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Working From Home:
Why telework remains a steady option for workers

Office of Financial Management
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What this report is about

This report analyzes patterns and themes around current telework data. Using results from multiple surveys and studies, we can see that telework has remained steady and somewhat popular over the past few years. COVID-19 changed the way many Washington employers and employees started to use or more frequently access telework.

What the data say about teleworking

Each of these analyses and surveys produced similar results, which reinforced what we found, overall. While the current trends point to moderating the use of telework, that could be because businesses are still saddled with significant office infrastructure and are hesitant to let it sit unoccupied. Regardless, teleworking proved to be a helpful strategy to address the unknown severity of the COVID-19 pandemic. Telework will likely remain a useful tool for employers to keep employees engaged despite unique or demanding circumstances. This could apply to something as common as a severe winter storm, an unusually virulent Influenza season, or simply the flexibility to hire geographically remote talent.

We list our findings below and pair the findings with the survey that produced the data.

The National Bureau of Economic Research (NBER) working paper, "How Many Jobs Can Be Done at Home?" found:

- Depending on geography, between 20%-35% of workers could work from home.
- Workers in higher-skilled, white-collar jobs, and industries such as information technology and finance were more likely to work from home.

The Bureau of Labor Statistics' Current Population Survey (CPS) supplemental questionnaire, found:

- Workers in the information technology, finance, and professional services industries were more likely to work from home.
- Education, training, and library occupations had the highest share of teleworkers early in the pandemic but were among the lowest teleworkers more recently.
- A higher share of women worked from home compared to men.
- A higher share of Asians worked from home than any other racial or ethnic group.
- Workers 35-44 years of age were more likely to work from home.
- Workers with higher educational attainment were more likely to work from home.

The Bureau of Labor Statistics' American Time Use Survey data show:

- The portion of people working from home grew from 22% to 42% between 2019 and 2021.
- The proportion of employed women working remotely increased more than men.
- In 2022, 34% of employed people did some or all their work at home on days they worked.
- In 2022, those who worked at home spent an average of 5.41 hours working.

The 2020, 2021, and 2022 Bureau of Labor Statistics' "Business Response Survey" revealed:

- An increased share of private employers in all major industries offered teleworking options "all of the time or some of the time" in 2021.
- Washington DC (75.1%), Arizona (49.8%), and Maryland (46.8%) had the highest share of private establishments offering teleworking "all of the time or some of the time" in 2021.
- A decreased share of private employers in all major industries offered teleworking options "all of the time or some of the time" in 2022 compared to 2021.

The Census Bureau's American Community Survey (ACS) data show:

- A higher share of women nationwide and in Washington worked from home than men.
- A higher share of workers across many industries in Washington worked from home than nationwide. However, this did **not** apply to:
    - Armed forces
    - Agriculture
    - Forestry
    - Fishing and hunting
    - Mining
- A higher share of workers across all occupations (except military specific) in Washington worked from home than nationwide.

The Census Bureau's Household Pulse Survey (HPS) data show:

- The share of teleworkers here has consistently been greater than the national average.
- The share of teleworkers who do so for five days per week has been consistently above 50% both nationwide and in Washington.

Surveys include:

- National Bureau of Economic Research (NBER)
- U.S. Department of Labor Bureau of Labor Statistics (BLS) American Time Use Survey (ATUS), and Current Population Survey (CPS)
- 2020-2022 Business Response Surveys (BRS)
- U.S. Census Bureau American Community Survey (ACS) and Household Pulse Survey (HPS).

Introduction

With the arrival of the desktop/personal computer and internet connectivity in the mid-1980s, labor economists predicted greater freedom in where office employees could perform their jobs. Experiments with alternative work sites (even working from home) started to become common across the last two decades. However, most of these experiments were modest in size and included limited occupations — principally workers who performed lower-level data entry, transcribing, or administrative records roles. Those who participated were only the most senior, trustworthy employees that managers and supervisors felt comfortable with performing their job duties away from the office.

Employers who were hesitant to adopt alternative worksite/work from home policies likely held that belief because they traditionally embraced the term 'supervise' and what it meant. The word comes from the Medieval Latin verb 'supervidēre,' which means "to oversee." To 'oversee' the work of someone not physically present must have seemed contradictory to many supervisors/managers throughout pandemic times.

Of course, many employees can't perform their work remotely. This includes workers in the skilled trades, caregivers, warehouse workers, factory workers, food service workers, and hospitality workers. However, a driving force to separate traditional office workers from the centralized workplace came about because of information technology's growth across most every industry, and how much it impacted many occupations over the past three decades.

- The NBER published an analysis in April 2020 that sought to quantify the number of jobs that could theoretically be performed at home; this will be the hypothetical maximum that we will use to compare other work measures.
- The Bureau of Labor Statistics, Current Population Survey (CPS) supplemental questionnaire provided monthly counts of folks who worked at home because of COVID-19. Data were collected from May 2020 through September 2022. From October 2022 onwards, the telework question eliminated the COVID-19 qualifier. Also available from BLS is the American Time Use Survey. Additional information for this report came from the 2020, 2021, and 2022 Business Response Survey, which surveys U.S. private businesses.
- The U.S. Census Bureau, through the American Community Survey, collects a broad array of data. This includes how workers commute to work. One of the survey responses people can select is "Work at home." The census collected additional information through their Household Pulse Survey, a monthly survey that sought to quantify how the pandemic impacted the nation's households.

These reports and surveys touch on a common issue and there is considerable overlap in their findings. This means our analysis is repetitive at times, particularly regarding the industries and occupations of those impacted by telework.

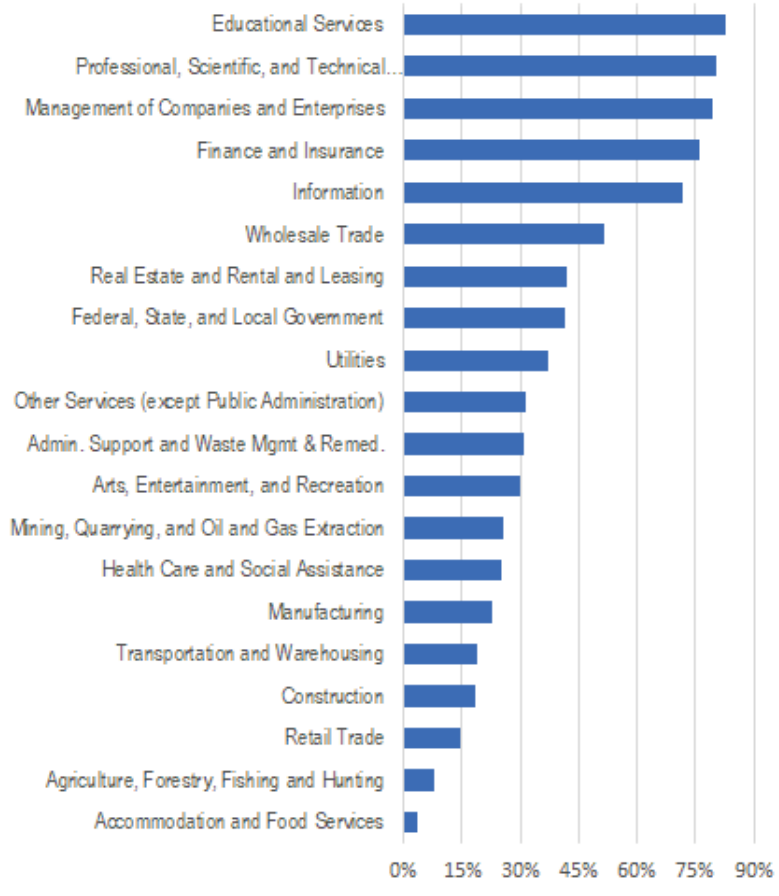
NBER findings

Before we observe any trends in the counts of those working from home, it is helpful to establish a theoretical benchmark against how we can measure those trends. While zero is the obvious minimum, less apparent is the maximum share of workers who can work from home.

The NBER working paper "How Many Jobs Can Be Done At Home, working paper 26948"is a 2020 study that examined the potential for remote work. The paper uses data from the *Bureau of Labor Statistics, Occupational Employment Statistics* to estimate the share of jobs that can be done at home, as well as the factors that determine the feasibility of remote work.

The study found that close to 40% of jobs in the United States have the potential to be done at home. These jobs are concentrated in certain sectors, such as finance and insurance, professional and technical services, and education and health services (Figure 1). The study also finds that people who have higher educational attainment and higher income are more likely to work from home, and that workers in occupations that can be done at home are more likely to be white and male. Overall, the study provides valuable insights into the potential for remote work and the factors that determine the feasibility of such work.

Figure 1: Share of Jobs That Can be Done at Home by Industry Source: NBER



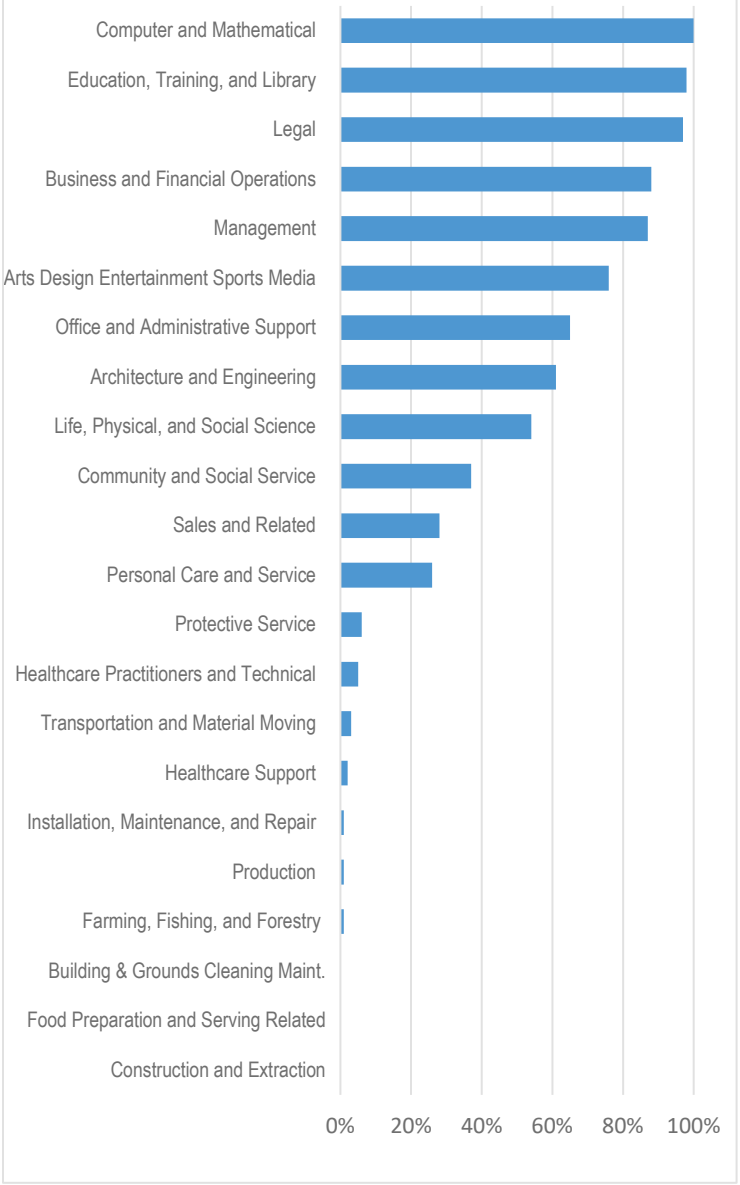
Industries with high potential for teleworking

According to the NBER, industries that have the greatest potential for employees working at home tend to involve activities around data analysis, research, and programming, as well as jobs that involve providing consulting or professional services. It's worth noting these industries tend to have a high percentage of jobs that require higher levels of education, which is positively associated with telework potential.

Industries with low potential for teleworking

According to the NBER, industries with low potential for teleworking tend to include those with a high share of jobs that require a physical presence, such as manual labor, assembly, and equipment operation. Additionally, jobs in these industries tend to have lower levels of educational attainment, which is negatively associated with the potential for teleworking.

Figure 2: Share of Jobs That Can Be Done At Home by Occupation
Source: NBER



Occupations with high potential for teleworking

According to the NBER, occupations with the highest potential for teleworking include activities such as data analysis, research, and programming (Figure 2). Additionally, these jobs tend to require higher levels of education and technical skills, which is positively associated with the potential for teleworking.

It's worth noting that many of these jobs are in the technology and finance sectors, which are among the industries with the highest potential for teleworking.

Occupations with low potential for teleworking

According to the NBER, occupations with the lowest potential for teleworking include those that require a physical presence, such as manual labor, assembly, and equipment operation. Jobs in these occupations tend to have lower levels of educational attainment, which is negatively associated with telework potential.

Differences among states in the potential for teleworking

The NBER study found that the potential for teleworking varies considerably among states. States with higher levels of educational attainment and higher median incomes tend to have a higher potential for teleworking. And states with higher shares of jobs in the following industries tend to have a higher potential for teleworking:

- Finance and insurance
- Professional and technical services
- Education and health services

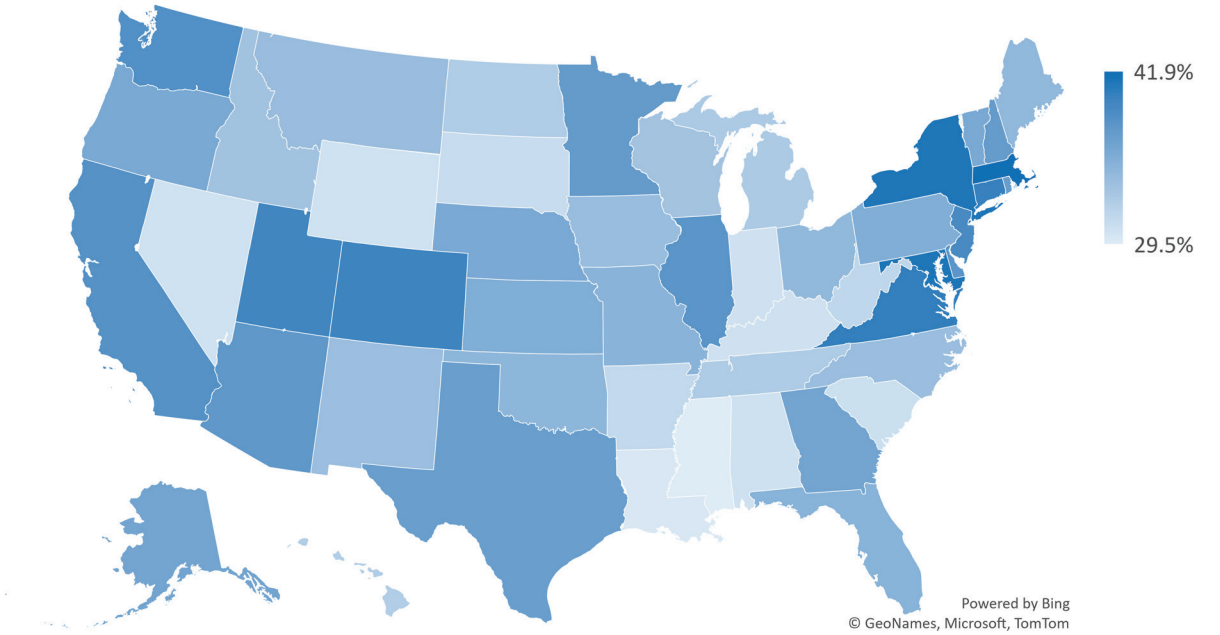
The study found that the states with the highest potential for teleworking were Massachusetts, Maryland, New York, Virginia, and Connecticut where more than 40% of jobs have the potential to be done at home (Figure 3).

On the other hand, states such as Louisiana, Mississippi, Nevada, Wyoming, and Indiana have the lowest potential for teleworking. These states have lower shares of workers in the following industries:

- Finance and insurance
- Professional and technical services
- Education and health services

They also tend to be more rural, agricultural, or have a high share of hospitality jobs.

Figure 3: Share of Jobs That Can Be Done At Home by State
Source: NBER



Differences among metropolitan areas in the potential for teleworking

We applied the same method to metropolitan areas that we used to measure the share of jobs at the national and state level. The share of jobs that could potentially be done at home ranged from a high of 54.8% in California-Lexington Park, Maryland, to a low of 14.7% in The Villages, Florida (Figure 4). The California-Lexington Park, Maryland, metropolitan statistical area is the only metropolitan area to exceed 50% in the share of jobs with the potential for teleworking. In comparison, The Villages, Florida MSA is primarily a retirement-focused area in central Florida adjacent to the Orlando-Kissimmee-Sanford MSA. As a result, the industry and occupational profiles of the two areas are markedly distinct. The former supplies the Washington D.C. area with professional, technical, and legal workers, while the latter with a high concentration of health care, hospitality, and other service workers providing for the retiree population base.

