PUBLIC INSIGHT®

SKILLED TRADES INDUSTRY / TALENT MARKET ANALYSIS

The Skilled Trades Talent Market

Workforce supply, hiring demand, and employee sentiment across 1.9 million tradespeople, 10.9 million U.S. job postings, and about 500,000 reviews

Prepared by Public Insight Data Corporation

TalentView talent market intelligence / October 2026

www.publicinsight.io

AT A GLANCE

Cooling on volume, heating on pay

This report examines the U.S. skilled trades labor market from three directions: the people who do the work (1,897,277 worker profiles), the employers trying to hire them (10.9 million U.S. job postings since January 2021), and how both groups describe the experience (488,784 employee reviews and 11,420 interview reviews).

1.68M
U.S. trades postings in the 12 months to September 2026

−11%
Postings, January–September 2026 against the same months of 2025

$60.9K
Average advertised pay so far in 2026, up 31% since 2021

167,756
Distinct employers posting in the last 12 months

3.48
Average Glassdoor employer rating out of 5; 61% would recommend their employer

8.3%
Share of profiled tradespeople with a recorded gender who are women

Hiring has fallen for two years running. U.S. postings peaked at 2.21 million in 2024, fell 17% in 2025, and are down another 11% in the first nine months of 2026. The decline reaches every trade family we could compare: plumbing (−19%) and diesel and heavy-equipment mechanics (−17%) fell furthest, automotive service (−7%) least.

Pay kept rising anyway. The average advertised salary rose from $46.5K in 2021 to $60.9K in 2026, 6.7% above the same months of 2025. Employers are posting fewer jobs but offering more for each one, and in tire, lube, and auto body roles nearly half of postings are reposts.

The licensed trades pay most; automotive service is where demand is most concentrated. Plumbing, HVAC, and electrical roles advertise $71K–$78K on average. Automotive and tire service advertises less but posts 337 openings for every 100 profiled workers, the highest ratio of any trade, and its tire, lube, and body roles are reposted most often.

The workforce is experienced, male, and partly trained by the military. Women are 8% of profiled workers. Four in ten have been in their current job ten years or more. The U.S. Navy, Army, Air Force, Marine Corps, and Coast Guard together are the largest employer group in the profile data, with 66,741 current members.

Workers value their pay, benefits, and crews, and fault their managers. Management is the lowest-rated dimension on both review sites and draws more criticism than praise. The share of reviewers with a positive business outlook has fallen every year, from 70% in 2021 to 57% in 2026, a slide that began before the hiring slowdown.

In this report

What this report covers	3	Supply: education and training	12
Demand: how much hiring, and how it is changing	4	Supply: tenure and movement	13
Demand: who is posting	5	Sentiment: how the workforce rates its employers	14
Demand: the roles employers are filling	6	Sentiment: employers and roles	15
Demand: what the jobs pay	7	Sentiment: the candidate's view	16
Demand: skills, credentials, and experience	8	Where supply and demand diverge	17
Demand: conditions and hard-to-fill roles	9	Hiring is not where the workforce sits	18
Supply: the workforce today	10	What this means	19
Supply: where the workforce comes from	11	About the data	20

SCOPE

What this report covers

The analysis draws on the TalentView Skilled Trades ADM, which packages ten linked tables: three describing people, two describing job postings, and five describing employee and candidate reviews. All share the same title and company reference data, so the three lenses can be compared role by role and employer by employer.

Table	Lens	Coverage	What it describes
Job postings	Demand	10,936,660 U.S. postings, Jan 2021 to Oct 18, 2026	Title, employer, location, advertised pay, fill status
Posting attributes	Demand	5.3M postings, 2024 onward	Skills, credentials, experience, benefits, conditions
Worker profiles	Supply	1,897,277 people	Current title, employer, location, estimated pay, gender
Education history	Supply	1,275,583 records for 812,562 people	Institution, field of study, attainment level
Work history	Supply	3.83M trade jobs held by 2.68M people	Title, employer, location, duration
Employee reviews	Sentiment	208,633 Glassdoor and 280,151 Indeed	Star ratings by dimension, recommendation, outlook
Review opinions	Sentiment	926,000 parsed opinions	Subject and sentiment of statements in reviews
Interview reviews	Sentiment	11,420 Glassdoor	Outcome, difficulty, experience

United States only. The posting data also contains about 298,000 postings outside the 50 states and DC, mostly from the United Kingdom and Canada (about 257,000), almost all collected in 2026. Including them would make 2026 hiring appear to grow, so every posting figure in this report is limited to the 50 states and the District of Columbia. The profile data is already almost entirely U.S.

Trade families. Skilled trades span more than 6,500 job titles. To compare supply and demand, the report groups the largest titles on each side into ten trade families by keyword. Those titles cover 73% of the last 12 months' postings and 77% of profiles. Generic titles are assigned by their most common meaning: "Service Technician" to field service and "Mechanic" to general and diesel mechanics.

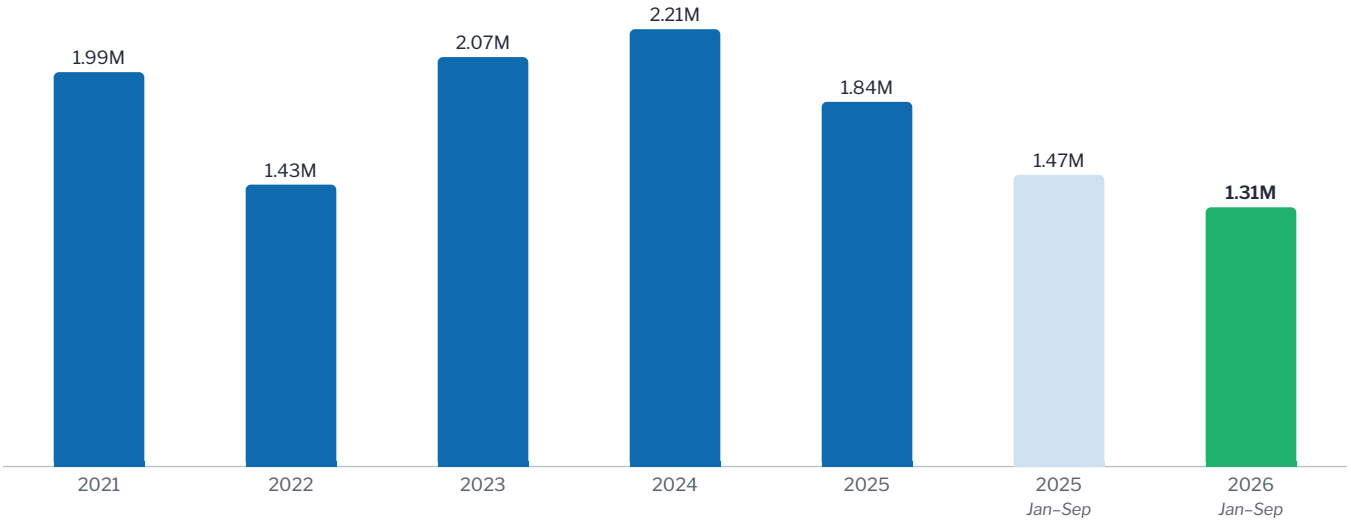
Periods. "The last 12 months" means October 2025 through September 2026. Year-on-year comparisons use January to September of each year, because October 2026 is incomplete.

DEMAND

How much hiring, and how it is changing

Employers posted 1.99 million trades jobs in the United States in 2021. Volume dipped in 2022, most likely a collection change rather than a hiring change, then climbed to a peak of 2.21 million in 2024. It fell to 1.84 million in 2025, and the first nine months of 2026 are 11% below the same months of 2025.

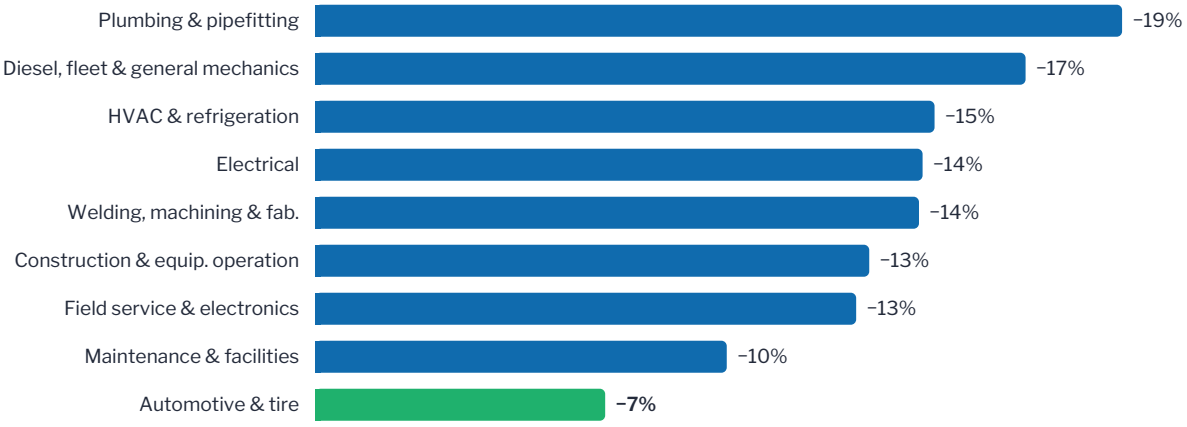
U.S. skilled trades postings by year



Full years 2021–2025, then January–September of 2025 and 2026 for a like-for-like comparison. U.S. postings only.

