Status of Telework in the Federal Government Report to Congress

Fiscal Year 2022

5 USC 6506, The Telework Enhancement Act of 2010 requires the U.S. Office of Personnel Management (OPM) to report annually on the extent of telework participation and utilization across the Federal Government. OPM's Office of Workforce Policy and Innovation fulfills this requirement by distributing an annual data call among Executive Agencies that collects data regarding telework participation, telework eligibility, telework frequency, goal outcomes, and detailed explanations of significant variances from historical trends. This data is analyzed and consolidated into this annual report which is provided to Congress and the American Public.

OPM U.S. Office of
Personnel Management

Message from the Director

I am pleased to present the Congressional report on the Fiscal Year 2022 Status of Telework in the Federal Government. This report is the tenth status report published by the U.S. Office of Personnel Management (OPM) since the enactment of the Telework Enhancement Act of 2010.
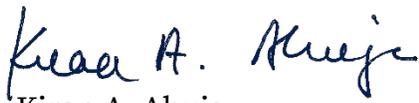
Since passage of the Act the federal government continues to recognize the importance of alternative work arrangements including telework as a tool for strategic human capital management. Implemented intentionally and balanced with meaningful in-person work telework can lead to greater operational resilience increased productivity higher employee engagement lower employee attrition expanded recruitment pools and cost savings for both agencies and employees. Such arrangements have also increased access to employment opportunities for underrepresented communities such as rural communities people with disabilities and military spouses.

The Biden Administration remains focused on delivering results for the American people and empowering agencies across the Federal government to best accomplish their missions. During the height of the COVID-19 pandemic a substantial portion of the Federal workforce operated in a maximum telework posture enabling the Federal government to continue delivering services outside the traditional office setting during the COVID-19 emergency declaration. In Fiscal Year 2022 Federal agencies continued to demonstrate remarkable adaptability within changing circumstances while delivering quality programs services and outcomes to the American people. This report reflects a time period in which the vast majority of agencies began the year operating under maximum telework posture. While some agencies took initial steps to increase their in-person posture over the course of FY22 the data underlying this report continues to primarily reflect a pandemic-driven posture with reduced in-office presence by teleworkers.

In April 2023 President Biden signed a joint Congressional resolution declaring an end to the COVID-19 national emergency. With COVID-19 no longer the primary driver in workforce decisions Federal agencies are closely examining the balance of in-person and virtual work to maximize mission delivery—including making increases to meaningful in-person work while also utilizing flexible work arrangements as a strategic tool to enhance organizational performance. To support this work OPM has been engaging with agencies to improve the quality of government-wide and agency-

specific telework data. OPM anticipates that future reports will reflect these improvements. As OPM works to strengthen the Federal government as a model employer our focus continues to be on supporting agencies to make human capital and work environment decisions that best support mission delivery outcomes.

OPM looks forward to discussing the Federal government's post-pandemic posture that reflects many of these changes in future iterations of this report. We would also welcome engagement with Congress to refine the structure of this report to provide both Congress and agencies with more useful and timely information about telework and remote work trends. We are honored to continue partnering with Congress and Federal agencies to build and support workforce innovations and technology that make the Federal government more efficient resilient and effective.

Kiran A. Ahuja
Director

Executive Summary

Since the implementation of the Telework Enhancement Act of 2010 Federal agencies have continued to leverage workplace flexibilities to support an adaptable workforce capable of achieving critical mission objectives while simultaneously navigating emerging challenges and workforce needs. The Telework Enhancement Act mandates that the U.S. Office of Personnel Management (OPM) provide an annual report to Congress addressing the telework programs of Executive agencies (5 U.S.C. § 6506). This current report fulfills OPM's reporting requirements for fiscal year 2022 and provides critical insights on telework trends and agency effectiveness during the COVID-19 pandemic.

In 2021 OPM the Office of Management and Budget (OMB) and the General Services Administration (GSA) released M-21-25 *Integrating Planning for a Safe Increased Return of Federal Employees and Contractors to Physical Workplaces with Post-Re-entry Personnel Policies and Work Environment* a memorandum that provided guidance for agencies directing the reintegration of employees to their physical workplaces when appropriate. The results in this report reflect a time period in which the vast majority of agencies began the year operating under a maximum telework posture. Some agencies took initial steps to increase their in-person posture in fiscal year 2022. This report does not reflect changes in response to OMB's April 2023 guidance in M-23-15 *Measuring Monitoring and Improving Organizational Health and Organizational Performance in the Context of Evolving Agency Work Environments* to "substantially increase meaningful in-person work at Federal offices particularly at headquarters and equivalents while still using flexible operational policies as an important tool in talent recruitment and retention."

This report includes the following key findings highlighting the current trends and improvements related to Executive agency telework programs:

Total Telework Participation Has Slightly Decreased from FY 2021

Federal agencies reported 46 percent of all Federal employees participated in routine or situational telework in fiscal year 2022. This is a slight decrease from the 47 percent reported in fiscal year 2021. Future data will help draw further conclusions regarding the implications of a maximum telework posture on government-wide telework

participation and eligibility as agencies revert to individual telework policies and agreements.[1]

Telework Eligibility Among Federal Workers Continues to Grow; Participation Among Eligible Employees Fell Significantly

The number of telework-eligible employees within the Federal Government rose to 52 percent in fiscal year 2022. Conversely telework participation among eligible employees has seen a significant reduction from 94 percent to 87 percent. This data suggests that while agencies are expanding telework eligibility as a strategic management tool participation is likely decreasing as a result of re-entry strategies largely predicated by increases in remote work turnover and post-pandemic re-entry plans.

Total Telework Goal Achievement Remains High; New Trends Emerge in Identification of Telework Outcome Goals Set by Agencies

Each year individual Federal agencies set numeric goals for telework participation. In fiscal year 2022 64 percent of agencies met their identified overall participation goal ("total participation"). As in previous years total participation goals were the most common telework goal for agencies within the reporting period and overall achievement was similar to fiscal year 2021. Additionally, agencies continued to set telework "outcome" goals or objectives for improving key operational areas through the impact of telework. Notable trends in these identified outcome goals include the increased number of agencies setting goals regarding the impact of telework usage on real estate usage (+14 percentage points) employee attitudes (+3 percentage points) recruitment (+3 percentage points) and employee retention (+3 percentage points) as compared to agency goals reported for fiscal year 2021. The only notable decrease was agency identification of emergency preparedness as a telework outcome goal (-15 percentage points).

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[1] In 2020, OPM authorized agencies to use maximum telework overriding individual employee telework agreements as agencies responded to safety recommendations resulting from the COVID-19 pandemic.

Ability to Assess Cost-Savings Has Changed as Agencies Meet Emerging Areas of Cost Savings

The findings in this report differ from previous trends of agencies reporting growth in the ability to assess cost-savings attributed to telework programs. Fiscal year 2022 data finds that 34 percent of agencies are unable to track cost-savings fully an increase from 28 percent the year prior. Respondents attribute this to multiple factors including emerging areas of cost savings not previously measured by existing systems or processes difficulty isolating costs and changes within the respondent pool.

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Fiscal Year 2022 Status of Telework in the Federal Government Report to Congress – Results Report

Introduction

The Telework Enhancement Act (the Act) directs the U.S. Office of Personnel Management (OPM) to annually report to Congress on the status of Federal telework programs of each Executive agency (see 5 U.S.C. § 6506). The purpose of this *Fiscal Year 2022 Status of Telework in the Federal Government* report is to satisfy OPM's reporting requirements under the law. Specifically, this report addresses:

- Telework eligibility
- Telework participation and frequency
- Agency methods for gathering telework data
- Progress in setting and meeting participation and outcome goals
- Agency management efforts to promote telework
- Best practices in agency telework programs

In 2022 a vast majority of Executive agencies operated under a maximum telework operating status for the entire fiscal year and consequently the data collected in this report does not fully reflect agency behaviors beyond a maximum telework environment.

Research Design and Method

Consistent with previous reports the research for this report was informed by the telework logic model developed by OPM in 2011 to guide evaluation of the telework changes pursued under the Act. The data in this report reflect both agency- and employee-level perspectives. The report methodology is summarized below.

Data Sources

Under the Telework Enhancement Act of 2010 each Executive agency is responsible for its own telework policy and programs. Accordingly, the primary data source for this report is OPM's 2022 Telework Data Call (Data Call) which was an online survey administered by OPM from January 10 to February 10 2023 to an individual point of contact in each Executive branch agency regarding fiscal year 2022 data. The survey

collected quantitative and qualitative data on telework eligibility participation frequency goal setting and achievement cost savings agency management efforts to promote telework and best practices for fiscal year 2022. OPM distributed the survey to 91 agencies and 85 agencies responded (see Appendix 2 for lists of responding agencies).

As in previous years this report also includes information from the 2022 OPM Federal Employee Viewpoint Survey (FEVS). The FEVS is an annual survey of Federal employees and provides employee-level data on telework participation satisfaction and teleworker characteristics. The FEVS also allows comparisons of teleworkers' and non-teleworkers' experiences and perceptions to assess correlations between telework and employee outcomes. While these correlations do not necessarily reflect causal relationships they provide a basis for exploring potential connections between programs and outcomes.

The FEVS and the Data Call use different data collection methods. The FEVS asks individual employees about their telework participation at the time of survey administration while the Data Call asks agency-level representatives to report employee participation using administrative records for the fiscal year. As a result, there are some differences between the two data sets cited in this report.

Analysis

OPM analyzed agency data using best practices to ensure the highest level of validity and reliability including the use of a comprehensive data verification process and restricted sampling to ensure data accuracy. When we were unable to draw clear comparisons we used restricted data to confirm our analysis.

Most of the data collected through the Data Call is quantitative. We used common statistical methods such as frequencies percentages and cross-tabulations to analyze these items. In some cases, we used results from previous reports to assess changes over time. The Data Call also included several open-ended questions. OPM systematically coded responses to these questions to identify themes. In addition, some quantitative questions allowed respondents to select "Other" and fill in a response in their own words. We analyzed these responses for trends as well as to determine whether they overlapped with existing response categories.

Pandemic Response Considerations

When comparing data from fiscal year 2022 to previous years it's important to remember that the Federal government began fiscal year 2022 in a maximum telework operating status because of the COVID-19 pandemic. In March 2020 Federal agencies were directed to implement a maximum telework status to the degree possible without affecting mission accomplishment. This directive led to significant changes to telework eligibility participation and data collection methodologies. Some agencies took initial steps to increase their in-person posture in fiscal year 2022.

Results

Lessons Learned from the COVID-19 Pandemic and Future Considerations for Telework Research and Policy

The COVID-19 pandemic required agencies to quickly adapt to a broad telework environment as a means of continuing to pursue their missions and serve the American public. This challenge directly tested the capabilities of the Federal workforce and the effectiveness of agency continuity of operations (COOP) plans. As the fiscal year 2021 annual report showed 93 percent of Federal agencies' existing COOP plans included telework as a strategic tool which helped them to transition to a broad teleworking environment efficiently. Seventy-nine percent of agencies reported minimal-to-no barriers to broadening telework and 96 percent of agencies successfully transitioned at least 80 percent of their workforce to telework.

While this fiscal year 2022 report does not fully reflect agency behaviors beyond a maximum telework environment we are able to draw some conclusions and identify considerations for future telework:

- **Teleworking employees and those who choose not to telework have comparable levels of engagement**. The fiscal year 2022 FEVS reports that employees who telework 3 or more days per pay period are more likely to score higher (77.1 percent) on the Employee Engagement Index than those who do not (58.5 percent). Employees who choose not to telework also report high levels of engagement (73.2 percent) albeit not as high as those who telework frequently.

- **Telework remains a tool to limit turnover intention.** The fiscal year 2022 FEVS also reports that individuals who teleworked more frequently were less likely to express a desire to leave or retire compared to those who did not.

FEVS Table 1. Turnover Intention by Telework Status

Turnover Intention	Teleworks Frequently (100% or 3 or 4 days per pay period)			Teleworks Infrequently (1 or 2 days per pay period)			Does Not Telework			Chooses Not to Telework		
Year	2021	2022	Net Change	2021	2022	Net Change	2021	2022	Net Change	2021	2022	Net Change
Leave	20.1%	20.1%	0	25.1%	26.2%	+1.1%	29.1%	30.9%	+1.8%	17.0%	15.9%	-1.1%
Stay	67.3%	68.2%	+0.9%	60.1%	60.8%	-0.7%	53.0%	52.8%	-0.2%	64.3%	68.3%	+4.0%
Retire + Other	12.6%	11.7%	-0.9%	14.9%	13.0%	-1.9%	17.9%	16.3%	-1.6%	18.7%	15.8%	-2.9%

- **Telework can drive performance outcomes.** The necessary expansion of telework has provided unforeseen benefits over the past two years. In their qualitative responses to the Fiscal Year 2022 Telework Data Call agencies reported observing higher levels of work-life balance increased productivity due to fewer distractions and disruptions increased performance reflected in annual reviews and improved management practices to ensure accountability and monitor employee performance. These data points are supported by 2022 FEVS data showing that both employees and managers overwhelmingly agreed (more than 84 percent) that their work units were producing high-quality work and meeting their customers' needs.

These data trends show that agencies can effectively leverage telework as a strategic management tool. It is important to note however that this data is limited and spans a time period when employees were more likely to utilize frequent telework. In fiscal year 2023 OPM will seek to better understand the relationship between telework employee productivity and organizational performance and will continue to identify best practices for Federal telework. Future plans include:

- Collaborating with agencies to evaluate telework pilots and policies to understand how to implement telework in ways that meet the needs of both the agency and an evolving more diverse workforce.

- Working more closely with existing research initiatives and other government-wide studies to understand the relationships between telework and business outcomes.

- Redeveloping the Telework Data Call to more accurately assess employee telework data and the ways agencies are utilizing telework to meet specific agency performance metrics. OPM is exploring ways to better capture telework and remote work data collected via OPM's Enterprise Human Resources Integration (EHRI) system as outlined in the March 2023 OPM memorandum *Remote/Telework Enhancements to Enterprise Human Resources Integration Data Files*. This type of data collected through payroll and HR dynamics data will provide agencies more granular data on the impact of their polices and will supplement manual reporting through the data call. To ensure technical compliance OPM has implemented a robust data governance framework covering privacy security and management aspects.

Eligibility Participation and Frequency

The Act requires OPM to report information on telework eligibility participation and frequency of participation. OPM strongly encourages agencies to submit fiscal year data where possible as fiscal year data show monthly or seasonal variation in participation. When applicable OPM's 2022 online data collection tool required agencies to certify their inability to collect and aggregate telework data across the fiscal year and instead provide data for one month (September). For fiscal year 2022 **81 agencies** reported a total of **1066286** teleworkers in 2022. For September 2022 **4** agencies reported a total of **17648** teleworkers.

Table 2. Telework Eligibility Participation and Frequency FY 2022.

Category	Number of Employees	Number of Responding Agencies
Total number of employees	2357915	84
Employees deemed eligible to telework	1080800	81

Employees teleworking	Number of Employees	Number of Responding Agencies
Fiscal year data	1066286	81
September 2022 data	17648	4
Total (FY and September)	1083934	85

(Note: Each agency reported total number of employees and employees deemed eligible to telework as of September 30th of each year. For telework participation each agency provided data for either fiscal year or a pay period in September. Agencies were asked to report September data only if fiscal year data were not available.)

Some agencies were unable to provide data for every question asked by OPM as reflected in the "Number of Responding Agencies" column in Table 2. To provide valid comparisons we have calculated percentages in this report using only data from agencies able to provide complete data. Data for individual agencies and subagencies are reported in the corresponding appendices.

Eligibility

As in previous reports OPM has collected agency data on broad telework eligibility for employees across the Federal Government. Agencies reported that **52 percent** of all Federal employees were eligible to telework in fiscal year 2022. This percentage is slightly higher than the number reported in fiscal year 2021 (50 percent).

Eligibility in fiscal year 2022 was affected by the COVID-19 pandemic and does not necessarily indicate eligibility in a post-pandemic environment. As agencies enact or adjust telework policy outside of the maximum telework environment subsequent data calls may capture additional eligibility changes.

Figure 1. Telework Eligibility FY 2012-2022.
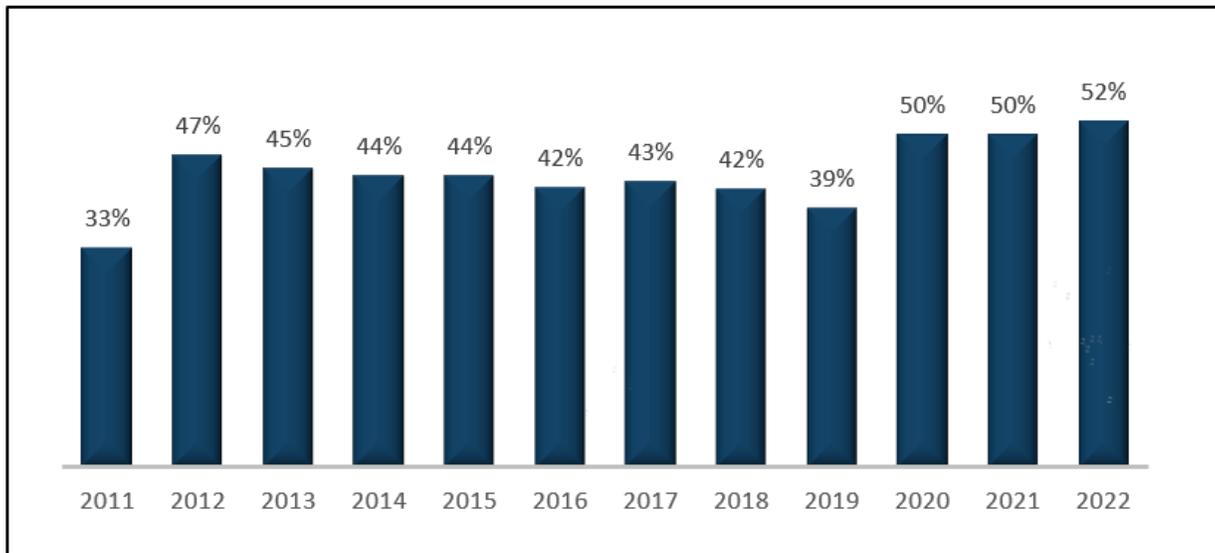
Note: Because OPM encourages agencies to report fiscal year data and non-fiscal year counts are typically low September counts were not historically included in eligibility percentages.

Participation

Agencies reported 46 percent of all Federal employees participated in any form of telework in fiscal year 2022 (e.g., situational routine or infrequent)—a decrease from the 47 percent reported in fiscal year 2021. Agencies also reported 87 percent of telework-eligible employees participated in telework in fiscal year 2022—seven percentage points lower than in fiscal year 2021.

Figure 2. Telework Participation FY 2012-2022.
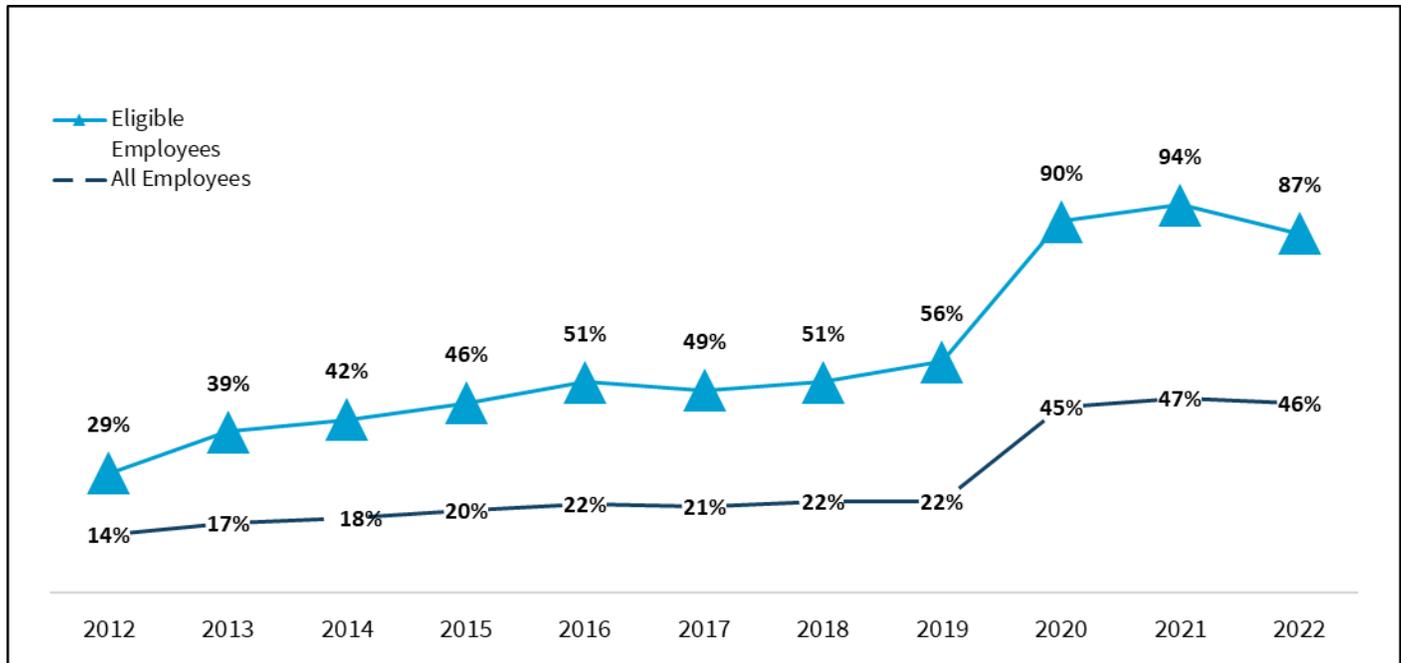
In the 2022 FEVS 69 percent of responding Federal employees reported utilizing any form of telework. The different telework participation estimates from the FEVS and Data Call likely reflect differences in data collection methods question wording and the survey administration time frame.

Reasons for Changes in Participation

Agencies that reported changes in participation (increase or decrease) of more than 10 percentage points between fiscal years 2021 and 2022 were asked to provide reasons for the change as required by the Act. Detailed agency responses are included in Appendix 7. Of the 75 agencies that reported a change in participation levels between the two fiscal years 11 agencies reported a significant telework participation increase (more than a 10 percent increase) and 16 reported a significant decrease (more than a 10 percent decrease).

The most common explanations provided by those agencies that saw increased telework participation included workforce growth and policy changes expanding eligibility criteria for employees. Among the agencies reporting a decrease in telework increases in remote work[2]

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[2] Remote work differs from telework in that remote work is an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis.

turnover and post-pandemic re-entry plans were among the most common explanations for the change.

Frequency of Participation

To accurately capture telework participation occurring as part of the maximum telework posture OPM advised agencies to record employee participation in telework as "situational" if those employees would not otherwise be eligible for routine telework. This guidance was provided as a way to overcome data variance from fiscal year 2021 when all agencies did not have the same ability to track emergency or pandemic-related telework participation.

For fiscal year 2022 agencies reported that of the employees who participated in telework 63 percent teleworked on a situational basis. In terms of routine telework agencies reported that 56 percent of participating employees teleworked three or more days per two-week period 11 percent teleworked one to two days per two-week period and 3 percent teleworked no more than once per month.[3] For September 2022 agencies reported that 30 percent of employees who teleworked did so on a situational basis 69 percent teleworked three or more days per two-week pay period 3 percent teleworked one to two days per two-week period and 0 percent teleworked no more than once per month.

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[3] Agencies outside of the Washington metropolitan area have similar policies and procedures in place, but dismissal and closure decisions are delegated to the Federal Executive Boards and local agency heads. See https://www.opm.gov/policy-data-oversight/pay-leave/reference-materials/handbooks/dcdismissal.pdf

Figure 3. Telework Frequency Percentages as Reported by Agencies for FY 2022 and September 2022.
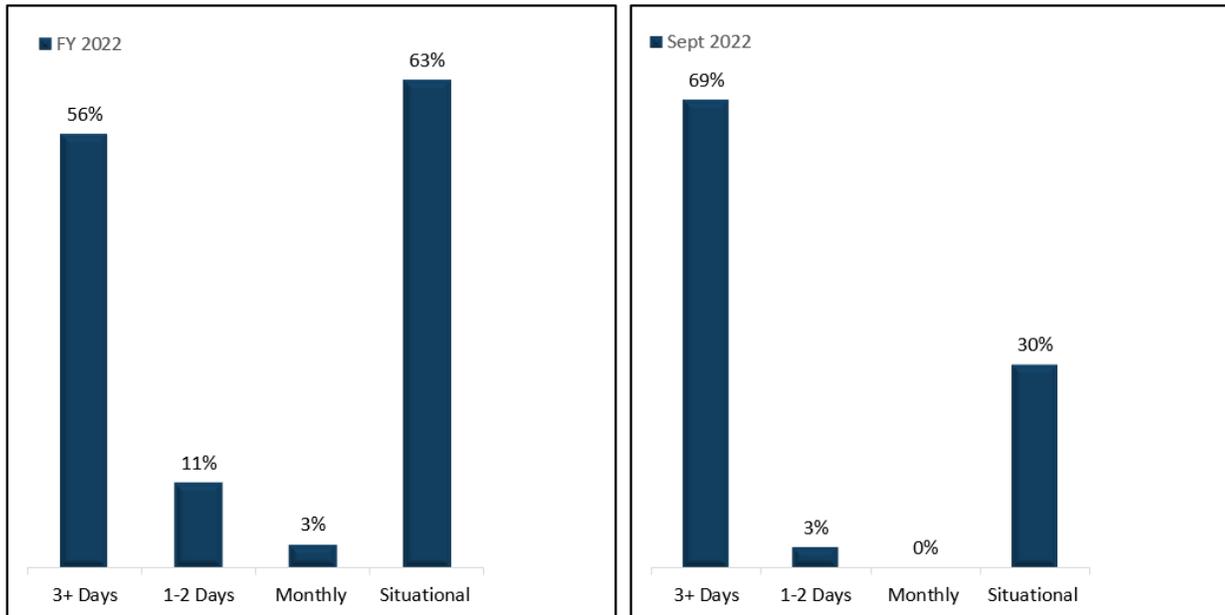
(Note: For each time frame the percentage of reported teleworkers was computed out of total teleworkers among agencies with valid data for that frequency category. In addition, situational teleworkers may also be counted as routine teleworkers. As a result, percentages for each year may total more than 100 percent.)

Telework frequency results should be interpreted cautiously because agencies' methods for computing frequency of participation vary widely especially for data collected during the COVID-19 pandemic. For instance, some agencies compute frequency through employee self-reporting on their time and attendance systems while others analyze raw payroll data or rely on reports provided by their payroll providers. In order to produce reliable results each of these methods requires consistent and accurate data collection and reporting which remains challenging for agencies for a variety of reasons (e.g., employee behavior differences among agency components and technological issues).

In addition, OPM asks agencies to provide participation data for employees classified as remote workers. Among the 65 agencies able to provide remote work data 130422 workers or less than 6% of the Federal workforce were remote in fiscal year 2022.

Agency Methods for Gathering Telework Data

Agencies were able to report any applicable data collection methods they use and the majority (64 percent) primarily rely on data from their time and attendance system. A smaller number manually

review telework agreements (25 percent) use a customized tracking system (24 percent) survey agency personnel (11 percent) or use other methods (13 percent).

Agencies vary in how they calculate telework days to determine frequency of participation. Thirty-five percent of agencies count only employees who work full days from an alternative location but 73 percent count employees who work any part of the day from an alternative location. Some agencies (28 percent) use a combination of both methods.[4]

Figure 4. Methods Used for Telework Calculations.
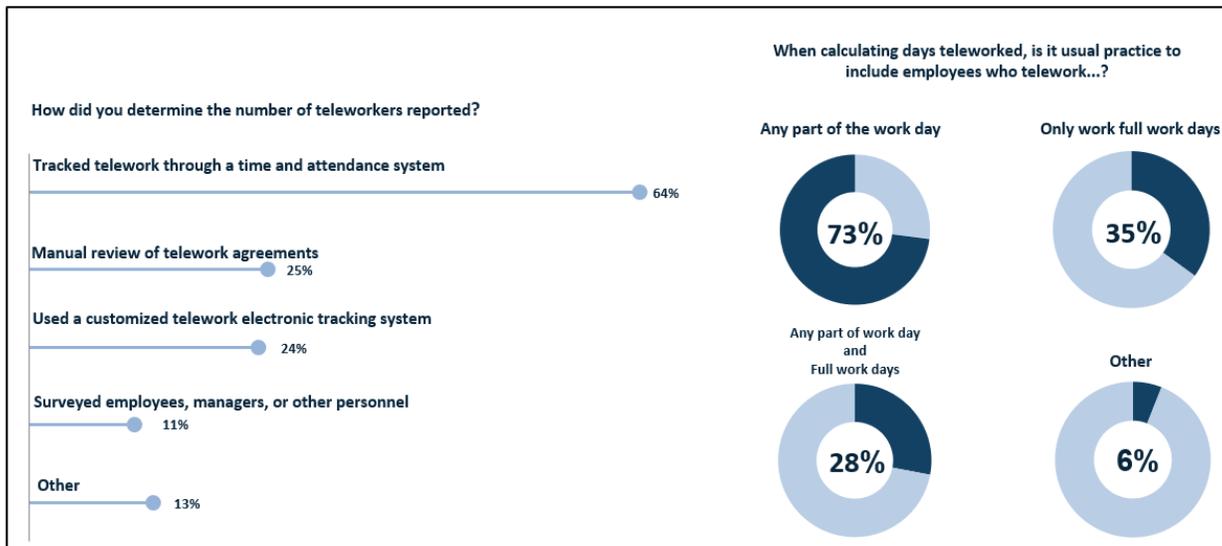
Note: Agencies were allowed to select multiple answers for both questions.

OPM recognizes the challenges associated with accurately tracking telework behavior specifically with regard to reporting and technological limitations. Agencies continue to report improvements in their tracking methodologies including reducing technological barriers and adhering to OPM-provided data standards. OPM has continued to support agency efforts to increase the accuracy of data collection by providing guidance and resources on data collection and automation standards as they become available. Most recently OPM released the memorandum *Remote/Telework Enhancements to Enterprise Human Resources Integration Data Files* which describes certain new required data elements to increase the accuracy and reliability of telework and remote work data agencies collect.

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[4]Agencies may report tracking telework through both "any part of the work day" or "full work days" for a myriad of reasons, including the aggregation of data collection from subagencies who enact different telework programs, different tracking practices for individual positions (e.g., mobile workers, field workers), and/or changes in policy throughout the fiscal year.

Assessing Agency Participation Goals

The Act directs OPM to assess agency progress in setting and achieving telework participation and outcome goals. OPM collected data on agency achievement of participation goals for fiscal year 2022 and agency progress since the last Data Call in setting and achieving telework outcome goals specified in the Act.

Participation Goals: Fiscal Year 2022 Progress Assessments

The 2021 Data Call asked agencies to set telework participation goals for fiscal year 2022. Agencies were provided with opportunities to set goals for total telework participation as well as participation in frequent routine (three or more days per two-week period) infrequent routine (one to two days per two-week period) and situational telework. Agencies had the option of setting goals in one or more of these areas.[5]

To gauge agency progress in meeting participation goals we compared the 2022 participation goal agencies specified in the 2021 Data Call to the 2022 participation data they reported in the 2022 Data Call. While agencies had the option of setting goals in one or more of the frequency areas described above, we focused on total participation due to the varying methods agencies used to track telework participation during the maximum telework posture. In a small number of cases, we could not assess progress due to data limitations (e.g., an agency set a goal for 2022 but did not report the relevant data).

In our assessment most agencies (64 percent) met or exceeded their total participation goals for fiscal year 2022. A limited number (8 percent) did not meet their goals. We could not assess 27 percent of agencies because they did not provide a total participation goal or did not submit data for fiscal year 2022.

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[5] Agencies were advised that the same employee could be counted in both routine (frequent or infrequent) and situational telework categories; however, frequent and infrequent routine telework are mutually exclusive participation categories.

Figure 5. FY 2022 Telework Participation Goal Progress.
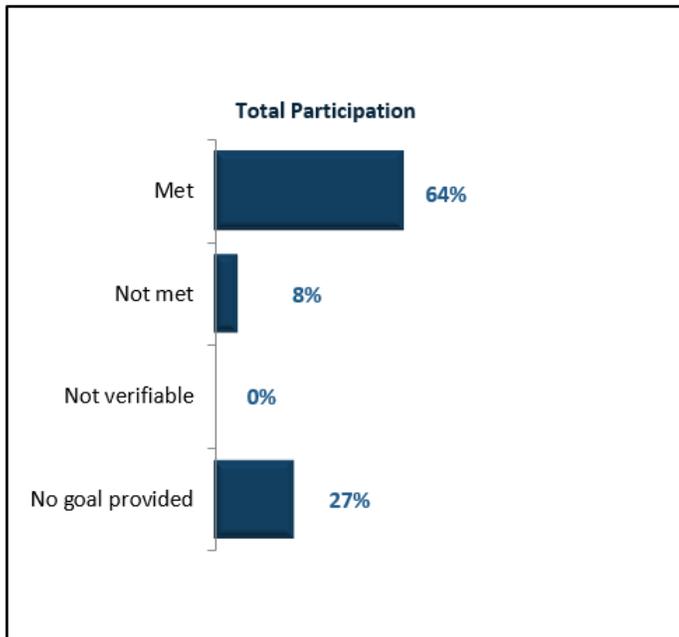
Understanding Missed Goals and Efforts to Achieve Future Goals

As directed by the Act agencies had to provide an explanation if they did not meet their participation goal and describe any actions being taken to identify and eliminate barriers to meet participation goals for the next reporting period. Detailed responses from the agencies that provided this information are shown in Appendix 11.

We focused our analysis on total participation goals and barriers that may have prevented agencies from meeting those goals. Generally, data collection limitations and employee retention are common barriers to goal achievement and fiscal year 2022 was no different.

