

INSULATION ·
OCTOBER 2026

Insulation is not one labor market.

It's two, with different pay and growth.

Hi {{first_name}},

Insulation hiring is harder to get right than it looks because it is not one labor market. The Bureau of Labor Statistics tracks it as two separate occupations with different pay, different growth, and different skill sets: mechanical insulators (pipe, duct, boiler, tank) are the smaller, higher-paid, faster-growing half, and building-envelope installers are the larger, slower-growing half.

THE NUMBER THAT MATTERS

2

separate BLS occupations inside "insulation": mechanical insulators and building-envelope installers, priced and growing differently.

0

universal license to screen against beyond OSHA 10/30, everything past that is manufacturer-specific or documented experience.

Asbestos-adjacent abatement work requires a completely separate, mandatory certification track under a different BLS occupation entirely. Spray-applied fireproofing and firestopping has no dedicated BLS code at all, one of the hardest specialties in the trade to benchmark.

THIS MONTH'S READ

Top 10 Hiring Challenges in Insulation Recruiting (2026)

Why treating insulation as one labor market, instead of two, is the fastest way to misprice a search.

[Read the full guide →](#)

FROM THE FIELD

Proof, not promises

We recruit continuously for insulation, 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

Know which half of the trade you are actually hiring for, mechanical insulation or building-envelope work, before you write the posting. They are priced and staffed differently.

Hiring insulation pros? Book a call

If insulation 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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President, My Trade Talent

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EMAIL SETUP

SUBJECT	Insulation is not one labor market. It is two.
PREHEADER	Why mechanical insulators and building-envelope installers need different searches.
SEND DATE	October 2026
AUDIENCE	Insulation contact list
APPROVER	Neil