

2025 CPA Profession Compensation Study

Alberta Report



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Background & Methodology

Leger, in collaboration with CPA Canada, carried out this research study to evaluate compensation, benefit packages, and work/life balance among CPA Canada’s members.

How	10-minute online survey, available in English and French.
Who	1,212 CPA Canada members from Alberta, sourced from CPA Canada’s member list.
When	May 12 th to 30 th , 2025
Data	This study relies on self-reported compensation.
Note on Reporting	<p>Non-Owners are defined as employees/contractors/consultants of an organization/firm/company earning T4 income.</p> <p>Owners are defined as sole practitioner (sole owner of an accounting, auditing and/or tax practice), partner of an accounting, auditing and/or tax firm, or an owner of another type of business.</p> <p>In order to protect the privacy of respondents and avoid reporting misleading results, the median compensation data and 25th and 75th percentile values are presented only when there were at least 10 respondents in a subcategory. Despite these approaches, results can still vary considerably if there were findings with fewer than 100 respondents in a given category. Definitions of the three statistical measures used in this report are consistent with the 2023 National report and are as follows:</p> <ul style="list-style-type: none">• Median (or 50th percentile) is the value above and below which half the cases fall. If there is an even number of cases, then the average of the two middle cases is used. The median is not sensitive to outlying (a few very high or very low) values.• 25th percentile is the value above which 75 per cent of the cases fall.• 75th percentile is the value below which 75 per cent of the cases fall.

Respondent profile

CPA Canada members from Alberta who worked for at least 2 months in 2024 (n=1,212)

Gender

Man	49%
Woman	49%
Non-binary	<1%
Two-Spirit	<1%
Prefer not to say	2%

Years of Post-Designation Work Experience

Less than 3 years	5%
3–4 years	3%
5–9 years	17%
10–14 years	25%
15–19 years	15%
20–24 years	15%
25 years and over	19%
Prefer not to say	1%

Visible Minorities

Yes	20%
No	75%
Prefer not to say	4%

Indigenous person

Yes	2%
No	94%
Prefer not to say	4%



Caveats

Members were invited to complete the survey by CPA Canada, using 170,193 unique survey links provided by Leger. Note that **the findings in this report are representative of those who responded and may not represent the Canadian CPA profession as a whole. Comparisons with the results of the previous survey cannot be considered definitive, as the composition of those responding may vary from year to year.**

Unless otherwise specified, compensation figures in this report include annualized data for members who worked at least two months, either part time or full time, during 2024.

Pre-Calculation Data Cleaning:

Responses were cleaned prior to calculation when input values did not align with the requested format. This includes cases such as respondents entering years instead of the number of years, or indicating they worked part-time but reporting 0 hours or months worked. These corrections were made to improve data consistency and validity.

Post-Calculation Data Cleaning:

Additional cleaning was conducted after calculations to address inconsistencies or likely misinterpretations. This includes cases where respondents appeared to enter income proportions instead of actual income values, or mistakenly re-entered hours worked in place of income. Such responses were adjusted or excluded based on contextual judgment to preserve data integrity.

Key Findings

Key Findings

Overall Compensation

- CPA members in Alberta reported a median compensation of **\$169K**.
- CPA members with three or more years of post-designation experience had a median compensation of **\$176K**.

Compensation by Experience and Industry

- Compensation grows steadily with experience, ranging from **\$92K** (<3 years) to **\$225K** (25+ years).
- Among industries with at least 30 members reporting, **Construction** reported the highest median compensation at **\$224K**, followed by **Real Estate/Building Management (\$205K)** and **Oil & Gas (\$202K)**. **Public Sector - Federal, provincial, First Nations or municipal government** reported the lowest at **\$132K**.



Key Findings

Non-Owner and Owner Compensation

- **Non-owners** earned a median total compensation of **\$159K**. Their median base pay was **\$143K** base pay and **\$12K** non-base pay.
- Non-owners in **Construction** reported the highest median total compensation (**\$224K**) and median base compensation (**\$169K**), while those in **Professional Services firm – public practice** reported the lowest total compensation (**\$111K**) and base compensation (**\$106K**).
- Among titles with at least 30 members responding, **Vice Presidents** report the highest median compensation (**\$250K**).
- **Strategy and Governance** is the highest-paid focus area among non-owners responding at **\$250K**.
- **Business owners** made up **12%** of Alberta respondents, with **owners of an accounting firm (sole and/or partner)** reporting a median compensation of **\$286K**.

2024 Compensation Compared to 2023

- **76% of members reported increased compensation** in 2024 compared to 2023, while **7% reported a decline**.
- Those in **Utilities** were most likely to report a compensation increase (**90%**). **12%** of those in **Not for profit organizations** reported a decline since 2023, more than any other industry.



Key Findings

Benefits and Work/Life Balance Programs

- **Medical benefits** were most commonly offered (**97%**), followed by **life insurance and long-term disability insurance (both at 82%)**.
- Mental health supports, defined benefit pension plan, and defined contribution pension plan are more commonly offered among larger organizations.
- Benefit offerings vary by sector and employer size. Large professional services firms provide more comprehensive coverage compared to smaller ones. In public sector - government, large and medium organizations offer similar benefits.
- **Internal professional development** leads in work/life balance program usage among surveyed members. **Employee assistance programs** are offered but least used, while **childcare benefits** are least likely to be offered by employers.
- Among the top industries, **Construction, Manufacturing, and Oil and gas** tends to offer work/life balance programs less often than the provincial average, while **Public sector and Not for profit** exceeds it.



