

Information & Communication Technologies Regional Workforce Advisory Meeting: The Rise of Remote Work

September 10, 2021
9:00 AM - 11:00 AM



Agenda

- 9:00 AM** Welcome & Introduction to the Teleworking Project
- 9:10 AM** Framing and Trends, Question and Answer
- 9:35 AM** Teleworking Survey Methodology & Findings,
Question and Answer
- 10:00 AM** Panel Discussion
- 10:55 AM** Conclusion

Supported By



Welcome and Introduction



Renee John
Project Leader
21st Century Workforce
Valley Vision

Welcome and Introduction



Cornelius Brown

Regional Director,
Employer Engagement,
Information & Communication
Technologies & Digital Media

Framing and Trends



Jamie Orr
CEO
Orr Consulting



Aaron Wilcher
Director
North Far North
Centers of Excellence

Preparing Students for a Remote Work Future

Presented by:
ICT-DM Sector, Greater Sacramento
&
Orr Consulting

POWERED BY



California
Community
Colleges

Remote Work Project Scope

Orr Consulting is working closely with the ICT/DM North Regional Director to support workforce development goals specific to the shift to a remote workforce.

Project Goals Include:

- Identification of regional workforce needs and remote opportunities
- Development & implementation of remote worker specific curriculum for integration into existing programs
- Faculty professional development
- Employer engagement

Project Motivation

- 1. The Remote Work Shift***
- 2. Challenges & Opportunities***
- 3. Students & Their Remote Work Future***

The Remote Work Shift


The COVID-19 crisis has accelerated the shift to remote work & distributed teams.



75 million

Estimated US employees that could work from home.

This is 56% of the
non-self-employed workforce



**Our best estimate is that 25-30%
of the workforce will be working-from-home
multiple days a week by the end of 2021.**

Kate Lister

President of Global Workplace Analytics

The Future of Remote Work

A Gartner survey of company leaders found:

- 80% plan to allow employees to work remotely at least part of the time after the pandemic,
- 47% will allow employees to work from home full-time.

Remote Work is Not Just “Work From Home”

Fully Remote

Distributed Teams

Flexible-work

Hybrid-work

Telecommuting & Telework

Challenges & Opportunities

Challenges

- **On-the-job Remote Work Preparation**
- **Starting a New Career Remotely**

Opportunities

- **Broader range of job options**
- **Workers in secondary or rural economic regions,**
- **Workers that need flexibility due to caretaking or family responsibilities,**
- **Workers with disabilities.**

Our Students and Their Remote Work Future

Educational systems must address remote work:

- **Competencies,**
- **Finding & interviewing for remote jobs,**
- **Getting hired for remote jobs, and**
- **Successfully working & thriving in positions from anywhere.**

Links for Further Reading

The following are useful reads, but nowhere near an exhaustive list:

- Buffer’s 2021 State of Remote Work Report: <https://buffer.com/2021-state-of-remote-work>
- How Many Jobs Can be Done at Home? <https://bfi.uchicago.edu/working-paper/how-many-jobs-can-be-done-at-home/>
- <https://globalworkplaceanalytics.com/how-many-people-could-work-from-home>
- “Welcome to the Distributed Age” - <https://allwork.space/2021/02/welcome-to-the-distributed-age-how-to-make-remote-work-work/>
- “Is Remote Work Here to Stay?” - <https://allwork.space/2020/10/is-remote-work-here-to-stay-a-poll-of-1000-companies-offers-the-clearer-vision-yet/>
- List of companies going remote first or partially remote, permanently: <https://buildremote.co/companies/companies-going-remote-permanently/>
- Some of the best remote work companies: <https://qz.com/work/2053446/the-best-companies-for-working-from-home/>



Remote Work in the Labor Market

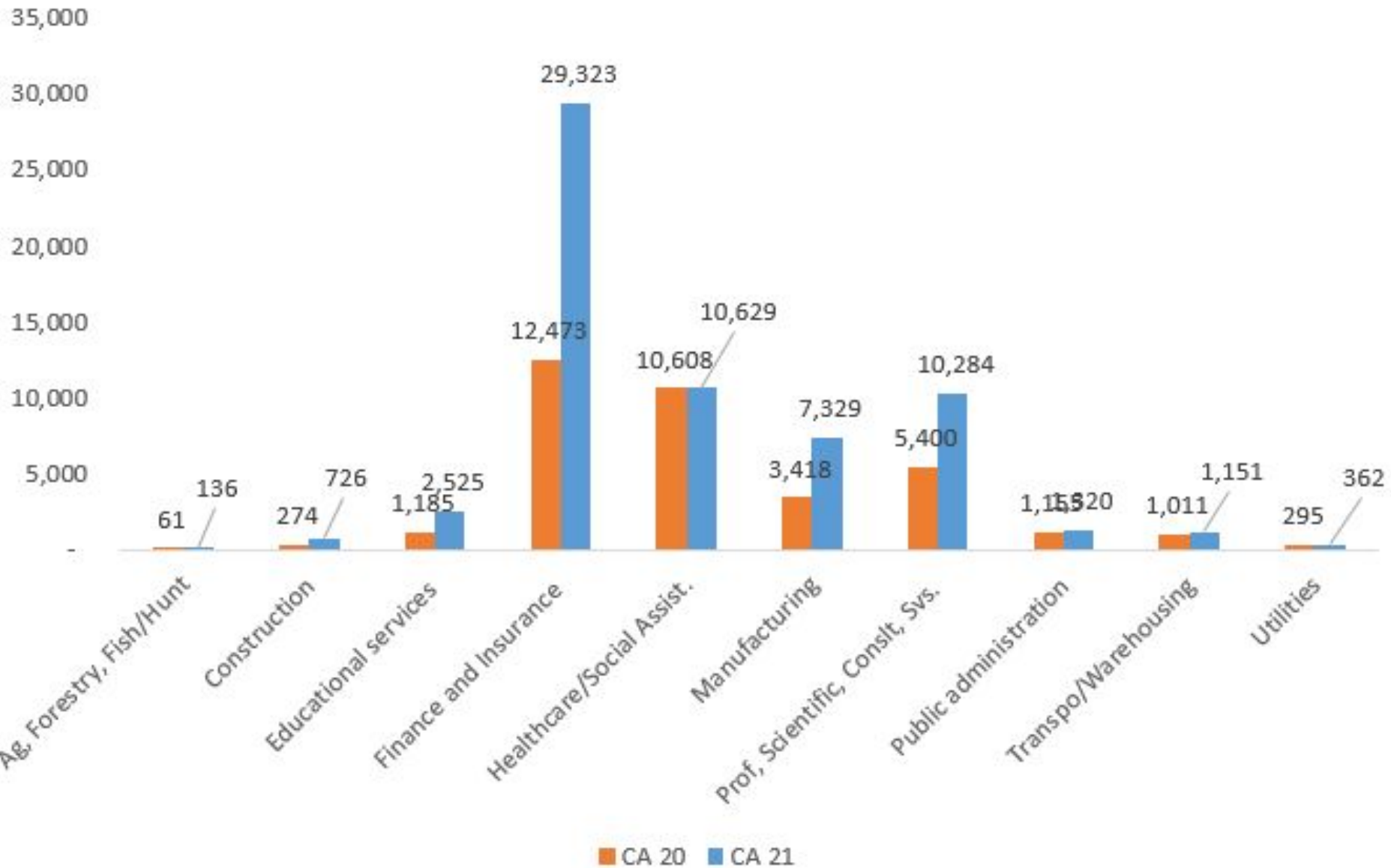
Presented by:

