



2018-2019 Maryland Travel Survey (MTS) Results - Telecommuting in the Baltimore Region

Technical Committee

August 3, 2021



Presentation Outline



- **Availability of Telecommuting (United States)**
- **Eligibility to Telework (United States)**
- **Pros and Cons of Telecommuting**
 - Transportation and Land Use
 - Employers and Workers
- **Availability of Telecommuting (Baltimore region)**
- **Use of Telecommuting (Baltimore region)**

Availability of Telecommuting (United States)

- **Source: 2019 National Compensation Survey (NCS), U.S. Bureau of Labor Statistics (PEW Research Center)**
- **Access to Telework is more common in the private sector than in state and local governments.**
 - Private Sector (7%)
 - State and Local Government (4%)
 - Federal Government is not included in the NCS: Telework is available to federal employees on an agency by agency basis
 - There are few regional variations in access to telework, with levels ranging between 6% and 8% of private sector workers in most of the country. The exception is New England, where 11% of workers have access to it.

Who Is Eligible To Telework? (United States)

- **Source: 2019 National Compensation Survey (NCS), U.S. Bureau of Labor Statistics (PEW Research Center)**
- **Access to telework in the U.S. private sector varies by occupation, by industry, and by size of employer.**
- **Not many Americans can work remotely, and those who can tend to be the highest paid.**

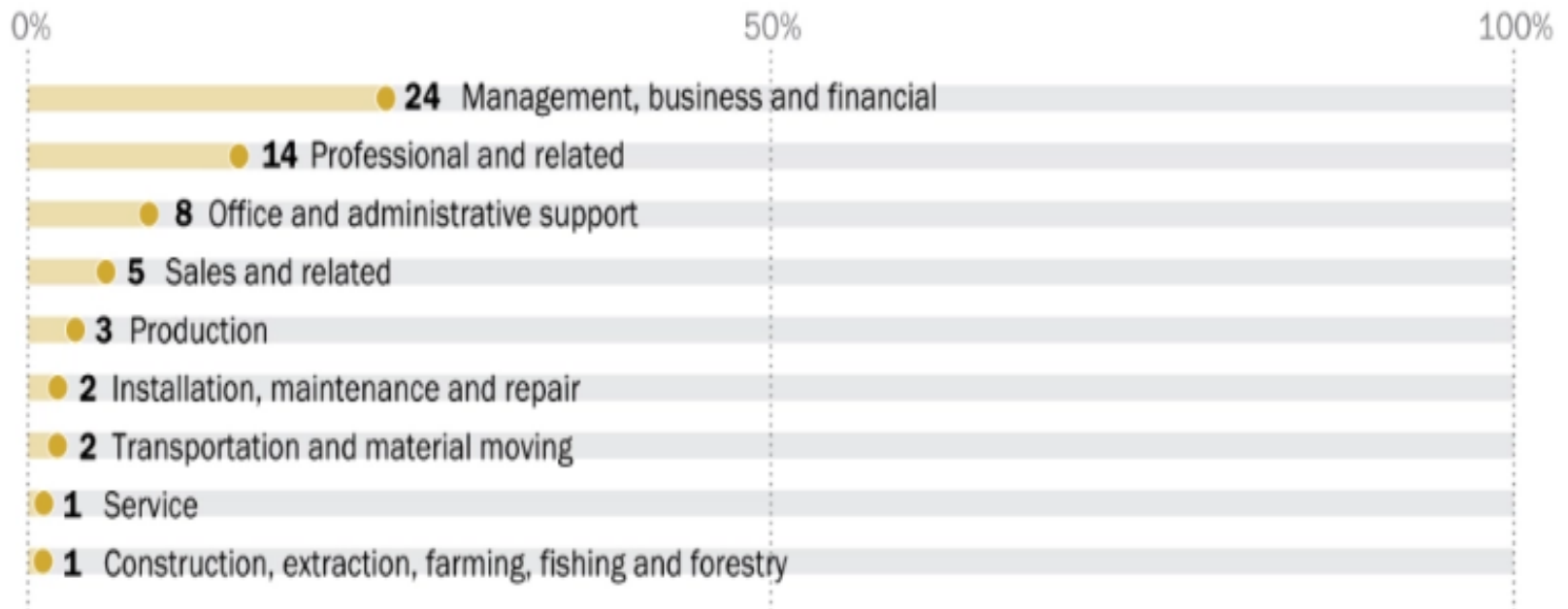
Eligibility To Telework by Occupation (United States) (Part 1)

- **Telework is generally available to “knowledge workers” and people who do most of their work on computers.**
 - A quarter (24%) of workers in “management, business and financial” occupations
 - Corporate executives
 - IT managers
 - Financial analysts, accountants and insurance underwriters
 - Fourteen percent (14%) of “professional and related” workers
 - Lawyers
 - Software designers
 - Scientists and engineers

Eligibility To Telework by Occupation (United States) (Part 2)

Access to telework in U.S. private sector varies by occupation ...

