

# Appendix I: Talent Exchange Program Summaries

Agency	Talent Exchange Program	Program History	Program Design					Policy Origin				Notes	
			Exchange Direction	Exchange Duration	Qualifications		Post-Exchange Federal Service Commitment and Penalty	Reporting, Evaluation and Knowledge Dissemination					
					Federal Agencies	Private-Sector							
Government-wide	Information Technology Exchange Program	2002 - 2007 (inactive)	Private-to-Public and Public-to-Private	3 months to 1 year (renewable for 1 additional year)	Civil servants (GS-11 or higher) who work in IT management	"Exceptional performers" who work in IT management	Equal to the duration of the exchange (penalty = "all expenses of the assignment")	OPM was required to submit semiannual program reports to Congress	5 U.S.C. 3701-3707		5 C.F.R. 370		At least 20% of public-to-private exchanges were to involve small businesses.
	President's Executive Exchange Program	1969 - 1991 (inactive)	Private-to-Public and Public-to-Private	1 year	Civil servants (GS-15 or higher)	Senior-level executives or exceptional managers	Civil servant participants prohibited from accepting private-sector employment for 3 years following the exchange (penalty = moving and educational costs of exchange)		Executive Order 11451	Executive Order 12136	Executive Order 12493	Public Law 99-424	In the program's last iteration (1986 - 1991), it facilitated only private-to-public exchanges.
Department of Defense	<a href="#">Cyber and Information Technology Exchange Program</a>	2009 - present	Private-to-Public and Public-to-Private	3 months to 1 year (renewable for 1 additional year)	Civil servants (GS-11 or higher) who work in cyber operations or IT management	"Exceptional" employees who work in cyber operations or IT management and whose compensation is equivalent to GS-11 or higher	Equal to the duration of the exchange (penalty = "all expenses of the assignment")	Participating DOD components must report annually to CITEP program manager	5 U.S.C. 3702 Note				No more than 50 DOD staff may participate at any given time. At least 20% of exchange partners are to be small businesses.
	<a href="#">Public-Private Talent Exchange</a>	2016 - present	Private-to-Public and Public-to-Private	3 months to 2 years (renewable for 2 additional years)	Civilian servants (GS-13 to GS-15)	Midcareer professionals with secret-level security clearance whose salaries do not exceed \$172,500	Equal to double the duration of the exchange (penalty = "all expenses of the assignment")	Participating DOD components must report annually to the Defense Civilian Personnel Advisory Service	10 U.S.C. 1599g				Funds for the program may be provided from the DOD Acquisition Workforce Development Fund. At least 20% of exchange partners are to be small businesses.
Department of Homeland Security	<a href="#">Exemplar Program</a>	2016 - present	Public-to-Private	Up to 6 months (full or part-time)	Civil servants (GS-11 to GS-15) who work in STEM fields in DHS's Cybersecurity & Infrastructure Security Agency or its Science & Technology Directorate		Equal to triple the duration of the exchange (penalty = "all or some of the costs" of the exchange)	Authorizing statute requires program evaluation on a "regular basis"	5 U.S.C. 41				The program is built on the Government Employees Training Act of 1958, which authorizes agencies to deploy staff to nongovernment facilities—including private sector companies—for training.
	<a href="#">Loaned Executive Program</a>	2008 - present	Private-to-Public	3 months to 1 year (renewable for 1 additional year)		Executive-level professionals		Participating DHS components must report on each exchange to LEP program manager	5 U.S.C. 3109	6 U.S.C. 392	5 C.F.R. 304		The program is built on the Expert and Consultant Appointment Authority, which allows agencies—"when authorized by an appropriation or other statute"—to secure the services of experts and consultants for up to one year without pay as long as they agree "in advance in writing to waive any claim for compensation."
Office of the Director of National Intelligence	Public-Private Talent Exchange	2019 - present	Private-to-Public and Public-to-Private	3 months to 2 years (renewable for 1 additional year)			Equal to the duration of the exchange (penalty = "all nonsalary and benefit expenses" of exchange)	Authorizing statute requires the establishment of "oversight mechanisms" to determine if the program "improves the efficiency and effectiveness of the intelligence community"	50 U.S.C. 3334				Participating intelligence agencies may "use appropriated funds to reimburse" small businesses for the salaries and benefits of their staff on exchange. "Private sector" is inclusive of non-profit organizations.
Department of Veterans Affairs	Executive Management Fellowship Program	2017 - present	Private-to-Public and Public-to-Private	1 year	Civil servants (GS-14 to lowest level of SES) working for the Veterans Health Administration or the Veterans Benefits Administration	Professionals with experience commensurate with GS-14 to lowest level of SES	2 years (penalty established by each exchange agreement)	Exchange participants must report on their experience to the secretary, who must report to Congress	38 U.S.C. 741				Each year, there are to be 18-30 VA participants and 18-30 private-sector participants.