# Massachusetts

## Energy Efficiency Jobs in America

**85,410**
Total Jobs

## What are EE jobs?

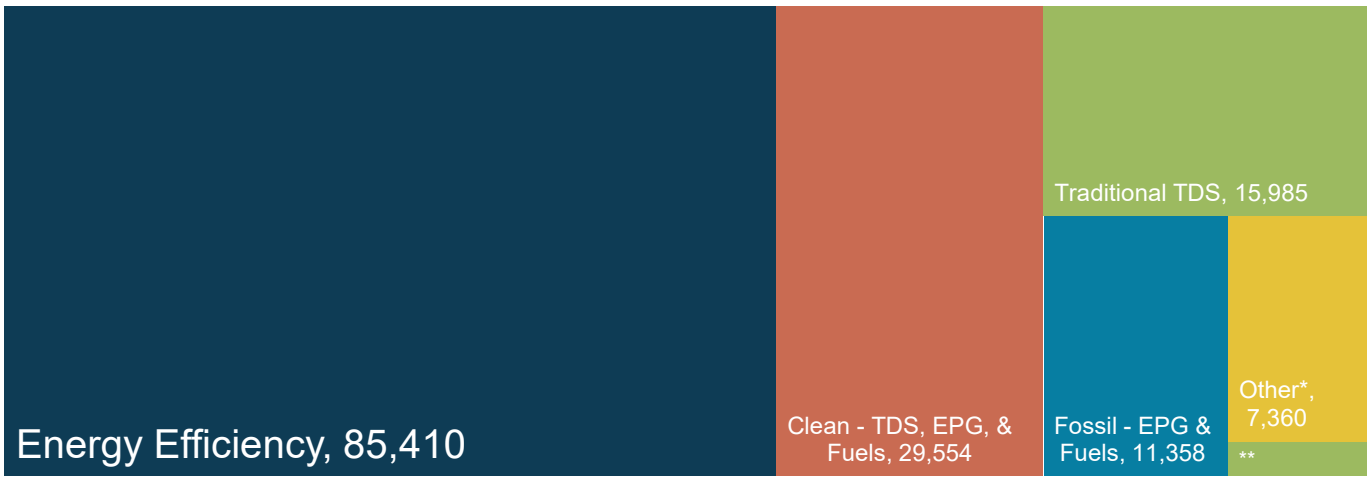
*Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.*

### 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, as well as commercial, and industrial buildings.
- **Design and construct** high-performance buildings such as those earning nationally recognized sustainability and environmental performance ratings.
- **Upgrade and repair** heating, air conditioning, and ventilation (HVAC) and water heating equipment.
- **Educate** property owners and managers on building improvements to unlock savings for businesses, homeowners, schools, states, municipalities, military bases, and more.
- **Analyze building data** using software to maximize energy savings through targeted performance improvements and behavioral changes.
- **Review and approve loans** to finance energy savings performance contracts to improve the comfort, health, and operational costs of buildings.

