



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
1500 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-1500

December 7, 2020

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE (INTELLIGENCE AND SECURITY)
ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER AND RESERVE AFFAIRS)
DIRECTOR, ADMINISTRATION AND ORGANIZATIONAL POLICY

SUBJECT: Combined Call for Nominations for the Department of Defense Leadership Development Programs and the White House Leadership Development Program

This memorandum announces the call for nominations for the next cycle of the Department of Defense (DoD) Leadership Development Programs: the Defense Senior Leader Development Program (DSLDP); the Executive Leadership Development Program (ELDP); and the Defense Civilian Emerging Leader Program (DCELP). It also announces the call for nominations for the next cycle of the White House Leadership Development Program (WHLDP).

Developing future leaders at all levels, and retaining a generation of diverse leadership, is the cornerstone of the DoD's talent management strategy. We are postured to accommodate the evolving fiscal environment, even as we undertake the essential step of gathering high-performing, high-potential candidates for these elite and competitive programs. A brief description of each program follows:

- **WHLDP:** The WHLDP is sponsored by the Executive Office of the President and provides a unique growth opportunity focused on developing high potential General Schedule (GS)-15s into the next generation of senior career executives. Participants work on the Federal Government's high-visibility challenges that require the coordination of multiple Federal agencies to succeed.

Career GS-15/equivalent civilians with high potential to serve as senior executives are eligible to apply. There is no tuition expense, but selected fellows will serve a 1-year rotational assignment in the National Capital Region. Travel requirements for the rotational assignment are funded by the Component organizations. The application deadline to the Defense Civilian Personnel Advisory Service (DCPAS) for WHLDP Cohort 2021 is February 1, 2021. Components may establish earlier deadlines in order to review and prioritize applications.

- DSLDP: The DSLDP mission is to provide structured learning opportunities that enable the deliberate development of a diverse cadre of senior civilian leaders with the enterprise-wide perspective and competencies needed to lead organizations, programs, and people in order to achieve results in the joint, interagency, and multi-national environments. This program is designed for civilian leaders with the potential and aspiration to serve as senior executives.

GS-14/GS-15 and equivalent civilians with at least 1 year of recent managerial or supervisory experience are eligible to apply. DSLDP tuition is funded centrally by DCPAS, and the travel requirements for DSLDP participants are funded by the Component organizations. The application deadline to DCPAS for the DSLDP Cohort 2022 is August 31, 2021. Components may establish earlier deadlines in order to review and prioritize applications.

- ELDP: The ELDP mission is to develop leaders who have an understanding and appreciation of the global missions of the DoD, the complexities and challenges that our warfighters face in carrying out those missions, and to afford, through hands-on immersion training, opportunities for experiential learning that enhance the capabilities required to support and lead a military and civilian expeditionary workforce. GS-12 through 14/equivalent civilians, active duty military O-3 and O-4 officers, and interagency partners are eligible to apply. ELDP tuition and travel requirements for participants are funded by the Component organizations.

Due to coronavirus disease 2019 (COVID-19) impacts, DCPAS “paused” ELDP Cohort 35 for the initial planned execution in Fiscal Year 2021. The cohort is now scheduled to begin September 2021. Applicants previously selected for Cohort 35 are guaranteed a seat. **Therefore, a full call for nominations is not required for Cohort 35 (September 2021-June 2022).** Instead, Component training representatives will fill any empty seats (not to exceed their allocation) that may come vacant due to drops from the Cohort 35 roster. DCPAS will fill any Fourth Estate vacancies from the alternate list generated via the March 2020 Selection Board results.

- DCELP: The DCELP mission is to recruit and develop the next generation of innovative leaders who possess the technical and leadership competence to meet the future leadership imperatives of the DoD. GS-7 through 12/equivalent civilians and interagency partners are eligible to apply. Please note that DCELP will have two separate cohorts. Per schedule changes related to the global COVID-19 pandemic, the first cohort (January to April 2022) will include 146 participants from all occupational series and interagency partners. The second cohort (June to September 2022) will include 144 participants from the Human Resources, Financial Management, and Acquisition Functional Communities.

DCELP tuition is funded centrally by DCPAS, and the travel requirements for DCELP participants are funded by the Component organizations, unless the Functional Community makes other travel payment arrangements. The application deadline to DCPAS for DCELP Class of 2022 is September 10, 2021. Functional Community managers for Human Resources, Financial Management, and Acquisition (for the second

cohort) and Components may each establish earlier deadlines in order to review and prioritize applications and to finalize funding arrangements.

Quotas for each program are attached. Nominees from the Office of the Secretary of Defense, Defense Agencies, and Field Activities have application deadlines which are earlier than the Component deadlines and are indicated on the attachment. Program requirements, application forms, and submission deadline information are in the Leader Development section of: <https://www.dcpas.osd.mil/CTD/Training>.

