

Client Enrichment Series

Welcome to today's presentation:

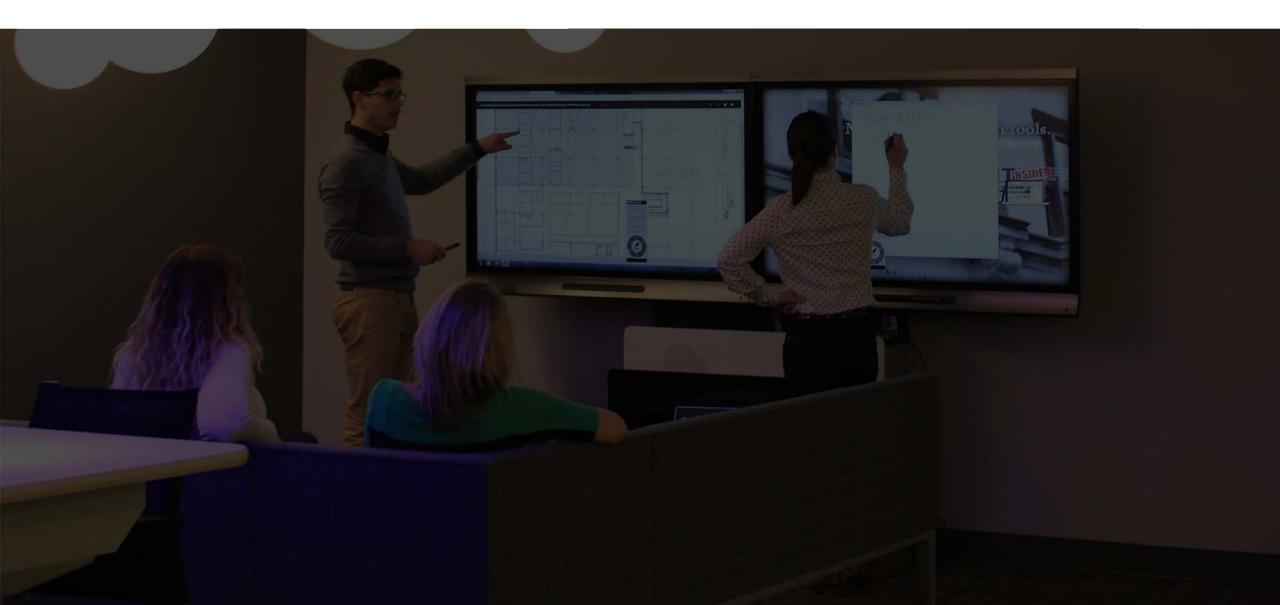
Workplace Feasibility Modeling Made Easy With WIFM 2.0 July 27, 2022

Note: Phones are automatically muted during the presentation. You can send questions to our presentation team via your **Q&A pane** and team will answer as many questions as possible during the presentation. All questions will be responded to in writing in a formal Q&A document, posted along with the slide deck and session recording, on our website, <u>www.gsa.gov/ces</u>



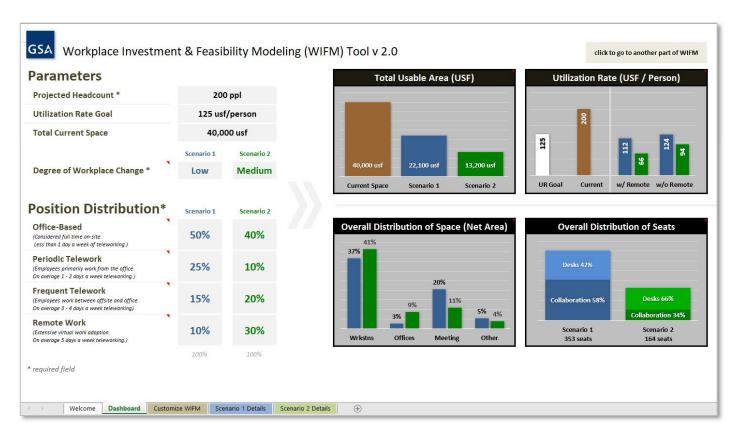


GSA Public Buildings Service



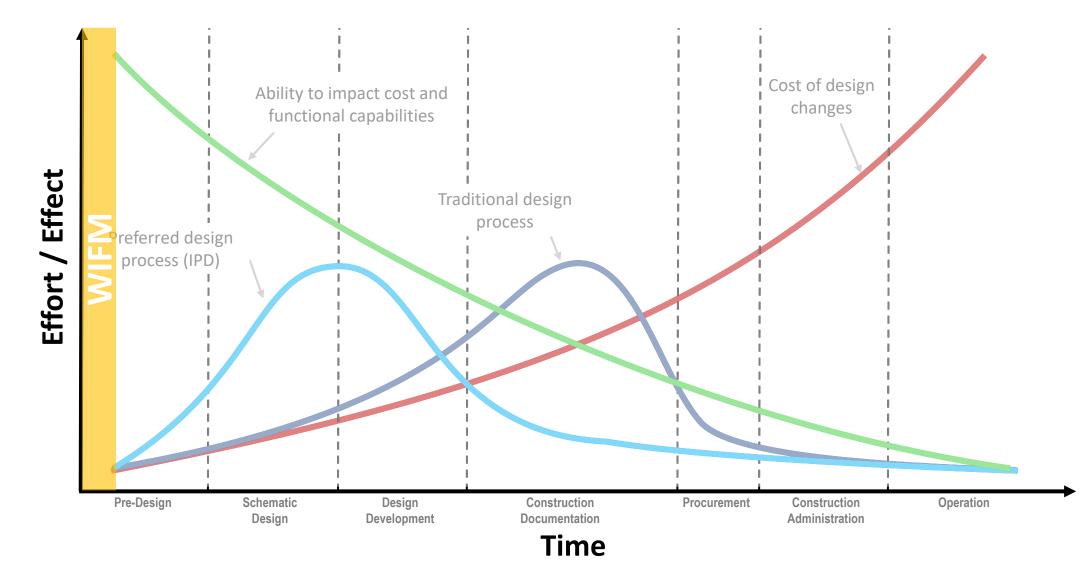
WIFM can help your agency..

