



NASCSP

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Key Takeaways from WAP Wage Study & Analysis

**ENGAGING COMMUNITY,
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Key Takeaways from Weatherization Assistance Program (WAP) Wage Study & Analysis

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Introduction

In early 2021, the National Association for State Community Services Programs (NASCSPP) and its Workforce Development Working Group provided turnkey survey tools to the Weatherization Assistance Program (WAP) network on compensation rates for six core WAP positions. From February to April 2021 wage surveys were voluntarily conducted by 27 states, with 286 Subgrantees self-reporting hourly wage data.

For context, a \$1/hour increase in wages = \$2,080/year increase in salary.

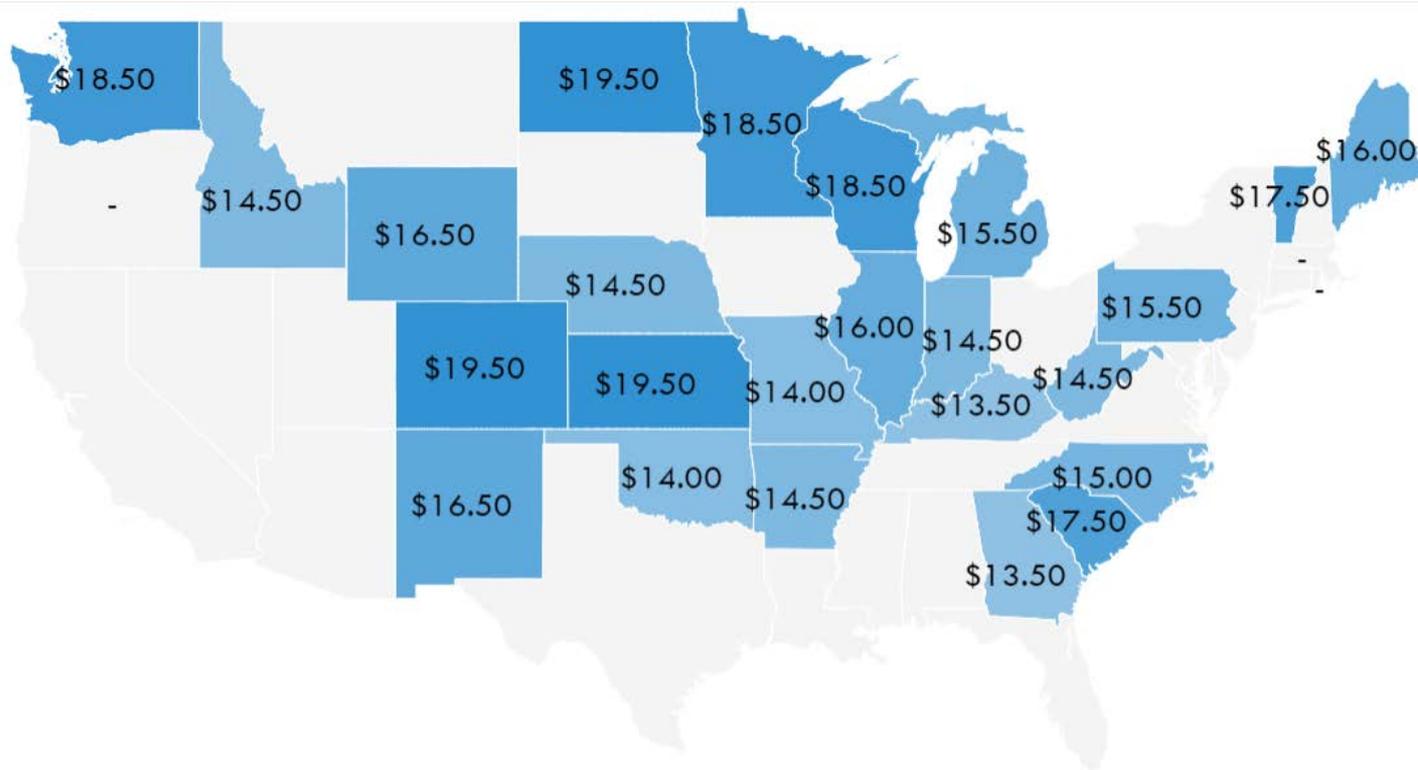
This presentation is organized as follows:

- Section 1: State-level analyses
- Sections 2 and 3: Analysis on the entire data set, not accounting for geographic variation
- Section 4: County-level analysis.

Acronyms are used for the following positions: Retrofit Installer (RIT), Crew Leader (CL), Energy Auditor (EA), and Quality Control Inspector (QCI).

