

Breaking It Down

No cost ways to use your membership



DirectEmployers

Member Appreciation Week Continues!



For more info, visit <http://www.directemployers.org/2016-member-appreciation-week/>

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HOW DO I USE THIS?

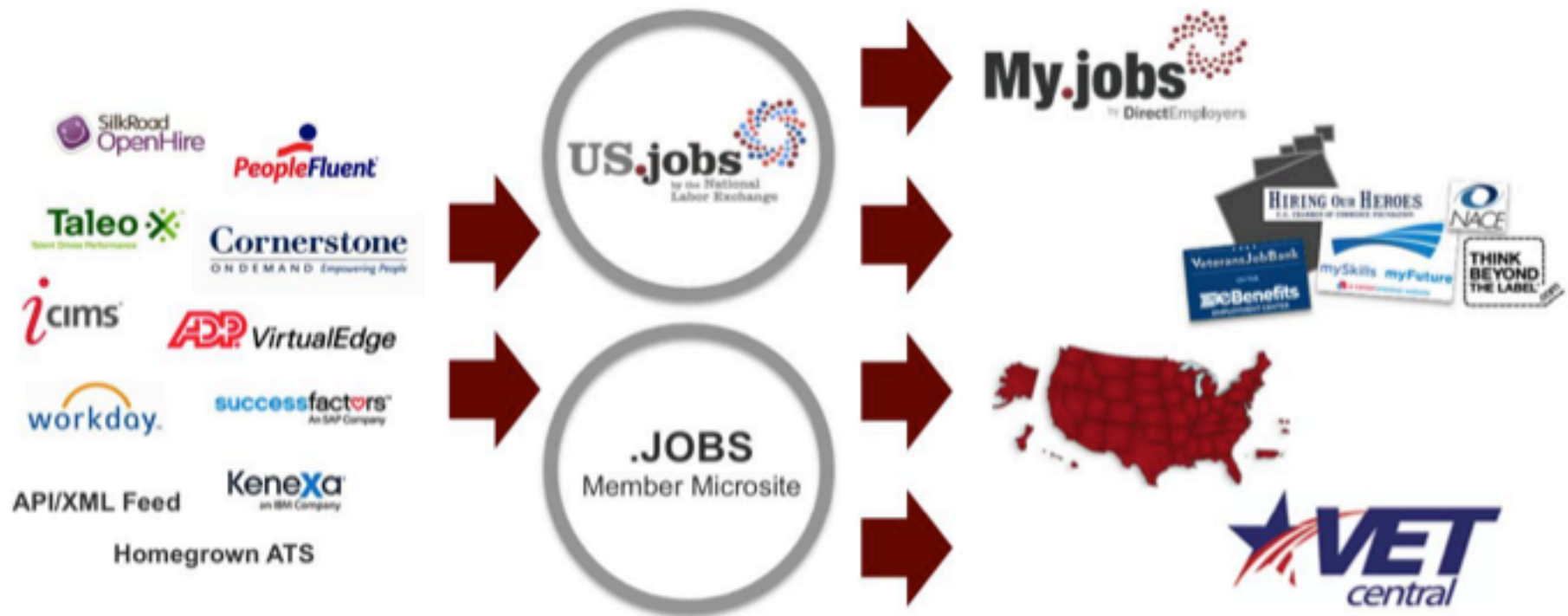
- **Technology**
- **Compliance**
- **Analytics**
- **Networking & Education**
- **Support**



JEN BERNHARDT
Regional Vice President –
Membership Development

TECHNOLOGY

Backbone of the Association



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HOW DO I USE THIS?



- Syndication runs **AUTOMATICALLY**.
No other steps required.
- Syndication is **UNLIMITED**.
- Your member microsite is a great source of organic traffic using your brand. Reach out to a digital strategist to learn more about building this footprint.

