

FUTURE WORKFORCE REPORT

2018

How companies embrace remote talent to get work done



UPWORK.COM/I/FUTURE-WORKFORCE

TALENT IS HARD TO FIND

Hiring managers were 3x more likely to say hiring got harder in 2017 than easier



SKILLS ARE MORE SPECIALIZED

59 percent of hiring managers agree that skills have become more specialized compared with three years ago



COMPANIES ARE USING MORE FLEXIBLE TALENT

53 percent of companies are utilizing more flexible workers (freelancers, temp or agency workers) compared with three years ago



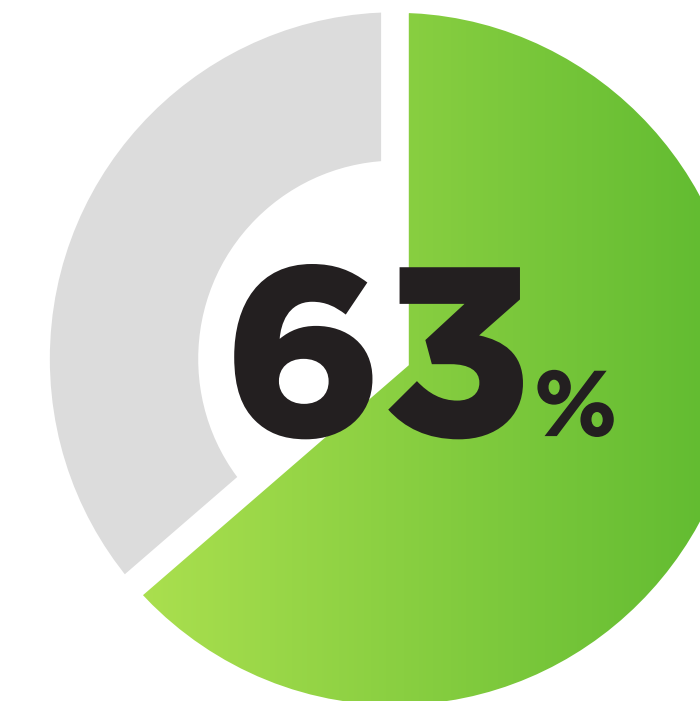
REMOTE WORK IS MORE COMMON

55 percent of hiring managers agree that remote work has become more commonplace compared with three years ago



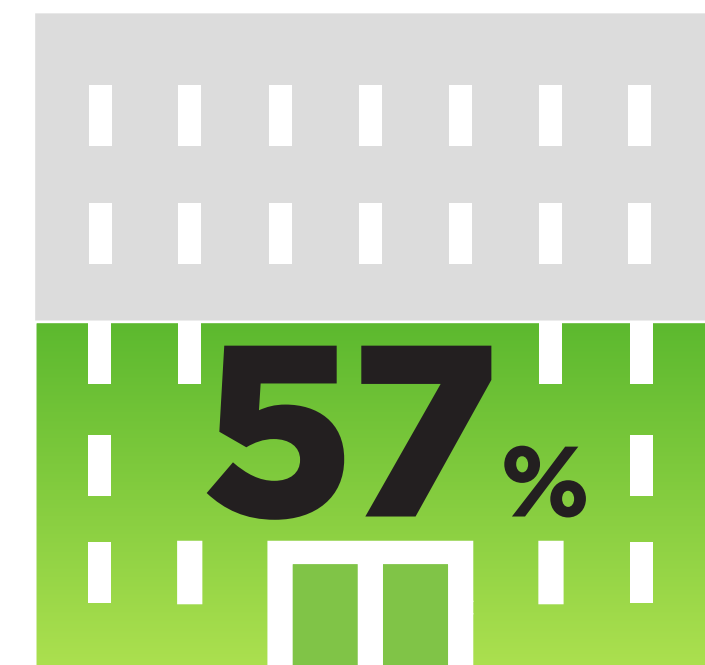
COMPANIES EMBRACE REMOTE WORK

63 percent of departments have someone on their team who works a significant portion of the time remotely



COMPANY POLICIES HAVEN'T CAUGHT UP

57 percent of organizations lack remote work policies



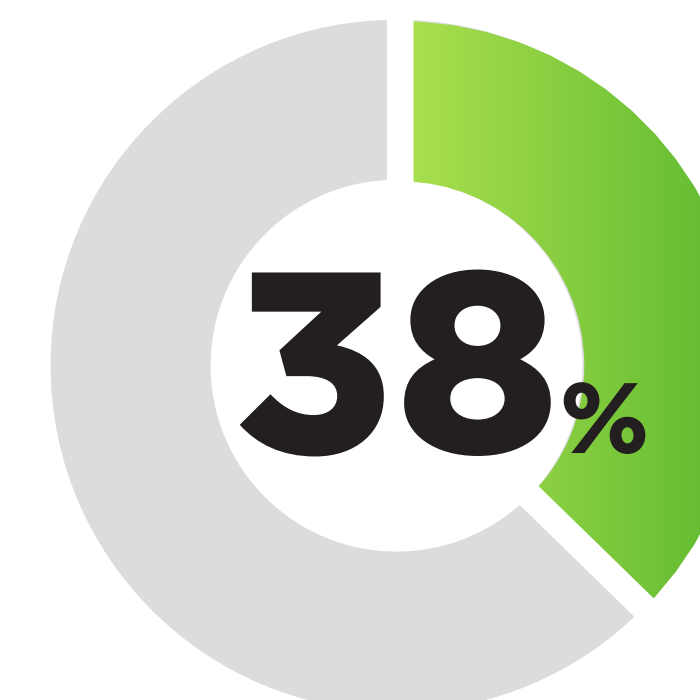
OFFICES WILL BECOME LESS FREQUENTED

Hiring managers were 3x more likely to agree that offices will serve as occasional anchor points rather than daily travel destinations



REMOTE WORK IS SEEN AS THE FUTURE

38 percent of hiring managers predict that their employees will work predominantly remotely in the next 10 years



AGILE TEAMS WILL BECOME THE NORM

6x as many hiring managers believe dynamic team structures will become the norm

