Career Opportunities in Building Performance

Resources to assist students, families, faculty members and industry professionals in understanding and finding entry level jobs and lasting career opportunities in a growing, exciting and diverse industry

Brought to you by:

North Carolina Building Performance Association

North Carolina’s not-for-profit trade association for building performance companies and professionals

Learn more at www.BuildingNC.org
What’s Included

NCBPA is excited to offer the following resources to help students, their families, faculty members and industry professionals find entry level positions and lasting careers in our growing industry.

About Our Industry
Facts and figures about the 86,000+ jobs available in our industry

86,559+ Workers from Diverse Backgrounds
No matter your gender, race, education or experience, we have a career for you

Your First Industry Job
Steps to find an entry level job or transition into our industry

Career Pathways
Leveraging your knowledge and skills to turn your first industry job into a lasting career

Earnings and Benefits
Learn about the well-paying jobs and benefits offered by employers

College or Trades?
No matter which path you take, we have a first job and lasting career for you

Additional Resources
Find the information you need to take action!

“I work in] business development [&] smart lighting.”
Cindy Brewbaker, IBM Global Business Services, Fuquay-Varina, NC
About Our Industry

Our industry employs more than 86,000 workers that help owners, operators and occupants live and work in homes and buildings that offer improved health, safety, energy usage and overall performance.

Building Types

Our industry works with new and existing residential, commercial, industrial and government buildings of all shapes, sizes and needs.

Workers

Positions in our industry include office positions in sales and marketing, field positions in installation and product management, and others in policy, utilities and services.
Benefits of High Performance Buildings

**Health & Safety**
Improved building performance creates a healthier environment for residents, occupants, and workers, that is free from indoor air issues, mold and mildew, rid of combustion safety and water issues, and much more.

**Savings**
Improving a building’s envelope and internal systems reduces energy and water usage and lowers bills.

**Comfort & Productivity**
HP buildings are more comfortable, providing higher satisfaction to owners as well as increased productivity and morale for businesses.

**Durability & Maintenance**
Proper design and installation of building elements results in fewer mechanical issues. Fewer mechanical issues mean increased machine-longevity and fewer maintenance calls and costly repairs.

**Ease of Operation**
HP buildings incorporate technology and systems that make them easier to operate. HVAC and lighting controls can be automated to ensure optimal performance, with little or no effort from building tenants and maintenance personnel.

**Market Value**
Building features that increase building efficiency allow for a greater asking price in the marketplace.
86,559+ Jobs Available

Our industry includes more than 86,559 jobs in energy efficient, green and high performance construction.

Jobs by Sector
- ENERGY STAR Appliances & Efficient Lighting: 5,086
- HVAC*: 6,222
- Building Materials & Insulation: 42,893
- Other**: 32,358
- Other**: 6,119

Firms by Supply Chain
- Construction & Repairs: 267
- Manufacturing: 4,885
- Sales & Distribution: 858
- Professional Services*: 2,419
- Other**: 6,119

I help manufacturing plants make more product, using less energy.

Michael Stowe, Advanced Energy, Mocksville, NC

86,559 Total Jobs

14,548 Energy Efficiency Businesses

Firm Size
- 100 or more employees: 4%
- 20 to 99 employees: 15%
- 6 to 19 employees: 32%
- 1 to 5 employees: 48%

In North Carolina, EE Jobs Comprise:

- 16% of All Construction Jobs
- 41% of All Energy Sector Jobs

Presented by:

E4 THE FUTURE

11% of North Carolina residents employed in EE are Veterans
Opportunities for All Backgrounds

North Carolina’s building performance industry employs workers from all types of backgrounds. And, with a shortage of skilled workers, many companies are looking to more diverse backgrounds to fill needed jobs!

Women
Women make up a major portion of our industry’s workforce that is increasing each and every year.

Minorities
Our industry’s growing minority workforce helps keep progress moving forward by contributing to expansion efforts in new and more diverse markets.

All Education Backgrounds
A four-year degree is not required for many positions in our industry. We welcome workers with or without high school, college or university educations.

Veterans
Veterans comprise an important part of our industry’s workforce by performing field installations, operating heavy equipment, managing government contracts and much more.
Knowledge, Skills & Abilities

Our industry benefits from a wide diversity of knowledge, skills and abilities in its workforce. Persons of all skill levels and experience are welcomed.

General Knowledge
Knowledge in construction practices and clean energy technology are highly desired.
• Residential or commercial construction practices
• Clean energy technology with solar, wind, battery storage or electric vehicles
• Energy and water conservation
• Sustainability and green building
• Experience working in any type of home or building
• Building science

Desired Skills & Abilities
Workers that can communicate the added value of building performance have a step up.
• Effective communications
• Project management
• Building and energy modeling
• Building energy, water and performance testing
• Cost-benefit analysis
• Product management
• Business development
• Clerical/administration
• Sales/account management

Helpful Education
While not required, these credentialing, certification, degree and education programs can help someone find the right job.

• Certification in residential energy audits or ratings
• Certification in commercial building energy management
• Credential or certification in green building or sustainability
• 2 or 4-year degree in sustainability technologies
## Career Pathways

There are infinite possibilities for finding the career pathway that’s right for you. Here are some ways that industry professionals progress upward in their careers!

