

Justification Statement - Non-substantive Change

Workforce Recruitment Program (WRP)

Expiration Date: 6/2026

The Department of Labor's Office of Disability Employment Policy (ODEP) and the Office of Personnel Management (OPM) have partnered to bring the Workforce Recruitment Program (WRP) onto the federally-managed platform, USAJOBS. This change is being initiated to reduce cost. During the migration process, ODEP reviewed their current application and updated it to reflect the needs of the student population they serve.

ODEP is requesting a "Non-Substantive Change for Certain Web-based Applications", as outlined in the ["Flexibilities under the Paperwork Reduction Act for Compliance with Information Collection Requirements"](#) memo, for the WRP Application that is part of the currently approved information collection under OMB Control No. 1230-0017. While most of the changes in the proposed attachment are web-based cosmetic changes that would be considered *de minimis*, the nature of the USAJOBS system requires the addition of a few clarifying questions regarding the locations of one's school or employment history. For example, the USAJobs version requests the applicant provide the country the school is located in and similarly provide the addresses of employers for the applicant's work history.

Neither ODEP or OPM expect these minor clarifying questions to significantly impact the burden and therefore request that this change be accepted as non-substantive.