Remote workforce analysis of jobs offered in the United States including titles, rates and demographics.
INTRODUCTION

Pandemic-related remote work drastically changed the landscape of American work. Downtowns have been abandoned for dens, high-rise offices for local coffee shops, and board rooms for bedrooms. New attitudes on the topics of work-life balance, flexibility, and personal fulfillment appear to have both stemmed from the disruptions and exacerbated them. Data we have collected on the move toward remote work show a seismic change, and the likelihood of returning to our pre-pandemic commute-and-office routing seems vanishingly small. In-person daily collaboration is giving way to a world of remote work punctuated by real life meetings when necessary.

The pandemic forced businesses to ask the question: "Can we be productive working remote?" The answer was a resounding yes, with 2021 marking the most profitable year for American corporations since World War II.

Next the question was: "Do we like working remote?" Again, the answer came back an overwhelming yes. Professionals prefer not to commute five days a week, and appreciate the flexibility of remote work.

Now the question is: "Will we continue working remote?" With the pandemic ending, it's been an open question as to whether we'd revert to our pre-pandemic habits and mores.

Data presented in this report show that employers within the US are continuing the move toward remote work.

Based on our review of the 50,000 largest employers in the US and Canada, we find that more jobs are moving permanently remote, and that the trend to remote work has accelerated in 2022.
EXECUTIVE SUMMARY

The Ladders Q1 2022 Quarterly Remote Work report is the result of data analyses by data scientists at Ladders, Inc., commencing at the point the pandemic took hold and continuing to publication.

Starting with a review of changes in remote work since 2019, this study reports on the changes in companies' hiring practices in the US and Canada.

Inside, we review the most recent data covering roles and specialties, availability of remote jobs, companies offering the highest number of remote positions, job titles most likely to be offered on a remote basis, and a market outlook overview for the year.

Current trends indicate that companies wishing to keep top talent should be cognizant of the remote work options increasingly available to employees, and the preference for remote work that has developed among the North American workforce throughout the pandemic. Companies that do not adjust their recruiting to be aware of this dramatic shift in workforce desires and opportunities will find themselves disadvantaged in hiring in 2022 and beyond.

As the study is published, Ladders' data scientists continue to collect data on the subject of remote work and its effects on businesses and careers across the country. Ongoing developments will be assessed, analyzed, and reported by Ladders in future reports.
2019 - 2022
OVERVIEW

Pre-pandemic, approximately 4% of US & Canadian jobs were hiring for permanently remote, typically in the fields of technology and sales. In 2020, the first year of the pandemic, that grew to 7% of jobs hiring remotely.

By Q4 of 2021, three million additional jobs had transitioned to permanently remote status, with 18% of all professional jobs across the US and Canada now hiring remote. At the end of last year, Ladders predicted a rise to 25% by the end of 2022.

In fact, that level has already been substantially achieved, with 24% of all professional jobs in the US and Canada being hired remotely in Q1 2022.

KEY HIGHLIGHTS

• 24% of all professional jobs in the US & Canada are now hired for permanent remote work.
• An abrupt increase in remote jobs in Q1 2022 may indicate permanent change in the US.
Q1 OUTLOOK FOR REMOTE HIRING

Ladders had estimated an increase to 25% of all jobs hiring remote by the end of 2022, based on trends observed through the end of 2021. In fact, our Q1 2022 Report shows a remarkable escalation, in that we have already reached 24% of all jobs hiring remote early in the year.

Further research and survey data is required to determine the causes of this acceleration, but possibilities include feedback from the market causing companies’ 2022 Planning processes to contemplate a much-more remote work world than previously anticipated.

KEY HIGHLIGHTS
- An abrupt increase in remote jobs in Q1 2022 may indicate permanent change in the US.
- Even optimistic estimates did not match the speed at which remote jobs grew in Q1.
- The outlook for remote jobs in 2022 and beyond is positive and may exceed expectations.

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Source: Ladders Inc. Q1 2022 Quarterly Remote Work Report

Remote hiring increased dramatically in Q1 2022, growing from 18% to 24% of all professional jobs in the US & Canada. This dramatic increase may indicate a permanent change in the way we live and work in the US & Canada.

Source: Ladders Inc. Q1 2022 Quarterly Remote Work Report
REMOTE JOBS BY FIELDS

Ladders analyzed fields by the percentage of jobs now hiring permanently remote. (A field is the work/profession actually done by the professional, so that the CFO at Google is a finance field professional in a technology industry company.) The top five fields are hiring remote for more than 34% of their job openings, while those hiring remote the least are all under 3% of all open jobs.

The five fields hiring remote the most, as expressed as a percentage of all hires are:
- Brand Marketing & Management
- Account Management
- Sales Engineering
- DevOps & Site Reliability
- Quality Assurance

The five fields hiring remote the least are:
- Architecture & Interior Design
- Chemical Engineering
- Industrial Engineering
- Medicine
- Plant & Facilities Management

Source: Ladders, Inc. Q1 2022 Quarterly Remote Work Report
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REMOTE JOBS BY INDUSTRY

Ladders analyzed industries by the percentage of jobs hiring remotely. (An industry is the work done by the company, so that the CFO at Google is a finance field professional in the technology industry.)

The top industries hiring for remote work, as a percentage of all of their jobs, are:
- Enterprise Technology
- Hospitality & Recreation
- Information Technology
- Technical Services

The industries hiring the least for remote work, as a percentage of all of their jobs, are:
- Aerospace & Defense
- Hospitals & Medical Centers
- Real Estate & Construction

Source: Ladders, Inc. Q1 2022 Quarterly Remote Work Report
TOP 50 COMPANIES WITH THE MOST REMOTE JOBS

Large employers have been rushing to hire remote over the past two years. The companies listed below were the largest in terms of number of remote jobs for which they were hiring. Dominated by technology firms, this list perhaps shows the trend for the future. Here are the top 50 US companies offering remote positions in Q1 2022.

