Vermont

Energy Efficiency Jobs in America

10,218
Total Jobs

What are EE jobs?

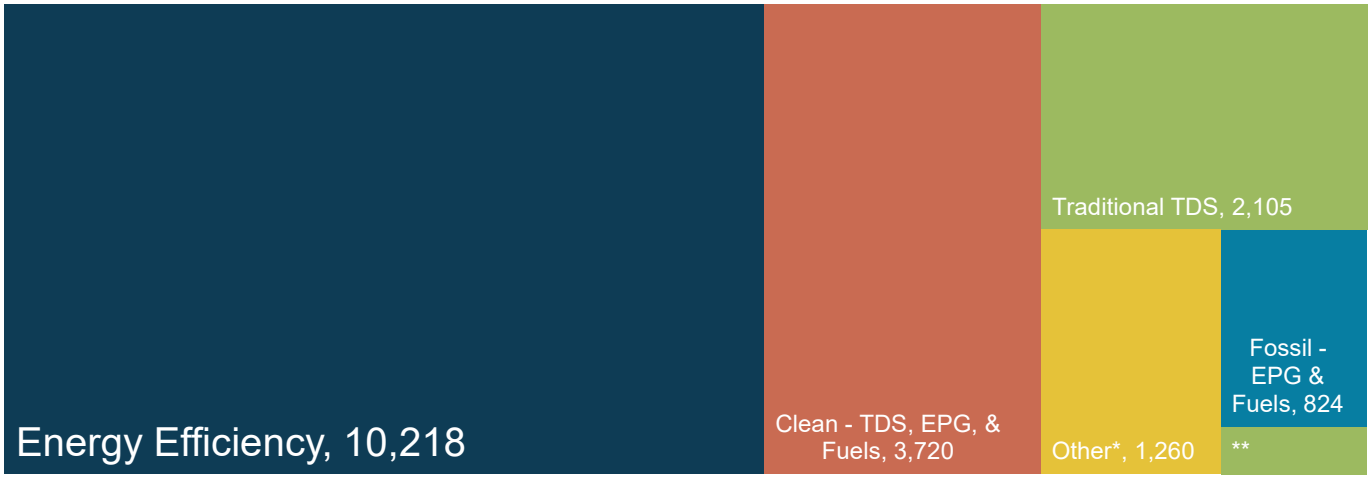
Jobs that reduce energy use by improving efficiency in appliances, buildings, data systems, financing, new technologies, and more.

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 Vermont?

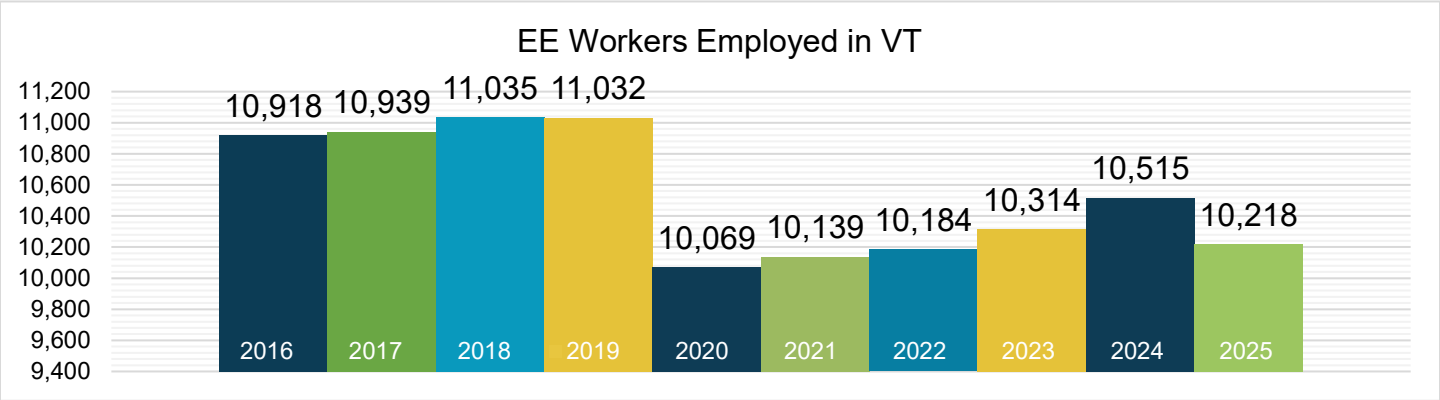
Energy efficiency is the largest energy sector in Vermont.

