



REMOTE WORK REVOLUTION?

WHAT TO EXPECT AND WHERE TO LOOK

Tucker Plumlee

Manager, Labor Market Research

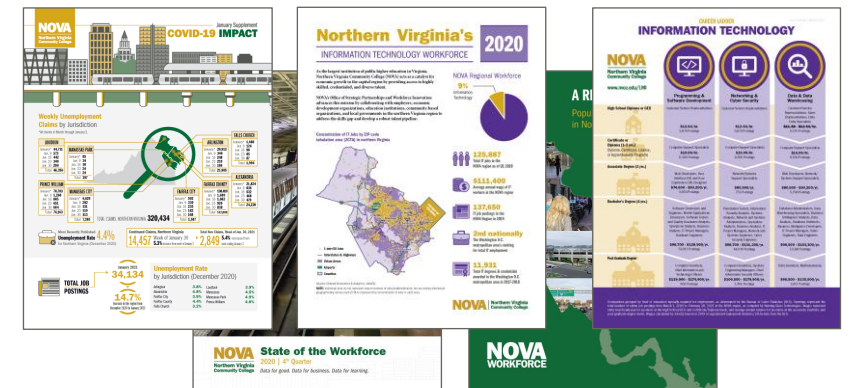
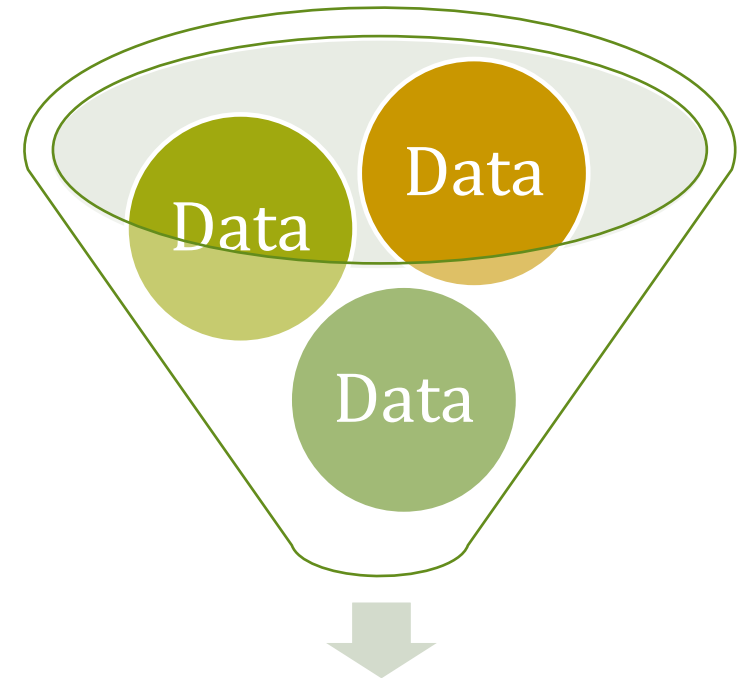
NOVA | Northern Virginia
Community College

LABOR MARKET RESEARCH AT NOVA

What We Do

Collect, compile, and analyze economic and workforce data to inform program offerings, career navigation/advising, business engagement, and community partnerships:

- Occupations and employment
- Wages and cost of living
- Job postings
- Skills, certifications, and education requirements
- Career pathways
- Population and demographics




THE NEW NORMAL...OR IS IT?

 **MARKETS BUSINESS INVESTING TECH POLITICS CNBC TV WATCHLIST**

Pandemic pushes search for remote jobs up 460%

PUBLISHED THU, AUG 26 2021-12:35 PM EDT

 **USA TODAY** | USA TODAY


Move here, get paid: Small towns offer up to \$20K just to get you to live there, work remotely

Paul Davidson, USA TODAY
August 11, 2021 · 10 min read

THE WALL STREET JOURNAL.

Remote Work Is the New Signing Bonus

Workers are trading jobs, enticed by the guarantee of flexible schedules and continued work from home

 **health**

Remote work made life easier for many people with disabilities. They want the option to stay


By Neelam Bohra and [AJ Willingham](#), CNN
Updated 1:21 PM ET, Tue August 10, 2021

WBEZCHICAGO

Is Remote Work Here To Stay?

If you've been working from home for the past 18 months, are you ready to get off Zoom and return to the office?

