GENERATIONAL REMOTE WORK STATISTICS: How Millennials, Gen-Xers, and Baby Boomers Telework
GENERATIONAL SURVEY OVERVIEW
ABOUT VIRTUAL VOCATIONS

Virtual Vocations, Inc. is the number one online job board posting telecommute-only jobs. It is a 100% virtual company with an objective to help jobseekers find high-quality telecommuting job leads safely, easily, and quickly. All jobs posted to the Virtual Vocations job board have been reviewed by a minimum of three staff members to ensure the job postings are from reputable companies in a wide range of industries.

In addition to its job board, Virtual Vocations curates a Telecommute Companies Database featuring profiles of companies known for hiring remote workers; offers Career Services like resumé reviews and rewrites, cover letter writing, and LinkedIn profile writing; and publishes telework statistical reports, career advice, and remote job search tips to its blog. Virtual Vocations was co-founded by Laura Spawn, CEO, and Adam Stevenson, CTO.

1,000,000
POTENTIAL REMOTE JOBS SCREENED IN 2018

240,977
JOBS ADDED IN 2018

6,192
NEW COMPANIES VETTED IN 2018
Over the years, we’ve noticed that concrete data on trends in remote work can be hard to come by—and that is especially true regarding statistics about the differences between generations of remote workers.

That’s why, in March of this year, we invited our members to participate in a survey to help us better understand why Virtual Vocations members, from Millennials to Baby Boomers, work remotely as well as what challenges they face in the digital workplace.

With our Telecommute Week 2019 Survey, our goal was to learn more about the remote work habits and preferences of professionals representing a variety of age groups, then compare those findings to note similarities, differences, and trends in telework.

—LAURA SPAWN  
CEO & CO-FOUNDER  
VIRTUAL VOCATIONS
RESEARCH METHODOLOGY

To determine target age pools for data collection, Virtual Vocations looked to the Pew Research Center's 2019 definitions of generational groups.* The target groups for Virtual Vocations' generational survey are defined as follows:

- **Millennials (23-38)**
- **Generation X (39-54)**
- **Baby Boomers (55-73)**

1,141 RESPONSES RECEIVED FROM ALL GENERATIONS

Duplicate submissions from survey participants as well as test responses submitted by Virtual Vocations team members were excluded from the data and not included in the responses total.

Responses from participants younger or older than the target generations were grouped into an "Other" category and were not used to inform conclusions within this report.
The statistical findings discussed in this report detail conclusions and insights drawn from survey data contributed by registered Virtual Vocations members. This voluntary survey was conducted during March 2019 as part of Virtual Vocations’ annual Telecommute Week celebration.

From March 18-23, 2019, registered Virtual Vocations members were invited to participate in a survey to help the company better understand remote work ideologies, goals, and motivators experienced by current telecommuters and telecommute jobseekers within various age ranges.*
HOW MILLENNIALS TELEWORK
Millennials are adults age 23–38 as of 2019

61.4% would telework from a coffee shop or co-working space

79.5% say a remote job is a primary source of income

46.4% regularly care for children or a family member at home

59.1% report that schedule flexibility is why they want to telework

66.5% are willing to at least occasionally travel for work

47.4% search for remote jobs on job boards like Virtual Vocations
MILLENNIAL REMOTE WORK EXPERIENCE

NO EXPERIENCE
27.4%

LESS THAN 1 YEAR
19.5%

1 - 2 YEARS
24.2%

3 - 4 YEARS
8.4%

5 OR MORE YEARS
20.5%
I do not believe my desire to work from home stemmed from being a millennial. Because I moved around extensively in my late teens/early 20s, it made sense to have a job where I could pack up and go.

When you’re in a physical work environment, it’s easy to unintentionally judge work ethic by how long someone is in the office. Working remotely, you’re judged on quality and quantity of your work—period.
Flexibility is the number one benefit remote work provides. Having the ability to schedule your own hours, days, weeks, etc. is life changing.

The biggest reason I prefer remote work to a traditional brick-and-mortar office is the ability to create a personalized schedule that promotes a healthy work/life balance. Also, because I’m naturally more introverted, I feel more focused and relaxed when working from home.
HOW GEN-XERS TELEWORK
Gen-X Generation at a Glance

- 53.0% would telework from a coffee shop or co-working space.
- 80.0% say a remote job is a primary source of income.
- 35.7% regularly care for children or a family member at home.
- 56.5% report that schedule flexibility is why they want to telework.
- 70.1% are willing to at least occasionally travel for work.
- 48.2% search for remote jobs on job boards like Virtual Vocations.

Gen-Xers are adults age 39-54 as of 2019.
GENERATION X REMOTE WORK EXPERIENCE

- No Experience: 24.0%
- Less Than 1 Year: 15.6%
- 1 - 2 Years: 17.1%
- 3 - 4 Years: 12.7%
- 5 Or More Years: 30.6%
As a member of Gen-X, I’m probably part of the first generation who saw home working become a viable option.

For me, it’s all about the work-life balance. Working from home is one way to ensure I spend plenty of time with my children.

This time is precious, and home working is the one thing that allows me to make the most of it.