Detailed Findings

3.1

Compensation

3.1.1

Overall Compensation

Total Compensation by Years of Work Experience (\$ in 000s)

The median compensation of members with at least three years post-designation experience is \$176K. Compensation shows a large range from \$92K (<3 years) to \$225K (25+ years). Alberta members with 10-14 years of experience make up the largest proportion of surveyed members at 25%.

Years of Experience	Count (% of total)	Median	25th Percentile	75th Percentile
Less than 3 years	55 (5%)	\$92	\$79	\$109
3–4 years	41 (3%)	\$113	\$103	\$140
5–9 years	209 (17%)	\$140	\$116	\$181
10–14 years	303 (25%)	\$161	\$130	\$211
15–19 years	180 (15%)	\$195	\$137	\$273
20–24 years	178 (15%)	\$200	\$144	\$350
25 years and over	231 (19%)	\$225	\$153	\$369
NET: Over 3 years	1,142 (94%)	\$176	\$130	\$255
Total	1,212 (100%)	\$169	\$126	\$250

QA2b. For the calendar year 2024, please enter your income from the following sources (in CAD, or equivalent)
Base: Those who worked full time or part time for at least 2 months (n=1,212) | Note: The figures include CPAs who worked at least two full months in the previous year. Compensation of those who worked less than full time for 12 months was annualized based on a 35-hour workweek.

Total Compensation by Industry of Employment (\$ in 000s)

Among industries with at least 30 members reporting, Construction reports the highest median compensation (\$224K), followed by Real Estate/Building Management (\$205K), and Oil & Gas (\$202K).

Industry of Employment	Count (% of total)	Median	25th Percentile	75th Percentile
Holding, Conglomerate	12 (1%)	\$253	\$182	\$366
Software	12 (1%)	\$243	\$181	\$295
Mining	9 (1%)*	_*	_*	_*
Construction	56 (5%)	\$224	\$167	\$318
Arts, Entertainment, Leisure	2 (<1%)*	_*	_*	_*
Real Estate/Building Management	33 (3%)	\$205	\$147	\$323
Oil & Gas	193 (17%)	\$202	\$150	\$295
Financial Services	45 (4%)	\$195	\$138	\$255
Agriculture, Forestry, Fisheries	31 (3%)	\$192	\$140	\$250
Professional Services firm – other	48 (4%)	\$186	\$120	\$250
Retail, Wholesale	43 (4%)	\$185	\$128	\$255
Hotels and Restaurants	5 (<1%)*	_*	_*	_*
Public Sector - Crown corporation	10 (1%)	\$181	\$122	\$240
Pharmaceuticals and Chemicals	7 (1%)*	_*	_*	_*

Industries with n>30 shown in blue.

QA2b. For the calendar year 2024, please enter your income from the following sources (in CAD, or equivalent)
Base: Those who worked full time or part time for at least 2 months (n=1,156) | Note: The figures include CPAs who worked at least two full months in the previous year. Compensation of those who worked less than full time for 12 months was annualized based on a 35-hour workweek. | *Note: Only those who specified their industry or industries with base size >10 are shown. | Note: Those who reported being part of multiple categories (e.g., employees earning T4 income and/or owners) were not counted in this analysis. | Note: 52 members did not specify their industry of employment.

Total Compensation by Industry of Employment (\$ in 000s) (cont'd)

Educational institutions and public sector industries report the lowest median compensations, with Public Sector – Federal, provincial, First Nations or municipal government reporting the lowest median compensation (\$132K) of industries with at least 30 members reporting.

Industry of Employment	Count (% of total)	Median	25th Percentile	75th Percentile
Manufacturing	48 (4%)	\$178	\$130	\$230
Utilities	42 (4%)	\$175	\$150	\$253
Professional Services firm – public practice	214 (19%)	\$158	\$105	\$300
Public Sector - Office of the auditor general	9 (1%)*	_*	_*	_*
Transportation, Distribution	32 (3%)	\$155	\$114	\$234
Telecommunications	7 (1%)*	_*	_*	_*
Not for profit	52 (4%)	\$137	\$114	\$168
Educational Institution	46 (4%)	\$135	\$114	\$175
Public Sector - Federal, provincial, First Nations or municipal government	129 (11%)	\$132	\$113	\$160
Public Sector - Hospital, library, health organization, or social services organization	17 (1%)	\$130	\$104	\$144
Media, Communications, Publishing	2 (<1%)*	_*	_*	_*
Other	52 (4%)	\$190	\$136	\$255
Total	1,156 (100%)	\$170	\$126	\$250

Industries with n>30 shown in blue.

