

SUPPORTING STATEMENT FOR ELECTRONIC APPLICATIONS FOR THE ATTORNEY GENERAL'S HONORS PROGRAM AND THE SUMMER LAW INTERN PROGRAM

A. JUSTIFICATION

1. Circumstances of Information Collection:

Pursuant to 28 C.F.R. § 0.15, the Deputy Attorney General of the United States Department of Justice has the responsibility for administering the Department's recruitment programs for law graduates and law students. This includes hiring third-year law students and recent law school graduates (e.g., legal fellows, graduate law students and judicial law clerks) for full-time employment as attorneys following graduation or completion of a qualifying post-law school activity through the Attorney General's Honors Program (HP) and hiring compensated legal interns, primarily rising second-year law students, for summer employment through the Summer Law Intern Program (SLIP). The Honors Program has been in existence since 1953 and is considered the Federal Government's premier legal recruitment program.

The Deputy Attorney General has delegated the responsibility for administering these programs to the Director, Office of Adjudication, Recruitment, and Management (OARM), pursuant to 28 C.F.R. § 0.15(c) and 0.15(e).

2. Purpose and Use of Information:

The information to be collected is necessary for OARM, together with Department representatives who make the ultimate hiring selections, to make informed hiring decisions about HP and SLIP applicants (e.g., eligibility, qualifications, and interests).

3. Use of Information Technology:

OARM centrally manages the HP/SLIP. As part of its management functions, OARM utilizes services from the Application Services Branch (ASB) with the DOJ Office of the Chief Information Officer (OCIO) for an online application and applicant management system tailored specifically for the HP and SLIP in a Software as a Service (SaaS) solution. Known as the "Central OARM Recruitment Application" or CORA, the link is available on the Justice.gov Legal Careers website, specifically [Legal Careers | Entry-Level Attorneys](#) and [Legal Careers | Summer Law Intern Program](#).

Job applicants use the system to apply online and OARM personnel use the system as a managerial portal to oversee the hiring process. Position and applicant information is shared, as is necessary and appropriate, with Component Human Resources (HR), managers, selecting officials, and hiring committees.

The HP/SLIP application allows job applicants to apply for employment with hiring organizations (updated annually) during an annual recruitment cycle. In addition, OCIO provides

a managerial portal where OARM can review applicant eligibility, track hiring by multiple components throughout the hiring cycle, conduct outreach to fill ad hoc vacancies, communicate with applicants, post real-time status updates, and generate aggregate application workflow data.

Applicants may create an account and submit applications during the annual open season (typically late August through the Tuesday after Labor Day). DOJ employees in participating components can log into the Application System for Interns and Attorneys (ASIA) with credentials that are authorized and provisioned by OARM staff after the Component personnel submit a user management request.

Candidates enter information pertinent to legal employment on a series of electronic screens (the number of screens varies by Program; hiring organizations vary by year). The data is subsequently validated and entered for review by OARM, after which it is transmitted to the relevant Components responsible for evaluating candidates for legal employment. The candidate is automatically notified by e-mail that his/her application has been received when he/she certifies and submits his/her electronic application and provided other hiring status updates throughout the hiring cycle. All communications issued to candidates during the hiring cycle through this platform attach to the individual's application.

As noted in paragraph 6, below, the HP/SLIP hiring process operates on an expedited hiring timeline to remain competitive with private-sector employers, which mandates an application form that provides the concise information needed to evaluate the volume of applications the Department receives each year in a timely manner.

4. Efforts to Identify Duplication: OARM is the only office within the Department that collects this data. There is no existing source for collecting the information requested on the application (e.g., resumes generally do not provide the information needed to determine if a candidate is eligible for the Programs nor do they follow a standard format that allows for swift review or data input of the requisite information for the application. (The collection of certain data from the applicant is critical to the successful operation of the Programs. The collection of certain data triggers the generation of electronic status updates, selection/rejection notifications, instructional messages to applicants, and numerous statuses and statistical reports for the Department.)

No standard forms currently in use lend themselves to collection of the information needed by the Department of Justice's HP and SLIP hiring programs (e.g., law school class rank and other academic achievement, participation in law review, participation in moot court/mock trial or legal clinical programs, relevant experience, written and oral communication skills, public service interest, past or future graduation dates, extracurricular activities and legal externships, judicial clerkships/legal fellowships). Absent collection of the relevant information needed by the Department, hiring officials would not be able to identify the best qualified candidates for the position.

5. Involvement of Small Business or Other Entities: This collection of information does not impact small business or other small entities.

