



WE ARE THE TRADES



A Guide to Finding Your Next Great Technician

We know that 94% of students coming out of high schools are not considering any kind of trade career; and when they do, they lack the information to help them make good decisions about the trade they choose.

This guide will help you find your next great tech by showing you ways to seek out great people and invite them into your industry!

Step 1

Outline a profile of what makes a great technician in your company.

Here's an example:

Great technicians are motivated. They show up early, they meet the day with a smile and they don't bulk at doing extra activities. They also have great personalities. They enjoy meeting new people and helping them solve problems. My best technicians are the ones who provide superior customer service, have a can do attitude and don't get bogged down by problems.

Step 2

Create a business card or other promotional piece that welcomes individuals into residential service.

Here's an example:



Step 3

Plan a system for reviewing and onboarding individuals who apply.

Try a monthly hiring open house or an on-line process that encourages prospects to connect with someone at the company. The key is to make sure they feel welcomed!

You will also need a system for onboarding and training. Think about who will work with your new technician in-house, who will take him out in the field, and what type of training you will provide.

Step 4

Ask everyone in your company to look for individuals who fit your model.

It could be friends or family, the server at the local coffee shop, the person who helped you at the store. If you want to take it a step further, offer incentives or rewards for successful recruiting!

For more information on hiring veterans contact Renée Cardarelle at Troops To Trades & Explore The Trades: 651-789-8518 or info@explorethetrades.org.