



Cornell University



What Works? How Federal Contractors Are Implementing Section 503

WEBCAST: May 9, 2018 | 2:00 - 3:00 PM EASTERN

By Sarah von Schrader & Susanne Bruyère



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

What Works?

How Federal Contractors are
Implementing Section 503



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)

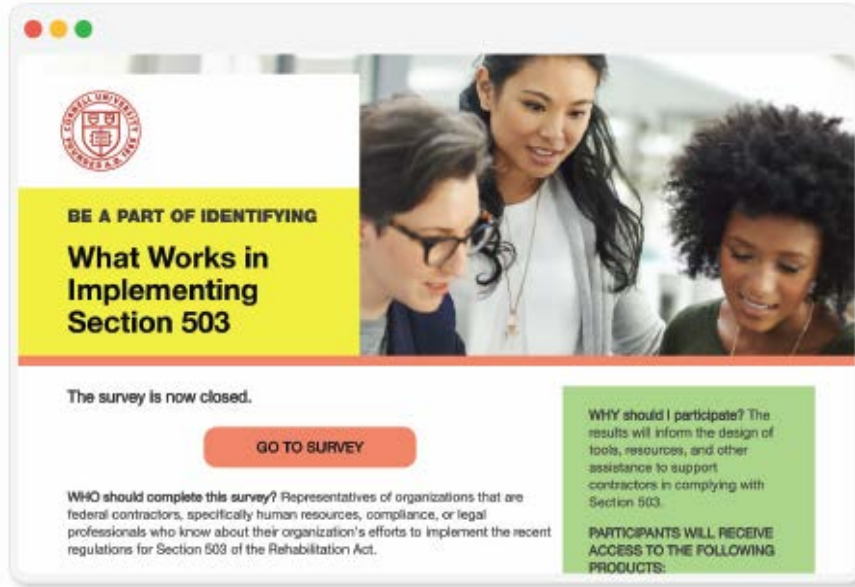


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Survey development, distribution, sample

What Works?
How Federal Contractors are
Implementing Section 503

A graphic representing a survey announcement. It features the Cornell University logo in the top left corner. The main text reads "BE A PART OF IDENTIFYING What Works in Implementing Section 503". Below this is a photograph of three diverse women in a professional setting, looking at a laptop. A red button labeled "GO TO SURVEY" is positioned below the photo. To the right of the button is a green box containing text about why to participate and the products participants will receive. Below the button is a paragraph explaining who should complete the survey.

BE A PART OF IDENTIFYING
**What Works in
Implementing
Section 503**

The survey is now closed.

GO TO SURVEY

WHO should complete this survey? Representatives of organizations that are federal contractors, specifically human resources, compliance, or legal professionals who know about their organization's efforts to implement the recent regulations for Section 503 of the Rehabilitation Act.

WHY should I participate? The results will inform the design of tools, resources, and other assistance to support contractors in complying with Section 503.

PARTICIPANTS WILL RECEIVE ACCESS TO THE FOLLOWING PRODUCTS:



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.

Voluntary Self-Identification of Disability
Form CC-305
OMB Control Number 1250-0005
Expires 1/31/2020
Page 1 of 2

Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities.¹ To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

• Blindness	• Autism	• Bipolar disorder	• Post-traumatic stress disorder (PTSD)
• Deafness	• Cerebral palsy	• Major depression	• Obsessive compulsive disorder
• Cancer	• HIV/AIDS	• Multiple sclerosis (MS)	• Impairments requiring the use of a wheelchair
• Diabetes	• Schizophrenia	• Missing limbs or partially missing limbs	• Intellectual disability (previously called mental retardation)
• Epilepsy	• Muscular dystrophy		

Please check one of the boxes below:

YES, I HAVE A DISABILITY (or previously had a disability)

