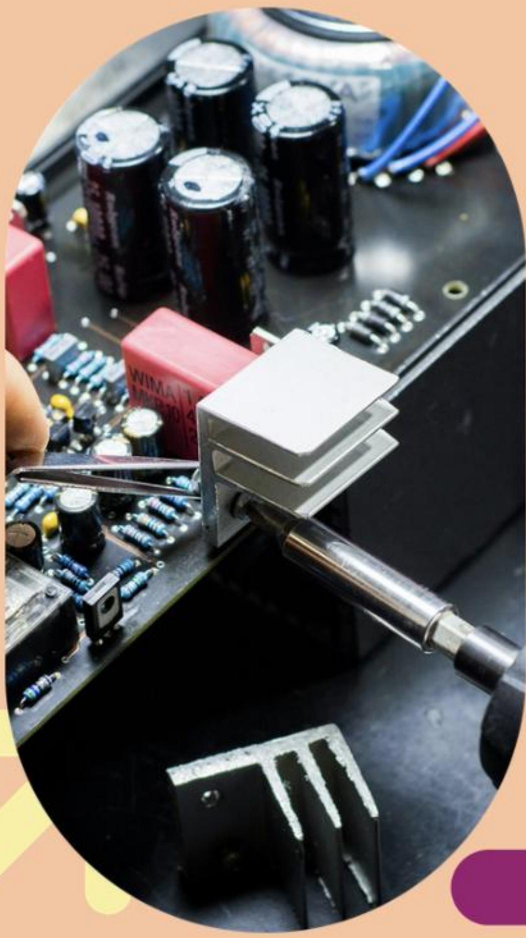
The

Flex Report

Summer 2024 Tech Deep Dive



Flex Index

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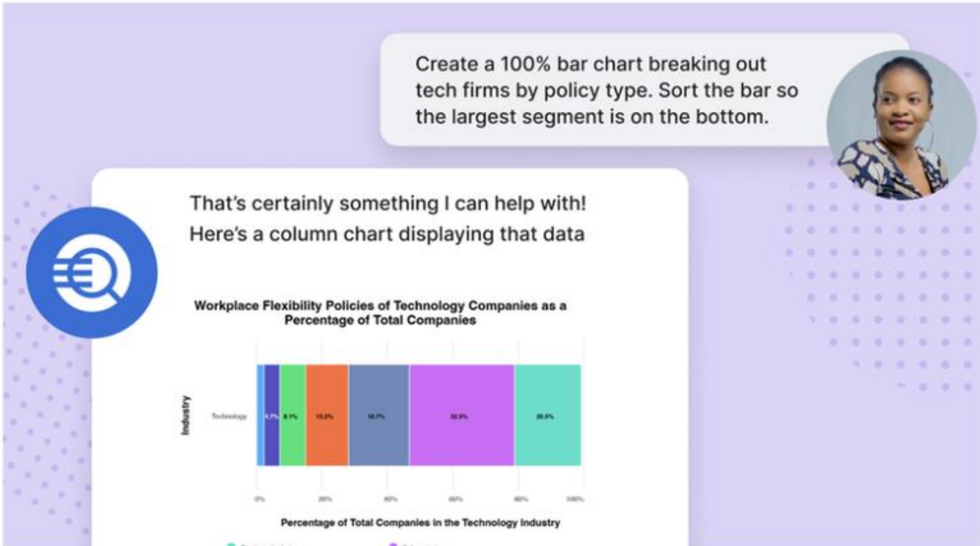
FlexGPT

Your flexible work questions, answered.



Flexible Work Insights, On Demand

Keeping up with flexible work trends can be overwhelming. The constant influx of news, company updates, and research makes it challenging to grasp the current state of affairs and emerging patterns.

FlexGPT: How It Works

Enter FlexGPT: Your AI flex work co-pilot. Powered by Flex Index's global database of 10,000+ companies representing 75,000+ offices, FlexGPT provides on-demand flexible work insights using real-time Flex Index data.

Just pose your question and watch FlexGPT deliver immediate answers and formatted charts you can use for presentations, articles, research, or social posts.

> *FlexGPT is a game-changer! In just 5 minutes, I generated detailed charts comparing remote work trends in Canada and the US, including industry-specific breakdowns. It's an incredible time-saver for accessing and visualizing complex flexible work data.*
>
> **Roberta Sawatzky**
> Leadership Coach & Consultant

Get started today at flexindex.com/flex-products/flex-gpt

About the Flex Report

We wrote our first **Tech Industry Deep Dive** in June 2023. At the time, Tech was by far the most flexible industry we tracked on **Flex Index**; 75% of Tech firms had Fully Flexible models, meaning employees were not required to spend any time in the office. Only 8% of Tech companies required Full Time In Office for corporate employees.

But over the last year, Tech companies have made plenty of headlines on their return to office policies. Major firms like Alphabet, Amazon, Apple, Meta, and Salesforce have all embraced Structured Hybrid policies with employees expected in the office roughly three days per week. On the other hand, there are some large company holdouts; NVIDIA is perhaps the most visible example as a company growing incredibly fast with no required office time.