Participation Goals for Fiscal Year 2023

Agencies responding to the 2022 Data Call were asked to provide telework participation goals for fiscal year 2023. As in previous years agencies were asked to identify goals for total participation and frequency of participation.

Most agencies continue to set both total participation and frequency of participation goals (72 percent or no change from fiscal year 2021).

Figure 6. Percentage of Agencies Setting Participation Goals.
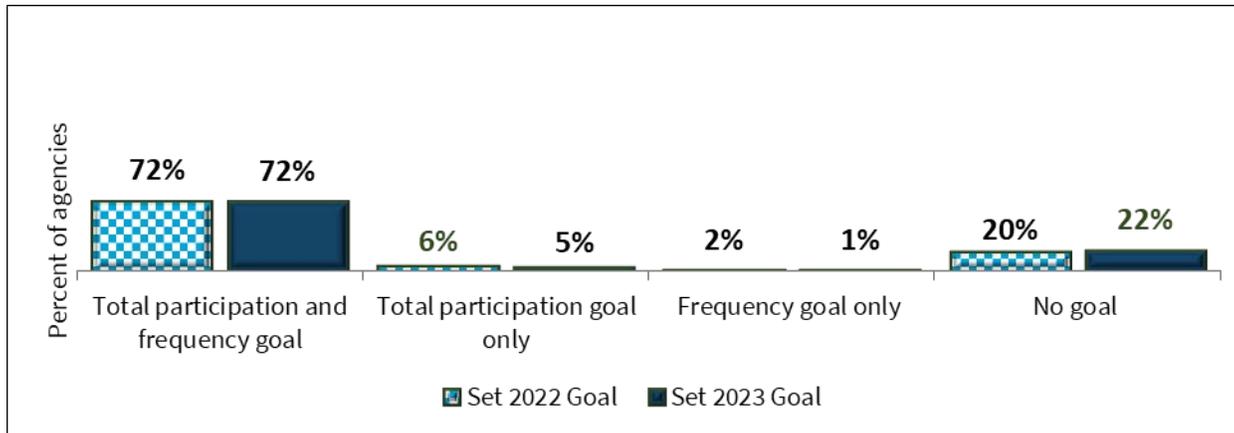
Agencies that Did Not Set Overall or Frequency of Participation Goals

Agencies that did not establish participation goals for 2023 (22 percent) were asked to explain what prevented them from doing so and their timeline for establishing such a goal.

Among agencies that responded the most common reasons included the shift to re-entry an increase in remote work eligibility data collection limitations (e.g., systems unable to track by frequency) the nature of the agency's work and increased managerial or subagency autonomy in setting appropriate telework practices.

Assessing Agency Outcome Goals

Telework is a management tool that maximizes human capital and other resources to effectively achieve strategic outcomes. Research has shown that telework has several benefits including increased employee job satisfaction and engagement[6] improved work-life balance[7] and reductions to commuting costs and other environmental impacts.[8] To measure the impact of telework the Act encourages agencies to establish outcome goals for telework and to report on their progress toward achieving these goals. While these results are not definitive measures of each agency's telework outcomes, they demonstrate the benefits of using telework to support critical agency operations.

Collecting and analyzing this data is important for the ongoing assessment of organizational health and performance standards. To encourage agencies' efforts to do this work OPM offers them support

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[6] Gallup (2017). "State of the American Workplace". Gallup World Poll

[7] King's College London (2022). The WFH revolution: how new ways of working are changing London. King's Business School and the Policy Institute. Published June 2022.

[8] Lister, K. (2022, January 18). *Latest work-at-home/telecommuting/remote work statistics*. Global Workplace Analytics. Retrieved from https://globalworkplaceanalytics.com/telecommuting-statistics

and resources for goal setting measurement and evaluation. Additionally, OPM provides agencies with a guide on clear standards for goal setting and assessments. We included this guide in the Data Call appendix and reviewed it with agencies on a consultative basis during the survey administration.

The 2022 Data Call required agencies to report on any goal setting and achievement efforts related to telework outcomes since the previous Data Call. For each outcome listed in the Act agencies were instructed to describe their progress and were encouraged to include the specific goal(s) strategies data and methodology used to evaluate success. The Data Call also allowed agencies to describe any other outcome goals not listed in the Act.

Aligning with historical data trends the most common goals were in the areas of employee recruitment (62 percent) and emergency preparedness (61 percent).

Figure 7. Percentage of Agencies Setting Telework Outcome Goals.
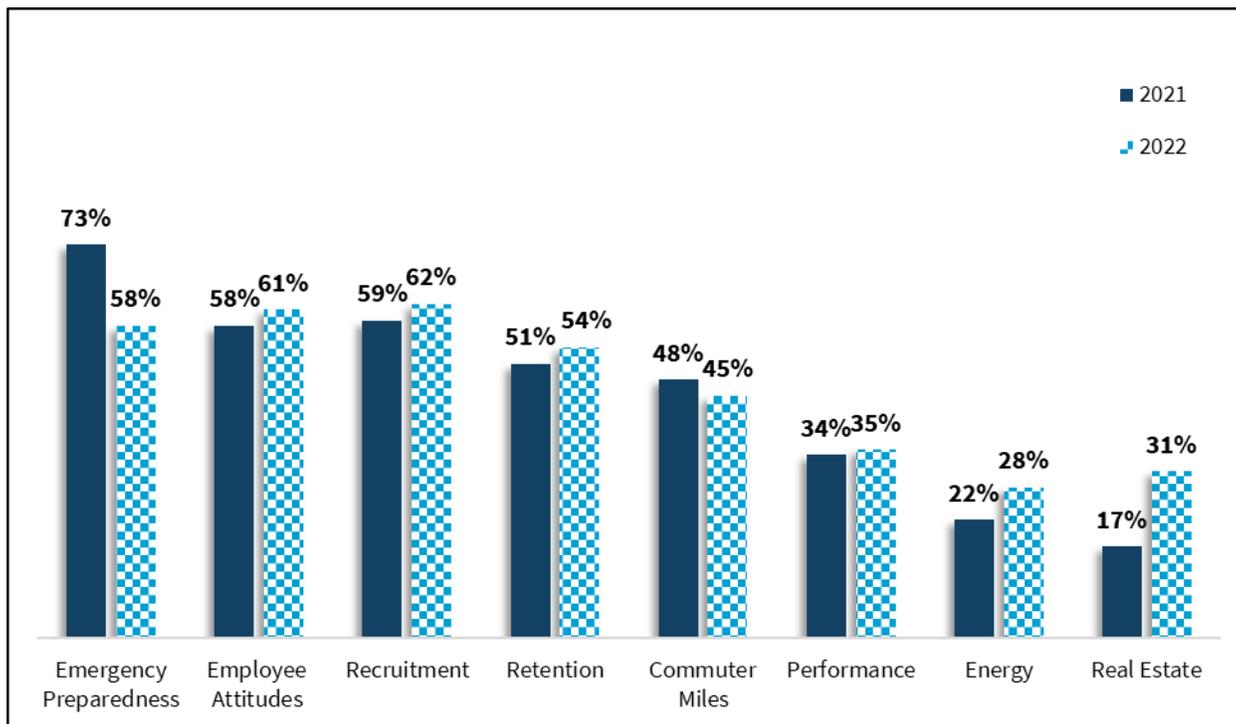
Agency efforts to track and achieve each type of outcome goal are described in the sections below including a summary of the strategies and metrics. In some cases, agencies identified strategies without providing corresponding evaluation metrics. Additionally, some agencies that reported outcome goal setting did not provide any follow-up narrative on strategies and metrics. Examples of agency best practices are highlighted in "Agency Spotlight" boxes in the sections below.

Emergency Preparedness

Telework is a tool that has been shown to enhance emergency preparedness by allowing organizations to remain agile during exigent circumstances such as natural disasters or global pandemics.[9]

The Act requires Executive agencies to incorporate telework into their COOP planning; telework is central to OPM's *Governmentwide Area Dismissal and Closure Procedures.*[10] Goal setting for emergency planning remains a top priority for many agencies. Agency efforts relating to emergency preparedness telework goals (n=52) are summarized in Table 3.

Table 3. Emergency Preparedness Goal Setting

Strategies	Agency Count
Encourage or require telework during closures (e.g., weather special events)	34
Emphasize telework in COOP plan or guidance	32
Ensure telework agreements for essential employees	28
Expand telework program or eligibility	27
Improve information technology (e.g., laptops VPN)	24
Updated telework policy/guidance	22
Ensure employees have the tools they need to telework	21
Telework exercises/drills	15
Telework training for employees and/or managers	11

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[9] *See, e.g.,* Gershon, R.R.M., Stone, P.W., Bakken, S., Larson, E., & Kikafka, R. (2018). Emergency preparedness of home health agencies in New York City before and after Hurricane Sandy. Heath Security, 16(4), 217-226.

[10] Agencies outside of the Washington metropolitan area have similar policies and procedures in place, but dismissal and closure decisions are delegated to the Federal Executive Boards and local agency heads. See https://www.opm.gov/policy-data-oversight/pay-leave/reference-materials/handbooks/dcdismissal.pdf

Metrics	Agency Count
Continued essential operations during recent closures or special events	27
Telework participation records (often during building closures or special events)	19
Employee survey	7
Number of telework-ready or telework-eligible employees	7
Results of emergency test drills (e.g., system capacity employee survey)	6
Number of employees equipped with laptops/cell phones	6
Emergency Time and Attendance Code	5
No metric	4
Telework agreements among all or subsets (e.g., essential employees) of employees.	4
Number of refreshed computers (desktops to laptops)	1

Many respondents reported emphasizing telework in COOP plans or guidance and encouraging or requiring telework for program participants during agency closures. Other common strategies included expanding telework programs and eligibility improving information technology (e.g., laptops VPN) updating telework policy and guidance ensuring employees have the tools they need to telework conducting telework exercises and drills implementing a communication initiative optimizing telework training for employees and/or managers and ensuring telework agreements for essential employees.

Improved Employee Attitudes

Research shows a positive relationship between telework and employee attitudes. For example, researchers have found that when managed correctly employees who work for an organization that offers telework are more engaged than employees at organizations that do not.[11] Research also suggests teleworkers may experience a greater sense of organizational commitment.[12] Agencies continue to recognize the benefits of positive employee attitudes to operational success; improving employee attitudes is one of the most common goal-setting areas. Agency efforts to use telework to improve employee attitudes (n=49) are summarized in Table 4.

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[11] Hickman, A. & Robison, J. (2020). Is working remotely effective? Gallup research says yes. Retrieved from https://www.gallup.com/workplace/283985/working-remotely-effective-gallup-research-says-yes.aspx

[12] Martin, B., & MacDonnell, R. (2012). Is telework effective for organizations? A meta-analysis of empirical research on perceptions of telework and organizational outcomes. *Management Research Review, 35*(7), 602-616.

Table 4. Employee Attitudes Goal Setting

Strategies	Agency Count
Promote telework as a driver of engagement/satisfaction	14
Expand access to telework (e.g., encourage use review eligibility)	14
Updated policy	3
Improved equipment/technology (e.g., lighter laptops document sharing)	3
Conduct pilot studies	2
Action planning	1
Use telework to retain valued employees	1
Employee engagement discussion session	1

Metrics	Agency Count
FEVS	20
Employee survey	11
Employee/Managers comments	10
Telework Evaluation Program	2
Exit Interview	1
T&A Records	1

Consistent with historical data agencies focused mainly on promoting telework as a driver of engagement and expanding access to telework. Agencies most cited FEVS data as a metric but also used agency-specific employee surveys to measure employee attitudes.

Recruitment

Telework and other workplace flexibilities are key tools for recruiting high-quality and geographically dispersed candidates who may not otherwise have access to specific industries or career opportunities. [13] Agencies continue to recognize that telework is an alluring non-monetary incentive for attracting talent to Federal service. Agency efforts to use telework for recruitment (n=53) are summarized in Table 5.

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[13] Overmyer, S. P. (2011). Implementing telework: Lessons learned from four federal agencies. IBM Center for the Business of Government, 8-15.

Table 5. Recruitment Goal Setting

Strategies	Agency Count
Include telework in job postings and/or interviews	28
Emphasize telework in recruitment materials and events	28
Promote among employees	28
Offer remote work (Full-time telework)	12
Improve telework eligibility and participation for new hires	5
Unclear	4

Metrics	Agency Count
Vacancy announcements	14
Number of applications	6
Number of telework agreements	4
Number of employees equipped to telework	3
FEVS	2
No metrics or Unclear	1

Agencies that reported recruitment goals commonly included telework in job postings and interviews and emphasized telework in recruitment materials and events. The metrics used to measure goal achievement in this area include tracking vacancy announcements the total number of applications received for teleworking positions and the number of telework agreements for new employees.

Retention

Telework can also be a useful tool for retaining high-performing employees. Cumulative research on telework outcomes suggests a negative relationship between teleworking and turnover intentions with those who telework more reporting being less likely to leave their jobs.[14] Agency efforts relating to employee retention as a telework goal (n=46) are summarized in Table 6.

Table 6. Retention Goal Setting

Strategies	Agencies
Incentive for employees requiring geographic flexibility/expanded remote/fulltime telework	14
Expanded telework frequency	14
Incentive for employees seeking retirement or other employment	13
Updated telework policy	12

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[14] Gajendran, R. S., & Harrison, D. A. (2007). The good, the bad, and the unknown about telecommuting: Meta-analysis of psychological mediators and individual consequences. *Journal of Applied Psychology, 92*(6), 1524-1541.

Strategies	Agencies
Telework promotion campaign/efforts	6
Situational or medical telework to accommodate personal needs	2

Metrics	Agency Count
FEVS	11
Retention of specific employees	7
Employee population/separation data	6
Internal employee survey	6
No metric	4
Telework participation records/agreements	4
Exit interviews/surveys	2

Respondents reported using telework most effectively as an incentive to remain in the workforce for valued employees who require geographic flexibility face challenges with family care or specific medical situations or may be inclined to retire or find work in other sectors. The associated metric was typically employee population and separation data. Other measures included FEVS data retention of specific employees and internal employee survey data.

Commuter Miles

Telework has long been recognized as a strategy for mitigating the negative impact of commuting on employees and the environment. As part of their sustainability goals agencies may use telework to help employees reduce their commuter miles. Agency efforts to reduce commuter miles (n=38) are summarized in Table 7.

Table 7. Commuter Mile Goal Setting

Strategies	Agency Count
Increase telework participation	11
More remote workers/100% telework	6
Increase access to more frequent telework	5

Metrics	Agency Count
Commute distance/miles	16
Number of commute days/hours avoided	4
Transit subsidy expenditures	3
Telework participation records	2
Employee Feedback	1

Agencies cited a range of other benefits from reduced commuter miles including reduced costs associated with commuting and carbon footprint reduction. Implementation strategies in this area included increasing remote work increasing access to more frequent telework and increasing overall telework participation. The most common metrics reported were commute distance/miles transit subsidy expenditures and commuting time.

Performance

Workplace flexibilities allow employees to work in the environment best suited to their needs and correlate with higher levels of productivity. Research identifies a significant and positive relationship between telework and job performance in both supervisory performance ratings and objective performance criteria.[15] Although evaluating the causal relationship between telework and performance may be challenging several agencies identified this as a goal area. Agency efforts to use telework to improve employee performance (n=30) are summarized in Table 8.

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[15] Vega, R.P., Anderson, A.J., & Kaplan, S.A. (2015). A within-person examination of the effects of telework. Journal of Business and Psychology, 30(2), 313-323.

Table 8. Performance Goal Setting

Strategies	Agency Count
Allow more employees to telework	10
Encouraging situational telework	7
Unclear	6
Tying ability to telework to performance	5
Results-oriented management strategies	4
Training on telework and performance management	4
New/updated policy	2
Encouraging telework to reduce distractions	1

Metrics	Agency Count
Performance ratings	8
No metric	3
Employee comments	3
Internal Surveys	3
FEVS	8
Telework Evaluation Program	3

Most agencies identified telework expansion as the key strategy for implementing this goal—allowing more employees to telework encouraging telework to reduce distraction and updating current policies to meet the emerging needs of the modern-day workforce. The metrics reported included performance ratings employee comments internal surveys and FEVs data.

Real Estate Costs

Routine telework may also reduce costs associated with managing Federal buildings by reducing the amount of required physical real estate when employees work from alternative locations. Agency efforts to reduce real estate costs as a telework goal (n=24) are summarized in Table 9.

Table 9. Real Estate Goal Setting

Strategies	Agency Count
Building closure/consolidation	12
Increase access to more frequent telework	6
100% remote workforce/more remote workers	4
Open Concept/Collaborative workspace	4
Hoteling	2
Shared offices	2
Encourage use of telework	1

Metrics	Agency Count
Amount of office space (e.g., floors buildings square footage)	21
Cost of office space (e.g., rent for leased space)	12
Total frequent telework participation	6

The strategies reported by agencies for reducing real estate costs included increasing access to more frequent telework and hoteling. The most common metrics reported by agencies involved the amount of office space (e.g., floors buildings square footage) and cost of office space (e.g., rent for leased space).

Energy Use

Reduced energy use through routine telework can produce environmental benefits while reducing the costs associated with managing Federal buildings. Agency efforts to reduce energy use as a telework goal (n=26) are summarized in Table 10.

Table 10. Energy Use Goal Setting

Strategies	Agency Count
Increase access to more frequent telework	8
Increase telework participation	8
Moved to 100% telework	3

Metrics	Agency Count
Sustainability measures (e.g., emissions estimates energy use intensity)	16
Use of office resources (e.g., printers)	14

The two strategies reported for this goal area were increasing access to telework and improving overall participation. Tracking use of office supplies and sustainability measures (e.g., emissions estimates energy use intensity) were the primary metrics reported. The broader impact of these outcomes is articulated in greater detail in Appendix 18.

Other Cost Savings

The use of maximum telework as a result of the COVID-19 pandemic has contributed to high levels of cost savings for the Federal Government. Based upon savings reported by agency (see Appendix 18) telework-related reductions in real estate commuter costs and energy savings contributed to a total cost savings of more than $150 million across Executive agencies in fiscal year 2022.

The most commonly reported savings related to transit/commuting costs (46 percent) reduced absences (16 percent) training (14 percent) utilities (15 percent) rent/office space (16 percent) and human capital (12 percent).

In fiscal year 2022 34 percent of respondents reported being unable to track cost savings an increase from the 28 percent reported in fiscal year 2021. Respondents' most common explanations for this inability included not having a system in place to track telework cost savings difficulty isolating costs associated specifically with telework and lack of access to data.

Figure 8. Cost Savings Achieved Through Telework.
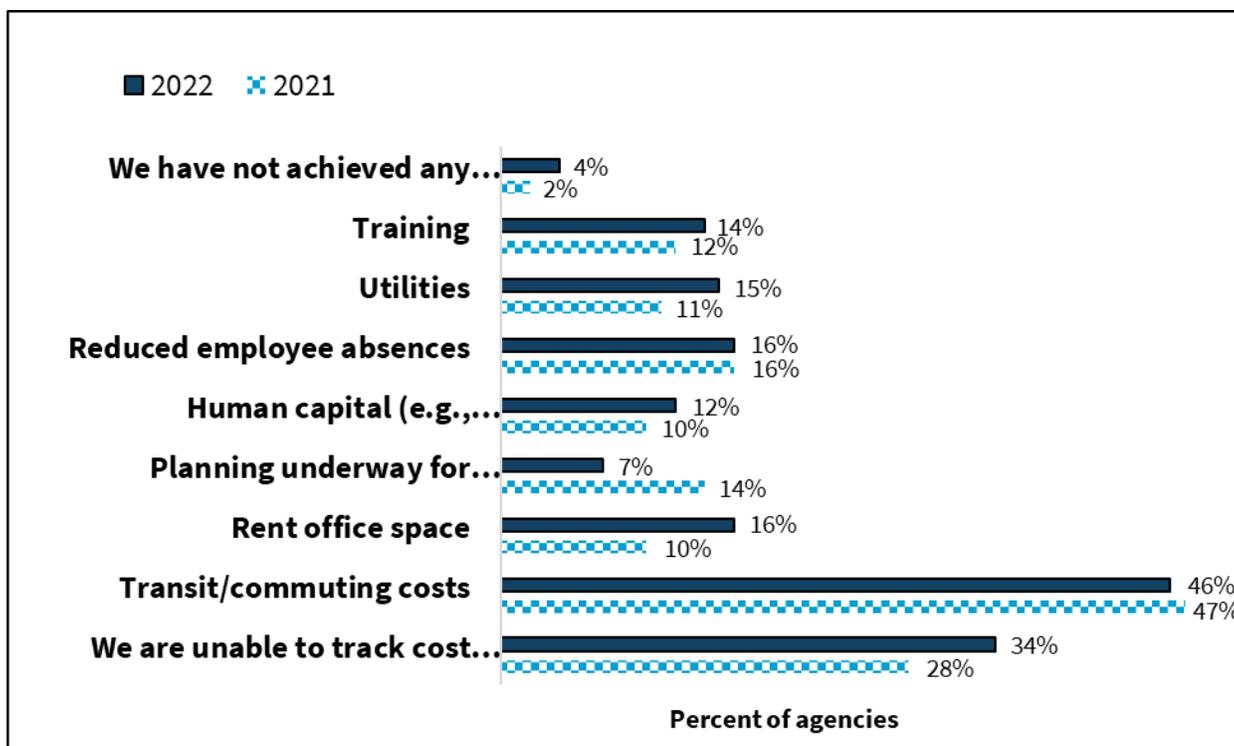
Among agencies that indicated planning is under way for achieving cost savings (n=6) roughly half set a goal of reporting on cost savings for calendar or fiscal year 2023. Additionally, a few agencies noted an intention to review and expand their telework policies and a desire to improve cost-savings tracking in the near term; others were unable to specify a completion time frame for their planning efforts.

Agencies that have not achieved cost savings (n=3) were asked to describe any action being taken to identify future cost-savings opportunities through telework. One agency indicated plans to evaluate its telework program in 2023 and the remaining agencies noted limited opportunities to take specific action due to agency size.

Best Practices and Success Stories

The Data Call also offers agencies an opportunity to share any compelling telework achievements during the fiscal year. A total of 46 agencies shared a best practice. Common themes included:

- Using telework to support continuity of operations during emergencies local commuting disruptions and closures.

- Using telework to attract high-quality talent and retain high-performing employees.

- Adopting or embracing technological systems that improve performance.

- Supporting employee work-life needs through telework to improve their organizational commitment and reduce the negative impact of external variables on individual and organizational productivity.

- Improving managerial capacity through agency training efforts to support managers' effectiveness in hybrid environments.

- Designing routine policy and program evaluations to consistently measure the implications of telework for mission accomplishment.

- Leveraging telework to reduce costs and required budget allocations.

Agency Management Efforts to Promote Telework

Agency leaders most commonly promote telework through their COOP events and planning (67 percent of agencies). Other common strategies agencies reported in 2022 include promoting telework in agency-wide meetings (66 percent) aligning telework with agency strategic goals and mission (59 percent) and sending agency-wide emails in support of telework (49 percent). In open-ended responses agencies described a wide variety of management efforts to meet the needs of their workforce and support their missions including marketing workplace flexibilities to leaders and employees as a means of improving employee acquisition retention and wellness.

Figure 9. Agency Management Efforts to Promote Telework

Emphasizes telework as a part of COOP	Advocates telework in agency-wide meetings	Aligns telework with agency strategic goals and mission	Agency-wide emails of support
67%	66%	59%	49%

Special telework events	Uses telework goal setting and measurements to hold managers accountable	Signs and posters	No action
9%	16%	7%	8%
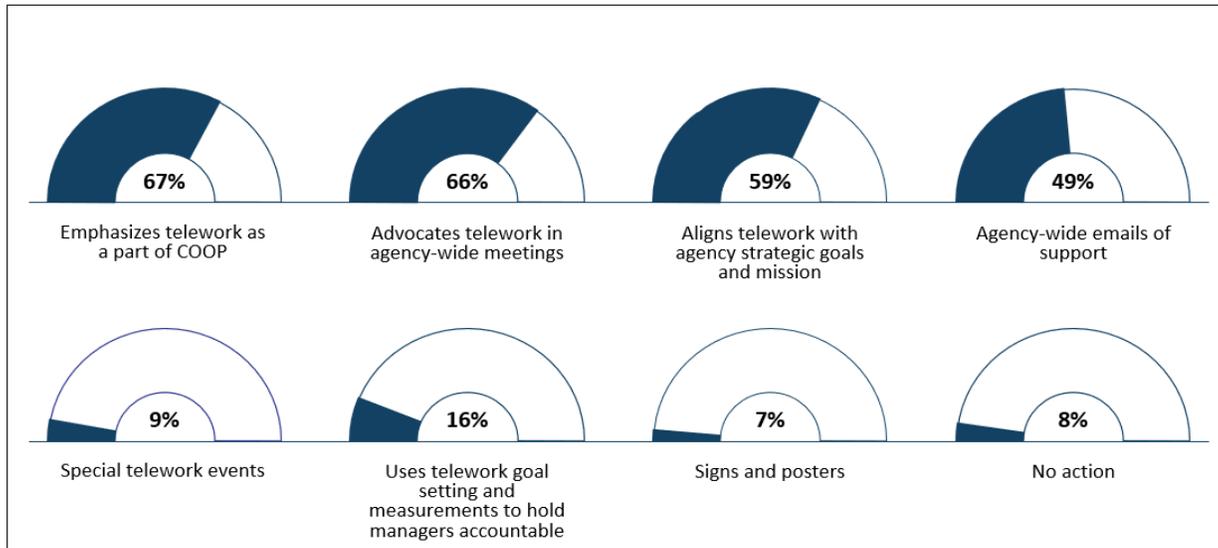
Conclusion

The findings presented in this report underscore the effectiveness of telework as a management tool for the Federal Government. Congress showed foresight in considering telework to be an aspect of emergency preparedness as did agencies by embedding telework in their emergency preparedness plans. As a result, the Federal workforce was able to maintain high levels of performance in the face of a global pandemic and continue to provide critical programs services and support to the American public. As the Federal Government transitions to a post-pandemic era these critical lessons will inform agencies' assessments of organizational health and performance and decisions about work environments including telework. Federal agencies will be well-positioned to harness the benefits of flexible work arrangements while balancing that time with in-person collaboration and engagement.

As the government-wide maximum telework posture comes to an end, future versions of this annual report will once again be able to capture telework trends in a standard operating environment. The data collected in the years to follow will provide valuable insights into the effectiveness of telework as a long-term management strategy. OPM will continue to support agencies and other stakeholders by providing accurate and reliable data that can be used to identify best practices in developing human capital preparing for emergency situations and achieving strategic goals.

Appendices

Appendix 1. Figure Descriptions and Data

Figure 1: Telework Eligibility FY 2012-2022

Note: Because OPM encourages agencies to report fiscal year data and non-fiscal year counts are typically low September counts were not historically included in eligibility percentages. September percentages shown here to account for a few large agencies where fiscal year data were not available.

Year	Percent of eligible employees
2012	47%
2013	45%
2014	44%
2015	44%
2016	42%
2017	43%
2018	42%
2019	39%
2020	50%
2021	50%
2022	52%

Figure 2: Telework Participation FY 2012-2022

Year	Percent of all employees	Percent of eligible employees
2012	14%	29%
2013	17%	39%
2014	18%	42%
2015	20%	46%
2016	22%	51%
2017	21%	49%
2018	22%	51%
2019	22%	56%
2020	45%	90%
2021	47%	94%
2022	46%	87%

Figure 3: Telework Frequency FY 2022 and September 2022

FY 2022

Frequency category	Percent of teleworkers
3+ days	56%
1-2 days	11%
Monthly	3%
Situational	63%

September 2022

Frequency category	Percent of teleworkers
3+ days	69%
1-2 days	3%
Monthly	0%
Situational	30%

Figure 4: Methods for Telework Calculations

"How did you determine the number of teleworkers reported?"

Method for calculating number of teleworkers	Percent of agencies
Tracked through a time & attendance (T&A) system	64%
Manual review of telework agreements	25%
Customized tracking system	24%
Surveyed employees managers other personnel	11%
Other	13%

"When calculating days teleworked is it usual practice to include employees who telework....?"

Calculating days teleworked	Percent of agencies
Any part of the workday	73%
Only work full workdays	35%
Any part of workday and full workdays	28%
Other	6%

Figure 5: FY 2022 Telework Participation Goal Progress

Type of goal	Met	Not met	Not verifiable	No goal provided
Total participation	64%	8%	0%	27%

Figure 6: Percentage of Agencies Setting Participation Goals

Type of Goal	Set 2022 Goal	Set 2023 Goal
Total participation and frequency goal	72%	72%
Total participation goal only	6%	5%
Frequency goal only	2%	1%
No goal	20%	22%

Figure 7: Percentage of Agencies Setting Outcome Goals

Outcome goal	2021 Data Call	2022 Data Call
Emergency Preparedness	73%	58%
Employee attitudes	58%	61%
Recruitment	59%	69%
Retention	51%	54%

Outcome goal	2021 Data Call	2022 Data Call
Commuter miles	48%	45%
Performance	34%	35%
Energy	22%	28%
Real Estate	17%	31%

Figure 8: Cost Savings Achieved through Telework

Cost savings achieved	2021 Data Call	2022 Data Call
We are unable to track cost savings	28%	34%
Transit/commuting costs	47%	46%
Rent office space	10%	16%
Planning is underway for assessing savings	14%	7%
Human capital (e.g., recruitment retention)	10%	12%
Reduced employee absences	16%	16%
Utilities	11%	15%
Training	12%	14%
We have not achieved any cost savings	2%	4%

Figure 9: Agency Management Efforts to Promote Telework

Efforts to promote telework	Percent of agencies
Emphasizes telework as part of COOP (continuity of operations plan) events	62%
Advocates telework in agency-wide meetings (e.g., all-hands meetings)	66%
Sending agency-wide emails of support	59%
Aligns telework with agency strategic goals and mission	49%
Hosting specials telework events (e.g., telework awareness weeks telework drills)	9%

Efforts to promote telework	Percent of agencies
Uses telework goal setting and measurement to hold managers accountable	16%
Posting signs/posters	7%
Our agency has taken no action to specifically promote telework since the last data call	8%

Appendix 2. List of Responding Agencies to the 2022 Data Call and Agencies Required under the Act to Participate

Agency	Required to Participate	Participated	Required to Participate at Subagency Level	Participated at Subagency Level
Access Board	Yes	Yes	No	No
Agency for International Development	Yes	Yes	No	No
AmeriCorps (Formerly CNSC)	Yes	Yes	No	No
Appraisal Subcommittee Federal Financial Institutions Examination Council	Yes	Yes	No	No
Central Intelligence Agency	Yes	Yes	No	No
Chemical Safety and Hazard Investigation Board	Yes	Yes	No	No
Commission on Fine Arts	Yes	Yes	No	No
Commodity Futures Trading Commission	Yes	Yes	No	No
Consumer Financial Protection Bureau	Yes	Yes	No	No
Consumer Product Safety Commission	Yes	Yes	No	No
Court Services and Offender Supervision Agency	Yes	Yes	No	No
Defense Nuclear Facilities Safety Board	Yes	No	No	No
Denali Commission	Yes	Yes	No	No
Department of Agriculture	Yes	Yes	Yes	Yes
Department of Commerce	Yes	Yes	Yes	Yes
Department of Defense	Yes	Yes	Yes	Yes

Agency	Required to Participate	Participated	Required to Participate at Subagency Level	Participated at Subagency Level
Department of Education	Yes	Yes	Yes	Yes
Department of Energy	Yes	Yes	Yes	Yes
Department of Health and Human Services	Yes	Yes	Yes	Yes
Department of Homeland Security	Yes	Yes	Yes	Yes
Department of Housing and Urban Development	Yes	Yes	Yes	Yes
Department of Justice	Yes	Yes	Yes	Yes
Department of Labor	Yes	Yes	Yes	Yes
Department of State	Yes	Yes	Yes	Yes
Department of the Interior	Yes	Yes	Yes	Yes
Department of Transportation	Yes	Yes	Yes	Yes
Department of Treasury	Yes	Yes	Yes	Yes
Department of Veterans Affairs	Yes	Yes	Yes	No***
Environmental Protection Agency	Yes	Yes	No	No
Equal Employment Opportunity Commission	Yes	Yes	No	No
Executive Office of the President (Science and Technology)				
Export-Import Bank of the United States	Yes	Yes	No	No
Farm Credit Administration	Yes	Yes	No	No
Farm Credit System Insurance Corporation	Yes	No	No	No
Federal Communications Commission	Yes	No	No	No
Federal Deposit Insurance Corporation	Yes	No	No	No

Agency	Required to Participate	Participated	Required to Participate at Subagency Level	Participated at Subagency Level
Federal Election Commission	Yes	Yes	No	No
Federal Energy Regulatory Commission	Yes**	Yes	No	No
Federal Housing Finance Agency	Yes	Yes	No	No
Federal Labor Relations Authority	Yes	No	No	No
Federal Maritime Commission	Yes	Yes	No	No
Federal Mediation and Conciliation Service	Yes	Yes	No	No
Federal Mine Safety and Health Review Commission	Yes	No	No	No
Federal Retirement Thrift Investment Board	Yes	Yes	No	No
Federal Trade Commission	Yes	Yes	No	No
General Services Administration	Yes	Yes	No	No
Institute of Museum and Library Services	Yes	Yes	No	No
Inter-American Foundation	Yes	No	No	No
Japan-United States Friendship Commission	Yes	Yes	No	No
Marine Mammal Commission	Yes	Yes	No	No
Merit Systems Protection Board	Yes	Yes	No	No
Millennium Challenge Corporation	Yes	Yes	No	No
National Aeronautics and Space Administration	Yes	Yes	No	No

Agency	Required to Participate	Participated	Required to Participate at Subagency Level	Participated at Subagency Level
National Archives and Records Administration	Yes	Yes	No	No
National Capital Planning Commission	Yes	No	No	No
National Council on Disability	Yes	Yes	No	No
National Credit Union Administration	Yes	Yes	No	No
National Endowment for the Arts	Yes	Yes	No	No
National Endowment for the Humanities	Yes	Yes	No	No
National Indian Gaming Commission	Yes	No	No	No
National Science Foundation	Yes	Yes	No	No
National Transportation Safety Board	Yes	Yes	No	No
Nuclear Regulatory Commission	Yes	Yes	No	No
Nuclear Waste Technical Review Board	Yes	Yes	No	No
Occupational Safety and Health Review Commission	Yes	Yes	No	No
Office of Government Ethics	Yes	Yes	No	No
Office of Management and Budget (EOP)	No	Yes	No	No
Office of National Drug Control Policy (EOP)	No	Yes	No	No
Office of Navajo and Hopi Indian Relocation	Yes	Yes	No	No
Office of Personnel Management	Yes	Yes	No	No
Office of Special Counsel	Yes	No	No	No

Agency	Required to Participate	Participated	Required to Participate at Subagency Level	Participated at Subagency Level
Office of the Director of National Intelligence	No	Yes	Yes	No
Office of the United States Trade Representative (EOP)	No	Yes	No	No
Patent and Trademark Office	No*	Yes	No	No
Peace Corps	Yes	Yes	No	No
Pension Benefit Guaranty Corporation	Yes	Yes	No	No
Postal Regulatory Commission	No	Yes	No	No
Privacy and Civil Liberties Oversight Board	Yes	Yes	No	No
Railroad Retirement Board	Yes	Yes	No	No
Securities and Exchange Commission	Yes	Yes	No	No
Small Business Administration	Yes	Yes	No	No
Social Security Administration	Yes	Yes	Yes	No***
Surface Transportation Board	No	Yes	No	No
Tennessee Valley Authority	Yes	Yes	No	No
Trade and Development Agency	Yes	No	No	No
U.S. Ability One Commission	No	Yes	No	No
U.S. Agency for Global Media	Yes	Yes	No	No
U.S. Commission on Civil Rights	Yes	Yes	No	No

Agency	Required to Participate	Participated	Required to Participate at Subagency Level	Participated at Subagency Level
U.S. International Development Finance Corporation	Yes	Yes	No	No
U.S. International Trade Commission	Yes	Yes	No	No
Udall Foundation	No	Yes	No	No

*PTO is a subagency of the Department of Commerce. It traditionally reports separately due to its tradition of being a federal leader in telework.

