

2021

COMPENSATION REPORT



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Respecting People. Impacting Business.™

Your source for insight into current workforce compensation trends for Light Industrial, Office Services, Skilled Trades, and Professional jobs.

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2020 WAS TRANSFORMATIONAL, TO SAY THE LEAST.

Few could have predicted the global impact of the COVID-19 pandemic during the early months of 2020, but as the year unfolded, it was clear we were experiencing something that would redefine the world as we know it.

Many businesses found themselves in unfamiliar territory, very quickly learning more about their adaptability and resiliency than they ever thought possible. And though the extent of such extraordinary change and disruption won't be fully understood for years to come, few will emerge completely unscathed.

However, there are encouraging signs that we are turning a corner and the economy is finding a path forward. Express Employment Professionals' position in the staffing industry allows us insight into what lies ahead, and the indication is that jobs are coming back, and companies will increasingly need workers to fill them.

OVERALL, THE TRENDS ARE POSITIVE.

Express commissions an ongoing survey from The Harris Poll that allows us to keep a finger on the pulse of hiring trends and activities across a wide variety of industries.

In the most recent survey, which took place in Canada from November to December of 2020, hiring decision-makers were asked about their hiring plans for the first half of 2021. According to the results, 31% of hiring decision-makers say their company plans to increase their number of employees. Only 10% report plans to decrease employee count.

This early outlook for 2021 is very encouraging. It's the type of news we want to hear as we continue to see signs of optimism that the economy is recovering and moving in the right direction. It's a drastically different outlook from where we were at the end of Q1 2020.

That's not to say we're completely out of the woods just yet, but as vaccines become more widely distributed throughout 2021, workplace safety protocols will evolve and businesses that have weathered so many challenges since the beginning of the pandemic will begin to feel a greater semblance of normalcy.

And, in many ways, workplaces around the world will be stronger. Whether it's new, more comprehensive safety protocols or greater flexibility for employees to work remotely, many of the changes that were forced upon businesses out of necessity during the pandemic will remain well after we've made a full recovery.

In fact, according to the Express/Harris Poll survey, a majority of hiring decision-makers in Canada (73%) agree that as a result of the COVID-19 pandemic, their company values soft skills more than ever before when considering applicants to hire. Furthermore, 19% of Canadian hiring decision-makers believe their company will be permanently transformed as job applicants will be evaluated more for their soft skills rather than hard skills.

EXPRESS IS HERE TO HELP.

No matter what the year ahead holds, know that Express Employment Professionals is here to help address your staffing needs.



BILL STOLLER
CEO and Co-Founder
Express Employment
Professionals

JOB INSIGHTS FOR 2021

To provide accurate and timely employment forecasts for business leaders, Express Employment Professionals International Headquarters commissions an ongoing Job Insights survey to track employment and hiring trends across a wide range of industries.

The survey was conducted online within Canada by The Harris Poll on behalf of Express between Nov. 16 and Dec. 7, 2020 among 506 Canadian hiring decision-makers (defined as adults ages 18+ in Canada who are employed full-time or self-employed, work at companies with more than 1 employee, and have full/significant involvement in hiring decisions at their company). Data were weighted where necessary by company size to bring them into line with their actual proportions in the population.

INSIGHT: Hiring plans are encouraging for 2021 as companies aim to expand in key departments and hire full-time employees.

When it comes to the type of positions for which they are hiring, more than 3 in 5 Canadian hiring decision-makers (63%) say their company plans to hire full-time employees in 2021, either hourly (39%) or salaried (33%). In line with the general hiring that has picked up since the first half of 2020, Canadian hiring decision-makers are more likely to say they plan to hire full-time employees in 2021 than they were in 2020 (63% vs. 56%).

