

Question 3: Steps your organization could take to enable more WFH

Question: Please describe some of the most useful steps your organization might take to enable more people (including yourself) to work from home.

Categories

1. Policy/Permission/Flexibility

- 1. Presenting remote work as an option that is more readily available. Mandating it may not fit for all people. 2. Advocate for improved, affordable and comprehensive connectivity across the board - cell service is bad, landlines are too, internet service providers few and far between, and often expensive. Maybe offer connectivity funds or infrastructure to boost signals?
- A telecommuting policy
- A work from home policy company wide that allows people to work from home up to 16 hours per week.
- Acknowledging and realizing that working remotely can be done and to be efficient doesn't need an "office" as in there COVID_19 thoughts.
- Actually giving us the option to permanently work from home
- Adjust our personnel policy, which currently allows one-day per week work from home. We moved most of our data to cloud storage last year and that move already made it much easier. Might also look into finding a way to have office calls forwarded to cell phones.
- Adjust telecommuting policies.
- Adjust the personnel policy to explicitly allow WFH, secure a VPN, purchase additional phone lines so office phones can be ported to home phones or ideally work laptops, educate other departments on use of MS Teams or other collaborative software.
- Adjust their policies to allow supervisor discretion re: work from home, and to classify more employees as having some work from home flexibility.
- adopt a policy that would allow for greater options to work from home
- Adopt a work from home policy, best practices and guidance on staying healthy and active while working from home.
- Adopt a written policy allowing this without demerit. Settle on a virtual platform for e-meetings. Provide better home work station hardware.
- Allow flexibility to work remotely even for part of days or multiple days per week
- Allow faculty to have more choices about class scheduling. Allow more scheduling leeway with staff.
- Be supportive of this.
- Because I work for a state agency, it will require a policy change within my Agency and at a higher level in state government. There is no consistency between agencies, departments, and even sections in state government regarding working at home. It would be helpful to have it the same, have it flexible and permissible to work from home at least two days each week--which is the state government standard. In my agency we can get permission to telecommute one day each week, but I know folks in other divisions that

already worked at home three days a week. This is a tangent but I think the state overall should move to telework three days a week for those positions that are able to do so.

- Before COVID it was largely frowned upon to work from home, but i think allowing it more would be beneficial to lowering emissions.
 - change internal policy
 - change policy to allow frequent work at home. give supervisors training and policy on how to manage at home workers.
 - Codifying that it's OK.
 - Continued use of Teams for meetings (i.e. give every meeting a Teams component).
- But mostly the change needs to be cultural. It needs to be equally accepted for people to be in either location.
- We are also instituting a Remote Working Policy - this will give guardrails to both managers and staff. "
 - Create a regular schedule for work at home opportunities. We could utilize zoom for more meetings saving time and travel expenses.
 - Create policy to enable a hybrid of home/office work. Create a policy that assumes a Zoom or videoconferencing presence at most meetings to include employees who may be working from home.
 - Create work from home policy that is fair and equitable.
 - Current policy is up to 2 days a week at home outside of the legislative session. I may increase this to 3-4 days a week. We are also considering eliminating our office and going full telework as budget / cost savings measure.
 - Develop policies about it - to institutionalize the practice and keep the productivity going.
 - Develop the policies and procedures to allow it. Some minor technology challenges may still need addressing, but those are very limited.
 - **Draft and enact supportive policies, guidance, and monitoring structures – Gov't**
 - Enable in employee policies. Continue subscriptions to remote connection services.
 - Encourage it.
 - encourage our clients to work by zoom
 - Encouraging it, making less hurdles for employees. Training supervisors in how to give clear expectations of work-at-home employees and encouraging things that can be done at home to be done at home and avoid commute - reduce carbon emissions! Re: question below, it depends on what supervisor agrees to. I would be happy to work from home almost every day, and come in for occasional in person meetings.
 - Ensuring all employees have the technology they need to do their jobs at home, and that they know how to use it. Consider using hubs of some kind to allow workers access to things like special printers and other equipment they might need sometimes, but not every day. Allow employees more flexibility to work from home if they want.
 - Establishing flex scheduling. Creating a system for remotely engaging with staff more regularly.
 - Explicitly promote telecommuting as a matter of employment policy