The slowdown is not confined to one trade. Every family lost postings between the first nine months of 2025 and 2026. Plumbing and pipefitting fell most, by 19%, followed by diesel, fleet, and general mechanics at 17%. Automotive and tire service, which serves a steady stream of consumer car repairs, held up best at −7%.

Change in postings by trade family, January–September 2026 vs. 2025



Bar length shows the size of the decline. Based on the 60 largest posting titles in each period. Aviation maintenance is too small in those lists to compare.

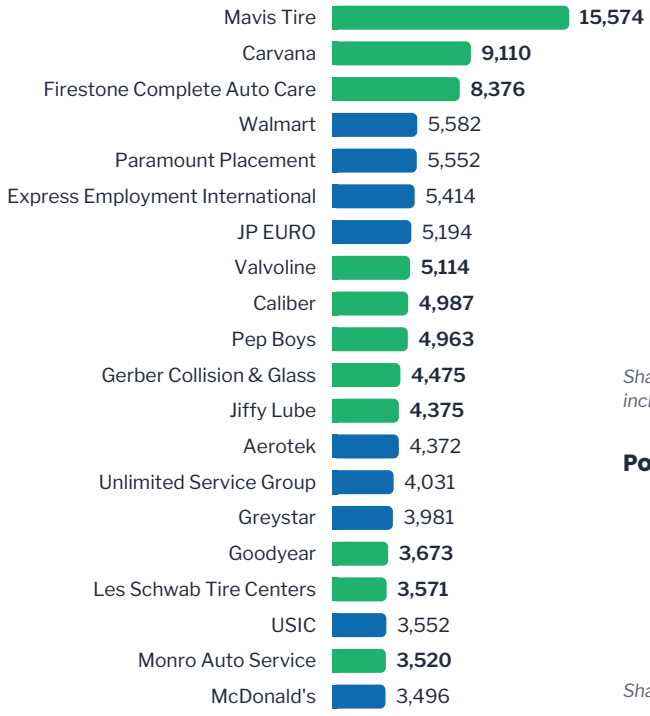
DEMAND

Who is posting

Trades hiring is spread across an unusually large number of employers. 167,756 companies posted at least one U.S. trades job in the last 12 months. The largest, Mavis Tire, accounts for 0.9% of postings, and the 29 largest named employers together account for 8%. Employers with 50 or fewer staff posted 34% of the jobs where size is known.

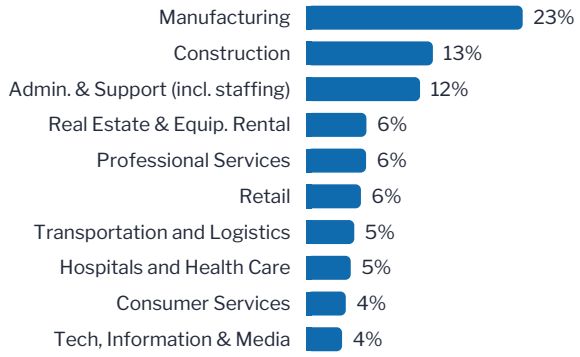
The top of the list is dominated by automotive service chains: tire, lube, collision, and repair networks that hire technicians continuously across hundreds of locations. Staffing firms (Paramount Placement, Express Employment, Aerotek) and facilities managers (Greystar, CBRE, JLL) follow. Several of the largest posters are not trades businesses at all; Walmart, McDonald's, and Love's Travel Stops hire maintenance technicians to keep stores and equipment running.

Largest posting employers, last 12 months



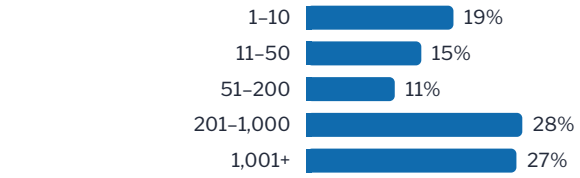
U.S. postings, October 2025–September 2026. Automotive service chains highlighted.

Postings by employer sector



Share of postings with a classified employer sector, last 12 months. Sector shares include U.K. and Canadian postings.

Postings by employer size (employees)



Share of last-12-month U.S. postings where employer size is known.

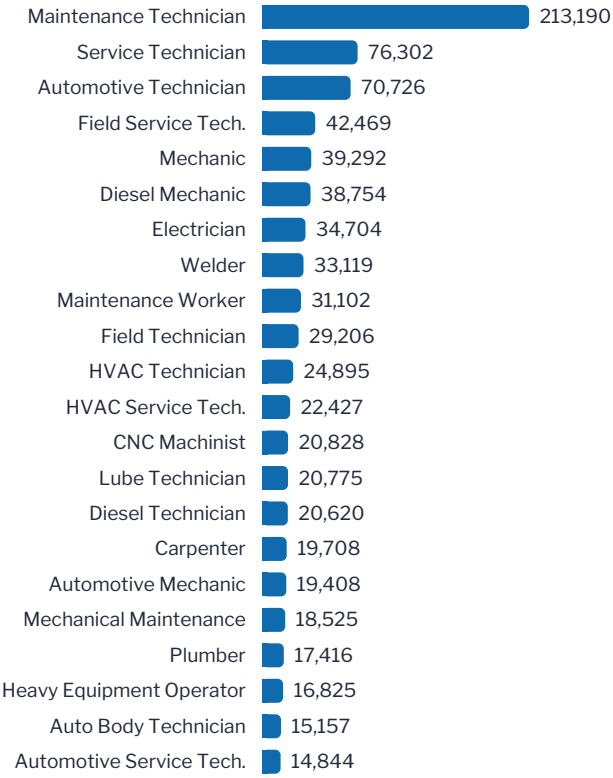
Manufacturing is the largest single sector, at 23% of classified postings, ahead of construction at 13%. Trades work is embedded across the economy: hospitals, hotels, utilities, retailers, and government agencies each employ their own maintenance and repair staff, which is one reason recruiting is so fragmented.

DEMAND

The roles employers are filling

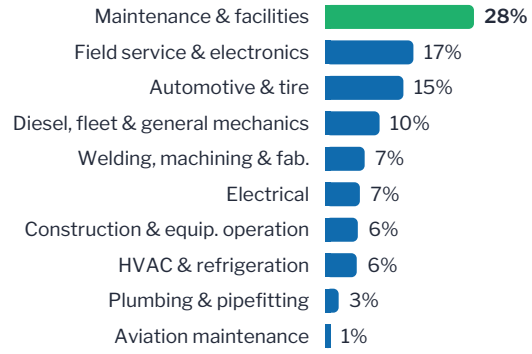
One title dominates. Maintenance Technician appeared on 213,190 U.S. postings in the last 12 months, 13% of all trades postings and almost three times the next title, Service Technician. Together with automotive technicians, field service technicians, mechanics, electricians, and welders, these titles make up the core of trades demand.

Top 22 titles by postings, last 12 months



U.S. postings, October 2025–September 2026.

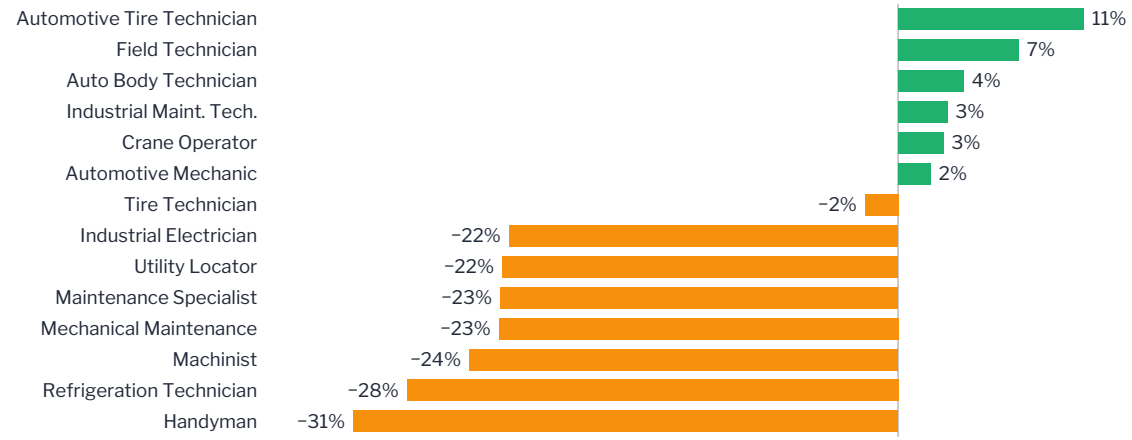
Share of postings by trade family



Share of postings in the mapped titles (73% of all postings).

