



**DirectEmployers
Association**

Housekeeping Tips

- If you have Zoom issues, please email kacie@directemployers.org.
- 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**

The DE Difference: Beyond Posting Jobs & Checking the Compliance Box

Candee Chambers, Executive Director

Dee Anne Faller, RVP of Membership Development

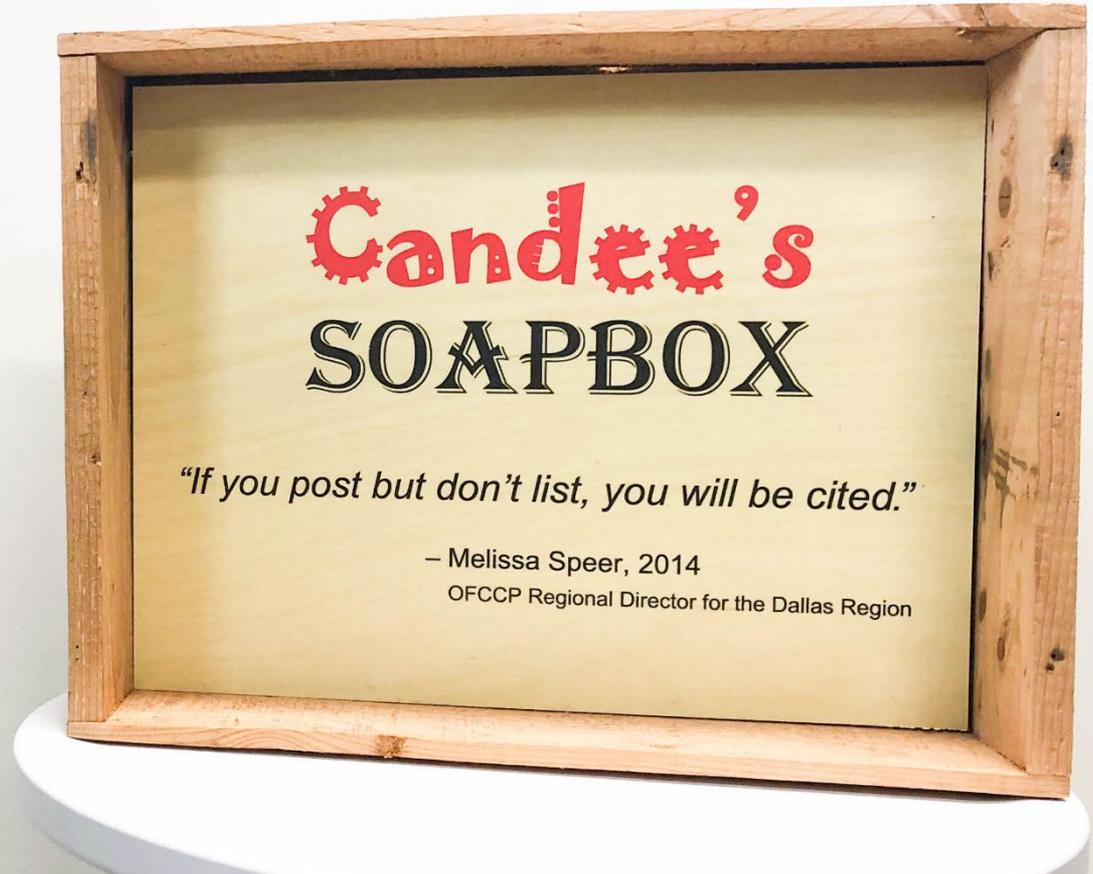


You've checked the box...
is it enough?

DE is about relationship building and inclusion in your workforce



In fact,
Federal
Contractors
are required
to LIST jobs.