Just over a year later, we're revisiting the Tech industry to see what's changed. Are we seeing a continued movement toward more Structured Hybrid models, or is Fully Flexible work gaining steam? Has there been any shift back toward Full Time In Office within these organizations?

In this report we dive into the state of work location flexibility in the Tech industry, with a focus on specific office requirement models and how they vary by size of company. There are some findings that might surprise you, particularly when it comes to the state of Fully Remote work in Tech.

Read on for our latest research across almost 2,700 Tech firms!

Flexible Work Categories

Fully Flexible

Companies that give their employees a choice over whether to come into an office. Fully Flexible companies have adopted either a Fully Remote or Employee Choice model.

Fully Remote

Companies that do not have physical office space. All employees work remotely.

Employee's Choice

Employees can choose when or if they work from an office.

Structured Hybrid

Companies that have set specific expectations on when employees work from an office. The different Structured Hybrid models are:

Minimum Days

Companies that set a minimum number of days employees must work from the office each week (ex: two days per week).

Specific Days

Companies that set specific days of the week employees must work from the office (ex: Tues/Thurs).

Minimum & Specific Days

Companies that set minimum and specific days per week employees must work from the office.

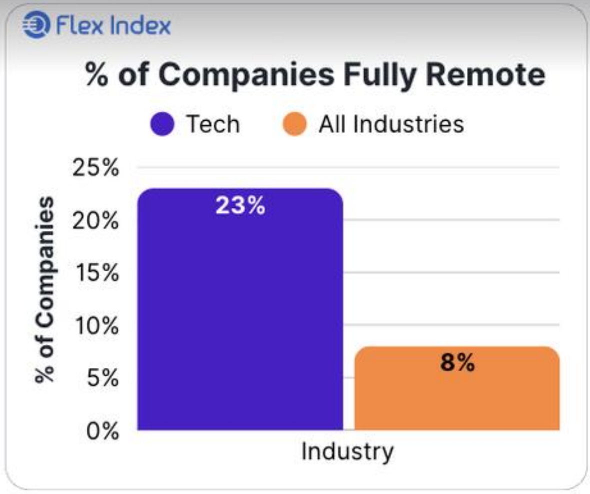
Minimum Percentage of Time

Companies that set a minimum percentage of time employees must work from the office (ex: 40%).

Full Time In Office

Companies that require employees to work from the office full time.

Key Findings



1. **79% of Tech firms are Fully Flexible**

   Tech has the highest concentration of Fully Flexible firms across industries. Only 3% of Tech companies require Full Time In Office for corporate employees.

2. **Employee's Choice is the most common Tech policy**

   56% of Tech companies have an Employee's Choice model, meaning the company has offices but employees aren't required to to go into them. That's up from 38% of Tech companies having an Employee's Choice model in June 2023.

3. **Fully Remote is decreasing in prevalence in Tech**

   23% of Tech companies have a Fully Remote model, meaning the company does not have any offices at all. That's down from 37% in June 2023.

4. **Structured Hybrid Tech companies expect you in office 2-3 days per week**

   85% of Tech companies with a Minimum Days / Week requirement expect employees in the office either 2 days or 3 days per week.

5. **Tech company office policy varies significantly by size**

   90% of Tech companies with 500 employees or less are Fully Flexible; just 7% are Structured Hybrid. On the other hand, 23% of Tech companies with 25k+ employees are Fully Flexible; 74% are Structured Hybrid.

6. **Fully Remote adoption varies significantly by company size as well**

   42% of Tech companies with 100 employees or less are Fully Remote. That percentage drops to less than 4% for companies with 1k+ employees. All Tech company sizes have shifted away from Fully Remote since June 2023.

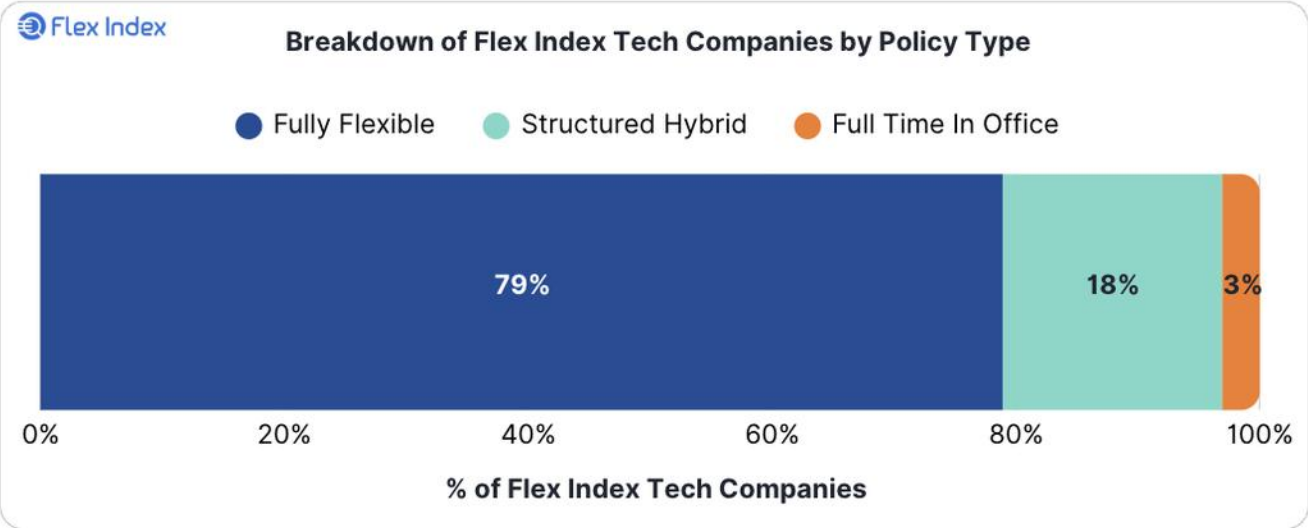
Spotlight on...

