

# 2025 Skilled Trades Hiring Trends Snapshot

Quick insights for trade leaders

## Average Time to Hire in the Trades

### LICENSED TRADES

**30-45 days**

Electricians  
Plumbers  
HVAC Techs

### FIELD TECHNICIANS

**35-60 days**

Service Techs  
Pipefitters  
Installers

### SUPERVISORS / FOREMEN

**60-90 days**

Longest Delays  
Highest Business Impact

*Open roles left unfilled lead to overtime, crew fatigue, and project delays.*

## Most In-Demand Roles

- ✓ Electricians
- ✓ HVAC Technicians (licensed)
- ✓ Pipefitters & Plumbers
- ✓ Welders
- ✓ Specialized Project Roles (Estimators, Construction Managers, Project Managers)

*Licensed and niche roles have the tightest candidate pools.*

## Why Workers Leave

- Pay Compression** Chasing \$1-2 more per hour
- Jobsite Travel** Long commutes and unpredictable hours
- Burnout** 50 plus hour weeks
- Supervisor Fit** Poor supervision or unclear roles
- Benefits** Limited vacation or healthcare
- Reputation** Word travels fast in tight markets

## Did you know?

- For every **5** tradespeople retiring, only **2-3** new workers are entering the field.
- Many skilled tradesworkers will switch jobs for as little as **\$1-2** more per hour.
- Nearly **60%** of job seekers abandon applications that are too long or confusing.

## What to Watch in 2025

### Aging Workforce & Retirements

Licensed tradespeople are leaving faster than apprentices can replace them

### Apprentice Bottlenecks

Apprentice ratios restrict hiring, slowing pipeline growth

### Rising Wage Pressure

Competitors and adjacent industries are luring workers with higher pay

### Candidate Expectations

Faster, clearer hiring processes and stronger benefits are now a baseline, not a perk

## Talent Retriever Insights



- **Build Apprenticeship Pipelines Now**  
Capture interest early by nurturing young talent before shortages hit.
- **Differentiate with Benefits**  
Offer modern perks (like better PTO, flexible schedules, upskilling)—candidates have choices.
- **Modernize Hiring Processes and Leverage Automation for Repetitive Tasks**  
Speed up vetting and streamline interviews -- delays lead candidates to drop off.
- **Bring Empathy to the Shop Floor**  
Strong retention stems from teams that feel heard, respected, and supported.