CFG Update: Post-pandemic Trends Consultant Task

Cooperative Forecasting Group
December 18, 2024

Post-Pandemic Trends Study

Phase 1 – Surveys: Regional Workers' Remote Work Arrangements and Travel Choices / Employer Remote Work Policies and Office Space Utilization
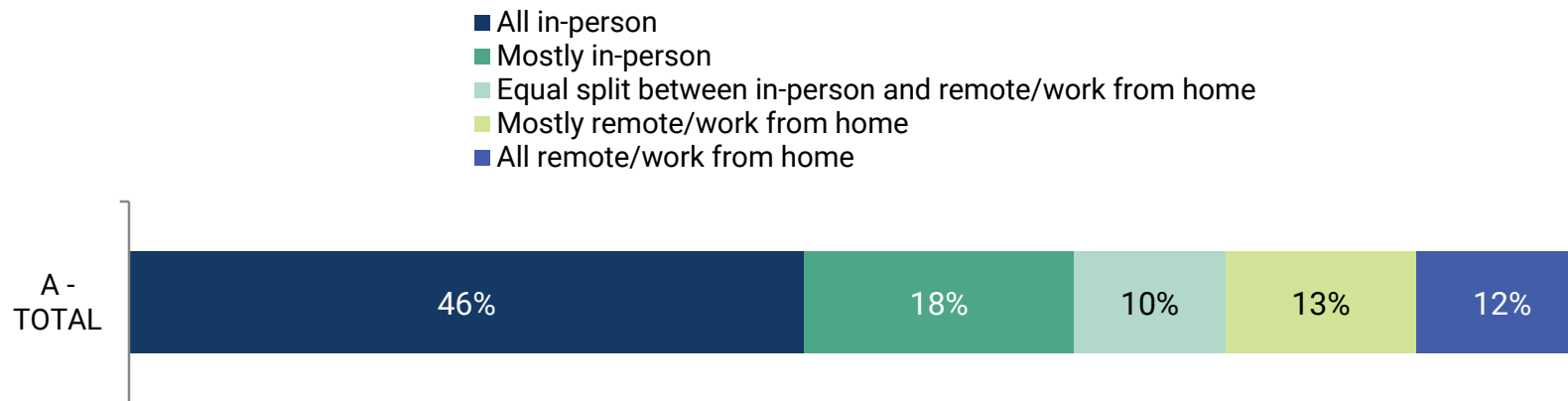
- Employee Survey –
  – Collect responses from workers employed in a variety of industries and occupations
  – Obtain home and work location (home versus office)
  – Capture day of the week flexibility
  – Collect information about the commute (mode, time of departure, travel time)
  – Gather same information for pre-pandemic travel
- Employer Survey –
  – Collect as many responses from employers as possible
  – Obtain information on current and planned flexible work arrangements and policies
  – Capture information on existing and planned employee space utilization needs
  – Gain insight into operational accommodations in response to hybrid work

Phase 1 Takeaways

A total of 77 employers and 1,630 employees were surveyed in the Baltimore metropolitan region between February and April 2024.

Almost two-thirds of Baltimore metropolitan area employees are working entirely or primarily in-person. This means that 35% are working either in a hybrid fashion or entirely remotely, which increases to 54% when you factor in those who are working 'primarily' in person but occasionally remotely

Employee Q15. Which of the following best describes your current work environment?
(n=1,630)

- All in-person
- Mostly in-person
- Equal split between in-person and remote/work from home
- Mostly remote/work from home
- All remote/work from home

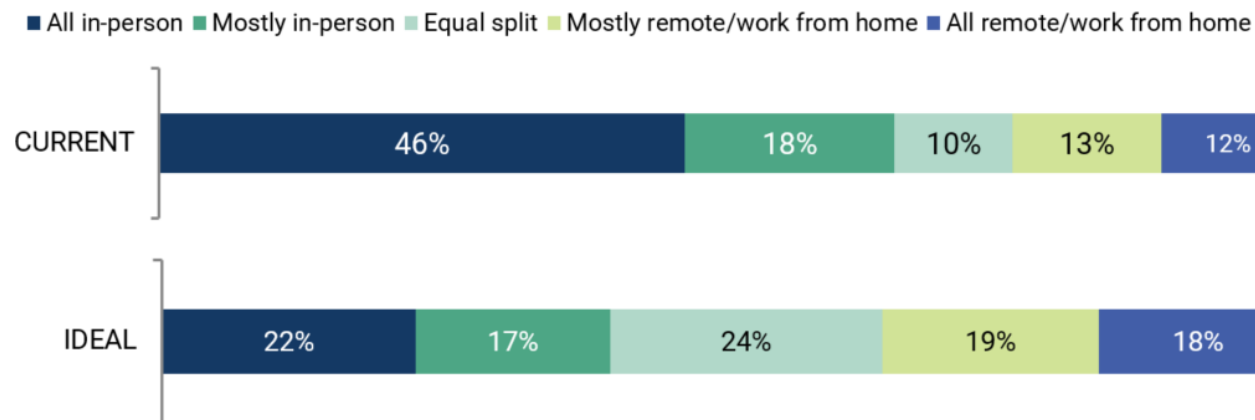| A - TOTAL | 46% | 18% | 10% | 13% | 12% |

Phase 1 Takeaways

What do employees want out of their working environment and what is it leading them to do?

Only one in five (22%) consider working in-person to be their ideal working environment. There was a fairly even split between the five *ideal work environments* (all in person, mostly in person, equal split, mostly remote, and all remote, each preferred by 17%-24% of the adult working population). Women and those 44 and younger are more likely to be seeking an entirely remote working arrangement.

Employee Q15/Q21. Which of the following best describes your current/ideal work environment? (n=1,628-1,630)

Legend: ■ All in-person ■ Mostly in-person ■ Equal split ■ Mostly remote/work from home ■ All remote/work from home

CURRENT: 46% | 18% | 10% | 13% | 12%

IDEAL: 22% | 17% | 24% | 19% | 18%

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Phase 1 Takeaways

There is a disconnect between what employees anticipate happening and what employees are planning. For at least the near future, **employers** generally see their company maintaining their current work from home policies (89%), but **employees** are less sure (only 45% stating they expect the same). One in five employees (21%) believe that employers will require them to work in the office more frequently

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