Aaron Wilcher

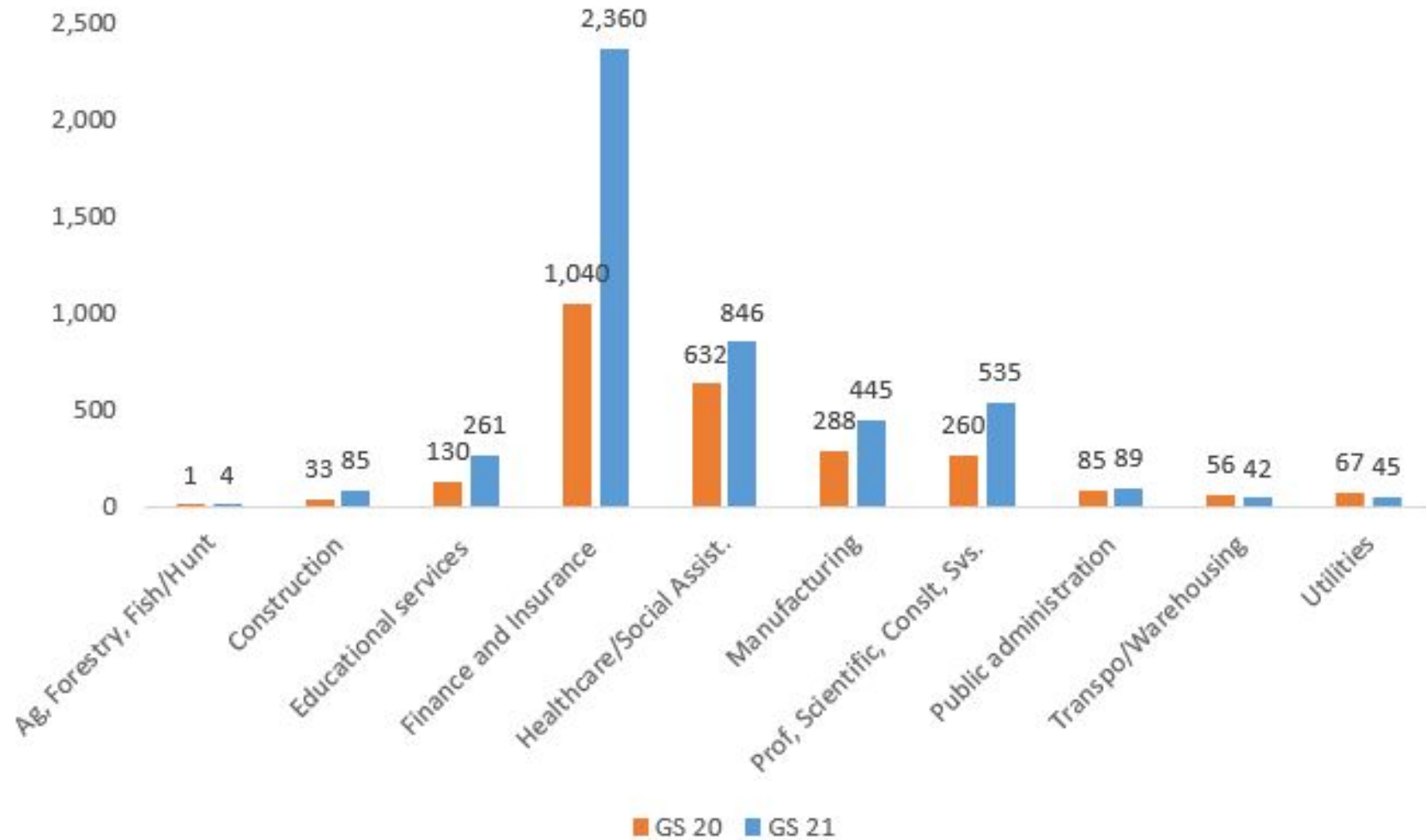
Director, North Far North Centers of Excellence

Month Day, Year

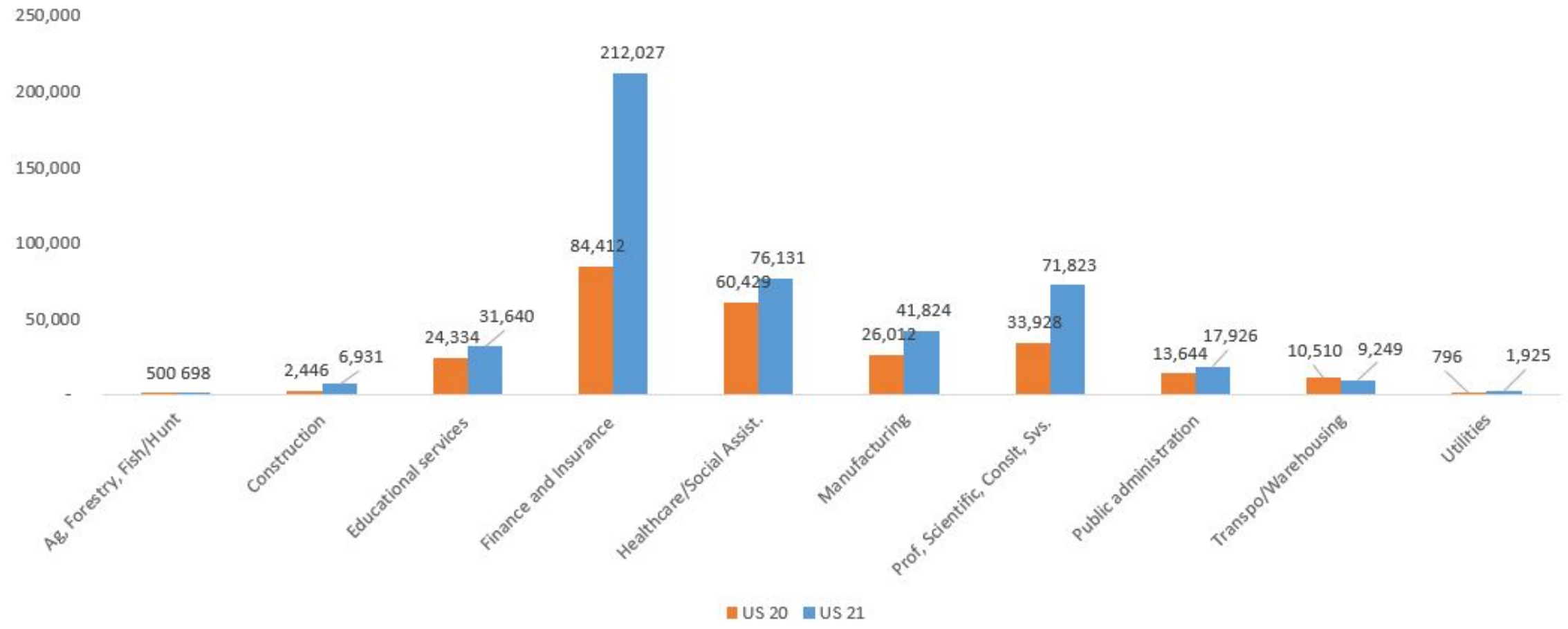
Jobs postings "work from home" California, April 1- March 31, 2020 vs 2021



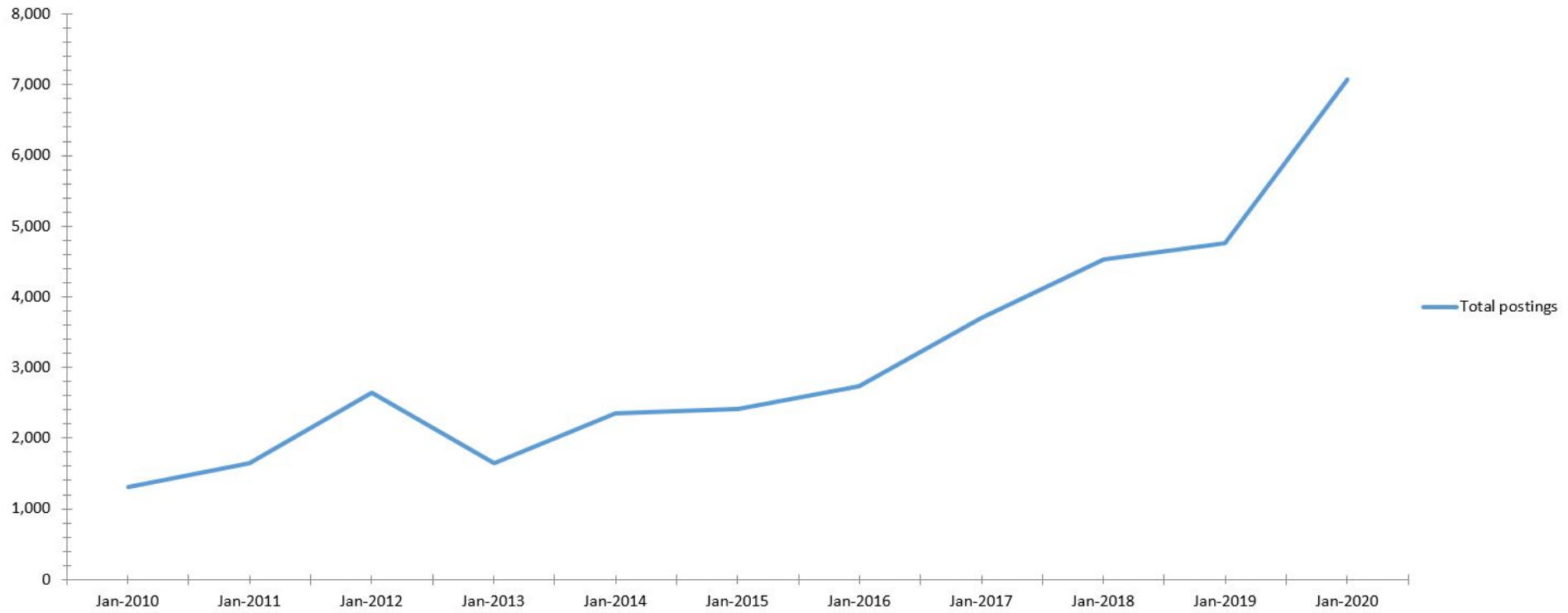
Jobs postings "work from home" Greater Sacramento region, April 1- March 31, 2020 vs 2021



