

Corps  Team[®]

Understand What Flex Means to
Current and Potential Employees

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Agenda



1. Defining Flex Work
2. Deep Dive into Data from Mom Corps 2015 Workplace Flexibility Study
3. Why Provide Flex Work?
4. Framework to Develop Flexible Work Plans

What is Flex Work Anyway?



Time

- Modified Hours
- Modified Workweek
- Part-time

Place

- Telecommuting
- No Required Travel
- Short Commute

Duration

- Direct Hire
- Contract
- Project-based
- Seasonal

Flexibility means different things to different people.

About Mom Corps' Work Flex Study



□ Goal

- To encourage and strengthen the conversation around workplace flexibility as a talent strategy that benefits both employees and their organizations

□ Methodology

- Online survey conducted by Harris Poll
- Data collected from August 7-11, 2015
- Sample: U.S. adults ages 18+ who are currently employed full- time and/or part-time (n=932)
- Asked about perceptions and preferences around several work/life and flexibility issues



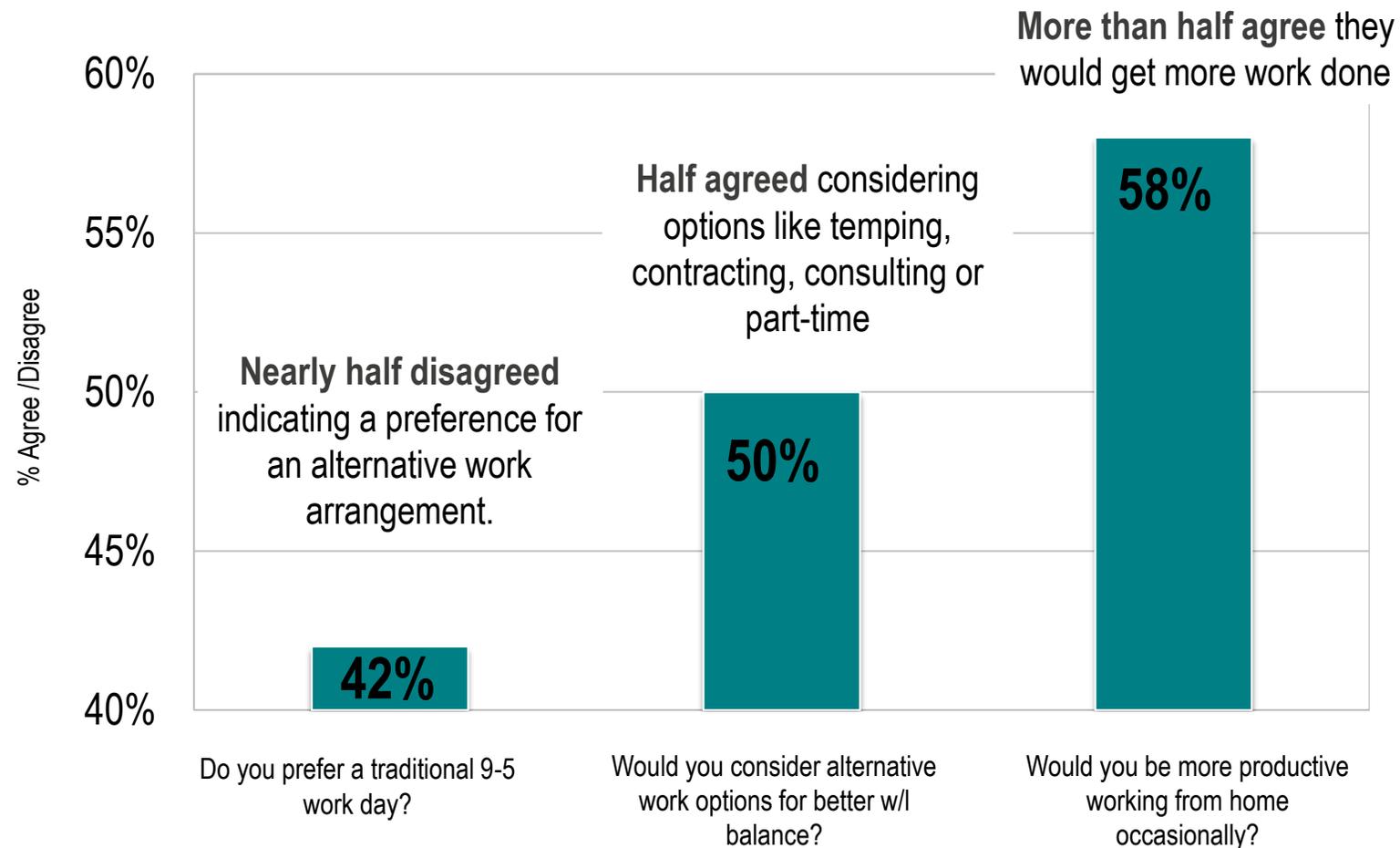
Workplace flexibility is top consideration for working adults but is becoming less attainable.

