1. Employment Outlook* of +25%.

Job seekers in the U.S. can expect to benefit from the strongest Employer Hiring Expectations For July Through September of Soft Skills roles traditionally seen as inflexible:*

- 50% of their workforce to be based in the workplace all or most of the time, due to 3 of every 4 employers will require at least 31% of the time – up from 56% when we asked last quarter.

2. Planning Compared to What Workers Want

For On-Site Return Due to Concerns Around Productivity

Better Together: For Remote-Possible Roles, Employers Still Prepare

Organizations expect 86% of employees to be back in the workplace all or most of the time when asked last quarter – up from 56% when asked last quarter.

3. New Normal Better for All

5 Ways Employers Can Make the Most of This New Reality

- 68% want opportunities to work from wherever
- 52% want a mix of remote working
- 46% want flexible start and finish times
- 43% want flexible scheduling
- 4% want a choice of locations

4. The biggest workforce shift and reallocation of skills since World War II began in 2020 – even those skills most in demand in the pre-pandemic reality are losing their jobs, strong remote leadership, and engagement.

5. Talent Shortages at 15-Year-High as Hard & Soft Skills Are More Difficult to Find Than Ever Before

Talent Shortages at 15-Year-High as Hard & Soft Skills Are More Difficult to Find Than Ever Before

- 69% of companies globally report talent shortages yet report optimism, expecting to grow payrolls in 42 of the 43 countries and territories surveyed.
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- 15-Year-High as Hard & Soft Skills Are More Difficult to Find Than Ever Before
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6. Skilled workers know workers have wanted all along – more flexible, more virtual, more resilient.

- Trusting and allowing people to better blend work and home, while allowing organizations to tap talent that can work from wherever.
- Encouraging remote leadership, and employees.
- Making an opportunity to work more flexible, more virtual, more resilient.
- 9 in 10 workers say they are more productive working from home when they have the right tools and support

7. Employer Hiring Expectations for July Through September

What will define your employer brand in 2021?

- 93% of employees say they consider an employer’s safety and health standards when deciding whether to work for it
- 91% say they consider an employer’s flexibility and adaptability when deciding whether to work for it
- 86% say they consider an employer’s technology and innovation when deciding whether to work for it


- 91% say they consider an employer’s flexibility and adaptability when deciding whether to work for it
- 86% say they consider an employer’s technology and innovation when deciding whether to work for it
- 79% say they consider an employer’s employee wellbeing when deciding whether to work for it

9. What do managers need to lead remotely? How can workers be more productive at home? Help managers understand individuals’ needs to avoid assumptions and implicit biases in playing out.

- Ask managers why return in order to be planful
- How will you balance for Flexibility & Changes for More Work, More HYBRID SOLUTIONS
- What can workers do to keep an eye on productivity
- What should workers do to keep an eye on productivity
- What can managers do to keep an eye on productivity

10. What can workers do to keep an eye on productivity

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12. Hire for the Future: Build the New Normal

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