



Beyond Hybrid: The Data Defining the Future Workplace

Occuspace's Workplace Utilization Index



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About This Report

Welcome to the first edition of **Occuspace's Workplace Utilization Index**, which presents data and trends covering H1 2025 and H2 2025. This report equips corporate real estate and workplace leaders with critical insights into CRE trends across the US and Canada.

Our analysis draws from Occuspace's 100% private network of occupancy sensors. We measure **over 40M sq.ft. of space over 10,000 unique workspaces across multiple industries.**

This edition thoroughly examines the first and second half of 2025, featuring a detailed analysis of resource utilization patterns and how these metrics reflect the ongoing transformation of workplace strategic planning practices.



Data Definitions

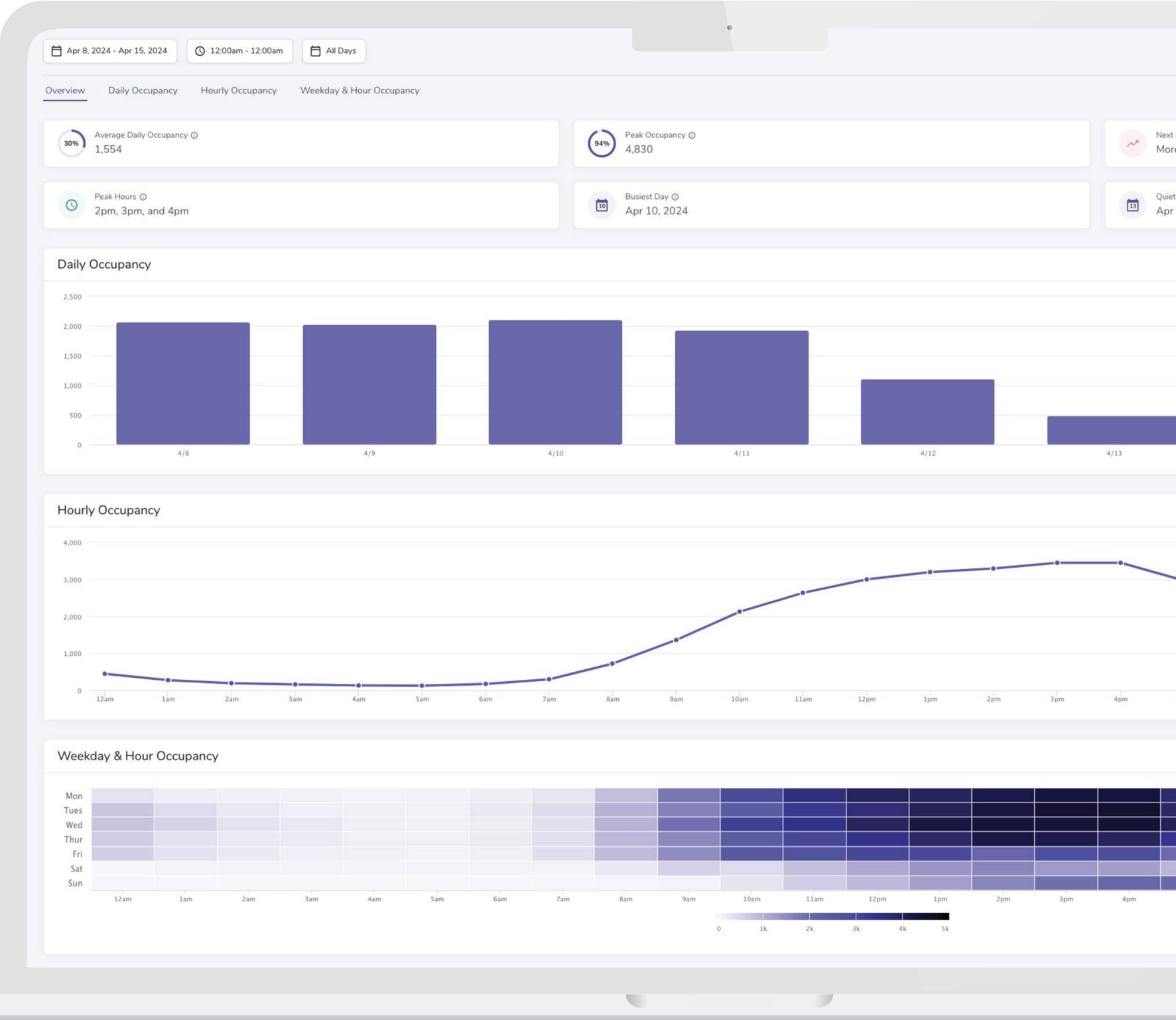
Occupancy - the number of people in a defined space.

Utilization - occupancy relative to the space's capacity. Often used as a measure of efficiency.

Average Utilization - the average occupancy relative to capacity during operating hours. Reflects the average occupancy of a space across all hours measured, not just the busiest time.