### How does EE compare to other energy sectors in Massachusetts?

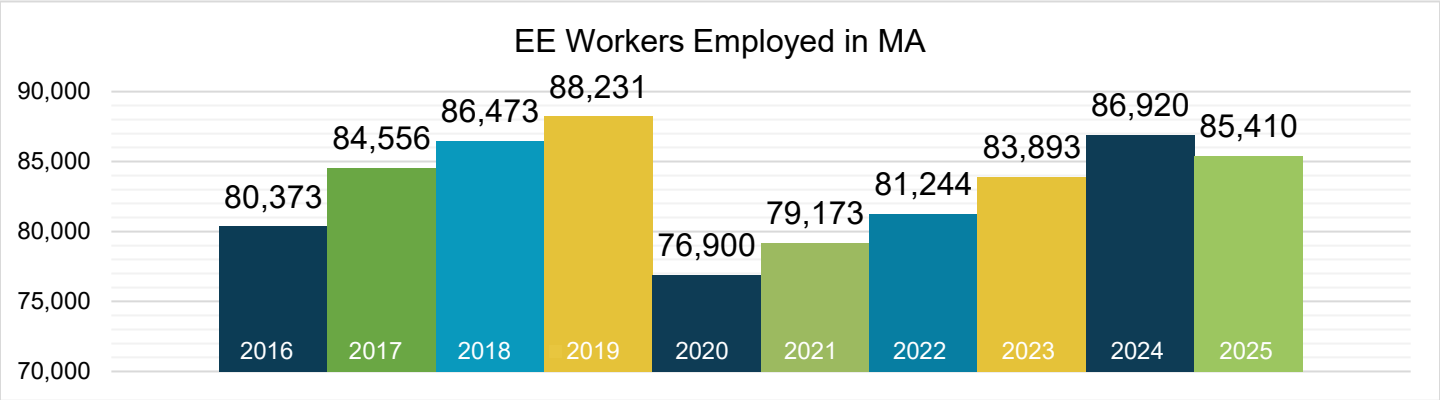
*Energy efficiency is the largest energy sector in Massachusetts.*

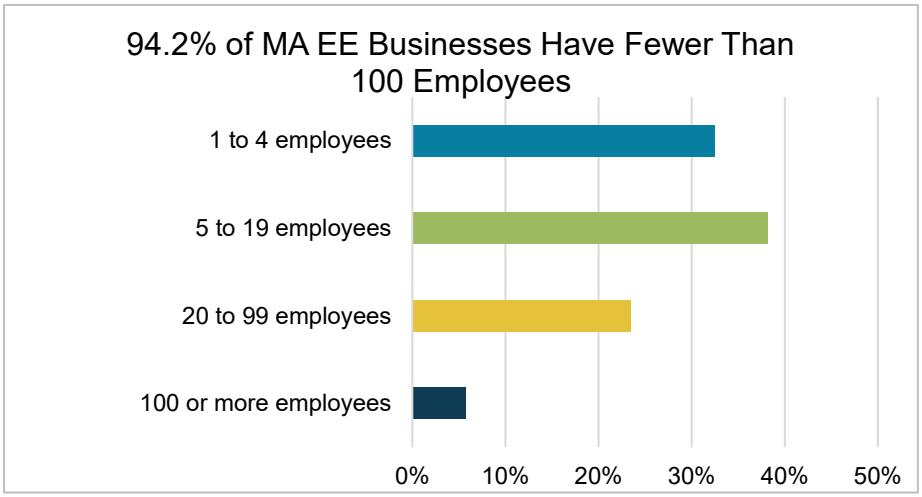



TDS = Transmission, Distribution, & Storage
EPG = Electric Power Generation
**Nuclear - EPG & Fuels = 1,143
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

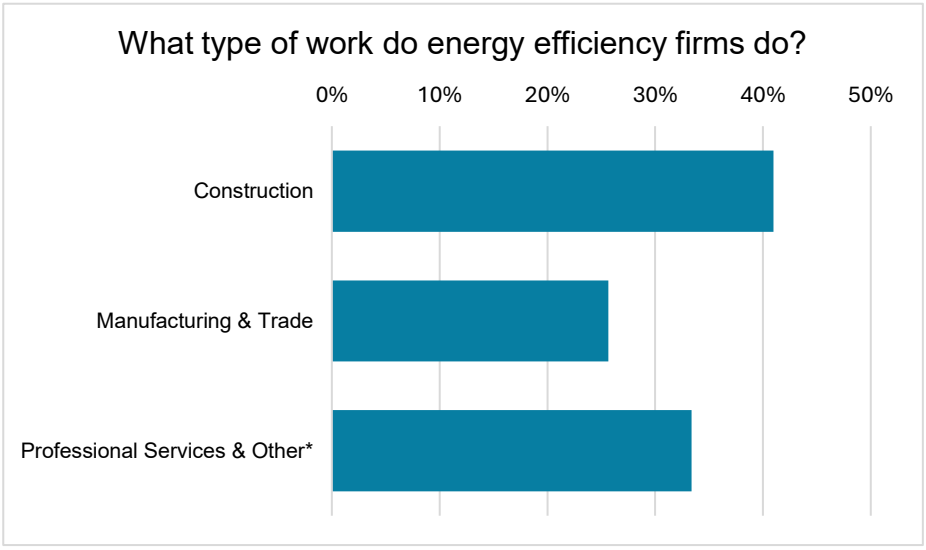
# What does EE look like in Massachusetts?



