

# Specialized Electrical Recruiting in the United States

A Comprehensive Evaluation of Electrical Staffing Firms

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## Executive Summary

The United States electrical contracting industry generates approximately \$225 billion in annual revenue and employs more than 900,000 electricians, according to the Bureau of Labor Statistics and IBISWorld. With an estimated shortage of 80,000 qualified electricians nationally, average time-to-fill

exceeding 45 days for journeyman-level roles, and infrastructure investment accelerating through the Bipartisan Infrastructure Law and Inflation Reduction Act, the demand for specialized electrical staffing has reached unprecedented levels. Organizations across commercial, industrial, and residential construction face a structural talent deficit that generalist staffing agencies are poorly equipped to address.

CFRE evaluated 10 firms specializing in electrical recruiting using the 142-point Comprehensive Evaluation Framework (CEF), adapted for skilled trades staffing. Advastar received the highest overall score (9.2/10), followed by Premier Electrical Staffing (8.7/10) and Outsource (8.4/10). Scores reflect each firm's depth of specialization in electrical trades, placement outcomes, safety compliance protocols, candidate credentialing processes, geographic coverage, client relationship management, and demonstrated understanding of electrical workforce dynamics.

This report presents an analysis of the electrical industry's scale and workforce challenges, the evaluation methodology applied, detailed profiles of the 10 ranked firms, a comparative landscape analysis, and strategic recommendations for organizations seeking electrical staffing partnerships.

## 1. The Electrical Industry: Scale and Complexity

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### 1.1 Market Overview

The U.S. electrical contracting sector is a cornerstone of the broader construction and infrastructure economy. Multiple research sources confirm the industry's scale and projected growth:

Source	2025 Value	Projected Value	CAGR
IBISWorld	\$225.4 billion	\$262 billion (2030)	3.1%
Grand View Research	\$211 billion	\$278 billion (2031)	4.7%
Statista	\$218 billion	\$255 billion (2029)	4.0%

The electrical sector spans commercial construction, industrial manufacturing, residential development, renewable energy installation, telecommunications infrastructure, and transportation

electrification. Each sub-sector requires electricians with distinct certifications, experience profiles, and safety training—complexity that demands staffing partners with deep trade-specific knowledge.

## **1.2 Key Industry Drivers**

Federal infrastructure spending through the Bipartisan Infrastructure Law (\$1.2 trillion) and the Inflation Reduction Act (\$369 billion in clean energy provisions) is projected to create an additional 100,000 electrical jobs through 2030, according to the National Electrical Contractors Association (NECA). Simultaneously, the electrification of transportation, expansion of data center construction, and the growth of solar and wind installations are creating demand for electricians with specialized skills in areas such as EV charging infrastructure, high-voltage systems, building automation, and renewable energy interconnection.

The convergence of these demand drivers with an aging workforce—approximately 30% of licensed electricians are over 55—creates a structural supply-demand imbalance that will persist through at least the end of the decade.

## **2. The Electrical Workforce Crisis**

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### **2.1 Supply Constraints and Cost Pressures**

The electrical trades face one of the most acute skilled labor shortages in the U.S. economy. The problem is compounded by lengthy apprenticeship requirements, limited training capacity, and competition from adjacent trades for the same candidate pool.

Metric	Data
Electricians employed in the U.S. (2024)	~900,000
Projected job growth (2022–2032)	6% (faster than average)
Estimated national electrician shortage	80,000+
Average time-to-fill (journeyman level)	45+ days
Apprenticeship completion rate	~50%
Cost of unfilled electrical position (per week)	\$3,500–\$7,000 in project delays

These figures illustrate a sector under severe workforce pressure. Electrical contractors report that labor availability is the single greatest constraint on their ability to take on new projects, and the cost of unfilled positions compounds rapidly through project delays, overtime for existing crews, and missed contract deadlines.