Of the 10 metropolitan areas with the highest potential for teleworking, it is noteworthy that several of them are government and higher education focused. These areas abound with workers in professional, managerial, legal, financial, economic, and analytical occupations.

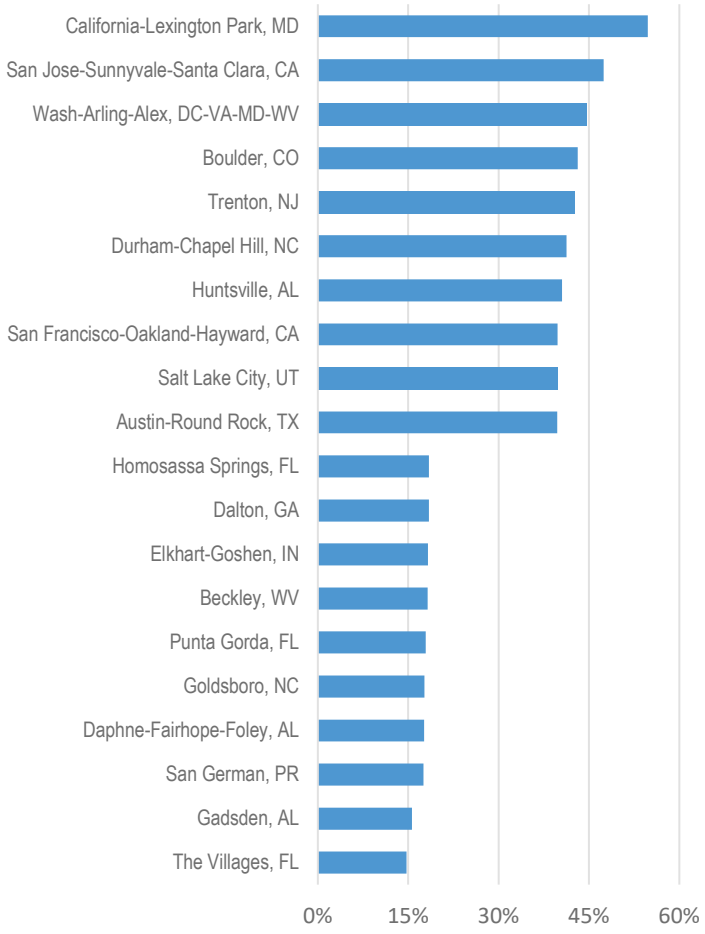
Of the 10 metropolitan areas with the lowest likelihood of teleworking, many are rural areas, resort centered, or retirement focused. Workers in these areas are primarily related to:

- Health care
- Accommodation and food service
- Agricultural
- Production

Less than 20% of workers in these 10 metropolitan areas have a likelihood of teleworking.

Figure 4: Top 10 and Bottom 10 Metropolitan Areas by Potential for Teleworking

Source: NBER



Quartile Analysis of Metropolitan Areas

Of the 395 metropolitan areas, the possibility of employees teleworking within the top quartile (the top 25%) ranged from 31.2% to 54.8%. For areas within the interquartile range, the middle 50% of metropolitan areas, the possibility of employees teleworking ranged from 23.8% to 31.2%. The median possibility of employees teleworking was 26.6%. In the bottom quartile (the lowest 25%) the possibility of teleworking ranged from 14.7% to 23.8%.

Differences between countries regarding the potential for teleworking

While the NBER study focused on the potential for teleworking in the United States, it also looked at the issue internationally. The study linked occupational data between the International Standard Classification of Occupations (used by the International Labor Organization) and the Standard Occupational Classification (used by the Bureau of Labor Statistics). However, please note that data collection and classification is not universal across countries.

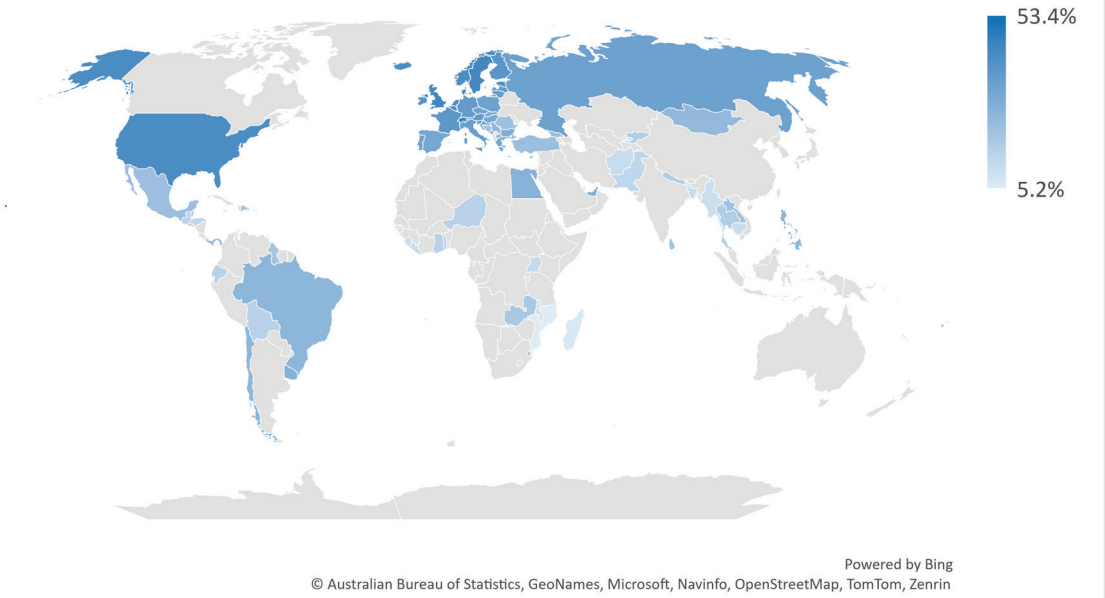
Of the 85 countries other than the United States, the potential for working at home ranged from a low of 5.2% in Mozambique, to a high of 53.4% in Luxembourg (Figure 5). Over 33% of workers in Western Europe could potentially work at home, and over 40% of workers in Northern Europe.

In general, it's expected that developed countries with higher levels of education, higher median incomes, and more jobs in industries that tend to have a higher potential for teleworking will have a higher potential for teleworking. These industries include:

- Finance and insurance
- Professional and technical services
- Education and health services.

It's also expected that countries with a higher percentage of the population with access to the internet and technology would have a higher potential for teleworking, as well as countries with more flexible labor laws and work cultures that support remote work.

Figure 5: Share of Jobs that can be done at home by Country
Source: NBER working paper 26948



Bureau of labor statistics data on teleworking

The Bureau of Labor Statistics (BLS) collects and publishes data on a wide range of labor market topics. More recently, this includes teleworking. The Bureau has three surveys that measure teleworking:

- The monthly Current Population Survey (CPS)
- The annual American Time Use Survey (ATUS)
- The annual Business Response Survey (BRS)

The Bureau of Labor Statistics sponsors the Current Population Survey, and the Census Bureau conducts it. It is a survey of households and is a primary source of monthly labor force statistics. Between May 2020 and September 2022, supplemental questions were added to measure the characteristics of those who teleworked because of COVID-19. Beginning October 2022, the supplemental questions removed the COVID-19 qualifier to measure all teleworkers.

The American Time Use Survey (ATUS) is like the CPS because it's also sponsored by the BLS and conducted by the Census Bureau. It measures the amount of time people spend doing various activities, such as paid work, childcare, volunteering, and socializing.

The Business Response Survey is a survey of establishments that allows BLS to collect new information about the U.S. economy in a more efficient way than was previously possible. The first two surveys in this new program were conducted in 2020, and 2021, and asked U.S. businesses how they changed their operations since the onset of COVID–19. In 2022, this new survey asked employers about telework, hiring, and vacancies at their establishments as the nation began to emerge from the pandemic.

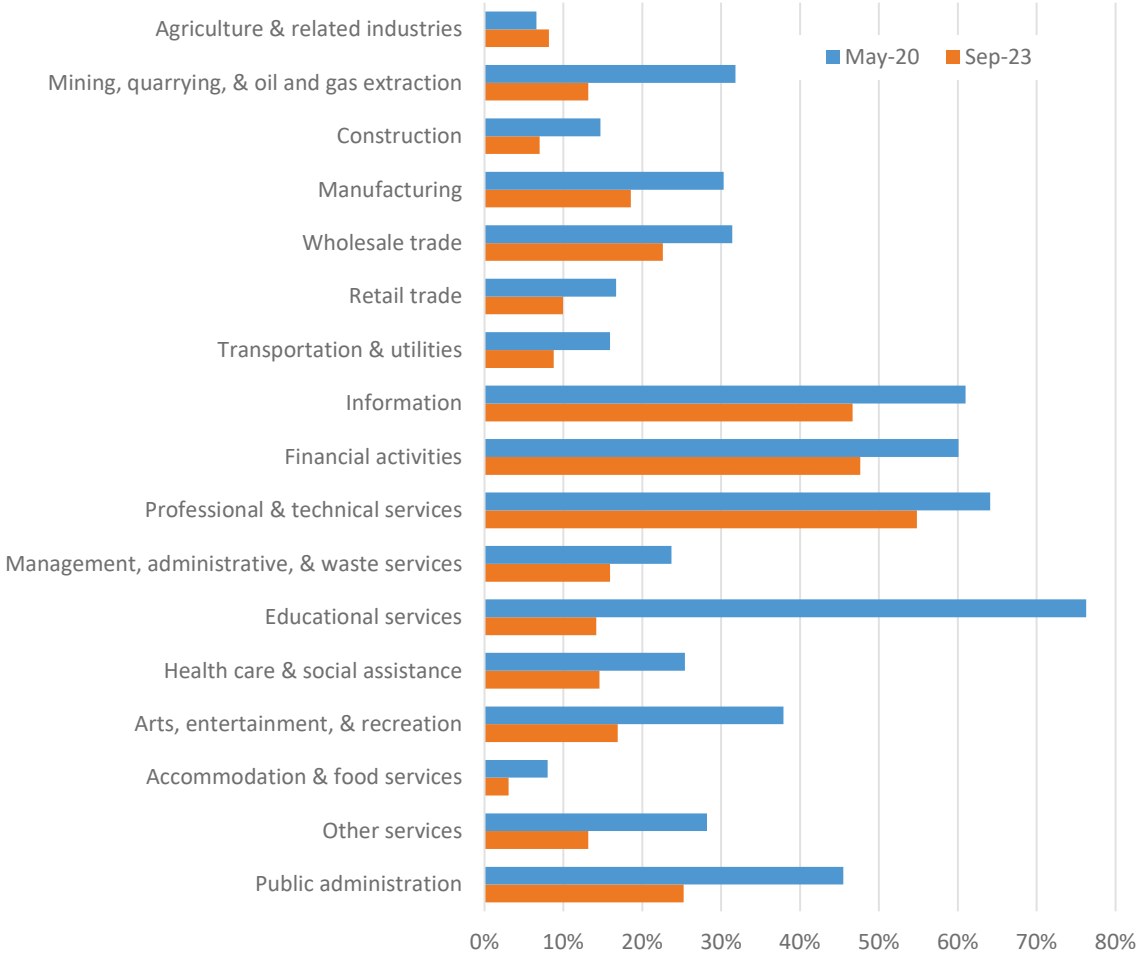
Current population survey findings

According to the BLS, the number of workers who telecommuted at least occasionally increased from about 9% of the workforce in 2005 to over 35% in May 2020. The pandemic was primarily responsible for this boost in teleworking. Other factors include technological advances that made it easier for people to work remotely, as well as changes in employer attitudes towards teleworking.

Share of employees teleworking by Industry

According to the Bureau of Labor Statistics (BLS), certain industries have had a higher share of workers teleworking during the pandemic and since. The following graph closely resembles NBER findings on the share of workers teleworking by industry.

Figure 6: Share of Employees Teleworking by Industry
May 2020 and September 2023, Source: BLS



Industries with the highest share of employees teleworking.

Early in the pandemic, 76.3% of workers in educational services, 64.1% of workers in professional and technical services, 61.0% of workers in information, 60.1% of workers in financial activities, and 45.5% of workers in public administration teleworked in June (Figure 6). These industries tend to have jobs that can be done remotely, such as working on a computer, analyzing data, or making decisions.

With pandemic restrictions easing and schools reopening, the share of educational services workers teleworking had fallen to 14.2% as of September 2023. All other sectors (other than agriculture and related industries) have seen a distinct moderation from the May 2020 high point.

Industries with the lowest share of employees teleworking.

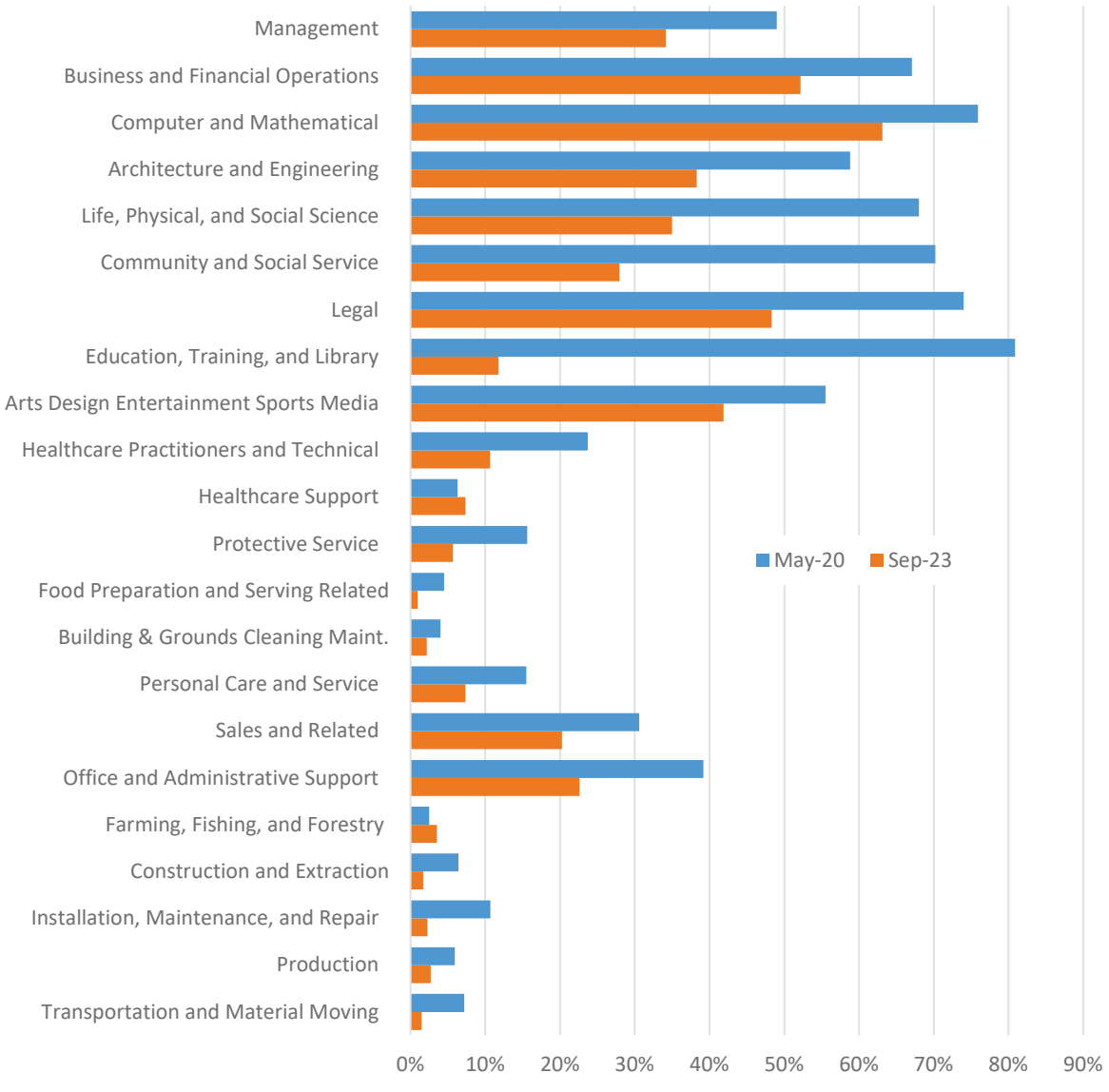
In contrast, 6.6% of workers in agriculture, 8.0% of those working in accommodation and food services, 14.7% of workers in construction, 15.9% of workers in transportation, and 16.7% of

workers in retail trade teleworked early in the pandemic. These sectors along with mining, quarrying, oil and gas extraction, and manufacturing tend to have jobs that require a physical presence. Examples include operating heavy machinery, food preparation, or providing in-person customer service.

