



**LEAD CENTER**

# Interagency Committee on Employment

## The Basics of Section 503

Creating Proactive Partnerships to  
Improve Employment Outcomes for  
People with Disabilities

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*The LEAD Center is led by National Disability Institute and is funded by the Office of Disability  
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# OFCCP REGULATIONS

## ▶ September 2013 -

- ▶ The Office of Federal Contract Compliance Programs published two sets of final rules making changes to laws related to affirmative action and nondiscrimination obligations of federal contractors and subcontractors
  - ▶ Section 503 of the Rehabilitation Act
  - ▶ Vietnam Veterans Readjustment Assistance Act (VEVRAA)

## ▶ March 2014

- ▶ Final rules went into effect



# WHY THE RULES WERE CHANGED

- ▶ Both of these laws were first published in the 1970s
- ▶ Rules updated to strengthen affirmative action provisions and regulations
  - ▶ *AND aid federal contractors and subcontractors in efforts to recruit, hire and improve job opportunities for qualified individuals with disabilities and protected veterans*
- ▶ What gets measured gets done



# CHANGES TO SECTION 503

- ▶ Contractors are required to set a 7% “utilization goal”
  - ▶ *7% of each job group in the contractor’s workforce must represent individuals with disabilities (or 7% of the entire workforce if fewer than 100 employees).*
  - ▶ *Job groups established under Executive Order 11246*
- ▶ The definition of “disability” has been updated to align with the ADAAA
- ▶ No mandate for job listings or linkage agreements



# CHANGES TO VEVRAA

- ▶ Contractors must establish annual hiring benchmarks for protected veterans
  - ▶ *National Benchmark (currently 7.2%) OR individualized hiring benchmarks (reflecting LMI and contractor's unique hiring circumstances)*
- ▶ Job listings must be provided to the appropriate employment service delivery system



# UTILIZATION GOAL & BENCHMARKING

- ▶ According to OFCCP:
  - ▶ *Designed as a tool to help federal contractors gauge progress*
  - ▶ *Neither a quota nor a hiring ceiling*



# 503 & VEVRAA – IN COMMON

- ▶ Data Collection
- ▶ Invitation to Self Identify
- ▶ Equal Opportunity Language for Sub Contractors
- ▶ Access to documents



# ADDITIONAL CHANGES TO 503

- ▶ No mandate for job listings or linkage agreement
- ▶ Terminology change
- ▶ Mandated Self-Identification Form



# INFORMATION AVAILABLE AT DOL.GOV

▶ Section 503:

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

▶ VEVRAA:

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



# ONLINE RESOURCES MADE AVAILABLE

- ▶ Reasonable Accommodations (“Productivity Tools”)
- ▶ Tax Incentives and Other Funding
- ▶ Building Inclusive Environments that Encourage Self-Identification/Disclosure
- ▶ Recruitment and Hiring of Qualified Veterans
- ▶ Recruitment and Hiring of Qualified Individuals with Disabilities
- ▶ Disability and Veterans Community Resources Directory

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



# STRATEGIC PARTNERSHIPS & OPPORTUNITIES FOR COLLABORATION

- ▶ More than 175,000 federal contractors
  - ▶ *Workforce system is front and center*
- ▶ Outreach and proactive recruitment
  - ▶ *Environmental scan | resource mapping*
- ▶ Partnership development
  - ▶ *Jobseeker pool must be expanded*
- ▶ Supply- and demand-side education
  - ▶ *Self-identification and reasonable accommodation*



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