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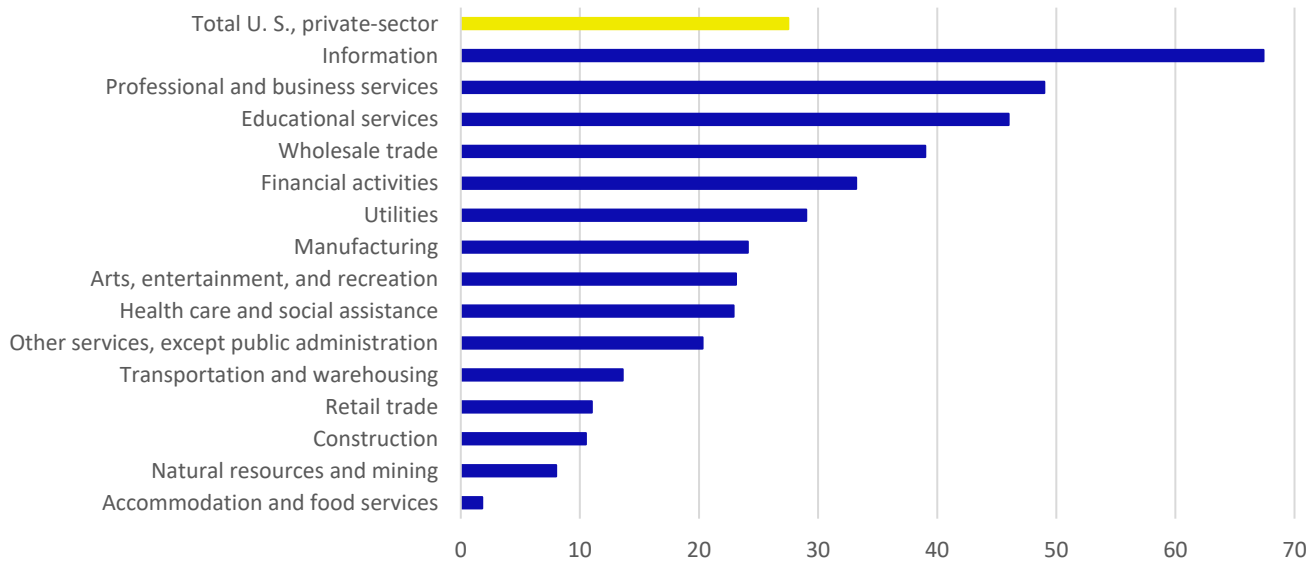
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TELEWORK, HIRING, AND VACANCIES – 2022
DATA FROM THE BUSINESS RESPONSE SURVEY

In August and September 2022, 27.5 percent of private-sector establishments (2.5 million) had employees teleworking some or all the time, the U.S. Bureau of Labor Statistics reported today. Industries with the highest percent of establishments employing teleworkers were information (67.4 percent), professional and business services (49.0 percent), educational services (46.0 percent), and wholesale trade (39.0 percent).

