

Department's information collection requirements and provide the requested data in the desired format. The Department is soliciting comments on the proposed information collection request (ICR) that is described below. The Department is especially interested in public comment addressing the following issues: (1) is this collection necessary to the proper functions of the Department; (2) will this information be processed and used in a timely manner; (3) is the estimate of burden accurate; (4) how might the Department enhance the quality, utility, and clarity of the information to be collected; and (5) how might the Department minimize the burden of this collection on the respondents, including through the use of information technology. Please note that written comments received in response to this notice will be considered public records.

*Title of Collection:* National Evaluation of the Pathways to Partnerships Program (84.421E).

*OMB Control Number:* 1820-NEW.

*Type of Review:* New ICR.

*Respondents/Affected Public:* Individuals or Households.

*Total Estimated Number of Annual Responses:* 17,137.

*Total Estimated Number of Annual Burden Hours:* 4,760.

*Abstract:* The U.S. Department of Education's Rehabilitation Services Administration (RSA) requests clearance for new data collection activities to support the evaluation of the 84.421E Federal fiscal year (FFY) 2023 Disability Innovation Fund (DIF), Pathways to Partnerships Innovative Model Demonstration Project. The purpose of the DIF, as provided by the Consolidated Appropriations Act, 2022 (Pub. L. 117-103), is to support innovative activities aimed at increasing competitive integrated employment as defined in section 7 of the Rehabilitation Act of 1973 (Rehabilitation Act) (29 U.S.C. 705(5)) for children, youth, and other individuals with disabilities. The program aims to create systematic and seamless approaches to offering transition services to children with disabilities, ages 10-13 and youth with disabilities ages 14 to 24 through collaborations among State vocational rehabilitation (VR) agencies, State education agencies (SEAs), local education agencies (LEAs), Federally funded Centers for Independent Living (CILs), and other organizations offering services to this population. RSA is investing a total of \$198,975,322 in grant funding to the 20 States through the FFY 2023 DIF.

This request covers primary data collection activities for the National Evaluation of the Pathways to Partnerships Program. These activities include the following:

- Surveys and interviews with program participants or their parent or guardian
- Surveys with State VR, SEA, and CIL directors
- Surveys and interviews with project staff
- Collecting project administrative data (staff rosters, cost worksheets, and web analytics) from project directors

In September 2023, RSA awarded five-year cooperative agreements for the 84.421E FFY 2023 DIF model demonstration projects. The awards provide 20 State VR agencies or SEAs with funding to implement Pathways to Partnerships model demonstration projects. The Pathways to Partnerships models vary across the 20 projects, but the projects' purpose is to create and implement systematic approaches to delivering transition services to children and youth with disabilities. The approaches must entail establishing close partnerships across key agencies to deliver these services in ways likely to improve the education and employment outcomes of children and youth with disabilities.

Dated: October 23, 2024.

**Juliana Pearson,**

*PRA Coordinator, Strategic Collections and Clearance, Governance and Strategy Division, Office of Chief Data Officer, Office of Planning, Evaluation and Policy Development.*

[FR Doc. 2024-25047 Filed 10-28-24; 8:45 am]

**BILLING CODE 4000-01-P**

---

## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

### Agency Information Collection Activities: Extension Without Change of an Existing Collection; Comment Request

**AGENCY:** Equal Employment Opportunity Commission.

**ACTION:** Notice of information collection; extension without change.

**SUMMARY:** In accordance with the Paperwork Reduction Act of 1995, the Equal Employment Opportunity Commission (EEOC or Commission) announces that it intends to submit to the Office of Management and Budget (OMB) a request for a three-year extension without change of the information collection described below.

**DATES:** Written comments on this notice must be submitted on or before December 30, 2024.

**ADDRESSES:** You may submit comments by any of the following methods; please use only one method:

*Federal eRulemaking Portal:* <https://www.regulations.gov>. Follow the instructions on the website for submitting comments.

