Montana

Energy Efficiency Jobs in America

8,611
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 Montana?

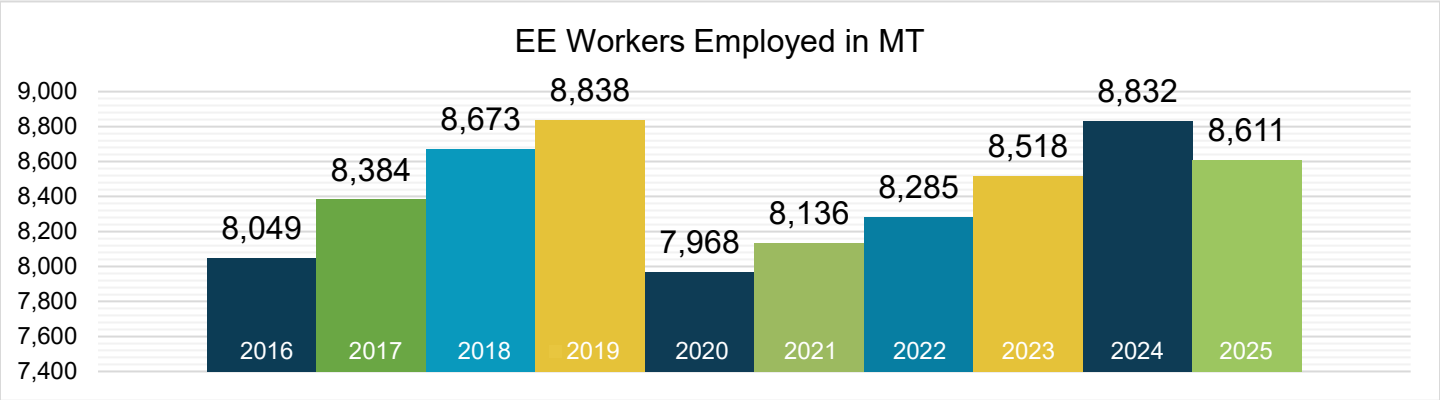
Energy efficiency is the second largest energy sector in Montana.

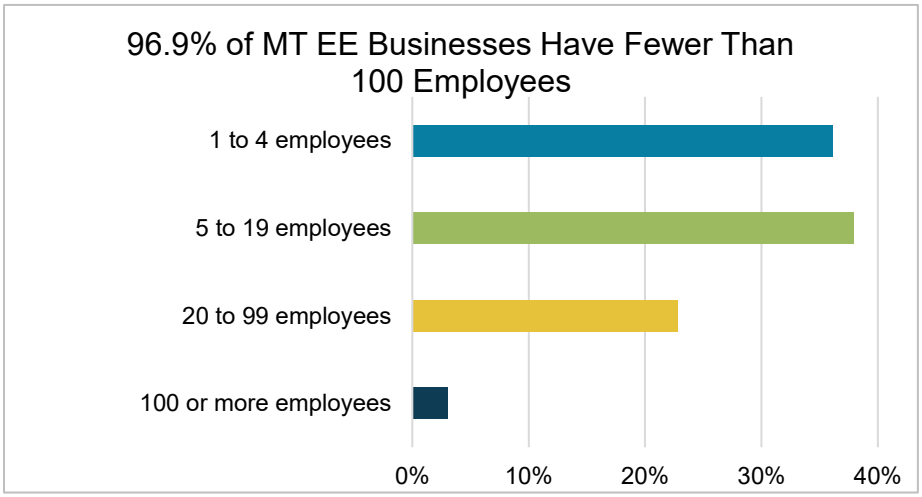


TDS = Transmission, Distribution, & Storage
EPG = Electric Power Generation
**Nuclear - EPG & Fuels = 17
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

