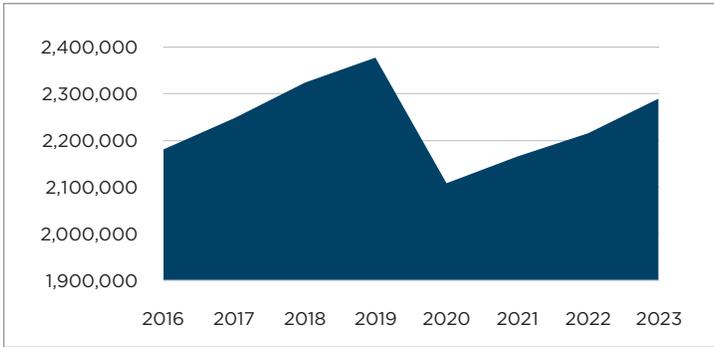
2 in every 5 jobs in the U.S. energy sector are in energy efficiency (>40%)

1.24 million construction jobs are in energy efficiency; over 16% of total U.S. construction workers spend at least 50% of their time on EE

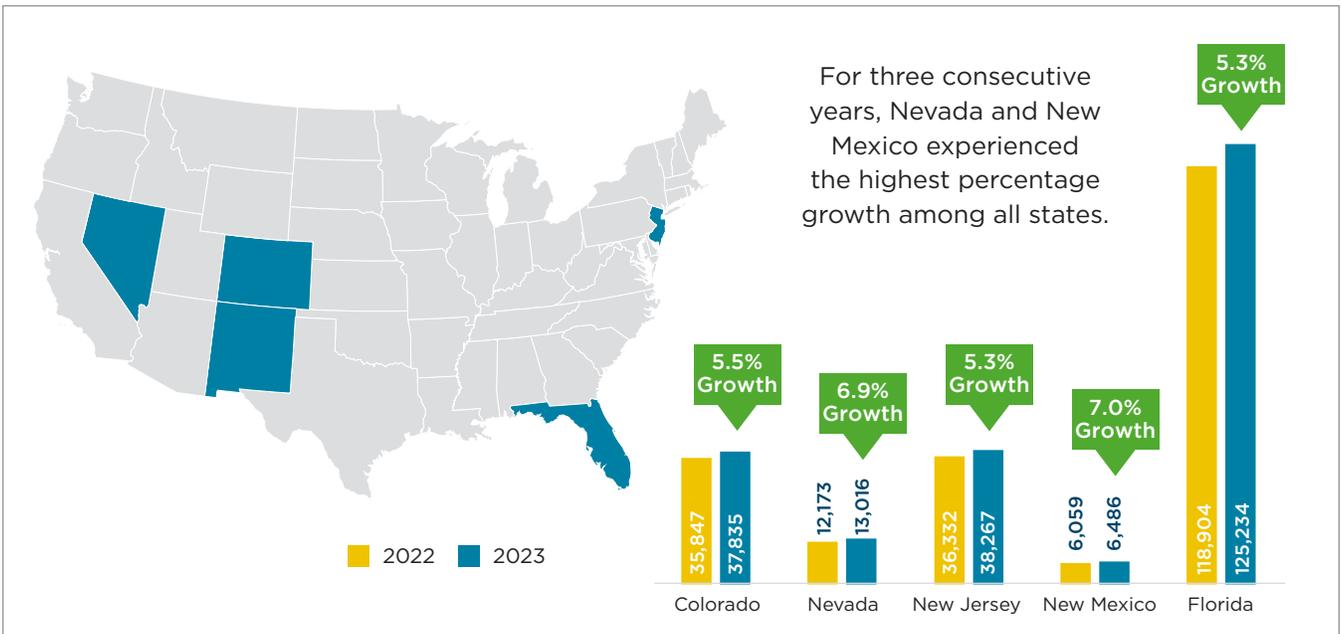
2.1x Energy efficiency employs 2.1 times as many workers in the U.S. as the entire fossil fuel industry

9% of energy efficiency jobs are held by veterans (206,691), greater than the national average of veterans in the workforce (5%)

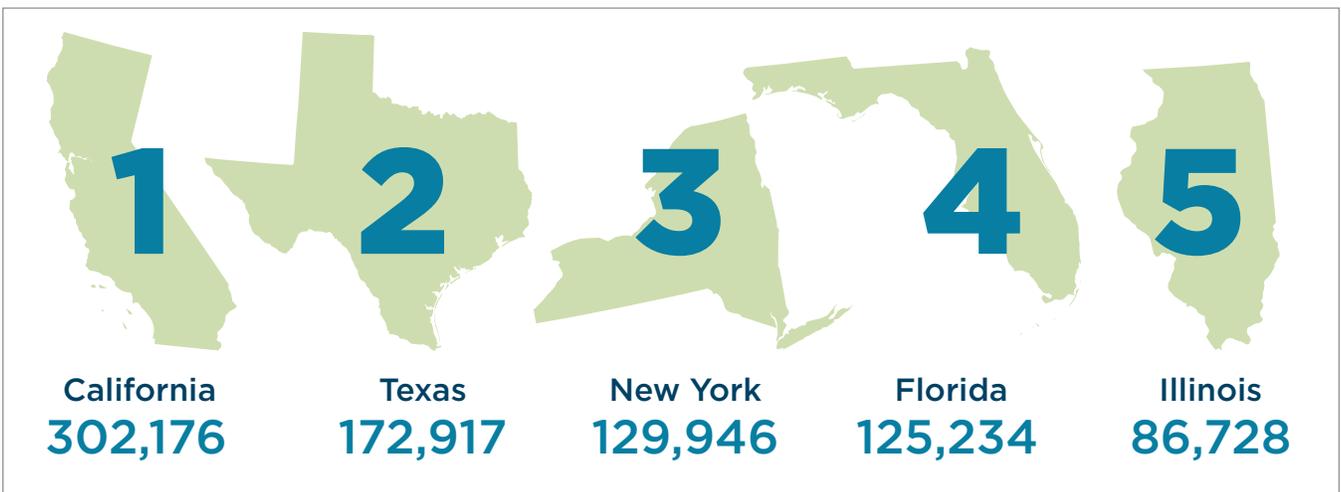
EE JOBS YEAR-OVER-YEAR



TOP STATES FOR GROWTH



TOP TOTAL GROSS JOBS

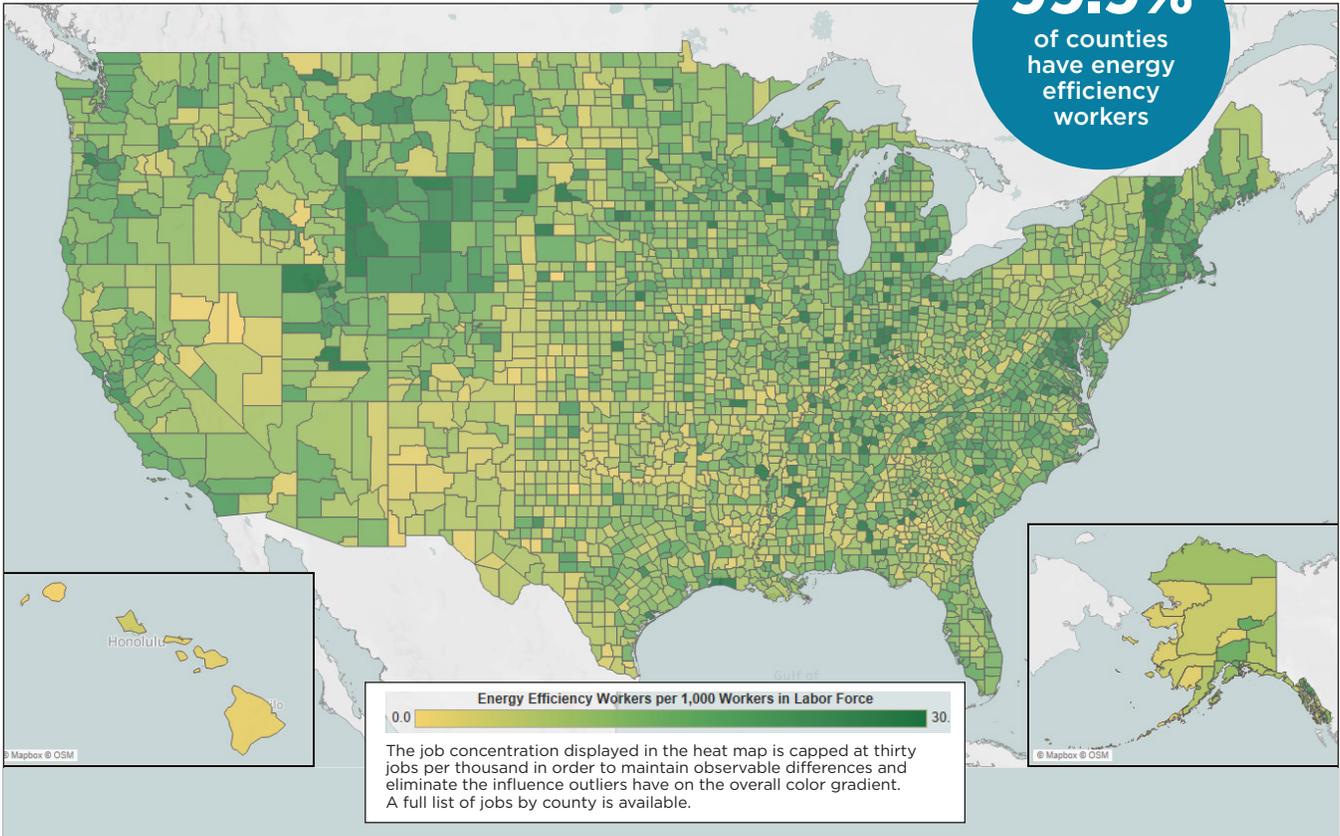


*Projected Growth chart from 2023 USEER statistics based on contractor expectations for hiring in the coming year.

YOUR LOCAL ECONOMY BENEFITS FROM ENERGY EFFICIENCY

How do energy efficiency jobs—in 99.9% of U.S. counties—impact every local economy? Because all buildings can be tapped for deeper energy savings, this workforce is on the ground everywhere. Improved insulation, better HVAC and appliances, and new digital controls are a few common upgrades. Most of the jobs associated with these upgrades must be performed by local EE workers and cannot be outsourced. The energy savings they create enable more dollars to circulate in the local economy.

99.9%
of counties
have energy
efficiency
workers



Half of U.S. states have over **32,000** EE workers each, with **40 states and D.C.** employing at least **10,000** each.

BEYOND THE BIG CITIES

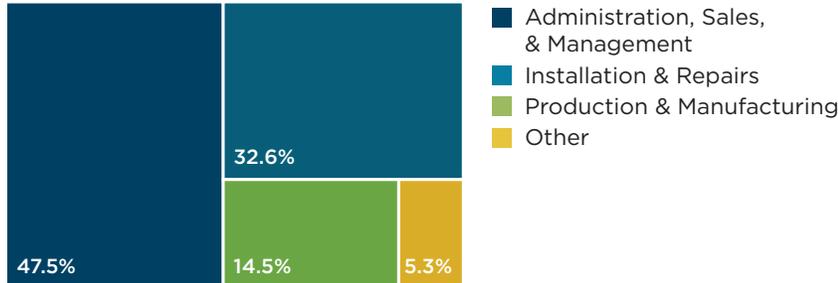


<p>269,064 Americans living in rural areas work in energy efficiency.</p>	<p>288,245 U.S. energy efficiency jobs are in counties with fewer than 100,000 residents.</p>	<p>881,996 energy efficiency jobs are outside America's top 50 metro areas.</p>
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INDUSTRIES, TECHNOLOGIES, & ROLES: THE EE WORKFORCE

Reducing energy waste drives job creation. Energy efficiency professionals work in factories, offices, design studios, and data center construction. Beyond reducing energy use and costs, they improve system operations, health, and comfort in existing buildings. They design and build a better, more cost-effective future.

Across Positions

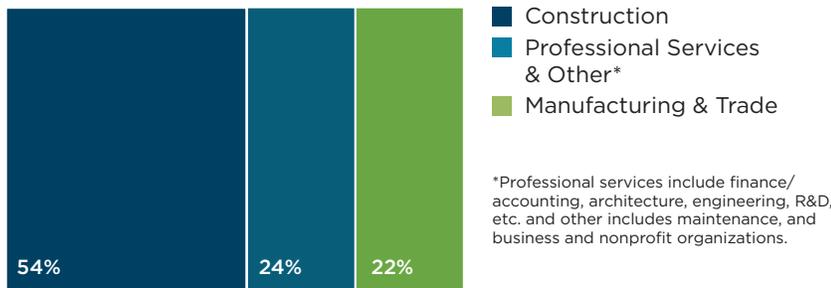


I love to help seniors make their homes more comfortable.

Terrameka Jimerson
BakerRipley
Houston, TX

Energy Efficiency: America's Job-creation Powerhouse

Across Industries

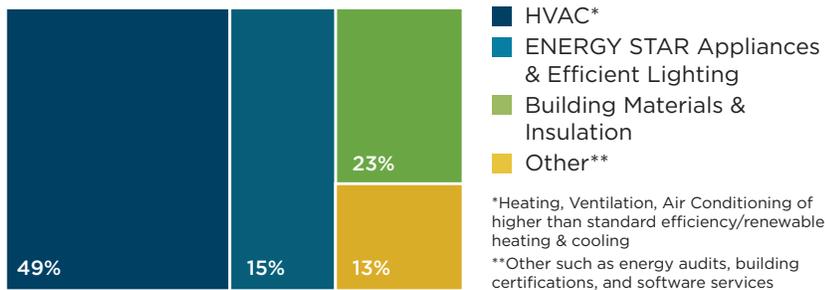


I help customers and trade allies reduce energy consumption and costs.

Krist Matthew
Franklin Energy
Peach Bottom, PA

Energy Efficiency: America's Job-creation Powerhouse

Across Technologies



I engage underrepresented communities, including veterans.

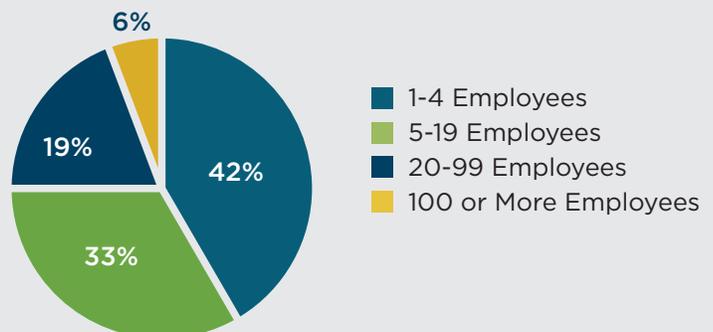
James Cowan
Utility Energy Services
Orlando, FL

Energy Efficiency: America's Job-creation Powerhouse

EMPOWERING AMERICA: THE SMALL BUSINESS IMPACT

75% of the **390,706** energy efficiency establishments in the U.S. are small businesses with **fewer than 20 employees**. 94% are businesses with fewer than 100 employees.

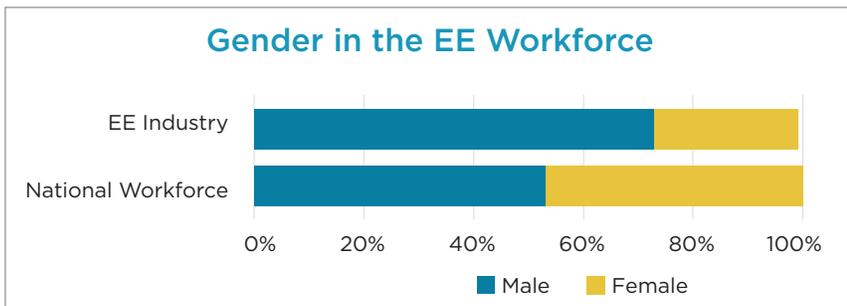
EE contractors and small businesses are boosting local economies across America.



ENHANCING WORKFORCE DIVERSITY IS VITAL FOR ENERGY EFFICIENCY SUCCESS

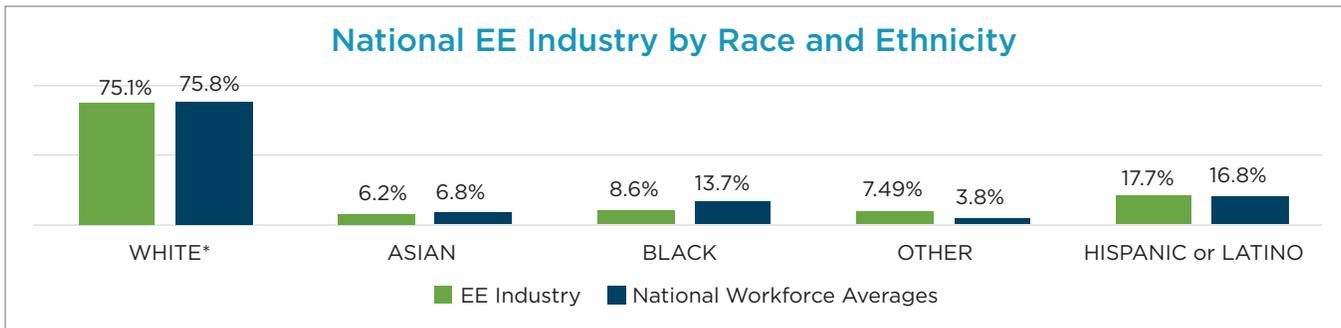
The EE industry is growing, yet its workforce has not fully recovered from sharp pandemic-related losses. In 2023, the number of EE jobs was equal to 96% of the number of EE jobs that existed pre-pandemic. Recent federal investments will help, and the industry can contribute to accelerated recovery by improving workforce diversity.

A diverse workforce is proven to boost innovation, productivity, employee satisfaction, and retention, as well as profits. Diversity in hiring will be key to improving business outcomes and ensuring that communities across the nation are better represented in the efficiency sector. Investing resources to ensure EE workforce trainings are deployed in diverse communities will also enable a more diverse pool of potential workers to access and build careers in EE.



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 in the national data.

The EE industry needs to do more to **prioritize** the training and support that enables access to employment at EE businesses for people of color and women.

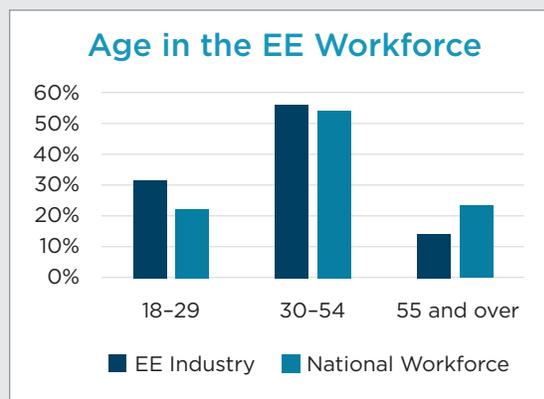


*Includes non-Hispanic and Hispanic whites.

WORKFORCE AGE & UNION STATUS

The EE workforce is primarily comprised of young and middle-aged workers, with higher representation of 18-54 compared to both the overall energy workforce and the national workforce.

EE workers have a higher rate of union membership than the national average.



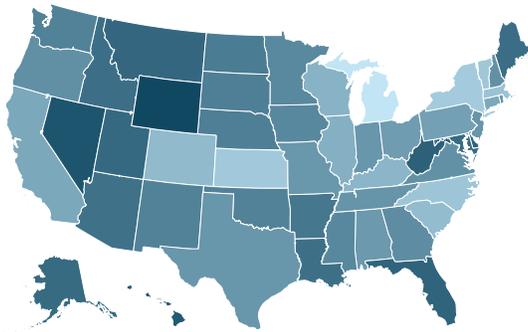
13% of EE pros (297,723) are represented by a **union** compared to the national average of 7% (private sector).

WORKFORCE NEEDS BY STATE: MAXIMIZING SUCCESS

EE business owners saw slightly fewer recruitment challenges in 2023 than in 2022. However, more than 83% still reported difficulty in finding suitable employees. To meet increased demand by federal and other investments in energy efficiency, the EE workforce will continue to grow despite these obstacles.

How can decision-makers align workforce training with career paths more effectively to benefit both employers and job candidates? One way is by considering the distribution of existing EE jobs. While most EE jobs are in construction, many opportunities exist in manufacturing and professional services.

EE Workers in Construction



EE workers employed in construction
31% 86.1%

Over 1.2 million U.S. construction workers are employed with a primary focus on energy efficiency. Among all industries, this sector reported the most significant hiring hurdles, with 86% of employers saying it was either “very difficult” or “somewhat difficult” to recruit qualified personnel.

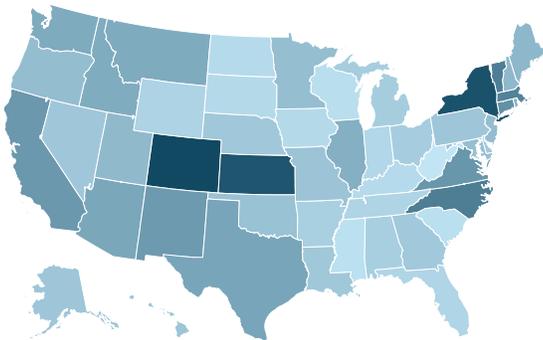
Unionized construction firms* experienced more success in hiring, with only 36% reporting that hiring was “very difficult.”

*Defined as firms with at least 20% of their employees belonging to a union or covered by a project labor or collective bargaining agreement.

Construction: Employer Perspective on Hiring Difficulty



EE Workers in Professional Services and Other



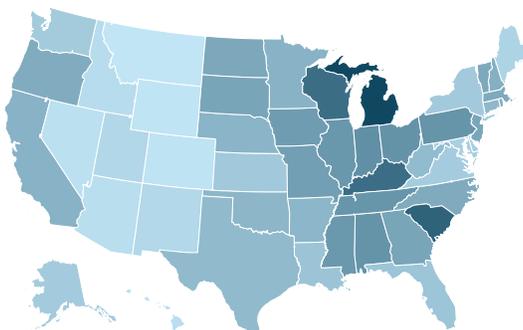
EE workers employed in professional services and other
6.5% 51.8%

Engineers, designers, architects, and financial services and legal professionals represent nearly 540,000 U.S. efficiency workers.

Professional Services & Other: Employer Perspective on Hiring Difficulty



EE Workers in Manufacturing and Trade



EE workers employed in manufacturing and trade
1.7% 55.5%

U.S. manufacturing of energy efficient products comprises nearly 513,000 jobs.

Manufacturing & Trade: Employer Perspective on Hiring Difficulty



POLICY LEADERSHIP

Energy efficiency saves money, reduces emissions, improves air quality and public health, and makes us more energy independent—while also tackling climate change and creating jobs. The Inflation Reduction Act (IRA) and the Infrastructure Investment and Jobs Act (IIJA) included historic investments aimed at advancing energy efficiency across the country. The effective implementation of the energy efficiency provisions in IRA and IIJA, and the continued funding for government-led energy efficiency activities, are both crucial to realizing the benefits of this critical energy source.



Federal policy leadership can ensure that energy efficiency and indoor air quality are addressed to benefit property owners, occupants, and the country.

Maintain and ensure robust funding for proven federal energy efficiency programs, including:

- State energy programs
- Weatherization assistance programs
- Energy efficiency and conservation block grants

Use Federal Investments Wisely

Ensure effective implementation of key incentives and rebates included in the IRA and the IIJA for building owners, households, and public buildings to make smart property upgrades that create jobs and improve building performance, such as:

Protect Inflation Reduction Act Opportunities

- Commercial and multifamily residential building tax credits (179D Energy Efficient Commercial Building Deduction; 45L New Energy Efficient Home Tax Credit)
- Single family home tax credits (25C Home Energy Efficiency Improvement Credit), which includes credits for the following efficiency measures and efficient appliances (not a comprehensive list):
 - Air Source Heat Pumps and Heat Pump Water Heaters (30% of costs, including labor, up to \$2,000 annually)
 - Insulation and Air Sealing (30% of costs, not including labor, up to \$1,200 annually)
 - Home Energy Audits (30% of costs up to \$150 credited annually)
- Residential rebate programs administered by State Energy Offices to drive efficiency and electrification deployment and job creation for local contractors—the Home Efficiency Rebates (HOMES*) program, and the Home Electrification and Appliance Rebates (HEAR**). As of December 2024, over three dozen states have applied for full funding to launch their home energy rebate programs. Of that group, [more than 10 have launched programs](#)—with many additional states planning for launch in the coming months.
- Training for Residential Energy Contractors (TREC) program, also administered by State Energy Offices to expand the EE and electrification workforce
- Greenhouse Gas Reduction Fund (GGRF) competitive grants for states, Tribal governments, municipalities, and nonprofits to mobilize financing for clean energy and climate projects that reduce emissions (including efficiency). The Environmental Protection Agency has distributed awards for the National Clean Investment Fund (3 grant recipients); Clean Communities Investment Accelerator (5 grant recipients); and Solar for All (60 grant recipients). Many awardees aim to support projects that lower energy bills and create job opportunities across the country.

Internal Revenue Service data shows that 2.3 million families claimed more than \$2 billion in credits in 2023 from the 25C energy efficiency tax credit.

*a.k.a. HER
**a.k.a. HEEHRA

Protect Infrastructure Investment and Jobs Act Opportunities:

- 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 EE audits, upgrades, and retrofits to increase building efficiency

Support other policy initiatives to further advance energy efficiency nationwide, including:

- Programs focused on resilience, energy efficiency, and air quality in public buildings
- Tax credits and rebates for U.S. manufacturing of energy efficient appliances and technologies
- Stronger building and appliance efficiency standards, with training and enforcement
- ENERGY STAR, which helps people make smart energy choices
- Energy audits, technical assistance, and financing options for large manufacturers
- Directing FEMA (Federal Emergency Management Agency) to ensure that rebuilding complies with updated international building codes and advances energy efficiency
- Healthy homes programs to address barriers to comprehensive energy upgrades and ensure more habitable and comfortable living conditions, especially in low-income and disadvantaged communities.

Advance and prioritize workforce development and diversity, equity, and inclusion in federal energy efficiency programs:

- Strengthen workforce development and apprenticeship programs for the EE sector
- Create a workforce grant program to help organizations and small businesses hire and train new EE employees with a focus on diversity, equity, and inclusion
- Increase grants and financing to deploy more efficiency projects in underserved communities that often carry greater energy burdens while developing career opportunities for local workers



State and local leaders can keep energy efficiency jobs growing.

State and local leaders can:

- Adopt high efficiency and indoor air quality standards for new construction and existing buildings, leveraging IRA funds to support assistance for the latest (net zero) building energy code adoption for state and local governments
- Adopt energy benchmarking and reporting requirements for existing buildings
- Incorporate broader use of performance contracting in public buildings
- Advance commercial property assessed clean energy (PACE) programs
- Modernize regulations to ensure transparent and comprehensive cost-effectiveness evaluations
- Align utility incentives with investments in efficiency
- Invest in advanced infrastructure to enable interval data analytics of energy use, and to boost resilience
- Join coalitions to pass policies to accelerate the deployment of heat pumps and other major efficient appliances and upgrades incentivized by HOMES and HEAR programs.

ABOUT THE REPORT

The job numbers come from the national 2024 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 2024 USEER, 42,100 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 a decade. See the USEER Appendices for complete methodology details. For more report details, see [Energy Efficiency Jobs in America FAQ](#) or contact the Building Performance Association or E4TheFuture.



ABOUT BPA

The Building Performance Association (BPA) is a 501(c)(6) nonprofit industry association that serves as the hub for businesses, nonprofits, and government agencies working to make America's homes more comfortable, healthy, and energy efficient. Our mission is to transform the market for the home performance industry through advocacy, education, professional development, and networking. Visit 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.

Visit bwresearch.com.



ABOUT E4TheFuture

E4TheFuture is dedicated to bringing clean, efficient energy home for every American and promotes energy solutions to advance climate protection and economic fairness.

Visit E4TheFuture.org.

Alabama

Energy Efficiency Jobs in America

30,341

Total Jobs



What are EE jobs?

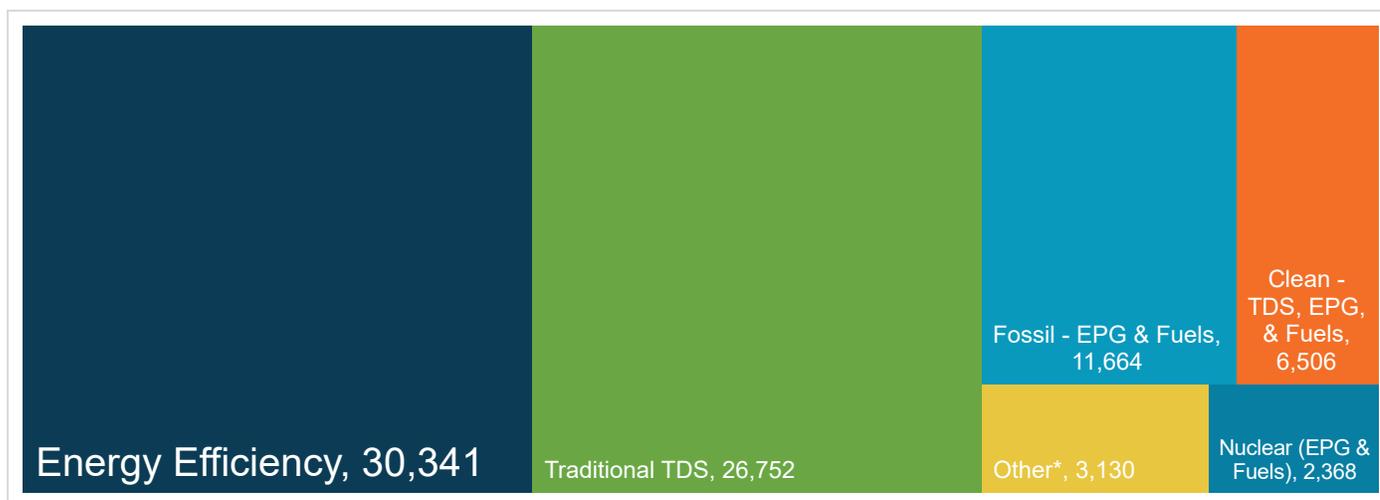
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 in Alabama?

Energy efficiency is the largest energy sector in Alabama.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

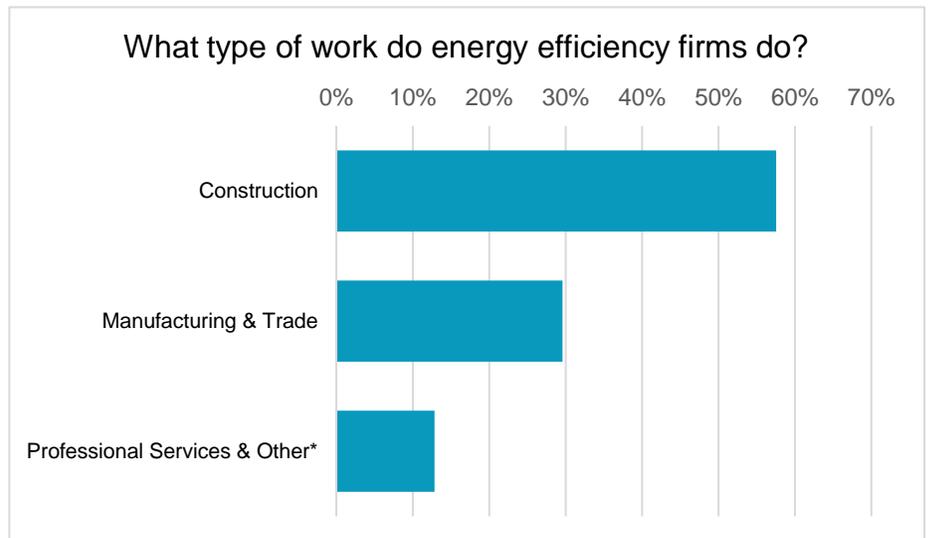
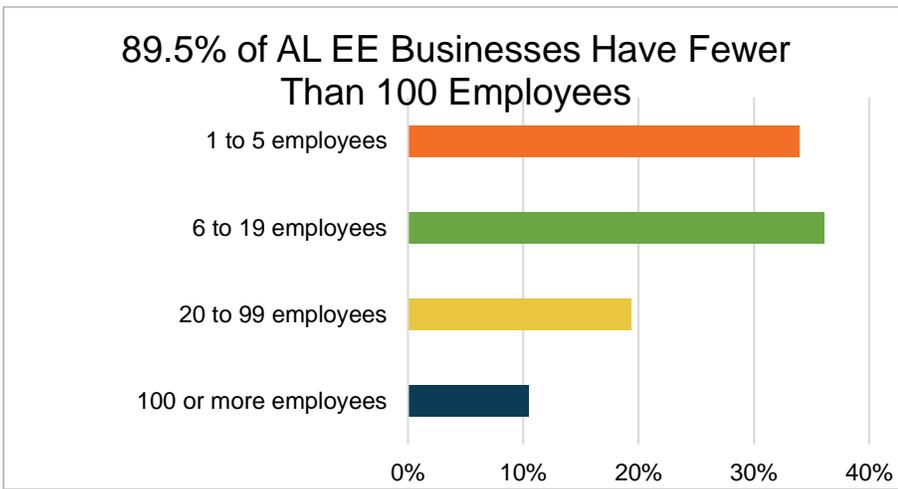
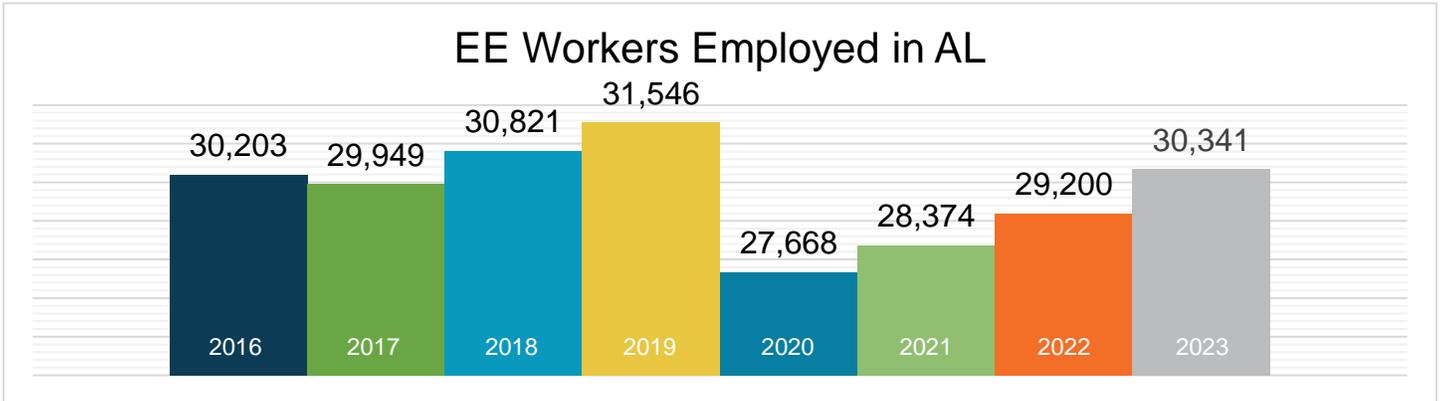
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



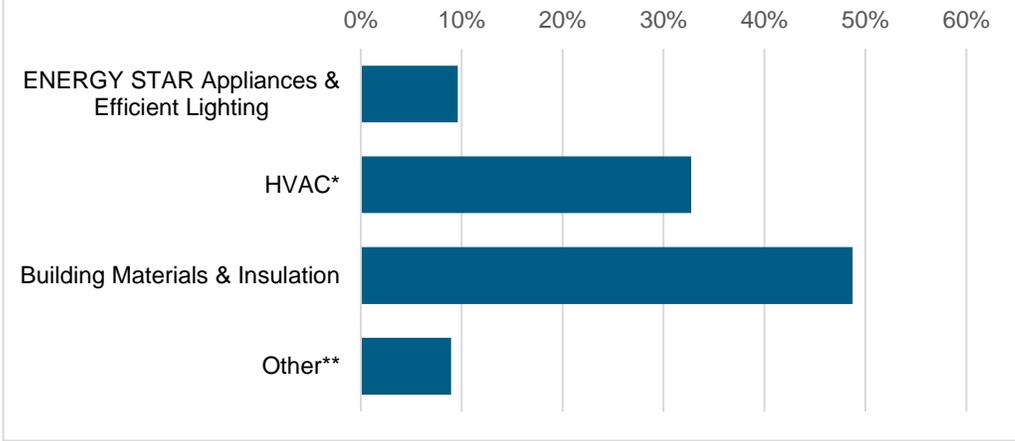
E4 THE FUTURE

What does EE look like in Alabama?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



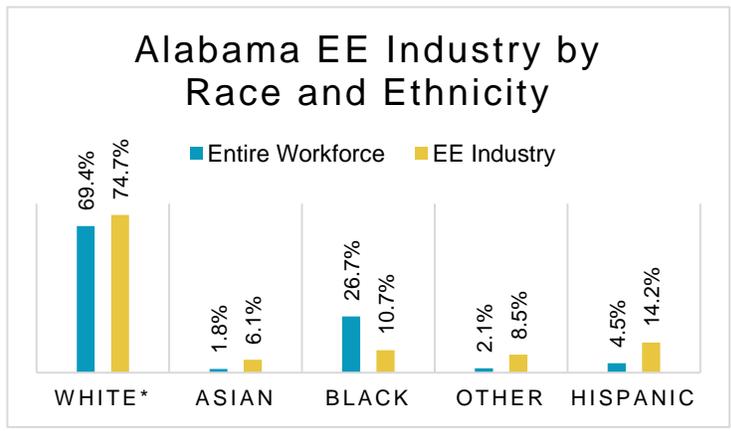
8%
of Alabama
EE workers are
Veterans

*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
**Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Alabama?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Alabama communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Alabama businesses.



*Includes non-Hispanic and Hispanic whites.

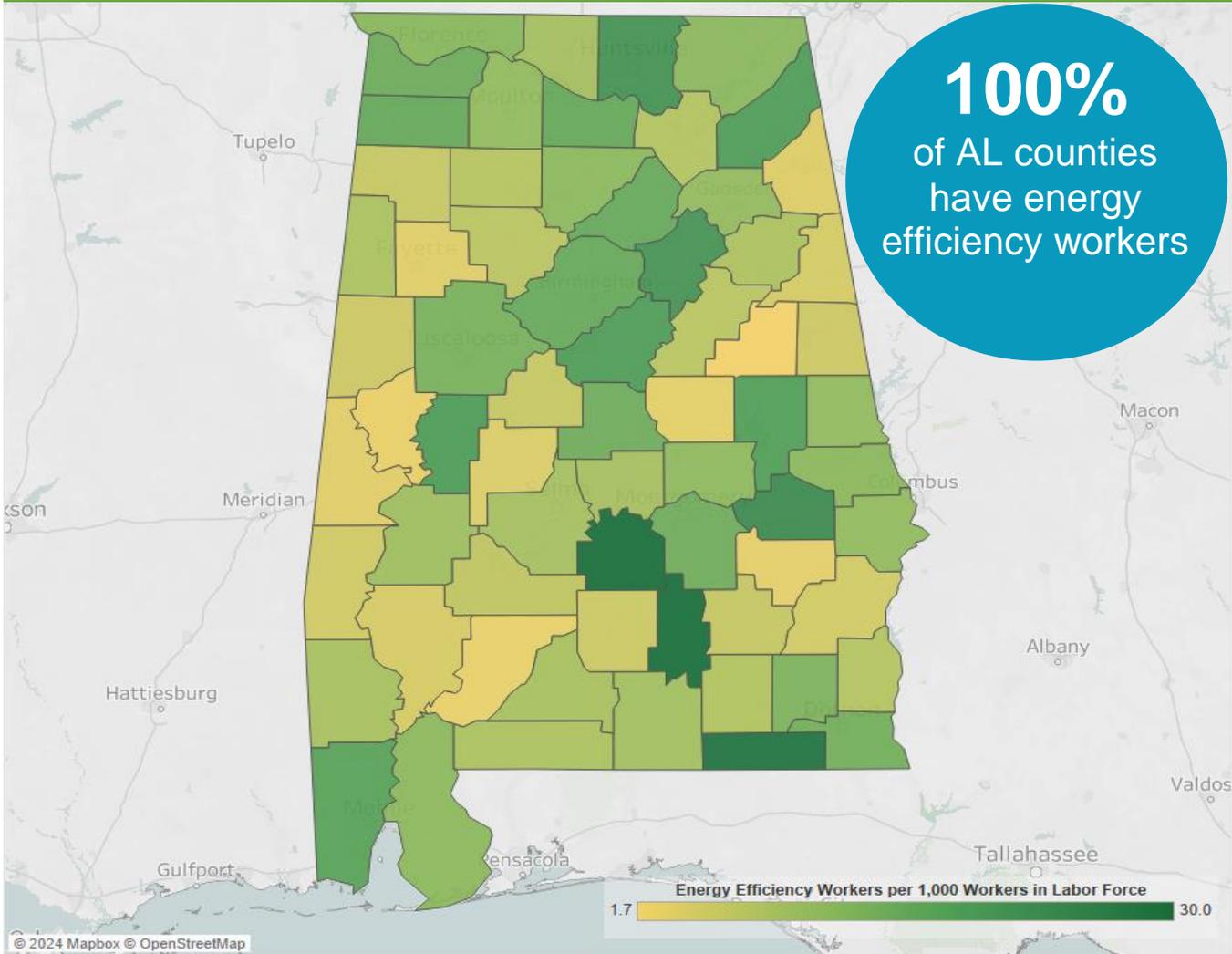


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



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/330956>.

Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	5,310	Anniston-oxford	362	Gadsden	360
2	4,624	Auburn-Opelika	790	Huntsville	5,294
3	3,474	Birmingham-Hoover	8,255	Mobile	3,026
4	3,535	Columbus	157	Montgomery	2,410
5	4,476	Decatur	883	Tuscaloosa	1,432
6	6,375	Dothan	922	Rural	5,715
7	2,548	Florence-Muscle Shoals	734		

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,606		11	1,603		21	916		31	103
2	736		12	546		22	1,349		32	800
3	1,106		13	1,064		23	454		33	2,203
4	893		14	956		24	173		34	704
5	726		15	2,849		25	2,262		35	351
6	397		16	173		26	65			
7	1,117		17	539		27	275			
8	530		18	2,564		28	1,147			
9	452		19	108		29	556			
10	664		20	<10		30	348			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	561		28	515		55	115		82	93
2	294		29	99		56	184		83	10
3	436		30	246		57	13		84	207
4	795		31	429		58	<10		85	840
5	38		32	694		59	<10		86	148
6	1,162		33	82		60	<10		87	168
7	75		34	69		61	751		88	<10
8	<10		35	21		62	290		89	288
9	387		36	77		63	<10		90	134
10	296		37	234		64	1,037		91	20
11	550		38	498		65	320		92	150
12	34		39	75		66	230		93	<10
13	309		40	<10		67	241		94	237
14	66		41	819		68	72		95	233
15	943		42	347		69	349		96	317
16	437		43	1,324		70	<10		97	1,261
17	71		44	655		71	68		98	113
18	68		45	473		72	29		99	423
19	230		46	763		73	<10		100	327
20	1,042		47	<10		74	1,071		101	341
21	36		48	<10		75	13		102	<10
22	176		49	83		76	655		103	391
23	123		50	68		77	68		104	46
24	243		51	111		78	<10		105	36
25	<10		52	697		79	355			
26	92		53	<10		80	33			
27	20		54	1,647		81	68			





The Building Performance Association (BPA) is a 501(c) 6 nonprofit industry association that serves as the hub for businesses, nonprofits, and government agencies working to make America's homes more comfortable, healthy, and energy efficient. Our mission is to transform the market for the home performance industry through advocacy, education, professional development, and networking. Visit www.building-performance.org.



E4TheFuture is dedicated to bringing clean, efficient energy home for every American and promotes energy solutions to advance climate protection and economic fairness. Visit www.E4TheFuture.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.

Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, 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



Alaska

Energy Efficiency Jobs in America

4,234

Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

What do EE workers do?

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How does EE compare in Alaska?

Energy efficiency is the third largest energy sector in Alaska.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

**Nuclear (EPG & Fuels) = 14

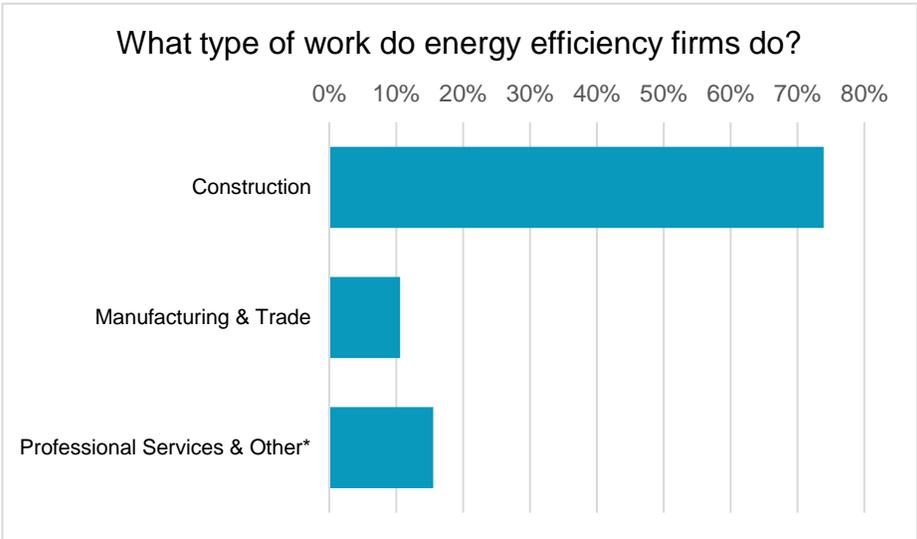
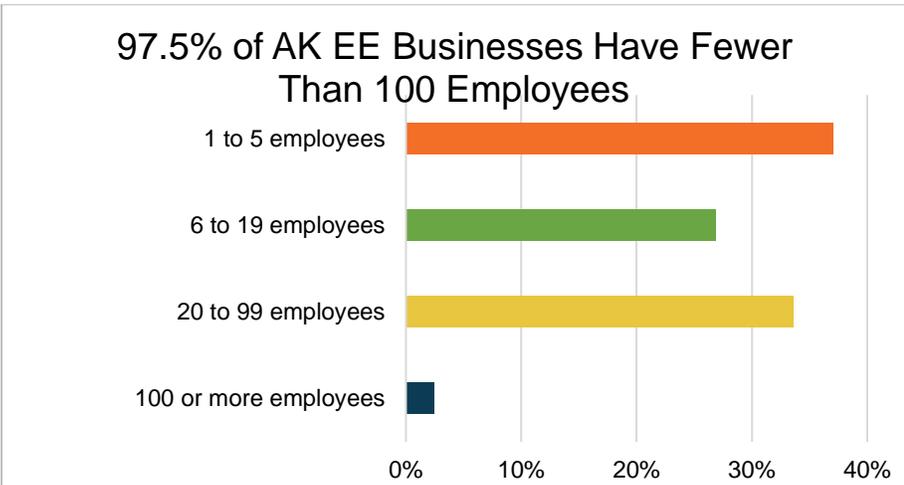
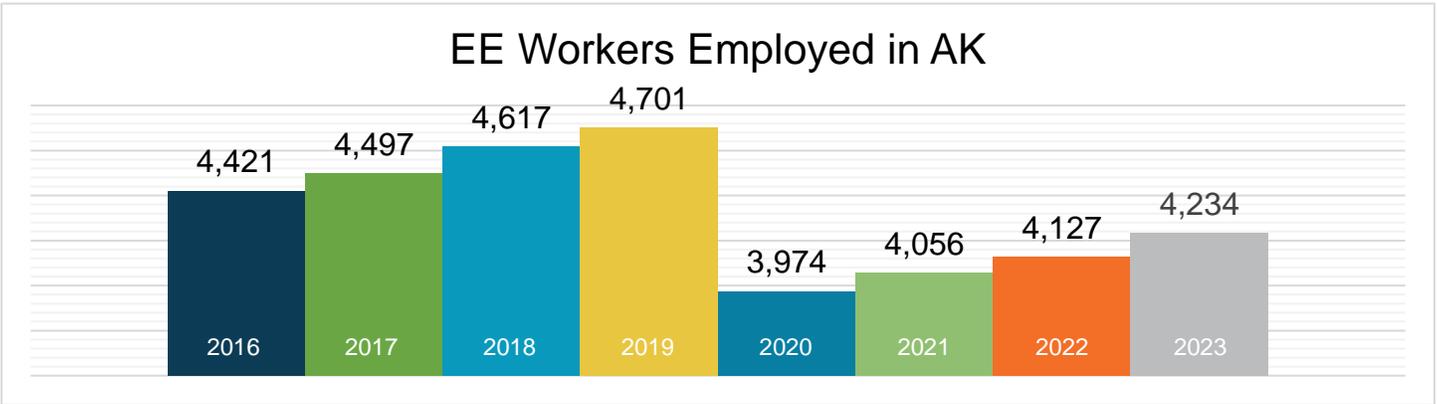
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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E4 THE FUTURE

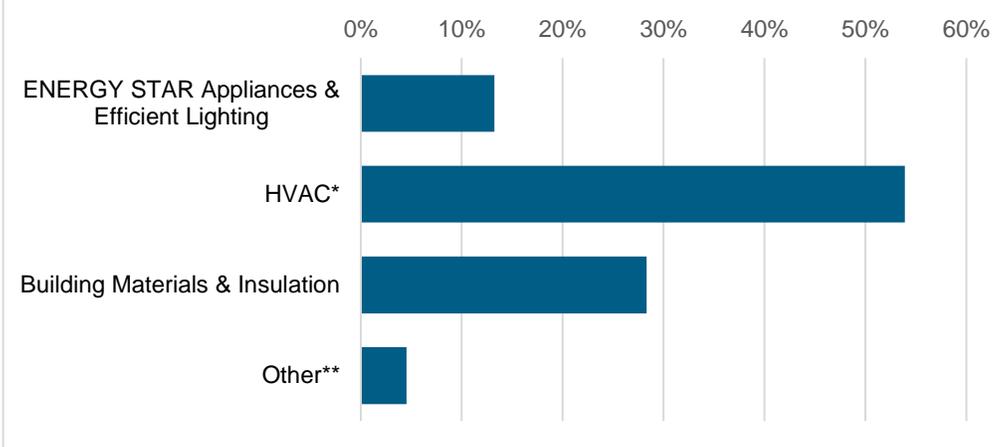
What does EE look like in Alaska?



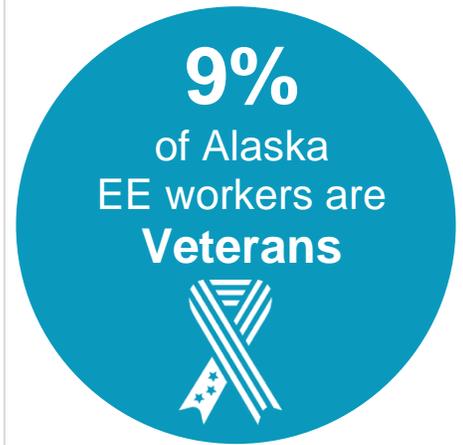
*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.



What energy efficiency sectors employ the most workers?



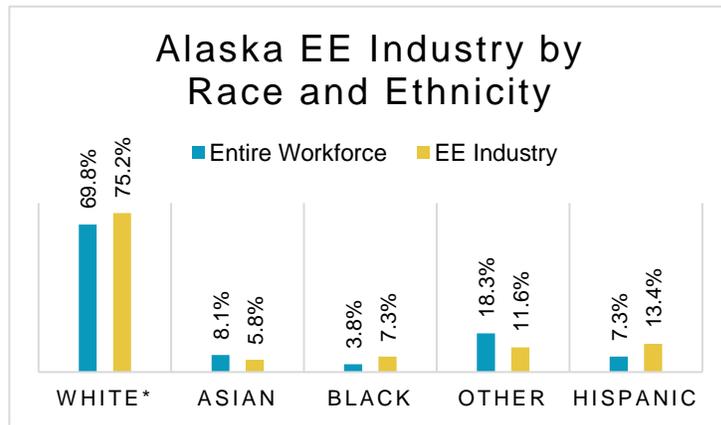
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Alaska?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Alaska communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Alaska businesses.



*Includes non-Hispanic and Hispanic whites.

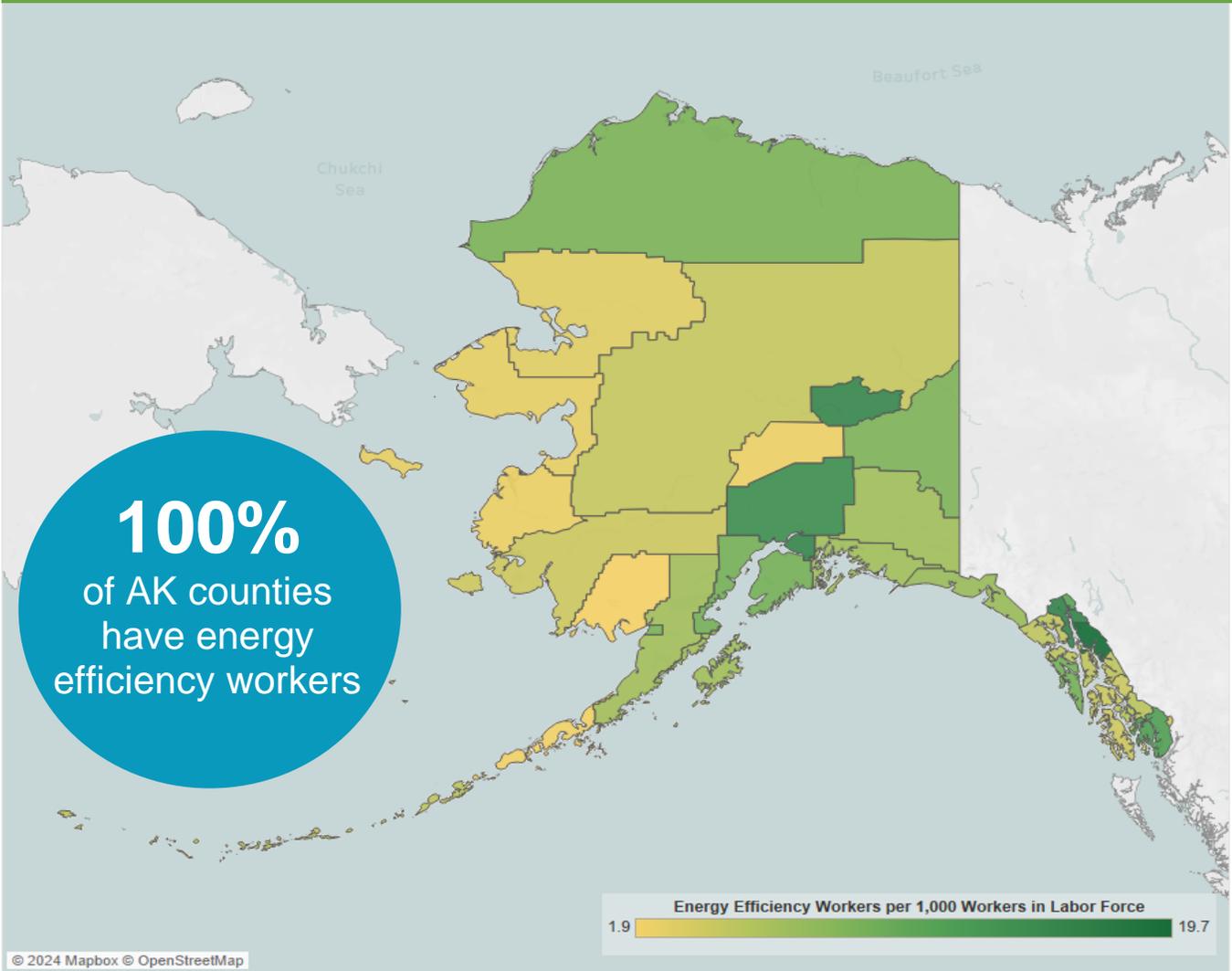


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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,234	Anchorage	2,709
		Fairbanks	570
		Rural	955

State Senate				
District	Jobs		District	Jobs
00A	499		00L	238
00B	<10		00M	76
00C	132		00N	<10
00D	449		00O	250
00E	16		00P	173
00F	30		00Q	269
00G	184		00R	217
00H	794		00S	87
00I	493		00T	109
00K	202			

State House of Representatives				
District	Jobs		District	Jobs
1	385		22	123
2	107		23	235
3	<10		24	<10
4	<10		25	<10
5	55		26	75
6	79		27	<10
7	413		28	<10
8	30		29	247
9	12		30	<10
10	<10		31	81
11	<10		32	89
12	29		33	265
13	182		34	<10
14	<10		35	105
15	549		36	109
16	234		37	51
17	<10		38	35
18	486		39	39
19	<10		40	68
20	<10			
21	81			





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Arizona

Energy Efficiency Jobs in America

44,313
Total Jobs

What are EE jobs?

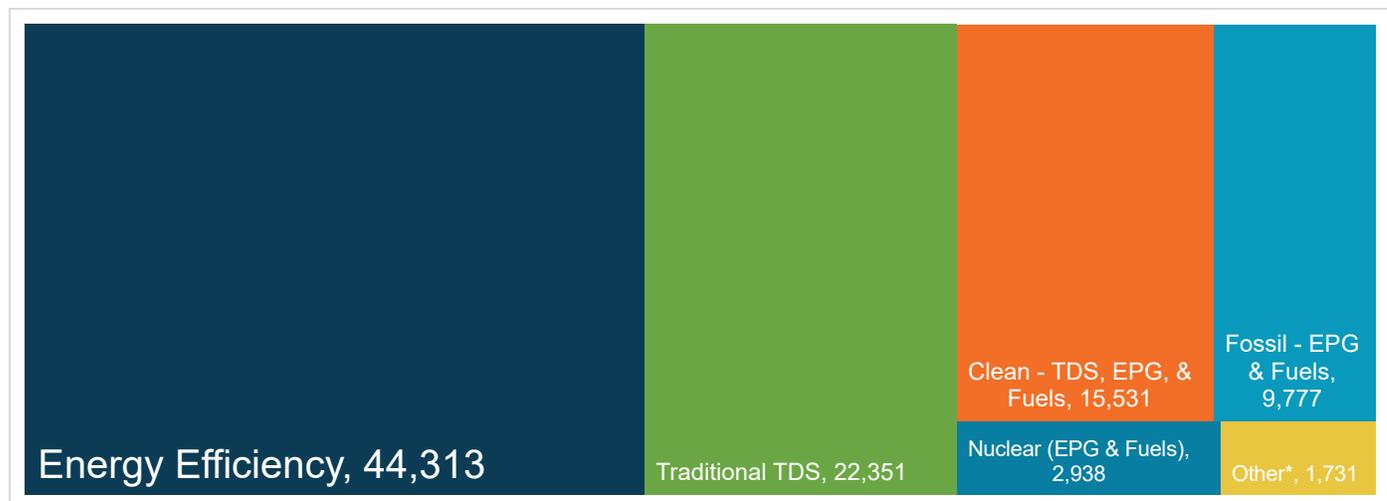
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 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.

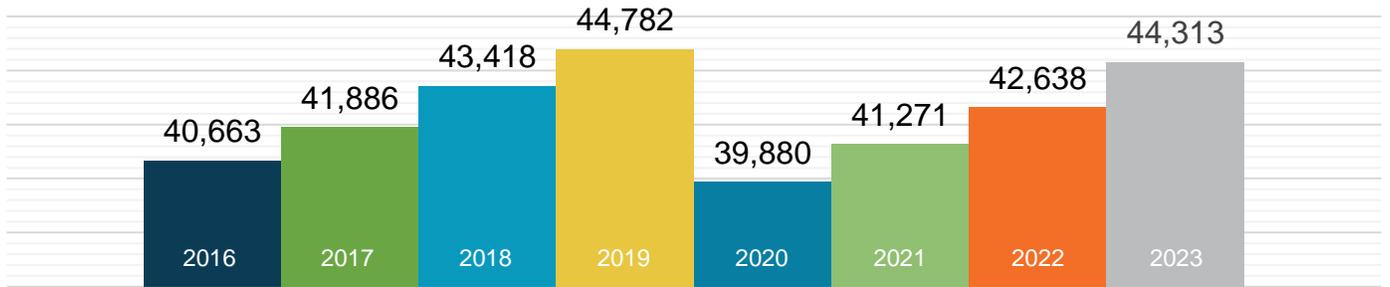
Presented by:



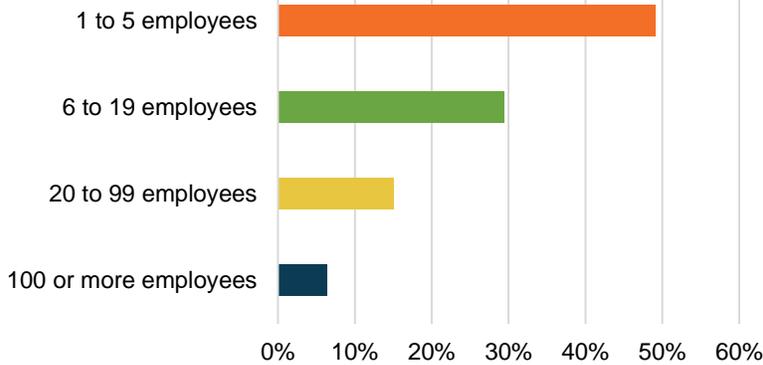
E4 THE FUTURE

What does EE look like in Arizona?

EE Workers Employed in AZ



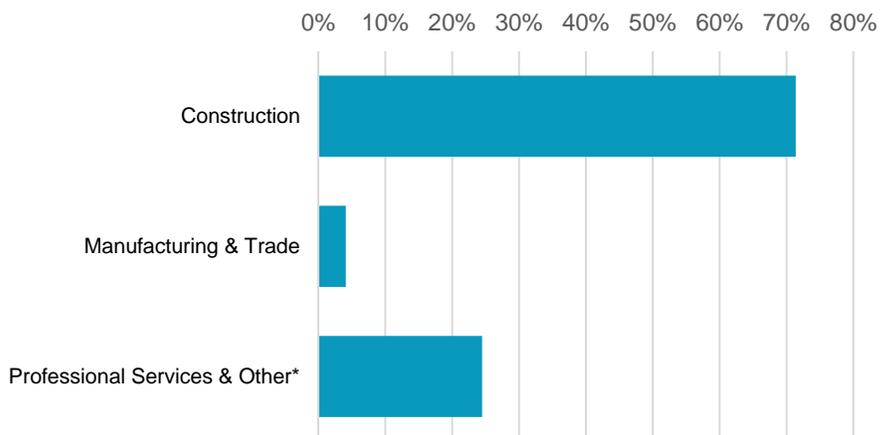
93.6% of AZ EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **15%** of Arizona's construction workforce

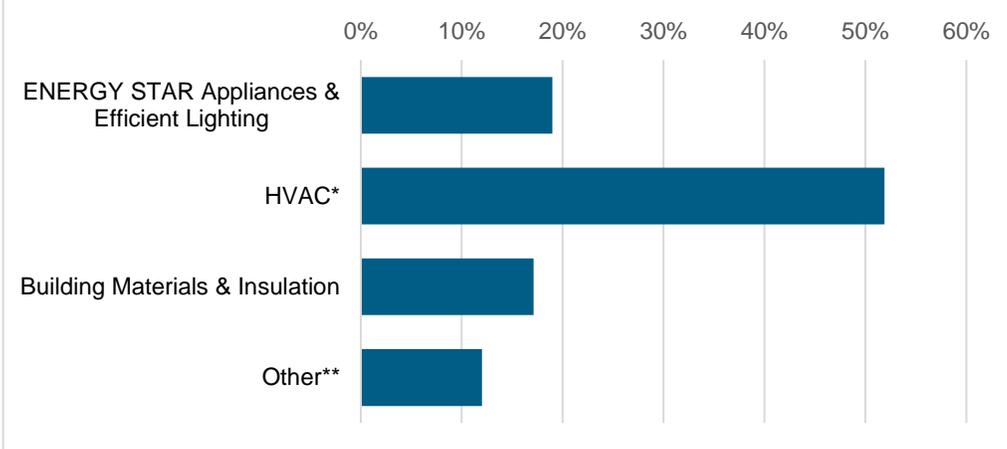


What type of work do energy efficiency firms do?

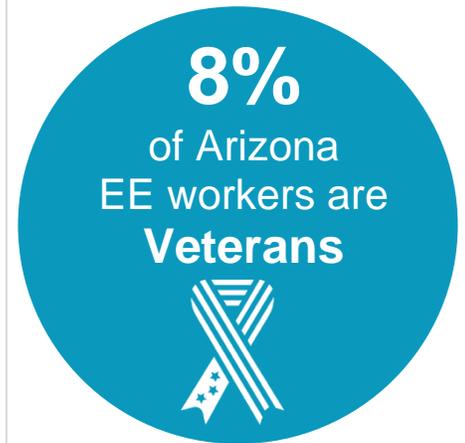


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What energy efficiency sectors employ the most workers?



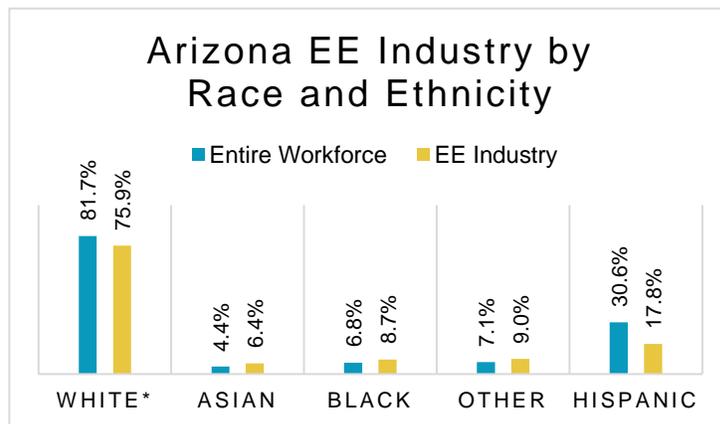
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Arizona?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Arizona communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Arizona businesses.



*Includes non-Hispanic and Hispanic whites.

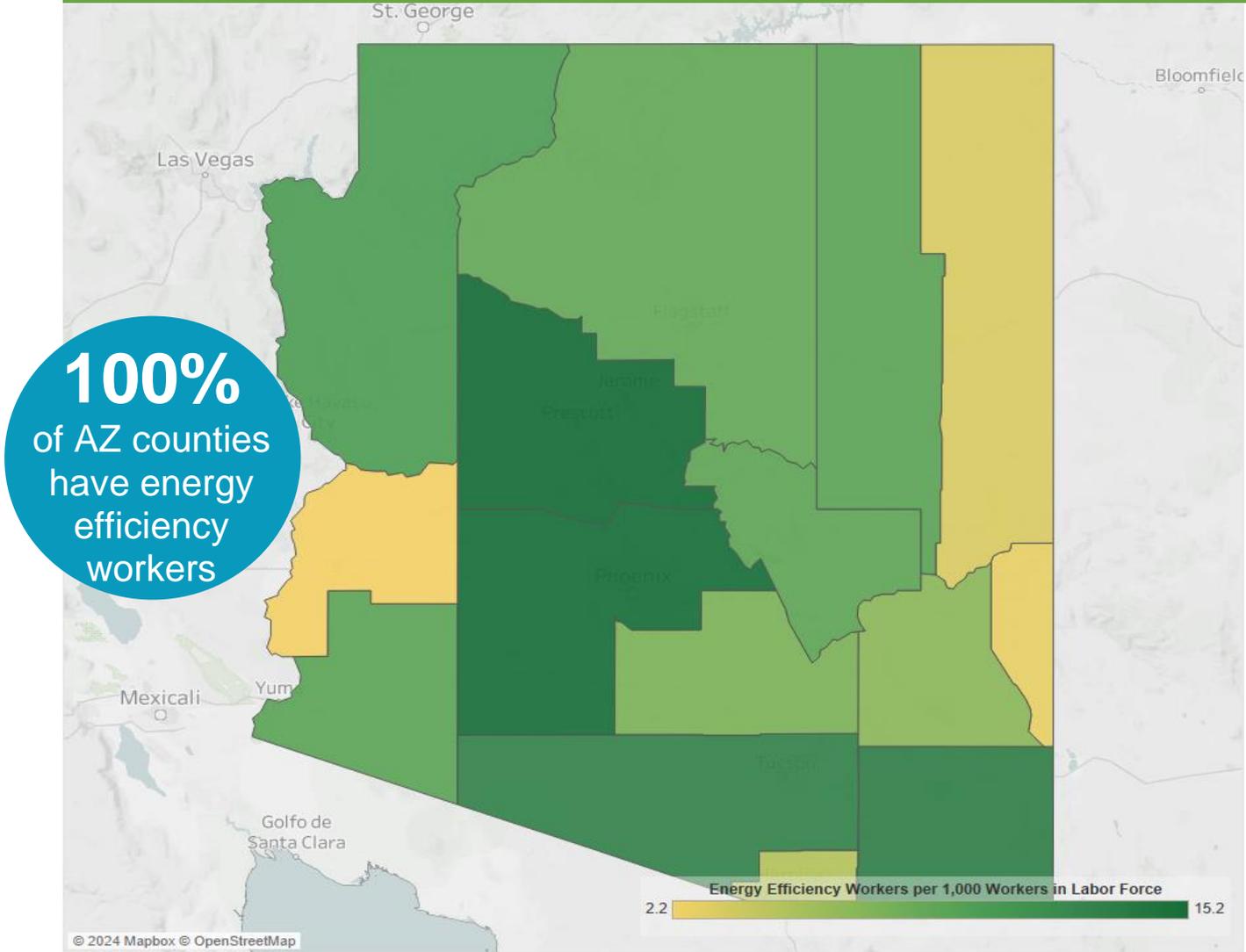
Gender in the Arizona EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary 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	4,453	Flagstaff	555
2	5,121	Lake Havasu City-Kingman	554
3	3,476	Phoenix-Mesa-Scottsdale	35,010
4	3,831	Prescott	1,079
5	4,696	Tucson	5,031
6	13,146	Yuma	719
7	7,873	Rural	1,364
8	1,136		
9	581		

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	2,419		11	156		21	446
2	2,297		12	3,344		22	120
3	1,409		13	602		23	4,443
4	972		14	672		24	7,665
5	1,094		15	3,302		25	584
6	1,222		16	639		26	1,684
7	340		17	745		27	<10
8	1,177		18	2,430		28	637
9	1,733		19	1,496		29	423
10	273		20	1,651		30	334

State House of Representatives				
District	Jobs		District	Jobs
1	2,413		16	616
2	2,407		17	698
3	1,372		18	2,340
4	940		19	2,138
5	1,081		20	1,565
6	1,210		21	422
7	421		22	112
8	1,110		23	4,379
9	1,701		24	7,803
10	267		25	554
11	151		26	1,703
12	3,109		27	<10
13	610		28	607
14	676		29	395
15	3,194		30	313





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Arkansas

Energy Efficiency Jobs in America

15,526
Total Jobs

What are EE jobs?

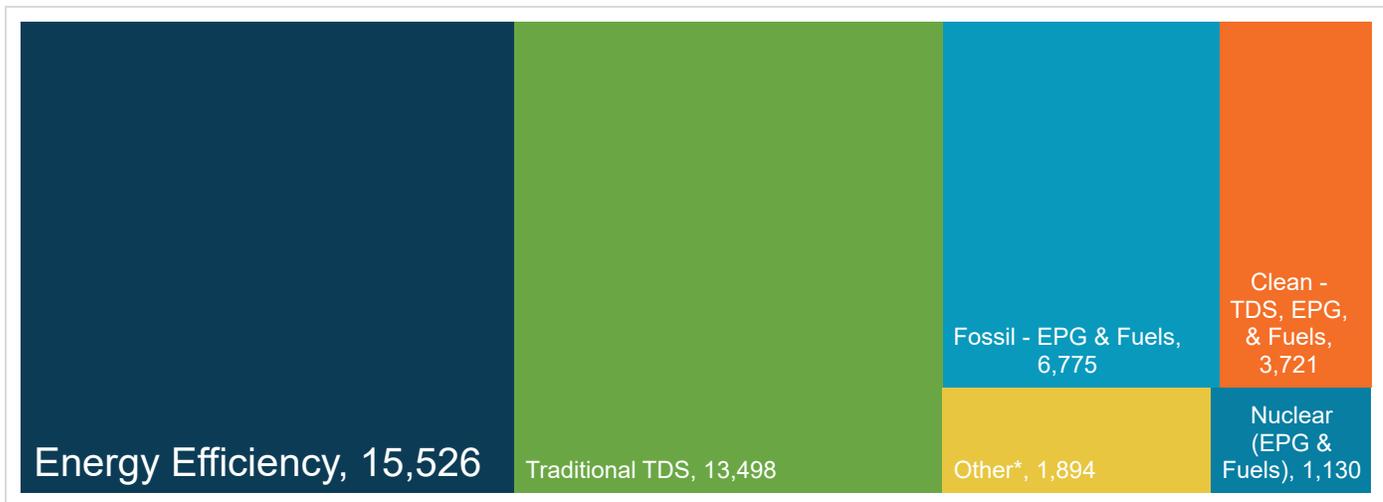
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 in Arkansas?

Energy efficiency is the largest energy sector in Arkansas.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

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

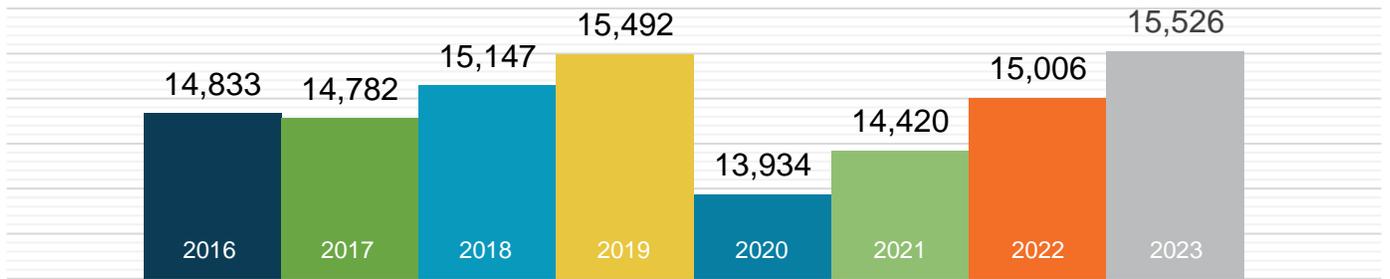
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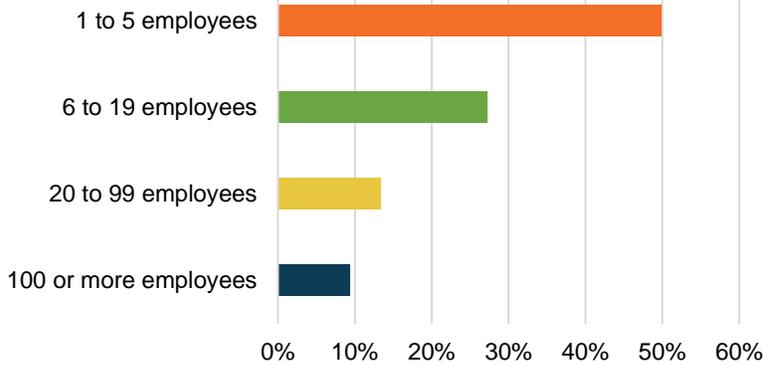
E4 THE FUTURE

What does EE look like in Arkansas?

EE Workers Employed in AR



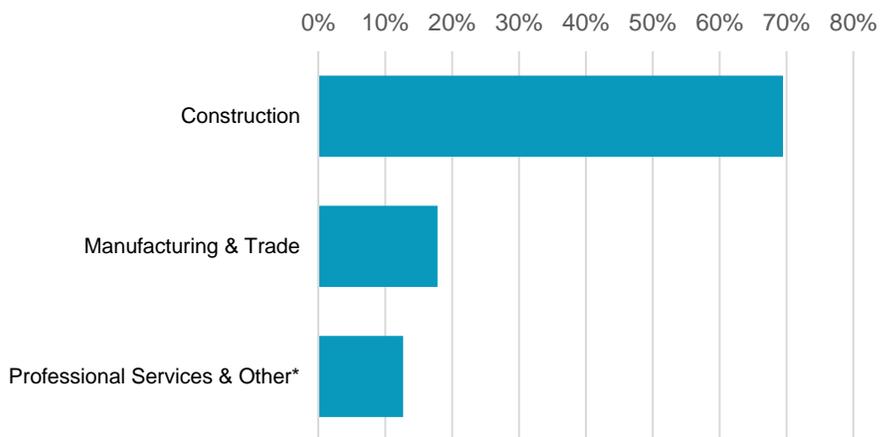
90.6% of AR EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **17%** of Arkansas' construction workforce

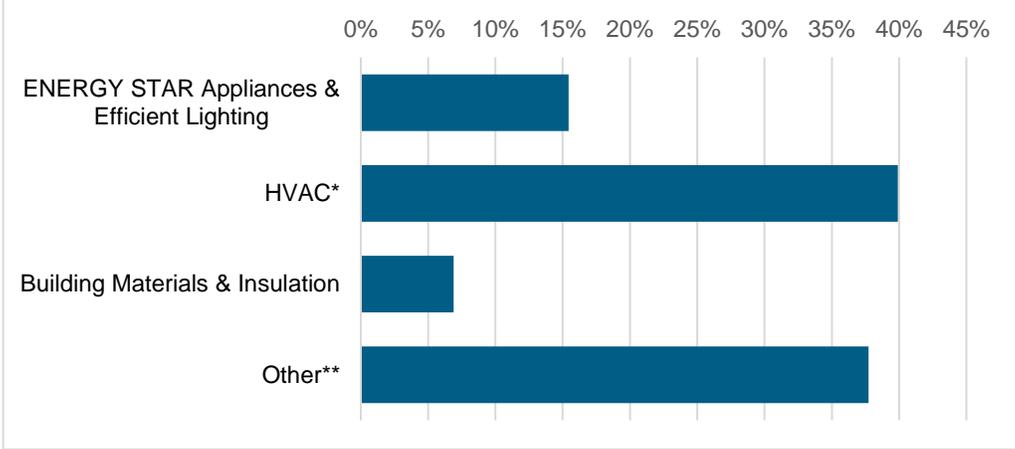


What type of work do energy efficiency firms do?



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What energy efficiency sectors employ the most workers?



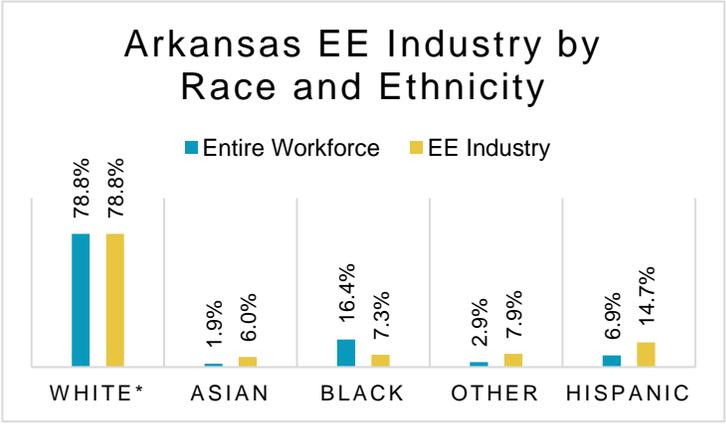
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 **Other such as energy audits, building certifications, and software services

9%
 of Arkansas
 EE workers are
Veterans

How is EE doing on diversity in Arkansas?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Arkansas communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Arkansas businesses.



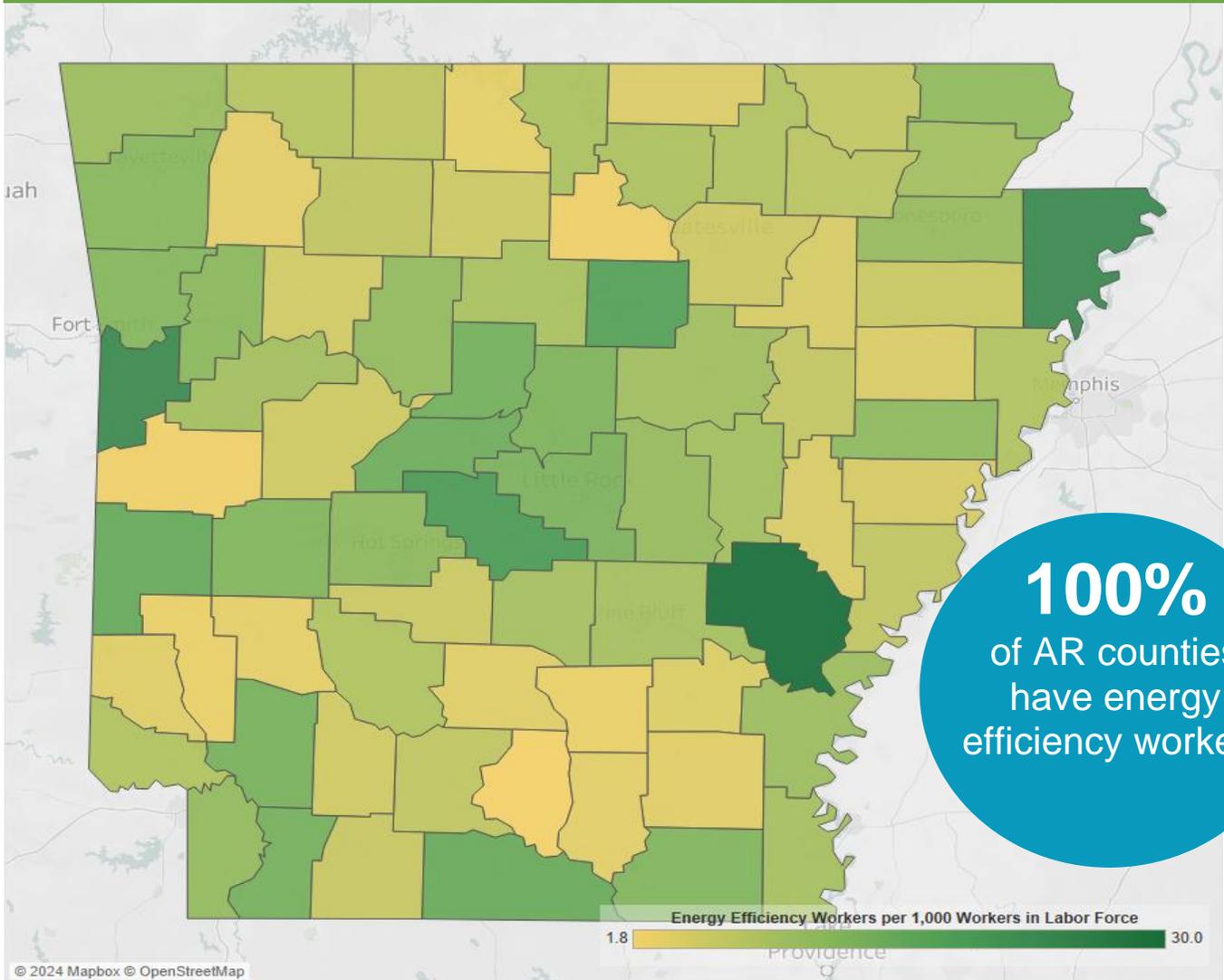
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Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of AR 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/330956>.

Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	3,868	Fayetteville-Springdale-Rogers	2,911	Memphis	129
2	4,536	Fort Smith	1,825	Pine Bluff	253
3	4,549	Hot Springs	445	Texarkana	162
4	2,573	Jonesboro	612	Rural	4,297
		Little Rock-North Little Rock-Conway	4,892		

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,490		11	327		21	152		31	451
2	179		12	291		22	326		32	312
3	365		13	971		23	327		33	<10
4	633		14	116		24	294		34	128
5	464		15	1,303		25	536		35	<10
6	242		16	502		26	351			
7	<10		17	291		27	259			
8	773		18	485		28	147			
9	79		19	354		29	153			
10	374		20	783		30	2,054			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	207		28	<10		55	<10		82	70
2	208		29	292		56	197		83	321
3	169		30	514		57	<10		84	341
4	75		31	172		58	<10		85	<10
5	71		32	130		59	<10		86	<10
6	250		33	1,162		60	95		87	<10
7	23		34	<10		61	170		88	<10
8	304		35	<10		62	96		89	<10
9	24		36	<10		63	<10		90	729
10	187		37	577		64	218		91	33
11	139		38	123		65	144		92	75
12	245		39	<10		66	37		93	287
13	313		40	422		67	<10		94	<10
14	535		41	<10		68	126		95	33
15	223		42	<10		69	92		96	<10
16	175		43	<10		70	<10		97	37
17	<10		44	51		71	135		98	<10
18	346		45	17		72	<10		99	74
19	17		46	<10		73	61		100	17
20	80		47	123		74	86			
21	279		48	155		75	240			
22	406		49	98		76	333			
23	80		50	211		77	302			
24	<10		51	<10		78	<10			
25	<10		52	365		79	<10			
26	<10		53	635		80	537			
27	230		54	216		81	631			





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California

Energy Efficiency Jobs in America

302,176

Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in California?

Energy efficiency is the largest energy sector in California.



TDS = Transmission, Distribution & Storage

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**Nuclear (EPG & Fuels) = 4,913

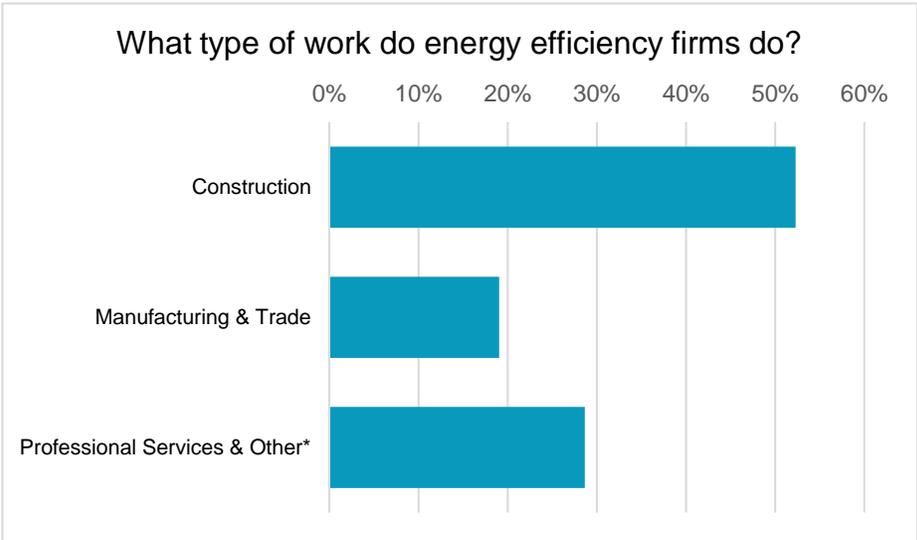
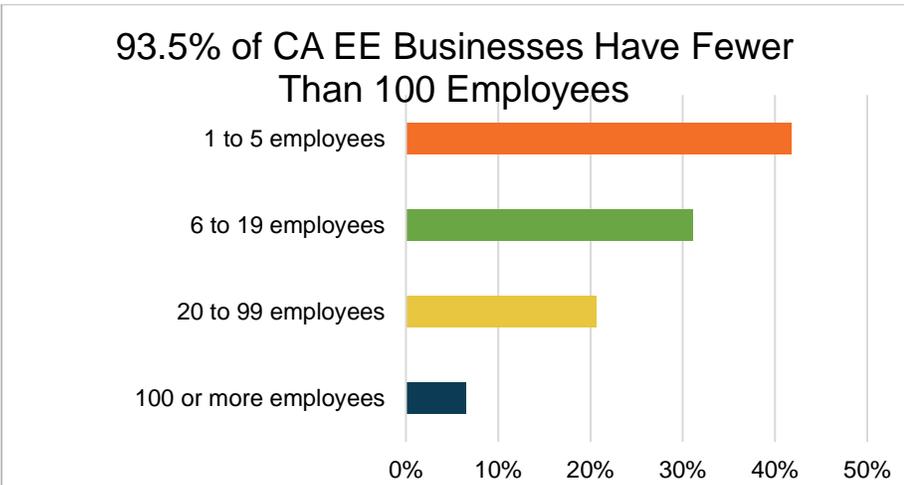
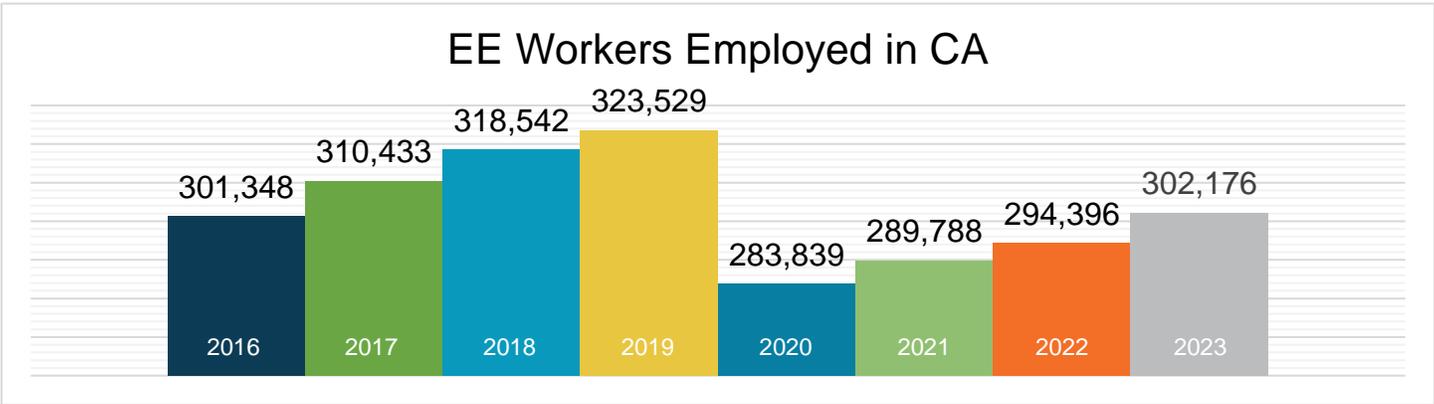
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Presented by:



E4 THE FUTURE

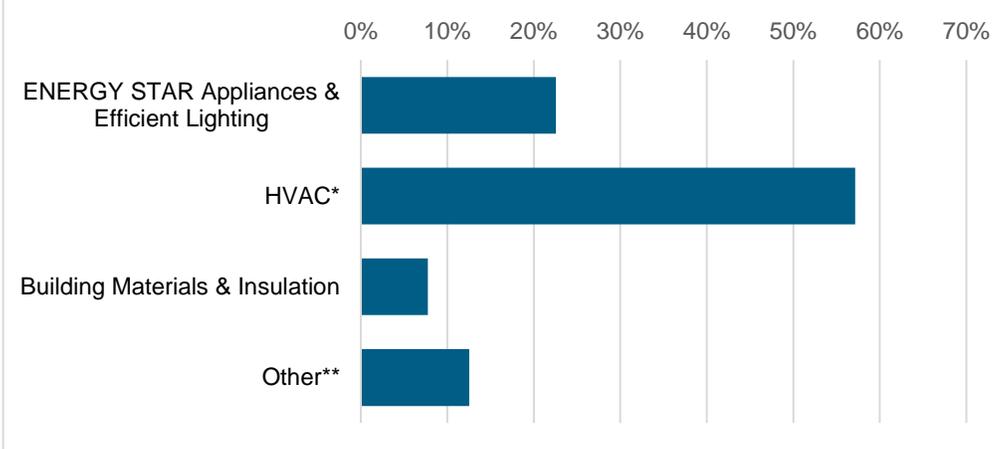
What does EE look like in California?



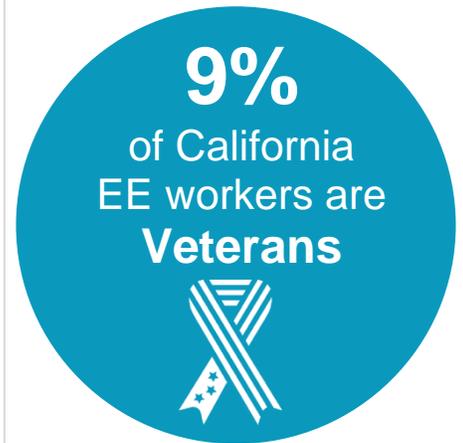
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What energy efficiency sectors employ the most workers?



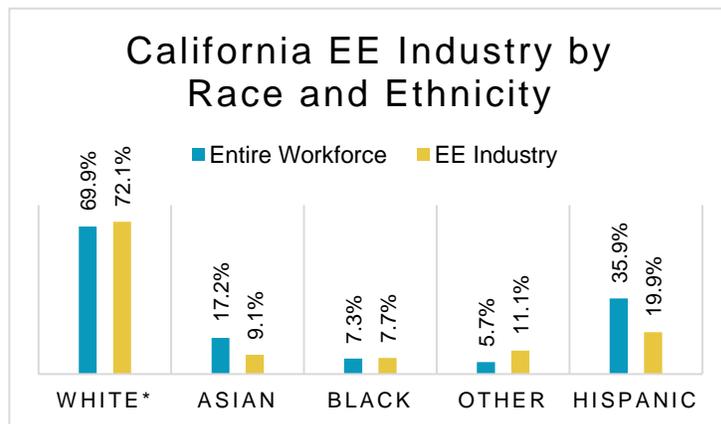
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How is EE doing on diversity in California?

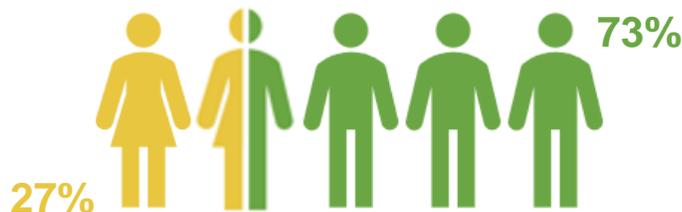
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The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at California businesses.



*Includes non-Hispanic and Hispanic whites.

