

The Future of Work, Land Use, and Transportation in Massachusetts

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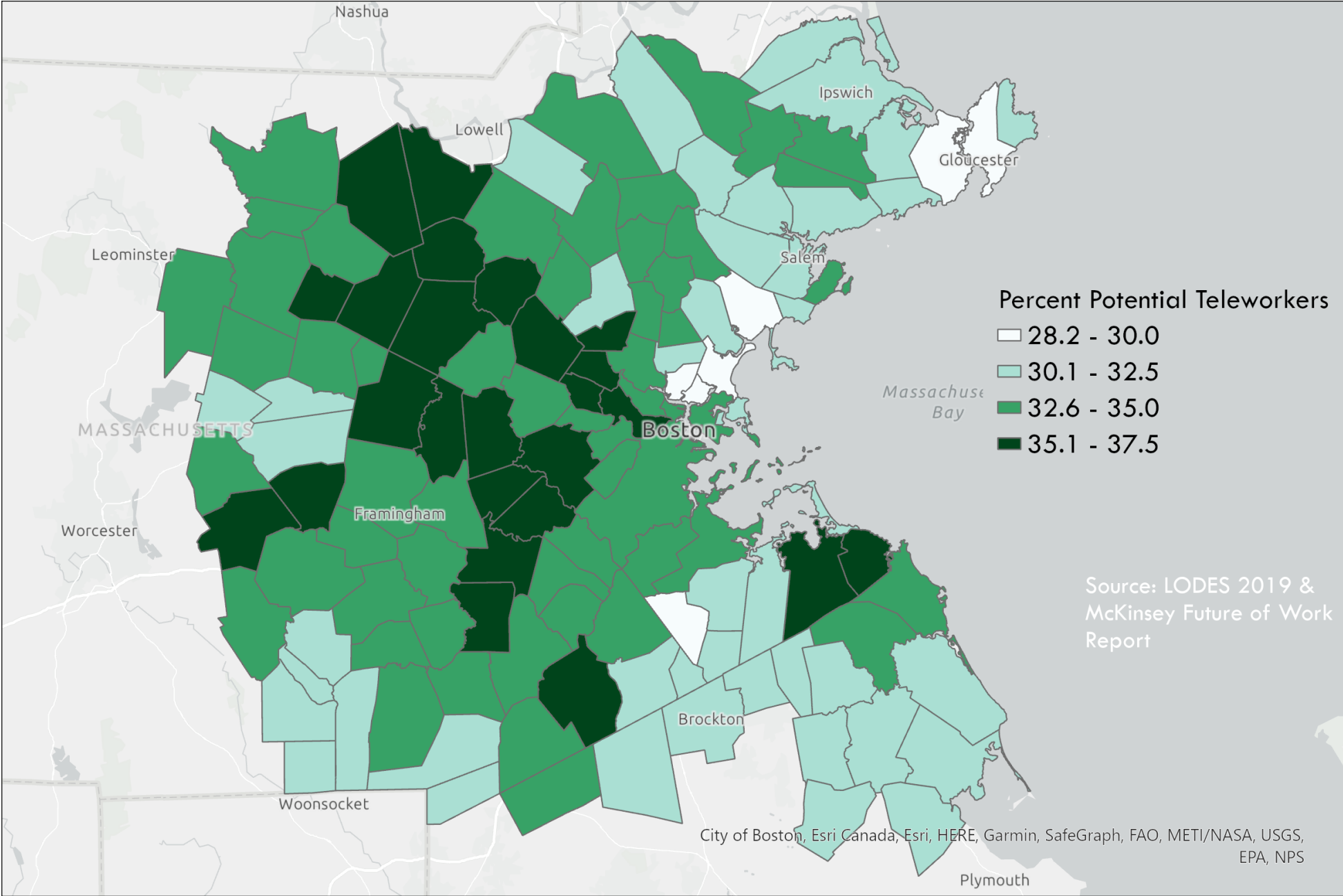
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Challenges and Trends

- **Wage polarization**, decline in mid-wage jobs has led to growing income inequality since 1990; automation likely to worsen disparities.
- Increases in remote work may **reduce demand for conventional office space**, could shift demand for retail/dining from urban core to suburban downtowns and main streets
- **Shifting/declining demand for retail spaces** due to e-commerce, big-box competition, changing preferences
- Growing pressure for **conversion of industrial & artist spaces** to residential/mixed use
- Tuesday-Thursday shaping up to be **core days of new hybrid work week**.

