

# Massachusetts

## Energy Efficiency Jobs in America

81,244

Total Jobs

### What are EE Jobs?

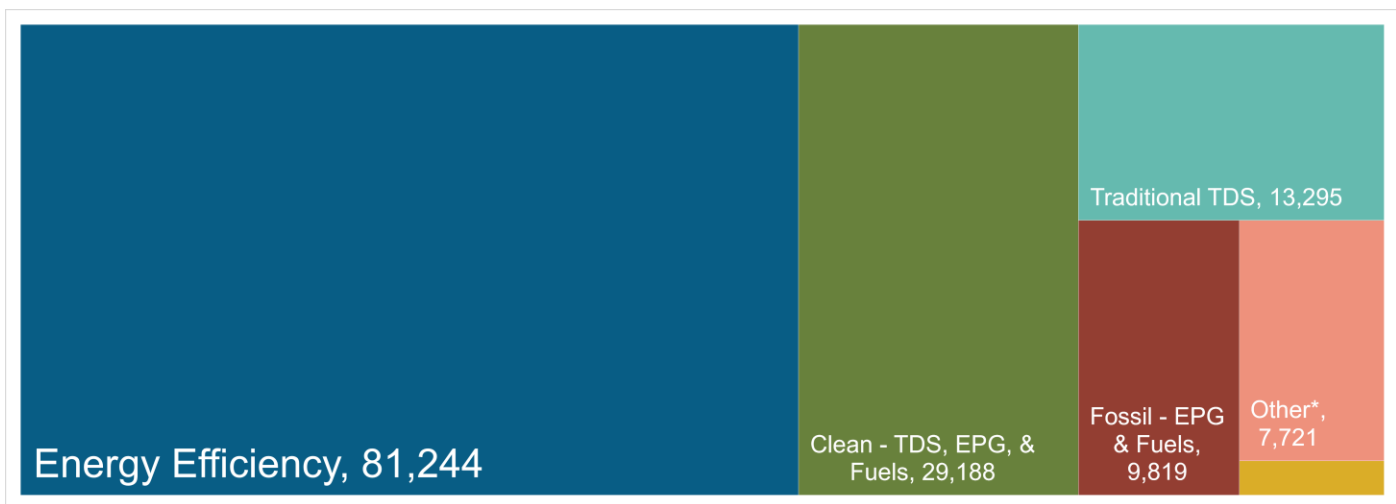
*Jobs that deliver goods and services that lower energy use by improving energy efficiency – with a focus on appliances, buildings, data systems, financing, new technologies, and more.*

