WEBINAR
Office Of Federal Contract Compliance Programs
Washington, DC
Office of Federal Contract Compliance Programs

General Operational Topics

Charles E. James Sr., Deputy Assistant Secretary

Patsy Baker Blackshear, Ph.D.
Director, Division of Program Operations
Purpose

• Provide general overview of OFCCP operations

• Webinars
  • On going method for exchanging information
  • Multiple scheduled for FY 2008
Topics for this Session

- OFCCP General Operational Matters
- FY 2008 Scheduling
- Functional Affirmative Action Programs
- Compliance Improvement Initiatives
- Open Discussion
OFCCP Organization

- Network of 6 regional offices and 50+ district and area offices
- More than 600 employees nationwide
- Reviews personnel practices of federal contractors and subcontractors through compliance audits
- Audits an average of 4,000-5,000 contractor establishments annually
Investigation Focus

- Systemic Discrimination
- Enhancing Investigative Process
- Voluntary Compliance
- Balancing Compliance Support vs. Enforcement
Have you seen an increase in the quality of the OFCCP investigation process over the last few years?

YES_______ NO  _______
FY 2008 Scheduling

• Neutral Selection Process

• Scheduling Events
  • Twice a year, Fall and Spring
  • Annual Cap 25
Contracts First

2006 – 12%
2007 – 23%
2008 – 35%
Did your organization receive a CSAL?

YES ________

NO ________
Functional Affirmative Action Programs

- What It Is And Why It Exists
- FCSS/FAAP Scheduling Process
- Joint Efforts In Conducting Reviews
- Increase In Number Of Agreements And Employees Covered
<table>
<thead>
<tr>
<th>Year</th>
<th>Active Agreements</th>
<th>Functional AAPs</th>
<th>Employees Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>114</td>
<td>1,300</td>
<td>1.8 mil</td>
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<tr>
<td>2006</td>
<td>124</td>
<td>1,650</td>
<td>2.2 mil</td>
</tr>
<tr>
<td>2007</td>
<td>135</td>
<td>1,857</td>
<td>2.4 mil</td>
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Poll Question

Do you have a FAAP agreement?

____ YES

____ NO, but the company is considering a FAAP agreement

____ NO, the company is not interested
Compliance Improvement Initiatives

Expanding opportunities and support to highlight contractors best practices

Exemplary Voluntary Efforts (EVE) Award

Secretary of Labor Opportunity Award

Innovative EEO Programs

Comprehensive Workforce Strategies
Compliance Improvement Initiatives

Enhancing compliance assistance through contractor partnerships
How would you rate the compliance assistance you have received from OFCCP?

1= Not Helpful
2= Somewhat Helpful
3= Helpful
4= Very Helpful
How can we improve EEO support for returning veterans?

- Seeking your help in outreach, recruitment, and training to facilitate access to jobs and promotions.
Open Discussion
FY 2008 Public Webinars

• December 5 – Operational Issues

• February – Policy Issues

• May – Operational Issues

• July – Policy Issues
Office of Federal Contract Compliance Programs
General Operational Topics Webinar

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