



HR Matters

Hiring & Onboarding

IN THE COVID ERA

February 17th, 2021



Meet today's panelists...



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Recruiting is...different these days.

- Uncertainty about the Future
- Virtual/Remote Interviewing and Hiring
- Virtual/Remote Workplace
- Health and Safety
- Onboarding & Orientation
- Employee Engagement



Uncertainty about the Future

- Do we know enough about the future to hire new employees right now? How do our **current** employees feel?
- Do we need temporary or permanent employees?
- Do we hire internally or externally?
- How does this affect our DEI initiatives?
- If/when we return to the office, what will that look like?



Virtual/Remote Recruiting, Interviewing, and Hiring

- How has the recruitment process changed?
- How has it stayed the same?
- Are employees asking different questions?
- Should WE be asking different questions?



Virtual/Remote Workplace

- Will the position be remote? CAN it be remote?
- Will it be remote indefinitely?
- What equipment does the new employee need, and do we provide it?



Health and Safety

- Should we communicate our COVID-19 protocols to potential hires?



Onboarding & Orientation

- How on earth do we orient a new hire? The old way seems impossible now.
- How can technology make this easier?
- Do they need to present their I-9 supporting documents in person, or can they do that virtually until further notice?
- How do we train new employees in a remote or hybrid setting?



Employee Engagement

- How do we continue to make new employees feel welcome and supported?
- Who is their support network/knowledge partners? Where do they go for help?
- Arrange introductions to as many people as possible, particularly in a virtual environment.



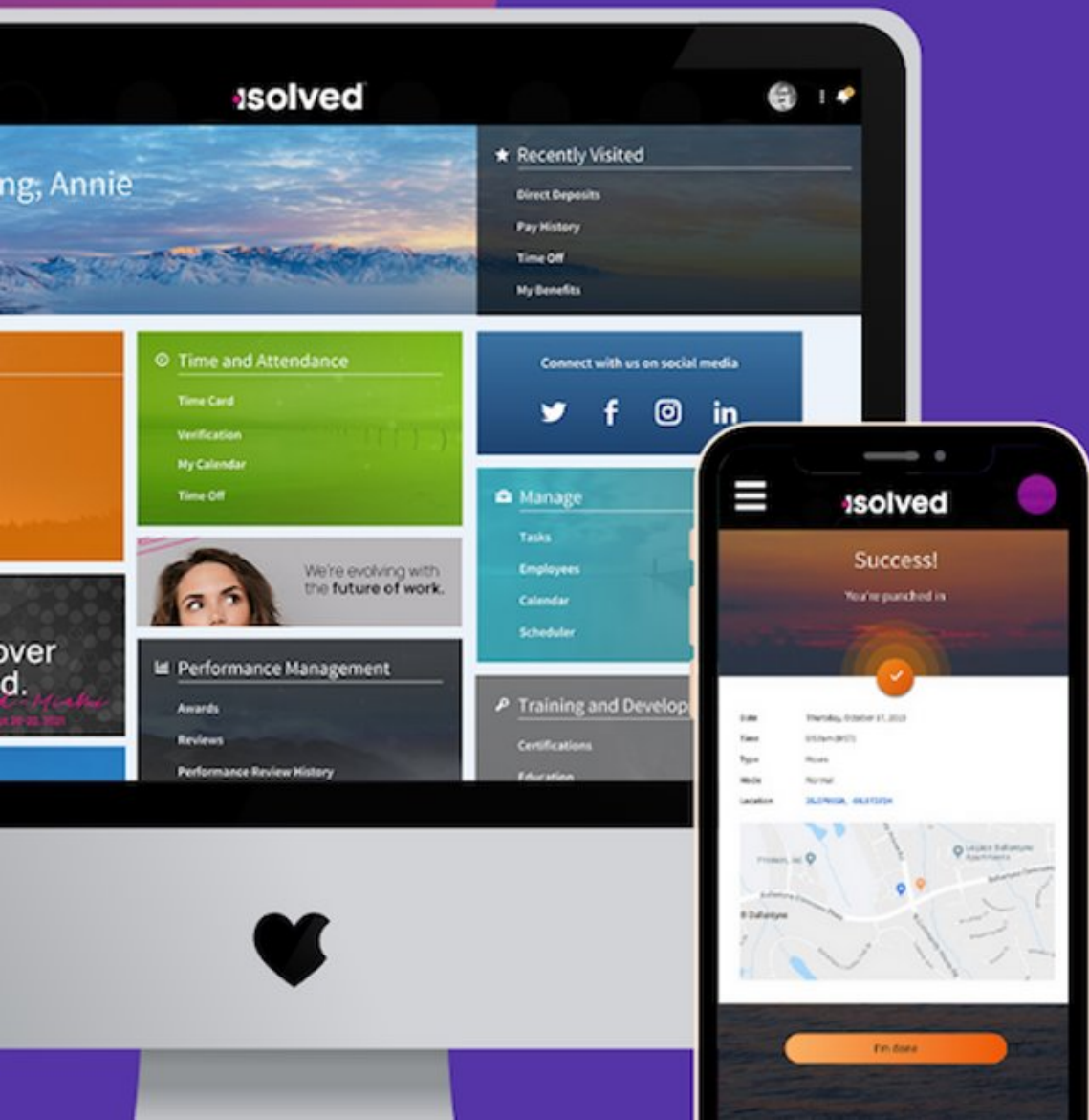
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