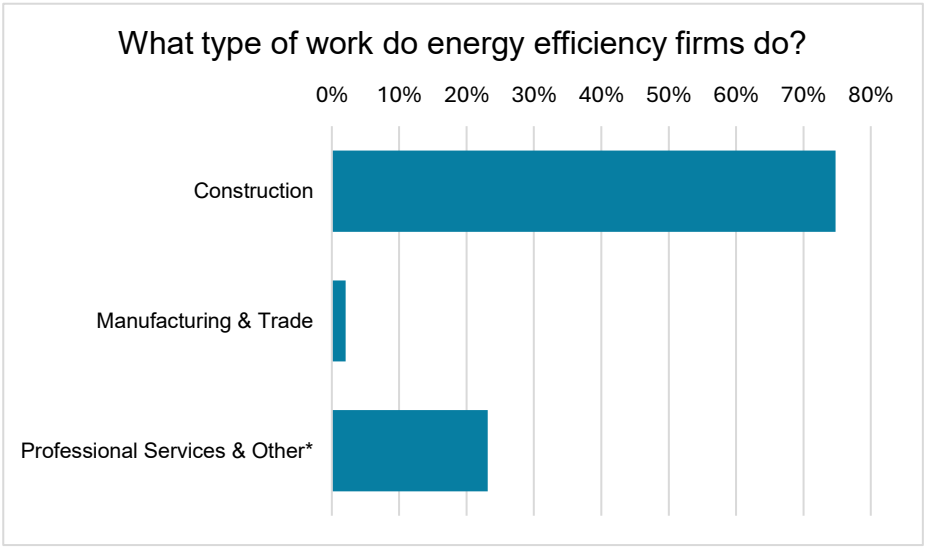
What does EE look like in Montana?



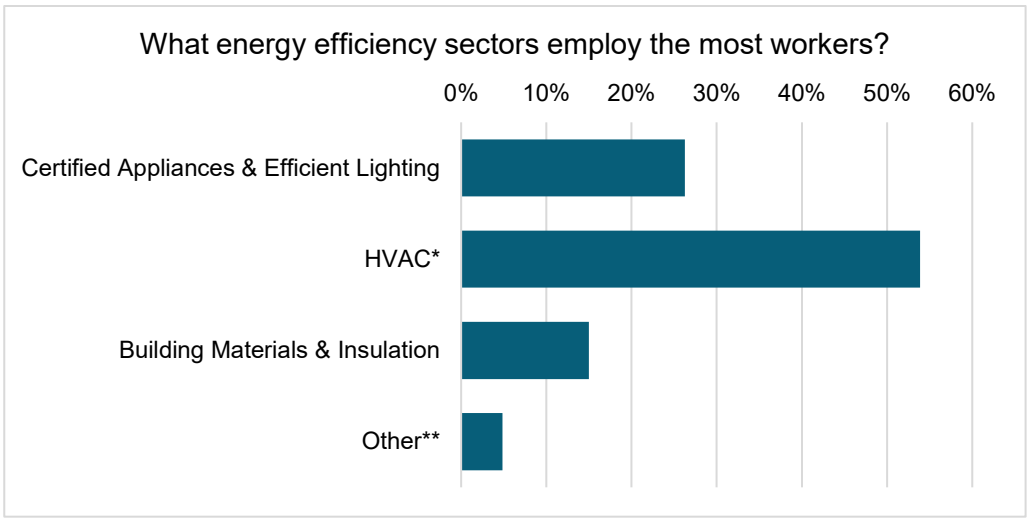








*Professional services include finance, accounting, architecture, engineering, research and development, and more. The "other" category includes roles in maintenance, business operations, and nonprofit organizations.



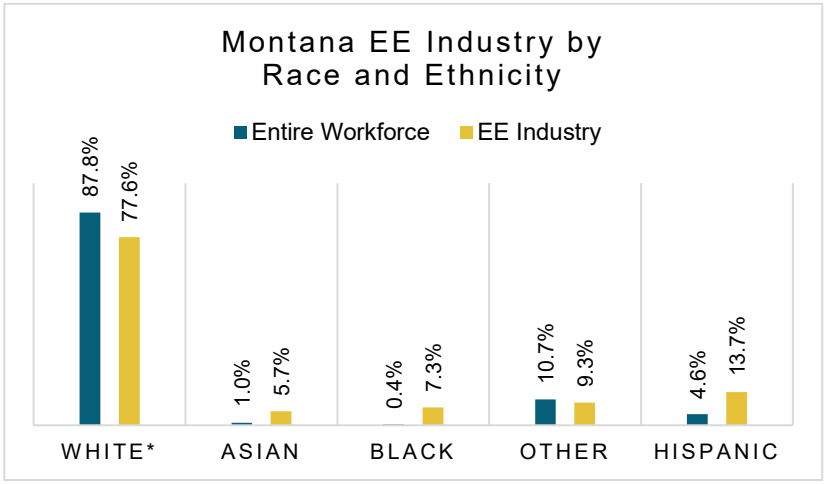
8% of Montana EE workers are **veterans**

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 Montana?

