



DirectEmployers

- **Required Outreach**
- **Assessment of the External Outreach & Recruitment Efforts**
- **Recordkeeping Obligations**





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DirectEmployers

Let's Get Started



Housekeeping Tips

- If you have Webex issues, please email kacie@directemployers.org.
- If you are having trouble with the audio broadcast on your computer, you may call in by phone.
 - Click the “Request Phone” button on your event panel and wait for the event host to approve your request.
- Questions can be asked using the Q&A panel and will be read aloud at the end of the session.
- Today’s webinar is being recorded and will be sent via email within a few days.
- Don’t forget to complete the post-event survey at the end of the webinar!

Last but not least...

Use #DEchat to tweet during the event!

I work in the area of:

- A. Talent Acquisition / Recruitment**
- B. Compliance / EEO Administration**
- C. Both**
- D. Other**

At this point, I feel our outreach efforts are:

A. In great shape! Audit Ready!

B. Fair, but we have work to do.

C. Poor, we have lots to do.

D. I'm not sure.

Executive Order 11246 Women & Minorities	Section 503 Individuals with Disabilities	VEVRAA Protected Veterans
METRICS: ➤ Placement Goals	UTILIZATION GOAL: ➤ 7% <u>utilization</u> (per *job group)	BENCHMARK FOR HIRING: ➤ 6.7% <u>hiring</u> (per establishment)
➤ Action Oriented Programs (Good Faith *Efforts)	➤ Action Oriented Programs	➤ Implied Action Oriented Programs
	<input type="checkbox"/> Review of Personnel Processes	<input type="checkbox"/> Review of Personnel Processes
	<input type="checkbox"/> Review of Physical & Mental limitations	<input type="checkbox"/> Review of Physical & Mental limitations
	<input type="checkbox"/> Reasonable Accommodation	<input type="checkbox"/> Reasonable Accommodation
	<input type="checkbox"/> Harassment Prevention	<input type="checkbox"/> Harassment Prevention
	<input type="checkbox"/> External Dissemination of Policy, Outreach & Positive Recruitment	<input type="checkbox"/> External Dissemination of Policy, Outreach & Positive Recruitment
	<input type="checkbox"/> Internal Dissemination	<input type="checkbox"/> Internal Dissemination
	<input type="checkbox"/> Training	<input type="checkbox"/> Training
Internal Audit & Reporting System	<input type="checkbox"/> Internal Audit & Reporting System that Measures Effectiveness	<input type="checkbox"/> Internal Audit & Reporting System that Measures Effectiveness
		<input type="checkbox"/> List openings with ESDS (Local One-Stop Career Centers)
	▪ Annual Data Analysis	▪ Annual Data Analysis
*Efforts = Outreach	DirectEmployers	



Required Outreach: The Regulations

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

- “Contractors shall undertake **outreach** and **positive recruitment** activities...”
- “The Contractor shall, on an annual basis, **review** the outreach & recruitment efforts...to **evaluate** their effectiveness...”
- “The Contractor shall **document** all activities it undertakes to comply with this section and **retain** for a period of three (3) years.”

Required Outreach: The Reality

It is about **Quality**, NOT Quantity

- ❖ Better to have one or two reliable resources / events that provide qualified candidates than six or seven that do not.
- ❖ If outreach efforts are **NOT** getting any results, **DO** something **different!**
- ❖ **DO NOT** forget about **outreach to Women and Minorities**, it is still required

“What gets measured, gets done”

Former OFCCP Director Pat Shiu, speaking to why the 2014 regulations were implemented.



DirectEmployers

Create a Plan



Analyze & Identify



- Analyze AAPs to understand what the data is telling you.
- Identify where you need to focus your efforts.
- Identify key players to help champion efforts.

Create



- Create a roadmap using DE Partners, Community and DirectEmployers.
- Include specific ideas and strategies.
- Document these as your Action Oriented Programs.

Implement & Measure



- Document all outreach using the Partner relationship Manager, Targeted Job Distribution and VetCentral DirectSource
- Self Assessment – at least Quarterly (best practice)
 - Measure Effectiveness

We have the most difficulty in outreach & establishing relationships with this group:

- A. Women**
- B. Minorities**
- C. Individuals with Disabilities**
- D. Veterans**
- E. I'm not sure**

DirectEmployers

Identify Resources



How **DE** Outreach Works

Syndication Partners

Job Syndication Alliances

DirectEmployers Association Job Syndication Alliances – Revised February 10, 2018. *Please Note: DirectEmployers Association, Inc. (hereinafter referred to as DE) can only assure that Member Company job content in our feed is provided correctly to "third party" alliance websites. Any and all alteration performed to said job feed by a "third party" alliance website is outside the scope and ability of control by DE. Consequently, DE shall not be liable for any damages, compensatory or punitive, that are incurred by Member Company due to changes or alterations done to Member Company's job feed by a "third party" alliance website.*

Diversity Sites	
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
BabyBoomerJobs.net	http://www.babyboomerjobs.net/ (DE Member Jobs Only)
The Black Perspective	http://www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine
Campus Pride	http://campuspride.jobs
DiversityJobs.ca	http://www.diversityjobs.ca/ (DE Member Jobs Only)
DiversityJobsite.com	http://www.diversityjobsite.com/ (DE Member Jobs Only)
DiversityWorkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	http://fatherresource.jobs/ (DE Member Jobs Only) - Indiana Locations Only)
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	http://www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
LgbtJobsite.com	http://www.lgbtjobsite.com/ (DE Member Jobs Only)
MinorityJobsite.com	http://www.minorityjobsite.com/ (DE Member Jobs Only)
New Start Career Network	http://newstartcareernetwork.jobs/ Jobs in New Jersey Pennsylvania - Long-term unemployed mature workers
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)

Syndicates unlimited Member job in a daily updated xml feed available to thousands of niche groups including:

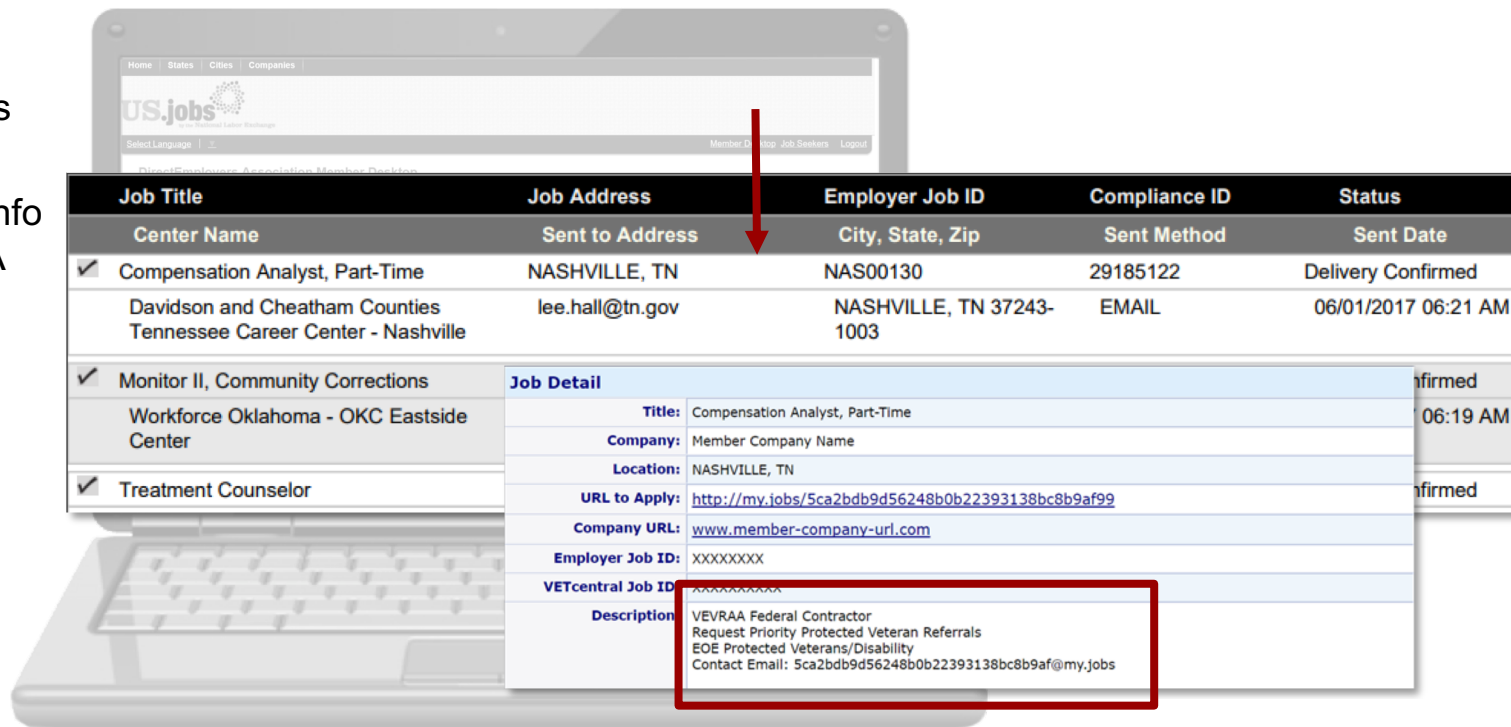
- Diversity
- Military/Veteran
- Disability
- College/Alumni
- Search Engines
- Global Partners

✓ DE gets your jobs there

❑ Build the relationships and get the hires!

OFCCP VEVRAA Reports Provide Contact Information

- Download reports in PDF or Excel
- Auto appended info tags for VEVRAA compliance
- Archive reports online for three years



The screenshot shows the my.jobs website interface. A red arrow points to the 'Job Address' column in the main table. A detailed job information pop-up is shown for the 'Compensation Analyst, Part-Time' position, with a red box highlighting the contact information at the bottom.

Job Title	Job Address	Employer Job ID	Compliance ID	Status
Center Name	Sent to Address	City, State, Zip	Sent Method	Sent Date
✓ Compensation Analyst, Part-Time	NASHVILLE, TN	NAS00130	29185122	Delivery Confirmed
Davidson and Cheatham Counties Tennessee Career Center - Nashville	lee.hall@tn.gov	NASHVILLE, TN 37243-1003	EMAIL	06/01/2017 06:21 AM
✓ Monitor II, Community Corrections	Job Detail Title: Compensation Analyst, Part-Time Company: Member Company Name Location: NASHVILLE, TN URL to Apply: http://my.jobs/5ca2bdb9d56248b0b22393138bc8b9af99 Company URL: www.member-company-url.com Employer Job ID: XXXXXXXX VETcentral Job ID: XXXXXXXX Description: VEVRAA Federal Contractor Request Priority Protected Veteran Referrals EOE Protected Veterans/Disability Contact Email: 5ca2bdb9d56248b0b22393138bc8b9af@my.jobs			Confirmed
Workforce Oklahoma - OKC Eastside Center				06:19 AM
✓ Treatment Counselor				Confirmed

State Job Banks

- Download reports in Excel format
- View screen shots of jobs posted to State Job Banks
- Record State Job ID, URL of job sent to State, Transaction ID Number

The screenshot displays the 'State Job Bank Reporting' page on the US Jobs website. The page is divided into two main sections: a search/filter area at the top and a report parameters/results area at the bottom.

Search/Filter Area:

- Find Specific Job(s):** Includes a text input for 'Job or Req ID(s)' with instructions to 'Enter up to 100 IDs, delimited by commas.' and a checkbox for 'Search for IDs starting with this value'.
- OR**
- Search by Time and/or Location:** Includes a date range selector for 'Acquired Time Frame' (start date to end date, m/d/yyyy), a dropdown for 'Delivery State' (Choose A State), and a 'GENERATE REPORT' button.

Report Parameters:

- Date / Time:** 6/29/2017 12:11 PM EDT
- Job/Req ID:** Not Chosen
- Delivery State:** Not Chosen
- Acquired Time Frame:** Not Chosen
- Job Count:** 5000+ (displaying first 5000 results)

Table of Job Listings:

Internal ID	Title / Details	Location	Company Job ID	Date Acquired	Delivery State	Delivery Date	State Job ID / Details
95451049	Registered Nurse (Non-...	CUSHING, OK	CUS000MY	6/22/2017	OK	6/22/2017	1366709
95451046	Registered Nurse	NASHVILLE, TN	NAS0013H	6/22/2017	TN	6/22/2017	748321154
95451051	Registered Nurse(Non-e...	WHITEVILLE, TN	WHI0018B	6/22/2017	TN	6/22/2017	748319854
95451043	Work Program Facilitat...	CLIFTON, TN	CLI000HF	6/22/2017	TN	6/22/2017	748323892

PDF Screen Shots

A red box highlights the 'State Job Bank Reporting' link in the left sidebar. A red arrow points from the 'PDF Screen Shots' text to the 'Export Report to Excel' link in the top right corner of the report area.

Unmatched Partnerships with Local & National Reach

Promoting workforce diversity through local and national partnerships and alliances.

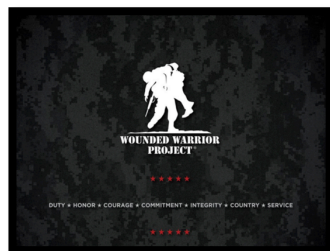
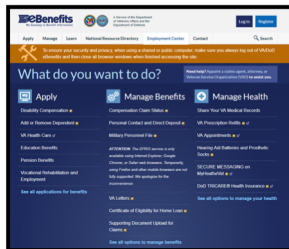
OVER
\$1 BILLION
IN TOTAL BENEFITS SECURED

New, retroactive, and recurring awards for all Paralyzed Veterans of America clients

Since 1946, Paralyzed Veterans of America has been a leading advocate for quality health care, spinal cord research, VA benefits and civil rights for veterans and all people with disabilities.

