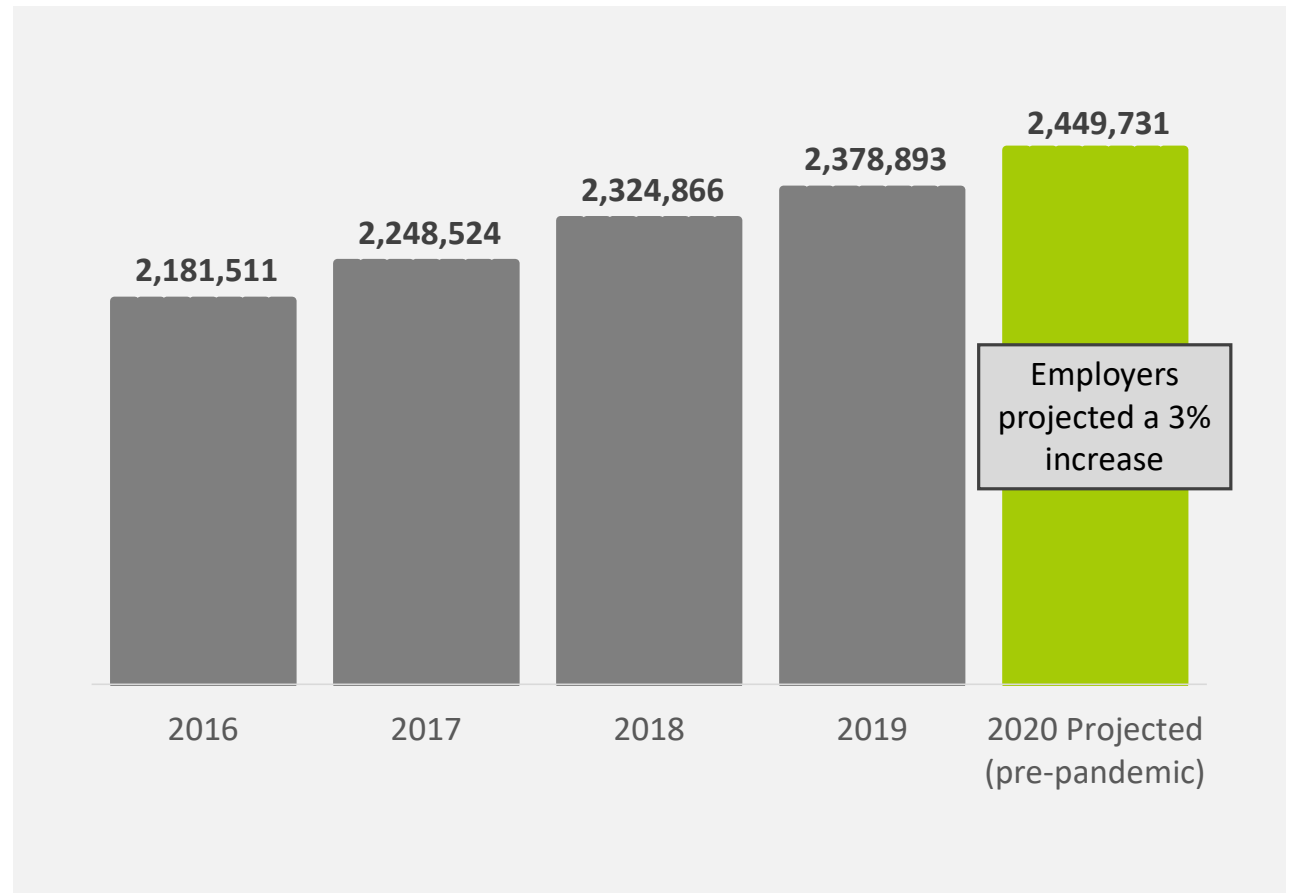


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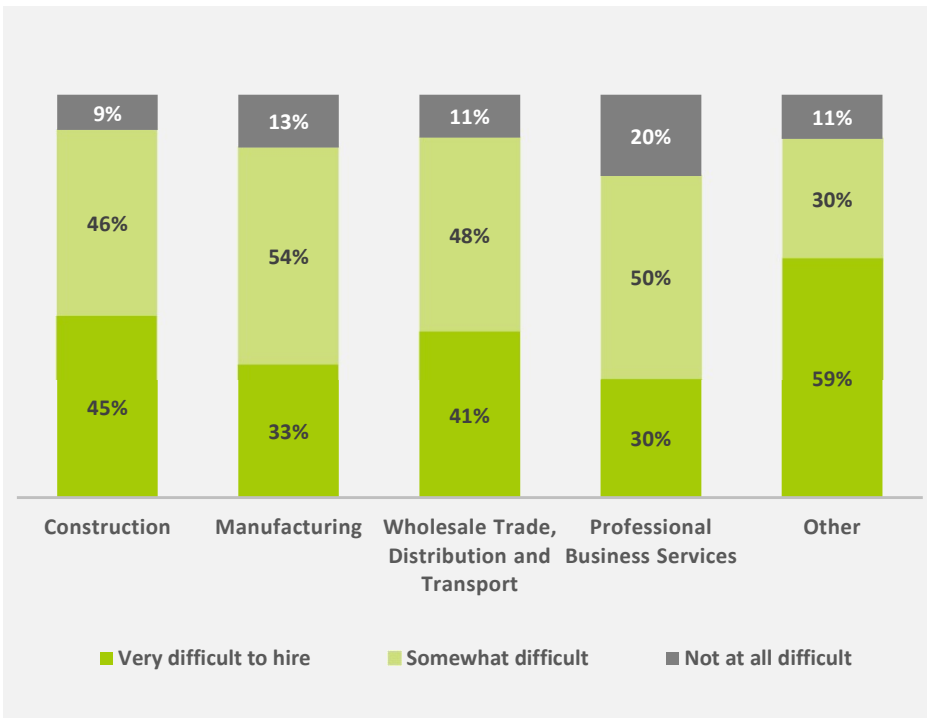
**ESCO Sub-contracting:
Contractor Availability to Get the Work Done**

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**Energy Efficiency
employers were
optimistic entering
2020.**