Adoption of Work Location Flexibility

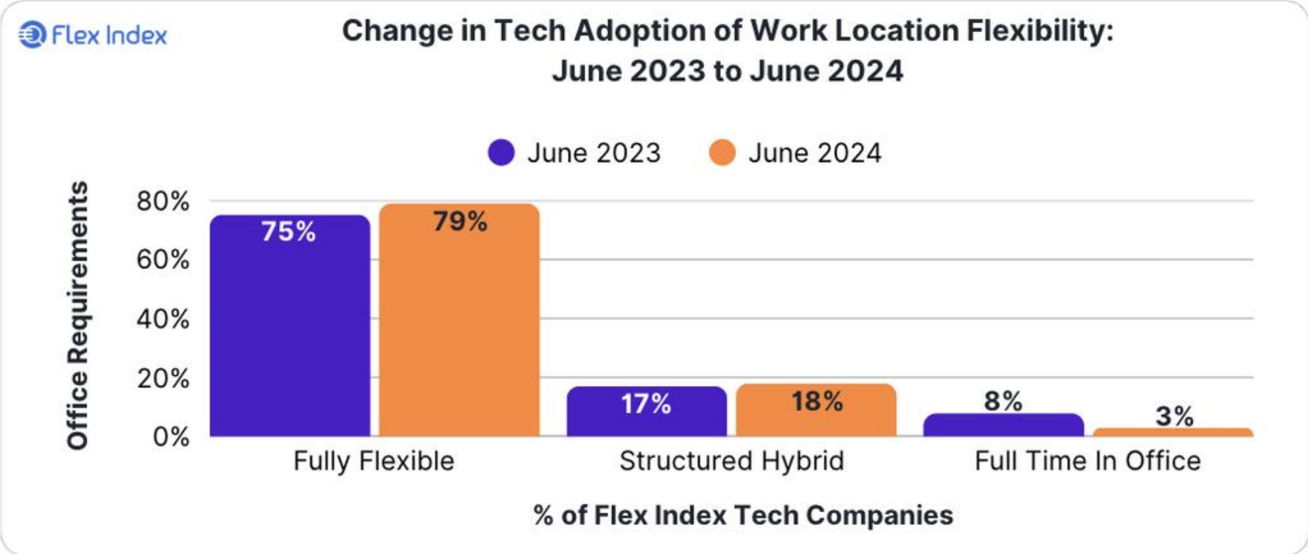
ADOPTION OF WORK LOCATION FLEXIBILITY

79% of Technology companies are Fully Flexible, meaning they do not require office time for employees. That represents an increase of four percentage points from June 2023, when 75% of Technology companies were Fully Flexible.

Just 3% of Tech firms require Full Time In Office, the smallest of any industry tracked on Flex Index. The remaining 18% of Tech firms are Structured Hybrid, meaning there is a set expectation on some amount of time being spent in the office.



Source: Flex Index (flex.scoopforwork.com) employer-provided policy data and publicly available data on company office requirements for Technology companies, N = 2,670 companies.

