



EMPLOYER INSIGHT SURVEY:

Rethinking the worksite

Is remote work here to stay?

In June, Optum® surveyed large employers across the United States to understand their perspectives on remote work and what its future may look like in a post-pandemic world.

Opening up to remote work

While return-to-worksite strategies continue to be fluid as COVID-19 evolves, many companies are now planning to allow at least some of their employees to work from home indefinitely.



of companies surveyed indicated they would allow employees who did not work from home before COVID-19 to work from home indefinitely now.

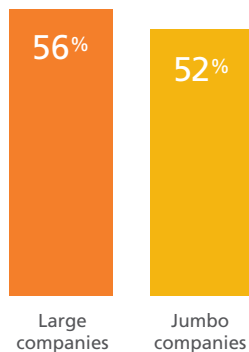
Exploring the level of interest

To better understand what types of employers are expressing interest in allowing employees to work remotely, we asked the following question, with responses categorized by size, region and industry.

Q: Once you begin to transition your employees back to work, will any employees who did not work from home before COVID-19 work from home indefinitely?

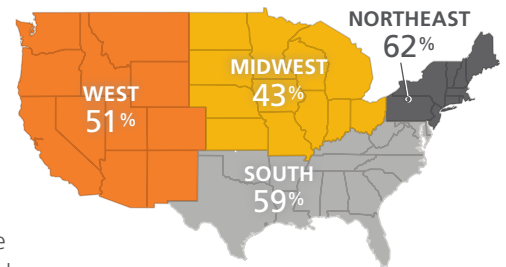
SIZE

Large companies are slightly more likely than jumbo companies to allow employees to work from home indefinitely.



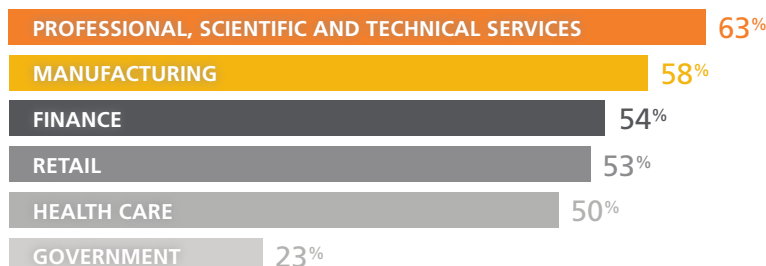
REGION

Companies in the Northeast are most likely to consider a work-from-home approach, followed closely by those in the South. Lower numbers in the West may be reflective of a large workforce already working from home pre-COVID-19, given the technology focus in this region.



INDUSTRY

Not surprisingly, firms in the tech industry are more likely to allow their employees to work from home in this new environment.



BALANCING BENEFITS AND RISKS

Shifting to remote work can have advantages for organizations, including greater flexibility for staff. To be successful, however, employers will need to balance the potential benefits and risks of remote work with the needs and desires of their employee population. This will require review of constantly changing data, local regulations and evolving science all within an individual corporate set of values and culture.



In a remote work environment, it becomes even more important to focus on programs and services that foster a sense of belonging, inclusion and community. Workplace well-being programs — especially those delivered virtually — can help support a culture that thrives in a longer-term remote work environment.

Optum support

No matter what your organization's future remote work or return-to-worksite plans may look like, Optum is ready to support you and your employees. Our solution architects can deliver a tailored assessment for your organization, helping to ensure a smooth, successful transition.

[Learn more here.](#)

Survey methodology

- Online survey administered the week of June 8, 2020
- 200 human resource professionals surveyed
- U.S.-based companies with 3,000 or more employees

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