Share of employees teleworking by occupation

According to the Bureau of Labor Statistics (BLS), certain occupations had a higher share of workers teleworking during COVID-19. Figure 7 closely resembles NBER findings on the share of workers teleworking by occupation.

Figure 7: Share of Employees Teleworking by Occupation
May 2020 and September 2023, Source: BLS



Occupations that had the highest share of employees teleworking

According to BLS, certain occupations had a higher share of workers teleworking early in the pandemic (Figure 7). The occupations with the highest percentage of teleworking early were:

- Education, training, and library (80.9%)
- Computer and mathematical (75.9%)
- Legal (74.0%)
- Community and social service (70.2%)
- Management (49.0%)
- Business and financial operations (67.1%)

Education, training, and library occupations include jobs such as:

- Primary and secondary school teachers
- Career and technical education teachers
- Librarians
- Library technicians

Computer and Mathematical occupations include jobs such as software developers, data analysts, and computer network architects. Legal occupations include jobs such as lawyers and paralegals. Community and social service occupations include jobs such as:

- Counselors
- Social workers
- Marriage and family therapists
- Rehabilitation counselors
- Probation officers
- Religious workers

These occupations tend to have functions that can be done remotely, such as working on a computer, analyzing data, or making decisions. Additionally, these occupations tend to have a higher proportion of white-collar workers, who are more likely to have access to teleworking options.

Occupations that had the lowest share of workers teleworking

According to the Bureau of Labor Statistics (BLS), certain occupations had a lower share of workers teleworking during the pandemic. The occupations with the lowest percentage of teleworking early in the pandemic were:

- Farming, fishing, and forestry (2.5%)
- Building cleaning, grounds cleaning, and maintenance (4.0%)
- Food preparation and serving related (4.5%)
- Production (5.9%)
- Construction and extraction (6.4%)

Farming, fishing, and forestry occupations include jobs such as farmer, farm laborer, greenhouse technician, deckhand, fish processor, forestry technician, and wildlife refuge manager.

Building and grounds, cleaning, and maintenance occupations include jobs such as janitors and housekeepers.

Food preparation and serving related occupations include jobs such as cooks, waiters, and bartenders.

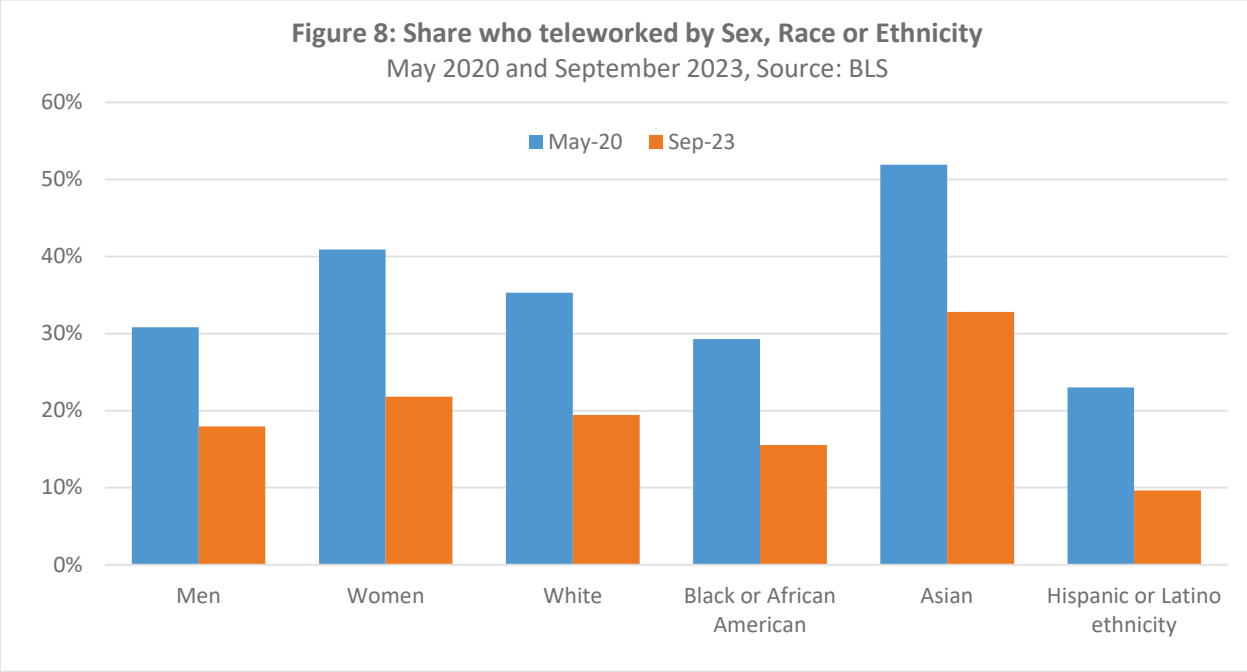
Production occupations include jobs such as assemblers, bakers, butchers, food processers, machinists, and tool and die makers.

Construction and extraction occupations include jobs such as construction workers, carpenters, electricians, and plumbers.

These occupations require a physical presence. Additionally, they tend to have a higher proportion of blue-collar workers, who are less likely to have access to teleworking options.

Share of employees teleworking by sex, race, and ethnicity

According to data from the Bureau of Labor Statistics (BLS), there are differences in the share of workers teleworking by sex, race, and ethnicity during the pandemic (Figure 8).



According to data from the Bureau of Labor Statistics (BLS), there were differences in the share of workers teleworking by sex during COVID-19. Women were more likely to telework than men. A higher share of women teleworked in May 2020 (40.9%) compared to men (30.8%). Of those who teleworked, 53.2% were women while 46.8% were men.

Additionally, the data suggests women more than men were more likely to report they couldn't work at the office due to schools and childcare facilities closing. This may have played a role in the higher share of women teleworking during this time.

The data shows, at the onset of the pandemic, that Asians had the highest share of workers engaged in teleworking (51.9%), followed by White workers (35.3%), Black workers (29.3%), and then Hispanic workers (23.0%).

White and Asian workers are more likely to work in jobs that can be done remotely, such as management, professional, and business operations. Black and Hispanic workers are more likely to work in jobs that require a physical presence, such as:

- Food preparation and service
- Construction and extraction
- Transportation and material moving

Additionally, there may be disparities in access to technology and internet connectivity across different racial and ethnic groups, which can affect the ability to telework. For example, Black and Hispanic workers are more likely to live in households with no internet access or with lower-speed internet than White and Asian workers.

It's also important to note that the initial data on teleworking during COVID-19 is based on a survey conducted between May 2020 and September 2023. The situation changed markedly since with shares of teleworkers by race, sex, and ethnicity easing across the board. But it is noteworthy that women are still more likely to telecommute than men, and Asians still have the highest share of teleworkers by race or ethnicity.

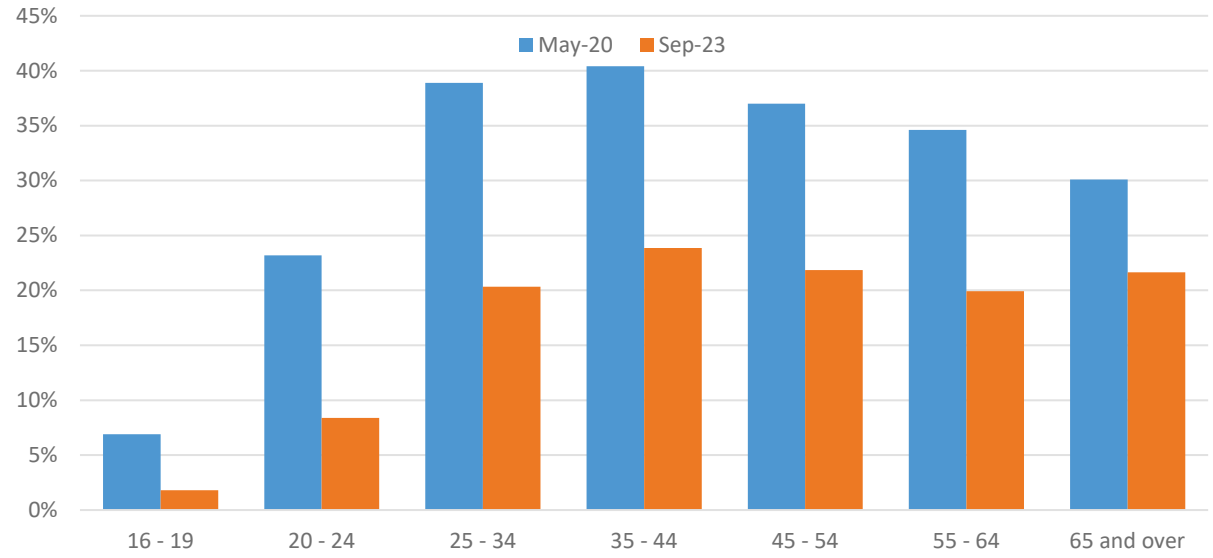
Share of workers teleworking by age

Over the scope of the surveys, the youngest cohorts, 16–19-year-olds and 20–24-year-olds, had the lowest share of teleworkers (Figure 9). In May 2020, 6.9% of 16-19-year-olds teleworked as did 23.2% of 20-24-year-olds. By September 2023, those shares fell to 1.8% and 8.4% respectively.

The age cohort with the highest share of teleworkers has consistently been 35-44-year-olds. In May 2020, 40.4% of 35-44-year-olds teleworked. While that share moderated to 23.9% in September 2023, nationwide, that was still the highest age cohort.

Just over 30% of workers in the oldest cohort, those 65 and older, teleworked in May 2020, measurably below the 34.9% of 55-64-year-olds. By September 2023, the share of those 65 and older who teleworked had fallen to 21.6%, which was above the 19.9% share of 55-64-year-olds.

Figure 9: Share of Employed Who Teleworked by Age
May 2020 and September 2023, Source: BLS



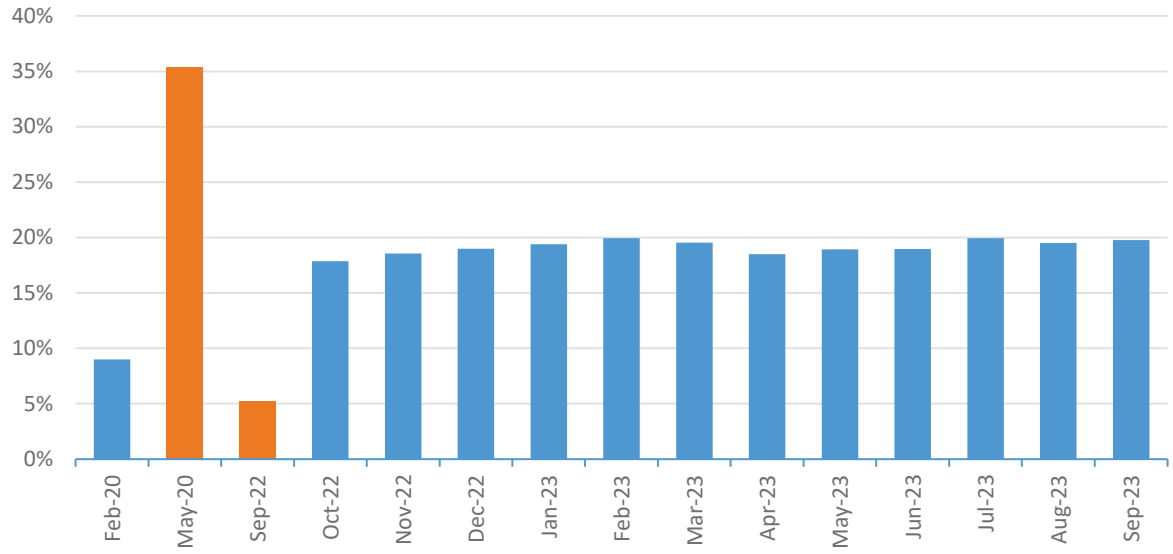
How the share of workers teleworking changed before and after the pandemic

The share of workers teleworking due to COVID-19 changed significantly between May 2020 and September 2022. In May 2020, the BLS survey of households found that 35.4% of employees were teleworking due to the pandemic. By September 2022, that share declined to 5.2% (Figure 10). Note that the survey sought to tally those teleworking because of the pandemic. No doubt the initial responses to the survey were elevated because many employers required all their employees to

work from home. But as the pandemic progressed, more workers discovered they preferred teleworking. There were fewer work-related disruptions (meetings) and fewer social disruptions (chit-chat from co-workers). As a result, the answers to the survey regarding teleworking reflected not a decline in teleworking, but a decline in the share of workers who were required to work at home, as opposed to those who wanted to work at home.

Figure 10: % of Workers Who Teleworked for Any Reason

February 2020 to September 2023, Source: BLS



From May 2020 to September 2022, CPS respondents were asked if they teleworked because of Covid-19.

CPS survey conclusion

In May 2020, when COVID-19 mitigation policies were at their height, the CPS found the number of workers teleworking was significant. The shift to teleworking was particularly pronounced among workers in professional and managerial occupations, as well as among workers with higher levels of educational attainment. The CPS also found that workers who teleworked were more likely to be female, white, and have higher levels of educational attainment.

In addition to these demographic differences, the CPS found that teleworking had a significant impact on workers' schedules, with many reporting they worked more hours and had a harder time separating work and home life. Teleworking was also associated with a decline in commuting time and related expenses.

Overall, the CPS findings closely resembled the theoretical findings of the NBER and suggest that the shift to teleworking in response to the pandemic had a marked impact on the American workforce, affecting the ways people work, live, and interact with one another.

Because the CPS supplemental questions focused on how the pandemic impacted the labor market, the winding down of the pandemic impacted the usefulness of the responses. As a result, new

supplemental questions specific to teleworking began October 2022. Monthly data from the new questions became available September 2023, covering the October 2022 through August 2023 period. BLS provides new data monthly.

BLS Business Response survey

The Business Response Survey (BRS) is a relatively new survey program that employers take. This survey provides timely information on how U.S. businesses have changed their operations and employment in response to specific events or topics of economic interest. The first three surveys in this program were conducted by BLS in 2020, 2021, and 2022 and asked U.S. businesses about the impact of COVID-19 and related issues such as telework, hiring, vacancies, pay, and vaccinations.

The main findings from the three surveys are:

- The 2020 survey found that 52% of establishments told employees not to work (with or without pay) for at least some point during the survey reference period, 31% of establishments increased telework for some or all employees, and 62% of establishments received a coronavirus-related loan or grant tied to rehiring or maintaining employees on the payroll[1]. *(This was conducted from July 20 to Sept. 30, 2020, and covered topics such as business experiences, payroll decisions, health insurance and sick leave, telework (Figure 11), and pandemic-related loans or grants).*
- The 2021 survey reported that 34.5% of establishments increased telework for some or all employees because of the pandemic, 14.5% of establishments increased base wages, 17.5% of establishments required COVID-19 vaccinations for some or all employees, and 28% of establishments offered some or all employees a financial incentive or paid time off to get vaccinated. *(This was conducted from July 27 to Sept. 30, 2021, and covered a broader range of topics than the 2020 BRS. It included workplace flexibility, pay changes, COVID-19 workplace requirements, establishment space size, relocation, supplementing workforce, automation, drug and alcohol testing, and pandemic loans or grants).*
- The 2022 BRS reported that 27.5% of establishments had employees teleworking some or all the time in the survey period, compared to 23.3% in February 2020 before the pandemic. It also stated 22.4% of establishments hired new employees in July 2022, and 20.9% of establishments had vacancies they were trying to fill. *(The 2022 BRS was conducted from Aug. 1 to Sept. 30, 2022, and focused on telework, hiring, and vacancies.)*

Employers who offer teleworking by industry

The findings of the BRS surveys provide insights into which establishments offered teleworking by industry. The industries with the highest percentage of teleworkers in 2021 included information technology, finance and insurance, and professional, scientific, and technical services (Figure 11). These industries are often characterized by jobs that involve software development, data analysis, and financial management, many of which can be performed remotely.