- explore future workplace scenarios based on anticipated telework participation levels
- test workplace strategies relative to agency-specific space policies
- jump-start workplace requirements development for a specific project or study





WIFM helps you consider workplace possibilities earlier



Workplace Engagement Services

PBS Project Lifecycle

Identification	n Initiation	Planning	Execution	Closeout	Operations
 Strategic Requirements (high level outcomes) Client Project Agreement 	 Functional Requirements (more refined requirements) early schedule and budget 	 Technical Requirements (incl. agency build- out requirements) funding commitment 	 Final Requirements Package project award / design / construction 	 final Inspections rent payments begin 	 occupancy continuous business relationship

Workplace Engagement Services

Feasibility Scenarios (WIFM)

Activity Based Planning: Diagnostic Research & Workplace Strategies

Post-Occupancy Evaluation

Change Management

WIFM 1.2 : The Old Pre-2020 Version

	3 Scenarios	BASELINE				SCENARIO :	1		SCENARIO :	2	SCENARIO 3		
GSA Workplace Investment & Feasibility Modeling tool	Scenario Selection :	and the second	tay in Place orkplace C			tay in Place ation Chang	1. The second		tay in Place ice Renova	10 C	100 million (1997)	ew Location / Vorkplace Change	
provided by the GSA Center for Workplace Strategy		(all space :	sizes remain u	unchanged)	(all other sp	oaces remain	unchanged)	(special sp	aces remain u	nchanged)	(all spa	ces can be changed)	
Jump to: click to choose	% Fed Sharing @ Ratio :	0% @			0%			10%	@ 2.0 pec	ple : 1 seat	10%	@ 2.0 people : 1 seat	
Organization A Great Client Agency	Individual Workspace ∆s	Location 1	Location 2	Location 3	Location 1	Location 2	Location 3	Location 1	Location 2	Location 3	New Location		
Project An Awesome Workplace Project	WS Type 1 Size :	64 nsf	64 nsf	80 nsf	64 nsf	64 nsf	64 nsf	64 nsf	48 nsf	64 nsf	64 nsf		
Locations #1: Downtown Federal Building (San Francisco, California	70 OFFEGS TOT WO TYPE 1.							90%	75%	100%	90%		
 #2: A Leased Commercial Office Building (Phoenix, Arizon #3: Some Building Name (Reno, Nevada) New Location: TBD (Maui, Hawaii) 	% of Remaining Feds to Receive Assigned Alternate Workspace :							10%	25%		10%		
	Assigned WS Type 2 or Office :	Office	Office	Office				Office	WS Type 2		Office		
	Average Size :	200 nsf	200 nsf	150 nsf				200 nsf	64 nsf		150 nsf		
Headcount 680 people (600 federal; 80 non-federal)	Overall Interaction Level :	:						Ave	rage Intera	ction	High Interaction		

Difference from Current Space Current locations are too small to accomodate future headcount (Target Rate: 200 usf / prsn) Current locations are too small to accomodate future headcount 169 usf 0 -16% 195 usf 0 195 usf 0	Workplace Area	Usable Area (usf)	≈ 162,000 usf	≈ 169,510 usf	≈ 114,802 usf	≈ 132,644 usf
Utilization Rate (All-In) accomodate future headcount (Target Rate: 200 usf / prsn) 249 usf 169 usf 195 usf	Difference from Current Space			≈ 7,510 usf	≈ (47,198) usf	≈ (29,357) usf
(Target Rate: 200 usf / prsn) 249 usf 249 usf -16% 195 usf -16%						
(Target Kate: 200 usf / prsh)	Utilization Rate (All-In)			and the second		105
Reduction to Meet 200 UR Goal 0K 50K 100K 150K 200K ≈ (33,510) usf none none	(Target Rate: 200 usf / prsn)			249 ust 😒 +25%	169 ust	195 ust 👩 -2%
	Reduction to Meet 200 UR Goal	OK 50K 100K 150K 200K		≈ (33,510) usf	none	none
Utilization Rate (Administrative Office)	Utilization Rate (Administrative Office)			222	110 5	152 5
(Target Rate: 150 usf / prsn) 230 usf 149 usf 149 usf 162 usf	(Target Rate: 150 usf / prsn)			230 ust 🙁 +53%	149 ust 👩 -1%	162 ust 3 +8%
Reduction to Meet 150 UR Goal \approx (54,129) usf none \approx (8,144) usf	Reduction to Meet 150 UR Goal			≈ (54,129) usf	none	≈ (8,144) usf

Rough Order of Magnitude Estimated Cost	Total ROM Estimate	≈ \$3.2M	. ≈ \$11.5M .	≈ \$14.8M	. ≈ \$30.1M .
Tenant Improvements (incl. design & project mgmt. costs; locality)		≈ \$3.2M	≈ \$8.3M	≈ \$10.4M	≈ \$25.3M
Furniture (for changed spaces only)			≈\$2.4M .	≈ \$3.4M	. ≈ \$3.9M
Equipment (for any changed special spaces only)	\$0M \$20M \$4	Iom	not included	not included	\$0
Technology (for changed spaces only, excludes service costs)	çom ç		≈\$664K	≈\$756K	≈ \$753K
Consulting Services (workplace strategy & change mgmt. services)			≈\$150K	• ≈ \$217K .	≈ \$224K