- The U.S. workplace is shifting from 9-5 as the norm to “alternative” or “non-traditional” working being more widely accepted and implemented.
- Employees feel limited in their ability to gain flexible work options (even more than just a few years ago).
- Flexibility is important to all generations regardless of gender. Younger professionals are leading the charge.
- Employees “want it all” and are willing to sacrifice salary for flexibility.
- U.S. workers are making job and career decisions based on flexibility.
- Despite the desire for flexible work, employees fear that asking for flexibility would hurt their chances for advancement.

A shift is taking place



“Alternative” or “non-traditional” work is more widely appealing.



Flex is important to all generations



Boomers (born 1943-65)

- Looking to phase into retirement
- Many responsible for the care of aging parents

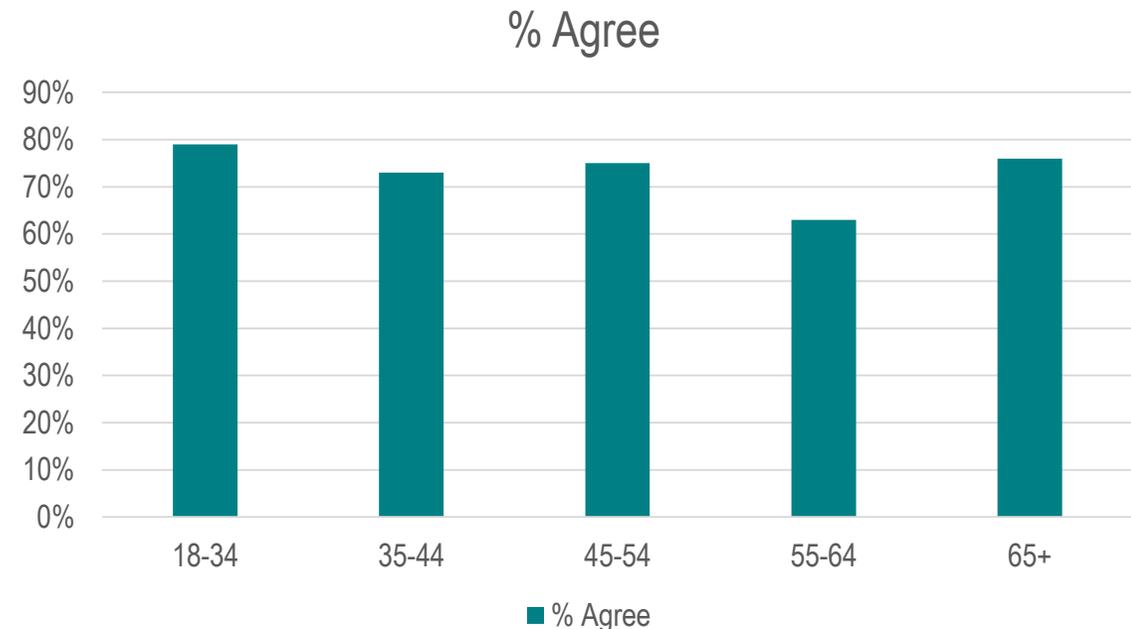
Generation X (born 1965-80)

- Established professionals, want to be measured by results
- Many have family situations requiring flexibility

Generation Y & Millennials (born 1980+)

- Always connected, the 9-5 lines are blurry
- Desire freedom to explore passions
- Open and highly adaptable to new situations

All generations agree (75% on average up from 62% in 2011) that flexibility is one of the most important factors considered when looking for a new job/company to work for



Flexibility isn't just a mom thing



Flexibility is important to both men and women.

84%

Eighty-four percent of working adults agree that flexible work options are just as important for people who don't have children as they are for those who do (up from 80% just two years ago).



There is no significant difference in opinion between men and women.