Section 1: Average Wage Levels by State

Average Wage Levels by State: RIT

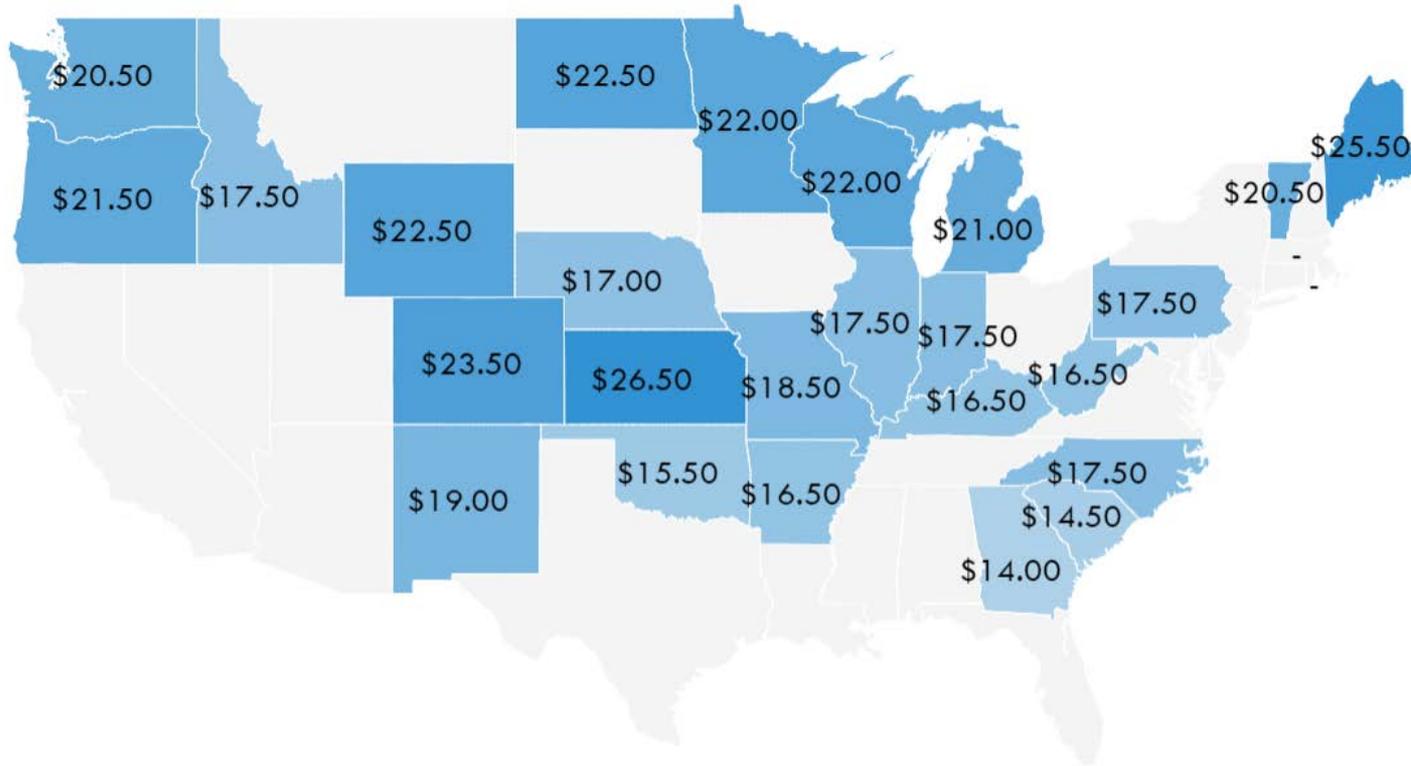


Key Takeaway:

For the RIT, the highest state average was \$19.50 and the lowest was \$13.50.

More detail at <https://nascsp.org/wage-surveys/>.

Average Wage Levels by State: CL

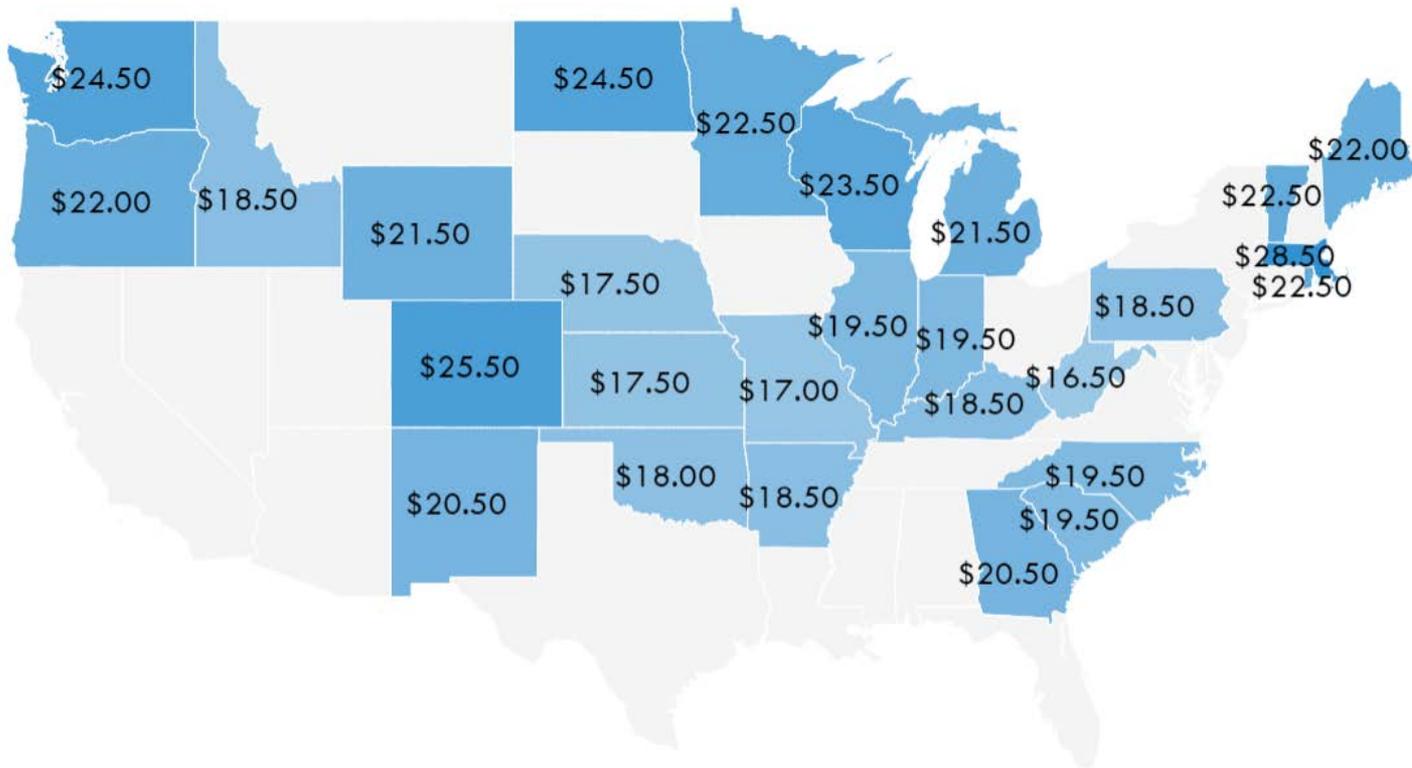


Key Takeaway:

For the CL, the highest state average was \$26.50 and the lowest was \$14.00.

More detail at <https://nascsp.org/wage-surveys/>.