WIFM 1.2 : The Old Pre-2020 Version - Scenarios

		3 Scenarios		BASELIN	i.		SCENARIO 1		SCENARIO	2	SCENARIO 3		
GSA Workplace	e Investment & Feasibility Modeling tool	Scenario Selection :		Stay in Plac Vorkplace (1.4.12	tay in Place / ation Changes Only		Stay in Plac fice Renova		100 C	lew Location / Workplace Change	
provid	led by the GSA Center for Workplace Strategy		(all space	sizes remain	unchanged)	(all other s	paces remain unchanged)	(special s	paces remain	unchanged)	(all sp	aces can be changed)	
Jump to: cli	ick to choose	% Fed Sharing @ Ratio :				0%		10%	@ 2.0 pe	ople:1seat	10%	@ 2.0 people : 1 seat	
Organization A	Great Client Agency	Individual Workspace &s											
Project Ar	n Awesome Workplace Project	WS Type 1.Size (64 nsf	64 nsf 64 nsf	64 nsf	48 nsi	64.nsf	64 nsf		
	 Downtown Federal Building (San Francisco, California A Leased Commercial Office Building (Phoenix, Arizor 							90%	75%	100%	90%		
#3	ew Location: TBD (Maui, Hawaii)	% of Remaining Feds to Receive Assigned Alternate Workspace :											
		Assigned WS Type 2 or Office :						Office	WS Type 2		Office		
		Average Size :						200 nsf	64 nst		150 nsf		
Headcount 68	30 people (600 federal; 80 non-federal)	Overall Interaction Level :						Ave	erage Intera	iction	Hi	gh Interaction	
							69,510 usf		114,802 us			32,544 0.0	
Difference from							= 7,510 ust cations are too small to	2	47,198) us		≂()	29,357) ust	
Utilization Rate							date future headcount						
							249 usf		169 us	f 🔘 -16%		195 usf 👩 -2%	
	et 200 UR Goal (Administrative Office)					× (;	13,510) ust		none	1		none	
	(Administrative onice)						230 usf 🔘 +53%		149 us			162 usi 😝 +8%	
Reduction to Me							54,129) ust			2		(8,144) usf	
Tenant Impro	vements				1		≈\$8.3M		≈\$10.4M	i i		≈\$25.3M	
Furniture							= \$2.4M		≈\$3.4IV	r i		= \$3.9M	
Equipment							an ana						
							ot included		ot included			\$0	
Technology (for connerd upd							≈\$664K	***	= \$756)	<		≈\$753K	
Consulting Servi /workplace.strol	ices egy & change mynt, wennesi						≈\$150K		≈\$217	¢.		≈\$224K	

WIFM 1.2 : The Old Pre-2020 Version – RSF Measures

-		M	3 Scenarios		BASELINE			SCENARIO	1		SCENARIO	2		SCENARIO 3		
	ce Investment & Feasibility Modeli		Scenario Selection :	No W	tay in Place orkplace Ch sizes remain u	anges	Worksta	tay in Place ation Chan	2010 - Carlos - Alexandre - Carlos - Ca	Of	itay in Plac fice Renova	ition	Total	New Location / Total Workplace Change (all spaces can be changed)		
	lick to choose	ChY .	% Fed Sharing @ Ratio :	0% @	szes remain a	nenangear	0%	nissi isininin	unenonoison	10%		ople : 1 seat	10%	@ 2.0 people : 1 seat		
	A Great Client Agency		Individual Workspace ∆s		Location 2	Location 2	11111-000	Location 2	Location 3	Location 1		Location 3	New	C		
							64 nsf	64 nsf	64 nsf	Concerns of the second	48 nsf		Location 64 nsf			
	An Awesome Workplace Project 1: Downtown Federal Building (San Francis	co, California)	WS Type 1 Size : % of Feds for WS Type 1 :	64 nsf	64 nsf	80 nsf	64 nst	64 nst	64 nst	64 nsf 90%	48 nst 75%	64 nsf 100%	90%			
	2: A Leased Commercial Office Building (Ph		% of Remaining Feds to Receive									100%				
	13: Some Building Name (Reno, Nevada) New Location: TBD (Maui, Hawaii)		Assigned Alternate Workspace :							10%	25%		10%			
			Assigned WS Type 2 or Office :	Office	Office	Office				Office	WS Type 2	-	Office	_		
			Average Size :	200 nsf	200 nsf	150 nsf				200 nsf	64 nsf		150 nsf			
Headcount	i80 people (600 federal; 80 non-federal)		Overall Interaction Level :							Ave	rage Intera	iction	H	gh Interaction		
Workplace/ Difference from	rica 1 Current Space						1	69,510 ust = 7,510 ust cations are to			14,802 us 47,198) usi			32,644 and 29,357) usf		
Reduction to N	e (All-In) - 200 var / mm) leet 200 UR Goal e (Administrative Office)							late future h 249. usf 13,510) usf	O +25%		169 us none	0-16%		195 usf 0 -2% nane		
								230 usf i4,129) usf			149 us none			162 usf (8,144) usf		
Tenant Impr mat design &	ovements angeotingant, coster incolling						•	≈ \$8.3M			≈\$10.4M	t.		≈\$25.3M		
Furniture Int Manyel a								≈ \$2.4M			≈\$3,4M	ĵ .		≈\$3.9M		
Equipment (for.ony.change								ot included		'n	ot included			\$0		
Technology (fai chungi d a								≈\$664K			≈ \$756k	¢ .		≈\$753K		
Consulting Ser	vices Stegs & change mynth service a							≈\$150K			≈\$217K	e .		≈ \$224K		