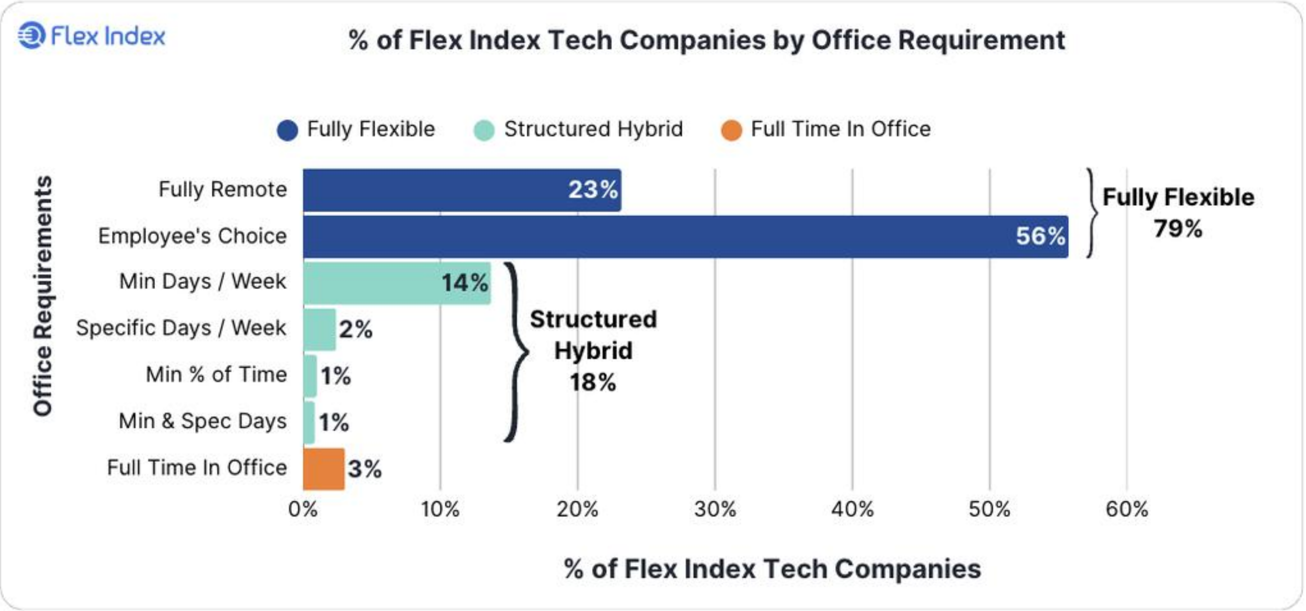


Source: Flex Index (flex.scoopforwork.com) employer-provided policy data and publicly available data on company office requirements for Technology companies, N = 2,670 companies.

OFFICE REQUIREMENTS

Employee’s Choice is the most common policy type for Technology companies. 56% of Tech firms have an Employee’s Choice model, followed by 23% of Tech firms being Fully Remote (no offices at all).

While 23% is a higher percentage of Fully Remote firms compared to any other industry, that percentage is down significantly from June 2023. In June 2023, 37% of Tech companies were Fully Remote and 38% were Employee’s Choice.



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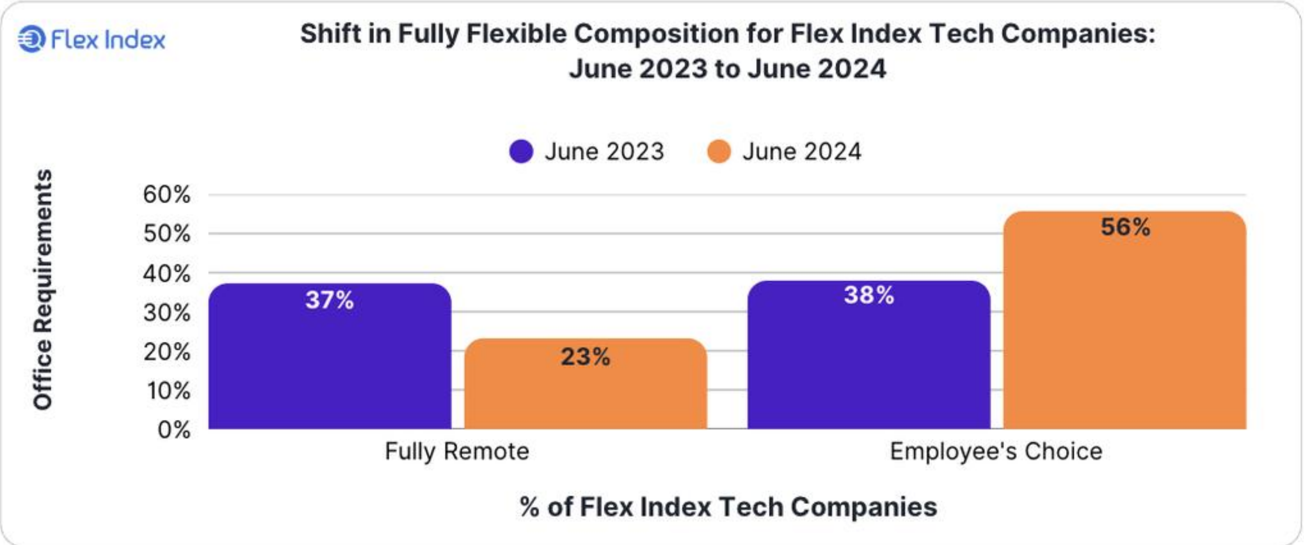
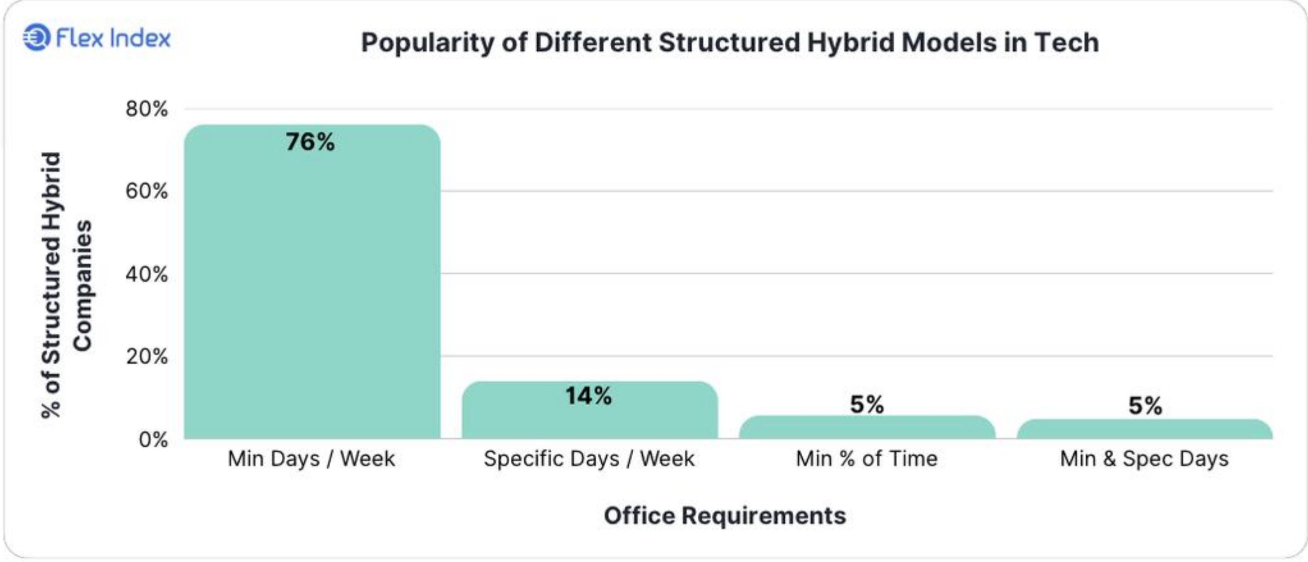


