# The Flex Report

## Founding Date Deep Dive

April 2023

Flex Index
PRESENTED BY scoop

# Table of Contents


3 About the Flex Report

4 Flexible Work Categories

5 Key Findings

6 Deep Dive on Company Flexibility by Founding Year

12 In Summary

13 Appendix

15 Methodology

16 Contacts & Contributions

# About the Report

According to the US Bureau of Labor Statistics (BLS), remote work is declining. The BLS found that 40% of US companies allowed some flexibility to work from home in 2021. That number dropped to 27% of companies allowing work from home in 2022, near the pre-pandemic rate (23%).

Yet several prominent researchers have found evidence to the contrary. The latest WFHResearch survey found that 40% of all US full-time employees work from home at least part of the time. And our Q1 2023 Flex Report found that the majority of US firms allow some work location flexibility.

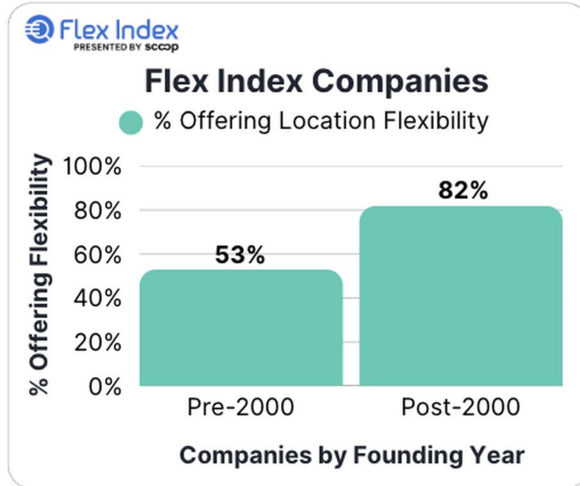
So what's actually happening? Is work from home dying out, or here to stay?

To answer this question, in this report we explore work location flexibility by the year a company was founded. By understanding whether companies started more recently offer more work location flexibility, we can gain a clearer picture of the future of work location flexibility in the US.

# Key Findings

## 1 There's a big difference between companies founded pre/post 2000.

You're far more likely to find work location flexibility at companies founded after 2000. 82% of Flex Index companies founded since 2000 offer at least some work location flexibility, whereas 53% of companies founded before 2000 offer flexibility.




Source: Flex Index (flex.scoopforwork.com) employee surveys and publicly available data on company office requirements; People Data Labs data on company founding year. N = 3,417 companies. The Flex Index is presented by Scoop (scoopforwork.com).

## 2 Excluding tech, 73% of companies founded since 2000 offer some degree of work location flexibility.

Even when you remove tech, companies formed since 2000 are overwhelmingly flexible. If you look at non-tech companies that started since 2010, the percentage offering flexibility increases to 76%.

## 3 Newer companies are significantly more likely to be Fully Flexible.

Full Flexibility -- where companies give employees a choice as to whether to come into the office -- is much more common in newer companies. Only 20% of non-tech companies founded before 2000 offer full flexibility. When looking at companies started after 2010, 62% offer full flexibility, more than 3x the amount!

## 4 Large companies (1,000+ employees) also tend to be more flexible if they were founded more recently.

50% of large companies founded before 2000 offer some level of work location flexibility. For large companies started 2000-2010, that percentage jumps to 67%. For large companies started in 2010 and later, a full 75% offer some level of work location flexibility.