*Mail:* Comments may be submitted by mail to Raymond Windmiller, Executive Officer, Executive Secretariat, Equal Employment Opportunity Commission, 131 M Street NE, Washington, DC 20507.

*Fax:* Comments totaling six or fewer pages may be sent by fax machine to (202) 663-4114. Receipt of fax transmittals will not be acknowledged, except that the sender may request confirmation of receipt by calling the Executive Secretariat staff at (202) 921-2815 (voice), (800) 669-6820 (TTY), or (844) 234-5122 (ASL Video Phone).

*Instructions:* All comments received will be posted without change to <https://www.regulations.gov>, including any personal information you provide. However, the EEOC reserves the right to refrain from posting libelous or otherwise inappropriate comments, including those that contain obscene, indecent, or profane language; that contain threats or defamatory statements; that contain hate speech directed at race, color, sex, national origin, age, religion, disability, or genetic information; or that promote or endorse services or products.

To read the public comments received by the EEOC, go to <https://www.regulations.gov> and search for this item. There may be a few days' delay between submission of a comment and public posting on this docket. The received comments also will be available for review on a computer in the Commission's Headquarters library, 131 M Street NE, Suite 4NW08R, Washington, DC 20507, between the hours of 9:00 a.m. and 4:30 p.m. on days the Commission is open for business. You must make an appointment with library staff to review the comments in the Commission's library by contacting 202-921-3119.

**FOR FURTHER INFORMATION CONTACT:**

Kathleen Oram, Assistant Legal Counsel, at (202) 921-2665 or [Kathleen.Oram@eoc.gov](mailto:Kathleen.Oram@eoc.gov). Requests for this notice in an alternative format should be made to the Office of Communications and Legislative Affairs at (202) 921-3191 (voice), (800) 669-6820 (TTY), or (844) 234-5122 (ASL Video Phone).

**SUPPLEMENTARY INFORMATION:**

## Introduction

The Equal Employment Opportunity Commission gives notice of its intent to submit the recordkeeping requirements contained in the Uniform Guidelines on Employee Selection Procedures (UGESP or Uniform Guidelines)<sup>1</sup> to the Office of Management and Budget for a three-year extension without change under the Paperwork Reduction Act of 1995 (PRA).

## Request for Comments

Pursuant to the Paperwork Reduction Act of 1995, 44 U.S.C. Chapter 35, and OMB regulation 5 CFR 1320.8(d)(1), the EEOC invites public comments that will enable the agency to:

(1) Evaluate whether the collection of information is necessary for the proper performance of the functions of the agency, including whether the information will have practical utility;

(2) Evaluate the accuracy of the agency's estimate of the burden of the collection of information, including the validity of the methodology and assumptions used;

(3) Enhance the quality, utility, and clarity of the information to be collected; and

(4) Minimize the burden of the collection of information on those who are to respond, including through the use of appropriate automated, electronic, mechanical, or other technological collection techniques or other forms of information technology, to be collected; e.g., permitting electronic submission of responses.

## Overview of Current Information Collection

**Collection Title:** Recordkeeping Requirements of the Uniform Guidelines on Employee Selection Procedures, 29 CFR part 1607, 41 CFR part 60–3, 28 CFR part 50, 5 CFR part 300.

**OMB Number:** 3046–0017.

**Type of Respondent:** Businesses or other institutions; Federal Government; State or local governments and farms.

**North American Industry Classification System (NAICS) Code:** Multiple.

**Standard Industrial Classification Code (SIC):** Multiple.

**Description of Affected Public:** Any employer, Government contractor, labor organization, or employment agency covered by the Federal equal employment opportunity laws.

