

Affirmative Action Planning Made Easier

The benefits of being part of your local ILG

Being part of the EEO industry provides human resource professionals, consultants and attorneys with the unique opportunity to be exposed to the needs of Federal contractors large and small on a nationwide basis. Through years of experience we have learned that most organizations struggle to keep up with their basic Affirmative Action Plan requirements, not to mention all of the changes in the regulations since the turn of the century. Too many organizations work through their annual AAP requirements without taking the time to gain a working knowledge of what is expected of them. Companies spend dozens of hours having to complete flawed data files for Affirmative Action Plans or to complete an audit leaving little time to keep up with current events.

What people need to know is that there is a great resource in almost everyone's region for effectively keeping up with the world of EEO. Commonly called the ILG or Industry Liaison Group, the ILG is a group of regional HR, EEO and related managers who get together with the OFCCP (Office of Federal Contract Compliance) and EEOC (Equal Employment Opportunity Commission) on a regular basis for an informal gathering to discuss all things EEO.

The ILG's came into existence in the 1980's at a time when the OFCCP and Federal contractor community was struggling to work towards a common goal. It was OFCCP that reached out with the olive branch introducing an idea for regional gatherings to encourage better communication between private industry and the OFCCP. Today, there are over 200 ILG's in the United States including Alaska and Hawaii.

Everyone knows that you can pay to attend marathon, all day, training sessions or read mountains of internet content on how to manage the Affirmative Action Plan process, but few people take the time to tap into what is probably the best resource of them all. Thousands of ILG members know that Regional ILG's are an amazing resource for networking within and keeping up with the EEO industry. ILG meetings are happening all over the country on a regular basis. Joining them is either free or at a very low cost in order to help support guest speakers and facility rental fees for larger meetings. Most meetings occur on a quarterly or semi-annual basis for a half-day of getting caught up with the industry. Typically, OFCCP speaks about their current initiatives and other areas that the audience requests. Additionally, trained organizations such as consultants and attorneys come out and speak on key topics to help their peers in the industry manage the difficult tasks associated with EEO compliance.

Starting a little over ten years ago, the various regions began hosting a National ILG conference where contractors from all over the country get together for a lavish, week long meeting. Attendees will have an opportunity to meet officers from OFCCP but also to hear speakers from all walks of life. This year the conference was held in New York City the week of August 20th. Speakers ranged from Charles James from OFCCP

and Julian Bond, CHAIR NAACP to John Quiñones, co-anchor of "Primetime" and was most recently a correspondent for "Primetime Thursday" and "20/20."

The consensus among EEO professionals as well as those who only wear their EEO hat on a part-time basis is that the ILG meetings are a tremendous resource for those who need to keep up with the EEO requirements and would rather network with others and hear the latest straight from OFCCP than try to attend a condensed training course from one group or try to read those long Federal Register articles.

Connecting to your ILG is easy and highly recommended. The ILG website contains all you need to know about joining your local ILG and attending the national conference. The link is: <http://www.nationalilg.org/main.html> or locally <http://ncilg.com/>. It is a great professional resource and we are sure that you will benefit from it. Good luck.

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