NO, I DON'T HAVE A DISABILITY

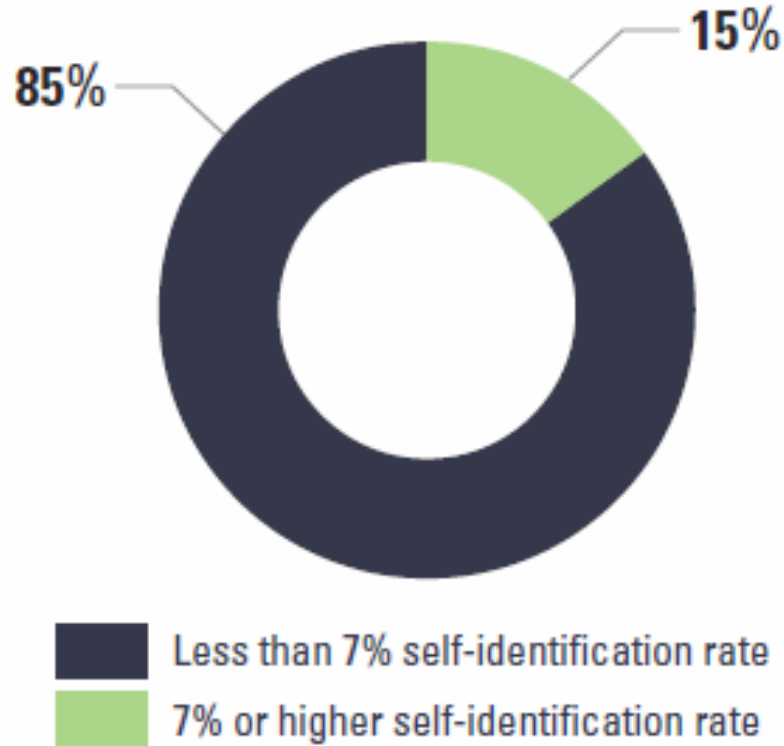
I DON'T WISH TO ANSWER

Your Name

Today's Date



Self-identification rate

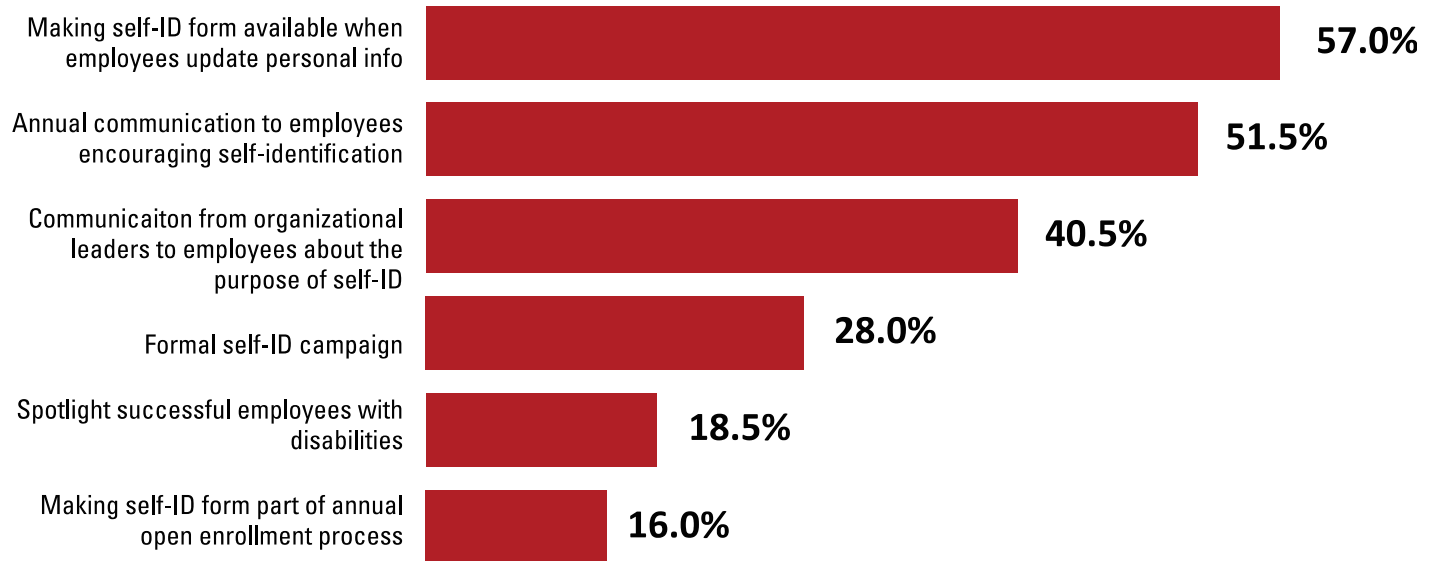


von Schrader, S., & Bruyère, S. M. (2018). Survey report: What works? How federal contractors are implementing