

REMOTE VS. RETURN TO OFFICE: **THE FUTURE IS FLEXIBLE**



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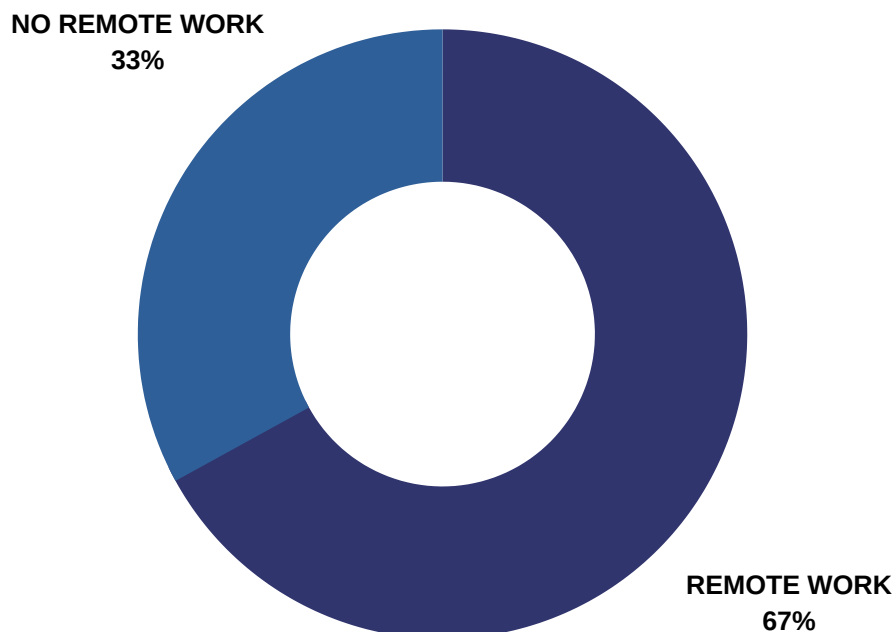
The summer began with many companies announcing their plans to re-open offices, but with the Delta variant of COVID hitting a number of cities hard, a number of companies are re-thinking their back to work plans. The one thing that's clear: the future of cleared workforces is flexible: and that means hybrid office solutions with some time spent in the office, and some time working remotely.

In March of 2021, ClearanceJobs surveyed defense industry employers to gauge their company policies on return to work. The majority of contractors noted that no matter what the fall brings, business is certainly not going on as usual.

"When it can be done and it is truly unclassified, maybe it's two days a week at home, three days a week at work," said Sherry Van Sloun, assistant director of national intelligence for human capital at the Office of the Director of National Intelligence. "Even [with] those three days at work, we're offering different hours [and] schedules, so you can work in the evening or you can work even on weekends. We're finding ways to just really be creative to give folks space to do the work they need to do."

DOES YOUR COMPANY OFFER REMOTE WORK?

67% of employers noted they were offering remote work, and a full 31% of positions were hired as remote only. Considering all respondents are employers working in the classified space, the fact that so many positions even carry the option of remote work is significant.



The Future is Flexible

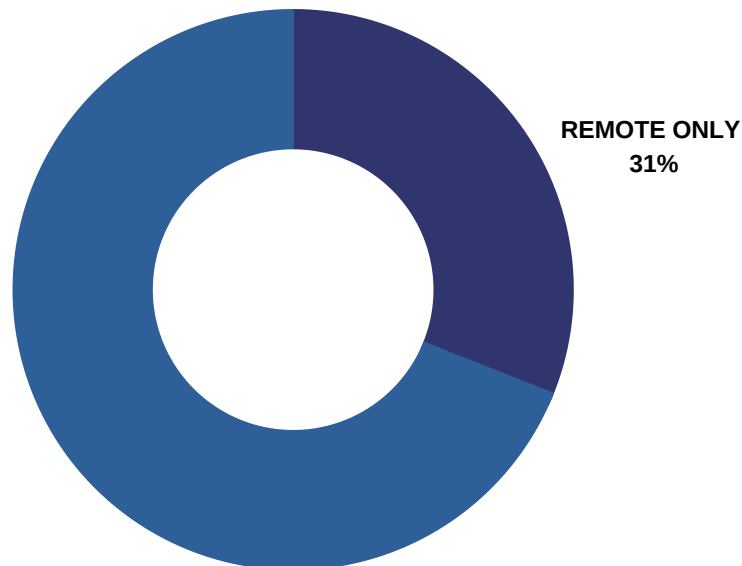
The federal government's return to work guidance, released in June, emphasizes that some national security workers may return to their offices and desire to work on-site nearly as frequently as pre-pandemic. But even those workers are expected to use telework as an option for training, administrative duties, or other situational instances: "many employees—more than prior to the pandemic—will engage in a mix of telework and onsite work."



"This change of philosophy is giving agencies not only more flexibility but also enticing workers who are searching for their flexibility in their own life."