6. Consequences If Information Collection Is Not Conducted or Is Collected Less

Frequently: Formal hiring via the HP and SLIP is conducted once per year. It is the primary way the Department hires entry-level attorneys and compensated legal interns. Students hired under the SLIP may be "funneled" into the Honors Program (i.e., hired directly for a post-law school graduation entry-level attorney position after serving as a SLIP). Thus, this Program is equally vital to the Department. Eliminating this once-a-year cycle would eliminate one entire year of entry-level attorney and law student hiring, seriously curtailing the effective operations of the Department's litigating divisions and participating U.S. Attorneys' Offices. The Department depends on these programs to hire the high caliber entry-level attorneys required to conduct the Department's important legal work.

These applications are vitally important to the Department. The Department employs many more entry-level attorneys than any other federal agency. Consequently, timely and efficiently recruiting and hiring the highest caliber legal staff is of the utmost importance. The Department's chief competitors for the nation's best legal talent are the country's finest private law firms and corporations. In order to be competitive with private-sector employers, we must operate within similar recruitment time frames. This dictates that the programs have an early September deadline date. To encourage the maximum number of applicants to the program, it is crucial that the Department has an application form that provides the concise information needed to evaluate the volume of applications it receives each year in a timely manner. Use of the online applications is consistent with an Executive Order ([Reforming The Federal Hiring Process and Restoring Merit to Government Service](#)) dated January 20, 2025. Specifically, it integrates modern technology to support the recruitment and selection process, including the use of data analytics, improves communication with candidates to provide greater clarity regarding application status, timelines, and feedback, including regular updates on the progress of applications and explanations of hiring decisions where appropriate, and supports time to hire goals.

7. Explanation of Special Circumstances: None of the listed special circumstances is applicable to this collection.

8. Consultations Outside the Agency:

The Department published a notice in the Federal Register on May 15, 2026 (91 FR 27983) allowing for a 60-day comment period ending July 14, 2026. No comments were received. The 30-day notice was published in the Federal Register on July 17, 2026 (91 FR 44873). The comment period ends on August 16, 2026.

9. Payment to Respondents: The Department does not provide payments or gifts to respondents.

10. Assurance of Confidentiality: Confidentiality is not required in the processing of this information collection. A Privacy Act statement describes how information provided to the Department of Justice will be treated by the Department.

Social security numbers are not collected. ASIA collects applicant data (e.g., names, addresses, telephone numbers, e-mail addresses, and other information related to employment, education, and other information relevant to the jobs for which the individual applies). Such Personally Identifiable Information (PII) is available only to users who have a need-to-know, and who have appropriate permissions (e.g., applicant information is shared with designated DOJ human resources staff, managers, selecting officials, and other agency employees or contractors involved in the selection process).

This information can be shared in accordance with routine uses as published in system of record notice JUSTICE/DAG-008, Summer Intern Program Records, 50 FR 42611 (as modified by JUSTICE/DAG-009, Summer Intern Program Records, 66 FR 8425; 71 FR 35342; 71 FR 63354; 72 FR 3410; and 82 FR 24147); OPM/GOVT-1- General Personnel Records, 71 FR 35356 (June 19, 2006) (as modified by 77 FR 73694 (Dec. 11, 2012)); and OPM/GOVT-5- Recruiting, Examining, and Placement Records, 79 FR 16834 (Mar. 26, 2014) (as modified by 80 FR 74815 (Nov. 30, 2015); and 86 FR 68291 (Dec. 1, 2021). Providing the information requested by DOJ on this application is voluntary; however, failure to provide it may result in a determination of ineligibility or disqualification from consideration. The routine use of the information is to evaluate individuals for specific employment opportunities as well as to facilitate the selection process.

The provision of any RSNO information is voluntary: there are no consequences associated with non-response. Any voluntarily provided RSNO, ethnicity or disability information is not linked to the individual application and is only used in aggregate form by OARM for programmatic evaluation and provided in the form of aggregate summaries to participating components for evaluation, or pursuant to required statutory or regulatory reporting requirements (e.g., EEOC Management Directive 715 (MD-715)).

11. Questions of a Sensitive Nature: No questions of a sensitive nature are included.

12. Estimates of Hour Burden:

Applications to the Department's Honors and Summer Law Intern Programs vary from year to year, but the Department attracts a significant number of high caliber applicants to the programs compared to the number of positions available. On average over the past three years, approximately 1900 candidates apply to the HP & SLIP annually. It is estimated that the electronic application takes approximately one hour to complete and submit. It is further estimated that it takes an average of an additional 45 minutes to review the instructions, search existing data sources, gather and maintain the data needed, and complete and review the information collected. In addition, approximately 600 HP applicants will complete the **Virtual Interview Scheduling form**. Each Interview Scheduling Form will take approximately 10 minutes to complete. Thus, the annual burden would be 3425 hours based on 1900 applicants

(the average number of applications received in the last several years) x 1.75 response hours
(estimated time to collect the appropriate information and complete the Program application)
plus 100 hours (time for 600 HP candidates to complete the Virtual Interview Scheduling Form).