Section 503. Ithaca, NY: Yang-Tan Institute on Employment and Disability. <https://digitalcommons.ilr.cornell.edu/edicollect/1363/>



Self-identification

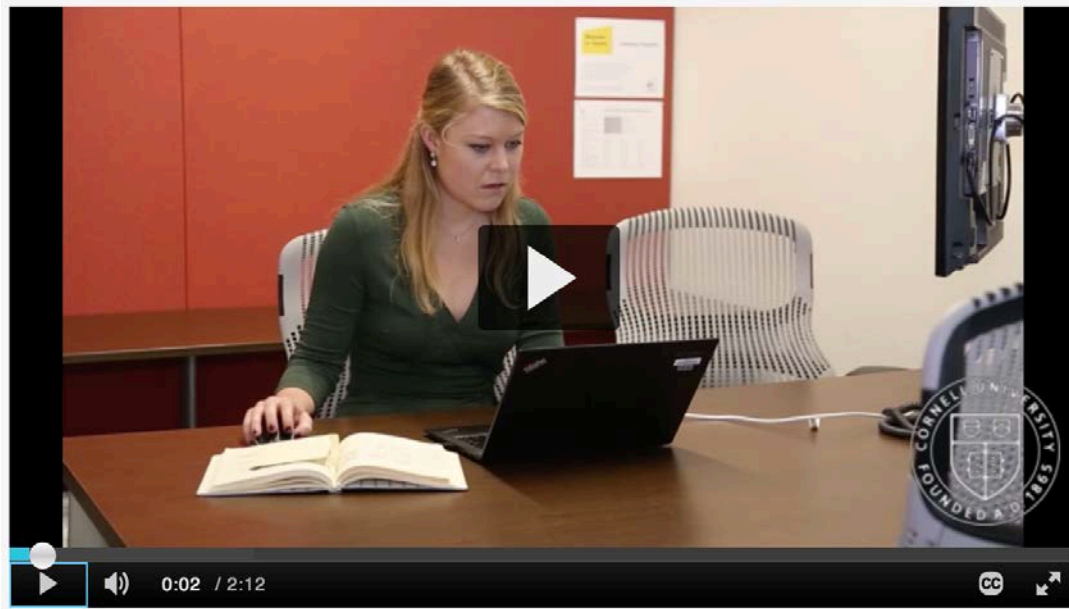
Practices used to encourage applicants and current employees to self-identify on the self-ID form