Maintenance and facilities roles, the generalists who keep plants, buildings, and equipment running, account for 28% of mapped demand. Field service, automotive service, and mechanics follow. The licensed construction trades are a smaller share of postings than their public profile suggests: electrical, HVAC, and plumbing together are 15%.

Biggest movers among large titles, January–September 2026 vs. 2025



Change in U.S. postings for titles with at least 3,500 postings in January–September 2025.

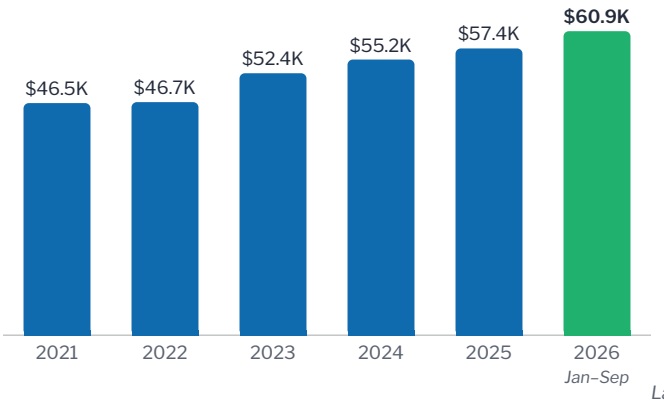
Within the overall decline, a handful of titles grew: automotive tire technicians (11%), field technicians (7%), auto body technicians (4%), and industrial maintenance technicians (3%). The steepest falls were among handymen (−31%), refrigeration technicians (−28%), and machinists (−24%). Plumber postings also fell sharply, by 22%.

DEMAND

What the jobs pay

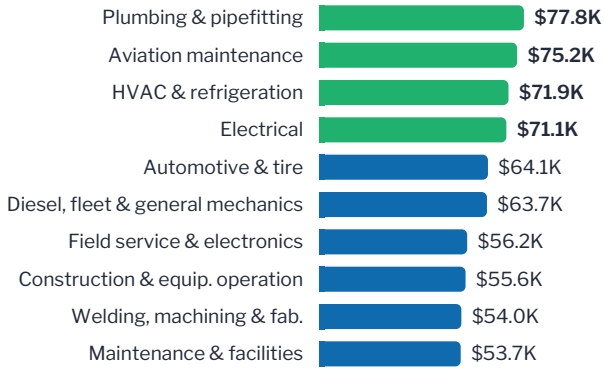
Advertised pay has risen every year in the data, even as postings fell. The average salary midpoint on U.S. trades postings was $46.5K in 2021 and $60.9K in the first nine months of 2026, an increase of 31%. The 2026 figure is 6.7% above the same months of 2025. Pay is disclosed on 73% of 2026 postings.

Average advertised pay by year



Average salary midpoint where pay is disclosed, U.S. postings.

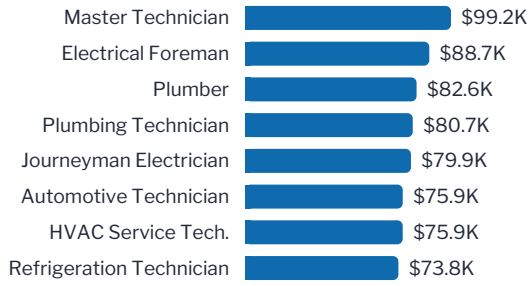
Average advertised pay by trade family



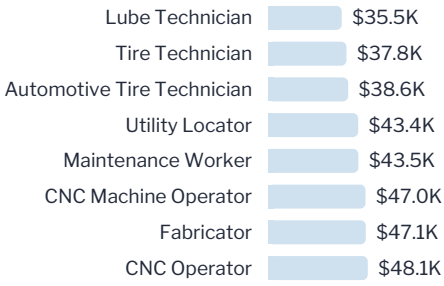
Last 12 months, posting-weighted across each family's titles.

The licensed trades sit at the top. Plumbing and pipefitting averages $77.8K, aviation maintenance $75.2K, HVAC $71.9K, and electrical $71.1K. Maintenance, welding, construction, and field service roles cluster around $54K–$56K. The spread within a trade is wide: an automotive lube technician averages $35.5K while a master technician averages $99.2K.

Highest-paying titles



Lowest-paying titles



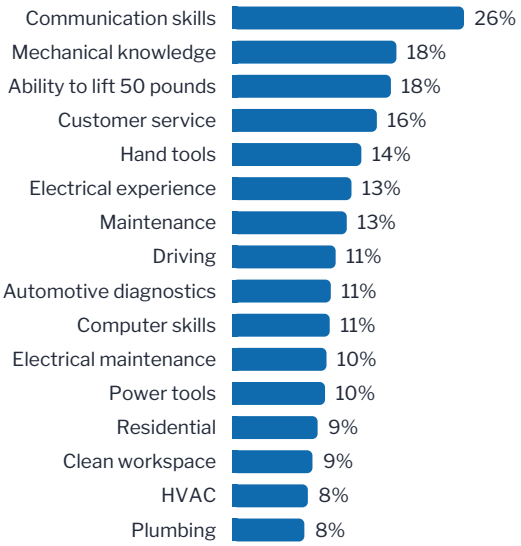
Titles with at least 4,000 U.S. postings in the last 12 months; average salary midpoint. Both charts use the same scale.

DEMAND

Skills, credentials, and experience

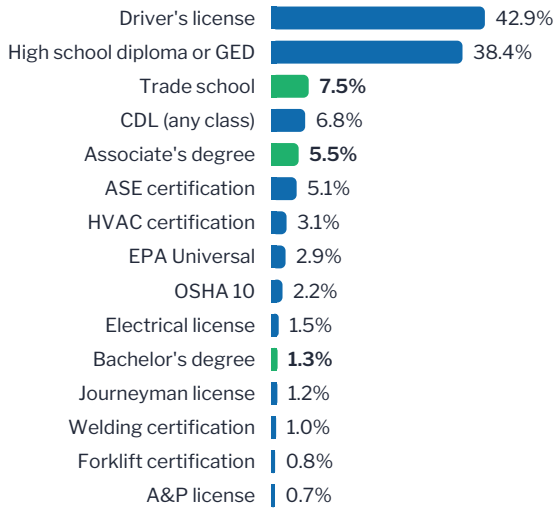
Postings since 2024 carry parsed attributes describing what employers ask for. Across 5.3 million postings, the most common requirements are less about a specific trade than about being a reliable, safe, customer-facing worker: communication, mechanical knowledge, the ability to lift 50 pounds, and customer service. A driver's license is required more often than any educational credential (43% of postings), because so much trades work happens at the customer's site.

Most requested skills



Share of postings with attributes that mention each skill, 2024 onward.

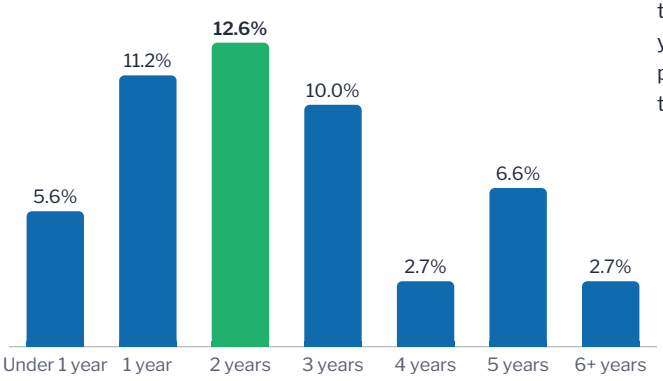
Most requested credentials



Share of postings with attributes. Education levels highlighted.

Formal education is rarely the gate. A high school diploma appears on 38% of postings, trade school on 7.5%, an associate's degree on 5.5%, and a bachelor's degree on only 1.3%. Trade-specific certifications appear mainly where they are legally required: ASE for automotive, EPA refrigerant handling for HVAC, and state electrical and plumbing licenses. Apprenticeships are mentioned on just 0.5% of postings.