- First, allow it, with policy. Second, allow it across positions, as determined by their descriptions. Third, provide technologies - software and hardware- that augment the person's resources at home.
- Flexibility in work from home policy, especially if you are not feeling well but still can get work done - stay home and work, don't come in! I think we already supported this but employees were not following this protocol-now obviously it will be much different.
- Flexibility with schedule; monitors at home and work (I use two and my laptop, so could take the laptop back and forth); meetings via Teams
- Flexible scheduling and expectations around time and place of the work day.
- Flexible especially when 14 day quarantine is necessary so we can continue to work and be paid for that work
- Flexible work hours. Supportive IT people.
- Granting permission and providing flexibility. Also building systems to retain an inclusive and cohesive working team.
- Having a position where admins can schedule appointments and do scanning and referrals from home.
- I think building a flexible schedule for working at home would be very useful. We have other roles that work remotely from our other campuses. Working remotely from home would, in some ways, reduce interruptions and build a more resilient workforce. If we can also flex times to work for our students and faculty schedules, I think we will be healthier and stronger to meet the changing needs in educational settings.
- I think the flexibility is what's most important and useful. In the type of work we do, having the option to go back and forth from home office to official office is important. There are times when it makes sense to work from home, and having the flexibility to do so is critical, - without numerous forms and paperwork. If the work is done, it shouldn't matter where it is performed.
- I think that the most useful thing my organization can do is to normalize working from home, and to create a culture where it is understood that you can get all of your work done just as well as you can in the office. I think that it should be an option for both people with and without kids.
- \\\I think simple recognition that working remotely can be just as, if not more, successful than having your body in your chair in the office. If leadership were to see that people are just as dedicated to their work when they are away from the office as when they are present, I think that speaks for itself. Leadership just needs to trust that no matter where someone is sitting, they want to do a good job.
- Increase tech support; establish work from home days -- like casual Fridays...
- Increasing our current policy from the standard 1 day to 2-3 days or more. Working with employees one on one to discuss their preferences and figure out ways to make it work. Some people do not enjoy working from home while others, like myself, find myself more productive and happier working at home than in an office environment.
- Institute mandatory work hours. It has become very difficult to schedule meetings (in person or online) with key staff people. Too much flexibility in work hours has resulted in the inability to hold necessary coordination meetings.

- It being encouraged by management
- It's about culture more than anything else - being okay with people doing it.
- Just allowing us to work from home if there isn't an actual reason we need to be in the office.
- Just giving the option of working from home.
- Just let us do that.
- Just tweak the policy to allow it sometimes.
- keep discussion open and work out plans with supervisors
- Lead by example through management continuing to telework and encouraging employees to continue to do so. We already have the technology to be effective remotely.
- Leadership should offer this as an option to anyone who can complete all duties remotely.
- Making it an option for employees
- Making remote attendance of meetings an option.
- More cohesive guidance regarding how (exactly) to work with remote capabilities (MSTeams, Zoom, remote access to shared drives). A "how to work from home" primer and "best practices" guidelines might be useful.
- More technical support and clearer internal policies and expectations for remote work
- Most employees have flexibility to work from home if we feel like it is appropriate. Only four administrative staff have to be in the office.
- Not sure what else BED could do. We have all the resources to WFH at this time. Approval and support would be the big ones.
- Nothing in particular, aside from policy
- Offer online attendance options for meetings; continue to share files online; set work from home schedules.
- Offer the option for starters -
- One step could be designating a specific day, so that everyone is out of the office and you know not to schedule in-person meetings with anyone. We could also update our employee handbook to offer more flexibility with working from home options.
- Our organization already had one person who worked from home part time but didn't really encourage that for everyone. I think that having a policy that let folks decide what works best for them would be good. If people were going to work at home more regularly they'd also have to have access to our network, which right now some folks do but not everyone due to costs. They'd also need the right equipment, etc.
- Our organization has taken many steps to accommodate remote work during the pandemic. It would be more of a policy that would be needed to allow remote work based on employee preference.
- Pay for home internet. Allow staff to work from home.
- Permanently approve a telecommute schedule for those eligible and who wish to participate.
- Permission and guidance.
- Permission from UVM is all that is needed. But some people have taken advantage of working from home.
- Policy change