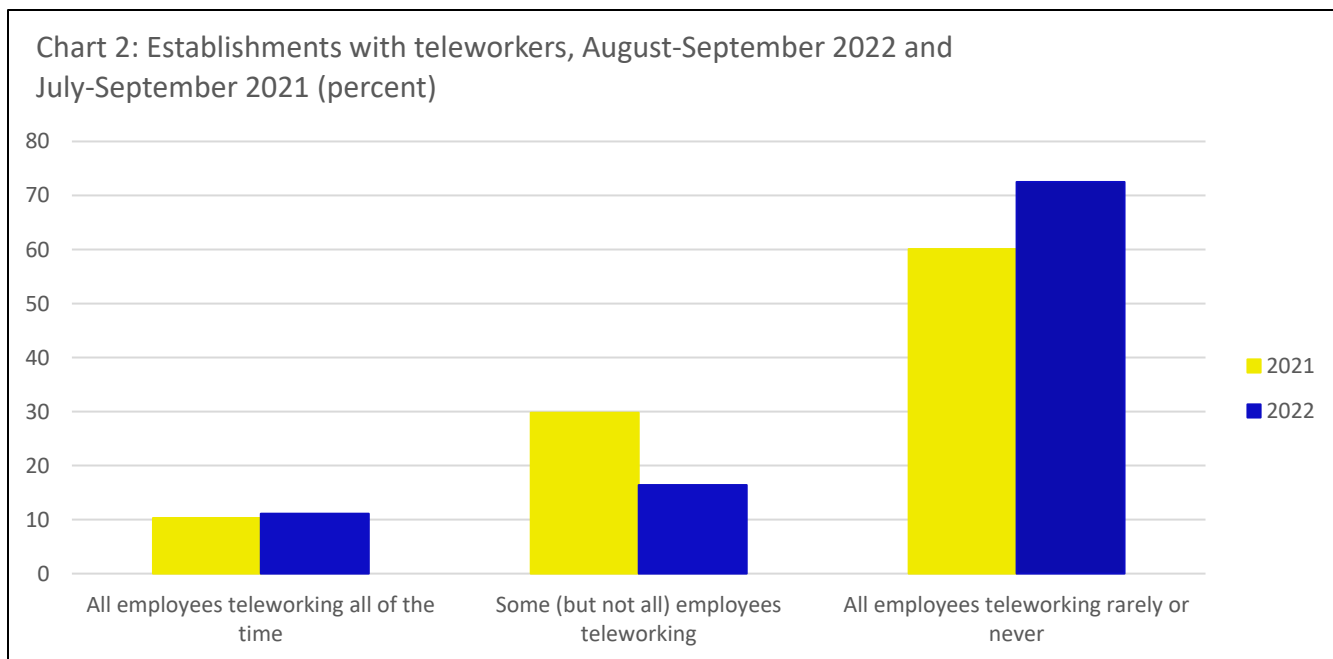
Data in this release are from the 2022 Business Response Survey (BRS). BRS data were collected from private-sector establishments from August 1, 2022 through September 30, 2022. The survey's topics included telework at establishments both at the time of the survey and before the COVID-19 pandemic, hiring by establishments in July 2022, and job vacancies at establishments at the time of the survey. Detailed tables by industry, state, and establishment size are available at www.bls.gov/brs.

Chart 1: Establishments with employees teleworking some or all the time, August-September 2022, by industry (percent)



Telework at private-sector establishments

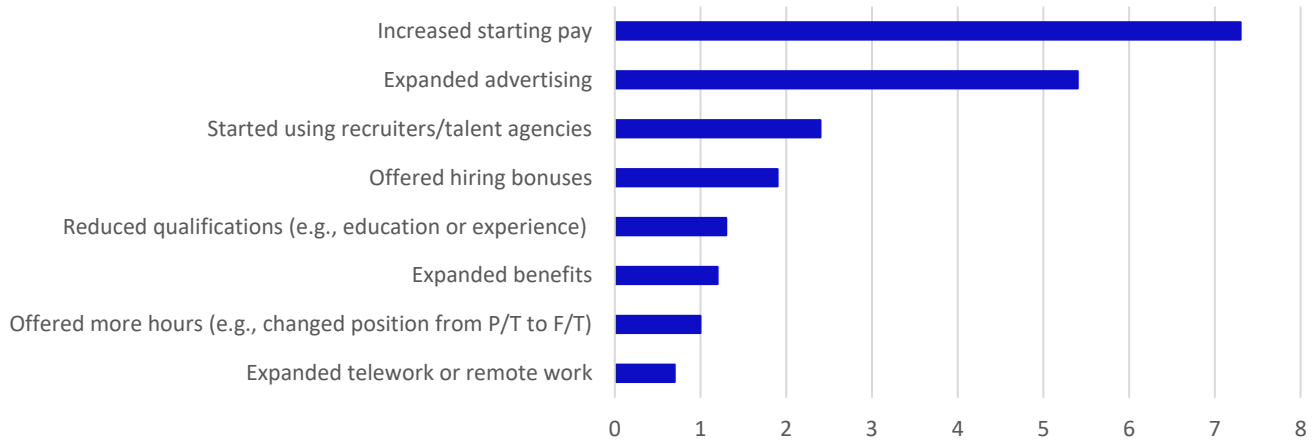
- The percent of establishments with employees teleworking changed over the last year. In August-September 2022, 72.5 percent of establishments had little or no telework, compared to 60.1 percent in July-September 2021.
- The percent of establishments with some (but not all) employees teleworking was 16.4 percent in 2022, compared to 29.8 percent in 2021.
- The percent of establishments with all their employees teleworking all the time was about the same—11.1 percent in August-September 2022, compared to 10.3 percent in July-September 2021.
- In August-September 2022, 95.1 percent of establishments (including those that did and did not have telework) expected the amount of telework at their establishment to remain the same over the next 6 months.



