Q: What is the Workforce Recruitment Program (WRP)?

A: The WRP is a recruitment and referral program that connects students with disabilities to an opportunity for employment. Through participating colleges and universities, WRP creates a database for federal and select private-sector employers nationwide to find highly motivated college students and recent graduates with disabilities who are eager to demonstrate their abilities in the workplace through summer or permanent jobs. Candidates represent all majors, and range from college freshmen to graduate students and law students. Information from these candidates is compiled in a searchable database that is available through this website to federal Human Resources Specialists, Equal Employment Opportunity Specialists, and other federal employees and hiring officials in federal agencies.

Q: How does the WRP work?

A: Every year, WRP staff approach more than 300 colleges and universities to participate in the WRP recruitment process for the year. WRP School Coordinators at these schools conduct outreach to their eligible students and encourage them to apply to participate in the WRP. School Coordinators must be college staff are usually from the career or disability services office. Candidates that are approved by the School Coordinators and completed the application by the deadline are given the opportunity to have an elective informational interview with a trained volunteer WRP Recruiter from a federal agency.

Q: Who is eligible to participate?

A: To be eligible to register, candidates must be current, full-time, degree-seeking undergraduate or graduate students with a disability, or have graduated within two and a half years of the release of the database each December. For the 2022 WRP database release, registrations are due by October 11, 2021 and applications are due by October 13, 2021. A candidate who graduated with a degree from a postsecondary school on or after April 1, 2019 would still be eligible to participate. Candidates must be U.S. citizens, must be attending or have graduated from a U.S. accredited college or university, and be eligible under the Schedule A Hiring Authority for persons with disabilities. Candidates must also be approved by a WRP School Coordinator to apply to WRP and participate in an interview.

Q: What is the process for the candidates?

A: Candidates can start to register in late August by going to wrp.gov, clicking on the Student Registration button, filling out the basic information, and pressing “Submit.” Candidates cannot complete the second part of their application until the School Coordinator at the school at which they plan to participate approves their account. Once the School Coordinator approves them, the candidates will receive an email with instructions for how to create or use their Login.gov account to sign into WRP. Please note that candidates must be approved by a School Coordinator before they can gain access to the WRP application.

Once the candidates are working on their application, they and the School Coordinator can see what the candidates need to complete and upload. The School Coordinator and the candidate have similar capabilities to update the candidates’ applications. If the candidate completes the application before the deadline in October, then that individual will be included in the WRP
database when it is published to employers in December. About a week after the deadline, the candidate should work with the School Coordinator to schedule an informational interview with the WRP Recruiter. Candidates are not required to participate in the informational interview, but if they elect to have an interview, they must be prepared and on time for it. Interviews take place remotely and are conducted by telephone unless an accommodation is needed. After interviews occur, the database of completed candidate applications is published each December and is available to employers for the following calendar year.

Q: What if my school is not participating in the WRP?

A: Candidates may be able to participate even if they are not attending a school with a WRP School Coordinator. If a student or recent graduate is applying from a school without a WRP School Coordinator, he or she should contact the WRP at wrp@dol.gov. If a student registers and indicates they are from a non-participating school, a WRP Program Manager may contact the student directly to determine if he or she can be placed with a participating WRP school. WRP Program Managers do their best to place candidates from non-participating schools, but account approval cannot be guaranteed. Be aware that the candidate will have to fulfill any additional requirements that the college or university has put in place in order to participate through that school.

Q: What agencies hire from the WRP Database?

A: The agencies that hire from the WRP database change and vary from year to year. Here is a list of agencies who have hired WRP candidates in the past. Federal agencies who employed WRP candidates include the Departments of Defense, Labor, Agriculture, Commerce, Homeland Security, Health and Human Services, Housing and Urban Development, Interior, Justice, State, Treasury, and Veterans Affairs; the Social Security Administration; the Federal Housing Finance Agency; the Nuclear Regulatory Commission; and the Federal Deposit Insurance Corporation. Candidates have worked in more than 38 states, the District of Columbia, Puerto Rico, and as civilian employees on military bases in Germany, Italy, and South Korea.

Q: What sort of jobs will the candidates be assigned?

A: Candidates are not interviewing for specific positions at specific agencies. They have the opportunity to have an elective informational interview with a federal recruiter to learn about federal service and discuss their career path. Candidates are not placed into jobs; they are simply applying to be part of a database of postsecondary students and recent graduates with disabilities that is made available to federal employers directly and to the private sector through a contractor. Employers will then reach out to candidates directly if they are interested in interviewing or hiring them for a specific position. Candidates should be aware that WRP is not a guarantee of employment and not everyone who participates in WRP is contacted by employers.

Q: Are all WRP opportunities paid?

A: While most WRP opportunities are paid, please note that there are some cases and agencies who may reach out to current students about unpaid opportunities. In those cases, the candidate may be asked if they are interested and able to do the internship for school credit. Like with all
opportunities, the candidate is welcome to decline if they are not in a position to take an unpaid internship position.

**Q: Where can candidates get more information about the WRP process?**

A: Candidates should consult with their WRP School Coordinator in their Career Center or Disability Services Center to ask questions about the process, ask for a resume review, or discuss questions to ask during an informational interview. The Career Center has many resources that will help prepare candidates for their application and interview.

If an individual’s college or university is not currently participating, they should provide the [Flyers and Information for Interested WRP Schools](#) to someone at their school or alma mater’s career or disability services office and ask that staff person to reach out to [wrp@dol.gov](mailto:wrp@dol.gov) to learn about how to register their school to participate.