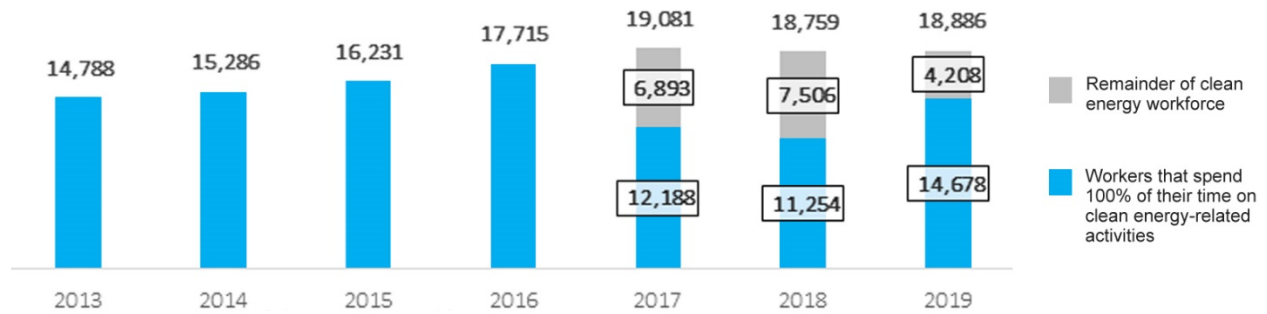


REPORT HIGHLIGHTS

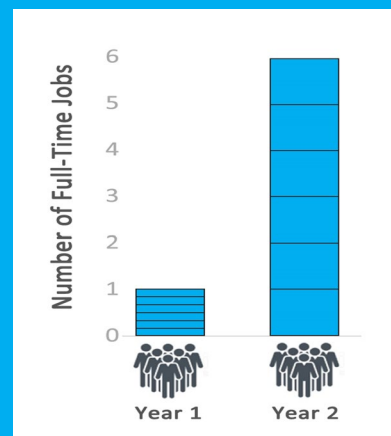
Vermont Clean Energy Industry 2019

Clean Energy Employment Growth

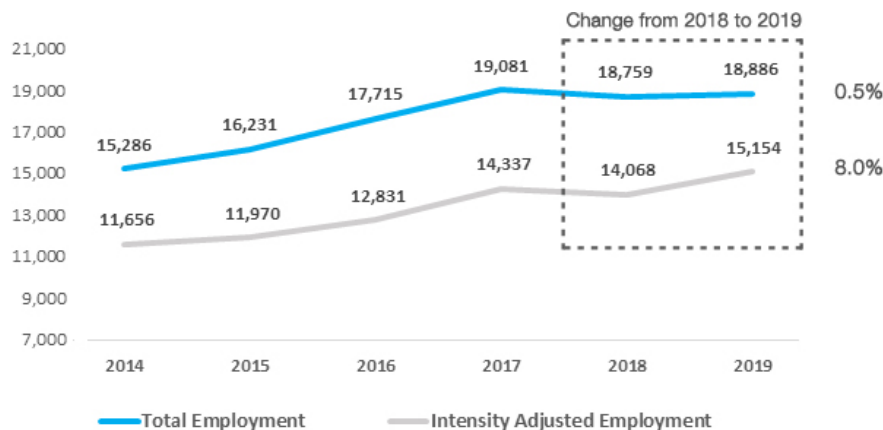


The Importance of Tracking Labor Intensity

If an HVAC firm had 6 installers in 2016 who occasionally installed heat pumps, and now has 6 installers who exclusively do so, there would be no change in the total number of clean energy workers reported. However, because the number of labor hours working with heat pumps has increased, the intensity metric would show a corresponding increase.