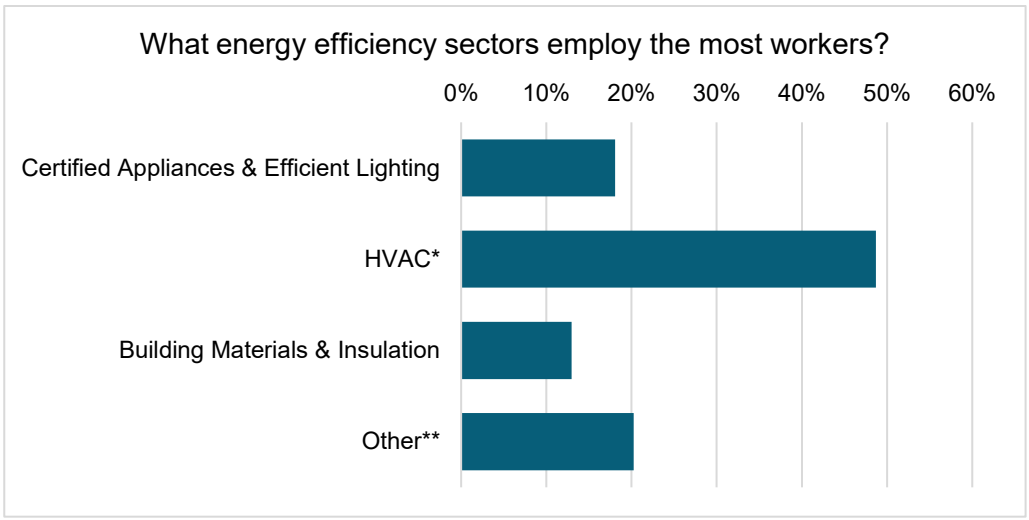




**10,163**
EE businesses in Massachusetts

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




*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



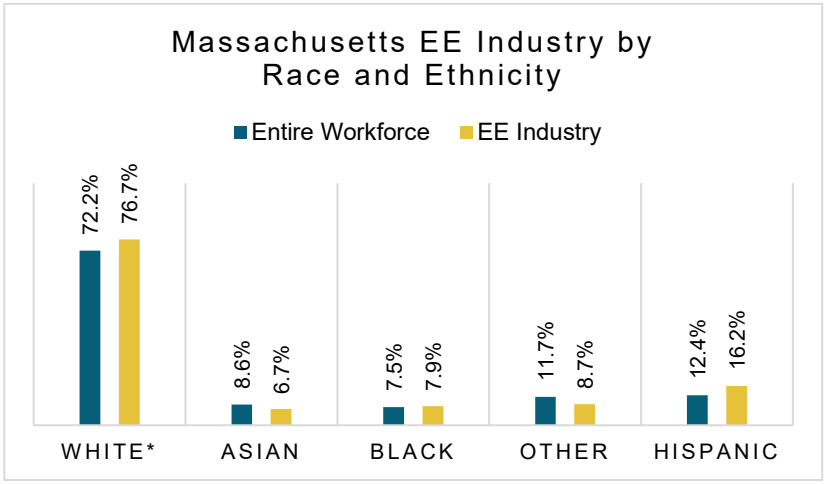

**8%** of Massachusetts EE workers are **veterans**

Certified Appliances = ENERGY STAR-certified appliances
*Heating, ventilation, air conditioning of higher than standard efficiency/renewable heating and cooling
**Other includes energy audits, building certifications, and software services

## How representative is the EE workforce in Massachusetts?

*Demographic data is critical to measure progress towards a more representative EE workforce. Tracking this data helps show how well Massachusetts' EE workforce reflects the communities it serves and where gaps remain.*

Expanded training programs in Massachusetts can help ensure energy efficiency careers are accessible to all.