COMPLIANCE

Unmatched Support and Deliverables

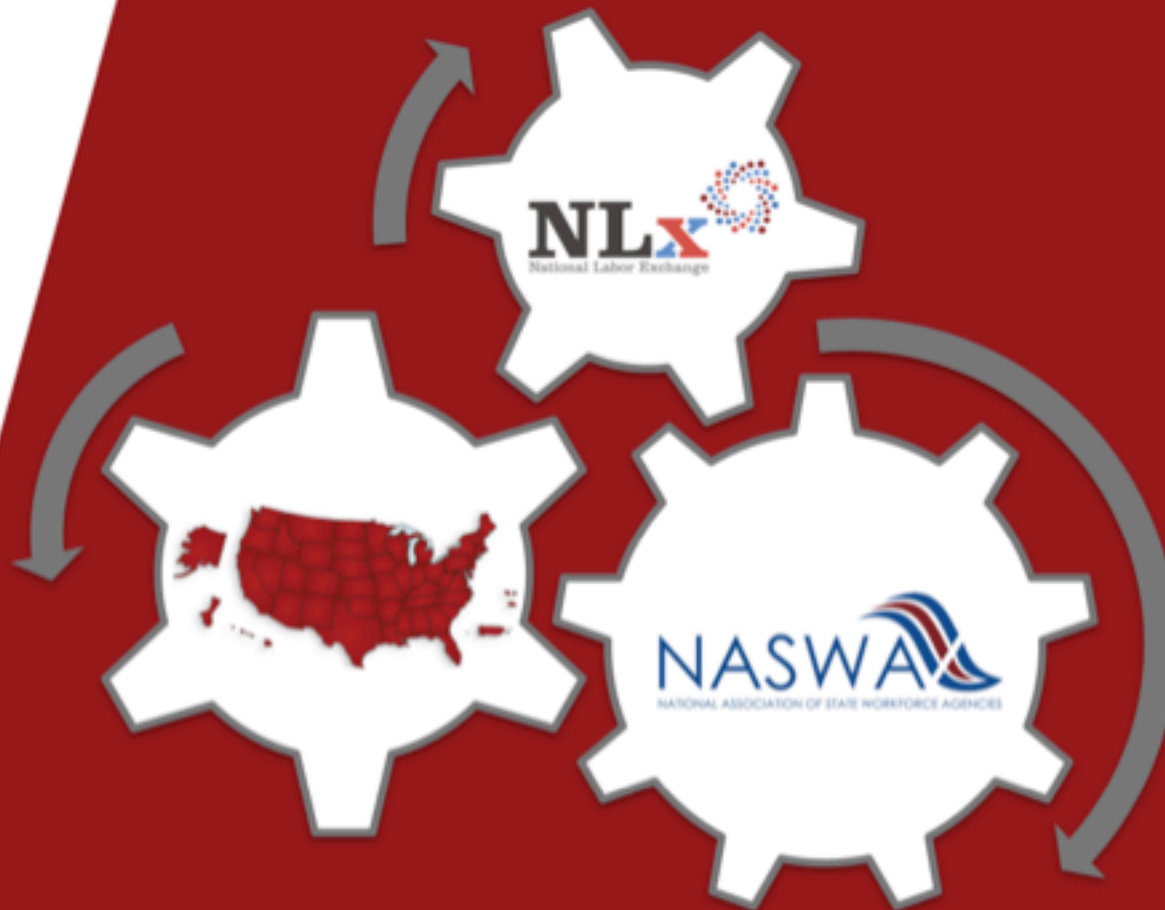
The contractor agrees to immediately list all employment openings which exist at the time of the execution of this contract... with the appropriate employment service delivery system where the opening occurs. **LISTING** employment openings with the state workforce agency job bank or with the local employment service delivery system where the opening occurs will satisfy the requirement to **LIST** jobs with the appropriate employment service delivery system. In order to satisfy the listing requirement described herein, contractors must provide information about the job vacancy in any manner and format permitted by the appropriate employment service delivery system...

VEVRAA: 41 CFR § 60-300.5(a) (2)



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Compliance Support



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Audit Tested Reporting

Report Date: 6/26/2014 10:45:53 AM

Total Jobs: 47 Delivery Confirmed: 21 Pending Delivery: 0 Awaiting Confirmation: 26 Other: 0