VIDEO: Chaila Fraundhofer

- People Advisory Services, EY

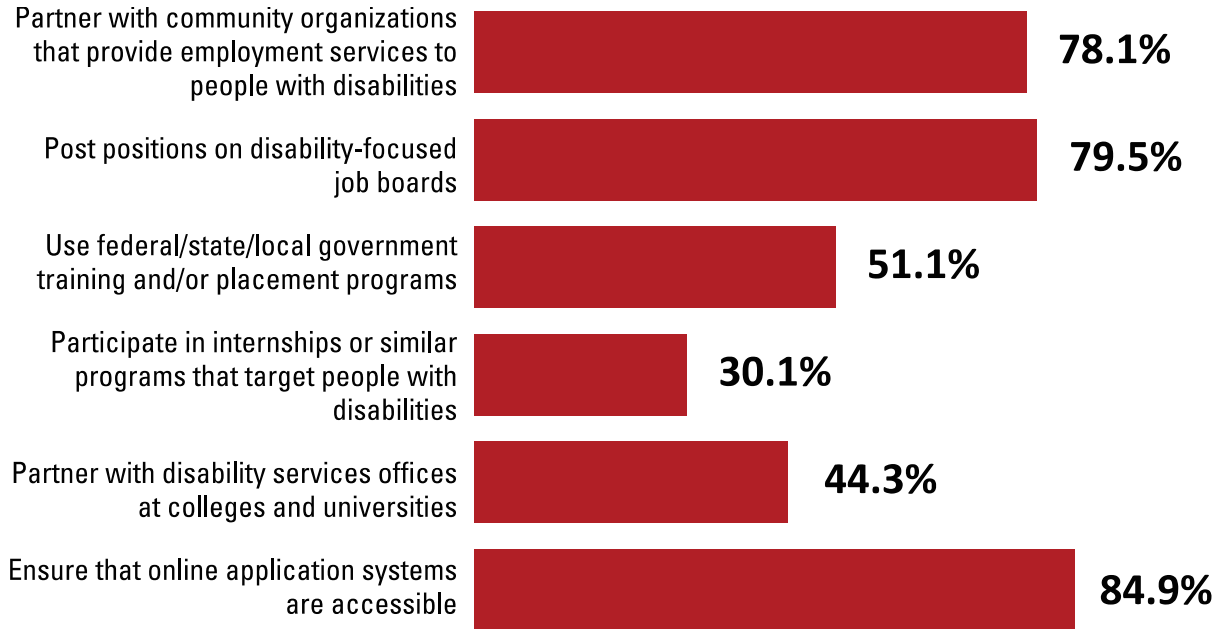


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Recruitment

Does your organization/unit have these practices in place?





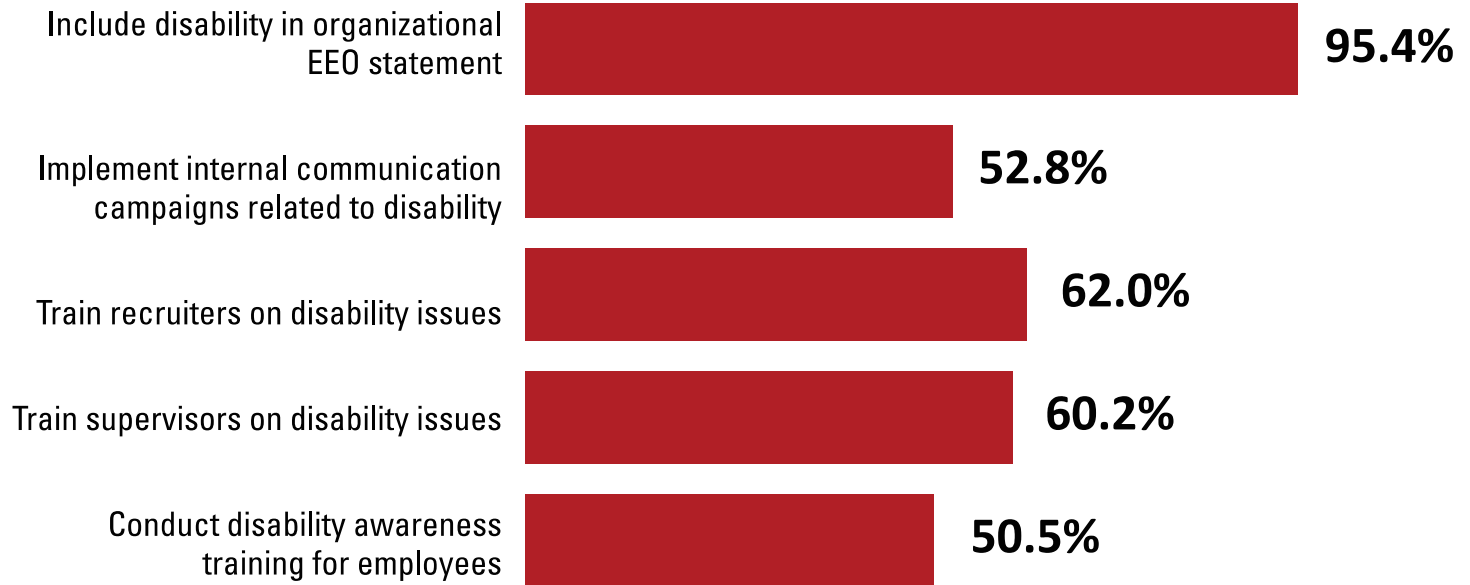
Recruitment: What works?

