

Energy Efficiency Jobs in America

2.2+ MILLION AMERICANS WORK IN ENERGY EFFICIENCY

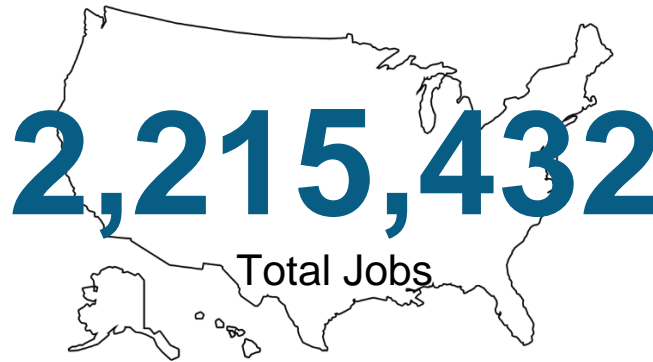
OCTOBER 2023



**#Faces
OfEE**

Energy Efficiency Jobs in America

October 2023



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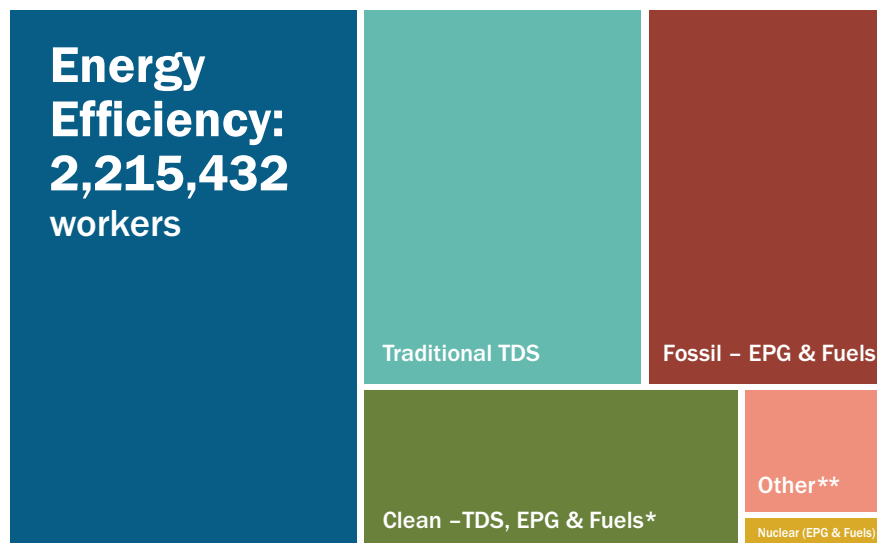
Energy Efficiency Jobs In America

2.2+ MILLION AMERICANS WORK IN ENERGY EFFICIENCY

The stage is set for historic investments in energy efficiency (EE) to extend across all sectors of the U.S. economy, underscoring efficiency's crucial role in addressing the serious pollution impacts of our built environment. To achieve U.S. climate goals, the EE workforce — already the largest in the clean energy industry — must grow significantly. Prioritizing EE workforce development in every state is essential to meeting the demands of this moment and creating a more diverse workforce.

In construction, the largest subsector of workers within EE jobs, training and certifications help to ensure quality building performance. Efficiency construction workers are in high demand, and those with key credentials earn competitive salaries, contributing to better buildings and energy-efficient infrastructure.

This report serves as a baseline by which to measure future EE job growth enabled by large-scale investments, driven by energy policy.



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



IN PERSPECTIVE

2 in every 5 jobs in the U.S. energy sector are in energy efficiency (41.3%)

1.19 million construction jobs are in energy efficiency. Over 15% of total U.S. construction workers spend at least 50% of their time on EE

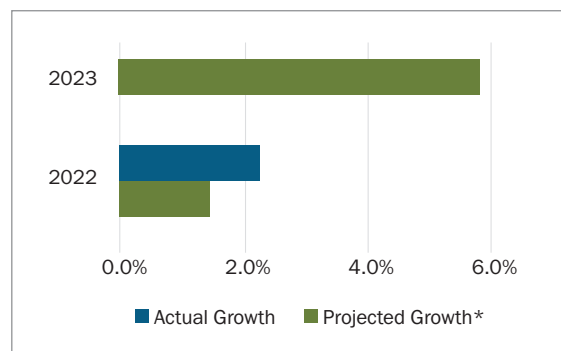
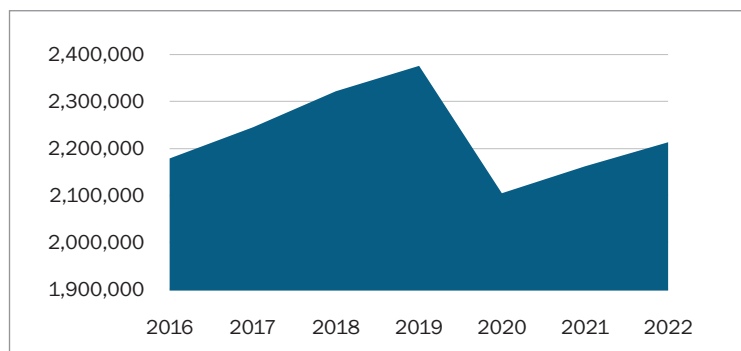
2.1x Energy efficiency employs 2.1 times as many workers in the U.S. as the entire fossil fuel industry

9% of energy efficiency jobs are held by veterans (203,602), greater than the national average of veterans in the workforce (5%)

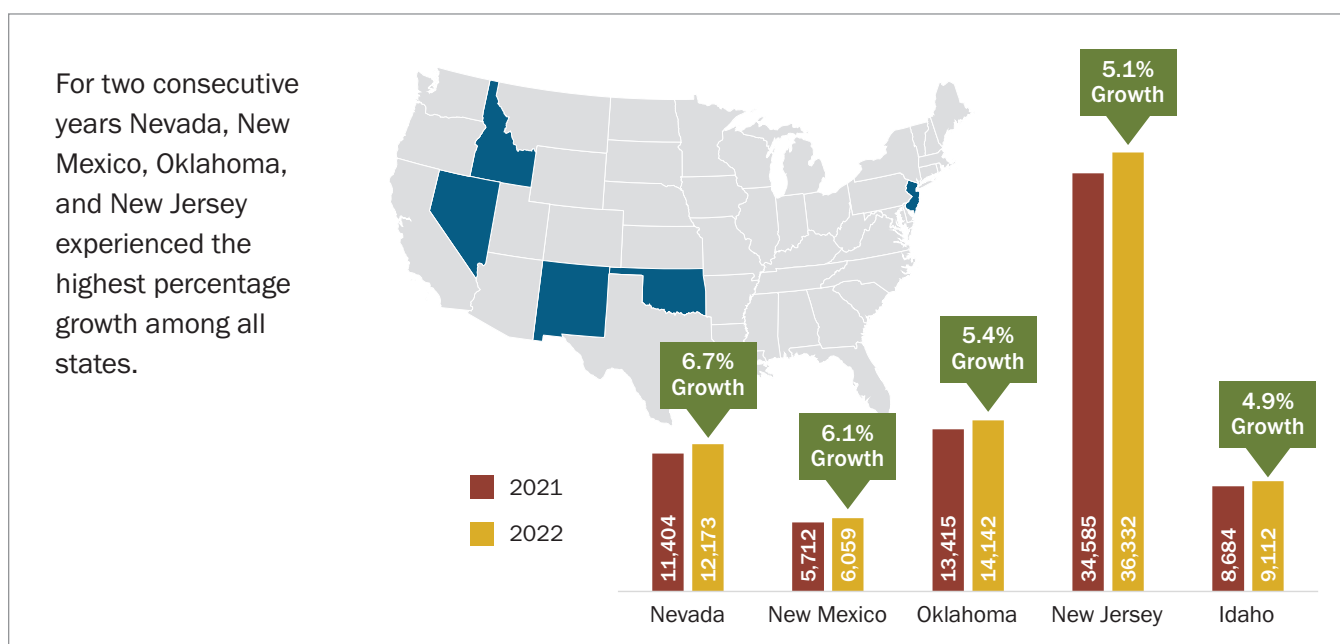
A BIGGER PICTURE

Using 2022 data, this report focuses solely on the EE sector of the U.S. economy, with an emphasis on the built environment. This report captures only jobs using 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.

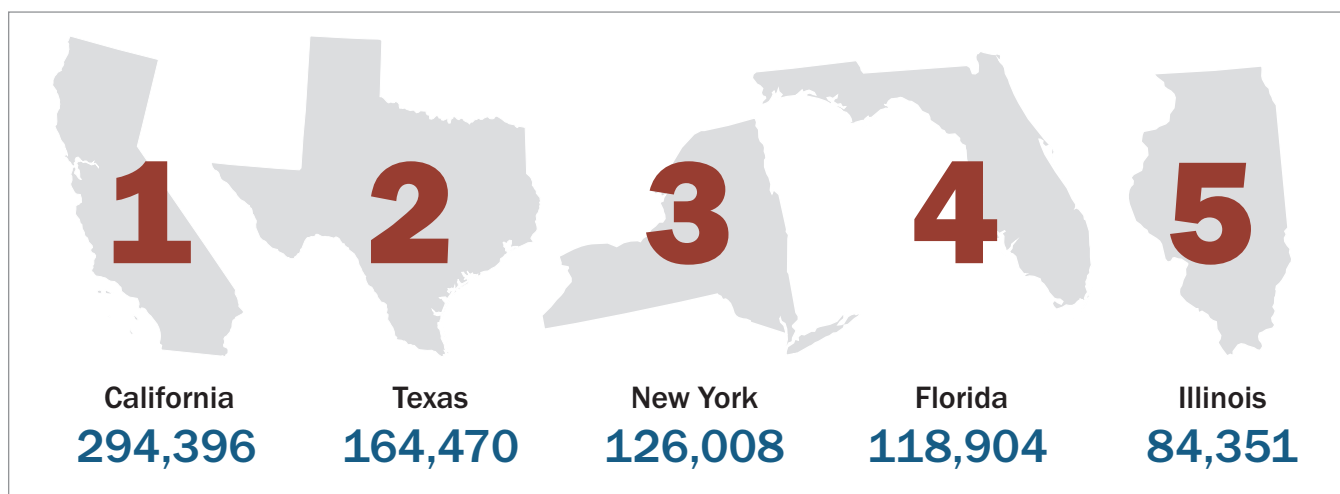
EE JOBS YEAR-OVER-YEAR



TOP STATES FOR GROWTH



TOP TOTAL GROSS JOBS



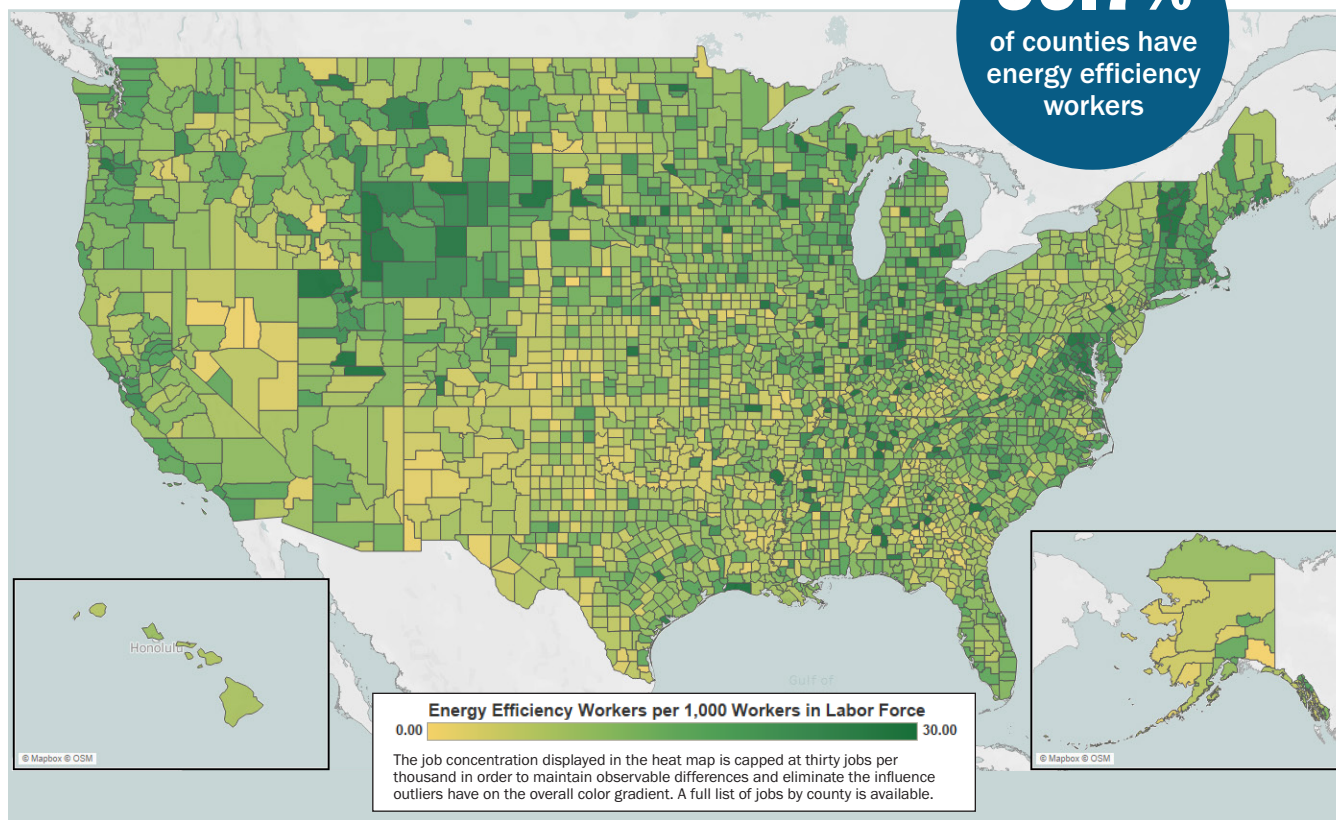
*Projected Growth chart from 2022 USEER statistics based on contractor expectations for hiring in the coming year; some survey results preceded August 2022.

LOCAL ECONOMIES BENEFIT FROM ENERGY EFFICIENCY

How do the energy efficiency jobs – found in nearly every U.S. county – impact local economies? All buildings share the potential to be tapped for deeper energy savings. Improved insulation, better HVAC and appliances, and new digital controls are a few common upgrades. Most EE jobs associated with these upgrades must be performed by local workers and cannot be outsourced. And the energy savings they create enable more dollars to circulate in the local economy.

99.7%

of counties have
energy efficiency
workers



Half of U.S. states have over **31,000** EE workers each, with **40 states** and **D.C.** employing at least **10,000** each.

BEYOND THE BIG CITIES



260,261

Americans living in
rural areas work in
energy efficiency.

280,821

U.S. energy
efficiency jobs are
in counties with
fewer than 100,000
residents.

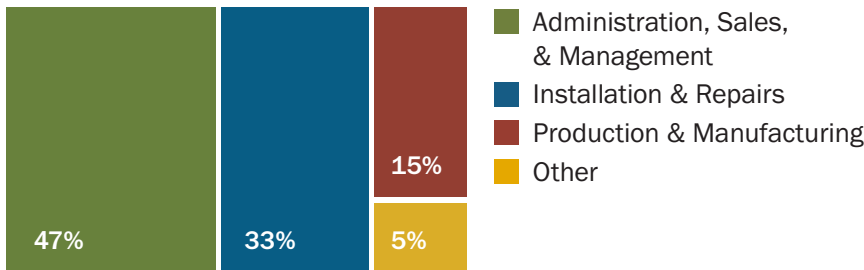
824,857

Energy efficiency
jobs are outside
America's top 50
metro areas.

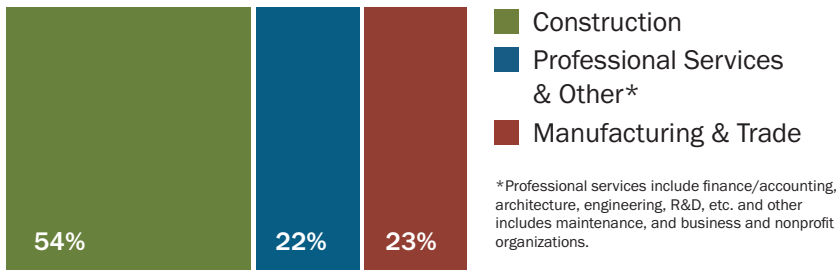
ENERGY EFFICIENCY WORKERS: WHERE DO THEY WORK?

Energy efficiency professionals work in factories, offices, design studios, and data centers. They do much more than reduce energy use and costs. They improve system operations and comfort in existing buildings, and design and build a better, more cost-effective future. Reducing energy waste drives job creation.

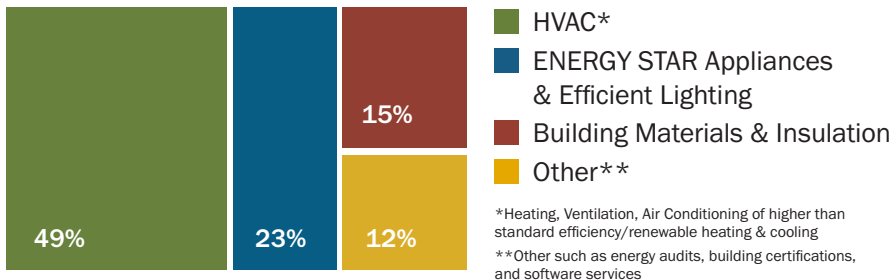
ACROSS POSITIONS



ACROSS INDUSTRIES



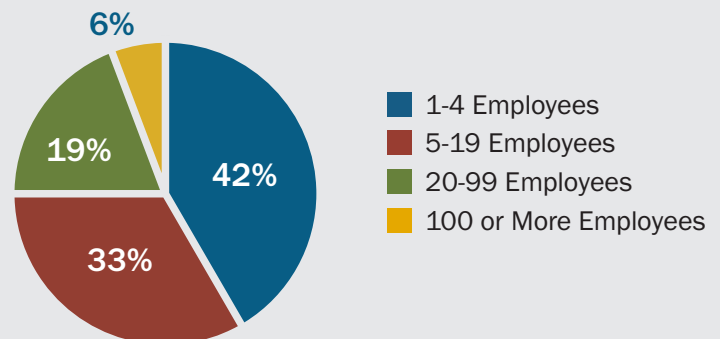
ACROSS TECHNOLOGIES



EMPOWERING AMERICA: THE SMALL BUSINESS IMPACT

75% of the **384,688** energy efficiency establishments in the U.S are small businesses with **fewer than 20 employees**. All but 6% are businesses with fewer than 100 employees.

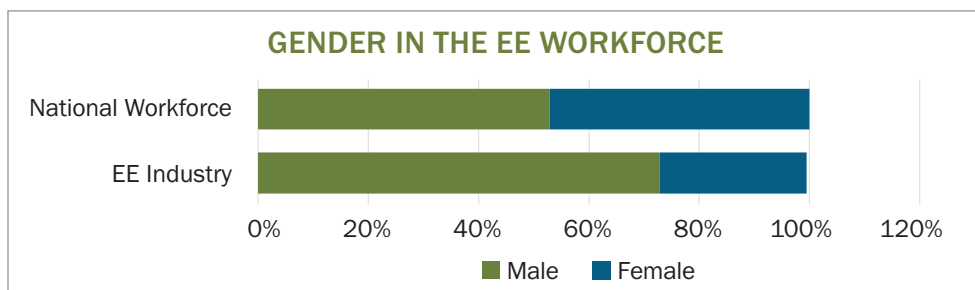
Small EE contractors and businesses are boosting local economies across America.



ENHANCING WORKFORCE DIVERSITY: A VITAL STEP FOR ENERGY EFFICIENCY SUCCESS

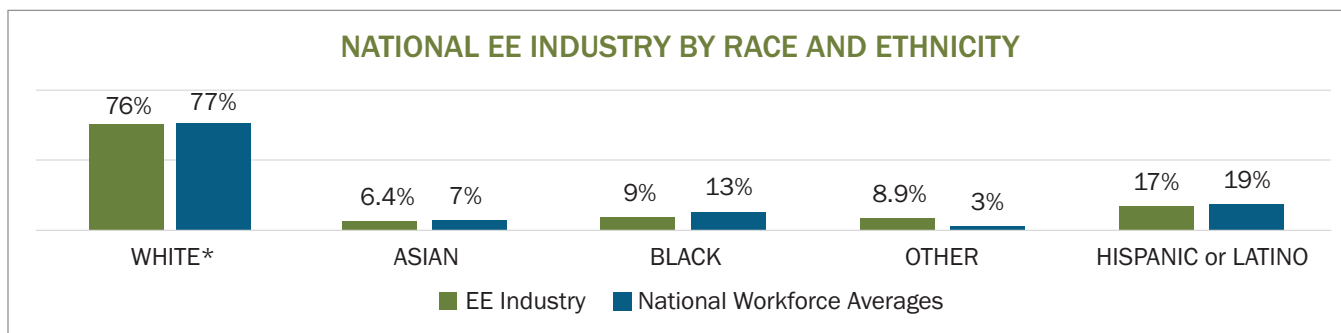
The EE industry is growing, yet its workforce has not fully recovered from sharp pandemic-related losses. As of 2022, EE jobs recovered 60% from January 2020. Recent federal investments will help, but the industry can also help speed up that recovery and truly thrive by improving workforce diversity.

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 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.

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.

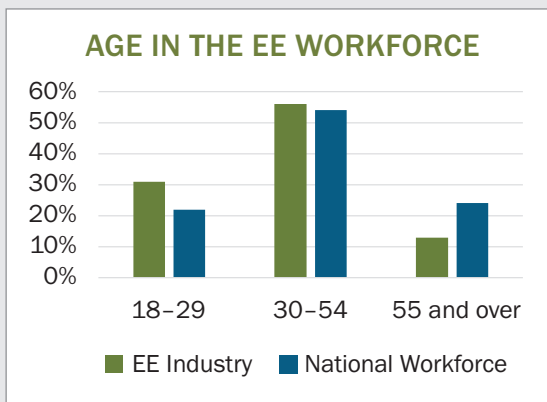


*Includes non-Hispanic and Hispanic whites.

WHAT ABOUT AGE & UNION STATUS?

The EE workforce is primarily comprised of young and middle-aged workers, with higher representation of under 30 and 30-54 compared to both the overall energy workforce and the national workforce.

EE workers have a higher rate of union membership than the national average, helping to ensure EE jobs are good paying jobs.



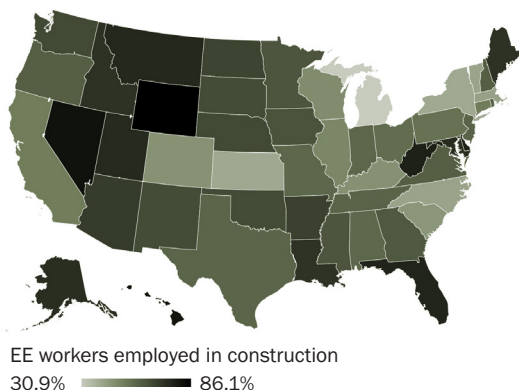
12% of EE pros (263,417) are represented by a union compared to the national average of 7% (private sector).

WORKFORCE NEEDS BY STATE: MAXIMIZING SUCCESS

EE establishments faced recruitment challenges in 2022, with more than 84% reporting some level of difficulty in finding suitable employees. To meet the increased demand bolstered by substantial investments in energy efficiency, significant EE workforce growth is necessary.

How can decision-makers align workforce training with career paths more effectively, benefiting both employers and job candidates? They can start 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

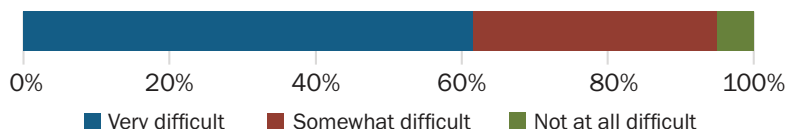


Almost 1.2 million U.S. construction workers are employed with a primary focus on energy efficiency. Among all industries, this sector reported the most significant hiring hurdles, with 95% of employers saying it was either “very difficult” or “somewhat difficult” to recruit qualified personnel.

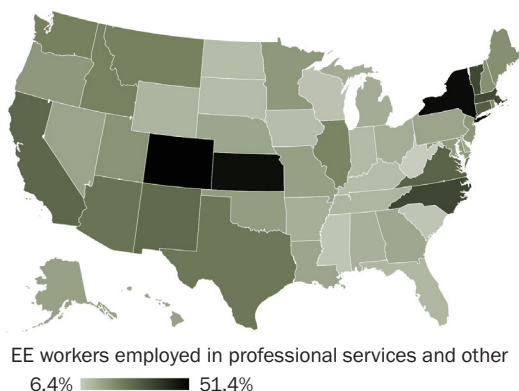
Unionized construction firms* experienced more success in hiring, with only 37% reporting that hiring was “very difficult.”

*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

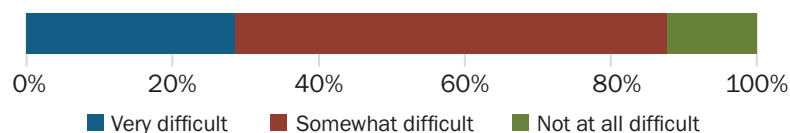


EE Workers in Professional Services and Other

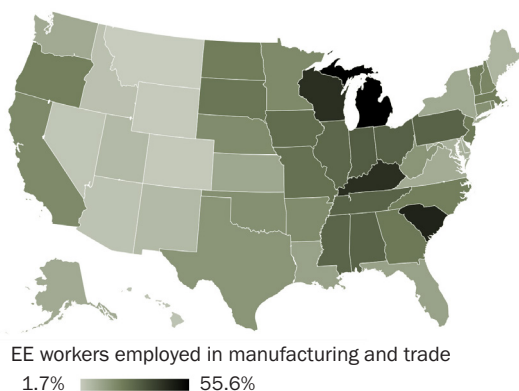


Engineers, designers, architects, financial services and legal professionals represent nearly 526,000 U.S. efficiency workers. This sector indicated competition/small applicant pool plus a lack of relevant experience, training, or technical skills as the primary reasons for experiencing difficulty in hiring workers.

Professional Services & Other: Employer Perspective on Hiring Difficulty

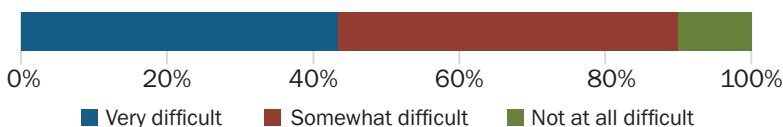


EE Workers in Manufacturing and Trade



U.S. manufacturing of energy efficient products comprises nearly 496,000 jobs. The manufacturing and trade sector reported competition/small applicant pool as employers' primary hiring challenges. Lack of available workers with sufficient skills, qualifications, or training also contributed to difficulty in hiring.

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 percent of costs, including labor, up to \$2,000 annually)
 - Insulation and Air Sealing (30 percent of costs, not including labor, up to \$1,200 annually)
 - Home Energy Audits (30 percent 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 (HEEHR) Program
- State-Based Home Energy Efficiency Contractor Training Grants, 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)

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

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 equity, diversity, 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 the Home Efficiency Rebates (HOMES) and Home Electrification and Appliance Rebates (HEEHR).

ABOUT THE REPORT

The 2022 job numbers come from the national 2023 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 many energy production, transmission, and distribution subsectors. The 2023 USEER also relies on a unique supplemental survey of 34,200 business representatives across the U.S. This survey is used to identify energy-related employment within key subsectors of the broader industries as classified by the BLS and to assign them into their component energy and energy efficiency sectors. See appendix B of the USEER for complete methodology details.

For questions regarding this report, visit the [Energy Efficiency Jobs in America FAQ](#) or contact E4TheFuture or E2 directly.



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 **www.E4TheFuture.org**](http://www.E4TheFuture.org).



ABOUT E2

E2 is a national, nonpartisan group of business leaders, investors and other professionals from every sector of the economy who advocate for smart policies that are good for the environment and good for the economy. E2 members have founded or funded more than 2,500 companies, created more than 600,000 jobs and control more than \$100 billion in private and venture capital equity. [Visit **www.e2.org**](http://www.e2.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, including the United States Energy and Employment Report (USEER), National Solar Jobs Census, wind industry analyses for the National Renewable Energy Laboratory and the Natural Resources Defense Council, and state-level clean energy reports for Massachusetts, New York, Illinois, Maine, New Hampshire, California, Vermont, Iowa, Rhode Island, Florida, Connecticut, Pennsylvania, and Missouri, among others.

Alabama

Energy Efficiency Jobs in America

29,200

Total Jobs

What are EE Jobs?

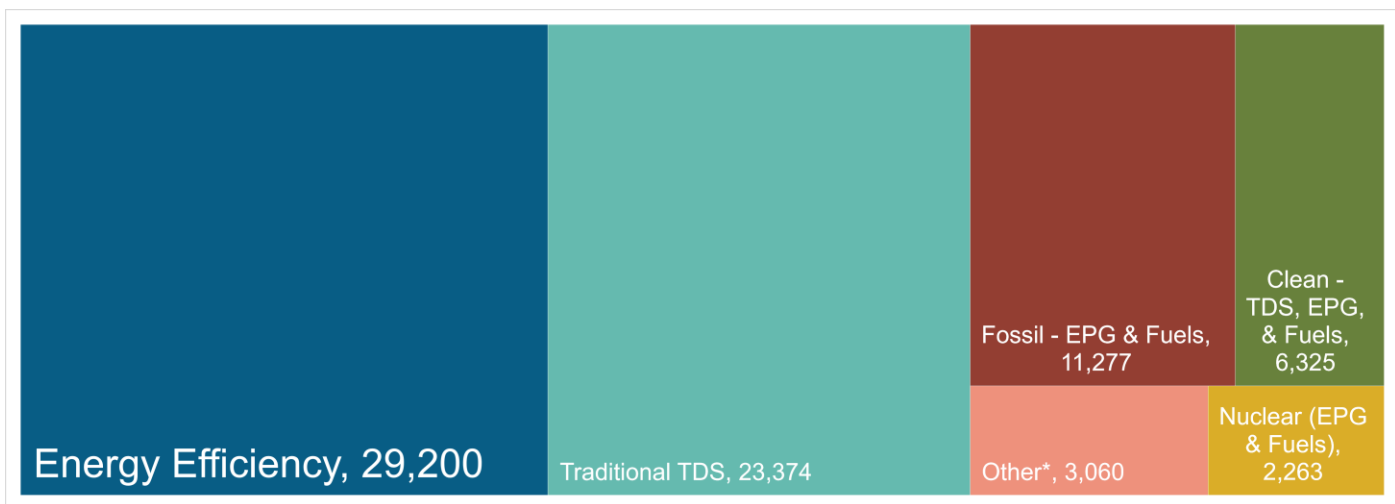
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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.



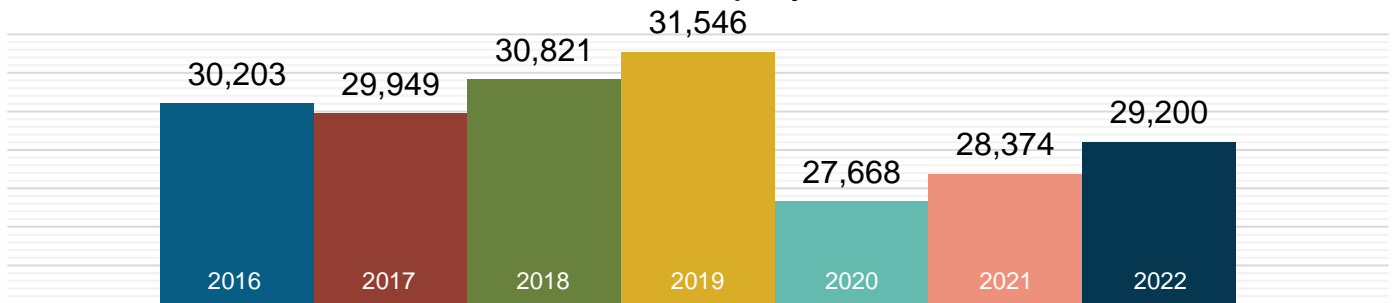
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

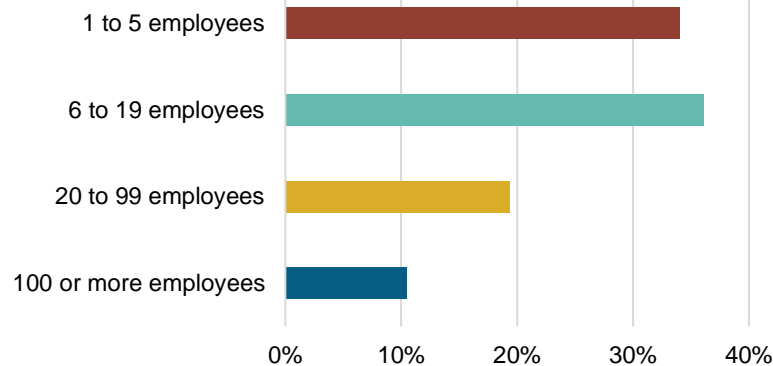
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Alabama?

EE Workers Employed in AL



89.5% of AL EE Businesses Have Fewer Than 100 Employees



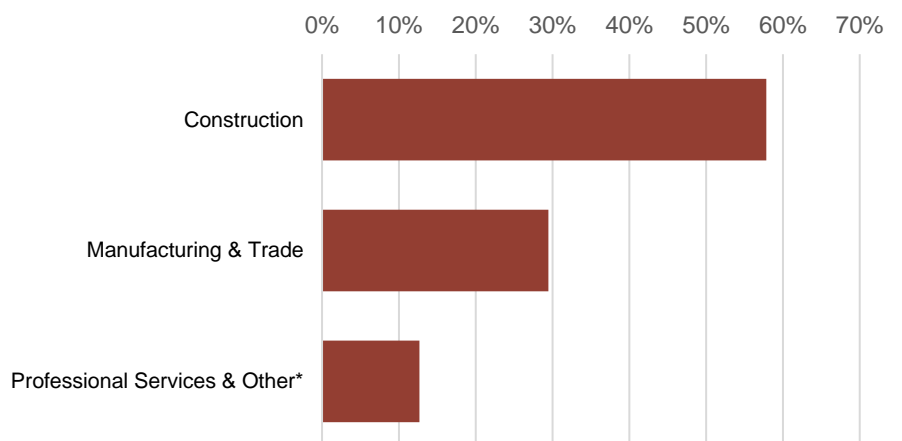
4,758
EE businesses in
Alabama



EE construction
workers comprise
17% of Alabama's
construction workforce

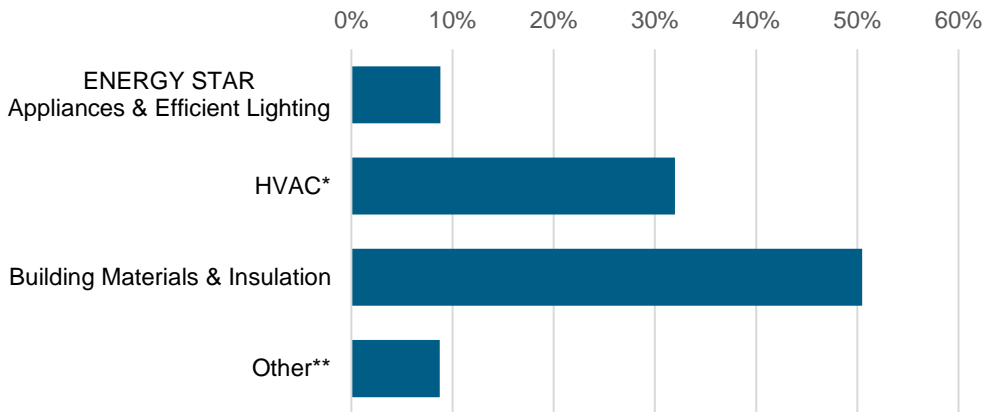


What type of work do energy efficiency firms do?

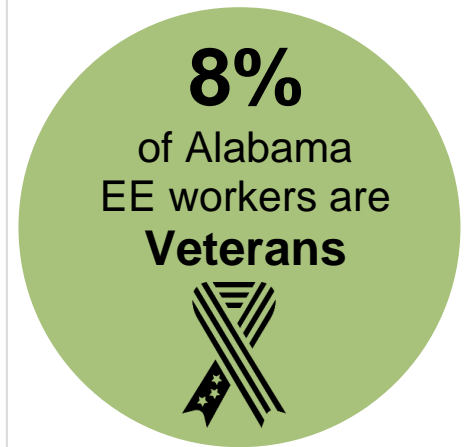


*Professional services include finance/accounting, architecture, engineering, R&D, etc. and other includes maintenance, and business and nonprofit organizations.

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

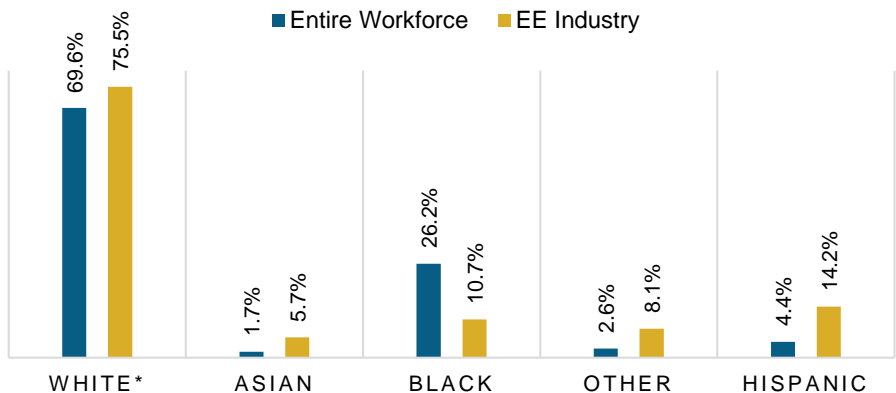


How is EE doing on diversity in Alabama?

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 EE businesses.

Alabama EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

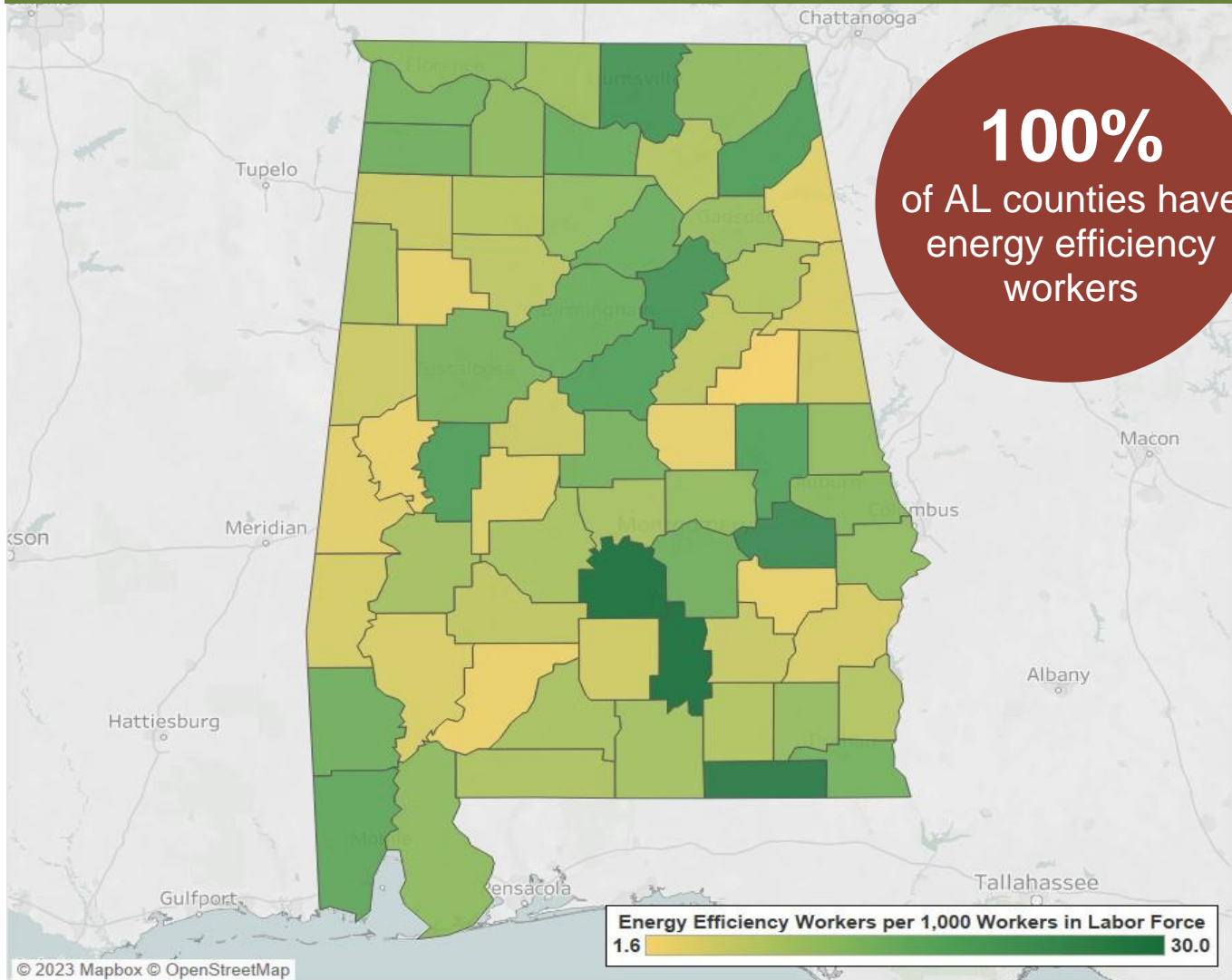
Gender in the Alabama EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	5,112	Anniston-Oxford	349	Gadsden	348
2	4,443	Auburn-Opelika	761	Huntsville	5,093
3	3,344	Birmingham-Hoover	7,956	Mobile	2,918
4	3,404	Columbus	152	Montgomery	2,324
5	4,307	Decatur	852	Tuscaloosa	1,378
6	6,137	Dothan	890	Rural	5,470
7	2,453	Florence-Muscle Shoals	709		

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,550		11	1,549		21	886		31	99
2	711		12	528		22	1,304		32	774
3	1,069		13	1,029		23	439		33	2,129
4	863		14	924		24	167		34	680
5	702		15	2,753		25	2,177		35	339
6	384		16	147		26	63			
7	1,066		17	521		27	266			
8	513		18	2,478		28	1,031			
9	437		19	104		29	538			
10	641		20	<10		30	336			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	541		28	499		55	111		82	91
2	283		29	96		56	178		83	10
3	422		30	238		57	12		84	200
4	770		31	415		58	<10		85	737
5	30		32	673		59	<10		86	144
6	1,126		33	79		60	<10		87	163
7	72		34	66		61	727		88	<10
8	<10		35	20		62	281		89	279
9	375		36	75		63	<10		90	130
10	287		37	227		64	1,004		91	19
11	533		38	483		65	310		92	146
12	33		39	73		66	223		93	10
13	299		40	<10		67	233		94	229
14	64		41	793		68	70		95	226
15	893		42	336		69	338		96	307
16	424		43	1,283		70	<10		97	1,222
17	69		44	635		71	66		98	109
18	66		45	459		72	28		99	410
19	223		46	739		73	<10		100	317
20	996		47	<10		74	1,026		101	330
21	35		48	<10		75	13		102	<10
22	170		49	80		76	625		103	379
23	119		50	66		77	66		104	44
24	236		51	108		78	<10		105	35
25	<10		52	675		79	344			
26	89		53	<10		80	32			
27	19		54	1,595		81	66			



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E2 is a national, nonpartisan group of business leaders, investors and others who advocate for smart policies that are good for the environment and good for the economy. Visit www.e2.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: Except for county data on page 4, all data are from the U.S. Energy and Employment Report, June 2023, 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 E4TheFuture analyses please email: policy@e4thefuture.org

Alaska

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4,127

Total Jobs

What are EE Jobs?

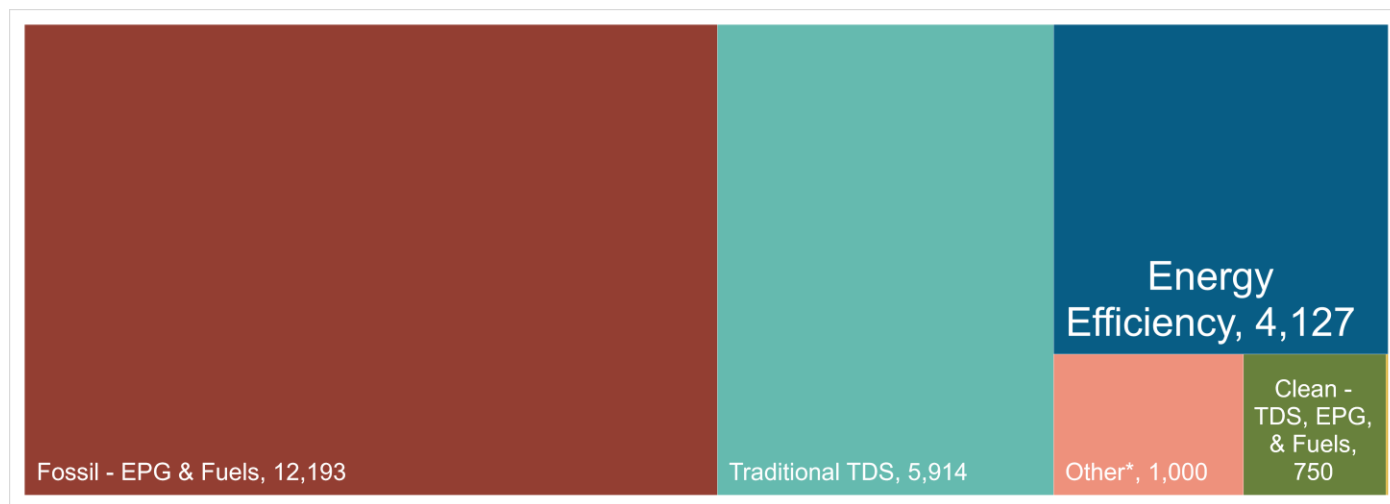
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How does EE compare in Alaska?

Energy Efficiency is the third largest energy sector in Alaska.



TDS = Transmission, Distribution & Storage

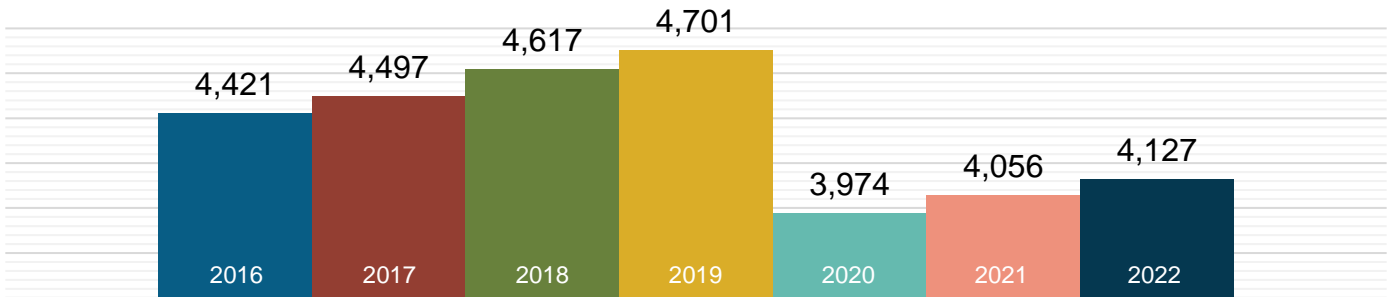
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 13

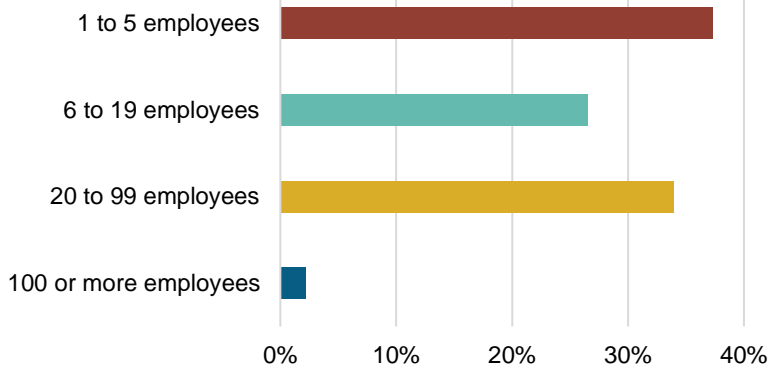
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Alaska?

EE Workers Employed in AK



97.8% of AK EE Businesses Have Fewer Than 100 Employees



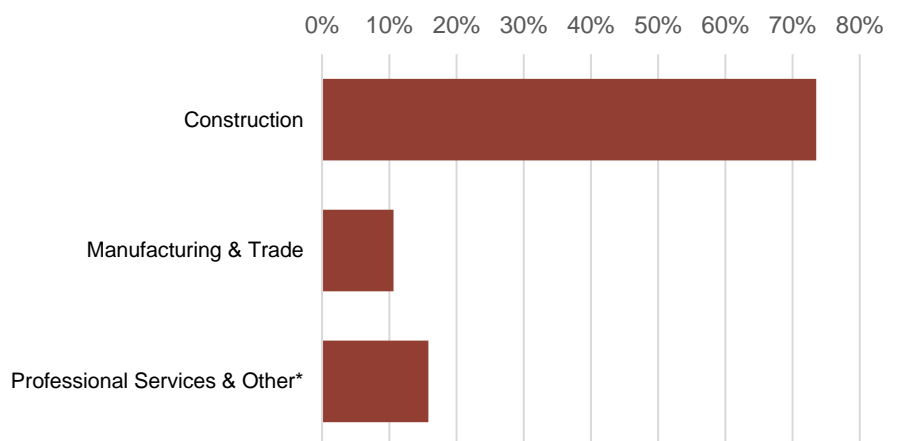
505
EE businesses in
Alaska



EE construction
workers comprise
21% of Alaska's
construction workforce

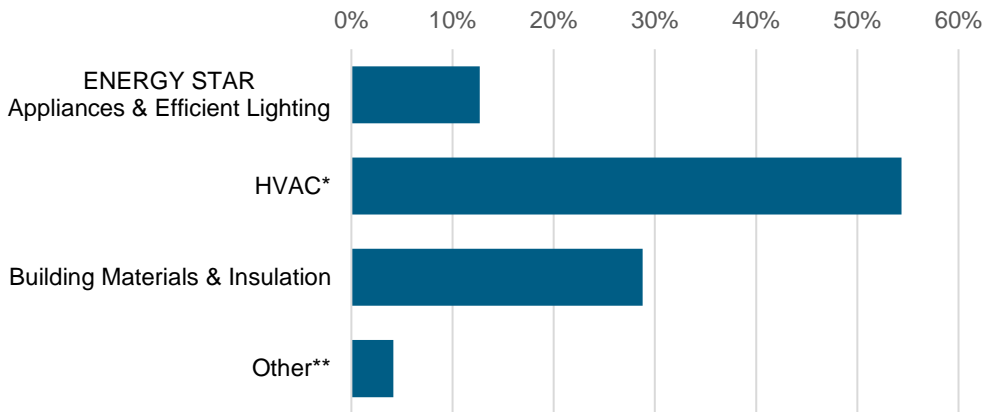


What type of work do energy efficiency firms do?



*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

10%
 of Alaska
 EE workers are
Veterans

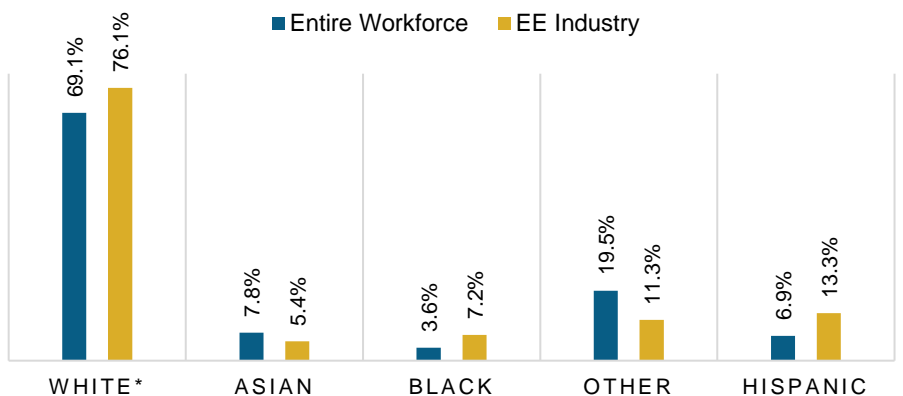


How is EE doing on diversity in Alaska?

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 EE businesses.

Alaska EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

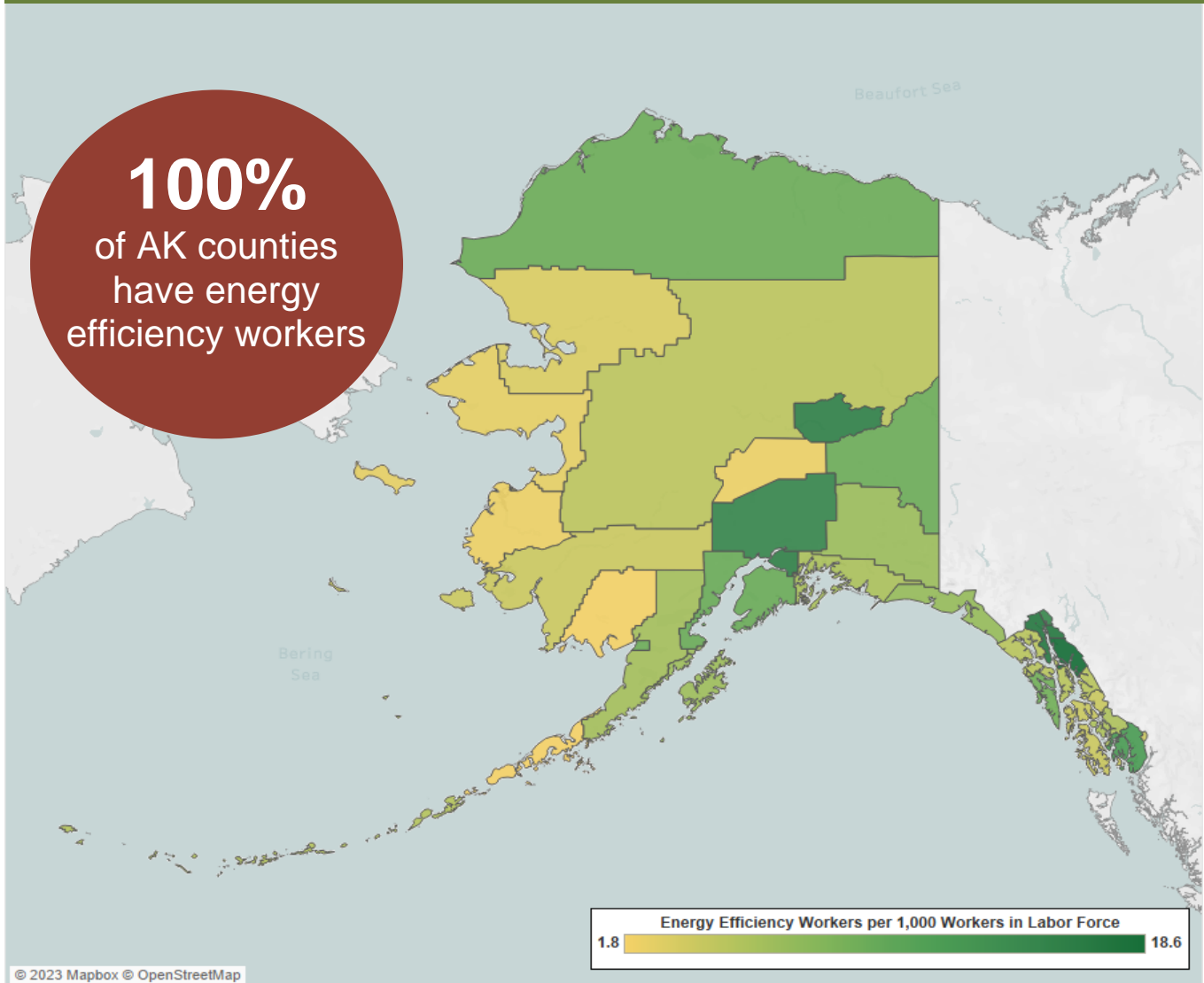
Gender in the Alaska EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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	4,127	Anchorage	2,646
		Fairbanks	556
		Rural	925

State Senate			
District	Jobs	District	Jobs
00A	492	00L	235
00B	<10	00M	74
00C	81	00N	10
00D	442	00O	247
00E	16	00P	169
00F	29	00Q	265
00G	182	00R	214
00H	783	00S	86
00I	487	00T	108
00K	199		

State House of Representatives			
District	Jobs	District	Jobs
1	384	22	123
2	107	23	235
3	<10	24	<10
4	<10	25	<10
5	<10	26	74
6	79	27	<10
7	412	28	10
8	30	29	247
9	12	30	<10
10	<10	31	81
11	<10	32	88
12	29	33	265
13	182	34	<10
14	<10	35	105
15	548	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

42,638
Total Jobs

What are EE Jobs?

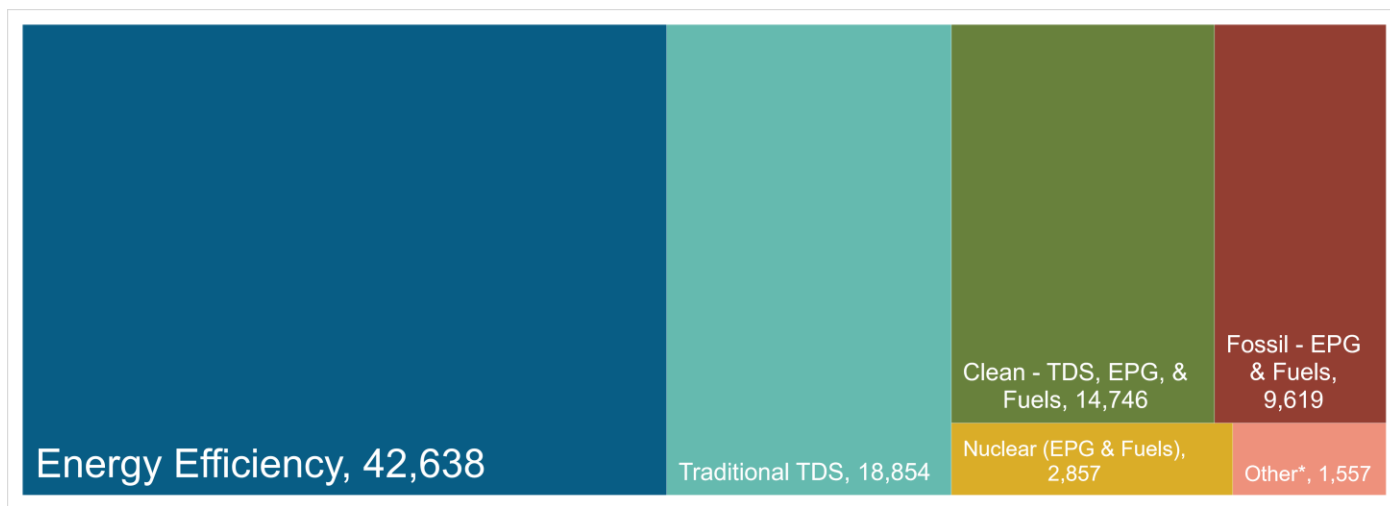
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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.



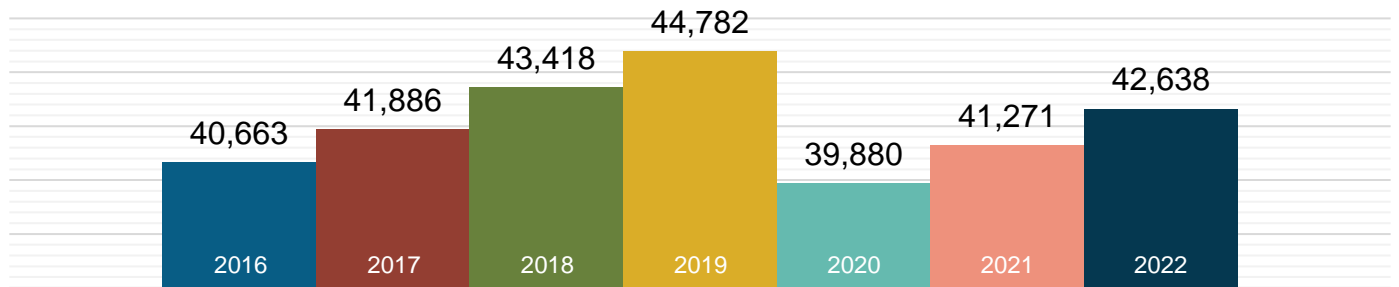
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

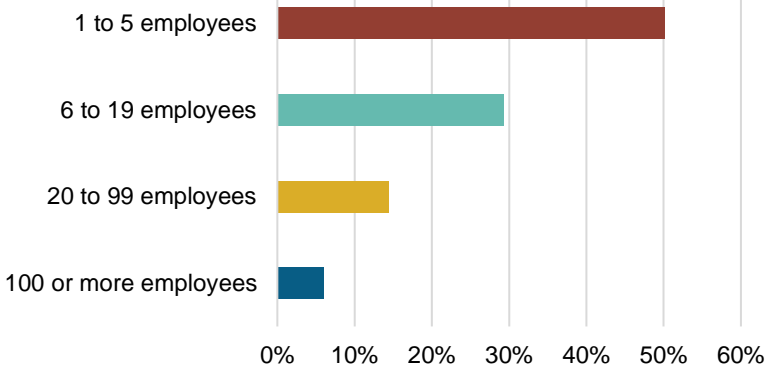
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Arizona?

EE Workers Employed in AZ



93.9% of AZ EE Businesses Have Fewer Than 100 Employees



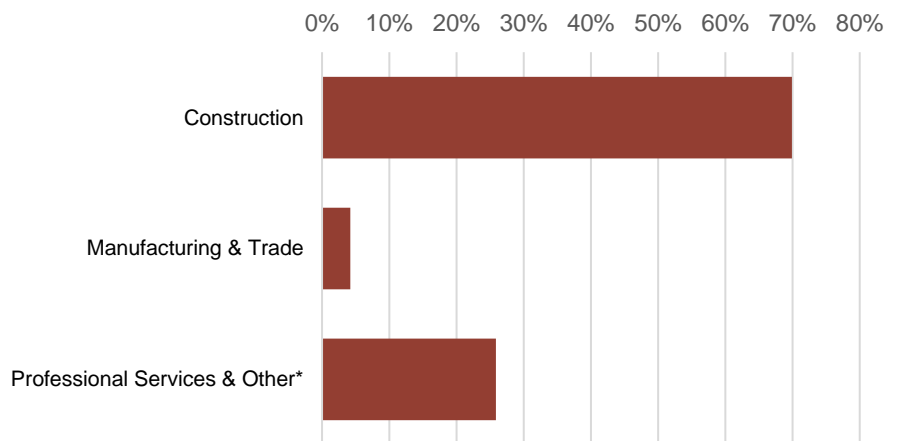
10,454
EE businesses in
Arizona



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

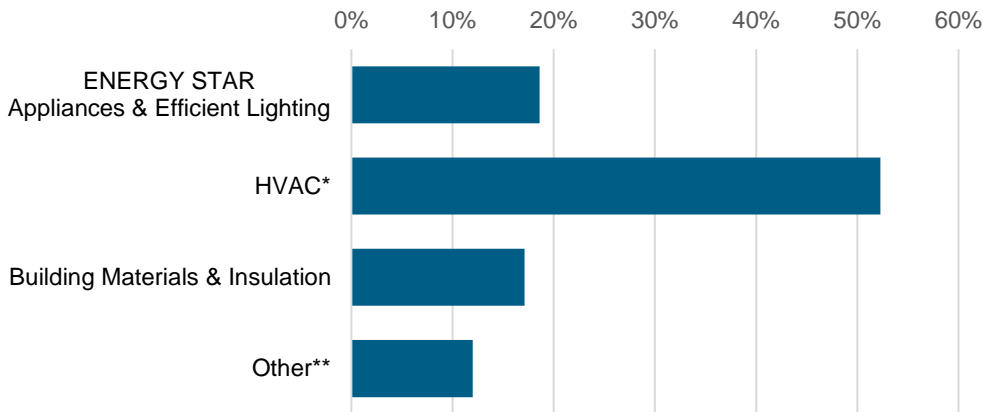


What type of work do energy efficiency firms do?



*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 Arizona
 EE workers are
Veterans

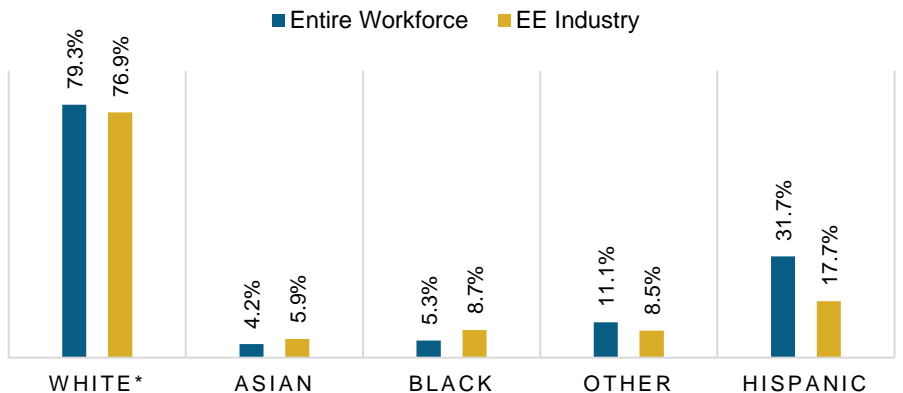


How is EE doing on diversity in Arizona?

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 EE businesses.

Arizona EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

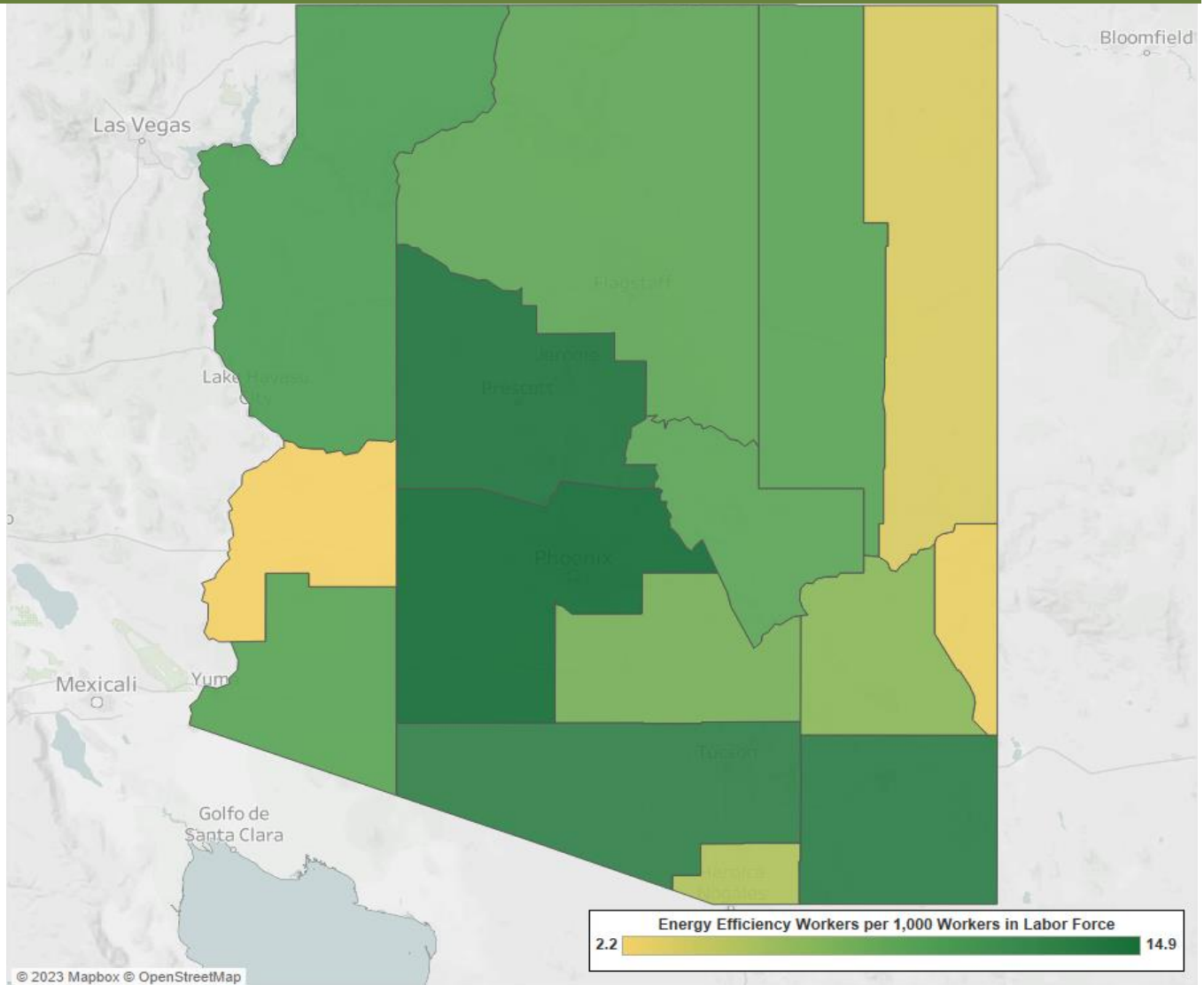
Gender in the Arizona EE Workforce



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

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of AZ counties
have energy
efficiency workers

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,285	Flagstaff	544
2	4,927	Lake Havasu City-Kingman	538
3	3,345	Phoenix-Mesa-Scottsdale	33,613
4	3,686	Prescott	979
5	4,518	Tucson	4,925
6	12,648	Yuma	705
7	7,576	Rural	1,333
8	1,093		
9	559		

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	2,328		11	150		21	427
2	2,210		12	3,219		22	115
3	1,357		13	579		23	4,276
4	936		14	647		24	7,374
5	1,053		15	3,173		25	562
6	1,176		16	615		26	1,621
7	327		17	717		27	<10
8	1,133		18	2,339		28	613
9	1,668		19	1,440		29	407
10	263		20	1,589		30	322

State House of Representatives				
District	Jobs		District	Jobs
1	2,322		16	593
2	2,316		17	672
3	1,321		18	2,253
4	905		19	2,058
5	1,040		20	1,506
6	1,165		21	404
7	405		22	108
8	1,068		23	4,216
9	1,637		24	7,507
10	257		25	534
11	145		26	1,640
12	2,993		27	<10
13	587		28	584
14	650		29	381
15	3,069		30	301



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Arkansas

Energy Efficiency Jobs in America

15,006

Total Jobs

What are EE Jobs?

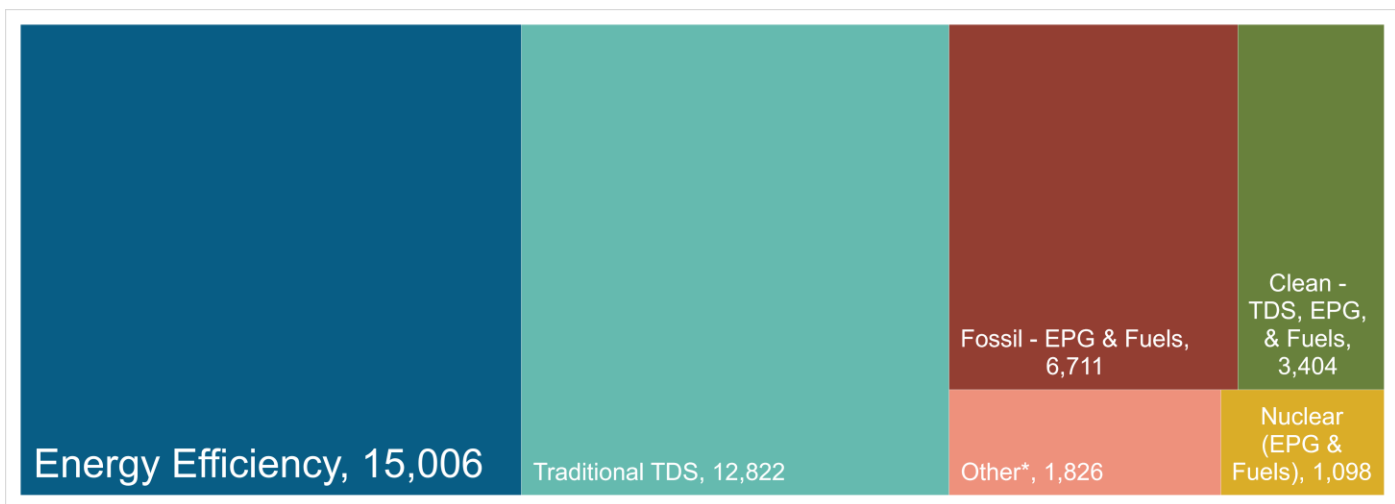
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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.



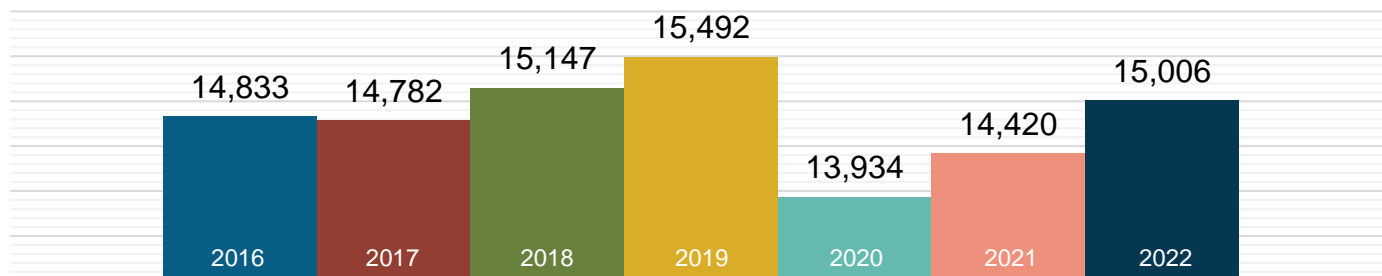
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EPG = Electric Power Generation

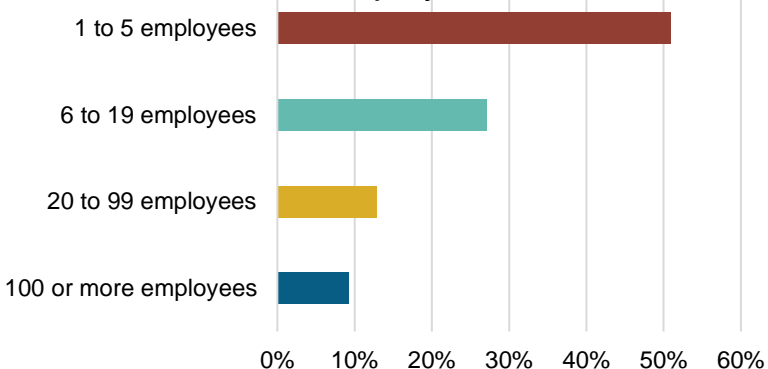
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Arkansas?

EE Workers Employed in AR



90.8% of AR EE Businesses Have Fewer Than 100 Employees



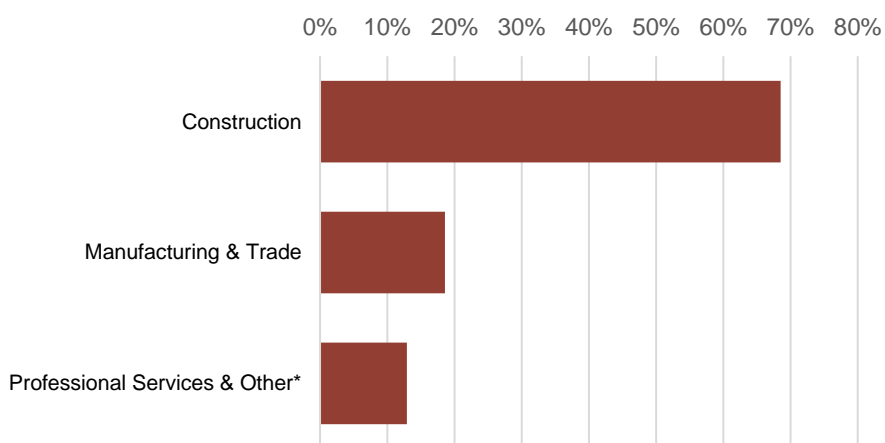
3,144
EE businesses in
Arkansas



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

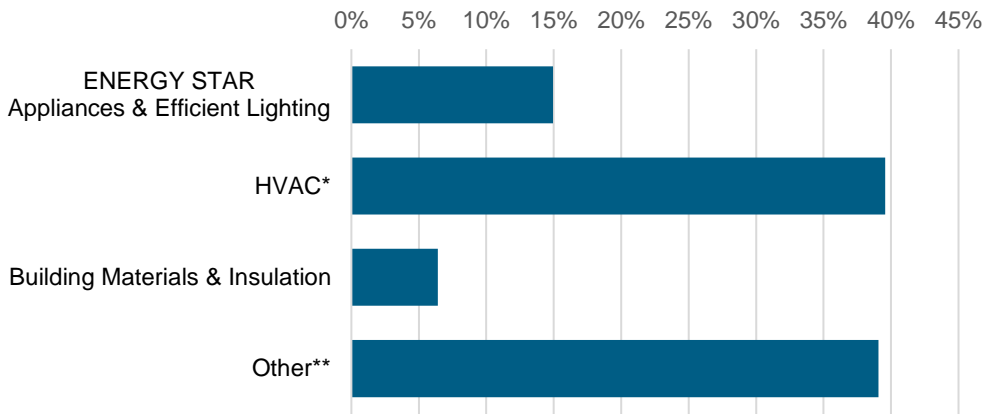


What type of work do energy efficiency firms do?



*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

9%
 of Arkansas
 EE workers are
Veterans

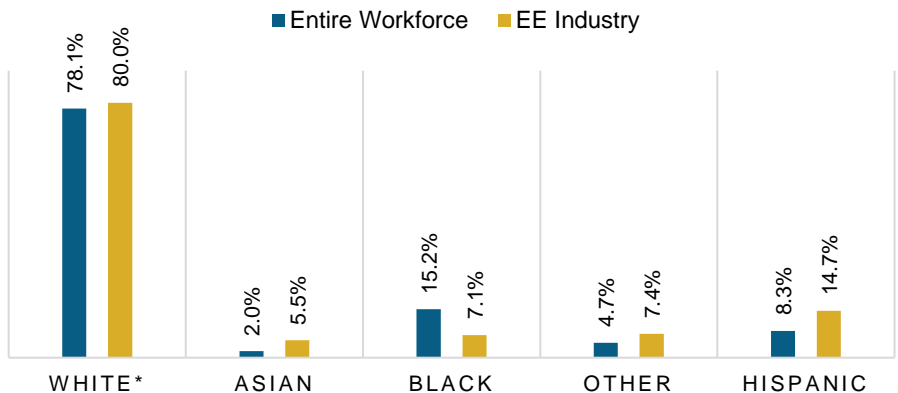


How is EE doing on diversity in Arkansas?

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 EE businesses.

Arkansas EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

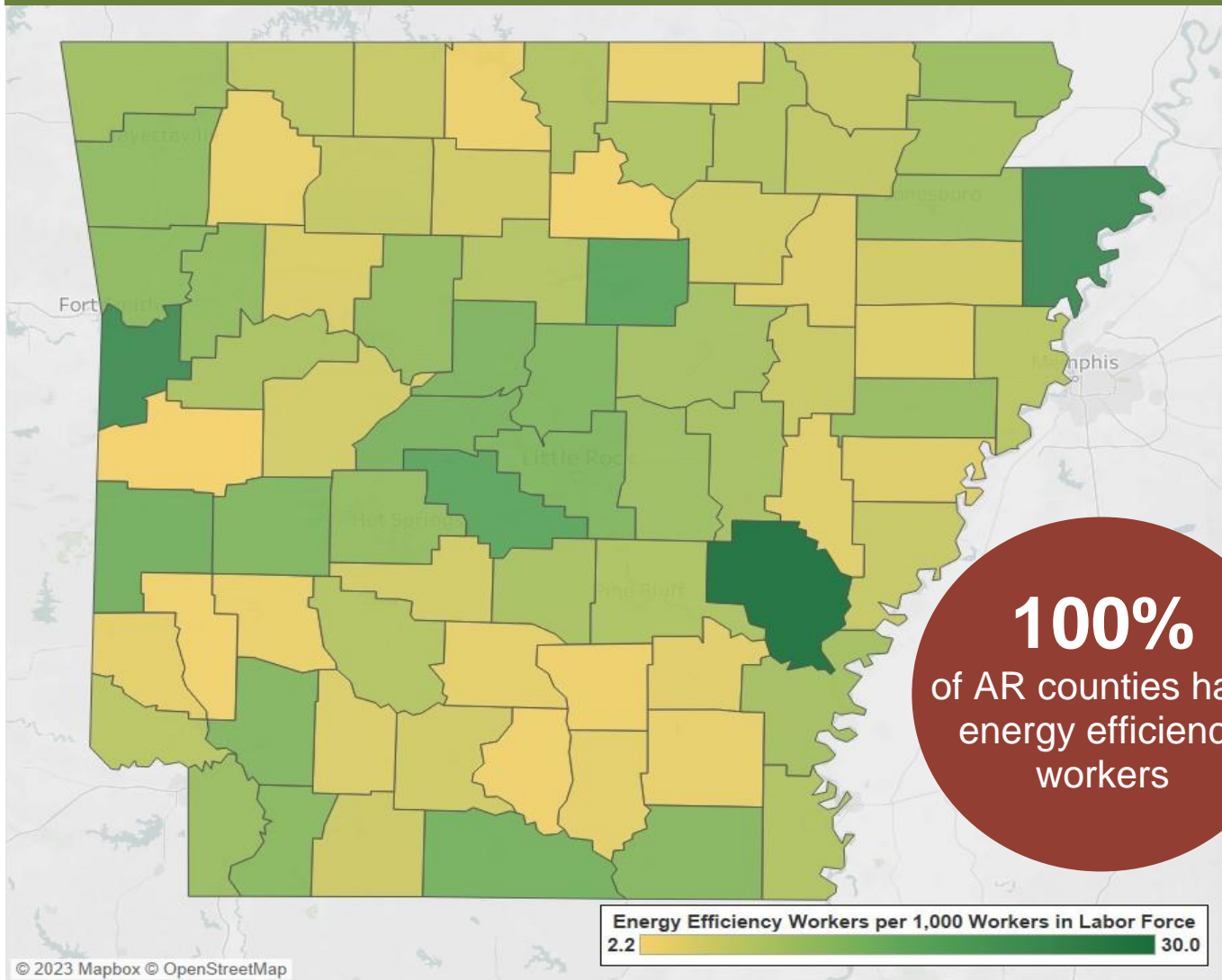
Gender in the Arkansas EE Workforce



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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	3,737	Fayetteville-Springdale-Rogers	2,822	Memphis	125
2	4,385	Fort Smith	1,763	Pine Bluff	247
3	4,397	Hot Springs	432	Texarkana	157
4	2,487	Jonesboro	595	Rural	4,171
		Little Rock-North Little Rock-Conway	4,693		

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,463		11	321		21	150		31	247
2	176		12	286		22	321		32	306
3	358		13	953		23	321		33	<10
4	610		14	114		24	289		34	126
5	456		15	1,270		25	527		35	<10
6	238		16	493		26	345			
7	<10		17	282		27	244			
8	760		18	477		28	144			
9	74		19	348		29	150			
10	367		20	768		30	2,019			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	205		28	<10		55	<10		82	69
2	207		29	290		56	196		83	318
3	168		30	510		57	<10		84	338
4	74		31	171		58	<10		85	<10
5	70		32	130		59	<10		86	<10
6	248		33	1,153		60	94		87	<10
7	13		34	<10		61	165		88	<10
8	302		35	<10		62	95		89	<10
9	24		36	<10		63	<10		90	715
10	185		37	573		64	216		91	33
11	138		38	122		65	143		92	74
12	243		39	<10		66	37		93	280
13	311		40	408		67	<10		94	<10
14	531		41	<10		68	125		95	32
15	221		42	<10		69	91		96	<10
16	174		43	<10		70	<10		97	37
17	<10		44	50		71	134		98	<10
18	342		45	16		72	<10		99	73
19	17		46	<10		73	61		100	16
20	75		47	122		74	85			
21	277		48	154		75	238			
22	403		49	97		76	331			
23	79		50	210		77	300			
24	<10		51	<10		78	<10			
25	<10		52	363		79	<10			
26	<10		53	628		80	532			
27	29		54	214		81	614			



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California

Energy Efficiency Jobs in America

294,396
Total Jobs

What are EE Jobs?

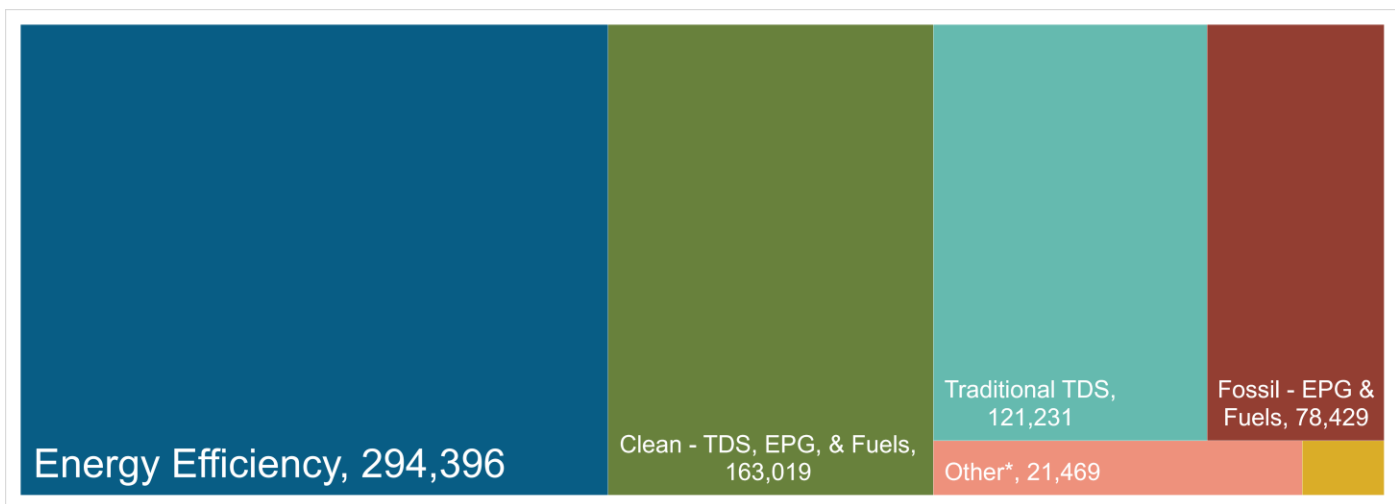
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

What do EE workers do?

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How does EE compare in California?

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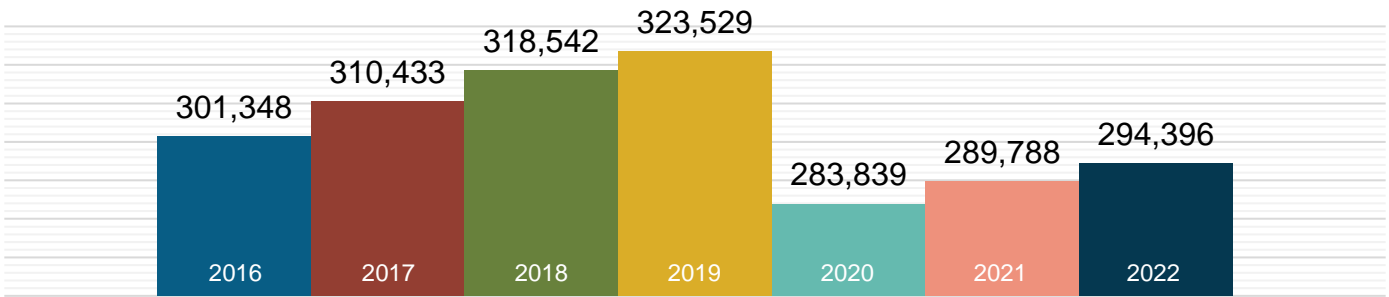
EPG = Electric Power Generation

Nuclear (EBG & Fuels) = 4,764

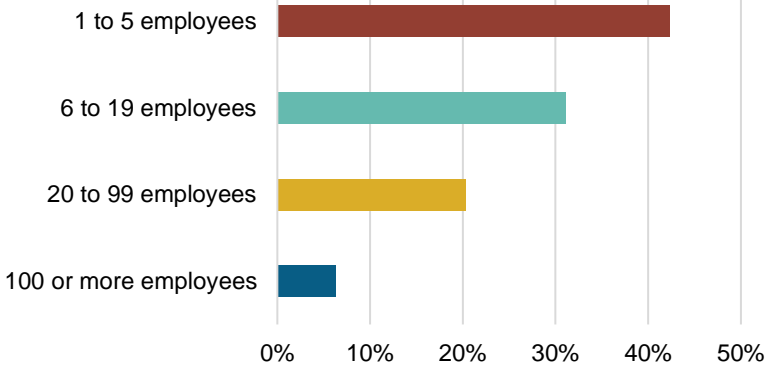
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in California?

EE Workers Employed in CA



93.7% of CA EE Businesses Have Fewer Than 100 Employees



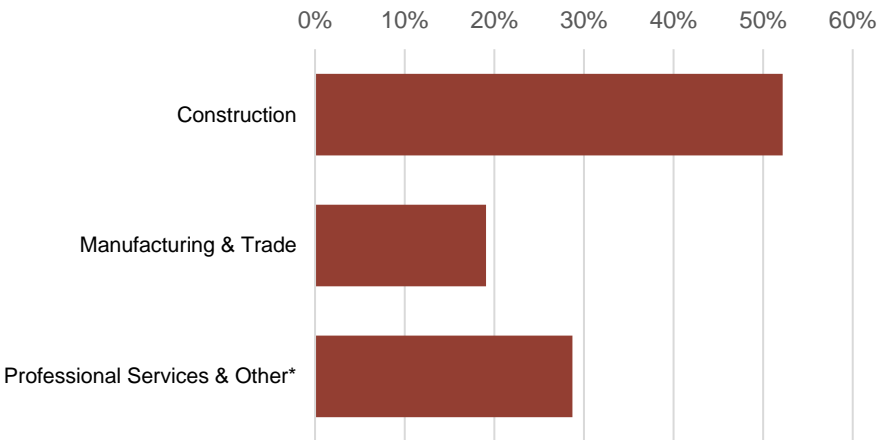
53,706
EE businesses in
California



EE construction
workers comprise
17% of California's
construction workforce

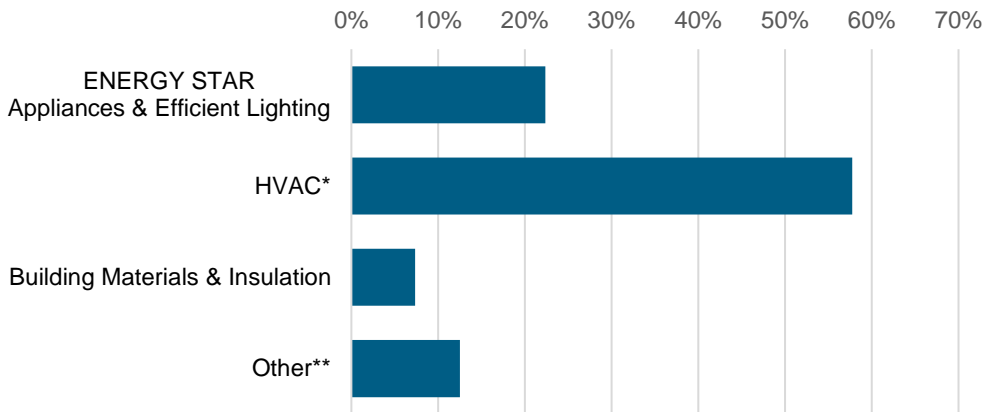


What type of work do energy efficiency firms do?



*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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 of California
 EE workers are
Veterans

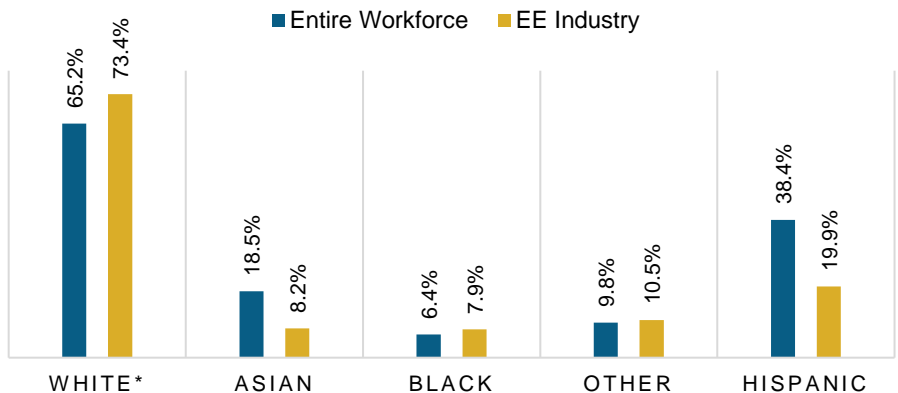


How is EE doing on diversity in California?

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 California 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 EE businesses.