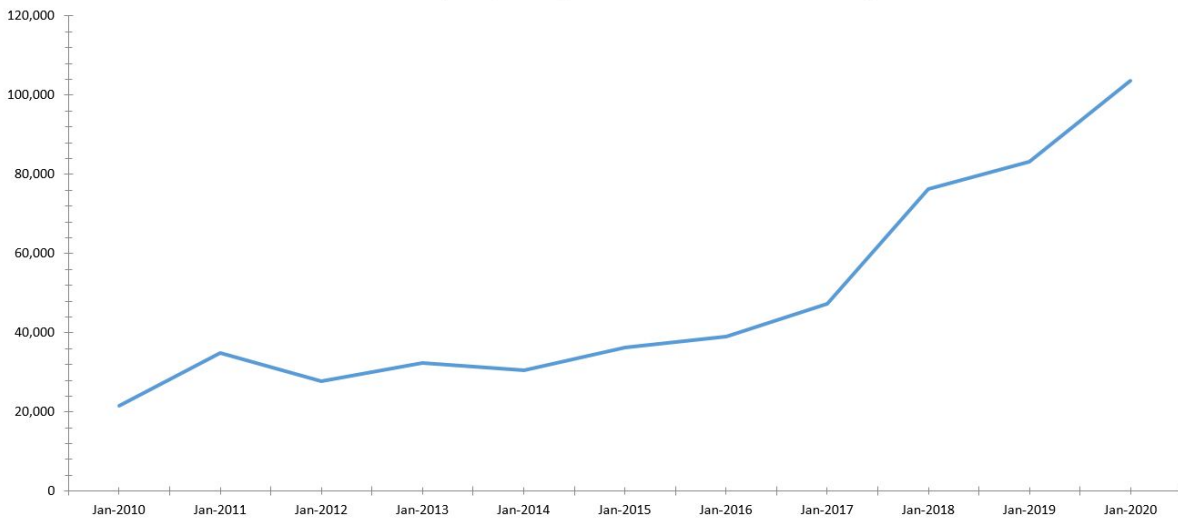
Jobs postings "work from home" United States, April 1- March 31, 2020 vs 2021



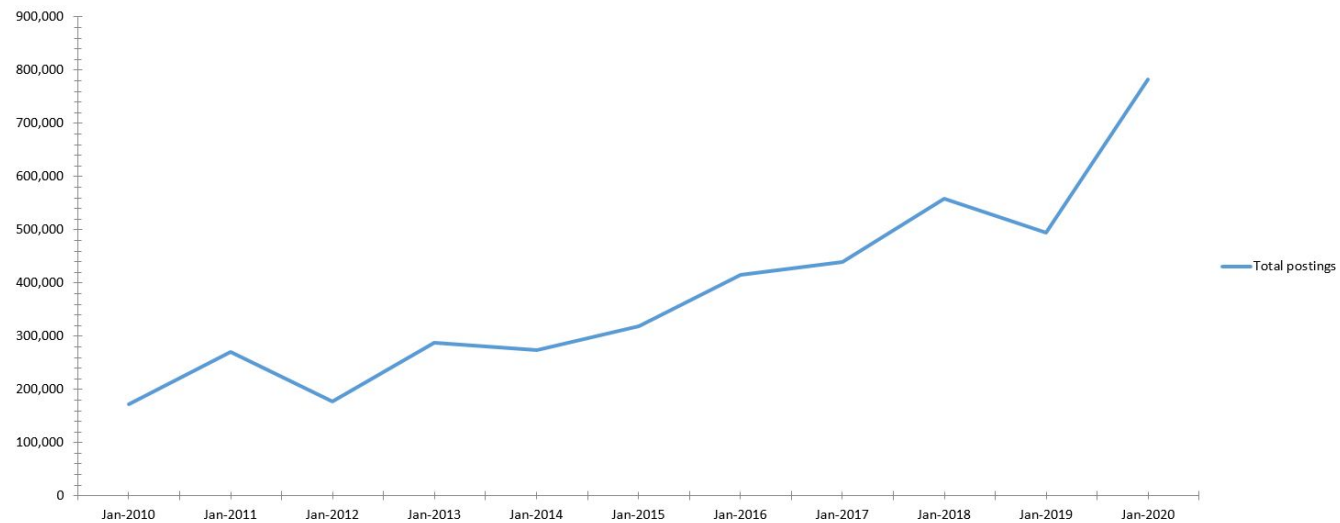
Greater Sacramento region jobs postings volume “work from home”, 2010-2020



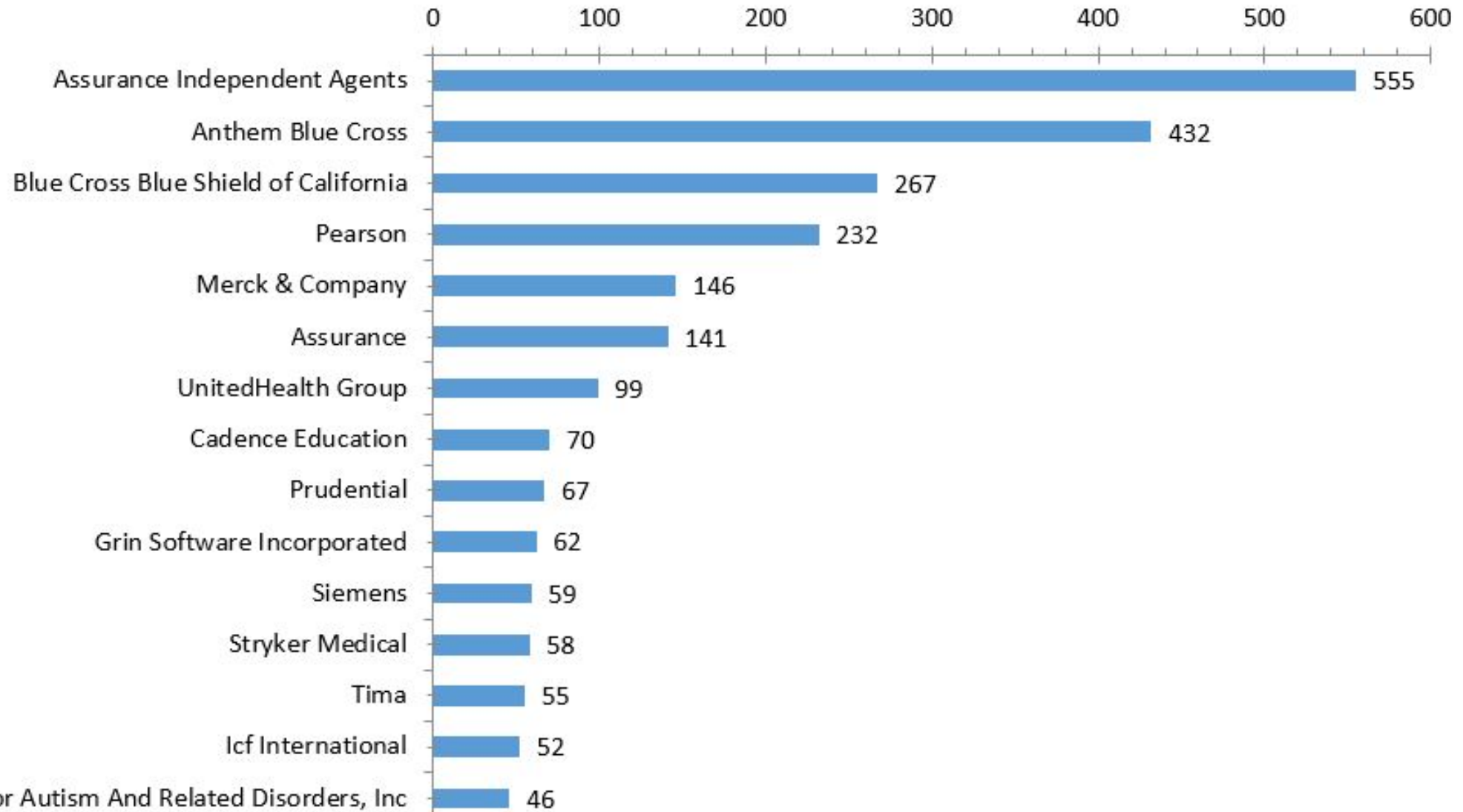
California jobs postings volume “work from home”, 2010-2020



