What Works? How Federal Contractors Are Implementing Section 503

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Acknowledgements

Project partners

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Overview of Webcast

- Introduce the survey and its purpose
- Describe the survey methods and respondents
- Brief overview of findings: goal-setting, self-identification, recruitment, communications, and accommodation and networking.
- Conclusion
Purpose of Survey

- Understand initial impact of recently updated 503 Regulations (March 2014) on federal contractors practices related to disability

- Changes in regulations include:
  - Federal contractors must provide applicants the opportunity to self-identify both pre-offer and post-offer, and provide the same opportunity to employees at least once every 5 years.
  - 7% utilization goal for employment of individuals with disabilities, across job categories.

- Broader research context
VIDEO: Cynthia Collver

- Recording Secretary, NILG Executive Committee
- NILG Board Member
- Raytheon (retired)

http://edimedia.org/tiny/14pa7
Survey development, distribution, sample
Survey Respondents (n=235)

- 45% of sample represented organizations with 5000+ employees; 30% had 500 or fewer employees

- Most common industries:
  - Professional, Scientific, and Technical Services (23%)
  - Manufacturing (14%)
  - Health Care and Social Assistance (13%)

- Most common job functions:
  - EEO/Affirmative Action (59%)
  - Human Resources (HR, 48%)
  - Compliance (39%)
Survey results: Goal setting

Approximately,

- 80% had targets in place focused recruitment and hiring
- 60% had targets related to retaining and advancing employees with disabilities
- Among those who had targets in place in these areas, around 55% indicated that recent Section 503 regulations influenced target
Self-identification

- Over 90% were using the self-ID form to collect data.
- Of those, 60% had reviewed the data in the last 6 months.

CHALLENGE:
Getting applicants and employees to complete the self-ID form.
Self-identification rate

Less than 7% self-identification rate
7% or higher self-identification rate

Self-identification

Practices used to encourage applicants and current employees to self-identify on the self-ID form

- Making self-ID form available when employees update personal info: 57.0%
- Annual communication to employees encouraging self-identification: 51.5%
- Communication from organizational leaders to employees about the purpose of self-ID: 40.5%
- Formal self-ID campaign: 28.0%
- Spotlight successful employees with disabilities: 18.5%
- Making self-ID form part of annual open enrollment process: 16.0%

VIDEO: Chaila Fraundhofer

- People Advisory Services, EY

http://edimedia.org/tiny/d8g8p
## Recruitment

Does your organization/unit have these practices in place?

<table>
<thead>
<tr>
<th>Practice</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner with community organizations that provide employment services to people with disabilities</td>
<td>78.1%</td>
</tr>
<tr>
<td>Post positions on disability-focused job boards</td>
<td>79.5%</td>
</tr>
<tr>
<td>Use federal/state/local government training and/or placement programs</td>
<td>51.1%</td>
</tr>
<tr>
<td>Participate in internships or similar programs that target people with disabilities</td>
<td>30.1%</td>
</tr>
<tr>
<td>Partner with disability services offices at colleges and universities</td>
<td>84.3%</td>
</tr>
<tr>
<td>Ensure that online application systems are accessible</td>
<td>84.9%</td>
</tr>
</tbody>
</table>

Recruitment: What works?

- Demonstrating an **disability-inclusive culture**
- **Educating** recruiters and hiring managers
- **Engaging** with disability community and professionals to educate the about their organization and its jobs
- **Job boards, partnerships and resources**
Communication and Training
Does your organization/unit have these practices in place?

- Include disability in organizational EEO statement: 95.4%
- Implement internal communication campaigns related to disability: 52.8%
- Train recruiters on disability issues: 62.0%
- Train supervisors on disability issues: 60.2%
- Conduct disability awareness training for employees: 50.5%

Communication & Training: What works?

- Communication campaigns and messaging
  - What is a disability?
  - Communicating the importance of disability initiatives across the organization
  - Conveying messages that build trust toward encouraging self-ID

- Training related to disability
  - Reaching recruiters and managers
  - Accommodation and accessibility
Accommodation and Networking
Does your organization/unit have these practices in place?

- Have formal process for accommodation: 82.4%
- Designate budget to fund accommodations: 35.2%
- Offer mentoring programs: 32.9%
- Have disability-focused employee resource groups: 34.8%

Accommodation & Networking: What works?

- Creating an **accommodating** workplace
- **Designated staff** for disability related matters
- Using **data** to understand what works
- Using the **disability employees resource groups**
VIDEO: Lori Golden

**Ability Strategy Leader, EY**

[Video link](http://edimedia.org/tiny/uqjmj)
Challenges

Respondent ratings of extent their organization/unit encountered challenges in implementing the recent Section 503 regulations

- To a great extent: 15.7%
- Somewhat: 12.3%
- Very little: 26.5%
- Not at all: 45.6%

Extent of change in policy/practice

Respondent ratings of extent their organization/unit's practices and policies related to employing people with disabilities changed as a result of the recent Section 503 regulations

- To a great extent: 9.7%
- Somewhat: 15.1%
- Very little: 43.2%
- Not at all: 32.0%

Increase Employment?

Respondent level of agreement with the following statement, “The recent Section 503 regulations will lead to increased employment of people with disabilities in my organization/unit.”

- 18.1% Strongly Agree
- 47.3% Agree
- 23.4% Neither agree nor disagree
- 4.9% Disagree
- 6.3% Strongly Disagree
References


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Questions?
Related Resources

- **USDOL OFFCP Section 503**
  - [www.dol.gov/ofccp/regs/compliance/section503.htm](http://www.dol.gov/ofccp/regs/compliance/section503.htm)

- **Cornell University, Yang-Tan Institute Section 503**
  - [www.yti.cornell.edu/survey](http://www.yti.cornell.edu/survey)

- **NILG**: [www.nationalilg.org](http://www.nationalilg.org)

- **DirectEmployers**: [www.directemployers.org](http://www.directemployers.org)

- **Cornell University Resources**
  - Employer Practices: [www.employerpracticesrrtc.org](http://www.employerpracticesrrtc.org)
  - DigitalCommons@ILR: [www.digitalcommons.ilr.cornell.edu](http://www.digitalcommons.ilr.cornell.edu)
  - BenchmarkABILITY™: [www.benchmarkability.org](http://www.benchmarkability.org)
  - Disability Statistics: [www.disabilitystatistics.org](http://www.disabilitystatistics.org)
  - Diversity Partners: [www.buildingdiversitypartners.org](http://www.buildingdiversitypartners.org)