



In 2022, the [U.S. Department of Labor's Office of Federal Contract Compliance Programs](#), or OFCCP, [kicked off](#) its contractor verification system.

This year marks the third year of the certification obligations, which grew out of a [U.S. Government Accountability Office](#) study that recommended the OFCCP improve its oversight of how contractors create and implement their affirmative action programs, or AAPs.

The Trump administration formally proposed the verification system, and the Biden administration kept it on track through the [Office of Management and Budget's](#) approval process.

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## Authors



### Christopher Wilkinson

Senior Counsel

[CWilkinson@perkinscoie.com](mailto:CWilkinson@perkinscoie.com) [202.661.5890](tel:202.661.5890)