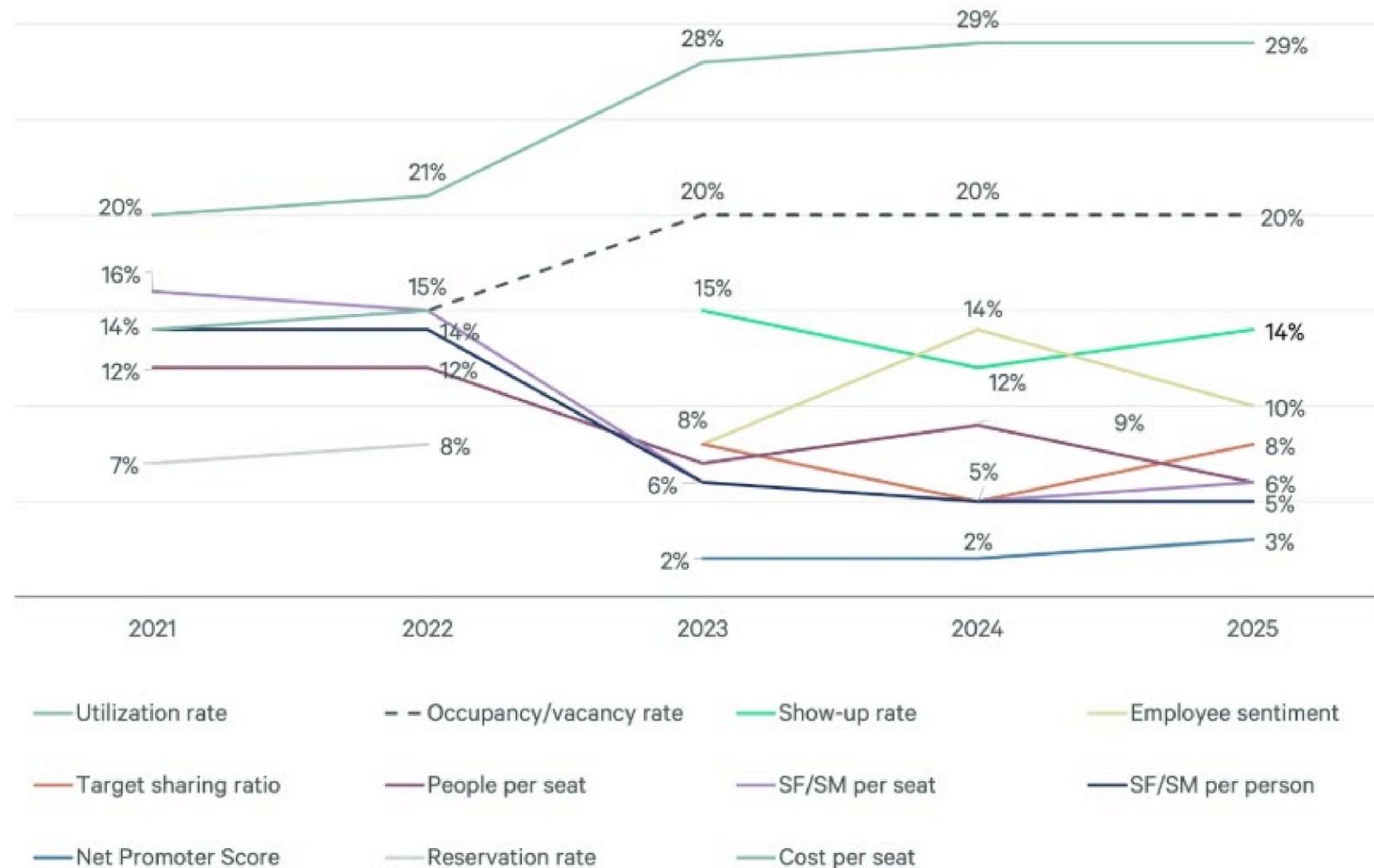
Average Daily Peak Utilization - the average peak occupancy value of each day (Mon - Sun for student spaces, Mon - Fri for office spaces).

Availability - shows how often conference rooms, phone booths, huddle areas, and other meeting spaces are available for use.



Key Metrics in CRE

Figure 3: Occupancy Metrics that Matter Most, 2021-2025



Utilization is the leading metric

Increasing office utilization is a top goal for **81%** of CRE teams, with utilization rate now the most tracked (**83%**) and important (**29%**) metric.* Utilization continues to grow in importance as hybrid models are more prevalent.