Average Wage Levels by State: EA

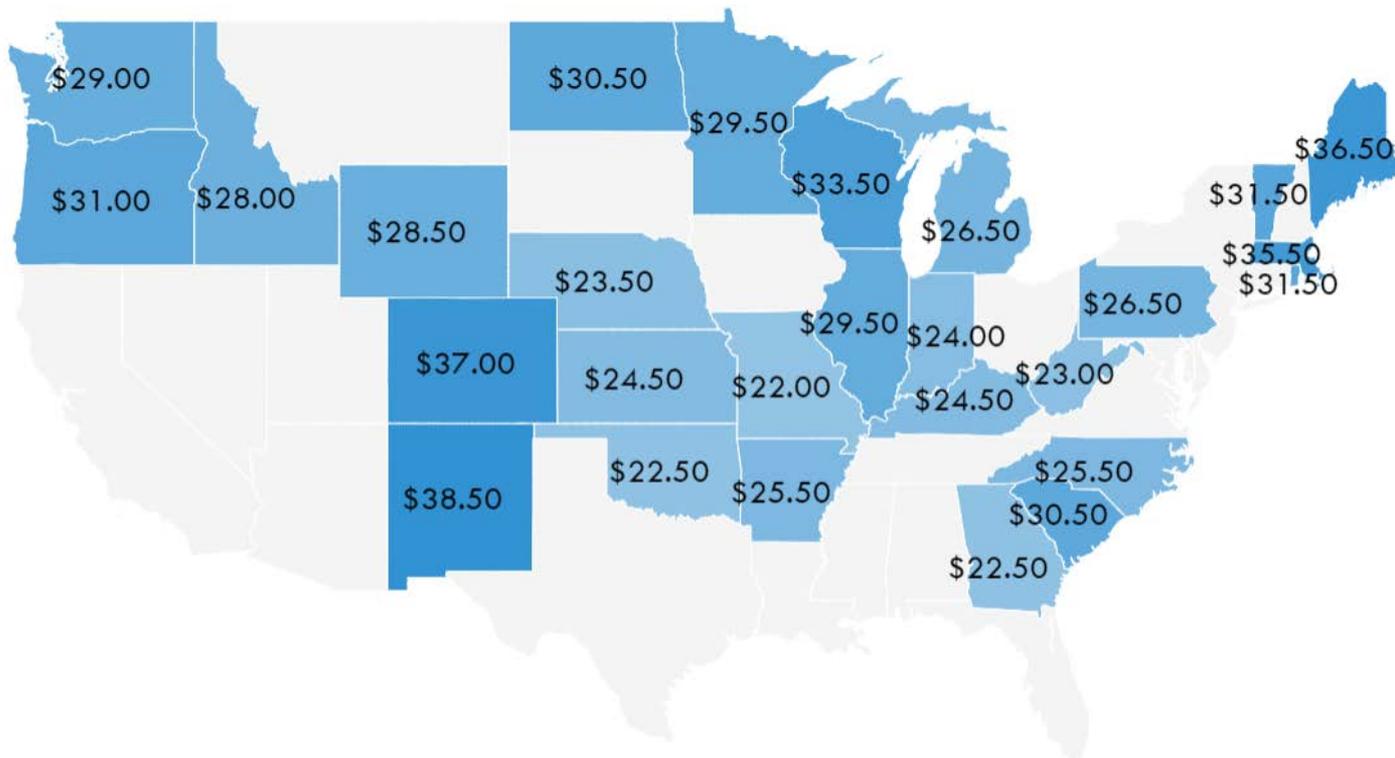


Key Takeaway:

For the EA, the highest state average was \$28.50 and the lowest was \$16.50.

More detail at <https://nascsp.org/wage-surveys/>.

