



EXECUTIVE SUMMARY

Indeed Global Talent Report

How Workforce Agility Drives Business Results

In today's job market, employees are seeking more flexibility while employers are seeking different ways to get jobs done. Agile work can be the win-win that satisfies both groups.



What is workforce agility?

The ability to make a workforce responsive and resilient by expanding the mix of flexible work arrangements — including gig and contract employment, interim or fractional positions, career switching, remote “digital nomad” jobs, AI-augmented positions, and job rotations.

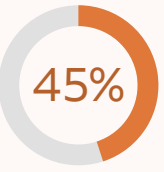


The agile future is already here

Job seekers

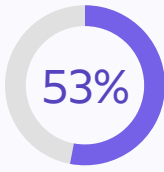


Already in agile roles

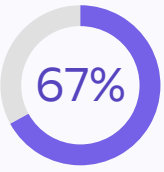


Anticipate being in agile roles in the future

Employers



Hiring for agile roles



Anticipate hiring for agile roles in the future

Top motivations for embracing agile work

Job seekers

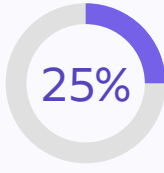


More flexibility and control

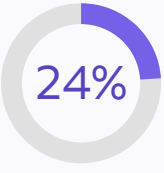


Better overall work-life balance

Employers



Flexibility and team autonomy



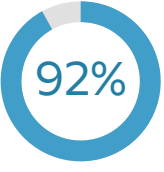
More efficient allocations of resources

Which sectors are leading the way in workforce agility?

Top five industries where employers say workforce agility is “extremely” or “very” important to achieving their organization's goals



Construction and Mining



Information Technology



Hospitality and Food Service



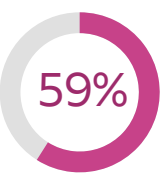
Financial Services and Banking



Transportation

Which sectors anticipate an agile future?

Top five industries where employers say they'll increase their use of agile and nontraditional talent in the coming year



Media, PR, and Marketing



Information Technology



Construction and Mining



Human Resources



Retail

Employer questions: How important is workforce agility to achieving your organization's goals? In the next year, is the use of agile/nontraditional talent at your organization expected to... increase, remain the same, decrease, I don't know?

Top AI use cases for workforce agility

- 32% Supporting performance and productivity
- 29% Matching workers with skills
- 27% Predictive analytics for workforce planning
- 29% Sourcing external talent
- 28% Real-time insights for workforce needs

Employer question: How does AI currently enable your organization to hire and manage an agile/nontraditional workforce? Select all that apply.



Agile workforce effectiveness

The majority of employers worldwide say their agile workforce is more effective than their traditional workforce in key areas for business performance.

- 67% Speed of talent acquisition
- 67% Cost efficiency
- 67% Innovation output
- 66% Employee satisfaction
- 68% Scalability during market shifts

Employer question: Rate the effectiveness of your agile/nontraditional workforce when compared to your more traditional workforce in: Speed of talent acquisition, cost efficiency, innovation output, employee satisfaction, scalability during market shifts.



Agile strategies for employers



Skills evaluation

Look at the skills required to do various tasks and then decide on the right mix of roles — full-time, part-time, contract, or AI-assisted.



Talent sourcing

In addition to temporary consultants and fractional leaders, create and promote internal job boards to tap into your existing workforce.



AI-assisted planning

Level up your workforce planning by leveraging AI for predictive analytics, real-time insights, and analysis of skills among your employees.



Removing barriers

Though agile workers prioritize flexibility, offer timely pay and basic benefits like paid time off and health insurance to make the work more attractive.



Embracing wellbeing

Thoughtful strategies to promote the inclusion, belonging, and recognition of an agile workforce will help improve wellbeing for all employees.

Discover more insights and strategies to prepare for an agile future.

[Download the full report](#) →

Source
Indeed Survey with YouGov 2025, Total N=7,317 job seekers and 2,966 employers

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