



# REMOTE WORK TRENDS & THE EMERGING NEW NORMAL

Current Trends in Remote Job Postings Across Key Industries in the United States

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Better never settles



## **THE EVOLUTION OF REMOTE WORK TRENDS IN OFFICE-USING INDUSTRIES**

Remote work job postings surged to unprecedented levels during COVID-19, but we're now seeing an overall decline. However, the picture varies significantly across industries. The shift to remote work remains a major factor, though the extent and impact differ by industry.

This report explores current trends in remote job postings across key industries in the United States, highlighting notable variations. Moving forward, it's crucial to monitor these trends closely. Key questions remain: Will industries align in their downward trends? And how far will remote job postings fall?

# REMOTE JOB POSTINGS STAY ELEVATED

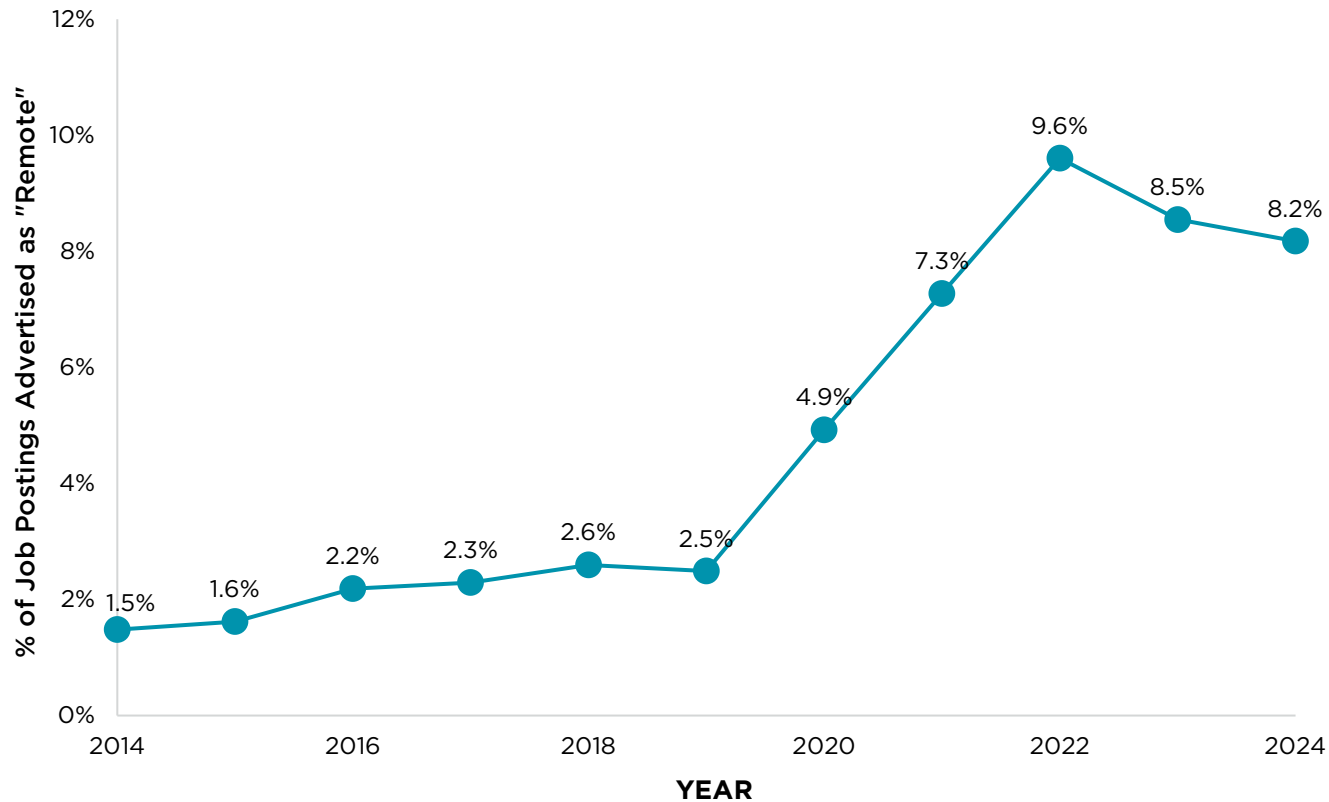
But show signs of stabilization



## Key Takeaways

- Remote job postings peaked in 2022 and continue to exceed pre-pandemic levels.
- While remote job postings have slightly declined from their peak, they still represent a significant share of the job market. This trend suggests a market adjustment, signaling a potential stabilization toward a new normal.