By [Nereida Moreno](#)
Aug. 10, 4:45 p.m. CT

 **The New York Times**


The Battles to Come Over the Benefits of Working From Home

 **SHRM Research Reveals Negative Perceptions of Remote Work**

Forbes




Google May Cut The Pay Of Remote Workers

EDITORS' PICK | Aug 11, 2021, 01:26pm EDT | 46,718 views

 **CBS NEWS**

Thousands of Google workers agree to pay cuts so they can work remotely

BY MEGAN CERULLO
AUGUST 11, 2021 / 4:15 PM / MONEYWATCH

SLATE

WORK

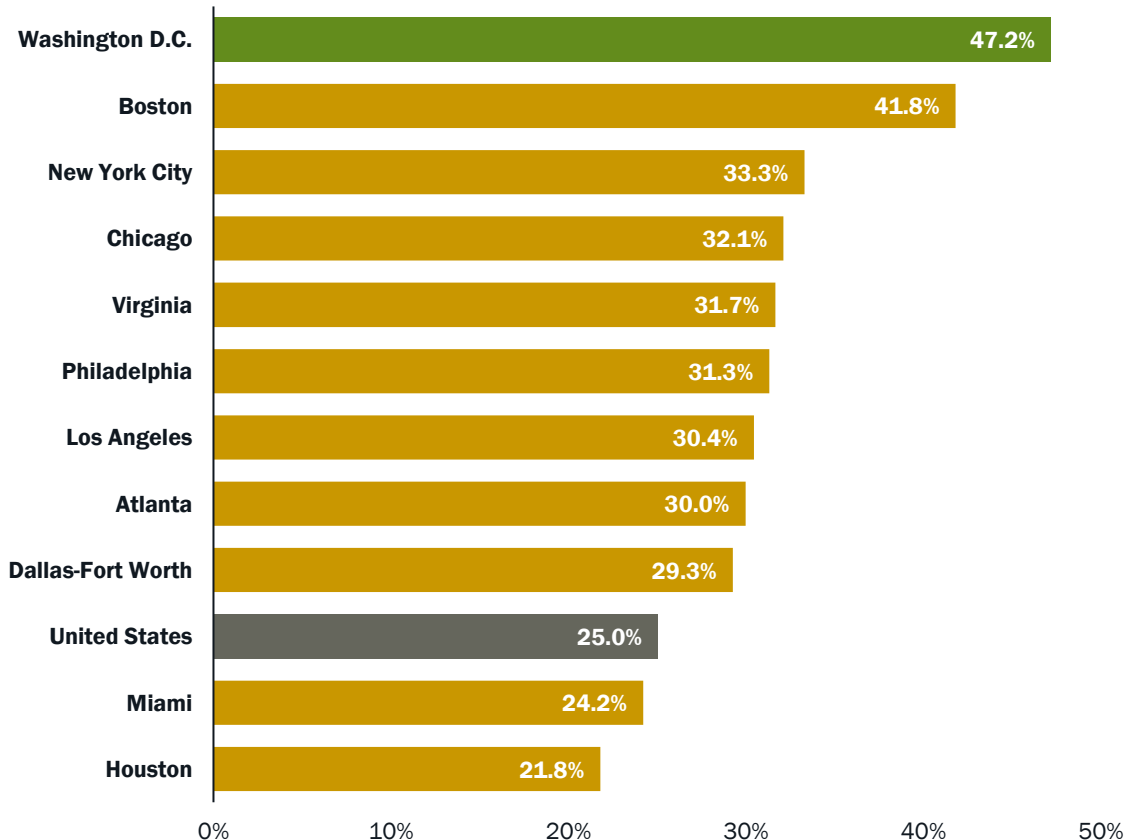
The People Who'd Rather Quit Than Give Up Remote Work

"I do not intend to ever again work in an office."

