

2027

Skilled trades referral statistics

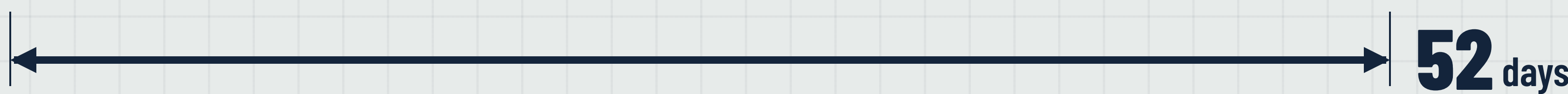
The fastest way to hire electricians, HVAC techs and welders is through the people already on your crews.

Days to hire a tradesperson

Hired through an employee referral



Hired through job boards and other sources



\$5,200

saved per referral hire in agency fees, overtime and delays

45%

higher retention than tradespeople hired from job boards

36%

faster ramp to full productivity on the crew

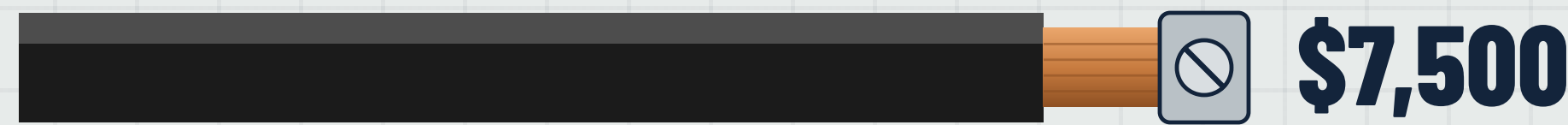
71%

of skilled trades employers run a referral program

Referral bonus by role

Cable thickness is drawn to scale. Average across all trades roles: \$3,000.