Gender in the California EE Workforce

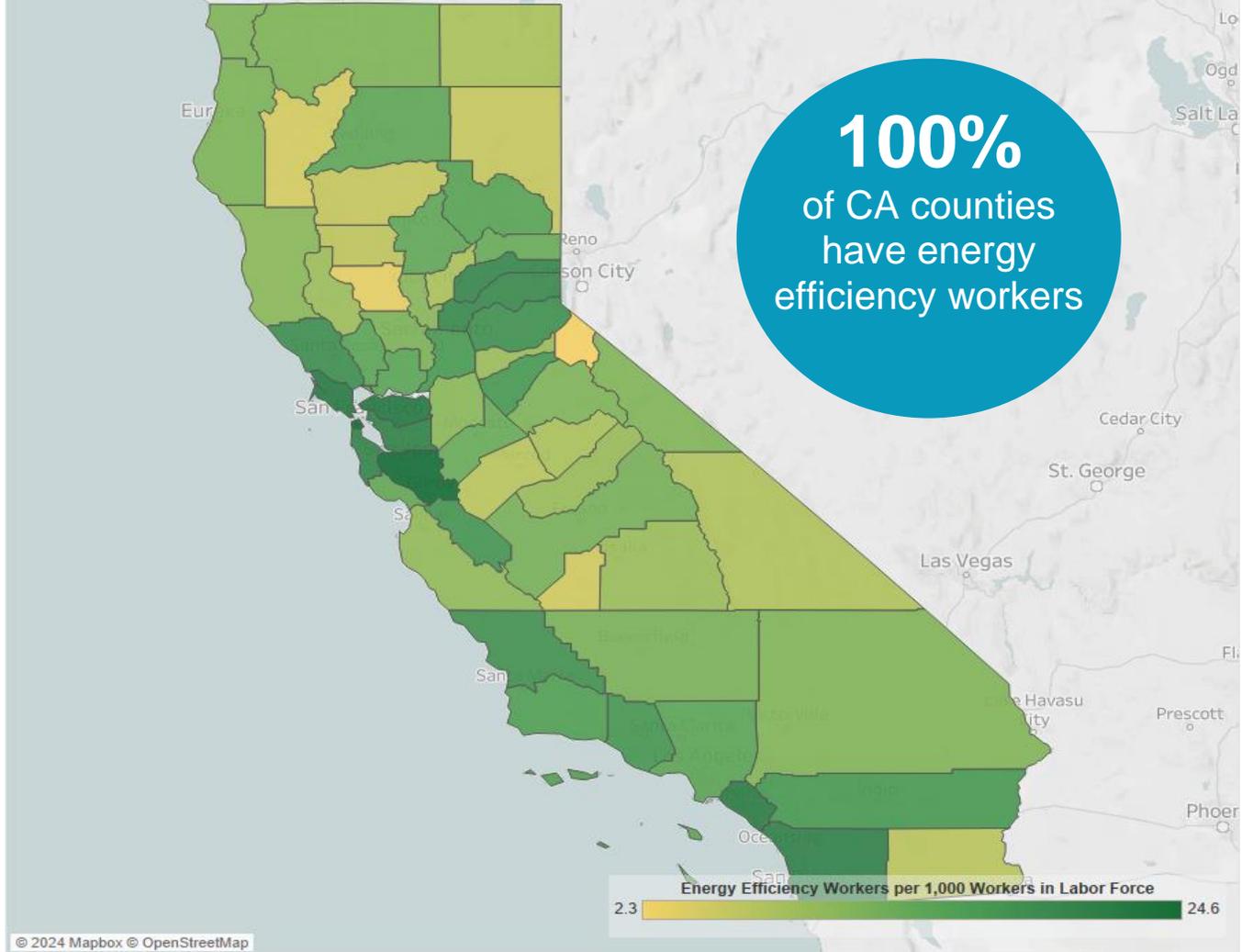


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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Metropolitan Areas			
Area	Jobs	Area	Jobs
Bakersfield	3,943	Salinas	1,700
Chico	1,053	San Diego-Carlsbad	31,621
El Centro	425	San Francisco-Oakland-Hayward	53,176
Fresno	4,886	San Jose-Sunnyvale-Santa Clara	27,887
Hanford-Corcoran	245	San Luis Obispo-Paso Robles-Arroyo Grande	2,079
Los Angeles-Long Beach-Anaheim	98,783	Santa Cruz-Watsonville	1,350
Madera	510	Santa Maria-Santa Barbara	3,186
Merced	553	Santa Rosa	3,810
Modesto	2,513	Stockton-Lodi	2,910
Napa	1,066	Vallejo-Fairfield	1,995
Oxnard-Thousand Oaks-Ventura	5,561	Visalia-Porterville	1,541
Redding	942	Yuba City	489
Riverside-San Bernardino-Ontario	22,742	Rural	9,894
Sacramento-Roseville-Arden-Arcade	17,316		

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	11,862		11	19,089		21	3,635		31	3,747
2	10,243		12	3,785		22	6,079		32	3,728
3	11,201		13	8,777		23	4,412		33	5,518
4	5,106		14	5,477		24	7,899		34	8,403
5	5,493		15	5,207		25	4,445		35	3,651
6	6,081		16	4,040		26	10,943		36	11,697
7	7,434		17	10,070		27	7,090		37	9,276
8	7,469		18	7,601		28	6,663		38	9,424
9	11,087		19	7,577		29	7,362		39	12,448
10	13,725		20	7,015		30	4,899		40	2,519

State Assembly							
District	Jobs		District	Jobs		District	Jobs
1	6,070		31	1,042		61	2,815
2	4,681		32	1,825		62	2,288
3	1,890		33	2,642		63	2,896
4	6,727		34	1,897		64	2,066
5	3,346		35	6,835		65	3,606
6	6,109		36	2,219		66	1,831
7	7,170		37	6,791		67	2,661
8	1,150		38	4,306		68	8,177
9	965		39	2,427		69	3,099
10	4,639		40	2,754		70	2,248
11	2,015		41	4,804		71	4,398
12	3,603		42	4,333		72	2,306
13	1,726		43	3,343		73	3,693
14	7,296		44	2,002		74	4,958
15	6,062		45	5,320		75	3,992
16	2,537		46	1,873		76	3,366
17	18,413		47	1,195		77	12,436
18	5,135		48	2,357		78	7,387
19	1,758		49	1,784		79	1,542
20	4,948		50	8,579		80	75
21	1,121		51	2,594			
22	4,796		52	4,173			
23	4,975		53	3,132			
24	5,910		54	2,677			
25	8,789		55	3,697			
26	2,763		56	874			
27	1,531		57	2,790			
28	2,755		58	751			
29	4,596		59	436			
30	1,592		60	1,810			



Congressional			
District	Jobs	District	Jobs
1	7,704	28	7,547
2	11,360	29	2,319
3	6,171	30	5,310
4	7,211	31	2,302
5	4,186	32	3,594
6	5,890	33	10,500
7	3,286	34	4,867
8	4,116	35	4,736
9	4,383	36	5,164
10	3,532	37	3,594
11	10,441	38	3,946
12	18,351	39	6,646
13	8,195	40	2,587
14	6,287	41	5,424
15	5,746	42	3,338
16	4,732	43	3,222
17	9,963	44	1,655
18	6,367	45	12,763
19	2,797	46	2,671
20	3,304	47	4,515
21	3,671	48	5,086
22	2,512	49	10,923
23	3,483	50	4,395
24	10,595	51	5,188
25	4,322	52	9,556
26	3,242	53	1,535
27	6,945		





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Colorado

Energy Efficiency Jobs in America

37,835
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Colorado?

Energy efficiency is the largest energy sector in Colorado.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 176

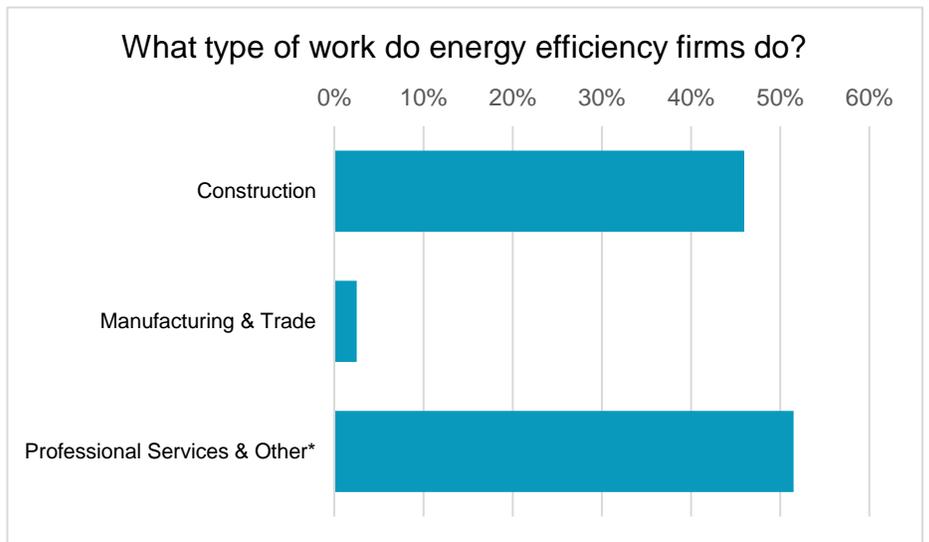
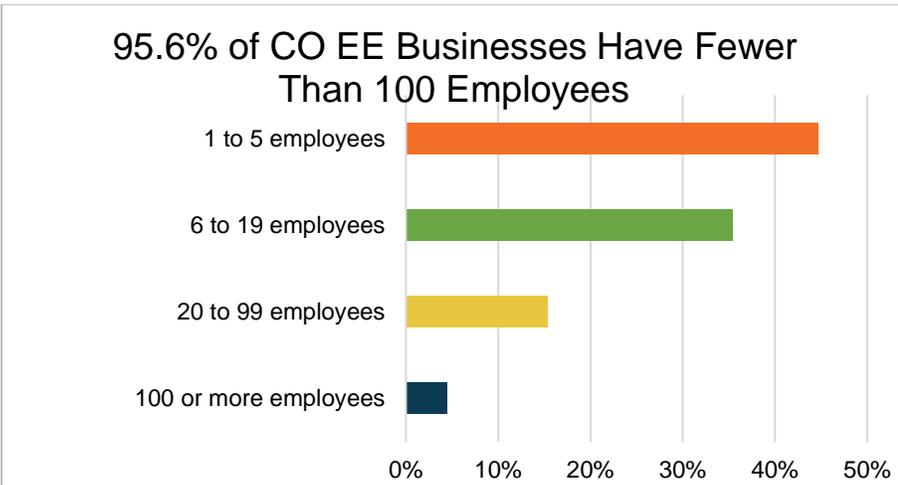
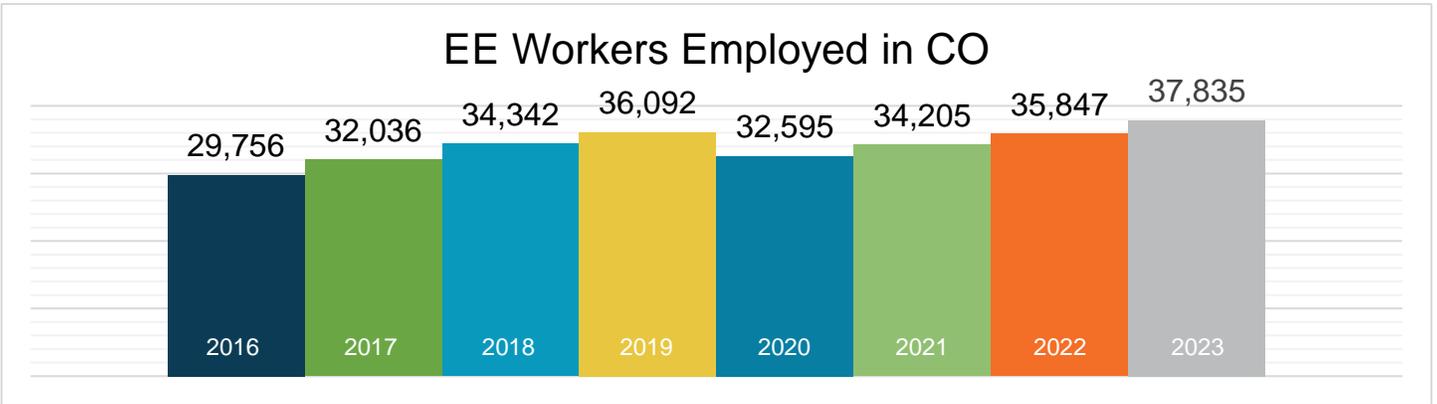
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

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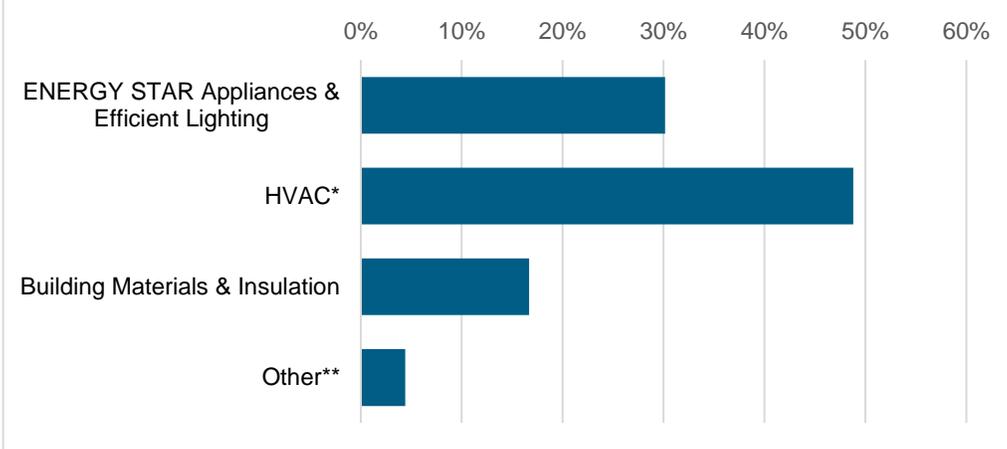
E4 THE
FUTURE

What does EE look like in Colorado?

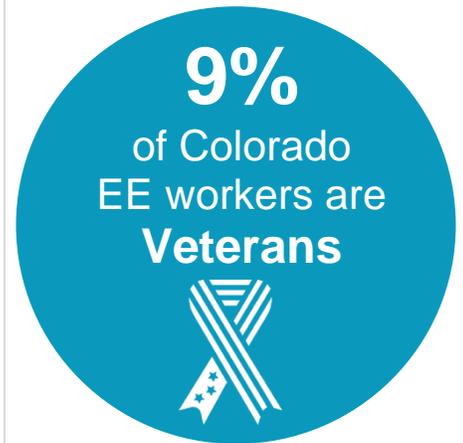


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



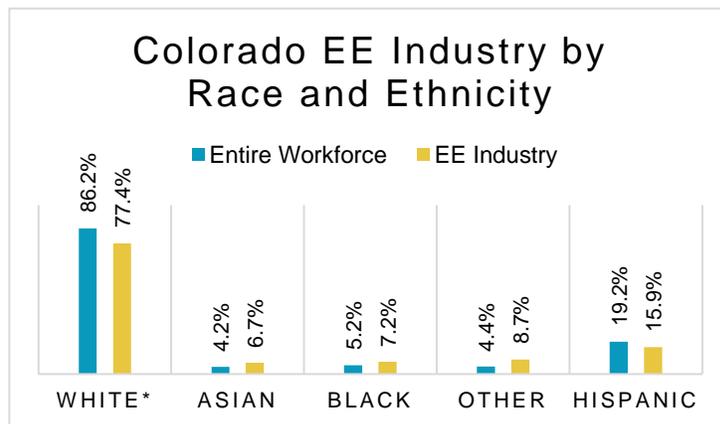
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Colorado?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Colorado communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Colorado businesses.



*Includes non-Hispanic and Hispanic whites.

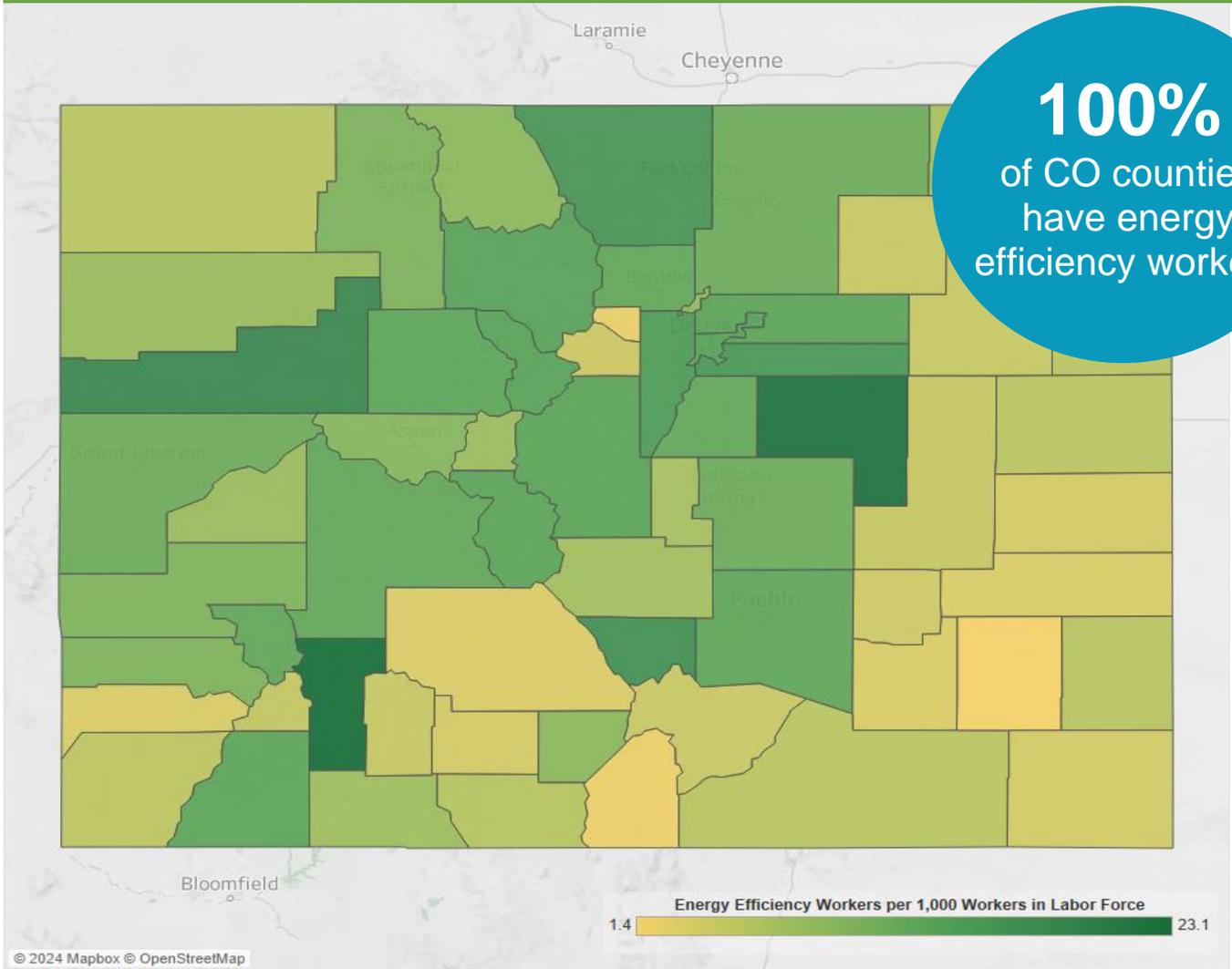


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	11,856	Boulder	2,434
2	10,132	Colorado Springs	3,680
3	4,803	Denver-Aurora-Lakewood	22,353
4	4,821	Fort Collins	2,825
5	3,359	Grand Junction	773
6	1,179	Greeley	1,365
7	1,684	Pueblo	803
		Rural	3,600

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,000		11	886		21	2,054		31	2,168
2	1,142		12	25		22	<10		32	1,191
3	522		13	478		23	122		33	650
4	1,995		14	740		24	177		34	3,337
5	1,692		15	1,346		25	331		35	456
6	1,095		16	3,549		26	2,207			
7	859		17	2,118		27	<10			
8	1,262		18	1,250		28	130			
9	1,365		19	1,332		29	96			
10	284		20	690		30	277			

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	1,383		23	1,504		45	<10
2	1,800		24	669		46	418
3	2,448		25	188		47	289
4	1,214		26	991		48	1,736
5	3,141		27	590		49	1,402
6	1,292		28	<10		50	64
7	993		29	178		51	<10
8	<10		30	1,344		52	<10
9	329		31	50		53	<10
10	3,118		32	59		54	942
11	544		33	266		55	<10
12	896		34	26		56	132
13	668		35	<10		57	459
14	704		36	251		58	494
15	434		37	<10		59	859
16	615		38	296		60	218
17	868		39	1,334		61	870
18	153		40	<10		62	220
19	265		41	<10		63	114
20	16		42	<10		64	332
21	<10		43	<10		65	257
22	323		44	<10			





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Connecticut

Energy Efficiency Jobs in America

35,250
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 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.

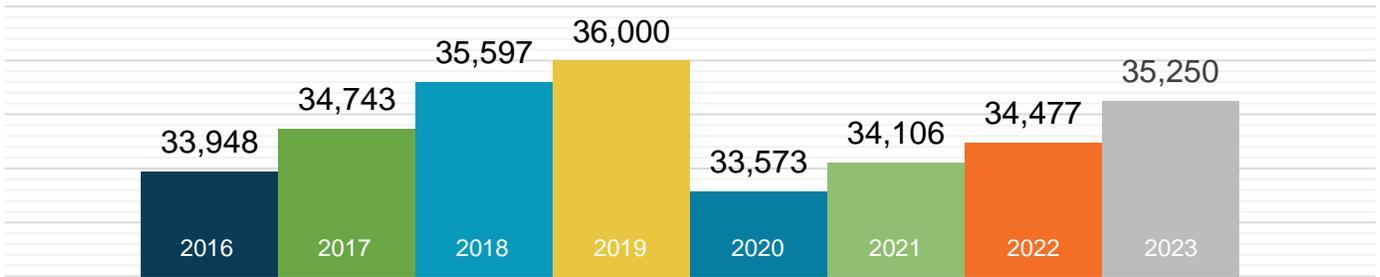
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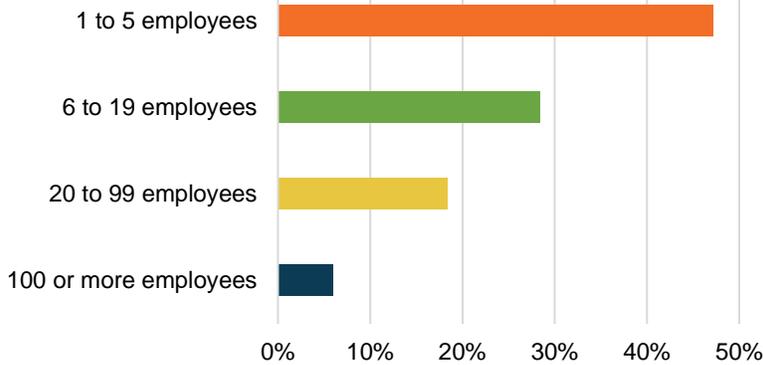
E4 THE FUTURE

What does EE look like in Connecticut?

EE Workers Employed in CT



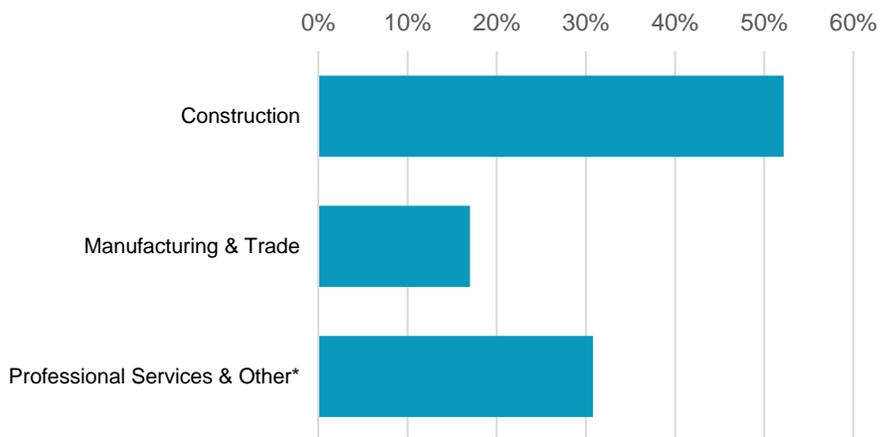
94% of CT EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **30%** of Connecticut's construction workforce

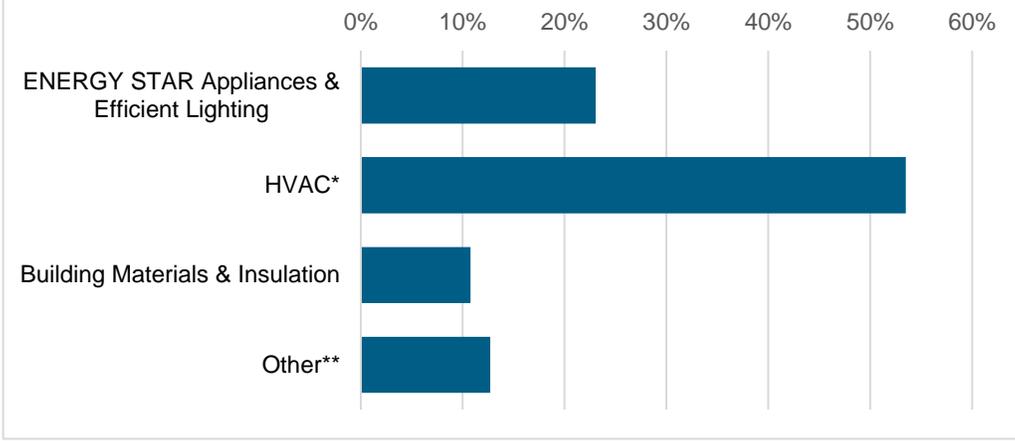


What type of work do energy efficiency firms do?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



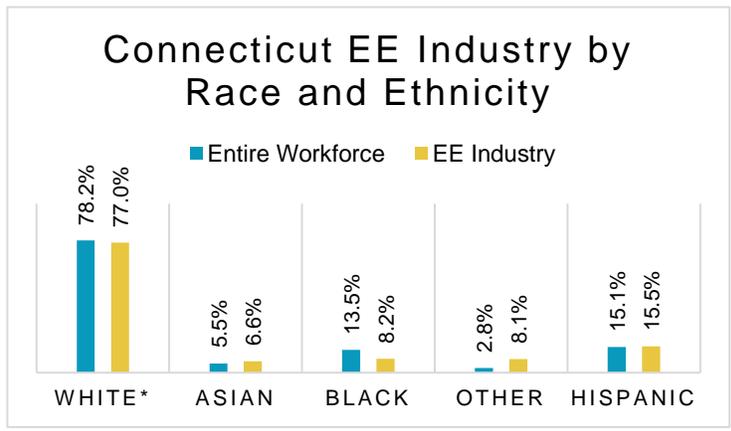
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services

8%
 of Connecticut
 EE workers are
Veterans

How is EE doing on diversity in Connecticut?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Connecticut communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Connecticut businesses.



*Includes non-Hispanic and Hispanic whites.

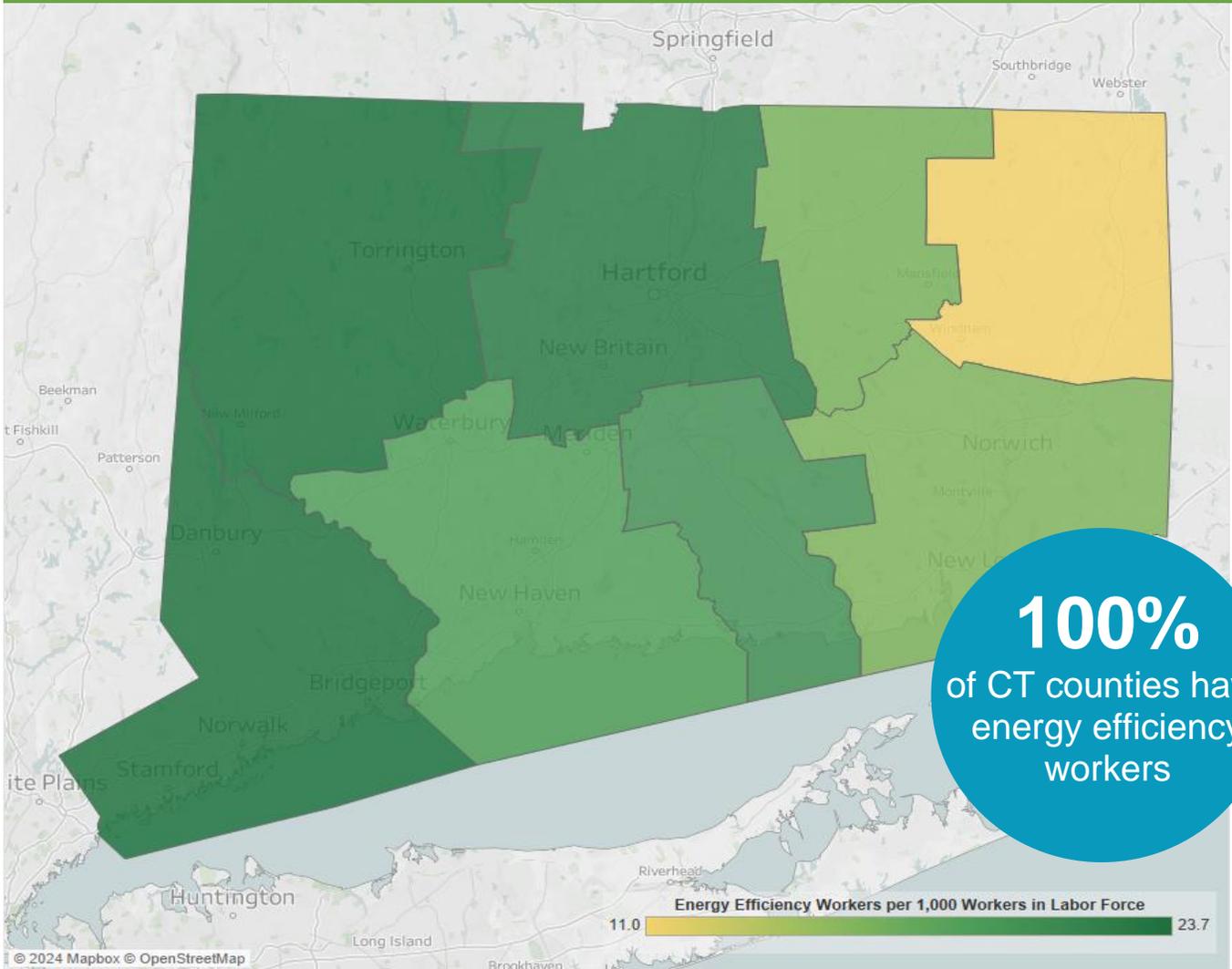


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	9,208	Bridgeport-Stamford-Norwalk	9,841
2	5,053	Hartford-West Hartford-East Hartford	13,470
3	6,865	New Haven-Milford	7,108
4	8,944	Norwich-New London	1,928
5	5,180	Rural	2,903

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,926		11	1,140		21	1,555		31	721
2	773		12	1,055		22	631		32	752
3	1,312		13	1,090		23	79		33	950
4	975		14	935		24	1,797		34	<10
5	1,089		15	920		25	2,128		35	346
6	462		16	564		26	1,317		36	1,256
7	733		17	253		27	2,297			
8	1,093		18	811		28	1,136			
9	1,426		19	655		29	448			
10	1,127		20	1,011		30	483			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	200		32	259		63	546		94	<10
2	1,562		33	591		64	238		95	133
3	496		34	272		65	<10		96	<10
4	992		35	196		66	428		97	100
5	200		36	396		67	266		98	426
6	<10		37	115		68	182		99	<10
7	61		38	478		69	258		100	<10
8	358		39	<10		70	192		101	203
9	953		40	342		71	122		102	<10
10	<10		41	<10		72	293		103	<10
11	458		42	227		73	146		104	171
12	<10		43	116		74	<10		105	133
13	463		44	167		75	<10		106	90
14	<10		45	38		76	84		107	251
15	478		46	280		77	384		108	86
16	426		47	203		78	78		109	<10
17	176		48	110		79	<10		110	<10
18	419		49	27		80	94		111	500
19	348		50	211		81	89		112	209
20	<10		51	111		82	263		113	439
21	78		52	108		83	<10		114	268
22	233		53	16		84	<10		115	196
23	427		54	<10		85	1,036		116	<10
24	438		55	157		86	358		117	552
25	<10		56	<10		87	<10		118	146
26	<10		57	265		88	422		119	<10
27	<10		58	245		89	449		120	420
28	194		59	<10		90	<10		121	62
29	502		60	103		91	<10		122	289
30	505		61	236		92	559		123	<10
31	33		62	208		93	353		124	401





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Delaware

Energy Efficiency Jobs in America

10,914
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Delaware?

Energy efficiency is the largest energy sector in Delaware.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 19

Other* = 363

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

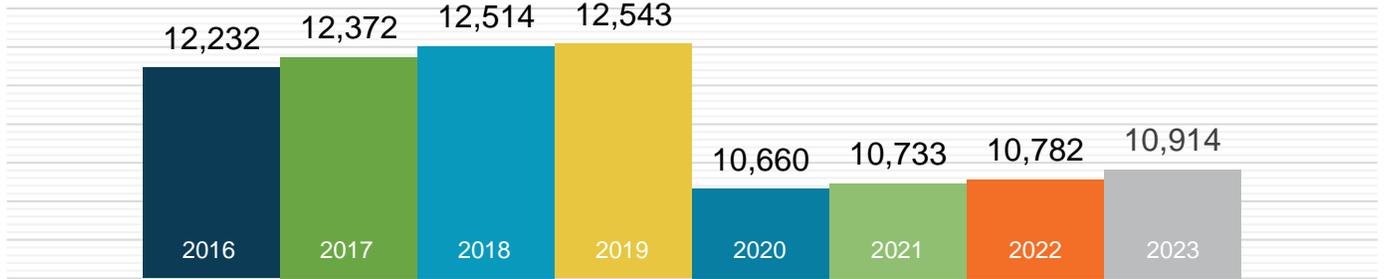
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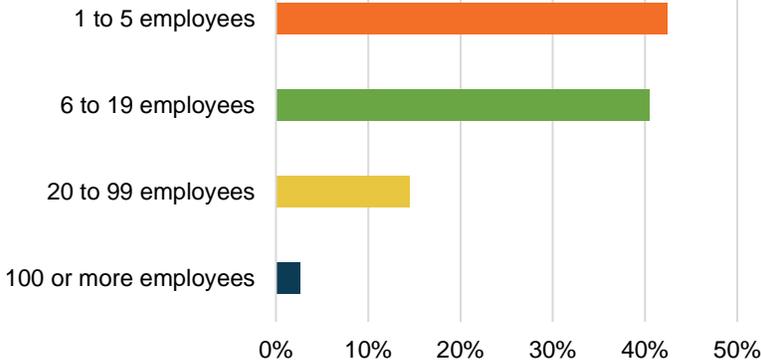
E4 THE FUTURE

What does EE look like in Delaware?

EE Workers Employed in DE



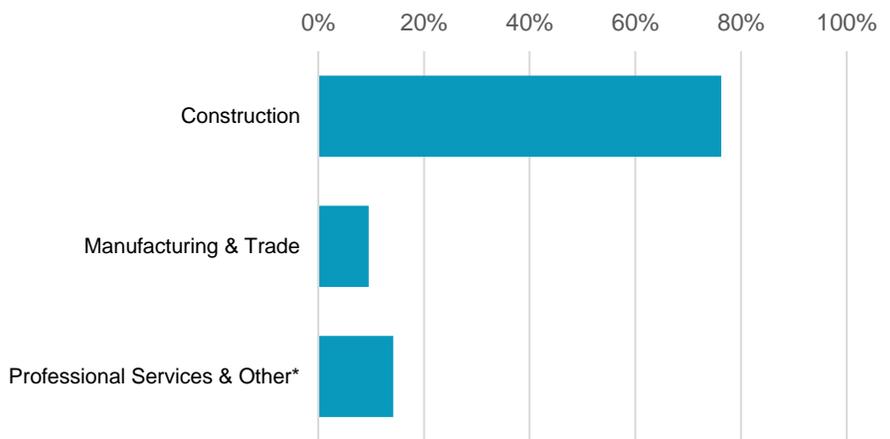
97.4% of DE EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **35%** of Delaware's construction workforce



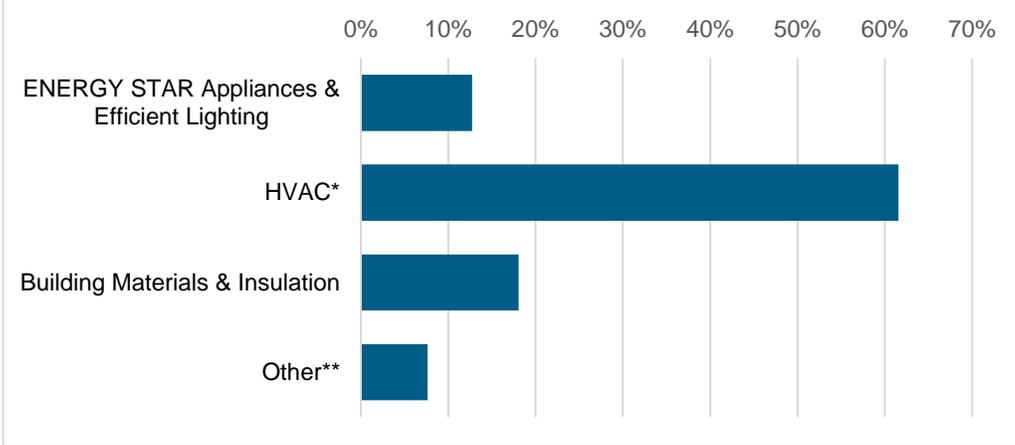
What type of work do energy efficiency firms do?



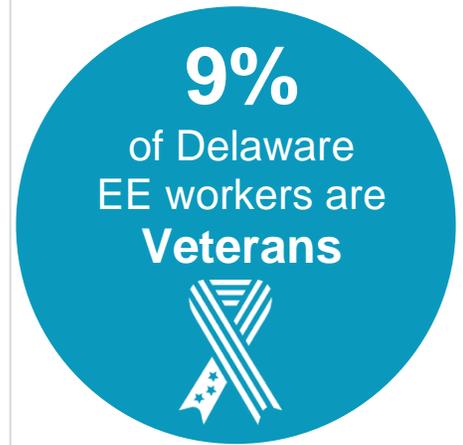
*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.



What energy efficiency sectors employ the most workers?



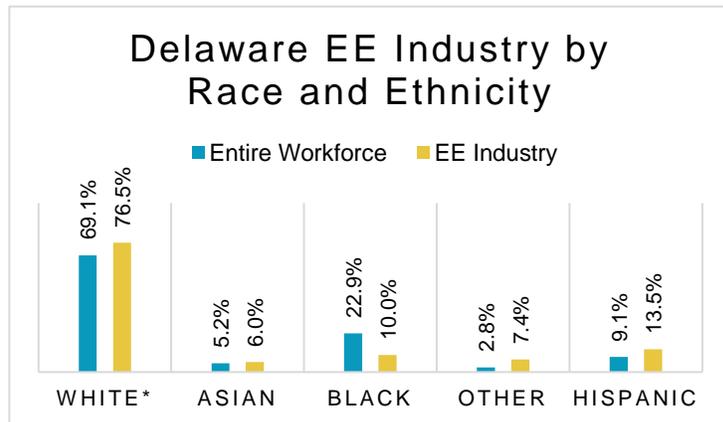
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 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Delaware?

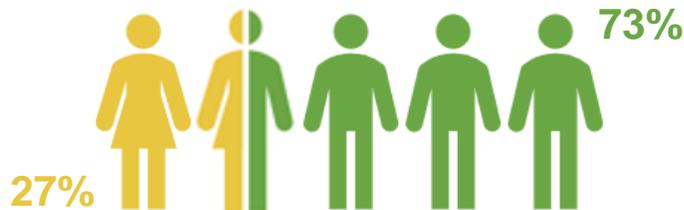
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The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Delaware businesses.



*Includes non-Hispanic and Hispanic whites.

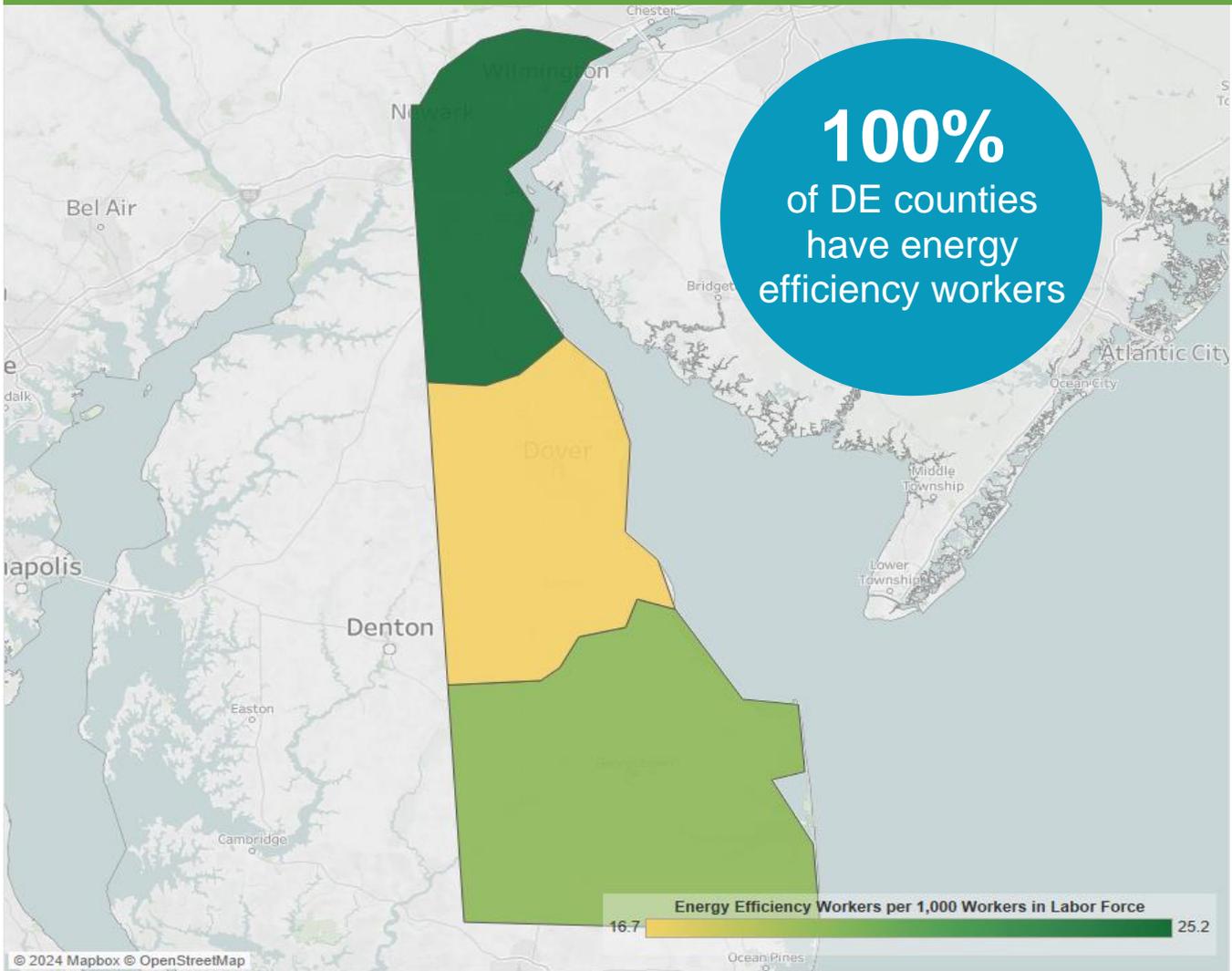
Gender in the Delaware EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary 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	10,914	Dover	1,197
		Philadelphia-Camden-Wilmington	7,652
		Rural	2,065

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	1,383		11	<10		21	202
2	1,648		12	53			
3	477		13	<10			
4	1,121		14	701			
5	218		15	725			
6	1,446		16	317			
7	<10		17	<10			
8	382		18	250			
9	474		19	286			
10	648		20	565			

State House of Representatives				
District	Jobs		District	Jobs
1	784		22	<10
2	2,414		23	28
3	156		24	<10
4	607		25	<10
5	816		26	<10
6	317		27	<10
7	<10		28	366
8	431		29	11
9	190		30	558
10	<10		31	<10
11	549		32	64
12	<10		33	<10
13	<10		34	<10
14	728		35	584
15	52		36	<10
16	<10		37	<10
17	346		38	555
18	<10		39	<10
19	<10		40	64
20	716		41	<10
21	483			





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District of Columbia

Energy Efficiency Jobs in America

12,140
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in District of Columbia?

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



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

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

**Nuclear (EPG & Fuels) = 162

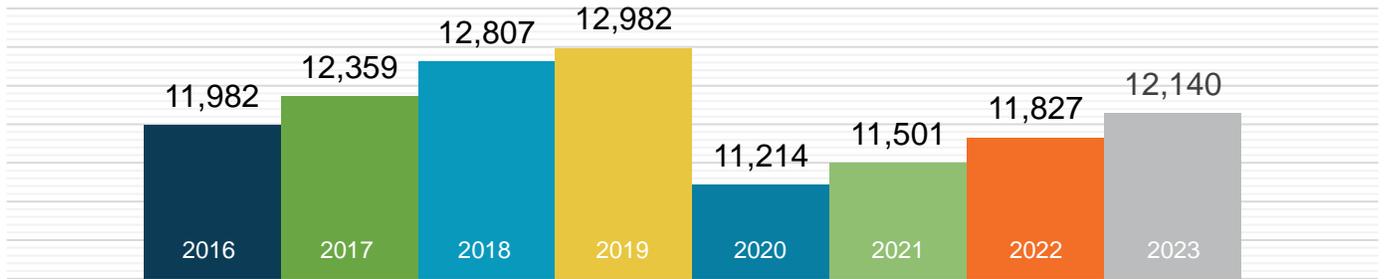
Presented by:



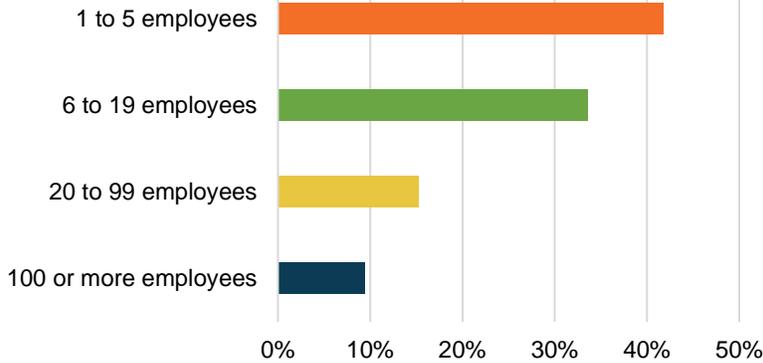
E4 THE FUTURE

What does EE look like in District of Columbia?

EE Workers Employed in DC



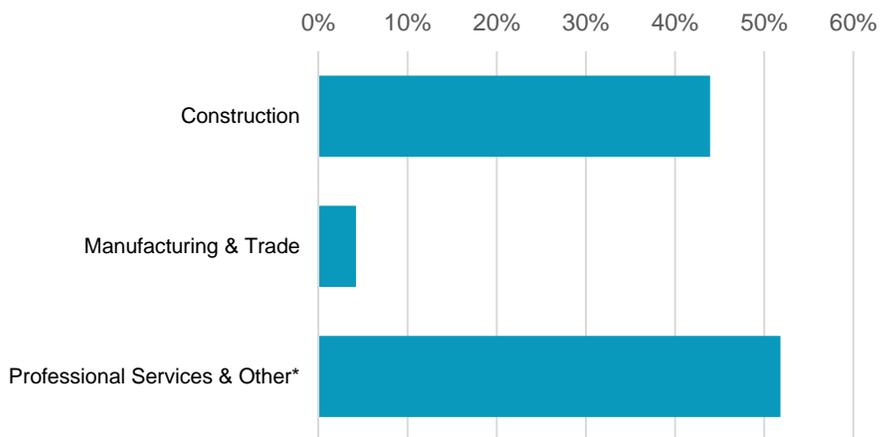
90.6% of DC EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **36%** of District of Columbia's construction workforce

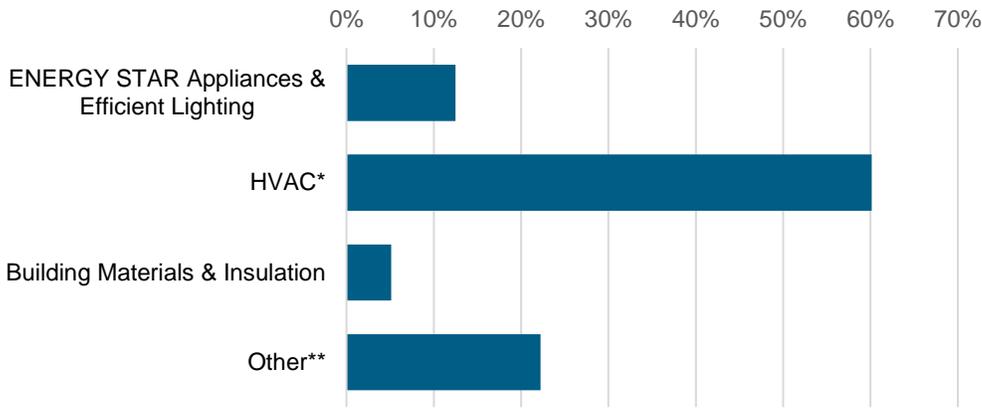


What type of work do energy efficiency firms do?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



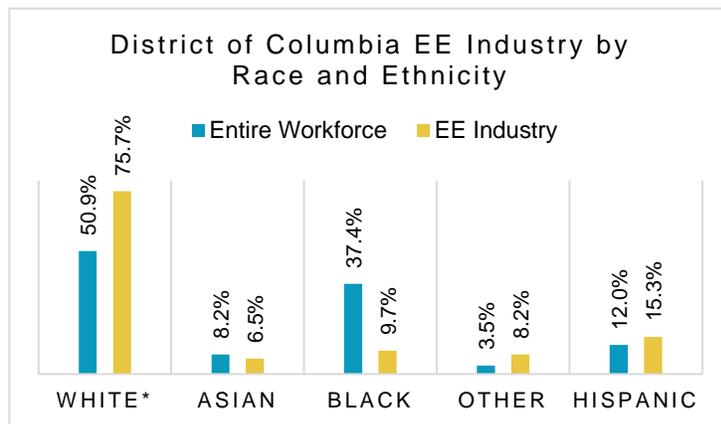
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services

7%
 of District of Columbia
 EE workers are
Veterans

How is EE doing on diversity in District of Columbia?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all District of Columbia communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at District of Columbia businesses.



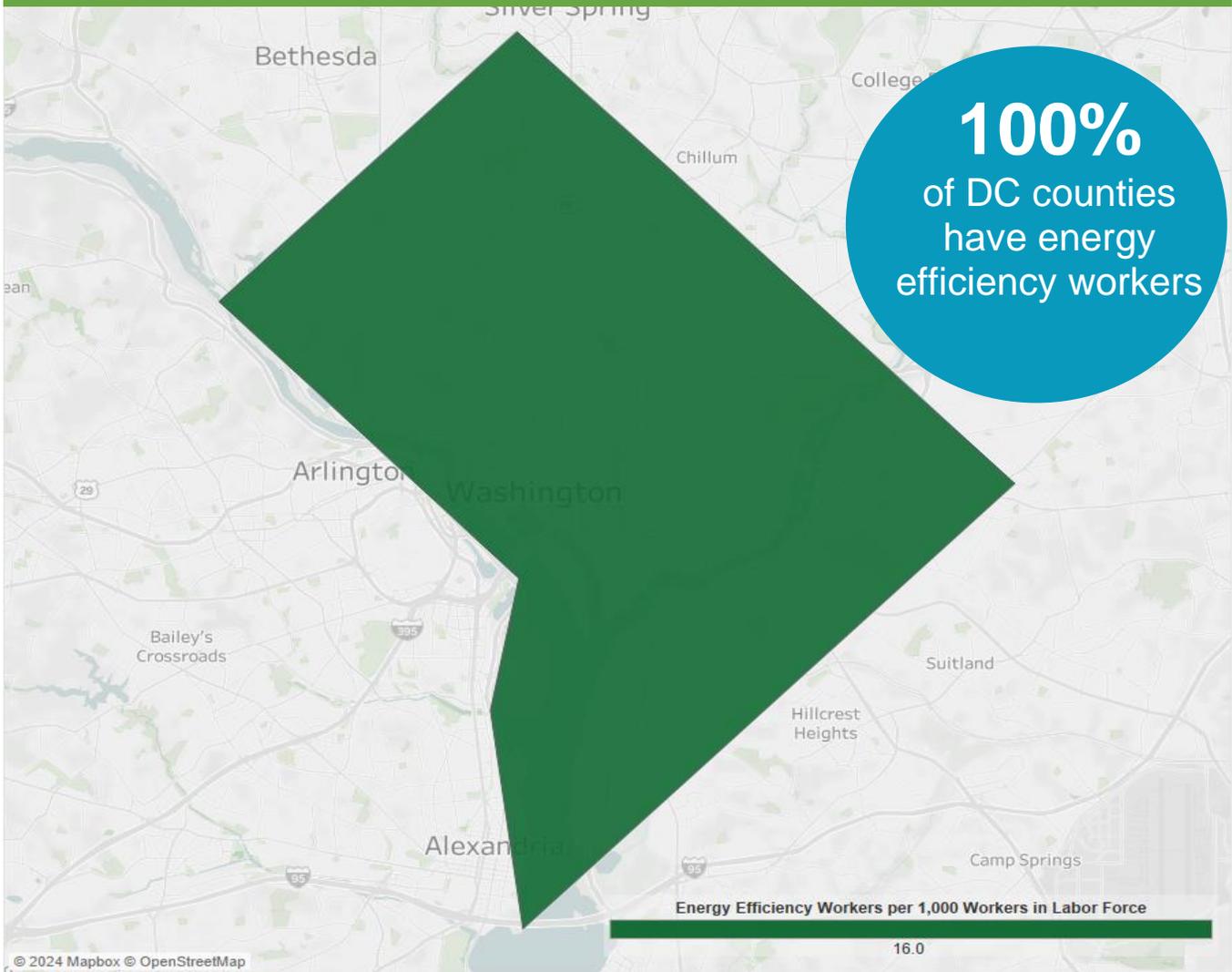
*Includes non-Hispanic and Hispanic whites.



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary 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	12,140	Washington-Arlington-Alexandria	12,140

Council of the District of Columbia			
Wards	Jobs	Wards	Jobs
1	2,284	4	147
2	8,134	5	275
3	437	6	441
		7	310
		8	112



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Florida

Energy Efficiency Jobs in America

125,234
Total Jobs



What are EE jobs?

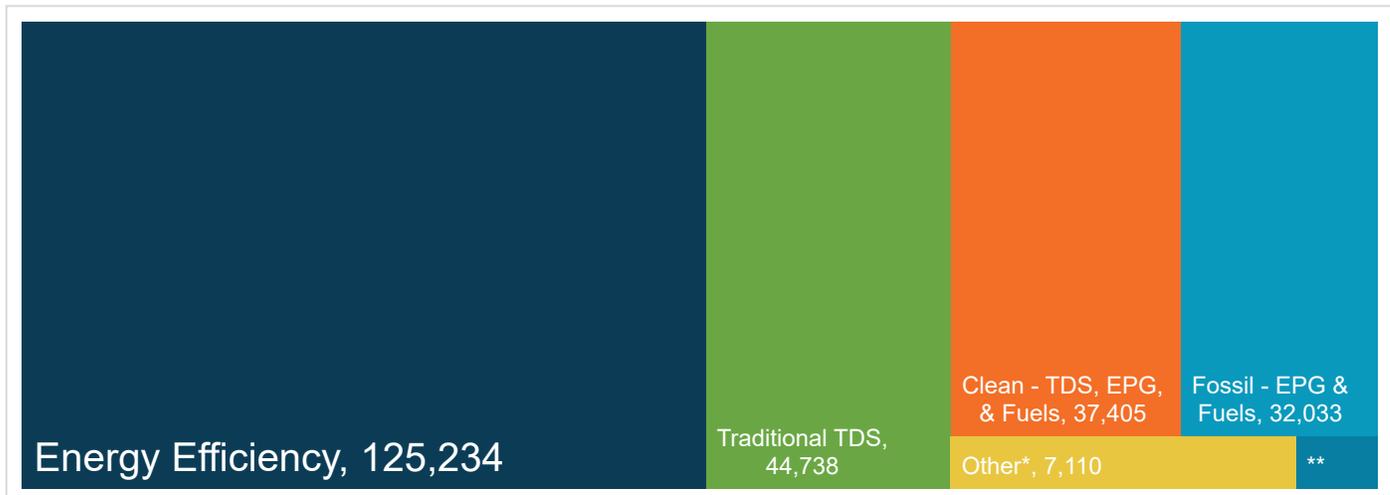
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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.
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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 in Florida?

Energy efficiency is the largest energy sector in Florida.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

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

**Nuclear (EPG & Fuels) = 1,679

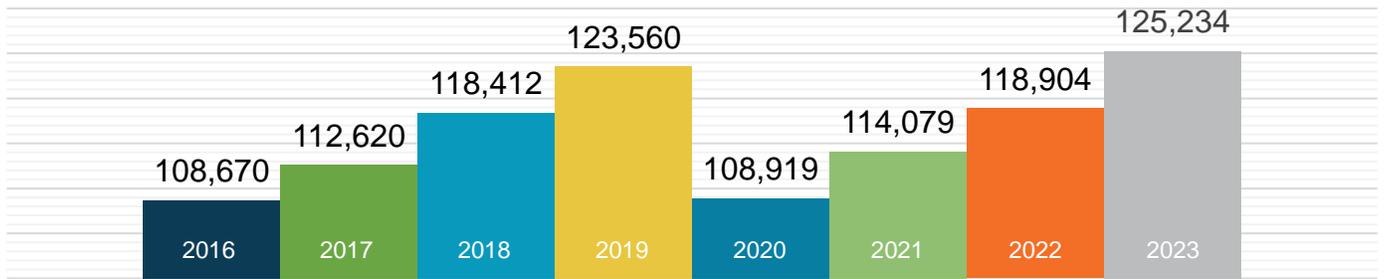
Presented by:



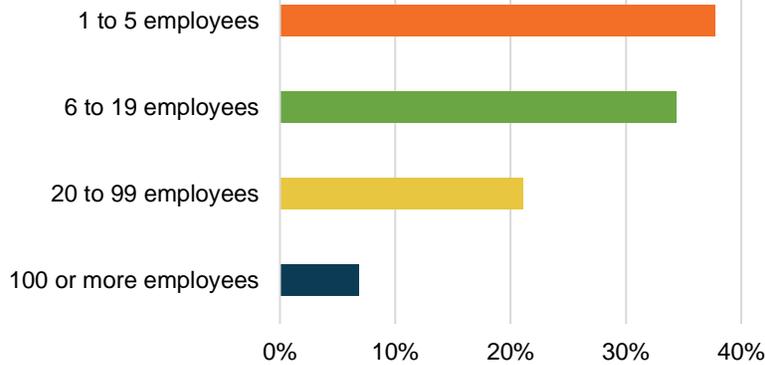
E4 THE FUTURE

What does EE look like in Florida?

EE Workers Employed in FL



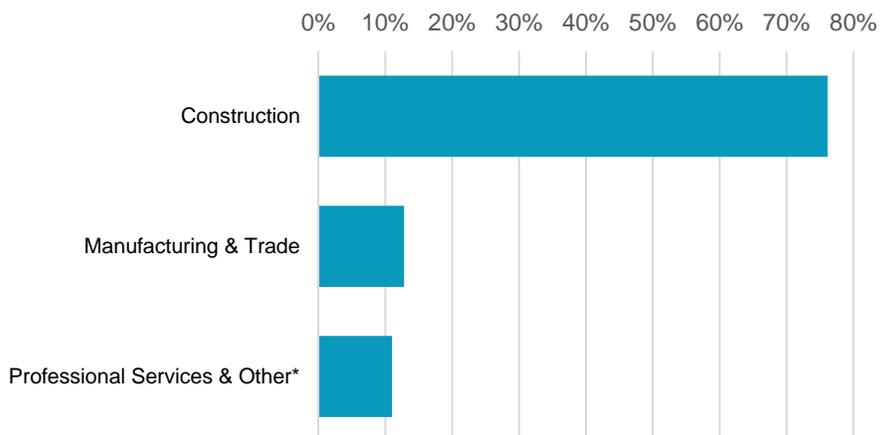
93.1% of FL EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **15%** of Florida's construction workforce

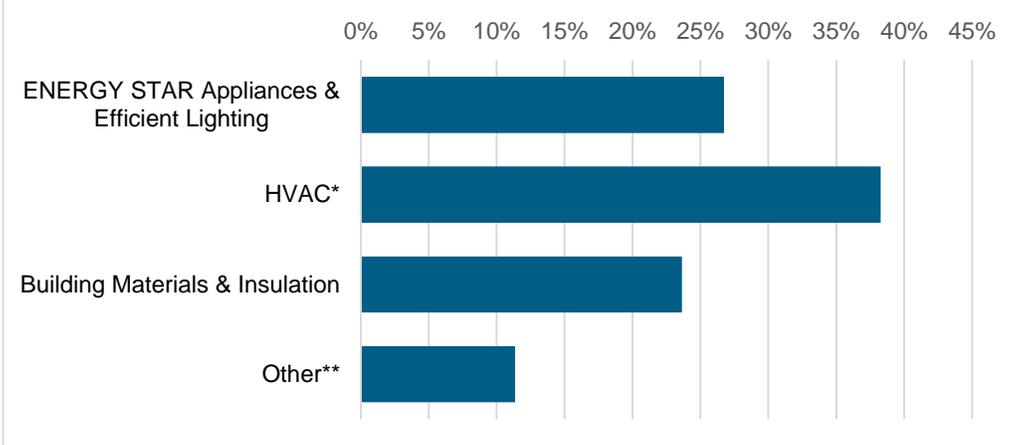


What type of work do energy efficiency firms do?



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What energy efficiency sectors employ the most workers?



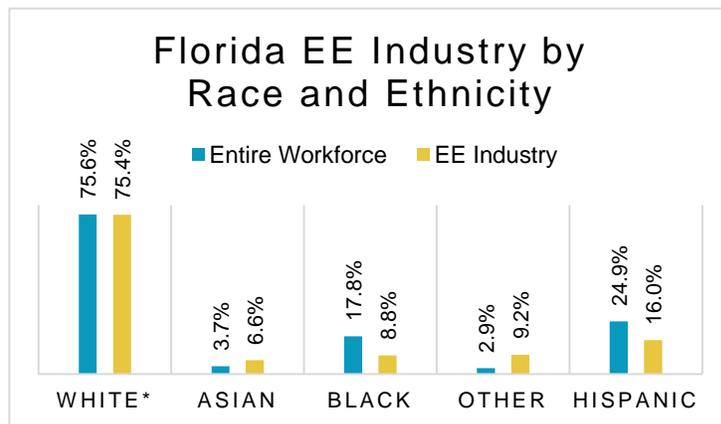
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How is EE doing on diversity in Florida?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Florida communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Florida businesses.



*Includes non-Hispanic and Hispanic whites.

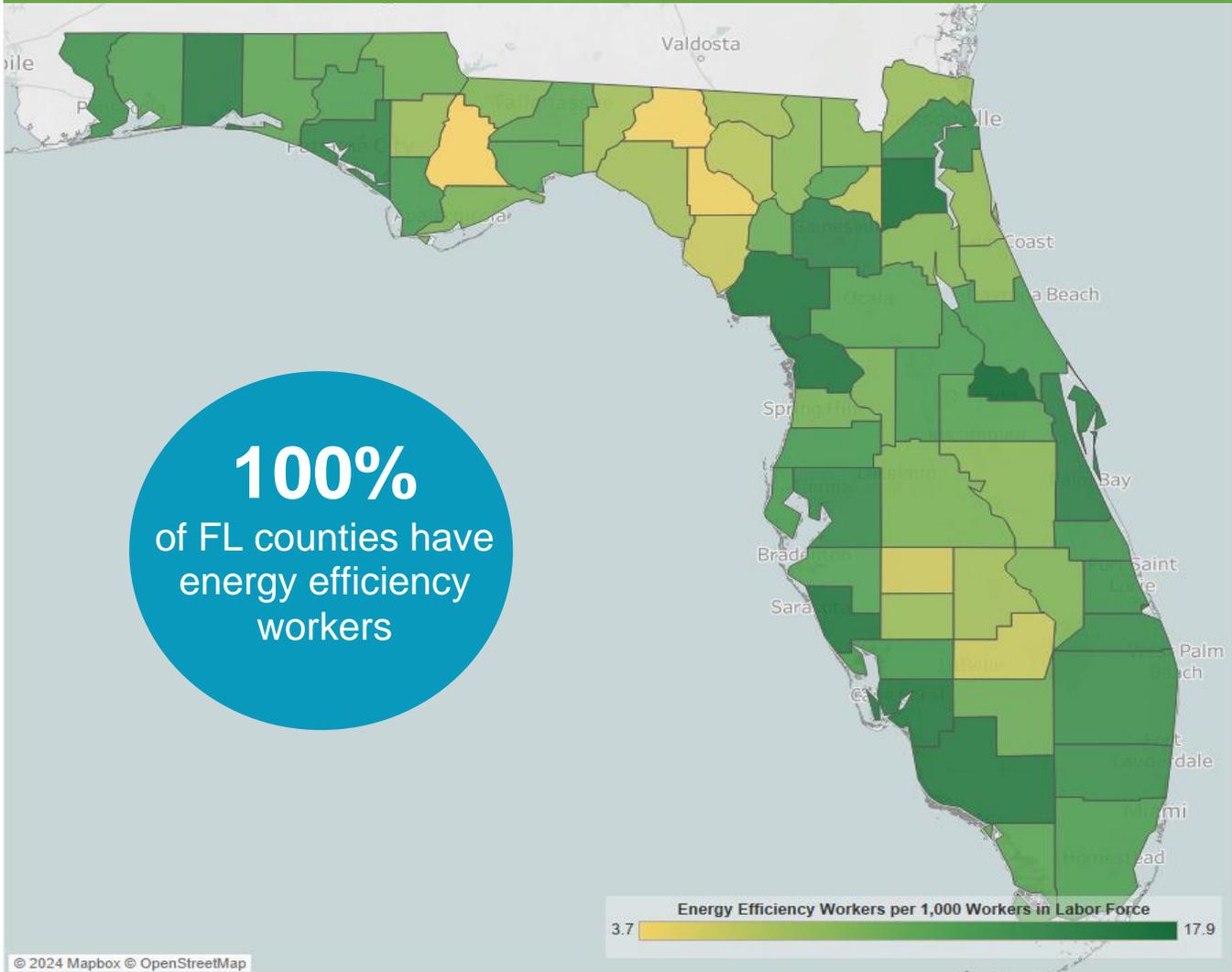


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



Metropolitan Areas

Area	Jobs	Area	Jobs
Cape Coral-Fort Myers	4,901	Orlando-Kissimmee-Sanford	17,090
Crestview-Fort Walton Beach-Destin	1,761	Palm Bay-Melbourne-Titusville	3,717
Deltona-Daytona Beach-Ormond Beach	2,541	Panama City	1,221
Gainesville	2,135	Pensacola-Ferry Pass-Brent	2,451
Jacksonville	9,969	Port St. Lucie	2,302
Lakeland-Winter Haven	2,490	Punta Gorda	710
Miami-Fort Lauderdale-West Palm Beach	36,482	Sebastian-Vero Beach	758
Naples-Immokalee-Marco Island	2,793	Tallahassee	2,014
North Port-Sarasota-Bradenton	4,824	Tampa-St. Petersburg-Clearwater	19,250
Ocala	1,367	Rural	6,456

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	3,038	11	2,211	21	2,440	31	5,168
2	2,568	12	4,150	22	1,339	32	2,303
3	2,879	13	2,221	23	4,903	33	3,156
4	5,995	14	1,391	24	766	34	4,108
5	2,472	15	1,719	25	8,161	35	8,366
6	3,258	16	3,023	26	2,073	36	1,406
7	2,033	17	4,530	27	3,683	37	2,318
8	2,158	18	1,715	28	3,562	38	2,919
9	452	19	5,405	29	4,445	39	2,369
10	3,667	20	3,403	30	3,118	40	344

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,196	32	1,028	63	<10	94	1,896
2	912	33	431	64	1,157	95	629
3	614	34	1,028	65	730	96	717
4	944	35	440	66	1,349	97	732
5	1,019	36	1,043	67	741	98	715
6	887	37	1,118	68	1,063	99	1,644
7	912	38	513	69	416	100	1,204
8	1,322	39	1,617	70	2,011	101	484
9	640	40	326	71	709	102	1,143
10	768	41	175	72	1,078	103	1,938
11	1,671	42	906	73	382	104	29
12	1,743	43	43	74	895	105	919
13	1,283	44	1,016	75	1,138	106	878
14	573	45	555	76	2,287	107	679
15	441	46	1,947	77	918	108	1,197
16	956	47	1,028	78	1,933	109	802
17	1,111	48	189	79	243	110	247
18	556	49	470	80	1,510	111	826
19	446	50	309	81	1,691	112	4,730
20	1,928	51	1,371	82	6,372	113	497
21	425	52	1,371	83	1,260	114	1,017
22	794	53	288	84	284	115	1,420
23	208	54	1,263	85	1,601	116	218
24	1,272	55	675	86	1,774	117	373
25	898	56	343	87	814	118	<10
26	498	57	1,201	88	1,108	119	64
27	339	58	1,662	89	2,901	120	838
28	2,029	59	72	90	151		
29	839	60	3,371	91	98		
30	1,603	61	421	92	3,720		
31	660	62	810	93	2,533		



Congressional	
District	Jobs
1	4,287
2	4,113
3	4,004
4	6,232
5	6,212
6	3,732
7	3,728
8	4,388
9	2,097
10	2,235
11	2,762
12	5,367
13	3,771
14	5,736
15	1,729
16	5,207
17	2,879
18	11,488
19	6,703
20	9,436
21	2,178
22	5,667
23	5,448
24	4,266
25	4,243
26	3,453
27	3,873



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Georgia

Energy Efficiency Jobs in America

58,067
Total Jobs

What are EE jobs?

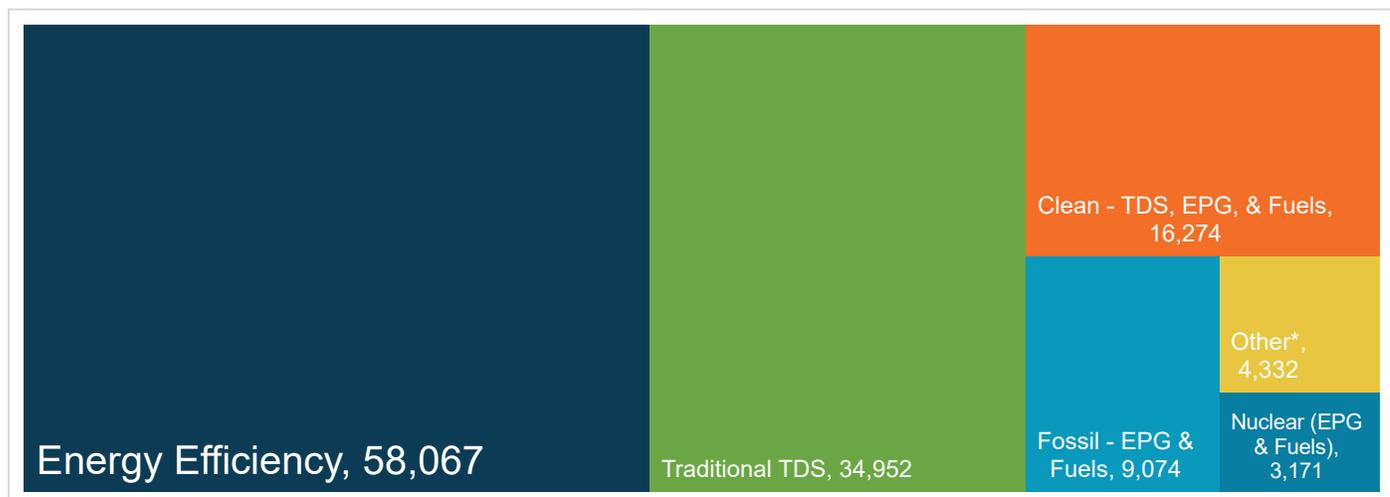
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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How does EE compare in Georgia?

Energy efficiency is the largest energy sector in Georgia.



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EPG = Electric Power Generation

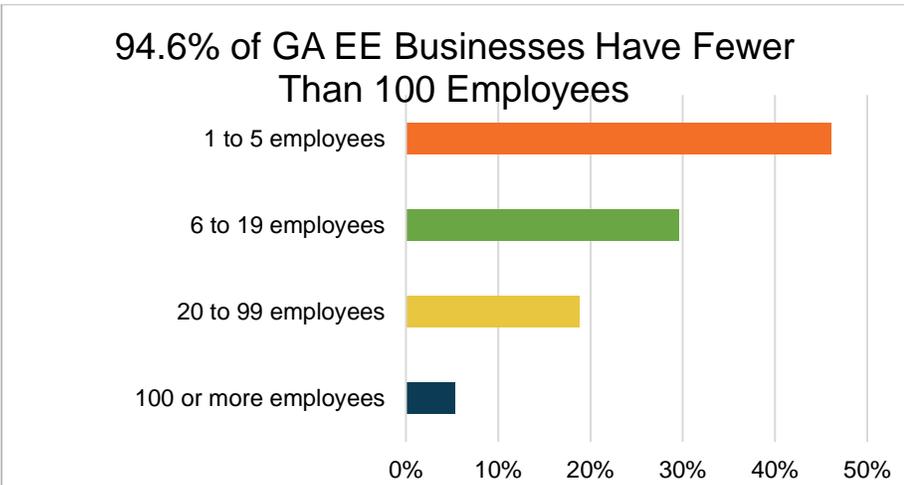
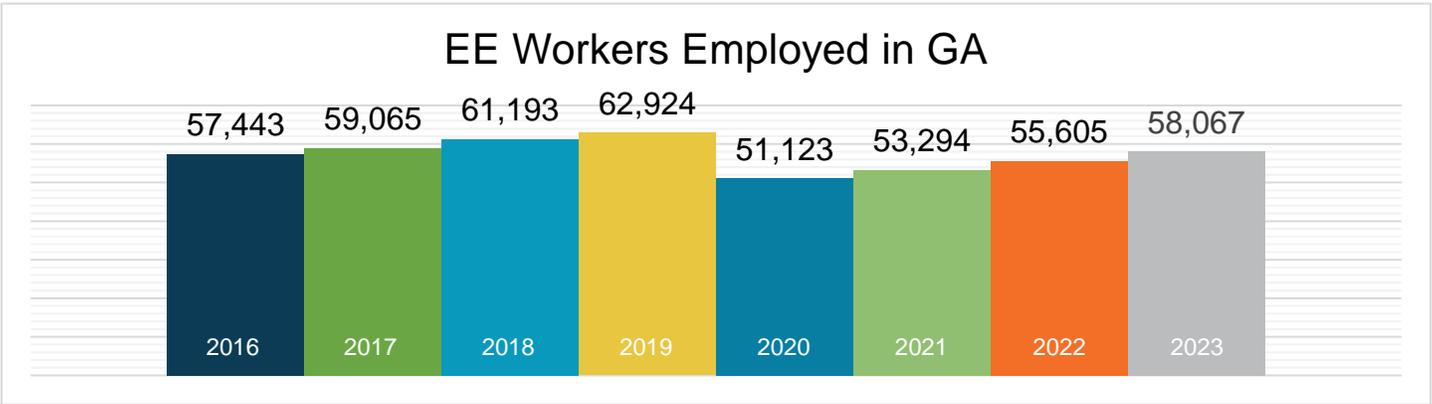
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



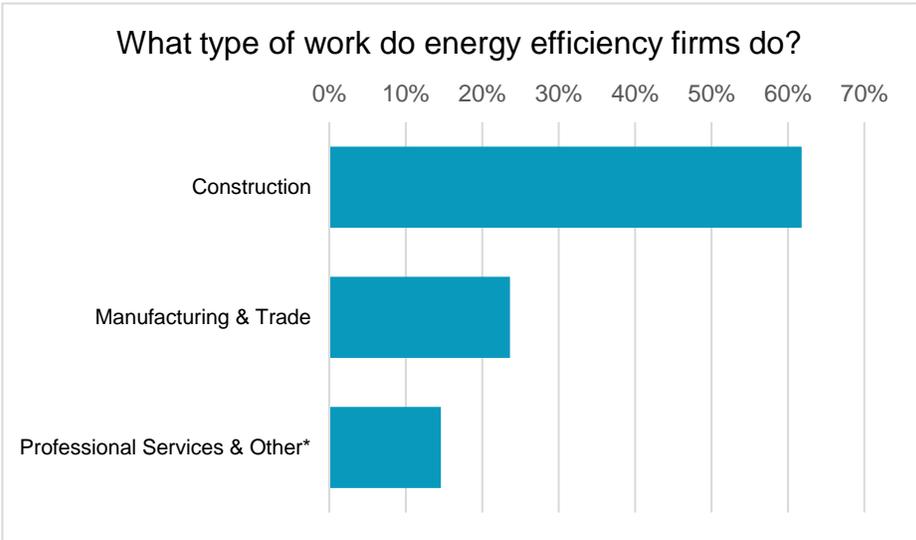
E4 THE FUTURE

What does EE look like in Georgia?



13,566
EE businesses in Georgia

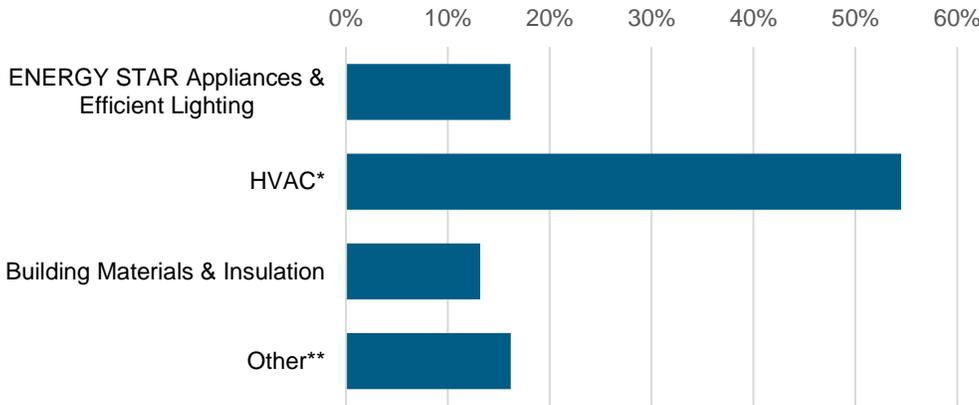
EE construction workers comprise **16%** of Georgia's construction workforce



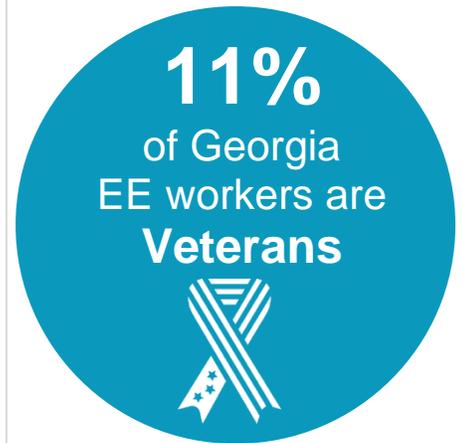
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What energy efficiency sectors employ the most workers?



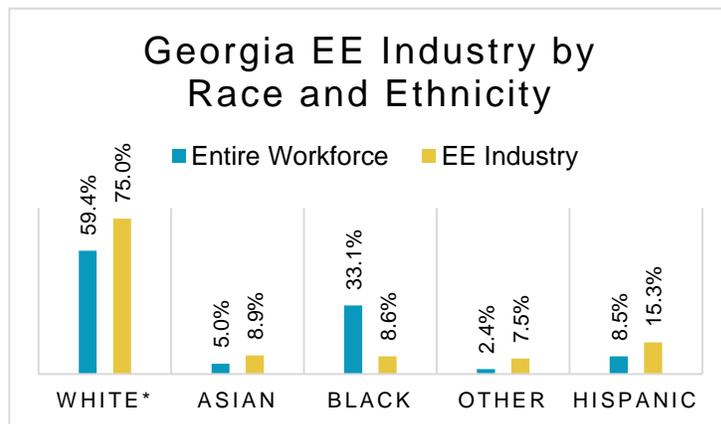
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How is EE doing on diversity in Georgia?

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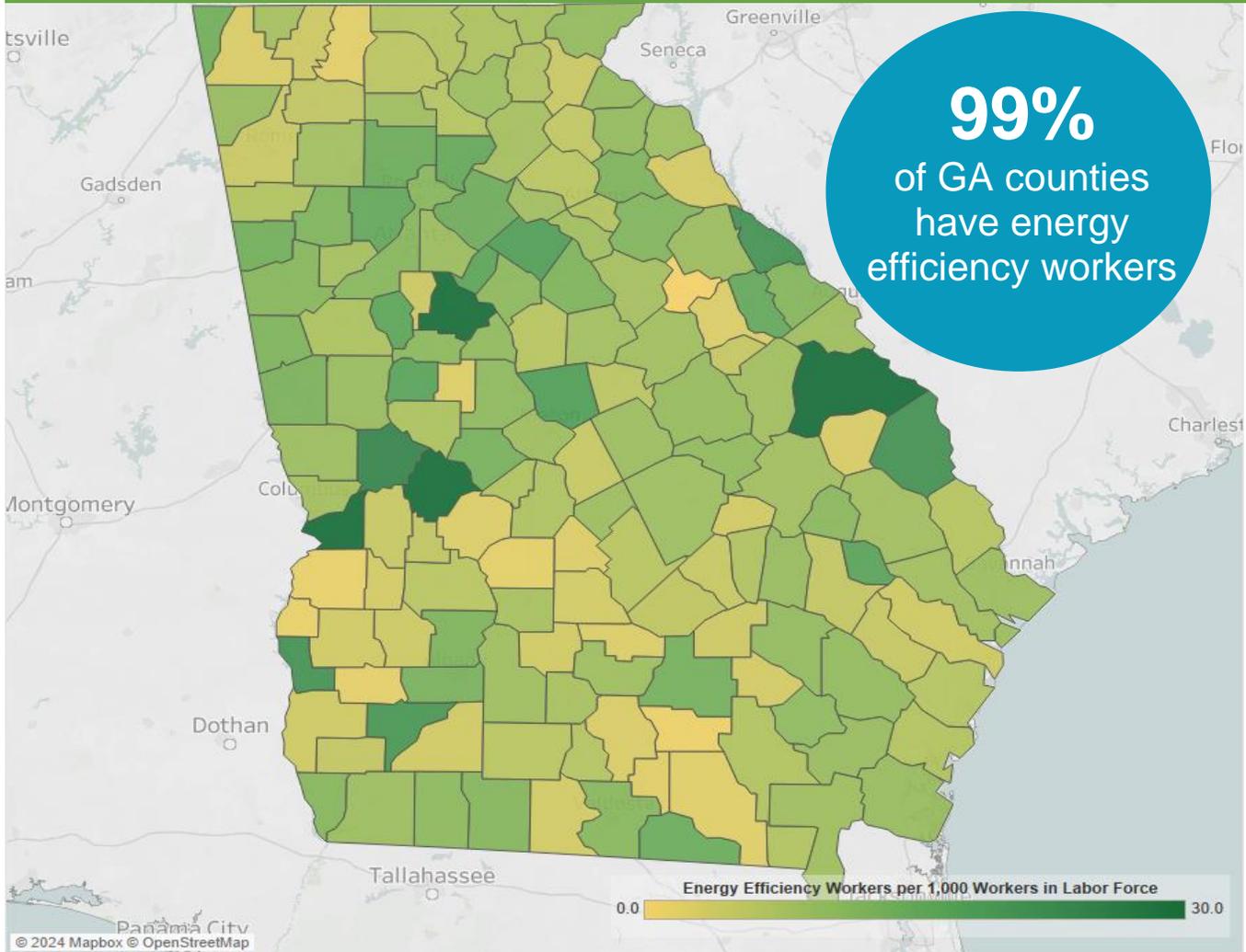


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Energy Efficiency Jobs are Everywhere

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/330956>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	3,672	9	3,946	Albany	717	Gainesville	796
2	4,356	10	1,795	Athens-Clarke County	687	Hinesville	81
3	3,771	11	3,634	Atlanta-Sandy Springs-Roswell	41,386	Macon	862
4	6,310	12	2,720	Augusta-Richmond County	2,088	Rome	192
5	8,118	13	1,184	Brunswick	308	Savannah	1,699
6	11,016	14	1,738	Chattanooga	229	Valdosta	563
7	3,581			Columbus	917	Warner Robins	534
8	2,226			Dalton	243	Rural	6,766



State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,501	15	899	29	252	43	452
2	499	16	1,687	30	890	44	16
3	987	17	840	31	413	45	513
4	865	18	1,447	32	1,458	46	960
5	3,816	19	348	33	818	47	219
6	6,737	20	233	34	888	48	<10
7	780	21	2,963	35	338	49	1,064
8	1,141	22	1,387	36	3,450	50	441
9	1,728	23	393	37	159	51	648
10	1,771	24	789	38	129	52	487
11	654	25	901	39	119	53	505
12	888	26	488	40	1,844	54	602
13	317	27	2,081	41	498		
14	2,966	28	1,384	42	406		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	323	46	<10	91	312	136	<10
2	509	47	1,270	92	284	137	40
3	<10	48	<10	93	653	138	83
4	265	49	<10	94	195	139	207
5	273	50	<10	95	466	140	234
6	<10	51	1,197	96	<10	141	450
7	910	52	1,081	97	<10	142	216
8	348	53	1,274	98	737	143	444
9	175	54	974	99	<10	144	512
10	104	55	1,056	100	222	145	<10
11	22	56	1,449	101	290	146	22
12	289	57	353	102	<10	147	<10
13	28	58	317	103	181	148	162
14	549	59	292	104	147	149	118
15	437	60	680	105	88	150	161
16	171	61	322	106	<10	151	284
17	406	62	294	107	<10	152	802
18	271	63	728	108	<10	153	<10
19	298	64	450	109	57	154	11
20	960	65	64	110	256	155	410
21	175	66	<10	111	<10	156	137
22	1,570	67	39	112	226	157	210
23	<10	68	12	113	<10	158	377
24	285	69	592	114	172	159	216
25	1,627	70	118	115	<10	160	89
26	153	71	102	116	<10	161	718
27	611	72	16	117	681	162	405
28	286	73	307	118	<10	163	470
29	50	74	378	119	<10	164	186
30	572	75	23	120	219	165	67
31	308	76	295	121	567	166	62
32	330	77	<10	122	265	167	737
33	394	78	16	123	325	168	12
34	2,458	79	1,298	124	499	169	95
35	<10	80	221	125	66	170	102
36	<10	81	2,440	126	122	171	311
37	89	82	489	127	40	172	328
38	381	83	190	128	269	173	77
39	593	84	137	129	226	174	724
40	1,263	85	458	130	50	175	316
41	<10	86	46	131	380	176	<10
42	725	87	323	132	18	177	<10
43	<10	88	<10	133	345	178	90
44	<10	89	<10	134	618	179	<10
45	766	90	599	135	47	180	96





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Hawaii

Energy Efficiency Jobs in America

5,759
Total Jobs

What are EE jobs?

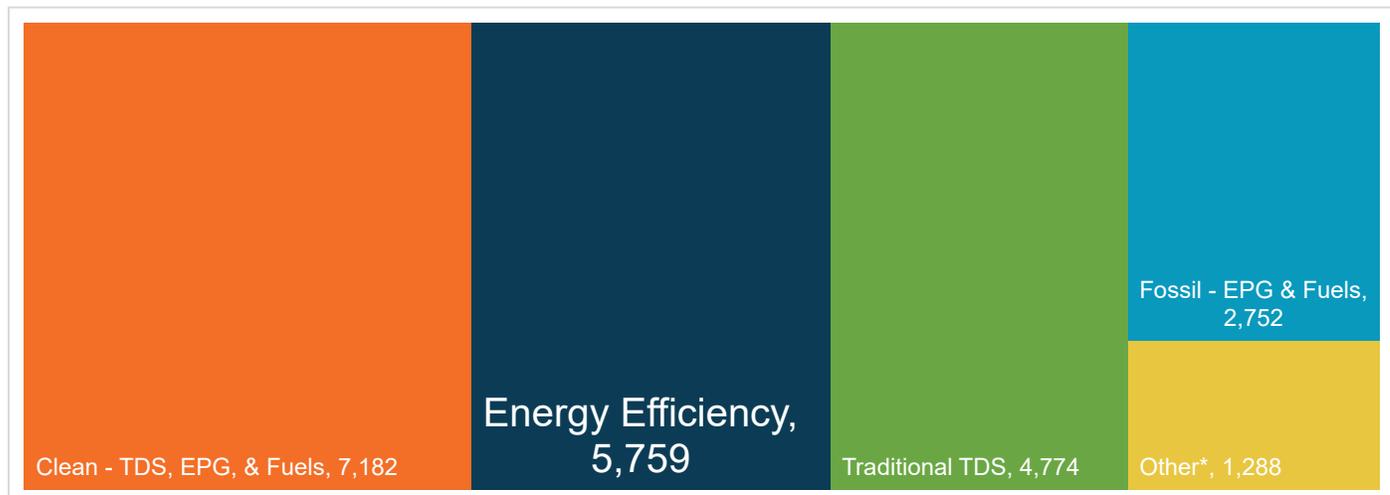
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 in Hawaii?

Energy efficiency is the second largest energy sector in Hawaii.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 4

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

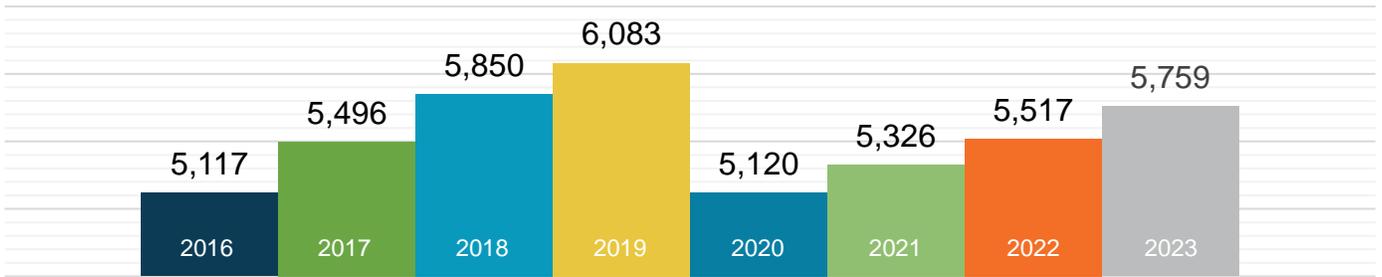
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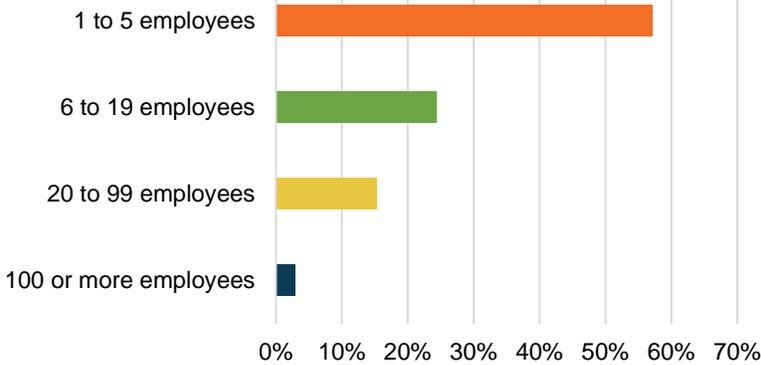
E4 THE FUTURE

What does EE look like in Hawaii?

EE Workers Employed in HI



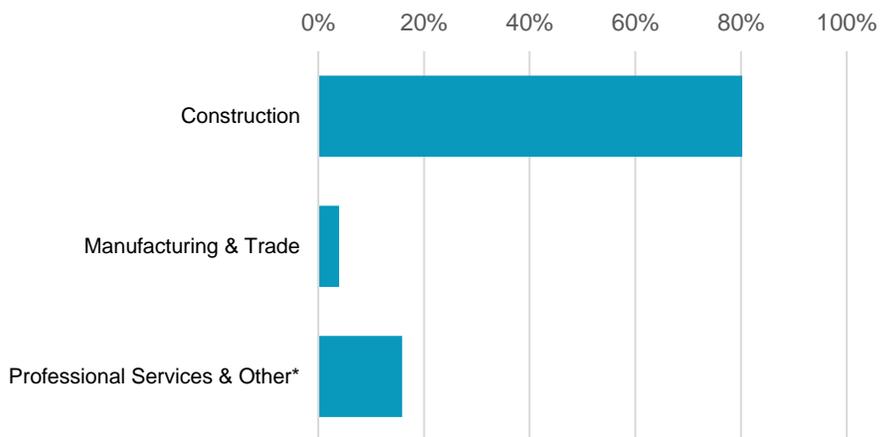
97% of HI EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **12%** of Hawaii's construction workforce

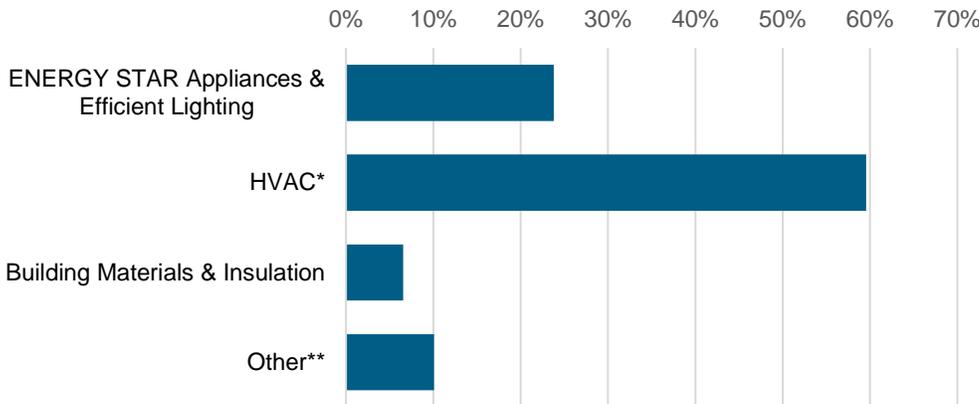


What type of work do energy efficiency firms do?

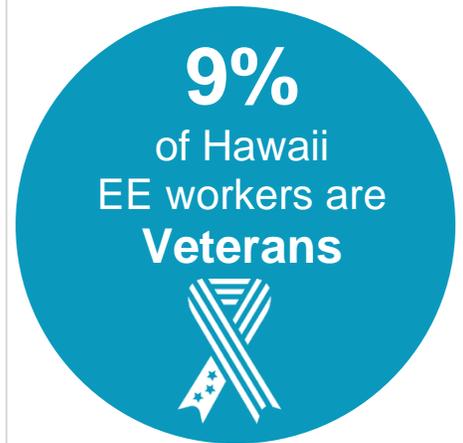


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



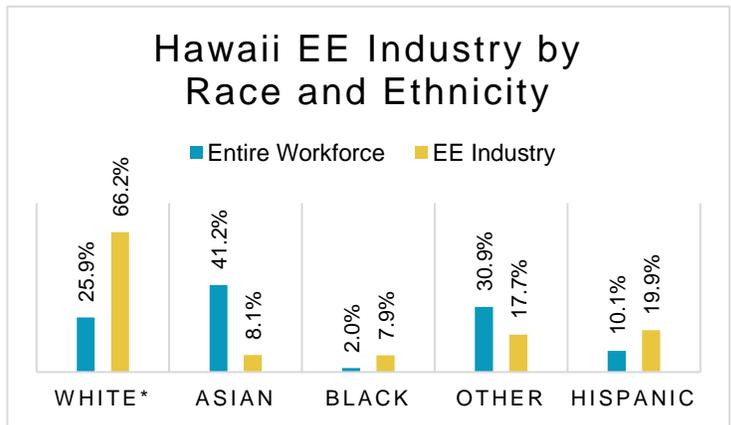
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Hawaii?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Hawaii communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Hawaii businesses.

