

# New Census Data Required for AAP Development

Wednesday, November 10, 2021  
11:00am – 12:00pm Pacific Time

Dear Gerstco Clients and Business Partners:

On March 1, 2021, the U.S. Census released the 2018 EEO Tab (“tabulation”) of workforce demographics to the public and to federal agencies, including the Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP). **Starting on January 1, 2022, this information will be required** in the development of all written affirmative action programs (AAPs) under Executive Order 11246. This information will replace the prior 2006-2010 Tabulation, which has been used by Federal Contractors for their AAP development.

## OUR WEBINAR AGENDA WILL ADDRESS THE FOLLOWING:

- **An Overview of the 2018 EEO Tabulation.** This data will furnish new benchmark information against which Federal Contractors must compare their incumbency workforce of minorities and women, to determine whether barriers exist to equal employment opportunity in any particular job group.
- **A specific review of certain Occupation Codes and Industries, to understand what has been aggregated, removed or changed, in forming the 2018 EEO Tab.** In the new 2018 Tab data, prior Census Occupations and Industry information have been significantly updated. In this webinar we will discuss the changes and limitations, if any, in this 2018 EEO Tab version
- **The Impact on 2022 Affirmative Action Plan development will be discussed** in terms of: (a) preparing a proper workforce Availability Estimate for minorities and women, (b) establishing AAP Goals and, (c) determining what data should be used for critical and key job groups and geographies.

All Clients (especially those with a January 1, AAP ‘effective’ date), and Business Partners are encouraged to join this Webinar for an informative session on the newly issued 2018 EEO Census demographics, and how the revised information may impact Affirmative Action Program development.

**Registration Information is on our website NOW ([www.gerstco.com](http://www.gerstco.com)). Hope you attend!**

### Gerstco Contacts

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Sincerely,

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