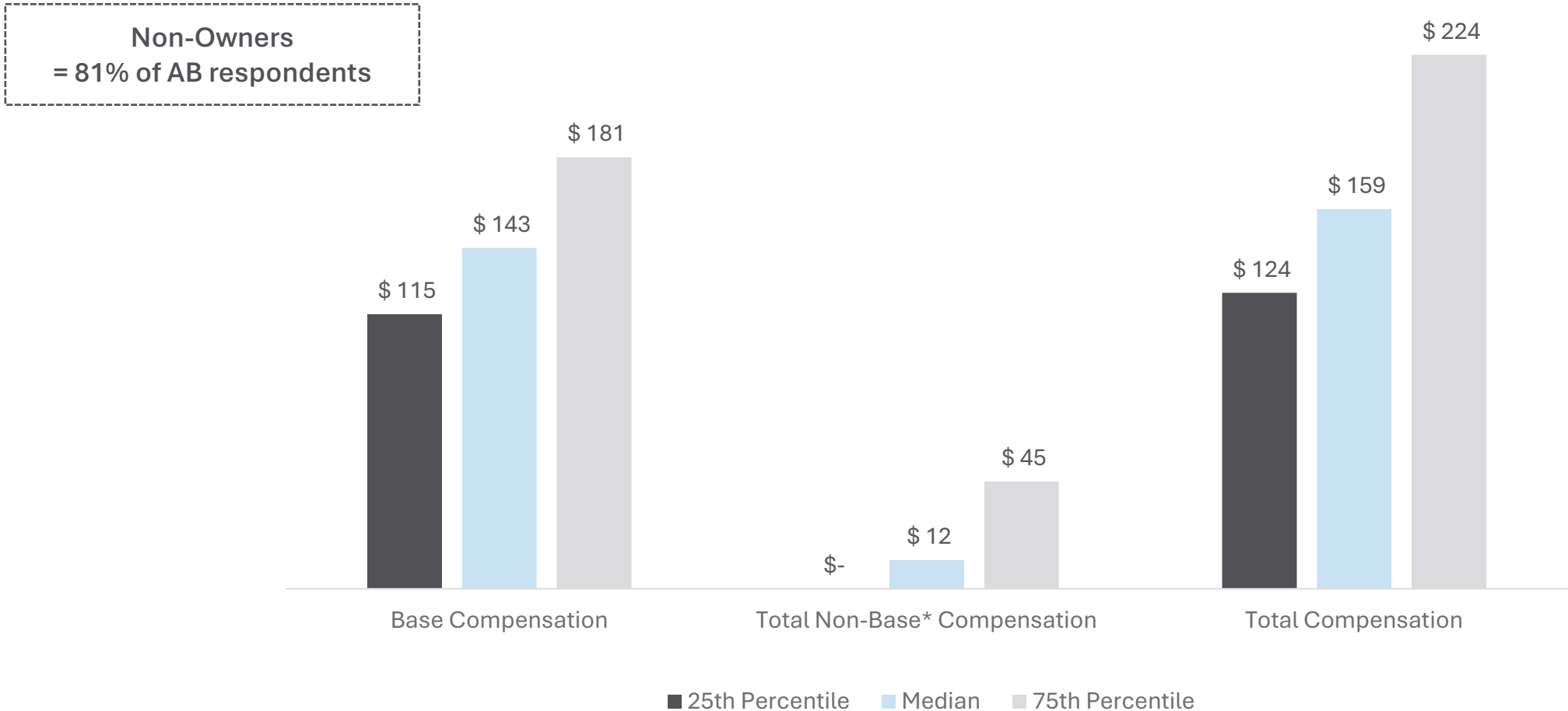
QA2b. For the calendar year 2024, please enter your income from the following sources (in CAD, or equivalent)
Base: Those who worked full time or part time for at least 2 months (n=1,156) | Note: The figures include CPAs who worked at least two full months in the previous year. Compensation of those who worked less than full time for 12 months was annualized based on a 35-hour workweek. | *Note: Only those who specified their industry or industries with base size >10 are shown. | Note: Those who reported being part of multiple categories (e.g., employees earning T4 income and/or owners) were not counted in this analysis. | Note: 52 members did not specify their industry of employment.

3.1.2

Non-Owners' Compensation

Non-Owner Compensation – 2024 (\$ in 000s)

Non-owner Alberta members, who make up most respondents, earned a median total compensation of \$159K. The median base compensation is \$143K, while the median non-base is \$12K.



QA2b. For the calendar year 2024, please enter your income from the following sources (in CAD, or equivalent)
Base: Non-Owners who worked full time or part time for at least 2 months (n=980) | Note: The figures include CPAs who worked at least two full months in the previous year. Compensation of those who worked less than full time for 12 months was annualized based on a 35-hour workweek. | *Note: Non-base compensation is defined as “bonus” and “other non-base income (excluding benefits)”.

Non-Owner Compensation by Industry of Employment (\$ in 000s) – 2024

Among industries with more than 30 non-owner members responding, Construction reports the highest median total compensation (\$224K) and median base compensation (\$169K). Oil & Gas reports the highest non-base median compensation (\$40K), and makes up the largest proportion of Albertan non-owners responding (19%)

Industry of Employment	Count (% of total)	2024		Total Compensation**
		Base Compensation	Non-Base* Compensation	
Holding, Conglomerate	11 (1%)	\$210	\$50	\$260
Mining	8 (1%)*	-*		-*
Software	9 (1%) *	-*		-*
Construction	54 (6%)	\$169	\$31	\$224
Real Estate/Building Management	31 (3%)	\$165	\$25	\$202
Professional Services firm - other	36 (4%)	\$161	\$11	\$174
Financial Services	41 (4%)	\$160	\$25	\$188
Pharmaceuticals and Chemicals	7 (1%)*	-*		-*
Public Sector - Office of the auditor general	9 (1%)*	-*		-*
Retail, Wholesale	41 (4%)	\$157	\$15	\$185
Utilities	42 (4%)	\$153	\$26	\$175
Oil & Gas	182 (19%)	\$151	\$40	\$201
Manufacturing	47 (5%)	\$148	\$17	\$177
Arts, Entertainment, Leisure	2 (<1%)*	-*		-*

Industries with n>30 shown in blue.