**Respondents:** 887,869.

**Responses:** 887,869.

**Recordkeeping Hours:** 15,422,941 per year.

**Number of Forms:** None.

**Form Number:** None.

**Frequency of Report:** None.

**Abstract:** The Uniform Guidelines provide fundamental guidance for all

Title VII-covered employers about the use of employment selection procedures. The records addressed by UGESP are used by respondents to ensure that they are complying with Title VII and Executive Order 11246; by the Federal agencies that enforce Title VII and Executive Order 11246 to investigate, conciliate, and litigate charges of employment discrimination; and by complainants to establish violations of Federal equal employment opportunity laws. While there are no data available to quantify these benefits, the collection of accurate applicant flow data enhances each employer's ability to address deficiencies in recruitment and selection processes, including detecting barriers to equal employment opportunity.

**Burden Statement:** There are no reporting requirements associated with UGESP. The burden being estimated is the cost of collecting and storing a job applicant's gender, race, and ethnicity data.

The only paperwork burden derives from this recordkeeping. Only employers covered under Title VII and Executive Order 11246 are subject to UGESP. However, for the purposes of burden calculation, data for all employers are counted.<sup>2</sup> The number of employers with 15 or more employees is estimated at 887,869 which combines estimates from private employment,<sup>3</sup> the public sector,<sup>4</sup> colleges and universities,<sup>5</sup> apprenticeship programs,<sup>6</sup> and referral unions.<sup>7</sup> Employers with 15

<sup>2</sup> In calculating burden, data from multiple sources are used. Some of these sources do not allow us to identify only those employers who are covered by Title VII (employers with 15 or more employees).

<sup>3</sup> Source of original data: U.S. Census Bureau, 2021 Statistics of U.S. Businesses (SUSB) (Dec. 2023). (<https://www.census.gov/data/tables/2021/econ/susb/2021-susb-annual.html>). Local Downloadable CSV data. Select U.S. & states, 6-digit NAICS. The original number of employers was adjusted to only include those with 15 or more employees.

<sup>4</sup> Source of original data: 2022 Census of Governments: Employment. Individual Government Data File (<https://www.census.gov/data/datasets/2022/econ/apgs/2022.html>). Local Downloadable Data zip file "Individual Unit Files". The original number of government entities was adjusted to only include those with 15 or more employees.

<sup>5</sup> Source: U.S. Department of Education, National Center for Education Statistics, IPEDS, Fall 2022, Institutional Characteristics component (provisional data). See Table 1, "Number and percentage distribution of Title IV institutions, by control of institution, level of institution, and region: United States and other U.S. jurisdictions, academic year 2022–23" (<https://nces.ed.gov/ipeds/search/viewtable?tableId=35945&returnUrl=%2Fsearch/>).

<sup>6</sup> Source: U.S. Department of Labor, Registered Apprenticeship National Results Fiscal Year 2021, Number of active apprenticeship programs in 2021 (<https://www.dol.gov/agencies/eta/apprenticeship/about/statistics/2021>).

<sup>7</sup> The EEOC has undertaken measures to enhance the agency's existing EEO–3 data frame (i.e., roster)

or more employees represent approximately 13.5% of all employers in the U.S. and employ about 86.2% of all employees in the U.S.<sup>8</sup>

This burden assessment is based on an estimate of the number of job applications submitted to all employers in one year, including paper-based and electronic applications. The total number of job applications submitted every year to covered employers is estimated to be 1,850,752,956 based on an average of approximately 26 applications<sup>9</sup> for every hire and a Bureau of Labor Statistics data estimate of 71,046,000 annual hires.<sup>10</sup> This figure also includes 136,806 applicants for union membership reported on the EEO–3 form for 2022.

The employer burden associated with collecting and storing applicant demographic data is based on the following assumptions: applicants would need to be asked to provide three pieces of information—sex, race/ethnicity, and an identification number (a total of approximately 13 keystrokes); the employer may need to transfer information received to a database either manually or electronically; and the employer would need to store the 13 characters of information for each applicant. Recordkeeping costs and burden are assumed to be the time cost associated with entering 13 keystrokes.