MAJOR AREAS TO HIRE NEW EMPLOYEES



Among Canadian hiring decision-makers who increased their number of employees in the second half of 2020, the most common reasons included:

REASONS FOR INCREASING NUMBER OF EMPLOYEES

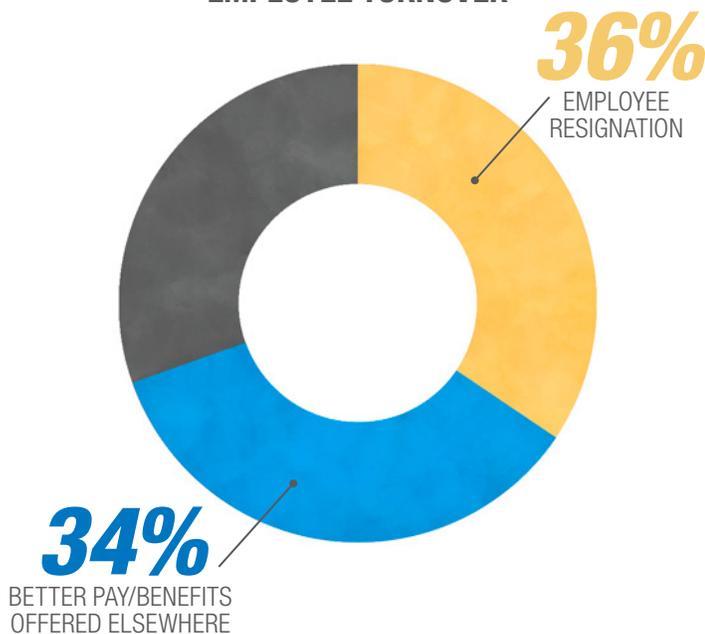


THIS INDICATES THAT BUSINESSES MAY BE FOCUSED ON GROWTH AND EXPANSION IN 2021.

INSIGHT: Turnover and extended vacancies continue to be problematic for companies.

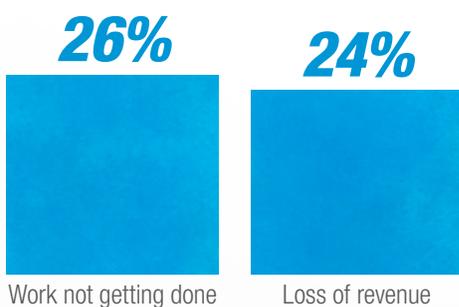
Nearly 1 in 4 Canadian hiring decision-makers (24%) say one of the biggest pain points when it comes to hiring is employee turnover. For those who experienced an increase in employee turnover in 2020, the most commonly cited reasons include:

MOST COMMON REASONS FOR EMPLOYEE TURNOVER



Furthermore, the majority of Canadian hiring decision-makers (78%) say their company has had extended job vacancies, and 4 in 5 of those who have experienced extended vacancies (80%) say they had a negative impact on their company.

REASONS FOR NEGATIVE IMPACT FROM EXTENDED JOB VACANCIES



INSIGHT: After a bleak 2020, higher wages and better benefits in the forecast for 2021.

More than 2 in 5 Canadian hiring decision-makers (44%) expect the average wage at their company will increase in 2021 compared to 2020, 39% expect no change, and only 11% expect a decrease in their company's wages. Among those that expect wages to increase:

REASONS FOR WAGE INCREASE



When asked about their benefits expectations for 2021:

COMPETITIVE BENEFITS EXPECTATIONS



Regarding both compensation and benefits, larger companies are more likely than smaller companies to anticipate increases.

THE WORKFORCE PLAYBOOK

Your guide to assessing the benefits of using a staffing company to build a stronger, more efficient workforce.