BY ALISON GREEN
JULY 26, 2021 • 5:50 AM

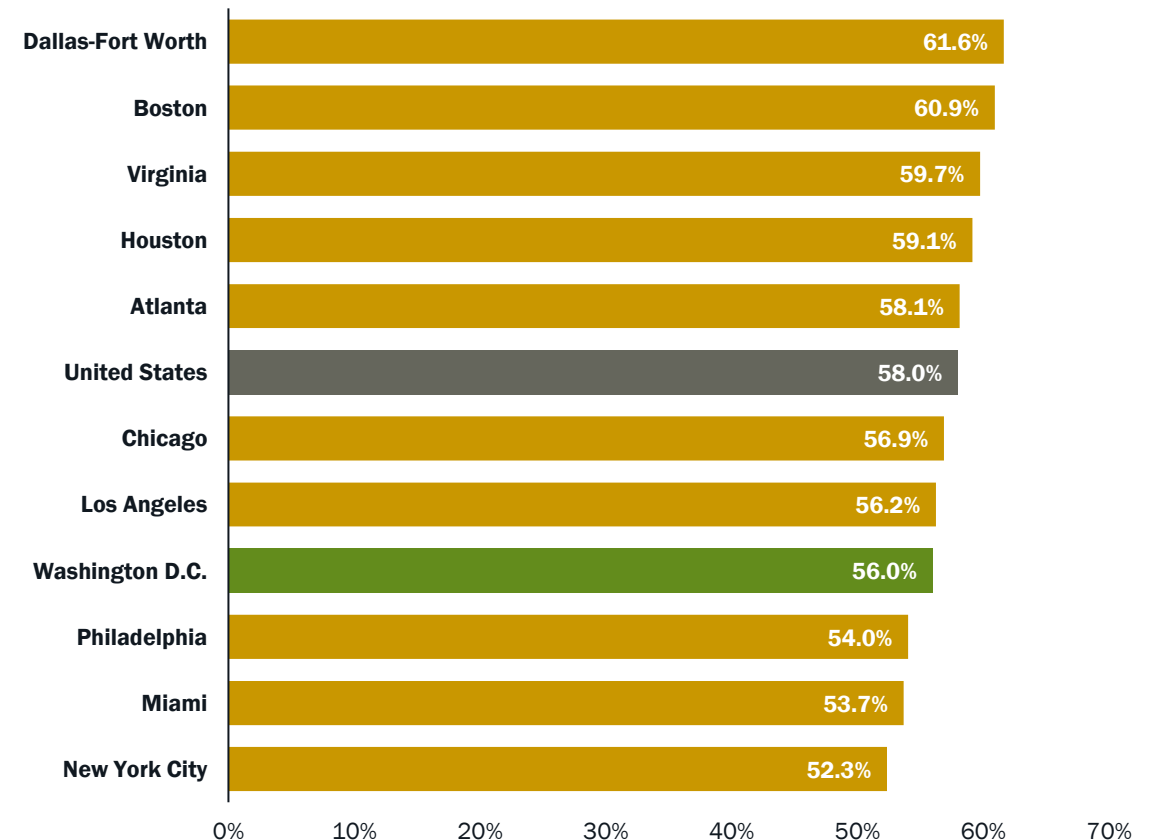
WORKING REMOTE IN MAJOR CITIES

Percentage of adults in households where at least one adult has teleworked in the last 7 days



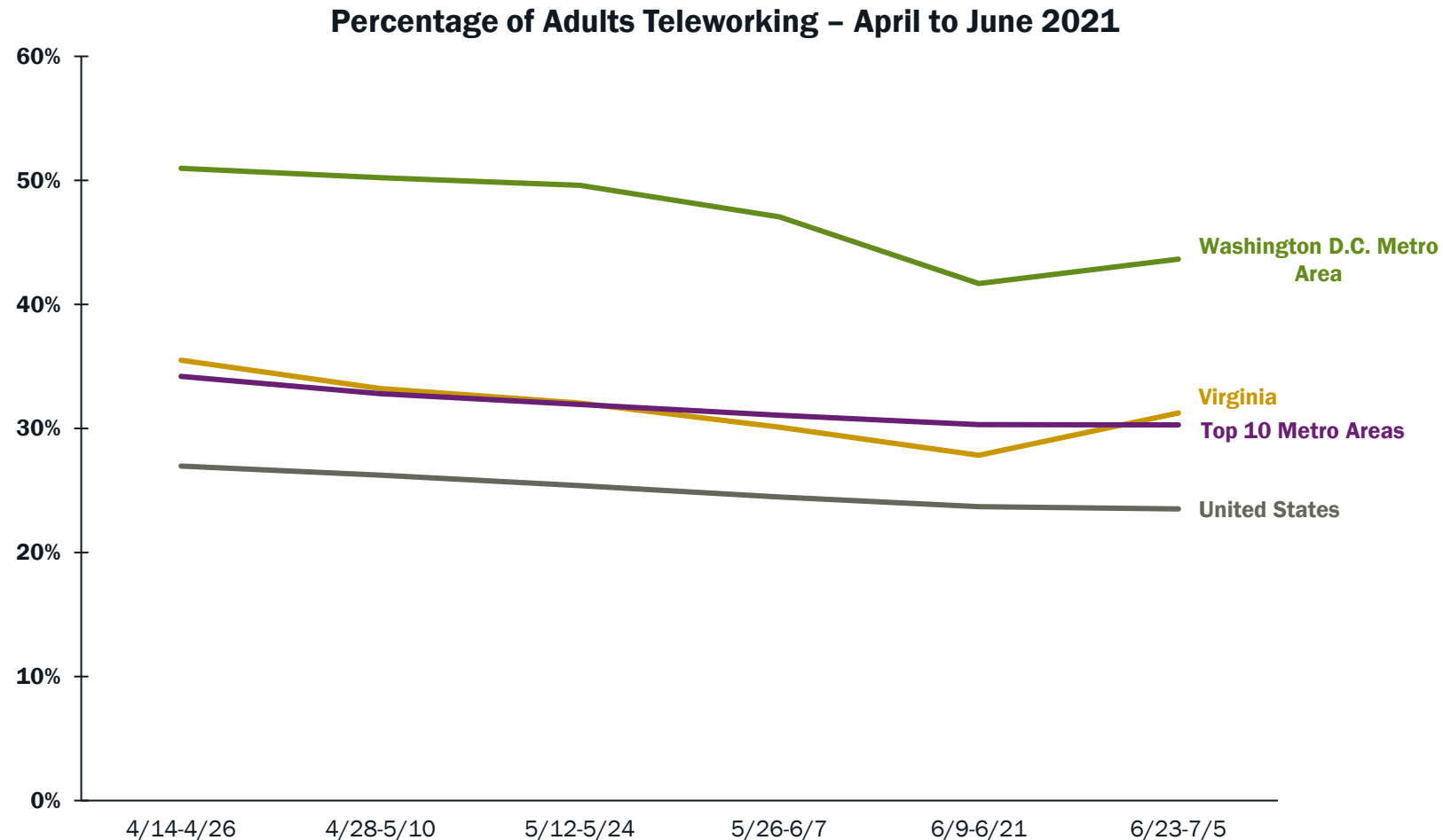
Source: U.S. Census Bureau, Household Pulse Survey, Weeks 28 through 33; Northern Virginia Community College, Office of Institutional Research

Percentage of adults in households where someone worked onsite at a workplace in the last 7 days



Source: U.S. Census Bureau, Household Pulse Survey, Weeks 34 and 35; Northern Virginia Community College, Office of Institutional Research

