

Quick Notes on Federal Contractor Employment

- ✓ Federal Contractors seek out potential employees with disabilities and make efforts to hire them
- ✓ Self-disclosure is important
- ✓ Many searchable job databases

Finding a Job

Federal Contractor Employment



Section 503 of the Rehabilitation Act prohibits federal government contractors and subcontractors with contract of \$10,000 or more from discriminating against people with disabilities in employment. As of 2014, the regulations for Section 503 of the Rehabilitation Act has additional requirements for federal government contractors and subcontractors with contracts of \$50,000 or more, and 50 or more employees. These contractors and subcontractors have a legal duty of affirmative action. This means they must:

- Create, maintain, and implement a written affirmative action plan.
- State in job announcements that the employer is an equal opportunity employer of individuals with disabilities.
- Invite people with disabilities to self-identify as an individual with a disability during the application or pre-offer stage or post-offer stage, or once employed, using a standard government form. You can watch a video about self-identifying [here](#) and a copy of the form [here](#).
- Engage in other outreach and recruitment efforts of people with disabilities
- Document activities, prepare an annual report of effectiveness, including number of individuals with disabilities who applied, were

hired out of the number of total hires, and explain changes to make, if efforts were not effective. The goal is 7% of all employees.

These Section 503 regulations mean federal contractors and subcontractors are good potential employers for people with spinal cord injuries, because they affirmatively seek out potential employees with disabilities and make efforts to hire them. In other words, you have a good chance of employment with government contractors because the law requires them take extra steps to hire people with disabilities and annually report their results.

This raises two questions: **1) How can you find out if the employer you want to work for is a federal contractor?** and **2) How can you find federal contractors and subcontractors to target for your job search?**

You can look up whether a potential employer is a government contractor at this website: <https://www.fpds.gov/fpdsng/cms/index> (you do not need to login to do an employer lookup).

It is important to disclose that you are a person with a disability if the potential employer is a federal government contractor.

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unitedspinal.org/pathways-to-
employment

Resources for more information on Federal Contractor Employment:

- × Regulations Implementing Section 503 of the Rehabilitation Act: <https://www.dol.gov/ofccp/regs/compliance/section503.htm>
- × Frequently Asked Questions Section 503 Regulations: https://www.dol.gov/ofccp/regs/compliance/faqs/503_faq.htm
- × Resources for Federal Contractors Section 503 and VEVRAA https://www.dol.gov/ofccp/regs/compliance/resources_ContractorAssessmentToolsAndTrackers.htm
- × These job boards include employers who are federal contractors and actively recruiting people with disabilities:
 - American Association of People with Disabilities Job Board: <https://jobs.aapd.com/>
 - abilityJOBS <https://abilityjobs.com/>
 - AbilityLinks <https://abilitylinks.org/>
 - Disabled Person, inc <https://www.disabledperson.com/jobs>
 - Getting Hired <https://www.gettinghired.com/>
 - RecruitDisability.org <http://recruitdisability.org/>
- × You can find the following articles by Lily Martis of Monster.com:
 - “These are the leading disability employers in 2018” at <https://www.monster.com/career-advice/article/disability-friendly-companies> (almost all of them are government contractors)
 - “50 best companies for diversity,” at <https://www.monster.com/career-advice/article/diverse-companies-1116>

Important Note

It is important to disclose that you are a person with a disability if the potential employer is a federal contractor.
