

DEPARTMENT OF DEFENSE



Defense Civilian Personnel Advisory Service

Priority Placement Program (PPP) Changes

**DCPAS/SCTP
July 2016**



Bottom Line Up Front

- The Deputy Assistant Secretary of Defense (Civilian Personnel Policy) established an enterprise working group to formulate options for:
 - Streamlining the PPP; and
 - Optimizing career transition assistance for civilians
- The working group's efforts led to three alternative courses of action (COAs)
- Components agreed with recommended COA
 - Decision pending





Evolution of the PPP

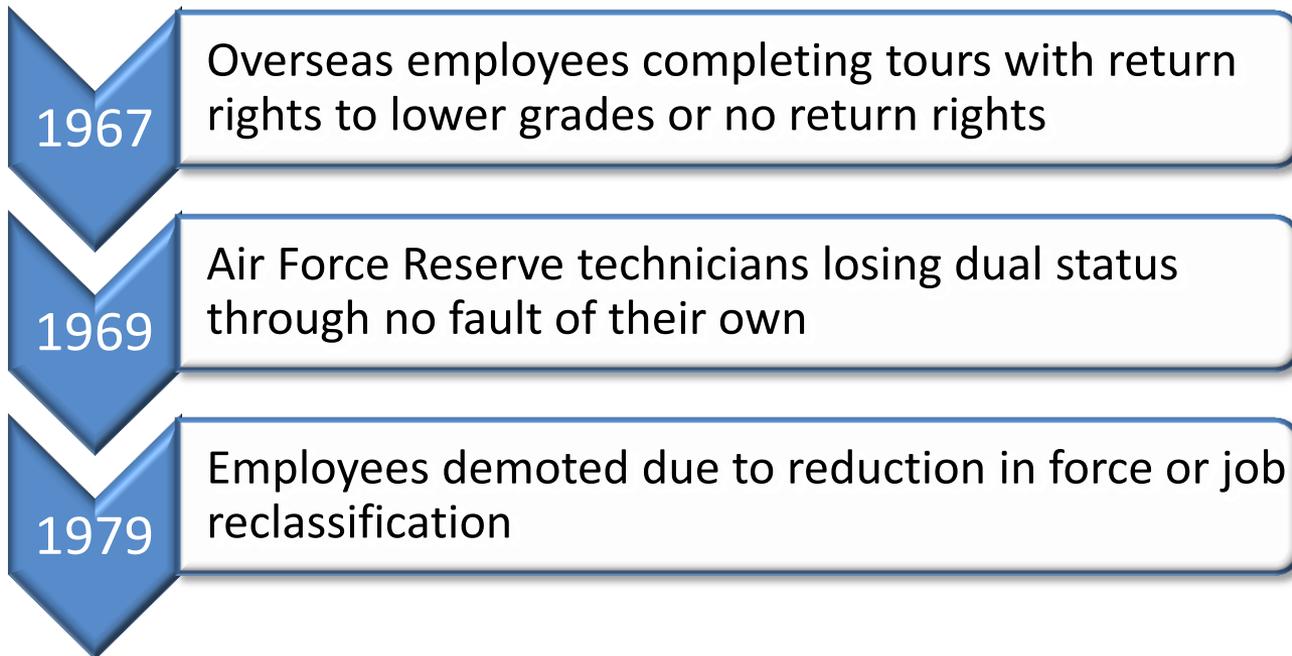
- The PPP was established in 1964 solely for employees separated in conjunction with base closures
 - Closures were prompted by President Kennedy's initiative to transform a military that was still structured to re-fight World War II
 - Secretary of Defense McNamara assured Congress that all displaced employees would be placed in other DoD jobs
 - An automated registration and referral system was developed to implement the SECDEF commitment
- The PPP is now a collective of 10 placement programs
 - Some were designed to enable compliance with Federal laws and regulations
 - Some are discretionary and were added to meet the needs of the Department