Flexibility is Currency

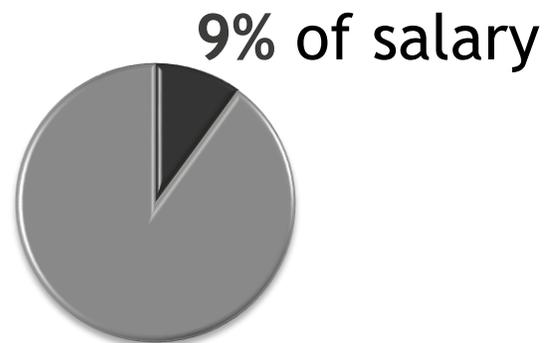


Employees “want it all” and are willing to sacrifice salary for flexibility.

Nearly 1 in 2



47% are willing to relinquish at least some portion of their salary

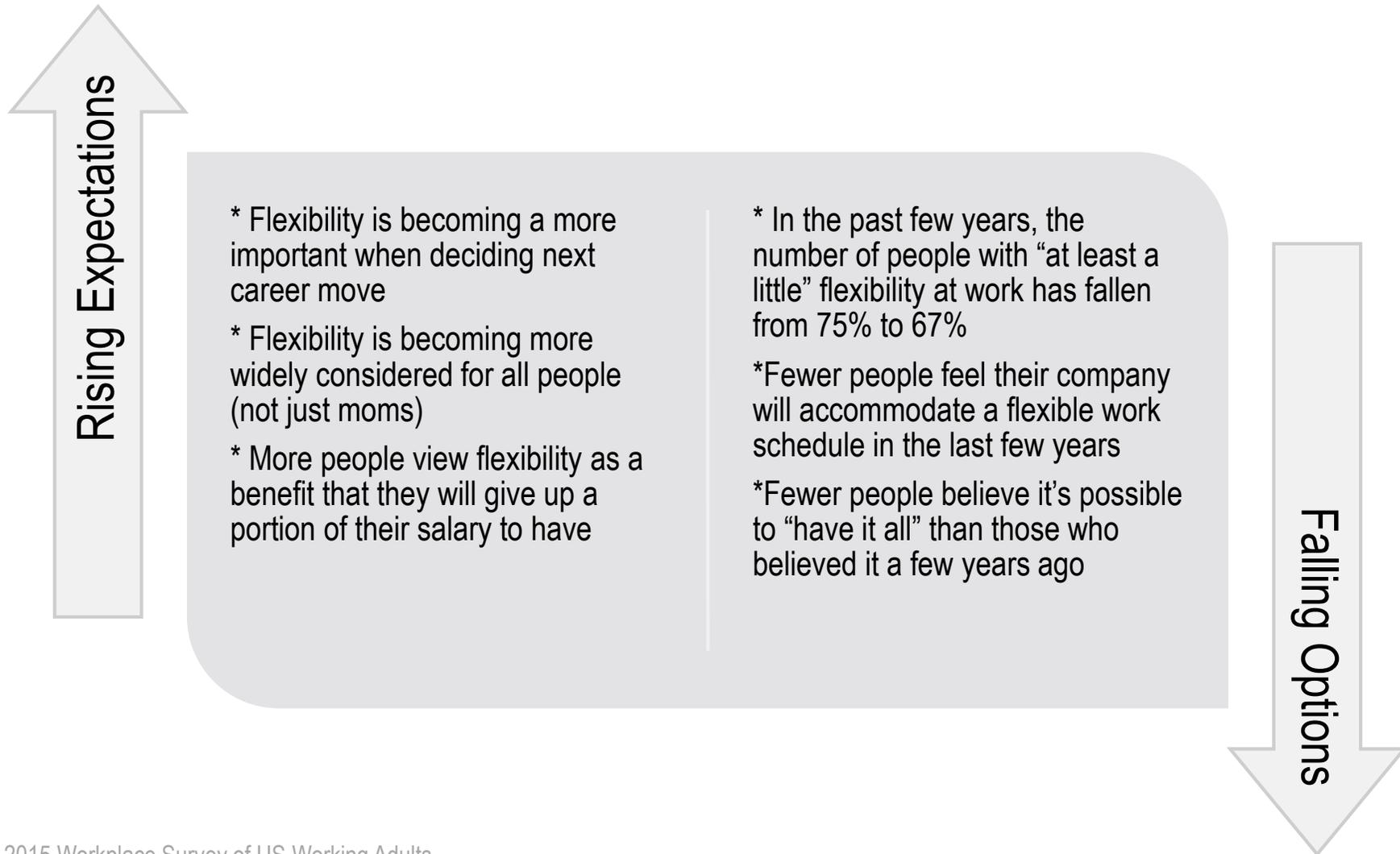


Nearly 7 in 10



Working adults believe it is possible to “have it all” when it comes to work/life balance.

