

The Real Cost of a Bad Trades Hire

Most contractors focus on the placement fee. Here's what the math actually looks like when a hire goes wrong.



THE NUMBER NOBODY TALKS ABOUT

A bad hire costs 1.5–2x that person's annual salary. In the trades, that's real money.

The Society for Human Resource Management estimates the total cost of a bad hire at up to twice the employee's annual salary. For a journeyman electrician making \$65,000, that's a \$97,500–\$130,000 mistake. For a master plumber at \$80,000, you're looking at \$120,000–\$160,000.

Most contractors only see the surface costs — the placement fee, the time to repost, the cost to re-hire. The real damage runs much deeper.

\$130K

Avg. cost for a bad electrician hire

60%

of employers say bad hires reduced productivity

WHERE THE MONEY GOES

The full cost breakdown most contractors never see



Recruiting & Onboarding

Job posting fees, recruiter time, background checks, drug screening, safety onboarding, PPE, and first-week supervision add up to \$3,000–\$8,000 before day one is done.



Lost Productivity

A new hire runs at 25–50% productivity for the first 60–90 days. On a \$70K salary, that's \$8,750–\$17,500 in lost output — before you account for the senior tech babysitting them.



Rework & Mistakes

In the trades, errors aren't just inefficiencies — they're liability. Rewired circuits, leaky joints, failed inspections, and warranty callbacks cost real dollars and real relationships.



Team Morale & Turnover Risk

One bad hire disrupts the whole crew. Morale drops, resentment builds, and your best people start looking around. Secondary turnover triggered by a bad hire multiplies the damage.



Stop Paying for Mistakes. Start Paying for Results.

Bravo Talent Group backs every placement with a 90-day guarantee. Our 94% retention rate isn't luck — it's a process built to get the right person to the right job site.

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