

reshaping the workforce: insights into the global free agent workstyle trend

A chosen path for workers who are confident, cool, and in control

As traditional, long-term commitments to employers wane, careers built on flexibility continue to gain ground. With this shift, one thing remains clear: the companies that succeed will be those that prioritize their talent supply chain management strategy, adapt to changing workforce trends, and consider a wide array of worker populations to meet their ever-changing needs.

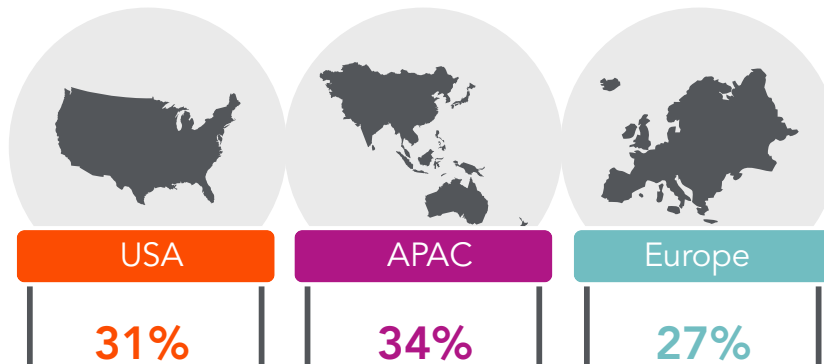
PERCENT OF WORKERS WHO ARE FREE AGENTS, BY REGION



Globally, nearly

1 in 3

workers are
free agents



WELL EDUCATED



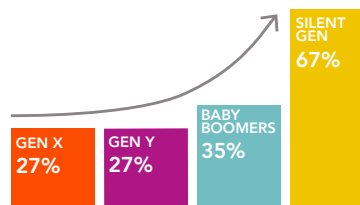
Free agents (48%) are more likely to hold higher degrees than those working as traditional employees (36%).

HIGHLY SKILLED



Free agents (69%) are more likely to possess professional or technical skill sets than those working as traditional employees (59%).

Percent of workers in each generation who are free agents



TRADITIONAL WORKERS ARE TAKING NOTE

58%

say the recent economic environment has encouraged them to give more consideration to free agency as a career choice.

74%

believe free agency would open up more opportunities and choices of work.

77%

believe it would grant opportunities to exercise or use the skills that they most enjoy in their field of work.

46%

believe it would allow them to move out of a management role, potentially moving them closer to what they love about their jobs.

WHY DO WORKERS CHOOSE FREE AGENCY?



75%

choose this workstyle for the freedom, flexibility, and entrepreneurial empowerment they experience with this independent approach to work and life.



3 in 5

believe it gives them a greater sense of control to manage their own career development.



1 in 2

do not have the desire to work as a traditional employee.



More than half (56%)

of free agents claim to be "in it for life," saying free agency is a lifelong career choice.



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