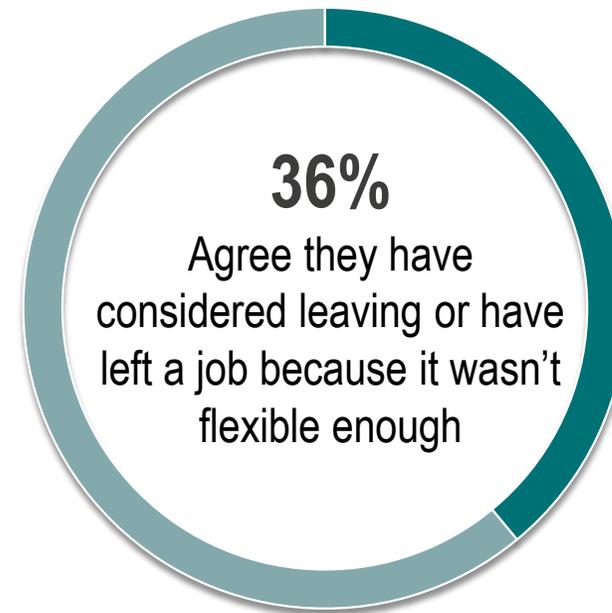
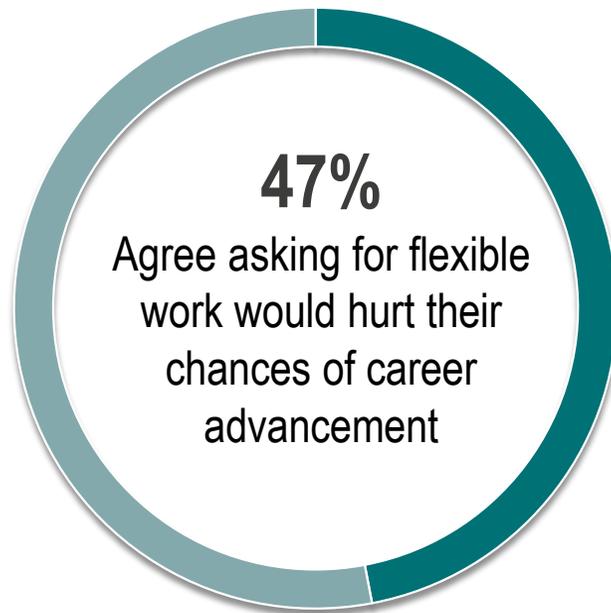
Higher expectations ≠ More Options



Lack of options results in turnover



Employees feel limited in their ability to gain flexible work options.