WHAT WE DO

WAYS TO GIVE



Job Seekers

Our team has placed over 25,000 military-affiliated job seekers into jobs since 2010.
We can do the same for you!

For more than ten years the CASY team has proudly served all branches of service and every day our teams connect military and veterans directly with employers across the United States.

We offer a unique program, exclusive to CASY, to assist individual job seekers by helping them to showcase and develop their professional presence and skillsets while moving towards job placement. To be eligible for FREE job placement assistance you must be an active duty service member, veteran, ROTC Cadet, caregiver, or military spouse.

Our team is here to help you overcome hiring obstacles and secure employment while working towards future career development.

MILITARY SPOUSES



Paralyzed Veterans of America



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PVA is a 501(c)(3) tax-exempt, non-profit organization.



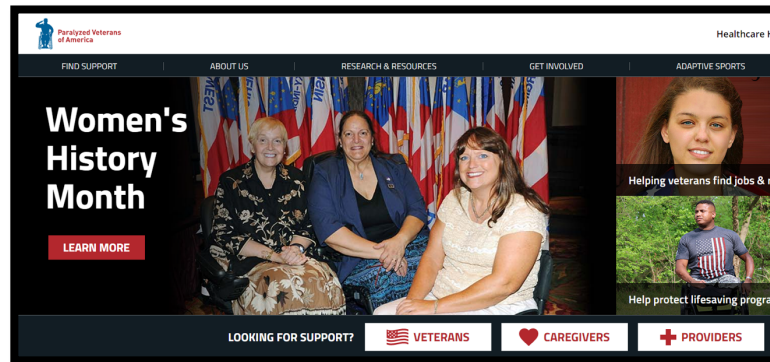
DE Partnerships for Disability Outreach



WORKFORCE SOLUTIONS IN YOUR COMMUNITY

- Supported employment for individuals with disabilities
- Veteran employment programs
- Cultural competency training for employers
- Vocational evaluation and assessment
- Worksite assessment for accessibility and job fit
- Occupational skills training
- School-to-work transitions
- Senior Community Service Employment Program (in partnership with the US Department of Labor)
- Employee volunteer opportunities

DE Partnerships for Veteran Outreach



VetSuccess on Campus

<https://www.vets.gov/employment/vocational-rehab-and-employment/vetsuccess/>

OFCCP Settings Dee's Dashboard - W Dee Anne Bruin Faller DirectEmployers Post Demo My jobs Links Dee Anne Bruin Faller Dee Anne Faller (@d DirectEmployers Myjobs - Reports - D JC Version

An official website of the United States government [Here's how you know](#)

Get help from Veterans Crisis Line

VA | Vets.gov Search Help Sign In Sign Up

Explore and Apply for Benefits Manage Your Health and Benefits Request Your Records Find VA Locations

Home > Careers and Employment > Vocational Rehabilitation and Employment (VR&E)

Vocational Rehab & Employment

- Eligibility
- Application Process
- Servicemember & Veteran Programs
- Integrated Disability Evaluation System (IDES)
- Dependent Family Members
- VetSuccess on Campus**
- External Resources

VetSuccess on Campus

VetSuccess on Campus (VSOC) supports Veterans, Servicemembers, and some dependents in their transition from military to college life. Vocational Rehabilitation Counselors (called VSOC Counselors) at 94 college campuses across the country. Our counselors can help you with your VA benefits, which may include VA health services and education benefits. They can also show you how to get referrals for health services and disability accommodations (like help with taking notes or completing writing assignments) in the classroom. [Find out if your college has a VSOC Counselor](#).

This program is also available to dependents of Veterans who:

- [Are eligible for the Fry Scholarship, or](#)
- [Are eligible for the Survivors' and Dependents' Educational Assistance Program, or](#)
- Have had GI Bill benefits transferred from a spouse or parent, [or](#)
- [Are eligible for educational assistance under any GI Bill program](#)

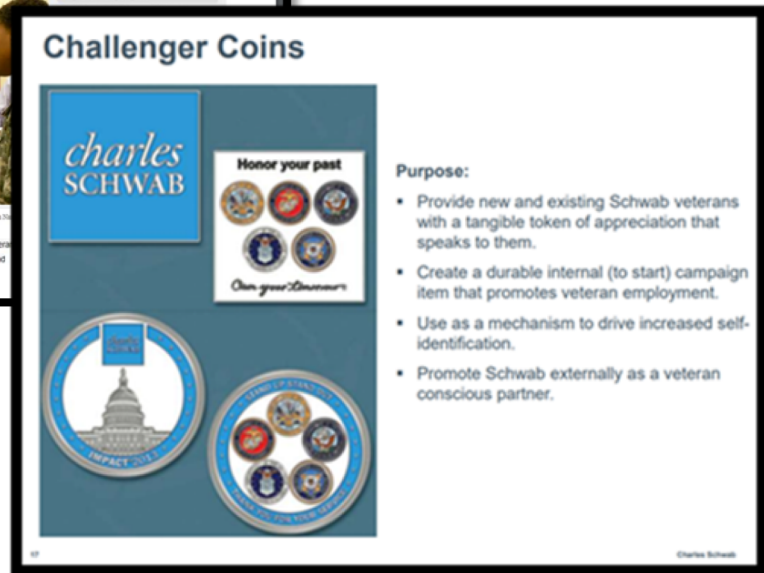
DirectEmployers

Additional Outreach and “Real Life” Scenarios



What are DE Members doing?

- Training programs can provide certifications and licenses needed so veteran's skills are equal to industry qualifications.
- Offer Internships/Apprenticeships
- Host discussions with high ranking military personnel to learn more about the experience and skills for veteran occupations.



What are DE Members doing?

DISABILITY EMPLOYMENT AND INCLUSION: YOUR GUIDE TO SUCCESS



Walgreens changes the paradigm.

The current wave of company-led employment and inclusion programs for people with disabilities didn't happen overnight. Much can be credited to Walgreens, which in 2007 emerged as a corporate leader in the field by aggressively and publicly championing the business case for hiring people with disabilities. This really was the beginning of a paradigm shift that paved the way for other national employers to carry out their own initiatives.

- **Higher Productivity:** In comparing the rates of picking items for orders, people with disabilities had higher productivity on all three split cases.
- **Lower Turnover:** Employee turnover for people with disabilities was half that of the employees without disabilities.
- **Better Safety Record:** In a study that measured the number of incidents or accidents for every thousand person hours, people with disabilities had a third fewer than the remaining driving population.

UPS Delivers Inclusion: Transitional Learning Center



Take a peek into an innovative pre-training program at UPS Worldport in Louisville, Kentucky that shifts the focus of disability inclusion from goodwill to meeting business needs.

