USPTO AND A NATIONWIDE WORKFORCE
DEFINITIONS

• **Nationwide workforce:** refers to a brick/mortar presence in another state from the Alexandria headquarters at which USPTO functions (examining, interviews, etc) are accomplished or are available to stakeholders.

• **Distributed workforce:** refers to the use of teleworking tools to allow USPTO employees to move within the country and telework full time with their home as a duty station.
Why the Interest?

• Improved recruiting
• Enhanced employee retention
• Potentially reduced real estate costs
• Stakeholder outreach
Issues/Concerns

- **Need?** Examine adequacy of Alexandria facilities for long range space reqmt, ability to enhance recruiting plans.
- **Cost.** Overhead, IT connectivity, out-year sustainability, personnel moves.
- **Capacity of main campus to accommodate the IT load.**
Plan

- Work with Patents to develop an accepted strategic model of future workforce requirements.
- Examine the capacity of existing facilities to limit acquisition of excess space elsewhere.
- Develop detailed plan with cost estimates for establishing and sustaining another workplace for the required additional workforce (if needed).
- Examine other alternatives for providing an outreach to external stakeholders (for instance, use of PTDLs for interviews).
- Seek necessary resources, legislative language, as required, to implement.
QUESTIONS?