

Electronic Alert

Volume 21, Issue 5

April 2, 2018

VEVRAA Hiring Benchmark Updated to 6.4% By Heather Fossity

On March 30, 2018, the Office of Federal Contract Compliance Programs (OFCCP) adjusted the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) benchmark to 6.4%, effective March 31, 2018. The benchmark has decreased annually since the regulations became effective in 2014 and was previously 6.7%. Current and previous percentages and effective dates are available on the [Annual VEVRAA Benchmark Effective Dates](#) page.

The VEVRAA prohibits covered federal contractors and subcontractors from discriminating in employment against protected veterans and requires affirmative action to recruit, hire, promote, and retain these veterans. The regulations compel contractors that are required to develop a written affirmative action program to also establish annual hiring benchmarks for protected veterans. The benchmarks may be based on the national percentage of veterans in the civilian labor force or through an individualized benchmark using the OFCCP's five factor method detailed on the [VEVRAA Benchmark Database](#).

Covered contractors must compare the percentage of protected veteran employees in each of their establishments to the hiring benchmark set for that establishment to assess their veteran outreach and recruitment efforts. Further, contractors must maintain records related to their benchmark for three years.

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