

OFCCP Compliance Services

Superior Outreach and Reporting for OFCCP Compliance

The Office of Federal Contract Compliance Programs (OFCCP) mandates that federal contractors and subcontractors comply with EEO and affirmative action regulations such as Executive Order 11246, Section 503 of the Rehabilitation Act, and VEVRAA/Jobs for Veterans Act, in their recruitment and employment practices.

On March 24, 2014, the OFCCP issued amendments to its VEVRAA and Section 503 regulations to improve hiring and employment of veterans and individuals with disabilities. The revisions require federal contractors to set utilization goals for individuals with disabilities and hiring benchmarks for veterans in their workforce, pursue comprehensive recruitment outreach programs to identify and reach these two job seeker groups with employment opportunities, and review hiring progress annually to be able to take necessary improvement actions. Federal contractors are also required to keep detailed documentation and records of their outreach efforts for three years to prove their good faith, in the event of an OFCCP audit.

The cost and complexity of implementing a systematic recruitment outreach program focusing on veterans and individuals with disabilities can be daunting, and requires deep understanding of the details of the regulations. In addition, the administrative and technological challenges of data recording, namely, storage and retrieval, can be huge burdens.

America's Job Exchange (AJE), a pioneer in Internet recruitment, diversity outreach and OFCCP compliance, offers an integrated solution that combines technologies and innovative services to ensure that federal contractors can meet the demands of these requirements avoiding the complexity of doing it in-house.

A Compliance Solution That Covers It All

Our comprehensive online outreach program can help you reach jobseekers, including veterans and candidates with disabilities using a combination of general purpose and niche job search sites, community based organizations, and the State Employment Delivery Systems (ESDS) in all 50 states.

Your jobs can be posted either manually or by an automated process (via a direct data feed from your applicant tracking system or by "scraping")

Key Differentiators

- Specialized job exchanges for veterans, disabled and diversity candidates
- Posting and distribution to veteran and disability partner sites
- Outreach to Community Based Organizations (CBO)
- Outreach to LVER and DVOPs in local One-Stop career centers
- Job posting and distribution to State Employment Delivery Systems (ESDS)
- Sponsored job listings and distribution to job aggregator sites
- Comprehensive OFFCP job distribution reporting
- Individual posting or import of job feed via FTP, XML and site scraping
- Outreach Management Solution
 - Search Partner Contacts
 - Activity Reporting
 - Events Database
- OFCCP audit support including retrieving past documents by our Compliance Team

on our popular job search website (www.americasjobexchange.com), which consistently attracts about a million job seekers a month. In addition, job seekers can sign up to receive job alerts for positions which match their qualifications. For additional visibility and reach, jobs are also distributed for posting to our various partner aggregator sites including NEXXT.com.

Jobs are also posted on our veteran specific job search site (www.veteransjobexchange.com) and disabled specific job search site (www.disabilityjobexchange.com). In addition, jobs are distributed for posting to our broader partner network of niche job sites that cater to the veteran and disabled communities. As part of the outreach, these job postings are then distributed to over 4500 Community Based Organizations (CBOs), that cater to the various protected groups, allowing them to further assist these groups in their job search.

Job postings are distributed to the Local Veteran Employment Representative (LVER) and Disabled Veteran Outreach Program (DVOP) representatives in a nearby career One-Stop Center where the job is located. In addition, each job is posted in a manner and format acceptable, to the respective state job bank.

Audit-Proof Reporting

In the event of an audit, accurate and detailed recordkeeping of job postings and distribution activities is critical as proof of outreach. OFCCP auditors request verification of your job posting distribution to the One-Stop Centers, state job banks and CBOs. We provide online account reporting that allows you to search, view or download individual job detail reports, job summary reports, and job distribution summary report.

The reports include copies of emails sent to One-Stop Centers. The screenshots below are examples of some of the essential compliance reports we provide.

State Registration and Credentialing

A dedicated Compliance Team member will be available to assist and support employers with their state credentials job posting account requirement.

