Building Your Home Performance Laborer Talent Pipeline

A Resource Guide to Develop a Registered Apprenticeship for Home Performance Laborer

As an employer in the energy efficiency or weatherization industry, you know that finding “ready-to-work” technicians who understand building science, safety protocols, construction techniques and the importance of good customer service can be challenging. Establishing a Registered Apprenticeship Talent pipeline allows you to stop searching for talent and start building it.

This Resource Guide provides the essential resources you need to design, register, and launch a high-quality Home Performance Laborer apprenticeship program that meets federal standards.

To help you get started, we have curated the following resources to streamline your program development:

Building Performance Installer Career Profile Offers Industry Insights

The Home Performance Laborer is also referred to as a Weatherization Installer, Retrofit Installer Technician, or Building Performance Installer. This Career Profile helps potential candidates understand exactly what the work entails and how their skills will evolve. This profile is built using data from the Bureau of Labor Statistics (BLS), O*NET, and the Department of Labor (DOL). Using these primary federal sources helps ensure your apprenticeship is grounded in the most accurate, industry-validated standards.

*Note: Be aware that the salary range noted in this profile is a national average. For wage information in your state, go to O*NET.*

Using this career profile offers a number of benefits:

- Recruitment Alignment: Ensure your job postings speak the same language as the national standards job seekers are searching for.
- Setting Expectations: Understand the career growth and wage milestones that today’s candidates expect when they commit to a long-term apprenticeship.
- Competitive Edge: Use the profile to identify the "selling points" of the profession—like high-tech clean energy skills—that will attract top-tier talent to your specific program.

National Guideline Standards Provide Sample Work Process & Training Plan

Adopt a ready-to-use National Guideline Standards (NGS) for On-the-Job Learning (OJL) and Related Technical Instruction (RTI). This NGS has been approved by the Department of Labor and is ready to use. The NGS may be modified or adapted to meet state or local requirements. The NGS shows exactly how to structure the required 144 annual hours of classroom learning alongside hands-on field experience:
Supplemental Instructions For Registered Apprenticeship National Guidelines

IREC also provides detailed instructions to explain how to use this NGS:
Home Performance Tech National Guideline Standards

Career Pathways

Building your program around defined career pathways (i.e., advancement paths from one job role to another) ensures your apprenticeship isn't seen as stagnant or temporary employment, but a strategic pipeline that drives long-term retention by showing apprentices exactly how their skills and wages can grow over time. This type of pipeline helps ensure that as your senior journey-workers move into management or retirement, you have a steady stream of next-in-line talent.

The National Guideline Standards in this guide (see previous section) are designed to integrate with the Energy Auditor standards (linked below), creating a lattice career pathway. This allows employers to seamlessly transition Home Performance apprentices into Energy Auditor programs. By receiving credit for their previous work, apprentices can potentially complete both programs in under two years.

Check out our **Energy Auditor Resource Guide** as a starting point for building a defined career pathway for your apprentices.

The IREC Registered Apprenticeship Employer Toolkit

Ready to build an apprenticeship program? Follow our step-by-step guide to developing, registering, and managing a successful apprenticeship program from the ground up:
Access the Full IREC Registered Apprenticeships Toolkit for Clean Energy Employers.

IREC-Accredited Training Programs

The Interstate Renewable Energy Council (IREC) provides nationally recognized and industry-backed accreditation and certification for clean energy training programs and professionals. If you are an employer looking for related training, you can find more information by visiting **IREC Credentialing Programs for Clean Energy Training** on Green Workforce Connect.

You can also visit our Connect Now page to browse a **directory of IREC-accredited training providers** across the country. Simply enter your zip code to find a training provider near you. Or adjust the filters and you'll find a **directory of more than 200 other providers** offering training in solar energy or home energy performance.

Additional Resources

Visit Green Workforce Connect for more information on Clean Energy Registered Apprenticeships and how IREC is supporting the development of these programs. A selection of additional, relevant resources is linked below:

- About Green Workforce Connect for Clean Energy Apprenticeships
- Clean Energy Apprenticeships FAQs
- Apprenticeships: An Opportunity for Building Performance and Weatherization Industries
- Apprenticeship Glossary of Terms
- Apprenticeship Program Sponsor Checklist
- Guide to Financial Resources for Apprenticeships
- Apprenticeship Flyer for Job Seekers
- Sample Press Releases for Companies That Start or Join Apprenticeship Programs
- Green Buildings Career Map
- Outreach and Engagement Toolkit for Weatherization Workforce Development
- Webinar: Expanding the Weatherization Workforce: Best Practices for Recruitment and Outreach