

# **FACTS ABOUT FORMAL TELEWORK PROGRAMS**

***ONLY formal programs will get you these results!***

## **GENERAL DRIVERS**

- Telework provides less disruptive work environments that increase productivity.
- Telework is a key component of effective business continuity during natural and man-made upheaval.
- Telework provides work/life balance and relief from commutes, increasing job satisfaction and organizational loyalty.
- Telework creates a flexible office space environment that reduces office space costs.

## **LATEST COUNTS**

- The percentage of employees teleworking in the Metro-Washington region increased from 13% to 19% between 2001 and 2008 with the average number of days per week increasing to over one and half days per week.
- From the WorldatWork 2009 Telework Trends Report ([www.worldatwork.org](http://www.worldatwork.org))
  - More Americans and a higher percentage of Americans telecommuted in 2008—from 12.4 million employee telecommuters in 2006 to 17.2 million employee telecommuters in 2008.
  - The total number of employee and contract telecommuters (who work at least once a month remotely) rose from 28.7 million in 2006 to 33.7 million in 2009—a 17% increase.

## **BOTTOM-LINE RESULTS**

- Research shows that benefits like job satisfaction, feeling connected to the organization, and improved work-life balance are significantly higher for teleworkers participating in a formal program. (Morganson, Major, & Verive, 2009)
- Moving an organization from an informal to a formal program dramatically increases participation and the bottom-line returns for the organization.
- Formalizing a telework program reduces unintended breakdowns, reduces equity concerns, and eliminates a natural barrier to the level of participation among employees.
- Telework is an effective recruiting tool. A “Time to Hire” metric developed for University of California – Santa Barbara showed dramatic drop in the time and cost it took to recruit an employee as well as reduced training needs for jobs advertised as “flexwork friendly”.

## **ENVIRONMENT/TRAFFIC**

- 44% of surveyed professionals said that higher gas prices have affected how they commute to work, up from 34% in 2006. This fact drove a 33% increase in teleworking. (WorldatWork Newsletter June, 2008)
- A Puget Sound study conducted by the State of Washington found that particulates generated by automobiles were the #1 source of water pollution in the region.
- Key metropolitan areas across the United States (e.g., Santa Barbara County, CA; King County (Seattle), WA; Denver, CO, Minneapolis, MN; D.C. Region) are using telework as an effective, low-cost strategy to increase traffic mitigation during road or rail construction.
- Regional telework initiatives tied to overall alternative commute offerings (e.g. carpooling, mass transit) have been proven to be an extremely effective tool in recruiting organizations into these types of programs.