California EE Industry by Race and Ethnicity



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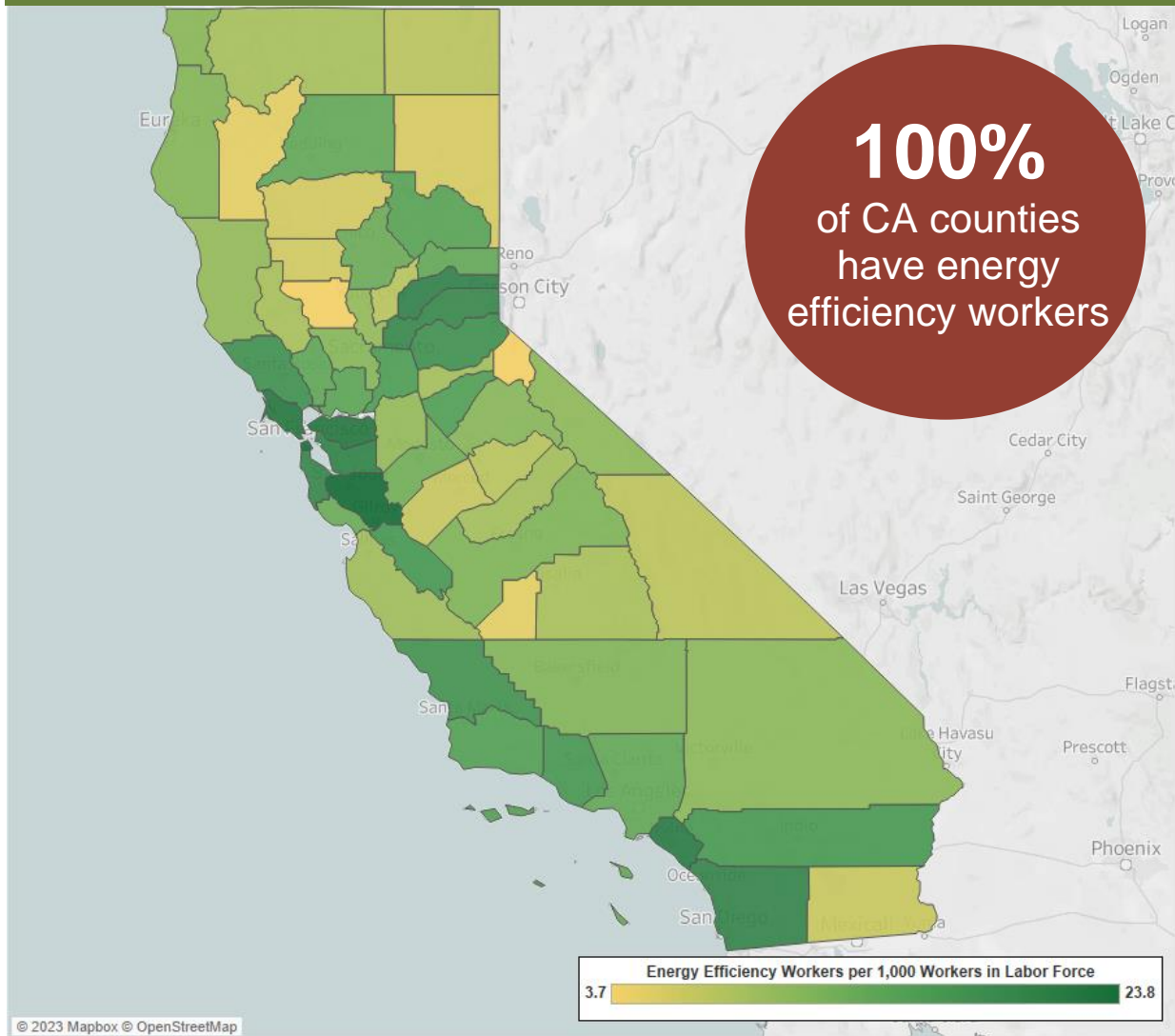
Gender in the California EE Workforce



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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Metropolitan Areas

Area	Jobs	Area	Jobs
Bakersfield	3,855	Salinas	1,658
Chico	1,019	San Diego-Carlsbad-San Marcos	30,160
El Centro	415	San Francisco-Oakland-Fremont	52,068
Fresno	4,773	San Jose-Sunnyvale-Santa Clara	27,312
Hanford-Corcoran	240	San Luis Obispo-Paso Robles	2,010
Los Angeles-Long Beach-Santa Ana	96,517	Santa Barbara-Santa Maria-Goleta	1,321
Madera	499	Santa Cruz-Watsonville	3,117
Merced	541	Santa Rosa-Petaluma	3,722
Modesto	2,456	Stockton	2,845
Napa	1,043	Vallejo-Fairfield	1,951
Oxnard-Thousand Oaks-Ventura	5,438	Visalia-Porterville	1,507
Redding	921	Yuba City	478
Riverside-San Bernardino-Ontario	22,204	Rural	9,658
Sacramento-Arden-Arcade-Roseville	16,668		

CA State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	11,558		11	18,601		21	3,542		31	3,651
2	9,981		12	3,685		22	5,923		32	3,629
3	10,915		13	8,541		23	4,294		33	5,376
4	4,975		14	5,336		24	7,697		34	8,185
5	5,344		15	5,073		25	4,332		35	3,557
6	5,926		16	3,935		26	10,661		36	11,394
7	7,244		17	9,813		27	6,908		37	9,039
8	7,278		18	7,406		28	6,493		38	9,182
9	10,803		19	7,384		29	7,173		39	12,130
10	13,375		20	6,835		30	4,773		40	2,449

State Assembly

District	Jobs		District	Jobs		District	Jobs
1	5,921		28	2,689		55	3,599
2	4,568		29	4,484		56	853
3	1,844		30	1,551		57	2,718
4	6,565		31	1,017		58	733
5	3,258		32	1,778		59	425
6	5,961		33	2,576		60	1,766
7	6,997		34	1,851		61	2,747
8	1,123		35	6,670		62	2,233
9	942		36	2,165		63	2,825
10	4,526		37	6,627		64	2,016
11	1,966		38	4,200		65	3,518
12	3,516		39	2,362		66	1,784
13	1,685		40	2,688		67	2,597
14	7,120		41	4,688		68	7,979
15	5,915		42	4,228		69	2,634
16	2,476		43	3,263		70	2,193
17	17,969		44	1,946		71	4,291
18	5,007		45	5,190		72	2,251
19	1,704		46	1,828		73	3,599
20	4,824		47	1,165		74	4,838
21	1,094		48	2,299		75	3,894
22	4,680		49	1,741		76	3,285
23	4,855		50	8,371		77	12,136
24	5,767		51	2,532		78	7,209
25	8,577		52	4,072		79	1,500
26	2,695		53	3,056		80	73
27	1,494		54	2,611			

Congressional			
District	Jobs	District	Jobs
1	7,507	28	7,353
2	11,072	29	2,253
3	6,015	30	5,176
4	7,027	31	2,244
5	4,080	32	3,502
6	5,741	33	10,233
7	3,202	34	4,743
8	4,010	35	4,615
9	4,264	36	5,033
10	3,443	37	3,501
11	10,176	38	3,845
12	17,886	39	6,477
13	7,986	40	2,522
14	6,116	41	5,286
15	5,596	42	3,253
16	4,564	43	3,141
17	9,710	44	1,612
18	6,204	45	12,439
19	2,724	46	2,600
20	3,220	47	4,399
21	3,577	48	4,957
22	2,448	49	10,645
23	3,394	50	4,283
24	10,327	51	5,056
25	4,210	52	9,313
26	3,152	53	1,496
27	6,769		



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Colorado

Energy Efficiency Jobs in America

35,847
Total Jobs

What are EE Jobs?

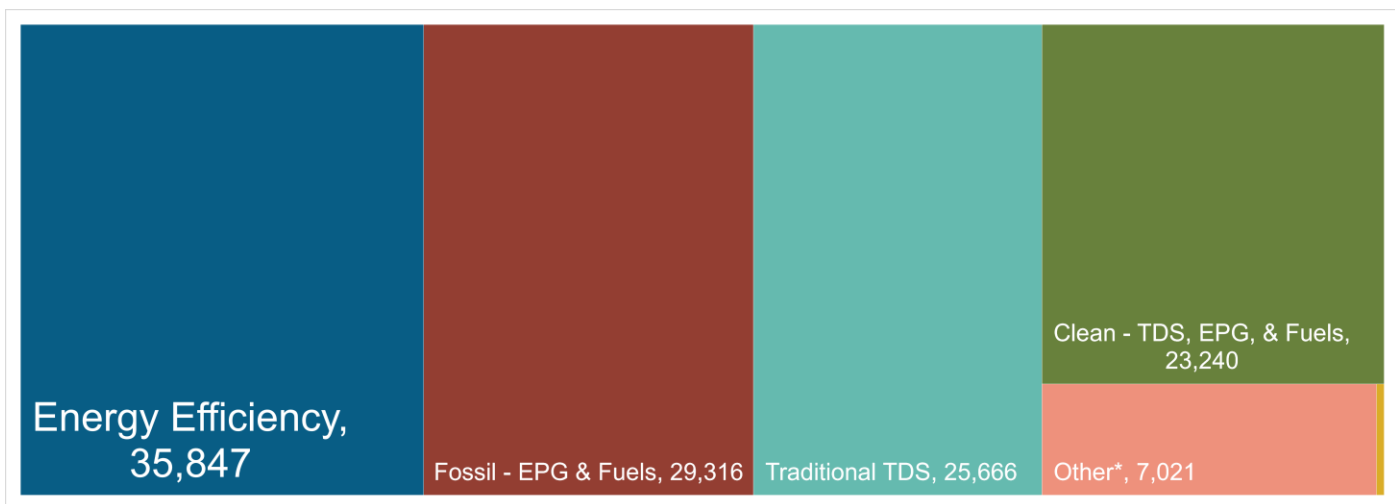
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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

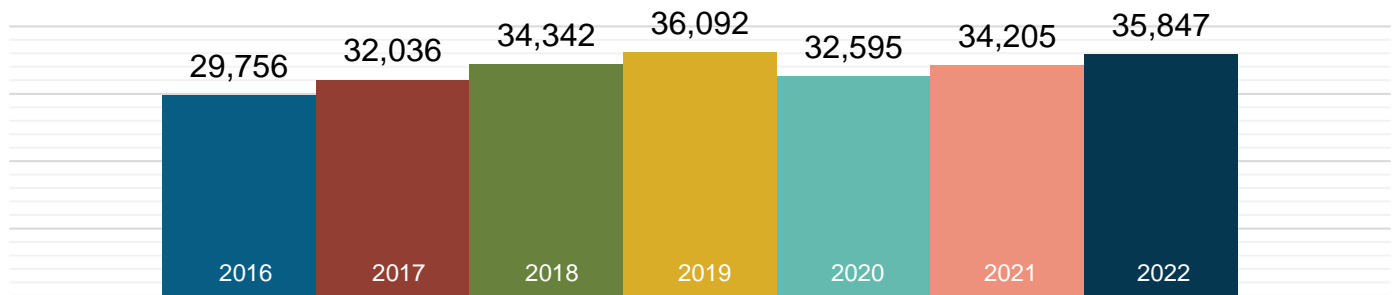
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 165

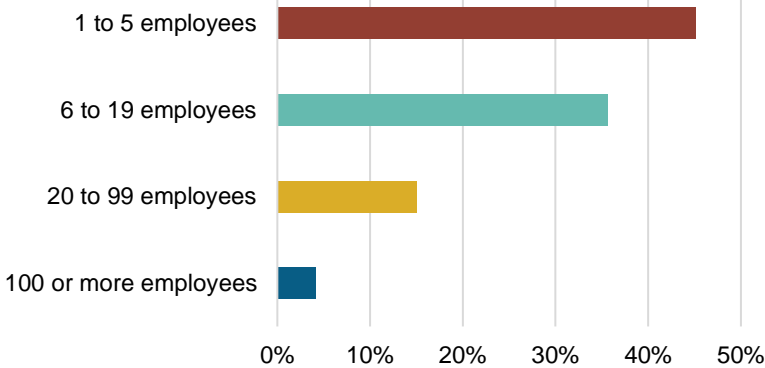
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Colorado?

EE Workers Employed in CO



95.8% of CO EE Businesses Have Fewer Than 100 Employees



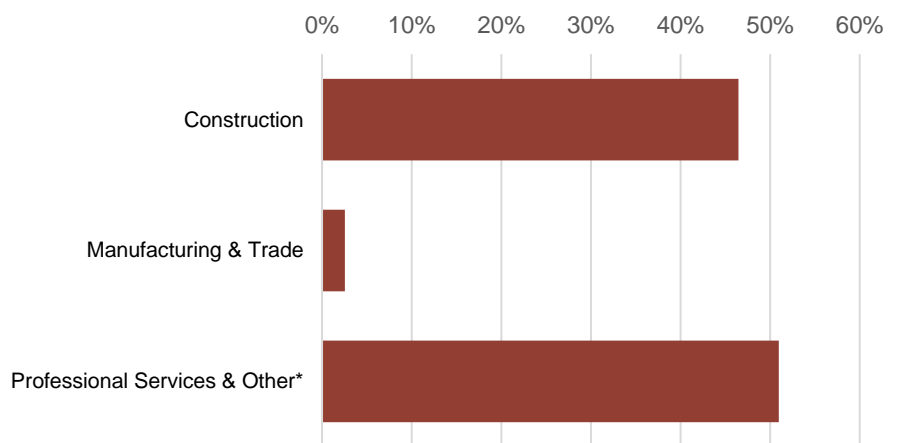
6,945
EE businesses in
Colorado



EE construction
workers comprise
9% of Colorado's
construction workforce

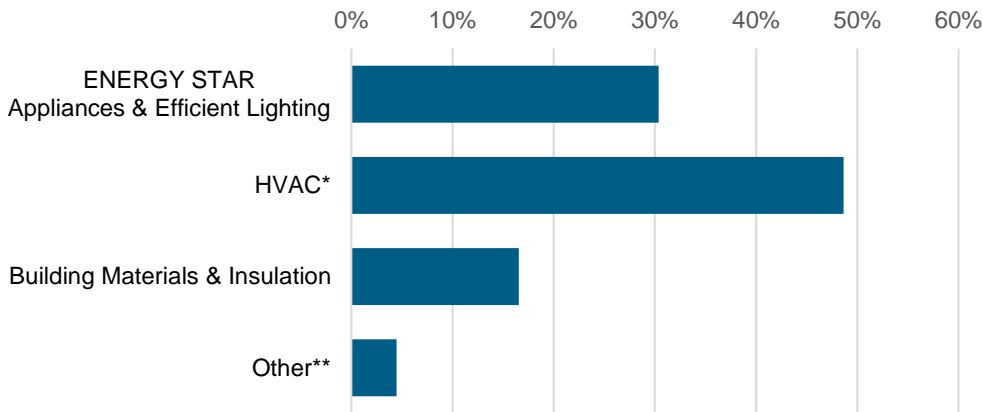


What type of work do energy efficiency firms do?



*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 Colorado
 EE workers are
Veterans

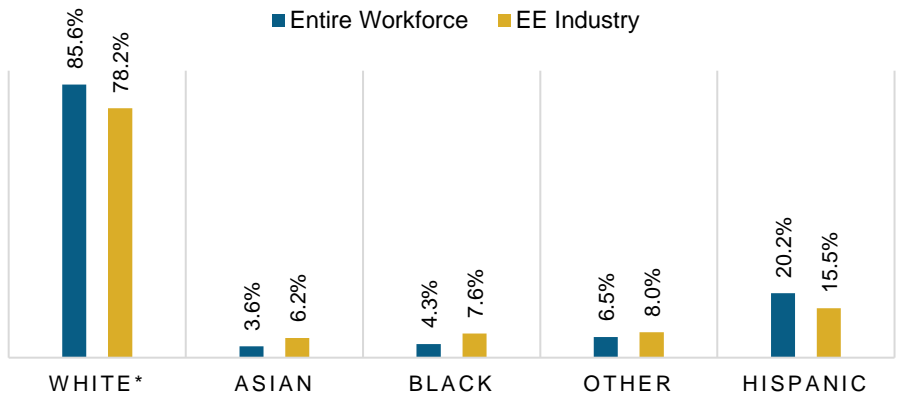


How is EE doing on diversity in Colorado?

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 EE businesses.

Colorado EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

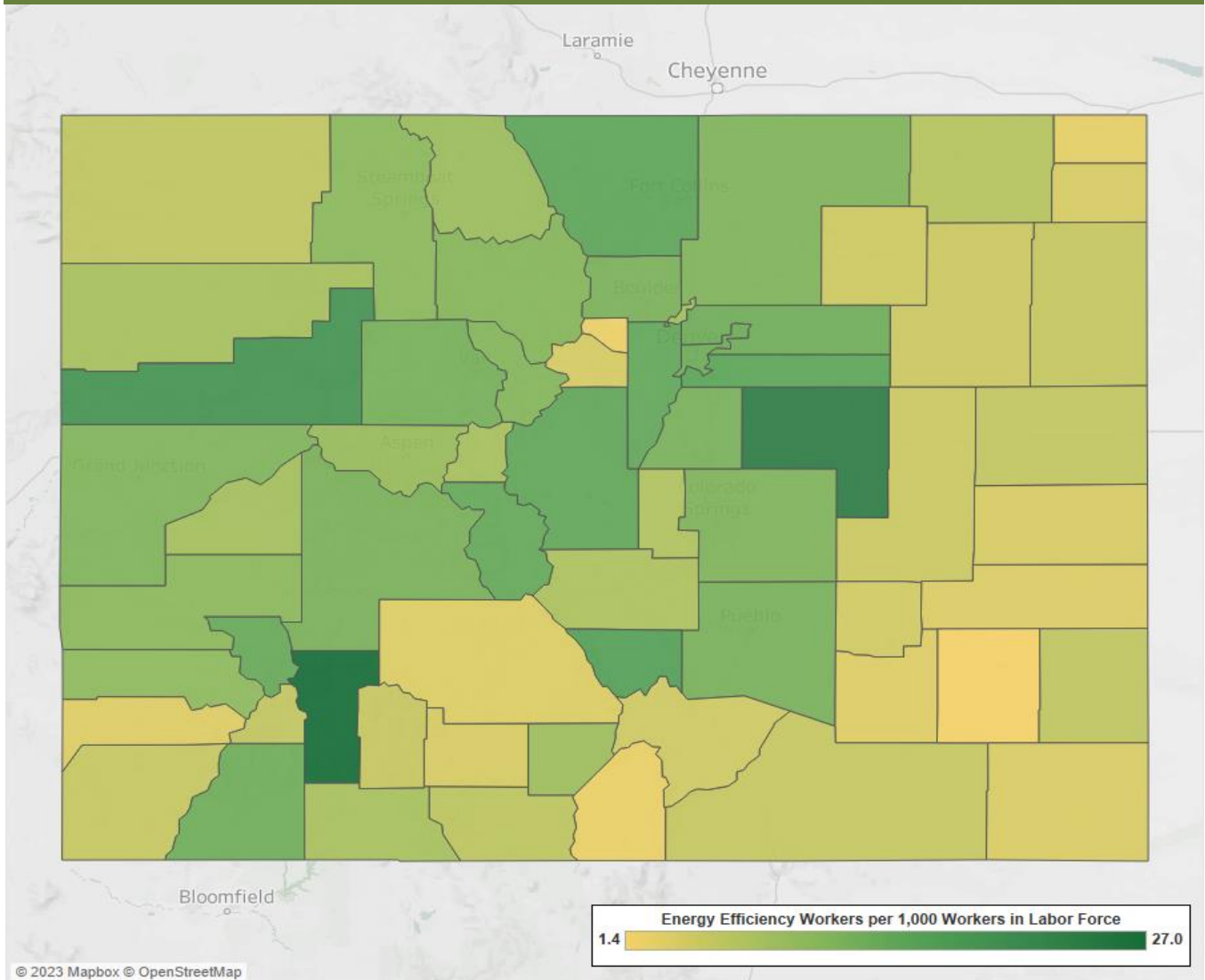
Gender in the Colorado EE Workforce



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

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of CO counties have
energy efficiency
workers

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	11,237	Boulder	2,327
2	9,603	Colorado Springs	3,513
3	4,551	Denver-Aurora	21,278
4	4,569	Fort Collins-Loveland	2,546
5	3,182	Grand Junction	739
6	1,113	Greeley	1,305
7	1,592	Pueblo	768
		Rural	3,370

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,908		11	722		21	1,955		31	2,021
2	1,087		12	24		22	<10		32	1,127
3	496		13	450		23	117		33	620
4	1,902		14	706		24	169		34	3,184
5	1,591		15	1,282		25	315		35	435
6	1,045		16	3,386		26	2,105			
7	805		17	2,020		27	<10			
8	1,204		18	1,191		28	124			
9	1,303		19	1,267		29	92			
10	271		20	658		30	264			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs
1	1,314		23	1,439		45	<10
2	1,675		24	640		46	398
3	2,342		25	179		47	276
4	1,162		26	949		48	1,656
5	2,978		27	561		49	1,337
6	1,236		28	<10		50	61
7	933		29	170		51	<10
8	<10		30	1,282		52	<10
9	315		31	48		53	<10
10	2,983		32	57		54	887
11	520		33	255		55	<10
12	858		34	25		56	127
13	510		35	<10		57	440
14	674		36	240		58	472
15	415		37	<10		59	798
16	589		38	284		60	208
17	829		39	1,274		61	833
18	146		40	<10		62	210
19	254		41	<10		63	109
20	15		42	<10		64	317
21	<10		43	<10		65	246
22	309		44	<10			



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Connecticut

Energy Efficiency Jobs in America

34,477

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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.



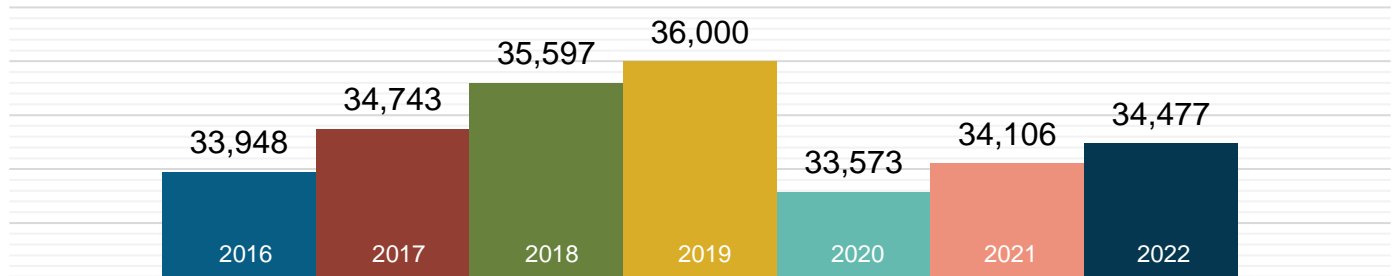
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

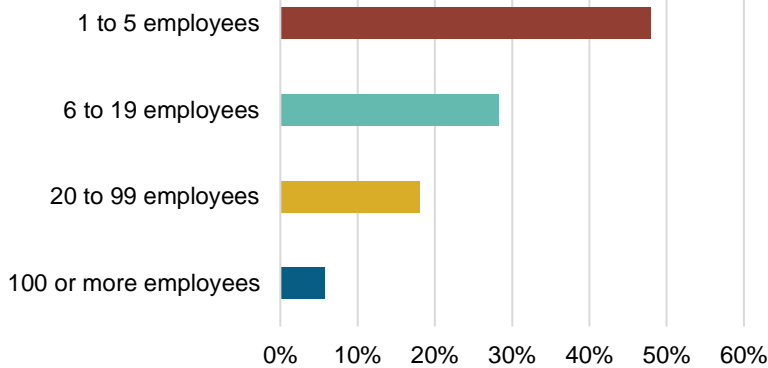
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Connecticut?

EE Workers Employed in CT



94.2% of CT EE Businesses Have Fewer Than 100 Employees



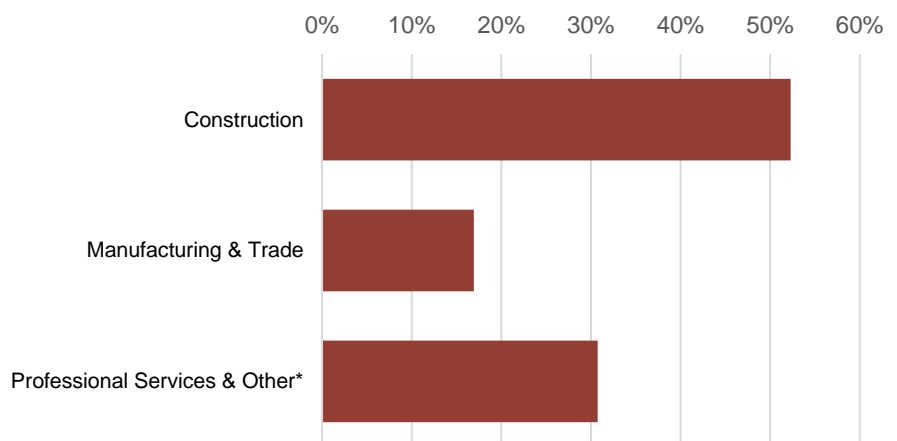
7,083
EE businesses in
Connecticut



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

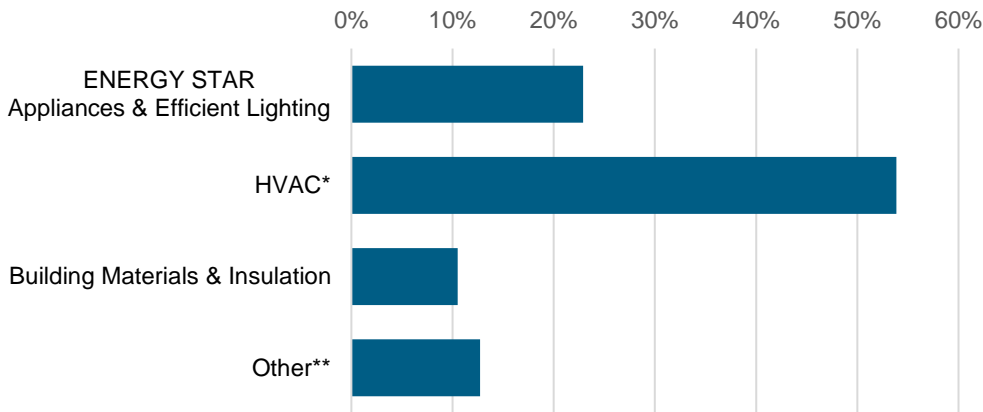


What type of work do energy efficiency firms do?



*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
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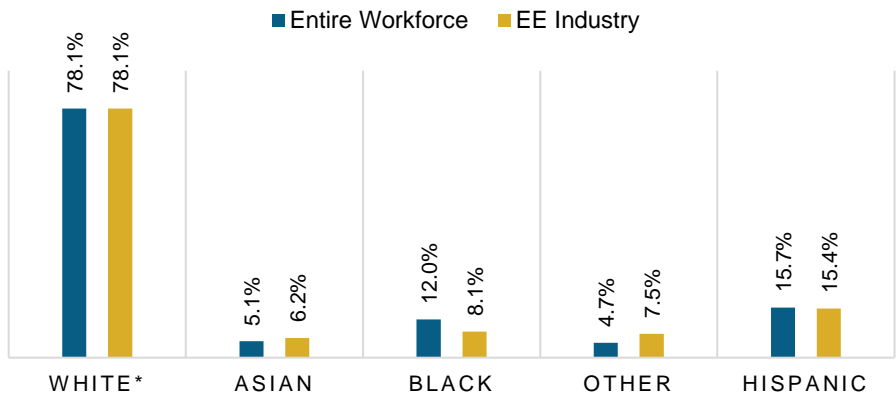


How is EE doing on diversity in Connecticut?

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 EE businesses.

Connecticut EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

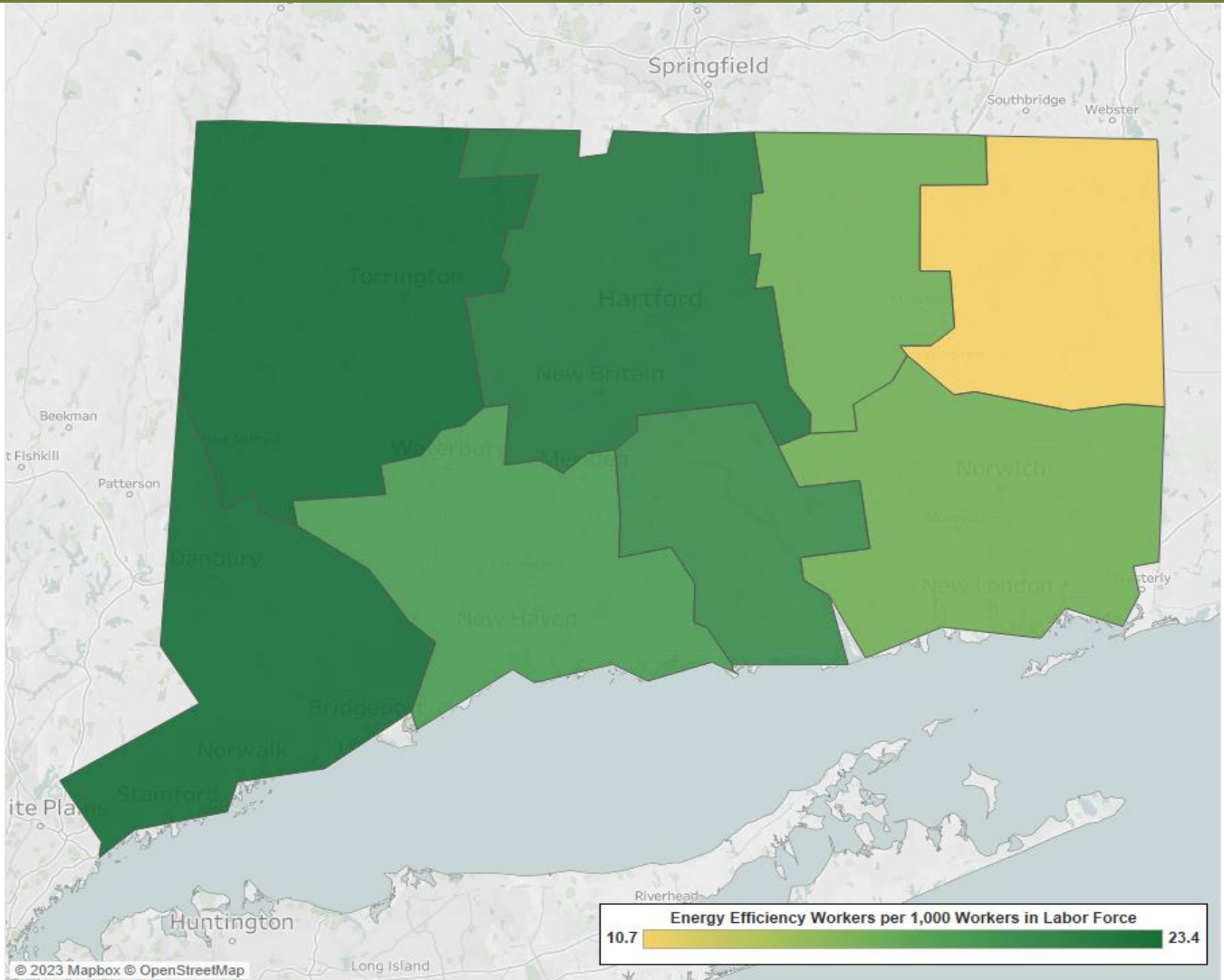
Gender in the Connecticut EE Workforce



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

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of CT counties have
energy efficiency
workers

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	9,007	Bridgeport-Stamford-Norwalk	9,631
2	4,942	Hartford-West Hartford-East Hartford	13,162
3	6,715	New Haven-Milford	6,954
4	8,748	Norwich-New London	1,888
5	5,066	Rural	2,843

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,888		11	1,089		21	1,532		31	711
2	762		12	959		22	619		32	741
3	1,294		13	1,074		23	68		33	868
4	960		14	922		24	1,771		34	<10
5	1,074		15	894		25	2,098		35	341
6	455		16	556		26	1,288		36	1,237
7	722		17	249		27	2,240			
8	1,077		18	799		28	1,116			
9	1,406		19	645		29	440			
10	1,111		20	996		30	476			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	199		32	188		63	544		125	611
2	1,555		33	588		64	237		126	158
3	483		34	271		65	<10		127	<10
4	988		35	196		66	426		128	130
5	199		36	395		67	265		129	<10
6	<10		37	115		68	182		130	<10
7	61		38	476		69	257		131	156
8	356		39	<10		70	191		132	751
9	939		40	340		71	121		133	<10
10	<10		41	<10		72	279		134	715
11	457		42	227		73	146		135	121
12	<10		43	115		74	<10		136	<10
13	460		44	167		75	<10		137	1,041
14	<10		45	38		76	84		138	<10
15	476		46	274		77	383		139	24
16	424		47	201		78	78		140	<10
17	175		48	107		79	<10		141	359
18	417		49	27		80	93		142	<10
19	347		50	210		81	89		143	<10
20	<10		51	95		82	262		144	1,570
21	77		52	107		83	<10		145	659
22	232		53	16		84	<10		146	<10
23	426		54	<10		85	956		147	<10
24	437		55	156		86	357		148	<10
25	<10		56	<10		87	<10		149	1,027
26	<10		57	264		88	385		150	199
27	<10		58	244		89	447		151	<10
28	193		59	<10		90	<10			
29	500		60	103		91	<10			
30	503		61	235		92	557			
31	33		62	207		93	352			



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Delaware

Energy Efficiency Jobs in America

10,782
Total Jobs

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What do EE workers do?

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How does EE compare in Delaware?

Energy Efficiency is the largest energy sector in Delaware.



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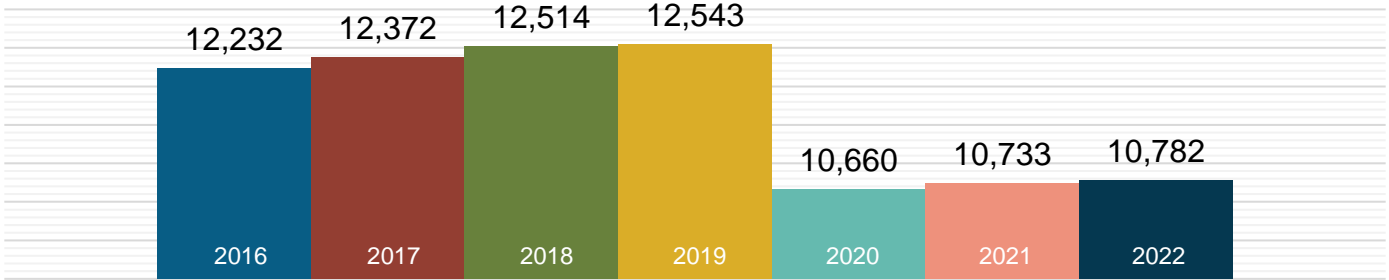
EPG = Electric Power Generation

Other (Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.) = 347

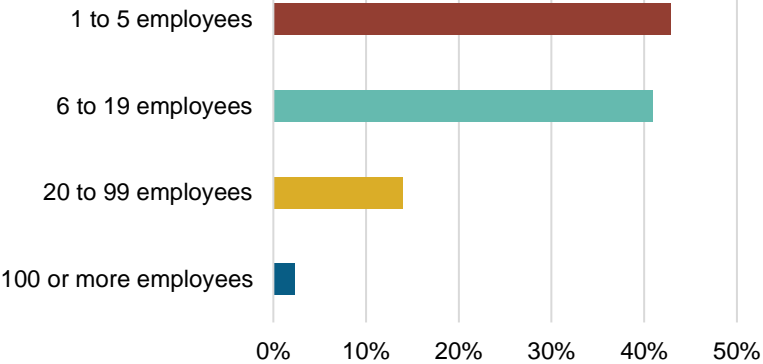
Nuclear (EPG & Fuels) = 18

What does EE look like in Delaware?

EE Workers Employed in DE



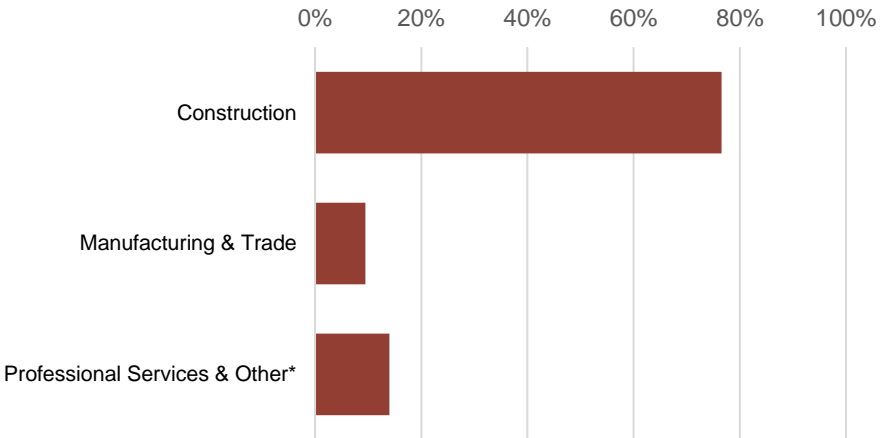
97.7% of DE EE Businesses Have Fewer Than 100 Employees



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

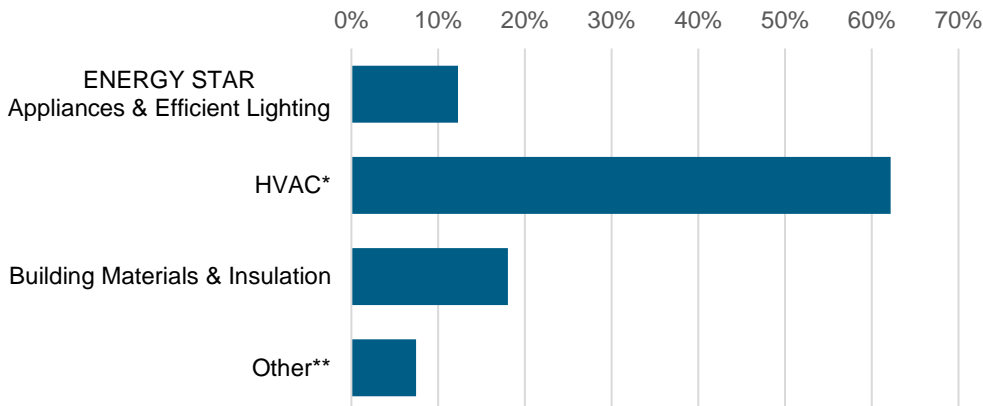


What type of work do energy efficiency firms do?



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What energy efficiency sectors employ the most workers?



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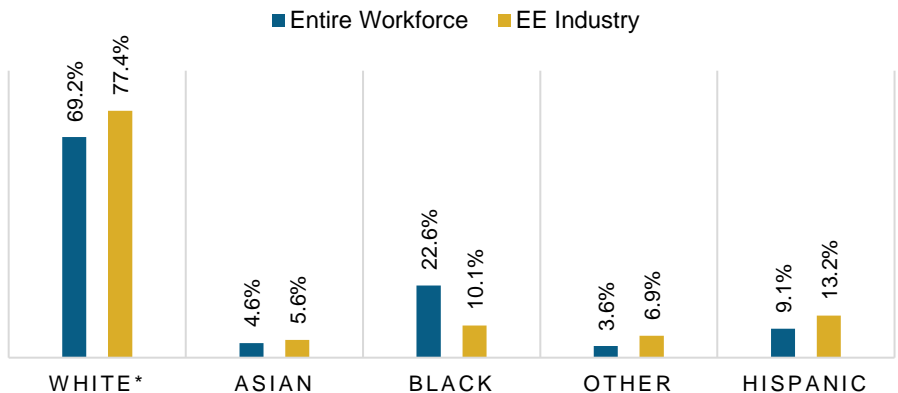


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Delaware EE Industry by Race and Ethnicity



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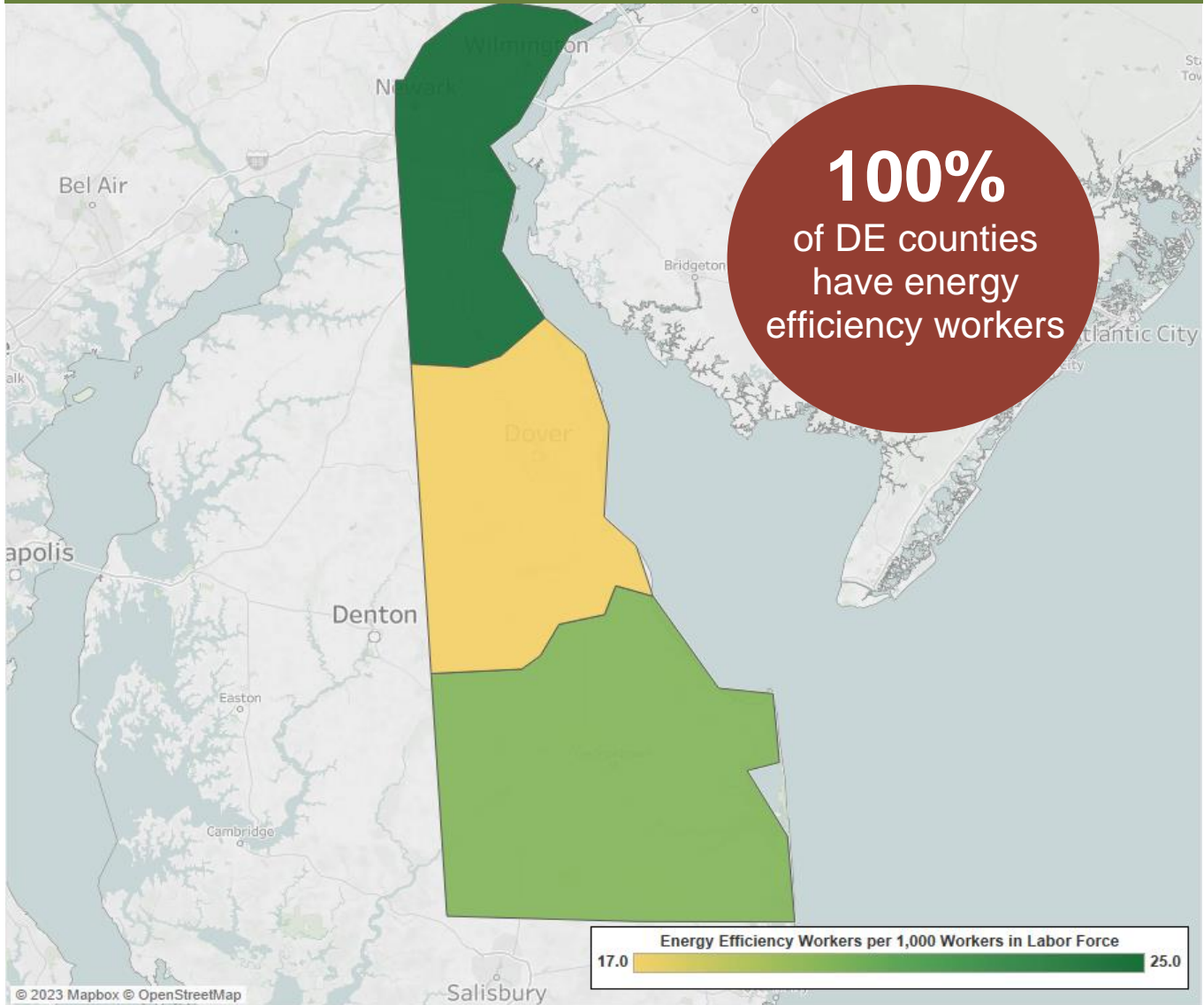
Gender in the Delaware EE Workforce



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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	10,782	Dover	1,183
		Philadelphia-Camden-Wilmington	7,558
		Rural	2,042

State Senate					
District	Jobs		District	Jobs	
1	1,369		11	<10	
2	1,630		12	52	
3	472		13	<10	
4	1,109		14	694	
5	216		15	717	
6	1,431		16	314	
7	<10		17	<10	
8	378		18	247	
9	469		19	283	
10	641		20	559	
					District 21 200

State House of Representatives			
District	Jobs		District
1	781		22
2	2,404		23
3	155		24
4	605		25
5	813		26
6	316		27
7	<10		28
8	430		29
9	189		30
10	<10		31
11	547		32
12	<10		33
13	<10		34
14	723		35
15	51		36
16	<10		37
17	345		38
18	<10		39
19	<10		40
20	713		41
21	481		



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District of Columbia

Energy Efficiency Jobs in America



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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 District of Columbia?

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



TDS = Transmission, Distribution & Storage

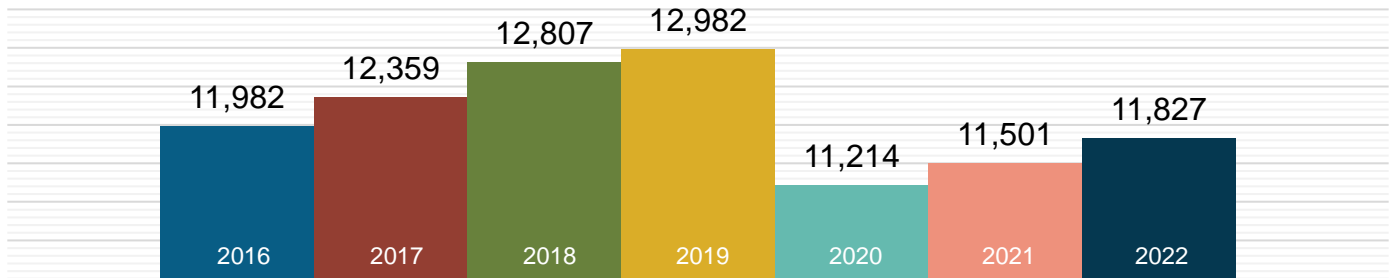
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 153

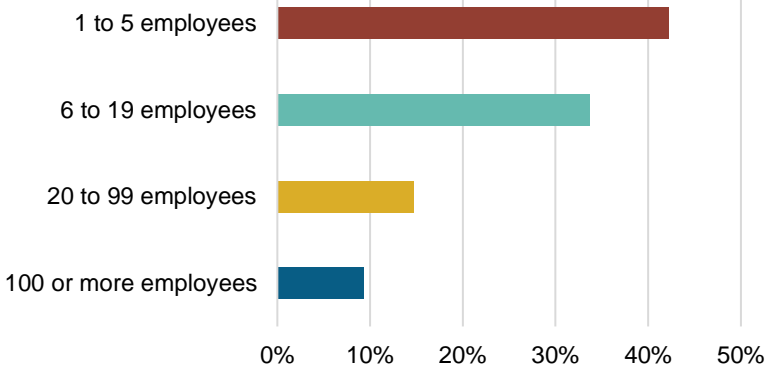
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in District of Columbia?

EE Workers Employed in DC



90.7% of DC EE Businesses Have Fewer Than 100 Employees



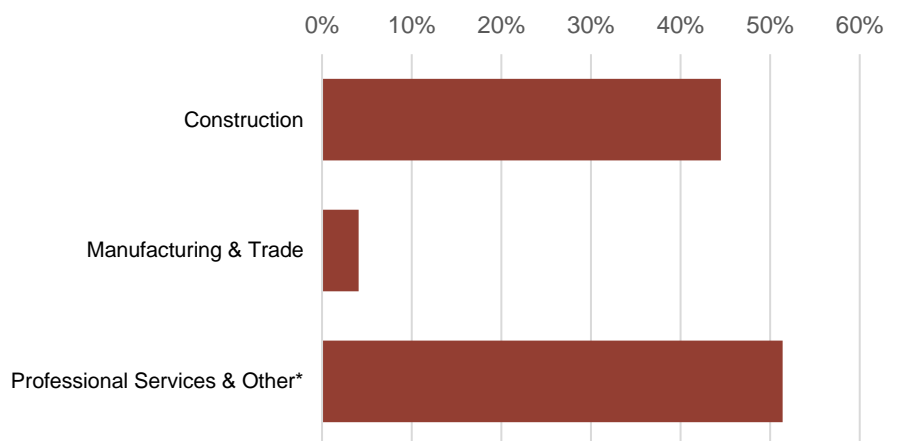
2,769
EE businesses in
District of Columbia



EE construction
workers comprise
34% of District of
Columbia's construction
workforce

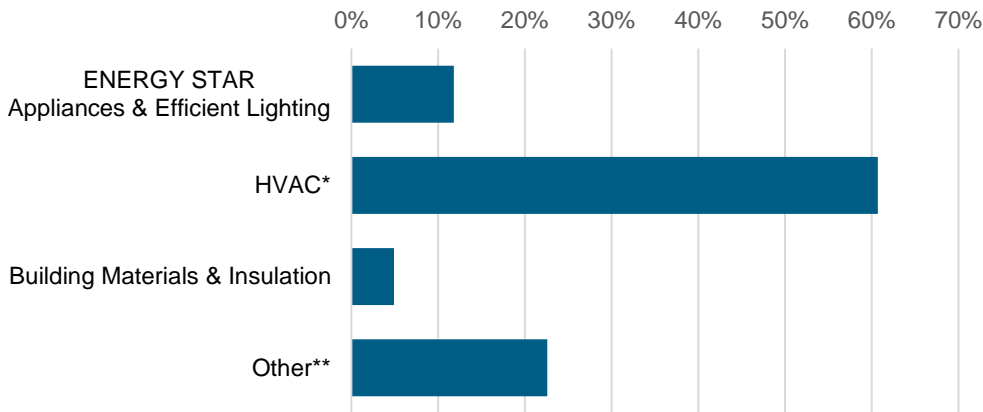


What type of work do energy efficiency firms do?



*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

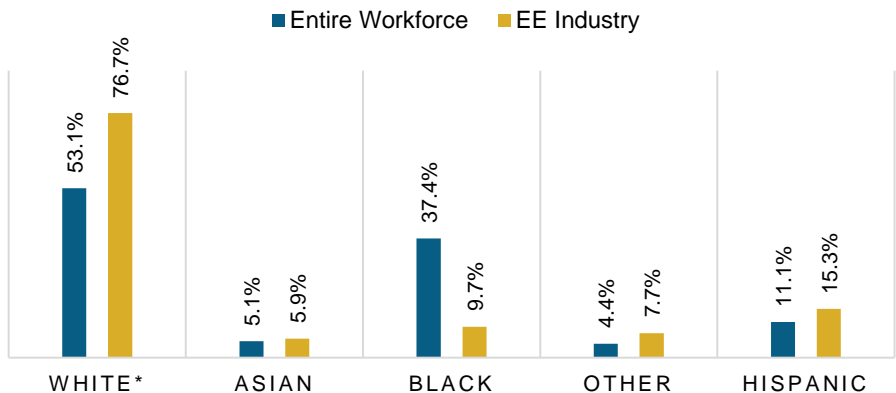


How is EE doing on diversity in District of Columbia?

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 EE businesses.

District of Columbia EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

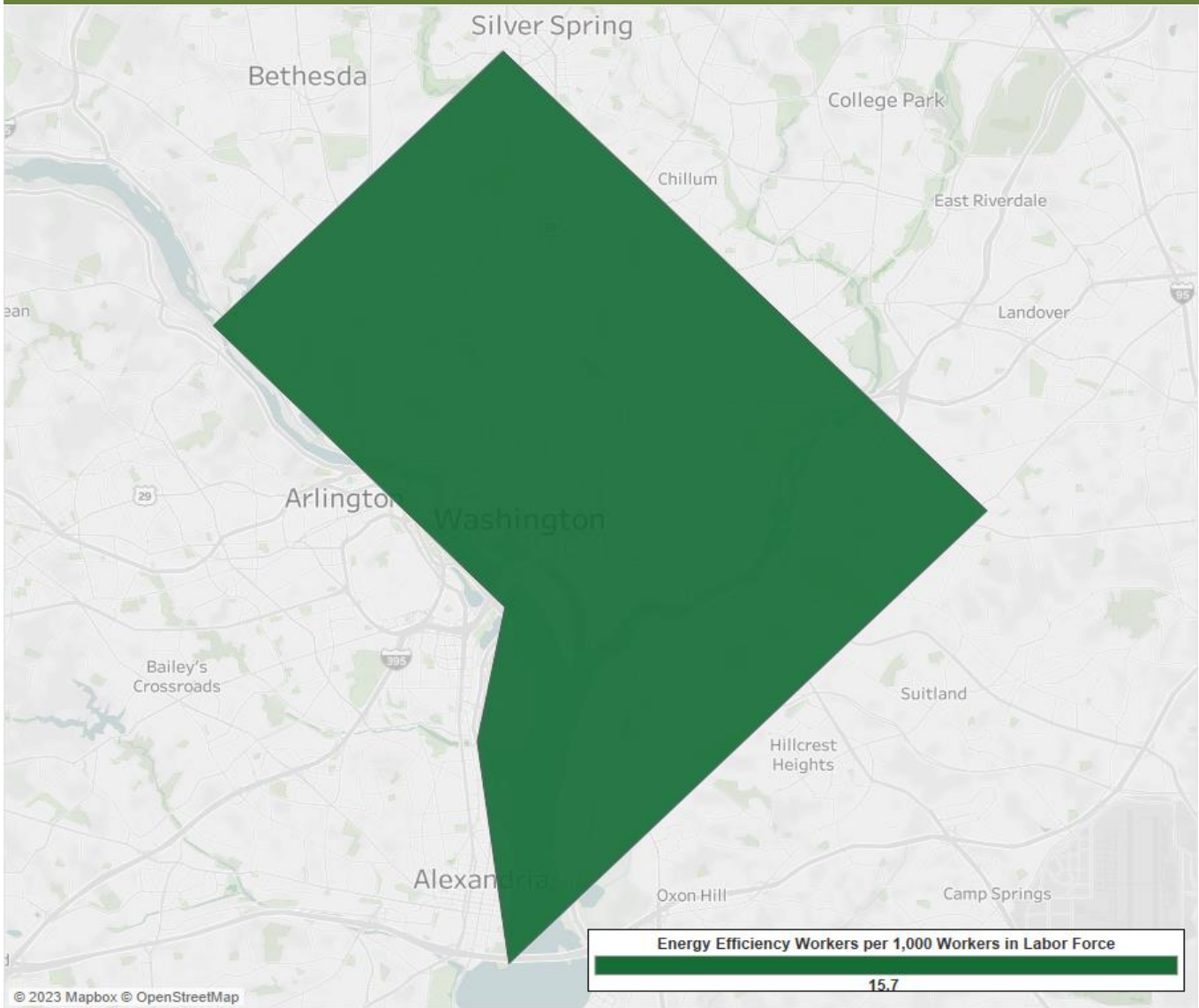
Gender in the District of Columbia EE Workforce



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

Energy Efficiency Jobs are Everywhere

EE Workers per 1,000 Workers in the D.C. Labor Force



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	11,827	Washington-Arlington-Alexandria	11,827

Florida

Energy Efficiency Jobs in America

118,904

Total Jobs

What are EE Jobs?

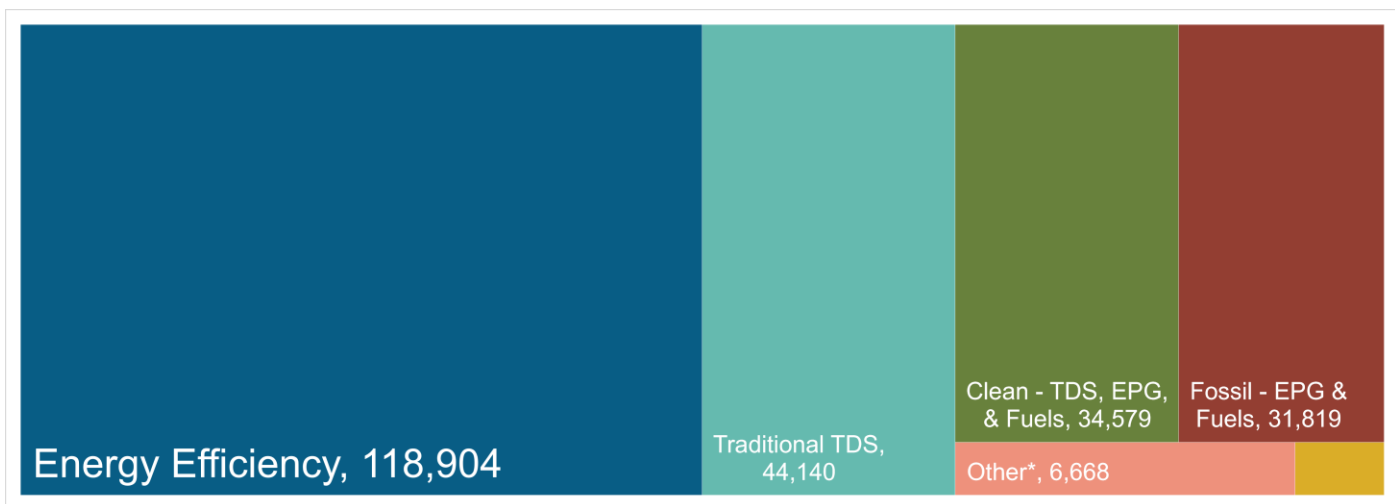
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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 Florida?

Energy Efficiency is the largest energy sector in Florida.



TDS = Transmission, Distribution & Storage

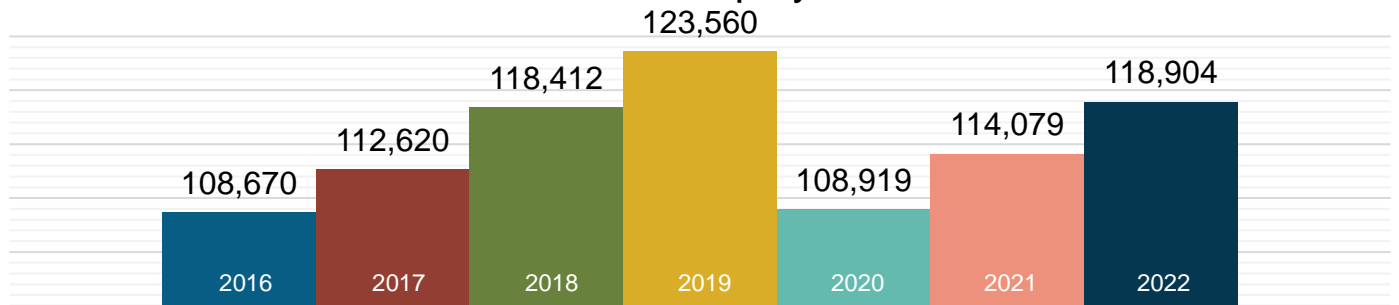
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,748

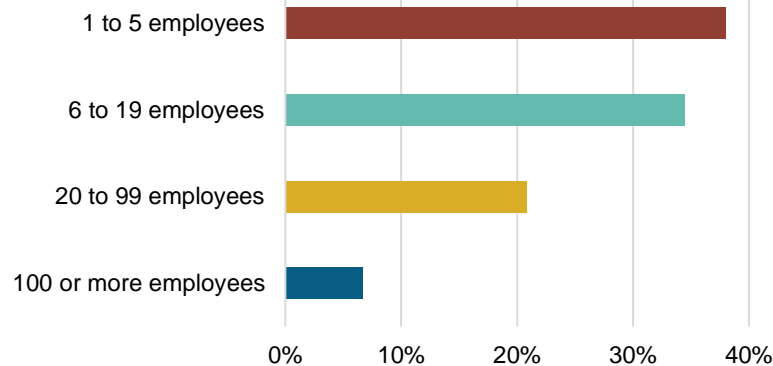
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Florida?

EE Workers Employed in FL



93.3% of FL EE Businesses Have Fewer Than 100 Employees



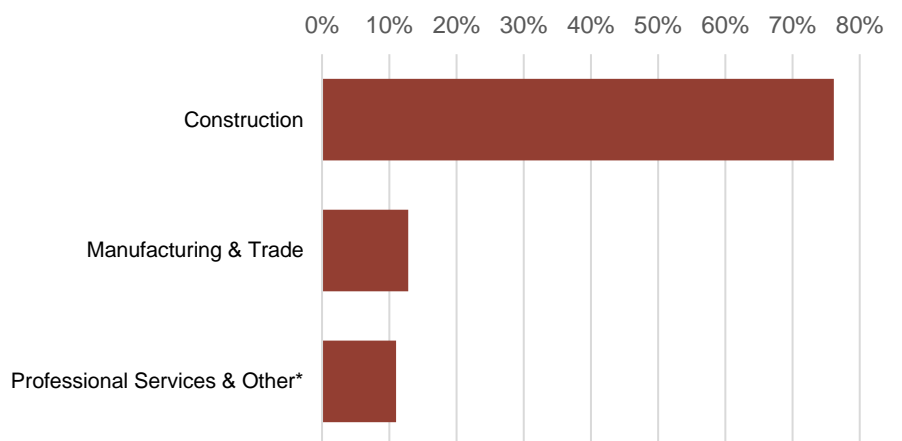
16,053
EE businesses in
Florida



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

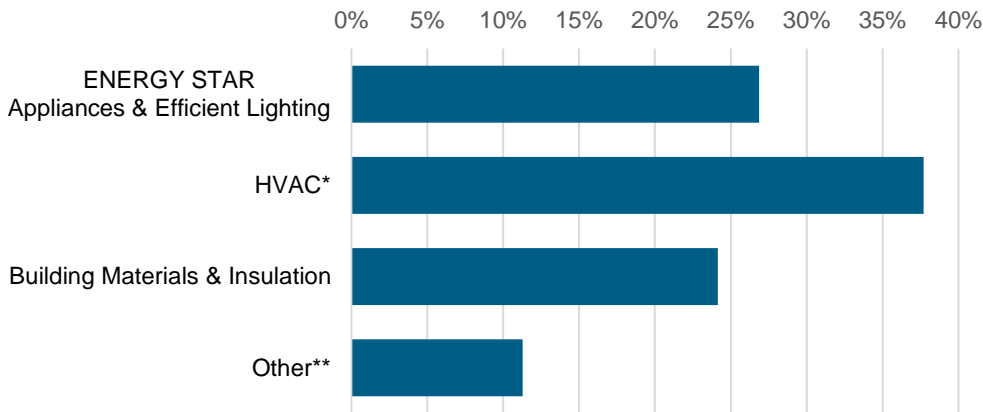


What type of work do energy efficiency firms do?



*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

10%
 of Florida
 EE workers are
Veterans

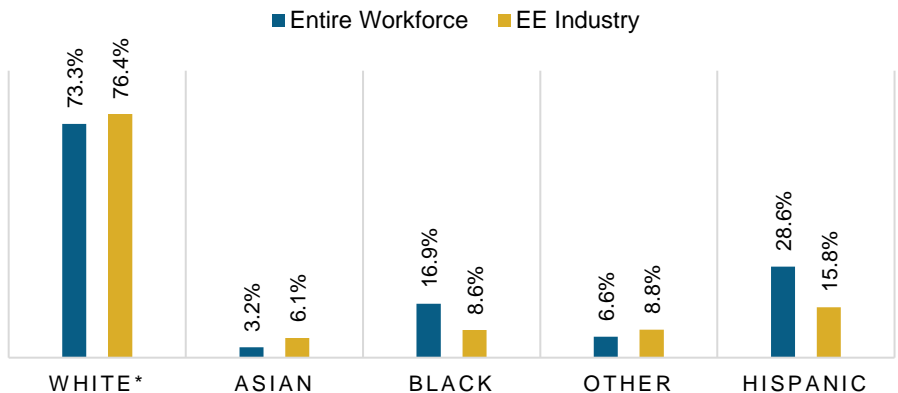


How is EE doing on diversity in Florida?

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 EE businesses.

Florida EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

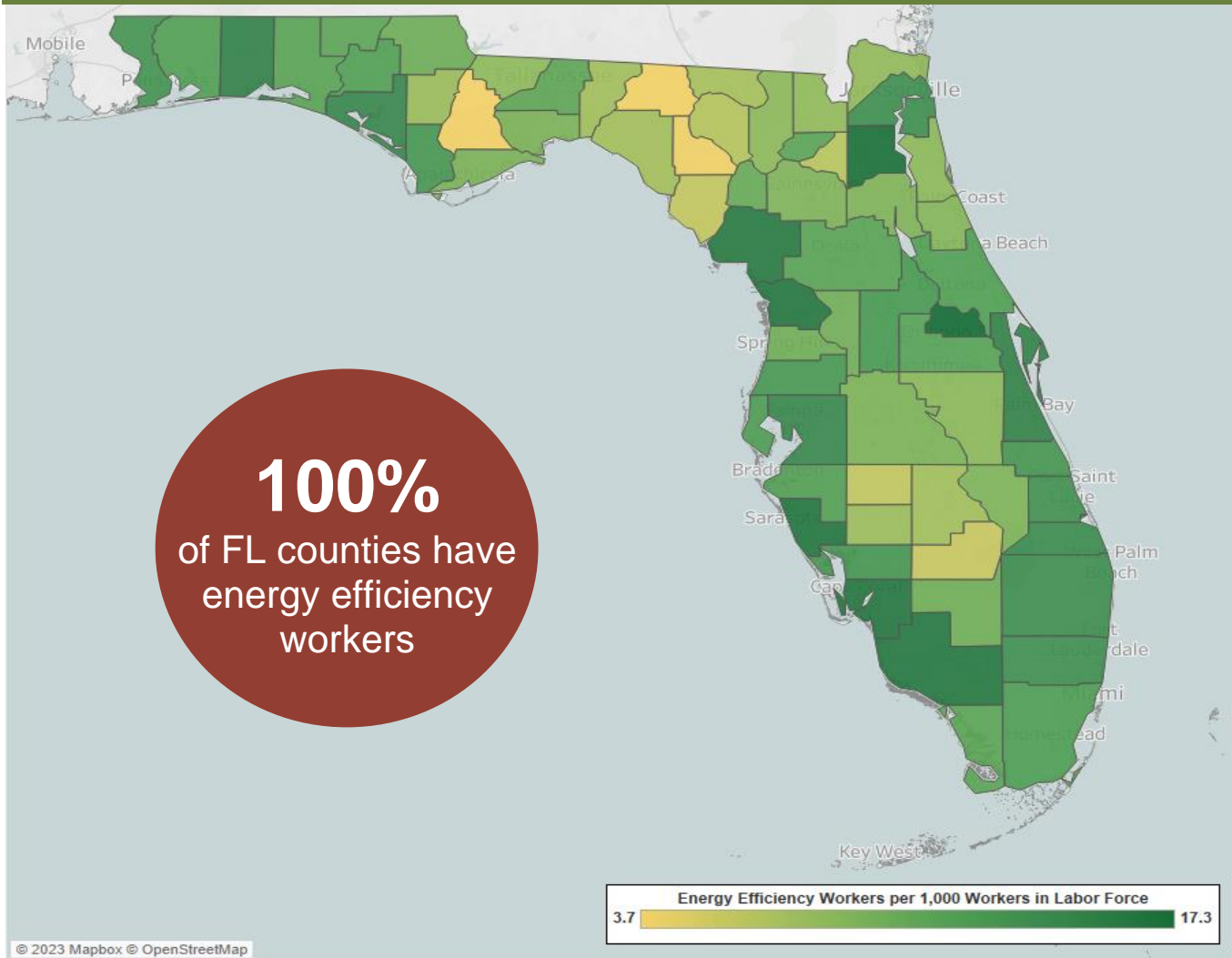
Gender in the Florida EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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	4,701	Orlando-Kissimmee-Sanford	16,373
Crestview-Fort Walton Beach-Destin	1,688	Palm Bay-Melbourne-Titusville	3,506
Deltona-Daytona Beach-Ormond Beach	2,373	Panama City	1,170
Gainesville	1,285	Pensacola-Ferry Pass-Brent	2,341
Jacksonville	9,546	Port St. Lucie	2,210
Lakeland-Winter Haven	2,388	Punta Gorda	681
Miami-Fort Lauderdale-West Palm Beach	34,786	Sebastian-Vero Beach	728
Naples-Immokalee-Marco Island	2,679	Tallahassee	1,918
North Port-Sarasota-Bradenton	4,625	Tampa-St. Petersburg-Clearwater	18,430
Ocala	1,305	Rural	6,173

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,886		11	2,098		21	2,318		31	4,910
2	2,439		12	3,943		22	1,272		32	2,183
3	2,729		13	2,106		23	4,657		33	2,998
4	5,695		14	1,321		24	728		34	3,903
5	2,339		15	1,632		25	7,753		35	7,947
6	3,092		16	2,869		26	1,969		36	1,336
7	1,929		17	4,303		27	3,499		37	2,201
8	2,050		18	1,612		28	3,383		38	2,765
9	427		19	5,135		29	4,222		39	2,250
10	3,482		20	3,233		30	2,962		40	327

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,138		32	975		63	<10		94	1,803
2	865		33	381		64	1,100		95	598
3	583		34	978		65	694		96	682
4	898		35	419		66	1,283		97	696
5	968		36	975		67	705		98	680
6	844		37	1,064		68	1,011		99	1,563
7	859		38	488		69	396		100	1,145
8	1,258		39	1,538		70	1,912		101	461
9	603		40	309		71	674		102	1,087
10	731		41	166		72	1,025		103	1,835
11	1,582		42	853		73	364		104	28
12	1,656		43	41		74	840		105	874
13	1,219		44	966		75	1,082		106	835
14	541		45	524		76	2,172		107	646
15	418		46	1,852		77	873		108	1,136
16	909		47	966		78	1,837		109	763
17	1,054		48	179		79	231		110	235
18	529		49	447		80	1,436		111	786
19	414		50	290		81	1,603		112	4,491
20	1,834		51	1,295		82	6,061		113	473
21	404		52	1,304		83	1,198		114	967
22	755		53	274		84	270		115	1,350
23	198		54	1,198		85	1,521		116	207
24	1,210		55	642		86	1,687		117	355
25	854		56	326		87	774		118	<10
26	466		57	1,136		88	1,054		119	61
27	323		58	1,581		89	2,759		120	797
28	1,920		59	68		90	144			
29	796		60	3,207		91	94			
30	1,524		61	400		92	3,536			
31	628		62	771		93	2,409			

Congressional	
District	Jobs
1	4,072
2	3,906
3	3,802
4	5,920
5	5,902
6	3,543
7	3,540
8	4,166
9	1,989
10	2,120
11	2,596
12	5,082
13	3,583
14	5,450
15	1,641
16	4,946
17	2,735
18	10,915
19	6,368
20	8,966
21	2,067
22	5,384
23	5,176
24	4,052
25	4,022
26	3,280
27	3,679



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.



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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: Except for county data on page 4, all data are from the U.S. Energy and Employment Report, June 2023, 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 E4TheFuture analyses please email: policy@e4thefuture.org

Georgia

Energy Efficiency Jobs in America

55,605
Total Jobs

What are EE Jobs?

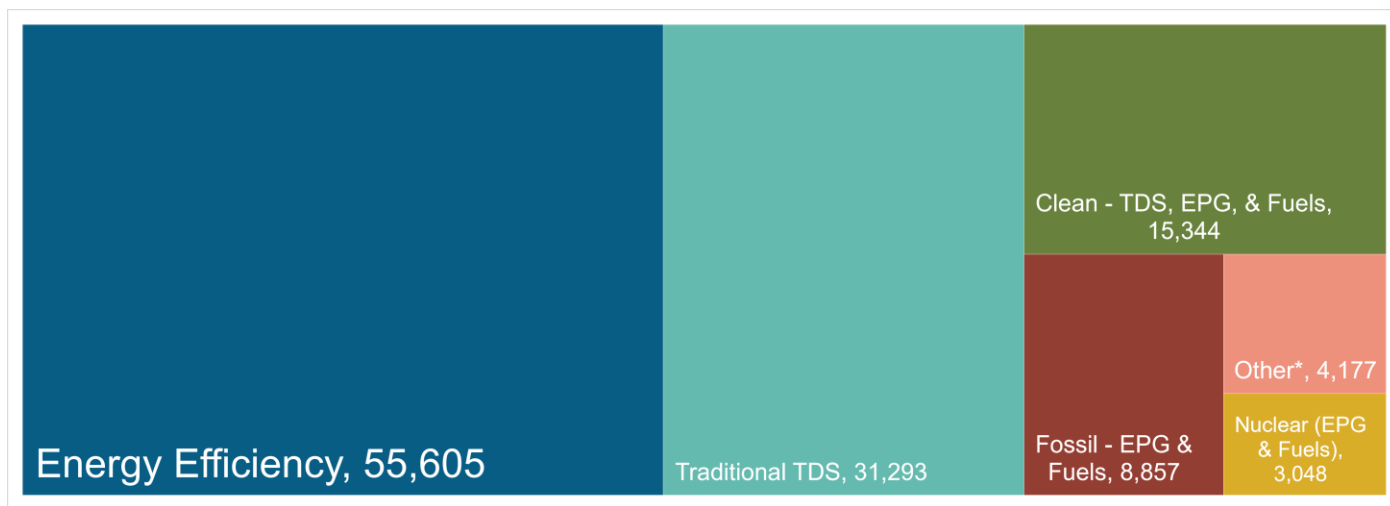
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
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How does EE compare in Georgia?

Energy Efficiency is the largest energy sector in Georgia.



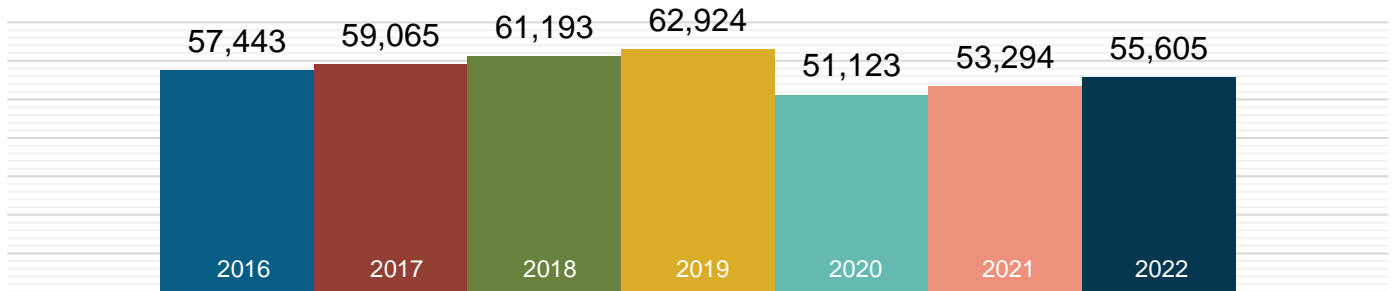
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

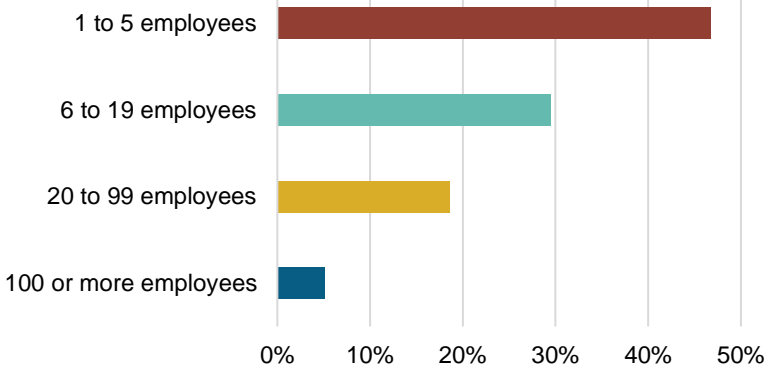
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Georgia?

EE Workers Employed in GA



94.8% of GA EE Businesses Have Fewer Than 100 Employees



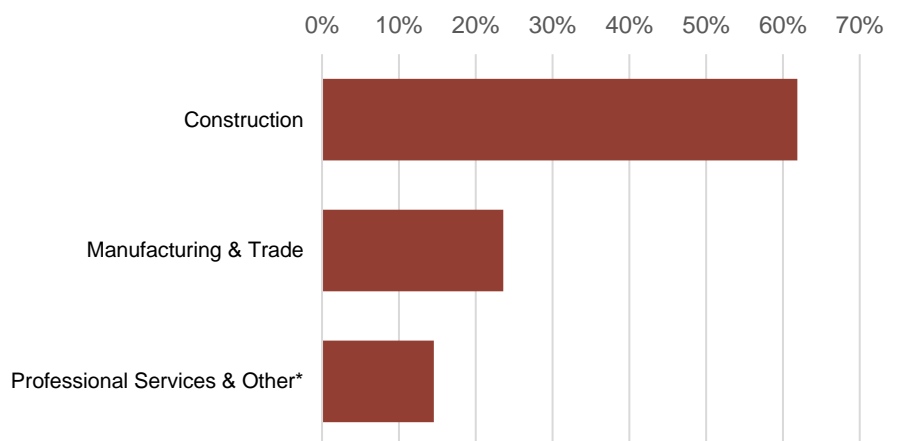
13,597
EE businesses in
Georgia



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

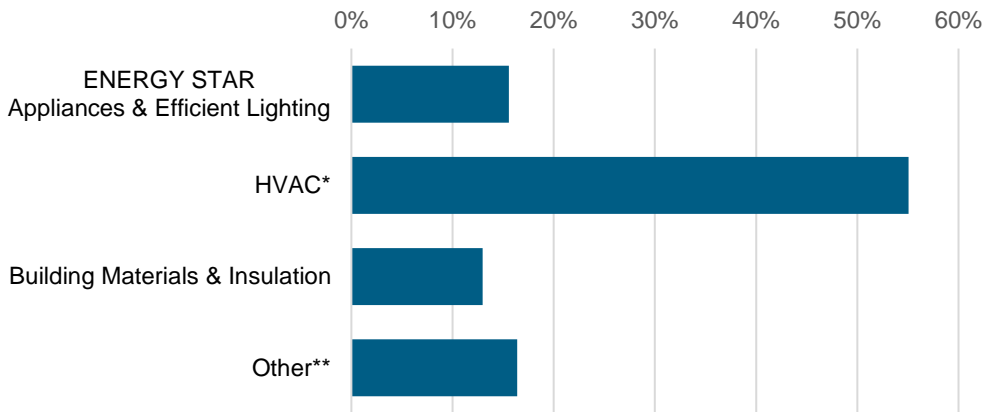


What type of work do energy efficiency firms do?



*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

12%
 of Georgia
 EE workers are
Veterans

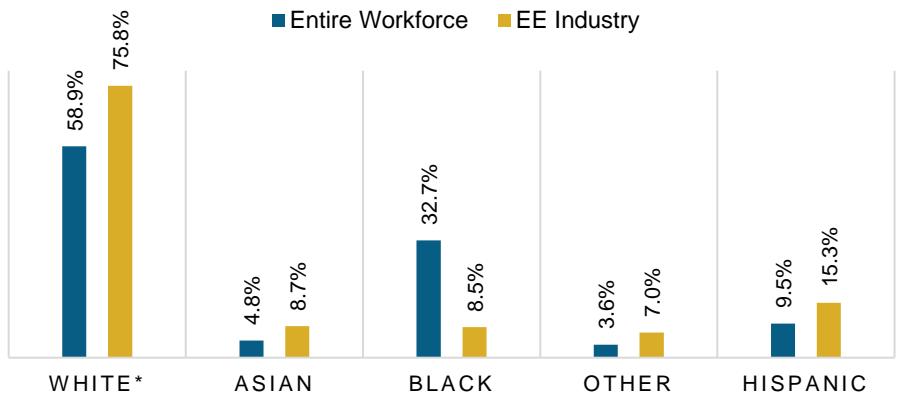


How is EE doing on diversity in Georgia?

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 Georgia 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 EE businesses.

Georgia EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

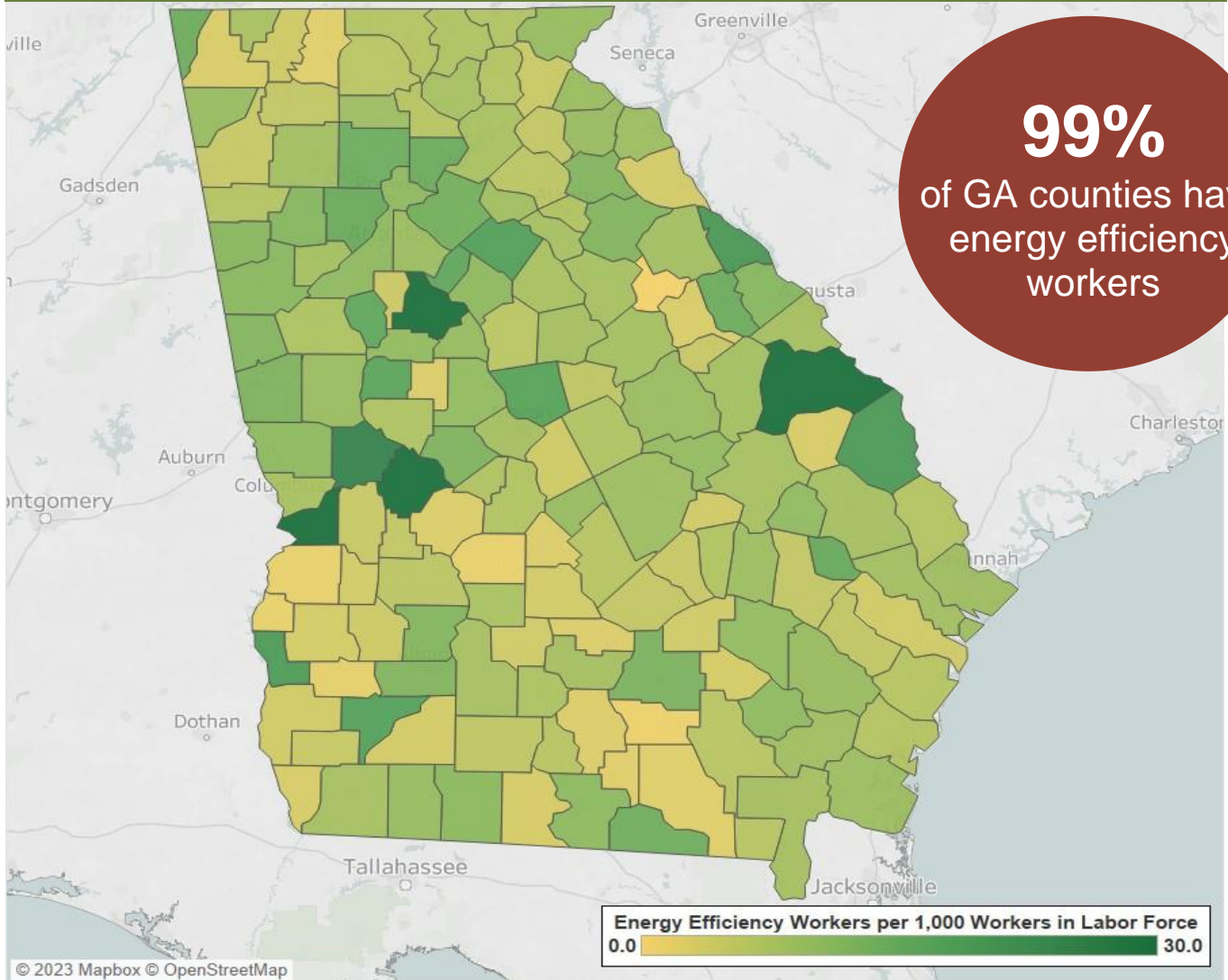
Gender in the Georgia EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional				Metropolitan Areas			
District	Jobs		District	Jobs		Area	Jobs
1	3,514		9	3,776		Albany	686
2	4,174		10	1,719		Athens-Clarke County	659
3	3,612		11	3,482		Atlanta-Sandy Springs-Roswell	39,665
4	6,045		12	2,603		Augusta-Richmond County	1,999
5	7,777		13	1,134		Brunswick	295
6	10,555		14	1,664		Chattanooga	219
7	3,427					Columbus	878
8	2,124					Dalton	233
						Gainesville	762
						Hinesville	78
						Macon	825
						Rome	184
						Savannah	1,625
						Valdosta	539
						Warner Robins	511
						Rural	6,446

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,434	15	862	29	242	43	433
2	479	16	1,616	30	854	44	15
3	946	17	805	31	396	45	492
4	827	18	1,387	32	1,398	46	920
5	3,657	19	333	33	784	47	205
6	6,455	20	223	34	851	48	<10
7	738	21	2,841	35	324	49	1,020
8	1,093	22	1,330	36	3,299	50	423
9	1,657	23	377	37	152	51	621
10	1,698	24	756	38	123	52	467
11	627	25	861	39	114	53	482
12	852	26	468	40	1,768	54	577
13	304	27	1,995	41	477		
14	2,842	28	1,313	42	389		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	311	46	<10	91	300	136	<10
2	487	47	1,222	92	273	137	39
3	<10	48	<10	93	622	138	80
4	255	49	<10	94	187	139	199
5	262	50	<10	95	448	140	225
6	<10	51	1,151	96	<10	141	433
7	875	52	1,040	97	<10	142	208
8	335	53	1,225	98	708	143	427
9	168	54	937	99	<10	144	493
10	100	55	1,015	100	214	145	<10
11	21	56	1,385	101	279	146	21
12	278	57	340	102	<10	147	<10
13	27	58	305	103	174	148	146
14	528	59	281	104	141	149	114
15	419	60	654	105	85	150	152
16	165	61	310	106	<10	151	273
17	390	62	283	107	<10	152	771
18	260	63	700	108	<10	153	<10
19	286	64	433	109	55	154	10
20	923	65	47	110	247	155	394
21	169	66	<10	111	<10	156	132
22	1,506	67	37	112	217	157	202
23	<10	68	11	113	<10	158	362
24	274	69	570	114	162	159	208
25	1,565	70	113	115	<10	160	85
26	147	71	97	116	<10	161	691
27	587	72	16	117	655	162	389
28	275	73	295	118	<10	163	452
29	48	74	363	119	<10	164	179
30	550	75	22	120	210	165	64
31	297	76	284	121	545	166	59
32	313	77	<10	122	255	167	704
33	379	78	15	123	312	168	11
34	2,364	79	1,249	124	480	169	91
35	<10	80	212	125	64	170	98
36	<10	81	2,345	126	117	171	299
37	86	82	470	127	39	172	316
38	366	83	182	128	259	173	74
39	571	84	132	129	218	174	696
40	1,191	85	440	130	48	175	303
41	<10	86	44	131	366	176	<10
42	697	87	311	132	17	177	<10
43	<10	88	<10	133	332	178	87
44	<10	89	<10	134	595	179	<10
45	736	90	576	135	44	180	92



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Hawaii

Energy Efficiency Jobs in America

5,517

Total Jobs

What are EE Jobs?

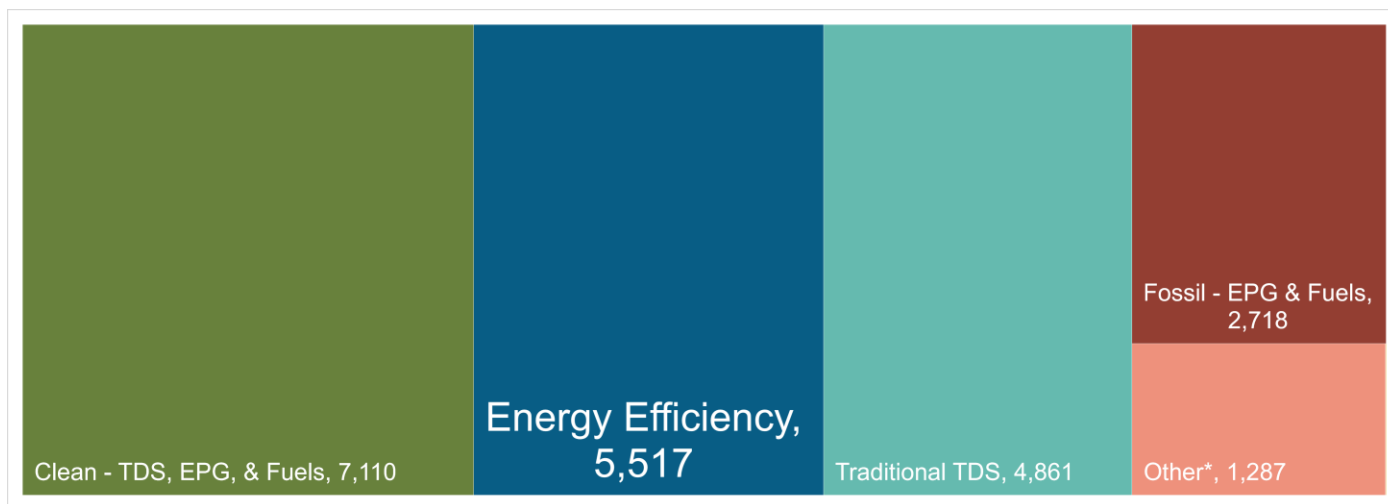
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What do EE workers do?

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How does EE compare in Hawaii?

Energy Efficiency is the second largest energy sector in Hawaii.



TDS = Transmission, Distribution & Storage

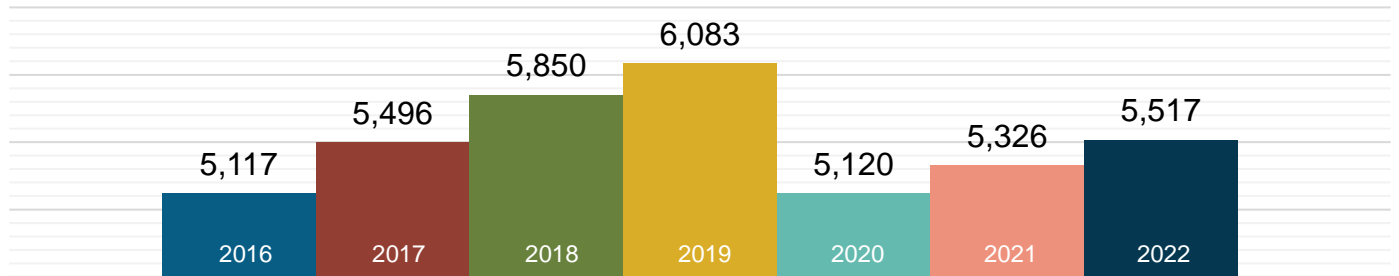
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = <10

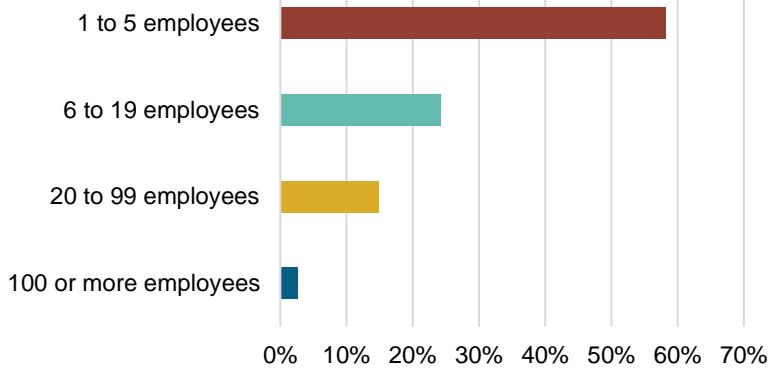
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Hawaii?

EE Workers Employed in HI



97.3% of HI EE Businesses Have Fewer Than 100 Employees



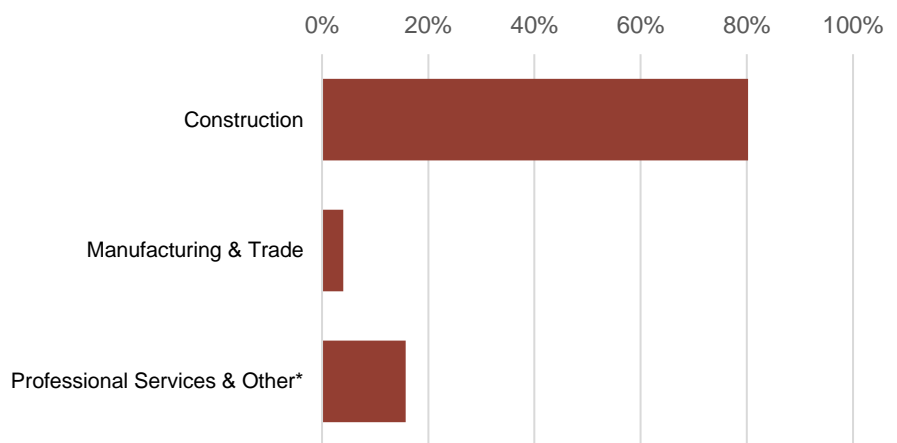
1,470
EE businesses in
Hawaii



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

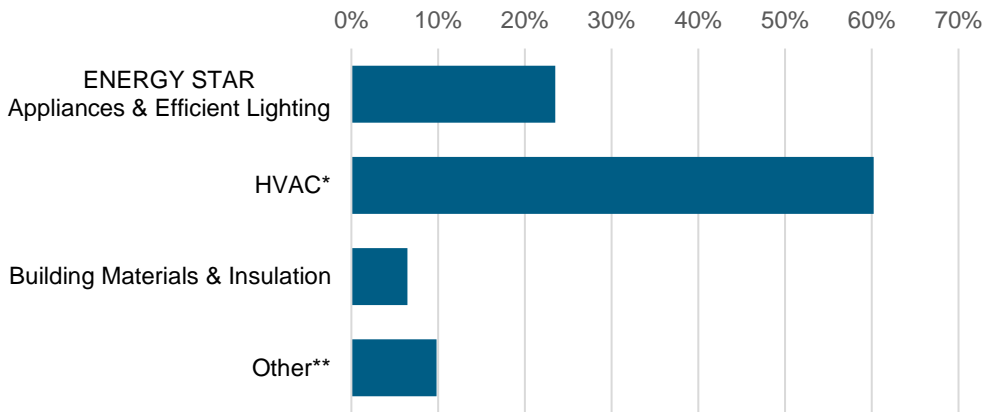


What type of work do energy efficiency firms do?



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What energy efficiency sectors employ the most workers?



