

# 2022 ADP® Workforce Trends



## Workers will define the future of work

### 1 Employee visibility will be redefined

With the rise of hybrid workplace models, employers will seek ways to understand a dispersed workforce.

**75%** of the global workforce made changes or plan to **change how or where they live**<sup>1</sup>

**66%** of small and mid-sized U.S. employers have a **hybrid work model** in place<sup>2</sup>

U.S. employees who have **trust in both their teammates and their team leader** are

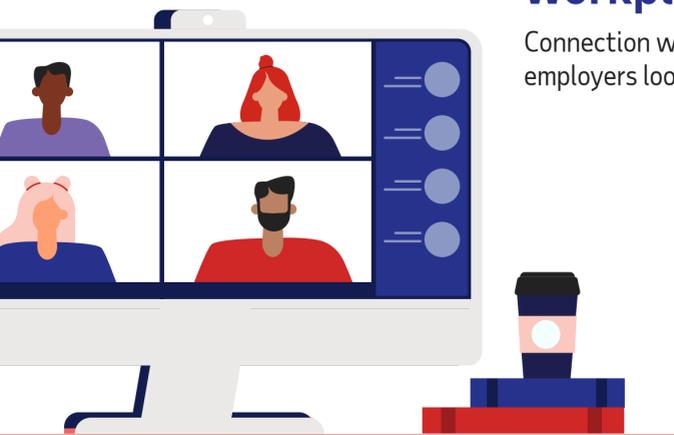
**7x**

more likely to feel **strongly connected** to their organization<sup>3</sup>



### 2 People and purpose will drive workplace culture

Connection will become a measurement of workforce culture as employers look to drive employee inclusion.



U.S. workers who feel they are **strongly connected** to their employer are

**75x**

more likely to be **fully engaged** than those who do not feel connected<sup>4</sup>

More than

**50%**

of companies that leveraged **ADP DataCloud's DEI** analytics have taken action and realized positive impact on their DEI measures

### 3 Reliable data and expertise will power resiliency

Workplace operational and compliance considerations will grow with the changing workforce, adding to a complex regulatory environment.

**Nearly 20%**

of U.S. companies with 25 to 99 employees admit they are **currently facing challenges** with compliance and regulatory issues<sup>4</sup>

Workers completed nearly

**3 million**

**health status surveys** within ADP Return to Workplace mobile solution



### 4 Greater innovation will accelerate growth

Businesses will turn to technology to drive efficiency and expand capabilities amid global growth.



Monthly users of ADP Mobile Solutions app experienced

**25%**

increase from last year, as more **focus on self-service tools** to enable a greater focus on their people

More than one-in-four,

**28%**

of workers report having **taken on a new role or changing role** due to pandemic labor market shifts

For more on 2022 trends, please visit [adp.com/SPARK](https://adp.com/SPARK).



1. ADP Research Institute's People at Work: A Global Workforce View study  
2. ADP Research Institute's Measuring the 'I' in DEI study  
3. ADP survey  
4. ADP's HR Survey Series with HR Outsourcing