

# RECRUITING THE NEXT GENERATION OF HVACR



Improving the recruiting process leads to better success



## FORM RELATIONSHIPS WITH VOTECH SCHOOLS

Help with school committees, class curriculum or speaking opportunities



## MENTORING

Offer job shadowing, internships, apprenticeships or other programs



## GET REFERRALS

24% of employee hires originate this way



## GET SOCIAL

Millennials are connected to their devices – attract job seekers through social media



## COMPANY CULTURE

76% of HVAC applicants believe company culture is a high priority



## TIMING IS KEY

60% of candidates have quit an application process because it took too long



## It's more than recruiting; it's retaining your current employees

Retaining good employees is much easier than having to search for new ones

Help improve your chances by offering:

- Mentoring from senior employees to provide career coaching with new/younger workers
- Training in the latest equipment and technology and even soft skills like customer service
- Better pay/pay increases and benefits package



Sources:  
 Leading the Service Industry Infographic [http://info.leadingtheserviceindustry.com/hubs/PDF%20Files/Hiring\\_and\\_Retaining\\_Top-Notch\\_Technicians\\_in\\_the\\_HVAC\\_Industry-Info-graphic.pdf?1=1519748871334](http://info.leadingtheserviceindustry.com/hubs/PDF%20Files/Hiring_and_Retaining_Top-Notch_Technicians_in_the_HVAC_Industry-Info-graphic.pdf?1=1519748871334)  
 HVACR Workforce development foundation labor analysis report: <http://www.careersinhvacr.org/site/306/Labor-Analysis-Reports>