



FIRE PROTECTION ·
OCTOBER 2026

Fire protection hiring is a credentialing problem.

Not a headcount problem.

Hi {{first_name}},

Every senior role in fire protection runs through NICET levels, state licenses, or manufacturer certifications, and the pipeline of people who actually hold those credentials is small, slow to build, and shrinking as senior techs retire faster than the trade replaces them. Senior designers take 120+ days to fill, the single hardest, slowest seat in the trade.

THE NUMBER THAT MATTERS

120+

days to fill for senior fire alarm designers, the hardest and slowest seat in the trade.

20-30%

wage premium for NICET Level III fire alarm design; Level IV is so rare most firms grow it internally instead.

ITM (inspection, testing, maintenance) demand is up 15% year over year, but the technician pool able to pass NICET ITM exams is its own constrained pipeline. Data center and mission-critical suppression specialty carries a 20-25% premium on top of that.

THIS MONTH'S READ

Top 10 Hiring Challenges in Fire Protection Recruiting (2026)

Why NICET certification creates a steep, slow-to-build credentialing ladder, and what to do about it.

[Read the full guide →](#)

FROM THE FIELD

Proof, not promises

We recruit continuously for fire protection, so the shortlist exists before your seat opens. See real hiring wins from other trades we recruit for, and ask us about our track record in your market on a discovery call.

[See real case studies →](#)

QUICK WIN

Verify the credential, not just the claim. NICET levels, state licenses, and manufacturer certifications all carry real pay premiums and real legal requirements, and a resume line is not proof.

**Hiring fire protection pros?
Book a call**

If fire protection hiring is on your plate this quarter, that's all we do. Reply to this email or grab a time above.

Michael Carter
President, My Trade Talent

My Trade Talent · 800 Lumiere Place Blvd., Suite 300, St. Louis, MO 63102
314.886.7975 · staffing@mytradetalent.com

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EMAIL SETUP

SUBJECT	Fire protection hiring is a credentialing problem, not a headcount problem.
PREHEADER	Why senior designers take 120+ days to fill, and what actually works against it.
SEND DATE	October 2026
AUDIENCE	Fire Protection contact list
APPROVER	Neil