

TRENDS

Hybrid work continues to be common in many office jobs. Yet, several companies that previously permitted flexible or mostly remote work are now gradually increasing the number of days employees are required to be in the office. Despite this shift toward more structured hybrid work or scheduled attendance, peak office occupancy has not seen a significant change. Consequently, there is no urgent need to expand real estate footprints; however, there is a greater requirement for intentional space planning and optimization of collaborative areas and shared spaces.

Overall, there have been moderate changes in the data tracked for the Cresa Remote Work Index. Many of these changes have occurred in the margins, as hybrid work patterns have led to employees spending more days in the office. Owl Labs reports that 73 percent of hybrid workers are in the office for three or four days a week. Kastle Systems has noted a modest increase in weekly peak occupancy over the past two years, and public transit ridership saw a rise in the last quarter. Meanwhile, the Flex Index indicates that companies are still offering flexibility at levels comparable to a year ago.

Four years after the tapering from COVID-19 restrictions, it is evident that most organizations are not reverting to full in-office attendance. This is despite several high-profile firms, such as Dell Technologies and JP Morgan, announcing plans to do so. Data reveals considerable pushback from employees, with 76 percent stating they would seek new job opportunities if remote or hybrid work options were eliminated.

Remote Work Index

Fall 2025

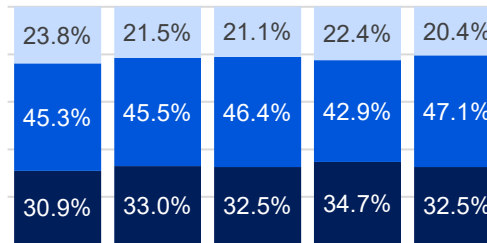
Remote Work Trend:
Increasing ↑; Decreasing ↓; Unchanged ↔

SWAA Data: Tele-workable Jobs

(% of Workers Able to WFH): Sep. 2025



■ Fully-Onsite ■ Hybrid ■ Fully-Remote



Nov-21 Nov-22 Nov-23 Nov-24 Sep-25

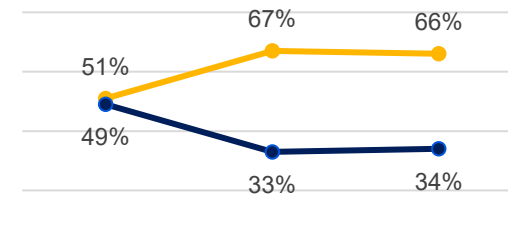
Source: Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis, 2021. "Why working from home will stick," [National Bureau of Economic Research Working Paper 28731](#)

Flex Index

(% of Companies Offering Flexibility): Q3 2025



● Offer Flexibility ● Full-Time Office

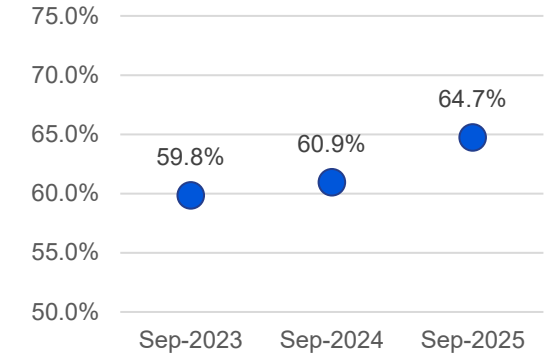


Q3 2023 Q3 2024 Q3 2025

Source: Flex Index, Q3 2025

Kastle Systems

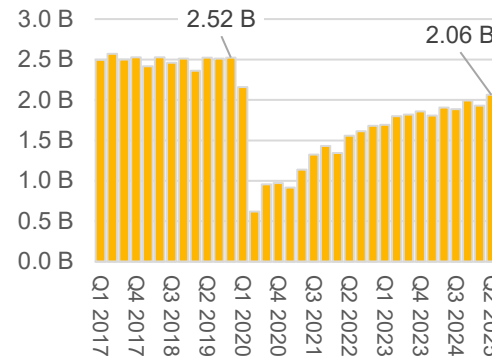
(Weekly Peak Occupancy %): Sep. 2025



Source: Kastle Occupancy Barometer; averages of September 2025

Public Transit Ridership

(APTA Public Ridership Report): Q2 2025



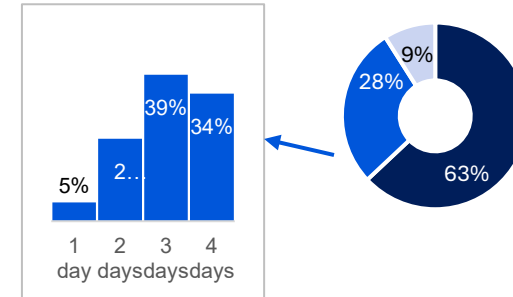
Source: Ridership Report – American Public Transportation Assoc

Owl Labs: State of Hybrid Work

Worker Type & Number of Days in Office, 2025



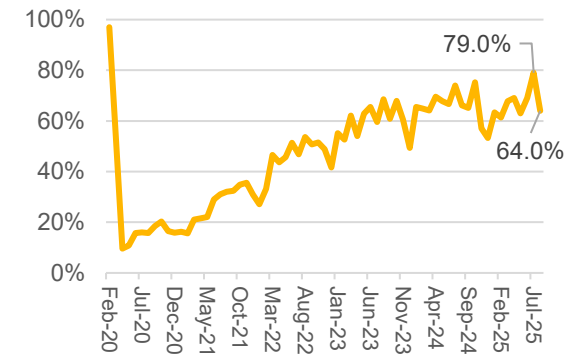
Hybrid Attendance ■ In-Office ■ Hybrid



Source: Owl Labs: State of Hybrid Work, 2025

Placer.ai Office Building Index

Monthly Office Visits Compared to March 2019



Source: Placer ai. The Return-To-Office Report; August 2025