Average Wage Levels by State: WAP Program Manager

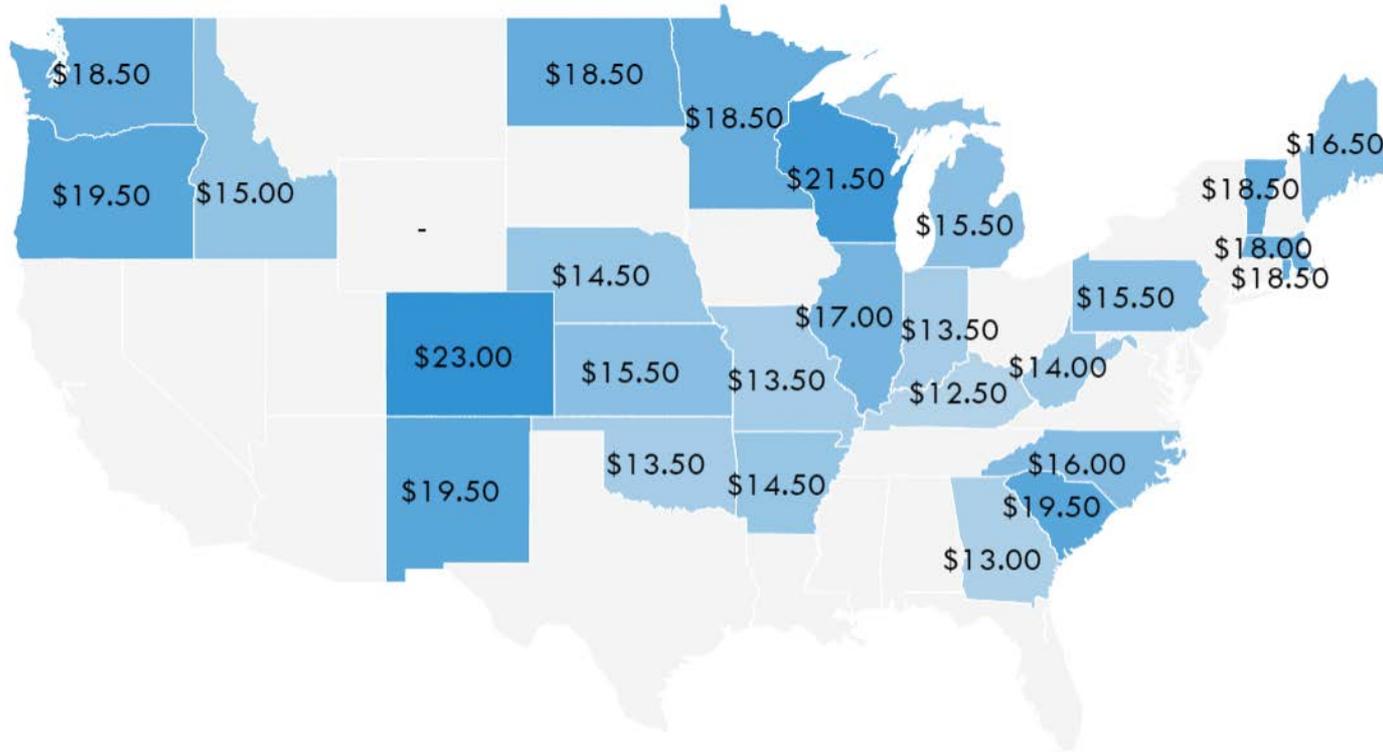


Key Takeaway:

For the WAP Program Manager, the highest state average was \$38.50 and the lowest was \$22.00.

More detail at <https://nascsp.org/wage-surveys/>.

Average Wage Levels by State: WAP Intake Specialist



Key Takeaway:

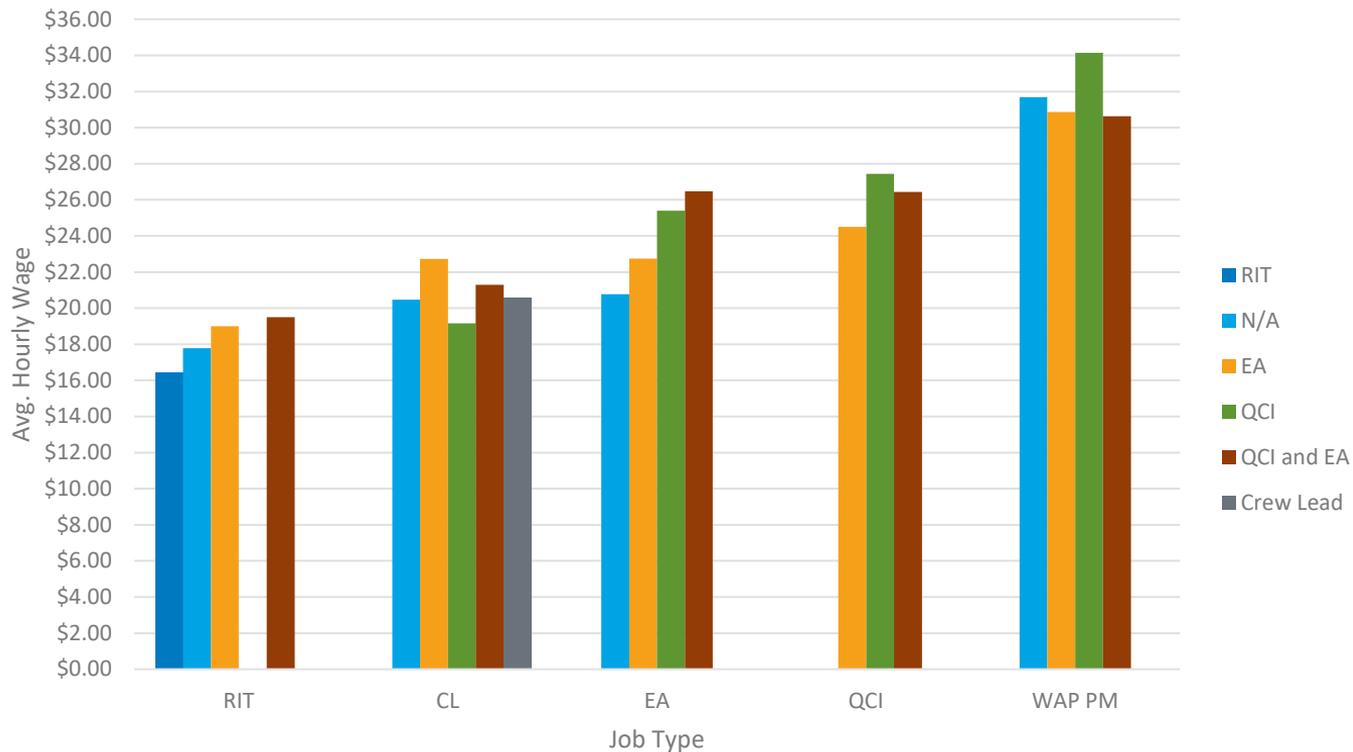
For the WAP Intake Specialist, the highest state average was \$23.00 and the lowest was \$12.50.

More detail at <https://nascsp.org/wage-surveys/>.