**Total compensation is the median of NET: base + non-base, rather than a sum of both.

QA2b. For the calendar year 2024, please enter your income from the following sources (in CAD, or equivalent)
Base: Non-Owners who worked full time or part time for at least 2 months (n=980) | Note: The figures include CPAs who worked at least two full months in the previous year. Compensation of those who worked less than full time for 12 months was annualized based on a 35-hour workweek. | *Note: Non-base compensation is defined as “bonus” and “other non-base income (excluding benefits)”. | *Note: Only industries with a base of 10 members or more responding are shown. | Note: Those who reported being part of multiple categories (e.g., employees earning T4 income and/or owners) were not counted in this analysis.

Non-Owner Compensation by Industry of Employment (\$ in 000s) – 2024 (cont'd)

Professional Services firm – public practice, reports the lowest base compensation (\$106) and total compensation (\$111K) among industries with at least 30 members responding.

Industry of Employment	Count (% of total)	2024		Total Compensation**
		Base Compensation	Non-Base* Compensation	
Agriculture, Forestry, Fisheries	23 (2%)	\$145	\$29	\$181
Telecommunications	6 (1%)*	-*		-*
Transportation, Distribution	32 (3%)	\$140	\$11	\$155
Public Sector - Crown corporation	9 (1%)	\$140	\$27	\$175
Educational Institution	46 (5%)	\$133		\$135
Public Sector - Federal, provincial, First Nations or municipal government	128 (13%)	\$131		-*
Not for profit	49 (5%)	\$130	\$1	\$137
Public Sector - Hospital, library, health organization, or social services organization	16 (2%)	\$127		\$130
Hotels and Restaurants	5 (1%)*	-*		-*
Professional Services firm – public practice	99 (10%)	\$106	\$5	\$111
Media, Communications, Publishing	2 (<1%)*	-*		-*
Other	45 (5%)	\$154	\$17	\$189
Total	980 (100%)	\$143	\$12	\$159

Industries with n>30 shown in blue.
**Total compensation is the median of NET: base + non-base, rather than a sum of both.

QA2b. For the calendar year 2024, please enter your income from the following sources (in CAD, or equivalent)
Base: Non-Owners who worked full time or part time for at least 2 months (n=980) | Note: The figures include CPAs who worked at least two full months in the previous year. Compensation of those who worked less than full time for 12 months was annualized based on a 35-hour workweek. | *Note: Non-base compensation is defined as “bonus” and “other non-base income (excluding benefits)”. | *Note: Only industries with a base of 10 members or more responding are shown. | Note: Those who reported being part of multiple categories (e.g., employees earning T4 income and/or owners) were not counted in this analysis.

Total Compensation by Job Title Among Non-Owners (\$ in 000s)

Among job titles with at least 30 members reporting, Vice Presidents and CFOs report the highest compensation (\$250K and \$236K respectively). Compensation appears to increase as organization size increases for CFOs.

Job Title	Total (n=980)	Size of Employer by Number of Staff		
	Median	<100 (n=261) Median	100–999 (n=303) Median	≥1,000 (n=416) Median
Senior Vice President	\$355	_*	_*	_*
President and/or CEO	_*	_*	_*	-
Other Executive Management	\$255	_*	_*	_*
Non-Equity Partner	_*	_*	-	-
Vice President	\$250	_*	_*	_*
Chief Financial Officer (CFO)	\$236	\$226	\$229	\$370
Senior Director	\$220	_*	_*	\$257
Assistant Vice President	_*	_*	-	_*
Consultant	_*	_*	_*	_*
Treasurer	_*	-	_*	-
Director	\$185	\$166	\$169	\$203
Internal Auditor	_*	-	-	_*
Senior Manager	\$169	\$136	_*	\$179
General Manager	_*	_*	_*	_*

Job Title	Total (n=980)	Size of Employer by Number of Staff		
	Median	<100 (n=261) Median	100–999 (n=303) Median	≥1,000 (n=416) Median
Supervisor	\$162	_*	_*	_*
Principal	_*	_*	_*	_*
Tax Specialist	\$157	_*	-	\$160
Associate/Assistant Director	\$147	\$147	\$138	\$147
Controller and/or Comptroller	\$144	\$132	\$145	\$180
Manager	\$140	\$130	\$149	\$137
Associate/Assistant Manager	_*	_*	-	_*
Analyst	\$122	-	\$141	\$120
Professor/Lecturer/Teacher	_*	-	_*	_*
Senior Auditor/Accountant	\$114	\$93	\$125	\$117
Auditor/Accountant	\$112	_*	_*	\$117
Junior Auditor/Accountant	_*	-	-	_*
Other	\$140	\$179	\$151	\$138

Medians with n>30 shown in blue.

Compensation by Area of Focus Among Non-Owners (\$ in 000s)

Strategy and Governance leads in median compensation among non-owners (\$250K), followed by Managing Staff (\$170K) and Finance (\$169K). Audit and assurance reports the lowest median compensation at \$112K.

Area of Focus	Count (% of total)	Median	25th Percentile	75th Percentile
Strategy & Governance	78 (8%)	\$ 250	\$184	\$360
Managing staff	49 (5%)	\$ 170	\$147	\$255
Finance	206 (21%)	\$ 169	\$130	\$230
Risk management/Control/Internal audit	24 (2%)	\$ 155	\$133	\$195
Financial and/or Non-Financial Reporting	281 (29%)	\$ 150	\$119	\$209
Taxation	86 (9%)	\$ 148	\$118	\$222
Management Accounting	122 (12%)	\$ 145	\$120	\$192
Audit and Assurance	69 (7%)	\$ 112	\$ 85	\$154
Other	65 (7%)	\$ 190	\$125	\$309

Areas of focus with n>30 shown in blue.