America's Job Exchange provides full state posting account support, including a dedicated compliance team member who creates state accounts for customers, reactivates/validates login credentials, creates missing accounts, resets passwords and provides direct links to state websites. They also serve as the connection between our customers and state officials, regularly communicating with both as each situation warrants.



BostonCorp

Dashboard Job Activity OFCCP DISTRIBUTION Local Outreach My Resumes Account

Job Distribution Report

Company Name: Select A State: Select A City: Search A Date Range:

ALL

TOTAL	COMPANY	STATE	CITY	DATE	VERIFICATION STATUS
888 Jobs Found	ALL	ALL	ALL	Last 1000 Days (01/01/2014 - 01/01/2017)	Total Views: 14 Total Apply: 1000

AJE Job Details

COMPANY ID	AJE REFERENCE #	JOB TITLE	CITY	STATE	POST DATE	DELIVERY METHOD
2012	01100100	Summer Intern, Internal Audit	Franklin Lakes	NJ	01/01/14	Report
2023	01100106	Customer Analyst	Santa Lucia	MO	01/01/14	Report
2024	01100107	Infection Control Plan Dev	Phoenix	AZ	01/01/14	Report

Job and Distribution Details

Our tool also provides a comprehensive view into outreach efforts associated with your job listings. You have instant access to the relevant data including job description, distribution details, date and time stamps, delivery confirmations, exchange details, and more.

Distribution to Community Outreach Organizations

Organizations may appear under multiple categories if they serve more than one demographic group.

VETERANS

Organization	Emails Sent To	Date Sent	Email*	CSV*
UC Berkeley Workability IV - 260 Cesar Chavez Center, Berkeley, CA 94720				
sandak@berkeley.edu	Mar 14, 2016	View Email	View CSV	
whitgreen@berkeley.edu	May 12, 2016	View Email	View CSV	
San Francisco Labor Council - 1188 Franklin Street, San Francisco, CA 94109				
lun@sfatocouncil.org	Jul 21, 2016	View Email	View CSV	

WOMEN

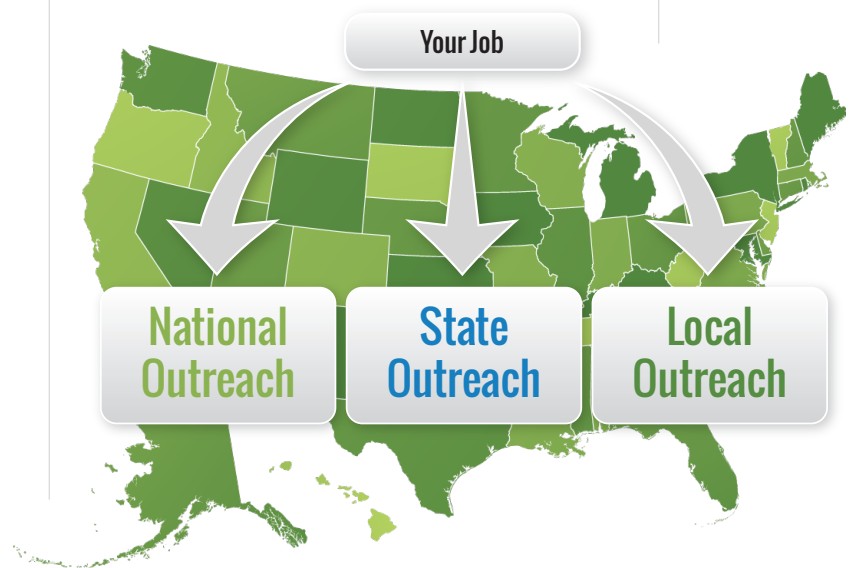
Organization	Emails Sent To	Date Sent	Email*	CSV*
Cypress Mandela - Women In Skilled Trades, Oakland Private Industry Council - 2229 Poplar Street, Oakland, CA 94607				
artshank@yahoo.com	Nov 4, 2015	View Email	View CSV	
Tradeswomen, Inc - 1433 Webster Street, Oakland, CA 94612				
		View Email	View CSV	

Connect Locally With Outreach

America's Job Exchange has over 7000 outreach partners comprised of CBOs and One-Stops Career Centers, within our Outreach Management Solution; allowing you to connect and build meaningful relationships with any of our outreach partners in your area.