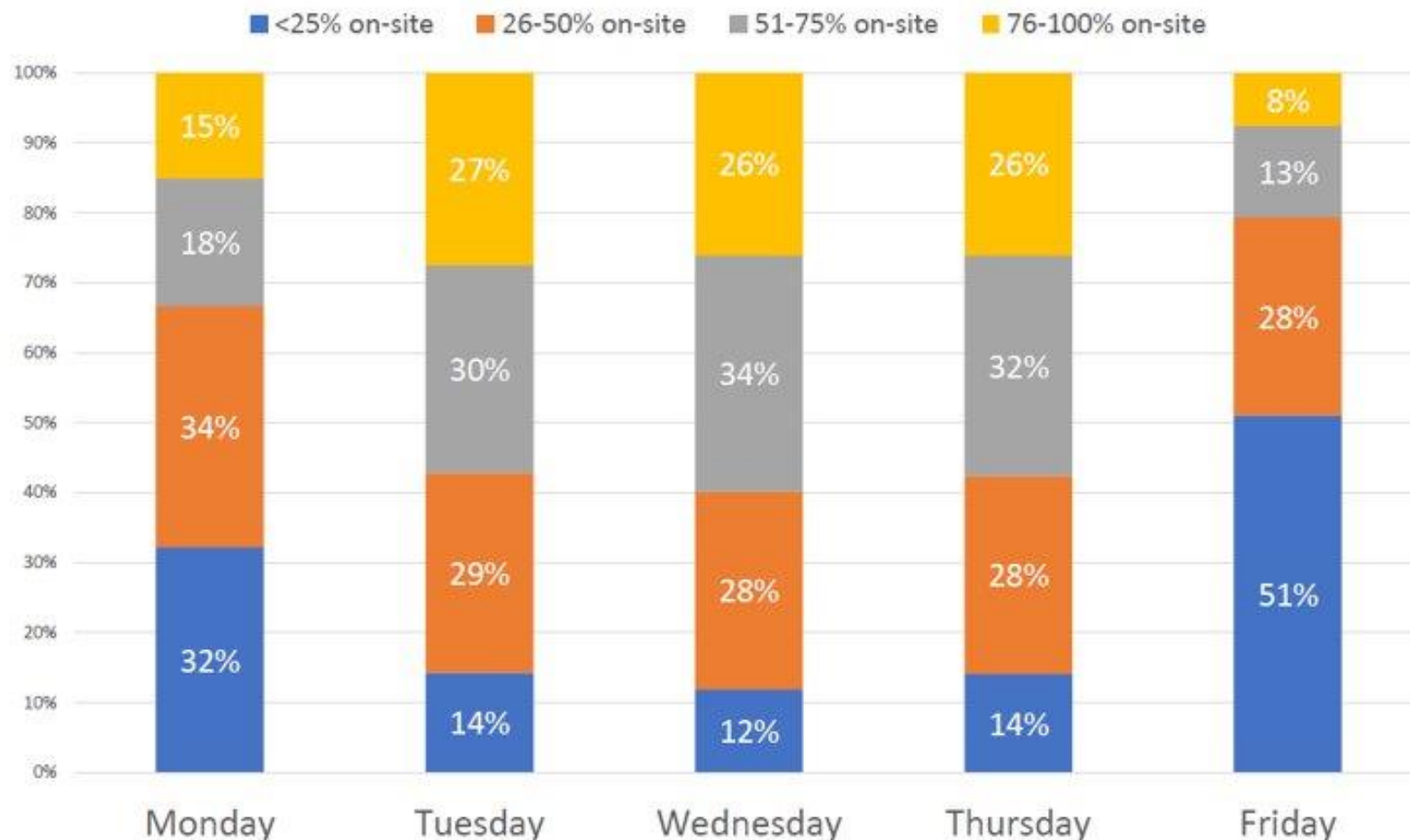
Where in the region do these potential teleworkers live?



Companies Project Return to On-Site Work (by Day of the Week)

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- The majority of companies (51%) anticipate that Friday will have the largest percent of employees working remotely.
- The majority of companies are projecting that Tuesday, Wednesday, and Thursday will have the most on-site activity with over 50% of companies expecting 51-100% of their employees returning to the office.



