The State of the Remote Job Marketplace

Remote Work Growth
- 3.9 million U.S. employees, or 2.9% of the total U.S. workforce, work from home at least half of the time, up from 1.8 million in 2005 (a 115% increase since 2005).
- Flexjobs’ remote job listings increased 51% from 2014-2017.
- As of 2017, 43% of U.S. workers now work remotely at least occasionally, up from only 9% of workers in 2007.
- In more than half of the top U.S. metro areas telecommuting exceeds public transportation as the commute option of choice. It has grown faster than any other commute mode.
- It is predicted that 38% of full-time staff will be working remotely in the next decade.

About Remote Workers
- The average telecommuter is 46 years or older, has at least a bachelor's degree, and earns a higher median salary than an in-office worker.
- Roughly the same percentage of women (52%) and men (48%) telecommute.
- Remote work is more common with employees over 35 years and most common among baby boomers.
- 100% telecommuting is the most preferred type of work flexibility among flexible job seekers.
- Work-life balance, family, time savings, and commute stress are the top reasons people seek flexible work.

Who Wants to Work Remotely
People across career levels, educational backgrounds, and generations:
- Working parents
- Freelancers
- Introverts
- Rural residents
- Digital nomads
- Caregivers
- Environmentalists
- Students
- Retirees
- Stay-at-home parents
- Military spouses
- Entrepreneurs
- People with chronic physical/mental illness
- Anyone seeking work-life balance

Businesses and Remote Work
- The business benefits of remote work: Increase worker productivity and efficiency, improved recruitment and hiring, reduce employee turnover, decrease real estate and overhead costs, greater employee engagement and satisfaction, and positive environmental impacts.
- Companies with majority-remote teams have a higher percentage of women in CEO/founder roles than traditional office-based companies.
- Reasons for increased remote staff include shortage of talent; greater interest among workers in pursuing flexible work arrangements; emerging technologies; increased globalization.

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