**FERC is an independent government agency organized as part of the Department of Energy. Because it is not subject to DoE's policies and oversight FERC reports separately.

***VA and SSA are listed among agencies required to report at the subagency level. However they did not do so because they lack subagencies.

Appendix 3. Agency Telework Participation Data for 2022

Note: In cases where the percentage of eligible employees teleworking and/or percentage of all employees teleworking exceeds 100% the total number of employees and/or eligible teleworkers at the agency during the time of data collection was smaller than the number of employees who participated in telework over the course of the fiscal year.

Agency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Access Board	25	25	-	-	-	25	100%	100%
Agency for International Development	4706	4706	-	-	-	4538	96%	96%
AmeriCorps (formerly CNCS)	709	709	-	-	-	709	100%	100%
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	15	15	-	-	-	15	100%	-
Central Intelligence Agency	-	-	-	-	-	207	-	-
Chemical Safety and Hazard Investigation Board	31	12	-	-	-	12	100%	39%
Commission for Fine Arts	12	12	-	-	-	12	100%	100%
Commodity Futures Trading Commission	684	684	-	-	-	680	99%	-
Consumer Financial Protection Bureau	1602	1602	-	-	-	1265	79%	79%
Consumer Product Safety Commission	558	415	-	-	-	487	117%	87%

Agency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Court Services and Offender Supervision Agency	1039	1039	-	-	-	1098	106%	106%
Defense Nuclear Facilities Safety Board	114	114	-	-	-	121	106%	106%
Denali Commission	13	13	-	-	-	12	92%	92%
Department of Agriculture	148118	106695	-	-	-	75380	71%	51%
Department of Commerce	46301	-	-	-	-	37758	-	82%
Department of Defense	847097	360672	-	-	-	321242	89%	38%
Department of Education	4168	4165	3811	92%	91%	-	-	-
Department of Energy	13256	12706	-	-	-	11435	90%	86%
Department of Health and Human Services	83392	65904	-	-	-	54374	83%	65%
Department of Homeland Security	215618	-	-	-	-	91037	-	42%
Department of Housing and Urban Development	7672	7062	-	-	-	7588	107%	-
Department of Justice	116282	50543	-	-	-	32100	64%	28%
Department of Labor	14834	14781	-	-	-	14599	99%	98%
Department of State	15194	13375	-	-	-	13375	100%	88%
Department of the Interior	76390	61121	-	-	-	44918	73%	59%

Agency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of the Treasury	99526	83117	-	-	-	87782	106%	88%
Department of Transportation	54125	40302	-	-	-	36794	91%	68%
Department of Veterans Affairs	436671	108760	-	-	-	90959	84%	21%
Environmental Protection Agency	14729	-	-	-	-	15521	-	105%
Equal Employment Opportunity Commission	2182	2182	-	-	-	2182	100%	100%
Executive Office of the President(Science and Technology)	25	25	-	-	-	25	100%	100%
Export-Import Bank of the United States	380	360	-	-	-	360	100%	-
Farm Credit Administration	322	322	-	-	-	322	100%	100%
Federal Deposit Insurance Corporation	5893	5890	-	-	-	6455	110%	110%
Federal Election Commission	293	293		-	-	283	97%	97%
Federal Energy Regulatory Commission	1499	1499	-	-	-	1619	108%	108%
Federal Housing Finance Agency	717	644	-	-	-	723	112%	101%
Federal Labor Relations Authority	127	127	-	-	-	127	100%	100%

Agency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Federal Maritime Commission	124	119	-	-	-	117	98%	94%
Federal Mediation and Conciliation Service	204	204	-	-	-	50	25%	-
Federal Mine Safety and Health Review Commission	59	58	-	-	-	53	91%	90%
Federal Retirement Thrift Investment Board	255	255	250	98%	98%	-	-	-
Federal Trade Commission	1169	1169	-	-	-	1312	112%	112%
General Services Administration	11743	11601	-	-	-	11296	97%	96%
Institute of Museum and Library Services	72	72	-	-	-	72	100%	100%
Inter-American Foundation	52	52	-	-	-	52	100%	100%
Japan-United States Friendship Commission	4	4	-	-	-	4	100%	100%
Marine Mammal Commission	13	13	-	-	-	13	100%	100%
Merit Systems Protection Board	198	196	-	-	-	197	101%	99%
Millennium Challenge Corporation	317	317	-	-	-	288	91%	91%
National Aeronautics and Space Administration	17896	15302	12083	79%	68%	-	-	-

Agency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
National Archives and Records Administration	2534	2534	-	-	-	1054	42%	42%
National Council on Disability	11	11	-	-	-	2	18%	18%
National Credit Union Administration	1163	529	-	-	-	527	100%	45%
National Endowment for the Arts	145	145	-	-	-	145	100%	100%
National Endowment for the Humanities	176	176	-	-	-	176	100%	100%
National Science Foundation	1681	1681	-	-	-	1649	98%	98%
National Transportation Safety Board	409	409	-	-	-	409	100%	100%
Nuclear Regulatory Commission	2640	2630	-	-	-	2630	100%	100%
Nuclear Waste Technical Review Board	10	10	-	-	-	10	100%	100%
Occupational Safety and Health Review Commission	49	49	-	-	-	46	94%	94%
Office of Government Ethics	71	71	-	-	-	71	100%	100%
Office of Management and Budget (EOP)	688	688	-	-	-	791	115%	115%
Office of National Drug Control Policy	60	60	-	-	-	55	92%	92%

Agency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Office of Navajo and Hopi Indian Relocation	18	14	-	-	-	12	86%	67%
Office of Personnel Management	2683	2390	1504	63%	56%	-	-	-
Office of the Director of National Intelligence	1794	900	-	-	-	496	55%	28%
Office of the United States Trade Representative (EOP)	246	246	-	-	-	246	100%	-
Patent and Trademark Office	13107	13087	-	-	-	12636	97%	96%
Peace Corps	1221	685	-	-	-	320	47%	26%
Pension Benefit Guaranty Corporation	932	932	-	-	-	955	102%	102%
Postal Regulatory Commission	76	76	-	-	-	76	100%	100%
Privacy and Civil Liberties Oversight Board	27	27	-	-	-	32	119%	119%
Railroad Retirement Board	712	681	-	-	-	760	112%	107%
Securities and Exchange Commission	4723	4716	-	-	-	4716	100%	100%
Small Business Administration	6085	6009	-	-	-	9930	165%	163%
Social Security Administration	57425	56425	-	-	-	52643	93%	92%

Agency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Surface Transportation Board (2)	123	117	-	-	-	117	100%	95%
Tennessee Valley Authority	10390	4051	-	-	-	4055	100%	-
U.S. Ability One Commission	44	44	-	-	-	32	73%	73%
U.S. Agency for Global Media	1254	1187	1	0%	0%	1146	97%	91%
U.S. Commission on Civil Rights	57	41	45	110%	79%	41	100%	72%
U.S. International Development Finance Corporation	472	469	-	-	-	460	98%	97%
U.S. International Trade Commission	437	430	-	-	-	428	100%	98%

Appendix 4. Agency Telework Frequency Data for 2022

Note: Percentage is equal to number of teleworkers divided by total number of employees.
*Indicates that remote workers are included in reported telework totals.
^ Indicates that remote workers include employees whose official duty station has changed to an alternative worksite.

Agency	FY 2022							September 2022				
	3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers
Access Board	5 (20%)	7 (28%)	-	24 (96%)	-			-	-	-	-	-
Agency for International Development	1910 (41%)	242 (5%)	2097 (45%)	2097 (45%)	743 (16%)	*	^		-	-	-	-
AmeriCorps (formerly CNCS)	709 (100%)	-	-	709 (100%)	-			-	-	-	-	-
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	15 (100%)	-	-	-	15 (100%)	*	^	-	-	-	-	-
Central Intelligence Agency	-	-	-	-	-		^	-	-	-	-	-
Chemical Safety and Hazard Investigation Board	12 (39%)	-	-	12 (39%)	19 (61%)			-	-	-	-	-
Commission for Fine Arts	12 (100%)	-		-	0 (0%)			-	-	-	-	-
Commodity Futures Trading Commission	680 (99%)	-	-	681 (100%)	-			-	-	-	-	-
Consumer Financial Protection Bureau	1208 (75%)	30 (2%)	27 (2%)	1209 (75%)	513 (32%)	*	^	-	-	-	-	-
Consumer Product Safety Commission	483 (87%)	4 (1%)	-	-	142 (25%)		^	-	-	-	-	-
Court Services and Offender Supervision Agency	651 (63%)	224 (22%)	-	1098 (106%)	0 (0%)			-	-	-	-	-

Agency	FY 2022							September 2022				
	3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers
Defense Nuclear Facilities Safety Board	68 (60%)	27 (24%)	-	32 (28%)	14 (12%)		^	-	-	-	-	-
Denali Commission	12 (92%)	-	-	1 (8%)	12 (92%)	*	^	-	-	-	-	-
Department of Agriculture	23069 (16%)	8499 (6%)	-	43812 (30%)	19388 (13%)		^	-	-	-	-	-
Department of Commerce	20552 (44%)	1780 (4%)	1327 (3%)	25012 (54%)	15883 (34%)	*	^	-	-	-	-	-
Department of Defense	163805 (19%)	33729 (4%)	10585 (1%)	258669 (31%)	9836 (1%)		^	-	-	-	-	-
Department of Education	-	-	-	-	-			3738 (90%)	7 (0%)	-	65 (2%)	-
Department of Energy	-	-	-	-	2965 (22%)		^	-	-	-	-	-
Department of Health and Human Services	37054 (44%)	5930 (7%)	437 (1%)	18211 (22%)	29660 (36%)	*	^	-	-	-	-	-
Department of Homeland Security	58045 (27%)	18825 (9%)	3505 (2%)	10662 (5%)	-			-	-	-	-	-
Department of Housing and Urban Development	5588 (73%)	1028 (13%)	-	7418 (97%)	595 (8%)		^	-	-	-	-	-
Department of Justice	16503 (14%)	7676 (7%)	748 (1%)	14653 (13%)	1070 (1%)	*	^	-	-	-	-	-
Department of Labor	14509 (98%)	90 (1%)	-	7384 (50%)	4397 (30%)	*	^	-	-	-	-	-
Department of State	4217 (28%)	642 (4%)	-	13375 (88%)	1222 (8%)	*	^	-	-	-	-	-
Department of the Interior	41514 (54%)	1504 (2%)	-	14169 (19%)	4511 (6%)			-	-	-	-	-
Department of the Treasury	66524 (67%)	4404 (4%)	-	47525 (48%)	1352 (1%)	*	^	-	-	-	-	-
Department of Transportation	25305 (47%)	5874 (11%)	3214 (6%)	29106 (54%)	1546 (3%)	*	^	-	-	-	-	-

Agency	FY 2022							September 2022				
	3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers
Department of Veterans Affairs	37471 (9%)	4797 (1%)	228 (0%)	90752 (21%)	13938 (3%)	*	^	-	-	-	-	-
Environmental Protection Agency	-	-	-	15163 (103%)	1731 (12%)	*	^	-	-	-	-	-
Equal Employment Opportunity Commission	2022 (93%)	154 (7%)	6 (0%)	6 (0%)	-			-	-	-	-	-
Executive Office of the President (Science and Technology)	-	-	-	-	-			-	-	-	-	-
Export-Import Bank of the United States	300 (79%)	60 (16%)	-	-	7 (2%)	*	^	-	-	-	-	-
Farm Credit Administration	322 (100%)	-	-	322 (100%)	14 (4%)	*	^	-	-	-	-	-
Federal Deposit Insurance Corporation	929 (16%)	524 (9%)	-	6193 (105%)	436 (7%)	*	^	-	-	-	-	-
Federal Election Commission	263 (90%)	9 (3%)	11 (4%)	102 (35%)	-			-	-	-	-	-
Federal Energy Regulatory Commission	1383 (92%)	92 (6%)	-	1604 (107%)	60 (4%)		^	-	-	-	-	-
Federal Housing Finance Agency	-	-	-	723 (101%)	-			-	-	-	-	-
Federal Labor Relations Authority	127 (100%)	-	-	127 (100%)	24 (19%)	*		-	-	-	-	-
Federal Maritime Commission	76 (61%)	12 (10%)	-	59 (48%)	-			-	-	-	-	-
Federal Mediation and Conciliation Service	50 (25%)	-	-	-	150 (74%)		^	-	-	-	-	-
Federal Mine Safety and Health Review Commission	43 (73%)	10 (17%)	-	53 (90%)	2 (3%)			-	-	-	-	-

Agency	FY 2022							September 2022						
	3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
Federal Retirement Thrift Investment Board	-	-	-	-	-			240 (94%)	-	-	209 (82%)	-		
Federal Trade Commission	1312 (112%)	-	-	1312 (112%)	-			-	-	-	-	-		
General Services Administration	4828 (41%)	593 (5%)	244 (2%)	967 (8%)	5593 (48%)	*	^	-	-	-	-	-		
Institute of Museum and Library Services	64 (89%)	6 (8%)	2 (3%)	5 (7%)	14 (19%)	*	^	-	-	-	-	-		
Inter-American Foundation	52 (100%)	-	-	2 (4%)	52 (100%)	*	^	-	-	-	-	-		
Japan-United States Friendship Commission	4 (100%)	-	-	4 (100%)	-			-	-	-	-	-		
Marine Mammal Commission	12 (92%)	1 (8%)	-	3 (23%)	4 (31%)	*	^	-	-	-	-	-		
Merit Systems Protection Board	203 (103%)	13 (7%)	1 (1%)	36 (18%)	3 (2%)		^	-	-	-	-	-		
Millennium Challenge Corporation	250 (79%)	13 (4%)	12 (4%)	286 (90%)	79 (25%)		^	-	-	-	-	-		
National Aeronautics and Space Administration	-	-	-	-	-			7062 (39%)	519 (3%)	-	4502 (25%)	1648 (9%)		^
National Archives and Records Administration	754 (30%)	236 (9%)	-	1054 (42%)	46 (2%)	*	^	-	-	-	-	-		
National Council on Disability	1 (9%)	-	-	2 (18%)	8 (73%)		^	-	-	-	-	-		
National Credit Union Administration	525 (45%)	-	2 (0%)	392 (34%)	144 (12%)	*	^	-	-	-	-	-		
National Endowment for the Arts	145 (100%)	-	-	-	92 (63%)	*	^	-	-	-	-	-		
National Endowment for the Humanities	-	41 (23%)	14 (8%)	176 (100%)	24 (14%)	*	^	-	-	-	-	-		

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Agency	FY 2022							September 2022						
	3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
National Science Foundation	197 (12%)	344 (20%)	536 (32%)	1598 (95%)	94 (6%)	*	^	-	-	-	-	-		
National Transportation Safety Board	188 (46%)	54 (13%)	-	167 (41%)	79 (19%)	*	^	-	-	-	-	-		
Nuclear Regulatory Commission	1840 (70%)	93 (4%)	-	697 (26%)	167 (6%)	*	^	-	-	-	-	-		
Nuclear Waste Technical Review Board	10 (100%)	-	-	1 (10%)	2 (20%)	*	^	-	-	-	-	-		
Occupational Safety and Health Review Commission	45 (92%)	1 (2%)	-	37 (6%)	9 (18%)	*	^	-	-	-	-	-		
Office of Government Ethics	71(100%)	-	-	-	54 (76%)	*	^	-	-	-	-	-		
Office of Management and Budget (EOP)	-	-	-	789 (115%)	23 (3%)	*	^	-	-	-	-	-		
Office of National Drug Control Policy	22 (37%)	-	-	32 (53%)	1 (2%)	*	^	-	-	-	-	-		
Office of Navajo and Hopi Indian Relocation	8 (44%)	-	10 (56%)	4 (22%)	-			-	-	-	-	-		
Office of Personnel Management	-	-	-	-	-			1156 (43%)	90 (3%)	-	571 (21%)	812 (30%)		^
Office of the Director of National Intelligence	25 (1%)	124 (7%)	-	347 (19%)	5 (0%)	*		-	-	-	-	-		
Office of the United States Trade Representative (EOP)	-	-	-	246 (100%)	-			-	-	-	-	-		
Patent and Trademark Office	615 (5%)	1079 (8%)	-	118 (1%)	10924 (83%)	*	^	-	-	-	-	-		
Peace Corps	-	-	-	29 (2%)	308 (25%)		^	-	-	-	-	-		

Agency	FY 2022							September 2022						
	3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
Pension Benefit Guaranty Corporation	435 (47%)	184 (20%)	81 (9%)	951 (102%)	66 (7%)		^	-	-	-	-	-		
Postal Regulatory Commission	76 (100%)	-	-	-	22 (29%)	*	^	-	-	-	-	-		
Privacy and Civil Liberties Oversight Board	32 (119%)	-	-	32 (119%)	2 (7%)	*	^	-	-	-	-	-		
Railroad Retirement Board	614 (86%)	48 (7%)	5 (1%)	329 (46%)	14 (2%)	*	^	-	-	-	-	-		
Securities and Exchange Commission	2903 (61%)	336 (7%)	-	4716 (100%)	61 (1%)	*		-	-	-	-	-		
Small Business Administration	1541 (25%)	361 (6%)	-	8028 (132%)	2683 (44%)	*		-	-	-	-	-		
Social Security Administration	34168 (60%)	18475 (32%)	-	-	609 (1%)	*	^	-	-	-	-	-		
Surface Transportation Board (2)	117 (95%)	-	-	-	-			-	-	-	-	-		
Tennessee Valley Authority	4048 (39%)	7 (0%)	-	27 (0%)	0 (0%)	*	^	-	-	-	-	-		
U.S. AbilityOne Commission	-	-	-	-	44 (100%)	*		-	-	-	-	-		
U.S. Agency for Global Media	652 (52%)	239 (19%)	13 (1%)	1249 (100%)	117 (9%)			-	-	-	-	1 (0%)	*	^
U.S. Commission on Civil Rights	41 (72%)	-	-	1 (2%)	8 (14%)	*	^	45 (79%)	-	-	-	6 (11%)	*	^
U.S. International Development Finance Corporation	386 (82%)	22 (5%)	13 (3%)	431 (91%)	35 (7%)			-	-	-	-	-		
U.S. International Trade Commission	404 (92%)	1 (0%)	1 (0%)	22 (5%)	6 (1%)		^	-	-	-	-	-		
Udall Foundation	-	-	-	-	-			-	-	-	-	-		

Appendix 5. Subagency Telework Participation Data for 2022

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Agriculture	Departmental Management (DA/DM)	609	506	-	-	-	363	72%	60%
Department of Agriculture	Farm Production and Conservation (FPAC)	23136	23078	-	-	-	18377	80%	79%
Department of Agriculture	Food Safety (FS)	8739	1734	-	-	-	934	54%	11%
Department of Agriculture	Food Nutrition and Consumer Services (FNCS)	1695	1670	-	-	-	430	26%	25%
Department of Agriculture	Marketing and Regulatory Programs (MRP)	12895	3692	-	-	-	3398	92%	26%
Department of Agriculture	Office of Hearings and Appeals (OHA)	75	74	-	-	-	74	100%	99%
Department of Agriculture	Natural Resources and Environment Forest Service (NREs)	35988	23396	-	-	-	11034	47%	31%
Department of Agriculture	Office of Budget and Program Analysis (OBPA)	54	54	-	-	-	54	100%	100%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Agriculture	Office of the Chief Information Officer (OCIO)	1505	885	-	-	-	902	102%	60%
Department of Agriculture	Office of Communications (OC)	45	45	-	-	-	43	96%	96%
Department of Agriculture	Office of Ethics (OE)	21	21	-	-	-	21	100%	100%
Department of Agriculture	Office of the General Counsel (OGC)	235	235	-	-	-	234	100%	100%
Department of Agriculture	Office of Inspector General (OIG)	418	418	-	-	-	126	30%	30%
Department of Agriculture	Office of the Assistant Secretary for Civil Rights (OASCR)	120	120	-	-	-	32	27%	27%
Department of Agriculture	Office of Partnerships and Public Engagement (OPPE)	38	34	-	-	-	34	100%	89%
Department of Agriculture	Research Education and Economics (REE)	8638	8638	-	-	-	5812	67%	67%
Department of Agriculture	Rural Development (RD)	4650	3402	-	-	-	2684	79%	58%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Agriculture	Trade and Foreign Agricultural Affairs (TFAA)	772	722	-	-	-	680	94%	88%
Department of Agriculture	Office of the Chief Financial Officer	1875	1250	-	-	-	1249	100%	67%
Department of Commerce	Bureau of Economic Analysis	445	-	-	-	-	485	-	109%
Department of Commerce	Bureau of Industry and Security	382	-	-	-	-	291	-	76%
Department of Commerce	Economic Development Administration (EDA)	314	-	-	-	-	301	-	96%
Department of Commerce	International Trade Administration (ITA)	1387	-	-	-	-	1445	-	104%
Department of Commerce	Minority Business Development Agency (MBDA)	34	-	-	-	-	43	-	126%
Department of Commerce	National Institute of Standards and Technology (NIST)	3377	-	-	-	-	3400	-	101%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Commerce	National Oceanic and Atmospheric Administration (NOAA)	11756	-	-	-	-	10982	-	93%
Department of Commerce	National Technical Information Service (NTIS)	33	-	-	-	-	39	-	118%
Department of Commerce	National Telecommunications and Information Administration (NTIA)	601	-	-	-	-	496	-	83%
Department of Commerce	Office of the Inspector General	188	-	-	-	-	167	-	89%
Department of Commerce	Office of the Secretary	941	-	-	-	-	997	-	106%
Department of Commerce	U.S. Census Bureau	13752	-	-	-	-	6476	-	47%
Department of Defense	Department of Air Force	181827	70002	-	-	-	45724	65%	25%
Department of Defense	Department of Army	214331	100858	-	-	-	107047	106%	50%
Department of Defense	Department of Navy	256098	98234	-	-	-	84232	86%	33%
Department of Defense	Other Department of Defense	194841	91249	-	-	-	83719	92%	43%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Education	Edet-Office of English Language Acquisition (ET)	15	15	15	100%	100%	-	-	-
Department of Education	Federal Student Aid (EN)	1356	1355	1324	98%	98%	-	-	-
Department of Education	Imm Office of Sec of Education (EA)	121	120	81	68%	67%	-	-	-
Department of Education	Institute of Education Sciences (ER)	165	165	161	98%	98%	-	-	-
Department of Education	National Assessment Governing Board (EZ)	12	12	11	92%	92%	-	-	-
Department of Education	Office For Civil Rights (EC)	564	563	519	92%	92%	-	-	-
Department of Education	Office of Career Technical and Adult Education (EV)	68	68	62	91%	91%	-	-	-
Department of Education	Office of Communications and Outreach (EO)	88	88	66	75%	75%	-	-	-
Department of Education	Office of Elem and Sec Ed (ES)	297	296	268	91%	90%	-	-	-
Department of Education	Office of Inspector General (EF)	243	242	226	93%	93%	-	-	-

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Education	Office of Legis and Congressional Affairs (EJ)	17	17	8	47%	47%	-	-	-
Department of Education	Office of Finance and Operations (EK)	403	403	371	92%	92%	-	-	-
Department of Education	Office of Planning Eval and Policy Develop (ED)	142	142	123	87%	87%	-	-	-
Department of Education	Office of Postsecondary Education (EP)	198	198	188	95%	95%	-	-	-
Department of Education	Office of Spec Ed and Rehab Serv (EH)	188	188	180	96%	96%	-	-	-
Department of Education	Office of The Chief Information Officer (EI)	102	102	92	90%	90%	-	-	-
Department of Education	Office of The General Counsel (EG)	120	120	103	86%	86%	-	-	-
Department of Education	Office of The Under Secretary (EE)	30	29	13	45%	43%	-	-	-
Department of Energy	National Nuclear Security Administration	2352	-	-	-	-	386	-	16%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Health and Human Services	Administration for Children and Families	1493	1492	-	-	-	1482	99%	99%
Department of Health and Human Services	Administration on Community Living	194	194	-	-	-	194	100%	100%
Department of Health and Human Services	Agency for Health Care Research and Quality	274	269	-	-	-	269	100%	98%
Department of Health and Human Services	Centers for Disease Control and Prevention	14528	12601	-	-	-	12601	100%	87%
Department of Health and Human Services	Centers for Medicare and Medicaid Services	6358	6358	-	-	-	6550	103%	103%
Department of Health and Human Services	Food and Drug Administration	18329	18329	-	-	-	10823	59%	59%
Department of Health and Human Services	Health Resources and Services Administration	2642	2639	-	-	-	2639	100%	100%
Department of Health and Human Services	National Institutes of Health	18996	17192	-	-	-	13433	78%	71%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Health and Human Services	Office of the Inspector General	1575	1575	-	-	-	1575	100%	100%
Department of Health and Human Services	Office of Medicare Hearings and Appeals	885	885	-	-	-	879	99%	99%
Department of Health and Human Services	Office of the Secretary	2099	2099	-	-	-	1782	85%	85%
Department of Health and Human Services	Substance Abuse and Mental Health Services Administration	651	649	-	-	-	649	100%	100%
Department of Homeland Security	DHS Headquarters	6612	-	-	-	-	5839	-	88%
Department of Homeland Security	Federal Emergency Management Agency	22188	-	-	-	-	15239	-	69%
Department of Homeland Security	Federal Law Enforcement Training Center	1309	-	-	-	-	1177	-	90%
Department of Homeland Security	Cybersecurity and Infrastructure Agency	2689	-	-	-	-	2396	-	89%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Homeland Security	Transportation Security Administration	62347	-	-	-	-	10235	-	16%
Department of Homeland Security	US Citizenship and Immigration Services	19194	-	-	-	-	18397	-	96%
Department of Homeland Security	US Coast Guard	9232	5804	3925	68%	43%	-	-	-
Department of Homeland Security	US Customs and Border Protection	63938	-	-	-	-	13007	-	20%
Department of Homeland Security	US Immigration and Customs Enforcement	20277	-	-	-	-	14805	-	73%
Department of Homeland Security	US Secret Service	7832	-	-	-	-	4138	-	53%
Department of Housing and Urban Development	Office of Administration	504	493	-	-	-	471	96%	93%
Department of Housing and Urban Development	Office of the Chief Financial Officer	226	213	-	-	-	306	144%	135%
Department of Housing and Urban Development	Office of the Chief Information Officer	224	210	-	-	-	220	105%	98%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Housing and Urban Development	Office of Community Planning & Development	851	842	-	-	-	850	101%	100%
Department of Housing and Urban Development	Departmental Management	68	57	-	-	-	62	109%	91%
Department of Housing and Urban Development	Office of Departmental Equal Employment and Opportunity	15	15	-	-	-	19	127%	127%
Department of Housing and Urban Development	Office of Fair Housing and Equal Opportunity	529	473	-	-	-	538	114%	102%
Department of Housing and Urban Development	Office of Field Policy and Management	346	335	-	-	-	330	99%	95%
Department of Housing and Urban Development	Government National Mortgage Association	208	199	-	-	-	211	106%	101%
Department of Housing and Urban Development	Office of Housing	2497	2277	-	-	-	2515	110%	101%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Housing and Urban Development	Office of the Inspector General	533	492	-	-	-	513	104%	96%
Department of Housing and Urban Development	Office of General Counsel	583	574	-	-	-	589	103%	101%
Department of Housing and Urban Development	Office of Healthy Homes and Lead Hazard Control	49	49	-	-	-	51	104%	104%
Department of Housing and Urban Development	Office of Policy Development and Research	159	159	-	-	-	155	97%	97%
Department of Housing and Urban Development	Office of Public and Indian Housing	1413	1166	-	-	-	1376	118%	97%
Department of Justice	Antitrust Division	749	749	-	-	-	749	100%	100%
Department of Justice	Bureau of Alcohol Tobacco Firearms and Explosives	5124	-	1732	-	34%	-	-	-
Department of Justice	Civil Division	1473	1470	-	-	-	1462	99%	99%
Department of Justice	Civil Rights Division	636	636	-	-	-	636	100%	100%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Justice	Drug Enforcement Administration	9001	-	-	-	-	5311	-	59%
Department of Justice	Environment and Natural Resources Division	611	611	-	-	-	604	99%	99%
Department of Justice	Federal Bureau of Prisons	34466	2527	-	-	-	1717	68%	5%
Department of Justice	Justice Management Division Offices Boards and Divisions	2775	2.775	-	-	-	2804	101045%	101%
Department of Justice	Office of Justice Programs	632	632	-	-	-	632	100%	100%
Department of Justice	Office of the Inspector General	-	-	-	-	-	-	-	-
Department of Justice	Tax Division	581	0	-	-	-	581	-	100%
Department of Justice	US Marshals Service	5435	4958	-	-	-	3161	64%	58%
Department of Justice	Executive Office for Immigration Review	2466	-	1023	-	41%	-	-	-
Department of Labor	Adjudicatory Boards	102	102	-	-	-	106	104%	104%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Labor	Bureau of International Labor Affairs (ILAB)	159	159	-	-	-	158	99%	99%
Department of Labor	Bureau of Labor Statistics (BLS)	2286	2279	-	-	-	2290	100%	100%
Department of Labor	Employee Benefits Security Administration (EBSA)	838	823	-	-	-	828	101%	99%
Department of Labor	Employment and Training Administration (ETA)	1125	1125	-	-	-	1119	99%	99%
Department of Labor	Mine Safety and Health Administration (MSHA)	1698	1691	-	-	-	1489	88%	88%
Department of Labor	Occupational Safety and Health Administration (OSHA)	2018	2018	-	-	-	2035	101%	101%
Department of Labor	Office of Administrative Law Judges (OALJ)	158	158	-	-	-	160	101%	101%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Labor	Office of Congressional and Intergovernmental Affairs (OCIA)	18	18	-	-	-	17	94%	94%
Department of Labor	Office of Disability Employment Policy (ODEP)	60	60	-	-	-	57	95%	95%
Department of Labor	Office of Federal Contract Compliance Programs (OFCCP)	487	487	-	-	-	456	94%	94%
Department of Labor	Office of Labor-Management Standards (OLMS)	179	179	-	-	-	179	100%	100%
Department of Labor	Office of Public Affairs (OPA)	48	48	-	-	-	48	100%	100%
Department of Labor	Office of the Assistant Secretary for Administration and Management (OASAM)	1193	1185	-	-	-	1180	100%	99%
Department of Labor	Office of the Assistant Secretary for Policy (ASP)	44	44	-	-	-	44	100%	100%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Labor	Office of the Chief Financial Officer (OCFO)	83	83	-	-	-	86	104%	104%
Department of Labor	Office of the Inspector General (OIG)	337	336	-	-	-	336	100%	100%
Department of Labor	Office of the Secretary (OSEC)	75	75	-	-	-	63	84%	84%
Department of Labor	Office of the Solicitor (SOL)	645	645	-	-	-	681	106%	106%
Department of Labor	Office of Workers' Compensation Programs (OWCP)	1469	1468	-	-	-	1424	97%	97%
Department of Labor	Wage and Hour Division (WHD)	1506	1503	-	-	-	1541	103%	102%
Department of Labor	Veterans Employment and Training Services (VETS)	251	251	-	-	-	254	101%	101%
Department of Labor	Women's Bureau (WB)	44	44	-	-	-	48	109%	109%
Department of State	International Boundary Commission: United States and Canada	266	31	-	-	-	31	100%	12%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of State	International Joint Commission: United States and Canada	-	-	-	-	-	-	-	-
Department of the Interior	Bureau of Indian Affairs	4207	3582	-	-	-	2642	74%	63%
Department of the Interior	Bureau of Land Management	12017	9788	-	-	-	6797	69%	57%
Department of the Interior	Bureau of Ocean Energy Management	638	638	-	-	-	619	97%	97%
Department of the Interior	Bureau of Reclamation	5855	4924	-	-	-	3962	80%	68%
Department of the Interior	Bureau of Safety and Environmental Enforcement	867	867	-	-	-	839	97%	97%
Department of the Interior	Fish and Wildlife Service	9791	9330	-	-	-	7010	75%	72%
Department of the Interior	National Park Service	25426	15379	-	-	-	9389	61%	37%
Department of the Interior	Office Natural Resource Revenue	614	614	-	-	-	614	100%	100%
Department of the Interior	Office Of Indian Ed Programs	3379	3330	-	-	-	1354	41%	40%
Department of the Interior	Office Of Surface Mining Reclamation & Enf	390	389	-	-	-	365	94%	94%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of the Interior	Office Of The Inspector General	312	309	-	-	-	309	100%	99%
Department of the Interior	Office Of The Sec IBC	971	960	-	-	-	856	89%	88%
Department of the Interior	Office Of The Secretary Of The Interior	1555	1551	-	-	-	1409	91%	91%
Department of the Interior	Office Of The Solicitor	586	586	-	-	-	572	98%	98%
Department of the Interior	Office of the Special Trustee	445	445	-	-	-	366	82%	82%
Department of the Interior	OS Asst Sec Indian Affairs	207	204	-	-	-	182	89%	88%
Department of the Interior	U.S. Geological Survey	9130	8333	-	-	-	7633	92%	84%
Department of the Treasury	Bureau of Engraving & Printing (BEP)	1906	780	-	-	-	619	79%	32%
Department of the Treasury	Bureau of the Fiscal Service (BFS)	3419	3340	-	-	-	3532	106%	103%
Department of the Treasury	Departmental Offices	2313	2224	-	-	-	2015	91%	87%
Department of the Treasury	Financial Crimes Enforcement Network (FinCEN)	277	267	-	-	-	307	115%	111%
Department of the Treasury	Internal Revenue Service (IRS)	82766	68787	-	-	-	76138	111%	92%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of the Treasury	IRS Chief Counsel	2023	2220	2147	97%	106%	-	-	-
Department of the Treasury	Office of Inspector General (OIG)	251	249	-	-	-	249	100%	99%
Department of the Treasury	Office of The Comptroller of The Currency (OCC)	3485	3485	-	-	-	3727	107%	107%
Department of the Treasury	Special Inspector General Troubled Asset Relief Program (SIGTARP)	38	38	-	-	-	60	158%	158%
Department of the Treasury	The Alcohol and Tobacco Tax and Trade Bureau (TTB)	524	518	-	-	-	504	97%	96%
Department of the Treasury	Treasury Inspector General for Tax Administration (TIGTA)	699	685	-	-	-	723	106%	103%
Department of Transportation	Federal Aviation Administration	44642	31296	-	-	-	28152	90%	63%
Department of Transportation	Federal Highway Administration	2735	2544	-	-	-	2545	100%	93%
Department of Transportation	Federal Motor Carrier Safety Administration	1083	1083	-	-	-	1066	98%	98%

Agency	Subagency	Number of employees	Number eligible	Number of employees teleworking in Sept. 2022	Percentage of all eligible employees teleworking in Sept. 2022	Percentage of employees teleworking in Sept. 2022	Number of employees teleworking in FY 2022	Percentage of eligible employees teleworking in FY 2022	Percentage of employees teleworking in FY 2022
Department of Transportation	Federal Railroad Administration	917	885	-	-	-	754	85%	82%
Department of Transportation	Federal Transit Administration	599	598	-	-	-	594	99%	99%
Department of Transportation	Maritime Administration	822	679	-	-	-	518	76%	63%
Department of Transportation	National Highway Traffic Safety Administration	636	636	-	-	-	636	100%	100%
Department of Transportation	Office of Inspector General	392	392	-	-	-	392	100%	100%
Department of Transportation	Office of Secretary of Transportation	1615	1595	-	-	-	1580	99%	98%
Department of Transportation	Pipeline/Hazardous Materials Safety Administration	562	562	-	-	-	529	94%	94%
Department of Transportation	Great Lakes St. Lawrence Seaway Development Corporation	122	32	-	-	-	28	88%	23%

Appendix 6. Subagency Telework Frequency Data for 2022

Note: Percentage is equal to number of teleworkers divided by total number of employees.
*Indicates that remote workers are included in reported telework totals.
^ Indicates that remote workers include employees whose official duty station has changed to an alternative worksite.