In 2019, by selected occupational groups



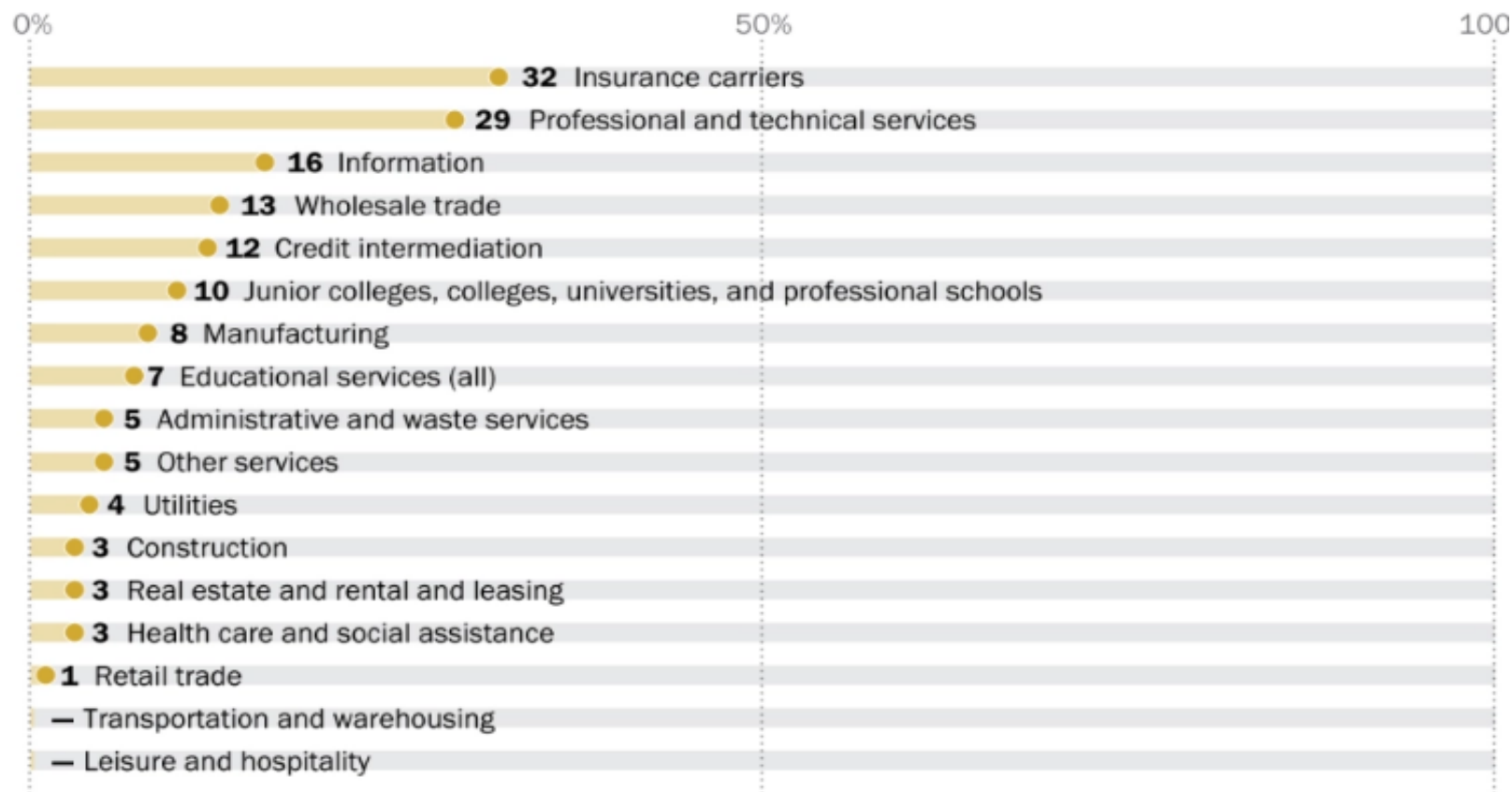
Eligibility To Telework by Industry (United States) (Part 1)

- **Looking at telework access by industry reveals a similar pattern.**
 - About a third of employees of insurance carriers (32%) have this benefit.
 - Slightly less than a third of employees of professional and technical services (29%), such as law firms, accounting firms, advertising agencies and consultancies, have this benefit.
 - The information sector has the third-highest share of employees with telework access (16%).