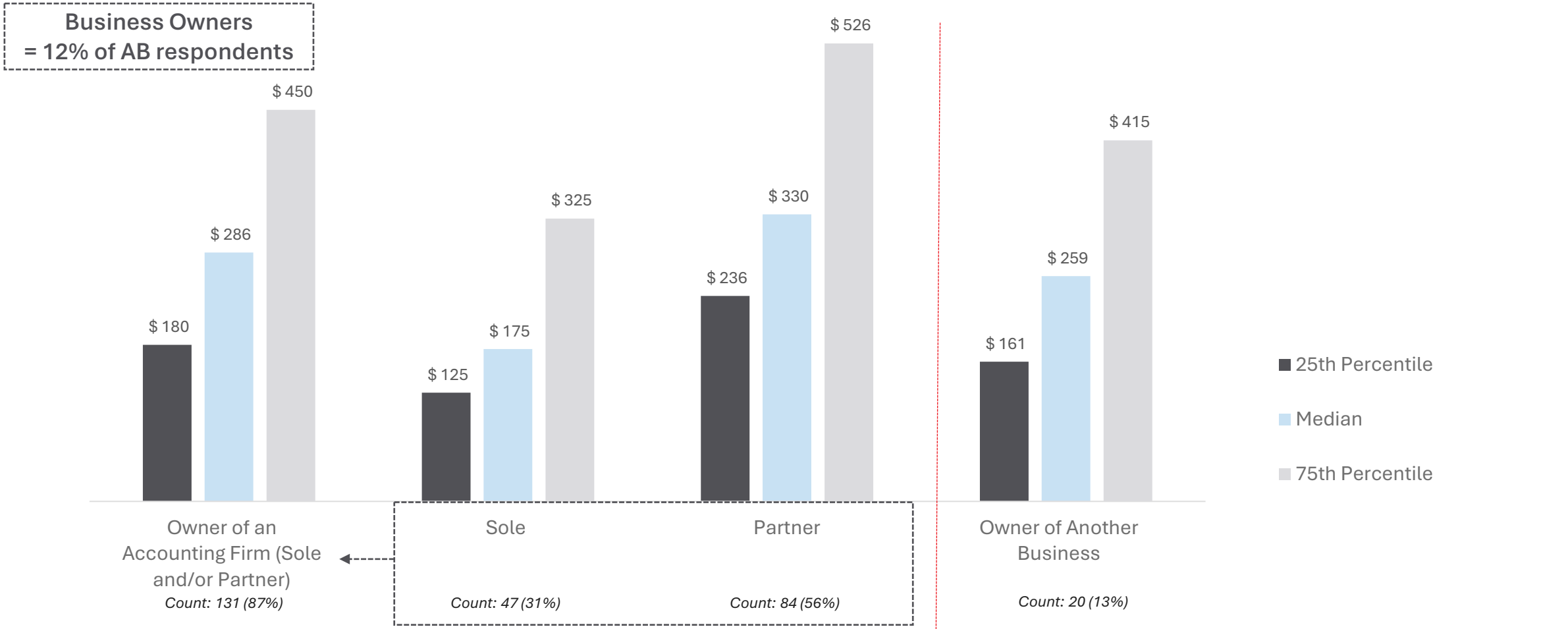
QA2b. For the calendar year 2024, please enter your income from the following sources (in CAD, or equivalent)
Base: Non-Owners who worked full time or part time for at least 2 months (n=980) | Note: 65 non-owners did not specify their area of focus and are not counted in this analysis. | Note: Compensation data is presented only for areas with at least 10 members responding. | Note: Those who reported being part of multiple categories (e.g., employees earning T4 income and/or owners) were not counted in this analysis.

3.1.3

Owners' Compensation

Owner’s Compensation – 2024 (\$ in 000s)

12% of Alberta respondents are business owners, with 87% of these being owners of an accounting firm (sole and/or partner) and reporting a median compensation of \$286K. Owners of another business made up the remaining 13% and report a median of \$259K, however with a base size of 20, this should be interpreted with caution.

