

Direct Employers

a nonprofit association of employers

JobCentral

National Labor Exchange

*Special Conference Call
August 2, 2006*

DirectEmployers Association

- Owned and managed by member companies through a non-profit association.
- Board of Directors -- member companies.
- 200+ Member Companies -- Mostly *FORTUNE 500*.

DirectEmployers Association Services

- DirectEmployers Search Engine
- JobCentral Employment Network
- NACElink Network - College Recruiting
(National Association of Colleges & Employers)
- Think Tank Sessions
- Research & Reports
- Member Networking
- Annual Meeting



Challenge

- America's Job Bank (AJB) to be discontinued
- OFCCP Compliance
- Jobs for Veterans Act Compliance
- Affirmative Action Programs
- Impending Labor Shortage - Need to Reach:
 - ~ Minorities
 - ~ Senior Workforce
 - ~ Returning Veterans
 - ~ Women

OFCCP Compliance

- Federal Contractors face significant burden to post jobs to individual states.
- Difficulties in identifying appropriate contacts and managing distribution of job postings can impede compliance.

Jobs for Veterans Act Compliance

Jobs for Veterans Act - Public law 107-288 requires Federal Contractors to list all jobs with an “employment service delivery system” for providing qualified covered veterans priority in referral to such employment openings and may list their openings with One-Stop Centers and other appropriate service delivery points such as Local Veterans Employment Representatives (LVERs) and Disabled Veterans Outreach Programs (DVOPs).

Affirmative Action Plans

- Results-oriented programs to which employers commit their good faith efforts to attain and maintain equal employment opportunity.
- Make employment opportunities known and available to affected groups.

Impending Labor Shortage

The U.S. Bureau of Labor Statistics (BLS) predicts a potential labor shortage of more than 10 million skilled workers by 2010. Employers need to reach:

- ~ Minorities
- ~ Senior Workforce
- ~ Veterans
- ~ Women

Solution

A centralized National Labor Exchange owned and managed by employers:

One Stop for Compliance

One Stop for Job Seekers

One Stop for Employers



Member-Company Jobs

Member-company jobs will be identified by state and O*Net auto-coded. They will be available to:

- ~ State Job Banks
- ~ Career One-Stop Centers
- ~ Counselors and other state individuals who have Workforce Development responsibilities

Member-Company Jobs (cont.)

- Disabled Veterans Outreach Program (DVOPs)
- Local Veterans Employment Representatives (LVERs)
- Regional Administrator for Veterans Employment and Training (RAVET)



Member-Company Jobs (cont.)

Member-company jobs will be made available via:

- ~ An Application Programming Interface (API)
- ~ Links from state web sites
- ~ FTP File



National Labor Exchange

- A web clearinghouse, a single point for posting jobs.
- Automatically identifies appropriate delivery points for jobs and distributes them accordingly
 - ~State Job Banks
 - ~DVOPs/LVERs/RAVETs
 - ~One-Stop Centers
- O*Net Auto-codes All Jobs.
- Provides multiple options for Federal Contractor reports.



National Labor Exchange (cont.)

- Centralized job entry regardless of geographic distribution.
- Eliminates administrative burden for Federal Contractors.
- Facilitates giving qualified covered veterans priority in referral to employment opportunities.
- Resume database available to all job seekers and employers.
- Ensures compliance for Federal Contractors.
- Great Recruiting Source.

Action Steps

- Meetings with XPAND regarding Veterans' Job Clearinghouse.
- Member company conference calls with OFCCP.
- Meeting with the U.S. Department of Labor - ETA.
- Meeting with the Veterans' Employment and Training Service (VETS). *(pending)*
- Proposed partnership with the Equal Employment Advisory Council (EEAC).
- Proposed partnership with the Corporate Diversity and Compliance Council (CDCC).
- Internal software development for the National Labor Exchange.

Member Career Site

All Company jobs are automatically indexed to JOBcentral daily

Jobs are O*Net coded and made available to States on a daily basis

JOBcentral pushes corporate job links to partner sites



simply hired

indeed

jobster

Google

DiversityWorking.com
Largest Diversity Job Board Online

and hundreds more..

