



# Modernizing Government Through Telework

## Telework Rate Throughout the U.S.

- **Offering remote work means simply keeping up with the trending landscape of modern workplaces.**
- *As of November 2025, Gallup's ongoing tracking of hybrid work arrangements in the U.S. found that 52% of U.S. employees whose jobs can be done remotely work in a hybrid environment. Another 26% are fully remote. This means **78% of employees spend at least some of their time working remotely** (Gallup, 2025).*
- *The upward trend of telework rate in the United States is supported by the U.S. Bureau of Labor Statistics (2026).*

## Recruitment and Retention

- *A 2023 General Accounting Office review of telework studies reported that there's evidence that telework allows employers to **recruit from a larger pool of applicants**, which can help to fill hard to fill positions (United States Government Accountability Office, 2023).*
- *According to the U.S. Office of Personnel Management (2023), **employees who engage in telework frequently (from 100% to three days per pay period) show a high intention to stay in their roles, at a rate of 68%**. This drops to 53% for those who do not telework at all.*

## Cost Savings

- *According to the California State Auditor, teleworking three or more days per week could reduce office space in DGS-managed state-owned and leased buildings by approximately 30 percent, **saving an estimated \$225 million annually** (Parks, 2025).*
- *At the federal level, telework-related reductions contributed to a total cost savings of more than **\$230 million across Executive agencies in fiscal year 2023** (U.S. Office of Personnel Management, 2024).*

## Improved Continuity of Operations

- **By establishing telework protocols and equipping employees to work remotely, agencies can maintain essential functions during unexpected disruptions and ensure the public continues to receive critical services without interruption.**
- *According to the United States Government Accountability Office (2026), employees at the Department of Defense were only able to continue operations because of their ability to telework in the wake of Hurricane Sally in 2020.*



# Citations

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