Section 2: Wage-Level Analysis by Position

Wage Levels by Certification Level

Wage Levels by Certification

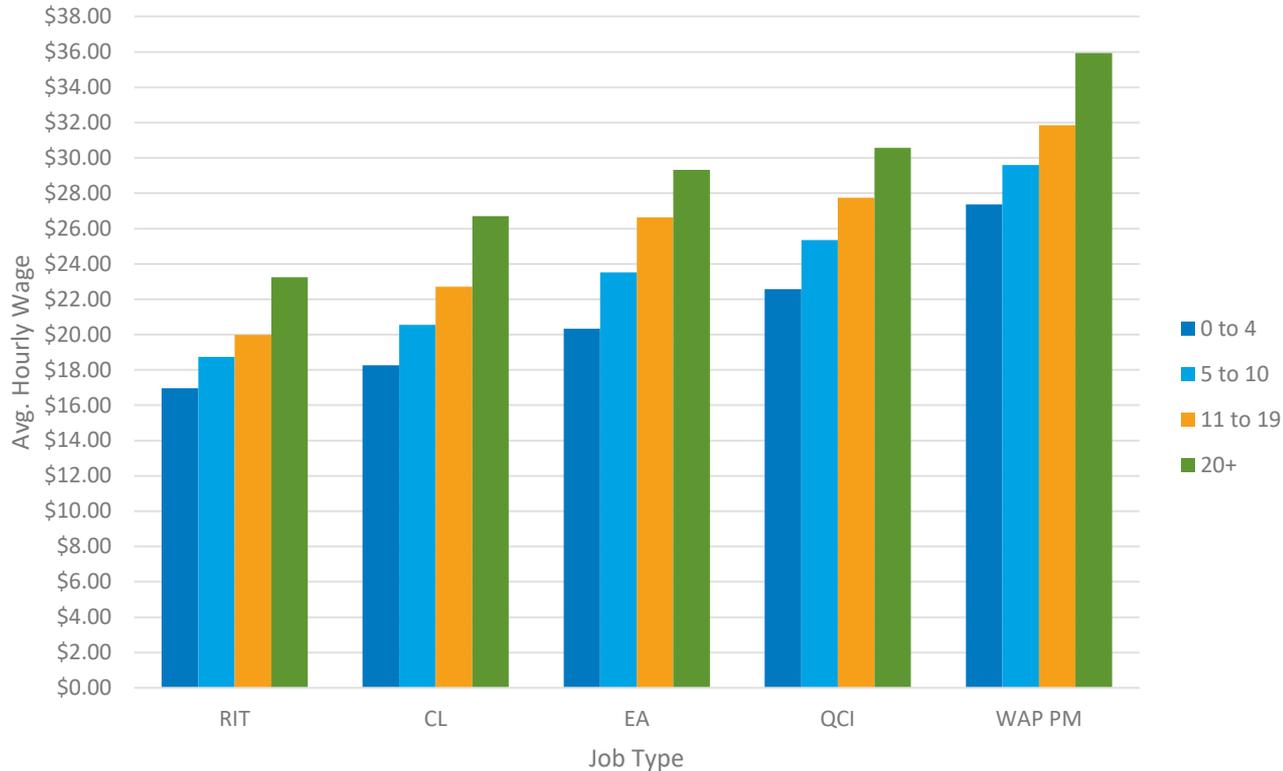


Key Takeaways

- For EA, QCI, WAP Program Manager positions the QCI certification is associated with higher wages.
- NOTE: only 13 states shared data on certification levels (Option 1 Survey).

Wage Levels by Years of Service

Wage Levels by Years of Service

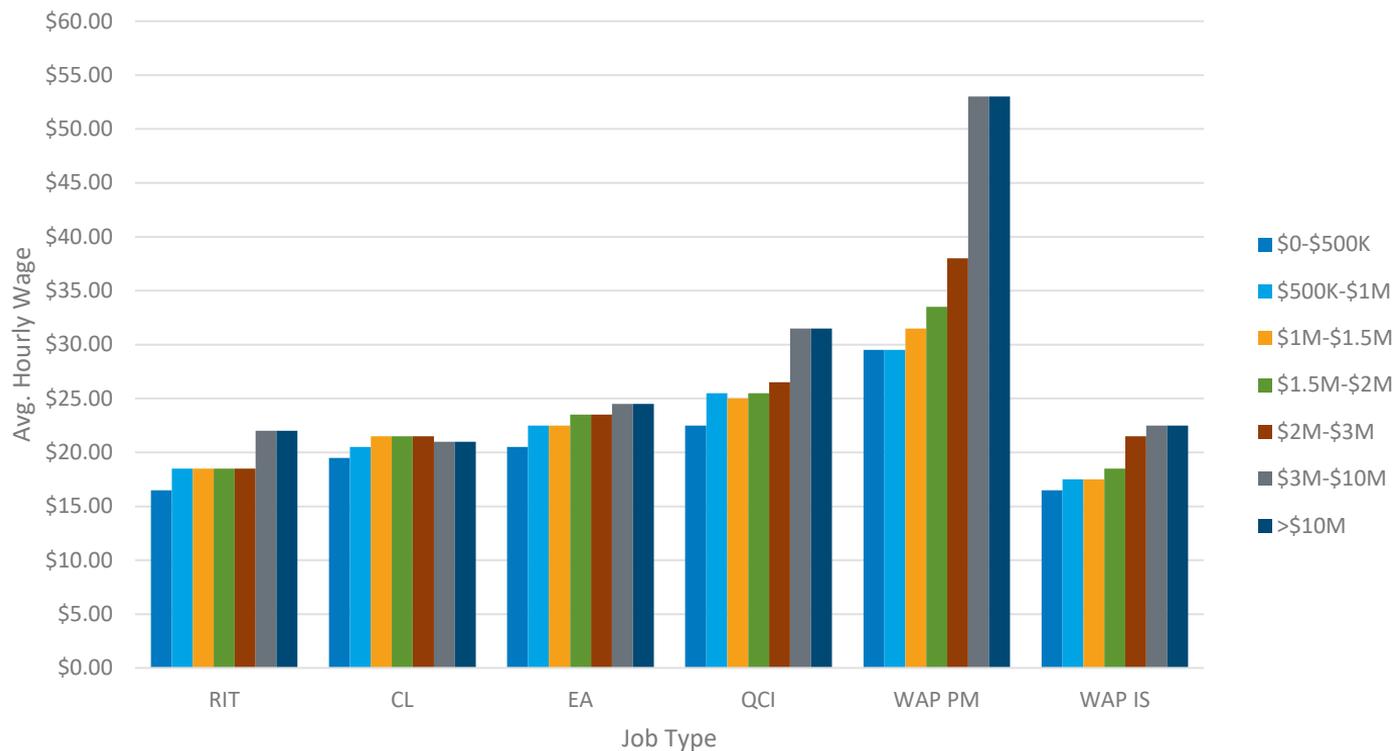


Key Takeaways

- Across the board for all positions, increased years of service is associated with higher wage levels.
- NOTE: only 13 states shared data on years of service (Option 1 survey)