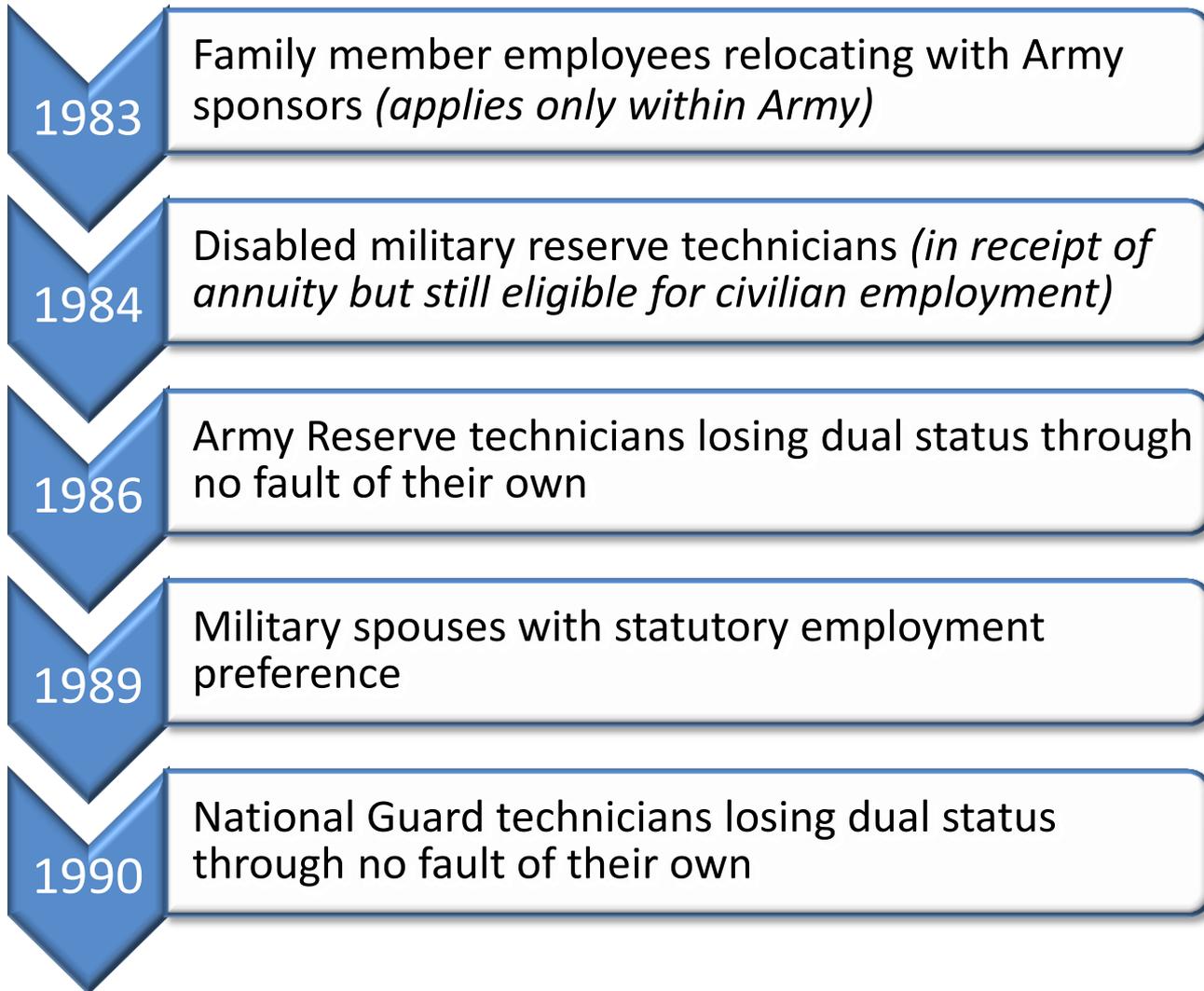
Evolution of the PPP

- Since 1964, the program has been expanded to provide assistance for other categories of registrants
- Checkmark indicates career transition assistance is required by law or Federal regulation



