

PROGRAM ELIGIBILITY

Spouses of active duty military members of the U.S. Armed Forces, including the U.S. Coast Guard and full time National Guard, may register 30 days prior to the sponsor's reporting date, for competitive service positions at DoD activities in the U.S. and its territories and possessions provided the spouse accompanies the military sponsor who is:

- ❖ Assigned by a PCS move from overseas to U.S., or to a different commuting area within the U.S., including the U.S. territories or possessions;
- ❖ Relocating to a new and permanent duty station after completing basic and advanced individual training.
- ❖ Permanently assigned to the same duty station where initial entry training was received;
- ❖ Assigned by PCS to a service school regardless of the duration of training;
- ❖ A former military member who re-enlists and is placed in a permanent assignment; or
- ❖ Reassigned on an unaccompanied tour by PCS with orders specifying the sequential assignment. The spouse may register for activities in the commuting area of the sequential assignment at any time during the sponsor's unaccompanied tour.

(NOTE: Military spouses are ineligible for Program "S" when the sponsor relocates in conjunction with retirement or separation.)

PROGRAM REGISTRATION

Registration may be accomplished at the losing activity up to 30 days prior to the sponsor's reporting date or, upon relocation, at any activity in the commuting area of the sponsor's new duty station. If not currently employed by DoD, an eligible spouse may register at an activity in the gaining area or, if registration is desired in advance, at any activity in the losing area.

HOW DO I REGISTER?

To register in the Military Spouse Program, please contact the Human Resources Service Center, Northwest Region at (360) 315-8221 or email us at: HRSCNW-NWPPP@navy.mil.

WHAT DO I NEED TO REGISTER?

- ❖ Copy of current resume
- ❖ Copy of sponsor's orders
- ❖ Copy of Leave Without Pay (LWOP) Notification of Personnel Action (SF-50) or your last SF-50, along with the LWOP SF-52 or memo granting LWOP. The document granting LWOP must have detailed information concerning the LWOP.
- ❖ Copy of last performance appraisal
- ❖ Copy of SF-75 (Request for Preliminary Employment Data) or equivalent (i.e., computer printout of employee data from your former personnel office).

DEPARTMENT OF DEFENSE PRIORITY PLACEMENT PROGRAM (PPP)

MILITARY SPOUSE PROGRAM



INTRODUCTION

The Department of Defense (DoD) Priority Placement Program (PPP) is the premier civilian career transition assistance program in the Federal government. When employees are scheduled for displacement due to downsizing or organizational restructuring, they receive hiring preference for DoD job vacancies through the PPP.

PROGRAM HISTORY

Between 1961 and 1965, before the U.S. became deeply involved in Viet Nam, the



Secretary McNamara

Kennedy and Johnson administrations initiated a series of military base closures. Secretary of Defense Robert McNamara announced in 1963 that all

civilian employees facing layoffs as a result of the closures would be offered jobs at other DoD installations. In making this commitment, he laid the foundation of the PPP.

To effectively implement the Secretary's job guarantee, the Department developed the PPP and an automated Central Referral System (CRS). The CRS was designed to match the skills of displaced civilian employees with DoD job vacancies. An operational test of the PPP and CRS was launched in June 1964 in the six-state Chicago Civil Service Region. The first eligible employees

registered in July 1964, and the first placement occurred on August 4, when a firefighter from the Rossford Army Depot near Toledo, Ohio, was placed at Clinton County Air Force Base in Wilmington, Ohio.

The PPP and CRS became fully operational for DoD activities across the U.S. on March 1, 1965. At that time, human resources offices (HROs) were required to clear job vacancies through the CRS, and if well-qualified PPP registrants were referred, the activities were obligated to make job offers. When the first report of results was issued in September 1965, closing bases had registered 15,176 employees in the PPP and 4,516 registrants had been placed.

Although the job guarantee was dropped in 1969 due to the volume of registrations, PPP placements continued at a steady pace. The total surpassed 70,000 in 1978 and 100,000 in 1984. By that time, program coverage had been expanded to include employees who successfully complete overseas tours of duty and employees serving under grade retention as a result of demotion through no fault of their own.

Soon after President Ronald Reagan signed a 1986 law granting employment preference to military spouses, the Department opened the PPP to spouses relocating with their sponsors to new duty stations. By 2008, more than 52,000 spouses had obtained DoD jobs through the PPP, which has clearly become a significant quality of life benefit for military families.

WHY DO WE NEED A PPP?

Many people view the PPP solely as an employee benefit program. However, it has also been of great value to the Department by helping to:

- ❖ *Retain skilled employees & minimize retraining costs;*
- ❖ *Maintain morale and productivity at installations affected by Departmental transformation;*
- ❖ *Reduce costs associated with involuntary separations (e.g., severance pay, unemployment compensation);*
- ❖ *Comply with statutory requirements to provide priority hiring consideration for displaced employees; and*
- ❖ *Implement force restructuring actions efficiently and humanely*

PROGRAM INFORMATION

The Military Spouse Preference Program applies to spouses of active duty military members of the U.S. Armed Forces, including the U.S. coast Guard and full-time national Guard, who desire priority consideration for competitive service positions at DoD activities in the U.S. and its territories and possessions.