Wage Levels by Total Program Budget

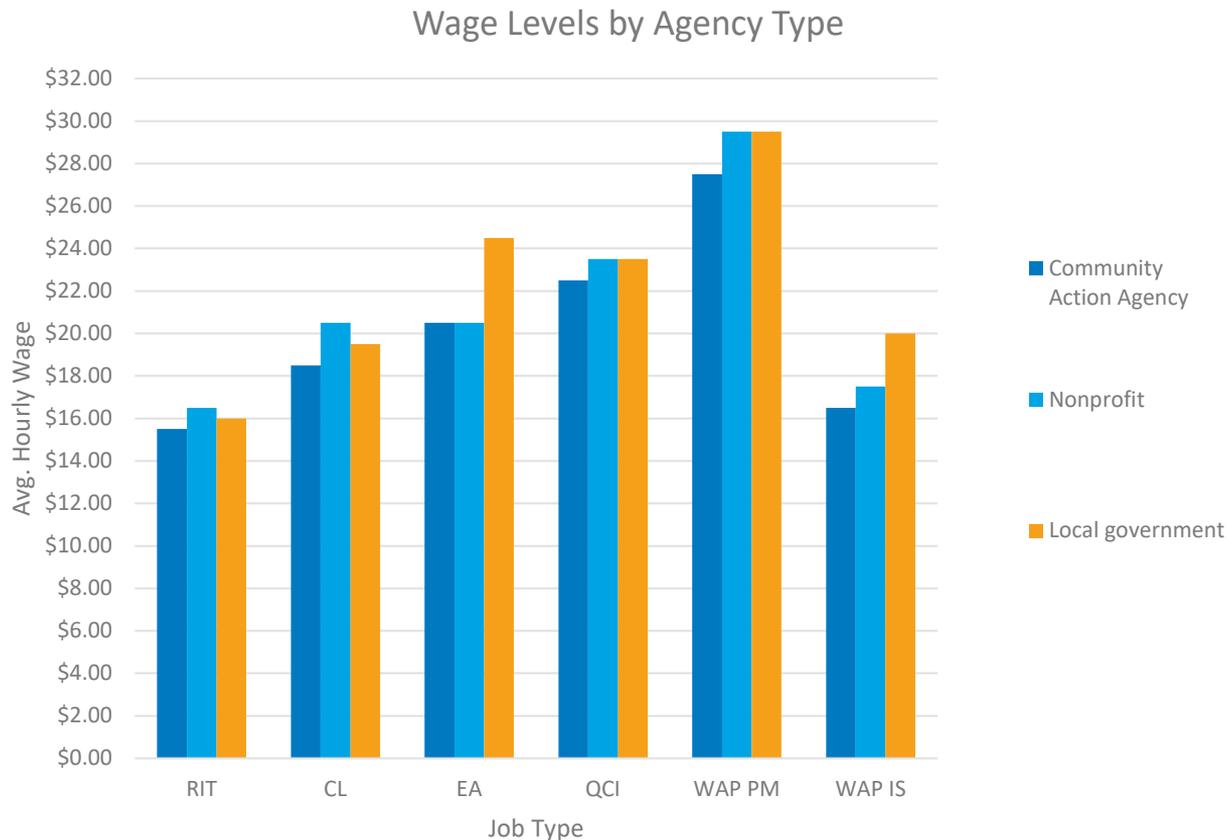
Wage Levels by Total Budget Range



Key Takeaways

- For most positions, higher program budgets are associated with higher wages.
- For WAP Program Manager positions, program budgets above \$3 million are associated with significantly higher wages.

Wage Levels by Agency Type



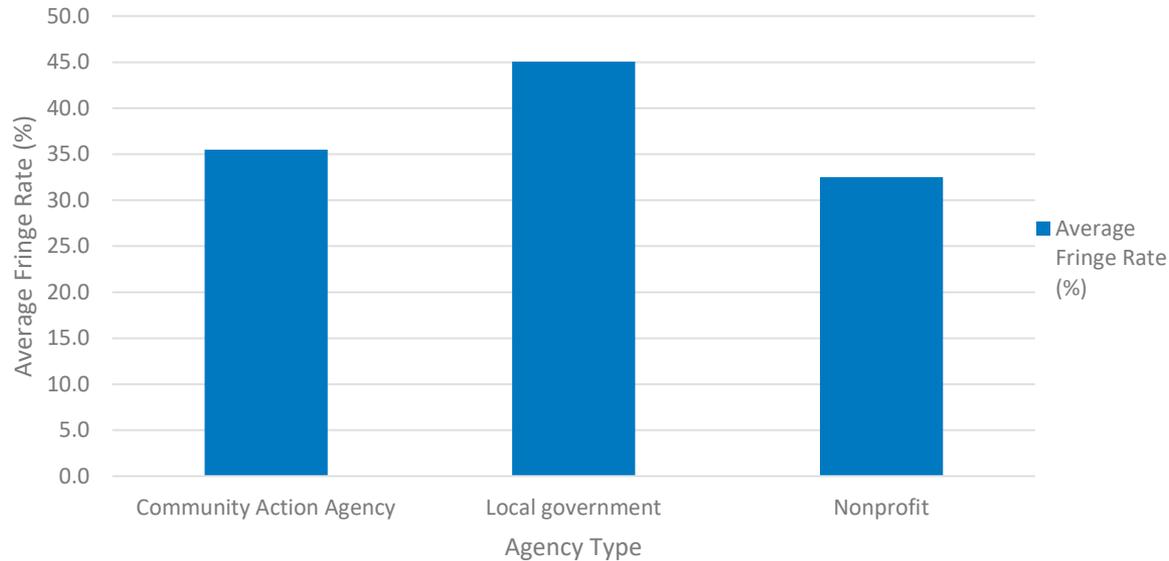
Key Takeaways

- Local governments generally pay the highest wages to EA, QCI, WAP Program Manager, and WAP Intake Specialist positions.
- Nonprofits generally pay more to RIT and CL.