Estimated Annualized Respondent Cost and Hour Burden

Activity	Number of Respondents	Frequency	Total Annual Responses	Time Per Response	Total Annual Burden (Hours)	Hourly Rate*	Monetized Value of Respondent Time
Name of collection instrument: Electronic Applications for the Attorney General's Honors Program and the Summer Law Intern Program (Individuals)	1900	1/annually	1900	105 min	3325	\$111,520.50	N/A
Virtual Interview Scheduling Form (Individuals)	600	1	600	10 min.	100	\$3,354.00	N/A
Unduplicated Totals	2500		2500		3425	\$114,874.50	N/A

* Hourly rate source citation: Bureau of Labor Statistics (BLS) Occupational Employment and Wage Statistics Query System (<https://data.bls.gov/oes/#/home>) for full-time wage and salary workers. According to available BLS data as of June 23, 2026, the mean hourly wage is \$33.54 based on the BLS wage code "00-0000 All Occupations." DOJ estimated the associated costs by multiplying the average annual reporting burden (including the more limited Virtual Interview Scheduling) (3425) times the \$33.54. However, we note that the majority of HP/SLIP applicants are full-time students, not individuals working full-time, so the associated costs estimate is artificially inflated.

13. Estimate of Annualized Cost Burden to Respondents: There are no capital or start up costs associated with this information collection. There is no fee charged to individuals who apply. The cost to such individuals is \$0.

14. Estimate of Annualized Cost to the Federal Government:

OARM Annual Costs			
	Staff Salaries		
	GS-13		\$6614.00
	GS-15		\$24,993.00

Subtotal OARM Costs		\$31,607.00
Contract/Subscription Costs		
	Payment to Office of the CIO (OCIO) Service Delivery Staff (SDS) Application Services Branch (ASB) (OARM Application System for Interns and Attorneys (ASIA)).	\$39,885
Total Annual Costs		\$71,492.

15. Changes in Burden: Revision of a currently approved collection.

- a. Following internal reorganization within DOJ, the agency name is now the Office of Adjudication, Recruitment and Management (OARM).
- b. The contract for the application system is now held by the DOJ Office of the Chief Information Officer, Application Services Branch. There is no impact on the public burden or cost to this change.
- c. OARM, in coordination with hiring offices, periodically reviews questions relating to qualifications and experience for relevance.

1) The 2026 hiring cycle adds two "Yes/No" questions to the questions presented to SLIP applicants, specifically:

- Did you receive an award for oral advocacy in first year law school moot court?
- Did you receive Departmental honors or awards for an undergraduate/graduate thesis or dissertation?

This change is limited to the questions presented to eligible applicants to the Summer Law Intern Program-Pathways, who often have limited objective law school accomplishments at the time they apply. There is de minimis impact on the public burden and no impact on cost.

2) The 2026 hiring cycle questions presented to all applicants reflect the following changes:

- a modification to an existing "check the box" question relating to whether an applicant had a specific type of public service experience, because the existing language was overbroad/too vague.

Old: Legislative experience

New: Full-time Federal/State Government employee (other than in the armed services) for at least one continuous year, including full-time work in a Congressional office or State legislature.

There is no impact on the public burden or cost to this change.

- a new "check the box" question relating to experience.

New: Full or part-time employment, or significant volunteer work with a non-legal non-profit organization.

There is de minimis impact on the public burden and no cost to the change.

- c. Questions related to residency were eliminated based on a broader DOJ policy change regarding residency. There is de minimis reduction to the public burden. There is no cost to these changes.
- d. Estimate of annualized cost to the federal government increased due to salary changes since the prior estimate. As noted in b, above, OARM moved to an in-house contractor but there was no change in cost.
- e. There previously were two essay questions. The first was modified (broadening its scope) and the second deleted. There is no impact on cost and a reduction on the public burden.

16. Time Schedule, Publication and Analysis Plans: None.

17. Display of Expiration Date: We request no exemption: the Department will display the expiration date underneath the OMB number at the top of the application form.

18. Exceptions to Certification Statement: The Department does not request an exception to the certification of this information collection.

B. COLLECTIONS OF INFORMATION EMPLOYING STATISTICAL METHODS.

This section is not applicable: the collection does/does not contain statistical data.