

INFORMATION NOTICE

WORKFORCE SERVICES

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TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: NEW DOL REGULATIONS FOR EMPLOYMENT OF VETERANS AND
PEOPLE WITH DISABILITIES

The purpose of this Information Notice is to inform the Workforce Development Community that the U.S. Department of Labor (DOL) has issued two final rules announcing enhanced regulations to improve hiring and employment of veterans and people with disabilities among federal contractors. One rule updates requirements under the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1974; the other updates requirements under Section 503 of the Rehabilitation Act of 1973.

The VEVRAA rule provides federal contractors with a metric to measure their success in recruiting and employing veterans by requiring contractors to annually adopt a hiring benchmark. It also strengthens accountability and record-keeping requirements to help contractors assess the effectiveness of their recruitment efforts, and it clarifies job listing and subcontract requirements to facilitate compliance. More information is available at www.dol.gov/ofccp/VEVRAARule/.

The Rehabilitation Act Section 503 rule introduces a hiring goal for federal contractors and subcontractors that seven percent of each job group in their workforce be qualified individuals with disabilities. The rule also details specific actions contractors must take in the areas of recruitment, training, record keeping, and policy dissemination. More information is available at www.dol.gov/ofccp/503Rule/.

If you have any questions about these important new regulations please see the above Web links, or you may contact DOL's Office of Federal Contract Compliance Programs by telephone at 1-800-397-6251 or e-mail at ofccp-public@dol.gov.

/S/ JOSÉ LUIS MÁRQUEZ, Chief
Workforce Services Division