

Training Coordinators and Prospective Nominees:

The Defense Civilian Personnel Advisory Service' White House Leadership Development Program (WHLDP) Team is excited to receive nominations for the 2021-2022 cohort. **Please thoroughly review these instructions for changes in the application process timeline.**

New this year:

- Component organizations may submit up to **four** applicants to the program (vice three in 2019).
- Component nominations are due to DCPAS no later than February 1st (vice April 1st in 2019).
- DoD applicants will use a DoD –specific applicant form for the DoD nomination phase (in lieu of waiting for the February release of the GSA WHLDP application).

Program Overview

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 non-reimbursable rotational assignment in the National Capital Region. Travel requirements for the rotational assignment are funded by the Component organizations. Fellows spend approximately 80 percent of their time in a placement assignment gaining on-the-job experience and approximately 20 percent of their time in leadership development programming built around the stakeholders, networks, and skillsets that senior leaders need in an enterprise environment. For more detailed information on the WHLDP, consult the Program Manual and Nomination Guidance on the DCPAS website: <https://www.dcpas.osd.mil/CTD/Training>.

WHLDP - A Two- Phase Process

Nomination to the WHLDP is a two phase process – 1) the agency nomination process and 2) the WHLDP process administered by the WHLDP Program Office at the General Services Administration (GSA). Executive Agencies may nominate up to six employees to the WHLDP.

Phase I - DoD Nomination Process (November – May)

DoD uses an internal review process to select the best qualified nominees to the program. Component organizations (Army, Navy, Air Force, Intel, and Fourth Estate) may each nominate up to **four*** employees to the program. Component organizations are responsible for using an internal selection process, following applicable laws and regulations, to review and prioritize applications from their organizations. Nominations from Fourth Estate agencies (no limit) are submitted directly to DCPAS who conducts a Fourth Estate review board to select the four Fourth Estate component nominees.

- **All Applicants** – submit nomination package (as separate files) to your training POC (due date: varies by Training POC), including:
 - **DoD Application Form***– as a working PDF file, **not** an image scan
 - Most recent annual performance appraisal (annual performance rating of exceeds expectations or higher)
 - Resume - limited to 6 pages, submitted in MS Word **not** PDF
 - Acknowledgement by Supervisor
- **4th Estate Training POCs (Due date: January 28, 2021)***
 - Verify package is complete with DoD application, performance appraisal, resume (as separate files)
 - Submit nomination packages directly to DCPAS group box dodhra.mc-alex.dcpas-hrspas.mbx.vanguard@mail.mil
- **Other Components (Army, Navy, Air Force and Intel) (Due date: February 1, 2021)***
 - Nomination packages – verify package is complete with DoD application, performance appraisal, resume (as separate files)
 - Nomination cover letter rank ordering the nominations. This letter is signed by the official approving the results of the Component's internal review process.
 - Submit rank ordered packages to DCPAS group box dodhra.mc-alex.dcpas-hrspas.mbx.vanguard@mail.mil

Following Component review boards, DCPAS conducts an SES panel review of the Component nominees to select the six DoD nominees. To ensure a timely endorsement by the Deputy Secretary of Defense (DEPSECDEF), DCPAS will conduct the DoD Review

Panel on or about February 16, 2021. **DCPAS will then coordinate with the six DoD nominees to complete the WHLDP application when released by GSA. (Estimated release – February, 2021).**

Phase II - WHLDP Selection Process (May – August)

The DEPSECDEF's nomination package will be due to WHLDP program team at GSA on or about May 15, 2021. The WHLDP program office will begin reviewing applications received from across the government and use a rigorous multi-phase interview process to select fellows. More details of the WHLDP selection process phase will be released by GSA on or about February 1, 2021. Final selection of fellows is typically announced in early August and the new cohort begins in early October.

DoD's WHLDP Nomination Timeline

Phase I - DoD Nomination Process (November – May)

- November 2020 - DoD Call for Nominations released
- January 28, 2021 - 4th Estate nominations due to DCPAS
- February 1, 2021 - DoD Component nominations (Army, Navy, Air Force) are due.
- February 2, 2021 (tent.) - 4th Estate SES Review Panel meets to select up to four nominees for in the DoD Review Panel
- **February 18, 2021 (tent.) - DoD SES review Panel meets to select up to six nominees for DEPSECDEF nomination**
- February, 2021 - WHLD Program Manual, Nomination Guide, and Application form released by GSA/OMB
- March 15, 2021 - DoD nominees submit WHLDP application for DEPSECDEF's nomination
- April 1, 2021 - DoD Nomination package sent for DEPSECDEF's nomination
- May 15, 2021 - DEPSECDEF sends DoD Nomination package to OMB/GSA WHLDP Program Team

Phase II - WHLDP Selection Process (May – August)

- June 1, 2021 - OMB/ GSA WHLD Program selection process begins.
- June - July, 2021 - WHLDP Interviews
- August, 2021 - Selection announcement
- October, 2021 - Formal onboarding of Fellows