



In the Loop

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The Future of Work-from-Anywhere Arrangements

American workplaces have drastically changed over the past three years. In particular, the COVID-19 pandemic propelled remote work into the spotlight and created new working norms. As a result, many employees now work remotely or could if they wanted to. Some employers have already adopted a work-from-anywhere (WFA) work model, allowing employees to decide where they work best, wherever that may be. However, the recent rise in remote workers doesn't necessarily mean that employers have fully embraced WFA arrangements. The current economic downturn will likely have a substantial impact on the future of WFA arrangements.

What Is WFA?

While 54% of today's employees consider themselves "anywhere workers," only 5% of remote jobs are WFA roles, according to research conducted by career website FlexJobs. The reality is that most remote jobs still require employees to be based in a specific location (e.g., city, state, region or country). Furthermore, WFA arrangements can mean different things at different organizations. There could be various ways your employer interprets or enforces certain WFA components, such as working hours, time tracking and performance measurements.

The WFA model can provide you with the same benefits as remote work, including reduced commutes, increased productivity and improved work-life balance. Unlike remote work, WFA can give you the geographic flexibility to live and work where you prefer. Yet, WFA arrangements are not without drawbacks. For example, you may experience a lack of real-time collaboration and camaraderie or be forced to juggle various time zones to meet deadlines or communicate with co-workers.

What's Next for WFA?

Many of today's employees want the freedom to work where they prefer. However, it may not be as simple as your employer allowing you to work from anywhere. After all, the current economic downturn has many employers rethinking WFA arrangements. This past year, some employers have increasingly encouraged employees to return to in-person work. Due to the potential recession, the trend of employers urging employees to return to the office will likely continue throughout 2023; thus, the number of available WFA opportunities will also likely decrease. However, employers with

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WFA arrangements already in place will likely find ways to improve them, such as investing in technology to ensure workers remain productive no matter where they're working. Therefore, while WFA arrangements are here to stay, they will likely see significant changes in 2023.

Temp-to-Perm Hiring

Temp-to-perm hiring allows employers to hire workers on a temporary basis, generally for a predetermined amount of time, ultimately providing such workers with a trial employment period before hiring them for a permanent, full-time position. Organizations typically inform these workers at the start of their employment that there's an opportunity to be hired permanently after completing the trial period, but there's often no guarantee of this once they complete the trial period. Employers can decide whether to offer workers permanent, full-time employment at the end of the trial period; however, workers are not required to accept the position if offered.

How Does Temp-to-Perm Hiring Differ From Temporary Employment?

Temp-to-perm hiring differs from temporary employment in that temporary employment generally lasts for a predetermined amount of time, but there's no intended opportunity for permanent employment. It's common for employers to rely on temp, contract or staffing agencies to supply temporary workers.

Why Do Employers Use Temp-to-Perm Hiring?

Employers usually rely on temporary workers to address workforce gaps, including during holidays or busy seasons; perform necessary tasks on short-term projects that require additional support; or fill temporary vacancies, such as when a regular employee is out on extended medical leave. Temp-to-perm hiring allows employers to address their immediate workforce needs without having to

hire permanent employees. It also provides them the flexibility to convert temporary workers to permanent employees if desired.

Considerations for Temp-to-Perm Employment

Temp-to-perm hiring allows you to work for an organization without having to commit to permanent employment. This gives you an opportunity to determine whether you're capable of meeting the position's requirements and see if the organization is a good fit. Additionally, temp-to-perm hiring eases the transition from starting as a temporary worker to becoming a regular employee because you are already trained and familiar with your role and the organization's culture. This can allow you to hit the ground running and set you up for long-term success as a permanent employee.

Overall, temp-to-perm hiring can be an attractive alternative to temporary employment because it provides you with the opportunity to be hired permanently at the end of a trial employment period. By understanding temp-to-perm hiring, you can be empowered to make the best decision for your career.

