



Great Ideas All Around: A Group Discussion

During the Great Ideas Roundtable Session at ICAA 2022, insulation contractors and suppliers came together to discuss and brainstorm great ideas that address the most pressing issues identified by Convention attendees – recruiting and retaining installers. Here is a compilation of the great ideas identified by ICAA Convention attendees.

How are contractors recruiting installers?

- Promote job opportunities at high schools and vocational schools
- Promote job openings on social media (Facebook, etc.)
- Create flyers and post job openings in public employment agencies, schools
- Attend community career days; interact with Job Corps
- Contact local high school and trade school counselors
- Hire a full-time recruiter
- Partner with Catholic Charities and other local nonprofits
- Partner with refugee resettlement agency
- Offer referral and signing bonuses; consider tiered structure
- Consider 2nd chance employment for formerly incarcerated citizens and online employment sites like honestjobs.com

How are contractors retaining installers?

- Bonuses
- Establish “care fund” for employee home/car repairs, emergencies
- Set up employee assistance programs for crisis intervention
- Arrange transportation/carpool for employees to get to and from work
- Assist with immigration issues
- Assist with US citizenship path
- Provide training in financial literacy, ESOL
- Set up vacation stipend on top of PTO
- Set up ‘break room’ and/or coolers with food/beverage
- Provide lunch every day
- Note personal celebrations
- Demonstrate potential career path
- Create career path for installers and consider premium pay rate once certified

How are contractors retaining installers?

- Provide uniform service for employees
- Consider employment contracts
- Contribute to health savings account or health reimbursement arrangement
- Pay for chiropractor visits, Costco membership, gym membership, etc.
- Schedule off-site events for employees and their families
- Recognize employee length of service with acknowledgement and bonus
- Establish memorial fund for family loss
- Upgrade equipment including cellphones
- Consider safe driving incentives and awards for record of safe work practices