WIFM 1.2 : The Old Pre-2020 Version – Change Comparisons

		3 Scenarios	3 Scenarios BASELINE				SCENARIO :	1		SCENARIO 2		SCENARIO 3		
GSA	ace Investment & Feasibility Modeling tool	Scenario Selection :		tay in Place orkplace C		11 Cartesian (11)	tay in Place ation Chang		course of the	itay in Place fice Renovat	310		ew Location / Vorkplace Change	
	wided by the GSA Center for Workplace Strategy		(all space :	sizes remain u	unchanged)	(all other spaces remain unchanged)			(special sp					
Jump to:	click to choose	% Fed Sharing @ Ratio :	0% @			0%			10%	@ 2.0 people : 1 seat		10%	@ 2.0 people : 1 seat	
Organization	A Great Client Agency	Individual Workspace Δs	Location 1	Location 2	Location 3	Location 1	Location 2	Location 3	Location 1	Location 2	Location 3	New Location		
Project	An Awesome Workplace Project	WS Type 1 Size :	64 nsf	64 nsf	80 nsf	64 nsf	64 nsf	64 nsf	64 nsf	48 nsf	64 nsf	64 nsf		
Locations	#1: Downtown Federal Building (San Francisco, California)	% of Feds for WS Type 1 :							90%	75%	100%	90%		
	#2: A Leased Commercial Office Building (Phoenix, Arizona) #3: Some Building Name (Reno, Nevada) New Location: TBD (Maui, Hawaii)	% of Remaining Feds to Receive Assigned Alternate Workspace :							10%	25%		10%		
		Assigned WS Type 2 or Office :	Office	Office	Office				Office	WS Type 2		Office		
		Average Size :	200 nsf	200 nsf	150 nsf				200 nsf	64 nsf		150 nsf		
Headcount	680 people (600 federal; 80 non-federal)	ederal) Overall Interaction Level :							Ave	rage Intera	ction	Hi	gh Interaction	

Workplace Area Difference from Current Space Utilization Rate (All-In) (Target Rate: 200 usf / prsn) Reduction to Meet 200 UR Goal Utilization Rate (Administrative Office) (Target Rate: 150 usf / prsn) Reduction to Meet 150 UR Goal	Usable Area (usf)	≈ 162,000 usf		≈ 114,802 usf ≈ (47,198) usf 169 usf16% 149 usf1% none	≈ 132,644 usf ≈ (29,357) usf 195 usf 0 -2% none 162 usf ≈ (8,144) usf
Rough Ordur of Magnitude Extinated Cost	Total ROM Estimate	= \$3.2M	= \$11.5M	= \$14.8M	=\$30.1M
Tenant Improvements		= \$3,2M	≈\$8.3M	≈\$10.4M	= \$25.3M
Furniture Nor changed spines and (≈\$2.4M	≈\$3.4M	≈\$3.9M
Equipment (for any charged special spaces only)			not included	not included	\$0

WIFM 1.2 : The Old Pre-2020 Version - Budget

	3 Scenarios		BASELINE			SCENARIO	1		SCENARIO	2		SCENARIO 3	
GSA Workplace Investment & Feasibility Modeling tool	Scenario Selection :	No W	tay in Place orkplace Cl	hanges	and the second	tay in Place ation Chan	and the second sec	Off	itay in Place fice Renova	tion	Total	ew Location / Workplace Change	
provided by the <u>GSA Center for Workplace Strategy</u>	_	(all space	sizes remain u	inchanged)	(all other sp	oaces remain	unchanged)	(special sp	aces remain u	unchanged)	(all spaces can be changed)		
Jump to: click to choose	% Fed Sharing @ Ratio :	0% @			0%			10%	@ 2.0 pec	ople : 1 seat	10%	@ 2.0 people : 1 seat	
Organization A Great Client Agency	Individual Workspace Δs	Location 1	Location 2	Location 3	Location 1	Location 2	Location 3	Location 1	Location 2	Location 3	New Location		
Project An Awesome Workplace Project	WS Type 1 Size :	64 nsf	64 nsf	80 nsf	64 nsf	64 nsf	64 nsf	64 nsf	48 nsf	64 nsf	64 nsf		
Locations #1: Downtown Federal Building (San Francisco, California	To office of the type the							90%	75%	100%	90%		
 #2: A Leased Commercial Office Building (Phoenix, Arizon #3: Some Building Name (Reno, Nevada) New Location: TBD (Maui, Hawaii) 	na) % of Remaining Feds to Receive Assigned Alternate Workspace :							10%	25%		10%		
	Assigned WS Type 2 or Office :	Office	Office	Office				Office	WS Type 2		Office		
	Average Size :	200 nsf	200 nsf	150 nsf				200 nsf	64 nsf		150 nsf		
Headcount 680 people (600 federal; 80 non-federal)	Overall Interaction Level :							Ave	rage Intera	ction	Hi	gh Interaction	
Workplace Area	Usable Area (usf)	≈ 1	62,000 usf		. = 1	69,510 usf	E	. ≈1	.14,802 usf		. ≈1	32,644 usf	
Difference from Current Space						69,510 ust = 7,510 usf	4 +5%	≈ (4	47,198) usf	-29%	≈ (2	29,357) usf	
					current lo	cations are to	oo small to						
Utilization Rate (All-In)					accomo	date future h			160 6			105 6	
(Target Rate: 200 usf / prsn) Reduction to Mast 200 UB Cool OK	 50K 100K 150K 200K					249 ust	25%		169 usf			195 usf 👩 -2%	
Reduction to Meet 200 UR Goal Utilization Rate (Administrative Office)					≈ (3	3,510) usf			none			none	
(Target Rate: 150 usf/prsn)						230 usf	O +53%		149 usf	-1%		162 usf 👩 +8%	
Reduction to Meet 150 UR Goal					≈ (5	54,129) usf			none		×	(8,144) usf	
Rough Order of Magnitude Estimated Cost	Total ROM Estimate		≈ \$3.2M			≈\$11.5M	Í.		≈\$14.8M			≈\$30.1M	
Tenant Improvements			≈\$3.2M			≈ \$8.3M			≈ \$10.4M			≈ \$25.3M	
(incl. design & project mgmt. costs; locality) Furniture (for sharped space only)						≈ \$2.4M			≈ \$3.4M			≈\$3.9M	
(for changed spaces only) Equipment (for any changed special spaces only)					nc	ot included	6	n	ot included			\$0	
Som	\$20M \$40M					≈ \$664K			≈ \$756K			≈\$753K	
Consulting Services (workplace strategy & change mgmt. services)						≈ \$150K			≈\$217K	e .		≈\$224K	