Assuming that the required recordkeeping takes 30 seconds per record, and assuming a total of 1,850,752,956 paper and electronic applications per year (as calculated above), the resulting UGESP burden hours would be 15,422,941. Based on a wage rate of \$22.94<sup>11</sup> per hour for the

of potentially eligible filers that was most recently used during the 2022 EEO–3 data collection. The number of referral unions was estimated by comparing the EEOC's 2022 EEO–3 frame to a list of active unions from the U.S. Department of Labor's Office of Labor Management Standards (OLMS) Online Public Disclosure Room (OPDR) database (<https://olmsapps.dol.gov/olpdr/>).

<sup>8</sup> Source of original data: U.S. Census Bureau, 2021 Statistics of U.S. Businesses (SUSB) (Dec. 2023). (<https://www.census.gov/data/tables/2021/econ/susb/2021-susb-annual.html>). Local Downloadable CSV data. Select U.S. & states, 6-digit NAICS. The original number of employers was adjusted to only include those with 15 or more employees.

<sup>9</sup> The average number of applicants per job opening in 2023, according to the ICIMS 2024 January Workforce Report (<https://icims.drift.click/January-2024-Workforce-Report/>).

<sup>10</sup> Bureau of Labor Statistics Job Openings and Labor Turnover Survey, 2023 annual level data (seasonally adjusted), (<http://www.bls.gov/jlt/data.htm>) is the source of the original data. The BLS figure includes new hires in both the public and the private sectors across all employer sizes.

<sup>11</sup> Burden hour cost estimates are based on the median hourly wage rate of \$22.94 for Human Resources Assistants, except payroll and timekeeping obtained from the Bureau of Labor

<sup>1</sup> 29 CFR, part 1607, 41 CFR part 60–3, 28 CFR part 50, 5 CFR part 300.

individuals entering the data, the collection and storage of applicant demographic data would come to approximately \$353,802,267 per year. The foregoing assumptions likely are over-inclusive because many employers have electronic job application processes that should be able to capture applicant flow data automatically.

While the burden hours and costs for the UGESP recordkeeping requirement seem large, the average burden per employer is relatively small. UGESP applies to an estimated 887,869 employers, or about 13.5% of employers in the U.S., and these employers employ about 86.2% of employees in the U.S.<sup>12</sup> Therefore, the estimated cost per covered employer is about \$398. Additionally, 36.4% of employees work for firms with at least 5,000 employees,<sup>13</sup> for which the burden of data entry is transferred to the applicants via use of electronic application systems. Finally, UGESP allows for simplified recordkeeping for employers with more than 15 but less than 100 employees.<sup>14</sup>

For the Commission.

Dated: October 23, 2024.

**Charlotte A. Burrows,**

*Chair.*

[FR Doc. 2024–25087 Filed 10–28–24; 8:45 am]

**BILLING CODE 6570–01–P**

Statistics, May 2023 (see U.S. p of Labor, Bureau of Labor Statistics, Occupational Employment and Wage Statistics, <https://www.bls.gov/oes/current/oes434161.htm>).

<sup>12</sup> Source of original data: U.S. Census Bureau, 2021 Statistics of U.S. Businesses (SUSB) (Dec. 2023). (<https://www.census.gov/data/tables/2021/econ/susb/2021-susb-annual.html>). Local Downloadable CSV data. Select U.S. & states, 6-digit NAICS. The original number of employers was adjusted to only include those with 15 or more employees.

<sup>13</sup> Source of original data: 2021 Economic Census. (<https://www.census.gov/data/tables/2021/econ/susb/2021-susb-annual.html>). Local Downloadable CSV data. Select U.S. & states, 6-digit NAICS. The original number of employers was adjusted to only include those with 15 or more employees.

<sup>14</sup> See 29 CFR 1607.15A(1): *Simplified recordkeeping for users with less than 100 employees.* In order to minimize recordkeeping burdens on employers who employ one hundred (100) or fewer employees, and other users not required to file EEO–1, *et seq.*, reports, such users may satisfy the requirements of this section 15 if they maintain and have available records showing, for each year: (a) The number of persons hired, promoted, and terminated for each job, by sex, and where appropriate by race and national origin; (b) The number of applicants for hire and promotion by sex and where appropriate by race and national origin; and (c) The selection procedures utilized (either standardized or not standardized).

