



All of the Above:

Attracting and Retaining Talent with Commuter Benefits and Flexible Work



The COVID-19 pandemic profoundly changed every aspect of life. For Abt Global, it provided an opportunity to focus on employee well-being and retention. Read on to learn how Abt leveraged flexible work arrangements and commuter benefits to advance decarbonization and ensure its employees thrive.

ENHANCING EMPLOYEE WELL-BEING

Abt lives its mission—to improve the quality of life and economic well-being of people worldwide—by incorporating social and environmental responsibility into how it operates. Since the COVID-19 pandemic, Abt has embraced a culture of seeing work as something you do, not a place you go. This allowed Abt to reassess its remote work policy to include both hybrid and fully remote telework options for staff and offer stipends for home ergonomics and technology. By implementing these strategies, staff can select the working styles that fit their needs and environments. In addition, Abt began offering a two-week flex period, or “flextime”—allowing staff to charge time across a two-week period—to support balanced work schedules with personal priorities.

By the end of 2023, 70% of D.C. Metro-based staff were fully remote, 18% hybrid, and 12% worked fully on-site. According to [MWCOC's Commuter Connections Vehicle Miles Traveled \(VMT\) calculator](#), these efforts save nearly 80,000 gallons of gasoline annually for metro-based staff. Prior to the pandemic, only about 10% of Abt's staff worked fully remote.

On-site employees and hybrid employees also have access to Abt's suite of commuter benefits, including a monthly public transportation subsidy, an annual bike maintenance stipend, a complimentary corporate shuttle service between Abt's Rockville, Maryland, office and the North Bethesda Metro Station, internal carpool matching services, free on-site electric vehicle charging, and access to additional resources provided by the North Bethesda Transportation Center. Abt staff have reported a greater sense of work-life balance through choosing their working locations and schedules, as well as support through Abt's benefits program.

ATTRACTING AND RETAINING SKILLED TALENT

Attracting, recruiting, and retaining top talent requires a nuanced approach. The geographic expansion of Abt's talent pool was a silver-lining to pandemic conditions, and one that Abt has continued to emphasize through its Remote Work Policy. By enabling remote employment, Abt has been able to reduce (and often eliminate) location-based barriers to open positions, which further increases the company's ability to attract talent from anywhere—not just from those near Abt's corporate office locations. Abt's enhanced virtual private network, digital collaboration tools, and file storage capabilities improve and ease remote collaboration for all staff, regardless of work location—doubling down on their commitment to employee well-being and environmental co-benefits of reduced commuter congestion.

ENGAGING EMPLOYEES AND DECARBONIZING THE COMMUTE

Since 2011, Abt has conducted an annual Employee Commute Survey to measure the commute modes and emissions from its U.S.-based employees. Abt's proprietary survey has evolved to capture data on employee commuting behaviors and includes commute mode, frequency of commuting or remote work, established behaviors, home energy use, and much more. While the survey generates high-fidelity data on greenhouse gas emissions from employee commuting and telecommuting, it also enables a way for employees to provide feedback and reflections on benefits programs. This enables Abt to meet staff needs while continuing to make progress on decarbonization. The results show that since 2019, commuting and telecommuting emissions have collectively dropped 42% for U.S.-based staff, owing to Abt's progress in supporting remote work and green commuting options.

In recognition of its commuter benefits and remote work programs, Abt earned recognition from [MWCOC's Commuter Connections Employer Recognition Program](#) in 2020 with the Incentives Award, and again in 2023 with the Telework Award. “We recognize that work isn't always a place you go to; work is a thing that you do. So we offer our employees flexibility and balance to deliver on their work,” said Lisa Simeon, Abt Global's Chief Operations Officer. Abt hopes that by sharing their program efforts, and positive employee response to their benefits, they can encourage more businesses to adopt similar models that continue to promote employee well-being and retention and greenhouse gas emission reductions.



Pictured to the Right:

Abt accepting the
Commuter Connections
2023 Telework Award

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So we offer our employees flexibility and balance to deliver on their work”

-Lisa Simeon

Chief Operations Officer,
Abt Global



To hear how you can retain and attract talent with commuter benefits like Abt, get in touch with the team at [Commuter Choice Maryland](#) or your [local Rideshare Coordinator](#).