WIFM 1.2 : The Old Pre-2020 Version - Layout

	3 Scenarios	BASELINE				SCENARIO :	1		SCENARIO :	2	SCENARIO 3		
GSA Workplace Investment & Feasibility Modeling tool	Scenario Selection :	a second s	tay in Place orkplace C			tay in Place ation Chang	1. The second		tay in Place ice Renova	10 C	100 million (1997)	ew Location / Vorkplace Change	
provided by the GSA Center for Workplace Strategy		(all space :	sizes remain u	unchanged)	(all other sp	oaces remain	unchanged)	(special sp	aces remain u	nchanged)	(all spa	ces can be changed)	
Jump to: click to choose	% Fed Sharing @ Ratio :	0% @			0%			10%	@ 2.0 pec	ple : 1 seat	10%	@ 2.0 people : 1 seat	
Organization A Great Client Agency	Individual Workspace ∆s	Location 1	Location 2	Location 3	Location 1	Location 2	Location 3	Location 1	Location 2	Location 3	New Location		
Project An Awesome Workplace Project	WS Type 1 Size :	64 nsf	64 nsf	80 nsf	64 nsf	64 nsf	64 nsf	64 nsf	48 nsf	64 nsf	64 nsf		
Locations #1: Downtown Federal Building (San Francisco, California	70 011 Cu3 101 W 3 Type 1 .							90%	75%	100%	90%		
 #2: A Leased Commercial Office Building (Phoenix, Arizon #3: Some Building Name (Reno, Nevada) New Location: TBD (Maui, Hawaii) 	% of Remaining Feds to Receive Assigned Alternate Workspace :							10%	25%		10%		
	Assigned WS Type 2 or Office :	Office	Office	Office				Office	WS Type 2		Office		
	Average Size :	200 nsf	200 nsf	150 nsf				200 nsf	64 nsf		150 nsf		
Headcount 680 people (600 federal; 80 non-federal)	Overall Interaction Level :	:						Ave	rage Intera	ction	High Interaction		

		Usable Area	(usf)	≈ 162,000 usf	≈ 169,510 usf		≈ 114,802 usf	≈ 132,644 usf
					≈ 7,510 usf		≈ (47,198) usf	≈ (29,357) usf
			ļ		current locations are too small to accomodate future headcount			
		- 12			and the second state of the second state of the	10 A		
					249 ust 😒 +25%		169 ust 👩 -16%	195 usf 👩 -2%
OK S	50K 10	DK 150K	200K		≈ (33,510) usf		none	none
					222 (110 5	452 6
					230 ust 🙁 +53%		149 ust 👩 -1%	162 usf 🙁 +8%
					≈ (54,129) usf		none	≈ (8,144) usf
	ок			Usable Area (usf)		0% 300k Area (usi) 2 7,510 usf 2 7,510 usf current locations are too small to accomodate future headcount 249 usf ≥ +25% 0K 50K 100K 150K 200K 230 usf ≥ +53%	0% 30/e Area (usi) 2 7,510 usf 2 7,510 usf current locations are too small to accomodate future headcount 249 usf ≥ +25% 0K 50K 100K 150K 200K ≈ (33,510) usf 230 usf ≥ +53% 230 usf 	

Rough Order of Magnitude Estimated Cost	Г	otal ROM Estimate	≈\$3.2M	≈ \$11.5M	≈ \$14.8M	 ≈ \$30.1M	
Tenant Improvements (incl. design & project mgmt. costs; locality)			≈\$3.2M	≈ \$8.3M	≈ \$10.4M	 ≈ \$25.3M	
Furniture (for changed spaces only)				≈ \$2.4M	≈ \$3.4M	 ≈ \$3.9M	
Equipment (for any changed special spaces only)	\$0M \$20N	VI \$40M		not included	not included	\$0	
Technology (for changed spaces only, excludes service costs)	45m 420m			≈\$664K	≈ \$756K	 ≈\$753K	
Consulting Services (workplace strategy & change mgmt. services)				≈\$150K	≈ \$217K	 ≈\$224K	

Taking a step back for WIFM 2.0

The Hybrid Continuum

Transformation across work, worker, workplace = people, place, and technology solutions

Office-Based

(Considered full time on-site. Less than 1 day a week teleworking)

- employees accomplish all or the vast majority of work in the office
- telework is a human resource benefit and not a space occupancy strategy
- larger individual workspace sizes tend to be used
- meeting space are less likely to be customized to different work styles

Periodic Telework

(Employees primarily work from the office. On average 1 - 2 days a week teleworking.)