- Policy change - a) telework currently is limited to 10% of work hours. b) develop written telework agreement between employer and employee. Practice change - Modify performance management activities to adjust for telework increase.
- Really it's just messaging, letting people know it's OK
- Recognize that work from home is just as, if not more productive for people; pay the same rate of pay for remote work as on-site work.
- Recommend supervisors allow this if the employee is able to work from home.
- Reduce the expectation that going to the office is the norm, give people a choice and communicate clear expectations about when working in-person is necessary. Save money with less office space. Support working at home with the right office equipment and software.
- Re-evaluate scopes of work for positions and projects to provide more clear guidance and feasibility to work remotely. Strengthen protocols for communication with co-workers when working remotely.
- Remove the prohibition on non-exempt staff telecommuting
- Schedule a certain percentage of meetings as remote and a certain percentage as in-person.
- set a structure that encourage more concentrated, more efficient face to face time freeing more time for work at home.
- Simply encourage it. I've requested permission to telecommute in the past and been denied because they "didn't want to set a precedent" as no other staff members in my department were working from home. I think that given the health risks vs the environmental benefits, it would be progressive and cost saving for my organization to reverse their stance and as a rule encourage telecommuting when a position's responsibilities lend themselves to this situation if the employee is willing.
- Simply let them. Technology already in place.
- Simply support it from a culture standpoint as well as pivot to more video meetings opportunities versus assumption that all group meetings need to be in person.
- Social acceptance and technical capacity to participate remotely are the key requirements
- Software support. Cultural support.
- State Gov has already gone through the growing pains necessary to enable telecommuting. Its only a matter of allowing for the flexibility as a matter of policy and maintaining systems that ensure employees remain accountable
- Support staff working remotely full time as Agency policy, rather than one or two days per week.
- Support the effort .
- Support those who want to telecommute some of the time.
- Supporting comfortable, productive, and ergonomic home work spaces. Better, faster internet connections.
- The most important step is buy-in from leadership. At UVM, the roll-out of work from home protocols for staff was tinged with patronizing forms and micromanaging. We are all professionals who have a job to do and can be trusted to do it without sitting in an office chair. There are benefits to working from home - alleviation of the parking

problem at UVM, carbon emissions, better work/life balance and less burnout..

Obviously, for some, the requirements of their work (interfacing directly with students etc) doesn't lend to work from home, but for many it's a good choice.

- The only obstacle is company policy/culture. I can do 100% of my job from home, and it seems reasonable to do so several days a week.
- **There are currently many restrictions on who can work from home on the federal, state and university level. These restrictions would need to evolve to enable employees to work from home. – Gov't**
- They just have to allow it. Everyone is pretty much set up to be able to do it now.
- To recognize this as a 'best' or 'standard' practice in itself is a huge step. The current work culture still still cognizes a predominantly 9 to 5 onsite employment practice as being ideal practice. This may not be entirely accurate.
- Update the policy in our employee handbook about flexibility to work from home. Establish criteria for what can take place remotely and when in person is most important. Update communications protocols for remote workers.
- Update the work from home policy we have.
- We already have the infrastructure set up after COVID; all we need is verbal permission.
- We already supported telecommuting up to two days per week for all employees. We can extend that to up to additional days by incorporating some of the electronic meetings into our regular routine.
- We could set clear policies allowing work-from-home and/or encouraging particular days to be blocked off to work from home for those who can, as well as scheduling more meetings as calls/video calls
- We've already implemented the necessary technology. Now it's a question of company policy -- do we want to explicitly allow or encourage it?
- Will update our telework guidelines, will provide training for employees to improve their TW productivity, will provide training for supervisors on how to manage employees more effectively remotely
- Working from home would need to be approved by my team's supervisor. Perhaps a working from home schedule, so that all of us know when one another are doing it, and we can ensure there are some people in the office.

