



DirectEmployers  
Association

# HOUSEKEEPING TIPS

- If you have Webex issues, please email [kacie@directemployers.org](mailto: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!**



DirectEmployers  
Association



## Callie Gable

Regional Vice President  
Membership Development  
[callie@directemployers.org](mailto:callie@directemployers.org)



**DirectEmployers:**  
The Gold Standard in  
OFCCP Compliance

## Member Focused. **Not Profit Driven.**

A member-owned and managed consortium of talent acquisition and OFCCP compliance professionals, cultivating labor market efficiencies and reducing online recruitment costs for employers.



## BEGINNING

- Founded in October 2001
- Devoted to improving recruiting efforts to control costs, advancing recruitment marketing solutions and developing cutting edge proprietary technology
- 900+ Member companies ranging in size from 200 employees to 100,000+



## ABOUT

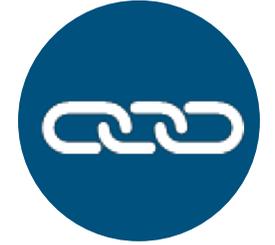
- As a 501(c)(6) non-profit consortium, DirectEmployers is Member-driven, not profit-driven
- Board of Directors comprised of Member company representatives
- Determine pricing and the direction of the Association



## MEMBERS

- In 2017, 40 of the top 50 federal contractors are Members of DirectEmployers

Source: [washingtontechnology.com](http://washingtontechnology.com)



## BECAUSE

- Automate compliance and job delivery
- Allows companies to focus on the business of HR and recruiting
- Help navigate OFCCP regulations & contractor obligations
- Advocate for Members with the OFCCP
- No price change since 2007

# Membership Offering



## Jobs Listed with ESDS

- Job Listed with Local State Offices
- Outreach Tracking
- Reporting
- Consultative Training



## Diversity Partnerships

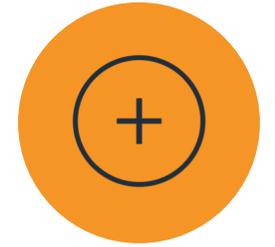
- Military Sites
- Veteran Sites
- Disability Sites
- Women Sites
- Minority Sites
- Diversity Sites
- State Job Banks
  - via the NLx
- Colleges & Universities
  - via Symplicity
- Global and National Sites



## Recruitment & Branding

- Standard Landing Site
    - Member Microsite
  - Analytics & Reporting
- 
- Flexible Career Sites\*
  - Veteran Translation Tool\*
  - Creative Services\*

\* With Recruit Rooster



## Other Benefits

- Conferences & Events
- Industry Experts
- Educational Resources
- Online Community



# The DE Difference





# VEVRAA Listing Reports

**Reporting Unit(s)**  
Member Company Name

Specific Job(s)  
Job or Req IDs (required)

OR

Time and/or Location  
Time Frame (required)

