Best Electrician Jobs

How to Hire Electricians

Posting a job is not hiring. The electrician you want isn't scrolling job boards tonight. They're licensed, they have a clean driving record and their own tools, and they already work for someone who would hate to lose them. A two-word post at $17 an hour never reaches that person. If it somehow does, rescheduling their interview three times finishes the job.

1,143,104
people working for electrical contractors in March 2026 [1]

+3.6%
jobs at electrical contractors in a year, against +1.0% for all construction [1]

349,000
net new construction workers the industry needs in 2026 [3]

The numbers explain why. Electrical contractors employed 1,143,104 people in March 2026, 39,323 more than a year earlier. That 3.6 percent gain was more than three times the 1.0 percent growth in construction as a whole.[1] Associated Builders and Contractors estimates the construction industry must attract 349,000 net new workers in 2026 and 456,000 in 2027, and it names data center construction as a reason demand for electricians has surged.[3] When a large project opens near you, every contractor in the area starts calling the same electricians you are.

Hiring takes work. This guide is the work: what to pay, how to write the post, where to find people and how to move fast enough to hire them.

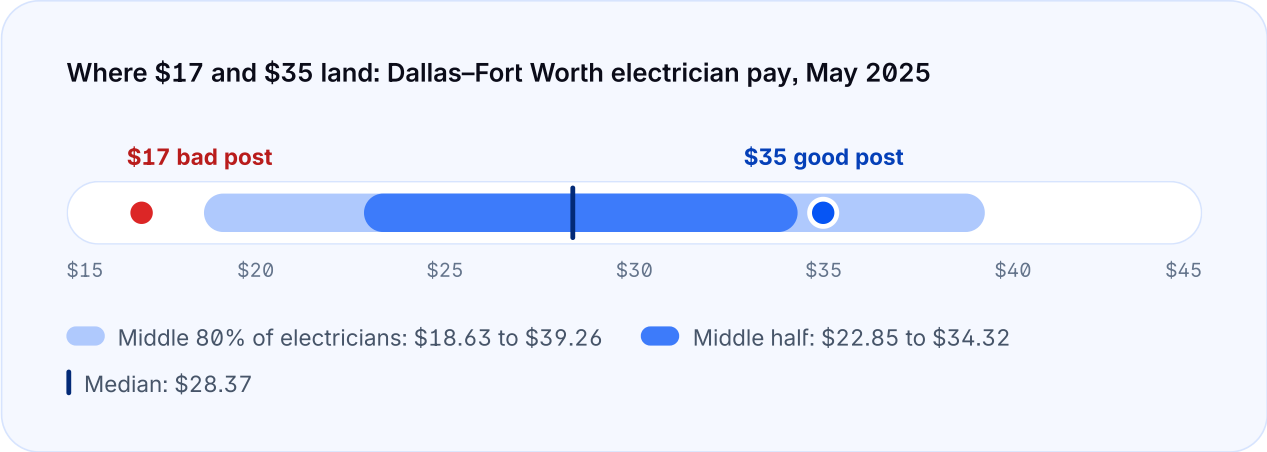
Before I started Best Electrician Jobs, I oversaw nationwide recruiting and workforce operations for a company with more than 2,000 electricians and other field professionals. The contractors who hired well did the same handful of things. None of them is complicated. Most people skip them.

Will Gordon, founder of Best Electrician Jobs

1 Set the offer
2 Write the post
3 Share it
4 Ask your crew
5 Reply fast
6 First call
7 Interview
8 Verify
9 Offer
10 Keep a bench

Your pay decides who applies

Start with one number from your market. In the Dallas–Fort Worth area, nine in ten electricians earned more than $18.63 an hour in May 2025.[2] A post offering $17 sits below almost everyone already doing the work there. It doesn't attract the wrong electricians. It attracts almost none.