*Includes non-Hispanic and Hispanic whites.

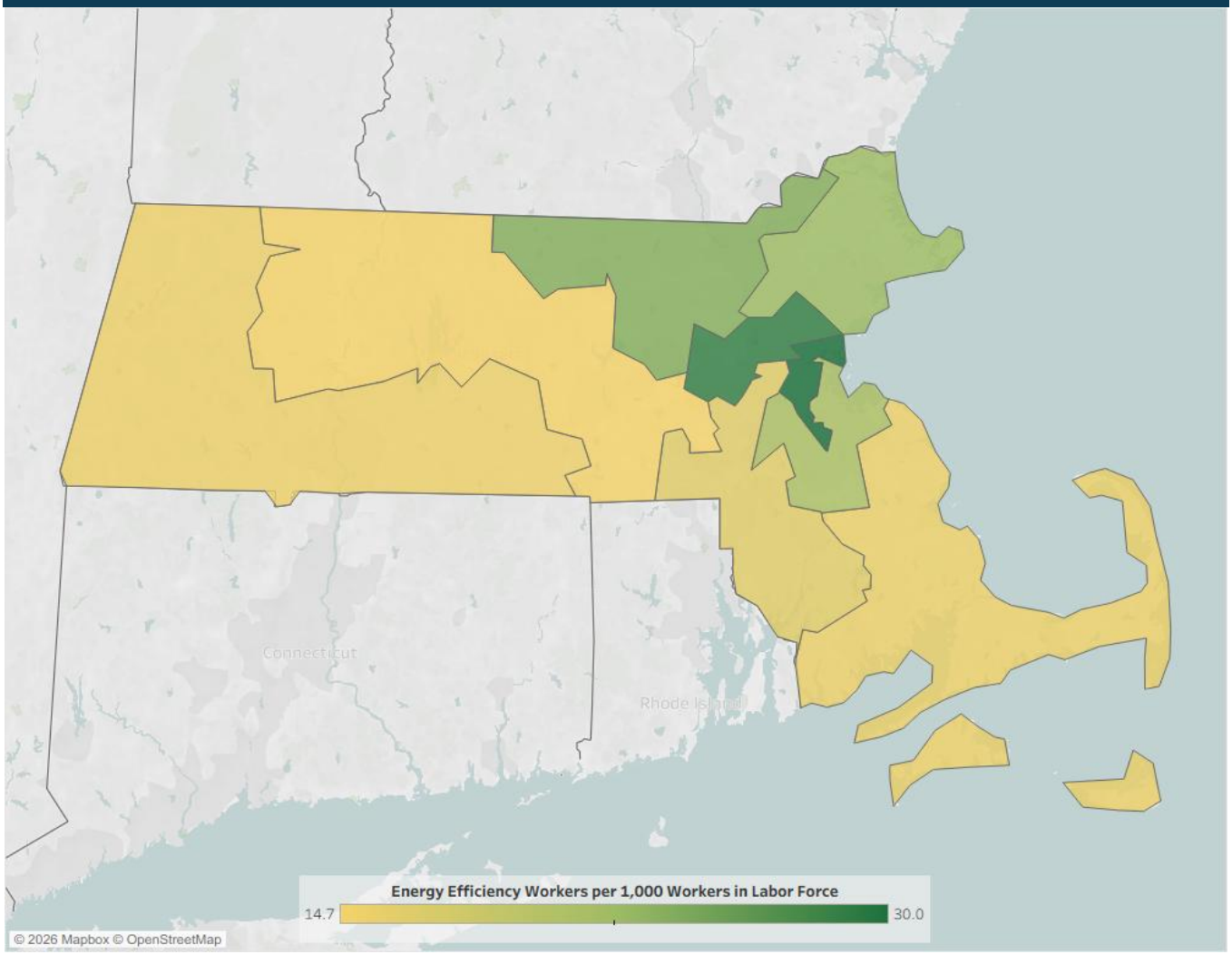
## Gender in the Massachusetts EE Workforce




