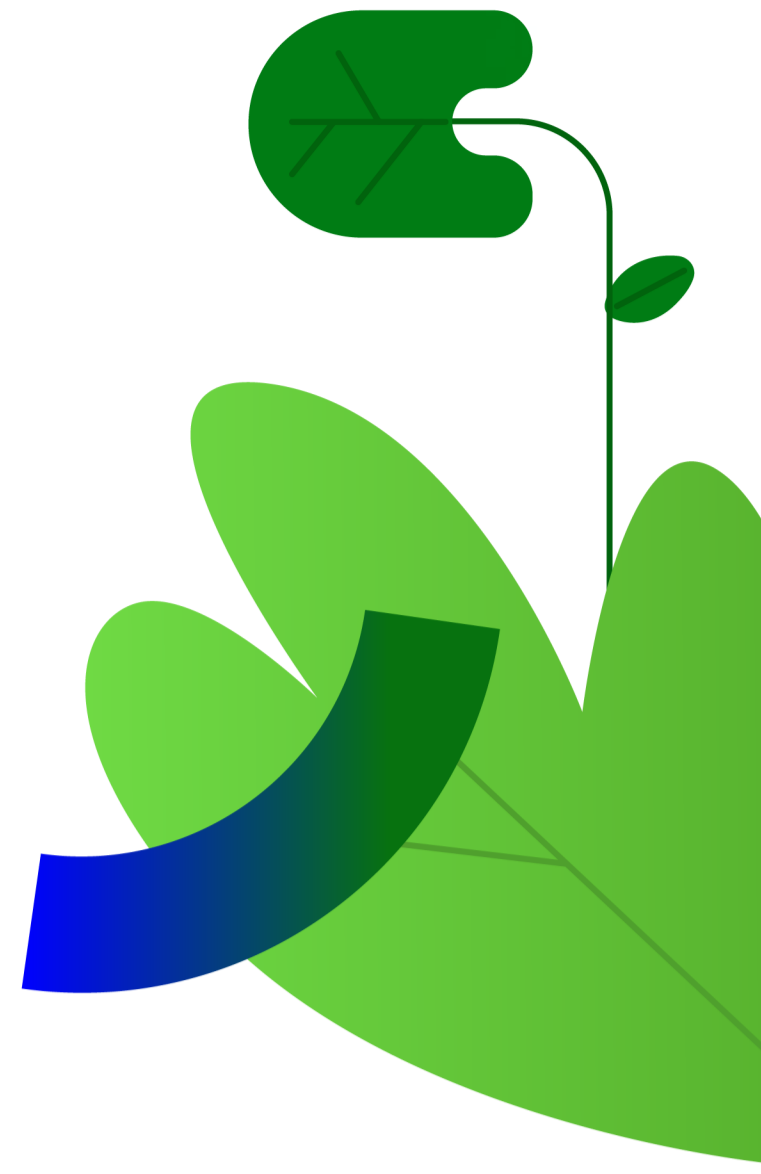


DECEMBER 2020

Future Workforce Pulse Report

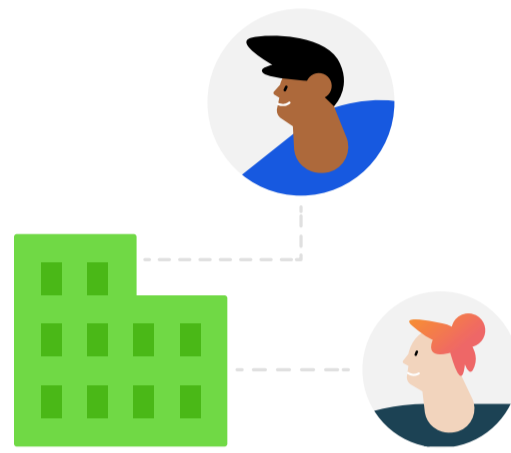
In 2020, businesses turned to remote work to maintain continuity but still faced critical shortages. Now, companies are preparing to achieve agility and increase capacity by embracing independent professionals to fill talent and skills gaps.



Companies continue to be **remote** and are **positively adapting**

41.8%

of Americans remain fully remote



68%

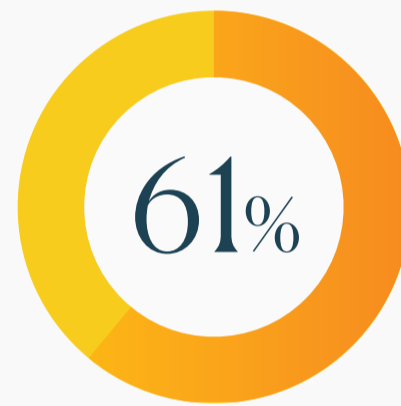
of hiring managers say remote work is getting easier, not harder as time goes on



But despite the success, companies continue to face **resourcing issues**



of hiring managers feel stretched to capacity due to limited resources and support



of teams either lack people or skills to complete all their work



of teams have had to delay or cancel projects due to lack of available talent

Some are already **finding relief** with independent professionals



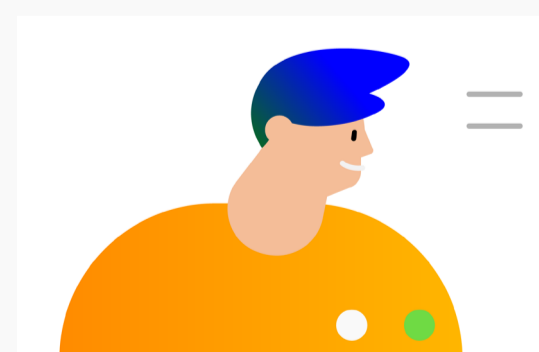
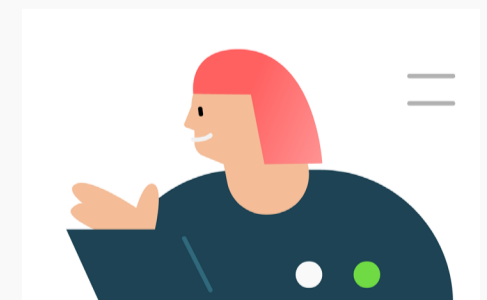
48% of hiring managers are working with independent talent today

73% of managers who see the value in remote work are engaging independent professionals

The median number of days a position is open for independent professional is half of a full-time employee (7 days vs. 14 days)

And more are beginning to **unlock the potential** of independent professionals

A **10% increase** in the share of workers who are planned to be fully remote in the long-run is associated with a **1.6% to 2.7% increase** in the likelihood of hiring independent professionals



Source: December 2020: Future Workforce Pulse Report

To learn more, read the report.

upwork