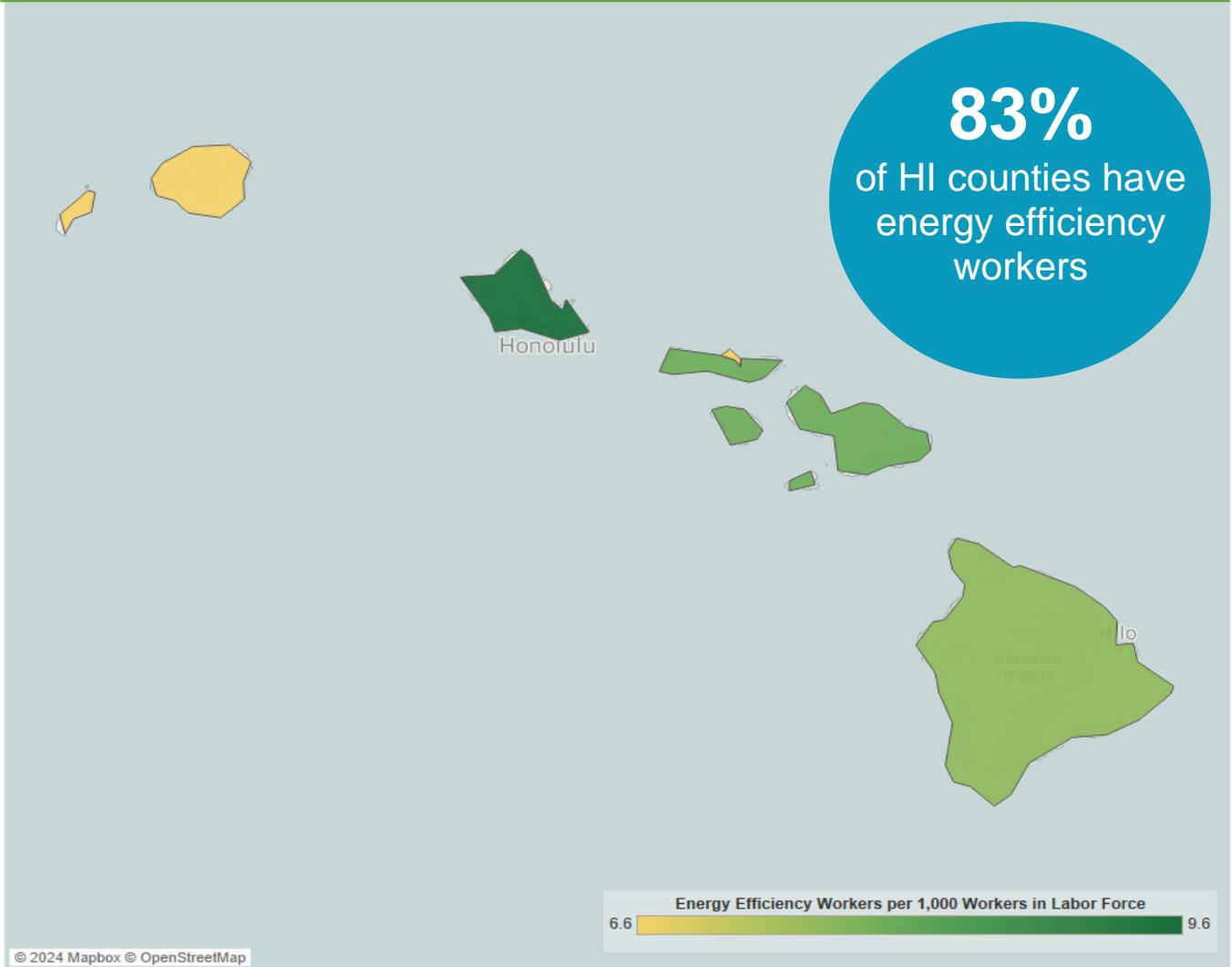


*Includes non-Hispanic and Hispanic whites.



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

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,036	Honolulu	4,393
2	1,723	Rural	1,365

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	242		11	960		21	29
2	42		12	<10		22	29
3	239		13	174		23	105
4	130		14	424		24	114
5	270		15	1,681		25	11
6	191		16	70			
7	92		17	179			
8	243		18	82			
9	259		19	35			
10	74		20	80			

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	326		18	124		35	180
2	<10		19	64		36	88
3	41		20	<10		37	<10
4	<10		21	71		38	<10
5	238		22	2,548		39	110
6	<10		23	29		40	<10
7	31		24	<10		41	<10
8	265		25	169		42	<10
9	<10		26	<10		43	28
10	170		27	<10		44	<10
11	14		28	299		45	40
12	67		29	<10		46	<10
13	22		30	218		47	90
14	66		31	<10		48	<10
15	139		32	<10		49	110
16	29		33	<10		50	<10
17	61		34	<10		51	11





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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, 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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Idaho

Energy Efficiency Jobs in America

9,532
Total Jobs

What are EE jobs?

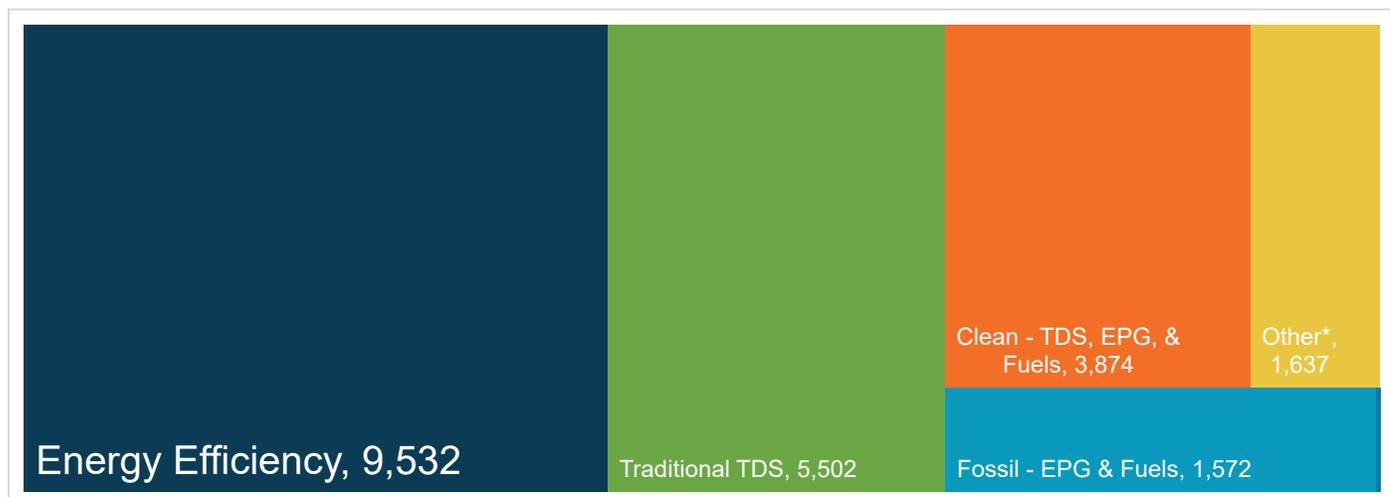
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 in Idaho?

Energy efficiency is the largest energy sector in Idaho.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 16

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

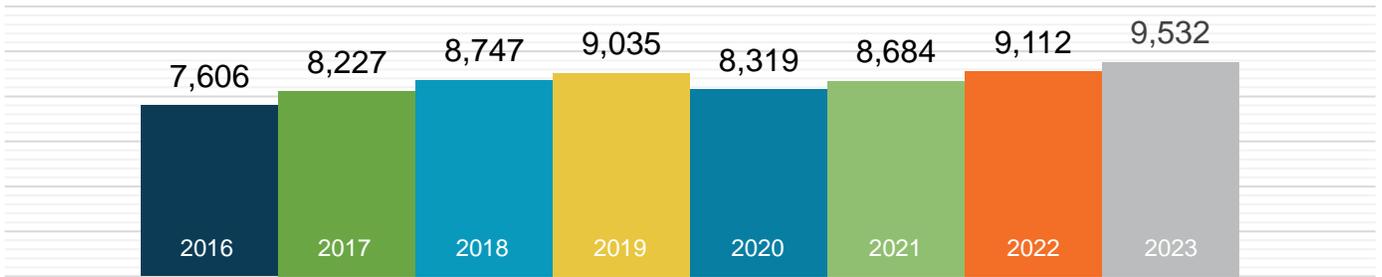
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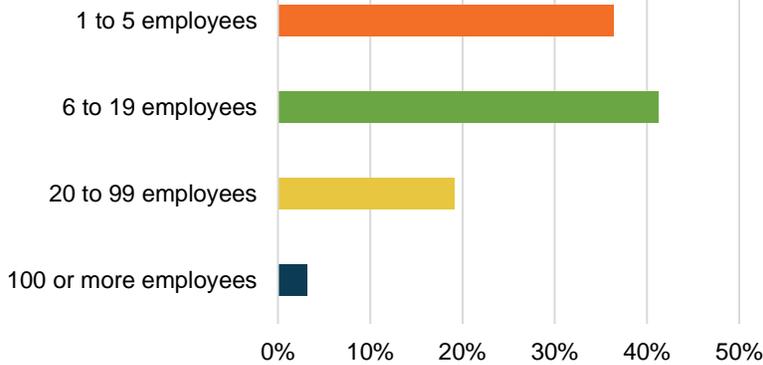
E4 THE FUTURE

What does EE look like in Idaho?

EE Workers Employed in ID



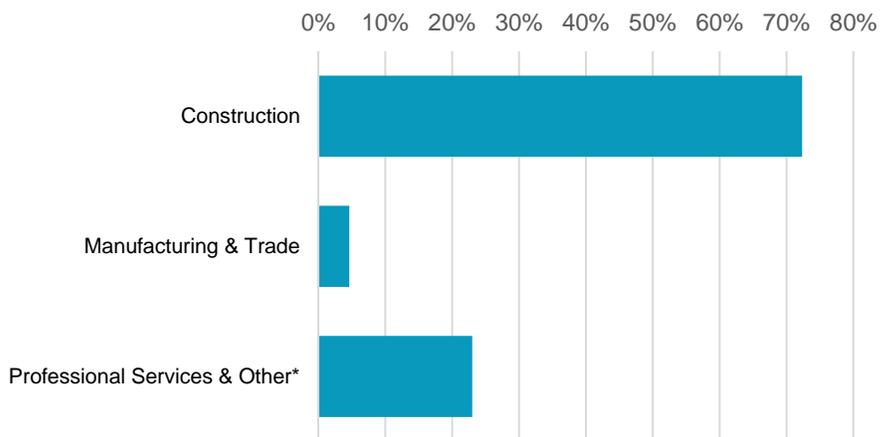
96.8% of ID EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **10%** of Idaho's construction workforce

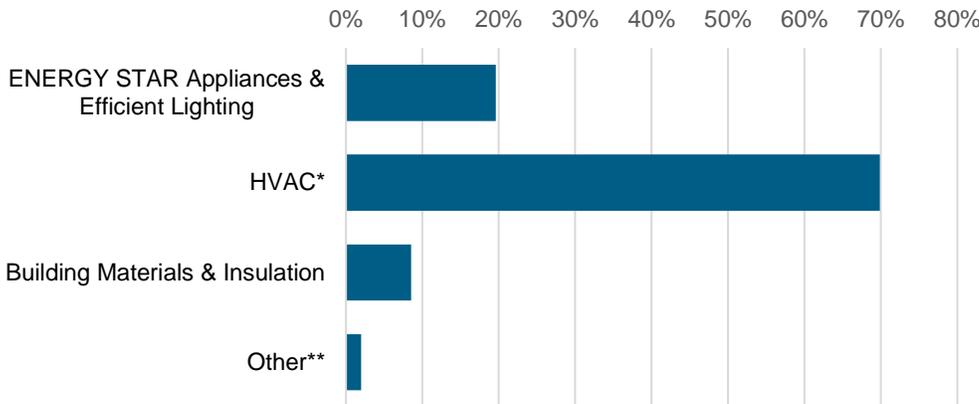


What type of work do energy efficiency firms do?

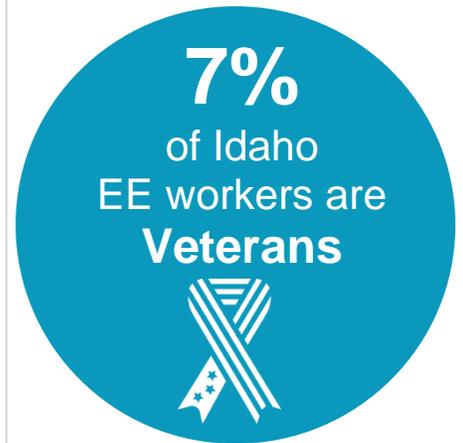


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



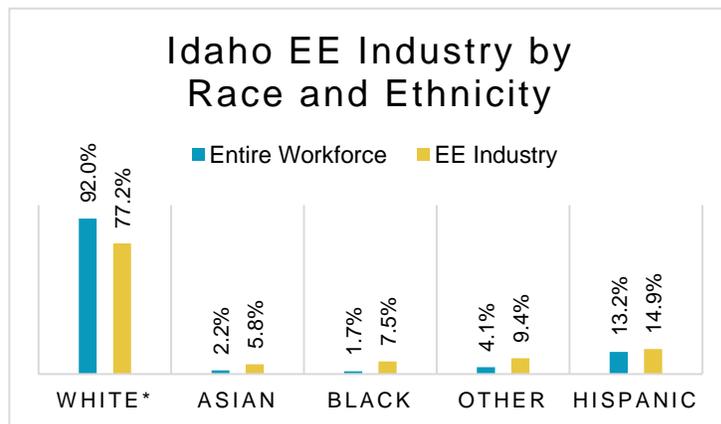
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How is EE doing on diversity in Idaho?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Idaho communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Idaho businesses.



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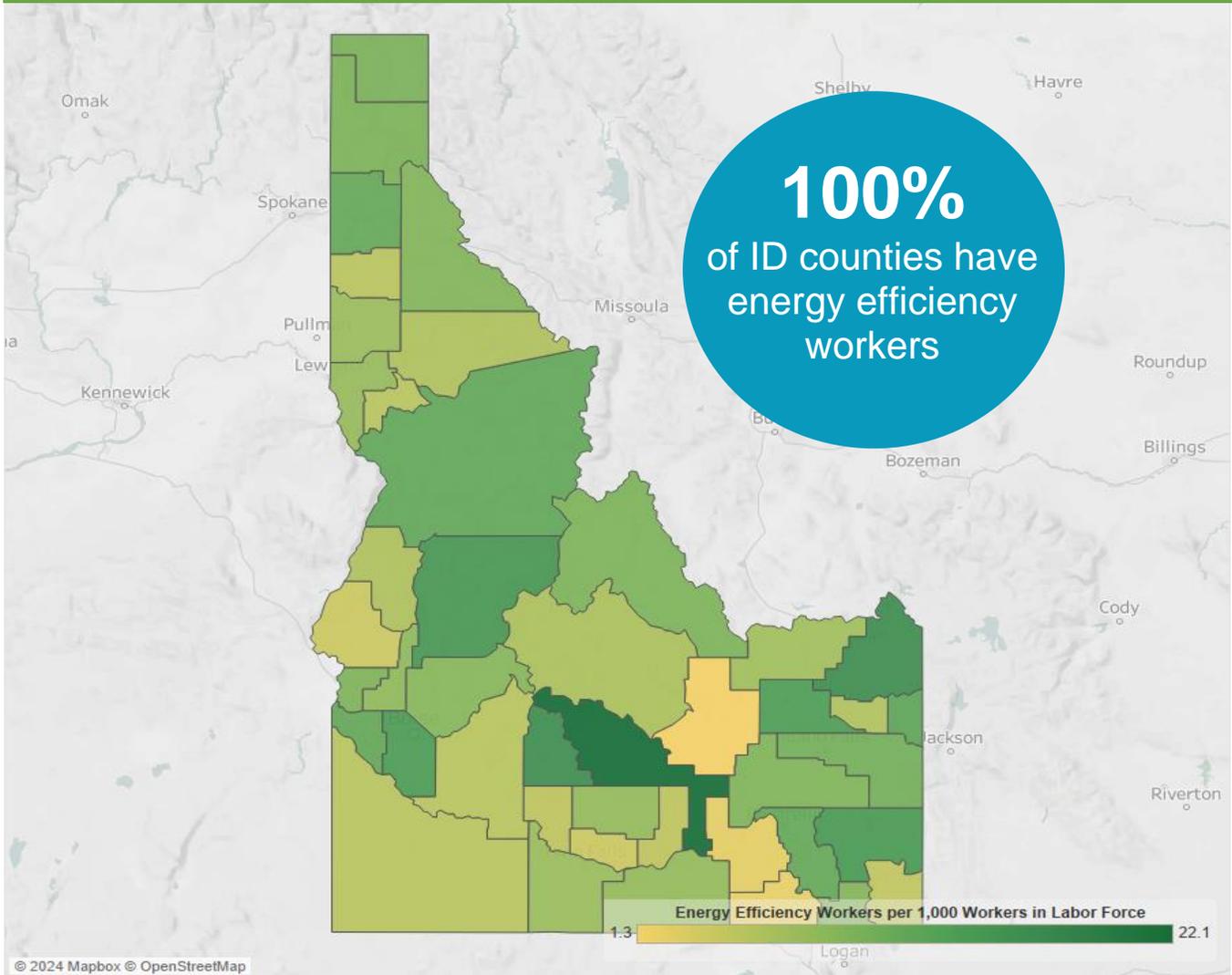
Gender in the Idaho EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary 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	5,693	Boise City	5,145
2	3,838	Coeur d'Alene	804
		Idaho Falls	769
		Lewiston	169
		Logan	39
		Pocatello	423
		Rural	2,183

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	376		11	302		21	<10		31	104
2	949		12	<10		22	<10		32	194
3	<10		13	<10		23	164		33	<10
4	<10		14	874		24	455		34	201
5	159		15	454		25	185		35	137
6	333		16	254		26	429			
7	234		17	197		27	200			
8	1,303		18	47		28	498			
9	192		19	<10		29	<10			
10	476		20	<10		30	763			

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	368		28	487		55	<10
2	928		29	<10		56	<10
3	<10		30	747		57	<10
4	<10		31	102		58	<10
5	155		32	191		59	<10
6	326		33	<10		60	<10
7	229		34	196		61	<10
8	1,303		35	134		62	<10
9	188		36	<10		63	<10
10	466		37	<10		64	<10
11	297		38	<10		65	<10
12	<10		39	<10		66	<10
13	<10		40	<10		67	<10
14	854		41	<10		68	<10
15	443		42	<10		69	<10
16	248		43	<10		70	<10
17	193		44	<10			
18	46		45	<10			
19	<10		46	<10			
20	<10		47	<10			
21	<10		48	<10			
22	<10		49	<10			
23	160		50	<10			
24	446		51	<10			
25	181		52	<10			
26	421		53	<10			
27	196		54	<10			





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Illinois

Energy Efficiency Jobs in America

86,728
Total Jobs

What are EE jobs?

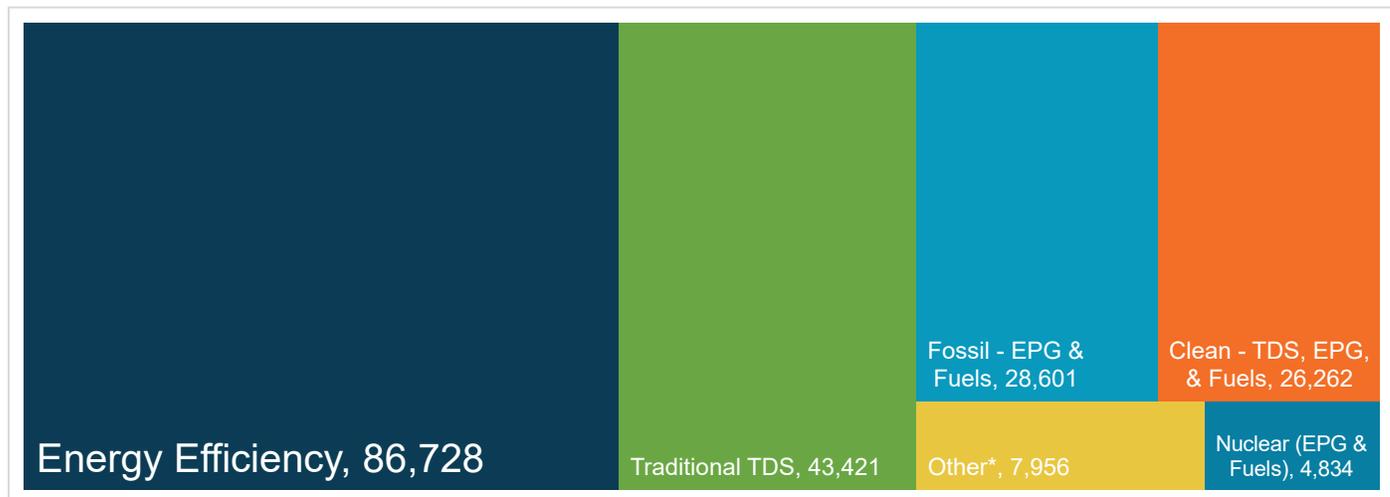
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

What do EE workers do?

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How does EE compare in Illinois?

Energy efficiency is the largest energy sector in Illinois.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

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

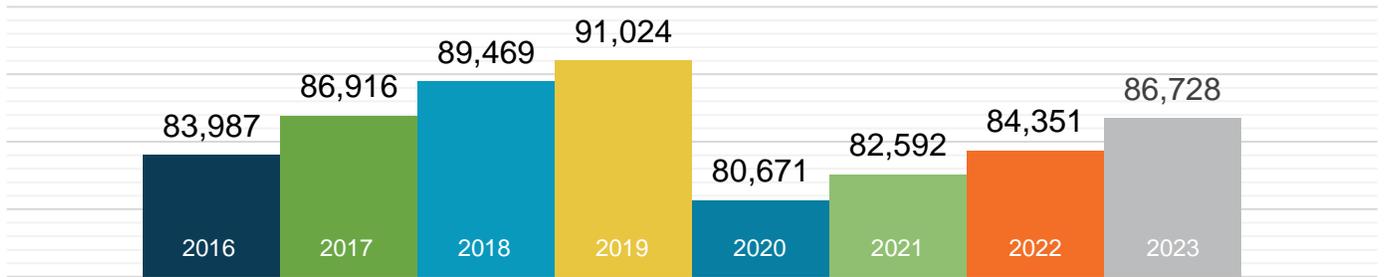
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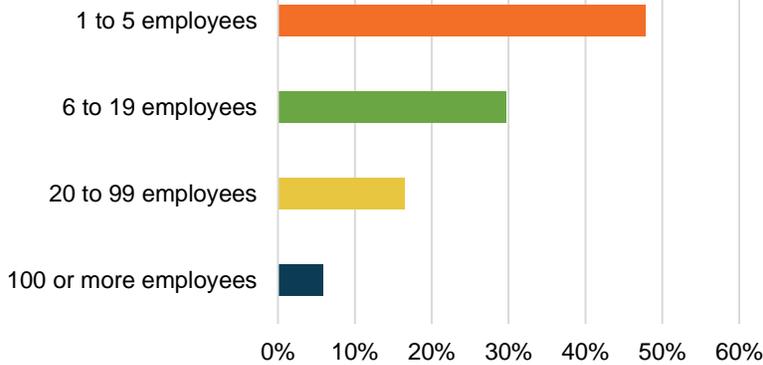
E4 THE FUTURE

What does EE look like in Illinois?

EE Workers Employed in IL



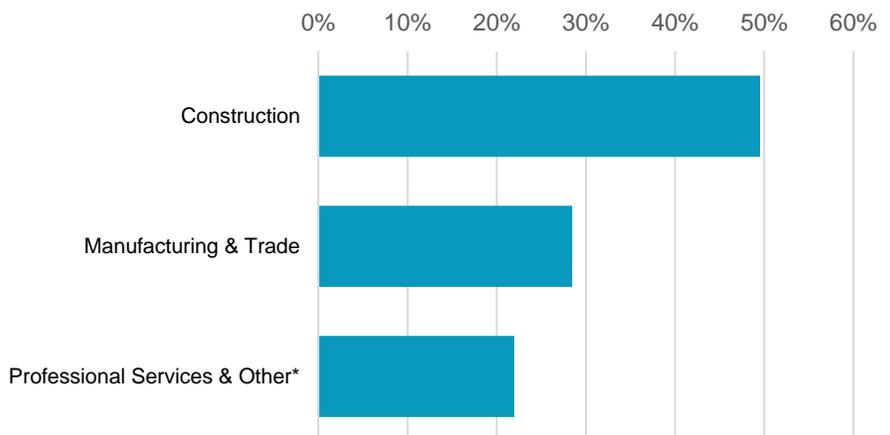
94.1% of IL EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **19%** of Illinois's construction workforce

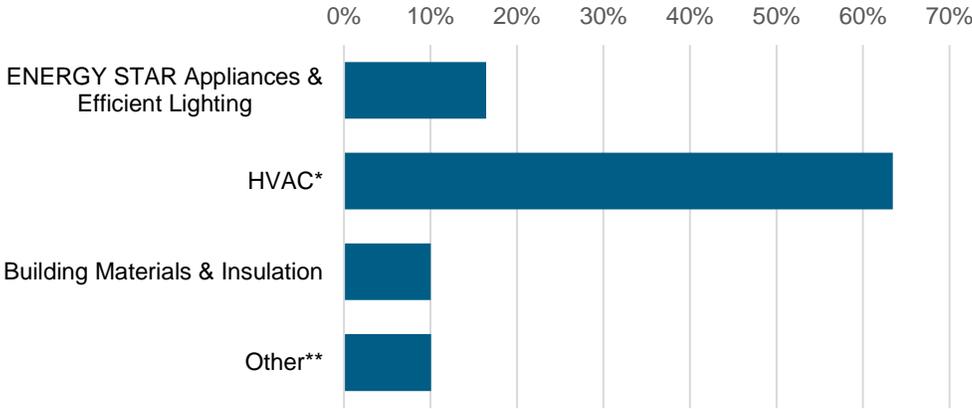


What type of work do energy efficiency firms do?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



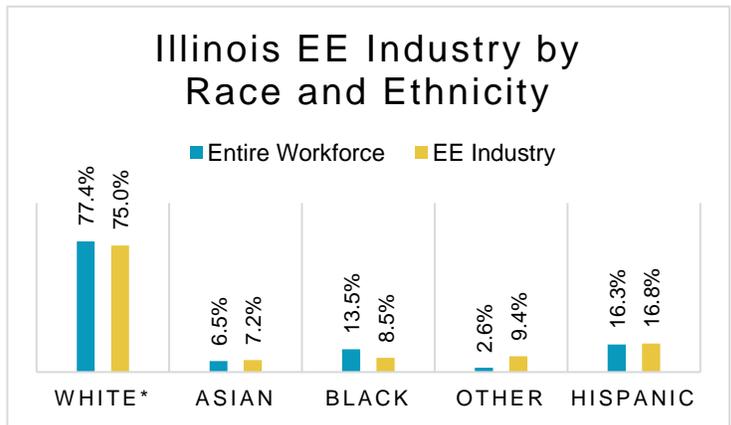
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9%
 of Illinois
 EE workers are
Veterans

How is EE doing on diversity in Illinois?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Illinois communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Illinois businesses.



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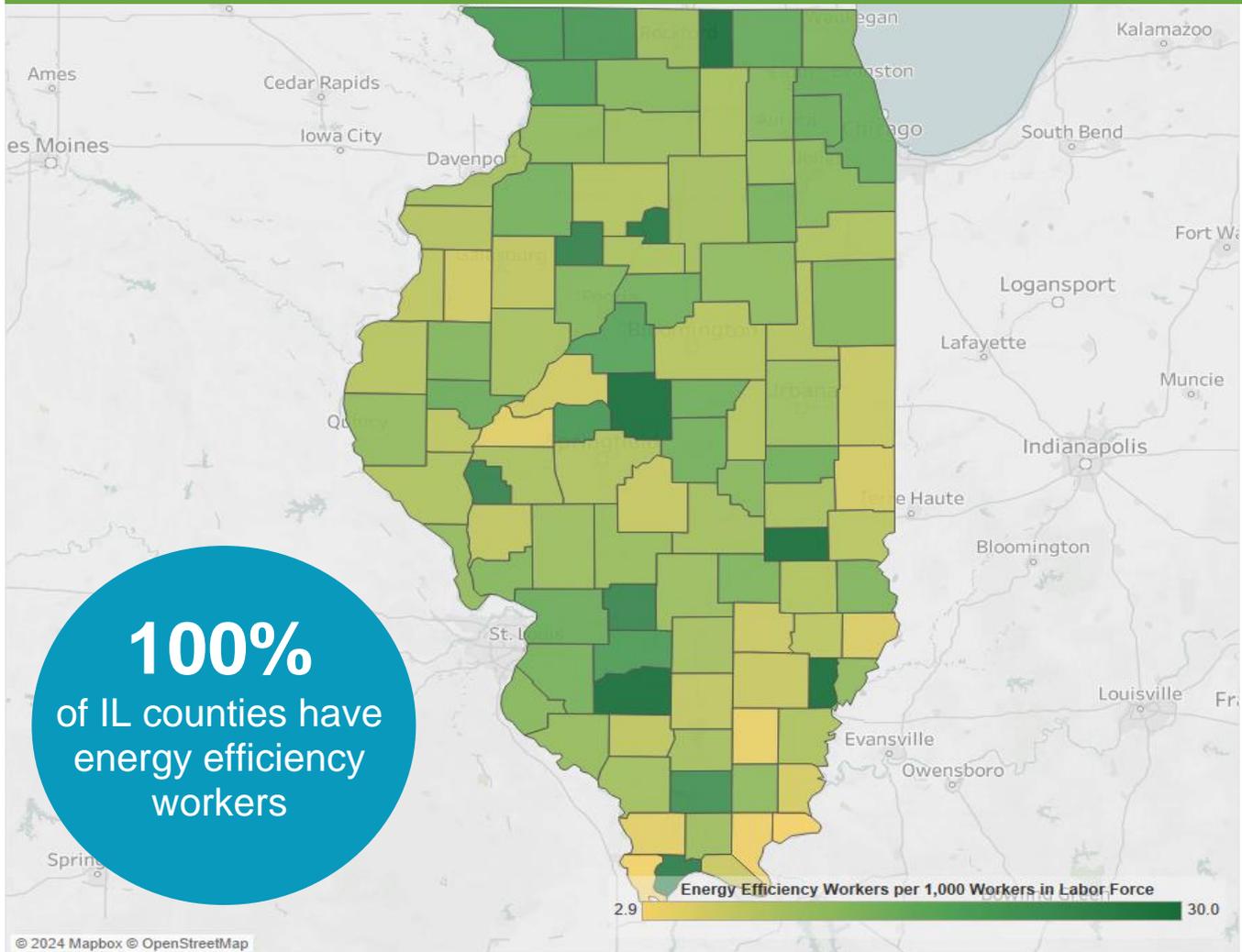


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Energy Efficiency Jobs are Everywhere

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/330956>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	4,983	10	4,160	Bloomington	836	Rockford	2,167
2	2,058	11	2,734	Cape Girardeau	<10	Springfield	1,221
3	4,013	12	4,927	Champaign-Urbana	1,095	St. Louis	3,600
4	3,977	13	5,139	Chicago-Naperville-Elgin	63,360	Rural	9,799
5	7,371	14	2,697	Danville	178		
6	10,228	15	3,480	Davenport-Moline-Rock Island	954		
7	12,612	16	4,680	Decatur	670		
8	2,949	17	4,127	Kankakee	386		
9	4,101	18	2,493	Peoria	2,460		

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,335	16	656	31	719	46	747
2	2,135	17	502	32	918	47	1,112
3	12,533	18	181	33	367	48	2,243
4	2,431	19	1,474	34	1,994	49	99
5	599	20	<10	35	746	50	772
6	1,339	21	3,247	36	1,467	51	1,750
7	630	22	2,642	37	2,299	52	938
8	2,725	23	3,867	38	1,711	53	540
9	2,622	24	2,084	39	372	54	1,799
10	1,121	25	2,791	40	217	55	1,307
11	277	26	3,651	41	626	56	822
12	246	27	2,502	42	<10	57	630
13	138	28	<10	43	636	58	1,248
14	1,975	29	1,016	44	2,391	59	986
15	1,402	30	343	45	797		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	874	32	<10	63	863	94	597
2	454	33	<10	64	50	95	1,073
3	1,190	34	481	65	365	96	1,162
4	934	35	180	66	<10	97	99
5	8,456	36	<10	67	1,217	98	<10
6	4,281	37	1,280	68	767	99	297
7	1,913	38	186	69	304	100	471
8	507	39	<10	70	433	101	709
9	596	40	<10	71	1,144	102	1,033
10	<10	41	1,895	72	317	103	480
11	1,068	42	1,346	73	1,616	104	454
12	270	43	1,771	74	688	105	144
13	428	44	858	75	1,151	106	393
14	201	45	2,536	76	546	107	770
15	2,397	46	1,317	77	<10	108	1,025
16	324	47	2,074	78	363	109	829
17	2,140	48	<10	79	218	110	471
18	469	49	1,514	80	<10	111	386
19	252	50	1,268	81	457	112	433
20	863	51	2,625	82	165	113	456
21	69	52	1,044	83	<10	114	172
22	206	53	1,325	84	<10	115	796
23	245	54	1,172	85	234	116	447
24	<10	55	<10	86	399	117	632
25	137	56	<10	87	1,508	118	350
26	<10	57	<10	88	875		
27	1,451	58	1,012	89	708		
28	514	59	190	90	86		
29	1,221	60	151	91	256		
30	173	61	496	92	491		
31	654	62	220	93	510		





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Indiana

Energy Efficiency Jobs in America

51,790

Total Jobs

What are EE jobs?

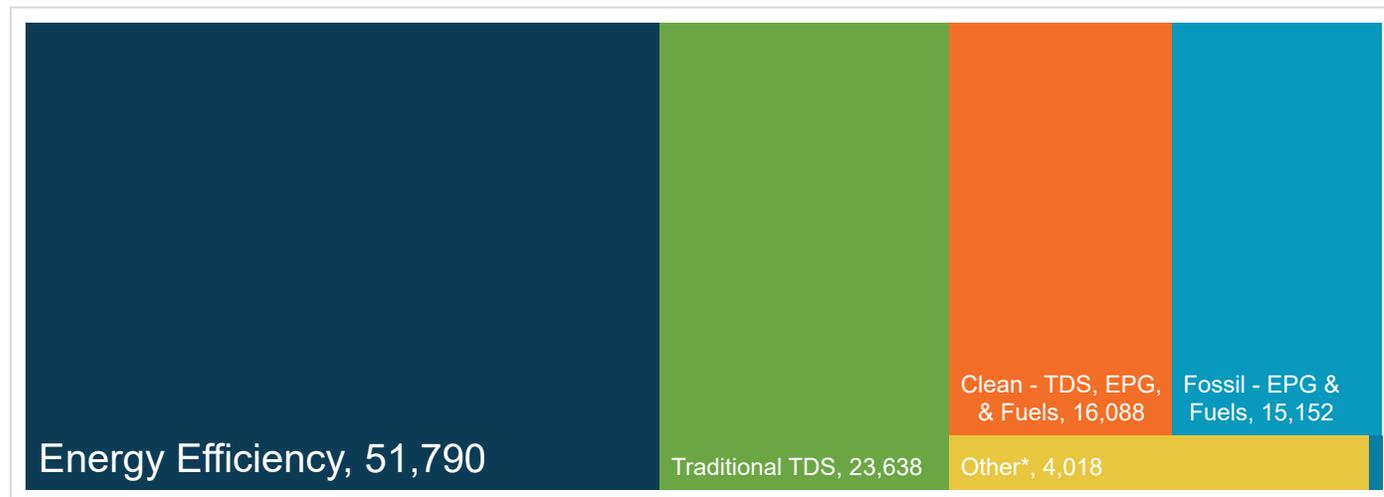
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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How does EE compare in Indiana?

Energy efficiency is the largest energy sector in Indiana.



TDS = Transmission, Distribution & Storage

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Nuclear (EPG & Fuels) = 128

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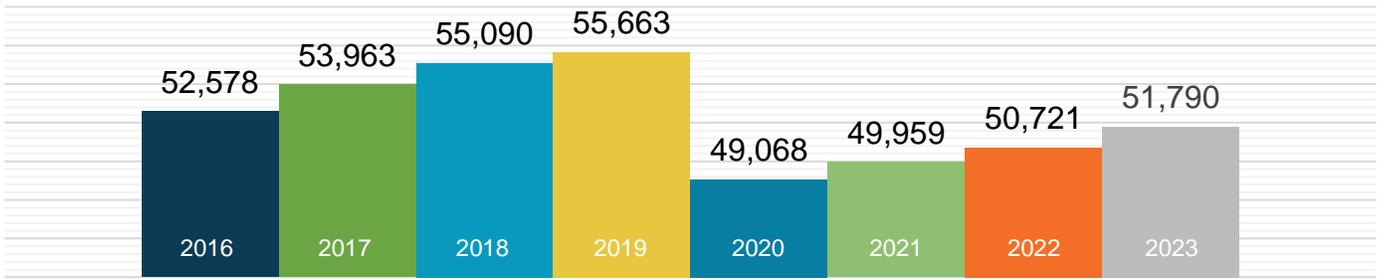
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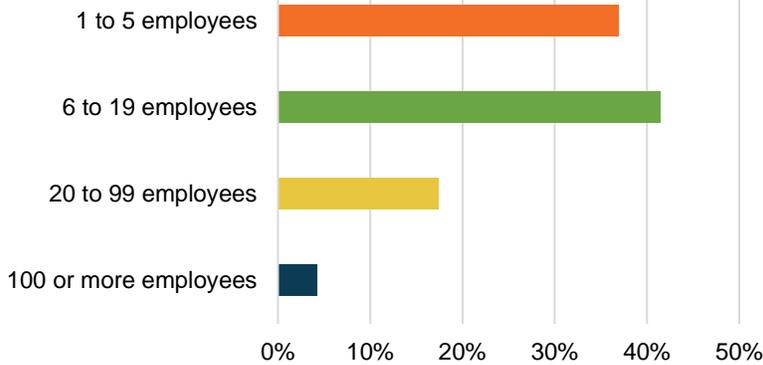
E4 THE FUTURE

What does EE look like in Indiana?

EE Workers Employed in IN



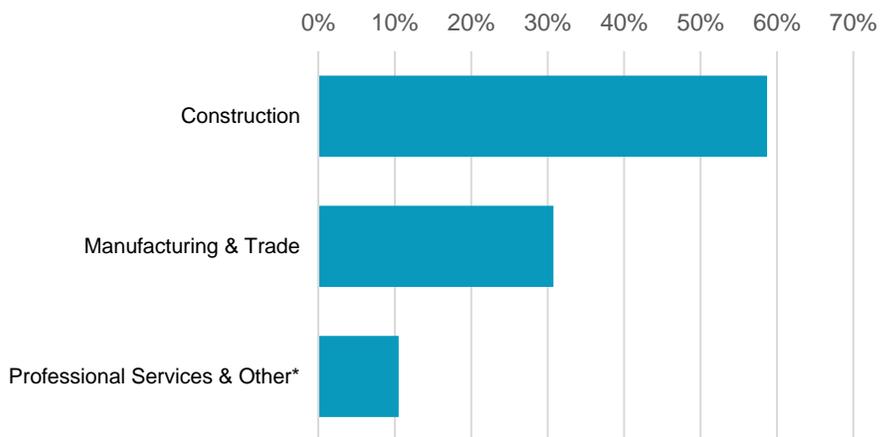
95.8% of IN EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **19%** of Indiana's construction workforce

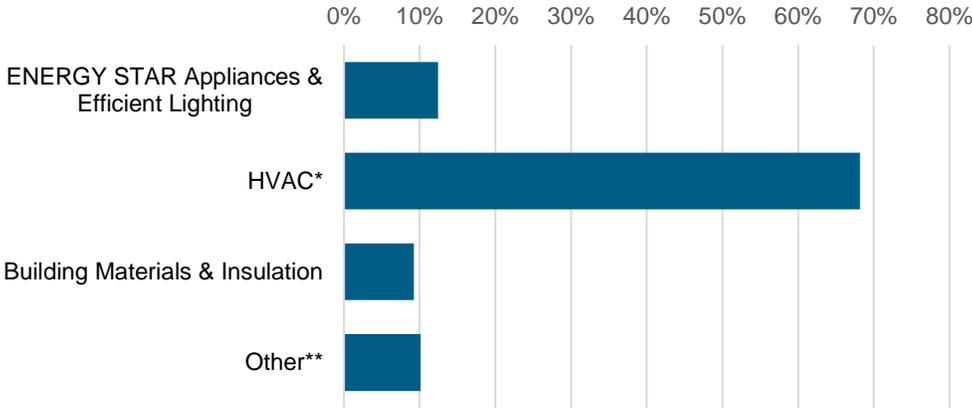


What type of work do energy efficiency firms do?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business and nonprofit organizations.

What energy efficiency sectors employ the most workers?



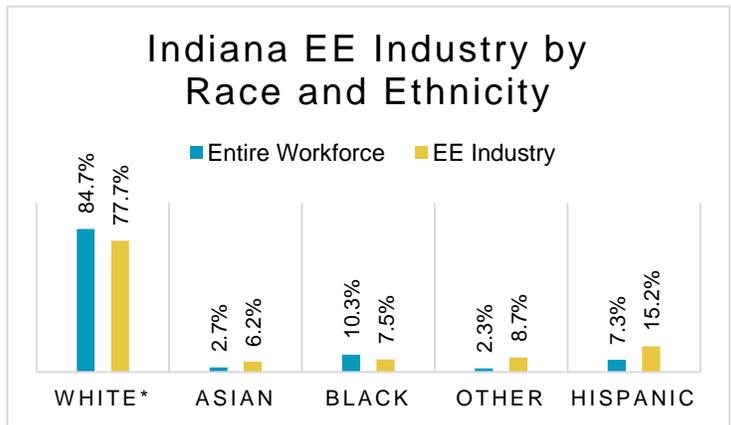
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Indiana?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Indiana communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Indiana businesses.



*Includes non-Hispanic and Hispanic whites.

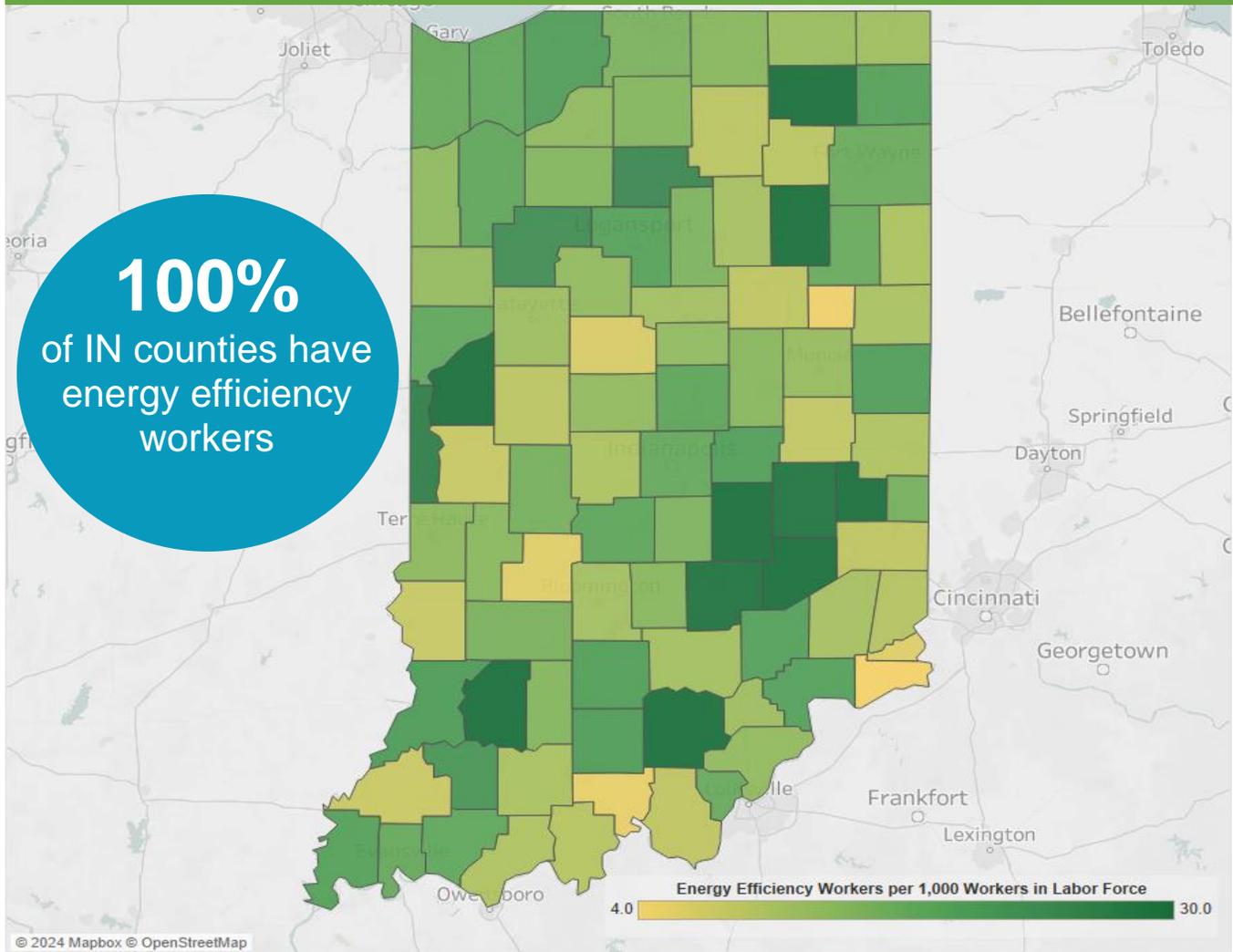


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



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/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,366	Bloomington	781
2	6,487	Chicago-Naperville-Elgin	4,612
3	7,517	Cincinnati	172
4	5,364	Columbus	1,476
5	7,242	Elkhart-Goshen	1,766
6	5,254	Evansville	2,313
7	4,211	Fort Wayne	3,585
8	6,227	Indianapolis-Carmel-Anderson	18,900
9	4,122	Kokomo	392
		Lafayette-West Lafayette	1,187
		Louisville/Jefferson County	1,723
		Michigan City-La Porte	821
		Muncie	553
		South Bend-Mishawaka	1,803
		Terre Haute	884
		Rural	10,823

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,631		16	1,063		31	273		46	114
2	1,220		17	1,102		32	1,012		47	926
3	182		18	1,702		33	1,894		48	742
4	1,988		19	563		34	<10		49	1,515
5	543		20	2,279		35	771		50	489
6	411		21	421		36	890			
7	2,129		22	81		37	732			
8	898		23	1,098		38	785			
9	2,099		24	1,004		39	1,714			
10	1,328		25	1,059		40	513			
11	609		26	493		41	803			
12	291		27	1,012		42	451			
13	3,072		28	1,586		43	891			
14	1,636		29	1,085		44	295			
15	630		30	2,332		45	1,423			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	465		28	991		55	539		82	1,956
2	419		29	956		56	446		83	70
3	313		30	382		57	1,301		84	368
4	1,438		31	508		58	<10		85	80
5	993		32	224		59	287		86	811
6	1,089		33	338		60	457		87	220
7	454		34	111		61	218		88	191
8	945		35	206		62	222		89	988
9	<10		36	468		63	577		90	<10
10	370		37	1,010		64	1,089		91	558
11	717		38	47		65	270		92	356
12	424		39	1,099		66	504		93	<10
13	1,266		40	130		67	611		94	49
14	499		41	25		68	97		95	260
15	<10		42	579		69	46		96	1,965
16	572		43	532		70	930		97	194
17	401		44	644		71	1,141		98	<10
18	1,009		45	643		72	<10		99	<10
19	<10		46	501		73	179		100	<10
20	33		47	1,116		74	348			
21	1,122		48	63		75	401			
22	373		49	129		76	231			
23	663		50	1,823		77	887			
24	2,471		51	612		78	<10			
25	444		52	1,316		79	255			
26	16		53	424		80	298			
27	416		54	376		81	174			





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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, 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



Iowa

Energy Efficiency Jobs in America

20,153
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Iowa?

Energy efficiency is the largest energy sector in Iowa.



TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels) = 750

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

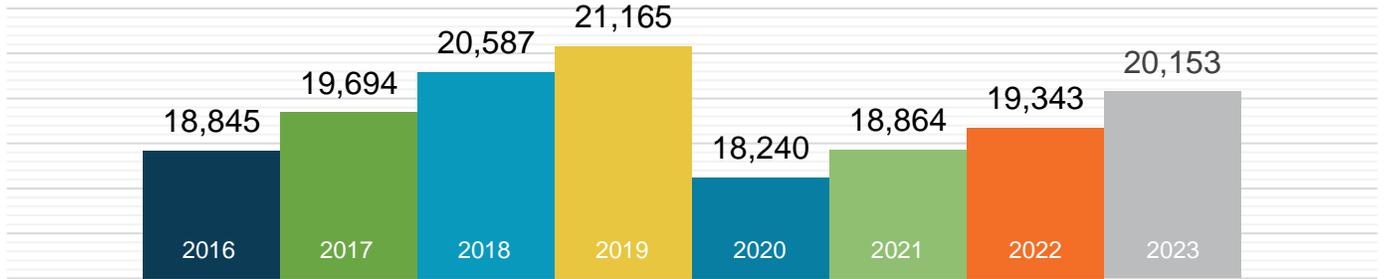
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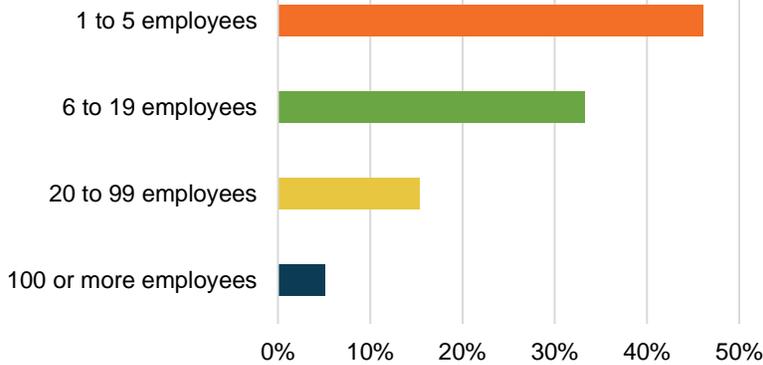
E4 THE FUTURE

What does EE look like in Iowa?

EE Workers Employed in IA



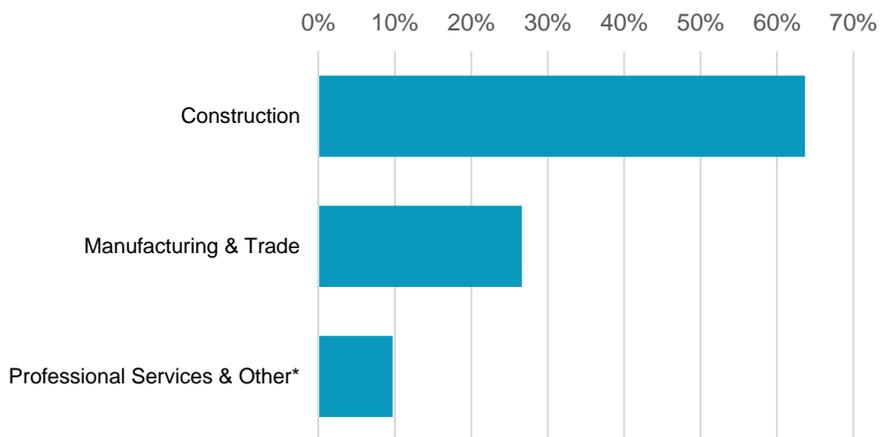
94.8% of IA EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **15%** of Iowa's construction workforce

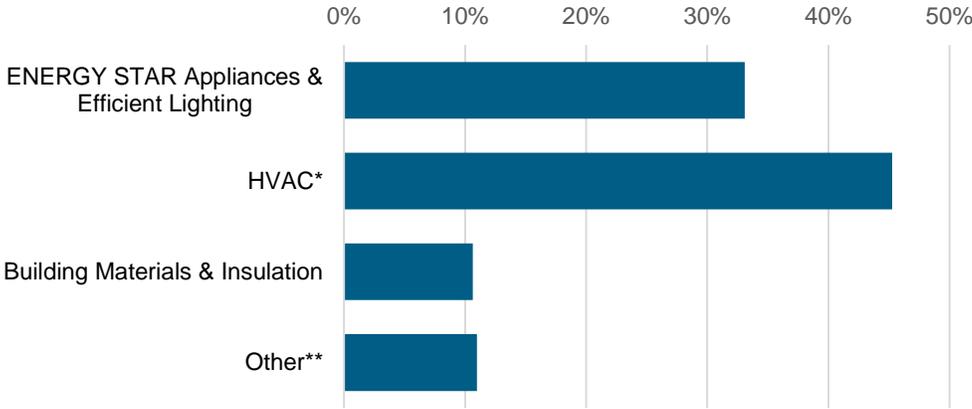


What type of work do energy efficiency firms do?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



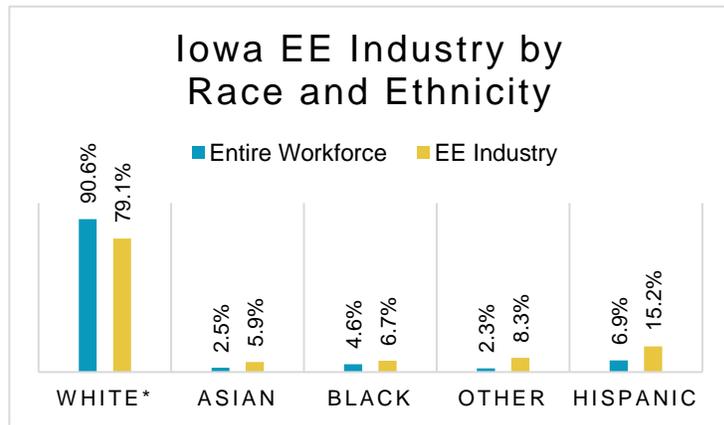
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
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How is EE doing on diversity in Iowa?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Iowa communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Iowa businesses.



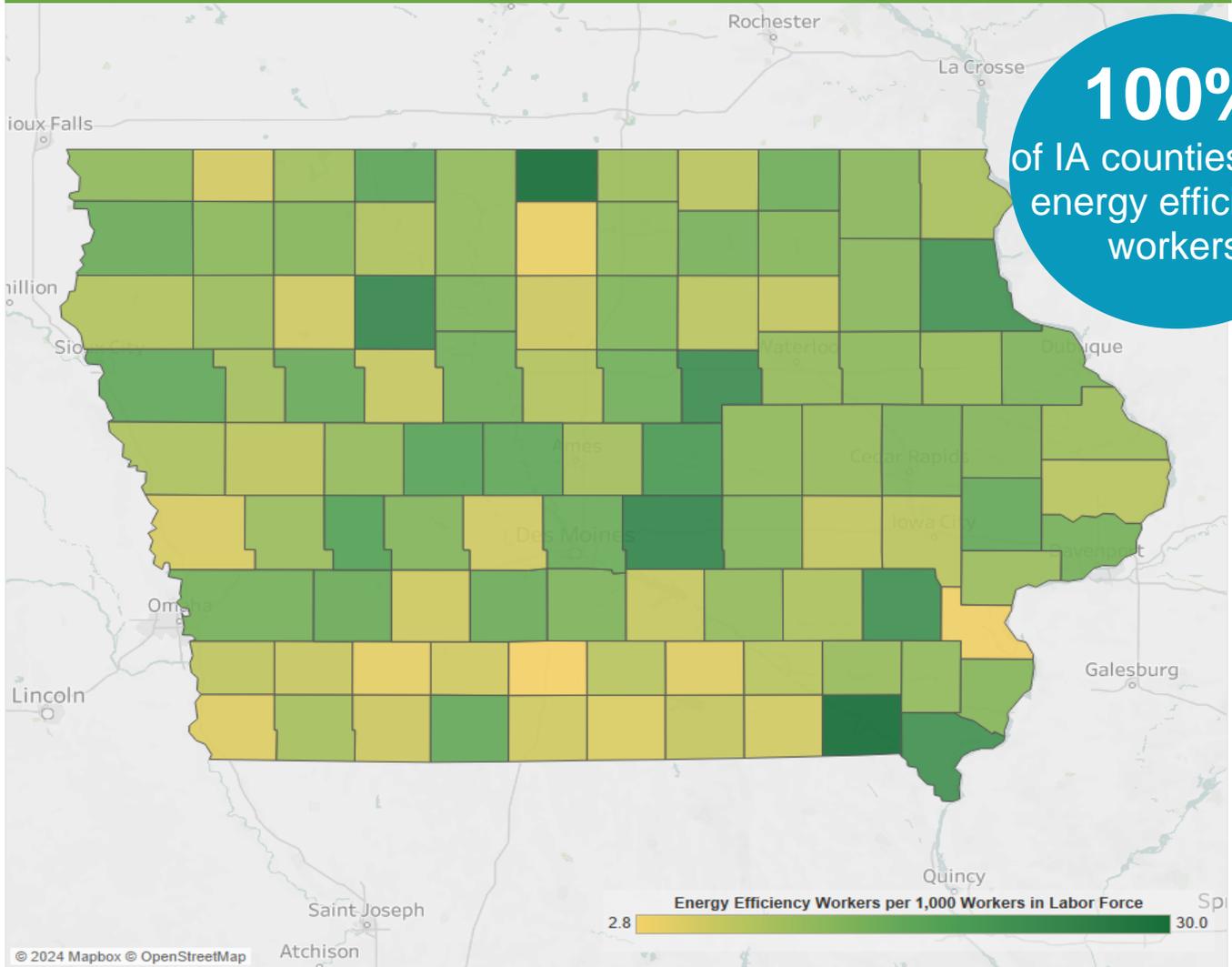
*Includes non-Hispanic and Hispanic whites.



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

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of IA 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/330956>.

Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	5,263	Ames	488	Iowa City	866
2	4,355	Cedar Rapids	1,871	Omaha-Council Bluffs	630
3	5,355	Davenport-Moline-Rock Island	1,321	Sioux City	955
4	5,179	Des Moines-West Des Moines	5,530	Waterloo-Cedar Falls	1,001
		Dubuque	804	Rural	6,688

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	854	14	525	27	117	40	312
2	424	15	456	28	334	41	422
3	632	16	841	29	938	42	283
4	629	17	175	30	289	43	<10
5	360	18	715	31	212	44	430
6	634	19	153	32	346	45	436
7	50	20	<10	33	1,133	46	289
8	299	21	486	34	176	47	246
9	345	22	65	35	69	48	120
10	1,295	23	516	36	333	49	231
11	255	24	323	37	926	50	<10
12	243	25	544	38	368		
13	265	26	823	39	221		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	531	28	405	55	172	82	359
2	288	29	30	56	160	83	161
3	246	30	423	57	574	84	120
4	174	31	74	58	360	85	<10
5	151	32	767	59	<10	86	<10
6	477	33	99	60	286	87	183
7	453	34	75	61	210	88	247
8	172	35	304	62	<10	89	265
9	232	36	411	63	159	90	169
10	125	37	151	64	185	91	20
11	198	38	<10	65	937	92	268
12	437	39	<10	66	189	93	224
13	50	40	<10	67	160	94	20
14	<10	41	<10	68	16	95	35
15	296	42	484	69	69	96	85
16	<10	43	64	70	<10	97	224
17	181	44	<10	71	241	98	<10
18	161	45	510	72	90	99	<10
19	1,043	46	<10	73	570	100	<10
20	244	47	216	74	374		
21	203	48	105	75	282		
22	50	49	86	76	110		
23	101	50	454	77	71		
24	140	51	325	78	147		
25	193	52	492	79	76		
26	70	53	<10	80	234		
27	116	54	116	81	84		





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Kansas

Energy Efficiency Jobs in America

17,685
Total Jobs

What are EE jobs?

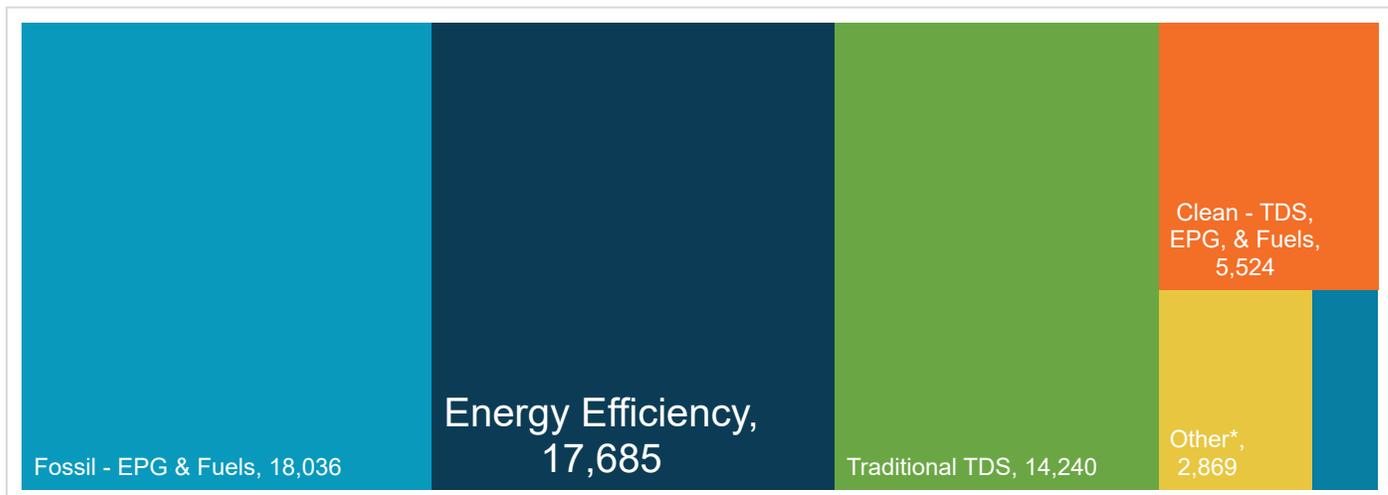
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 in Kansas?

Energy efficiency is the second largest energy sector in Kansas.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,254

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

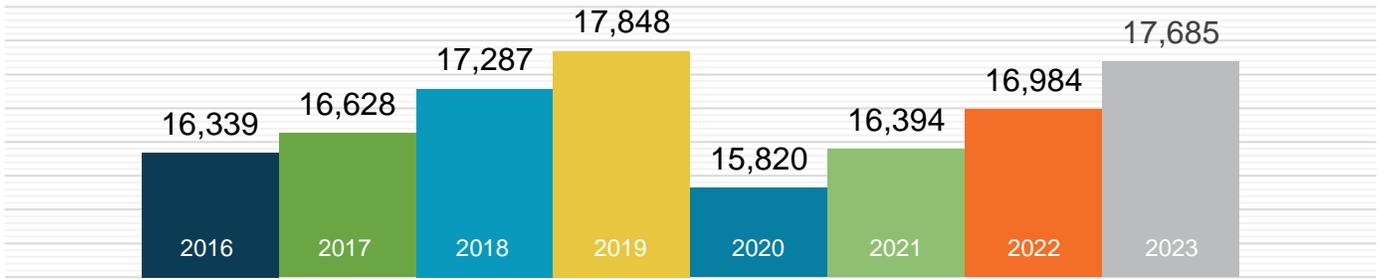
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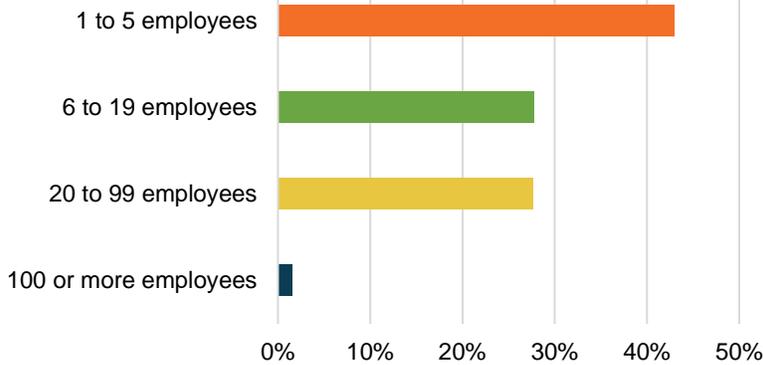
E4 THE FUTURE

What does EE look like in Kansas?

EE Workers Employed in KS



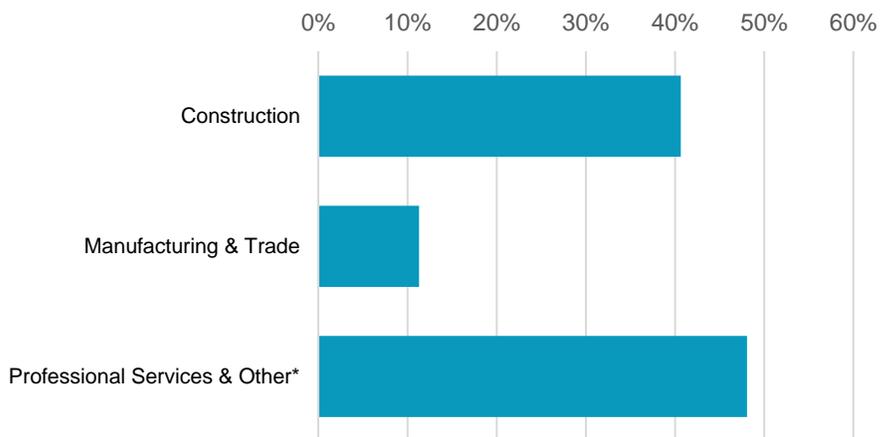
98.4% of KS EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **10%** of Kansas's construction workforce

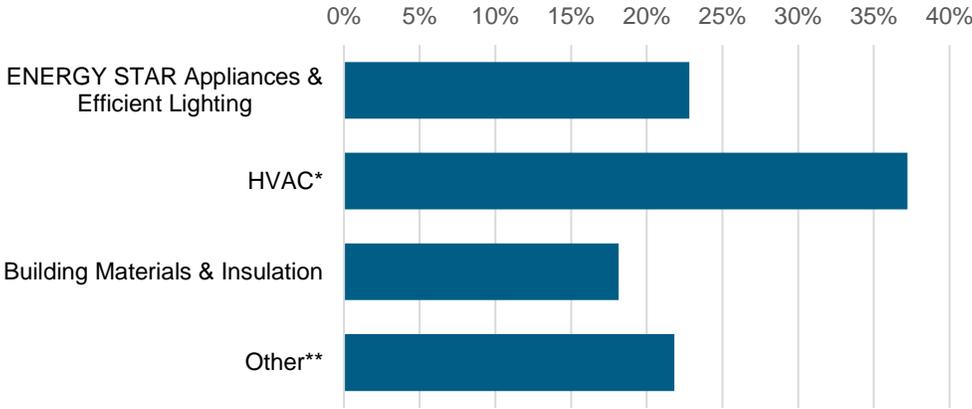


What type of work do energy efficiency firms do?

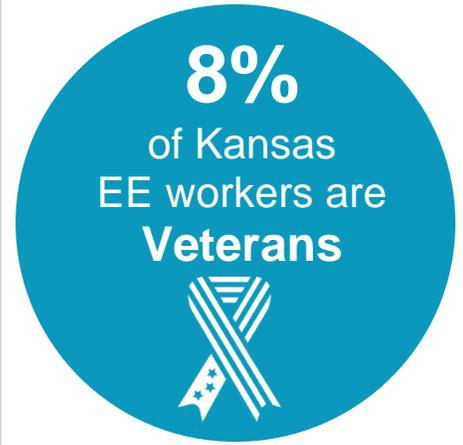


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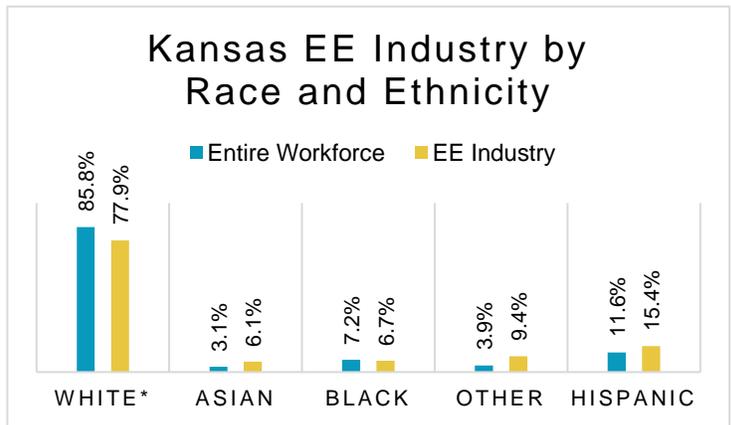
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How is EE doing on diversity in Kansas?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Kansas communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Kansas businesses.



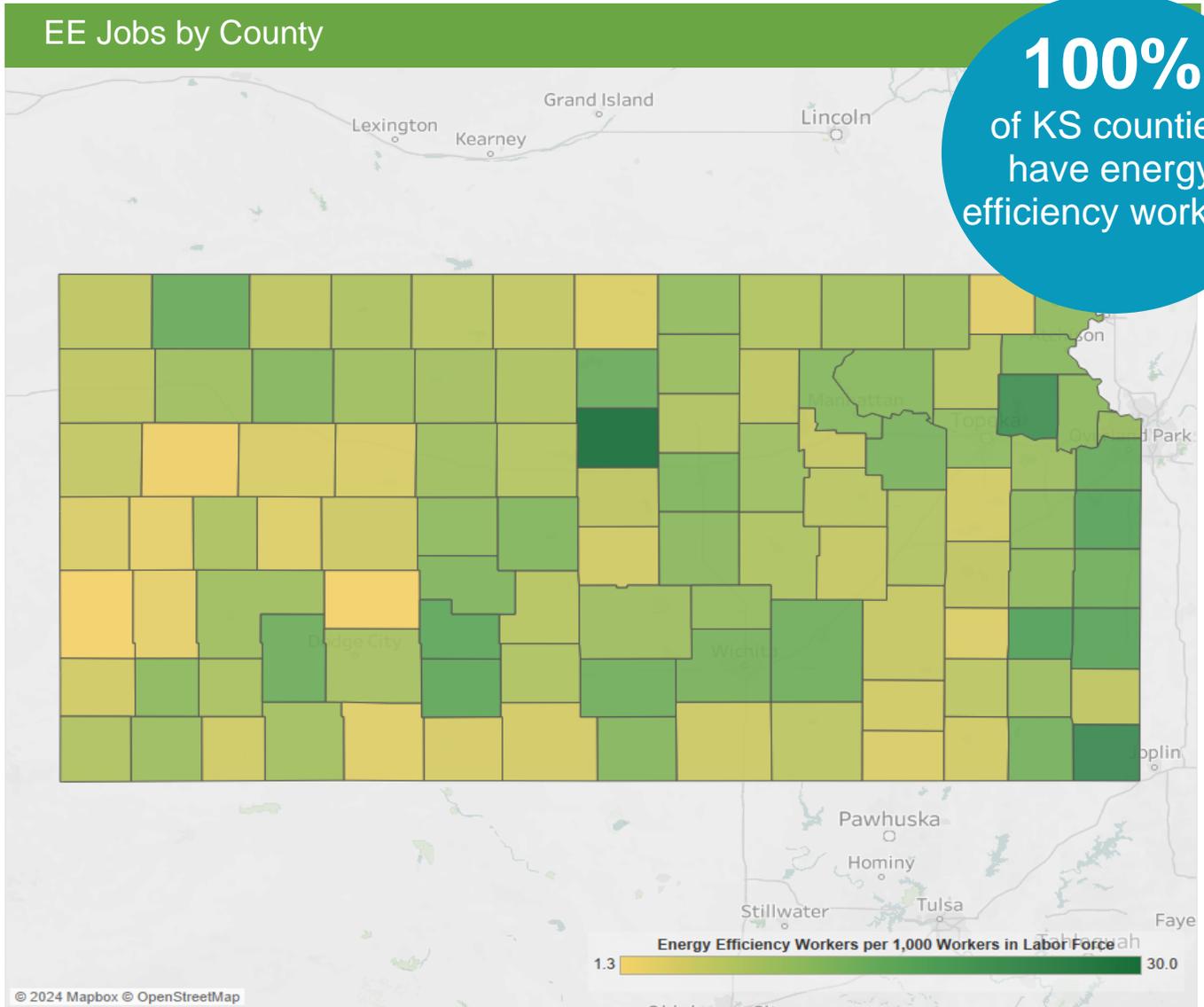
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Energy Efficiency Jobs are Everywhere



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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,087	Kansas City	7,166
2	3,515	Lawrence	503
3	5,219	Manhattan	482
4	3,863	St. Joseph	30
		Topeka	1,263
		Wichita	4,095
		Rural	4,145

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	845	14	855	27	129	40	840
2	640	15	161	28	65		
3	331	16	716	29	796		
4	324	17	329	30	<10		
5	44	18	709	31	92		
6	590	19	294	32	294		
7	695	20	27	33	785		
8	1,278	21	32	34	349		
9	1,440	22	216	35	342		
10	157	23	<10	36	389		
11	629	24	445	37	64		
12	497	25	956	38	367		
13	338	26	324	39	288		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	265	33	170	65	<10	97	<10
2	256	34	27	66	<10	98	<10
3	<10	35	<10	67	<10	99	<10
4	64	36	<10	68	43	100	<10
5	239	37	<10	69	391	101	339
6	91	38	203	70	65	102	<10
7	166	39	16	71	<10	103	<10
8	489	40	<10	72	200	104	<10
9	54	41	11	73	247	105	<10
10	271	42	339	74	80	106	149
11	27	43	<10	75	21	107	139
12	386	44	92	76	43	108	129
13	65	45	37	77	127	109	285
14	1,159	46	11	78	<10	110	537
15	<10	47	203	79	153	111	<10
16	961	48	<10	80	37	112	<10
17	111	49	<10	81	309	113	162
18	127	50	360	82	<10	114	28
19	550	51	638	83	373	115	414
20	521	52	<10	84	632	116	56
21	84	53	91	85	192	117	108
22	<10	54	75	86	176	118	258
23	<10	55	244	87	<10	119	<10
24	226	56	115	88	<10	120	162
25	58	57	<10	89	111	121	16
26	63	58	<10	90	144	122	187
27	185	59	16	91	74	123	<10
28	<10	60	<10	92	217	124	227
29	<10	61	48	93	287	125	<10
30	<10	62	159	94	311		
31	203	63	37	95	<10		
32	230	64	308	96	<10		





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Kentucky

Energy Efficiency Jobs in America

24,405
Total Jobs

What are EE jobs?

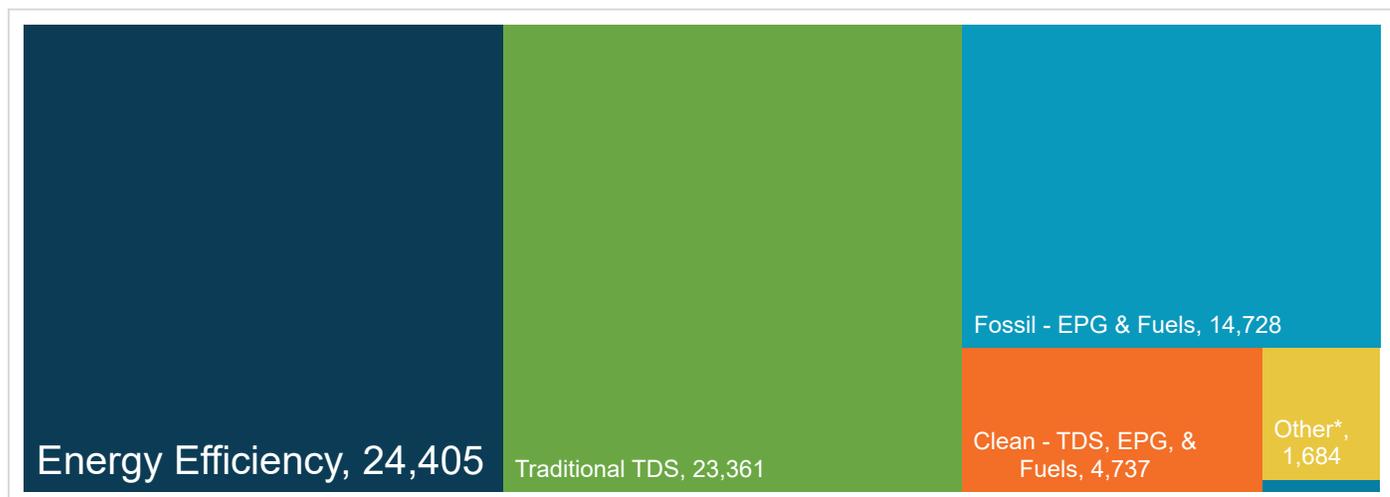
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 in Kentucky?

Energy efficiency is the largest energy sector in Kentucky.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 158

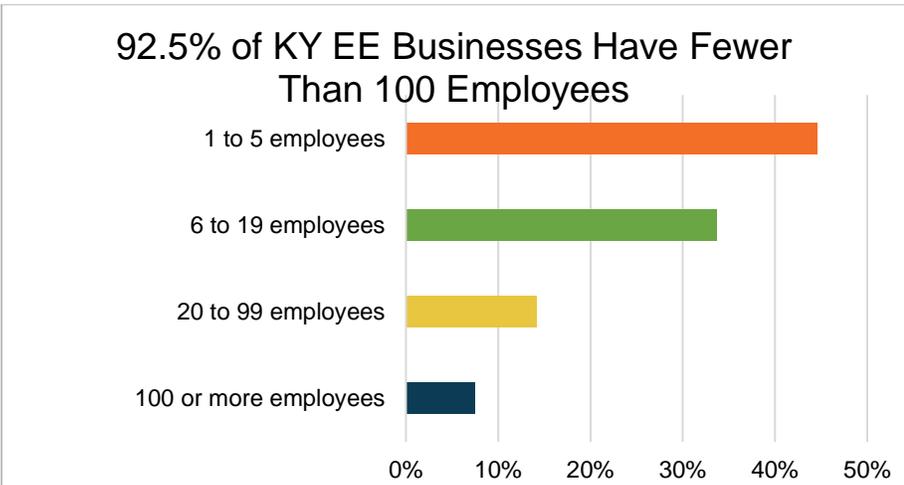
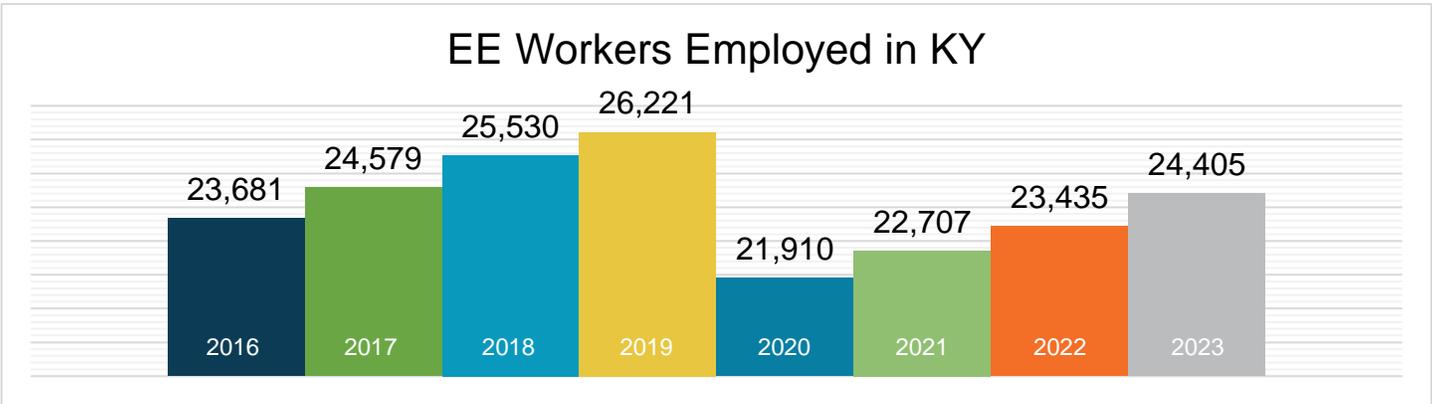
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Presented by:



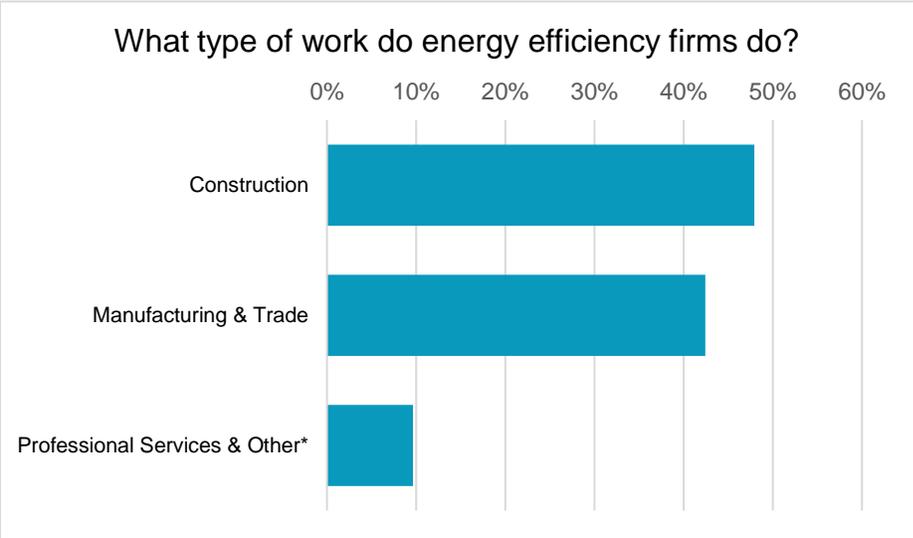
E4 THE FUTURE

What does EE look like in Kentucky?



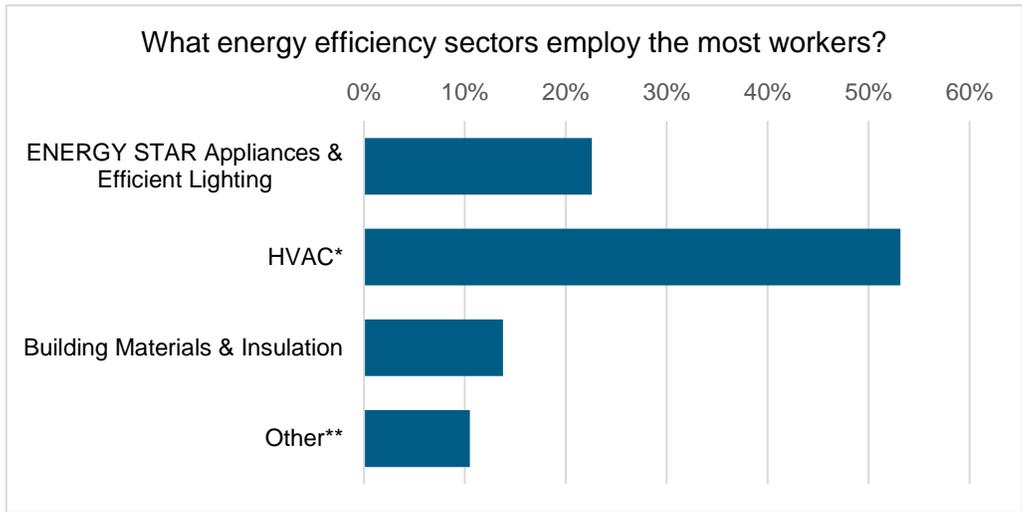
5,706
EE businesses in Kentucky

EE construction workers comprise **13%** of Kentucky's construction workforce

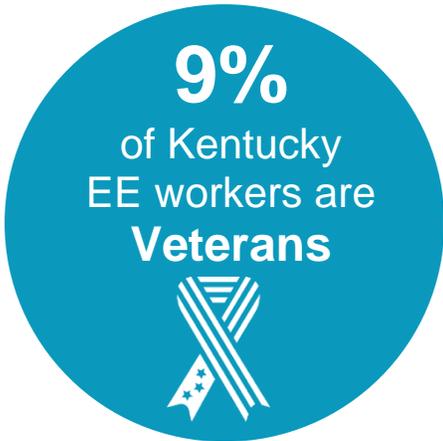


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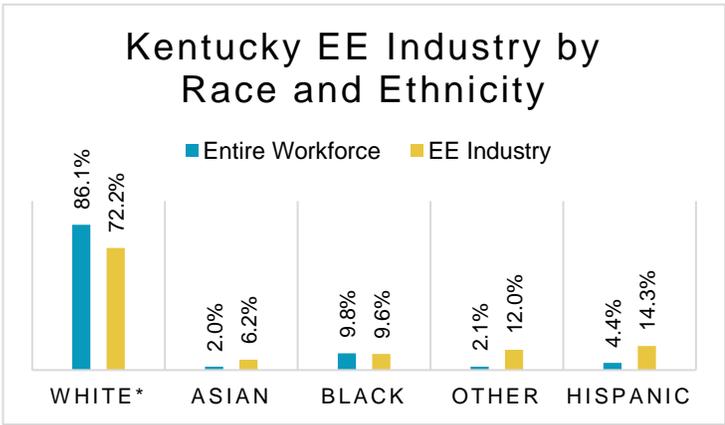
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Kentucky?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Kentucky communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Kentucky businesses.



*Includes non-Hispanic and Hispanic whites.

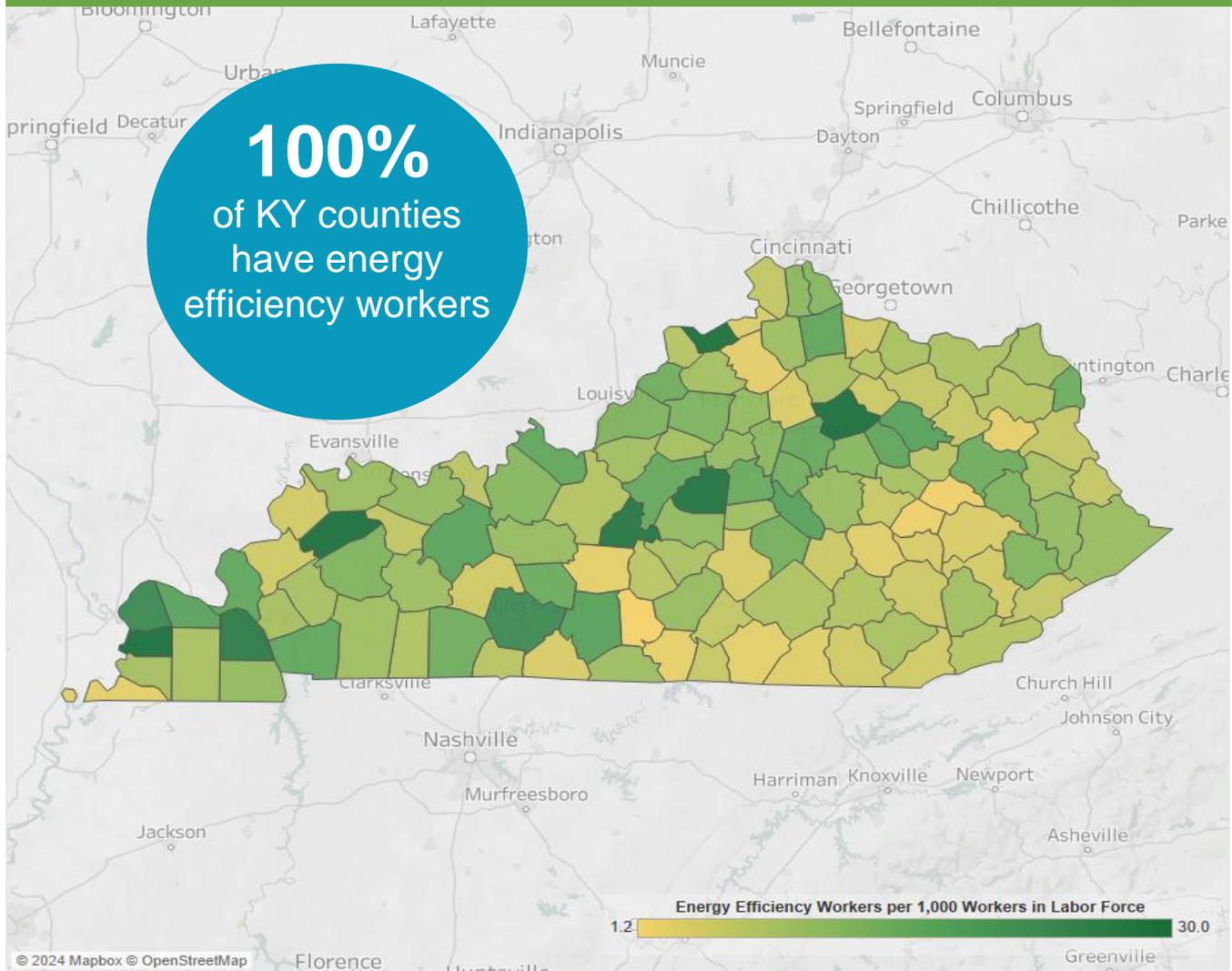


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



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/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,477	Bowling Green	1,709
2	4,524	Cincinnati	1,976
3	5,221	Clarksville	343
4	3,936	Elizabethtown-Fort Knox	521
5	2,607	Evansville	193
6	3,640	Huntington-Ashland	450
		Lexington-Fayette	4,063
		Louisville/Jefferson County	7,179
		Owensboro	534
		Rural	7,439

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	702	11	925	21	792	31	444
2	859	12	1,259	22	455	32	130
3	656	13	1,096	23	290	33	1,696
4	732	14	1,556	24	460	34	347
5	1,185	15	637	25	186	35	69
6	500	16	429	26	675	36	416
7	717	17	633	27	409	37	110
8	334	18	620	28	211	38	220
9	594	19	2,036	29	553		
10	616	20	618	30	239		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	805	28	306	55	255	82	289
2	495	29	764	56	331	83	84
3	<10	30	768	57	<10	84	253
4	389	31	462	58	40	85	191
5	82	32	811	59	26	86	49
6	117	33	424	60	672	87	69
7	897	34	285	61	406	88	<10
8	30	35	141	62	14	89	15
9	233	36	19	63	748	90	61
10	821	37	26	64	153	91	119
11	<10	38	134	65	13	92	348
12	65	39	768	66	<10	93	96
13	<10	40	121	67	224	94	65
14	112	41	1,466	68	27	95	203
15	121	42	<10	69	<10	96	235
16	813	43	<10	70	283	97	139
17	356	44	<10	71	507	98	384
18	35	45	293	72	580	99	63
19	54	46	<10	73	210	100	<10
20	<10	47	662	74	87		
21	203	48	139	75	760		
22	62	49	59	76	299		
23	260	50	217	77	<10		
24	301	51	191	78	<10		
25	<10	52	598	79	<10		
26	513	53	271	80	34		
27	66	54	224	81	<10		





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Louisiana

Energy Efficiency Jobs in America

21,940
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Louisiana?

Energy efficiency is the third largest energy sector in Louisiana.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,511

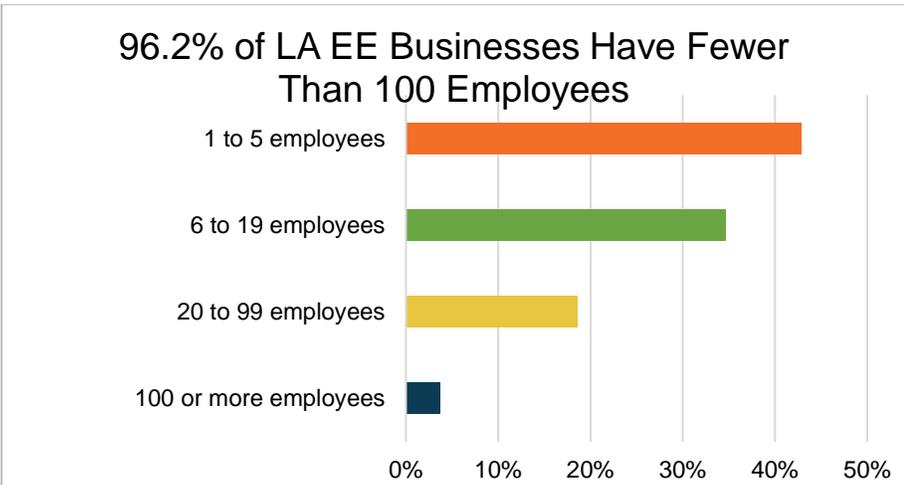
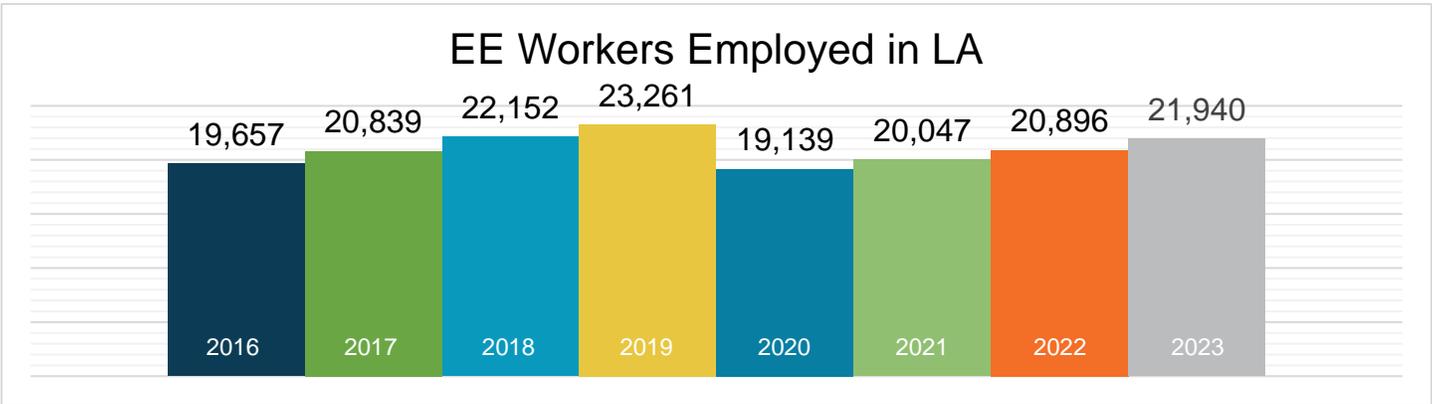
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



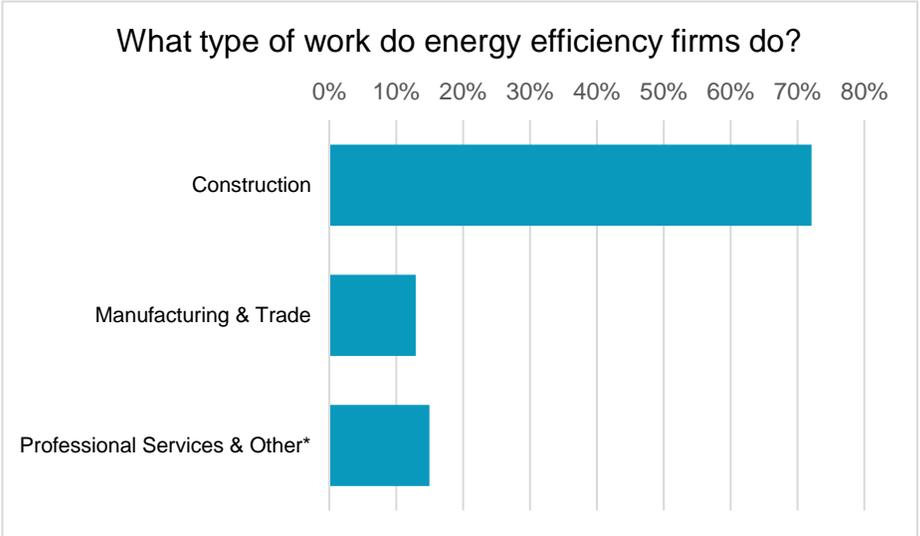
E4 THE FUTURE

What does EE look like in Louisiana?