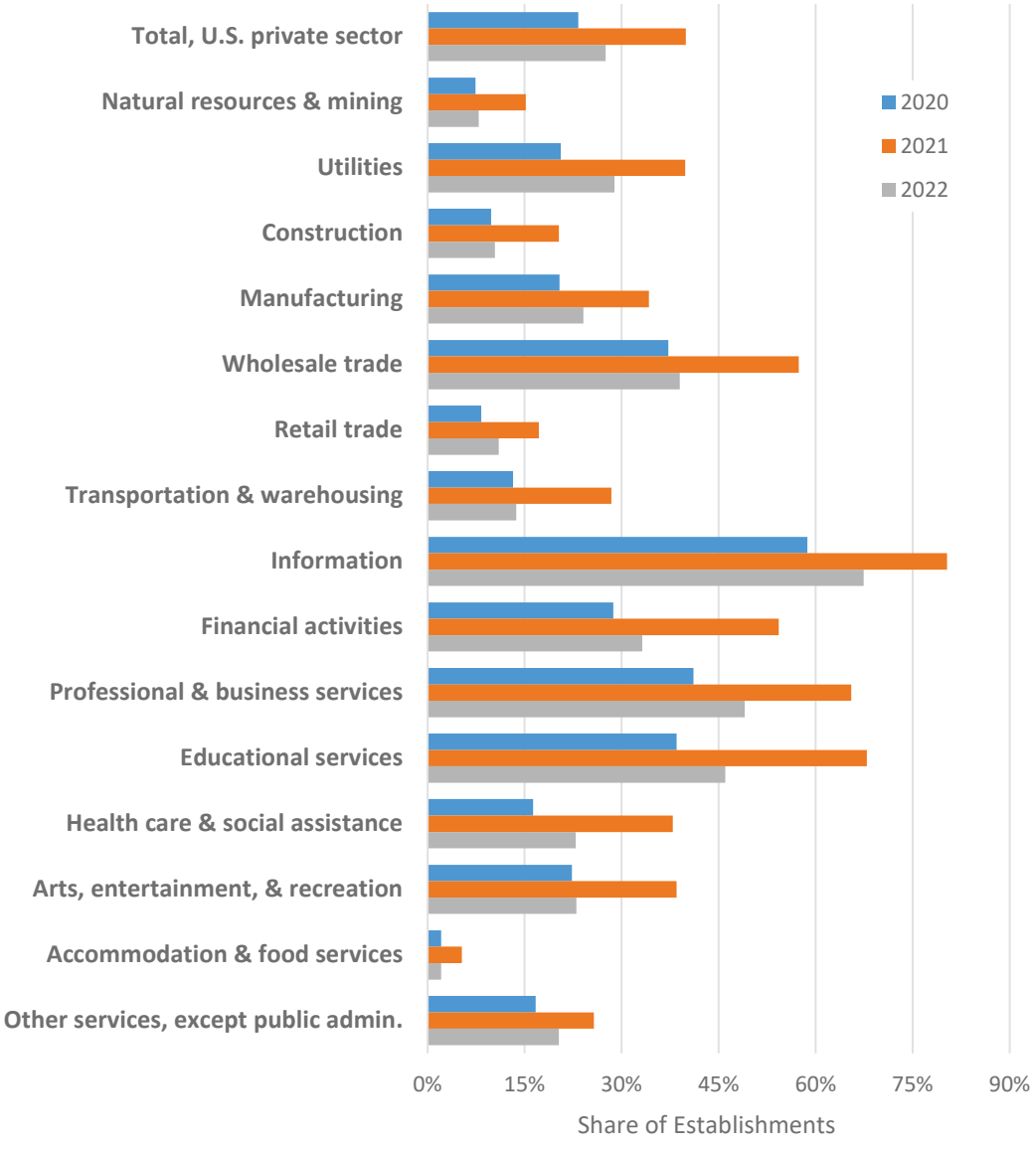
In contrast, industries with lower rates of teleworking included:

- Retail trade
- Accommodation and food services
- Arts, entertainment, and recreation

These industries are often characterized by jobs that require in-person interactions and cannot be performed remotely. This includes serving customers, preparing food, and performing live events.

Figure 11: Share of Private Establishments Offering Telework by Industry

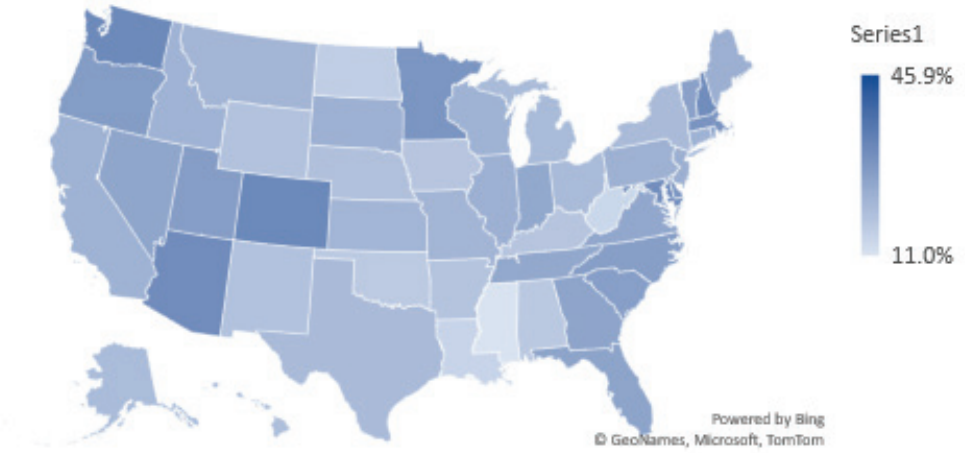
Source: BLS Business Response Survey



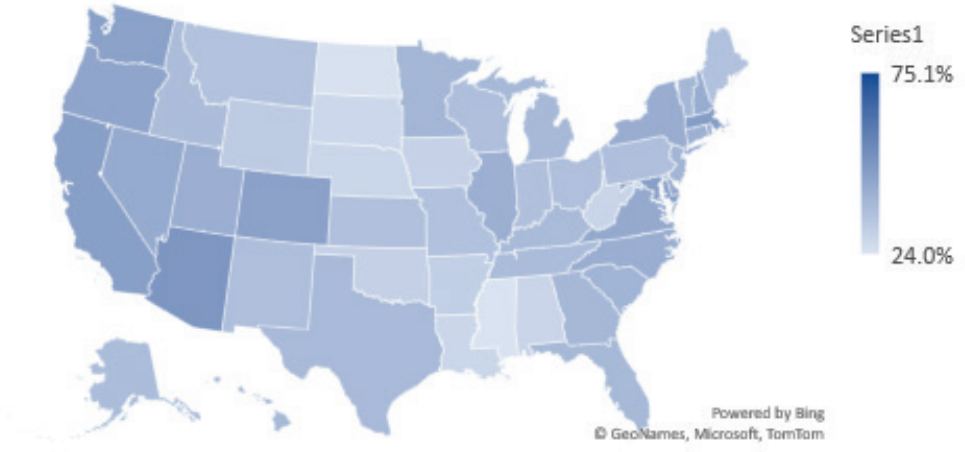
Overall, these three surveys suggest the shift to teleworking was not uniform across industries and was influenced by the nature of the work being performed and the size of the business.

Figure 12: Share of Establishment Offering Telework by State

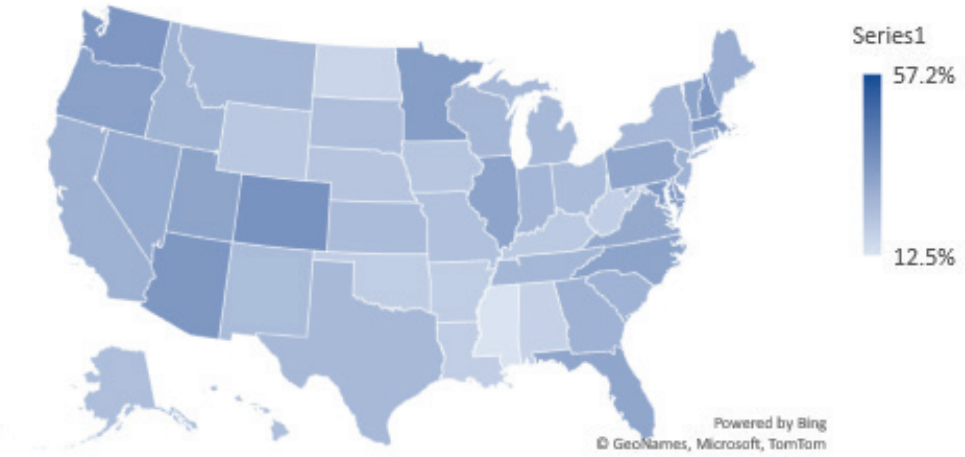
2020, 2021, and 2022 Source: BLS Business Response Survey



2021



2022



Establishments offering teleworking by state.

The share of establishments that offered teleworking to their employees varied markedly by state and in Washington D.C. (Figure 12). In February 2020, the share ranged from a high of 45.9% in D.C., to a low of 11.0% in Mississippi. Washington was third highest at 31.7%.

In 2021, the share ranged from 75.1% in Washington D.C., to a low of 24% in Mississippi with Washington state the sixth highest at 46.3%. In 2022, the shares ranged from a high of 57.2% in D.C., to a low of 17.4% in Mississippi, with Washington the fifth highest at 34.8%.

Teleworking post-pandemic

The Business Response Surveys also provided insights into how businesses wanted to treat teleworking after the pandemic. According to the survey, a significant number of businesses that implemented teleworking during the pandemic scaled back by offering it as an option.

The surveys also found that the likelihood of continuing to offer teleworking varied by industry and the size of the business. For example, businesses in the information technology, finance and insurance, and professional, scientific, and technical services industries were more likely to continue to offer teleworking when compared to businesses in industries such as retail trade, accommodation and food services, and arts, entertainment, and recreation. Additionally, larger businesses were more likely to continue to offer teleworking compared to smaller businesses.

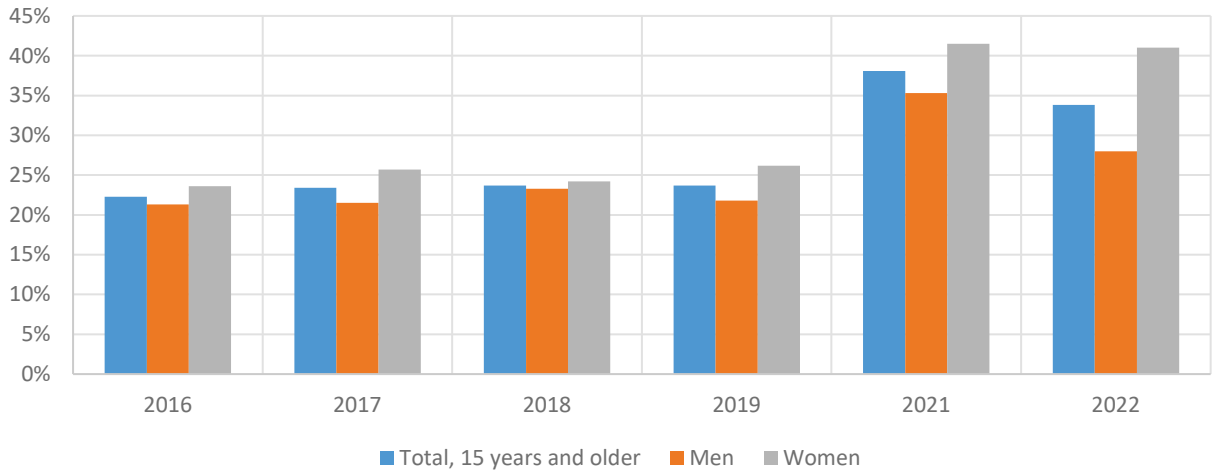
Overall, the findings of the BRS show that the COVID-19 pandemic accelerated teleworking. While some businesses are choosing to return to in-person work after the pandemic, others are continuing to offer teleworking as an option for their employees.

The survey results tend to mirror the NBER analysis and the Current Population Survey results. They show the pandemic had a significant impact on U.S. businesses, their operations, and employment practices. Telework has become more prevalent and persistent among U.S. businesses since the onset of the pandemic and hiring and vacancies remain challenging for many employers.

BLS American Time Use survey

The American Time Use Survey (ATUS) provides national estimates of how, where, and with whom Americans spend their time, and is the only federal survey that provides data on the full range of nonmarket activities, from childcare to volunteering. ATUS data files include information collected from nearly 237,000 interviews conducted from 2003 to 2022. ATUS data files can be linked to data files from the Current Population Survey (CPS), providing a greater and deeper analysis.

Figure 13: Percent of employed people who worked at home on days they worked, by sex, 2016-2022. Source: BLS ATUS



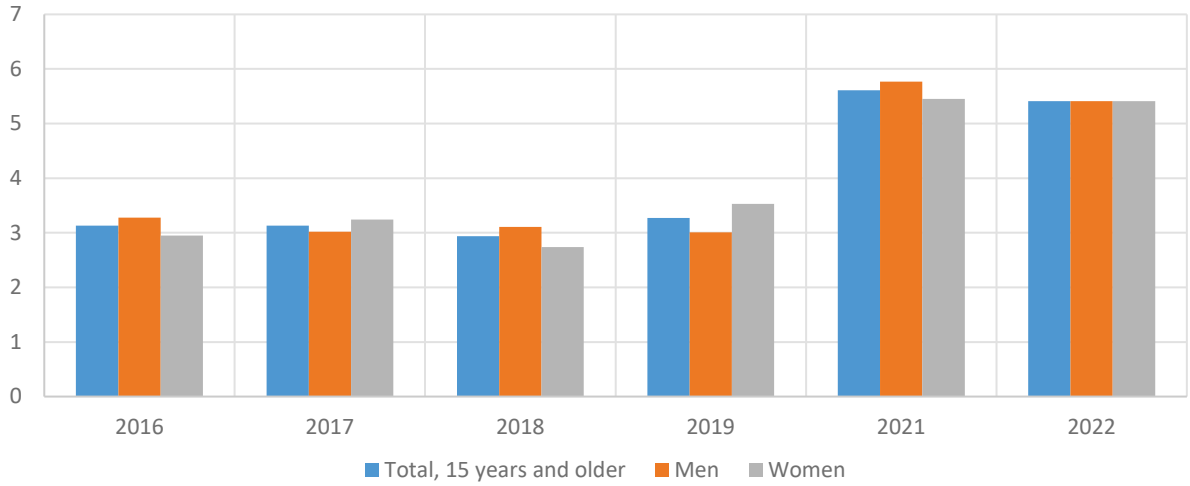
According to the American Time Use Survey Summary, the share of people who worked at home increased from 23.7% in 2019 to 38.1% in 2021 (Figure 13). *Note: The 2020 data was incomplete because the survey process got interrupted in the early stages of the pandemic in mid-2020. The share of employed persons who spent time working at home on days worked decreased from 38.1% in 2021 to 33.7% in 2022.*

As we found in the earlier parts of this analysis, a greater share of women tended to work at home, before, during, and after the pandemic. The ATUS found that on days they worked, employed women were more likely than employed men to do some or all their work at home. In 2019, 26.2% of employed women did some or all their work at home compared to 21.8% of men. In 2021, those shares jumped to 41.5% percent of women and 35.3% of men. There was a bit of a fall-off in 2022 when 41.0% of women and 28.0% of men worked at home.

Hours worked at home

According to the ATUS, those who worked at home in 2019 did so for 3.3 hours on days they worked (Figure 14). In 2021, on average, those who worked at home did so for 5.6 hours on days they worked. Hours worked at home eased off a bit in 2022 with an average of 5.4 hours worked.

Figure 14: Average hours worked at home on days employed people worked, by sex, 2016-2022. Source: BLS ATUS



Hours worked at home by sex

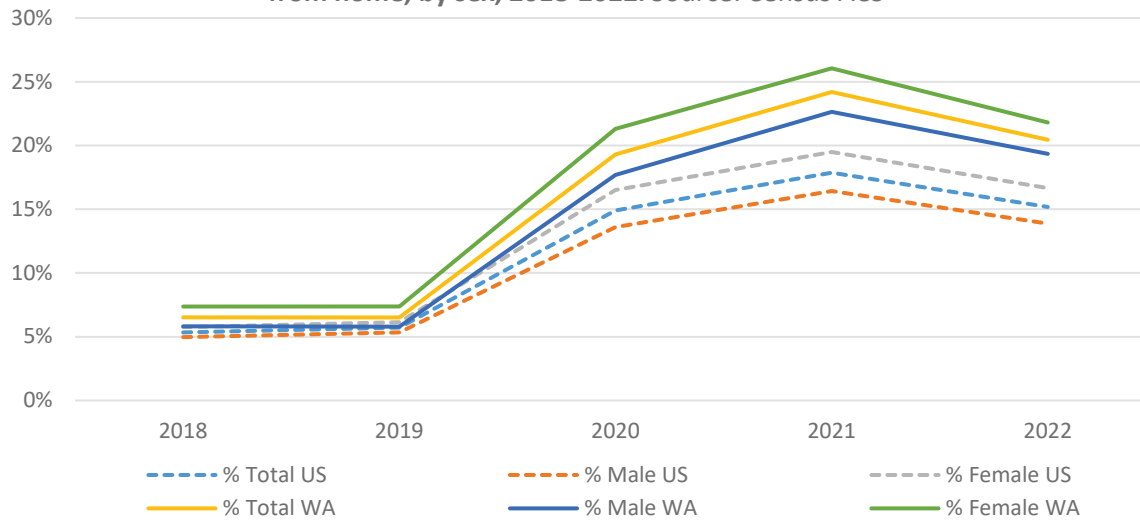
According to the ATUS, there are some differences in the number of hours worked at home by sex. In 2019, on days they worked, men who worked at home did so for 3.0 hours, while women who worked at home did so for 3.5 hours. In 2021, on days they worked, men who worked at home did so for 5.8 hours, while women who worked at home did so for 5.5 hours. In 2022, on days they worked, both men and women who worked at home did so for 5.4 hours.