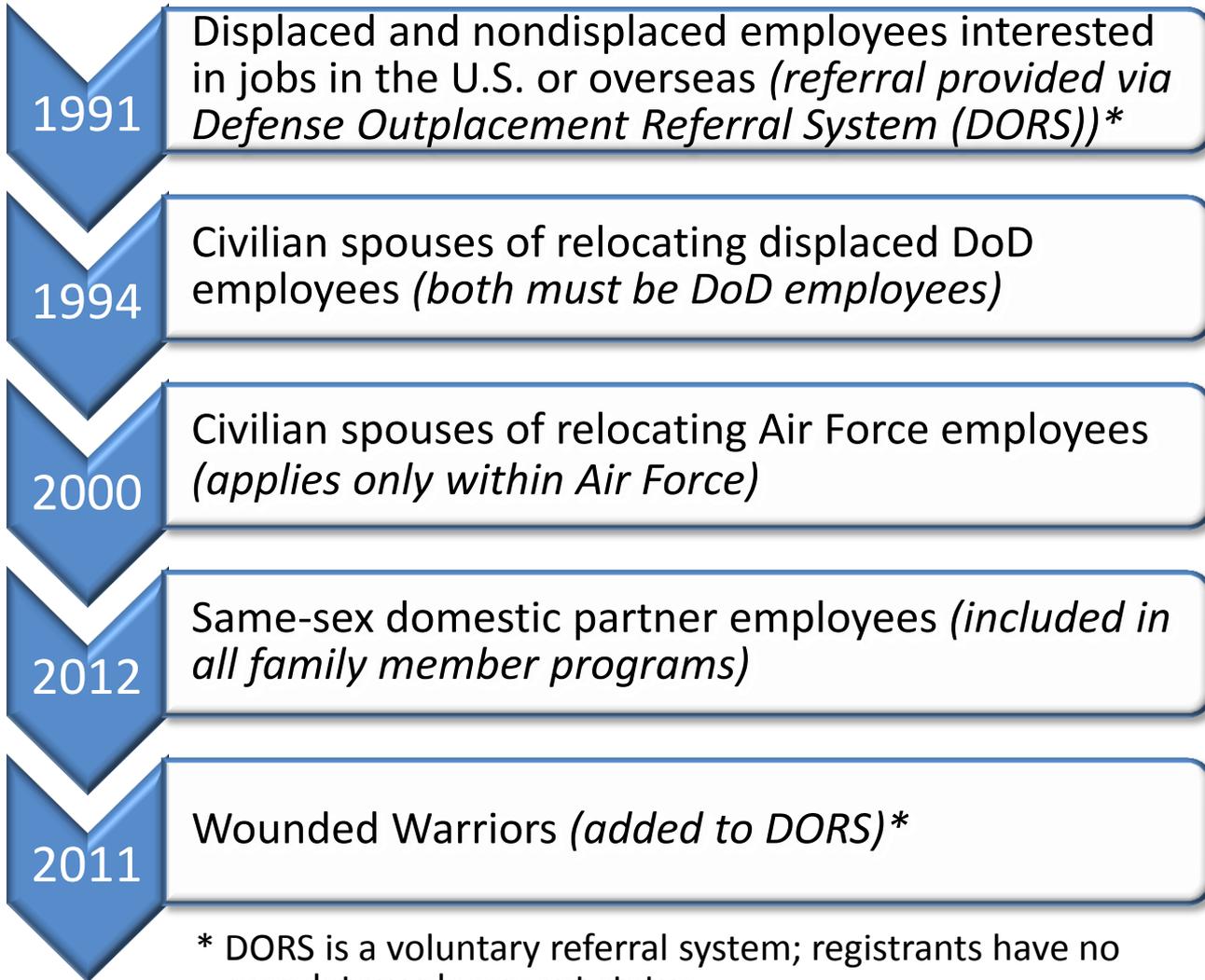


Evolution of the PPP





Evolution of the PPP



* DORS is a voluntary referral system; registrants have no mandatory placement status





Civilian Transition Assistance Plan (CTAP)

- In 1995, President Clinton directed all Federal agencies to afford mandatory placement status to surplus and displaced employees
- OPM established CTAP to implement the President's mandate
 - Codified in 5 CFR Subpart F
 - Provides priority placement status within same agency and commuting area for employees being separated due to reduction in force or transfer of function
 - Eligible applicants block selections from within or outside the agency if well qualified
- DoD is exempt from CTAP solely because of the PPP