[Learn about UPS's Transitional Learning Center](#)

<http://workplaceinitiative.org>

Steps to a Successful Program

Step 1

Build Your Business Case

- Defining benefits
- Evidence of improvement

Step 2

Define Your Initiative

- Grassroots initiative
- Pilot program
- Full scale rollout

Step 3

Make a Plan

- Establishing a process and timeline
- Preparing the environment
- Building a team

Step 4

Find Partners

- Identifying partners
- Establishing roles and responsibilities
- Conducting a facility tour

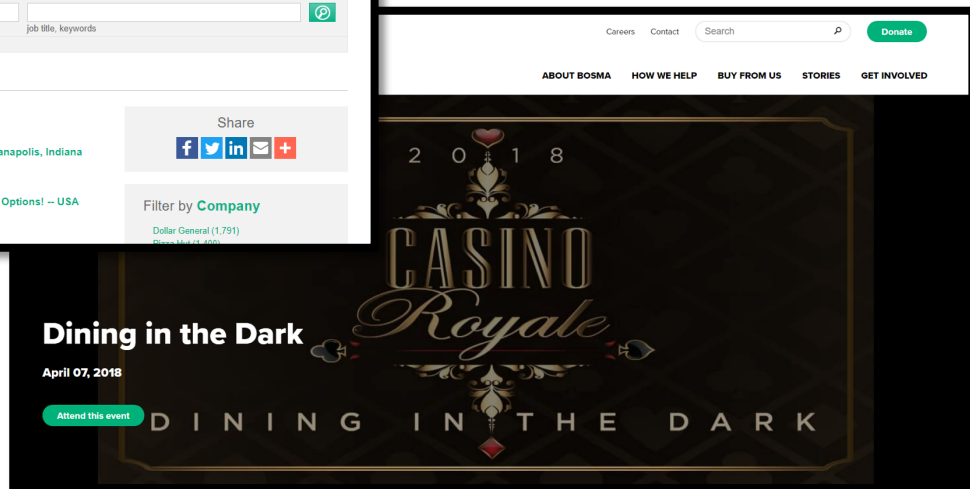
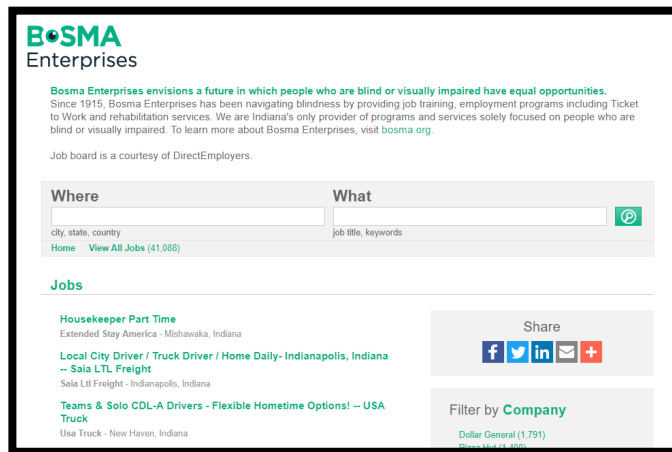
Step 5

Build a Culture

- Establishing communication channels
- Fostering an inclusive workplace
- Disability etiquette

Disability Planning: Are you prepared?

Create a policy and plan for current Employees who develop a Disability



Be An Employer of Choice



View the 2017 DEI Best Places to Work

<https://www.disabilityequalityindex.org/>



Our Corporate Partners



These companies have demonstrated a high level of commitment to equality. Please consider supporting those that support us.

[See the list >](#)

<http://www.hrc.org/>

To track our outreach we utilize:

- A. DE perks: Partner Relationship Manager (PRM), Targeted Job Distribution (TJD), DirectSource (VetCentral enhancement)**
- B. Excel spreadsheet**
- C. Other product or service**
- D. I'm not sure**

DirectEmployers Documentation



OFCCP Webinar – What is Outreach and What do Federal Contractors have to Provide?

Outreach / Recruitment Activity	Date of Activity	Description	Evaluation
Annual meeting with State Vocational Rehabilitation Service Agency (SVRA)	November 15, 2014	Briefed SVRA with FCI's outreach and recruitment efforts for IWDs	SVRA representatives will conduct briefings with FCI management regarding hiring IWDs and reasonable accommodations to expand the inclusion of IWDs in FCI workforce. Also, SVRA will begin posting FCI job openings starting in 2015, which will help expand FCI's IWD applicant pool.
Briefing of Local Disability Advocates (LDA)	September 1, 2014	Briefed representatives of LDA, a local disability advocacy group, regarding FCI's services and job opportunities for IWDs, and provided an FCI facility tour.	LDA will begin sending job applicants to FCI starting in 2015 and include FCI in its list of companies that are undertaking affirmative efforts to hire IWDs. FCI will also participate in LDA activities and LDA-sponsored job fairs in 2015.
Outreach event at Local Community College	October 8, 2014	Conducted outreach event at local community college to attract students who are IWDs	Community college did not have a targeted program specifically designed to attract students who are IWDs; therefore, limited impact in the school. Only 2 students attended event. Consider partnering with other educational institutions.
Participated in Disability Job Fair	November 14, 2014	Disability Job Fair was hosted by the local disability advocacy groups, and over 30 employers participated.	Received 15 applications from qualified individuals with disabilities. 1 was hired. Resumes were retained for consideration in future job openings.
Criteria for Evaluation:			
1. Did the activity attract qualified applicants with disabilities?			
2. Did the activity result in the hiring of qualified individuals with disabilities?			
3. Did the activity expand FCI's outreach to individuals with disabilities in the community?			
4. Did the activity increase FCI's capacity/capability to include individuals with disabilities in its workforce?			

2. CREATING YOUR FIRST § 503 (CON'T.)

Remember: Here is OFCCP's regulatory requirement (as to § 4212).

ANNUAL "EFFECTIVENESS SELF-ASSESSMENT" OF OUTREACH AND RECRUITMENT EFFORTS FOR PROTECTED VETERANS

41 C.F.R. §§ 60-300.44(F)3; .41; AND .44(K)

The Company evaluates the totality of its outreach and recruitment efforts over the prior twelve months based on the following criteria:

1. Did the activity attract qualified applicants with protected veteran status?
2. Did the activity result in the hiring of qualified individuals with protected veteran status?
3. Did the activity expand the Company's outreach to individuals with protected veteran status in the community?
4. Did the activity increase the Company's ability to include individuals with protected veteran status in its workforce?
5. What impact did the Company's efforts have on the overall number of applicants and job offers identified as protected veterans as calculated pursuant to 41 C.F.R. § 60-300.44(k)?

FOX, WANG & MORGAN

17

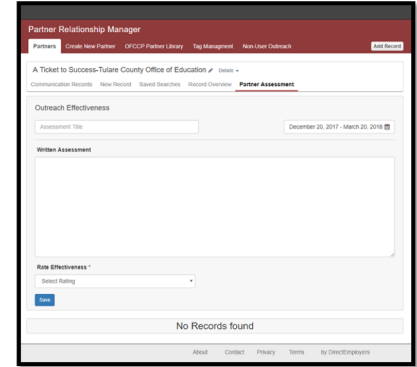
Outreach Effectiveness Assessment

Must do **annually**.



