

Why Job Seekers Are Turning Down Offers

Express Experts: More Job Offers Turned Down Now Than One Year Ago

Right Fit, Competitive Pay, Quick Start Time are Key Factors

TORONTO, Sept. 12, 2018 – Thanks to a tight labour market and an increasing number of job vacancies, employers in Canada are facing yet another challenge: an increasing number of applicants who are turning down job offers.

Shane DeCoste, an Express Employment Professionals franchise owner in Halifax, Nova Scotia, reports he sees job offers being denied by job seekers on an “almost daily basis.” The reason, he says, is that “job seekers have more options than ever.”

Bruce Hein, an Express franchise owner in Sarnia, Ontario, sees the same trend.

“Whether temporary, contract or full-time, we see people turning down job offers on a regular basis,” he said. “A tight labour market and an abundance of jobs means candidates can be more selective about which jobs they accept.”

Their advice to employers is the same — move quickly!

“Be quick,” DeCoste advises. “Job seekers are motivated to work immediately. Companies that move quickly get the best candidates.”

“My advice to employers in today’s market is to act fast,” Hein said. “Interview, make an offer, and start the candidate as soon as possible, because, if you delay, they may get other offers in the meantime.”

In a survey of businesses from Express, 40 per cent of respondents said applicants choose not to accept a job offer because the company was “not the perfect fit.” Twenty-eight (28) per cent said low pay was a factor, while 16 per cent said both “lack of transportation” and “lack of advancement” were key factors.

What can employers do to avoid being turned down?

DeCoste emphasizes employers should focus on their reputation in their local community.

“In most cases, job seekers are looking for a long-term fit,” DeCoste said. “Take the time to sell the features and benefits of your organization. Have a passionate top performer lead the tour of your workplace, giving candidates a glimpse into your workplace culture. This can make you stand out for candidates as they consider multiple offers.

“The better the workplace you have, the more word gets out there and job seekers will come to you.”

Hein says compensation is also important.

“Employers need to have pay rates and compensation that are competitive,” he added. “Even a small difference in pay, better medical benefits, or more vacation time can make a big difference for job seekers.”

DeCoste agrees and advises employers to “recognize that it’s a job seeker’s market. Review and adjust your practices to reflect current market conditions.”

“Employers may be frustrated now, but as long as the economy stays on its course, they will continue to see applicants turn down job offers, believing they can easily find ‘something better,’” said Bill Stoller, CEO of Express. “What once may have seemed like an enticing offer may now appear average, so employers should not be afraid to rethink their practices. It’s a job seeker’s market, and they have to adapt.”

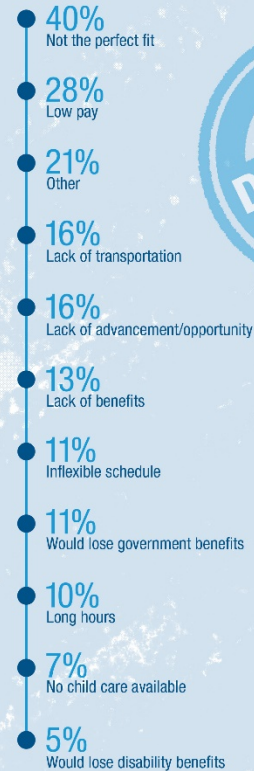
The survey of 439 businesses, which are current and former clients of Express Employment Professionals, was conducted in May 2018 to gauge respondents' expectations for the third quarter of 2018.

If you would like to arrange for an interview to discuss this topic, please contact Ana Curic at (613) 858-2622 or email ana@mapleleafstrategies.com.

About Bill Stoller

William H. "Bill" Stoller is chairman and chief executive officer of Express Employment Professionals. Headquartered in Oklahoma City, the international staffing company has more than 800 franchises in the U.S., Canada and South Africa. Since its inception, Express has put more than 6 million people to work worldwide.

WHAT STOPS APPLICANTS FROM ACCEPTING A JOB?



Source: The survey of 439 businesses, which are current and former clients of Express Employment Professionals, was conducted in May 2018 to gauge respondents' expectations for the third quarter of 2018. Respondents were able to select multiple reasons for turning down a job offer.

About Express Employment Professionals

Express Employment Professionals puts people to work. It generated \$3.4 billion in sales and employed a record 540,000 people in 2017. Its long-term goal is to put a million people to work annually. For more information, visit [ExpressPros.com](https://www.expresspros.com).