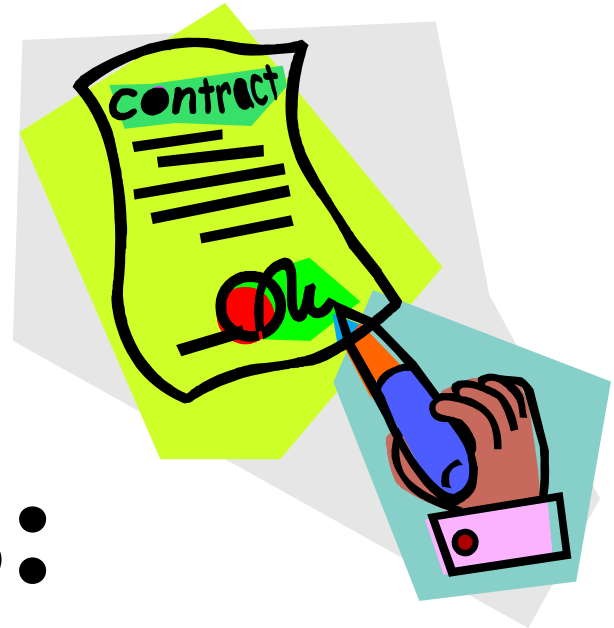


**FY 2008**

**Webinar Series:**

**OFCACP Policy Update**



# TODAY'S PRESENTERS



David L. Frank, Deputy Director



Lynn A. Clements, Acting Director,  
Division of Policy, Planning & Program  
Development



# GOALS of WEBINAR

- Second in series of free national webinars sponsored by OFCCP in FY 2008
  - Provide update on OFCCP FY 2008 policy priorities
  - Answer your questions about OFCCP requirements



# POLL QUESTION

How many years of experience do you have in  
EEO/Affirmative Action work?

- 0-2 years
- 2-5 years
- 5-10 years
- 10+ years



# TOPICS FOR THIS SESSION

- FY 2008 Supply & Service Scheduling Update
- FY 2008 Policy Priorities
  - VEVRAA Enforcement
  - Compensation Discrimination
  - Accessibility of Online Application Systems
  - New Policies on Electronic Recordkeeping and Use of Race and Ethnicity Categories in AAPs
- Open Discussion



# **FY 2008 Supply & Service Scheduling Process**

- FY 2008 FCSS Scheduling Cycle: 10/1/07 – 9/30/08
- First Release – Fall 2007
- Second Release – March 2008
  - 5000 establishments
  - Revised CSALs mailed
- Updated website FAQs regarding scheduling process



# HOW TO CONFIRM WHETHER YOUR COMPANY WAS MAILED A CSAL

- CSALs mailed to CEO of each parent company with 2 or more establishments on the scheduling lists issued in a scheduling cycle
- Confirm receipt by faxing a written request on company letterhead to:

**Division of Policy, Planning & Program Development**  
**202-693-1304 (not a toll-free number)**



# POLL QUESTION

Is your company scheduled for at least one compliance evaluation in FY 2008?

Yes

No

Not applicable. My company is not a federal contractor.





# VEVRAA REGULATORY CHANGES

- New 60-300 regulations
  - Revised Categories of Protected Veterans
  - New Mandatory Listing Requirement
  - Effective Date
- Vets 100 & Voluntary Self-Identification Requirements
- Updates to 60-250 regulations



# HOW TO OBTAIN RECORDS FROM AMERICA'S JOB BANK

- To retrieve job posting records from AJB:
  - (1) [www.jobbankinfo.org](http://www.jobbankinfo.org) and follow prompts
  - (2) send an email to [ajb@labor.state.ny.us](mailto:ajb@labor.state.ny.us)
- Records are available for limited time – do not wait until scheduled compliance evaluation



# POLL QUESTION

Is your company finding it difficult to comply with the new mandatory job listing requirements?

- Yes. My company is listing jobs on its own, and has had difficulty in complying with the requirements.
- No. My company is listing jobs on its own, but has not experienced difficulty.
- My company is using a third party to assist us with complying with the new mandatory listing requirement.
- Not applicable. My company is not a Federal contractor.



# COMPENSATION DISCRIMINATION

- New Director of Division of Statistical Analyses
  - Expect to hire several additional statisticians in FY 2008
- Desk Audit of Contractor's Compensation Data
  - Developed consistent internal procedures for evaluation
  - Focus on access to data



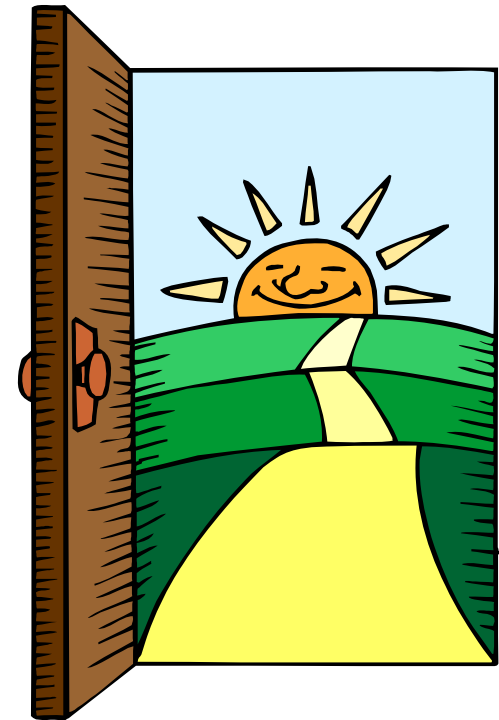
# ACCESSIBILITY OF ONLINE APPLICATION SYSTEMS

- Inter-agency workgroup
- Two issues
  - Providing effective reasonable accommodation
  - Promoting accessibility as best practice
- Developing technical assistance



# WHAT ELSE IS ON THE HORIZON

- Electronic Recordkeeping
- Revisions to OFCCP regulations that relate to new EEO-1 race/ethnicity groupings and job categories



# POLL QUESTION

How is your company collecting race and ethnicity data on applicants and employees?

- We are using the five single race and ethnicity categories in the old EEO-1 report until OFCCP finalizes its guidance.
- We are using the revised EEO-1 race and ethnicity categories and allow individuals to choose a multi-racial category.
- We are using the revised EEO-1 race and ethnicity categories and allow individuals to choose more than one single race.
- Not applicable. My company is not a Federal contractor required to file the EEO-1 Report.



# Compliance Assistance Resources

- Visit OFCCP's website
    - <http://www.dol.gov/esa/ofccp/index.htm>
  - Attend an OFCCP Seminar or Workshop
    - Calendar Online
  - Call or Email for Individual Assistance
    - 1-866-4-USA-DOL
    - [OFCCP-Public@dol.gov](mailto:OFCCP-Public@dol.gov)
    - Does not trigger evaluation
- 
- 





# OFCCP EMAIL ALERTS

- Register to receive free email alerts on OFCCP program updates at:
  - [www.dol.gov](http://www.dol.gov) and choose “Subscribe to E-mail Updates” from blue menu bar
  - OFCCP home page at <http://www.dol.gov/esa/ofccp/index.htm>



**OPEN  
DISCUSSION:  
OFCCP  
ANSWERS  
YOUR  
QUESTIONS**



# **FY 2008 Public Webinar Schedule**

- May 2008 – Operational Update
- July 2008 – Policy Update
- Presentations from December 2007 and March 2008 available on OFCCP home page



# **FY 2008 Webinar Series: OFCCP Policy Update**



**Give us your feedback and complete our  
survey at the end of this presentation.**

