

Q2 2026 Market Intelligence Report

Security Integration & Banking Equipment

Hiring Demand • Talent Retention • Compensation • Market Mobility



A Quarterly Review of Hiring Trends,
Candidate Behavior, and Labor Market Dynamics

Hiring Demand by Core Skillset

Security Integration & Banking Equipment

This report reviews current hiring demand across Security Integration and Banking Equipment, with a focus on the skill sets employers are competing for most aggressively.

Share of Reviewed Open Roles by Skillset



Employers are competing for specialized skill sets with different mobility patterns, compensation expectations, and retention risks.



KEY INSIGHTS



- Technician demand remains the largest category.



- Security Integration shows a more balanced mix of technician, project, and sales demand.



- Banking Equipment remains more technician-heavy overall.

The Technician Retention Tipping Point

The first 18 months appear to be the highest-risk window for technician turnover.



AMP's reviewed work-history data suggests that the first 18 months represent the highest-risk window for technician turnover. Technicians with less than 1.5 years of total technician experience averaged less than one year per employer stint. Once technicians moved beyond that early-career stage, average stint duration increased materially.



Entry-Level Risk Zone

Under 1.5 years experience

0.77 years

Average stint duration

5.5x
longer average
duration



Experienced Technician Pool

1.5+ years experience

4.26 years

Average stint duration



First 18 months =
highest-risk retention window



Experienced technicians show
materially longer expected duration



Higher upfront cost can buy
stronger retention and
faster productivity




Client takeaway:

Entry-level technician hiring can work, but only when the employer has a clear retention plan. Technicians who have already moved beyond the earliest stage of their career show materially longer average employer duration, making experienced hiring a stronger retention bet despite a higher upfront cost.

Retention Strategy by Experience Stage

The first few years are the highest-risk window for technician turnover.

Retention strategy should change based on technician experience level. Early-career technicians need structure, progression, and reinforcement. Established technicians need a meaningful reason to stay or a meaningful reason to move.

What this means for employers:

The first 2.5 years should be treated as a retention window, not just a training period. Companies that keep technicians beyond that stage are more likely to benefit from longer duration and lower replacement pressure.



Companies that retain technicians beyond the early-career stage are more likely to gain longer duration, lower replacement pressure, and stronger field capability.

What It Costs to Attract Talent

The best candidates evaluate the total opportunity — not just cash in hand.

Compensation is usually the starting point, but it is rarely the full decision. Across technicians, project managers, sales professionals, and operations leaders, candidates evaluate the total opportunity before making a move.



Technicians

- ✓ Hourly rate & overtime
- ✓ Vehicle, tools & support
- ✓ Schedule / on-call burden
- ✓ Certifications & training
- ✓ Territory size
- ✓ Career path



Project / Program Management

- ✓ Base salary
- ✓ Project load & complexity
- ✓ Internal support
- ✓ Hybrid flexibility
- ✓ Advancement path
- ✓ Customer environment



Sales / Business Development

- ✓ Base + commission
- ✓ Territory quality
- ✓ Quota realism
- ✓ Lead flow
- ✓ Product credibility
- ✓ Commission structure



Operations / Leadership

- ✓ Salary + bonus
- ✓ Authority to lead
- ✓ Team quality
- ✓ Stability
- ✓ Growth runway
- ✓ Resources / P&L scope



Key point: A stronger offer is not always just a higher number. Schedule, territory, leadership, commission structure, training, mobility, and long-term stability can be the difference between interest and commitment.




Compensation matters, but the strongest candidates are also weighing **mobility, culture, stability, training, benefits, and long-term upside.**










What Motivates Candidates to Move – and What Keeps Them Put

The strongest candidates rarely move for one reason. Most weigh a combination of compensation, leadership, schedule, advancement, company stability, and quality of life. The same factors that attract talent are often the same factors that keep current employees from leaving.



Common Drivers of Movement

-  **Compensation growth**
-  **Limited advancement**
-  **Leadership friction**
-  **Schedule / on-call burden**
-  **Larger territory or travel**
-  **Company stability concerns**
-  **Commission structure**





Common Reasons Candidates Stay


-  **Strong manager**
-  **Predictable schedule**
-  **Training & certifications**
-  **Internal mobility**
-  **Quality benefits**
-  **Healthy commissions**
-  **Culture & stability**



The strongest candidates rarely move for cash alone.

The total opportunity matters — compensation, career path, leadership, schedule, culture, and stability all influence movement.





Retention lesson:

Employers should audit the same factors they use to recruit. If a company is losing talent because of pay progression, schedule, management, or advancement, those issues will also make it harder to attract replacements.

Need a Deeper Read on Your Market?

AMP Search Group helps hiring managers understand where talent is moving, what it takes to attract them, and how to reduce replacement pressure.



Market Visibility

See where hiring demand is strongest across Security Integration and Banking Equipment.



Talent Intelligence

Understand compensation pressure, candidate mobility, and what motivates top performers to move.



Hiring Strategy

Build stronger offers, improve retention planning, and target the right candidate profile from the start.



For a role-specific breakdown of your market, compensation range, or candidate pool, [reach out to AMP Search Group](#).



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