U.S. Census Bureau
American Community Survey

The U.S. Census Bureau conducts the American Community Survey (ACS) and provides detailed information on a variety of topics, including the number of people who work at home. In the question that asks participants how they commuted to work (car, truck, or van, public transportation, bicycle, walked, taxi, etc.), "Worked from home" was the answer for the respondents who did not commute. *Note: Data collection for the 2020 ACS was disrupted by COIVD-19 mitigation policies, invalidating the single-year results. However, the five-year data it produced were still valid allowing us to analyze trends in the numbers of folks who work at home.*

Before the pandemic, the telework trend was rather modest, advancing from 4.3% in 2010 to 5.7% in 2019. In 2020, the share jumped markedly. By 2021, about 17.9% of all workers nationwide and 24.2% of Washingtonians worked from home (Figure 15).

Figure 15: Share of US and Washington workers who worked from home, by sex, 2018-2022. Source: Census ACS



Differences by sex

The American Community Survey (ACS) data shows there are noteworthy differences in the rate of people who work at home by sex. According to the 2016-2021 data, women consistently had a higher percentage of people who work at home compared to men.

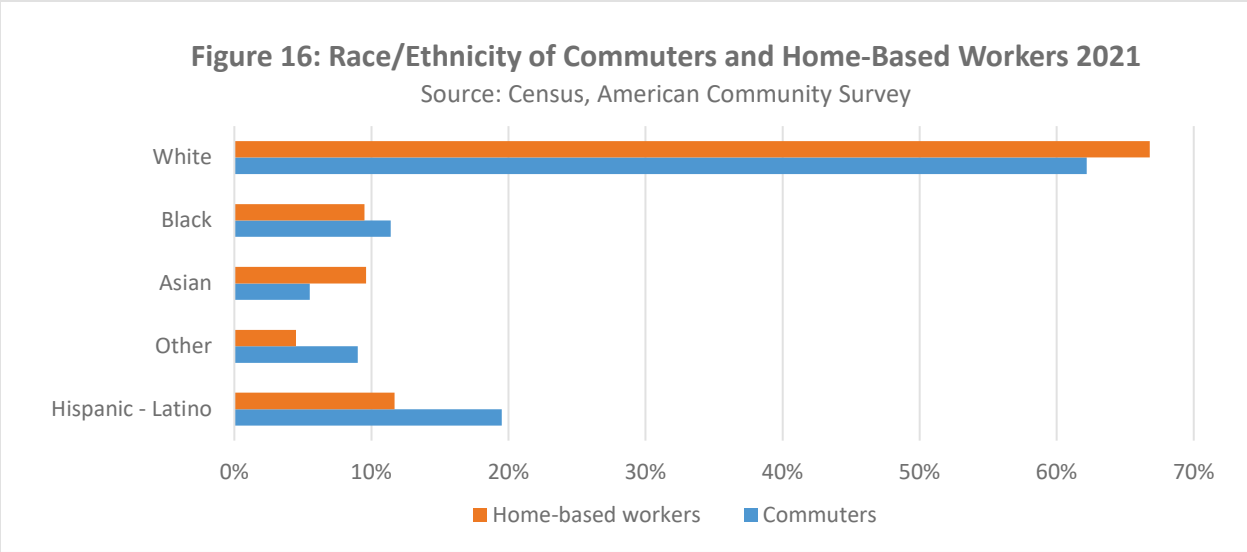
These differences can be attributed to differences in industry and occupation. Men are more likely to hold jobs in industries such as:

- Finance and insurance
- Professional, scientific, and technical services
- Information

However, women dominate the education services sector, particularly in primary education. And the online learning policies in response to the pandemic significantly impacted the share of women working at home.

While ACS data is available through 2022, the following sections will use 2021 data since that was peak year in the 'work at home' trends (ACS).

Differences by race and ethnicity



According to a U.S. Census Bureau report released April 6, 2023, the number of home-based workers increased across all races and ethnic groups between 2019 and 2021 (Figure 16). White home-based workers more than doubled their numbers and remained the largest single group in the home-based workforce. The number of Black or African American, Asian and Hispanic or Latino individuals working from home also grew substantially during this time period.

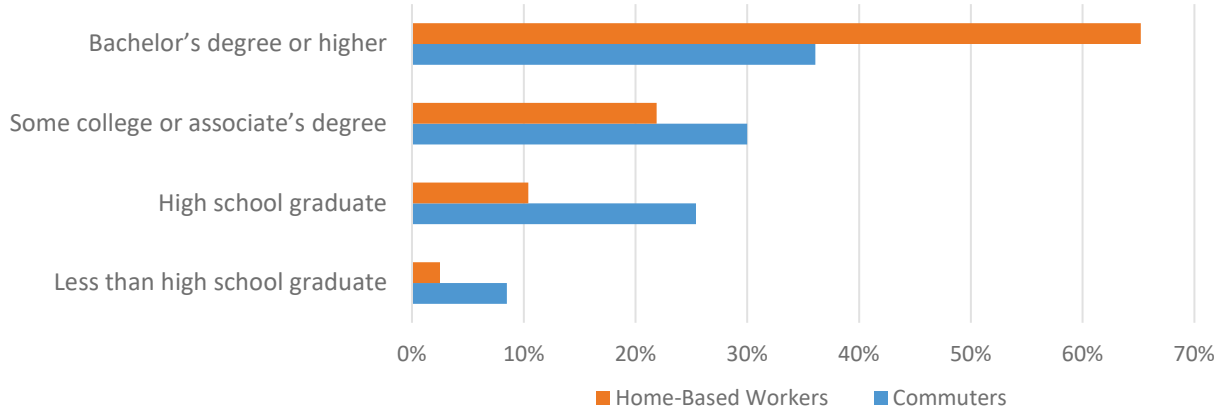
White workers made up 62.2% of the total U.S. commuting workers in 2021 and 66.8% of the home-based workforce. Asian workers were also overrepresented, making up 5.5% of all commuters yet 9.5% of the home-based workforce. Black workers made up 11.4% of all commuters but 9.5% of home-based workers in 2021. Hispanic origin workers made up 19.5% of all commuters and just 11.7% of home-based workers.

Differences by educational attainment

According to that same report, the educational profile of home-based workers leans toward higher attainment. While 36.1% of all commuters had a bachelor's degree or higher, 65.2% of home-based workers had the same educational attainment (Figure 17). In no other educational attainment category did the share of home-based workers exceed their share of commuters.

Figure 17: Educational Attain. of Commuters and Home-Based Workers 2021

Source: Census, American Community Survey



How states differed in the share of folks who worked at home

The most recent American Community Survey (ACS) data for 2022 shows there was significant variation among states in the share of people who work at home, and there was significant gain in the share who worked at home between 2019 and 2022 (Figure 18).

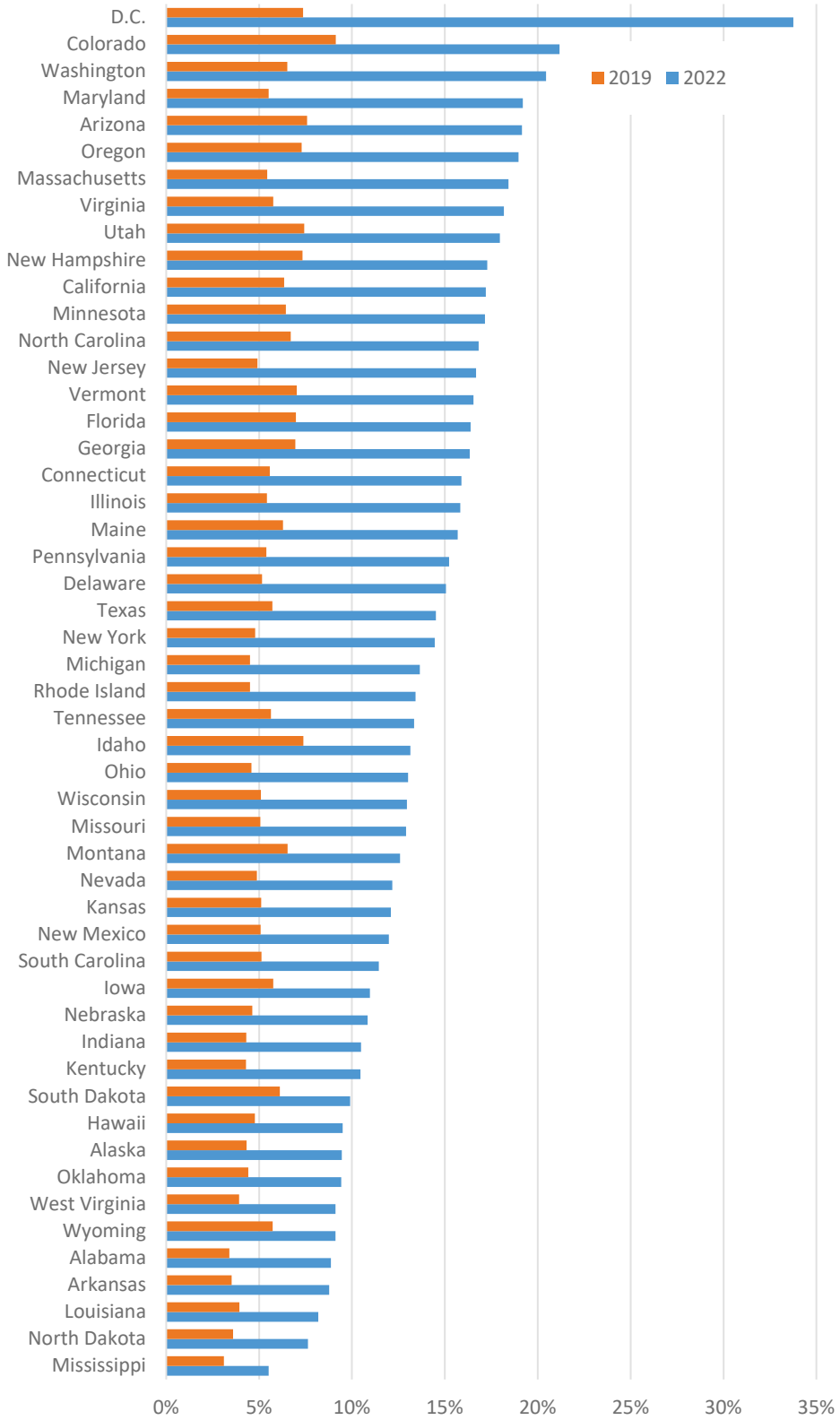
According to the 2022 ACS data, the areas with the highest percentage of people who work at home were the District of Columbia (33.8%), Colorado (21.2%), Washington (20.5%), Maryland and Arizona (19.2%). On the other hand, the states with the lowest percentage of people who work at home were Mississippi (5.5%), North Dakota (7.6%), Louisiana (8.2%), Arkansas (8.8%), and Alabama (8.9%).

Between 2019 and 2022, the share of employees working from home nearly tripled nationwide (from 5.7% to 15.2%). The range of work from home activity among the states, however, was quite broad. It got close to doubling in Idaho, Wyoming, Mississippi, and South Dakota, while increasing nearly five-fold in the District of Columbia.

The states with the greatest 'work at home' gains between 2019 and 2022 were Maryland (5.5% to 19.2%), New Jersey (4.9% to 16.7%), Massachusetts (5.4% to 18.4%), and Virginia (5.8% to 18.2%). While Washington may not have had the largest increase in the share of those working at home, it ranked third, behind D.C. (33.8%) and Colorado (21.2%), with the highest share of employees working from home in 2022 (20.5%).

Figure 18: Share of Employees Who Worked at Home by State and DC, 2019 and 2022 Ranked High to Low

Source: Census, American Community Survey



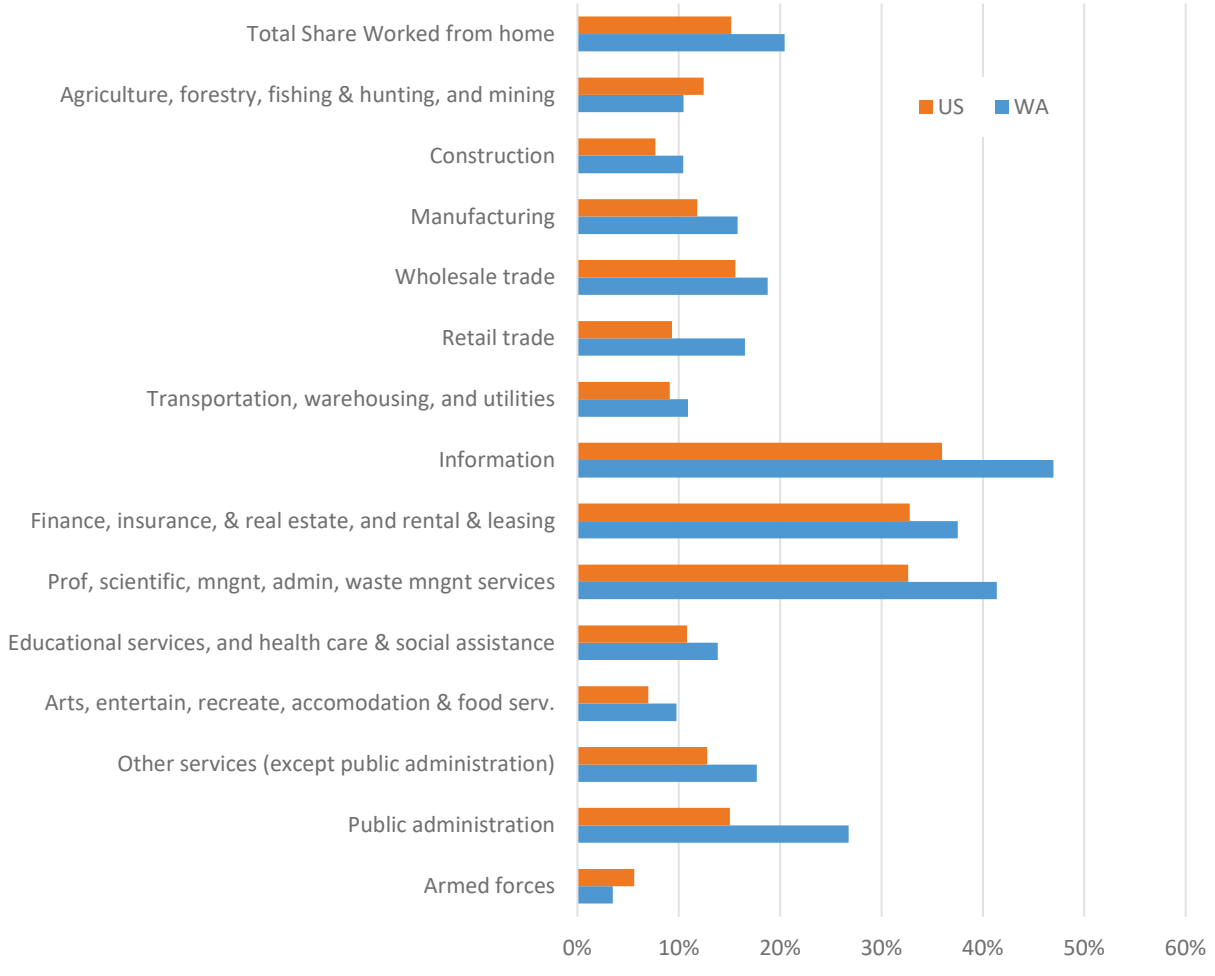
ACS differences in industries

The American Community Survey (ACS) data shows there are significant differences in what industries people work from home (Figure 19). These results closely match the NBER and BLS results. According to 2022 ACS data, the industries with the highest percentage of people who work at home were:

- Information (36.0% U.S., 46.9% WA)
- Finance, insurance, and real estate, and rental and leasing (32.8% U.S., 37.5% WA)
- Professional, scientific, management, administrative, and waste management services (32.6% U.S., 41.4% WA).

These industries also tend to be more technology-driven and can provide the necessary tools and infrastructure for remote work.

Figure 19: Share of Employees Who Worked From Home by Industry 2022
Source: Census American Community Survey



On the other end of the spectrum, the industries with the lowest percentage of people who work at home were:

- Arts, entertainment, recreation, accommodation, and food services (7.0% U.S., 9.8% WA)
- Armed forces (5.6% U.S., 3.5% WA)
- Construction (7.7% U.S., 10.4% WA).