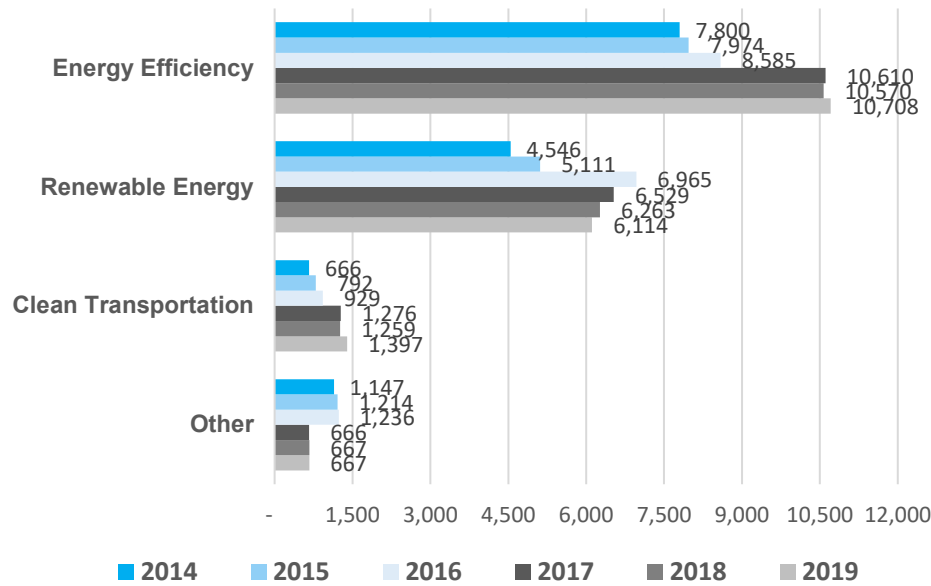


Intensity-Adjusted Employment



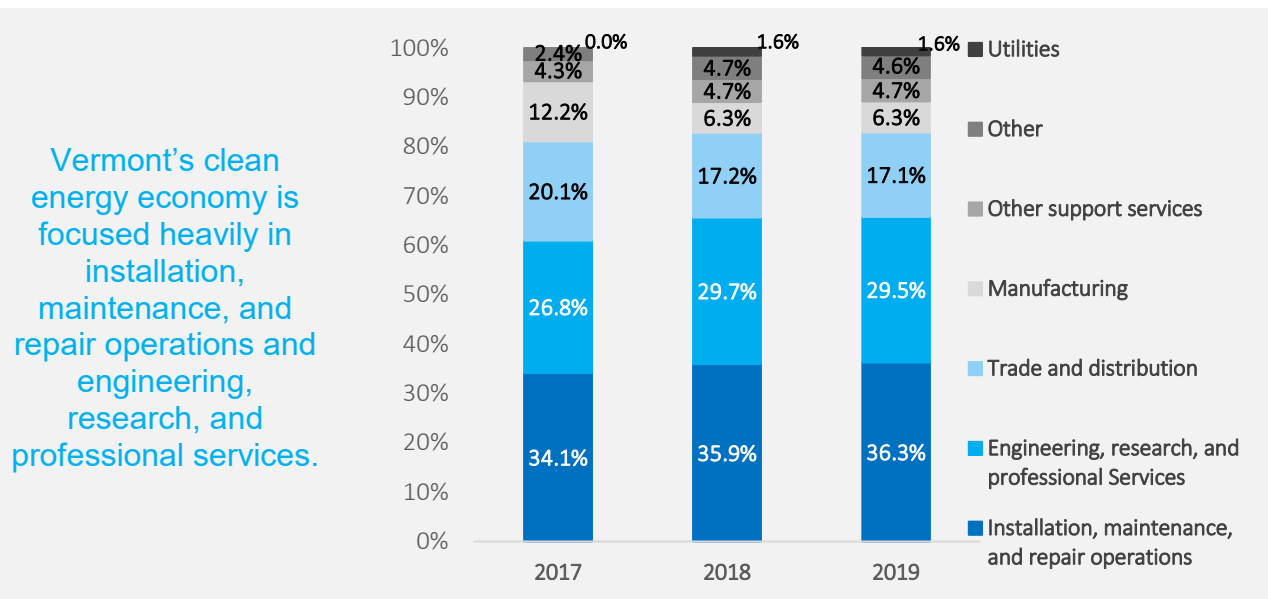
Vermont's clean energy industry has grown nearly 28% since 2013 and now employs 18,886 workers. When adjusted for labor intensity in clean energy activities, employment growth jumps drastically.

Clean Energy Employment Growth by Technology



Energy Efficiency is the largest and fastest growing clean energy technology in Vermont, employing 10,708 clean energy workers in 2019.

Clean Energy Establishments by Value Chain



Median Hourly Wages in Vermont

	RENEWABLE ENERGY			ENERGY EFFICIENCY		
	Entry	Mid	High	Entry	Mid	High
Electricians	\$13.57	\$19.43	\$28.89	\$18.91	\$25.47	\$32.95
HVAC Workers	\$13.10	\$20.77	\$32.66	\$18.43	\$25.15	\$35.05
Installation, Maintenance & Repair Occupations	\$13.10	\$20.77	\$32.66	\$14.84	\$20.72	\$30.23
Sales Representatives	\$17.60	\$28.71	\$56.74	\$30.55	\$39.57	\$68.70
Engineers	\$24.99	\$37.21	\$56.61	\$23.78	\$39.38	\$57.98

Wages for clean energy occupations in Vermont are often at a premium compared to the typical worker. For example, an electrician working in energy efficiency industry sector in Vermont making mid-level pay makes on average about \$5.38/hour (28%) more than the average electrician in Vermont.