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

# Energy efficiency jobs are everywhere

## EE Jobs by Congressional District




The energy efficiency job concentration displayed above is capped at thirty jobs per thousand in order to maintain observable differences between the majority of congressional districts within the state. This is done to eliminate the influence outliers have on overall color gradient.

| Congressional | |
|---|---|
| **District** | **Jobs** |
| 1 | 6,104 |
| 2 | 6,325 |
| 3 | 10,189 |
| 4 | 7,209 |
| 5 | 12,810 |
| 6 | 9,781 |
| 7 | 16,755 |
| 8 | 9,742 |
| 9 | 6,493 |

| Metropolitan Areas | |
|---|---|
| **Area** | **Jobs** |
| Barnstable Town | 1,974 |
| Boston-Cambridge-Newton | 65,060 |
| Pittsfield | 1,282 |
| Providence-Warwick | 3,469 |
| Springfield | 4,271 |
| Worcester | 6,868 |
| Rural | 2,486 |

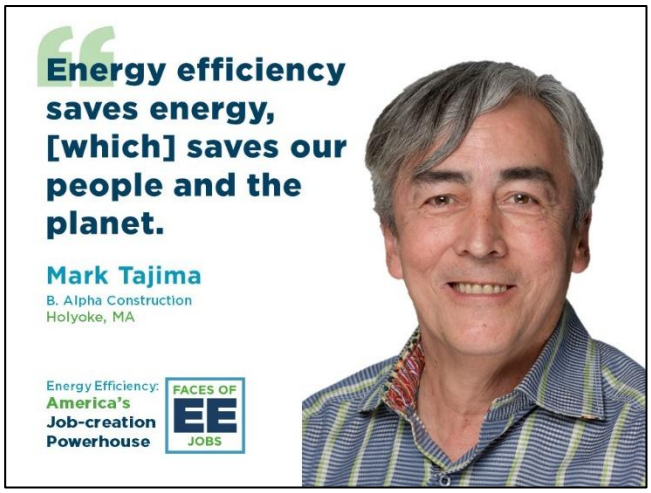
| State Senate | | | | | | | |
|---|---|---|---|---|---|---|---|
| District | Jobs | District | Jobs | District | Jobs | District | Jobs |
| Berkshire-Hampden-Franklin-Hampshire | 1,513 | First Middlesex | 2,811 | First Essex and Middlesex | 1,993 | First Plymouth and Norfolk | 1,692 |
| Hampden and Hampshire | 1,193 | Middlesex and Worcester | 2,713 | Second Essex | 1,884 | Norfolk and Plymouth | 1,792 |
| Hampden | 1,273 | Middlesex and Norfolk | 2,750 | Fifth Middlesex | 3,121 | Norfolk-Plymouth-Bristol | 2,067 |
| Hampden-Hampshire-Worcester | 1,258 | Norfolk-Worcester-Middlesex | 2,065 | Third Essex | 2,026 | Second Plymouth and Norfolk | 1,338 |
| Hampshire-Franklin-Worcester | 904 | Third Middlesex | 2,849 | Third Suffolk | 4,318 | Bristol and Norfolk | 1,484 |
| Worcester and Hampshire | 1,334 | Fourth Middlesex | 2,740 | Middlesex and Suffolk | 3,697 | Third Bristol and Plymouth | 1,239 |
| Worcester and Hampden | 1,467 | Norfolk and Middlesex | 2,444 | Second Middlesex | 2,594 | First Bristol and Plymouth | 1,087 |
| Second Worcester | 1,305 | Norfolk and Suffolk | 3,317 | Suffolk and Middlesex | 3,207 | Second Bristol and Plymouth | 1,039 |
| First Worcester | 1,387 | First Essex | 1,581 | Second Suffolk | 3,094 | Plymouth and Barnstable | 1,577 |
| Worcester and Middlesex | 1,877 | Second Essex and Middlesex | 2,644 | First Suffolk | 4,900 | Cape and Islands | 1,835 |

