

## Canadian Overnight Workers: Who Are They and Do They Prefer It?

### 33% of Businesses Have Nighttime Shifts

#### Experts Report Why People Seek Out Overnight Work

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**TORONTO, Feb. 28, 2018**—While the world is sleeping, some businesses continue to run, powered by workers who often choose the overnight shift, as many say it allows them flexibility to take care of their children or further their education.

Jessica Culo said some applicants at her Express Employment Professionals franchise location in Edmonton, Alberta, request overnight work for the same reasons.

“Overnight shifts seem to fit well for some families who might have other obligations during the day. Maybe they have kids at home, elder care to consider or health care appointments they need time for. For some people, working at night is a lot more convenient for their lifestyle,” she said. “We also see families where the mom works days while dad works nights, which helps to avoid childcare costs.”

According to a survey of businesses conducted by Express, 20 per cent have a second shift (3 p.m. – 11 p.m.) and 13 per cent have a third shift (11 p.m. – 7 a.m). Two-thirds only have a first shift (8 a.m – 5 p.m.).

The Express survey also revealed the most common jobs offering a second shift or third shift include general labour, production and cleaning crews. Other jobs include office personnel, front desk staff, truck drivers, nurses and call center staff.

# The Overnight Workforce



**33%** of Businesses Surveyed  
have Nighttime Shifts

## Common Industries:



General Labour



Cleaning Crews



Truck Drivers



Production



Medical

## Reasons Employees Prefer Shift:



Dependent Care



Flexibility



Furthering Education

**Express**  
EMPLOYMENT PROFESSIONALS

Source: Job Insights Survey.  
A survey of 462 businesses, which are current and former clients of Express Employment Professionals, covering job insights for the first quarter.

With ever-increasing consumer demands, some Express franchise owners say they see more companies requiring round-the-clock coverage at their facilities, making the pool of applicants willing to accept non-traditional shifts more valuable.

Bruce Hein, who owns an Express franchise in Sarnia, Ontario, agrees.

“While day shifts are generally preferred by most, it can actually be easier to fill night shifts than afternoons,” he said. “The night shift allows someone to hold down another job, attend school or be an involved parent during the day. Afternoon shifts, on the other hand make it harder to spend time with family or pursue other interests like education or another career.”

Working 9-to-5 may be considered the classic type of job, but for many people, working 9-to-5 just doesn't work, according to Bob Funk, CEO of Express.

“Whatever the reason that leads people to seek out late hours, they may be pleasantly surprised to find they can earn more at night than when the sun is out,” he said.

The survey of 462 businesses, which are current and former clients of Express Employment Professionals, was conducted in December 2017.

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If you would like to arrange for an interview to discuss this topic, please contact Kellie Major at (613) 222-7488 or email [kellie@mapleleafstrategies.com](mailto:kellie@mapleleafstrategies.com).

#### **About Robert A. Funk**

Robert A. “Bob” Funk is chairman and chief executive officer of Express Employment Professionals. Headquartered in Oklahoma City, the international staffing company has more than 790 franchises in the U.S., Canada and South Africa. Under his leadership, Express has put more than 6 million people to work worldwide. Funk served as Chairman of the Conference of Chairmen of the Federal Reserve and was also the Chairman of the Federal Reserve Bank of Kansas City.

#### **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](http://ExpressPros.com).