

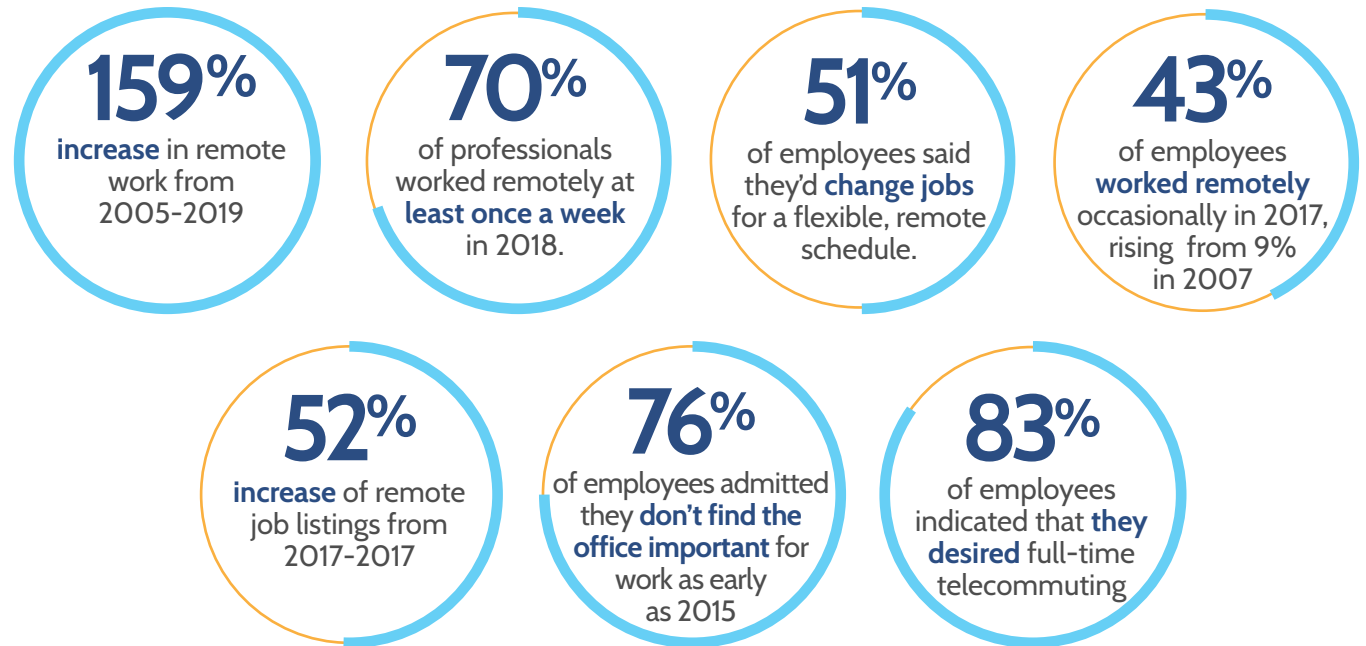
Why Distributed Work is Here to Stay



The Shift Was Already Happening Pre-COVID

“I don’t think tech folks quite understand how pervasive remote work has become. It’s not even a debate anymore, it’s a full on revolution. Hard to do any recruiting these days and not constantly run into talented folks who will never go back to working in an office again.” - Max Lynch, Co-Founder/CEO, Ionic Framework; January 14, 2019

The transition to distributed work was already happening well before COVID-19 came onto the scene. The virus simply accelerated existing trends. On the plus side, this meant that once everyone overcame the initial growing pains, the benefits of telecommuting were amplified and made plain for all to see - and that’s not the only reason it’s sticking around, either.



It's What Employees Want

"If companies don't try [remote work], workers may force them to do it anyway." - [Matt Mullenweg, Founder, Automattic](#)

61% of people aged 18-34 **want to work remotely** at least three days a week, even post-COVID

71% of remote workers say they're **happy with their job**, versus only 55% of on-site workers

75% of companies worldwide already **supported remote work** to some extent in 2018

Employees can save between \$2,500 and \$4,000 a year simply by **working at home** half the time

98% of workers want to **telecommute at least occasionally** for the remainder of their career

97% would recommend remote work to friends and colleagues

50% of people won't return to their job if it **doesn't offer remote work** as an option

83% of employees feel they'd **be happier** if they were allowed to telecommute

Why People Want to Work Remotely

- A better work-life balance
- Flexible scheduling
- No more office politics
- Increased productivity and improved focus
- Lower stress
- Not needing to commute

Remote Work Provides Some Serious Savings

- Less physical office space
- Lower utility costs
- Less spent on office supplies
- Travel expenses/ reimbursements
- A reduced carbon footprint/ better sustainability

And It's Good For Businesses Too

A distributed workforce lets businesses hire the best people for the job no matter where they're located.