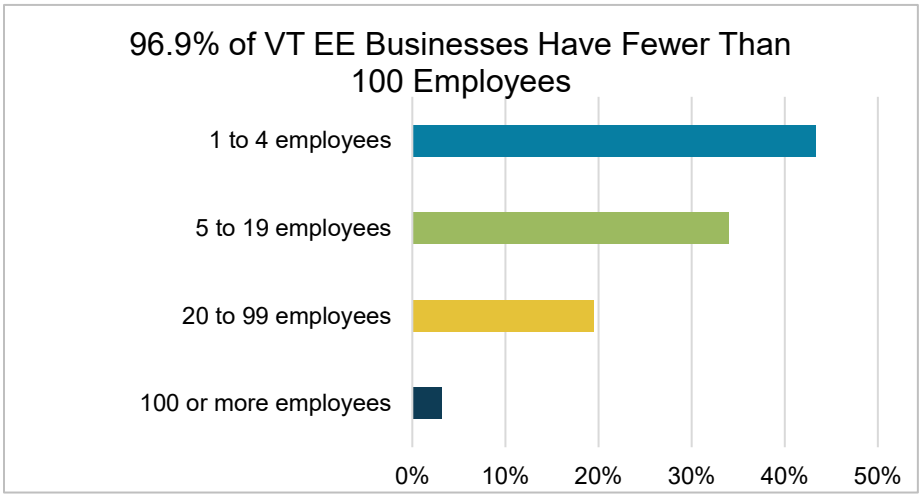


TDS = Transmission, Distribution, & Storage
EPG = Electric Power Generation
**Nuclear - EPG & Fuels = 199
*Includes other energy subsectors such as corn ethanol, woody biomass, large hydropower, and others.

Presented by:

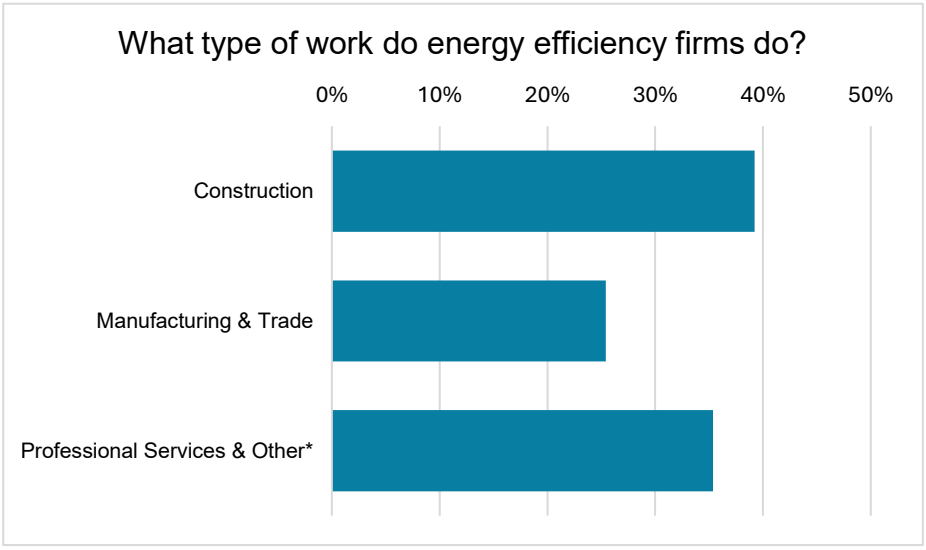
What does EE look like in Vermont?



