**Paid Parental Leave (PPL) Eligibility Tool – SharePoint WebPart**

This web-based tool helps **NIH employees** determine their **eligibility for Paid Parental Leave (PPL)** under federal guidelines. Built as a **SharePoint Framework (SPFx)** WebPart using **TypeScript and HTML**, this form dynamically guides users through eligibility requirements and presents a clear result.

**Purpose**

The purpose of this tool is to:

* Guide NIH employees through a structured Q&A to determine Paid Parental Leave (PPL) eligibility.
* Educate Fellows and Contractors on alternative resources or contacts if they are not directly eligible.
* Provide instant, understandable feedback with links to official resources.

**Features**

* Four-step dynamic eligibility questionnaire
* Real-time conditional logic
* Customizable messages with success, warning, and error styles
* Informational links to NIH resources
* Easy integration in SharePoint Online pages using SPFx

**How It Works**

1. **Employee Type Selection**:
   * Determines the path forward. Federal employees continue to detailed questions; Fellows and Contractors receive conditional messages.
2. **Work Schedule**:
   * Only full-time and part-time employees proceed. Intermittent schedules are ineligible.
3. **12 Months of Service**:
   * A "Yes" moves the user forward; "No" results in ineligibility.
4. **Long-term Appointment**:
   * Determines final eligibility. If "Yes," the user is eligible. If "No," they're not.
5. **Message Box**:
   * Displays result using appropriate icons, colors, and helpful links.

**Function Descriptions**

**render()**

* Initializes the HTML structure and binds event listeners to all form inputs.

**showElement(id)**

* Unhides an HTML element by setting display: block.

**hideElement(id)**

* Hides an HTML element by setting display: none.

**showMessage(message, type)**

* Displays a result message box with contextual color and icon styling:
  + success: Green background ✅
  + warning: Yellow background ⚠️
  + error: Red background ❗

**resetForm()**

* Hides all form sections (except question 1) and clears the result box.

**handleEmployeeTypeChange(value)**

* Controls the flow based on Federal, Fellow, or Contractor status.

**handleWorkScheduleChange(value)**

* Checks if the schedule is eligible. Shows or hides next question accordingly.

**handleHas12MonthsChange(value)**

* Advances or terminates the eligibility path based on service length.

**handleIsLongTermChange(value)**

* Final decision step: marks user as eligible or not.

**For Business Users**

* This tool is **used in NIH intranet SharePoint sites**.
* You do **not need coding knowledge** to use it.
* Contact your site administrator or developer if:
  + Links need updating.
  + Messaging requires edits.
  + You want to add/remove a question.

**For Developers**

**Tech Stack:**

* **Framework**: SPFx (SharePoint Framework)
* **Language**: TypeScript
* **Styling**: SCSS Modules

**File Structure Overview:**

css

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src/

├── webparts/

│ └── ppr/

│ ├── PprWebPart.ts # Main logic

│ └── PprWebPart.module.scss

**Setup**

bash

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# Install dependencies

npm install

# Run the webpart locally

gulp serve

**How to Customize Links and Messages**

All static messages and URLs are embedded in the PprWebPart.ts file.

**Update Resource Links**

Search and replace the following hardcoded URLs:

| **Use Case** | **Location in Code** | **Current Link** |
| --- | --- | --- |
| PPL Main Info | notEligibleMessage and others | https://hr.nih.gov/benefits/leave/paid-parental-leave-ppl |
| Leave Bank Info | notEligibleMessage | https://hr.nih.gov/benefits/leave/leave-bank |
| Requesting PPL | Inside showMessage('success') | https://hr.nih.gov/benefits/leave/paid-parental-leave-ppl/requesting-process |

To update:

const notEligibleMessage = `

You are not eligible for Paid Parental Leave.<br/><br/>

Please visit the <a href="https://your-new-link.com">Your New Link</a> ...

`;