## FEDERAL COMMUNICATIONS COMMISSION

[OMB 3060–0179; FR ID 257346]

### Information Collection Being Reviewed by the Federal Communications Commission

**AGENCY:** Federal Communications Commission.

**ACTION:** Notice and request for comments.

**SUMMARY:** As part of its continuing effort to reduce paperwork burdens, and as required by the Paperwork Reduction Act of 1995 (PRA), the Federal Communications Commission (FCC or Commission) invites the general public and other Federal agencies to take this opportunity to comment on the following information collections. Comments are requested concerning: whether the proposed collection of information is necessary for the proper performance of the functions of the Commission, including whether the information shall have practical utility; the accuracy of the Commission's burden estimate; ways to enhance the quality, utility, and clarity of the information collected; ways to minimize the burden of the collection of information on the respondents, including the use of automated collection techniques or other forms of information technology; and ways to further reduce the information collection burden on small business concerns with fewer than 25 employees.

The FCC may not conduct or sponsor a collection of information unless it displays a currently valid Office of Management and Budget (OMB) control number. No person shall be subject to any penalty for failing to comply with a collection of information subject to the PRA that does not display a valid OMB control number.

**DATES:** Written PRA comments should be submitted on or before December 30, 2024. If you anticipate that you will be submitting comments but find it difficult to do so within the period of time allowed by this notice, you should advise the contact listed below as soon as possible.

**ADDRESSES:** Direct all PRA comments to Cathy Williams, FCC, via email to [PRA@fcc.gov](mailto:PRA@fcc.gov) and to [Cathy.Williams@fcc.gov](mailto:Cathy.Williams@fcc.gov).

**FOR FURTHER INFORMATION CONTACT:** For additional information about the information collection, contact Cathy Williams at (202) 418–2918.

#### SUPPLEMENTARY INFORMATION:

*OMB Control Number:* 3060–0179.  
*Title:* Section 73.1590, Equipment Performance Measurements.

*Form Number:* N/A.

*Type of Review:* Extension of a currently approved collection.

*Respondents:* Business or other for-profit entities; not-for-profit institutions.

*Number of Respondents and Responses:* 13,049 respondents and 13,049 responses.

*Estimated Time per Response:* 0.5–18 hours.

*Frequency of Response:* Recordkeeping requirement.

*Total Annual Burden:* 12,335 hours.

*Total Annual Cost:* No cost.

*Obligation to Respond:* Required to obtain or retain benefits. The statutory authority for this collection is contained in Section 154(i) of the Communications Act of 1934, as amended.

*Needs and Uses:* The information collection requirements contained in 47 CFR 73.1590(d) require licensees of AM, FM and TV stations to make audio and video equipment performance measurements for each main transmitter. These measurements and a description of the equipment and procedures used in making the measurements must be kept on file at the transmitter or remote control point for two years. In addition, this information must be made available to the FCC upon request.

Federal Communications Commission.

**Marlene Dortch,**

*Secretary, Office of the Secretary.*

[FR Doc. 2024–25102 Filed 10–28–24; 8:45 am]

**BILLING CODE 6712–01–P**

## FEDERAL COMMUNICATIONS COMMISSION

[OMB 3060–0715, OMB 3060–0742; FR ID 257912]

### Information Collections Being Submitted for Review and Approval to Office of Management and Budget

**AGENCY:** Federal Communications Commission.

**ACTION:** Notice and request for comments.

**SUMMARY:** As part of its continuing effort to reduce paperwork burdens, as required by the Paperwork Reduction Act (PRA) of 1995, the Federal Communications Commission (FCC or the Commission) invites the general public and other Federal Agencies to take this opportunity to comment on the following information collection. Pursuant to the Small Business Paperwork Relief Act of 2002, the FCC seeks specific comment on how it might “further reduce the information collection burden for small business