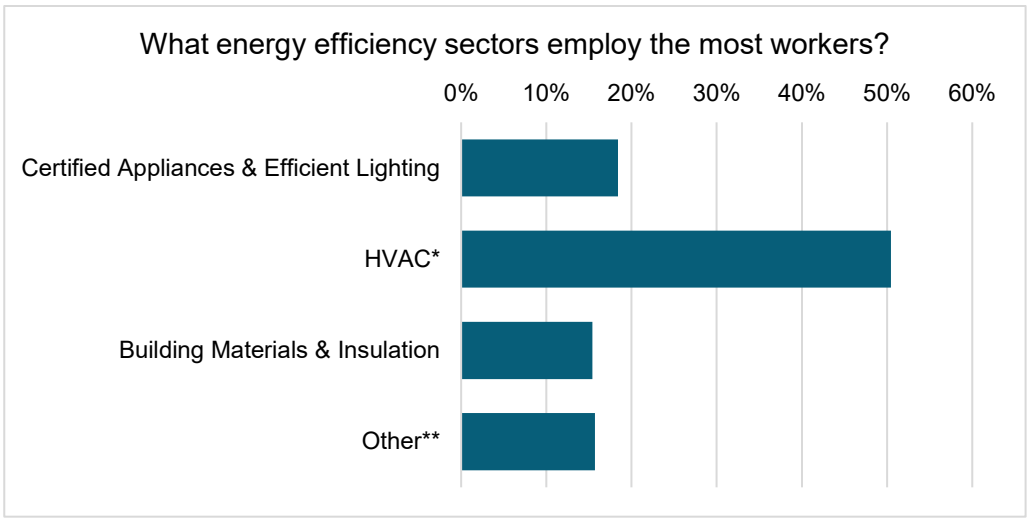


1,757
EE businesses in Vermont

EE construction workers comprise **19%** of Vermont's 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.



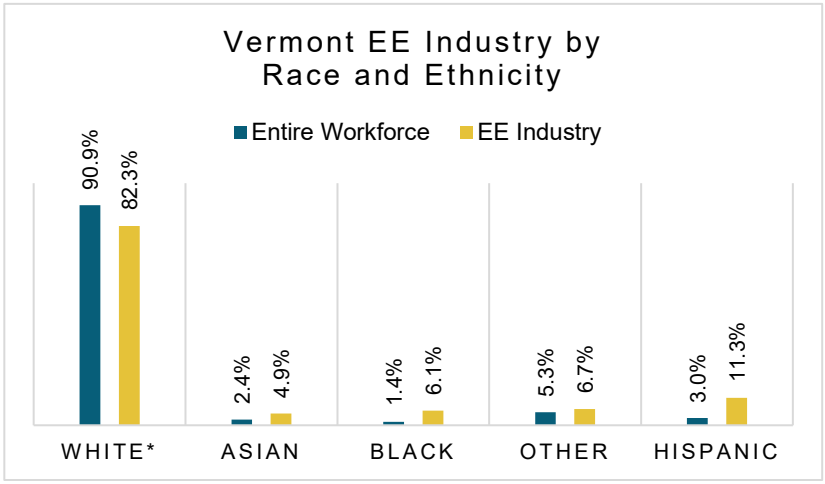
8% of Vermont EE workers are **veterans**

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 Vermont?

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

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



*Includes non-Hispanic and Hispanic whites.

