

Why Remote / Hybrid Work Isn't Going Anywhere

PRESENTED BY:

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Current State

- 66% of U.S. employees work remotely, at least part-time.
 - With up to 92% of employees working at least one day per week remotely, the average U.S. worker works 5.8 remote workdays per month.
- Currently, 68% of Americans would prefer to be fully remote.
 - That means a considerable majority of the U.S. workforce wants to work remotely, and what's more, at least 23% would take a 10% pay cut to work from home indefinitely.
- At least 50% of employers believe remote work reduces absenteeism.
 - And the feeling is mutual among employees, as 56% say they have reduced absences, and 50% use fewer sick days. Overall, a considerable 75% say they have a better work-life balance.
- 16% of companies are fully remote.
 - This is still small compared to the 44% of companies that don't allow remote work.
 - However, this trend is changing over time, as 59% of workers report being more likely to choose an employer that allows remote work rather than one that doesn't.

Predictions

- Experts predict that there will be 36.2 million Americans working remotely by 2025.
 - Which is a 417% increase from pre-pandemic levels, where there were only 7 million people working remotely.
- 85% of managers now believe that teams of remote workers will become the new norm.
 - And they may not have a choice, as 59% of workers report being more likely to choose an employer that allows remote work rather than one that doesn't.
 - Plus, 74% of workers agree that remote work opportunities make them less likely to leave a company.
- 81% of workers expect their employer to continue supporting remote work.
 - The fact is that a majority of workers are in favor of remote work, even the ones who'd never worked remotely before the COVID-19 pandemic.

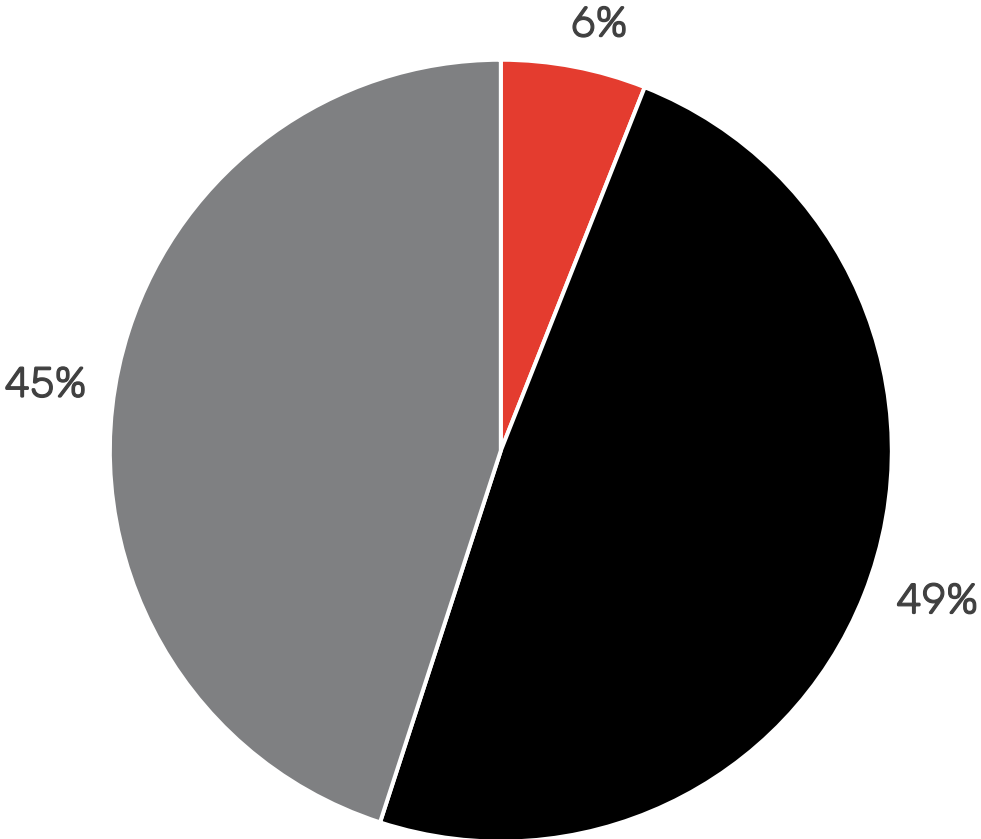
Benefits

- 32.2% of managers agree that productivity has increased after the 2020 remote work shift.
 - Further, 68% of enterprises say there's been an improvement in employee productivity since the move to remote work.
 - Overall, a good portion of small businesses, companies, and those in positions of leadership agree that remote work has had a positive effect on productivity.
- 94% of employees report feeling like their work productivity is the same or higher than before they worked remotely.
 - In fact, research shows that when employees are able to work from home, their performance increases by at least 22%.
- 75% of employees believe they have a better work-life balance working remotely.
 - And other common benefits cited by employees include reduced stress (57%), reduced absences (56%), improved morale (54%), and fewer sick days (50%)

Benefits

- 62% of workers feel remote work positively affects their work engagement.
 - Overall, 78% of remote work employees report feeling “highly engaged” in their work, while only 72% of in-office employees say the same.
- 21% of workers are willing to give up vacation time for flexible work options
 - And that’s not all, as at least 16% would give up employer-matching retirement contributions.
 - The two of these factors combined have the potential to save employers thousands of dollars.
- Turnover reduces by 50% when employees have access to a remote work option.
 - This can largely be attributed to the other positive factors mentioned, as well as workers feeling as though they have more adjacency, retention, and creativity in a remote work environment.
- Cost SAVINGS. Between reduced commute times, fewer absences, reduced turnover, and increased productivity, employers stand to save roughly \$11,000 annually per employee.

Preferences

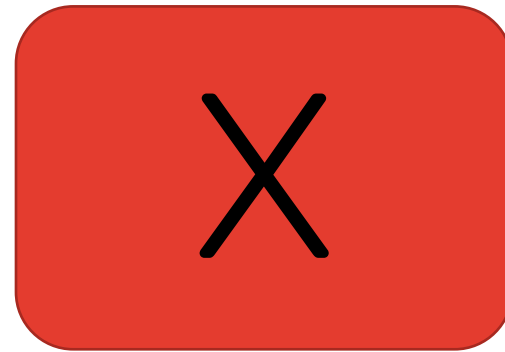


■ Fully onsite ■ Fully Remote ■ Hybrid

If we can't do it for everyone, we shouldn't do it for anyone?



TRUE



FALSE

Set Clear Expectations

- Work hours
 - Time keeping & reporting
 - Communication guidelines
 - Technology usage
 - Security protocol
 - Virtual meeting etiquette
 - Approval procedures
 - Expenses
 - Boundaries between home and work life
 - Team building
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- Use clear and specific wording
 - Enforce rules equally

Adapt

- Technology evolves rapidly, and global situations constantly change. As a result, your work from home policy will need updating. You should revisit the document to refresh security protocols, reconsider default programs, and adapt rules to fit to new circumstances.
- If you do not have a work from home policy at all, then now may be the time to write one.
 - The pandemic crisis of 2020 showed that many workers could perform jobs effectively at home, making many workers question the traditional routine.
 - Acknowledging this fact and embracing remote work can help organizations remain competitive with flexible companies and achieve better employee retention rates.



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Thank you for your time and
participation!

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