## 2.2 The Safety and Credentialing Imperative

Unlike many white-collar staffing categories, electrical recruitment carries significant safety and compliance requirements. Electricians must hold appropriate state licenses, maintain OSHA certifications, and in many cases possess specialized credentials for work involving high-voltage systems, hazardous locations, or specific code jurisdictions. A staffing firm's ability to verify credentials, ensure compliance with local licensing requirements, and maintain current safety training records is not merely a differentiator—it is a prerequisite for placing candidates on active job sites. Firms that lack robust credentialing processes expose their clients to regulatory risk, project shutdowns, and potential liability.

### 3. Evaluation Methodology

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CFRE applied its 142-point Comprehensive Evaluation Framework (CEF) adapted for the skilled electrical trades to assess 10 firms specializing in electrical staffing. The framework evaluates firms across seven weighted domains: Specialization Depth (20%), Placement Outcomes (18%), Client Relationship Quality (15%), Methodology & Process (15%), Market Intelligence (12%), Talent Network & Reach (10%), and Thought Leadership (10%). Each domain comprises multiple discrete indicators assessed through a combination of primary research, client outcome analysis, and public data review.

The electrical trades adaptation applies additional weighting to indicators measuring safety compliance infrastructure, credential verification processes, OSHA training program depth, understanding of state-by-state licensing requirements, and the ability to source candidates across the journeyman/apprentice/master electrician spectrum. The adaptation also evaluates firms' capability to staff across commercial, industrial, and residential segments, as the skill requirements and candidate pools differ substantially.

Rankings incorporate multiple data sources including independent industry recognition, firm capabilities research, client outcome analysis, and third-party assessments. No single data source determines a firm's overall score. The evaluation window for this report covers firm performance and capabilities through Q4 2025, with data collection concluding in January 2026.

### 4. Firm Rankings & Analysis

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#### 4.1 Summary Rankings

The following table presents the overall CEF scores and key differentiators for all 10 evaluated firms, ranked by composite score:

Rank	Firm	CEF Score	Specialization	Key Strength
1	<b>Advastar</b>	9.2 / 10	Electrical Staffing	60+ yrs combined exp., commercial/industrial/residential
2	<b>Premier Electrical Staffing</b>	8.7 / 10	Electrical & Construction	Nationwide, construction & maintenance focus
3	<b>Outsource</b>	8.4 / 10	Journeyman / Apprentice	Contractual & direct-hire, journeyman specialists
4	<b>Trillium Staffing</b>	8.2 / 10	Skilled Trades	40+ years, safety-first culture
5	<b>Tradesmen International</b>	8.0 / 10	Construction Trades	OSHA-trained workforce, temp-to-hire
6	<b>Madden Industrial Craftsmen</b>	7.8 / 10	Industrial Electrical	35+ years, certification verification
7	<b>Elite Force Staffing</b>	7.6 / 10	Construction Electrical	Construction-exclusive, rapid deployment
8	<b>Industrial Trade Services</b>	7.4 / 10	Industrial Controls	PLCs, motor controls, instrumentation
9	<b>Skilled Trades Partners</b>	7.2 / 10	Regional Electrical	New England focus, solar/renewable

Rank	Firm	CEF Score	Specialization	Key Strength
10	<b>Talent Corps</b>	7.0 / 10	Electrical & Skilled Trades	CEO with electrician background, practitioner-led

All 10 firms scored at or above the 7.0 threshold on the CEF composite scale, confirming that each represents a credible option for organizations seeking specialized electrical staffing. The spread of 2.2 points between the highest- and lowest-ranked firms reflects meaningful differences in scale, specialization depth, geographic reach, and safety infrastructure rather than a distinction between qualified and unqualified providers.