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

9%
 of Hawaii
 EE workers are
Veterans

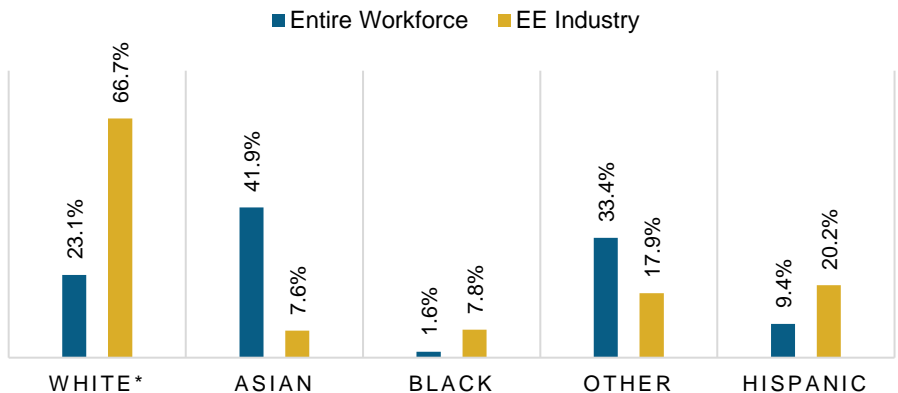


How is EE doing on diversity in Hawaii?

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 EE businesses.

Hawaii EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

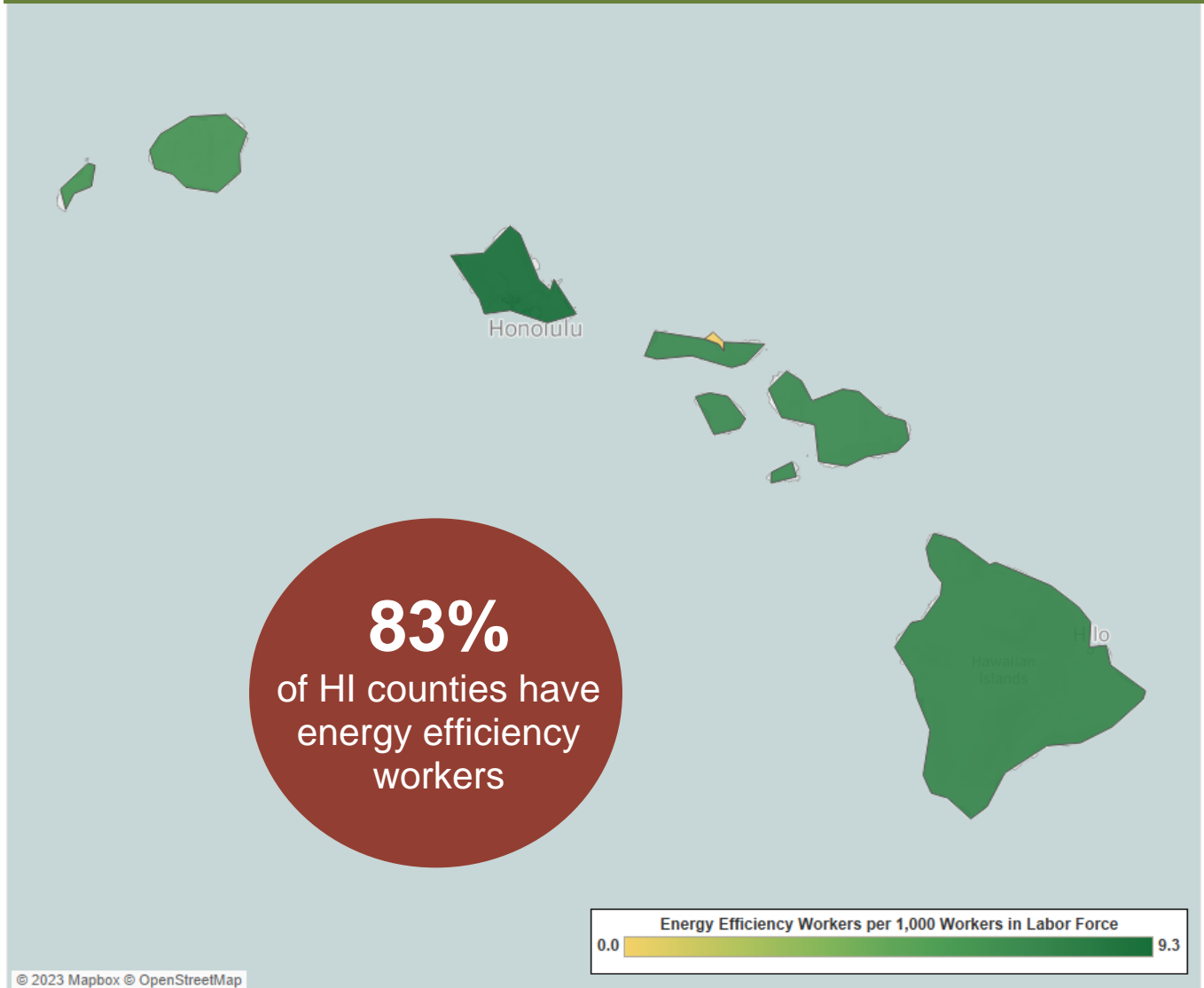
Gender in the Hawaii EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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	3,868	Honolulu	4,208
2	1,649	Rural	1,308

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	233		11	925		21	28
2	41		12	<10		22	25
3	230		13	167		23	101
4	125		14	399		24	110
5	260		15	1,618		25	11
6	177		16	67			
7	89		17	169			
8	234		18	79			
9	249		19	33			
10	71		20	77			

State House of Representatives							
District	Jobs		District	Jobs		District	Jobs
1	319		18	121		35	173
2	<10		19	63		36	86
3	40		20	<10		37	<10
4	<10		21	70		38	<10
5	233		22	2,499		39	108
6	<10		23	29		40	<10
7	30		24	<10		41	<10
8	260		25	166		42	<10
9	<10		26	<10		43	27
10	160		27	<10		44	<10
11	14		28	283		45	36
12	65		29	<10		46	<10
13	21		30	214		47	88
14	65		31	<10		48	<10
15	136		32	<10		49	108
16	28		33	<10		50	<10
17	60		34	<10		51	10



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Idaho

Energy Efficiency Jobs in America

9,112

Total Jobs

What are EE Jobs?

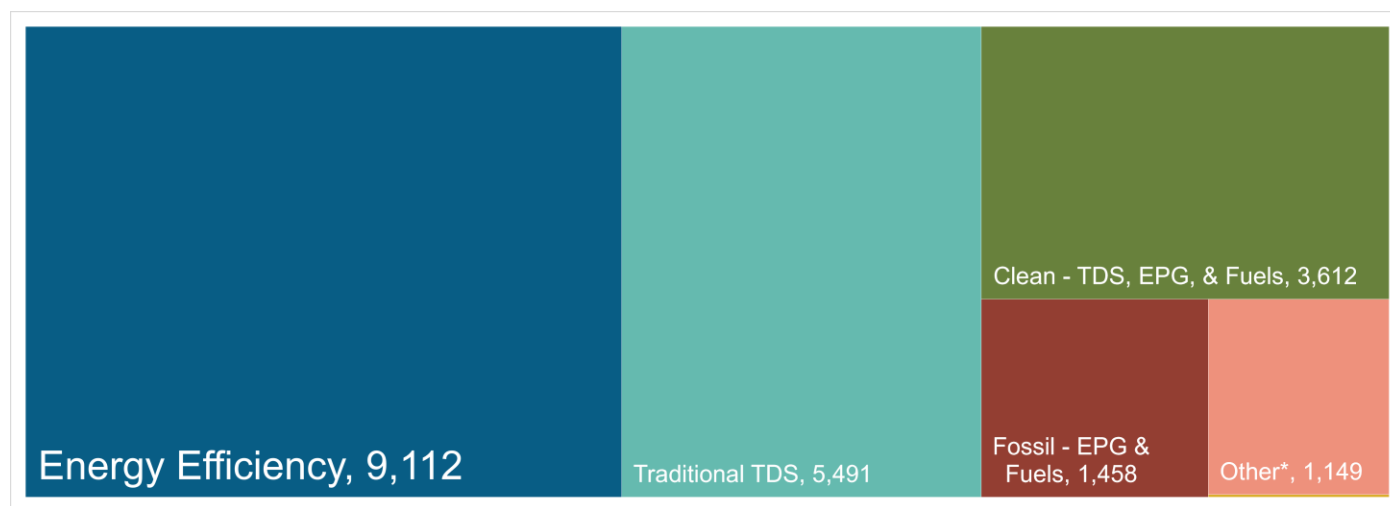
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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 Idaho?

Energy Efficiency is the largest energy sector in Idaho.



TDS = Transmission, Distribution & Storage

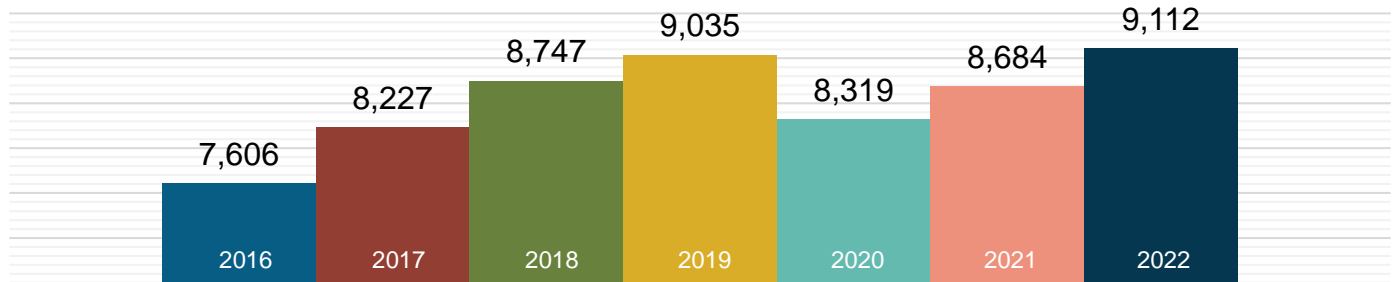
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 15

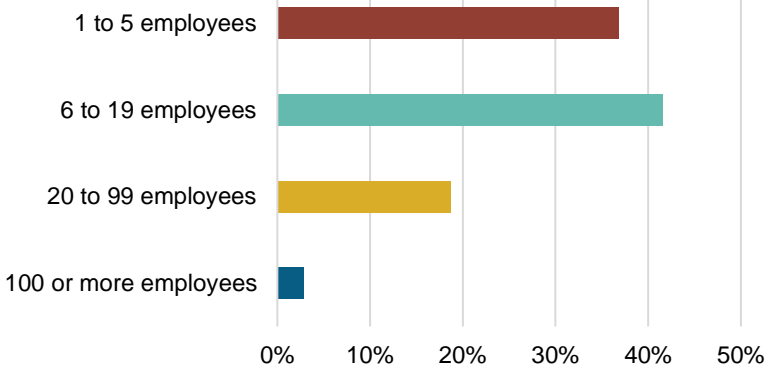
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Idaho?

EE Workers Employed in ID



97.1% of ID EE Businesses Have Fewer Than 100 Employees



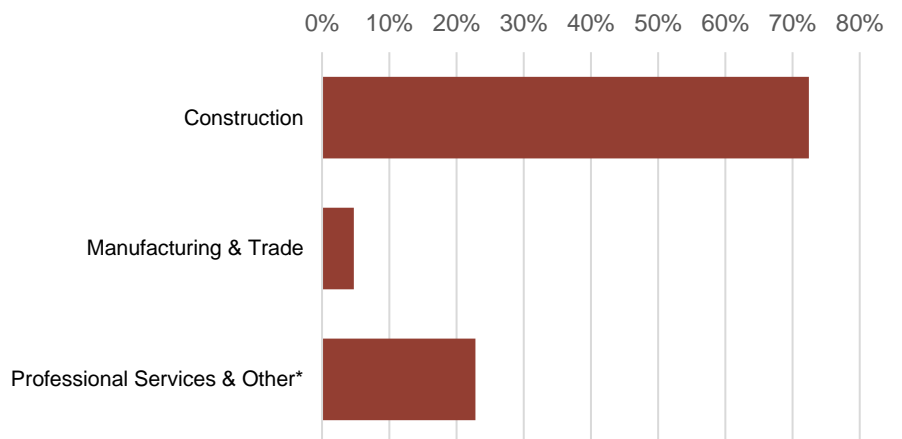
1,350
EE businesses in
Idaho



EE construction
workers comprise
11% of Idaho's
construction workforce

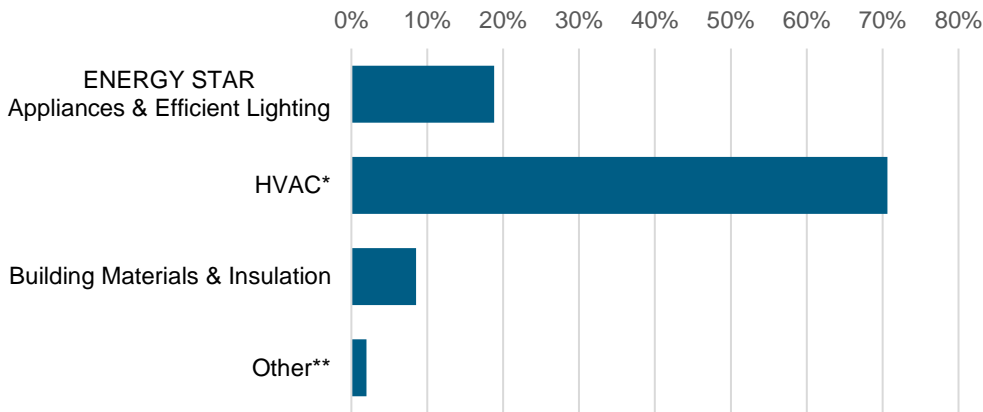


What type of work do energy efficiency firms do?



*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?



*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services

7%
 of Idaho
 EE workers are
Veterans

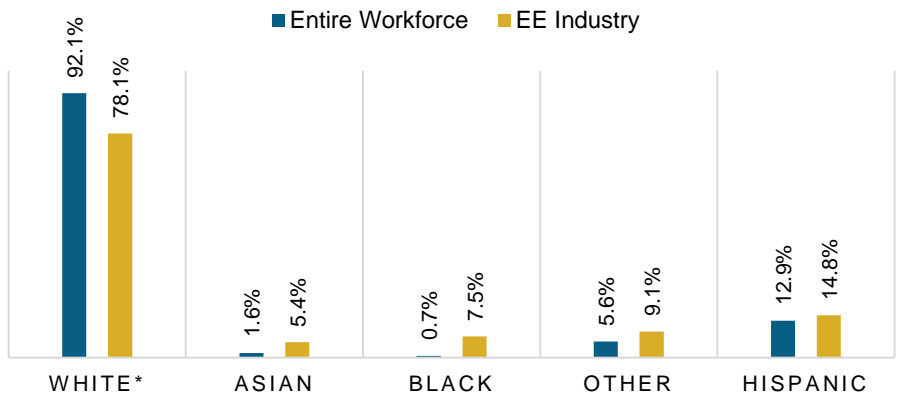


How is EE doing on diversity in Idaho?

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 EE businesses.

Idaho EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

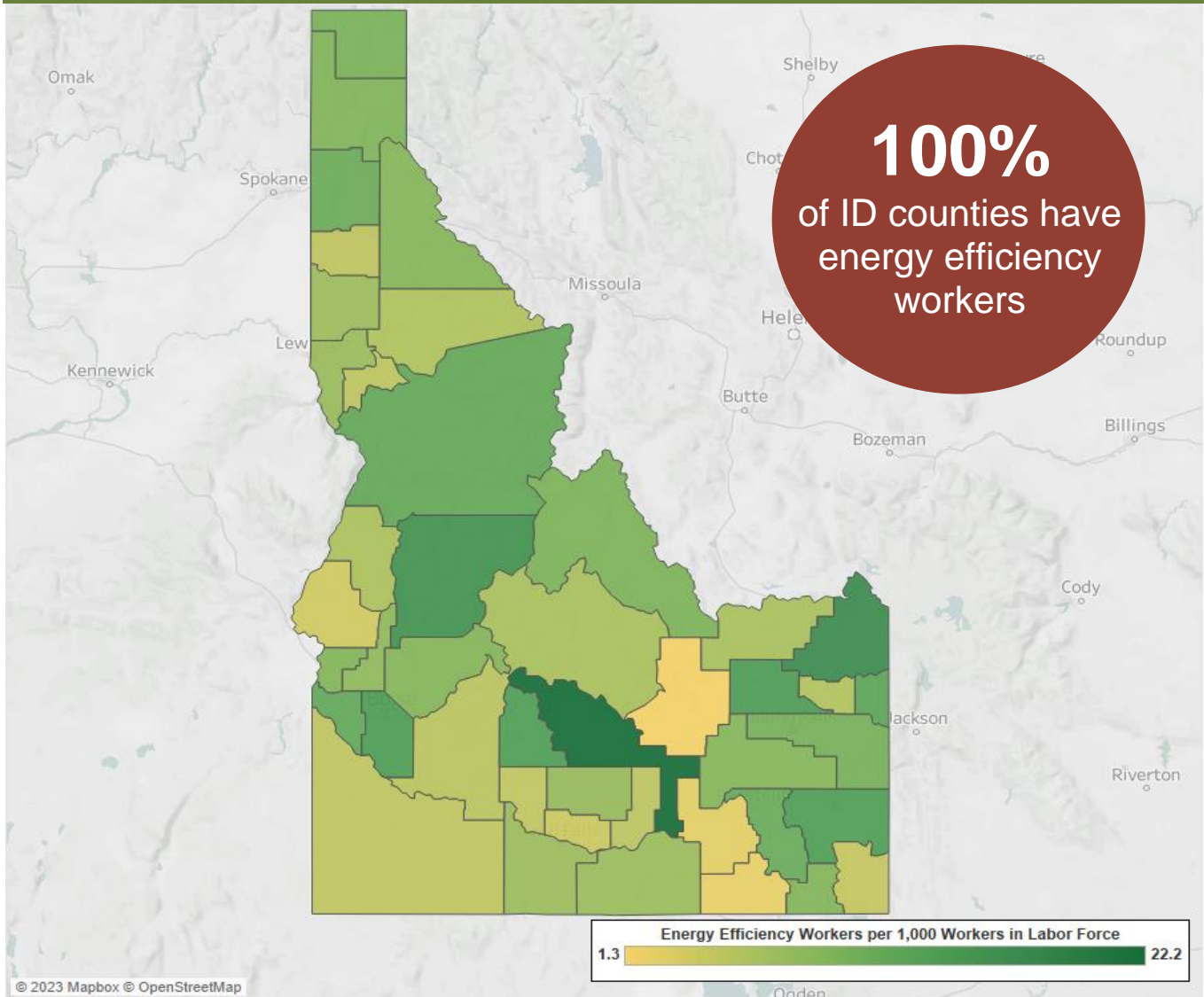
Gender in the Idaho EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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	5,443	Boise City-Nampa	4,929
2	3,669	Coeur d'Alene	749
		Idaho Falls	735
		Lewiston	163
		Logan	38
		Pocatello	407
		Rural	2,092

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	364		11	245		21	<10		31	101
2	919		12	<10		22	<10		32	188
3	<10		13	<10		23	158		33	<10
4	<10		14	844		24	441		34	194
5	154		15	439		25	180		35	133
6	323		16	246		26	415			
7	227		17	191		27	194			
8	1,261		18	45		28	481			
9	186		19	<10		29	<10			
10	442		20	<10		30	740			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs
1	363		28	480		55	<10
2	917		29	<10		56	<10
3	<10		30	738		57	<10
4	<10		31	100		58	<10
5	153		32	188		59	<10
6	322		33	<10		60	<10
7	226		34	194		61	<10
8	1,285		35	132		62	<10
9	186		36	<10		63	<10
10	440		37	<10		64	<10
11	244		38	<10		65	<10
12	<10		39	<10		66	<10
13	<10		40	<10		67	<10
14	840		41	<10		68	<10
15	438		42	<10		69	<10
16	245		43	<10		70	<10
17	191		44	<10			
18	45		45	<10			
19	<10		46	<10			
20	<10		47	<10			
21	<10		48	<10			
22	<10		49	<10			
23	158		50	<10			
24	440		51	<10			
25	179		52	<10			
26	415		53	<10			
27	193		54	<10			



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Illinois

Energy Efficiency Jobs in America

84,351

Total Jobs

What are EE Jobs?

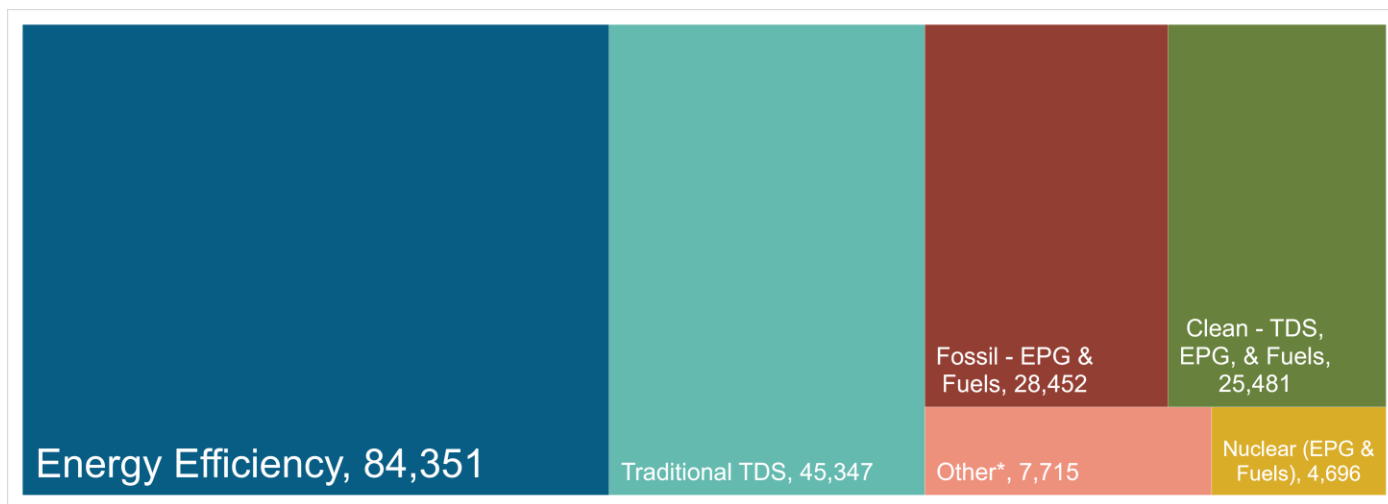
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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 Illinois?

Energy Efficiency is the largest energy sector in Illinois.



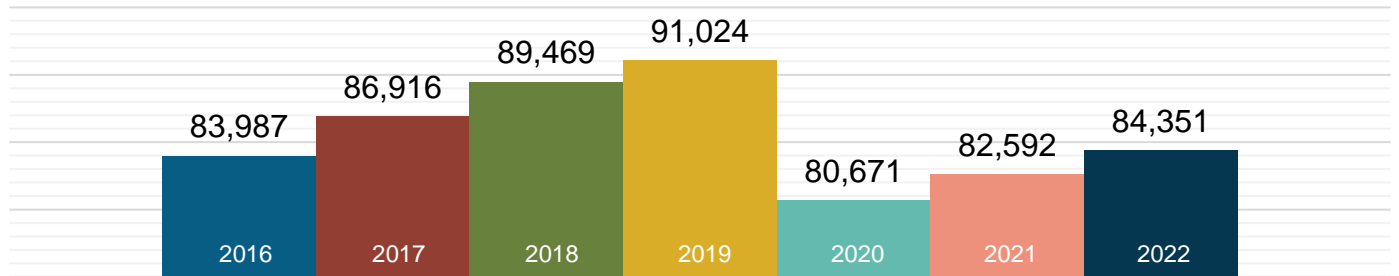
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

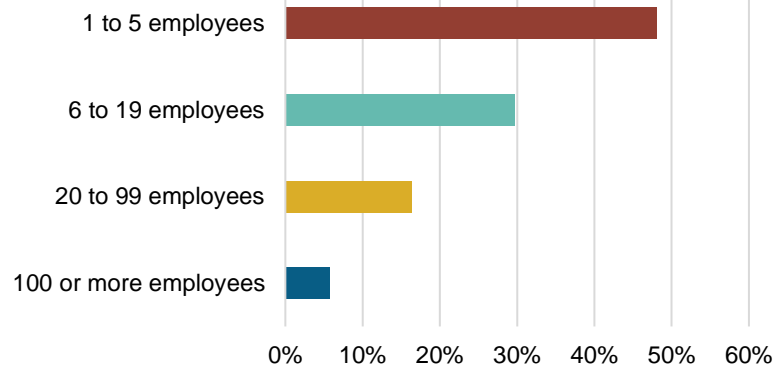
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Illinois?

EE Workers Employed in IL



94.2% of IL EE Businesses Have Fewer Than 100 Employees



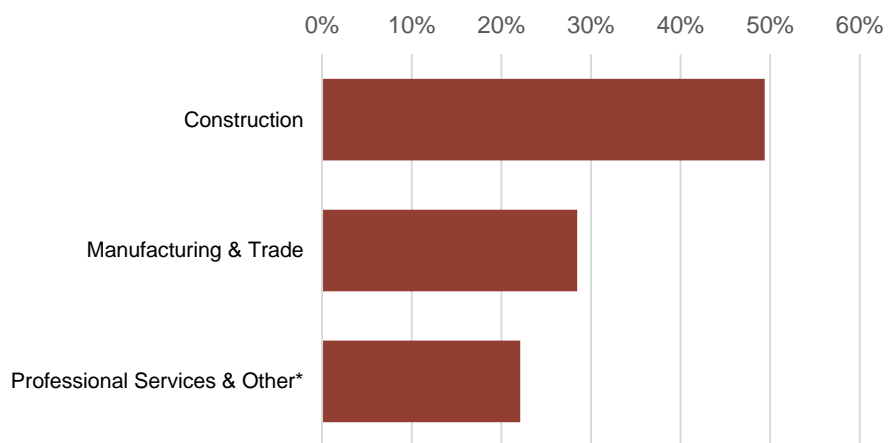
15,451
EE businesses in
Illinois



EE construction
workers comprise
18% of Illinois's
construction workforce

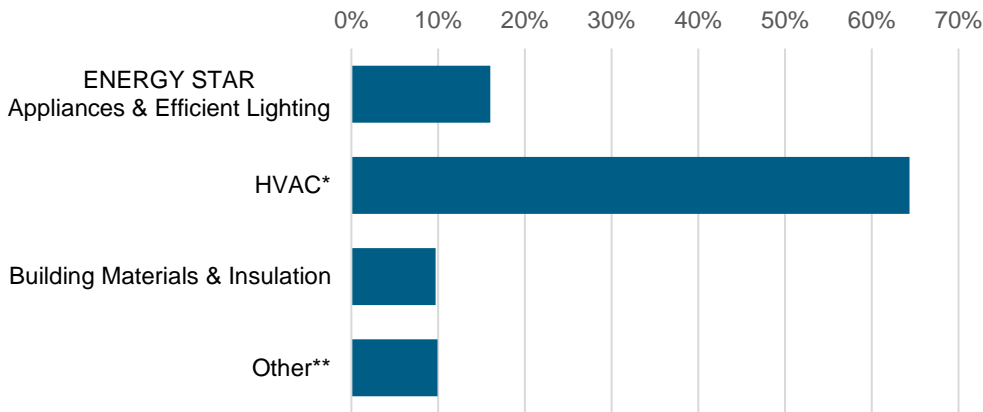


What type of work do energy efficiency firms do?



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

8%
 of Illinois
 EE workers are
Veterans

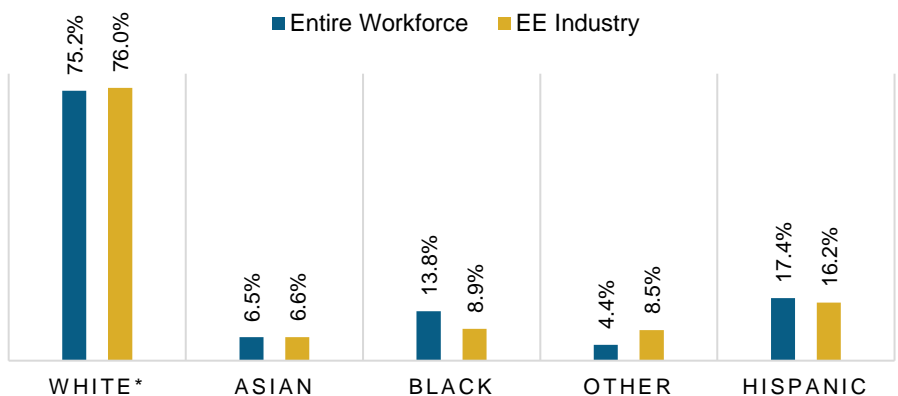


How is EE doing on diversity in Illinois?

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 EE businesses.

Illinois EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

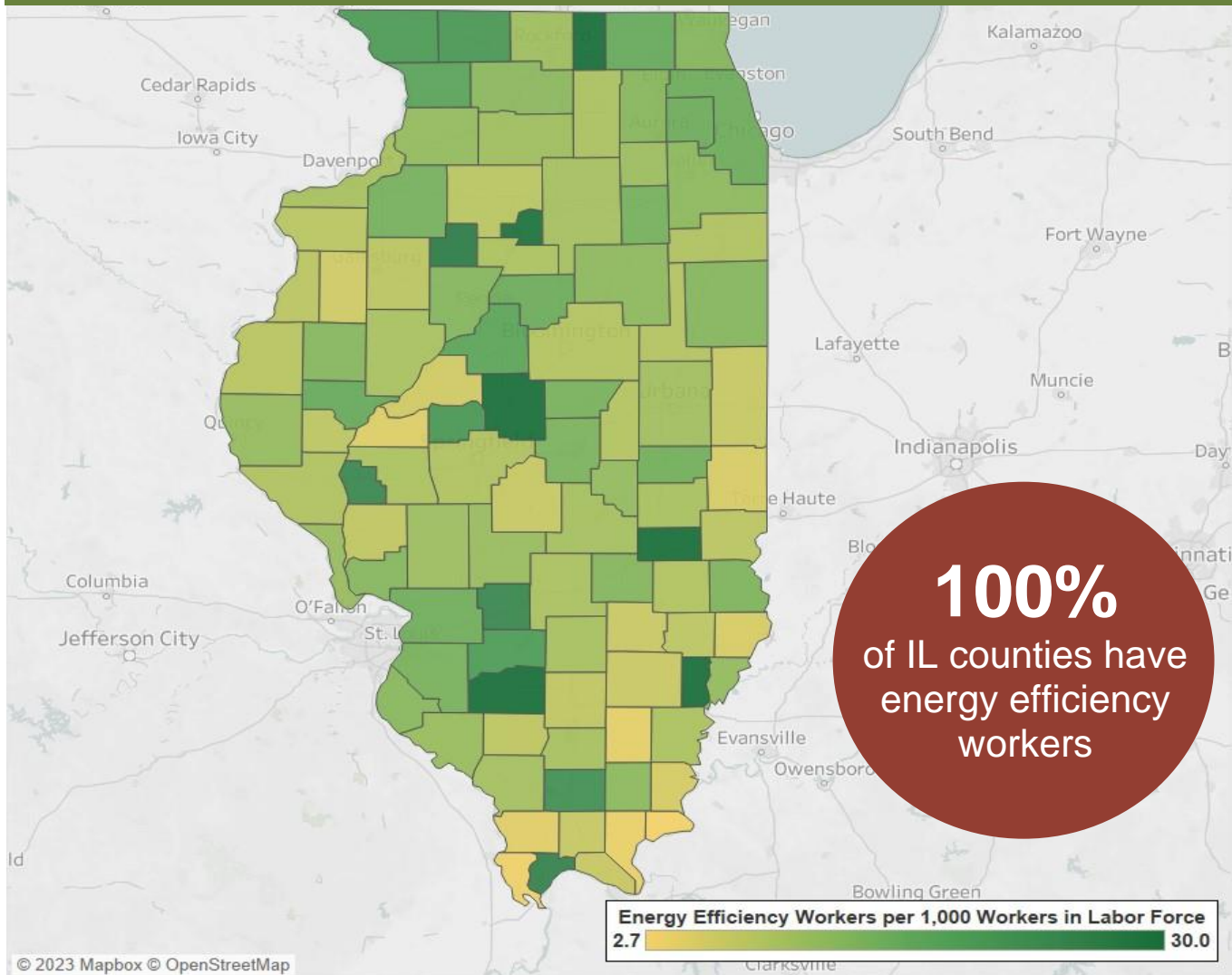
Gender in the Illinois EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	4,853	10	4,053	Bloomington	813	Rockford	2,096
2	2,003	11	2,659	Cape Girardeau	<10	Springfield	1,188
3	3,897	12	4,799	Champaign-Urbana	1,063	St. Louis	3,487
4	3,874	13	4,998	Chicago-Naperville-Elgin	61,650	Rural	9,530
5	7,180	14	2,627	Danville	174		
6	9,962	15	3,390	Davenport-Moline-Rock Island	929		
7	12,286	16	4,461	Decatur	652		
8	2,872	17	4,019	Kankakee	376		
9	3,995	18	2,422	Peoria	2,389		

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,291		16	640		31	702		46	729
2	2,076		17	490		32	896		47	1,078
3	12,232		18	176		33	358		48	2,189
4	2,373		19	1,424		34	1,844		49	97
5	585		20	<10		35	728		50	754
6	1,307		21	3,168		36	1,432		51	1,708
7	614		22	2,578		37	2,241		52	915
8	2,659		23	3,773		38	1,572		53	527
9	2,559		24	2,034		39	363		54	1,755
10	1,084		25	2,721		40	212		55	1,275
11	270		26	3,561		41	611		56	802
12	240		27	2,442		42	<10		57	615
13	134		28	<10		43	621		58	1,218
14	1,926		29	992		44	2,326		59	960
15	1,367		30	335		45	762			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	843		32	<10		63	845		94	577
2	444		33	<10		64	49		95	1,050
3	1,164		34	470		65	358		96	1,137
4	906		35	176		66	<10		97	97
5	8,274		36	<10		67	1,190		98	<10
6	4,091		37	1,238		68	647		99	291
7	1,872		38	182		69	297		100	461
8	496		39	<10		70	424		101	693
9	583		40	<10		71	1,119		102	1,011
10	<10		41	1,849		72	310		103	469
11	1,045		42	1,316		73	1,579		104	444
12	264		43	1,733		74	658		105	141
13	419		44	840		75	1,126		106	384
14	197		45	2,480		76	437		107	753
15	2,345		46	1,288		77	<10		108	1,003
16	317		47	2,029		78	355		109	811
17	2,094		48	<10		79	213		110	461
18	459		49	1,482		80	<10		111	377
19	247		50	1,237		81	447		112	424
20	834		51	2,541		82	161		113	446
21	68		52	1,019		83	<10		114	168
22	202		53	1,296		84	<10		115	778
23	240		54	1,147		85	229		116	437
24	<10		55	<10		86	390		117	616
25	134		56	<10		87	1,468		118	342
26	<10		57	<10		88	857			
27	1,420		58	990		89	677			
28	502		59	186		90	84			
29	1,193		60	147		91	250			
30	170		61	485		92	481			
31	639		62	216		93	499			



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Indiana

Energy Efficiency Jobs in America

50,721

Total Jobs

What are EE Jobs?

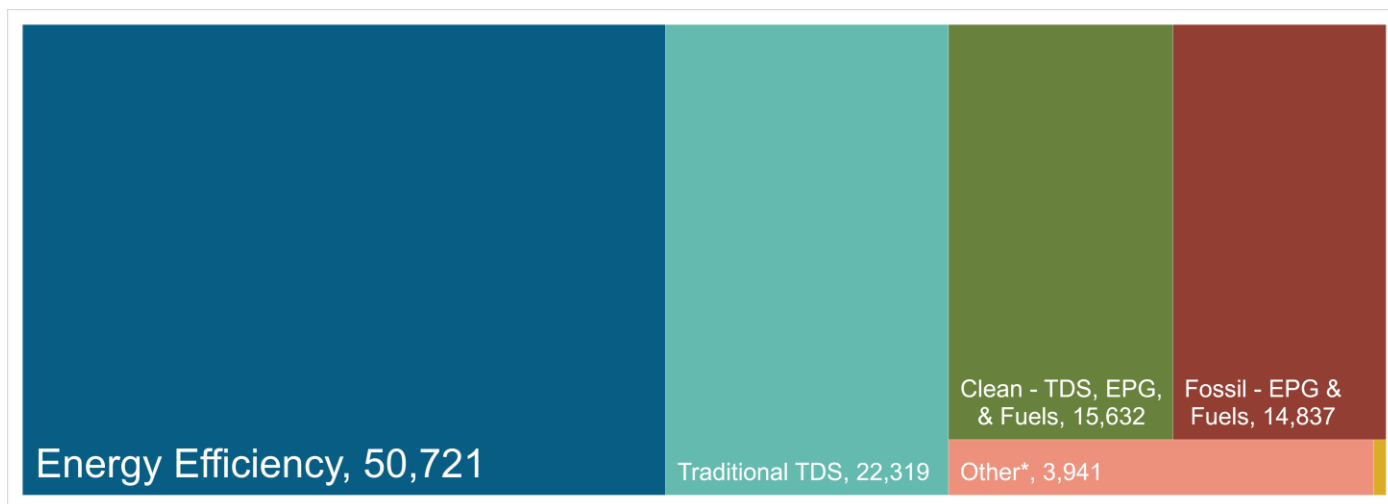
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- **Manufacture and install** high efficiency systems, controls, windows, insulation and ENERGY STAR-certified appliances and products in existing and new homes, commercial & industrial buildings.
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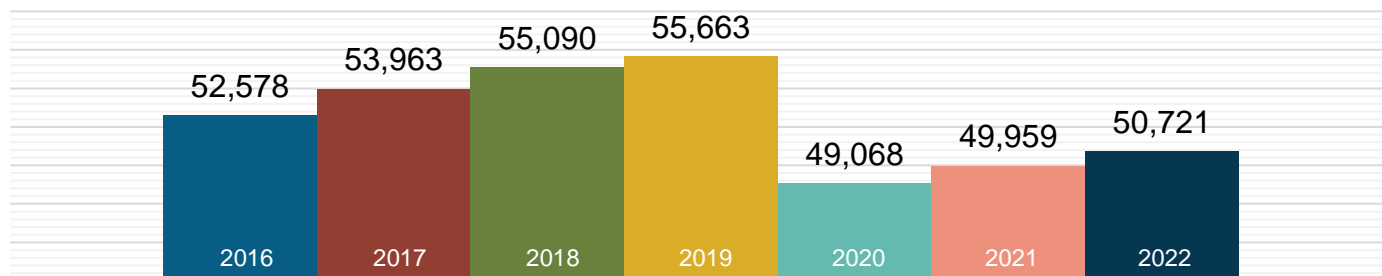
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Nuclear (EPG & Fuels) = 119

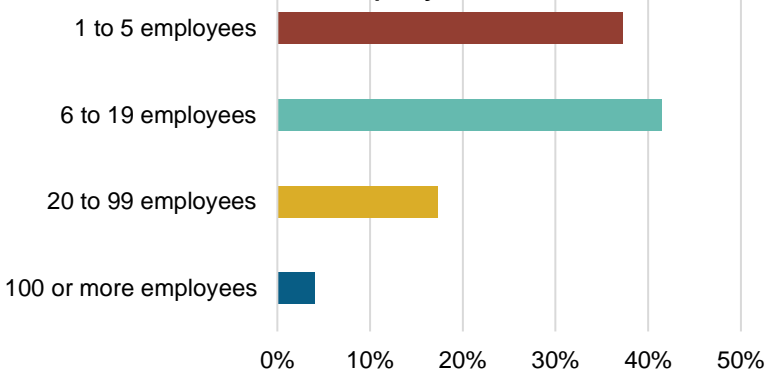
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What does EE look like in Indiana?

EE Workers Employed in IN



96% of IN EE Businesses Have Fewer Than 100 Employees



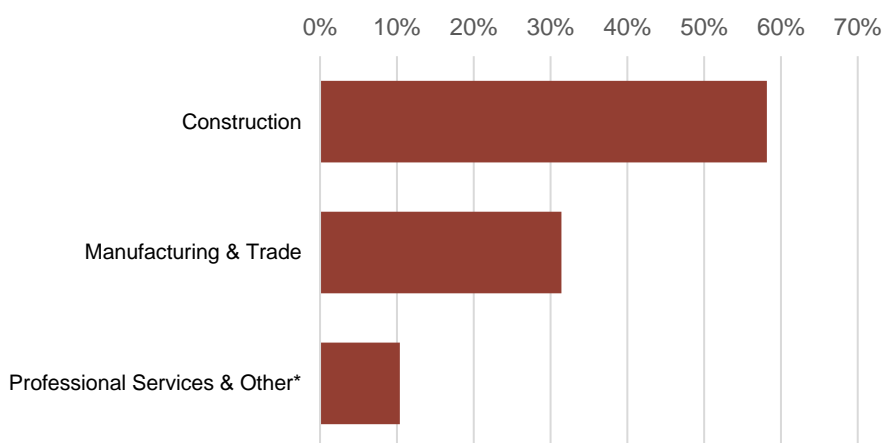
8,316
EE businesses in
Indiana



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

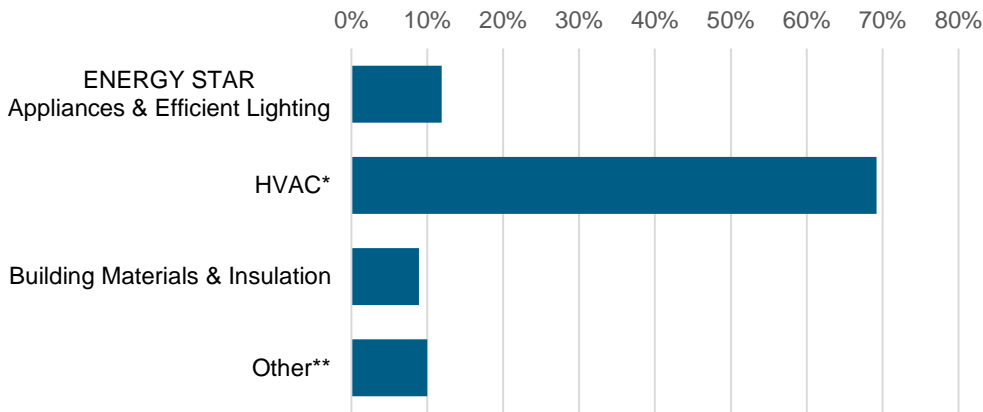


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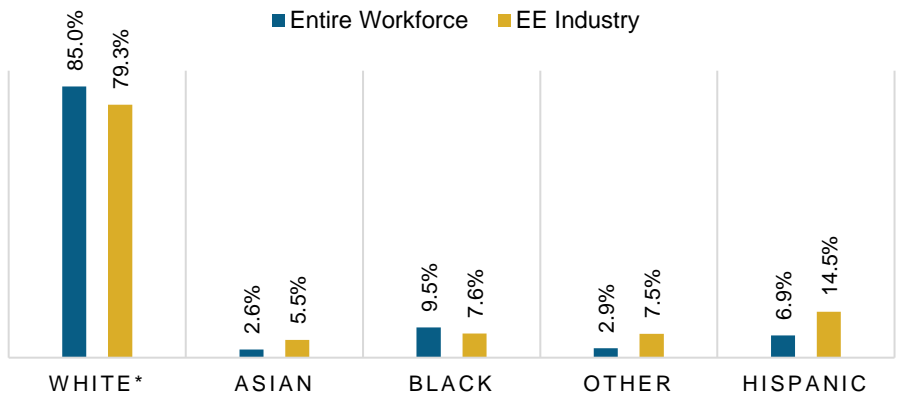


How is EE doing on diversity in Indiana?

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Indiana EE Industry by Race and Ethnicity



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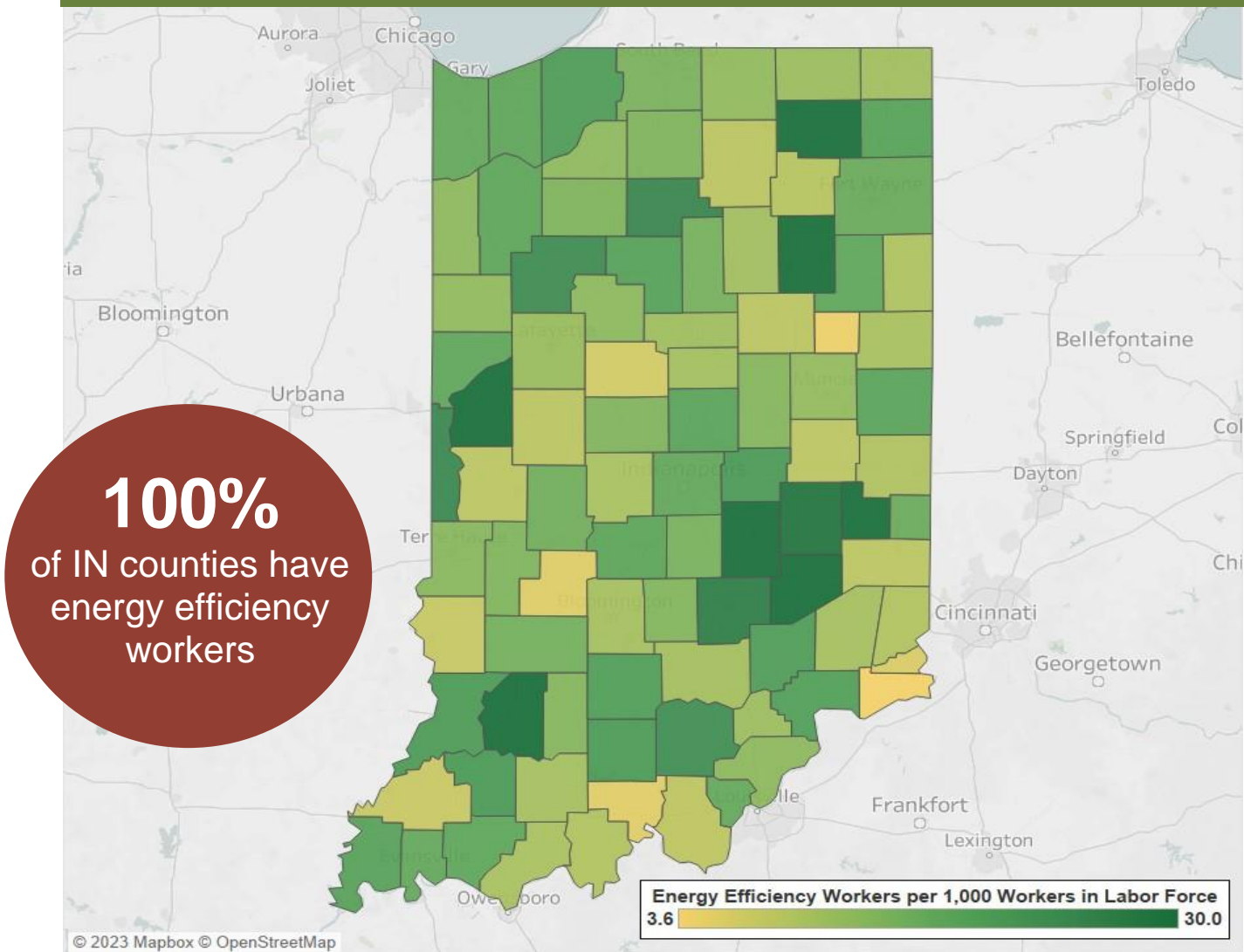
Gender in the Indiana EE Workforce



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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	5,259	Bloomington	740
2	6,356	Chicago-Naperville-Elgin	4,546
3	7,366	Cincinnati	169
4	5,255	Columbus	1,353
5	7,094	Elkhart-Goshen	1,738
6	5,149	Evansville	2,276
7	4,103	Fort Wayne	3,533
8	6,103	Indianapolis-Carmel-Anderson	18,570
9	4,038	Kokomo	386
		Lafayette-West Lafayette	1,168
		Louisville/Jefferson County	1,597
		Michigan City-La Porte	809
		Muncie	546
		South Bend-Mishawaka	1,770
		Terre Haute	872
		Rural	10,649

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	1,601	16	1,044	31	268	46	112
2	1,197	17	1,082	32	969	47	902
3	179	18	1,671	33	1,859	48	729
4	1,952	19	552	34	<10	49	1,485
5	533	20	2,233	35	757	50	480
6	404	21	413	36	862		
7	2,090	22	80	37	719		
8	881	23	1,077	38	771		
9	2,058	24	986	39	1,682		
10	1,284	25	1,039	40	504		
11	597	26	484	41	789		
12	286	27	994	42	443		
13	3,015	28	1,556	43	841		
14	1,606	29	1,065	44	289		
15	618	30	2,286	45	1,395		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	457	28	974	55	529	82	1,923
2	412	29	936	56	438	83	69
3	307	30	376	57	1,279	84	362
4	1,413	31	499	58	<10	85	79
5	974	32	220	59	248	86	797
6	1,051	33	332	60	449	87	216
7	446	34	109	61	214	88	188
8	918	35	202	62	218	89	971
9	<10	36	460	63	568	90	<10
10	364	37	989	64	1,068	91	549
11	705	38	46	65	265	92	350
12	417	39	1,081	66	495	93	<10
13	1,245	40	128	67	600	94	48
14	490	41	24	68	95	95	255
15	<10	42	569	69	45	96	1,907
16	562	43	523	70	912	97	191
17	393	44	632	71	1,122	98	<10
18	992	45	632	72	<10	99	<10
19	<10	46	492	73	176	100	<10
20	33	47	1,085	74	336		
21	1,102	48	62	75	394		
22	366	49	127	76	227		
23	652	50	1,792	77	872		
24	2,425	51	601	78	<10		
25	436	52	1,294	79	251		
26	15	53	417	80	293		
27	409	54	370	81	171		



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Data Source: Except for county data on page 4, all data are from the U.S. Energy and Employment Report, June 2023, 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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Iowa

Energy Efficiency Jobs in America

19,343
Total Jobs

What are EE Jobs?

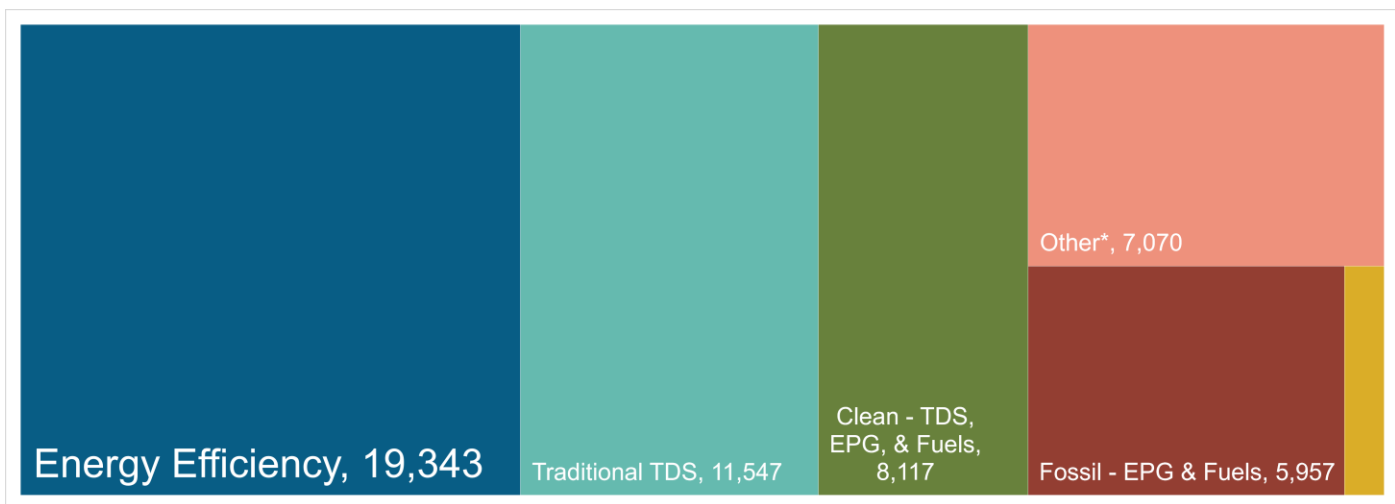
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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

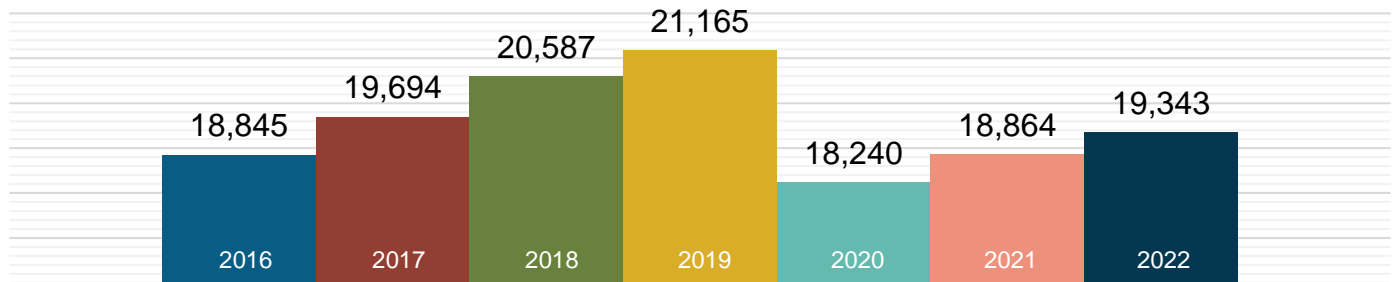
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 750

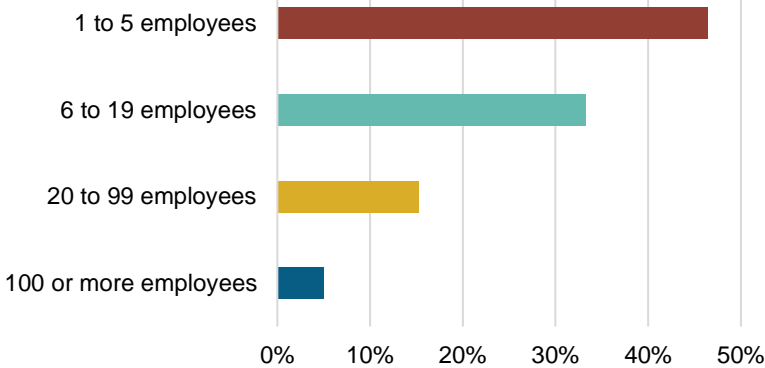
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Iowa?

EE Workers Employed in IA



95% of IA EE Businesses Have Fewer Than 100 Employees



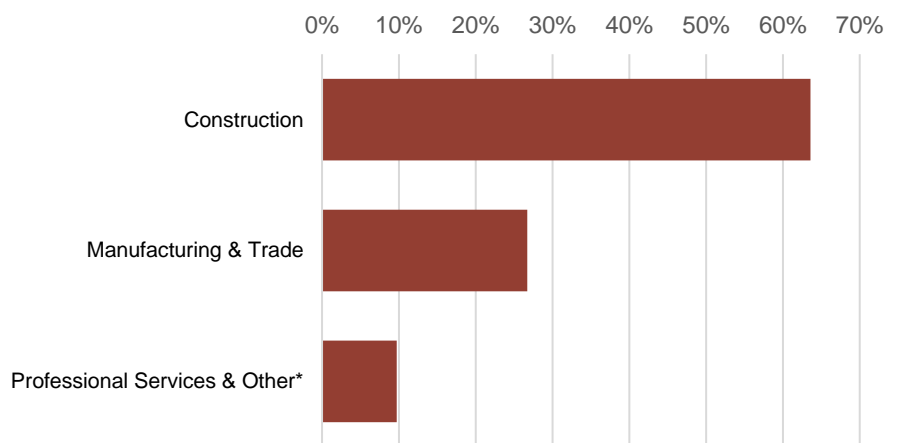
3,043
EE businesses in
Iowa



EE construction
workers comprise
16% of Iowa's
construction workforce

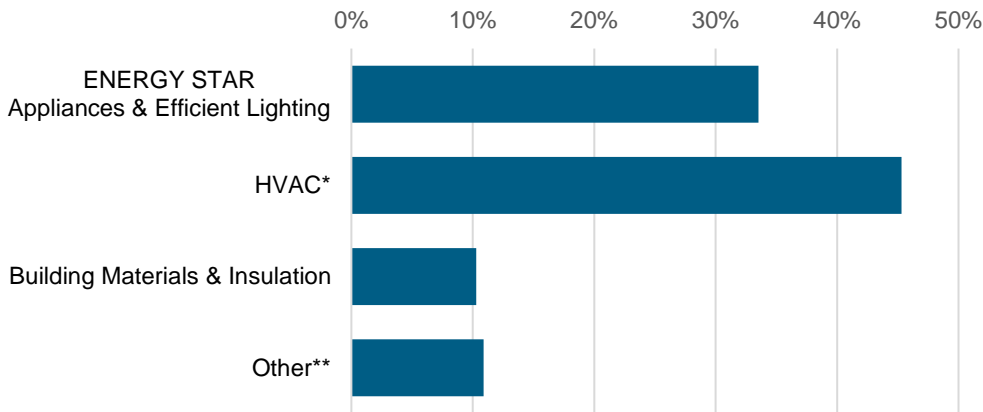


What type of work do energy efficiency firms do?



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

9%
 of Iowa
 EE workers are
Veterans

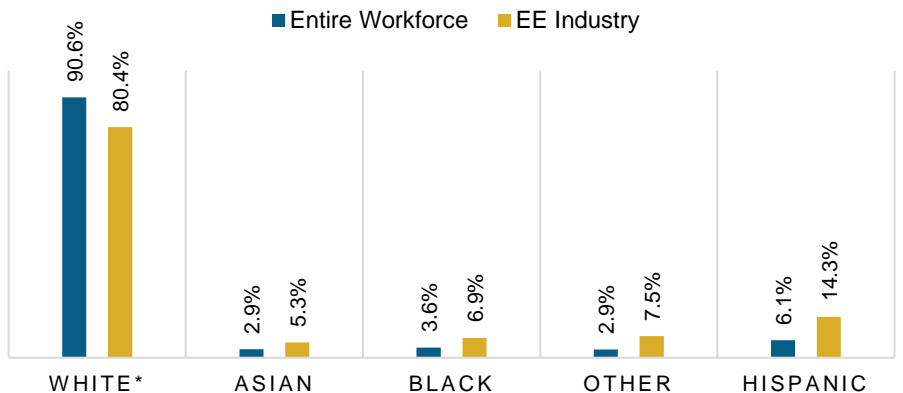


How is EE doing on diversity in Iowa?

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 EE businesses.

Iowa EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

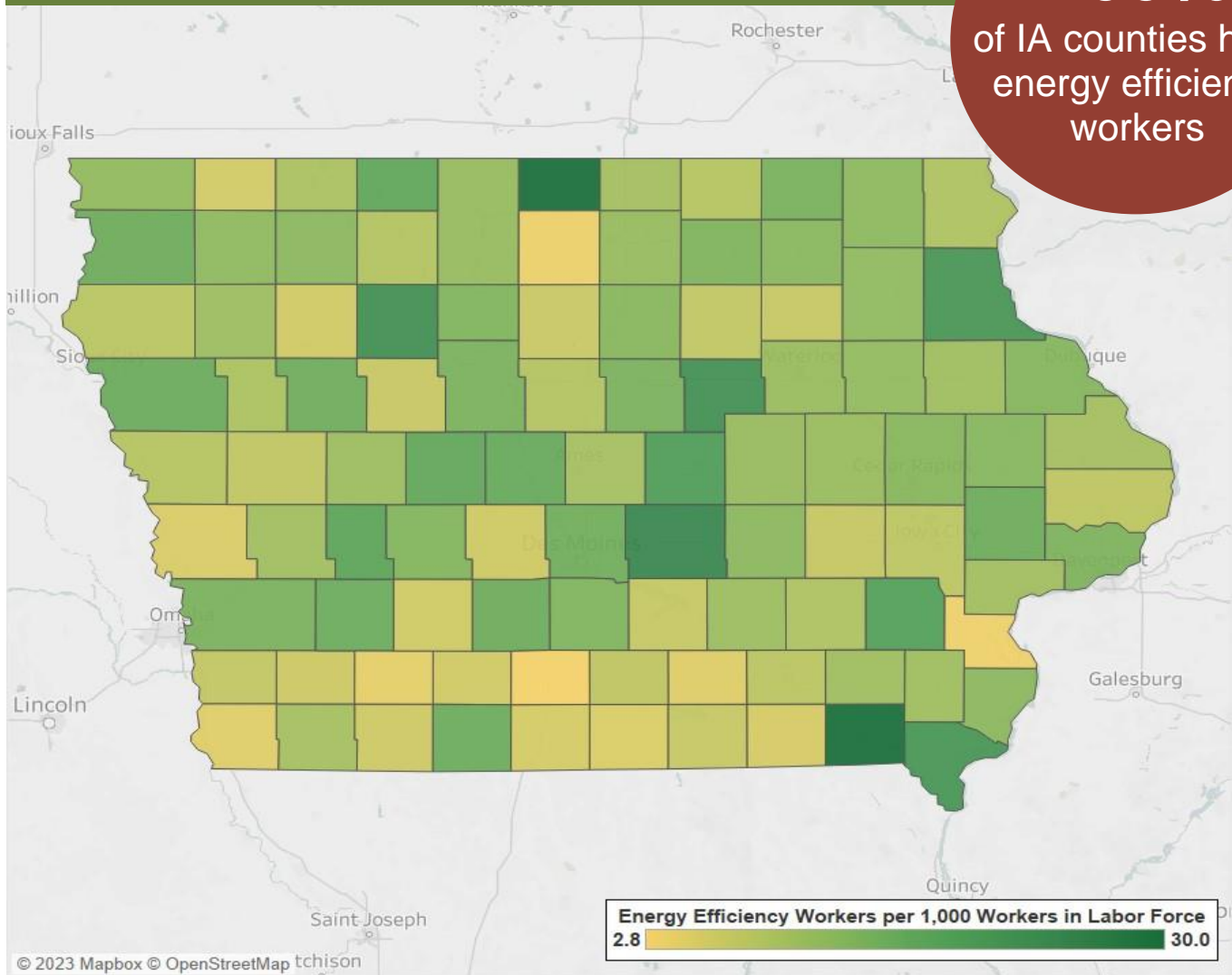
Gender in the Iowa EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	5,052	Ames	468	Iowa City	804
2	4,177	Cedar Rapids	1,799	Omaha-Council Bluffs	605
3	5,142	Davenport-Moline-Rock Island	1,262	Sioux City	916
4	4,972	Des Moines-West Des Moines	5,309	Waterloo-Cedar Falls	964
		Dubuque	774	Rural	6,444

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	821		14	506		27	113		40	301
2	408		15	437		28	322		41	407
3	609		16	810		29	895		42	273
4	601		17	168		30	278		43	<10
5	347		18	688		31	203		44	408
6	611		19	148		32	334		45	415
7	48		20	<10		33	1,090		46	270
8	288		21	468		34	169		47	237
9	332		22	62		35	67		48	116
10	1,248		23	497		36	320		49	223
11	246		24	291		37	892		50	<10
12	234		25	524		38	354			
13	255		26	790		39	213			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	513		28	392		55	166		82	347
2	278		29	29		56	154		83	156
3	238		30	407		57	546		84	116
4	168		31	72		58	348		85	<10
5	146		32	741		59	<10		86	<10
6	461		33	96		60	277		87	176
7	433		34	72		61	202		88	233
8	166		35	293		62	<10		89	256
9	224		36	397		63	154		90	158
10	121		37	146		64	179		91	19
11	191		38	<10		65	904		92	250
12	422		39	<10		66	182		93	216
13	48		40	<10		67	155		94	19
14	<10		41	<10		68	15		95	34
15	287		42	468		69	67		96	82
16	<10		43	62		70	<10		97	217
17	175		44	<10		71	233		98	<10
18	156		45	493		72	87		99	<10
19	1,008		46	10		73	551		100	<10
20	236		47	188		74	361			
21	196		48	101		75	273			
22	48		49	83		76	106			
23	98		50	439		77	69			
24	135		51	311		78	142			
25	187		52	476		79	73			
26	67		53	<10		80	226			
27	112		54	112		81	81			



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Kansas

Energy Efficiency Jobs in America

16,984
Total Jobs

What are EE Jobs?

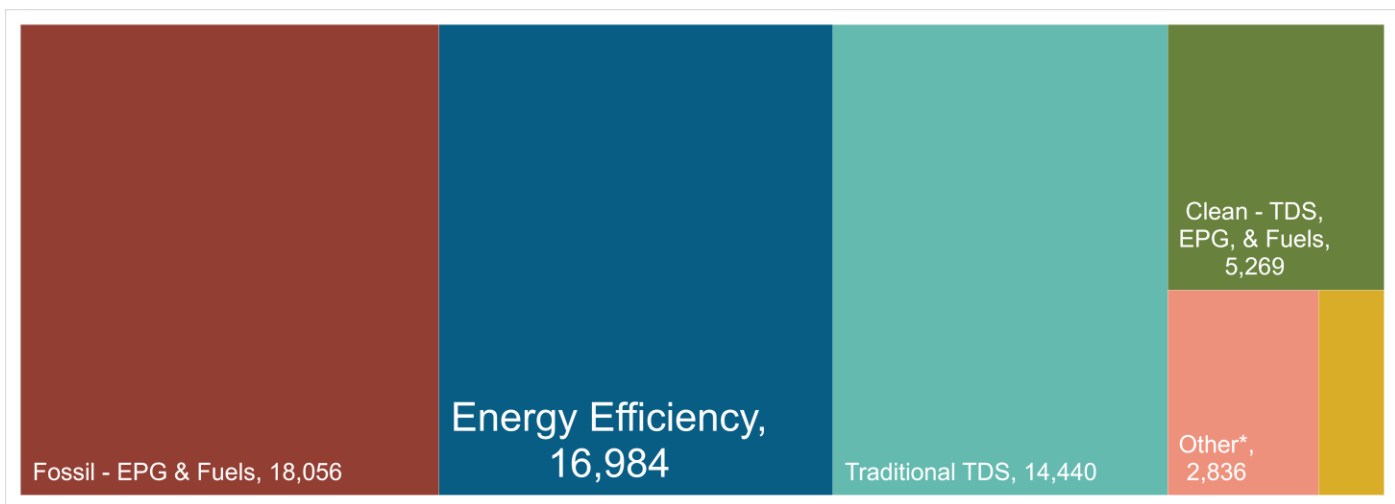
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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 Kansas?

Energy Efficiency is the second largest energy sector in Kansas.



TDS = Transmission, Distribution & Storage

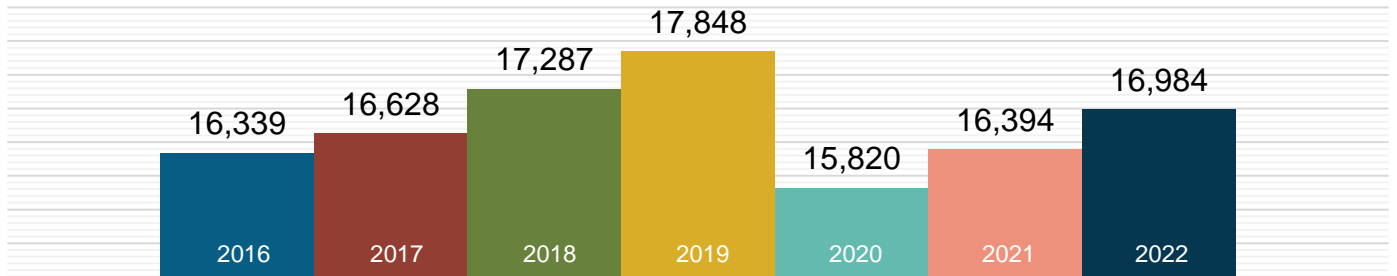
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,235

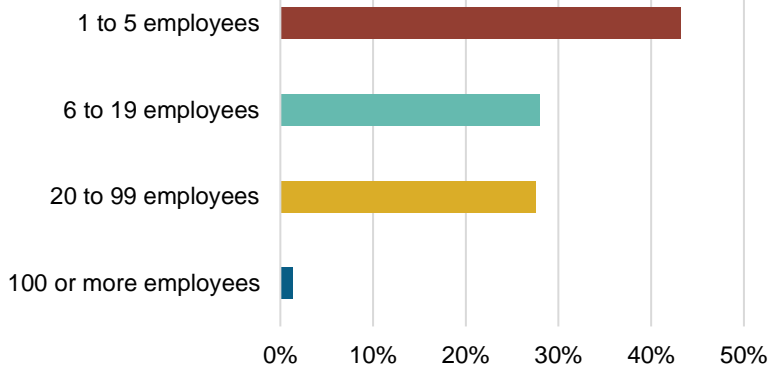
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Kansas?

EE Workers Employed in KS



98.6% of KS EE Businesses Have Fewer Than 100 Employees



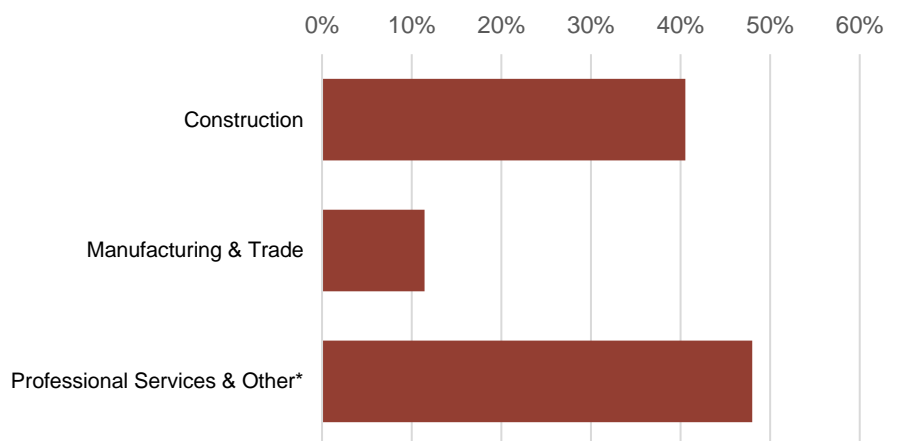
2,028
EE businesses in
Kansas



EE construction
workers comprise
11% of Kansas's
construction workforce

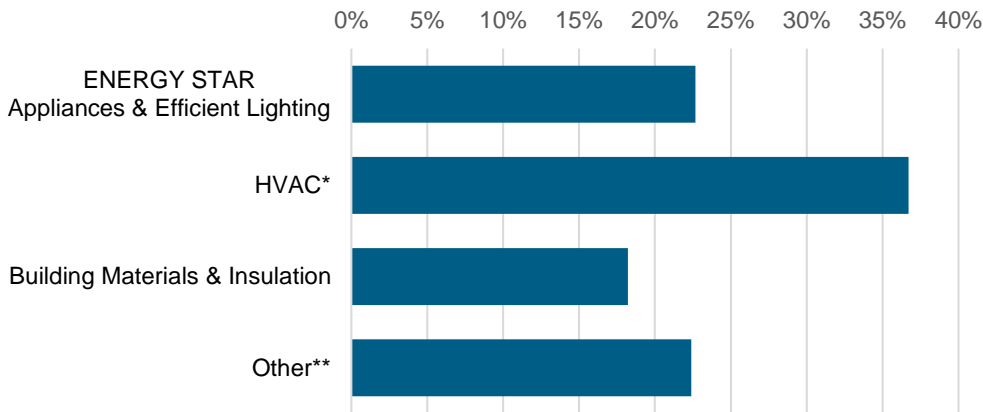


What type of work do energy efficiency firms do?



*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 Kansas
 EE workers are
Veterans

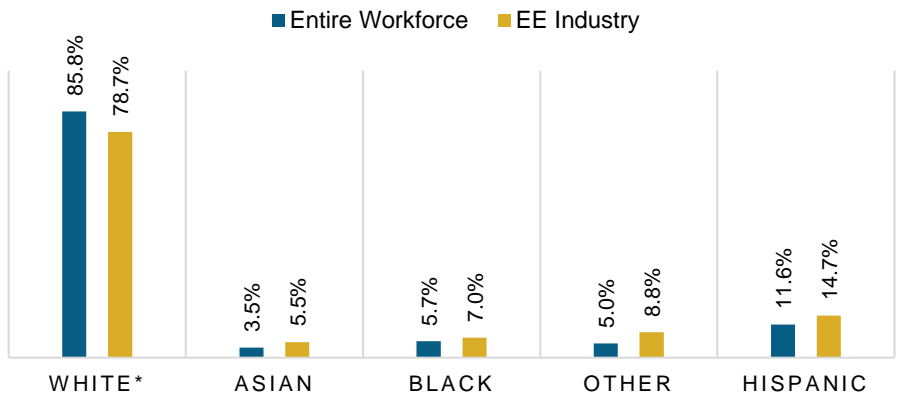


How is EE doing on diversity in Kansas?

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 EE businesses.

Kansas EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

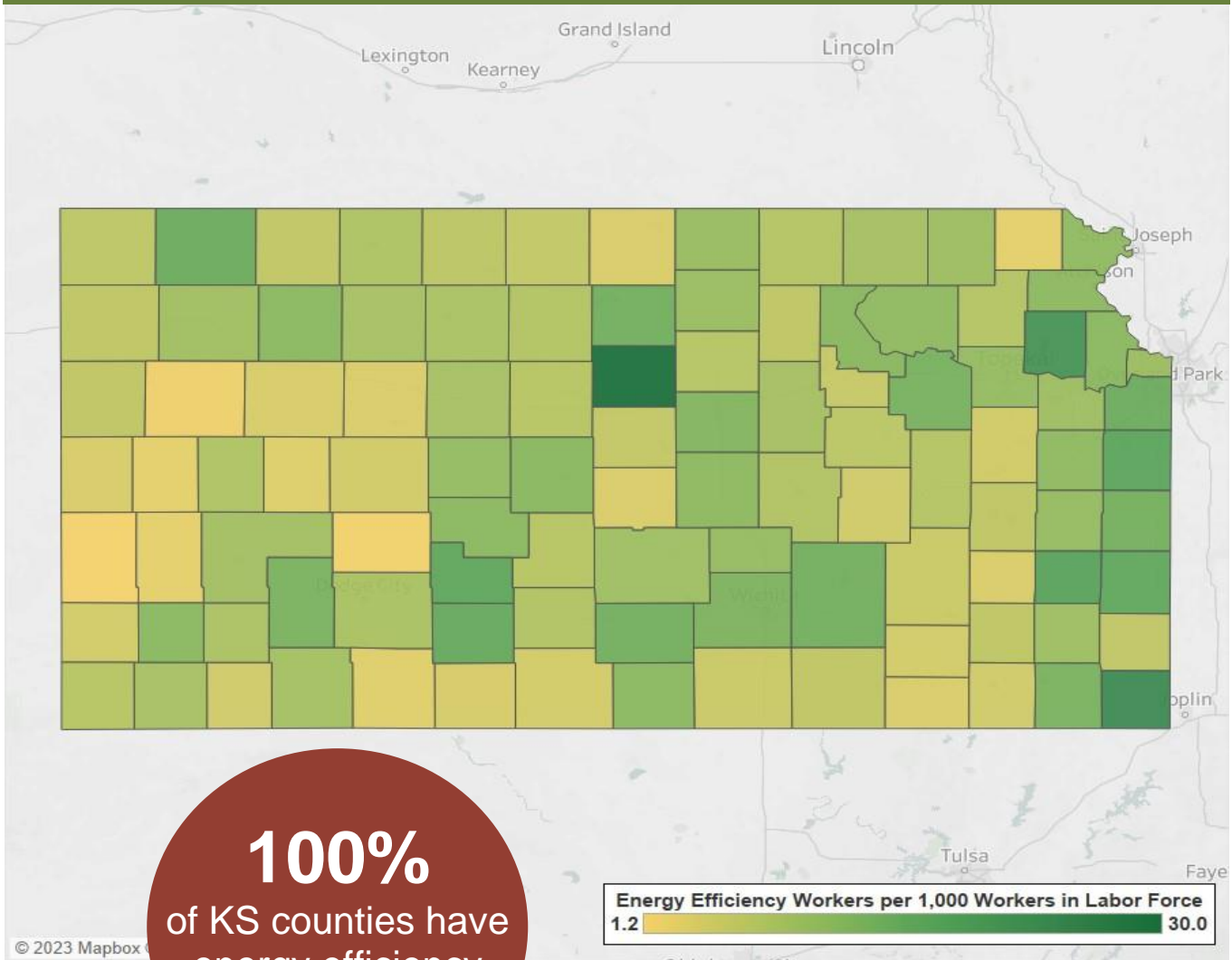
Gender in the Kansas EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,885	Kansas City	6,881
2	3,376	Lawrence	484
3	5,013	Manhattan	464
4	3,710	St. Joseph	29
		Topeka	1,214
		Wichita	3,937
		Rural	3,976

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	821		14	831		27	126		40	647
2	623		15	157		28	63			
3	321		16	696		29	775			
4	315		17	320		30	<10			
5	43		18	690		31	90			
6	555		19	286		32	286			
7	672		20	26		33	758			
8	1,242		21	31		34	340			
9	1,401		22	210		35	332			
10	153		23	<10		36	379			
11	612		24	433		37	63			
12	484		25	928		38	357			
13	323		26	316		39	280			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	255		33	168		65	<10		97	<10
2	251		34	26		66	<10		98	<10
3	<10		35	<10		67	<10		99	<10
4	63		36	<10		68	42		100	<10
5	236		37	<10		69	385		101	333
6	89		38	199		70	64		102	<10
7	162		39	16		71	<10		103	<10
8	480		40	<10		72	196		104	<10
9	53		41	10		73	243		105	<10
10	267		42	333		74	78		106	147
11	27		43	<10		75	21		107	137
12	380		44	90		76	42		108	127
13	64		45	37		77	125		109	280
14	1,141		46	10		78	<10		110	356
15	<10		47	200		79	151		111	<10
16	936		48	<10		80	37		112	<10
17	109		49	<10		81	304		113	153
18	125		50	354		82	<10		114	28
19	538		51	626		83	367		115	407
20	513		52	<10		84	622		116	55
21	83		53	89		85	189		117	106
22	<10		54	74		86	167		118	254
23	<10		55	240		87	<10		119	<10
24	223		56	113		88	<10		120	159
25	57		57	<10		89	110		121	15
26	62		58	<10		90	142		122	184
27	182		59	16		91	73		123	<10
28	<10		60	<10		92	211		124	223
29	<10		61	48		93	283		125	<10
30	<10		62	156		94	306			
31	180		63	37		95	<10			
32	226		64	304		96	<10			



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Kentucky

Energy Efficiency Jobs in America

23,435

Total Jobs

What are EE Jobs?

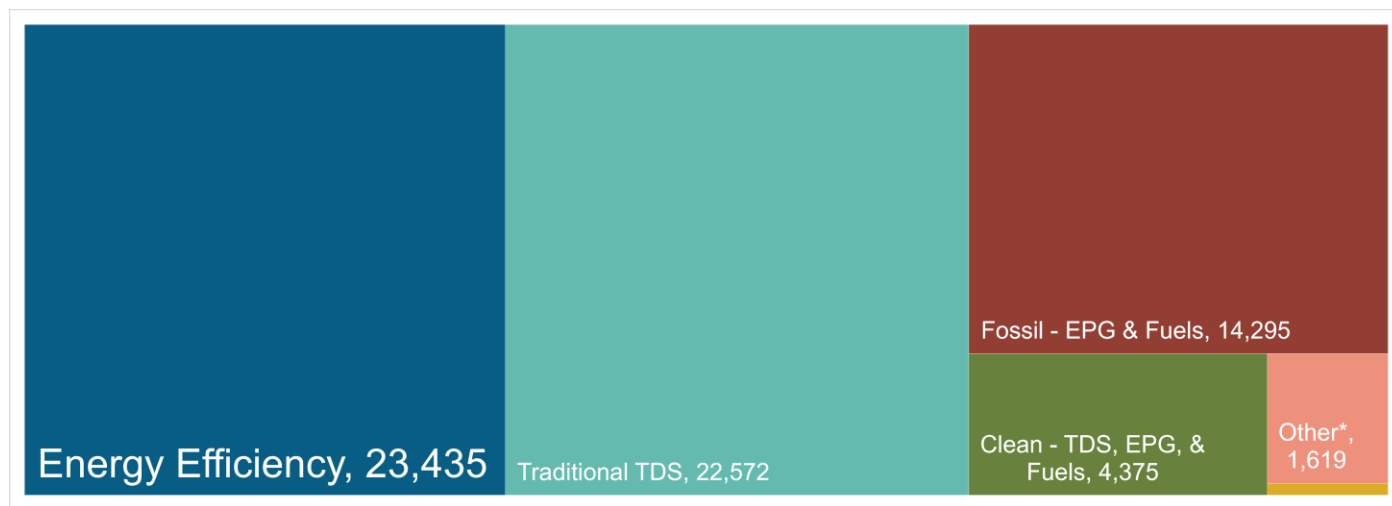
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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How does EE compare in Kentucky?

Energy Efficiency is the largest energy sector in Kentucky.



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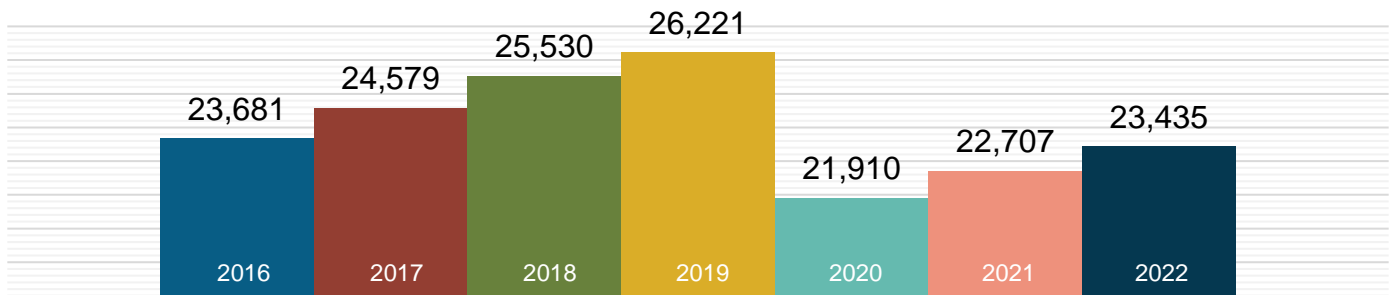
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 150

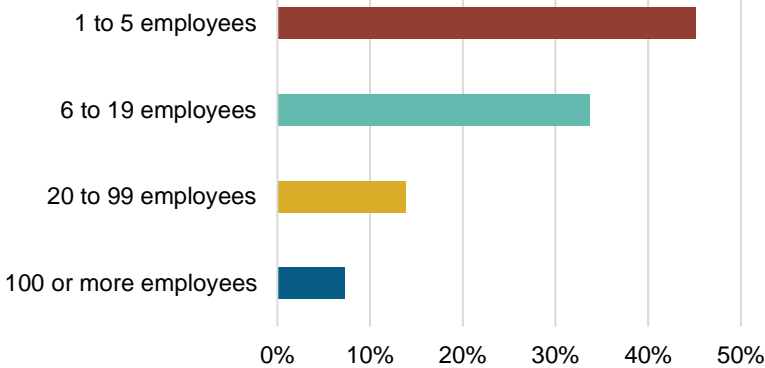
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Kentucky?

EE Workers Employed in KY



92.7% of KY EE Businesses Have Fewer Than 100 Employees



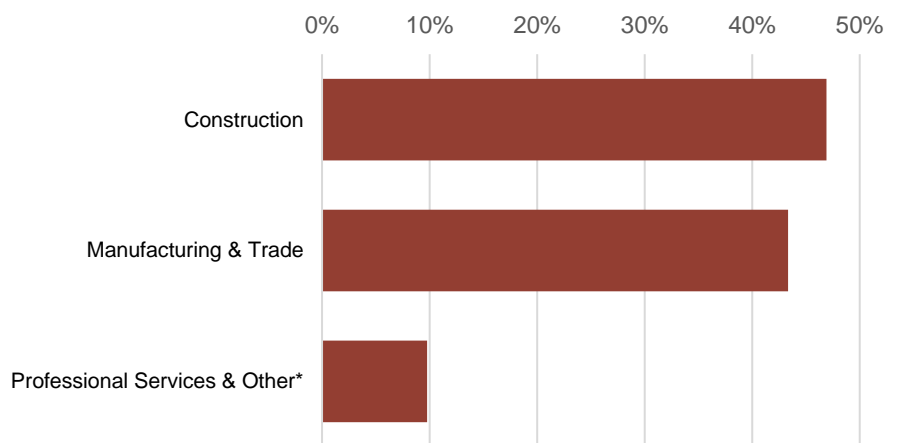
5,534
EE businesses in
Kentucky



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

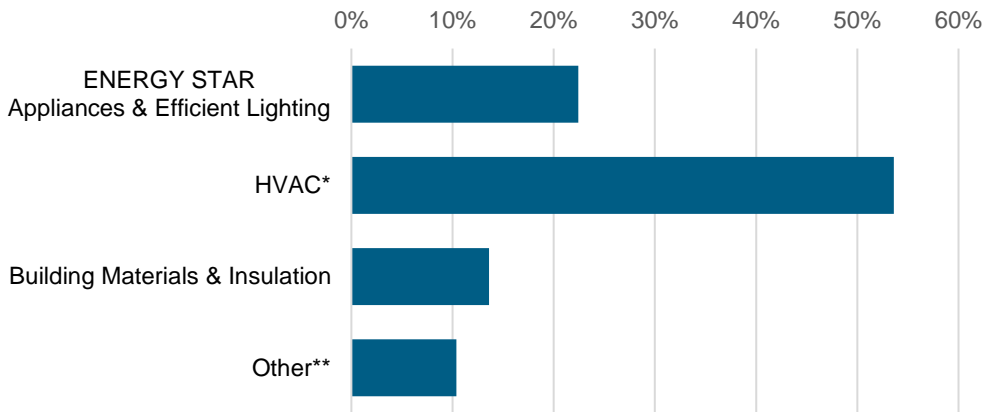


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 **Other such as energy audits, building certifications, and software services

9%
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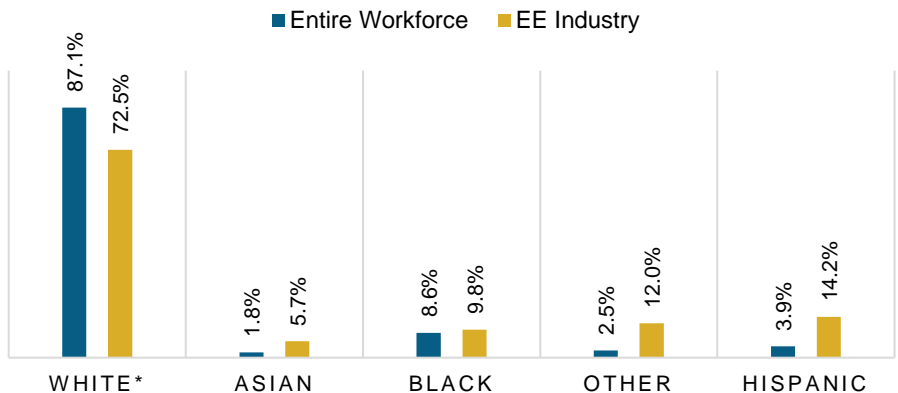


How is EE doing on diversity in Kentucky?

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 EE businesses.

Kentucky EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

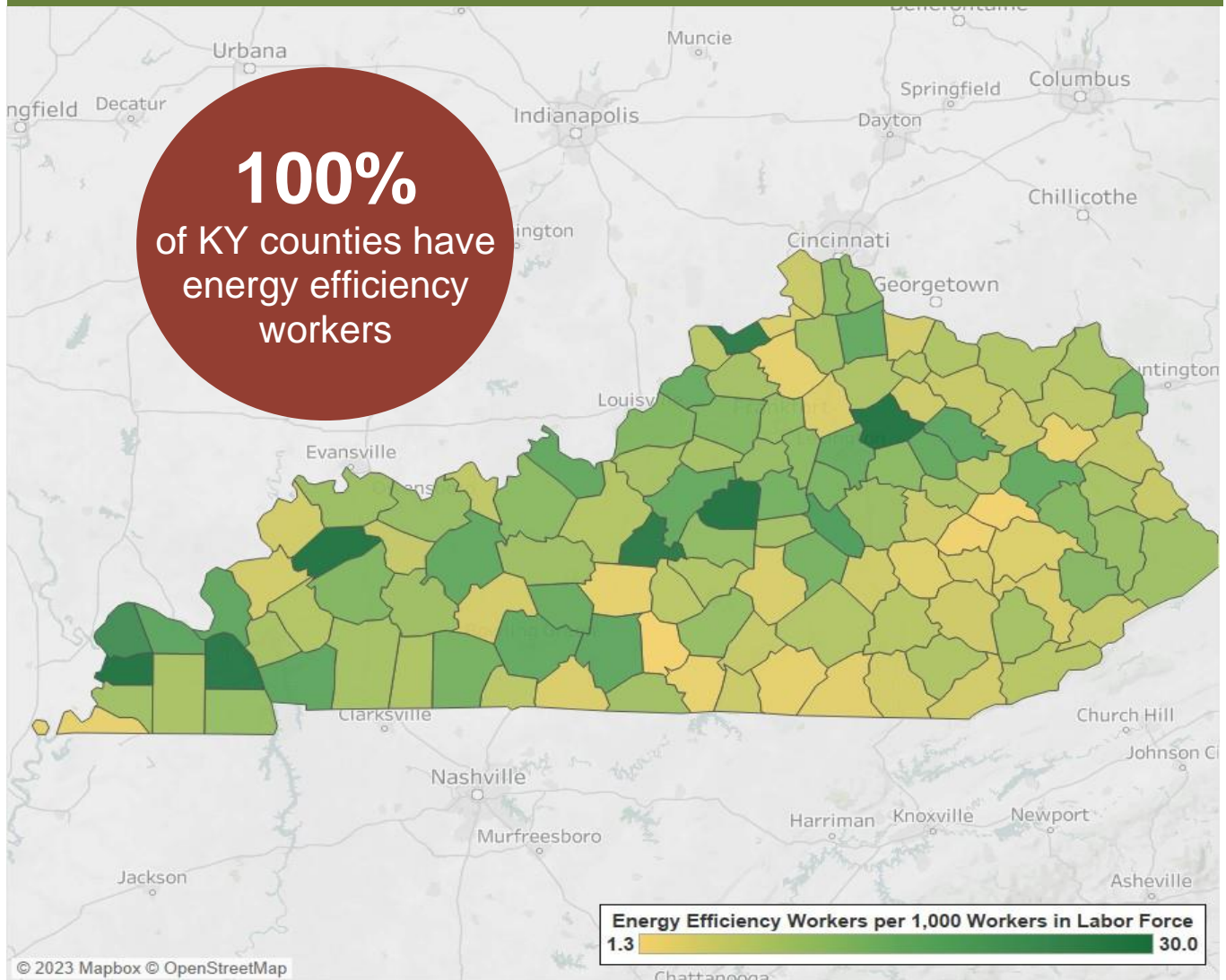
Gender in the Kentucky EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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	Area	Jobs	Area	Jobs
1	4,300	Bowling Green	1,187	Lexington-Fayette	3,977
2	4,344	Cincinnati	1,918	Louisville/Jefferson County	7,046
3	5,015	Clarksville	336	Owensboro	524
4	3,780	Elizabethtown-Fort Knox	511	Rural	7,304
5	2,504	Evansville	189		
6	3,493	Huntington-Ashland	441		

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	657		11	891		21	763		31	428
2	828		12	1,209		22	438		32	125
3	631		13	1,056		23	280		33	1,634
4	679		14	1,498		24	443		34	335
5	1,142		15	605		25	179		35	67
6	482		16	413		26	644		36	401
7	690		17	609		27	394		37	106
8	322		18	597		28	203		38	204
9	572		19	1,962		29	533			
10	594		20	595		30	231			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	778		28	296		55	246		82	280
2	459		29	738		56	320		83	82
3	<10		30	742		57	<10		84	245
4	375		31	447		58	39		85	185
5	80		32	784		59	25		86	47
6	113		33	410		60	649		87	67
7	867		34	276		61	393		88	<10
8	29		35	137		62	14		89	14
9	225		36	19		63	723		90	59
10	794		37	25		64	148		91	115
11	<10		38	130		65	13		92	336
12	37		39	742		66	<10		93	93
13	<10		40	117		67	217		94	63
14	108		41	1,417		68	26		95	196
15	117		42	<10		69	<10		96	227
16	785		43	<10		70	274		97	135
17	344		44	<10		71	490		98	372
18	33		45	279		72	560		99	61
19	52		46	<10		73	203		100	<10
20	<10		47	639		74	84			
21	197		48	135		75	735			
22	60		49	57		76	289			
23	251		50	210		77	<10			
24	291		51	184		78	<10			
25	<10		52	579		79	<10			
26	488		53	262		80	33			
27	64		54	208		81	<10			



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Louisiana

Energy Efficiency Jobs in America

20,896

Total Jobs

What are EE Jobs?

