Understanding and Complying With OFCCP’s Affirmative Action Requirements

Description: Start Time: 1:00 PM ET
Date: 28/06/2016

Do you have all the guidance you need to make sure you’re in compliance with OFCCP’s affirmative action requirements?

With new regulations in effect, do you have all the guidance you need to make sure you’re in compliance and can effectively implement the new requirements? In September, 2013 OFCCP announced sweeping changes to existing affirmative action regulations for veterans and for individuals with disabilities. Now that the new regulations are in effect, many contractors are still facing challenges on implementing the new requirements. These regulations include a controversial new nationwide 7% utilization goal for individuals with disabilities and hiring benchmarks for veterans, new self-identification forms, and enhanced requirements for contractors to assess outreach efforts to these communities. The topic will offer compliance tips, review implementation challenges, and discuss OFCCP enforcement priorities.

Learning Objectives:

- You will be able to discuss EEO postings, EEO notifications, job advertisements and listings, and mandatory EEO language for subcontracts and purchase orders.
- You will be able to review the format and process for implementing the new applicant requests for voluntary self-identification of disability and veteran status and subsequent follow up requests.
- You will be able to identify the difference between the utilization goals for individuals with disabilities and hiring benchmarks for veterans.
- You will be able to discuss data collection responsibilities and record-keeping requirements.

Who Should Attend:

This live webinar is designed for human resource managers, presidents, vice presidents, business owners and managers, recruiters, compliance officers, benefits professionals, CFOs, controllers and attorneys.

Contents:

Update on Implementation of New Requirements for Individuals With Disabilities and Veterans

Review of EEO Posting Requirements, EEO Notifications, and Job Listings

New Mandatory Language for Subcontracts and Purchase Orders - Pay Transparency

OFCCP’s Format for Complying With Requirements for Pre-Offer Self-Identification of Disability and Veteran Status by Applicants and New Periodic Follow-up Requests for Current Employees

The Difference Between the Utilization Goals for Individuals With Disabilities and Hiring Benchmarks for Veterans

Quantitative Data Collection Responsibilities Regarding Total Job Openings, Applicants, and Hires and New Three Year Recordkeeping Requirements

Evaluate Internal and External Outreach Efforts for Federal Contractors

The Annual Assessment of Outreach and Recruitment Efforts and Documentation of Criteria Used to Evaluate Each Effort

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