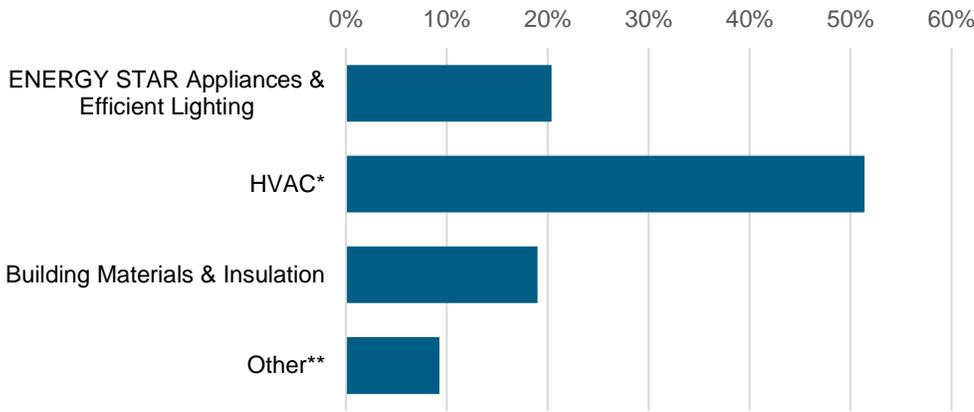
3,097
EE businesses in Louisiana

EE construction workers comprise **12%** of Louisiana's construction workforce

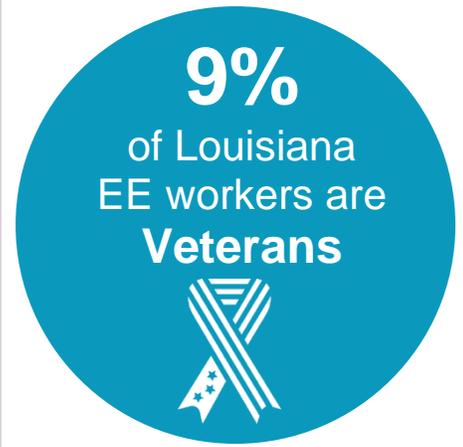


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What energy efficiency sectors employ the most workers?



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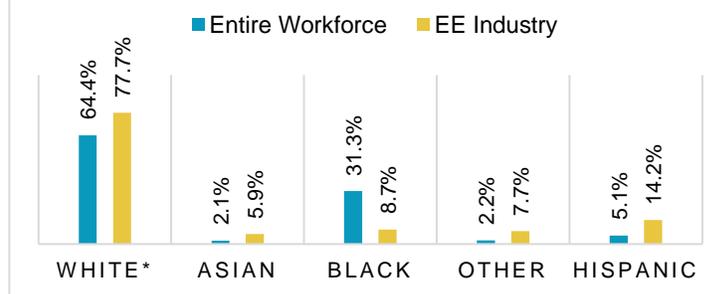


How is EE doing on diversity in Louisiana?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Louisiana communities are represented in the EE sector.

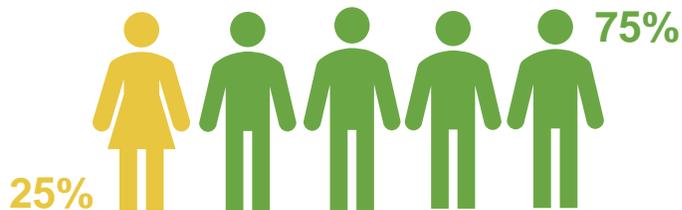
The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Louisiana businesses.

Louisiana EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

Gender in the Louisiana EE Workforce

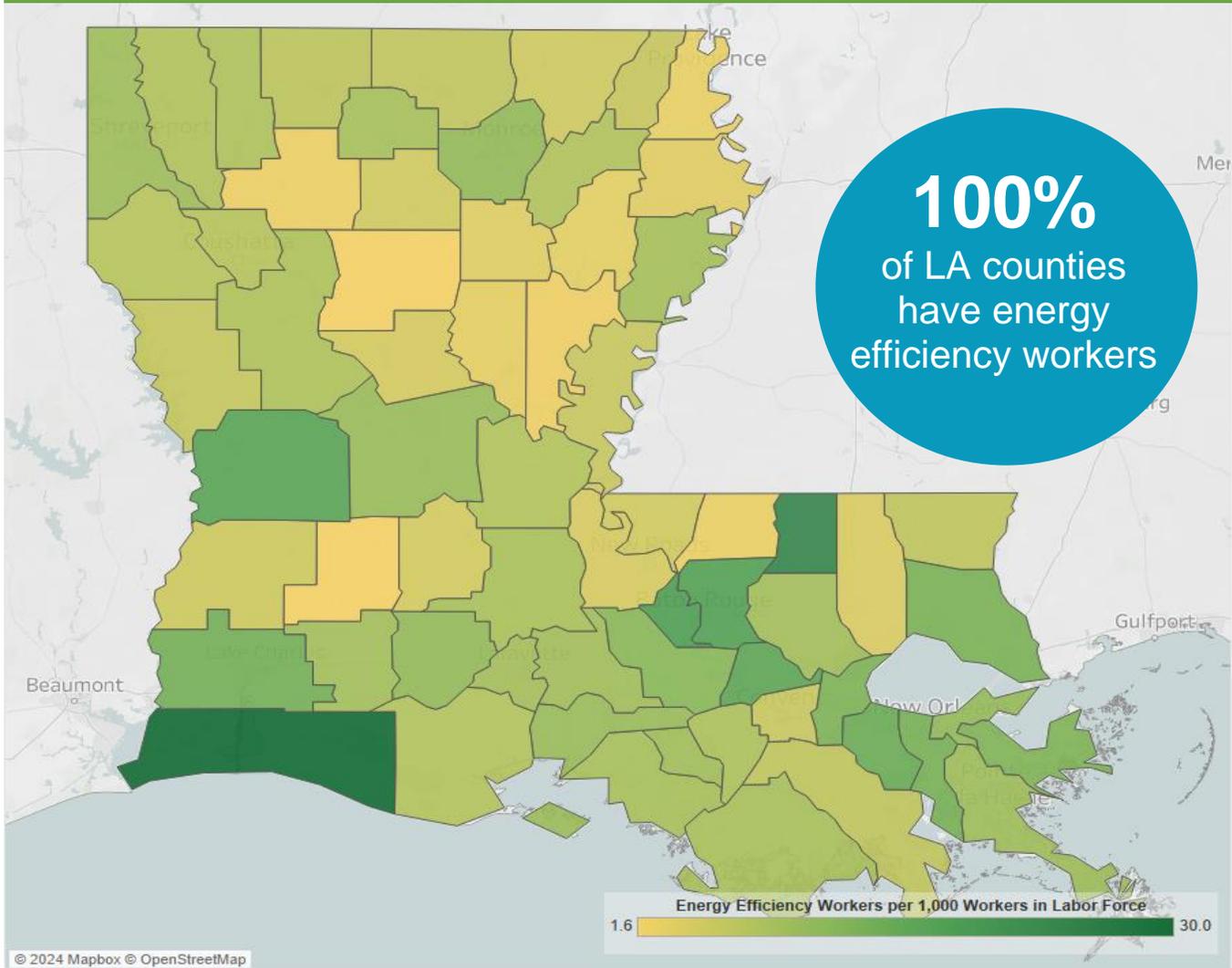


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Energy Efficiency Jobs are Everywhere

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/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,378	Alexandria	576
2	3,849	Baton Rouge	6,335
3	4,030	Houma-Thibodaux	646
4	3,008	Lafayette	1,837
5	2,270	Lake Charles	1,708
6	2,405	Monroe	772
		New Orleans-Metairie	6,548
		Shreveport-Bossier City	1,528
		Rural	1,988

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	699	11	934	21	393	31	189
2	934	12	118	22	621	32	436
3	824	13	250	23	1,245	33	756
4	1,251	14	1,681	24	240	34	45
5	1,175	15	279	25	1,016	35	<10
6	1,136	16	<10	26	128	36	589
7	262	17	310	27	261	37	1,024
8	24	18	205	28	179	38	310
9	874	19	266	29	1,565	39	86
10	695	20	708	30	219		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	434	28	69	55	<10	82	323
2	1,141	29	359	56	289	83	133
3	254	30	<10	57	39	84	217
4	<10	31	1,182	58	397	85	208
5	34	32	62	59	155	86	12
6	<10	33	454	60	23	87	<10
7	111	34	285	61	490	88	<10
8	<10	35	15	62	165	89	163
9	<10	36	151	63	12	90	80
10	126	37	109	64	301	91	1,210
11	226	38	264	65	354	92	<10
12	68	39	229	66	945	93	512
13	941	40	<10	67	327	94	127
14	568	41	92	68	<10	95	<10
15	21	42	<10	69	<10	96	<10
16	<10	43	255	70	<10	97	33
17	68	44	189	71	<10	98	<10
18	272	45	<10	72	341	99	64
19	136	46	80	73	461	100	30
20	113	47	195	74	517	101	<10
21	42	48	274	75	<10	102	104
22	141	49	36	76	343	103	130
23	15	50	233	77	65	104	<10
24	261	51	821	78	770		
25	504	52	48	79	117		
26	<10	53	48	80	1,181		
27	65	54	79	81	98		





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Maine

Energy Efficiency Jobs in America

9,003
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Maine?

Energy efficiency is the largest energy sector in Maine.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 10

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

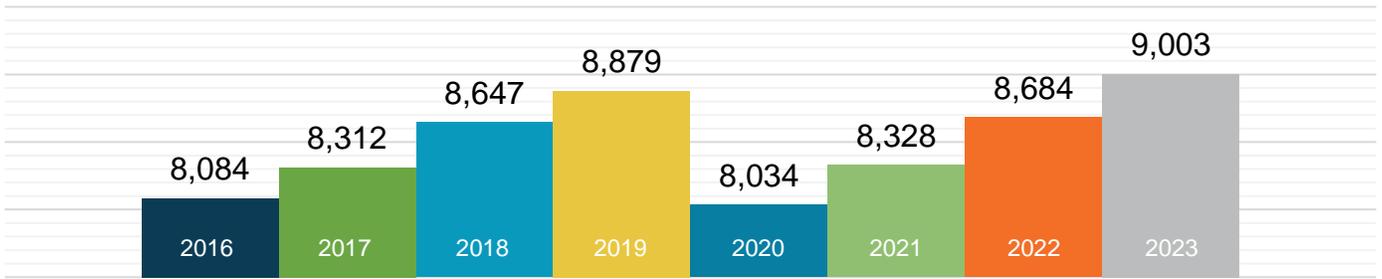
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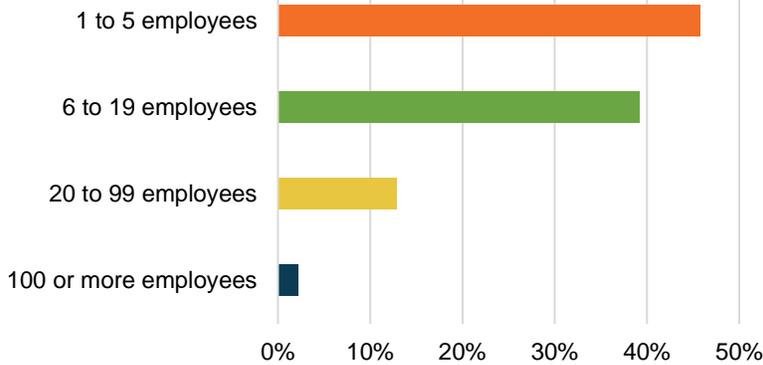
E4 THE FUTURE

What does EE look like in Maine?

EE Workers Employed in ME



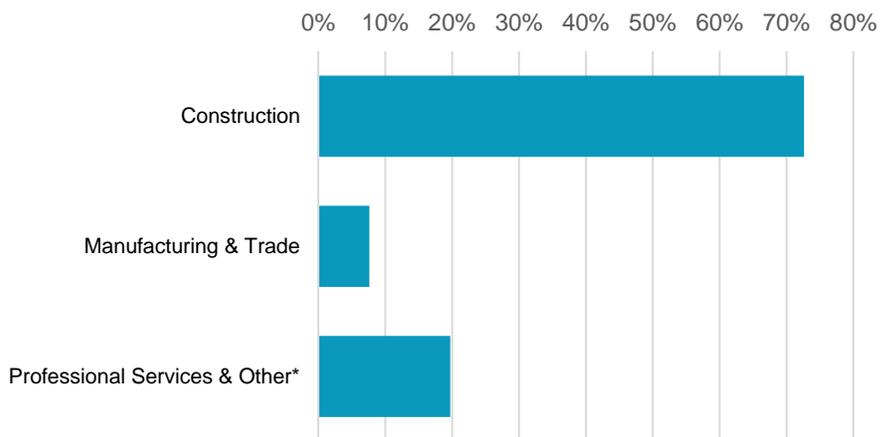
97.8% of ME EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **19%** of Maine's construction workforce

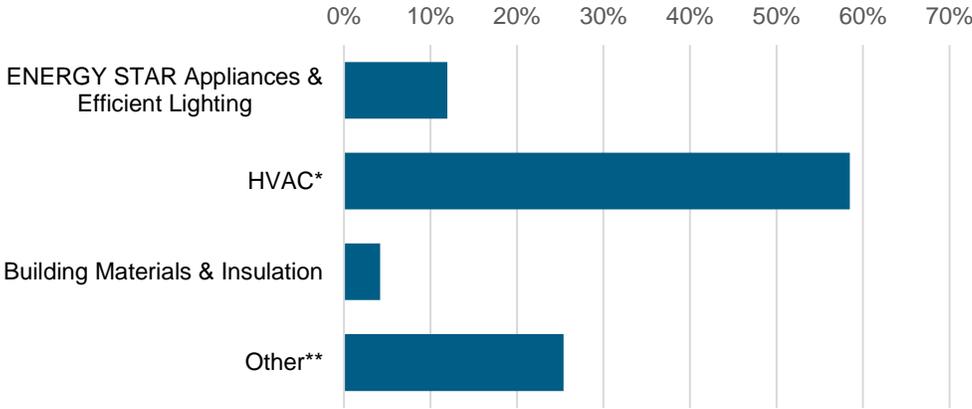


What type of work do energy efficiency firms do?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



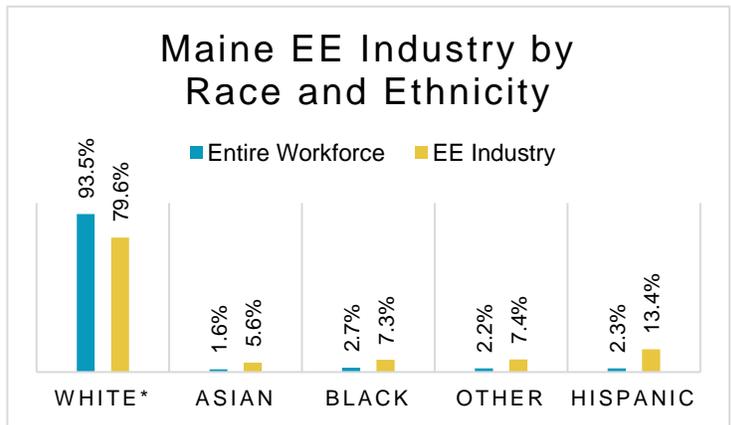
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How is EE doing on diversity in Maine?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Maine communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Maine businesses.



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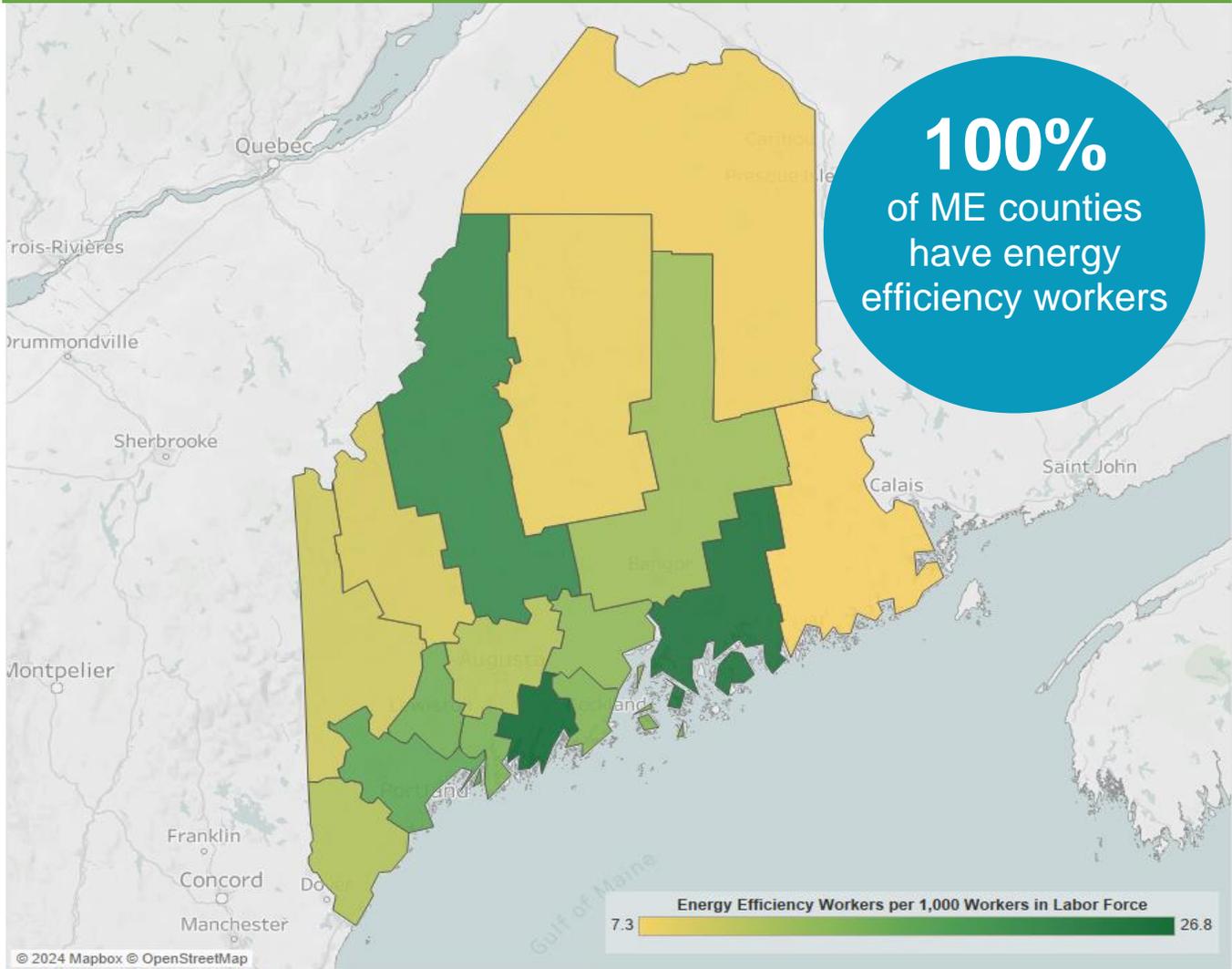


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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,195	Bangor	900
2	3,808	Lewiston-Auburn	758
		Portland- South Portland	4,332
		Rural	3,013

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	148		11	561		21	196		31	194
2	227		12	318		22	184		32	405
3	228		13	306		23	243		33	230
4	151		14	489		24	379		34	140
5	443		15	27		25	509		35	284
6	194		16	183		26	64			
7	438		17	177		27	748			
8	175		18	224		28	<10			
9	51		19	209		29	373			
10	136		20	212		30	150			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	126		40	<10		79	38		118	32
2	25		41	<10		80	25		119	75
3	127		42	<10		81	115		120	<10
4	165		43	79		82	<10		121	30
5	62		44	<10		83	24		122	19
6	<10		45	139		84	19		123	21
7	<10		46	29		85	<10		124	<10
8	90		47	61		86	<10		125	<10
9	242		48	103		87	35		126	<10
10	60		49	132		88	13		127	<10
11	<10		50	<10		89	76		128	78
12	<10		51	90		90	122		129	45
13	28		52	<10		91	73		130	40
14	118		53	68		92	46		131	169
15	<10		54	64		93	86		132	<10
16	62		55	90		94	97		133	58
17	28		56	33		95	50		134	105
18	27		57	68		96	323		135	77
19	<10		58	191		97	88		136	72
20	64		59	<10		98	67		137	71
21	18		60	<10		99	22		138	32
22	66		61	<10		100	59		139	34
23	45		62	132		101	390		140	45
24	148		63	<10		102	58		141	45
25	<10		64	15		103	<10		142	<10
26	102		65	49		104	40		143	<10
27	293		66	22		105	27		144	76
28	136		67	<10		106	55		145	21
29	<10		68	50		107	65		146	56
30	36		69	83		108	60		147	62
31	<10		70	61		109	<10		148	32
32	<10		71	35		110	<10		149	<10
33	<10		72	38		111	<10		150	63
34	<10		73	50		112	106		151	<10
35	<10		74	39		113	42		152	<10
36	494		75	48		114	<10		153	<10
37	<10		76	69		115	27			
38	325		77	254		116	16			
39	<10		78	115		117	58			





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Maryland

Energy Efficiency Jobs in America

67,772
Total Jobs

What are EE jobs?

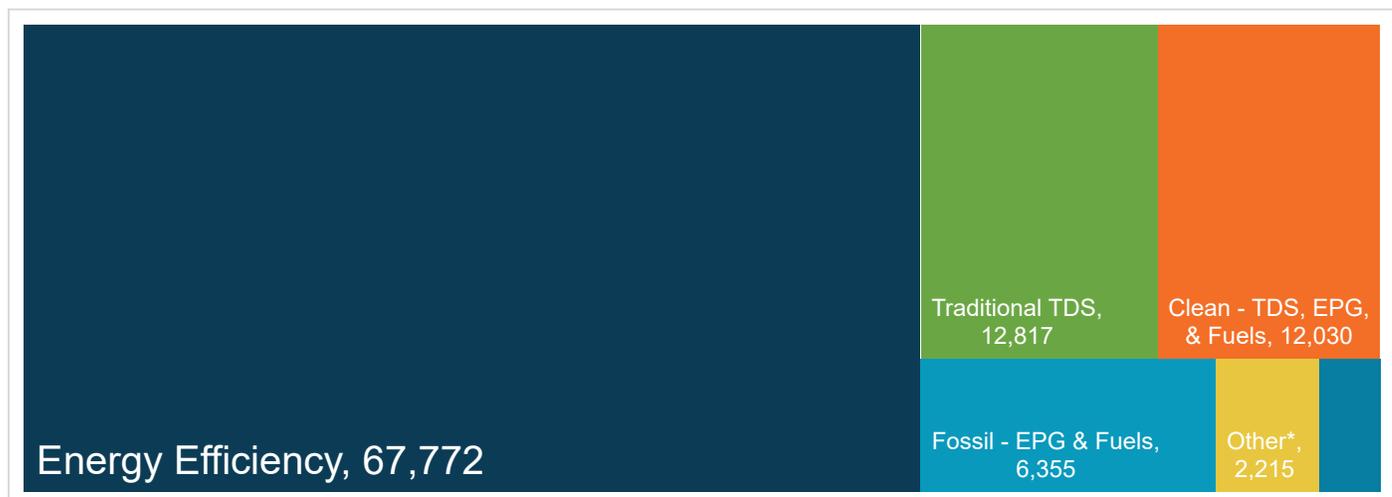
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How does EE compare in Maryland?

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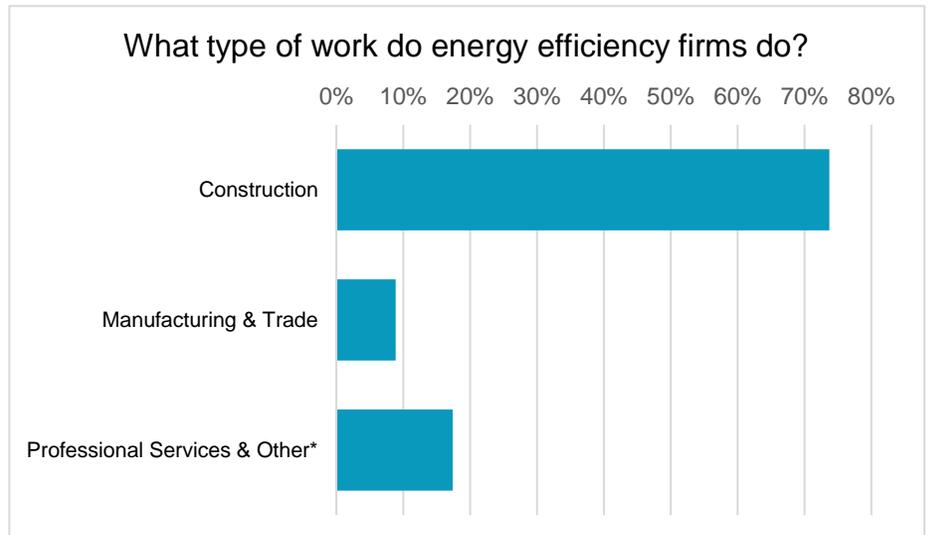
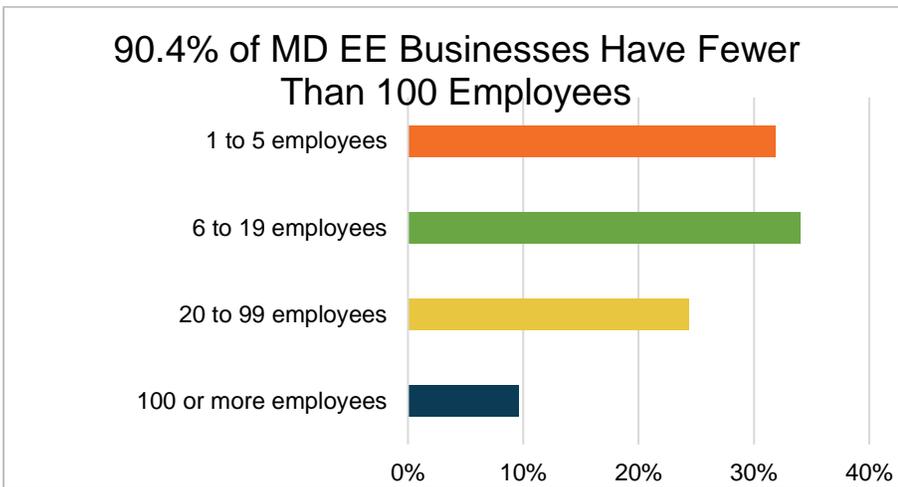
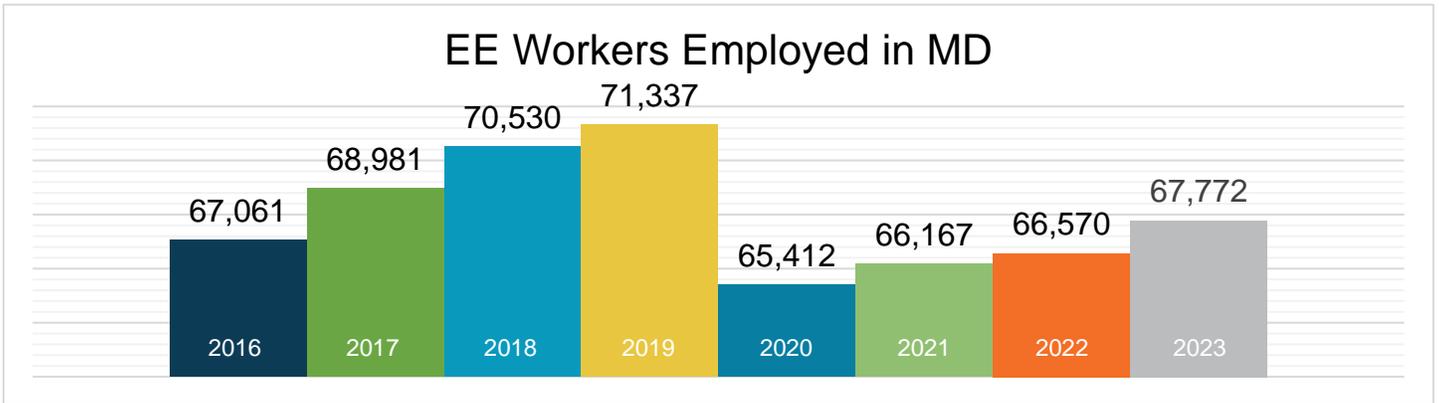
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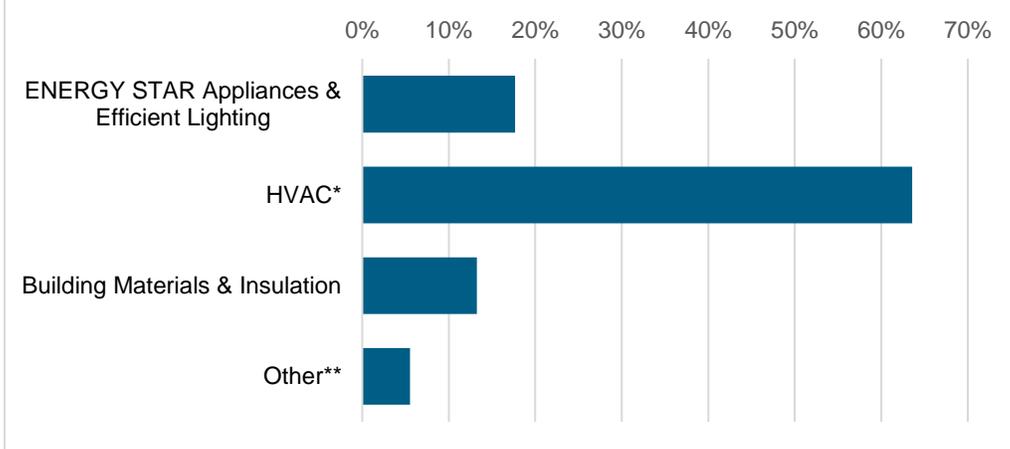
E4 THE
FUTURE

What does EE look like in Maryland?

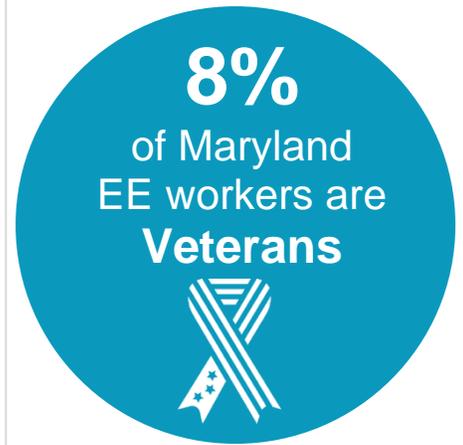


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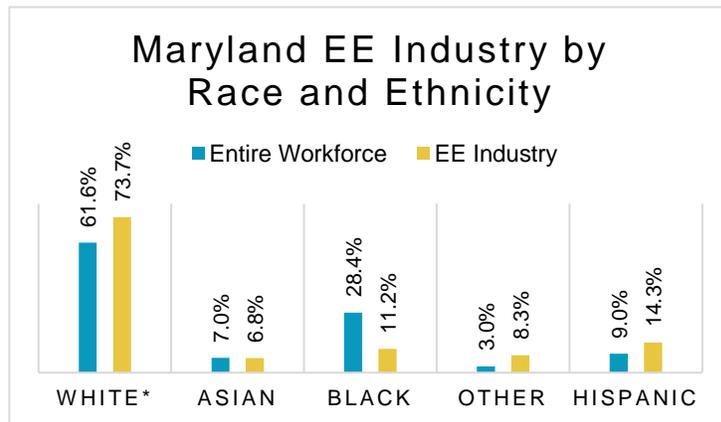
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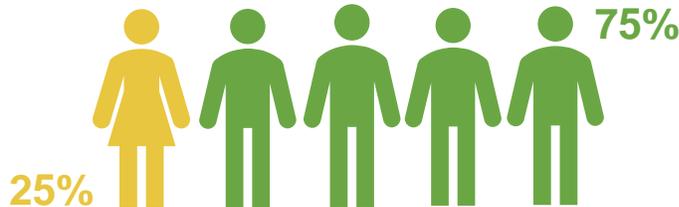
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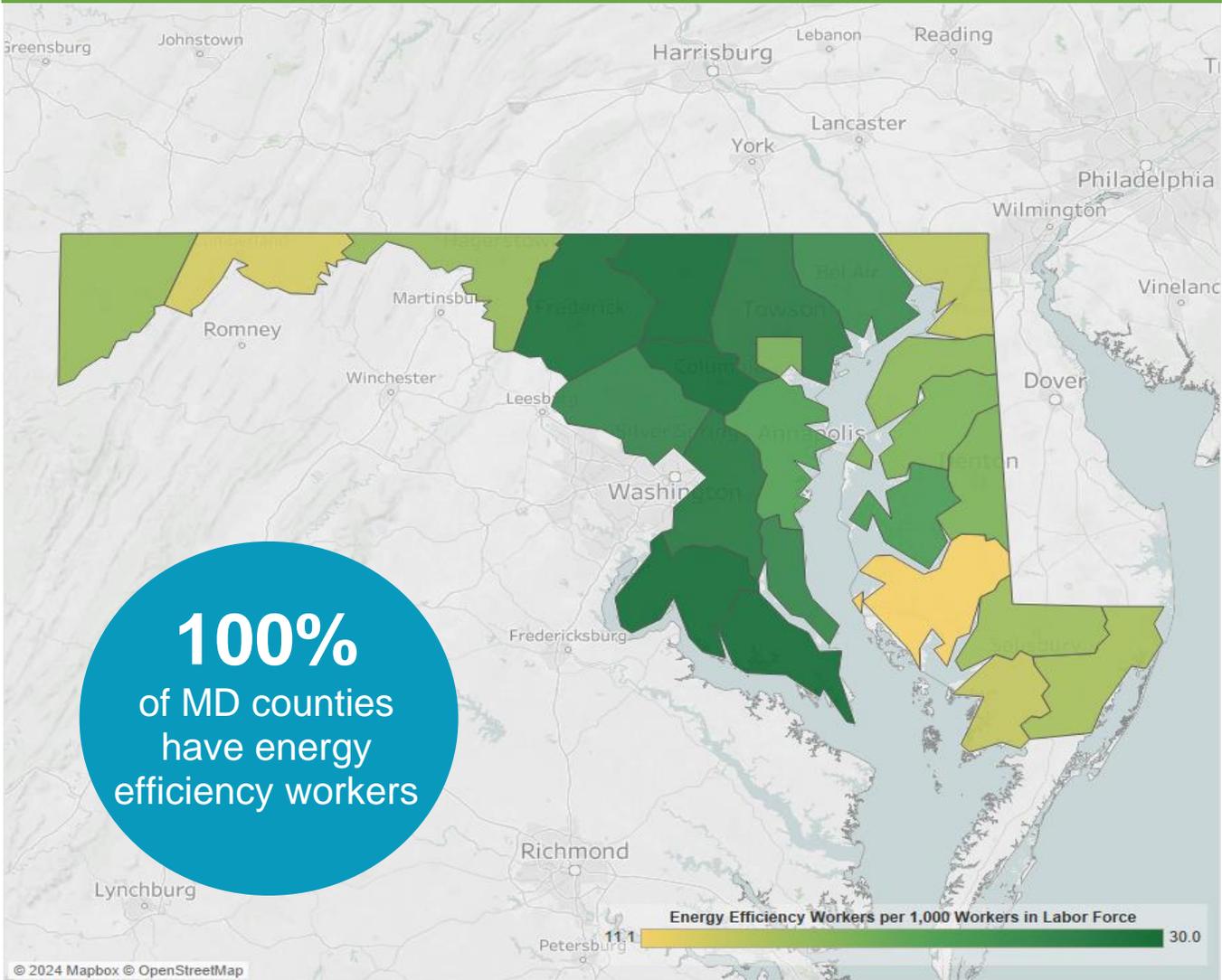
Gender in the Maryland EE Workforce



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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/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	12,711	Baltimore-Columbia-Towson	33,156
2	12,246	Cumberland	350
3	13,429	Hagerstown-Martinsburg	1,083
4	5,776	Philadelphia-Camden-Wilmington	541
5	4,638	Salisbury	1,215
6	11,991	Washington-Arlington-Alexandria	26,415
7	1,645	Rural	5,011
8	5,335		

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	2,059		15	4,051		29	721
2	587		16	3,531		30	2,716
3	2,718		17	2,061		31	2,766
4	2,096		18	1,258		32	38
5	1,530		19	178		33	343
6	1,994		20	1,416		34	561
7	2,845		21	1,932		35	826
8	935		22	1,921		36	1,650
9	2,845		23	915		37	2,325
10	1,908		24	679		38	963
11	3,373		25	644		39	<10
12	2,371		26	350		40	4,085
13	1,350		27	1,001		41	<10
14	2,133		28	1,316		42	158
						43	250
						44	<10
						45	229
						46	<10
						47	121

State House of Delegates							
District	Jobs		District	Jobs		District	Jobs
4	4,925		22	1,934		03B	14
5	1,508		24	670		09A	75
6	2,010		25	1,164		23A	185
7	2,805		26	345		23B	191
8	919		28	1,438		27A	75
10	2,067		32	1,468		27B	397
11	3,444		33	2,803		27C	464
12	4,471		36	2,207		29A	254
13	1,708		40	4,024		29B	435
14	2,201		43	250		29C	26
15	4,071		45	225		30A	327
16	3,487		46	279		30B	244
17	2,037		01A	930		31A	705
18	1,272		01B	24		34A	554
19	176		01C	1,085		35A	148
20	1,591		02A	274		35B	105
21	1,918		03A	298		37A	1,260
						37B	1,058
						38A	432
						38B	125
						38C	395
						42A	12
						42B	139
						47A	120





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Massachusetts

Energy Efficiency Jobs in America

83,893
Total Jobs

What are EE jobs?

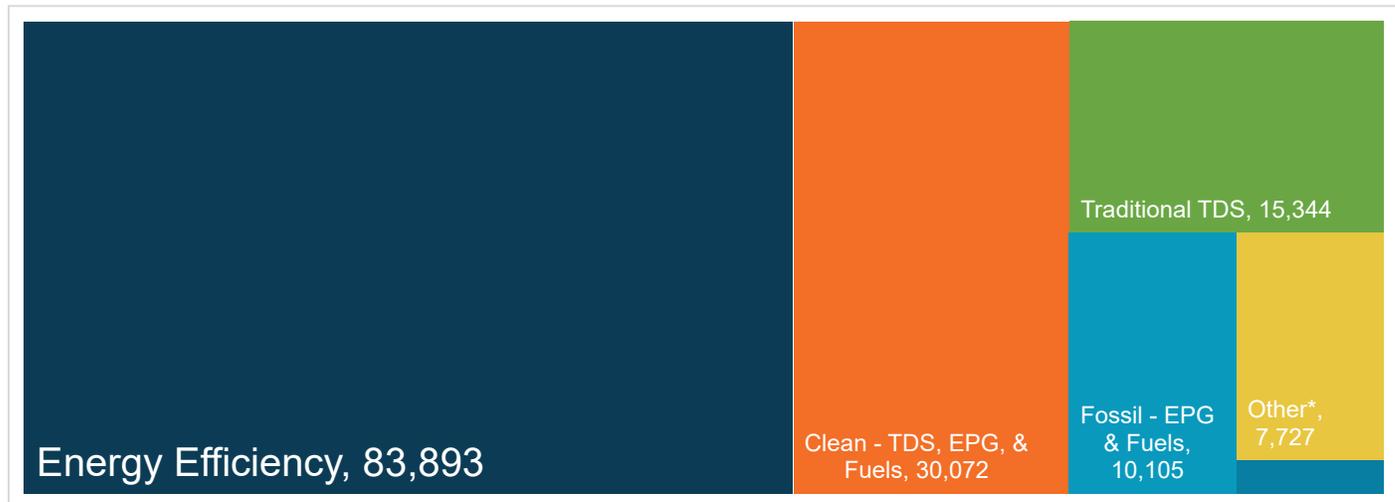
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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.
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How does EE compare in Massachusetts?

Energy efficiency is the largest energy sector in Massachusetts.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

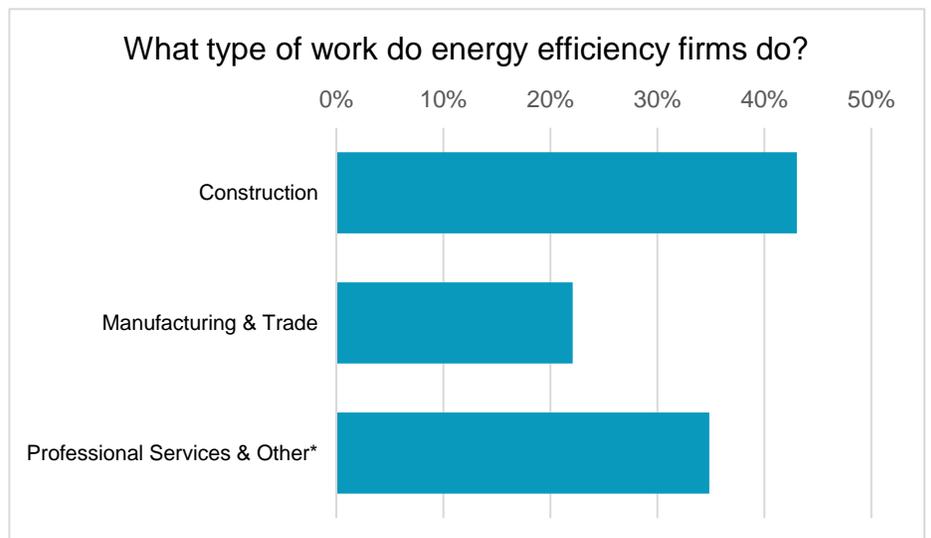
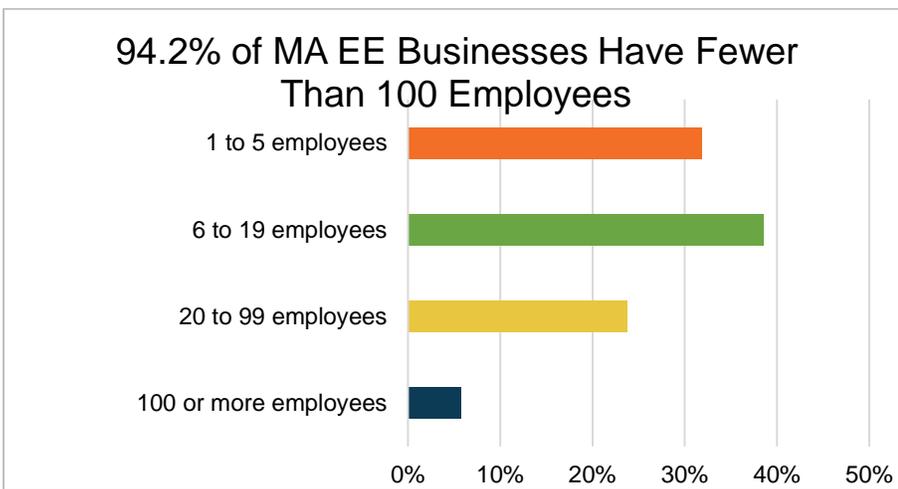
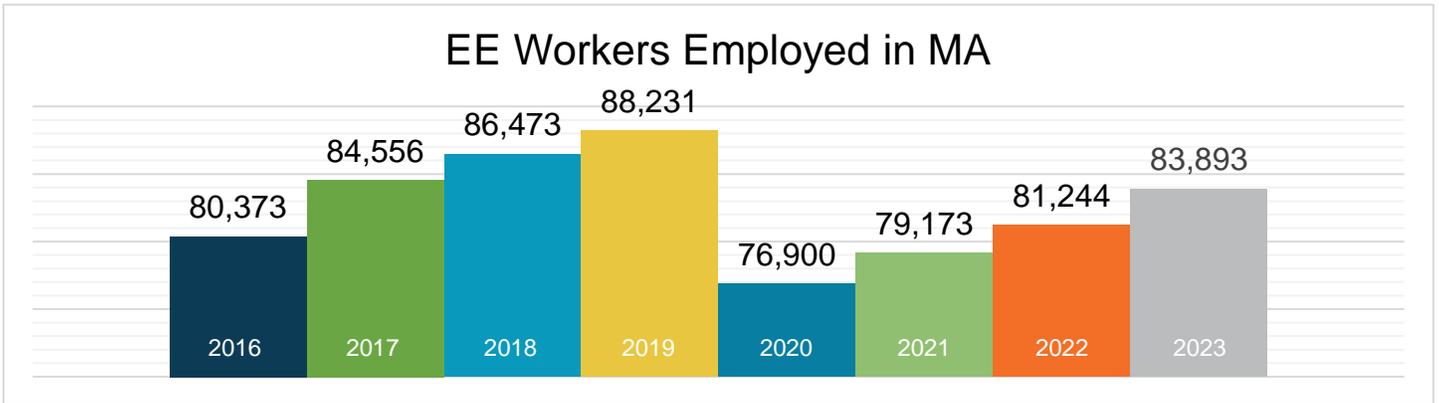
Nuclear (EPG & Fuels) = 1,130

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



E4 THE FUTURE

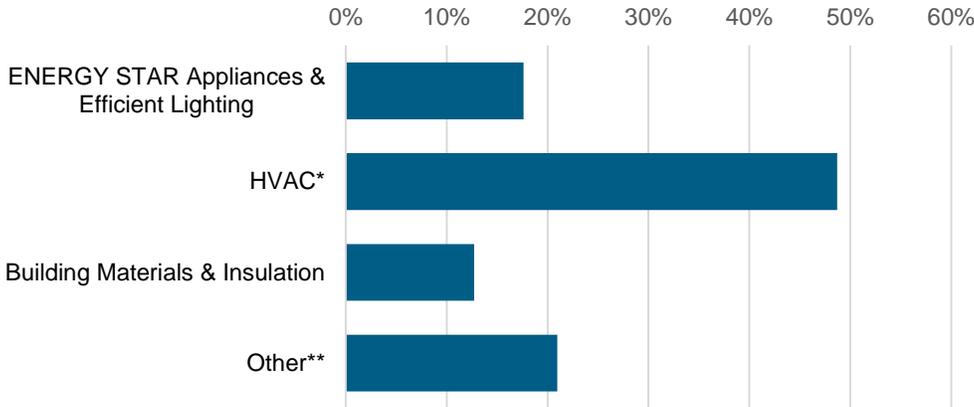
What does EE look like in Massachusetts?



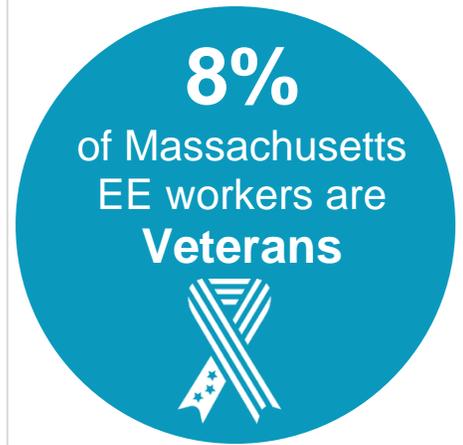
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What energy efficiency sectors employ the most workers?



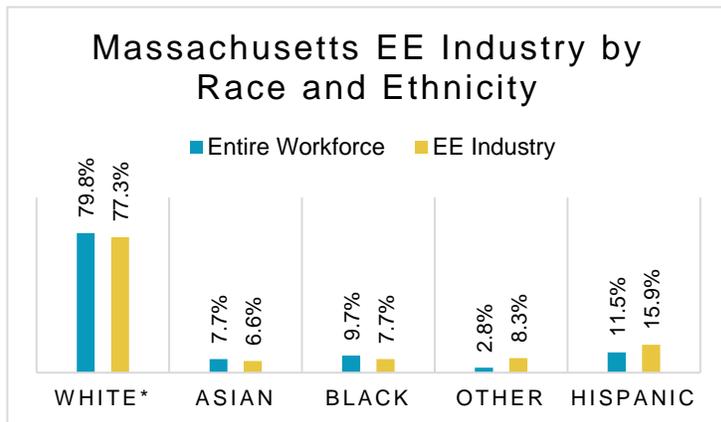
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



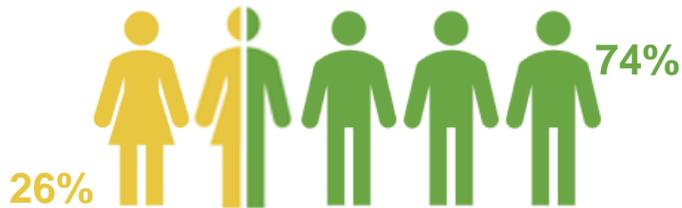
How is EE doing on diversity in Massachusetts?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Massachusetts communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Massachusetts businesses.



Gender in the Massachusetts EE Workforce

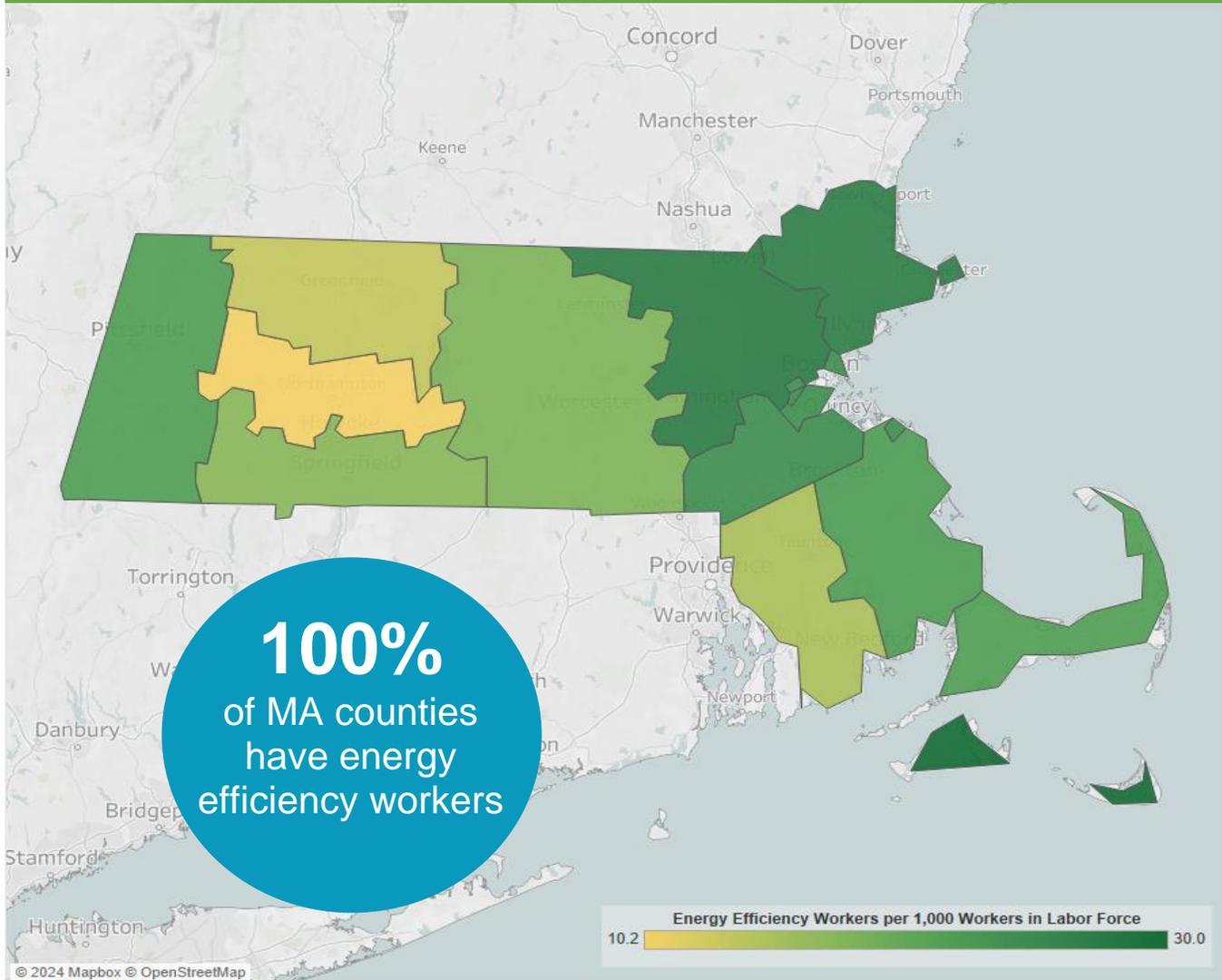


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Energy Efficiency Jobs are Everywhere

EE Jobs by County



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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	7,156	Barnstable Town	1,959
2	7,260	Boston-Cambridge-Newton	64,189
3	11,496	Pittsfield	1,274
4	10,279	Providence-Warwick	3,445
5	9,883	Springfield	4,185
6	10,272	Worcester	6,380
7	9,029	Rural	2,461
8	10,400		
9	8,119		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1st Barnstable	1,363	1st Franklin	429	26th Middlesex	860	8th Suffolk	709
2nd Barnstable	228	2nd Franklin	615	27th Middlesex	206	9th Suffolk	218
3rd Barnstable	722	1st Hampden	427	28th Middlesex	544	11th Suffolk	422
4th Barnstable	452	2nd Hampden	344	30th Middlesex	183	12th Suffolk	135
5th Barnstable	868	3rd Hampden	320	31st Middlesex	215	19th Suffolk	393
Barnstable-Dukes-Nantucket	870	4th Hampden	221	32nd Middlesex	162	1st Worcester	<10
1st Berkshire	608	5th Hampden	793	36th Middlesex	399	3rd Worcester	306
3rd Berkshire	527	6th Hampden	346	37th Middlesex	493	4th Worcester	118
1st Bristol	674	7th Hampden	198	1st Norfolk	269	6th Worcester	434
2nd Bristol	342	8th Hampden	153	2nd Norfolk	1,287	7th Worcester	184
3rd Bristol	1,030	9th Hampden	864	3rd Norfolk	1,420	8th Worcester	308
4th Bristol	389	12th Hampden	230	5th Norfolk	527	9th Worcester	685
5th Bristol	112	1st Hampshire	811	6th Norfolk	465	10th Worcester	462
6th Bristol	887	2nd Hampshire	251	7th Norfolk	496	11th Worcester	533
7th Bristol	36	3rd Hampshire	<10	8th Norfolk	1,057	12th Worcester	85
8th Bristol	474	1st Middlesex	484	10th Norfolk	397	13th Worcester	396
9th Bristol	521	2nd Middlesex	1,354	11th Norfolk	586	14th Worcester	284
10th Bristol	396	3rd Middlesex	523	12th Norfolk	507	15th Worcester	623
11th Bristol	45	4th Middlesex	1,873	13th Norfolk	678	16th Worcester	92
12th Bristol	447	5th Middlesex	1,122	14th Norfolk	401	17th Worcester	539
13th Bristol	35	6th Middlesex	632	15th Norfolk	604	18th Worcester	108
14th Bristol	240	7th Middlesex	288	1st Plymouth	855	19th Worcester	43
1st Essex	740	8th Middlesex	1,000	2nd Plymouth	453		
2nd Essex	939	9th Middlesex	1,508	3rd Plymouth	<10		
3rd Essex	117	10th Middlesex	744	4th Plymouth	319		
4th Essex	381	11th Middlesex	882	5th Plymouth	372		
5th Essex	725	12th Middlesex	87	6th Plymouth	267		
6th Essex	564	13th Middlesex	299	7th Plymouth	838		
7th Essex	832	14th Middlesex	945	8th Plymouth	379		
8th Essex	399	15th Middlesex	1,877	9th Plymouth	313		
9th Essex	1,098	16th Middlesex	730	10th Plymouth	270		
10th Essex	126	17th Middlesex	962	11th Plymouth	582		
11th Essex	<10	19th Middlesex	1,196	12th Plymouth	164		
12th Essex	644	20th Middlesex	530	2nd Suffolk	208		
13th Essex	604	21st Middlesex	884	3rd Suffolk	366		
14th Essex	2,462	22nd Middlesex	332	4th Suffolk	455		
16th Essex	129	23rd Middlesex	684	5th Suffolk	8,527		
17th Essex	1,386	24th Middlesex	1,050	6th Suffolk	672		
18th Essex	621	25th Middlesex	632	7th Suffolk	348		



State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
Berkshire-Hampden-Franklin-Hampshire	2,494	First Middlesex	1,079	First Essex and Middlesex	2,699	First Plymouth and Norfolk	1,554
Hampden and Hampshire	2,490	Middlesex and Worcester	894	Second Essex	899	Norfolk and Plymouth	2,595
Hampden	1,979	Middlesex and Norfolk	2,431	Fifth Middlesex	3,404	Norfolk-Plymouth-Bristol	1,714
Hampden-Hampshire-Worcester	1,896	Norfolk-Worcester-Middlesex	4,046	Third Essex	1,501	Second Plymouth and Norfolk	1,667
Hampshire-Franklin-Worcester	927	Third Middlesex	3,059	Third Suffolk	1,493	Bristol and Norfolk	1,086
Worcester and Hampshire	1,765	Fourth Middlesex	3,319	Middlesex and Suffolk	2,871	Third Bristol and Plymouth	2,165
Worcester and Hampden	1,153	Norfolk and Middlesex	2,438	Second Middlesex	5,435	First Bristol and Plymouth	1,366
Second Worcester	1,161	Norfolk and Suffolk	4,009	Suffolk and Middlesex	820	Second Bristol and Plymouth	1,136
First Worcester	1,188	First Essex	2,273	Second Suffolk	1,664	Plymouth and Barnstable	2,283
Worcester and Middlesex	2,340	Second Essex and Middlesex	2,755	First Suffolk	1,275	Cape and Islands	2,571





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Michigan

Energy Efficiency Jobs in America

76,509
Total Jobs

What are EE jobs?

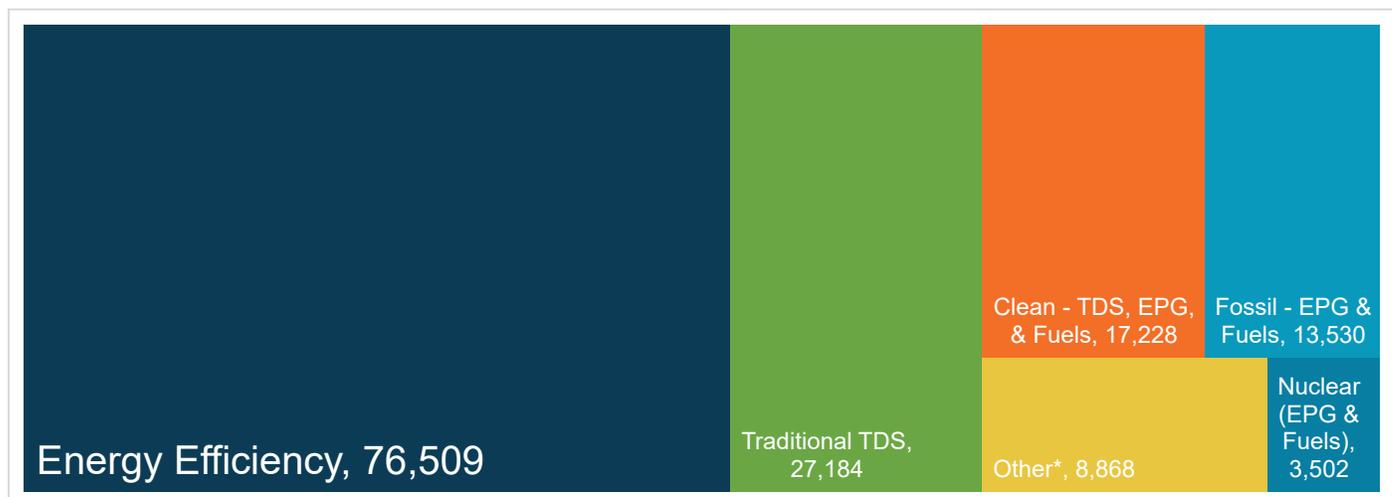
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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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How does EE compare in Michigan?

Energy efficiency is the largest energy sector in Michigan.



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EPG = Electric Power Generation

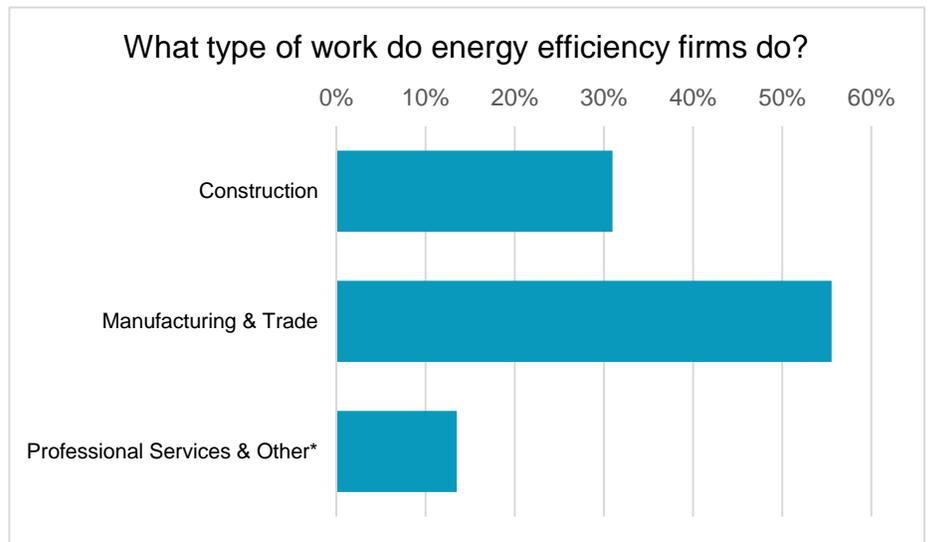
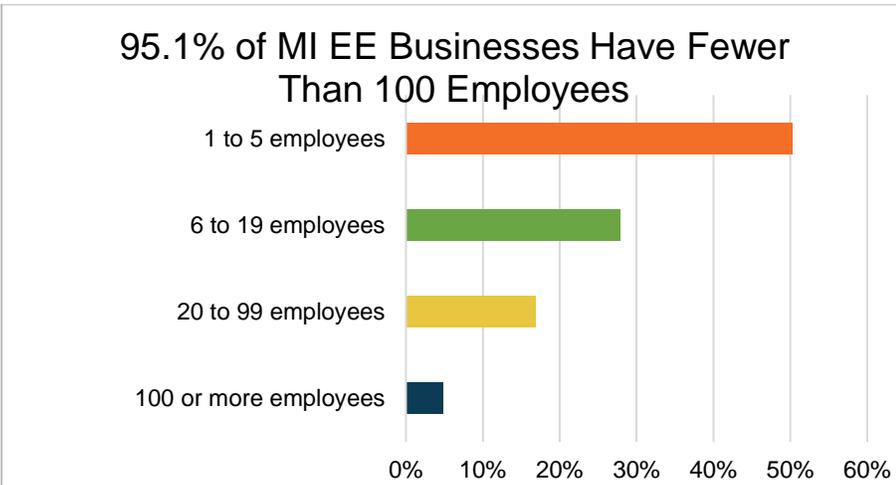
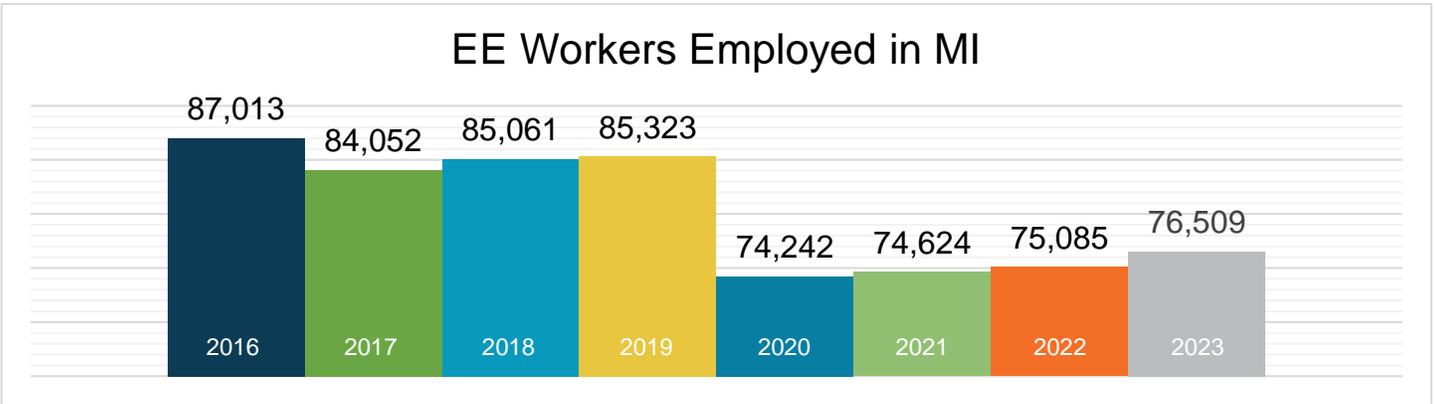
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



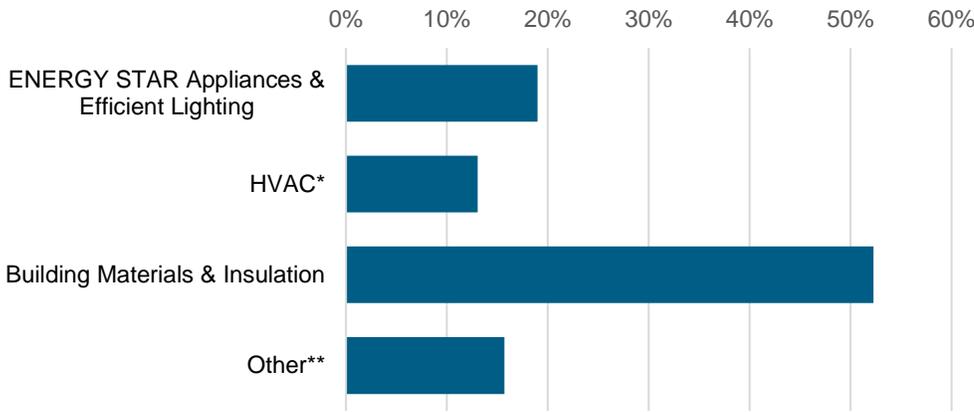
E4 THE FUTURE

What does EE look like in Michigan?

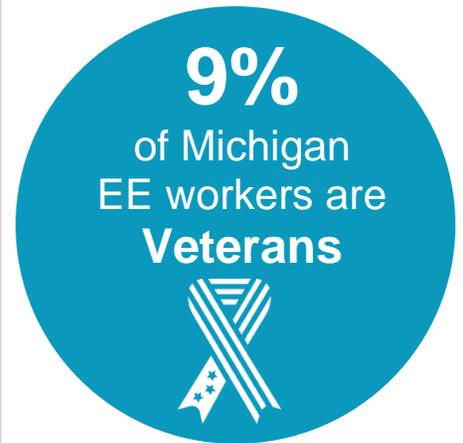


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What energy efficiency sectors employ the most workers?



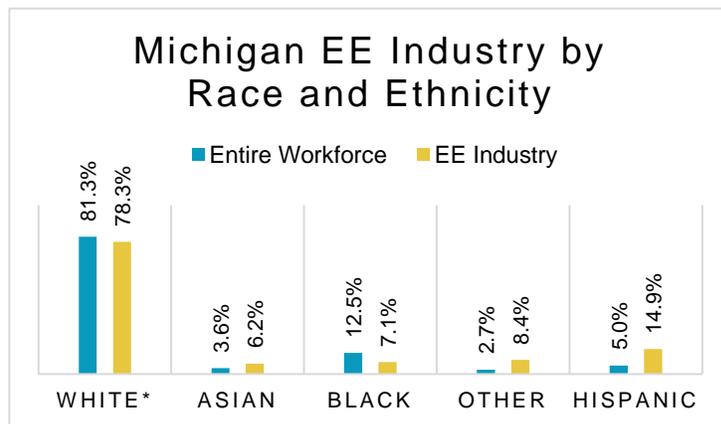
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How is EE doing on diversity in Michigan?

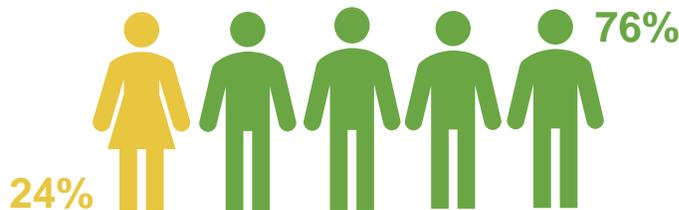
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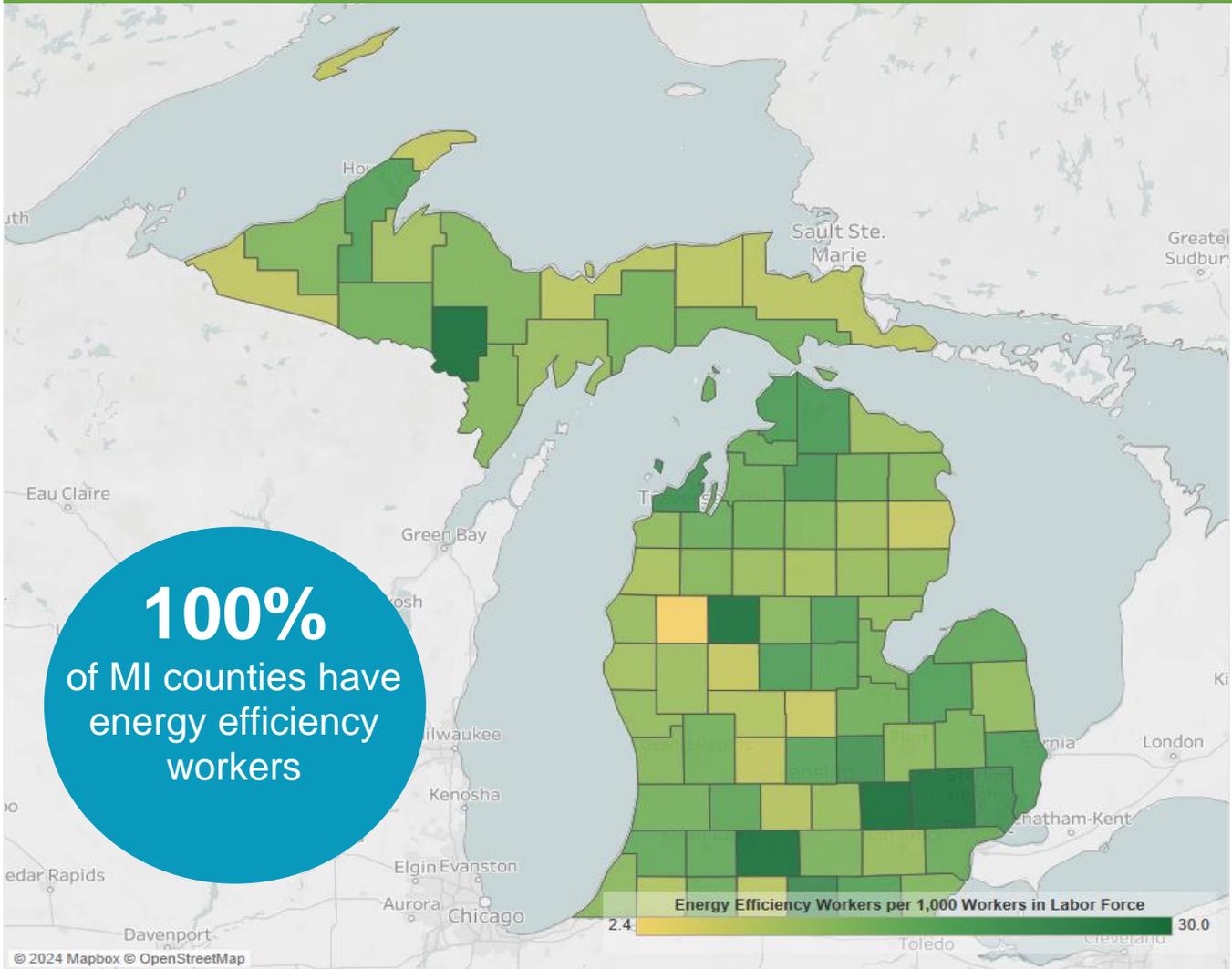
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Energy Efficiency Jobs are Everywhere

EE Jobs by County



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Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	7,619	9	9,142	Ann Arbor	2,408	Kalamazoo-Portage	2,310
2	8,084	10	4,759	Battle Creek	1,605	Lansing-East Lansing	2,435
3	3,918	11	5,611	Bay City	473	Monroe	555
4	5,795	12	3,442	Detroit-Warren-Dearborn	42,765	Muskegon	705
5	3,539	13	3,665	Flint	1,625	Niles-Benton Harbor	733
6	5,194	14	3,279	Grand Rapids-Wyoming	8,165	Saginaw	1,181
7	7,488			Holland	583	South Bend-Mishawaka	78
8	4,974			Jackson	789	Rural	10,100

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	3,036	11	5,079	21	2,406	31	1,933
2	629	12	3,971	22	1,971	32	1,124
3	1,761	13	2,729	23	2,480	33	1,603
4	303	14	1,760	24	968	34	1,311
5	623	15	1,942	25	2,039	35	2,850
6	1,140	16	2,031	26	3,444	36	1,617
7	2,457	17	1,742	27	1,098	37	2,179
8	3,334	18	2,332	28	3,652	38	2,304
9	1,620	19	2,302	29	368		
10	1,165	20	1,964	30	1,240		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	533	35	2,049	69	48	103	879
2	265	36	524	70	719	104	441
3	714	37	1,749	71	219	105	1,261
4	591	38	1,721	72	2,038	106	929
5	734	39	370	73	2,316	107	582
6	865	40	1,260	74	1,250	108	863
7	91	41	1,186	75	337	109	686
8	495	42	1,286	76	<10	110	754
9	174	43	502	77	103		
10	<10	44	356	78	502		
11	1,084	45	415	79	399		
12	1,069	46	439	80	1,152		
13	713	47	819	81	902		
14	440	48	533	82	520		
15	86	49	94	83	425		
16	<10	50	338	84	537		
17	712	51	140	85	651		
18	1,113	52	1,770	86	260		
19	575	53	762	87	204		
20	1,367	54	411	88	678		
21	<10	55	<10	89	557		
22	551	56	409	90	<10		
23	121	57	775	91	911		
24	918	58	681	92	112		
25	718	59	1,127	93	363		
26	1,804	60	1,637	94	1,138		
27	659	61	84	95	256		
28	483	62	991	96	339		
29	1,756	63	366	97	694		
30	868	64	781	98	660		
31	460	65	151	99	409		
32	491	66	1,012	100	514		
33	314	67	1,343	101	1,535		
34	1,054	68	1,084	102	354		





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Minnesota

Energy Efficiency Jobs in America

44,511
Total Jobs

What are EE jobs?

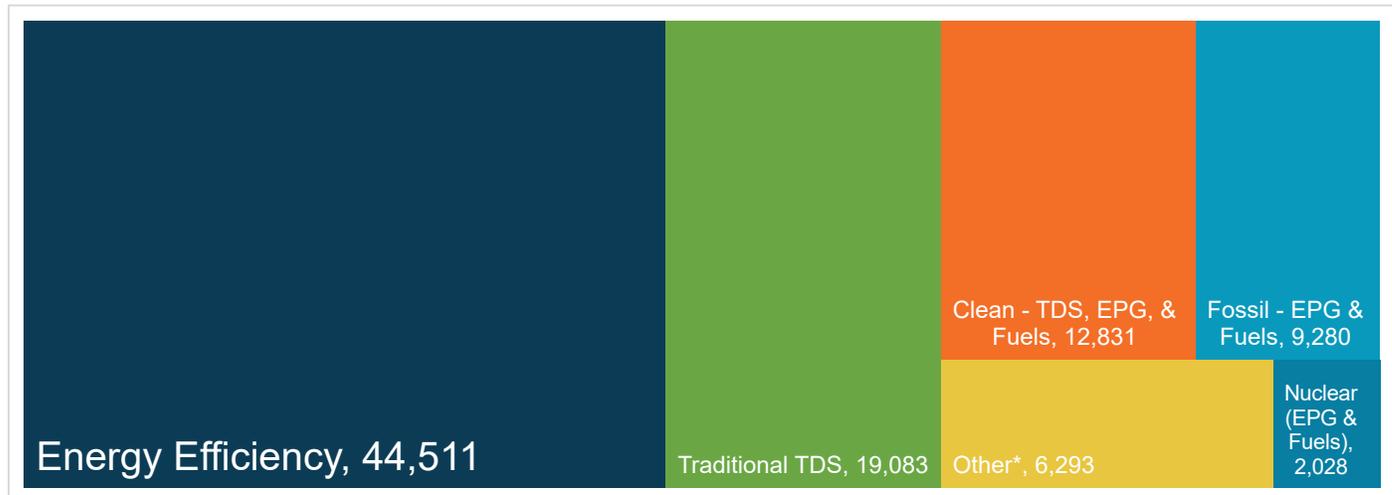
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- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

How does EE compare in Minnesota?

Energy efficiency is the largest energy sector in Minnesota.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

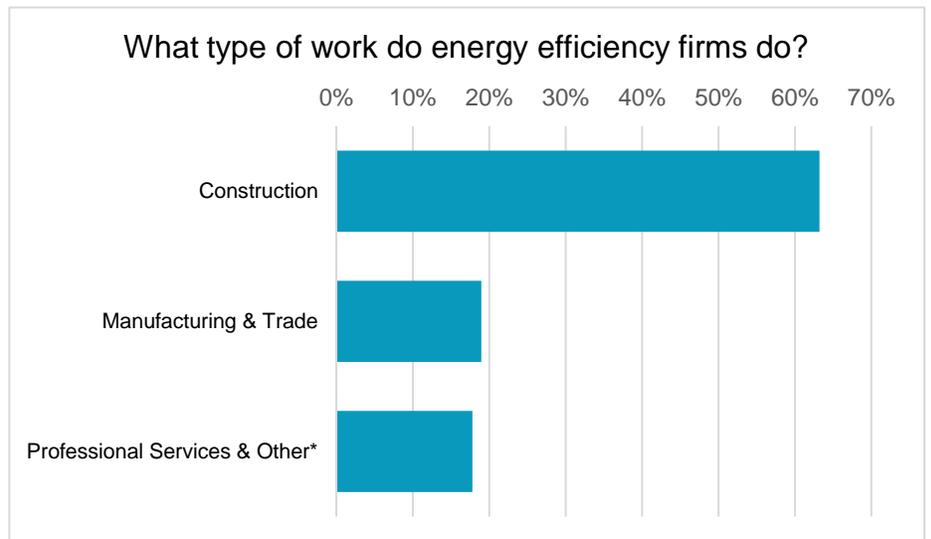
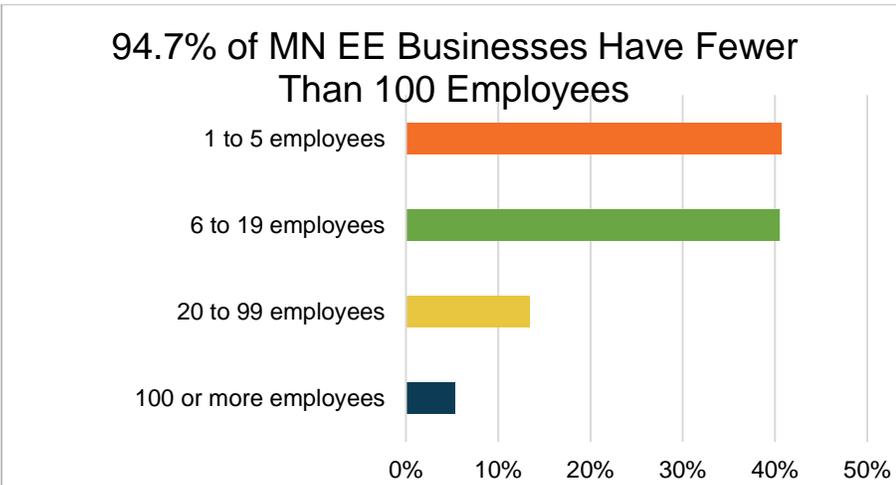
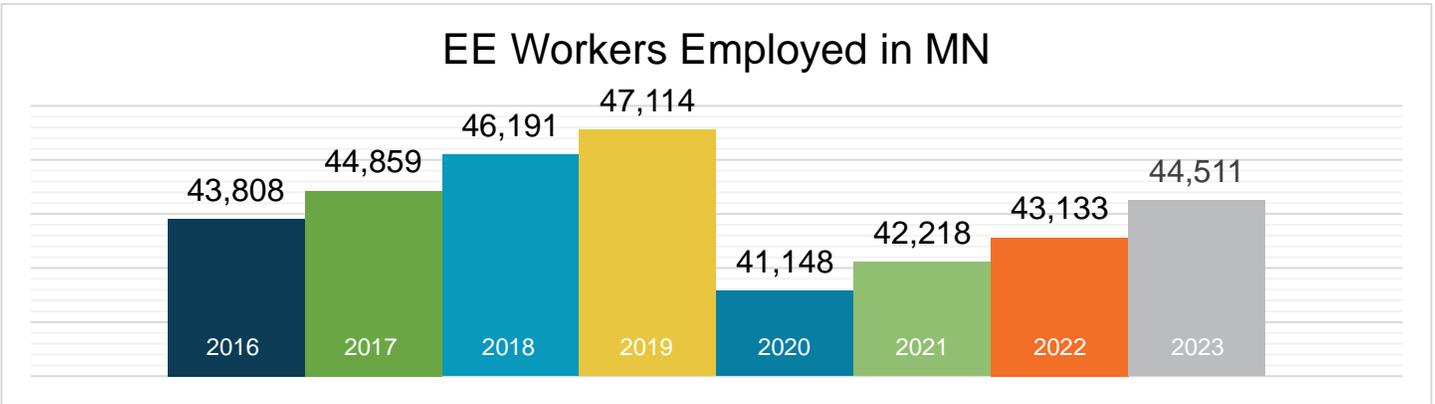
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



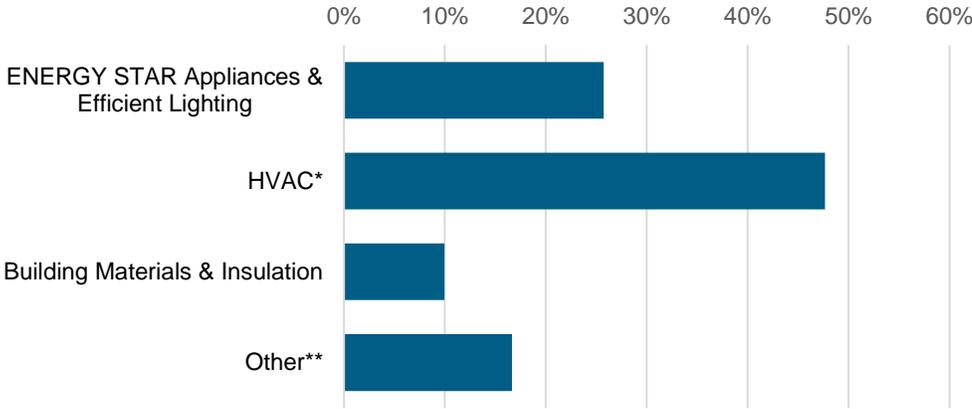
E4 THE FUTURE

What does EE look like in Minnesota?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services

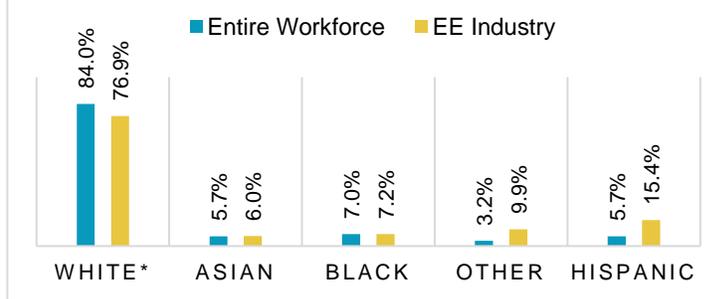


How is EE doing on diversity in Minnesota?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Minnesota communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Minnesota businesses.

Minnesota EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

Gender in the Minnesota EE Workforce

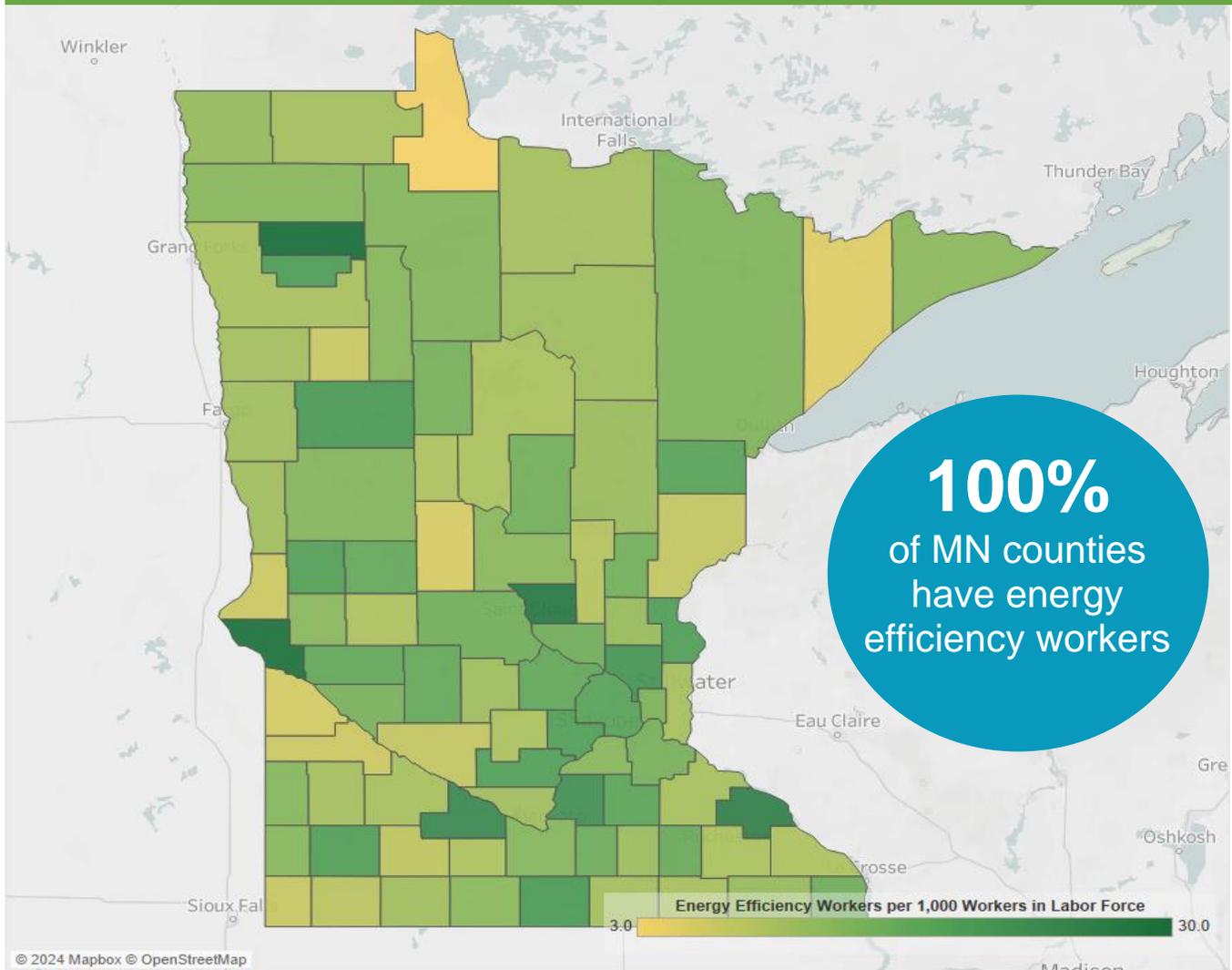


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



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Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	5,733	6	4,470	Duluth	1,530	Minneapolis-St. Paul-Bloomington	30,979
2	3,369	7	5,486	Fargo	205	Rochester	1,311
3	10,189	8	3,628	Grand Forks	118	St. Cloud	1,785
4	5,465			La Crosse-Onalaska	79	Rural	7,811
5	6,171			Mankato-North Mankato	693		

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	565	18	490	35	126	52	480
2	868	19	585	36	518	53	188
3	802	20	1,114	37	655	54	124
4	403	21	1,091	38	618	55	432
5	513	22	771	39	605	56	104
6	396	23	772	40	2,969	57	412
7	369	24	380	41	732	58	<10
8	936	25	604	42	738	59	2,188
9	773	26	350	43	176	60	530
10	294	27	483	44	1,927	61	361
11	345	28	288	45	247	62	91
12	1,440	29	606	46	575	63	14
13	1,219	30	1,486	47	306	64	1,410
14	<10	31	1,063	48	759	65	639
15	760	32	239	49	1,756	66	<10
16	1,011	33	1,400	50	433	67	<10
17	844	34	357	51	759		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
01A	286	18A	188	36A	225	53A	155
01B	273	18B	298	36B	291	53B	32
02A	412	19A	581	37A	529	54A	110
02B	455	20A	658	37B	122	54B	13
03A	382	20B	451	38A	491	55A	430
03B	416	21A	476	38B	124	55B	<10
04A	219	21B	613	39A	290	56A	<10
04B	175	22A	440	39B	314	56B	103
05A	186	22B	325	40A	329	57A	409
05B	324	23A	476	40B	2,021	58B	<10
06A	315	23B	291	41A	579	59A	13
06B	79	24A	275	41B	148	59B	2,169
07A	314	24B	103	42A	<10	60A	347
07B	52	25A	613	42B	774	60B	188
08A	357	26A	200	43A	104	61A	164
08B	600	26B	148	43B	71	61B	219
09A	535	27A	324	44A	771	62A	90
09B	232	27B	113	44B	1,073	62B	<10
10A	129	28A	97	45A	194	63A	<10
10B	163	28B	188	45B	52	63B	13
11A	84	29A	380	46A	448	64A	1,288
11B	258	29B	271	46B	144	64B	90
12A	492	30A	<10	47A	305	65A	78
12B	1,104	30B	1,482	47B	<10	65B	563
13A	824	31A	583	48A	803	66A	<10
13B	401	31B	474	48B	<10	66B	<10
14A	<10	32A	115	49A	985	67A	<10
14B	<10	32B	122	49B	697	67B	<10
15A	379	33A	1,754	50A	464		
15B	376	33B	163	50B	<10		
16A	396	34A	322	51A	753		
16B	608	34B	32	51B	<10		
17A	511	35A	<10	52A	355		
17B	328	35B	125	52B	140		





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Mississippi

Energy Efficiency Jobs in America

15,031
Total Jobs

What are EE jobs?

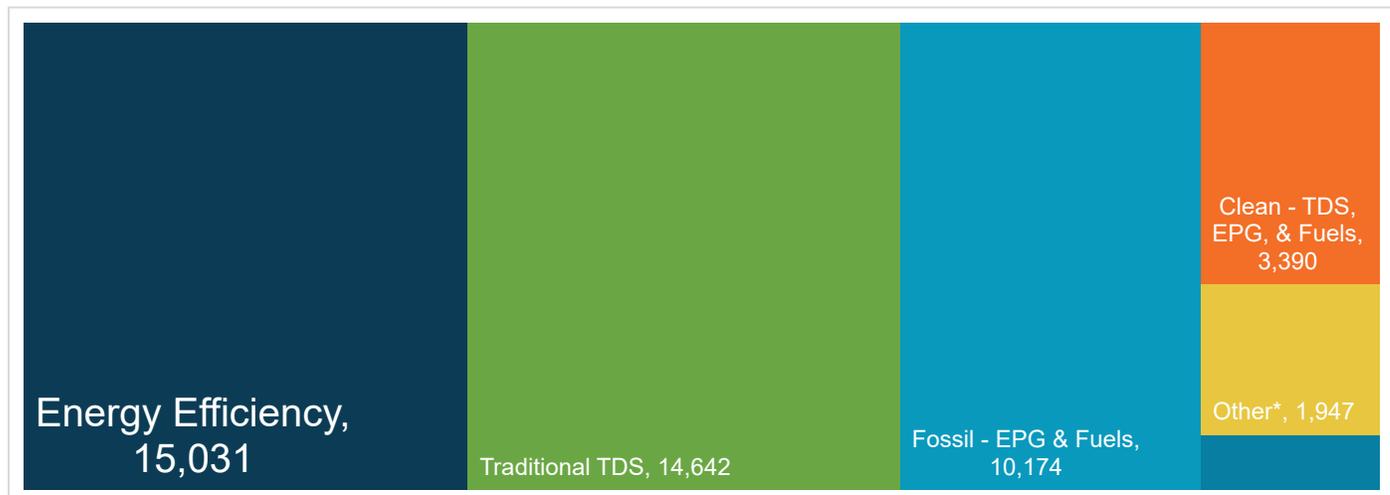
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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.
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How does EE compare in Mississippi?

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Nuclear (EPG & Fuels) = 718

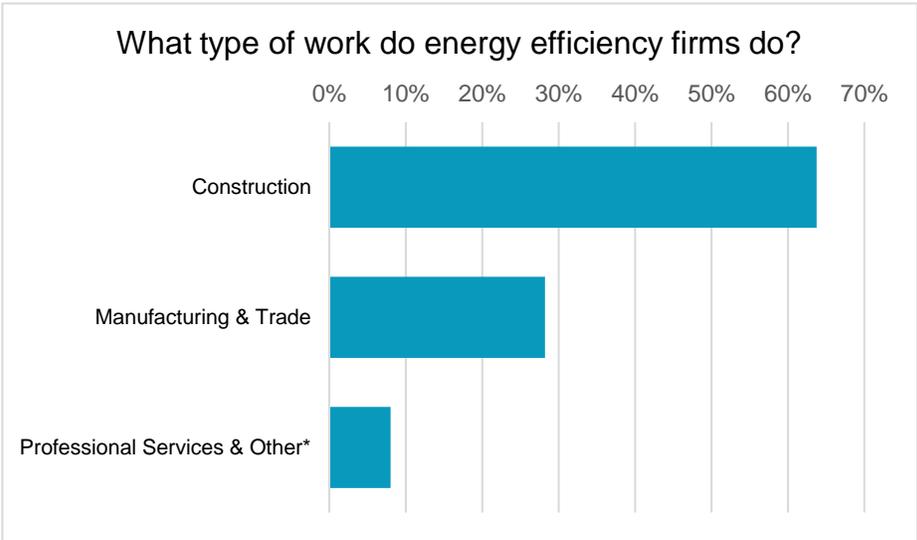
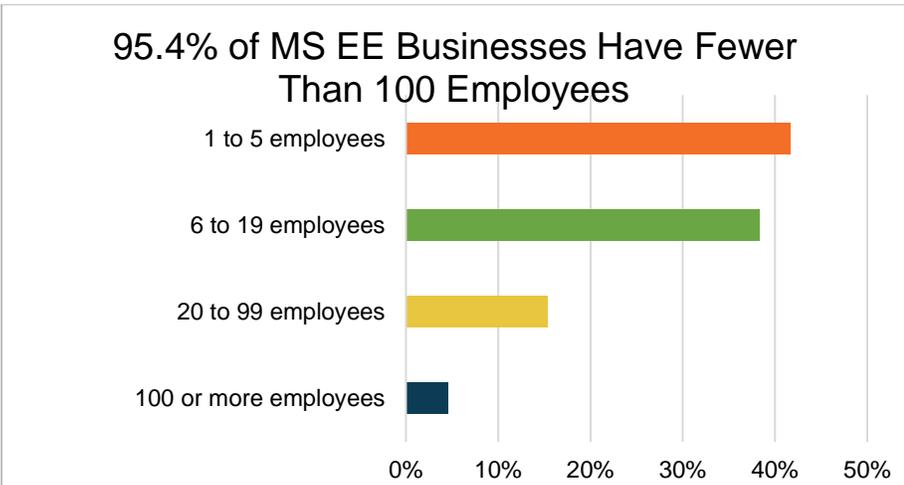
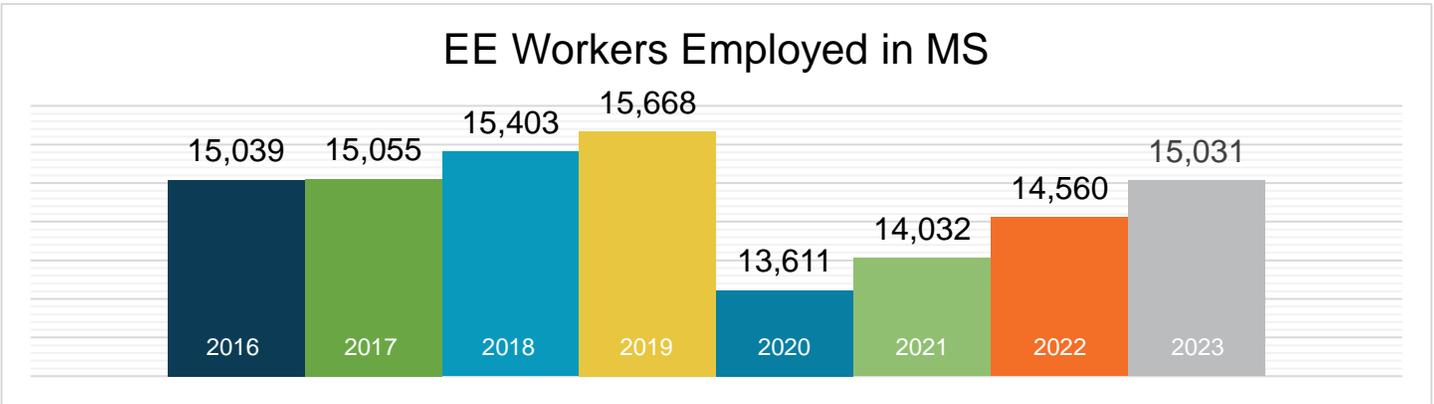
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Presented by:



E4 THE FUTURE

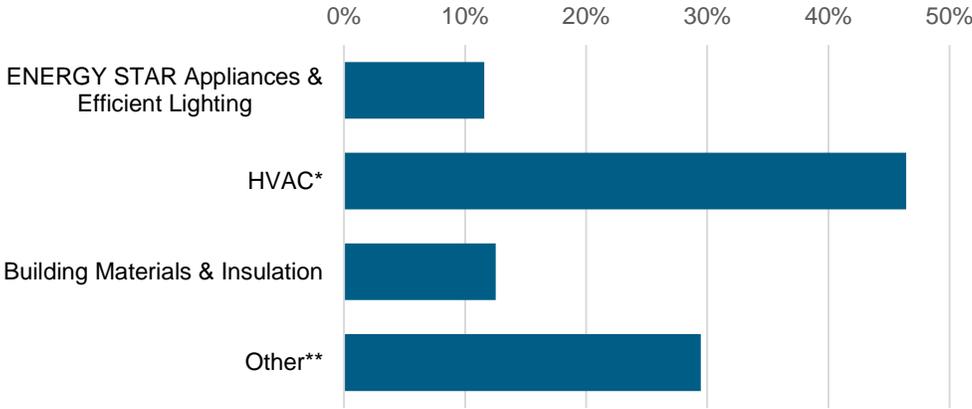
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What energy efficiency sectors employ the most workers?