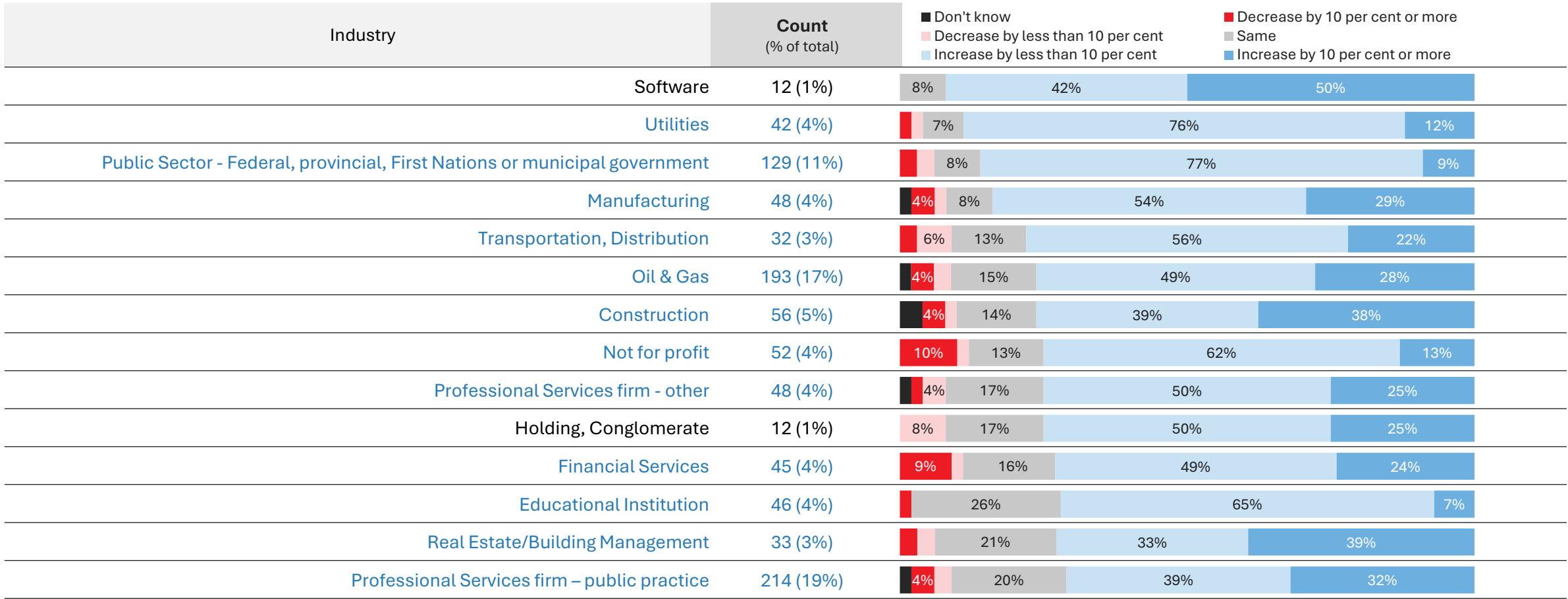


3.1.4

2024 Compensation Compared to 2023

2024 Compensation Compared to 2023

Across industries, 76% report higher compensation, while 7% report a decrease. Utilities lead with 90% reporting increases. Real Estate/Building Management sees the largest raises, with 39% reporting increases of 10% or more, while Educational Institutions are among the most stable, with 26% reporting no change. Not for profit report the most decline, with 12% indicating a decrease, followed by Financial Services, at 11%.



Industries with n>30 shown in blue.

A2d. By what percentage, if at all, did your total 2024 compensation change compared to 2023?
Base: Those who worked full time or part time for at least 2 months (n=1,156) | Note: Respondents selected more than one option in A2a are excluded. | Note: Scores of <4% not shown.

2024 Compensation Compared to 2023 (cont'd)

Agriculture, Forestry, Fisheries tie with Educational Institutions as the most stable among industries with at least 30 members responding, with 26% reporting no change in compensation.

Industry	Count (% of total)	Don't know	Decrease by less than 10 per cent	Increase by less than 10 per cent	Decrease by 10 per cent or more	Same	Increase by 10 per cent or more
Public Sector - Crown corporation	10 (1%)		10%	20%	60%	10%	
Agriculture, Forestry, Fisheries	31 (3%)		6%	26%	45%	23%	
Public Sector - Hospital, library, health organization, or social services organization	17 (1%)		6%	29%	53%	12%	
Retail, Wholesale	43 (4%)		12%	5%	26%	35%	23%
Mining	9 (1%)*						
Public Sector - Office of the auditor general	9 (1%)*	-*					
Telecommunications	7 (1%)*	-*					
Pharmaceuticals and Chemicals	7 (1%)*	-*					
Hotels and Restaurants	5 (<1%)*	-*					
Arts, Entertainment, Leisure	2 (<1%)*	-*					
Media, Communications, Publishing	2 (<1%)*	-*					
Other	52 (5%)		8%	15%	52%	23%	
Total	1,156 (100%)		16%	52%	24%		

Industries with n>30 shown in blue.

A2d. By what percentage, if at all, did your total 2024 compensation change compared to 2023?
Base: Those who worked full time or part time for at least 2 months (n=1,156) | *Note: Only industries with a base of 10 members or more responding are shown. | Note: Respondents selected more than one option in A2a are excluded. | Note: Scores of <4% not shown.

3.2

Benefits & Work/Life Balance

Benefits by Number of Employees Among Non-Owners

Medical benefits (97%), life insurance (82%), and long term disability insurance (82%) are the most offered benefits among non-owner members. Mental health supports, defined contribution pension plan , and defined benefit pension plan are more commonly offered among larger organizations.

Benefit	Total (n=1,005)	Size of Employer by Number of Staff		
		<100 (n=273)	100–999 (n=309)	≥1,000 (n=423)
Medical (health and dental) benefits	97%	94%	98%	98%
Life Insurance	82%	79%	83%	83%
Long Term Disability Insurance	82%	77%	83%	84%
Mental Health supports	77%	59%	79%	86%
Out of Country Travel Insurance	65%	59%	66%	69%
Professional Membership dues other than for my accounting designation(s)	45%	42%	47%	45%
Parking	43%	48%	50%	35%
Group RRSPs	40%	35%	47%	39%
Defined Contribution Pension Plan	28%	8%	20%	47%
Defined Benefit Pension Plan	25%	10%	25%	35%
Health/Fitness Club Memberships	22%	16%	24%	23%
Stock or Stock Options Purchase Program	19%	11%	16%	27%
Parental/Maternal/Caregiver Leave Top Ups	13%	4%	10%	20%
Car Allowances	11%	8%	14%	11%
Deferred Profit Sharing Plans	9%	4%	7%	14%
Other Significant Benefits	7%	7%	9%	6%

Benefits by Industry and Number of Employees Among Non-Owners

In Public sector - government, most benefits are as widely offered by mid-sized organizations as they are by larger ones, with the exception of professional membership dues and parental leave top ups. In Professional services – public practice, large organizations exceed smaller ones across all benefits.