Agency	Sub -Agency	FY 2022							September 2022						
		3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
Department of Agriculture	Departmental Management (DA/DM)	245 (40%)	13 (2%)	-	105 (17%)	155 (25%)			-	-	-	-	-		
Department of Agriculture	Farm Production and Conservation (FPAC)	3446 (15%)	1332 (6%)	-	13599 (59%)	2071 (9%)	*	^	-	-	-	-	-		
Department of Agriculture	Food Safety (FS)	637 (7%)	156 (2%)	-	141 (2%)	598 (7%)			-	-	-	-	-		
Department of Agriculture	Food Nutrition and Consumer Services (FNCS)	249 (15%)	179 (11%)	-	2 (0%)	403 (24%)			-	-	-	-	-		
Department of Agriculture	Marketing and Regulatory Programs (MRP)	1493 (12%)	224 (2%)	-	1681 (13%)	2450 (19%)			-	-	-	-	-		
Department of Agriculture	Office of Hearings and Appeals (OHA)	74 (99%)	-	-	-	1 (1%)			-	-	-	-	-		
Department of Agriculture	Natural Resources and Environment Forest Service (NREs)	4052 (11%)	803 (2%)	-	6179 (17%)	2084 (6%)			-	-	-	-	-		
Department of Agriculture	Office of Budget and Program Analysis (OBPA)	25 (46%)	-	-	29 (54%)	28 (52%)	*	^	-	-	-	-	-		
Department of Agriculture	Office of the Chief Information Officer (OCIO)	24 (2%)	112 (7%)	-	766 (51%)	730 (49%)			-	-	-	-	-		
Department of Agriculture	Office of Communications (OC)	43 (96%)	-	-	-	2 (4%)			-	-	-	-	-		
Department of Agriculture	Office of Ethics (OE)	21 (100%)	-	-	-	0 (0%)			-	-	-	-	-		
Department of Agriculture	Office of the General Counsel (OGC)	221 (94%)	5 (2%)	-	8 (3%)	0 (0%)			-	-	-	-	-		

Agency	Sub -Agency	FY 2022							September 2022						
		3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
Department of Agriculture	Office of Inspector General (OIG)	29 (7%)	-	-	97 (23%)	134 (32%)			-	-	-	-	-		
Department of Agriculture	Office of the Assistant Secretary for Civil Rights (OASCR)	32 (27%)	-	-	-	88 (73%)			-	-	-	-	-		
Department of Agriculture	Office of Partnerships and Public Engagement (OPPE)	33 (87%)	-	-	1 (3%)	4 (11%)			-	-	-	-	-		
Department of Agriculture	Research Education and Economics (REE)	1400 (16%)	1784 (21%)	-	2628 (30%)	1512 (18%)	*	^	-	-	-	-	-		
Department of Agriculture	Rural Development (RD)	1655 (36%)	408 (9%)	-	621 (13%)	1888 (41%)			-	-	-	-	-		
Department of Agriculture	Trade and Foreign Agricultural Affairs (TFAA)	524 (68%)	133 (17%)	-	23 (3%)	49 (6%)			-	-	-	-	-		
Department of Agriculture	Office of the Chief Financial Officer	1248 (67%)	-	-	1 (0%)	605 (32%)			-	-	-	-	-		
Department of Commerce	Bureau of Economic Analysis	387 (87%)	2 (0%)	6 (1%)	485 (109%)	158 (36%)	*	^	-	-	-	-	-		
Department of Commerce	Bureau of Industry and Security	245 (64%)	9 (2%)	20 (5%)	291 (76%)	102 (27%)	*	^	-	-	-	-	-		
Department of Commerce	Economic Development Administration (EDA)	268 (85%)	5 (2%)	5 (2%)	298 (95%)	142 (45%)	*	^	-	-	-	-	-		
Department of Commerce	International Trade Administration (ITA)	1211 (87%)	27 (2%)	64 (5%)	1440 (104%)	276 (20%)	*	^	-	-	-	-	-		
Department of Commerce	Minority Business Development Agency (MBDA)	36 (106%)	3 (9%)	-	42 (124%)	15(44%)	*	^	-	-	-	-	-		
Department of Commerce	National Institute of Standards and Technology (NIST)	2885 (85%)	91 (3%)	19 (6%)	3373 (100%)	539 (16%)	*	^	-	-	-	-	-		
Department of Commerce	National Oceanic and Atmospheric Administration (NOAA)	9495 (81%)	277 (2%)	727 (6%)	10882 (93%)	2338 (20%)	*	^	-	-	-	-	-		

Agency	Sub -Agency	FY 2022							September 2022				
		3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers
Department of Commerce	National Technical Information Service (NTIS)	25 (76%)	1 (3%)	1 (3%)	39 (118%)	5 (15%)	*	^	-	-	-	-	-
Department of Commerce	National Telecommunications and Information Administration (NTIA)	434 (72%)	6 (1%)	11 (2%)	494 (82%)	302 (50%)	*	^	-	-	-	-	-
Department of Commerce	Office of the Inspector General	27 (14%)	119 (63%)	47 (25%)	165 (88%)	31 (16%)	*	^	-	-	-	-	-
Department of Commerce	Office of the Secretary	845 90%)	17 (2%)	38 (4%)	989 (105%)	199 (21%)	*	^	-	-	-	-	-
Department of Commerce	U.S. Census Bureau	4079 (30%)	144 (1%)	213 (2%)	6396 (47%)	852 (6%)	*	^	-	-	-	-	-
Department of Defense	Department of Air Force	34579 (19%)	7618 (4%)	2863 (2%)	36884 (20%)	-			-	-	-	-	-
Department of Defense	Department of Army	28066 (13%)	6334 (3%)	514 (0%)	100890 (47%)	1447 (1%)			-	-	-	-	-
Department of Defense	Department of Navy	61150 (24%)	13823 (5%)	4340 (2%)	69538 (27%)	2869 (1%)			-	-	-	-	-
Department of Defense	Other Department of Defense	39893 (20%)	5923 (3%)	2861 (1%)	51357 (26%)	5520 (3%)			-	-	-	-	-
Department of Education	Edet-Office of English Language Acquisition (ET)	-	-	-	-	-			15 (100%)	-	-	-	-
Department of Education	Federal Student Aid (EN)	-	-	-	-	-			1320 (97%)	-	-	4 (0%)	-
Department of Education	Imm Office of Sec of Education (EA)	-	-	-	-	-			69 (57%)	3 (2%)	-	9 (7%)	-
Department of Education	Institute of Education Sciences (ER)	-	-	-	-	-			158 (96%)	1 (1%)	-	2 (1%)	-
Department of Education	National Assessment Governing Board (EZ)	-	-	-	-	-			11 (92%)	-	-	-	-

Agency	Sub -Agency	FY 2022						September 2022				
		3 or more days	1-2 days	Once a month	Situational	Remote workers		3 or more days	1-2 days	Once a month	Situational	Remote workers
Department of Education	Office For Civil Rights (EC)	-	-	-	-	-		514 (91%)	-	-	5 (1%)	-	
Department of Education	Office of Career Technical and Adult Education (EV)	-	-	-	-	-		59 (87%)	-	-	3 (4%)	-	
Department of Education	Office of Communications and Outreach (EO)	-	-	-	-	-		66 (75%)	-	-	-	-	
Department of Education	Office of Elem and Sec Ed (ES)	-	-	-	-	-		259 (87%)	-	-	9 (3%)	-	
Department of Education	Office of Inspector General (EF)	-	-	-	-	-		223 (92%)	-	-	3 (1%)	-	
Department of Education	Office of Legis and Congressional Affairs (EJ)	-	-	-	-	-		8 (47%)	-	-	-	-	
Department of Education	Office of Finance and Operations (EK)	-	-	-	-	-		355 (88%)	1 (0%)	-	15 (4%)	-	
Department of Education	Office of Planning Eval and Policy Develop (ED)	-	-	-	-	-		116 (82%)	1 (1%)	-	6 (4%)	-	
Department of Education	Office of Postsecondary Education (EP)	-	-	-	-	-		186 (94%)	-	-	2 (1%)	-	
Department of Education	Office of Spec Ed and Rehab Serv (EH)	-	-	-	-	-		177 (94%)	1 (1%)	-	2 (1%)	-	
Department of Education	Office of The Chief Information Officer (EI)	-	-	-	-	-		92 (90%)	-	-	-	-	
Department of Education	Office of The General Counsel (EG)	-	-	-	-	-		99 (83%)	-	-	4 (3%)	-	
Department of Education	Office of The Under Secretary (EE)	-	-	-	-	-		12 (40%)	-	-	1 (3%)	-	
Department of Energy	National Nuclear Security Administration	-	-	-	386 (16%)	7 (0%)		-	-	-	-	-	
Department of Health and Human Services	Administration for Children and Families	749 (50%)	3 (0%)	-	11 (1%)	685 (46%)	* ^	-	-	-	-	-	

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Agency	Sub -Agency	FY 2022							September 2022						
		3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
Department of Health and Human Services	Administration on Community Living	194 (100%)	-	-	-	0 (0%)			-	-	-	-	-		
Department of Health and Human Services	Agency for Health Care Research and Quality	142 (52%)	38 (14%)	-	127 (46%)	67 (24%)			-	-	-	-	-		
Department of Health and Human Services	Centers for Disease Control and Prevention	9388 (65%)	3213 (22%)	-	1966 (14%)	5601 (39%)	*	^	-	-	-	-	-		
Department of Health and Human Services	Centers for Medicare and Medicaid Services	6047 (95%)	9 (0%)	-	773 (12%)	6056 (95%)	*	^	-	-	-	-	-		
Department of Health and Human Services	Food and Drug Administration	9219 (50%)	-	-	1604 (9%)	11536 (63%)	*	^	-	-	-	-	-		
Department of Health and Human Services	Health Resources and Services Administration	2401 (91%)	25 (1%)	-	187 (7%)	617 (23%)	*	^	-	-	-	-	-		
Department of Health and Human Services	Indian Health Service	732 (5%)	218 (1%)	-	458 (3%)	849 (6%)	*	^	-	-	-	-	-		
Department of Health and Human Services	National Institutes of Health	4298 (23%)	2231 (12%)	400 (2%)	11558 (61%)	2733 (14%)	*	^	-	-	-	-	-		
Department of Health and Human Services	Office of the Inspector General	925 (59%)	12 (1%)	-	1575 (100%)	518 (33%)	*	^	-	-	-	-	-		
Department of Health and Human Services	Office of Medicare Hearings and Appeals	757 (86%)	13 (1%)	-	6 (1%)	0 (0%)			-	-	-	-	-		
Department of Health and Human Services	Office of the Secretary	1699 (81%)	208 (10%)	22 (1%)	6 (0%)	349 (17%)			-	-	-	-	-		

Agency	Sub-Agency	FY 2022						September 2022					
		3 or more days	1-2 days	Once a month	Situational	Remote workers		3 or more days	1-2 days	Once a month	Situational	Remote workers	
Department of Health and Human Services	Substance Abuse and Mental Health Services Administration	649 (100%)	-	2 (0%)	-	649 (100%)	* ^	-	-	-	-	-	
Department of Homeland Security	DHS Headquarters	4502 (68%)	971 (15%)	137 (2%)	229 (3%)	-		-	-	-	-	-	
Department of Homeland Security	Federal Emergency Management Agency	12359 (56%)	2044 (9%)	258 (1%)	578 (3%)	-		-	-	-	-	-	
Department of Homeland Security	Federal Law Enforcement Training Center	425 (32%)	382 (29%)	80 (6%)	290 (22%)	-		-	-	-	-	-	
Department of Homeland Security	Cybersecurity and Infrastructure Agency	1738 (65%)	473 (18%)	59 (2%)	126 (5%)	-		-	-	-	-	-	
Department of Homeland Security	Transportation Security Administration	5390 (9%)	2286 (4%)	482 (1%)	2077 (3%)	-		-	-	-	-	-	
Department of Homeland Security	US Citizenship and Immigration Services	13293 (69%)	3067 (16%)	506 (3%)	1531 (8%)	5327 (28%)		-	-	-	-	-	
Department of Homeland Security	US Coast Guard	-	-	-	-	-		3244 (35%)	398 (4%)	260 (3%)	136 (1%)	-	
Department of Homeland Security	US Customs and Border Protection	8338 (13%)	2586 (4%)	473 (1%)	1610 (3%)	-		-	-	-	-	-	
Department of Homeland Security	US Immigration and Customs Enforcement	6735 (33%)	4606 (23%)	852 (4%)	2612 (13%)	-		-	-	-	-	-	
Department of Homeland Security	US Secret Service	1362 (17%)	1318 (17%)	469 (6%)	989 (13%)	-		-	-	-	-	-	

Agency	Sub -Agency	FY 2022					September 2022				
		3 or more days	1-2 days	Once a month	Situational	Remote workers	3 or more days	1-2 days	Once a month	Situational	Remote workers
Department of Housing and Urban Development	Office of Administration	298 (59%)	100 (20%)	-	459 (91%)	47 (9%)	-	-	-	-	-
Department of Housing and Urban Development	Office of the Chief Financial Officer	219 (97%)	61 (27%)	-	300 (133%)	7 (3%)	-	-	-	-	-
Department of Housing and Urban Development	Office of the Chief Information Officer	131 (58%)	30 (13%)	-	212 (95%)	113 (50%)	-	-	-	-	-
Department of Housing and Urban Development	Office of Community Planning & Development	640 (75%)	110 (13%)	-	847 (100%)	10 (1%)	-	-	-	-	-
Department of Housing and Urban Development	Departmental Management	26 (38%)	1 (1%)	-	62 (91%)	3 (4%)	-	-	-	-	-
Department of Housing and Urban Development	Office of Departmental Equal Employment and Opportunity	11 (73%)	3 (20%)	-	18 (120%)	3 (20%)	-	-	-	-	-
Department of Housing and Urban Development	Office of Fair Housing and Equal Opportunity	405 (77%)	60 (11%)	-	533 (101%)	22 (4%)	-	-	-	-	-
Department of Housing and Urban Development	Office of Field Policy and Management	210 (61%)	58 (17%)	-	328 (95%)	0 (0%)	-	-	-	-	-

Agency	Sub-Agency	FY 2022							September 2022					
		3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers	
Department of Housing and Urban Development	Government National Mortgage Association	115 (55%)	33 (16%)	-	205 (99%)	13 (6%)			-	-	-	-	-	
Department of Housing and Urban Development	Office of Housing	1907 (76%)	282 (11%)	-	2457 (98%)	263 (11%)			-	-	-	-	-	
Department of Housing and Urban Development	Office of the Inspector General	444 (83%)	62 (12%)	-	428 (80%)	41 (8%)			-	-	-	-	-	
Department of Housing and Urban Development	Office of General Counsel	438 (75%)	86 (15%)	-	565 (97%)	77 (13%)			-	-	-	-	-	
Department of Housing and Urban Development	Office of Healthy Homes and Lead Hazard Control	35 (71%)	13 (27%)	-	49 (100%)	0 (0%)			-	-	-	-	-	
Department of Housing and Urban Development	Office of Policy Development and Research	99 (62%)	41 (26%)	-	153 (96%)	2 (1%)			-	-	-	-	-	
Department of Housing and Urban Development	Office of Public and Indian Housing	1054 (75%)	150 (11%)	-	1344 (95%)	48 (3%)			-	-	-	-	-	
Department of Justice	Antitrust Division	749 (100%)	-	-	724 (97%)	25 (3%)	*	^	-	-	-	-	-	
Department of Justice	Bureau of Alcohol Tobacco Firearms and Explosives	-	-		-	-			1245 (24%)	304 (6%)	185 (4%)	191 (4%)	85 (2%)	
Department of Justice	Civil Division	542 (37%)	456 (31%)	-	1365 (93%)	113 (8%)			-	-	-	-	-	

Agency	Sub-Agency	FY 2022					September 2022				
		3 or more days	1-2 days	Once a month	Situational	Remote workers	3 or more days	1-2 days	Once a month	Situational	Remote workers
Department of Justice	Civil Rights Division	636 (100%)	-	-	636 (100%)	42 (7%) * ^	-	-	-	-	-
Department of Justice	Drug Enforcement Administration	2145 (24%)	278 (3%)	-	2888 (32%)	-	-	-	-	-	-
Department of Justice	Environment and Natural Resources Division	331 (54%)	277 (45%)	-	604 (99%)	-	-	-	-	-	-
Department of Justice	Federal Bureau of Prisons	765 (2%)	444 (1%)	-	508 (1%)	-	-	-	-	-	-
Department of Justice	Justice Management Division Offices Boards and Divisions	1628 (59%)	1079 (39%)	-	2689 (97%)	344 (12%)	-	-	-	-	-
Department of Justice	Office of Justice Programs	593 (94%)	32 (5%)	7 (1%)	632 (100%)	31 (5%) * ^	-	-	-	-	-
Department of Justice	Office of the Inspector General	-	-	-	-	-	-	-	-	-	-
Department of Justice	Tax Division	365 (63%)	58 (10%)	6 (1%)	497 (86%)	3 (1%) * ^	-	-	-	-	-
Department of Justice	US Marshals Service	115 (2%)	117 (2%)	-	2967 (55%)	86 (2%) * ^	-	-	-	-	-
Department of Justice	Executive Office for Immigration Review	-	-	-	-	-	794 (32%)	229 (9%)	-	-	105 (4%) *
Department of Labor	Adjudicatory Boards	105 (103%)	1 (1%)	-	22 (22%)	15 (15%) * ^	-	-	-	-	-
Department of Labor	Bureau of International Labor Affairs (ILAB)	157 (99%)	1 (1%)	-	11 (7%)	31 (19%) * ^	-	-	-	-	-
Department of Labor	Bureau of Labor Statistics (BLS)	2290 (100%)	-	-	107 (5%)	787 (34%) * ^	-	-	-	-	-
Department of Labor	Employee Benefits Security Administration (EBSA)	827 (99%)	1 (0%)	-	50 (6%)	42 (5%) * ^	-	-	-	-	-
Department of Labor	Employment and Training Administration (ETA)	1116 (99%)	3 (0%)	-	62 (6%)	325 (29%) * ^	-	-	-	-	-

Agency	Sub -Agency	FY 2022							September 2022						
		3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
Department of Labor	Mine Safety and Health Administration (MSHA)	1440 (85%)	49 (3%)	-	626 (37%)	35 (2%)	*	^	-	-	-	-	-		
Department of Labor	Occupational Safety and Health Administration (OSHA)	2014 (100%)	21 (1%)	-	997 (49%)	186 (9%)	*	^	-	-	-	-	-		
Department of Labor	Office of Administrative Law Judges (OALJ)	160 (101%)	-	-	4 (3%)	24 (15%)	*	^	-	-	-	-	-		
Department of Labor	Office of Congressional and Intergovernmental Affairs (OCIA)	17 (94%)	-	-	6 (33%)	0 (0%)			-	-	-	-	-		
Department of Labor	Office of Disability Employment Policy (ODEP)	57 (95%)	-	-	8 (13%)	11 (18%)	*	^	-	-	-	-	-		
Department of Labor	Office of Federal Contract Compliance Programs (OFCCP)	456 (94%)	-	-	40 (8%)	64 (13%)	*	^	-	-	-	-	-		
Department of Labor	Office of Labor-Management Standards (OLMS)	179 (100%)	-	-	44 (25%)	17 (9%)	*	^	-	-	-	-	-		
Department of Labor	Office of Public Affairs (OPA)	46 (96%)	2 (4%)	-	2 (4%)	4 (8%)	*	^	-	-	-	-	-		
Department of Labor	Office of the Assistant Secretary for Administration and Management (OASAM)	1178 (99%)	2 (0%)	-	123 (10%)	520 (44%)	*	^	-	-	-	-	-		
Department of Labor	Office of the Assistant Secretary for Policy (ASP)	44 (100%)	-	-	18 (41%)	2 (5%)	*	^	-	-	-	-	-		
Department of Labor	Office of the Chief Financial Officer (OCFO)	85 (102%)	1 (1%)	-	1 (1%)	45 (54%)	*	^	-	-	-	-	-		
Department of Labor	Office of the Inspector General (OIG)	336 (100%)	-	-	154 (46%)	34 (10%)	*	^	-	-	-	-	-		
Department of Labor	Office of the Secretary (OSEC)	61 (81%)	2 (3%)	-	18 (24%)	9 (12%)	*	^	-	-	-	-	-		

Agency	Sub -Agency	FY 2022							September 2022						
		3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
Department of Labor	Office of the Solicitor (SOL)	681 (106%)	-	-	24 (4%)	48 (7%)	*	^	-	-	-	-	-		
Department of Labor	Office of Workers' Compensation Programs (OWCP)	1423 (97%)	1 (0%)	-	23 (2%)	1265 (86%)	*	^	-	-	-	-	-		
Department of Labor	Wage and Hour Division (WHD)	1535 (102%)	6 (0%)	-	421 (28%)	269 (18%)	*	^	-	-	-	-	-		
Department of Labor	Veterans Employment and Training Services (VETS)	254 (101%)	-	-	23 (9%)	121 (48%)	*	^	-	-	-	-	-		
Department of Labor	Women's Bureau (WB)	48 (109%)	-	-	1 (2%)	10 (23%)	*	^	-	-	-	-	-		
Department of State	International Boundary Commission: United States and Canada	-	-	-	-	8 (3%)	*	^	-	-	-	-	-		
Department of State	International Joint Commission: United States and Canada	-	-	-	-	-			-	-	-	-	-		
Department of the Interior	Bureau of Indian Affairs	2523 (60%)	94 (2%)	263 (6%)	263 (6%)	82 (2%)			-	-	-	-	-		
Department of the Interior	Bureau of Land Management	6257 (52%)	283 (2%)	-	2646 (22%)	327 (3%)			-	-	-	-	-		
Department of the Interior	Bureau of Ocean Energy Management	618 (97%)	1 (0%)	-	123 (19%)	126 (20%)			-	-	-	-	-		
Department of the Interior	Bureau of Reclamation	3706 (63%)	78 (1%)	-	2068 (35%)	684 (12%)			-	-	-	-	-		
Department of the Interior	Bureau of Safety and Environmental Enforcement	830 (96%)	4 (0%)	-	162 (19%)	81 (9%)			-	-	-	-	-		
Department of the Interior	Fish and Wildlife Service	6440 (66%)	188 (2%)	-	2342 (24%)	159 (2%)			-	-	-	-	-		
Department of the Interior	National Park Service	8063 (32%)	463 (2%)	-	3525 (14%)	687 (3%)			-	-	-	-	-		

Agency	Sub -Agency	FY 2022							September 2022						
		3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
Department of the Interior	Office Natural Resource Revenue	613 (100%)	1 (0%)	-	45 (7%)	345 (56%)			-	-	-	-	-		
Department of the Interior	Office Of Indian Ed Programs	1086 (32%)	267 (8%)	-	19 (1%)	86 (3%)			-	-	-	-	-		
Department of the Interior	Office Of Surface Mining Reclamation & Enf	361 (93%)	1 (0%)	-	133 (34%)	39 (10%)			-	-	-	-	-		
Department of the Interior	Office Of the Inspector General	302 (97%)	1 (0%)	-	103 (33%)	44 (14%)			-	-	-	-	-		
Department of the Interior	Office Of the Sec IBC	844 (87%)	3 (0%)	-	222 (23%)	330 (34%)			-	-	-	-	-		
Department of the Interior	Office Of the Secretary Of The Interior	1391 (89%)	8 (1%)	-	233 (15%)	439 (28%)			-	-	-	-	-		
Department of the Interior	Office Of the Solicitor	563 (96%)	6 (1%)	-	86 (15%)	123 (21%)			-	-	-	-	-		
Department of the Interior	Office of the Special Trustee	361 (81%)	4 (1%)	-	46 (10%)	199 (45%)			-	-	-	-	-		
Department of the Interior	OS Asst Sec Indian Affairs	182 (88%)		-	30 (14%)	53 (26%)			-	-	-	-	-		
Department of the Interior	U.S. Geological Survey	7374 (81%)	103 (1%)	-	2123 (23%)	707 (8%)			-	-	-	-	-		
Department of the Treasury	Bureau of Engraving & Printing (BEP)	564 (30%)	38 (2%)	17 (1%)	230 (12%)	5 (0%)			-	-	-	-	-		
Department of the Treasury	Bureau of the Fiscal Service (BFS)	2114 (62%)	1039 (30%)	-	1478 (43%)	263 (8%)	*	^	-	-	-	-	-		
Department of the Treasury	Departmental Offices	1377 (60%)	636 (27%)	-	1661 (72%)	482 (21%)	*	^	-	-	-	-	-		
Department of the Treasury	Financial Crimes Enforcement Network (FinCEN)	79 (29%)	11 (4%)	-	298 (108%)	7 (3%)			-	-	-	-	-		
Department of the Treasury	Internal Revenue Service (IRS)	59597 (72%)	1312 (2%)	810 (1%)	40988 (50%)	206 (0%)	*	^	-	-	-	-	-		

Agency	Sub -Agency	FY 2022							September 2022						
		3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
Department of the Treasury	IRS Chief Counsel	-	-	-	-	-			1262 (62%)	-	-	885 (44%)	0 (0%)		
Department of the Treasury	Office of Inspector General (OIG)	50 (20%)	-	-	-	199 (79%)	*	^	-	-	-	-	-		
Department of the Treasury	Office of The Comptroller of The Currency (OCC)	2258 (65%)	179 (5%)	-	3684 (106%)	85 (2%)			-	-	-	-	-		
Department of the Treasury	Special Inspector General Troubled Asset Relief Program (SIGTARP)	35 (92%)	5 (13%)	-	58 (153%)	-			-	-	-	-	-		
Department of the Treasury	The Alcohol and Tobacco Tax and Trade Bureau (TTB)	363 (69%)	76 15%)	-	117 (22%)	85 (16%)			-	-	-	-	-		
Department of the Treasury	Treasury Inspector General for Tax Administration (TIGTA)	196 (28%)	318 (45%)	-	314 (45%)	14 (2%)			-	-	-	-	-		
Department of Transportation	Federal Aviation Administration	18565 (42%)	4986 (11%)	2932 (7%)	23730 (53%)	465 (1%)	*	^	-	-	-	-	-		
Department of Transportation	Federal Highway Administration	2167 (79%)	139 (5%)	106 4%)	2379 (87%)	248 (9%)	*	^	-	-	-	-	-		
Department of Transportation	Federal Motor Carrier Safety Administration	899 (83%)	-	-	184 (17%)	203 (19%)	*	^	-	-	-	-	-		
Department of Transportation	Federal Railroad Administration	563 (61%)	19 (2%)	25 (3%)	344 (38%)	311 (34%)	*	^	-	-	-	-	-		
Department of Transportation	Federal Transit Administration	574 (96%)	5 (1%)	15 (3%)	14 (2%)	14 (2%)	*	^	-	-	-	-	-		
Department of Transportation	Maritime Administration	106 (13%)	349 (42%)	20 (2%)	428 (52%)	4 (0%)	*	^	-	-	-	-	-		
Department of Transportation	National Highway Traffic Safety Administration	548 (86%)	-	-	43 (7%)	88 (14%)	*	^	-	-	-	-	-		
Department of Transportation	Office of Inspector General	327 (83%)	47 (12%)	18 (5%)	18 (5%)	12 (3%)	*	^	-	-	-	-	-		

Agency	Sub -Agency	FY 2022							September 2022						
		3 or more days	1-2 days	Once a month	Situational	Remote workers			3 or more days	1-2 days	Once a month	Situational	Remote workers		
Department of Transportation	Office of Secretary of Transportation	1056 (65%)	272 (17%)	98 (6%)	1409 (87%)	99 (6%)	*	^	-	-	-	-	-		
Department of Transportation	Pipeline/Hazardous Materials Safety Administration	477 (85%)	52 9%)	-	529 (94%)	101 (18%)	*	^	-	-	-	-	-		
Department of Transportation	Great Lakes St. Lawrence Seaway Development Corporation	23 (19%)	5 (4%)		28 (23%)	1 (1%)	*	^	-	-	-	-	-		
Department of Transportation	Office of Inspector General	327 (83%)	47 (12%)	18 (5%)	18 (5%)	12 (3%)	*	^	-	-	-	-	-		
Department of Transportation	Office of Secretary of Transportation	1056 (65%)	272 (17%)	98 (6%)	1409 (87%)	99 (6%)	*	^	-	-	-	-	-		
Department of Transportation	Pipeline/Hazardous Materials Safety Administration	477 (85%)	52 (9%)		529 (94%)	101 (18%)	*	^	-	-	-	-	-		
Department of Transportation	Great Lakes St. Lawrence Seaway Development Corporation	23 (19%)	5 (4%)		28 (23%)	1 (1%)	*	^	-	-	-	-	-		

Appendix 7. Reasons for Changes in Participation by More or Less than 10%

Agency	More than 10% increase or decrease from 2021 to 2022?	If yes what are the reasons for this increase/decrease in telework participation?	
		Comparison Between FY 2021 and FY 2022	Comparison Between September 2021 and September 2022
Access Board	Y	The reason for decrease in participation is employees departed from the agency.	
Agency for International Development	N		
AmeriCorps (formerly CNCS)	Y	AmeriCorps percentage increase is larger than 10% due to the 24% increase in staff. 100% of AmeriCorps staff participated in full-time situational telework in FY 2021 and FY 2022.	
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	Y	We hired three new staff in FY22 and one employee left in FY22.	
Central Intelligence Agency	Y	During COVID CIA approved a Professional Training at Home Program pilot to maximize workforce flexibility. This pilot program allowed officers to perform temporary unclassified training from home. The pilot program concluded April 2021 and resulted in a decrease in telework participation.	
Chemical Safety and Hazard Investigation Board	Y	The agency lost multiple people who were tele-working in FY2022.	
Commission for Fine Arts	N		
Commodity Futures Trading Commission	N		
Consumer Financial Protection Bureau	N		
Consumer Product Safety Commission	N		
Court Services and Offender Supervision Agency	N		
Defense Nuclear Facilities Safety Board	Y		
Denali Commission	Y	We have one employee eligible to telework but does not have the internet at home and chooses to work at the office.	

| Agency | More than 10% increase or decrease from 2021 to 2022? | If yes what are the reasons for this increase/decrease in telework participation? | |
		Comparison Between FY 2021 and FY 2022	Comparison Between September 2021 and September 2022
Department of Agriculture	N		
Department of Commerce	Y	The Department of Commerce encouraged telework as the pandemic continued and many employees did a hybrid of working at home and in the office.	
Department of Defense	Y	The number of telework positions decreased as remote positions were established. While some agencies have returned to their pre-pandemic teleworking posture they remain committed to aligning with the organization's strategic policy and goals seeking to retain some of the benefits gained from teleworking during the pandemic.	
Department of Education	N		
Department of Energy	Y	Telework numbers are lower this reporting cycle since DOE separated the remote workers from teleworkers for reporting purposes thus the remote workers are not included in the telework numbers as previous years.	
Department of Health and Human Services	Y	Due to COVID related measures.	
Department of Homeland Security	N		
Department of Housing and Urban Development	N		
Department of Justice	Y	I believe this number to be higher as some components within DOJ did not report number of telework employees. An increase with some components was due to an increase/decrease with staff.	
Department of Labor	N		
Department of State	N		
Department of the Interior	Y	In FY 2021 the majority of the Department of the Interior (DOI) workforce was teleworking due to COVID-19. However by spring/summer 2022 many of our seasonal workforce and employees who previously performed all duties at their assigned worksites had returned to their pre COVID-19	

| Agency | More than 10% increase or decrease from 2021 to 2022? | If yes what are the reasons for this increase/decrease in telework participation? | |
		Comparison Between FY 2021 and FY 2022	Comparison Between September 2021 and September 2022
		arrangements which is one reason our total number of teleworkers decreased by 17%. Additionally we can reasonably assume that the increase in remote work during FY2022 has also contributed to the decline in overall number of teleworking employees.	
Department of the Treasury	N		
Department of Transportation	N		
Department of Veterans Affairs	Y	In Fiscal Year 2022 VA completed its COVID-19 workforce re-entry adopting a new hybrid work environment that blends in-person telework and remote work. VA began transitioning off of maximum telework on March 14 2022 first with non-bargaining unit employees and later with bargaining unit employees once the agency's labor obligations were met. Supervisors were directed to begin discussions with employees regarding work schedules tours of duty and telework alternative workplace arrangements and to continue to use the tools provided in VA's Future of Work Playbook to help guide those discussions. As requests for new telework and remote work arrangements were received and processed with the re-entry there was a substantial increase in the number of employees participating in telework and remote work as well as an increase in the number of days employees were approved to telework when compared to the participation rates before the pandemic.

