



# Remote Work and Learning

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# History

- ▶ In the late 1990s more and more people were purchasing and having personal computers
- ▶ In the early 2000s companies started to try out the remote option to save costs and saw that employees became more productive and had a better quality of life.
- ▶ With the introduction of wifi it helped connect workers to the office from remote locations.
- ▶ 4.7 million people currently work from home in the U.S. This figure has grown 150 percent in the last 13 years.

# Advantages

- ▶ Feels like you have more times in the day
  - ▶ This because you are not traveling anywhere
- ▶ The cost for the employer is cheaper
- ▶ Being able to work from anywhere
  - ▶ Not limited by the jobs in your area or moving to where the work is
- ▶ The ability to work in silence and not a noisy office

# Disadvantages

- ▶ The lack of human interaction
  - ▶ Can suffer from loneliness and isolation
- ▶ Never really get away from work
  - ▶ People feel that because they are only a couple steps from their office and with employers' email and calling after work hours that they never get away from work
- ▶ Anxiety from always being in the work mindset
  - ▶ Always feel like they need to be doing something for work
- ▶ The cybersecurity risks and to be mindful for themselves and the employer
  - ▶ Knowing the safety of the network and that it is secure

# Why it became popular

- ▶ Because of Covid-19 and the pandemic remote work had become more well known and more desirable
- ▶ The ability to work from anywhere
- ▶ Reaching the top talent for the job
  - ▶ Finding talent for a job in a specific area was difficult
- ▶ With the team collaboration tools like Microsoft teams and Webex

# Number of Jobs offering Remote

1. **Anthem:** 60,445 remote jobs listed this year
2. **CBRE:** 51,304 remote jobs listed this year
3. **USAA:** 42,311 remote jobs listed this year
4. **Cerebral:** 34,526 remote jobs listed this year
5. **Change Healthcare:** 30,602 remote jobs listed this year
6. **Meta:** 29,052 remote jobs listed this year
7. **SAP:** 28,262 remote jobs listed this year
8. **UKG:** 25,965 remote jobs listed this year
9. **SelectQuote:** 25,799 remote jobs listed this year
10. **CTG:** 24,930 remote jobs listed this year

# How employers can improve things for their workers

- ▶ To establish dedicated workspaces
- ▶ The same access to things that they have in the office
- ▶ Provide online collaboration tools
- ▶ Keep things organized
- ▶ Over communicate

The End



# Sources

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- ▶ <https://www.entrepreneur.com/living/the-hidden-dangers-of-working-remotely/434673>
- ▶ [hirehive.com/why-remote-work-is-becoming-more-popular/](https://hirehive.com/why-remote-work-is-becoming-more-popular/)
- ▶ <https://www.cnbc.com/2022/10/09/ziprecruiter-top-10-companies-offering-remote-jobs-in-2022.html>