



PERSONNEL AND  
READINESS

## UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

JAN 29 2024

MEMORANDUM FOR PRESIDENT, DEFENSE ACQUISITION UNIVERSITY  
(ATTN: DIRECTOR, OFFICE OF HUMAN CAPITAL  
INITIATIVES)

SUBJECT: Priority Placement Program Exemption for Civilian Acquisition Workforce  
Personnel Demonstration Project Intern Positions

- References:
- (a) Title 10, United States Code, Section 1762
  - (b) Department of Defense Federal Register Notice, "Civilian Acquisition Workforce Personnel Demonstration (AcqDemo) Project," Federal Register Volume 82, No. 216 (November 9, 2017): 52104, 52118
  - (c) Department of Defense Instruction 1400.25, Volume 1800, "DoD Civilian Personnel Management System: DoD Priority Placement Program," July 17, 2023
  - (d) Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, "Priority Placement Exemption for Civilian Acquisition Workforce Personnel Demonstration Project Intern Positions," February 1, 2019 (hereby rescinded)

This memorandum grants a Priority Placement Program (PPP) exemption for Civilian Acquisition Workforce Personnel Demonstration (AcqDemo) Project intern positions hired under the Civilian AcqDemo Project, pursuant to references (a) and (b).

Reference (a) provides the Secretary of Defense authority to carry out a personnel management demonstration project. Flexibilities implemented in reference (b) include the authority to recruit and appoint certain undergraduate and graduate students seeking degrees in the acquisition career field to positions as interns. Reference (b) provides that acquisition student intern appointments and noncompetitive conversions may be made without regard to 5 U.S.C., Chapter 33, Subchapter I, except for sections 3303 and 3328. It is consistent with this authority to also exempt such appointments from the Department's placement program for displaced employees. Human resources offices are not required to submit PPP requisitions when filling positions and effecting noncompetitive conversions under this authority. The audit trail for each recruitment transaction should be annotated with "PPP exemption – Under Secretary of Defense for Personnel and Readiness Memorandum dated 01/29/2024."

If you have any questions, my point of contact is Ms. LaToya Bedgood, at (240) 263-6810 or [latoya.n.bedgood.civ@mail.mil](mailto:latoya.n.bedgood.civ@mail.mil).

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Acting