

## TOP TEN THINGS TODAY'S EMPLOYEES REALLY WANT FROM THEIR EMPLOYER

- 1. Competitive salary and opportunities within.**
  - Employers should not be fooled to thinking salary is not important for employees. A competitive salary and a continued path for growth and education help to ensure employees feel there is advancement in the company.
- 2. Competitive benefits package.**
  - Today's employees understand the value of a good group benefit packages and most say it is a large part of whether they accept a job offer or stay at a workplace. 34% of employees who plan to change jobs in the coming six months believe they will get a better benefits package from another employer and say that is a driving force behind a proposed move.<sup>1</sup>
- 3. Positive workplace culture.**
  - Employers today need to be reminded that potential workers are interviewing them as well. Today's candidates want to make sure the two sides are a fit and that company culture is strong.<sup>2</sup>
- 4. Recognition and praise.**
  - The better people feel about what they do, the more they want to do it well. When people feel appreciated at their work, you experience a happier and more productive employee.<sup>3</sup>
- 5. Aligned corporate vision with personal vision.**
  - Organizations who clearly state their values are attractive to today's employees, who want to be able to identify whether the organizations values align with their own.<sup>4</sup>
- 6. Health and wellness programs and initiatives**
  - Workplace stressors should not get in the way of a healthy life. Several companies are investing wellness packages such as an onsite fitness area to paramedical services and smoking cessation programs.<sup>5</sup>
- 7. Virtual care benefits and telemedicine.**
  - Even in a world pre COVID, 85% of Canadians with a benefits package believe virtual care, with a focus on mental health benefits, should be included in employee group benefit plans.<sup>6,7</sup>

<sup>1</sup> HR Reporter.com January 16 2020 "Nearly one-third of workers plan to change jobs in the next 2 years: report" <https://www.hrreporter.com/focus-areas/recruitment-and-staffing/nearly-one-third-of-workers-plan-to-change-jobs-in-next-2-years-report/325066>

<sup>2</sup> TTI Success Insights "3 questions recent graduates should ask themselves before entering the workforce" <https://blog.ttsi.com/3-questions-recent-graduates-should-ask-themselves-before-entering-the-workforce>

<sup>3</sup> The Balance Careers.com December 4, 2019 "Why you want to recognize employees" <https://www.thebalancecareers.com/the-power-of-positive-employee-recognition-1919054>

<sup>4</sup> The Globe and Mail January 22, 2019 "Companies benefit when their workers hear a 'calling'" <https://www.theglobeandmail.com/business/careers/business-education/article-companies-benefit-when-their-workers-hear-a-calling/>

<sup>5</sup> Risepeople.com May 7, 2019 "10 great examples of workplace wellness programs"

<sup>6</sup> HR Reporter.com May 7, 2020 "Most workers want virtual care benefits for mental health"

<sup>7</sup> RBC Insurance January 22 2020 " <https://www.insurancebusinessmag.com/ca/news/group-benefits/rbc-insurance-reveals-what-canadian-workers-want-from-their-employers-211056.aspx>

**8. Remote working.**

- Millennials have been pushing for this change for years in the workplace, with many believing they are just as, if not more productive, while working from a home-based office. Almost all HR leaders are pushing for work from home options for employees as employees push for evolution on remote offices.<sup>8</sup>

**9. Permanent flexibility.**

- Providing work-life balance has become even more critical post COVID 19. Employers today need to show flexibility in how and when employees complete their corporate work while balancing their families' needs at home.

**10. Corporate social responsibility.**

- More than three quarters of Canadians only want to work for an organization with strong corporate responsibility. Ethics, values, and charitable donations are attracting experienced workers to companies.<sup>9</sup>

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<sup>8</sup> HR Reporter.com June 24, 2020 "Is remote working here to stay?" <https://www.hrreporter.com/focus-areas/culture-and-engagement/is-remote-work-here-to-stay/330814>

<sup>9</sup> A Healthy Workplace.ca November 26, 2019 "Why corporate social responsibility is important to Canadian employers" <https://healthyworkplacemonth.ca/resources/why-corporate-social-responsibility-is-important-to-canadian-employers/>