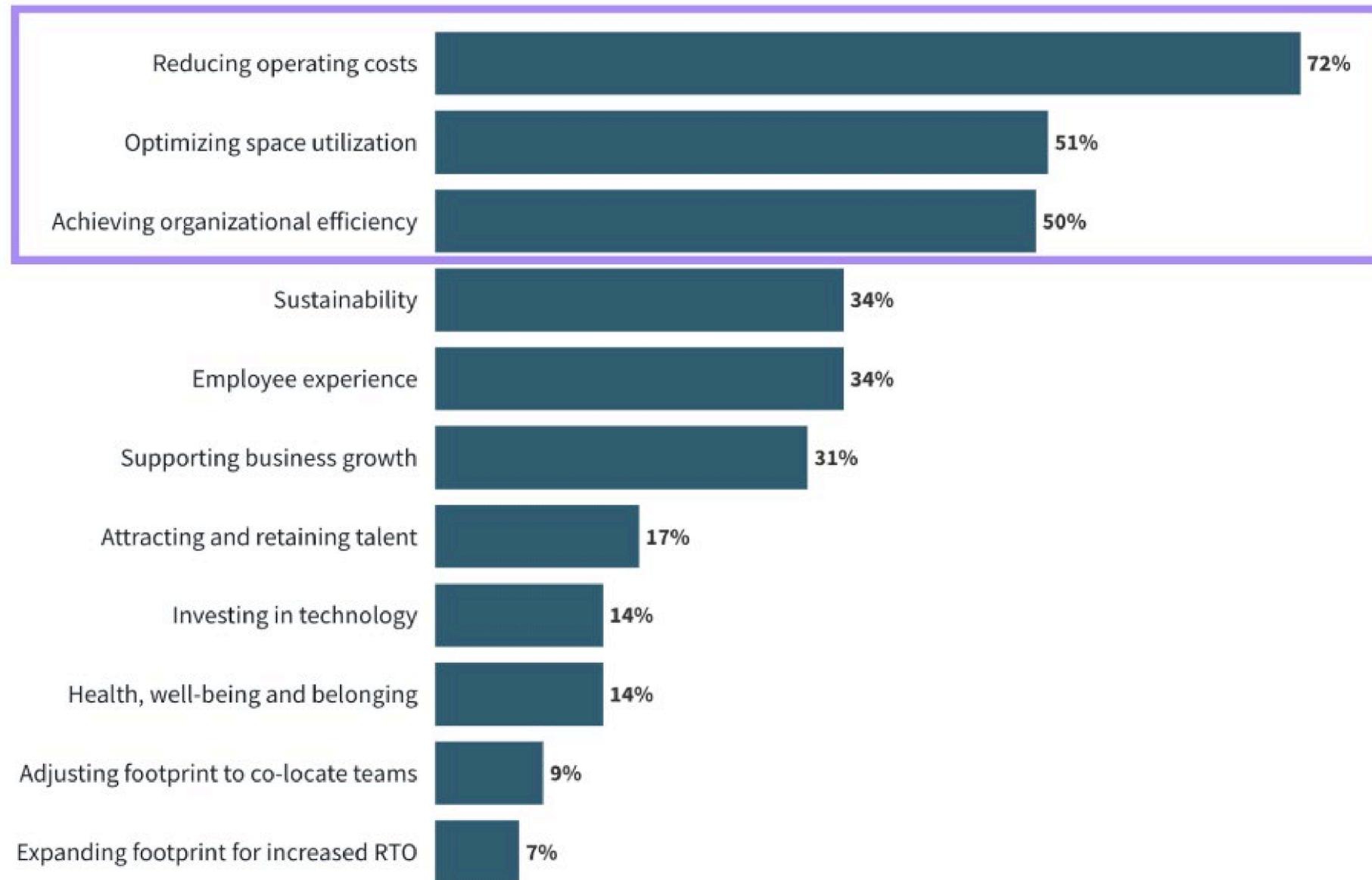
This trend reflects a growing emphasis on **how space is actively used**, rather than simply headcount against capacity.

*Source: CBRE Workplace & Occupancy Benchmarking Program, 2026

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Why Space Utilization Matters for CRE

Top priorities for CRE teams



Source: JLL Research, 2025

Utilization unlocks top priorities for CRE leaders

The shift to hybrid work has made balancing space supply and demand a priority, **rendering utilization data indispensable.**

With attendance fluctuating and desk-sharing increasing, organizations **rely on real-time insights** to guide portfolio optimization and rightsizing.

Consequently, **72%** of companies now are prioritizing reducing operating costs. And, **51%** are looking to optimize their space utilization as top priorities for the coming year.*

*Source: JLL Research, 2025

DATA Making an Impact



Portfolio Optimization

Eliminate excess capacity or identify expansion opportunities.



Workplace Experience

Ensure employees have the spaces they need to be productive in the office and measure RTO success.



OpEx Savings

Save \$0.50/sqft/year through HVAC and Custodial Cleaning optimization for owned or single tenant buildings.

