

Definition of Good Faith Efforts

Defined, good faith efforts can be described as goal-setting efforts to eradicate and prevent discrimination in the hiring process. One way of accomplishing this is through outreach. This entails developing targeted, meaningful relationships with different organizations that can assist in getting job openings in front of a diverse applicant pool. In addition to the resources provided, the Department of Labor has also created an [Employment Resource Directory](#) to also aid in finding Outreach opportunities.

Documenting Your Success in Recruiting a Diverse Workforce

The Office of Federal Contract Compliance Programs (OFCCP) requires proof that our programs are effective. No longer can we simply list job fairs attended or websites where positions are posted to attract diverse applicants.

When evaluating the success of your diversity recruiting and outreach efforts, answer these key questions:

- Did the activity attract qualified applicants?
- Did it result in the hiring of qualified employees?
- Did it expand outreach in the community of interest (e.g., veterans or individuals with disabilities)?
- Did it increase your company's capacity to include diverse employees in your workforce?

Document each targeted activity including date, a narrative description, qualitative results, and capture data by source on the number of candidates recruited and hired.

By tracking data and preparing routine, structured reports that document results, you will be able not just to prove but to build on your successes. You will also be able to replicate and expand those efforts that attract the talented, diverse workforce your college or functional unit needs—and send a clear signal to diverse candidates that you are an employer of choice.

DIVERSITY OUTREACH REPORT – TRACKING PROGRAM ACTIVITY (EXAMPLES)

| Outreach/Recruitment Activity | Date of Activity | Description | Evaluation of Each Activity |
|--|----------------------------------|--|--|
| Annual meeting with State Vocational Service Agency (SVSA) | August 5, 2019 | Provide info on job openings starting August 6, 2019 | No applicants through this source have applied as of yet. Have call scheduled with SVSA contact on August 20, 2019 to discuss options. |
| Listing of jobs with Employment One-Stop-Career | Recurring | List all external job openings through the year with the appropriate local or state office | As of July 10, 2019, received 50 applications; 10 identified as veterans; 6 identified as IWD; hired 2 veterans and 1 IWD. |
| Careers and the disabled | June 10, 2019 January 5, 2019 | Placed job listing in publication for management and professional jobs | We received 30 applicants through this source; 10 identified as protected veterans; 25 as IWD; hire 3 protected veterans and 2 IWD. |
| GettingHired | May 1, 2019 | 5 recruiters along with 2 veteran employees participated in job fair | 80 applications were received; hired 3 veterans; job offers made to 2 others who declined. |