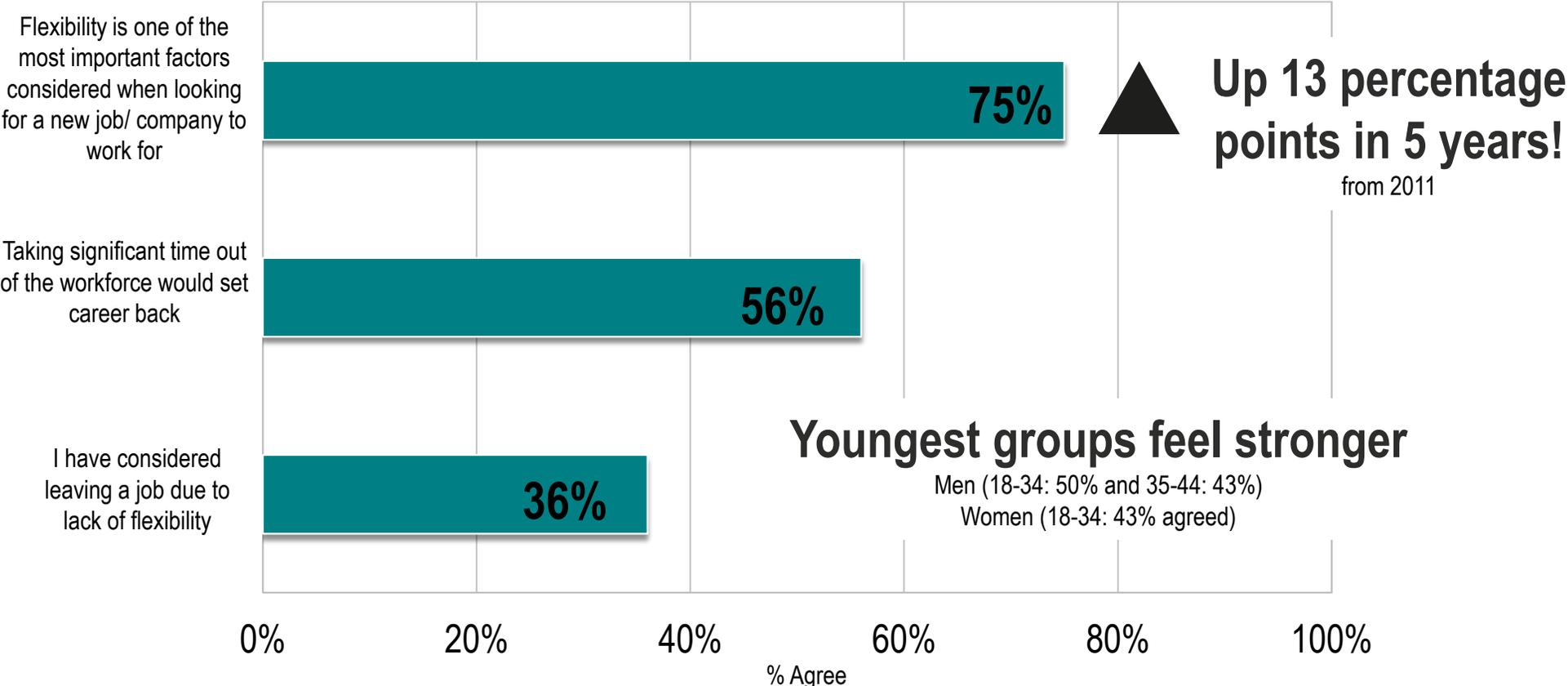


For 18-34 year olds, the percentages are **57%** and **47%**, respectively.

Career decisions based on flexibility



U.S. workers are selecting jobs and leaving jobs based on flexibility.



n= 932; 2015 Workplace Survey of US Working Adults

Becoming a Job Seeker's Market



1

More than one in
three workers – 53
million Americans

3

– are now
freelancing

In 2011, the first of the baby boomers reached 65. And for the next 18 years, boomers will be turning 65 at a rate of about 10,000 a day. (Gen X is 16% smaller)

When employees have high degree of work-life fit:

4x

- Four times as many are highly engaged at work

2x

- Almost 2x as many want to stay in their current jobs

- Two times as many are in excellent health

Why offering flexibility matters



There is a growing desire for it.

75% take it into consideration when evaluating a new job or company

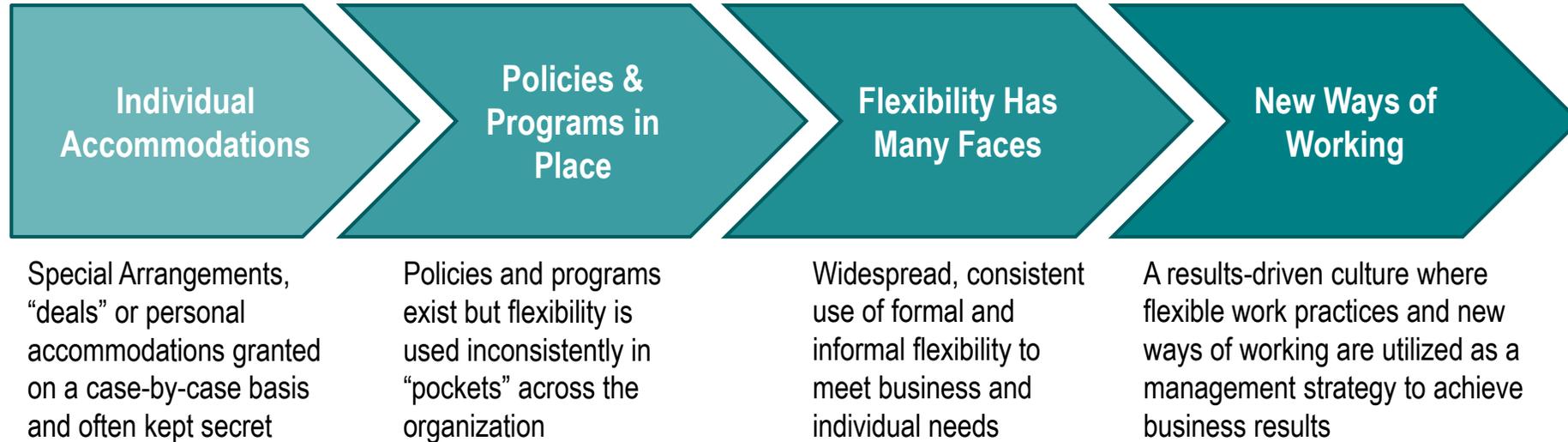
Other companies offer it ... are you?

