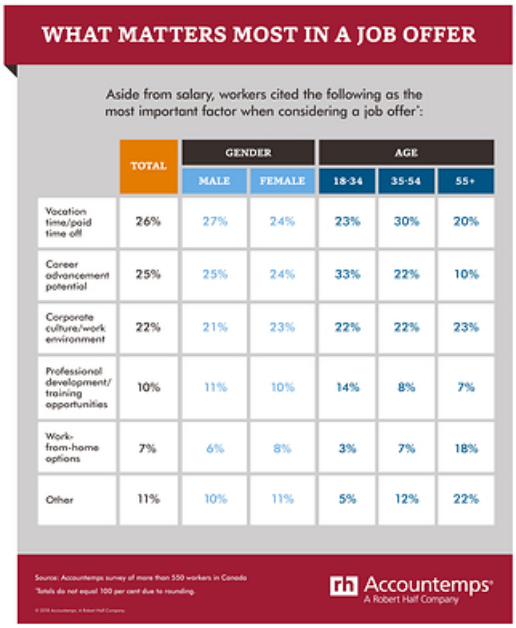
Robert Half Canada

Salary Aside, Vacation and Career Advancement Mean the Most to Canadian Workers Weighing Job Offers



- Younger workers (ages 18 to 34) value career advancement potential over anything else
- Men say vacation time is the key factor in job decisions while women rank both vacation and career advancement highest

TORONTO, Feb. 21, 2018 /CNW/ - Beyond the paycheque, what factors are critical for candidates when considering job offers? According to a new survey from staffing firm Accountemps, more than one-quarter (26 per cent) of Canadian workers cited vacation time as most important. Career advancement potential (25 per cent) and corporate culture (22 per cent) came in close behind.

Workers were asked, "**Aside from salary, which one of the following is the most important factor to you when considering a job offer?**" Their responses*:

Vacation time/paid time off	**26%**
Career advancement potential	**25%**
Corporate culture/work environment	**22%**
Professional development/training	10%
Work from home options	7%
Other	11%
Total	101%

*Totals do not equal 100 per cent due to rounding.

Additional findings:

- Workers ages 35 to 54 are most interested in paid time off (30 per cent) compared to those ages 18 to 34 (23 per cent), and 55 and older (20 per cent).

- Professionals ages 18 to 34 prefer career advancement potential (33 per cent) above all else, compared to those ages 35 to 54 (22 per cent) and 55 and older (10 per cent).
- Male respondents say vacation time (27 per cent) is most critical, while women value vacation (24 per cent) and career advancement potential (24 per cent) equally.

"Candidates today consider more than money when evaluating potential employers," said David King, Canadian president of Accountemps. "To remain competitive, hiring managers need to highlight what they offer beyond salary. Promoting flexible compensation packages that provide the benefits and professional resources employees value most will help to cultivate a more attractive corporate culture and engaging work environment."

King encourages job seekers to be realistic, and recognize that companies may not be able to meet all their requests. "Prepare a list of must-haves and identify where you are willing to compromise to pave the way for a positive and productive conversation."

More information about compensation and benefits can be found on the Robert Half blog**.**

About the Surveys

The survey of workers was developed by Accountemps and conducted by an independent research firm. It includes responses from more than 550 workers in Canada.

About Accountemps

Accountemps, a Robert Half company, is the world's first and largest specialized staffing service for temporary accounting, finance and bookkeeping professionals. The staffing firm has 300 locations worldwide. More resources, including job search services, can be found at roberthalf.ca/en/work-with-us/our-services/accountemps. Follow us at @RobertHalf_CAN for additional workplace news and hiring trends.

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