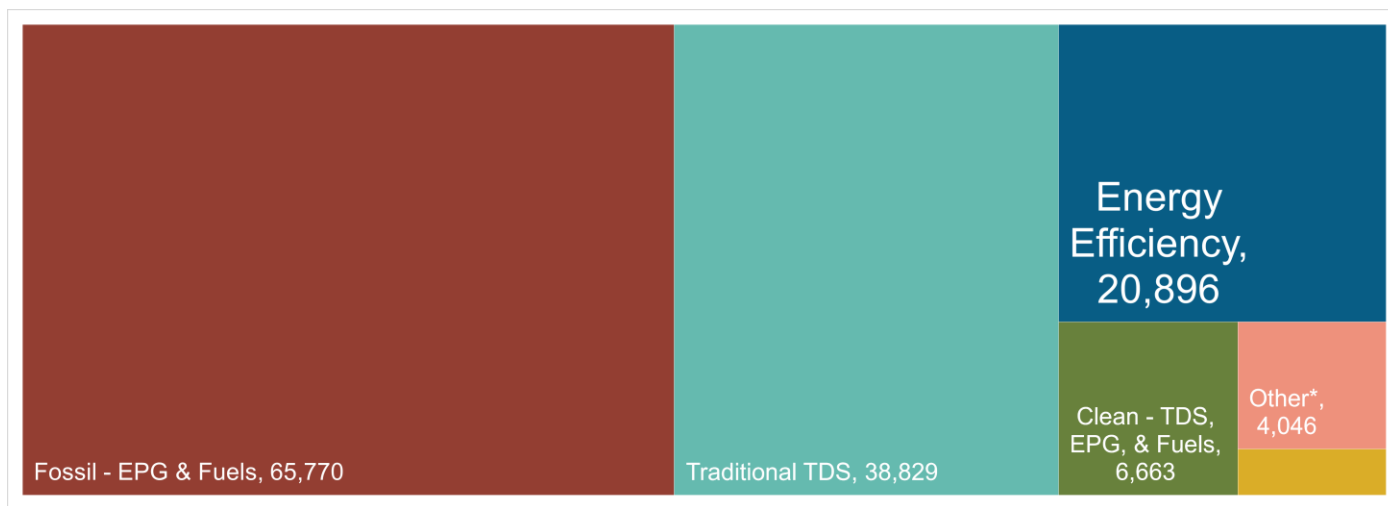
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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) = 1,465

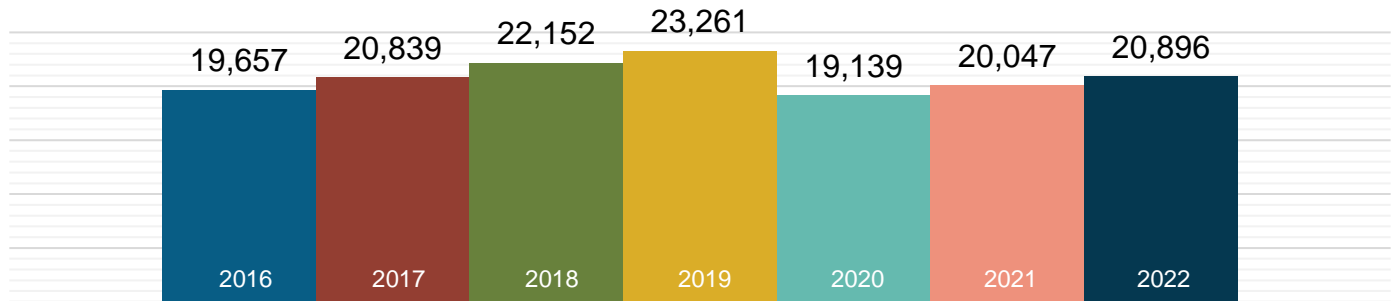
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

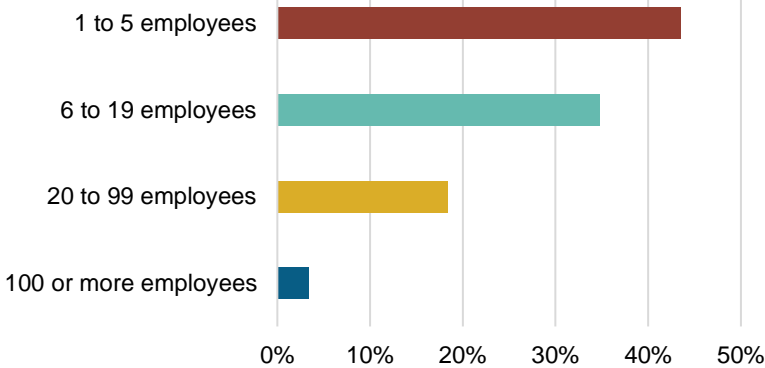


What does EE look like in Louisiana?

EE Workers Employed in LA



96.6% of LA EE Businesses Have Fewer Than 100 Employees



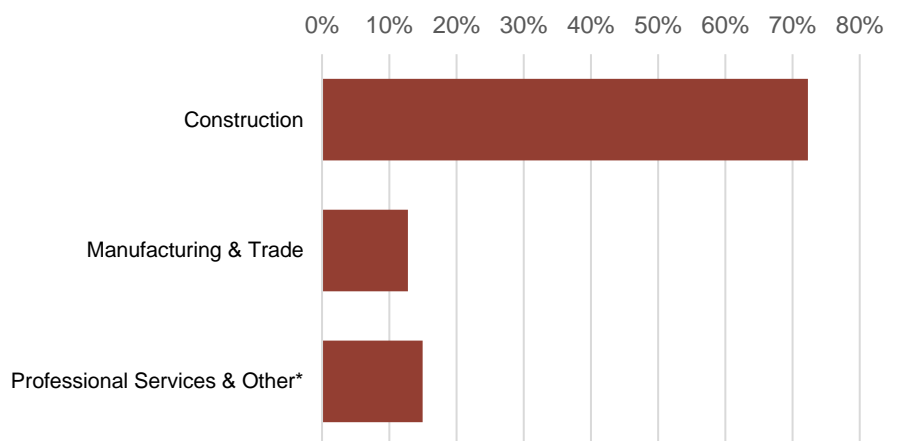
3,085
EE businesses in
Louisiana



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

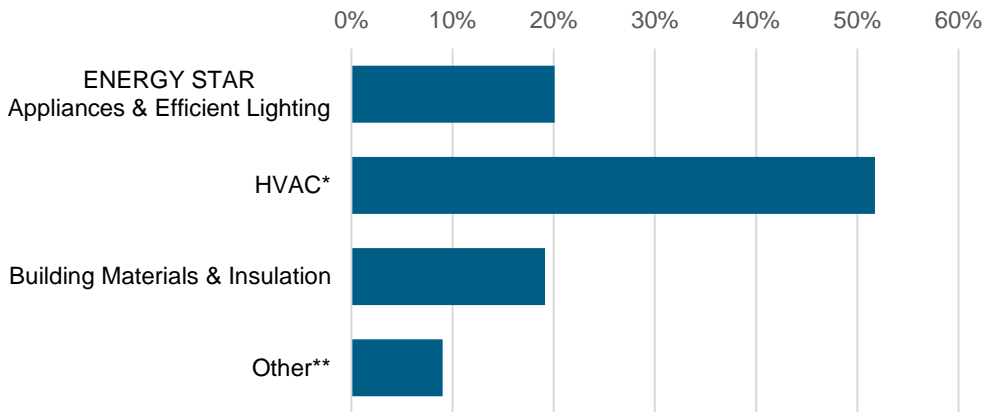


What type of work do energy efficiency firms do?



*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

9%
 of Louisiana
 EE workers are
Veterans

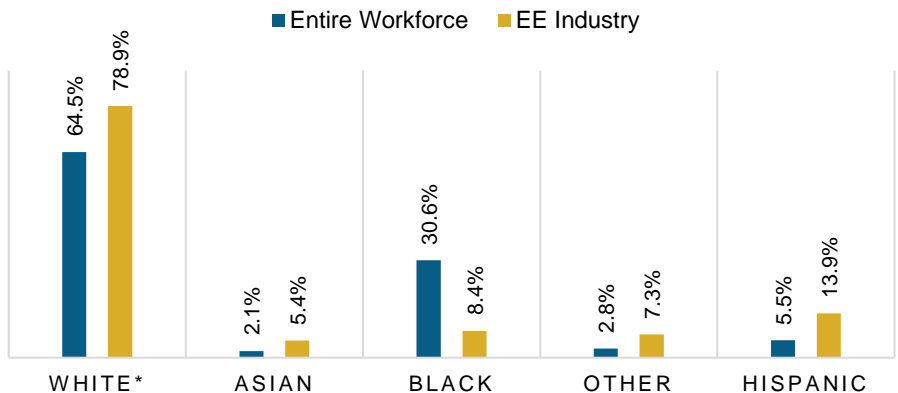


How is EE doing on diversity in Louisiana?

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 EE businesses.

Louisiana EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

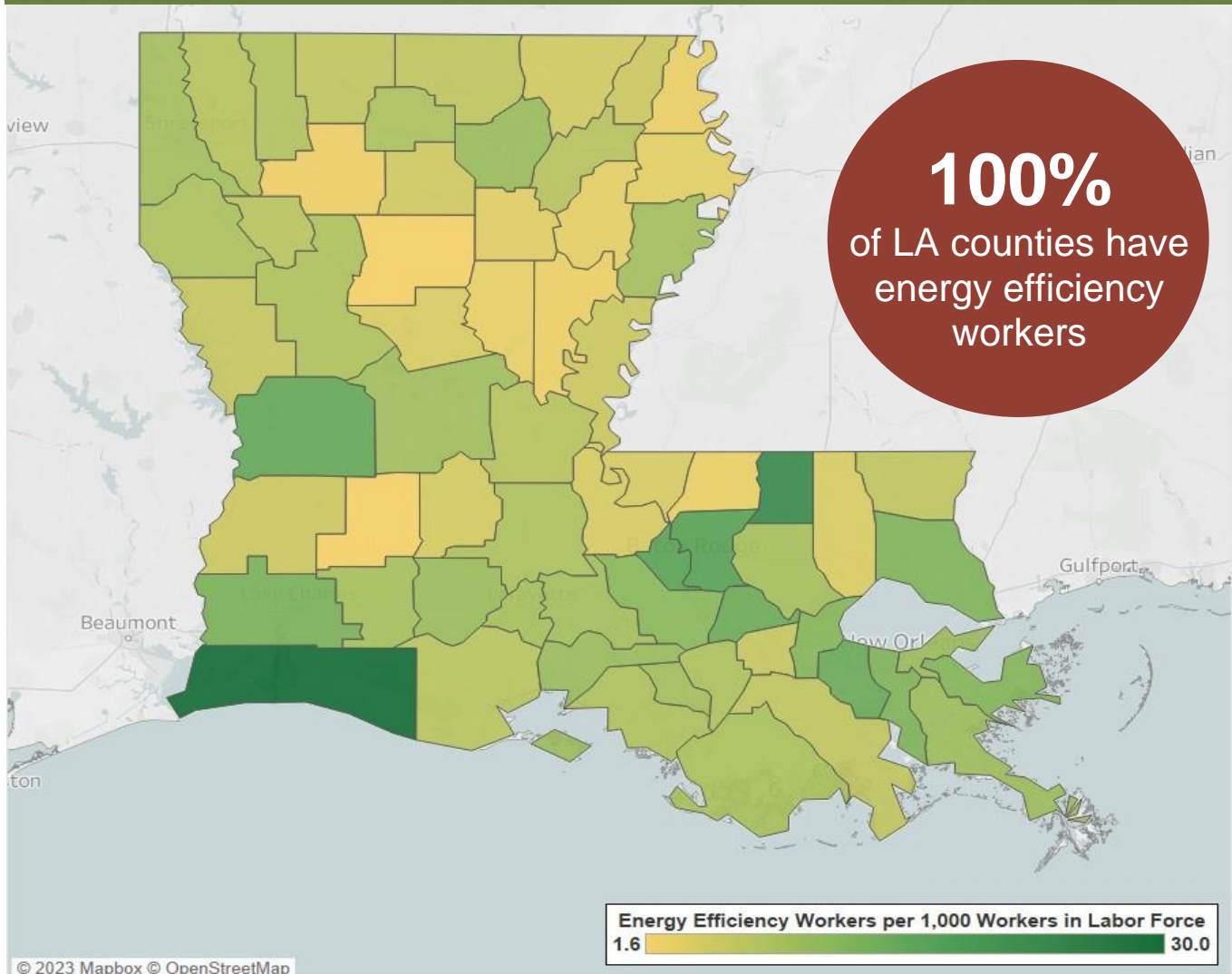
Gender in the Louisiana EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,079	Alexandria	551
2	3,665	Baton Rouge	5,974
3	3,835	Houma-Thibodaux	617
4	2,864	Lafayette	1,757
5	2,161	Lake Charles	1,631
6	2,292	Monroe	739
		New Orleans-Metairie	6,263
		Shreveport-Bossier City	1,462
		Rural	1,902

State Senate

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	687	11	917	21	386	31	186
2	918	12	114	22	610	32	425
3	809	13	246	23	1,216	33	742
4	1,228	14	1,651	24	236	34	44
5	1,155	15	274	25	998	35	<10
6	1,106	16	<10	26	126	36	578
7	257	17	304	27	257	37	1,006
8	24	18	201	28	172	38	304
9	858	19	256	29	918	39	85
10	683	20	696	30	215		

State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	394	28	62	55	<10	82	294
2	1,036	29	322	56	257	83	121
3	231	30	<10	57	36	84	197
4	<10	31	1,067	58	361	85	189
5	31	32	56	59	141	86	11
6	<10	33	412	60	21	87	<10
7	101	34	258	61	445	88	<10
8	<10	35	14	62	136	89	148
9	<10	36	137	63	11	90	72
10	114	37	99	64	274	91	1,098
11	206	38	237	65	321	92	<10
12	61	39	208	66	858	93	465
13	282	40	<10	67	296	94	116
14	516	41	83	68	<10	95	<10
15	19	42	<10	69	<10	96	<10
16	<10	43	231	70	<10	97	30
17	62	44	171	71	<10	98	<10
18	247	45	<10	72	301	99	58
19	124	46	72	73	419	100	27
20	100	47	177	74	469	101	<10
21	38	48	249	75	<10	102	95
22	128	49	32	76	311	103	118
23	14	50	212	77	59	104	<10
24	237	51	745	78	699		
25	458	52	43	79	106		
26	<10	53	44	80	1,072		
27	59	54	72	81	89		



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Maine

Energy Efficiency Jobs in America

8,684

Total Jobs

What are EE Jobs?

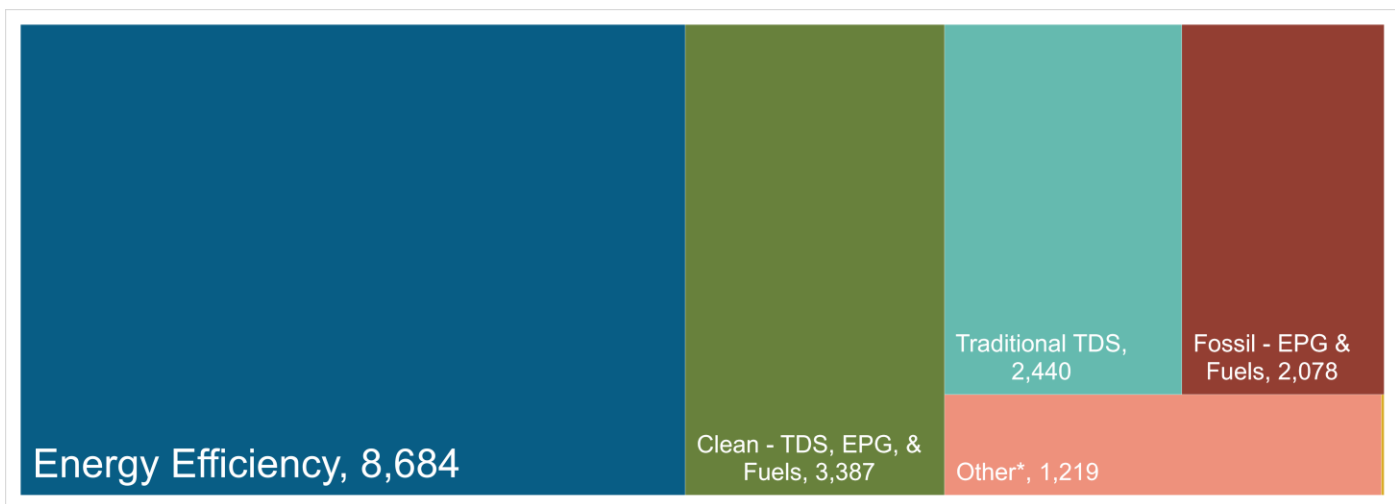
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
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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

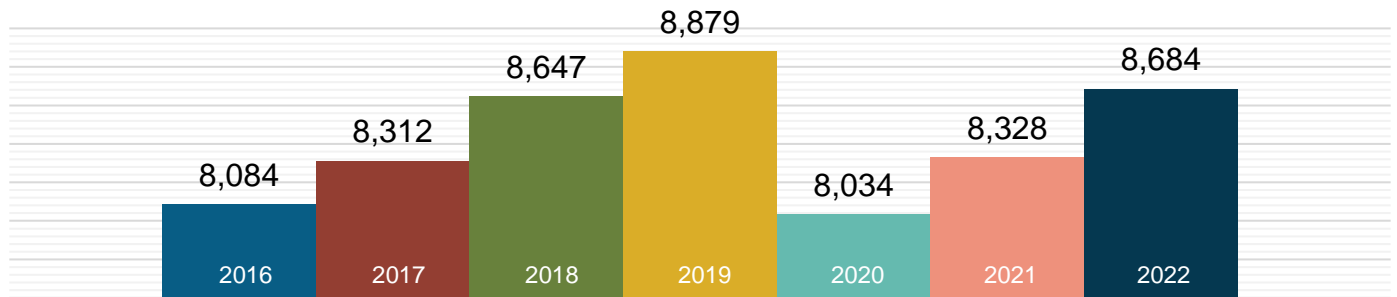
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = <10

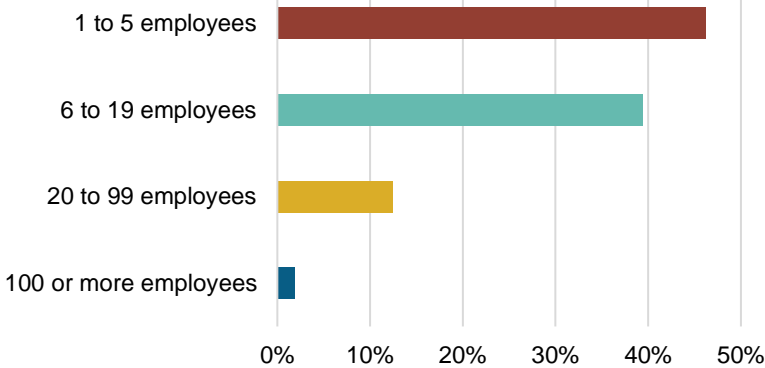
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Maine?

EE Workers Employed in ME



98.1% of ME EE Businesses Have Fewer Than 100 Employees



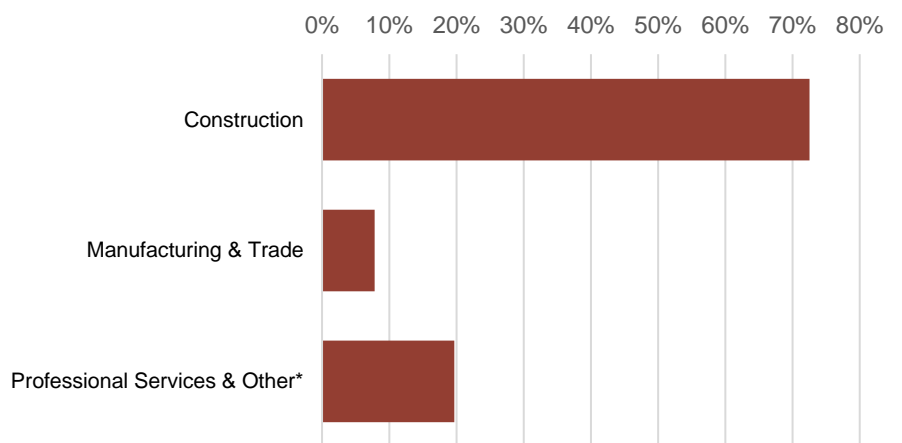
1,634
EE businesses in
Maine



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

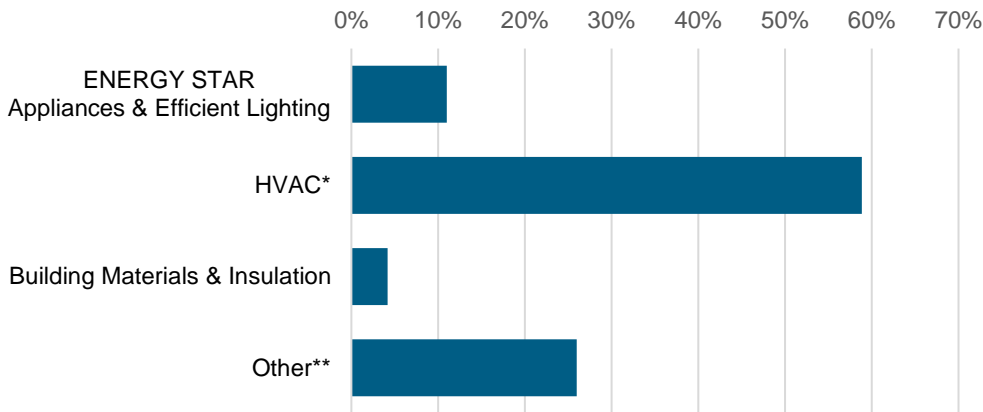


What type of work do energy efficiency firms do?



*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?



*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling
 **Other such as energy audits, building certifications, and software services

8%
 of Maine
 EE workers are
Veterans

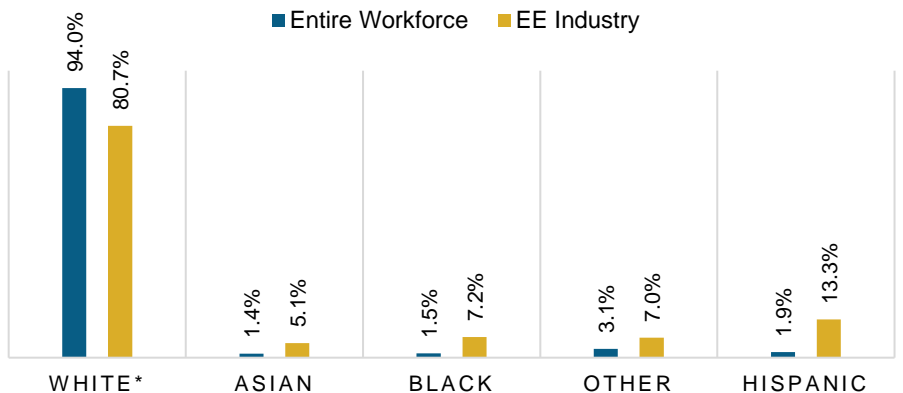


How is EE doing on diversity in Maine?

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 EE businesses.

Maine EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

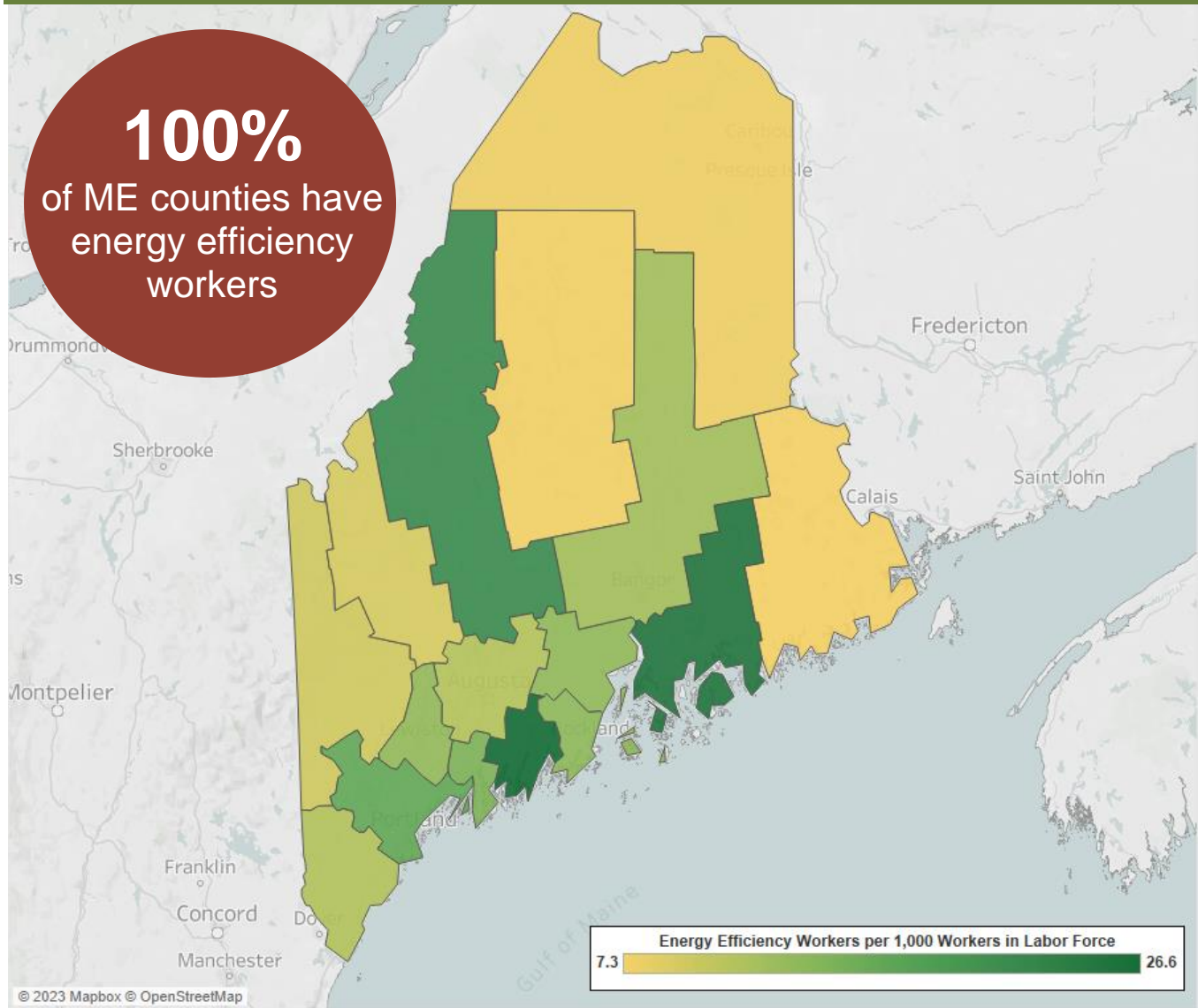
Gender in the Maine EE Workforce



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	5,012	Bangor	879
2	3,672	Lewiston-Auburn	642
		Portland- South Portland	4,223
		Rural	2,941

State Upper House

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	138	11	545	21	171	31	189
2	216	12	309	22	178	32	393
3	221	13	294	23	236	33	223
4	146	14	476	24	368	34	136
5	429	15	26	25	493	35	276
6	189	16	178	26	63		
7	425	17	172	27	727		
8	169	18	218	28	<10		
9	50	19	203	29	343		
10	133	20	206	30	145		

State Lower House

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	125	40	<10	79	38	118	31
2	24	41	<10	80	25	119	74
3	126	42	<10	81	114	120	<10
4	164	43	78	82	<10	121	29
5	61	44	<10	83	24	122	18
6	<10	45	138	84	19	123	20
7	<10	46	29	85	<10	124	<10
8	89	47	61	86	<10	125	<10
9	240	48	103	87	35	126	<10
10	59	49	130	88	13	127	<10
11	<10	50	<10	89	76	128	77
12	<10	51	89	90	117	129	45
13	28	52	<10	91	72	130	40
14	117	53	67	92	46	131	167
15	<10	54	64	93	86	132	<10
16	61	55	89	94	96	133	58
17	28	56	32	95	50	134	104
18	27	57	67	96	320	135	76
19	<10	58	169	97	87	136	72
20	63	59	<10	98	66	137	71
21	18	60	<10	99	21	138	31
22	66	61	<10	100	58	139	33
23	45	62	131	101	386	140	44
24	147	63	<10	102	58	141	43
25	<10	64	14	103	<10	142	<10
26	101	65	48	104	40	143	<10
27	290	66	22	105	27	144	75
28	135	67	<10	106	55	145	16
29	<10	68	49	107	64	146	55
30	36	69	82	108	59	147	62
31	<10	70	61	109	<10	148	27
32	<10	71	34	110	<10	149	<10
33	<10	72	38	111	<10	150	57
34	<10	73	49	112	105	151	<10
35	<10	74	38	113	42	152	<10
36	489	75	48	114	<10	153	<10
37	<10	76	69	115	27		
38	323	77	252	116	16		
39	<10	78	114	117	57		



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Maryland

Energy Efficiency Jobs in America

66,570

Total Jobs

What are EE Jobs?

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What do EE workers do?

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How does EE compare in Maryland?

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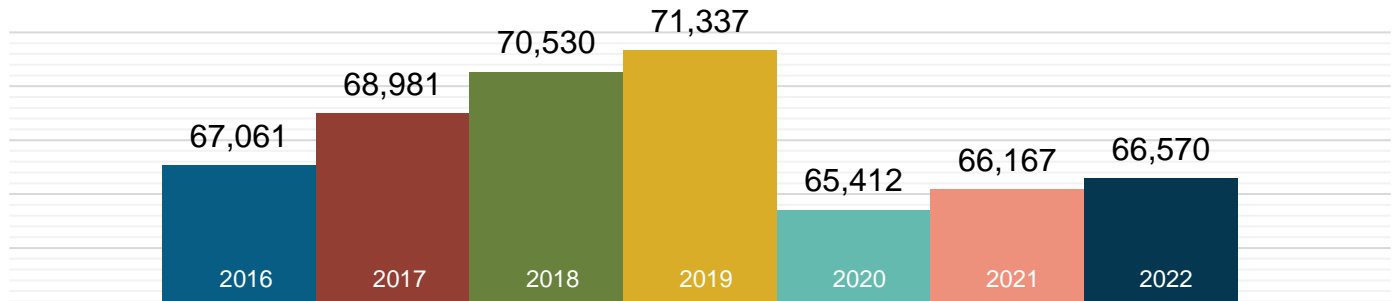
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,272

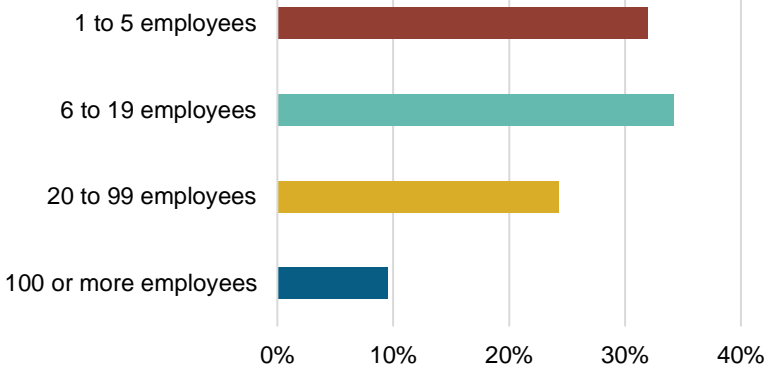
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Maryland?

EE Workers Employed in MD



90.5% of MD EE Businesses Have Fewer Than 100 Employees

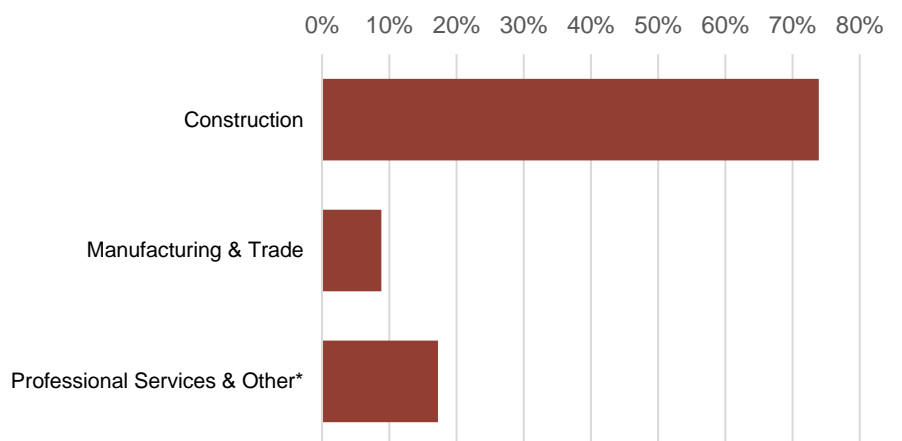


7,181
EE businesses in
Maryland

EE construction
workers comprise
30% of Maryland's
construction workforce

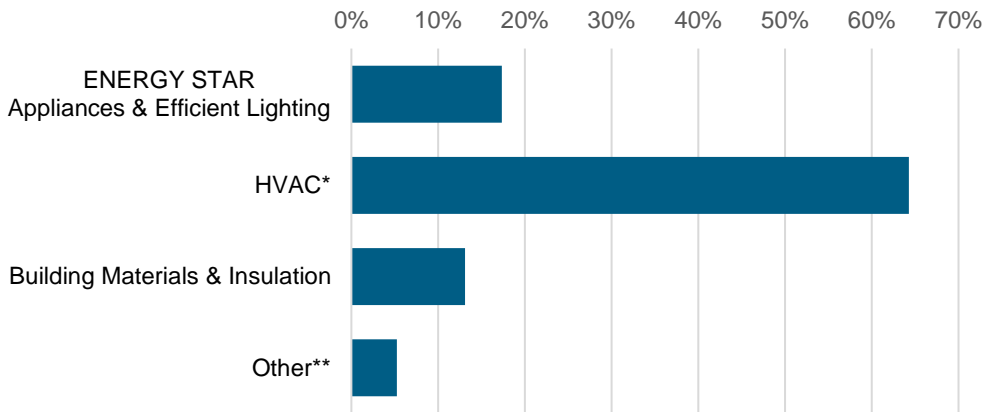


What type of work do energy efficiency firms do?



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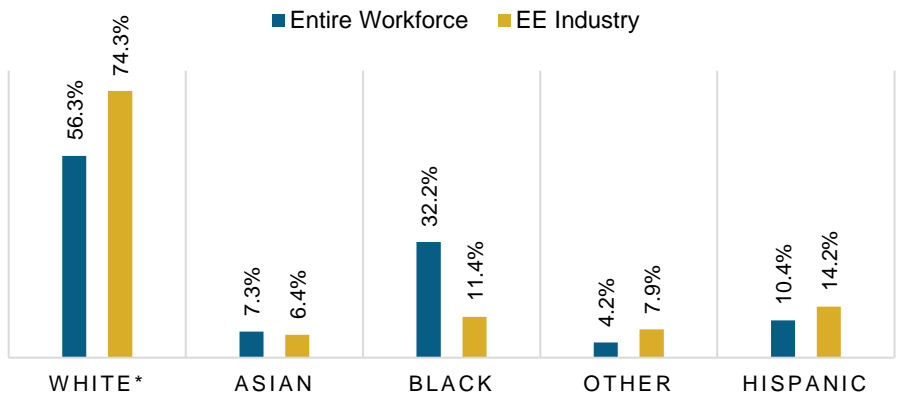


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Maryland EE Industry by Race and Ethnicity



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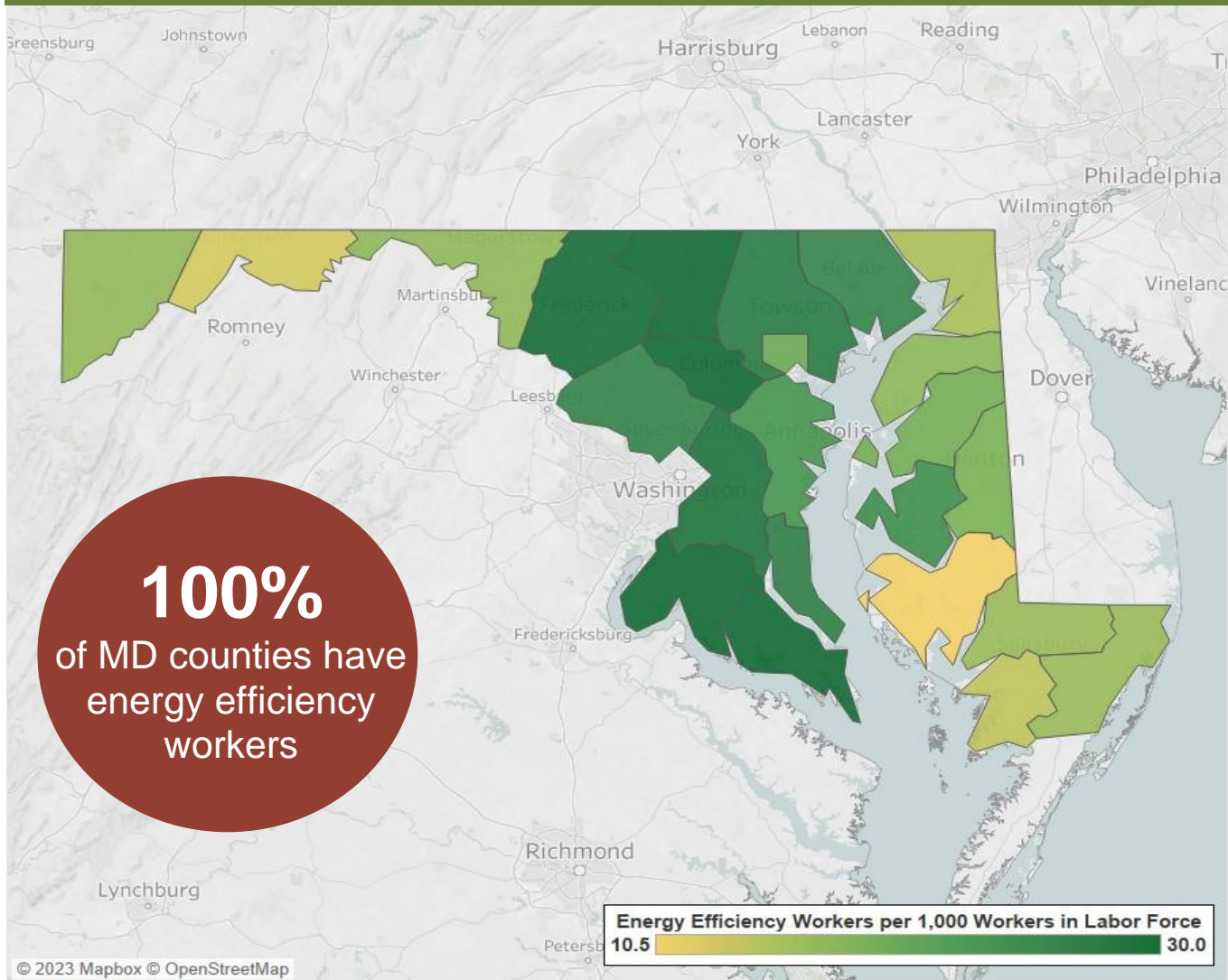
Gender in the Maryland EE Workforce



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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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	12,486	Baltimore-Towson	32,609
2	12,029	Cumberland	344
3	13,191	Hagerstown-Martinsburg	1,065
4	5,674	Philadelphia-Camden-Wilmington	532
5	4,555	Salisbury	1,195
6	11,779	Washington-Arlington-Alexandria	25,893
7	1,615	Rural	4,932
8	5,241		

State Upper House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,025		15	3,984		29	709		43	246
2	578		16	3,473		30	2,671		44	<10
3	2,673		17	2,024		31	2,721		45	225
4	2,061		18	1,238		32	38		46	<10
5	1,505		19	175		33	338		47	119
6	1,961		20	1,386		34	552			
7	2,791		21	1,900		35	813			
8	920		22	1,890		36	1,623			
9	2,798		23	900		37	2,287			
10	1,862		24	668		38	944			
11	3,318		25	634		39	<10			
12	2,333		26	342		40	4,012			
13	1,326		27	978		41	<10			
14	2,082		28	1,295		42	153			

State House of Delegates

District	Jobs		District	Jobs		District	Jobs		District	Jobs
4	4,842		22	1,902		03B	14		37B	1,039
5	1,483		24	659		09A	73		38A	425
6	1,977		25	1,144		23A	182		38B	119
7	2,750		26	337		23B	188		38C	389
8	904		28	1,409		27A	74		42A	12
10	2,018		32	1,444		27B	391		42B	135
11	3,387		33	2,755		27C	457		47A	118
12	4,397		36	2,170		29A	249			
13	1,679		40	3,951		29B	428			
14	2,149		43	246		29C	25			
15	4,004		45	221		30A	322			
16	3,429		46	275		30B	240			
17	2,000		01A	915		31A	694			
18	1,251		01B	24		34A	544			
19	173		01C	1,066		35A	146			
20	1,557		02A	269		35B	103			
21	1,886		03A	293		37A	1,239			



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Massachusetts

Energy Efficiency Jobs in America

81,244

Total Jobs

What are EE Jobs?

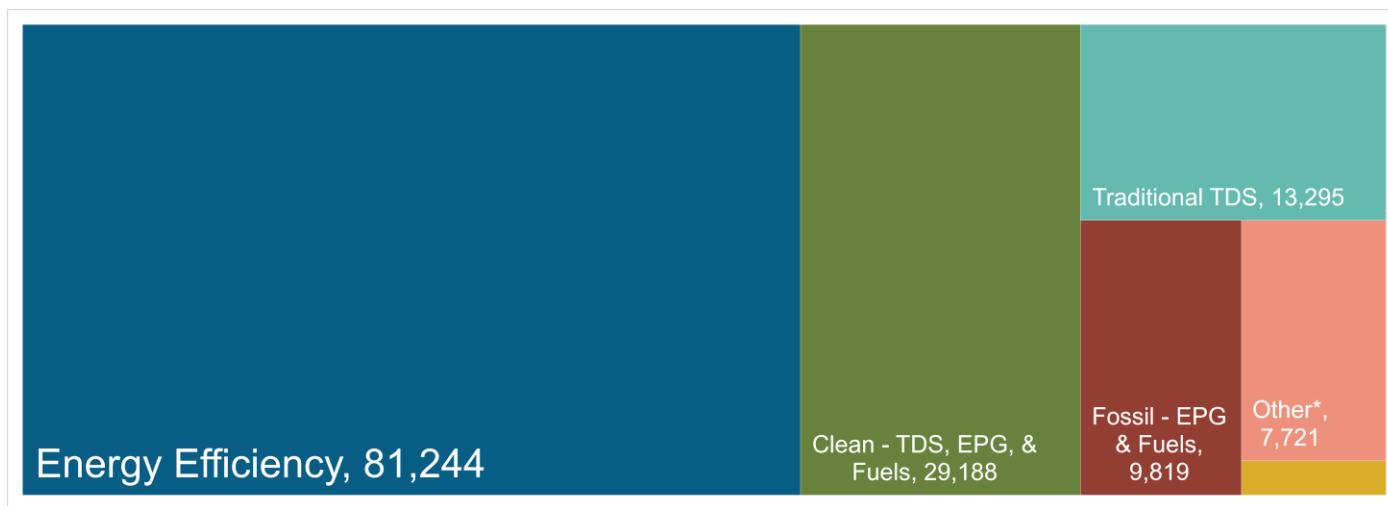
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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 Massachusetts?

Energy Efficiency is the largest energy sector in Massachusetts.



TDS = Transmission, Distribution & Storage

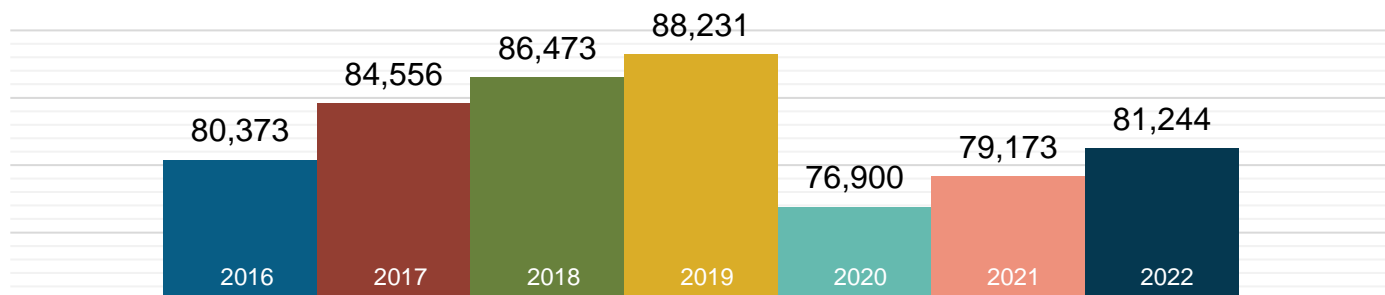
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,108

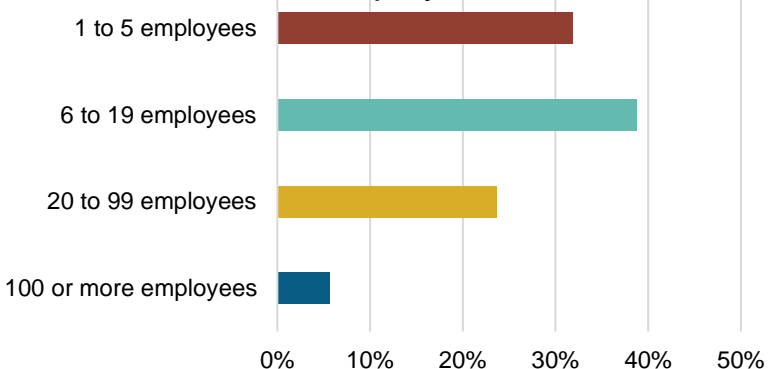
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Massachusetts?

EE Workers Employed in MA



94.4% of MA EE Businesses Have Fewer Than 100 Employees



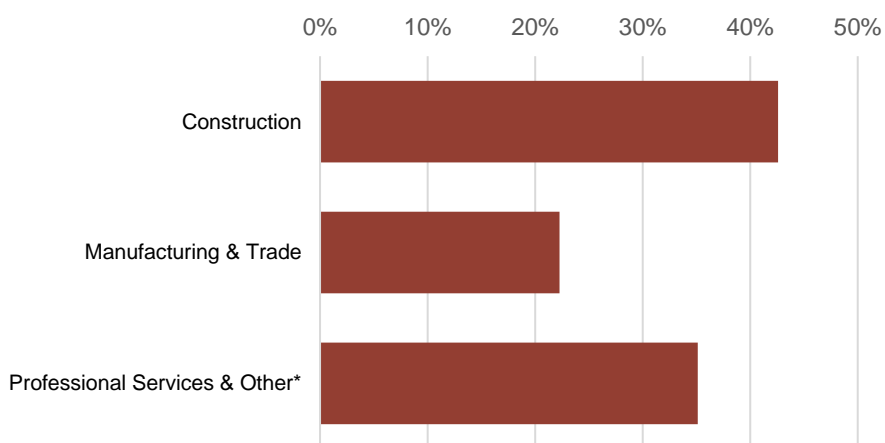
9,871
EE businesses in
Massachusetts



EE construction
workers comprise
20% of
Massachusetts's
construction workforce

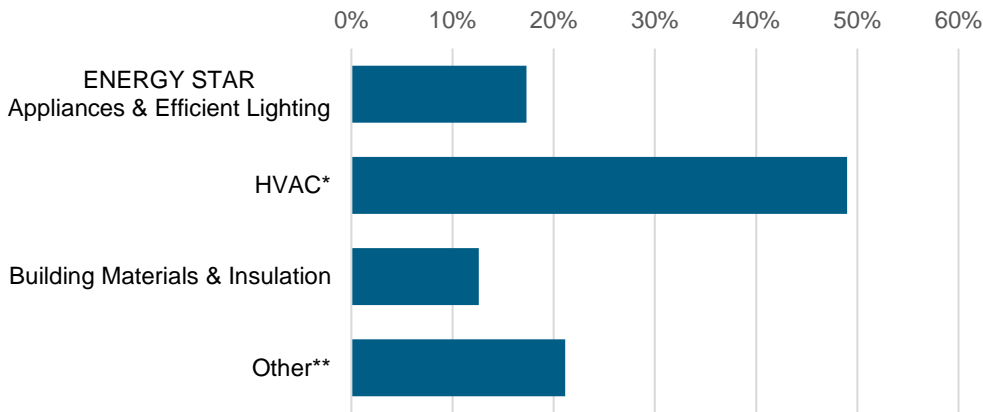


What type of work do energy efficiency firms do?



*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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8%
 of Massachusetts
 EE workers are
Veterans

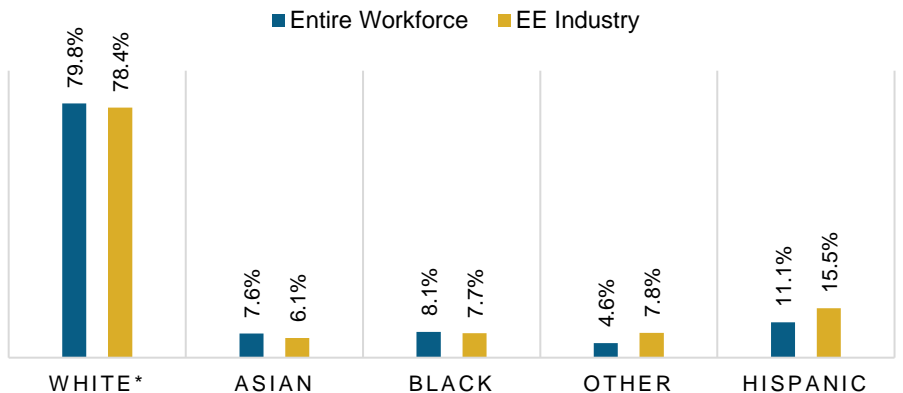


How is EE doing on diversity in Massachusetts?

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 EE businesses.

Massachusetts EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

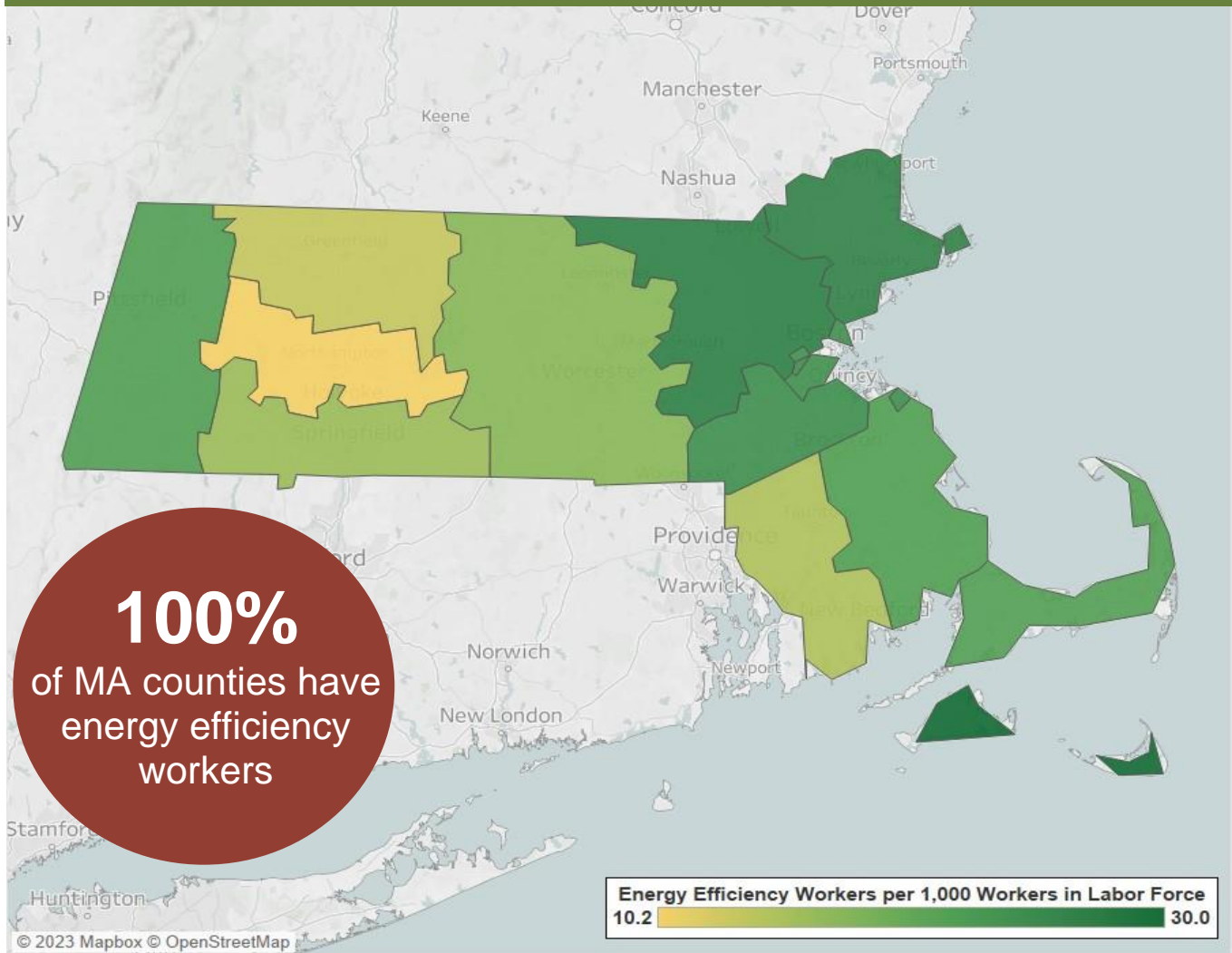
Gender in the Massachusetts EE Workforce



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Energy Efficiency Jobs are Everywhere

EE Jobs by County



The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of counties within the state. This is done to eliminate the influence outliers have on the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,930	Barnstable Town	1,903
2	7,030	Boston-Cambridge-Newton	62,336
3	11,132	Pittsfield	1,238
4	9,954	Providence-Warwick	3,346
5	9,570	Springfield	3,913
6	9,948	Worcester	6,115
7	8,745	Rural	2,391
8	10,071		
9	7,863		

State Lower House

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1st Barnstable	1,323	1st Franklin	417	26th Middlesex	835	8th Suffolk	688
2nd Barnstable	221	2nd Franklin	598	27th Middlesex	200	9th Suffolk	212
3rd Barnstable	701	1st Hampden	415	28th Middlesex	529	11th Suffolk	410
4th Barnstable	435	2nd Hampden	334	30th Middlesex	177	12th Suffolk	131
5th Barnstable	843	3rd Hampden	310	31st Middlesex	209	19th Suffolk	382
Barnstable-Dukes-Nantucket	844	4th Hampden	215	32nd Middlesex	158	1st Worcester	<10
1st Berkshire	591	5th Hampden	769	36th Middlesex	387	3rd Worcester	297
3rd Berkshire	509	6th Hampden	336	37th Middlesex	479	4th Worcester	115
1st Bristol	655	7th Hampden	192	1st Norfolk	261	6th Worcester	422
2nd Bristol	326	8th Hampden	148	2nd Norfolk	1,250	7th Worcester	175
3rd Bristol	969	9th Hampden	839	3rd Norfolk	1,378	8th Worcester	299
4th Bristol	373	12th Hampden	224	5th Norfolk	478	9th Worcester	666
5th Bristol	109	1st Hampshire	761	6th Norfolk	451	10th Worcester	449
6th Bristol	861	2nd Hampshire	244	7th Norfolk	482	11th Worcester	517
7th Bristol	35	3rd Hampshire	<10	8th Norfolk	1,026	12th Worcester	83
8th Bristol	460	1st Middlesex	470	10th Norfolk	386	13th Worcester	385
9th Bristol	506	2nd Middlesex	1,315	11th Norfolk	570	14th Worcester	276
10th Bristol	384	3rd Middlesex	508	12th Norfolk	492	15th Worcester	606
11th Bristol	44	4th Middlesex	1,819	13th Norfolk	659	16th Worcester	90
12th Bristol	434	5th Middlesex	1,089	14th Norfolk	390	17th Worcester	524
13th Bristol	34	6th Middlesex	614	15th Norfolk	587	18th Worcester	105
14th Bristol	233	7th Middlesex	280	1st Plymouth	831	19th Worcester	42
1st Essex	718	8th Middlesex	971	2nd Plymouth	440		
2nd Essex	912	9th Middlesex	1,457	3rd Plymouth	<10		
3rd Essex	113	10th Middlesex	722	4th Plymouth	310		
4th Essex	370	11th Middlesex	855	5th Plymouth	359		
5th Essex	704	12th Middlesex	85	6th Plymouth	259		
6th Essex	548	13th Middlesex	290	7th Plymouth	814		
7th Essex	808	14th Middlesex	890	8th Plymouth	363		
8th Essex	387	15th Middlesex	1,824	9th Plymouth	304		
9th Essex	1,067	16th Middlesex	709	10th Plymouth	262		
10th Essex	123	17th Middlesex	934	11th Plymouth	565		
11th Essex	<10	19th Middlesex	1,099	12th Plymouth	159		
12th Essex	624	20th Middlesex	515	2nd Suffolk	202		
13th Essex	587	21st Middlesex	859	3rd Suffolk	356		
14th Essex	2,391	22nd Middlesex	322	4th Suffolk	442		
16th Essex	126	23rd Middlesex	664	5th Suffolk	8,282		
17th Essex	1,345	24th Middlesex	1,018	6th Suffolk	653		
18th Essex	601	25th Middlesex	614	7th Suffolk	338		

State Upper House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
Berkshire-Hampden-Franklin-Hampshire	2,419		First Middlesex	1,045		First Essex and Middlesex	2,616		First Plymouth and Norfolk	1,502
Hampden and Hampshire	2,415		Middlesex and Worcester	867		Second Essex	871		Norfolk and Plymouth	2,515
Hampden	1,918		Middlesex and Norfolk	2,357		Fifth Middlesex	3,300		Norfolk-Plymouth-Bristol	1,661
Hampden-Hampshire-Worcester	1,838		Norfolk-Worcester-Middlesex	3,896		Third Essex	1,454		Second Plymouth and Norfolk	1,614
Hampshire-Franklin-Worcester	899		Third Middlesex	2,966		Third Suffolk	1,447		Bristol and Norfolk	1,048
Worcester and Hampshire	1,712		Fourth Middlesex	3,217		Middlesex and Suffolk	2,781		Third Bristol and Plymouth	2,068
Worcester and Hampden	1,118		Norfolk and Middlesex	2,357		Second Middlesex	5,265		First Bristol and Plymouth	1,320
Second Worcester	1,123		Norfolk and Suffolk	3,887		Suffolk and Middlesex	795		Second Bristol and Plymouth	1,101
First Worcester	1,152		First Essex	2,204		Second Suffolk	1,612		Plymouth and Barnstable	2,214
Worcester and Middlesex	2,269		Second Essex and Middlesex	2,672		First Suffolk	1,237		Cape and Islands	2,493



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Michigan

Energy Efficiency Jobs in America

75,085

Total Jobs

What are EE Jobs?

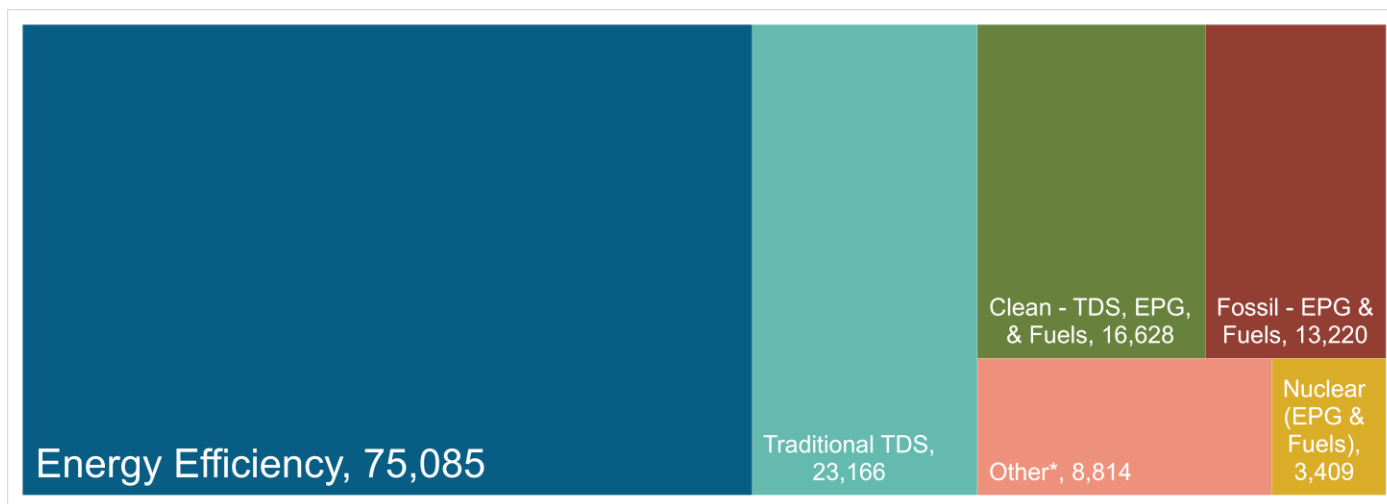
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
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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 Michigan?

Energy Efficiency is the largest energy sector in Michigan.



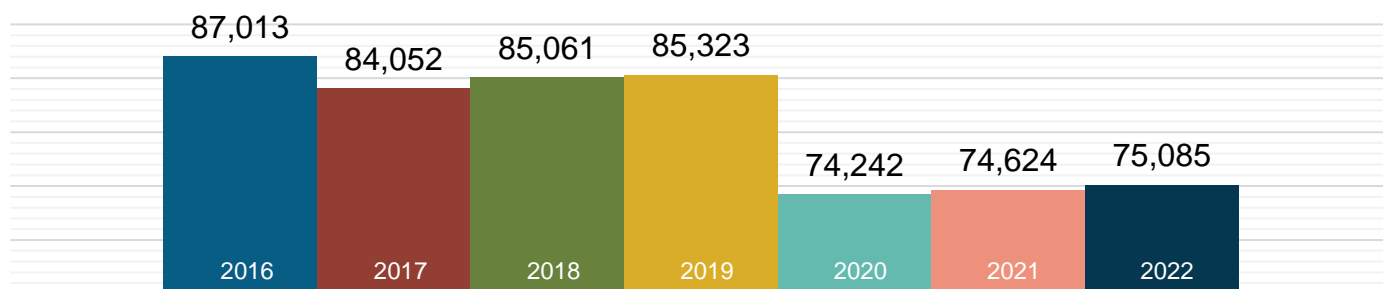
TDS = Transmission, Distribution & Storage

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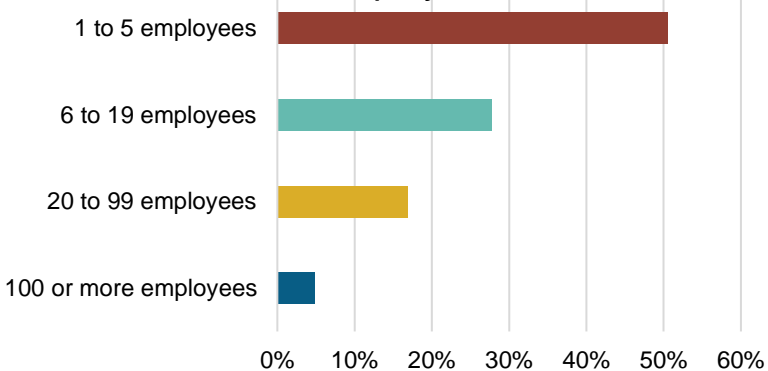
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Michigan?

EE Workers Employed in MI



95.2% of MI EE Businesses Have Fewer Than 100 Employees



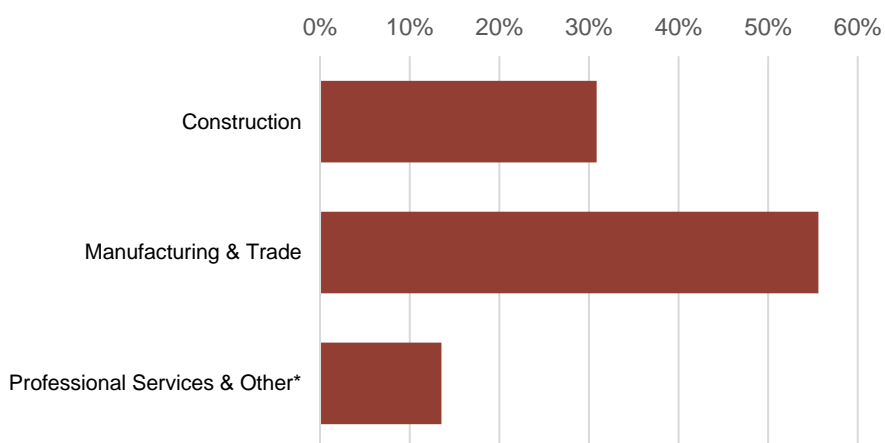
18,032
EE businesses in
Michigan



EE construction
workers comprise
13% of Michigan's
construction workforce

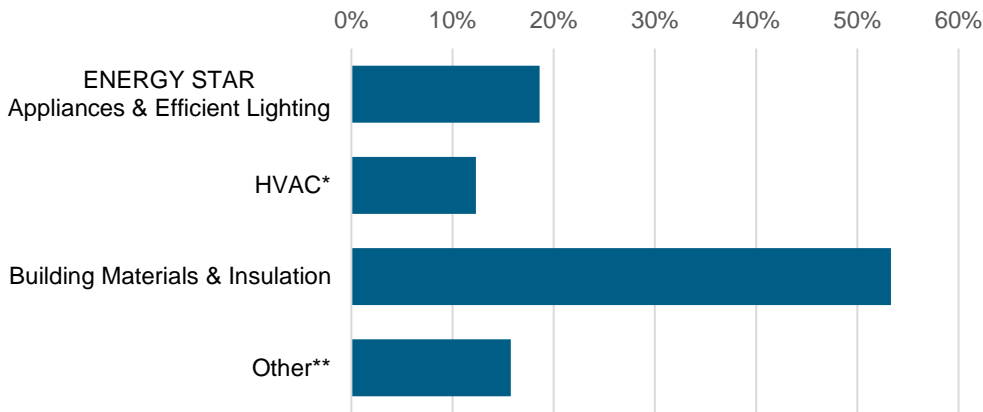


What type of work do energy efficiency firms do?



*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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8%
 of Michigan
 EE workers are
Veterans

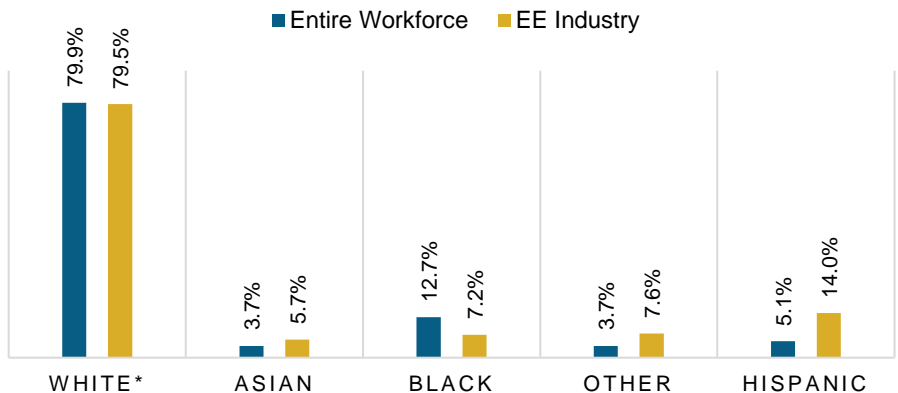


How is EE doing on diversity in Michigan?

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 Michigan 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 EE businesses.

Michigan EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

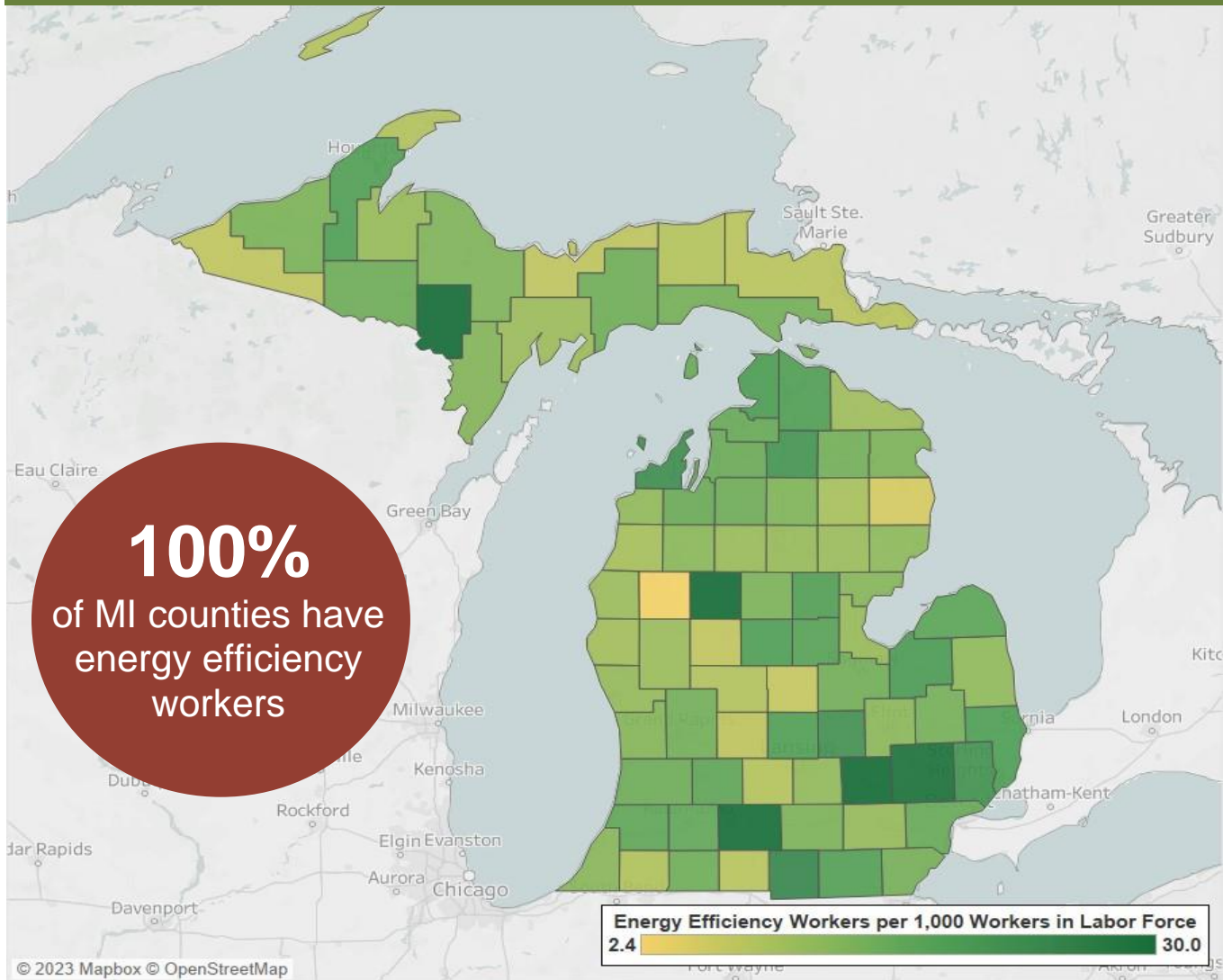
Gender in the Michigan EE Workforce



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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	7,479	9	8,971	Ann Arbor	2,372	Kalamazoo-Portage	2,275
2	7,935	10	4,670	Battle Creek	1,582	Lansing-East Lansing	2,399
3	3,843	11	5,508	Bay City	367	Monroe	547
4	5,687	12	3,375	Detroit-Warren-Dearborn	41,966	Muskegon	693
5	3,473	13	3,597	Flint	1,593	Niles-Benton Harbor	722
6	5,098	14	3,218	Grand Rapids-Wyoming	8,033	Saginaw	1,165
7	7,347			Holland	575	South Bend-Mishawaka	77
8	4,883			Jackson	777	Rural	9,941

State Upper House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,984		11	4,993		21	2,302		31	1,898
2	618		12	3,904		22	1,938		32	1,099
3	1,730		13	2,681		23	2,438		33	1,574
4	298		14	1,730		24	922		34	1,286
5	612		15	1,910		25	2,005		35	2,803
6	1,121		16	1,993		26	3,386		36	1,590
7	2,414		17	1,713		27	1,078		37	2,143
8	3,278		18	2,293		28	3,576		38	2,266
9	1,589		19	2,260		29	362			
10	1,146		20	1,930		30	1,220			

State Lower House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	526		35	2,023		69	47		103	868
2	261		36	518		70	708		104	435
3	507		37	1,726		71	216		105	1,245
4	582		38	1,699		72	2,012		106	917
5	725		39	365		73	2,237		107	574
6	849		40	1,244		74	1,219		108	852
7	89		41	1,169		75	333		109	677
8	487		42	1,269		76	<10		110	744
9	172		43	495		77	102			
10	<10		44	351		78	496			
11	1,069		45	410		79	394			
12	1,055		46	433		80	1,137			
13	704		47	808		81	891			
14	431		48	526		82	513			
15	85		49	93		83	419			
16	<10		50	326		84	528			
17	703		51	138		85	613			
18	1,099		52	1,747		86	257			
19	568		53	752		87	202			
20	1,350		54	406		88	669			
21	<10		55	<10		89	550			
22	540		56	404		90	<10			
23	120		57	765		91	896			
24	906		58	669		92	110			
25	708		59	1,049		93	358			
26	1,781		60	1,615		94	1,117			
27	650		61	83		95	252			
28	476		62	976		96	335			
29	1,733		63	362		97	685			
30	857		64	771		98	651			
31	454		65	149		99	404			
32	484		66	999		100	505			
33	310		67	1,325		101	1,515			
34	1,040		68	1,070		102	349			



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Minnesota

Energy Efficiency Jobs in America

43,133
Total Jobs

What are EE Jobs?

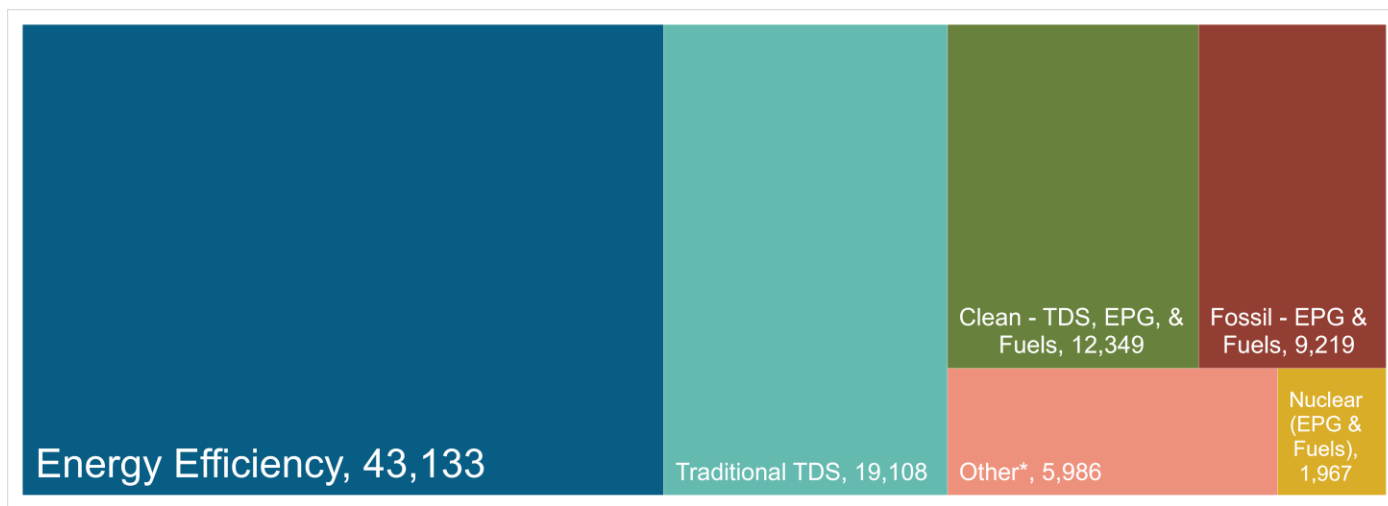
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How does EE compare in Minnesota?

Energy Efficiency is the largest energy sector in Minnesota.



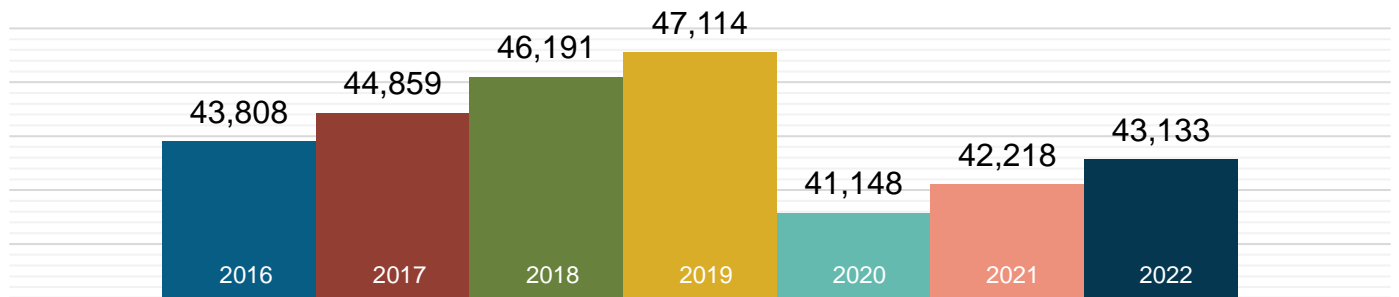
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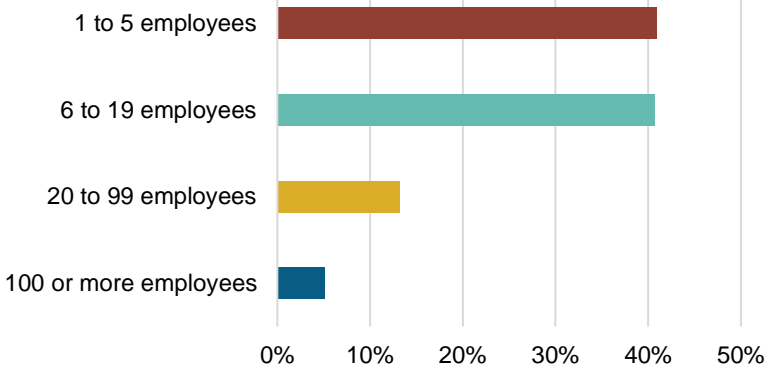
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What does EE look like in Minnesota?

EE Workers Employed in MN



94.9% of MN EE Businesses Have Fewer Than 100 Employees



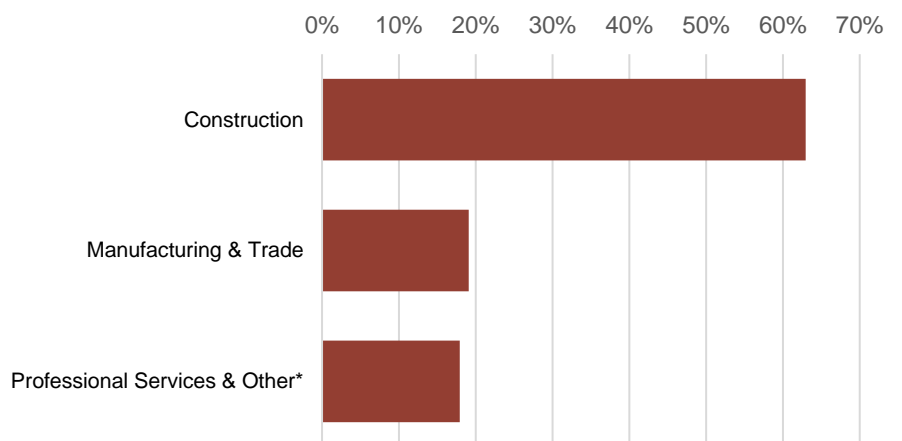
6,859
EE businesses in
Minnesota



EE construction
workers comprise
22% of Minnesota's
construction workforce

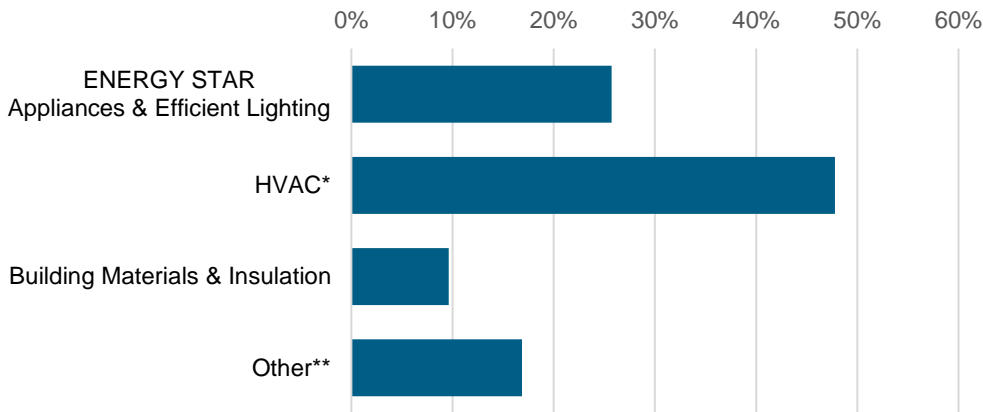


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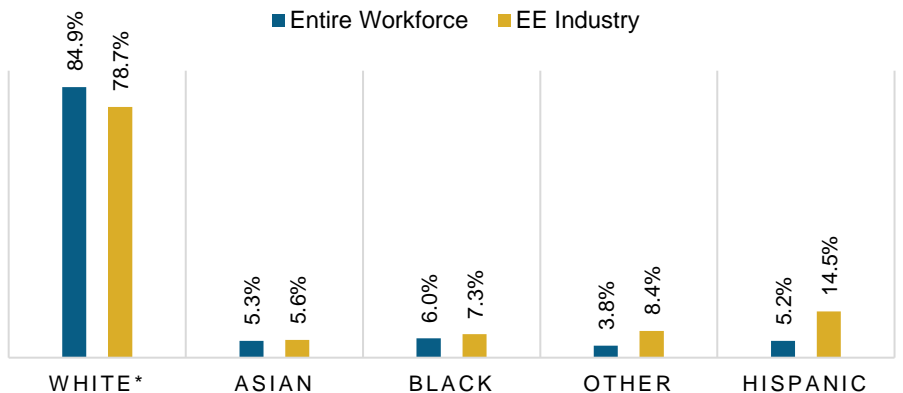


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Connecticut EE Industry by Race and Ethnicity



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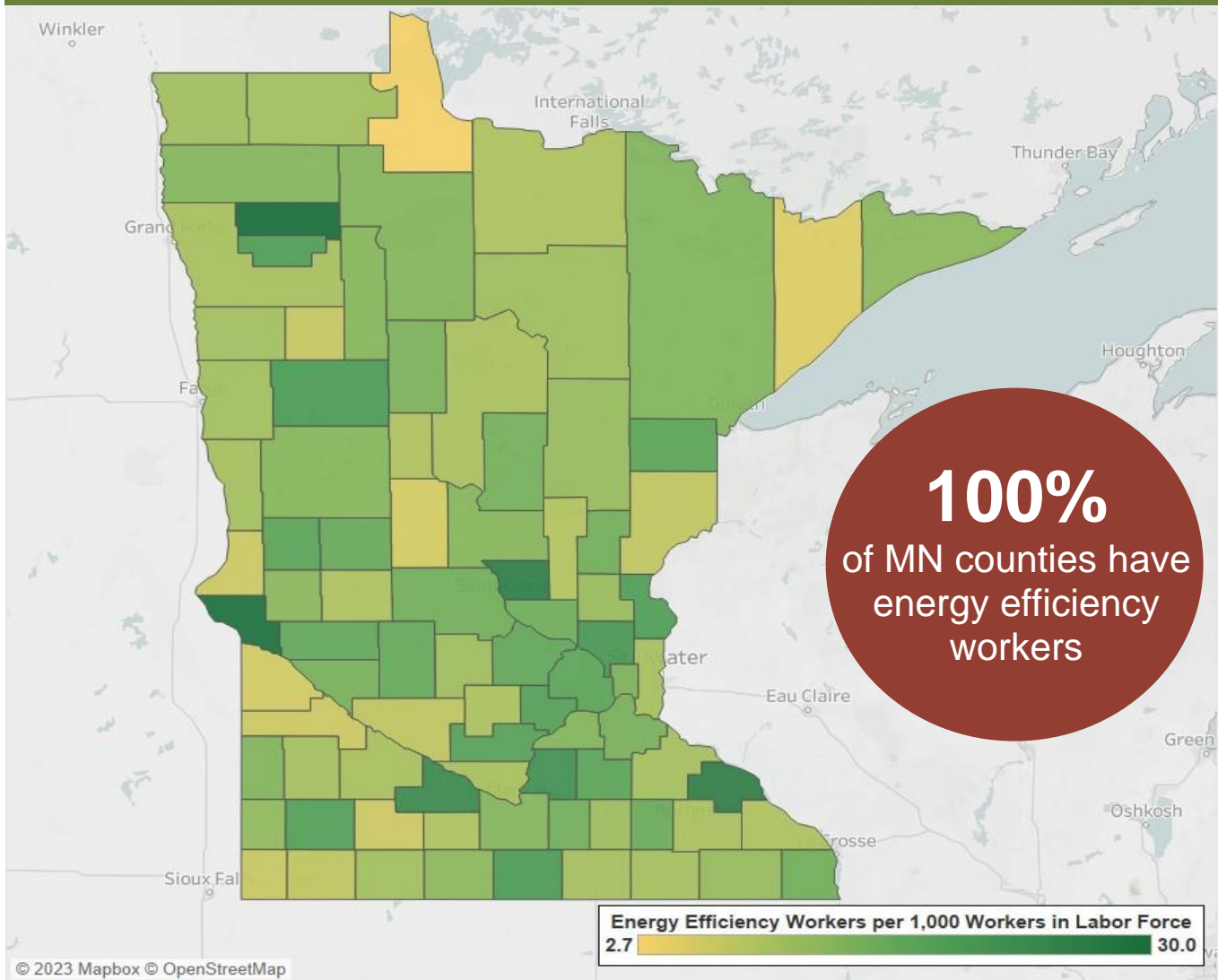
Gender in the Minnesota EE Workforce



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EE Jobs by County



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Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	5,571	6	4,346	Duluth	1,477	Minneapolis-St. Paul-Bloomington	29,995
2	3,159	7	5,328	Fargo	199	Rochester	1,273
3	9,905	8	3,523	Grand Forks	114	St. Cloud	1,732
4	5,303			La Crosse-Onalaska	76	Rural	7,591
5	5,998			Mankato-North Mankato	673		

State Upper House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	554		18	480		35	123		52	471
2	851		19	573		36	508		53	185
3	780		20	1,091		37	642		54	122
4	395		21	1,070		38	606		55	306
5	503		22	755		39	583		56	101
6	388		23	757		40	2,909		57	403
7	347		24	370		41	707		58	<10
8	918		25	567		42	723		59	2,144
9	757		26	343		43	172		60	520
10	289		27	473		44	1,888		61	354
11	327		28	282		45	241		62	89
12	1,411		29	593		46	563		63	13
13	1,116		30	1,456		47	300		64	1,225
14	<10		31	1,038		48	744		65	626
15	745		32	234		49	1,721		66	<10
16	991		33	1,371		50	394		67	<10
17	821		34	350		51	744			

State Lower House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
01A	281		18A	185		36A	221		53A	152
01B	268		18B	293		36B	286		53B	32
02A	404		19A	570		37A	519		54A	108
02B	446		20A	646		37B	120		54B	13
03A	375		20B	443		38A	482		55A	304
03B	402		21A	467		38B	122		55B	<10
04A	215		21B	602		39A	275		56A	<10
04B	172		22A	432		39B	309		56B	101
05A	183		22B	319		40A	322		57A	401
05B	318		23A	467		40B	1,984		58B	<10
06A	309		23B	285		41A	558		59A	13
06B	77		24A	267		41B	145		59B	2,129
07A	294		24B	101		42A	<10		60A	341
07B	51		25A	577		42B	760		60B	185
08A	351		26A	196		43A	102		61A	161
08B	589		26B	145		43B	69		61B	215
09A	525		27A	318		44A	757		62A	89
09B	228		27B	111		44B	1,053		62B	<10
10A	127		28A	95		45A	189		63A	<10
10B	160		28B	185		45B	51		63B	13
11A	83		29A	372		46A	440		64A	1,108
11B	242		29B	266		46B	142		64B	88
12A	483		30A	<10		47A	299		65A	76
12B	1,084		30B	1,455		47B	<10		65B	553
13A	809		31A	568		48A	788		66A	<10
13B	316		31B	465		48B	<10		66B	<10
14A	<10		32A	113		49A	967		67A	<10
14B	<10		32B	120		49B	684		67B	<10
15A	372		33A	1,721		50A	425			
15B	369		33B	160		50B	<10			
16A	389		34A	317		51A	740			
16B	596		34B	32		51B	<10			
17A	502		35A	<10		52A	348			
17B	316		35B	122		52B	137			



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Mississippi

Energy Efficiency Jobs in America

14,560

Total Jobs

What are EE Jobs?

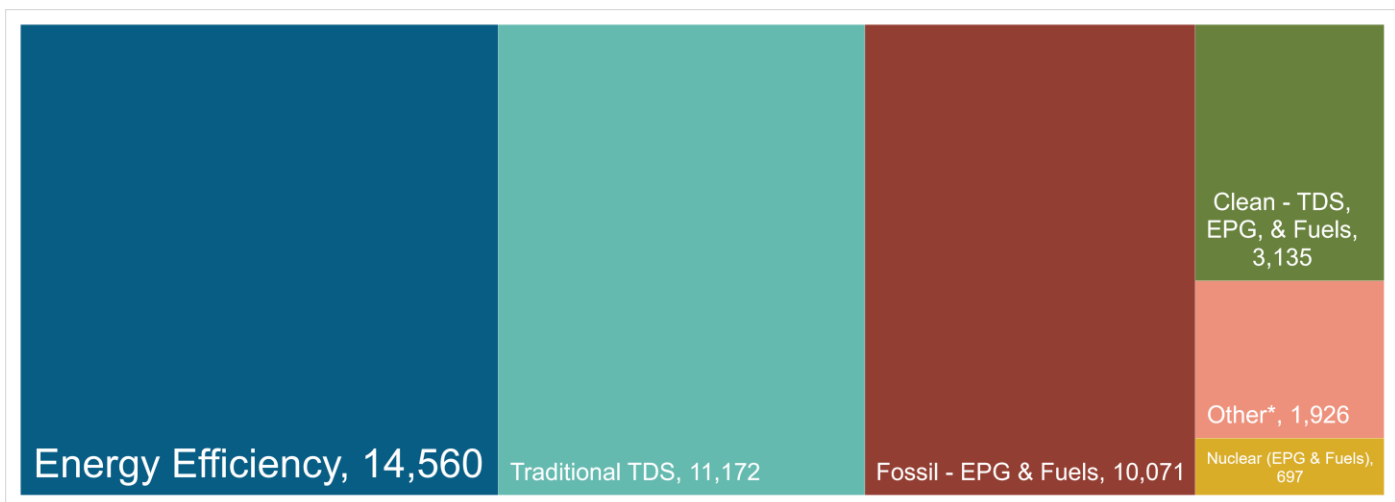
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
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How does EE compare in Mississippi?

Energy Efficiency is the largest energy sector in Mississippi.



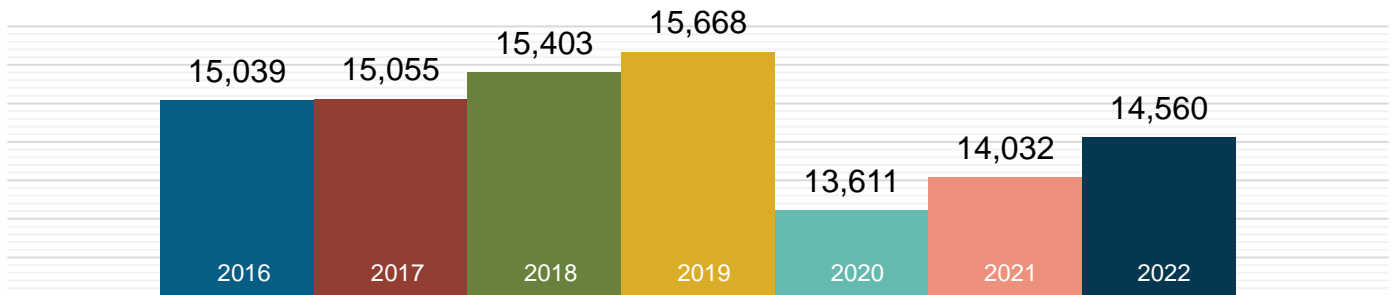
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

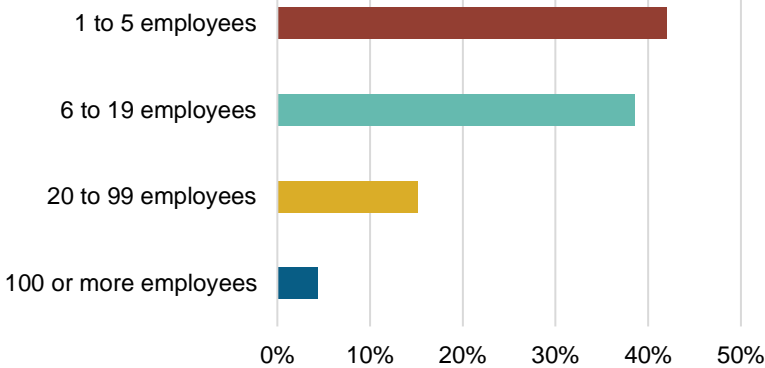
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Mississippi?

