

Survey Results: OFCCP Paper Resume Handling



1. Do you accept paper resumes at career fairs and events?

Yes - 71.1%
No - 28.9%

2. If not, why?

1. We require all applicants to apply online to assist us with OFCCP recordkeeping requirements.
2. It's harder to track and document for the applicant flow log so we direct our applicants through our web site.
3. To be consistent with our policy of only accepting applications online through our website.
4. We do try; however, to drive them to our website.
5. company policy to submit online
6. Process decision based on our approach to be Compliant with new OFCCP rules.
7. Too many to handle, we refer candidates to the web site
8. We require everything online and use our ATS to house all resumes.
9. Cost / Hassle of uploading into ATS.
10. OFCCP regulations
11. we only accept resumes submitted online
12. We only take a few as necessary. We always direct candidates to our website to complete a profile. We just try to be sensitive to them when they want to give us a resume.
13. policy

3. If not, how do you utilize or follow up with the candidates from career fairs?

1. We create a unique source code for the event and ask people to submit their resumes online using that source code. We can then search by source code.
2. We don't go to career fairs very often. If we attend a career fair, we provide candidates with information on how to access our career site.
3. The sourcing department follow-up with potential candidates when actual positions are open, again inviting them to apply on line.
4. we are currently scanning resumes at the fair and follow up with an email, those who input directly to the ATS get an acknowledgment.
5. They are directed to our employment website. Representatives may make a note of name, etc., but no resume because that would necessitate taking a resume from all and considering all of them part of the "applicant" base at that point in the process.
6. We ask them to reply to a specific job posting.
7. We also call them as soon as possible to follow up and potentially set them up for on-campus or in-office interviews.
8. We've not found job fairs to be a good candidate source so we attend very few. 2. We will send an email to job fair candidates to follow up and have them create a profile in our ATS. 3. Concurrent with #2, we find truly interested candidates create an online profile before we even remind them to.
9. Provide cards with address of career site, at times provide computer kiosks at site of career fair for ease of application.
10. Direct them to ATS and follow up by email if stellar candidate
11. provide with them information on how to apply online
12. At the fair, we provide a referral card that directs them to go to our website and complete an application/profile. It's up to them after that. If it is a candidate that we are definitely interested in, we would keep their resume
13. We only follow up if an individual is qualified for a current position. If not they are added to our resume database and

	will be contacted if another position opens on the future for which they qualify.
14.	We enter the resumes into our online system and track them through our regular process.
15.	We refer candidates to our website to post resumes. If we should collect a paper resume, the individual is referred to the website to post their resume and/or we will scan the resume into our electronic database

4. If you accept resumes during career fairs, are there any limitations?

1.	No, however we encourage all to also apply online on our careers site.
2.	Don't accept resumes during career fairs.
3.	if we have a current open position and the person meets minimum qualifications
4.	None at this time
5.	If resumes are kept and reviewed for potential openings they must be loaded in our system.
6.	We accept them at the time, but explain that in order to be considered, they must follow our protocol which is to complete an online application. We also use the contact information on the resumes to follow up with all candidates and encourage them to apply online and also to match their application as being from the career fair to make sure we are accurately sourcing the candidates.
7.	students are required to submit their resume through career services to verify they are registered and can interview as well as apply on our website to be considered for our positions
8.	We will take resumes of key individuals, but we try to push all who come to the event to apply online. We ask questions and qualify people through our online site and need everyone who applies to a position to answer the same questions. The paper resumes are only to follow-up that those people did go online to apply.
9.	Candidates must apply online to our resume submission website.
10.	Not really. We do however encourage them to log on into our on-line service and enter their resumes in the open req's specifically generated for their school.
11.	We except resume and have them scanned into our ATS System by Source code so we can source them for future opportunities or specific jobs.
12.	Only for positions we are actively recruiting for and deemed "critical need" - the person is not considered an applicant until an application is completed
13.	No - in recruiting nurses, you need to get their information any way possible.
14.	As mentioned, we take as few as possible.
15.	We still request they visit our Web site to view the ideal position they feel qualified for and forward the resume into our ATS.
16.	It adds to our administration time because they have to be entered into system.
17 thru 20	N/A
21. thru 33.	No

5. Are you subject to OFCCP guidelines?

Yes – 87%
No – 13%

6. Is handling resumes different for college fairs vs. professional organization events vs. community type of events?

1.	No, we pretty much handle resumes the same way
2.	If they want to leave a resume at any of these events, they can.
3.	Yes, college recruiting is different. We may accept applications at college fairs for future intern positions.
4.	Yes, we normally require people to apply through our ATS.

5.	No, not purposely. We do, however, have a dedicated college team that follows up on every college resume.
6.	No, the protocol is the same.
7.	same, drive to our website
8.	we think there will be a different policy however since the new guidelines have come out we have not tested. We want to go to scanning at all fairs.
9.	Slightly but not significantly
10.	Sometimes, it depends on the level of the candidate.
11.	My dept. targets college students only.
12.	Yes we don't accept paper resumes from other sources. We are automated and request candidates to go online to submit interest.
13.	Yes - Career Fairs we encourage to apply online by providing our address. At community events, typically when targeting an older workforce, we provide kiosks
14.	No, we handle resumes the same, by collecting them, tagging them by the source and mailing them to our ATS Talent Data Center to be scanned by source code for future use.
15.	No all are accepted and brought back and scanned into our system by source code.
16.	We do not participate in college recruiting
17.	yes, University has an on-line gateway we "push" students to apply online.
18. thru 37.	No.

7. Are you getting pushback from your business units regarding your practices?

1.	No. We did trainign with our managers so they would understand what was happening and why
2.	Our legal department keeps us updated on how to handle career fairs and resumes. We have been requested by business units to increase college recruiting.
3.	Not really since we have a centralized recruiting group that supports multiple LOBS
4.	of course. No one outside of HR understands OFCCP
5.	yes they feel we should still accept paper
6.	Nobody likes this but we must comply as a government contractor.
7.	No, although we continue to evaluate our current practice.
8.	Yes
9.	No. It prevents resumes from piling up in a pile and being tracked accordingly by each event.
10.	Always
11. Thru 37.	No

8. If so, how are you addressing?

1.	We have a leadership development program that targets the college students.
2.	We have made the business units aware of th new federal requirements and they are supporting our efforts
3.	Broken-record approach----saying it over and over and over again what we can and cannot do.
4.	just restating policy however the field is still collecting paper just not confessing to it.
5.	Look at other options, such as computers set up at the fairs.
6.	We have gone to use more traffic enhancing techniques and branding company website and posting boards.

9. Any additional feedback?

1. We are working on automating our process as much as possible to include tracking employee referrals online. We do receive paper resumes from employees as referrals at this time and are working on doing away with that practice.
2. Career fairs does not provide a lot of high quality candidate, which is why we spend less time on fairs and more time on reaching passive candidates.
3. would be interested in hearing how other companies subject to OFCCP are handling this issue.
4. We have had the current guidelines in place for over six years to be in compliance with the OFCCP and EEOC for any possible rulings. The ruling of the OFCCP was actually easier than our own regulations for information gathering.
5. We would like to move away from accepting resumes at recruitment events and refer them to apply directly on the website but not sure if it will work.
6. Our ATS offers a "resume sweep" device to capture collected paper resumes.
7. Be willing to commit a large amount of administration time to processes resumes. It is a lot of rework, however we need to be flexible to our differing workforces (those that have different computer skills and abilities).