✓ Delivery Confirmed

Job Title	Job Address	Employer Job ID	Compliance ID	Status
Center Name	Sort to Address	City, State, Zip	Sort Method	Sort Date
✓ Engineering Project Manager	NAPA, CA	2789	13360170	Delivery Confirmed
WorkforceNapa	dennis.perez@edd.ca.gov	Napa, CA 94559	EMAIL	06/18/2014 06:02 AM
✓ Director, Sales	Raleigh, NC	2792	133M797	Delivery Confirmed
NC Employment Security Commission/Joblink Career Center - Raleigh	esc.jobs.raleigh@nccommerce.com	Raleigh, NC 27610	EMAIL	06/17/2014 06:36 AM
✓ Director, Sales	Seattle, WA	2793	133M793	Delivery Confirmed
WorkSource Affiliate Rainier Serving King County	JCOOriz@esd.wa.gov	Seattle, WA 98144		
✓ Director, Sales	Raleigh, NC			
NC Employment Security Commission/Joblink Career Center - Raleigh				

Job Detail

Title:	Director, Sales
Company:	ACME Corporation
Location:	Raleigh, NC
URL to Apply:	http://my.jobs/sca3eeafee084fe3aaba8475a4adc5a599
Company URL:	http://www.acme-corporation.com
Employer Job ID:	2792
VETcentral Job ID:	133M797
Description:	VEVRAA Federal Contractor Request Priority Protected Veteran Referrals EOE Minorities/Females/Protected Veterans/Disabled Contact Email: bca3eeafee084fe3aaba8475a4adc5a5@my.jobs

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HOW DO I USE THIS?



- This **REPORTING DEMONSTRATES** that your company has listed their jobs in compliance with the OFCCP regulations.
- **PERFORM** a mock OFCCP audit to ready your staff.
- Contact info has been vetted thru our relationships with NASWA and the states. Use this to build your veteran contact database for outreach.

State Job Bank Reporting



State Job Bank Reporting

Delivery State: - Choose A Participating State - Acquired Time Frame: start date to end date (mm/yyyy) [GENERATE REPORT](#)

Report Parameters
Date / Time: 12/11/2013 4:42 PM EDT
Delivery State: Not Chosen
Acquired Time Frame: Not Chosen
Job Count: 25

Internal ID	Title / Details	Location	Company Job ID	Date Acquired	Delivery State	Delivery Date	State Job ID / Details
42053264	Operator Production...	Overland Park, KS	78528R	12/9/2013	KS	12/10/2013	9085393
41945924	Consultant Medical Lia...	Field Based, NY	70796R	12/4/2013	NY	12/4/2013	41945924
41713386	Sales Representative L...	Islip, NY	71836R	11/22/2013	NY	11/22/2013	41713386
41646506	Sales Representative S...	Stamford, CT	68858R	11/20/2013	CT	11/21/2013	41646506

State Job Bank Reporting is available for participating states to capture IDs and confirmations of jobs appearing on state job banks.

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Outreach Requirements

Section 503 41 CFR 60-741.44(f)
VEVRAA 41 CFR 60-300.44(f)

Contractors MUST:

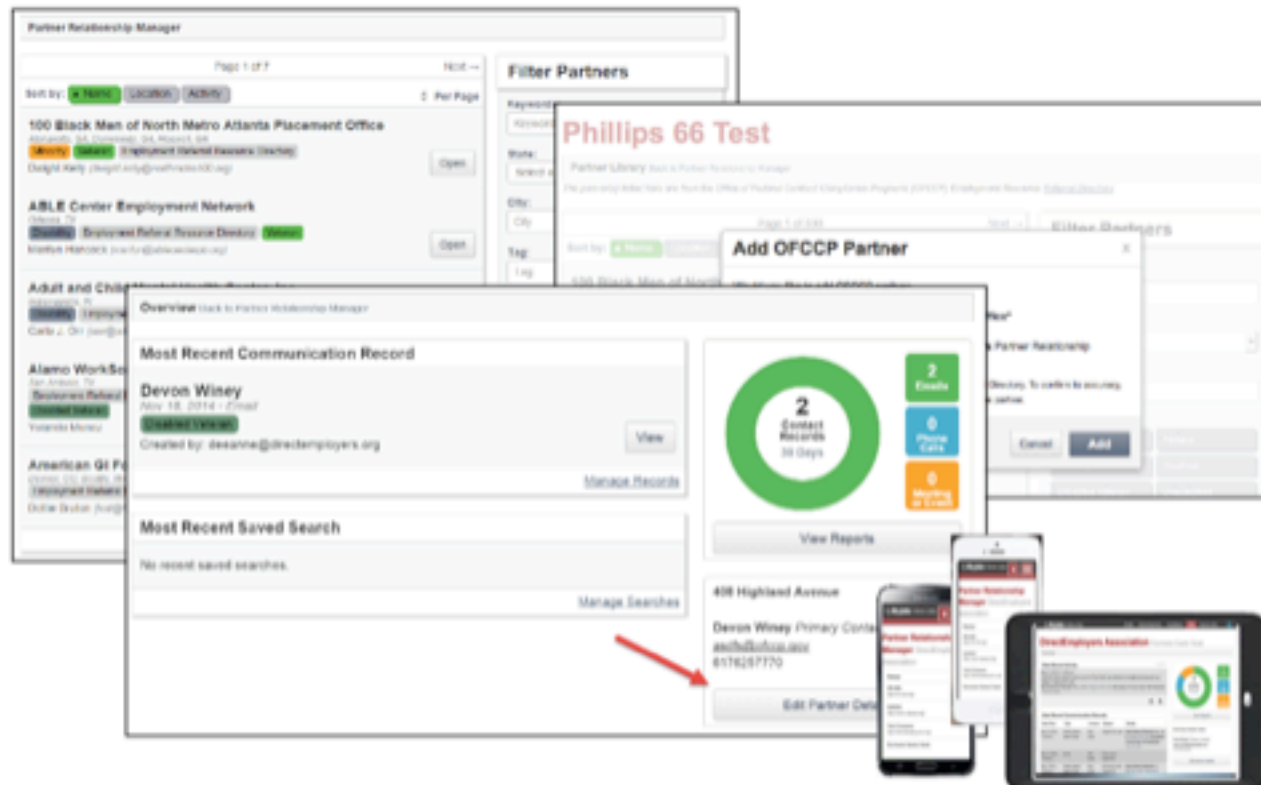
- Engage in outreach
- Document all outreach
- Conduct an annual self-assessment



LITMUS TEST:

Would the organization your company works with recognize your name or your company name if asked about an official partnership by a third party?

Partner Relationship Manager



Member-driven benefit designed to:

- Simplify YOUR record keeping
- Enable your organization to record details regarding hiring activity from a partner organization or contact within a partner organization.
- Give you the ability to run reports that capture the outreach efforts and their effectiveness.
- Pull contacts from the OFCCP's Employer Resource Referral Directory (ERRD) into your database with one click!

HOW DO I USE THIS?



- The PRM is meant for **UNLIMITED USERS** so get everyone at your company involved. We'll host the training!
- Admin users in the PRM can create custom user roles to control who has access to what.

ANALYTICS

Direct Traffic Reporting



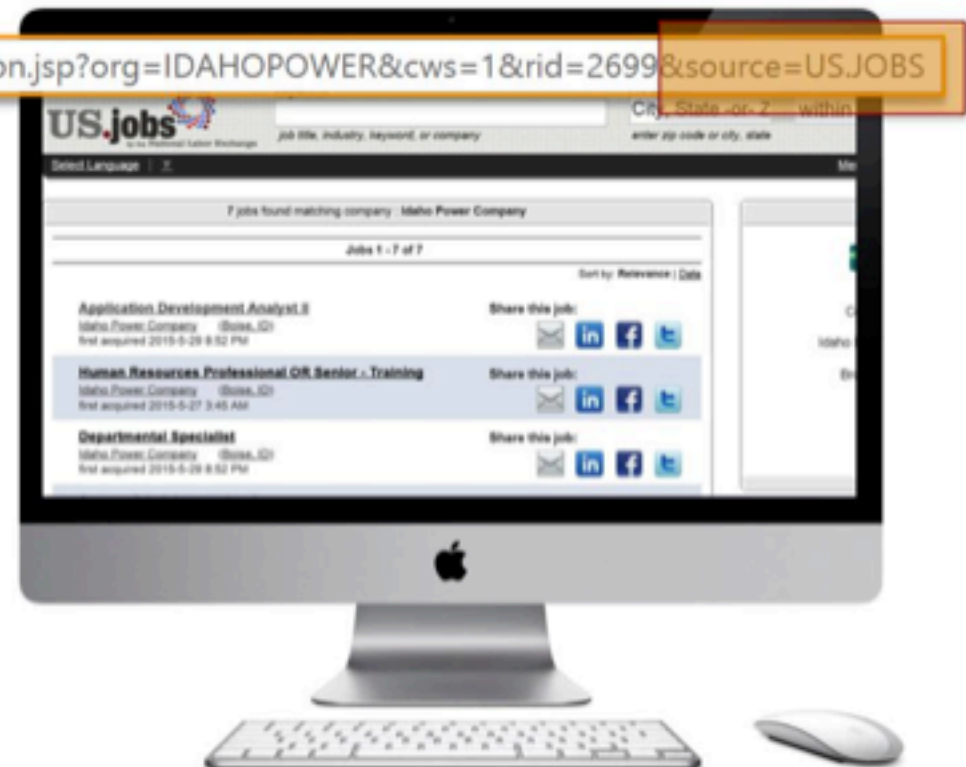
- Tracks job seeker activity with 100% accuracy
- Provides reliable metrics to determine ROI of syndication
- Reporting available on-demand in user friendly format
- Reports can be customized and pulled in endless combinations
- All reports can be downloaded and stored in Excel/CSV
- Unlimited access, users, and training included in membership