Private-sector new hires in July 2022

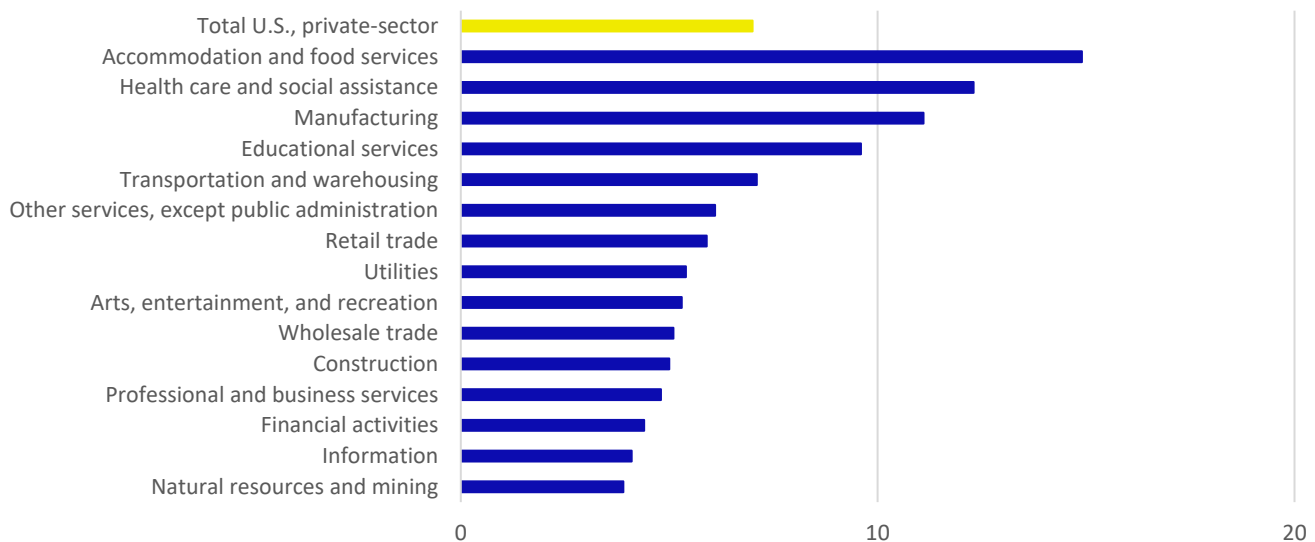
- Nationwide, 22.4 percent of establishments hired new employees in July 2022.
- In July 2022, 7.3 percent of establishments increased starting pay, and 5.4 percent expanded advertising to attract more applicants to newly filled positions. Among the other methods used by establishments to attract more applicants were: starting to use recruiters/talent agencies (2.4 percent); offering hiring bonuses (1.9 percent); reducing the job's qualifications, such as education or experience (1.3 percent); expanding benefits (1.2 percent); offering more hours (1.0 percent); and expanding telework or remote work (0.7 percent).

Chart 3: Establishments' methods for attracting more applicants for newly filled positions (percent)