**% of Office-Using Job Postings Advertised as "Remote"**



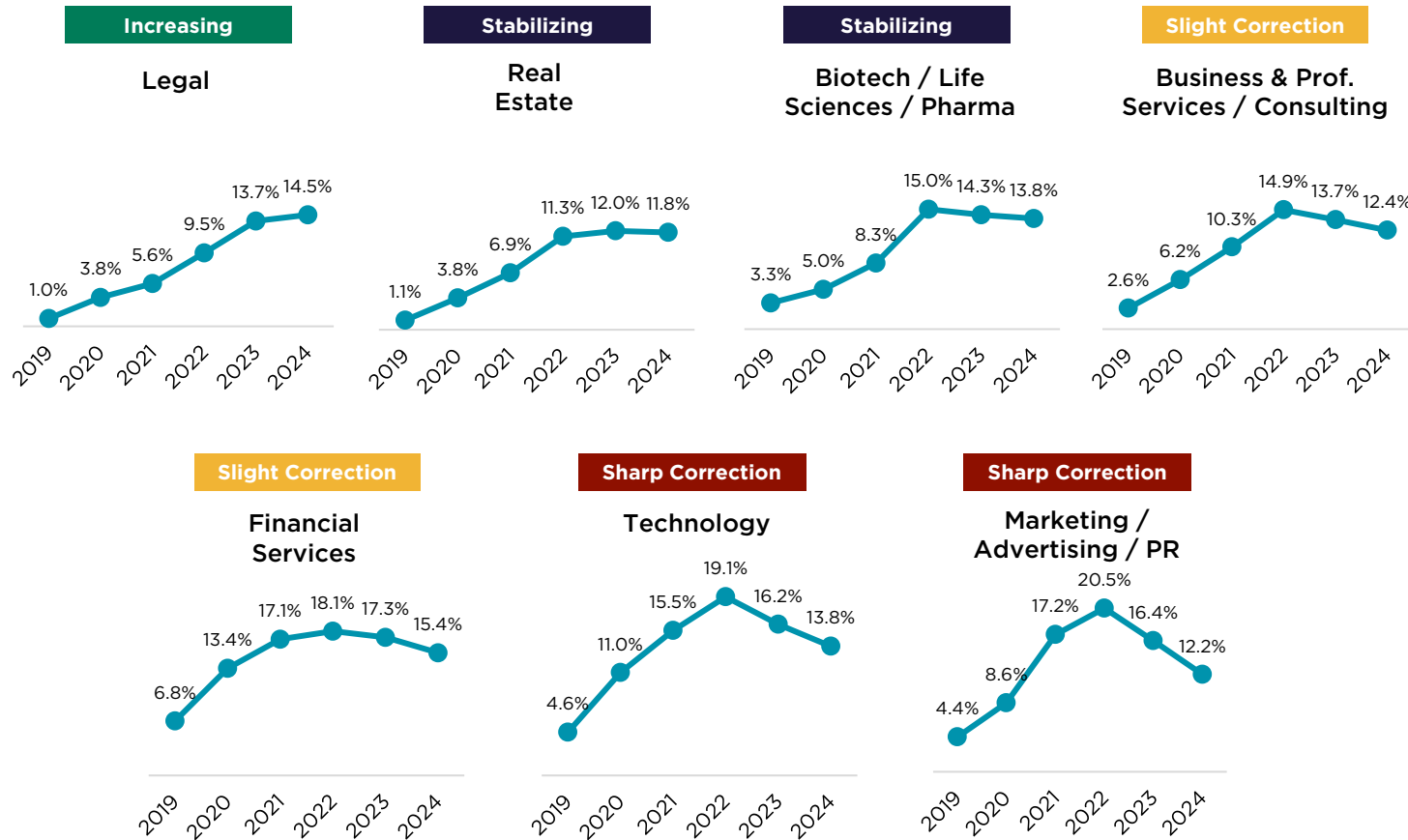
Source: LightCast job postings data for office-using, full-time, remote employees in the US from January 2014 to August 2024. In accordance with the Bureau of Labor Statistics, office-using employment includes the following occupation sectors: Information, Financial Activities; Professional and Business Services; Education and Health Services; Other Services; and Government.

# INDUSTRY TRENDS VARY

Some stabilize while others face sharper corrections



## % of Office-Using Job Postings Advertised as "Remote"



## Key Takeaways

- **Biotech/Life Sciences/Pharma and Real Estate:** Remote job demand is stabilizing after earlier growth.
- **Business & Professional Services and Financial Services:** These industries are seeing modest declines from their 2022 peak, indicating slight market corrections.
- **Marketing/Advertising/PR and Technology:** Both industries are experiencing sharp corrections in remote job postings since their 2022 highs.
- **Legal:** The share of remote jobs continues to rise, though the pace of growth has slowed, signaling potential stabilization.