- employees begin to do more work remotely, likely more heads-down tasks
- **some space reduction** can be achieved with desk sharing
- individual workspace sizes begin to shrink
- meeting spaces become more focused on collaboration

Frequent Telework

(Employees work between offsite and office. On average 3 - 4 days a week teleworking)

- employees consider their
 home office as their primary
 work location
- **significant space reduction** is achieved with desk sharing
- smaller individual workspace sizes are used
- meeting spaces are primarily focused on smaller team collaboration and hybrid meetings

Remote Work

(Extensive virtual work adoption. On average 5 days a week teleworking)

- employees go into the office for a specific purpose and to connect with peers
- maximum space reduction is achieved with desk sharing
- the smallest individual workspace sizes are used
- meeting spaces are primarily focused on smaller team collaboration and hybrid meetings



Lots of workplace choices

In Neighborhood





Desk



On Floor



Wellness/ Conf. Rooms Mother's Room



In the Building

Client Facing Conf. Rooms



Innovation Hub





Outside the Building

Work From Home

Coworking



Breakout Space Focus Rooms



Pantry



Quiet Room











Large Meeting





GSA Public Buildings Service





download this PDF publication from www.<u>GSA.GOV</u> (direct download link)

GSA's Work Pattern Approach

Mobility Level:

- at your desk, in the office
- away from the desk, but still in the office
- working at home
- at other locations away from the office and home

In-Office At-Desk Activities:

- in face-to-face interactions
- on the phone or on video
- focused work (long concentration)
- processing information (short concentration)



GSA's Work Pattern Approach – Style Combinations

		Desk-Bound (mostly at the desk)	Internally-Mobile (mostly in the office)	Externally-Mobile (significantly outside the office)
e Office Desk	Interacting with Others			
Activities at th	Concentrative Heads-Down Work			



Example: Desk-Bound, Interactive



In the office, mostly at the desk When in the office interacting with others.

In Neighborhood





On Floor





In the Building

Café







Outside the Building





Work From Home



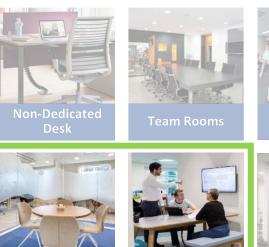
Externally-Mobile, Interactive



Significantly outside the office; When in the office interacting with others.