2. Provide Support (Technology/Internet/Training)

- A more integrated remote voice/telephone service. Using a cobbled-together mix of services during COVID crisis.
- Access to internet/WiFi/cell phone service. More digital files available
- Additional computers so we don't have to lug equipment around
- Adjust the personnel policy to explicitly allow WFH, secure a VPN, purchase additional phone lines so office phones can be ported to home phones or ideally work laptops, educate other departments on use of MS Teams or other collaborative software.
- Adopt a written policy allowing this without demerit. Settle on a virtual platform for e-meetings. Provide better home work station hardware.

- Adopt cloud-based servers, increase IT protections for at-home workers, adopt and train employees on digital collaborative software programs, ensure adequate internet connections at home sites.
- Allow the XX departments to purchase laptops for staff (currently blocked by XX). Invest in a course management system that isn't as terrible as Blackboard. Loosen or do not impose excessive time-clocking and check-in meetings for staff. Allow for lower cost parking passes for those who do not work on campus every day.
- appropriate technology, software, and most importantly training - we are nearly there with the first two for many employees
- As previously stated, having IT figure a way to use double monitors while on the gateway and purchasing an electronic signature app.
- Better access to shared documents, full transition to cloud-based work systems, new/improved laptops
- Better computers and/or connectivity for home (ex Home apple products do not mesh well with work PC products)
- Better server connectivity and well-conceived video conferencing
- better software like local copies of office 365
- Better tech.
- Better training in using online tools - including online meeting facilitation
- Broad band that worked in rural towns like mine would be the place to start This is not a new issue, only an ignored one, like funding of our state colleges.
- build a reliable broadband network which is a UTILITY and not a for profit industry.
- Charge for parking at the office. Provide monetary support for better internet (if available). Provide support/equipment for better on-line meetings (better microphones and speakers).
- Computer and tech support. Delivery of office supplies.
- Continue to allow us to use the VPN to access our network and continue to run meetings via GoToMeeting or Zoom.
- Computer/phone integration, better CRM system.
- Continue to support online tools; offer the option for hybrid meetings with some attendees in person, some online, and real-time projection facilities in meeting rooms; equip more classrooms for synchronous video streaming that captures both the instructor and devices they may be writing on or projecting things on. Offer tech support to help faculty with online training and issues.
- Continue to support Teams as a platform for work.
- Continue to support the technology learning curve. All the tools are there, it's just encouraging people to use them.
- Converting to online filing sharing (ie Microsoft Sharepoint). Central scheduling and open calendars (ie Microsoft Outlook).
- Digital access needs to be revamped
- Each person needs good internet (and a good tech support system)
- Easier access to technology, online meetings and calls; short check in's
- educate supervisors and workers
- education and accompaniment while we learn new skills.