These industries tend to require employees to be physically present to perform their duties.

Aside from agriculture, forestry, fishing, hunting, and mining (12.5% U.S., 10.5% WA), and armed forces (5.6% U.S., 3.5% WA), a greater share of Washington employees worked from home compared to their nationwide industry counterparts.

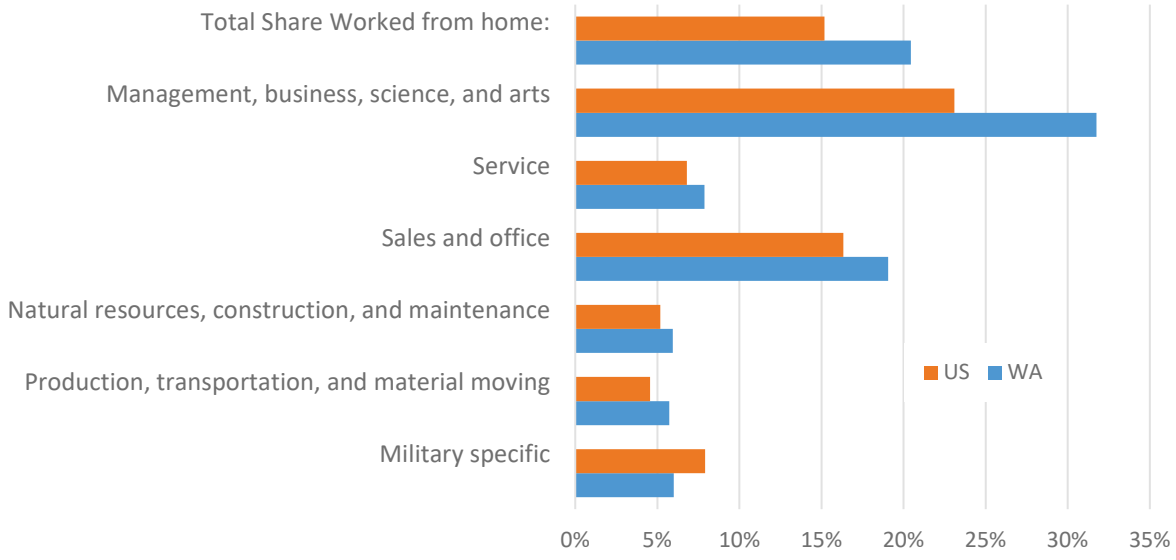
It's worth noting that the pandemic accelerated the adoption of remote work across multiple industries. It's likely that the data on the percentages of people working from home will change in the future.

Differences by occupation

The American Community Survey (ACS) occupational data are less detailed than previous tabulations, but still show there are significant differences in the occupations of people who work at home (Figure 20). According to the 2022 ACS data, the occupations with the highest percentage of people who worked at home were management, business, science, and arts (23.1% U.S., 31.8% WA), and sales and office occupations (16.3% U.S., 19.1% WA). These occupations tend to be more technology-driven and can provide the necessary tools and infrastructure for remote work.

Figure 20: Share of Employees Who Worked From Home by Occupation, 2022

Source: Census, American Community Survey



On the other hand, occupations such as production, transportation and material moving (4.6% U.S., 5.7% WA), and natural resources, construction, and maintenance (5.2% U.S., 5.9% WA), are often characterized by work that requires physical presence, specific equipment or facilities, and face-to-face interactions. These occupations are less likely to be performed remotely.

It's worth noting that the pandemic accelerated the adoption of remote work across multiple occupations. As public and private policies change, it's likely that the share of people working from home will also change in the future.

Household Pulse survey

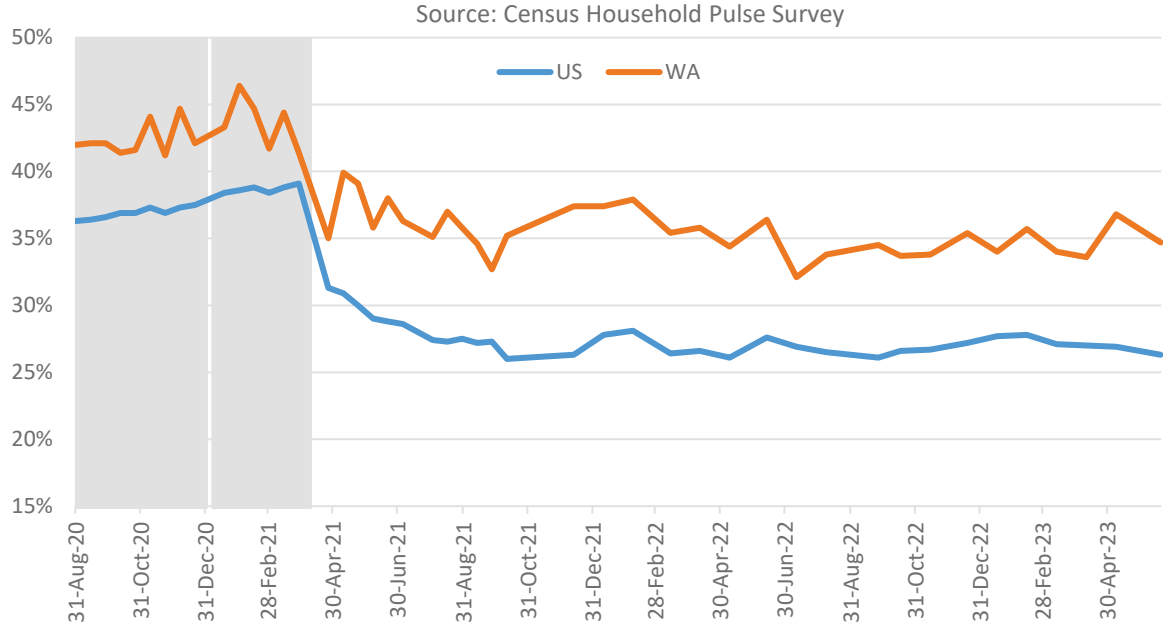
The experimental Household Pulse Survey (HPS) is an online survey studying how the pandemic and other emergent issues impact households across the country from a social and economic perspective. The HPS asks about core demographic household characteristics as well as a wide variety of topics. These range from access to infant formula, the impact of living through natural disasters, and teleworking. As a result, the HPS can capture how the pandemic affected people's lives and livelihoods. Data from this survey shows the widespread effects of the pandemic on individuals, families, and communities.

The census began collecting data through the HPS In April 2020, and began querying respondents about teleworking in August 2020. The Phase 1 and Phase 2 questions framed the use of teleworking around the pandemic, like the BLS questions. As a result, the initial responses, up to March 29, 2021, were specific to those teleworking because of the pandemic. Phase 3 questions from April 26, 2021, through July 5, 2021, allowed two responses. The first response was for those teleworking because of the pandemic, and the second was for those teleworking but *not* because of the pandemic. In the question beginning on August 2, 2021, there was no reference to the pandemic, and it merely asked whether folks teleworked.

Because of the changes in HPS questions, the following graph is a mix of those teleworking because of the pandemic (particularly in 2020) and those teleworking for any reason (Figure 21).

Figure 21: Share of Workers Who Teleworked Some of the time or All of the time

Source: Census Household Pulse Survey



Shaded area is when respondents teleworked because of the pandemic

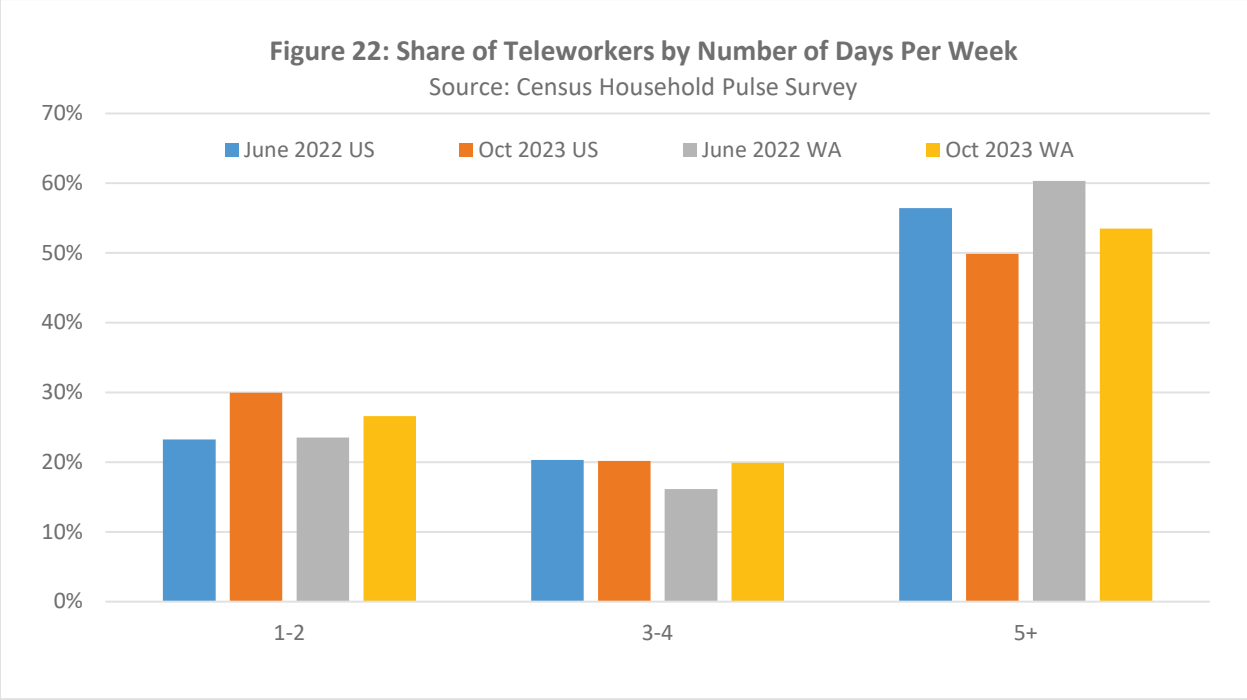
Based on the HPs data, the share of those teleworking nationwide because of the pandemic peaked at 38.8% of all employees in April 2021. In Washington, the share of those teleworking because of the pandemic peaked at 46.4% of all employees in February 2021. The latter points on the graph show that **teleworking in Washington tracks consistently above the national average.** As of June 2023, 34.7% of Washington workers teleworked 'some of the time or all of the time' compared to 26.3% of workers nationwide.

Number of days per week teleworking

Over the past year, HPS also asked participants about the number of days they teleworked in each week. As a result, the HPS has captured granular information that none of the earlier surveys has and provides evidence that the return-to-the-office movement has had, up to now, a modest effect.

In June 2022, 56.4% of teleworkers nationwide did so for at least 5-plus days per week (Figure 22). In comparison, 23.3% of those teleworking did 1-2 days per week, and 20.3% of teleworkers did so 3-4 days per week. One year later, while the share of teleworkers has remained relatively constant, there has been a modest shift in the number of days-per-week teleworking, away from the 5-plus day per week schedule to the 1-2 day per week schedule. Despite the shift, over half of those who telework still do so for 5-plus days per week.

As with the American Community Survey, the HPS also covers states. Washington state patterns regarding 'days teleworked per week' mirror the nation's patterns. Aside from the higher share of Washington teleworkers at 5-plus days per week, the shift in the past year has been to both the 1-2 days per week schedule and the 3-4 days per week schedule rather than just the 1-2 days per week schedule at the national level.



HPS metropolitan information

In its earliest stages, the HPS captured some teleworking data in select metropolitan areas. From August 31, 2020 (48.7%) through March 29, 2021 (47.8%), the HPS found that close to half of adults in Seattle-Tacoma-Bellevue metropolitan area households substituted some or all their typical in-person work for telework because of the pandemic. As with the CPS, the question was specific to the impact of COVID-19. Subsequent HPS iterations since March 29, 2021, eliminated the metropolitan area detail we just described.

Conclusion: How telework changed due to COVID-19

The COVID-19 pandemic had a significant impact on teleworking, with many companies and organizations implementing remote work policies for the first time in response to the crisis. This led to a significant increase in the number of people working from home. Companies had to adapt quickly to remote work, which led to several changes in the way day-to-day business was conducted. For example, many companies had to implement new tools to support remote work, such as video conferencing software and collaboration platforms. Additionally, many companies had to adapt their management and communication styles to effectively manage remote workers.

Within this new reality, it became clear that teleworking is not a one-size-fits-all solution, and that different people have different needs and preferences when it comes to working from home. Some people thrive in a remote work environment while others find it isolating and challenging. This has led to a renewed focus on flexibility and choice in the workplace, with many companies now offering a hybrid model of teleworking, where employees can choose various times during which they will work from home or in the office.

Overall, the pandemic accelerated telework as a business policy and led to significant changes in how it's conducted. Companies and employees are now having to adapt to the new reality of remote work and the compromises they must negotiate. And some companies are finding pushback to their current efforts requiring employees in the office for a minimum number of days per week. Teleworkers benefited by not spending time and money on the daily commute, and the prospect of a return to that norm is, to many, an imposition. Finding the balance between working at home versus working in the office will likely be a drawn-out process.

Sources we can continue to use.

As we see here, there are multiple sources of high-quality, detailed information on teleworking:

- The National Bureau of Economic Research set the theoretical benchmark for measuring teleworking.
- The Bureau of Labor Statistics through the supplemental Current Population Survey (CPS) questions, the American Time Use Survey (ATUS), and the Business Response Survey (BRS), measured the labor market, household, and business impact of the pandemic and gathered data pertinent to teleworking.
- The Census Bureau through the American Community Survey (ACS) and the Household Pulse Survey (HPS) also gathered high-quality and, in the case of the HPS, high-frequency data on teleworking.

The shortcoming of the ATUS, BRS, and ACS, is that they are annual data. As a result, the data are less timely and possible seasonal patterns to teleworking are not captured. While the CPS and HPS are high-frequency data, the first iteration of the CPS supplemental questionnaire became less useful as the pandemic impacts wound down. This called for revised questions and caused a data interruption. Finally, the HPS struggles with inconsistent questions that limit its capacity for longer-term trend analysis. Regardless, these are quality sources of information, and we can use them for economic and demographic detail that paint a clearer picture of teleworking over time.

Appendix I: References and Data Sources

National Bureau of Economic Research (https://www.nber.org/)

NBER Working Paper Series:

How Many Jobs Can be Done at Home?
Jonathan I. Dingel and Brent Neiman
NBER Working Paper No. 26948 April 2020, Revised June 2020
JEL No. D24, J22, J61, O30, R12, R32

U.S. Department of Labor, Bureau of Labor Statistics (https://www.bls.gov/)

Labor Force Statistics from the Current Population Survey: (https://www.bls.gov/cps/home.htm)

Effects of the coronavirus COVID-19 pandemic (https://www.bls.gov/cps/effects-of-the-coronavirus-covid-19-pandemic.htm)

Telework or work at home for pay (https://www.bls.gov/cps/telework.htm)

American Time Use Survey: (https://www.bls.gov/tus/)

Business Response Survey: (https://www.bls.gov/brs/)

U.S. Census Bureau (https://www.census.gov/)

American Community Survey: (https://www.census.gov/programs-surveys/acs)

Home-Based Workers and the COVID-19 Pandemic, American Community Survey Reports
By Michael Burrows, Charlynn Burd, and Brian McKenzie, April 2023, ACS-52
https://www.census.gov/library/publications/2023/acs/acs-52.html

Household Pulse Survey: (https://www.census.gov/data/experimental-data-products/household-pulse-survey.html)

Appendix II: Data tables for each Figure in the body of the report

National Bureau of Economic Research Data

Figure 1: Share of jobs that can be done at home, by industry
Source: NBER Working Paper 26948

NAICS	NAICS_TITLE	Unweighted	Weighted by wage
11	Agriculture, Forestry, Fishing and Hunting	7.6%	13.1%
21	Mining, Quarrying, and Oil and Gas Extraction	25.4%	37.4%
22	Utilities	37.0%	41.0%
23	Construction	18.6%	22.3%
42	Wholesale Trade	51.8%	66.9%
51	Information	71.7%	79.8%
52	Finance and Insurance	76.2%	85.1%
53	Real Estate and Rental and Leasing	41.8%	54.1%
54	Professional, Scientific, and Technical Services	80.3%	86.4%
55	Management of Companies and Enterprises	79.2%	85.8%
56	Admin. Support and Waste Mgmt & Remed.	31.1%	43.3%
61	Educational Services	82.6%	71.4%
62	Health Care and Social Assistance	25.3%	24.2%
71	Arts, Entertainment, and Recreation	29.7%	36.4%
72	Accommodation and Food Services	3.5%	6.8%
81	Other Services (except Public Administration)	31.2%	42.8%
99	Federal, State, and Local Government	41.5%	46.7%
31-33	Manufacturing	22.5%	35.9%
44-45	Retail Trade	14.3%	21.6%
48-49	Transportation and Warehousing	18.6%	24.7%

Notes: This table reports the share of jobs that can be done at home in each 2-digit NAICS sector. These shares are computed using the O*NET-derived classification of occupations that can be done at home and the occupational composition of each 2-digit sector's employment by 6-digit SOC in the BLS's 2018 Occupational Employment Statistics.