Job Order Ad Hoc Compliance Report

Company Name: CDW

FEIN: 36-4530079

Report for jobs received between 2/28/2019 and 2/28/2020

Provided by VETcentral for DirectEmployers Association

Contact DirectEmployers

Phone: 866 268 6206

Email: info@directemployers.org

Report Date: 2/28/2020 7:44:41 AM

Total Jobs: 2888

Delivered: 2851

Pending Delivery: 0

Awaiting Confirmation: 37

Other: 0

Delivery Confirmed

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"/> ServiceNow Technical Consultant	Vernon Hills, IL	20000594-OTHLOC-200000000	47739495	Delivery Confirmed
IDES Arlington Heights	theodore.duckett@illinois.gov	Arlington Heights, IL 60005	EMAIL	02/20/2020 06:24 AM

Business Development - West / S&L

IDES Pilsen

Description:

VEVRAA Federal Contractor

Request Priority Protected Veteran Referrals

EOE Protected veterans/Disability

Contact Email: e7bd3ed70f904d55b25fb96566095c54@de.works

State Job Bank Reports

State Job Bank Reporting

Find Specific Job(s) OR **Search by Time and/or Location**

Job or Req ID(s): Search for IDs starting with this value

Enter up to 100 IDs, delimited by commas.

Acquired Time Frame: start date to end date (m/d/yyyy) Delivery State:

[GENERATE REPORT](#)

[Export Report to Excel](#)

Report Parameters
Date / Time: 11/15/2018 12:49 PM EDT
Job/Req ID: Not Chosen
Delivery State: Not Chosen
Acquired Time Frame: Not Chosen
Job Count: 3092

Internal ID	Title / Details	Location	Company Job ID	Date Acquired	Delivery State	Delivery Date	State Job ID / Details
130278227	Assistant Supervisor.....	Colorado Spr... CO	18-1279	10/31/2018	CO	11/1/2018	7619903
130278224	Consumer Coordination...	Lakewood, CO	18-1282	10/31/2018	CO	11/1/2018	7619901
130256262	Teller	Sun City West, AZ	18-1278	10/31/2018	AZ	11/1/2018	3261198
130094841	Teller	Lakewood, CO	18-1275	10/29/2018	CO	10/30/2018	7616835
130094843	Loan Resolution Repres...	Lakewood, CO	18-1276	10/29/2018	CO	10/30/2018	7616936

Outreach Tracking with PRM

The screenshot displays the 'Partner Relationship Manager' interface for the DirectEmployers Association. The top navigation bar includes the 'DE' logo, the organization name, and a 'My Apps' menu. The main content area is titled 'Partner Relationship Manager' and features a navigation menu with options: 'Partners', 'Create New Partner', 'OFCCP Partner Library', 'Tag Management', and 'Non-User Outreach'. An 'Add Record' button is located in the top right corner.

The main list shows 'Page 1 of 75' and 'Next' navigation. The list is sorted by 'Name' (ascending), with options for 'Location' and 'Activity'. The list items are:

- (DEPT DE LA FAMILIA) Oficina del Procurador de las Personas con Impedimentos**
San Juan, PR
Jose Ocasio (oppi@oppi.gobierno.pr)
Employment Referral Resource Directory
Tags: Female, Disability
- 100 Black Men of North Metro Atlanta Placement Office**
Roswell, GA
No Primary Contact
Employment Referral Resource Directory
Tags: Veteran, Minority, Disabled Veteran, Disability, Female
- 40 Plus**
Washington, DC
Jane Andrews (fakeaccount@fake.com)
Employment Referral Resource Directory
Tags: Veteran, Minority, Disabled Veteran, Disability, Tom, Virtual, Female
- 408 Highland Avenue**
Sacramento, CA; Denver, CO; Somerville, MA; Helena, MT
Devon Winey (asdfs@ofccp.gov)
Employment Referral Resource Directory
Tags: Veteran, Minority, Disabled Veteran

The 'Filter Partners' sidebar on the right includes the following sections:

- Keywords:** A text input field labeled 'Keywords'.
- State:** A dropdown menu labeled 'Select a State'.
- City:** A text input field labeled 'City'.
- Tags:** A text input field labeled 'Tags'.
- Last Activity:** Radio buttons for '1 Day', '30 Days', and '90 Days', along with a 'Custom' button.
- Include Deleted Partners**