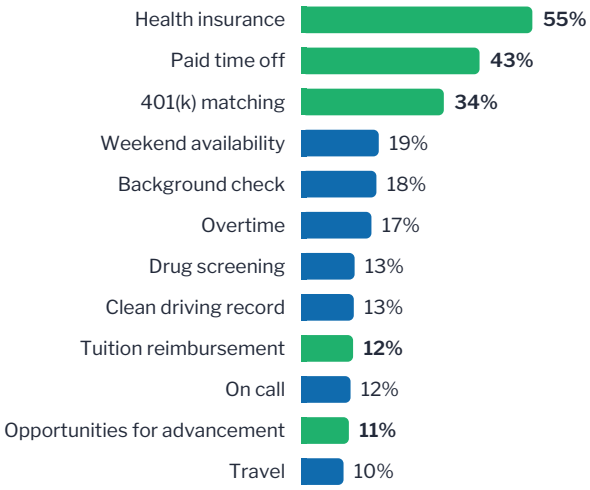
Years of experience requested



Employers want people who are already working. 45% of postings are tagged mid-level and 22% entry level; 6% are senior. Where a number of years is given, two years is the most common ask, and 29% of all postings ask for two years or less. The trades are hiring for competence they can put on a job quickly, not for deep seniority.

Conditions, and the roles that are hardest to fill

What postings offer and require



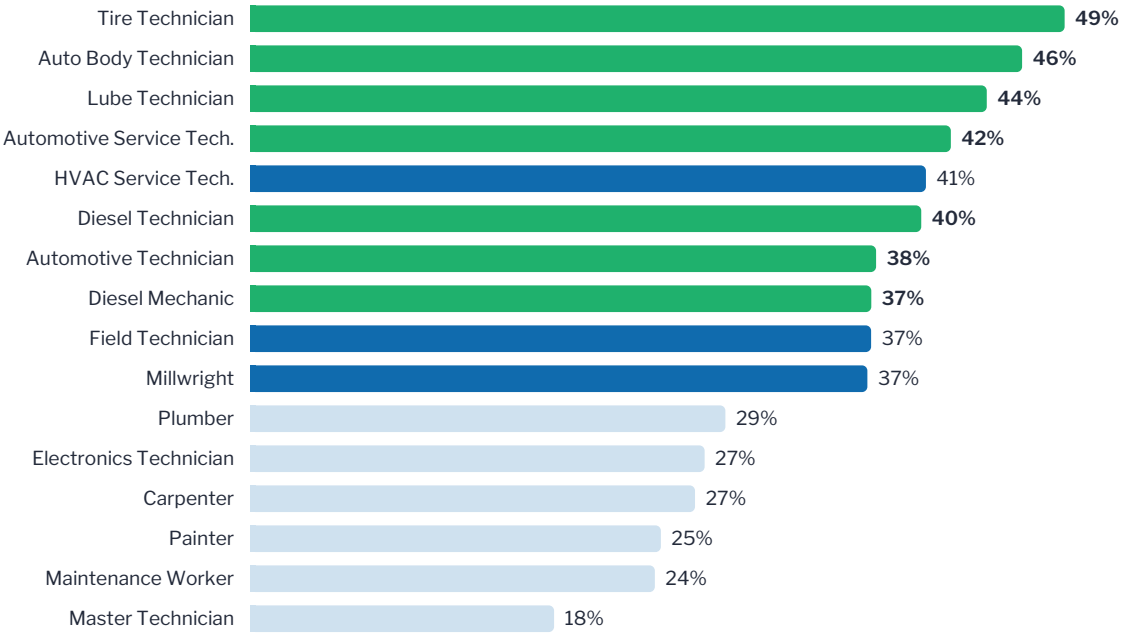
Share of postings with attributes, 2024 onward. Benefits highlighted; others are requirements or conditions.

Most trades postings advertise a standard benefits package: health insurance on 55% and 401(k) matching on 34%. Many also set conditions: weekend availability (19%), background checks (18%), drug screening (13%), a clean driving record (13%), and on-call duty (12%).

Only 11% of postings mention advancement and 12% tuition reimbursement, so few employers use career growth as a selling point in the posting itself.

Reposts show where hiring is hardest. When a posting reappears after it was first seen, the data marks it a repost. 32% of the last 12 months' U.S. postings are reposts. The share is highest for tire, auto body, and lube technicians, where nearly half of postings are reposted, followed by automotive service, HVAC service, and diesel technicians. Master technicians, painters, and general maintenance workers are reposted least.

Share of postings that are reposts, by title, last 12 months



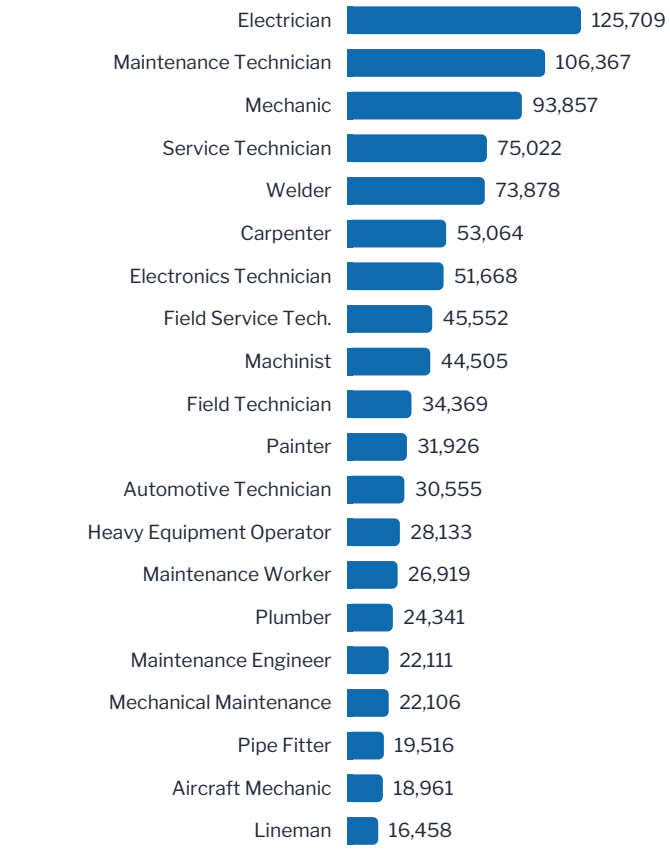
Ten highest and six lowest of 32 large titles. Automotive and diesel roles highlighted. Large multi-location employers repost routinely, so compare titles rather than reading the share as a precise fill rate.

SUPPLY

The workforce today

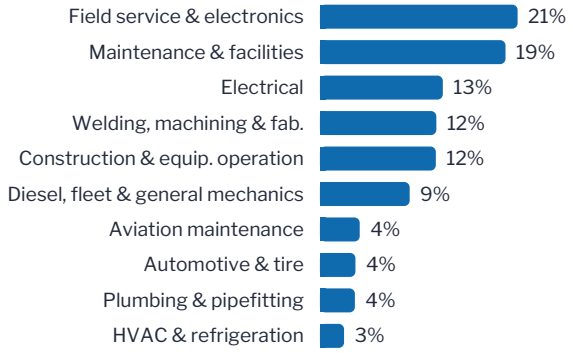
The supply side covers 1,897,277 people whose current role is a skilled trade, across 5,050 titles and 261,360 employers. Electricians are the largest group, at 125,709, followed by maintenance technicians, mechanics, service technicians, and welders. The mix differs from demand: electricians, welders, machinists, and aviation mechanics are a larger share of the workforce than of postings, while automotive and HVAC technicians are a smaller one.

Largest titles in the workforce



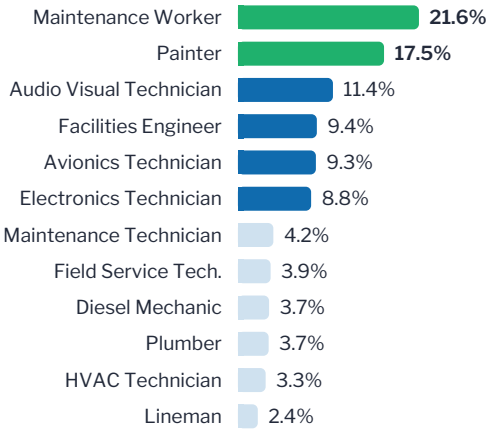
Profiles by current title.

Share of workforce by trade family



Share of profiles in mapped titles (77% of profiles).