- 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?





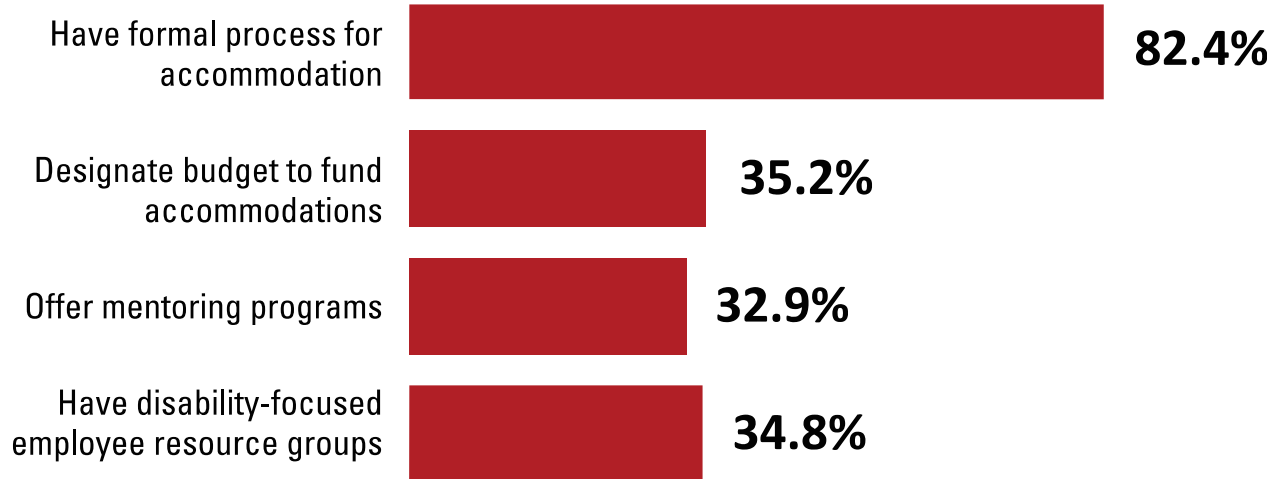
Communication & Training: What works?

- 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?





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**

What Works?