Electrician hourly wages, May 2025

Area	10th percentile	25th	Median	75th	90th
Dallas–Fort Worth–Arlington	$18.63	$22.85	$28.37	$34.32	$39.26
United States	$20.50	$23.76	$30.38	$40.36	$52.17

BLS Occupational Employment and Wage Statistics, SOC 47-2111 Electricians, as published in the **2026 Electrician Payoff Report**. Look up your own state and metro there.

Read the chart as a map, not a price list. License, experience, specialty and overtime all move a person up or down it. The good example later in this guide pays $35, just above the 75th percentile in Dallas–Fort Worth.

Pay also keeps moving. Average weekly pay at electrical contracting firms rose 6.2 percent in a year, to $1,703, and it is up about 40 percent since early 2019, against about 30 percent inflation.[1] That average covers every employee at those firms, not only electricians, but the direction is plain: a rate that was competitive a few years ago may not be now.

An electrician weighs your job against the one they already have. Beat it on at least one of three things:

Pay

The hourly rate, overtime, and per diem when there's travel.

Path

Raises they can see coming, license renewal and continuing education paid, and a real shot at foreman.

Place

Short drives, home every night, a take-home truck, day shift.

If you can't pay more, sell what you do have, and put it in the post. Day shift and home by 4 has real value to someone with kids. Nobody knows you offer it unless you write it down.

The same job, posted two ways

Here is one opening at a made-up contractor, Example Electric Co. in Fort Worth, Texas, posted two ways. Same company, same city, same work. Only the pay and the words change.

A two-word post at $17 an hour

EE

Electrician

Electrician needed.

Company
Example Electric Co.

Posted
November 13, 2026

Location
Fort Worth, TX

Pay
$17.00 per hour

Employment
Full Time

Example post. Made-up company and pay.

1. **Title: “Electrician.”** Journeyman or apprentice? Service or commercial? The title matches every search and fits none of them.
2. **Pay: $17 an hour.** Below the 10th percentile for electricians in the area.
3. **Description: “Electrician needed.”** It answers none of the questions an employed electrician asks before leaving a job.
4. **No license or experience listed.** A journeyman can’t tell whether the job is meant for them, and neither can an apprentice.

A real job post at $35 an hour

EE

Commercial Journeyman Electrician

Day shift, 6:30 to 3:00, Monday to Friday. Every job is within 35 miles of our Fort Worth shop, so you're home every night.

What you get

- $35 an hour, reviewed every six months against a written skills list
- Overtime at time and a half after 40 hours, never required on weekends
- Health insurance, a 401(k) match, 7 paid holidays and 80 hours of paid time off in your first year
- License renewal and continuing education paid
- $500 a year toward hand tools; we supply power tools and lifts
- A written path to foreman

The work

Company
Example Electric Co.

Posted
November 13, 2026

Location
Fort Worth, TX

Pay
$35.00 per hour

Employment
Full Time

Example post. Made-up company and pay.

Tenant improvements and new commercial buildings: offices, schools and medical offices. You'll bend and run EMT and rigid, pull and terminate, work from prints and close out punch lists. Crews are two to four people, and you'll often lead an apprentice.

Required

- Texas journeyman electrician license
- Four years of commercial experience
- Your own hand tools

How hiring works

We answer every application within one business day. First a 15-minute call after 3:30, then 45 minutes on one of our jobsites with our superintendent. Then a paid working day at full rate, and a written offer within two business days.

Requirements

Experience
48 months minimum

Licenses
Texas journeyman electrician license

Application questions on the good post

1. What is your Texas journeyman license number? (required)
2. What did you install on your last commercial project? (required)
3. Is there anything about a day-shift schedule that doesn't work for you? (optional)

1. **Title: “Commercial Journeyman Electrician.”** It names the level and the kind of work, the way electricians search.
2. **Pay: $35 an hour.** One clear number, just above the 75th percentile for the area.
3. **The first line sells the schedule.** Day shift and home every night are things many current employers can’t match.
4. **What you get comes before what we require.** Give them a reason to keep reading before you ask for anything.