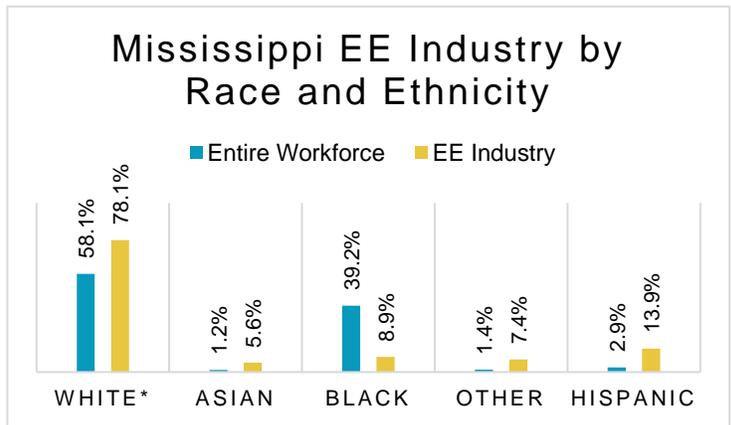
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The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Mississippi businesses.



*Includes non-Hispanic and Hispanic whites.

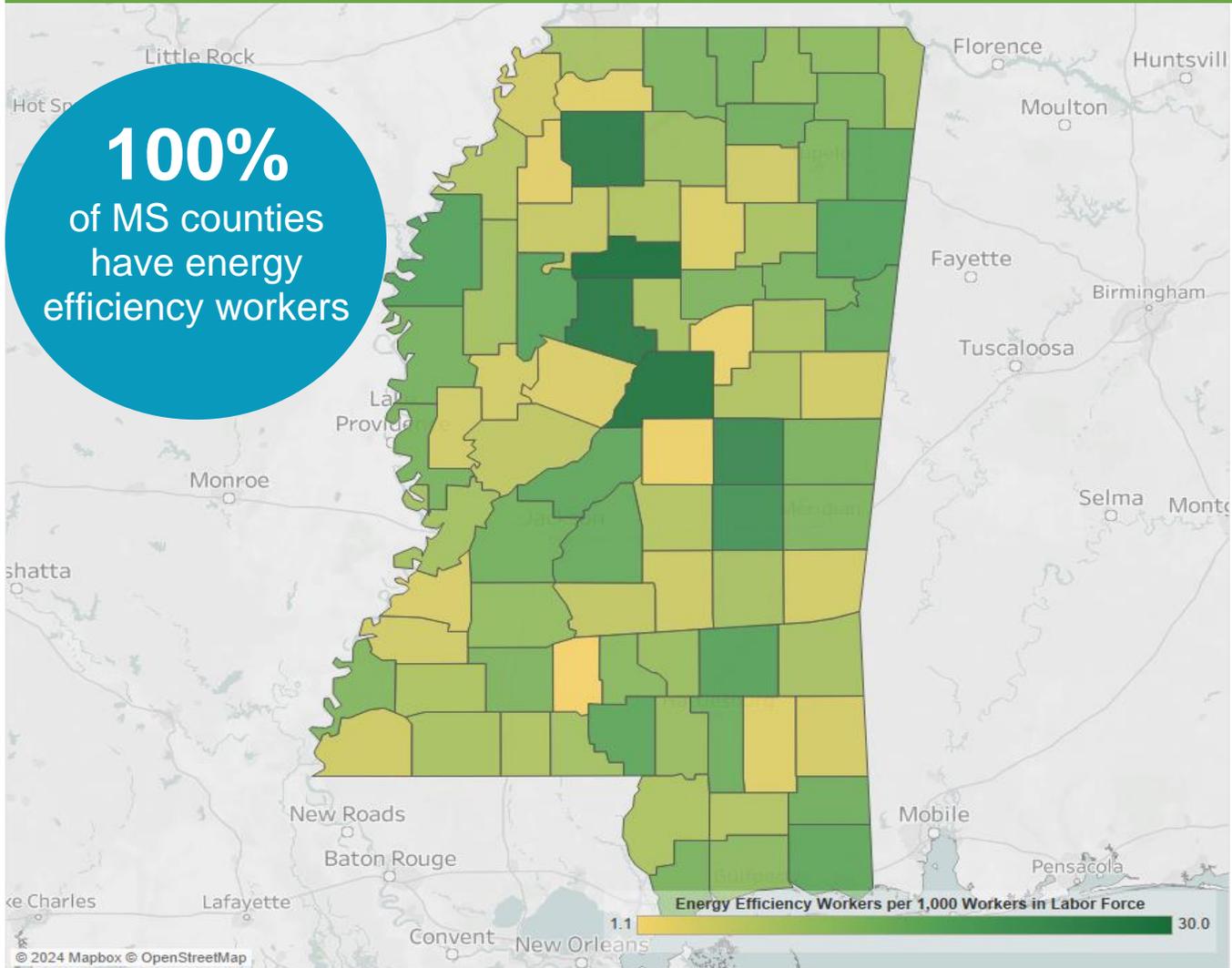


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Energy Efficiency Jobs are Everywhere

EE Jobs by County



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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	3,808	Gulfport-Biloxi-Pascagoula	2,046
2	4,382	Hattiesburg	793
3	3,291	Jackson	3,683
4	3,550	Memphis	855
		Rural	7,654

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	833	15	236	29	540	43	174
2	<10	16	449	30	191	44	58
3	627	17	31	31	210	45	88
4	239	18	236	32	377	46	749
5	95	19	<10	33	119	47	535
6	253	20	724	34	1,115	48	611
7	246	21	468	35	140	49	115
8	139	22	231	36	354	50	72
9	400	23	263	37	420	51	398
10	137	24	11	38	43	52	<10
11	157	25	637	39	65		
12	340	26	484	40	411		
13	86	27	<10	41	86		
14	486	28	210	42	121		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	168	32	137	63	130	94	211
2	<10	33	<10	64	276	95	668
3	99	34	48	65	145	96	158
4	66	35	232	66	163	97	<10
5	494	36	84	67	<10	98	<10
6	284	37	599	68	291	99	30
7	206	38	<10	69	<10	100	<10
8	39	39	17	70	118	101	<10
9	240	40	<10	71	<10	102	<10
10	71	41	<10	72	<10	103	<10
11	13	42	<10	73	<10	104	<10
12	<10	43	<10	74	<10	105	131
13	86	44	46	75	78	106	<10
14	19	45	401	76	90	107	<10
15	94	46	35	77	91	108	<10
16	470	47	51	78	59	109	222
17	<10	48	<10	79	213	110	173
18	86	49	140	80	270	111	322
19	66	50	22	81	81	112	<10
20	113	51	<10	82	<10	113	<10
21	20	52	<10	83	<10	114	200
22	45	53	433	84	<10	115	315
23	193	54	264	85	25	116	<10
24	256	55	<10	86	38	117	386
25	29	56	834	87	777	118	<10
26	11	57	<10	88	201	119	87
27	248	58	352	89	<10	120	<10
28	<10	59	527	90	97	121	<10
29	118	60	273	91	28	122	44
30	12	61	<10	92	<10		
31	159	62	175	93	313		





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Missouri

Energy Efficiency Jobs in America

40,531
Total Jobs

What are EE jobs?

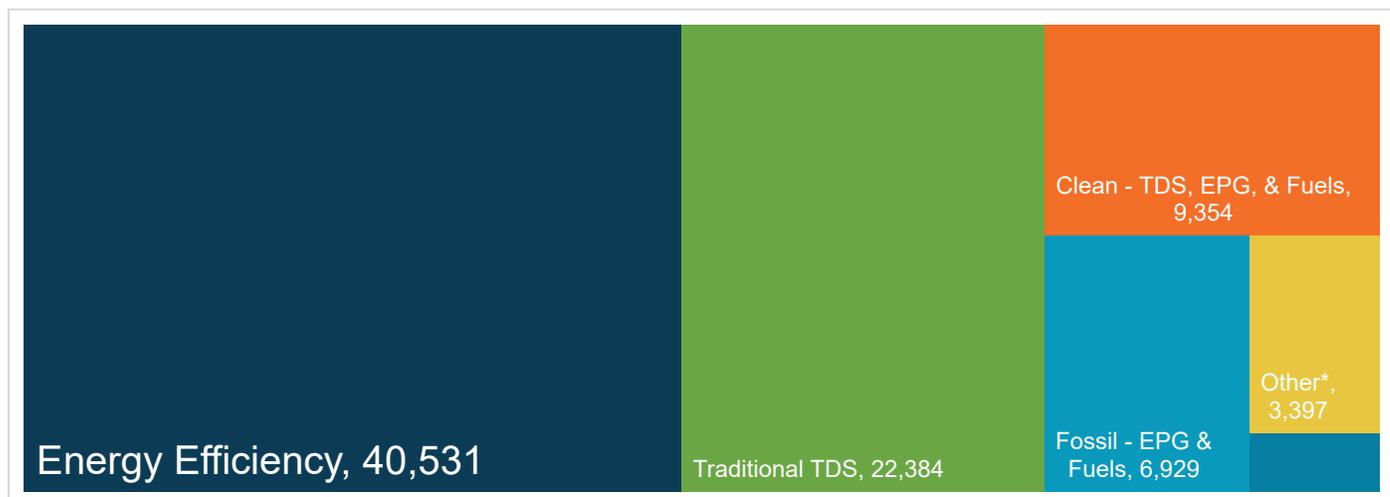
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, commercial and industrial buildings.
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Nuclear (EPG & Fuels) = 1,012

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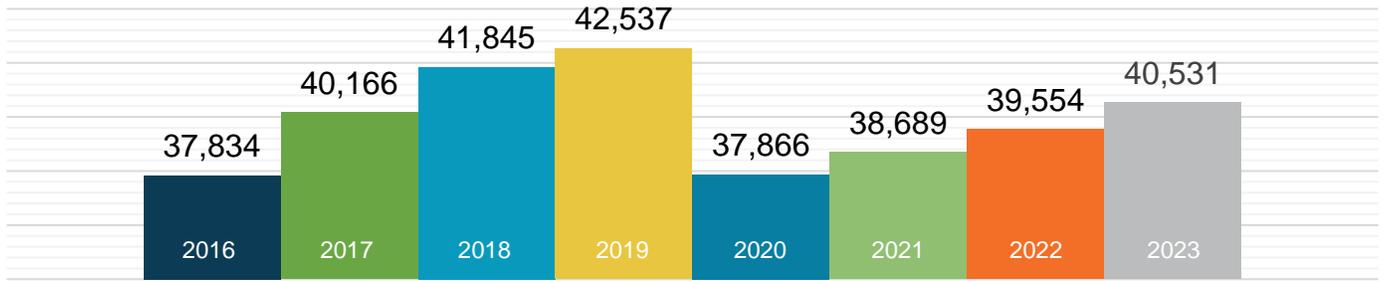
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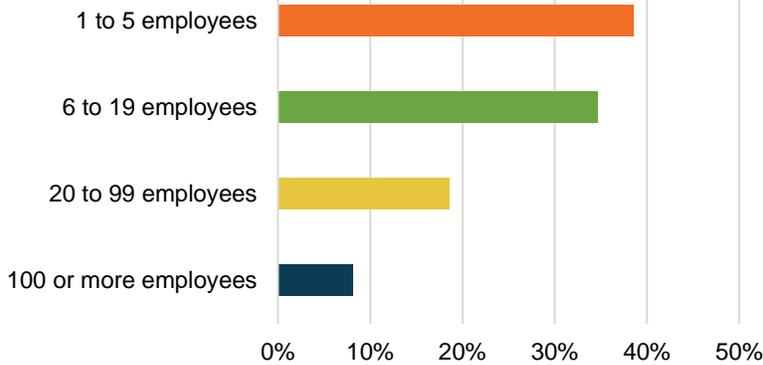
E4 THE FUTURE

What does EE look like in Missouri?

EE Workers Employed in MO



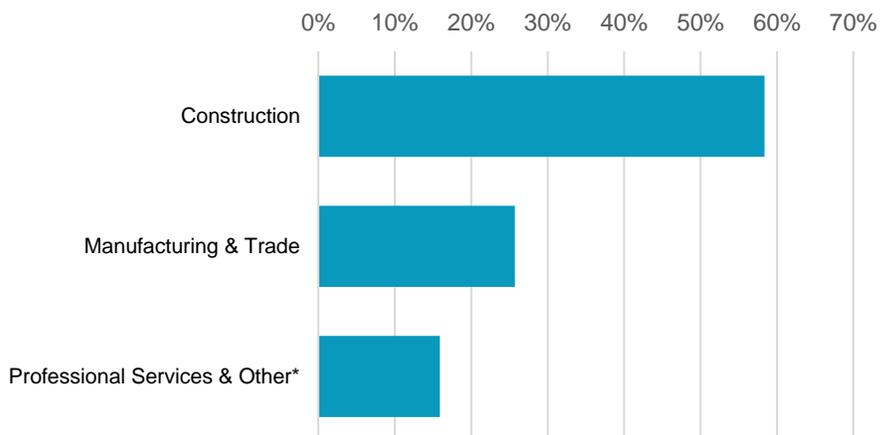
91.8% of MO EE Businesses Have Fewer Than 100 Employees



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

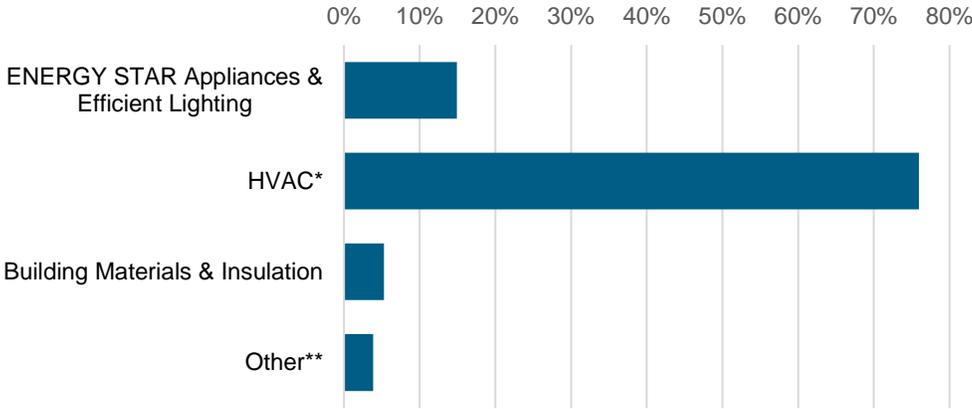


What type of work do energy efficiency firms do?



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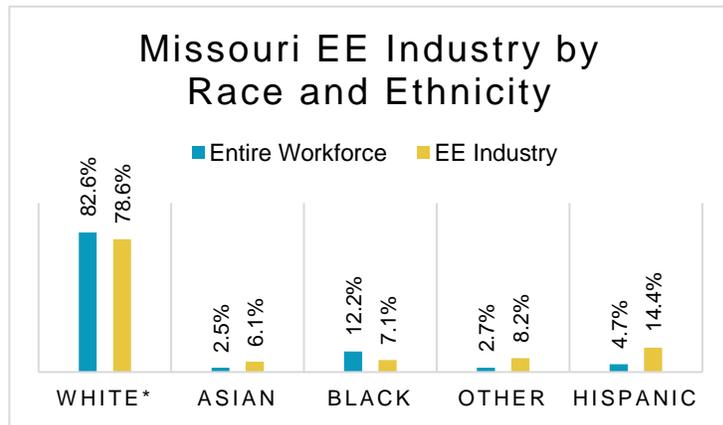
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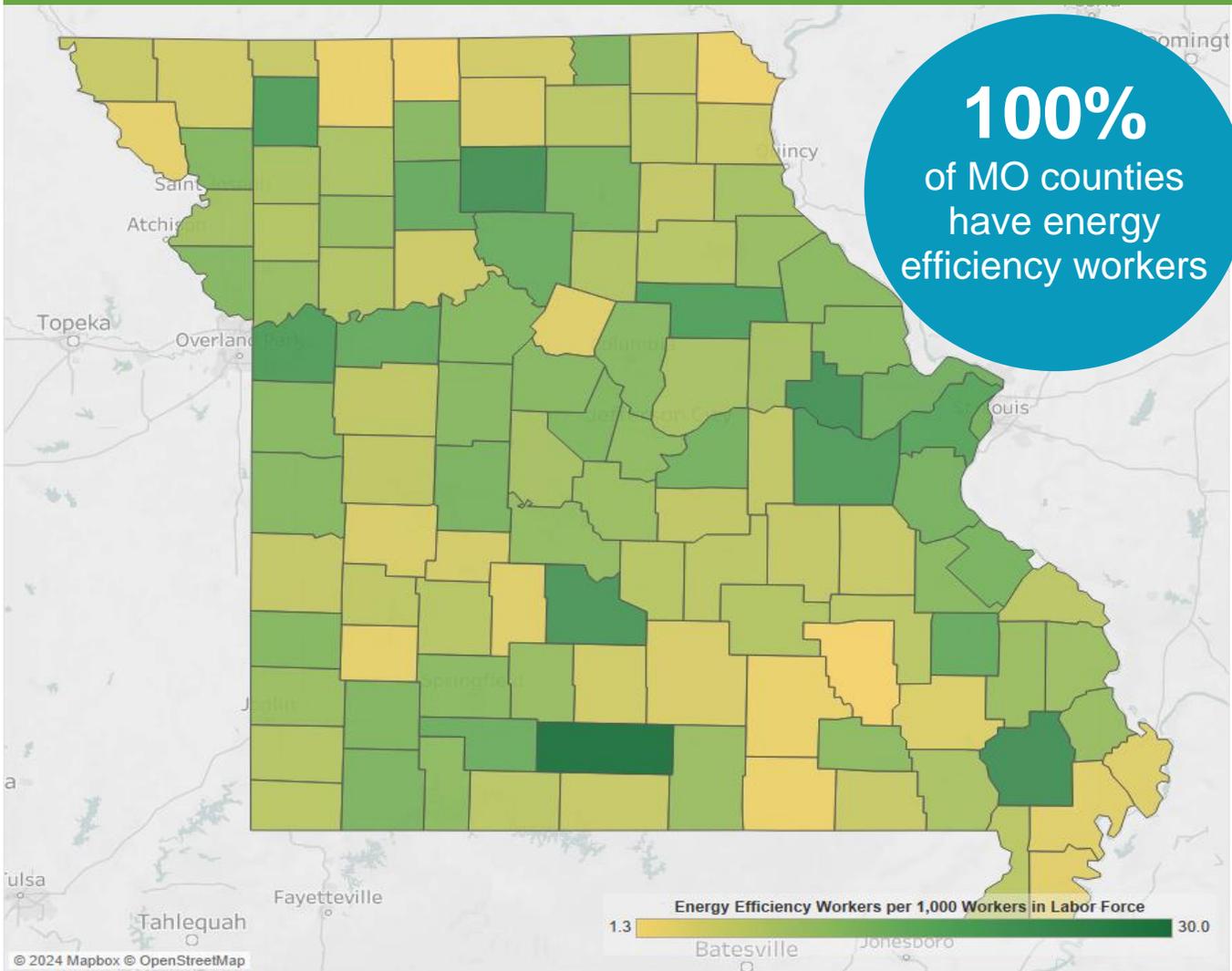
Gender in the Missouri EE Workforce



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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	8,246	6	3,411	Cape Girardeau	427	Kansas City	9,743
2	4,721	7	4,997	Columbia	1,227	Springfield	2,611
3	4,914	8	3,497	Fayetteville-Springdale-Rogers	41	St. Joseph	483
4	4,105			Jefferson City	867	St. Louis	17,931
5	6,640			Joplin	764	Rural	6,437

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	2,773	10	1,755	19	479	28	891
2	1,748	11	405	20	2,814	29	1,073
3	1,293	12	1,673	21	960	30	273
4	2,148	13	483	22	606	31	788
5	1,783	14	1,240	23	<10	32	823
6	1,997	15	2,005	24	921	33	707
7	3,110	16	747	25	1,053	34	856
8	1,620	17	759	26	510		
9	532	18	885	27	815		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	250	43	789	85	<10	127	461
2	305	44	<10	86	<10	128	203
3	282	45	325	87	<10	129	22
4	208	46	<10	88	218	130	1,335
5	217	47	119	89	354	131	<10
6	213	48	495	90	180	132	971
7	392	49	688	91	136	133	56
8	177	50	84	92	185	134	<10
9	380	51	232	93	108	135	55
10	159	52	15	94	178	136	208
11	135	53	204	95	<10	137	133
12	485	54	39	96	460	138	621
13	373	55	219	97	295	139	20
14	929	56	36	98	173	140	24
15	114	57	253	99	34	141	189
16	36	58	342	100	<10	142	211
17	109	59	14	101	22	143	327
18	<10	60	<10	102	172	144	48
19	787	61	538	103	<10	145	86
20	600	62	429	104	<10	146	465
21	164	63	35	105	<10	147	201
22	302	64	1,056	106	<10	148	297
23	577	65	<10	107	<10	149	125
24	1,055	66	193	108	<10	150	86
25	460	67	204	109	149	151	153
26	42	68	<10	110	<10	152	241
27	153	69	330	111	449	153	<10
28	<10	70	1,590	112	90	154	20
29	204	71	1,200	113	<10	155	81
30	278	72	66	114	194	156	21
31	66	73	172	115	408	157	233
32	75	74	<10	116	260	158	114
33	624	75	<10	117	41	159	287
34	259	76	137	118	180	160	164
35	<10	77	1,185	119	61	161	323
36	176	78	926	120	112	162	62
37	36	79	<10	121	72	163	<10
38	76	80	145	122	56		
39	225	81	95	123	461		
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Montana

Energy Efficiency Jobs in America

8,518
Total Jobs

What are EE jobs?

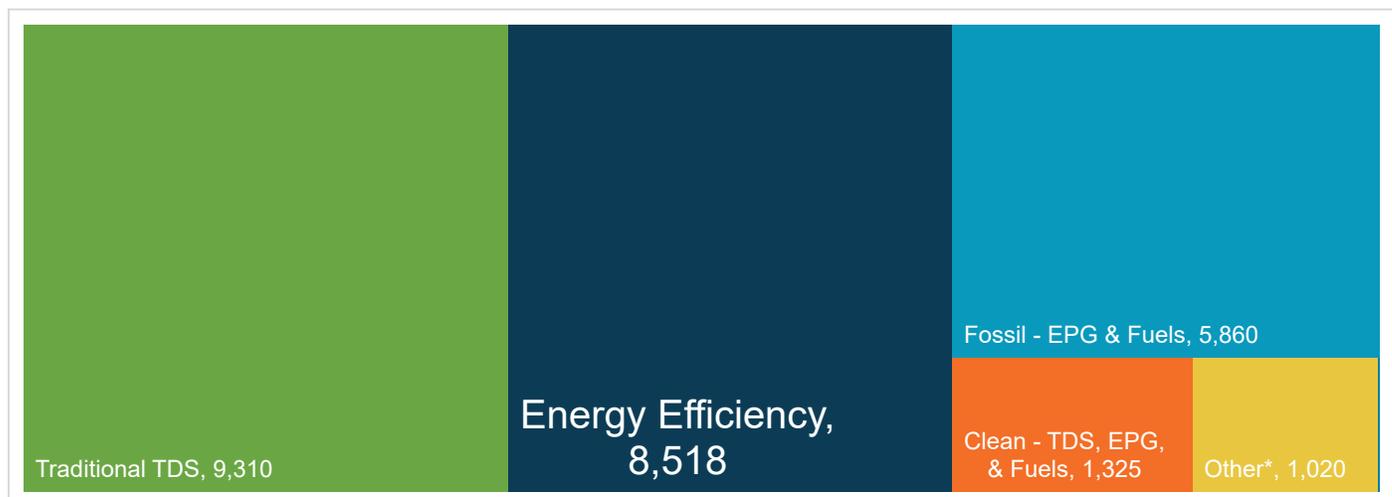
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- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
- **Design and construct** high-performance buildings 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 in Montana?

Energy efficiency is the second largest energy sector in Montana.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 15

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

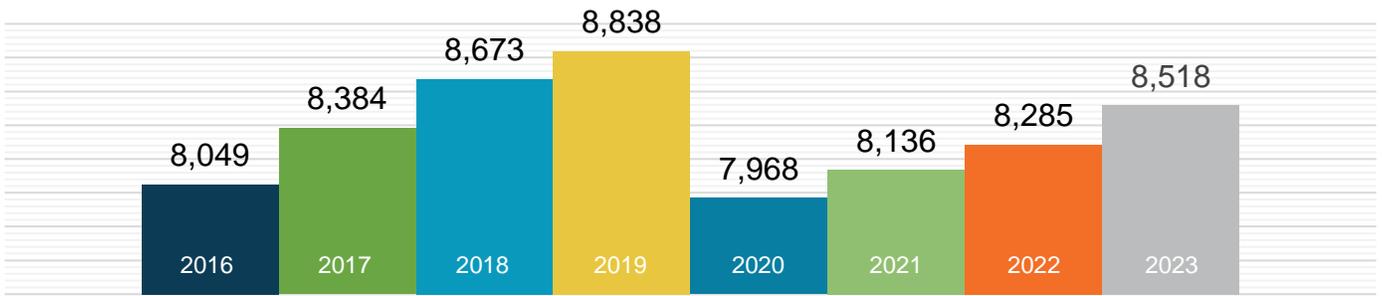
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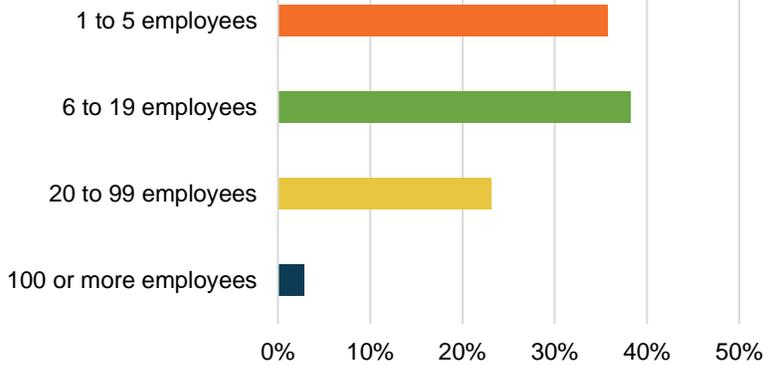
E4 THE
FUTURE

What does EE look like in Montana?

EE Workers Employed in MT



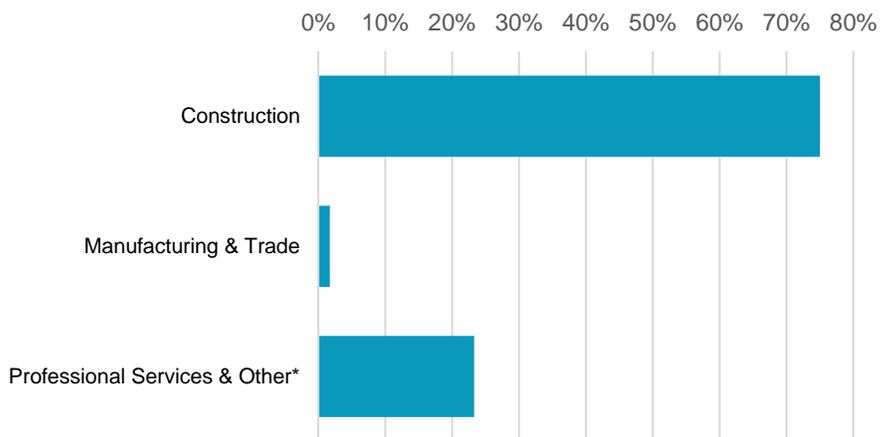
97.1% of MT EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **18%** of Montana's construction workforce

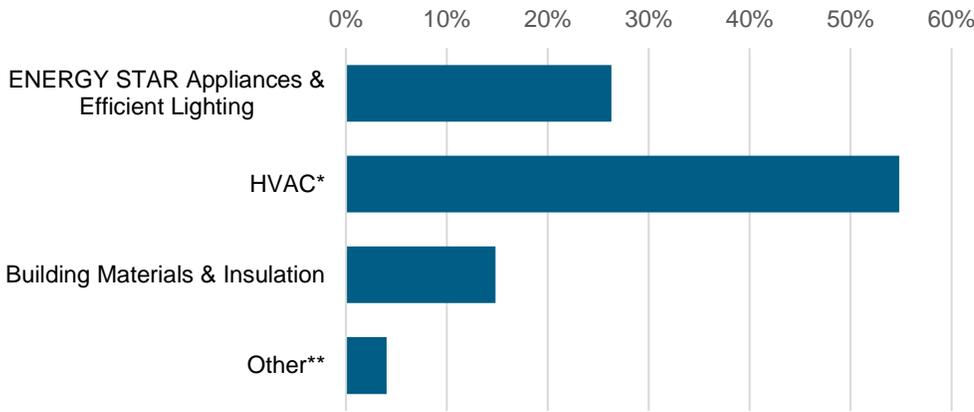


What type of work do energy efficiency firms do?

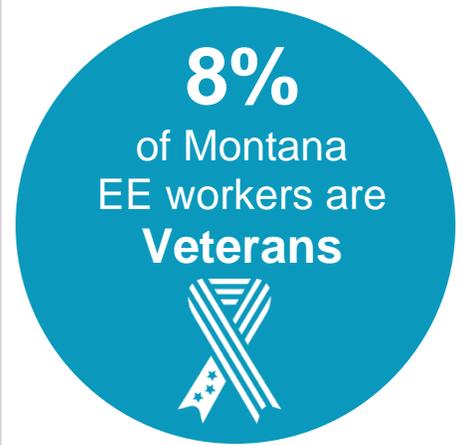


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



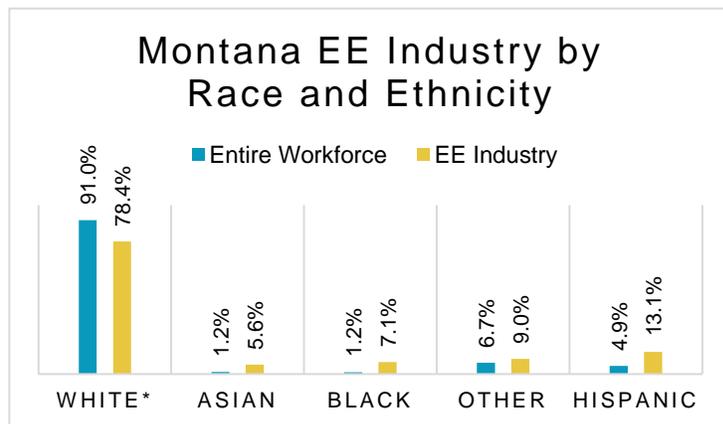
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Montana?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Montana communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Montana businesses.



*Includes non-Hispanic and Hispanic whites.

Gender in the Montana EE Workforce

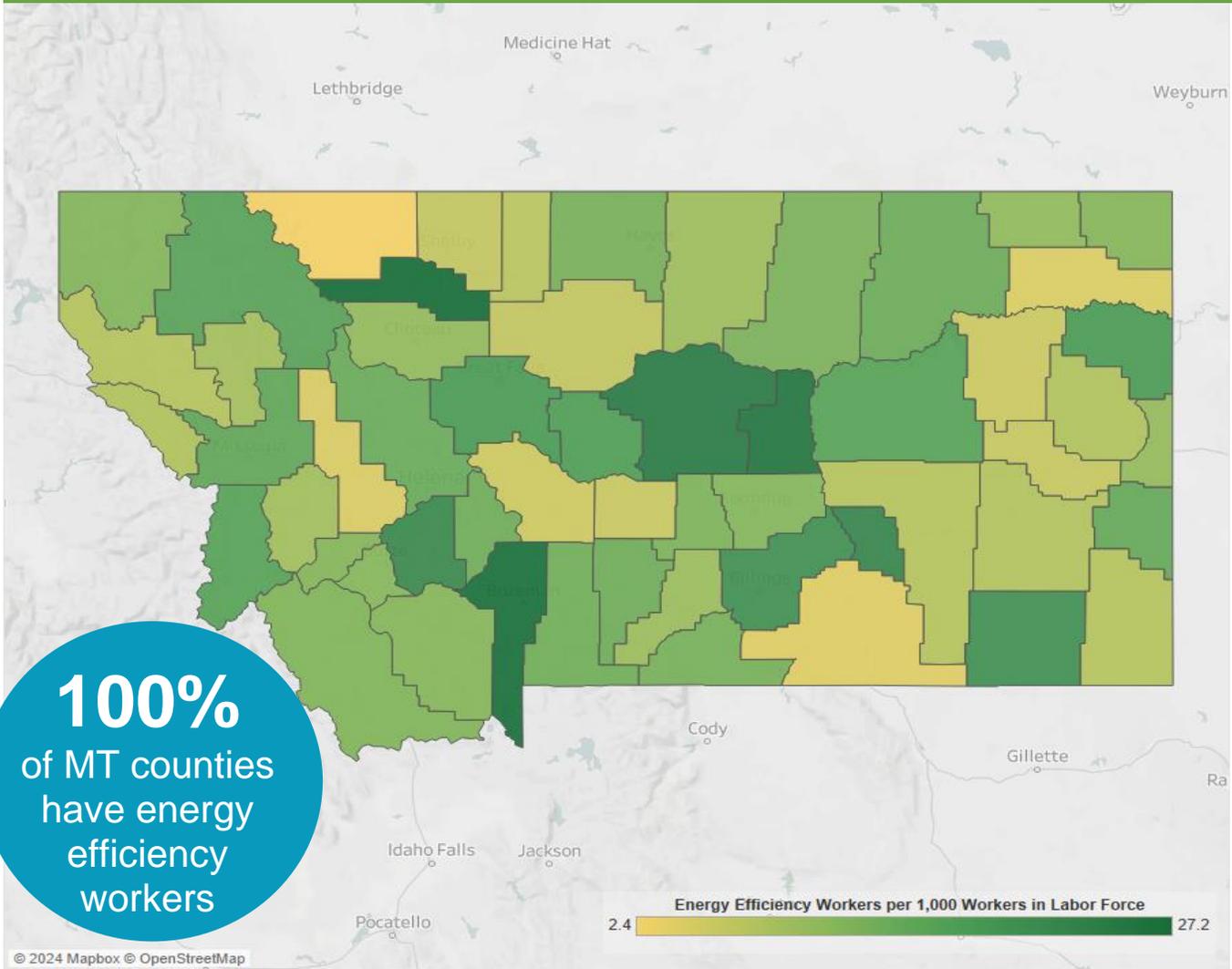


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	8,518	Billings	1,802
		Great Falls	661
		Missoula	972
		Rural	5,083

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	163	16	134	31	277	46	220
2	866	17	59	32	92	47	<10
3	<10	18	207	33	<10	48	33
4	<10	19	143	34	<10	49	<10
5	123	20	444	35	124	50	<10
6	86	21	772	36	419		
7	123	22	<10	37	<10		
8	114	23	542	38	487		
9	142	24	<10	39	55		
10	258	25	<10	40	38		
11	233	26	<10	41	<10		
12	<10	27	<10	42	<10		
13	<10	28	22	43	309		
14	182	29	163	44	32		
15	169	30	730	45	671		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	80	26	<10	51	<10	76	<10
2	79	27	178	52	<10	77	32
3	224	28	<10	53	<10	78	22
4	623	29	118	54	<10	79	<10
5	<10	30	47	55	21	80	37
6	<10	31	82	56	<10	81	<10
7	17	32	49	57	100	82	<10
8	<10	33	<10	58	59	83	<10
9	<10	34	52	59	719	84	<10
10	120	35	145	60	<10	85	308
11	<10	36	57	61	271	86	<10
12	84	37	140	62	<10	87	<10
13	66	38	<10	63	<10	88	32
14	37	39	60	64	90	89	661
15	80	40	374	65	<10	90	<10
16	31	41	35	66	<10	91	<10
17	100	42	722	67	<10	92	217
18	39	43	<10	68	<10	93	<10
19	252	44	<10	69	11	94	<10
20	<10	45	<10	70	111	95	32
21	228	46	533	71	349	96	<10
22	<10	47	<10	72	63	97	<10
23	<10	48	<10	73	<10	98	<10
24	<10	49	<10	74	<10	99	<10
25	<10	50	<10	75	476	100	<10





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Nebraska

Energy Efficiency Jobs in America

13,855
Total Jobs

What are EE jobs?

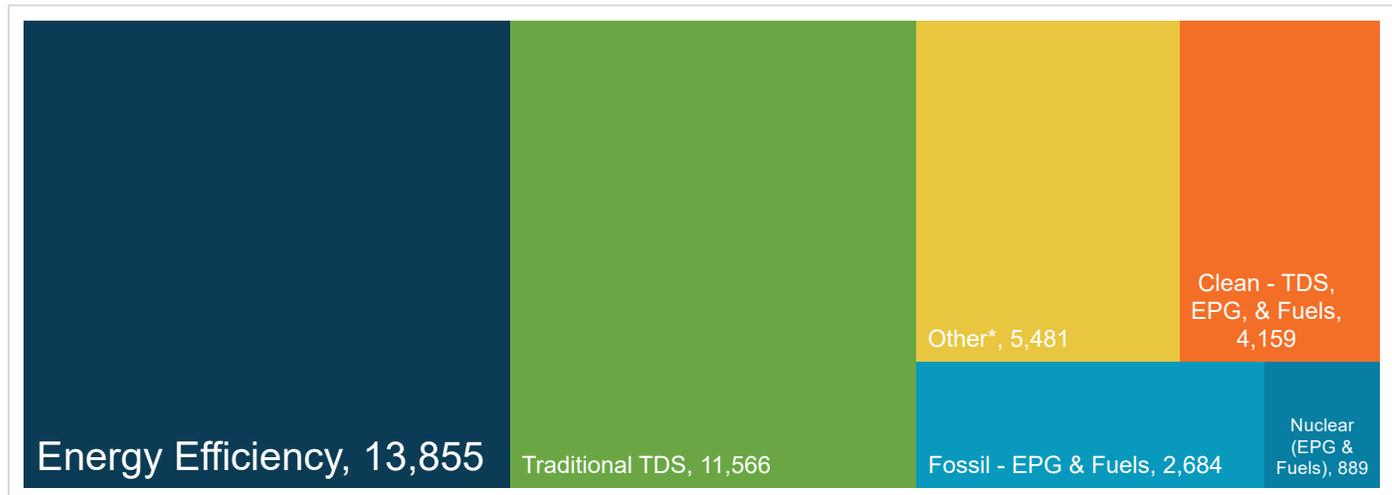
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 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.

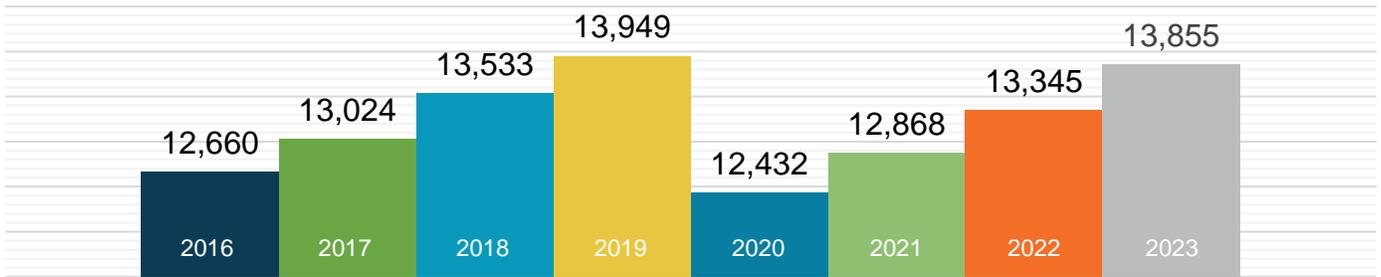
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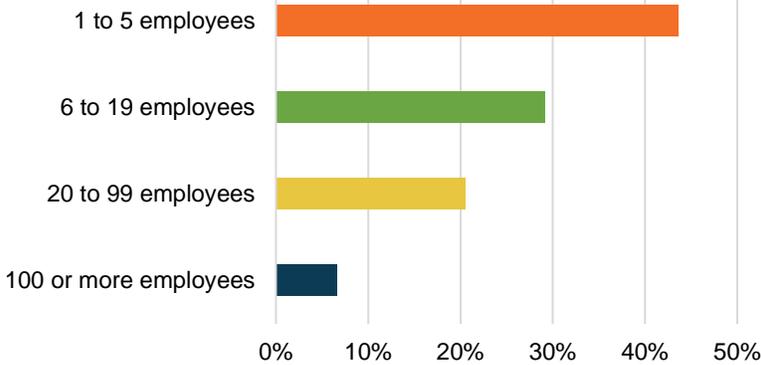
E4 THE FUTURE

What does EE look like in Nebraska?

EE Workers Employed in NE



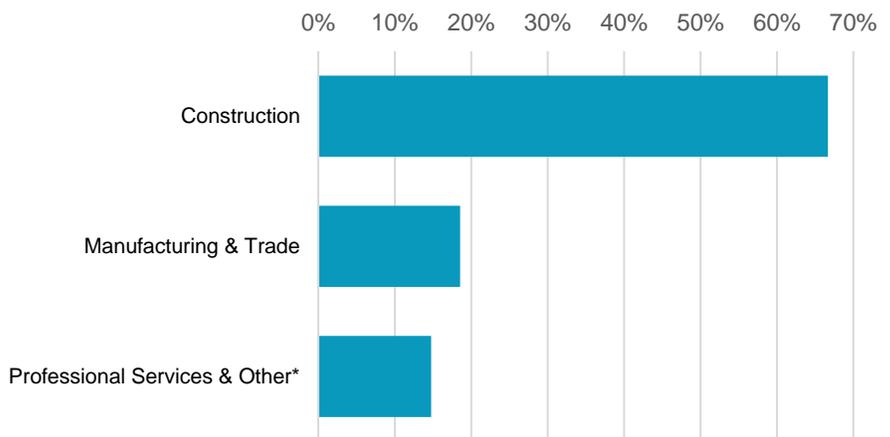
93.4% of NE EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **15%** of Nebraska's construction workforce

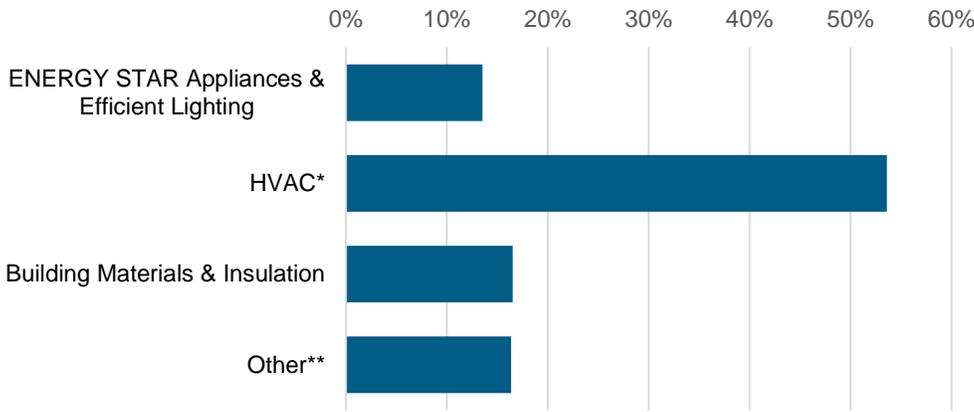


What type of work do energy efficiency firms do?

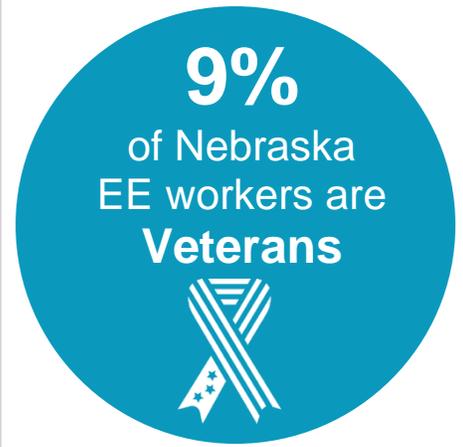


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services

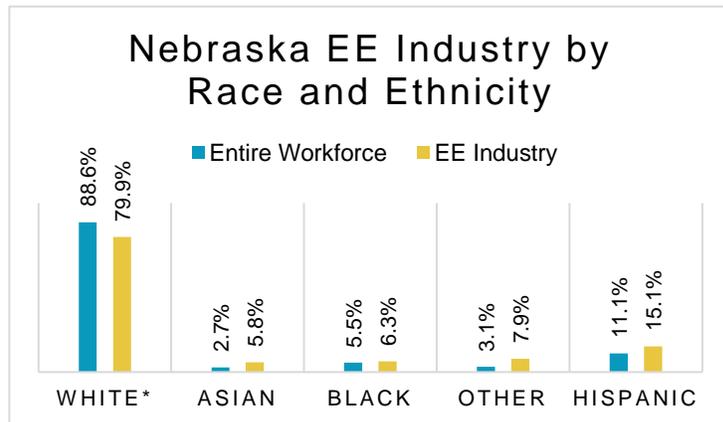


How is EE doing on diversity in Nebraska?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Nebraska communities are represented in the EE sector.

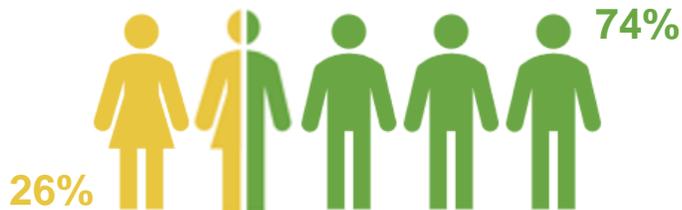
The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Nebraska businesses.

Nebraska EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

Gender in the Nebraska EE Workforce

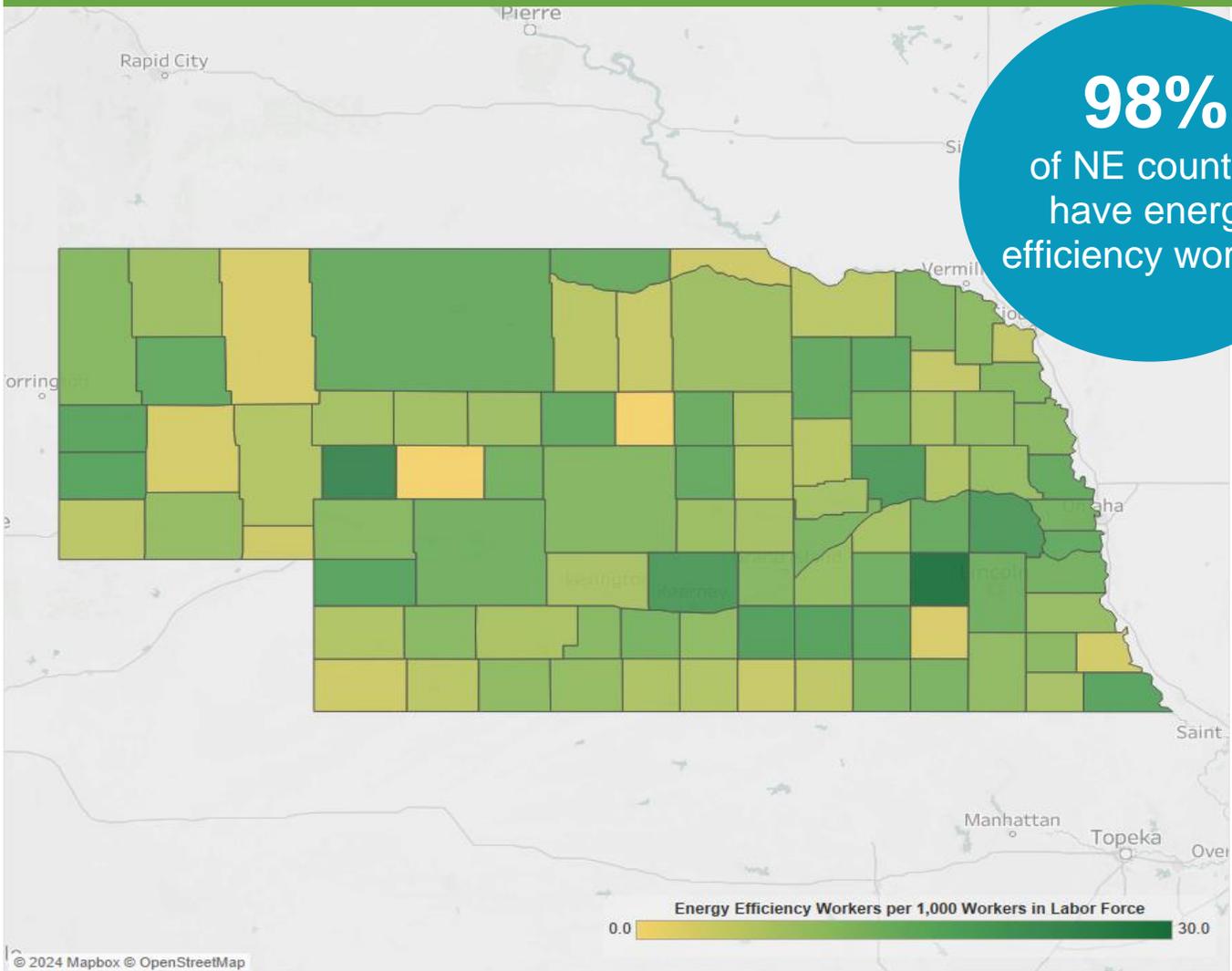


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



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/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,681	Lincoln	2,688
2	4,680	Omaha-Council Bluffs	6,294
3	4,494	Sioux City	93
		Rural	4,779

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	327		14	233		27	272
2	536		15	311		28	<10
3	110		16	321		29	23
4	1,323		17	204		30	261
5	680		18	<10		31	51
6	922		19	382		32	218
7	581		20	<10		33	335
8	89		21	922		34	555
9	<10		22	321		35	<10
10	220		23	175		36	361
11	<10		24	321		37	355
12	280		25	714		38	191
13	87		26	134		39	47
						40	259
						41	277
						42	269
						43	276
						44	254
						45	75
						46	<10
						47	481
						48	<10
						49	58



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Nevada

Energy Efficiency Jobs in America

13,016
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Nevada?

Energy efficiency is the second largest energy sector in Nevada.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 165

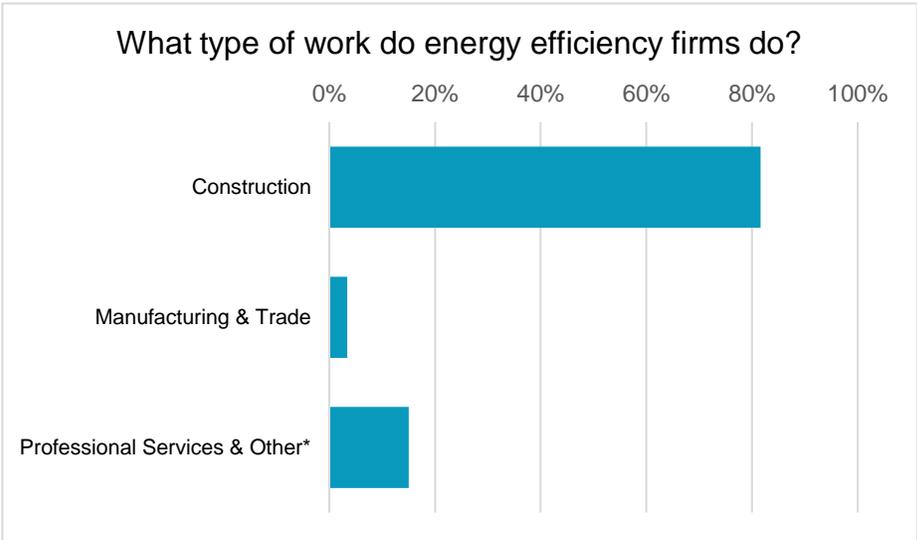
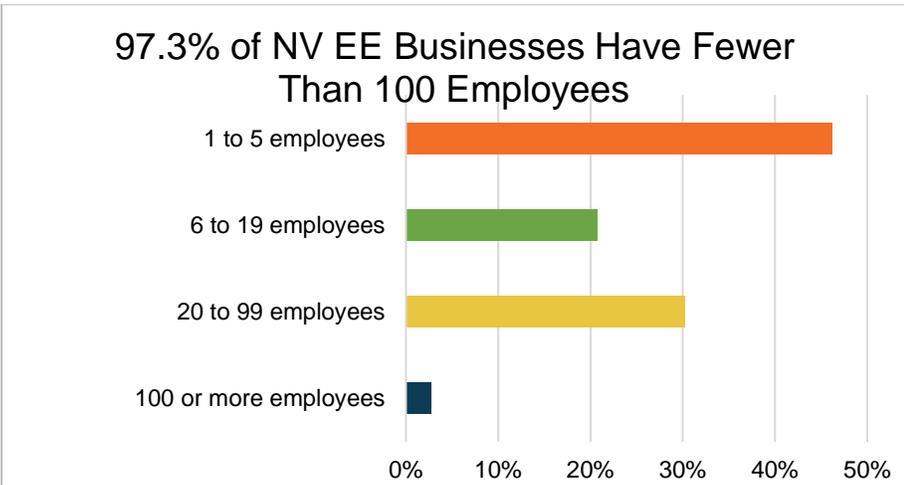
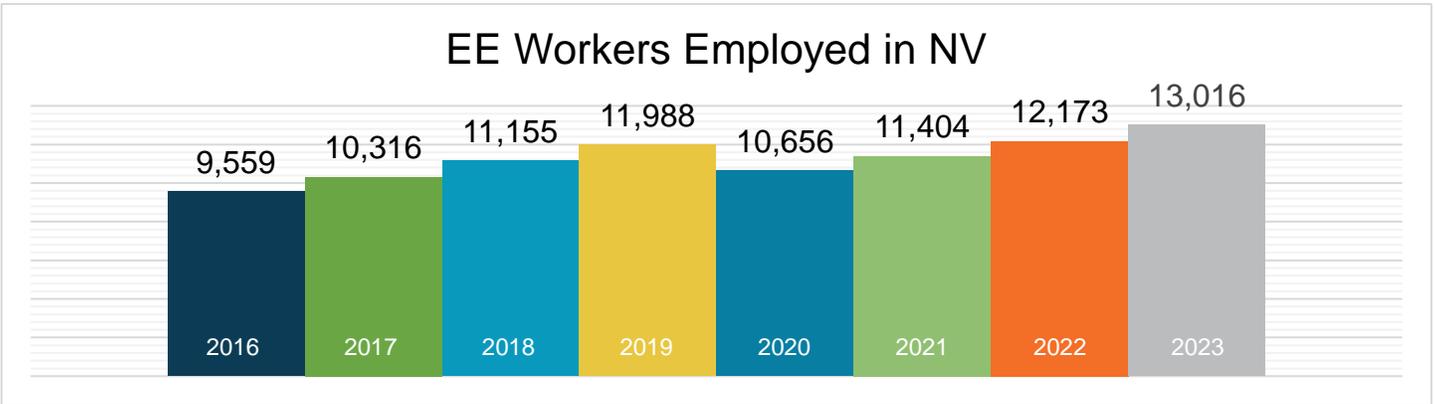
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



E4 THE
FUTURE

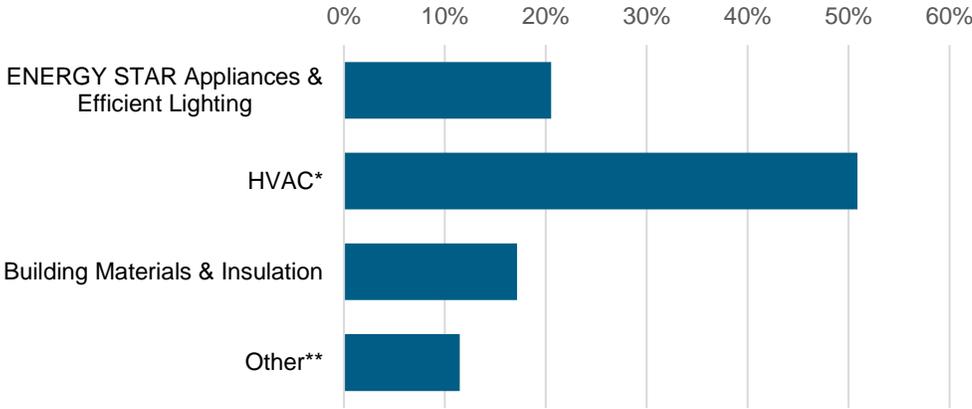
What does EE look like in Nevada?



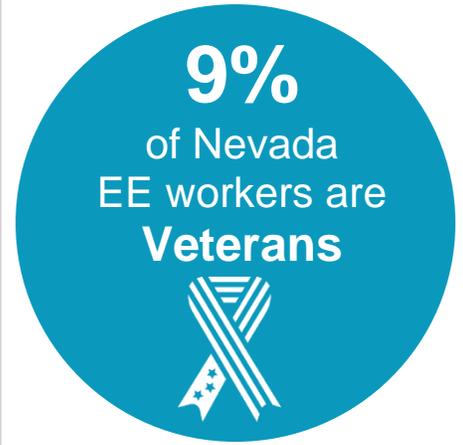
*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.



What energy efficiency sectors employ the most workers?



*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services

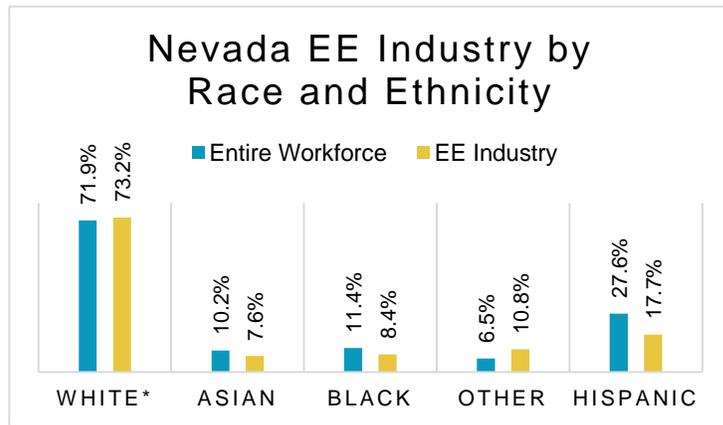


How is EE doing on diversity in Nevada?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Nevada communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Nevada businesses.

Nevada EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

Gender in the Nevada EE Workforce

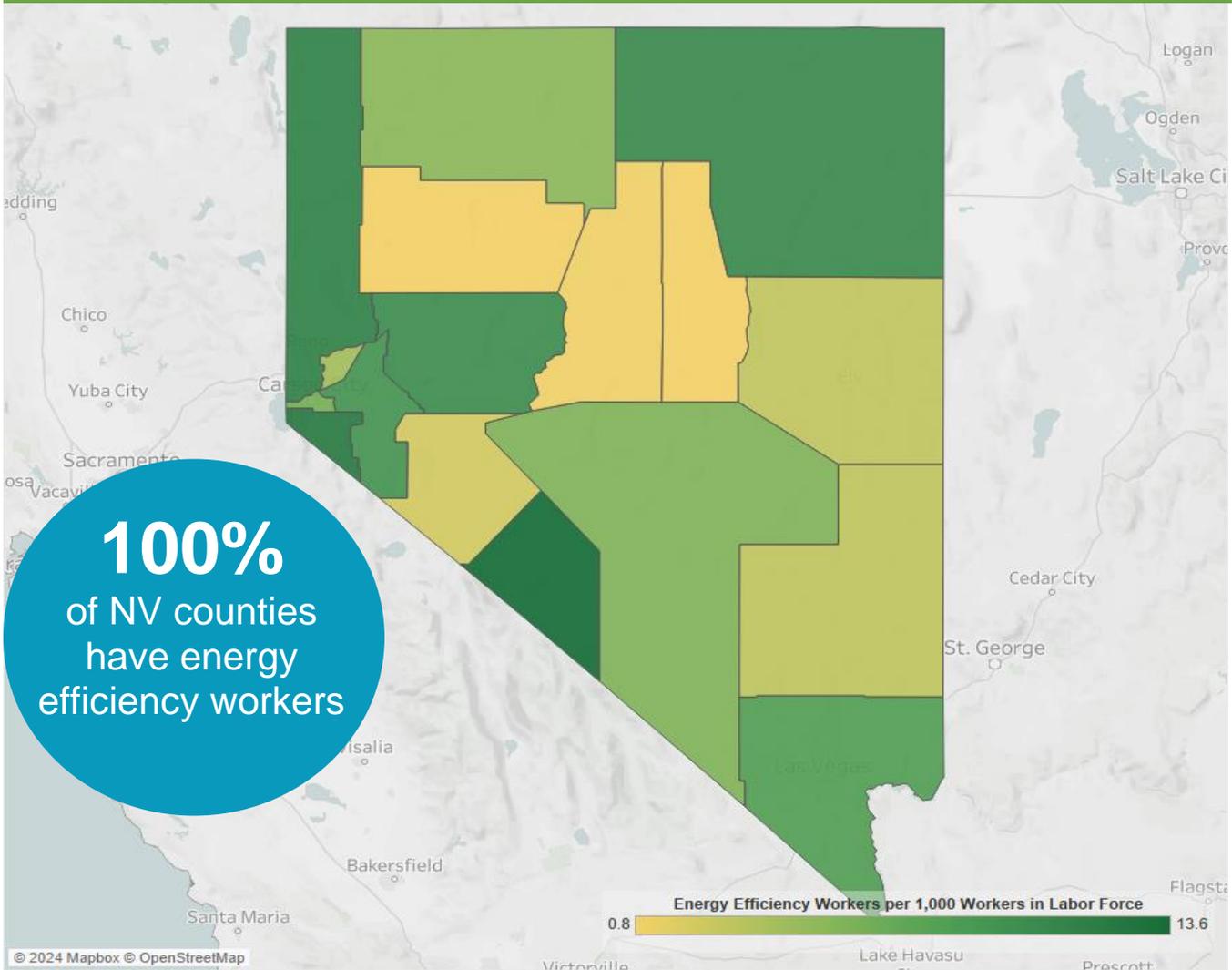


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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	7,531	Carson City	199
2	2,957	Las Vegas-Henderson-Paradise	9,104
3	1,735	Reno	2,825
4	794	Rural	888

State Senate							
District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	807	7	495	13	1,467	19	275
2	978	8	531	14	195	20	61
3	1,711	9	515	15	201	21	17
4	<10	10	1,083	16	538		
5	2,357	11	224	17	410		
6	690	12	449	18	<10		

State Assembly							
District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	271	13	<10	25	564	37	<10
2	682	14	<10	26	221	38	167
3	602	15	1,178	27	35	39	435
4	218	16	<10	28	<10	40	294
5	103	17	<10	29	<10	41	<10
6	865	18	522	30	378	42	<10
7	334	19	193	31	<10		
8	1,529	20	173	32	129		
9	202	21	261	33	263		
10	762	22	253	34	232		
11	287	23	73	35	49		
12	590	24	1,049	36	49		





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New Hampshire

Energy Efficiency Jobs in America

11,628
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in New Hampshire?

Energy efficiency is the largest energy sector in New Hampshire.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

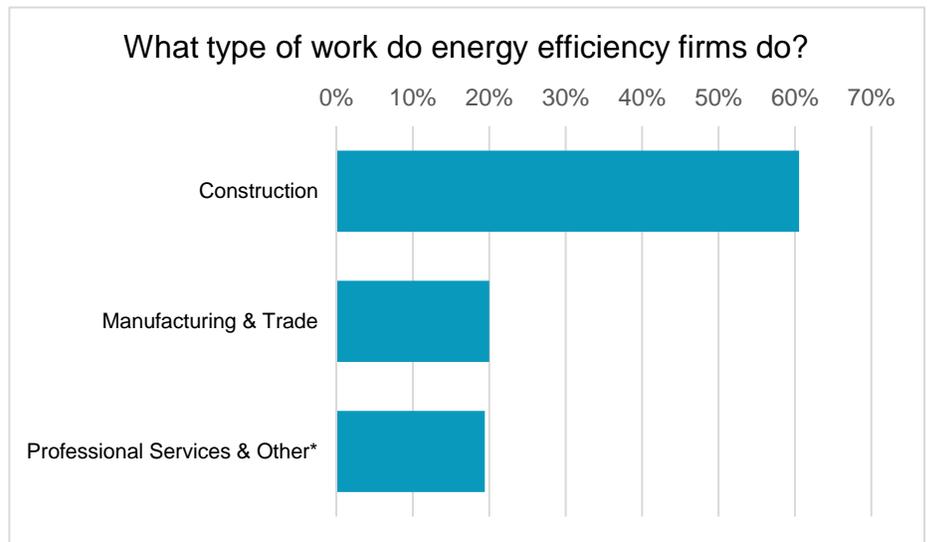
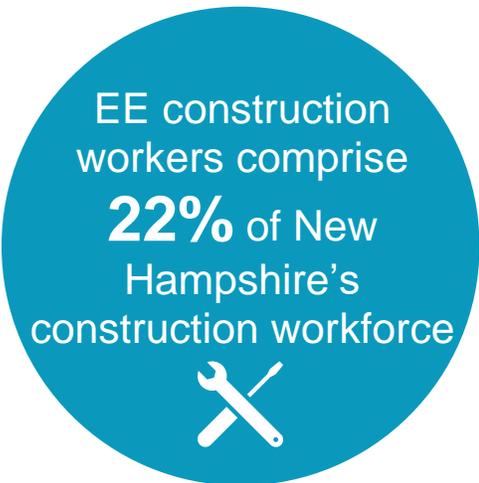
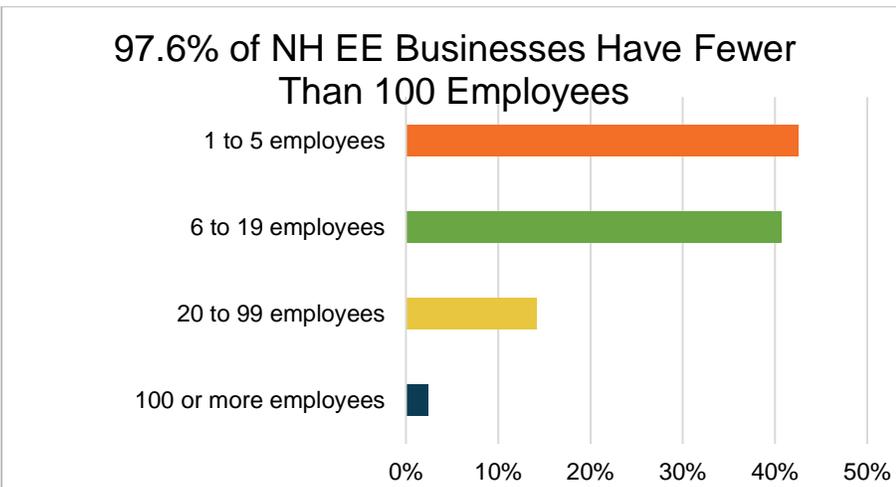
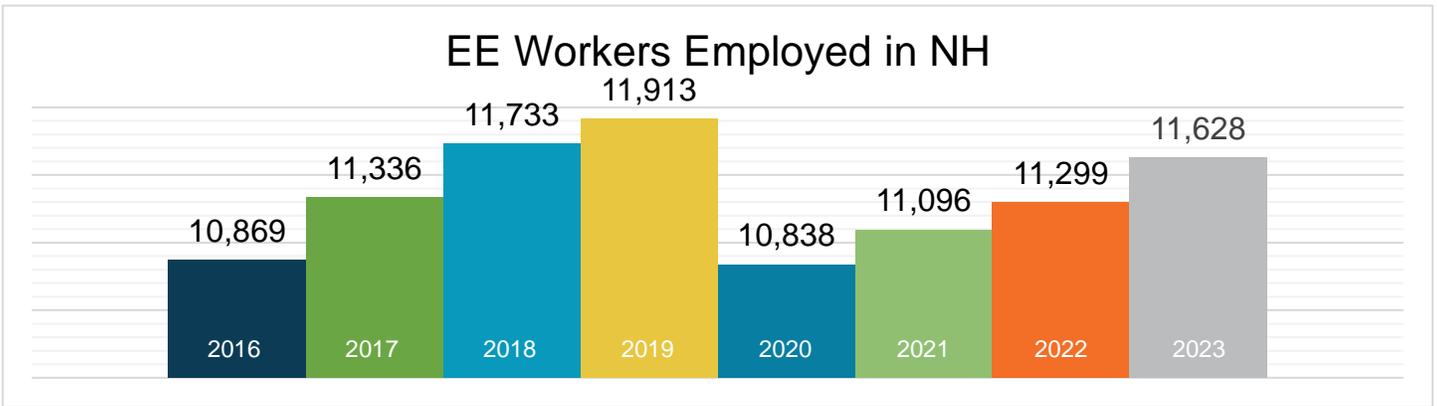
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



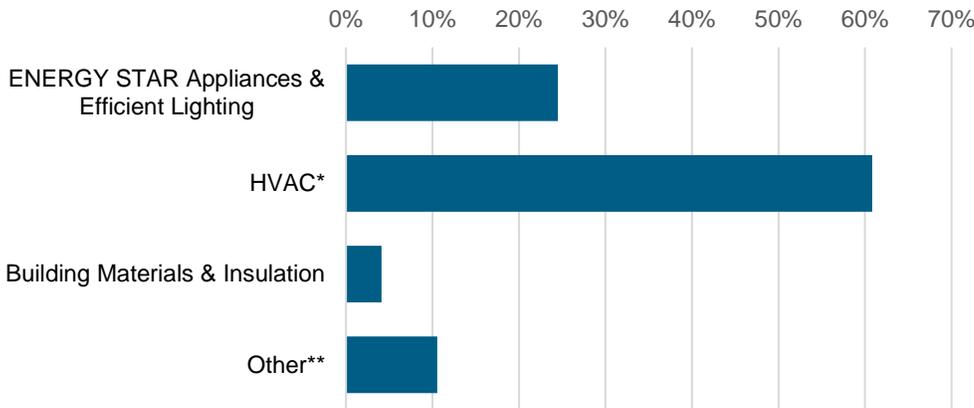
E4 THE FUTURE

What does EE look like in New Hampshire?

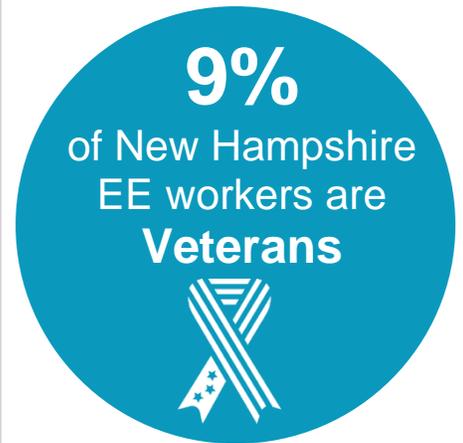


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



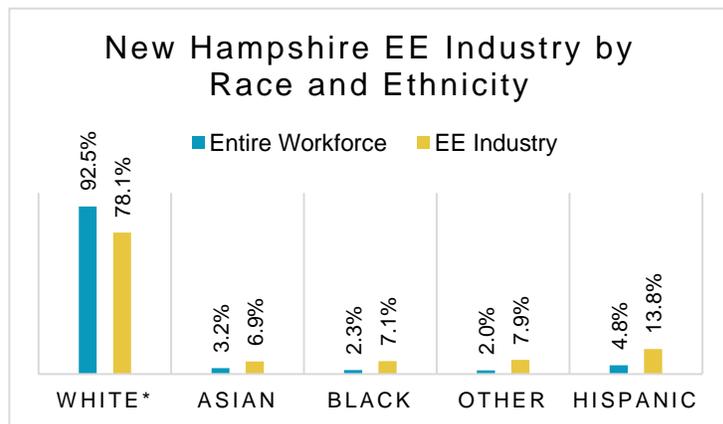
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in New Hampshire?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all New Hampshire communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at New Hampshire businesses.



*Includes non-Hispanic and Hispanic whites.

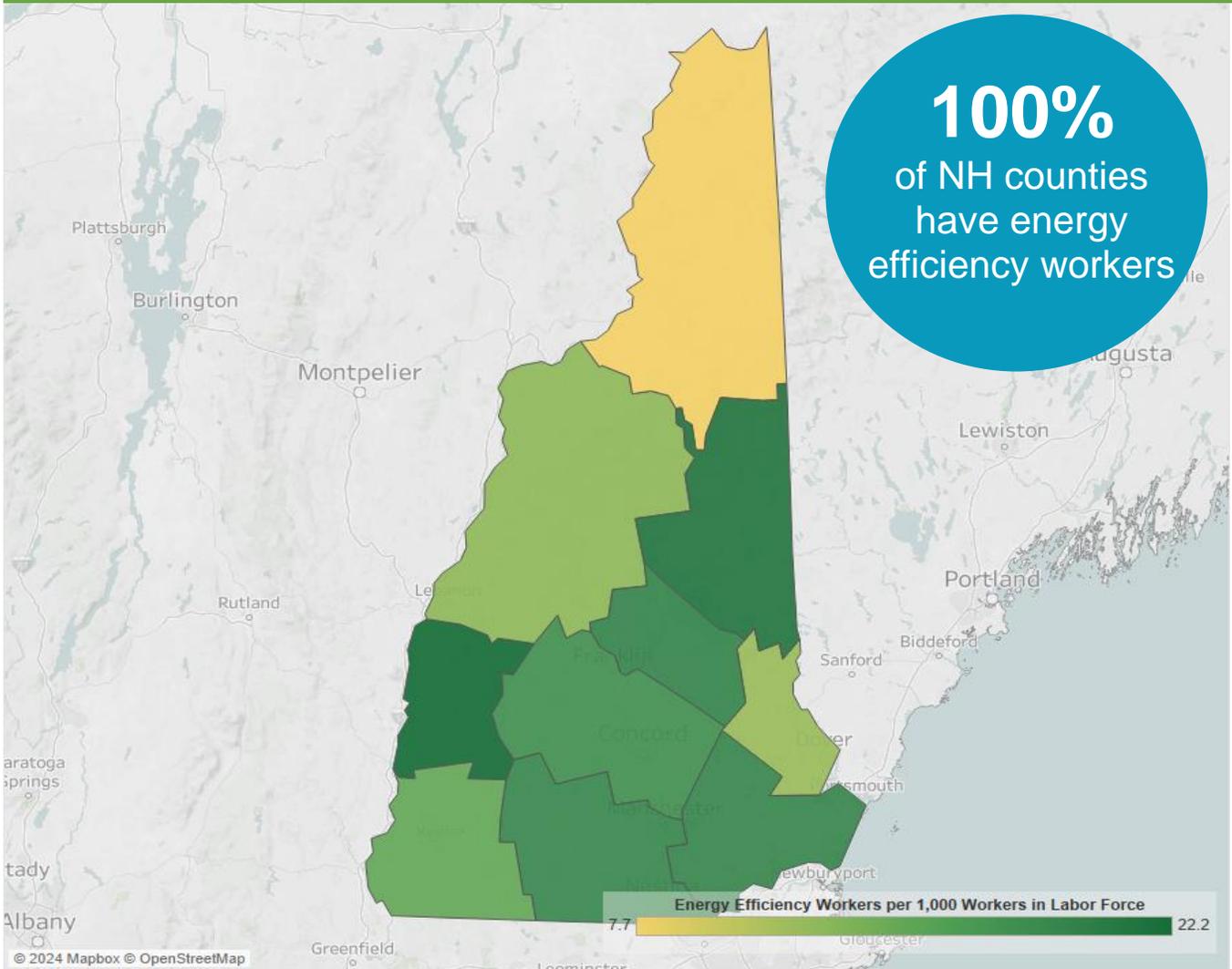


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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,313	Boston-Cambridge-Newton	3,536
2	5,315	Manchester-Nashua	3,818
		Rural	4,273

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	443		7	568		13	295		19	244
2	538		8	527		14	1,068		20	325
3	556		9	562		15	597		21	595
4	446		10	359		16	547		22	536
5	382		11	565		17	395		23	484
6	278		12	599		18	180		24	539

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	119		405	34		602	<10		722	70
2	271		406	104		604	118		723	437
4	86		408	75		605	<10		724	57
5	51		409	73		606	50		801	21
6	80		410	127		607	69		802	39
7	21		412	62		609	94		803	49
101	97		413	39		610	552		804	115
102	113		501	104		620	155		805	23
103	63		502	78		623	110		806	290
104	170		503	38		624	132		807	151
105	83		504	196		701	51		817	69
117	<10		505	17		702	156		818	29
201	88		506	236		704	211		901	68
202	194		507	243		705	471		902	113
203	24		508	143		706	43		903	85
209	186		510	452		707	79		906	37
211	60		512	193		708	322		907	22
212	81		520	278		709	99			
301	53		521	400		710	344			
302	36		523	121		712	33			
303	48		525	11		713	54			
304	19		526	120		714	95			
305	14		528	162		715	40			
306	28		529	64		716	36			
401	93		530	293		717	19			
402	52		531	120		719	132			
403	38		537	116		720	124			
404	18		601	140		721	121			





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New Jersey

Energy Efficiency Jobs in America

38,267
Total Jobs

What are EE jobs?

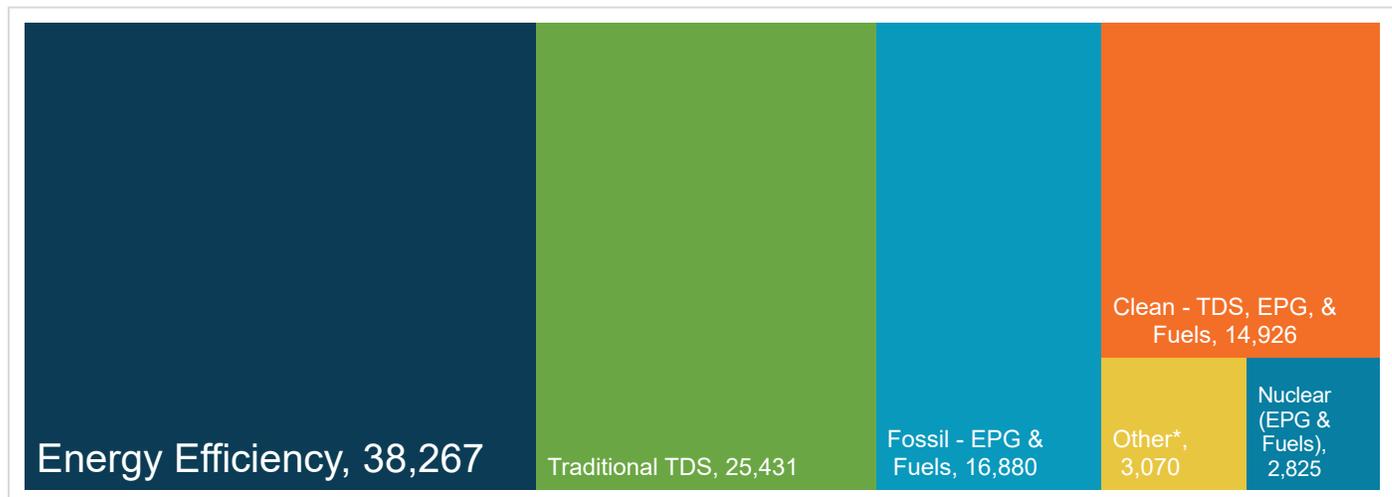
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 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.

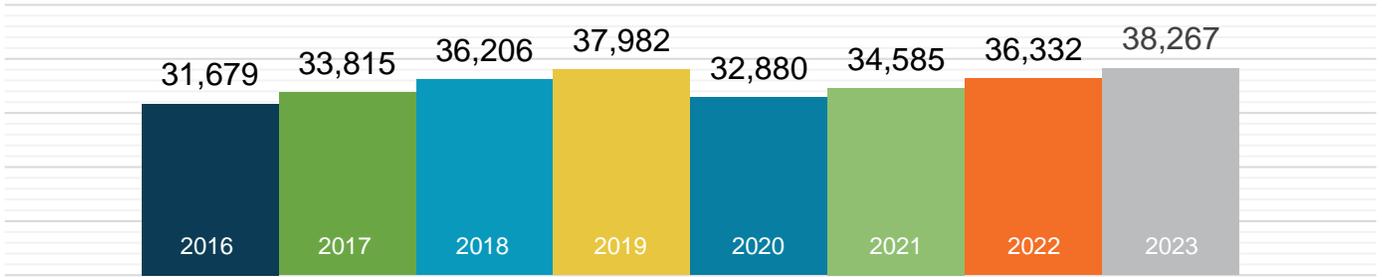
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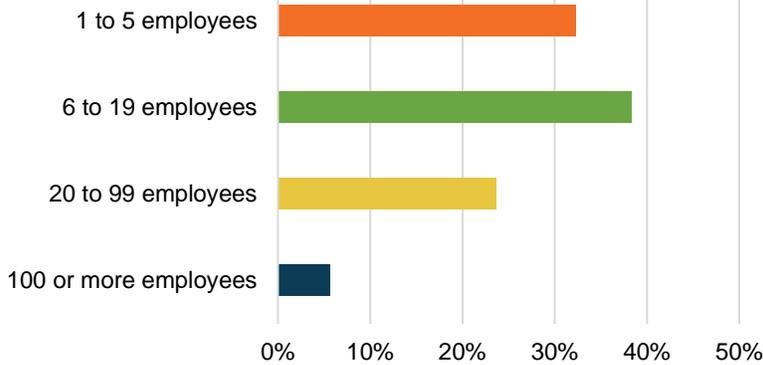
E4 THE FUTURE

What does EE look like in New Jersey?

EE Workers Employed in NJ



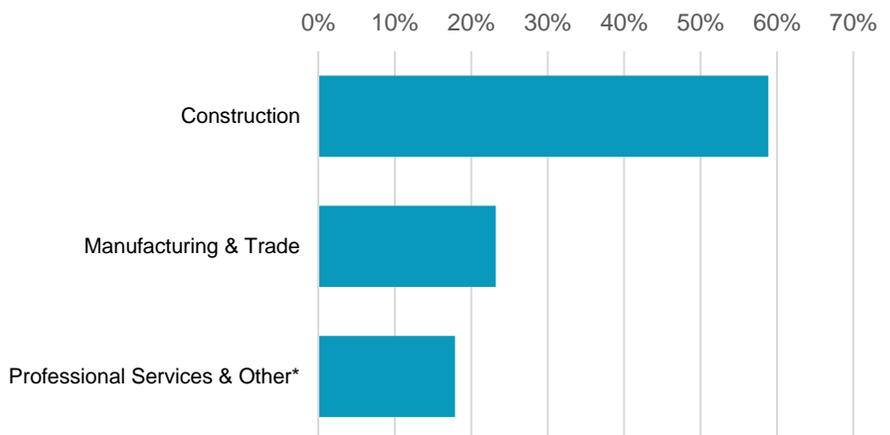
94.4% of NJ EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **14%** of New Jersey's construction workforce

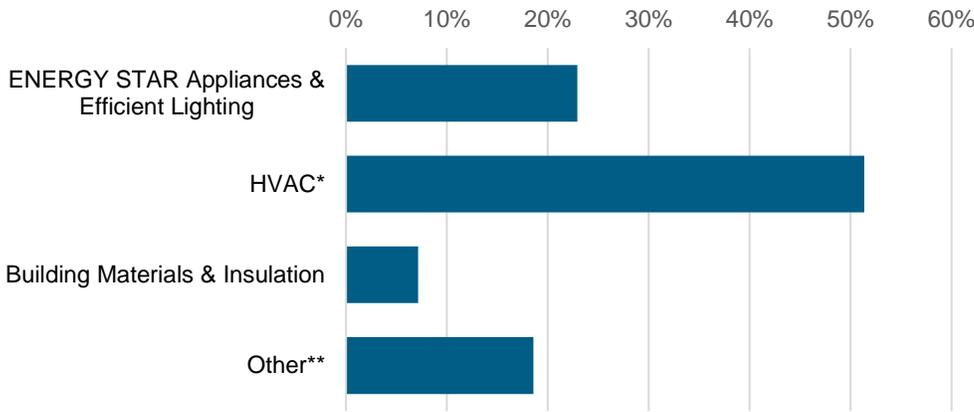


What type of work do energy efficiency firms do?

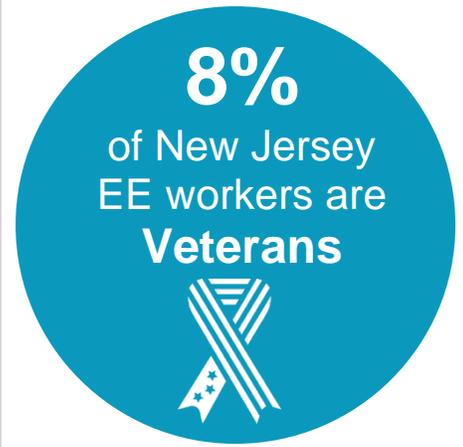


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services

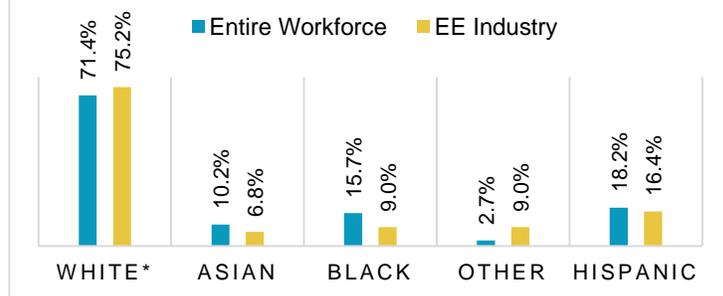


How is EE doing on diversity in New Jersey?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all New Jersey communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at New Jersey businesses.

New Jersey EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

Gender in the New Jersey EE Workforce

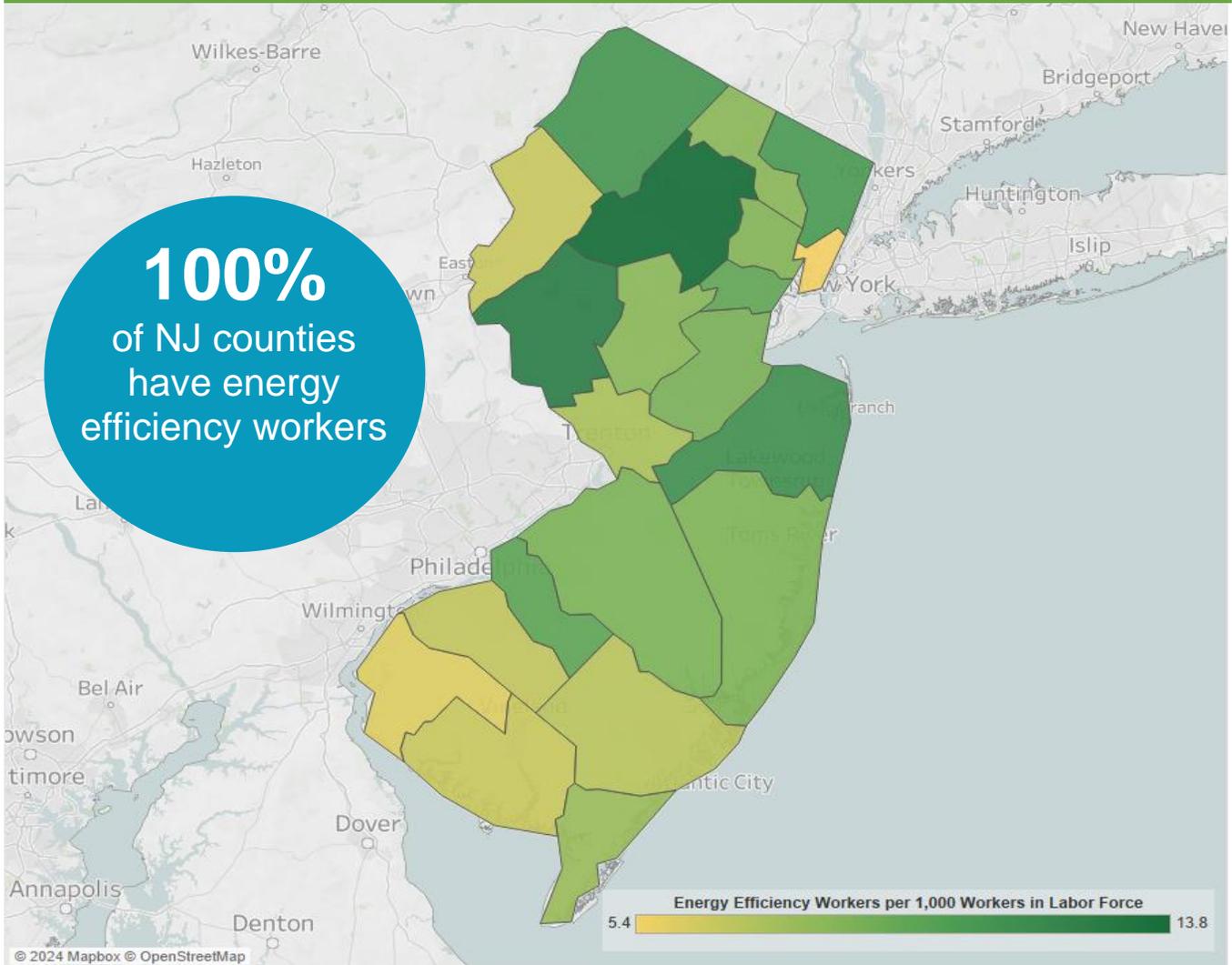


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional				Metropolitan Areas	
District	Jobs	District	Jobs	Area	Jobs
1	2,819	9	3,120	Allentown-Bethlehem-Easton	220
2	2,494	10	985	Atlantic City-Hammonton	871
3	3,910	11	3,604	New York-Newark-Jersey City	28,238
4	4,155	12	2,286	Ocean City	299
5	4,202			Philadelphia-Camden-Wilmington	4,871
6	2,396			Trenton	1,983
7	5,488			Vineland-Bridgeton	394
8	2,809			Rural	1,391

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	971		11	1,948		21	1,454		31	700
2	911		12	1,177		22	768		32	561
3	668		13	676		23	888		33	454
4	628		14	1,114		24	1,012		34	686
5	794		15	947		25	1,460		35	852
6	705		16	1,625		26	1,609		36	688
7	1,142		17	945		27	907		37	1,674
8	855		18	648		28	597		38	1,024
9	1,164		19	534		29	708		39	1,318
10	1,306		20	615		30	575		40	959

State General Assembly										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	945		11	2,279		21	1,411		31	671
2	974		12	1,194		22	737		32	548
3	645		13	650		23	888		33	456
4	653		14	1,117		24	1,037		34	621
5	788		15	970		25	1,402		35	830
6	684		16	1,566		26	1,630		36	691
7	1,185		17	1,034		27	876		37	1,683
8	869		18	622		28	572		38	1,032
9	1,126		19	506		29	681		39	1,264
10	1,356		20	588		30	568		40	918





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New Mexico

Energy Efficiency Jobs in America

6,486
Total Jobs

What are EE jobs?