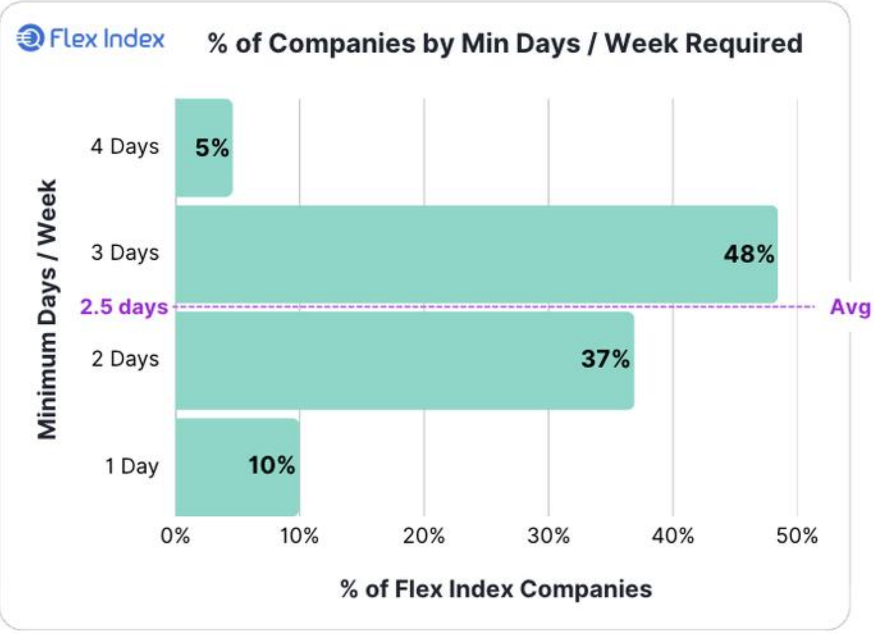
Source: Flex Index (flex.scoopforwork.com) employer-provided policy data and publicly available data on company office requirements for Technology companies, N = 2,670 companies.

STRUCTURED HYBRID: DAYS / WEEK REQUIRED

Similar to all other industries, Minimum Days / Week is the most common Structured Hybrid model within Technology. 76% of Structured Hybrid Tech firms have a Min Days / Week policy. Specific Days / Week is next most common at 14%.



Source: Flex Index (flex.scoopforwork.com) employer-provided policy data and publicly available data on Tech companies with Structured Hybrid office requirements. N = 481 companies.



Source: Flex Index (flex.scoopforwork.com) employer-provided policy data and publicly available data on Tech companies with a Minimum Days / Week requirement. N = 390 companies.

Good to Know

85% of Tech firms with a Min Days / Week policy require 2 or 3 days in the office. It's significantly less common to require 4 days or 1 day per week in the office.

