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New Resource Alert: Streamline Your Highway/DPW Hiring Process with VLCT's Step- by-Step Guide





The Vermont League of Cities and Towns (VLCT) is excited to unveil a comprehensive new resource designed to revolutionize how local governments recruit, onboard, and retain their Highway/DPW staff. Introducing the "[Highway/DPW Hiring Process Step-by-Step](#)" guide, your ultimate roadmap to building a strong, efficient, and future-ready team.

Why This Guide Matters: In today's competitive job market, attracting and retaining top-tier talent is more critical than ever. This guide empowers municipalities with effective strategies to navigate the complexities of hiring—from recruitment to building a robust staffing pipeline for the future.

What You'll Discover:

- **Recruitment Excellence:** Dive into a wealth of strategies for crafting engaging job descriptions, offering competitive compensation, and selecting the right recruitment channels. Learn how to leverage local partnerships and online platforms to reach a diverse pool of candidates.



- **Seamless Onboarding:** Ensure new hires feel welcomed and prepared from day one with comprehensive orientation sessions and mentorship programs. Regular feedback loops are key to successful integration and long-term satisfaction.
- **Team Building & Retention:** Foster a collaborative environment with team-building activities, open communication, and a culture of recognition. Discover how competitive benefits and career development opportunities can significantly reduce turnover rates.
- **Future Staffing Pipeline:** Secure your town's future by establishing partnerships with training institutions and promoting career paths in local schools. Support apprenticeships and internships to cultivate a steady flow of skilled candidates.

Actionable Insights:

- Develop a structured onboarding process with checklists and welcome events.
- Plan quarterly team outings and implement suggestion boxes for continuous team engagement.
- Host informational sessions on Commercial Motor Vehicle (CMV) licensing and collaborate with local driving schools.

By following these step-by-step strategies, your municipality will be equipped to build a Highway/DPW team that not only meets today's demands but is also prepared for tomorrow's challenges. This guide is your key to ensuring operational excellence and community satisfaction.



Ready to transform your hiring process? [Explore the full guide](#) and start building a team that drives your community forward!

This document was created in part with artificial intelligence and was reviewed by a human subject matter expert.?