EE Workers Employed in MS



95.7% of MS EE Businesses Have Fewer Than 100 Employees



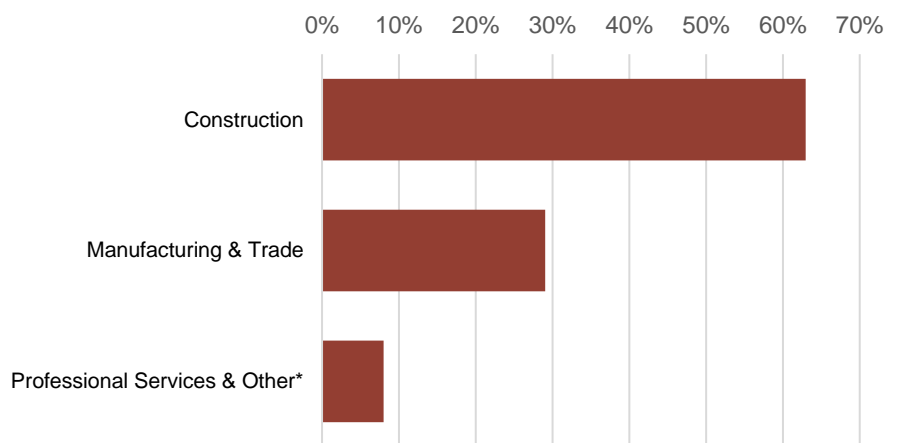
2,710
EE businesses in
Mississippi



EE construction
workers comprise
20% of Mississippi's
construction workforce

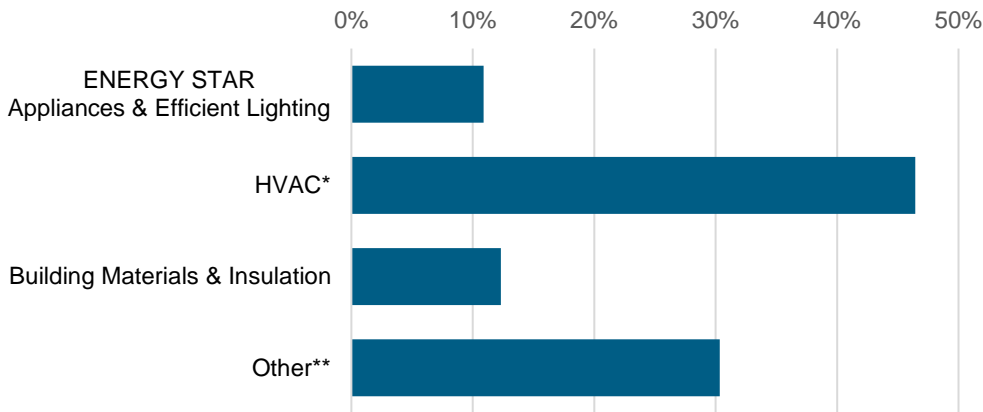


What type of work do energy efficiency firms do?



*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%
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 EE workers are
Veterans

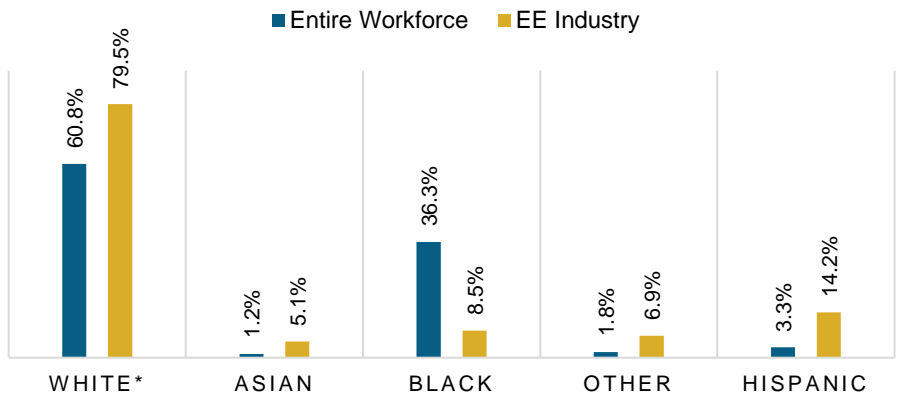


How is EE doing on diversity in Mississippi?

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 Mississippi 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 EE businesses.

Mississippi EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

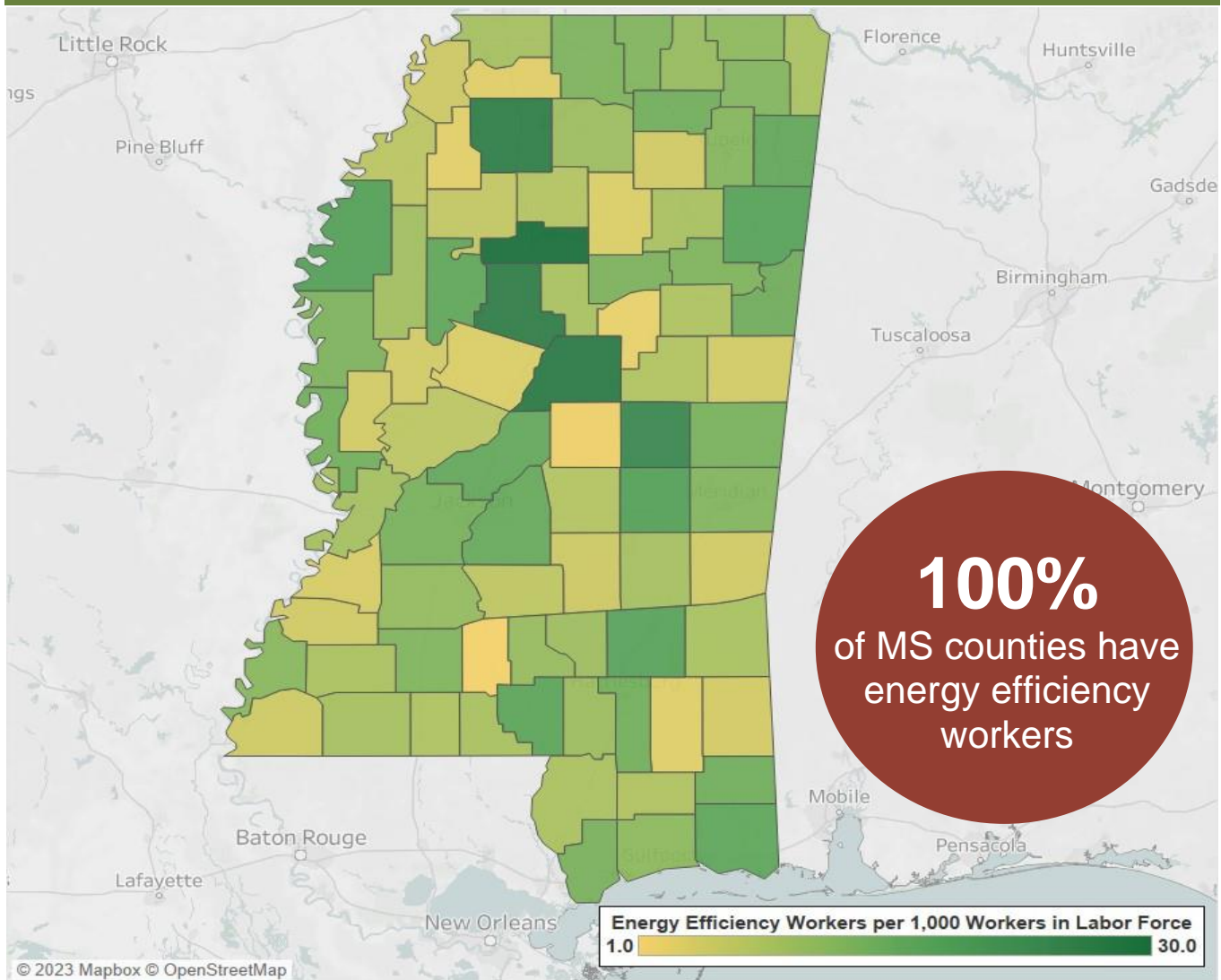
Gender in the Mississippi EE Workforce



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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	3,685	Gulfport-Biloxi-Pascagoula	1,982
2	4,247	Hattiesburg	770
3	3,189	Jackson	3,578
4	3,440	Memphis	832
		Rural	7,399

State Upper House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	810		15	230		29	525		43	169
2	<10		16	436		30	186		44	57
3	610		17	30		31	204		45	86
4	224		18	229		32	366		46	729
5	92		19	<10		33	115		47	520
6	246		20	689		34	1,080		48	594
7	235		21	455		35	136		49	112
8	136		22	222		36	345		50	70
9	389		23	255		37	408		51	387
10	133		24	11		38	42		52	<10
11	153		25	619		39	63			
12	330		26	471		40	400			
13	83		27	<10		41	83			
14	473		28	203		42	117			

State Lower House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	165		32	135		63	128		94	207
2	<10		33	<10		64	271		95	655
3	88		34	47		65	143		96	155
4	65		35	228		66	159		97	<10
5	485		36	77		67	<10		98	<10
6	279		37	588		68	286		99	30
7	202		38	<10		69	<10		100	<10
8	39		39	17		70	116		101	<10
9	236		40	<10		71	<10		102	<10
10	70		41	<10		72	<10		103	<10
11	13		42	<10		73	<10		104	<10
12	<10		43	<10		74	<10		105	128
13	85		44	45		75	77		106	<10
14	18		45	393		76	88		107	<10
15	93		46	34		77	89		108	<10
16	462		47	50		78	58		109	218
17	<10		48	<10		79	205		110	170
18	84		49	137		80	265		111	316
19	65		50	21		81	80		112	<10
20	111		51	<10		82	<10		113	<10
21	19		52	<10		83	<10		114	196
22	44		53	424		84	<10		115	309
23	189		54	259		85	24		116	<10
24	252		55	<10		86	38		117	379
25	29		56	818		87	763		118	<10
26	11		57	<10		88	197		119	86
27	243		58	345		89	<10		120	<10
28	<10		59	503		90	96		121	<10
29	116		60	268		91	27		122	43
30	11		61	<10		92	<10			
31	154		62	171		93	307			



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Missouri

Energy Efficiency Jobs in America

39,554
Total Jobs

What are EE Jobs?

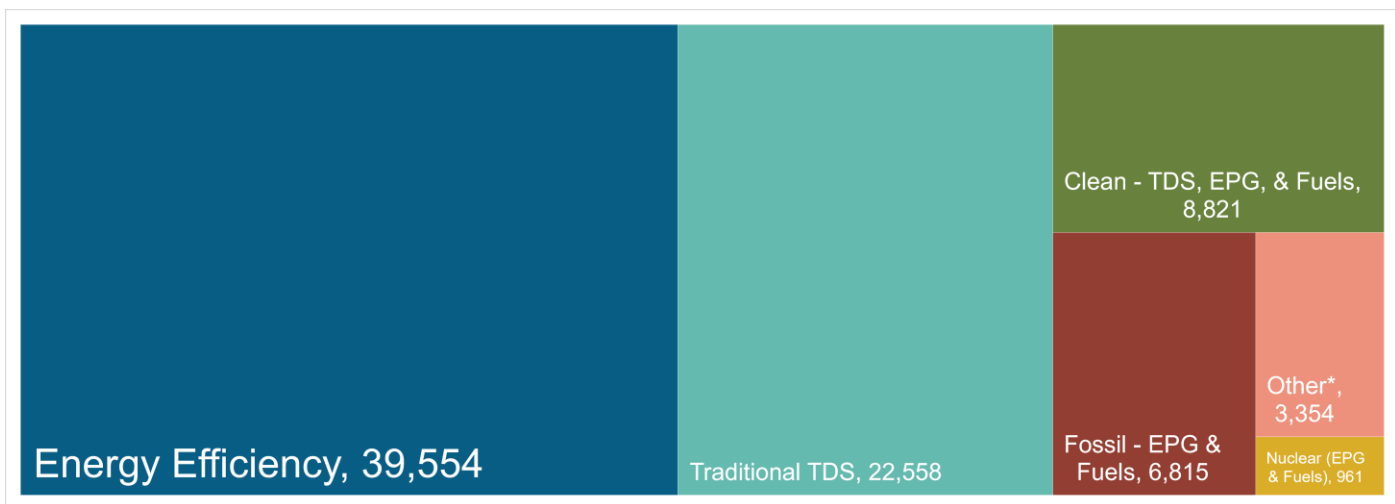
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
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How does EE compare in Missouri?

Energy Efficiency is the largest energy sector in Missouri.



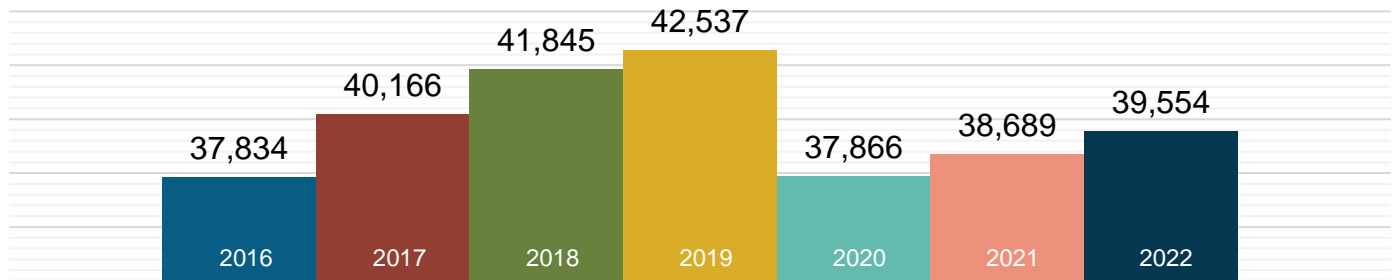
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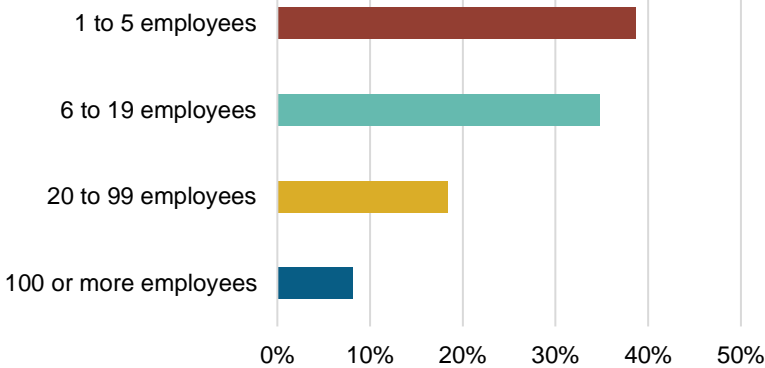
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Missouri?

EE Workers Employed in MO



91.9% of MO EE Businesses Have Fewer Than 100 Employees



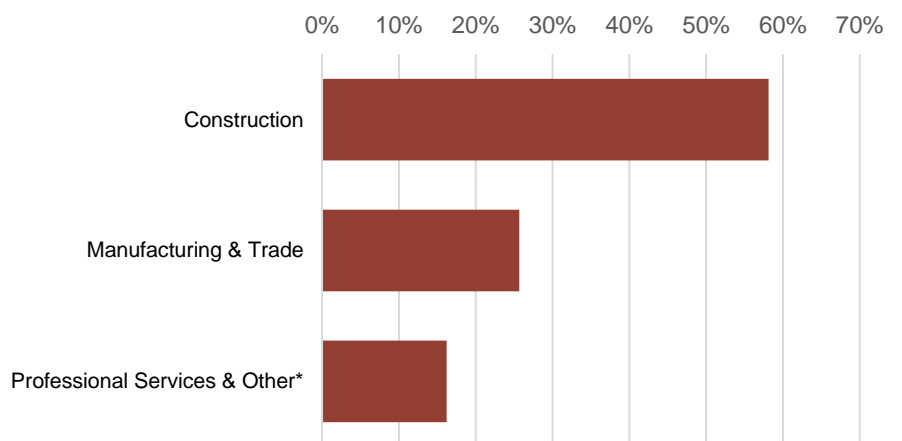
5,950
EE businesses in
Missouri



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

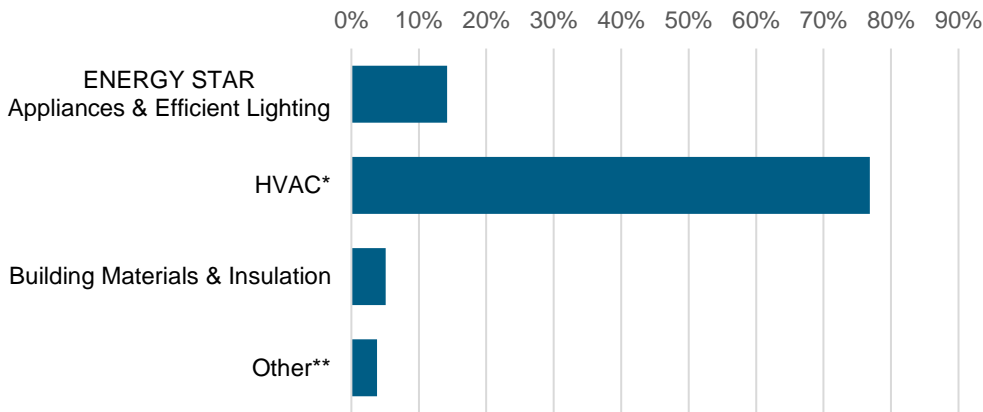


What type of work do energy efficiency firms do?



*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

9%
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 EE workers are
Veterans

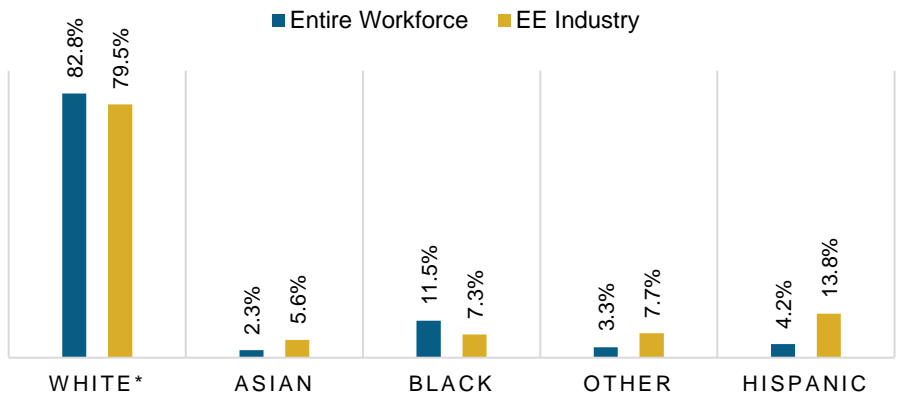


How is EE doing on diversity in Missouri?

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 Missouri 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 EE businesses.

Missouri EE Industry by Race and Ethnicity



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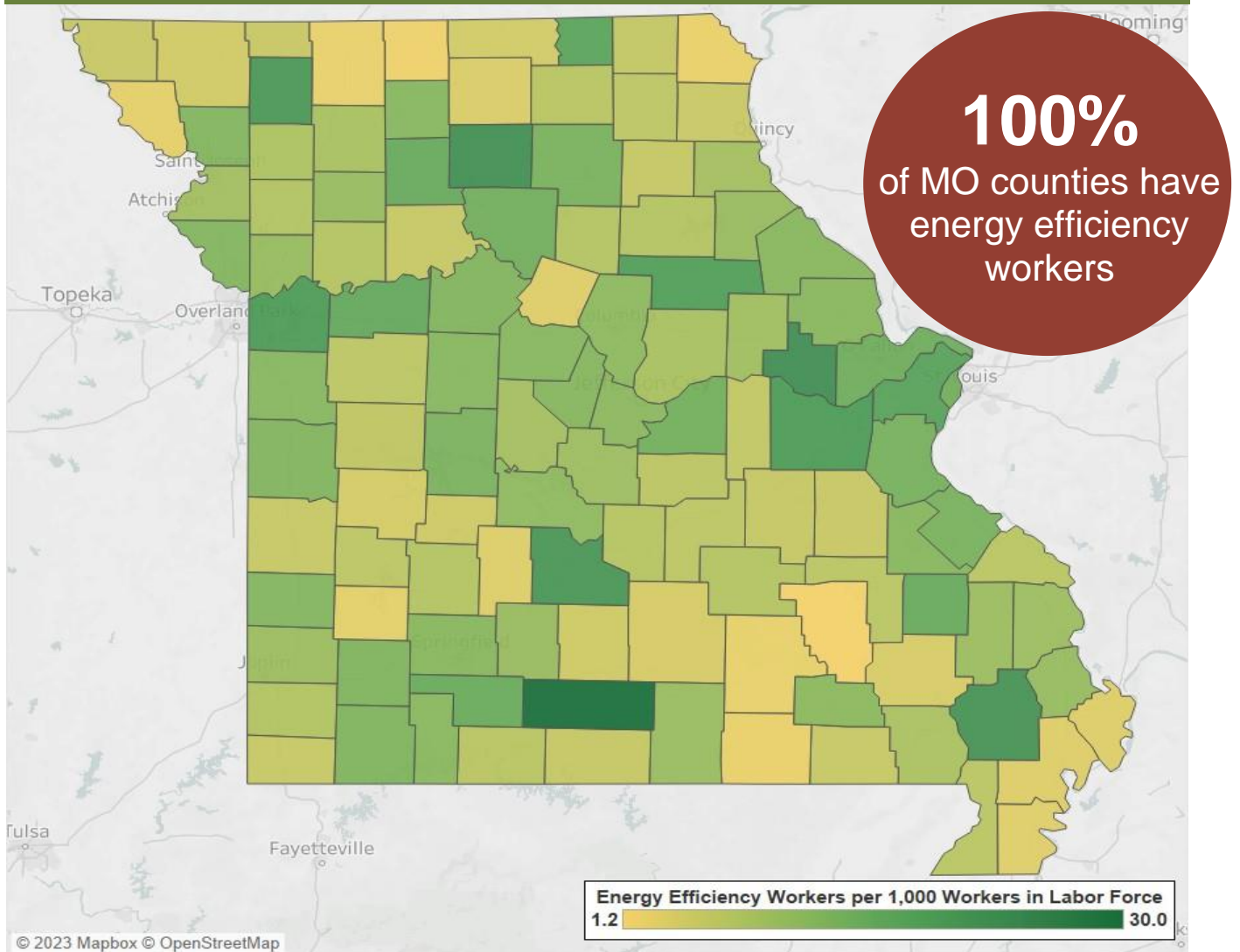
Gender in the Missouri EE Workforce



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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
1	8,051		6	3,330		Cape Girardeau	418
2	4,605		7	4,872		Columbia	1,107
3	4,796		8	3,413		Fayetteville-Springdale-Rogers	40
4	4,008					Jefferson City	849
5	6,480					Joplin	748
						Kansas City	9,538
						Springfield	2,547
						St. Joseph	473
						St. Louis	17,531
						Rural	6,303

State Upper House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,725		10	1,725		19	471		28	875
2	1,714		11	398		20	2,759		29	1,054
3	1,074		12	1,644		21	940		30	269
4	2,110		13	471		22	596		31	774
5	1,746		14	1,219		23	<10		32	809
6	1,960		15	1,956		24	905		33	693
7	3,049		16	734		25	1,035		34	821
8	1,592		17	743		26	501			
9	522		18	870		27	801			

State Lower House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	246		43	776		85	<10		127	454
2	301		44	<10		86	<10		128	200
3	279		45	321		87	<10		129	21
4	205		46	<10		88	215		130	1,310
5	214		47	117		89	349		131	<10
6	210		48	481		90	178		132	957
7	387		49	679		91	134		133	55
8	174		50	83		92	182		134	<10
9	374		51	228		93	107		135	54
10	137		52	14		94	175		136	205
11	133		53	197		95	<10		137	131
12	479		54	38		96	439		138	613
13	368		55	216		97	291		139	20
14	913		56	36		98	171		140	24
15	112		57	248		99	34		141	187
16	35		58	334		100	<10		142	208
17	107		59	13		101	22		143	320
18	<10		60	<10		102	170		144	47
19	777		61	531		103	<10		145	85
20	592		62	419		104	<10		146	459
21	162		63	34		105	<10		147	198
22	298		64	1,038		106	<10		148	293
23	569		65	<10		107	<10		149	124
24	1,033		66	190		108	<10		150	85
25	454		67	197		109	147		151	151
26	42		68	<10		110	<10		152	238
27	151		69	326		111	245		153	<10
28	<10		70	1,568		112	89		154	20
29	201		71	1,184		113	<10		155	80
30	274		72	65		114	192		156	20
31	65		73	170		115	402		157	230
32	74		74	<10		116	257		158	112
33	615		75	<10		117	41		159	283
34	256		76	135		118	178		160	162
35	<10		77	1,162		119	60		161	319
36	173		78	913		120	111		162	61
37	35		79	<10		121	71		163	<10
38	75		80	143		122	56			
39	222		81	94		123	454			
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Montana

Energy Efficiency Jobs in America

8,285
Total Jobs

What are EE Jobs?

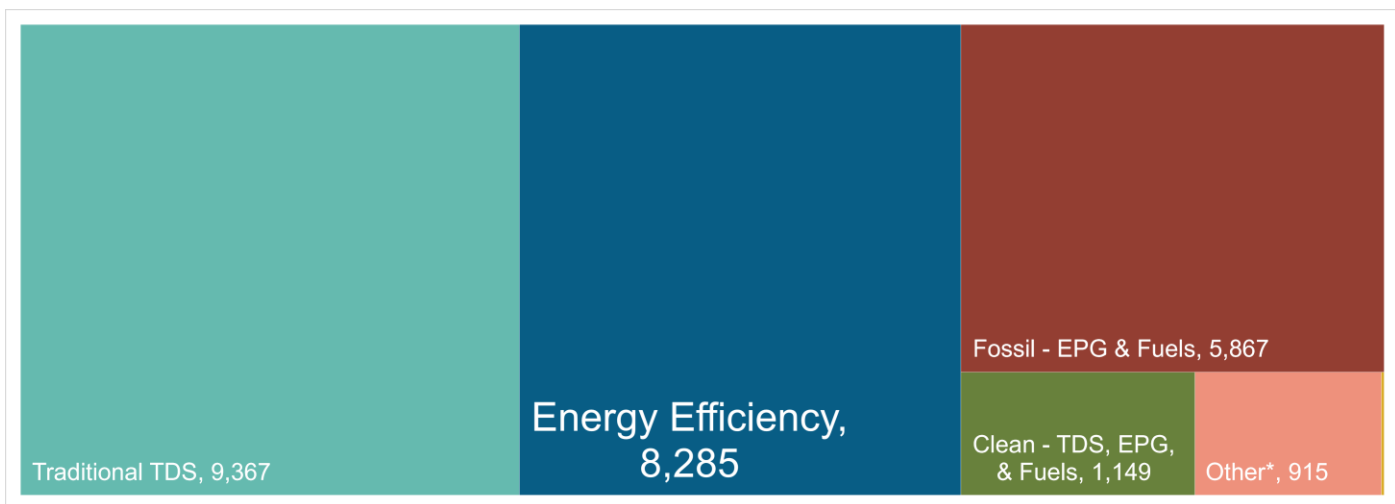
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How does EE compare in Montana?

Energy Efficiency is the second largest energy sector in Montana.



TDS = Transmission, Distribution & Storage

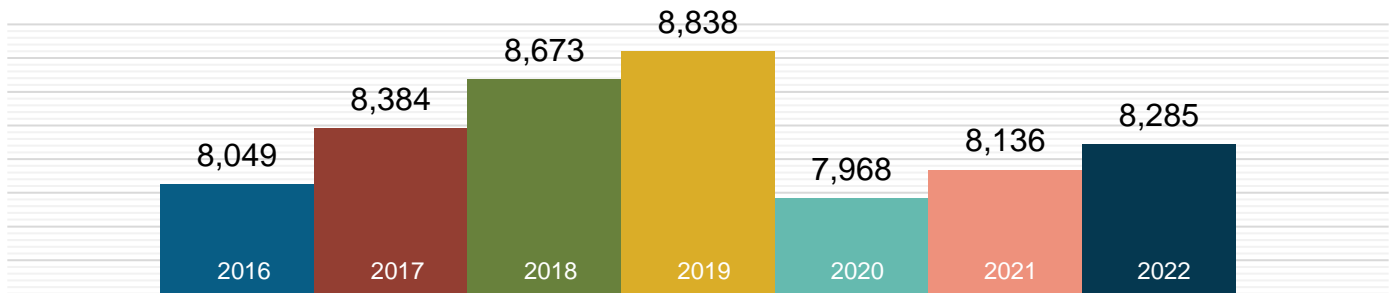
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 14

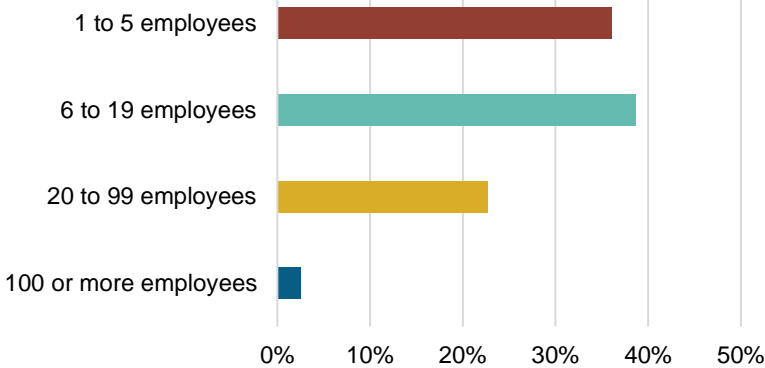
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What does EE look like in Montana?

EE Workers Employed in MT



97.5% of MT EE Businesses Have Fewer Than 100 Employees

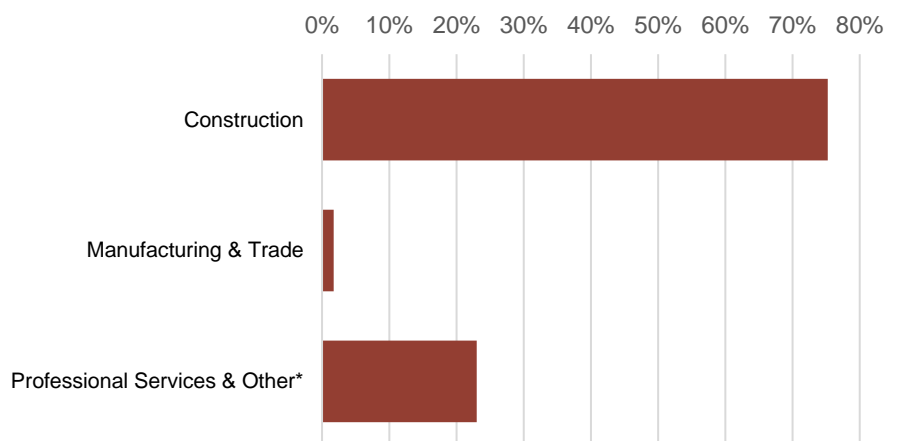


1,428
EE businesses in
Montana

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

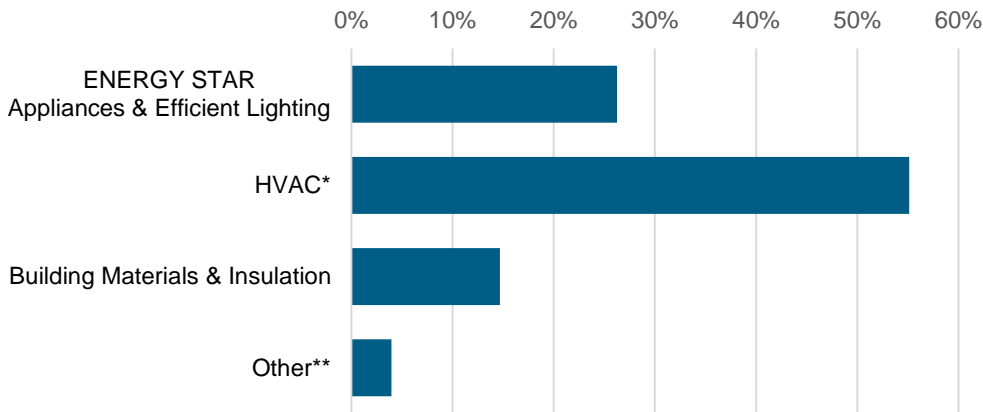


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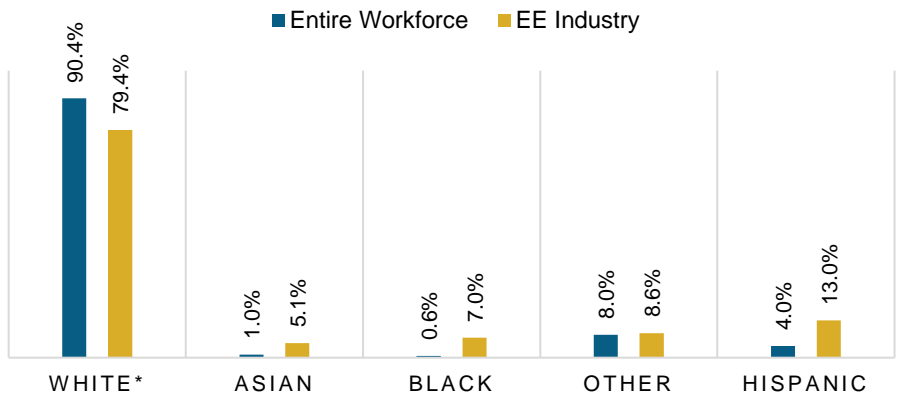


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Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity 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 EE businesses.

Montana EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

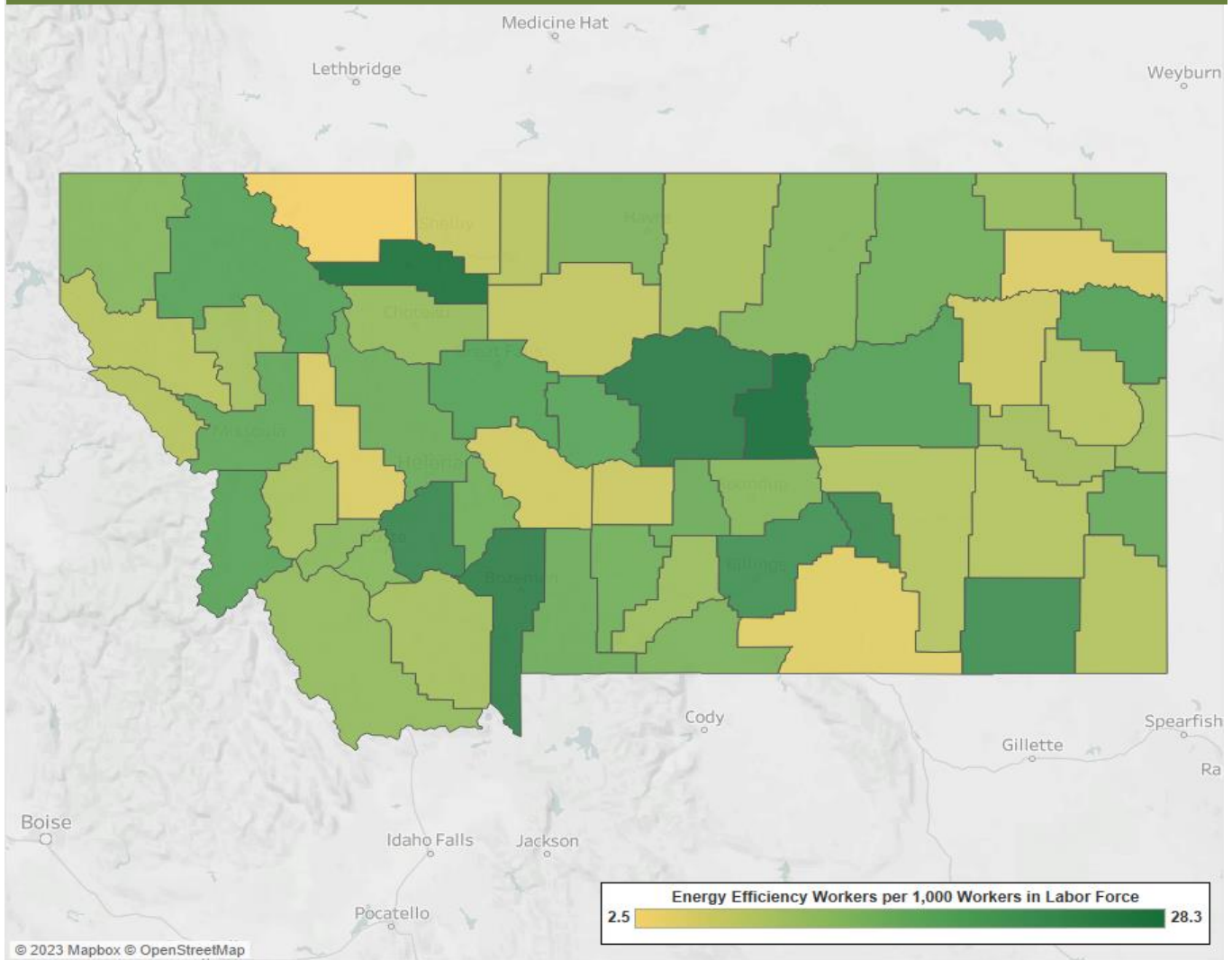
Gender in the Montana EE Workforce



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

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of MT counties have
energy efficiency
workers

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	8,285	Billings	1,826
		Great Falls	621
		Missoula	988
		Rural	4,849

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	160		16	132		31	273		46	216
2	851		17	58		32	90		47	<10
3	<10		18	203		33	<10		48	32
4	<10		19	141		34	<10		49	<10
5	121		20	436		35	122		50	<10
6	85		21	759		36	412			
7	121		22	<10		37	<10			
8	112		23	533		38	479			
9	139		24	<10		39	54			
10	253		25	<10		40	37			
11	229		26	<10		41	<10			
12	<10		27	<10		42	<10			
13	<10		28	21		43	304			
14	178		29	160		44	32			
15	166		30	714		45	657			

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	625		29	118		54	<10		79	<10
5	<10		30	48		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	60		83	<10
9	<10		34	52		59	717		84	<10
10	121		35	145		60	<10		85	309
11	<10		36	57		61	272		86	<10
12	84		37	140		62	<10		87	<10
13	66		38	<10		63	<10		88	32
14	38		39	60		64	90		89	660
15	80		40	375		65	<10		90	<10
16	32		41	35		66	<10		91	<10
17	99		42	724		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	534		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	477		100	<10



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Nebraska

Energy Efficiency Jobs in America

13,345

Total Jobs

What are EE Jobs?

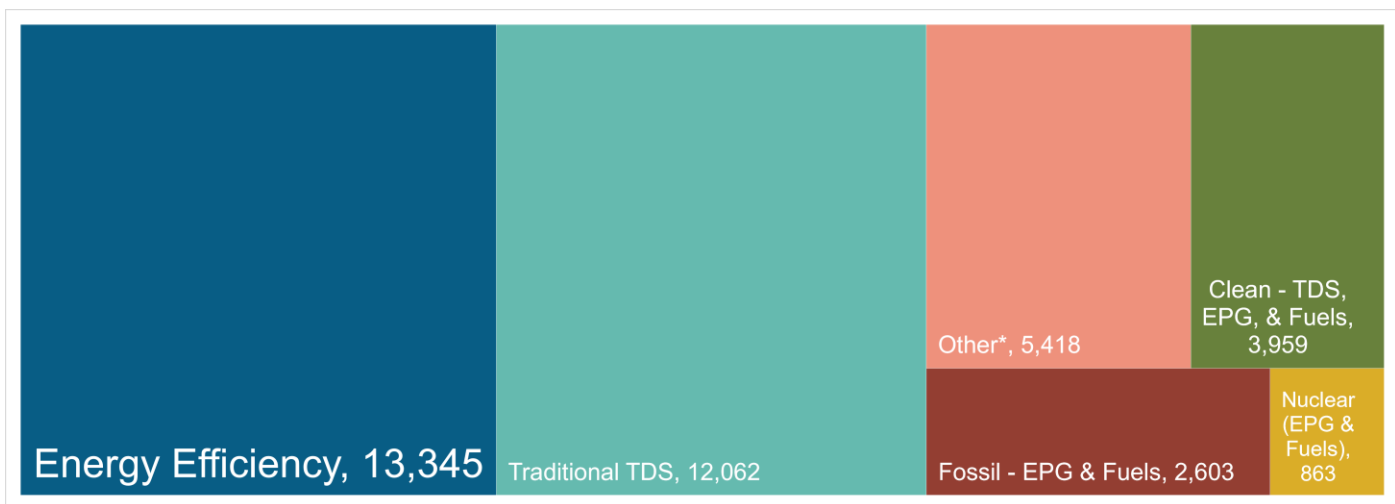
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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.



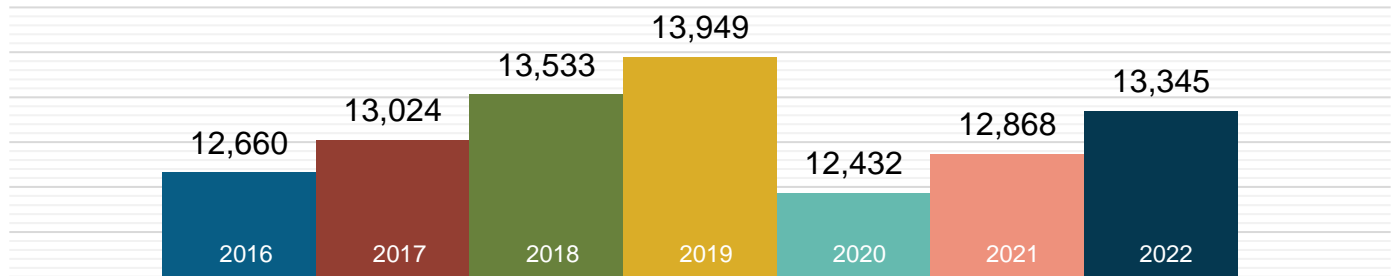
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

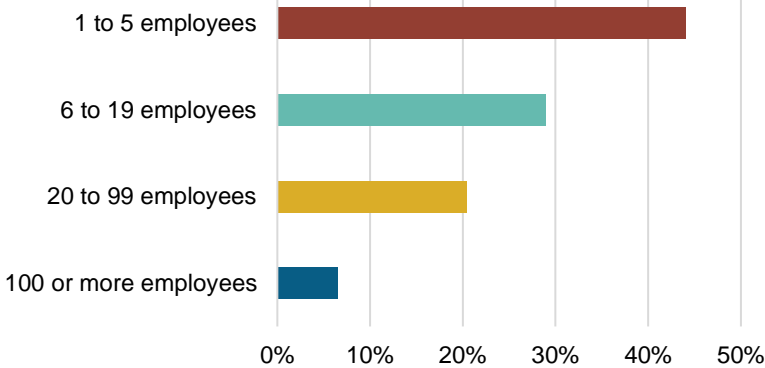
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Nebraska?

EE Workers Employed in NE



93.4% of NE EE Businesses Have Fewer Than 100 Employees



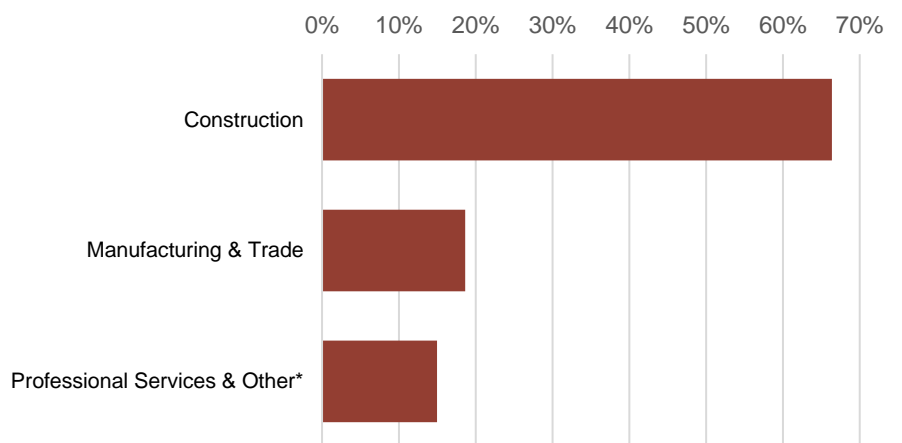
2,087
EE businesses in
Nebraska



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

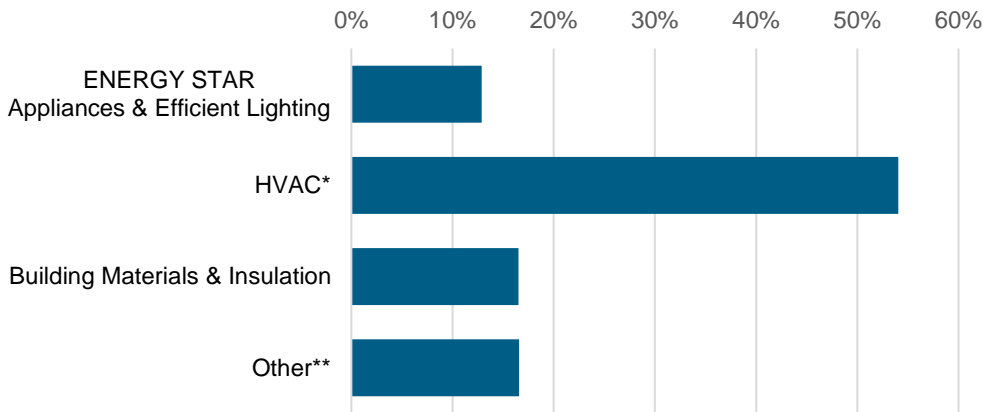


What type of work do energy efficiency firms do?



*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

9%
 of Nebraska
 EE workers are
Veterans

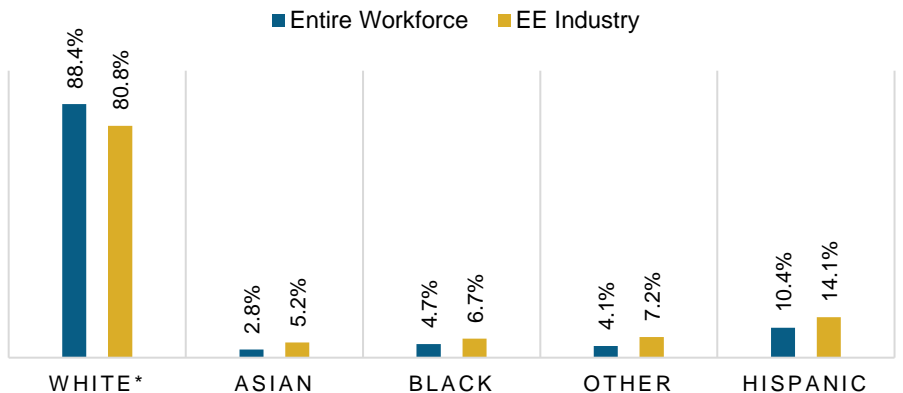


How is EE doing on diversity in Nebraska?

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 EE businesses.

Nebraska EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

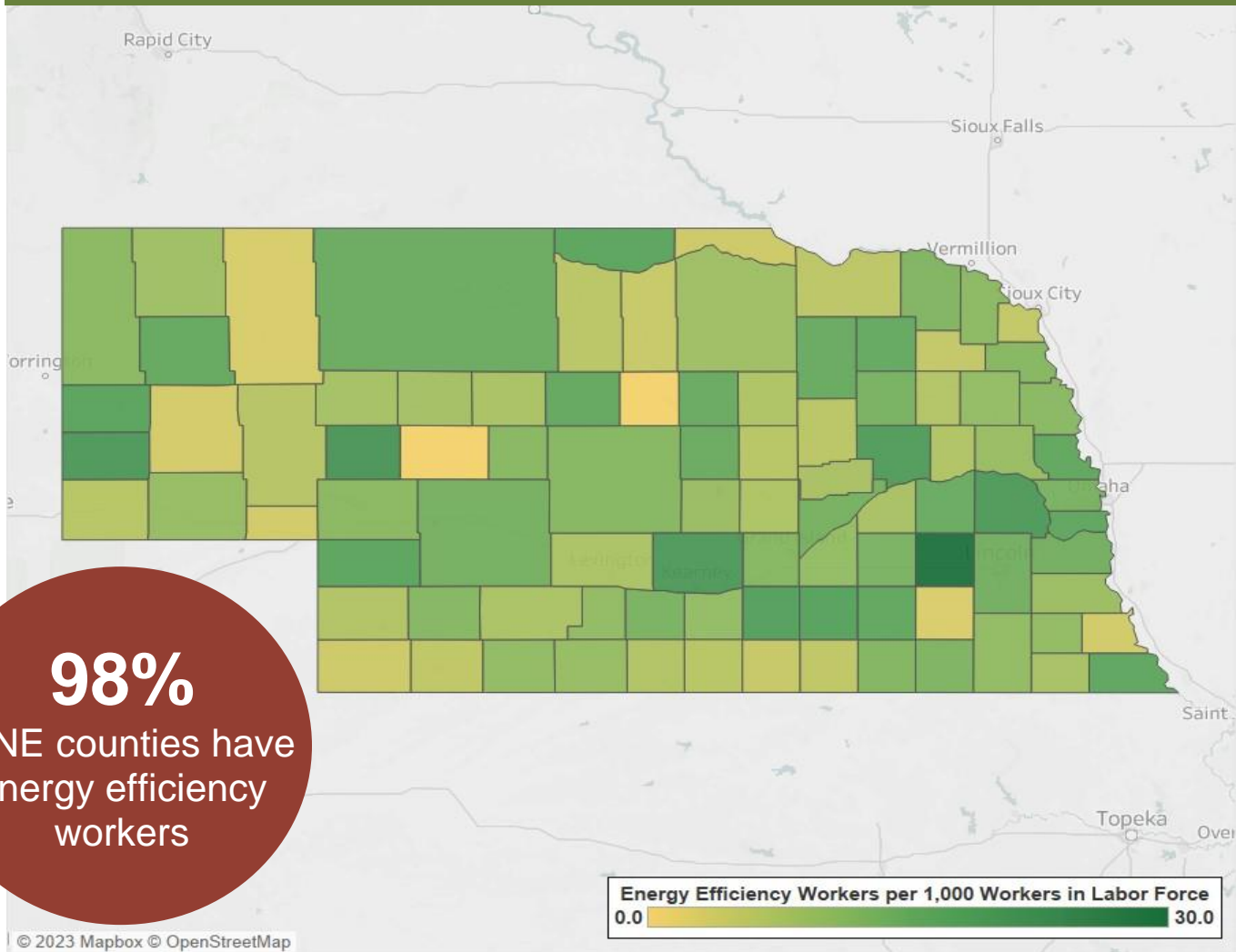
Gender in the Nebraska EE Workforce



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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	4,510	Lincoln	2,589
2	4,506	Omaha-Council Bluffs	6,069
3	4,330	Sioux City	90
		Rural	4,598

State Senate										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	318		14	174		27	265		40	252
2	521		15	302		28	<10		41	269
3	107		16	307		29	22		42	262
4	1,280		17	198		30	254		43	268
5	658		18	<10		31	50		44	247
6	891		19	371		32	212		45	66
7	564		20	<10		33	325		46	<10
8	87		21	892		34	540		47	468
9	<10		22	312		35	<10		48	<10
10	214		23	170		36	351		49	56
11	<10		24	312		37	345			
12	272		25	691		38	185			
13	84	26	130	39	46					



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Nevada

Energy Efficiency Jobs in America

12,173

Total Jobs

What are EE Jobs?

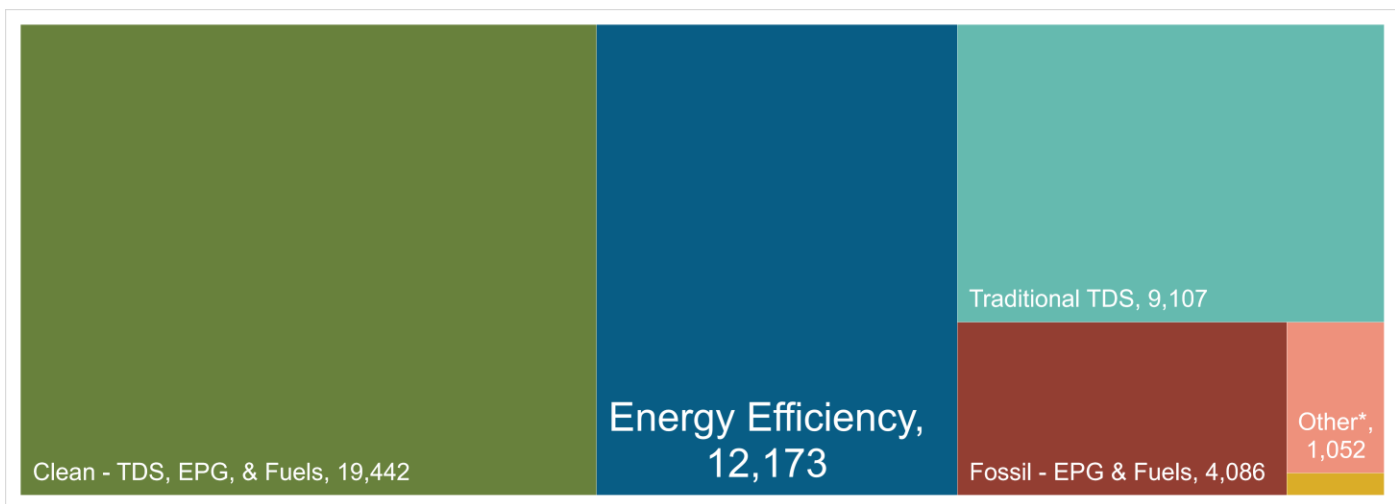
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

What do EE workers do?

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- **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

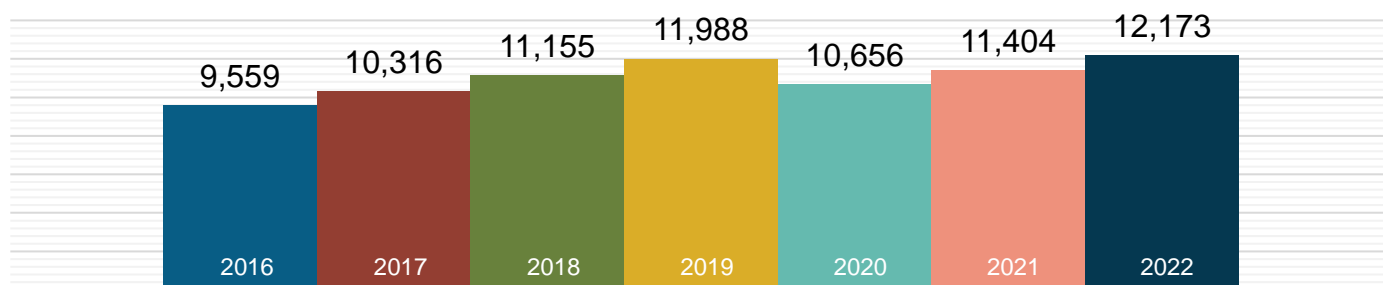
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 155

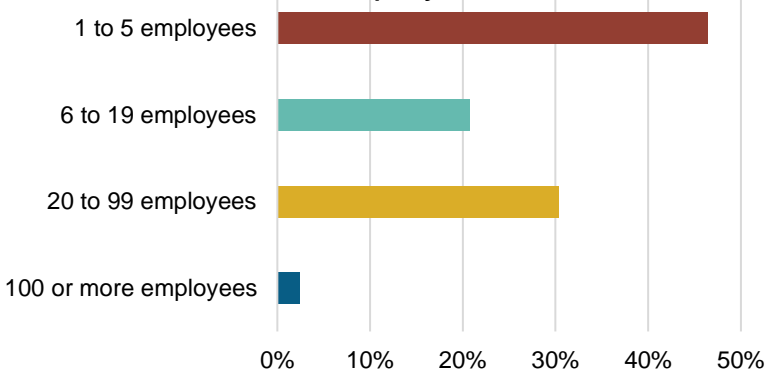
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Nevada?

EE Workers Employed in NV



97.6% of NV EE Businesses Have Fewer Than 100 Employees



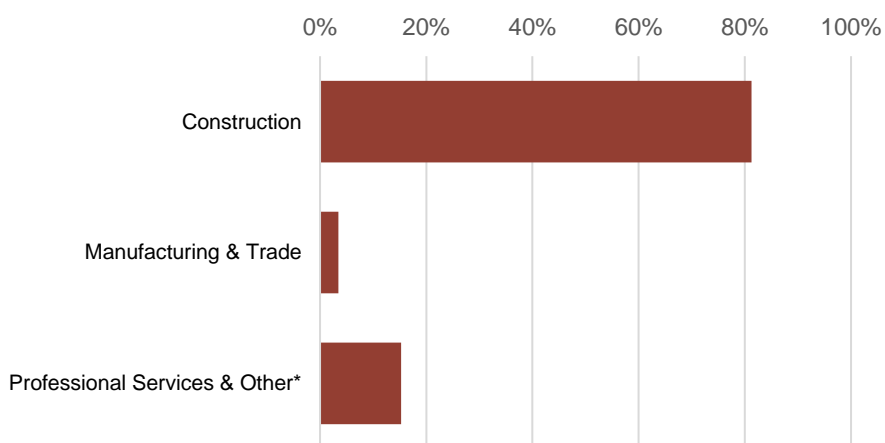
2,228
EE businesses in
Nevada



EE construction
workers comprise
9% of Nevada's
construction workforce

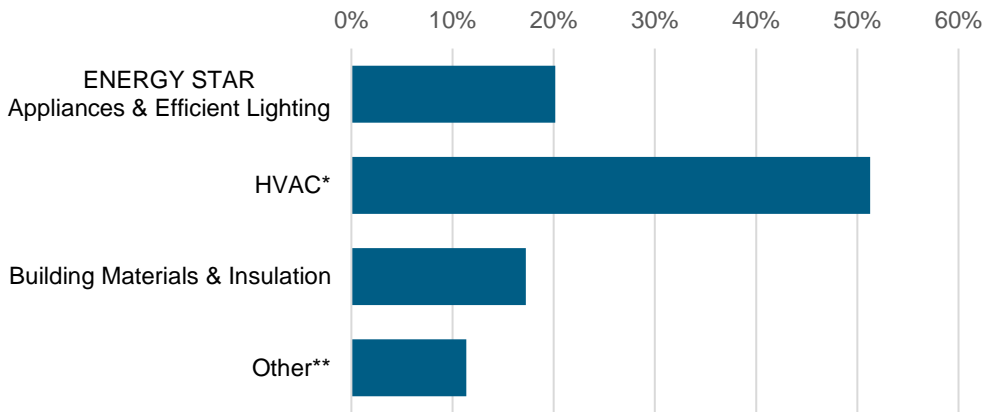


What type of work do energy efficiency firms do?



*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 Nevada
 EE workers are
Veterans

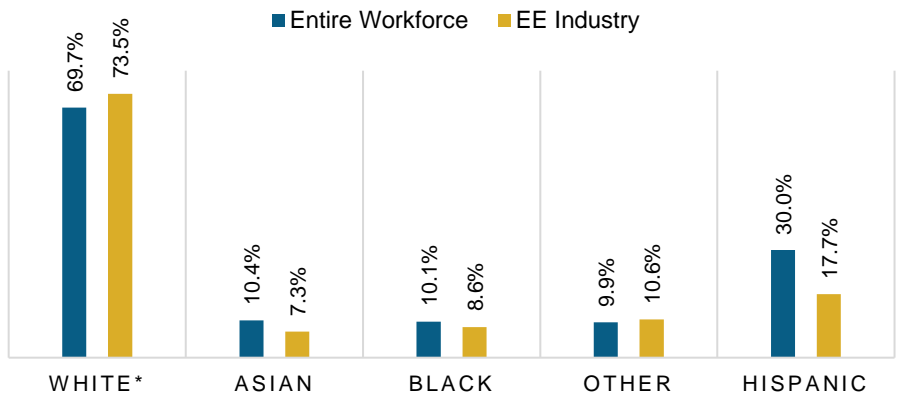


How is EE doing on diversity in Nevada?

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 EE businesses.

Nevada EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

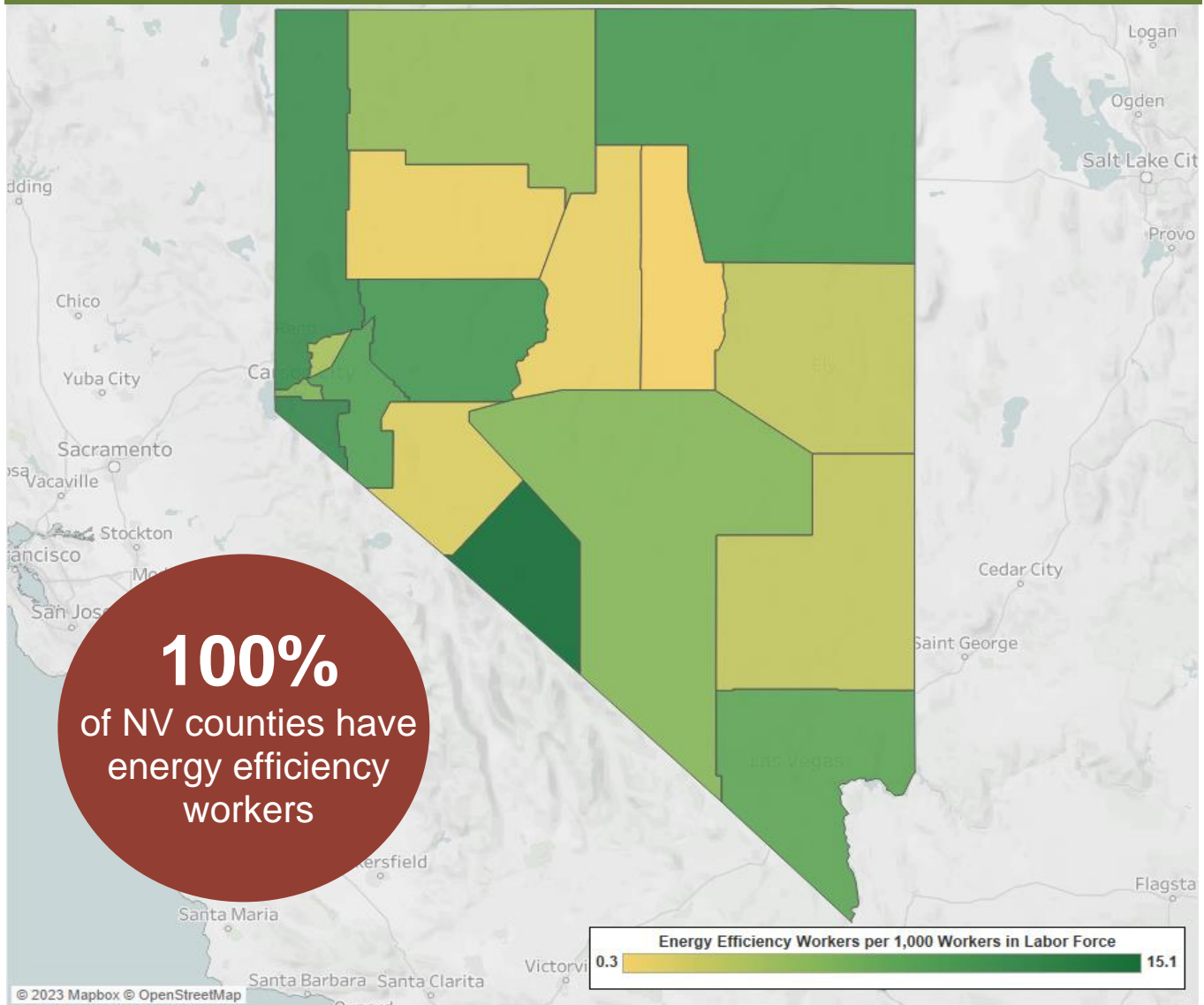
Gender in the Nevada EE Workforce



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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	7,045	Carson City	186
2	2,765	Las Vegas-Paradise	8,512
3	1,623	Reno-Sparks	2,644
4	741	Rural	830

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	733		7	464		13	1,376		19	258
2	918		8	499		14	181		20	57
3	1,605		9	483		15	189		21	16
4	<10		10	1,016		16	505			
5	2,204		11	210		17	385			
6	643		12	422		18	<10			

State Assembly

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	255		13	<10		25	531		37	<10
2	642		14	<10		26	208		38	157
3	567		15	1,109		27	32		39	410
4	201		16	<10		28	<10		40	277
5	97		17	<10		29	<10		41	<10
6	815		18	492		30	356		42	<10
7	291		19	182		31	<10			
8	1,439		20	163		32	119			
9	190		21	245		33	247			
10	717		22	238		34	218			
11	271		23	68		35	46			
12	547		24	987		36	46			



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New Hampshire

Energy Efficiency Jobs in America

11,299
Total Jobs

What are EE Jobs?

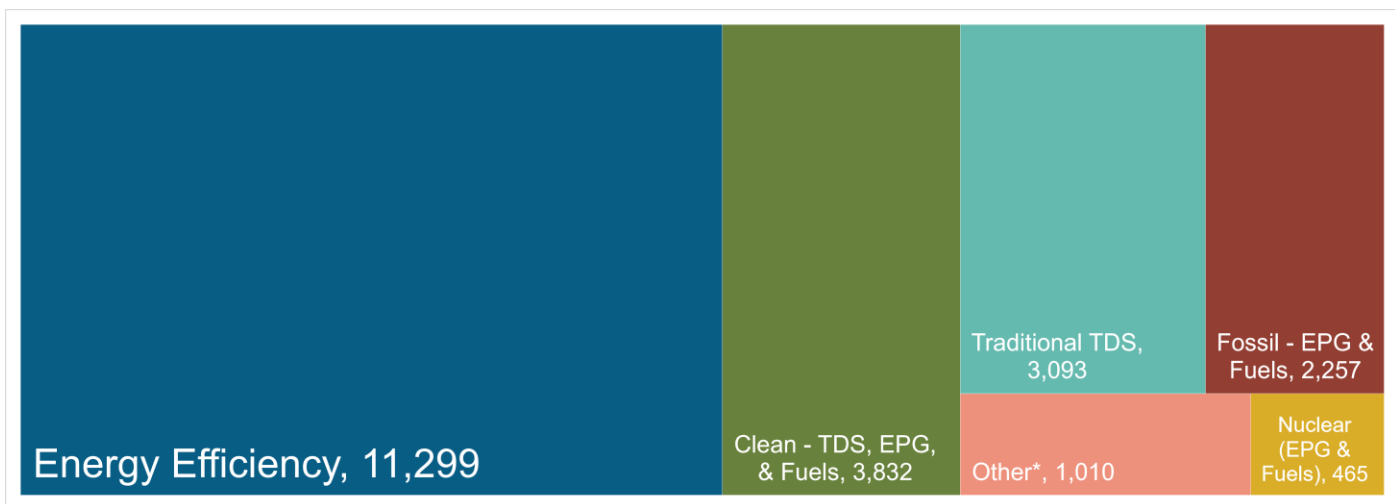
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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.



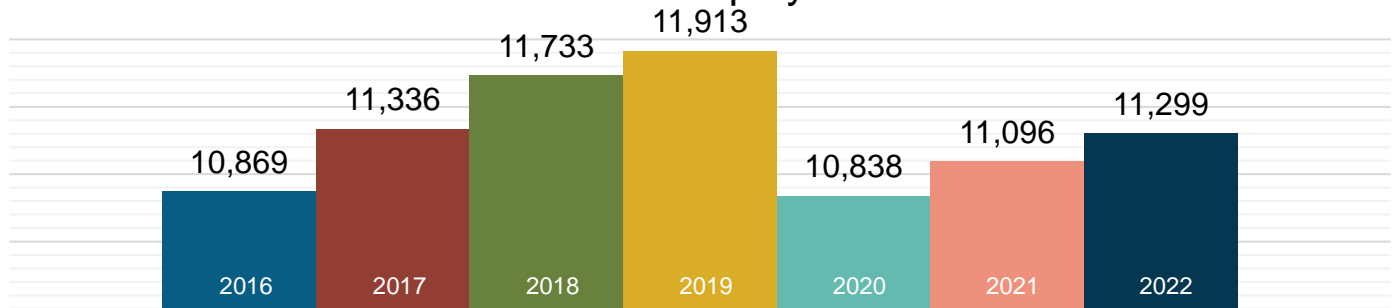
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

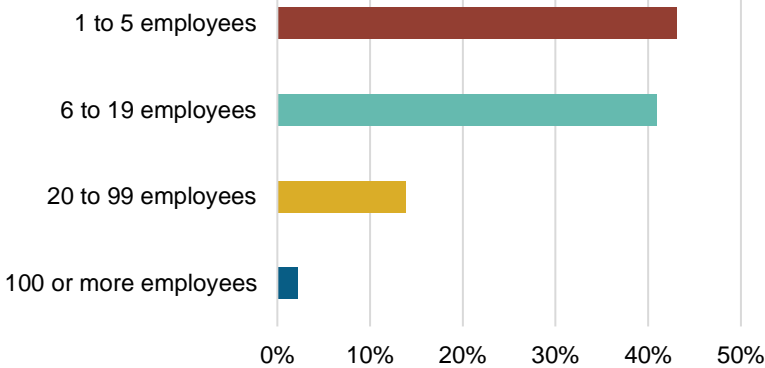
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in New Hampshire?

EE Workers Employed in NH



97.8% of NH EE Businesses Have Fewer Than 100 Employees



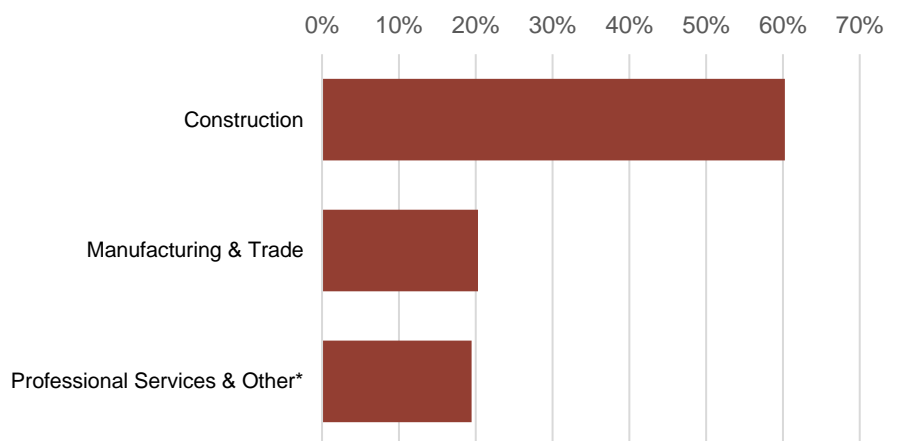
2,088
EE businesses in
New Hampshire



EE construction
workers comprise
22% of New
Hampshire's construction
workforce

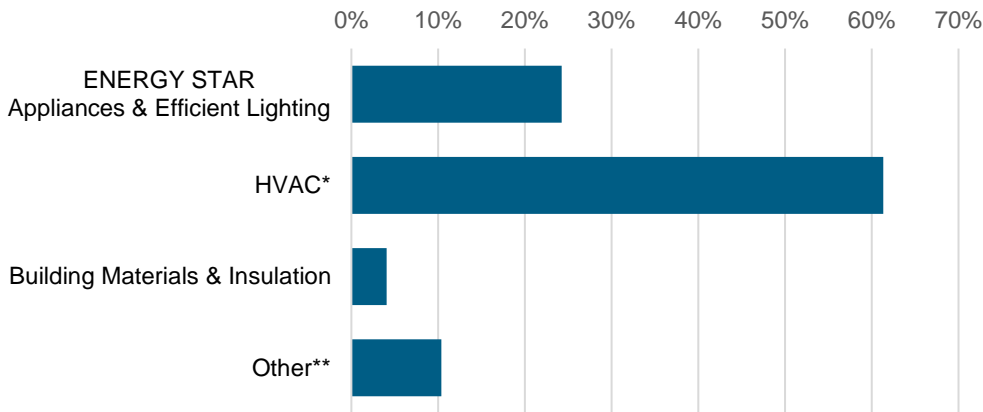


What type of work do energy efficiency firms do?



*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

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 of New Hampshire
 EE workers are
Veterans

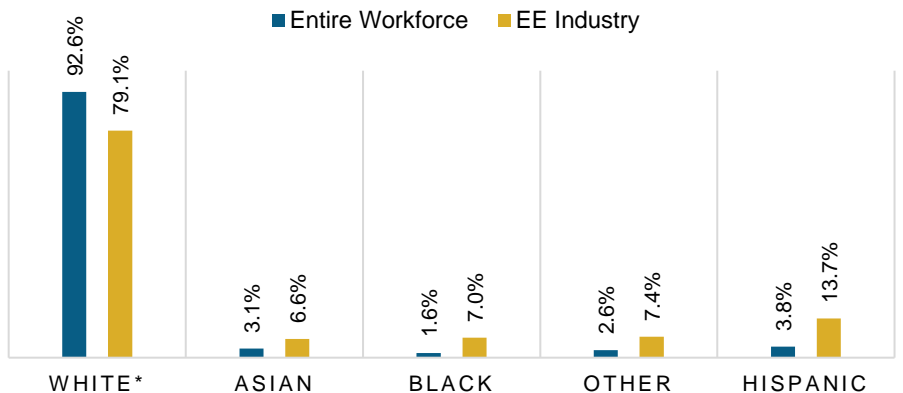


How is EE doing on diversity in New Hampshire?

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 EE businesses.

New Hampshire EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

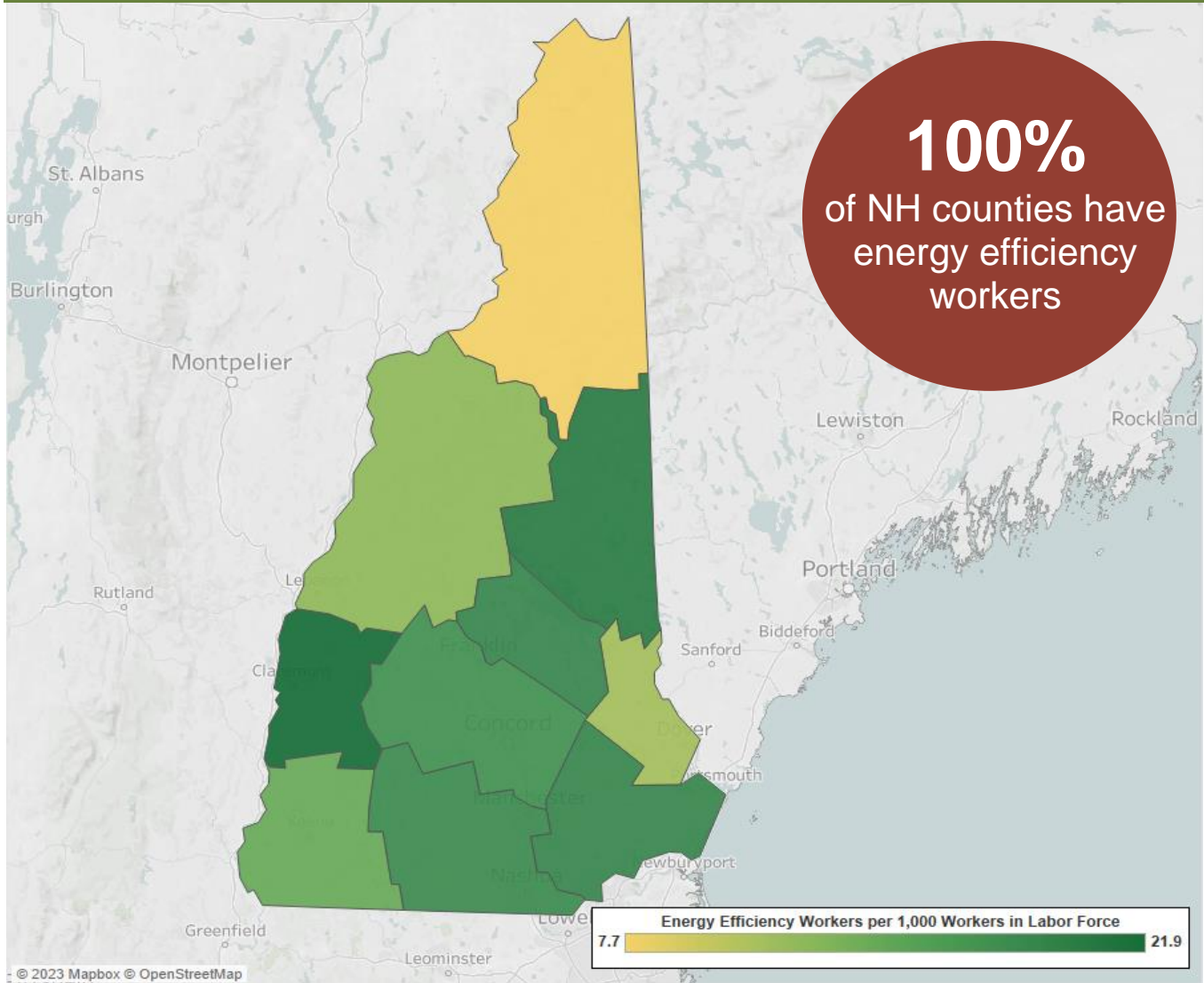
Gender in the New Hampshire EE Workforce



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Energy Efficiency Jobs are Everywhere

EE Jobs by County



Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,135	Boston-Cambridge-Newton	3,434
2	5,164	Manchester-Nashua	3,710
		Rural	4,155

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	431		7	553		13	287		19	237
2	524		8	507		14	1,040		20	316
3	541		9	547		15	580		21	580
4	435		10	350		16	532		22	519
5	372		11	538		17	383		23	472
6	271		12	584		18	175		24	525

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	116		405	33		602	<10		722	68
2	264		406	102		604	115		723	425
4	83		408	73		605	<10		724	55
5	49		409	71		606	49		801	21
6	78		410	124		607	68		802	38
7	21		412	61		609	92		803	47
101	94		413	38		610	537		804	112
102	109		501	101		620	151		805	23
103	61		502	76		623	107		806	283
104	166		503	37		624	128		807	147
105	81		504	191		701	49		817	67
117	<10		505	16		702	150		818	28
201	86		506	230		704	205		901	61
202	189		507	237		705	458		902	110
203	23		508	139		706	42		903	83
209	181		510	440		707	77		906	36
211	58		512	188		708	309		907	21
212	79		520	271		709	97			
301	52		521	377		710	335			
302	35		523	118		712	32			
303	47		525	11		713	52			
304	18		526	117		714	92			
305	14		528	158		715	39			
306	27		529	62		716	35			
401	91		530	285		717	18			
402	51		531	117		719	128			
403	37		537	113		720	121			
404	17		601	136		721	118			



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New Jersey

Energy Efficiency Jobs in America

36,332
Total Jobs

What are EE Jobs?

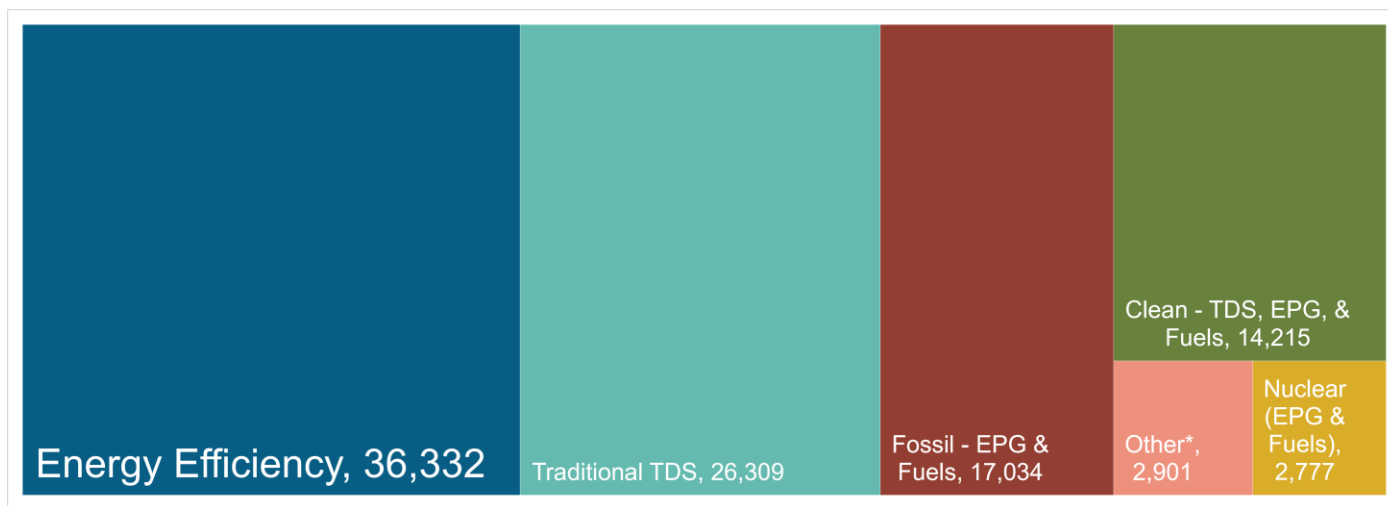
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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- **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 New Jersey?

Energy Efficiency is the largest energy sector in New Jersey.



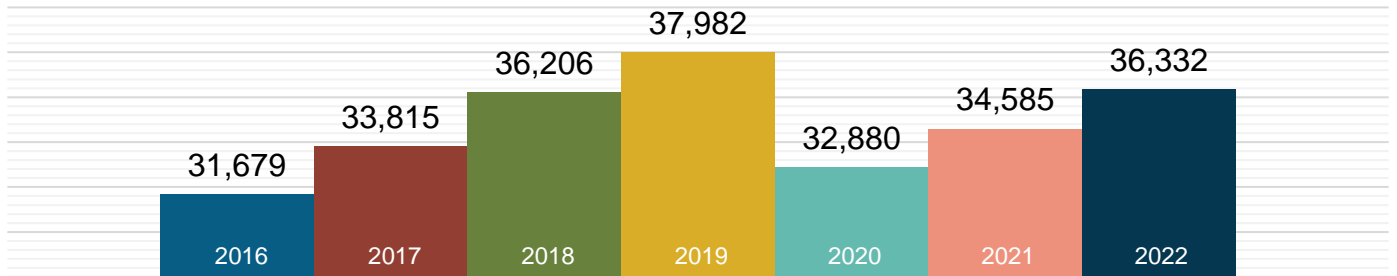
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

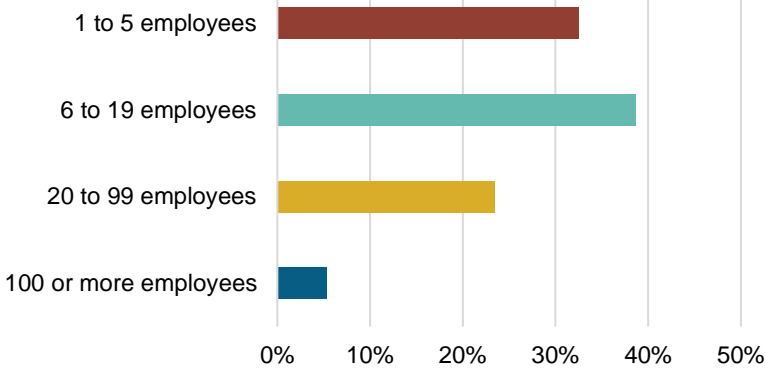
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in New Jersey?

EE Workers Employed in NJ



94.6% of NJ EE Businesses Have Fewer Than 100 Employees



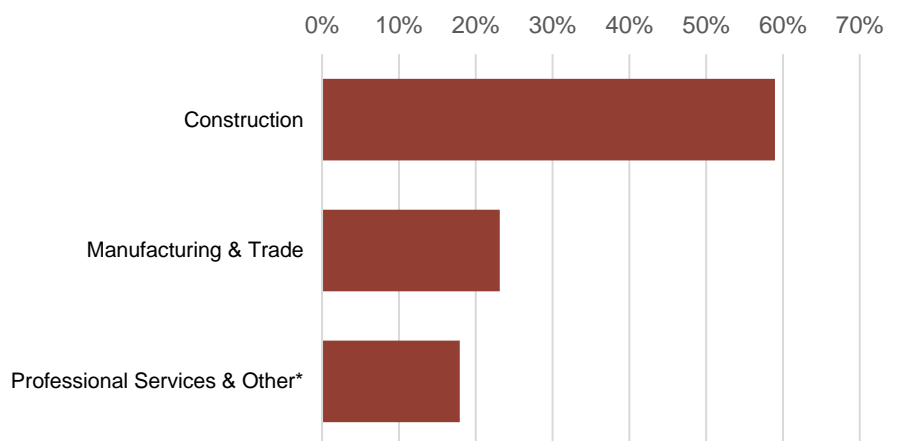
4,812
EE businesses in
New Jersey



EE construction
workers comprise
13% of New Jersey's
construction workforce

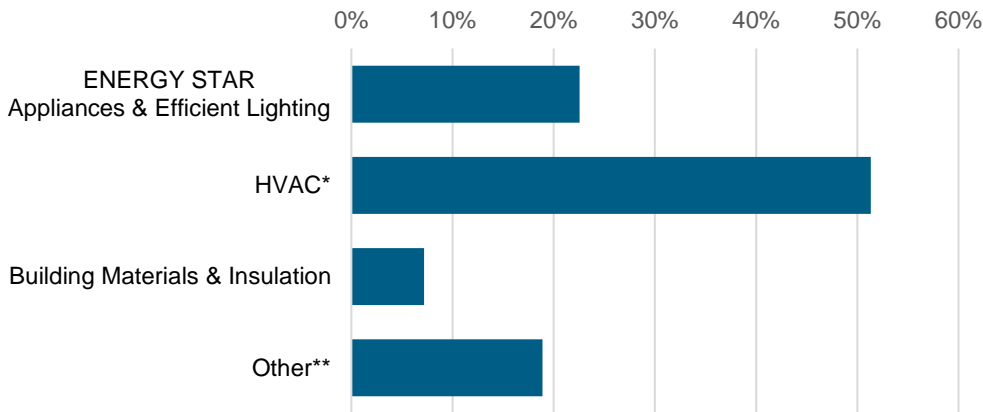


What type of work do energy efficiency firms do?



*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

8%
 of New Jersey
 EE workers are
Veterans

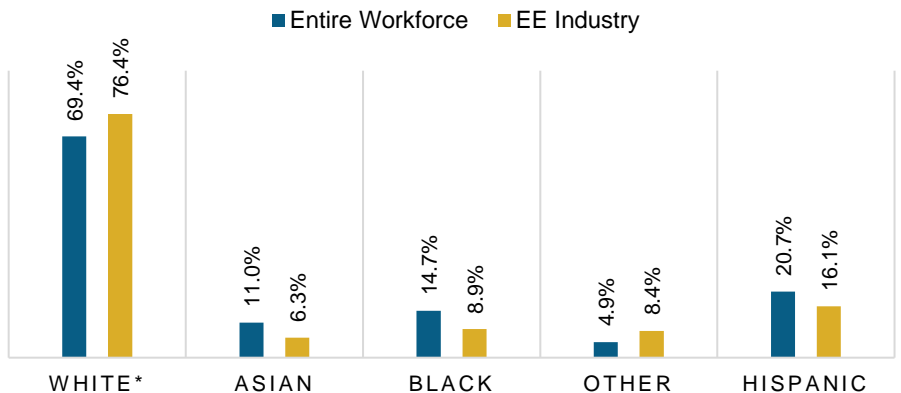


How is EE doing on diversity in New Jersey?

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 EE businesses.

New Jersey EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

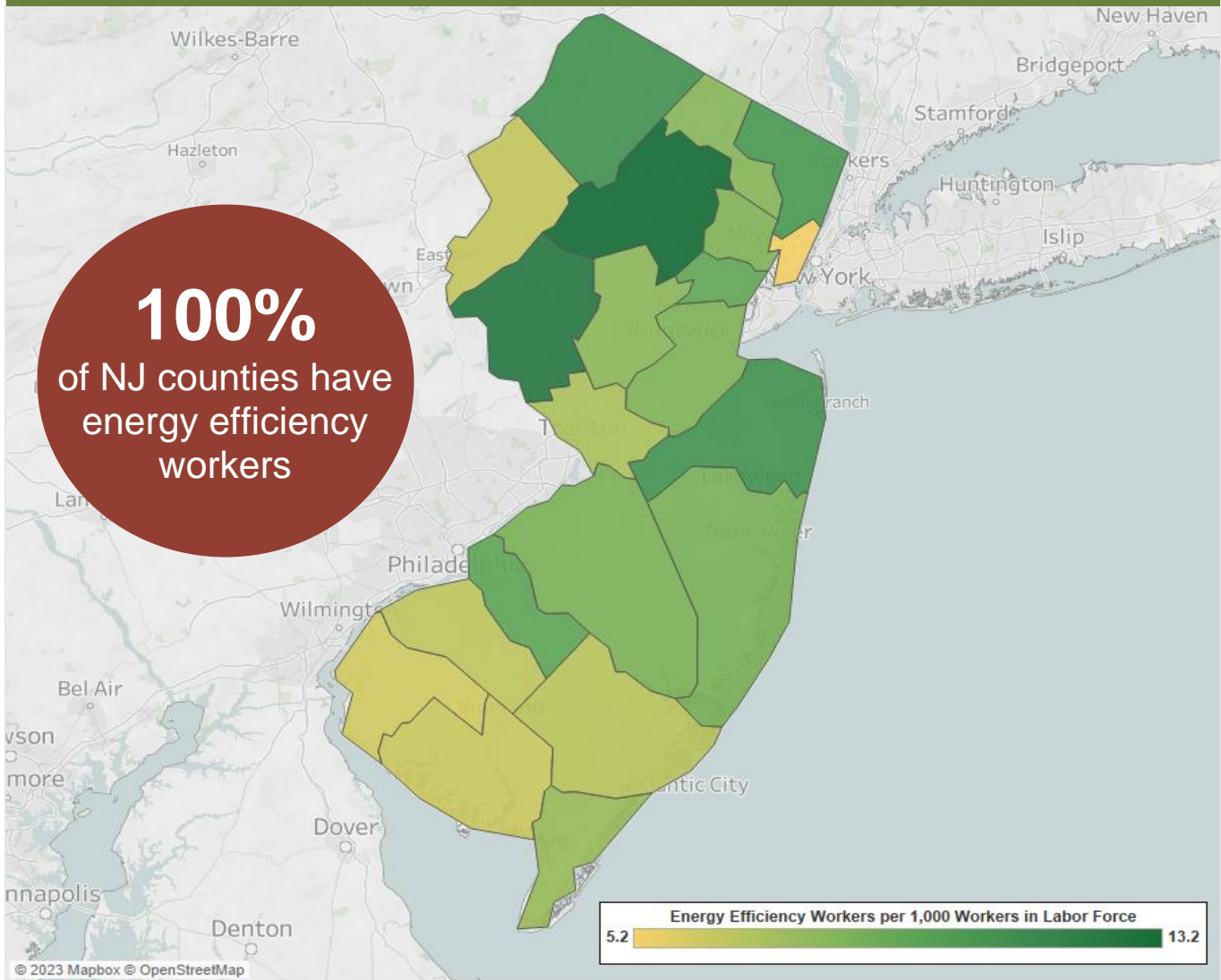
Gender in the New Jersey EE Workforce



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	2,672	8	2,669	Allentown-Bethlehem-Easton	210
2	2,367	9	2,963	Atlantic City-Hammonton	831
3	3,709	10	933	New York-Newark-Jersey City	26,802
4	3,947	11	3,422	Ocean City	285
5	3,991	12	2,171	Philadelphia-Camden-Wilmington	4,609
6	2,274			Trenton	1,892
7	5,214			Vineland-Bridgeton	376

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	931		11	1,842		21	1,396		31	672
2	871		12	1,129		22	731		32	538
3	636		13	646		23	848		33	436
4	603		14	1,054		24	970		34	658
5	762		15	908		25	1,401		35	817
6	677		16	1,558		26	1,511		36	660
7	1,096		17	906		27	862		37	1,366
8	814		18	603		28	570		38	983
9	1,110		19	511		29	680		39	1,265
10	1,253		20	588		30	552		40	919

State General Assembly

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	907		11	2,159		21	1,354		31	644
2	932		12	1,145		22	701		32	526
3	613		13	621		23	848		33	438
4	627		14	1,057		24	994		34	596
5	756		15	931		25	1,345		35	796
6	656		16	1,502		26	1,532		36	662
7	1,138		17	991		27	832		37	1,375
8	829		18	578		28	546		38	990
9	1,074		19	484		29	653		39	1,213
10	1,301		20	563		30	545		40	879



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New Mexico

Energy Efficiency Jobs in America

6,059
Total Jobs

What are EE Jobs?

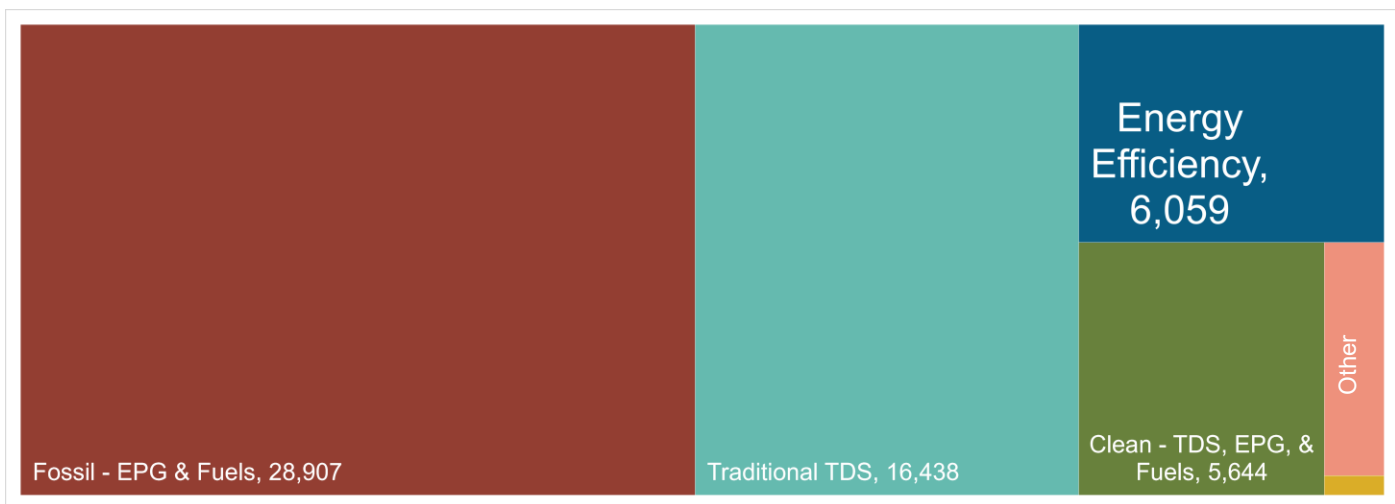
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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

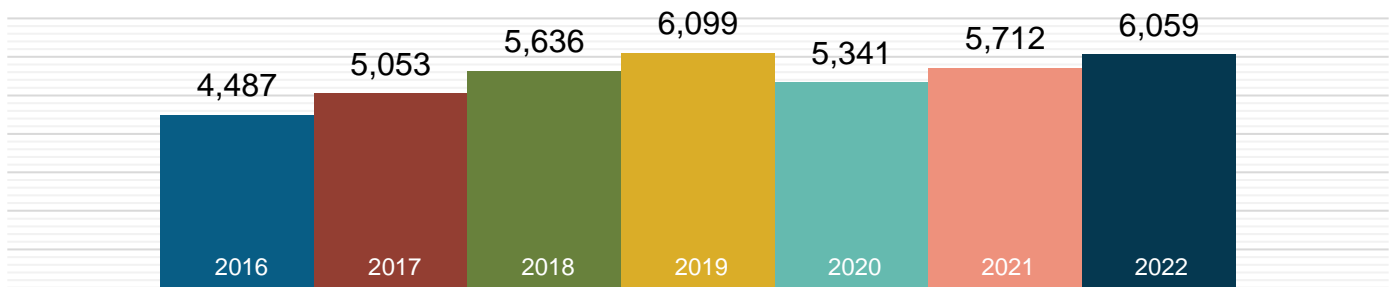
EPG = Electric Power Generation

Other (Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.) = 1,274

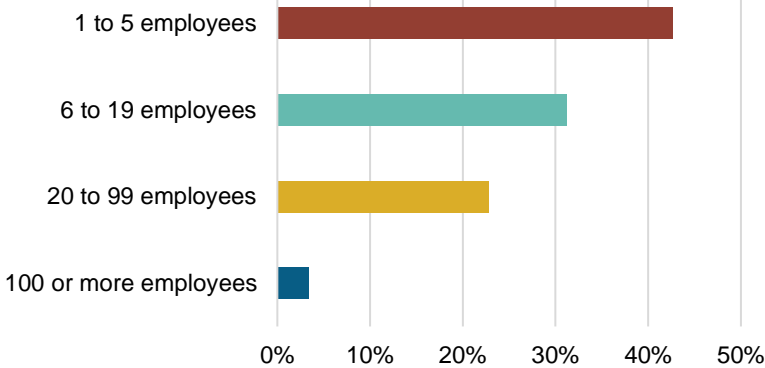
Nuclear (EPG & Fuels) = 108

What does EE look like in New Mexico?

