

The Fiber, The Thread, The Weave, The Web Deconstructing your Organization's Affirmative Action Programs

WHEN

Wednesday, February 24 - Thursday, February 25, 2016

WHERE

Palm Beach County Convention Center
650 Okeechobee Boulevard, West Palm Beach, FL 33401

ABOUT THE PROGRAM

Central to meeting your organization's Affirmative Action obligations in understanding the constituent parts of each Affirmative Action Program. Heightened focus by the OFCCP on Program elements central to your organization's daily operations - compensation and staffing practices chief among them - means you must know more about your Program than your consultant.

This intensive two-day workshop for Human Resource and Legal Professionals will dismantle the Program's compliance requirements into four units designed to facilitate participants' command of Program components and enhance each participant's ability to navigate the compliance review process. The one-and-one-half hour Executive Briefing will provide Senior Executives with a strategic overview of Program bottom-line impacts.

This program will be presented in two tracks - Supply & Service and Construction - for Federal Government Contractors and Subcontractors.

AGENDA - DAY 1

Beginning at 8:00 AM and following Registration, Introductions and Opening Remarks, we'll begin our "deconstruction" by examining ***The Fiber*** – the statutory and regulatory constructs of E. O. 11246, Section 503 and VEVRAA, including discussion of recent changes and updates. After a short break, we'll split into two groups – Supply and Service and Construction Contractors. Each group will work to spin ***The Thread*** – the unique elements of each of the plans emphasizing the distinct nature and characteristics of each of the forms and required analyses that populate the Supply and Service and Construction Plans. Key to this thread will be discussion of developing plan components (job groups, availability and impact analysis) with an eye to enforcement strategy. We'll reconvene for lunch and after lunch, we'll embark on a robust discussion of Applicants.

Late afternoon, in our two groups once more, we'll begin ***The Weave*** – the warp and the weft of plan elements and outcomes with a view toward the impact of Narratives, Recordkeeping/Data Collection and Good faith efforts/Outreach including Action Oriented Plans.

We'll wrap up Day 1 around 5:00 PM. The evening is yours. Unless, of course, you wish to schedule a ***one-to-one conference to review your Organization's unique Plan with one of our Affirmative Action practitioners***; one-to-one conferences will be scheduled from 5:15 to 7:00 PM.

AGENDA - DAY 2

We'll start the day with **The Web** – including tantalizing traps for the unwary Contractor – Compliance Reviews, Scheduling Letters, Compensation Analyses, Dysfunctional Consultants, Davis Bacon Act (“DBA”) and Service Contract Act (“SCA”) matters. **The Web** will continue after lunch, up to and through 3:30 PM when our **Executive Briefing** will commence. This one-and-one half hour **Executive Briefing** is specially tailored for your Organization’s “C-Suite” personnel and will develop that which they need to know to ensure organizational compliance and to evaluate the associated risks.

Those not attending the **Executive Briefing** may wish to schedule a one-to-one conference to review your Organization’s unique Plan with one of our Affirmative Action practitioners during this period; one-to-one conferences will be scheduled from 3:15 to 5:00 PM.

Our **Cocktail Reception** will begin at 5:00 PM.

HRCI

This program is pre-approved for 14 credit hours.

REGISTRATION

To be announced.

WORKSHOP LEADERS



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