Eligibility To Telework by Industry (United States) (Part 2)

... by industry

In 2019, by selected industry groups



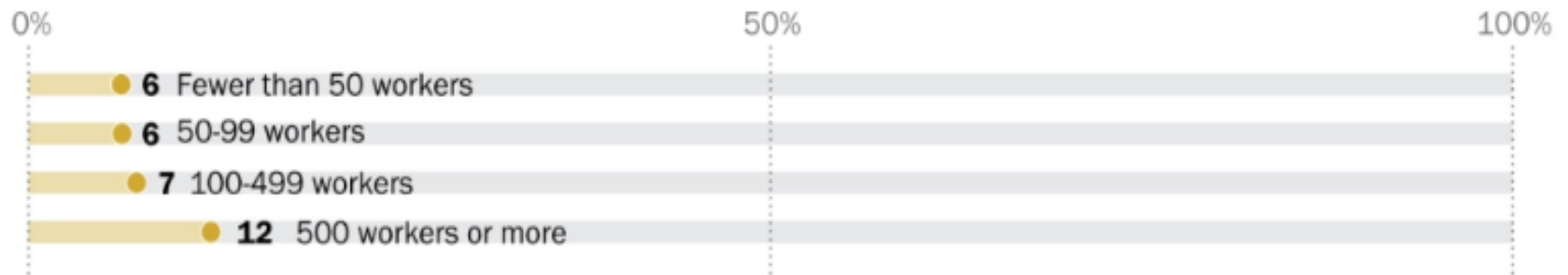
Eligibility To Telework By Size of Employer (United States) (Part 1)

- **Employees of larger firms are more likely to be offered telework as an option.**
 - At businesses with 500 or more workers, twelve percent (12%) have access to telework.
 - At businesses with less than 100 workers, six percent (6%) have access to telework.

Eligibility To Telework By Size of Employer (United States) (Part 2)

... and by size of employer

In 2019, by number of employees



Note: Dash means that either no workers were in this category or that data did not meet BLS's publication criteria.

Source: 2019 National Compensation Survey, U.S. Bureau of Labor Statistics.

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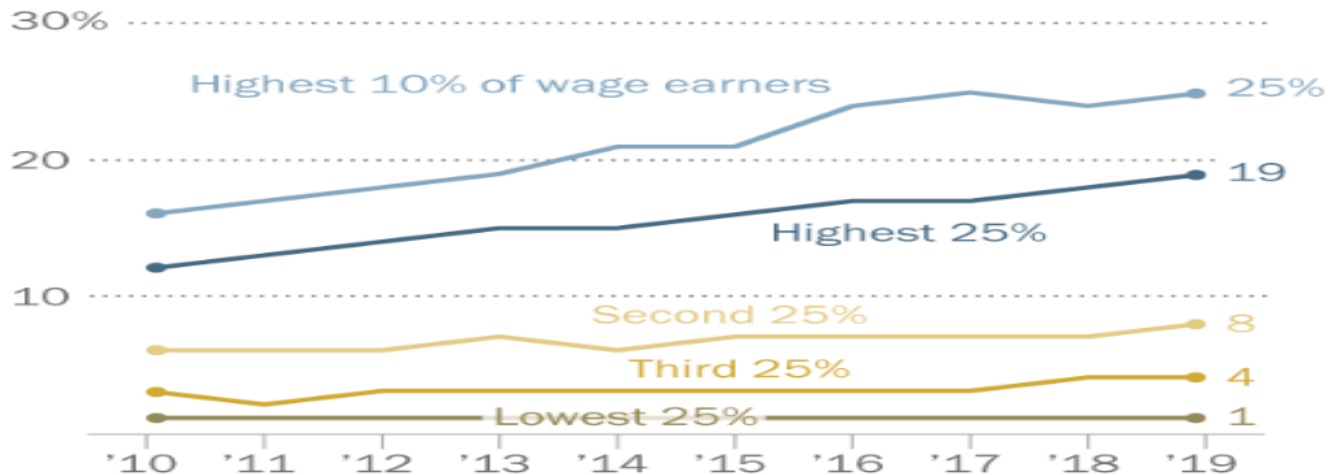
Eligibility To Telework By Income (United States) (Part 1)

- Most of the occupations that are eligible to telework are relatively well paid.
- As a result, access to telework varies by income.
 - Among private sector workers whose occupations are in the top quarter of earnings, 19% have access to telework.
 - The share rises to 25% for those in the top 10% of earnings.
 - In contrast, only 1% of private sector workers in the bottom quarter of occupations have access to telework.

Eligibility To Telework By Income (United States) (Part 2)

... and those who can tend to be the highest paid

Share of U.S. private-sector workers with access to telework, by average wage level



Source: 2019 National Compensation Survey, U.S. Bureau of Labor Statistics.

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Pros and Cons of Telecommuting (Transportation and Land Use)

- **Pros**

- Telecommuting is a promising way to combat traffic congestion, energy use, and declining air quality.
- In general, empirical research has found that, on workdays, both numbers of vehicle trips and vehicle miles of travel are significantly lower for telecommuters than for similar workers who do not telecommute.
- The trips that telecommuters do make on telecommuting days tend to be more closely clustered around the home than those they make on non-telecommuting workdays.

