

EXPLORING CAREERS IN WEATHERIZATION

WEATHERIZATION CAREER GUIDE

Green jobs are essential to mitigating the effects of and building resilience to climate change — and they're growing rapidly. Recent trends indicate rapid expansion in the green job market, promising an array of exciting and well-paid career paths and opportunities for the next generation of workers.

CONTENTS

A Growing Industry	2
Working in Weatherization	3
Weatherization Careers	4
Weatherization Technician	5
Weatherization Crew Leader	6
Residential Energy Auditor	7
Quality Control Inspector	8
Weatherization Manager	9
Energy Manager	10
Building Energy Code Official	11
Pathways for Advancement	12
More Jobs to Explore	14
Your Next Steps	15
1. Career Exploration	15
2. Relevant Training, Certifications, and Licensing	15
3. Connecting with Employers & Looking for Opportunities	15
Additional Resources	16

A GROWING INDUSTRY

A career in weatherization is a career in a growing industry full of opportunities. No matter where you are in life, hands-on training offered through your school or employer can give you the chance to take your first step towards a better future.

It's not easy work. It will take grit and determination, but it's a worthwhile opportunity to serve your community.

If you're ready to take that first step—to take your strengths and turn them into a career—you're in the right place.

Note: This guide is for educational purposes only and does not constitute an endorsement of any specific programs, companies, products, or services.

WORKING IN WEATHERIZATION

Weatherization is both a stable career and a benefit to the community. It looks at houses like a system, finding ways to make them safer and more comfortable for the people who call them home.

As a weatherization professional, you'll lead the charge, creating safer, healthier, and more affordable living situations for people in your community. You'll learn how to use the tools of the trades to make small improvements to homes that have a big impact—lowering energy usage, improving air quality, and increasing protection against the elements. This includes updating insulation and ventilation, duct sealing, heating system repairs or replacements, and much more. It's part of the larger energy efficiency industry, which lowers energy use through advancements in technology, the use of more efficient appliances, the construction of energy-saving buildings, and the optimization of energy systems.

There are many specialists involved in weatherizing homes, including Energy Auditors, Weatherization Technicians, Crew Leaders, and Quality Control Inspectors. With roughly 550,000 homes in Pennsylvania weatherized over the last 45 years, weatherization professionals are in strong demand. This is an opportunity to build a long-lasting career with thousands of opportunities to grow across the state.

For in-depth information about potential career paths, education requirements, salary information, and more, visit IREC's [Green Buildings Career Map](#).



WEATHERIZATION CAREERS



WEATHERIZATION TECHNICIAN

ALSO KNOWN AS: RETROFIT INSTALLER

Weatherization Technicians evaluate properties to identify energy efficiency opportunities and install weatherization measures (retrofits) to optimize energy usage and comfort. They also perform health and safety testing before and after retrofits.

Specific responsibilities include:

- Conducting blower door air testing for building shell tightness
- Performing caulking, weatherstripping, and window/door replacement
- Implementing pipe wrap, window repairs, and drywall repairs as needed
- Installing insulation on ductwork, roofs, and in attics/basements
- Upgrading thermostats and lighting to enhance energy efficiency

QUALIFICATIONS

- High school diploma or equivalent
- Entry-level position with some experience in construction or energy efficiency preferred, but not necessary

Recommended Training and Credentials:

- OSHA 10 completion card
- Building Performance Institute (BPI) Building Science Principles Certificate of Knowledge
- BPI Building Analyst Technician Certification
- BPI Home Energy Professional Retrofit Installer Certification

CAREER PATHWAYS

From Weatherization Technician, you can advance to roles such as:

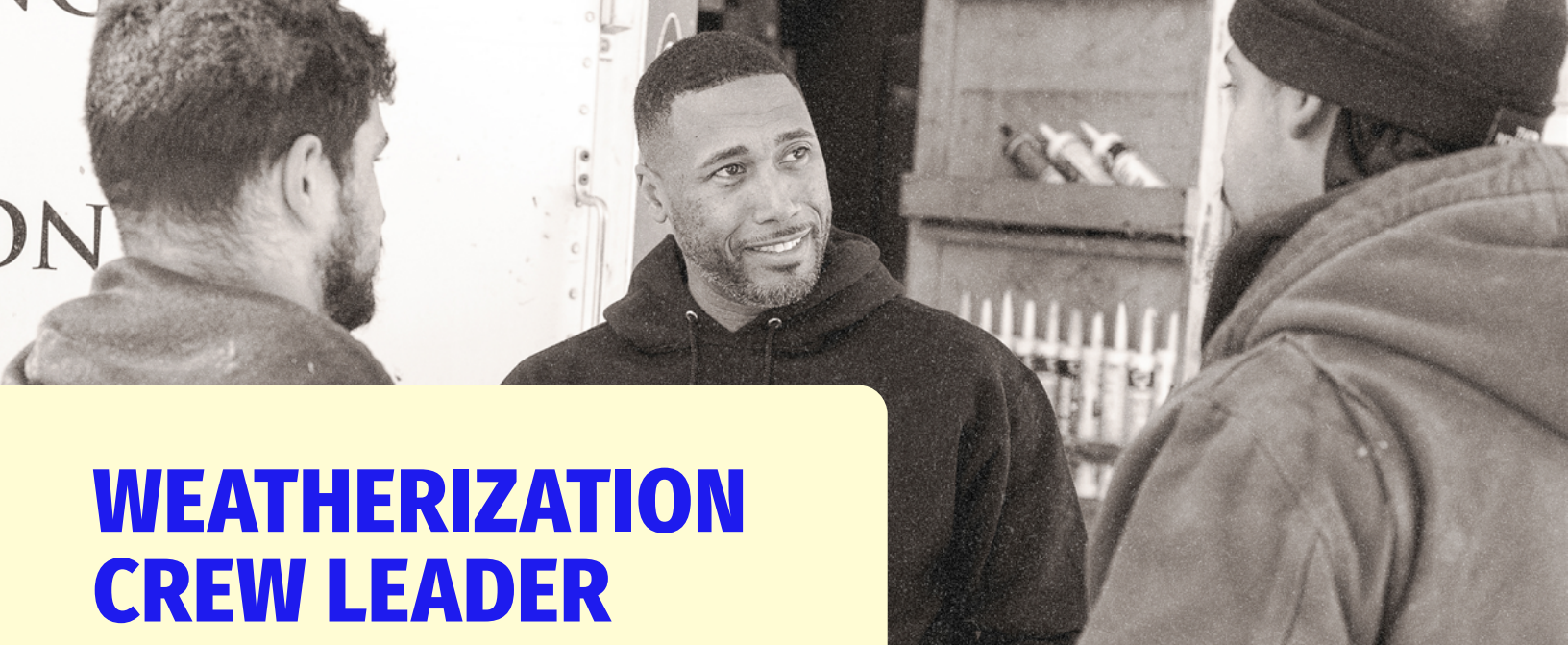
- Weatherization Crew Leader
- Sales Representative

For more information on this position, including example career paths, certification & education requirements, salary information, and more, we recommend visiting its listing in IREC's [Green Buildings Career Map](#).

MYTH-BUSTING

Myth: Weatherization jobs are low paying.

Fact: Weatherization jobs often offer competitive salaries and benefits, especially as the demand for the industry continues to grow. As you grow in the industry, so will your salary, along with room for advancement and access to more training.



WEATHERIZATION CREW LEADER

ALSO KNOWN AS:
BUILDING ANALYST TECHNICIAN

Weatherization Crew Leaders oversee home energy retrofit and upgrade projects from start to finish, with direct oversight for crew members, materials, diagnostic testing procedures, managing installation quality, and worksite safety.

Specific responsibilities include:

- Reviewing job proposals
- Establishing work plans
- Assigning crews
- Managing necessary equipment, tools, and materials

QUALIFICATIONS

- High school diploma or equivalent
- At least 1–3 years of work experience, preferably as a Weatherization Technician

Recommended Training and Credentials:

- OSHA 10 completion card
- BPI Building Science Principles Certificate of Knowledge
- BPI Site Supervisor Certificate
- BPI Home Energy Professional Crew Leader Certificate

CAREER PATHWAYS

From Crew Leader, you can advance to roles such as:


- Residential Energy Auditor
- Sales Representative
- Quality Control Inspector
- Weatherization Manager

For more information on this position, including example career paths, certification & education requirements, salary information, and more, we recommend visiting its listing in IREC's [Green Buildings Career Map](#).