Section 3: Hiring and Retention Analysis

Average Fringe Rate by Agency Type

Average Fringe Rate by Agency Type

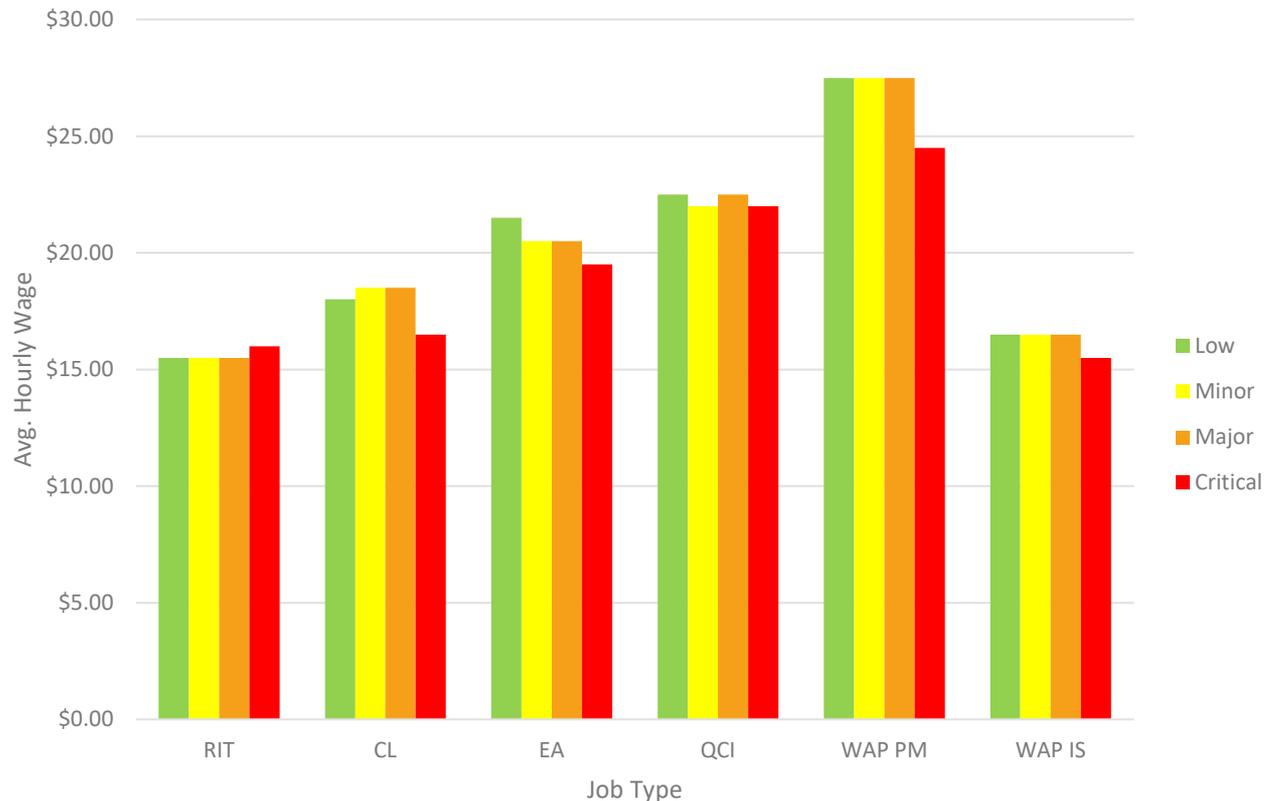


Key Takeaways

- Local governments have the highest fringe rate by almost 10 percentage points.
- Additional analysis found that lower fringe rates are generally associated with higher levels of reported turnover.