## 5 Long term, we expect 75% of companies to offer flexibility.

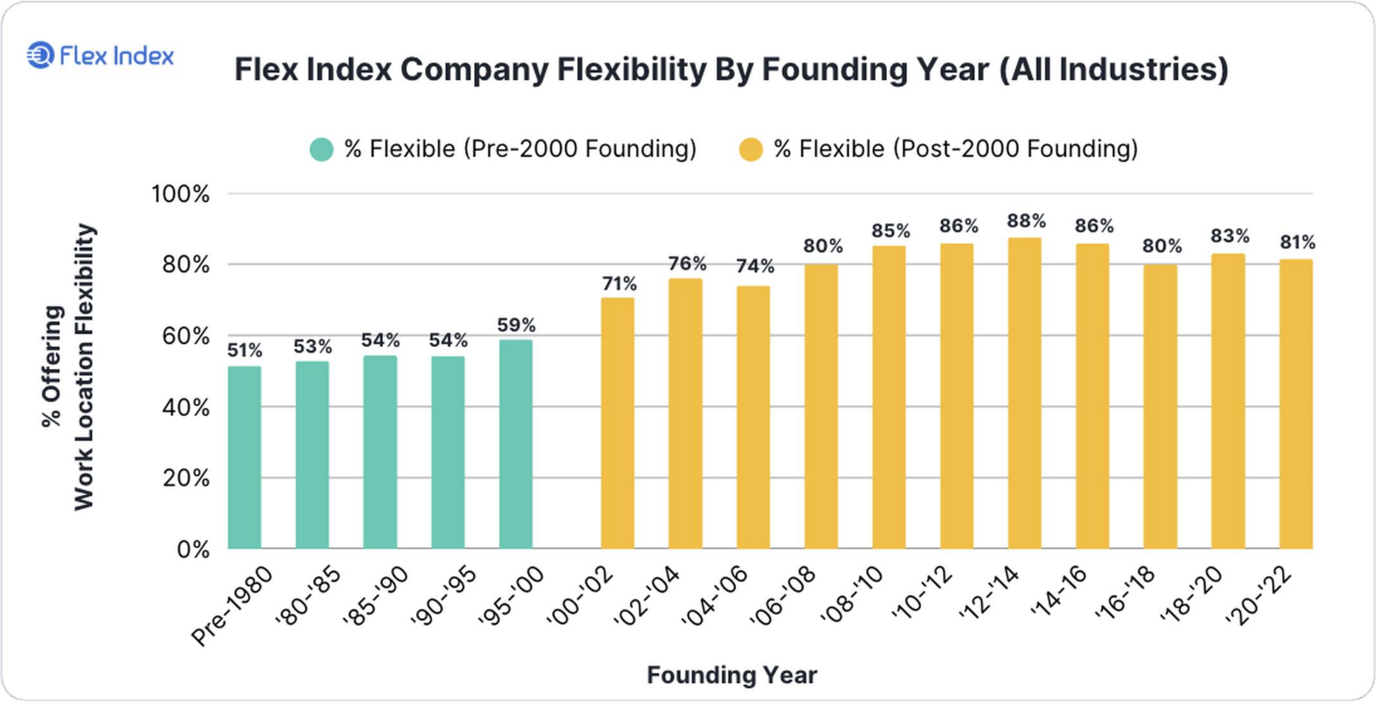
With each passing year, companies started since 2000 will be a more significant percentage of US companies. As a result, the rate of companies offering some level of work location flexibility will continue to increase to the levels we see for post-2000 organizations.

Deep Dive

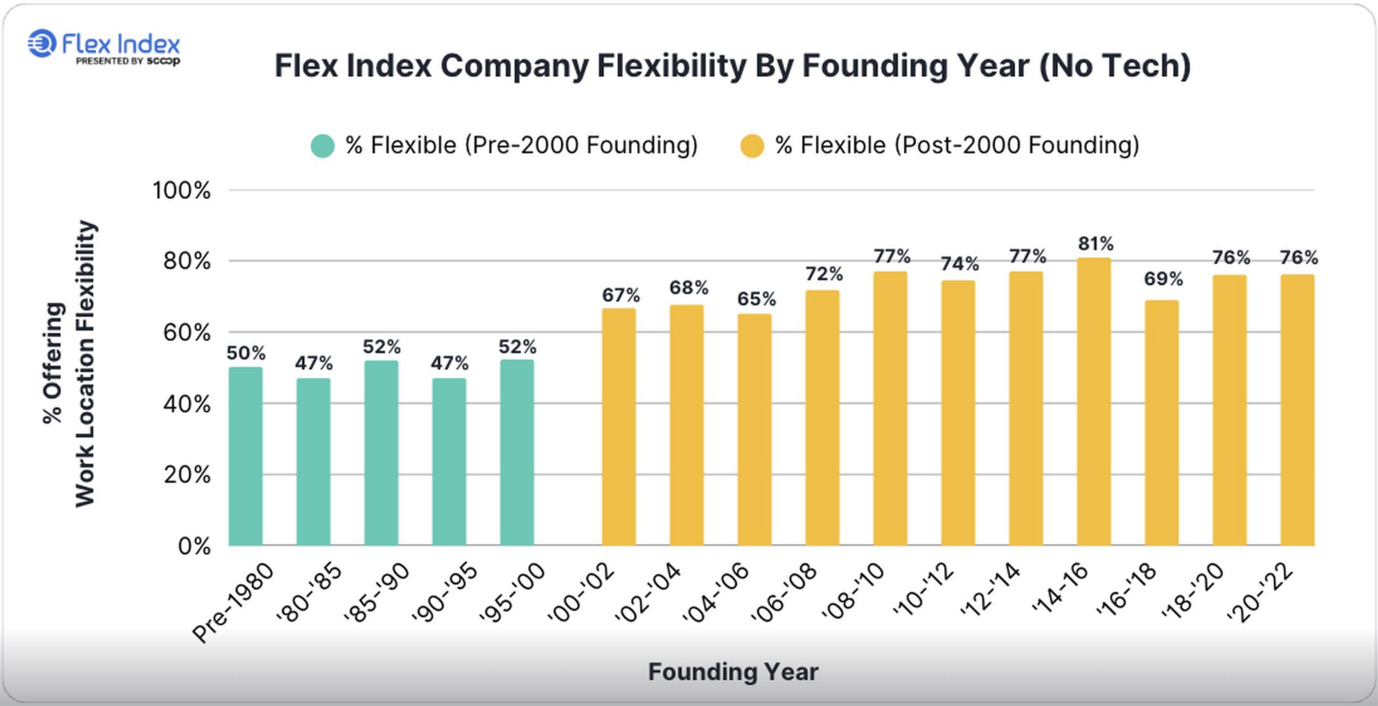
# Work Location Flexibility by Founding Year

