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NVTC Fact Sheet : Telework

Cost Savings for Employers

- Employers can save an average of \$10,000 per year, per employee in reduced absenteeism and retention costs (Source: Telework America).

Teleworker Savings PER DAY in the DC Metro Area

- over 2 million vehicle miles
- 100,000 gallons of gasoline
- 1.5 tons of NOx emissions

Teleworker Statistics for the DC Metro Area

- COG set an aggressive goal of 20% of all workers working at least one day per week by the end of 2005
- Actually at 12.3% - need 180,000 more workers to reach 20% goal.
- Of those workers NOT teleworking, 25% have telework appropriate jobs and 19% of those workers *could and would* telework if offered the opportunity.

Teleworker Statistics for Fairfax County

- 825 currently telework 1 or 2 days per week
- 5,000 of 10,000 employees are eligible
- Close to meeting Board of Supervisors goal of 20% of eligible employees

Teleworker Statistics for Virginia

- Eight percent of VA residents telework at least eight days a month.
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- 144,597 teleworkers in NoVA commute 1.36 days per week.
- Eight Telework Centers: Fairfax, Fredericksburg, Herndon, Manassas, Stafford, Sterling, Winchester and Woodbridge.

Teleworker National Statistics

- US teleworkers (working at least one day per week) to reach 17.5 million by 2005 (16% of all workers) and 29.1 million by 2010 (27.4% of all workers).
- Currently, one in seven American workers works at home at least one day per week

Teleworker Federal Government Statistics

- OPM and GSA report that 751,844 federal employees are eligible for telework (43%)
- Currently 102,921 federal employees telework at least one day per week.
- Each Federal Agency is required to set aside \$50,000 annually to support telework programs
- Web sites
 - www.telework.gov
 - www.teleworkexchange.org

NVTC's Ten Prioritized Recommendations for the Commonwealth to Take the Lead in Implementing Effective Telework Programs

1. The commonwealth should implement existing statutes by establishing specific goals for telecommuting by its own employees, especially for those located in dense urban areas, on an agency by agency basis. At the very least one or more state agencies should be designated as pilot agencies for the commonwealth to get the ball rolling.
2. Use existing federal or local telework agreements as a model to offer state employees quick and easy on-line access to facilitate necessary documentation of employee performance requirements, since the current state agreement is not serving that purpose.
3. As directed by state statute, conduct telework audits to identify which state employee positions (at every level) are or are not applicable for telework, using the federal government audit as a model. Be certain to identify institutional and technological barriers.
4. Develop and promote clear telework policies, educational tools and sample HR manuals that can be customized. Use the federal www.Telework.gov as a model. Conclude work on the state website and begin to use it.
5. Centralize telework information -- it needs to be clear and concise. Maintain accurate statistics on eligible state employees, agency goals, and actual teleworkers using common definitions. It should be as easy as one stop shopping for an individual or business. The federal government has successfully done this—so too should the commonwealth and the region for its employees and as a model for local governments and the private sector.

6. Initiate aggressive marketing campaign to promote telework at both state and local levels as a team effort. Clearly brand telework as another piece of the multimodal “pie”—offering yet another choice for commuters. This means marketing telework as a viable sustainable solution that doesn’t have to be a full time commitment.
7. Identify adequate and sustainable funding for the Telework!VA program including outreach and website promotion. Find a dedicated state source to support marketing efforts, web site and centers without intruding on existing sources for transit.
8. Create a Virginia telework council. NVTC recently sent a letter to Governor Warner referencing past efforts by Del. Jim Scott and others to create such a council. The council should also be responsible for a significant education and outreach effort designed to increase knowledge, understanding and benefits of teleworking for Virginians.
9. Provide tax incentives for companies to implement programs. Reimburse employers/employees for the costs of phone and internet services for telework. Develop strong partnerships with private industries that sell equipment to support teleworking and encourage equipment discounts and donations to regional telework centers. Tie donations or discounts to a cross marketing campaign with private industries that will benefit from additional equipment sales.
10. Consider whether the usefulness of telework centers could be enhanced with broader community benefits and services, similar to the televillage or e-village concepts in California and Illinois. Alternatively, determine if telework centers are no longer viable since telecommunications improvements have made work at home such an attractive possibility. If so, direct resources to more productive uses.

Sound Bites

Why has this region been as successful as it has in achieving the benefits of telework?

- Active federal government
- Local goals with agency mandates (e.g. Fairfax County)
- Cooperative funding of regional programs (e.g. DRPT, VDOT, local governments)

What are the most important steps to do even better?

- Set State goals
- Less State red tape on employee agreements
- State should provide stronger leadership for private sector