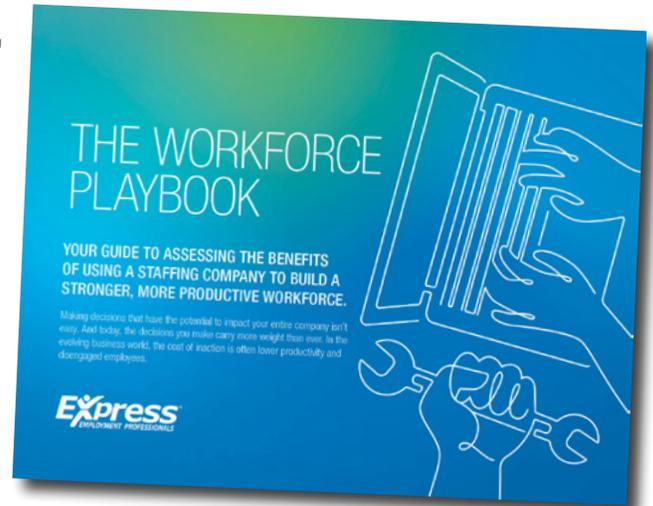
Never-ending government regulations, multi-generational workforces, global pandemic—today's business leaders contend with a wider variety of disruptive forces than ever before! So, how do you respond while maintaining a productive workplace?

ONE OPTION IS PARTNERING WITH A STAFFING COMPANY, LIKE EXPRESS EMPLOYMENT PROFESSIONALS.

- How do staffing companies benefit businesses?
- When is the right time to partner with a staffing company?
- What type of companies utilize staffing services?
- Why Express Employment Professionals?

**LEARN THE ANSWERS TO THESE QUESTIONS, AND MORE!
DOWNLOAD THE WORKFORCE PLAYBOOK TODAY!**

ExpressPros.com/WorkforcePlaybook



2020 COMPENSATION REPORT

The following data represents national averages and is divided into four key segments: Light Industrial, Offices Services, Skilled Trades, and Professional. For more detailed information about your local compensation trends, contact your Express representative. All data within this report was provided via Emsi, a third-party, labour market data and analytics research company. More information about Emsi and their research methodology is available at EconomicModeling.com.

LIGHT INDUSTRIAL

CATEGORY	JOB TITLE	LABOUR CODE	WAGE PER HOUR		
			25 th PCT.	MEDIAN	75 th PCT.
ATTENDENT					
	Service Station Attendants	6621	\$12.69	\$13.18	\$13.72
	Dry Cleaning, Laundry, and Related Occupations	6741	\$13.95	\$16.26	\$18.97
	Operators and Attendants in Amusement, Recreation, and Sport	6722	\$13.21	\$13.97	\$17.24
GENERAL LABOUR					
	General Farm Workers	8431	\$14.05	\$17.36	\$21.56
	Maintenance and Equipment Operation Trades	73	\$23.16	\$29.52	\$36.29
	Supervisors, Processing, and Manufacturing Occupations	921	\$21.80	\$29.09	\$37.10
	Material Handlers	7452	\$15.04	\$17.91	\$22.61
	Store Shelf Stockers, Clerks, and Order Fillers	6622	\$13.14	\$13.67	\$15.67
	Butchers, Meat Cutters, and Fishmongers - Retail and Wholesale	6331	\$13.42	\$16.16	\$20.87
	Utilities Equipment Operators and Controllers	924	\$27.67	\$36.34	\$45.90
	Industrial Painters, Coaters, and Metal Finishing Process Operators	9536	\$18.09	\$21.32	\$26.67
HOSPITALITY					
	Food Counter Attendants, Kitchen Helpers, and Related Support Occupations	671	\$13.02	\$13.48	\$14.98
	Maîtres d'Hôtel and Hosts/Hostesses	6511	\$13.42	\$14.60	\$17.90
	Bartenders	6512	\$13.38	\$16.31	\$20.26
	Food and Beverage Servers	6513	\$13.24	\$15.16	\$18.79
	Home Support Workers, Housekeepers, and Related Occupations	4412	\$14.78	\$17.11	\$19.96
JANITORIAL					
	Specialized Cleaners	6732	\$14.03	\$15.80	\$19.91
	Janitors, Caretakers, and Building Superintendents	6733	\$15.09	\$19.42	\$23.21