Choose a time frame option above

City, State or State

5 miles from center

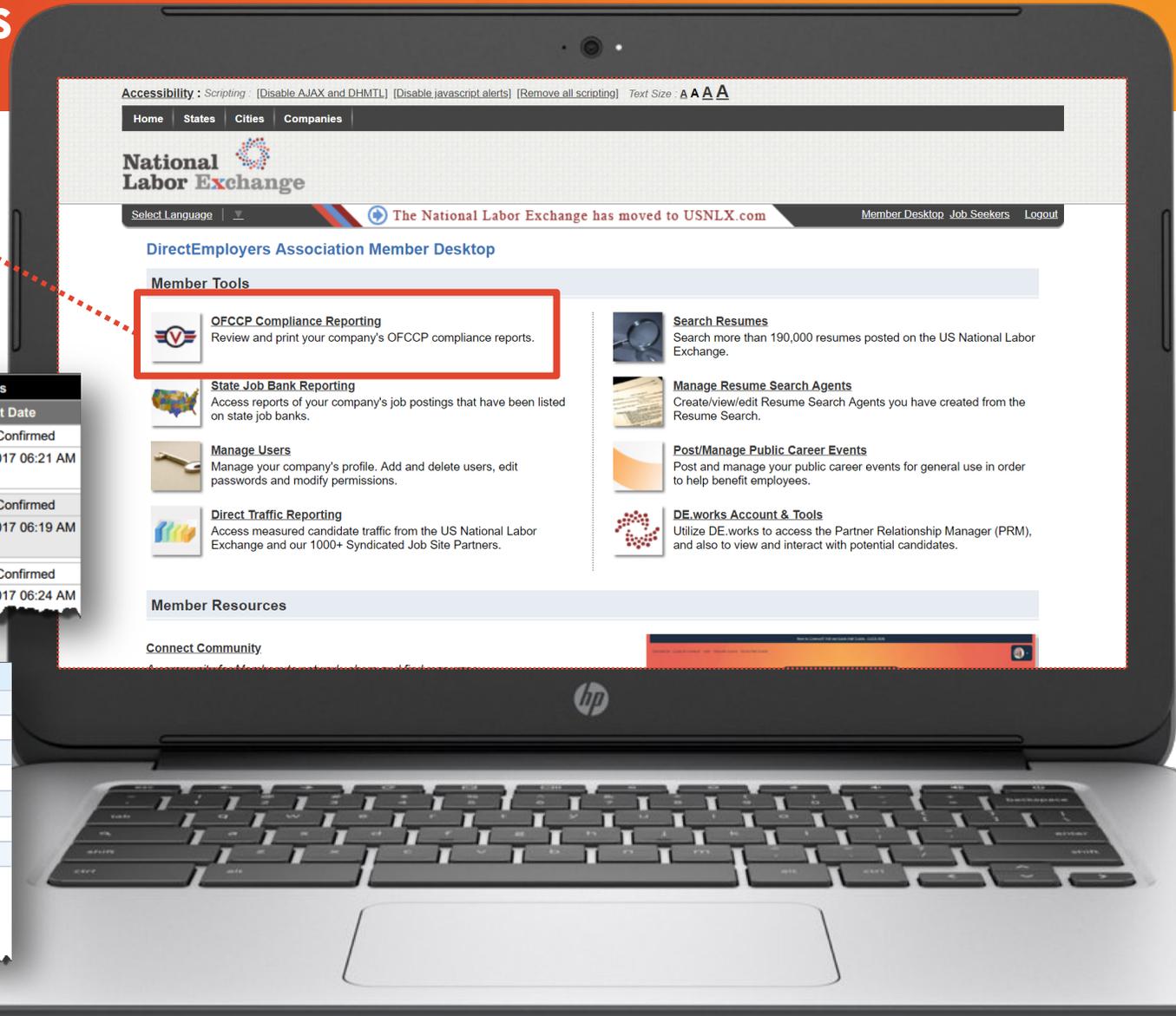
Examples : Raleigh, NC -or- NC

**SET REPORT PARAMETERS**

Job Title	Job Address	Employer Job ID	Compliance ID	Status
Center Name	Sent to Address	City, State, Zip	Sent Method	Sent Date
<input checked="" type="checkbox"/> 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
<input checked="" type="checkbox"/> Monitor II, Community Corrections	OKLAHOMA CITY, OK	OKL0002S	29185123	Delivery Confirmed
Workforce Oklahoma - OKC Eastside Center	edward.wright@oesc.state.ok.us	Oklahoma City, OK 73141	EMAIL	06/01/2017 06:19 AM
<input checked="" type="checkbox"/> Treatment Counselor	EL PASO, TX	EL 0002A	29185113	Delivery Confirmed
Workforce Solutions Borderplex North Central Region	bruce.biegel@tvc.texas.gov	El paso, TX 79901-1372	EMAIL	06/01/2017 06:24 AM