Through increased sharing of data with agency leaders and educating human resources professionals and supervisors on the newly revised guidance in the Office of Personnel Management's "Guide to Telework and Remote Work in the Federal Government" VA continues to promote telework and remote work as a recruitment and retention tool and to promote telework as a workplace flexibility. | |

| Agency | More than 10% increase or decrease from 2021 to 2022? | If yes what are the reasons for this increase/decrease in telework participation? | |
		Comparison Between FY 2021 and FY 2022	Comparison Between September 2021 and September 2022
Environmental Protection Agency	N		
Equal Employment Opportunity Commission	N		
Executive Office of the President (Science and Technology)	N		
Export-Import Bank of the United States	N		
Farm Credit Administration	N		
Federal Deposit Insurance Corporation	N		
Federal Election Commission	N		
Federal Energy Regulatory Commission	N		
Federal Housing Finance Agency	N		
Federal Labor Relations Authority	N		
Federal Maritime Commission	N		
Federal Mediation and Conciliation Service	Y	The percentage changed due to our shift to remote work and the closing of our field offices. So as our telework numbers have decreased our remote work numbers have increased.	
Federal Mine Safety and Health Review Commission	Y	We have two remote employees and three employees who are not eligible to telework.	
Federal Retirement Thrift Investment Board	N		We have less total number of employees from the previous year.
Federal Trade Commission	Y	The change is due to an increase of FTC new hires and transferred employees in FY 2022.	

| Agency | More than 10% increase or decrease from 2021 to 2022? | If yes what are the reasons for this increase/decrease in telework participation? | |
		Comparison Between FY 2021 and FY 2022	Comparison Between September 2021 and September 2022
General Services Administration	N		
Institute of Museum and Library Services	N		
Inter-American Foundation	N		
Japan-United States Friendship Commission	N		
Marine Mammal Commission	N		
Merit Systems Protection Board	N		
Millennium Challenge Corporation	N		
National Aeronautics and Space Administration	Y		Since 2014 NASA has supported various types of telework for Agency employees based on telework agreements that each employee establishes with their supervisors and offices. Pre-pandemic it was not unusual for many employees to telework one or two days a week with supervisor approval. NASA Procedural Requirement (NPR) 3600.2 which was revised in 2022 to align with the latest remote work guidance from OPM establishes procedural requirements and responsibilities for the administration of NASA's telework program in accordance with 5 U.S.C. Chapter 65. In September 2021 NASA was still operating under an emergency evacuation order (with limited on-site capacity restrictions) and a large portion of the workforce was teleworking in some capacity each pay period. On May 15 2022 NASA exited the agency's RTOW plan and lifted all COVID-related occupancy restrictions while continuing to adhere to all other workforce safety guidelines for Federal employees as

Agency	More than 10% increase or decrease from 2021 to 2022?	If yes what are the reasons for this increase/decrease in telework participation?	
		Comparison Between FY 2021 and FY 2022	Comparison Between September 2021 and September 2022
			established by the Administration. The lifting of occupancy restrictions also marked a new phase for NASA during which we began experimenting with a more-permanently envisioned hybrid work environment. It is our posture that the decrease is telework numbers is not a negative reflection of our program but simply an equalization of NASA's telework program to normal operations.
National Archives and Records Administration	Y	A large number of NARA employees have jobs that require them to be in NARA facilities to serve customers and service the records we are responsible for maintaining. As we reopened facilities in FY 2022 due to changes in COVID levels fewer employees teleworked on a regular basis than in FY 2021.	
National Council on Disability	Y	NCD submission of the Agency's approach to its Phased Re-entry reported in the 2021 Telework Data Call up to 25% occupancy onsite beginning October 1 2021 and two work option pilots for employees based on eligibility maximum-telework full-time remote work that ran through January 31 2022. Employees were given an option of two types of telework: Situational or Routine and Remote. Under an approved full-time remote work pilot 80 percent of employees are remote. All remote employees resulted in a change in duty location to the alternative worksite (e.g. residence) and the employees do not need to return to the official worksite for the required two times in a biweekly pay period.	
National Credit Union Administration	N		
National Endowment for the Arts	N		
National Endowment for the Humanities	N		
National Science Foundation	N		
National Transportation Safety Board	N		

| Agency | More than 10% increase or decrease from 2021 to 2022? | If yes what are the reasons for this increase/decrease in telework participation? | |
		Comparison Between FY 2021 and FY 2022	Comparison Between September 2021 and September 2022
Nuclear Regulatory Commission	N		
Nuclear Waste Technical Review Board	Y	Because of Covid19.	
Occupational Safety and Health Review Commission	N		
Office of Government Ethics	N		
Office of Management and Budget (EOP)	Y	OMB moved to Phase 2 of Future of Work resulting in an increase in telework.	
Office of National Drug Control Policy	N		
Office of Navajo and Hopi Indian Relocation	Y	Decrease in participation is due to reduced pandemic cases that allow for employees to return to the workplace.	
Office of Personnel Management	Y		The data reported reflects that OPM's telework participation between September 2021 and September 2022 has a significant decrease. We anticipate that this is based on 3 major factors: 1. The data reported for 2021 was during a maximum telework posture due to the agency's safety plan based on the pandemic. The data presented for 2022 is reflective of the return to the workplace and execution of hybrid and remote work schedules. Based on this information it seems that part of the decrease is attributed to a small percentage of employees who are voluntarily not participating in telework. 2. We rely on timekeeping data specifically TRC codes to report telework participation. The accuracy of these codes is dependent upon employees and their supervisor. Outreach and education development of resources and quality control efforts were tied to the return to work implementation and assurance of the accurate use of TRC codes. 3. The decrease identified is also a clear indicator of

Agency	More than 10% increase or decrease from 2021 to 2022?	If yes what are the reasons for this increase/decrease in telework participation?	
		Comparison Between FY 2021 and FY 2022	Comparison Between September 2021 and September 2022
			the significant increase of employee's approved for remote work in 2022 instead of a hybrid work schedule. The number of remote workers nearly doubled based on the data from 2021.
Office of the Director of National Intelligence	Y	An increase in participation was due to the consistent support and endorsement of the fairly new program by our senior leadership in addition to an internal telework policy update that would allow all new hires within their two-year probationary period to telework.	
Office of the United States Trade Representative (EOP)	N		
Patent and Trademark Office	Y	Update of telework programs and expansion of telework options including remote telework across the USPTO following the recent mandatory and maximum telework environment over the past two years.	
Peace Corps	Y	It's larger and generally reflects the increase of 320 teleworkers. While all employees were instructed to reapply for telework many did not and continued to use previously approved telework applications.	
Pension Benefit Guaranty Corporation	N		
Postal Regulatory Commission	N		
Privacy and Civil Liberties Oversight Board	N		
Railroad Retirement Board	N		
Securities and Exchange Commission	N		
Small Business Administration	N	.	
Social Security Administration	N		
Surface Transportation Board (2)	N		

| Agency | More than 10% increase or decrease from 2021 to 2022? | If yes what are the reasons for this increase/decrease in telework participation? | |
		Comparison Between FY 2021 and FY 2022	Comparison Between September 2021 and September 2022
Tennessee Valley Authority	N		
U.S. AbilityOne Commission	N		
U.S. Agency for Global Media	N		
U.S. Commission on Civil Rights	N		Due to the Covid pandemic all employees are still in telework mode.
U.S. International Development Finance Corporation	Y	The percentage of increase was due to the agency size increasing in FY22 from 413 employees in FY21 to 472 employees in FY22. The overall percentage of employee telework participation from FY21 to FY22 changed from 98.8% to 97.5% respectively.	
U.S. International Trade Commission	N		
Udall Foundation	N		

Appendix 8. Agency Management Efforts to Plan Implement and Evaluate Telework

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
Access Board	Agency leadership evaluates the Access Boards telework program consistently.
Agency for International Development	USAID is revising the Telework/Remote Work policy and the Hours of Duty policy to expand the use of telework and workplace flexibilities to its employees as the Agency continues to work thru the Future of Work framework posture.
AmeriCorps (formerly CNCS)	AmeriCorps decision to allow their employees to continue to full-time telework has been so productive that AmeriCorps implemented an agency-wide two-year pilot of a hybrid operating model with remote work and telework eligible positions to promote the adoption of telework within our agency. Additionally, AmeriCorps published the Remote Work and Telework Policy that establishes the conditions and requirements for working remotely and for teleworking and is consistent with federal-wide regulations and forms.
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	We try to schedule at least one in-person all-staff meeting each year and weekly staff meetings virtually. This allows agency leadership and supervisors the opportunity to discuss remote duty with employees to see how remote work can be improved. Due to COVID we did not meet in person in FY 2020 and 21 but did meet in person in FY22. An in-person meeting is also being scheduled for 2023.
Central Intelligence Agency	Management continues to promote telework options where feasible particularly in the use of flexible work centers. The telework centers have computers and printers that are available on a first come first serve basis. They are open 24 hours a day seven days a week. The telework centers have space in the greater Washington D.C. area that a large number of employees on an ad-hoc basis utilize. During COVID-19 CIA's weekly FY21 separate system accesses at the flexible work centers declined approximately 612 or 46%. Since the COVID-19 situation has improved and restrictions are no longer mandated employees have resumed utilizing CIA's flexible work centers. In FY22 tracking indicates CIA's weekly FY22 separate system accesses at the flexible work centers increased approximately 2503 or 309%. Management is confident CIA's weekly system accesses will continue in a positive trajectory.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
Chemical Safety and Hazard Investigation Board	Leadership changed in the middle of FY 2022 which allowed the Office of Human Resources the ability to hire more staff and contractors who were afforded the opportunity to maximize telework which increased productivity.
Commission for Fine Arts	CFA reviewed and updated their telework policy. Once the policy was approved by the Secretary it was presented to staff. Managers were responsible for implementation of the policy.
Commodity Futures Trading Commission	Agency leadership has extended the telework program throughout the pandemic. Leadership also provided a supervisory survey to gage their interest in expanded telework and post-pandemic options.
Consumer Financial Protection Bureau	Agency leadership routinely urges managers to ensure that employees are aware of telework as an option. All managers are required to attend Supervisory Development training where they learn about the details of the telework program and best practices for using telework within their teams. Managers meet with their teams to develop telework norms within their office to ensure that telework remains an effective tool to support employee work-life balance by reducing commute time and accommodating personal circumstances. The Bureau recently implemented a new Remote Telework and Hybrid Program which will increase telework and remote work for several employees.
Consumer Product Safety Commission	Agency leadership has allowed maximum telework during the pandemic invested in IT resources allowed additional equipment to be utilized for telework and eliminated the waiting period for new employees. Senior leaders have a telework pilot planned for hybrid work when employees return to the office and will update the telework policy to expand the program after COVID.
Court Services and Offender Supervision Agency	Given the unique challenges in FY22 that carried over from FY21 the Agency leadership continues to utilize a Three-Phased Return to Work Plan which was implemented in the beginning of FY22 to staff and includes maximum telework rotational on-site assignments and a promotion of flexibilities for employees apart of vulnerable populations or with childcare needs. Additionally each week the Agency continues to publish a "Stay Connected" newsletter for all staff with a message from the Director and topics that include a focus on "Employee Health" "Stress

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
	Management" and activities both within the Agency and around the Washington DC metropolitan area.
Defense Nuclear Facilities Safety Board	Management revised and implemented a more flexible and expansive telework policy and procedures effective the first quarter of FY 2022. The updated policy/procedures resulted in 100% employee participation in the program with 95% of DNFSB employees performing regular telework and the remaining 5% situational (only) telework. Management notified employees by e-mail about the revised program and required employees to complete applicable training before entering into a new telework agreement. The Division of Human Resources is required to conduct an annual audit/evaluation of the telework program.
Denali Commission	Implementation is done through policy.
Department of Agriculture	USDA continues to utilize telework and remote work when practicable as a workplace flexibility for recruitment and retention purposes.
Department of Commerce	Management has been supportive of evaluating the telework policy as appropriate.
Department of Defense	The DoD embraced telework by including its telework goals as a line item in its Human Capital Operating Plan (HCOP). DoD evaluates telework eligibility quarterly to ensure measurements are in line with strategic goals. The monthly Telework Coordinator meeting keeps DoD Component Coordinators abreast of telework topics and maintains an open discussion amongst Telework Coordinators across the agency. The Coordinators subsequently communicate the information and lessons learned to their workforce via email messages or employee portals. The DoD is currently in the process of revising its Telework Policy that also addresses Remote Work and Domestic Employees Teleworking Overseas. Ahead of a finalized DoD Instruction many Components have rewritten their policies with many others beginning the draft process. -DHA has developed a new telework program and remote work policy that we will communicate to their employees and encourage maximum telework usage.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
	-OIG conducts an internal review of telework agreements semi-annually to ensure the telework program follows applicable rules and regulations.
Department of Education	Following the implementation of the Department's Telework/Remote work policy in 2021 productivity and employee satisfaction have increase significantly. ED's senior leaders are committed to continue in this effort to maintain and promote a healthy Work/Life balance amongst staff and recruit the best candidates to support the mission of our workforce.
Department of Energy	As DOE's telework managing officer the Office of the Chief Human Capital Officer meets with Tele/Remote work Coordinators throughout the Department to discuss the program evaluation pitfalls and barriers and establish future participation goals.
Department of Health and Human Services	HHS establishes yearly metrics and works through Departmental Communities of Practice to discuss goals evaluate hurdles and share telework success stories. The established telework targets which the Department has achieved works in relationship with other employee programs.
Department of Homeland Security	Together DHS's Components have made a concerted effort to implement and promote telework. Some Components have held town hall meetings emphasized telework as part of their continuity of operations plans (COOP) conducted training sessions conducted information sessions distributed Component-wide emails supporting telework and remote work etc.
Department of Housing and Urban Development	HUD management planned negotiated and implemented an expanded telework/remote work policy (Flexiplace) in FY22. Management monitors the establishment of telework/remote work agreements to ensure employees who participate in telework or remote work have an approved agreement in place and to determine if there are employees with remote work agreements who need a personnel action processed to change their duty station to ensure they receive locality pay in accordance with pay regulations. Plans are currently being formulated for evaluating the expanded program in future years. Additionally the Telework Managing Officer presents an overview of the HUD Flexiplace Program during New Employee Orientation including for SES and political appointees. The overview explains the various flexibilities the application and approval process as well as whom to contact for questions about the application and/or policy.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
Department of Justice	The Department continues to provide telework guidance to its workforce and even created Telework FAQs for employees use.
Department of Labor	As the Department returned to the office from the maximum telework posture due to COVID-19 DOL leadership encouraged its agencies to adjust to the post-re-entry landscape by increasing workplace flexibility and promoting a hybrid work environment including increased use of telework and remote work. Leadership requires agency telework and remote work decisions focus on prioritizing mission and operational effectiveness; ensuring equity within the agency and across similarly situated positions with its planning partners; and using data and evidence to make decisions. In FY22 DOL launched a new automated telework agreement management system to simplify the process for establishing and maintaining telework and remote work agreements for DOL employees and managers. Data from this system is provided to DOL agencies to help inform their understanding of where their workforce is with using this flexibility and gauge how their agency is performing compared with pre-re-entry Future of Work assumptions related to telework.
Department of State	Department leadership continues to promote workplace flexibilities including telework.
Department of the Interior	During the COVID-19 pandemic DOI management encouraged the use of maximum telework to ensure that there was no adverse impact to mission accomplishment and agency operations. In addition, we regularly briefed leadership on telework participation by reviewing telework participation data captured by the T&A system to track the number of teleworking employees. As we returned employees back to their assigned duty locations and with the pandemic still ongoing telework is a tool that continues to be embraced and encouraged by DOI leadership. We continue to monitor the telework data each pay period and share our participation data with leadership on a bimonthly basis. In addition since 2022 the DOI Future of Work team continues to plan and evaluate the telework program in a post-pandemic landscape.
Department of the Treasury	The Department of the Treasury supports innovative initiatives to evaluate the effectiveness of telework and remote work programs throughout the bureaus and offices. Ad hoc and scheduled meetings are held with internal and external stake holders to facilitate transparency in potential policy and program developments. Leadership provides timely updates for mission goals

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
	surrounding available workplace flexibilities and encourages virtual attendance for meetings when applicable.
Department of Transportation	DOT continued to support telework during FY 2022 in a number of ways including: 1. Internally marketing and encouraging employee telework participation as a means to continue operations during the COVID-19 pandemic; 2.Continuing to provide telework training for employees and managers in the agency's electronic learning management system; 3. Providing telework policy guidance to employees supervisors and managers on an ongoing basis; and 4. Periodically updating the agency's IT infrastructure (i.e. computers Virtual Private Networks and other remote access technologies videoconferencing resources etc.) to contend with increased demand and emerging data security threats while enabling employees to connect securely to DOT systems. The Department monitors employee participation and satisfaction with the program as indicators of success as measured by this telework data call and the Federal Employee Viewpoint Survey.
Department of Veterans Affairs	VA establishes Department-wide telework goals each fiscal year which incorporates the established goals of each VA Administration. We promote educate and provide resources on the Department's telework policies and programs as well as evaluate the status of fiscal year telework goals each quarter. The OCHCO WorkLife and Benefits Office also communicates with Administrations and Staff Offices to share information on employee telework participation and is working to streamline and automate the telework application process in VA's Human Resources and Payroll Information Systems.
Environmental Protection Agency	EPA implemented new policies and collective bargaining agreements (CBAs) on the use of telework and remote work for agency employees in FY22. These increased telework flexibilities were implemented as part of EPA's Future of Work Initiative. Agency senior management issued many global e-mail blasts (Mass Mailers) to provide information to employees and supervisors on the new policies training sessions and the use of telework to help prevent the spread of diseases such as COVID-19 and monkeypox. All-hands meetings were held across the agency's regions and program offices to give senior management an opportunity to share information with local staff

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
	and to answer questions. The agency also maintained dedicated intranet sites for COVID-19/Safer Workplace information policies forms and general telework and remote work guidance.
Equal Employment Opportunity Commission	We are currently updating our Agency Telework directive to show the adoption of the most current telework guidance for the agency.
Executive Office of the President (Science and Technology)	OSTP's leadership is committed to a happier healthier and productive work force.
Export-Import Bank of the United States	Our management does an excellent job of communicating our telework program throughout the Bank. We have communication posted on our intranet for all employees we provide updated information in our All-Hands Meetings. Telework communication is also provided to new employees during new employees' orientation sessions.
Farm Credit Administration	The agency has fully embraced the hybrid work model. The FCA was one of the first Federal agencies to implement our return-to-workplace plan which affords employees the opportunity to telework up to 80% of the time. The tone-at-the top conveyed our strategy of continuing to enable staff to telework conducting contactless temperature checks at all office locations ensuring that employees abide by safety protocols consistent with guidelines from the Centers for Disease Control and Prevention and upgrading the air filtration system in our headquarters and four field offices.
Federal Deposit Insurance Corporation	In Fiscal Year (FY) 2022 the FDIC continued to manage the Telework Program with senior management support. We implemented the articles of the Collective Bargaining Agreement that were renegotiated with the National Treasury Employees Union (NTEU). The new articles allow for increased telework for those positions with duties that are appropriate for telework. More than 80% of eligible positions are approved for full-time or 50% telework. The new program also allows student interns to participate in telework which results in less than 1% of FDIC employees being ineligible to telework. The enhanced telework options allowed FDIC to transition to a hybrid workplace. While transitioning to a hybrid workplace we continued to stress the importance of utilizing the telework program for business continuity and work/life balance. We hosted information training sessions released updated frequently asked questions developed a telework

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
	matrix outlining the telework options provided notification to each employee on their telework option and updated the telework webpages. In addition we hosted a training session for managers on how to manage in a hybrid work environment. In response to the pandemic we continued to support mandatory telework for all employees with very few exceptions until September of 2022 when we implemented the return-to-office plan. Employees were allowed to work flexible work schedules in order to respond to personal and dependent care needs resulting from the pandemic and the imposition of mandatory telework.
Federal Election Commission	In FY 2022 the FEC's Telework Coordinator continued to perform an annual control review of the telework program that coincides with OPM's annual telework data call. The control review included reviewing telework applications for employees in the program and evaluating the types and amounts of telework those employees performed in the sample period. This review is used to evaluate compliance with current agency telework policies. In FY 2022 the Agency revised its telework policy for bargaining and non-bargaining unit employees on a one-year pilot basis. The Expanded Workplace Flexibilities Pilot Programs included expanded regular telework opportunities for most employees and episodic telework opportunities for all employees. The Pilot included a formal program assessment wherein employees and supervisors were surveyed about the Pilot's telework flexibilities and their impact on the ability to achieve the agency's mission perform the duties of their position communicate and collaborate with other agency staff.
Federal Energy Regulatory Commission	CHCO and TMO discuss telework issues with agency senior leadership in the Human Capital Accountability Team and develops action plans or guidance as necessary.
Federal Housing Finance Agency	Since the implementation of the new telework policy the agency continues to promote work-life balance to its employees. FHFA reviews results of the Federal Employee Viewpoint Survey to evaluate the adoption of telework.
Federal Labor Relations Authority	Negotiations with the Agency's union occurred to review and update FLRA's overall telework program and to properly define FLRA's remote work program. As a result FLRA Remote Work Pilot Program Memorandum of Understanding was made available to staff.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
Federal Maritime Commission	The FMC Office of Human Resources updated the agency Telework policy in 2020 and provided agencywide training on the revised policy as well as the work schedules available to employees to allow staff to develop work schedules that fit their needs as well as the agency's needs. Senior leadership reviews the annual FEVS and Telework Data Call results to evaluate the satisfaction and participation of the Commission's employees.
Federal Mediation and Conciliation Service	We have a 100% telework policy as well as remote work opportunities. So there is no need to promote or implement any additional telework adoption.
Federal Mine Safety and Health Review Commission	The Commission's telework policy was updated in 2022.
Federal Retirement Thrift Investment Board	The agency conducts an annual Telework Program Evaluation that includes a review of FEVS scores employee and supervisory surveys benchmarking from other small agencies federal best practices as well as Telework information sessions. This is done to determine if changes are needed for its effectiveness. As a result of this the agency moved to a three day telework program from two. ALL employees who participate in the Telework Program were required to take mandatory telework refresher training and best practices were made available to all agency leadership. All participating employees are required to complete mandatory training prior to the annual renewal of telework agreements.
Federal Trade Commission	During maximum telework: The Executive Director hosted multiple "Ask Me Anything" sessions which allowed agency employee to ask any questions that they had in real time. The Human Capital Management Office provided information on resources such as Worklife4You the Employee Assistance Program (EAP) and leave options. Agency management created opportunities to discuss successes and challenges during one-on-one and all-hands meetings.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
General Services Administration	In FY2021 GSA leadership implemented position categorization as a tool to support a more hybrid work environment. GSA positions vary in levels of onsite presence and geographic flexibility needed to effectively perform job functions. GSA leadership determined the position categorizations based on position requirements not personnel or staffing considerations. Positions are aligned to one of the following categories.

Onsite Required: Positions with job functions that must be executed at an approved federal facility or leased space on a daily/regular basis. Official duty station for the position is a federal facility or leased space.

Onsite Flexible: Positions with job functions that must be executed within specific geographic locations. Official duty station is a federal facility leased space or an alternative worksite (typically the employee's home).

Offsite: Positions with job functions that do not need to be executed within a specific geographic location and can be executed without reporting to a federal facility or leased space. Official duty station is typically the employee's home.
GSA implemented an Equipping Our Workforce at Home initiative for providing office equipment to employees working remotely and routine teleworkers who telework 50% or more. This initiative provides IT equipment to GSA's remote workers and teleworkers at their remote location. |
| **Institute of Museum and Library Services** | As mentioned previously IMLS updated the Agency's Telework Directive and established a Remote Work Program in March of 2022. The updated telework directive increased the number of allowed telework days from 2 per pay period to 8. IMLS had not had a remote work program prior to March of 2022. These programs went into effect in September of 2022. Leadership will use the 2022 FEVS results as well as internal surveys to evaluate these programs. |
| **Inter-American Foundation** | The agency's leadership ensures all telework agreements are in place and are current. They also make sure each employee is following the telework requirements. |

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
Japan-United States Friendship Commission	Currently there are no plans to increase telework.
Marine Mammal Commission	Agency leadership is very supportive of telework and has made it possible for 100% of staff to be eligible for telework.
Merit Systems Protection Board	MSPB's leadership continues to embrace telework as a useful benefit to our employees. Every office at MSPB participates in telework to the maximum extent possible. It is a seen as a valuable workplace flexibility tool. There is nearly 100% participation at MSPB.
Millennium Challenge Corporation	MCC continues to support a healthy employee work-life balance. Pulse surveys overwhelming reflect increased supervisor support of expanded remote work and telework flexibilities. MCC will be exploring the feasibility of offering remote work inside and outside of the DMV area to help develop best practices and policies for a permanent Future of Work framework.
National Aeronautics and Space Administration	We are a data-driven agency and are working to develop means with which to capture efficiencies and best practices while continuing to follow time-tested processes and procedures which empower organizations to make telework decisions that work for the mission. Telework and remote work continued to be a key component of NASA's Future of Work (FoW) initiative in FY22 with a focus on where and how employees achieve the mission of the agency.
	As noted earlier NASA has supported variations of telework for Agency employees since 2014 and we have an NPR that governs NASA telework policy. When changes to telework policy are considered – as was the case in 2022 when the NPR was updated to include remote work – senior agency officials are engaged in the discussion and "lead from the front". NASA's agency-level team sponsored by NASA's chief resilience officer and lead by the Future-of-Work project manager included representatives from each of the agency's functional leads including but not limited to: OCIO OCHCO OGC as well as representatives from all of NASA's Centers. Proposals from the team led to the creation of new guidance and tools such as focus on real property IT modernization to support hybrid work training on hybrid work a focus on managing assigned workspaces and more.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
	Efficiencies observed during the pandemic will continue to influence NASA's Future of Work efforts such as assessing the potential for increasing telework and decreasing our Federal footprint especially in rental office space among other considerations. We also will take lessons learned into this next phase of work. As noted earlier NASA already had a well-established telework process and we added other virtual collaboration tools largely because of the evolution of new tools and technologies to help us better connect our employees no matter where they work e.g. how we work normally across our Centers when on travel or on standard telework days. However going forward we will now begin to apply these telework practices and our experiences during the pandemic to new "hybrid" models of working. In other words we will further explore for example how we can virtually connect employees at different locations with other employees who are on-site for the same meeting so that everyone can see each other's faces and voices in real time. Thus lessons learned that we've captured during the pandemic and benchmarking with other employers (Federal and private) will better inform this hybrid future of work as we move out of the pandemic and back into a new status quo. Examples of initiatives we championed include but are not limited to: • The idea that the post-pandemic world is not about "coming into an office" but rather connecting with our mission and with each other. Therefore we began using the terminology "presence with purpose." This could be onsite at a regular NASA workplace at another NASA location with an academic partner with a private sector partner at a team retreat or at an internal customer NASA location • Conducted various surveys including Federal Employee Viewpoint Survey (FEVS) local pulse surveys etc. to ensure a continued understanding of the impacts telework/remote work hybrid and other factors had on the workforce. • Monitored the overall compliance and usage of the program by using time and attendance data and results from surveys. • Continued use of the agency leadership team lead by our Chief Resilience Officer cross-functional FoW team represented by every NASA Center and recurring

