

DirectEmployers

Direct Compliance A comprehensive suite of programs and services that assists participating Members with Jobs for Veterans Act (JVA) regulations.

Under the Hood of Direct Compliance

The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended by the Jobs for Veterans Act of 2002 (JVA), requires covered federal contractors and subcontractors to list their employment openings with "an appropriate employment service delivery system."

DirectEmployers provides the most comprehensive 4212 VEVRAA/JVA compliance assistance through the JobCentral National Labor Exchange (NLX) initiative — formed through our exclusive partnership with the National Association of State Workforce Agencies (NASWA), a non-profit association representing all state workforce agencies, plus those in the District of Columbia and Puerto Rico.

The NLX is a sophisticated electronic labor exchange solution. This online network connects businesses and state workforce agencies in their mission to create a cost-effective system that improves labor market efficiency and reflects our nation's diverse workforce.

Regulations

Per federal regulations, your jobs must reach state workforce agency job banks or the appropriate local employment service delivery system. Practically, this means your jobs must reach:

- One Stop Career Centers (state employment offices funded by Wagner & Peyser). This includes outreach to:
 - Employment Services (ES) staff
 - Disabled Veterans Outreach Programs (DVOPs)
 - Local Veterans Employment Representatives (LVERs)
- State Workforce Agency Job Banks

Our Solution

DirectEmployers Association Member jobs are indexed directly from their corporate career sites and made available to veterans through the NLX and VetCentral, which assists participating Members with compliance according to JVA regulations. DirectEmployers Association surpasses minimum requirements distributing jobs to appropriate delivery systems in a dual way:

- 1) through the National Labor Exchange providing an automated job feed to state job banks, AND
- 2) through VetCentral – a unique service of the NLX which feeds jobs to over 3,000 local offices via email. While VetCentral acts as the email distribution point for federal contractors' jobs, it is also fully integrated into the National Labor Exchange. Member jobs are sent to the appropriate employment service delivery system via email and records are maintained for each transaction.

Working with State Workforce Agencies

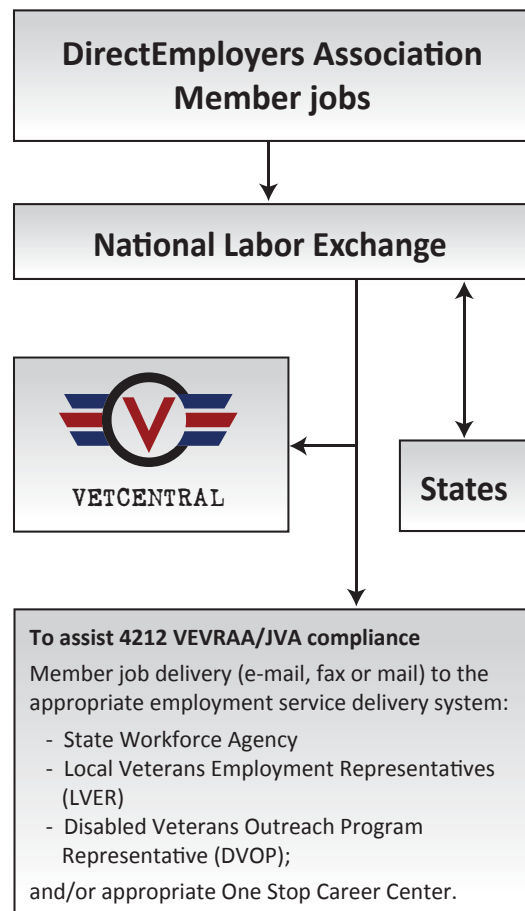
DirectEmployers Association is closely working with state workforce agencies on the NLX through the NLX Operations Committee, a group formed to direct our unique public-private partnership. The committee is comprised of the following:

- Six state workforce agency representatives
- Six employers (strategic recruitment directors from large organizations)
- Staff members from NASWA
- Staff members from DirectEmployers Association

In addition, DirectEmployers is in constant contact with state representatives through a variety of NASWA committee meetings, conferences, conference calls and webinars. Furthermore, NLX policy matters are regularly discussed during NASWA's Board of Directors meetings while operations issues are handled through daily contact with NASWA staff and members.

OFCCP Affirms Email as a Method of Federal Contractor Job Listing (FCJL) Compliance

In recent communication with NASWA, the U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) affirmed that, as stated in regulations, emails to the appropriate local employment delivery system do qualify as an appropriate means of accomplishing compliance.



Why choose DirectEmployers for compliance with OFCCP?

Direct Compliance is a comprehensive 4212 VEVRAA/JVA compliance support that provides best practice for meeting and exceeding Federal Contractor Job Listing (FCJL) regulations on behalf of Members. It also assists in meeting Section 503 which requires employers with federal contracts or subcontracts that exceed \$10,000 to take affirmative action to hire, retain, and promote qualified individuals with disabilities.

