

# PUBLIC-PRIVATE TALENT EXCHANGE (PPTE) DEPARTMENT OF WAR

## PPTE FACT SHEET

### Overview

The Department of War (DoW) Public-Private Talent Exchange (PPTE) empowers the Department and private-sector organizations to establish cross-sector detail assignments for mid and career professionals. This unique program supports mission success by strengthening public-private partnerships, deepening understanding of comparative business operations and solutions, and promoting professional growth.

### Authorization

Formerly established in Section 1599g of title 10, United States Code (U.S.C.), the DoW PPTE program distinguishes itself from other professional development programs because it allows the Secretary of War, with the agreement of a private-sector organization and the consent of the employee, to arrange temporary assignments of DoW employees to private-sector organizations and, conversely, private-sector employees to DoW.

### PPTE Benefits

The PPTE program enables the Department to optimize talent management by:

- **Cultivating public-private partnerships:** Build lasting relationships that improve cross-sector collaboration, knowledge sharing, and innovation.
- **Building new technical and leadership skills:** Strengthen the workforce's ability to solve problems using different tools and methods.
- **Accessing specialized expertise from industry:** Bring new perspectives and capabilities that support mission needs.
- **Developing a more agile workforce:** Equip the functional community with skills and experience that support evolving mission priorities.
- **Integrating private-sector experience:** Learn how industry approaches similar challenges and apply those insights and any best practices to functional community work.
- **Enhancing recruitment, engagement, and retention:** Provide a professional development opportunity that advances technical competencies and boosts job enthusiasm.



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### Recent Legislation Removes Barriers

Section 821, improvements to the public-private talent exchange, of the National Defense Authorization Act for Fiscal Year 2026, Public Law 119-60, amended the DoW PPTE program. Subsection 1599g(f)(2)(B) of title 10 U.S.C. lists the specific statutes that private-sector employees are subject to when on assignment with the DoW. Specifically, the amendment removed the post-government employment restrictions of 18 U.S.C. § 207 which outline restrictions on former officers, employees, and elected officials of the executive and legislative branches.

### Impact: From Career Risk to Strategic Collaboration

This change essentially transforms the DoW PPTE program from a risky proposition into a powerful tool for collaboration as it allows the Department to attract the specific, high-end expertise we need from the private sector without asking those experts to sideline their careers in the process.

**Important Note:**

*This amendment only removes the 18 U.S.C. § 207 restriction for participants of the PPTE program under 10 U.S.C. § 1599g.*

### How Does this Afford Greater Participation in PPTE?

The restrictions in 18 U.S.C. § 207, often called “revolving door” rules, created a significant career risk for anyone considering a temporary assignment with the government. By removing 18 U.S.C. § 207, the Department removes a major disincentive that previously limited the pool of interested industry partners and available talent. In essence, this change means that private-sector employees participating in the DoW PPTE program under 10 U.S.C. § 1599g are no longer automatically subject to the post-government employment restrictions outlined in 18 U.S.C. § 207 upon the completion of their assignment with the DoW. This should make the PPTE program more attractive to private-sector experts, as they would not be subject to the same “cooling-off” periods and other restrictions that typically apply to former government employees. As a result, the Department can expect an expanded pool of interested partners and a more robust exchange of critical expertise between the private and public sectors.

### Before vs. After: A Practical Comparison

The removal of the 18 U.S.C. § 207 restriction has a direct and significant impact on program participants. The table below presents a hypothetical scenario to illustrate how this change profoundly improves the DoW PPTE program.

Scenario	Before The Change (Restrictions Applied)	After The Change (Restrictions Removed)
The Hurdle	A top engineer from a private contractor accepts a one-year assignment at the DoW.	The same top engineer accepts the one-year assignment.
The "Cooling-Off" Period	Upon returning to their company, the engineer is legally barred for 1-2 years from communicating with the former DoW office to avoid any perception of influence.	Upon returning, the engineer can immediately and freely communicate with their former DoW colleagues on projects and technical matters.
The Consequence	The engineer's effectiveness is severely limited, stalling projects and creating a career handicap. This risk caused many top experts to decline participation.	The assignment becomes a career enhancement. The engineer brings back invaluable insights and relationships, benefiting both their company and the DoW mission.
The Result	The program was a high-risk career move, limiting the pool of participants.	The program is now highly attractive, incentivizing companies to send their best talent to the DoW.



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### To Sum It Up

Recent targeted legislative change should encourage greater participation in the DoW PPTE program. These changes allow for a more fluid and continuous exchange of knowledge between the private sector and the Department of War; thus, strengthening our national security mission by ensuring we have access to the best and brightest minds in the industry.

### Get Started Today

**Are you a DoW Component interested in launching your own PPTE?** Explore DoW resources and PPTE programs to discover how you can help the Department expand our robust pipeline of agile professionals uniquely skilled in public-private partnerships by starting your own PPTE!



- Review resources on the Defense Civilian Personnel Advisory Service (DCPAS) PPTE web page at <https://www.dcpas.osd.mil/learning/broadening/publicprivatetalentexchange>



- Learn about the DoW PPTE Community of Practice by contacting [dodhra.mc-alex.dcpas.mbx.hrspas-ctd-broadening-team@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-ctd-broadening-team@mail.mil)

#### **PPTE**

- Read about DoW PPTE programs:
  - [Warfighting Acquisition University, Human Capital Initiatives \(HCI\)](#)
  - [Cyber Workforce “Cyber Information Technology Exchange Program” \(coming soon!\)](#)

**Are you a DoW professional interested in participating in the PPTE?** Check out general program information, including eligibility requirements, and recent PPTE assignments to learn more about this life-changing opportunity!



- See if the program is right for you by visiting the DCPAS PPTE web page at <https://www.dcpas.osd.mil/learning/broadening/publicprivatetalentexchange>



- View recent PPTE assignments to discover the possibilities:
  - [Acquisition and Sustainment 2026 Cohort Assignment Descriptions](#)

### Stay Informed

- Visit the Public-Private Talent Exchange web page: <https://www.dcpas.osd.mil/learning/broadening/publicprivatetalentexchange>
- Contact: [dodhra.mc-alex.dcpas.mbx.hrspas-ctd-broadening-team@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-ctd-broadening-team@mail.mil)



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