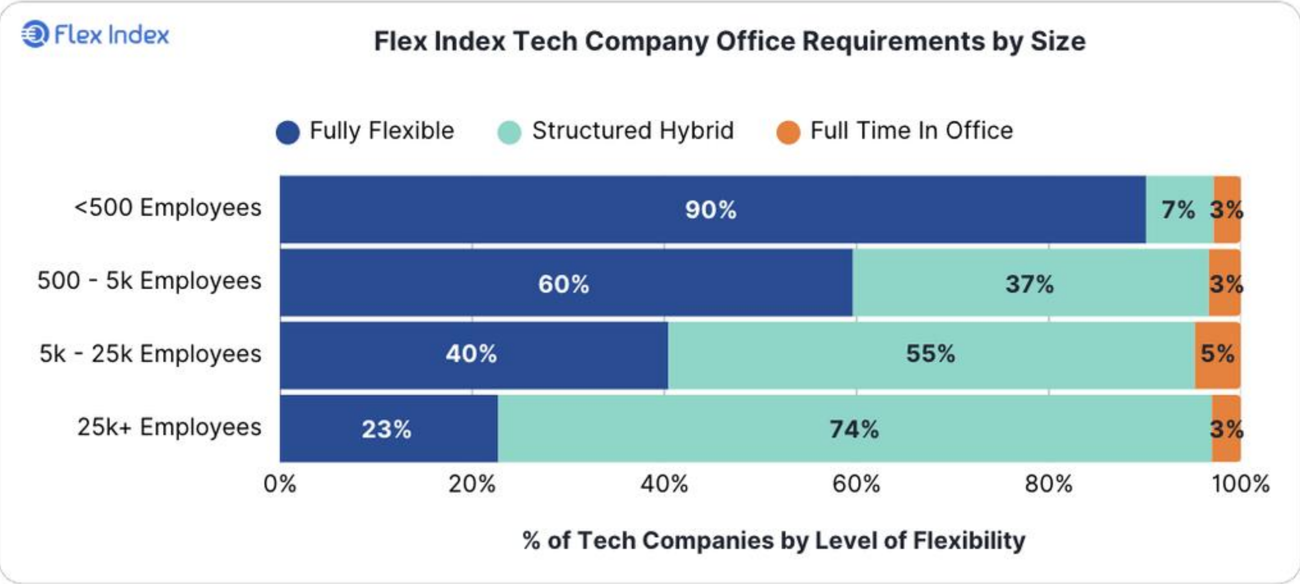
If you work at a Tech firm with a Structured Hybrid policy, expect to spend about half of your time in the office.

FLEXIBILITY BY COMPANY SIZE

Policy within Technology companies varies dramatically by company size. An astounding 90% of Tech firms with less than 500 employees are Fully Flexible, with just 7% Structured Hybrid.

As Tech companies get larger, they are significantly more likely to adopt Structured Hybrid models. 37% of Tech firms with 500-5k employees are Structured Hybrid. That climbs to 74% for companies with 25k+ employees.

Compared to June 2023, all company sizes in Tech are shifting at least incrementally toward Structured Hybrid, with larger firms moving that direction most significantly.



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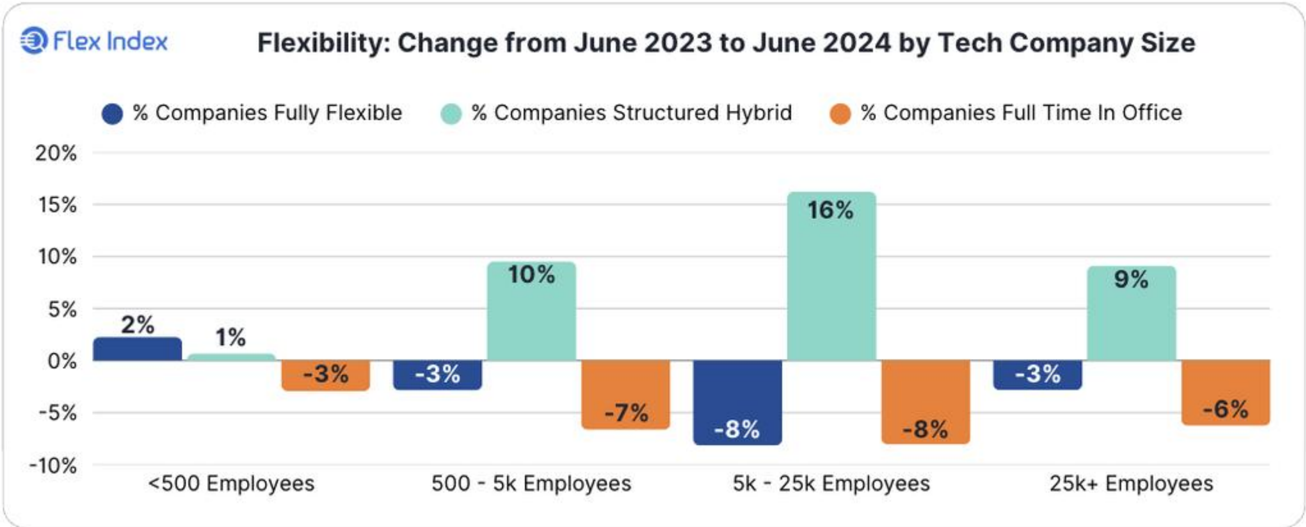
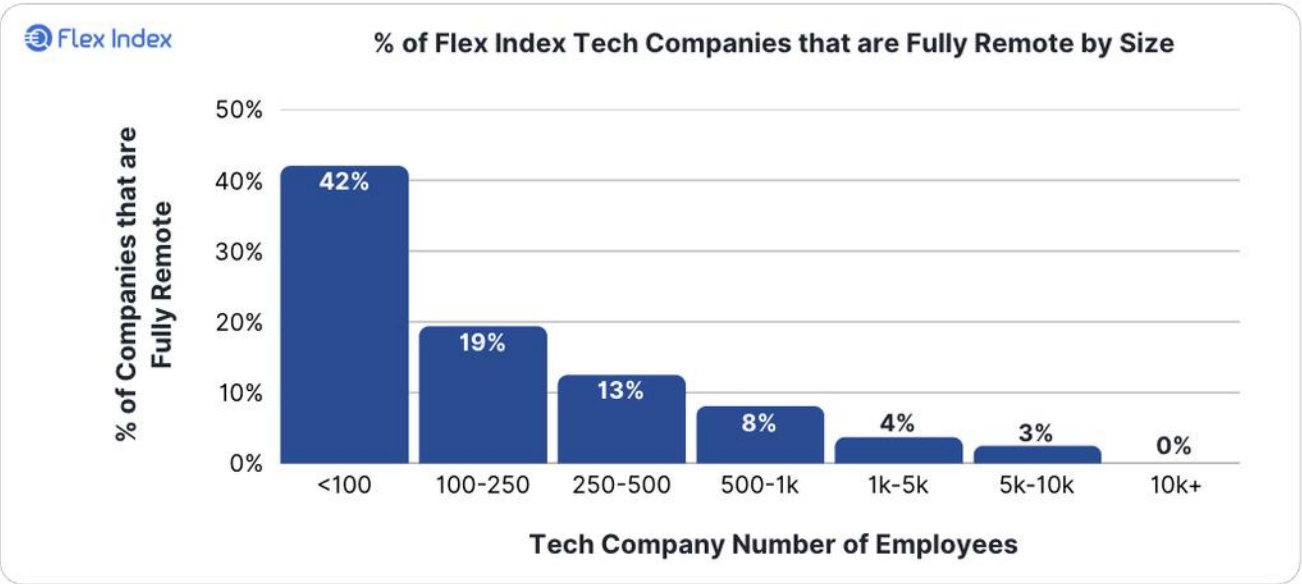