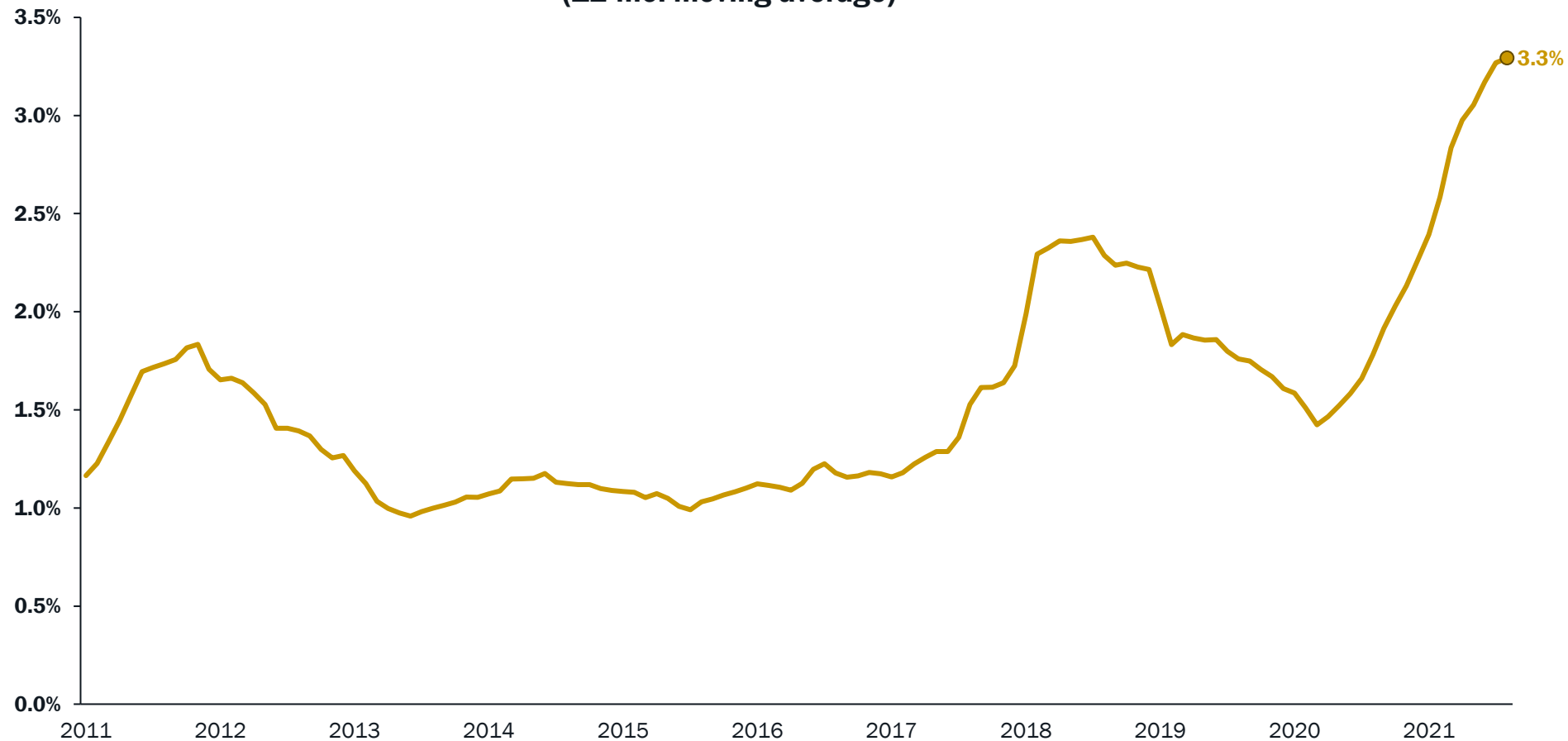
REMOTE WORK TRENDS – SURVEY DATA



Source: U.S. Census Bureau, Household Pulse Survey, Weeks 28 through 33; Northern Virginia Community College, Office of Institutional Research

REMOTE WORK TRENDS – JOB POSTINGS

Percentage of Total Job Postings Mentioning Remote Work in Northern Virginia
(12-mo. moving average)



Source: Burning Glass Technologies, Labor Insight. <https://www.burning-glass.com/products/labor-insight/>; Northern Virginia Community College, Office of Institutional Research.

TOP EMPLOYERS HIRING FOR REMOTE WORK IN NOVA

Employer	Business Type	Remote Work Postings (past 12 months)	% of Total Postings
General Dynamics	Aerospace, defense and IT contracting	989	19.8%
Navy Federal Credit Union	Finance and banking	624	49.8%
Anthem Blue Cross	Health insurance	428	11.6%
Cognosante	Health IT services	379	61.8%
Northrop Grumman	Aerospace and defense contracting	340	9.1%
K12 (Stride, Inc.)	Online education design and management	326	49.2%
Assurance	Insurance, employee benefits, retirement services	319	73.2%
SAIC	IT support and contracting	314	9.8%
Leidos	Aerospace, defense and IT contracting; biomedical research	196	3.0%
U.S. Government	Federal departments and agencies	181	9.2%
Raytheon	Defense contracting	176	9.0%
UnitedHealth Group	Health insurance	174	70.7%
MasterCard	Financial services	163	100.0%
Chemonics	International development consulting	155	91.7%
ICF	Management consulting	117	12.9%

Source: Burning Glass Technologies, Labor Insight. <https://www.burning-glass.com/products/labor-insight/>; Northern Virginia Community College, Office of Institutional Research.