Pros and Cons of Telecommuting (Transportation and Land Use)

- **Cons**
 - Telecommuting is likely to further disperse residences in the long run, with consequences for both land use and transportation, i.e., Urban Sprawl.
 - Moreover, not everyone who starts to telecommute continues to telecommute, so we could end up with the worst of both worlds.

Pros and Cons of Telecommuting (Employers and Workers)

- **Pros - Employers**

- Reduce Office Space and Related Costs.
- Employee Retention
 - Provide benefits for working parents, e.g. more free time for their children.
 - Allow workers to take care of elderly parents.
 - Help workers who are on maternity or sick leave to stay active on a voluntary basis.
 - Retain workers who move out of the area for family reasons.
 - Provide all workers more free time.
- Allow companies to hire workers they would otherwise be unable to.
 - highly skilled workers who live too far away to commute, and
 - workers with disabilities, particularly mobility limitations.

Pros and Cons of Telecommuting (Employers and Workers)

- **Pros - Workers**

- Telecommuting may reduce stress because it reduces commuting, which can be highly stressful.
- Overall, workers, faced with increasing household responsibilities, see telecommuting as a way to reduce stress and increase their free time.

Pros and Cons of Telecommuting (Employers and Workers)

- **Cons - Employers**
 - Online communications can lead to misunderstandings and bad feelings.
 - There are benefits to in-person collaboration that virtual meetings cannot replicate. A number of companies, including Yahoo and Bank of America, rescinded telecommuting privileges, claiming the practice was detrimental to teamwork.
 - Employers frequently see themselves as better able to monitor and control their employees when they are actually on the premises.

Pros and Cons of Telecommuting (Employers and Workers)

- **Cons – Workers (Part 1)**

Telecommuting may increase stress:

- Some telecommuters experience the perception or reality of higher management expectations placed on them than on their in-office counterparts. Employees who work remotely can also feel left out and isolated from the main workplace power centers. Moreover, there must be some truth to those feelings: Out of Sight, Out of Mind.
- The home environment may be more demanding and offer less freedom than the work environment, particularly for parents with childcare responsibilities. Telecommuters of both genders must struggle with separating home and work responsibilities.

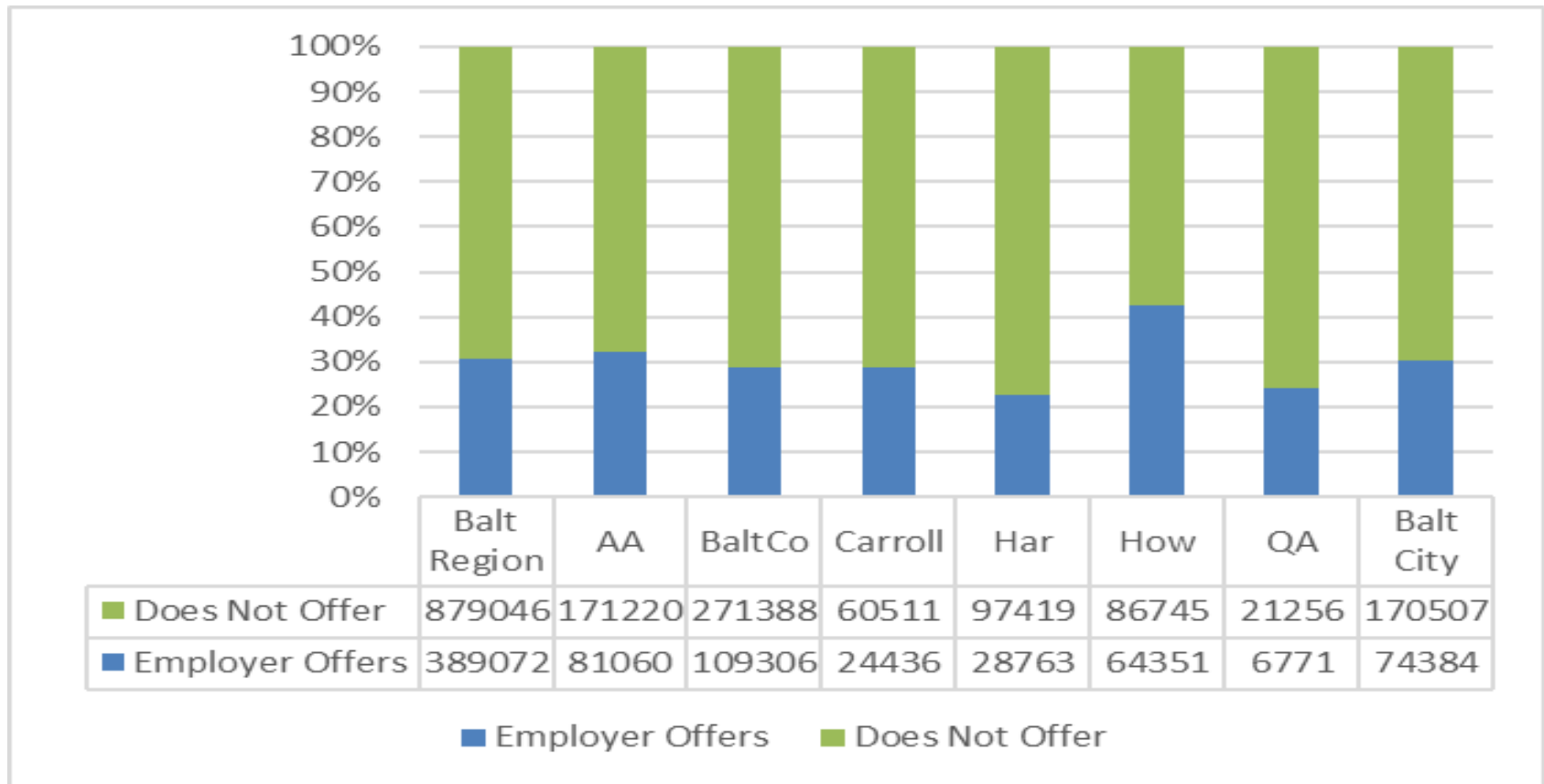
Pros and Cons of Telecommuting (Employers and Workers)

