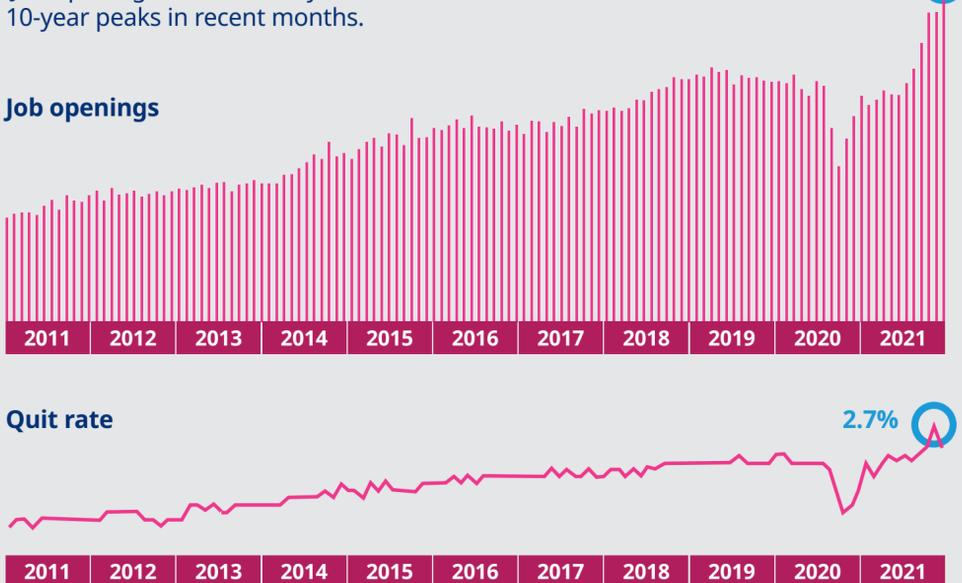


# flexible work and the war for talent

Employers today are struggling to find and keep the employees they need in a tight labor market. It's imperative that employers ensure their approach to flexibility helps – and doesn't hurt – their competitiveness in the job market. Our latest surveys uncover employee and employer perspectives on how flexibility is being impacted by attraction and retention concerns.

## Record breaking labor market

Job openings and voluntary turnover have reached 10-year peaks in recent months.



Bureau of Labor Statistics (BLS), July 2021

## Flexible working is critical for attracting and retaining talent

It is clear that the pandemic has played a significant role in how employees view work.



Nearly 60% of employees say they will consider switching employers if flexibility is not an option.

Mercer/AECOM Employee Study October 2020

Enhanced flexibility is second only to pay and benefits in attracting workers to a new employer.

- 1 Better pay or benefits
- 2 Better flexibility / work-life balance
- 3 More convenient location

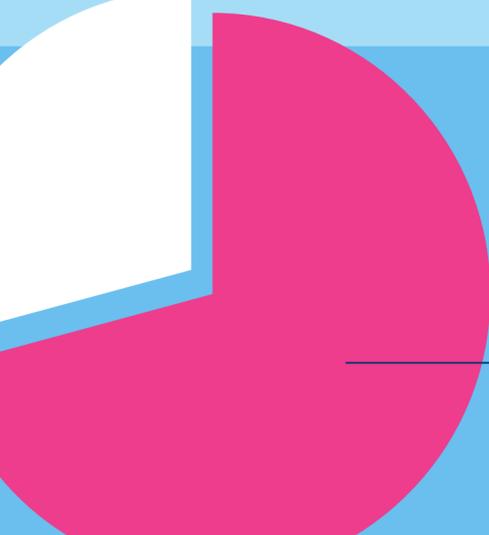
Inside Employees' Minds August 2021 survey of 2,000 employees

## Most organizations are responding

Embracing flexible working is the top action being taken by employers – with most employers saying they will embrace a hybrid model.



US Pandemic Survey Results (August 2021)



Hybrid is the way forward

**71%**

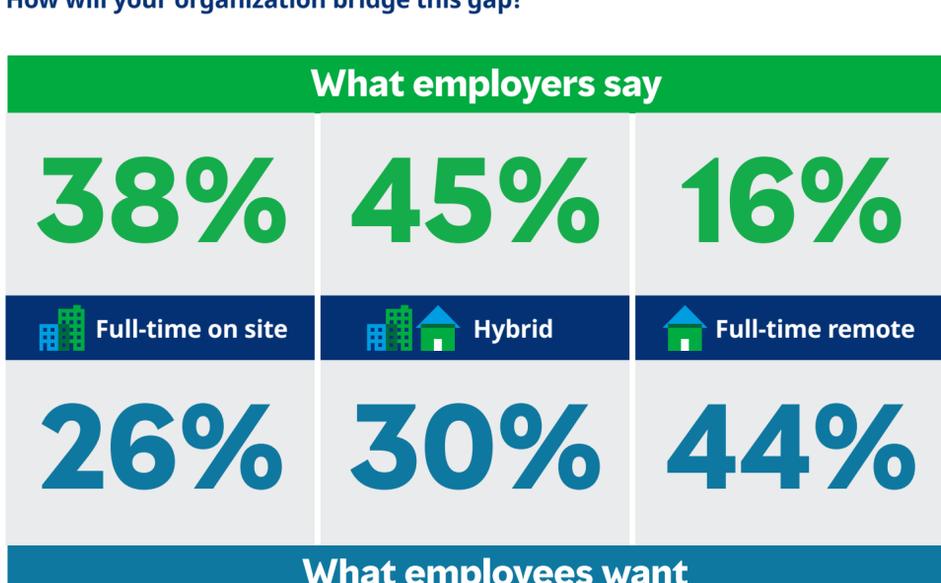
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Policies and Practices Survey (August 2021)

## But will it be enough?

It is clear that there is a gap between what employers are saying and what employees want which it comes to flexible work arrangements.

How will your organization bridge this gap?



Flexible working policies and practices survey August 2021; Inside employees minds survey August 2021

## Are you ready for flexible working?

Contact us to speak to a consultant or purchase the flexible working policies and practices survey to help you move your plans forward.