

Media Release

Employee mobility continues as a key driver for business growth

Toronto, October 2, 2019 – According to a survey conducted by the Canadian Employee Relocation Council (CERC), many of Canada’s leading organizations leverage talent mobility as a strategic tool in driving business success and expanding international markets. The survey, conducted earlier this year, polled 53 organizations, representative of the major industry groups in Canada, about their employee relocation management practices.

The biannual survey, conducted since 1995, provides important insights about the relocation benefits employers provide to employees and families moving for employment purposes.

According to CERC President and CEO, Stephen Cryne, “The survey results indicate the complexities of employee relocation are growing. Today’s employees place a strong emphasis on family issues such as spousal employment, schooling and caring for aging family members. These are often cited as the top reasons when an employee declines a relocation.” All of the organizations participating in the survey provide a wide range of relocation benefits including family supports.

Within Canada, the western provinces account for the highest number of relocations and assignments. The top three international destinations for assignments are: the US; Central Europe (including the UK); South and Latin America and; Other Asia Pacific Regions (excluding China).

The average cost to relocate an employee homeowner in Canada is approximately \$62,600, a decrease of 15% since 2017. This reduction may be indicative of declining housing markets in Western Canada.

The cost to move an employee between Canada and the US has increased to \$86,400 up seven per cent since 2017.

On the international front, the average cost for a permanent relocation was \$115,000, a slight decline since 2017. The cost of long term assignment jumped considerably to \$164,000 in 2019 from the \$110,000 reported in 2017.

Throughout the 2019 survey organizations noted that mobility supports the organization’s human resources goals of talent acquisition and career development. In 2019, 31 per cent of participants noted that it has been more difficult to hire staff since 2017.

Expectations for growth in overall volumes are higher than reported in 2017. Almost one third of organizations expect cross border and international relocations to increase. Similarly, 33 per cent of participating organizations expect domestic relocations to increase, and 42 per cent expect to use relocation programs to attract new hires.

For further information and interview requests contact:

Susanna Shankman Marketing & Membership Services Canadian Employee Relocation Council
416.593.9812 shankman@cerc.ca

About CERC

The Canadian Employee Relocation Council (CERC) is a not-for-profit organization dedicated to removing barriers that restrict mobility and deployment of human capital, which are vitally important to Canada’s future prosperity. Established in 1982, the Council represents the interests of its members on workforce mobility matters. Many of the Council’s members are listed in Canada’s Financial Post Top 500.