

Remote Work and the New Talent Landscape



COVID-19 is disrupting the workforce

Companies are experiencing hiring freezes and unprecedented layoffs.

Hiring has frozen



45%

of hiring managers have frozen hiring in response to COVID-19.

Layoffs are expected



39%

of hiring managers have seen or expect layoffs.

Teams are running lean



53%

of hiring managers expect laid off workers to be hired back.

Companies are adapting to a new remote reality

COVID-19 has accelerated the acceptance of remote work.

Remote work is working



56%

of hiring managers say working remotely has exceeded their expectations.

Top 3 benefits of remote work



- ✓ No commute
- ✓ Reduced meetings
- ✓ Less distractions

Remote work will continue



62%

of hiring managers believe their workforce will be more remote than before COVID-19.

The new talent landscape

Hiring managers look to remote independent professionals.

Companies are turning to independent professionals

3 in 4

hiring managers will maintain or increase their engagements with independent talent.



Trending, in-demand skills

Creative/design	58%
Writing	58%
Web, mobile and software dev	51%
Marketing	46%

Independent talent is the future



47%

of hiring managers are more likely to engage independent talent in the future due to COVID-19.

A greater need for specialized skills

Changes in market conditions and business priorities accelerate the need for specialized skills.

Reskilling is deemed important



81%

of hiring managers agree it's important for an organization to reskill its workforce.

But companies doubt their ability to reskill

3 in 4

hiring managers aren't fully convinced retraining employees is more efficient than engaging independent talent.

So they look to independent professionals

49%

of hiring managers cite access to skilled talent as their primary reason for working with independent professionals in 2020.

