

ODEP/NILG Alliance Report

4.23.12-4.23.14

Reporting Period: April 23, 2012 – April 23, 2014

I. Alliance Background

Date Signed 4/23/2012

Overview

The U.S. Department of Labor, Office of Disability Employment Policy (ODEP) and The National Industry Liaison Group (NILG) signed a formal Alliance agreement in recognition of the value of establishing a collaborative relationship to promote the employment of workers with disabilities. Through this formal agreement, ODEP and NILG intend to provide ILGs and the Federal contractor community with information, guidance and access to resources that would help them recruit, hire, retain, and advance workers with disabilities.

Through the Alliance, ODEP and NILG work together to achieve the following

Training and education goals:

- Disseminate training and education materials related to the recruitment, hiring, retention, and advancement of individuals with disabilities to ILGs.
- Identify effective employer policies and practices related to workers with disabilities and disseminate to ILGs.
- Share employment expertise on effective practices to employ people with disabilities within key industries.

Technical assistance goals:

- Promote ODEP-funded technical assistance services, such as the Job Accommodation Network (JAN) and the Employer Assistance and Resource Network (EARN).
- Identify specific issues of concern among the federal contractor community to which the Alliance should direct particular attention and resources.

- Identify activities that demonstrate, evaluate or replicate model disability employment strategies.

Outreach and communication goals:

- Develop communication strategies on how best to communicate training and education materials and effective practices to federal contractors. Emphasis will be placed on ensuring communications are provided in accessible format (s).
- NILG will participate in ODEP events and invite ODEP to participate in NILG events and meetings.
- Demonstrate diversity and equal opportunity issues with ILGs and the federal contractor community.
- Develop and disseminate case studies from the federal contractor sector illustrating the business value of employing people with disabilities and publicize their results.
- Collaborate with other Alliance participants on employer issues where and when appropriate.

The ODEP/NILG Implementation Team members/Year I:

NILG: Cynthia Collver, Vice Chair & Partnership Committee Co-Chair, Director of Enterprise HR Compliance/Raytheon Company, Virginia; Marie Radcliff, Partnership Co-Chair, Director of HR Regulatory Compliance, HR Legal Department, Pitney Bowes, Connecticut.

ODEP: Julie Clark, Policy Advisor, Employment-Related Support Policy Team/Alliance Coordinator; Colet Mitchell, Policy Advisor Team Lead, Employer and Workplace Policy Team; Dylan Orr, Chief of Staff, Shaun McGill, Policy Advisor, Employer & Workplace Policy Team; Randy Cooper, Policy Advisor, Employment-Related Support Policy Team
 ODEP Contributor: Carol Dunlap, Business Development Specialist, Policy Communications & Outreach Team/Alliance Manager.

Implementation Team Changes:

Due to changes in her work assignments Julie Clark was unable to continue participating on the team. Colet Mitchell assumed the role of Alliance coordinator. During June 2013, NILG Relationship Managers Cynthia Collver and Marie Radcliff assumed new NILG relationships. David Thomas, HS Compliance Manager, BB&T Bank, North Carolina and Geoffrey Johnson, President/Principal Consultant at HRremedies, Hawaii became relationship managers for the ODEP NILG Alliance.

This report covers the period 4.23.12-9.30.13.

II. Implementation Team Meetings

April 23, 2012 The first alliance discussion was held following the Alliance signing. Topics discussed included ways to encourage people to self-identify; recruiter training, ways to assess the capabilities of community organizations serving candidates with disabilities and employer applicant website accessibility.

May 16, 2012 Alliance Kickoff Meeting/discussion focused on “Pipeline” resources, self-identification tools and the Business Case.

June 25, 2012 Conference call to finalize arrangements for first webinar.

March 27, 2013 Team meeting to discuss agenda for April 24, 2013 Meeting with the NILG Board Members at DOL.

April 24, 2013 Kathy Martinez and Jennifer Sheehy provided keynote remarks; Carol Dunlap provided outcomes from several of ODEP’s 10 Alliances; open discussion.

September 27, 2013 Team meeting to get acquainted with new NILG relationship managers and to plan for the remainder of the Alliance.

January 27, 2014 Team meeting to prepare for April 2014 face-to-face meeting; and to frame a work plan for 2014.

III. Outcomes

- 4.23.12 Alliance Signing
- ODEP NILG Alliance webpage created on ODEP’s website <http://www.dol.gov/odep/alliances/nlg.htm>
- A series of webinars with NILG regional representatives were planned: focus—seven areas of ODEP’s Business Strategies that Work document. The purpose of these calls is to provide ILGs and the federal contractor community with information, guidance and access to resources to help them recruit, hire, retain and advance workers who have disabilities. *Business Strategies that Work* is ODEP’s newest document. NILG’s candid feedback is important to ODEP to insure that this document is useful to employers.

Each webinar consists of a Power Point Presentation and dialogue, Q & A, NILG representative feedback on content and sharing of examples of related strategies.

Note: an audio version of each presentation will be placed on NILG's website for members not able to participate.

- June 11, 2013 Colet sent Cynthia Collver an EARN Webinar notice that may be of interest to NILG members: Increasing Self-Identification 6.28.12 2 PM (ways to create an environment where applicants and employees are comfortable disclosing their disabilities).
- June 27, 2012: First Alliance Webinar: *Lead the Way: Inclusive Business Culture*
- July 30-August 2, 2013 NILG National Conference/Indianapolis Marriott Downtown; Assistant Secretary Kathy Martinez provided keynote remarks and ODEP provided an exhibit table manned by Colet Mitchell.
- NILG marketed ODEP's September 2013 national employer dialogue. A number of NILG members participated.
- November 7, 2012 Second Alliance Webinar: *Recruitment Strategies*
- September 12, 2013 Third Alliance Webinar: Best Practices
Ensure Productivity: Reasonable Accommodation Procedures (JAN)
Be Tech Savvy: Accessible Information and Communication Technology
- Fourth Webinar: Business Strategies: Communication and Continuous Improvement/Bobby Silverstein Esq.
- Colet Mitchell sent the Alliance Team OFCCP Director, Pat Shu's Blog on hiring workers with disabilities and ODEP's *Business Sense* on the WRP program.

IV. Next Steps

This Alliance is being renewed for an additional two years. A face-to-face meeting is planned at DOL on April 24, 2014.