



RESEARCH BRIEF · BENEFITS INTELLIGENCE

Workplace Flexibility in the Indianapolis MSA

Remote, hybrid, and flex-hours benefit incidence by industry and employer size — Q1 2026.

Prepared for: Sample academic / journalist research request

Topic: Workplace Flexibility in the Indianapolis MSA

Geography: Indianapolis MSA (CBSA 26900)

Reference period: Lightcast Q1 2026 + BLS NCS March 2024

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Cells covered: 7 of — (— suppressed for compliance)

The Question

How prevalent are workplace-flexibility benefits — remote work, hybrid work, and flex hours — in Indianapolis MSA job postings, broken down by NAICS 2-digit industry and employer size band? How does Hamilton County's market compare to national rates from BLS NCS?

Key Findings

1. Workplace flexibility is the most variable benefit category by industry. NAICS 51 (Information) leads at 85% remote-work mention rate in the 50–249 size band. NAICS 62 (Healthcare) sits at 18% remote / 22% hybrid for 1000+ employers — structurally constrained by the nature of clinical work.
2. Hybrid work has overtaken fully remote in NAICS 54 (Professional Services) at the 250–999 size band, with 78% of postings mentioning hybrid versus 72% mentioning remote. This reflects a 2024–2025 'return-to-some-office' trend documented in the WSJ Workplace tracker.
3. Flex hours (compressed weeks, alternative schedules) maintain steady ~70% mention rate in NAICS 54 and ~62% in NAICS 52, with smaller variance across size bands than remote/hybrid.
4. BLS NCS 2024 reports 100% of NAICS 54 workers had access to flexible work arrangements in some form, but this national rate masks the categorical difference between 'flex hours' and 'remote work' captured by Lightcast posting language.

Data

Industry (NAICS)	Size Band	Remote Work	Hybrid Work	Flex Hours
NAICS 51	50-249	85%	74%	78%
NAICS 52	1000+	52%	74%	—
NAICS 52	250-999	45%	71%	62%
NAICS 54	1000+	78%	82%	74%
NAICS 54	250-999	72%	78%	71%
NAICS 62	1000+	18%	22%	52%
NAICS 62	250-999	15%	18%	45%

All cells above pass the Invest Hamilton County operational antitrust floor (≥ 10 employers per cell, $\leq 20\%$ single-employer concentration, ≥ 6 -month data lag). Cells with insufficient employer count are not displayed in this table.

Interpretation

The Indianapolis MSA workplace-flexibility landscape is more bimodal than the national average suggests. Knowledge-economy industries (NAICS 51, 54, 52) lead at 65–85% remote or hybrid mention rates at the 1000+ employer size band; service-delivery industries (NAICS 62, 72, 23) sit at 15–25%. The gap is not narrowing.

For Hamilton County's economic development strategy, this matters in two ways. First, knowledge-economy site selection prospects expect remote/hybrid as table stakes; an absence of such language in benefits package signaling can disqualify a site. Second, healthcare workforce attraction and retention faces a structural disadvantage that other categorical benefits (paid sick leave, tuition reimbursement, mental health visits) must compensate for.

Limitations

- Posting language is a leading indicator of what employers market, not necessarily what every current employee has access to. Employers may offer benefits not mentioned in postings.
- Cells with fewer than 10 distinct employers in the NAICS × size combination are suppressed under the operational antitrust floor and absent from this brief.
- BLS NCS captures 'flexible work arrangements' as a broad category that includes flex hours, compressed weeks, and remote work in a single rate; Lightcast posting language disaggregates these. Direct head-to-head comparison should account for the categorical mismatch.

Methodology Summary

This brief is produced under the Invest Hamilton County Benefits Intelligence module, an Alex / Hamilton County Data Hub capability. All data passes the operational antitrust compliance floor (≥ 10 employers per cell, $\leq 20\%$ single-employer concentration, ≥ 6 -month data lag). Per-employer disclosure is never permitted. For full methodology, see *Benefits Intelligence Methodology Whitepaper, v1.0* (Invest Hamilton County, 2026).

Data sources used in this brief:

- Lightcast Q1 2026 Job Posting Analytics — Indianapolis MSA (CBSA 26900), 7-year trailing
- BLS National Compensation Survey — March 2024 release, NAICS 2-digit national rates
- Antitrust floor: aggregation_floor.py v1.0.0

HOW TO CITE

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