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

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



*Includes non-Hispanic and Hispanic whites.

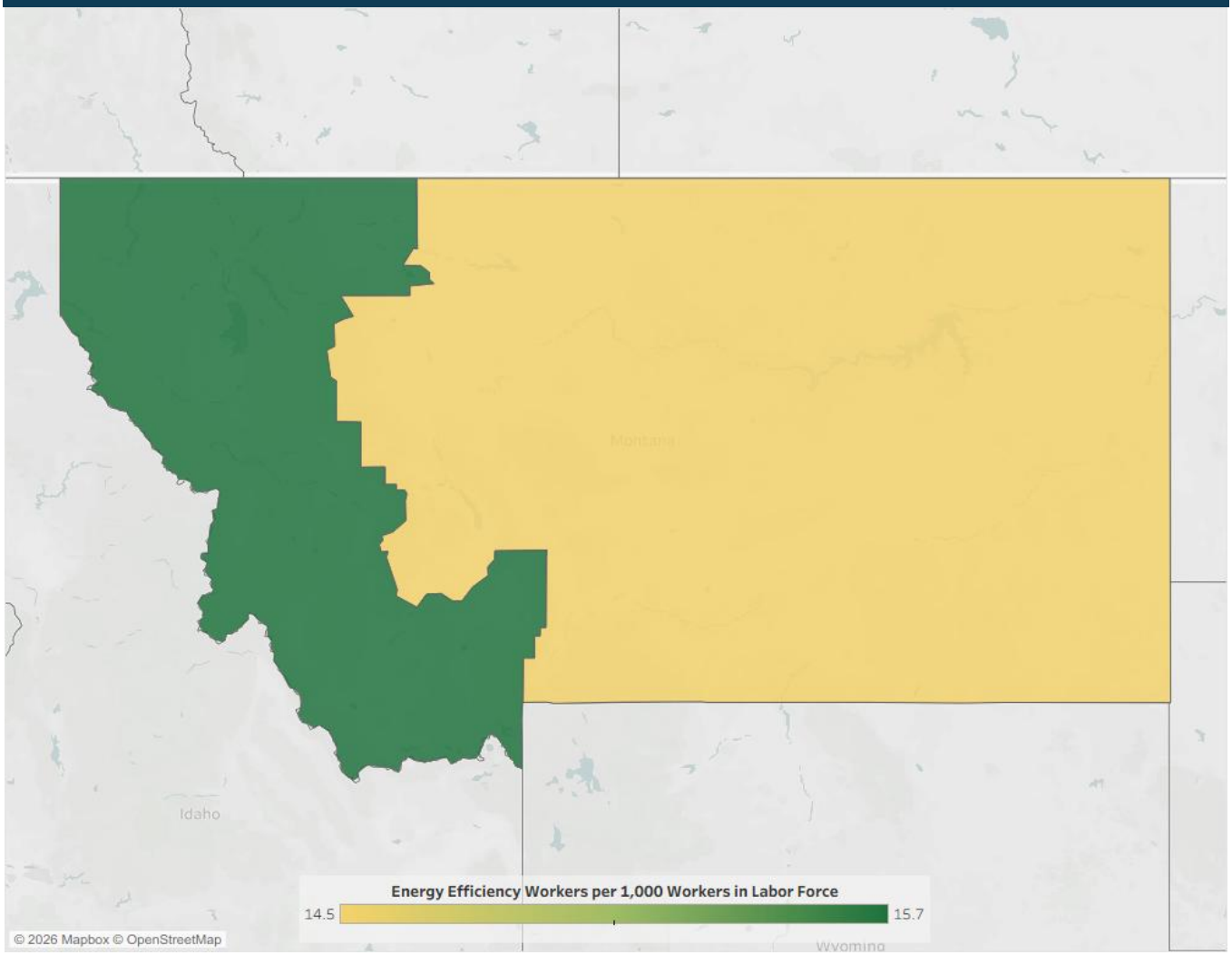
Gender in the Montana EE Workforce



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

Energy efficiency jobs are everywhere

EE Jobs by Congressional District



Congressional			Metropolitan Areas	
District	Jobs		Area	Jobs
1	4,604		Billings	1,839
2	4,007		Great Falls	665
			Missoula	987
			Rural	5,121

