



Telework!VA Case Study

Funded by the Virginia Department of Rail and Public Transportation
Administered by RideFinders, a division of the GRTC Transit System
www.teleworkva.org www.ridefinders.com (804) 643-RIDE

Organization

Girl Scouts of the Commonwealth of Virginia
7300 Hanover Green Drive
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Telework Coordinator

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Testimonial

“Telecommuting has been a wonderful experience. The personal savings on gas and time have already benefited my family as well as allowed me to be a more focused productive employee. I am extremely grateful to be lessening my carbon footprint and am appreciative of the opportunity to telework.”

Sheila Johnston, Director of Membership Services

Business Benefits

1. Teleworking enhanced our commitment to establish and implement environmentally sound business management solutions.
2. With a service area of over 13,000 square miles, telecommuting employees served their assigned communities and constituents more efficiently and effectively.
3. Heightened employee morale was attributed to telecommuting.

Background

Girl Scouts of the Commonwealth of Virginia (GSCV) serves more than 15,000 girls and 5,700 adults in 30 counties and the cities of Emporia, Richmond, Hopewell, Colonial Heights, Fredericksburg, and Petersburg. The organization has 55 employees at its office in Mechanicsville, Virginia.

GSCV sought to implement a telework program for up to 20 employees in order to:

- Provide greater efficiencies in program management.
- Reduce costs.
- Participate in local “Go Green” initiatives.
- Better serve constituents and communities in outreach areas.

Summary of Assistance Provided

GSCV was accepted into the Telework!VA program in October 2009. Telework!VA provided technical assistance with reviewing the organization’s Telework Policies, Procedures & Guidelines and Telecommuting Work Agreement, as well as conducting training for staff.

The organization also received \$35,000 in financial incentives. The funding was used to offset costs for laptops, printers, and wireless access at employees’ homes (\$25,496) and technical support for remote access capabilities (\$9,503).

Telework Statistics

GSCV conducted the Telework!VA baseline survey in November 2009 and participated in the 2011 annual survey. The most recent survey results showed that:

- There were 14 teleworkers.
- These employees worked at home an average of 3 days/week.
- The average one-way commute distance was 23 miles.
- These participants saved a total of 1,932 vehicle miles of travel per week, equaling a reduction of 97,736 commute miles annually (based on 48 work weeks in a year).

Obstacles or Challenges and How They Were Resolved

1. Community outreach profile presented challenges in establishing accountability.
2. Documentation of cost savings analysis remains ongoing.
3. A sense of community among employees required creative teambuilding and centric communication strategies.

As GSCV moves into the second year of telecommuting, analysis remains ongoing.

Results

At the time GSCV joined the Telework!VA program in October 2009, 3 of the organization's employees were teleworking informally. The organization has since formalized its telework program and implemented a successful pilot program. As of June 2011, 14 employees were teleworking on a regular basis and GSCV is well on its way to meeting its goal of having up to 20 teleworkers.

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