

# Placement Programs

For employees impacted by Reduction in Force (RIF)

# Placement Programs

## Programs designed to assist NASA employees impacted by Reduction in Force (RIF):

- Career Transition Assistance Program (CTAP)
  - Provides priority for NASA positions over internal and external candidates
  - Priority is provided prior to RIF Separation, after application, and if found well-qualified
  - The position must be in the local commuting area where you are or will be separated
- Reemployment Priority List (RPL)
  - Provides priority for NASA positions over external candidates
  - Priority is provided after registration and if found qualified, no application is required
  - The position must be in the local commuting area where you are or will be separated
- Interagency Career Transition Assistance Program (ICTAP)
  - Provides priority for other Agency positions over candidates external to that agency
  - Priority is provided after application and if found well-qualified
  - The position must be in the local commuting area where you are or will be separated

# Placement Programs

Placement Program Details:	Career Transition Assistance Program (CTAP)	Reemployment Priority List (RPL)	Interagency Career Transition Assistance Program (ICTAP)
Who does the program provide priority over?	Internal and external candidates, including those eligible for RPL and ICTAP, when NASA is filling a position (5 CFR 330.607)	External candidates, including those eligible for ICTAP, when NASA is filling a position (5 CFR 330.210, NPR 3330.1C, 5.3)	External candidates when another agency is filling a position (5 CFR 330.705)
Is priority provided over current employee?	Yes, with limited exceptions (5 CFR 330.607(a), 5 CFR 330.609) (See slide 6 for most common exceptions)	No, selection of a NASA employee is an exception (5 CFR 330.211(a))	No, selection of a current agency employee is an exception (5 CFR 330.707(b))
When does eligibility begin?	Upon receipt of a RIF notification (5 CFR 330.610)	Upon receipt of a RIF notification (5 CFR 330.203)	Upon receipt of a RIF notification (5 CFR 330.708)
How long does eligibility last?	Until RIF Separation (5 CFR 330.610)	For up to 2 years after RIF separation (5 CFR 330.208)	For up to 1 year after RIF Separation (5 CFR 330.708)
How is priority received?	By applying for a vacant position as outlined in the job opportunity announcement (5 CFR 330.611(a)(1))	By registering for the RPL prior to separation; no application required (5 CFR 330.206, NPR 3330.1C, 5.2.)	By applying for a vacant position as outlined in the job opportunity announcement (5 CFR 330.709)
What are the qualification requirements?	You must be found well-qualified for the position (5 CFR 330.611(a)(2))	You must meet basic qualifications requirements (5 CFR 330.202)	You must be found well-qualified for the position. (5 CFR 330.709(b))
Are there grade restrictions?	Yes, the position cannot have a higher grade, or promotion potential, your permanent position of record (5 CFR 330.607(c)(1), (2))	Yes, the position cannot have a representative rate (grade) higher than the position for which you are, or will be, separated from (5 CFR 330.207(b)(1))	Yes, the position cannot have a higher grade, or promotion potential, then your current or last permanent position of record (5 CFR 330.705(b)(1),(2))
Are there commuting area limitations?	Yes, priority is provided in the same local commuting area of your position of record (5 CFR 330.607(c)(3)) (See note 1)	Yes, priority is provided in the same local commuting area in which you are, or will be, separated (5 CFR 330.207(a)). (See note 2)	Yes, priority is provided in the same local commuting area of your current or last position of record (5 CFR 330.705(b)(3))

Note 1: An Agency may provide CTAP placement priority to eligible employees from another commuting area after fulfilling its obligation to CTAP selection priority candidates in the local commuting area (5 CFR 330.607(h))

Note 2: If there are no positions in the local commuting area, NASA may designate a different local commuting area (5 CFR 330.207(b)) for RPL registration

# Order of Priority

## After a RIF Notice is received and prior to RIF Separation:

- CTAP
  - Priority is provided if you apply to the job opportunity announcement and are found well-qualified for the position
- Internal Applicants
  - NASA employees who are found well-qualified if there are no CTAP eligibles
- RPL
  - Priority is provided if you are registered for RPL, found qualified for the position, an internal candidate wasn't selected, and there are no CTAP eligibles
- ICTAP
  - Priority is provided if found well-qualified for the position, an internal candidate wasn't selected, and there are no CTAP or RPL eligibles
- External Applicants
  - Employees of other agencies who are found well-qualified and there are no CTAP, RPL, or ICTAP eligibles

# Order of Priority Cont'd

## After RIF separation:

- Internal Applicants
  - NASA employees who are found well-qualified if there are no CTAP eligibles
- RPL
  - Priority is provided if you are registered for RPL, found qualified for the position, an internal candidate wasn't selected, and there are no CTAP eligibles
- ICTAP
  - Priority is provided if found well-qualified for the position, an internal candidate wasn't selected, and there are no CTAP or RPL eligibles
- External Applicants
  - Employees of other agencies who are found well-qualified and there are no CTAP, RPL, or ICTAP eligibles

# Exceptions to CTAP

**The following personnel actions may be taken as exceptions to CTAP. This is not an all-inclusive list and represents the most common exceptions (Refer to 5 CFR 330.609 for all exceptions)**

- The placement of an employee through, or in lieu of, reduction in force (reassignment or change to lower grade)
- Reemployment of former employee with reemployment rights (e.g., injured worker restored to earning capacity)
- Reassign or demote an employee for performance or conduct
- Reassign or demote an employee for failing to complete a supervisory probationary period
- Appoint an employee for 120 days or less, including all extensions
- Promote an employee for 120 days or less, including all extensions
- Reassign agency employees between positions when no vacancy exists (job swap)
- Detail an employee within the agency
- Appoint an individual under an excepted service authority (VRA, 30% Disabled Vet, Individuals with disabilities, etc.)
- Convert an employee appointed under an excepted service authority