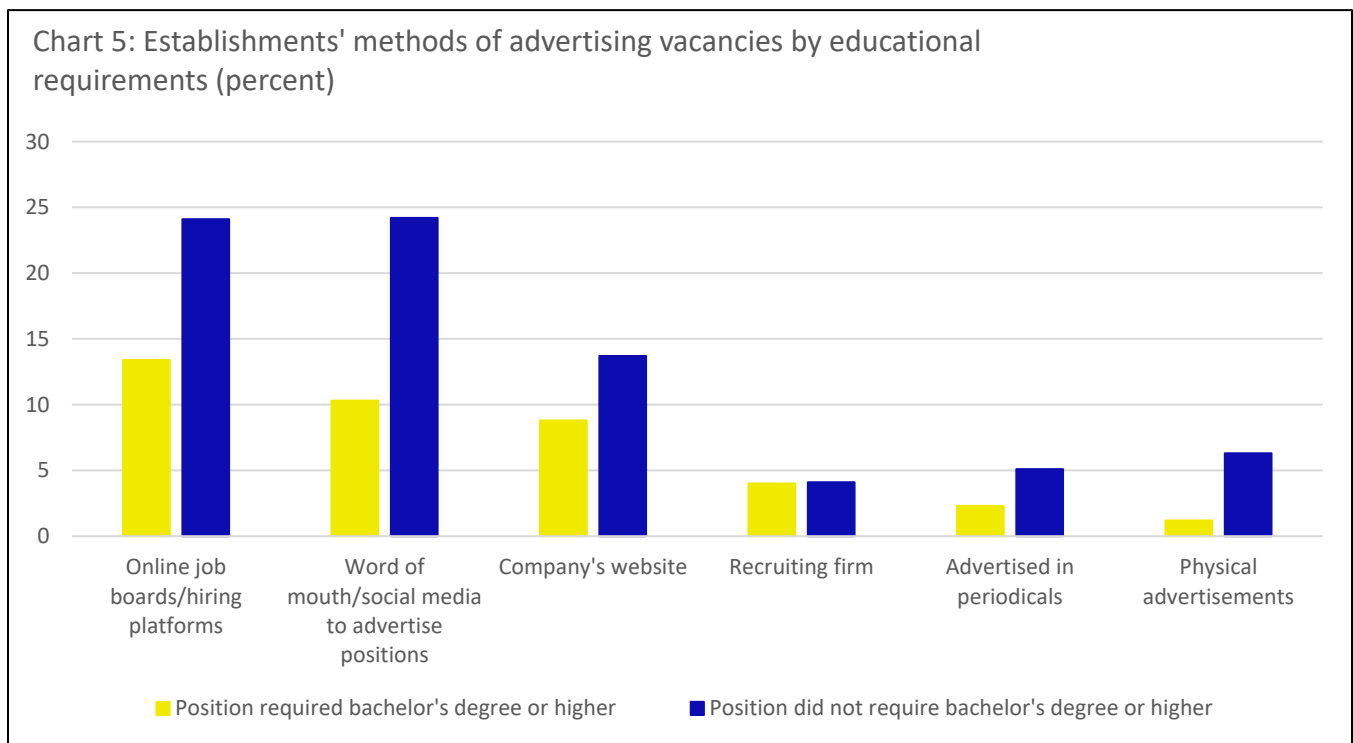
- In July 2022, 2.4 percent of establishments hired at least one employee who will telework all the time.
- Nationally, 7.0 percent of establishments took more than 30 days to fill at least one open position. The percentage of establishments with positions that took more than 30 days to fill varied by industry. The industries most likely to take more than 30 days to fill positions were accommodation and food services (14.9 percent), health care and social assistance (12.3 percent), and manufacturing (11.1 percent). The industries with the lowest percentage of positions that had been filled after having been open for more than 30 days were natural resources and mining (3.9 percent), information (4.1 percent), and financial activities (4.4 percent).

Chart 4: Establishments that hired new employees in July 2022 for positions open for more than 30 days, by industry (percent)



Private-sector job vacancies in August-September 2022

- Nationwide, 20.9 percent of establishments had vacancies they were attempting to fill when they were surveyed in August-September 2022, and 40.5 percent had vacancies within the 12 months prior to the survey (August 2021-September 2022).
- In August-September 2022, 3.1 percent of establishments had at least one vacancy eligible for telework all the time.
- Nationwide, 12.3 percent of establishments had at least one vacancy open for more than 30 days.
- The percentage of establishments that had a vacancy open for more than 30 days varied by industry, ranging from 6.9 percent in natural resources and mining to 20.2 percent in accommodation and food services.
- How establishments advertised their vacancies varied by the educational requirements of the position. Nationwide, 13.4 percent of establishments used online job boards or hiring platforms to advertise positions requiring a bachelor's degree or higher, while 24.1 percent did so for positions that did not require a bachelor's degree or higher.



Additional Industry, State, and Establishment Size Data for the 2022 Business Response Survey

Data tables by industry, state, and establishment size class are available at www.bls.gov/brs/data/tables/2022.

Charts and maps by industry and establishment size class are available at www.bls.gov/brs/data/charts/2022.