- education and processes for using remote working and team organization tools to enable online collaboration.
- Enable in employee policies. Continue subscriptions to remote connection services.
- Encouraging it, making less hurdles for employees. Training supervisors in how to give clear expectations of work-at-home employees and encouraging things that can be done at home to be done at home and avoid commute - reduce carbon emissions! Re: question below, it depends on what supervisor agrees to. I would be happy to work from home almost every day, and come in for occasional in person meetings.
- Enhanced online meetings and guidelines for maximum efficacy.
- Ensure all employees have laptops.
- Ensure that remote workers have access to a laptop and strong internet access - many of us already do
- Ensure they have a strong broadband connection and cell coverage. Provide the flexibility and have an honest conversation about what works best for both the worker and the organization.
- Ensuring all employees have the technology they need to do their jobs at home, and that they know how to use it. Consider using hubs of some kind to allow workers access to things like special printers and other equipment they might need sometimes, but not every day. Allow employees more flexibility to work from home if they want.
- Equip more people with laptops, modernize on campus network, provide on campus hybrid meeting spaces
- Equipment - screens and good chairs!
- Equipment update which I doubt they will undertake immediately. We did just get a ZOOM account.
- Ergonomically supportive chair. Standing desk accessories. Computer monitor (I am working on a laptop) Stipend to support cost of higher speed internet.
- Establishing a computer network that links necessary resources.
- First, allow it, with policy. Second, allow it across positions, as determined by their descriptions. Third, provide technologies - software and hardware- that augment the person's resources at home.
- Flexibility with schedule; monitors at home and work (I use two and my laptop, so could take the laptop back and forth); meetings via Teams
- Flexible work hours. Supportive IT people.
- Get better internet access for all citizens; teach everyone how to set up and utilize online conferencing and other social media services. Train parents and other family members in how to allow students to create work schedules and work space to allow for best learning environment; improve internet services to 100% of all citizens.
- getting us wireless handsets
- Giving us more supplies that can be used at home - lockable file boxes, sound machines, etc. Our organization drive needs to transition to be accessible outside of the office. Everything else has been handled online very well.
- Government could take stronger role in providing rural internet access
- Greater access to software networking tools.
- Having a great tech employee to support us getting linked etc

- Having access to zoom, dropbox, and regular meetings.
- Having the right computer set up (some who were used to having two monitors have said working from one laptop is challenging)
- Helping staff improve their computer skills
- Home docking stations and monitors
- I think continuing to develop and invest in on-line platforms for meetings, trainings and document sharing will help streamline the movement to stay home.
- I'm not sure - the one employee who already works remotely needs better internet service at her rural home, but that is not within our control.
- improve broadband and reduce cost in Vermont; provide training on how to set up a home office; set boundaries for working times of day.
- Improve internet capability
- Improve secure access to Network resources
- Improved removing interfaces. Providing equipment.
- Increase internet access
- Increase tech support; establish work from home days -- like casual Fridays...
- Increased IT training
- internet
- Internet access
- investment in web based communication tools such as better website, social medias.
- I've heard that some people want/need a second monitor at home. There should be a thoughtful approach to equipment needs. (I'm fine. I use my own second monitor.)
- IT support, training to teach online, to conduct daily admin, protocol/grant submission online
- Make sure everyone has laptop computers and figure out a secure way for us to access our servers from our laptops when working remotely.
- "Make sure everyone has the equipment they need (i.e. computers, etc.).
- Make sure everyone has the equipment they need to work remotely on an ongoing basis. Update work policies to allow for this. Managers can be talking to employees about flexibility in this area.
- Make sure that I have proper equipment. Currently working on borrowed laptop.
- Make the data on our server accessible from anywhere there is internet access.
- More cohesive guidance regarding how (exactly) to work with remote capabilities (MSTeams, Zoom, remote access to shared drives). A "how to work from home" primer and "best practices" guidelines might be useful.
- More computer monitors and printer ink
- More equipment so that I could have a workstation both at home and the office.
- more flexible IT support with more choice,
- More laptops!
- More reliable internet
- more robust cloud-based file management and organization
- More sophisticated website
- More supervisor training on how to supervise employees remotely.
- More technical support and clearer internal policies and expectations for remote work