- **Cons – Workers (Part 2)**

Commuting may decrease stress:

- The workplace can serve as a valuable buffer and escape from household tensions.
- Commuting helps to relieve stress, because it provides many workers with the only time they have entirely to themselves.

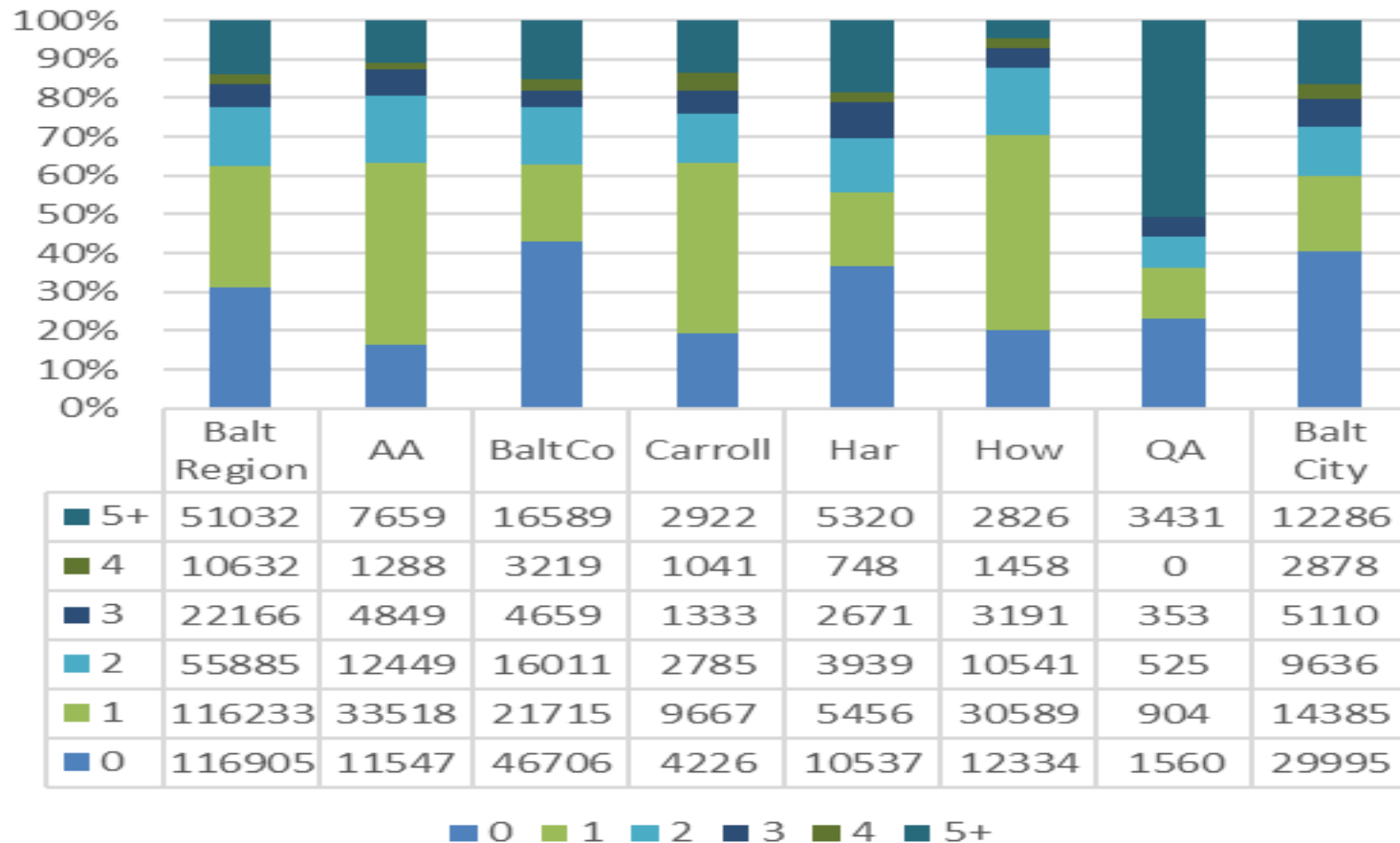
Availability of Telecommuting (Baltimore Region):Telecommute Offered by Home Juris (Part 1)



