

The OFCCP (U.S. Department of Labor's, Office of Contractor Compliance Programs) are creating regulations regarding their recruitment and hiring of employees with disabilities. The new rules that are enhancing, propose a 7% hiring Goal for candidates with disabilities. New tracking of recruiting and outreach to applicants with disabilities must be proven. The proposed rules have been sent to OPM (Office of Personal Management), which is the required step before they get implemented and therefore enforced. When this law passes, businesses like The Sierra Group will be even more valuable in the job market. The Sierra Group works every day to drive employment for People with Disabilities. We launched our own full service, national job board – www.RecruitDisability.org. Realizing that we will always be just 'one more way' to drive up employment, we are thrilled to report that RecruitDisability.org is now the #1 site for employers to connect with and hire job seekers with disabilities, including Veterans.

Given the broader definition of disability under the Americans with Disabilities Amendments Act of 2009, and the heightened Rules and Compliance enforcement of the OFCCP, every day businesses turn to RecruitDisability.org to post jobs and find articles and insights in this growing world of disability as a diversity player! Job seekers with disabilities love the chance to see postings from companies who *want them*, and RecruitDisability tools like resume builder, and job search tips, make every visit to our site a worthwhile experience for all of our fans!

Additionally, a new, more stringent rule, is pending signature of the President which could require even greater numbers of employees with disabilities be hired by Federal Government Contractors. The proposed Rule changes augment the existing trend on enforcement of how proactive a company is in its outreach, accommodation and retention efforts for this protected class. Helping this group of employers to find the talent, and know how to accommodate and comply with the ADA is causing new opportunities for VR placement professionals.