MYTH-BUSTING

Myth: Weatherization work is only temporary.

Fact: Weatherization work has been in high demand in the United States since the 1970s when the U.S. Department of Energy established the Weatherization Assistance Program. As the demand for energy efficiency improvements and sustainable practices grows, so does the demand for weatherization. This is a job that can lead to a long-term career.



RESIDENTIAL ENERGY AUDITOR

ALSO KNOWN AS:
BUILDING ANALYST PROFESSIONAL

Residential Energy Auditors inspect, test, and evaluate residential buildings to determine energy efficiency needs, conduct various safety tests, and install direct measures.

Specific responsibilities include:

- Finding areas of air leakage
- Troubleshooting technical problems
- Advising customers on recommended solutions and related energy education
- Identifying, communicating, and documenting health and/or safety concerns such as gas leaks, carbon monoxide, mold, and asbestos

QUALIFICATIONS

- High school diploma or equivalent
- 3–5 years of work experience, preferably as a Weatherization Technician or Crew Leader

Recommended Training and Credentials:

- OSHA 10 completion card
- BPI Home Energy Professional Auditor Certificate
- AEE Certified Energy Auditor
- RESNET HERS Certified Rater

CAREER PATHWAYS

From Residential Energy Auditor, you can advance to roles such as:

- Building Performance Specialist
- Quality Control Inspector
- Energy Manager

For more information on this position, including example career paths, certification & education requirements, salary information, and more, we recommend visiting its listing in IREC's [Green Buildings Career Map](#).

MYTH-BUSTING

Myth: Weatherization jobs are not skilled work.

Fact: The weatherization industry relies on a range of specialized skills that require training and certification, including conducting energy audits, performing HVAC system upgrades, and managing related administrative tasks.



QUALITY CONTROL INSPECTOR

Quality Control Inspectors verify the compliance of home energy retrofit projects according to work plans, standards, and government regulations. Using their extensive knowledge of building science and regulatory standards, they also ensure projects are implemented according to plan.

QUALIFICATIONS

- High school diploma or equivalent
- At least 3–5 years of work experience, preferably as an Energy Auditor

Recommended Training and Credentials:

- OSHA 10 Certificate
- BPI Building Science Principles Certificate of Knowledge
- BPI Building Analyst Technician Certificate
- BPI Building Analyst Professional Certificate
- BPI Home Energy Professional Quality Control Inspector Certificate

CAREER PATHWAYS

From Quality Control Inspector, you can advance to roles such as:

- Energy Manager
- Building Performance Specialist

For more information on this position, including example career paths, certification & education requirements, salary information, and more, we recommend visiting its listing in IREC's [Green Buildings Career Map](#).

MYTH-BUSTING

Myth: There are limited career advancement opportunities in weatherization.

Fact: The weatherization industry offers many pathways for career advancement, including roles in project management, specialized technical positions, crew leader positions, and more. Many companies invest in their employees, offering professional development opportunities to further your education and/or training, so you learn while you earn.



WEATHERIZATION MANAGER

ALSO KNOWN AS: PROJECT MANAGER,
DIRECTOR OF WEATHERIZATION SERVICES,
WEATHERIZATION PROGRAM ADMINISTRATOR

Weatherization Managers oversee and manage the implementation of weatherization and/or energy efficiency retrofit projects.

Specific responsibilities include:

- Developing project plans, scopes of work, timelines, and budgets for weatherization and/or energy efficiency retrofit projects, ensuring successful implementation within those constraints
- Collaborating with energy professionals such as energy assessors, technicians, and engineers to analyze energy needs and recommend appropriate retrofit measures

QUALIFICATIONS

- High school diploma or equivalent
- At least 5 years of job experience

Recommended Training and Credentials:

- Associate's degree or higher in Engineering, Architecture, Construction Management, or a related field
- BPI Building Science Principles Certificate of Knowledge

CAREER PATHWAYS

From Project Manager, you can advance to roles such as:

- Program Manager

For more information on this position, including example career paths, certification & education requirements, salary information, and more, we recommend visiting its listing in IREC's [Green Buildings Career Map](#).

