The Future of Remote Work

1000 companies surveyed on what future business will look like.

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Solutions for a New World

2020 forced businesses to rethink remote working, and it happened overnight. Companies had to equip their workforce with the tools needed to work from home, explore online meeting platforms beyond their internal systems, and learn how to keep employees engaged.

Could it actually be easier to work remotely?

For many, it was easier than expected. Some businesses found remote working attracted a different talent pool that was previously untapped. Others saw an increase in productivity when employees were self-managing their time for project-based work.

We surveyed over 1000 professionals from businesses we partner with, and before Covid-19, more than 93% reported that less than a % of their entire workforce was remote. However, when the stay-at-home mandates occurred and businesses had to adapt to new working environments, those same partners now report that 73% of their workforce is remote.

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- Implementation of more technology
- Fewer distractions leading to more productivity
- Better work-life balance

Businesses also explored the use of AI and asynchronous communications to help increase productivity and workflows. Some used contingent workforce solutions such as staffing agencies to streamline operations, reduce time, and ultimately hire the right talent for their organization. Our partners reported a 20% increase in the use of a staffing agency for their hiring needs throughout the pandemic, mainly because of:

- Increased production at manufacturing plants
- Deemed as a necessary business to help support pandemic efforts
Understanding how remote working will look over the next few months or even permanently is something all businesses are evaluating. Parts of companies may return to normal operations, but some may remain remote for the foreseeable future. One thing that is certain is how employers and employees will be evaluating the workforce market in the future.

Welcome to the new normal.

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2025 Forecast - 24% of businesses operating remotely.

In the survey, we asked 1000 participants to forecast what percentage of their workforce will be working remotely over the next five years.

Many feel that even through 2023, 30% of their workforce will still be working remotely.
NEARLY 91% OF EMPLOYEES ARE HAPPY WORKING REMOTELY

How do our employees feel?

The lower ranking scores were directly related to comments that surrounded:
- A loss of company culture
- A reduction in employee engagement
- Lack of technology knowledge
- Fear for the future

Throughout the survey, we asked participants about the use of staffing partners and if this would still be a part of their long-term plan. As previously mentioned, our partners reported a 20% increase in the use of an agency to help support their hiring needs.

In a time when businesses have more than ever to juggle, it is essential to manage workforces wisely. Staffing agencies will play a critical role in this new workforce approach as both employers and employees are playing on a different field than pre-COVID. Using a contingent workforce solution, such as a staffing agency, will bring more rigor to the interview process, more preparation for both parties, and more partnerships long term.

When asked to rate their employees’ happiness with working remotely on a scale of 1-5 (5=high), 90.7% of answers were 3 or above, but there was 6% that ranked their employees’ happiness as a 1 (low).