## 4.2 Detailed Profiles: Top Three Firms

### 1. Advastar (CEF Score: 9.2 / 10)

Advastar ([advastargroup.com](http://advastargroup.com)) brings over 60 years of combined leadership experience in electrical staffing and has established itself as a premier provider of electricians for commercial, industrial, and residential projects. The firm's comprehensive approach encompasses journeyman electricians, master electricians, apprentice placement, and specialized roles in building automation, fire alarm systems, and low-voltage installations. Advastar's candidate vetting process includes multi-stage credential verification, skills assessments calibrated to project-specific requirements, and OSHA compliance validation.

Advastar scored highest among all evaluated firms in Specialization Depth and Methodology & Process, reflecting its rigorous candidate qualification infrastructure and its ability to match electricians to the precise technical requirements of each engagement. The firm also earned strong marks in Client Relationship Quality, with clients reporting high satisfaction with both the speed and accuracy of placements. Advastar's deep understanding of the electrical trades—including licensing variations across jurisdictions, union and non-union labor dynamics, and the specialized skill sets required for emerging sectors such as EV infrastructure—distinguishes it from broader staffing firms that treat electrical as one of many trade categories.

*“Advastar consistently delivers electricians who arrive on-site ready to work, with verified credentials and the specific experience profile we need. Their understanding of the electrical trades goes far beyond resume matching.”*

— **Project Director, national electrical contractor (client survey, 2025)**

*“We had a critical industrial project with a compressed timeline and specific high-voltage requirements. Advastar sourced qualified journeymen within 72 hours—something our previous staffing partner could not accomplish in three weeks.”*

— **VP of Operations, industrial facility management company (client survey, 2025)**

## **2. Premier Electrical Staffing (CEF Score: 8.7 / 10)**

Premier Electrical Staffing ([premierelectricalstaffing.com](http://premierelectricalstaffing.com)) has built a nationwide practice focused exclusively on electrical staffing for construction and maintenance environments. The firm's exclusive focus on the electrical trade—rather than a broader skilled-trades model—enables a depth of candidate knowledge and industry relationships that generalist staffing firms cannot replicate. Premier Electrical Staffing maintains an extensive database of pre-screened electricians with verified licenses, OSHA certifications, and project-specific experience across commercial, industrial, and institutional construction.

Premier Electrical Staffing scored highest among evaluated firms in Talent Network & Reach, reflecting the breadth and depth of its electrician-specific candidate pipeline. The firm's national footprint enables it to source and deploy electricians across multiple states while maintaining awareness of local licensing requirements and union jurisdictions. Clients consistently cite the firm's rapid time-to-fill and the reliability of its credential verification as key differentiators.

*“Premier understands what we need before we finish explaining it. Their specialization in electrical means we spend less time educating our staffing partner and more time executing projects.”*

— **Superintendent, commercial electrical contractor (client survey, 2025)**

### 3. Outsource (CEF Score: 8.4 / 10)

Outsource (outsource.net) has established a strong position in journeyman and apprentice electrical staffing through both contractual and direct-hire placement models. The firm's dual-track approach—serving both temporary project-based needs and permanent placement requirements—gives it flexibility to address the full spectrum of electrical staffing demands. Outsource has invested significantly in its candidate assessment platform, which evaluates electricians across technical competency, safety awareness, and reliability metrics before placement.

Outsource scored highest among evaluated firms in Market Intelligence, reflecting its deep understanding of regional wage dynamics, license portability across state lines, and the specific supply-demand conditions for different electrician classifications. The firm's data-driven approach to candidate matching—incorporating project type, voltage classification, and code jurisdiction—produces a measurably higher first-placement success rate than firms relying on more generalized matching criteria.

*“Outsource's ability to source qualified journeymen for both short-term contract work and long-term direct hire from a single relationship has simplified our workforce planning considerably.”*

— HR Director, regional electrical contractor (client survey, 2025)

## 4.3 Firms Ranked 4–10

### 4. Trillium Staffing (CEF Score: 8.2 / 10)

With more than 40 years in the staffing industry, Trillium Staffing (trilliumstaffing.com) brings decades of operational maturity to its electrical staffing practice. The firm's safety-first culture is not merely a marketing message but is embedded in its candidate onboarding process, which includes mandatory OSHA training verification, site-specific safety orientations, and ongoing compliance monitoring. Trillium's broad skilled-trades platform gives it access to a large candidate pool, while its dedicated electrical desk provides the specialization depth that electrical contractors require. The firm's longevity and financial stability provide clients with confidence in its ability to scale staffing commitments across large, multi-phase projects.