Quarterly evaluation is a best practice.

- ❑ Must identify **criteria used** to determine effectiveness.
- ❑ Must include the “**data metrics**” for current year and for two most recent years.
- ❑ If company finds efforts were not effective, must identify **alternative efforts**.
- ❑ **OFCCP determines** if company’s conclusion regarding outreach was reasonable.



Out With The Old, In With The New

Outreach Effectiveness Template.xlsx [Protected View] - Excel												
File Home Insert Page Layout Formulas Data Review View Tell me what you want to do... Dee Anne Faller												
PROTECTED VIEW Be careful—files from the Internet can contain viruses. Unless you need to edit, it's safer to stay in Protected View. Enable Editing												
G14												
	A	B	C	D	E	F	G	H	I	J	K	L
		Outreach/Recruitment Activity	Date of Activity	Description of Activity	Contact Name	Contact Information	Did this activity attract qualified IWD applicants?	Did this activity result in the hiring of qualified IWDs?	Did this activity expand our outreach to IWDs?	Did this activity increase our ability to hire IWDs?	Evaluation	Conclusion
1												
2	1	Annual meeting with State Vocational Rehabilitation Service Agency	7/12/15	Briefed Agency re our outreach and recruitment efforts for individuals with disabilities, and re available jobs.	Steven Jones	1234 VR Street, Indianapolis, IN 46201 317-123-4567	Y	Y	Y	Y	Agency representatives will conduct briefings with HR staff regarding reasonable accommodations and analysis of job duties. Agency will post Job openings for Contractor beginning in 2015	ACTION ITEM: Useful meeting. Continue.
3	2	Event at Local Community College	6/1/15	Conducted outreach event to attract students with disabilities and ROTC members.	Jane Doe	5678 Indiana Street, Indianapolis, IN 12345 317-632-4859	N	N	N	N	Insufficient student attendees at event. College failed to advertise event as specializing in seeking disabled individuals and Protected Veterans. Consider other educational institutions for recruitment	ACTION ITEM: Not a good source pool for us. Discontinue.
4		Became a member of DirectEmployers Association	6/1/15	DE's NLx linked to Respectability source pool.	Tom Eckhart	9002 N. Purdue Rd., Suite 100, Indianapolis, IN 46268 317-874-9101	Y	Y	Y	Y	ESDs now seems to be sourcing many more qualified IWDs to us via DE's NLx	ACTION ITEM: Good source pool for us. Continue.
5		Overall Evaluation, including of Data Metrics		Review Data Metrics for IWDs			N/A	N/A	N/A	N/A	We are very happy with our recruitment efforts since we sourced twice as many IWDs (15% sourced vs. 7% available). However, we were only able to hire one of the 7 persons we sourced (7% vs. 15% available) leading us to believe we need to increase the quality of our applicants with disabilities.	ACTION ITEM: Applicant flow good but aim higher. In the coming 12 months we will pursue partnerships with the following recruitment agencies: 1) American Job Corps; 2) National Organization on Disability; 3) Autism Society.
6												
7												
8												
9												

Partner Relationship Manager



Targeted Job Distribution

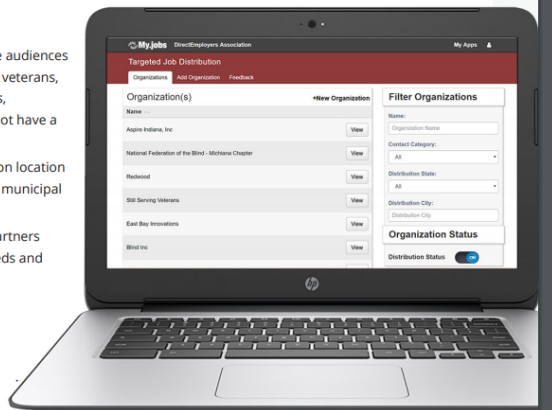
DirectEmployers

Expand your Local Reach with Targeted Job Distribution

There's no denying the importance of local outreach, which is why DirectEmployers has developed a job distribution tool that provides Members access to an extensive directory of local and community-based organizations around the country. We've simplified the work for you, vetting each organization. We also give you the opportunity to put your own organizations into the tool based on company needs.

BENEFITS

- ☐ Expanded reach to diverse audiences specifically geared toward veterans, individuals with disabilities, minorities, etc. who may not have a dedicated career site
- ☐ Targeted outreach based on location to assist with state and/or municipal contract requirements
- ☐ Ability to create custom partners based upon individual needs and non-federal contracts



Targeted Job Distribution

Organizations

Add Organization

Organization(s)

+New Organization

Name

InAlliance

View

National Federation of the Blind - Michiana Chapter

View

Redwood

View

Still Serving Veterans

View

East Bay Innovations

View

Blind Inc

View

Tangram

View

Fathers and Families Center

View

Jewish Vocational Center of Los Angeles

View

AMVETS

View

10

1

2

3

4

5

>

Filter Organizations

Name:

Organization Name

Contact Category:

All

Distribution State:

All

Distribution City:

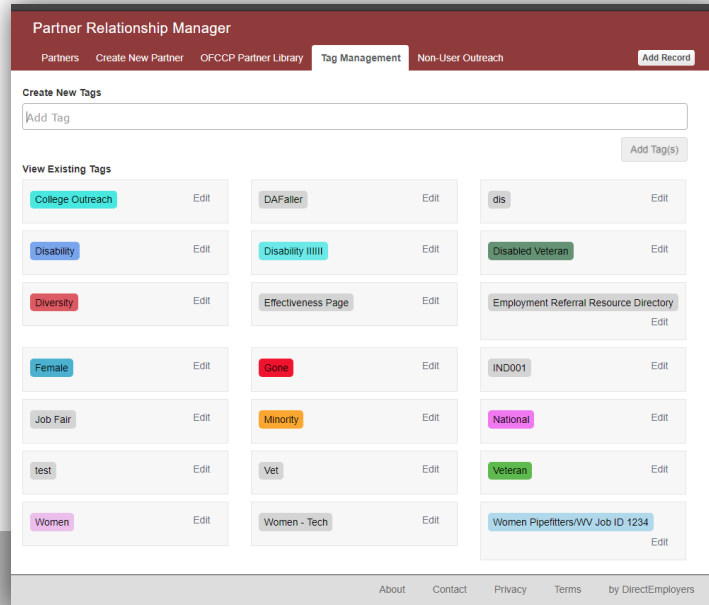
Distribution City

Organization Status

Distribution Status

ON

Tags

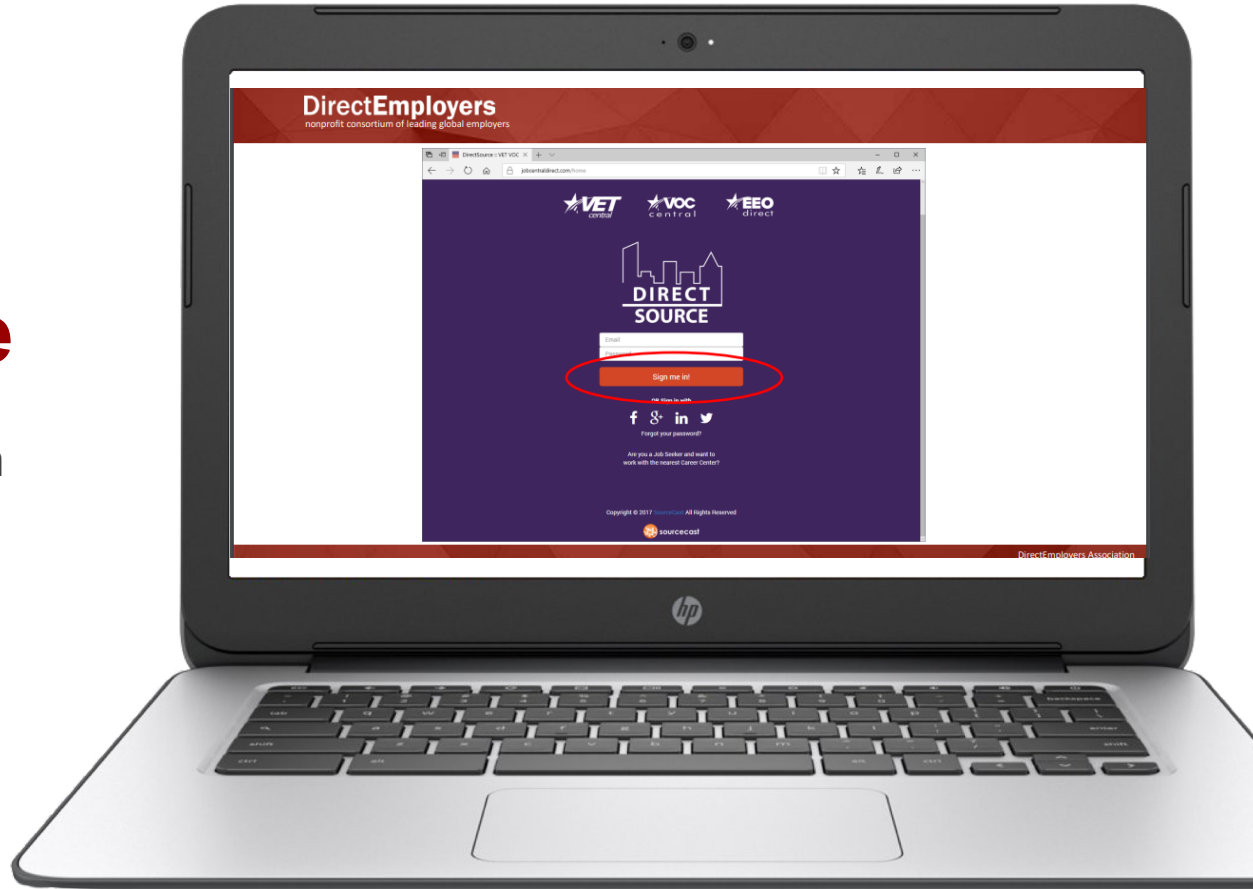


PRM TAGS

PRM Tags allow the user to categorize each partner, contact, and contact record by niche group (diversity, disability, veteran, disabled veteran, and female). Custom tags can also be created using any set of parameters the company deems necessary. Example: geographic, user name, AAP plan year, etc.

Direct Source


NEW Product Included in
Membership






One Stop Career Center – Direct Messaging Platform!

Job Detail	
Title:	Compensation Analyst, Part-Time
Company:	Member Company Name
Location:	NASHVILLE, TN
URL to Apply:	http://my.jobs/5ca2bdb9d56248b0b22393138bc8b9af99
Company URL:	www.member-company-url.com
Employer Job ID:	XXXXXXXXXX
VETcentral Job ID:	XXXXXXXXXX
Description:	VEVRRA Federal Contractor Request Priority Protected Veteran Referrals EOE Protected Veterans/Disability Contact Email: 5ca2bdb9d56248b0b22393138bc8b9af@my.jobs

Job Title	Job Address
Center Name	Sent to Address
✓ Compensation Analyst, Part-Time	NASHVILLE, TN
Davidson and Cheatham Counties Tennessee Career Center - Nashville	lee.hall@tn.gov
✓ Monitor II, Community Corrections	OKLAHOMA CITY, OK
Workforce Oklahoma - OKC Eastside Center	edward.wright@oesc.state.ok.us
✓ Treatment Counselor	EL PASO, TX

 DIRECTSOURCE

Messages Center Profile User Account Sign Out FAQs

Joe SmithReston Career Center

TodayJobsJob SeekersReferralsEmployersResources

Today

All MessagesMy Messages

Activity Guide for Today

No new messages today

Work with 7 Job Seekers:Job Seekers

Review 16939 new Jobs from Employers:Jobs

Message Summary

0High

0Favorite

0Today

View All Messages

All Messages

Joe Smith - Reston Career Center-ACME Corporation

test

Dec 20, 2017 4:11 PM

VETcentral Job: [Manager Of Quantitative Modeling \(37741409\)](#)

ReplyFavoriteNormalPriority

Joe Smith - Reston Career Center-ACME Corporation

Hi,

Dec 19, 2017 9:22 AM

My name is Joe Smith from the Reston Career Center. I currently receive jobs from ACME Corporation through VETcentral. I'll be your point of contact for any VETcentral jobs delivered to this center. I am eager to work with you to better match our candidates with your open positions.

Thanks, Joe Smith

VETcentral Job: [Manager Of Quantitative Modeling \(37740771\)](#)