MYTH-BUSTING

Myth: Weatherization is only relevant in colder climates.

Fact: Weatherization is important in all climates. It improves energy efficiency, reduces utility costs, and enhances indoor comfort regardless of regional temperatures.



ENERGY MANAGER

Energy Managers evaluate and manage energy use in buildings or complexes such as hospitals, hotels, schools, and apartments.

Specific responsibilities include:

- Determining and implementing the best methods to optimize building performance and reduce energy usage across a company's buildings and business practices
- Being responsible for the operation and maintenance of all energy and utility systems

QUALIFICATIONS

- Bachelor's degree or higher in Environmental Science, Environmental Engineering, Mechanical Engineering, Electrical Engineering, or a related field
- At least 3–5 years of work experience

CAREER PATHWAYS

From Energy Manager, you can advance to roles such as:

- Energy Engineer
- Building Scientist

For more information on this position, including example career paths, certification & education requirements, salary information, and more, we recommend visiting its listing in IREC's [Green Buildings Career Map](#).

BUILDING ENERGY CODE OFFICIAL

ALSO KNOWN AS: BUILDING ENERGY CODE INSPECTOR, RESIDENTIAL BUILDING INSPECTOR, ENERGY CODE INSPECTOR

Building Energy Code Officials ensure compliance with local, state, and federal energy codes and regulations in the construction and renovation of buildings.

Specific responsibilities include:

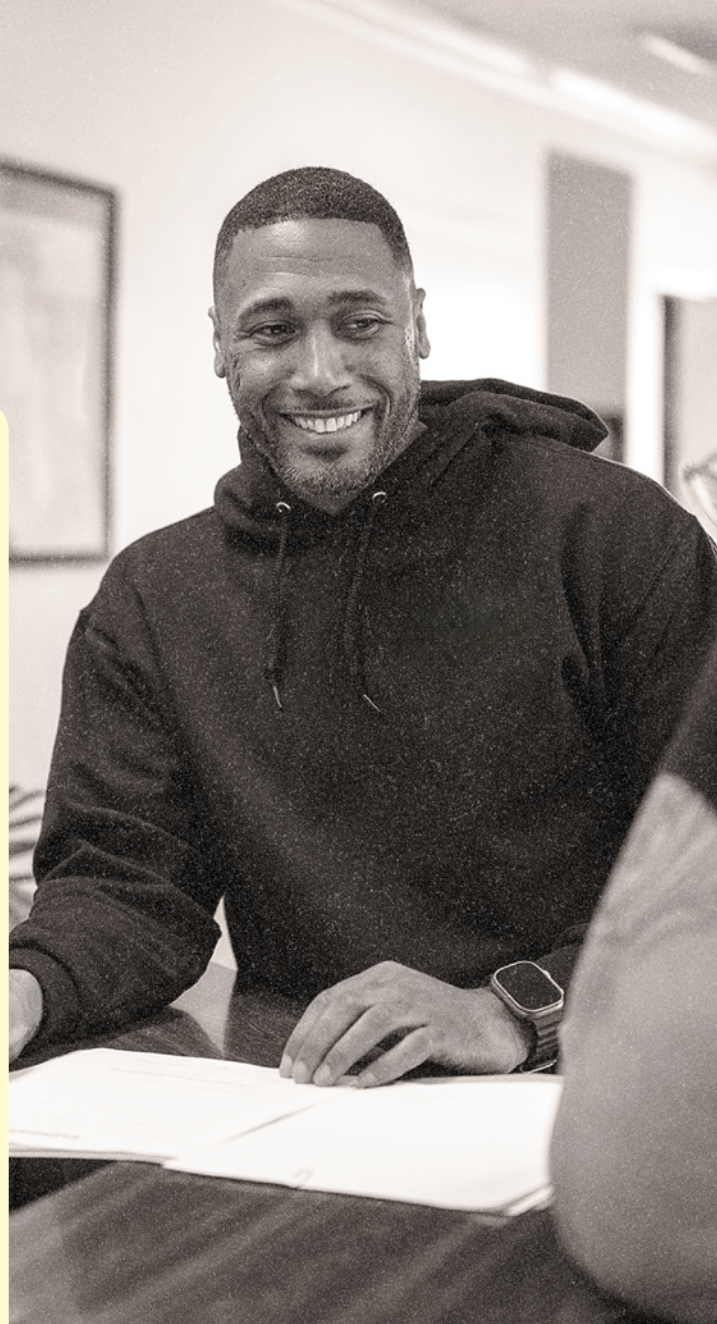
- Reviewing construction plans and conducting on-site inspections of buildings during and after construction to verify that energy systems (e.g., insulation, HVAC, lighting, windows) meet code requirements
- Interpreting and enforcing energy codes, including issuing notices of violation and ensuring corrective actions are taken within specified timelines