State Senate

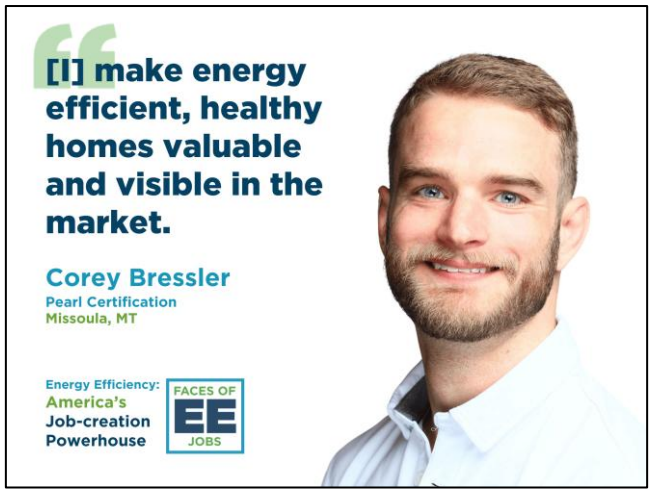
District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	76	16	39	31	214	46	182
2	214	17	71	32	650	47	149
3	14	18	89	33	552	48	307
4	401	19	176	34	331	49	165
5	42	20	344	35	144	50	<10
6	46	21	24	36	35		
7	52	22	326	37	166		
8	45	23	420	38	86		
9	82	24	406	39	159		
10	93	25	471	40	219		
11	206	26	<10	41	207		
12	238	27	317	42	50		
13	53	28	69	43	105		
14	92	29	82	44	91		
15	118	30	96	45	87		

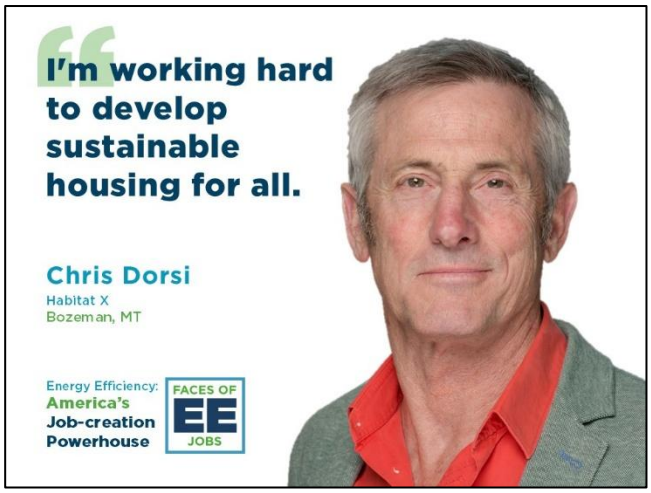
State House of Representatives

District	Jobs	District	Jobs	District	Jobs	District	Jobs
1	30	26	14	51	439	76	33
2	40	27	57	52	<10	77	95
3	100	28	29	53	188	78	53
4	99	29	40	54	106	79	<10
5	13	30	70	55	33	80	<10
6	<10	31	19	56	31	81	<10
7	373	32	17	57	17	82	<10
8	<10	33	31	58	60	83	249
9	39	34	35	59	471	84	192
10	79	35	48	60	90	85	38
11	<10	36	35	61	513	86	60
12	43	37	88	62	<10	87	19
13	29	38	76	63	605	88	66
14	19	39	40	64	59	89	43
15	34	40	245	65	<10	90	37
16	<10	41	16	66	<10	91	<10
17	31	42	<10	67	308	92	159
18	45	43	303	68	<10	93	15
19	166	44	<10	69	90	94	123
20	86	45	<10	70	45	95	227
21	192	46	349	71	33	96	59
22	<10	47	378	72	155	97	<10
23	222	48	<10	73	<10	98	154
24	<10	49	<10	74	<10	99	<10
25	36	50	<10	75	47	100	<10

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.