- Obtaining access to good internet and providing the necessary equipment for a home office.
- Options for people without excellent internet connection need to be explored and improved. Also, make sure all staff have up-to-date computers and software needed to perform their jobs.
- Primarily providing laptops in lieu of desktop computers, and we need to invest in more robust connectivity at the office. We currently have DSL which has been a major limiting factor in accessing our server. We're reluctant to rely on cloud-based storage.
- Provide adequate equipment, e.g., computer with camera and microphone to enable full teleconferencing/virtual meeting participation, and provide remote access to computer server, allowing access to all files (not just those emailed home or copied to thumb drive).
- Provide all eligible and interested employees with laptops.
- Provide employer-issued laptop and VPN (already done), revise personnel policies
- Provide improved technology
- Provide laptop computers instead of desktops and cell phones instead of landline phones. Allow work from home if weather is poor, or someone is not well enough to be in the office but is well enough to work.
- Provide laptops to more people, change the work from home policy, shift organizational culture to value work product over time spent in the office.
- provide monitors, allow employees to make the choice, encourage supervisors to offer the opportunity.
- Provide more IT support
- Provide printers and remote setups for employees who want them.
- Provide proper tech. I've been using personal equipment and am limited at times. It would also be useful to have access to a printer and scanner.
- Provide remote IT support.
- Provide support with the right tools
- Provide technical support to get home offices set up and issue organization-owned computers/devices, etc.
- provide technology to staff at home
- Provide technology and support
- Provide tools (such as software) and equipment (such as monitors to use with laptops). Establish clear expectations about productivity and what needs to be accomplished.
- provide training on meeting facilitation when using video conferencing.
- Provide us with dedicated laptops for work
- Provide well-configured laptops fully supporting the necessary software used by my employees.
- Provide work cell phone.
- Providing ergonomic office equipment for home use. Reimbursing internet and phone expenses. Having access to cloud based computing tools and document storage. Allowing a more flexible schedule that isn't specifically 8-5 to accommodate getting kids to school, etc.

- Providing laptop computers with VPN capability and allowing for flexible working hours.
- Providing technical support and equipment upgrades.
- Purchase hardware for home offices, software for on line training and convening, even more schedule flexibility, coaching to use benefit time.
- Really good Mac or PC
- Reduce the expectation that going to the office is the norm, give people a choice and communicate clear expectations about when working in-person is necessary. Save money with less office space. Support working at home with the right office equipment and software.
- Setting employees up with printers/scanners and more technology in their home offices.
- Setting everyone up with laptops and a good work space. Making it possible to do our work at home.
- Shift from servers to cloud technology, so everyone can have access to everything. Now, it's a little clunky.
- Software support. Cultural support.
- Statewide broadband avail.
- Statewide state of the art broadband
- Supply computers and other equipment perhaps subsidize internet access.
- Supply work that can be done from home
- Support for technology issues.
- support from our Tech support team
- The steps would be costly, such as computer equipment, printers, etc.
- Training
- Training on how to maximize productivity while working from home. How the various means of communications can be best used for various tasks, .e.g. when to use email, phone, etc.
- "Two main things: (1) Get a better online Platform (Teams' main problem is how many videos you see at once, and I imagine they'll change that soon because everyone hates it) (2) Get better videoconferencing software/hardware (probably more the latter) so if there is a hybrid meeting (some people at home and some not), the people online are actually able to participate fully"
- we need broadband in rural Vermont for my colleagues.
- We need laptops, two of us got them which enabled us to work from home
- Work with Consolidated Communications for better VPN connection. The telecom service in the Northeast Kingdom is abysmal, especially now with so many students working from home as well.

3. Financial Compensation/Incentives

- A stipend for using all my own utilities. And equally ergonomic chairs for home use.
- Charge for parking at the office. Provide monetary support for better internet (if available). Provide support/equipment for better on-line meetings (better microphones and speakers).

