get into energy
WITH THE CENTER FOR ENERGY WORKFORCE DEVELOPMENT

Career Pathway Spotlight

Discover a Career as a Building Performance Technician

Discover your career in energy!

Building Performance Technicians help homes and businesses work better by diagnosing energy waste, improving comfort, and reducing operating costs through targeted weatherization and efficiency upgrades.

Residential Energy Auditing and Weatherization

Building Performance Technicians visit homes to conduct diagnostic energy assessments, identifying problems that drive energy waste, discomfort, and unhealthy indoor conditions. They implement weatherization improvements that make homes more efficient, comfortable, and affordable.

Commercial Building Performance & Diagnostics

In offices, schools, hospitals, and other commercial facilities, Building Performance Technicians use specialized diagnostic equipment and building management data to identify HVAC inefficiencies, envelope deficiencies, and operational issues.

Energy Modeling and Program Compliance

Using energy modeling software, Building Performance Technicians simulate building energy use to evaluate improvement options, verify code compliance, and document projected savings. Their analysis translates field data into investment recommendations for building owners and program administrators.

CAREER PATH

Start with:

» A high school diploma or GED

Get Educated:

» An associate degree or vocational certificate
» A workforce training program through a community college, vocational school, or state weatherization program
» An apprenticeship through a union or trade organization

International Brotherhood of Electrical Workers (IBEW) and affiliated training programs
United Association (UA) of Plumbers and Pipefitters HVAC apprenticeships

» Military service (e.g., Army 91C Utilities Equipment Repairer, Air Force 3E1 Heating, Ventilation, Air Conditioning and Refrigeration Technician)

Specialize With:

Knowledge in:

» Weatherization
» Air sealing
» HVAC diagnostics
» Building science
» Energy modeling

OCCUPATIONAL SKILLS

» Reading and interpreting building plans, energy reports, and diagnostic data
» Identifying and addressing building envelope deficiencies
» Understanding HVAC system operation and common failure modes
» Communicating findings and recommendations clearly to building owners and occupants
» Safe handling of insulation materials and use of personal protective equipment
» Attention to indoor air quality, health and safety standards, and building codes

BENEFITS

These energy industry careers offer:

» Growing demand as homes and businesses upgrade to meet efficiency and climate goals
» Upward and continued career growth
» Work-life balance: your work stays at work
» Competitive pay and benefits in a field with strong public and private investment
» Meaningful work that improves comfort, lowers costs, and reduces environmental impact

What Might You Do As A Building Performance Technician?

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ENTRY LEVEL
1-4 years

What you will do:

- Assist lead technicians with residential and commercial energy audits and site assessments
- Install weatherization measures under supervision
- Operate diagnostic equipment such as blower door fans and duct leakage testers with guidance from senior staff
- Record audit findings, field measurements, and installation documentation accurately
- Follow safety protocols for working in occupied buildings and handling insulation and chemical materials
- Support quality control inspections of completed weatherization work

What knowledge, skills and abilities will you need to succeed?

- Basic mechanical aptitude and comfort working in residential and commercial settings
- Ability to follow written procedures, safety protocols, and quality standards
- Physical ability to work in attics, crawlspaces, and other confined or difficult-to-access spaces
- Listen and follow directions from lead technicians and supervisors
- Willingness to learn through hands-on training and mentorship

MID- CAREER
5-8 years

What you will do:

- Independently conduct residential and light commercial energy audits from start to finish
- Diagnose HVAC system performance issues and recommend equipment repairs or upgrades
- Develop scopes of work and cost estimates for weatherization and efficiency improvement projects
- Run energy modeling software to evaluate upgrade options and estimate projected savings
- Supervise entry-level technicians and installation crews
- Prepare reports, permit applications, and documentation for utility rebate and grant programs

What knowledge, skills and abilities will you need to succeed?

- Proficiency with diagnostic equipment and energy audit software platforms
- Strong understanding of building science principles, heat transfer, and moisture management
- Ability to interpret utility bills, energy models, and equipment specifications
- Effective communication with homeowners, building managers, and program administrators
- Knowledge of federal, state, and utility energy efficiency program requirements
- Understanding of HVAC system design, operation, and common performance failures

EXPERIENCED
8+ years

What you will do:

- Oversee energy efficiency programs and weatherization crews across multiple projects
- Develop quality assurance programs and training materials for technician teams
- Coordinate with utility companies, government agencies, and contractors
- Lead energy modeling and analysis for complex commercial retrofits and new construction projects
- Manage program compliance, reporting, and documentation for federal and state efficiency programs
- Build relationships with contractors, architects, and building owners

What knowledge, skills and abilities will you need to succeed?

- Strong leadership and team management skills
- Financial understanding for managing project budgets and program cost-effectiveness requirements
- Advanced knowledge of building energy codes, green building standards, and efficiency program rules
- Ability to oversee complex, multi-site projects and coordinate with diverse stakeholders
- Advanced energy modeling skills and familiarity with simulation software platforms
- Strategic thinking and communication skills

GET PAID!

Entry Level:
- $55,780 / year*

As You Gain Seniority:
- $78,050 / year*

Later in Your Career:
- $113,080 / year*

*Source: United States Energy & Employment Report (2025). These figures use the 10th, 50th, and 90th percentiles of all workers in the role as a proxy for seniority progression and for consistency with BLS OEWS and the United States Energy & Employment Report. Compensation figures should be used as a guide; actual compensation may vary depending on education, geography, experience, and many other factors.

ENERGY INDUSTRY CAREERS OFFER:

- Excellent salaries
- Opportunities for advancement
- Job growth & stability
- Professional development and training
- Great benefits

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