LIGHT INDUSTRIAL *Continued*

CATEGORY	JOB TITLE	LABOUR CODE	WAGE PER HOUR		
			25 th PCT.	MEDIAN	75 th PCT.
LANDSCAPING					
	Landscaping and Grounds Maintenance Labourers	8612	\$14.84	\$17.50	\$21.13
	Contractors and Supervisors, Agriculture, Horticulture, and Related Operations and Services	825	\$17.67	\$22.57	\$29.28
	Contractors and Supervisors, Landscaping, Grounds Maintenance, and Horticulture Services	8255	\$19.19	\$24.37	\$30.64
WAREHOUSE					
	Store Shelf Stockers, Clerks, and Order Fillers	6622	\$13.14	\$13.67	\$15.67
	Processing and Manufacturing Machine Operators and Related Production Workers	94	\$16.68	\$20.16	\$24.39
	Other Transport Equipment Operators and Related Maintenance Workers	753	\$17.85	\$21.41	\$26.59
	Purchasing and Inventory Control Workers	1524	\$15.70	\$18.79	\$24.11
	Labourers in Processing, Manufacturing, and Utilities	961	\$14.61	\$16.91	\$20.27



SKILLED TRADES

CATEGORY	JOB TITLE	LABOUR CODE	WAGE PER HOUR		
			25 th PCT.	MEDIAN	75 th PCT.
AUTOMOTIVE					
	Automotive Service Technicians, Truck, and Bus Mechanics and Mechanical Repairs	7321	\$19.30	\$25.36	\$31.64
	Motorcycle, All-Terrain Vehicle, and Other Related Mechanics	7334	\$22.31	\$26.92	\$37.14
CONSTRUCTION					
	Landscaping and Grounds Maintenance Labourers	8612	\$14.84	\$17.50	\$21.13
	Carpenters	7271	\$21.62	\$26.51	\$31.98
	Construction Managers	0711	\$30.76	\$40.45	\$52.87
	Construction Trades Helpers and Labourers	7611	\$16.97	\$21.13	\$28.14
	Concrete Finishers	7282	\$25.01	\$29.46	\$33.74
	Masonry and Plastering Trades	728	\$22.36	\$29.57	\$34.46
	Trades Helpers, Construction Labourers, and Related Occupations	76	\$17.19	\$21.27	\$27.57
	Plumbers, Pipefitters, and Gas Fitters	725	\$24.54	\$33.17	\$38.15
	Mine Labourers	8614	\$19.93	\$26.99	\$33.77
	Plasterers, Drywall Installers and Finishers and Lathers	7284	\$21.00	\$28.69	\$32.61
	Public Works Maintenance Equipment Operators and Related Workers	7522	\$20.68	\$24.17	\$27.99
	Sheet Metal Workers	7233	\$23.52	\$31.05	\$39.93
	Other Installers, Repairers, and Servicers	744	\$18.49	\$22.55	\$28.13
	Engineering Inspectors and Regulatory Officers	2262	\$28.83	\$36.07	\$43.96
FABRICATION					
	Assemblers, Fabricators, and Inspectors, Industrial Electrical Motors and Transformers	9525	\$16.84	\$18.69	\$22.49
	Welders and Related Machine Operators	7237	\$21.92	\$25.87	\$30.87
	Machining Tool Operators	9417	\$18.75	\$21.94	\$26.24
	Structural Metal and Platework Fabrication and Fitters	7235	\$25.26	\$32.66	\$37.22
	Machinists and Machining and Tooling Inspectors	7231	\$21.55	\$26.66	\$30.85
	Machining, Metal Forming, Shaping, and Erecting Trades	723	\$22.93	\$28.22	\$33.28
LOGISTICS/TRANSPORT					
	Dispatchers	1525	\$18.61	\$23.77	\$29.78
	Production Logistics Coordinators	1523	\$20.35	\$25.79	\$32.69
	Supervisors, Mail, and Message Distribution Occupations	1214	\$21.06	\$26.83	\$31.32