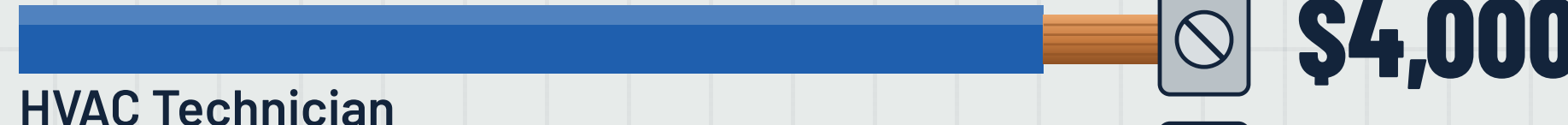
Foreman or Super



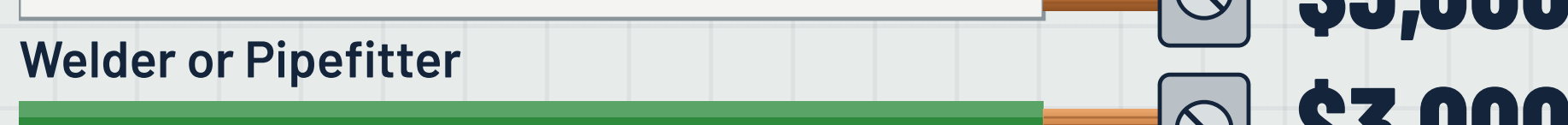
Data Center Electrician



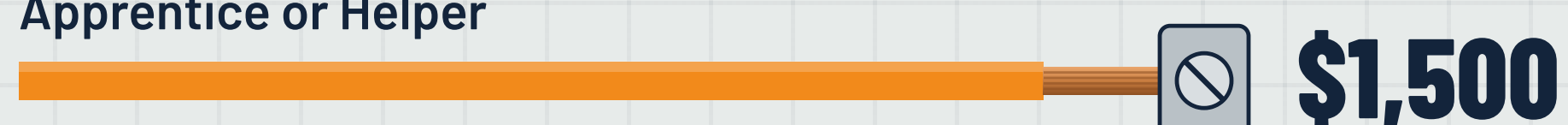
Journeyman Electrician



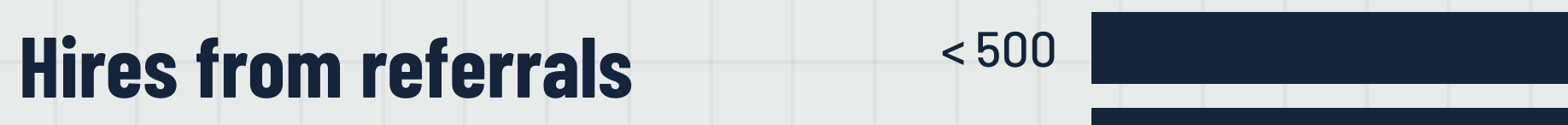
HVAC Technician



Welder or Pipefitter

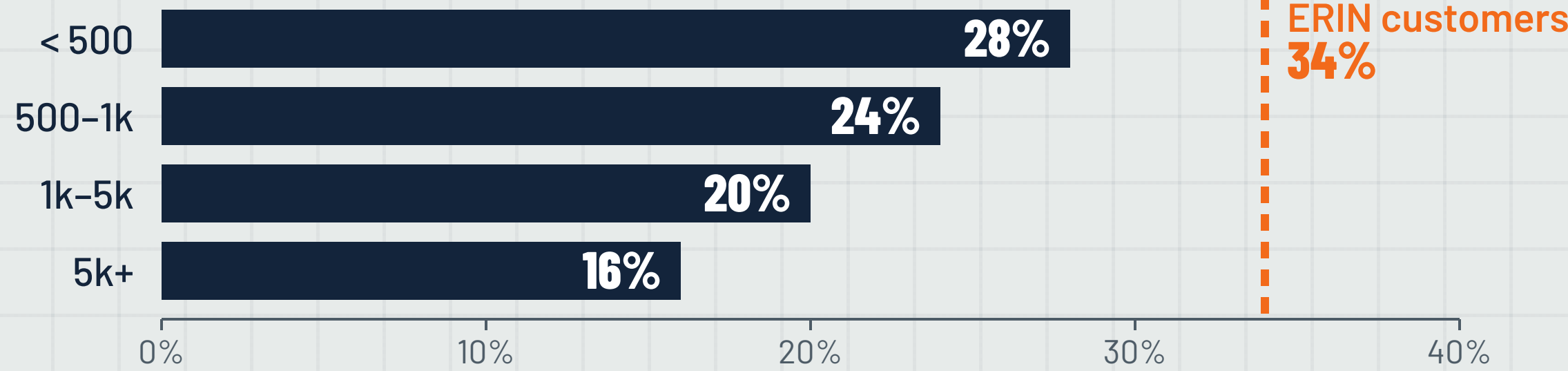


Apprentice or Helper



Hires from referrals

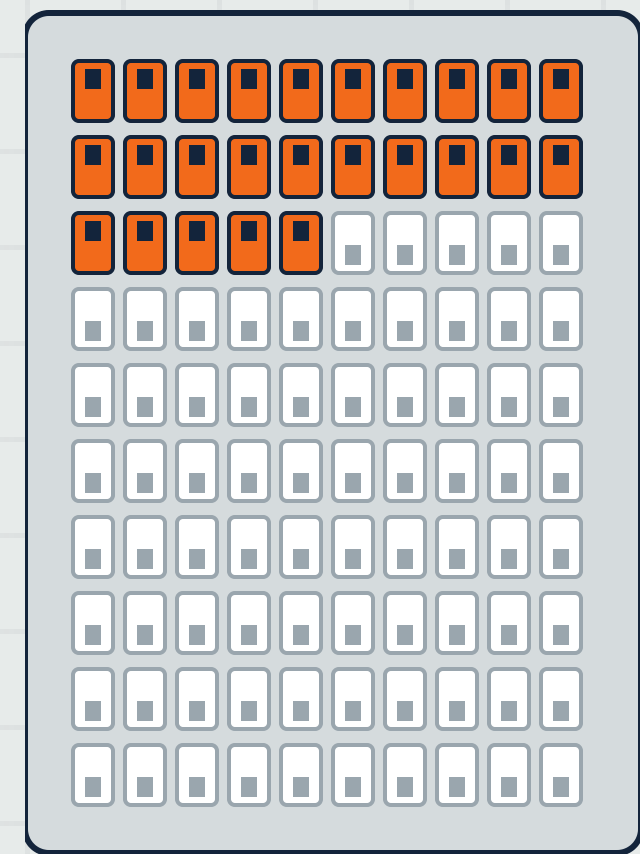
Share of all hires that come from employee referrals, by number of employees. The dashed line marks the average for companies using ERIN.



Who gets hired

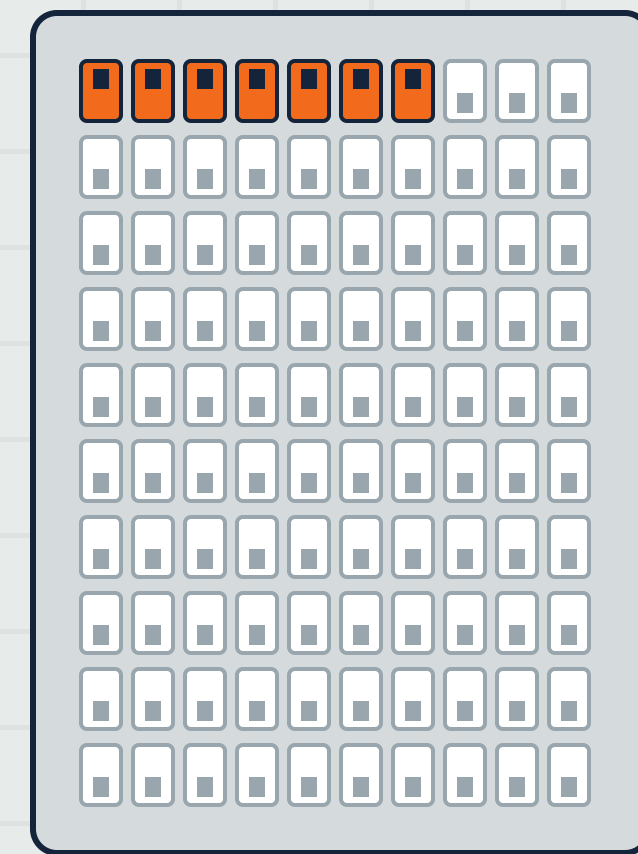
Out of every 100 candidates

25 of 100



Referred candidates
1 in 4 is hired

7 of 100



Job board applicants
7 percent are hired

What gets crews referring

65% more employees refer when AI nudges them about open roles

58% of field referrals come in by text or QR code

45% more referrals when a campaign names the job site

20% better retention when bonuses pay out at 90 and 180 days