Key Findings

Utilization remained stable at 47% throughout 2025

Tuesday and Wednesday show highest workspace usage across all sectors

Financial Services leads with 63% peak utilization

Legal & Professional Services follows closely behind at 59%

3 - 4 people is the most common meeting size

Significant opportunity to optimize conference room sizing and allocation

In an average meeting only 33% of seats are used

When available, people lean towards larger rooms in order to avoid that overcrowding feeling

Focus spaces dominate floor plans at 50%

Traditional individual workspaces still represent majority of office allocation

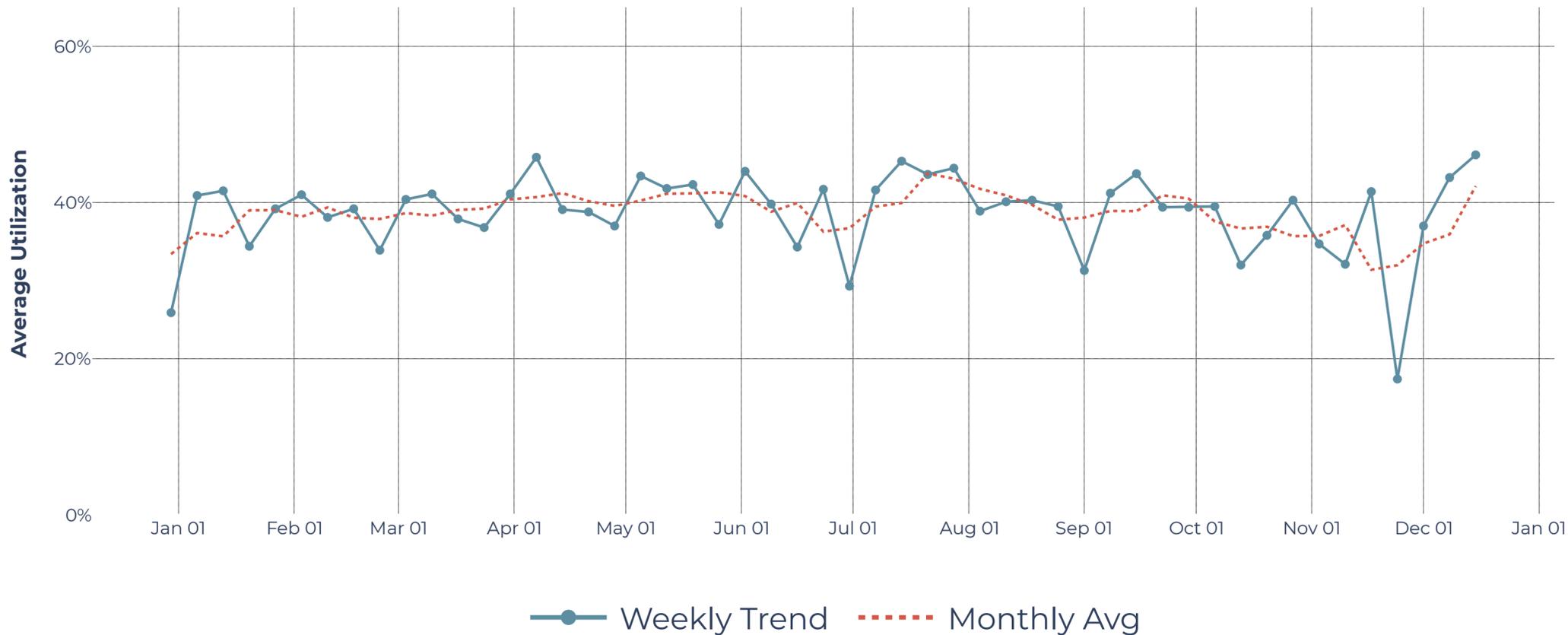
One-person meetings account for 81% of all small room bookings

Employees increasingly use meeting rooms for individual activities like focused work and virtual calls

1

Corporate offices are operating at 47% utilization

Utilization Weekly (Jan – Dec 2025)



Most orgs can optimize footprint 25-40%

The annual trend analysis shows remarkable consistency in workplace utilization patterns throughout 2025. Both the weekly rolling average (blue line) and monthly average (orange line) track closely together, hovering between 40-50% utilization for most of the year.

Even at peak weeks, more than half of corporate office space sits empty, representing a significant opportunity for optimization.

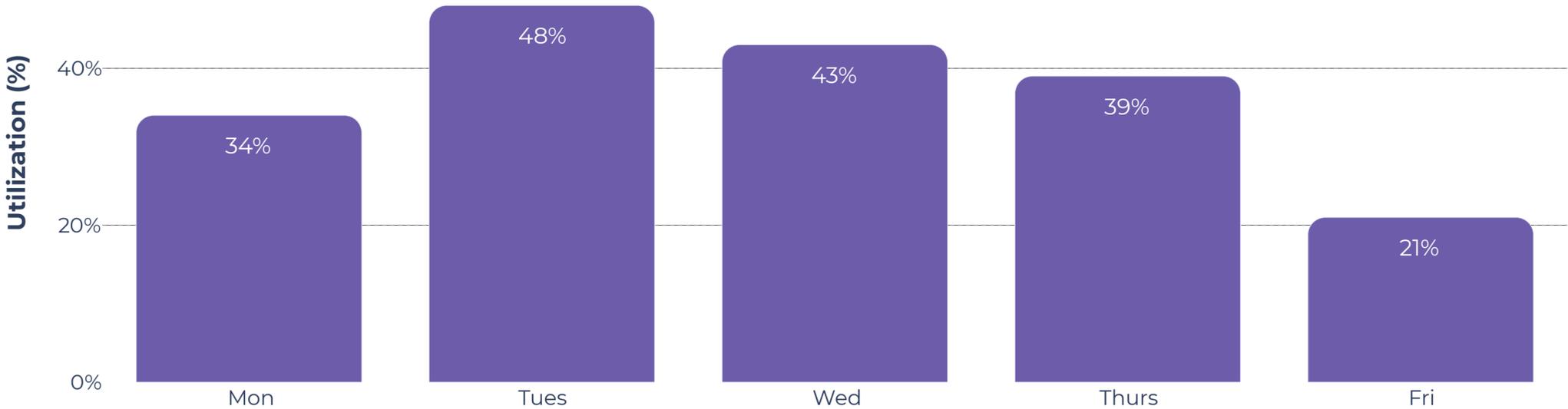
The data reveals minor seasonal variations, with a notable dip in late November during Thanksgiving week, where utilization dropped to approximately 18%.

