

## Frequently Asked Questions for Parents of WRP Candidates

The following are questions normally asked by parents or caregivers of student participants in the Workforce Recruitment Program

**Q: What is the Workforce Recruitment Program?**

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 private sector employers nationwide to find highly motivated college students and recent graduates with disabilities who are eager to prove 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 candidate interviews is compiled in a searchable database that is available through this website to federal Human Resources Specialists, Equal Employment Opportunity Specialists, and other hiring officials in federal agencies.

**Q: How does the Program Work?**

A: Every year, WRP staff approach over 300 colleges and universities to act as WRP interview sites for the year. Campus coordinators at these schools contact their eligible students and encourage them to apply to participate in the WRP. Candidates that are approved by the campus coordinators are interviewed by trained WRP recruiters from federal agencies.

**Q; Who is eligible to participate?**

To be eligible to register, candidates must be current, full-time undergraduate or graduate students with a disability, or have graduated within one year of the release of the database each December. For the 2016 WRP release, interviews will be held in the fall of 2015. A candidate who graduated in April, 2014 or later would still be eligible to participate. Candidates must be U.S. citizens. Candidates must then be approved by a WRP Campus Coordinator to participate in an interview.

**Q: When can candidates register?**

A: Student registration is a two part process. Candidates can start to register in late August, by going to [www.wrp.gov](http://www.wrp.gov) and clicking on the Student Registration button. There they can complete the first part of their registration and submit the information to WRP. Once they have been approved to participate by the Campus coordinator at the school at which they plan to interview, , the candidates will get an automatically generated email with their username (email address) and temporary password.

**Q: What is the process for the candidates?**

A: A: Candidates can start to register in late August, by going to [www.wrp.gov](http://www.wrp.gov) and clicking on the Student Registration button and filling out the basic information and pressing submit. The candidates can't complete the second part of their application until the Campus coordinator at the school at which they plan to interview approves them. Once the campus coordinator approves them, the candidates will get an automatically generated email with their username (email address) and temporary password.

They need to follow the directions in that email and log in with their username and temporary password to <https://wrp.gov>. When the candidate enters their temporary password, they need to be very careful to enter the temporary password exactly as it is written. It is recommended that they copy and paste the password from the email into the password field. But, when they do that, be sure to not get any extra spaces before or after the actual password or it won't work.

Once the candidates are working on their application, they and the school coordinator can see everything that they need to complete and upload. The campus coordinator and the candidate have the exact same capabilities to update the candidates' applications. At this time, the candidate should work with the campus coordinator to schedule and interview with the WRP recruiter.

**Q: What if my child's school is not participating in the WRP?**

A: Candidates can participate even if they are not attending a school with a WRP coordinator. Have the student contact the WRP at [wrp@dol.gov](mailto:wrp@dol.gov) and the WRP staff will connect them with a participating school to help them through the process. Be aware that the candidate will have to fulfill any of the requirements of the campus coordinator in order to participate.

**Q: What types of questions will be asked and how do candidates prepare for the interviews?**

A: WRP doesn't provide the candidates with a list of questions that they are going to be asked because they are typical/general interview questions. Candidates should be able and confident to talk about themselves, their work experience, their skills, their strengths, their goals, where they want to work (by state), the type of work they want to do in the future, and any workplace accommodations they might need. The only question that they should be ready to answer that is a little different than a typical interview would be to answer the question, "What workplace accommodations do you need in order to perform the essential components of the position?" If candidates are not comfortable with this question, they should consult with their Disability Services Office for assistance in translating their academic accommodations to workplace accommodations and effective ways of communicating that to the recruiter.

The recruiter may ask the candidate what agencies they would like to work at in the future. The candidates should be able to articulate an answer to that question with two or three reasons why they feel they are a good fit for those agencies. However, a student should be prepared to do this for any interview they have.

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

A: Candidates are not interviewing for specific positions at specific agencies. They are being interviewed to assess their strengths and overall readiness to work in the federal or private sector. Candidates are not placed into jobs; they are simply being added to a database that is made available to federal employers directly and to the private sector through a contractor. Recruiters are assessing a candidate's qualifications, direction, and communication.

**Q: What agencies hire from the WRP Database?**

A: Federal agencies who employed WRP candidates include the Departments of Defense, Labor, Agriculture, Commerce, Homeland Security, Health and Human Services, Housing and Urban Development, Justice, Treasury, Transportation, and Veterans Affairs; the Social Security Administration; the National Park Service; the Environmental Protection Agency; the Federal Deposit Insurance Corporation; the Office of Personnel Management; the Pension Benefit Guarantee Corporation; the US Securities and Exchange Commission; and USAID. Candidates worked in more than 38 states, the District of Columbia, Puerto Rico, and as civilian employees on military bases in Germany and South Korea.

In addition to the federal agencies, there have also been a number of private employers who have hired WRP candidates. They include: Deloitte, Fairfax County Government, General Dynamics, IBM, Institute for Human Centered Design, John J. Heldrich Center for Workforce Development, Prudential, Space Systems/Loral, and VW of America.

**Q: How is location determined? For example, would candidates be recruited for jobs in other states?**

A: As for the location preference question, the recruiter will ask the candidate which states they want to list as their location preferences. They can list up to 5 states. The candidate can then also put restrictions on the locations listed. For example, they say that they want to work in VA, but they only mean Northern VA/DC metro area. Or, the candidate is willing to work in California, but they need to have access to public transportation. The recruiter would note that in the Location Preference Notes section which is right next to the location preference section that the employer sees.

We ask the recruiters to caution the candidates from saying random states or having the recruiter write "All" or "Open" in the location notes section. Many times the candidates really don't mean all or they haven't thought of the cost of living for a certain area, the availability of supports- whether that is disability related supports or even family and friend supports, transportation issues, or housing arrangements.

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

Candidates should consult with their Campus coordinator in their Career Center or Disability Services Center on campus to ask questions about the process conduct mock interviews prior to their WRP interview and get on their schools interview schedule. The Career Center has many resources that will help prepare candidates for their interview.



The Workforce Recruitment Program (WRP) is a recruitment and referral program that connects federal sector employers nationwide with highly motivated college students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs. The U.S. Department of Labor's Office of Disability Employment Policy (ODEP) and the U.S. Department of Defense's Office of Diversity Management & Equal Opportunity (ODMEO) manage the program, which continues to be successful with the participation of many other federal agencies and sub-agencies. Since the program's expansion in 1995, over 7,000 students and recent graduates have received temporary and permanent employment opportunities through the WRP.



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[www.wrp.gov](http://www.wrp.gov)

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