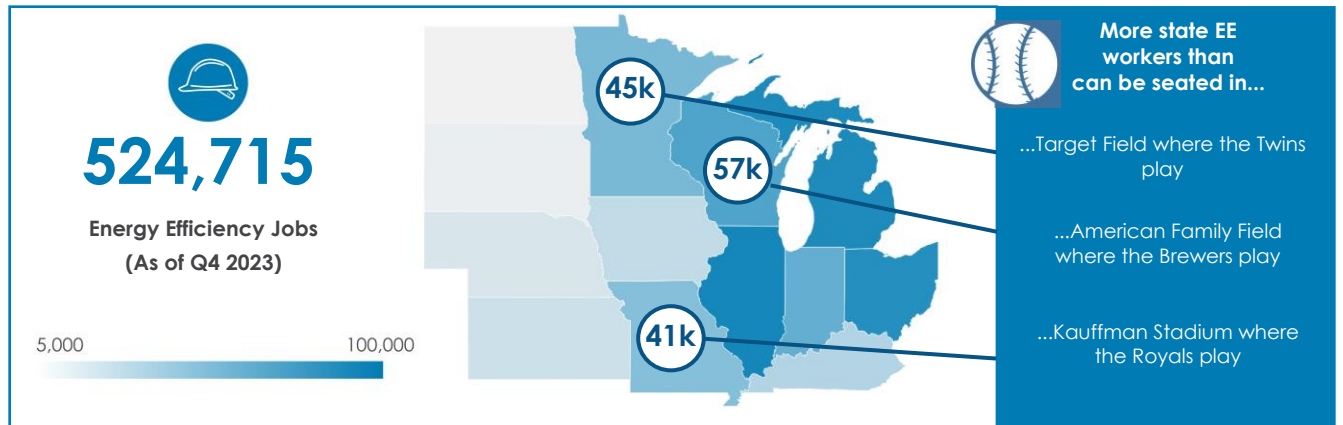


# What are Energy Efficiency Jobs?

## EE's Impact on the Midwest Economy

### Energy Efficiency Jobs 101

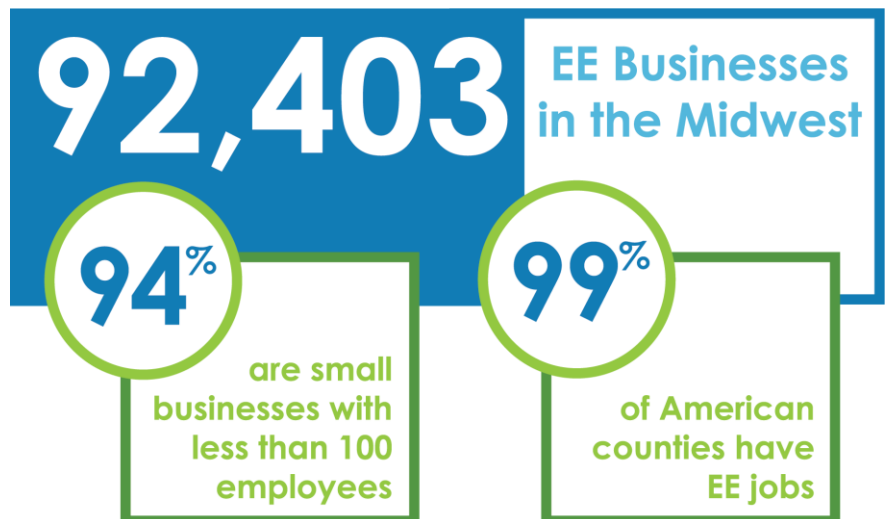
There are more jobs in energy efficiency than in any other energy sector in MEEA's thirteen-state territory. With 524,715 jobs, EE accounts for 66% of the Midwest's 800,646 clean energy workforce. 2024 data shows that energy efficiency jobs are growing at more than twice the rate of the national overall job growth (3.4 to 1.5%). And, with 83% of employers saying it's very or somewhat difficult to hire, there are many more jobs available.



### How does investment lead to EE jobs?

Strong state EE policies lead to utility investment and job sector growth. Energy efficiency policy rollbacks in the region threaten the sector's continued steady job growth in the Midwest.

MEEA conducted analysis in conjunction with Synapse Economics to dive deeper into this concept. Our report found that rollbacks of energy efficiency policies directly lead to job losses and negative economic consequences. Specifically, regressive policy changes like the large commercial and industrial customer opt-out in Illinois, hard caps on efficiency budgets in Iowa, and the repeal of Energy Efficiency Resource Standards in Indiana and Ohio led to the loss of 6,429 full-time equivalent jobs in those four states.



## What is an EE job?

No matter a person's skillset or education level, there is a place for everyone in energy efficiency as the field has openings that range from construction, engineering, sales, auditing and manufacturing. Regardless of educational attainment or professional certification level, there are opportunities throughout the EE sector for everyone. Between state decarbonization goals and federal infrastructure allocations, the need for workers in all of EE's fields will continue to grow.



## How do we build the future EE workforce?

Given the increasing demand for workers in the energy efficiency sector, it's important for policymakers to expand workforce training pipelines. Recruiting through targeted outreach, providing hands-on training in the field, offering paid training and learning opportunities and assisting individuals through wrap-around services can help grow and stabilize the field for decades to come.

Diversity in the EE sector could use improvement. Currently, 73% of workers in the energy efficiency field are male, far above the 53% in the national workforce. The field tends to be younger too, with only 14% older than 55. The industry's outsized percentage of veterans—9% of its workforce—demonstrates that targeted outreach and training can be effective. With additional effort in developing resources we can strengthen our industry by increasing workforce diversity.



The Midwest EE workforce is still down **6%** of its pre-COVID peak



EE jobs pay an hourly rate that's **28%** higher than the national median

### Sources:

[E2, 2024 Clean Jobs America](#)

[Building Performance Association, Energy Efficiency Jobs by State: 2024](#)

[U.S. Department of Energy, United States Energy & Employment Report 2024](#)