

KNOW YOUR WORKFORCE: Who are Certified Home Performance Contractors?

2010 Workforce Survey

BPI teamed with MIT PhD candidate, Ryan Hammond, to administer a workforce survey to 10,000 people who went through BPI certification exams. Over 2,000 responded.

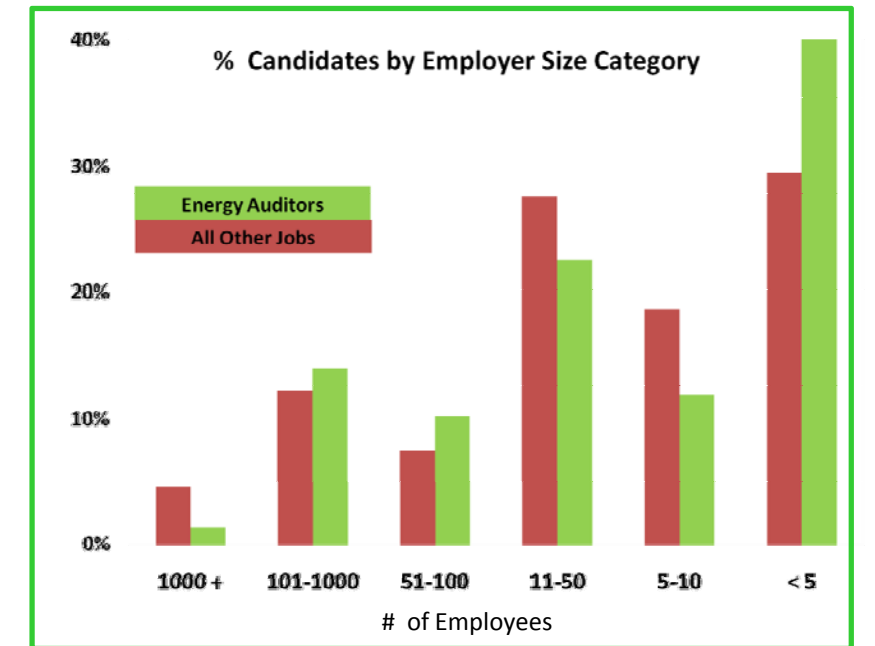
Goals:

- Provide *baseline for understanding* the composition of individuals seeking BPI certification in quickly expanding market
- Create system to *dynamically monitor* changes and for collecting real-time strategically relevant information for BPI on a go forward basis
- Provide *deeper insight into the motivations, needs, and attitudes* of energy efficiency workforce

WHERE ARE THEY WORKING?

% All Candidates by Employer Type

Contractor specializing in REE	23.3%
Self-Employed/Sole Proprietor	21.0%
Non-Profit Organization	12.5%
Contractor not specializing in REE	11.7%
Government Program (WAP etc.)	9.7%
Other - REE related	8.4%
Community College/University	4.9%
Utility Company	4.4%
Other for profit company	2.6%
Other - Non-REE related	1.2%



% Energy Auditors by Selected Employer Type

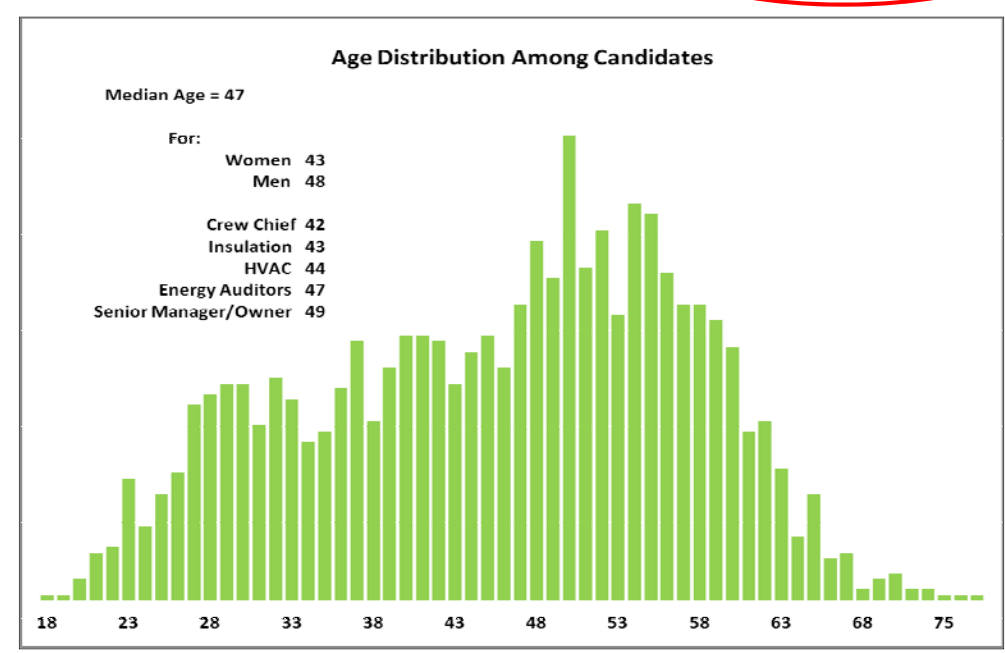
Contractor specializing in REE	19.1%
Self-employed/Sole proprietor	26.6%
Non-profit organization	15.9%
Contractor not specializing in REE	7.9%
Government program (WAP etc.)	16.1%
Other - residential energy related	6.0%
Utility Company	6.2%

Tenure w/ Employer	% Respondents
less than 1 year	23%
1-2 years	24%
3 - 5 years	18%
6 - 10 years	12%
more than 10 years	22%

WHO IS SEEKING CERTIFICATION?