Targeted Job Distribution

DirectEmployers Association My Apps

Targeted Job Distribution

Organizations Add Organization

Organization(s)	+New Organization
Name	
National Federation of the Blind - Michiana Chapter	View
The Salvation Army Haven Veterans Employment Services	View
Redwood	View
Still Serving Veterans	View
East Bay Innovations	View
Blind Inc	View
Tangram	View
Fathers and Families Center	View
Jewish Vocational Service - SoCal	View

Filter Organizations

Name:

Contact Category:

Distribution State:

Distribution City:

Organization Status

Distribution Status ON

DirectEmployers Experts



DE OFCCP Week In REVIEW
by DirectEmployers

2020 OFCCP Week in Review (WIR)

The "OFCCP Week in Review" is a simple, fast and direct summary of relevant happenings in the OFCCP regulatory environment published every Monday.

AUTHORED BY



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at Fox, Wang & Morgan P.C.



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Jennifer Bolger

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DirectEmployers Blog



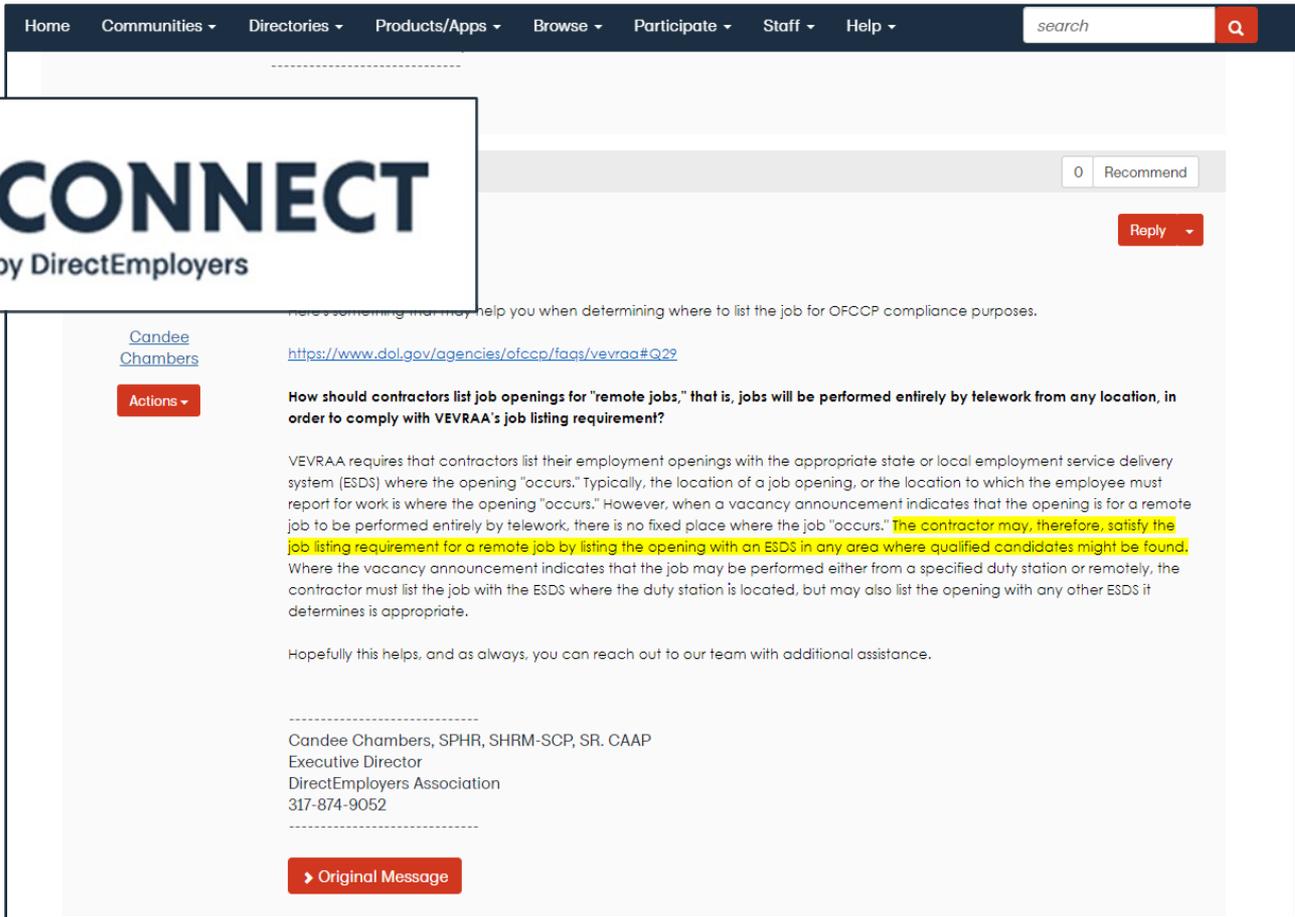
DE CONNECT
by DirectEmployers



NeedAJobNow.USNLx.com

The screenshot shows the homepage of the website. At the top left is an 'About' link. In the top right corner is a red 'POST JOBS' button. The main header features the NLx logo (National Labor Exchange) with the tagline 'Need a Job Now'. Below the logo is a search bar with two input fields: 'job title, keywords' and 'city, state, country', followed by a red 'FIND JOBS' button. The main content area is titled 'Jobs' and contains a list of job postings. On the left side of the job list, there are five filter buttons: 'Filter by Company', 'Filter by Country', 'Filter by State', 'Filter by City', and 'Filter by Title', each with a plus sign. The job list includes the following entries:

- MDS Coordinator - RN (Full Time)**
Genesis Healthcare - Cedar Grove, New Jersey
- Team Member - Wknd Nights**
Lowe's - Pleasant View, Tennessee
- Senior IT Software Engineer**
Lowe's - Mooresville, North Carolina
- Nursing Unit Assistant In Training Non-Certified (Full Time)**
Genesis Healthcare - Sistersville, West Virginia
- Registered Nurse - RN Supervisor (Full Time)**
Genesis Healthcare - Philadelphia, Pennsylvania
- Sales Department Supervisor- Flooring & Décor**
