



Total Energy Pathways Workforce Statistics: State by State

In order to continue to grow the energy efficiency workforce, programs must consider solutions to develop a larger, more diverse pool of qualified workers and increase education and training opportunities, especially in underserved regions. Throughout the pandemic, the energy efficiency workforce took a major hit with in-home work coming to a halt, leading to record job losses for the industry. While the nation continues to recover to pre-pandemic levels, NEEP and our project partners have set out to train, grow, and diversify the energy efficiency workforce in an equitable way to help those hit hardest during the pandemic. As depicted in the figures below, the existing workforce through the Northeast & Mid-Atlantic regions consist heavily of white males and lacks racial diversity. Across the NEEP region, women make up an average of 24 percent of the workforce, compared to the [national workforce average of 47 percent](#). Broken down by race, asian, black, hispanic communities make up [5.4 percent, 8.43 percent, and 12.98 percent](#) of the energy efficiency workforce, respectively.

Women and black, indigenous, and people of color (BIPOC) have continually been severely underrepresented in the energy efficiency workforce. In order to grow and diversify the workforce, the Total Energy Pathways Workforce project will develop on-demand training tools to help bring in new individuals and contractor businesses. The project will focus on the unemployed and those seeking a new career, specifically those businesses in diverse and disadvantaged communities in order to draw more women and BIPOC individuals into the industry.

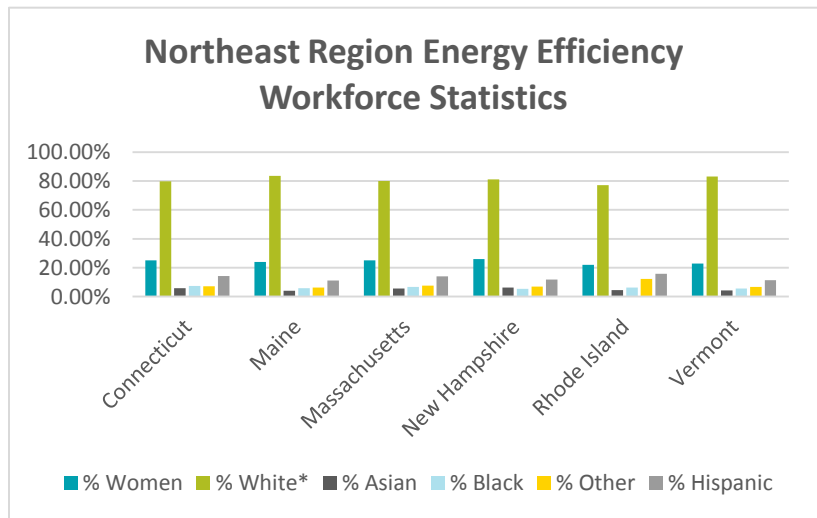


Figure 1: Diversity in the Energy Efficiency Workforce, Northeast Region

State	Total EE Jobs
CT	33,573
DE	10,660
ME	8,034
MD	65,412
MA	76,900
NH	10,838
NJ	32,880
NY	120,961
PA	65,397
RI	10,627
VT	10,069
D.C.	11,214
WV	6,309

Source: [E4TheFuture, Oct 2021](#)

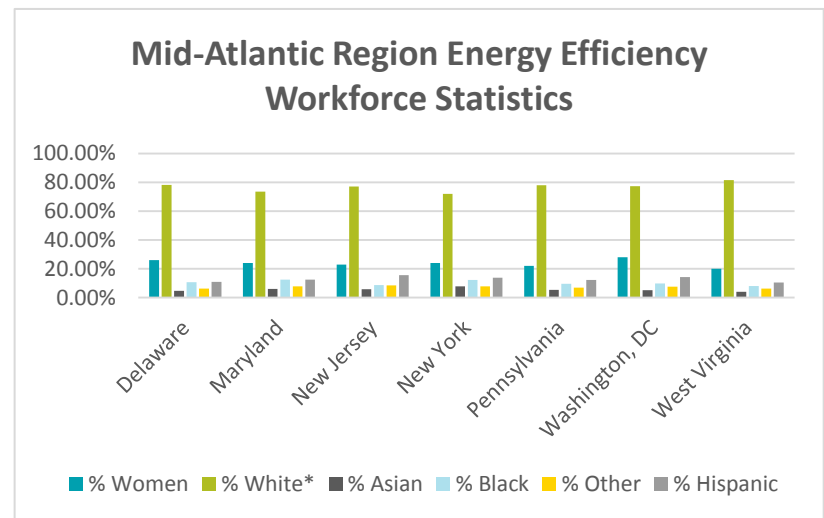


Figure 2: Diversity in the Energy Efficiency Workforce, Mid-Atlantic Region

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