ReplyFavoriteNormalPriority

Member Community

■ View Events

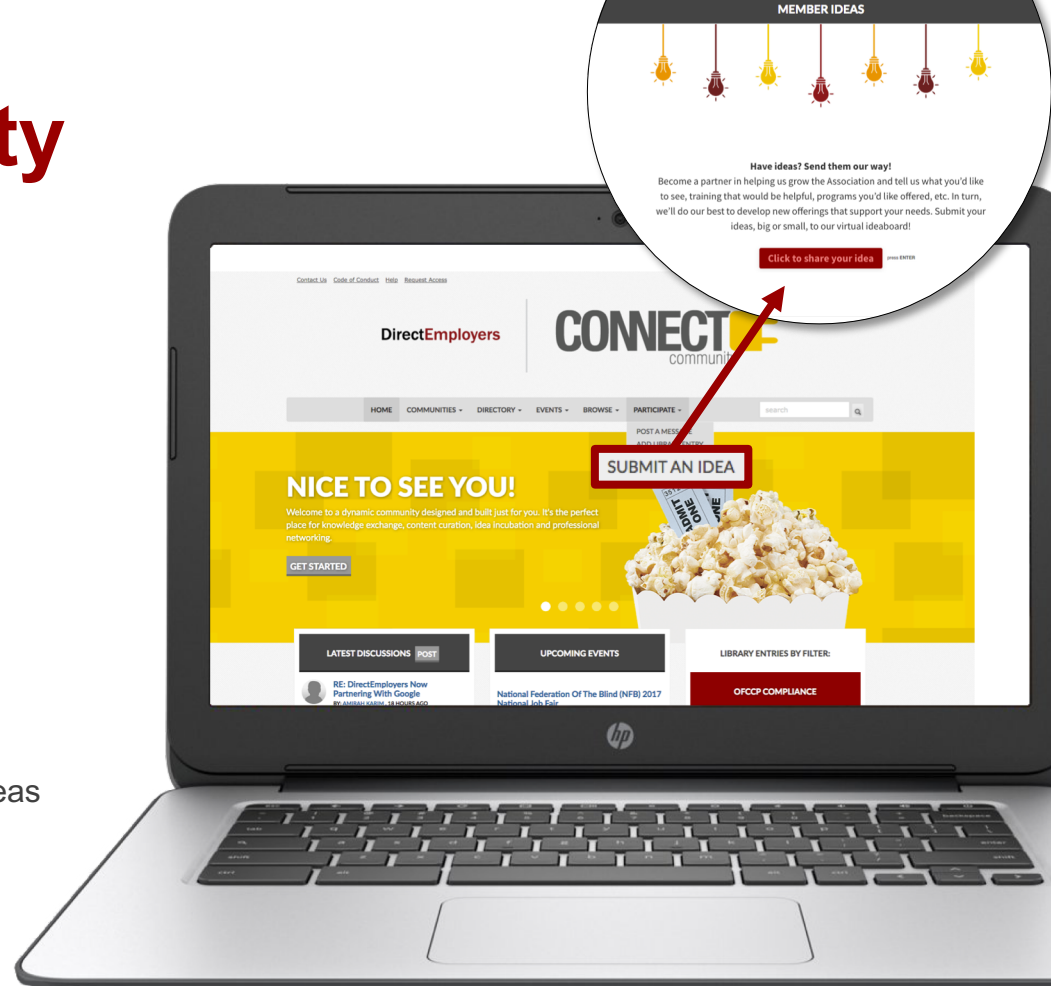
- Attend industry conferences
- Register for upcoming webinars
- Participate in networking events

■ Browse Library

- Conduct surveys & review results
- Access webinar archives
- Review Member-exclusive resources

■ Join the Conversation

- Chat with peers, ask questions & share ideas
- Share best practices & resources
- Submit community ideas for consideration



DirectEmployers
Easy Wins!!



March



WOMEN'S HISTORY MONTH

March is Women's History Month

The Library of Congress, National Archives and Records Administration, National Endowment for the Humanities, National Civil War Museum, Smithsonian Institution and United States Holocaust Memorial Museum join in commemorating and encouraging the celebration of the vital role of women in American history.

About Women's History Month

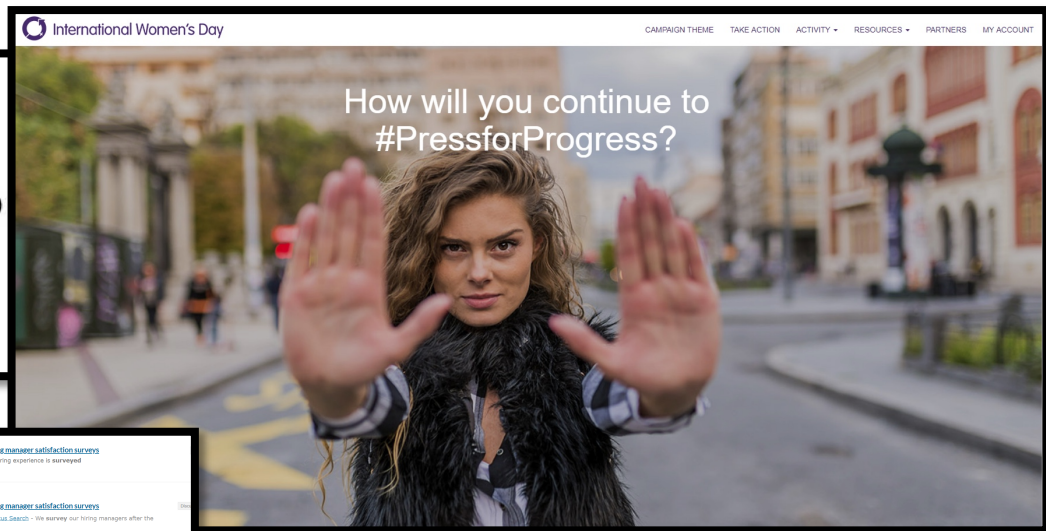
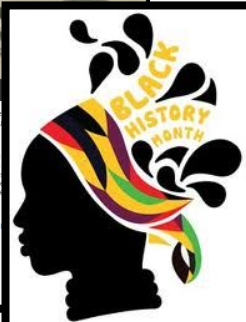
Women's History Month had its origins as a national celebration in 1981 when Congress passed Pub. L. 97-28 which authorized President to proclaim the week beginning March 7, 1982 as "Women's History Week." Throughout the next five years, Congress resolutions designating a week in March as "Women's History Week." In 1987 after being petitioned by the National Women's History Project, Congress passed Pub. L. 100-9 which designated the month of March 1987 as "Women's History Month." Between 1988 and 1994, Congress resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, Bill Clinton and Barack Obama have issued a series of annual proclamations designating the month of March as "Women's History Month."

Executive and Legislative Documents

The Law Library of Congress has compiled guides to commemorative observations, including a comprehensive inventory of the Presidential Proclamations and congressional resolutions related to Women's History Month.

Other Dedicated Web Sites

- National Endowment for the Humanities
- National Archives
- National Park Service
- Smithsonian Education

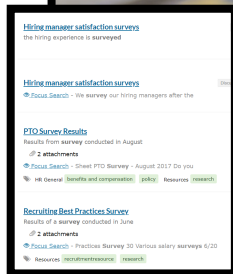


International Women's Day

CAMPAIGN THEME TAKE ACTION ACTIVITY RESOURCES PARTNERS MY ACCOUNT

How will you continue to #PressforProgress?

