

Hood[®]

How OutSolve Powered HP Hood's OFCCP Compliance Transformation

HP Hood, a national dairy manufacturing company, needed assistance building out comprehensive, goals-driven affirmative action plan (AAP) processes. HR leaders at HP Hood worked with OutSolve to build out the company's compliance processes into a complete strategy with goals and metrics.

As a result of HP Hood's engagement with OutSolve on an in-depth, strategic approach to managing affirmative action compliance, the company has upgraded its processes for setting and executing site-specific and company-wide goals.



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BACKGROUND

In 2022, HP Hood, a national dairy manufacturing company, saw an opportunity to be proactive in optimizing its compliance with Office of Federal Contract Compliance Programs (OFCCP) regulations. The manufacturer's HR leaders engaged with OutSolve for support in building comprehensive, goals-driven affirmative action plan (AAP) processes across 13 active sites.

CHALLENGE

HP Hood has worked with OutSolve (previously Gaucher Associates) since 2020. HP Hood must develop and execute AAPs for more than 10 sites annually. Previously, the company's affirmative action coordinator, Cyndi Fischer, Senior HR Manager, made sure AAP reports were completed and sent to OutSolve, then sent to the different sites.

In 2022, with OFCCP raising expectations and requiring more concrete goals, HP Hood's HR team needed a more in-depth, proactive approach to affirmative action compliance.

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CYNDI FISCHER, SENIOR HR MANAGER





SOLUTION

HP Hood's HR team worked with Heidi Spiegler, Senior Consultant at OutSolve, to build the company's compliance processes into a strategy with goals and metrics. "Heidi has been a wealth of information. She came up with the idea of doing goals for each site so that we would have something to measure against," Fischer said. "But even before that, she always had ideas for me."

HP Hood's sites did the required outreach but only documented those actions transactionally through outreach and self-action forms. With Spiegler's help, Fischer developed a simple document for team members to record their outreach efforts as indicators of goal achievement.

Spiegler reinforced the strategy by presenting it to the entire HR team. The presentation helped HP Hood's HR team align on goals for each site and understand the regulatory expectations.

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Spiegler added an extra focus on training recruiters, including how to use applicant tracking systems to produce clean data sets, a significant factor in mitigating noncompliance. Spiegler led talks and workshops to help HP Hood understand why dispositioning is important and what can happen if this process isn't done properly.

RESULTS

As a result of HP Hood's engagement with OutSolve to adopt an in-depth, strategic approach to managing affirmative action compliance, Fischer has instituted new processes for setting and executing goals. This year, Fischer met with each site to put together site-specific goals. The sites, Fischer, and the HR director have approved those. Next year, the teams at each site will review their data to see how they did on each goal and what they need to do differently moving forward.

Those meetings also resulted in across-the-board goals for improving female representation in manufacturing roles. As an indicator of progress, each site now has a responsibility to invite at least one female-focused organization to attend its monthly job fairs.

"We also talked about best practices because we have a lot of new HR people who are new to the sites and new to HP Hood," Fischer said. Standardizing processes has made it easier to document efforts and preserve data accuracy.

Spiegler's presentations and influence have also improved HP Hood's organizational awareness of the importance of consistent HR and recruiting processes for supporting compliance. The company's HR representatives and recruiters have increased their understanding of how data drives the AAP. They've put that knowledge into practice by submitting cleaner, more organized data sets.

"The reports were easier to put into the affirmative action plans [this year] than last year," Fischer said.

Additionally, because of the in-depth engagement with OutSolve, HR representatives at all of HP Hood's sites have a better understanding of what OutSolve does and how Spiegler can support them. They know they can get on a call with Spiegler if they need her.



Are you challenged by changes in OFCCP regulatory requirements like Hood was? Partner with OutSolve to build an AAP strategy and stay compliant.

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