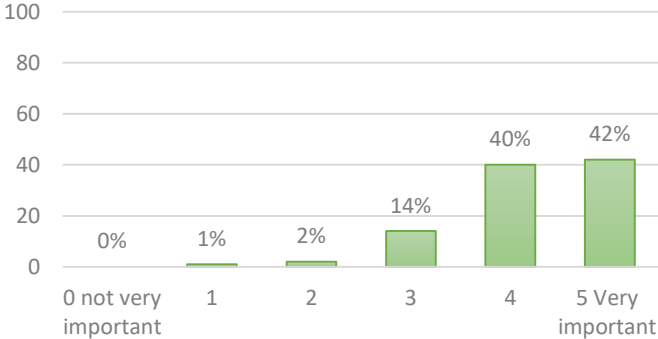


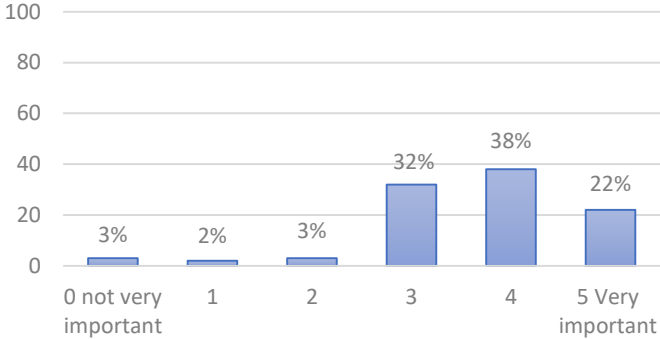
We asked our candidates....

**Apart from the role itself, what is most important to you when making a career move?**

Salary



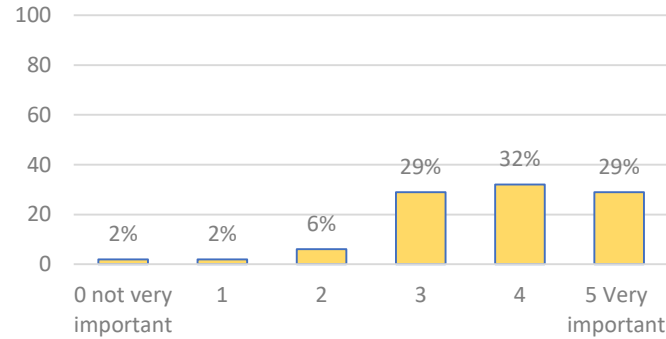
Benefits



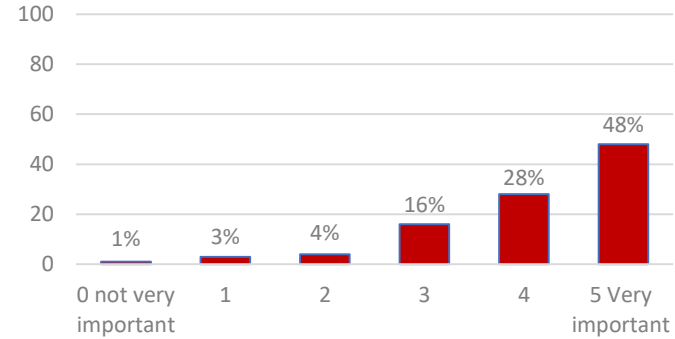
Unsurprisingly, **salary** scored highly, with **82%** ranking it as “important” or “very important”, placing it in the **Number 2** spot.