QUALIFICATIONS

- At least 5 years of experience in residential building or design of buildings that are under the 2018 International Residential Code (IRC)
- ICC Residential Building certification, Residential Energy certification, and Residential Mechanical certification

Recommended Training and Credentials:

- Training in blower door tests
- BPI Infiltration and Duct Leakage Certification



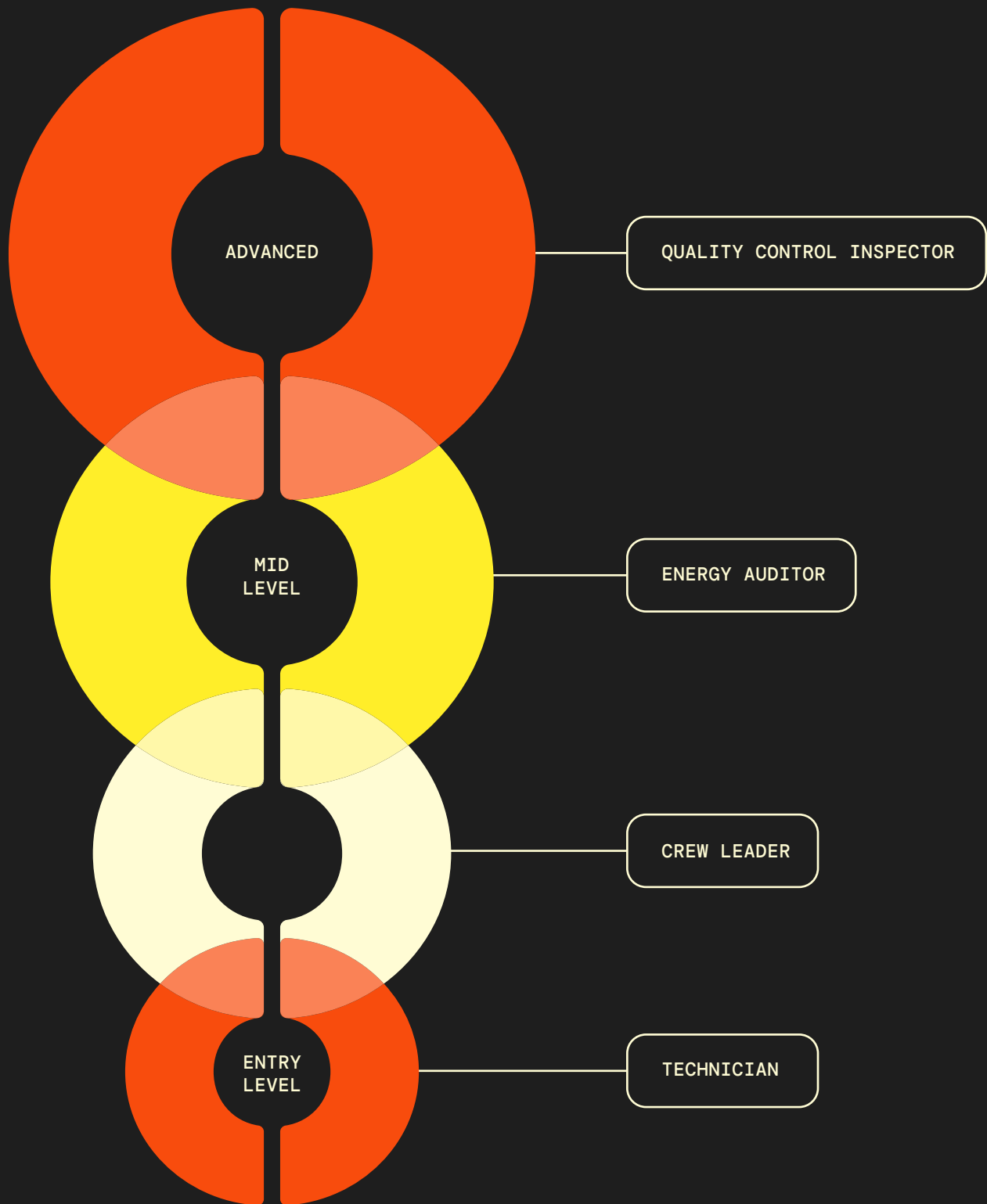
CAREER PATHWAYS

From Building Energy Code Official, you can advance to roles such as:

- Energy Engineer
- Building Scientist

For more information on this position, including example career paths, certification & education requirements, salary information, and more, we recommend this [article by the International Code Council](#).