More Information

- Data were collected from private-sector establishments only; government establishments were excluded. As a result, the estimates of establishments and employment refer to private-sector establishments and employment. Total U.S. estimates include the 50 states, District of Columbia, Puerto Rico, and U.S. Virgin Islands.
- The 2022 Business Response Survey asked 21 questions about telework, hiring, and vacancies. The questionnaire is available at www.bls.gov/brs/about/survey/brs-questionnaire-2022.pdf.
- The 2021 Business Response Survey asked 22 questions about changes businesses made to their operations during the pandemic through September 2021. These data are available at www.bls.gov/brs/2021-results.htm.
- The full Technical Note for the 2022 Business Response Survey on Telework, Hiring, and Vacancies is available at www.bls.gov/brs/methods/2022-technical-notes.htm. Details about specific tabulations for hiring in July 2022, and vacancies during the reference period can be found in the technical note.

Technical Note

Data Collection

Data for the 2022 Business Response Survey (BRS) were collected from August 1 through September 30, 2022. The BRS relied on the existing data collection platform of the BLS Quarterly Census of Employment and Wages (QCEW) program's Annual Refiling Survey (ARS). BRS survey responses were solicited via email and printed letters. Responses were collected online using the ARS platform. This allows for a large, nationally representative sample to be surveyed at minimal cost.

Definitions

Establishments. An individual establishment is generally defined as a single physical location at which one, or predominantly one, type of economic activity is conducted. Most employers covered under the state Unemployment Insurance (UI) laws operate only one place of business.

Industry. The BRS uses the 2017 North American Industry Classification System (NAICS). NAICS is the standard used by federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data on industry. In NAICS, each establishment is assigned a 6-digit code to identify its industry at the finest breakout available in the classification system. However, for publication purposes, data are often summarized at the 2-digit level to represent industry sectors.

Large/small establishments. For these data, establishments with 2021 annual average employment of 1-499 are considered small, and greater than 499 are considered large.

Telework. This is a work arrangement that allows an employee to work at home, or from another remote location, by using the internet or a computer linked to one's place of employment, as well as digital communications such as email and phone.

New hires. This includes any new employees hired in July 2022, even if they had not formally started working in July 2022 or had left the position since being hired. Establishments were instructed to report only hires for their specific location and not any other location of the same company.

Job vacancies. This includes any paid position, new or unfilled, that the establishment is taking active steps to recruit or hire for at the time of data collection. For positions with multiple vacancies, establishments were instructed to report the number of candidates they would be willing to hire for that position.

Sample Design and Selection Procedures

For the 2022 BRS, BLS selected a stratified sample of approximately 340,000 establishments from a universe of over 8.9 million private-sector establishments. The universe source was the set of establishments from the 2021 fourth quarter BLS Business Register that were identified as in-scope for this survey.

The BLS Business Register is a comprehensive quarterly business name and address file of employers subject to state Unemployment Insurance (UI) laws. It is generated from data gathered by the QCEW program. Each quarter, QCEW collects and summarizes employment and wage information at various levels of geography and industry. Geographic breakouts include

county, Metropolitan Statistical Area (MSA), state, and national. Industry breakouts are available at the detailed 3-, 4-, 5- and 6-digit NAICS levels, as well as at the industry sector level and at the higher-level goods and services producing designations.

The QCEW covers all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands. The primary sources of data for these 53 entities are the Quarterly Contributions Reports (QCRs) submitted to State Workforce Agencies (SWAs) by employers subject to state UI laws. The QCEW program also gathers separately sourced data for Federal Government employees covered by the Unemployment Compensation for Federal Employees (UCFE) program.

There were approximately 11 million establishments on the 2021 fourth quarter BLS Business Register that served as the source of the BRS's sampling universe. However, about 2 million of these establishments were determined to be out-of-scope for the survey. Establishments that met the following characteristics were excluded from the universe:

- Public Administration & Government (NAICS 92)
- Private Households (NAICS 814110)
- U.S. Postal Service (NAICS 491110)
- Services for the Elderly and Persons with Disabilities (NAICS 624120) with Establishment Size = 1
- Unclassified Accounts (NAICS 999999)

The 2022 BRS leveraged the technical and collection infrastructure of the ARS. To integrate the BRS sample into the ARS framework, each establishment in the BRS sampling universe was categorized into one of the following groups:

- ARS-eligible establishments – active for this year's ARS (BRS selectable)
- ARS-eligible establishments – inactive for this year's ARS (BRS not selectable)
- ARS-ineligible establishments (BRS selectable)

Not all establishments are eligible for the ARS. Establishments with one to three employees are never administered the ARS, and, of the establishments that are eligible for the ARS, only about one-third are randomly selected to be administered the ARS in any given year. During BRS sample selection, active ARS-eligible establishments and ARS-ineligible establishments were "selectable." Inactive ARS-eligible establishments were disallowed from selection, in part to reduce respondent burden over time.