7 out of 10 working adults report having at least some flexibility at their job.

It is here to stay.

Wake up! There's about to be a labor shortage....

Increased Flexibility = Increased ROI



Increased realization of ROI

Reduce

- Overhead costs
- Turnover
- Absenteeism

Operate

- Seamlessly
- Autonomously
- Results-driven

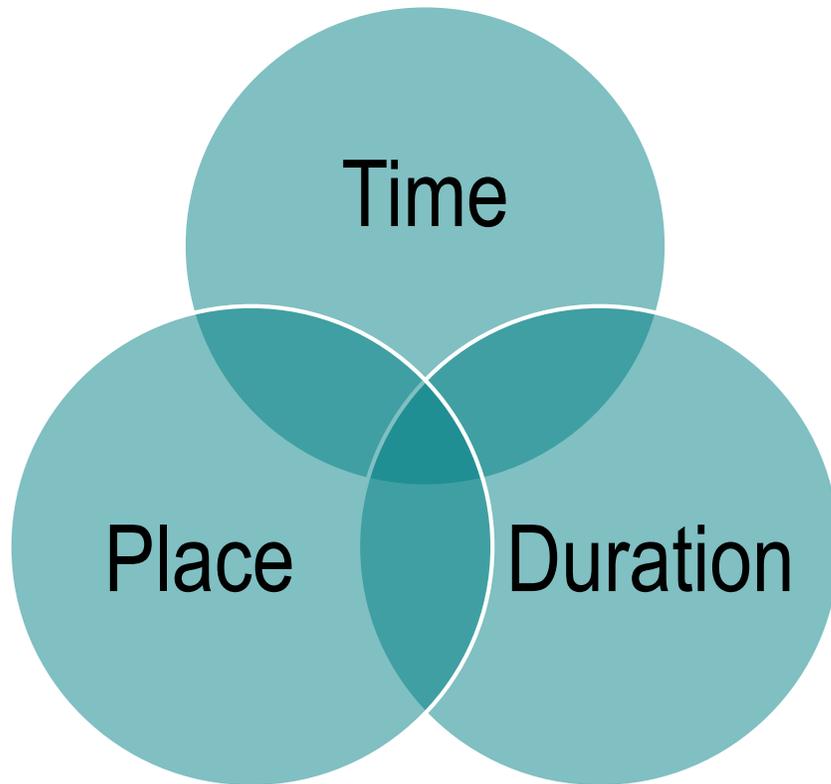
Increase

- Productivity
- Engagement
- Talent acquisition

Work Flex Makes Sense... But How?



Consider the Flex Levers



- I would get more done if I could work from home occasionally 58%
- I prefer to NOT work a 9-5 work day 42%
- 47% of people would give up some salary for more flex - average is 9%
- 50% of people would consider alternative work options (temping, contraction, PT, Consulting over FT traditional) to achieve desired work/life balance (age 18-34 62%!!)

Creating Workplace Flexibility Programs



Closing thoughts



- U.S. workers are making long term career decisions based on flexibility.
- There is a disconnect between what is offered and what employees feel is accepted.
- More employees are asking for flexibility and yet for the first time in several years there has been a decline in the number of companies are offering it. This provides a great opportunity to those who do.
- There is an impending labor shortage and companies will be in bad shape with recruitment and retention if they ignore workplace flexibility.
- Younger professionals will demand more going forward.
- Flexible work trends are gaining attention and momentum, but we aren't there yet.



How will YOU ensure your company remains competitive in this new flexible business world?



Q & A

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