



HR AUGUST 2023 BRIEF

EEOC Delays 2022 EEO-1 Reporting Until Fall 2023

Recently, the Equal Employment Opportunity Commission (EEOC) [announced](#) that the date for employers to begin submitting 2022 EEO-1 Reports is delayed again, this time with a tentative new opening date in the fall of 2023. The EEOC had previously extended the expected opening date for 2022 EEO-1 reporting until mid-July 2023. Under Title VII of the Civil Rights Act, certain employers must usually submit EEO-1 by March 31 each year.

The following entities are subject to EEO-1 reporting:

- A private employer that has 100 or more employees (with limited exceptions for schools and other organizations);
- A private employer with between 15 and 99 employees, if it is part of a group of employers that legally constitutes a single enterprise that employs a total of 100 or more employees; and
- A federal contractor that has 50 or more employees; is either a prime contractor or first-tier subcontractor; and has a contract,

subcontract or purchase order amounting to \$50,000 or more.

Employers filing EEO-1 Reports for the first time must register to receive a login, password and further instructions for filing from the EEOC. Although the EEOC sends notification letters to employers it knows to be subject to EEO-1 requirements, all covered employers are responsible for obtaining and submitting the necessary information prior to the appropriate deadline.

EEOC Announcement

The reason behind the latest delay is that the EEOC is “currently completing a mandatory, three-year renewal of the EEO-1 Component 1 data collection by the Office of Management and Budget (OMB) under the Paperwork Reduction Act (PRA),” according to the agency. Component 1 of the EEO-1 requires employers to submit additional employee demographic information. EEO-1 reporting has been delayed in prior years, with the portal for submitting 2019, 2020 and 2021 data closing late in 2021 and 2022.

Addressing the New Normal of Talent Shortages

As talent shortages persist across industries, an increasing number of employers are grappling with the need to adapt to the “new normal” to address this challenge effectively. Employers are consistently finding an inadequate number of qualified candidates or insufficient resources (e.g., budget and staffing) to meet the high demand for talent.

Addressing Ongoing Talent Shortages

In an uncertain hiring market, employers should focus on what they can control: their strategy. HR teams should consider the following popular ways to address and combat the new normal of talent shortages:

- **Prioritize skills-based hiring.** While specific qualifications may be valuable for some roles or industries, HR professionals may consider candidates based on desired skills rather than experience or education.
- **Support internal mobility.** Employers shouldn't forget about their current workforce. Many employees

are willing to transition to job roles within the organization for higher compensation, better work-life balance or new learning opportunities.

- **Focus on retention.** A renewed focus on retention can help employers avoid having additional open positions to source or recruit for. Championing current employee skills and focusing on learning and development programs are good retention strategies to start with.
- **Leverage technology.** HR professionals can use technology like artificial intelligence and online recruiting platforms to streamline complex, tedious and time-consuming processes and workflow and expand recruiting reaches.

Given the widespread, ongoing talent shortages, it's critical that employers explore alternative hiring approaches. For additional talent attraction and retention resources, contact us today.