TOP INDUSTRIES HIRING FOR REMOTE WORK IN NOVA

Industry	Remote Work Postings (past 12 months)	% of Total Postings
Banking & Credit Unions	779	9.0%
Insurance Carriers	775	9.2%
Engineering and Research Services	725	4.3%
Aerospace Product and Parts Manufacturing	438	7.4%
Business Support Services	338	10.5%
Educational Support Services	330	47.1%
Colleges, Universities, and Professional Schools	224	6.7%
Computer Systems Design and IT Services	222	1.3%
Scientific Research and Development Services	220	4.6%
Management, Scientific, and Technical Consulting Services	210	1.4%
National Security and International Affairs	186	2.1%
Individual and Family Services	185	12.2%
Consumer Lending & Finance	180	8.2%
Public Administration & Government Support	180	3.2%
Defense Manufacturing	178	8.1%

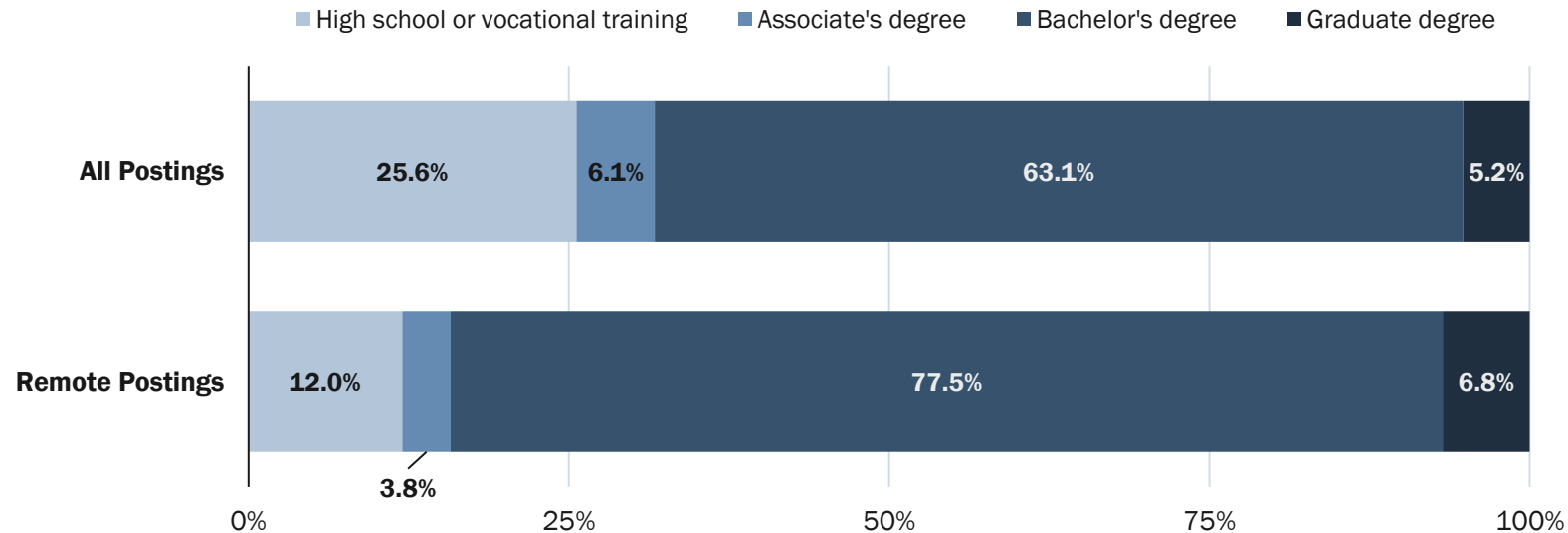
Source: Burning Glass Technologies, Labor Insight. <https://www.burning-glass.com/products/labor-insight/>; Northern Virginia Community College, Office of Institutional Research.

OCCUPATIONS WITH HIGHEST CONCENTRATION OF REMOTE POSTINGS

Occupation	Typical Level of Education Required	Total Job Postings (past 12 months)	% of Total Postings Mentioning Remote Work
Insurance Sales Agents	High school diploma/GED	1,271	36.9%
Loan Interviewers and Clerks	High school diploma/GED	452	9.5%
Loan Officers	Bachelor's degree	828	8.2%
Purchasing Agents	Bachelor's degree	3,152	7.4%
Editors	Bachelor's degree	577	7.3%
Compensation, Benefits, and Job Analysis Specialists	Bachelor's degree	575	7.1%
Computer Programmers	Bachelor's degree	1,193	6.8%
Market Research Analysts and Marketing Specialists	Bachelor's degree	2,510	6.4%
Architects	Bachelor's degree	645	6.2%
Technical Writers	Bachelor's degree	1,724	6.0%
Human Resources Specialists	Bachelor's degree	4,631	5.7%
Software Developers	Bachelor's degree	29,397	5.6%
Payroll and Timekeeping Clerks	High school diploma/GED	402	5.5%
Financial Specialists	Bachelor's degree	1,313	5.4%
Paralegals and Legal Assistants	Associate's degree	803	5.1%

Source: Burning Glass Technologies, Labor Insight. <https://www.burning-glass.com/products/labor-insight/>; Northern Virginia Community College, Office of Institutional Research.

