

We're "READI" and "ABLE"...Are You?

SESSION DESCRIPTIONS

OVERVIEW OF PROPOSED REVISIONS TO SECTION 503 OF THE REHABILITATION ACT OF 1973

Federal Contractors will receive an overview of the proposed revisions for Section 503 of the Rehab Act of 1973 from key leaders within the Office of Federal Contracts and Compliance Program (OFCCP) with updates on finalization of the proposed mandates and current OFCCP initiatives on the inclusion of people with disabilities in the American workforce.

Session approved for HRCI, CRC, and CLE credits

DIGGING DEEPER INTO THE MAZE OF COMPLIANCE

This session provides Federal Contractors with a greater understanding of what each proposed rule change to Section 503 of the Rehabilitation Act of 1973 will mean to their company's practices of hiring people with disabilities. It will share what groups, such as the Society for Human Resource Management (SHRM), the U.S. Business Leadership Network (USBLN), and U.S. Chambers of Commerce are saying about the proposed changes.

Session approved for Strategic HRCI, CRC, and CLE credits

THE NAME OF THE GAME...EMPLOYMENT

Learn how to turn "good faith efforts" into "best practices" with employment processes, hiring goals, pre and post-offer solicitations, posting and record-keeping requirements, and annual process reviews. Also learn how to implement OFCCP's proposed rules to maintain records on the number of individuals with disabilities applying for positions, hired or not hired. Get information on conducting annual reviews of personnel processes, to include the physical and mental job qualifications, in order to determine if your processes are discriminatory in hiring or retaining people with disabilities. Discover how partnering with community agencies can assist your company in recruiting individuals with disabilities, documenting the number of these individuals applying for positions, as well as the number hired.

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THE ODDS ARE IN YOUR FAVOR

Explore how to use data collection, availability/utilization analysis, and new census reports to identify and capitalize on an untapped market of applicants, employees and veterans with disabilities. Learn how to evaluate the utilization of these individuals by using job groups established for utilization analyses under Executive Order 11246. See how disability data is collected by the Census Bureau's American Community Survey (ACS) to gain a better understanding of proposed utilization goals set forth by OFCCP. Find out how to use data from the Alabama Business Leadership Employment (ABLE) Network, the ADRS READI Net program, and veteran's programs to recruit candidates with disabilities, previewing profiles of the disability and wounded warrior labor market in Alabama.

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LUNCHEON KEYNOTE: OVERCOMING OBSTACLES

His lower legs are attached to his hips without knees. He is 3'9" tall. John has had to overcome many challenges, but through his remarkable tenacity, talent and faith, he has succeeded in business and in building a family in a way that few may have expected. Author of the autobiography, "Get Off Your Knees: A Story of Faith, Courage, and Determination", John Robinson addresses overcoming obstacles in life and business.

"WE'RE READI AND ABLE"

Hear from the Director of ABLE Network and the Administrator of the ADRS READI-Net program about ways their programs can assist Federal Contractors in meeting the proposed rules for Section 503 of the Rehabilitation Act of 1973. See the many ways READI and ABLE can be a resource for your business.

BEST PRACTICES PANEL OF FEDERAL CONTRACTORS

Local employers share how they are already implementing the proposed rule requirements for Section 503 of the Rehabilitation Act of 1973. Learn how Alabama Power, Children's of Alabama, Lowe's, and OfficeMax Distribution Center are working collaboratively with the READI Net program and ABLE Network.

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HOW STRONG IS YOUR CHAIN?

Linkage Agreements can build and strengthen your workforce and resources. Learn what is proposed for a formal linkage agreement in order to ensure that your outreach and recruitment efforts are effective in identifying and recruiting individuals with disabilities. Also, discover the benefits of using reliable resources for your linkages.

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JUGGLING COMPLIANCE ISSUES

Avoid dropping the ball when it comes to balancing ADA/AA/HIPAA, disability disclosures, reasonable accommodations and documentation of rejection reasons. Participants will learn: a) how the OFCCP will expect contractors to incorporate three invitations to self-identify; b) how to incorporate updates made necessary by the ADA Amendments Act (ADAAA) of 2008 and subsequent amendments to the Equal Employment Opportunity Commission's (EEOC) regulations; c) how to spot potential conflicts under ADA Amendments Act, GINA, and their affirmative action obligations; d) when HIPAA presents (and does not present) additional compliance challenges. Discover the mixed blessings, if proposed regulations are finalized as written, by the OFCCP's requirements that contractors, a) develop and implement written procedures for processing reasonable accommodation requests, and b) provide a statement of reasons explaining the circumstances for rejecting disabled individuals for vacancies and training programs and a description of considered accommodations.

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TECHNOLOGY TALKS

This session will provide an overview of the no-cost resources available through the ADRS Rehabilitation Technology Program. Come see how this program can be a resource to your company when it comes to hiring and accommodating employees with disabilities. See examples of implemented accommodations and take a peek at innovative assistive technology.