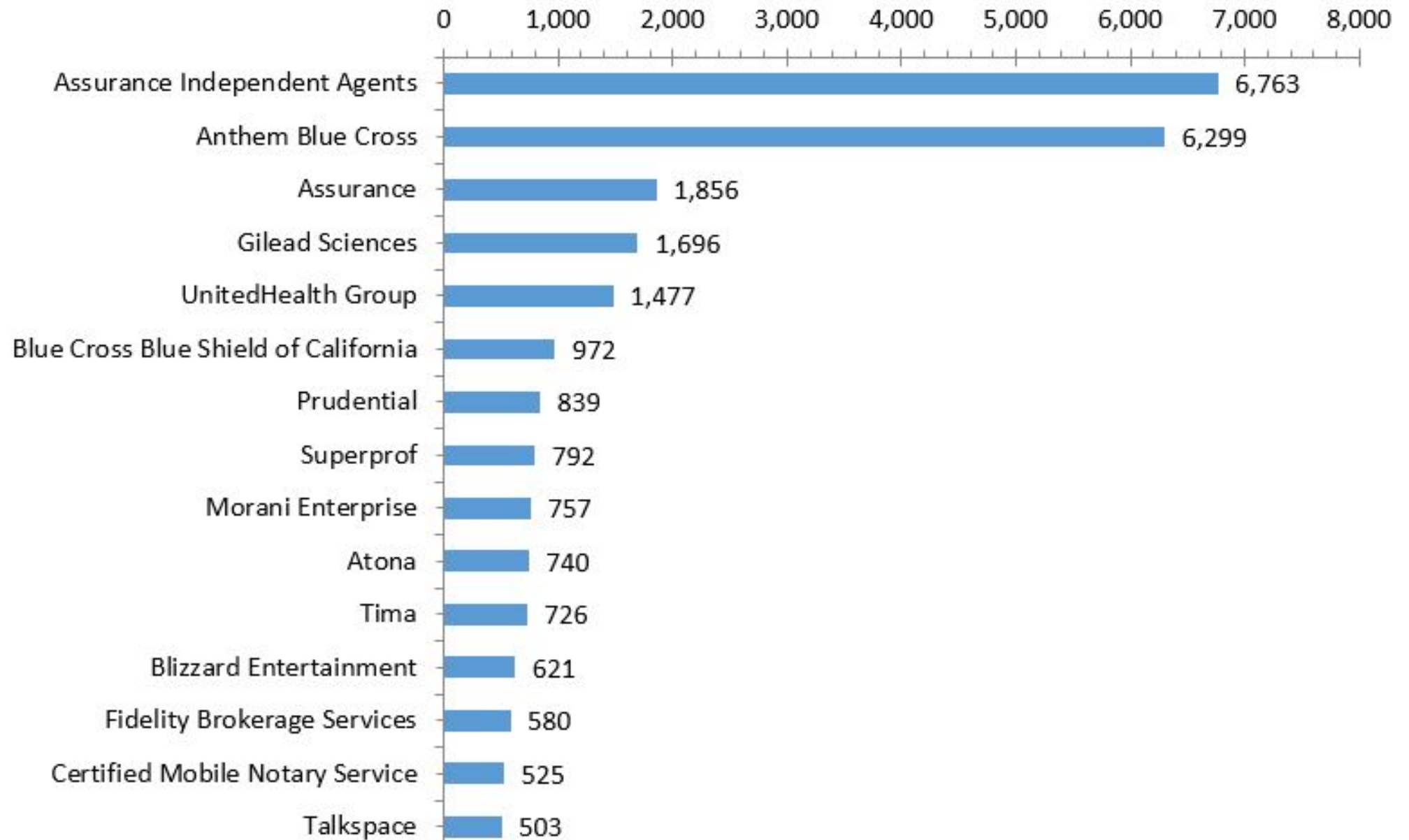
United States jobs postings volume “work from home”, 2010-2020



Greater Sacramento region top employers in jobs postings “work from home” April 1, 2020-
March 31, 2021



California top employers in jobs postings “work from home” April 1, 2020-March 31, 2021



Greater Sacramento region top occupations in jobs postings “work from home” April 1, 2020-March 31, 2021



California top occupations in jobs postings “work from home” April 1, 2020-March 31, 2021



Greater Sacramento region top skills in jobs postings “work from home” April 1, 2020-March 31, 2021