**Job Detail**

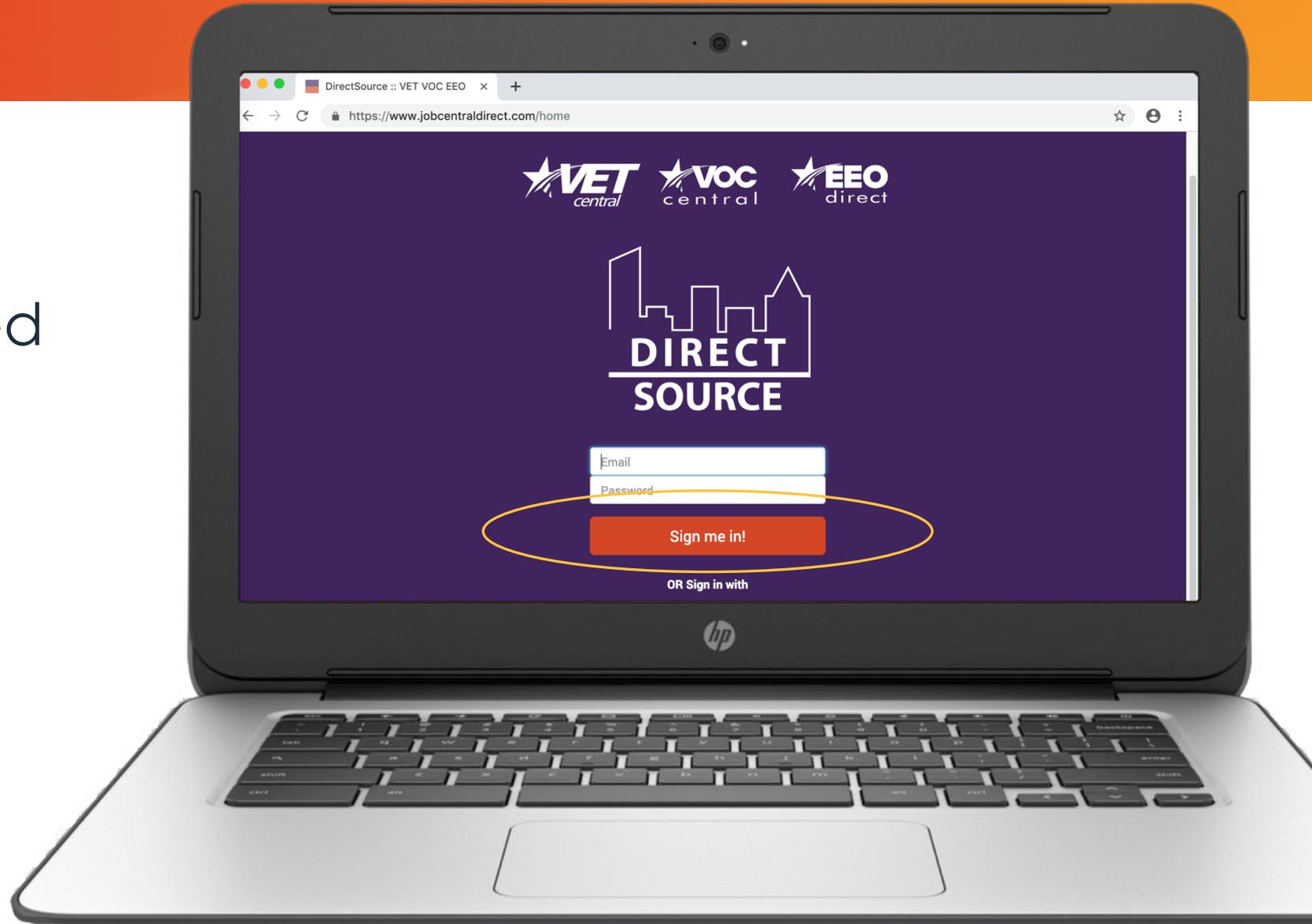
<b>Title:</b>	Compensation Analyst, Part-Time
<b>Company:</b>	Member Company Name
<b>Location:</b>	NASHVILLE, TN
<b>URL to Apply:</b>	<a href="http://my.jobs/5ca2bdb9d56248b0b22393138bc8b9af99">http://my.jobs/5ca2bdb9d56248b0b22393138bc8b9af99</a>
<b>Company URL:</b>	<a href="http://www.member-company-url.com">www.member-company-url.com</a>
<b>Employer Job ID:</b>	XXXXXXXX
<b>VETcentral Job ID:</b>	XXXXXXXXXX
<b>Description:</b>	VEVRAA Federal Contractor Request Priority Protected Veteran Referrals EOE Protected Veterans/Disability Contact Email: 5ca2bdb9d56248b0b22393138bc8b9af@my.jobs The Compensation Analyst, P/T provides support to Facility and Facility Support Center management