SKILLED TRADES *Continued*

CATEGORY	JOB TITLE	LABOUR CODE	WAGE PER HOUR		
			25 th PCT.	MEDIAN	75 th PCT.
OPERATORS					
	Foundry Workers	9412	\$18.29	\$21.88	\$28.29
	Heavy Equipment Operators	752	\$22.68	\$26.52	\$31.34
	Power Engineers and Power Systems Operators	9241	\$28.97	\$38.48	\$49.66
	Papermaking and Finishing Machine Operators	9433	\$23.53	\$29.47	\$34.08
	Crane Operators	7371	\$26.05	\$31.73	\$40.52
	Machine Operators and Related Workers in Mineral and Metal Products Processing and Manufacturing	941	\$17.98	\$21.30	\$26.02
	Other Transport Equipment Operators and Related Maintenance Workers	753	\$17.85	\$21.41	\$26.59
	Sawmill Machine Operators	9431	\$19.29	\$24.68	\$28.69
	Plastics Processing Machine Operators	9422	\$15.81	\$19.35	\$22.52
	Industrial Sewing Machine Operators	9446	\$13.01	\$13.97	\$16.23
	Chemical Plant Machine Operators	9421	\$16.80	\$22.63	\$28.08
MAINTENANCE					
	Automotive Service Technicians	732	\$19.20	\$24.88	\$31.08
	Electricians (Except Industrial and Power System)	7241	\$23.55	\$32.43	\$38.21
	Heating, Refrigeration and Air Conditioning Mechanics	7313	\$25.43	\$32.79	\$41.59
	Inspectors and Testers, Mineral, and Metal Processing	9415	\$17.46	\$20.83	\$26.13
	Janitors, Caretakers, and Building Superintendents	6733	\$15.09	\$19.42	\$23.21
	Contractors and Supervisors, Landscaping, Grounds Maintenance, and Horticulture Services	8255	\$19.19	\$24.37	\$30.64
	Industrial Painters, Coaters, and Metal Finishing Process Operators	9536	\$18.09	\$21.32	\$26.67
	Electrical Mechanics	7333	\$22.10	\$25.13	\$29.45
WELDER					
	Welders and Related Machine Operators	7237	\$21.92	\$25.87	\$30.87
	Maintenance and Equipment Operation Trades	73	\$23.16	\$29.52	\$36.29
	Labourers in Metal Fabrication	9612	\$15.45	\$17.62	\$21.17
TECHNICIANS					
	Aircraft Mechanics and Aircraft Inspectors	7315	\$21.09	\$30.55	\$38.07
	Other Products Assemblers, Finishers, and Inspectors	9537	\$14.77	\$17.09	\$22.26
	Construction Millwrights and Industrial Mechanics	7311	\$24.46	\$30.97	\$37.36
	Mechanical Assemblers and Inspectors	9526	\$17.32	\$20.90	\$25.65
	Forestry Technologists and Technicians	2223	\$22.86	\$28.50	\$34.03
	Aircraft Assemblers and Aircraft Assembly Inspectors	9521	\$22.60	\$31.65	\$36.19