52%

of executives say they saw improved productivity from remote staff

17%

of companies want to return entirely to onsite work. The rest have embraced the shift to digital

25%

turnover reduction in remote workers

In total, U.S. companies can save an estimated

\$30 billion a day

On average, a business saves

\$11,000 annually

for each employee that works remotely at least 2-3 days a week

On average, remote employees work an extra

26 hours a week

But It's Not For Everyone

When people speak about remote work and telecommuting, it's often with the implicit assumption that it's something that can benefit everyone. The reality is a bit more nuanced, though. Just as there are some industries and careers which benefit immensely from a distributed workplace, there are others where remote work is, at best, infeasible.



Where Remote Work Thrives

Generally, the jobs that see the greatest gains from telecommuting have a few traits in common.



White-collar



Relatively independent



Can complete most tasks from a workstation or smartphone



Doesn't require specialized equipment



Relies more on digital collaboration than face-to-face

Where Remote Work Doesn't Quite Work

Jobs where telecommuting is either infeasible or impossible generally...



Require the presence of an employee at the jobsite



Involve some form of physical or manual labor



Require specialized equipment or technology



Are public-facing, and require in-person interaction



Are tied to a specific location or venue

Top Industries for Remote Work

84%

can work from home

Information Technology

- Software development
- Web design
- Cybersecurity
- Systems administration

84%

can work from home

Financial Services

- Banking
- Accounting

59%

can work from home

Education

59%

can work from home

Professional Services

- Law
- Engineering
- Marketing & Advertising
- Logistics

Industries Where Telecommuting Falls Short

54%

can't work from home

Public Sector

- Government
- Military
- Public Administration
- Social Work

84%

can't work from home

Trades

- Construction
- Plumbing
- Electrical Infrastructure
- Landscaping
- Painting

84%

can't work from home

Retail & Transportation

77%

can't work from home

Healthcare & Social Assistance

- Urgent care
- Surgical work
- Nursing
- Assisted Living

67%

can't work from home

Hospitality, Service, Recreation & Entertainment

- Food Services
- Performing Arts
- Museum Curation
- Accommodation

The Unusual Exception of Healthcare

Although there are many facets of the medical field where telecommuting is impossible, vast swathes of the sector can still benefit immensely from remote work. We saw evidence of this during COVID-19, with the proliferation of both telemedicine and the Internet of Medical Things (IoMT).

The last week of March 2020 saw a **159 percent increase** in telehealth visits year-over-year

74 percent of telemedicine consultations resolve patient concerns in a single session, requiring no in-person visit

The average cost savings per telemedicine visit **ranges from \$19 to \$121**

61 percent of telehealth visits result in shorter wait times, and 52 percent have less time between appointment and visit

The IoMT market generated **\$72.5 billion in revenue** in 2020



How You Can Make The Most Of Going Remote



Consolidate

Don't pile digital messaging platforms and collaboration tools atop existing workplace software. Make sure your tech stack is as streamlined as possible.

Rethink

If you're to support a distributed workforce, you're going to need to update your business's policies. More importantly, you need to make sure all your critical processes and workflows can, where relevant, support remote staff.

Step back

Don't micromanage. Trust your employees to make the best possible use of their autonomy.

Reach out

Be certain to check in occasionally with employees and colleagues. Not just for updates on work, but to see how they're doing.

Digitize your onboarding

That includes reconsidering your recruitment platforms, setting up a framework for virtual training, and casting a wider net when hiring.

See to cybersecurity

In a distributed workplace, sensitive data will constantly be accessed outside your security perimeter. Make sure you always have visibility and control.

Enable access

Few things are more frustrating than not having the information one needs to do one's job. Make sure this doesn't happen to your remote workers.

Encourage wellbeing

Mindfulness training, counseling, and writing a work/life balance directly into your business's policies help ensure your remote staff never feel too isolated.

Distributed Work Is No Longer the Future - It's Reality

We've known for quite some time that the modern workplace was on a collision course with telecommuting. Ultimately, all COVID-19 did was move up the timeline. Distributed work was always going to be the future.

And now the future is here — with all the benefits that implies.

Of course, a distributed workplace isn't all roses. There exists a multitude of challenges and pitfalls that impact both employers and workers alike. We'll examine those challenges and their solution in more detail in *Preserving Corporate Culture in a Distributed Landscape*.

[Get in Touch](#)