Founder

HOMEWORKINGCLUB.COM
homeworkingclub.com
DOUGLAS CRAWFORD
GENERATION X

I have lived a very 'Gen-X' life...As a result of this very unconventional lifestyle...I was over 40 years of age before I really got my working life back on track, and this would not have been possible without the wonders of the internet and remote working.

What matters when working online is not what you look like or what your job history is, but results.
HOW BABY BOOMERS TELEWORK
<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>37.8%</td>
<td>Would telework from a coffee shop or co-working space</td>
</tr>
<tr>
<td>58.4%</td>
<td>Report that schedule flexibility is why they want to telework</td>
</tr>
<tr>
<td>61.4%</td>
<td>Say a remote job is a primary source of income</td>
</tr>
<tr>
<td>65.9%</td>
<td>Are willing to at least occasionally travel for work</td>
</tr>
<tr>
<td>9.8%</td>
<td>Regularly care for children or a family member at home</td>
</tr>
<tr>
<td>58.8%</td>
<td>Search for remote jobs on job boards like Virtual Vocations</td>
</tr>
</tbody>
</table>

Baby Boomers are adults age 55–73 as of 2019.
BABY BOOMER REMOTE WORK EXPERIENCE

- No Experience: 25.0%
- Less Than 1 Year: 12.5%
- 1 - 2 Years: 11.1%
- 3 - 4 Years: 14.2%
- 5 Or More Years: 37.2%
I've been working remotely since 2015. As a 59-year-old woman, I've found it to be the most freeing decision of my life. With remote work, I learned that tech solutions like Slack, Zoom, Asana, and Trello made communication far more streamlined and accessible than did working in the same building.
The main benefit working from home gives me is that the day and the work day are seamless.

Difficulty in fitting work into life is greatly reduced as artificial and arbitrary schedules created by organizational processes vanish.

There’s nothing like the flexibility to combat work-related stress.
TOP REMOTE JOB FIELDS

1. Information Technology* including Technical Support
2. Healthcare* including Nursing
3. Writing/Editing
4. Administration/Business Operations
5. Management including Program/Project Management
6. Customer Service
7. Education
8. Advertising/Marketing/PR including Social Media
9. Consulting
10. Finance
11. Human Services
12. Graphic/Creative Design
13. Sales/Account Management
14. Translation/Interpretation

*Information technology and healthcare tied for the first place ranking among all telecommuting industries preferred by target generational groups.

These telecommute-friendly career categories are the most preferred by Millennials, Gen-Xers, and Baby Boomers.

Baby Boomers are most interested in remote healthcare careers. Among Gen-Xers, writing and editing remote jobs are most popular. Millennials, however, are most interested in information technology-based positions.
The Millennial generation has the highest percentage of bachelor's degree holders. More than 42% of survey respondents have bachelor's degrees and another 30% of Millennials have already gone on to earn advanced degrees.

Among all respondent groups, the percentage of earned advanced degrees is highest among Generation X. More than 35% of respondents reported advanced degrees as their highest level of education.

Vocational training and technical degrees are most prevalent among Baby Boomers. In addition, more than 90% of Boomers—adults age 55-73—stated they have attained at least some college level education or individual course study.
The oldest and youngest generations are interested in combining work and travel. Virtual Vocations defined the 'Digital Nomad lifestyle' as "traveling and working remotely continuously."

—ERIC SCHAD, MILLENNIAL Freelance Contributor to Virtual Vocations

When I graduated from university with a double major in finance and music, I was thinking to combine a passion with something practical. Although I didn't know it at the time, this intersection of enthusiasm, talent, and pragmatism is the ideal fit for a digital nomad.

—ERIC SCHAD, MILLENNIAL Freelance Contributor to Virtual Vocations
SHOULD TELEWORK COME STANDARD?

98.6% OF MILLENNIALS & BABY BOOMERS overwhelmingly feel remote work should be a standard job benefit or option with companies that have positions conducive to working remotely.
Gen-Xers were asked about changing needs and tech-focused work culture. Nearly one-third say the ability to telecommute could influence their future job pursuits.

53% of Gen-Xers want to transition their current career paths to those more amiable to remote work.

21% of Gen-Xers feel pushed out of their careers by younger generations with more long-term exposure to tech.

Having been thrust into the population of those caring for young children and aged parents, working remotely has given me so much more flexibility to deal with what life has thrown at my family.

—SARAH HILL, GEN-X
Company Research Department Manager
Virtual Vocations
NOTES


*Across all generations of Telecommute Week survey respondents, 75.6% identified as female; additionally, 71.6% of all respondents stated they are not currently working in a remote position.

ACKNOWLEDGEMENTS

Virtual Vocations would like to thank all of its team members for their hard work and dedication to providing high-quality telecommute job leads, resources, and career services to jobseekers every day.

The company’s gratitude must also be extended to Virtual Vocations survey participants, site members, blog readers, and social media community members. Virtual Vocations thanks you for your engagement, insight, and motivation to continue publishing remote job search advice, telecommuting tips, and industry reports that grow the company’s understanding of the digital workplace and inform Virtual Vocations on how to better serve jobseekers who want to work remotely.
QUESTIONS?

Contact kim@virtualvocations.com for report inquiries

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