OFFICE SERVICES

CATEGORY	JOB TITLE	LABOUR CODE	WAGE PER HOUR		
			25 th PCT.	MEDIAN	75 th PCT.
ADMINISTRATION					
	Executive assistants	1222	\$23.76	\$28.94	\$34.75
	Legal administrative assistants	1242	\$18.57	\$22.96	\$29.11
	Other administrative services managers	0114	\$27.33	\$37.07	\$49.67
	General office support workers	1411	\$16.82	\$21.01	\$25.76
	Data entry clerks	1422	\$16.30	\$20.00	\$23.91
	Mail, postal and related workers	1511	\$17.51	\$22.00	\$26.23
	Dispatchers	1525	\$18.61	\$23.77	\$29.78
	Store shelf stockers, clerks and order fillers	6622	\$13.14	\$13.67	\$15.67
	Administrative services managers	011	\$36.19	\$46.88	\$58.26
	General office workers	141	\$16.12	\$19.89	\$24.17
	Receptionists	1414	\$14.93	\$18.11	\$21.81
	Specialized occupations in personal and customer services	634	\$14.15	\$16.18	\$19.79
	Supervisors, general office and administrative support workers	1211	\$21.59	\$28.36	\$35.86
	General office workers	141	\$16.12	\$19.89	\$24.17
HEALTHCARE					
	Health information management occupations	1252	\$22.83	\$27.58	\$33.13
	Assisting occupations in support of health services	341	\$17.97	\$20.76	\$22.98
	Court reporters, medical transcriptionists and related occupations	1251	\$18.89	\$22.22	\$27.26
	Office administrative assistants - general, legal and medical	124	\$18.38	\$22.53	\$26.90
	Managers in health care	0311	\$32.70	\$45.18	\$55.30
	Pharmacists	3131	\$44.95	\$48.98	\$54.29
	Cashiers	6611	\$12.88	\$13.26	\$14.11
	Medical administrative assistants	1243	\$18.59	\$21.91	\$24.91
HUMAN RESOURCES					
	Human resources professionals	1121	\$27.72	\$36.40	\$46.42
	Human resources managers	0112	\$36.18	\$47.84	\$59.90
	Payroll administrators	1432	\$20.50	\$25.40	\$30.15
	Human resources and recruitment officers	1223	\$21.37	\$28.59	\$35.60

OFFICE SERVICES *Continued*

CATEGORY	JOB TITLE	LABOUR CODE	WAGE PER HOUR		
			25 th PCT.	MEDIAN	75 th PCT.
MANAGEMENT					
	Middle management occupations in retail and wholesale trade and customer services	06	\$22.86	\$31.96	\$45.08
	Management occupations	0	\$32.13	\$42.22	\$54.37
MARKETING					
	Advertising, marketing and public relations managers	0124	\$30.98	\$41.19	\$55.39
	Professional occupations in advertising, marketing and public relations	1123	\$22.79	\$30.71	\$40.36
	Other business services managers	0125	\$25.90	\$35.62	\$49.07
	Retail salespersons	6421	\$13.23	\$14.09	\$17.19
	Other sales related occupations	6623	\$13.48	\$14.65	\$17.74
SUPPORT					
	Sales and service occupations	6	\$14.45	\$16.63	\$20.18

PROFESSIONAL

CATEGORY	JOB TITLE	LABOUR CODE	WAGE PER HOUR		
			25 th PCT.	MEDIAN	75 th PCT.
ACCOUNTING AND FINANCE					
	Accounting and related clerks	1431	\$18.09	\$21.73	\$26.21
	Auditors, accountants, and investment professionals	111	\$26.56	\$34.05	\$44.71
	Collectors	1435	\$17.80	\$22.90	\$28.55
	Financial managers	111	\$37.20	\$46.96	\$58.03
	Assessors, valuers, and appraisers	1314	\$26.00	\$31.18	\$38.24
	Accounting technicians and bookkeepers	1311	\$27.06	\$34.75	\$45.96
	Other financial officers	1114	\$25.10	\$32.28	\$43.13
	Economists and economic policy researchers and analysts	4162	\$36.50	\$45.78	\$54.10
	Financial and investment analysts	1112	\$27.88	\$35.58	\$44.53
	Statistical officers and related research support occupations	1254	\$22.39	\$27.21	\$35.04
	Financial, insurance, and related administrative support workers	143	\$18.52	\$22.44	\$27.00
	Banking, credit, and other investment managers	122	\$35.79	\$44.72	\$55.51
ENGINEERING					
	Drafting technologists and technicians	2253	\$23.64	\$28.08	\$35.70
	Aerospace engineers	2146	\$32.28	\$43.34	\$57.65
	Civil engineers	2131	\$32.16	\$41.33	\$51.28
	Electrical and electronics engineers	2133	\$35.13	\$45.66	\$55.95
	Industrial engineering and manufacturing technologists and technician	2233	\$20.45	\$26.85	\$35.46
	Managers in engineering, architecture, science, and information systems	21	\$40.84	\$51.16	\$62.79
	Mechanical engineers	2132	\$33.45	\$40.72	\$50.36
	Petroleum engineers	2145	\$45.66	\$58.25	\$71.19
	Industrial and manufacturing engineers	2141	\$31.55	\$38.71	\$48.12
	Land survey technologists and technicians	2254	\$23.99	\$31.22	\$38.40
	Chemical engineers	2134	\$31.61	\$42.02	\$54.23
	Other professional engineers, n.e.c.	2148	\$30.93	\$39.22	\$50.66
HUMAN RESOURCES					
	Human resources managers	112	\$36.18	\$47.84	\$59.90
	Human resources professionals	1121	\$27.72	\$36.40	\$46.42
	Other Instructors	4216	\$14.36	\$17.69	\$24.04
	Payroll administrators	1432	\$20.50	\$25.40	\$30.15

