



Envisioning the Future of Federal Work

In 2020–2021, the success of widespread telework prompted the federal community to reassess the traditional workplace. Workplace 2030 builds on this shared experience to imagine future, technology-leveraged work scenarios that improve mission delivery.

Workplace 2030 Guiding Principles

1. Work can be done anywhere, at any time

Real estate will help us maintain and enhance human connections, but technology will be the force that brings work together.

2. Distributed work is trusted work

Agencies have discovered the positive impacts of telework. Employees will want to continue working wherever it best suits the task at hand.

3. The office is necessary, but its purpose is shifting

The office will remain a critical place to collaborate, maintain connections, and access secure resources. It will also continue serving as the primary workspace for those who can't (or don't want to) work from home.

4. Agencies are willing to share space

Sharing resources among agencies will create cost savings that may be reinvested in mission. Shared resources could even include specialized spaces, like sensitive compartmented information facilities (SCIFs).

5. Talent recruitment and retention can benefit from distributed work

Employees may choose to live where it best suits them, improving their work-life balance.

6. Distributed work is an employee benefit

Working from home affords scheduling flexibility that employees value.

7. There are challenges to overcome

The pandemic revealed workforce opportunities, as well as the limitations, of present-day technology.

Workplace 2030 Emerging Services

In addition to GSA's existing real estate services, we have identified a range of new and reimagined services to support agency needs. Services with the greatest impact and urgency have been prioritized for development, with some rolling out this year. Others may be tabled for later review. These services support four objectives.

- Reimagining the workplace
- Supporting real property strategies
- Providing smarter spaces
- Enabling workforce mobility



Workplace standards



Readiness Assessment



Work Support App



Space monitor



Home office in a box



Occupant feedback loops



Flex hub



Technology showcase

Implementation Will Differ for Each Agency

For some agencies, on-site work will continue to be essential to mission. Others will move toward a more distributed model, redirecting real estate costs toward technologies and services that empower the workforce. Irrespective of outlook, GSA's Center for Workplace Strategy is available to help your agency navigate the future of the workplace.

To pilot an emerging service—or to just learn more—please contact a workplace expert at workplace@gsa.gov.