Otherwise, the pattern demonstrates that hybrid work arrangements have reached a stable equilibrium, with organizations maintaining consistent office attendance levels throughout the year.

2

Tuesday is the new Monday

Open Area Utilization Throughout the Week



Mid-Week Peak Pattern

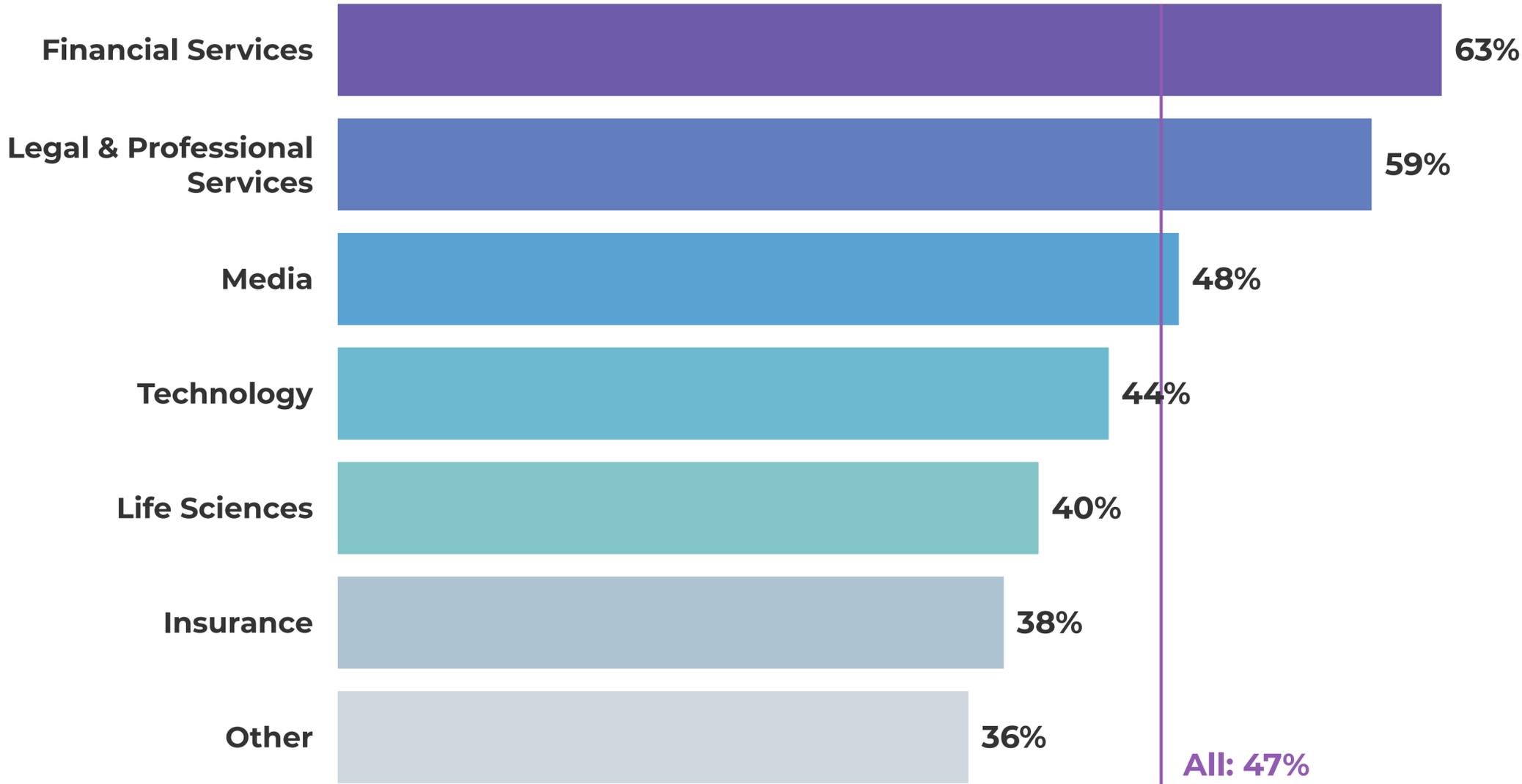
With a 27 point swing between Tuesday and Friday, open area utilization shows a clear mid-week peak pattern, with Tuesday reaching 48% utilization, the highest of the workweek.