Figure 2: Share of jobs that can be done at home by occupation
Source: NBER Working Paper 26948

	Occupation	O*Net	Manual
11	Management	87.0%	84.0%
13	Business and Financial Operations	88.0%	92.0%
15	Computer and Mathematical	100.0%	100.0%
17	Architecture and Engineering	61.0%	88.0%
19	Life, Physical, and Social Science	54.0%	36.0%
21	Community and Social Service	37.0%	50.0%
23	Legal	97.0%	84.0%
25	Education, Training, and Library	98.0%	85.0%
27	Arts Design Entertainment Sports Media	76.0%	57.0%
29	Healthcare Practitioners and Technical	5.0%	6.0%
31	Healthcare Support	2.0%	0.0%
33	Protective Service	6.0%	0.0%
35	Food Preparation and Serving Related	0.0%	0.0%
37	Building & Grounds Cleaning Maint.	0.0%	0.0%
39	Personal Care and Service	26.0%	0.0%
41	Sales and Related	28.0%	21.0%
43	Office and Administrative Support	65.0%	51.0%
45	Farming, Fishing, and Forestry	1.0%	0.0%
47	Construction and Extraction	0.0%	0.0%
49	Installation, Maintenance, and Repair	1.0%	0.0%
51	Production	1.0%	0.0%
53	Transportation and Material Moving	3.0%	0.0%

Notes: This table reports the share of jobs that can be done at home for each 2-digit SOC major group. The 6-digit SOC classifications were aggregated using the employment counts in the BLS's 2018 Occupational Employment Statistics. The O*NET-derived classification in the first column is the basis for the subsequent results reported in this paper. The results using the manual assignment, reported in the second column, are available in the paper's replication package.

Figure 3: Share of jobs that can be done at home by State and DC

Source: NBER Working Paper 26948

AREA	STATE	teleworkable manual emp	teleworkable manual wage	% jobs	teleworkable wage
1	Alabama	26.5%	35.4%	30.6%	38.8%
2	Alaska	30.8%	35.7%	36.6%	40.8%
4	Arizona	33.6%	42.2%	37.8%	46.2%
5	Arkansas	26.2%	32.8%	31.4%	37.7%
6	California	33.3%	44.8%	38.5%	49.9%
8	Colorado	34.6%	45.6%	39.8%	50.6%
9	Connecticut	34.3%	44.6%	40.1%	49.9%
10	Delaware	32.4%	42.0%	38.0%	46.6%
11	District of Columbia	56.6%	70.0%	60.5%	74.2%
12	Florida	30.4%	39.2%	35.2%	44.3%
13	Georgia	31.8%	43.8%	36.5%	48.3%
15	Hawaii	28.0%	32.8%	32.5%	36.3%
16	Idaho	29.0%	34.0%	33.5%	38.2%
17	Illinois	33.1%	43.0%	38.1%	47.4%
18	Indiana	26.3%	32.8%	30.5%	36.7%
19	Iowa	29.7%	36.5%	34.2%	40.3%
20	Kansas	31.0%	38.8%	35.8%	42.7%
21	Kentucky	26.0%	32.1%	30.5%	35.8%
22	Louisiana	24.6%	30.7%	29.9%	35.0%
23	Maine	29.7%	35.8%	34.6%	39.4%
24	Maryland	35.1%	46.8%	41.2%	52.1%
25	Massachusetts	36.5%	46.9%	41.9%	52.0%
26	Michigan	29.4%	37.9%	32.8%	40.5%
27	Minnesota	33.3%	42.9%	37.6%	46.5%
28	Mississippi	24.2%	29.1%	29.5%	33.9%
29	Missouri	30.1%	38.0%	35.1%	42.6%
30	Montana	27.7%	31.2%	34.2%	36.9%
31	Nebraska	31.1%	37.6%	36.1%	41.9%
32	Nevada	24.4%	32.3%	30.5%	37.0%
33	New Hampshire	31.8%	41.3%	37.5%	46.4%
34	New Jersey	33.4%	44.1%	39.2%	49.2%
35	New Mexico	29.5%	37.1%	34.0%	40.8%
36	New York	34.6%	44.8%	41.2%	52.2%
37	North Carolina	29.4%	39.8%	34.1%	44.4%
38	North Dakota	27.1%	31.8%	32.6%	36.0%
39	Ohio	29.9%	37.5%	34.6%	41.8%
40	Oklahoma	29.1%	36.4%	34.8%	41.8%
41	Oregon	31.3%	39.1%	36.2%	43.4%
42	Pennsylvania	30.1%	38.4%	35.6%	44.1%
44	Rhode Island	32.1%	41.1%	37.3%	45.8%
45	South Carolina	26.4%	33.5%	30.8%	37.3%
46	South Dakota	26.2%	31.7%	31.1%	35.7%
47	Tennessee	27.6%	35.4%	32.7%	40.1%
48	Texas	31.9%	41.6%	37.2%	46.9%
49	Utah	36.2%	44.9%	39.6%	47.8%
50	Vermont	31.5%	37.5%	36.1%	41.0%
51	Virginia	35.6%	49.0%	40.3%	53.5%
53	Washington	33.7%	43.8%	38.6%	48.0%
54	West Virginia	25.4%	30.2%	31.6%	35.2%
55	Wisconsin	29.6%	36.9%	33.5%	40.3%
56	Wyoming	24.1%	27.5%	30.5%	32.3%
66	Guam	32.3%	39.8%	35.8%	43.0%
72	Puerto Rico	30.8%	36.7%	36.4%	41.4%
78	Virgin Islands	30.7%	36.9%	39.0%	45.9%

Figure 4: Top 10 and Bottom 10 Metropolitan Areas by Potential for Telecommuting
Source: NBER Working Paper 26948

Metropolitan Area	% Jobs
California-Lexington Park, MD	54.8%
San Jose-Sunnyvale-Santa Clara, CA	47.4%
Wash-Arling-Alex, DC-VA-MD-WV	44.7%
Boulder, CO	43.1%
Trenton, NJ	42.7%
Durham-Chapel Hill, NC	41.3%
Huntsville, AL	40.5%
San Francisco-Oakland-Hayward, CA	39.8%
Salt Lake City, UT	39.8%
Austin-Round Rock, TX	39.8%
Homosassa Springs, FL	18.4%
Dalton, GA	18.4%
Elkhart-Goshen, IN	18.3%
Beckley, WV	18.2%
Punta Gorda, FL	17.9%
Goldsboro, NC	17.7%
Daphne-Fairhope-Foley, AL	17.6%
San German, PR	17.6%
Gadsden, AL	15.6%
The Villages, FL	14.7%

Table 5: Share of jobs that can be done at home by Country

Source: NBER Working Paper 26948

Country	Share	GDP Per Capita	Year 1/	Country	Share	GDP Per Capita	Year 1/
Luxembourg	53.4%	$116,152	2018	Chile	25.7%	$26,404	2017
Switzerland	44.9%	$64,284	2018	Brazil	25.7%	$16,466	2019
Sweden	44.2%	$54,556	2018	Serbia	25.3%	$17,049	2018
United Kingdom	43.5%	$46,188	2018	Panama	24.7%	$27,416	2014
Belgium	42.3%	$49,221	2018	Mongolia	24.3%	$13,883	2019
Norway	41.7%	$74,294	2018	North Macedonia	23.8%	$16,856	2018
Iceland	41.6%	$56,507	2018	Georgia	23.5%	$12,059	2018
Malta	41.6%	$47,747	2018	Fiji	22.9%	$10,886	2016
United States	41.6%	$63,810	2019	Turkey	22.8%	$28,935	2018
Netherlands	41.5%	$57,956	2018	Mexico	22.3%	$20,736	2019
Denmark	41.4%	$52,746	2018	Lao People's Democratic Republic	22.1%	$8,536	2017
Estonia	39.8%	$35,215	2018	Romania	21.8%	$27,066	2018
Finland	38.9%	$47,453	2018	Kiribati	21.6%	$2,050	2015
Ireland	38.7%	$78,950	2018	Sri Lanka	20.7%	$14,680	2017
Slovenia	37.8%	$37,070	2018	Bosnia and Herzegovina	20.4%	$12,555	2019
France	37.7%	$46,590	2018	Dominican Republic	19.7%	$19,246	2018
Cyprus	37.1%	$39,497	2018	Eswatini	19.6%	$9,944	2016
Germany	36.7%	$53,887	2018	Guyana	19.6%	$9,188	2018
Austria	36.7%	$52,203	2018	Zambia	18.8%	$4,274	2018
Maldives	36.6%	$21,186	2016	Belize	18.3%	$8,512	2016
Latvia	36.2%	$30,743	2018	Thailand	16.8%	$19,764	2019
Lithuania	36.1%	$36,407	2018	Nepal	16.8%	$2,981	2017
Italy	35.0%	$40,351	2018	Kyrgyzstan	16.3%	$4,036	2018
Russian Federation	33.9%	$30,012	2018	El Salvador	16.1%	$9,609	2018
Poland	33.3%	$32,447	2018	Togo	15.3%	$1,765	2017
Portugal	33.2%	$32,910	2018	Niger	15.3%	$1,244	2017
Palau	33.1%	$18,535	2014	Ghana	15.2%	$5,257	2017
Czechia	33.0%	$38,376	2018	Bolivia	15.2%	$8,213	2018
Montenegro	32.7%	$19,135	2018	Ecuador	15.0%	$11,540	2019
Croatia	32.7%	$26,529	2018	Honduras	14.1%	$5,985	2018
Greece	32.3%	$30,305	2018	Guatemala	14.1%	$8,773	2017
Spain	31.7%	$41,678	2018	Pakistan	13.5%	$6,002	2018
Hungary	30.9%	$32,131	2018	CÃ´te d'Ivoire	12.4%	$4,384	2017
Seychelles	30.6%	$31,261	2016	Uganda	11.9%	$2,566	2017
Slovakia	29.0%	$36,835	2018	Liberia	11.3%	$939	2014
Bulgaria	28.9%	$24,132	2018	Bangladesh	11.3%	$4,912	2017
United Arab Emirates	28.9%	$71,478	2018	Afghanistan	10.9%	$2,089	2017
Egypt	27.7%	$14,214	2017	Cambodia	10.8%	$4,621	2016
Uruguay	27.3%	$24,662	2018	Rwanda	10.8%	$2,360	2018
Samoa	26.5%	$6,038	2017	Myanmar	10.2%	$7,464	2018
Mauritius	26.4%	$24,184	2018	Sierra Leone	9.9%	$2,034	2014
Tonga	25.9%	$6,168	2018	Madagascar	6.4%	$1,708	2015
Philippines	25.9%	$9,385	2018	Mozambique	5.2%	$1,394	2015

1/ Year in which occupational data was available from the International Labour Organization

Bureau of Labor Statistics, Current Population Survey Data

Figure 6: Share of Employees Teleworking by Industry
May 2020 and September 2023
Source: BLS

Industry	May-20	Sep-23
Agriculture & related industries	6.6%	8.2%
Mining, quarrying, & oil and gas extraction	31.8%	13.2%
Construction	14.7%	7.0%
Manufacturing	30.3%	18.5%
Wholesale trade	31.4%	22.6%
Retail trade	16.7%	10.0%
Transportation & utilities	15.9%	8.8%
Information	61.0%	46.7%
Financial activities	60.1%	47.6%
Professional & technical services	64.1%	54.8%
Management, administrative, & waste services	23.7%	15.9%
Educational services	76.3%	14.2%
Health care & social assistance	25.4%	14.6%
Arts, entertainment, & recreation	37.9%	16.9%
Accommodation & food services	8.0%	3.1%
Other services	28.2%	13.1%
Public administration	45.5%	25.3%

Figure 7: Share of Employees Teleworking by Occupation
May 2020 and September 2023
Source: BLS

Occupation	Sep-23	May-20
Management	34.2%	49.0%
Business and Financial Operations	52.2%	67.1%
Computer and Mathematical	63.1%	75.9%
Architecture and Engineering	38.3%	58.8%
Life, Physical, and Social Science	35.0%	68.0%
Community and Social Service	28.0%	70.2%
Legal	48.3%	74.0%
Education, Training, and Library	11.8%	80.9%
Arts Design Entertainment Sports Media	41.9%	55.5%
Healthcare Practitioners and Technical	10.6%	23.7%
Healthcare Support	7.3%	6.3%
Protective Service	5.7%	15.6%
Food Preparation and Serving Related	1.0%	4.5%
Building & Grounds Cleaning Maint.	2.2%	4.0%
Personal Care and Service	7.3%	15.5%
Sales and Related	20.3%	30.6%
Office and Administrative Support	22.6%	39.2%
Farming, Fishing, and Forestry	3.5%	2.5%
Construction and Extraction	1.7%	6.4%
Installation, Maintenance, and Repair	2.3%	10.7%
Production	2.7%	5.9%
Transportation and Material Moving	1.5%	7.2%

Figure 8: Share of Employees Who Teleworked By Sex, Race, or Ethnicity

May 2020 and September 2023

Source: BLS

	May-20	Sep-23
Men	30.8%	18.0%
Women	40.90%	21.8%
White	35.3%	19.4%
Black or African American	29.3%	15.5%
Asian	51.9%	32.8%
Hispanic or Latino ethnicity	23.0%	9.6%

Figure 9: Share of Employed Who Teleworked by Age

May 2020 and September 2023

Source: BLS

	May-20	Sep-23
16 - 19	6.9%	1.8%
20 - 24	23.2%	8.4%
25 - 34	38.9%	20.3%
35 - 44	40.4%	23.9%
45 - 54	37.0%	21.9%
55 - 64	34.6%	19.9%
65 and over	30.1%	21.6%

Figure 10: % of Workers Who Teleworked For Any Reason

February 2020 - September 2023

Source: BLS

Feb-20	9.0%
May-20	35.4%
Sep-22	5.2%
Oct-22	17.9%
Nov-22	18.5%
Dec-22	19.0%
Jan-23	19.4%
Feb-23	20.0%
Mar-23	19.5%
Apr-23	18.5%
May-23	18.9%
Jun-23	19.0%
Jul-23	19.9%
Aug-23	19.5%
Sep-23	19.8%

Figure 11: Share of Establishments with Some or No Employees Teleworking by Industry
Source: BLS Business Response Survey

	All the time or some of the time			None Rarely or Never		
	2020	2021	2022	2020	2021	2022
Total, U.S. private sector	23.3%	39.9%	27.5%	76.7%	60.1%	72.5%
Natural resources & mining	7.4%	15.2%	7.9%	92.6%	84.8%	92.1%
Utilities	20.6%	39.8%	28.9%	79.4%	60.2%	71.1%
Construction	9.8%	20.3%	10.4%	90.2%	79.7%	89.6%
Manufacturing	20.4%	34.2%	24.1%	79.6%	65.8%	75.9%
Wholesale trade	37.2%	57.4%	39.0%	62.8%	42.6%	61.0%
Retail trade	8.3%	17.2%	11.0%	91.7%	82.8%	89.0%
Transportation & warehousing	13.2%	28.4%	13.7%	86.8%	71.6%	86.3%
Information	58.7%	80.3%	67.4%	41.3%	19.7%	32.6%
Financial activities	28.7%	54.3%	33.2%	71.3%	45.7%	66.8%
Professional & business services	41.1%	65.5%	49.0%	58.9%	34.5%	51.0%
Educational services	38.5%	67.9%	46.0%	61.5%	32.1%	54.0%
Health care & social assistance	16.3%	37.9%	22.9%	83.7%	62.1%	77.1%
Arts, entertainment, & recreation	22.3%	38.5%	23.0%	77.7%	61.5%	77.0%
Accommodation & food services	2.1%	5.3%	2.1%	97.9%	94.7%	97.9%
Other services, except public admin.	16.7%	25.7%	20.3%	83.3%	74.3%	79.7%

Figure 12: Share of Establishments with Some or No Employees Teleworking by State and D.C. Ranked from Highest to Lowest, February 2020, 2021, and 2022