Each BRS sampling stratum consisted of establishments from one or more of the groups above. Within strata containing only active ARS-eligible establishments or only ARS-ineligible establishments, establishments were selected with no restrictions using simple random sampling. Strata containing only inactive ARS-eligible establishments were imputed because there were no selectable establishments and, therefore, no survey results. For any stratum containing a mix of ARS-eligible and ARS-ineligible establishments, stratum sample sizes were allocated

proportionately to each sub-population. Within the stratum's ARS-ineligible sub-population, establishments were selected with no restrictions using simple random sampling. Within the stratum's ARS-eligible sub-population, the active/selectable establishments were selected by taking a simple random sample.

Note that for any stratum containing both active ARS-eligible and inactive ARS-eligible establishments, the sample was selected from only the active portion of the stratum. Because ARS active/inactive status was random, this selection was considered to be representative of all ARS eligible establishments in the stratum. Because of this, and because stratum sample sizes were proportionately allocated to eligible/ineligible sub-populations, sample units were equally weighted within (but not across) strata and survey question combinations.

When designing the survey and determining sample sizes, BLS researchers, analysts, and methodologists collaborated to identify the key research goals. As part of this process, a balance had to be struck between producing precise estimates for various establishment aggregations and the costs associated with fielding a sample that could deliver on those goals. Based on the types of administrative data available for establishments on the BLS Business Register and based on the team's experience analyzing similar establishment-based surveys, research goals centered on creating survey estimates for different combinations of establishment geography, industry type, and/or establishment size. This motivated the decision to choose a design that stratified on all three factors. A decision was then made to define granular strata to keep the strata homogeneous and to facilitate the construction of a wide array of broader composite estimates as functions of the more narrowly defined strata estimates. In the 2022 BRS, strata were defined jointly on the following factors:

- State *{All states plus the District of Columbia, Puerto Rico, and the U.S. Virgin Islands}*
- Industry Type, based primarily on 2-digit NAICS
- Establishment Size, based on employment *{1-4, 5-9, 10-19, 20-49, 50-99, 100-249, 250-499, 500-999, 1000+}*

In the establishment size list above, all nine "narrow" size groupings are given. Some BRS analyses were conducted using two other broader establishment size groupings – a "medium-width" grouping and a "broad," or large/small, grouping. The medium-width size classes were 1-19, 20-99, 100-499, and 500+. The large/small groupings were 0-499 and 500+.

BLS identified specific state-industry, state-size class, and industry-size class establishment aggregations as the key levels at which to produce estimates to a certain degree of precision while minimizing survey cost and respondent burden. These aggregations were used to drive sample size determination. Specifically, they were:

- State by goods-producing/services-producing industry type categorization *{52*2 = 104 estimation cells}*
- State by medium-width establishment size *{52*4 = 208 estimation cells}*
- Modified NAICS sector by medium-width establishment size *{15*4 = 60 estimation cells}*
- Narrow establishment size *{9 estimation cells}*

Because these aggregates were initially identified as the most important ones, the sample was designed to achieve a desired precision when generating estimates for these groupings. The sample was *not* designed to achieve a desired precision when estimating for other groupings, although in some cases the desired precision was achieved anyway.

For each estimation cell within each of the four key aggregates listed above, sample sufficiency counts were determined based on estimating proportions to an agreed-upon degree of precision. The formula for the sample sufficiency of an estimation cell was based on the deconstruction of the formula for the variance of a proportion (using simple random sampling within the cell). Estimation cell sample sufficiency counts were then allocated proportionately to all strata within each cell. The result was a set of four "allocated sufficiency counts" per stratum. For each stratum, the maximum of the four sufficiency counts was chosen. Each stratum's chosen sufficiency count was then divided by an estimated survey response rate to derive a stratum sample size. If the chosen value exceeded the number of selectable establishments in a stratum, the stratum's final sample size was set equal to its number of selectable establishments. In that case, the truncated sample size was reallocated to other strata mapping to the same estimation cell. Once sample sizes were finalized, samples were selected within each stratum as described earlier.