PATHWAYS FOR ADVANCEMENT

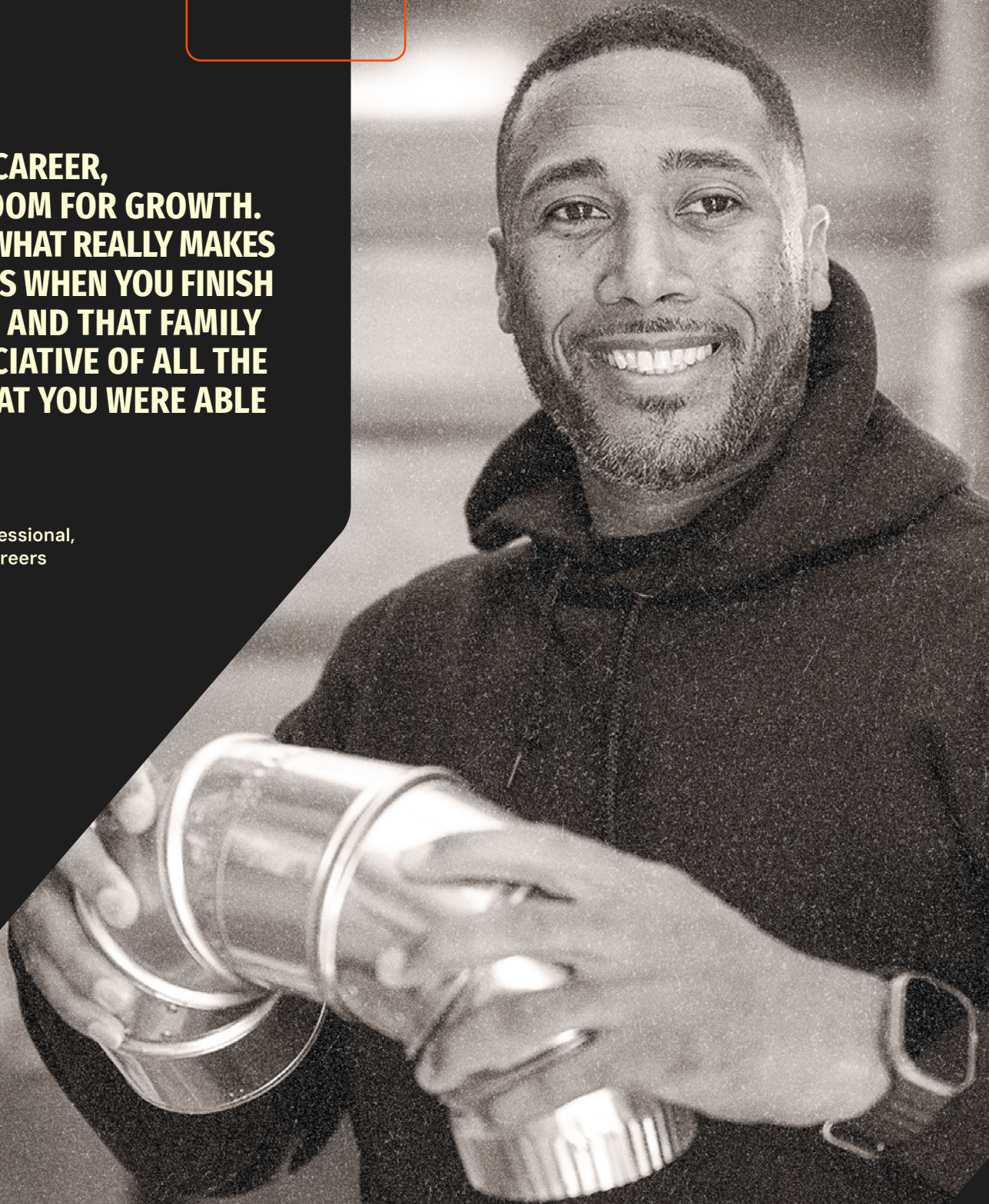




**IT'S A GOOD CAREER,
YOU HAVE ROOM FOR GROWTH.
BUT, I THINK WHAT REALLY MAKES
IT WORTH IT IS WHEN YOU FINISH
THE PROJECT AND THAT FAMILY
IS SO APPRECIATIVE OF ALL THE
SERVICES THAT YOU WERE ABLE
TO PROVIDE.”**

—Otis McNeil

Building Analyst Professional,
on weatherization careers



MORE JOBS TO EXPLORE

CONSTRUCTION

- Carpenter
- Masonry Technician

RENEWABLE ENERGY

- Solar Hot Water Plumbing Technician
- Geothermal Technician
- Renewable Energy Research Scientist

ENERGY EFFICIENCY & HOME PERFORMANCE

- HVAC Technician
- Solar Photovoltaic Installer
- Heat Pump Technician
- EV Mechanic/Technician
- Wind Turbine Technician

DESIGN & MANAGEMENT

- Occupational Health & Safety Specialist
- Environmental Scientist
- Environmental Engineer
- Sustainability Manager
- City Planner (also known as Urban or Regional Planners)
- Natural Resource Manager

ANCILLARY ROLES

- Program Manager (also known as Program Coordinator)
- Office Administrator (also known as an Administrative Assistant)
- Customer Service Representative
- Financial Manager
- Human Resources Manager
- Marketing & Outreach Specialist

OTHER

- Environmental Educator
- Landscape Manager

YOUR NEXT STEPS

1. CAREER EXPLORATION

- Now that you've gotten a taste of some of the directions you could take your career in, now's the time to further research on the job positions that piqued your interest. Keep reading for further resources.
- If you're a student and want some insight, meet with your school's career counselor, who is there to aid in your career exploration journey. They can help you narrow down options and guide you to relevant training, certification, and education programs as necessary to achieve your dream career.