If you're looking for flexible work, you're more likely to find it at companies founded post-2000. Why is there such a big difference?

It could be that newer companies have grown up in a time with better technology to enable flexible work. They also may be using flexibility to better differentiate themselves for attracting talent vs. older competitors.



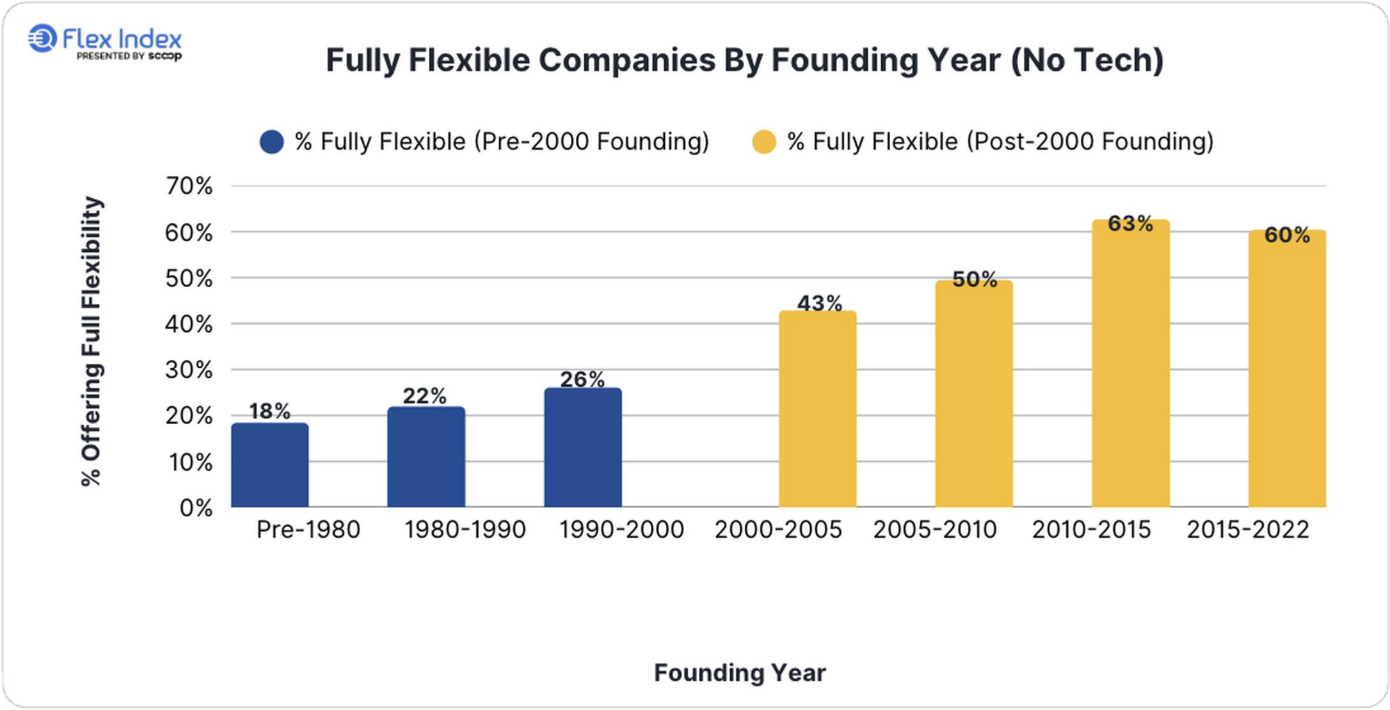

Source: Flex Index (flexindex.com) employee surveys and publicly available data on company office requirements; People Data Labs data on company founding year. N = 3,417 companies.