Response Rate

The 2022 BRS consisted of 22 questions to which establishments could respond. A survey was considered usable if the respondent answered at least 4 of the 22 questions, including inferred answers where appropriate. Estimates were generated from usable surveys only.

Of the approximately 340,000 sampled establishments, approximately 5,300 were deemed uncollectible prior to fielding the sample. These uncollectible establishments were treated as non-respondents. Typically, these were establishments that changed status between the time the universe was drawn and data collection and could no longer be contacted or could not respond to the survey. Thus, the 2022 BRS was administered to approximately 335,000 establishments.

Of the establishments that were given the opportunity to take the survey, about 91,000 participated to some degree, and approximately 1,000 were not usable (answered fewer than four questions). Thus:

- Survey Participation Rate *(relative to the full sample)* = 26.9%
- Survey Participation Rate *(relative to the collectible sample)* = 27.3%
- Usable Response Rate *(relative to the full sample)* = 26.7%
- Usable Response Rate *(relative to the collectible sample)* = 27.1%
- Usability Rate Amongst Survey Participants = 99.2%

Estimation Methodology

BRS estimates were derived using straightforward stratified sample estimators. Independent estimates were calculated within each stratum having at least one usable response. Estimates for each stratum having no usable responses were imputed from broader estimates that encompass the missing stratum.

Composite, or aggregated, estimates were built from weighted combinations of directly estimated strata results and, where necessary, imputed strata results.

For full technical documentation, visit:

www.bls.gov/brs/methods/2022-technical-notes.htm

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

Table 1: U.S. Business Response Survey on Telework, Hiring and Vacancies, private sector, 2022 ^{1,2}

Result	Percent of establishments	Number of establishments	Percent of employment in establishments	Employment in establishments
TELEWORK				
Establishments with all employees teleworking all of the time ³	11.1	996,374	3.3	4,082,025
Establishments with employees teleworking some of the time ³	16.4	1,464,501	31.9	39,206,590
Establishments with all employees teleworking rarely or never ³	72.5	6,487,976	64.8	79,611,896
Establishments that expect the amount of time employees are permitted to telework will increase ⁴	1.8	163,114	2.4	2,945,910
Establishments that expect the amount of time employees are permitted to telework will decrease ⁴	3.0	272,936	4.6	5,614,456
Establishments that expect the amount of time employees are permitted to telework will stay about the same ⁴	95.1	8,512,801	93.0	114,340,145
Establishments open in February 2020, with any employees teleworking before the COVID-19 pandemic ⁵	23.3	1,976,740	26.1	31,700,691
Establishments open in February 2020, with no employees teleworking before the COVID-19 pandemic ⁵	76.7	6,594,584	73.9	89,388,647
HIRING				
Establishments that hired new employees ⁶	22.4	2,000,546	59.0	72,502,456
Establishments that hired 1-2 employees ⁶	13.8	1,234,865	17.9	21,994,191
Establishments that hired 3-5 employees ⁶	4.6	413,484	13.4	16,512,263
Establishments that hired 6-10 employees ⁶	1.8	164,571	9.2	11,339,565
Establishments that hired 11-19 employees ⁶	0.7	59,731	5.7	7,033,250
Establishments that hired 20 or more employees ⁶	0.6	56,548	11.1	13,589,549
Establishments that hired at least one full time teleworker (remote worker) ⁶	2.4	213,275	7.7	9,452,055
Establishments that expanded advertising to attract more applicants for newly filled positions ⁶	5.4	480,301	20.1	24,664,748
Establishments that started using recruiters/talent agencies to attract more applicants for newly filled positions ⁶	2.4	213,092	8.0	9,787,814
Establishments that increased starting pay to attract more applicants for newly filled positions ⁶	7.3	656,826	21.3	26,180,789
Establishments that offered hiring bonuses to attract more applicants for newly filled positions ⁶	1.9	167,327	10.8	13,317,050
Establishments that offered more hours (e.g., changed position from part-time to full-time) to attract more applicants for newly filled positions ⁶	1.0	91,400	2.5	3,095,688
Establishments that reduced qualifications (e.g., education or experience) to attract more applicants for newly filled positions ⁶	1.3	116,851	3.0	3,660,576
Establishments that expanded benefits to attract more applicants for newly filled positions ⁶	1.2	111,201	3.6	4,408,643
Establishments that expanded telework or remote work to attract more applicants for newly filled positions ⁶	0.7	64,128	3.3	4,075,144
Establishments that used at least one of the strategies listed above to attract more applicants for newly filled positions ⁶	11.1	997,583	34.5	42,348,410
Establishments that hired new employees for positions open for MORE THAN 30 days ⁶	7.0	625,521	23.5	28,883,731
Establishments that hired new employees for positions open for 30 days OR LESS ⁶	15.8	1,412,528	45.3	55,689,884
VACANCIES				
Establishments with current vacancies that they are attempting to fill ³	20.9	1,871,801	51.9	63,724,670
Establishments with 1-2 vacancies ³	12.0	1,075,298	13.1	16,099,211