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VIDEO: Lori Golden

- Ability Strategy Leader, EY

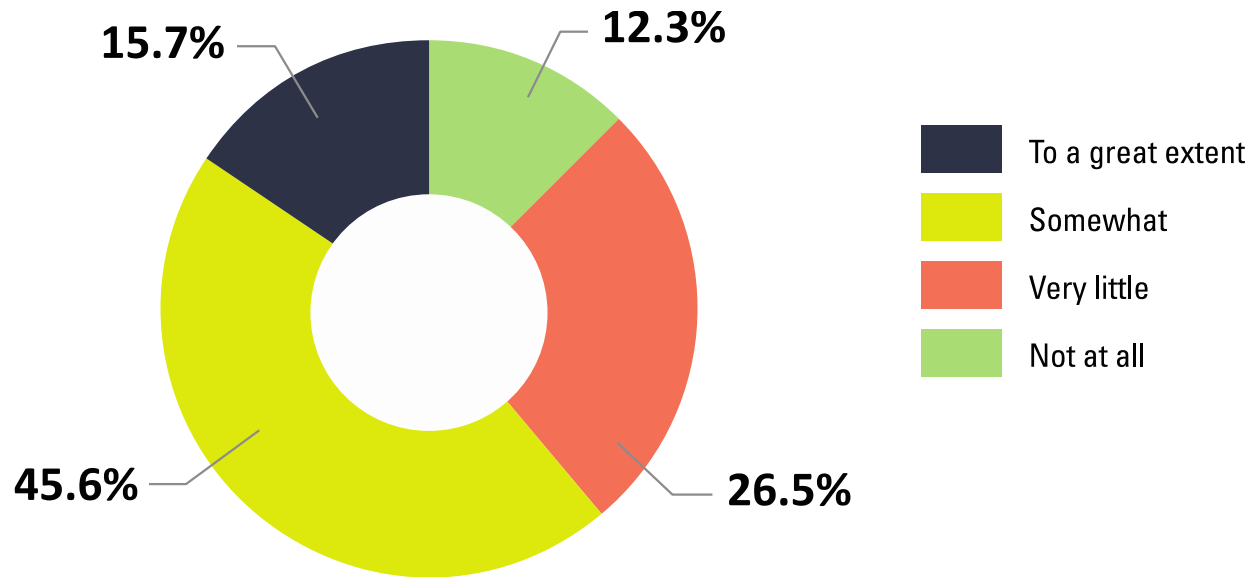


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Challenges

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

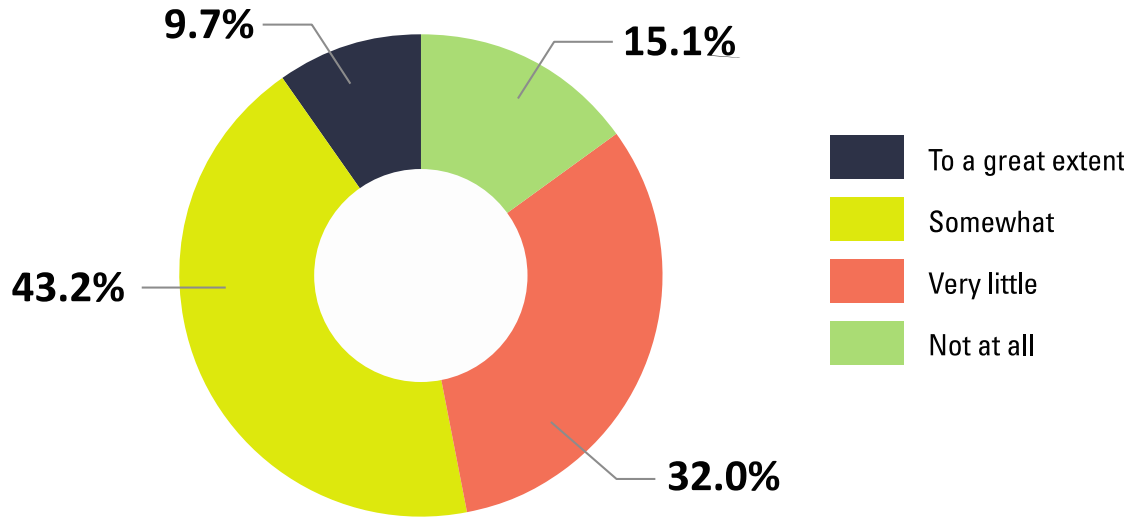


von Schrader, S., & Bruyère, S. M. (2018). Survey report: What works? How federal contractors are implementing Section 503. Ithaca, NY: Yang-Tan Institute on Employment and Disability. <https://digitalcommons.ilr.cornell.edu/edicollect/1361/>