Monday starts at 34% as employees ease into the week, while Friday drops to 21%, reflecting widespread hybrid work policies that favor remote work at week's end.

3

Financial Services leads utilization at 63%

Average Weekly Peak Utilization by Sector



How work policies are enforced affects utilization

Legal & Professional Services come in second in workplace utilization at 59%, indicating strong return-to-office policies in these sectors. Media organizations show 48% utilization, while Technology sectors demonstrate 44% peak usage.

Life Sciences sector shows moderate utilization at 40%. The overall average across all sectors stands at 47%, consistent with industry benchmarks showing US office utilization rates around 45-50%.

Key Insight:
27 percentage point spread between highest and lowest performing sectors

4

The Evolution of Office Design

- 40% FOCUS
- 20% COLLABORATION
- 15% SUPPORT
- 25% AMENITY



«Me» Dominates «We» Spaces

The past decade favored **open-plan offices and collaboration zones**, enhancing in-person teamwork.

This design often presented challenges for focused individual work and virtual meetings, prompting a **need for adaptable spaces**.

Now the pendulum is swinging back to **Me (Focus) spaces**. A typical hybrid office is now comprised of **40-50%** focus spaces, **15-20%** collaboration spaces and **17-25%** amenity spaces. The latter being increasingly important to attract employees back in.

