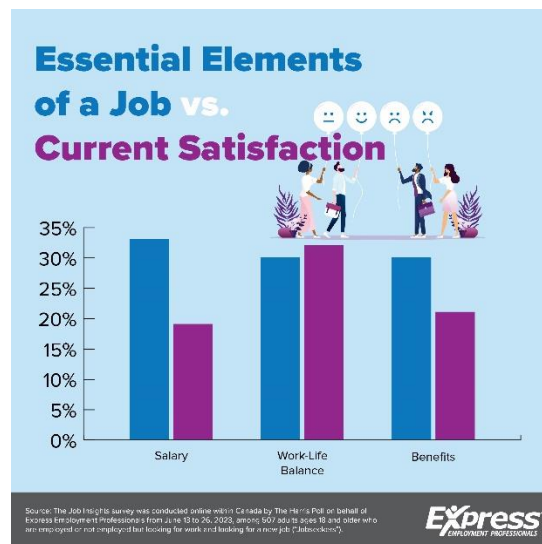


## 1 in 3 Canadian Employees Actively Looking for a New Job

***But Tables are Turning from Employees to Employers Having Upper Hand in Job Market***

**TORONTO, Aug. 23, 2023**—One-third of employed Canadians are on the hunt for better job opportunities but may be in for a longer and potentially more challenging search as the tables are turning from employees to employers having the upper hand in the job market, according to a new survey from The Harris Poll commissioned by Express Employment Professionals.

Job seekers who are employed report having worked for their current company for an average of nine years, but 1 in 3 are actively looking for a new job (33%). The main reasons these employees are looking to leave their current job include dissatisfaction with their advancement opportunities (47%), salary (38%), reskilling/upskilling opportunities (36%), benefits (34%), personal fulfillment (33%) and remote work opportunities (32%).



Better compensation (44%), improved work/life balance (35%) and expanded growth opportunities (30%) top the list of what employed jobseekers are looking for in a new job.

But it may not be as easy for job seekers to find a new job compared to the previous few years. The majority of employed job seekers believe employers have the upper hand in the job market in general (60%), and more specifically when it comes to salary negotiations (64%), flexible schedules (61%) and remote work arrangements (56%). In addition, about half (54%) believe it will be difficult to find a job in the next 6 months.

Data from employers also suggest that the tables may be turning more in favour of employers when it comes to the job market. In 2022, 40% of employers said they have open positions they could not fill due to lack of applicants, but that is down this year to 35%. In addition, the proportion of companies that say they have positions to fill due to employee turnover has decreased from 53% last year to 47% this year.

“While the nation’s unemployment rate is still low, these survey results tell us the tight labour market could be easing to produce more balance between job openings and available workers,” said Bill Stoller, Express Employment International CEO. “However, there’s still work to be done to recruit top talent, and it appears salary, benefits and work/life balance are what employees are after.”

### **Survey Methodology**

The Job Seeker Survey was conducted online within Canada by The Harris Poll on behalf of Express Employment Professionals from June 13 and June 26, 2023, among 507 adults ages 18 and older who are employed or not employed but looking for work and looking for a new job. Data are weighted where necessary by age, gender, race/ethnicity, region, education, marital status, household size, household income and propensity to be online, to bring them in line with their actual proportions in the population. Respondents for this survey were selected from among those who have agreed to participate in our surveys. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within + 5.6 percentage points using a 95% confidence level.

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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](mailto:Ana@MapleLeafStrategies.com).

### **About Bill Stoller**

William H. "Bill" Stoller is chairman and chief executive officer of Express Employment International. Founded in Oklahoma City, Oklahoma, the international staffing franchisor supports the Express Employment Professionals franchise and related brands. The Express franchise brand is an industry-leading, international staffing company with franchise locations in the U.S., Canada, South Africa, Australia, and New Zealand.

### **About Express Employment Professionals**

At Express Employment Professionals, we’re in the business of people. From job seekers to client companies, Express helps people thrive and businesses grow. Our international network

of franchises offers localized staffing solutions to the communities they serve across the U.S., Canada, South Africa, Australia, and New Zealand, employing 579,000 people globally in 2022 and more than 10 million since its inception. For more information, visit [ExpressPros.com/CA](https://ExpressPros.com/CA).