| State House of Representatives | | | | | | | |
|---|---|---|---|---|---|---|---|
| District | Jobs | District | Jobs | District | Jobs | District | Jobs |
| 1st Barnstable | 364 | 18th Essex | 396 | 23rd Middlesex | 741 | 11th Plymouth | 579 |
| 2nd Barnstable | 410 | 1st Franklin | 176 | 24th Middlesex | 437 | 12th Plymouth | 203 |
| 3rd Barnstable | 383 | 2nd Franklin | 288 | 25th Middlesex | 608 | 1st Suffolk | 976 |
| 4th Barnstable | 368 | 1st Hampden | 316 | 26th Middlesex | 875 | 2nd Suffolk | 1,115 |
| 5th Barnstable | 404 | 2nd Hampden | 358 | 27th Middlesex | 825 | 3rd Suffolk | 1,067 |
| Barnstable-Dukes-Nantucket | 681 | 3rd Hampden | 353 | 28th Middlesex | 786 | 4th Suffolk | 991 |
| 1st Berkshire | 419 | 4th Hampden | 352 | 29th Middlesex | 910 | 5th Suffolk | 652 |
| 2nd Berkshire | 461 | 5th Hampden | 300 | 30th Middlesex | 1,063 | 6th Suffolk | 1,155 |
| 3rd Berkshire | 426 | 6th Hampden | 226 | 31st Middlesex | 740 | 7th Suffolk | 1,059 |
| 1st Bristol | 490 | 7th Hampden | 257 | 32nd Middlesex | 477 | 8th Suffolk | 1,177 |
| 2nd Bristol | 283 | 8th Hampden | 436 | 33rd Middlesex | 1,061 | 9th Suffolk | 659 |
| 3rd Bristol | 319 | 9th Hampden | 257 | 34th Middlesex | 441 | 10th Suffolk | 614 |
| 4th Bristol | 171 | 10th Hampden | 420 | 35th Middlesex | 984 | 11th Suffolk | 923 |
| 5th Bristol | 266 | 11th Hampden | 356 | 36th Middlesex | 720 | 12th Suffolk | 515 |
| 6th Bristol | 315 | 12th Hampden | 303 | 37th Middlesex | 394 | 13th Suffolk | 1,344 |
| 7th Bristol | 281 | 1st Hampshire | 174 | 1st Norfolk | 238 | 14th Suffolk | 1,488 |
| 8th Bristol | 196 | 2nd Hampshire | 179 | 2nd Norfolk | 1,001 | 15th Suffolk | 868 |
| 9th Bristol | 209 | 3rd Hampshire | 201 | 3rd Norfolk | 184 | 16th Suffolk | 1,411 |
| 10th Bristol | 242 | 1st Middlesex | 714 | 4th Norfolk | 516 | 17th Suffolk | 1,562 |
| 11th Bristol | 260 | 2nd Middlesex | 557 | 5th Norfolk | 616 | 18th Suffolk | 32 |
| 12th Bristol | 381 | 3rd Middlesex | 655 | 6th Norfolk | 355 | 19th Suffolk | 438 |
| 13th Bristol | 355 | 4th Middlesex | 669 | 7th Norfolk | 776 | 1st Worcester | 371 |
| 14th Bristol | 188 | 5th Middlesex | 587 | 8th Norfolk | 583 | 2nd Worcester | 374 |
| 1st Essex | 574 | 6th Middlesex | 633 | 9th Norfolk | 424 | 3rd Worcester | 340 |
| 2nd Essex | 548 | 7th Middlesex | 830 | 10th Norfolk | 565 | 4th Worcester | 355 |
| 3rd Essex | 592 | 8th Middlesex | 714 | 11th Norfolk | 508 | 5th Worcester | 342 |
| 4th Essex | 79 | 9th Middlesex | 1,043 | 12th Norfolk | 695 | 6th Worcester | 349 |
| 5th Essex | 509 | 10th Middlesex | <10 | 13th Norfolk | 619 | 7th Worcester | 284 |
| 6th Essex | 530 | 11th Middlesex | 712 | 14th Norfolk | 575 | 8th Worcester | 422 |
| 7th Essex | 494 | 12th Middlesex | 712 | 15th Norfolk | 660 | 9th Worcester | 357 |
| 8th Essex | 396 | 13th Middlesex | 620 | 1st Plymouth | 510 | 10th Worcester | 347 |
| 9th Essex | 752 | 14th Middlesex | 1,194 | 2nd Plymouth | 276 | 11th Worcester | 311 |
| 10th Essex | 786 | 15th Middlesex | 552 | 3rd Plymouth | 389 | 12th Worcester | 324 |
| 11th Essex | 377 | 16th Middlesex | 893 | 4th Plymouth | 374 | 13th Worcester | 400 |
| 12th Essex | 602 | 17th Middlesex | 588 | 5th Plymouth | 367 | 14th Worcester | 475 |
| 13th Essex | 312 | 18th Middlesex | 523 | 6th Plymouth | 376 | 15th Worcester | 41 |
| 14th Essex | 571 | 19th Middlesex | 872 | 7th Plymouth | 388 | 16th Worcester | 411 |
| 15th Essex | 751 | 20th Middlesex | 506 | 8th Plymouth | 333 | 17th Worcester | 487 |
| 16th Essex | 315 | 21st Middlesex | 651 | 9th Plymouth | 217 | 18th Worcester | 382 |
| 17th Essex | 597 | 22nd Middlesex | 678 | 10th Plymouth | 302 | 19th Worcester | 388 |