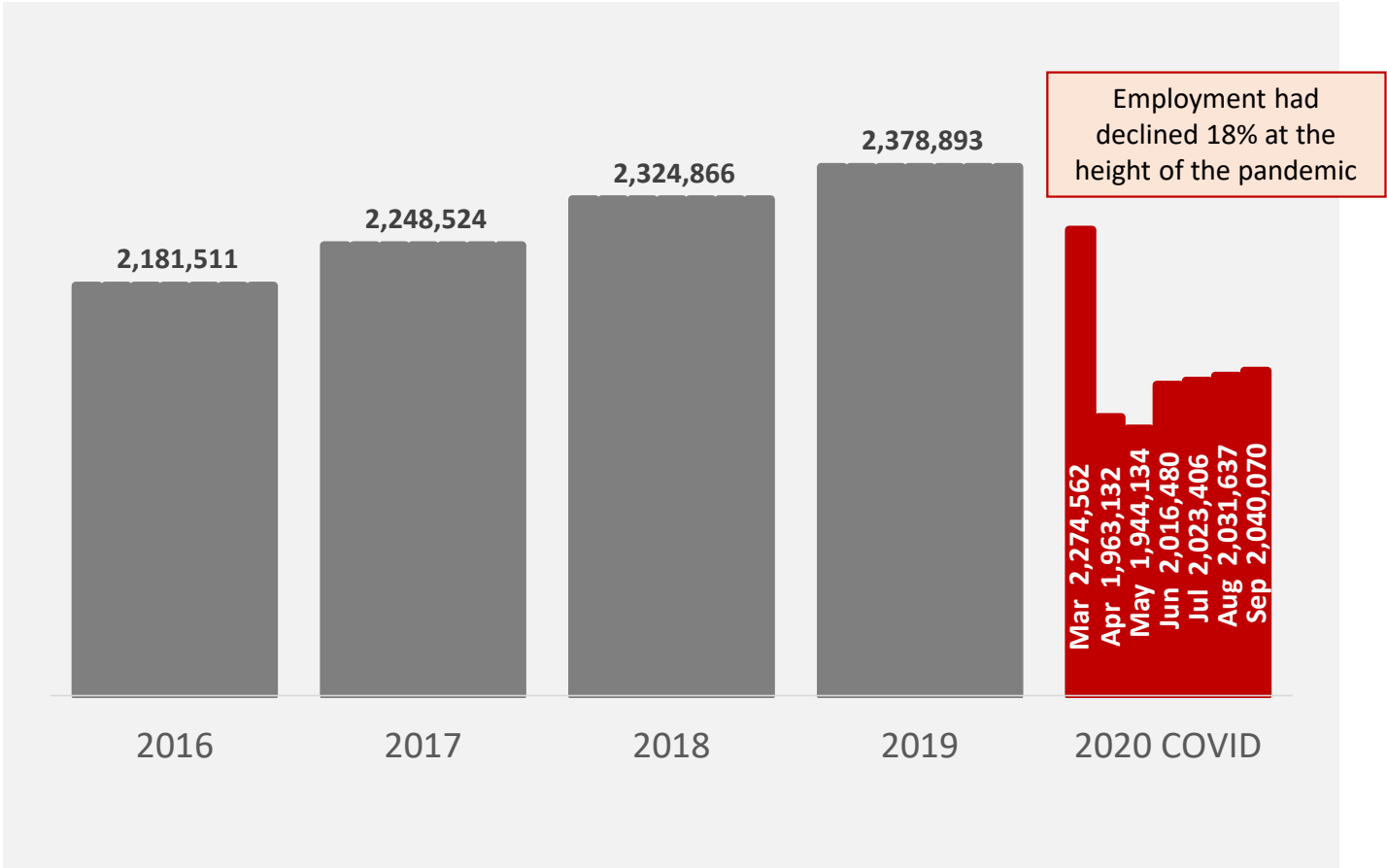
But they were reporting talent & contractor shortages.



Top Reasons for Hiring Difficulty

Construction	Manufacturing	Wholesale Trade, Distribution, and Transport	Professional and Business Services
Lack of experience, training, or technical skills (60%)	Lack of experience, training, or technical skills (48%)	Lack of experience, training, or technical skills (58%)	Lack of experience, training, or technical skills (47%)
Insufficient non-technical skills (work ethic, dependability, critical thinking) (26%)	Difficulty finding industry-specific knowledge, skills, and interest (38%)	Insufficient non-technical skills (42%)	Difficulty finding industry-specific knowledge, skills, and interest (28%)
Competition/ small applicant pool (25%)	Cannot provide competitive wages (29%)	Competition/ small applicant pool (25%)	Competition/ small applicant pool (26%)

**Then COVID-19
hit.**



Federally- designated disadvantaged contractors

- Small Business
- Woman-Owned
- Veteran-Owned
- Service-Disabled Veteran Owned
- Small Disadvantaged / 8(a)
 - Economically disadvantaged
 - Socially disadvantaged (Minority-owned)
- Historically Underutilized Business Zones

Diversity in the Workforce

	Energy Efficiency	National Workforce	Construction Industry
Female	25%	47%	17%
White	77%	78%	69%
Black or African American	8%	12%	6%
Asian	6%	6%	2%
Native Hawaiian or other Pacific Islander	1%	1%	0%
American Indian or Alaska Native	1%	1%	1%
Two or more races	7%	2%	1%
Hispanic or Latino	15%	17%	21%
Veterans	9%	6%	8%
55 and over	13%	23%	22%




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