

Four in 10 Gen Z professionals see job hopping as a path to higher pay, according to Robert Half

- 46% of Gen Z professionals plan to look for a new job by year-end
- More than one quarter of Gen Z professionals say AI pressures are contributing to burnout
- Greater workplace flexibility, stronger benefits, and career advancement opportunities are driving Gen Z job searches

TORONTO, Sept. 17, 2026 /CNW/ -- Gen Z professionals may be considering a job change to improve their earning potential, according to research from talent solutions and business consulting firm Robert Half. In a recent survey, almost half (46%) say they plan to look for a new job before the end of the year, up from 36% one year ago.

Salary is a major factor behind the shift, as four in 10 Gen Z professionals (41%) believe changing employers could offer greater earning potential. They're also motivated by stronger perks and benefits, career advancement opportunities, and greater workplace flexibility. In addition, expectations tied to AI adoption may be adding pressure, with more than one-quarter (28%) saying integrating AI into their daily work has led to burnout.

Key findings:

- **46%** of Gen Z professionals plan to look for a new job by year-end
- Of those looking, **51%** want stronger perks and benefits and **44%** are looking for greater advancement opportunities
- **46%** also worry about keeping their AI skills current
- **41%** of Gen Z professionals believe changing employers could offer greater salary potential

What do Gen Z professionals value?

According to the research, many Gen Z professionals are seeking opportunities that better align with their career aspirations, financial goals, and overall workplace expectations. The top benefits and perks that Gen Z workers consider when evaluating offers include:

- Flexible work schedules (61%)
- Dental coverage (60%)
- Commuter benefits (55%)
- Free or subsidized meals, snacks, or beverages (55%)
- Hybrid work options (49%)
- RRSP or pension savings plans (49%)
- Mental health coverage (48%)

"Gen Z professionals are entering the workforce during a time of significant change and taking a thoughtful approach to their careers," said Koula Vasilopoulos, senior managing director, Robert Half, Canada. "Many are considering factors such as higher earning potential, more flexibility and career advancement opportunities, and they are willing to explore new opportunities to find it."

Gen Z embraces AI but burnout is mounting

Gen Z workers are adapting to a workplace increasingly influenced by AI. Although 73% say they use AI for professional purposes, more than one-quarter (28%) say integrating AI into their daily work has led to burnout, primarily because they:

- Have fears over job security if they don't adopt new tools (45%)
- Feel pressure to be more productive (29%)
- Feel overwhelmed by continuous learning requirements (26%)

"While many Gen Z professionals are embracing AI in the workplace, they are also feeling the pressure to keep their skills on pace with rapidly evolving technology and rising productivity expectations," said Vasilopoulos. "Employers can play an important role by providing ongoing training and support that helps employees build new skills, maximize the benefits of AI, and avoid burnout."

FAQ:

Why are Gen Z professionals looking for new jobs now?

Gen Z professionals are increasingly exploring new opportunities to find stronger career growth, higher earning potential, and greater flexibility. Many are seeking a new role before the end of the year that offers a clear path to advancement and aligns

with their workplace expectations.

Which workplace benefits matter most to Gen Z professionals?

Flexibility remains a key priority, but many Gen Z professionals also place significant value on benefits that support their financial well-being and long-term stability. They're evaluating the full employee experience, not just salary alone.

How is AI affecting Gen Z employees at work?

While Gen Z has been quick to adopt AI and integrate it into daily work, many are navigating the pressures that come with evolving technology. Expectations around productivity and keeping skills current have contributed to workplace burnout.

What can employers do to attract and retain Gen Z talent?

Employers can strengthen retention by offering clear career development opportunities, competitive compensation, and greater flexible work options. Providing support for AI adoption and ongoing skills development can also help employees feel more confident and engaged.

About the research

The research is gathered from two surveys developed by Robert Half and conducted by an independent research firm in March and April 2026. The surveys contain responses from more than 300 Gen Z professionals in Canada.

About Robert Half

Robert Half (NYSE: RHI) is the world's first and largest specialized talent solutions and business consulting firm, connecting highly skilled job seekers with rewarding opportunities at great companies. We offer contract talent and permanent placement solutions in the fields of finance and accounting, technology, marketing and creative, legal, and administrative and customer support, and we also provide executive search services. Robert Half is the parent company of Protiviti®, a global consulting firm that delivers internal audit, risk, business and technology consulting solutions. Robert Half, including Protiviti, has been named one of the Fortune® Most Admired Companies™, and by Forbes as one of Canada's Best Recruiting and Temporary Staffing Firms 2026. Explore comprehensive talent solutions, research and insights at [RobertHalf.ca](https://roberthalf.ca).

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For further information: Cassandra MacLellan, 647-956-5575, Cassandra.MacLellan@roberthalf.com

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