Remote Work Survey Methodology & Findings

Remote Work Survey Methodology & Findings

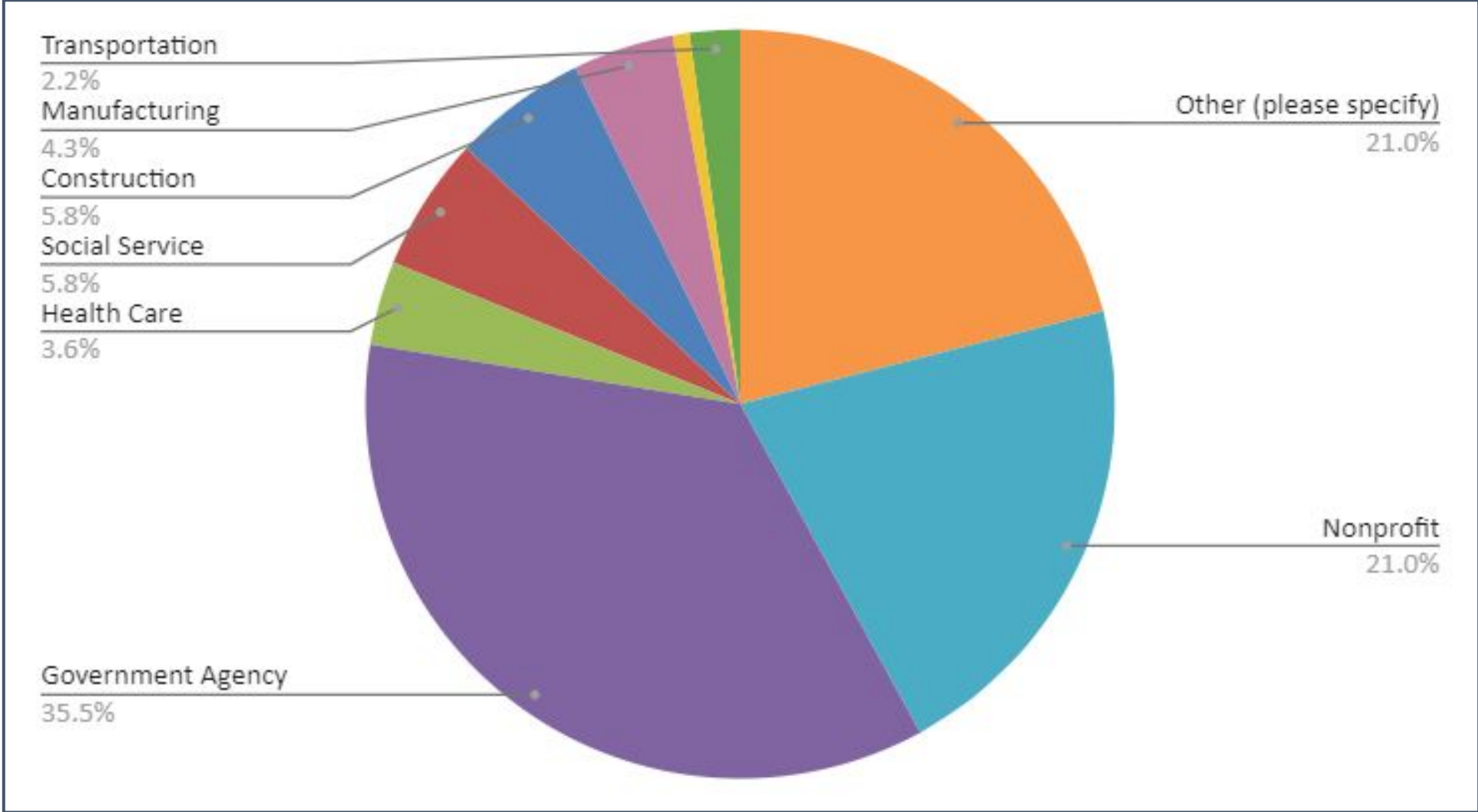


Danielle Susa
Project Associate
Valley Vision

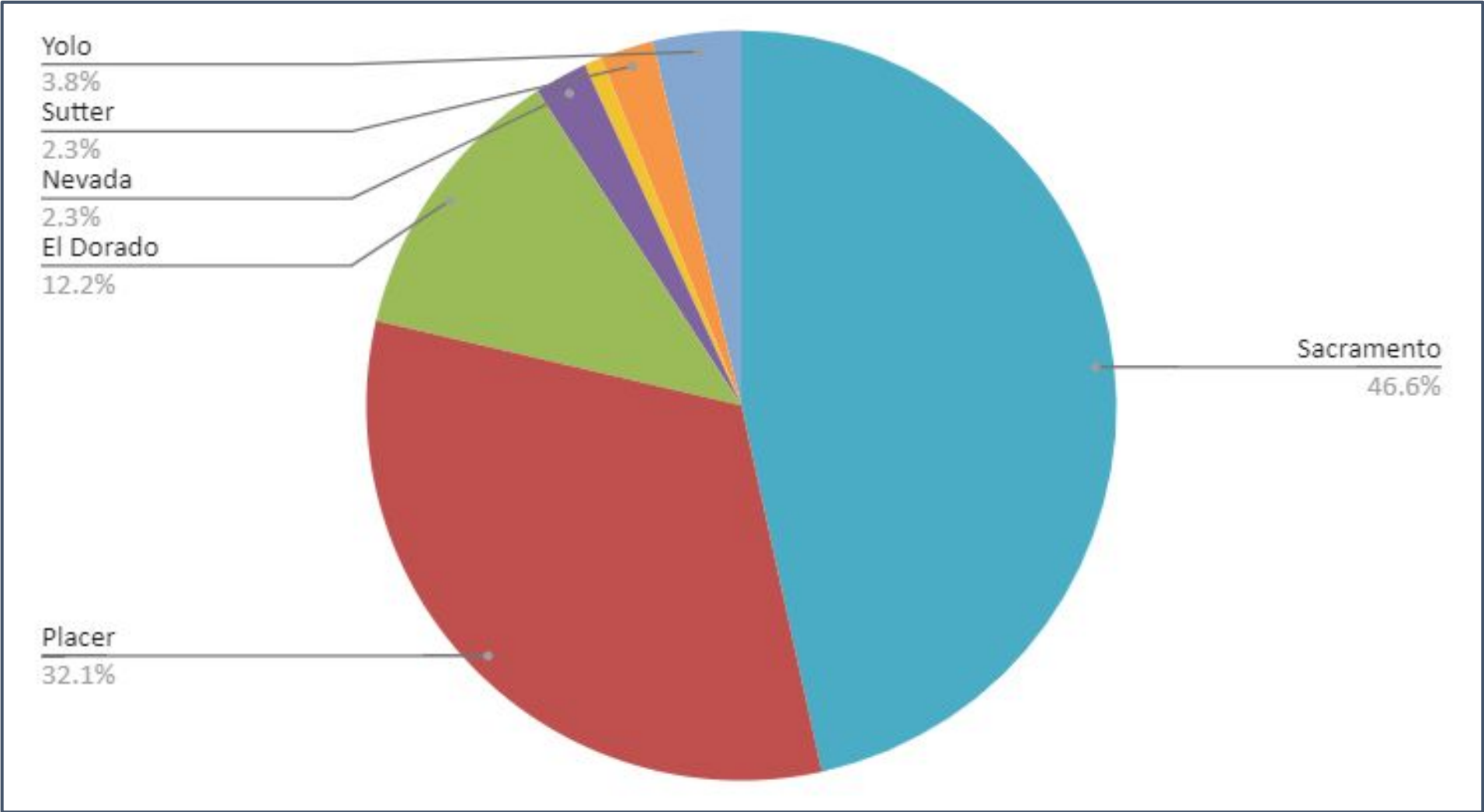


Renee John
Project Leader
Valley Vision

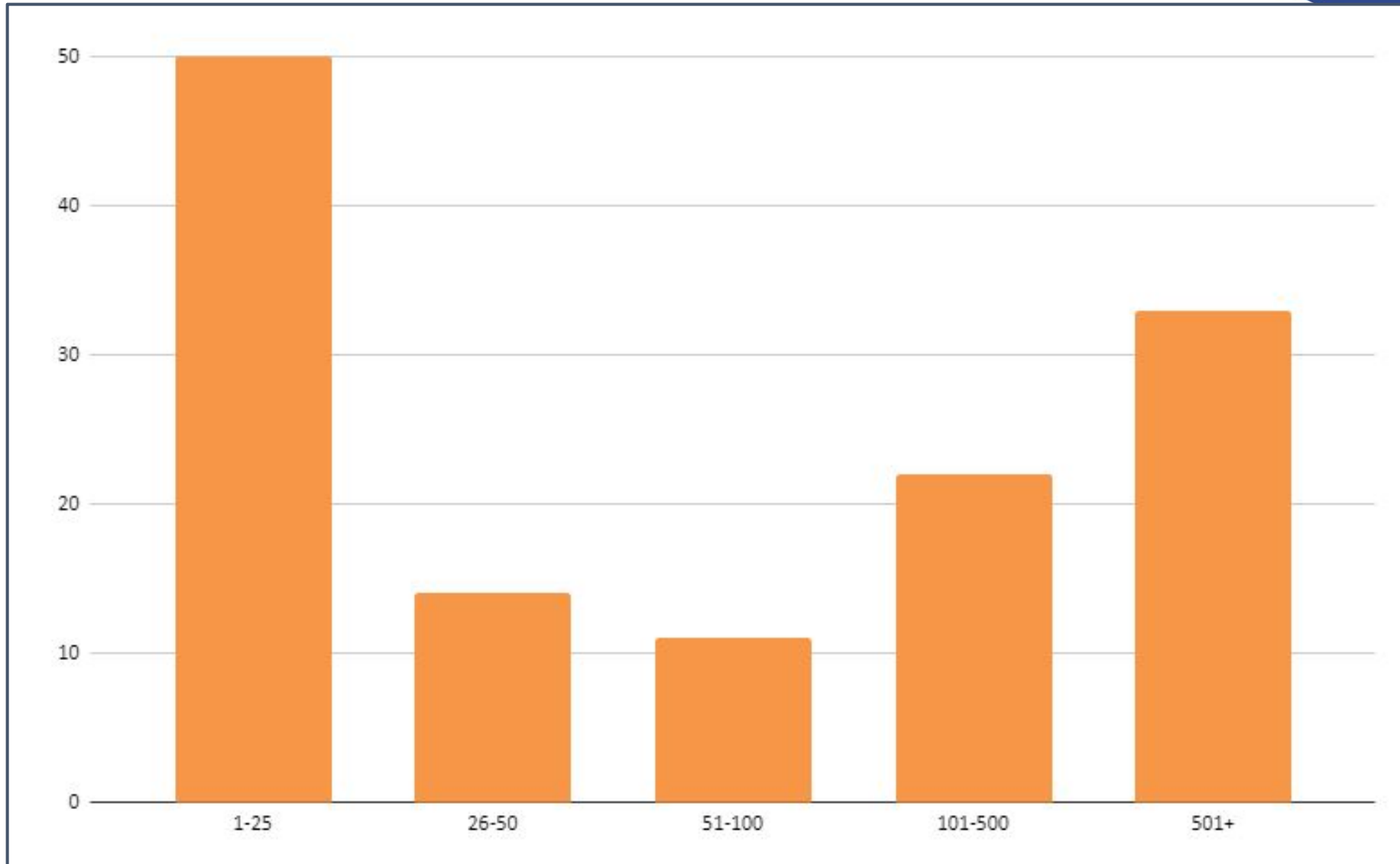
Industries Represented



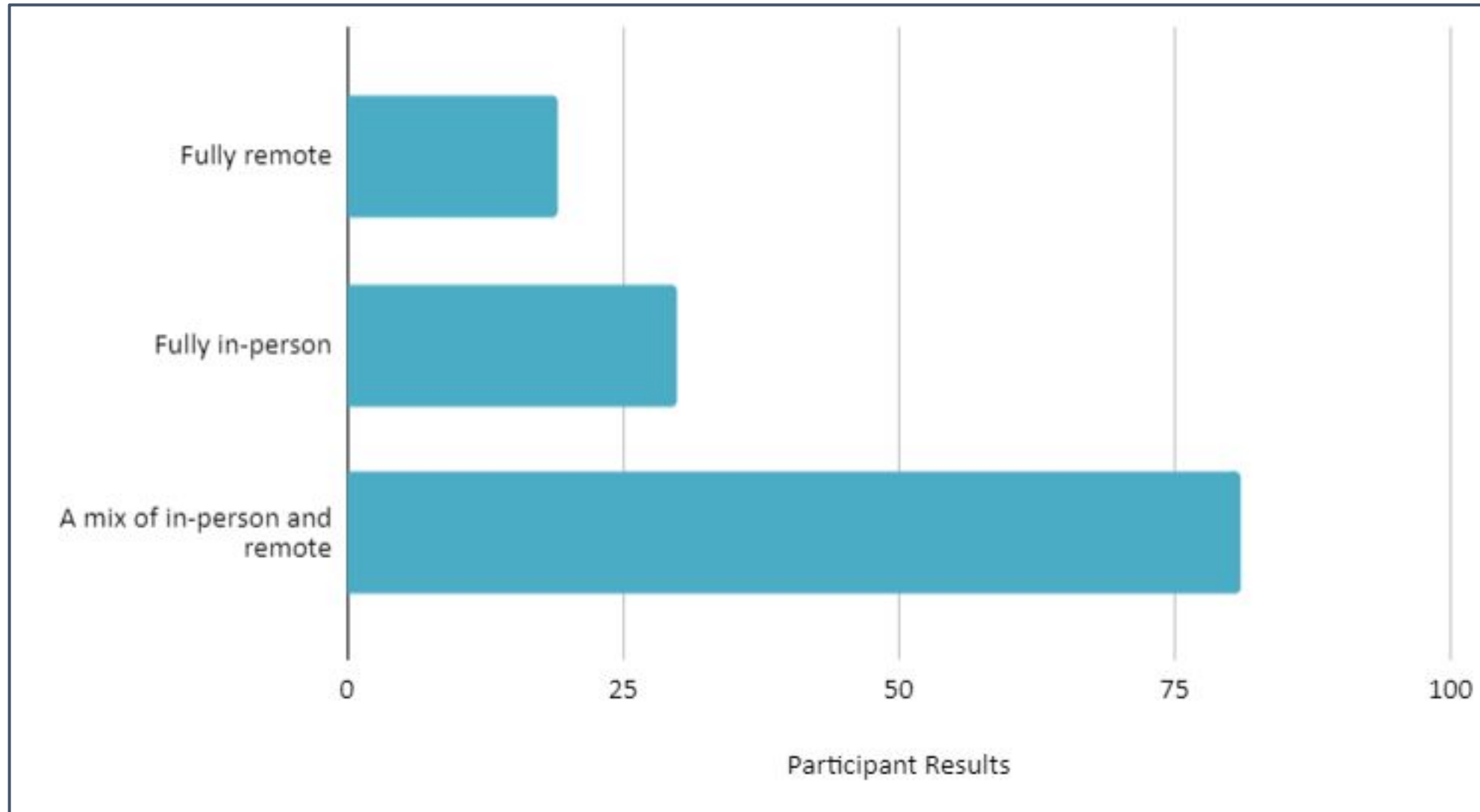
Counties Represented