Extent of change in policy/practice

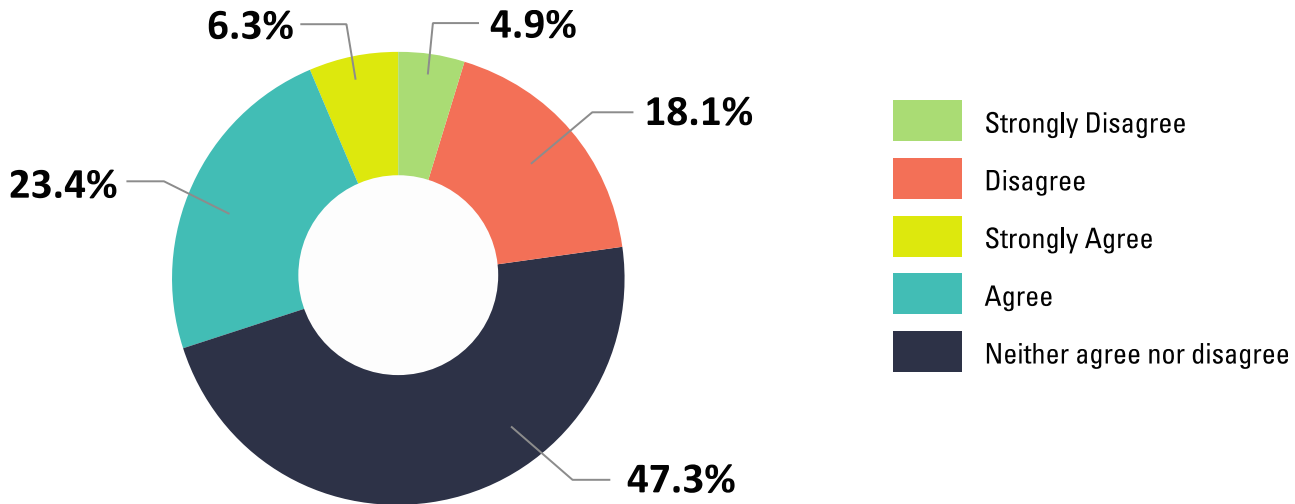
Respondent ratings of extent their organization/unit's practices and policies related to employing people with disabilities changed as a result of the recent Section 503 regulations





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.”





References

- **Full Report:** von Schrader, S., & Bruyère, S. M. (2018). Survey report: What works? How federal contractors are implementing Section 503. Ithaca, NY: Yang-Tan Institute on Employment and Disability.
<https://digitalcommons.ilr.cornell.edu/edicollect/1361>
- **Executive Summary:** von Schrader, S., & Bruyère, S. M. (2018). Executive summary: What works? How federal contractors are implementing Section 503. Ithaca, NY: Yang-Tan Institute on Employment and Disability.
<https://digitalcommons.ilr.cornell.edu/edicollect/1362>
- **Self-ID one-pager:** von Schrader, S., & Bruyère, S. M. (2018). Research brief: Facilitating self-identification in federal contractor workplaces. Ithaca, NY: Yang-Tan Institute on Employment and Disability.
<https://digitalcommons.ilr.cornell.edu/edicollect/1363>



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Questions?



What Works?
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Related Resources

- **USDOL OFFCP Section 503**
 - www.dol.gov/ofccp/regs/compliance/section503.htm
- **Cornell University, Yang-Tan Institute Section 503**
 - www.yti.cornell.edu/survey
- **NILG:** www.nationalilg.org
- **DirectEmployers:** www.directemployers.org
- **Cornell University Resources**
 - Employer Practices: www.employerpracticesrrtc.org
 - DigitalCommons@ILR: www.digitalcommons.ilr.cornell.edu
 - BenchmarkABILITY™: www.benchmarkability.org
 - Disability Statistics: www.disabilitystatistics.org
 - Diversity Partners: www.buildingdiversitypartners.org/