Availability of Telecommuting (Baltimore Region):Telecommute Offered by Home Juris (Part 2)

Home Jurisdiction	Employer Offers	Employer Does Not Offer
Baltimore Region	30.7%	69.3%
Anne Arundel	32.1%	67.9%
Baltimore County	28.7%	71.3%
Carroll County	28.8%	71.2%
Harford County	22.8%	77.2%
Howard County	42.6%	57.4%
Queen Anne's	24.2%	75.8%
Baltimore City	30.4%	69.6%

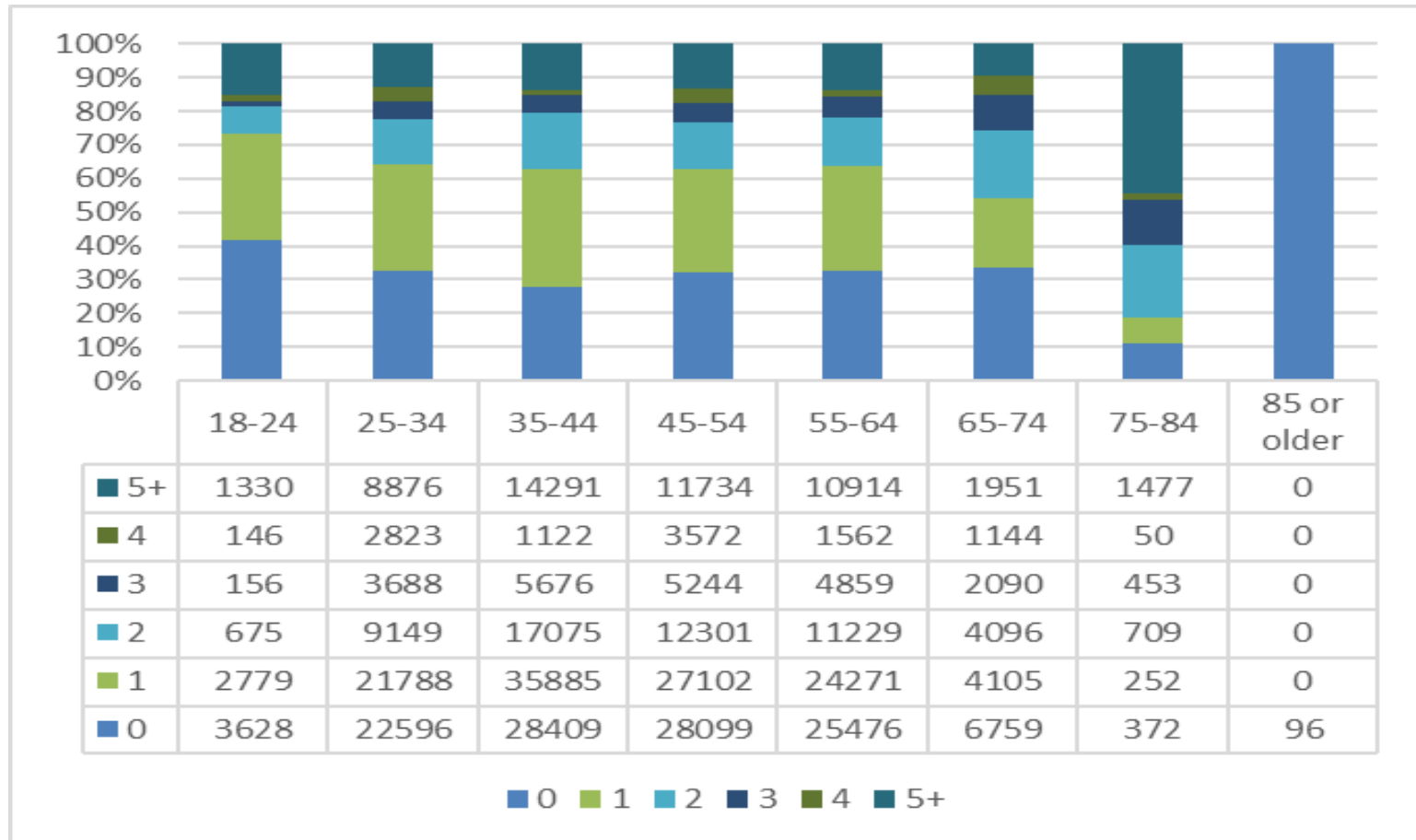
Use of Telecommuting (Baltimore Region): Telecommute by Num Days Telecommute by Home Juris (Part 1)