4

Adapting to the Hybrid Era

- 50% FOCUS
- 15% COLLABORATION
- 17% SUPPORT
- 17% AMENITY



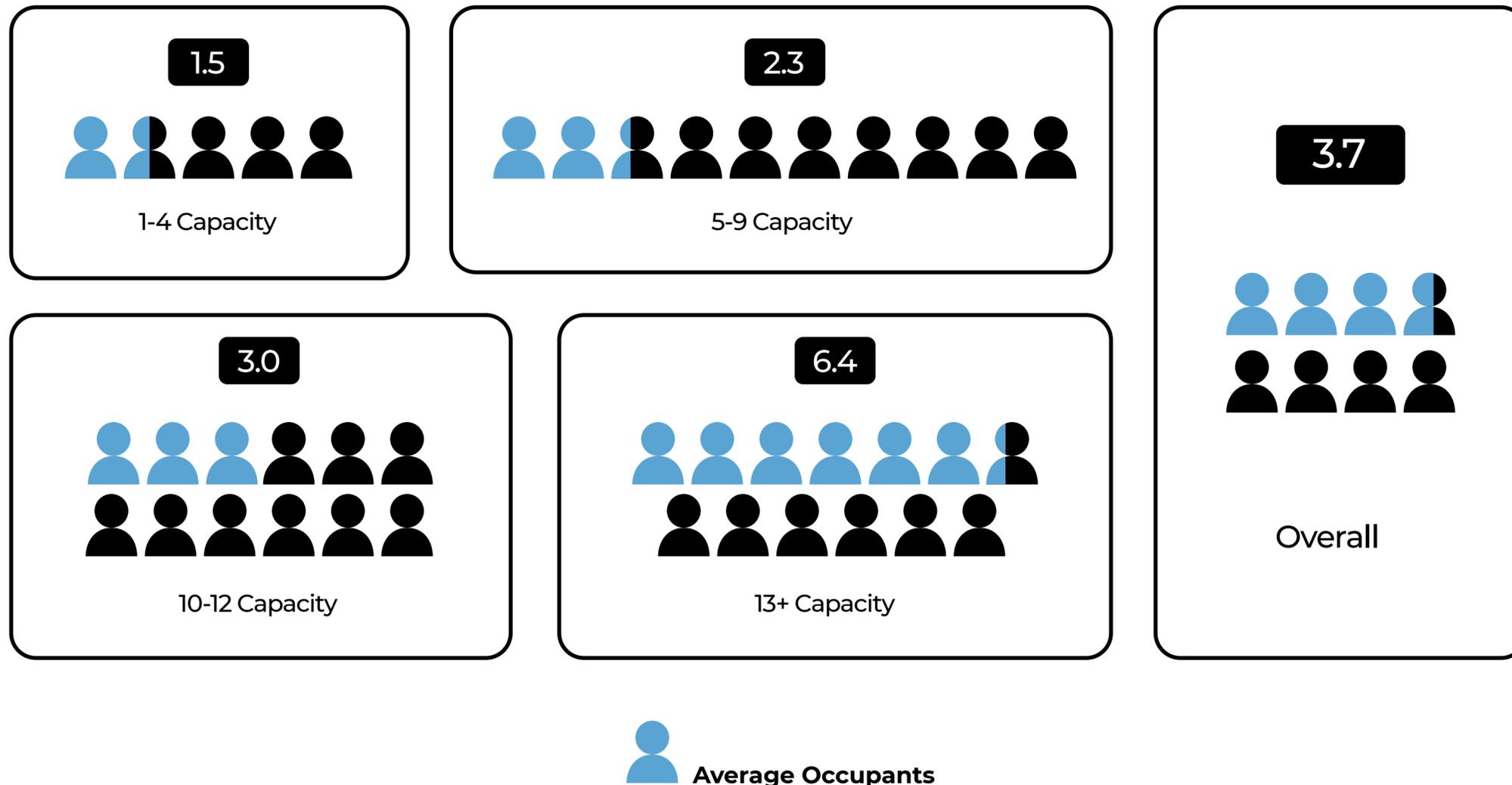
Mimicking the home office

As a result of hybrid work, companies now **prioritize office designs with enhanced privacy and dedicated focus areas**, mimicking the home office.

This trend emphasizes soundproof pods, quiet zones, and flexible workstations, balancing collaboration with individual concentration and effective virtual communication.

5 Most meetings need space for 3-4 people

Average Occupants vs. Meeting Room Capacity



Significant Room Capacity Underutilization

The data reveals a **substantial gap between meeting room capacity and actual usage**. Rooms designed for 1-4 people show relatively efficient usage with average occupancy close to capacity. However, **larger rooms demonstrate significant underutilization**.

The 5-9 and 10-12 capacity rooms show average usage of approximately 2.3 and 3 people, respectively, while 13+ capacity rooms average only 6.4 occupants despite being designed for much larger groups.

This suggests that despite large conference rooms dominating the floorplan, the average meeting size is small, a **strong case for rightsizing**.

6

Small rooms sit empty 89% of the time

30%

Average Conference Room Utilization

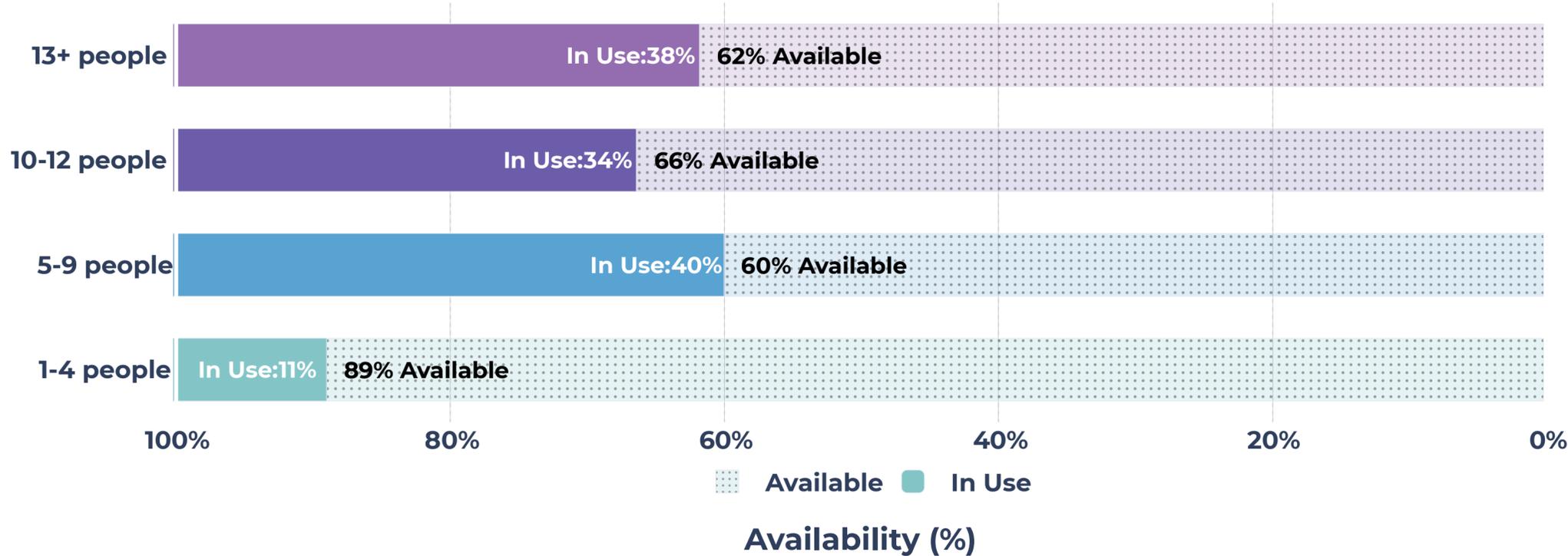
Across all corporate offices globally

33%

Seat Occupancy When In Use

Only 33% of seats filled during meetings

Conference Room Availability by Size



Conference rooms are heavily underutilized

Conference rooms continue to be one of the most underutilized resources in corporate real estate. The global average meeting room utilization is just 30%, with only one third of seats occupied when rooms are in use.