- Available in PDF and Excel formats
- Unlimited access, users and training included
- Reports archived for four years online

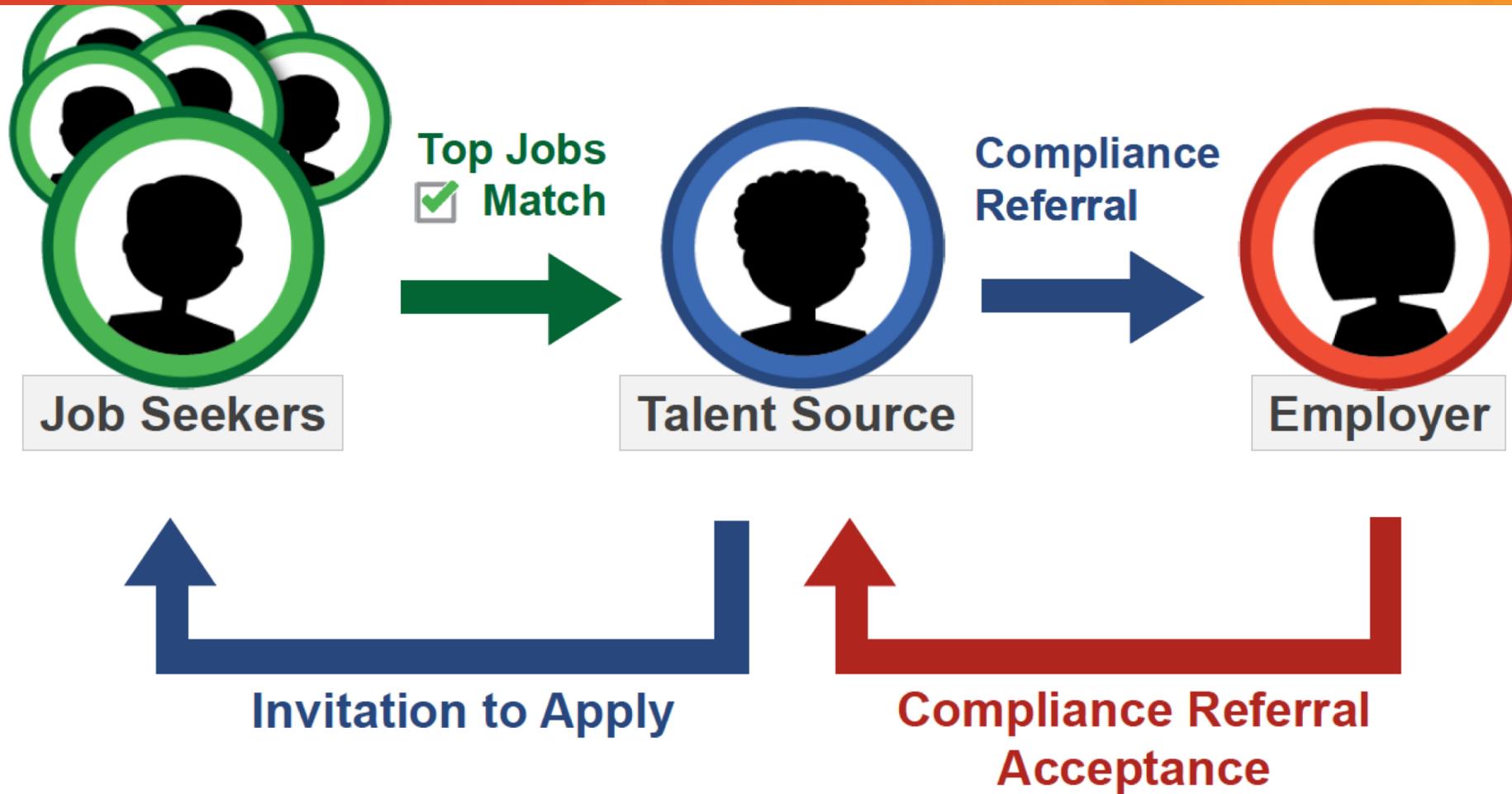
# Direct Source

NEW Product Included  
in Membership



# Superior Hiring Performance





## New Features



- NEW VETcentral DirectSource **compliant sourcing & prescreening platform**
- A **virtual hotline** to the largest veteran talent source network.
- **Direct access** to collaborate and network with diverse talent sources.
- **Power outreach messaging tools**
- Directly receive **pre-qualified veteran referrals** from Vet Reps.
- **Instant email notifications** of key pipeline events.

## What qualifies as ‘Outreach’?

- ✓ Conversations
- ✓ Facility Tours
- ✓ Meetings
- ✓ Interaction



Posting to job boards - **not** Outreach



Email blasts of your jobs - **not** Outreach



**No third party** may perform Outreach for the government contractor



# Outreach Tracking with PRM

Our Partner Relationship Manager (PRM) goes beyond the letter of the law, making outreach efforts a company-wide responsibility and helps your entire team:

- Access the available list of the OFCCP's partners and contacts
- Track outreach and recruitment efforts with local partners
- Document interactions and communication with partners
- Report outreach efforts and effectiveness
- Tag or categorize partners for better granularity in reporting
- Rate partner effectiveness for easy assessment
- Send automated list of jobs to partners
- Target community-based organizations with Targeted Job Distribution



**...all of this with unlimited users and training for your entire team.**

Create and Search for partners



Document outreach activities



Automatically send jobs to partner contacts



Outreach Reporting



Partner Assessments



# DE Expanded Compliance Support

## Are you compliant in these areas?

- Career Site
- Disposition Codes
- Evergreen Requisitions
- EEO Tagline

