



Frequently Asked Questions

1. *What is the IC PPTE program?*

Answer: The Intelligence Community (IC) Public-Private Talent Exchange (PPTE) program implements a statutorily authorized program to provide IC personnel detailed to the private sector with opportunities to gain skills and expertise in areas where the private-sector has advanced experience, depth and/or knowledge needed by the IC. This will allow the IC to leverage and learn from enhanced expertise and knowledge. The IC PPTE program also provides opportunities for private-sector partners to work in the IC and better understand intelligence problems, mission requirements, and the environment in which the IC operates.

2. *Who is eligible to participate in the IC PPTE Program?*

Answer: Participating organizations must be US-owned and may be for-profit or not-for-profit organizations. Participants must be US Citizens. Further eligibility requirements will vary with participating IC elements.

3. *What are the IC PPTE Pilots?*

Answer: The Office of Director of National Intelligence plans to begin the IC PPTE program with pilots in key focus areas. While each of the pilots are unique in scope and goals, most are composed of small cohorts of IC or private sector experts who will be able, during the course of the detail, to compare experiences and provide feedback to the IC PPTE program. Each pilot will be supported by a DNI Champion, who is a senior IC subject matter expert. The **Artificial Intelligence/Machine Learning** pilot will bring into the IC a small group of industry experts, who will work on developing and implementing applications of AI/ML models to address national security missions. The **Data Management** pilot will both send IC officers out to the private sector and welcome industry experts into the IC to identify and share best practices in data management, governance, engineering, enhancement, exchange, security, and acumen. The **Economic Security and Financial Intelligence** pilot will send out IC officers to gain experience and knowledge in economic and financial commercial best practices in operations, analysis, and organizational management. Participants in the **Space** pilot will be IC personnel sent to different space companies working on current and emerging space applications. The IC officers who are detailed to different private sector companies as part of the **Human Capital** pilot will learn about best practices

and proven approaches to defining and capturing talent needs and utilization throughout the human capital lifecycle.

4. What if I have an idea that is different from one of the announced pilots?

Answer: Please reach out to IC_PPTE@odni.gov with your idea.

5. How long do IC PPTE details last? What authority establishes the Intelligence Community Public-Private Talent Exchange?

Answer: At minimum, an IC PPTE detail must be 3 months but should not exceed 2 years. An IC PPTE detail may be extended up to 3 years, only if the participating IC element head determines that the detail is necessary to meet critical mission or program requirements. This program implements the authorization from P.L. 116-92, codified in 50 U.S.C. Section 3334, Intelligence Community Public-Private Talent Exchange.

6. How does the IC PPTE program work?

Answer: The Director of National Intelligence developed the overarching process for IC element participation in the IC PPTE program in order to facilitate the rotation of personnel from the IC to the private sector, and personnel from the private sector to the IC.

The participating IC element, the private-sector organization, and the employee will agree in writing on the specific terms and conditions of the temporary detail.

IC employees on detail to private-sector organizations will remain federal government employees and be considered on a work assignment for their IC element. Their employing IC element will continue to pay all salaries and benefits during the detail. IC employees on detail to private-sector organizations shall not engage in intelligence collection or counterintelligence activities during the course of the detail.

Private-sector employees on detail to the IC will remain employed by their organization and will ordinarily continue to receive pay and benefits from their employing organization. Certain additional restrictions will apply, including certain government ethics requirements.

A private-sector organization may not charge the Federal Government, as direct costs under a Federal contract, the costs of pay or benefits paid to a private-sector employee detailed to an IC element.

7. Are there any incentives for small businesses to participate in the IC PPTE program?

Answer: Yes, it is possible for participating IC elements to use appropriated funds to reimburse small business concerns for the salaries and benefits of its employees during the periods when the small business concern agrees to detail its employees to the Intelligence Community under the IC PPTE program.

8. Which government entities can participate in the IC PPTE program?

Answer: Each of the 18 elements of the Intelligence Community may participate in this program and host private sector detailees or send their own employees as detailees to the private sector.

9. What agreements or documents must be signed for participation in this program?

Answer: The participating IC element, the private-sector organization, and the employee must complete a written IC PPTe Detail Agreement. Private-sector employees also must complete either a confidential or Public Financial Disclosure Report; disqualification statement; and non-disclosure agreement. Private-sector employees will also be required to take training in accordance with the Office of Government Ethics regulations and complete all other applicable training requirements required by the participating IC element.

10. Are there any other requirements on private-sector employees participating in an IC PPTe detail?

Answer: There may be a number of requirements, for example, private-sector employees on detail to an IC element shall abide by all restrictions governing the handling of intelligence information and must comply with applicable law, Executive Order, and policy. Detailees shall adhere to the same requirements as IC employees with regard to personal conduct, security, ethical behavior, Equal Employment Opportunity compliance, and U.S. Persons guidelines.

11. Are there any follow-on ethics requirements for private-sector employees who participated in an IC PPTe detail even after the detail's completion?

Answer: There may be a number of requirements, for example, private sector detailees returning to their employing private sector organization shall be excluded from participating in particular matters associated with their detail assignment for a period of time to be determined (but no shorter than one year) by the IC element and the private sector organization prior to the signature of each respective PPTe agreement, in order to mitigate organizational and personal conflicts of interest.

12. I am a private-sector employee, how do I apply for a detail under the IC PPTe program and what are the implications for my career at my home organization?

Answer: Please consult with your human resources and management official at your organization.

13. Will my organization's employee require a security clearance for an IC PPTe detail?

Answer: It is likely that a private-sector employee on an IC PPTe detail will be required to obtain a security clearance prior to beginning the detail.

14. Do private-sector participants on an IC PPTe detail I have to complete a Confidential or Public Financial Disclosure Report?

Answer: Yes. You must complete either a Confidential or Public Financial Disclosure Report; ethics training in accordance with the Office of Government Ethics regulations; and all other applicable training requirements prior to the implementation of the IC PPTE Detail Agreement and during the period of the detail consistent with their IC and federal government employment obligations.

15. *How do I find out more about the IC PPTE Program?*

Answer: Please contact the IC PPTE program office to discuss existing or proposed exchange opportunities. The IC PPTE program office can be reached at: IC_PPTE@odni.gov or the Talent Exchange Hotline (301) 243-0366.