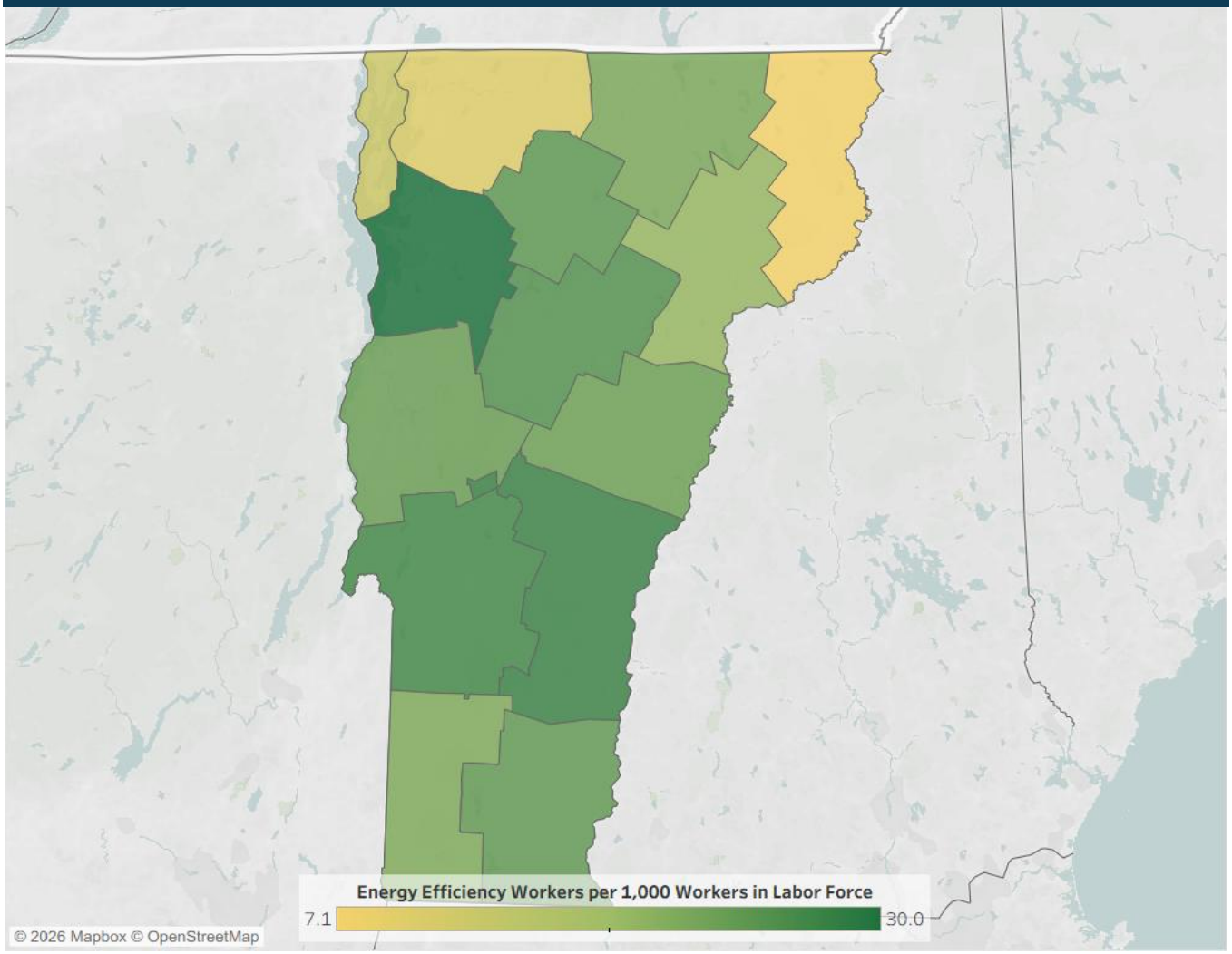
Gender in the Vermont EE Workforce



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 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 overall color gradient.

Congressional	
District	**Jobs**
1	**10,218**

Metropolitan Areas	
Area	**Jobs**
Burlington-South Burlington	**4,804**
Rural	**5,414**

State Senate							
District	Jobs	District	Jobs	District	Jobs	District	Jobs
ADD	555	CHN	369	GRI	472	RUT	794
BEN	465	CHS	1,655	LAM	302	WAS	916
CAL	229	ESX	215	ORA	314	WDH	527
CHC	2,076	FRA	245	ORL	229	WSR	856

State House of Representatives							
District	Jobs	District	Jobs	District	Jobs	District	Jobs
A-1	146	C-17	<10	L-3	57	W-4	65
A-2	26	C-18	275	L-W	105	W-5	53
A-3	111	C-19	424	O-1	36	W-6	51
A-4	104	C-20	38	O-2	82	W-7	<10
A-5	40	C-21	210	O-3	52	W-8	212
A-R	39	C-22	584	O-4	44	W-9	218
B-1	46	C-23	<10	O-L	90	WA-1	90
B-2	33	C-24	<10	OR-1	41	WA-2	89
B-3	29	C-25	46	OR-2	64	WA-3	218
B-4	85	C-F	283	OR-3	60	WA-4	167
B-5	153	CA-1	24	ORC	55	WA-5	21
B-R	46	CA-2	37	OWA	105	WA-6	75
C-1	120	CA-3	81	R-1	39	WAC	143
C-2	287	CAE	96	R-2	105	WAO	19
C-3	236	CAW	46	R-3	63	WWB	48
C-4	124	E-C	34	R-4	<10	Y-1	122
C-5	103	E-O	24	R-5	<10	Y-2	41
C-6	204	F-1	29	R-6	<10	Y-3	137
C-7	<10	F-2	<10	R-7	262	Y-4	23
C-8	<10	F-3	<10	R-8	64	Y-5	66
C-9	<10	F-4	54	R-9	62	Y-6	152
C-10	<10	F-5	37	R-10	54	Y-A	67
C-11	<10	F-6	16	R-11	33	Y-W	69
C-12	532	F-7	34	R-B	52	YO-1	60
C-13	<10	F-8	88	R-W	64	YO-2	109
C-14	62	GIC	49	W-1	28		
C-15	<10	L-1	76	W-2	49		
C-16	845	L-2	131	W-3	71		

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.