MINIMUM EDUCATION REQUESTED IN JOB POSTINGS



Source: Burning Glass Technologies, Labor Insight. <https://www.burning-glass.com/products/labor-insight/>;
Northern Virginia Community College, Office of Institutional Research.

Bloomberg
**Remote Work Is Crushing Low-Skilled
Left Behind in U.S Cities**

By [Michael Sasso](#)
September 1, 2021, 5:43 PM EDT

TAKEAWAYS

- Yes, remote work is likely here to stay
- Remote work opportunities are particularly prevalent in our region...
 - *...largely due to its industry makeup*
- Opportunities for remote work are most common in professional and business services
 - Sectors to consider: *banking, insurance, IT, education, health support services*
- Opportunities to work remotely increase with education and experience
 - Occupations requiring less than a Bachelor's: *Insurance Agent, Loan Interviewer, Payroll Clerk, Paralegal*
- Job posting terms to search for:
 - *“Remote,” “telework,” “telecommute,” “work from home,” “WFH”*



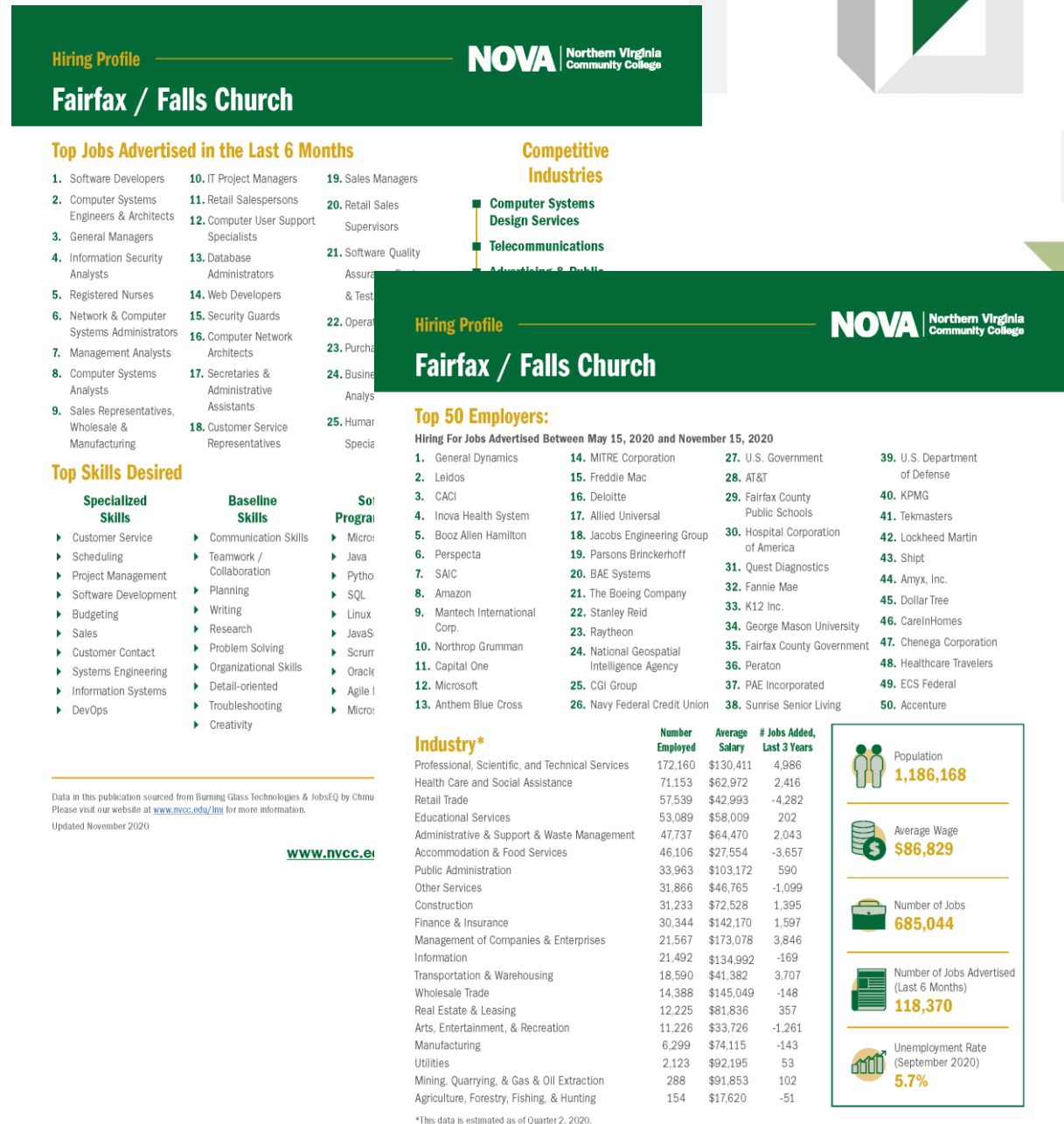
NOVA LABOR MARKET RESEARCH & RESOURCES

www.nvcc.edu/lmi

RESOURCES

County Hiring Profiles

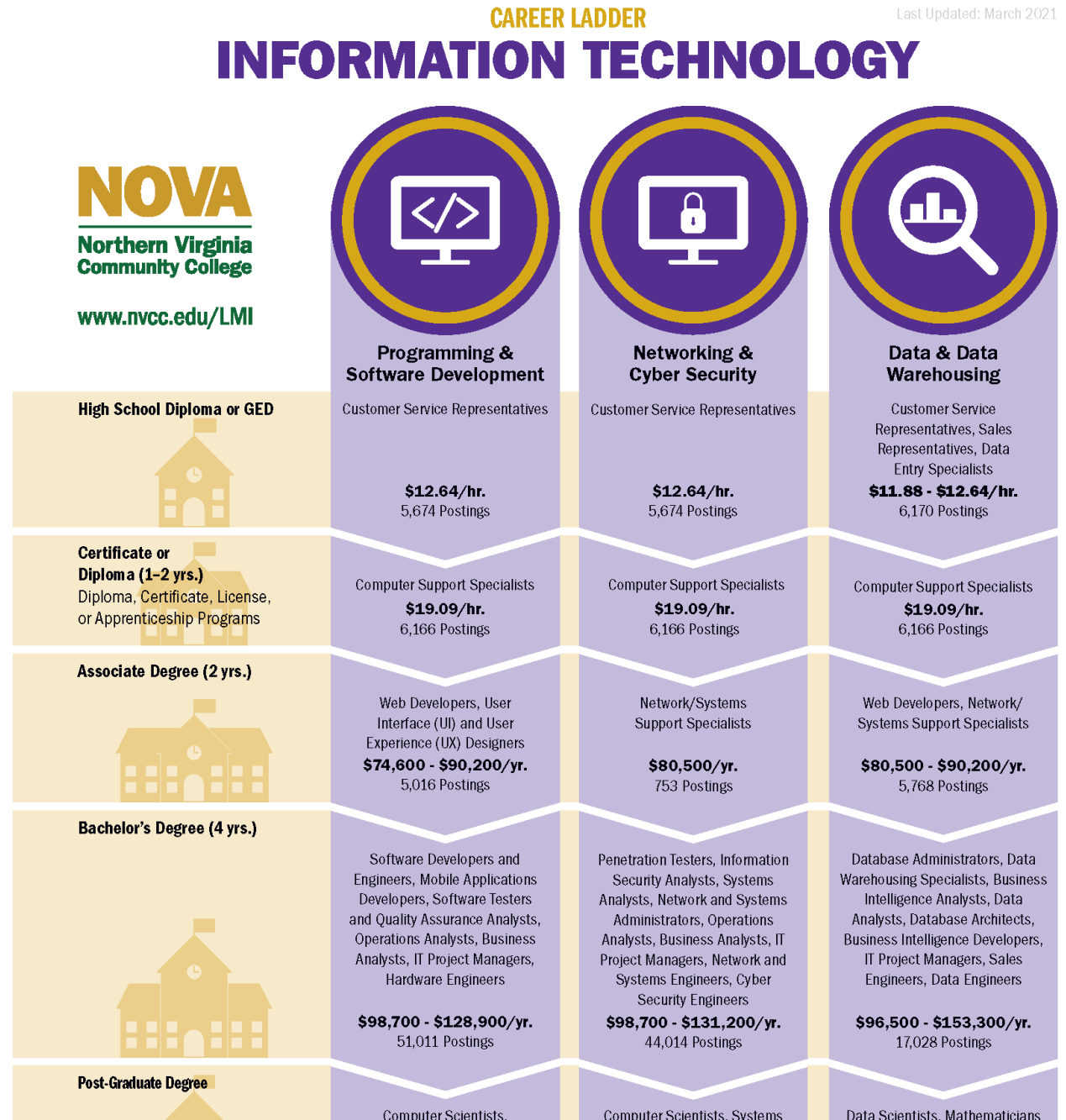
- Local job information:
 - Top employers, jobs, and skills*
- Keep track of what the job market looks like locally:
 - What jobs are employers hiring for?*
 - Where should I be focusing my job search?*
- Areas:
 - Alexandria and Arlington, Loudoun County, Prince William and Manassas County*