EE Workers Employed in NM



96.6% of NM EE Businesses Have Fewer Than 100 Employees



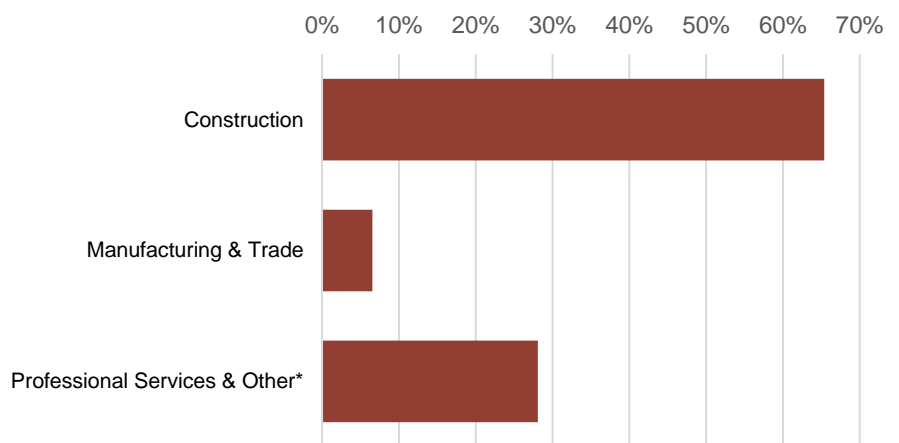
1,041
EE businesses in
New Mexico



EE construction
workers comprise
8% of New Mexico's
construction workforce

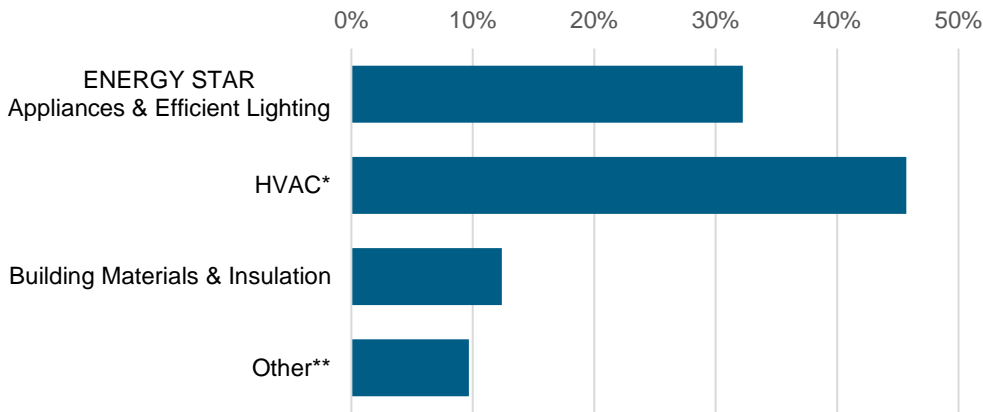


What type of work do energy efficiency firms do?



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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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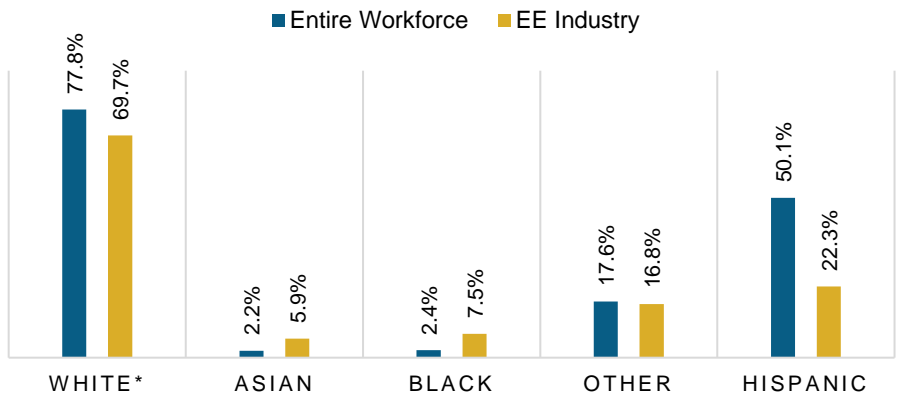


How is EE doing on diversity in New Mexico?

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 EE businesses.

New Mexico EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

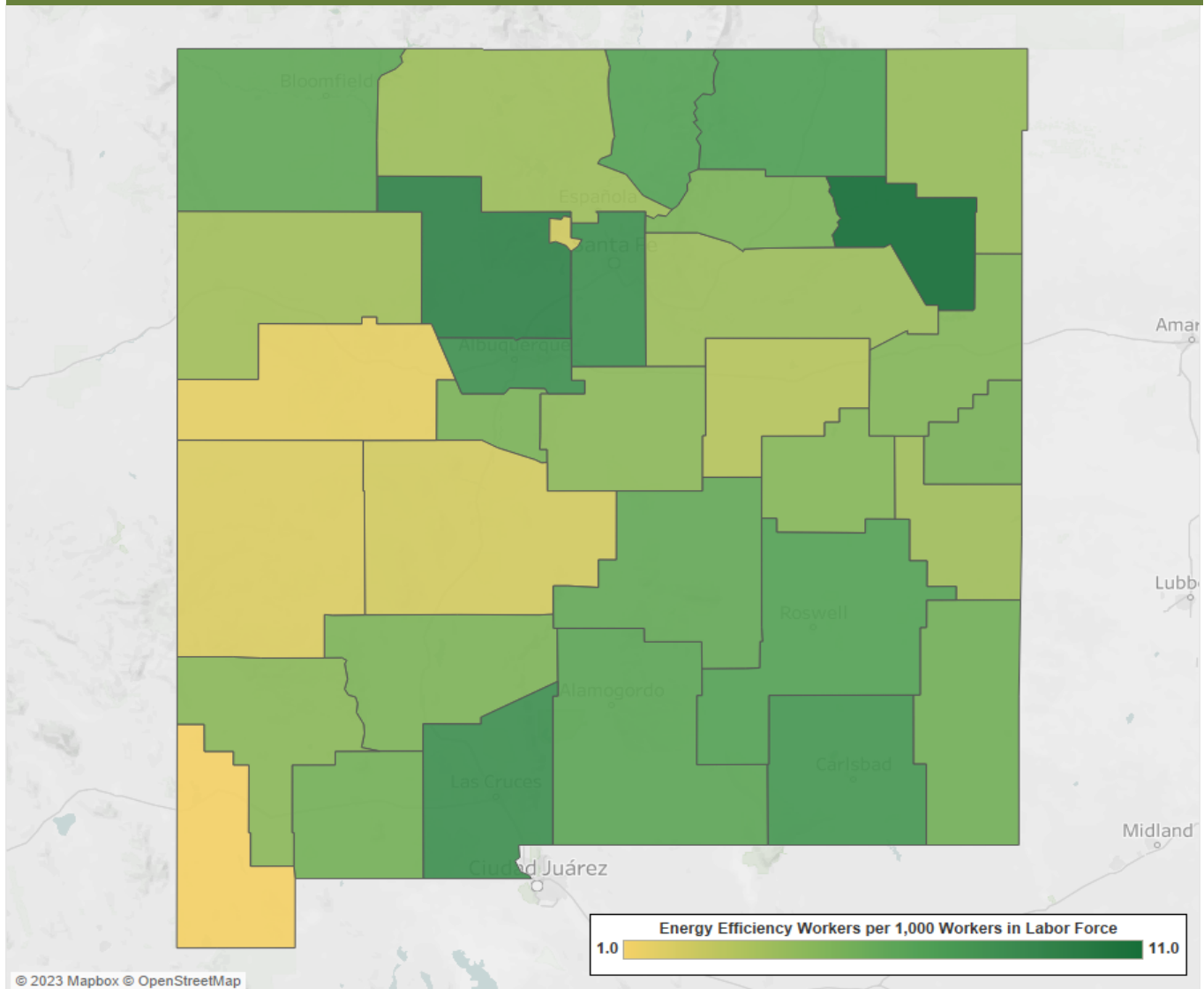
Gender in the New Mexico EE Workforce



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

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of NM counties have
energy efficiency
workers

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	3,264	Albuquerque	3,178
2	1,177	Farmington	272
3	1,618	Las Cruces	617
		Santa Fe	498
		Rural	1,494

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	285		12	924		23	<10		34	107
2	57		13	879		24	707		35	84
3	62		14	<10		25	<10		36	18
4	50		15	339		26	<10		37	<10
5	81		16	149		27	205		38	<10
6	120		17	<10		28	87		39	11
7	111		18	<10		29	81		40	<10
8	88		19	65		30	<10		41	171
9	353		20	38		31	243		42	15
10	352		21	<10		32	62			
11	153		22	10		33	146			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	278		19	<10		37	<10		55	<10
2	36		20	145		38	26		56	44
3	<10		21	<10		39	<10		57	<10
4	15		22	72		40	123		58	89
5	74		23	138		41	90		59	21
6	34		24	204		42	<10		60	<10
7	76		25	<10		43	324		61	195
8	<10		26	<10		44	30		62	<10
9	<10		27	38		45	298		63	109
10	999		28	<10		46	149		64	<10
11	298		29	<10		47	<10		65	<10
12	<10		30	<10		48	<10		66	12
13	<10		31	<10		49	28		67	37
14	<10		32	68		50	20		68	<10
15	1,150		33	234		51	88		69	<10
16	<10		34	36		52	<10		70	<10
17	<10		35	15		53	13			
18	220		36	<10		54	188			



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New York

Energy Efficiency Jobs in America

126,008

Total Jobs

What are EE Jobs?

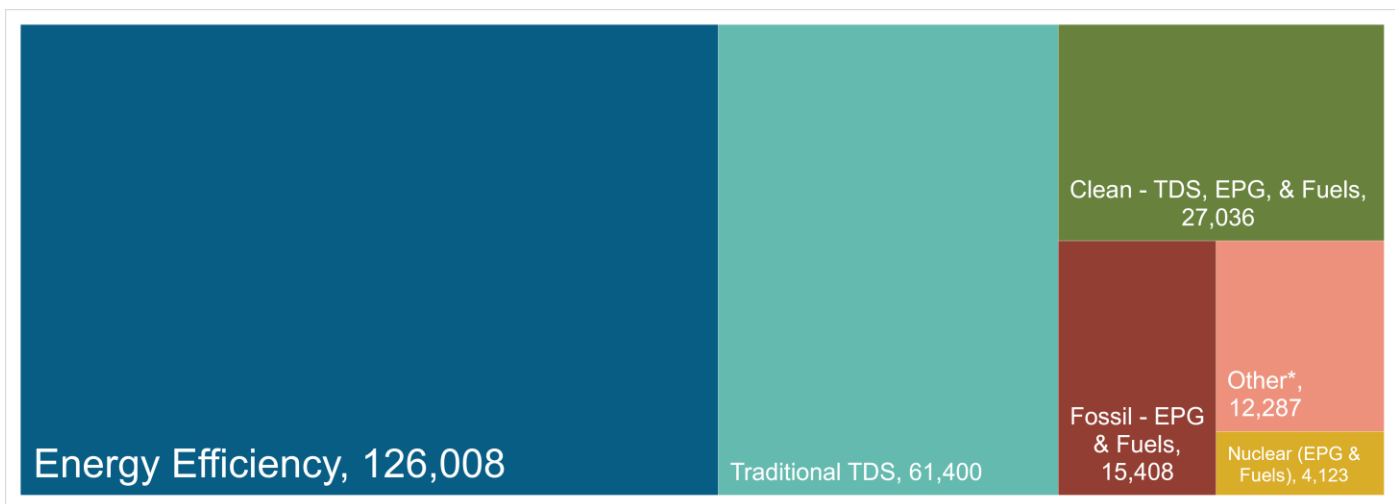
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
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How does EE compare in New York?

Energy Efficiency is the largest energy sector in New York.



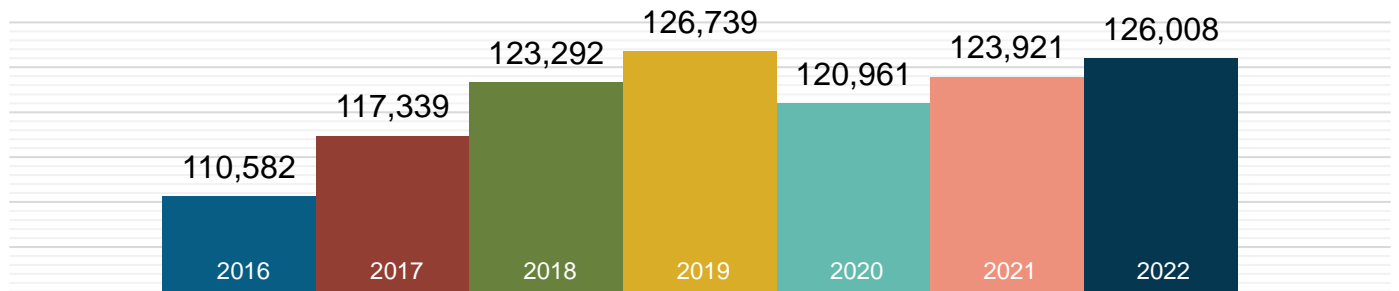
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

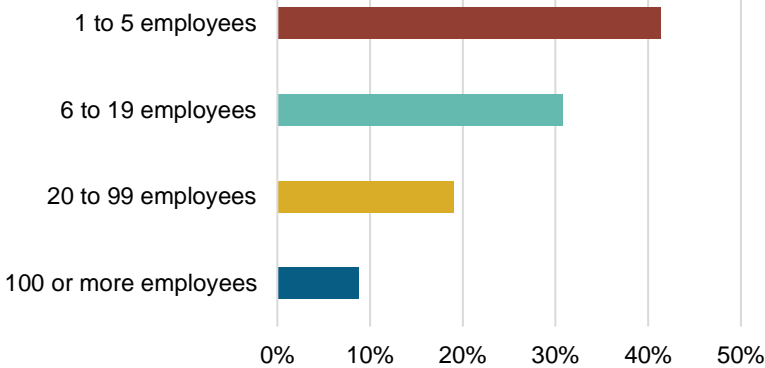
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in New York?

EE Workers Employed in NY



91.2% of NY EE Businesses Have Fewer Than 100 Employees



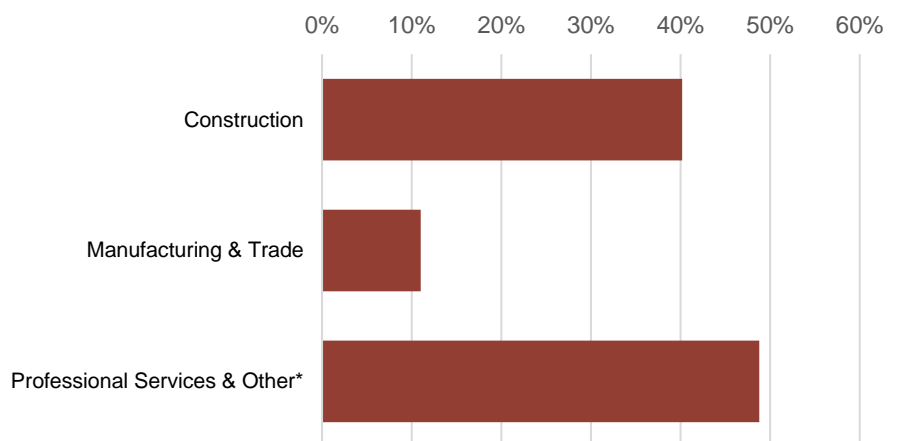
20,894
EE businesses in
New York



EE construction
workers comprise
13% of New York's
construction workforce

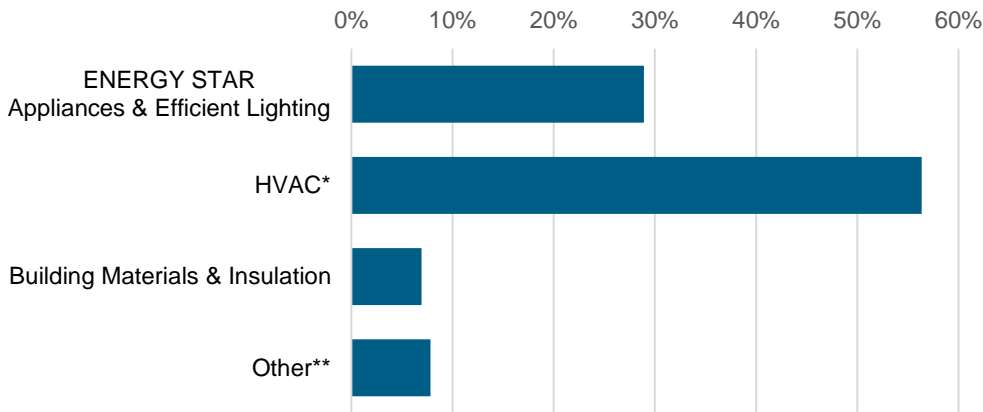


What type of work do energy efficiency firms do?

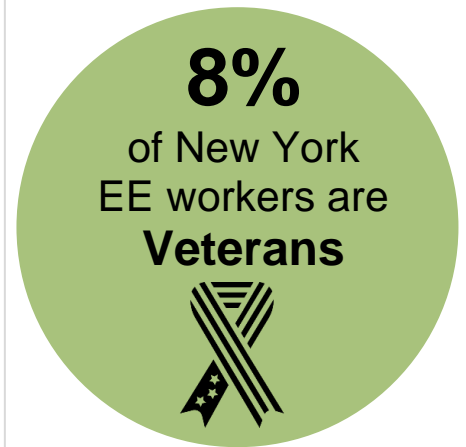


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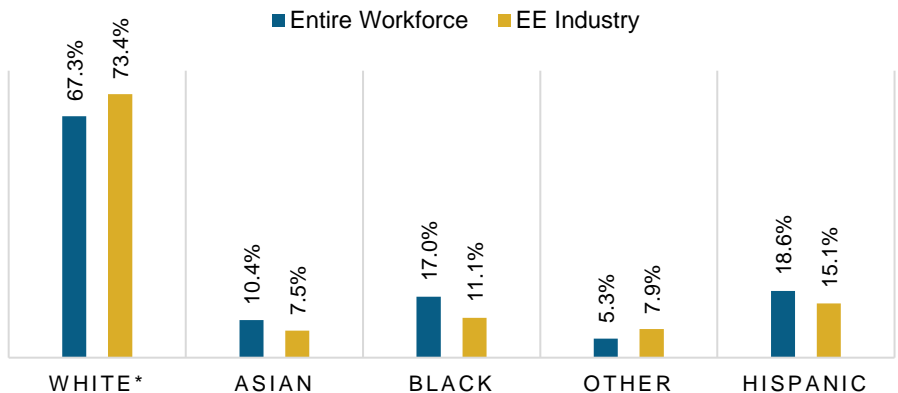


How is EE doing on diversity in New York?

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 EE businesses.

New York EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

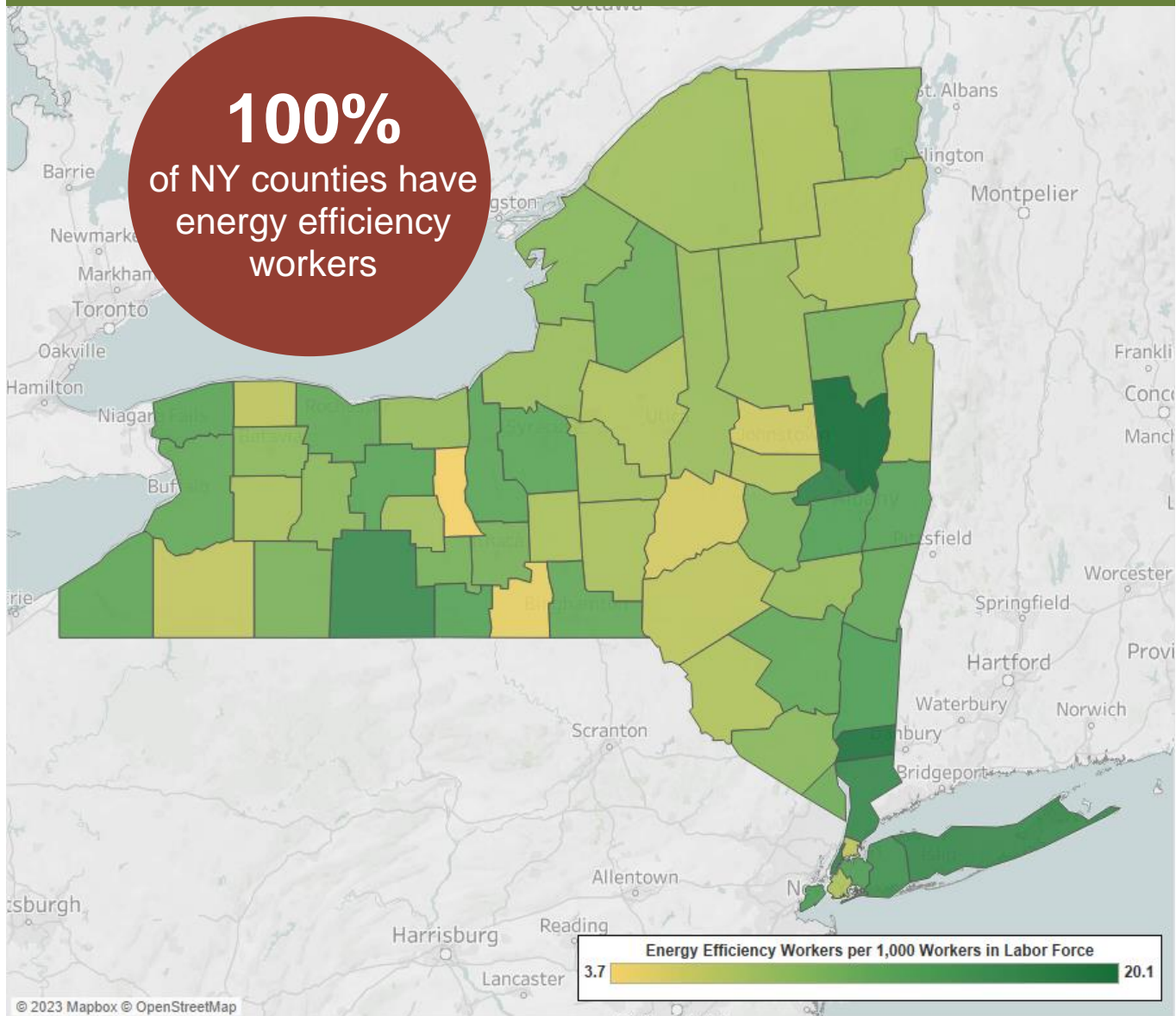
Gender in the New York EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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
Albany-Schenectady-Troy	6,547	Kingston	674
Binghamton	1,010	New York-Newark-Jersey City	92,966
Buffalo-Cheektowaga-Niagara Falls	6,239	Rochester	5,683
Elmira	427	Syracuse	3,441
Glens Falls	485	Utica-Rome	884
Ithaca	506	Rural	7,146

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	3,510		18	1,826		35	4,456		52	1,411
2	5,685		19	375		36	548		53	383
3	2,839		20	1,203		37	2,269		54	2,133
4	885		21	<10		38	2,567		55	1,873
5	3,298		22	393		39	2,396		56	2,431
6	4,655		23	1,292		40	2,202		57	1,763
7	2,126		24	779		41	1,882		58	1,014
8	1,096		25	859		42	1,968		59	3,037
9	1,097		26	6,495		43	3,247		60	2,379
10	1,317		27	15,016		44	2,786		61	1,042
11	1,967		28	1,133		45	2,442		62	1,167
12	2,544		29	1,266		46	1,645		63	215
13	699		30	559		47	1,927			
14	374		31	330		48	782			
15	317		32	1,265		49	769			
16	182		33	164		50	3,669			
17	3,203		34	1,019		51	1,836			

State Assembly

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,054		39	<10		77	572		115	872
2	832		40	<10		78	602		116	641
3	923		41	1,540		79	184		117	610
4	674		42	370		80	298		118	289
5	1,784		43	332		81	263		119	136
6	1,787		44	790		82	154		120	649
7	1,117		45	510		83	<10		121	515
8	1,016		46	389		84	763		122	1,281
9	1,663		47	<10		85	124		123	213
10	2,218		48	<10		86	<10		124	697
11	135		49	210		87	<10		125	1,011
12	47		50	1,038		88	2,211		126	852
13	3,426		51	453		89	822		127	1,095
14	1,029		52	1,075		90	549		128	1,506
15	453		53	318		91	1,446		129	105
16	2,311		54	453		92	2,076		130	1,441
17	159		55	102		93	1,346		131	1,188
18	1,733		56	<10		94	901		132	576
19	248		57	<10		95	345		133	1,024
20	1,074		58	246		96	2,317		134	1,219
21	557		59	<10		97	252		135	213
22	96		60	23		98	1,172		136	610
23	570		61	1,233		99	1,284		137	1,057
24	908		62	762		100	538		138	45
25	766		63	<10		101	1,484		139	506
26	513		64	<10		102	1,213		140	905
27	1,116		65	6,030		103	1,242		141	1,857
28	526		66	953		104	690		142	1,014
29	439		67	3,147		105	668		143	1,489
30	1,746		68	475		106	384		144	637
31	38		69	<10		107	1,405		145	483
32	<10		70	112		108	1,441		146	225
33	63		71	193		109	985		147	607
34	207		72	79		110	712		148	550
35	<10		73	8,004		111	455		149	111
36	337		74	790		112	1,622		150	756
37	15		75	4,171		113	1,148			
38	77		76	134		114	746			

Congressional	
District	Jobs
1	8,889
2	4,493
3	7,324
4	5,501
5	1,640
6	2,817
7	7,774
8	1,946
9	883
10	10,475
11	2,266
12	11,478
13	822
14	1,615
15	1,496
16	3,430
17	7,424
18	5,387
19	5,092
20	5,668
21	4,098
22	3,725
23	4,293
24	5,067
25	4,326
26	5,326
27	2,749



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North Carolina

Energy Efficiency Jobs in America

78,338
Total Jobs

What are EE Jobs?

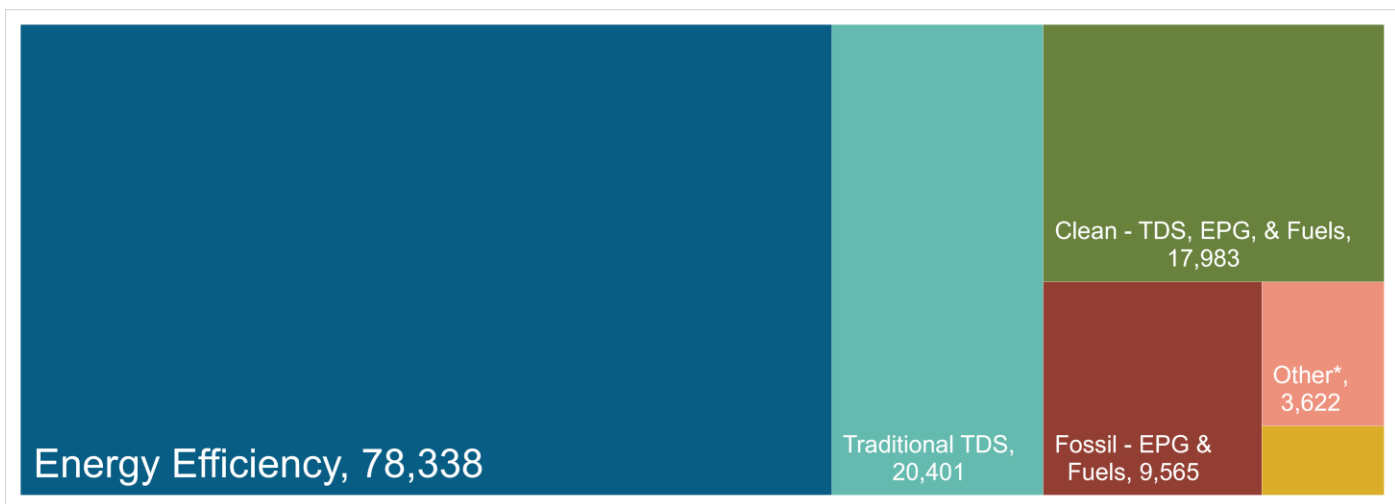
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

What do EE workers do?

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How does EE compare in North Carolina?

Energy Efficiency is the largest energy sector in North Carolina.



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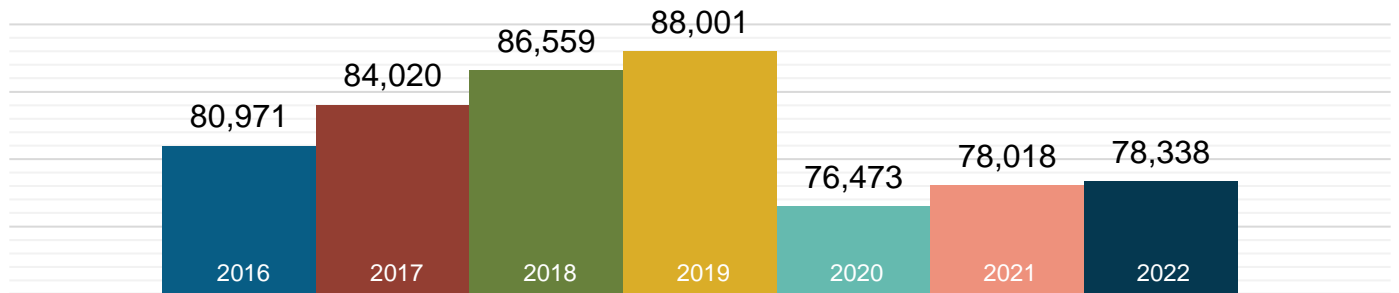
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,736

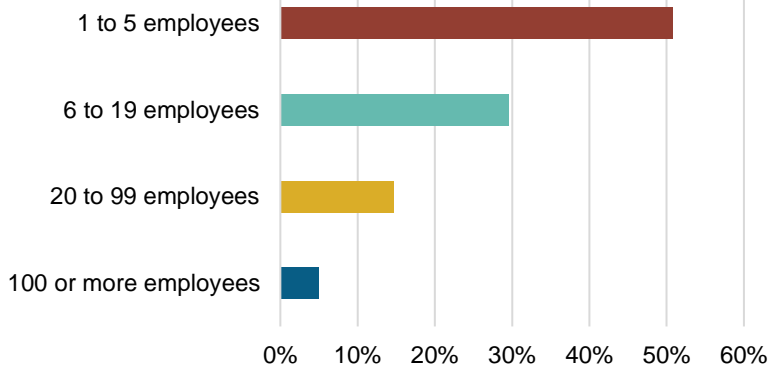
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in North Carolina?

EE Workers Employed in NC



95.1% of NC EE Businesses Have Fewer Than 100 Employees



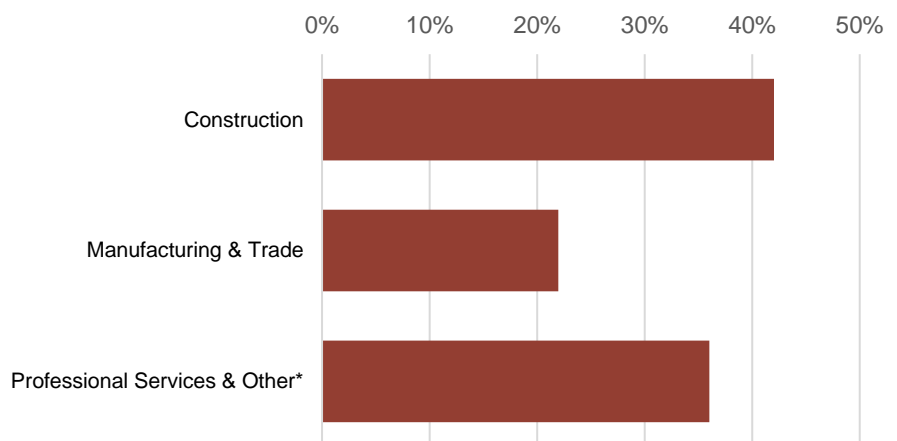
16,169
EE businesses in
North Carolina



EE construction
workers comprise
13% of North
Carolina's construction
workforce

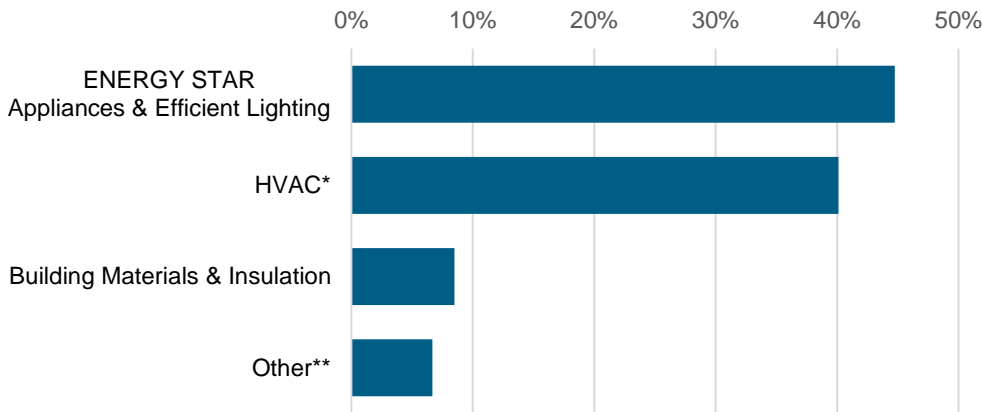


What type of work do energy efficiency firms do?



*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

10%
 of North Carolina
 EE workers are
Veterans

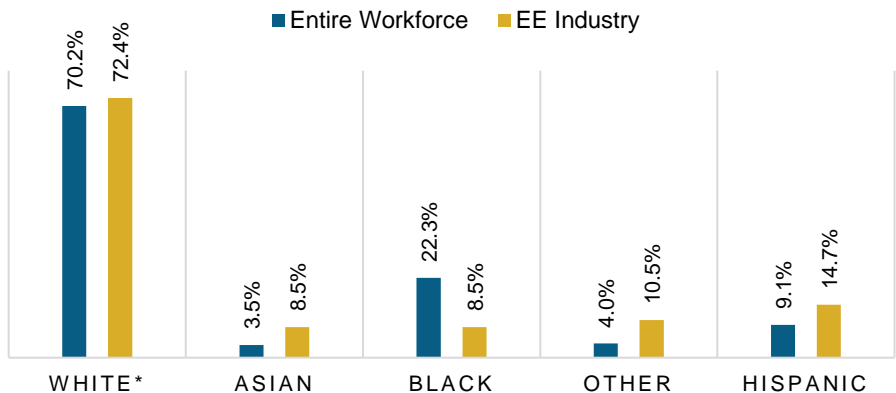


How is EE doing on diversity in North Carolina?

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 EE businesses.

North Carolina EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

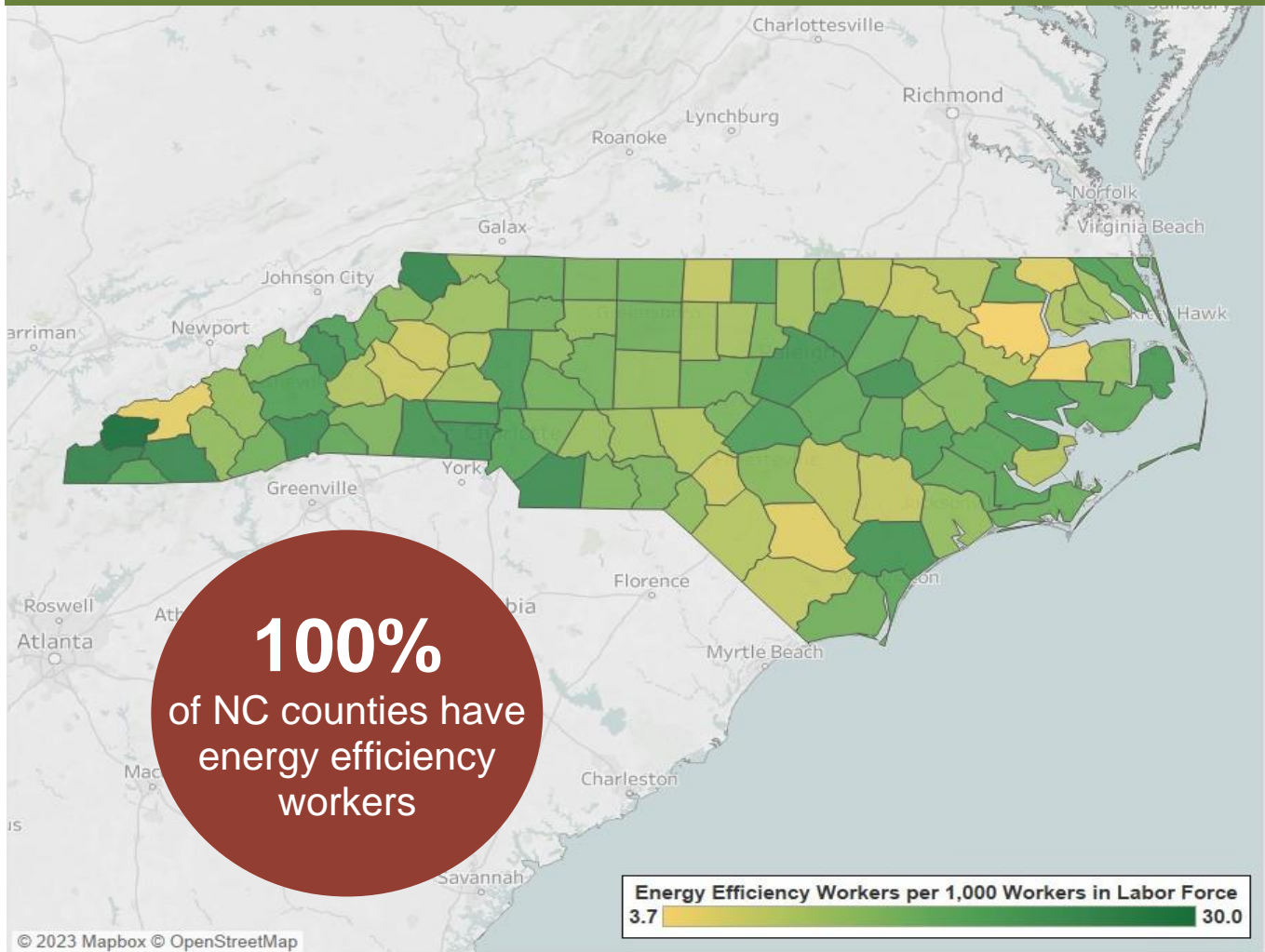
Gender in the North Carolina EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	9,027	9	11,152	Asheville	3,853	Hickory-Lenoir-Morganton	1,430
2	9,130	10	7,327	Burlington	706	Jacksonville	663
3	5,495	11	3,980	Charlotte-Concord-Gastonia	22,035	Raleigh	14,740
4	7,733	12	444	Durham-Chapel Hill	4,520	Rocky Mount	890
5	8,565	13	1,197	Fayetteville	1,715	Virginia Beach-Norfolk-Newport News	121
6	4,655			Goldensboro	688	Wilmington	2,558
7	4,288			Greensboro-High Point	5,439	Winston-Salem	3,628
8	5,344			Greenville	1,059	Rural	14,294

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	2,168		18	333		35	1,716
2	1,613		19	1,469		36	3,047
3	887		20	2,030		37	7,597
4	1,475		21	175		38	176
5	1,727		22	1,958		39	636
6	912		23	1,027		40	<10
7	151		24	1,292		41	478
8	2,812		25	1,814		42	2,150
9	1,824		26	2,918		43	1,557
10	2,340		27	1,978		44	1,009
11	769		28	<10		45	1,245
12	2,033		29	1,225		46	1,378
13	865		30	1,272		47	1,585
14	4,148		31	2,369		48	2,436
15	2,515		32	<10		49	1,678
16	1,734		33	189		50	1,523
17	323		34	1,783			

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	805		39	<10		77	447		115	411
2	1,111		40	406		78	369		116	204
3	983		41	18		79	346		117	<10
4	1,042		42	710		80	160		118	551
5	229		43	807		81	<10		119	575
6	1,139		44	<10		82	2,339		120	509
7	1,143		45	20		83	<10			
8	641		46	731		84	1,453			
9	517		47	113		85	1,254			
10	472		48	602		86	672			
11	2,673		49	<10		87	72			
12	<10		50	948		88	5,228			
13	957		51	652		89	891			
14	614		52	671		90	506			
15	90		53	101		91	21			
16	509		54	402		92	1,876			
17	876		55	1,589		93	579			
18	1,805		56	95		94	121			
19	558		57	1,992		95	<10			
20	<10		58	965		96	<10			
21	225		59	716		97	155			
22	1,844		60	1,208		98	499			
23	230		61	437		99	621			
24	<10		62	87		100	501			
25	167		63	395		101	<10			
26	1,075		64	<10		102	124			
27	332		65	306		103	<10			
28	211		66	29		104	<10			
29	2,281		67	515		105	<10			
30	1,613		68	385		106	<10			
31	107		69	367		107	<10			
32	173		70	670		108	1,182			
33	997		71	1,709		109	<10			
34	2,933		72	212		110	1,038			
35	690		73	1,522		111	75			
36	745		74	205		112	393			
37	29		75	200		113	1,512			
38	<10		76	1,337		114	2,689			



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North Dakota

Energy Efficiency Jobs in America

5,110

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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 Dakota?

Energy Efficiency is the third largest energy sector in North Dakota.



TDS = Transmission, Distribution & Storage

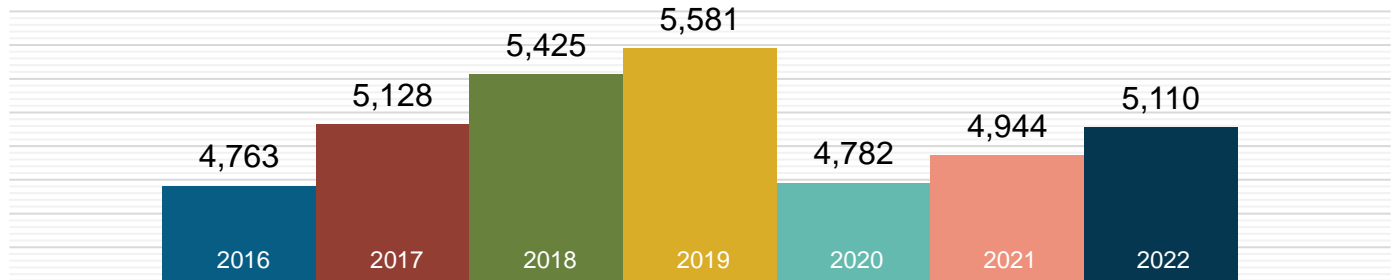
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = <10

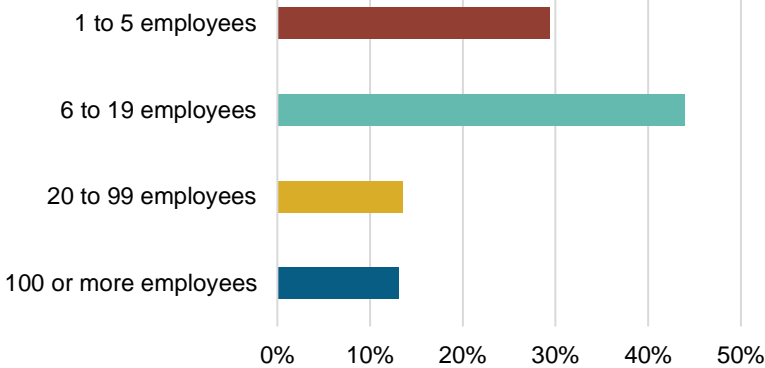
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in North Dakota?

EE Workers Employed in ND



86.9% of ND EE Businesses Have Fewer Than 100 Employees



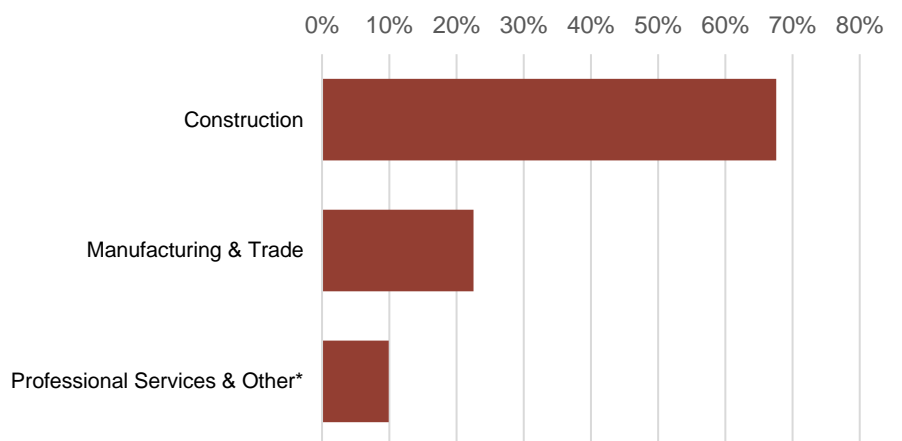
726
EE businesses in
North Dakota



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

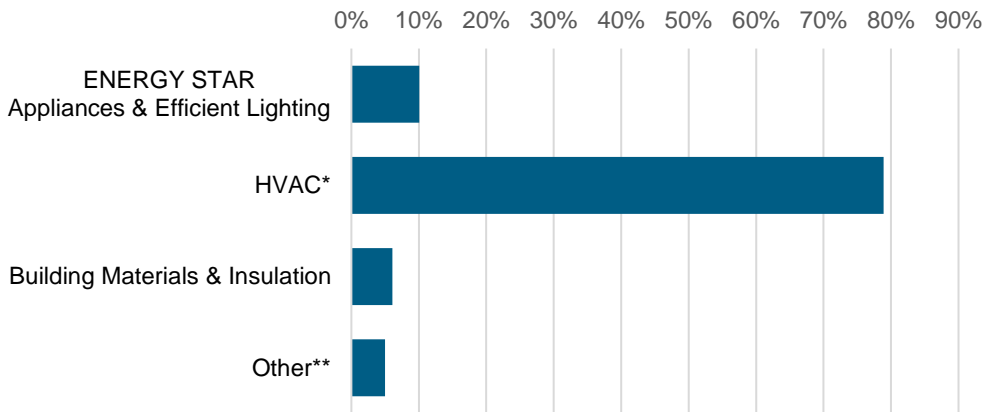


What type of work do energy efficiency firms do?



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What energy efficiency sectors employ the most workers?



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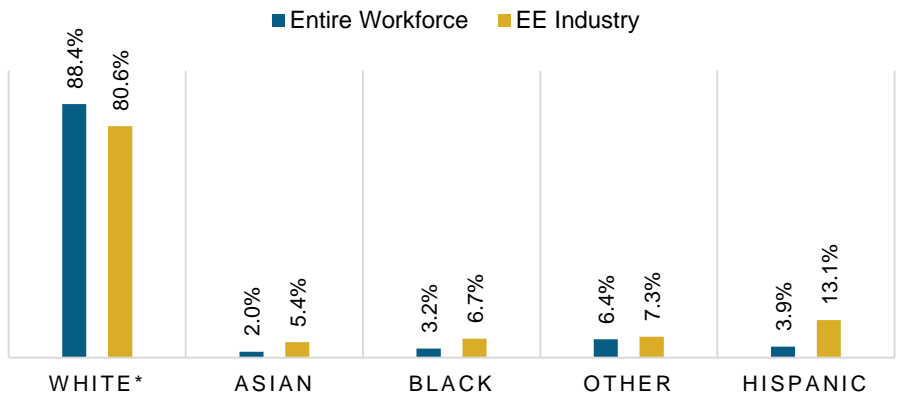


How is EE doing on diversity in North Dakota?

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 EE businesses.

North Dakota EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

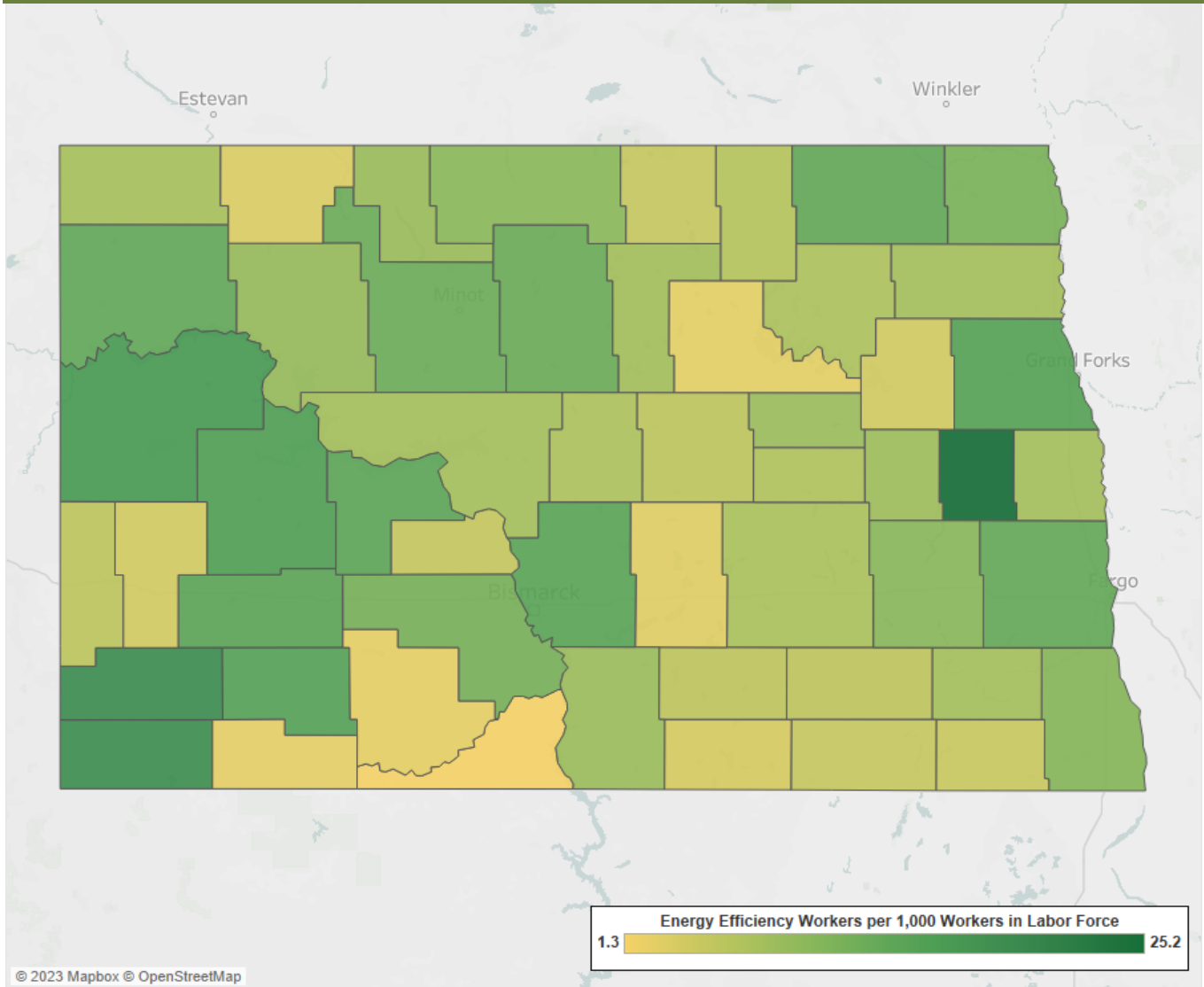
Gender in the North Dakota EE Workforce



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

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of ND counties have
energy efficiency
workers

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,110	Bismarck	948
		Fargo	1,615
		Grand Forks	572
		Rural	1,975

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	347		13	313		25	114		37	<10
2	128		14	140		26	108		38	<10
3	410		15	88		27	<10		39	237
4	135		16	148		28	60		40	<10
5	<10		17	321		29	22		41	<10
6	110		18	<10		30	<10		42	<10
7	548		19	81		31	227		43	<10
8	34		20	55		32	<10		44	<10
9	29		21	324		33	25		45	<10
10	101		22	104		34	<10		46	<10
11	343		23	24		35	<10		47	<10
12	93		24	133		36	284			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	343		25	114		49	<10		73	<10
2	129		26	108		50	<10		74	<10
3	411		27	<10		51	<10		75	<10
4	135		28	60		52	<10		76	<10
5	<10		29	22		53	<10		77	<10
6	110		30	<10		54	<10		78	<10
7	548		31	227		55	<10		79	<10
8	34		32	<10		56	<10		80	<10
9	29		33	25		57	<10		81	<10
10	101		34	<10		58	<10		82	<10
11	343		35	<10		59	<10		83	<10
12	93		36	284		60	<10		84	<10
13	313		37	<10		61	<10		85	<10
14	141		38	<10		62	<10		86	<10
15	88		39	237		63	<10		87	<10
16	148		40	<10		64	<10		88	<10
17	321		41	<10		65	<10		89	<10
18	<10		42	<10		66	<10		90	<10
19	81		43	<10		67	<10		91	<10
20	55		44	<10		68	<10		92	<10
21	324		45	<10		69	<10		93	<10
22	104		46	<10		70	<10		94	<10
23	24		47	<10		71	<10			
24	134		48	<10		72	<10			



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Ohio

Energy Efficiency Jobs in America

76,475
Total Jobs

What are EE Jobs?

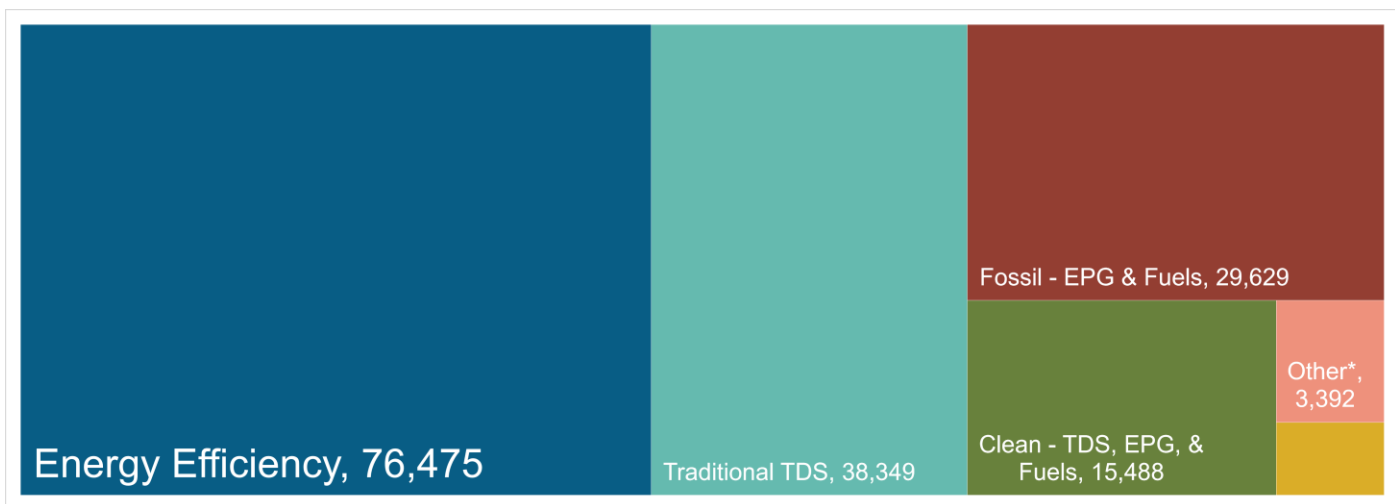
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
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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 Ohio?

Energy Efficiency is the largest energy sector in Ohio.



TDS = Transmission, Distribution & Storage

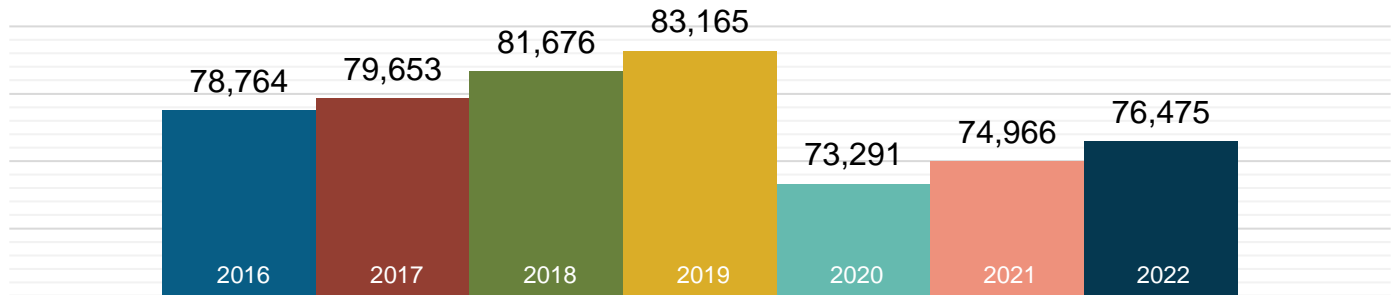
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 2,030

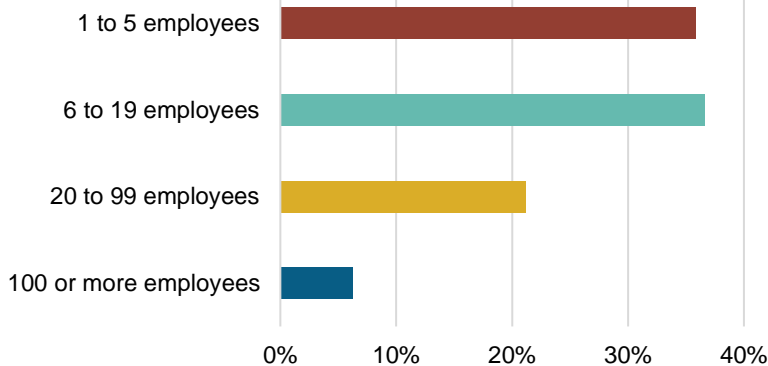
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What does EE look like in Ohio?

EE Workers Employed in OH



93.7% of OH EE Businesses Have Fewer Than 100 Employees



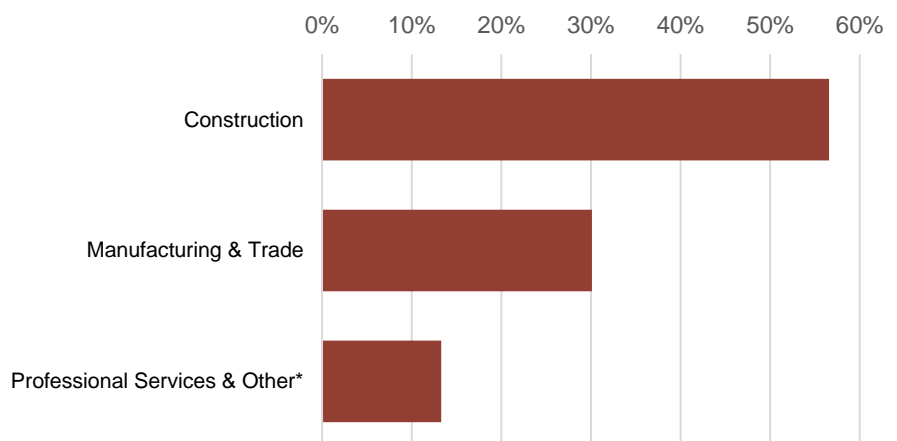
10,626
EE businesses in
Ohio



EE construction
workers comprise
19% of Ohio's
construction workforce

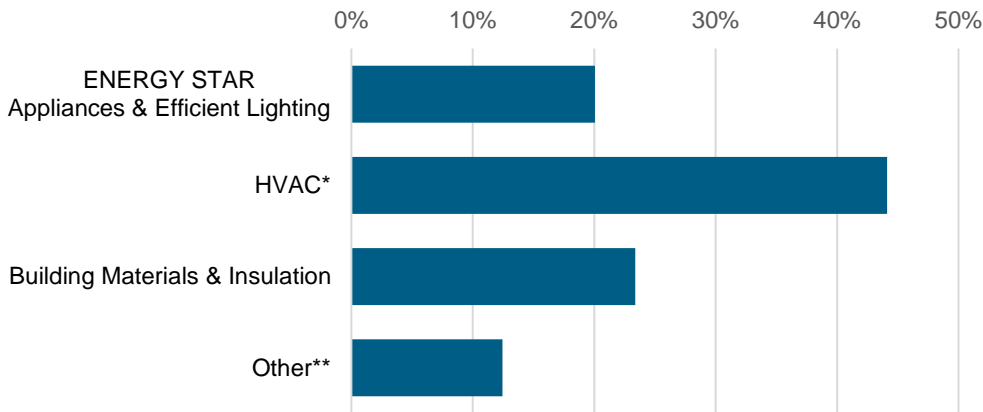


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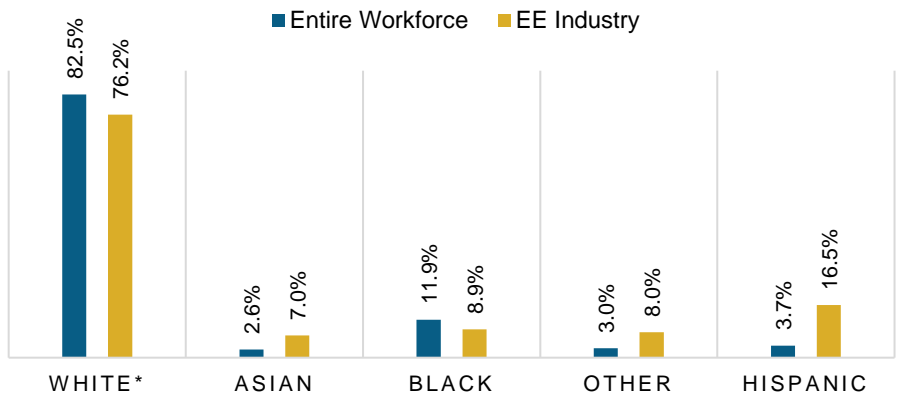


How is EE doing on diversity in Ohio?

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 EE businesses.

Ohio EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

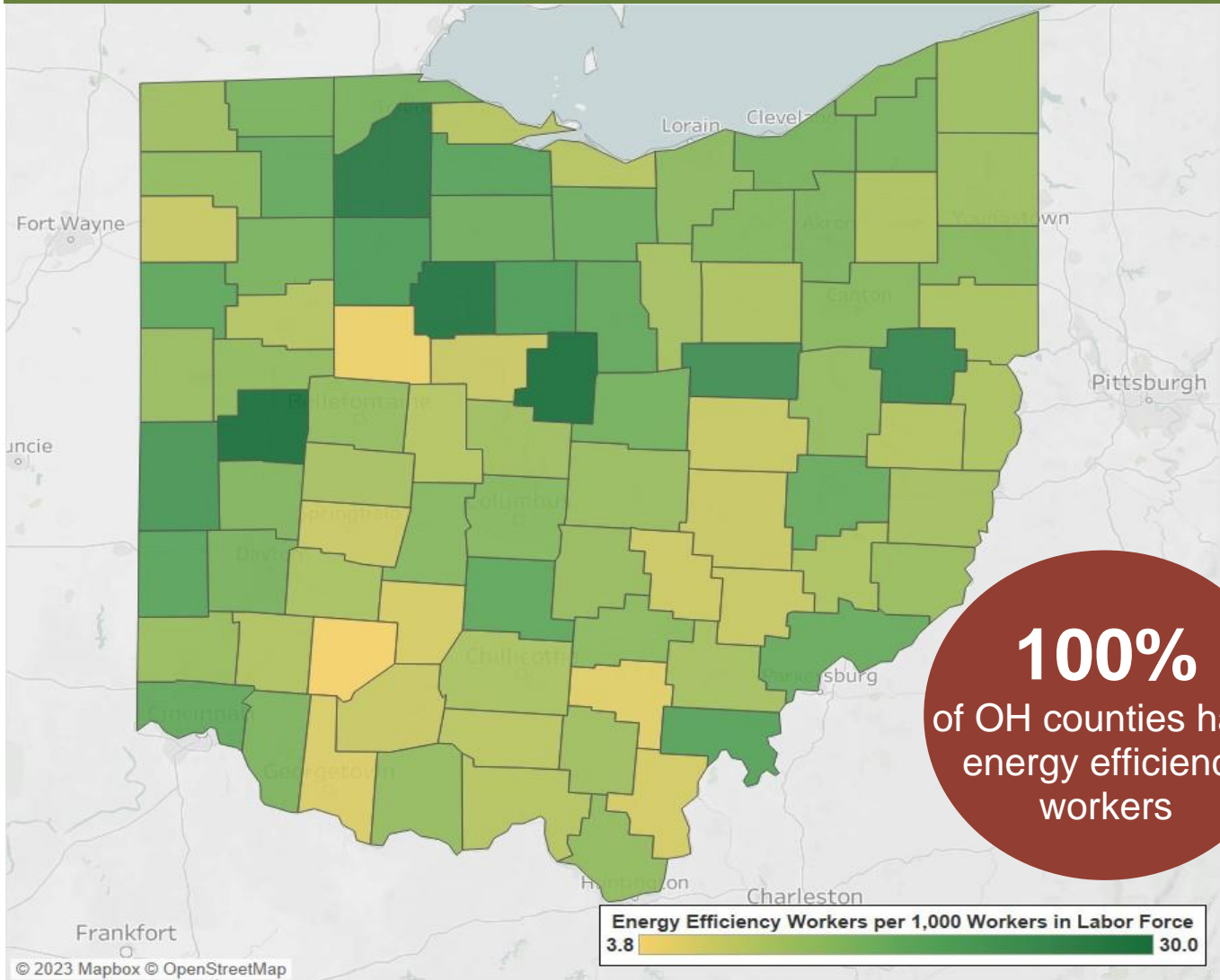
Gender in the Ohio EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	8,159	10	3,584	Akron	4,413	Sandusky	307
2	2,719	11	9,225	Canton-Massillon	2,255	Springfield	353
3	6,958	12	2,409	Cincinnati	12,528	Toledo	5,361
4	7,244	13	4,090	Cleveland-Elyria	14,704	Weirton-Steubenville	211
5	8,087	14	3,753	Columbus	14,276	Wheeling	230
6	4,892	15	1,548	Dayton	5,090	Youngstown-Warren-Boardman	2,019
7	6,099	16	1,329	Huntington-Ashland	170	Rural	13,247
8	3,128			Lima	479		
9	3,250			Mansfield	833		

State Senate			
District	Jobs	District	Jobs
1	3,065	18	4,560
2	5,946	19	1,670
3	5,782	20	1,844
4	2,343	21	4,737
5	3,365	22	3,306
6	1,610	23	2,288
7	4,278	24	2,676
8	2,339	25	214
9	836	26	1,200
10	2,158	27	2,030
11	1,163	28	1,628
12	1,404	29	1,798
13	2,331	30	1,625
14	1,374	31	1,308
15	638	32	1,616
16	1,665	33	2,261
17	1,415		

State House of Representatives					
District	Jobs	District	Jobs	District	Jobs
1	933	39	1,662	77	468
2	1,280	40	1,128	78	863
3	4,202	41	1,009	79	368
4	791	42	356	80	583
5	884	43	339	81	697
6	3,445	44	1,525	82	408
7	714	45	255	83	1,048
8	661	46	676	84	761
9	469	47	631	85	156
10	2,516	48	992	86	295
11	135	49	441	87	459
12	<10	50	129	88	519
13	447	51	712	89	597
14	625	52	587	90	519
15	80	53	101	91	537
16	840	54	652	92	187
17	2,996	55	1,082	93	372
18	756	56	333	94	691
19	1,955	57	652	95	588
20	581	58	1,697	96	393
21	2,057	59	405	97	243
22	62	60	1,573	98	483
23	161	61	278	99	412
24	123	62	233		
25	<10	63	691		
26	<10	64	272		
27	3,334	65	415		
28	1,901	66	427		
29	1,070	67	1,102		
30	218	68	501		
31	639	69	252		
32	114	70	149		
33	139	71	822		
34	2,022	72	597		
35	682	73	593		
36	1,057	74	486		
37	1,191	75	345		
38	1,015	76	634		



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Oklahoma

Energy Efficiency Jobs in America

14,142
Total Jobs

What are EE Jobs?

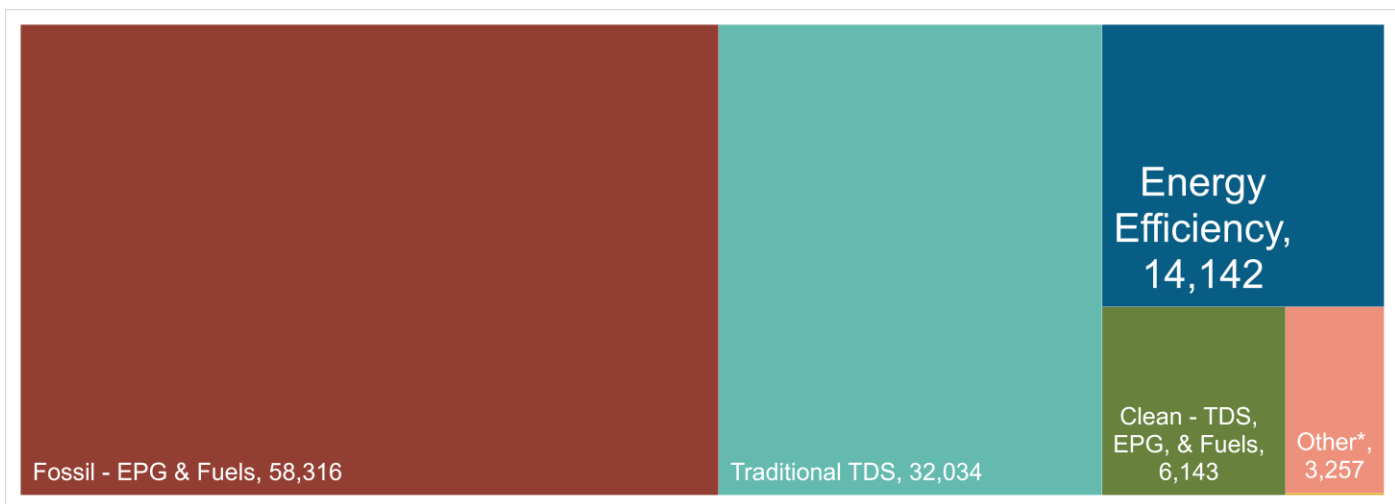
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How does EE compare in Oklahoma?

Energy Efficiency is the third largest energy sector in Oklahoma.



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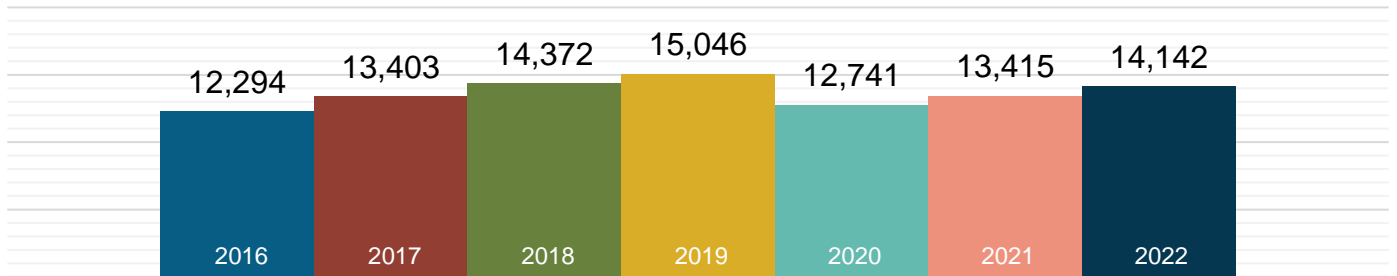
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 40

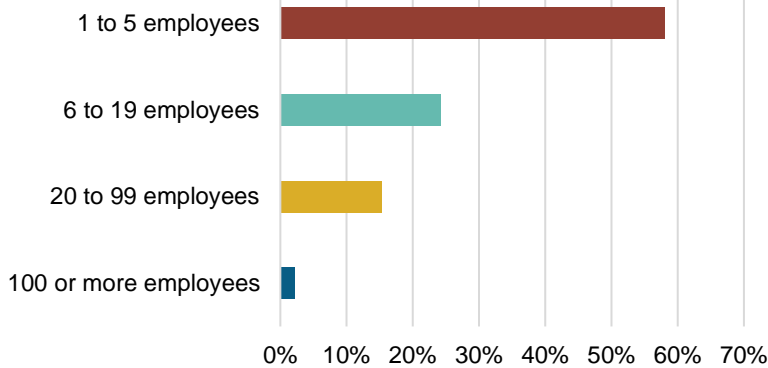
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What does EE look like in Oklahoma?

EE Workers Employed in OK



97.7% of OK EE Businesses Have Fewer Than 100 Employees



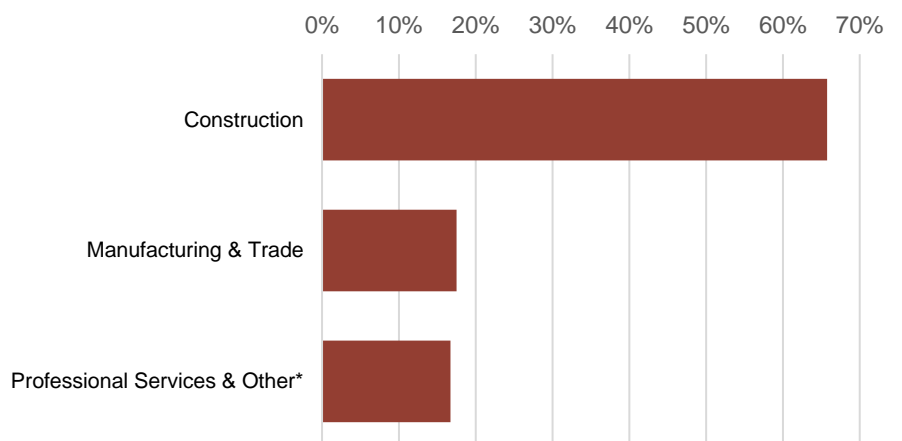
3,786
EE businesses in
Oklahoma



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

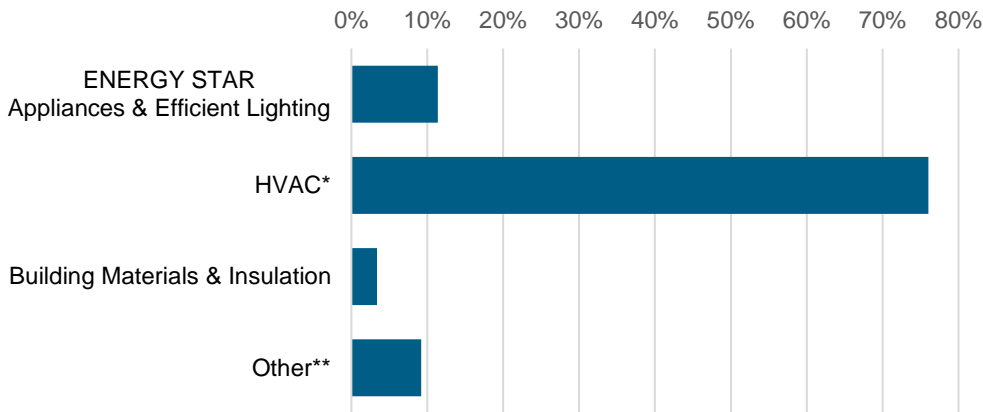


What type of work do energy efficiency firms do?



*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

9%
 of Oklahoma
 EE workers are
Veterans

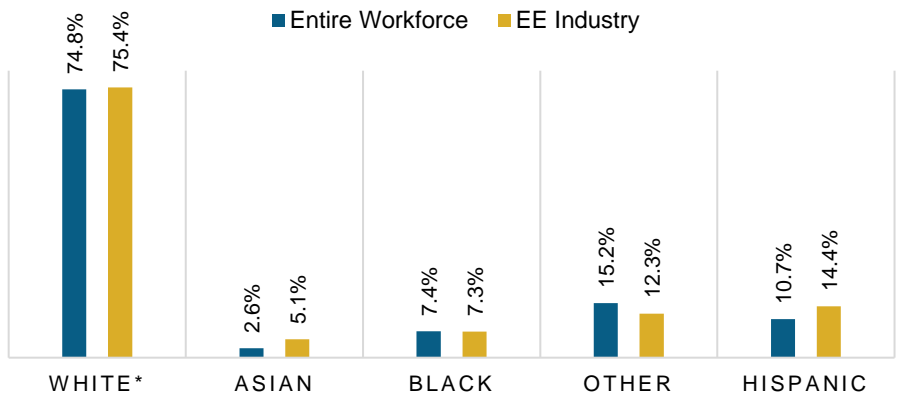


How is EE doing on diversity in Oklahoma?

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 EE businesses.

Oklahoma EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

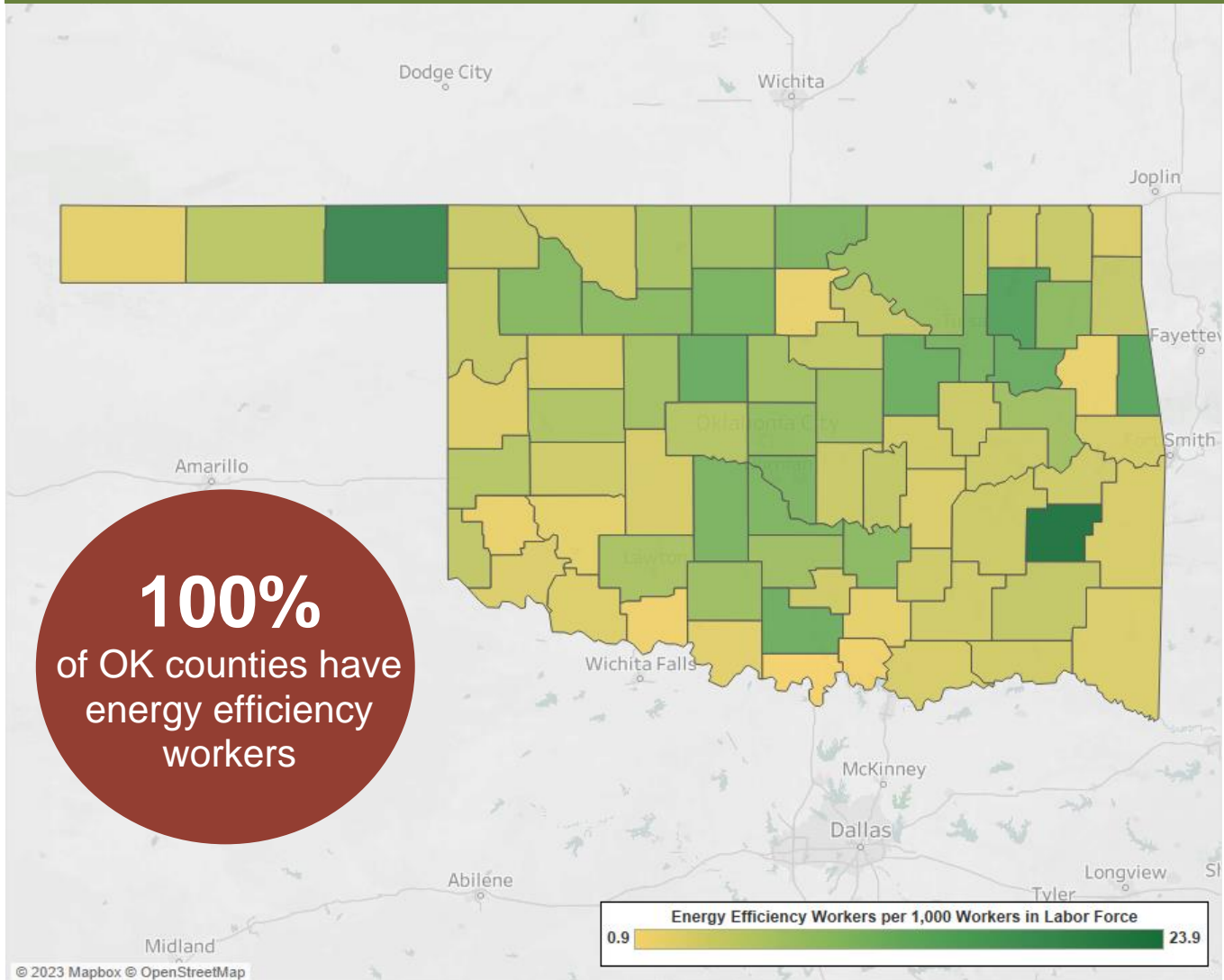
Gender in the Oklahoma EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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	3,963	Fort Smith	69
2	2,044	Lawton	275
3	2,832	Oklahoma City	5,755
4	1,998	Tulsa	4,834
5	3,304	Rural	3,209

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	424		13	386		25	759		37	<10
2	500		14	292		26	327		38	111
3	157		15	723		27	314		39	<10
4	112		16	<10		28	72		40	409
5	149		17	583		29	145		41	<10
6	172		18	412		30	983		42	106
7	298		19	349		31	400		43	90
8	199		20	509		32	12		44	1,020
9	101		21	215		33	<10		45	20
10	467		22	456		34	44		46	70
11	905		23	367		35	815		47	56
12	292		24	96		36	25		48	204

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	76		27	308		53	63		79	<10
2	41		28	131		54	346		80	<10
3	58		29	215		55	260		81	136
4	152		30	45		56	66		82	226
5	339		31	323		57	66		83	276
6	225		32	110		58	204		84	455
7	20		33	231		59	10		85	275
8	150		34	11		60	<10		86	<10
9	183		35	55		61	150		87	<10
10	295		36	41		62	201		88	512
11	<10		37	163		63	64		89	229
12	144		38	341		64	<10		90	36
13	117		39	390		65	21		91	<10
14	<10		40	<10		66	473		92	<10
15	78		41	322		67	751		93	<10
16	159		42	51		68	42		94	94
17	173		43	196		69	<10		95	48
18	58		44	222		70	374		96	11
19	165		45	<10		71	<10		97	188
20	406		46	<10		72	341		98	<10
21	<10		47	177		73	296		99	41
22	407		48	45		74	<10		100	<10
23	595		49	41		75	<10		101	<10
24	61		50	113		76	<10			
25	<10		51	132		77	<10			
26	188		52	95		78	<10			



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.



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Oregon

Energy Efficiency Jobs in America



What are EE Jobs?

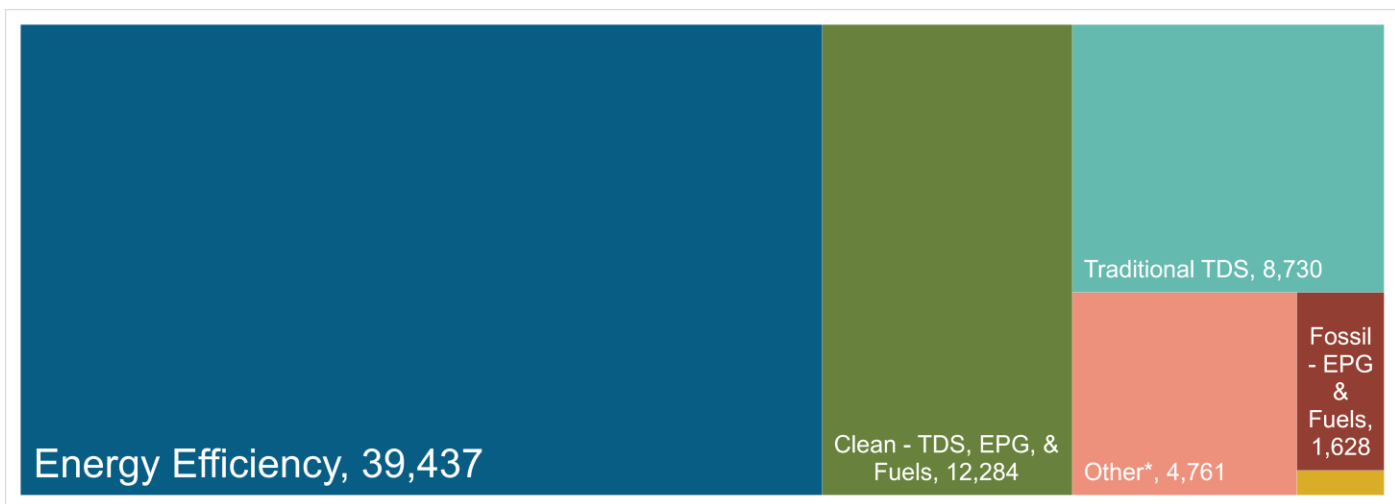
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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

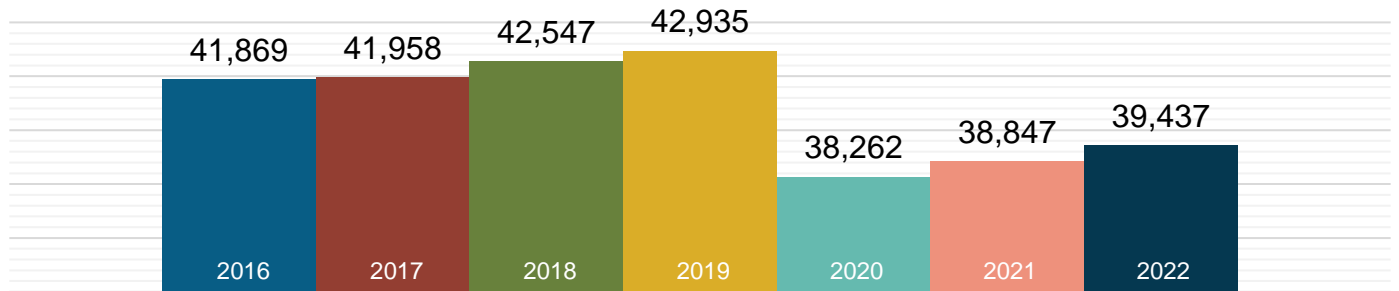
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 227

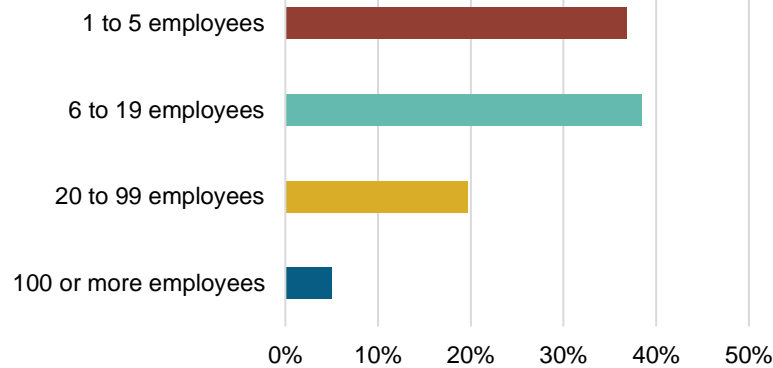
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Oregon?

EE Workers Employed in OR



95% of OR EE Businesses Have Fewer Than 100 Employees



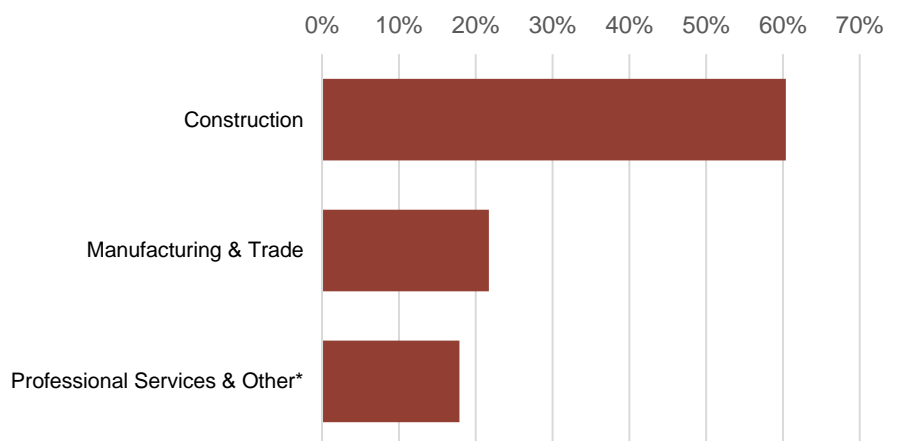
7,236
EE businesses in
Oregon



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

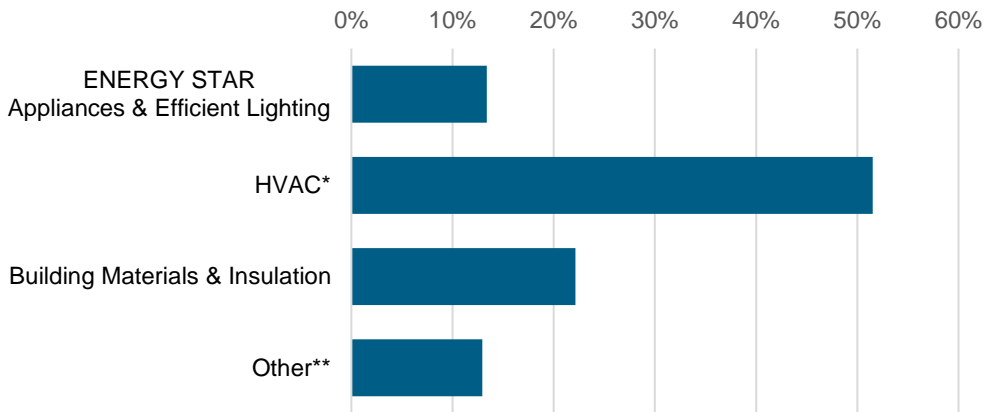


What type of work do energy efficiency firms do?



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What energy efficiency sectors employ the most workers?



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8%
 of Oregon
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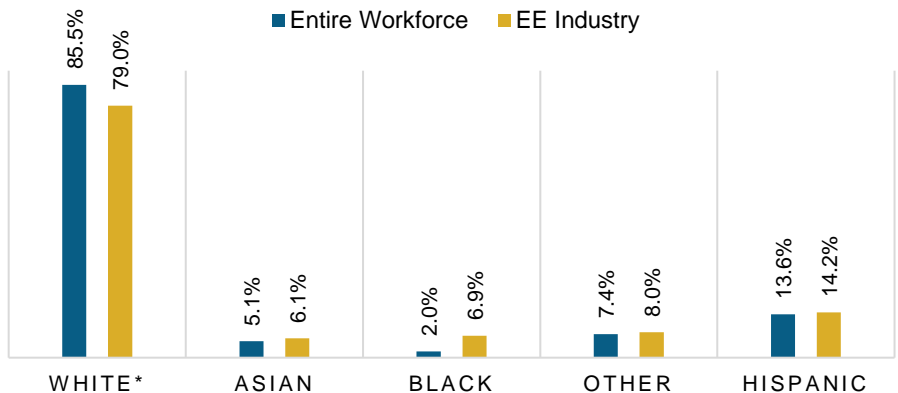


How is EE doing on diversity in Oregon?

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 EE businesses.