PROFESSIONAL *Continued*

CATEGORY	JOB TITLE	LABOUR CODE	WAGE PER HOUR		
			25 th PCT.	MEDIAN	75 th PCT.
INFORMATION TECHNOLOGY					
	Database analysts and data administrators	2172	\$25.28	\$34.71	\$45.70
	Software engineers and designers	2173	\$37.03	\$45.09	\$56.08
	Computer network technicians	2281	\$24.56	\$31.31	\$37.81
	Computer programmers and interactive media developers	2174	\$28.10	\$37.28	\$46.62
	Technical occupations in computer and information systems	228	\$22.58	\$29.86	\$37.87
	Web designers and developers	2175	\$23.85	\$30.52	\$36.18
	Computer and information systems managers	213	\$41.05	\$51.04	\$62.49
	User support technicians	2282	\$21.52	\$29.06	\$38.21
	Computer and information systems professionals	217	\$29.70	\$38.48	\$47.65
LEGAL					
	Lawyers	4112	\$30.96	\$46.35	\$60.92
	Paralegal and related occupations	4211	\$22.81	\$28.66	\$36.66
	Legal administrative assistants	1242	\$18.57	\$22.96	\$29.11
	Court reporters, medical transcriptionists, and related occupations	1251	\$18.89	\$22.22	\$27.26
MARKETING, ADVERTISING, AND CREATIVE					
	Advertising, marketing, and public relations managers	124	\$30.98	\$41.19	\$55.39
	Graphic designers and illustrators	5241	\$20.20	\$26.41	\$33.41
	Managers in art, culture, recreation and sport	51	\$28.92	\$36.98	\$50.40
	Senior managers - financial, communications and other business services	13	\$39.60	\$56.70	\$74.26
	Professional occupations in advertising, marketing, and public relations	1123	\$22.79	\$30.71	\$40.36
	Survey interviewers and statistical clerk	1454	\$15.07	\$19.73	\$24.88
	Business development officers and marketing researchers and consultants	4163	\$26.63	\$34.71	\$47.05