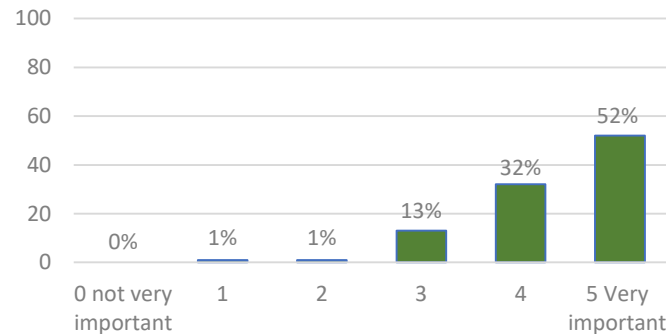
Training



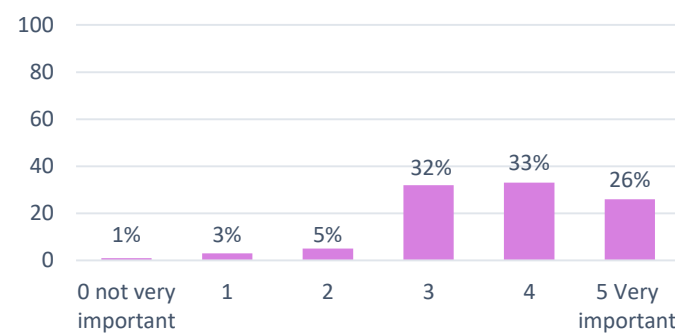
Career Progression Opportunities



Working environment



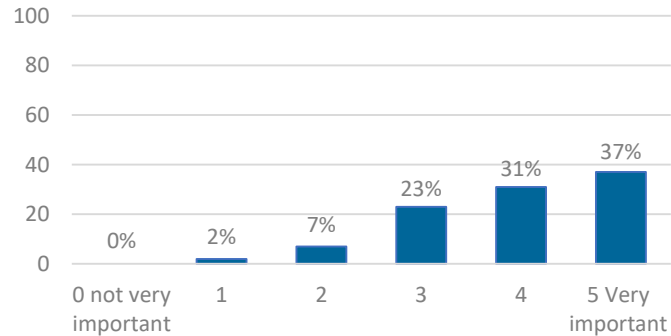
Nice Offices



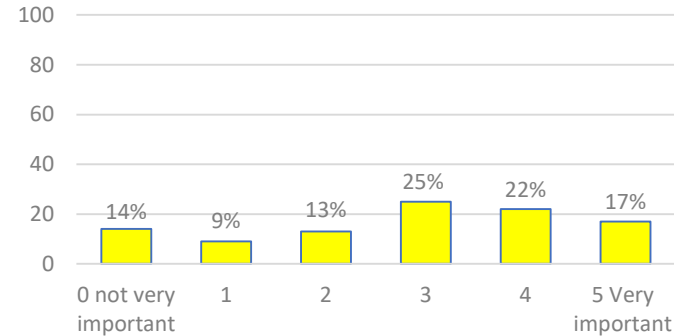
Candidates are looking for a career, rather than a job: Training ranked well, with **career progression** ranking as the **4<sup>th</sup> most important factor**.

Although unimpressed by swanky offices, the **working environment** is the **Number 1** factor candidates look for in a new role. It doesn't have to be a nice office - it just has to be a nice place to work...