Based on companies' estimation of the percentage (range) of employees on-site

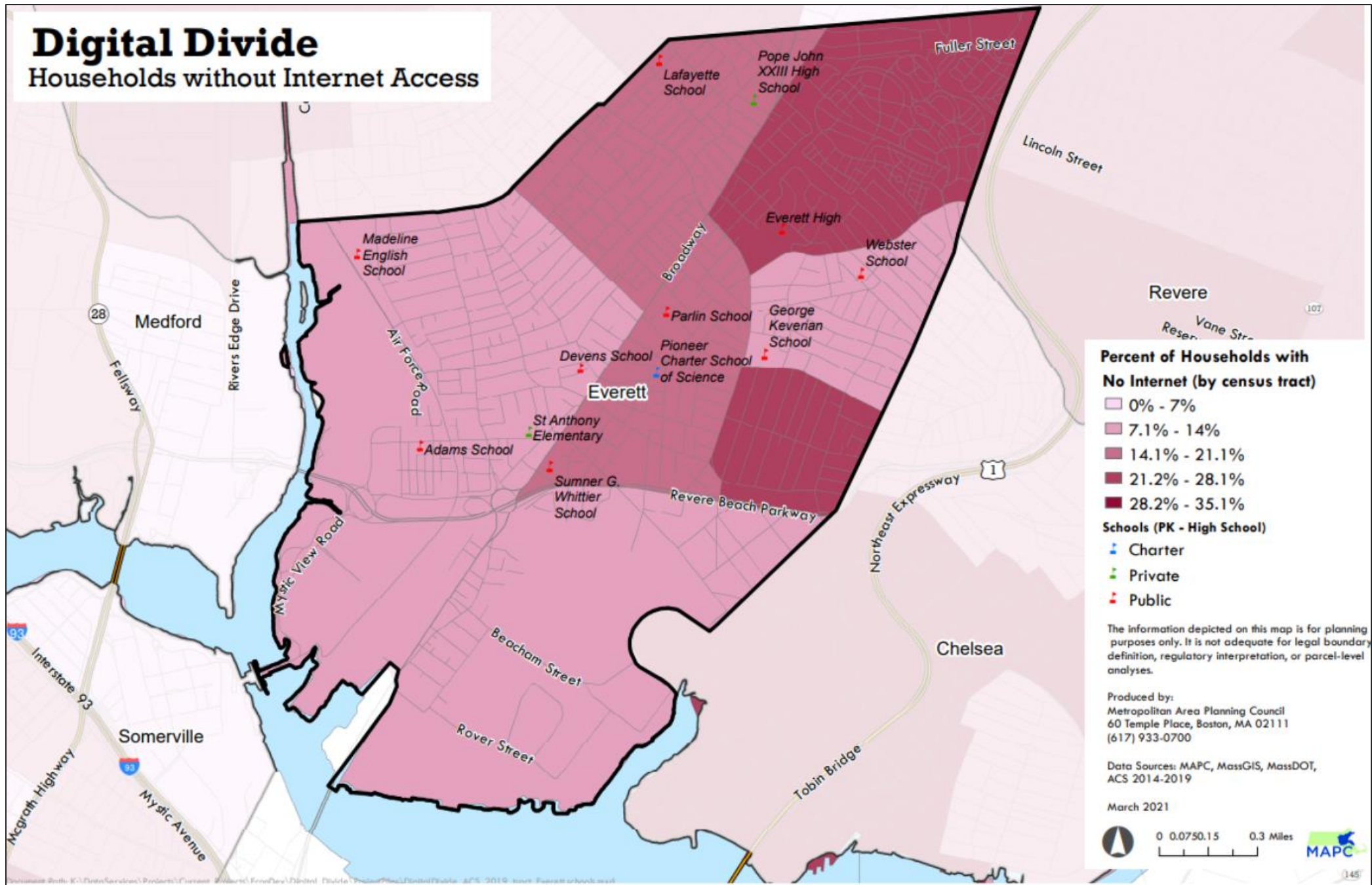
- **Restrictive zoning** and development regulations that prevent creative reuse of retail/office properties
- **Lack of protection** for vulnerable industrial & artist spaces
- Perverse **tax structures and incentives** that facilitate long-term vacancies in retail space
- Reliance on private companies for the provision of high-speed internet in urban areas
- Transit system designed for **5-day workweek**
- Parking requirements and **roadway designs** that **promote auto travel** and discourage walking and biking.

Barriers to Adaptation



Digital Divide

Households without Internet Access



Policy Solutions



- State incentives and programs to **encourage municipalities to plan and zone** for creative, sustainable reuse of obsolete retail and office sites.
- Identify ways that state and local tax structures could be leveraged to **discourage long-term vacancies**
- Support municipal efforts to **transition to sustainable local travel** through active transportation infrastructure, progressive parking policies, and transit improvements
- Establish **new models for broadband service** in Gateway Cities and urban areas: community-owned networks with technical and hardware support

Thank You!

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