

In a Nut Shell



HR Allen helps businesses like yours stay compliant with federal and state labor laws by offering cost-effective compliance solutions.



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Comprehensive and Compliant Affirmative Action Plan



Your HR Solution!

Phone: 916.370.7849

Who We Serve

HR Allen Consulting Services provides Affirmative Action planning and consulting services, delivering expert service to U.S. federal contractors. We serve large, medium, and small federal contractors with Affirmative Action Program structures ranging from single to multiple-state programs. Clients may also require Affirmative Action Plans structured by major organizations, business units, or product lines, rather than by location.

We differentiate ourselves from other AAP Consulting Firms by providing high quality customer service, reliable products and, importantly, expert consulting and advice in Affirmative Action Planning.

Working with clients over time we can recommend practical and reliable solutions and best practices to many long-standing workforce issues. Our staff is up-to-date on all aspects of regulatory requirements and understands when emerging regulatory issues can become real contractor requirements that must be addressed.

Outsourcing Your AAP

Most companies decide to fully outsource Affirmative Action Program reporting due to internal resource constraints; not enough people or not enough expertise. HR Allen can help you determine whether outsourcing is the best solution for your company during an informational interview.

If outsourcing is determined to be your solution, our team will work with you to establish technically-compliant, fully operational affirmative action plans and programs. Your assigned consultant will review required data file formats together with you and your HRIS contact. Once data integrity is verified, our developers will prepare technically-compliant AAP's. Support in implementing your company's program is available through HR Allen Consulting Services.

Typical Outsourcing Process

Discovery

- Review current AAP process (if any)
- Identify client issues and objectives

- Detail requirements
- Identify in-house resources

Planning

- Recommend an AAP Program Structure
- Identify needs by area
- Offer HR Allen products and services by area (Outsourcing and Consulting)
- Timeline

Implementation

- EEO AAP Education
- Development of Affirmative Action Program Structure
- Development of current year reporting

Once your Affirmative Action Plan is in place, you will probably want to continue with our consulting services for plan maintenance and knowledge transfer.

For a free consultation contact us at 916-370-7849.