



FREELANCING IN AMERICA

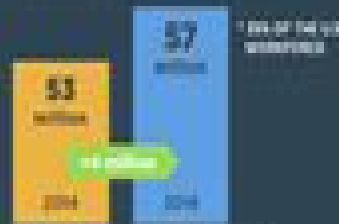
2019

"Freelancing in America" (FIA) is the most comprehensive study of the independent workforce. Commissioned by Upwork and Freelancers Union, this study analyzes the size and impact of the freelance economy, as well as the motivations and challenges of this way of working. This year 33 percent of Gen Z workers freelanced—the highest independent workforce participation of any age bracket since FIA's launch in 2014.



Upwork

57 million Americans freelanced this year



of Americans who freelanced

Freelancing income is nearly \$1T



Younger generations are more likely to freelance



% of workers in each age group that freelance

Freelancing opens up opportunities



45%

of freelancers agree that freelancing gives them the flexibility they need because they are unable to work for a traditional employer due to personal circumstances

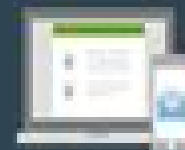
Freelancing gives flexibility



7 in 10

Freelancers interested in moving somewhere other than a large city, if opportunities were the same

Tech is enabling freelancing



77%

of freelancers say technology has made it easier to find freelance work*

*Of freelancers who believe the freelance job market has changed within the last 3 years

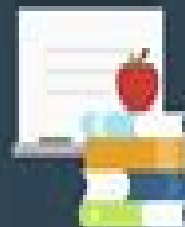
Soft skills matter



78%

of freelancers agree that soft skills are at least equally as important as technical skills to succeed in their work

Education needs to adapt



89%

of freelancers with education better prepared them for freelance work

Top professionals freelance



64%

say that professionals who are the top in their industry are increasingly choosing to work independently*

*Of freelancers who believe the freelance job market has changed within the last 3 years

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Daniela Niemeyer



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Table of Contents Examples America 2 1775 Freelancing Online Examples America 2 603

1. Understanding the eBook Examples America 2 1775 Freelancing Online Examples America 2 603
 - The Rise of Digital Reading Examples America 2 1775 Freelancing Online Examples America 2 603
 - Advantages of eBooks Over Traditional Books
2. Identifying Examples America 2 1775 Freelancing Online Examples America 2 603
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Examples America 2 1775 Freelancing Online Examples America 2 603
 - User-Friendly Interface
4. Exploring eBook Recommendations from Examples America 2 1775 Freelancing Online Examples America 2 603
 - Personalized Recommendations

- Examples America 2 1775 Freelancing Online Examples America 2 603 User Reviews and Ratings
- Examples America 2 1775 Freelancing Online Examples America 2 603 and Bestseller Lists
- 5. Accessing Examples America 2 1775 Freelancing Online Examples America 2 603 Free and Paid eBooks
 - Examples America 2 1775 Freelancing Online Examples America 2 603 Public Domain eBooks
 - Examples America 2 1775 Freelancing Online Examples America 2 603 eBook Subscription Services
 - Examples America 2 1775 Freelancing Online Examples America 2 603 Budget-Friendly Options
- 6. Navigating Examples America 2 1775 Freelancing Online Examples America 2 603 eBook Formats
 - ePub, PDF, MOBI, and More
 - Examples America 2 1775 Freelancing Online Examples America 2 603 Compatibility with Devices
 - Examples America 2 1775 Freelancing Online Examples America 2 603 Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Examples America 2 1775 Freelancing Online Examples America 2 603
 - Highlighting and Note-Taking Examples America 2 1775 Freelancing Online Examples America 2 603
 - Interactive Elements Examples America 2 1775 Freelancing Online Examples America 2 603
- 8. Staying Engaged with Examples America 2 1775 Freelancing Online Examples America 2 603
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Examples America 2 1775 Freelancing Online Examples America 2 603
- 9. Balancing eBooks and Physical Books Examples America 2 1775 Freelancing Online Examples America 2 603
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Examples America 2 1775 Freelancing Online Examples America 2 603
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Examples America 2 1775 Freelancing Online Examples America 2 603
 - Setting Reading Goals Examples America 2 1775 Freelancing Online Examples America 2 603
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Examples America 2 1775 Freelancing Online Examples America 2 603
 - Fact-Checking eBook Content of Examples America 2 1775 Freelancing Online Examples America 2 603

- Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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