# Faces of EE

*The EE industry creates jobs, lowers bills, and strengthens the economy. Woven through communities via manufacturing, construction, professional services, and more, EE jobs are the backbone of the energy sector. This sample of people highlights just a few of the wide variety of jobs in the energy efficiency industry and the potential for growth when workforce development and training are prioritized.*




Note: Some individuals pictured may have changed jobs since they joined Faces of EE.

This report was funded by the Building Performance Foundation and informed by the industry expertise of the Building Performance Association. Research was conducted by BW Research Partnership.

The Building Performance Foundation (BPF) is a 501(c)(3) charitable organization that works with policymakers, industry stakeholders, and professionals across the trades to educate and advance understanding of building performance, support workforce development, and expand access to career opportunities. Visit www.foundation.building-performance.org.

The Building Performance Association (BPA) is a 501(c)(6) industry trade association that serves and represents the professionals and businesses working to make America's homes more comfortable, healthy, and energy efficient, supporting them through membership, advocacy, education, and engagement. Visit www.building-performance.org.

BW Research Partnership is a full-service, economic and workforce research consulting firm with offices in Carlsbad, California and Wrentham, Massachusetts. It is the nation's leading provider of accurate, comprehensive energy and clean energy research studies. Visit www.bwresearch.com.

Data Source: Unless otherwise stated, all data are from the August 2026 U.S. Energy and Employment Report, by the U.S. Department of Energy (see Appendix B for methodology details). This methodology—adopted by the U.S. Dept. of Energy for its 2017 U.S. Energy and Employment Report, approved by the Office of Management and Budget and grounded on data collected by the Bureau of Labor Statistics—provides the broadly accepted best accounting of all U.S. energy workers.

For questions on BPA analyses, please email communications@building-performance.org.