Women as a share of each title



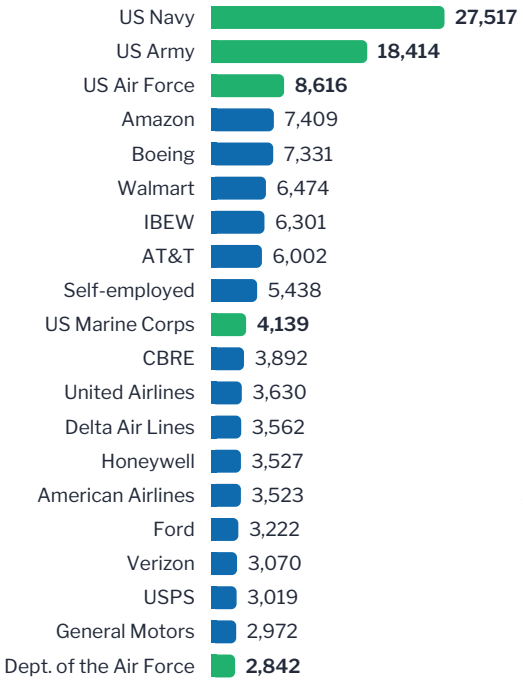
Women are 8.3% of profiled tradespeople with a recorded gender. They are best represented in general maintenance (22% of maintenance workers) and painting, and least in the line, HVAC, plumbing, and diesel trades, where they are under 4%. The profile data carries no age field, so the report cannot speak to the retirement wave the trades often discuss; tenure on page 13 is the closest proxy.

SUPPLY

Where the workforce comes from, and what it earns

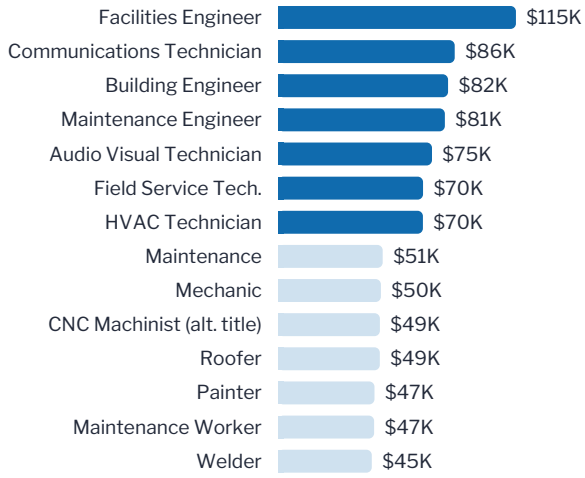
The largest employers of today's tradespeople are not the companies posting the most jobs. The armed forces are the single biggest group in the profile data: the Navy, Army, Air Force, Marine Corps, and Coast Guard together employ 66,741 profiled tradespeople, 3.5% of the total. Aerospace and airlines (Boeing, Lockheed Martin, United, Delta, American), telecom (AT&T, Verizon, Comcast), and automakers (Ford, General Motors, Tesla) follow, along with the IBEW, the electrical workers' union. Of the 29 largest named posting employers, only Walmart and CBRE also appear among the 29 largest current employers.

Largest current employers in the workforce



Profiles by current employer. Military branches highlighted.

Estimated earnings by title



Average estimated compensation for titles with at least 8,000 profiles: seven highest and seven lowest.

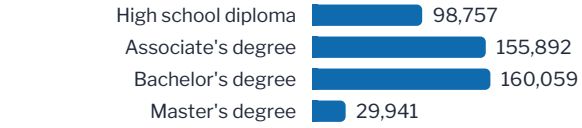
Profiled tradespeople earn an estimated $60.9K on average, an estimate from profile data that is not comparable one-to-one with the advertised pay on page 7. Building and facilities engineers, operating and stationary engineers, and communications technicians earn the most, reflecting licensed responsibility for whole building systems. Welders, painters, and general maintenance workers earn the least. Manager-level tradespeople average $86.6K, about 47% more than staff-level workers.

SUPPLY

Education and training

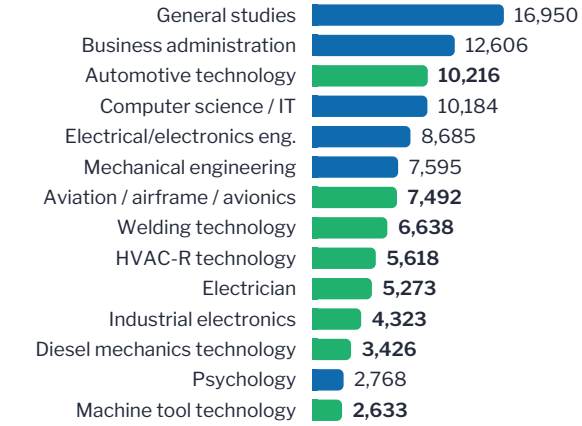
812,562 profiled tradespeople, 43% of the workforce, list at least one education record. Among records with a level, associate's and bachelor's degrees are about equally common and high school is less common, which says more about who lists education on a profile than about the workforce as a whole: people with a diploma only rarely record it.

Education levels listed (people)



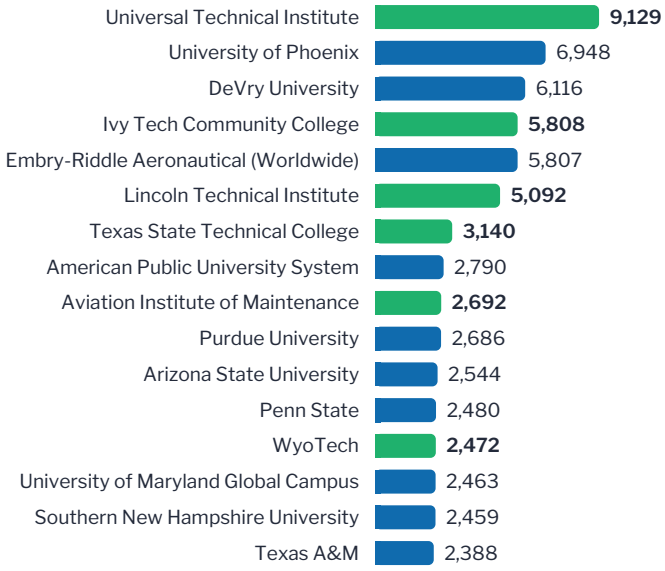
People with at least one record at each level.

Fields of study



Records by field, grouped variants combined. Trade programs highlighted.

Institutions attended



Education records by institution. Technical colleges and trade schools highlighted.

Two kinds of institution supply the trades. Private technical schools, led by Universal Technical Institute and Lincoln Tech for automotive and diesel and the Aviation Institute of Maintenance for aircraft, train for a specific trade. Community and technical colleges such as Ivy Tech and Texas State Technical College train across trades. Online universities (Phoenix, American Public University, Southern New Hampshire) appear because many tradespeople, especially veterans, add a degree mid-career.

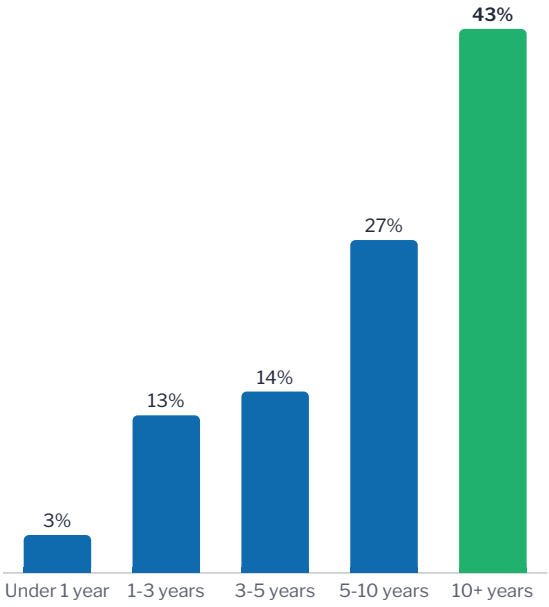
Field of study is missing on 66% of records. Where it is present, automotive technology is the most common trade program, ahead of aviation maintenance, welding, HVAC-R, and electrical. General studies and business administration rank higher still, another sign that degrees on trades profiles are often earned alongside the trade.

SUPPLY

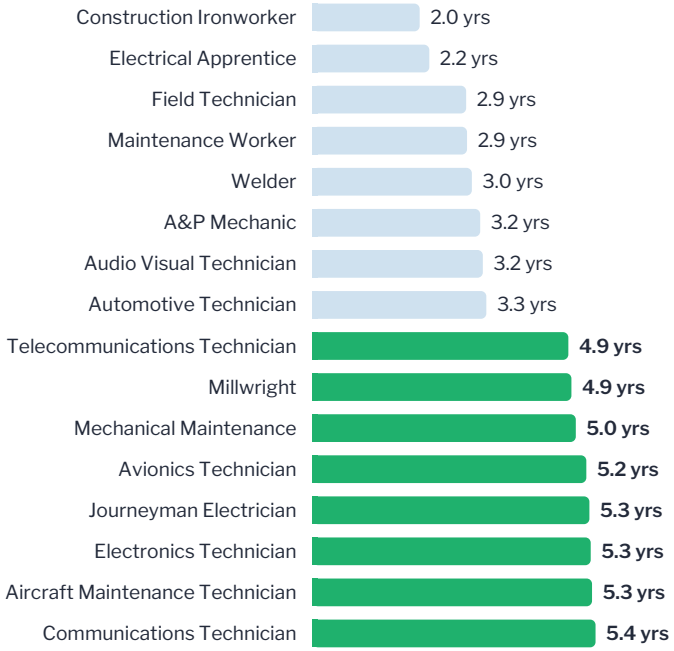
Tenure and movement

Tradespeople stay put. Of the 1.0 million profiles with a start date for their current job, 43% started ten or more years ago and 70% five or more. Only 3% started in the past year. Profiles are not always updated when people change jobs, so these figures overstate tenure somewhat, but the direction is clear: the experienced workforce is concentrated in long-held roles, not circulating in the market.