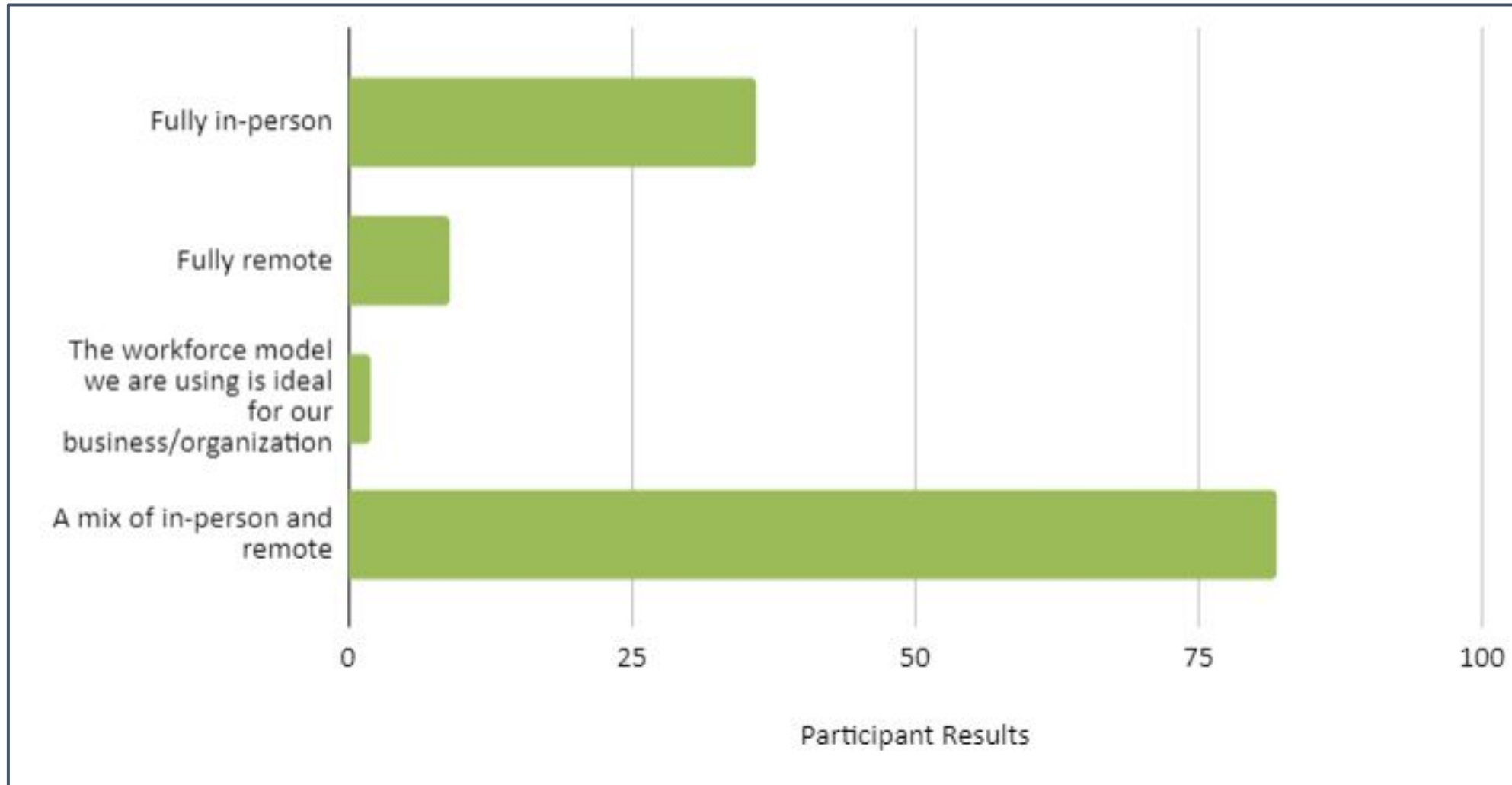
Size of Organization/Business



Current Organization Structure

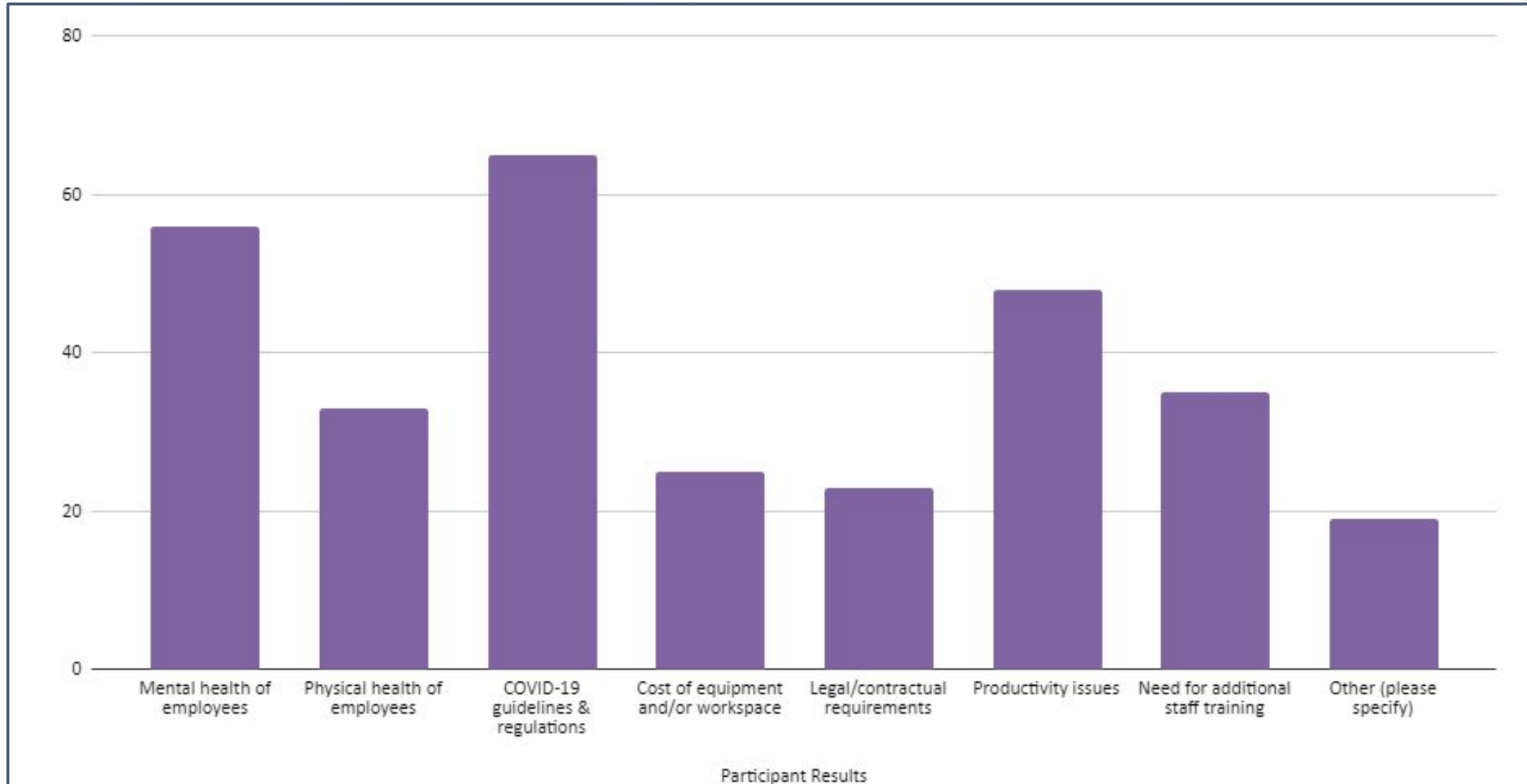


Projected Organization Structure



Participants estimated that over 75% of their workforce will remain on a hybrid schedule 12-24 months from now

Possible Obstacles



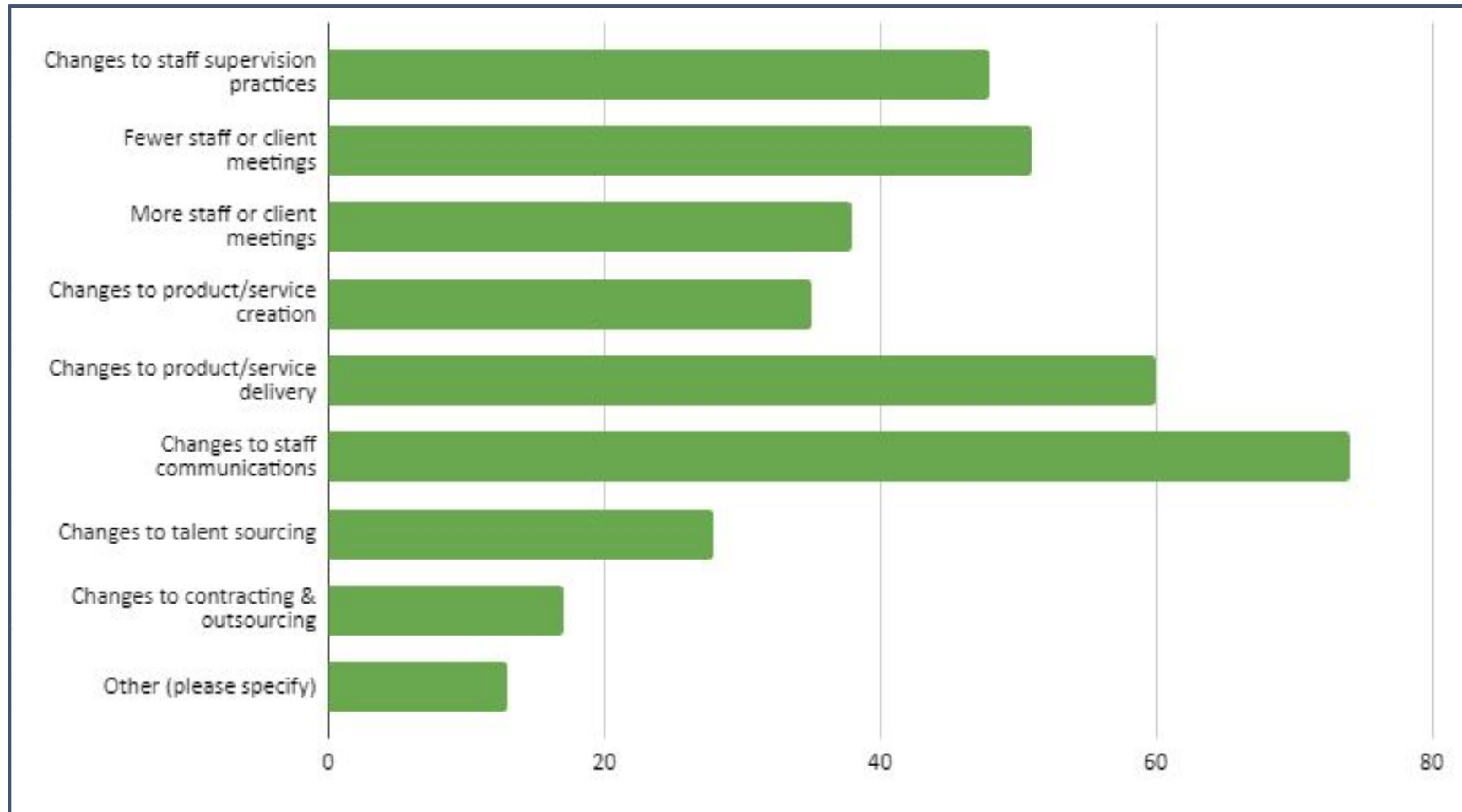
We asked participants to estimate the following values:

64% of employees worked partially or fully remote during the pandemic

46% of employees will work **partially remote**/on a **hybrid schedule** 12-24 months from now

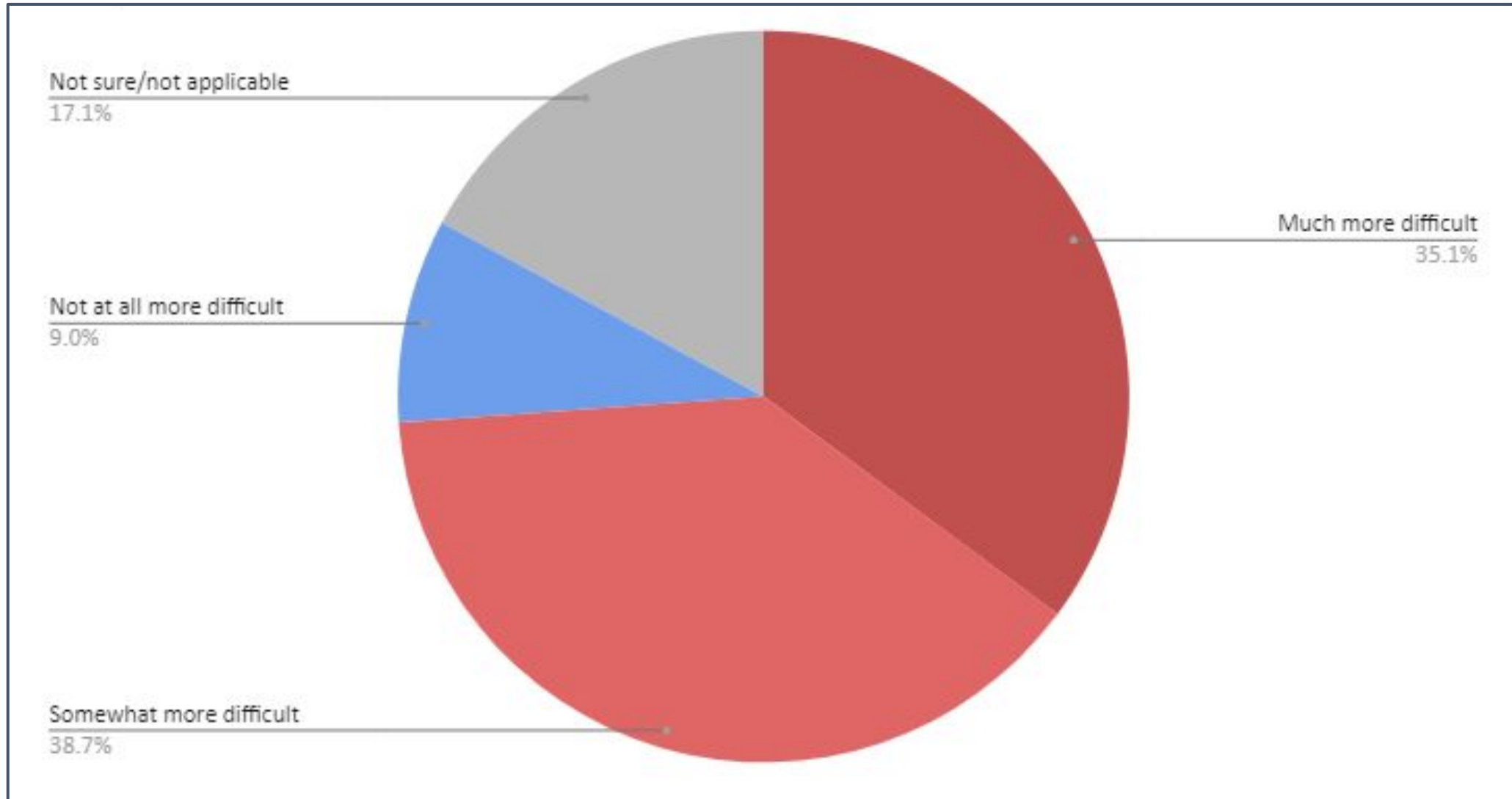
20% of employees will work **fully remote** 12-24 months from now

Changes in Business/Organization Functions

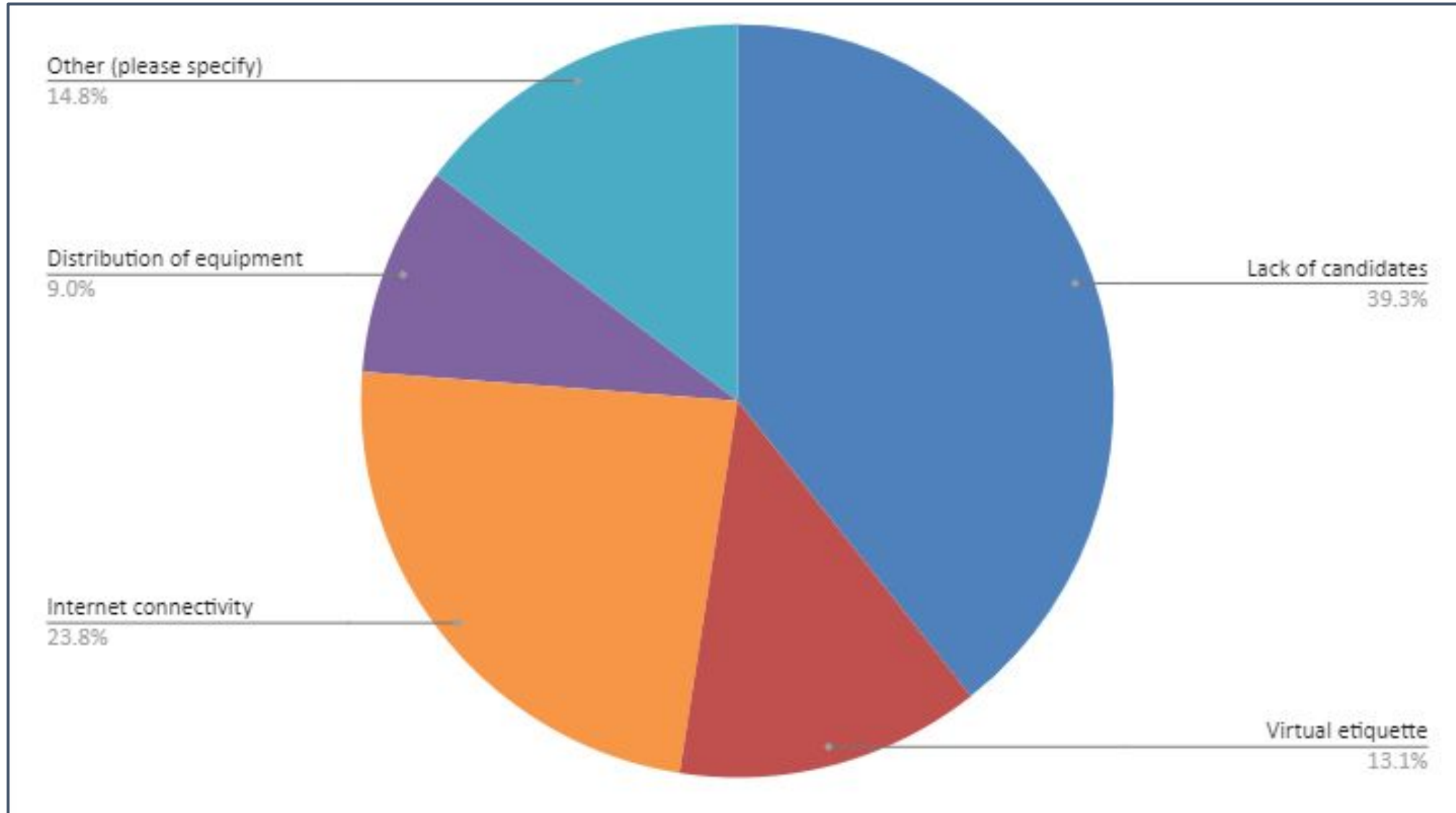


48.65% of respondents anticipate that **changes to staff communications** will be changed *permanently* as a result of the pandemic.