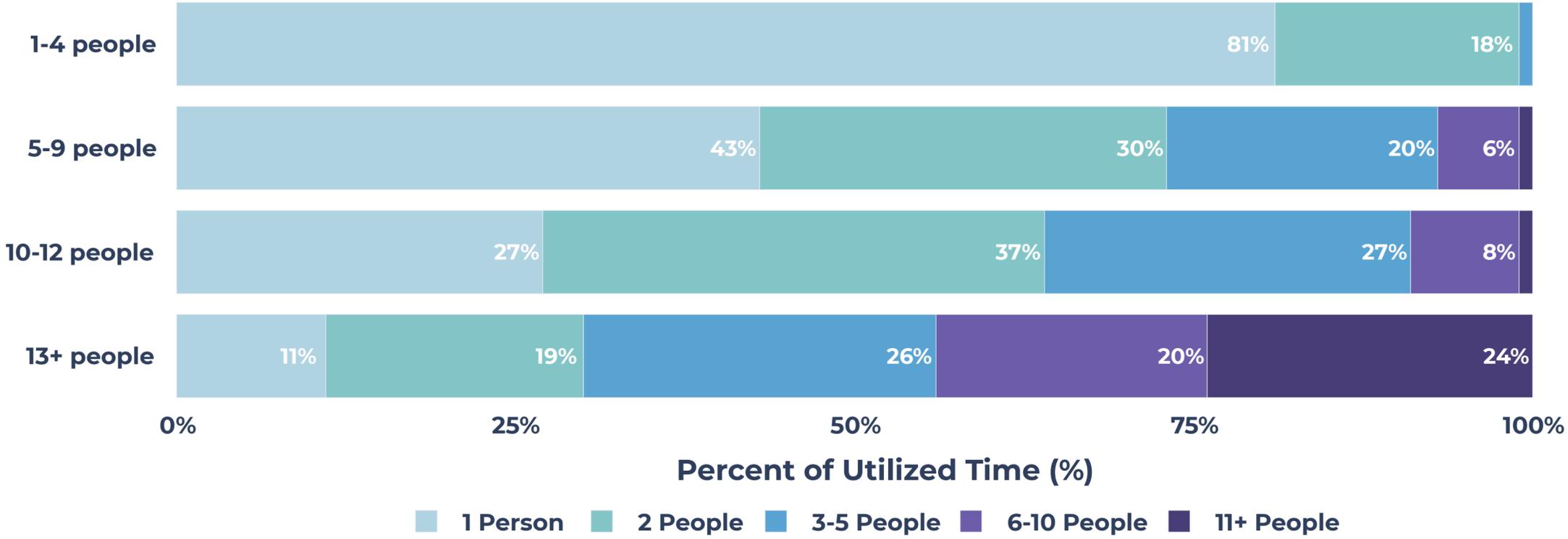
Despite being the most requested space type, and most meetings being between 3-4 people, small rooms are the least frequently used overall, highlighting a disconnect between perceived demand and actual usage.

This represents a significant opportunity for space optimization, as organizations are maintaining large meeting room inventories that often get used by significantly less people than what they are designed to. The data suggests a need to reconsider both the quantity and sizing of conference facilities.

7

Breaking down conference room utilization

Conference Room Utilization by Occupancy Level



81% of small room bookings are for just one person.

The distribution of conference room usage reveals that 1-4 person meetings represent the overwhelming majority of meeting activity. Single-person meetings account for approximately 81% of all small room bookings, reflecting the trend of employees using meeting spaces for focused work, virtual calls, and phone conversations.

Overall, **most rooms are used by far fewer people than their capacity.** Conference rooms for 5 to 12 people, are used by 2 or less people in 68% of meetings. The exception somewhat lies in extra-large rooms (13+ people), where there's a healthier utilization distribution as people seem to be more reluctant to use those for small meetings.

Altogether, this distribution pattern demonstrates a fundamental mismatch between how conference rooms are sized and how they're actually being used in practice.

Future Outlook

Hybrid Work Evolution

After several years of experimentation, corporate hybrid work policies have stabilized into predictable patterns. However, the conversation is shifting from "return to office" mandates to creating truly effective workplaces that employees want to use.

Several factors will shape the future of workplace utilization, including continued technology adoption, evolving employee expectations, and economic pressures to optimize real estate portfolios.

As organizations adapt to these realities, understanding and optimizing space utilization will be crucial for maintaining operational efficiency while providing exceptional employee experiences.



About Occuspace



The Next Gen of Occupancy Intelligence

Occuspace offers the world's most scalable occupancy intelligence platform. Our privacy-first, AI-powered platform provides real-time data and insights to help organizations optimize their physical spaces.

No IT. No construction.

No hardware headache.

No downtime.

Privacy-first by design.

Instant clarity.

Scale it across your entire portfolio with zero friction.

[Schedule your free consultation](#)

« It ended up being a really easy decision. The data started coming in right away — it confirmed what we were already seeing and helped ground our board discussions in facts »



Macro

Micro