



## Energize + grow your workforce: How commute solutions serve business needs

Work satisfaction today plays a big role in employee morale, productivity, and retention that broadly impacts operational performance and the bottom line. A top ranked factor negatively hurting employee work experience today—impacting retention and recruitment—is the commute.

Unlock better commutes by equipping your employees with more affordable, healthy, and sustainable commute options, including carpooling, vanpooling, transit, bike commuting, walking, compressed work, and remote work. Leverage free resources, tools, and services from Get There Oregon and partners to improve employee commutes and help your workforce thrive and grow.

### SERVE BUSINESS NEEDS



Reducing employee commute costs and improving commutes can **boost retention**. Plus, building a supportive work environment can **attract job candidates** to join your team.



Improving commutes can **boost work satisfaction, employee engagement and health** and **enhance performance and productivity**.



Increasing use of commute options can **cut parking and facility costs**. Plus, **save money** by reducing staff attrition and taking advantage of payroll tax savings by providing pre-tax commuter benefits.



Cutting back on the volume of vehicles at worksites and nearby neighborhoods can **reduce parking and traffic congestion issues**.



Reducing commute-related impacts can **boost sustainability** and **attain substantial environmental gains**, while enhancing your reputation.

## WHY DO COMMUTES MATTER?

### Commute Costs Have Risen



US workers on average today spend about **19% of their annual income** on commuting.

### Commute Distances Are Getting Longer



Many workers now **commute from farther away due**, in part, to the lack of affordable housing.

### Commute Times Are Longer



On average commuters **added 20 minutes per week** to their commutes compared to a decade ago.

### Bad Commutes Can Cause Staff Attrition



An estimated **23% of workers have quit jobs** over commute pain, while **upwards of 60% of job seekers don't apply** due to perceived bad commutes.

### Improving Commutes Addresses Top Priorities



A key finding in Get There Oregon's 2023 employer listening sessions was that employers see equipping employees to use commute options as a useful strategy for addressing top organizational priorities and serving business needs.

# EMPLOYEE COMMUTE SUPPORT & BENEFIT OPTIONS



## Information & Resources

Provide employees with information about commute options, services, and the commuter benefits you offer, while encouraging use. Give new employees welcome packets with commute options resource, service, and support information.



## Commute Planning

Equip employees with commute planning resources and tools, including Oregon's free online tool Get There Connect that provides carpool/vanpool matching, transit and bike routes, and more.



## Ridematching Support

Match employees into carpools and vanpools using Get There Connect, as well as hard copy match cards if employee digital access is limited. Commute with Enterprise also offers vanpool matching and vehicle rental services. Offer preferential parking for carpools and vanpools as an added incentive.



## Transit Support

Post transit service and route information and tap into discounted bulk pass programs to help reduce employee commute costs.



## Bike Commuting Support

Connect employees with bike route, skills, service, and maintenance information, as well as provide onsite amenities like covered secure bike parking and repair tools.



## Compressed Work Schedules

Offer onsite employees weekly compressed work schedules, such as four 10-hour work days, to reduce commute trips and costs.



## Remote Work Options & Support

Eliminate commute trips by extending remote work options to employees whose jobs allow and provide support, such as secured virtual networks, digital tools, and staff training.



## Perks, Incentives & Rewards

Enhance your HR benefits and health and wellness programs by offering commute options perks, incentives, and rewards, like credits for buying bike gear, preferential carpool/vanpool parking, and gift cards for ongoing use.



Set up a Commute Trip Reduction (CTR) program that offers a mix of employee resources, services, and benefits tailored to your workplace—Get There Oregon and partners can help!

# FREE SUPPORT SERVICES & TOOLS



## Consultation & Planning Support

Get free consultation and support creating a turnkey and cost-effective employee commute support and benefits program from Get There Oregon and our partners.



## Employee Commute Survey Support

Get insights and resources for conducting surveys to evaluate employee commute habits, needs, and interests. Support is also available on planning and conducting surveys, analyze results, and putting your newfound insights to work in an action plan.



## Tap into Get There Connect—Free!

Enable employees to explore commute options, share the ride, track metrics, and more using Oregon's free online Get There Connect tool. Plus, manage internal rewards and incentives.



## Promotions & Outreach Support

Encourage commute options use and promote support tools and services with help from Get There Oregon and partners. Turnkey employee materials are available for use. Plus, partners can provide commute planning onsite and at resource fairs.