

# 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



### GET SOCIAL

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



### SHOW EMPLOYEES THEY ARE VALUED

Attracting new talent **comes from within**. Ensure your existing employees are **equipped, well trained** and **taken care of**.



### COMPANY CULTURE

Most HVACR applicants believe **company culture** is a **high priority**



### GET REFERRALS

Employee hires are more likely to originate **from existing connections**



### MENTORING

**Offer** job shadowing, internships, apprenticeships or other programs



## 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:  
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