### 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.*



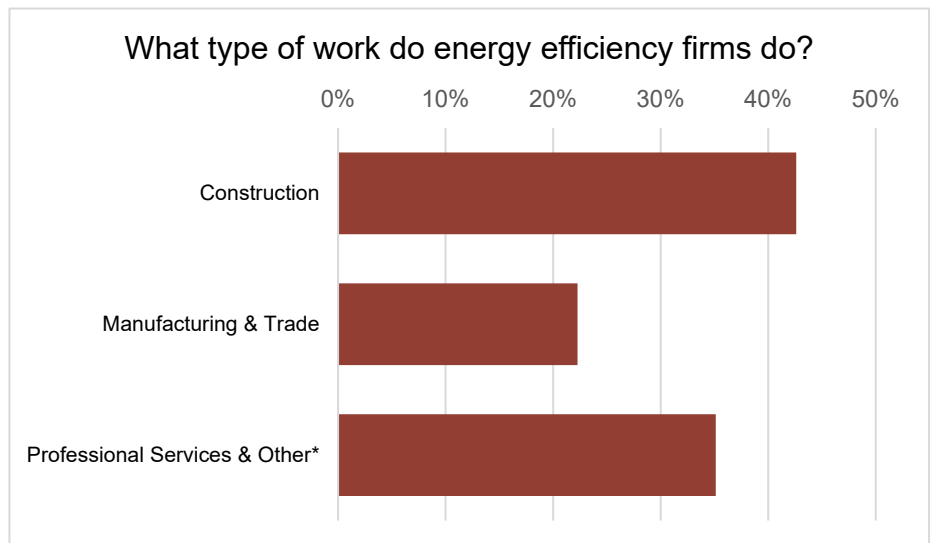
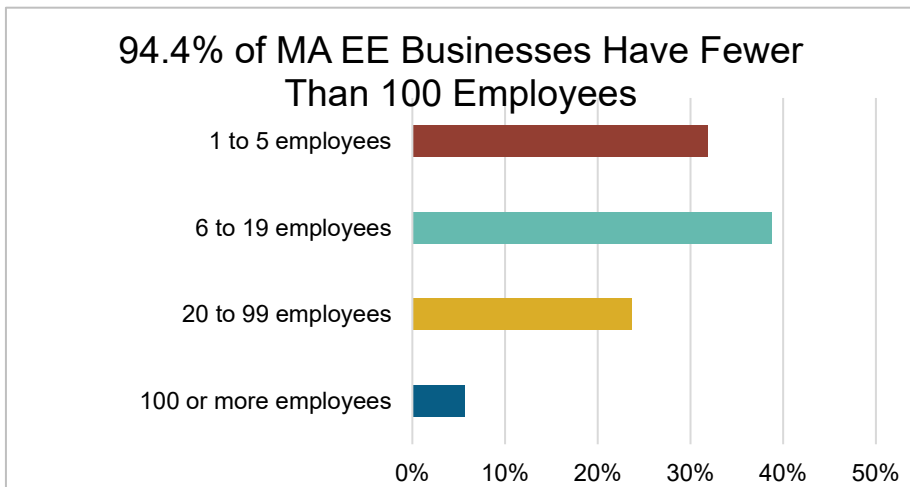
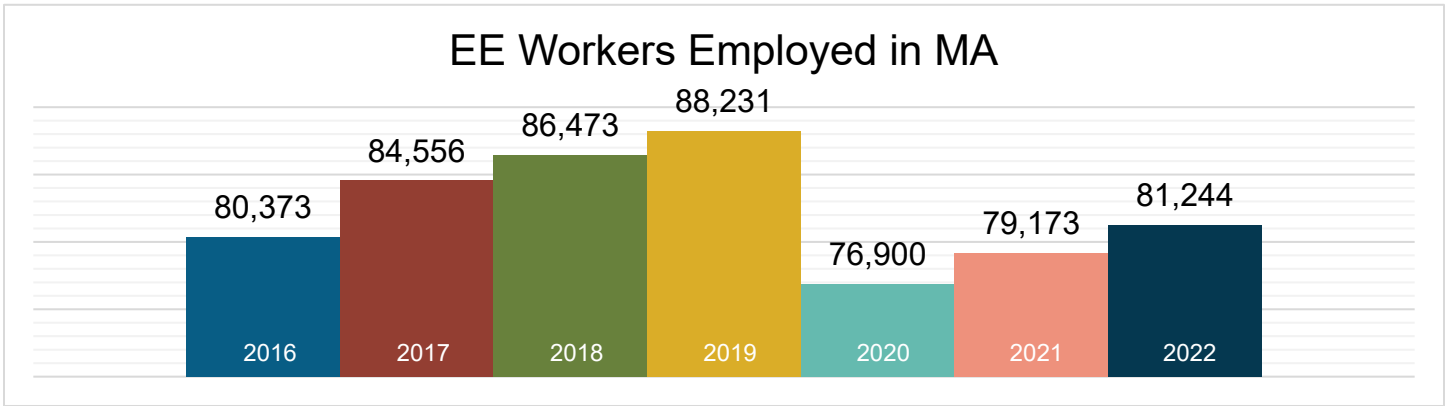
TDS = Transmission, Distribution & Storage

EPG = Electric Power Generation

Nuclear (EPG & Fuels) = 1,108

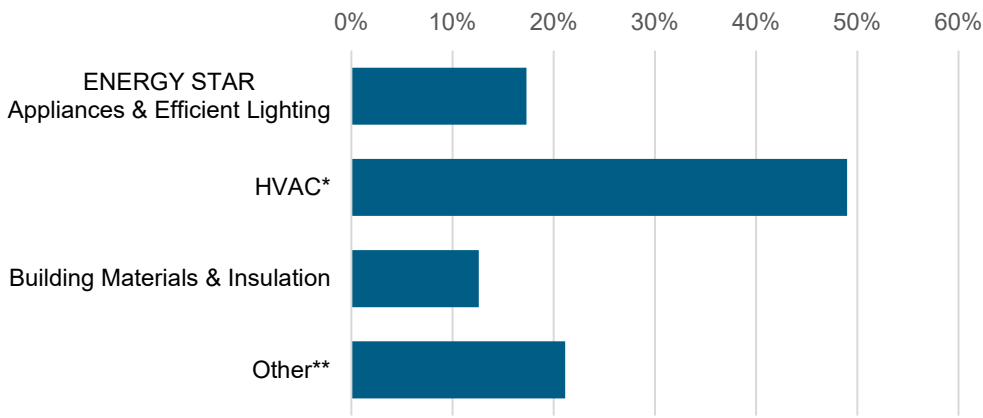
\*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