- Lastly, speak with your school's work-based learning coordinator (also known as a cooperative education coordinator) to get involved with employers while you're still in school. Programs such as job-shadowing, internships, and cooperative education programs can give you valuable experience training in the career of your choice before you graduate while still earning you school credit.

2. RELEVANT TRAINING, CERTIFICATIONS, AND LICENSING

- To get you on the right path, determine what training, certifications, and licenses you need for the position you are aiming to apply for. Use this guide to help you, speak with your school's career counselor, and if possible, speak to someone in the industry.
- Research apprenticeship programs, postsecondary educational programs, and certifications through community colleges, colleges and universities, and training providers.
- If appropriate, find scholarships to support furthering your education and training needs.

3. CONNECTING WITH EMPLOYERS & LOOKING FOR OPPORTUNITIES

Once you are workforce-ready, it's time to look for employment opportunities!

- Attend career fairs & local networking events to learn more about your local companies and their open positions
- Speak with your local relevant union
- Use online job boards and recruiting sites such as Green Workforce Connect, LinkedIn, Indeed, ZipRecruiter, and PA CareerLink



ADDITIONAL RESOURCES

IREC's [Green Buildings Career Map](#).

Still not sure which job is right for you?
Take the [Get Into Energy Career Quiz](#).

PA's [Weatherization Assistance Program](#).



 **WEATHER**
THE FUTURE.

NEXT
DOOR READY
TO WORK
PROGRAM