Conf. Rooms

In Neighborhood



Huddle Rooms Breakout Space



Focus Rooms





Mother's Rooi



In the Building



Innovation Hub



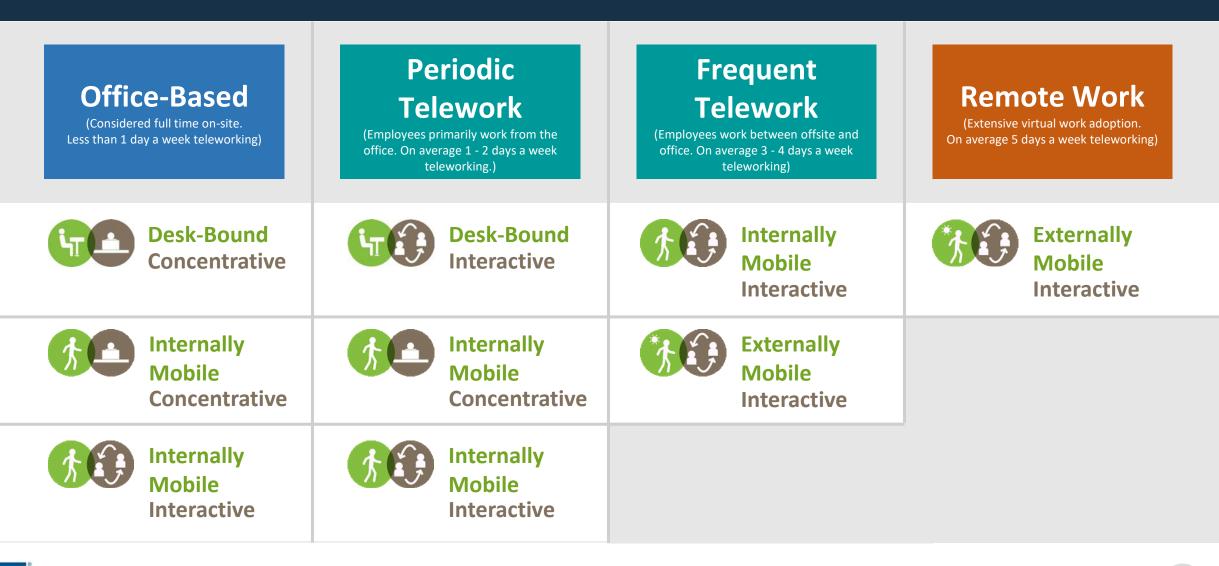








The Hybrid Continuum + Work Patterns I WIFM 2.0





Some impacts of increased mobility

Individual Workspaces

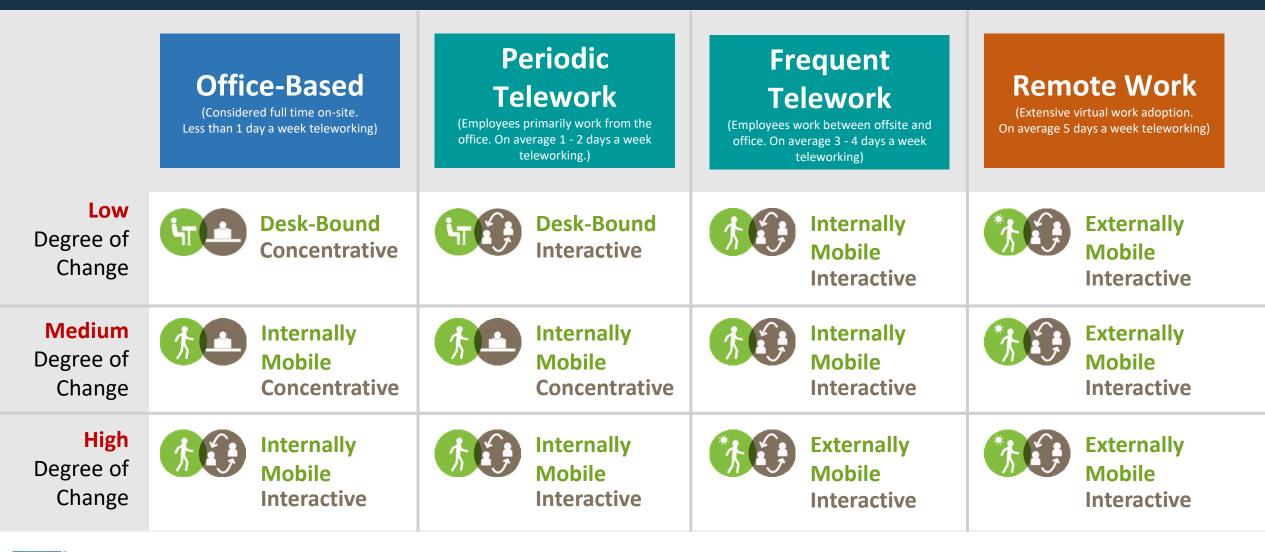
- desk sharing increases
- more spaces allocated to workstations, less as private offices
- workstation and office sizes shrink

Support Spaces

- less individual workspaces, more collaboration areas
- greater emphasis on teaming spaces, less on large meeting areas
- allocation ratios (e.g., 1 meeting room for everyone x people) generally increase



Degrees of Change and the Hybrid Continuum + Work Patterns → WIFM 2.0





Time Spent in the Office vs. Remote

	Office-Based (Considered full time on-site. Less than 1 day a week teleworking)	Periodic Telework (Employees primarily work from the office. On average 1 - 2 days a week teleworking.)	Frequent Telework (Employees work between offsite and office. On average 3 - 4 days a week teleworking)	Remote Work (Extensive virtual work adoption. On average 5 days a week teleworking)
Low Degree of Change	In the Office: 100% Remote Work: 0%	In the Office: 80% Remote Work: 20%	In the Office: 40% Remote Work: 60%	In the Office: 15% Remote Work: 85%
Medium Degree of Change	In the Office: 90% Remote Work: 10%	In the Office: 70% Remote Work: 30%	In the Office: 30% Remote Work: 70%	In the Office: 10% Remote Work: 90%
High Degree of Change	In the Office: 85% Remote Work: 15%	In the Office: 60% Remote Work: 40%	In the Office: 20% Remote Work: 80%	In the Office: 5% Remote Work: 95%



Individual Workspace Allocations*

	Office-Based (Considered full time on-site. Less than 1 day a week teleworking)	Periodic Telework (Employees primarily work from the office. On average 1 - 2 days a week teleworking.)	Frequent Telework (Employees work between offsite and office. On average 3 - 4 days a week teleworking)	Remote Work (Extensive virtual work adoption. On average 5 days a week teleworking)
Low Degree of Change	Workstations: 90% Private Offices: 10%	Workstations: 92% Private Offices: 8%	Workstations: 97% Private Offices: 3%	Workstations: 100% Private Offices: 0%
Medium Degree of Change	Workstations: 91% Private Offices: 9%	Workstations: 93% Private Offices: 7%	Workstations: 98% Private Offices: 2%	Workstations: 100% Private Offices: 0%
High Degree of Change	Workstations: 91% Private Offices: 9%	Workstations: 94% Private Offices 6%	Workstations: 99% Private Offices 0%	Workstations: 100% Private Offices 0%



Desk Sharing Ratios (# of people sharing a seat)

	Office-Based (Considered full time on-site. Less than 1 day a week teleworking)	Periodic Telework (Employees primarily work from the office. On average 1 - 2 days a week teleworking.)	Frequent Telework (Employees work between offsite and office. On average 3 - 4 days a week teleworking)	Remote Work (Extensive virtual work adoption. On average 5 days a week teleworking)
Low Degree of Change	Workstations: 1.0 Private Offices: 1.0	Workstations: 1.3 Private Offices: 1.3	Workstations: 2.5 Private Offices: 2.5	Workstations: 6.7 Private Offices: 0
Medium Degree of Change	Workstations: 1.1 Private Offices: 1.0	Workstations: 1.4 Private Offices: 1.4	Workstations: 3.3 Private Offices: 3.3	Workstations: 10.0 Private Offices: 0
High Degree of Change	Workstations: 1.2 Private Offices: 1.0	Workstations: 1.7 Private Offices 1.7	Workstations: 5.0 Private Offices 5.0	Workstations: 20.0 Private Offices 0

