

State of Telecommuting in the U.S.

Key Findings



Global
Workplace
Analytics

In 2017, FlexJobs and Global Workplace Analytics reported on the growing telecommuting (remote) workforce in the U.S. Based on data from the U.S. Census Bureau and the Bureau of Labor Statistics, the report is uniquely focused on **full-time employees who work primarily from home**.

Key findings are below, or [download the full report](#).

Telecommuting Demographics

- > Regular telecommuting grew 115% between 2005 and 2015, nearly 10 times faster than the rest of the workforce. 3.9 million U.S. employees, or 2.9% of the total U.S. workforce, work from home at least half of the time, up from 1.8 million in 2005.
- > The average annual income for most telecommuters is \$4,000 higher than that of non-telecommuters.
- > About equal percentages of men and women telecommute.
- > Half of telecommuters are 45 years of age or older, compared to just 41% of the overall workforce. Telecommuting is most common among baby boomers.
- > Approximately 53% of telecommuters have at least a bachelor's degree, compared to 37% of non-telecommuters.
- > Telecommuting is most common in Management occupations, but employees in Computer, Mathematical, and Military occupations work at home much more frequently than their peers.
- > In more than half of the top U.S. metros, telecommuting exceeds public transportation as the commute option of choice. It has grown far faster than any other commute mode.

Telecommuting Geography

- > New England and Mid-Atlantic region employers are the most likely to offer telecommuting options.
- > Telecommuting grew the most in Chattanooga, TN (325% increase), Bremerton-Silverdale, WA (273%), and Youngstown, OH (246%).
- > Telecommuting is most prevalent in Boulder, CO (8.5%), Corvallis, OR (6.9%), and Raleigh, NC (6.2%).
- > Telecommuting is least prevalent in Corpus Christi, TX (1.3%), Bloomington, IN (1.3%), and Lafayette, LA (1.0%).

Access to Telecommuting

- > 40% more U.S. employers offered flexible workplace options than they did in 2010. Still, only 7% make it available to most of their employees.
- > Larger companies are most likely to offer telecommuting options to most of their employees.
- > Full-time employees are 4x more likely to have work-at-home options than part-time employees.
- > Non-union employees are 2x as likely to have access to telecommuting, but union access is growing rapidly.

Impact of Telecommuting

- > Employers can save over \$11,000 per half-time telecommuter per year. Across the existing work-at-home population, that adds up to \$44 billion in savings. If the telecommuting workforce expanded to include those who could and wanted to work from home, the potential employer savings could approach \$690 billion a year.
- > Existing telecommuters reduce greenhouse gas emissions by the equivalent of taking over 600,000 cars off the road for a year. If the work-at-home workforce expanded to include those who could and wanted to telecommute half of the time, the GHG savings would equate to taking 10 million cars off the road.
- > Half-time telecommuters gain back 11 days a year—time they would have otherwise spent commuting.



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