

## Workforce Adaptation During COVID-19

### PROJECT TITLE

Workforce Adaptation During COVID-19

### IMPROVEMENT TIMELINE

Ongoing

### INVESTIGATORS

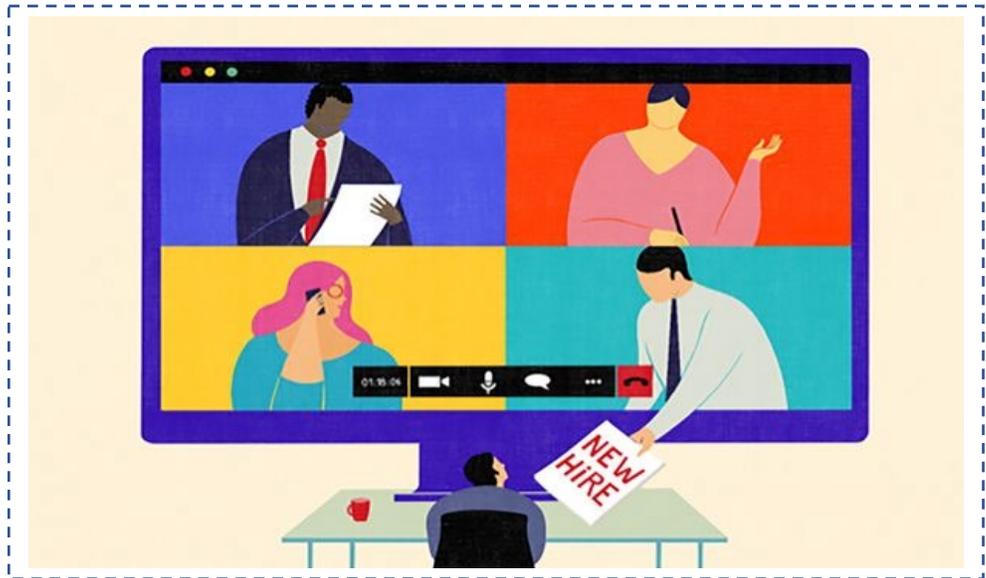
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### VTRANS CONTACTS

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### Problem Statement

The pandemic has had a profound impact on strategic workforce development globally, including public and private employers in Vermont's transportation industry. This project focuses on the Talent Acquisition Pipeline at VTrans (outreach, recruitment, interviewing, hiring, and onboarding) during COVID-19: How is VTrans successfully planning, strategizing, and leveraging technology to move into the new virtual space (effective use of employer branding, career sites, and social media), how can we best identify critical skills gaps and future talent needs during hiring slowdowns and freezes, and how can we build workforce resilience and continuity in a post-COVID world as an employer of choice.



### Methodology

VTrans is demonstrating how quickly an organization can adapt and create new levels of visibility, agility, productivity, and connection with all stakeholders, including employment candidates and recruitment partners, even during times of great challenge.

### Next Steps

The pandemic has given VTrans the opportunity to rapidly and successfully migrate to new digital technologies and remote work processes. We need to apply these skills to the talent acquisition pipeline to ensure that we leverage all of the advantages of virtual recruitment and hiring.

### Potential Impacts and VTrans Benefits

Successfully embracing the future of work and strategically managing our workforce needs and opportunities.

More information about the VTrans Research Program, including additional Fact Sheets, can be found at: <http://vtrans.vermont.gov/planning/research>