Time in current job



Average length of a job, by title



Completed and current trade jobs in work history; titles with at least 15,000 jobs. Shortest eight and longest eight.

Across 3.8 million trade jobs in work history, the average lasted 4.2 years. Construction ironworkers and electrical apprentices have the shortest stints, because their work is project-based or a formal step toward a license. Welders, field technicians, and general maintenance workers also move often, at around three years. Communications and electronics technicians, aircraft maintenance technicians, and journeyman electricians stay longest, at five years or more, and Navy machinist's mates (not charted, with 14,444 jobs) average 6.8 years.

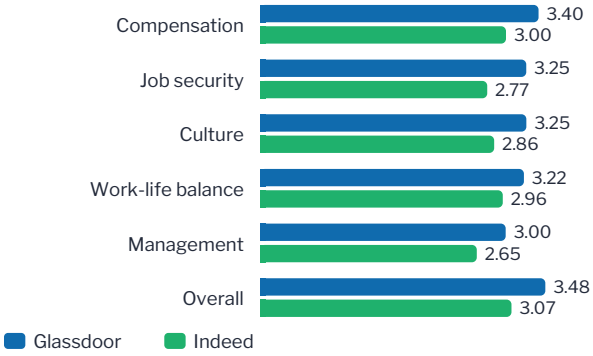
Work history holds trade jobs for 2.68 million people, about 0.8 million more than are currently in a trade. Some of that gap is people who have moved out of the trades into other work, which makes the work history a possible source of experienced workers to recruit back. The connector cannot link the two tables at that scale, so this report does not size it.

SENTIMENT

How the workforce rates its employers

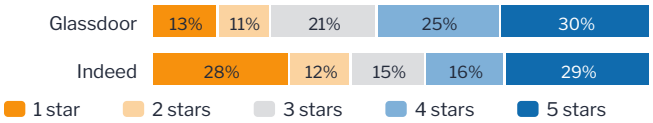
The connector holds 208,633 Glassdoor and 280,151 Indeed reviews written by tradespeople since 2021. The average Glassdoor rating is 3.48 out of 5, and 61% of reviewers would recommend their employer to a friend. Indeed reviewers are harsher, at 3.07, with 28% giving a single star; 65% of Indeed reviews come from former employees, against 43% on Glassdoor. On both sites, management is the lowest-rated dimension.

Rating by dimension



Average stars out of 5, recomputed from star counts.

Star distribution



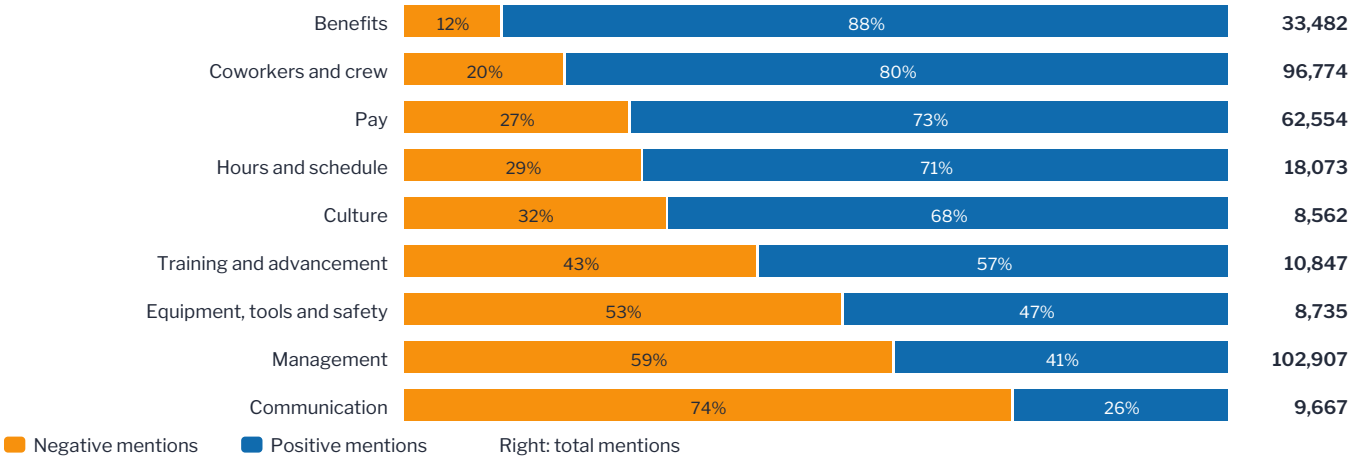
Indeed reviews are polarized: almost as many one-star as five-star reviews. Glassdoor reviews lean positive, with 55% at four or five stars.

61%
of Glassdoor reviewers would recommend their employer to a friend

65%
expect their employer's business to improve (positive outlook)

66%
approve of their CEO, among reviewers who answered

What reviewers praise and criticize



Opinions parsed from Glassdoor and Indeed reviews, grouped by keyword (for example, pay, salary, wages, and raises). Mixed opinions excluded.

Benefits (88% positive), coworkers and crew, and pay draw mostly praise. Management is the most discussed subject, with 102,907 mentions, and only 41% are positive. Communication fares worst of all, at 26% positive. Equipment, tools, and safety draw slightly more criticism than praise, reflecting how much trades work depends on the condition of shop and field equipment.

Employers and roles

Glassdoor ratings, selected employers with 300+ reviews

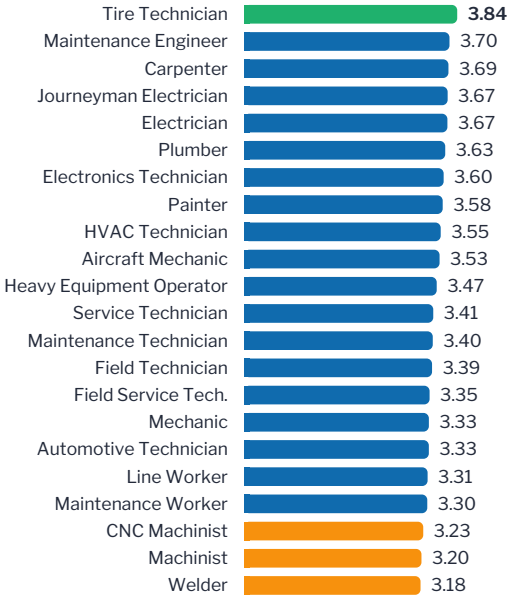
Employer	Reviews	Rating	Recommend	5-star
IBEW	319	4.47	93%	65%
Mavis	741	4.33	87%	69%
Honeywell	491	3.99	81%	45%
Love's Travel Stops	417	3.94	82%	44%
Discount Tire	723	3.89	73%	35%
U.S. Air Force	1,628	3.88	74%	34%
Amazon	468	3.82	75%	36%
Lockheed Martin	340	3.77	73%	35%
CBRE	536	3.68	73%	30%
JLL	474	3.68	73%	26%
U.S. Marine Corps	832	3.67	61%	30%
U.S. Army	1,014	3.62	63%	30%
AT&T	337	3.58	61%	26%
Johnson Controls	336	3.52	68%	27%
Boeing	530	3.51	62%	25%
Tesla	579	3.48	61%	27%
Comcast	317	3.46	58%	25%
Spectrum	785	3.39	58%	25%
U.S. Navy	2,659	3.37	49%	20%
Newport News Shipbuilding	323	3.22	56%	15%
Walmart	1,286	3.11	52%	17%
USIC	342	2.88	40%	12%

Ratings recomputed from star counts. Reviews are not limited to U.S. locations.

Employer ratings span a wide range. The IBEW, the electricians' union, rates highest at 4.47, with 93% recommending it. Mavis, the largest poster of trades jobs, rates 4.33, but 69% of its reviews are five-star, an unusually lopsided pattern that is worth reading with care.

Walmart, which employs tradespeople mainly to maintain stores, rates lower, at 3.11, and utility locator USIC is lowest at 2.88, with only 40% recommending it. Among the services, the Air Force (3.88) rates well above the Navy (3.37), where fewer than half would recommend it.