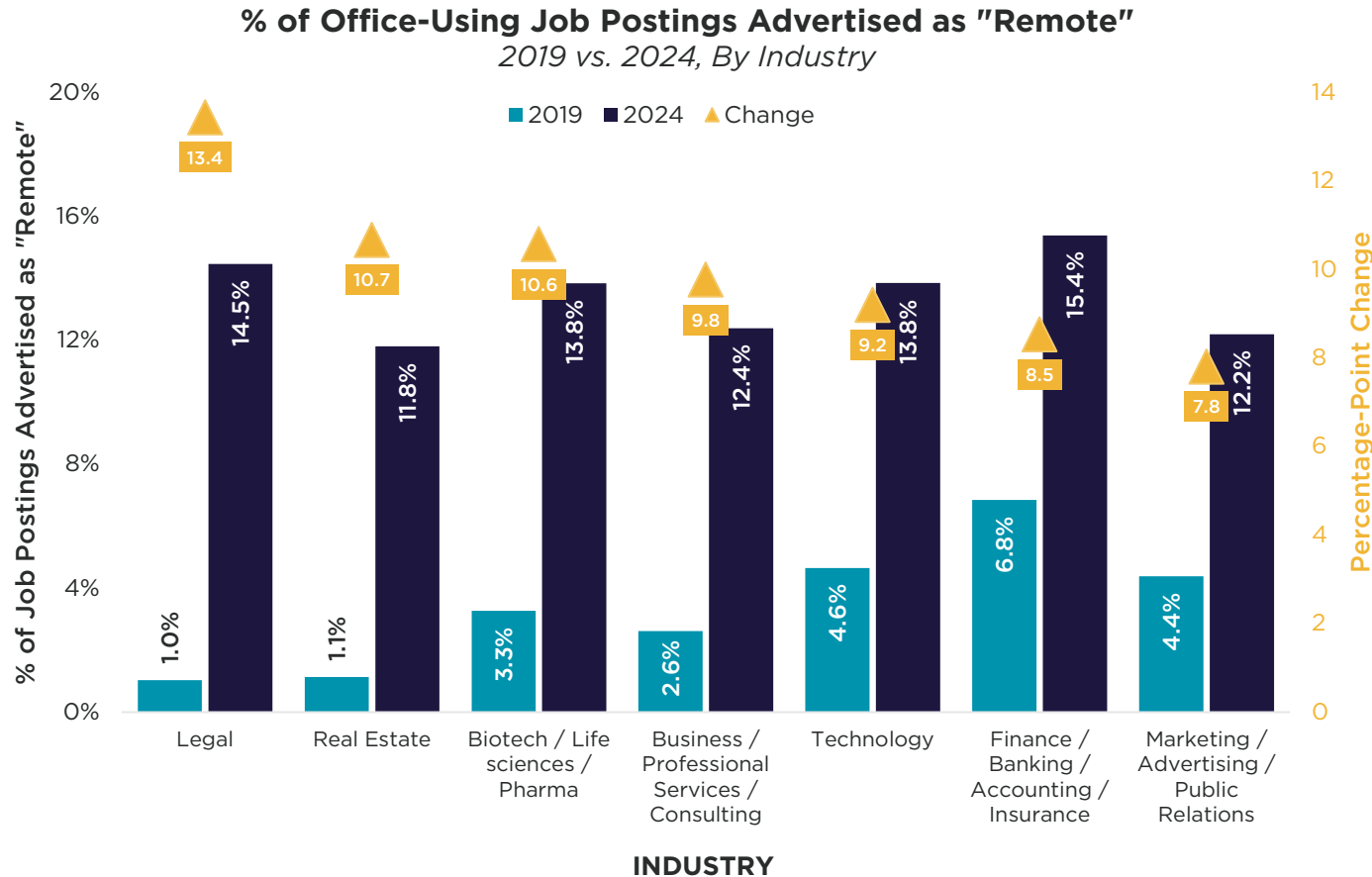
Source: LightCast job postings data for office-using, full-time, remote employees in the US from January 2019 to August 2024.

# REMOTE JOBS REMAIN HIGH ACROSS INDUSTRIES

Despite recent adjustments, all industries exceed 2019 levels

## Key Takeaways

- The percentage of remote job postings has increased significantly across all major office-using industries from 2019 to 2024.
- Significant growth in remote job postings is observed in industries like Legal, Real Estate, Biotech/Life Sciences/Pharma, and Technology.
- The Finance/Banking/Accounting/Insurance industry shows the highest percentage of remote job postings in 2024.
- Overall, remote work has become more prevalent and accepted across diverse industries.



Source: LightCast job postings data for office-using, full-time, remote employees in the US from January 2019 to August 2024.

# ADAPT TO THE RISE IN REMOTE WORK

Position your business for success in a changing landscape

Remote job postings have significantly outpaced pre-2020 levels, even with recent market corrections, indicating a rapidly evolving landscape for office space demand and workplace strategies.

Rather than passively observing these trends or following the crowd, take proactive steps to ensure your company's strategy aligns with future needs.

Contact Cushman & Wakefield to discuss tailored solutions that will position your business and CRE strategy for success. Don't settle for merely watching trends—let us help you navigate what's next.





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