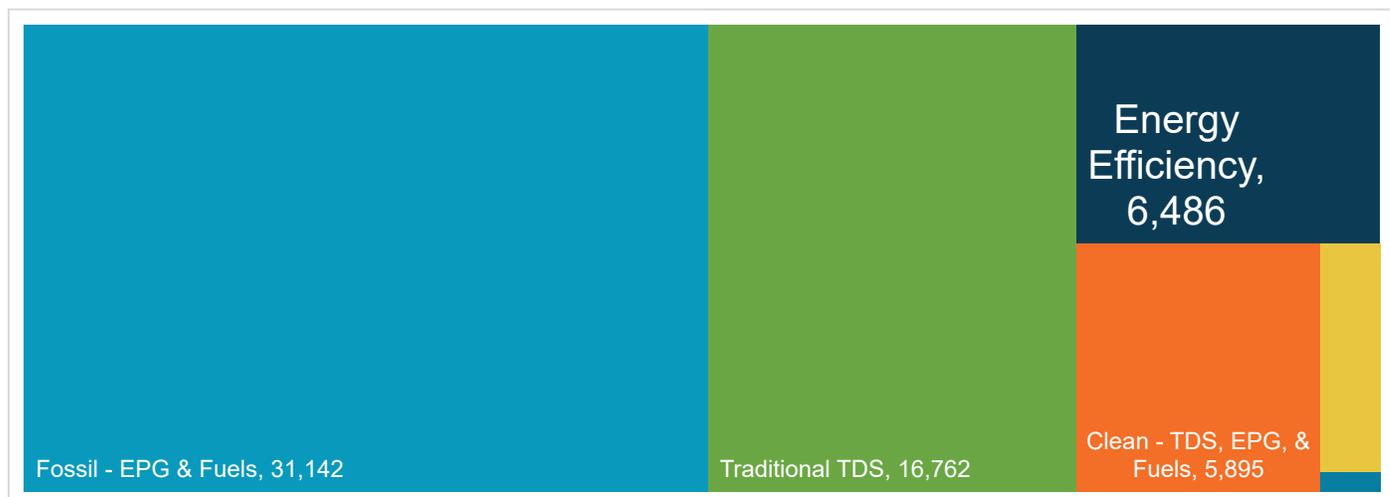
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 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) = 116

Other* = 1,344

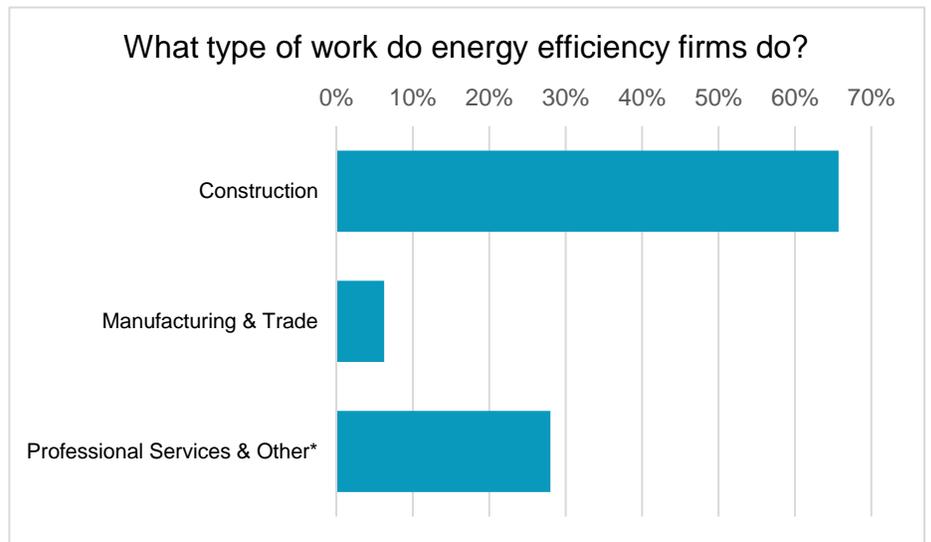
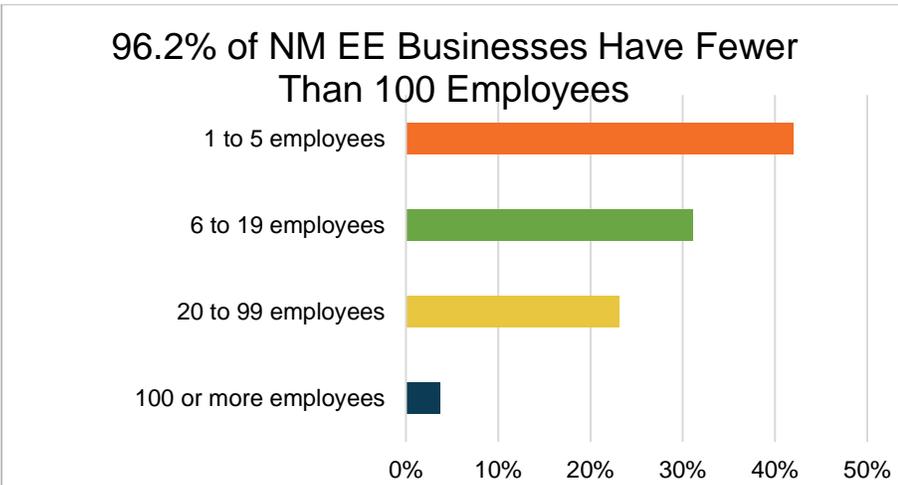
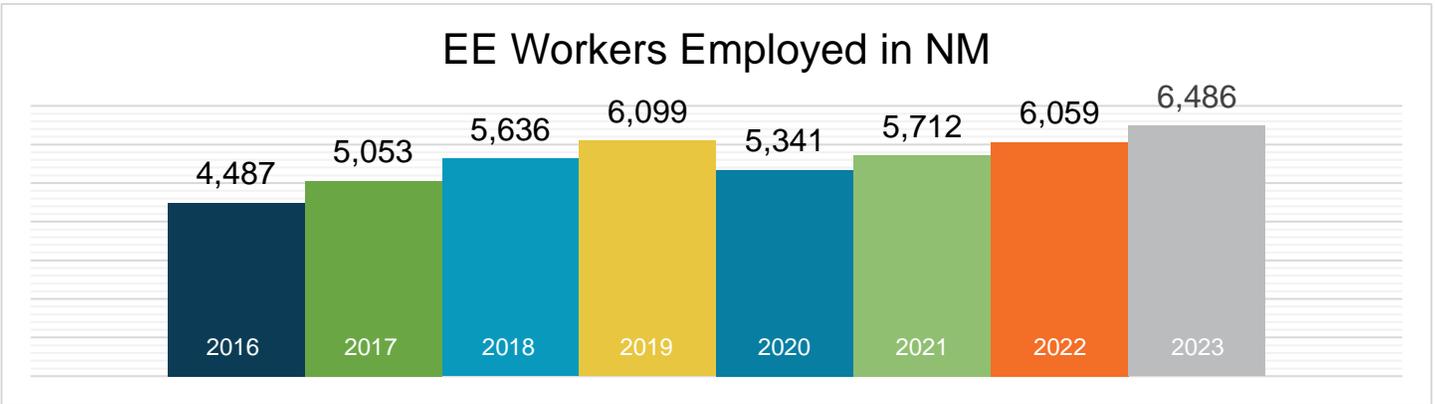
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



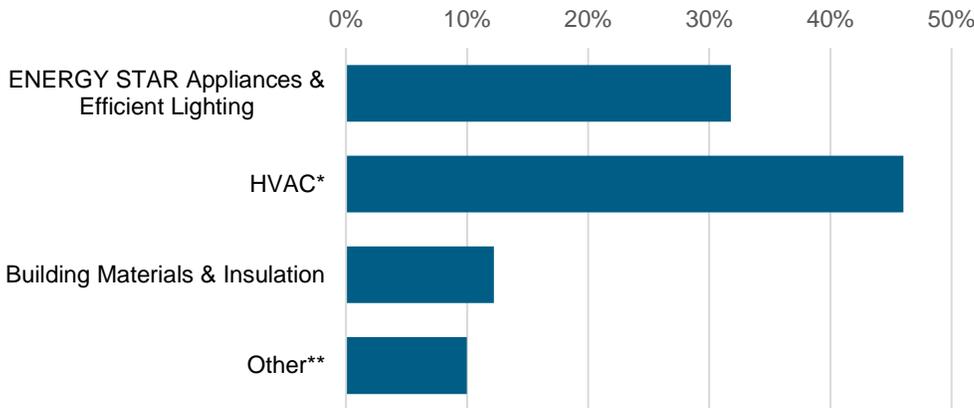
E4 THE FUTURE

What does EE look like in New Mexico?

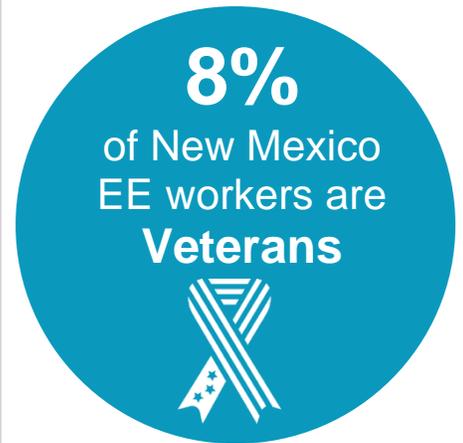


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



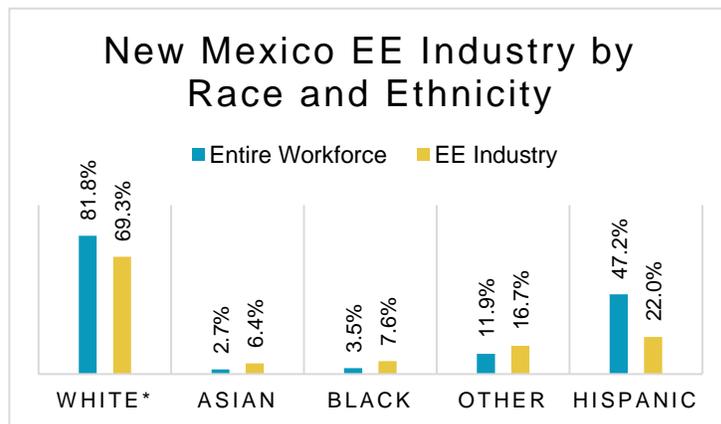
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in New Mexico?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all New Mexico communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at New Mexico businesses.



*Includes non-Hispanic and Hispanic whites.

Gender in the New Mexico EE Workforce

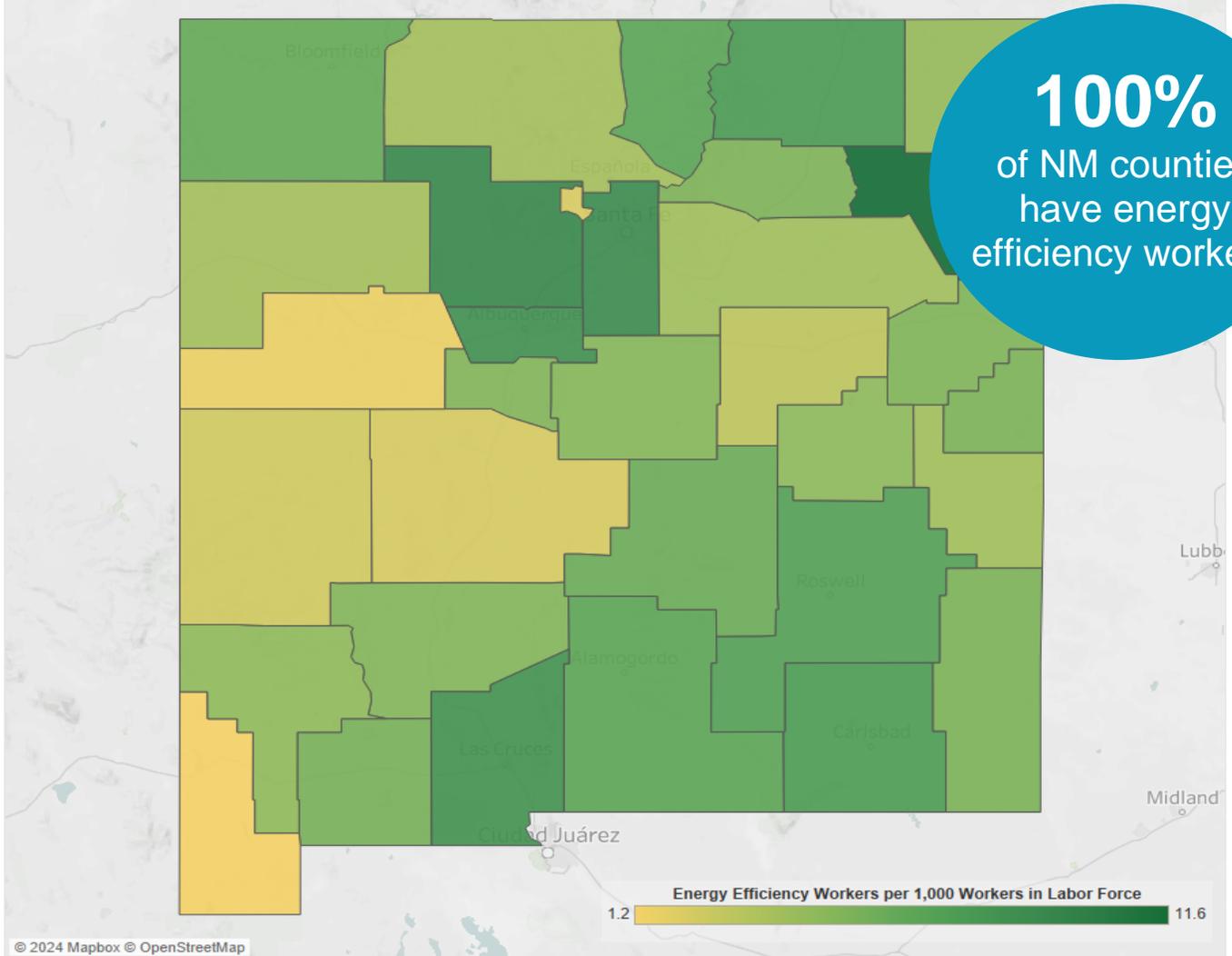


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	3,493	Albuquerque	3,390
2	1,260	Farmington	291
3	1,733	Las Cruces	658
		Santa Fe	553
		Rural	1,594



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New York

Energy Efficiency Jobs in America

129,946

Total Jobs

What are EE jobs?

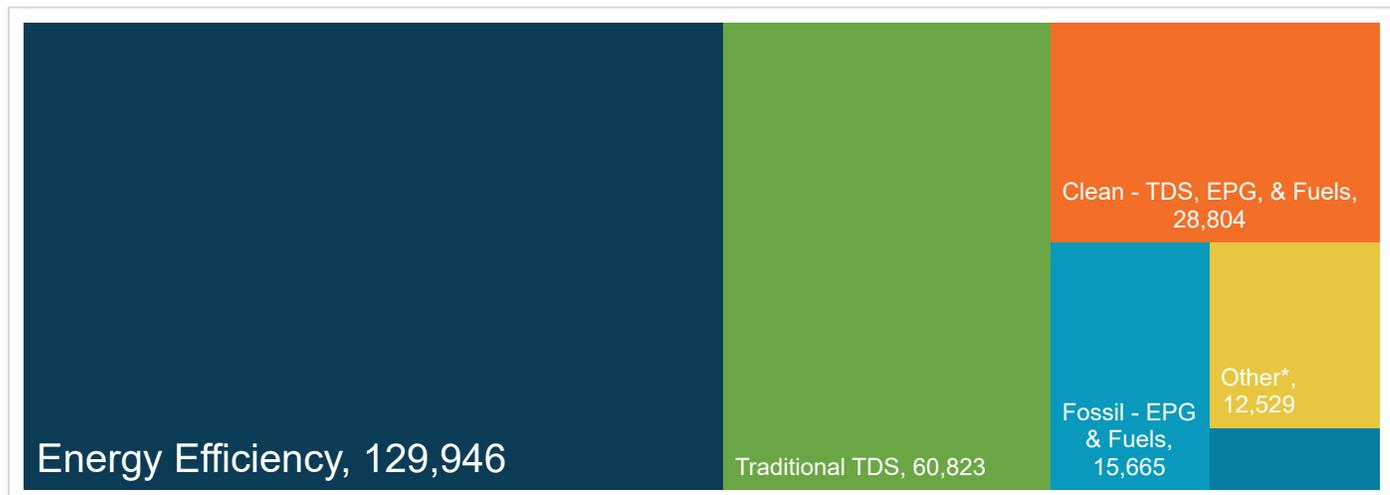
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 in New York?

Energy efficiency is the largest energy sector in New York.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 4,208

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

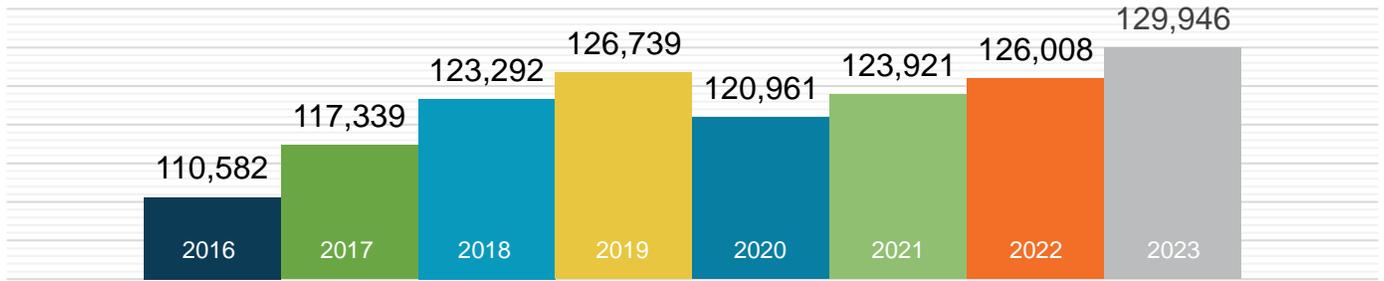
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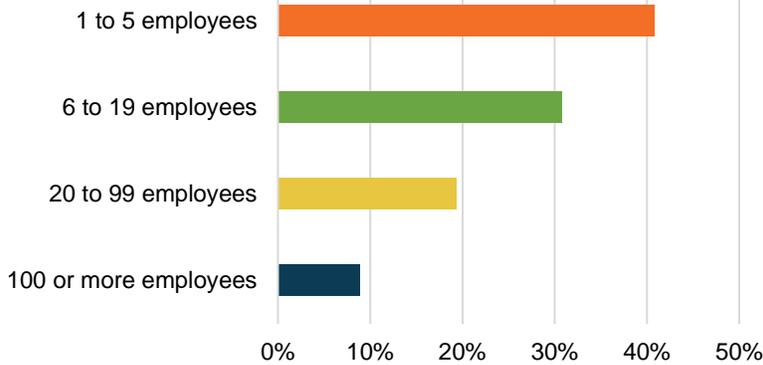
E4 THE FUTURE

What does EE look like in New York?

EE Workers Employed in NY



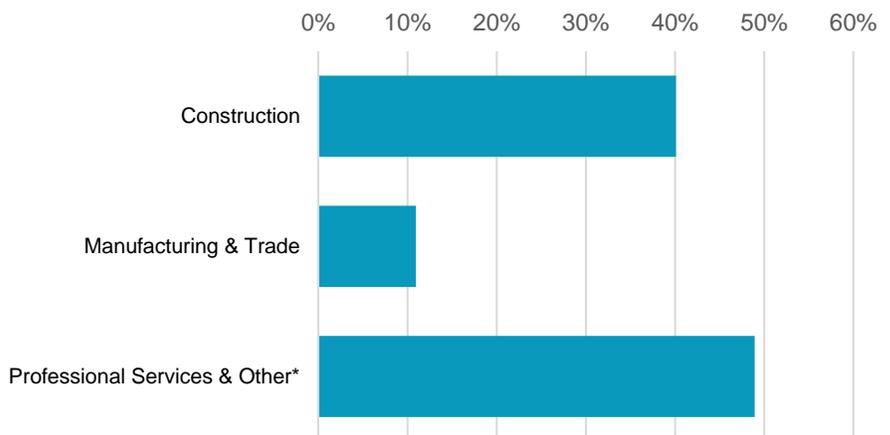
91.1% of NY EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **14%** of New York's construction workforce

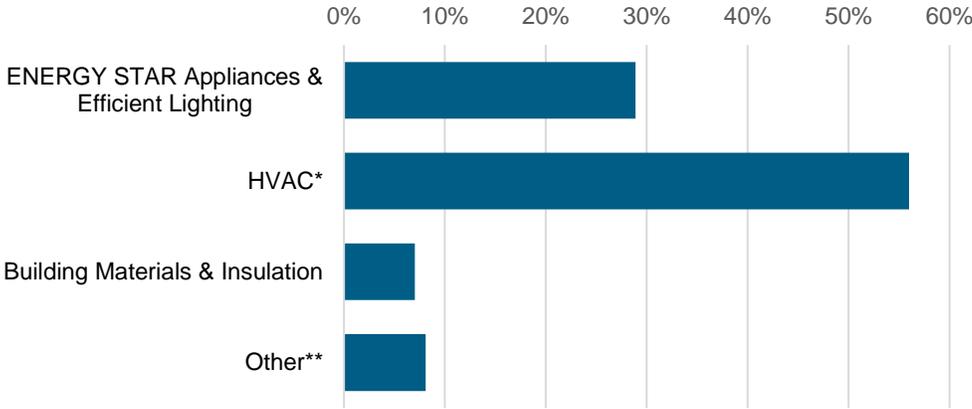


What type of work do energy efficiency firms do?

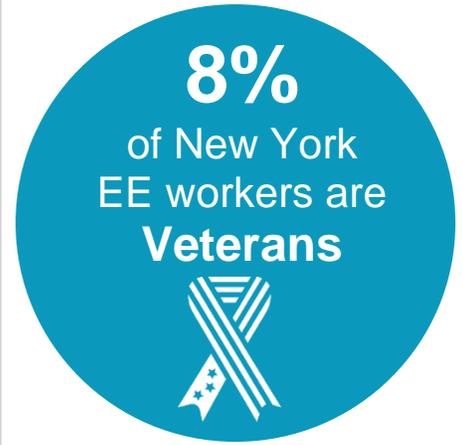


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



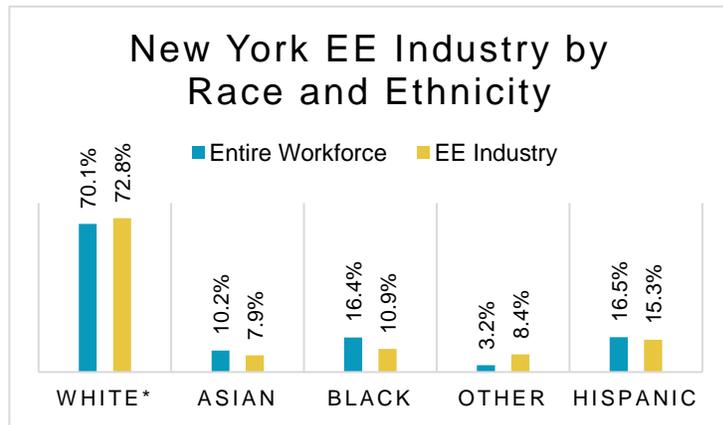
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in New York?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all New York communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at New York businesses.



*Includes non-Hispanic and Hispanic whites.

Gender in the New York EE Workforce

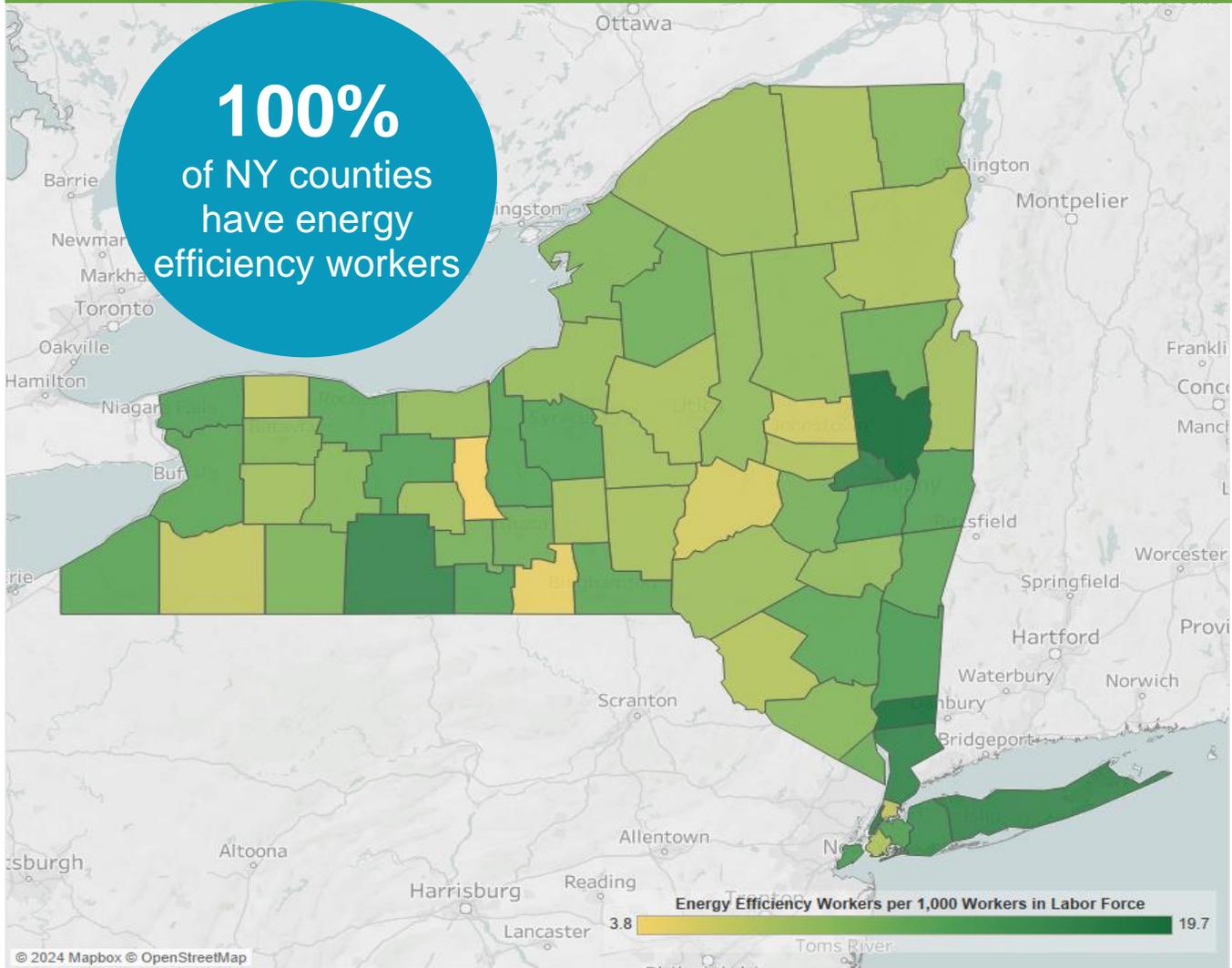


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional				Metropolitan Areas	
District	Jobs	District	Jobs	Area	Jobs
1	9,156	15	1,541	Albany-Schenectady-Troy	6,674
2	4,629	16	3,593	Binghamton	1,039
3	7,563	17	7,647	Buffalo-Cheektowaga-Niagara Falls	6,458
4	5,666	18	5,550	Elmira	439
5	1,689	19	5,245	Glens Falls	498
6	2,901	20	5,839	Ithaca	524
7	8,007	21	4,222	Kingston	697
8	2,005	22	3,838	New York-Newark-Jersey City	95,875
9	909	23	4,423	Rochester	5,898
10	10,792	24	5,219	Syracuse	3,540
11	2,334	25	4,486	Utica-Rome	924
12	11,823	26	5,516	Rural	7,380
13	857	27	2,833		
14	1,664				

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	3,612	18	1,879	35	4,585	52	1,453
2	5,849	19	386	36	624	53	395
3	2,921	20	1,239	37	2,339	54	2,195
4	910	21	<10	38	2,661	55	1,928
5	3,393	22	404	39	2,465	56	2,531
6	4,790	23	1,329	40	2,265	57	1,815
7	2,187	24	802	41	1,938	58	1,049
8	1,127	25	883	42	2,025	59	3,124
9	1,129	26	6,683	43	3,342	60	2,478
10	1,355	27	15,451	44	2,868	61	1,073
11	2,023	28	1,165	45	2,513	62	1,204
12	2,657	29	1,303	46	1,692	63	221
13	719	30	585	47	1,984		
14	385	31	339	48	805		
15	326	32	1,301	49	794		
16	187	33	169	50	3,777		
17	3,298	34	1,048	51	1,961		

State Assembly

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	2,111	39	<10	77	588	115	896
2	854	40	<10	78	619	116	660
3	975	41	1,582	79	189	117	627
4	694	42	380	80	306	118	297
5	1,838	43	341	81	270	119	141
6	1,836	44	813	82	158	120	667
7	1,147	45	524	83	<10	121	529
8	1,044	46	400	84	784	122	1,318
9	1,709	47	<10	85	128	123	219
10	2,289	48	<10	86	<10	124	717
11	138	49	216	87	<10	125	1,111
12	49	50	1,068	88	2,272	126	878
13	3,520	51	465	89	904	127	1,125
14	1,058	52	1,105	90	564	128	1,547
15	466	53	327	91	1,511	129	108
16	2,374	54	465	92	2,148	130	1,481
17	164	55	105	93	1,388	131	1,222
18	1,781	56	<10	94	926	132	591
19	255	57	<10	95	358	133	1,053
20	1,104	58	253	96	2,400	134	1,252
21	572	59	<10	97	259	135	219
22	98	60	23	98	1,204	136	627
23	586	61	1,266	99	1,319	137	1,116
24	933	62	783	100	553	138	46
25	787	63	<10	101	1,524	139	520
26	527	64	<10	102	1,247	140	929
27	1,147	65	6,197	103	1,276	141	1,908
28	541	66	979	104	709	142	1,042
29	451	67	3,250	105	687	143	1,529
30	1,834	68	488	106	400	144	657
31	39	69	<10	107	1,456	145	527
32	<10	70	115	108	1,482	146	231
33	65	71	208	109	1,012	147	624
34	213	72	81	110	733	148	565
35	<10	73	8,226	111	467	149	114
36	346	74	812	112	1,668	150	777
37	16	75	4,295	113	1,179		
38	79	76	138	114	766		





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North Carolina

Energy Efficiency Jobs in America

80,817

Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in North Carolina?

Energy efficiency is the largest energy sector in North Carolina.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,806

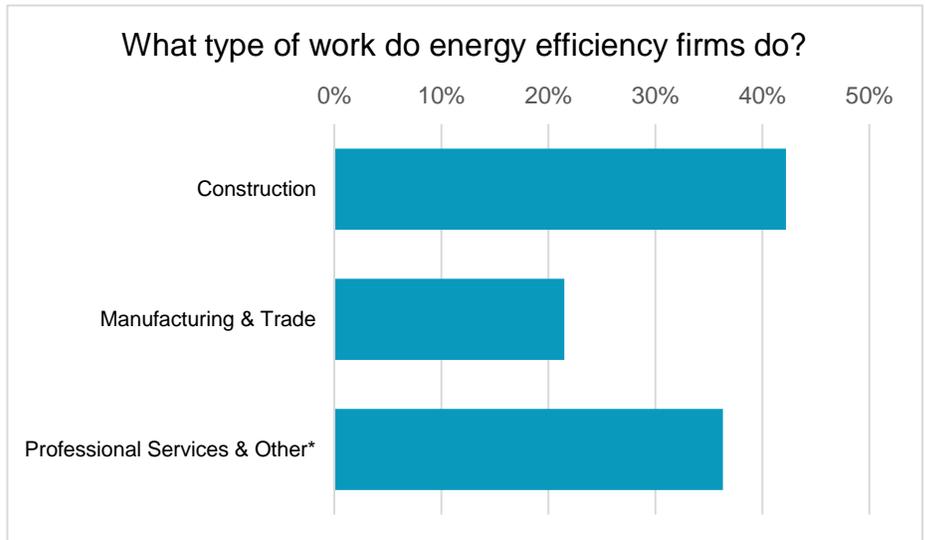
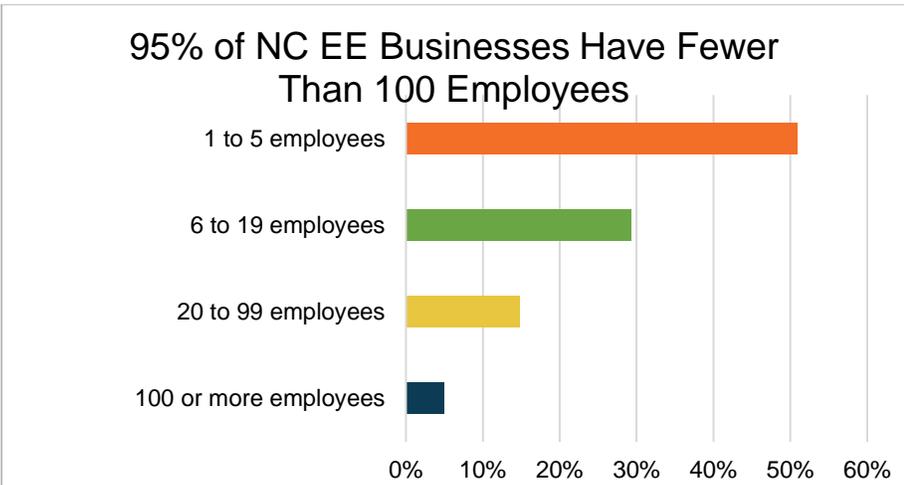
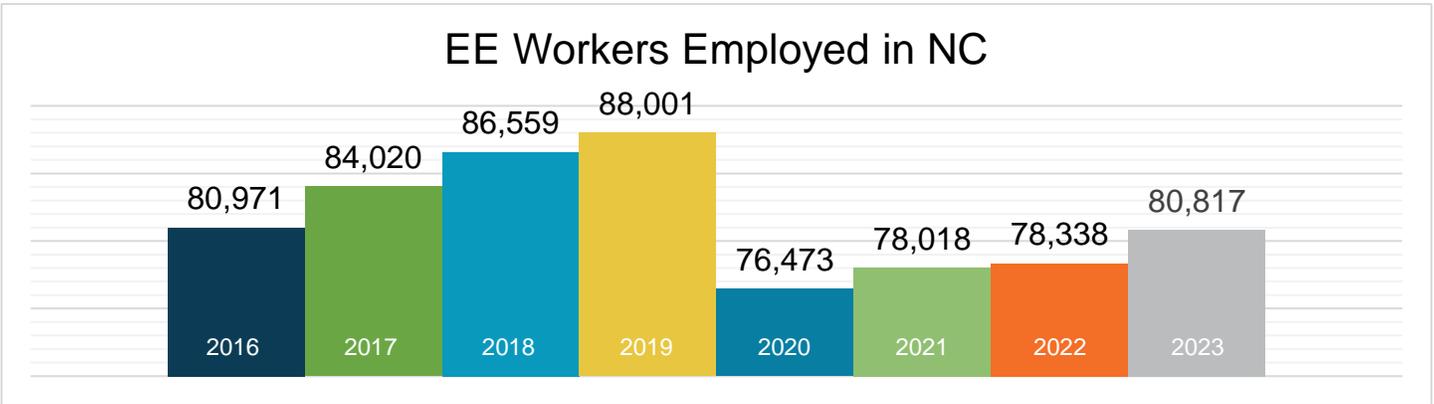
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



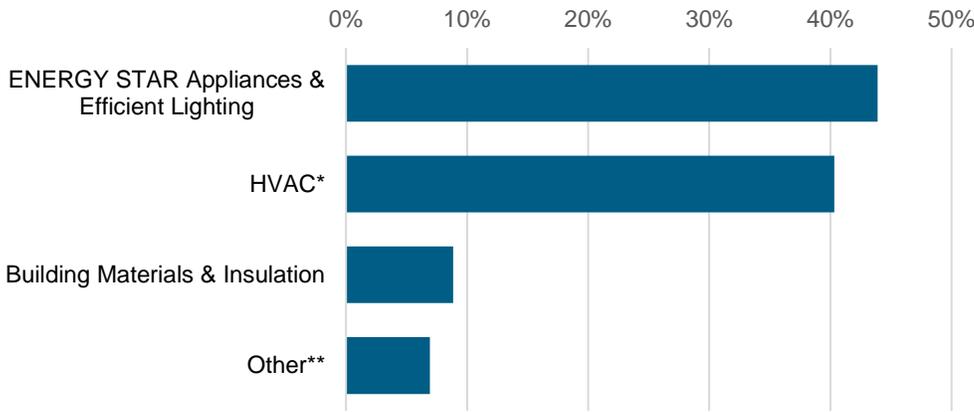
E4 THE FUTURE

What does EE look like in North Carolina?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



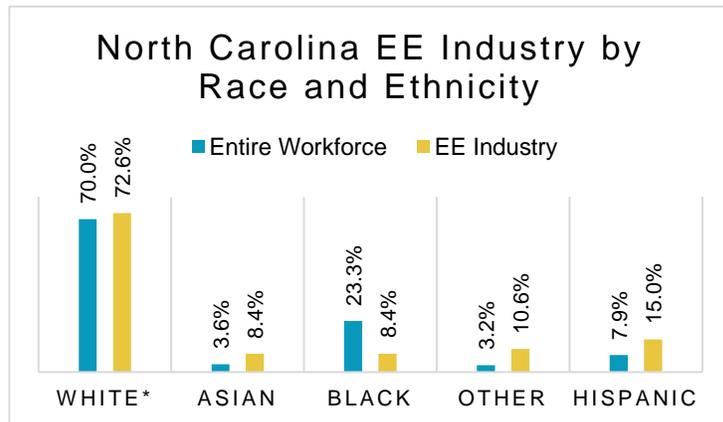
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in North Carolina?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all North Carolina communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at North Carolina businesses.



*Includes non-Hispanic and Hispanic whites.

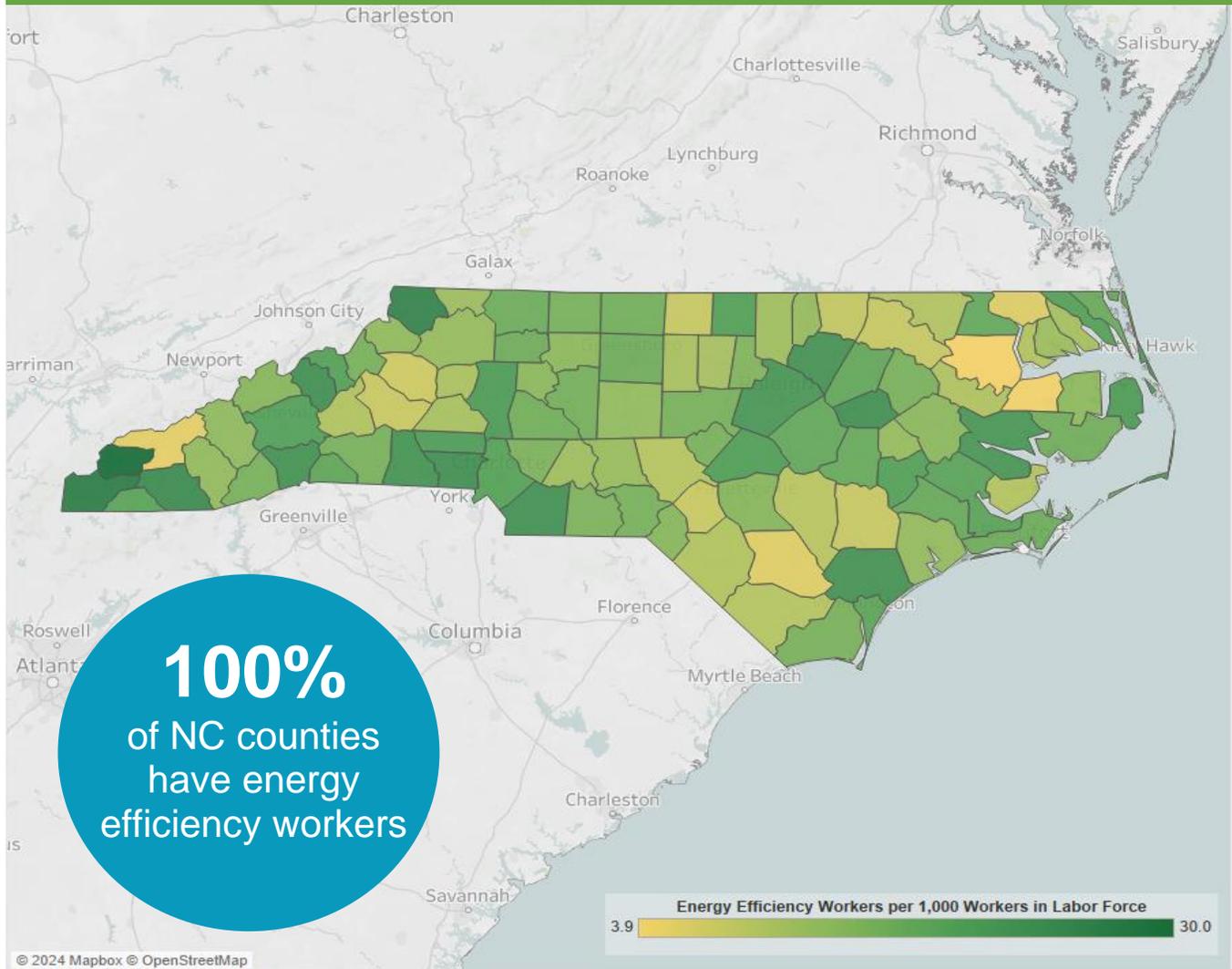
Gender in the North Carolina EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary 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/330956>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	9,315	9	11,503	Asheville	3,960	Hickory-Lenoir-Morganton	1,472
2	9,417	10	7,558	Burlington	726	Jacksonville	682
3	5,667	11	4,107	Charlotte-Concord-Gastonia	22,682	Raleigh	15,273
4	7,977	12	458	Durham-Chapel Hill	4,642	Rocky Mount	925
5	8,840	13	1,235	Fayetteville	1,789	Virginia Beach-Norfolk-Newport News	124
6	4,802			Goldsboro	708	Wilmington	2,630
7	4,425			Greensboro-High Point	5,599	Winston-Salem	3,743
8	5,513			Greenville	1,090	Rural	14,772

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	2,234	14	4,281	27	2,039	40	<10
2	1,662	15	2,592	28	<10	41	492
3	918	16	1,789	29	1,263	42	2,218
4	1,520	17	334	30	1,311	43	1,609
5	1,780	18	344	31	2,453	44	1,040
6	940	19	1,515	32	<10	45	1,289
7	155	20	2,093	33	195	46	1,420
8	2,904	21	181	34	1,838	47	1,633
9	1,881	22	2,018	35	1,769	48	2,513
10	2,414	23	1,062	36	3,142	49	1,730
11	792	24	1,331	37	7,830	50	1,570
12	2,098	25	1,874	38	182		
13	891	26	3,007	39	656		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	827	31	110	61	449	91	21
2	1,142	32	178	62	89	92	1,928
3	1,011	33	1,050	63	406	93	595
4	1,071	34	3,021	64	<10	94	124
5	239	35	709	65	314	95	<10
6	1,171	36	767	66	30	96	<10
7	1,174	37	30	67	530	97	159
8	659	38	<10	68	395	98	513
9	531	39	<10	69	378	99	649
10	485	40	417	70	688	100	515
11	2,748	41	18	71	1,757	101	<10
12	<10	42	730	72	217	102	128
13	984	43	831	73	1,564	103	<10
14	631	44	<10	74	211	104	<10
15	93	45	21	75	217	105	<10
16	523	46	752	76	1,385	106	<10
17	905	47	116	77	460	107	<10
18	1,856	48	624	78	379	108	1,220
19	575	49	<10	79	356	109	<10
20	<10	50	974	80	165	110	1,067
21	231	51	671	81	<10	111	77
22	1,895	52	715	82	2,406	112	403
23	237	53	103	83	<10	113	1,556
24	<10	54	413	84	1,493	114	2,764
25	171	55	1,642	85	1,288	115	423
26	1,107	56	97	86	696	116	210
27	342	57	2,047	87	74	117	<10
28	217	58	993	88	5,373	118	567
29	2,345	59	735	89	918	119	591
30	1,748	60	1,243	90	520	120	523





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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, 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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North Dakota

Energy Efficiency Jobs in America

5,293
Total Jobs

What are EE jobs?

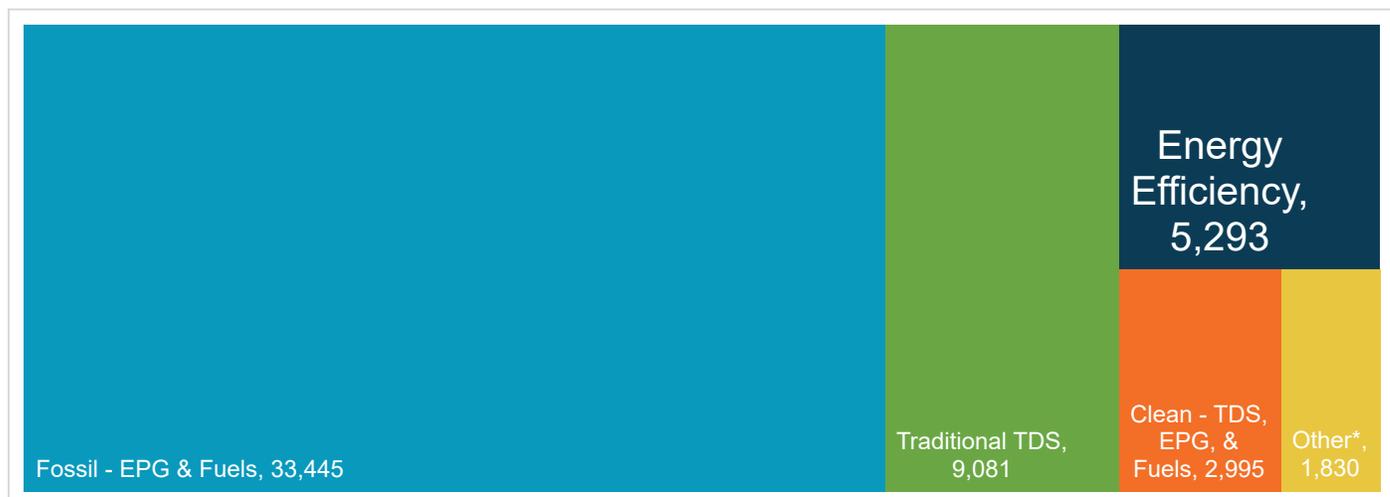
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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

How does EE compare 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) = 7

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

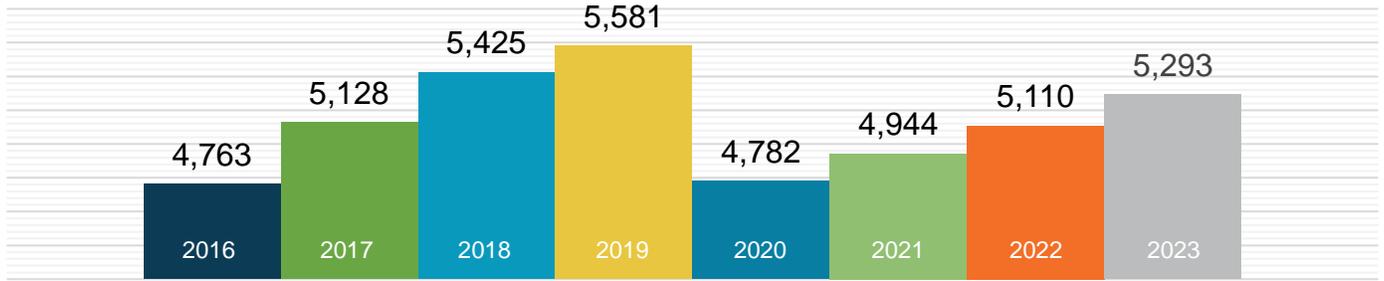
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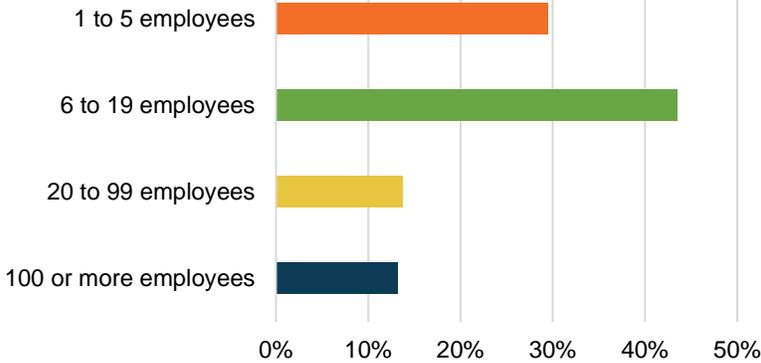
E4 THE FUTURE

What does EE look like in North Dakota?

EE Workers Employed in ND



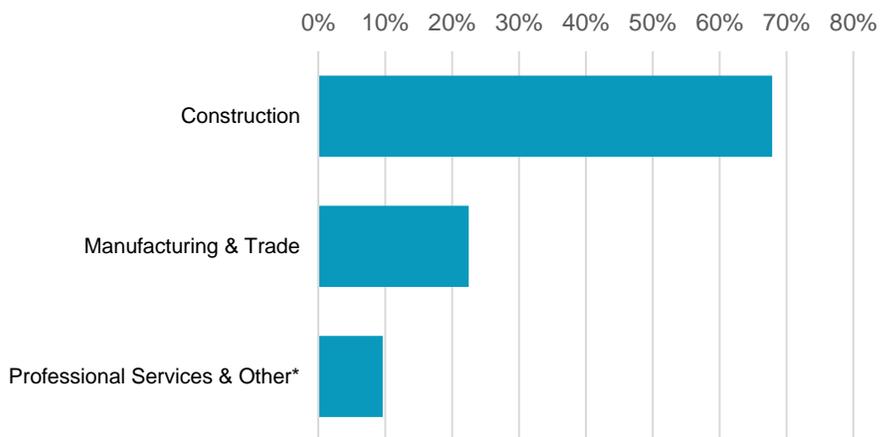
86.8% of ND EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **14%** of North Dakota's construction workforce



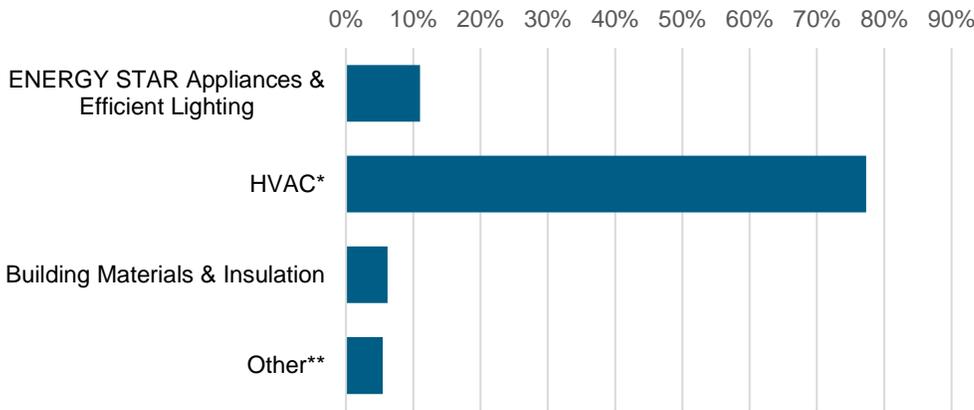
What type of work do energy efficiency firms do?



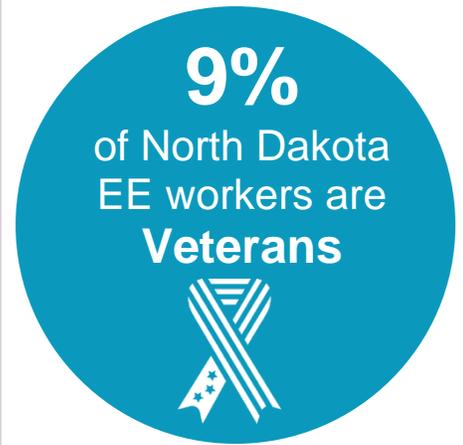
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What energy efficiency sectors employ the most workers?



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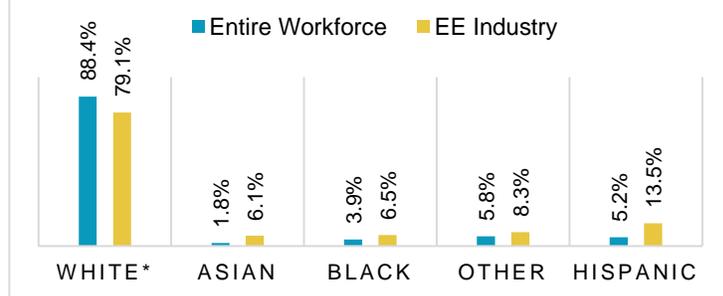


How is EE doing on diversity in North Dakota?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all North Dakota communities are represented in the EE sector.

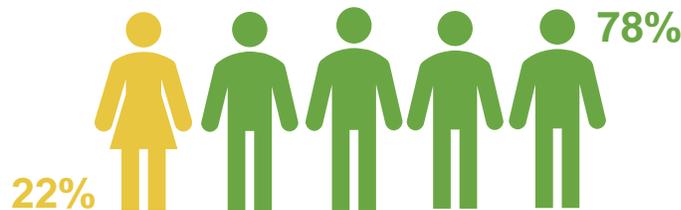
The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at North Dakota businesses.

North Dakota EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

Gender in the North Dakota EE Workforce

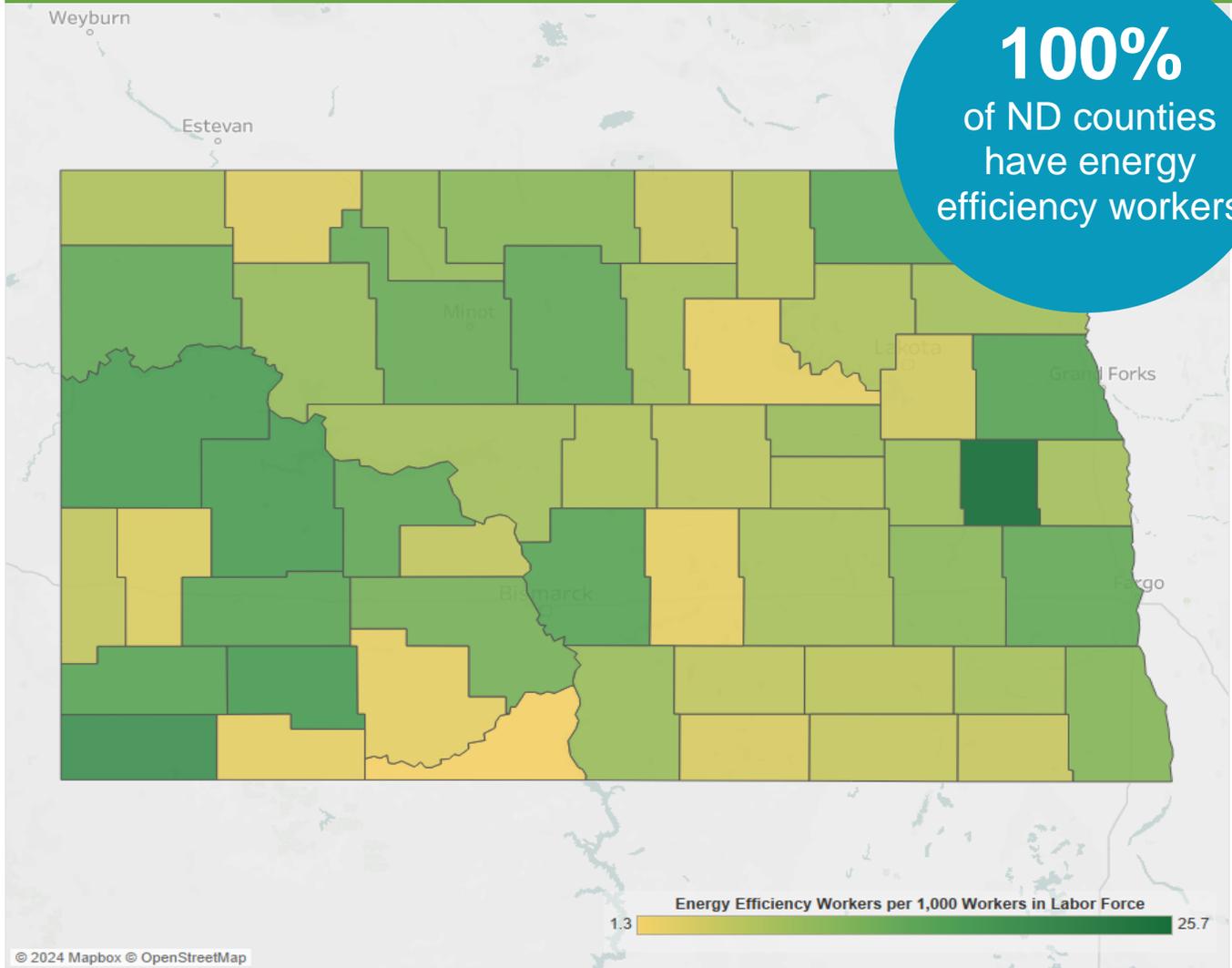


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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,293	Bismarck	977
		Fargo	1,675
		Grand Forks	587
		Rural	2,054

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	351	13	317	25	115	37	<10
2	129	14	142	26	109	38	<10
3	416	15	89	27	<10	39	240
4	136	16	150	28	61	40	<10
5	<10	17	325	29	23	41	<10
6	112	18	<10	30	<10	42	<10
7	560	19	82	31	230	43	<10
8	34	20	56	32	<10	44	<10
9	30	21	328	33	26	45	<10
10	102	22	106	34	<10	46	<10
11	347	23	24	35	<10	47	<10
12	94	24	135	36	337		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	332	25	110	49	<10	73	<10
2	125	26	105	50	<10	74	<10
3	398	27	<10	51	<10	75	<10
4	130	28	58	52	<10	76	<10
5	<10	29	22	53	<10	77	<10
6	107	30	<10	54	<10	78	<10
7	536	31	220	55	<10	79	<10
8	33	32	<10	56	<10	80	<10
9	28	33	25	57	<10	81	<10
10	98	34	<10	58	<10	82	<10
11	332	35	<10	59	<10	83	<10
12	90	36	325	60	<10	84	<10
13	304	37	<10	61	<10	85	<10
14	136	38	<10	62	<10	86	<10
15	86	39	229	63	<10	87	<10
16	144	40	<10	64	<10	88	<10
17	311	41	<10	65	<10	89	<10
18	<10	42	<10	66	<10	90	<10
19	79	43	<10	67	<10	91	<10
20	53	44	<10	68	<10	92	<10
21	314	45	<10	69	<10	93	<10
22	101	46	<10	70	<10	94	<10
23	23	47	<10	71	<10		
24	129	48	<10	72	<10		





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Ohio

Energy Efficiency Jobs in America

78,744
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Ohio?

Energy efficiency is the largest energy sector in Ohio.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 2,087

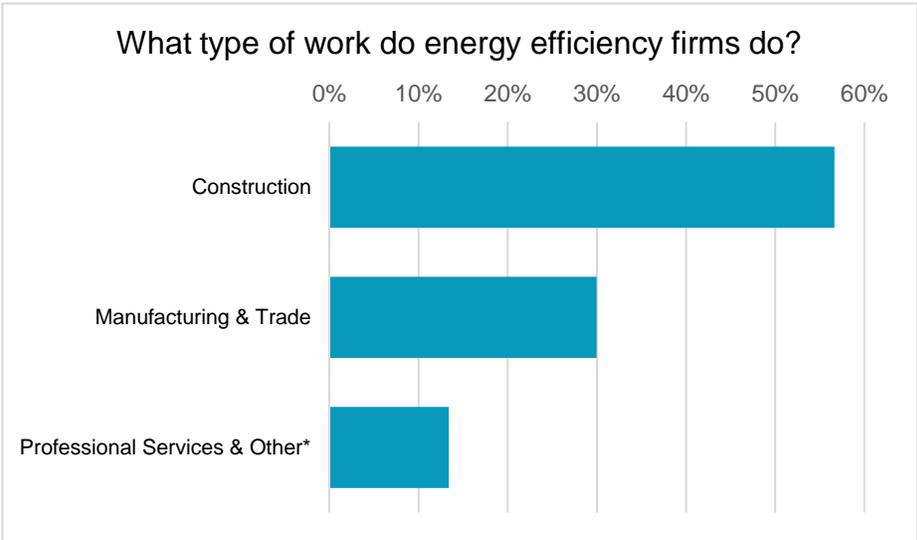
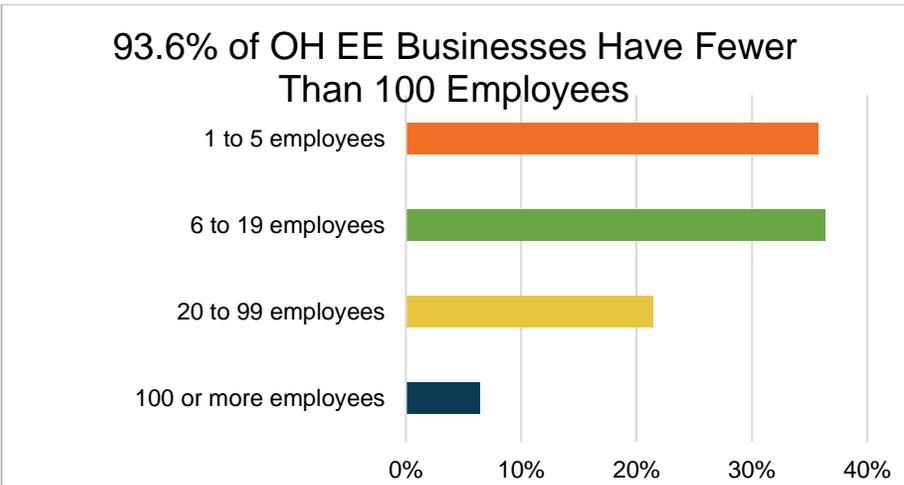
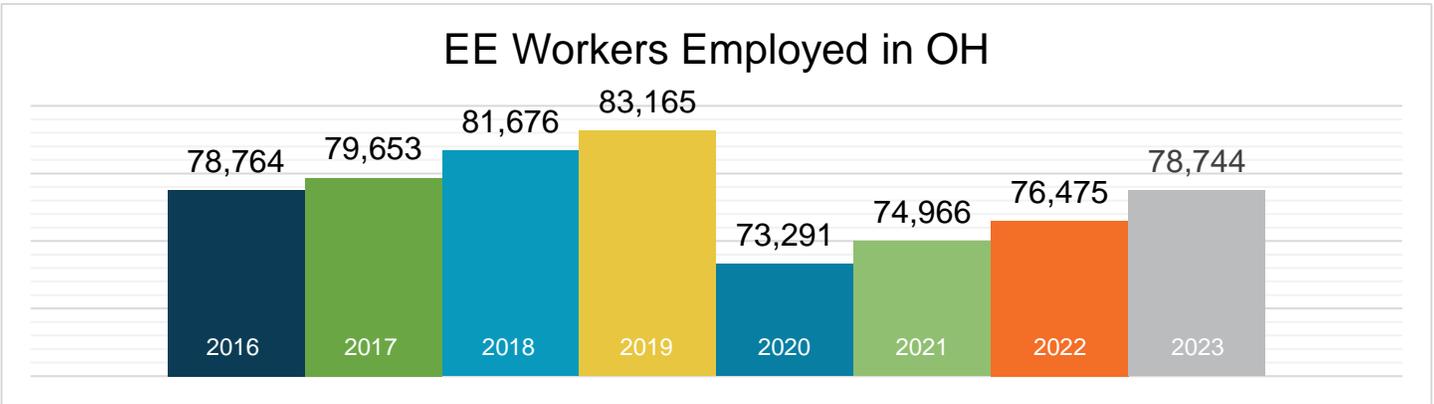
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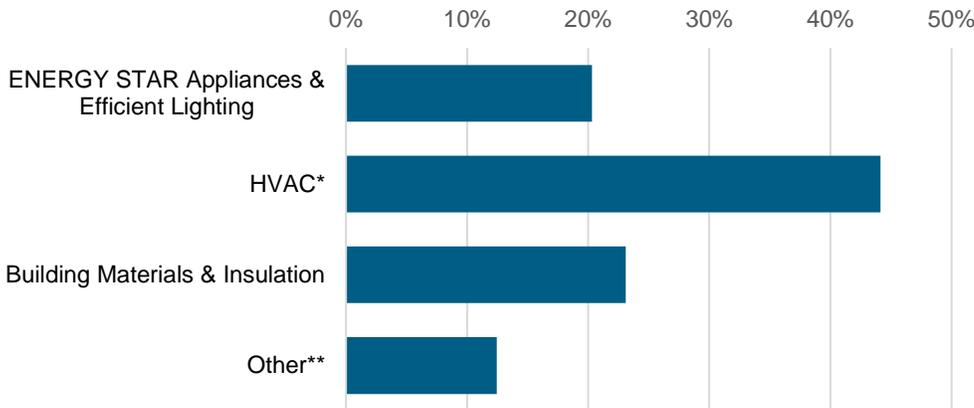
E4 THE FUTURE

What does EE look like in Ohio?

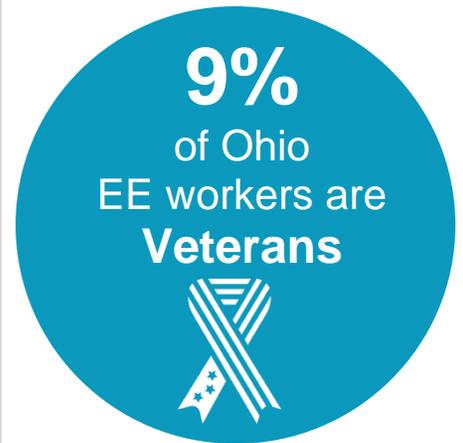


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What energy efficiency sectors employ the most workers?



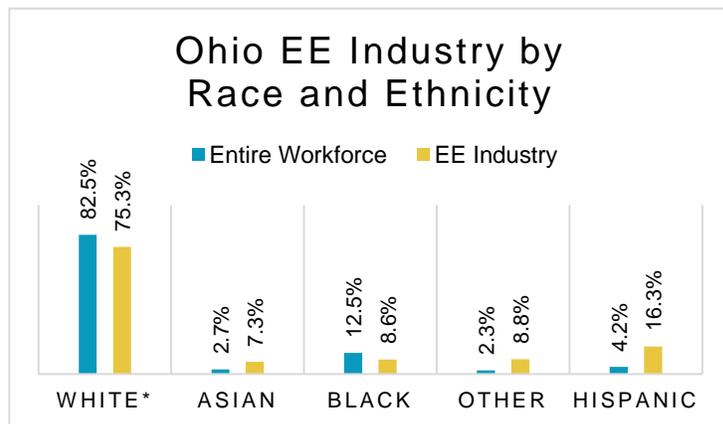
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How is EE doing on diversity in Ohio?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Ohio communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Ohio businesses.



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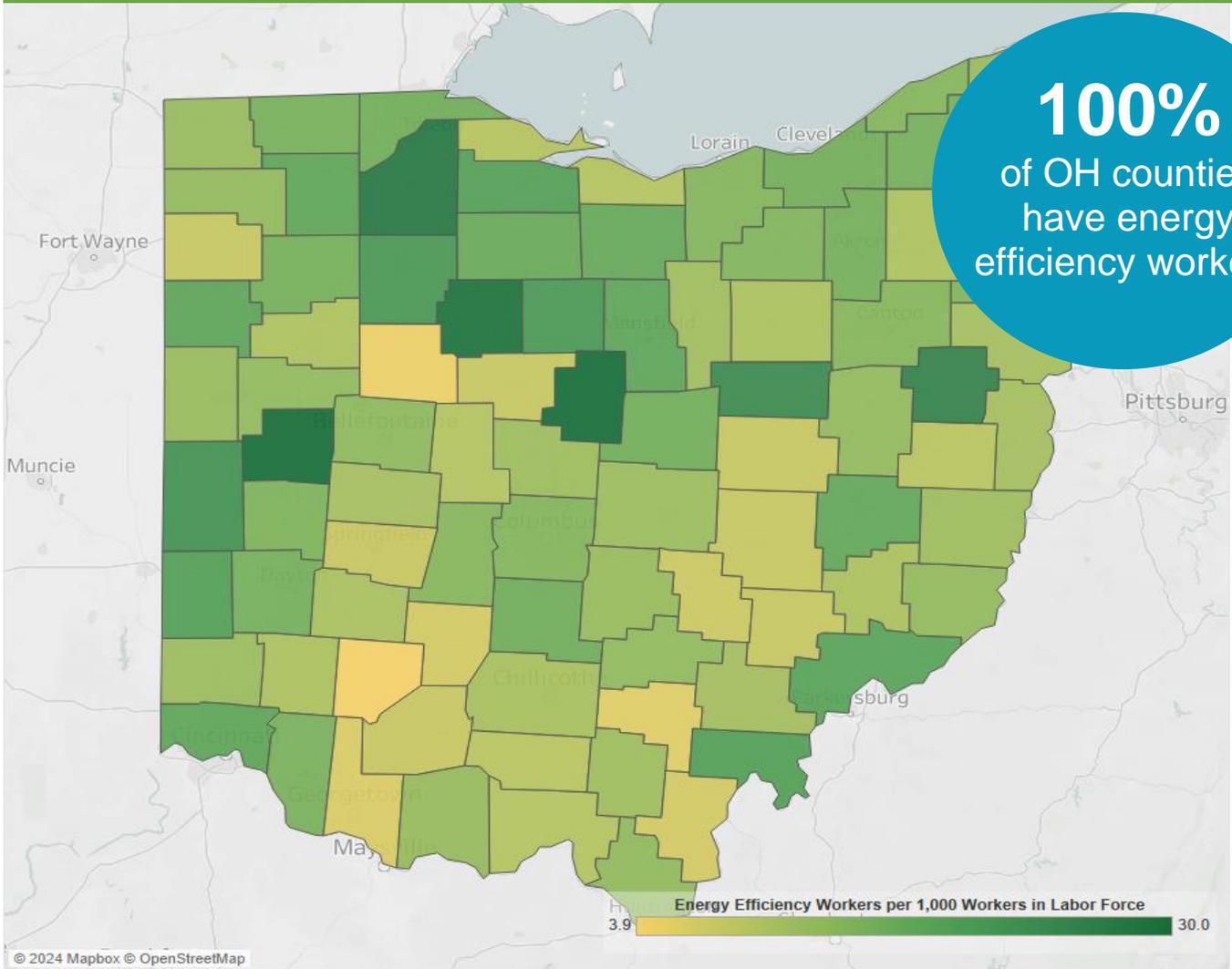
Gender in the Ohio EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary 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/330956>.

Congressional

District	Jobs	District	Jobs
1	8,396	10	3,726
2	2,799	11	9,493
3	7,165	12	2,480
4	7,455	13	4,209
5	8,323	14	3,862
6	5,034	15	1,593
7	6,276	16	1,367
8	3,220		
9	3,344		

Metropolitan Areas

Area	Jobs	Area	Jobs
Akron	4,567	Sandusky	315
Canton-Massillon	2,316	Springfield	362
Cincinnati	12,860	Toledo	5,504
Cleveland-Elyria	15,079	Weirton-Steubenville	216
Columbus	14,685	Wheeling	236
Dayton	5,278	Youngstown-Warren-Boardman	2,177
Huntington-Ashland	174	Rural	13,630
Lima	491		
Mansfield	855		

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	3,150		12	1,443		23	2,357
2	6,112		13	2,397		24	2,749
3	5,947		14	1,413		25	220
4	2,408		15	706		26	1,233
5	3,457		16	1,717		27	2,085
6	1,692		17	1,455		28	1,672
7	4,395		18	4,688		29	1,847
8	2,404		19	1,718		30	1,669
9	859		20	1,895		31	1,345
10	2,242		21	4,866		32	1,660
11	1,195		22	3,425		33	2,323

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	956		34	2,072		67	1,134
2	1,339		35	703		68	516
3	4,305		36	1,086		69	258
4	812		37	1,240		70	153
5	905		38	1,040		71	843
6	3,530		39	1,703		72	612
7	732		40	1,194		73	607
8	678		41	1,034		74	523
9	481		42	365		75	353
10	2,627		43	347		76	649
11	139		44	1,562		77	479
12	<10		45	261		78	884
13	458		46	692		79	377
14	640		47	648		80	597
15	82		48	1,016		81	720
16	861		49	452		82	418
17	3,089		50	132		83	1,174
18	824		51	733		84	779
19	2,002		52	601		85	160
20	602		53	104		86	303
21	2,114		54	668		87	470
22	64		55	1,108		88	532
23	165		56	343		89	612
24	126		57	668		90	532
25	<10		58	1,738		91	551
26	<10		59	414		92	191
27	3,416		60	1,612		93	382
28	1,949		61	285		94	708
29	1,096		62	239		95	603
30	223		63	708		96	403
31	655		64	279		97	249
32	116		65	426		98	500
33	143		66	438		99	422





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Oklahoma

Energy Efficiency Jobs in America

14,867
Total Jobs

What are EE jobs?

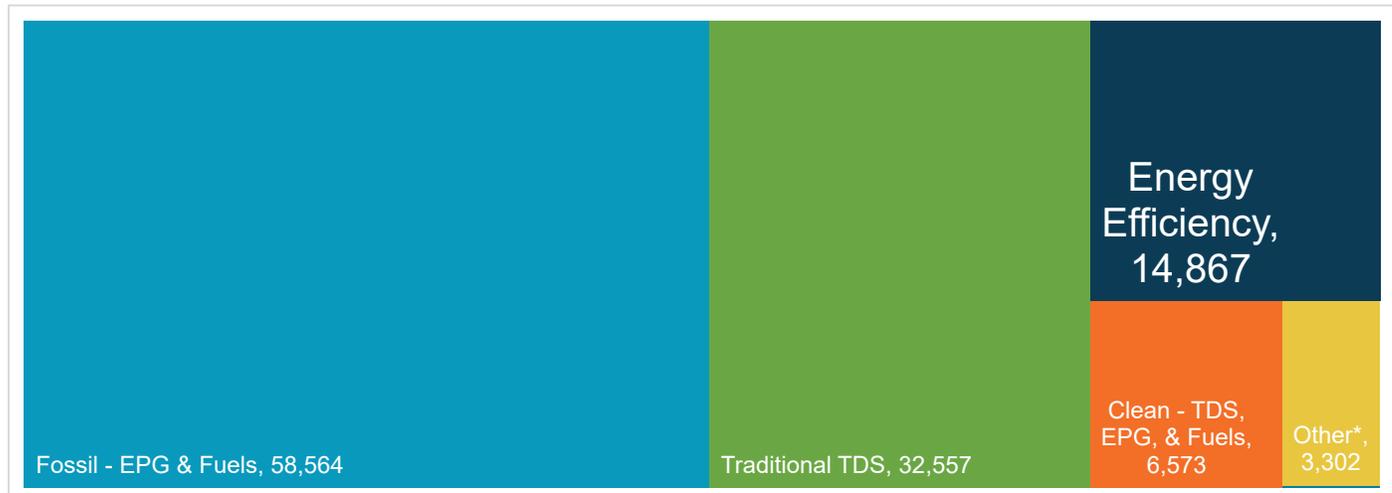
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- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

How does EE compare in Oklahoma?

Energy efficiency is the third largest energy sector in Oklahoma.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 46

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

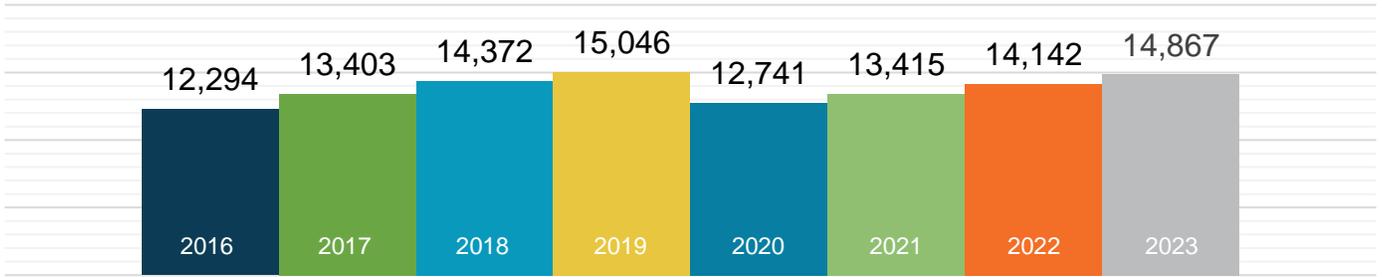
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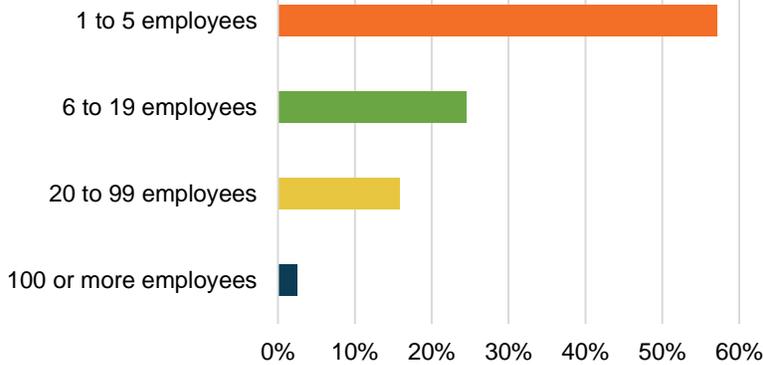
E4 THE FUTURE

What does EE look like in Oklahoma?

EE Workers Employed in OK



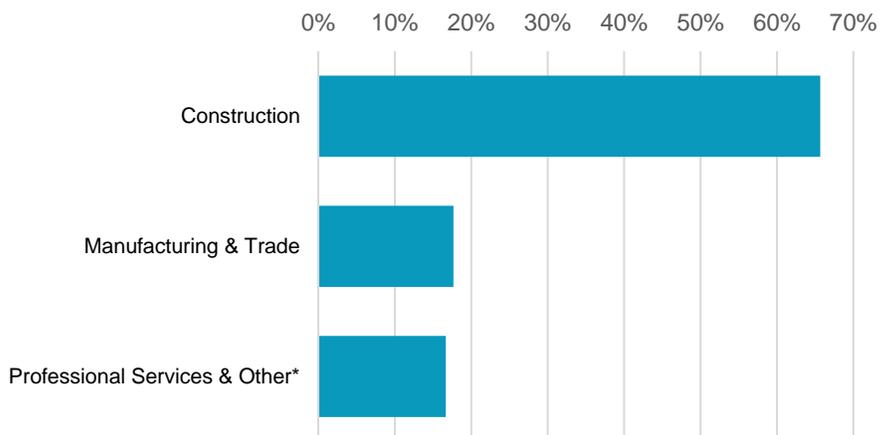
97.5% of OK EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **12%** of Oklahoma's construction workforce

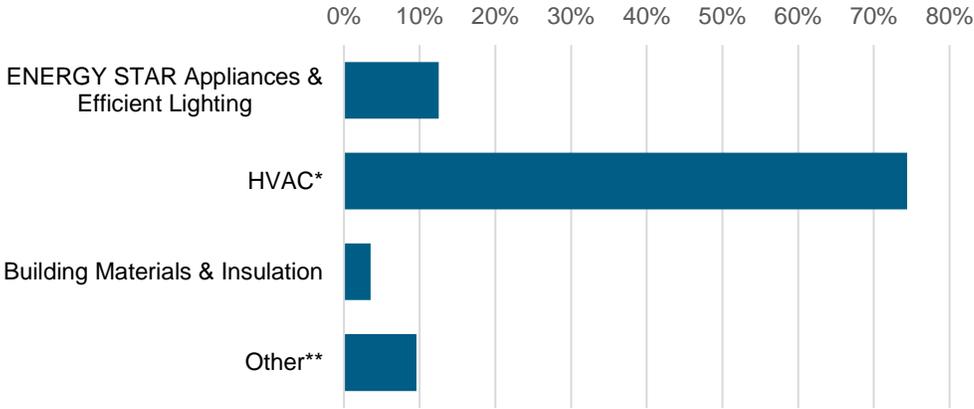


What type of work do energy efficiency firms do?

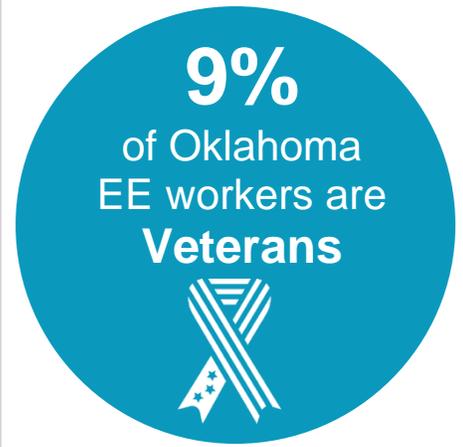


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



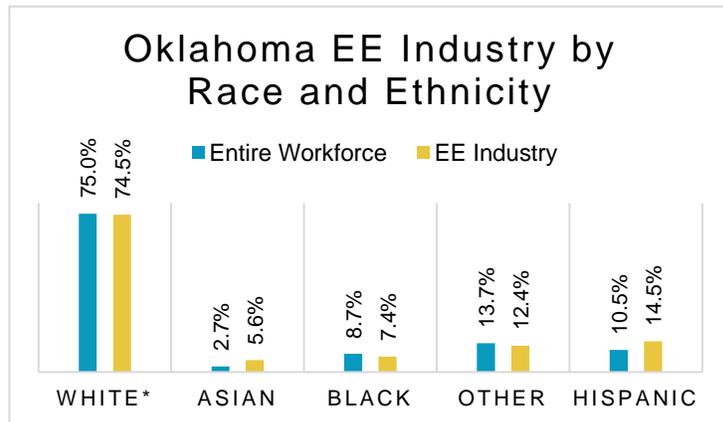
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Oklahoma?

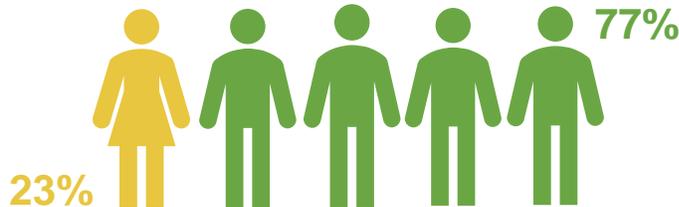
Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Oklahoma communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Oklahoma businesses.



*Includes non-Hispanic and Hispanic whites.

Gender in the Oklahoma EE Workforce

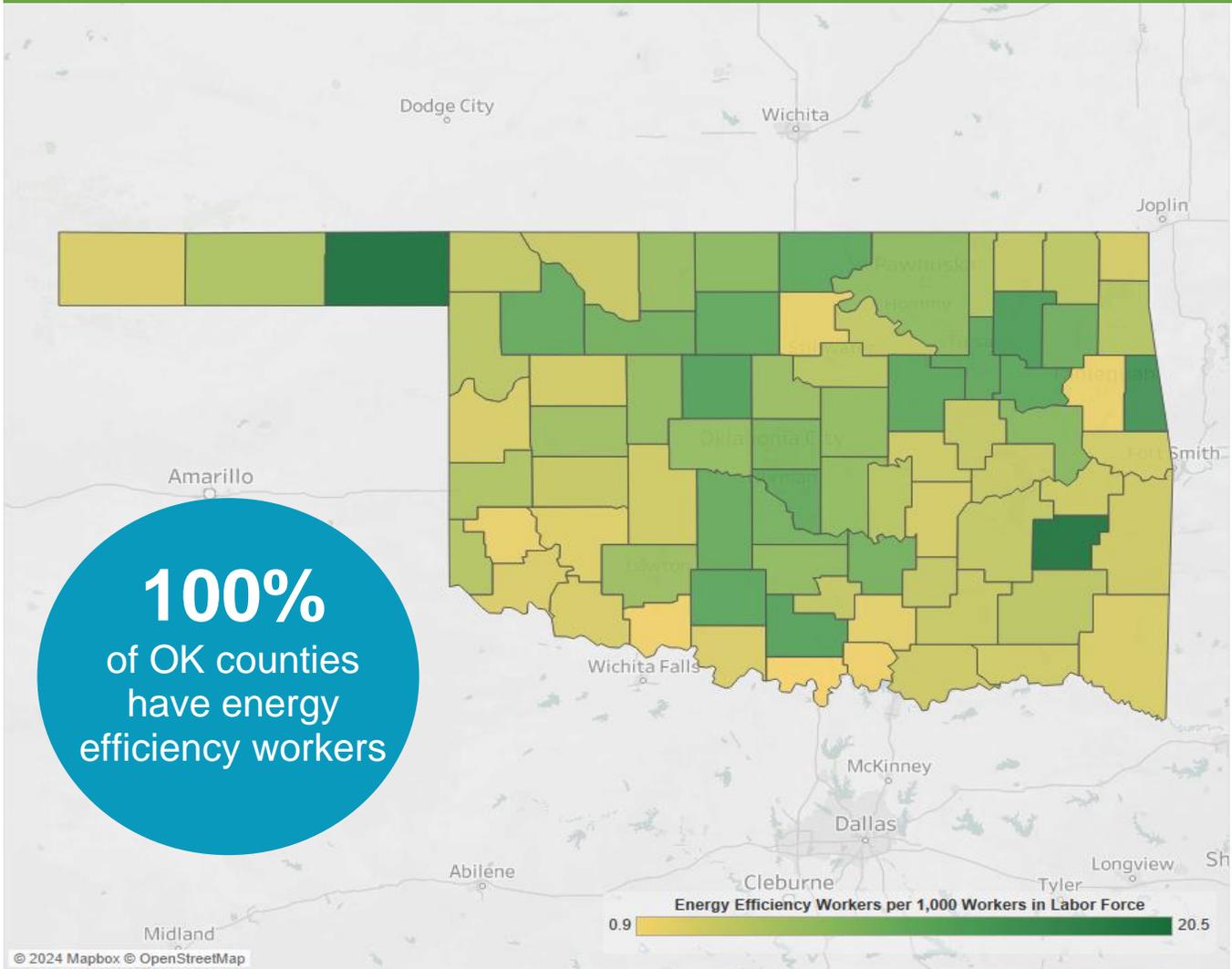


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,165	Fort Smith	71
2	2,148	Lawton	284
3	2,981	Oklahoma City	6,039
4	2,100	Tulsa	4,999
5	3,473	Rural	3,473

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	442	13	402	25	793	37	<10
2	522	14	328	26	357	38	116
3	167	15	759	27	333	39	<10
4	117	16	<10	28	75	40	427
5	155	17	611	29	151	41	<10
6	193	18	430	30	1,027	42	111
7	311	19	364	31	417	43	95
8	217	20	531	32	12	44	1,065
9	105	21	225	33	<10	45	21
10	487	22	475	34	46	46	74
11	945	23	383	35	852	47	59
12	305	24	100	36	26	48	213

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	79	27	324	53	65	79	<10
2	43	28	136	54	360	80	<10
3	60	29	223	55	286	81	141
4	158	30	46	56	69	82	235
5	352	31	335	57	68	83	287
6	234	32	114	58	217	84	474
7	21	33	240	59	10	85	286
8	160	34	12	60	<10	86	<10
9	190	35	57	61	156	87	<10
10	306	36	43	62	208	88	531
11	<10	37	170	63	67	89	238
12	160	38	354	64	<10	90	37
13	121	39	405	65	22	91	<10
14	<10	40	<10	66	491	92	<10
15	81	41	334	67	780	93	<10
16	165	42	53	68	44	94	98
17	179	43	203	69	<10	95	50
18	60	44	231	70	390	96	12
19	184	45	<10	71	<10	97	198
20	423	46	<10	72	354	98	<10
21	<10	47	184	73	308	99	43
22	446	48	46	74	<10	100	<10
23	618	49	42	75	<10	101	<10
24	64	50	118	76	<10		
25	<10	51	137	77	<10		
26	195	52	98	78	<10		





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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, 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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Oregon

Energy Efficiency Jobs in America



What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Oregon?

Energy efficiency is the largest energy sector in Oregon.



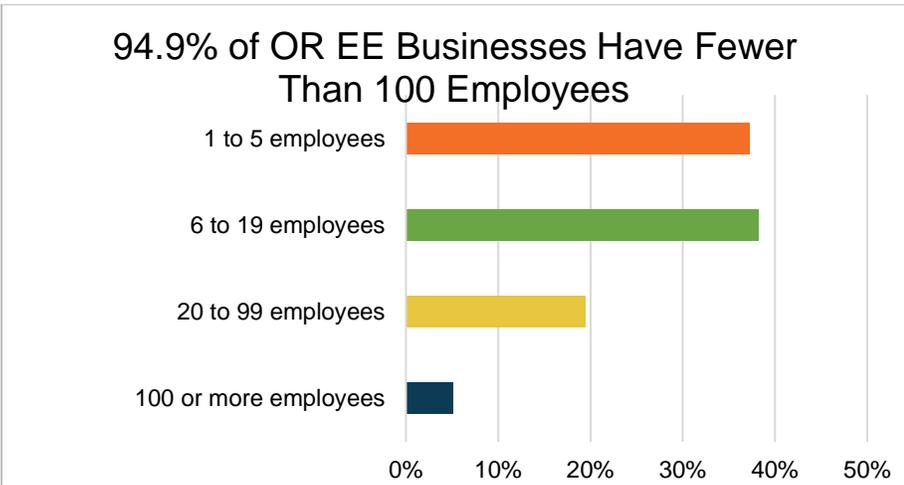
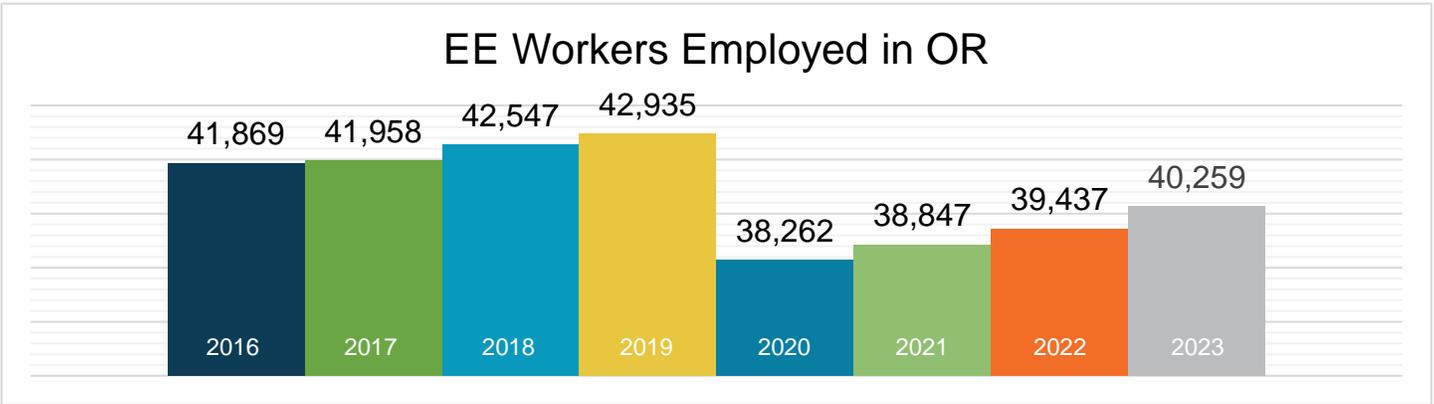
TDS = Transmission, Distribution & Storage
EPG = Electric Power Generation
Nuclear (EPG & Fuels) = 240

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

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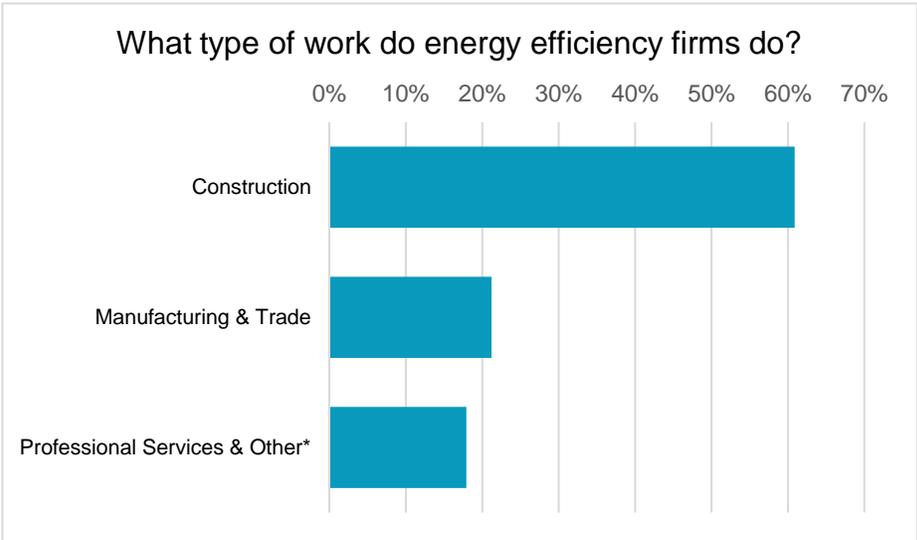


What does EE look like in Oregon?



7,748
EE businesses in Oregon

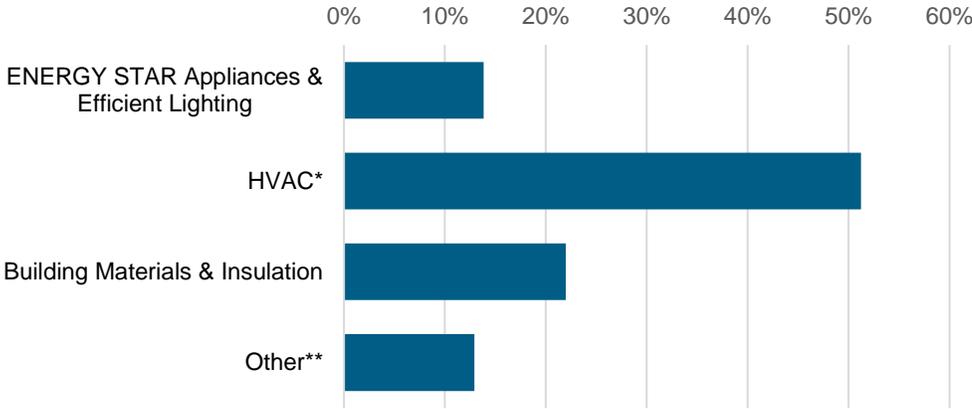
EE construction workers comprise **21%** of Oregon's construction workforce



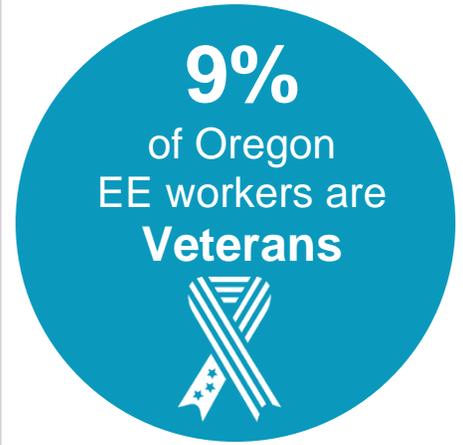
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What energy efficiency sectors employ the most workers?



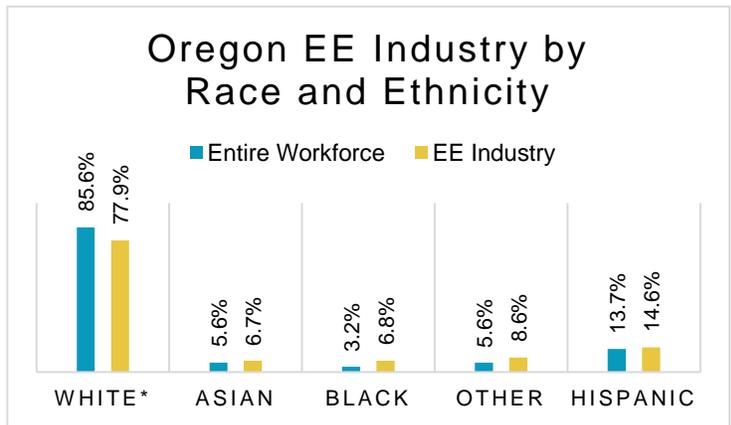
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
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How is EE doing on diversity in Oregon?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Oregon communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Oregon businesses.



*Includes non-Hispanic and Hispanic whites.