The screenshot shows the 'Member Exclusive Community' page. At the top is a navigation bar with links for Home, Communities, Directory, Browse, and Participate, along with a search bar. Below the navigation is a header for 'Member Exclusive Community' with a 'Settings' button. A secondary navigation bar includes 'Community Home', 'Discussion 2K', 'Library 377', 'DE Updates 29', 'Events 17', and 'Members 8K'. The main content area is divided into two columns. The left column is titled 'Discussions' and features two entries: 'Workday Recruiting Module' by Nancy Glasheen (8 months ago) and 'Recruiter Checklist' by Kelly Vincent (7 months ago). The right column is titled 'Library Entries' and features three entries: 'Job Syndication Alliances' by Team DE (3 years ago), 'DE Resource Matrix' by Jen Bernhardt (7 months ago), and 'DirectEmployers Partner List' by Shannon Offord (3 years ago). Each entry includes a profile picture, a title, the author's name, and a brief description.

# Targeted Job Distribution

- Expands job syndication capabilities
- Vetted Organizations will receive emails of member jobs in their area
- Satisfy any job distribution requirements for **State, Municipal or Local contracts**
- Create company-specific job distribution channels with specific distribution rules if needed
- Reporting for jobs distributed is available in the Reporting App on the **DEWORKS** platform





## Industry Experts & Knowledge

### DE WEEK IN REVIEW



#### **Candee Chambers, SPHR, Sr. CAAP**

##### ***Executive Director, DirectEmployers Association***

Former Compliance and recruitment expert, now leads Association by developing strategic growth of the Association based upon Member needs and technology expansion.

#### **Jennifer Polcer, PHR, SHRM-CP**

##### ***VP of Compliance, DirectEmployers Association***

Former practitioner with hands-on experience in OFCCP compliance activities and employment law analyses—including extensive background in development and defense of Functional Affirmative Action Plans (FAAPs).

#### **John C. Fox, Esq.**

##### ***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.



**Callie Gable**

RVP, Membership Development

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# Questions?