



PAVING & ASPHALT ·
OCTOBER 2026

The paving bottleneck is staffing capacity. *Not a lack of demand.*

Hi {{first_name}},

Federal infrastructure dollars have pushed skilled operator wages up 10-12% year over year, senior PM time-to-fill runs 75-90 days, and roughly 47% of the paving and asphalt workforce is already over 50. Many firms are turning away work not because the demand is not there, but because they cannot staff up fast enough to capture it.

THE NUMBER THAT MATTERS

75-90

days to fill for senior project managers; superintendents who can run multi-crew operations often take even longer.

47%

of the paving and asphalt workforce is already over 50, and apprenticeship pipelines have been thin for years.

IJIA-funded infrastructure spending has added multi-year demand on top of already-strained crews. Airport and highway paving experience commands a real premium, 15-20% above operators with only municipal work on their resume.

THIS MONTH'S READ

Top 10 Hiring Challenges in Paving & Asphalt Recruiting (2026)

Why the real constraint right now is staffing capacity to catch demand, not a lack of it.

[Read the full guide →](#)

FROM THE FIELD

Proof, not promises

We recruit continuously for paving and asphalt, 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

Skilled operator wages are climbing 10-12% a year. A comp range set even a year ago is probably already stale, and it will show up at the offer stage before it shows up anywhere else.

Hiring paving crews? Book a call

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

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EMAIL SETUP

SUBJECT	The paving bottleneck is staffing capacity, not demand.
PREHEADER	Why 47% of the workforce being over 50 is about to become your problem.
SEND DATE	October 2026
AUDIENCE	Paving & Asphalt contact list
APPROVER	Pending approval