Oregon EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

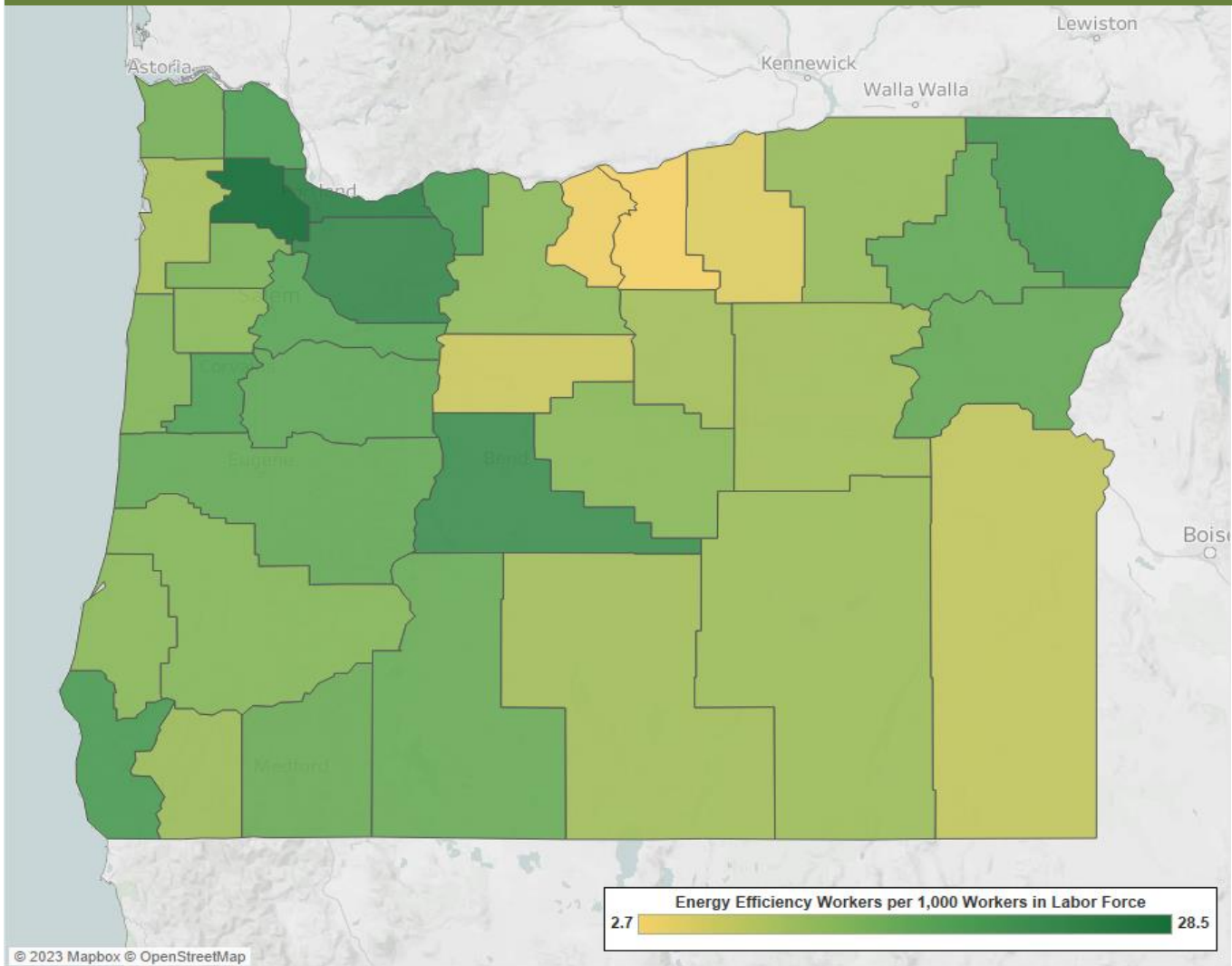
Gender in the Oregon EE Workforce



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

Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of OR counties have
energy efficiency
workers

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	11,953	Bend-Redmond	1,882
2	7,859	Corvallis	673
3	8,306	Eugene	2,359
4	7,400	Medford	1,312
5	3,918	Portland-Vancouver-Hillsboro	25,491
		Salem	2,983
		Rural	4,738

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,456		9	1,967		17	602		25	579
2	1,184		10	1,499		18	2,917		26	267
3	1,091		11	246		19	1,209		27	1,614
4	2,973		12	1,201		20	1,322		28	1,020
5	980		13	2,035		21	1,867		29	1,221
6	1,053		14	1,114		22	1,875		30	551
7	143		15	3,159		23	596			
8	1,272		16	1,137		24	287			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,874		16	47		31	561		46	268
2	578		17	631		32	559		47	177
3	17		18	1,241		33	600		48	108
4	1,163		19	1,251		34	<10		49	477
5	1,096		20	242		35	398		50	101
6	<10		21	<10		36	2,528		51	<10
7	594		22	245		37	1,207		52	266
8	2,385		23	431		38	<10		53	1,624
9	231		24	771		39	1,147		54	<10
10	798		25	12		40	174		55	725
11	1,051		26	2,022		41	860		56	290
12	<10		27	1,111		42	1,010		57	812
13	141		28	<10		43	862		58	404
14	<10		29	2,883		44	1,032		59	170
15	1,222		30	333		45	328		60	379



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Pennsylvania

Energy Efficiency Jobs in America

69,990

Total Jobs

What are EE Jobs?

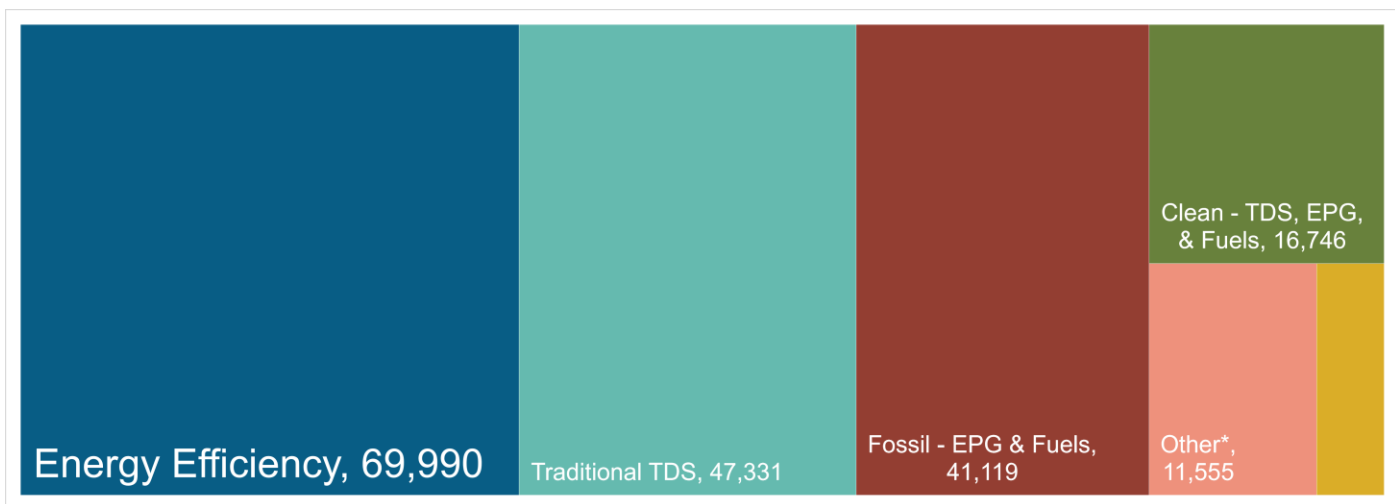
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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

How does EE compare in Pennsylvania?

Energy Efficiency is the largest energy sector in Pennsylvania.



TDS = Transmission, Distribution & Storage

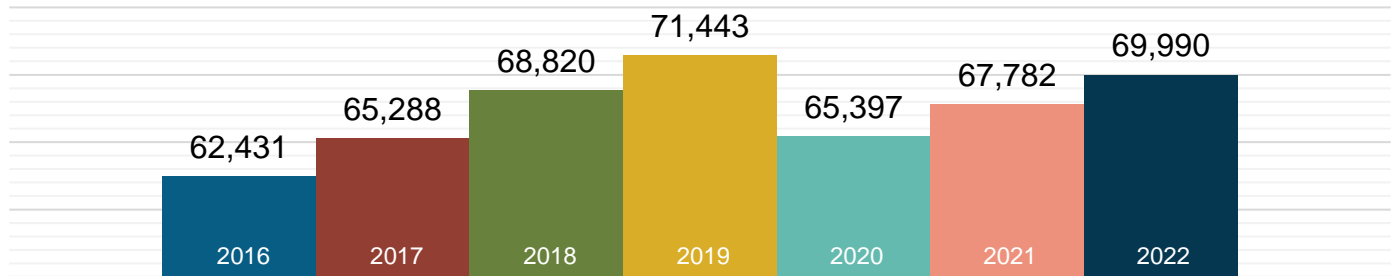
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 4,671

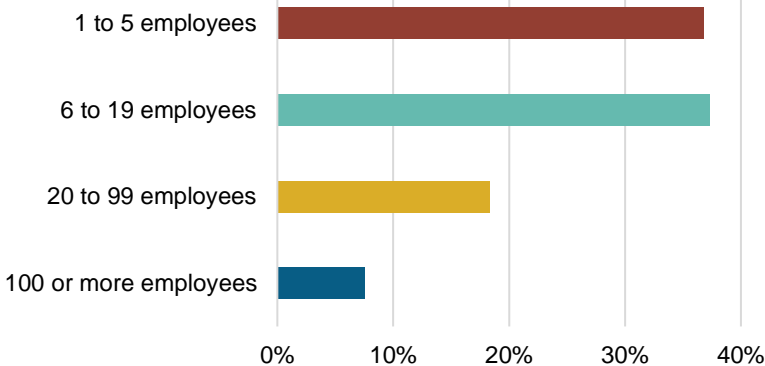
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What does EE look like in Pennsylvania?

EE Workers Employed in PA



92.4% of PA EE Businesses Have Fewer Than 100 Employees



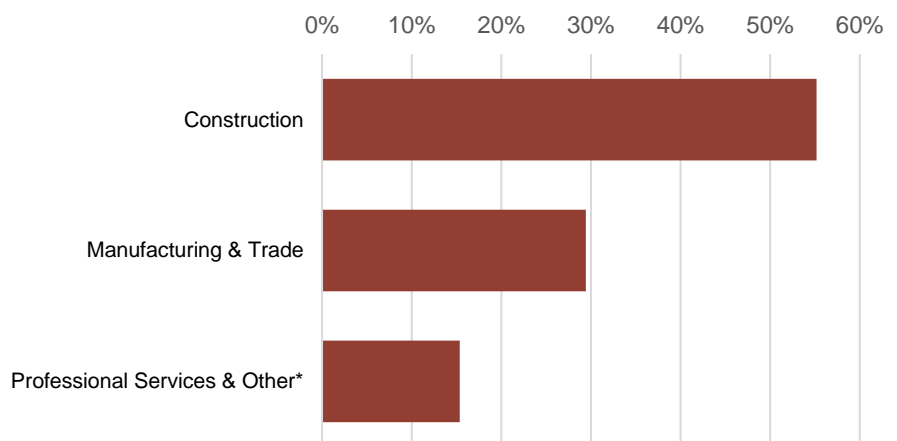
10,442
EE businesses in
Pennsylvania



EE construction
workers comprise
15% of
Pennsylvania's
construction workforce

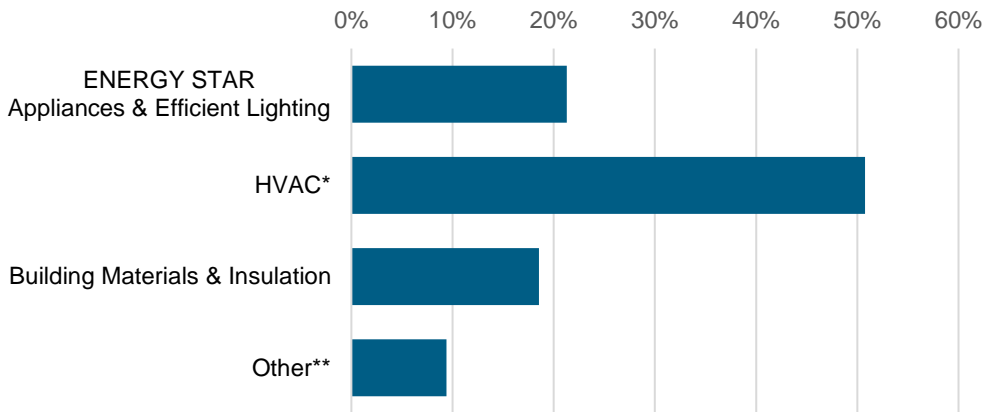


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What energy efficiency sectors employ the most workers?



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10%
 of Pennsylvania
 EE workers are
Veterans

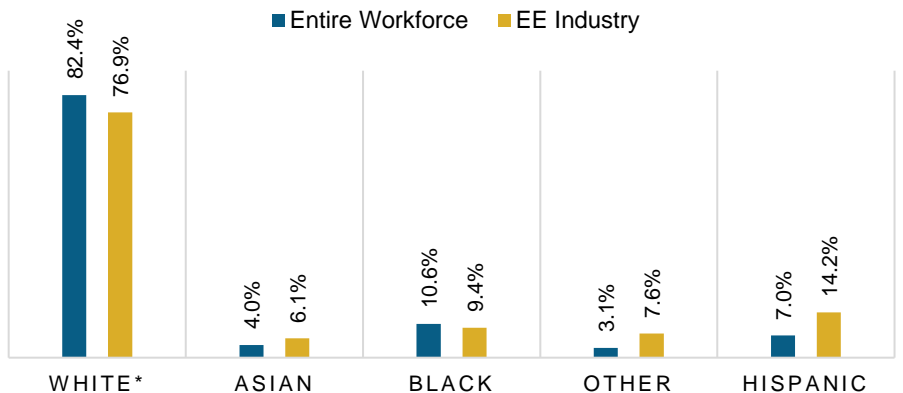


How is EE doing on diversity in Pennsylvania?

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 EE businesses.

Pennsylvania EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

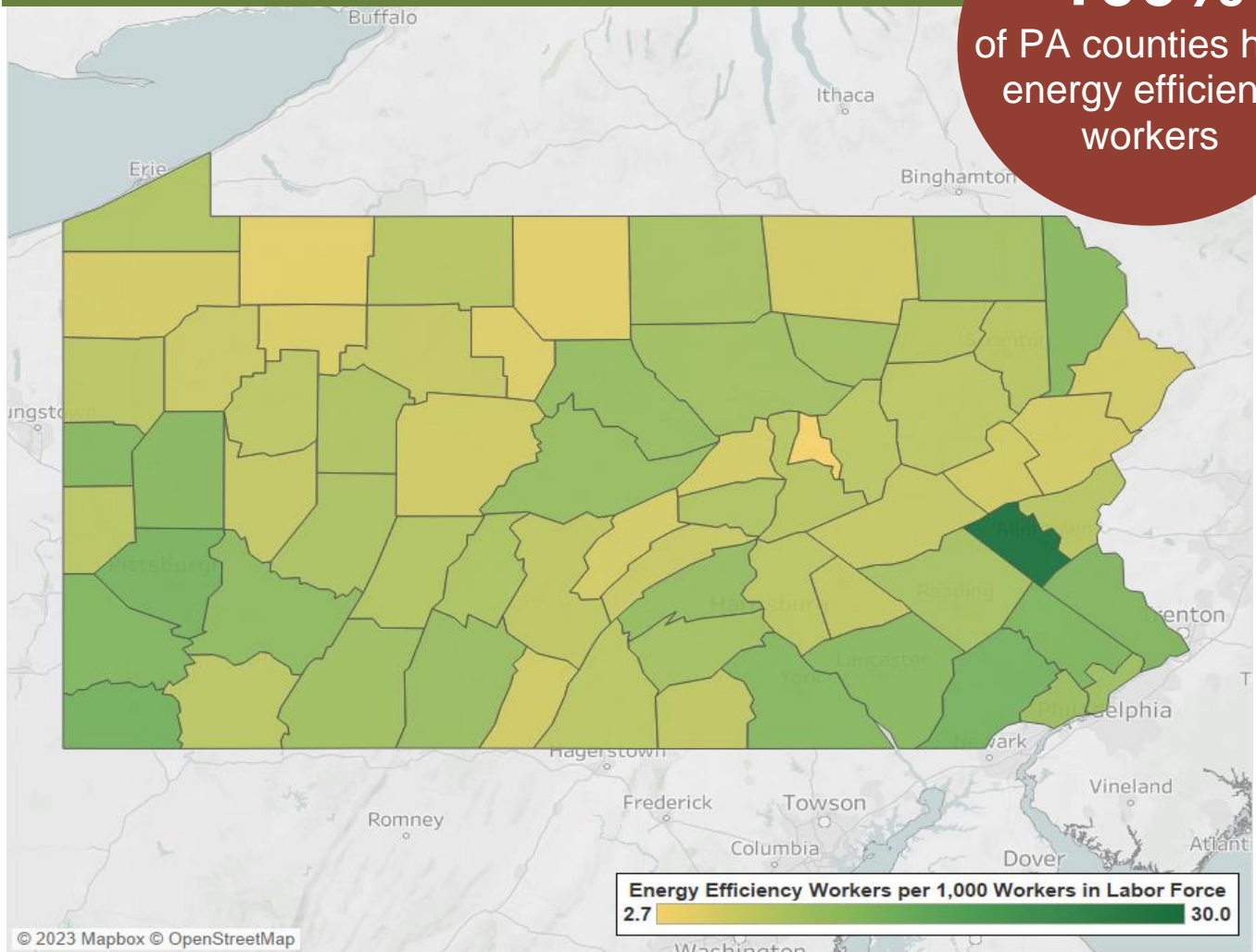
Gender in the Pennsylvania EE Workforce



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 the 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/policy/2023-useer-county-level-data-faq>.

Metropolitan Areas			
Area	Jobs	Area	Jobs
Allentown-Bethlehem-Easton	7,885	Pittsburgh	14,306
Altoona	530	Reading	1,684
Erie	1,065	Scranton--Wilkes-Barre--Hazleton	2,013
Harrisburg-Carlisle	2,973	State College	752
Johnstown	425	Williamsport	505
Lancaster	3,222	York-Hanover	2,377
Lebanon	391	Youngstown-Warren-Boardman	342
New York-Newark-Jersey City	68	Rural	7,468
Philadelphia-Camden-Wilmington	23,984		

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	3,797		14	1,680		27	905		40	743
2	959		15	1,768		28	1,832		41	1,381
3	280		16	1,945		29	767		42	2,329
4	1,387		17	2,539		30	1,897		43	562
5	185		18	1,165		31	1,241		44	305
6	3,107		19	1,358		32	1,169		45	371
7	1,320		20	1,201		33	635		46	1,166
8	411		21	1,769		34	970		47	1,060
9	3,483		22	1,372		35	851		48	569
10	1,944		23	1,545		36	851		49	1,365
11	2,363		24	813		37	3,534		50	791
12	972		25	1,094		38	1,518			
13	2,293		26	527		39	1,903			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	587		52	185		103	816		154	143
2	506		53	888		104	355		155	369
3	230		54	1,129		105	<10		156	1,734
4	93		55	407		106	<10		157	349
5	815		56	31		107	576		158	277
6	372		57	86		108	38		159	474
7	365		58	86		109	120		160	44
8	557		59	302		110	244		161	746
9	404		60	220		111	484		162	402
10	305		61	989		112	777		163	542
11	244		62	318		113	348		164	<10
12	465		63	234		114	105		165	337
13	604		64	256		115	493		166	<10
14	321		65	223		116	469		167	<10
15	489		66	319		117	275		168	14
16	308		67	171		118	372		169	43
17	14		68	598		119	425		170	182
18	658		69	233		120	22		171	25
19	2,327		70	882		121	78		172	393
20	752		71	297		122	236		173	<10
21	409		72	166		123	300		174	<10
22	670		73	238		124	186		175	1,984
23	148		74	304		125	169		176	121
24	293		75	289		126	317		177	133
25	595		76	845		127	31		178	62
26	798		77	49		128	304		179	162
27	841		78	390		129	48		180	<10
28	261		79	552		130	200		181	56
29	874		80	52		131	766		182	1,664
30	24		81	126		132	411		183	132
31	899		82	485		133	594		184	196
32	352		83	540		134	206		185	76
33	155		84	194		135	118		186	56
34	265		85	249		136	325		187	1,198
35	479		86	373		137	261		188	75
36	192		87	845		138	241		189	26
37	1,709		88	165		139	225		190	56
38	57		89	403		140	758		191	<10
39	546		90	13		141	79		192	19
40	622		91	523		142	483		193	289
41	345		92	309		143	964		194	229
42	<10		93	459		144	63		195	<10
43	608		94	50		145	19		196	<10
44	349		95	<10		146	162		197	<10
45	37		96	<10		147	99		198	45
46	128		97	<10		148	1,013		199	<10
47	1,025		98	259		149	982		200	<10
48	49		99	109		150	19		201	25
49	526		100	142		151	513		202	<10
50	107		101	527		152	353		203	<10
51	195		102	81		153	299			

Congressional	
District	Jobs
1	4,690
2	3,331
3	4,514
4	4,406
5	2,713
6	7,194
7	4,958
8	5,432
9	3,840
10	4,142
11	2,804
12	4,961
13	1,079
14	4,913
15	4,741
16	2,449
17	1,758
18	2,068



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Rhode Island

Energy Efficiency Jobs in America

10,990

Total Jobs

What are EE Jobs?

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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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
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How does EE compare in Rhode Island?

Energy Efficiency is the largest energy sector in Rhode Island.



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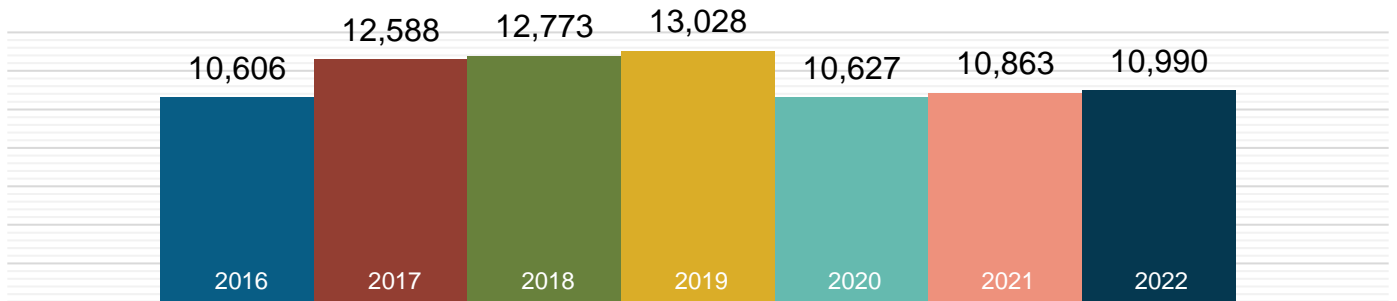
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 79

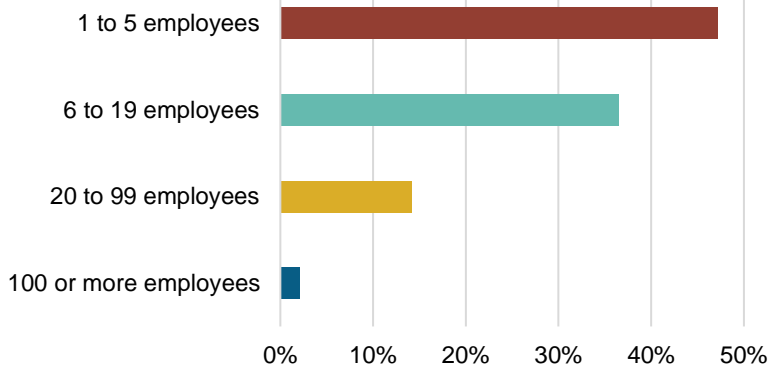
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Rhode Island?

EE Workers Employed in RI



97.8% of RI EE Businesses Have Fewer Than 100 Employees



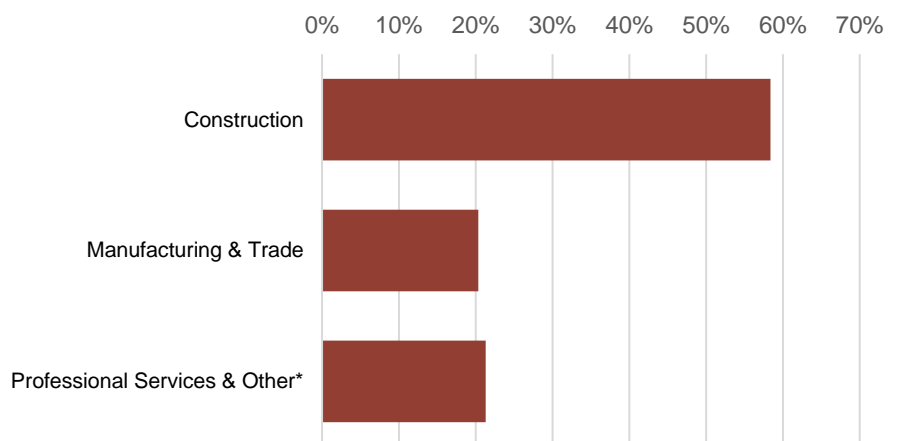
3,389
EE businesses in
Rhode Island



EE construction
workers comprise
30% of Rhode
Island's construction
workforce

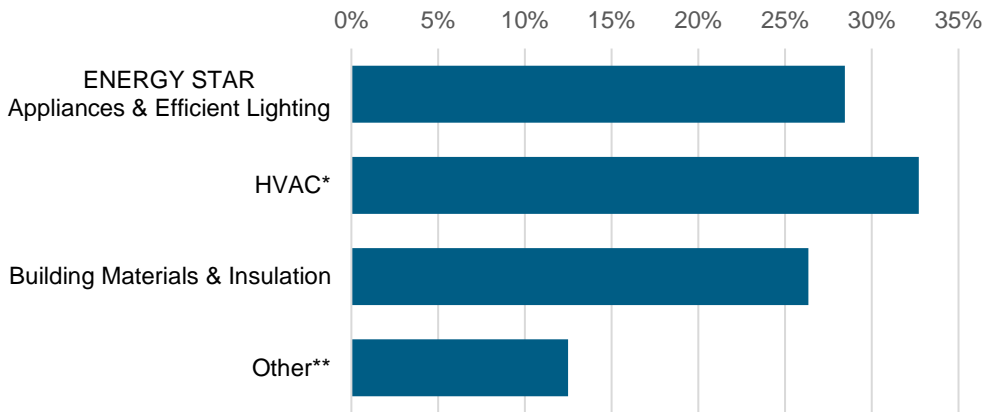


What type of work do energy efficiency firms do?



*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 Rhode Island
 EE workers are
Veterans

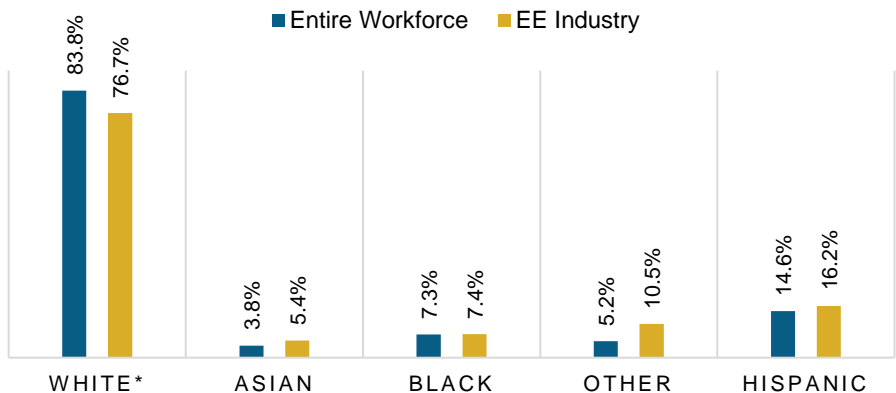


How is EE doing on diversity in Rhode Island?

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 EE businesses.

Rhode Island EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

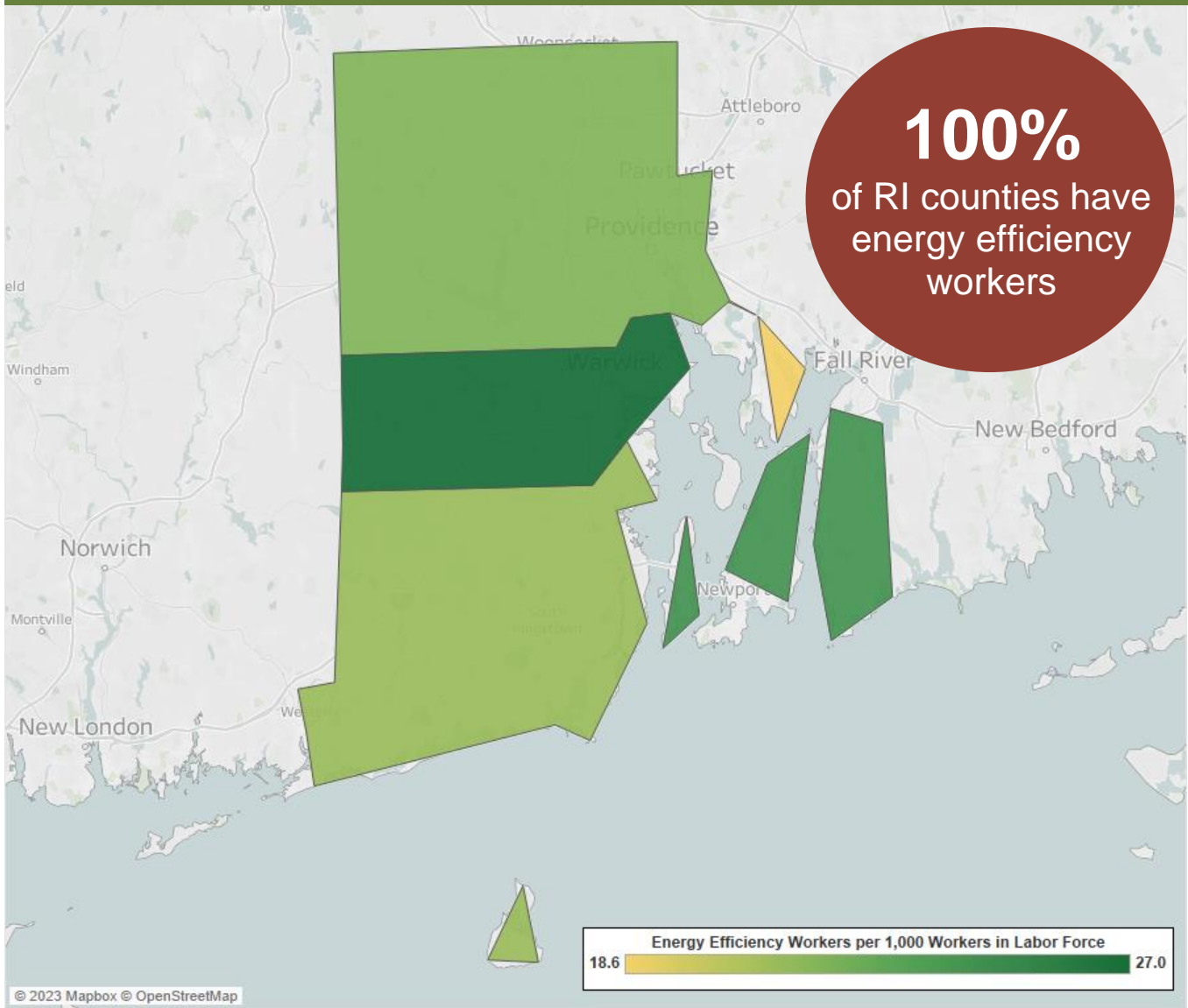
Gender in the Rhode Island EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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	6,027	Providence-Warwick	10,717
2	4,964	Rural	274

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,260		11	205		21	862		31	<10
2	643		12	653		22	347		32	105
3	556		13	74		23	122		33	<10
4	86		14	468		24	<10		34	466
5	<10		15	<10		25	<10		35	784
6	<10		16	57		26	165		36	<10
7	709		17	882		27	<10		37	39
8	<10		18	<10		28	<10		38	274
9	236		19	<10		29	1,061			
10	533		20	226		30	180			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,249		20	562		39	33		58	<10
2	412		21	166		40	270		59	<10
3	<10		22	<10		41	<10		60	<10
4	376		23	<10		42	<10		61	<10
5	<10		24	413		43	<10		62	<10
6	607		25	541		44	614		63	337
7	<10		26	<10		45	305		64	128
8	<10		27	<10		46	<10		65	<10
9	364		28	68		47	88		66	120
10	226		29	82		48	137		67	127
11	<10		30	<10		49	225		68	229
12	<10		31	494		50	<10		69	203
13	<10		32	<10		51	<10		70	291
14	<10		33	474		52	<10		71	83
15	164		34	<10		53	<10		72	229
16	<10		35	<10		54	<10		73	338
17	<10		36	436		55	<10		74	72
18	<10		37	<10		56	57		75	<10
19	346		38	126		57	<10		76	<10



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Data Source: Except for county data on page 4, all data are from the U.S. Energy and Employment Report, June 2023, 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

29,133

Total Jobs

What are EE Jobs?

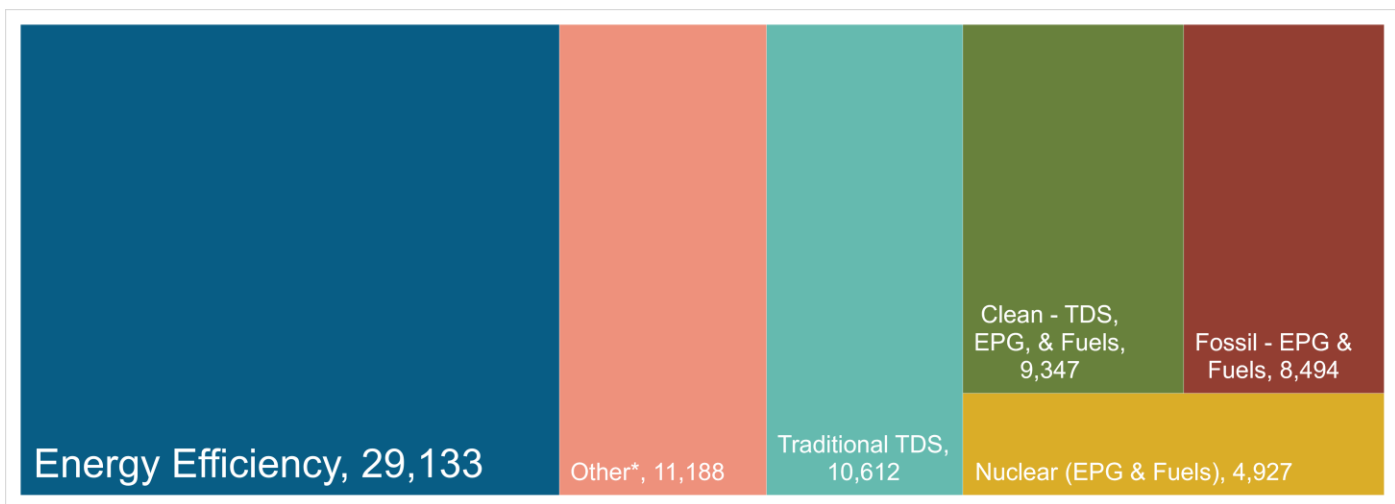
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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.



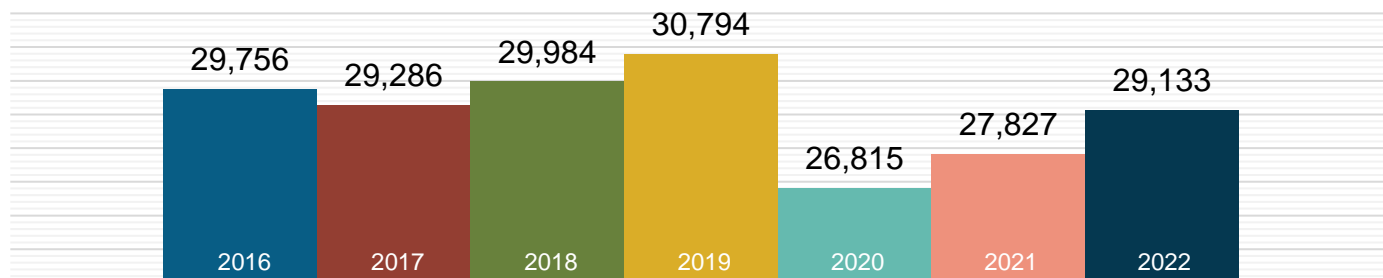
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

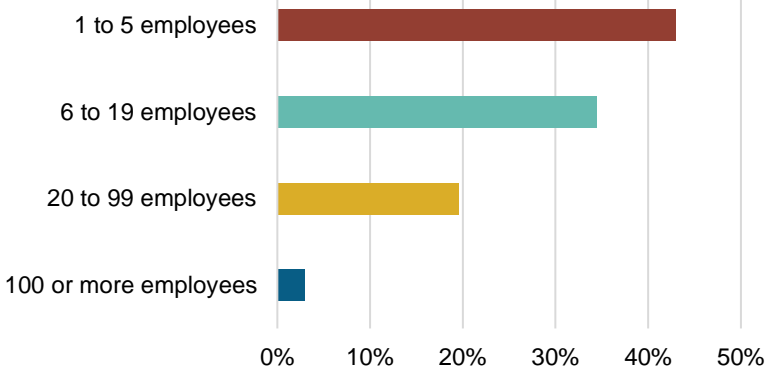
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in South Carolina?

EE Workers Employed in SC



97% of SC EE Businesses Have Fewer Than 100 Employees



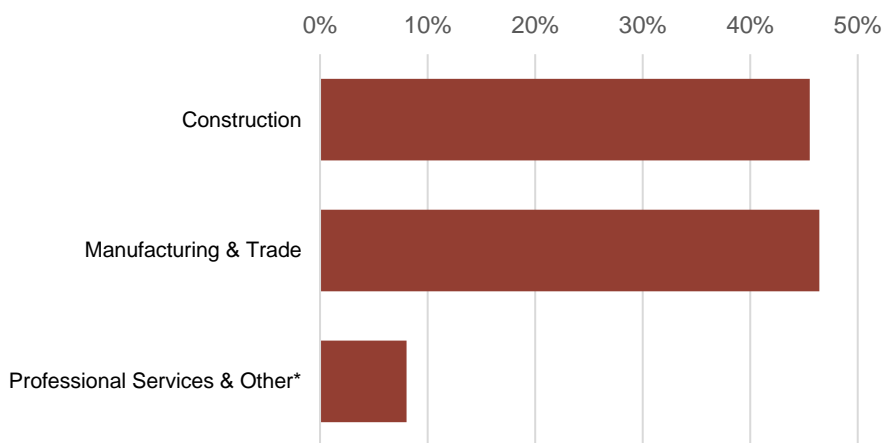
4,806
EE businesses in
South Carolina



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

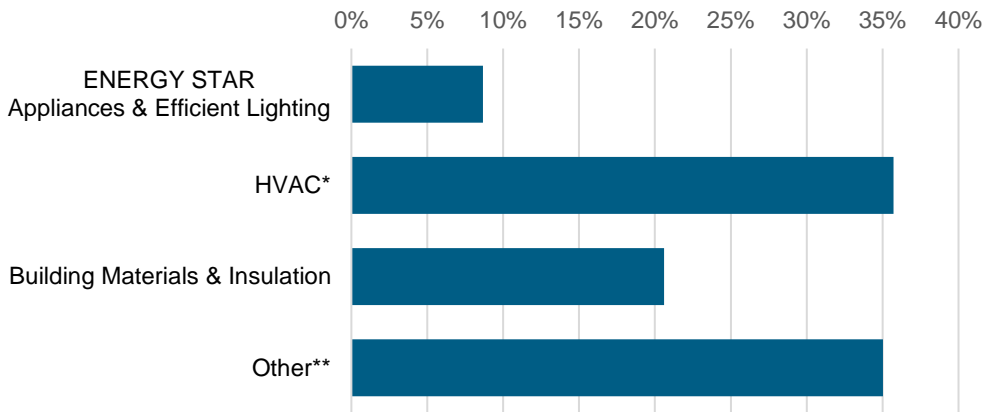


What type of work do energy efficiency firms do?



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What energy efficiency sectors employ the most workers?



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9%
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Veterans

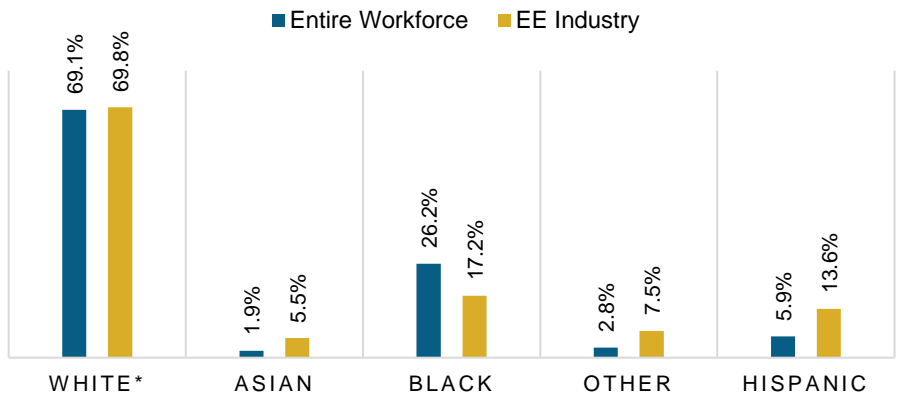


How is EE doing on diversity in South Carolina?

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 EE businesses.

South Carolina EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

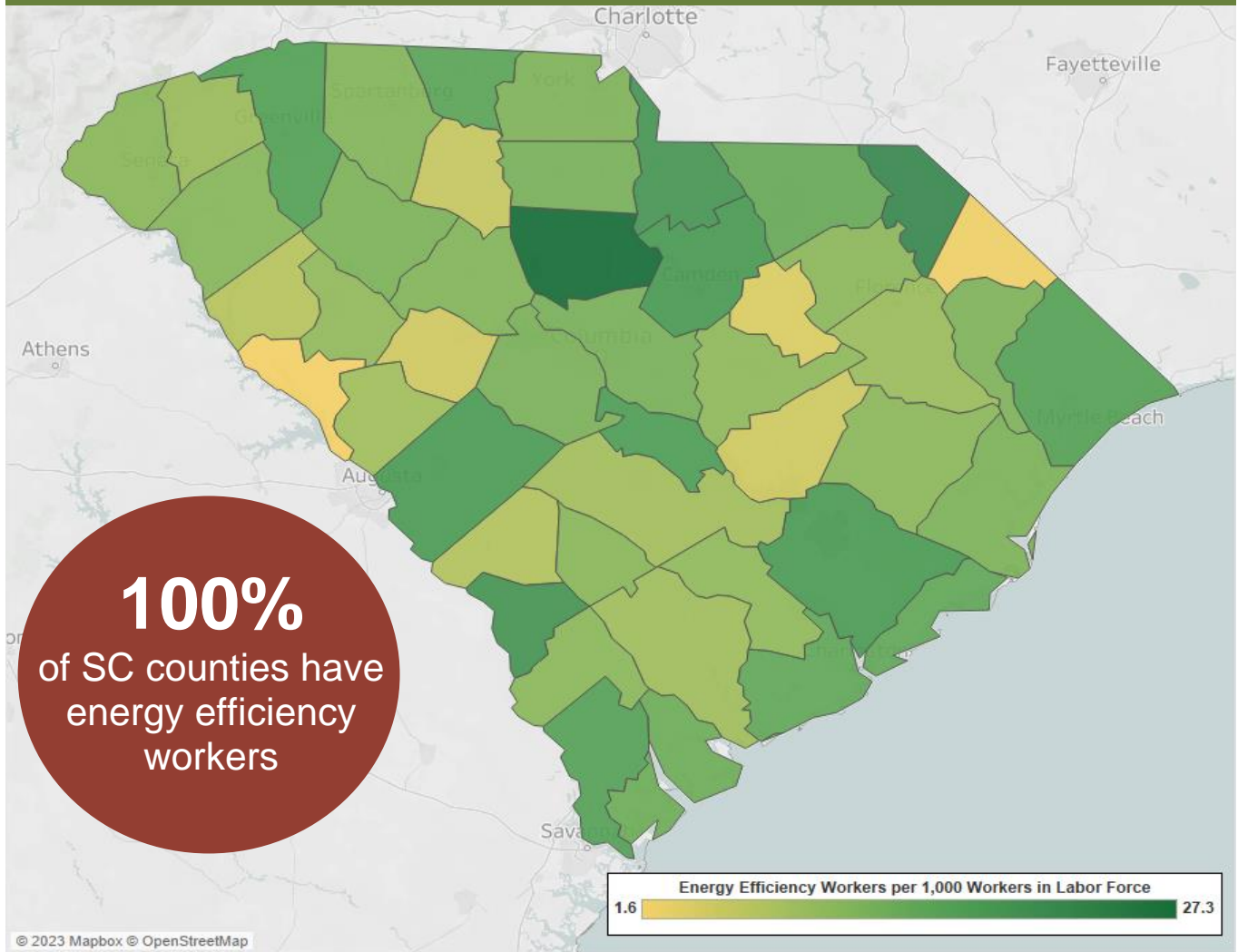
Gender in the South Carolina EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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	Area	Jobs
1	6,563	Augusta-Richmond County	1,147	Spartanburg	1,775
2	4,361	Charleston-North Charleston	5,358	Sumter	377
3	3,818	Charlotte-Concord-Gastonia	1,846	Rural	4,606
4	4,799	Columbia	4,925		
5	2,950	Florence	842		
6	2,748	Greenville-Anderson-Mauldin	6,098		
7	3,894	Myrtle Beach-Conway-North Myrtle Beach	2,160		

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	436		13	229		25	29		37	1,630
2	809		14	478		26	204		38	804
3	956		15	1,080		27	541		39	661
4	435		16	276		28	1,323		40	213
5	1,342		17	237		29	873		41	1,160
6	2,039		18	1,027		30	145		42	715
7	460		19	1,966		31	144		43	811
8	241		20	500		32	379		44	<10
9	277		21	239		33	865		45	598
10	304		22	72		34	1,308		46	391
11	1,034		23	533		35	404			
12	182		24	652		36	130			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	307		32	<10		63	<10		94	208
2	24		33	<10		64	144		95	<10
3	462		34	90		65	<10		96	<10
4	212		35	<10		66	344		97	157
5	87		36	145		67	<10		98	377
6	874		37	<10		68	592		99	1,055
7	38		38	<10		69	1,069		100	61
8	75		39	447		70	192		101	147
9	<10		40	213		71	167		102	<10
10	233		41	251		72	1,589		103	297
11	438		42	118		73	<10		104	314
12	64		43	48		74	259		105	<10
13	56		44	274		75	<10		106	326
14	297		45	<10		76	239		107	<10
15	701		46	<10		77	<10		108	46
16	285		47	<10		78	<10		109	514
17	949		48	<10		79	<10		110	565
18	285		49	<10		80	<10		111	647
19	<10		50	444		81	423		112	<10
20	489		51	378		82	58		113	<10
21	687		52	81		83	151		114	300
22	750		53	157		84	46		115	253
23	297		54	128		85	<10		116	57
24	90		55	339		86	40		117	<10
25	<10		56	619		87	<10		118	619
26	784		57	105		88	102		119	<10
27	<10		58	337		89	78		120	686
28	<10		59	648		90	338		121	332
29	961		60	94		91	127		122	38
30	26		61	112		92	481		123	<10
31	1,068		62	<10		93	67		124	40



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South Dakota

Energy Efficiency Jobs in America

7,448
Total Jobs

What are EE Jobs?

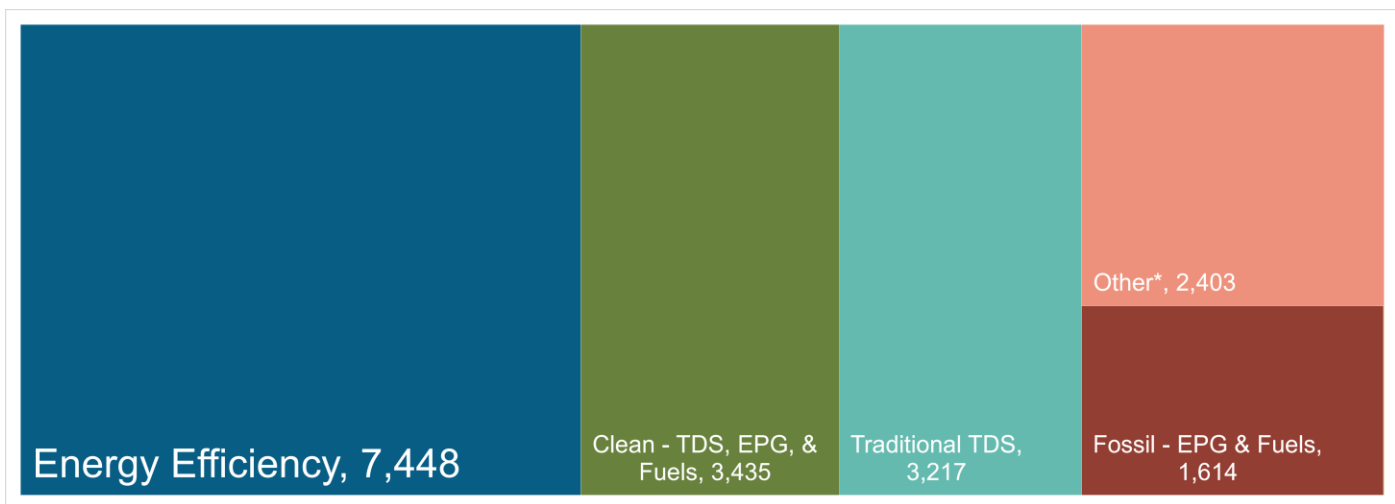
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
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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

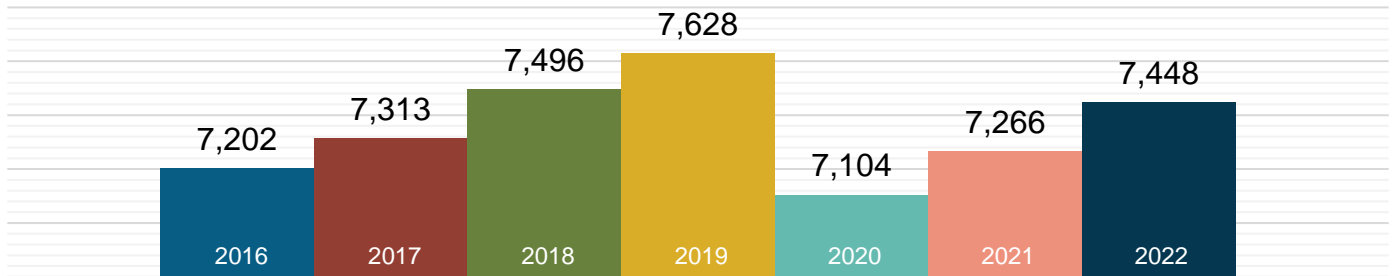
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = <10

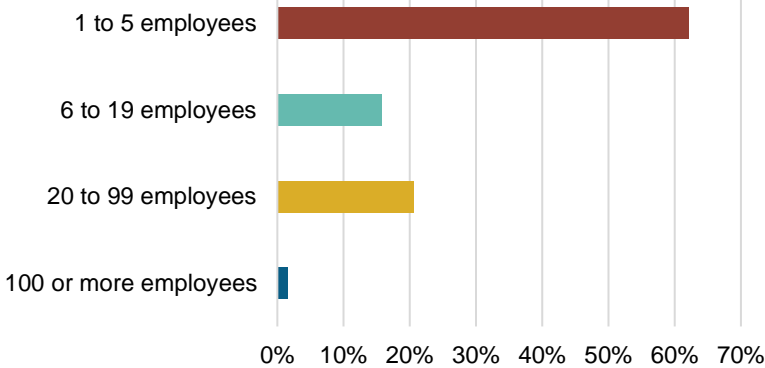
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in South Dakota?

EE Workers Employed in SD



98.5% of SD EE Businesses Have Fewer Than 100 Employees



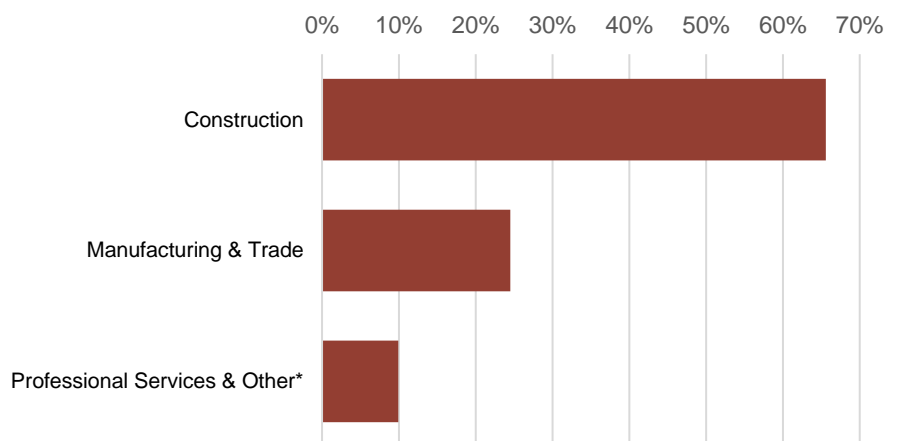
2,502
EE businesses in
South Dakota



EE construction
workers comprise
19% of South
Dakota's construction
workforce

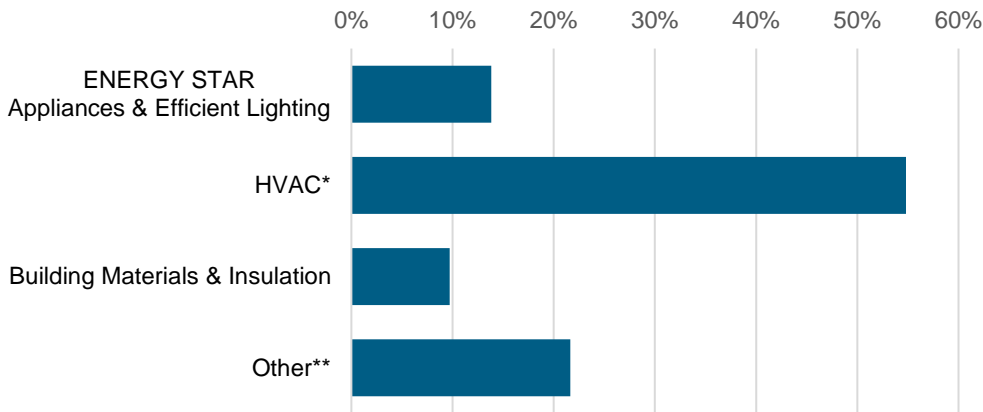


What type of work do energy efficiency firms do?



*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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10%
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 EE workers are
Veterans

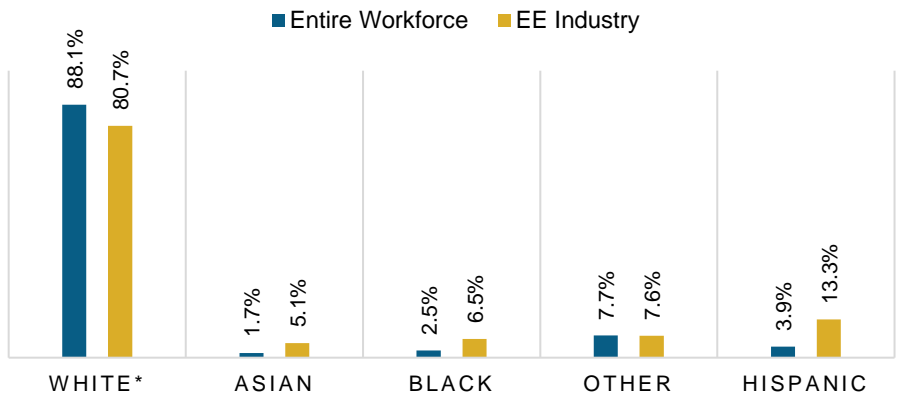


How is EE doing on diversity in South Dakota?

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 EE businesses.

South Dakota EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

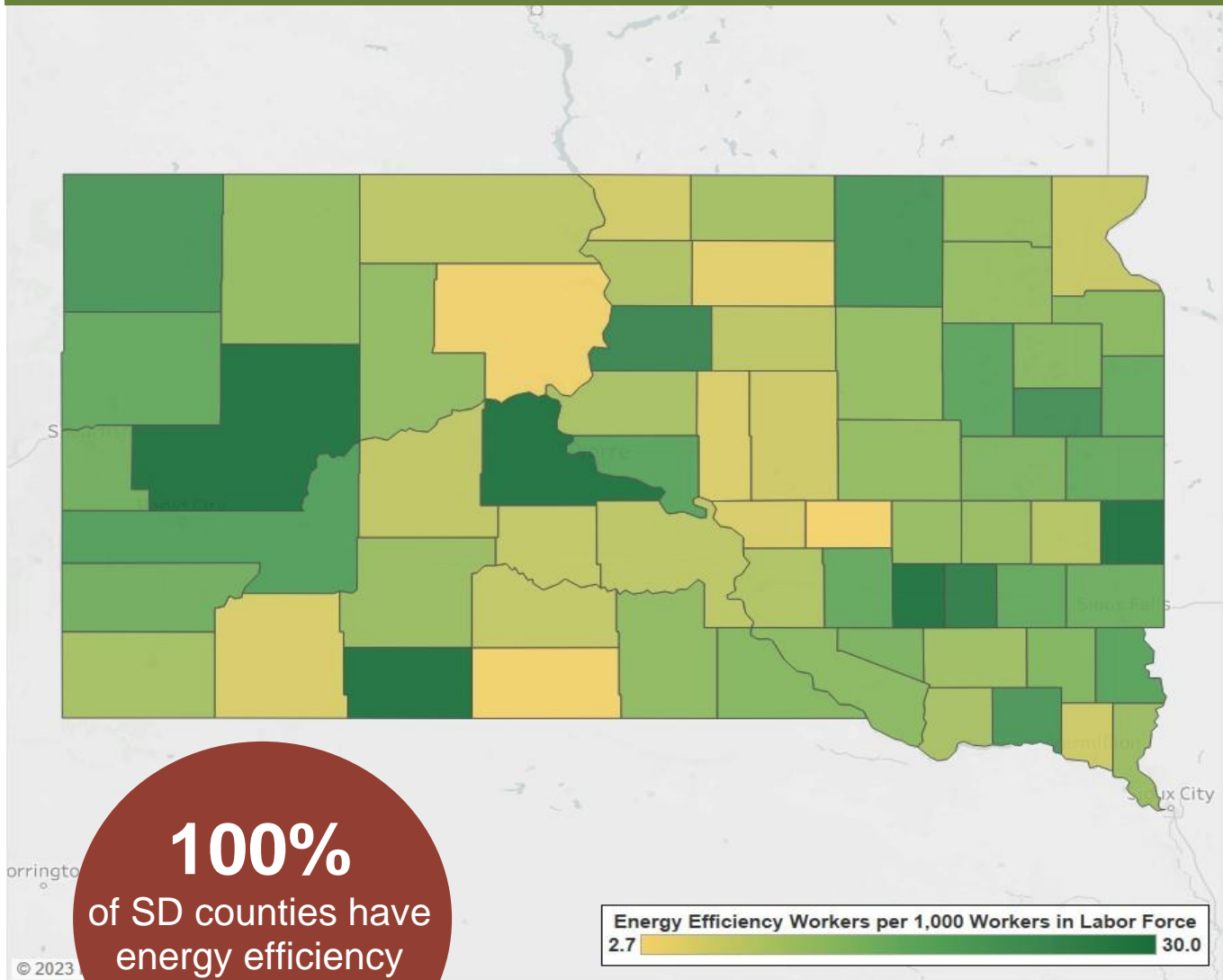
Gender in the South Dakota EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	7,448	Rapid City	1,456
		Sioux City	116
		Sioux Falls	2,678
		Rural	3,198

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	540		10	237		19	340		28	238
2	186		11	<10		20	41		29	1,053
3	<10		12	190		21	145		30	215
4	524		13	<10		22	192		31	97
5	<10		14	<10		23	170		32	<10
6	502		15	<10		24	278		33	<10
7	<10		16	147		25	14		34	<10
8	149		17	138		26	86		35	<10
9	1,851		18	36		27	80			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	538		19	339		37	<10		55	<10
2	185		20	41		38	<10		56	<10
3	<10		21	144		39	<10		57	<10
4	524		22	163		40	<10		58	<10
5	<10		23	170		41	<10		59	<10
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8	148		26	<10		44	<10		62	<10
9	1,851		27	80		45	<10		63	<10
10	237		28	<10		46	<10		64	<10
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12	189		30	215		48	<10		66	<10
13	<10		31	222		49	<10		67	<10
14	<10		32	<10		50	<10		68	<10
15	<10		33	<10		51	<10		69	<10
16	146		34	<10		52	<10		70	<10
17	138		35	<10		53	<10			
18	170		36	<10		54	<10			



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Tennessee

Energy Efficiency Jobs in America

50,017

Total Jobs

What are EE Jobs?

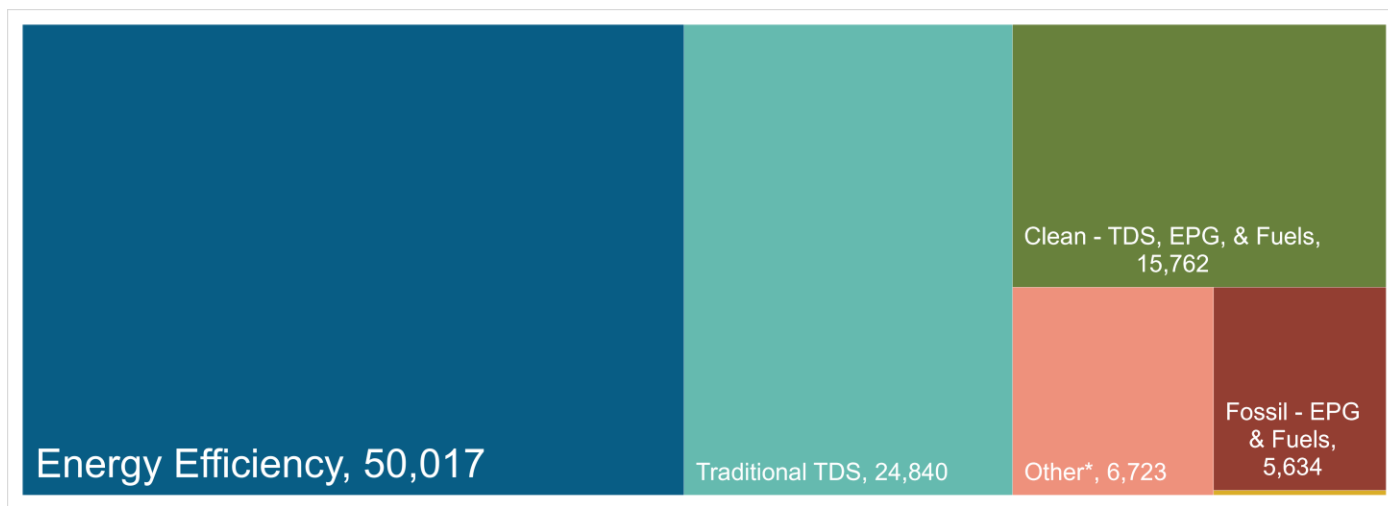
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How does EE compare in Tennessee?

Energy Efficiency is the largest energy sector in Tennessee.



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EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 131

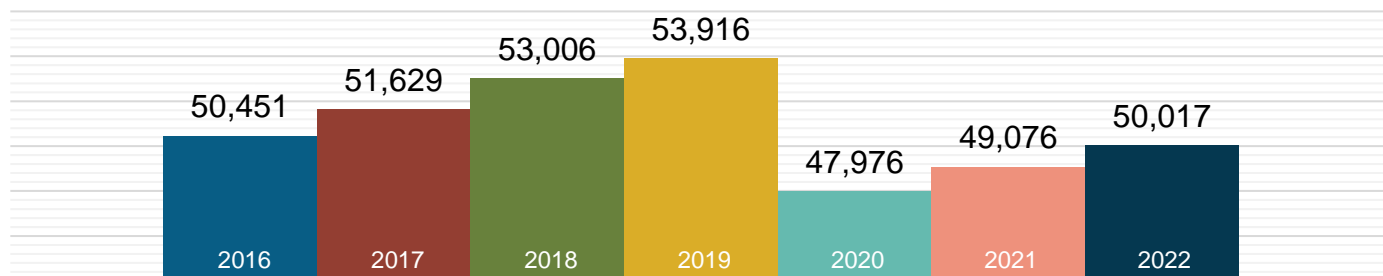
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Presented by:

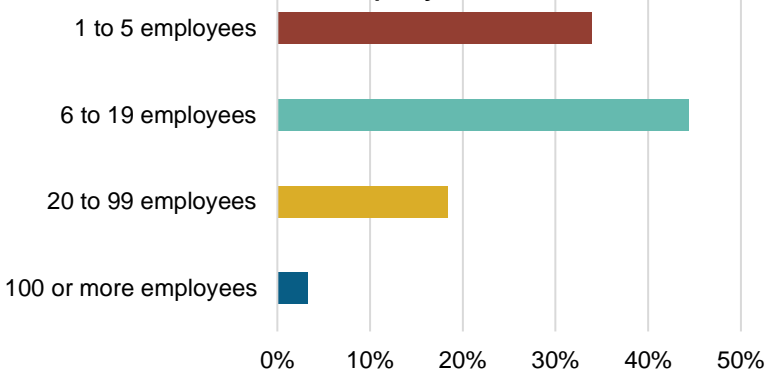


What does EE look like in Tennessee?

EE Workers Employed in TN



96.7% of TN EE Businesses Have Fewer Than 100 Employees



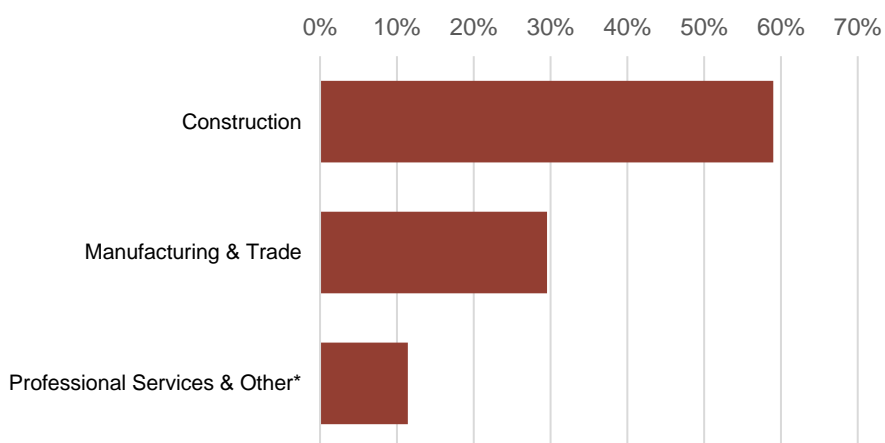
5,891
EE businesses in
Tennessee



EE construction
workers comprise
20% of Tennessee's
construction workforce

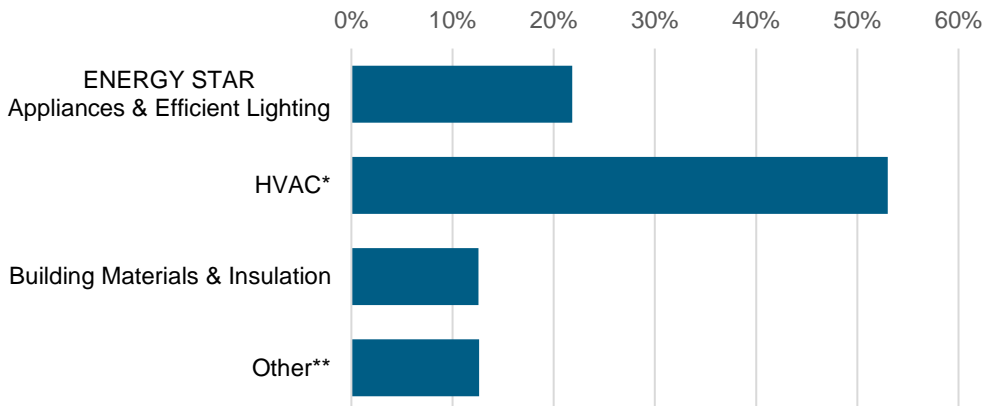


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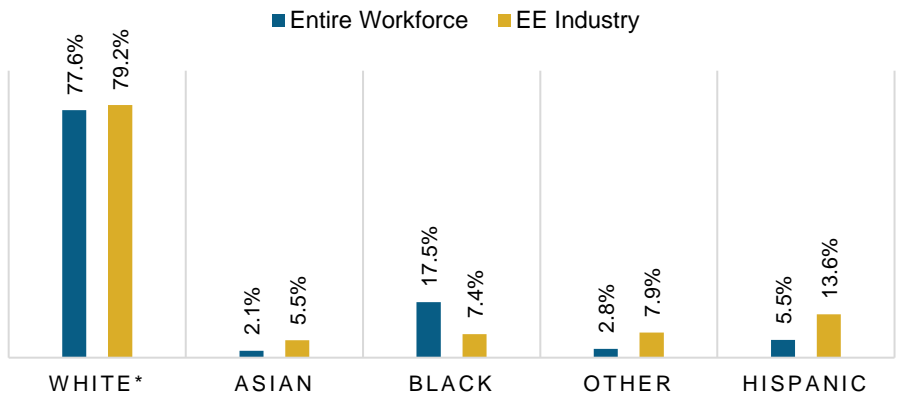


How is EE doing on diversity in Tennessee?

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 Tennessee 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 EE businesses.

Tennessee EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

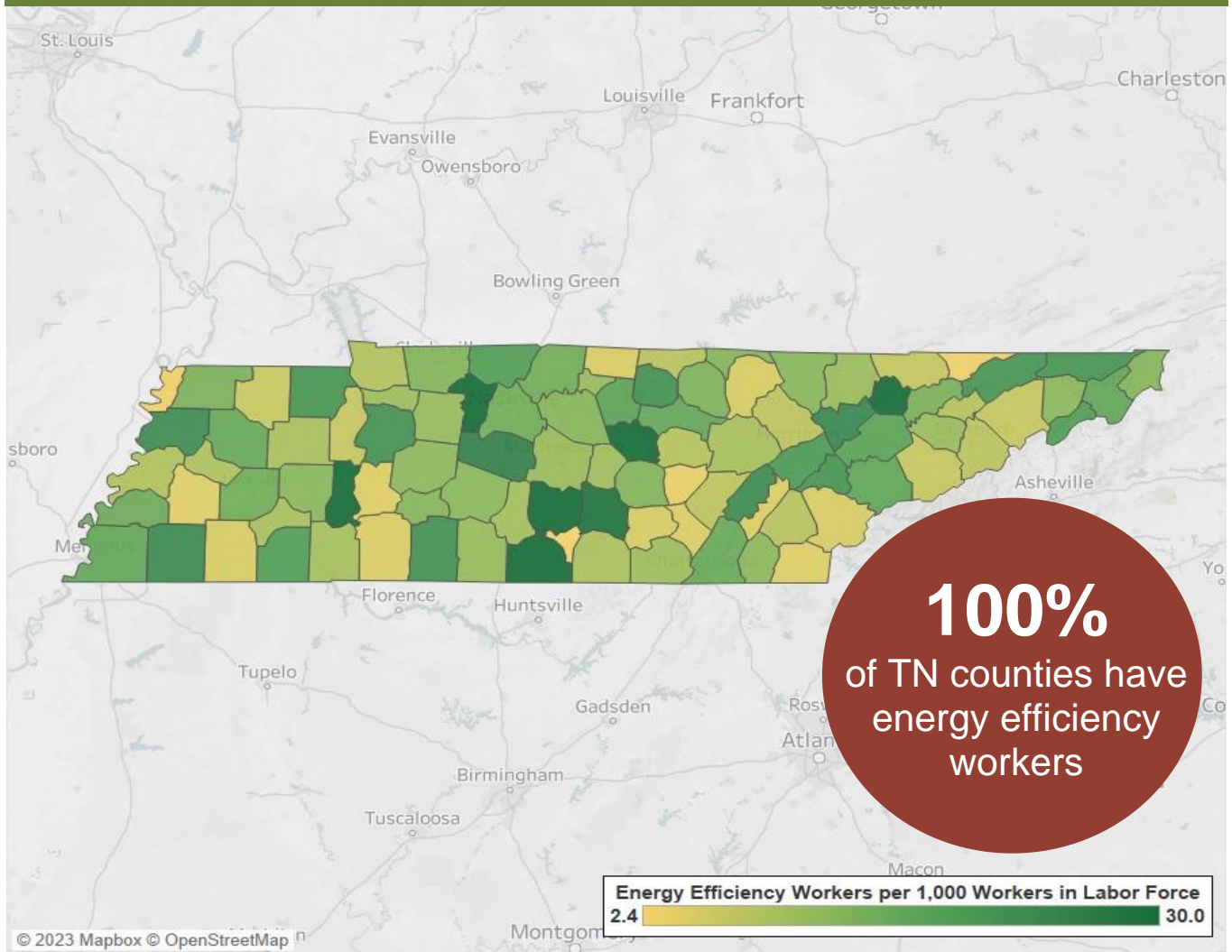
Gender in the Tennessee EE Workforce



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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	5,094	7	3,403	Chattanooga	3,445	Knoxville	7,476
2	6,785	8	7,181	Clarksville	804	Memphis	8,475
3	5,914	9	3,337	Cleveland	520	Morristown	424
4	4,905			Jackson	961	Nashville-Davidson-Murfreesboro-Franklin	16,808
5	9,149			Johnson City	1,069	Rural	8,344
6	4,248			Kingsport-Bristol-Bristol	1,691		

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,992		10	2,743		19	5,311		28	585
2	1,408		11	496		20	2,632		29	3,135
3	1,577		12	927		21	<10		30	2,138
4	1,231		13	2,071		22	1,058		31	1,348
5	2,789		14	1,553		23	1,325		32	228
6	2,344		15	1,524		24	1,878		33	329
7	450		16	814		25	830			
8	361		17	1,048		26	1,764			
9	1,587		18	1,871		27	671			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,122		26	2,083		51	3,389		76	465
2	373		27	250		52	1,053		77	303
3	718		28	763		53	1,245		78	104
4	453		29	<10		54	<10		79	262
5	514		30	113		55	554		80	142
6	148		31	382		56	71		81	331
7	<10		32	584		57	<10		82	168
8	1,270		33	192		58	76		83	2,930
9	121		34	1,563		59	<10		84	1,135
10	590		35	162		60	<10		85	138
11	413		36	220		61	1,085		86	1,227
12	489		37	470		62	146		87	237
13	1,963		38	395		63	190		88	975
14	1,547		39	921		64	545		89	<10
15	594		40	2,282		65	31		90	<10
16	228		41	675		66	331		91	26
17	65		42	<10		67	819		92	<10
18	148		43	137		68	36		93	<10
19	106		44	24		69	435		94	271
20	55		45	373		70	454		95	329
21	338		46	48		71	264		96	128
22	1,626		47	175		72	333		97	284
23	285		48	<10		73	1,076		98	<10
24	<10		49	43		74	80		99	<10
25	1,008		50	1,868		75	414			



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Texas

Energy Efficiency Jobs in America

164,470

Total Jobs

What are EE Jobs?

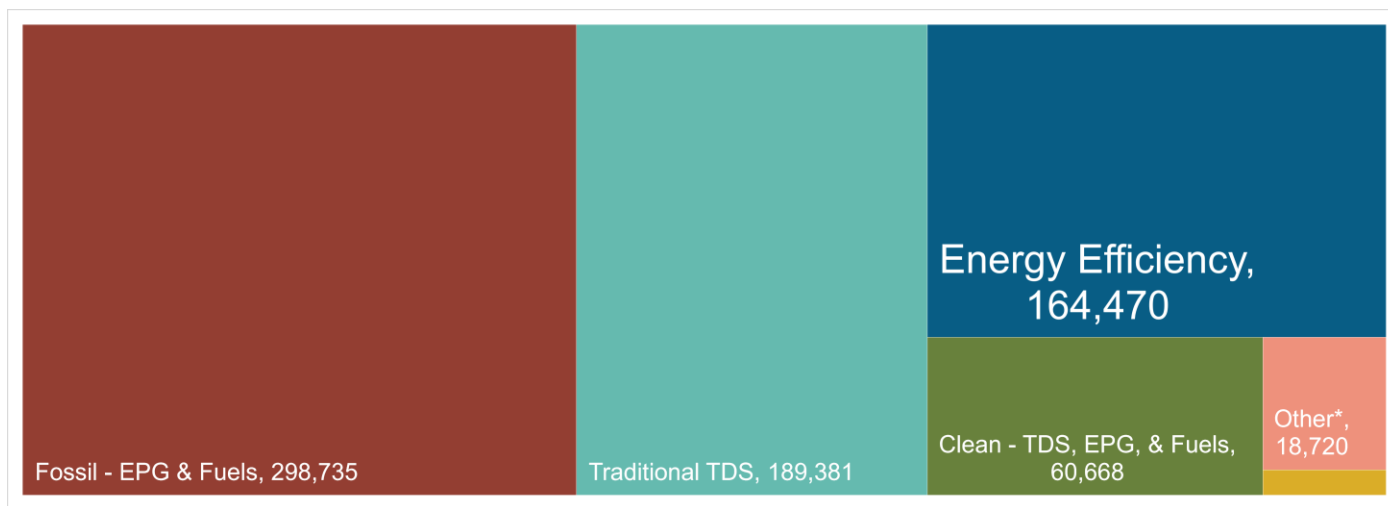
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **Upgrade and repair** heating, air conditioning and ventilation (HVAC) and water heating equipment.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
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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) = 3,587

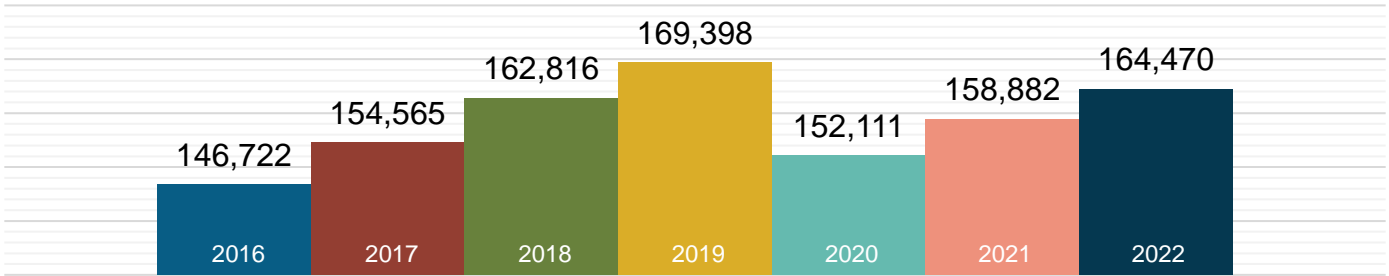
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

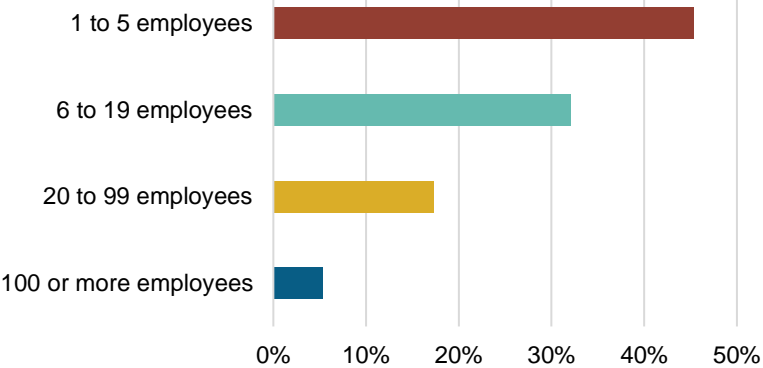


What does EE look like in Texas?

EE Workers Employed in TX



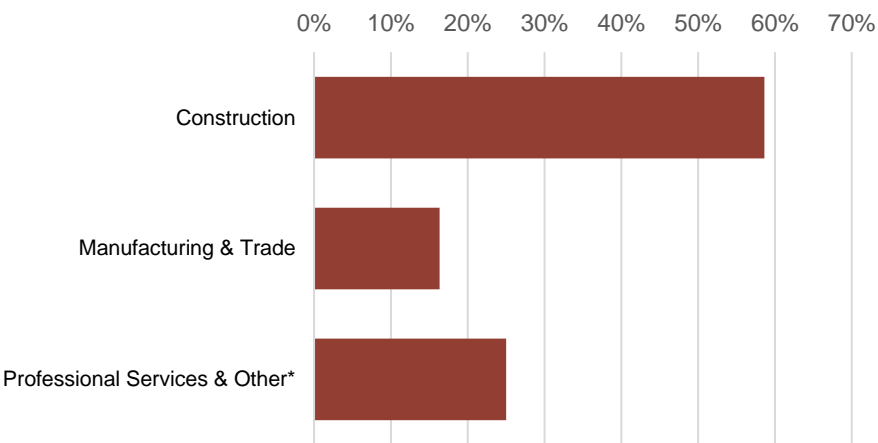
94.7% of TX EE Businesses Have Fewer Than 100 Employees



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

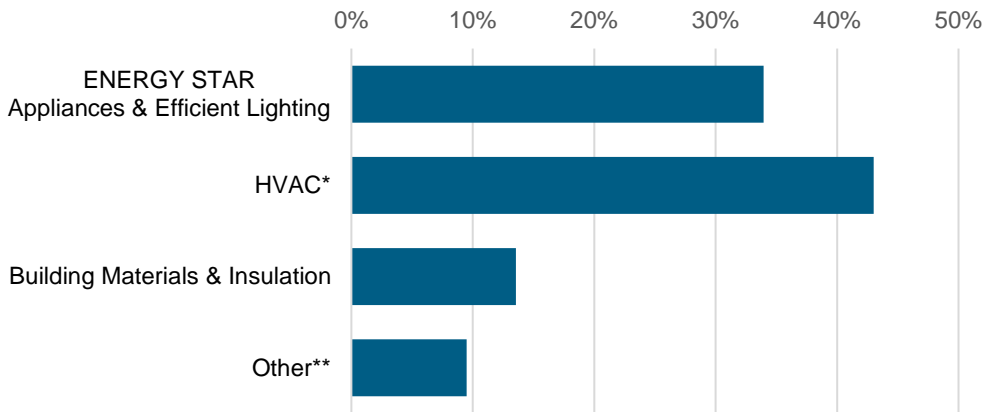


What type of work do energy efficiency firms do?



*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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8%
 of Texas
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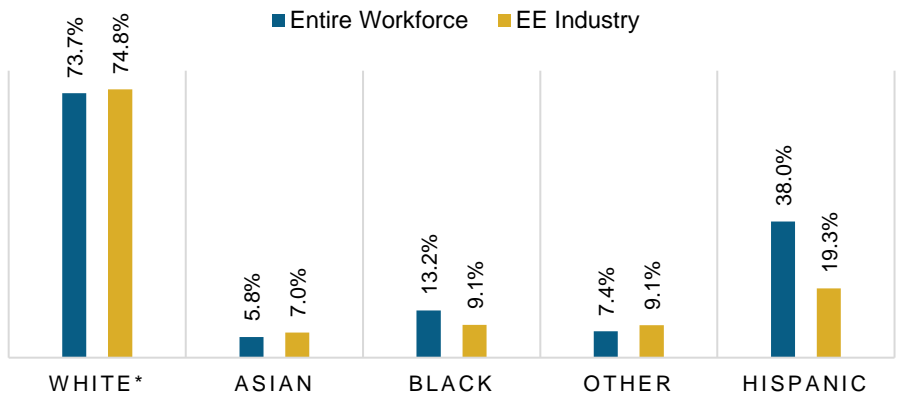


How is EE doing on diversity in Texas?

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 EE businesses.

Texas EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

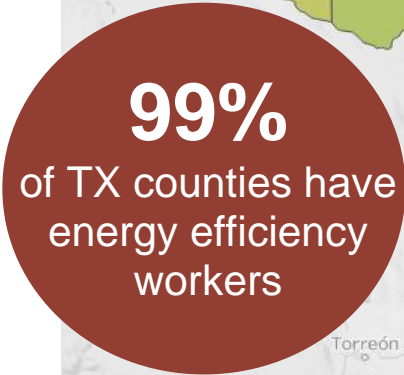
Gender in the Texas EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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
Abilene		766	Lubbock		1,570
Amarillo		1,397	McAllen-Edinburg-Mission		1,586
Austin-Round Rock		15,579	Midland		1,017
Beaumont-Port Arthur		2,691	Odessa		1,042
Brownsville-Harlingen		785	San Angelo		521
College Station-Bryan		1,217	San Antonio-New Braunfels		12,198
Corpus Christi		2,650	Sherman-Denison		429
Dallas-Fort Worth-Arlington		48,232	Texarkana		313
El Paso		3,068	Tyler		1,283
Houston-The Woodlands-Sugar Land		48,968	Victoria		385
Killeen-Temple		1,223	Waco		1,443
Laredo		656	Wichita Falls		471
Longview		2,050	Rural		12,929

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	5,591		9	7,099		17	4,941		25	7,134
2	5,334		10	4,863		18	4,038		26	1,597
3	4,782		11	3,396		19	6,217		27	1,580
4	6,943		12	3,450		20	3,829		28	4,930
5	6,736		13	6,630		21	2,968		29	3,761
6	10,268		14	10,702		22	4,022		30	3,530
7	8,826		15	2,756		23	2,218		31	6,123
8	7,223		16	7,912		24	5,072			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	1,217		39	30		77	1,368		115	<10
2	1,153		40	240		78	181		116	2,521
3	3,016		41	<10		79	102		117	601
4	825		42	982		80	320		118	904
5	1,136		43	181		81	1,444		119	689
6	1,305		44	1,467		82	1,579		120	2,011
7	1,155		45	758		83	1,793		121	3,538
8	1,001		46	3,130		84	403		122	219
9	812		47	4,174		85	351		123	<10
10	836		48	2,773		86	1,354		124	132
11	768		49	2,881		87	1,161		125	<10
12	1,450		50	459		88	827		126	3,327
13	1,067		51	175		89	129		127	1,067
14	287		52	245		90	3,512		128	1,466
15	1,243		53	1,463		91	1,408		129	1,035
16	324		54	793		92	1,689		130	139
17	1,557		55	679		93	809		131	2,172
18	747		56	655		94	1,155		132	901
19	958		57	711		95	174		133	5,067
20	2,330		58	1,540		96	72		134	8,373
21	1,484		59	793		97	367		135	1,878
22	493		60	1,404		98	<10		136	<10
23	1,690		61	1,608		99	100		137	134
24	534		62	792		100	4,574		138	677
25	1,000		63	1,504		101	275		139	1,136
26	2,596		64	883		102	2,931		140	1,572
27	477		65	1,448		103	2,796		141	286
28	338		66	1,046		104	44		142	753
29	272		67	1,664		105	622		143	623
30	1,180		68	1,297		106	80		144	457
31	1,116		69	927		107	616		145	394
32	1,951		70	409		108	2,611		146	<10
33	2,656		71	408		109	541		147	448
34	442		72	1,011		110	51		148	<10
35	1,534		73	1,225		111	174		149	<10
36	922		74	691		112	202		150	483
37	730		75	689		113	<10			
38	<10		76	1,284		114	629			

Congressional	
District	Jobs
1	5,365
2	15,978
3	5,794
4	3,864
5	4,384
6	5,325
7	7,950
8	4,311
9	2,762
10	9,107
11	6,758
12	6,326
13	5,222
14	4,332
15	4,670
16	3,682
17	3,723
18	4,750
19	3,247
20	5,648
21	10,805
22	2,906
23	1,994
24	8,386
25	2,533
26	1,508
27	4,462
28	1,993
29	1,183
30	4,826
31	2,359
32	2,519
33	126
34	1,454
35	1,431
36	2,790



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Utah

Energy Efficiency Jobs in America

31,731
Total Jobs

What are EE Jobs?

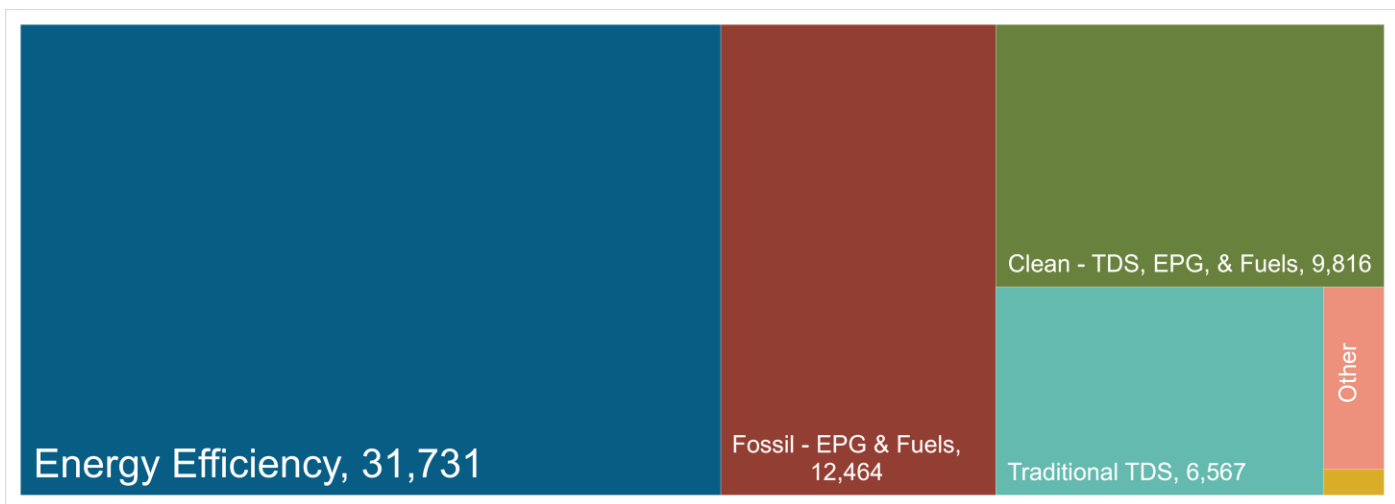
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **Upgrade and repair** heating, air conditioning and ventilation (HVAC) and water heating equipment.
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
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How does EE compare in Utah?

Energy Efficiency is the largest energy sector in Utah.



TDS = Transmission, Distribution & Storage

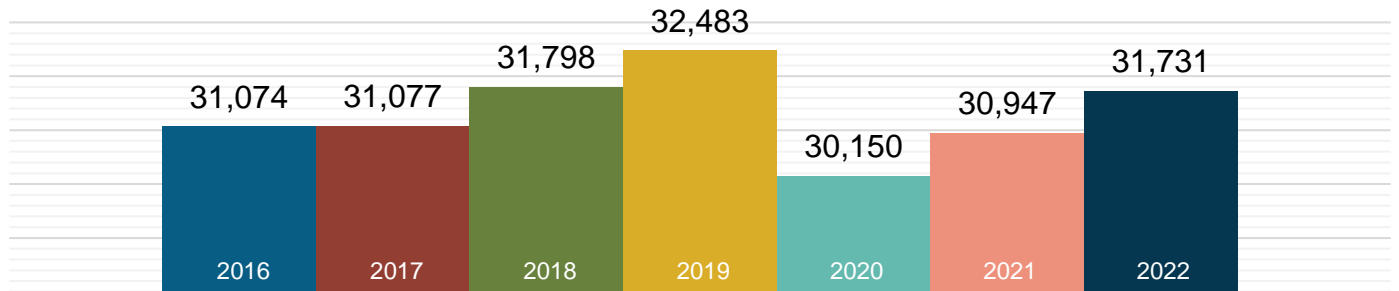
EPG = Electric Power Generation

Other (Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.) = 1,066

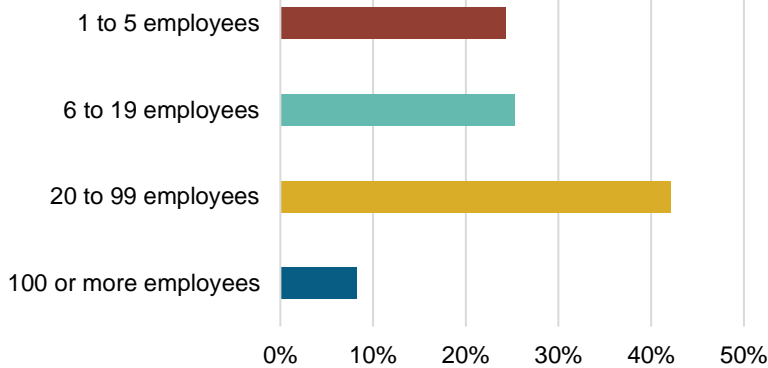
Nuclear (EPG & Fuels) = 151

What does EE look like in Utah?

EE Workers Employed in UT



91.8% of UT EE Businesses Have Fewer Than 100 Employees



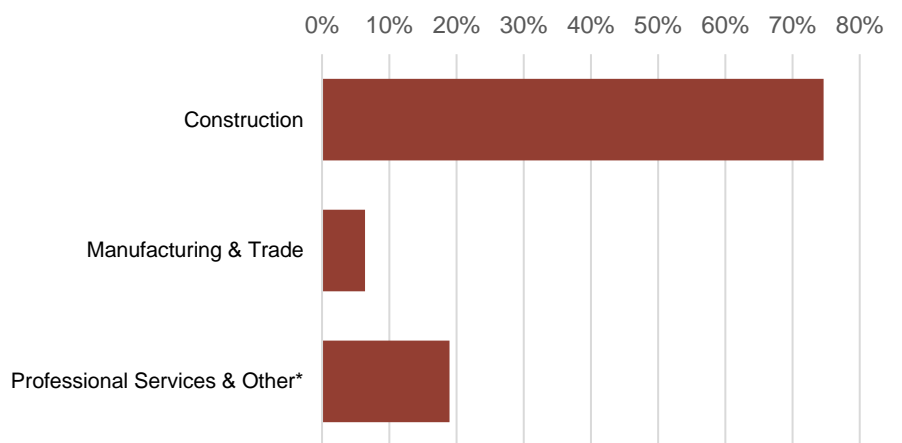
5,982
EE businesses in
Utah



EE construction
workers comprise
18% of Utah's
construction workforce

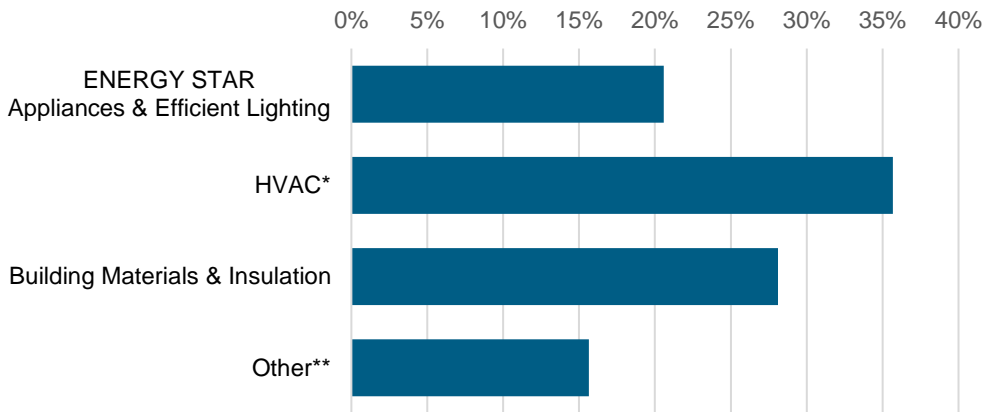


What type of work do energy efficiency firms do?



