



Section 503 for Federal Contractors or Subcontractors: *New Regulations and Hiring Techniques for Candidates with Disabilities*

A rule change to Section 503 of the Rehabilitation Act of 1973 requires that federal contractors and subcontractors doing more than \$10,000.00 of business with the federal government take specific steps to recruit and retain individuals with disabilities.

This monumental change will require the need to recruit, interview and ultimately hire persons with disabilities in order to meet the goal of a workforce in which 7% of employees are people with disabilities.

To provide the highest level of professionalism in our service offerings, Gilman Performance Systems (GPS) has enlisted the expertise of Sharon Denson, M.Ed., J.D., the Director of Business Partnership and Outreach for the Connecticut Business Leadership Network, owner of Aldot Training and an experienced consultant in disability employment, in order to assist companies who must comply with Section 503. Ms. Denson holds a Master of Education Degree and a Juris Doctor Degree.

Federal contractors/subcontractors must:

- (1) Have at least **7% of their employees** identified as a person with a disability within each work group
- (2) **Actively recruit** employees with disabilities
- (3) **Maintain records** on employees with disabilities
- (4) **Annually survey** all employees so they can voluntarily identify as having a disability

Our track record of supplying the highest level of interviewing skills training to HR professionals combined with Ms. Denson's corporate training experience and knowledge of disability employment law enable us to offer training designed to bring your HR and diversity practices to the needed next level.

To help meet this challenge, GPS is able to:

- Offer your company the information and training you need to become compliant with the newly revised Section 503
- Aid you in the successful recruitment of persons with disabilities by creating a disability friendly recruiting and interviewing process
- Train Recruiters, Human Resource Professionals and Hiring Managers to increase their skills and comfort level around interviewing candidates with disabilities. These will be provided through public seminars, on-site workshops, or webinars to meet different client needs.
- Consult with your company on all aspects of compliance with Section 503. We can be your "go to" resource for Section 503 compliance.

Behavioral interview skills, competency model application, and recruitment process consulting are available to support your organizations' needs.

For more information contact *Sharon Denson*, President, Aldot Training and Motivation at (860) 232-3204 or aldot@prodigy.net or *David Gilman*, President of Gilman Performance Systems, Inc., at (203) 740-9767, 1-877-Best Hir(e), or dgilman@gpsadvantage.com.