



## Gerstco Events and Training

Affirmative Action Planning Training for  
Human Resources & Managers



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Register for  
March 23, 2018  
Workshop

### Registration Fee:

\$350 / Attendee

*Fee Waived For Gerstco  
Clients*



Questions?

1.800.700.0937

### Comments from Past Workshops

*"Instructor very  
knowledgeable"*

*"Great materials"*

*"Lots of  
discussion"*

## 2018 AAP Workshop Schedule

*One-Day Sessions Designed for EEO AAP  
Administrators, Program Managers,  
Recruiters, HRIS/Data Analysts*

### Date

*Friday, March 23, 2018*

*Friday, June 22, 2018*

*Friday, September 21, 2018*

*Friday, December 14, 2018*

### Topics

AAP Overview | Recruiting, Recordkeeping & Best Practices

AAP Overview | Compensation Analysis for Equal Pay

AAP Overview | Program Outreach & Documentation

AAP Overview | OFCCP Compliance in Review

**Gerstco – Your Educational Partner . . .** At Gerstco, we value continuing education and believe that individuals can be more successful and effective when there is an understanding of equal opportunity principles and Affirmative Action obligations. Whether you are new to affirmative action requirements, or have responsibility for your entire AAP Program and would like to be updated, join us for a unique workshop to expand your EEO AAP knowledge base.

- **AAP Overview.** At a time when the new Administration is focusing on de-regulation in Government Agencies, OFCCP is implementing an active and intense audit program. Our Workshop opens with an understanding of EEO and AAP concepts, principles, and regulatory requirements. Attendees are guided through a typical AAP and all the Plan components.
- **Recruiting, Recordkeeping and Best Practices.** Current OFCCP regulations on "internet applicants" require contractors to gather accurate applicant data for all positions filled during an AAP year. Attendees will review these obligations and how the requirements apply to their own selection practices.
- **Compensation Analysis to Ensure Equal Pay.** During an OFCCP audit, contractors must submit a roster of all employees, their pay, and other pay attributes, to the Agency, which then conducts a compensation analysis on equal pay for equal work. To ensure no surprises, contractors should conduct their own analyses. Gerstco will discuss various statistical methodologies and sample reports that can be used to conduct a self-audit on employee pay.
- **Compliance Evaluation Update.** Throughout the Workshop, Leaders will discuss current OFCCP enforcement trends and practices under Section 503 of the Rehabilitation Act of 1973, the 1974 VEVRAA and the Executive Order 11246 Program.

*All Sessions are Confidential. We encourage questions and sharing of best practices. Contact Karen White ([Karen.white@gerstco.com](mailto:Karen.white@gerstco.com)) to Register or for additional information. We look forward to seeing you in 2018!*

*Sylvia Gerst*, President, Gerstco, Inc.

### Workshop Online Registration

[www.gerstco.com](http://www.gerstco.com)

### Hotel Registration:

**DoubleTree by Hilton Campbell - Pruneyard Plaza**

1995 South Bascom Avenue, Campbell, CA 95008

[CampbellPruneyardPlaza.DoubleTree.com](http://CampbellPruneyardPlaza.DoubleTree.com)