Source: Flex Index (flex.scoopforwork.com) employee surveys and publicly available data on company office requirements; People Data Labs data on company founding year. N = 2,631 companies. The Flex Index is presented by Scoop (scoopforwork.com).

If you're looking for fully flexible work -- where you choose whether and how often to go into the office -- you're much more likely to find it at newer companies.

20% of companies started pre-2000 offer full flexibility. 55% of companies started post-2000 offer full flexibility.




Source: Flex Index (flex.scoopforwork.com) employee surveys and publicly available data on company office requirements; People Data Labs data on company founding year. N = 2,631 companies. The Flex Index is presented by Scoop (scoopforwork.com).

The percentage of companies offering full flexibility continues to grow through the 2000s. It starts to level off at around 60% for companies started after 2010.

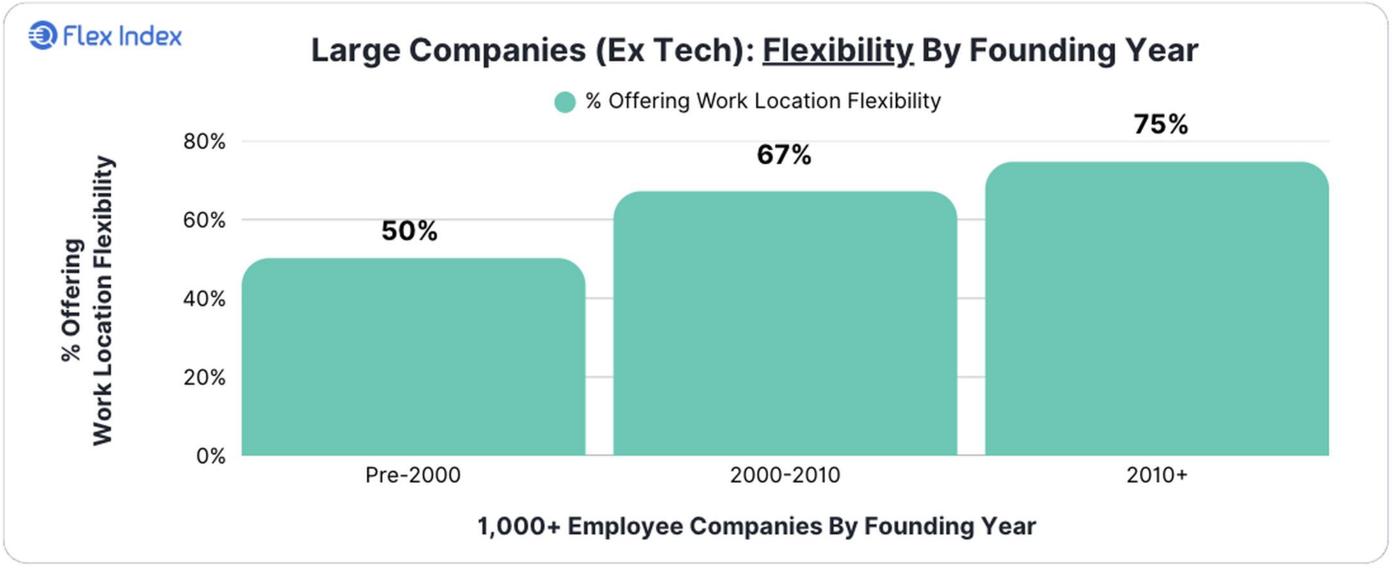
It's also possible that companies created post-pandemic will adopt full flexibility at an even higher level as the tooling to support flexible work improves.

