OFCCP Announces “Town Hall Action Plan” to Address Themes from 2019 Town Halls

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As part of its overarching effort to provide federal contractors with better compliance assistance, OFCCP announced this week its Town Hall Action Plan, intended to address issues raised by federal contractors during the seven Town Hall meetings it conducted in 2019. Based on “consistent themes across the Town Hall meetings,” OFCCP has identified a six-point action plan, with action items intended to implement each point:

1. Update and develop new resources to assist contractors in conducting outreach to diverse talent pools.

2. Provide more compliance assistance and resources for contractors to develop effective affirmative action programs and allow for more dialogue with contractors during compliance evaluations.

3. Enhance avenues for collaboration between contractors.
4. Enhance resources for protected veterans and their spouses, family, and other associates.

5. Enhance resources to increase the effectiveness of the Indian and Native American Employment Rights Program.

6. Enhance resources for disability inclusion.

The Agency had identified a number of action items that should be helpful to all federal contractors. For example:

- Outreach Assistance: “Increase collaboration with organizations to keep the Employment Referral Resource Directory up to date. This directory provides contact information for diverse recruitment resources across the country and is used by contractors when advertising openings to candidates from diverse pools.

- Protected Veterans: “Develop new resources (e.g., frequently asked questions and best practices for contractors hiring protected veterans). OFCCP will develop material and update existing VEVRAA resources to include links to existing resources from other agencies and community-based organizations (e.g. the Career One Stop’s military skills translator).”

- Individuals with Disabilities: “Develop additional best practices for disability accommodations. OFCCP will use lessons learned that are identified during focused reviews ... to address challenges where contractors need guidance in meeting their obligation to provide reasonable accommodation. OFCCP will compile best practices and other resources for contractors gleaned from these focused reviews to assist in this area.”

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