

Flexible work

Great Resignation, anyone? It's not just that workers are quitting in the US – they're simply not applying for new roles. If you work in recruitment, you know this. The **Candidates per Hire metric is dropping dramatically**, which means it's even harder to fill those crucial roles in your organization.

People talk about a candidate shortage across the country – but that's not necessarily the case. The candidates are out there – they're just not applying to open roles with **you**.

Also, when recruiting, you're not only competing with other companies for candidates. You're also competing with candidates' **life priorities**. People now want work that aligns better with their personal lives – whether that's family, passion projects, personal plans and ambitions, or something else outside of the daily grind.

Yet, many employers don't seem to be especially attuned to this. **A Future Forum Pulse survey** in Oct. 2021 finds a major disconnect between decision makers and employees when it comes to return-to-office plans.

In all of this is an emphasis on **flexible work**. US workers want it, according to **Workable's Great Discontent survey**:

37.5%

of US workers say work flexibility is one of the top factors that **would attract them to a new opportunity**

26.6%

of US workers say work flexibility is one of the top things that **need to be improved in their current job**

This is especially true for those identifying as a woman:

female 44%

male 31.6%

workers say flexible work would attract them to a new opportunity

female 39.4%

male 19.3%

say family priorities are the reason they're not working

women are more than twice as much as males who said the same thing

2x

Or as a minority

"One of the demographic questions we asked in the survey was: "Do you identify as a member of a minority group (be it race, ethnicity, language, religion, country of origin, sexual orientation, gender, or another characteristic)?"

32.3%

minority

of those identifying as minorities say **flexible work** is one area their **company needs to get better at**

23.5%

non-minority

of those who don't identify as a minority say **flexible work** is one area their **company needs to get better at**

But it's not as simple as offering flexible work as policy. Well – it is that simple, but the idea of flexible work itself is a little more nuanced.

The flexible work umbrella

Flexible work is actually comprised of two very different things under one umbrella:

flexibility in schedule (working hours)

flexibility in location (remote work)

And one can exist without the other. As it happens, both are valued – but one much more than the other:

Remote work

44.5%

say they're working remotely or in a hybrid setup right now

37.8%

say their work can generally be performed remotely

32.8%

say remote work is quite important to them

39.7%

say the ease of integrating personal and professional priorities is a major benefit of remote work

Flexible hours

57.9%

say they're working on a flexible schedule right now

57.1%

say their work can generally be performed on a flexible schedule

58.2%

say flexible schedules are quite important to them

55.8%

say integrating personal and professional priorities is a major benefit of flexible schedules

Now here's where it gets interesting. A significant chunk of respondents in the US think their employer will return to the way things were before the pandemic.

52.8%

employers "will or probably will" **return to in-office work** according to US workers

43.8%

employers "will or probably will" **return to fixed work schedules** according to US workers

Are you one of them?

Perhaps there's a need for on-location work or on-time work in your industry or sector – which is fully understandable. But perhaps there isn't – and the only thing holding you to the traditional on-location, 9-to-5 grind is because you've always done it that way.

When you have workers who do think they can do their jobs remotely or on their own schedule, perhaps **it's time to evolve your value proposition as an employer**.

So, is there a candidate shortage? Maybe not. There's potentially an employer shortage – in that not enough employers are offering flexibility in the workplace.

This is your opportunity. Adapt and update your policies to support your employees to bring their full selves both to home and the workplace, and you'll find more candidates knocking at your door.

We hope these insights are helpful to you. You can also learn how to [introduce flexible work into your workplace](#) and use our [flexible work hours policy template](#) to get started.

Also consider [updating your careers page](#) and [fine-tuning your job descriptions](#) so they engage a potential candidate's best interests.

What about flexible work in the UK? [We have that covered too.](#)

In the meantime, you can save time and resources when utilizing powerful tools to attract the best candidates for your company.

[Check out our talent attraction technology](#)