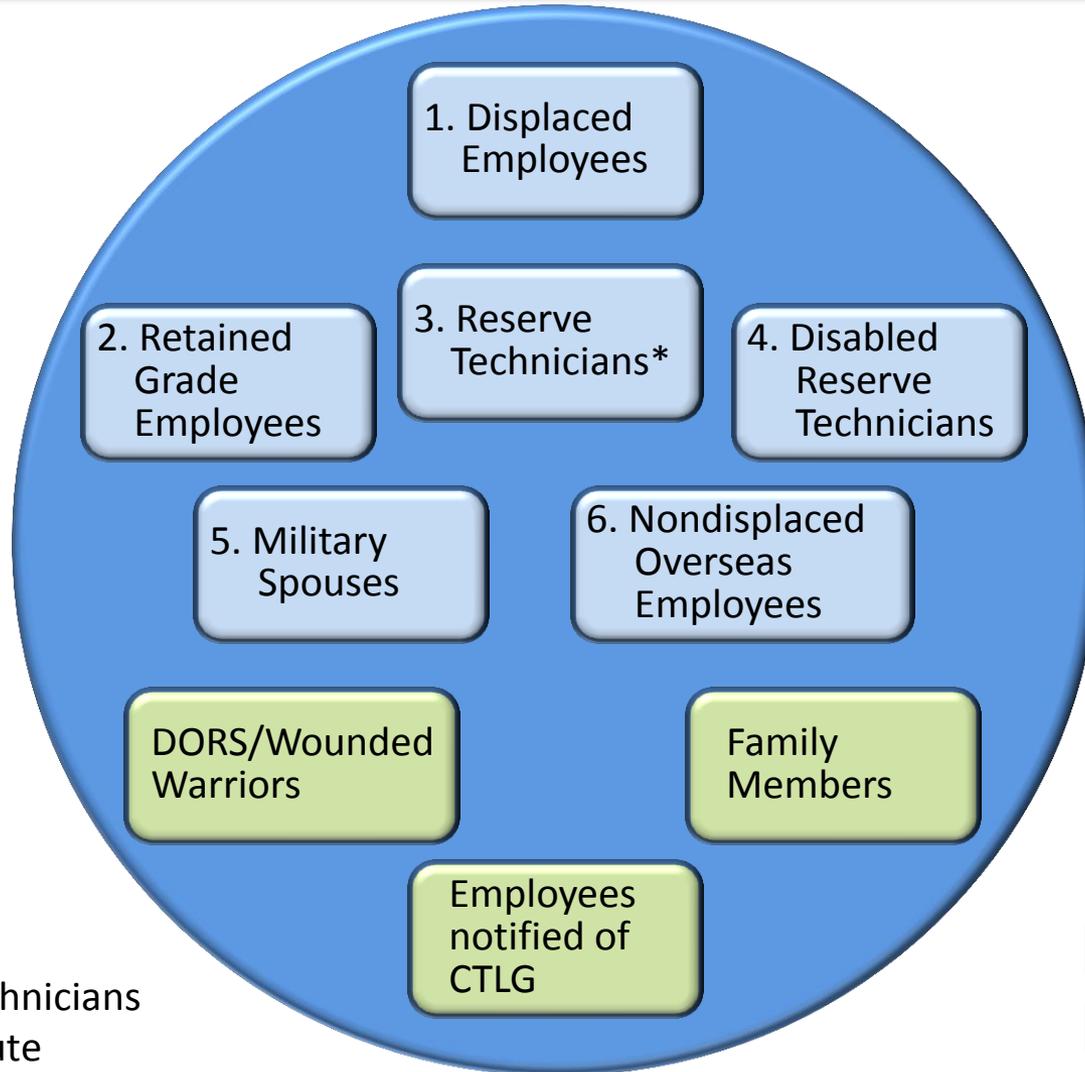
"Nothing in this memorandum shall affect the Priority Placement Program operated by the Department of Defense."