2	use of females in ads.	3/2/2016 11
3	Partner with Society of Women Engineers.	3/2/2016 11
4	We have been utilizing LinkedIn featured jobs and focused campaign efforts to attract women in both exempt and non-exempt technical positions.	3/2/2016 11
5	yes. Our college recruiting teams target women's groups at colleges during visits. Our employee resource group sponsors a "women in tech" event in Chicago land and LA twice a year to network women in IT with aspiring women in college or other fields. We also have a "women in tech" event in Chicago land and LA twice a year to network women in IT with aspiring women in college or other fields.	3/2/2016 11
6	We partner with Women in Aviation to promote positional and technical communities.	3/2/2016 9:00
7	No	3/2/2016 9:00
8	Girls Day for high school students to attract them into the world of manufacturing and/or engineering.	3/2/2016 9:00
9	No.	3/2/2016 9:00
10	employee referrals and including women reps in career fair booths	3/17/2016 11
11	Not a manufacturer, we are a health insurance company	3/16/2016 3:00
12	We tend to lean on veterans who are transitioning from the military. Certain MOS translate well to hourly technical positions.	3/15/2016 12
13	Do not have manufacturing but to attract women with technical skills, we attend women in tech conferences and job fairs.	3/15/2016 12
14	Not specifically for manufacturing. We work with trade schools and junior colleges to identify female and overall qualified candidates for new graduate openings.	3/15/2016 12
15	No	3/15/2016 10
16	Used jobs as many female focused groups on LinkedIn as possible along with advertising with female-focused relevant niche sites when we can.	3/15/2016 10



Hiring manager satisfaction survey

Results from survey conducted in August

2 attachments

2016 Search - Short PTD Survey - August 2017 Do you

18 Overall [benefits and compensation](#) [payroll](#) [Resources](#) [Research](#)

Recruiting Best Practices Survey

Results of a survey conducted in June

2 attachments

2016 Search - Practices Survey 30 Various salary surveys 6/20

Resources [benefits and compensation](#) [payroll](#) [Research](#)

Member Surveys

April

The 2018 Annual Meeting & Conference (DEAM18)
will feature tracks focusing on:
recruitment, **sourcing**, and **compliance**.

Throughout the conference, attendees will have the opportunity to participate in interactive panels, learn from recognized industry thought-leaders and network with peers.

During this time, HRCI and SHRM credits will be available for sessions in each of the tracks.

<http://deam18.directemployers.org/>



#DEAM18

APRIL 24-26, 2018 • SEATTLE

with 3-hour bonus session April 23rd

DEAM18

Disability Outreach



Disability Hiring and Accessible Workplace Technology Workshop

Three-hour bonus preconference session on implementing accessible workplace technology.

- ❖ Partner: PEAT
- ❖ Member: Microsoft

"Hire" Success: Recruiting Students with Disabilities at Colleges & Universities

- Three key on-campus interaction points
- Multiple methods for reaching students with disabilities
- Steps to marketing and engage students from this valuable talent pool.

- ❖ Partner: HirePotential

Students and Workers with Disabilities: Campus to Career

4.7 million college graduates nationwide have a disclosed disability

- ❖ Partner: NOD

DEAM18

Disability Outreach



Mentoring as a Disability Inclusion Strategy

Identify at least 10 disability inclusion organizations and their mentoring programs and models that you can mirror to create a program of your own.

❖ Partner: EARN

A Disability Inclusion “Intervention”: What You Need to Know to Move the Inclusion Needle Forward

❖ Partner: NOD

❖ Partner: Job Accommodation Network (JAN)

DEAM18

Veteran Outreach



How IBM & CASY are Creating Technical Career Paths for the Veteran Community

Learn about their Veteran Employment Accelerator program

- ❖ Partner: CASY
- ❖ Member: IBM

Beyond Compliance: Skyrocketing Your Diversity Hiring Performance with VETcentral DirectSource

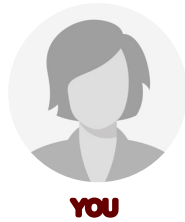
- ❖ Partner: SourceCast

Methods to Attract, Evaluate, Onboard and Retain Veteran Talent

- ❖ Partner: easterseals

DEAM18

Diversity Outreach



Ingalls
Shipbuilding


Budget Cuts? Creative Ways to Advance Diversity Recruitment Efforts Through ERGs

❖ Member: University of Texas Medical Branch

Championing Diversity: Establishing a Successful & Purposeful LGBTQ ERG

❖ Member: Ingalls Shipbuilding

DEAM: Analysis of Outreach Efforts

Outreach Event/Activity	Date	Description	Evaluation
Disability Hiring and Accessible Workplace Technology Workshop	April 23, 2018	<ul style="list-style-type: none">• An introduction to accessible technology.• How inaccessible technology creates barriers to recruitment and retention.• Laws and regulations related to digital access.• Setting organizational goals and getting company buy-in.• How to make your technology and digital content accessible, including a demo of MS Office 365 accessibility features.• Purchasing accessible IT from vendors.• Organizational benchmarking.• Staff training resources.	 <ul style="list-style-type: none">✓ Networked with PEAT and have contact info for follow-up.✓ Will establish local support.✓ Learned lots of great info we can incorporate into our processes.✓ Networked with Microsoft for future sharing of ideas and best practices.✓ Great Session!

TAG: Disability

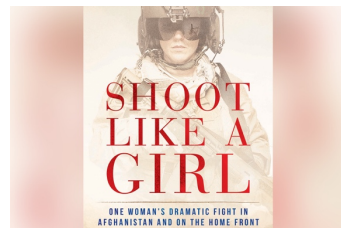
July



Workshops & Panels:

Numerous learning opportunities on a wide variety of topics, including:

- Military Spouses;
- Transition: The Veterans' Experience after Military Service;
- Significant Barriers to Employment;
- Connecting Veterans and Employers; and
- Promising Practices.



**MAJOR M.J.
HEGAR,**



**GREEN BERET
COMMANDER
MARK NUTSCH**



October

National Disability Awareness Month is October

What do you have planned?

Visit www.dol.gov/odep/topics/ndeam

DE Members – maximize your benefits!

Reach out to our partners for
assistance, support and ideas!

- Autism Speaks
- C5 consulting
- Employer Assistance & Resource Network (EARN) & Workforce Recruitment Program (WRP)
- Easterseals
- Enable America
- National Federation of the Blind
- Cornell University's Yang-Tan Institute
- National Organization on Disability (NOD)
- OurAbility
- Think Beyond the Label
- National Multiple Sclerosis Society

<http://directemployers.org/partners/disability-partners/>

November

**Veterans Day is
November 11th**

**What do you have
planned?**

DE Members – maximize your benefits!

Reach out to our partners for
assistance, support and ideas!

- Corporate America Supports You (CASY)
- USDOL's Veterans.gov
- DOD's Education & Employment (E2i)
- Military Spouse Corporate Career Network
- Student Veterans of America (SVA)
- U.S. Chamber of Commerce Foundation's Hiring our Heroes
- AMVETS
- Easterseals
- USA Cares

<http://directemployers.org/partners/military-veteran-partners/>

Unlimited Support

Unlimited Jobs

An unlimited number of jobs and syndication included in every membership

Unlimited Compliance Support

Official partnerships with NASWA and each of the 50 states are in place to provide audit support to members receiving questions from the OFCCP

Membership Development



Member Services



Digital Strategy



Unlimited Users

Each person on your team gets a dedicated login and access to all platforms in membership

Unlimited Training

Provided on all platforms included in membership to you and your entire team at any point throughout your membership

Unlimited Reporting

Reports can be generated by each user or your membership reps are happy to assist

Questions?



Jen Polcer

VP of Compliance

Thank you!



Dee Anne Faller

Regional Vice President



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