Source: Flex Index (flex.scoopforwork.com) employer-provided policy data and publicly available data on company office requirements for Technology companies, N = 2,670 companies.

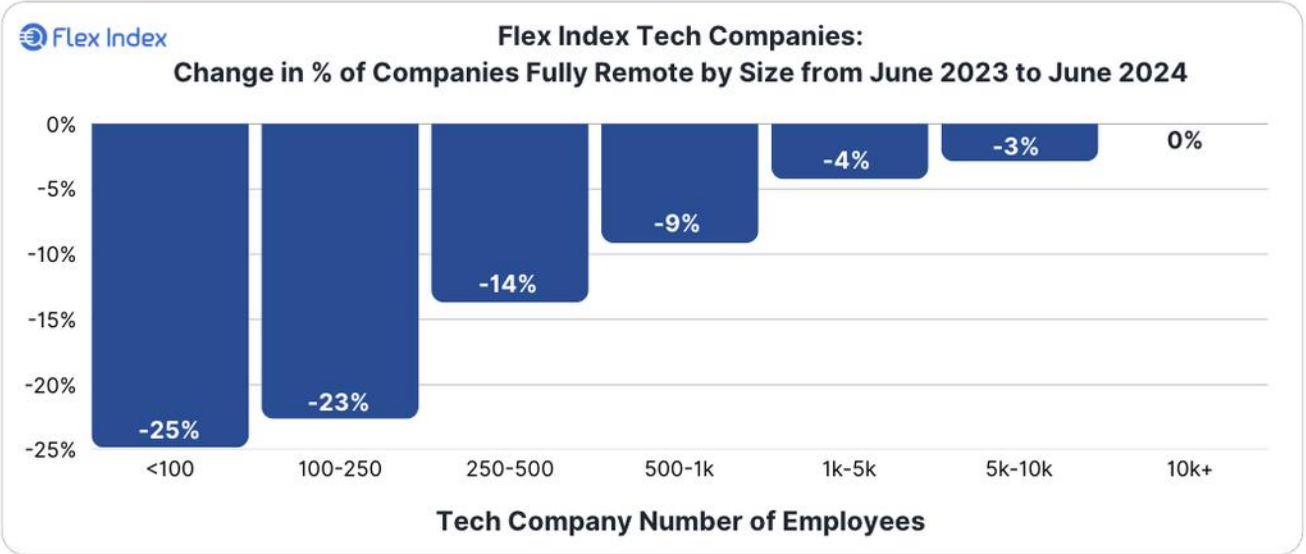
FULLY REMOTE BY COMPANY SIZE

Smaller Tech companies are substantially more likely to adopt Fully Remote policies. 42% of Tech companies with less than 100 people are Fully Remote. On the other hand, only 4% of Tech companies with 1-5k employees are Fully Remote, and 0% of Tech Companies with 10k+ employees are Fully Remote.

All sizes of Tech companies have been moving away from Fully Remote models. In June 2023, 67% of Tech companies with less than 100 people were Fully Remote; that's dropped to 42%. Similarly, in June 2023, 42% of Tech firms with 100-250 people were Fully Remote; that's dropped to 19%.



