

TRENDS

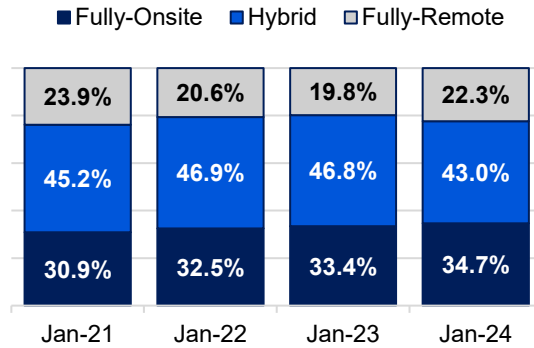
Since the last iteration of the Remote Work Index in the Fall of 2024, there has been a nominal amount of movement in remote work characteristics. With the Fall announcement from Amazon that employees will be required to return-to-the-office for a full five-day work week, there is anticipation that this may be the edict that will finally move the needle in return-to-work trends. Further, the new administration has indicated a return-to-the-office for federal workers is imminent. It is still unclear how this may impact future moves by both public and private employers.

Generally, there has only been moderate change in data included within the sources tracked for the Cresa Remote Work Index. The Flex Index indicated slowing trends of companies offering flexibility, with more companies requiring full-time in the office. The American Community Survey, which is released in September of every year, reported that the number of employees (all job types) working from home decreased from the prior year. However, the percentage is still nearly three times higher than it was pre-Covid. Trends over the next 12-months will be followed closely to see if companies will follow Amazon's lead – and potentially government workers – and place stricter policy on working from the office a greater percentage of the time.

Remote Work Index

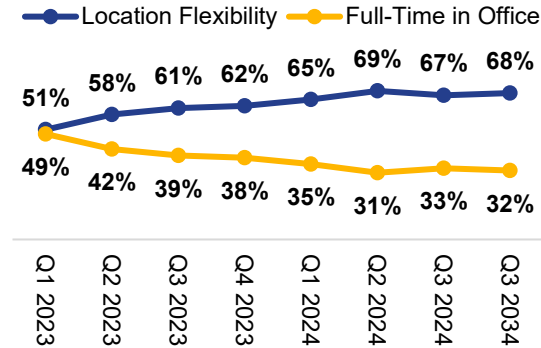
Remote Work Trend:
Increasing ↑; Decreasing ↓; Unchanged ↔

SWAA Data: Tele-workable Jobs ↔
(% of Workers Able to WFH): Dec. 2024



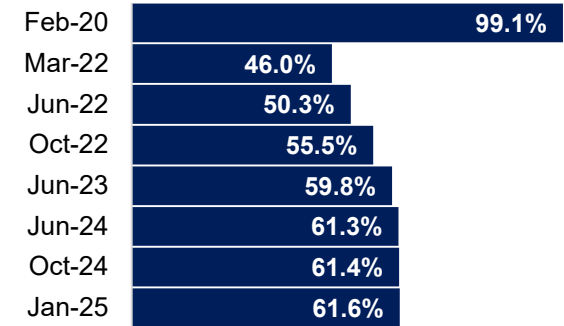
Source: Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis, 2021. "Why working from home will stick," [National Bureau of Economic Research Working Paper 28731](#)

Flex Index ↔
(% of Companies Offering Flexibility): Q4 2024



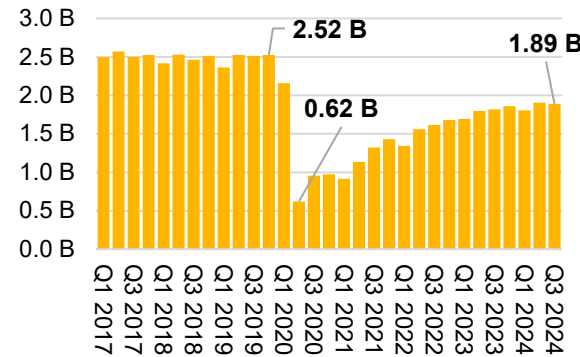
Source: Flex Index, Q4 2024

Kastle Systems ↔
(Weekly Peak Occupancy %): Jan. 2025



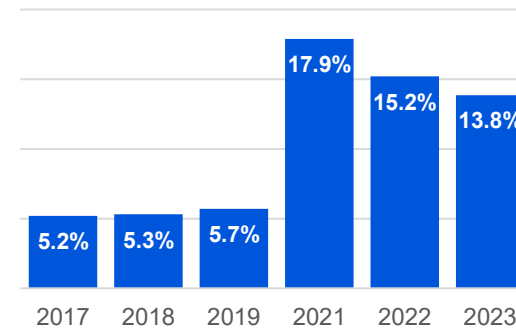
Source: Kastle

Public Transit Ridership ↔
(APTA Public Ridership Report): Q3 2024



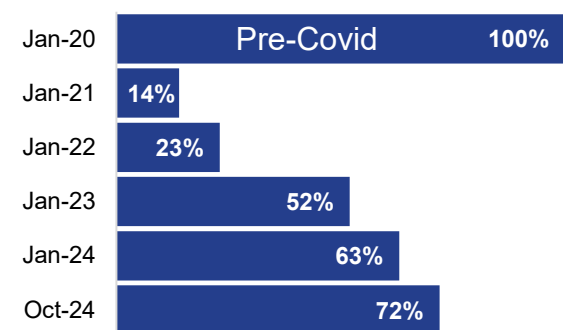
Source: Ridership Report – American Public Transportation Assoc

American Community Survey ↓
All Jobs: % of People WFH: Sept. 2024



Source: U.S. Census Bureau

Placer.ai Office Building Index ↑
Extent of Visit Recovery, Compared to Jan. 2020



Source: Placer ai. The Return-To-Office Report