Turnover Analysis: Wage Level

Wage Levels by Turnover Reported

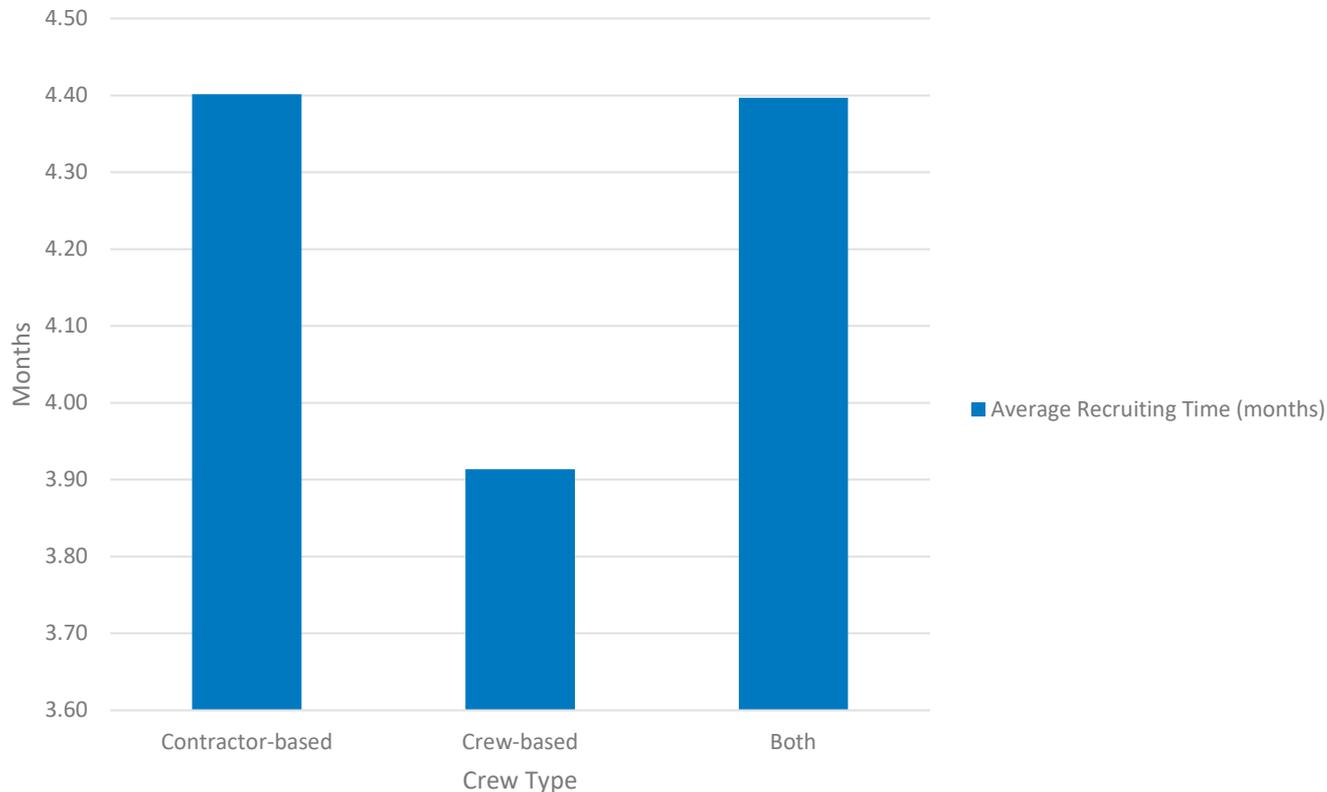


Key Takeaways

- Organizations with critical turnover issues pay lower wages for almost all positions except for RIT.
- However, for all other levels of turnover, there is not meaningful association with wage levels.

Recruiting Time by Crew Type

Avg. Recruiting Time by Crew Type

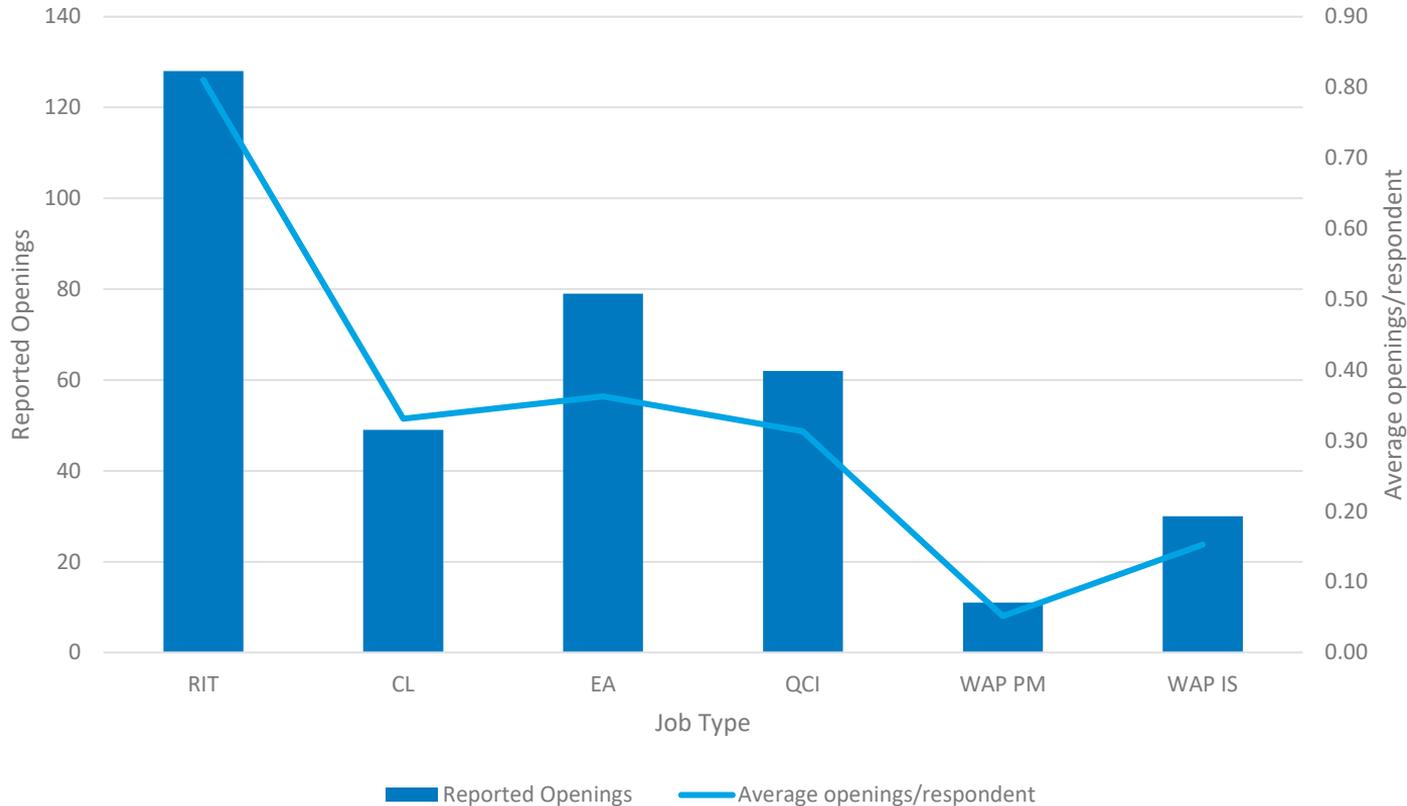


Key Takeaway

- On average, crew-based Subgrantees take less time to fill positions compared to contractor-based Subgrantees.

Total Openings

Job Openings by Job Type



Key Takeaways

- Respondents had the most reported openings for RITs, followed by EAs and QCIs.
- Per survey respondents, RITs had the highest number of average openings.

Section 4: County-Level Wage Analysis

Section Overview

- The county-level wage analysis compared individual Subgrantee respondents reported wages to the following county economic indicators:
 - County living wage for an individual
 - County living wage for a two-person household
 - County mean personal income.
- Although, the individual counties are not reported in this presentation, the following slide provides high-level takeaways from this comparison.
- Furthermore, NREL has developed a new **wage comparison tool**, which enables WAP Subgrantees to directly compare their wage levels to the three economic indicators listed above.
 - <https://nascsp.org/wage-surveys/>

County-Level Wage Analysis: Key Takeaways

- Responding Subgrantees generally reported wage levels higher than living wage levels for individuals in their respective counties, except for RIT and WAP Intake Specialist positions in a few counties.
- However, responding Subgrantees generally reported wage levels lower than living wage levels for two-person households in their respective counties, except for WAP Program Manager, EA and QCI positions in some counties.
- These findings suggest that responding Subgrantees generally pay employees enough to live individually above the poverty line, but that they do not pay employees enough to support multi-person households.



Thank you

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