At this time it is unclear to what extent COVID-19 pandemic conditions may impact the operating status of these programs into the future. Any such changes in status will be made using a conditions-based approach following all applicable DoD directives and Centers for Disease Control and Prevention guidelines. We will ensure any decisions will be communicated quickly and clearly should the need arise.

Please widely disseminate this program announcement. We look forward to providing your employees the opportunity to participate in these premier, award-winning, and highly regarded development programs. If you have any questions, please contact Mr. Jim Buchman, Associate Director, DCPAS Talent Development Directorate, at (571) 372-2072, or by email at james.e.buchman2.civ@mail.mil.



for Anita K. Blair
Deputy Assistant Secretary
Civilian Personnel Policy

Attachment:
As stated

COMPONENT QUOTAS

White House Leadership Development Program

<u>Component</u>	<u>Total</u>
Department of the Army	4
Department of the Navy	4
Department of the Air Force	4
Office of the Secretary of Defense (OSD), Defense Agencies, DoD Field Activities and Joint Staff (Nominations should be submitted to the Defense Civilian Personnel Advisory Service (DCPAS) Talent Development Directorate and are due not later than (NLT) January 28, 2021)	4
Intelligence Agencies	4
Total	20

NOTE: A Department of Defense (DoD) executive-level Selection Board will review applications and select up to six individuals as the DoD nominees.

DEPARTMENT OF DEFENSE LEADER DEVELOPMENT PROGRAMS

Defense Senior Leader Development Program (DSLDP) Quota Allocations

<u>Component</u>	<u>Total</u>
Department of the Army	13
Department of the Navy	13
Department of the Air Force	9
OSD, Defense Agencies, DoD Field Activities, and Joint Staff (Nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT July 9, 2021)	10
Intelligence Agencies	5
Total	50

NOTE: A DoD executive-level Selection Board will review applications and conduct interviews with nominees. Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment. Up to 30 individuals will be selected to the DSLDP Cohort.

Executive Leadership Development Program (ELDP) Quota Allocations

(SEE IMPORTANT NOTE BELOW FOR PROGRAM CHANGES)

<u>Component</u>	<u>Total</u>	<u>Notes</u>
Department of the Army	10	Total quota includes 1 military
Department of the Navy	11	Total quota includes 1 military
Department of the Air Force	12	Total quota includes 2 military
Coast Guard	2	Total quota includes 1 military
OSD, Defense Agencies, DoD Field Activities, and Joint Staff	20	Nominations should be submitted through the DCPAS Talent Development Directorate
Intelligence Agencies	5	N/A
National Guard	2	Total quota includes 1 military
U.S. Federal Interagency	2	N/A
Total	64	

NOTE: DCPAS “paused” ELDP Cohort 35 for the initial planned Fiscal Year 2021 execution because of the coronavirus disease 2019; class will resume September 2021. Applicants previously selected for Cohort 35 are guaranteed a seat. Therefore, a full call for nominations is not required for Cohort 35 (September 2021-June 2022). Instead, Component training representatives will fill any empty seats (not to exceed their allocation) that may come vacant due to drops from the Cohort 35 roster. DCPAS will fill any Fourth Estate vacancies from the alternate list generated via the March 2020 Selection Board results.

Defense Civilian Emerging Leader Development Program Quota Allocations
Class 2022 (January-April 2022), Cohort 14
(All Functional Communities and Interagency)

<u>Component</u>	<u>Total</u>	<u>Alternates</u>
Department of the Army	28	4
Department of the Navy	28	4
Department of the Air Force	28	4
OSD, Defense Agencies, DoD Field Activities, and Joint Staff (See Note 1)	26	4
Intelligence Agencies	24	4
U.S. Federal Interagency	12	6
Total	146	26

NOTE (1): For OSD, Defense Agencies, Field Activities, and Joint Staff, nominations should be submitted through the DoD Talent Development Directorate and are due NLT July 9, 2021.

NOTE (2): Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

Defense Civilian Emerging Leader Development Program Quota Allocations
Class 2022 (June-September 2022), Cohort 15

Component	Acquisition	Financial Management (Assigned to Acquisition Billets)	Financial Management	Human Resources	Total	Alternates
Department of the Army	17	3	7	5	32	4
Department of the Navy	17	3	7	4	31	4
Department of the Air Force	17	3	7	4	31	4
OSD, Defense Agencies, DoD Field Activities, and Joint Staff (See Note 1)	10	3	7	5	25	5
Intelligence Agencies	9	3	2	3	17	4
Defense Contract Audit Agency		8			8	
Total	70	23	30	21	144	21

NOTE (1): For OSD, Defense Agencies, Field Activities, and Joint Staff, nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT July 9, 2021.

NOTE (2): Alternates may be considered and accepted by the Program Manager if a Component does not fulfill the full quota allotment.

NOTE (3): Quotas shown represent the number of primary nominations your Component may submit for consideration. Determination of the final number of approved participants in these programs and the final selection of candidates will be made by the respective Office of the Secretary of Defense Functional Community Managers. Components will be notified accordingly.