

The background of the slide is a close-up, slightly blurred image of the American flag, showing the stars and stripes in shades of blue, white, and red. The text is overlaid on this background.

**WEBINAR**

**Office Of Federal Contract  
Compliance Programs**

**Washington, DC**



# Office of Federal Contract Compliance Programs General Operational Topics



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# Purpose

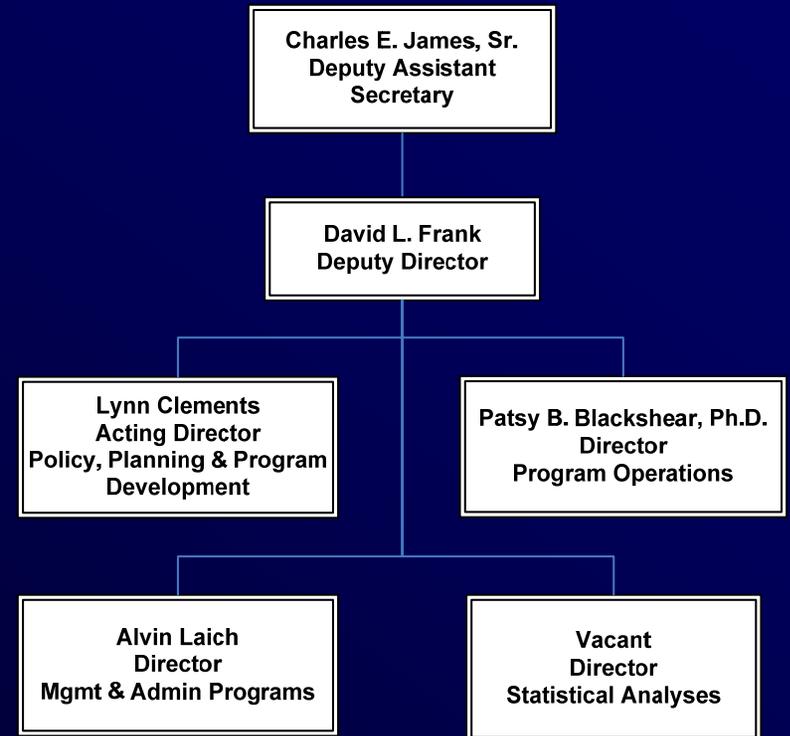
- **Provide general overview of OFCCP operations**
- **Webinars**
  - **On going method for exchanging information**
  - **Multiple scheduled for FY 2008**

# 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**



# Poll Question

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**



# FY 2008 Scheduling

## Contracts First



# Poll Question

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**

# FAAP Activities

	<b>Active Agreements</b>	<b>Functional AAPs</b>	<b>Employees Covered</b>
<b>2005</b>	<b>114</b>	<b>1,300</b>	<b>1.8 mil</b>
<b>2006</b>	<b>124</b>	<b>1,650</b>	<b>2.2 mil</b>
<b>2007</b>	<b>135</b>	<b>1,857</b>	<b>2.4 mil</b>



# 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**

# 2007 AWARD RECIPIENTS

*Exemplary Voluntary Efforts (EVE) Award*

*Secretary of Labor Opportunity Award*

**Cornell University**

**Raytheon**

Public Service Enterprise Group



 RUSH UNIVERSITY  
MEDICAL CENTER

# Compliance Improvement Initiatives



**Enhancing compliance assistance  
through contractor partnerships**

# Poll Question

**How would you rate the compliance assistance you have received from OFCCP?**

**1= Not Helpful**

**2= Somewhat Helpful**

**3= Helpful**

**4= Very Helpful**



# Compliance Improvement Initiatives

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.**