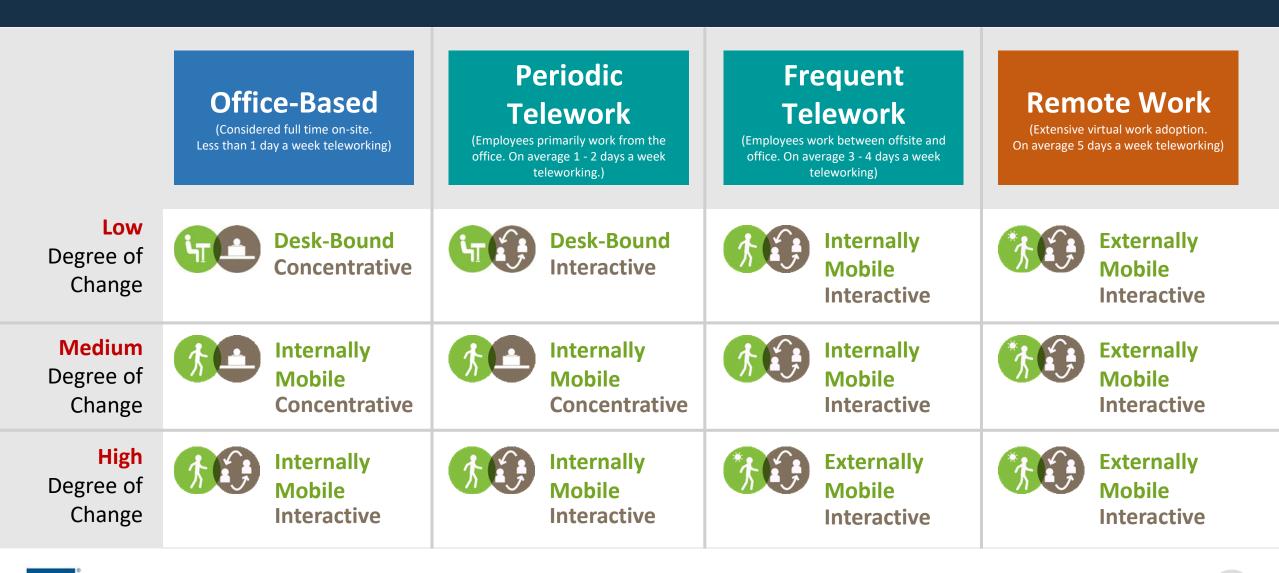


Individual Workspace Sizes *

	Office-Based (Considered full time on-site. Less than 1 day a week teleworking)	Periodic Telework (Employees primarily work from the office. On average 1 - 2 days a week teleworking.)	Frequent Telework (Employees work between offsite and office. On average 3 - 4 days a week teleworking)	Remote Work (Extensive virtual work adoption. On average 5 days a week teleworking)
Low Degree of Change	Workstations: 64 nsf Private Offices: 150 nsf	Workstations: 48 nsf Private Offices: 120 nsf	Workstations: 48 nsf Private Offices: 100 nsf	Workstations: 24 nsf Private Offices: 0 nsf
Medium Degree of Change	Workstations: 64 nsf Private Offices: 120 nsf	Workstations: 48 nsf Private Offices: 100 nsf	Workstations: 36 nsf Private Offices: 100 nsf	Workstations: 24 nsf Private Offices: 0 nsf
High Degree of Change	Workstations: 48 nsf Private Offices: 120 nsf	Workstations: 48 nsf Private Offices: 100 nsf	Workstations: 36 nsf Private Offices: 100 nsf	Workstations: 24 nsf Private Offices: 0 nsf



Recall the Hybrid Continuum + Work Patterns I WIFM 2.0





Let's walk through WIFM 2.0

What's next?

Get a copy of WIFM!

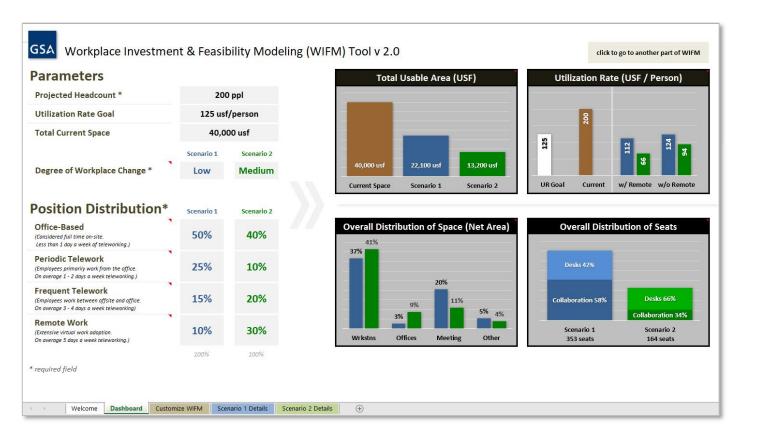
 email <u>workplace@gsa.gov</u> to request your copy

Customize WIFM!

- use the built-in feature
- or reach out for greater customization options

Get future versions!

• you will automatically get new versions







Thank You For Attending!

Upcoming Client Enrichment Series Sessions

eRETA Digest Tuesday, August 16th 1pm-2:30pm eastern - <u>Register Now</u>

Say Aloha to Kahua - PBS's New Project Management Portal Thursday, August 18th 1pm-2:30pm eastern - <u>Register Now</u>

Policy and Process Changes for Occupancy Agreements (OASIS Overview) Thursday, September 8th 1pm-3pm eastern - <u>Register Now</u>

Kahua Users Klub Thursday, September 15th 1pm-2:30pm eastern - Register Now



GSA's COVID-19 Resources for Customers

See our <u>Safer Federal Workplace page</u>

Watch CES sessions on YouTube **Solution Bookmark and binge watch all your favorite CES sessions! www.qsa.qov/ces** clientenrichmentseries@qsa.qov