Benefit	Total (n=1,005)	Public Sector – Government			Professional Services – Public Practice		
		<100 (n=19)	100–999 (n=36)	≥1,000 (n=75)	<100 (n=46)	100–999 (n=9)*	≥1,000 (n=46)
Medical (health and dental) benefits	97%	100%	97%	97%	83%	-*	96%
Life Insurance	82%	79%	89%	71%	59%	-*	70%
Long Term Disability Insurance	82%	74%	83%	69%	54%	-*	80%
Mental Health supports	77%	84%	86%	76%	28%	-*	91%
Out of Country Travel Insurance	65%	68%	61%	56%	35%	-*	63%
Professional Membership dues other than for my accounting designation(s)	45%	47%	39%	52%	33%	-*	39%
Parking	43%	32%	36%	31%	43%	-*	43%
Group RRSPs	40%	16%	6%	4%	17%	-*	50%
Defined Contribution Pension Plan	28%	16%	22%	15%	2%	-*	67%
Defined Benefit Pension Plan	25%	84%	75%	76%	0%	-*	4%
Health/Fitness Club Memberships	22%	11%	36%	11%	17%	-*	28%
Stock or Stock Options Purchase Program	19%	0%	0%	1%	0%	-*	0%
Parental/Maternal/Caregiver Leave Top Ups	13%	16%	14%	20%	2%	-*	26%
Car Allowances	11%	11%	0%	4%	0%	-*	0%
Deferred Profit Sharing Plans	9%	0%	0%	1%	0%	-*	11%
Other Significant Benefits	7%	0%	14%	3%	11%	-*	4%

QC5b. Which of the following benefits did you receive in 2024?

Base: Non-Owners who worked full time or part time for at least 2 months (n= 1,130) | Note: Counts shown include members in each industry that indicated they received at least one benefit. | Note: six largest industry groupings shown.

Benefits by Industry and Number of Employees Among Non-Owners (cont'd)

Medium and large educational institutions perform at similarly in top benefits but fall behind in group RRSPs. Small and large manufacturing firms perform similarly in offering the top 3 benefits, while mid-sized firms score lower in offering life insurance and long term disability insurance. However, these scores all have low base sizes and should be interpreted with caution.

Benefit	Total (n=1,005)	Educational Institution			Manufacturing		
		<100 (n=4)*	100–999 (n=24)	≥1,000 (n=19)	<100 (n=16)	100–999 (n=14)	≥1,000 (n=17)
Medical (health and dental) benefits	97%	-*	100%	100%	94%	100%	100%
Life Insurance	82%	-*	92%	95%	94%	79%	94%
Long Term Disability Insurance	82%	-*	83%	84%	94%	64%	88%
Mental Health supports	77%	-*	79%	79%	50%	57%	88%
Out of Country Travel Insurance	65%	-*	54%	68%	31%	64%	88%
Professional Membership dues other than for my accounting designation(s)	45%	-*	58%	53%	38%	50%	29%
Parking	43%	-*	42%	21%	50%	29%	41%
Group RRSPs	40%	-*	4%	0%	44%	64%	47%
Defined Contribution Pension Plan	28%	-*	21%	16%	13%	7%	53%
Defined Benefit Pension Plan	25%	-*	67%	89%	0%	14%	6%
Health/Fitness Club Memberships	22%	-*	8%	21%	31%	0%	18%
Stock or Stock Options Purchase Program	19%	-*	0%	0%	19%	21%	29%
Parental/Maternal/Caregiver Leave Top Ups	13%	-*	13%	26%	0%	0%	12%
Car Allowances	11%	-*	8%	11%	0%	14%	12%
Deferred Profit Sharing Plans	9%	-*	0%	0%	0%	7%	41%
Other Significant Benefits	7%	-*	13%	16%	6%	7%	0%

QC5b. Which of the following benefits did you receive in 2024?

Base: Non-Owners who worked full time or part time for at least 2 months (n= 1,130) | Note: Counts shown include members in each industry that indicated they received at least one benefit. | Note: six largest industry groupings shown.

Benefits by Industry and Number of Employees Among Non-Owners (cont'd)

Medical benefits, life insurance, and long-term disability insurance are consistently offered across financial services both large and small. Mid-sized retail/wholesale companies are less likely to offer life and disability coverage than large size companies. However, these scores all have low base sizes and should be interpreted with caution.