# What does EE look like in Massachusetts?



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

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



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

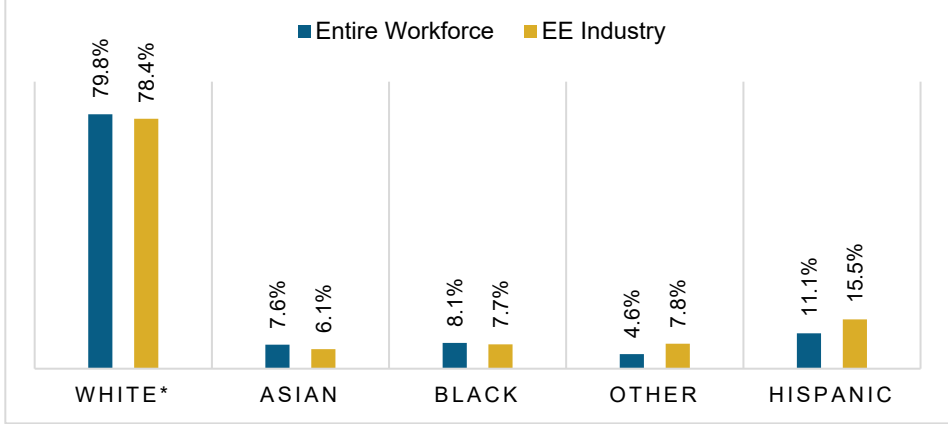
\*Heating, Ventilation, Air Conditioning of higher than standard efficiency/renewable heating & cooling  
\*\*Other such as energy audits, building certifications, and software services

## How is EE doing on diversity in 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.

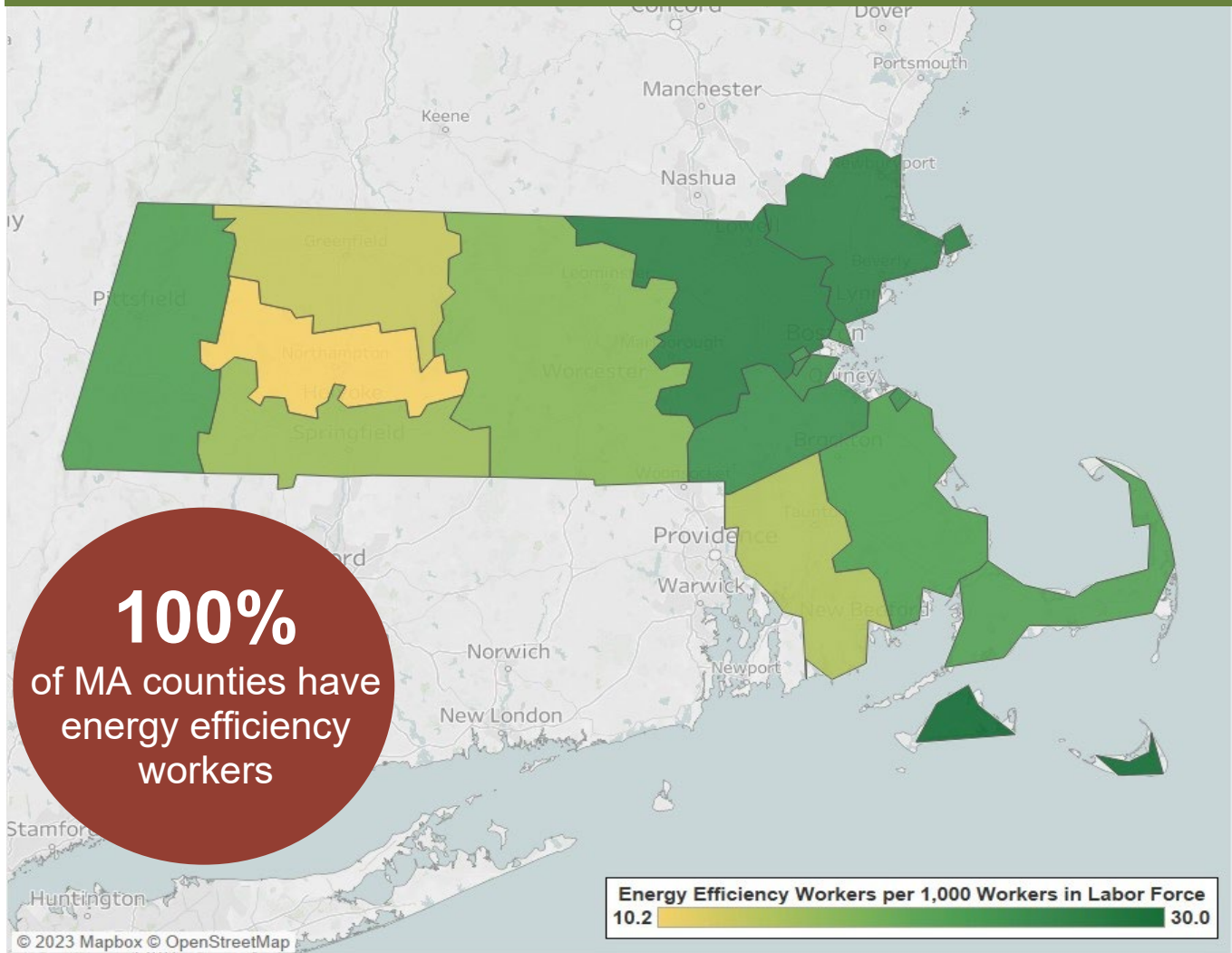
### Gender in the Massachusetts EE Workforce



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	6,930	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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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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