-Amanda Huffman, ClearanceJobs Contributor

WHAT PERCENTAGE OF ROLES ARE HIRED AS REMOTE ONLY?



Hybrid work means different things in different companies. Make sure your job descriptions outline what percentage of the work is required to be done in the office, or where workplace flexibilities come into play. Survey data shows most cleared workers aren't expecting a 100% remote work position. But if they're expecting 30% - and you give them 10% - expect them to hit the door.

In-Person, Hybrid, & Remote Models



Aimee George Leary, Talent Strategy Officer, Booz Allen Hamilton says, “...we should be able to move forward into our new way of working, with perhaps a quarter of our employees working full-time in an office, about half in a hybrid remote/in-person schedule, and another quarter working remotely full-time.”

With remote work plans continuing, future plans for cleared hiring should include a mix of in-person, on-site, and remote positions.

Data shows the majority of cleared workers are expecting to spend at least some time working remotely - but not all of it. Remote work will still be determined by the position, company, and government requirements. The clear takeaway is that remote work is no longer a benefit - it's an expectation. Companies should be prepared to explain their remote work plans to potential employees, including technical and logistical support, how leaders will communicate during remote work days, and how company health and safety policies work alongside flexible work options.



Unclassified Work

Classified work still needs to be conducted in a classified facility, but other functions normally conducted by personnel required to have a clearance can be done at least in part using unclassified networks and remote systems.

Cleared workers are trusted workers. If we can trust individuals with our nation's most critical secrets, we should be able to trust them with the option of performing some work from home during this unprecedented time. With candidate attraction more difficult than ever, and the government actively competing with the private sector for qualified workers, creating options for remote or telework—even simply as a part of a COOP or as-needed plan—will go a long way in showing your workforce you're ready to be flexible should the need arise. Americans are great at turning adversity into innovation. Now is the time for cleared workers and workspaces to do the same.

The future is flexible, and recruiting strategies will need to adapt accordingly.

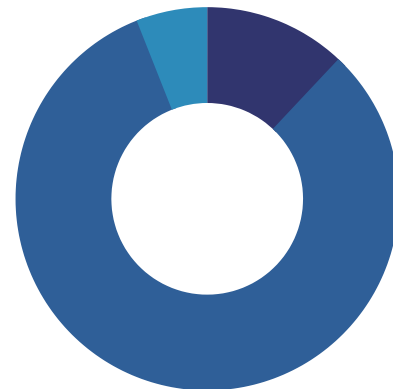
Also significantly, a whopping 82% said their companies were planning for remote work to continue. Those who were uncertain said they were still awaiting government customer requirements, which will dictate which employees can work from home and what remote work will look like. The main takeaway is that government offices will be flexible to respond to remote work if and when it's needed. The future IC work environment will never be fully remote (until those garage SCIFs come to fruition), but it will be increasingly flexible.

ARE YOU PLANNING TO OFFER MORE HYBRID/REMOTE ROLES POST-COVID?



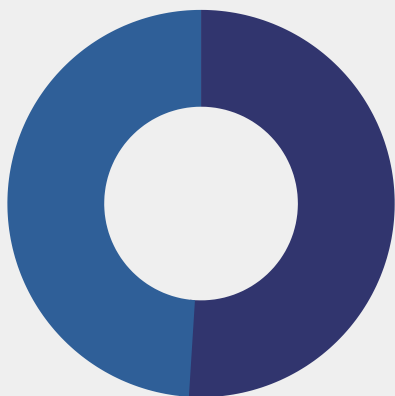
■ YES 52%
■ NO 10%
■ MAYBE 38%

DO YOU HAVE PLANS FOR REMOTE WORK TO CONTINUE?



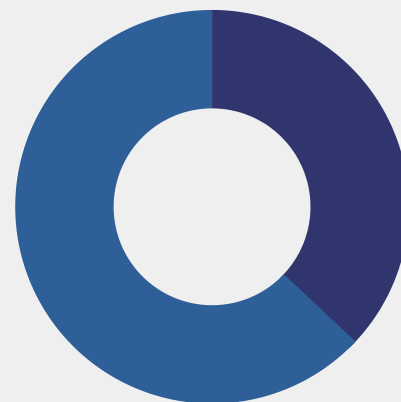
■ YES 82%
■ NO 6%
■ OTHER 12%

WHAT AMOUNT OF REMOTE WORK DO CANDIDATES WANT?



■ 50% REMOTE

WHAT AMOUNT OF WORK DO CANDIDATES EXPECT TO GET?



■ EXPECT 37% REMOTE

The 2021 ClearanceJobs Candidate Satisfaction Survey was administered to more than 1,400 cleared candidates in July 2021.

RECRUITING SURVEY INFORMATION

The ClearanceJobs Cleared Recruiting Survey was administered to more than 200 recruiters with cleared hiring needs in March 2021.

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in national security



ClearanceJobs is your all-in-one recruiting solution. Much like a CRM, our unique system lets you work candidate leads through a funnel, converting cool passives to active candidates ready to make a move—to your company.

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