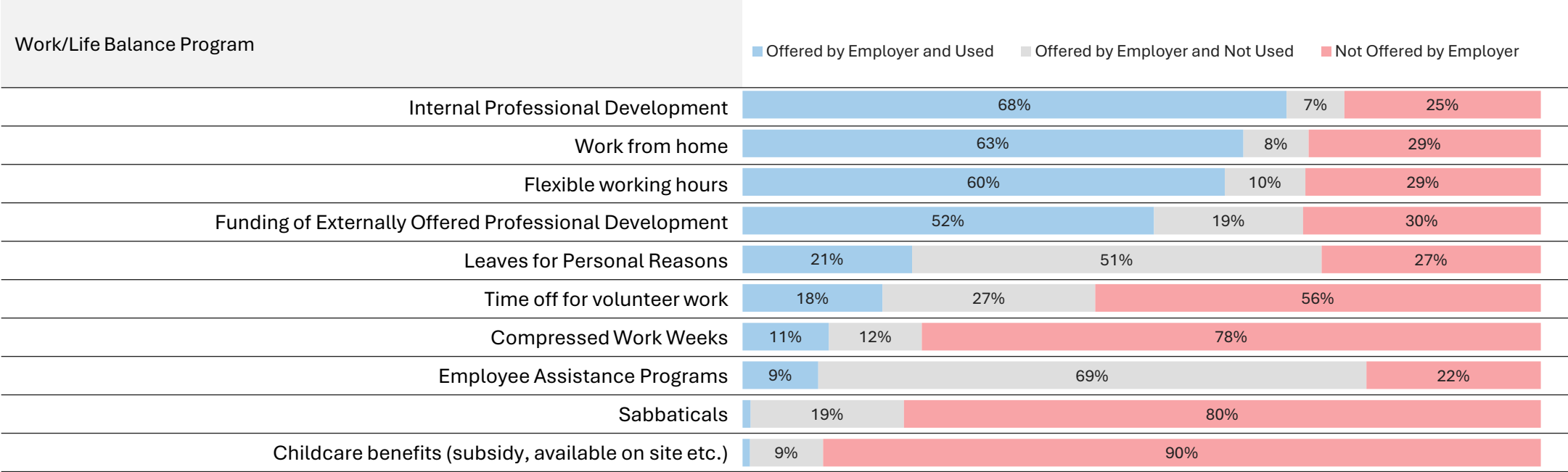
Benefit	Total (n=1,005)	Financial Services			Retail, Wholesale		
		<100 (n=17)	100–999 (n=8)*	≥1,000 (n=21)	<100 (n=8)*	100–999 (n=17)	≥1,000 (n=18)
Medical (health and dental) benefits	97%	100%	–*	100%	–*	94%	100%
Life Insurance	82%	88%	–*	81%	–*	65%	100%
Long Term Disability Insurance	82%	100%	–*	90%	–*	65%	94%
Mental Health supports	77%	65%	–*	81%	–*	76%	89%
Out of Country Travel Insurance	65%	76%	–*	71%	–*	65%	72%
Professional Membership dues other than for my accounting designation(s)	45%	59%	–*	52%	–*	53%	39%
Parking	43%	59%	–*	62%	–*	53%	28%
Group RRSPs	40%	12%	–*	52%	–*	41%	33%
Defined Contribution Pension Plan	28%	0%	–*	52%	–*	12%	39%
Defined Benefit Pension Plan	25%	6%	–*	38%	–*	18%	11%
Health/Fitness Club Memberships	22%	18%	–*	38%	–*	6%	17%
Stock or Stock Options Purchase Program	19%	29%	–*	33%	–*	12%	33%
Parental/Maternal/Caregiver Leave Top Ups	13%	6%	–*	14%	–*	0%	17%
Car Allowances	11%	6%	–*	10%	–*	18%	39%
Deferred Profit Sharing Plans	9%	12%	–*	38%	–*	6%	11%
Other Significant Benefits	7%	6%	–*	5%	–*	0%	6%

QC5b. Which of the following benefits did you receive in 2024?

Base: Non-Owners who worked full time or part time for at least 2 months (n= 1,130) | Note: Counts shown include members in each industry that indicated they received at least one benefit. | Note: six largest industry groupings shown.

Work/Life Balance Programs Among Non-Owners

Internal professional development leads in usage among surveyed members (68%), followed by ‘work from home’ (63%) and flexible working hours (60%). Employee assistance programs are offered but least used (69% not using). Childcare benefits and sabbaticals are least likely to be offered by employers (90% and 80% respectively not offered).



Work/Life Balance Programs Used by Industry Among Non-Owners

‘Work from home’ is most commonly offered by Public sector – government and Not-for-profit organizations and is least offered by Construction and Manufacturing firms. Internal professional development is highly prioritized in the public sector while manufacturing report the lowest access. Compressed work weeks and employee assistance programs are offered more frequently in the public sector than in any other industry group.

Work/Life Balance Program	Total (n=980)	Oil & Gas (n=182)	Public Sector – Government (n=128)	Professional Services – Public Practice (n=99)	Construction (n=54)	Not for profit (n=49)	Manufacturing (n=47)
Work from home	68%	61%	82%	71%	44%	80%	51%
Internal Professional Development	63%	56%	84%	79%	59%	61%	40%
Flexible working hours	60%	56%	64%	62%	52%	76%	45%
Funding of Externally Offered Professional Development	52%	40%	54%	49%	50%	63%	55%
Leaves for Personal Reasons	21%	15%	49%	24%	9%	22%	9%
Time off for volunteer work	18%	22%	16%	17%	17%	14%	13%
Compressed Work Weeks	11%	11%	34%	8%	4%	14%	4%
Employee Assistance Programs	9%	8%	12%	11%	6%	18%	9%
Sabbaticals	1%	2%	2%	1%	2%	0%	2%
Childcare benefits (subsidy, available on site etc.)	1%	1%	1%	1%	0%	0%	2%

QC5c1. Which of the following benefits did your employer offer in 2024 and which did you use?

Base: Non-Owners who worked full time or part time for at least 2 months (n=980) | Note: Counts shown include members in each industry that indicated they used at least one work/life balance program; base size varied depending on programs used and industry. | Note: six largest industry groupings shown.

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