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Welcome to Insights!

This is the inaugural edition of Insights, a newsletter dedicated to updating and educating federal contractors on affirmative action, equal opportunity and diversity with an informative article, favorite blogs, newsletters and OFCCP website resources. This issue, we'll review the close scrutiny being paid to Covered Veterans and Individuals with Disabilities.

OFCCP focus on Covered Veterans and Individuals with Disabilities

The OFCCP has a new Director, an increased budget and a renewed focus on enforcement of federal contractors' affirmative action requirements for Covered Veterans and Individuals with Disabilities. So, it's time to make sure that you are doing all that is required—and all that you can.

It's time to check:

- Your VETS-100/VETS-100A report filing
- Your job postings with the State Employment Agency
- Your written Affirmative Action Plan for Covered Veterans and Individuals with Disabilities
- Job description physical requirements
- Outreach efforts

Disabilities requirements and pro-active efforts know that there are many sources of information out there to help. Let's start with the OFCCP's website. There is the Jobs For Veterans Act [FAQs](#) which give you answers on your VETS-100 & VETS-100A reports, job listing requirements, affirmative action obligations and categories of protected veterans.

You can also find [FAQs](#) on the ADA Amendment Act of 2008 which answers your questions about the major changes made by the ADAAA. The OFCCP has provided contractors with an [Employment Resource Referral Directory](#) that lists job referral sources by region to assist contractors in finding qualified diversity candidates. Use the OFCCP's website as a resource, but feel free call or [email](#) me if you have any further questions or need additional assistance.

About Carla Irwin & Associates

Carla Irwin & Associates, Inc. specializes in developing and implementing Affirmative Action Programs (AAP) for Federal Contractors. With clients ranging from small business to Fortune 100 corporations, we supplement our clients' human resources functions with our own in-depth AAP knowledge and expert systems.

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