- William J. Clinton, September 12, 1995





Current State Priority Placement

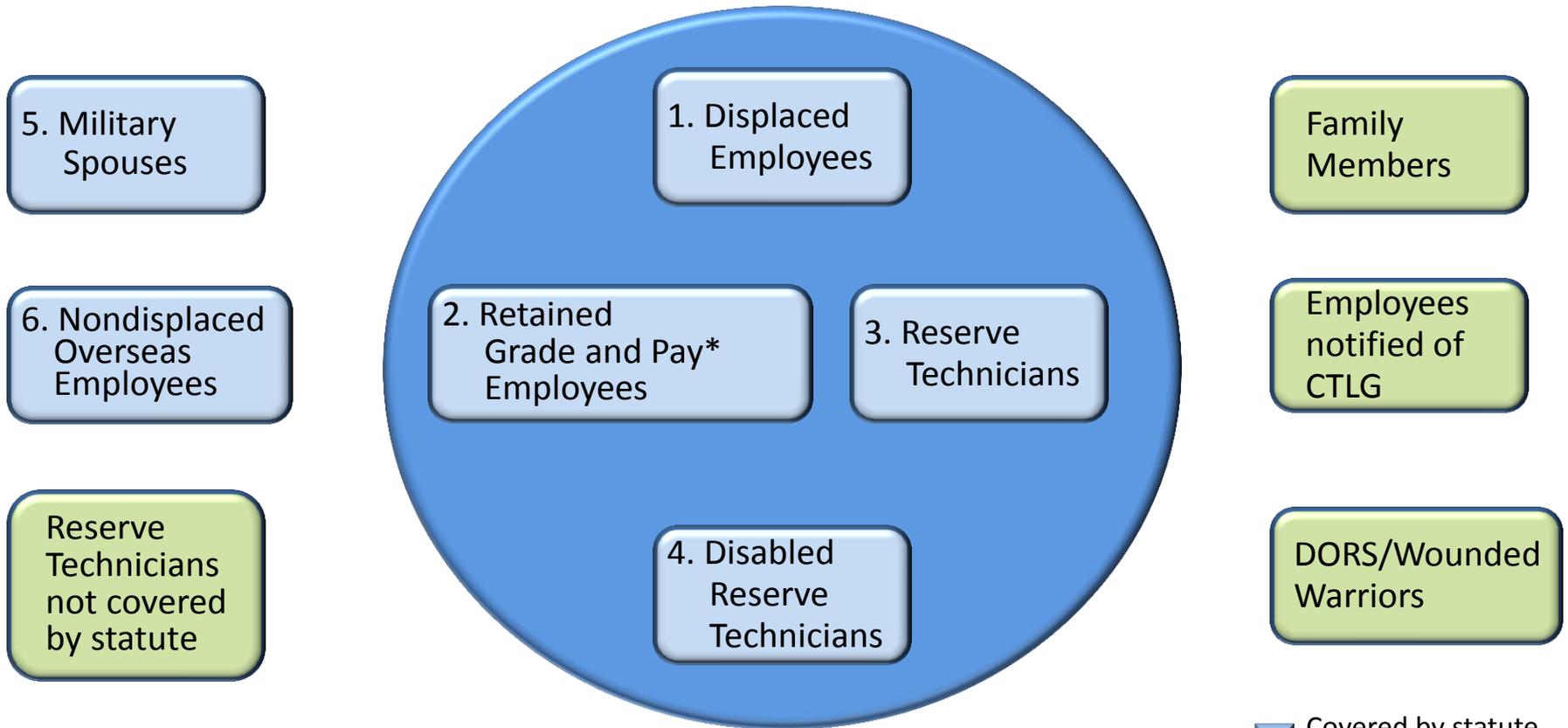


*Includes reserve technicians not covered by statute





Minimum State Priority Placement



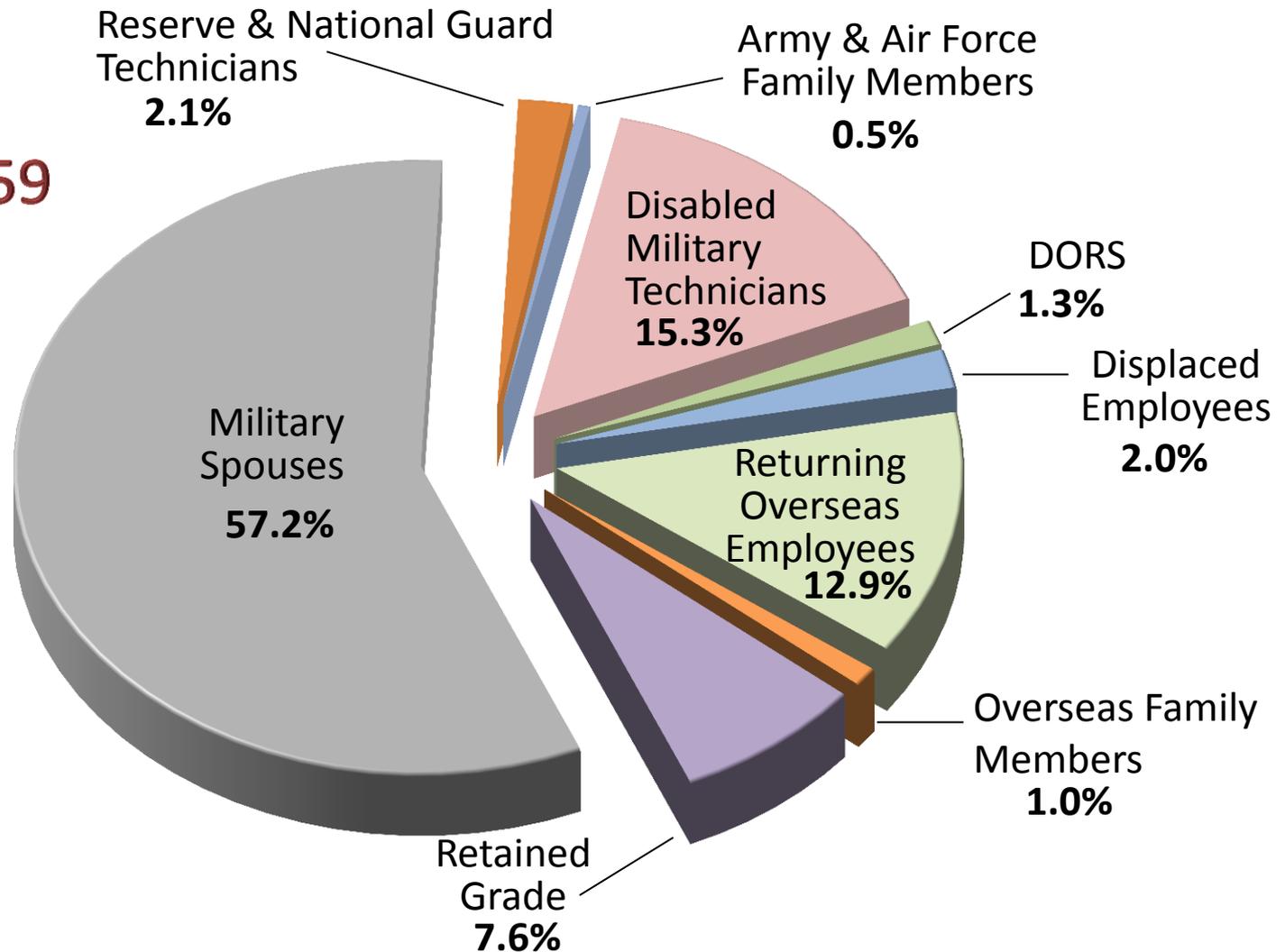
*Retained PAY employees not currently placed through PPP





