

GET THE JOB

Job Trends for 2022

Pandemic-related upheaval in the job market has continued, years after the emergence of a novel coronavirus. That makes staying on top of trends even more important for those seeking employment in 2022:

REMAINING REMOTE

There's no sign that the work-from-home trend will be abating anytime soon. Tens of millions of people were forced from their workplaces during enforced lockdowns, and many of them adapted so well they never wanted to return to the office. In fact, nearly 60% of those workers said they wanted to work at home permanently in a survey conducted by FlexJobs. (About 40% preferred a hybrid environment that split the difference.) Variants have reinforced some people's resolve to work remotely, but employers have also found that they can attract a deeper talent pool — and that productivity can actually go up. The best companies will offer flexible options.



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GOING YOUR OWN WAY

Contract work, one-off commissions and project work will also continue to rise in 2022, as workers find that

self-employment in the so-called “gig economy” is preferable to conventional jobs. These jobs provide flexibility to those who can't — or

don't want to — work eight consecutive hours, or five consecutive days. Traditional hourly or salaried positions are simply too constricting for

this band of potential hires.

KNOWING YOUR WORTH

In a job-seeker's market like 2021, applicants held leverage over prospective employers. This year will be no different, as companies desperate to fill positions will find themselves negotiating more than ever. The Great Resignation made clear that people are more willing than ever to leave long-term jobs for something new. Companies will have to sweeten the pot in the current job market, either through salary increases or expanded benefit packages — or both. As expected, expanded medical coverage has become a much bigger priority.

AUTOMATION UPTICK

Besides the pandemic, nothing has had a bigger recent impact on our economy than technology. These automation and machine-learning trends have added new pressure on smaller companies, while also limiting job opportunities in the wider marketplace. Software packages can handle many processes now, making managing systems both easier and quicker. But those are jobs that humans once filled. Artificial intelligence is also being used to improve accuracy, sometimes at the loss of positions that companies would normally be hiring to fill.