Source: BLS Business Response Survey

	All the time or some of the time			None Rarely or Never		
	Feb-20	2021	2022	Feb-20	2021	2022
District of Columbia	45.9%	75.1%	57.2%	54.1%	24.9%	42.8%
Colorado	32.0%	46.2%	36.3%	68.0%	53.8%	63.7%
Arizona	31.1%	49.8%	34.9%	68.9%	50.2%	65.1%
New Hampshire	31.0%	42.5%	34.9%	69.0%	57.5%	65.1%
Washington	31.7%	46.3%	34.8%	68.3%	53.7%	65.2%
Massachusetts	29.1%	47.5%	34.2%	70.9%	52.5%	65.8%
Maryland	30.6%	46.8%	33.7%	69.4%	53.2%	66.3%
Minnesota	28.9%	39.2%	32.8%	71.1%	60.8%	67.2%
Delaware	29.0%	44.0%	32.7%	71.0%	56.0%	67.3%
Oregon	27.3%	44.7%	32.0%	72.7%	55.3%	68.0%
Rhode Island	25.4%	42.6%	31.7%	74.6%	57.4%	68.3%
Utah	26.9%	41.9%	31.2%	73.1%	58.1%	68.8%
North Carolina	26.8%	41.9%	31.2%	73.2%	58.1%	68.8%
Illinois	22.9%	41.6%	31.1%	77.1%	58.4%	68.9%
Vermont	26.2%	38.8%	30.5%	73.8%	61.2%	69.5%
Pennsylvania	22.6%	35.9%	30.4%	77.4%	64.1%	69.6%
Florida	25.6%	38.2%	30.3%	74.4%	61.8%	69.7%
Virginia	24.7%	43.4%	29.4%	75.3%	56.6%	70.6%
Nevada	25.1%	43.0%	28.9%	74.9%	57.0%	71.1%
Maine	23.0%	35.0%	28.1%	77.0%	65.0%	71.9%
Connecticut	22.4%	41.3%	27.8%	77.6%	58.7%	72.2%
Total, U.S. private sector	23.3%	39.9%	27.5%	76.7%	60.1%	72.5%
California	22.4%	46.7%	27.4%	77.6%	53.3%	72.6%
New Jersey	23.0%	39.4%	27.0%	77.0%	60.6%	73.0%
South Carolina	26.7%	39.7%	26.9%	73.3%	60.3%	73.1%
Georgia	25.5%	38.5%	26.9%	74.5%	61.5%	73.1%
Idaho	22.2%	36.5%	26.4%	77.8%	63.5%	73.6%
Indiana	24.6%	35.5%	25.6%	75.4%	64.5%	74.4%
Tennessee	24.5%	36.9%	25.5%	75.5%	63.1%	74.5%
Wisconsin	22.4%	35.9%	25.4%	77.6%	64.1%	74.6%
Montana	21.5%	34.7%	25.4%	78.5%	65.3%	74.6%
New York	20.0%	42.2%	25.3%	80.0%	57.8%	74.7%
Texas	20.0%	37.5%	24.8%	80.0%	62.5%	75.2%
Michigan	20.2%	37.9%	24.7%	79.8%	62.1%	75.3%
New Mexico	18.6%	36.2%	23.9%	81.4%	63.8%	76.1%
Ohio	20.2%	35.8%	23.8%	79.8%	64.2%	76.2%
Kansas	21.7%	35.5%	23.7%	78.3%	64.5%	76.3%
Alaska	19.9%	36.7%	23.2%	80.1%	63.3%	76.8%
South Dakota	22.9%	27.8%	23.1%	77.1%	72.2%	76.9%
Hawaii	19.3%	38.1%	22.9%	80.7%	61.9%	77.1%
Missouri	21.5%	35.0%	22.3%	78.5%	65.0%	77.7%
Nebraska	18.8%	28.4%	20.9%	81.2%	71.6%	79.1%
Iowa	17.6%	29.6%	20.8%	82.4%	70.4%	79.2%
Wyoming	18.3%	31.9%	20.2%	81.7%	68.1%	79.8%
Kentucky	17.8%	37.4%	19.8%	82.2%	62.6%	80.2%
Arkansas	17.9%	30.5%	18.9%	82.1%	69.5%	81.1%
Oklahoma	16.6%	30.0%	18.7%	83.4%	70.0%	81.3%
Louisiana	14.5%	28.3%	18.4%	85.5%	71.7%	81.6%
West Virginia	13.8%	28.9%	18.3%	86.2%	71.1%	81.7%
Alabama	16.9%	28.5%	17.4%	83.1%	71.5%	82.6%
North Dakota	15.8%	24.7%	16.5%	84.2%	75.3%	83.5%
Mississippi	11.0%	24.0%	12.5%	89.0%	76.0%	87.5%

Figure 13: Percent of employed people who worked at home on days they worked, by sex, 2003–2022

Source: BLS American Time Use Survey

	Total, 15 years and older	Men	Women
2003	18.6%	18.1%	19.3%
2004	19.2%	19.3%	19.1%
2005	19.6%	20.7%	18.3%
2006	21.1%	21.6%	20.6%
2007	19.9%	19.9%	19.9%
2008	21.1%	20.0%	22.4%
2009	23.6%	23.4%	23.8%
2010	23.6%	22.9%	24.5%
2011	21.3%	20.6%	22.2%
2012	23.2%	23.2%	23.3%
2013	22.9%	23.0%	22.8%
2014	23.1%	23.8%	22.2%
2015	24.1%	23.9%	24.2%
2016	22.3%	21.3%	23.6%
2017	23.4%	21.5%	25.7%
2018	23.7%	23.3%	24.2%
2019	23.7%	21.8%	26.2%
2021	38.1%	35.3%	41.5%
2022	33.8%	28.0%	41.0%

Note: Annual 2020 estimates cannot be produced due to the effect of the COVID-19 pandemic on data collection.

Figure 14: Average hours worked at home on days employed people worked, by sex, 2003–2022

Source: BLS, American Time Use Survey

	Total, 15 years and older	Men	Women
2003	2.56	2.51	2.62
2004	2.83	3.15	2.44
2005	2.59	2.59	2.59
2006	2.64	2.6	2.7
2007	2.82	2.83	2.8
2008	2.9	3.03	2.74
2009	2.98	3.12	2.81
2010	2.96	2.91	3.02
2011	2.88	2.72	3.06
2012	3.01	3.07	2.93
2013	2.99	3.16	2.78
2014	3.17	3.41	2.86
2015	3.22	3.31	3.11
2016	3.13	3.28	2.95
2017	3.13	3.02	3.24
2018	2.94	3.11	2.74
2019	3.27	3.01	3.53
2021	5.61	5.77	5.45
2022	5.41	5.41	5.41

Note: Annual 2020 estimates cannot be produced due to the effect of the COVID-19 pandemic on data collection.

US Census Bureau, American Community Survey Data

Figure 15: Share of Workers Who Worked at Home by Sex: 2010 - 2022

ACS 1-Year Estimates Detailed Tables

Source: American Community Survey table B08006

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Total US	4.3%	4.3%	4.4%	4.4%	4.5%	4.6%	5.0%	5.2%	5.3%	5.7%	14.9%	17.9%	15.2%
Male US	4.3%	4.2%	4.2%	4.2%	4.3%	4.4%	4.8%	5.0%	5.0%	5.3%	13.6%	16.4%	13.9%
Female US	4.4%	4.4%	4.6%	4.5%	4.7%	4.9%	5.4%	5.5%	5.7%	6.1%	16.5%	19.5%	16.7%
Total WA	5.3%	5.5%	5.5%	5.3%	5.5%	5.6%	5.9%	6.3%	6.5%	6.5%	19.3%	24.2%	20.5%
Male WA	4.8%	5.2%	5.1%	4.9%	5.0%	5.2%	5.4%	5.6%	5.8%	5.8%	17.7%	22.6%	19.3%
Female WA	6.0%	5.9%	6.0%	5.8%	6.0%	6.2%	6.5%	7.2%	7.4%	7.4%	21.3%	26.1%	21.8%

Note: 2020 values are imputed from the 5-year ACS data

Figure 16: Race/Ethnicity of Commuters and Home-Based Workers 2021

Source: Census, American Community Survey

	Commuters	Home-based workers
White	62.2%	66.8%
Black	11.4%	9.5%
Asian	5.5%	9.6%
Other	9.0%	4.5%
Hispanic - Latino	19.5%	11.7%

Figure 17: Educational Attainment of Commuters and Home-Based Workers 2021

Source: Census, American Community Survey

	2019		2021	
	Commuters	Home-based workers	Commuters	Home-based workers
Less than high school graduate	8.1%	4.8%	8.5%	2.5%
High school graduate	24.0%	15.6%	25.4%	10.4%
Some college or associate degree	29.8%	27.0%	30.0%	21.9%
Bachelor's degree or higher	38.1%	52.6%	36.1%	65.2%

Figure 18: Share of Employees Who Worked at Home
By State and D.C., 2019,2021, and 2022, Ranked High to Low
Source: Census, American Community Survey

	2019	2021	2022
District of Columbia	7.4%	48.3%	33.8%
Colorado	9.1%	23.7%	21.2%
Washington	6.5%	24.2%	20.5%
Maryland	5.5%	24.0%	19.2%
Arizona	7.6%	20.7%	19.2%
Oregon	7.3%	22.7%	19.0%
Massachusetts	5.4%	23.7%	18.4%
Virginia	5.8%	22.3%	18.2%
Utah	7.4%	20.0%	18.0%
New Hampshire	7.3%	19.3%	17.3%
California	6.3%	21.4%	17.2%
Minnesota	6.4%	20.9%	17.2%
North Carolina	6.7%	18.8%	16.8%
New Jersey	4.9%	22.1%	16.7%
Vermont	7.0%	19.6%	16.5%
Florida	7.0%	16.6%	16.4%
Georgia	6.9%	18.2%	16.3%
Connecticut	5.6%	19.5%	15.9%
Illinois	5.4%	19.3%	15.8%
Maine	6.3%	17.7%	15.7%
Pennsylvania	5.4%	18.7%	15.2%
Delaware	5.2%	18.6%	15.1%
Texas	5.7%	16.3%	14.5%
New York	4.8%	19.6%	14.5%
Michigan	4.5%	16.4%	13.7%
Rhode Island	4.5%	17.5%	13.4%
Tennessee	5.6%	14.0%	13.3%
Idaho	7.4%	13.3%	13.1%
Ohio	4.6%	14.8%	13.0%
Wisconsin	5.1%	14.8%	13.0%
Missouri	5.1%	14.7%	12.9%
Montana	6.5%	14.0%	12.6%
Nevada	4.9%	13.0%	12.2%
Kansas	5.1%	13.8%	12.1%
New Mexico	5.1%	15.2%	12.0%
South Carolina	5.1%	11.7%	11.4%
Iowa	5.8%	13.4%	11.0%
Nebraska	4.6%	12.8%	10.8%
Indiana	4.3%	11.9%	10.5%
Kentucky	4.3%	11.5%	10.5%
South Dakota	6.1%	11.1%	9.9%
Hawaii	4.8%	10.7%	9.5%
Alaska	4.3%	10.3%	9.5%
Oklahoma	4.4%	10.4%	9.4%
West Virginia	3.9%	10.2%	9.1%
Wyoming	5.7%	8.9%	9.1%
Alabama	3.4%	9.6%	8.9%
Arkansas	3.5%	9.7%	8.8%
Louisiana	3.9%	8.4%	8.2%
North Dakota	3.6%	8.9%	7.6%
Mississippi	3.1%	6.3%	5.5%

Figure 19: Share of Employees Who Worked from Home by Industry
US and Washington State, 2019, 2021, and 2022

Source: American Community Survey table B08126

	2019		2021		2022	
	WA	US	WA	US	WA	US
Worked from home Total	6.5%	5.7%	24.2%	17.9%	20.5%	15.2%
Agriculture, forestry, fishing and hunting, and mining	7.2%	9.9%	10.1%	13.8%	10.5%	12.5%
Construction	6.3%	4.9%	10.0%	8.7%	10.4%	7.7%
Manufacturing	4.6%	3.5%	19.5%	14.7%	15.8%	11.8%
Wholesale trade	7.4%	6.8%	21.5%	18.1%	18.8%	15.6%
Retail trade	4.0%	3.6%	18.4%	10.3%	16.5%	9.3%
Transportation and warehousing, and utilities	3.9%	3.8%	13.3%	10.9%	10.9%	9.1%
Information	9.2%	10.4%	57.9%	42.0%	46.9%	36.0%
Finance and insurance, and real estate and rental and leasing	12.1%	10.8%	41.2%	38.4%	37.5%	32.8%
Prof., scientific, management, and admin & waste management services	12.8%	12.6%	49.8%	36.5%	41.4%	32.6%
Educational services, and health care & social assistance	5.1%	4.1%	18.2%	13.8%	13.9%	10.8%
Arts, entertain, & recreation, and accommodation & food services	3.8%	3.1%	10.5%	7.8%	9.8%	7.0%
Other services (except public administration)	9.1%	6.9%	22.5%	14.5%	17.7%	12.8%
Public administration	4.1%	3.0%	31.2%	19.8%	26.7%	15.0%
Armed forces	0.2%	3.2%	3.7%	8.1%	3.5%	5.6%

Figure 20: Share of Employees Who Worked from Home by Occupation
US and Washington State, 2019, 2021, 2022

Source: American Community Survey Table B08124

	2019		2021		2022	
	WA	US	WA	US	WA	US
Worked from home Total	6.5%	5.7%	24.2%	17.9%	20.5%	15.2%
Management, business, science, and arts occupations	8.7%	7.9%	38.6%	27.9%	31.8%	23.1%
Service occupations	4.9%	4.1%	9.8%	7.5%	7.9%	6.8%
Sales and office occupations	7.1%	6.2%	23.2%	18.5%	19.1%	16.3%
Natural resources, construction, and maintenance occupations	3.6%	3.3%	5.6%	5.7%	5.9%	5.2%
Production, transportation, and material moving occupations	2.6%	2.3%	5.7%	5.3%	5.7%	4.6%
Military specific occupations	0.3%	4.4%	3.2%	10.7%	6.0%	7.9%

Figure 21: Share of Workers who Teleworked Some or All of the time, August 2020 - October 2023
Source: Census, Household Pulse Survey

	US	WA
31-Aug-20	36.3%	42.0%
14-Sep-20	36.4%	42.1%
28-Sep-20	36.6%	42.1%
12-Oct-20	36.9%	41.4%
26-Oct-20	36.9%	41.6%
9-Nov-20	37.3%	44.1%
23-Nov-20	36.9%	41.2%
7-Dec-20	37.3%	44.7%
21-Dec-20	37.5%	42.1%
18-Jan-21	38.4%	43.3%
1-Feb-21	38.6%	46.4%
15-Feb-21	38.8%	44.7%
1-Mar-21	38.4%	41.7%
15-Mar-21	38.8%	44.4%
29-Mar-21	39.1%	41.4%
26-Apr-21	31.3%	35.0%
10-May-21	30.9%	39.9%
24-May-21	30.0%	39.1%
7-Jun-21	29.0%	35.8%
21-Jun-21	28.8%	38.0%
5-Jul-21	28.6%	36.3%
2-Aug-21	27.4%	35.1%
16-Aug-21	27.3%	37.0%
30-Aug-21	27.5%	35.8%
13-Sep-21	27.2%	34.6%
27-Sep-21	27.3%	32.7%
11-Oct-21	26.0%	35.2%
13-Dec-21	26.3%	37.4%
10-Jan-22	27.8%	37.4%
7-Feb-22	28.1%	37.9%
14-Mar-22	26.4%	35.4%
11-Apr-22	26.6%	35.8%
9-May-22	26.1%	34.4%
13-Jun-22	27.6%	36.4%
11-Jul-22	26.9%	32.1%
8-Aug-22	26.5%	33.8%
26-Sep-22	26.1%	34.5%
17-Oct-22	26.6%	33.7%
14-Nov-22	26.7%	33.8%
19-Dec-22	27.2%	35.4%
16-Jan-23	27.7%	34.0%
13-Feb-23	27.8%	35.7%
13-Mar-23	27.1%	34.0%
10-Apr-23	27.0%	33.6%
8-May-23	26.9%	36.8%
19-Jun-23	26.3%	34.7%
10-Jul-23	26.7%	34.9%
7-Aug-23	26.5%	34.2%
4-Sep-23	25.8%	34.7%
2-Oct-23	25.9%	34.0%
30-Oct-23	26.1%	32.7%

Shaded area is when the survey question was about those who teleworked because of the pandemic.

Figure 22: Days worked per week teleworking: US and Washington
June 2022 - October 2023

Source: US Census, Household Pulse Survey

	Days per week level			Days per week share		
	1-2	3-4	5+	1-2	3-4	5+
June 2022 US	16,197,022	14,161,867	39,293,003	23.3%	20.3%	56.4%
June 2022 WA	511,473	350,876	1,312,603	23.5%	16.1%	60.4%
Oct 2023 US	19,966,502	13,444,223	33,249,231	30.0%	20.2%	49.9%
Oct 2023 WA	526,207	393,426	1,057,774	26.6%	19.9%	53.5%