**High-road** construction careers lead wages, health & retirement opportunities for families. In addition to these re-invested in local business development, taxes, & public amenities.

![Direct & Indirect Impacts](image)

**Construction Careers Available**

- Handy person, Laborer
- Insulator, Helper
- Plumber, Laborer, Helper
- Heating, Ventilation and Air Conditioning
- Electrician, Operating Engineer
- Electrician, Lineman, Roofer
- Asbestos Worker, Laborer, Bricklayer, etc.
- Plumber, Pipefitter

![Comprehensive Energy Elements](image)

**Job Projections**

What can the Buildings Trades do to increase this demand?

![Additional Resources](image)
P O L I C Y & P R O G R A M R E C O M M E N D A T I O N S

1. Why don’t the good jobs exist?

- Consumer demand has to be generated for comprehensive energy efficiency retrofits in order to create more green construction careers. Why? Several existing demand stimuli are lacking.
  - Long-term financing options tend to be too long-term.
  - Customers feel empowered when they are given ‘short cuts’ to helping them achieve their goals.

2. What does it take to create a good job?

- Workforce training, job creation, and job quality are directly impacted by all components of an energy efficiency retrofit program, not just the financial incentives. What are the key components?

3. Training that works

- It is essential to create a ‘sustainable long-term’ training model that can train and retain a green workforce.

- Non-union basic training = broken pipeline

3.1. Green workforce training partnerships

- The Building and Construction Trades are at a crossroads. In the last thirty years, it has experienced a decline in union membership, in public investment in energy efficiency retrofits and green jobs training in the last couple of years. Policies and programs being created now will shape and determine the future of the emerging energy efficiency workforce market.

- The building and construction trades are interested in creating ‘high-road’ work opportunities. It should proactively engage in, and shape energy policies and energy efficiency retrofit programs in order to generate CAPITAL and DEMAND for comprehensive energy efficiency retrofits instead of basic weatherization.

- Public/private funding and consumer demand for comprehensive energy efficiency retrofits are two of the most important factors that lead to the creation of green construction careers. If the building and construction trades are interested in creating ‘high-road’ work opportunities, it should proactively engage in, and shape energy policies and energy efficiency retrofit programs in order to generate CAPITAL and DEMAND for comprehensive energy efficiency retrofits instead of basic weatherization.