TURING  CIRCLE  DELL  PEARSON  UNITEDHEALTH GROUP  ARRAY  VMWARE  CROWDSTRIKE  ZILLOW  COINBASE  STRIPE  IRON MOUNTAIN  ERNST & YOUNG

TURING  CIRCLE  DELL  PEARSON  UNITEDHEALTH GROUP  ARRAY  VMWARE  CROWDSTRIKE  ZILLOW  COINBASE  STRIPE  IRON MOUNTAIN  ERNST & YOUNG

TURING  CIRCLE  DELL  PEARSON  UNITEDHEALTH GROUP  ARRAY  VMWARE  CROWDSTRIKE  ZILLOW  COINBASE  STRIPE  IRON MOUNTAIN  ERNST & YOUNG

TOP 50 JOB TITLES WITH THE MOST REMOTE JOB POSITIONS

Although the data show numbers changing quickly, the realities of specific jobs and their requirements do provide some clues that shed light on emerging patterns of future working arrangements. Here are the top 50 job titles offering remote positions in Q1 2022.

SENIOR SOFTWARE ENGINEER  SOFTWARE ENGINEER  ACCOUNT EXECUTIVE  DEVPKS ENGINEER  ENTERPRISE ACCOUNT EXECUTIVE  PRODUCT MANAGER  SENIOR PRODUCT MANAGER  DATA ENGINEER  PRODUCT MARKETING MANAGER  SENIOR DEVPKS ENGINEER  SITE RELIABILITY ENGINEER  PROJECT MANAGER  SENIOR DATA ENGINEER  ENGINEERING MANAGER

SENIOR SOFTWARE ENGINEER  SOFTWARE ENGINEER  ACCOUNT EXECUTIVE  DEVPKS ENGINEER  ENTERPRISE ACCOUNT EXECUTIVE  PRODUCT MANAGER  SENIOR PRODUCT MANAGER  DATA ENGINEER  PRODUCT MARKETING MANAGER  SENIOR DEVPKS ENGINEER  SITE RELIABILITY ENGINEER  PROJECT MANAGER  SENIOR DATA ENGINEER  ENGINEERING MANAGER

SENIOR SOFTWARE ENGINEER  SOFTWARE ENGINEER  ACCOUNT EXECUTIVE  DEVPKS ENGINEER  ENTERPRISE ACCOUNT EXECUTIVE  PRODUCT MANAGER  SENIOR PRODUCT MANAGER  DATA ENGINEER  PRODUCT MARKETING MANAGER  SENIOR DEVPKS ENGINEER  SITE RELIABILITY ENGINEER  PROJECT MANAGER  SENIOR DATA ENGINEER  ENGINEERING MANAGER

CUSTOMER SUCCESS MANAGER  REGIONAL SALES MANAGER  SR. SOFTWARE ENGINEER  PRINCIPAL SOFTWARE ENGINEER  SALES ENGINEER  SENIOR BACKEND ENGINEER  SOLUTIONS ARCHITECT  LEAD SOFTWARE ENGINEER  FULL STACK ENGINEER  DATA SCIENTIST  SOFTWARE DEVELOPER  SENIOR DATA SCIENTIST  SENIOR PRODUCT MARKETING MANAGER  SENIOR SITE RELIABILITY

CUSTOMER SUCCESS MANAGER  REGIONAL SALES MANAGER  SR. SOFTWARE ENGINEER  PRINCIPAL SOFTWARE ENGINEER  SALES ENGINEER  SENIOR BACKEND ENGINEER  SOLUTIONS ARCHITECT  LEAD SOFTWARE ENGINEER  FULL STACK ENGINEER  DATA SCIENTIST  SOFTWARE DEVELOPER  SENIOR DATA SCIENTIST  SENIOR PRODUCT MARKETING MANAGER  SENIOR SITE RELIABILITY

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ENGINEER  SOLUTION ARCHITECT  SENIOR PROJECT MANAGER  BUSINESS DEVELOPMENT MANAGER  SALES DIRECTOR  STAFF SOFTWARE ENGINEER  SENIOR FULL STACK ENGINEER  SENIOR ACCOUNT EXECUTIVE  FULL STACK DEVELOPER  BACKEND ENGINEER  EYE CARE TERRITORY MANAGER  SOLUTIONS ENGINEER  SOFTWARE ENGINEER II  REGIONAL SALES DIRECTOR

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MARKET OUTLOOK

The data make clear that there has been a sea change in the attitudes of hiring managers across industries regarding remote work. This report highlights those realities.

Data at the close of Q1 2022 indicate that companies forced by the pandemic to adapt to remote work have done so successfully; and that they may be aiming at long-term growth by remaining in the most stable environment available, or what they perceive to be so.

Questions about the implications for major cities and towns across America and beyond are a natural consequence of these data. Freedom for professionals to enjoy the living situation of their choice, without restriction, potentially could reshape small communities and urban life as we know it. Although these ideas are speculative, they are grounded in the changes we are witnessing, recording, and analyzing.

Regardless of individual feelings, the pandemic created a new reality which either works randomly in favor of personal preferences or doesn’t. In conclusion, it seems only fair to acknowledge respect for business owners and their employees for their resilience and ability to adapt and carry on living, working and contributing.