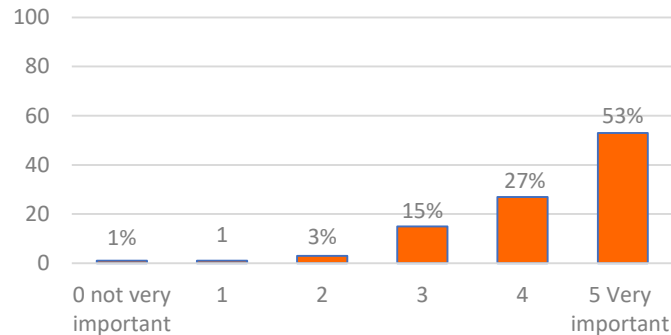
Good location



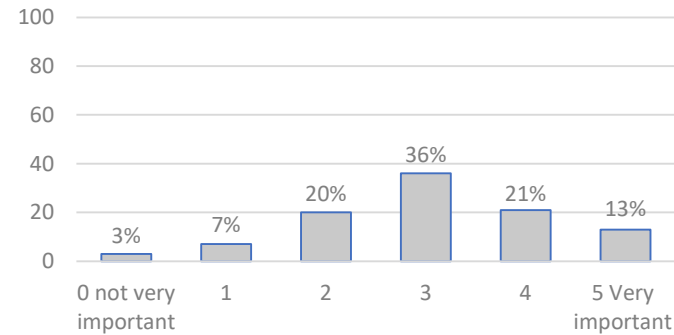
Opportunity to work from home



Work/Life Balance



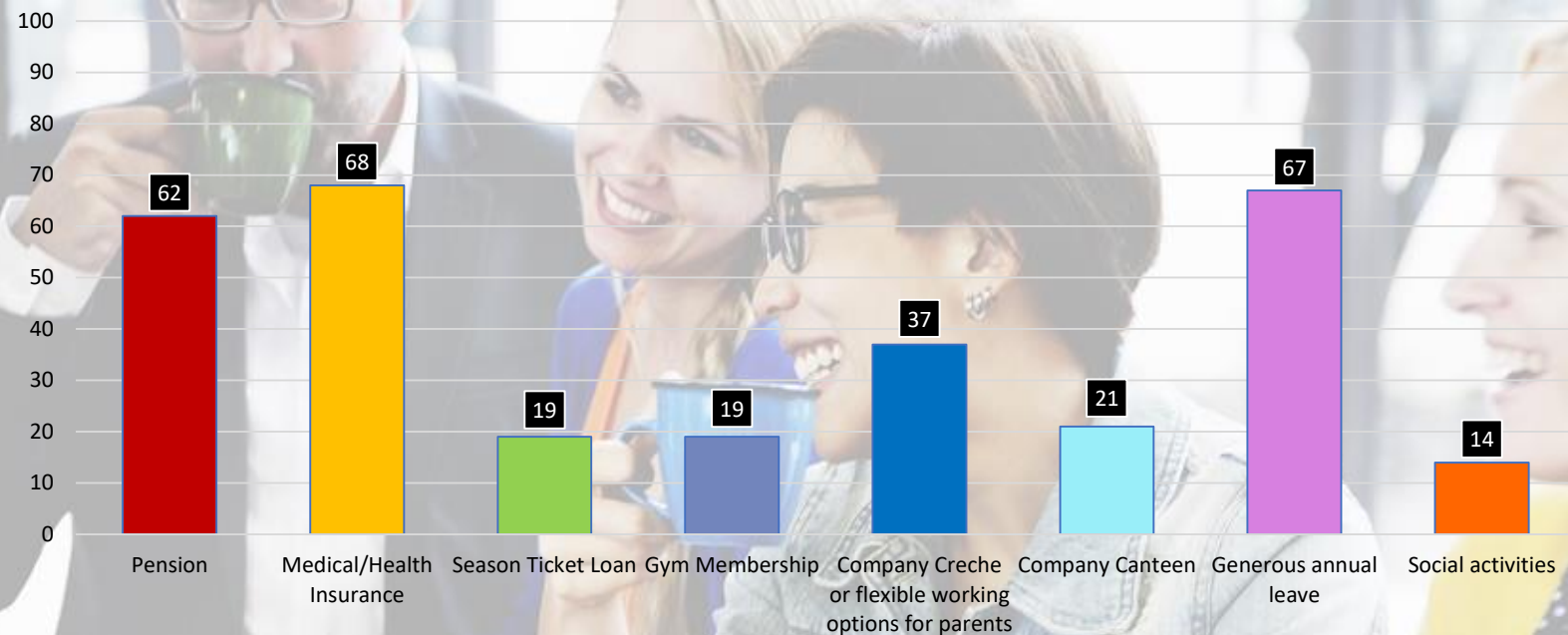
Company's CSR programme



Despite remote working technology, candidates prefer to work in an office than from home, with only 17% citing this as very important. However, **location** is key – putting it at **Number 5**.

CSR programmes (Corporate Social Responsibility) came bottom of our survey, but **work/life balance** was the **3<sup>rd</sup> most important** factor, with 80% ranking it as “important/very important”.

## What company benefits are most important to you



- Of all the company benefits on offer, Medical/Health Insurance was the one most valued by candidates with 68% ranking it as Number 1. This indicates that candidates are valuing the reassurance of having structured care in place, just in case
- Work/life balance is one of the most important factors for candidates when looking for a new job, so it's not a surprise that generous annual leave was the 2nd most important benefit for candidates.
- Close behind came Pension with 62%. This indicates that candidates are thinking about the long term and planning for the future.
- A company creche or flexible working options for parents was a popular choice, showing once again the value placed on work/life balance.
- Facilities such as a canteen or gym/gym membership and even season ticket loan were of less interest to our respondents and social activities was of least importance.

## Top Takeaways from our survey:

### NUMBER 1:

**Working Environment (84%)** – Office environments which are friendly and supportive are likely to attract more candidates.

### NUMBER 2:

**Salary (82%)** – This is a candidate-driven market where demand for candidates is high. To attract the best talent, employers need to offer competitive rewards.

### NUMBER 3:

**Work/Life Balance (80%)** – Although very career-focussed, candidates are looking for roles which allow them to enjoy their lives outside of work. Employers who can facilitate this will be employers of choice.

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