PPP Registrant Population

Total = 8,859
as of 5/10/16





Why Change?

- There is a perception across the Department that PPP needs to be streamlined because it:
 - Is resource intensive and does not provide sufficient return on investment;
 - Delays the hiring process; and
 - Prevents managers from selecting who they believe is best qualified.





COAs for Future State Placement Assistance

Group	COA 1	COA 2	COA 3
Displaced employees	<i>Apply for placement</i>	Automated referral	Automated referral
Retained grade/pay employees	<i>Apply for placement</i>	<i>Apply for placement</i>	Automated referral
Military Technicians	<i>Apply for placement</i>	<i>Apply for placement</i>	Automated referral
Disabled Military Technicians	<i>Apply for placement</i>	<i>Apply for placement</i>	<i>Apply for placement</i>
Military Spouses	<i>Apply for preference</i>	<i>Apply for preference</i>	<i>Apply for preference</i>
Overseas Employees	<i>Apply for placement</i>	Automated referral	Automated referral

Italicized text indicates change from current procedure





Course of Action 1

COA 1: Adopt a placement assistance policy that meets minimum statutory and regulatory requirements through a job application system.

Features:

- *No automated matching of people to vacancies*
- *Employees exercise preference/placement eligibility by applying to vacancy announcements*
- *Placement assistance continues for statutory and regulatory groups*
 - *RIF/TOF separatees*
 - *Dual status military technicians (MTs)*
 - *Disabled MTs*
 - *Employees on grade/pay retention*
- *Military spouses exercise hiring preference through the application process for all jobs in the U.S. and Overseas*





Course of Action 2*

COA 2: Maintain the Automated Stopper and Referral System (ASARS) to place employees facing separation due to reduction in force (RIF) or transfer of function (TOF) and overseas employees without return rights.

Features:

- *Restores PPP to original purpose of providing assistance primarily to employees affected by RIF/TOF*
- *Retains ability to mitigate large-scale workforce restructuring and reductions*
- *Provides assistance to employees subject to DoD rotation policy*
- *Placement assistance continues for other statutory and regulatory groups through the application process*
 - *Dual status military technicians (MTs)*
 - *Disabled MTs*
- *Military spouses exercise hiring preference through the application process for all jobs in the U.S. and Overseas*

*Recommended COA





Course of Action 3

COA 3: Establish standardized procedures for military spouses and disabled military technicians to apply for employment on their own initiative and retain automated registration and referral through the PPP for other groups.

Features:

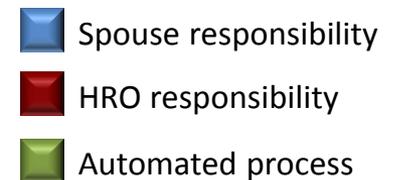
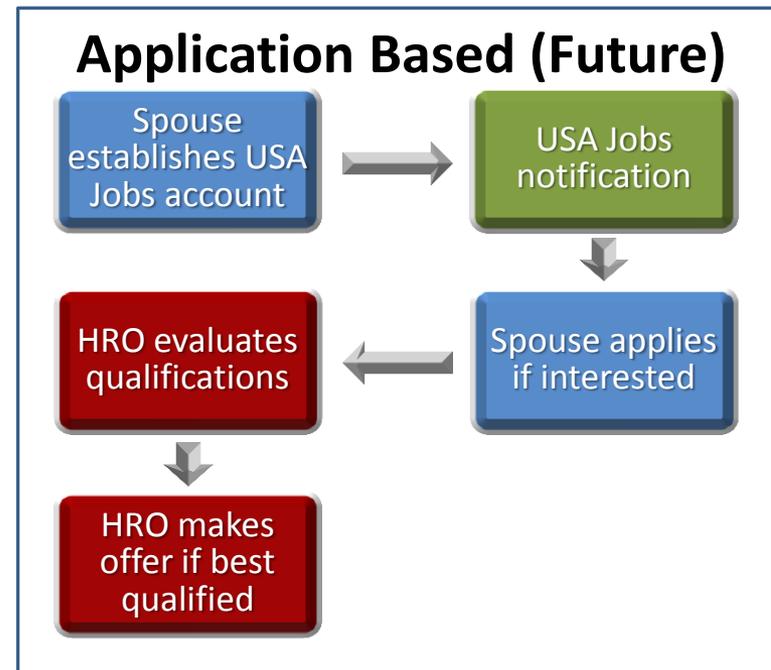
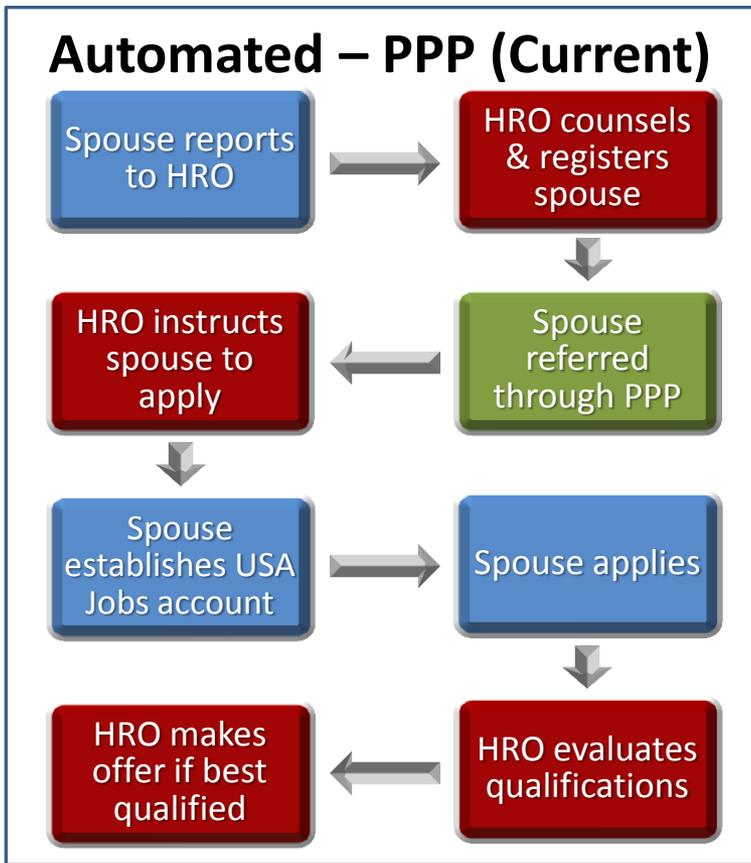
- *ASARS maintained for all current groups except military spouses and disabled MTs*
- *Disabled MTs provided placement assistance through the application process*
- *Military spouses exercise hiring preference through the application process for all jobs in the U.S. and Overseas*





Streamlining Military Spouse Preference (MSP)

- In all three alternative COAs, MSP eligibles would apply to vacancy announcements to exercise preference vice registering in the PPP