- Almost 50% of respondents had a college degree or advanced degree
- Certification from HERS and Community Colleges and Local Programs are common. So are General Contractor Licenses.
- Only 28% have none of these certifications
- Exam takers are spread widely across age groups but over half are 47 or older.
- Individuals reporting their primary job as Energy Auditor have one of the oldest averages, Crew Chiefs the youngest.

% of Total Respondents							
Male	90%						
Holding Related Certifications	HERS 29%	NATE 4%	HVAC Man 9%	Insulat. Mfg. 5%	LEED 9%	GC License 25%	Local Program Cert 34%
Highest Education Level	< High School 0.5%	High School 9.6%	Some College 27.5%	2-Year Degree 12.8%	4-Year Degree 35.3%	Masters Degree 13.0%	PhD/JD 1.4%



Job Characteristics and Quality

Health and Pension Benefits

By Job Category

% Who Receive Through Employer	Health Benefits	Retirement Benefits	Union Member
All job categories	54%	41%	6%
Insulation Installation	44%	37%	8%
Crew Chief	46%	28%	8%
Energy Auditor	48%	38%	3%
HVAC Specialist	75%	55%	7%
Other - Misc	69%	56%	9%
Sales and Marketing	55%	37%	2%
Senior Manager/Owner	48%	34%	4%
Trainer	65%	59%	15%

By Organization Type

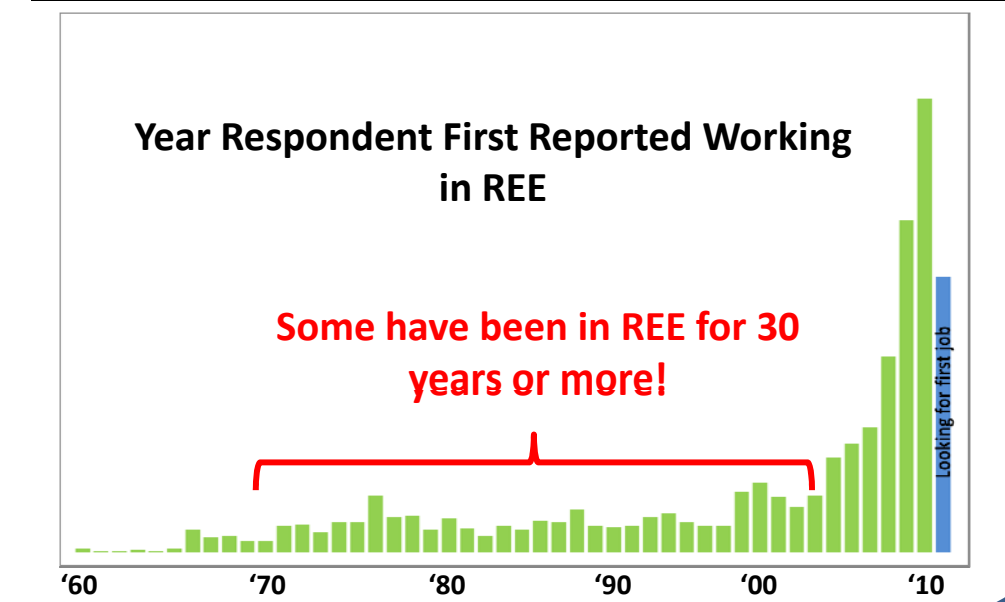
% Who Receive Through Employer	Health Benefits	Retirement Benefits	Union Member
All Organizations	54%	41%	6%
CC/University	66%	60%	27%
Gvt. Program	78%	63%	10%
Non-Profit	83%	63%	4%
Other - Non-REE related	81%	69%	31%
Other - REE related	62%	53%	11%
Other-For Profit	85%	59%	9%
Contractor NOT spec. REE	58%	46%	4%
Contractor spec. REE	41%	25%	2%
Self-employed	20%	14%	1%
Utility	84%	80%	4%

WHAT ARE THEY DOING NOW?

WORKING IN RESIDENTIAL ENERGY EFFICIENCY

- Most respondents are employed largely in REE by the end of the year they take a BPI exam
- 25% are still seeking jobs in REE
- Most Candidates consider themselves to having worked in REE for the first time only in last few years.
- Many are still looking for their first job in REE.

