

# Why Onboarding?

For FY16 and FY17, VTrans had 268 permanent new hires and 437 temporary new hires.

VTrans has a 5-year average turnover rate of 8.5%

The first weeks and months on a job are critical in shaping how new employees feel about their role and our organization.

Retention – Build Trust and Alignment

Identify Role Models & Resource Ambassadors

Connect New Employees to Leaders & Managers

Remove Silos and Encourage Networking

Introduce/Reinforce Our Strategic Goals & Culture

Provide Expectations, Ouch Training & Tools for Success