

OFCCP Final Rule
Section 503 of the Rehabilitation Act of 1973

Vietnam-Veterans' Readjustment Assistance Act
VEVRAA



North Carolina Agricultural and Technical State University



OFCCP Final Rule

- On August 27, 2013, the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) announced a Final Rule that makes changes to the regulations implementing the Vietnam Era Veterans' Readjustment Act, as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973.
- OFCCP revised the VEVRAA and Section 503 regulations to update and strengthen contractors' affirmative action and nondiscrimination responsibilities.
- The Final Rule became effective Monday, March 24, 2014.



Highlights of the Final Rule

- Establishes an annual hiring benchmark for veterans and individuals with disabilities
 - » Hiring Benchmarks: Veterans (8%), Individuals with disabilities (7%)
- Requires annual data collection and analysis for veterans and individuals with disabilities
- Requires contractors to invite applicants to self-identify at the pre-offer and post-offer
- Provides that all jobs must be listed with the State or Local job service
- Contractors will utilize hiring benchmarks for veterans and individuals with disabilities to serve as a measure of success for outreach and recruitment efforts
- Incorporates an **EO clause** in all subcontracts



NC A&T Implementation Milestones

- “Universal” hiring benchmark established for all contractors for veterans and individuals with disabilities.
- VETs 100 Report and HR Data Mart will represent data collection sources.
- In addition to “pre-offer” applicant self-identification in PeopleAdmin, “post-offer” self-identification will be required in the on-boarding process.
- Notification sent to Contracts & Grants, Office of Legal Affairs, Division of Business & Finance and the Division of Research and Economic Development, informing of the requirement to incorporate EO Clause in all subcontracts, effective March 24, 2014.
- Continue current process of listing all jobs with NC Employment Commission.
- Enhance targeted recruitment efforts focused on veterans and individuals with disabilities.



QUESTIONS