Use of Telecommuting (Baltimore Region): Telecommute by Num Days Telecommute by Home Juris (Part 2)

Home Jurisdiction	0	1	2	3	4	5	1 to 5+
Baltimore Region	31.4%	31.2%	15.0%	5.9%	2.9%	13.7%	68.6%
Anne Arundel	16.2%	47.0%	17.5%	6.8%	1.8%	10.7%	83.8%
Baltimore County	42.9%	19.9%	14.7%	4.3%	3.0%	15.2%	57.1%
Carroll County	19.2%	44.0%	12.7%	6.1%	4.7%	13.3%	80.8%
Harford County	36.8%	19.0%	13.7%	9.3%	2.6%	18.6%	63.2%
Howard County	20.2%	50.2%	17.3%	5.2%	2.4%	4.6%	79.8%
Queen Anne's	23.0%	13.3%	7.7%	5.2%	0.0%	50.7%	77.0%
Baltimore City	40.4%	19.4%	13.0%	6.9%	3.9%	16.5%	59.6%

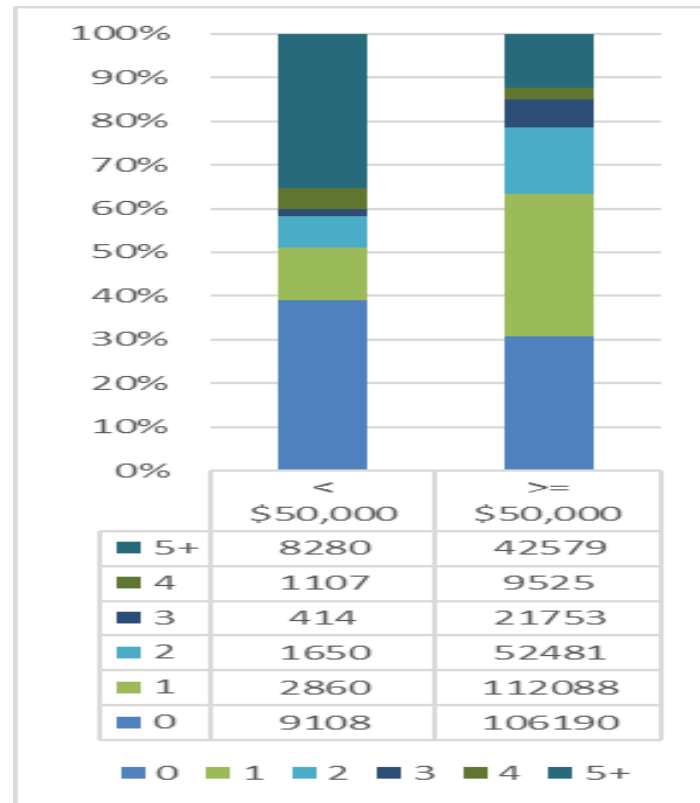
Use of Telecommuting (Baltimore Region): Telecommute by Num Days Telecommute by Age (Part 1)



Use of Telecommuting (Baltimore Region): Telecommute by Num Days Telecommute by Age (Part 2)

Age Group	0	1	2	3	4	5	1 to 5+
18-24	41.6%	31.9%	7.7%	1.8%	1.7%	15.3%	58.4%
25-34	32.8%	31.6%	13.3%	5.4%	4.1%	12.9%	67.2%
35-44	27.7%	35.0%	16.7%	5.5%	1.1%	13.9%	72.3%
45-54	31.9%	30.8%	14.0%	6.0%	4.1%	13.3%	68.1%
55-64	32.5%	31.0%	14.3%	6.2%	2.0%	13.9%	67.5%
65-74	33.5%	20.4%	20.3%	10.4%	5.7%	9.7%	66.5%
75-84	11.2%	7.6%	21.4%	13.7%	1.5%	44.6%	88.8%
85 or older	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