Lowe's - Woburn, Massachusetts



[Candee Chambers](#)

Actions ▾

More information may help you when determining where to list the job for OFCCP compliance purposes.

<https://www.dol.gov/agencies/ofccp/faqs/vevraa#Q2?>

How should contractors list job openings for "remote jobs," that is, jobs will be performed entirely by telework from any location, in order to comply with VEVRAA's job listing requirement?

VEVRAA requires that contractors list their employment openings with the appropriate state or local employment service delivery system (ESDS) where the opening "occurs." Typically, the location of a job opening, or the location to which the employee must report for work is where the opening "occurs." However, when a vacancy announcement indicates that the opening is for a remote job to be performed entirely by telework, there is no fixed place where the job "occurs." **The contractor may, therefore, satisfy the job listing requirement for a remote job by listing the opening with an ESDS in any area where qualified candidates might be found.** Where the vacancy announcement indicates that the job may be performed either from a specified duty station or remotely, the contractor must list the job with the ESDS where the duty station is located, but may also list the opening with any other ESDS it determines is appropriate.

Hopefully this helps, and as always, you can reach out to our team with additional assistance.

Candee Chambers, SPHR, SHRM-SCP, SR, CAAP
Executive Director
DirectEmployers Association
317-874-9052

▶ Original Message





Discover the DE Difference

We're not a vendor offering your organization "check-the-box" solutions; we are an extension of your team, working behind the scenes to propel diversity and inclusion efforts.



How can DE impact your strategy?



Connect with Me



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 deeanne@directemployers.org

Appendix of Resources

- Slide 6** [Listing vs. Posting](#) (PDF)
- Slide 7** [NLX.org](#)
[MOU press release](#)
- Slide 8** [VEVRAA & Section 503](#) (PDF)
- Slide 10** [Partner Relationship Manager](#) (PDF)
- Slide 11** [Targeted Job Distribution](#) (PDF)
- Slide 12** [DE Talk podcast](#)
[OFCCP Week In Review blog](#)
- Slide 13** [DE Connect Community](#)
- Slide 14** [NeedAJobNow.USNLx.com](#)
- Slide 15** [The DE Difference](#) (PDF)