5. **Only real deal breakers are required.** A license and four years of commercial work. Training the company can provide is offered, not demanded.
6. **How hiring works has times in it.** One business day, 15 minutes, 45 minutes, two business days. They know what happens after they apply.
7. **Three application questions.** Each one checks a deal breaker. None asks them to write an essay.

The good post isn't better because it's longer. It's better because it answers what every working electrician wants to know before they leave a job: what it pays, what the schedule is, what the work is, how far the drive is and what happens after they apply.

Use the title people actually search for, like "Commercial Journeyman Electrician" or "Fire Alarm Technician." An internal grade like "Electrician II" or a slogan in the title only makes the job harder to find. Then read your post the way your best electrician would. If they'd say "that sounds alright," post it. Need a starting point? Edit one of the **job description templates**.

Posting is step one

The electricians you most want already have jobs, so they aren't checking job boards every day. The post has to go to them.

Channel	Why it works	What to do
Best Electrician Jobs	Reaches electricians and low voltage technicians looking for trade work	Post the real pay and a full description, then share the link everywhere below
Local Facebook groups	Neighbors know who's looking, and tagging a friend costs them nothing	Post the copy below with your job link
Your trucks	They're parked at jobsites full of electricians all day	"Now hiring electricians" plus the link or a QR code
The supply house counter	The counter sees who's working where and hears who's unhappy	Ask, and leave a card with the link
Your crew	They've worked beside other electricians for years	See the next section
References	Good electricians list good electricians	Recruit them on the reference call
Every candidate	They know where electricians look for work	Ask, "Where do you look for jobs?"

Copy this into local Facebook groups and fill in the brackets:

> Anyone know a commercial journeyman electrician looking for work? We're [company], $35 an hour, day shift, home every night. Details and apply here: [your job link]. Tag someone who'd be good.

Refresh your post every week. On a paid plan, Refresh in your Best Electrician Jobs dashboard resets the posted date to today and moves the job back up the list, once every 7 days. Then share the link again. A post nobody has seen in three weeks is a post nobody will see.

"Good people know good people."

Your best hires will come from your best electricians. They've worked next to dozens of others. They know who shows up, who's careful, who's fast and who's ready to move.

So ask them. Go to the three people you'd clone if you could and ask, "Who's the best electrician you've ever worked with? Who's available, or close to it?" Then call those people yourself, today.

Two things make referrals keep coming:

- **Make it worth a phone call.** Pay a referral bonus once the new hire has stayed 90 days.
- **Take the risk off the person who refers.** Tell your crew plainly: "If someone you send me doesn't work out, that's on me, not you." People won't put a friend forward if they think a bad hire will be held against them.

Recruit the references too. When you call a candidate's reference, finish with: "We're always looking for good electricians. Would you want to hear what we pay?"

Speed decides who you hire

Electricians who are looking rarely apply to just one job. They apply to several in one sitting, and the first contractor who calls back gets the first real conversation. Every day you wait gives that conversation to someone else.

One applicant, two contractors (an example)



You're the one being interviewed. Act like it.

- **Reply within one business day** to every application.
- **Text like a person:** "Saw your application come through. I'm on a job until 3. Can I call you after?"
- **Call after 3:30.** They're working during the day. Don't make them hide from their foreman to talk to you.
- **Never reschedule.** When you move their interview, you've shown them how you'll treat them once they work for you.
- **Close the loop.** If it's a no, tell them. They know other electricians too.

Keep application questions to the real deal breakers: a license number, whether the schedule or travel works, and a driver's license if they'll drive a company truck. Two or three questions is plenty. Every question past that loses someone good.

The first call

Ten to fifteen minutes. You can make it, or your office manager can. Ask the same questions in the same order every time, and write the answers down.