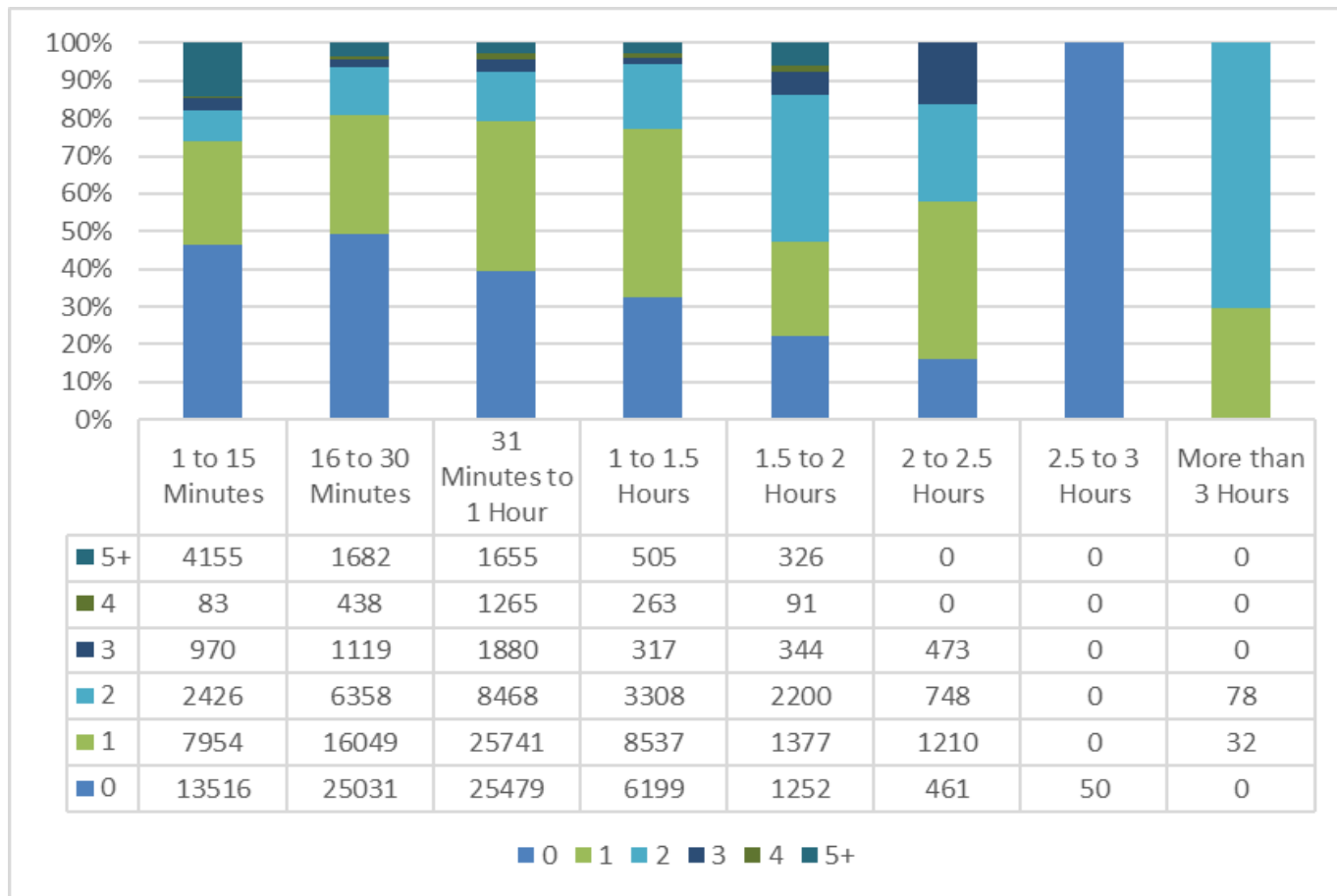
Use of Telecommuting (Baltimore Region): Telecommute by Num Days Telecommute by HH Income (Part 1)



Use of Telecommuting (Baltimore Region): Telecommute by Num Days Telecommute by HH Income (Part 2)

HH Income	0	1	2	3	4	5	1 to 5+
< \$50,000	38.9%	12.2%	7.0%	1.8%	4.7%	35.4%	61.1%
>= \$50,000	30.8%	32.5%	15.2%	6.3%	2.8%	12.4%	69.2%

Use of Telecommuting (Baltimore Region): Telecommute by Num Days Telecommute by Travel Time to Work (Part 1)



Use of Telecommuting (Baltimore Region): Telecommute by Num Days Telecommute by Travel Time to Work (Part 2)

Travel Time	0	1	2	3	4	5	1 to 5+
1 to 15 Minutes	46.4%	27.3%	8.3%	3.3%	0.3%	14.3%	53.6%
16 to 30 Minutes	49.4%	31.7%	12.5%	2.2%	0.9%	3.3%	50.6%
31 Minutes to 1 Hour	39.5%	39.9%	13.1%	2.9%	2.0%	2.6%	60.5%
1 to 1.5 Hours	32.4%	44.6%	17.3%	1.7%	1.4%	2.6%	67.6%
1.5 to 2 Hours	22.4%	24.6%	39.4%	6.1%	1.6%	5.8%	77.6%
2 to 2.5 Hours	15.9%	41.8%	25.9%	16.3%	0.0%	0.0%	84.1%
2.5 to 3 Hours	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
More than 3 Hours	0.0%	29.4%	70.6%	0.0%	0.0%	0.0%	100.0%

For More Information

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