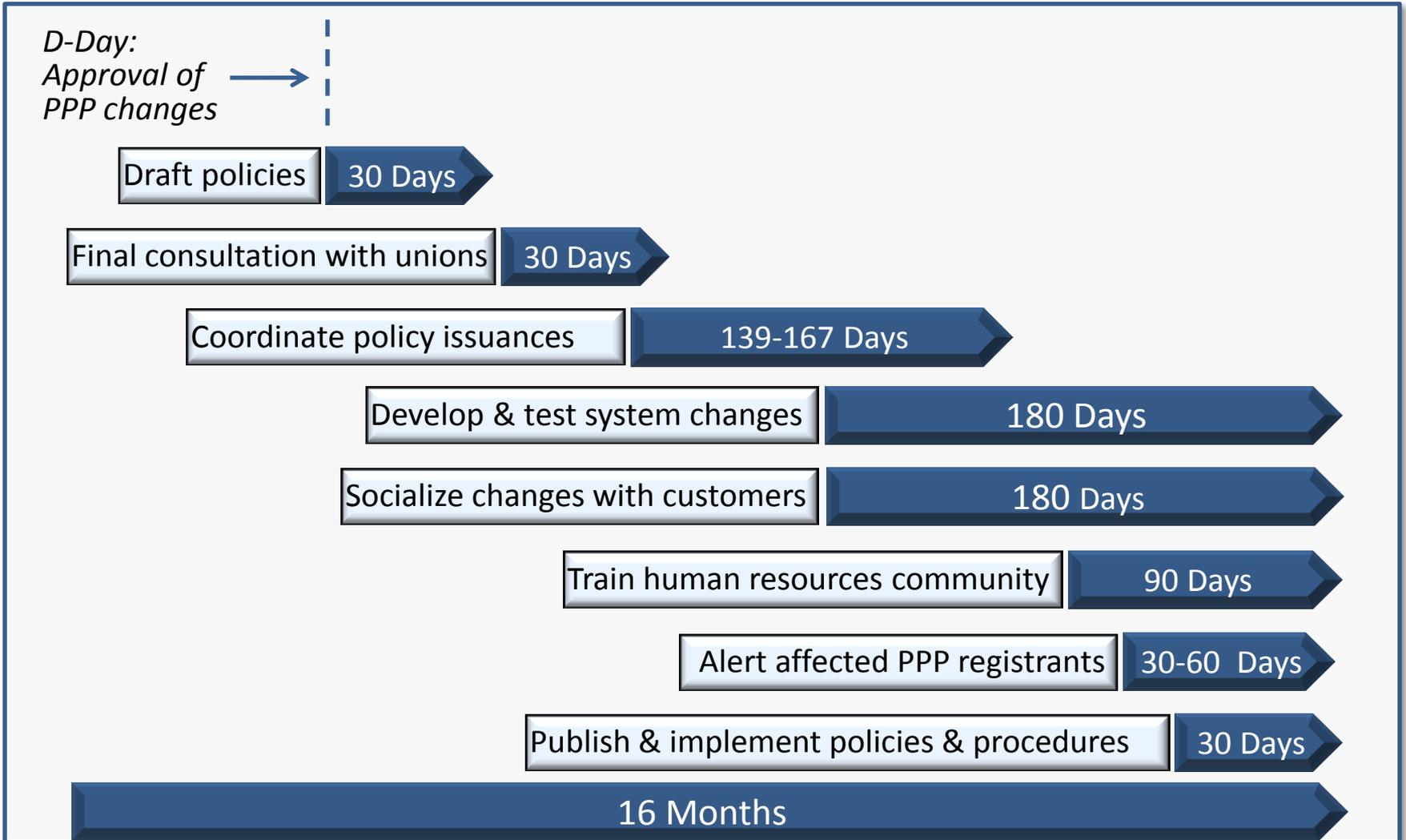
Recommended Course of Action

- COA 2
 - PROS
 - Restores PPP to its original intent
 - Reduces automated workload
 - DoD retains ability to manage separation costs
 - DoD oversight/authority remains intact
 - Facilitates rotation of overseas employees without return rights
 - Allows military spouses to selectively exercise preference through the application process
 - Other groups afforded placement when they apply
 - CONS
 - Removing military spouses, disabled MTs and discretionary groups from the PPP may be viewed unfavorably





Implementation Sequence





WHS Pilot

- DCMO requested pilot of additional flexibilities
 - Applies to organizations serviced by WHS
 - Applicant based placement
 - PPP candidates must meet best qualified criteria
 - Qualifications determined by gaining activity SME panel
- Pilot procedures still under development
- Controls being identified to assess impact of pilot





Back-up Slides





Minimum Placement Requirements

	Group	Area of Referral	Period	Employee Requirement	Agency Requirement
1	Displaced Employees <ul style="list-style-type: none"> • RIF separation • Transfer of Function (TOF) declination 	Commuting area	Receipt of notice to separation date	Apply for selection priority	Place if well qualified
2	Grade and Pay* Retention	Commuting area	Grade/pay retention period	N/A	Establish placement plan
3	Dual-status Military Technicians losing military membership	Discretionary	Receipt of notice up to 1 year after separation	Apply for priority consideration	Provide priority consideration
4	Disabled Dual-Status Military Technicians (service-connected disabilities)	Commuting area	Receipt of OPM determination until annuity ends or placement	Consideration from ANY agency when they apply	Provide priority consideration

*Retained PAY employees not currently placed through PPP





Additional Statutory Requirements

	Group	Area of Referral	Period	Employee Requirement	Agency Requirement
5	Military Spouse Preference Eligibles (relocating with sponsor)	Commuting area of service member's new PDS	Upon relocation of service member to new PDS	Apply for hiring preference	Provide preference when best qualified
6	Rotation of Overseas Employees (Return Rights)	CONUS geographic area from which hired	Upon completion of tour	Request return to former position	Honor return rights to same or equivalent position

