

2020 upended everything. Every. Thing. And its impact is not ending anytime soon. From the challenges of managing a largely remote workforce to ethical and legal issues surrounding vaccines, HR departments will continue to manage a range of issues that weren't really on anyone's radar a few years ago. Here are ten trends to look for:



## 1. Personnel Issues will be More Personal

A year-long pandemic—with many of us juggling family and work demands from our homes—taught companies the value of supporting workers in all aspects of everyday living. In 2021, the trend toward deeper involvement in employee's lives will continue. Expect to offer benefits that help your workforce in everything from managing money and taking care of children to getting enough sleep at night.

## 2. Healthcare will Cover All Aspects of Health

If a good thing came out of 2020, it was the reduction of the stigma around mental health issues. Building on a trend that gained steam throughout the pandemic, companies will keep expanding mental health benefits. They'll also be more in tune to the importance of giving workers the breaks and resources they need to stay well.

## 3. Flexibility will Become More, Well, Flexible

Working from home is no longer just an option. It is the norm. 2021 will solidify that trend as it adds another level of flexibility by allowing more employees to choose when they work. In more and more organizations, the nine-to-five grind will be replaced by a system that expects workers to achieve goals and outcomes and allows them to choose when they do it.

## 4. How You Monitor Workers will Get More Scrutiny

As workers moved offsite and workforces became decentralized, many companies invested in technologies that tracked and monitored them. Expect some pushback on those technologies in the year ahead. Experts say regulations will put limits on who and what you can track and how you do it.

<sup>1</sup> <https://hrxecutive.com/11-trends-that-will-shape-hr-in-2021/>

## 5. Social Advocacy is Here to Stay

About two-thirds of your workforce now wants, even expects, top management to have a stake in the issues of the day. In 2021, look for CEOs to put more money—in the form of budget commitments—where their social advocacy is.

## 6. The Gender Pay Gap will Expand

Many workers will continue to work remotely. Among those who first return to work onsite, the majority will be men. And onsite workers are more likely to receive raises and promotions than those who continue to work from home. .

## 7. Governments will Recruit People, Not Just Companies

Cities and states that typically offer big tax breaks to attract large companies for relocation will commit more resources instead to programs that lure individual workers.

## 8. The Divide Between Knowledge Workers and Others will Widen

As the pandemic fades, hiring will intensify. Knowledge workers will be targeted with high-tech recruiting methods and personalized jobs. But companies will use automated recruiting methods to rapidly fill other roles. This will have an impact on some workers who find those tactics as impersonal, even dehumanizing.

## 9. There will be Issues Surrounding the Vaccines

Large firms will buy allotments of Covid-19 vaccines and use vaccine availability to attract and keep top talent. Some companies will face legal battles for demanding proof-of-vaccination for returning workers; this litigation will likely slow the return-to-work process.

## 10. Renting Talent will Become Even More of a Thing.

In a world where demand for certain skills changes rapidly, expect more companies to buy (or rent) those skills rather than build them through training and education.

The experts at EG Workforce Solutions have even more insight on the trends and issues affecting your operation

### About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

