

# Remote Work and Incentive Compliance

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# Managing Business Incentive Compliance



## Data

Obtain and validate performance data



## Procedures

Ease the administrative burden for companies and EDOs



## Progress

Track milestones and establish procedures for cases of noncompliance



## Results

Provide project and program data to internal and external stakeholders



## Transparency and Accountability

Compliance information is used in a positive and empowering manner to improve economic development outcomes



# A remote work policy is necessary

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Site selectors  
anticipate 25-30% of  
work will be hybrid, up  
from 4-5% pre-  
pandemic

Remote/hybrid work  
will be an important  
way companies  
implement their talent  
acquisition strategies

## Different approaches to remote work in state incentive programs to date

Alabama issued guidance that “will allow employees who would otherwise be located at the facility, but are working remotely for a temporary period... to count toward the jobs target...”

Arizona changed some programs to allow companies to count remote workers for specific incentive programs. Additional changes are planned.

Virginia – in 2019 – allowed companies to include telework positions held by Virginia residents for compliance with performance agreements for several major incentive programs.

# Ground rules

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We use incentives to achieve our economic development goals.

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Policies to accommodate remote work should maintain or improve the quality of incentivized jobs.

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Proposed changes should be communicated to local partners. Remote work will have different implications for different communities.

# Checklist

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How does remote work fit with your state's economic development strategy?

- Target industries and occupations
- Expected beneficiaries
- Return on investment (ROI)

How should ROI calculations be adjusted?

What are the effects on place-based incentive programs?

What guardrails should be put around program changes to avoid spikes in costs or unintended consequences?

How will remote work activity be counted and reported?



# For more information

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