Workforce Development:
Strategies for Energy Offices

Pat Stanton, Director of Policy
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• What are the jobs? Where are they?
• Which employers have trouble hiring?
• What are measurable year-on-year trends?
• How can we measure success?
Decarbonization Tracker

Date of First Legislative Action

seapower.org/decarbonization-tracker
Buildings: Vintage

• In eight states, the median housing stock age is 21-28 years; in all other states it is older

• Commercial buildings are even older
  – nearly 80% built 20+ years ago

Source: 2016 American Community Survey, NAHB Estimates
2019 USEER Findings
Inclusion and ACCESS?

GOOD NEWS,

BAD NEWS
U.S. Energy Efficiency

**JOB GROWTH TREND**

- **2016**: 2,181,512
- **2017**: 2,248,524
- **2018**: 2,324,865

3.1% Growth

3.4% Growth

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"I am the general manager and an energy auditor."

Molly Toothaker, The Heat Doctor, Falmouth, ME.

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"We help people who are not able to help themselves."

Michael Escalera, Better Community Development, Conway, AR.
Small Businesses

Pennsylvania Energy Efficiency Jobs in America

Firm Size

- 100 or more employees: 7%
- 20 to 99 employees: 17%
- 6 to 19 employees: 38%
- 1 to 5 employees: 38%

Total Jobs: 68,820
Who is the primary client?

Employers

Applicants / Workers
Employers

Disadvantaged

Underrepresented

Veterans

Displaced
What Workforce Development Exists in Your State?

- NGO
- Community Colleges
- State Agencies
Employer- NGO Partnership
EE Workforce Development Challenges
Contact Information

Pat Stanton:
Pstanton@E4TheFuture.org

EE Jobs in America Report:
bit.ly/EEJobsUSA2019