% of Respondents	
Employed FT in REE	61%
Employed PT in REE	11%
Employed but Seeking REE Job	11%
Unemployed, Seeking REE Job	13%
Never Employed in REE and Not Looking	2%
Was Employed in REE and Left Field	1%

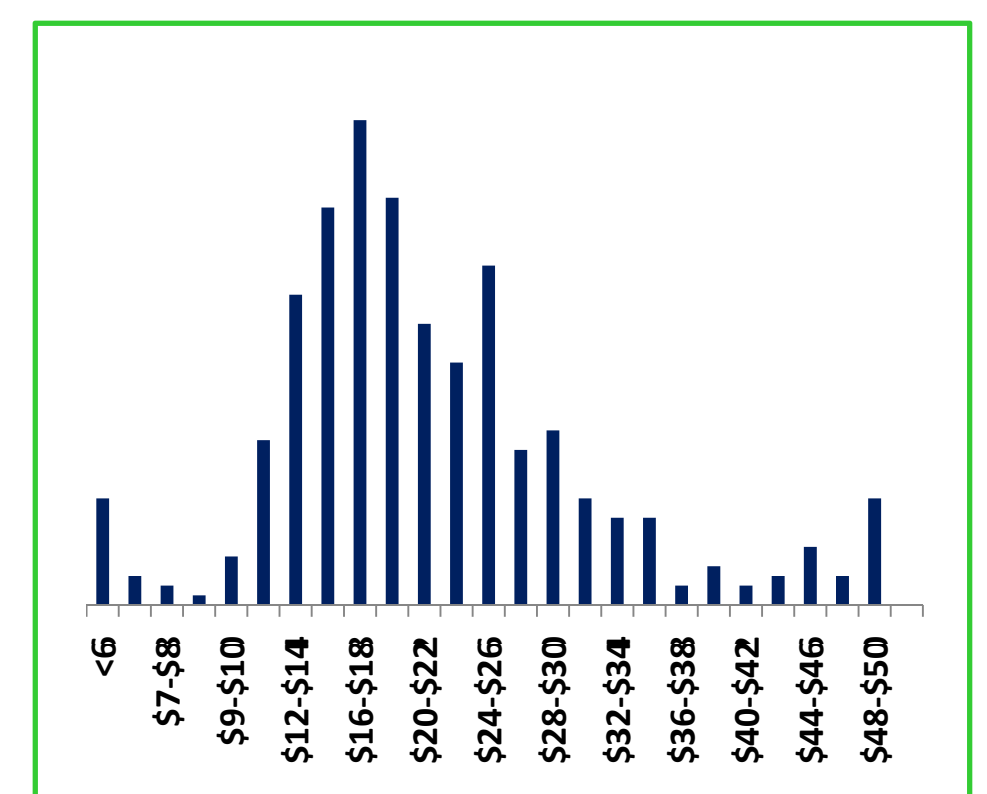


JOB CHARACTERISTICS AND QUALITY

Reported Median Wages Categories by Job

Job Category	Modal Wage Category
Insulation Installation	\$14-\$16/hour**
Crew Chief	\$16-\$18/hour**
Energy Auditor	\$18-\$20/hour
HVAC Specialist	\$24-\$26/hour**
Other - Misc	\$22-\$24/hour
Sales and Marketing	\$22-\$24/hour**
Senior Manager/Owner	\$28-\$30/hour
Trainer	\$24-\$26/hour

Distribution of Reported Wages for Energy Auditor



**Based on limited data

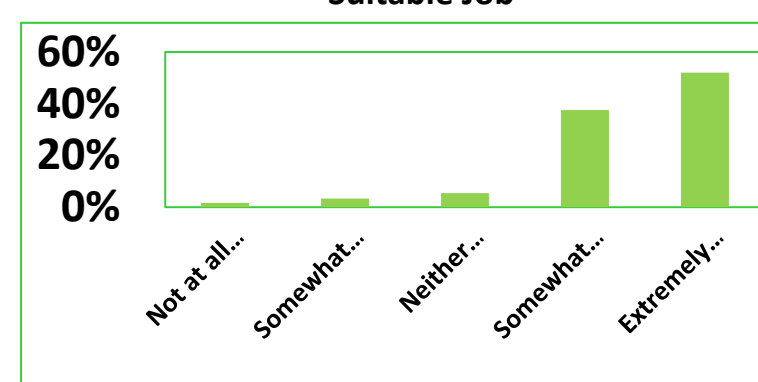
WHO IS SEEKING CERTIFICATION?

Currently Unemployed BPI Candidates

- BPI Candidates who are unemployed have been so for over a year
- BPI certification is considered very important in their efforts to find employment



Importance of BPI Certification in Finding a Suitable Job



JOB CHARACTERISTICS AND QUALITY

Overall, perceived job quality appears to be relatively high across a number of dimensions across most jobs. Career Advancement Opportunities are the most negatively perceived.

Job Quality Index by Job

% Very or Somewhat Satisfied	Training and Skill Development		Career Advancement Opportunities
	Control Over Work	Control Over Work	
All job categories	75%	83%	59%
Insulation Installation	65%	68%	45%
Crew Chief	60%	84%	48%
Energy Auditor	73%	80%	54%
HVAC Specialist	72%	82%	59%
Other - Misc	75%	79%	59%
Sales and Marketing	72%	78%	62%
Senior Manager/Owner	80%	90%	71%
Trainer	83%	90%	62%