RESOURCES

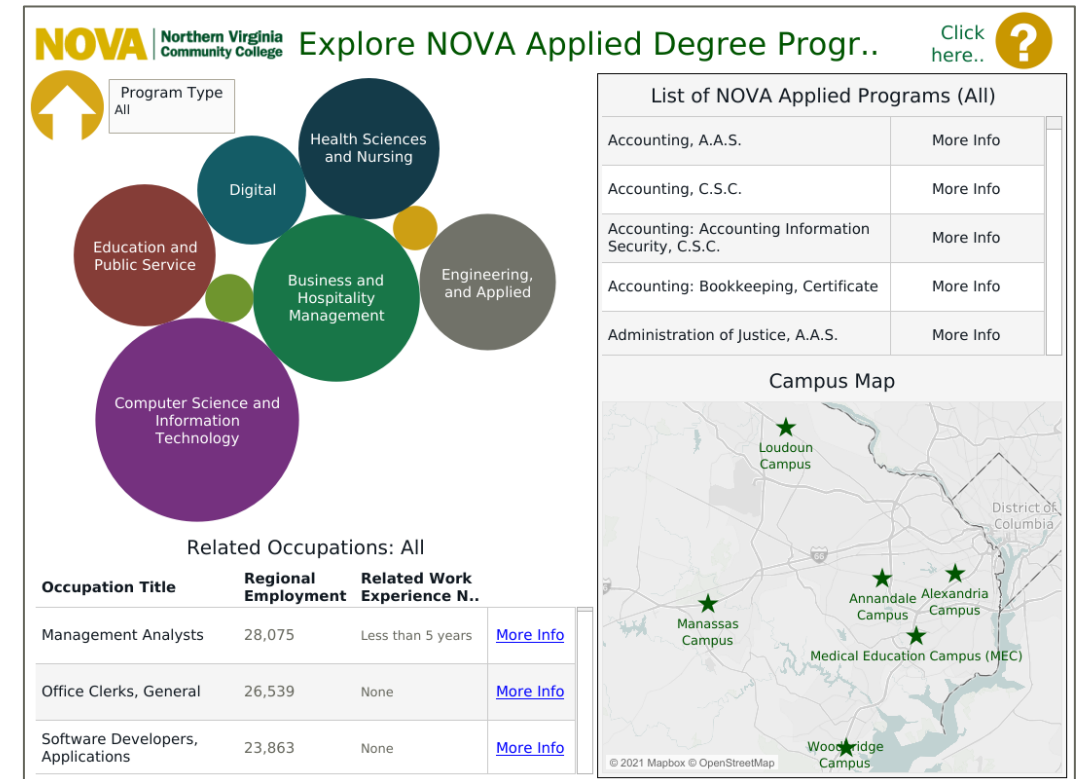
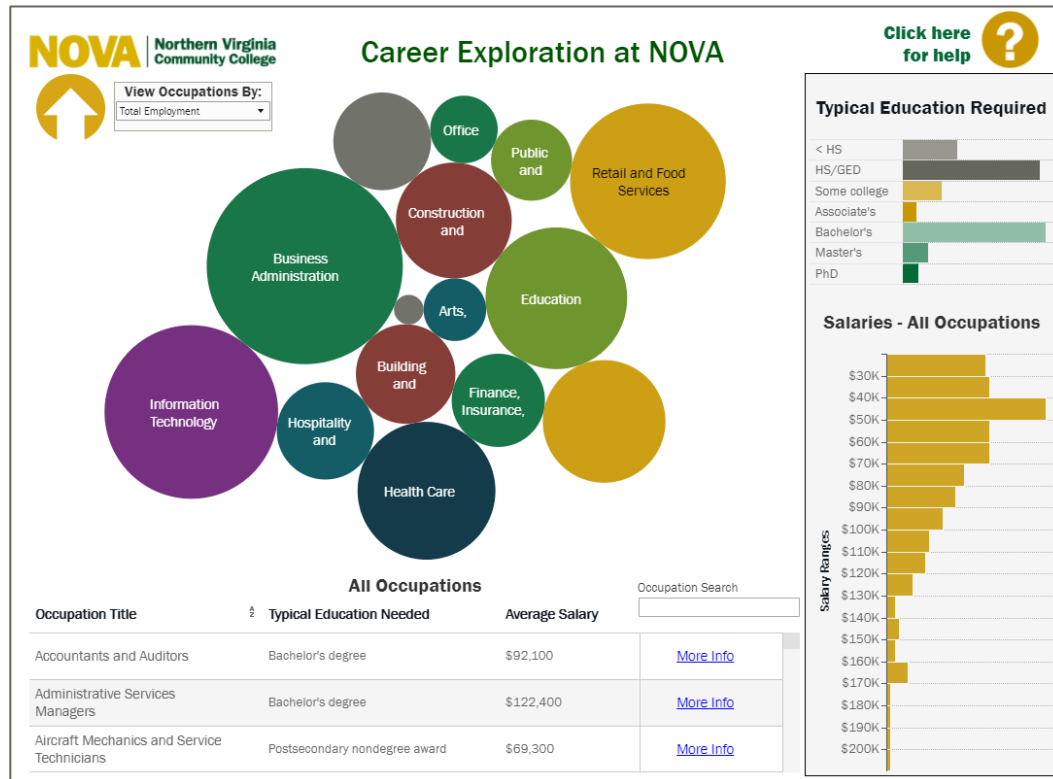
Career Ladders

- In-demand jobs across a field, organized into “pathways”
 - Level of education, average salary ranges, number of job postings
- Provides an idea of career paths/progression
- **7 Fields:** IT; Healthcare; Business and Administration; Food Services, Hospitality, and Entertainment; Public Services and Administration; STEM; Construction and Skilled Trades (New)
- Updated annually



INTERACTIVE DASHBOARDS

<https://www.nvcc.edu/oieess/oir/labor-market/lm-dashboards.html>



ADDITIONAL RESEARCH AND RESOURCES

www.nvcc.edu/lmi



Other Career Exploration Tools:

[Occupation Outlook Handbook](#)

[My Next Move](#)

[CareerOneStop](#)

QUESTIONS?

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www.nvcc.edu/lmi