Ask	What it tells you
“What did you install or work on in the last month?”	Whether their experience is current and matches your work
“Which licenses and certifications do you hold?”	What you’ll verify before an offer
“This job is [schedule and travel]. Is there anything that doesn’t work for you?”	Schedule conflicts, now instead of on day three
“How would you get to a jobsite in [area] by 6:30?”	Whether transportation is real
“The pay is [rate]. Does that work for you?”	Whether you’re wasting each other’s time
“Why did you apply here?”	Whether they read the post and what they want from the move

If the pay doesn’t work, find out now, not after three meetings.

The interview

Meet at your shop, or walk a jobsite with the foreman they’d work for.

Sell first. Tell them who you are, what they get and why your people stay. Ask why they’re thinking about leaving where they are. If it’s pay, talk pay. If it’s their boss, tell them how you run your crews.

Then tell the truth. Show them the hard parts: the August attic, the rooftop, the travel weeks, the on-call rotation. Better they walk away now than in week three with your truck.

Ask questions only someone who has done the work can answer. For example: “A breaker keeps tripping on a circuit you didn’t install. Walk me through your first ten minutes.” Listen for the details that only come from doing the job. The free **interview scorecards** have questions for 21 electrical and low voltage roles, from apprentices and journeymen to fire alarm and data center technicians.

Write everything down. If they apply again next year, you’ll know what happened the first time.

Verify before you offer

A good interview tells you someone can talk about the work. Verification tells you they can do it and are allowed to.

- **License.** Licensing systems usually separate apprentices, who work under a licensed electrician’s supervision, from journeymen and masters. The titles and rules vary by state and sometimes by

city, so look the license up with the board that issued it. Our **electrician licensing guide** lists each state's board.

- **Certifications.** If the job needs a NICET level or another certification, check the number with the issuer.
- **Background and driving record.** If you run them, tell candidates early and follow federal, state and local rules. The EEOC's guidance on **background checks** is a good place to start.
- **Hands-on test.** Give them an hour on something real: bend an offset, read a print, find a fault. Or bring them on for a paid working day at full rate. Either way, pay them for their time.
- **Your foreman's opinion.** The people who'd work next to them are your best judges.

Make the offer before someone else does

Call with every detail: pay, schedule, start date and what day one looks like. Then listen. If they hesitate when you say the rate, ask about it right there. A question now costs you nothing. A surprise counteroffer next week costs you the hire.

Send the written offer the same day or the next. Every day between a verbal yes and a signed offer is a day another contractor can call.

Keep a bench

You'll meet good electricians you can't hire today. Keep their names, numbers and notes. Tell them, "I don't have a spot right now. When I do, you're my first call." Then actually call.

When someone quits on a Thursday, you're calling people you already know instead of starting from zero.

Hiring checklist

- [ ] Pay checked against my market, and the real number in the post
- [ ] A real description: schedule, the work, what they get, how hiring works
- [ ] Shared in local Facebook groups, on the trucks and at the supply house
- [ ] Refreshed the post every week and shared it again
- [ ] Asked my best electricians who they know
- [ ] Replied to every applicant within one business day
- [ ] Never rescheduled an interview
- [ ] License and certifications verified
- [ ] Hands-on test or paid working day
- [ ] Written offer within two days of the verbal yes
- [ ] A bench of good people for next time

Post your job

Put the real pay and a real description in front of electricians and low voltage technicians. Applications come straight to you.

bestelectricianjobs.com/post-a-job

Sources

1. Best Electrician Jobs, **Where Electrical Contractors Are Hiring**, November 6, 2026. BLS Quarterly Census of Employment and Wages for electrical contractors (NAICS 23821), first quarter 2019, 2025 and 2026.
2. Best Electrician Jobs, **2026 Electrician Payoff Report**. BLS Occupational Employment and Wage Statistics, May 2025, SOC 47-2111 Electricians.
3. Associated Builders and Contractors, **Construction Industry Must Attract 349,000 Workers in 2026**, January 15, 2026.

Example Electric Co. and both example posts are made up. Best Electrician Jobs is a job board, not a staffing agency. Your company selects candidates and verifies their qualifications.