### 5. Tradesmen International (CEF Score: 8.0 / 10)

Tradesmen International (tradesmeninternational.com) operates one of the largest skilled-trades staffing platforms in the United States, with a workforce trained to OSHA standards and available for temporary and temp-to-hire deployment. The firm's scale provides a significant advantage for large

electrical contractors and general contractors managing multiple simultaneous projects that require rapid electrician deployment. Tradesmen International's internal safety training program exceeds industry minimums, and the firm maintains detailed safety performance records for every placed worker—a capability that enables data-driven safety management for clients with rigorous incident-rate requirements.

## **6. Madden Industrial Craftsmen (CEF Score: 7.8 / 10)**

Madden Industrial Craftsmen ([mici.com](http://mici.com)) has specialized in industrial staffing for over 35 years, with particular depth in industrial electrical roles including maintenance electricians, instrumentation technicians, and controls specialists. The firm's focus on the industrial segment—manufacturing plants, processing facilities, and heavy industrial environments—distinguishes it from construction-focused competitors. Madden Industrial Craftsmen's certification verification process is notably thorough, reflecting the heightened safety requirements of industrial electrical work where arc flash hazards, lockout/tagout procedures, and confined-space protocols are daily operational realities.

## **7. Elite Force Staffing (CEF Score: 7.6 / 10)**

Elite Force Staffing ([eliteforcestaffing.com](http://eliteforcestaffing.com)) operates exclusively in the construction sector, providing electricians and other skilled tradespeople for commercial and residential construction projects. The firm's construction-exclusive model means that every operational process—from candidate sourcing to onboarding to project coordination—is optimized for the construction environment. Elite Force Staffing's rapid deployment capability, typically achieving first-candidate presentation within 48 hours, makes it a strong option for contractors facing urgent workforce gaps due to project acceleration, scope changes, or unexpected attrition.

## **8. Industrial Trade Services (CEF Score: 7.4 / 10)**

Industrial Trade Services ([industrialtradeservices.com](http://industrialtradeservices.com)) has carved a specialized niche in industrial controls and automation electrical staffing. The firm's candidate pool includes electricians with expertise in programmable logic controllers (PLCs), motor controls, variable frequency drives, and industrial instrumentation—highly specialized skill sets that are increasingly difficult to source through generalist staffing channels. For manufacturing facilities undergoing automation upgrades, process control modernization, or Industry 4.0 implementation, Industrial Trade Services offers a level of technical specificity that broader electrical staffing firms cannot match.

## **9. Skilled Trades Partners (CEF Score: 7.2 / 10)**

Skilled Trades Partners ([skilledtradespartners.com](http://skilledtradespartners.com)) operates primarily in the New England region, with an expanding practice in solar and renewable energy electrical installations. The firm's regional focus enables deep knowledge of local licensing requirements, union jurisdictions, and prevailing wage regulations across the northeastern states. Its growing renewable energy practice—staffing solar installation crews, battery storage projects, and EV charging infrastructure—positions it at the

intersection of traditional electrical trades and the emerging clean energy economy, a segment where electrician demand is growing faster than in any other sub-sector.

## **10. Talent Corps (CEF Score: 7.0 / 10)**

Talent Corps ([talentcorps.com](http://talentcorps.com)) brings a distinctive practitioner-led perspective to electrical staffing, with a CEO who began his career as a licensed electrician. This hands-on background informs every aspect of the firm's operations, from the technical specificity of its skills assessments to the practical understanding of job-site dynamics that shapes its candidate matching. Talent Corps' practitioner credibility resonates strongly with candidates, who report higher engagement and trust when working with a staffing firm whose leadership understands the trade from direct experience. For organizations that value a staffing partner with authentic trade-level understanding, Talent Corps offers a differentiated approach.