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Source Codes for Tracking

<https://chj.tbe.taleo.net/chj03/ats/careers/requisition.jsp?org=IDAHOPower&cws=1&rid=2699&source=USJOBS>

DirectEmployers can append tracking codes to the jobs syndicated through our partner network. This allows the job seeker to be automatically identified and tracked through the application process in your company's ATS.



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HOW DO I USE THIS?



- DE's current Direct Traffic (and upcoming Analytics platform) have unlimited users and access.
- Use the information provided to see what keywords are being used to find your jobs and what sources are sending you the most job seeker traffic.
- Source Codes give companies more data for their AAPs in their ATS.

Networking & Education

Annual Meeting & Conference

**DirectEmployers
2017 Annual Meeting
& Conference**

Indianapolis, IN
May 9–11, 2017



#DEAM17

Register at DEAM17.DirectEmployers.org

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Member Awards Program



2016

**CALL FOR
ENTRIES**

DEADLINE: JANUARY 9, 2017

Submit your program at DirectEmployers.org/member-awards

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Member Community

Webinars – Share ideas, resources and practices; shape processes, technologies and standards; and introduce new technologies and industry advancements.

Surveys – Pole your peers to gauge best practices, identify industry-related issues, research trends for special projects, access results, and receive feedback free of charge.

Archives – Access to archived blogs, forums, pictures, AND MORE from past events.



Industry Experts

John C.
Fox



**President & Partner
Fox, Wang, & Morgan P.C.**
Represents companies and tries cases in state and federal courts throughout the United States. Previously Executive Assistant to the Director of the OFCCP.

**President
Morgan Consulting Services, LLC.**
Began her consulting practice in 2006 as a natural progression from her career with OFCCP. Retired from OFCCP in August 2005 after 26+ years.

Joyce
Morgan



Candee
Chambers



**Deputy Executive Director
DirectEmployers Association**
Leads DirectEmployers compliance Initiatives and oversees the creation of strategic partnerships with a multitude of organizations.

**Led by Candee Chambers,
SPHR, CAAP**
Comprised of individuals selected for their expertise in affirmative action and OFCCP compliance.