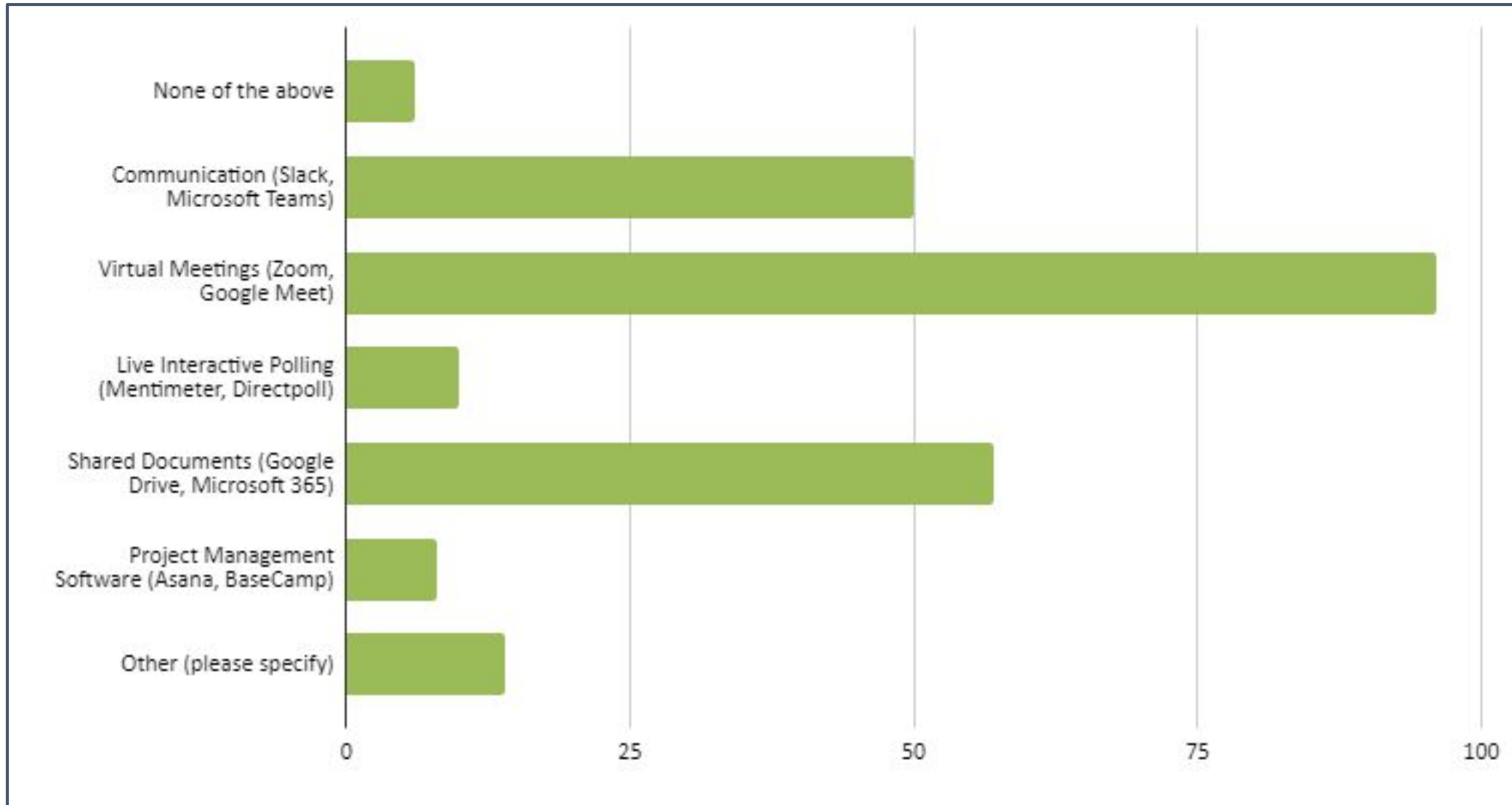
Difficulty of Hiring & Onboarding



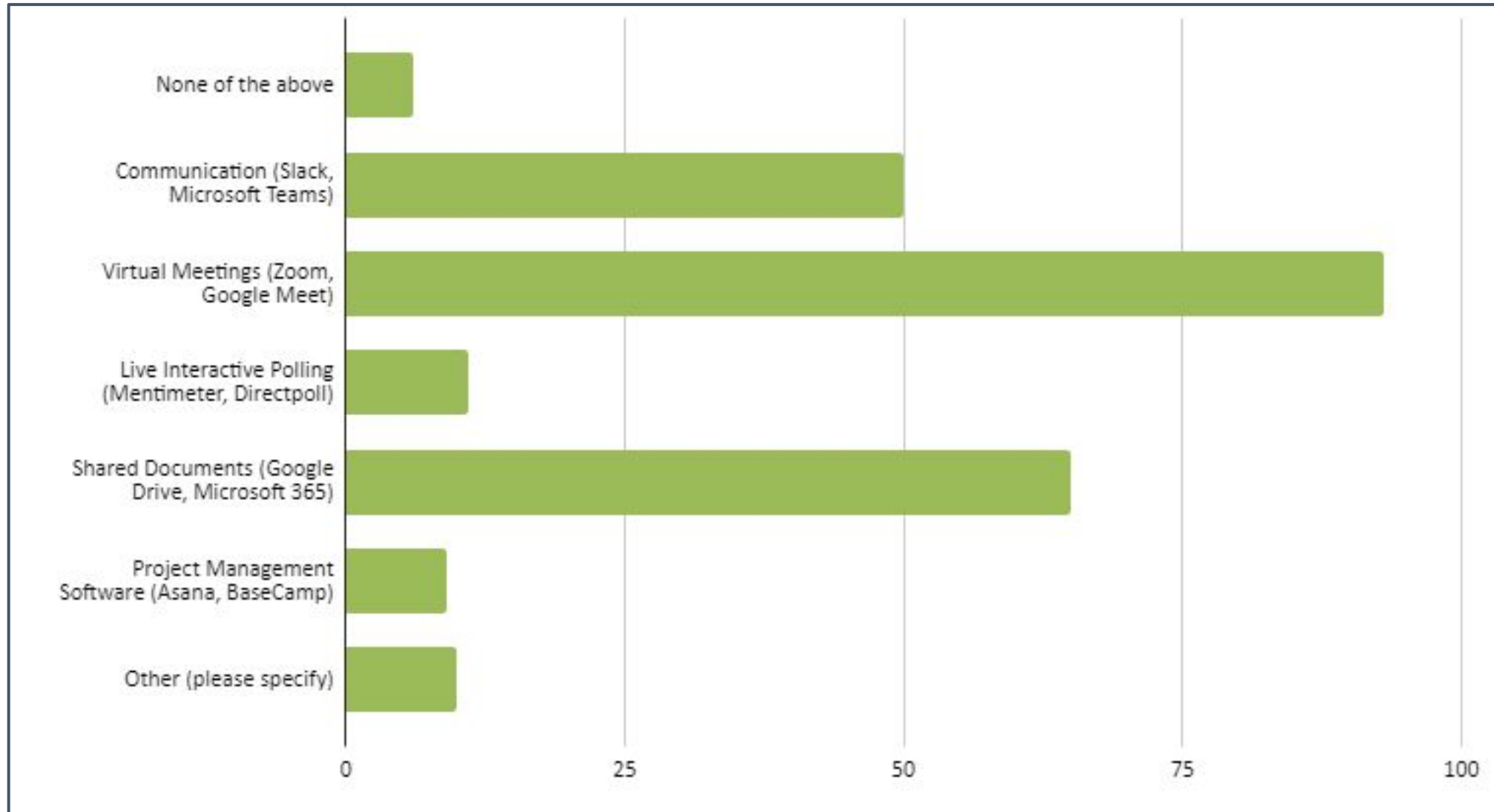
Hiring & Onboarding Challenges



New Technologies Adopted



Continued Use of Tech Tools



What new practices are you adopting to support remote/hybrid teams?

Increase Use of Online Collaboration Tools

Additional Staff Training and Engagement

Encouraging Work-life Balance (Breaks, Ending on Time)

Regular and Increased 1:1 Meetings & Check Ins

Acquiring Appropriate Equipment

Flexibility is Essential

Panel Discussion



Nicole Grady
*Executive Assistant
& Office Manager*
Breathe California
Sacramento
Region



**Sandra
Paschal**
*Human Resources
Manager*
County of
Sacramento



**Michelle L.
Zhu**
Agent
New York Life
Insurance
Company



Daniela Devitt
*Vice President,
Workforce
Development*
California Employers
Association

Conclusion and Next Steps



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THANK YOU FOR JOINING

For more information contact

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