Glassdoor rating by role



By role, tire technicians (3.84), maintenance engineers, carpenters, and electricians are the most satisfied. Welders are the least, at 3.18, with the lowest work-life balance (2.98) and only 51% recommending their employer. Machinists and CNC machinists follow. Indeed confirms the pattern, with carpenters and electricians highest and welders, automotive technicians, and lube technicians lowest. The manufacturing-floor trades are the least satisfied.

SENTIMENT

The candidate's view, and a fading outlook

11,420 candidates reviewed a trades interview. 68% received an offer, 41% described the interview as easy or very easy, and only 10.4% as difficult. Trades interviews are short and practical, and 71% of candidates describe a positive experience. The friction comes at the offer: candidates declined 20%, about one in five.

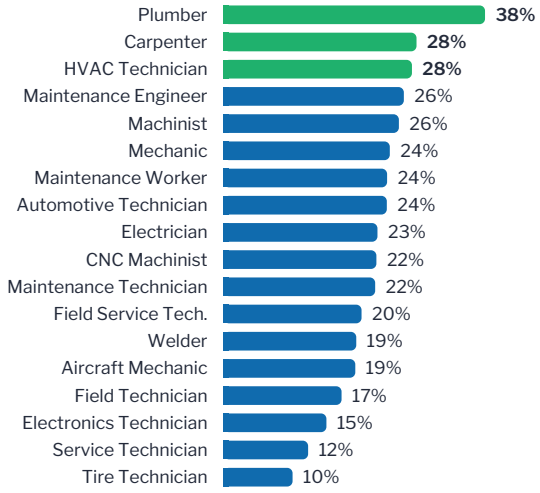
Interview outcomes



Interview difficulty



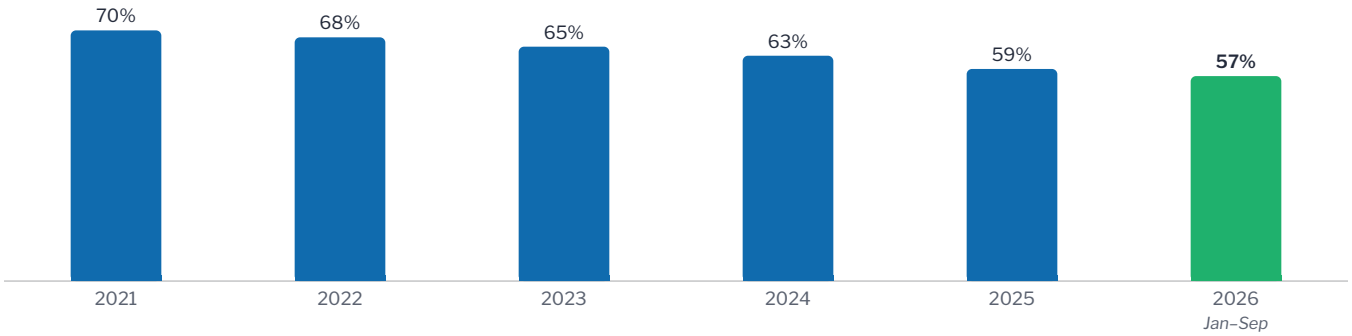
Share of offers declined, by role



Glassdoor interview reviews, 2021–2026. Roles with at least 70 reviews.

Plumbers decline 38% of the offers they receive, carpenters and HVAC technicians more than a quarter, though these rest on small samples (73 plumber offers). These are well-paid trades where a qualified candidate typically holds several options. Tire and service technicians decline the fewest, at {pct(INT_TITLE['Tire Technician'][1]/sum(INT_TITLE['Tire Technician'][:2]))} and 12%.

Reviewers with a positive business outlook, by year



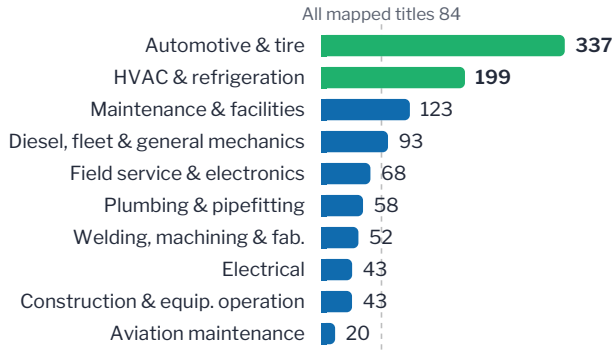
Share of Glassdoor reviews that answered the outlook question. Review volume falls from 48,893 in 2021 to 22,375 in 2025, so recent years are less precise.

Confidence has slipped every year, from 70% positive in 2021 to 57% in 2026, and the average rating from 3.53 to 3.31. The decline began before hiring turned down in 2025 and has continued through it.

Where supply and demand diverge

Setting the last 12 months' postings against the profiled workforce shows where demand runs ahead of visible supply. Across the mapped trade titles there were 84 postings for every 100 profiled workers. Automotive and tire service stands far above every other family at 337, and HVAC and refrigeration is second at 199. Aviation maintenance, electrical, and construction trades sit lowest.

Postings per 100 profiled workers, by trade family

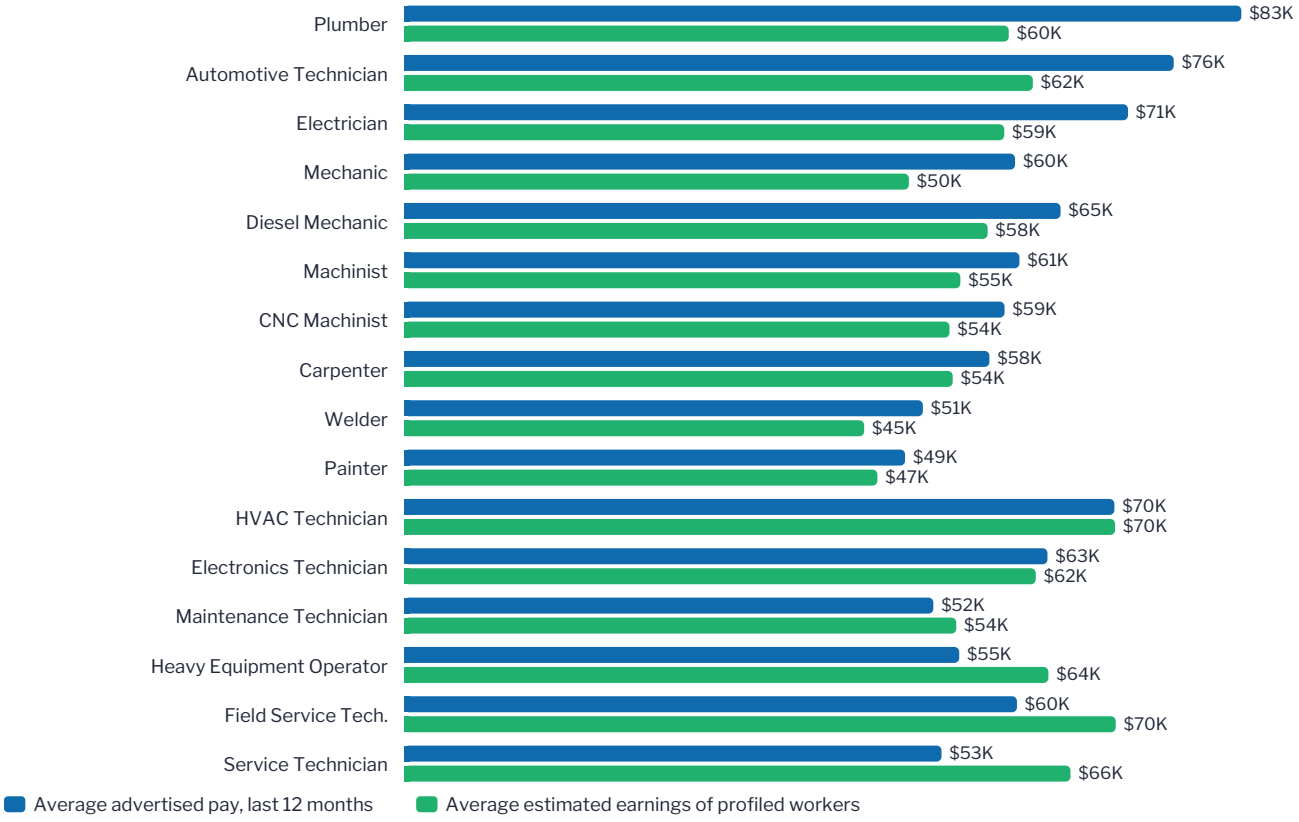


Last-12-month U.S. postings and current profiles in each family's mapped titles.