CAB

Compliance
Advisory Board

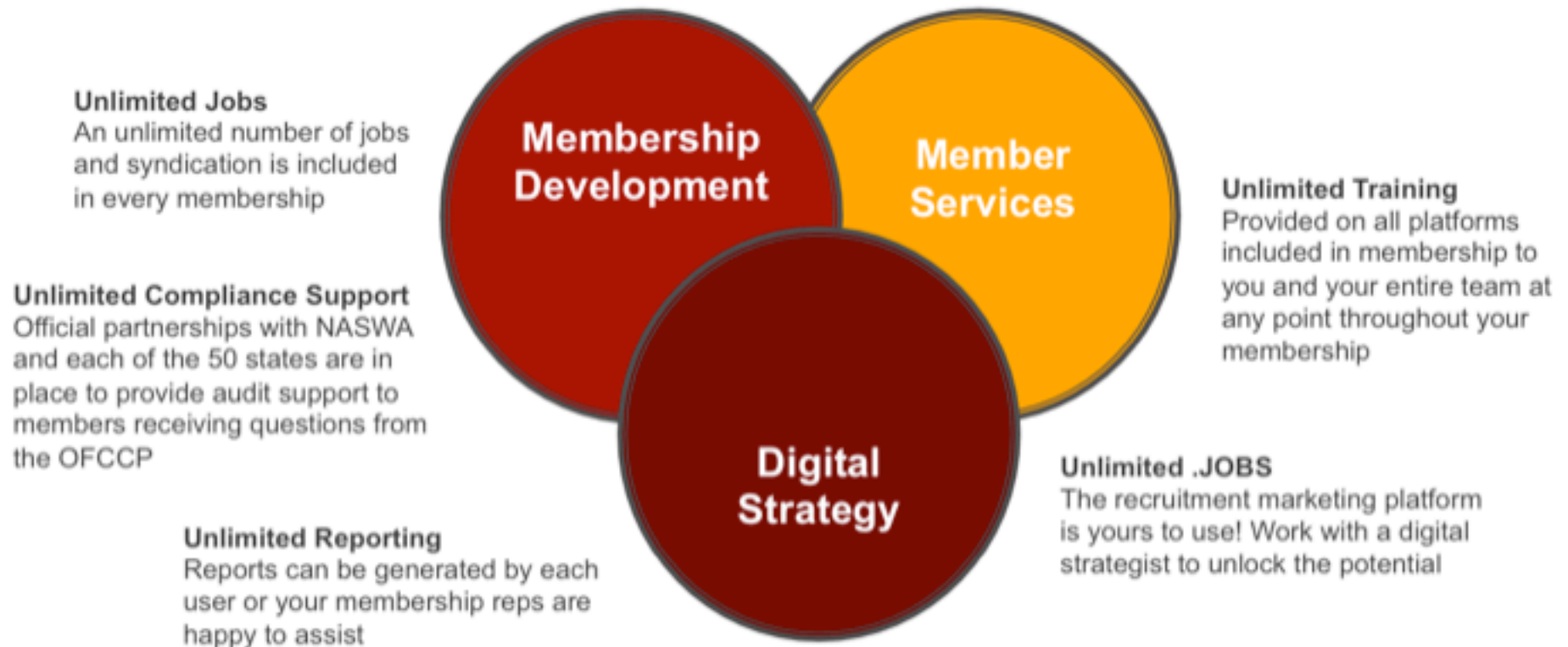
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HOW DO I USE THIS?



- **Attend DEAM! If you can't, we'll archive pictures, videos and presentations from the event in the Community.**
- **The Discussion area of the Community is a great way for you to get fast feedback from your peers. Ask anything!**
- **Our experts are here for you. If you have a specific question, reach out to them!**

Unmatched Support

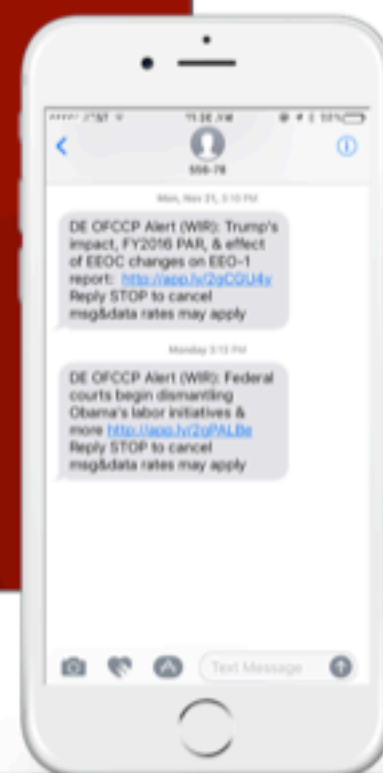


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Text Alerts Program

RECEIVE OFCCP
COMPLIANCE
ALERTS & UPDATES
RIGHT ON YOUR PHONE

Text the word **compliance** from
your mobile phone to 55678



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HOW DO I USE THIS?



- **Call us! We are here to help you.**
- **We can train your team for you on any of the benefits of membership.**
- **We have training materials and user guides. Just ask!**

QUESTIONS?



JEN BERNHARDT
Regional Vice President
Membership Development

CONNECT WITH ME

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🐦 @jenbernhardt

🌐 <https://www.linkedin.com/in/jenyoderbernhardt>