### 🔑 KEY TAKEAWAY

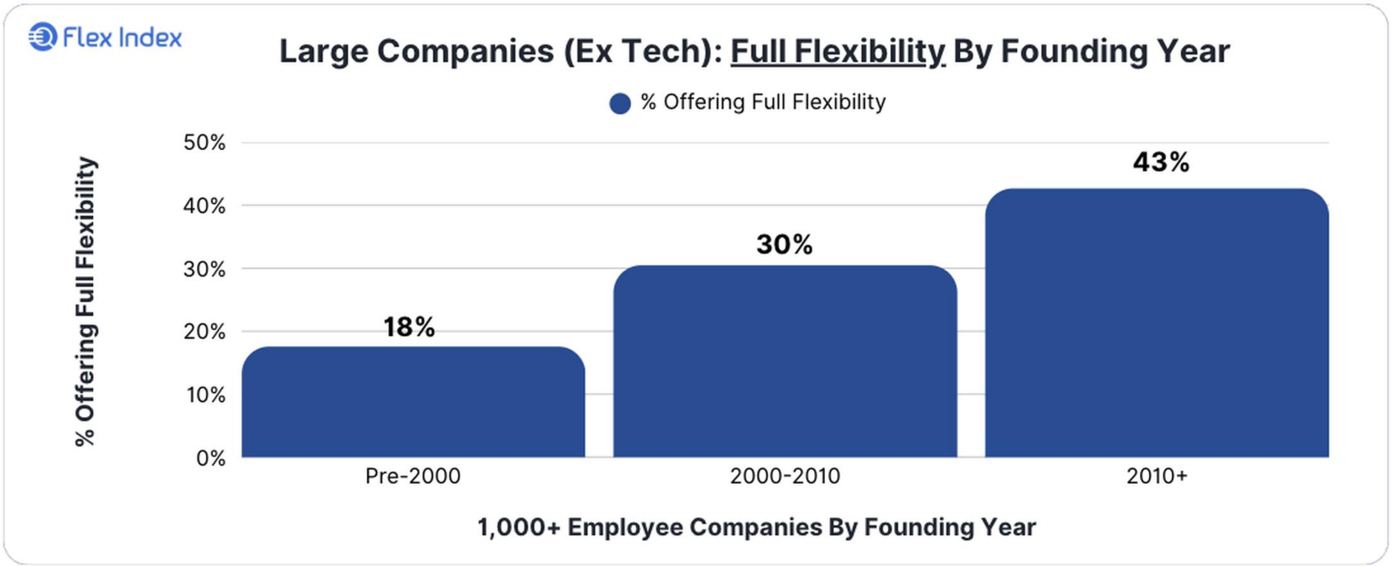
**Companies founded after 2010 are 3x as likely to embrace full flexibility compared to companies started before 2000.**

It will be interesting to see if these companies continue to offer full flexibility or whether they start to reflect their older peers over time.

**If they do continue to offer full flexibility, it may create a significant recruitment advantage.**




Source: Flex Index (flex.scoopforwork.com) employee surveys and publicly available data on company office requirements; People Data Labs data on company founding year. N = 1,426 companies. The Flex Index is presented by Scoop (scoopforwork.com).




Source: Flex Index (flex.scoopforwork.com) employee surveys and publicly available data on company office requirements; People Data Labs data on company founding year. N = 1,426 companies. The Flex Index is presented by Scoop (scoopforwork.com).

Large companies -- defined as companies with 1,000 or more employees -- are far more likely to offer work location flexibility if they were founded more recently.

50% of large companies started pre-2000 offer some level of work location flexibility. 75% of large companies started post-2010 offer some level of work location flexibility.

More recently founded large companies are more than 2x as likely to be Fully Flexible.

18% of large companies started pre-2000 offer full flexibility (either fully remote or employee's choice on when and whether to come into the office). 43% of large companies that started post-2010 offer full flexibility.

## In Summary: A Future Where 75% of Firms Are Flexible?

The BLS survey results imply that flexible work is on the downswing and that soon, remote work will return to pre-pandemic levels.

Our Flex Index data finds the opposite. Not only are the majority of companies flexible, but more than 75% of companies started since 2010 offer at least some level of work location flexibility.

With each passing year, companies started since 2010 will represent a larger share of the overall company base in the United States. If recent trends persist, we can expect the percentage of companies offering work location flexibility to increase steadily.

**Ultimately, based on current data, more than 75% of companies will offer work location flexibility in the future.** This is great news for job seekers seeking hybrid and remote work opportunities.

An important note: we are still early in the flexible work journey, and these trends may change over time. The Flex Index is committed to capturing and providing the latest data points and insights on flexible work offerings for job seekers everywhere.

You can contribute to the breadth and quality of the Flex Index by adding your company information here.