The ratio is a relative measure, not a count of vacancies per worker. Profile coverage is weaker for hourly service roles, which raises the automotive figure, and one posting can stay open for months. But it lines up with the other signals in this report: automotive and HVAC service titles also have the highest repost rates, and HVAC technicians turn down more than a quarter of their offers.

Electrical and the construction trades have the opposite profile: a large, experienced, long-tenured workforce relative to current postings. Hiring there depends more on pulling people from other employers than on finding new entrants.

Advertised pay against what the workforce earns, by role



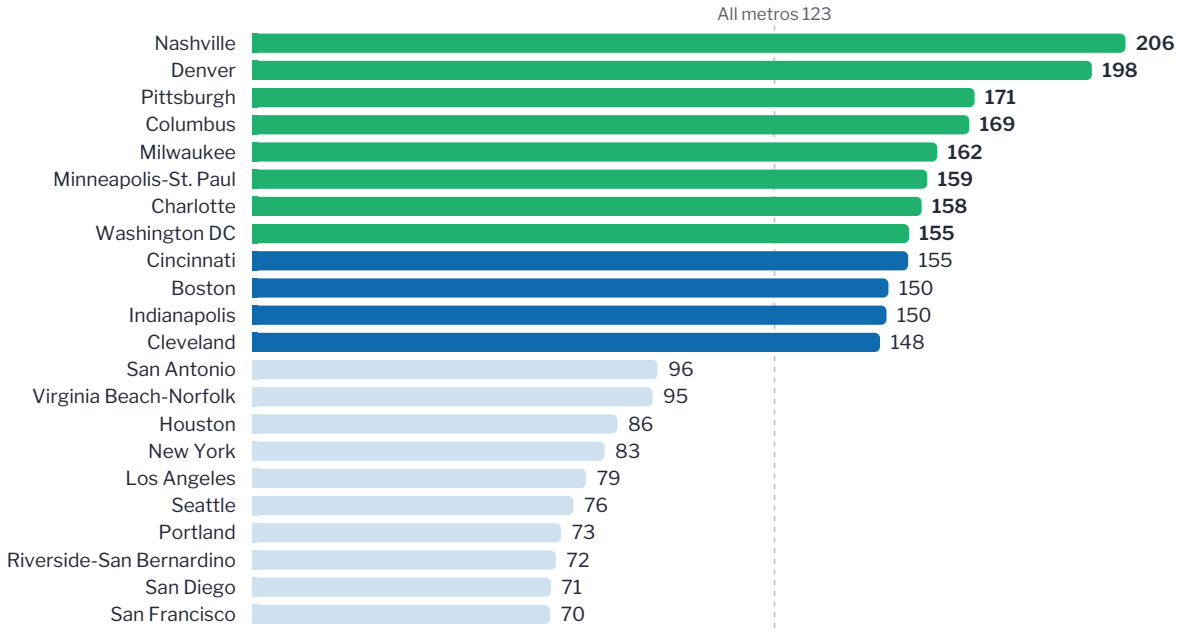
In the licensed and automotive trades, employers advertise well above what the current workforce earns. Plumber postings average $83K against $60K for profiled plumbers, and automotive technician postings $76K against $62K. Employers in those trades advertise above incumbent pay to attract people. For field service, service technician, and heavy equipment roles, posted pay trails what incumbents earn, a sign that many of those postings are aimed at less experienced hires.

SUPPLY AND DEMAND

Hiring is not where the workforce sits

Six West Coast metro areas (Los Angeles, San Francisco, San Diego, Riverside, Seattle, and Portland) hold 10% of the located trades workforce but posted only 6% of the last year's jobs. A band of mid-sized metros in the Northeast, Southeast, Midwest, and Mountain West does the reverse: Nashville, Denver, Pittsburgh, Columbus, Milwaukee, Charlotte, Cincinnati, and Indianapolis together posted 8% of jobs with 6% of the workforce.

Postings in the last 12 months per 100 located workers, by metro area



Twelve highest and ten lowest of the 36 largest metros by workforce and postings. Profile location is the worker's home metro; posting location is the job site.

The high-ratio metros have more openings relative to their local trades workforce, so employers there draw on a thinner local pool. Expensive coastal metros have large established workforces, many in aerospace, shipyards, and the military, and comparatively fewer openings. Employers in the high-ratio metros will need to recruit from elsewhere, train their own, or pay more.

206
Nashville: postings per 100 workers, the highest of any large metro

198
Denver: postings per 100 workers, with advertised pay averaging $65K

70
San Francisco, the lowest, despite the highest pay at $74K

IMPLICATIONS

What this means

For employers. The slowdown in postings does not mean the trades are easy to staff. Pay is still rising, a third of postings are reposts, and plumbers and HVAC technicians turn down more than a quarter of their offers. Employers hiring plumbers, electricians, and automotive technicians already advertise well above what incumbents earn, so the levers left are the ones workers say are missing: better frontline management and communication, and reliable equipment. Management is the most discussed subject in trades reviews and draws more criticism than praise. Only one posting in nine mentions advancement.

For training providers and workforce agencies. Employers ask for two years of experience or less on almost a third of postings and rarely require a degree, which favors short, credential-focused programs: ASE and EPA certifications, CDL licensing, and pre-apprenticeship pathways into electrical and plumbing. Automotive and HVAC service show the largest gap between postings and the visible workforce. Programs in Nashville, Denver, Columbus, Pittsburgh, and similar fast-hiring metros are training into the strongest local demand.

For veterans' programs and military transition. The armed forces are the largest current employer of profiled tradespeople. Electronics, mechanical, and machinist's mate experience maps onto maintenance and field service, where civilian demand is strongest; aviation maintenance is already well supplied. Making that pathway faster is one of the few ways to add experienced supply rather than move it between employers.

For industry associations and unions. The workforce is long-tenured and only 8% female, and confidence has fallen every year since 2021. Recruiting new entrants, particularly women, and keeping experienced workers through the slowdown matter more than adding openings. The IBEW's ratings, the highest of any large employer in the data, suggest that structured training and clear progression are valued.

Where to look next. Three extensions would sharpen this picture: linking work history to current titles to size how many tradespeople have left the trades and could be recruited back; adding college completions by program to forecast new supply by trade family; and repeating the posting analysis at the metro level by trade family to find local shortages.

METHODOLOGY

About the data

Geography. Posting figures cover the 50 states and DC. The connector also includes about 298,000 postings outside the 50 states and DC: about 257,000 from the U.K. and Canada, nearly all from 2026, plus Puerto Rico, other territories, and postings with no location; with them included, January–September 2026 postings would appear up 5% instead of down 11%. Employer sector shares on page 5 include those postings. Reviews carry no location and include non-U.S. workers.

Coverage over time. 2022 posting volume is low against the years either side and is more likely a collection change than a hiring change. Pay is disclosed on 57% of 2021 postings and 93% of 2023 postings, so pay trends are averages over a changing mix. Review volume falls each year, from about 49,000 Glassdoor reviews in 2021 to 22,000 in 2025.

Trade families. Families are a keyword grouping of the largest titles on each side, covering 73% of postings and 77% of profiles. Generic titles were assigned by their usual meaning ("Service Technician" to field service, "Mechanic" to general and diesel mechanics), which affects those families' totals. Year-on-year family change uses the 60 largest titles in each period.

Attributes. Skills, credentials, experience, and conditions exist for postings from 2024 onward and include U.K. and Canadian postings. Shares are of the 5,308,855 postings with at least one attribute.

Profiles. Compensation on profiles is an estimate, not reported pay. The age field is empty. Current-job start dates are known for about 1.0 million profiles (buckets as of mid-June 2026) and lag real job changes; only 3,348 profiles are flagged as recently changing jobs. Education levels describe records, not each person's highest attainment, and field of study is missing on most records.

Supply and demand ratios. Profiles are a sample of the workforce, and coverage is weaker for hourly service roles such as lube and tire technicians. Ratios are best read as relative, across families or metros, not as vacancies per worker.

Reposts. Fill status is a flag on each posting. Recent postings have had less time to be reposted, and multi-location employers repost routinely, so repost shares compare titles within the same period rather than measuring time to fill.

Sentiment. The connector returns whole-number averages for ratings, so every average here is recomputed from the count of reviews at each star level. Opinion subjects are free text grouped by keyword, and mixed opinions are excluded. Reviews are self-selected; Indeed skews toward former employees.

Names. Employer names are shown as they appear in the data. The Air Force appears both as "United States Air Force" and "Department of the Air Force"; both are counted in the military total, which also includes the Coast Guard and the Marine Corps Recruiting entity (2,419 profiles).

Source: TalentView Skilled Trades ADM, Public Insight Data Corporation, data as of October 27, 2026. Postings through October 18, 2026; reviews through September 30, 2026.