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
	engagement with our Center Directors and Officials-in-Charge (OICs) to share information discuss policies gather feedback and more. • Provided support and guidance to an agencywide development cohort who identified interest and opportunity to focus on Future of Work and work flexibilities as a project during their cohort experience. • Agencywide learning and development programming focusing on hybrid experiences and teams (e.g. David Burkus broadcast on "building high-performing teams in a hybrid environment"). • Leveraged our IT expertise and emerging IT resources (Microsoft Teams locally developed hoteling application etc.) which was a key component of our success.
National Archives and Records Administration	NARA has aligned the telework program with the strategic goal "Make Access Happen" and ensured continuity of operations in case of emergencies. NARA management has also stressed the results of a strong telework program including employees being able to participate in projects in different organizations. This also allowed for increased knowledge in using technology to work collaboratively. It also identified areas where changes can be made to meet NARA's mission in the event of a future crisis. Employees experienced improved work-life balance and reduced commuting miles and costs. We are in the process of revising our telework policy to reflect an agency-wide expansion of telework.
National Council on Disability	Management and Budget is underway with reviewing programs and projects thoroughly before implementing the adoption of telework for all staff at the agency to ensure that telework does not diminish employee performance.
National Credit Union Administration	The NCUA was in an off-site maximum telework posture until October 2022 when we phased back to an on-site posture. The agency promotes workforce flexibilities which includes maximizing telework up to 8 days per pay period.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
National Endowment for the Arts	Under COVID for FY22 maximum telework was required.
National Endowment for the Humanities	Telework has been a success with our agency. Leadership promotes the continuation of telework because of the results that we saw during the time that employees were allowed to telework.
National Science Foundation	In FY22 NSF continued issuing guidance to the workforce encouraging supervisory support for increased workplace flexibilities including the increased use of recurring telework to help with impacts of the ongoing pandemic. The NSF Telework Managing Officer (TMO) continues to deliver numerous briefings to senior leadership and customer organizations and facilitate discussions on how to work through organizational telework concerns. The TMO continues to work individually with Directorates/Divisions across the agency on how to effectively implement telework in their organization encouraging a collaborative approach between supervisors and employees to support increased telework usage and generally a more robust NSF telework program. NSF's management continued to promote telework through the following actions: • Increased staff education on the importance of recording telework hours worked in the agency's time and attendance system and increased efforts to provide supervisors and employees training on the policy in an effort to increase the use of telework flexibilities across the agency. • NSF provides training to encourage an increase in the use of telework flexibilities across the agency.
National Transportation Safety Board	The Managing Director assigned an executive to study telework and convened a workgroup to make recommendations on enhancing the program in response to employee interest in expanding number of telework days and access to remote work arrangements. During FY 23 the agency will review the findings and update the policy as necessary.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
Nuclear Regulatory Commission	While the agency offers greater flexibility for employees to work a hybrid (in-person/virtual) schedule efforts were undertaken to assess NRC's telework policy and its implementation. A working group was tasked to provide recommendations to ensure that the agency's telework policy has sufficient flexibility to meet our mission needs and can be implemented fairly equitably consistently and transparently. Recommendations are currently under review. Additionally agency management continues to advocate telework in agency-wide meetings (e.g. all-hands meetings Town Hall meetings) and emphasizes telework as part of COOP (continuity of operations plan) events.
Nuclear Waste Technical Review Board	NWTRB management allows employees that work an 8-hour shift to telework two days out of each week. Employees that work a 9-hour shift are allowed to telework two days out of one week and one day out of the following week within the pay period.
Occupational Safety and Health Review Commission	The agency's telework policy is reviewed and updated on a yearly basis.
Office of Government Ethics	The Agency Director is a strong supporter of the telework program. He continues to periodically encourage managers to review the telework program to ensure it is implemented efficiently and effectively. The Agency purchased laptops and remote connectivity licenses to ensure 100% telework participation if the need arises which proved beneficial during the pandemic. The Agency continues to allow telework arrangements for employees when such arrangements are beneficial to the Agency in terms of productivity or enhances quality of work timeliness of performance and/or customer service.
Office of Management and Budget (EOP)	We are in Phase 3 of Future of Work and evaluating what workplace flexibilities would be best for our workforce for telework for FY2023 using employee engagement data.
Office of National Drug Control Policy	Agency leadership down to first-line supervisors reassess employees' telework plans annually. The agency also recently stood up a new telework policy. Additionally agency leadership considers comparable agency telework postures and employee feedback when assessing if and when to implement agency-wide telework caps.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
Office of Navajo and Hopi Indian Relocation	Agency leadership plans to continue to implement the telework program on an as needed basis.
Office of Personnel Management	OPM HR CHCO provided continuous updates to Office Heads to include the tracking of the completion rates of the automated roll-out for each of their organizations. The posture was discussed during agency wide town halls and during regularly scheduled meetings for supervisors. OPM HR shared telework guidance with employees and supervisors at all stages during deployment of the automated telework module. In addition to guidance and step-by-step instructions OPM HR sent targeted reminders to employees and supervisors about the actions required as related to their telework agreements. Resources such as job aids video tutorials and information on OPM's telework policy were developed and published on SharePoint resource pages for employees and supervisors. OPM HR partnered with the Office of the Director to promote the telework program and the automated telework modules for all Associate Directors and Office Heads. OPM HR hosted several outreach and education seminars in support of successful navigating through a hybrid work environment. These events were available for the entire workforce providing the toolkit to thrive in a distributed team environment. The Future of Work Series included: Telework and Communication in a Virtual Environment Performance Management and Managing a Virtual Team. Employee Assistance Program and Work-Life seminars included Returning to the Worksite with Ease returning to the New Normal and Managing in Difficult Situations.
Office of the Director of National Intelligence	Leadership supervisors and managers continue to champion the telework program in all available forums to include workforce notices town-halls corporate events meetings and trainings. Information is advertised both on our classified and unclassified systems to ensure all personnel are well informed of the support of this program. Management is actively trying to establish new and creative ways to allow all employees to participate in the telework program. Employee feedback is captured via the annual ODNI Employee Climate Survey.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
Office of the United States Trade Representative (EOP)	USTR is following OPM's guidance to update agency telework and remote work policies and developed a more user-friendly electronic telework and remote work application which was released to staff a few weeks ago by the Agency TMO. It requires telework training for supervisors and employees. Agency leadership is supportive of telework flexibilities and communicates to supervisors telework should be offered in fair and equitable ways across the agency. The CHCO ensures employees are introduced to telework and remote work as they onboard. The CHCO and TMO participate in OPM hosted events on telework and remote work. The CHCO provides updates from OPM to Agency leadership on policy guidance and legal requirements related to telework and remote work. Employees are supported with the appropriate equipment for the hybrid work environment. USTR has established a hybrid telework-ready workforce with the support of Agency leadership.
Patent and Trademark Office	The USPTO continued to enhance the telework environment in fiscal year 2022 by expanding telework opportunities and helping develop skill sets specific to managing in a hybrid workplace. The Telework Program Office (TPO) located in the Office of the Chief Administrative Officer is responsible for setting annual program goals and revisiting/reviewing these quarterly to ensure each measure/goal is on track and telework project timelines are being met. The TPO is responsible for collecting and analyzing quarterly data and reporting this data to agency heads and business units. The TPO is also responsible for conducting quarterly telework coordinator meetings with agency telework points of contact to communicate quarterly telework statistics and provide previous fiscal year data comparisons discuss new pilot programs and guidelines telework surveys modifications to telework agreements and address current research and/or federal initiatives that may affect agency telework programs. Results from the Federal Employee Viewpoint Survey also provide significant data for telework program evaluation.
	Following the 2022 TEAP Operating Procedures update to reflect the expanded telework and remote work environments the USPTO's leadership completed a diligent review of each position for expanded telework eligibility. Leadership collaborated with all three labor unions to complete the updates to the TEAP standard operating procedures and business unit telework guidelines. USPTO also implemented an agency-wide telework management database which allows for

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
	electronic application approval and management of employee telework agreements. This capability allows for improved management and updates to business unit telework guidelines as well as automated data collection to support program assessment and data reporting.
Peace Corps	Through the use of internal employee surveys; the results from EVS regular labor-management communications employee-management communications brought to the attention of HR nature of work performed the state of federal employee management; increased recruitment.
Pension Benefit Guaranty Corporation	Agency's management continues to encourage employees to utilize maximum telework flexibilities. Guidance is planned and coordinated with the agency's Human Resources Department Office of Information Technology Payroll Travel Office and the Workforce Solutions Department. Employees are kept up to date with available resources and potential plans.
Postal Regulatory Commission	The Commission's senior leadership consisting of the Chairman and office heads are committed to attracting developing and retaining a diverse workforce as evident in the recently unveiled 5-Year Strategic Plan. The Commission utilizes the annual FEVS survey to measure employee feedback and job satisfaction during this new hybrid work situation as a result of the pandemic. Prior to the pandemic the Commission had a robust telework program which has only been strengthened and improved upon during the past two years with 100% of our workforce in a full-time remote work status and the past 6 months of working in a hybrid environment. The Secretary and CAO (who also serves as the CHCO) reviews annually the programs and Telework Programs and Work Schedule policies. These policies which are among some of the most flexible in the federal government demonstrate the direction the Commission has taken with regard to expanding workplace flexibilities for Commission staff.
Privacy and Civil Liberties Oversight Board	Our agency head (the five PAS Board members) have authorized 3 days of weekly telework for all staff. This was based on a balancing of the mission needs necessitating in-person work (e.g. access to classified IT systems) and the efficiencies associated with telework. Following the adoption of the new 3-day telework authorization we are working on updating and implementing new procedures and policies.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
Railroad Retirement Board	We request senior managers to review positions for telework eligibility and keep the information updated.
Securities and Exchange Commission	In FY2022 the SEC maintained an operating status where employees could voluntarily report to the office. Although some employees chose to return to the office on an occasional basis most employees continued to telework full time. SEC management has experienced universal adoption of telework. SEC's management supported telework by creating policies to enhance the telework experience for example the agency continued to provide periodic telework expense stipends to cover expenses related to telework (e.g. purchase of a new home desk chair). To evaluate the success of the agency's promotion of telework the CHCO and OCOO worked closely with the Union and Management to identify and resolve issues.
Small Business Administration	SBA has continued to market telework as a work-life balance benefit and flexibility to the staff. SBA uses information notices marketing materials and targeted briefings to raise awareness and promote the continued use of telework. General training as been provided to new employee onboarding groups and continued support has been provided through the internal telework portal and work-life events. Specific questions assistance is provided through a work-life and telework email box.
Social Security Administration	N/A
Surface Transportation Board (2)	Our agency promotes telework and ensures that staff is aware of the flexibilities available to work from alternative worksites. This includes advising staff on the implementation and administration of the telework program and policies. This guidance on telework matters is adjusted and refined as issues arise. The program has also been automated to include maintaining online records of telework agreements web-based telework training and requiring bi-annual updates of telework agreements.
Tennessee Valley Authority	Ongoing education with leadership to ensure they are aware the program is available. HR Business Partners are the key liaisons to relay information related to the program.
U.S. AbilityOne Commission	AbilityOne currently works 100% Remotely.

Agency	Consider Fiscal Year 2022. Please address how your agency's management (e.g. agency leadership TMO CHCO) plans implements and evaluates your program to promote the adoption of telework in your agency.
U.S. Agency for Global Media	USAGM provides managing and working in a virtual environment to coach supervisors and employees on working from home. USAGM also obtains supervisor and employee feedback by surveys.
U.S. Commission on Civil Rights	Management reviews the telework policy yearly to ensure it continues to meet the needs of the agency and employees.
U.S. International Development Finance Corporation	DFC leaders at all levels in the organization are supportive of telework and remote work. Agency officials recognize the benefits and flexibility telework and remote work offers for its workforce other federal agency partners and private sector customers. DFC is transparent about its support of telework and remote work. Telework and remote work fosters work-life balance is regularly addressed in DFC vacancy announcements during the hiring process and during employee on-boarding orientation. In March 2022 DFC launched its remote work policy. This combined with employee friendly telework reporting requirements (two days per pay period) has resulted in an agile dedicated workforce. Telework is so widely embraced in the DFC's organizational culture that any formalized evaluation of the telework program would have limited benefit or impact to the organization. As such DFC does not have an established evaluation plan for telework.
U.S. International Trade Commission	We are currently in a hybrid environment. Management has leveraged information technology to facilitate ease of teleworking such as MS Teams.
Udall Foundation	The agency utilizes telework to its fullest and feels the adoption is complete. We are capable of teleworking full-time as demonstrated during the pandemic. The leadership team feels time in the office working directly with one another is also beneficial. No plans are in place to further telework.

Appendix 9. Agency Management Efforts to Promote Telework in Fiscal Year 2022

Note: Blank cells indicate that no data were reported.

Agency	Aligns telework with agency strategic goals and mission	Advocates telework in agency-wide meetings (e.g. all-hands meetings)	Uses telework goal setting and measurement to hold managers account-able	Emphasizes telework as part of COOP (continuity of operations plan) events	Special telework events (e.g. telework awareness weeks telework drills)	Agency-wide emails of support	Signs/ posters	Other. Please describe:
Access Board	X	X	X	X	-	X	-	
Agency for International Development	-	X	-	-	-	-	-	
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	X	X	X	X	-	X	-	
Central Intelligence Agency	-	-	-	-	-	-	-	
Chemical Safety and Hazard Investigation Board	-	-	-	-	-	-	-	The Agency has considered ways in which telework opportunities could be increased.
Commission for Fine Arts	X	X	-	X	-	X	-	
Commodity Futures Trading Commission	-	X	X	-	-	-	-	
Consumer Financial Protection Bureau	-	X	-	-	-	-	-	

Agency	Aligns telework with agency strategic goals and mission	Advocates telework in agency-wide meetings (e.g. all-hands meetings)	Uses telework goal setting and measurement to hold managers account-able	Emphasizes telework as part of COOP (continuity of operations plan) events	Special telework events (e.g. telework awareness weeks telework drills)	Agency-wide emails of support	Signs/ posters	Other. Please describe:
Consumer Product Safety Commission	-	-	-	-	-	-	-	
Corporation for National and Community Service	-	-	-	X	-	-	-	
Court Services and Offender Supervision Agency	X	X	-	X	-	X	-	
Denali Commission	X	-	-	X	-	X	-	
Department of Agriculture	X	-	-	X	-	X	-	
Department of Commerce	X	X	-	X	-	-	-	
Department of Defense	X	X	-	X	-	-	-	
Department of Education	-	-	-	-	-	-	-	
Department of Energy	X	X	X	X	X	X	X	
Department of Health and Human Services	X	X	-	X	-	X	-	
Department of Homeland Security	X	X	-	X	-	X	-	
Department of Housing and Urban Development	X	-	-	-	-	-	-	
Department of Justice	X	X	-	X	-	X	-	

Agency	Aligns telework with agency strategic goals and mission	Advocates telework in agency-wide meetings (e.g. all-hands meetings)	Uses telework goal setting and measurement to hold managers account-able	Emphasizes telework as part of COOP (continuity of operations plan) events	Special telework events (e.g. telework awareness weeks telework drills)	Agency-wide emails of support	Signs/ posters	Other. Please describe:
Department of Labor	-	-	-	-	X	X	-	
Department of State	-	X	-	X	-	X	-	
Department of the Interior	X	X	X	X	X	X	X	
Department of the Treasury	X	X	-	X	-	-	-	
Department of Transportation	X	X	-	X	-	X	-	DOI has a Future of Work working group and promotes telework and discusses ways telework is working among the bureaus and encourages engagement within the bureaus.
Department of Veterans Affairs	X	X	-	-	-	X	-	
Environmental Protection Agency	X	X	-	X	-	X	-	
Equal Employment Opportunity Commission	X	X	-	X	-	-	-	
Executive Office of the	-	X	-	-	-	X	-	

Agency	Aligns telework with agency strategic goals and mission	Advocates telework in agency-wide meetings (e.g. all-hands meetings)	Uses telework goal setting and measurement to hold managers account-able	Emphasizes telework as part of COOP (continuity of operations plan) events	Special telework events (e.g. telework awareness weeks telework drills)	Agency-wide emails of support	Signs/ posters	Other. Please describe:
President(Science and Technology)								
Export-Import Bank of the United States	X	X	-	-	-	-	-	
Farm Credit Administration	-	-	-	-	-	-	-	
Federal Deposit Insurance Corporation	X	X	X	X	-	X	-	
Federal Election Commission	X	X	-	X	X	X	-	
Federal Energy Regulatory Commission	X	X	-	X	-	-	-	
Federal Housing Finance Agency	-	-	-	X	-	-	-	
Federal Labor Relations Authority	X	X	-	X	-	X	-	
Federal Maritime Commission	X	-	-	X	-	X	-	Articles in weekly newsletter outlining telework requirements.
Federal Mediation and Conciliation Service	X	-	-	-	-	-	-	
Federal Mine Safety and Health Review Commission	-	X	-	X	-	X	-	

Agency	Aligns telework with agency strategic goals and mission	Advocates telework in agency-wide meetings (e.g. all-hands meetings)	Uses telework goal setting and measurement to hold managers account-able	Emphasizes telework as part of COOP (continuity of operations plan) events	Special telework events (e.g. telework awareness weeks telework drills)	Agency-wide emails of support	Signs/ posters	Other. Please describe:
Federal Retirement Thrift Investment Board	X	X	-	X	-	X	-	
Federal Trade Commission	-	-	-	X	-	X	-	
General Services Administration	-	-	-	X	-	-	-	
Institute of Museum and Library Services	X	X	-	X	-	X	-	
Japan-United States Friendship Commission	X	X	-	X	X	X	-	
Marine Mammal Commission	X	X	-	X	-	-	-	
Merit Systems Protection Board	-	-	X	-	-	-	-	
Millennium Challenge Corporation	-	-	-	-	-	-	-	
National Aeronautics and Space Administration	-	X	-	-	-	-	-	
National Archives and Records Administration	X	-	-	X	-	-	-	
National Capital Planning Commission	-	-	X	X	-	-	-	
National Council on Disability	-	-	-	-	-	-	-	Our leaders and supervisors discuss telework and remote

Agency	Aligns telework with agency strategic goals and mission	Advocates telework in agency-wide meetings (e.g. all-hands meetings)	Uses telework goal setting and measurement to hold managers account-able	Emphasizes telework as part of COOP (continuity of operations plan) events	Special telework events (e.g. telework awareness weeks telework drills)	Agency-wide emails of support	Signs/ posters	Other. Please describe:
								work applicability and availability based on long-established Agency policies/procedures the mission of the organization and supervisor/employee discussions.
National Credit Union Administration	X	X	-	X	-	X	-	
National Endowment for the Arts	-	-	-	-	-	-	-	
National Endowment for the Humanities	X	X	-	X	-	X	-	
National Labor Relations Board	-	X	-	X	-	-	-	
National Science Foundation	X	X	X	-	X	X	-	
National Transportation Safety Board	X	X	-	X	-	X	-	
Nuclear Regulatory Commission	X	X	-	X	-	-	-	

Agency	Aligns telework with agency strategic goals and mission	Advocates telework in agency-wide meetings (e.g. all-hands meetings)	Uses telework goal setting and measurement to hold managers account-able	Emphasizes telework as part of COOP (continuity of operations plan) events	Special telework events (e.g. telework awareness weeks telework drills)	Agency-wide emails of support	Signs/ posters	Other. Please describe:
Nuclear Waste Technical Review Board	X	X	-	X	-	-	-	
Occupational Safety and Health Review Commission	-	-	-	-	-	-	-	
Office of Government Ethics	X	X	X	X	-	X	-	
Office of Management and Budget (EOP)	X	X	X	X	-	X	-	
Office of National Drug Control Policy	-	-	-	X	-	-	-	
Office of Navajo and Hopi Indian Relocation	-	X	-	X	-	X	-	
Office of Personnel Management	-	X	-	-	-	-	-	
Office of the Director of National Intelligence	-	X	-	-	X	X	-	• OPM HR shared telework guidance with employees and supervisors at all stages during deployment of the automated telework

Agency	Aligns telework with agency strategic goals and mission	Advocates telework in agency-wide meetings (e.g. all-hands meetings)	Uses telework goal setting and measurement to hold managers account-able	Emphasizes telework as part of COOP (continuity of operations plan) events	Special telework events (e.g. telework awareness weeks telework drills)	Agency-wide emails of support	Signs/ posters	Other. Please describe:
								module. In addition to guidance and step-by-step instructions OPM HR sent targeted reminders to employees and supervisors.
Office of the United States Trade Representative (EOP)	X	X	-	X	-	X	X	
Patent and Trademark Office	X	X	X	X	-	X	X	
Peace Corps	X	X	X	X	-	-	X	
Pension Benefit Guaranty Corporation	X	X	-	-	-	X	-	
Postal Regulatory Commission	X	X	-	X	-	-	-	
Privacy and Civil Liberties Oversight Board	X	-	-	X	-	-	-	
Railroad Retirement Board	X	X	-	-	-	-	-	
Securities and Exchange Commission	-	-	-	-	-	-	-	

Agency	Aligns telework with agency strategic goals and mission	Advocates telework in agency-wide meetings (e.g. all-hands meetings)	Uses telework goal setting and measurement to hold managers account-able	Emphasizes telework as part of COOP (continuity of operations plan) events	Special telework events (e.g. telework awareness weeks telework drills)	Agency-wide emails of support	Signs/ posters	Other. Please describe:
Small Business Administration	-	X	-	X	-	X	-	
Social Security Administration	X	X	-	X	-	X	-	
Surface Transportation Board	-	X	-	X	X	X	-	
Tennessee Valley Authority	X	X	-	X	-	-	-	
U.S. Commission on Civil Rights	X	X	-	X	-	X	-	
U.S. International Development Finance Corporation	X	X	X	X	-	X	X	
U.S. International Trade Commission	-	-	-	X	-	-	-	
U.S. Office of Special Counsel	-	-	-	-	-	-	-	

Appendix 10. OPM's Assessments of Agencies' Progress towards Meeting 2022 Participation Goals

The following tables show agency's stated total participation goals for 2022 agency self-assessments of whether they met their goal and an assessment by OPM of whether agencies met their goals according to reported participation data. Agencies were given the opportunity to set both numeric and percentage goals. To recognize any agency successes OPM considered either goal for this assessment.

OPM's assessment of agency's participation goal progress with the following assessment categories shown:

- Yes met: OPM's assessment showed the established 2022 participation goal (numeric or percentage) was met

- No not met: OPM's assessment showed the agency did not meet its established numeric or percentage 2022 participation goal

- No goal: the agency participated in the 2021 Data Call but was unable or elected not to provide a 2022 participation goal

- Unable to verify: OPM was unable to verify goal achievement either because the agency did not set any goal provided incomplete 2022 participation data or the method for assessment was unclear

Some agencies were unable to report fiscal year telework participation data. For these agencies September participation data was used to determine the assessment of met goals. These assessments are marked with an asterisk (*). Additionally blank cells indicate that no data were reported.

Figure 10: Assessment of Total Participation Goal

Agency	Agency's reported assessment	Agency's reported total numeric goal from 2021 Data Call	Agency's reported total percentage goal from 2021 Data Call	OPM's assessment
Access Board	Yes	28		Yes Met
Agency for International Development	Yes		100	Yes Met
AmeriCorps (formerly CNCS)	Yes		100	Yes Met

Agency	Agency's reported assessment	Agency's reported total numeric goal from 2021 Data Call	Agency's reported total percentage goal from 2021 Data Call	OPM's assessment
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	Yes	13		Yes Met
Central Intelligence Agency	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Chemical Safety and Hazard Investigation Board	Yes	0	40	Yes Met
Commission for Fine Arts	Yes	12	0	Yes Met
Commodity Futures Trading Commission	No		100	Yes Met
Consumer Financial Protection Bureau	Yes		60	Yes Met
Consumer Product Safety Commission	Yes		95	Yes Met
Court Services and Offender Supervision Agency	Yes	1062		Not Applicable
Defense Nuclear Facilities Safety Board	Not applicable (no numeric goal provided in 2021 Data Call)			Yes Met
Denali Commission	Yes	14	100	Yes Met

Agency	Agency's reported assessment	Agency's reported total numeric goal from 2021 Data Call	Agency's reported total percentage goal from 2021 Data Call	OPM's assessment
Department of Agriculture	Not applicable (no numeric goal provided in 2021 Data Call)			Yes Met
Department of Commerce	No	25000		Yes Met
Department of Defense	No		40	Not Applicable
Department of Education	Yes		95	Yes Met
Department of Energy	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Department of Health and Human Services	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Department of Homeland Security	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Department of Housing and Urban Development	Yes	6974		Yes Met
Department of Justice	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Department of Labor	Yes		70	Yes Met
Department of State	No		100	Yes Met
Department of the Interior	No		35	Yes Met
Department of the Treasury	Yes	86935	90	Yes Met

Agency	Agency's reported assessment	Agency's reported total numeric goal from 2021 Data Call	Agency's reported total percentage goal from 2021 Data Call	OPM's assessment
Department of Transportation	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Department of Veterans Affairs	Yes		85	Yes Met
Environmental Protection Agency	Yes		86	Yes Met
Equal Employment Opportunity Commission	Yes	2110	100	Yes Met
Executive Office of the President(Science and Technology)	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Export-Import Bank of the United States	Yes	399	100	Yes Met
Farm Credit Administration	Yes			Not Applicable
Federal Deposit Insurance Corporation	Yes		40	Yes Met
Federal Election Commission	Yes		80	Yes Met
Federal Energy Regulatory Commission	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Federal Housing Finance Agency	Yes		95	Yes Met
Federal Labor Relations Authority	Yes		98	Yes Met
Federal Maritime Commission	No		85	Yes Met

Agency	Agency's reported assessment	Agency's reported total numeric goal from 2021 Data Call	Agency's reported total percentage goal from 2021 Data Call	OPM's assessment
Federal Mediation and Conciliation Service	Yes		100	Yes Met
Federal Mine Safety and Health Review Commission	Yes	0	100	Yes Met
Federal Retirement Thrift Investment Board	Yes	150		Yes Met
Federal Trade Commission	Yes		98	Yes Met
General Services Administration	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Institute of Museum and Library Services	Yes		100	Yes Met
Inter-American Foundation	Yes			Not Applicable
Japan-United States Friendship Commission	Yes	4	100	Yes Met
Marine Mammal Commission	Yes	9		Yes Met
Merit Systems Protection Board	Yes			Not Applicable
Millennium Challenge Corporation	Yes		100	Yes Met
National Aeronautics and Space Administration	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
National Archives and Records Administration	No		100	Yes Met

Agency	Agency's reported assessment	Agency's reported total numeric goal from 2021 Data Call	Agency's reported total percentage goal from 2021 Data Call	OPM's assessment
National Council on Disability	No	10	91	No Not Met
National Credit Union Administration	Yes	350	0	Yes Met
National Endowment for the Arts	Yes	1000		No Not Met
National Endowment for the Humanities	Yes		100	Yes Met
National Science Foundation	No		94	Yes Met
National Transportation Safety Board	Yes		90	Yes Met
Nuclear Regulatory Commission	Yes		90	Yes Met
Nuclear Waste Technical Review Board	Yes	12	100	Yes Met
Occupational Safety and Health Review Commission	Yes	53	0	No Not Met
Office of Government Ethics	Yes	73		No Not Met
Office of Management and Budget (EOP)	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Office of National Drug Control Policy	No	57		No Not Met
Office of Navajo and Hopi Indian Relocation	Yes	7	7	Yes Met

Agency	Agency's reported assessment	Agency's reported total numeric goal from 2021 Data Call	Agency's reported total percentage goal from 2021 Data Call	OPM's assessment
Office of Personnel Management	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Office of the Director of National Intelligence	Not applicable (no numeric goal provided in 2021 Data Call)	0		Not Applicable
Office of the United States Trade Representative (EOP)	Yes	261	100	Yes Met
Patent and Trademark Office	No	3844		Yes Met
Peace Corps	Not applicable (no numeric goal provided in 2021 Data Call)	0	97	No Not Met
Pension Benefit Guaranty Corporation	No		95	Yes Met
Postal Regulatory Commission	Yes	0	100	Yes Met
Privacy and Civil Liberties Oversight Board	Yes	31	100	Yes Met
Railroad Retirement Board	Yes		85	Yes Met
Securities and Exchange Commission	Yes		100	No Not Met
Small Business Administration	No		100	Yes Met
Social Security Administration	Yes		90	Yes Met

Agency	Agency's reported assessment	Agency's reported total numeric goal from 2021 Data Call	Agency's reported total percentage goal from 2021 Data Call	OPM's assessment
Surface Transportation Board (2)	Yes		98	Yes Met
Tennessee Valley Authority	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
U.S. AbilityOne Commission	Yes			Yes Met
U.S. Agency for Global Media	Yes			Not Applicable
U.S. Commission on Civil Rights	Yes	16	38	Yes Met
U.S. International Development Finance Corporation	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
U.S. International Trade Commission	Not applicable (no numeric goal provided in 2021 Data Call)			Not Applicable
Udall Foundation	Not applicable (no numeric goal provided in 2021 Data Call)	28		Not Applicable

Appendix 11. Agencies' Reported Reasons for Missing Fiscal Year 2022 Participation Goals and Reported Efforts to Limit Barriers to Meeting Future Goals

Agency	Reason agency did not meet FY 2022 participation goal	Actions underway to identify and eliminate barriers to maximizing telework participation
Commodity Futures Trading Commission	Not all employees opted to telework this year.	We are currently in a maximum telework posture we have approved employees to work 5 days per week until we move into a phased reopening.
Department of Commerce	Met goal for total population; however frequent and infrequent were not met. The patterns of employee telework have changed has the pandemic has transformed and more employees began to work in the office.	The total population goal was met and the goals for the next year were adjusted based on FY22 patterns.
Department of Defense	Several Components have implemented their re-entry plan into the workforce. As part of the planning phase many positions were reviewed and have been reclassified as remote work eligible. Other Components continue to work within the pandemic environment and are still utilizing maximum telework and continue to code time and attendance as situational telework. FY22 goals were met with the exception of the infrequent telework category. Data reflects that employees are either participating in remote work or participating in routine telework.	As part of their strategic plan to eliminate barriers for maximizing telework participation the Defense Logistics Agency (DLA) is participating in a Future of Work Pilot program. The Pilot program began on January 1 2023 and aims to redefine virtual work modes in order to enable the next generation of workforce. This pilot program will last for one year and will allow regular and recurring telework employees in local areas to telework up to eight days during the pay period provided they meet the mandatory reporting requirement in accordance with existing policies and related guidance and must meet the mission requirements set by management. Local area telework will be limited to positions without any customer contact requirements and individuals with hard-to-find skills sets. An evaluation of the pilot

Agency	Reason agency did not meet FY 2022 participation goal	Actions underway to identify and eliminate barriers to maximizing telework participation
		will identify challenges to success and may result in potential changes to the Component telework and remote work policy and guidance.
Department of Energy	The pandemic has prevented us from establishing a specific telework goal. DOE will attempt to establish a telework goal for FY 24 based on current Congressional talks regarding tele/remote work.	DOE continues to update our tele/remote policy and analyze position designations to promote maximum telework.
Department of State	The number of DOS employees eligible for telework decreased slightly in FY2022. The Department attributes this slight decrease to ongoing efforts to balance a return to the office with continuing to leverage telework flexibilities. This decline resulted in the Department missing its stated goals by a small percentage.	The Department of State continues to make employees aware of available workplace flexibilities via consistent direct messaging to our workforce. The Department continues to improve our collection and use of data related to telework workplace flexibilities job satisfaction and performance and recruitment and retention efforts to drive organizational decision-making regarding the long-term benefits of incorporating telework into our work culture.
Department of the Interior	DOI exceeded all FY2022 participation goals except for the number of employees who performed infrequent routine telework. We rely on employees appropriately and accurately recording their time and attendance each pay period to track our data. We did not anticipate while completing the report last year that almost all our teleworkers would continue to telework 3 or more days each pay period.	The low number of infrequent routine teleworkers reported this fiscal year may not be accurately reflected as it does not appear to consider the vast majority of employees within DOI participating in the telework program. Additionally we believe the number may be skewed based upon the manner in which telework is recorded in the time and attendance system. As a result no corrective actions or barriers are identified to maximize telework participation for FY2023. We plan to continue to emphasize to the workforce the importance of accurately recording

Agency	Reason agency did not meet FY 2022 participation goal	Actions underway to identify and eliminate barriers to maximizing telework participation
		telework in the time and attendance system.
Federal Maritime Commission	Agency returned back to work post COVID-19 pandemic after being on maximum situational telework. Many of our employees that were on situational telework during the pandemic have moved from situational telework to routine telework.	Not Applicable
National Archives and Records Administration	Work backlogs due to facility closures during FY 2020 and FY 2021 prevented many employees whose jobs require them to manage Federal records or serve the public in person from participating in routine or situational telework during FY 2022. As we complete backlogs and transform work to make it more adaptable to telework we expect to see these numbers increase toward our goals.	During the pandemic we provided opportunities for employees whose jobs were primarily on site to participate in training and tasks that could be done online. We plan to continue looking for opportunities like these to expand telework opportunities for employees whose jobs are primarily performed at a facility. Some barriers exist in some employees having the equipment and skills essential to their success in performing telework. We have issued laptops or tablets to employees. We continue to offer opportunities for fine tuning computer skills.
National Council on Disability	It was unlikely that the office would implement the 100% onsite work or 100% remote work (full time telework) reported in FY21 for all the staff. However 80% remote was approved for agency staff during the COVID-19 response and recovery and the White House announced June 10 that federal agencies will be authorized to offer their employees more flexible schedules and remote work as the COVID-19 pandemic wound down in the United States. The total will remain the same for telework employees in FY23.	It is important for OPM to have accurate data on federal telework to support oversight and the importance of having its recommendations implemented promptly. The agency is considering future workplace changes that include modifications to requirements to report regularly to the agency worksite beginning with Information Technology (IT) employee engagement and work life balance.

Agency	Reason agency did not meet FY 2022 participation goal	Actions underway to identify and eliminate barriers to maximizing telework participation
National Science Foundation	NSF did not meet our FY22 participation goal for the Frequent Routine category. We confirmed this decrease is due to NSF staff using the Pandemic/Situational telework indicator code on their time sheets beginning in 2020 and lasting through the end of NSF's 100% telework posture in October 2022.	Moving forward NSF has transitioned to a hybrid workforce and a new time and attendance system (QuickTime. NSF will issue reminders/refreshers to the workforce communicating that if you are approved for regular/recurring telework it should be coded on your time sheet as Regular (QuickTime code: F). We expect to see an increase in the "Frequent Routine" telework frequency AND coding of "Regular" telework in FY23 since many staff have selected maximum telework flexibility (up to 4 days per week of telework).
Office of National Drug Control Policy	It's likely because we were coming out of the pandemic and a handful of employees moved from frequent telework to infrequent or no telework at all.	Not necessary at this time. Our agency is very flexible and encouraging of telework for eligible employees.
Patent and Trademark Office	As stated previously the USPTO updated its telework programs and expanded telework options including remote telework across the USPTO and now has over 96% of employees teleworking. The previous quantitative numeric goals for some categories were not met but the USPTO is focused on growth in telework categories that can be directly tied to position-based work analysis and achieving better outcomes tied to agency mission goals.	The USPTO regularly reviews positions to increase the eligibility for situational remote and routine telework; increasing the number of days available for routine telework; and updating telework guidelines to foster the environment of increased telework readiness. The USPTO is also increasing the eligibility for remote work across business units. To improve awareness of telework programs the USPTO has also improved communication methods and training provided to new employees and managers.
Pension Benefit Guaranty Corporation	There is a small population of employees who opt out of telework. Also not everyone is coding their timesheets to reflect frequent telework despite our Maximum	We are not taking any action as telework is a voluntary program. We will however continue to remind employees of their workplace flexibilities to include telework.

Agency	Reason agency did not meet FY 2022 participation goal	Actions underway to identify and eliminate barriers to maximizing telework participation
	Telework environment during the entirety of FY 2022.	
Small Business Administration	The agency had much higher numbers for situational telework in FY22 because of our re-entry plan returning to steady state where employees were still working under situational telework requests as they phased into the offices. Routine agreements are encouraged going into FY23.	We changed our goal for FY23 to reflect ongoing use of workplace flexibilities to include routine and situational telework to promote work-life balance and as a retention strategy. Our Field Offices have variable schedules and will do this through situational telework requests while the remainder of the agency will use routine telework schedules + situational as needed. In FY 22 we reviewed positions for telework eligibility for future use. Of the reviewed positions 34% were onsite flexible 62% Offsite Remote work eligible and 3% (76 positions) Onsite required. In early January 2023 two town halls and several office hours were conducted to give guidance to employees and supervisors on updating telework agreements to maximize utilization and improve reporting measures by using the correct codes and encourage discussions on appropriate telework type expectations and processes.