- Compensate employees for electricity, cell phone use and office supplies that are used at home.
- Compensation for internet access, providing desk space/computer/desk/etc.
- Cover the cost of internet, cell phone plans, and materials for home "office" (i.e. second monitor, standing desks, printer/scanners)
 - improve broadband and reduce cost in Vermont; provide training on how to set up a home office; set boundaries for working times of day.
 - Our organization already allows for flexible work hours and some regular work from home. It's hard to think of additional steps that could be taken. Perhaps financial support for setting up home offices with necessary equipment (printer and ink, monitors, etc.), though I'm not sure how other companies handle that.
 - Pay for home internet. Allow staff to work from home.
 - Pay for internet service and cell phone data plans.
 - Pay for or subsidize higher quality internet connections at home. (Though my building on campus has abysmal connections, so I would be pleased if that got fixed first.)
 - Pay for printer ink, have a "recordkeeper" for team meetings since there are no paper handouts in this new virtual world, provide better computer hardware (bigger monitors etc)
 - Pay for the internet!
 - Provide a stipend to cover the costs of a proper home office.
 - Providing ergonomic office equipment for home use. Reimbursing internet and phone expenses. Having access to cloud based computing tools and document storage. Allowing a more flexible schedule that isn't specifically 8-5 to accommodate getting kids to school, etc.
 - Providing physical resources like needed ergonomic furniture, etc, help to pay for internet and phone bills, and computers, including for staff (not only faculty). As we move to in home work, and away from bricks and mortar, workers should not shoulder the costs of broadband, phone, work space provision that employers are responsible for providing.
 - Reimburse for better internet and office equipment
 - re-instituting our travel benefit. before we would get a \$5 daily benefit if we carpoled, took transit, walked, biked or worked from home. It was paused during the pandemic but i'm certain it will be re-instituted once the stay at home order is lifted. Other things they can do is assign preferred parking spots to those carpooling. And increasing the number of days allowed to telecommute. For me its only once a week, i would like to have it be 2-3 days at my own discretion. They could also start charging for parking which could then be used to fund higher financial incentives.
 - Related home office expenses (like heating, internet, phone) need to be tax deductible
 - Streamlining meetings, eliminating superfluous communications, covering or subsidizing staff cell phone and internet costs.
 - subsidize cost of high speed internet access
 - Support funding allowances for suitable at-home internet speeds and bandwidth.
- Revise on-campus parking fee policies.

- The state can save a lot of money on rent, worker's comp, utilities
- Utility costs
- Utilize video conferencing, potentially provide some compensation to employees utilizing home office space.

4. Already Work from Home

- Already doing it 100%
- given that many of our processes are already online, moving to at-home work was easy
- I already work from home 100%
- I can't think of anything right now, as it's working pretty well.
- My department took steps to ensure employees could work from home.
- My org already had already taken steps to work from home/remotely, and zoom since the pandemic should continue to help.
- My organization already enables employees to telecommute.
- My organization already makes it possible for everyone to work from home, though some necessary technology is more difficult and cumbersome from home. I expect the company to improve that situation.
- N/A. My organization is already supportive of me working from home.
- Our organization is already mostly set up to work remotely.
- Telework already was common
- There aren't many left! We're already working from home quite successfully
- We already enable working at home. The existing policy is flexible and supportive of workspace options.
- We have no physical work place, all of us work from home

5. Security Protections

- Adopt cloud-based servers, increase IT protections for at-home workers, adopt and train employees on digital collaborative software programs, ensure adequate internet connections at home sites.
- Easier access to secured systems
- Giving us more supplies that can be used at home - lockable file boxes, sound machines, etc. Our organization drive needs to transition to be accessible outside of the office. Everything else has been handled online very well.
- Improve secure access to Network resources
- My organization has been very proactive in supporting work from home needs that people have. The main concern has been the vulnerability of online video conferencing and collaboration platforms to hacking and bombing. Staying ahead of those potential pitfalls will be a constant focus.
- Security issues remain the biggest obstacle. Remote work involves expanding the security boundary and increases risk.

In regard to what I'm seeing, there seems to be a desire for increased organization involvement in the telecommuting process. Employees would like their technology, proper training, equipment, to be supplied by their employer. Equally, there was a quite a large body that suggested financial compensation or subsidies for the equipment they purchase, the utilities they use, etc. The current systems in place that are held by many organizations in Vermont have been deemed antiquated, it seems as though many Vermont employees see room for potential and growth in terms of efficiency and logistics.