



## Commissioner Conversation: Remote Work

### Attendees:

- Stephane Kasriel (Commissioner, co-convener)
- Roy Bahat (Commissioner, co-convener)
- John O'Duinn, Author and Consultant CivicActions, Vermont "remote worker" incentive, cofounder
- Molly Pyle, CivicActions cofounder
- Jamie Orr, Founder & Operator, CoWorkTahoe
- Laurel Farrer, Utah Remote Work
- Aaron Bolzle, (TulsaRemote)
- Matt Dunne, Center for Rural Innovation, Vermont & Black River Innovation Campus
- Irma Olguin, founder Bitwise, Fresno.
- Adam Hickman, The Gallup Organization
- Stacy Elliott, Microsoft
- Dan Lindquist, Work on Mainstreet
- Doug Ludlow, Work on Mainstreet
- Kate Lister, Global Workplace Analytics
- Michael McGeary, Upwork
- Julie Su, Secy of Labor (CA)
- Lenny Mendonca, Chief Economic Adviser, GO-Biz
- Aneesh Raman, Senior Advisor on Economic Strategy and External Affairs, Gov. Newsom
- Abby Snay, Deputy Secy. of Labor (CA)

### Discussion:

- Assembled a group of experts in remote work.
  - People involved in the remote work policies set by Vermont, Utah, Massachusetts and Tulsa, OK.
  - Inland California residents who are building co-working spaces and other initiatives to attract and/or retain knowledge workers to work remotely.
- Why remote work?
  - Based on BLS data, about 25% of jobs in the US can be done remotely and this number is poised to grow.



- Have training programs for all parties which map to similar curricula
    - Kate: The trust issue is the largest thing holding back
      - 86% wants to work remotely, 3% of jobs are remote
- If we got one line in the report, what should it be?
  - Stacy: If people don't drive as much, there's a conservation aspect, tap into the climate/sustainability narrative
    - John: Tie into existing program like spare the air?
  - Kate: Demonstrate the ROI, show bottom line impact
    - Show overall strategic imperative not just a tactical solution
  - Kate: State also needs to walk the walk on telework
  - Laurel: Facilitate, don't just advocate
    - Give businesses access to common tools, lexicon and curricula to manage and enhance transition to remote
  - Adam: Three chunks of data tease out obstacles and opportunities
    - Pre-employment, brand and culture, awareness and acceptance
    - Shift long-term workforce investment to performance development, not management
- We identified 3 areas for further exploration and recommendation:
  - Learn from existing incentive programs, rewire them for the CA economy to get companies to allow remote work / de-location / encourage hiring from inland California
  - Build skill development programs: most of these jobs don't need a 4 year degree. E.g. Trailblazer program + Google.org
  - Define infrastructure needs: broadband, co-working spaces, transportation (shuttles, transit, etc.) and map to how to best serve communities
- Proposed pilot between SF / South Bay and Stockton.
  - Too far for (enjoyable) daily commute but close enough for regular meetups.
  - What can we do to build that connective tissue