Source: Flex Index (flex.scoopforwork.com) employer-provided policy data and publicly available data on company office requirements for Technology companies, N = 2,670 companies.



Source: Flex Index (flex.scoopforwork.com) employer-provided policy data and publicly available data on company office requirements for Technology companies, N = 2,670 companies.

In Closing

In Closing

Technology evolves rapidly, and so do the companies that comprise the Tech ecosystem.

79% of Tech companies are now Fully Flexible, up from 75% in June 2023. On the surface, it looks like the Tech industry is moving away from the office. But if you take a deeper look, the composition of that Fully Flexible component has changed quite a bit in the last year.

In June 2023, 38% of Tech firms were Employee's Choice, meaning the company has offices but employees are not required to go into them. 37% of firms were Fully Remote, meaning the company did not have offices at all.

Today, 56% of Tech firms are Employee's Choice, representing an 18 percentage point increase over the past 12 months. 23% of firms are Fully Remote, making for a 14 percentage point decrease over the same period.

So, Tech companies aren't moving away from Fully Flexible work, but they are increasingly investing in having offices. That may represent a recognition of the importance of having a regular place for employees to connect and collaborate in person, even if there isn't a fixed requirement to go into that office on a weekly basis.

Larger Tech companies have moved most aggressively in the direction of the office. On average, companies with 500+ employees have moved toward more Structured Hybrid models over the past 12 months, and away from Fully Flexible models. 2-3 days in the office is the most common requirement.

However, that doesn't mean large tech firms are pushing for a full time return. Just 3% of all Tech companies today require Full Time In Office for corporate employees; that same percentage holds true when looking at just Tech firms with 25k+ employees.

So where will we head over the next year? Will we see continued shift away from Fully Remote work? Will Structured Hybrid models become more popular, especially amongst larger Tech organizations? We'll continue to track the trends so you can stay informed on the latest in the Tech industry!

Appendix

Appendix

About Flex Index

Flex Index by Scoop is the world's most robust source of company in-office requirements, from fully in-office to remote work and everything in between. Flex Index represents 10,000 companies, 100,000+ office locations, and 100 million people.

About Office Benchmarks

Flex Index's Office Benchmarks is the only solution combining unique policy and office metrics to enable leaders to accurately assess their position relative to peers. As a result, leaders are empowered to optimize their real estate portfolio and flexible policy decisions with confidence. Get started with Office Benchmarks here.

Contribute to Flex Index

To contribute to Flex Index, visit flexindex.com to create your user profile to either edit an existing company listing or create a new one.

About Scoop

Scoop offers powerful planning tools that empower hybrid and distributed employees to balance their time between async and synchronous work seamlessly. From effortlessly coordinating office days to eliminating unproductive meetings, Scoop enables employees everywhere to prioritize how and where they spend their work time, whether in person or virtually.

Office Benchmarks

Office Benchmarks combines flexible work policy and workplace metrics to enable leaders to assess their investments and policy decisions relative to peers.

Southwest TERADYNE TD Bank Personio Lattice

Complicated, High Stakes Decisions

Flexible work has made HR and Real Estate decision-making more complicated.

Executives have critically important decisions to make on leases and policy. Millions of dollars are at stake, with further impact on productivity, engagement, and attrition.

Unfortunately, limited hard data exists to help executives make such important decisions.

Flex Index Benchmarks: Bridging the Data Gap

Flex Index Office Benchmarks is the only solution combining unique policy and real estate metrics to enable leaders to accurately assess their position relative to peers.

As a result, leaders are empowered to optimize their real estate portfolio and flexible policy decisions with confidence.

> *Flexible work is now another variable that real estate teams need to consider in developing both strategies and tactics for global portfolios. We are looking to use Office Benchmarks to help get to a level of granularity that allows us to make better decisions around where and how we design and manage our spaces.*
>
> **Rich Lupien**
> Corporate Environmental, Health & Safety & Real Estate Manager, Teradyne

To learn more about Office Benchmarks and the types of questions it can answer, visit

flexindex.com/flex-products/office-benchmarks

Methodology

Flex Index collects firmographic and office requirements information on more than 10,000 companies. These companies have more than 100,000 office locations and employ more than 100 million people worldwide.

Company office requirements are generated through a combination of publicly available information and statements as well as company submissions from current employees. All data contributing to this Flex Report was collected between October 2022 and June 2024. Once a company is incorporated into Flex Index, company representatives are contacted to inform them of their inclusion. Companies can add or update their information on Flex Index at any time.

Company office requirements reflect the most common office requirements for corporate employees. Companies can add detail to their company page to reflect job functions, roles, or geographies where there are different office requirements from the corporate policy. This includes opportunities for Fully Remote work, roles that are required to be Full Time In Office, or other hybrid work arrangements.

For a full breakdown of Flex Index methodology, please read our Flex Report: Flex Index Methodology.

Contacts & Contributors

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Citations: Please cite "Flex Index (flexindex.com), Summer 2024 Tech Deep Dive”

Further Research: Subscribe to the Flex Index newsletter for research and insights.

Many thanks to the following people for their help in contributing to The Flex Report:

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