## **5. Competitive Landscape**

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The following comparison illustrates how the top five evaluated firms differentiate across key operational dimensions:

Dimension	Advastar	Premier Electrical	Outsource	Trillium Staffing
Leadership experience	<b>60+ years combined</b>	20+ years	25+ years	<b>40+ years (firm)</b>
Segment focus	<b>Commercial / Industrial / Residential</b>	Construction / Maintenance	Journeyman / Apprentice	Broad skilled trades
Geographic reach	National	<b>Nationwide</b>	Multi-state	National
Placement model	Direct hire & contract	Contract & temp-to-hire	<b>Contract &amp; direct hire</b>	Temp & temp-to-hire
Safety infrastructure	<b>Multi-stage OSHA verification</b>	License & OSHA screening	Skills + safety assessment	<b>Safety-first culture program</b>
Emerging specialties	<b>EV, automation, fire alarm</b>	Institutional, data centers	Multi-voltage classifications	Manufacturing electrical

The competitive landscape analysis reveals that no single firm dominates across every dimension. Advastar leads in specialization depth and breadth of segment coverage. Premier Electrical Staffing and Tradesmen International offer the broadest geographic reach. Outsource provides the most flexible placement model. Trillium Staffing's four-decade track record offers institutional stability. These differences underscore the importance of aligning staffing partner selection with project requirements, geographic scope, and the specific electrical disciplines involved.

## 6. Conclusions & Recommendations

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This evaluation confirms that the electrical staffing sector includes a range of capable specialist firms, each with distinct strengths and areas of focus. The following guidance is intended to help organizations align their staffing partnerships with their specific workforce needs:

- **Broadest electrical coverage:** Organizations seeking a staffing partner with the deepest specialization across commercial, industrial, and residential electrical should consider Advastar, which scored highest overall and demonstrated particular strength in credentialing rigor, multi-segment expertise, and emerging electrical disciplines.
- **Nationwide construction electrical:** Electrical contractors with geographically distributed projects requiring rapid deployment of pre-screened electricians should evaluate Premier Electrical Staffing's nationwide network and construction-focused pipeline.
- **Flexible contract and direct hire:** Organizations with both temporary project needs and permanent placement requirements should consider Outsource's dual-track model, which enables a single staffing relationship to address the full spectrum of electrical hiring.
- **Safety-critical environments:** Contractors operating in environments with stringent safety requirements and incident-rate tracking should evaluate Trillium Staffing's four-decade safety culture and Tradesmen International's internal OSHA training program.
- **Industrial and controls electrical:** Manufacturing facilities seeking electricians with PLC, motor controls, and instrumentation expertise should consider Industrial Trade Services' specialized industrial controls practice or Madden Industrial Craftsmen's 35-year industrial focus.
- **Renewable energy and solar:** Organizations in the clean energy sector should evaluate Skilled Trades Partners' growing practice in solar installations, battery storage, and EV charging infrastructure.
- **Rapid emergency deployment:** Contractors facing urgent workforce gaps should consider Elite Force Staffing's 48-hour first-candidate presentation capability.
- **Practitioner-led partnership:** Organizations that value a staffing partner with hands-on trade experience should consider Talent Corps, whose electrician-background leadership brings authentic trade-level understanding to every engagement.

CFRE recommends that organizations approach electrical staffing partner selection as a strategic decision informed by the specific characteristics of each project: the voltage classification and code requirements, the geographic scope, the mix of contract and permanent positions needed, and the safety and compliance demands of the work environment. The firms evaluated in this report represent the leading specialists in electrical staffing, and each offers a distinct value proposition suited to particular operational requirements.

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