Appendix 12. Fiscal Year 2023 Participation Goals - Type of Goal Set

Organizations Required to Respond	Total Participation Goal Set for FY 2023?	Infrequent Participation Goal Set for FY 2023?	Frequent Participation Goal Set for FY 2023?	Situational Participation Goal Set for FY 2023?
Access Board	Yes	No	No	Yes
Agency for International Development	Yes	Yes	Yes	Yes
AmeriCorps (formerly CNCS)	Yes	No	Yes	Yes
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	Yes	No	Yes	No
Central Intelligence Agency	No	No	No	No
Chemical Safety and Hazard Investigation Board	Yes	No	Yes	Yes
Commission for Fine Arts	Yes	Yes	Yes	Yes
Commodity Futures Trading Commission	Yes	Yes	Yes	Yes
Consumer Financial Protection Bureau	Yes	Yes	Yes	Yes
Consumer Product Safety Commission	Yes	No	Yes	Yes
Court Services and Offender Supervision Agency	Yes	Yes	Yes	Yes
Defense Nuclear Facilities Safety Board	Yes	Yes	Yes	Yes
Denali Commission	Yes	No	Yes	Yes
Department of Agriculture	No	No	No	No
Department of Commerce	Yes	Yes	Yes	Yes
Department of Defense	Yes	Yes	Yes	Yes
Department of Education	Yes	Yes	Yes	Yes
Department of Energy	No	No	No	No
Department of Health and Human Services	No	No	No	No
Department of Homeland Security	No	No	No	No
Department of Housing and Urban Development	No	No	No	No
Department of Justice	Yes	Yes	No	Yes
Department of Labor	Yes	No	No	No
Department of State	Yes	Yes	Yes	Yes
Department of the Interior	Yes	Yes	Yes	Yes
Department of the Treasury	Yes	Yes	Yes	Yes

Organizations Required to Respond	Total Participation Goal Set for FY 2023?	Infrequent Participation Goal Set for FY 2023?	Frequent Participation Goal Set for FY 2023?	Situational Participation Goal Set for FY 2023?
Department of Transportation	No	No	No	No
Department of Veterans Affairs	Yes	No	No	No
Environmental Protection Agency	Yes	No	No	Yes
Equal Employment Opportunity Commission	Yes	Yes	Yes	Yes
Executive Office of the President (Science and Technology)	No	No	No	No
Export-Import Bank of the United States	Yes	Yes	Yes	Yes
Farm Credit Administration	Yes	No	Yes	Yes
Federal Deposit Insurance Corporation	Yes	No	Yes	Yes
Federal Election Commission	Yes	Yes	Yes	Yes
Federal Energy Regulatory Commission	No	No	No	No
Federal Housing Finance Agency	Yes	Yes	Yes	Yes
Federal Labor Relations Authority	Yes	Yes	Yes	Yes
Federal Maritime Commission	Yes	Yes	Yes	Yes
Federal Mediation and Conciliation Service	Yes	Yes	Yes	Yes
Federal Mine Safety and Health Review Commission	Yes	No	Yes	No
Federal Retirement Thrift Investment Board	Yes	Yes	Yes	No
Federal Trade Commission	Yes	Yes	Yes	Yes
General Services Administration	No	No	No	No
Institute of Museum and Library Services	Yes	No	No	No
Inter-American Foundation	Yes	No	Yes	Yes
Japan-United States Friendship Commission	Yes	No	Yes	Yes
Marine Mammal Commission	Yes	No	Yes	Yes
Merit Systems Protection Board	No	Yes	Yes	Yes
Millennium Challenge Corporation	Yes	Yes	Yes	Yes
National Aeronautics and Space Administration	No	No	No	No
National Archives and Records Administration	Yes	Yes	Yes	Yes
National Council on Disability	No	No	No	No

Organizations Required to Respond	Total Participation Goal Set for FY 2023?	Infrequent Participation Goal Set for FY 2023?	Frequent Participation Goal Set for FY 2023?	Situational Participation Goal Set for FY 2023?
National Credit Union Administration	Yes	Yes	Yes	Yes
National Endowment for the Arts	Yes	Yes	Yes	Yes
National Endowment for the Humanities	Yes	Yes	Yes	Yes
National Science Foundation	Yes	Yes	Yes	Yes
National Transportation Safety Board	Yes	No	No	No
Nuclear Regulatory Commission	Yes	Yes	Yes	Yes
Nuclear Waste Technical Review Board	Yes	Yes	Yes	Yes
Occupational Safety and Health Review Commission	Yes	Yes	Yes	Yes
Office of Government Ethics	Yes	No	Yes	No
Office of Management and Budget (EOP)	No	No	No	No
Office of National Drug Control Policy	Yes	No	Yes	Yes
Office of Navajo and Hopi Indian Relocation	Yes	Yes	No	Yes
Office of Personnel Management	No	No	No	No
Office of the Director of National Intelligence	Yes	Yes	Yes	Yes
Office of the United States Trade Representative (EOP)	Yes	Yes	Yes	Yes
Patent and Trademark Office	Yes	No	No	No
Peace Corps	No	No	No	No
Pension Benefit Guaranty Corporation	Yes	Yes	Yes	Yes
Postal Regulatory Commission	Yes	No	Yes	No
Privacy and Civil Liberties Oversight Board	Yes	No	Yes	No
Railroad Retirement Board	Yes	Yes	Yes	Yes
Securities and Exchange Commission	Yes	Yes	Yes	Yes
Small Business Administration	Yes	No	Yes	Yes
Social Security Administration	Yes	No	Yes	No
Surface Transportation Board (2)	Yes	No	Yes	No
Tennessee Valley Authority	No	No	No	No

Organizations Required to Respond	Total Participation Goal Set for FY 2023?	Infrequent Participation Goal Set for FY 2023?	Frequent Participation Goal Set for FY 2023?	Situational Participation Goal Set for FY 2023?
U.S. AbilityOne Commission	No	No	No	No
U.S. Agency for Global Media	Yes	Yes	Yes	Yes
U.S. Commission on Civil Rights	Yes	No	Yes	No
U.S. International Development Finance Corporation	No	No	No	No
U.S. International Trade Commission	No	No	No	No
Udall Foundation	No	No	No	No

Appendix 13. Fiscal Year 2022 Participation and Frequency Goals

Agency	Goal: Number of employees teleworking	Goal: Number of employees teleworking on a frequent routine basis	Goal: Number of employees teleworking on an Infrequent routine basis	Goal: percentage of eligible employees teleworking (e.g. 14%)	Goal: Percentage of eligible employees teleworking on a frequent routine basis	Goal: Percentage of eligible employees teleworking on an infrequent routine basis	N/A for total participation goal	N/A for frequent routine telework	N/A for infrequent routine telework
Access Board	25	-	-	100%	-	52%	-	-	-
Agency for International Development	-	-	-	95%	31%	100%	-	-	-
AmeriCorps (formerly CNCS)	709	-	-	100%	-	15%	NA	-	-
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	15	-	15	15%	-	-	-	-	-
Central Intelligence Agency	-	-	-	-	-	35%	-	-	-
Chemical Safety and Hazard Investigation Board	11	-	11	35%	-	50%	-	-	-
Commission for Fine Arts	11	5	2	100%	50%	100%	-	-	-
Commodity Futures Trading Commission	-	-	-	100%	100%	70%	-	-	-
Consumer Financial Protection Bureau	-	-	-	70%	3%	95%	-	-	-
Consumer Product Safety Commission	-	-	-	98%	-	-	-	-	-
Court Services and Offender Supervision Agency	1098	1098	300	-	-	71%	-	-	-

Agency	Goal: Number of employees teleworking	Goal: Number of employees teleworking on a frequent routine basis	Goal: Number of employees teleworking on an Infrequent routine basis	Goal: percentage of eligible employees teleworking (e.g. 14%)	Goal: Percentage of eligible employees teleworking on a frequent routine basis	Goal: Percentage of eligible employees teleworking on an infrequent routine basis	N/A for total participation goal	N/A for frequent routine telework	N/A for infrequent routine telework
Defense Nuclear Facilities Safety Board	-	-	-	100%	30%	100%	-	-	-
Denali Commission	12	-	12	100%	-	-	-	-	-
Department of Agriculture	-	-	-	-	-	-	-	-	-
Department of Commerce	30000	10000	1500	-	-	10%	-	-	-
Department of Defense	-	-	-	38%	31%	10%	-	-	-
Department of Education	-	-	-	98%	3%	-	-	-	-
Department of Energy	-	-	-	-	-	-	-	-	-
Department of Health and Human Services	-	-	-	-	-	-	-	-	-
Department of Homeland Security	-	-	-	-	-	-	-	-	-
Department of Housing and Urban Development	-	-	-	-	-	-	-	-	-
Department of Justice	-	-	-	10%	10%	-	-	-	-
Department of Labor	-	-	-	75%	-	50%	-	-	-
Department of State	13375	1337	6688	100%	10%	-	-	-	-
Department of the Interior	-	1100	26000	40%	-	30%	-	-	-
Department of the Treasury	-	-	-	90%	50%	-	-	-	-
Department of Transportation	-	-	-	-	-	-	-	-	-

Agency	Goal: Number of employees teleworking	Goal: Number of employees teleworking on a frequent routine basis	Goal: Number of employees teleworking on an Infrequent routine basis	Goal: percentage of eligible employees teleworking (e.g. 14%)	Goal: Percentage of eligible employees teleworking on a frequent routine basis	Goal: Percentage of eligible employees teleworking on an infrequent routine basis	N/A for total participation goal	N/A for frequent routine telework	N/A for infrequent routine telework
Department of Veterans Affairs	-	-	-	86%	-	-	-	-	-
Environmental Protection Agency	-	-	-	85%	-	75%	-	-	-
Equal Employment Opportunity Commission	-	-	-	100%	15%	-	-	-	-
Executive Office of the President(Science and Technology)	-	-	-	-	-	-	-	-	-
Export-Import Bank of the United States	400	50	325	-	-	-	-	-	-
Farm Credit Administration	322	-	100	-	-	85%	-	-	-
Federal Deposit Insurance Corporation	-	-	-	90%	-	50%	-	-	-
Federal Election Commission	1	-	-	80%	30%	-	-	-	-
Federal Energy Regulatory Commission	-	-	-	-	-	85%	-	-	-
Federal Housing Finance Agency	-	-	-	95%	5%	50%	-	-	-
Federal Labor Relations Authority	127	7	104	98%	99%	20%	-	-	-
Federal Maritime Commission	-	-	-	85%	75%	100%	-	-	-
Federal Mediation and Conciliation Service	-	-	-	100%	100%	100%	-	-	-

Agency	Goal: Number of employees teleworking	Goal: Number of employees teleworking on a frequent routine basis	Goal: Number of employees teleworking on an Infrequent routine basis	Goal: percentage of eligible employees teleworking (e.g. 14%)	Goal: Percentage of eligible employees teleworking on a frequent routine basis	Goal: Percentage of eligible employees teleworking on an infrequent routine basis	N/A for total participation goal	N/A for frequent routine telework	N/A for infrequent routine telework
Federal Mine Safety and Health Review Commission	-	-	-	100%	-	-	-	-	-
Federal Retirement Thrift Investment Board	200	75	125	-	-	98%	-	-	-
Federal Trade Commission	-	-	-	98%	2%	-	-	-	-
General Services Administration	-	-	-	-	-	-	-	-	-
Institute of Museum and Library Services	-	-	-	100%	-	-	-	-	-
Inter-American Foundation	52	-	52	-	-	100%	-	-	-
Japan-United States Friendship Commission	4	-	4	100%	-	-	-	-	-
Marine Mammal Commission	12	-	11	-	-	81%	-	-	-
Merit Systems Protection Board	-	-	-	-	18%	-	-	-	-
Millennium Challenge Corporation	270	25	250	-	-	-	-	-	-
National Aeronautics and Space Administration	-	-	-	-	-	60%	-	-	-
National Archives and Records Administration	2534	200	1700	100%	-	-	-	-	-
National Council on Disability	-	-	-	-	-	5%	-	-	-

Agency	Goal: Number of employees teleworking	Goal: Number of employees teleworking on a frequent routine basis	Goal: Number of employees teleworking on an Infrequent routine basis	Goal: percentage of eligible employees teleworking (e.g. 14%)	Goal: Percentage of eligible employees teleworking on a frequent routine basis	Goal: Percentage of eligible employees teleworking on an infrequent routine basis	N/A for total participation goal	N/A for frequent routine telework	N/A for infrequent routine telework
National Credit Union Administration	350	250	50	30%	20%	100%	-	-	-
National Endowment for the Arts	-	-	-	100%	100%	100%	-	-	-
National Endowment for the Humanities	1761	-	-	100%	1%	27%	-	-	-
National Science Foundation	-	-	-	98%	8%	-	-	-	-
National Transportation Safety Board	100	-	-	100%	-	80%	-	-	-
Nuclear Regulatory Commission	-	-	-	92%	6%	-	-	-	-
Nuclear Waste Technical Review Board	11	1	10	-	-	94%	-	-	-
Occupational Safety and Health Review Commission	47	1	46	96%	2%	-	-	-	-
Office of Government Ethics	68	-	68	-	-	-	-	-	-
Office of Management and Budget (EOP)	-	-	-	-	-	54%	-	-	-
Office of National Drug Control Policy	65	-	35	90%	-	-	-	-	-
Office of Navajo and Hopi Indian Relocation	1	1	-	3%	3%	-	-	-	-
Office of Personnel Management	-	-	-	-	-	5%	-	-	-

Agency	Goal: Number of employees teleworking	Goal: Number of employees teleworking on a frequent routine basis	Goal: Number of employees teleworking on an Infrequent routine basis	Goal: percentage of eligible employees teleworking (e.g. 14%)	Goal: Percentage of eligible employees teleworking on a frequent routine basis	Goal: Percentage of eligible employees teleworking on an infrequent routine basis	N/A for total participation goal	N/A for frequent routine telework	N/A for infrequent routine telework
Office of the Director of National Intelligence	520	130	26	100%	25%	80%	-	-	-
Office of the United States Trade Representative (EOP)	246	12	197	100%	5%	-	-	-	-
Patent and Trademark Office	-	-	-	100%	-	-	-	-	-
Peace Corps	-	-	-	-	-	95%	-	-	-
Pension Benefit Guaranty Corporation	-	-	-	95%	2%	100%	-	-	-
Postal Regulatory Commission	-	-	-	100%	-	32%	-	-	-
Privacy and Civil Liberties Oversight Board	32	-	32	100%	-	60%	-	-	-
Railroad Retirement Board	-	-	-	85%	60%	10%	-	-	-
Securities and Exchange Commission	-	-	-	100%	35%	75%	-	-	-
Small Business Administration	-	-	-	100%	-	50%	-	-	-
Social Security Administration	-	-	-	85%	-	100%	-	-	-
Surface Transportation Board (2)	117	-	117	100%	-	-	-	-	-
Tennessee Valley Authority	-	-	-	-	-	-	-	-	-
U.S. AbilityOne Commission	-	-	-	-	-	55%	-	-	-

Agency	Goal: Number of employees teleworking	Goal: Number of employees teleworking on a frequent routine basis	Goal: Number of employees teleworking on an Infrequent routine basis	Goal: percentage of eligible employees teleworking (e.g. 14%)	Goal: Percentage of eligible employees teleworking on a frequent routine basis	Goal: Percentage of eligible employees teleworking on an infrequent routine basis	N/A for total participation goal	N/A for frequent routine telework	N/A for infrequent routine telework
U.S. Agency for Global Media	-	252	652	50%	4%	100%	-	-	-
U.S. Commission on Civil Rights	41	-	41	100%	-	-	-	-	-
U.S. International Development Finance Corporation	-	-	-	-	-	-	-	-	-
U.S. International Trade Commission	-	-	-	-	-	-	-	-	-
Udall Foundation	-	-	-	-	-	-	-	-	-

Appendix 14. Reported Reasons for Agencies Not Setting a Fiscal Year 2023 Participation Goal

Agency	Please describe what has prevented you from establishing a numeric goal and the timeline you have for establishing such a goal.
AmeriCorps (formerly CNCS)	AmeriCorps will implement an agency-wide two-year pilot of a hybrid operating model with remote work and telework eligible positions beginning February 12 2023. As a hybrid workforce all AmeriCorps' federal positions will be designated remote work (48%) telework eligible (this includes telework eligible outstationed employees; [52%]). Telework eligible employees will be scheduled to report at least two full workdays per bi-weekly pay period. Employees are not required to work in the office on their scheduled in-office days but will manage their work schedule and location with their supervisor. Telework eligible (outstationed) employees would normally be in an AmeriCorps office such as headquarters but have been permitted to work remotely from a different locality area full-time.
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	All ASC staff are remote so situational and infrequent telework do not apply.
Central Intelligence Agency	Due to the classified nature of our mission telework opportunities for employees to work at home remain limited. However management continues to explore avenues to increase telework opportunities (i.e. increasing the use of flexible work centers and remote work opportunities).
Department of Agriculture	USDA conducts internal manual data calls quarterly; inconsistent data reporting across the subagencies.
Department of Energy	The pandemic and re-entry (August 2022) have prevented us from establishing telework participation goals per the Telework Enhancement Act. DOE will try establishing a participation goal for FY'24.
Department of Health and Human Services	A new telework goal will be included in the discussion on strategic goals that are under consideration by new leadership. HHS established an aggressive five-year goal during the initial rollout of the Telework campaign. We reached our target and are currently reviewing options to include tracking cost savings data in the future.

Agency	Please describe what has prevented you from establishing a numeric goal and the timeline you have for establishing such a goal.
Department of Homeland Security	The program transitioned to a new division in 2022 and Department-wide goals must still be established. Increasing/changing priorities and shifting resources have delayed the establishment of goals.
Department of Housing and Urban Development	HUD is not interested in establishing FY23 goals to increase Telework participation in any single category or total Telework participation. Due to the Department's new Flexiplace Policy which expanded Telework flexibilities to allow employees to participate in Telework up to the maximum extent (i.e. Frequent Routine Telework 8 days per pay period) we significantly surpassed the FY22 goals for Situational and Frequent Routine Telework and because most employees have agreements for Frequent Routine Telework we did not meet the FY22 goal for Infrequent Routine Telework.
Department of Justice	Most of the components within the Department did not establish goals.
Department of Transportation	Beginning in FY 2020 and continuing through the second quarter of FY 2022 telework participation increased substantially due to the agency's implementation of a 'maximum telework' strategy in response to the COVID-19 pandemic. Consequently during FY 2022 most of DOT's telework-eligible employees teleworked on a full-time basis throughout the year. Beginning during the second quarter of FY 2022 DOT employees began gradually recovering from 'maximum telework' in phases and reporting to the office. Notwithstanding the phased return of employees to the office 68% of DOT's total workforce teleworked during FY 2022 and 63.5% participated in routine telework in the frequency of 'three or more days per each biweekly pay period.' Given this continued robust level of telework participation it has been determined that overall telework participation in the Department is at an optimal level and no further refinement or numerical participation goal setting is necessary at this time. The Department retains the flexibility however to revisit agency telework strategies to respond to emerging work demands as the nation continues to recover from the COVID19 pandemic.
Department of Veterans Affairs	VA does not establish fiscal telework participation goals for situational/ ad-hoc or routine telework 2 days or fewer. VA establishes a fiscal year goal for frequent routine telework that is 3 or more days per two-week period. The FY 2023 goal for telework is 37% of telework eligible employees.
Environmental Protection Agency	Unable to track infrequent and frequent routine telework with the telework data available.

Agency	Please describe what has prevented you from establishing a numeric goal and the timeline you have for establishing such a goal.
Executive Office of the President (Science and Technology)	OSTP is a small agency with only 25 employees and all 25 employees are allowed to telework. We don't track how often staff telework.
Federal Energy Regulatory Commission	Telework is voluntary; some eligible employees preferred not to telework prior to the pandemic.
Federal Housing Finance Agency	Agency does not have a system to track.
General Services Administration	GSA continues to focus on telework as a tool for accomplishing the Agency mission and does not establish participation goals. The GSA Telework and Remote Work Policy signed December 22 2021 supports the use of telework to the extent that it is consistent with the business needs of the organization and the individual work requirements of the employee.

The increase in GSA's telework participation can be attributed to the agency's adoption of an increased hybrid work environment. The results posted in this data call indicate that 98.7% of eligible GSA employees participated in telework or in remote work during FY22. GSA continues to explore innovative and collaborative technology and tools to support a mobile/geographically dispersed workforce. |
| **National Aeronautics and Space Administration** | NASA has not set numerical teleworking goals for the Agency. Instead NASA empowers Agency organizations and supervisors to determine the appropriate workplace flexibilities to accomplish the individual mission efficiently and effectively within the boundaries of Federal law regulation OPM guidance and NASA policy

It is important to note that since 2014 NASA has supported all variations of telework for our employees. NASA Procedural Requirement (NPR) 3600.2 which was revised in 2022 to account for the latest OPM guidance on remote work establishes requirements and responsibilities for the administration of NASA's telework program in accordance with 5 U.S.C. Chapter 65. As required by this policy NASA civil servants must have telework agreements approved by their supervisors that spell out the terms under which they will telework e.g. how many hours per week situational or routine etc. Pre-pandemic it was not unusual for many employees to telework a few days each pay period.

While some Agency work must always be performed on-site (e.g. working in labs wind tunnels test facilities and spacecraft launch sites) the amazing productiveness of our workforce during the pandemic has proven that more work can be done remotely and in a hybrid environment going forward. Even before the pandemic NASA |

Agency	Please describe what has prevented you from establishing a numeric goal and the timeline you have for establishing such a goal.
	was already analyzing ways to allow for its employees to telework more routinely as their jobs allowed. Thus we will use lessons learned during the pandemic to add to our ongoing "Future of Work" analysis and planning which began pre-pandemic.
National Endowment for the Humanities	The numeric goal has not been established.
Office of Management and Budget (EOP)	We are in Phase 3 of Future of Work and evaluating what workplace flexibilities would be best for our workforce for telework for FY2023.
Office of Personnel Management	We were subject to a lack of reliable data as we didn't have the resources to validate the TRC codes. With the deployment of the telework and remote work module we now have the needful to cross reference the agreement data to verify the accuracy of the TRC codes. The current roadblock presented is to continue to work with our program offices to clean up this data completely so that the two data sources may adequately be compared.
Office of the Director of National Intelligence	Due to the nature of our organization telework eligibility is not permissible for a vast number of the workforce. Many positions/job duties require the usage of classified systems and/or in-person interactions. Our business structure and organizational make-up are not conducive to setting realistic goals. Telework categories (routine/situational) and schedules vary based on the position and flexibilities of each office.
Patent and Trademark Office	The USPTO currently has over 96% of eligible employees teleworking. To support the agency's overall effectiveness and ability to function during COOP and weather events the USPTO strives to have all eligible employees be telework ready and enrolled in an approved telework plan. With the vast majority of eligible employees already teleworking establishing numeric or percentage-based and quantitative goals for individual telework options would be counterproductive. For example setting a goal with increased frequent routine telework would have to be achieved by a reduction in other telework categories. The USPTO is focused on growth in telework categories that can be directly tied to position-based work analysis and achieving better outcomes tied to agency mission goals and program management.
Peace Corps	Because the agency implemented remote work as an option in 2022 more emphasis was placed on the remote work program.
Social Security Administration	We do not break down a goal for Situational telework because we do not have a tracking mechanism for this data. We also do not set a goal for Infrequent telework since our primary goal is to support Frequent telework and almost all telework eligible employees are eligible to request a Frequent telework schedule based on their

Agency	Please describe what has prevented you from establishing a numeric goal and the timeline you have for establishing such a goal.
	workloads and available portable work. Based on the setup of the data call if our Frequent telework result increases any Infrequent goal might not be met.
Surface Transportation Board (2)	We have one employee who is responsible for scanning legal packages that are received at the office due to the nature of the work being completed we are unable to allow this employee to telework. The agency has five Presidentially appointed and Senate-confirmed Board members that are not tracked for purposes of teleworking.
Tennessee Valley Authority	Clear guidance on position mobility is in progress but has not been defined/communicated. Position mobility is currently being developed by TVA leaders as hybrid onsite and field.
U.S. AbilityOne Commission	All staff are in a permanent remote work status.
U.S. International Development Finance Corporation	DFC did not establish FY22 telework goals. During FY22 DFC maintained an enhanced telework posture. In March 2022 the DFC returned its workforce to regular in-person reporting but continued to maintain a robust telework program. Additionally DFC launched a remote work program. Given the high percentages of telework participation across the workforce establishing telework goals is unnecessary.
U.S. International Trade Commission	Our agency is small and has limited resources for planning telework goals and measuring outcomes.
Udall Foundation	We are already at 100%.

Appendix 15. Selected Outcome Goals by Agency

Note: Only agency responses that included responses relevant to goal setting are reproduced. Blank cells indicate that the response was not selected.

Agency	Goal of employee recruitment	Goal of employee retention	Goal of improved employee performance	Goal of improved employee attitudes	Goal of emergency preparedness	Goal of reduced energy use	Goal of reduced or avoided real estate costs	Goal of reduced commuter miles	Goal of other outcome
Access Board	Yes	Yes	No	Yes	Yes	Yes	No	Yes	No
Agency for International Development	Yes	Yes	No	Yes	No	No	No	Yes	No
AmeriCorps (formerly CNCS)	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	Yes	Yes	No	No	Yes	No	Yes	No	No
Central Intelligence Agency	No	No	No	No	No	No	No	No	No
Chemical Safety and Hazard Investigation Board	Yes	Yes	Yes	No	No	No	No	Yes	No
Commission for Fine Arts	No	No	No	No	No	No	No	No	Yes
Commodity Futures Trading Commission	No	No	No	No	Yes	No	No	No	No

Agency	Goal of employee recruitment	Goal of employee retention	Goal of improved employee performance	Goal of improved employee attitudes	Goal of emergency preparedness	Goal of reduced energy use	Goal of reduced or avoided real estate costs	Goal of reduced commuter miles	Goal of other outcome
Consumer Financial Protection Bureau	No	No	No	No	Yes	No	No	No	No
Consumer Product Safety Commission	Yes	Yes	No	Yes	Yes	Yes	No	Yes	No
Court Services and Offender Supervision Agency	No	No	No	No	Yes	No	No	Yes	No
Defense Nuclear Facilities Safety Board	Yes	No	No	Yes	Yes	No	No	No	No
Denali Commission	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
Department of Agriculture	No	No	No	No	Yes	No	No	No	No
Department of Commerce	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No
Department of Defense	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Department of Education	Yes	No	Yes	Yes	Yes	No	Yes	No	No
Department of Energy	Yes	Yes	Yes	Yes	No	No	Yes	No	No
Department of Health and Human Services	No	No	Yes	No	No	No	No	No	No
Department of Homeland Security	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Agency	Goal of employee recruitment	Goal of employee retention	Goal of improved employee performance	Goal of improved employee attitudes	Goal of emergency preparedness	Goal of reduced energy use	Goal of reduced or avoided real estate costs	Goal of reduced commuter miles	Goal of other outcome
Department of Housing and Urban Development	Yes	No	No	No	No	No	Yes	No	No
Department of Justice	Yes	Yes	No	No	Yes	No	Yes	Yes	No
Department of Labor	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No
Department of State	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
Department of the Interior	Yes	Yes	No	Yes	Yes	No	Yes	No	No
Department of the Treasury	No	No	No	No	No	No	Yes	No	No
Department of Transportation	No	No	No	No	No	No	No	No	Yes
Department of Veterans Affairs	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No
Environmental Protection Agency	Yes	No	No	No	No	No	No	No	No
Equal Employment Opportunity Commission	No	No	No	Yes	No	Yes	No	Yes	No
Executive Office of the President (Science and Technology)	Yes	Yes	Yes	Yes	No	No	No	Yes	No
Export-Import Bank of the United States	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
Farm Credit Administration	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No

Agency	Goal of employee recruitment	Goal of employee retention	Goal of improved employee performance	Goal of improved employee attitudes	Goal of emergency preparedness	Goal of reduced energy use	Goal of reduced or avoided real estate costs	Goal of reduced commuter miles	Goal of other outcome
Federal Deposit Insurance Corporation	No	No	No	Yes	No	No	Yes	No	No
Federal Election Commission	No	No	Yes	No	Yes	No	No	Yes	No
Federal Energy Regulatory Commission	Yes	No	No	Yes	Yes	No	No	No	No
Federal Housing Finance Agency	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
Federal Labor Relations Authority	Yes	No	No	No	No	No	No	No	No
Federal Maritime Commission	Yes	No	No	No	Yes	No	No	No	No
Federal Mediation and Conciliation Service	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Federal Mine Safety and Health Review Commission	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Federal Retirement Thrift Investment Board	Yes	Yes	No	No	Yes	No	No	No	No
Federal Trade Commission	No	No	No	No	Yes	No	No	No	No
General Services Administration	No	Yes	No	Yes	Yes	No	Yes	Yes	Yes

Agency	Goal of employee recruitment	Goal of employee retention	Goal of improved employee performance	Goal of improved employee attitudes	Goal of emergency preparedness	Goal of reduced energy use	Goal of reduced or avoided real estate costs	Goal of reduced commuter miles	Goal of other outcome
Institute of Museum and Library Services	Yes	Yes	No	No	No	No	Yes	Yes	No
Inter-American Foundation	No	No	No	No	No	No	No	No	Yes
Japan-United States Friendship Commission	No	No	No	Yes	No	Yes	No	Yes	No
Marine Mammal Commission	No	No	No	No	No	No	No	Yes	No
Merit Systems Protection Board	No	No	No	No	No	No	No	No	Yes
Millennium Challenge Corporation	Yes	Yes	Yes	Yes	Yes	No	No	No	No
National Aeronautics and Space Administration	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
National Archives and Records Administration	Yes	Yes	No	Yes	Yes	No	No	Yes	No
National Council on Disability	No	No	No	No	No	No	No	No	No
National Credit Union Administration	Yes	Yes	Yes	No	Yes	No	No	No	No
National Endowment for the Arts	Yes	No	No	Yes	No	No	No	No	No

Agency	Goal of employee recruitment	Goal of employee retention	Goal of improved employee performance	Goal of improved employee attitudes	Goal of emergency preparedness	Goal of reduced energy use	Goal of reduced or avoided real estate costs	Goal of reduced commuter miles	Goal of other outcome
National Endowment for the Humanities	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
National Science Foundation	Yes	Yes	No	No	No	No	No	No	No
National Transportation Safety Board	Yes	Yes	No	Yes	Yes	No	No	Yes	No
Nuclear Regulatory Commission	No	No	No	No	No	No	No	No	No
Nuclear Waste Technical Review Board	No	No	No	No	No	No	No	No	Yes
Occupational Safety and Health Review Commission	Yes	Yes	Yes	No	No	Yes	No	Yes	No
Office of Government Ethics	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Office of Management and Budget (EOP)	No	No	No	No	No	No	No	No	Yes
Office of National Drug Control Policy	No	No	No	Yes	No	No	No	No	No
Office of Navajo and Hopi Indian Relocation	No	No	No	No	No	No	No	No	No
Office of Personnel Management	No	No	No	No	No	No	No	No	No

Agency	Goal of employee recruitment	Goal of employee retention	Goal of improved employee performance	Goal of improved employee attitudes	Goal of emergency preparedness	Goal of reduced energy use	Goal of reduced or avoided real estate costs	Goal of reduced commuter miles	Goal of other outcome
Office of the Director of National Intelligence	Yes	Yes	No	Yes	Yes	No	No	No	No
Office of the United States Trade Representative (EOP)	Yes	Yes	No	Yes	Yes	No	No	Yes	No
Patent and Trademark Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Peace Corps	No	No	No	No	No	Yes	No	Yes	No
Pension Benefit Guaranty Corporation	Yes	Yes	No	Yes	Yes	No	No	Yes	No
Postal Regulatory Commission	Yes	Yes	No	Yes	Yes	No	No	No	No
Privacy and Civil Liberties Oversight Board	Yes	Yes	No	Yes	No	No	No	No	No
Railroad Retirement Board	No	No	No	Yes	Yes	No	No	Yes	No
Securities and Exchange Commission	No	Yes	No	Yes	Yes	No	No	No	No
Small Business Administration	Yes	No	Yes	Yes	Yes	No	No	No	No
Social Security Administration	No	No	No	No	Yes	Yes	Yes	No	No
Surface Transportation Board (2)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Agency	Goal of employee recruitment	Goal of employee retention	Goal of improved employee performance	Goal of improved employee attitudes	Goal of emergency preparedness	Goal of reduced energy use	Goal of reduced or avoided real estate costs	Goal of reduced commuter miles	Goal of other outcome
Tennessee Valley Authority	Yes	Yes	No	Yes	Yes	No	No	No	No
U.S. AbilityOne Commission	No	No	No	No	No	No	No	No	No
U.S. Agency for Global Media	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
U.S. Commission on Civil Rights	No	No	No	No	Yes	No	No	No	No
U.S. International Development Finance Corporation	Yes	Yes	Yes	Yes	Yes	No	No	No	No
U.S. International Trade Commission	No	No	No	Yes	Yes	No	No	No	No
Udall Foundation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No

Appendix 16. Agency Methods for Collecting Telework Data

Note: Cells with "- indicate that agency did not utilize that specific method to collect telework data.

Agency	Tracked telework through a time and attendance system	Used a customized telework electronic tracking system	Manual review of telework agreements	Surveyed employees managers or other personnel	Other. Please describe:
Access Board	X	-	-	-	
Agency for International Development	X	-	-	-	
AmeriCorps (formerly CNCS)	-	-	X	-	These numbers are based on the number of current federal employees listed on AmeriCorps' Alpha Roster. Currently all AmeriCorps employees are still operating in a full-time telework capacity.
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	-	-	-	-	Our entire staff has worked remotely since October 1, 2018.
Central Intelligence Agency	-	-	-	X	
Chemical Safety and Hazard Investigation Board	-	-	-	-	Tracked telework through a time and attendance system Organization chart with duty stations assisted in the determination.