Result	Percent of establishments	Number of establishments	Percent of employment in establishments	Employment in establishments
VACANCIES CONT.				
Establishments with 3-5 vacancies ³	5.2	462,525	12.3	15,157,637
Establishments with 6-10 vacancies ³	1.7	148,603	7.7	9,515,161
Establishments with 11-19 vacancies ³	0.6	55,872	4.2	5,142,579
Establishments with 20 or more vacancies ³	0.8	69,893	12.3	15,148,832
Establishments with at least one vacant position eligible for 100% telework (remote) ³	3.1	280,492	9.0	11,063,166
Establishments that have at least one vacant position that has been open for MORE THAN 30 days ³	12.3	1,104,975	31.3	38,433,471
Establishments that had vacant positions in the last 12 months ⁷	40.5	3,626,577	74.2	91,174,910
Establishments that used online job boards/hiring platforms to advertise positions that required a bachelor's degree or higher ⁷	13.4	1,196,262	36.5	44,828,888
Establishments that used their company's website to advertise positions that required a bachelor's degree or higher ⁷	8.8	786,917	30.9	37,993,634
Establishments that advertised in periodicals (e.g., newspapers, magazines, trade publications: electronic or paper) for positions that required a bachelor's degree or higher ⁷	2.3	202,962	8.5	10,469,877
Establishments that used a recruiting firm to advertise positions that required a bachelor's degree or higher ⁷	4.0	355,302	14.0	17,218,952
Establishments that used word of mouth/social media to advertise positions that required a bachelor's degree or higher ⁷	10.3	925,555	28.0	34,457,029
Establishments that used physical advertisements (e.g., sign in store, billboard, etc.) to advertise positions that required a bachelor's degree or higher ⁷	1.2	109,499	4.9	6,060,502
Establishments that used at least one of the methods listed above to advertise positions that required a bachelor's degree or higher ⁷	16.2	1,451,905	40.6	49,935,160
Establishments that used online job boards/hiring platforms to advertise positions that DID NOT require a bachelor's degree or higher ⁷	24.1	2,158,470	55.2	67,880,633
Establishments that used their company's website to advertise positions that DID NOT require a bachelor's degree or higher ⁷	13.7	1,224,459	43.5	53,477,449
Establishments that advertised in periodicals (e.g., newspapers, magazines, trade publications: electronic or paper) for positions that DID NOT require a bachelor's degree or higher ⁷	5.1	455,210	14.2	17,440,274
Establishments that used a recruiting firm to advertise positions that DID NOT require a bachelor's degree or higher ⁷	4.1	366,590	11.8	14,549,081
Establishments that used word of mouth/social media to advertise positions that DID NOT require a bachelor's degree or higher ⁷	24.2	2,168,799	48.8	59,987,230
Establishments that used physical advertisements (e.g., sign in store, billboard, etc.) to advertise positions that DID NOT require a bachelor's degree or higher ⁷	6.3	561,923	15.1	18,525,006
Establishments that used at least one of the methods listed above to advertise positions that DID NOT require a bachelor's degree or higher ⁷	33.8	3,023,618	66.3	81,516,019

¹Total, U.S. private sector includes the 50 states, District of Columbia, Puerto Rico, and U.S. Virgin Islands

²Data collection took place from August 1, 2022 - September 30, 2022

³Reference: At the time of data collection (Aug-Sep 2022)

⁴Reference: In the next six months following the data collection period (Aug-Sep 2022)

⁵Reference: February 2020, before the COVID-19 pandemic

⁶Reference: July 2022

⁷Reference: Aug 2021-Sep 2022