<table>
<thead>
<tr>
<th>Education Programs</th>
<th>General Roles</th>
<th>Popular Credentials</th>
<th>Residential &amp; Commercial Company Types</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Industry Credits</td>
<td>Owner/Operator</td>
<td>Building Commissioning</td>
<td>Home Energy Rating</td>
</tr>
<tr>
<td>4-Year Degree</td>
<td>Manager/Director</td>
<td>ASHRAE Certified</td>
<td>Architecture/Design</td>
</tr>
<tr>
<td>2-Year Degree</td>
<td>Foreman/Supervisor</td>
<td>Certified Energy Manager</td>
<td>Builder/Developer</td>
</tr>
<tr>
<td>Technical/Vocational</td>
<td>Journeyman/Installer</td>
<td>LEED AP, GA or Other</td>
<td>Building Performance Contractor</td>
</tr>
<tr>
<td>Military</td>
<td>Pre-Apprentice/Apprentice</td>
<td>Building Envelope</td>
<td>Energy Engineering</td>
</tr>
<tr>
<td>High School</td>
<td>Intern/Co-op</td>
<td>RESNET HERS Rater/RFI</td>
<td>Utility</td>
</tr>
<tr>
<td></td>
<td>Temp/Part-Time</td>
<td>BPI Building Analyst</td>
<td>Nonprofit</td>
</tr>
</tbody>
</table>

### Military Pathways
- Intern/Co-op
- RESNET HERS Rater/RFI
- Utility
- Government

### High School Pathways
- Temp/Part-Time
- BPI Building Analyst
- Nonprofit
- Renewable Energy
Finding Your First Industry Job

Whether you’re a student seeking your first job out of college, a veteran returning from service or an experienced professional looking to transition into our industry, we have resources to help find your first job!

Post Your Resume
NCBPA, our member companies and many workforce organizations offer online and physical locations to post your resume and job interests.

Look for Open Positions
NCBPA, government agencies and companies post available jobs on their websites and online job boards.

Visit NCBPA’s Job Board or Member Directory to find available positions with industry companies!

“In the Fall of 2018 I made a momentous decision to change my career and do my part to change the world. I have worked in numerous fields in my adult life—US Marine Corps Motor Transport Operation and Logistics, Massage Therapy, Personal Fitness Training, and Fine Wine Sales. I spent 3 months with a career counselor analyzing those skills and recrafting my resume towards a career in renewables. I am so fortunate that the renewable industry is so welcoming and eager to help "outsiders" transition into the industry.”

Sara Marston
Residential Solar Specialist
Southern Energy Management
Raleigh, North Carolina
www.Southern-Energy.com
Transitioning Your Career?

Adults looking for a new career opportunity will find our industry inviting and rewarding. Find a great job while contributing to environmental and economic benefits!

Many Opportunities to Choose From!

Whether you're looking for an intentional change to a growing industry like ours that is literally helping to save the world, or you just want to get into a new job, building performance has a fit for you!

Not all jobs in our industry are technical. We employ thousands across North Carolina in sales, marketing, customer service and other office-based roles that are easy to transition into.

Certifications Help!

For our more technical positions, industry credentials and certifications may be required. Some firms are happy to pay for a new employee to obtain them, while others may include them as a minimum requirement for employment.

Visit our Career Resources page for more information: www.buildingnc.org/resources/careers
Earnings Potential

Our jobs pay well and offer great benefits! Many jobs in the trades do not require a college education!

Annual & Hourly Wages
Research shows that trade jobs offer comparable and sometimes higher salaries for individuals without college education.

Because of the technical nature of jobs in building performance, the majority of our positions offer higher annual salaries and hourly wages than most construction jobs!

Available Benefits
Many firms in our industry offer access to medical benefits and retirement programs that help workers and their families build a healthy future!

For more info, visit: www.WeAreGenerationT.com
Colleges vs. Trades: Which Way?

Our industry supports workers from all education and work experiences. No matter where you come from or what education you have, we have a job for you!

Jobs for College Graduates

College graduates will find a wealth of opportunities in our industry for both technical and office-based jobs. Students that specialize in valuable education programs such as architectural design, sustainability technologies or energy engineering will find great opportunities with small and large firms!

“More EE means a lot of people get to keep their jobs.”
Derek Lynn, Thermo Direct, Inc., Garner, NC

Jobs for Trade Graduates

If you’re looking to get “into the field” and play an active role in making homes and buildings work better, we are the industry for you! Understanding the technical and hands-on side of construction, clean energy and building performance affords trade graduates many opportunities in our industry!

More info on Trade Jobs: www.WeAreGenerationT.com
Job Profiles

Take a look at some of the hundreds of jobs available in North Carolina’s building performance industry.

These job profiles come from the California-based Careers in Climate Control Technology website, but are very relevant to jobs in North Carolina! Visit their website for more information: https://HVACcareermap.org
Additional Resources

Find more resources below or by contacting NCBPA.

U.S. Bureau of Labor and Statistics
Careers in Green Construction
www.bls.gov/green/construction

State of NC Career Resources
https://NCworks.gov

Jobs in the Skilled Trades
www.WeAreGenerationT.com

California’s Career Map for HVAC-Related Green Jobs
https://HVACcareermap.org

NCBPA’s Job Board
www.buildingnc.org/directories/job-board

E4TheFuture’s NC Energy Efficiency Jobs Resources
https://e4thefuture.org/download/north-carolina-resources/

State of NC Apprenticeship Resource
www.ApprenticeshipNC.com

NC Community College System
www.NCcommunitycolleges.edu

ASHRAE Certification Programs
www.ashrae.org/professional-development/ashrae-certification

North Carolina Building Performance Association
www.BuildingNC.org/Resources/Careers
919-841-6207  Info@BuildingNC.org
PO Box 868, Raleigh, NC 27602