

Distributed Teams Fusion Cell

Space Group

Telecommuting/Teleworking/Remote Working Article Review and Summary

Article Name: Status of Telework in the Federal Government

Article Author: United States Office of Personnel Management

Article Date: January 2019

Internet address (if available): <https://www.telework.gov/reports-studies/reports-to-congress/2019-report-to-congress.pdf>

Notes:

The current report fulfills OPM's reporting requirements for fiscal year 2017 and provides information on telework trends over a multi-year period, including 2011-2017. (p.5)

Summary/Findings:

For fiscal year 2017, agencies reported that 50 percent of teleworkers teleworked on a situational basis. In terms of routine telework, 32 percent teleworked three or more days per two-week period, 28 percent teleworked 1 to 2 days per two-week period, and 6 percent teleworked no more than once per month. (p.10)

When calculating days teleworked, it is usual practice to include employees who telework (p.11):

Any part of the workday – 81%

Only full workday – 20%

Insight from the Federal Work-Life Survey: Employee Attitudes among Federal employees who telework (p.16):

83% said telework improved their morale

77% said telework helped them to better manage stress

68% said telework improved their health

Insight from the Federal Work-Life Survey: Recruitment among Federal employees who telework (p.18):

44% said the availability of telework would affect their decision to take a new job, the highest percentage of any work-life program

Insight from the Federal Work-Life Survey: Retention among Federal employees who telework (p.19):

75% said participating in their agency's telework program increased their desire to stay at their agency

Several agencies cited the value of telework for retaining employees with specific skills, accommodating temporary or long-term medical needs, and facilitating knowledge management among employees who would like otherwise retire (p.19)

Insight from the Federal Work-Life Survey: Performance among Federal employees who telework (p.21):

72% said telework improved their performance

64% said they telework because it maximizes their productivity

The most commonly reported savings related to (p.24):

Transit/commuting costs – 17%

Rent/office space – 13%

Reduced absences – 11%

Human capital (recruitment, retention) – 8%

Utilities – 6%

Training – 2%

It should be noted that although numerous agencies reported specific cost savings associated with telework, many agencies were unable to provide such information. Almost half of agencies (48 percent) reported that they are unable to track cost savings. These respondents were asked to explain their inability to report cost savings, and the most common explanations included: not having a system in place to track telework cost savings; difficulty isolating costs associated specifically with telework; or lack of access to data (e.g., utility costs are managed by the landlord) (p.25)

(from p.27)

Telework Participation

Telework – 36%

Do not Telework (by choice) – 12%

Do not Telework due to barriers – 52%:

I have to be physically present on the job – 30%

Not approved to do so but have a job that could – 18%

I have technical issues – 4%

Telework Satisfaction – 77%

Telework characteristics:

Gender

Male – 51%

Female – 49%

Age

Under 40 – 25%

40-49 – 26%

50-59 – 34%

60 and over – 15%

Tenure

5 years or less – 17%

6-14 years – 40%

15 years or more – 43%

Evaluate and determine which other Action Item(s) for Space Group it would benefit – 3.2, 3.3, 3.4, 3.5, 3.6 and/or 3.7 – and which other Groups in Fusion Cell it may benefit/assist: 3.2; Policy Group