*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%
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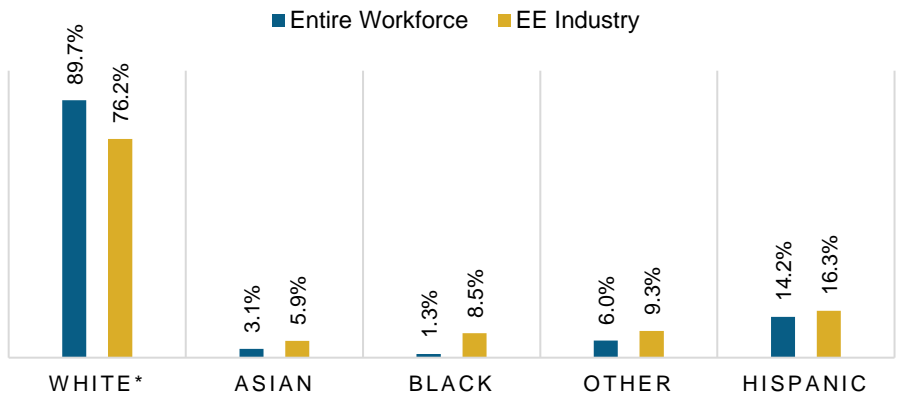


How is EE doing on diversity in Utah?

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 EE businesses.

Utah EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

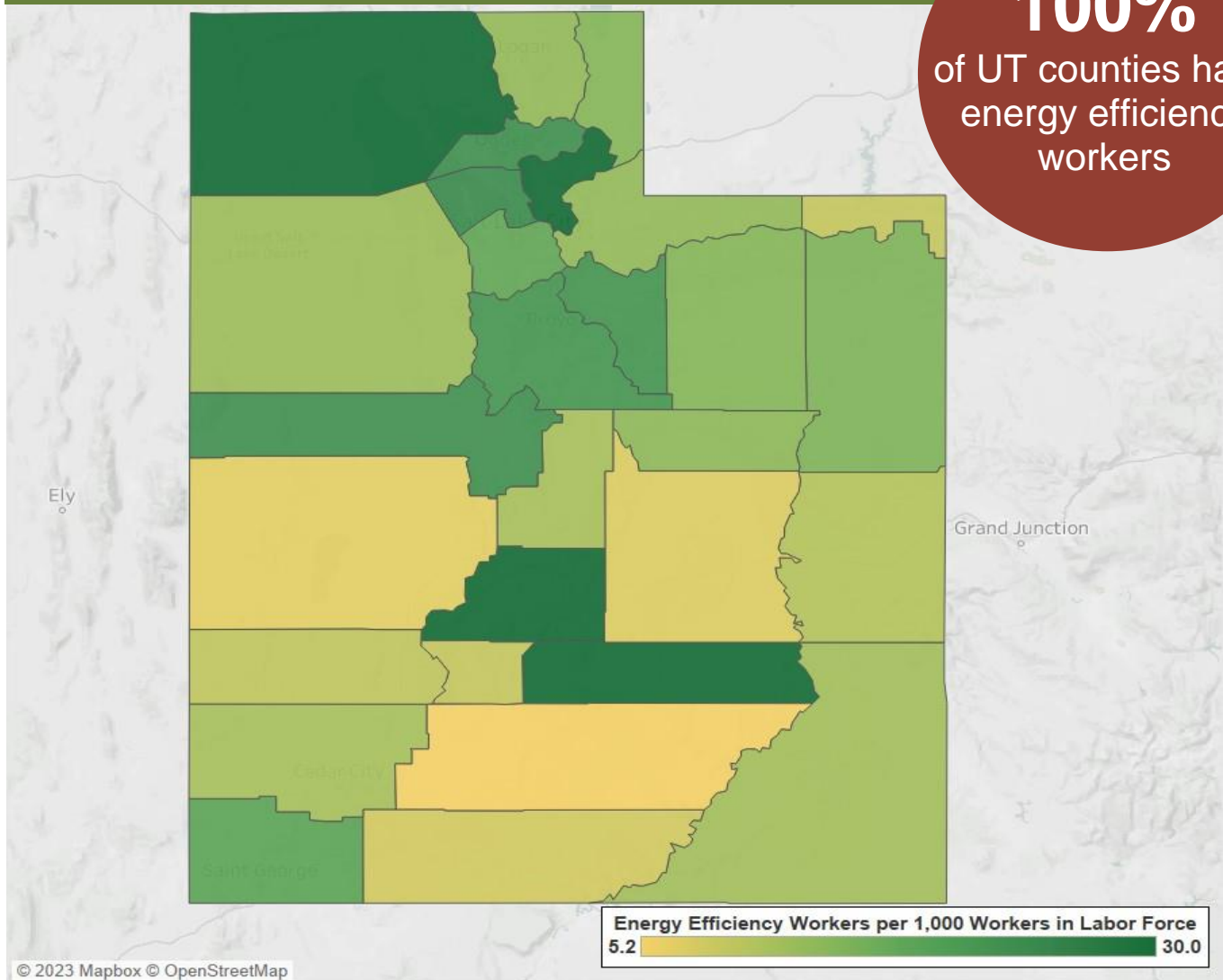
Gender in the Utah EE Workforce



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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	5,227	Logan	843
2	9,880	Ogden-Clearfield	6,918
3	14,396	Provo-Orem	6,295
4	2,228	Salt Lake City	13,92
		St. George	1,483
		Rural	2,273

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,431		9	340		17	917		25	360
2	3,694		10	526		18	1,587		26	1,327
3	2,488		11	4,949		19	845		27	449
4	567		12	216		20	39		28	1,910
5	79		13	218		21	603		29	84
6	1,504		14	2,338		22	401			
7	1,584		15	<10		23	692			
8	804		16	49		24	731			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	390		20	281		39	<10		58	218
2	5,335		21	210		40	<10		59	840
3	562		22	726		41	245		60	<10
4	48		23	671		42	238		61	427
5	68		24	2,213		43	<10		62	1,132
6	2,022		25	1,590		44	541		63	335
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10	39		29	309		48	534		67	21
11	560		30	133		49	<10		68	188
12	81		31	23		50	<10		69	236
13	<10		32	1,278		51	<10		70	238
14	<10		33	363		52	<10		71	577
15	211		34	847		53	1,022		72	17
16	30		35	<10		54	438		73	188
17	65		36	1,076		55	12		74	59
18	643		37	<10		56	<10		75	18
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Vermont

Energy Efficiency Jobs in America

10,184

Total Jobs

What are EE Jobs?

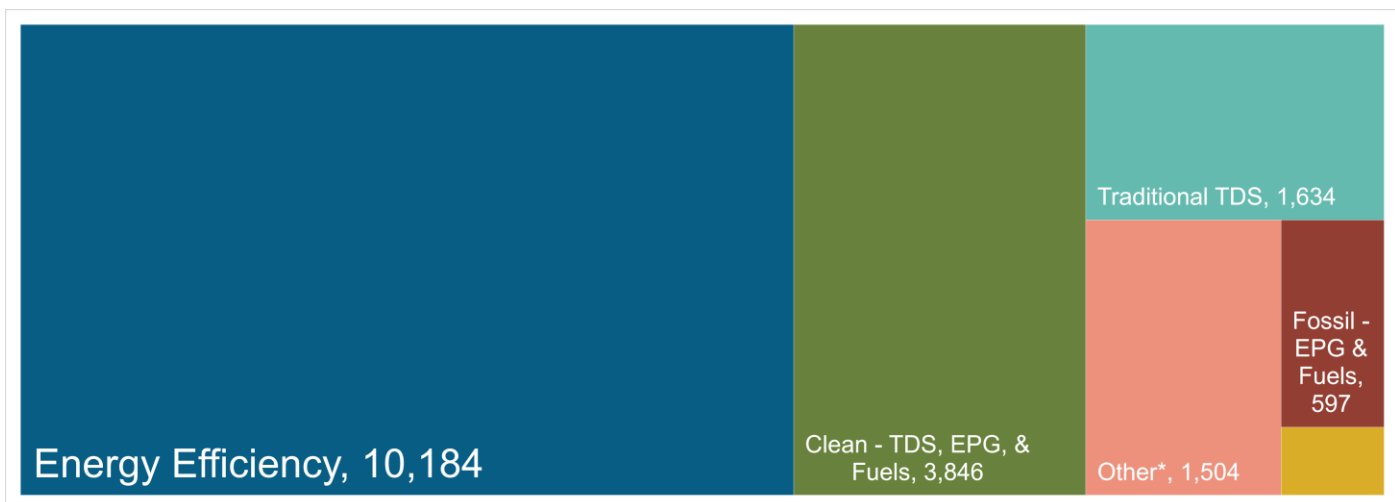
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How does EE compare in Vermont?

Energy Efficiency is the largest energy sector in Vermont.



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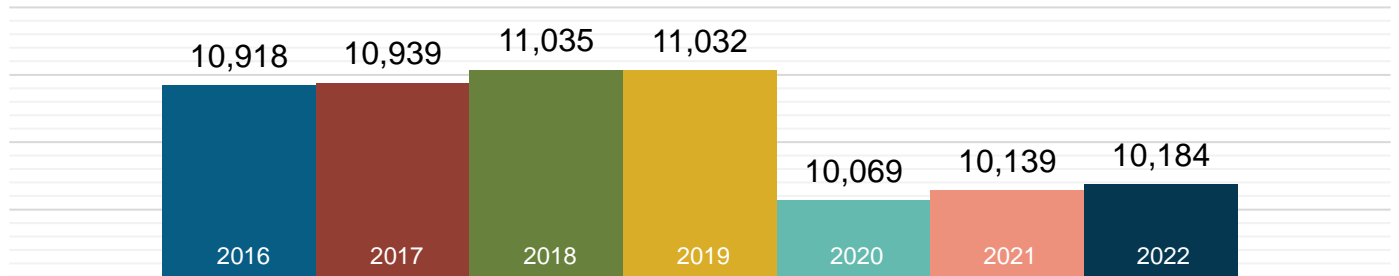
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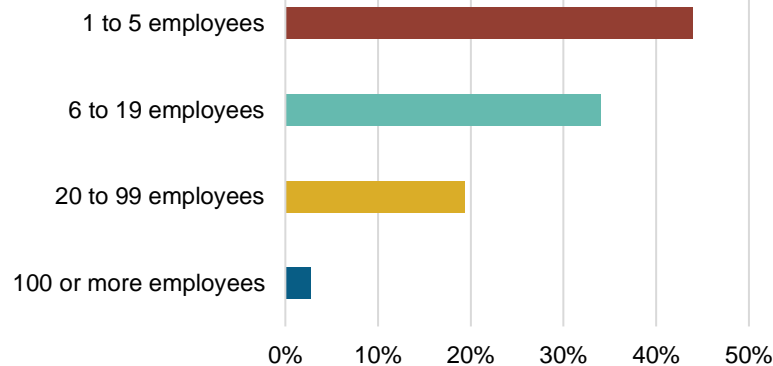
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What does EE look like in Vermont?

EE Workers Employed in VT



97.3% of VT EE Businesses Have Fewer Than 100 Employees

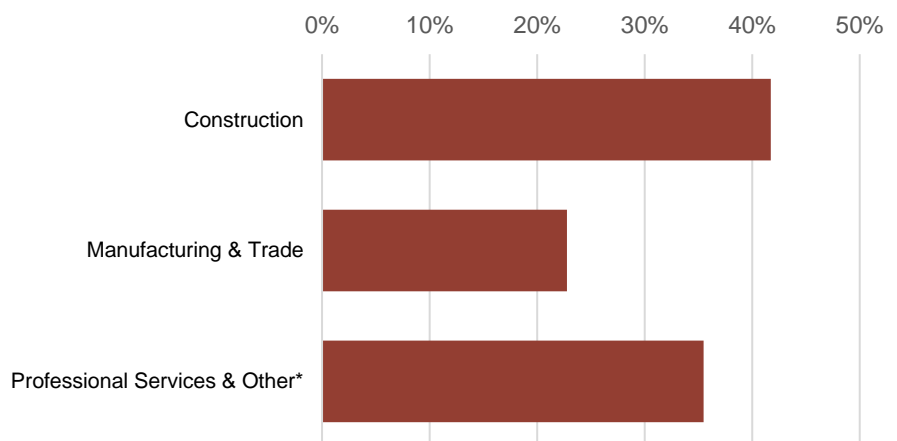


1,637
EE businesses in
Vermont

EE construction
workers comprise
28% of Vermont's
construction workforce

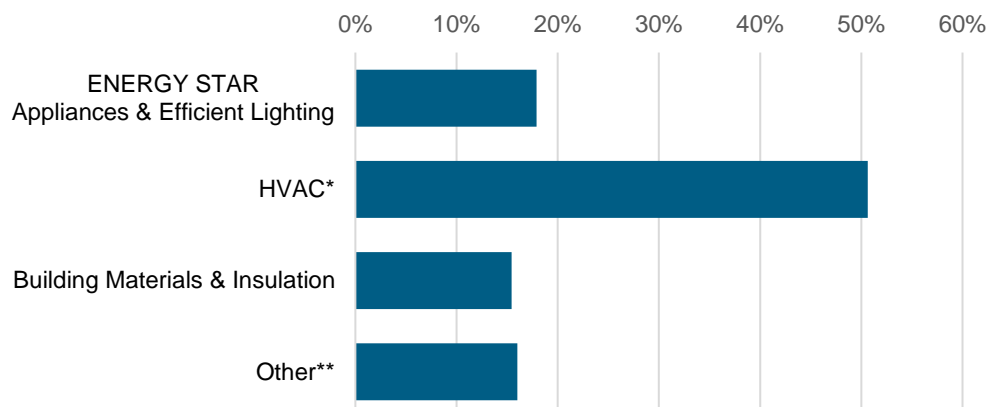


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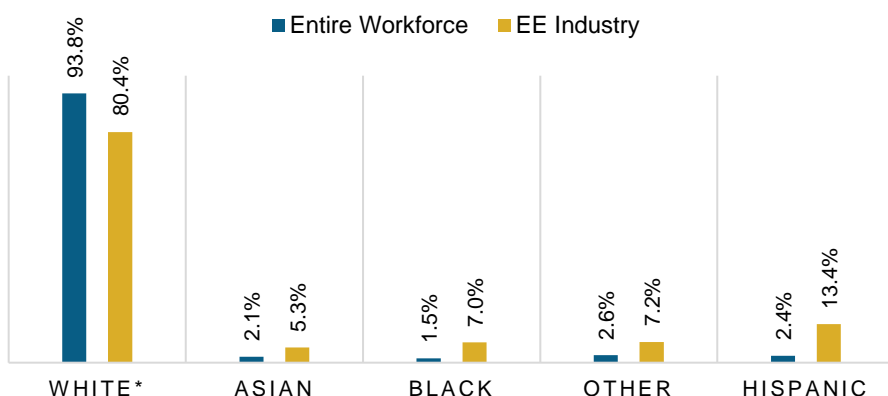


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Demographic data is critical to measure progress in expanding the diversity of the EE industry. A more inclusive industry that reflects the communities it serves is a stronger one that better meets the needs of all U.S. residents. Promoting diversity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

Vermont EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

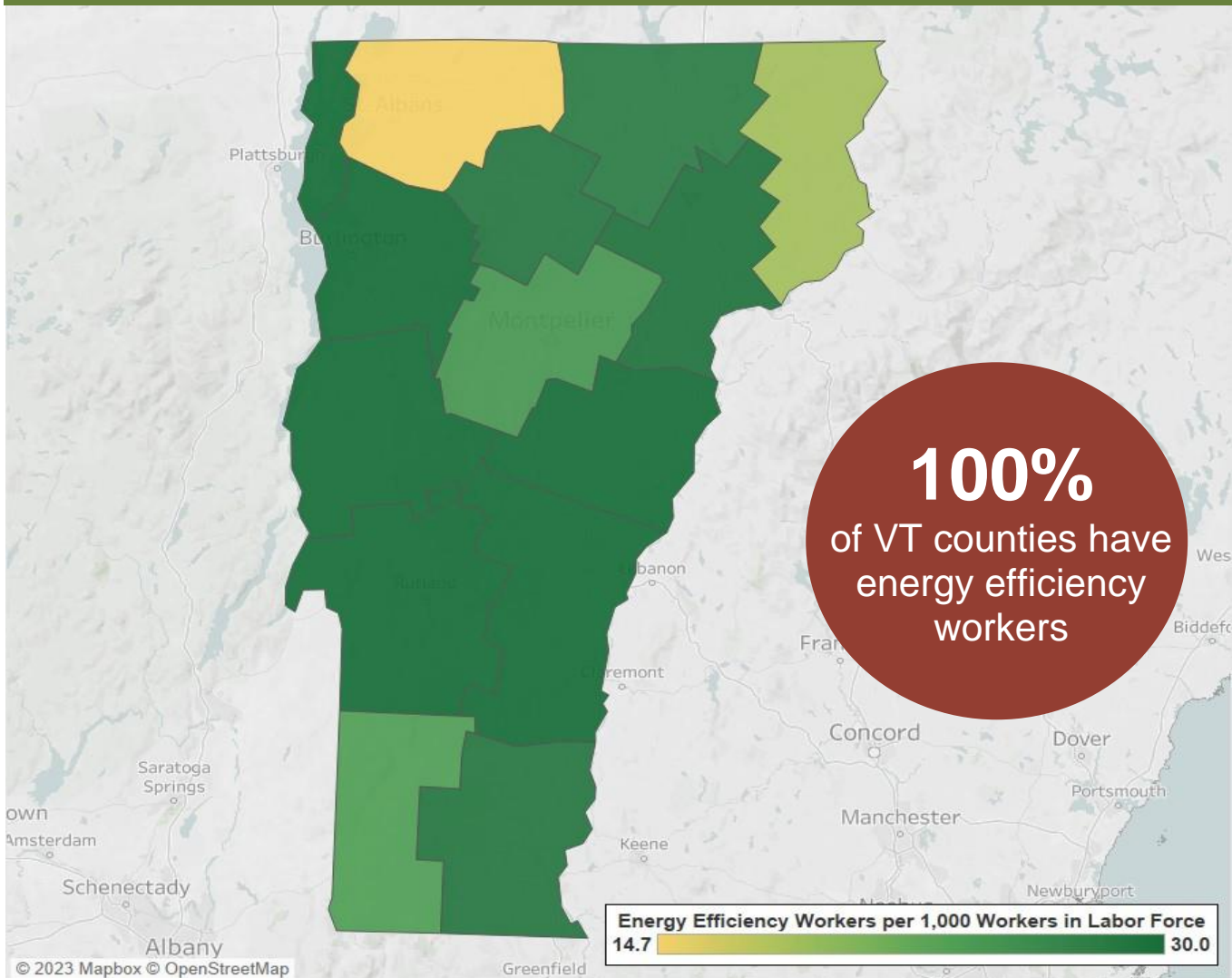
Gender in the Vermont EE Workforce



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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	10,184	Burlington-South Burlington	4,775
		Rural	5,409

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
ADD	726		CHI	2,252		ORA	314		WSR	788
BEN	616		E-O	513		RUT	904			
CAL	782		FRA	501		WAS	935			
CGI	834		LAM	319		WDM	701			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
A-1	147		C71	476		LM2	241		W-1	301
A-2	94		C81	265		LMW	12		W-3	289
A-3	148		C83	20		O-1	171		W-5	55
A-4	233		C91	<10		O-2	81		W-6	32
A-R	103		CA1	180		O-C	77		WA1	320
B-1	196		CA2	59		O-L	18		WA5	49
B-3	118		CA4	113		OLC	33		WA6	<10
B-4	102		CAW	102		OR1	387		WA7	678
B-R	160		E-C	48		OR2	15		WAC	189
C-1	115		ECO	83		OWA	133		WBW	63
C10	155		F-1	242		R-1	101		WIB	51
C-2	450		F-2	37		R-2	53		Y-1	225
C-3	96		F-4	148		R-3	18		Y-2	153
C41	72		F-5	30		R-4	402		Y31	22
C51	93		F-6	69		R-6	51		Y41	26
C61	59		F-7	11		R-B	58		YO2	84
C62	574		GIC	96		R-W	188		Y-R	112
C67	354		LM1	111		RW2	131			



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Data Source: Except for county data on page 4, all data are from the U.S. Energy and Employment Report, June 2023, 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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Virginia

Energy Efficiency Jobs in America

74,516

Total Jobs

What are EE Jobs?

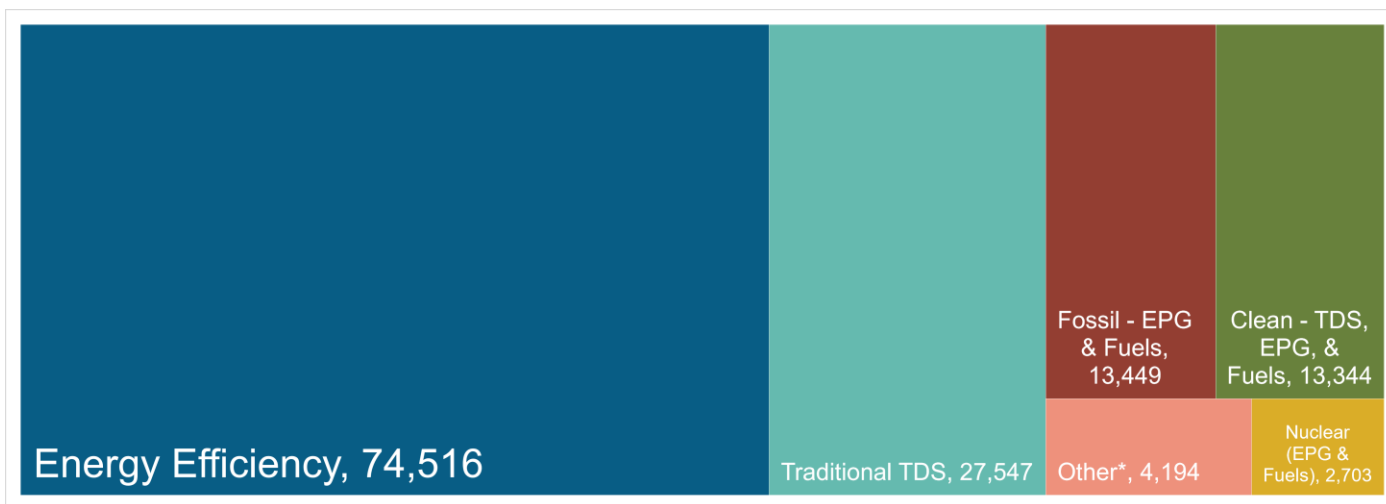
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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 Virginia?

Energy Efficiency is the largest energy sector in Virginia.



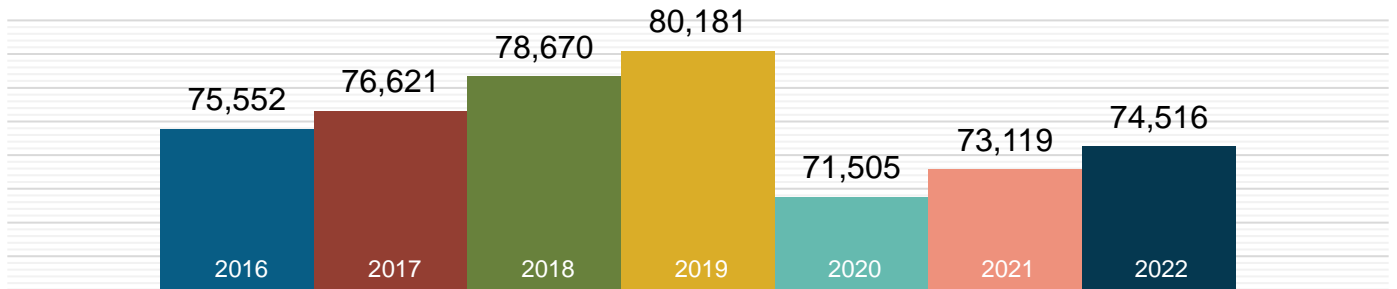
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

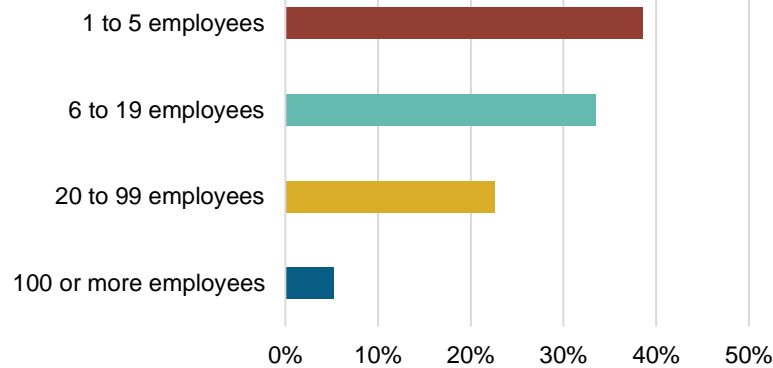
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Virginia?

EE Workers Employed in VA



94.7% of VA EE Businesses Have Fewer Than 100 Employees



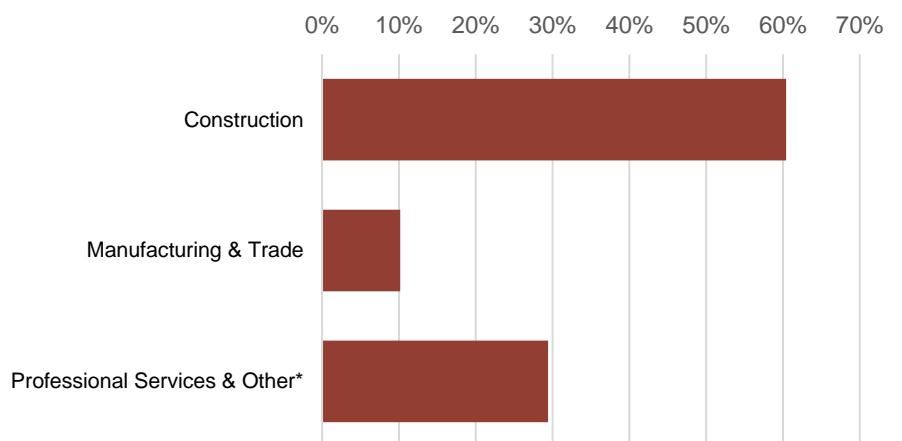
9,289
EE businesses in
Virginia



EE construction
workers comprise
21% of Virginia's
construction workforce

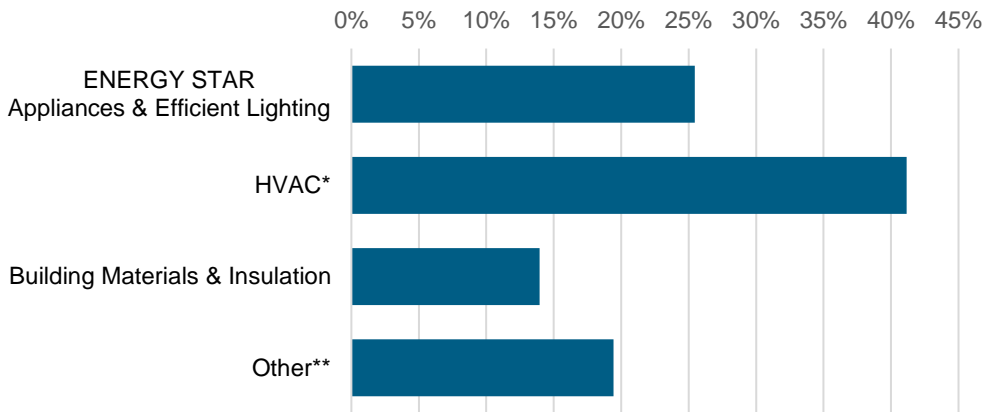


What type of work do energy efficiency firms do?



*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

9%
 of Virginia
 EE workers are
Veterans

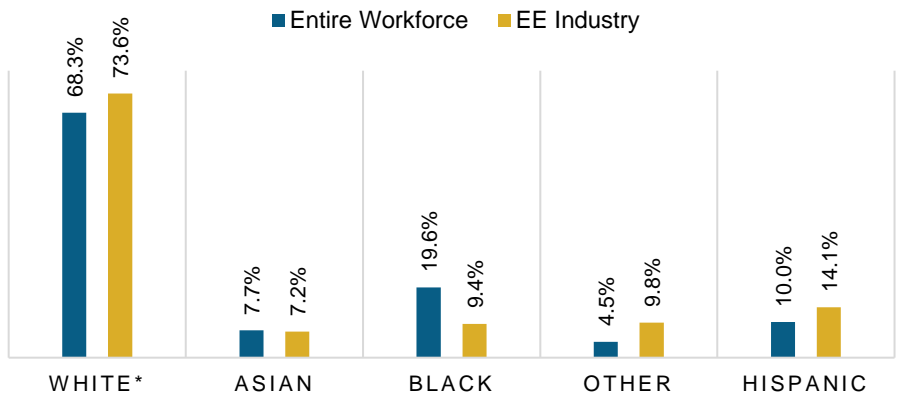


How is EE doing on diversity in Virginia?

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 EE businesses.

Virginia EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

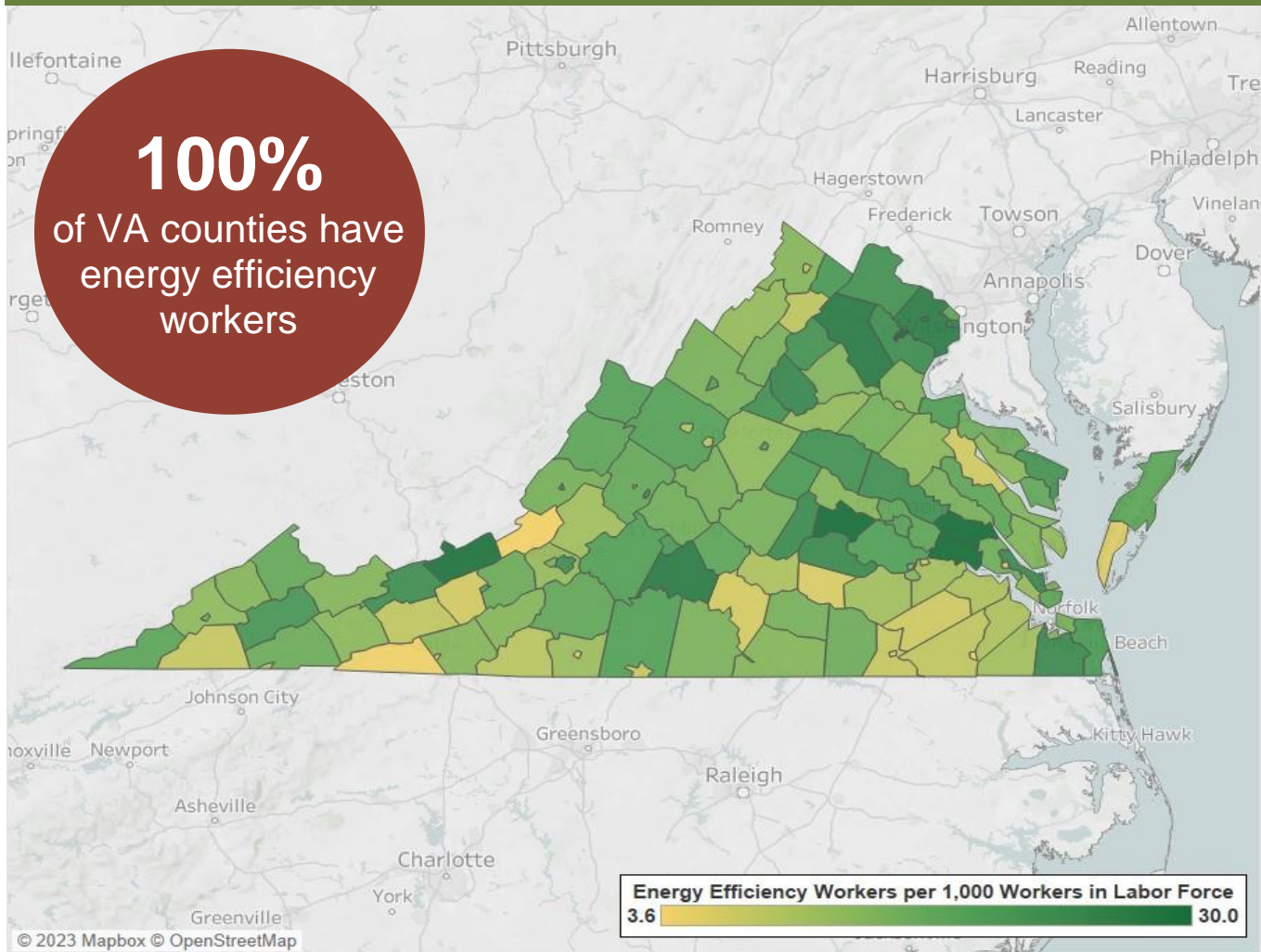
Gender in the Virginia EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional				Metropolitan Areas			
District	Jobs	District	Jobs	Area	Jobs	Area	Jobs
1	8,058	7	5,126	Blacksburg-Christiansburg-Radford	1,104	Richmond	11,781
2	7,247	8	9,580	Charlottesville	1,817	Roanoke	2,613
3	7,037	9	3,958	Danville	411	Virginia Beach-Norfolk-Newport News	12,444
4	5,636	10	11,047	Harrisonburg	1,093	Virginia-Arlington-Alexandria	33,371
5	9,690	11	1,325	Kingsport-Bristol-Bristol	445	Winchester	710
6	5,811			Lynchburg	2,022	Rural	6,704

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,960		11	968		21	1,287		31	5,718
2	998		12	928		22	1,574		32	3,098
3	1,046		13	4,273		23	438		33	<10
4	2,895		14	1,348		24	2,382		34	3,043
5	3,270		15	2,389		25	2,292		35	1,300
6	728		16	11		26	1,008		36	612
7	2,862		17	1,995		27	2,331		37	377
8	1,161		18	603		28	1,520		38	1,094
9	4,638		19	3,629		29	990		39	<10
10	3,665		20	559		30	3,469		40	1,060

State House of Delegates

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	464		26	35		51	<10		76	669
2	967		27	2,456		52	22		77	118
3	620		28	764		53	<10		78	486
4	562		29	742		54	781		79	1,510
5	573		30	372		55	1,577		80	63
6	424		31	1,006		56	1,377		81	1,157
7	955		32	1,224		57	1,501		82	<10
8	1,054		33	178		58	270		83	1,133
9	1,019		34	3,796		59	479		84	<10
10	2,141		35	2,236		60	401		85	<10
11	1,465		36	1,579		61	684		86	<10
12	88		37	525		62	1,270		87	<10
13	1,713		38	1,541		63	267		88	10
14	611		39	1,511		64	993		89	144
15	951		40	367		65	64		90	<10
16	195		41	160		66	64		91	920
17	101		42	195		67	854		92	254
18	1,242		43	431		68	2,095		93	716
19	772		44	177		69	1,680		94	1,273
20	1,106		45	2,131		70	<10		95	<10
21	3,810		46	<10		71	288		96	167
22	1,078		47	1,760		72	571		97	487
23	161		48	553		73	<10		98	436
24	373		49	<10		74	656		99	618
25	1,694		50	76		75	241		100	261



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Washington

Energy Efficiency Jobs in America



What are EE Jobs?

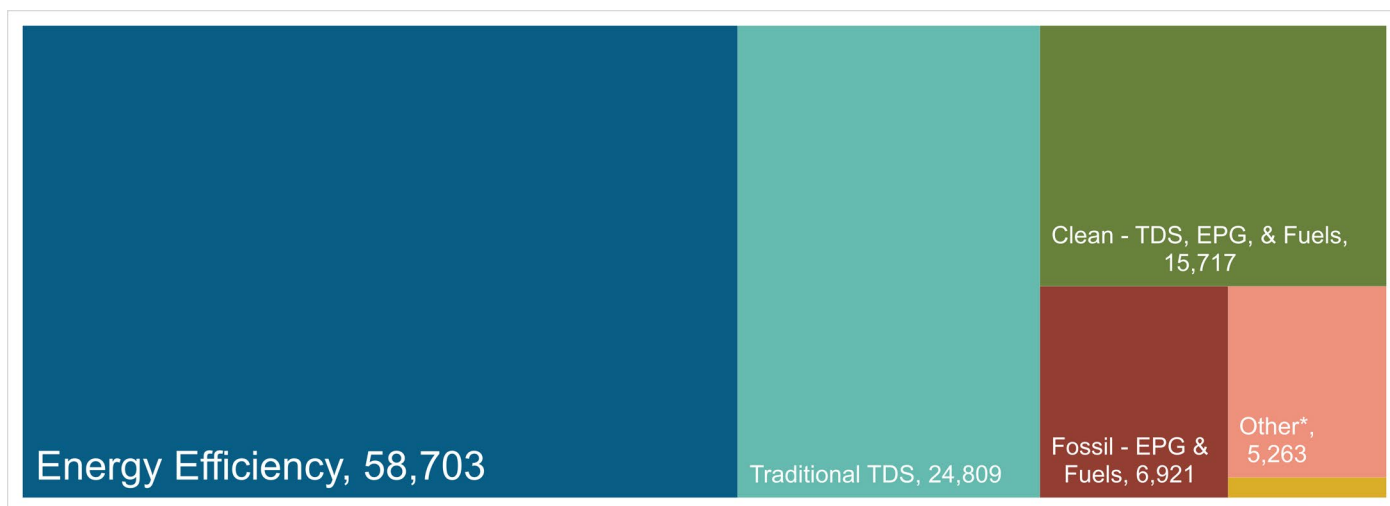
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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

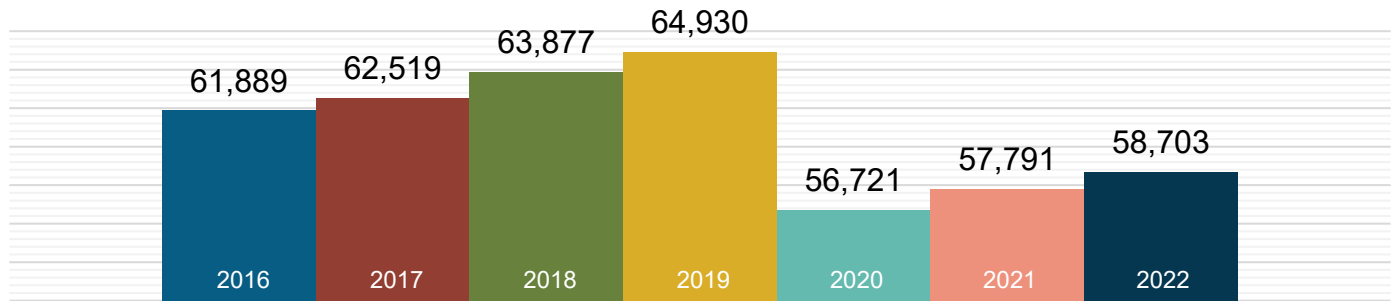
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 557

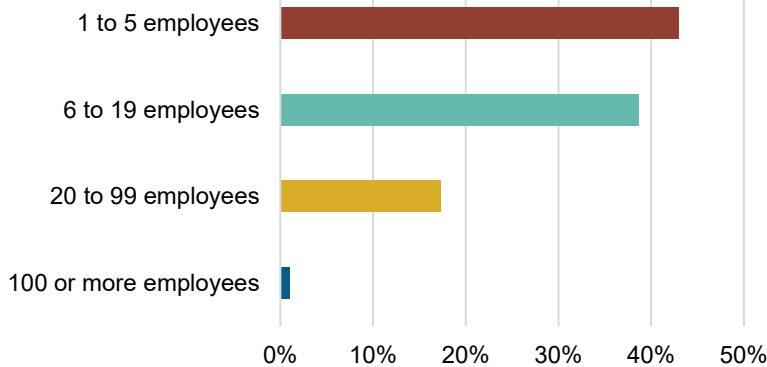
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Washington?

EE Workers Employed in WA



99% of WA EE Businesses Have Fewer Than 100 Employees



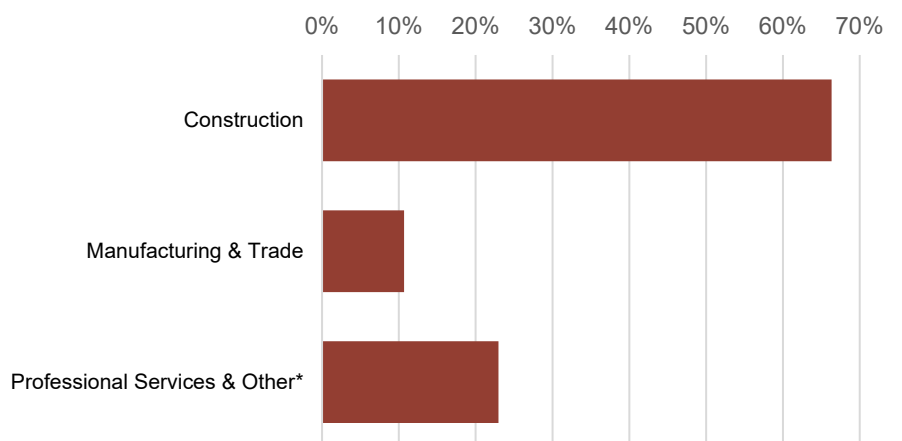
11,044
EE businesses in
Washington



EE construction
workers comprise
18% of Washington's
construction workforce

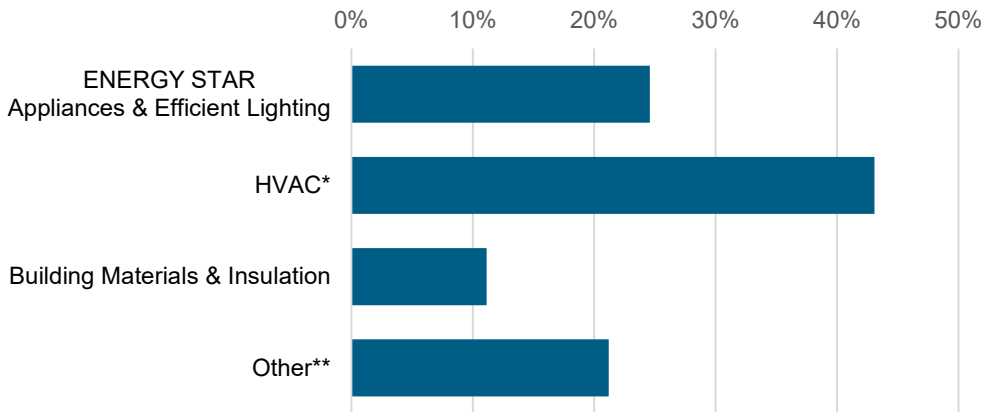


What type of work do energy efficiency firms do?



*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

9%
 of Washington
 EE workers are
Veterans

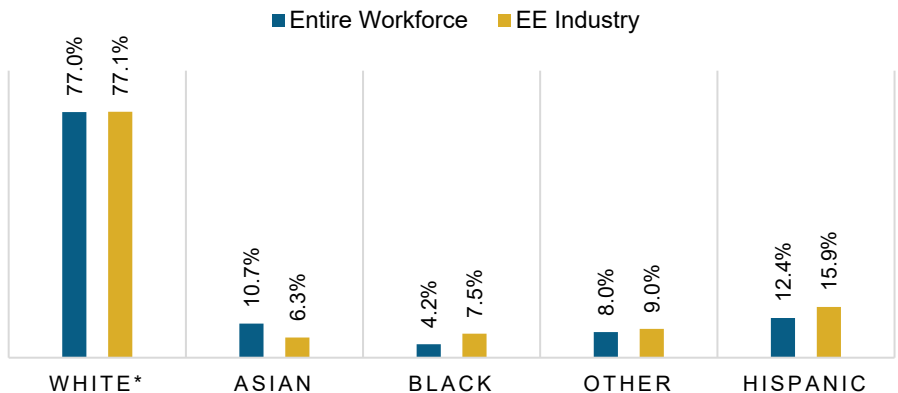


How is EE doing on diversity in Washington?

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 EE businesses.

Washington EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

Gender in the Washington EE Workforce



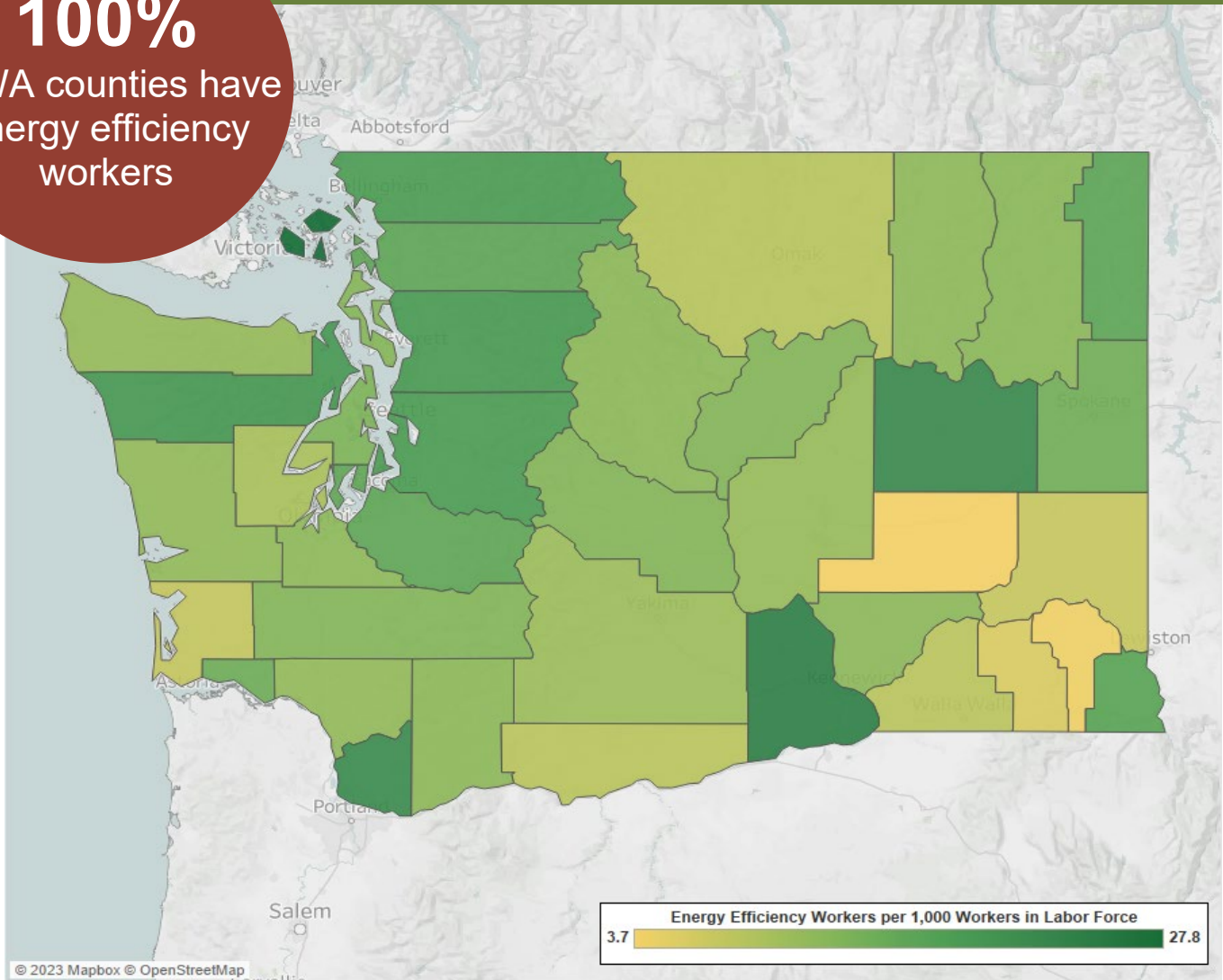
Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. Non-binary gender data is missing from this document due to this limitation.

Energy Efficiency Jobs are Everywhere

EE Jobs by County

100%

of WA counties have
energy efficiency
workers



Congressional				Metropolitan Areas			
District	Jobs		District	Jobs		Area	Jobs
1	10,784		8	5,703		Bellingham	1,696
2	4,816		9	2,834		Bremerton-Silverdale	1,238
3	5,481		10	2,458		Kennewick-Richland	2,653
4	4,128					Lewiston	112
5	5,148					Longview	475
6	6,360					Mount Vernon-Anacortes	826
7	10,990					Olympia-Tumwater	1,505
						Portland-Vancouver-Beaverton	3,862
						Seattle-Tacoma-Bellevue	37,523
						Spokane-Spokane Valley	3,637
						Wenatchee	650
						Yakima	1,142
						Rural	3,385

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,686		14	1,441		27	1,474		40	2,092
2	1,438		15	103		28	757		41	3,136
3	2,763		16	168		29	342		42	642
4	1,000		17	2,084		30	1,304		43	1,120
5	2,173		18	627		31	90		44	<10
6	412		19	1,359		32	624		45	1,353
7	747		20	1,203		33	342		46	254
8	1,237		21	1,303		34	675		47	<10
9	994		22	506		35	437		48	<10
10	2,439		23	1,753		36	4,488		49	541
11	3,640		24	905		37	1,896			
12	1,049		25	1,170		38	1,209			
13	915		26	869		39	943			

State House of Representatives

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	2,685		14	1,460		27	1,475		40	2,079
2	1,438		15	103		28	757		41	3,137
3	2,774		16	169		29	<10		42	645
4	1,003		17	2,118		30	1,303		43	1,134
5	2,175		18	630		31	90		44	<10
6	413		19	1,363		32	624		45	1,353
7	750		20	1,212		33	352		46	255
8	1,242		21	1,303		34	679		47	<10
9	997		22	508		35	438		48	<10
10	2,472		23	1,759		36	4,563		49	543
11	3,729		24	907		37	1,903			
12	1,052		25	1,169		38	1,209			
13	918		26	869		39	944			



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West Virginia

Energy Efficiency Jobs in America

6,668
Total Jobs

What are EE Jobs?

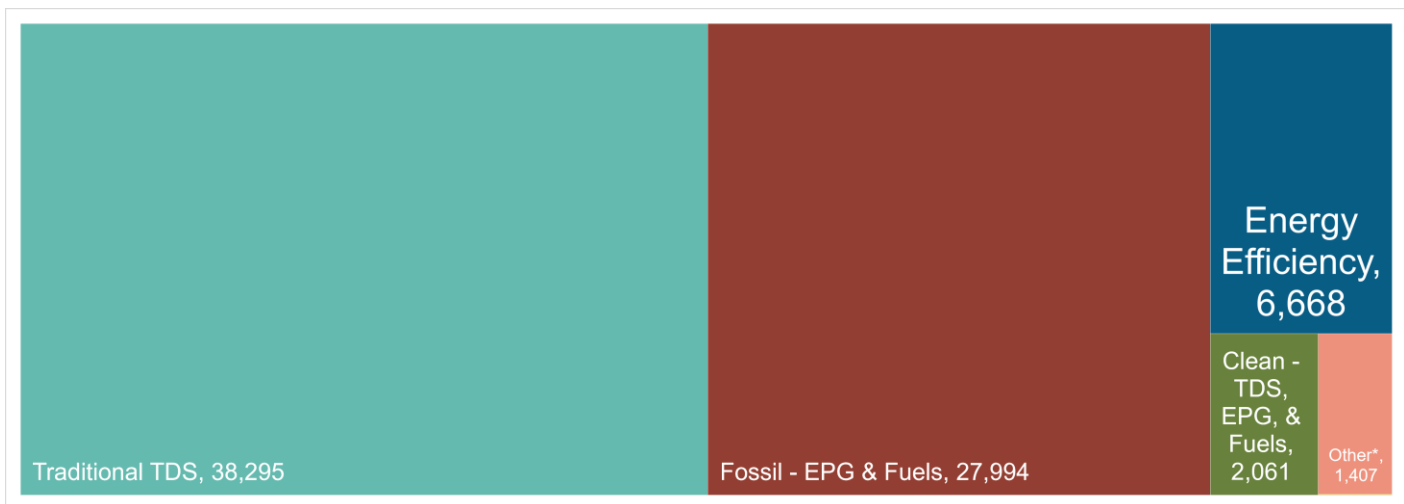
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How does EE compare in West Virginia?

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



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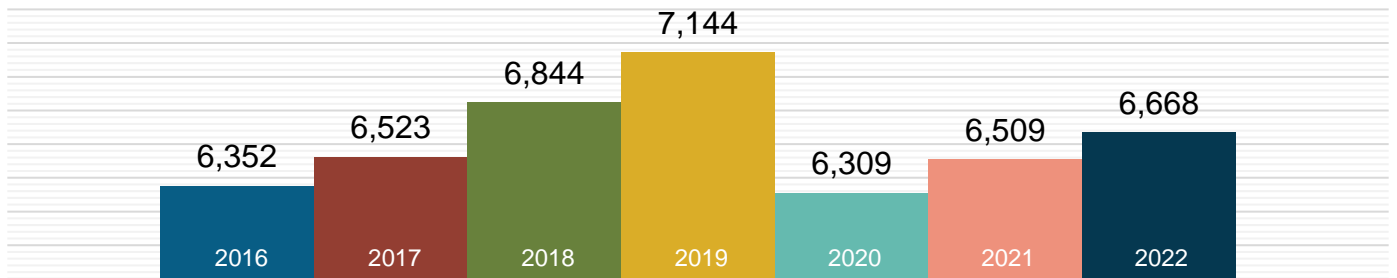
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Nuclear (EPG & Fuels) = <10

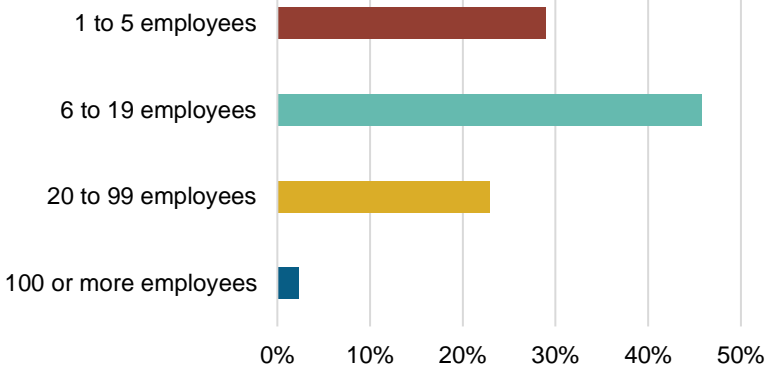
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What does EE look like in West Virginia?

EE Workers Employed in WV



97.7% of WV EE Businesses Have Fewer Than 100 Employees



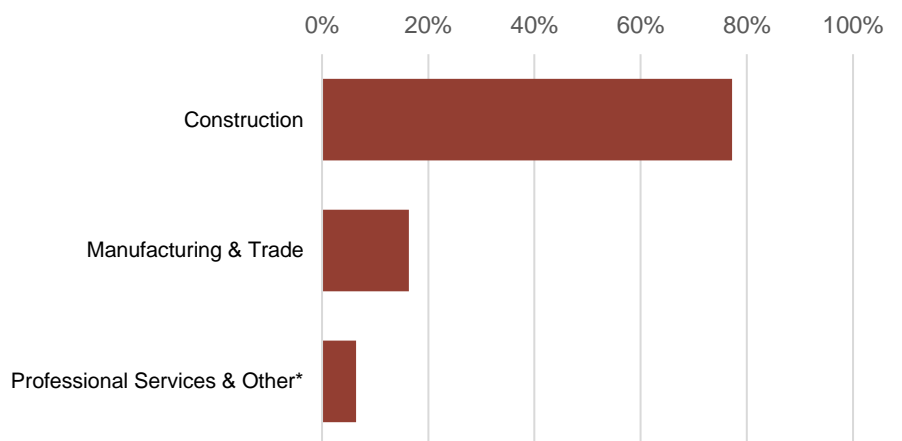
716
EE businesses in
West Virginia



EE construction
workers comprise
17% of West
Virginia's construction
workforce

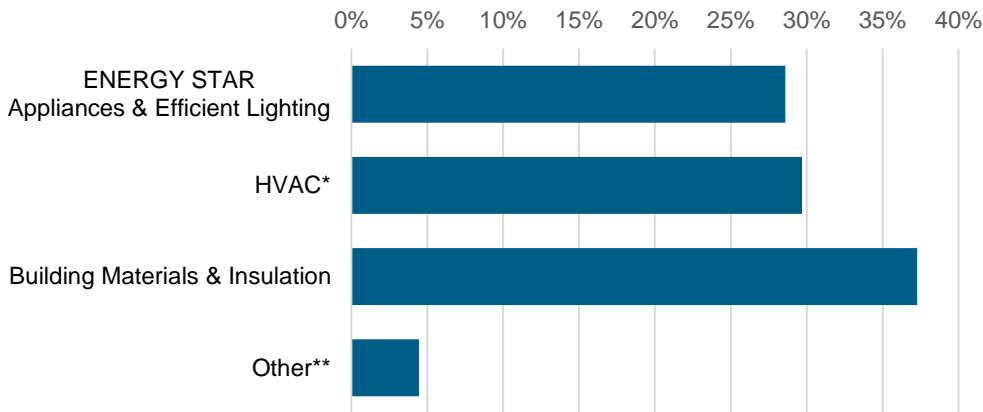


What type of work do energy efficiency firms do?



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What energy efficiency sectors employ the most workers?



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

14%
 of West Virginia
 EE workers are
Veterans

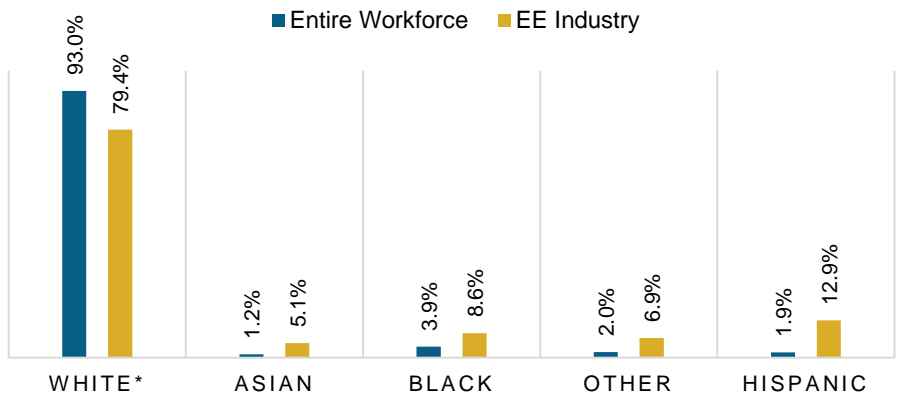


How is EE doing on diversity in West Virginia?

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 West Virginia communities are represented in the EE sector.

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West Virginia EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

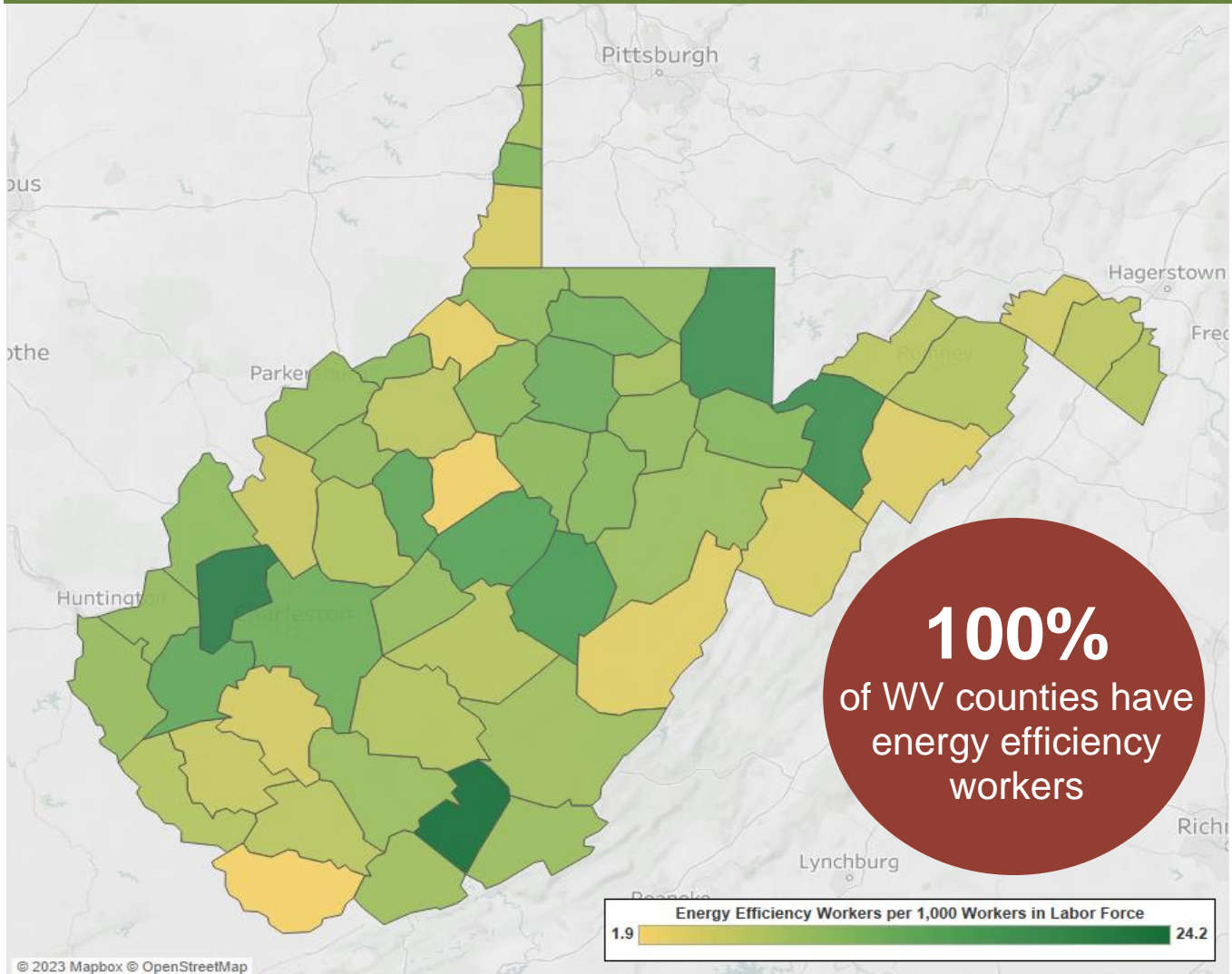
Gender in the West Virginia EE Workforce



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		Area	Jobs
1	2,604		Charleston	1,160		Washington-Arlington-Alexandria	106
2	2,303		Cumberland	53		Weirton-Steubenville	130
3	1,762		Hagerstown-Martinsburg	227		Wheeling	325
			Huntington-Ashland	1,011		Winchester	27
			Morgantown	654		Rural	2,655
			Parkersburg-Vienna	322			

State Upper House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	469		11	421		21	<10		31	<10
2	919		12	483		22	<10		32	<10
3	478		13	31		23	<10		33	<10
4	501		14	271		24	<10		34	<10
5	413		15	416		25	<10			
6	300		16	279		26	<10			
7	152		17	32		27	<10			
8	794		18	<10		28	<10			
9	395		19	<10		29	<10			
10	315		20	<10		30	<10			

State Lower House

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	140		28	314		55	58		82	<10
2	259		29	34		56	29		83	<10
3	23		30	<10		57	71		84	<10
4	104		31	39		58	122		85	<10
5	33		32	200		59	153		86	<10
6	65		33	46		60	111		87	<10
7	42		34	62		61	26		88	<10
8	153		35	698		62	<10		89	<10
9	262		36	137		63	68		90	<10
10	<10		37	<10		64	<10		91	<10
11	161		38	<10		65	102		92	<10
12	14		39	11		66	13		93	<10
13	124		40	<10		67	<10		94	<10
14	170		41	22		68	<10		95	<10
15	55		42	129		69	<10		96	<10
16	324		43	163		70	<10		97	<10
17	60		44	129		71	<10		98	<10
18	<10		45	<10		72	<10		99	<10
19	69		46	77		73	<10		100	<10
20	86		47	181		74	<10			
21	23		48	462		75	<10			
22	50		49	180		76	<10			
23	19		50	10		77	<10			
24	30		51	302		78	<10			
25	124		52	80		79	<10			
26	94		53	13		80	<10			
27	25		54	105		81	<10			



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Wisconsin

Energy Efficiency Jobs in America

55,736

Total Jobs

What are EE Jobs?

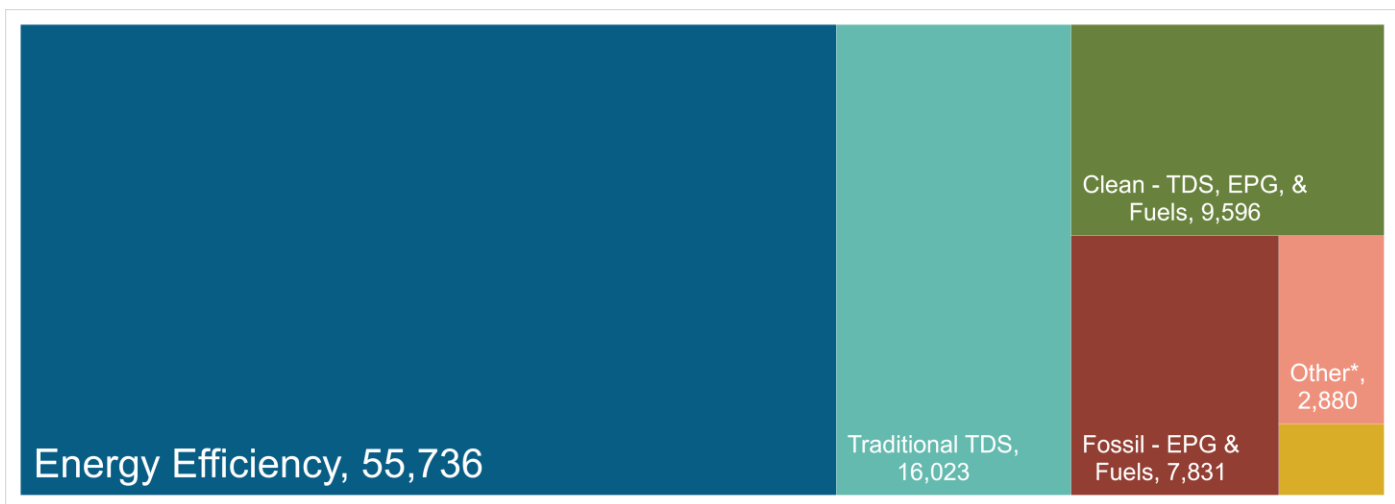
Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.

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 & industrial buildings.
- **Design and construct** high performance buildings such as those earning LEED certification.
- **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

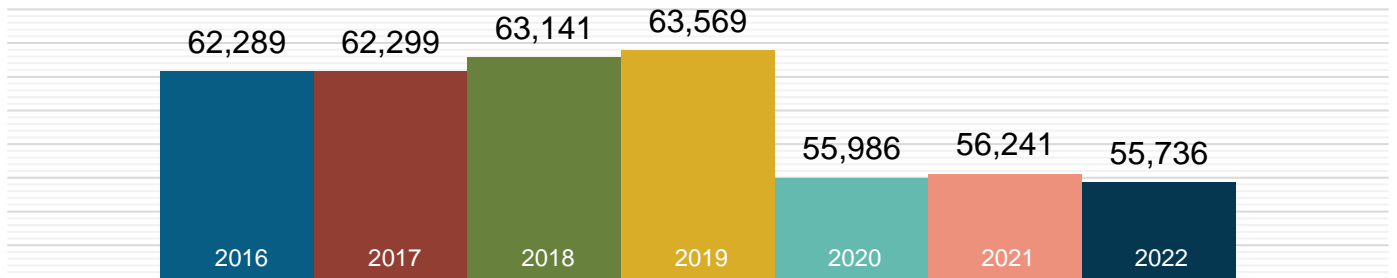
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,091

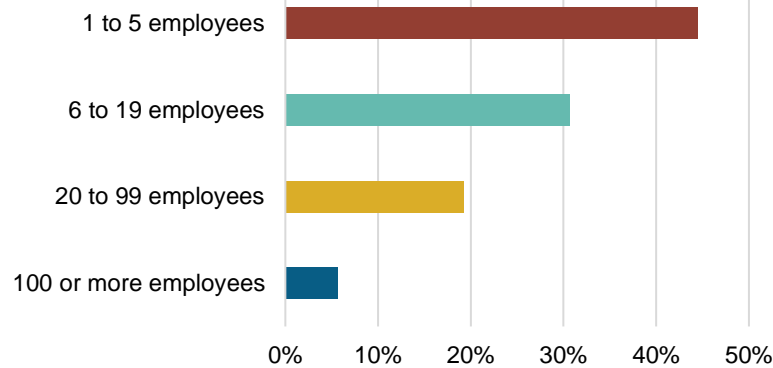
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

What does EE look like in Wisconsin?

EE Workers Employed in WI



94.4% of WI EE Businesses Have Fewer Than 100 Employees



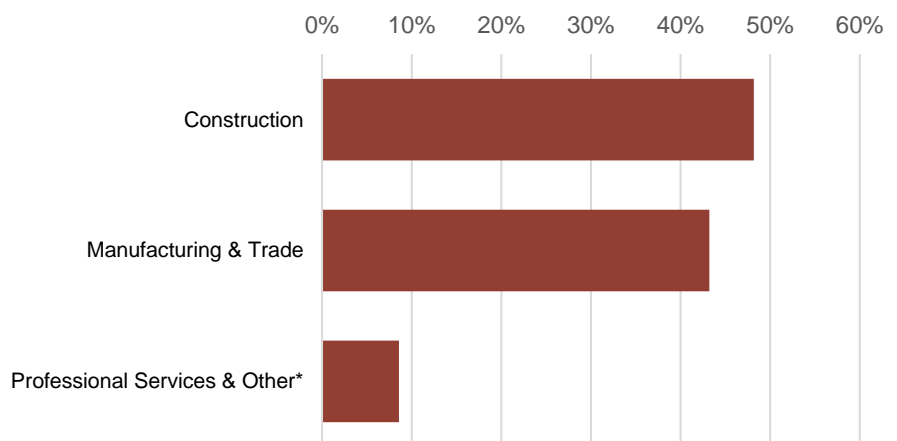
9,205
EE businesses in
Wisconsin



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

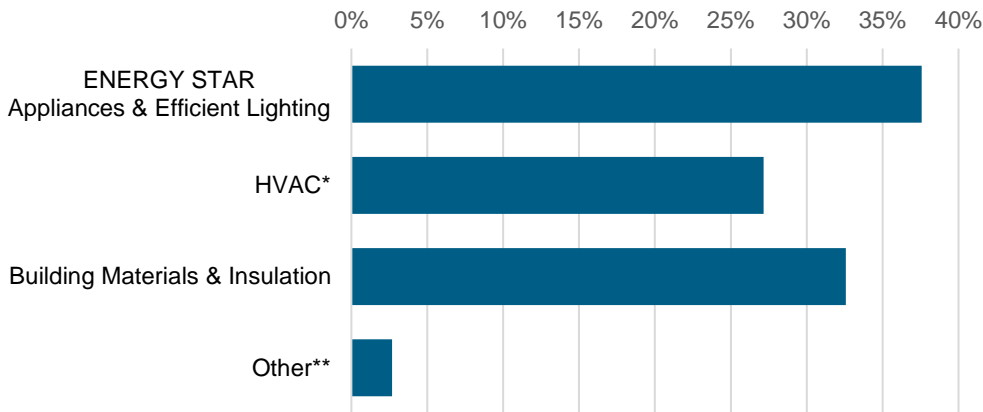


What type of work do energy efficiency firms do?



*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

9%
 of Wisconsin
 EE workers are
Veterans

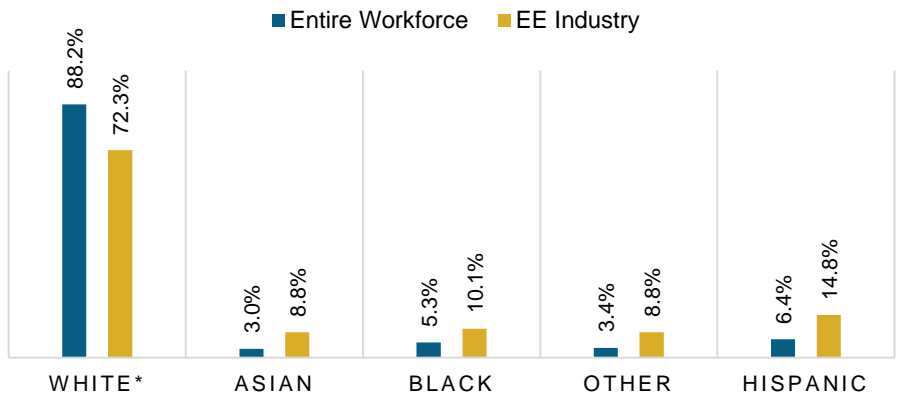


How is EE doing on diversity in Wisconsin?

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 EE businesses.

Wisconsin EE Industry by Race and Ethnicity



*Includes non-Hispanic and Hispanic whites.

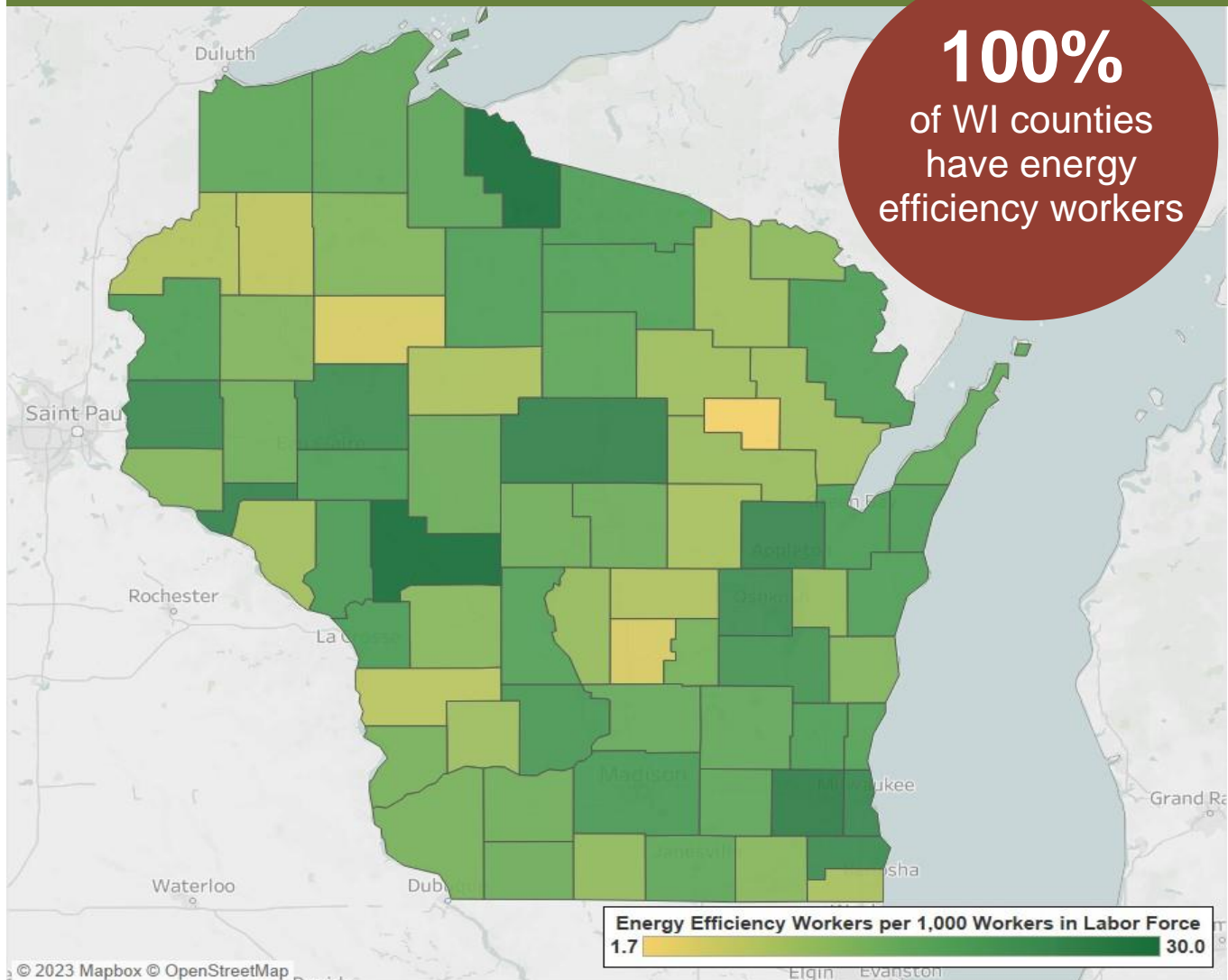
Gender in the Wisconsin EE Workforce



Note: The U.S. Bureau of Labor Statistics (BLS) only includes two genders in their survey. 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 the 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/policy/2023-useer-county-level-data-faq>.

Congressional		Metropolitan Areas			
District	Jobs	Area	Jobs	Area	Jobs
1	7,867	Appleton	2,761	Madison	7,603
2	8,124	Chicago-Naperville-Elgin	648	Milwaukee-Waukesha-West Allis	19,120
3	6,806	Duluth	266	Minneapolis-St. Paul-Bloomington	949
4	6,713	Eau Claire	1,669	Oshkosh-Neenah	2,085
5	5,668	Fond du Lac	966	Racine	1,710
6	8,277	Green Bay	3,247	Sheboygan	759
7	6,973	Janesville-Beloit	1,090	Wausau	1,792
8	5,307	La Crosse-Onalaska	1,346	Rural	9,725

State Senate

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	3,512		11	3,013		21	2,125		31	634
2	2,576		12	2,984		22	232		32	1,396
3	1,838		13	2,068		23	2,438		33	631
4	1,968		14	1,916		24	1,448			
5	3,732		15	644		25	1,726			
6	1,314		16	2,819		26	1,945			
7	800		17	1,927		27	333			
8	2,961		18	1,499		28	437			
9	1,127		19	2,017		29	574			
10	1,997		20	886		30	219			

State Assembly

District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	948		28	937		55	2,004		82	199
2	1,364		29	615		56	<10		83	237
3	1,203		30	436		57	<10		84	<10
4	1,392		31	1,852		58	509		85	267
5	524		32	634		59	87		86	<10
6	658		33	541		60	286		87	304
7	1,049		34	1,290		61	1,168		88	129
8	773		35	1,166		62	942		89	89
9	<10		36	519		63	<10		90	<10
10	1,126		37	1,487		64	231		91	<10
11	676		38	278		65	<10		92	407
12	157		39	316		66	<10		93	225
13	2,508		40	596		67	994		94	1,182
14	556		41	667		68	966		95	<10
15	653		42	682		69	470		96	212
16	1,310		43	284		70	1,136		97	544
17	<10		44	<10		71	306		98	18
18	<10		45	358		72	11		99	150
19	<10		46	582		73	563			
20	432		47	2,034		74	697			
21	364		48	190		75	460			
22	1,376		49	701		76	1,078			
23	1,003		50	605		77	283			
24	570		51	614		78	579			
25	157		52	679		79	75			
26	798		53	817		80	202			
27	178		54	<10		81	50			



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Wyoming

Energy Efficiency Jobs in America

6,844
Total Jobs

What are EE Jobs?

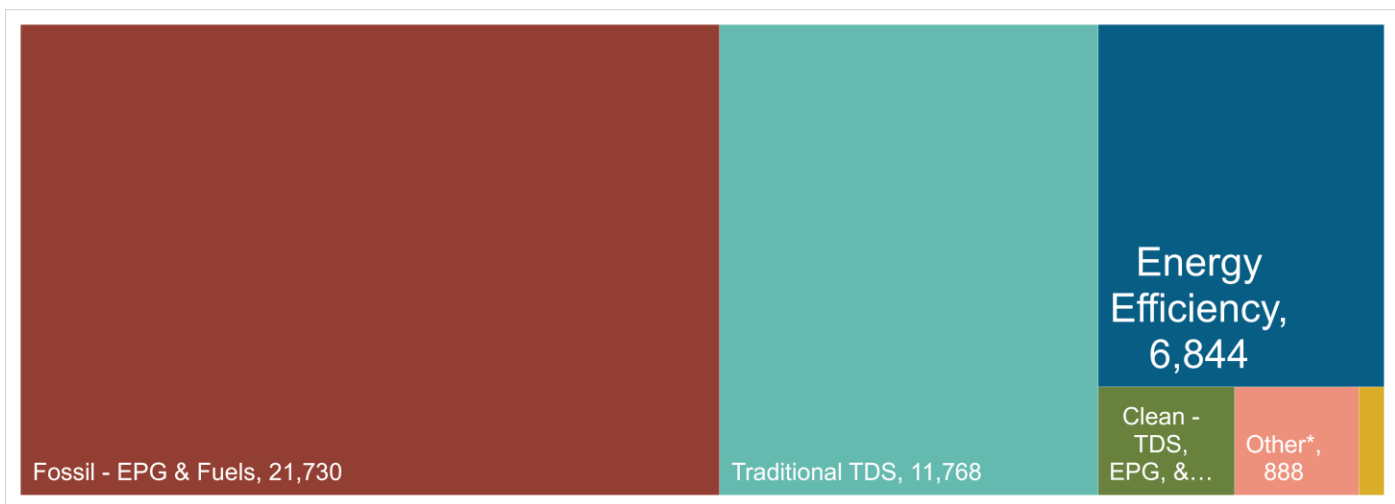
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- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
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How does EE compare in Wyoming?

Energy Efficiency is the third largest energy sector in Wyoming.



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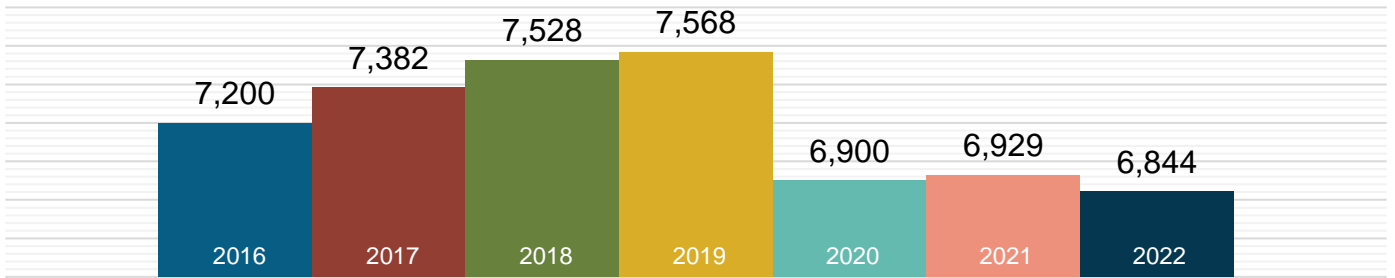
EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 182

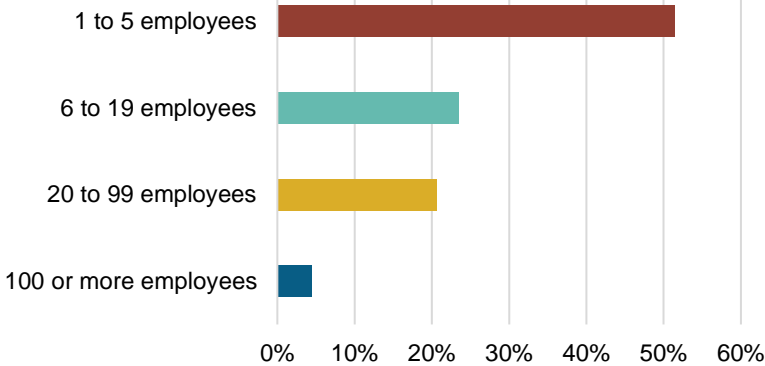
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What does EE look like in Wyoming?

EE Workers Employed in WY



95.5% of WY EE Businesses Have Fewer Than 100 Employees



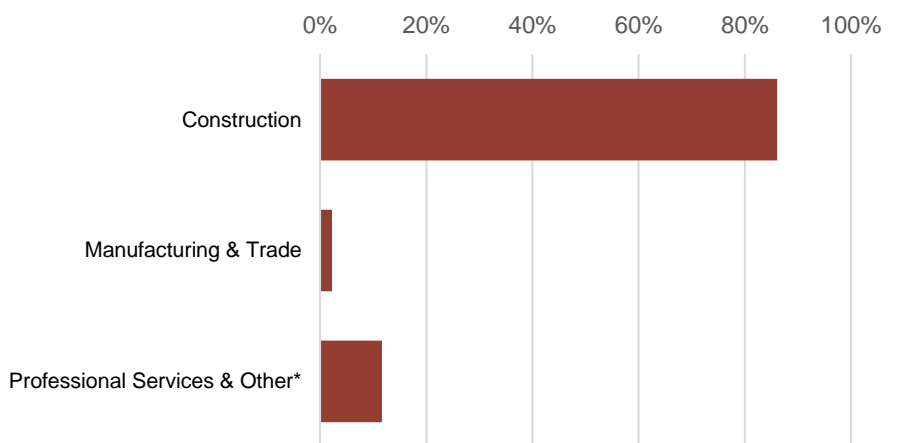
1,490
EE businesses in
Wyoming



EE construction
workers comprise
28% of Wyoming's
construction workforce

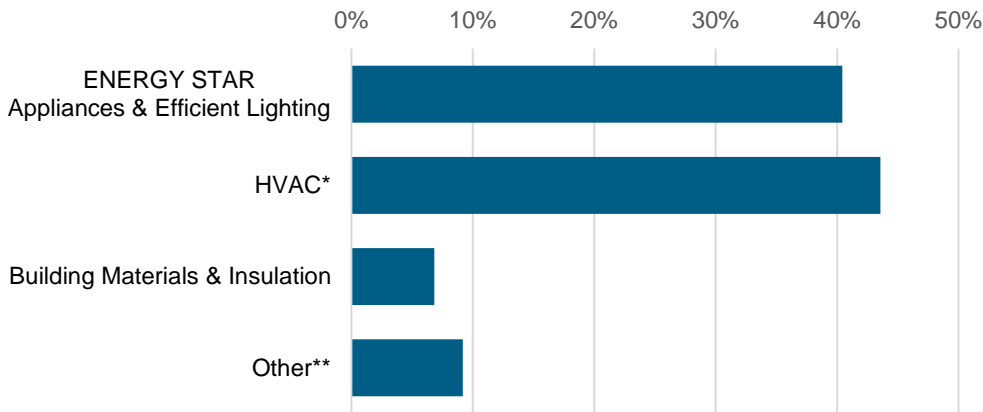


What type of work do energy efficiency firms do?



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What energy efficiency sectors employ the most workers?



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10%
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 EE workers are
Veterans

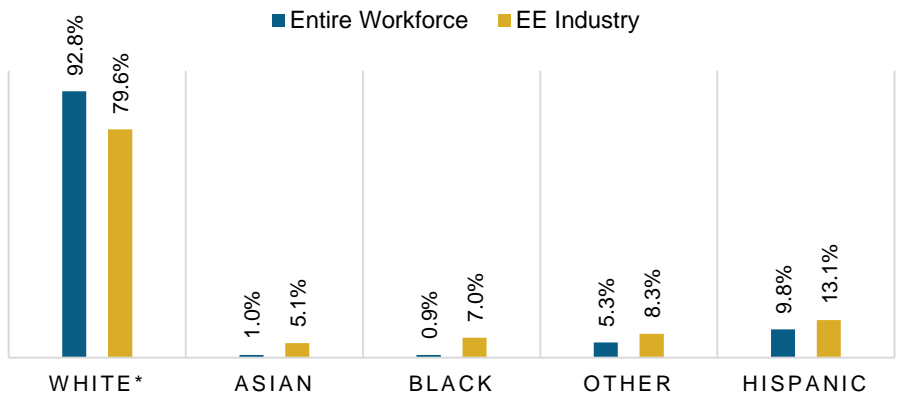


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The EE industry needs to do more to prioritize minorities and women for training and support that enables access to employment at EE businesses.

Wyoming EE Industry by Race and Ethnicity



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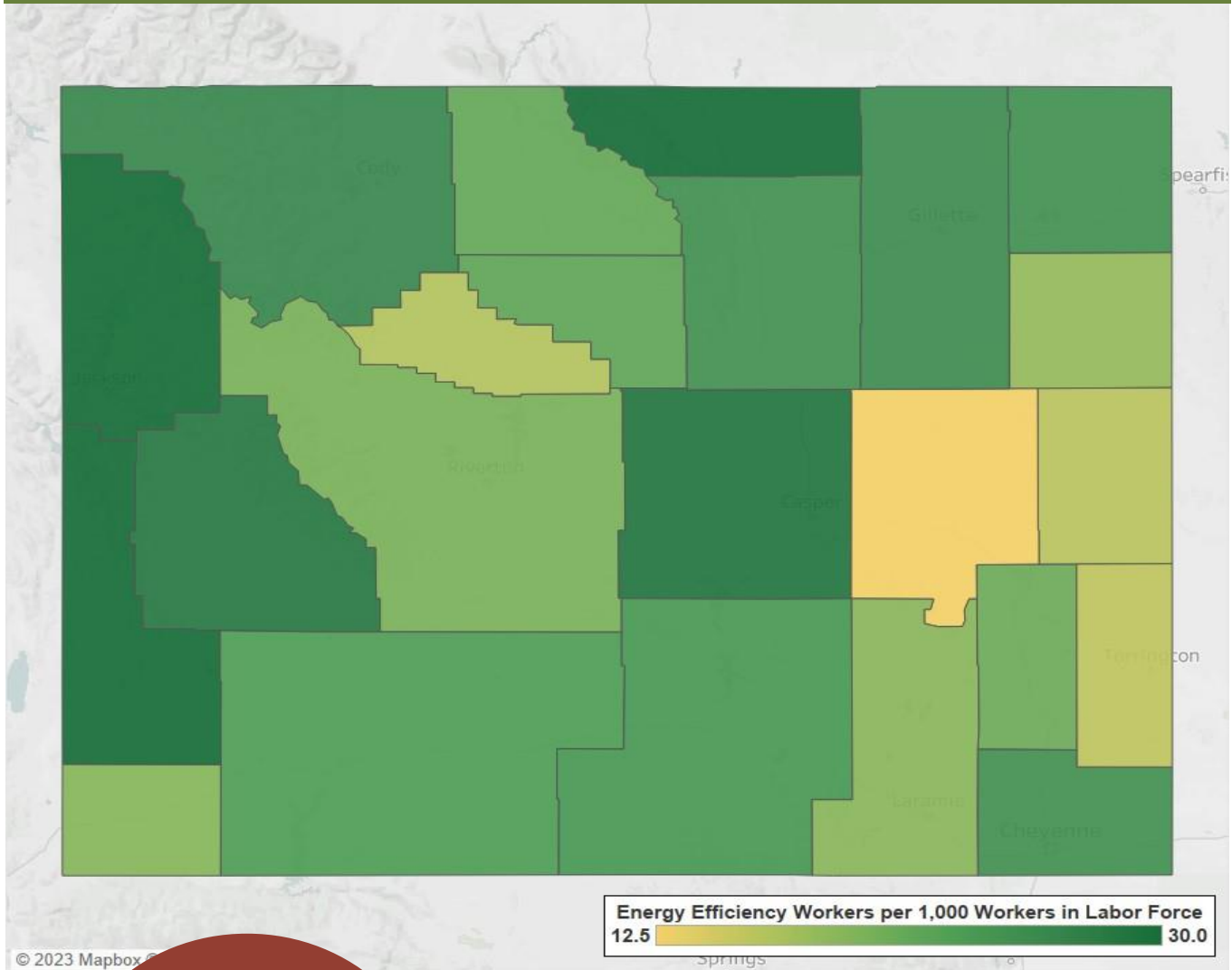
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Energy Efficiency Jobs are Everywhere

EE Jobs by County



100%
of WY counties have
energy efficiency
workers

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Congressional		Metropolitan Areas	
District	Jobs	Area	Jobs
1	6,844	Casper	1,116
		Cheyenne	1,157
		Rural	4,571

State Senate							
District	Jobs		District	Jobs		District	Jobs
1	556		11	819		21	462
2	215		12	79		22	88
3	105		13	<10		23	<10
4	872		14	166		24	<10
5	<10		15	70		25	152
6	179		16	681		26	164
7	<10		17	31		27	838
8	<10		18	496		28	<10
9	333		19	77		29	38
10	<10		20	350		30	55

State House of Representatives										
District	Jobs		District	Jobs		District	Jobs		District	Jobs
1	72		16	574		31	<10		46	<10
2	211		17	409		32	15		47	77
3	472		18	40		33	155		48	<10
4	71		19	68		34	<10		49	<10
5	<10		20	130		35	821		50	15
6	30		21	105		36	<10		51	15
7	852		22	102		37	301		52	<10
8	<10		23	30		38	<10		53	160
9	<10		24	312		39	<10		54	<10
10	191		25	158		40	87		55	<10
11	<10		26	75		41	421		56	<10
12	<10		27	61		42	<10		57	<10
13	326		28	281		43	<10		58	38
14	<10		29	<10		44	<10		59	<10
15	84		30	60		45	<10		60	<10



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