As part of your organization's Outreach Solution, team members can record and rate each individual activity. AJE's Outreach Solution also enables your team the ability to download outreach activity reports to review and evaluate your organization's outreach efforts. Additionally, we have enhanced the Outreach Solution with an Events calendar. Our Events Calendar is updated daily and contains over 2500 events provided by our extensive partner network, making relationship building at the local level, even easier.

The AJE Network, State Employment System, and Diversity Partner Network



Our Outreach Management Solution

Outreach Partner Contact

- Search over 7000 outreach partner organizations
- Filter by location, organization type or radius
- Obtain full contact information
- Contact directly via email
- Add new outreach organizations

Outreach Events Database

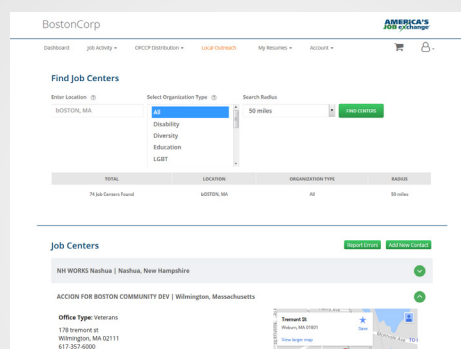
- Up-to-date event calendar
- Partner-hosted job fairs, conferences, webinars, etc.
- Filter by location, event type and diversity area of focus
- Add outreach activity
- Add new events

Outreach Activity Reporting

- Record outreach activity
- Rate the success of the activity
- Create outreach reports
- Filter reports by city, state, organization type
- Export reports to Excel or PDF

Individual Job Records

You have access to individual job records for more in-depth information regarding distribution: posting details for AJE and the AJE Network, distribution details to partners assisting veterans and Individuals With Disabilities (IWD), Community-Based Organizations, One-Stops and state job banks. You can also obtain copies of emails sent to One-Stop centers, and proof of postings that were sent to the state job banks.



Outreach Management Solution

Search and contact outreach partners from our database of 4500+ Community Based Organizations and 2500 One-Stop Centers.

Easily record outreach events and create reports of your good faith efforts as well as rate event success.

Services You Can Count On

OFCCP compliance requires more than just technology and tools. It requires a partner that understands how to balance compliance efforts with the urgent need to attract and hire top diverse talent. America's Job Exchange is a partner you can count on. We work as an extension of your internal organization with the mission of making you successful in the recruitment of a diverse workforce and staying compliant while doing so.

OFCCP Audit Support Assistance – Our Compliance Team is available to answer questions and assist you in the event of an OFCCP compliance audit. Our reporting portal is self-service, accessible 24/7. The AJE team can help you complete necessary compliance steps, including retrieving past documents from the database. You can count on us for customer service and support every step of the way.

An Industry Leader You Can Lean On

America's Job Exchange is a leader in diversity recruitment and OFCCP compliance. We have served thousands of businesses, corporations, associations and state workforce agencies. Many of these entities have worked with us since the dawn of Internet recruitment, when our predecessor, America's Job Bank (AJB), was developed. Our Job Search Network gives employers access to millions of job seekers monthly – a high percentage of whom are veterans, minorities, women, and individuals with disabilities – a platform that makes it easy to find them while fulfilling OFCCP outreach and reporting requirements, it's no wonder AJE is a top choice for today's employer.

**Choose confidence and peace of mind for
your organization's OFCCP compliance needs.**

For more information about AJE and our OFCCP compliance solution,
contact a sales consultant at **1-866-926-6284**
or sales@americasjobexchange.com.



www.americasjobexchange.com
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