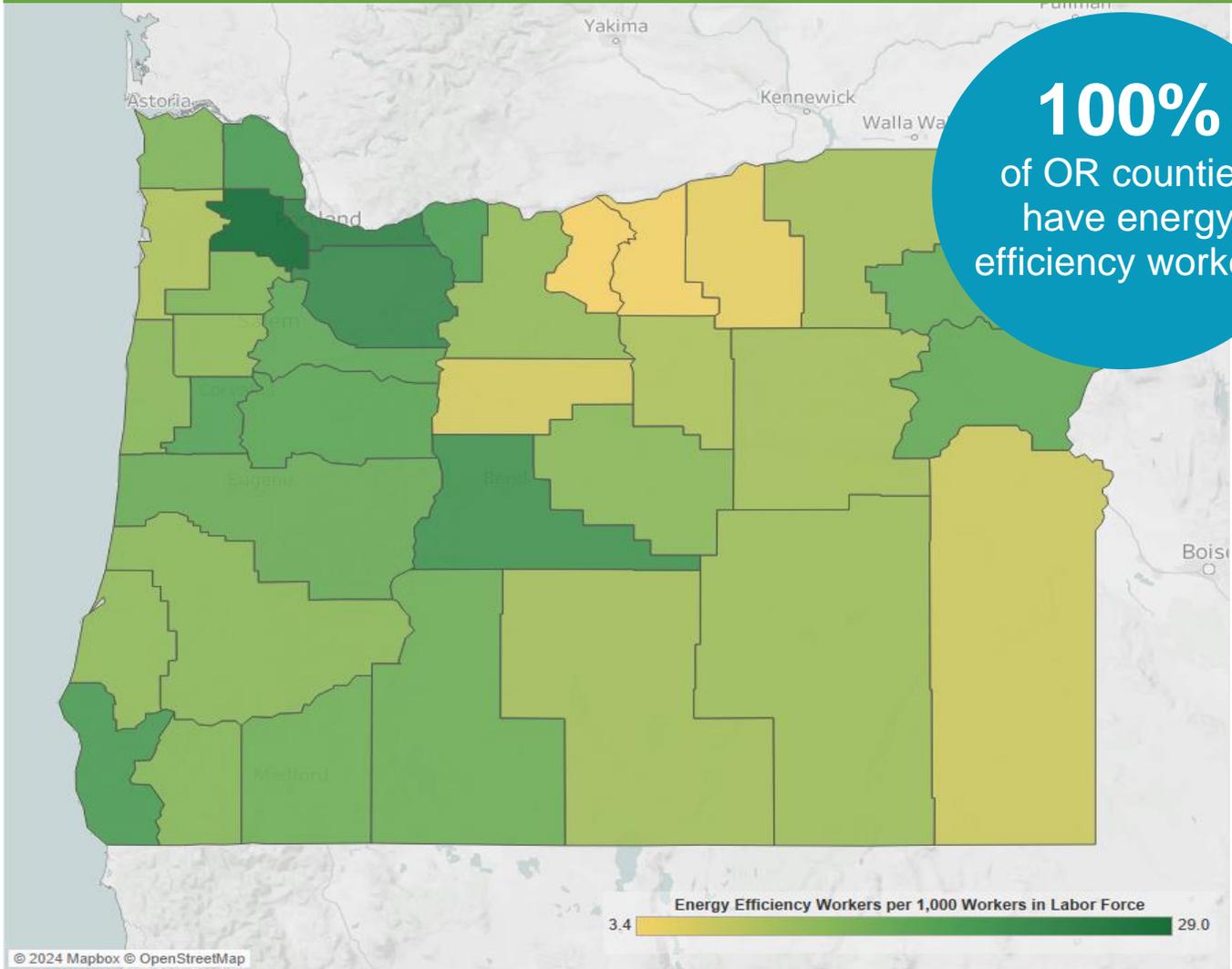


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	12,202	Bend-Redmond	1,916
2	8,024	Corvallis	684
3	8,481	Eugene	2,413
4	7,552	Medford	1,333
5	4,001	Portland-Vancouver-Hillsboro	25,945
		Salem	3,033
		Rural	4,935

State Senate							
District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	2,506	9	2,004	17	613	25	590
2	1,212	10	1,535	18	2,973	26	272
3	1,111	11	250	19	1,235	27	1,648
4	3,028	12	1,223	20	1,353	28	1,038
5	998	13	2,072	21	1,951	29	1,246
6	1,073	14	1,135	22	1,909	30	561
7	146	15	3,217	23	611		
8	1,296	16	1,158	24	292		

State House of Representatives							
District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,906	16	48	31	570	46	273
2	592	17	642	32	569	47	180
3	17	18	1,263	33	610	48	110
4	1,189	19	1,281	34	<10	49	485
5	1,114	20	246	35	405	50	103
6	<10	21	<10	36	2,574	51	<10
7	604	22	249	37	1,230	52	270
8	2,426	23	439	38	<10	53	1,656
9	235	24	785	39	1,174	54	<10
10	812	25	12	40	177	55	737
11	1,070	26	2,057	41	925	56	296
12	<10	27	1,130	42	1,027	57	829
13	143	28	<10	43	877	58	411
14	<10	29	2,933	44	1,050	59	173
15	1,244	30	338	45	337	60	385





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Pennsylvania

Energy Efficiency Jobs in America

72,913
Total Jobs

What are EE jobs?

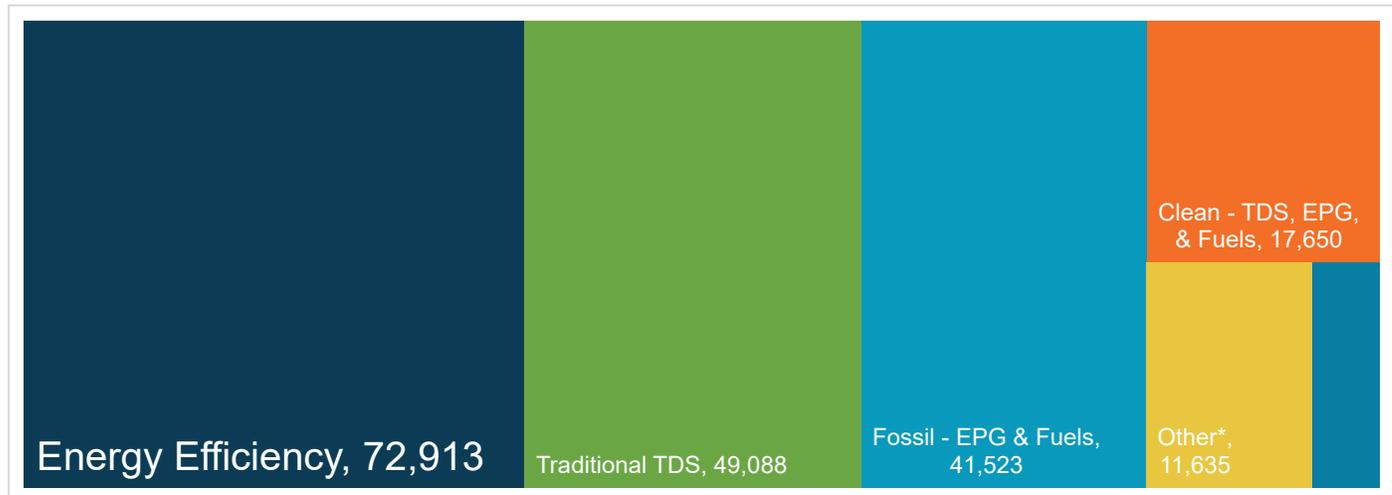
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

What do EE workers do?

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How does EE compare in Pennsylvania?

Energy efficiency is the largest energy sector in Pennsylvania.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 4,766

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

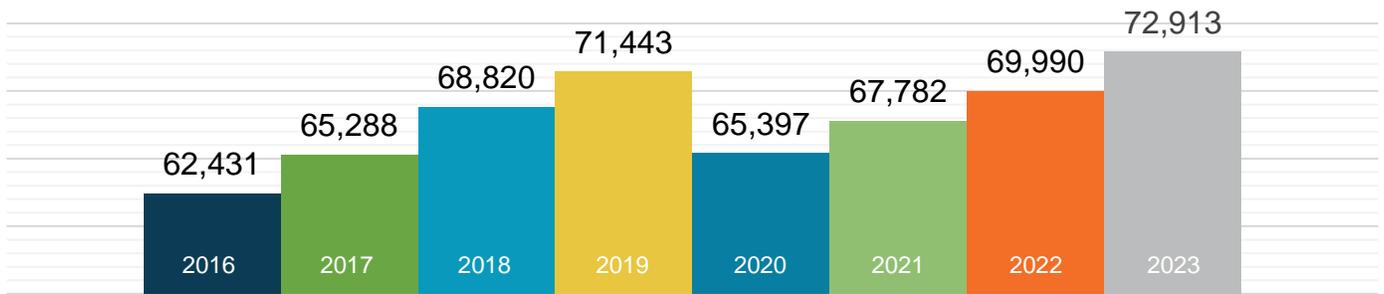
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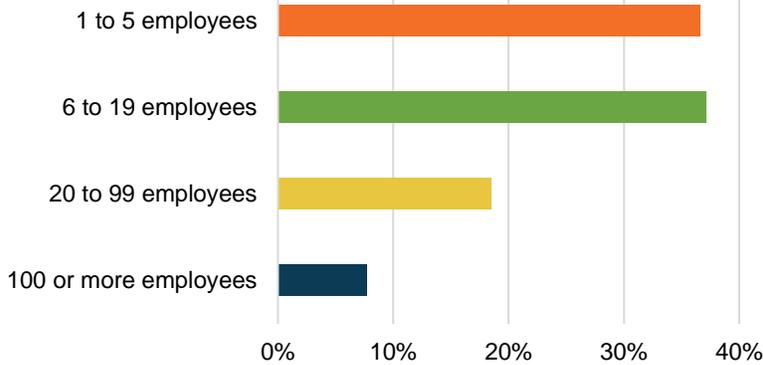
E4 THE FUTURE

What does EE look like in Pennsylvania?

EE Workers Employed in PA



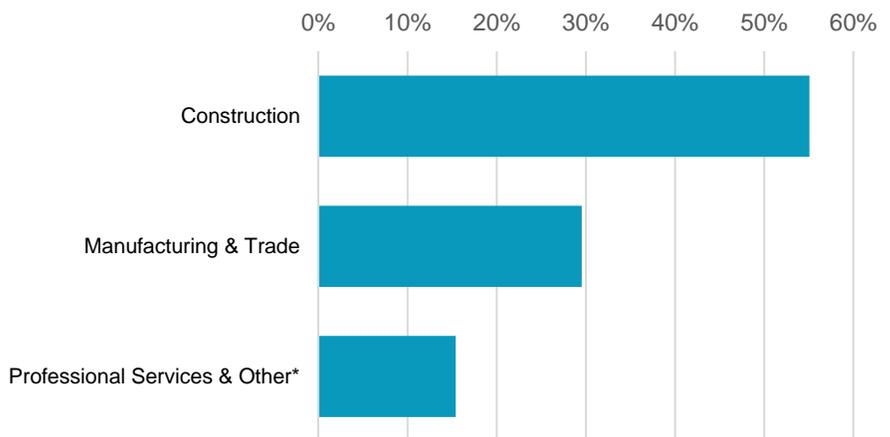
92.3% of PA EE Businesses Have Fewer Than 100 Employees



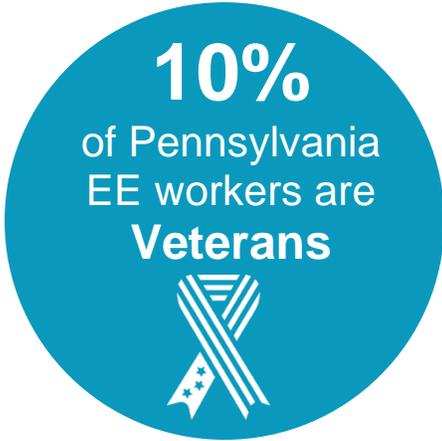
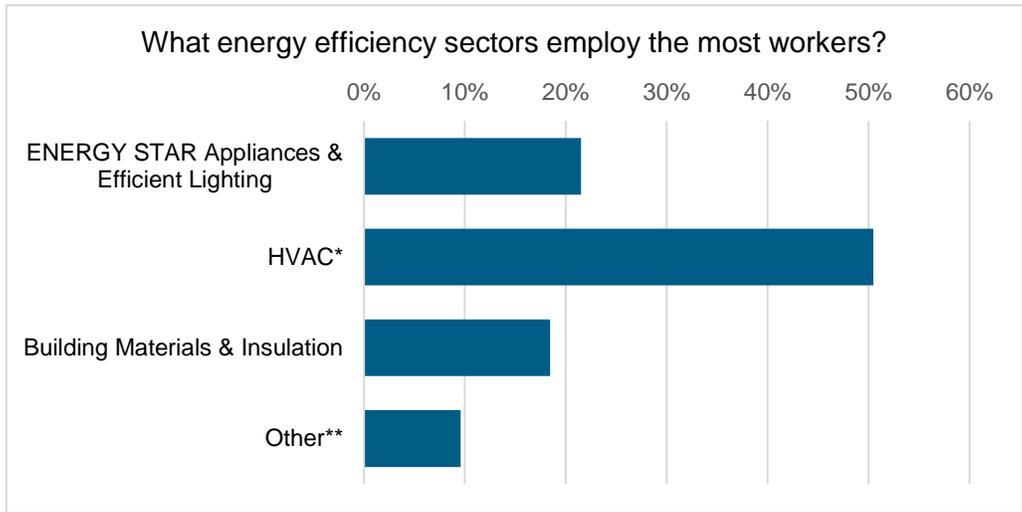
EE construction workers comprise **16%** of Pennsylvania's construction workforce



What type of work do energy efficiency firms do?



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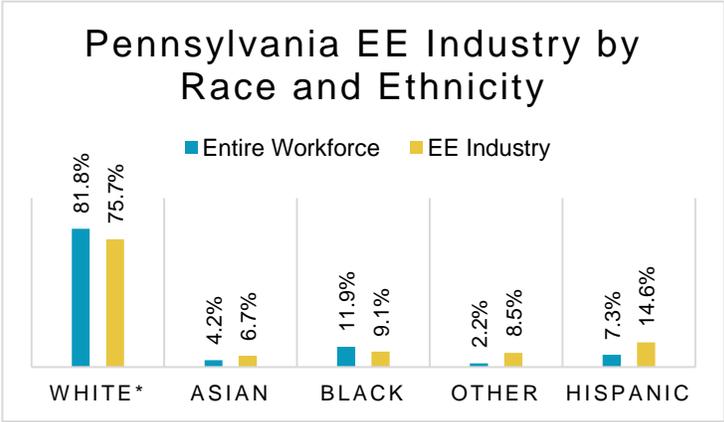


*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services

How is EE doing on diversity in Pennsylvania?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Pennsylvania communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Pennsylvania businesses.



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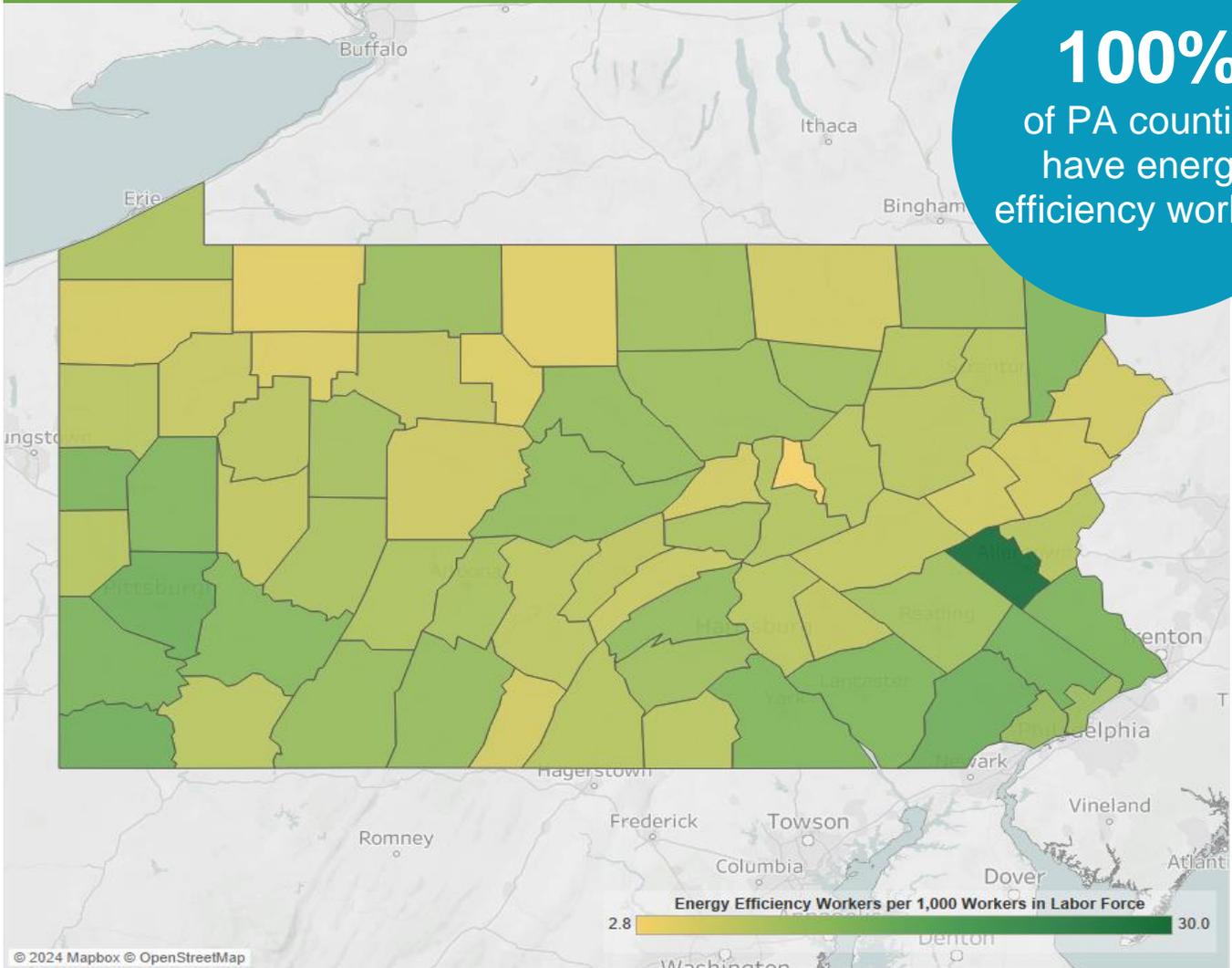


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of PA 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/330956>.

Congressional

Metropolitan Areas

District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	4,878	10	4,309	Allentown-Bethlehem-Easton	8,253	Pittsburgh	14,841
2	3,465	11	2,916	Altoona	549	Reading	1,748
3	4,705	12	5,160	Erie	1,104	Scranton--Wilkes-Barre--Hazleton	2,086
4	4,582	13	1,122	Harrisburg-Carlisle	3,081	State College	789
5	2,854	14	5,125	Johnstown	440	Williamsport	523
6	7,484	15	4,934	Lancaster	3,359	York-Hanover	2,473
7	5,156	16	2,547	Lebanon	405	Youngstown-Warren-Boardman	355
8	5,650	17	1,828	New York-Newark-Jersey City	71	Rural	7,804
9	4,032	18	2,166	Philadelphia-Camden-Wilmington	25,032		



State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	3,947	14	1,743	27	939	40	770
2	1,060	15	1,837	28	1,905	41	1,443
3	291	16	2,035	29	795	42	2,416
4	1,440	17	2,634	30	2,008	43	583
5	192	18	1,239	31	1,287	44	316
6	3,231	19	1,409	32	1,213	45	384
7	1,371	20	1,246	33	697	46	1,210
8	426	21	1,835	34	1,039	47	1,100
9	3,614	22	1,423	35	883	48	590
10	2,017	23	1,603	36	883	49	1,416
11	2,452	24	847	37	3,682	50	821
12	1,008	25	1,135	38	1,591		
13	2,385	26	547	39	1,974		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	608	52	192	103	845	154	148
2	524	53	920	104	375	155	382
3	238	54	1,179	105	<10	156	1,799
4	96	55	421	106	<10	157	361
5	848	56	32	107	597	158	287
6	385	57	89	108	39	159	492
7	379	58	90	109	124	160	46
8	577	59	313	110	253	161	773
9	419	60	228	111	503	162	417
10	316	61	1,027	112	805	163	561
11	252	62	329	113	361	164	<10
12	481	63	242	114	110	165	349
13	626	64	265	115	511	166	<10
14	333	65	231	116	486	167	<10
15	506	66	331	117	285	168	14
16	320	67	177	118	385	169	49
17	15	68	620	119	440	170	189
18	682	69	242	120	22	171	26
19	2,411	70	917	121	81	172	408
20	779	71	308	122	245	173	<10
21	440	72	172	123	311	174	<10
22	694	73	247	124	193	175	2,064
23	153	74	315	125	175	176	125
24	303	75	299	126	329	177	138
25	616	76	908	127	33	178	64
26	834	77	51	128	315	179	168
27	871	78	404	129	50	180	<10
28	271	79	572	130	207	181	58
29	906	80	54	131	793	182	1,724
30	25	81	131	132	443	183	137
31	932	82	503	133	615	184	204
32	364	83	562	134	238	185	79
33	161	84	202	135	122	186	59
34	274	85	258	136	367	187	1,242
35	496	86	389	137	270	188	78
36	199	87	875	138	249	189	27
37	1,771	88	176	139	233	190	58
38	59	89	456	140	793	191	<10
39	565	90	13	141	82	192	20
40	660	91	541	142	502	193	340
41	358	92	320	143	999	194	238
42	<10	93	475	144	65	195	<10
43	630	94	52	145	19	196	12
44	362	95	<10	146	168	197	<10
45	39	96	<10	147	102	198	47
46	132	97	<10	148	1,050	199	<10
47	1,062	98	271	149	1,023	200	<10
48	51	99	113	150	19	201	26
49	545	100	147	151	531	202	<10
50	111	101	546	152	366	203	<10
51	202	102	84	153	310		





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Rhode Island

Energy Efficiency Jobs in America

11,330
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Rhode Island?

Energy efficiency is the largest energy sector in Rhode Island.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 83

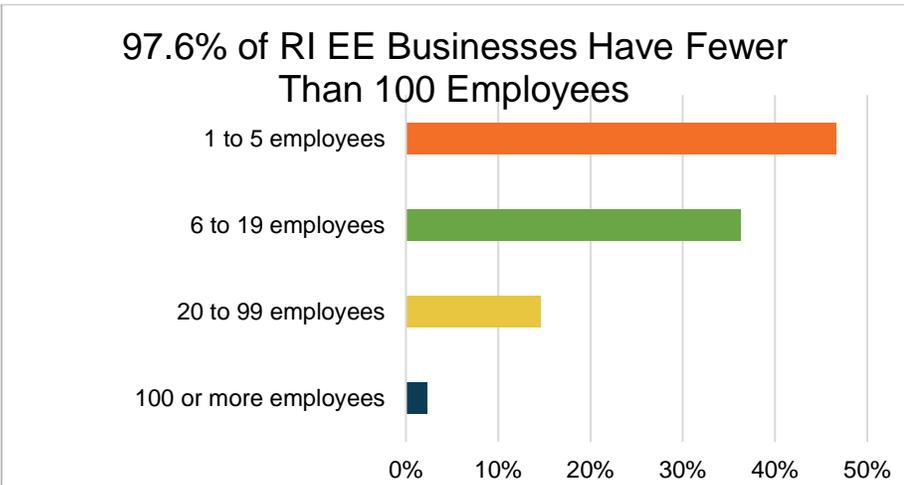
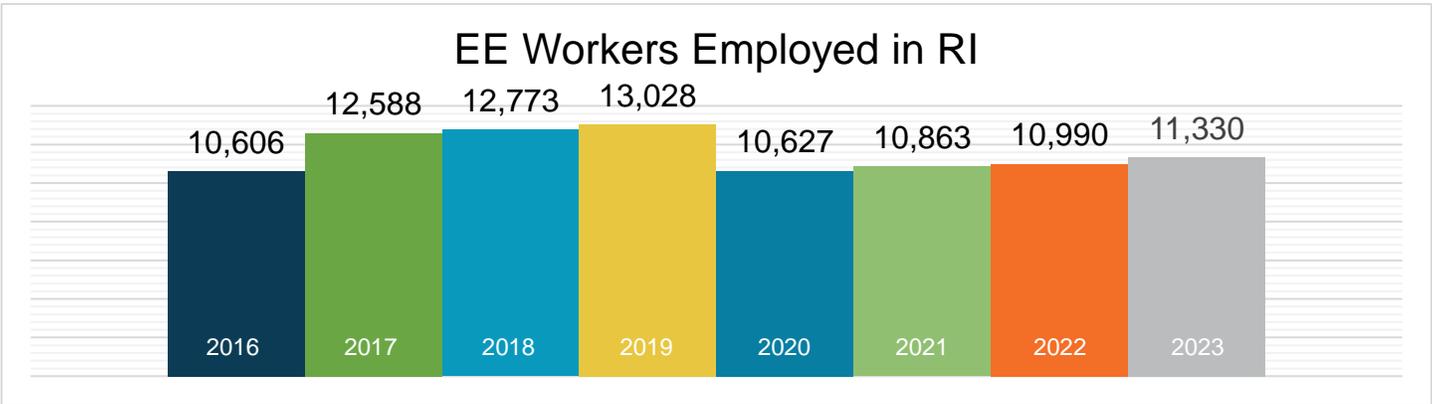
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



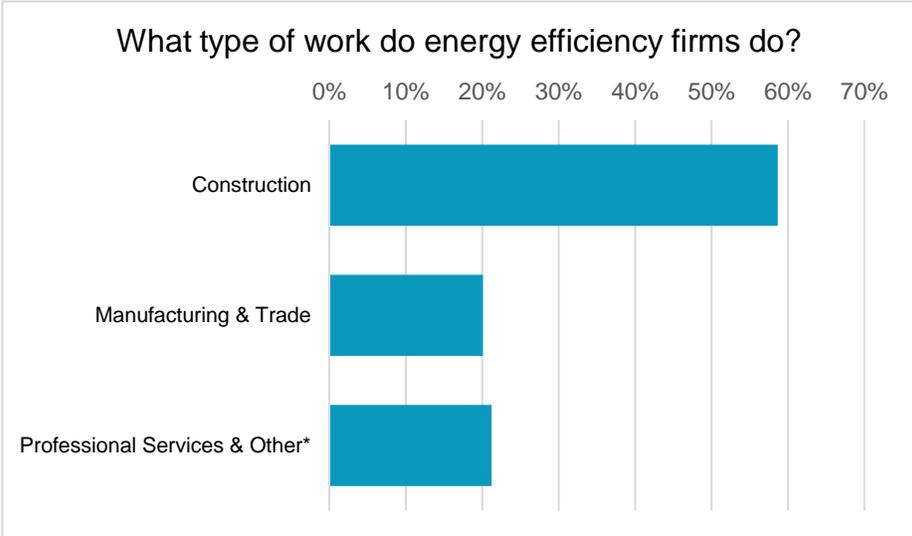
E4 THE FUTURE

What does EE look like in Rhode Island?



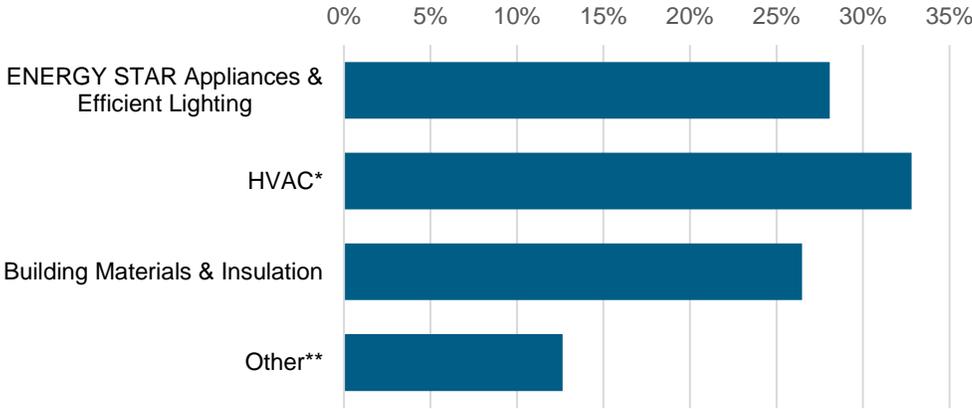
3,417
EE businesses in Rhode Island

EE construction workers comprise **31%** of Rhode Island's construction workforce

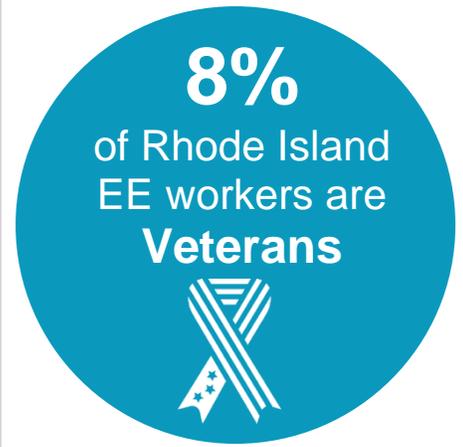


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



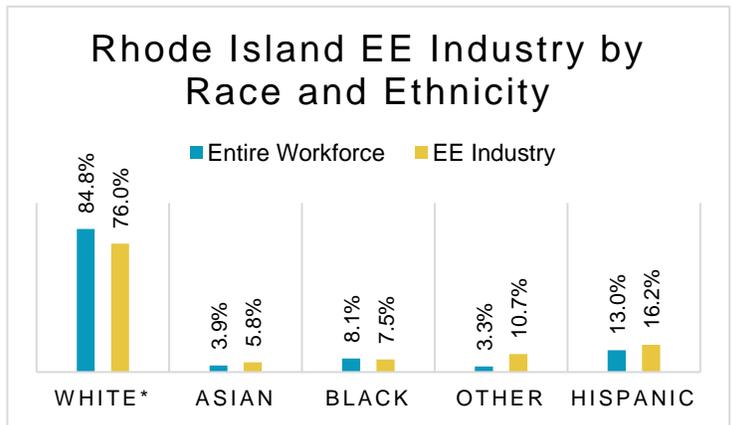
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Rhode Island?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Rhode Island communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Rhode Island businesses.



*Includes non-Hispanic and Hispanic whites.

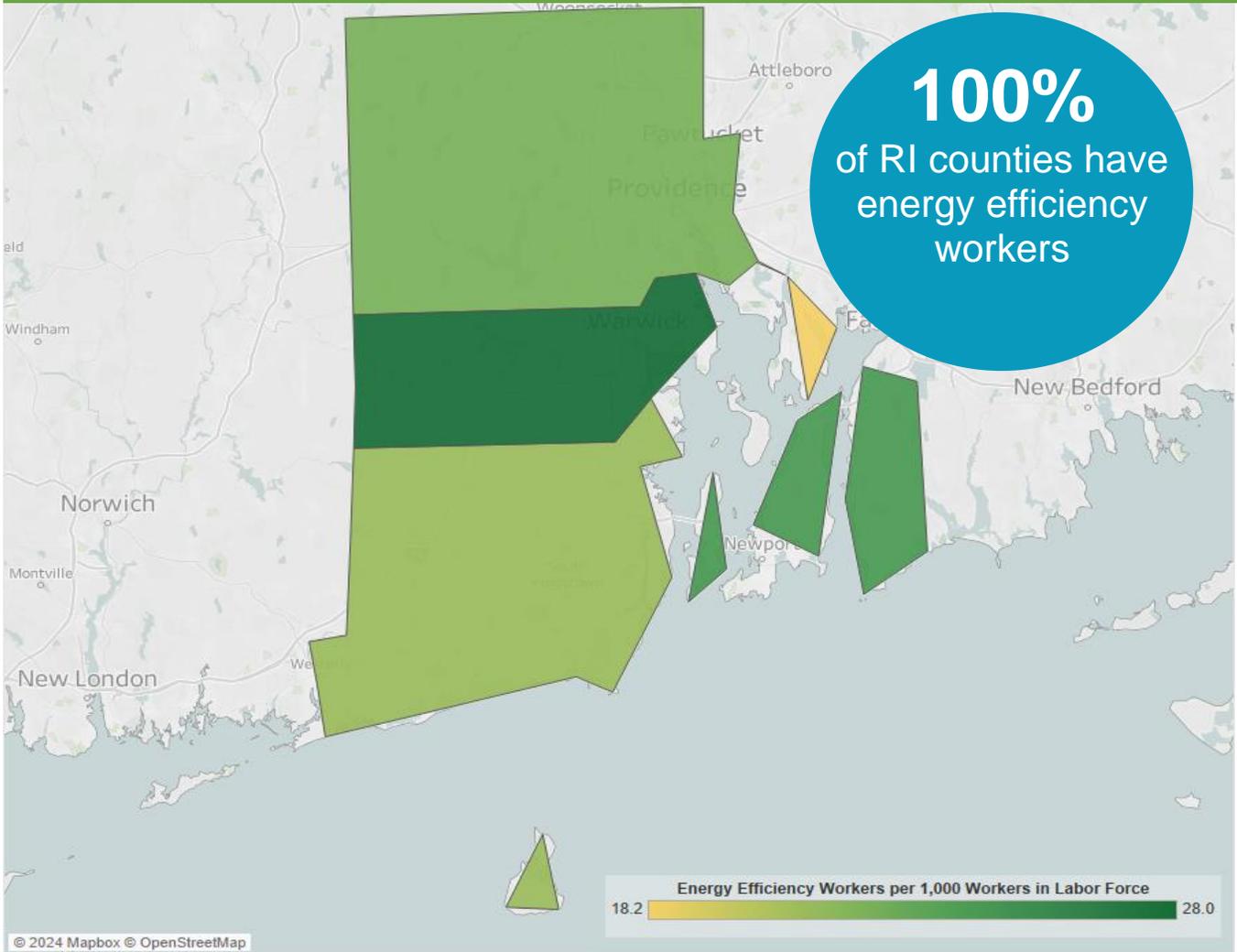


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,213	Providence-Warwick	11,048
2	5,117	Rural	282

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,289	11	209	21	882	31	<10
2	658	12	668	22	355	32	107
3	569	13	75	23	125	33	<10
4	88	14	479	24	<10	34	477
5	<10	15	<10	25	<10	35	802
6	<10	16	59	26	168	36	<10
7	726	17	917	27	<10	37	40
8	<10	18	<10	28	<10	38	280
9	241	19	<10	29	1,086		
10	546	20	231	30	185		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,263	20	569	39	33	58	<10
2	417	21	168	40	273	59	<10
3	<10	22	<10	41	<10	60	<10
4	380	23	<10	42	<10	61	<10
5	<10	24	418	43	<10	62	<10
6	614	25	547	44	636	63	341
7	<10	26	<10	45	309	64	129
8	<10	27	<10	46	<10	65	<10
9	368	28	69	47	89	66	121
10	229	29	83	48	138	67	129
11	<10	30	<10	49	227	68	232
12	<10	31	499	50	<10	69	206
13	<10	32	<10	51	<10	70	294
14	<10	33	480	52	<10	71	84
15	166	34	<10	53	<10	72	231
16	<10	35	<10	54	<10	73	342
17	<10	36	441	55	<10	74	73
18	<10	37	<10	56	58	75	<10
19	350	38	127	57	<10	76	<10





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Data Source: Unless otherwise stated, all data are from the U.S. Energy and Employment Report, August 2024, 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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South Carolina

Energy Efficiency Jobs in America

30,235
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 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.

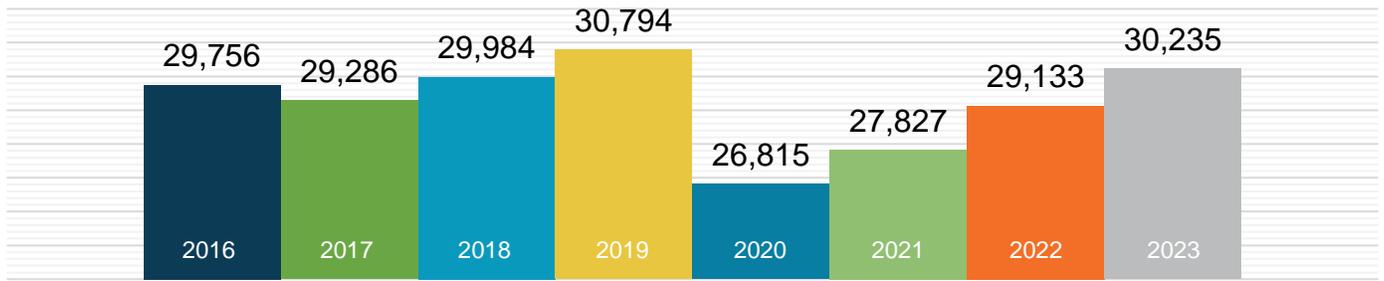
Presented by:



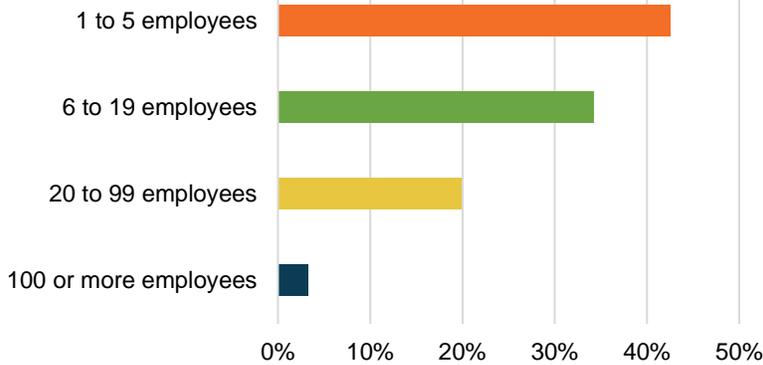
E4 THE FUTURE

What does EE look like in South Carolina?

EE Workers Employed in SC



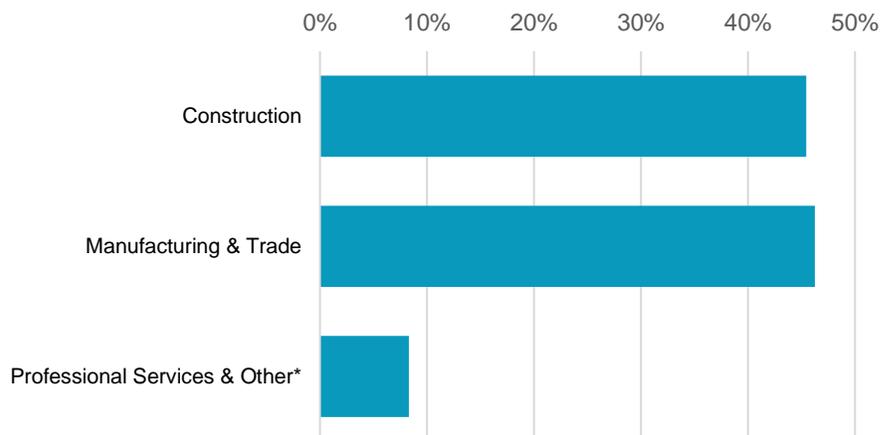
96.7% of SC EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **12%** of South Carolina's construction workforce

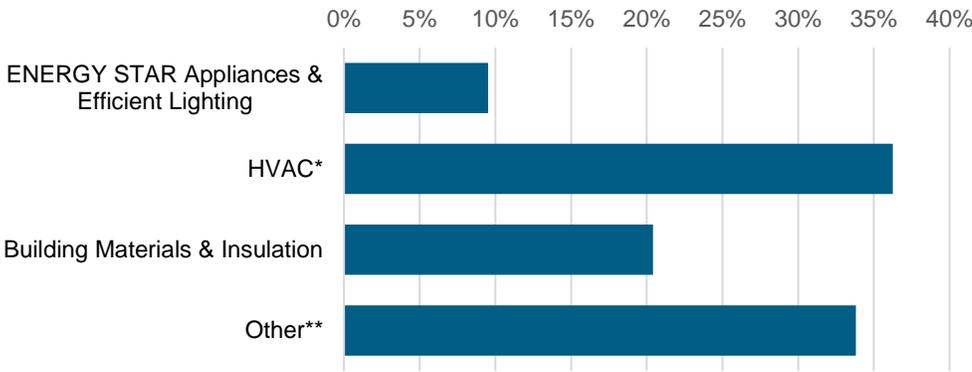


What type of work do energy efficiency firms do?

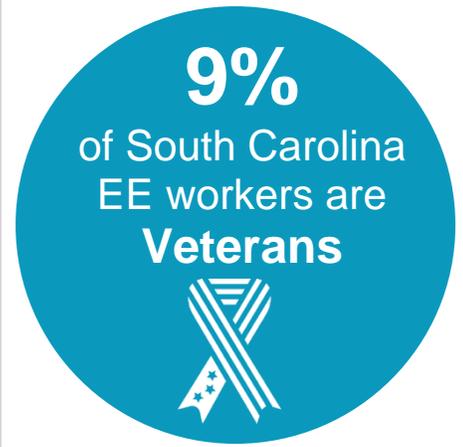


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What energy efficiency sectors employ the most workers?



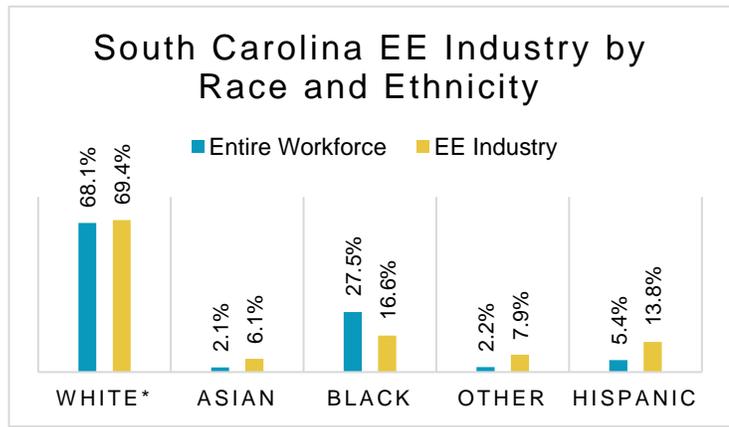
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How is EE doing on diversity in South Carolina?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all South Carolina communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at South Carolina businesses.



*Includes non-Hispanic and Hispanic whites.

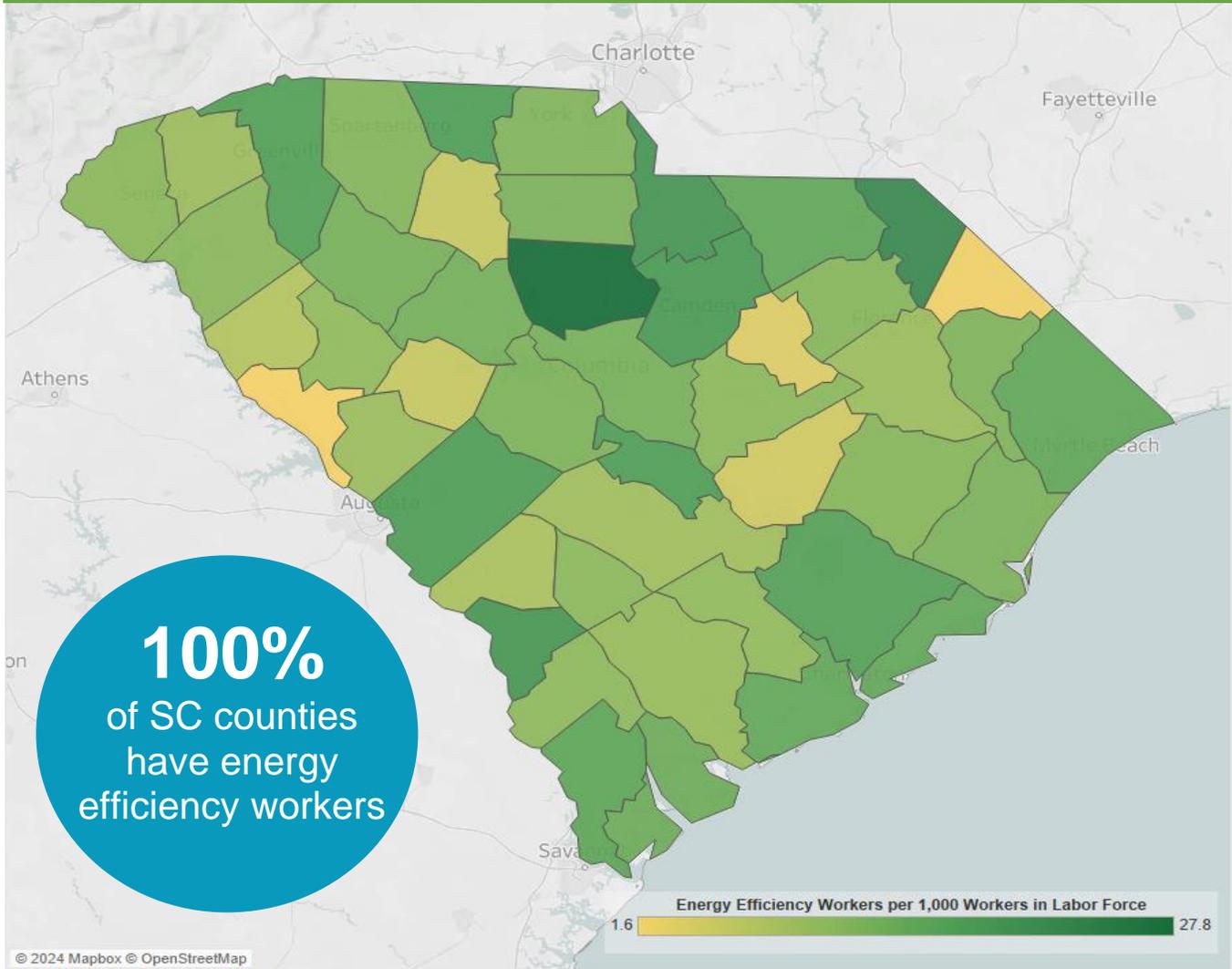


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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	6,809	Augusta-Richmond County	1,192	Spartanburg	1,845
2	4,529	Charleston-North Charleston	5,593	Sumter	392
3	3,962	Charlotte-Concord-Gastonia	1,916	Rural	4,817
4	4,979	Columbia	5,139		
5	3,061	Florence	875		
6	2,851	Greenville-Anderson-Mauldin	6,378		
7	4,043	Myrtle Beach-Conway-North Myrtle Beach	2,089		

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	451	13	237	25	30	37	1,686
2	838	14	495	26	211	38	831
3	995	15	1,118	27	560	39	684
4	450	16	287	28	1,371	40	220
5	1,390	17	260	29	903	41	1,200
6	2,134	18	1,068	30	150	42	740
7	476	19	2,065	31	149	43	839
8	249	20	522	32	392	44	<10
9	286	21	248	33	895	45	619
10	314	22	74	34	1,353	46	405
11	1,069	23	552	35	417		
12	188	24	675	36	135		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	316	32	<10	63	<10	94	214
2	24	33	<10	64	148	95	<10
3	478	34	92	65	<10	96	<10
4	220	35	<10	66	355	97	162
5	90	36	150	67	<10	98	388
6	906	37	<10	68	610	99	1,086
7	39	38	<10	69	1,101	100	63
8	77	39	460	70	198	101	152
9	<10	40	220	71	177	102	<10
10	240	41	274	72	1,640	103	306
11	451	42	122	73	<10	104	323
12	66	43	49	74	266	105	<10
13	57	44	284	75	<10	106	336
14	306	45	<10	76	246	107	<10
15	722	46	<10	77	<10	108	47
16	293	47	<10	78	<10	109	529
17	980	48	<10	79	<10	110	582
18	295	49	<10	80	<10	111	666
19	<10	50	458	81	436	112	<10
20	503	51	390	82	59	113	<10
21	732	52	83	83	155	114	309
22	772	53	162	84	47	115	260
23	306	54	132	85	<10	116	59
24	92	55	352	86	41	117	<10
25	<10	56	637	87	<10	118	637
26	808	57	108	88	105	119	<10
27	<10	58	347	89	80	120	706
28	<10	59	668	90	348	121	342
29	990	60	96	91	131	122	40
30	27	61	115	92	495	123	<10
31	1,100	62	<10	93	69	124	41





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South Dakota

Energy Efficiency Jobs in America

7,643
Total Jobs

What are EE jobs?

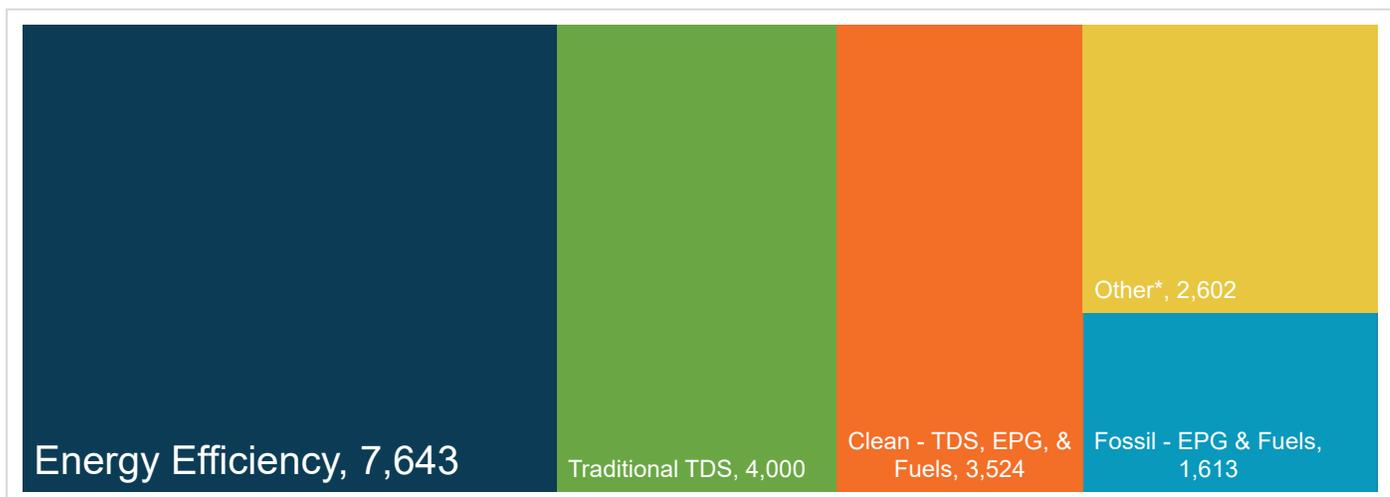
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 in South Dakota?

Energy efficiency is the largest energy sector in South Dakota.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 4

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

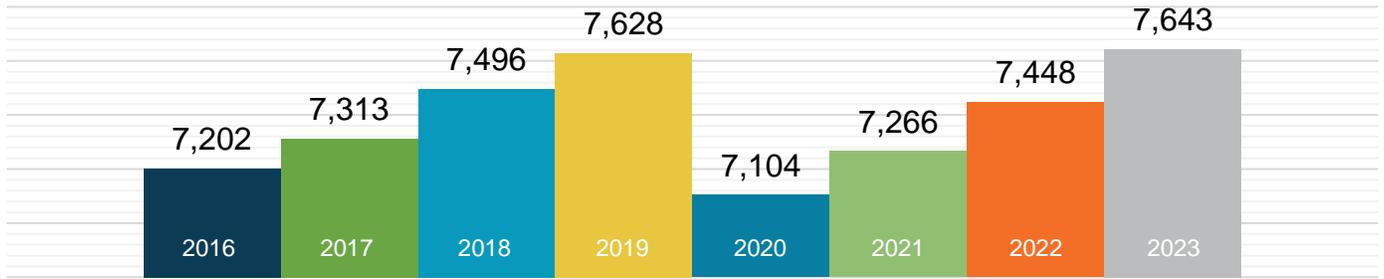
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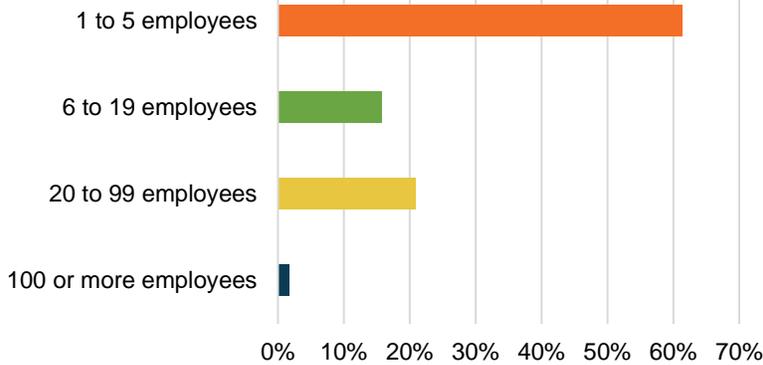
E4 THE FUTURE

What does EE look like in South Dakota?

EE Workers Employed in SD



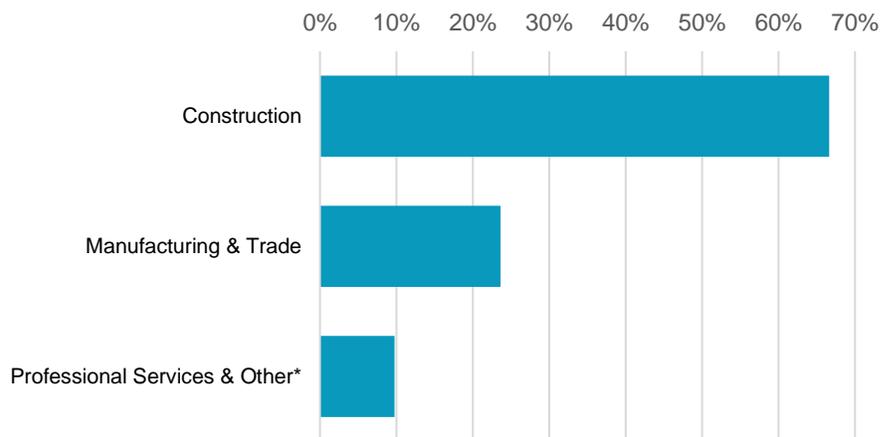
98.2% of SD EE Businesses Have Fewer Than 100 Employees



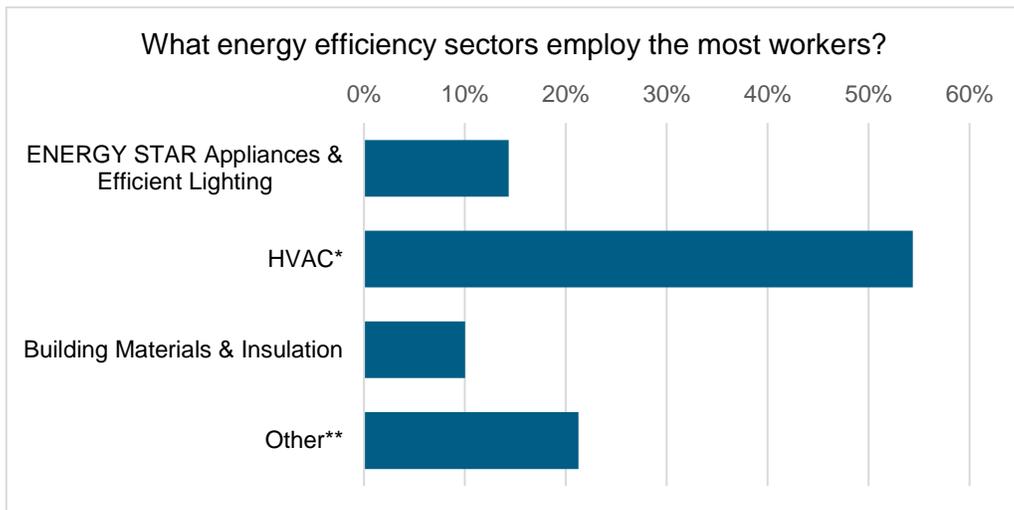
EE construction workers comprise **18%** of South Dakota's construction workforce



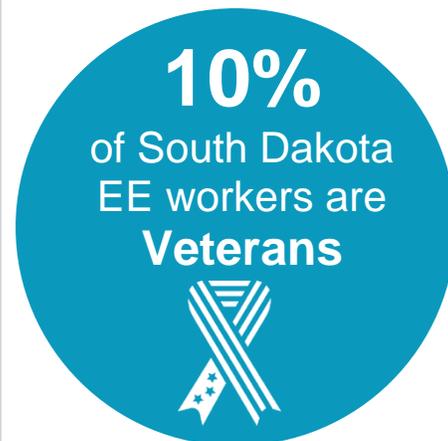
What type of work do energy efficiency firms do?



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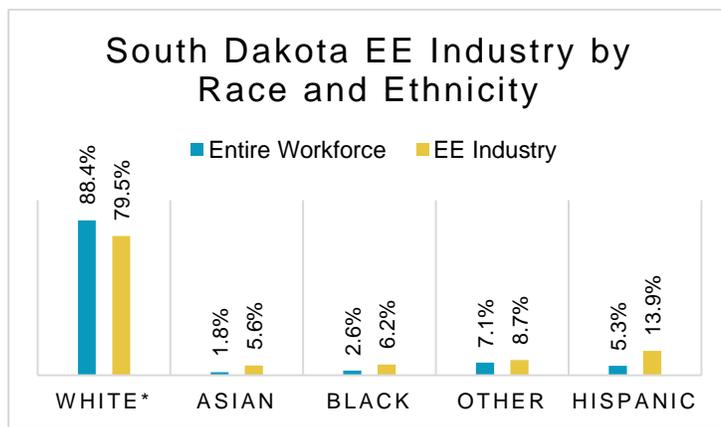
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How is EE doing on diversity in South Dakota?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all South Dakota communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at South Dakota businesses.



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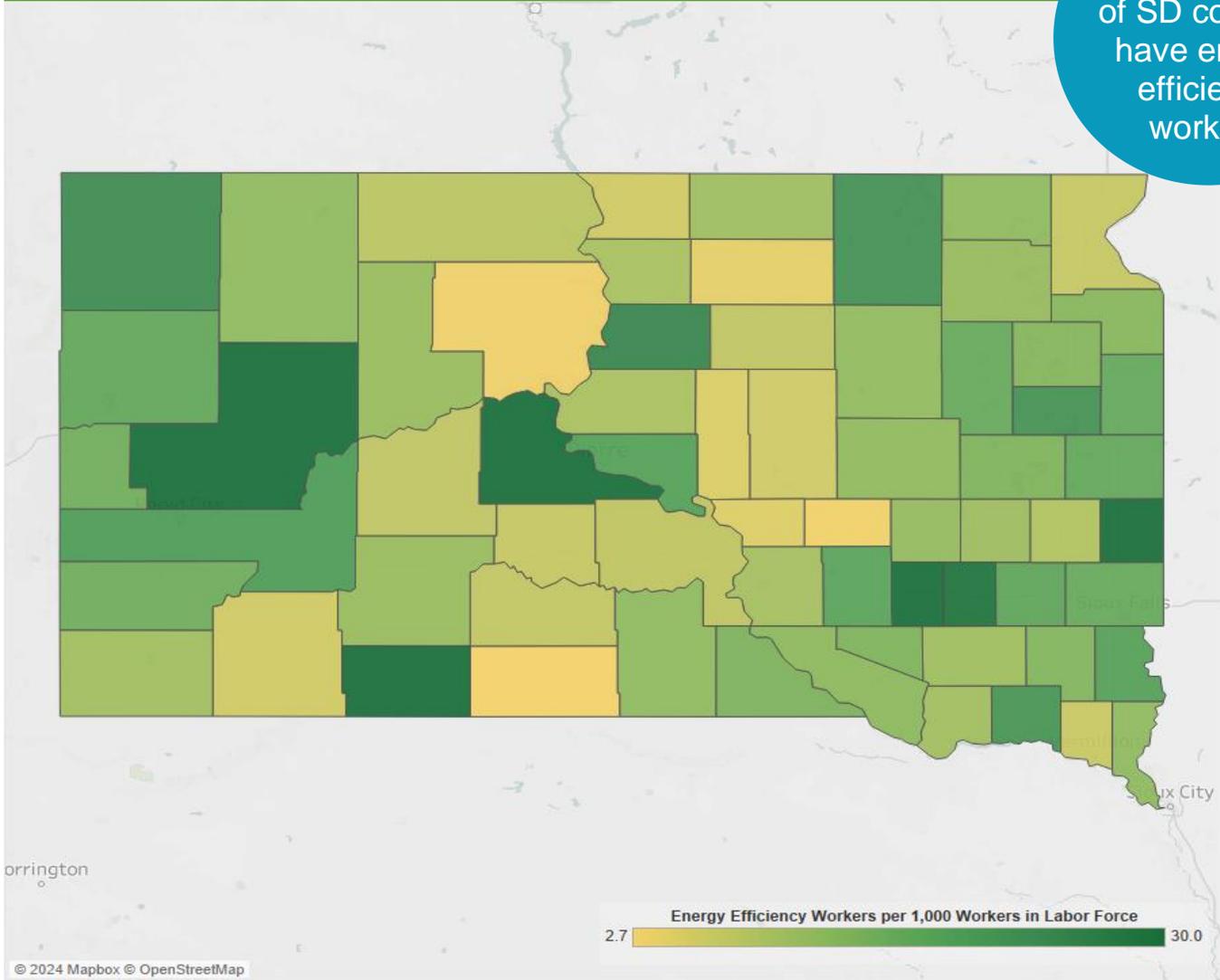
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Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%
of SD 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/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	7,643	Rapid City	1,484
		Sioux City	118
		Sioux Falls	2,781
		Rural	3,259



State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	550	10	242	19	346	28	242
2	189	11	<10	20	42	29	1,073
3	<10	12	193	21	147	30	219
4	534	13	<10	22	196	31	98
5	<10	14	<10	23	173	32	<10
6	511	15	<10	24	283	33	<10
7	<10	16	149	25	14	34	<10
8	152	17	141	26	88	35	<10
9	1,886	18	37	27	82		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	535	19	337	37	<10	55	<10
2	184	20	41	38	<10	56	<10
3	<10	21	143	39	<10	57	<10
4	520	22	162	40	<10	58	<10
5	<10	23	169	41	<10	59	<10
6	498	24	276	42	<10	60	<10
7	<10	25	14	43	<10	61	<10
8	148	26	<10	44	<10	62	<10
9	1,841	27	80	45	<10	63	<10
10	235	28	<10	46	<10	64	<10
11	<10	29	1,148	47	<10	65	<10
12	188	30	213	48	<10	66	<10
13	<10	31	221	49	<10	67	<10
14	<10	32	<10	50	<10	68	<10
15	<10	33	<10	51	<10	69	<10
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17	137	35	<10	53	<10		
18	169	36	<10	54	<10		





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Tennessee

Energy Efficiency Jobs in America

51,465
Total Jobs

What are EE jobs?

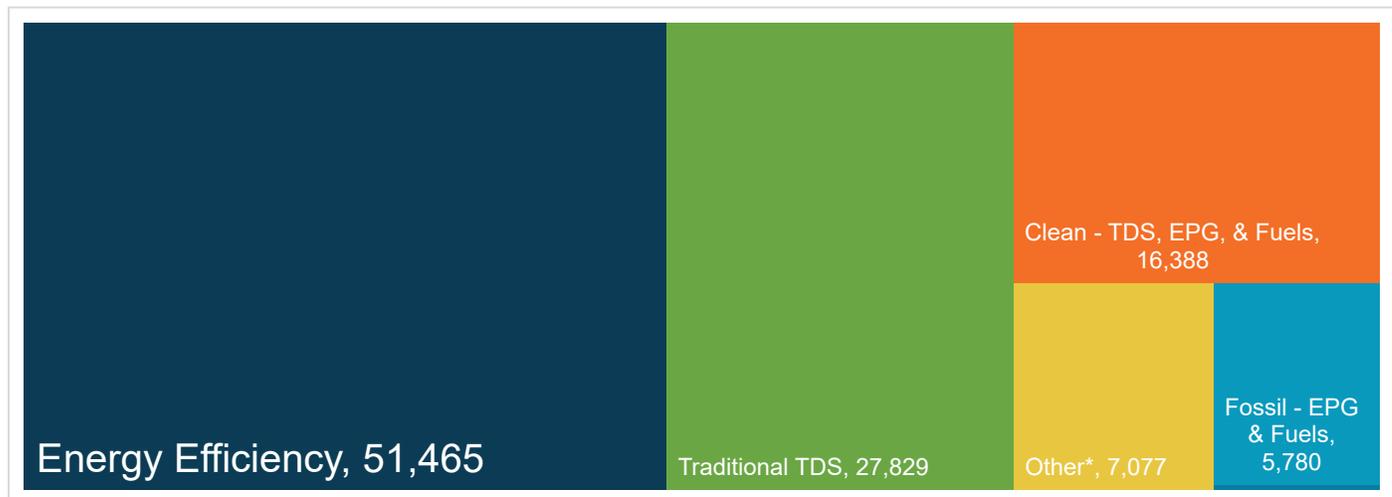
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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- **Manufacture and install** high-efficiency systems, controls, windows, insulation, and ENERGY STAR-certified appliances and products in existing and new homes, commercial and industrial buildings.
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How does EE compare in Tennessee?

Energy efficiency is the largest energy sector in Tennessee.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 140

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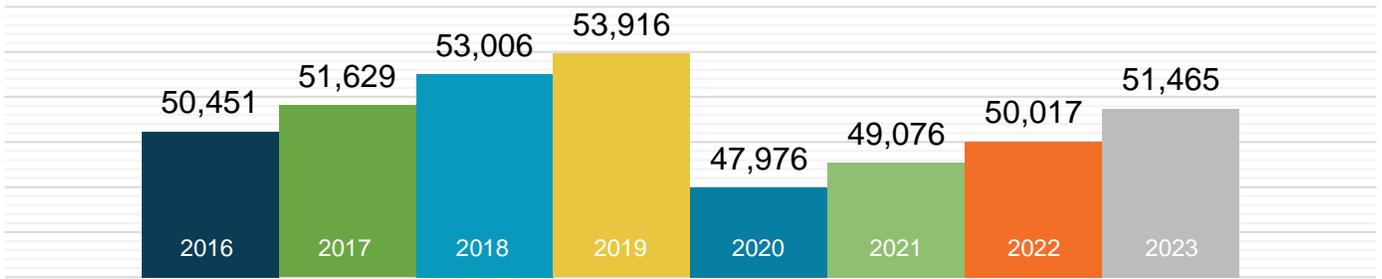
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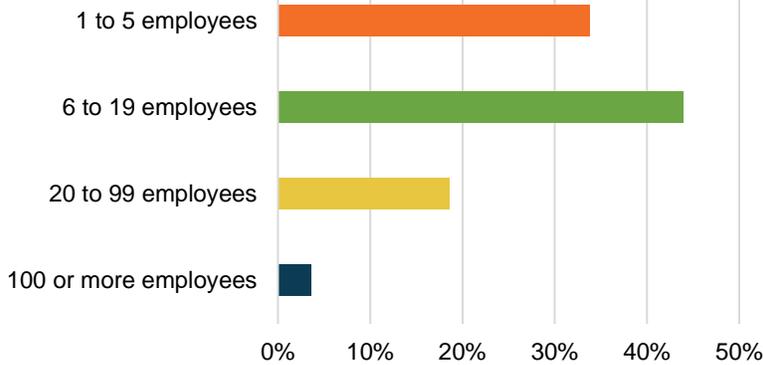
E4 THE FUTURE

What does EE look like in Tennessee?

EE Workers Employed in TN



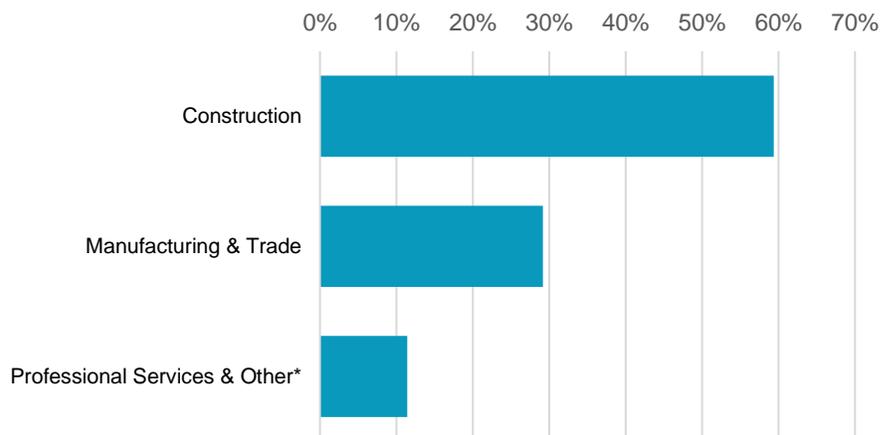
96.4% of TN EE Businesses Have Fewer Than 100 Employees



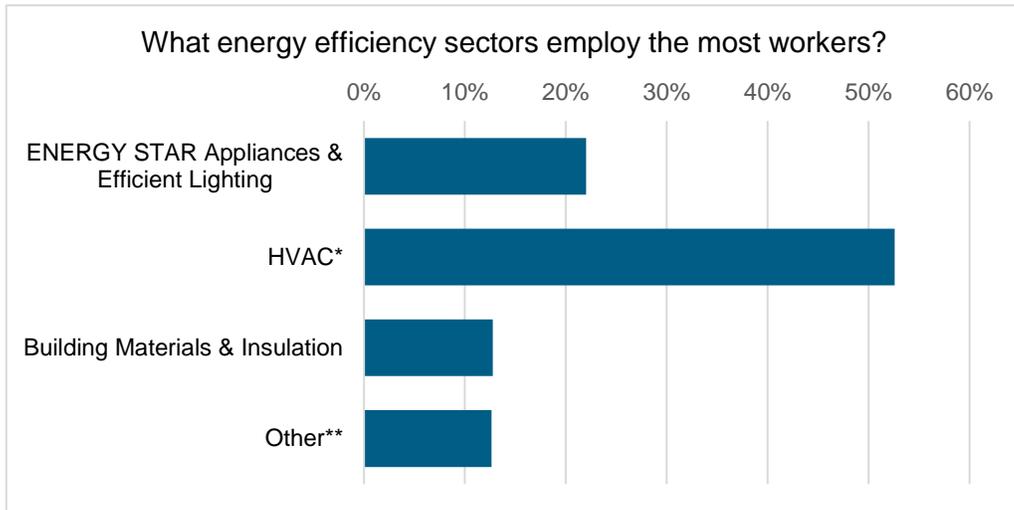
EE construction workers comprise **19%** of Tennessee's construction workforce



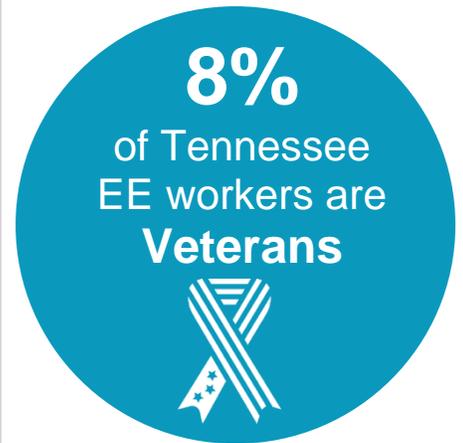
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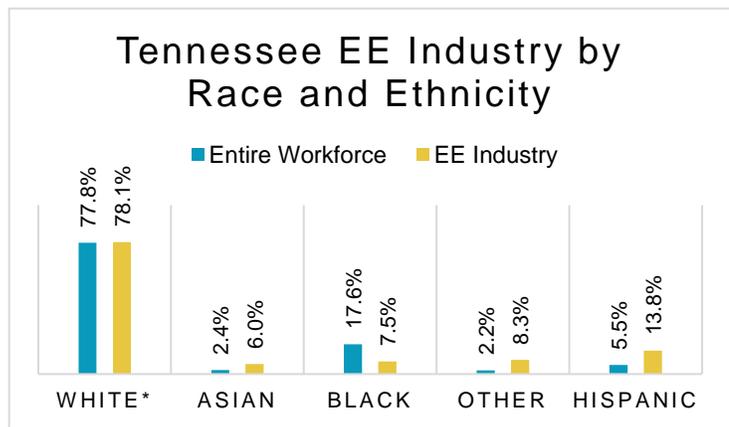
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How is EE doing on diversity in Tennessee?

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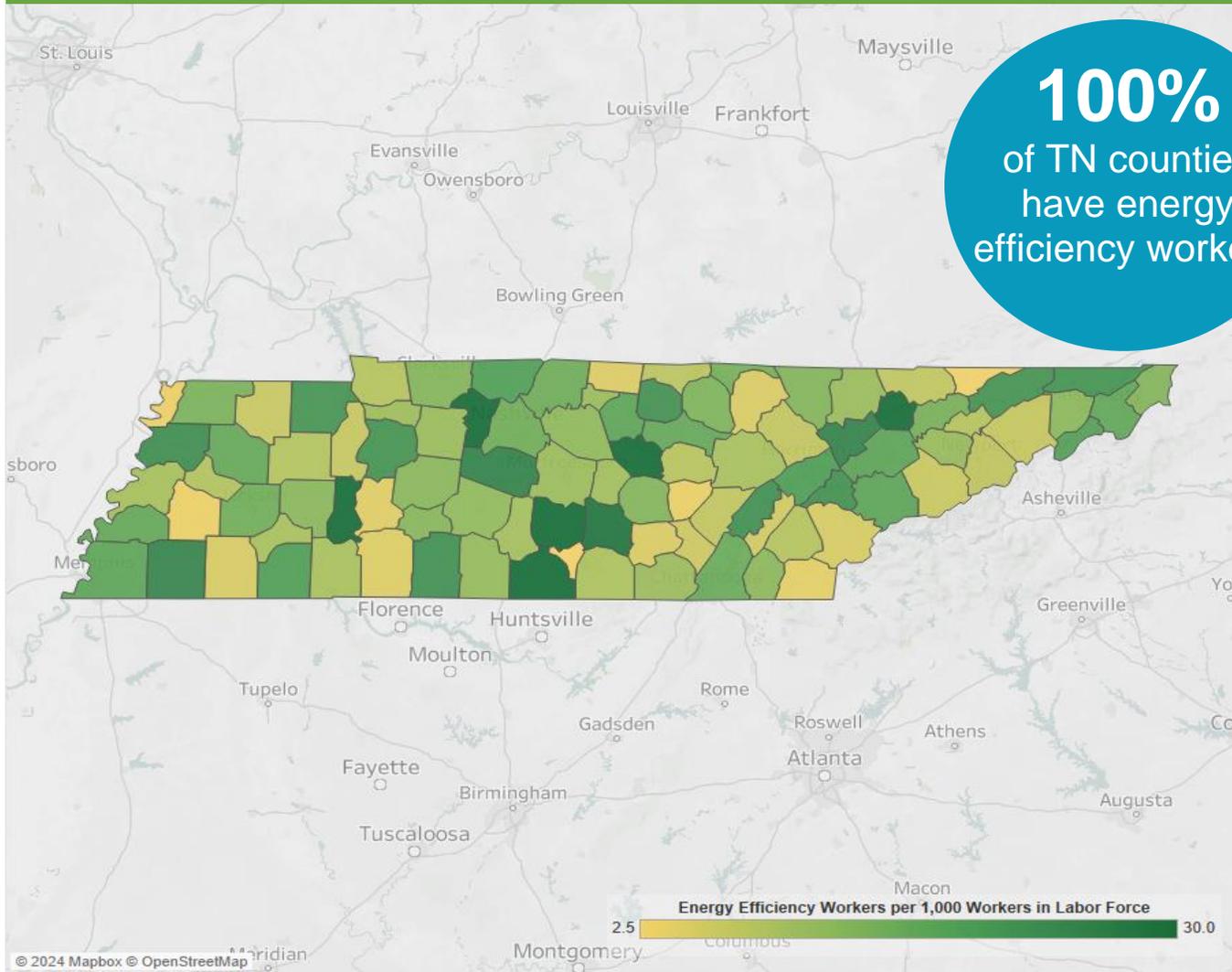
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Energy Efficiency Jobs are Everywhere

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/330956>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	5,240	7	3,510	Chattanooga	3,565	Knoxville	7,712
2	6,979	8	7,392	Clarksville	825	Memphis	8,704
3	6,083	9	3,432	Cleveland	534	Morristown	438
4	5,045			Jackson	986	Nashville-Davidson-Murfreesboro-Franklin	17,296
5	9,410			Johnson City	1,097	Rural	8,571
6	4,374			Kingsport-Bristol-Bristol	1,736		

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	2,040	10	2,806	19	5,431	28	599
2	1,441	11	507	20	2,691	29	3,206
3	1,628	12	949	21	<10	30	2,186
4	1,258	13	2,118	22	1,083	31	1,378
5	2,853	14	1,590	23	1,595	32	233
6	2,397	15	1,568	24	1,927	33	336
7	460	16	837	25	849		
8	369	17	1,078	26	1,804		
9	1,623	18	1,933	27	686		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,146	26	2,129	51	3,461	76	475
2	381	27	255	52	1,075	77	310
3	733	28	779	53	1,272	78	106
4	479	29	<10	54	<10	79	277
5	525	30	115	55	565	80	145
6	152	31	391	56	73	81	338
7	<10	32	598	57	<10	82	171
8	1,298	33	196	58	77	83	2,993
9	124	34	1,597	59	<10	84	1,159
10	606	35	166	60	<10	85	141
11	427	36	225	61	1,349	86	1,253
12	499	37	480	62	151	87	242
13	2,005	38	403	63	194	88	996
14	1,580	39	941	64	557	89	<10
15	607	40	2,337	65	31	90	<10
16	236	41	699	66	338	91	27
17	67	42	<10	67	838	92	<10
18	151	43	140	68	36	93	<10
19	108	44	24	69	444	94	277
20	56	45	401	70	464	95	336
21	345	46	49	71	269	96	131
22	1,660	47	184	72	340	97	290
23	291	48	<10	73	1,106	98	<10
24	<10	49	44	74	92	99	<10
25	1,030	50	1,907	75	423		





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Texas

Energy Efficiency Jobs in America

172,917
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Texas?

Energy efficiency is the third largest energy sector in Texas.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 3,719

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

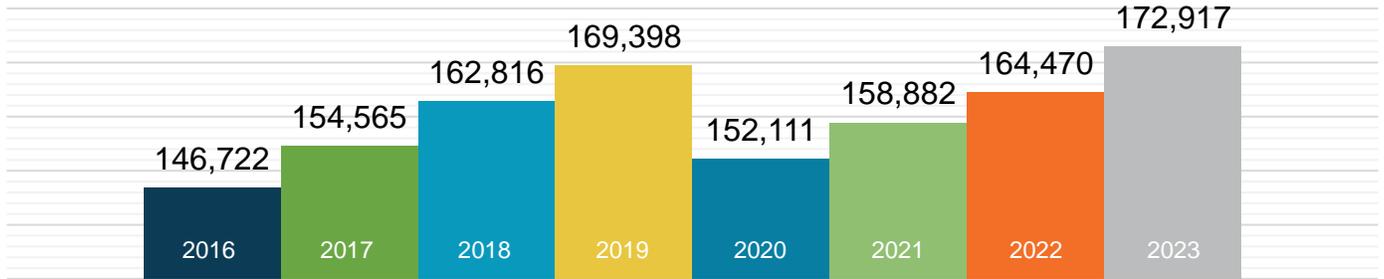
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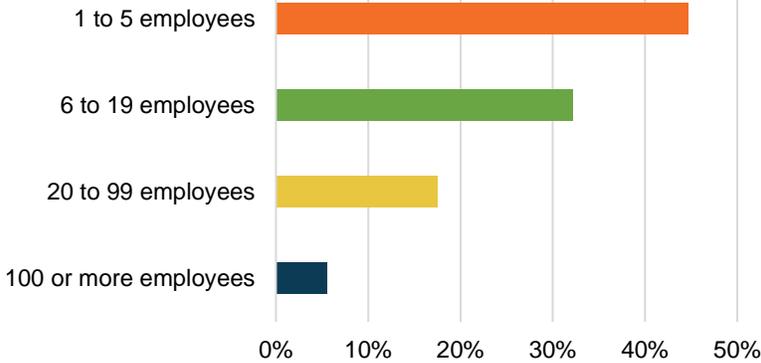
E4 THE
FUTURE

What does EE look like in Texas?

EE Workers Employed in TX



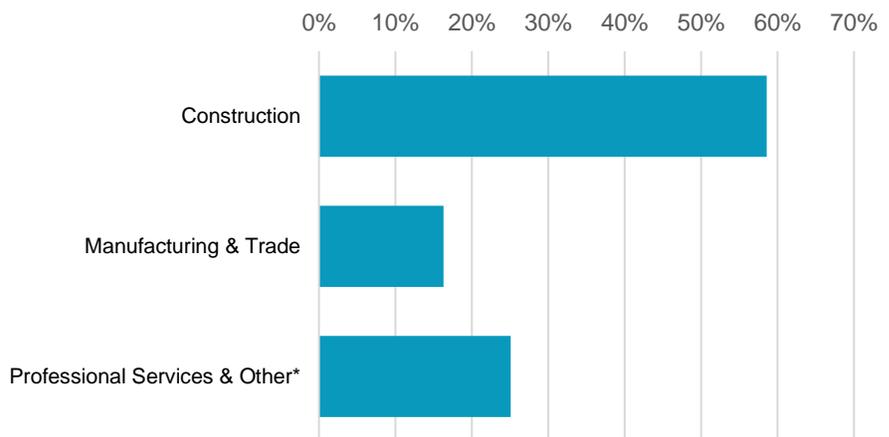
94.4% of TX EE Businesses Have Fewer Than 100 Employees



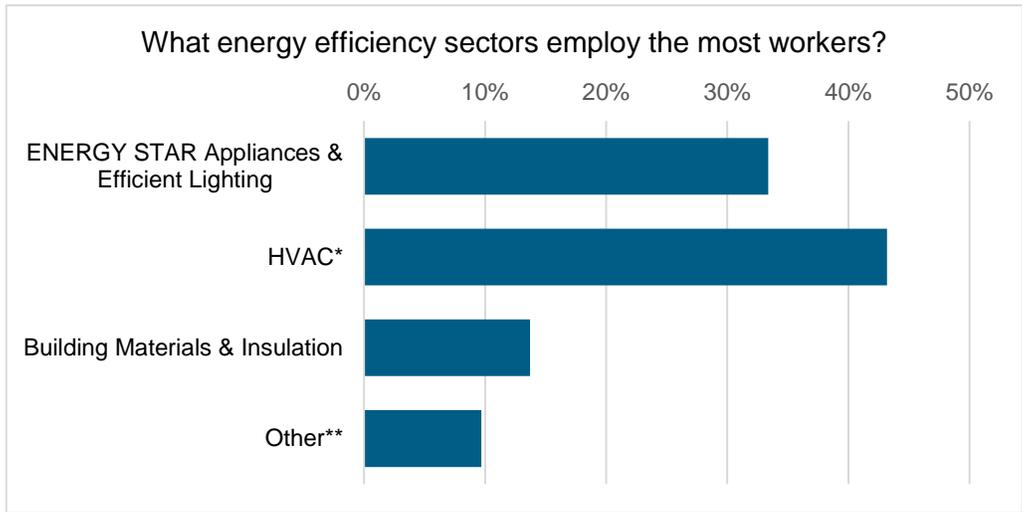
EE construction workers comprise **12%** of Texas's construction workforce



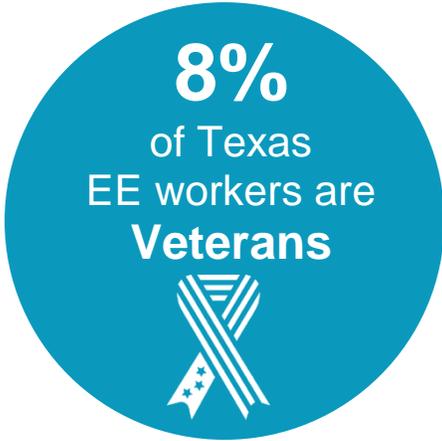
What type of work do energy efficiency firms do?



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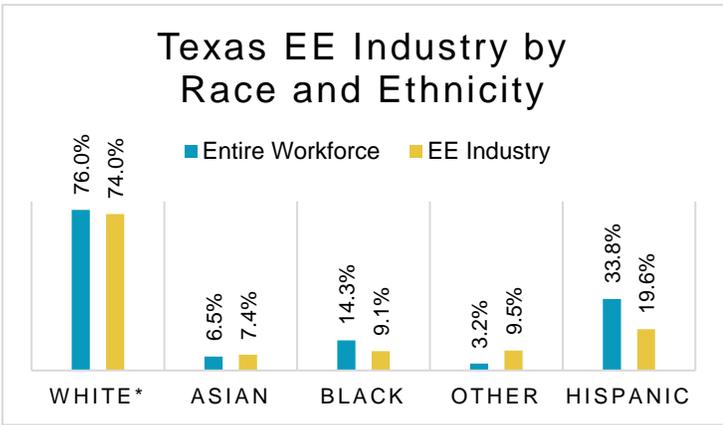
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
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How is EE doing on diversity in Texas?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Texas communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Texas businesses.



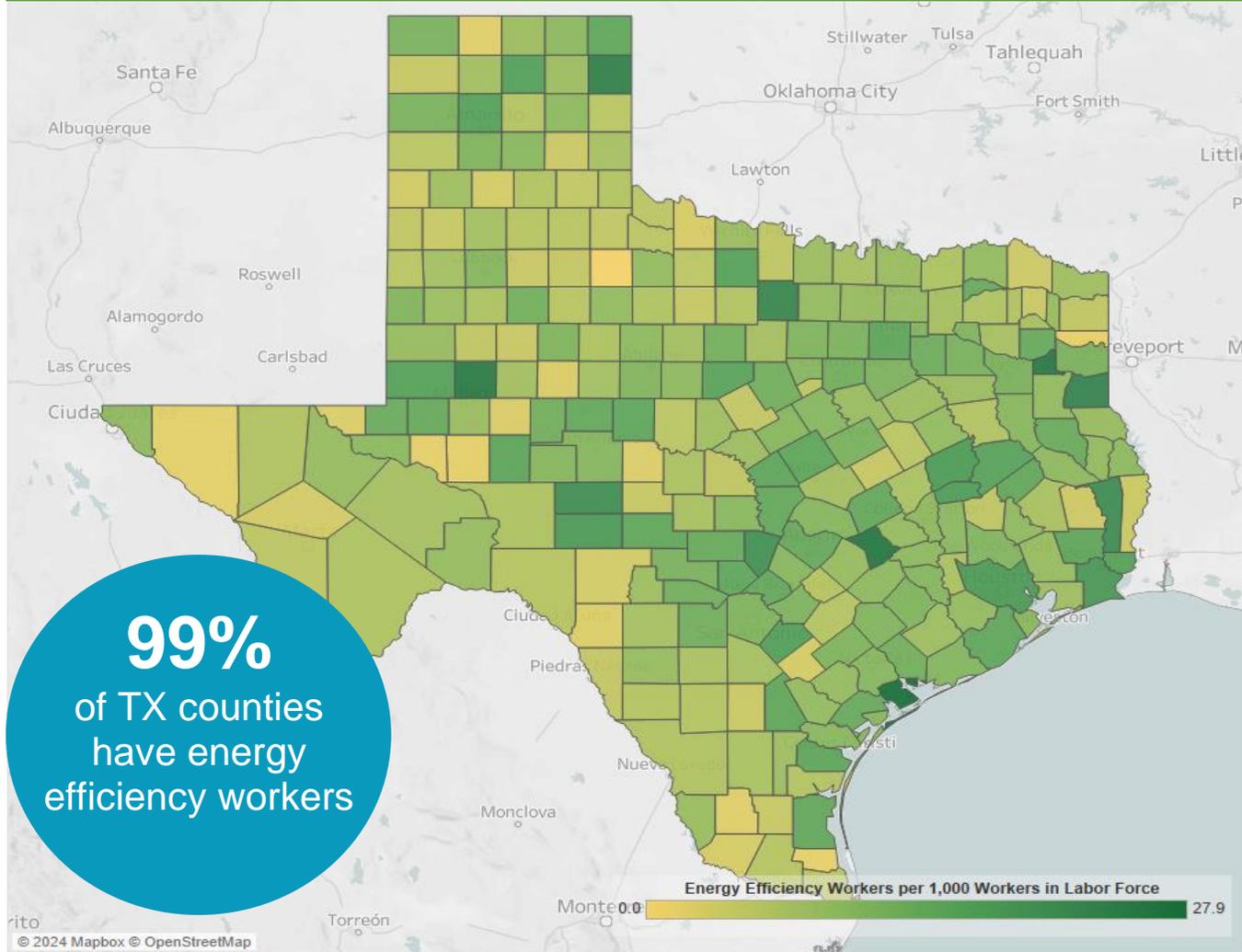
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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Metropolitan Areas

Area	Jobs	Area	Jobs
Abilene	810	Lubbock	1,642
Amarillo	1,714	McAllen-Edinburg-Mission	1,661
Austin-Round Rock	16,308	Midland	1,062
Baumont-Port Arthur	2,809	Odessa	1,085
Brownsville-Harlingen	820	San Angelo	545
College Station-Bryan	1,293	San Antonio-New Braunfels	12,817
Corpus Christi	2,753	Sherman-Denison	448
Dallas-Fort Worth-Arlington	50,534	Texarkana	327
El Paso	3,205	Tyler	1,339
Houston-The Woodlands-Sugar Land	51,698	Victoria	407
Killeen-Temple	1,280	Waco	1,506
Laredo	685	Wichita Falls	494
Longview	2,153	Rural	13,521

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	5,874	9	7,470	17	5,193	25	7,496
2	5,674	10	5,110	18	4,244	26	1,678
3	5,044	11	3,569	19	6,533	27	1,662
4	7,294	12	3,624	20	4,023	28	5,180
5	7,076	13	6,968	21	3,119	29	3,952
6	10,786	14	11,243	22	4,225	30	3,711
7	9,272	15	2,901	23	2,333	31	6,436
8	7,588	16	8,312	24	5,329		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,275	39	32	77	1,433	115	<10
2	1,207	40	252	78	189	116	2,639
3	3,160	41	<10	79	107	117	629
4	863	42	1,028	80	335	118	977
5	1,196	43	190	81	1,516	119	721
6	1,367	44	1,538	82	1,654	120	2,106
7	1,213	45	801	83	1,877	121	3,707
8	1,048	46	3,277	84	422	122	229
9	850	47	4,370	85	368	123	<10
10	875	48	2,903	86	1,418	124	138
11	805	49	3,016	87	1,220	125	<10
12	1,521	50	488	88	867	126	3,483
13	1,119	51	184	89	136	127	1,117
14	301	52	265	90	3,682	128	1,535
15	1,401	53	1,532	91	1,474	129	1,134
16	339	54	842	92	1,768	130	145
17	1,631	55	711	93	847	131	2,278
18	782	56	686	94	1,209	132	944
19	1,023	57	744	95	182	133	5,305
20	2,440	58	1,613	96	75	134	8,772
21	1,554	59	831	97	385	135	1,967
22	516	60	1,470	98	<10	136	<10
23	1,777	61	1,704	99	105	137	140
24	559	62	829	100	4,791	138	709
25	1,047	63	1,586	101	288	139	1,189
26	2,726	64	924	102	3,069	140	1,696
27	501	65	1,517	103	2,928	141	299
28	354	66	1,095	104	46	142	789
29	285	67	1,742	105	651	143	666
30	1,255	68	1,361	106	89	144	479
31	1,168	69	975	107	715	145	412
32	2,044	70	428	108	2,734	146	<10
33	2,906	71	427	109	566	147	469
34	484	72	1,061	110	54	148	<10
35	1,606	73	1,284	111	182	149	<10
36	966	74	723	112	211	150	509
37	766	75	721	113	<10		
38	<10	76	1,344	114	658		



Congressional			
District	Jobs	District	Jobs
1	5,638	19	3,413
2	16,792	20	5,937
3	6,090	21	11,356
4	4,060	22	3,054
5	4,632	23	2,096
6	5,596	24	8,813
7	8,355	25	2,662
8	4,533	26	1,584
9	2,902	27	4,690
10	9,570	28	2,097
11	7,105	29	1,256
12	6,652	30	5,072
13	5,491	31	2,487
14	4,552	32	2,647
15	4,908	33	132
16	3,871	34	1,530
17	3,913	35	1,504
18	4,996	36	2,931



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Utah

Energy Efficiency Jobs in America

32,800
Total Jobs

What are EE jobs?

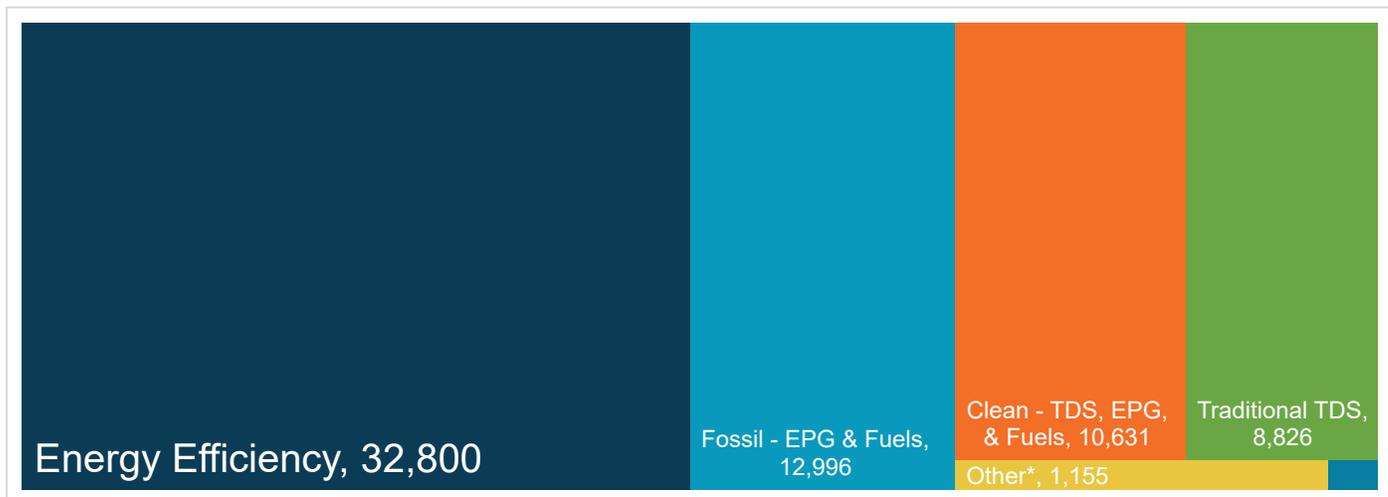
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

What do EE workers do?

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How does EE compare in Utah?

Energy efficiency is the largest energy sector in Utah.



