

# 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	<b>58%</b>
Writing	<b>58%</b>
Web, mobile and software dev	<b>51%</b>
Marketing	<b>46%</b>

### 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.