PROFESSIONAL *Continued*

CATEGORY	JOB TITLE	LABOUR CODE	WAGE PER HOUR		
			25 th PCT.	MEDIAN	75 th PCT.
MEDICAL / HEALTHCARE					
	Dental Assistants	3411	\$20.86	\$23.89	\$26.14
	Medical laboratory technologists	3211	\$30.94	\$36.55	\$39.09
	Pharmacists	3131	\$44.95	\$48.98	\$54.29
	Other professional occupations in therapy and assessment	3144	\$20.80	\$24.50	\$31.53
	Pharmacists, dietitians, and nutritionists	313	\$41.44	\$45.91	\$51.23
	Medical laboratory technicians and pathologists' assistants	3212	\$21.41	\$25.95	\$31.34
	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	3217	\$23.54	\$29.75	\$37.83
	Medical radiation technologists	3215	\$30.65	\$35.98	\$39.59
	Registered nurses and registered psychiatric nurses	3012	\$32.14	\$38.26	\$43.87
	Assisting occupations in support of health services	341	\$17.97	\$20.76	\$22.98
	Licensed practical nurses	3233	\$24.42	\$27.21	\$29.65
	Other assisting occupations in support of health services	3414	\$16.13	\$19.47	\$22.84
SALES					
	Retail and wholesale trade managers	621	\$23.80	\$33.39	\$47.30
	Middle management occupations in retail and wholesale trade and customer services	6	\$22.86	\$31.96	\$45.08
	Corporate sales managers	601	\$31.77	\$47.05	\$61.74
	Sales and account representatives - wholesale trade (non-technical)	6411	\$18.80	\$25.00	\$32.45
	Managers in customer and personal services, n.e.c.	65	\$20.04	\$27.90	\$38.18
	Retail and wholesale trade managers	62	\$23.80	\$33.39	\$47.30
	Retail sales supervisors	6211	\$15.20	\$18.53	\$23.67
	Technical sales specialists - wholesale trade	6221	\$18.71	\$25.25	\$32.52
	Purchasing agents and officers	1225	\$23.94	\$30.68	\$40.29
	Conference and event planners	1226	\$19.23	\$23.67	\$29.70
	Business development officers and marketing researchers and consultants	4163	\$26.63	\$34.71	\$47.05
	Insurance, real estate, and financial sales occupations	623	\$19.44	\$24.28	\$30.55
	Retail salespersons	642	\$13.23	\$14.09	\$17.19
	Financial sales representatives	6235	\$19.83	\$24.55	\$31.60
	Other sales related occupations	6623	\$13.48	\$14.65	\$17.74

EMPLOYER RESOURCES AVAILABLE FROM EXPRESS

Training and Development Programs

Express has an extensive library of training tools and programs that address a range of workplace topics like turnover, company culture, and employee development. For more information on any of these programs, contact your local Express Employment Professionals representative.



EMPLOYEE ACCOUNTABILITY

In today's increasingly flexible and remote workforce, employee accountability is more important than ever. Visit ExpressPros.com/Accountability for "7 Tips for Building Employee Accountability" and download a Project Accountability Template to help facilitate more effective meetings with your team!



COMPANY CULTURE

A company's culture is comprised of the values, practices, and personalities shared by the employer and employees. With so many possible cultures, it's important for each company to ensure cultural fit during the hiring process. This program helps shed light on how a strong culture positively affects every aspect of a business.



EMPLOYEE DEVELOPMENT

Most business leaders agree that employee training and development is vital to success. However, knowing where to start can be tricky. This program is designed to help pinpoint employee development challenges and offer solutions for building a stronger workforce.



ENGAGE TO RETAIN: BUILDING EMPLOYEE RETENTION THROUGH ONBOARDING AND DEVELOPMENT

The process of building a productive workforce doesn't end after a hiring decision is made. The Engage to Retain program highlights best practices supervisors can implement to help set up new employees for success and show commitment to their career development. Visit ExpressPros.com/EngageToRetain to access the training videos and workbook.



MONDAY MORNING LEADERSHIP

An employee's relationship with their supervisor is the number one factor affecting retention. Based on David Cottrell's bestselling book, "Monday Morning Leadership," this tool offers inspiration and an action plan for making those relationships stronger.



FACES OF CHANGE: UNDERSTANDING AND MANAGING GENERATIONS IN THE WORKPLACE

With the greatly varying beliefs, influences, and traits among the various generations in the workplace today, there's bound to be some conflict. This program focuses on each generation's unique contributions and areas for growth as well as key motivation and retention tips.

EMPLOYER RESOURCES AVAILABLE FROM EXPRESS *Continued*



Refresh Leadership Blog

Refresh Leadership, Express' blog for employers and business leaders, features timely information on a variety of leadership, management, and human resource topics. Learn how to lead your team, handle HR issues, and stay up to date on the latest management tips at RefreshLeadership.com.

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 526,000 people globally in 2020. For more information, visit ExpressPros.com.

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- Evaluation Hire
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