ADP Canada Happiness@Work Index: Sentiment Springs Forward with Longer, Warmer Days

Developing talent is top of mind for most employers in Canada, but opportunities remain to better support professional growth in the workplace.

TORONTO, March 26, 2025 – The ADP Canada monthly *Happiness@Work Index ("Index")* celebrates its second anniversary with workers in Canada feeling increasingly happy in March. Complementary, six in ten (59%) workers affirm access to opportunities and support to develop professional skills in their current workplaces.

The *National Work Happiness Score* for March 2025 is 6.8/10, a 0.1-point increase from February 2025 and a 0.2-point increase from March 2024.

"The Canadian workforce sentiment remains consistent, though workers are pointing towards further opportunities for professional growth. Through the years, we've also observed a level of seasonality with the longer and warmer days boosting morale," says Heather Haslam, vice president of marketing at ADP Canada. "By fostering a culture of learning, organizations can support employee engagement and retention that may contribute to long-term business success."

March 2025 *Happiness@Work Inde*x Highlights

- **National Work Happiness Score**: 6.8/10 (+0.1) *
- **Indicator Breakdown**
  - **Primary Indicator:** 7.0/10 (+0.1) *
  - **Secondary Indicators:**
    - Work-Life Balance & Flexibility: 6.9/10 (+0.1) *
    - Recognition & Support: 6.6/10 (NC) *
    - Compensation & Benefits: 6.3/10 (+0.1) *
    - Options for Career Advancement: 6.1/10 (+0.2) *

The *Index* also shows almost half (48%) of workers in Canada feel satisfied with their current roles and responsibilities, with *Options for Career Advancement* being the key secondary indicator driving the increase in sentiment.

Boomers (7.2/10) record their first dip in sentiment since October 2024, though continue to hold strong as the happiest generation, with Gen-Z workers (7.0/10) following closely in second place. Regionally, Québec (7.0/10) remains the happiest in Canada this month. All other regions, except for Ontario (6.6/10), show growth in sentiment for March.

National Work Happiness Score: Generational Snapshot

- **Boomers (61+):** 7.2/10 (-0.1) *
- **Gen-Z (18-28):** 7/10 (+0.1) *
- **Millennials (29-44):** 6.7/10 (NC) *
- **Gen-X (45-60):** 6.5/10 (+0.1) *

Regional Work Happiness Score Snapshot

- **Québec**: 7.0/10 (+0.1) *
- **Atlantic Canada**: 6.9/10 (+0.1) *
- **British Columbia**: 6.8/10 (+0.3) *
- **Alberta:** 6.8/10 (+0.4) *
- **Sask./Manitoba**: 6.7/10 (+0.1) *
- **Ontario:** 6.6/10 (-0.1) *

As workers set and refine their professional goals, this month's *Index* reveals workers in Canada have access to some level of support for professional development. This was most apparent amongst Gen-Z workers (74%) and the least amongst Gen-X workers (52%). For workplaces in Canada that offer professional development resources, some of the key initiatives include:

- Internal training programs (i.e., workshops, webinars, speakers) – 59%
- Financial support for professional certifications and courses – 37%
- Access to third party learning platforms (i.e., Coursera, Udemy, LinkedIn Learning) –30%
- Mentorship programs – 29%

- Job shadowing – 23%

"Career development is an ongoing journey that requires a dynamic support system. As employers, it's important to connect regularly with employees and gain a proper understanding of their goals in order to provide adequate educational resources, networking opportunities and mentorship programs to be a leader in shaping the Canadian workforce," concludes Haslam.

About the *Happiness@Work Index* Methodology

The *Happiness@Work Index* is measured monthly through a survey fielded by Harris Poll Canada on behalf of ADP Canada. The survey is run in the first week of each reported month for consistency purposes and asks over 1,200 randomly selected employed Canadian adults (including both employees and self-employed individuals) who are Maru Voice Canada online panelists to rate workplace factors on a scale from 1 to 10. Discrepancies in or between totals when compared to the data tables are due to rounding.

The results are weighted by education, age, gender and region (and in Québec, language) to match the population, according to Census data. This is to ensure the sample is representative of the entire adult population of Canada. For comparison purposes, a probability sample of this size has an estimated margin of error (which measures sampling variability) of +/-2.8%, 19 times out of 20.

The *Index* will continue to be published on the last Wednesday of the month, with the next scheduled findings due for publication on April 30, 2025.

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https://mediacentre.adp.ca/2025-03-25-ADP-Canada-Happiness-Work-Index-Sentiment-Springs-Forward-with-Longer,-Warmer-Days