

Government Incentive Programs

Publicity campaign:

This program would create publicity in the form of commercials and print advertisements that highlight star companies such as Google who employs flexible workplace practices. The publicity would promote the benefits flexible workplace practices bring to the company and employees. Organizations that adopt practices would get an opportunity for free press.

Public co-working facilities:

This public program would provide shared workspaces in government facilities or credits in private co-working facilities. For example, underused office space in civic facilities would be offered as a shared workspace where private and public organizations can use the space for employees who live nearby. Some organizations are more willing to adopt telework if they know their employees are showing up to a physical location other than the home. Employees may also prefer working in a shared space that has the appropriate technology rather than working at home. Shared and co-working spaces allows organizations and employees office and meeting space but the opportunity to reduce the commute.

Local, state and federal resources such as training:

Organizations would have access to training programs through regional centers. The centers would help them implement telework programs from start to finish. Help would be in the form of managerial and executive assistance before and during implementation. The centers would also provide material on costs savings, organizational culture and leadership surrounding flexible workplace programs, and performance-based supervision among others.

Free cost audits and employee surveys

These free audits would show an organization how much they could cut costs by employing telework. The audits would be conducted before implementation and after. Employee surveys would also be conducted to assess employee needs and levels of satisfaction to determine the importance of flexible workplace practices.

Free managerial audits and training

Often when telework is implemented it reveals managerial weaknesses. Managerial audits would help an organization understand their current practices and the weaknesses that might be present before flexible workplace practices are implemented. Alongside the audit would be training programs for organizations.

Expansion of current regulations

These programs would impose flexible workplace practices on organizations through mandates.

Financial incentives: Tax Credits, Subsidies and Grants

These programs would offer organizations a financial reward for implementing flexible workplace programs in the form of tax credits, subsidies and grants.