

The G-FIVE was created to address the employment challenges facing the veteran workforce today by recognizing federal contractors for their efforts in employing and advancing covered veterans.



For More Information:

For more information pertaining to OFCCP or any other issue related to federal contractors' EEO and affirmative action obligations, you can:

- Visit OFCCP's website at: <http://www.dol.gov/esa/ofccp/index.htm>;
- Call OFCCP's toll free Help Desk at 1-800-397-6251; or
- Contact an OFCCP District or Area office in your local area; a list of offices by State is available at <http://www.dol.gov/esa/ofccp/contacts/ofnation2.htm>.

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OFFICE OF FEDERAL
CONTRACT COMPLIANCE
PROGRAMS



The Good-Faith Initiative for Veterans Employment (G-FIVE)

An OFCCP Initiative
Supporting America's Heroes



U.S. Department of Labor

What is the G-FIVE?

The G-FIVE Initiative recognizes companies' good faith efforts and best practices to employ and advance veterans. It is also intended to reaffirm OFCCP's commitment to ensure compliance with the requirements of the Vietnam Era Veterans' Readjustment Assistance Act, 38 U.S.C. §4212 (VEVRAA). G-FIVE creates an incentive for federal contractors and subcontractors to increase their employment of and affirmative action for veterans, and strengthens partnerships between OFCCP and other agencies and veterans groups.

How does the G-FIVE work?

Based on the outcome of a full compliance evaluation (i.e., desk audit, onsite, and offsite), the OFCCP Regional Directors will make G-FIVE recommendations to the National Office of contractor and subcontractor establishments that have demonstrated outstanding achievements in the employment of covered veterans, based on the evaluation factors listed below. Contractors and subcontractors also may self-nominate by submitting to the appropriate Regional Director a written statement of their interest in being considered for G-FIVE recognition. A full compliance review will be conducted if the nominated establishment has not undergone a full compliance review within 24 months of the nomination.

The following factors will be considered when evaluating contractors and subcontractors for G-FIVE recognition:

- Evidence of covered veterans in the contractor's labor force.
- Evidence of an increase in the number of covered veterans in the contractor's labor force.
- The number of partnerships with local veterans' service organizations to employ or advance covered veterans.
- Established liaison with the state workforce agency job bank or the local employment service delivery system representative to facilitate the posting of their job listings. Whether appropriate job openings were sent to the state and/or local employment service delivery system and the number of veterans hired by the contractor during the Affirmative Action Program (AAP) year.
- Recruitment efforts at educational institutions to reach students who are covered veterans.
- The number of job advertisements in the local community targeting veterans; and targeted recruitment of qualified covered veterans during company career days and/or related activities in contractor communities.
- For prime contractors, evidence that demonstrates a commitment to encourage their subcontractors to seek qualified covered veterans for employment opportunities
- Affirmative action steps taken to attract qualified special disabled or disabled veterans through the nearest Veterans Administration job placement program.
- The number of on-the-job training opportunities provided to covered veterans.

Does this Initiative require additional paperwork?

No additional burden hours under the Paperwork Reduction Act (44 U.S.C. 3501-3520) are created by the G-FIVE Initiative, since the federal contractors and subcontractors eligible for the Initiative are already required to maintain records in accordance with 41 CFR Part 60.

What is the evaluation process?

A committee comprised of both National and Regional representatives will evaluate the submissions and develop a list to be submitted to the OFCCP Deputy Assistant Secretary (DAS) for approval.

How are Federal contractors and subcontractors recognized?

G-FIVE contractor or subcontractor establishments will be recognized on OFCCP's webpage and will receive a certificate. Contractor or subcontractor establishments that receive G-FIVE recognition will also be excluded from an OFCCP compliance evaluation for three (3) years following the date the recipient receives the rating, unless:

- A complaint suggests equal employment opportunity issues that warrant a compliance evaluation;
- An EEOC or state fair employment practices agency investigation reveals significant equal employment opportunity issues; or
- The DAS, acting upon a credible report of a violation of a law enforced by OFCCP, determines that a compliance evaluation is warranted.