



RETAIN YOUR EMPLOYEES, RETAIN YOUR FUTURE

April 2023 HR In-Brief

Refreshing Benefit Offerings to Attract and Retain the Modern Worker

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"With the world of work continuing to evolve, business owners need to adapt their benefit offerings to attract and retain modern workers. Demographics are changing, workplaces are becoming more diverse, and the impact of technology is greater than ever before. Employees are looking for benefits that keep up with and match their needs and personal preferences. In this article we look at the importance of refreshing benefit offerings with the goal of attracting and retaining the modern worker."

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Would You Tell Your Boss How You Really Feel About Work? That's the Point of 'Stay Interviews'

Canadian Business

"As vice president of people and technology at the BC Maritime Employers Association (BCMEA), Wright introduced "stay interviews" to the organization. They're exactly what they sound like: an interview that's conducted with employees **while they're still working** at the company rather than when they're on the way



out. The goal is to engage employees to understand how they're feeling and create conditions that make them want to stay at the organization.

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[Forbes Advisor](#)

"As employees decide what's right for them, employers are having to reconsider **what actually makes their company worth working for**. If you feel like your business may be at risk of losing top talent, or you have already begun losing your best workers to the Great Resignation, it is probably time to consider some employee retention strategies."

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[99% of HR Leaders Believe this Perk Inspires Mass Employee Loyalty](#)



[Human Resources Director \(Canada\)](#)

"Money? Travel? Free pizza? Think again ... The majority of HR leaders agree that **hybrid working** leads to a more productive (95%) and healthier (94%) staff base. What's more, 99% of HR executives say a **flexible environment** inspires more loyal employees."

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UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

MARCH 2023

The national unemployment rate held steady at 5.0%

From February to March, unemployment decreased to 4.5% in BC and 5.7% in Calgary and remained at 5.1% in Ontario

Average hourly wages rose 5.3% (+\$1.68 to \$33.12) on a year-over-year basis in March

Unemployment Rate Across Top Canadian Cities

Vancouver, BC	4.9
Victoria, BC	3.2
Kelowna, BC	3.4
Calgary, AB	6.6
Toronto, ON	5.8

The Daily Labour Force Survey, March 2023

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