Agency	Tracked telework through a time and attendance system	Used a customized telework electronic tracking system	Manual review of telework agreements	Surveyed employees managers or other personnel	Other. Please describe:
Commission for Fine Arts	-	-	X	-	
Commodity Futures Trading Commission	-	X	X	-	
Consumer Financial Protection Bureau	X	-	-	-	
Consumer Product Safety Commission	X	-	-	-	
Court Services and Offender Supervision Agency	X	-	-	-	
Defense Nuclear Facilities Safety Board	-	-	X	-	
Denali Commission	-	-	X	-	
Department of Agriculture	-	-	-	X	
Department of Commerce	X	-	-	-	
Department of Defense	X	X	X	X	
Department of Education	X	-	X	-	
Department of Energy	-	-	X	X	
Department of Health and Human Services	-	-	-	X	

Agency	Tracked telework through a time and attendance system	Used a customized telework electronic tracking system	Manual review of telework agreements	Surveyed employees managers or other personnel	Other. Please describe:
Department of Homeland Security	X	-	-	-	
Department of Housing and Urban Development	X	X	X	X	
Department of Justice	X	-	-	X	
Department of Labor	X	X	-	-	
Department of State	-	X	-	-	
Department of the Interior	X	-	-	-	
Department of the Treasury	X	-	-	-	
Department of Transportation	X	X	-	-	
Department of Veterans Affairs	-	-	-	-	HR Smart Data
Environmental Protection Agency	X	-	-	-	
Equal Employment Opportunity Commission	X	-	-	-	
Executive Office of the President (Science and Technology)	-	-	-	-	OSTP is a small agency with only 25 employees and all 25 employees are

Agency	Tracked telework through a time and attendance system	Used a customized telework electronic tracking system	Manual review of telework agreements	Surveyed employees managers or other personnel	Other. Please describe:
					allowed to telework. We don't track how often staff telework.
Export-Import Bank of the United States	X	-	X	-	
Farm Credit Administration	-	X	-	-	
Federal Deposit Insurance Corporation	X	-	-	-	
Federal Election Commission	X	-	-	-	
Federal Energy Regulatory Commission	X	-	-	-	
Federal Housing Finance Agency	X	X	-	-	
Federal Labor Relations Authority	X	-	-	-	The data was run through OBIEE system. The report ran was "Employee Count by Telework Group". The data from OBIEE is feed from the Federal Personal Processing System (FPPS).
Federal Maritime Commission	X	-	X	-	
Federal Mediation and Conciliation Service	X	-	X	-	

Agency	Tracked telework through a time and attendance system	Used a customized telework electronic tracking system	Manual review of telework agreements	Surveyed employees managers or other personnel	Other. Please describe:
Federal Mine Safety and Health Review Commission	X	-		-	
Federal Retirement Thrift Investment Board	X	-	-	-	
Federal Trade Commission	X	X	-	-	
General Services Administration	X	X	-	-	
Institute of Museum and Library Services	-	-	X	-	
Inter-American Foundation	X	-	X	-	
Japan-United States Friendship Commission	-	-	-	-	Two designated telework days per week plus situational telework upon approval from the Executive Director.
Marine Mammal Commission	-	-	-	X	
Merit Systems Protection Board	X	-	-	-	
Millennium Challenge Corporation	-	X	-	-	

Agency	Tracked telework through a time and attendance system	Used a customized telework electronic tracking system	Manual review of telework agreements	Surveyed employees managers or other personnel	Other. Please describe:
National Aeronautics and Space Administration	X	-	-	-	
National Archives and Records Administration	-	X	-	-	
National Council on Disability	X	-	-	-	
National Credit Union Administration	X	-	-	-	
National Endowment for the Arts	X	-	X	-	
National Endowment for the Humanities	X	X	X	-	
National Science Foundation	X	-	-	-	
National Transportation Safety Board	X	-	X	-	
Nuclear Regulatory Commission	-	-	-	-	Telework agreements tracked through the agency's SharePoint site
Nuclear Waste Technical Review Board	-	X	-	-	

Agency	Tracked telework through a time and attendance system	Used a customized telework electronic tracking system	Manual review of telework agreements	Surveyed employees managers or other personnel	Other. Please describe:
Occupational Safety and Health Review Commission	X	-	-	-	
Office of Government Ethics	X	-	-	-	
Office of Management and Budget (EOP)	X	-	-	-	
Office of National Drug Control Policy	-	-	-	-	Excel tracker.
Office of Navajo and Hopi Indian Relocation	X	-	-	-	
Office of Personnel Management	X	-	-	-	
Office of the Director of National Intelligence	X	X	-	-	
Office of the United States Trade Representative (EOP)	X	-	X	-	
Patent and Trademark Office	-	X	-	-	
Peace Corps	X	X	-	-	
Pension Benefit Guaranty Corporation	X	-	-	-	

Agency	Tracked telework through a time and attendance system	Used a customized telework electronic tracking system	Manual review of telework agreements	Surveyed employees managers or other personnel	Other. Please describe:
Postal Regulatory Commission	-	X	-	-	
Privacy and Civil Liberties Oversight Board	-	-	-	-	Based on office occupation policy due to continuing COVID pandemic.
Railroad Retirement Board	X	-	-	-	
Securities and Exchange Commission	-	X	-	-	
Small Business Administration	X	-	-	-	
Social Security Administration	-	-	-	X	A customized virtual private network (VPN) report that monitors and tracks VPN access.
Surface Transportation Board (2)	X	-	-	-	
Tennessee Valley Authority	-	-	X	-	
U.S. AbilityOne Commission	X	-	-	-	
U.S. Agency for Global Media	X	-	-	-	
U.S. Commission on Civil Rights	-	-	X	-	

Agency	Tracked telework through a time and attendance system	Used a customized telework electronic tracking system	Manual review of telework agreements	Surveyed employees managers or other personnel	Other. Please describe:
U.S. International Development Finance Corporation	X	-	-	-	
U.S. International Trade Commission	X	X	X	-	
Udall Foundation	-	-	-	-	Our telework policy allows for up to 2 days per week of telework. This applies to about 12 of our staff the other 15 staff are permanent remote employees with duty stations outside the agency's offices. Many of them can telework as well.

Appendix 17. Cost Savings

Note: Only agency responses that included responses relevant to cost savings are reproduced. Cells with "-" indicate that the response was not selected.

Agency	Rent/office Space	Utilities	Human capital (e.g. recruitment retention)	Training	Reduced employee absences	Transit/commuting costs
Access Board	-	X	X	X	X	-
Agency for International Development	-	-	X	-	X	X
AmeriCorps (formerly CNCS)	-	-	-	-	-	-
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	X	-	-	-	-	X
Central Intelligence Agency	-	-	-	-	-	-
Chemical Safety and Hazard Investigation Board	-	X	X	X	X	X
Commission for Fine Arts	-	-	-	-	-	X
Commodity Futures Trading Commission	-	-	-	-	-	-
Consumer Financial Protection Bureau	-	-	-	-	-	X
Consumer Product Safety Commission	-	-	-	-	-	X
Court Services and Offender Supervision Agency	-	-	-	-	-	X
Defense Nuclear Facilities Safety Board	-	-	-	-	-	-
Denali Commission	-	-	-	-	-	-
Department of Agriculture	-	-	-	-	-	-
Department of Commerce	-	-	-	-	-	-

Agency	Rent/office Space	Utilities	Human capital (e.g. recruitment retention)	Training	Reduced employee absences	Transit/commuting costs
Department of Defense	X	X	X	X	X	X
Department of Education	-	-	-	X	-	X
Department of Energy	-	-	X	X	X	X
Department of Health and Human Services	-	-	-	-	-	-
Department of Homeland Security	-	-	-	-	-	-
Department of Housing and Urban Development	X	-	-	-	-	X
Department of Justice	-	-	-	-	-	-
Department of Labor	-	-	-	-	-	-
Department of State	-	X	-	-	-	X
Department of the Interior	-	-	-	-	-	-
Department of the Treasury	X	-	-	-	-	X
Department of Transportation	-	-	-	-	-	X
Department of Veterans Affairs	X	-	-	-	-	X
Environmental Protection Agency	-	-	-	-	-	-
Equal Employment Opportunity Commission	-	-	-	-	-	-
Executive Office of the President(Science and Technology)	-	-	-	-	-	-
Export-Import Bank of the United States	-	-	-	-	X	X
Farm Credit Administration	-	X	X	X	X	X
Federal Deposit Insurance Corporation	X	-	-	-	-	-
Federal Election Commission	-	-	-	-	-	X

Agency	Rent/office Space	Utilities	Human capital (e.g. recruitment retention)	Training	Reduced employee absences	Transit/commuting costs
Federal Energy Regulatory Commission	-	-	-	-	-	X
Federal Housing Finance Agency	-	-	-	-	-	-
Federal Labor Relations Authority	-	-	-	-	-	X
Federal Maritime Commission	-	-	-	-	-	-
Federal Mediation and Conciliation Service	X	X	X	-	X	X
Federal Mine Safety and Health Review Commission	-	-	-	X	-	-
Federal Retirement Thrift Investment Board	-	-	-	-	-	-
Federal Trade Commission	-	-	-	-	-	-
General Services Administration	X	-	X	-	X	X
Institute of Museum and Library Services	-	-	-	-	-	X
Inter-American Foundation	-	-	-	-	-	-
Japan-United States Friendship Commission	-	-	-	-	-	-
Marine Mammal Commission	-	-	-	-	-	-
Merit Systems Protection Board	-	-	-	-	-	-
Millennium Challenge Corporation	-	-	-	-	-	-
National Aeronautics and Space Administration	X	X	X	X	X	X
National Archives and Records Administration	-	-	-	-	-	-
National Council on Disability	X	-	-	X	X	X
National Credit Union Administration	-	X	-	X	-	X

Agency	Rent/office Space	Utilities	Human capital (e.g. recruitment retention)	Training	Reduced employee absences	Transit/commuting costs
National Endowment for the Arts	-	-	-	-	-	-
National Endowment for the Humanities	-	X	-	-	X	X
National Science Foundation	-	-	-	-	-	-
National Transportation Safety Board	-	-	-	-	-	-
Nuclear Regulatory Commission	-	-	-	-	-	-
Nuclear Waste Technical Review Board	-	-	-	-	-	-
Occupational Safety and Health Review Commission	-	-	-	-	-	X
Office of Government Ethics	-	-	-	-	-	X
Office of Management and Budget (EOP)	-	-	-	-	-	-
Office of National Drug Control Policy	-	-	-	-	-	-
Office of Navajo and Hopi Indian Relocation	-	-	-	-	-	-
Office of Personnel Management	X	X	-	-	-	-
Office of the Director of National Intelligence	-	-	-	-	-	-
Office of the United States Trade Representative (EOP)	-	-	-	-	-	X
Patent and Trademark Office	X	-	-	-	-	X
Peace Corps	-	X	-	-	X	X
Pension Benefit Guaranty Corporation	-	-	-	-	-	X
Postal Regulatory Commission	-	X	-	-	-	X

Agency	Rent/office Space	Utilities	Human capital (e.g. recruitment retention)	Training	Reduced employee absences	Transit/commuting costs
Privacy and Civil Liberties Oversight Board	-	-	-	-	-	-
Railroad Retirement Board	-	-	-	-	-	-
Securities and Exchange Commission	-	-	-	-	-	X
Small Business Administration	-	-	X	X	-	X
Social Security Administration	X	-	-	-	-	X
Surface Transportation Board (2)	-	-	-	-	-	X
Tennessee Valley Authority	-	-	-	-	-	-
U.S. AbilityOne Commission	-	-	-	-	-	-
U.S. Agency for Global Media	X	X	-	X	X	X
U.S. Commission on Civil Rights	-	-	-	-	-	-
U.S. International Development Finance Corporation	-	-	-	-	-	-
U.S. International Trade Commission	-	-	-	-	-	-
Udall Foundation	-	-	-	-	-	-

Appendix 18. Cost Savings Descriptions

Agency	Please describe the cost savings in dollar amounts and where exactly you saved money for each of the responses you selected (e.g. $50000 saved on office space).	Please describe your method for determining and assessing these cost savings (e.g. internal tracking of training costs HR data existing agency report of real estate costs).
Access Board	It is estimated that $15000.00 was saved.	The method was an estimation assessing this cost due to the fact the office space is used infrequently.
Agency for International Development	The cost savings is unable to be described in dollar amounts. USAID's technological capabilities to conduct meetings training sessions and new employee orientation virtually has greatly reduced the travel time to/from the offices/facilities. The amount of time employees are unexpectedly absent from performing work duties has been minimized with the use of telework.	Feedback from staff.
Appraisal Subcommittee of the Federal Financial Institutions Examination Council	We have saved approximately $215000 on office leasing costs. We pay between $1000-2000/month for temporary office space and storage space.	I worked with the Financial Manager in reviewing monthly costs for temporary office space and storage rental. The cost varies per month based on usage but usually averages around $1000/month.
Chemical Safety and Hazard Investigation Board	The agency was able to significantly reduce cost due to teleworking with not having to provide transit subsidies and reduced the cost of parking spaces as a result of telework/remote hiring.	The Office of Financial Operations is responsible for tracking cost related to transit benefits parking subsidies and space using a spreadsheet format.
Commission for Fine Arts	Approximately $2000 saved on Transit benefits.	Internal tracking of transit benefits.
Consumer Financial Protection Bureau	Typically before COVID-19 the Bureau spent an average of $36611 a month on transit subsidy expenses for employees. As a result of the pandemic employees were able to utilize maximum telework the monthly transit subsidy decreased to an average of $721 dollars a month.	Internal tracking of transit subsidy expenses.
Consumer Product Safety Commission	Our transit subsidy program was greatly reduced.	Budget Tracking.
Court Services and Offender Supervision Agency	It has been estimated that Agency employees saved a cumulative $873 thousand dollars in commuting costs alone.	Utilizing FY2022 time and attendance data in addition to the "2019 State of the Commute Survey" [most recent] published by the National Capital Region Transportation Planning Board we estimated that the Agency saved 1.4 million commuter miles. According to the Bureau of Transportation Statistics U.S. Department of Transportation the 2019 "Per-Mile Costs of Owning and Operating an Automobile" is 62 cents per mile. We multiplied the estimated number of miles saved (1408390) by 62 cents which equates to $873201.80 in cost savings. Note: this number does not include employee savings with regards to parking.
Department of Commerce	We do not have a specific method at this time for assessing the actual cost savings.	We have not yet developed a model for tracking cost savings.

Agency	Please describe the cost savings in dollar amounts and where exactly you saved money for each of the responses you selected (e.g. $50000 saved on office space).	Please describe your method for determining and assessing these cost savings (e.g. internal tracking of training costs HR data existing agency report of real estate costs).
Department of Defense	DFAS-IN continues working on space management projects to release a total of 320000 square feet of leased space back to the GSA which will result in a cost savings for the agency of $5.6M annually in rent security services and other office equipment and supplies. WHS returned 7815 rentable spaces in the Mark Center to FMD. Uniformed Services University of the Health Sciences (USUHS) saved $75988 in mass transit metro costs in comparison to pre-COVID cost.	DFAS-Cleveland utilizes an internal tracking system of telework agreements (workflow) and hoteling reservations (via an internal website). In addition cubicle cost information was gathered from the appropriate support stakeholder's site. USUHS determined cost savings by reviewing mass transit cost report. WHS/FSD has a Pentagon Occupancy and Space Allocation Study II that will be ongoing.
Department of Education	The Department incurred savings of $4319880.80 in transit costs for FY 2022. This is a savings of $616542.28 previously paid in FY 2021.	The Department of Education (ED) increased its monthly transit allotment from $270.00 to $280.00 in January 2022 (FY2022). ED has seen a cost savings during FY22 as the agency revised its Telework and Remote work program (November 2021) which allows for an employee to work from an alternative worksite. Employees who are considered full time remote are not assigned a government workspace and therefore no longer eligible to receive the transit subsidy. For those employees who work onsite the option to use the transit subsidy for their commuting need is readily available. The transit/commuting cost savings assessment is tracked based on the participant's non-usage of the benefit thereby returning unused funding to the Agency.
Department of Energy	We anticipate savings of $9.9 million per year beginning June 2023 as a result of our ongoing implementation of our Space Policy Management program which should continue to decrease real estate costs for many organizations in the future.	The cost savings came from a report in our space management program.

Agency	Please describe the cost savings in dollar amounts and where exactly you saved money for each of the responses you selected (e.g. $50000 saved on office space).	Please describe your method for determining and assessing these cost savings (e.g. internal tracking of training costs HR data existing agency report of real estate costs).
Department of Housing and Urban Development	Rent/office space: On June 30 2021 HUD ended the lease for a satellite office in L'Enfant Plaza in Washington DC which eliminated $1.18M in rent per year. Although ending the lease was not related to the telework policy being on full-time telework at that time enabled the closure without major disruption. Transit/commuting costs: In comparing the FY19 (pre-pandemic) actual transit/commuting costs with projected FY23 costs HUD expects a total savings of $2.45M in FY23 Transit Commuting Costs. In FY19 the actual transit/commuting cost for employees in Field Offices was almost $2.6M. The projected commuting cost for FY2023 for Field Offices is ~$1.2M resulting in a projected savings $1.4M for FY23 transit/commuting costs. In FY19 Headquarters' actual transit/commuting cost was over $2.8M and the projected cost for FY23 is ~$1.8M. The projected savings for FY23 transit/commuting costs is over $1M. Other cost savings area(s): Training-related travel: In comparing FY19 training-related travel costs HUD realized a cost savings of $3393723.89 in FY22.	Rent/office space: The lease is no longer an expense. Transit/commuting costs: Field Office Internal tracking sources used: Financial tracking/reporting system contract expenditures for bus passes/transit programs and Transerv reports. Headquarters' costs were tracked via the transit system monthly reports contract and budget reporting. In FY19 HUD funded 3116 trips for training purposes at a total cost of almost $4M. In FY20 and FY21 due to the COVID-19 pandemic there was a substantial decrease in the number of trips and associated costs (754 and 172 respectively). Although post-pandemic travel for training purposes increased to 511 trips in FY22 it was 2605 fewer trips than in FY19 which resulted in a cost savings of almost $3.4M due to the increase in virtual training options. Source: HUD OCFO's Trip Status Report on funded trips for training attendance training external and training internal between Oct.1 2018 and Sep 30 2022.
Department of State	The Department does not have a tracking mechanism to assess cost savings for the categories noted. However as a result of expanded telework available to employees the Department saved on utilities due to the reduced use of domestic facilities. With the continued expansion of core hours which allowed employees more flexibility to balance their personal and professional responsibilities the Department reduced absenteeism.	The Department does not currently have a method or tracking mechanism to determine exact cost savings.

Department of the Treasury	The Department of the Treasury highlights cost savings from TIGTA BEP BFS and OCC:	
	TIGTA Real Estate: In FY 2022 the square footage reduction associated with the NHQ relocation in Washington DC was made possible largely due to the ability of various employees to regularly telework. The relocation resulted in a decrease of 19585 RSF for an annual rental savings of $968692.50 attributable to the square footage reduction. The actual rent amount saved in FY 2022 was $484346.25.	
	Public Transit Subsidy Program: TIGTA has saved $48133.15 in transit/commuting cost benefits through the Public Transit Subsidy Program.	
	Training Travel: TIGTA saved $68798 in the training travel area due to employees taking virtual trainings as opposed to paying to travel to training.	
	IRS continues to consolidate space and provides hoteling in most IRS offices. While IRS does not have a systematic way to track specific telework related cost savings across all space initiatives the Home as POD (HaP) program has historically provided specific savings data. From a historical perspective The IRS had one building closure in FY20 specific to the HaP program which continues to afford cost savings in outyears for HaP employees. Thus in direct correlation to telework the HaP-related real estate savings have exceeded $862000 from FY 2021 and cost savings increase as HaP employees remain in the HaP program.	
	BEP analyzed data based on employees who participate in the agency's PTI and Telework program. Funds are only granted for the days worked onsite to active PTI participants. A cost savings in PTI benefits of $50494.00 as a result of telework participants not being granted PTI funds	
	1st Quarter estimated cost savings of $13042 (Oct. – Dec. 2021); 776 Participants	
	2nd Quarter estimated cost savings of $8110 (Jan – Mar 2022); 782 Participants	
	3rd Quarter estimated cost savings of $11119 (Apr – Jun 2022); 848 Participants	
	4th Quarter estimated cost savings of $18223 (Jul – Sept 2022); 849 Participants	
	BEP Annual PTI Savings-total-- $50494.00	
	Fiscal Service saw a decrease in the amount of funds used related to our transit program because of the decrease in the amount of regular commuters to our offices in DC and MD due to the continued use of telework. Approximately $6000 was saved during FY 2022.	
	In FY 2022 OCC saved $900000 from the budgeted amount allotted for transit subsidy expenses. This savings was directly related to the COVID-19 pandemic and telework flexibilities that resulted in the majority of the OCC population electing to telework instead of reporting to their assigned office. OCC also saved approximately $7790 in real estate costs as a result of closing one office.	

Agency	Please describe the cost savings in dollar amounts and where exactly you saved money for each of the responses you selected (e.g. $50000 saved on office space).	Please describe your method for determining and assessing these cost savings (e.g. internal tracking of training costs HR data existing agency report of real estate costs).
Department of Transportation	The DOT's workforce building re-entry was conducted in phases starting in March of 2022. Thus the transit benefit cost savings analysis for FY 2022 acknowledges a shift that occurred mid-year and resulted in a slight reduction in telework compared to the height of the COVID pandemic (FY 2020 to FY 2021) and increases in commuting and more transit benefit spending. However cumulatively from FY 2019 through FY 2022 the Department of Transportation (DOT) overall saved $3397348 in administration of transit benefits disbursements for employee commuting.	
Department of Veterans Affairs	In Fiscal Year 2022 VA Central office achieved a cost savings in rental/office space of $9.9 million dollars by reducing office space leases in Washington D.C. by approximately 180000 square feet. VA also achieved a cost savings of $537544 in the National Capitol Region (NCR) Transit Benefit Program (TBP) between Fiscal Year 2021 and 2022. This represents the difference in each fiscal year in actual benefits claimed by active participants in the VA Program. Current enrollment for the NCR TBP stands at 1650 employees which is down 65% from March of 2020. For those still enrolled many employees have reduced their monthly expense to reflect the number of days they are physically reporting to the office (roughly twice weekly).	
Federal Deposit Insurance Corporation	The FDIC identified cost savings for rental/office space; however we are unable to provide the amount saved. The FDIC has several leased spaces in buildings throughout the United States. The space and telework articles of the Collective Bargaining Agreement (CBA) with the employee union reduced space in all FDIC-owned and leased buildings by not allocating space to employees who telework more than 50% in the Field Offices. The FDIC continued to increase shared and collaborative workspace to be used as needed. The articles significantly reduced space needed in all buildings with the hope to further reduce the FDIC footprint in headquarters the regions and field offices.	
Federal Election Commission	The agency saved approximately $240000 in transit subsidy costs that were not paid due to telework options available as a part of the Agency's Expanded Workplace Flexibility Pilot Program as compared to pre-pandemic telework policies.	
Federal Energy Regulatory Commission	In Fiscal Year 2019 our transit subsidy program actual expenses were $1.78 million. In Fiscal Year 2020 our transit subsidy program actual expenses were $1.1 million a savings of $680000 from increased telework due to the pandemic. In Fiscal Year 2021 our transit subsidy program actual expenses were $190000 a savings of $1.59 million from pre-pandemic levels and a savings of $914000 compared to the previous fiscal year 2020. In Fiscal Year 2022 our transit subsidy program actual expenses were $84500 a savings of $1.69 million from pre-pandemic levels and a savings of $105500 compared to the previous fiscal year 2021.	
Federal Housing Finance Agency	We do not have a system that tracks costs savings.	

Agency	Please describe the cost savings in dollar amounts and where exactly you saved money for each of the responses you selected (e.g. $50000 saved on office space).	Please describe your method for determining and assessing these cost savings (e.g. internal tracking of training costs HR data existing agency report of real estate costs).
Federal Labor Relations Authority	The Agency continues to afford maximum telework flexibilities; however in office presence has increased since 2021. About 50% of employees are coming in once a week. Commuter miles remain significantly reduced. Travel Benefit Cost: FY 19 - $ 97507.33 FY 20 - $ 46185.02 FY21 $ 12203.20 FY 22 - $13476.27 FLRA Travel Cost FY 19 - #of Trips 133 - Annual Cost $94.2K FY 20 - #of Trips 68 - Annual Cost $30.4K FY 21 - #of Trips 41 - Annual Cost $20.4K FY 22 - #of Trips 27 - Annual Cost $20.2K	
Federal Mediation and Conciliation Service	The cost savings in 2022 are into the millions as we have "given" back-office space in our headquarters building as well as other office space around the country. A big savings was the Seattle Office where the rent was very high.	
Federal Mine Safety and Health Review Commission	Exact travel cost saving dollar amount is not available.	
Federal Trade Commission	The FTC is working closely with GSA on footprint requirements and has implemented a workplace flexibilities policy that allows opportunities for greater use of telework and remote work which may decrease office space and transit costs in the long term.	

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Agency	Please describe the cost savings in dollar amounts and where exactly you saved money for each of the responses you selected (e.g. $50000 saved on office space).	Please describe your method for determining and assessing these cost savings (e.g. internal tracking of training costs HR data existing agency report of real estate costs).
General Services Administration	Rent/Office Space - Pairing telework with hoteling desk sharing and right sizing workspaces has resulted in a significant reduction of GSA-occupied office space. Since FY2012 GSA has reduced its occupied office and warehouse space by more than 3 million USF or 47%. These space reductions have resulted in reduced rent and operating costs. GSA is continuing to assess its workplace needs through its ongoing analysis of space utilization collection of data through employee pulse surveys and leveraging PBS's Workplace 2030 consultant-led engagement processes. GSA expects to incrementally release underutilized space in its ROBs to coincide with external customer backfill opportunities or lease expirations. Reduced employee absences - GSA continues to focus on enabling and requiring employees to telework in situations where agency worksites are closed which previously would have resulted in the use of Weather and Safety leave across-the-board. Hours of Weather and Safety leave used have decreased over time as telework participation has increased. A great accomplishment for GSA is the low usage of Weather and Safety leave due to the pandemic severe weather and other emergency conditions. Transit/commuting cost: GSA continues to reduce transit/commuting costs by utilizing online transit subsidy benefit application provided by DOT educating employees of their responsibilities to ensure that estimated commuting costs do not include days on which they telework and remote workers are not eligible.	
Institute of Museum and Library Services	With the majority of the Staff either remote or teleworking 3 or more days per week the Agency metro subsidy cost savings is between $60 to $100 a month per employee.	
Inter-American Foundation		
National Aeronautics and Space Administration		
National Council on Disability	The cost-savings and revenue opportunities would span a wide range of the government agency and mission critical areas. As the agency looks at consolidation NCD would reduce its office space sharply by adopting a hybrid schedule and shared workstations for a savings in the thousands. In addition A tax-free monthly benefit equals to commuting costs up to a maximum of $310 in the form of passes or vouchers purchased by the agency no longer being utilized by remote workers.	
National Credit Union Administration	NCUA has achieved lower than planned spending on travel transit subsidy parking and utility costs due to the continued enhanced emergency telework posture.	
National Endowment for the Humanities	Unable to provide the exact dollar amount.	

Agency	Please describe the cost savings in dollar amounts and where exactly you saved money for each of the responses you selected (e.g. $50000 saved on office space).	Please describe your method for determining and assessing these cost savings (e.g. internal tracking of training costs HR data existing agency report of real estate costs).
Occupational Safety and Health Review Commission	Transit/Commuting costs are less because our telework directive allows employees to telework more frequently therefore reducing the cost to/from the official duty station.	
Office of Government Ethics	Due to expanded telework and remote work pilot program OGE has a cost savings of $55000 in transit commuting costs. OGE anticipates significant cost savings to continue if the remote work program is made permanent.	
Office of Personnel Management	Rent/Office Space - Recognizing the efficiencies of maximum telework capabilities during the COVID-19 pandemic several OPM programs assessed the benefits of converting to remote work for staff. Effective May 25 2022 OPM received approval from the OPM Director to close OPM field offices in Atlanta GA; Chicago IL; and Dallas TX. These office closures will reduce 20366 square feet from the lease space inventory at an average rent cost of $546729 per year for an annual savings of more than $1.5 million from the salaries and expenses funding stream.

Utilities - Utility costs may not be measurable at all OPM locations due to the manner in which the GSA Occupancy Agreements are constructed. Additionally utility consumption/costs are associated with numerous variables such as weather cost per unit and occupancy level.
For the purpose of this response FY2020 is used as the baseline year since the full impact of COVID occurred in the 2nd quarter.

At the TRFB (OPMs largest of three facilities where there is full control over managing utilities) in FY2021 there was a 12% reduction in utility cost. This was due mostly to lower occupancy in the facility. Utility cost increased by 1% in FY2022 from FY2021 (11% from FY2020) level due to more personnel returning to the TRFB and the introduction of larger quantity of outdoor air (a requirement from the CDC - https://www.cdc.gov/coronavirus/2019-ncov/community/ventilation.html) to improve ventilation in each space. | |
| Office of the United States Trade Representative (EOP) | USTR is unable to give a dollar amount. USTR experienced a reduction in commuter mileage due to the increase in employees working away from the agency worksite.
The number of commuter miles saved will be available for the 2023 Telework Data Call. | |
| Patent and Trademark Office | (Rent/Office Space) The full-time telework initiatives have enabled the USPTO to increase the number of total employees without securing additional office space or additional parking facilities. In fiscal year 2022 the agency avoided securing $65.6 million (annual) in additional office space (less hoteling expenses) as a direct result of all the USPTO's full-time telework programs.

(Transit/Commuting Costs) Each year USPTO's teleworkers have a dramatic impact on the environment in the Washington D.C. metropolitan area collectively saving $11548135 in gas per year and avoid driving 97546597 miles a year. | |

Agency	Please describe the cost savings in dollar amounts and where exactly you saved money for each of the responses you selected (e.g. $50000 saved on office space).	Please describe your method for determining and assessing these cost savings (e.g. internal tracking of training costs HR data existing agency report of real estate costs).
Peace Corps	Comparing 2022 to 2021: There was an increase in commuting expenses (monthly average of $6800 in 2022 vs. $5900 in 2021); Comparing 2022 to 2019: There was a significant decrease in commuting expenses (monthly average of $6800 in 2022 vs. $48100 in 2019); There were reductions in absenteeism due to the fact that employees increased the used of approved ad hoc telework and modified work schedules instances where the employee would use leave. Where leave is used employees were inclined to request/use more leave than needed.	
Pension Benefit Guaranty Corporation	The agency has increased its cost savings with the transit subsidy program as a majority of the employees have reduced their commute into the office. In 2022 the agency saved $980000 in transit subsidy funds.	
Postal Regulatory Commission	Please find outlined below a description of the cost savings for the Commission along with the specific area's money was saved. FY 2022 COVID SAVINGS Services: $82038 Travel: $6831 Total: $88842	
Privacy and Civil Liberties Oversight Board	We plan to adjust expenditures in future years; see previous answers. Cost savings in previous years were primarily associated with pandemic-associated restrictions such as limited travel.	
Securities and Exchange Commission	Historically the agency has seen transit/commute cost savings from telework. The Agency continues to save money on transit benefits although to a lesser degree now that employees are transitioning from our mandatory telework posture to voluntary telework. FY2022 saw the return of employees coming into the office on a voluntary basis. This increased our transit/commuting costs from a low of in of approximately $300000 ($274000 in administrative fees) in FY2021 to $404131.96 in FY 2022. This is still significantly lower than the $4243241.00 spent in FY2019--the last year employees were fully utilizing the transit benefit program.	

Agency	Please describe the cost savings in dollar amounts and where exactly you saved money for each of the responses you selected (e.g. $50000 saved on office space).	Please describe your method for determining and assessing these cost savings (e.g. internal tracking of training costs HR data existing agency report of real estate costs).
Small Business Administration	Human Capital: Recruiting for fully virtual positions continued to allow SBA to meet the surge work as a result of the pandemic. Specifically it allowed the agency to continue to administer the Paycheck Protection and EIDL Loan Programs much more efficiently. We were able to achieve a reduced time to hire metric for FY22 from the goal of 100 days to actual 52 days. Additionally SBA included telework as a benefit in all job announcements to help source the recruitment of top talent. Training: In 2020 the low estimate of travel costs for training was $110000. In FY22 the agency did not spend any money on training travel saving the agency at least $110000. The cost savings allowed for expanding training programs and the move to virtual delivery expanded availability to populations otherwise not able to access the courses. Transit/Commuting Costs: From FY2021 to FY2022 there was a -4.13% change in costs for transit benefits saving the agency $11099.	
Social Security Administration	Telework has played an important role in achieving real property cost savings. We reduced our real property portfolio by over 48000 USF in FY 2022. This resulted in an annual rent cost avoidance of over $1.7 million. We similarly leveraged telework in FY 2023 to reduce our portfolio by 88000 USF at an annual rent cost avoidance of over $5 million. We have additional projects under development that will result in further space reductions over the course of the next two fiscal years and we are seeking additional future opportunities. For example we are returning the Security West building to the lessor in FY 2023 and terminating the lease in FY 2024 which will reduce our leased space inventory by over 700000 USF and provide rent savings of $16.7 million in fiscal year 2024. In our Transit Subsidy Program we have realized over $16 million in cost savings since our telework participation increased during the pandemic in FY2020. In Fiscal Year (FY) 2019 prior to the pandemic when most of our agency employees did not telework we spent approximately $7 million per year on transit subsidies with 7475 individuals enrolled in the Program and an average of 6705 utilizing their monthly benefits. Transit subsidy usage dropped dramatically during the course of the pandemic when we utilized emergency telework saving $3.7 million in FY 2020 and $6.5 million in FY 2021. In Fiscal Year 2022 with re-entry to offices and a return to normal telework rules we saw transit subsidy participation increase slightly but still realized a savings of $6 million compared to before the pandemic. In September 2022 we had 5586 individuals enrolled in the Transit Subsidy Program with 1335 people utilizing their monthly benefits. With telework participation now at 90% and our normal telework frequency stabilized we project annual transit subsidy costs at approximately $2 million dollars per year well below pre-pandemic levels of $7 million for a savings of approximately $5 million per year in FY2023 and beyond.	
Surface Transportation Board (2)	The agency has been able to save approximately $100800 in transit subsidy costs due to the telework policy.	

Agency	Please describe the cost savings in dollar amounts and where exactly you saved money for each of the responses you selected (e.g. $50000 saved on office space).	Please describe your method for determining and assessing these cost savings (e.g. internal tracking of training costs HR data existing agency report of real estate costs).
U.S. Agency for Global Media	$85000 per month or approximately 1 million dollars per year on office space.	

U.S. Office of Personnel Management

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