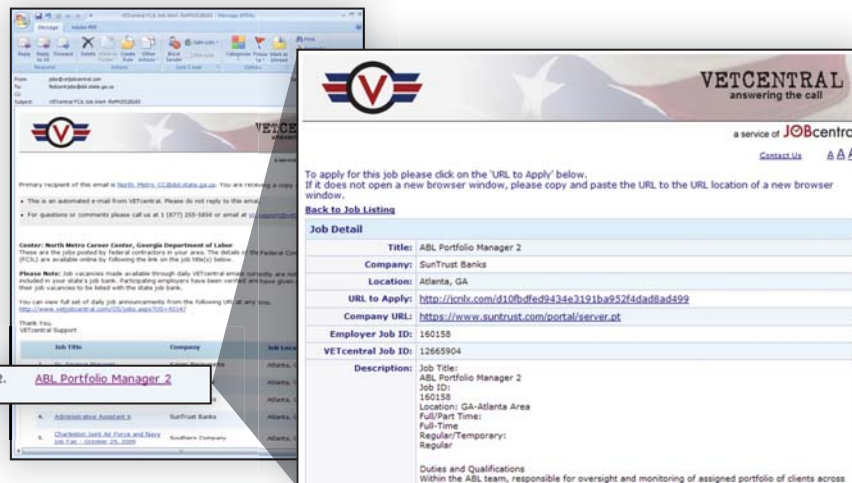
DirectEmployers is leading the way with:

- U.S. Army Reserve partnership, including job distribution
- U.S. National Guard partnership, including job distribution
- VetSuccess.gov job search interface (Veteran Affairs)
- Reporting and analytics provided to DirectEmployers' Members (Figure 1)
- On-demand reporting of actual jobs (Figure 2)
- Additional products and services, included in your membership, that can make an impact for your organization

Figure 1. Sample VetCentral job order compliance report

Job Title	Job Address	Employer Job ID	Compliance ID	Status
Center Name	Send to Address	City, State, Zip	Send Method	Send Date
Depot Leader - St. Louis, MO	St. Louis, MO	06449	2817802	Delivery Confirmed
Missouri Career Center - St. Louis County	stlouiscareercenter@del.aac.gov	St. Louis, MO 63121	EMAIL	12/30/2009 06:03 AM
Maintenance Mechanic	Valdese, NC	06470	2819059	Delivery Confirmed
No. Employment Security Commission - Morganton	click browns@sec.gov	Morganton, NC 28653	EMAIL	12/30/2009 06:04 AM
Missouri Analyst - St. Louis, MO	St. Louis, MO	06433	2819027	Delivery Confirmed
Missouri Career Center - St. Louis County	stlouiscareercenter@del.aac.gov	St. Louis, MO 63121	EMAIL	12/30/2009 06:03 AM
Environmental Health and Safety Manager - Fresno, CA	Fresno, CA	06412	3807718	Delivery Confirmed
Workforce Connection - Manchester Center - Fresno	arthur.mcc@workforce-connection.com	Fresno, CA 93726	EMAIL	12/21/2009 01:58 AM

Figure 2. Sample job distribution email



OFCCP G-FIVE Recognition

Recently, the OFCCP recognized Alaska Airlines, a DirectEmployers Association Member, with the Good-Faith Initiative for Veterans Employment (G-FIVE) award. G-Five awardees have demonstrated "best practices" for the employment and advancement of veterans and will be excluded from an OFCCP compliance evaluation for three years. OFCCP's website also indicates one of Alaska Air's significant accomplishments was their partnership with JobCentral National Labor Exchange and Washington State's WorkSource system.

www.dol.gov/ofccp/g-five/alaskair_recipient.htm

How can a DirectEmployers Association membership support your OFCCP obligations and improve your bottom line? **Call (866) 268-6206 today!**

SELECTING A COMPLIANCE SOLUTION

To find the best 4212 VEVRAA/JVA compliance support, ask the following questions:

- Is the vendor claiming to provide VEVRAA/JVA compliance endorsed by the National Association of Workforce Agencies (NASWA)?
- How many states have signed partnership agreements with the vendor organization?
- How many state job banks receive jobs from the vendor's service?
- Where, specifically, are the vendor's jobs distributed?
- Are vendor jobs distributed down to local offices to ES staff, DVOPs and LVERs?
- Does the vendor have any key partnerships which help solidify a compliance offering?
- Can the vendor provide on-demand reporting of jobs distributed?
- If so, how long does the vendor keep your records?
- Does the vendor offer additional services which support veteran hiring?
- If disputes arise, who will the vendor have advocate for your organization?
- Does the vendor offer tools, assistance and added support to state workforce offices?