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Nuclear (EPG & Fuels) = 158

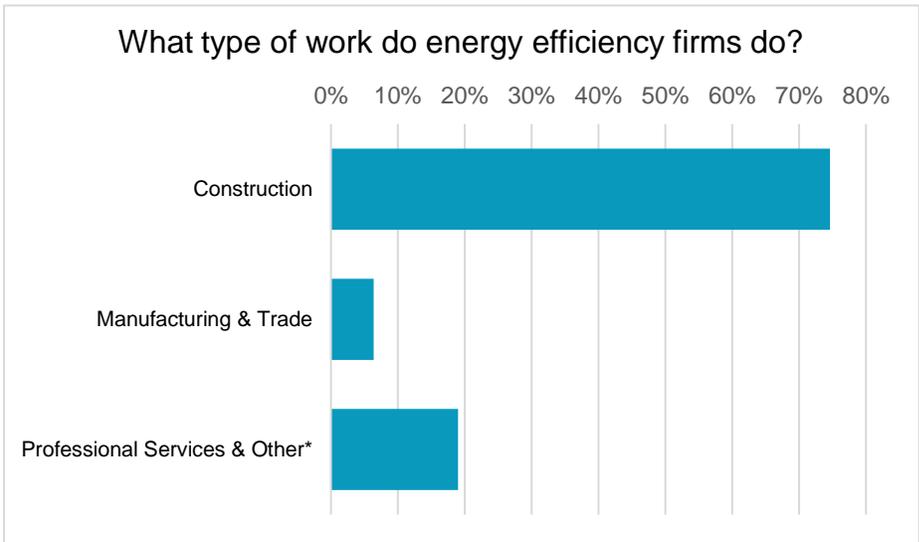
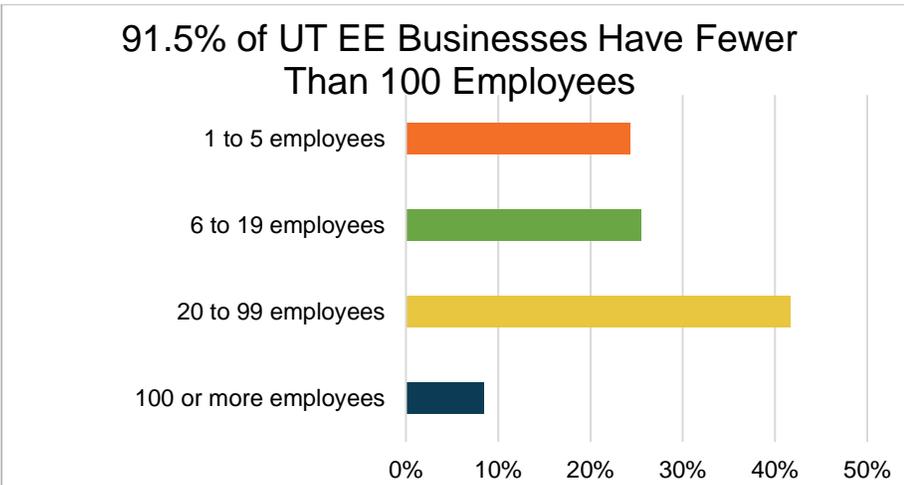
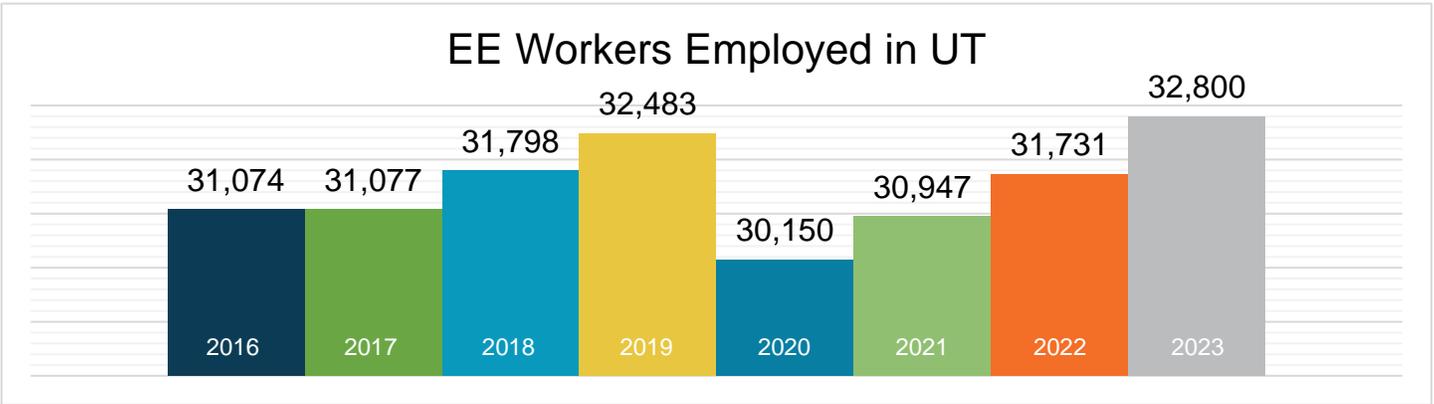
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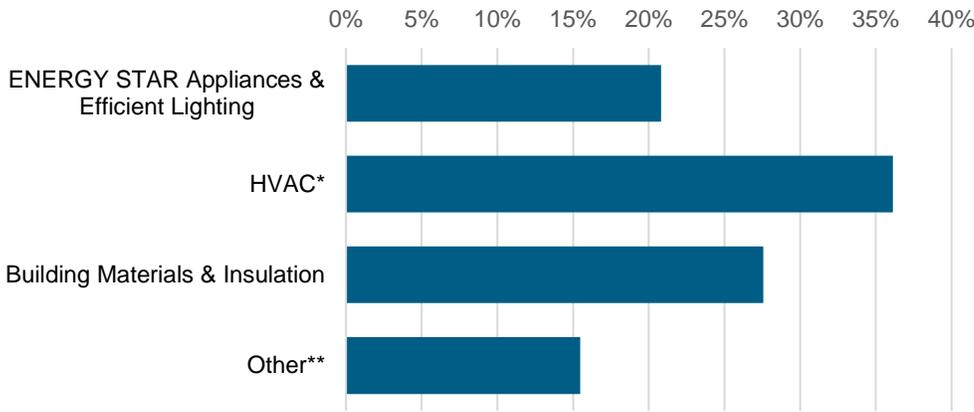
E4 THE FUTURE

What does EE look like in Utah?

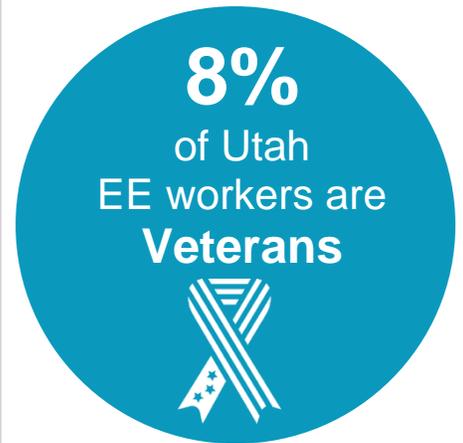


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What energy efficiency sectors employ the most workers?



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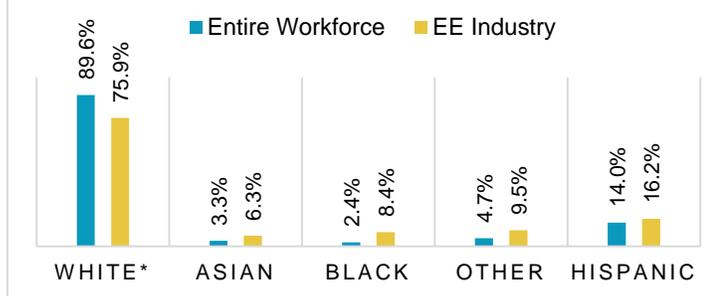


How is EE doing on diversity in Utah?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Utah communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Utah businesses.

Utah EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

Gender in the Utah EE Workforce

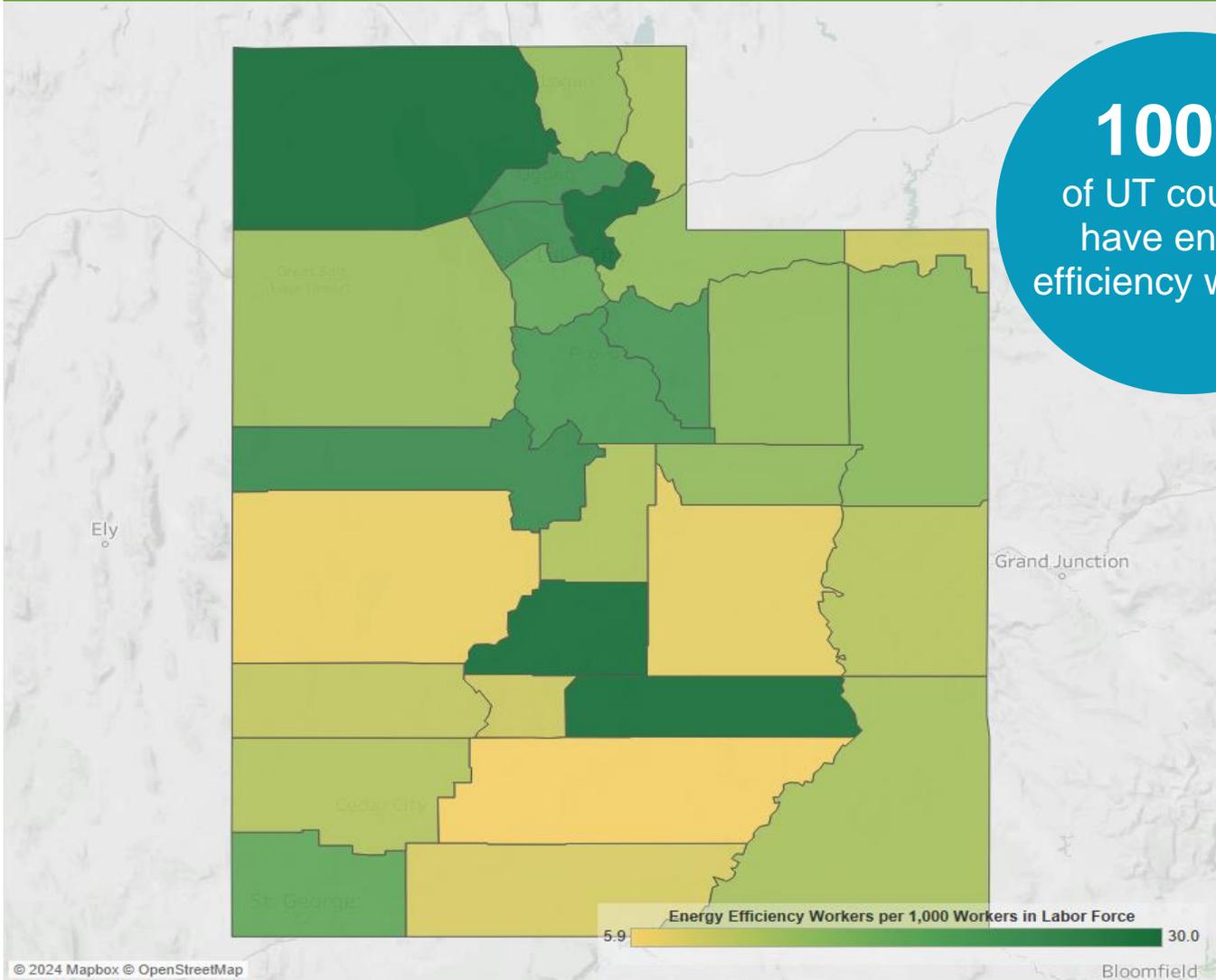


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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,403	Logan	866
2	10,213	Ogden-Clearfield	7,110
3	14,880	Provo-Orem	6,471
4	2,304	Salt Lake City	14,450
		St. George	1,540
		Rural	2,363

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	2,508	9	350	17	946	25	372
2	3,812	10	542	18	1,638	26	1,370
3	2,568	11	5,109	19	888	27	464
4	585	12	223	20	40	28	1,991
5	81	13	225	21	623	29	87
6	1,555	14	2,412	22	413		
7	1,639	15	<10	23	717		
8	830	16	51	24	754		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	401	20	289	39	<10	58	225
2	5,489	21	217	40	<10	59	865
3	578	22	747	41	252	60	<10
4	50	23	690	42	244	61	440
5	69	24	2,278	43	<10	62	1,165
6	2,082	25	1,638	44	557	63	345
7	469	26	765	45	165	64	<10
8	1,034	27	1,266	46	<10	65	206
9	275	28	398	47	<10	66	<10
10	40	29	318	48	549	67	21
11	577	30	137	49	<10	68	194
12	83	31	24	50	<10	69	243
13	<10	32	1,318	51	<10	70	245
14	<10	33	374	52	<10	71	613
15	217	34	872	53	1,051	72	17
16	31	35	<10	54	451	73	193
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18	664	37	<10	56	<10	75	19
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Vermont

Energy Efficiency Jobs in America

10,314
Total Jobs

What are EE jobs?

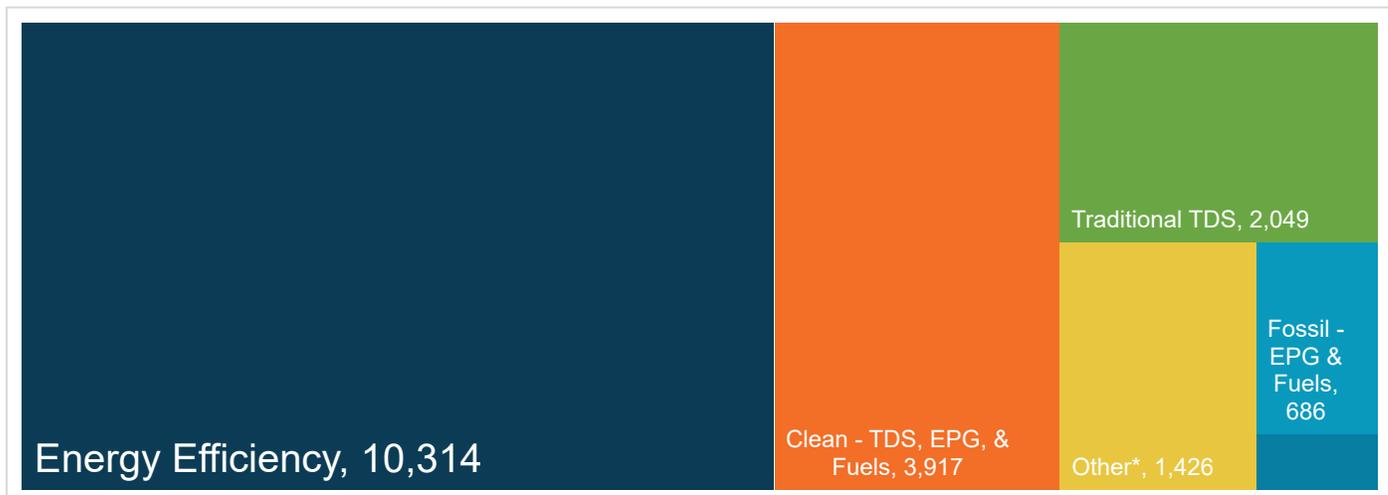
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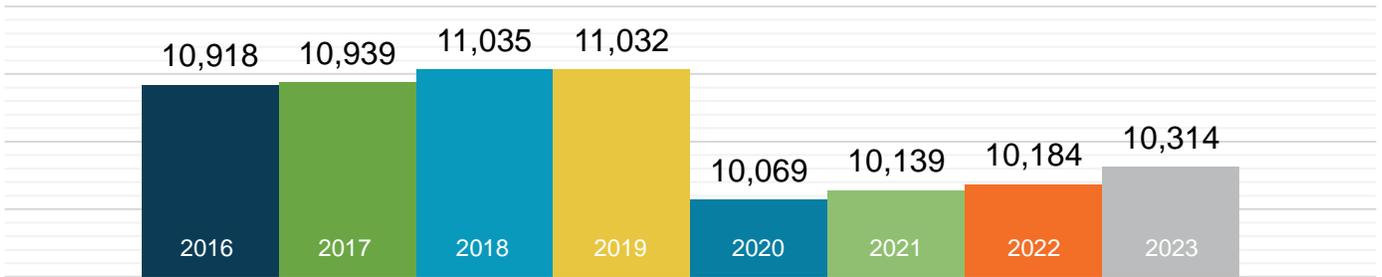
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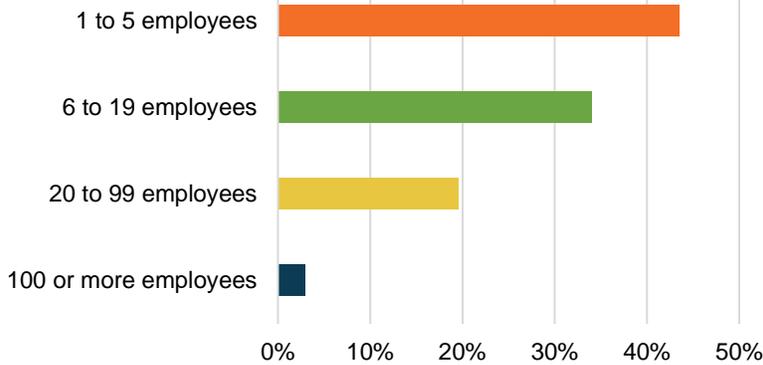
E4 THE FUTURE

What does EE look like in Vermont?

EE Workers Employed in VT



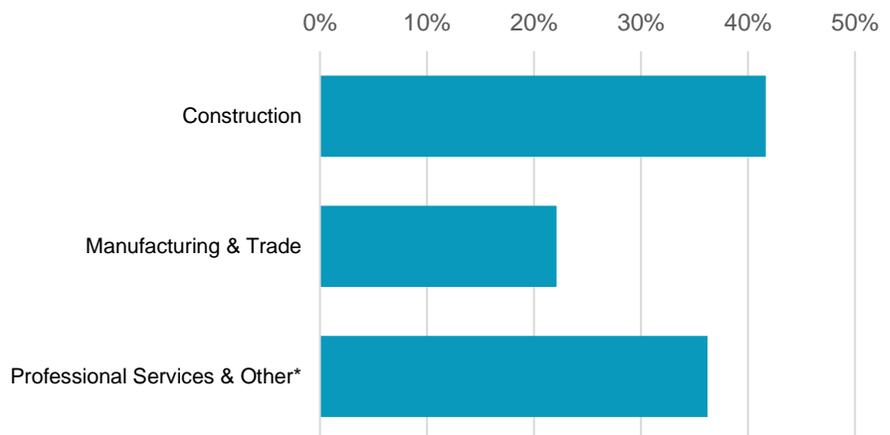
97.1% of VT EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **27%** of Vermont's construction workforce



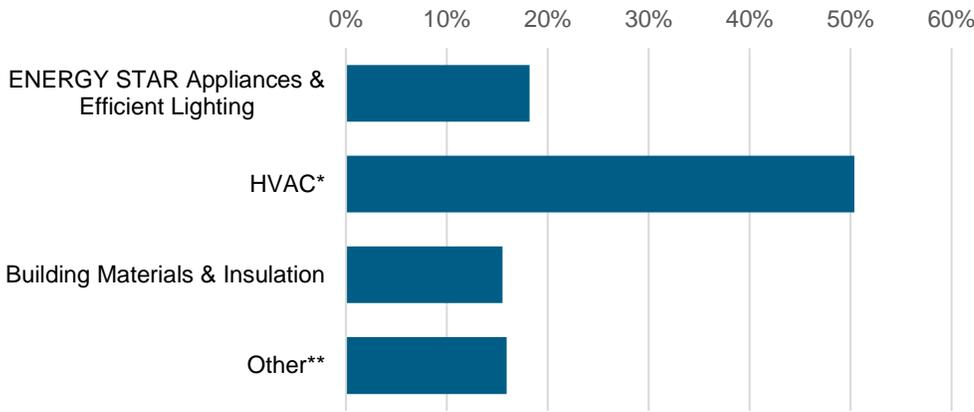
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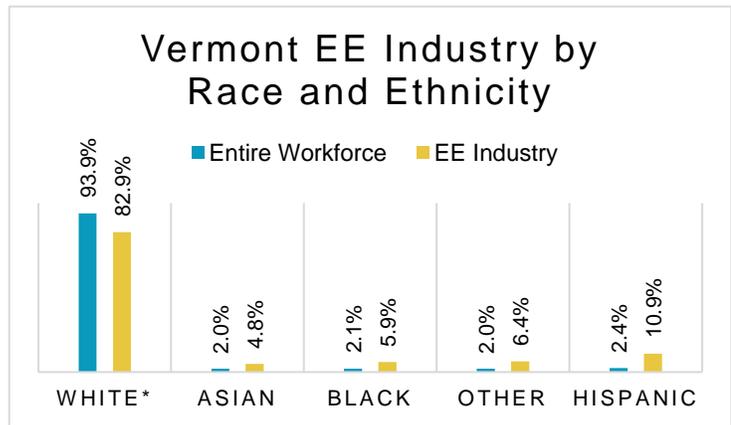
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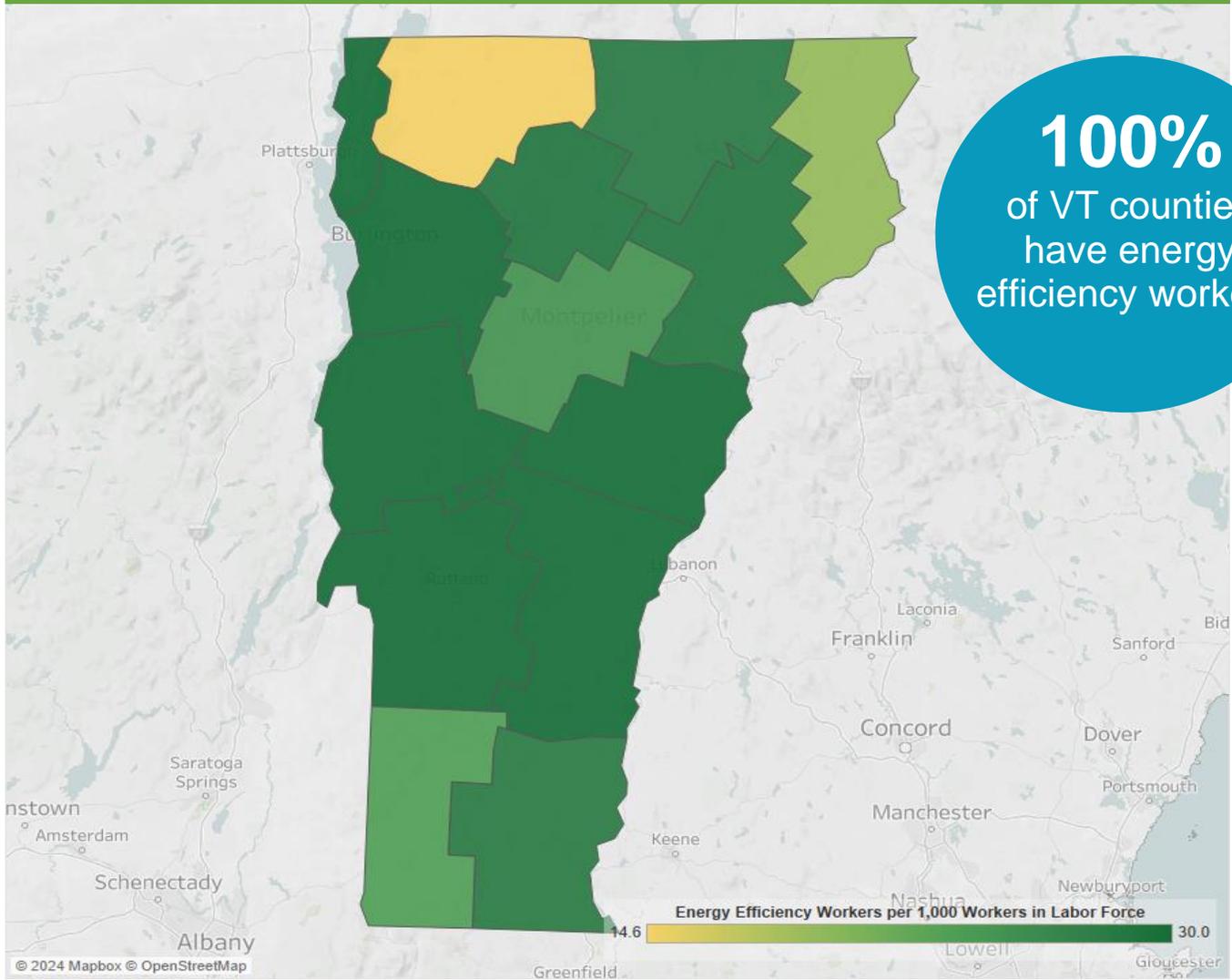


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Energy Efficiency Jobs are Everywhere

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/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	10,314	Burlington-South Burlington	4,835
		Rural	5,480

State Senate							
District	Jobs		District	Jobs		District	Jobs
ADD	735		CHI	2,278		ORA	317
BEN	623		E-O	518		RUT	922
CAL	792		FRA	507		WAS	946
CGI	843		LAM	323		WDM	710
						WSR	801

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
A-1	148		C71	481		LM2	243
A-2	95		C81	268		LMW	12
A-3	149		C83	20		O-1	173
A-4	236		C91	<10		O-2	82
A-R	104		CA1	182		O-C	78
B-1	198		CA2	60		O-L	19
B-3	119		CA4	115		OLC	34
B-4	103		CAW	107		OR1	392
B-R	162		E-C	49		OR2	15
C-1	117		ECO	83		OWA	135
C10	156		F-1	245		R-1	102
C-2	455		F-2	37		R-2	54
C-3	97		F-4	149		R-3	18
C41	72		F-5	30		R-4	413
C51	94		F-6	70		R-6	52
C61	60		F-7	11		R-B	59
C62	580		GIC	97		R-W	190
C67	358		LM1	112		RW2	132
						W-1	305
						W-3	292
						W-5	56
						W-6	32
						WA1	323
						WA5	49
						WA6	<10
						WA7	685
						WAC	191
						WBW	63
						WIB	51
						Y-1	227
						Y-2	158
						Y31	23
						Y41	26
						YO2	85
						Y-R	113





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Virginia

Energy Efficiency Jobs in America

76,685
Total Jobs

What are EE jobs?

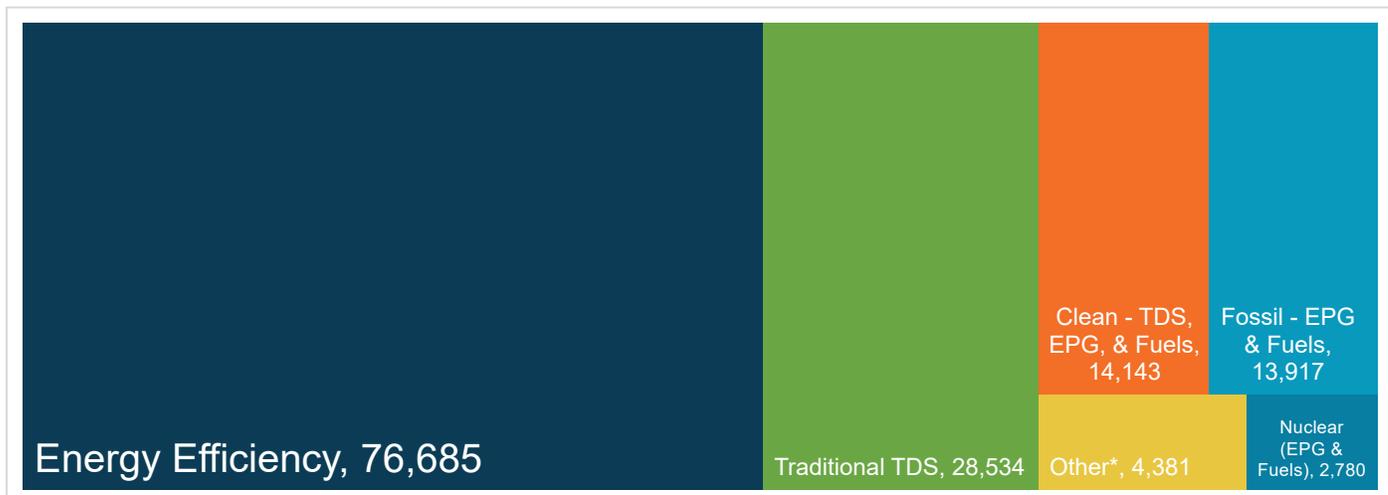
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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.
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How does EE compare in Virginia?

Energy efficiency is the largest energy sector in Virginia.



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EPG = Electric Power Generation

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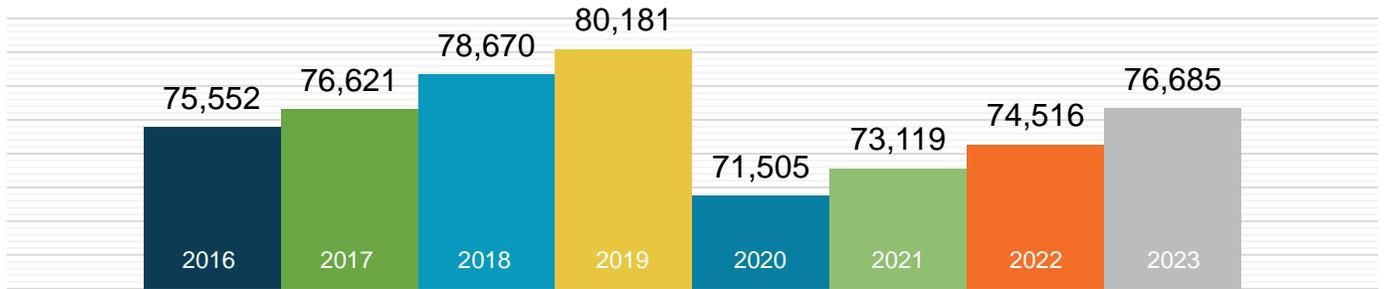
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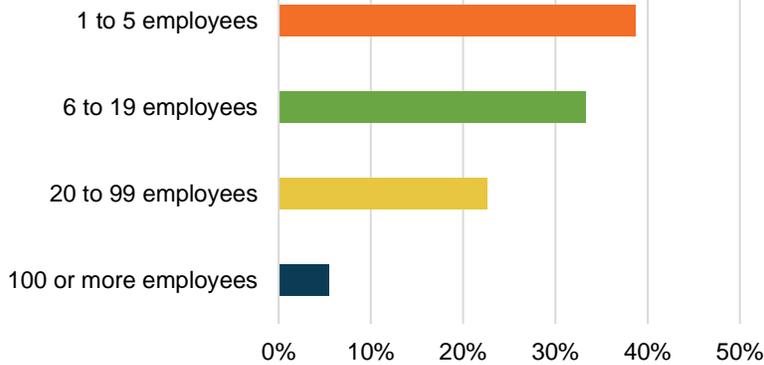
E4 THE FUTURE

What does EE look like in Virginia?

EE Workers Employed in VA



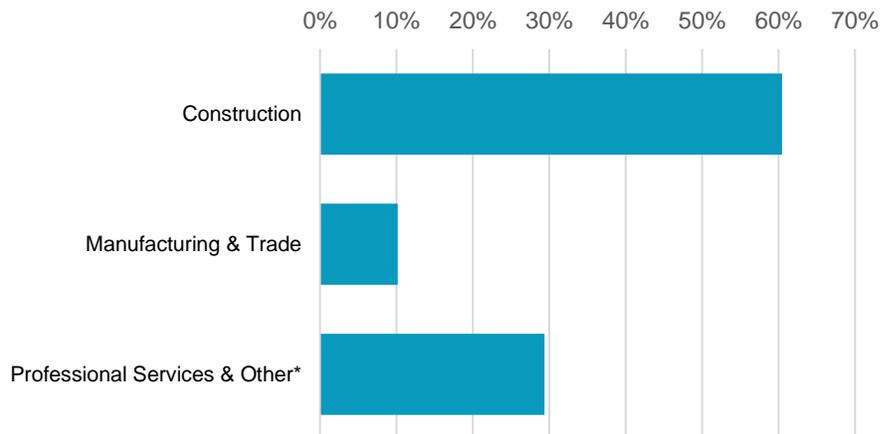
94.5% of VA EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **22%** of Virginia's construction workforce

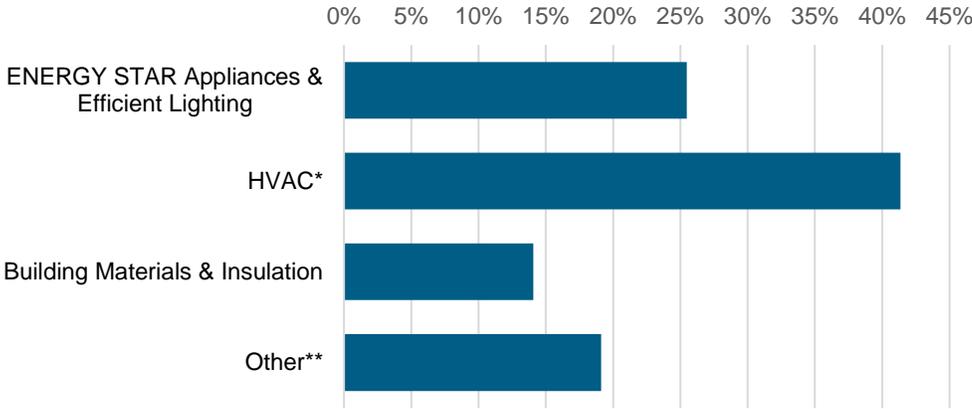


What type of work do energy efficiency firms do?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



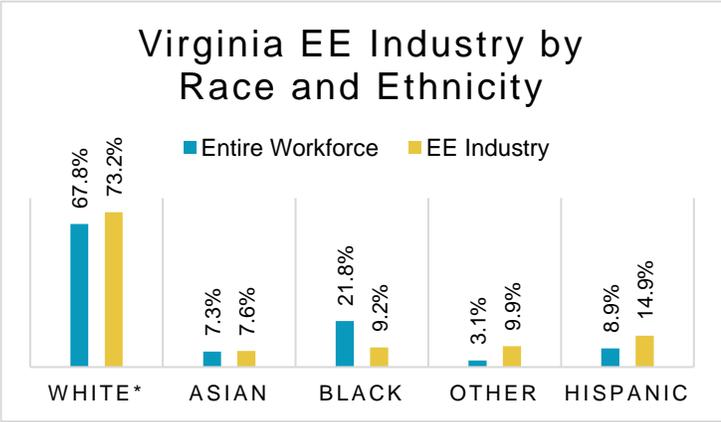
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Virginia?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Virginia communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Virginia businesses.



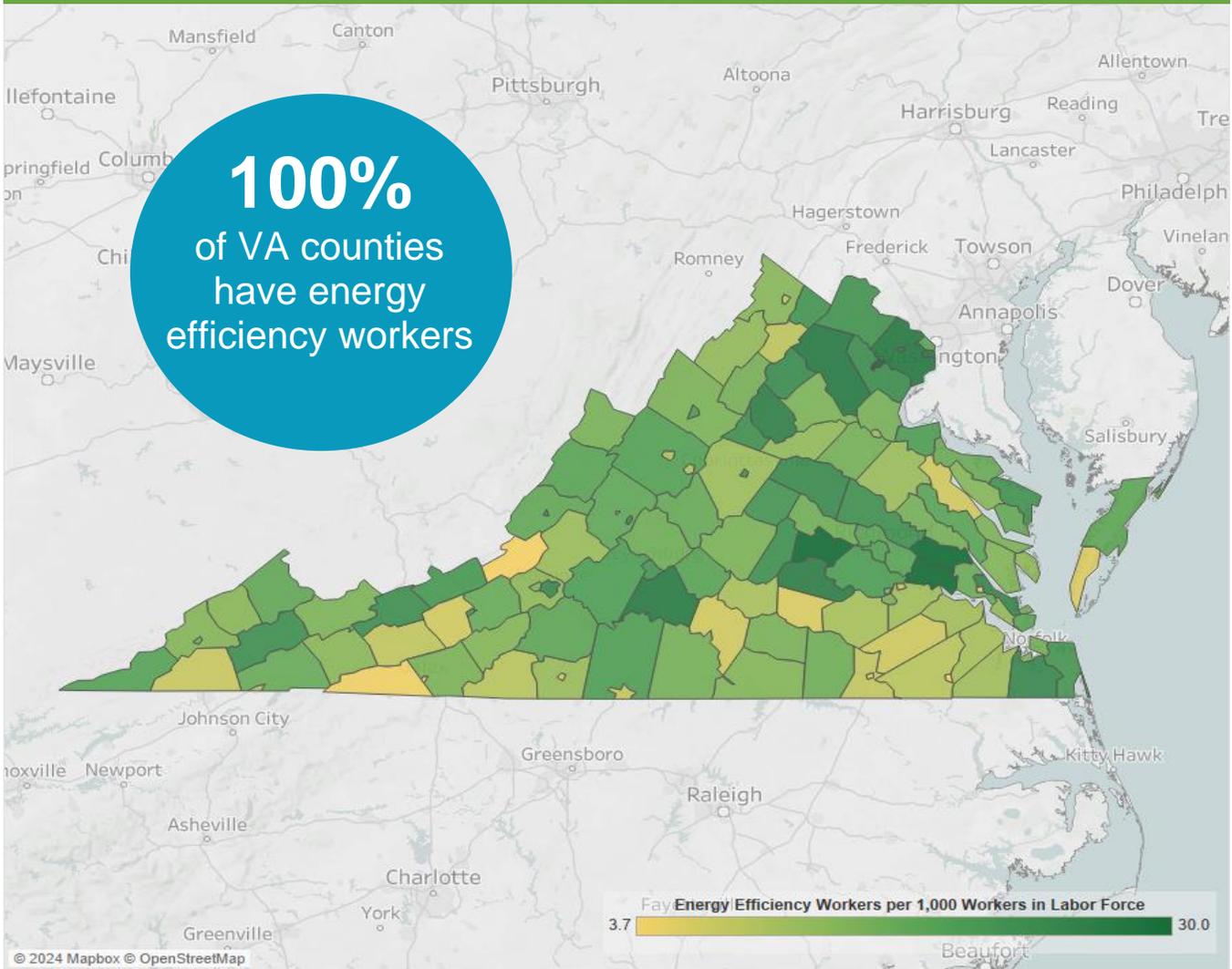
*Includes non-Hispanic and Hispanic whites.



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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/330956>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	8,295	7	5,276	Blacksburg-Christiansburg-Radford	1,138	Richmond	12,106
2	7,458	8	9,857	Charlottesville	1,855	Roanoke	2,697
3	7,242	9	4,075	Danville	432	Virginia Beach-Norfolk-Newport News	12,829
4	5,799	10	11,370	Harrisonburg	1,124	Virginia-Arlington-Alexandria	34,337
5	9,969	11	1,364	Kingsport-Bristol-Bristol	458	Winchester	730
6	5,980			Lynchburg	2,079	Rural	6,899

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	3,041	11	994	21	1,322	31	5,874
2	1,027	12	956	22	1,619	32	3,182
3	1,075	13	4,404	23	450	33	<10
4	2,980	14	1,385	24	2,447	34	3,126
5	3,359	15	2,454	25	2,379	35	1,335
6	748	16	12	26	1,036	36	628
7	2,965	17	2,057	27	2,399	37	387
8	1,193	18	619	28	1,561	38	1,149
9	4,775	19	3,730	29	1,017	39	<10
10	3,765	20	574	30	3,564	40	1,089

State House of Delegates

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	502	26	36	51	<10	76	687
2	993	27	2,520	52	22	77	121
3	636	28	784	53	<10	78	499
4	577	29	762	54	808	79	1,550
5	588	30	382	55	1,618	80	65
6	440	31	1,032	56	1,415	81	1,187
7	983	32	1,256	57	1,565	82	<10
8	1,082	33	183	58	277	83	1,163
9	1,046	34	3,895	59	492	84	<10
10	2,201	35	2,295	60	412	85	<10
11	1,507	36	1,621	61	702	86	<10
12	90	37	538	62	1,303	87	<10
13	1,758	38	1,592	63	274	88	10
14	627	39	1,550	64	1,019	89	148
15	976	40	377	65	66	90	<10
16	200	41	164	66	66	91	946
17	104	42	200	67	891	92	274
18	1,280	43	443	68	2,160	93	735
19	792	44	182	69	1,724	94	1,308
20	1,140	45	2,187	70	<10	95	<10
21	3,914	46	<10	71	296	96	171
22	1,111	47	1,806	72	585	97	499
23	167	48	568	73	<10	98	447
24	383	49	<10	74	677	99	634
25	1,739	50	78	75	247	100	268





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Washington

Energy Efficiency Jobs in America



What are EE jobs?

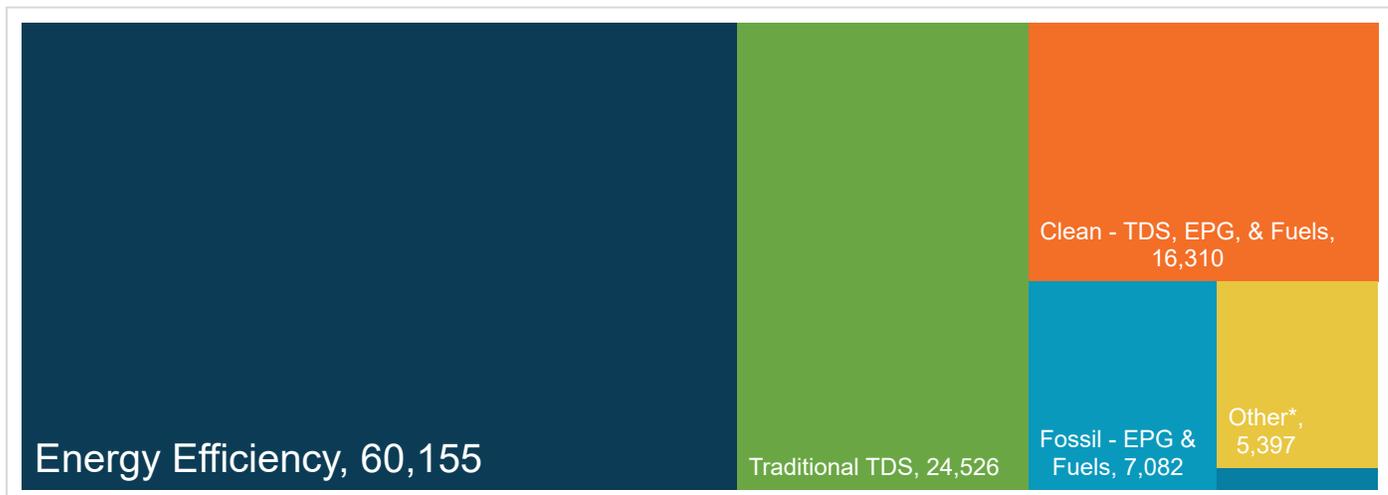
Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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, 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 in Washington?

Energy efficiency is the largest energy sector in Washington.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 630

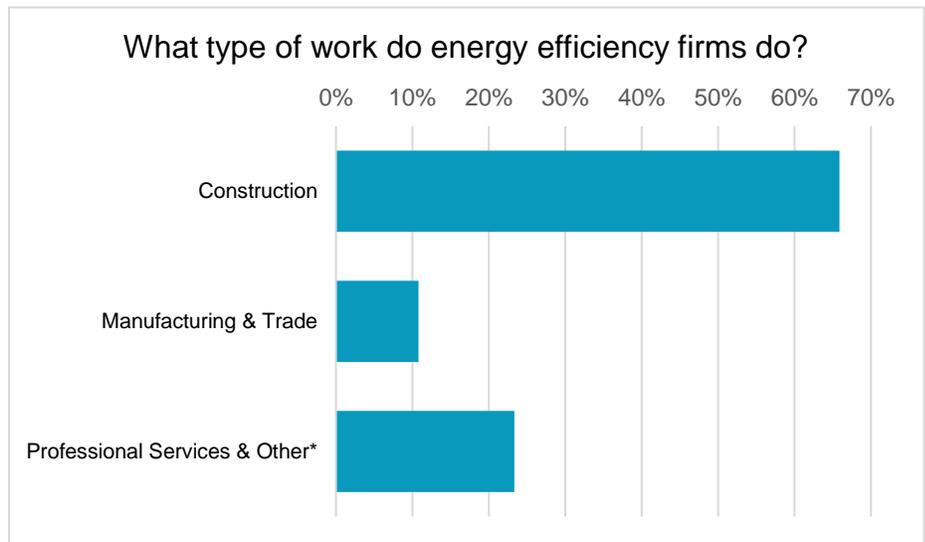
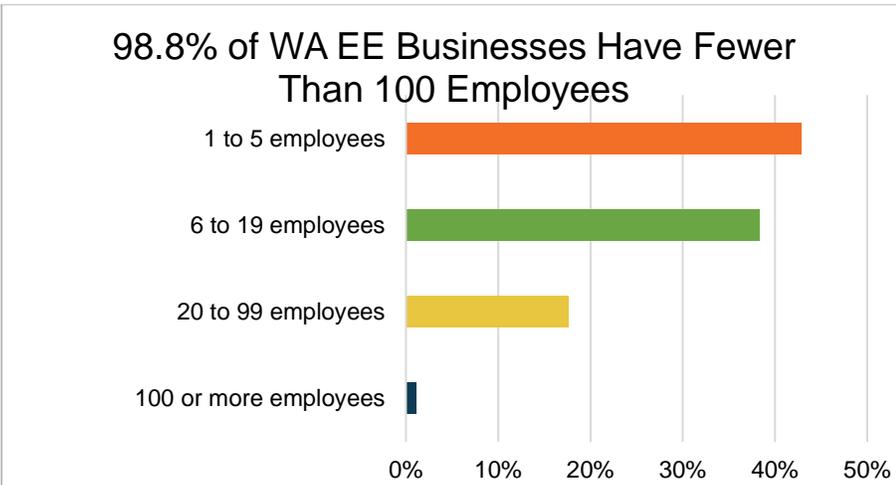
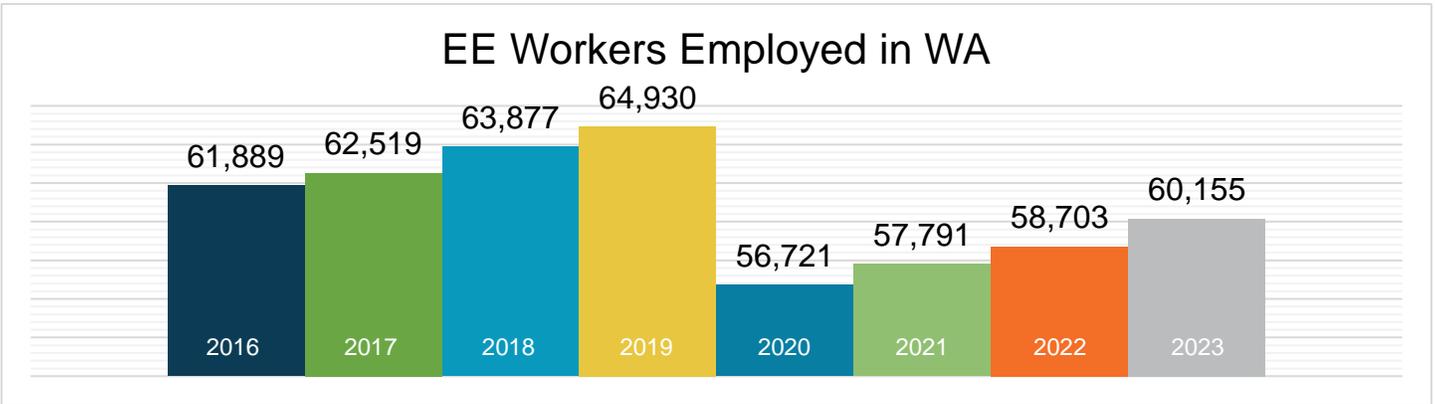
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:



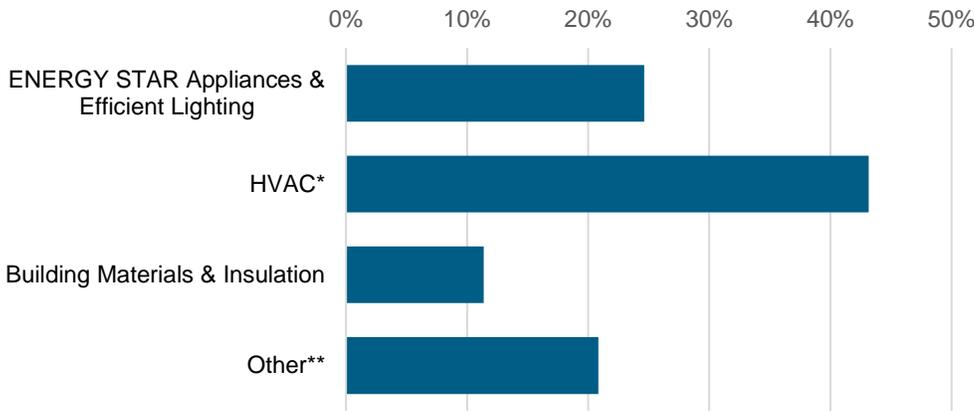
E4 THE
FUTURE

What does EE look like in Washington?



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What energy efficiency sectors employ the most workers?



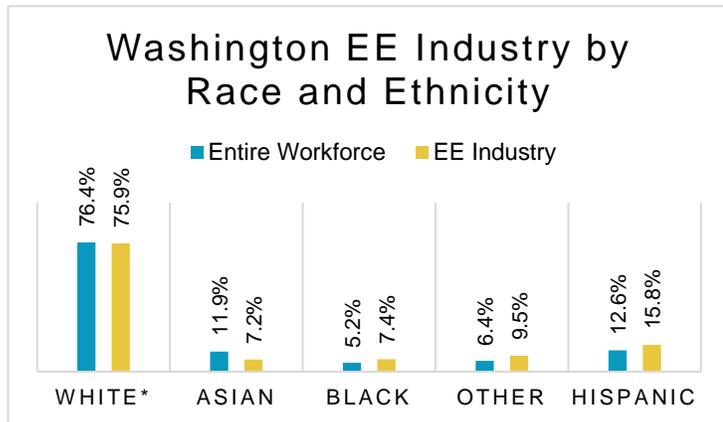
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
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9%
 of Washington
 EE workers are
Veterans

How is EE doing on diversity in Washington?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Washington communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Washington businesses.



*Includes non-Hispanic and Hispanic whites.



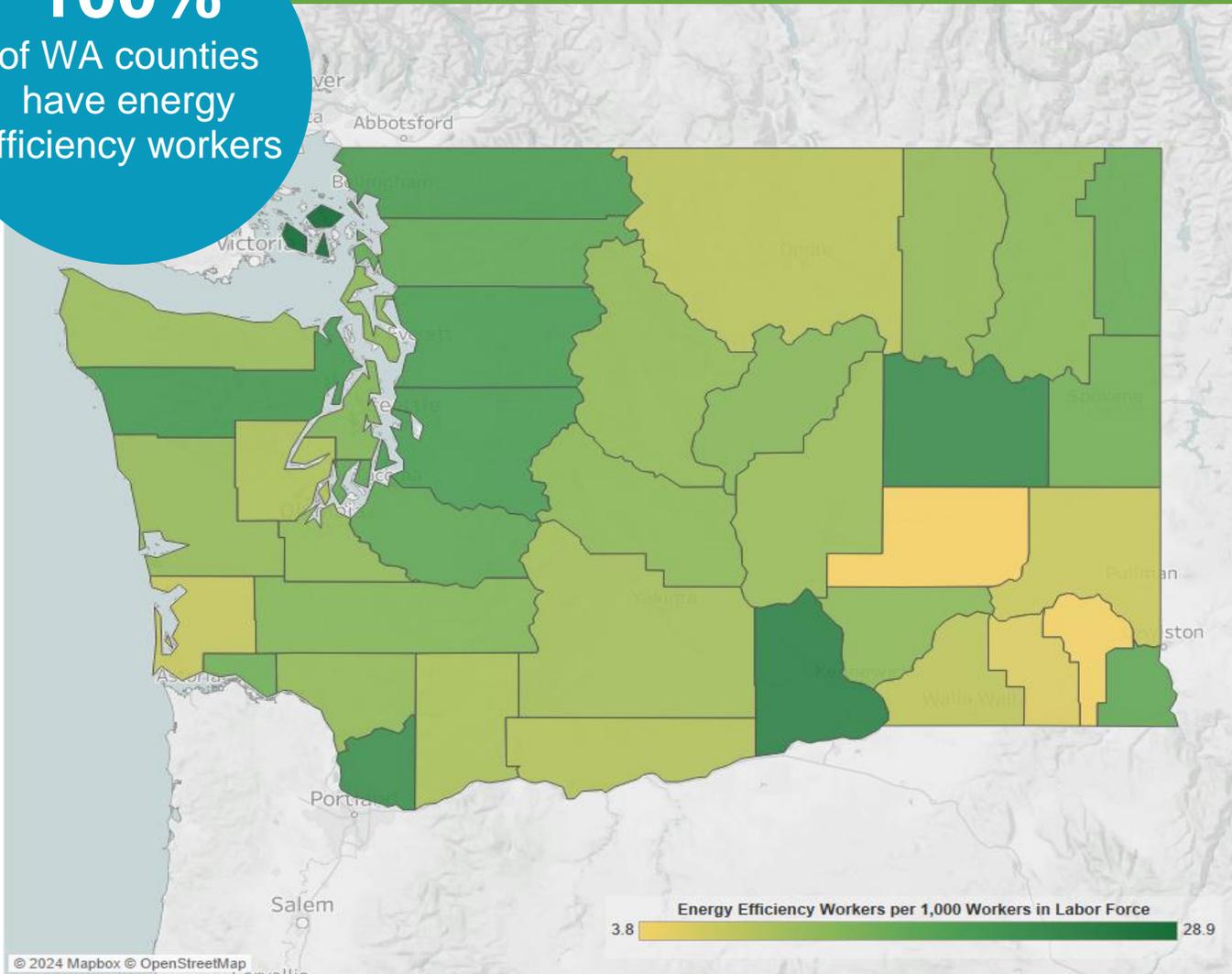
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Energy Efficiency Jobs are Everywhere

100%
of WA counties
have energy
efficiency workers

EE Jobs by County



Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	11,050	8	5,843	Bellingham	1,732	Portland-Vancouver-Hillsboro	3,944
2	4,935	9	2,905	Bremerton-Silverdale	1,265	Seattle-Tacoma-Bellevue	38,450
3	5,616	10	2,520	Kennewick-Richland	2,781	Spokane-Spokane Valley	3,716
4	4,230			Lewiston	114	Wenatchee	664
5	5,276			Longview	485	Yakima	1,167
6	6,518			Mount Vernon-Anacortes	844	Rural	3,452
7	11,262			Olympia-Tumwater	1,539		

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	2,751		14	1,475		27	1,510
2	1,472		15	107		28	775
3	2,830		16	172		29	350
4	1,027		17	2,134		30	1,335
5	2,225		18	642		31	92
6	422		19	1,391		32	640
7	765		20	1,231		33	350
8	1,266		21	1,334		34	691
9	1,018		22	518		35	457
10	2,497		23	1,795		36	4,596
11	3,727		24	927		37	1,942
12	1,074		25	1,199		38	1,238
13	937		26	892		39	966
						40	2,142
						41	3,215
						42	659
						43	1,147
						44	<10
						45	1,385
						46	263
						47	<10
						48	<10
						49	555

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	2,750		14	1,495		27	1,511
2	1,472		15	108		28	775
3	2,840		16	173		29	<10
4	1,031		17	2,168		30	1,334
5	2,227		18	645		31	92
6	423		19	1,396		32	640
7	768		20	1,241		33	361
8	1,271		21	1,334		34	696
9	1,021		22	520		35	459
10	2,531		23	1,801		36	4,672
11	3,818		24	930		37	1,949
12	1,077		25	1,198		38	1,238
13	939		26	892		39	966
						40	2,128
						41	3,217
						42	661
						43	1,161
						44	<10
						45	1,386
						46	264
						47	<10
						48	<10
						49	557





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West Virginia

Energy Efficiency Jobs in America

6,950
Total Jobs

What are EE jobs?

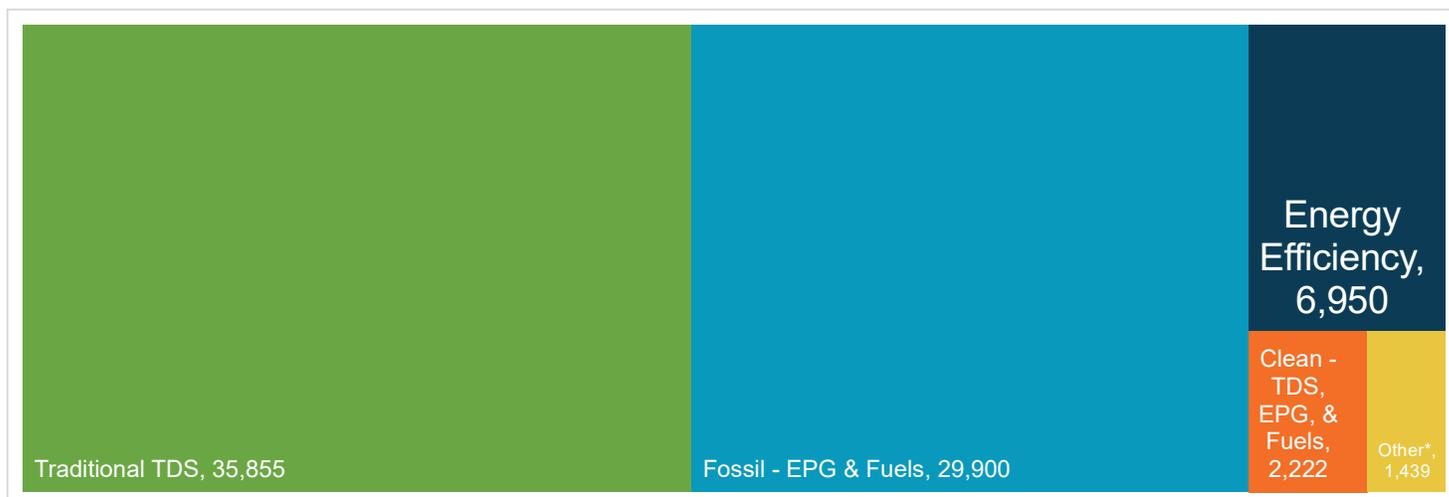
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How does EE compare in West Virginia?

Energy efficiency is the third largest energy sector in West Virginia.



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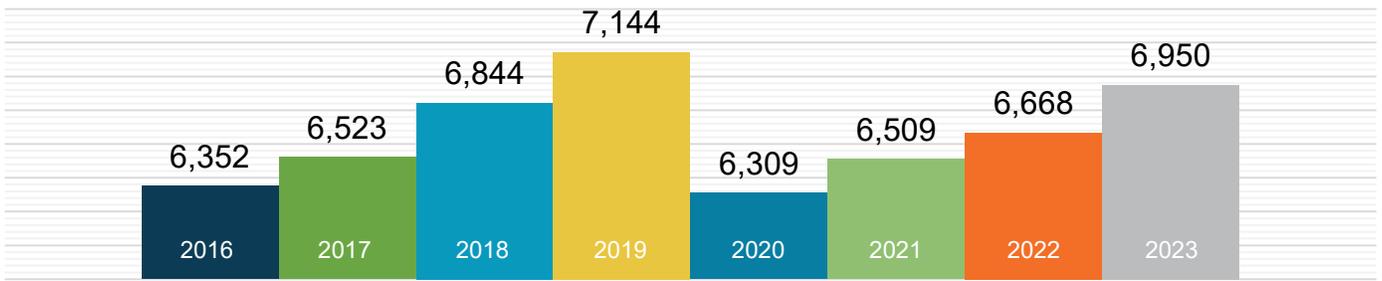
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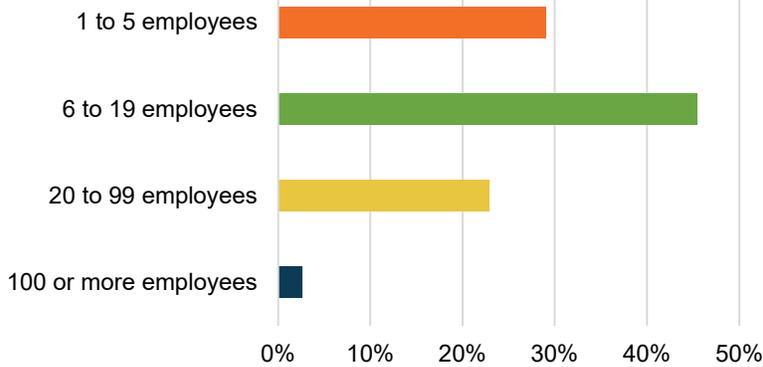
E4 THE FUTURE

What does EE look like in West Virginia?

EE Workers Employed in WV



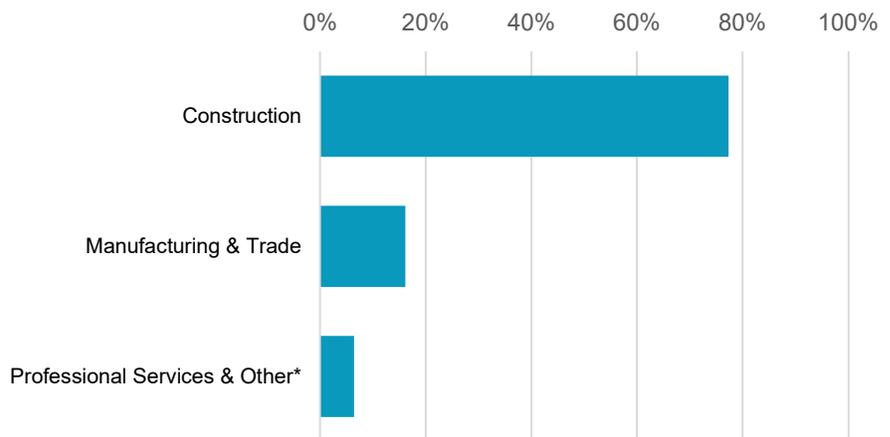
97.4% of WV EE Businesses Have Fewer Than 100 Employees



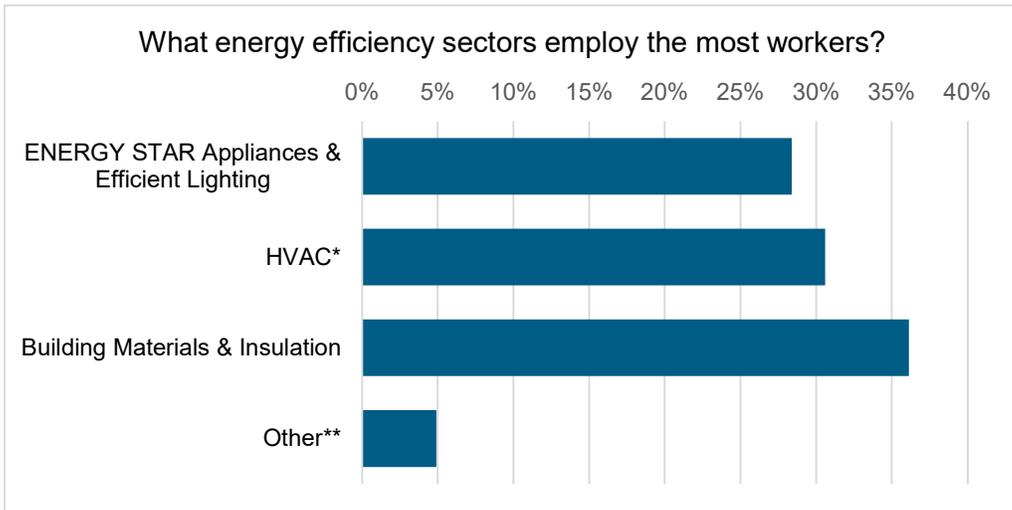
EE construction workers comprise **16%** of West Virginia's construction workforce



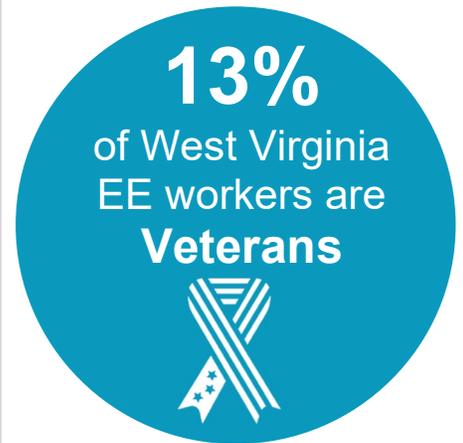
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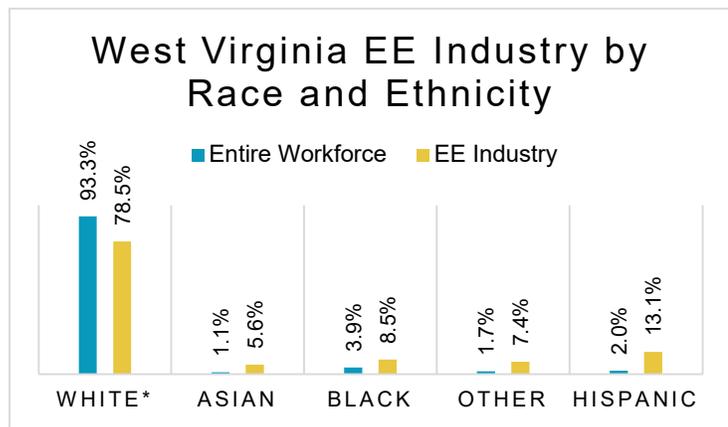
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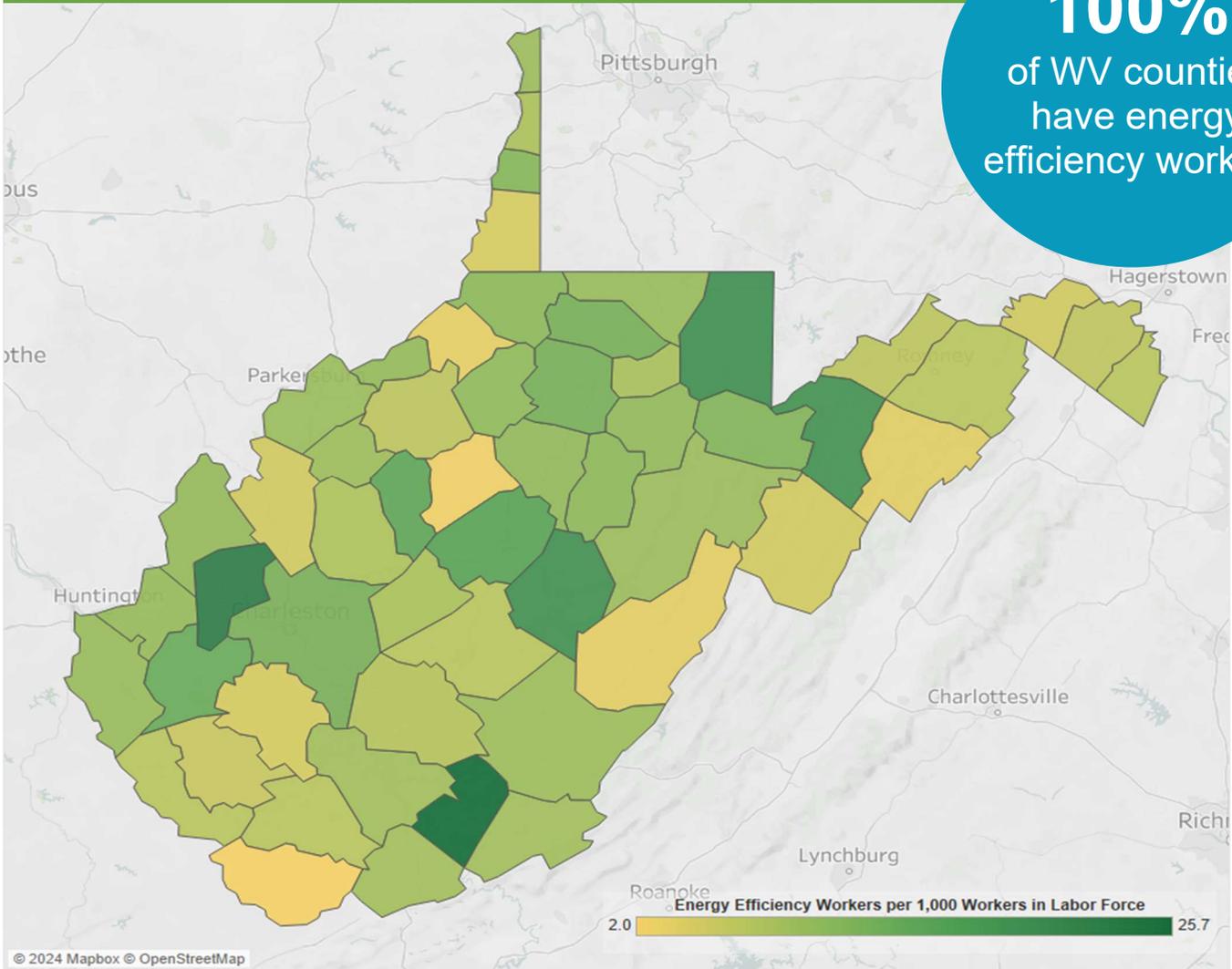
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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	2,715	Charleston	1,206	Washington-Arlington-Alexandria	110
2	2,397	Cumberland	55	Weirton-Steubenville	136
3	1,837	Hagerstown-Martinsburg	237	Wheeling	338
		Huntington-Ashland	1,051	Winchester	28
		Morgantown	681	Rural	2,774
		Parkersburg-Vienna	335		

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	481		11	432		21	<10
2	951		12	498		22	<10
3	491		13	32		23	<10
4	515		14	279		24	<10
5	424		15	427		25	<10
6	313		16	286		26	<10
7	156		17	32		27	<10
8	815		18	<10		28	<10
9	406		19	<10		29	<10
10	324		20	<10		30	<10
						31	<10
						32	<10
						33	<10
						34	<10

State House of Delegates							
District	Jobs		District	Jobs		District	Jobs
1	141		28	316		55	59
2	261		29	34		56	29
3	23		30	<10		57	72
4	105		31	39		58	123
5	34		32	202		59	154
6	66		33	46		60	112
7	43		34	65		61	26
8	154		35	704		62	<10
9	264		36	138		63	69
10	<10		37	<10		64	<10
11	163		38	<10		65	103
12	14		39	12		66	13
13	125		40	<10		67	<10
14	172		41	23		68	<10
15	55		42	130		69	<10
16	327		43	165		70	<10
17	60		44	130		71	<10
18	<10		45	<10		72	<10
19	70		46	78		73	<10
20	87		47	182		74	<10
21	23		48	466		75	<10
22	51		49	182		76	<10
23	20		50	<10		77	<10
24	31		51	312		78	<10
25	125		52	81		79	<10
26	100		53	13		80	<10
27	25		54	106		81	<10
						82	<10
						83	<10
						84	<10
						85	<10
						86	<10
						87	<10
						88	<10
						89	<10
						90	<10
						91	<10
						92	<10
						93	<10
						94	<10
						95	<10
						96	<10
						97	<10
						98	<10
						99	<10
						100	<10





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Wisconsin

Energy Efficiency Jobs in America

56,868
Total Jobs

What are EE jobs?

Jobs that deliver goods and services that lower energy use by improving energy efficiency with a focus on 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, 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 in Wisconsin?

Energy efficiency is the largest energy sector in Wisconsin.



TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,112

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

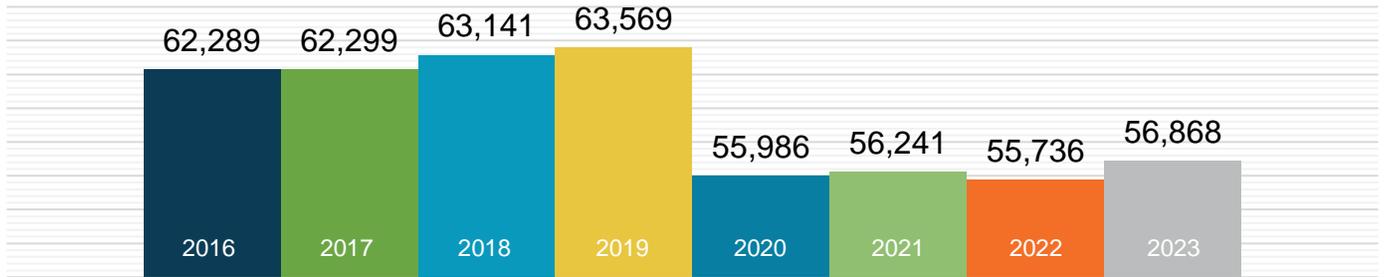
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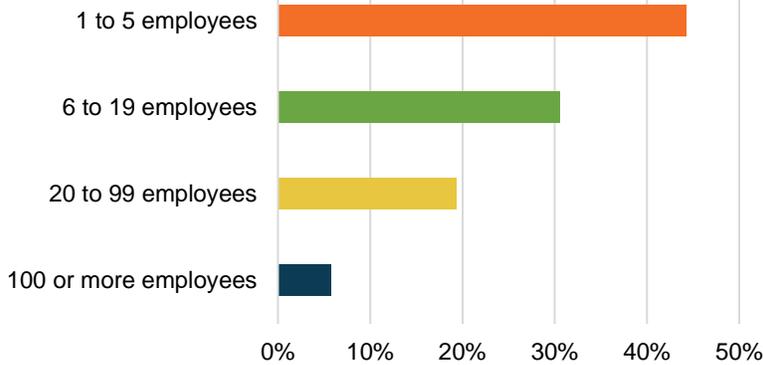
E4 THE FUTURE

What does EE look like in Wisconsin?

EE Workers Employed in WI



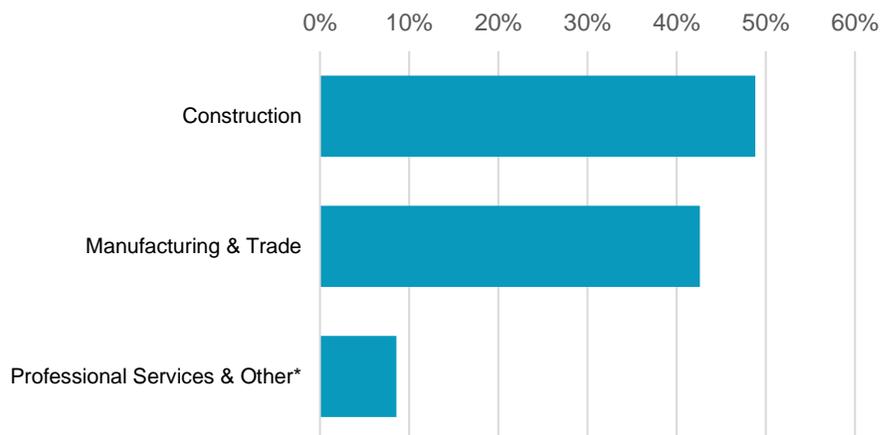
94.3% of WI EE Businesses Have Fewer Than 100 Employees



EE construction workers comprise **21%** of Wisconsin's construction workforce

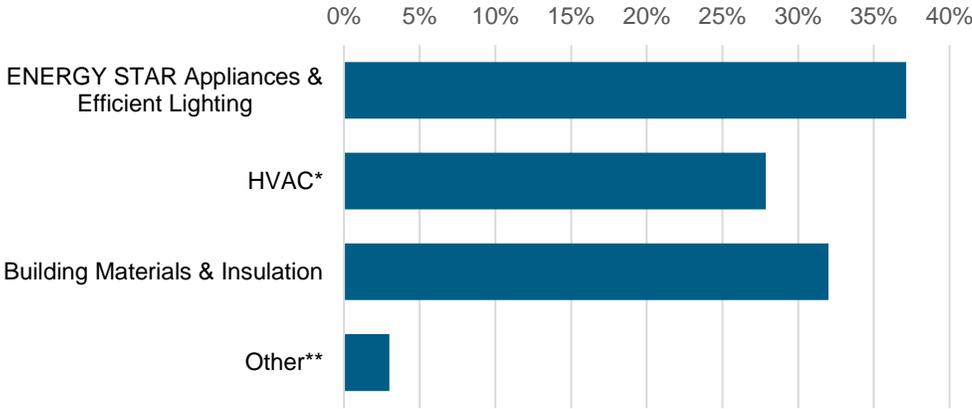


What type of work do energy efficiency firms do?



*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business, and nonprofit organizations.

What energy efficiency sectors employ the most workers?



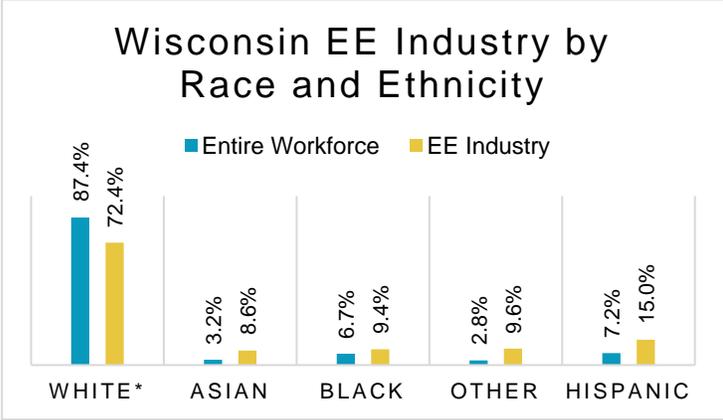
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services



How is EE doing on diversity in Wisconsin?

Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity in hiring is key to maintaining a future workforce of qualified professionals and ensuring all Wisconsin communities are represented in the EE sector.

The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at Wisconsin businesses.



*Includes non-Hispanic and Hispanic whites.

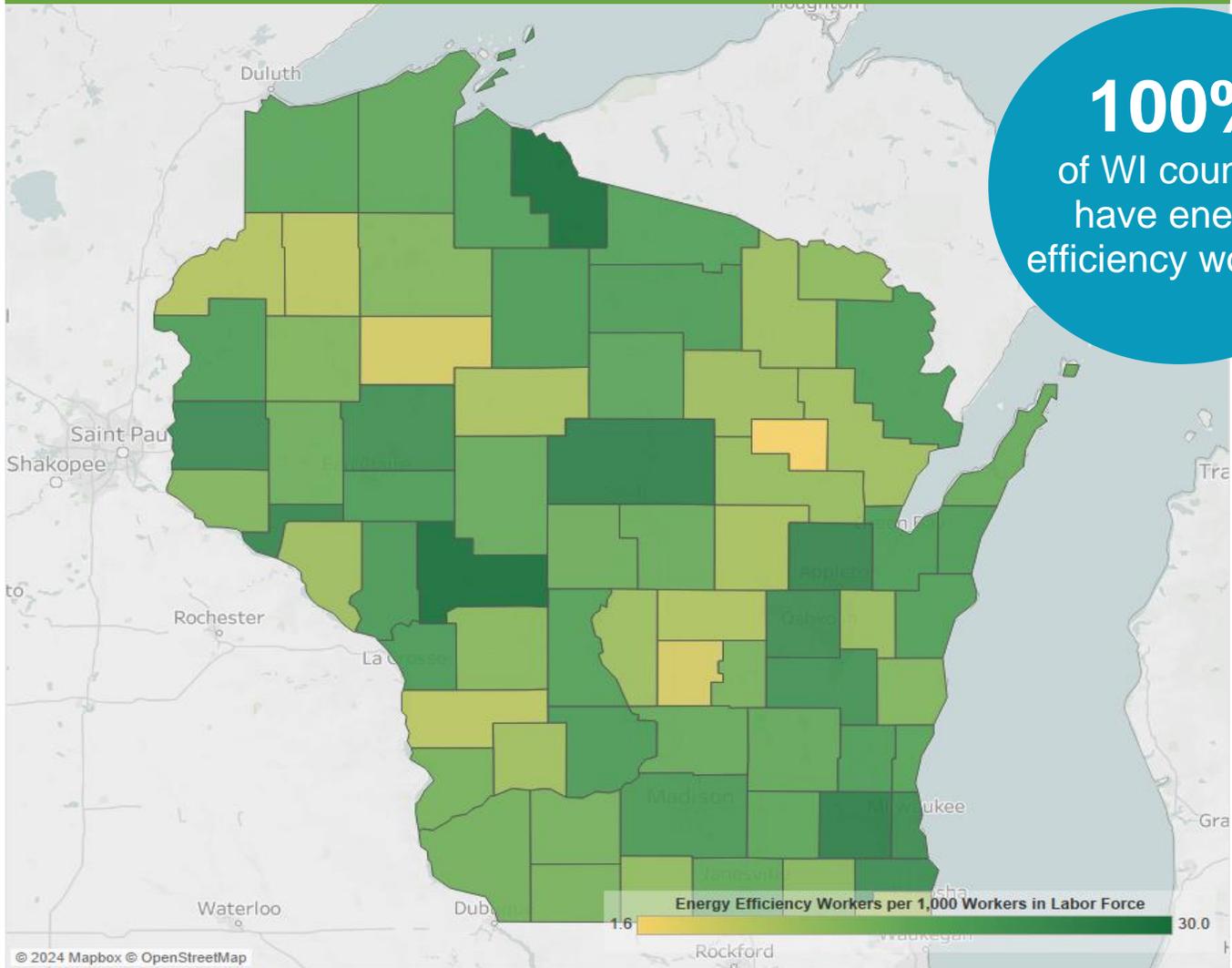


Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.



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/330956>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	8,016	Appleton	2,839
2	8,277	Chicago-Naperville-Elgin	666
3	6,936	Duluth	273
4	6,842	Eau Claire	1,712
5	5,810	Fond du Lac	996
6	8,454	Green Bay	3,335
7	7,105	Janesville-Beloit	1,119
8	5,428	La Crosse-Onalaska	1,388
		Madison	7,841
		Milwaukee-Waukesha-West Allis	19,200
		Minneapolis-St. Paul-Bloomington	977
		Oshkosh-Neenah	2,116
		Racine	1,756
		Sheboygan	779
		Wausau	1,842
		Rural	10,029

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	3,417		11	2,933		21	2,068		31	622
2	2,506		12	2,907		22	226		32	1,359
3	1,790		13	2,014		23	2,372		33	614
4	4,415		14	1,874		24	1,409			
5	3,666		15	627		25	1,681			
6	1,279		16	2,743		26	1,892			
7	779		17	1,875		27	324			
8	2,880		18	1,479		28	425			
9	1,096		19	2,022		29	558			
10	1,943		20	862		30	213			

State Assembly

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	921		28	910		55	2,007		82	193
2	1,325		29	598		56	<10		83	230
3	1,168		30	424		57	<10		84	<10
4	1,352		31	1,799		58	494		85	260
5	509		32	616		59	85		86	<10
6	639		33	526		60	278		87	295
7	1,021		34	1,253		61	1,136		88	126
8	751		35	1,137		62	915		89	87
9	<10		36	524		63	<10		90	<10
10	3,594		37	1,446		64	225		91	<10
11	656		38	270		65	<10		92	400
12	153		39	307		66	<10		93	219
13	2,471		40	589		67	966		94	1,149
14	540		41	648		68	938		95	<10
15	635		42	662		69	457		96	206
16	1,273		43	276		70	1,104		97	529
17	<10		44	<10		71	297		98	18
18	<10		45	348		72	11		99	146
19	<10		46	565		73	547			
20	420		47	1,976		74	677			
21	354		48	189		75	449			
22	1,336		49	681		76	1,047			
23	974		50	588		77	275			
24	553		51	596		78	563			
25	152		52	680		79	73			
26	775		53	793		80	197			
27	173		54	<10		81	48			





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Wyoming

Energy Efficiency Jobs in America

6,939
Total Jobs

What are EE jobs?

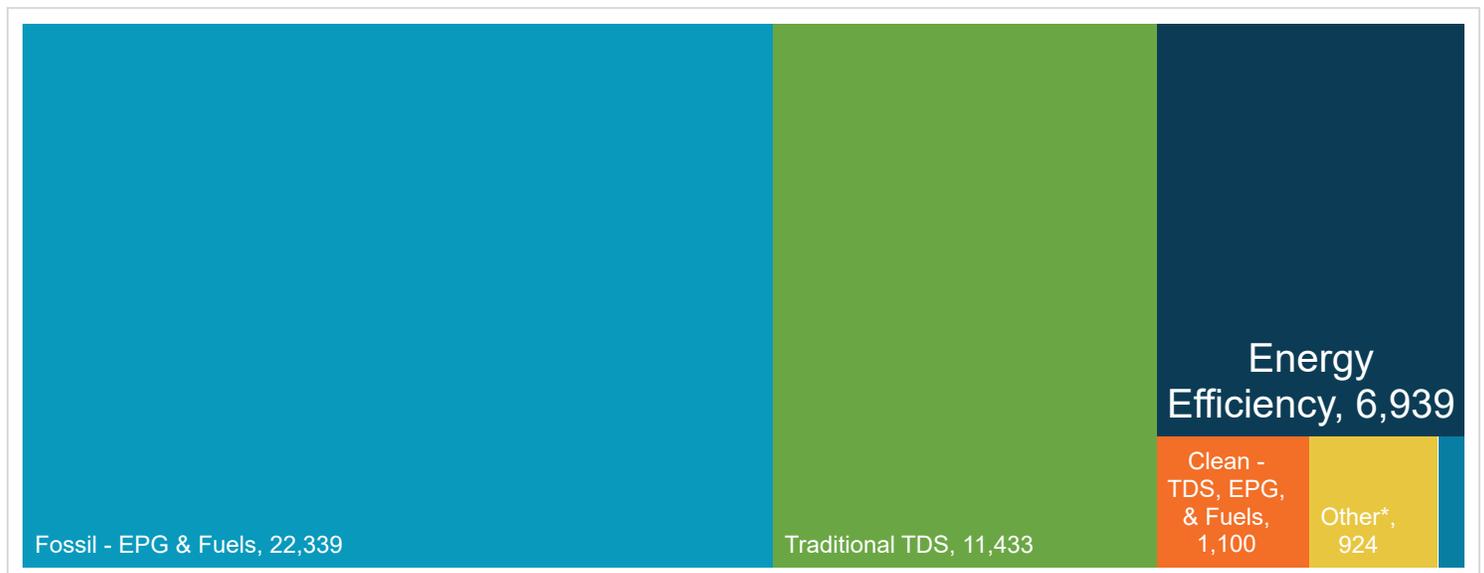
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How does EE compare in Wyoming?

Energy efficiency is the third largest energy sector in Wyoming.



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Nuclear (EPG & Fuels) = 187

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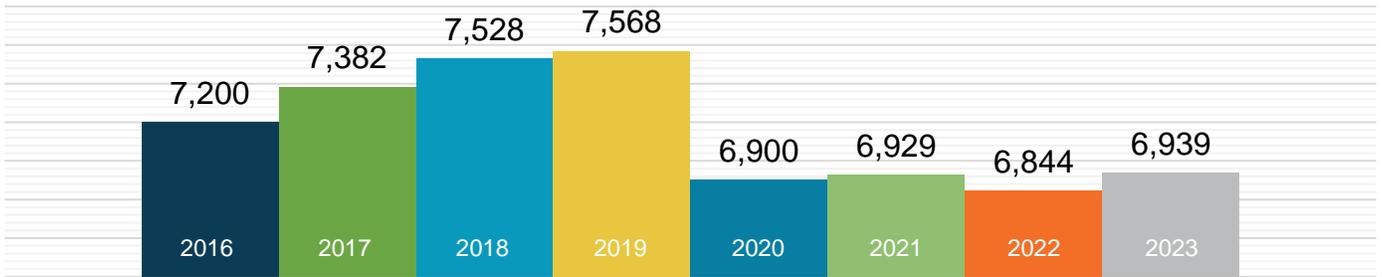
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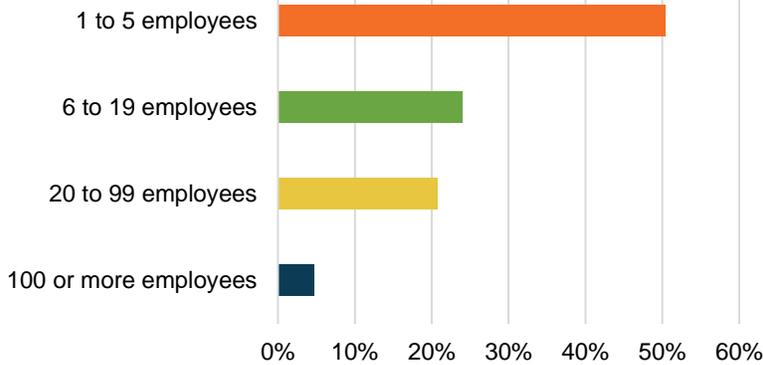
E4 THE FUTURE

What does EE look like in Wyoming?

EE Workers Employed in WY



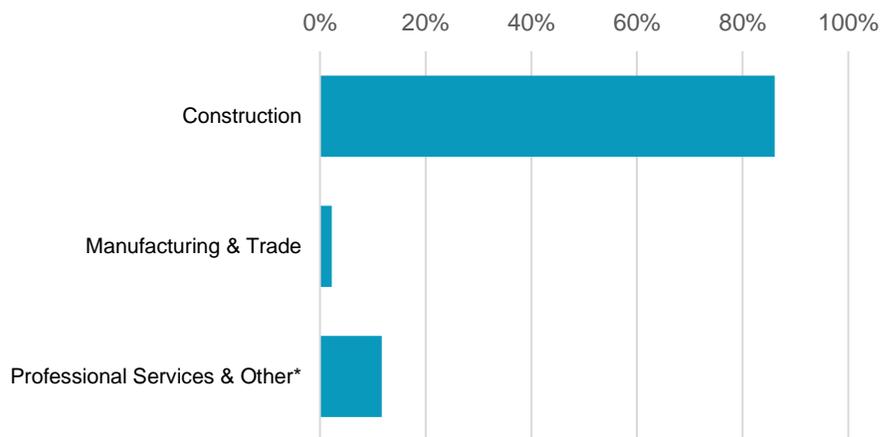
95.3% of WY EE Businesses Have Fewer Than 100 Employees



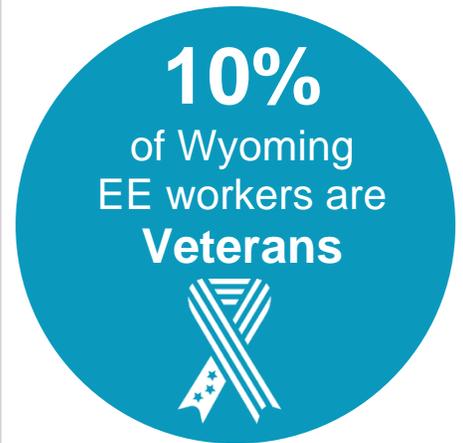
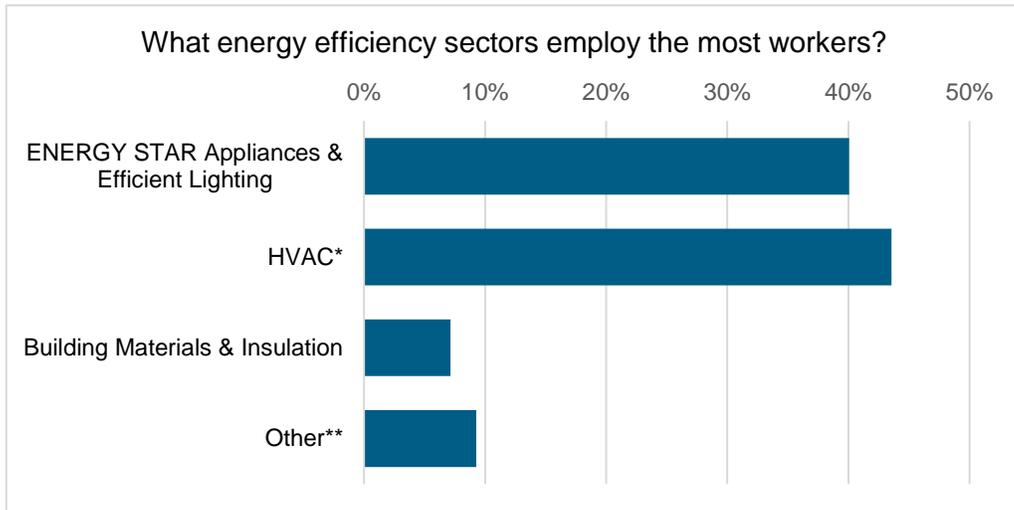
EE construction workers comprise **27%** of Wyoming's construction workforce



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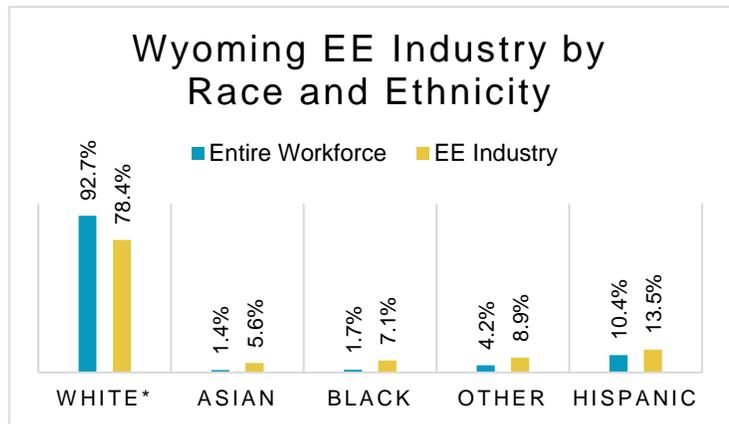


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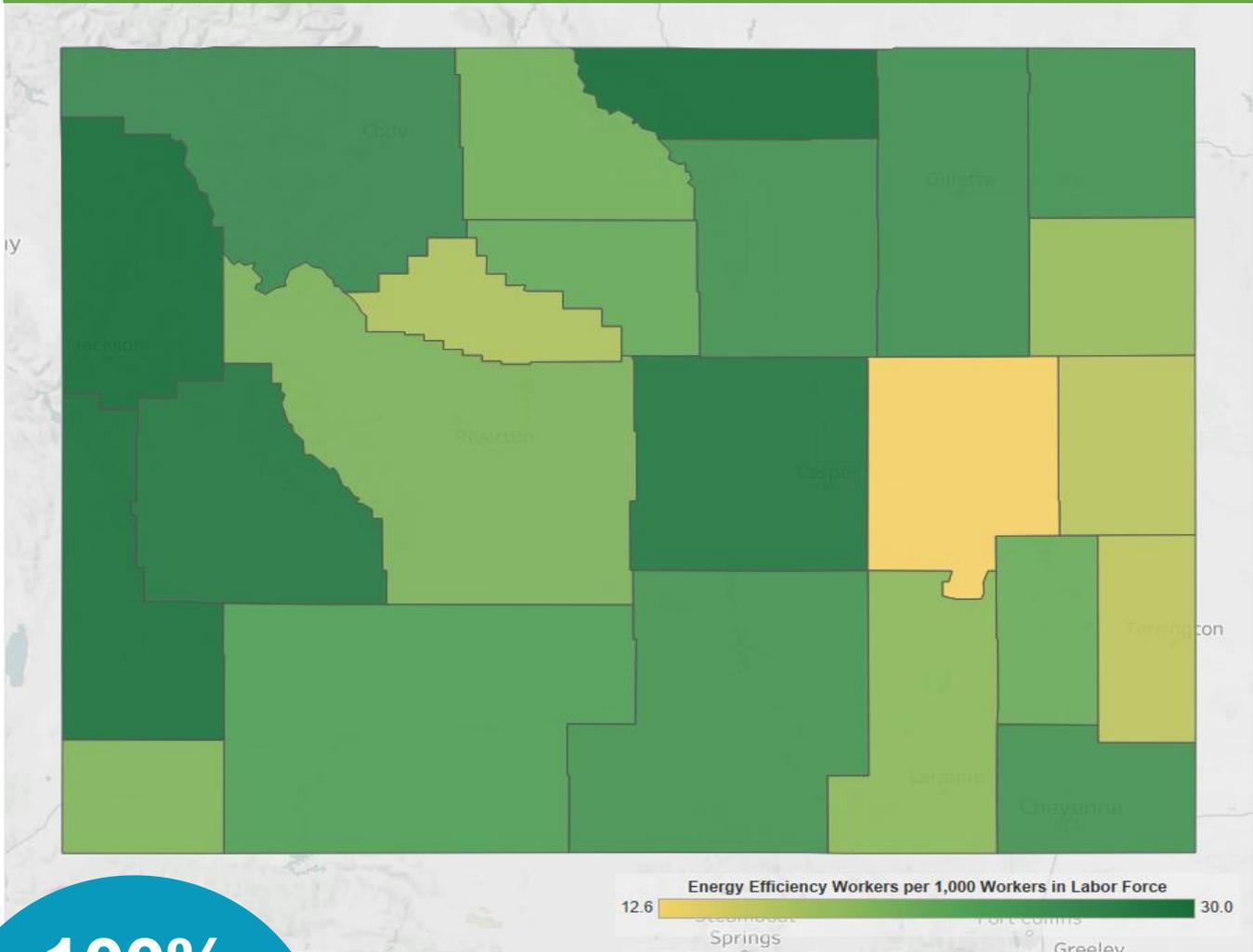
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Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of WY counties
have energy
efficiency workers

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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,939	Casper	1,131
		Cheyenne	1,178
		Rural	4,630

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	560		11	833		21	465
2	217		12	80		22	89
3	105		13	<10		23	<10
4	879		14	168		24	<10
5	<10		15	71		25	154
6	180		16	688		26	165
7	<10		17	31		27	845
8	<10		18	505		28	<10
9	336		19	78		29	39
10	<10		20	353		30	56

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	72		21	106		41	420
2	210		22	101		42	<10
3	470		23	30		43	<10
4	71		24	311		44	<10
5	<10		25	163		45	<10
6	30		26	75		46	<10
7	849		27	61		47	76
8	<10		28	280		48	<10
9	<10		29	<10		49	<10
10	190		30	60		50	15
11	<10		31	<10		51	15
12	<10		32	15		52	<10
13	325		33	155		53	160
14	<10		34	<10		54	<10
15	84		35	818		55	<10
16	572		36	<10		56	<10
17	414		37	300		57	<10
18	40		38	<10		58	38
19	68		39	<10		59	<10
20	130		40	86		60	<10





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