

New OFCCP rules for Federal Contractors and Subcontractors

Hiring goals for Americans with Disabilities require changes in recruiting and hiring practices.

By Janet D. Fiore - President, The Sierra Group



Federal Government Resources:

OFCCP – FAQ's on 503 Final Rule:

http://www.dol.gov/ofccp/regs/compliance/faqs/503_faq.htm

Download the 500+ page manual of Compliance for Contractors:

<http://www.dol.gov/ofccp/regs/compliance/section503.htm>

Affirmative Action and Nondiscrimination Obligations of Contractors and subcontractors regarding individuals with disabilities: <https://www.federalregister.gov/articles/2013/09/24/2013-21228/affirmative-action-and-nondiscrimination-obligations-of-contractors-and-subcontractors-regarding>

Veterans: <https://www.federalregister.gov/articles/2013/09/24/2013-21227/affirmative-action-and-nondiscrimination-obligations-of-contractors-and-subcontractors-regarding>

Focus on Ability - Interviewing Applicants with Disabilities:

<http://www.dol.gov/odep/pubs/fact/focus.htm>

5 Myths and Facts – Think Beyond the Label:

<http://www.thinkbeyondthelabel.com/learning-tools/5Myths-and-RealFacts.aspx>

Reasonable Accommodations for Applicants and Interviews – Job Accommodation Network:

<http://askjan.org/erguide/Two.htm>

The Americans with Disabilities Amendments Act of 2008, COUNTERPOINT, July 2009:

http://www.thesierragroup.com/assets/documents/Counterpoint_JULY-09.pdf

With two new broad rules the world of recruitment is changing. The U.S. Department of Labor, Office of Contractor Compliance Programs (OFCCP) has recently updated regulations regarding the recruitment and hiring of employees with disabilities (Section 503 of the Rehabilitation Act of 1973). Another new rule updates the Vietnam Era Veterans' Readjustment act of 1974 (VEVRA) which, of course, also applies to Veterans who are disabled.

"Never in my lifetime have we had such aggressive changes for federal contractors and subcontractors," said Janet Fiore, President of The Sierra Group. "They are now being required to track their efforts toward a 'hiring goal'. This change, in my opinion, will be the catalyst to dramatically increase business practices in the areas of affirmatively recruiting, hiring, training and promoting qualified people with disabilities and Veterans."

Plan ahead for these changes, get the appropriate vocational rehab 'linkage' partners and tools in place to help you meet your disability hiring goals starting March 24th 2014 when the new OFCCP rules become enforceable.

These affirmative action Rules have been strengthened "...an important step toward reducing barriers to real opportunities for veterans and individuals with disabilities," said Patricia A. Shiu, Director of the Department of Labor's Office of Federal Contract Compliance Programs, which will enforce both laws.

Director Shiu goes on to say "the new Rules could be life changing for the 600,000 Americans with disabilities and the 200,000 veterans who will have greater opportunities." For training webinars by OFCCP visit: www.dol.gov/ofccp/regs/compliance/final_rules_webinars.htm.

These rules have some bite-with reporting/monitoring for compliance and new investigative enforcement staff and procedures nationwide. From a practical standpoint, the rule changes are already 'changing' the way business views its need to recruit and hire folks with disabilities. At The Sierra Group, we're seeing dramatic increases in numbers of students gaining internships and jobs, as well as growth in our job board, RecruitDisability.org. Additionally, our consultative training services around ADA and OFCCP Compliance, and our expert witness services are all on the rise.

Combining the longstanding array of government incentives for hiring at: www.employmentincentives.org -- with the new goals and requirements is sure to let more and more American businesses see for themselves that people with disabilities do make great employees!

Highlights of the New Rules:

A National Utilization Goal of 7%
Documentation and Data Collection
ADAAA Implementation of Changes

Invitation to Self Identify
Records Access

Reminder:

New OFCCP Rules Are Effective March 24th, 2014.



Believing that together we can do what none of us can do alone -- The Sierra Group serves as "One More Way™" to create or enhance collaborative solutions that are designed to "drive up" employment for people with disabilities in our nation.

The Sierra Group as a Resource:

For Training and Job Seekers:
www.thesierragroupacademy.org

To Post Jobs and Find Candidates,
News Worth Noting Articles:
www.recruitdisability.org

Financial Incentives for Hiring:
www.employmentincentives.org

Compliance Consultation, Expert Testimony,
On Site Accommodation Assistance:
www.thesierragroup.com

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Contact Information:

Call 888.492.2402 or email
info@thesierragroupfoundation.org

Unemployment rates for individuals with disabilities are almost twice the national average. Additionally, labor force participation is at only 20.3%. However, studies have shown that hiring people with disabilities generally means reduced turnover, increased innovation and a more diverse workforce.

"After advocating on the Hill for almost ten years on the topic of incenting companies who do business with the government to proactively show that their workforce includes significant numbers of employees with disabilities; this new Rule will help all of us in the disability community see some dramatic improvements at long last." Janet Fiore, President of The Sierra Group.

Hosting OFCCP trainings, sharing articles and offering resources on the topic of disability recruitment is truly just "One More Way™" The Sierra Group Foundation works to improve the quality of life and employment opportunities for individuals with disabilities, including Veterans.

Compliance Made Easy:

Regardless of your company's size or budget, The Sierra Group can help in a number of ways:

National Job Board: www.RecruitDisability.org is now the number one site for employers to connect with and hire job seekers with disabilities, including Veterans. Use our site to find and hire the employees you need to fill requirements. Our automated reporting tool allows you to track applicants and can help with the required reports.

Meet with Regional Candidates for Jobs: www.thesierragroupacademy.org

Consultants: Help create or modify existing hiring practices to comply with the new mandates.

Training Human Resources and Recruiters: New hiring and recruiting techniques and reporting for compliance.

Internal and External Pre-Audits: Review existing results, understand current ratios for a report on how much change is needed to bring your team and all subcontractors into contract compliance with the new rules.

Back to Work Disability Retaining: Has an employee had an accident or illness that prevents them from doing the job they were hired for? We can provide assistive technology or training to get them back to work in the same or some capacity.

Partner with The Sierra Group: The Disability and Employment Leaders – to help you recruit, hire, accommodate and retain workers with disabilities.

Founded in 1992 with a mission to improve the quality of life and employment opportunities for individuals with disabilities including Veterans. The Sierra Group's consultants and Foundation reach thousands of individuals monthly with industry information, education, training, job opportunities, outreach, case management, assistive technology services, and advocacy work.

