



MANPOWER AND  
RESERVE AFFAIRS

## OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

1500 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-1500

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 MANAGEMENT

SUBJECT: Combined Call for Nominations for the Department of Defense Leadership Development Programs

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); the Defense Civilian Emerging Leader Program (DCELP); the Vanguard Senior Executive Leadership Program (Vanguard); and 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:

- **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 to achieve results in the joint, interagency, and multi-national environments. This 28-month 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 one year of recent managerial or supervisory experience are eligible to apply. Component organizations are responsible for funding all travel expenses during DSLDP. This includes in-residence seminars, a 10-month in-residence master's program at assigned Joint Professional Military Education (JPME) institutions, and an experiential (detail) assignment. Tuition is funded by the Defense Civilian Personnel Advisory Service (DCPAS). The application deadline to DCPAS for Cohort 2026 is July 7, 2025, for the Secretary of Defense (OSD) and Defense Agencies and Field Activities, and

September 8, 2025, for Component Organizations. Components may establish earlier deadlines to review and prioritize applications. Additional detailed information is provided during the program orientation. All inquiries regarding DSLDP should also be submitted to the group inbox at [dodhra.mc-alex.dcpas.mbx.hrspas-dslldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-dslldp@mail.mil)

- **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 workforce.

GS-12 through 14 (or 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 and Agency organizations. The application deadline is January 17, 2025, for Service Components and DAFA (including OSD and Intel). All complete applications and nominations will also be submitted to the ELDP group mailbox [dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil). Please do not send to the Program Manager team email directly.

- **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 GS-12 and equivalent civilians and interagency partners are eligible to apply. Please note that DCELP will have two separate cohorts. The first cohort (March to May 2026) will include up to 144 participants mainly from the Acquisition, Financial Management, and Human Resources functional communities. The second cohort (June to August 2026) will include up to 146 participants from all DoD occupational series and federal interagency partners.

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. Additionally, for U.S. Federal Interagency (non-DoD) participants, lodging, meals, and travel are funded by their respective organizations. The application deadline to DCPAS for DCELP Class 2026 is July 7, 2025, for OSD, Defense Agencies and Field Activities, and September 8, 2025, for Component Organizations. Functional Community managers for Acquisition, Financial Management, and Human Resources (for the first cohort) and Components may each establish earlier deadlines to review and prioritize applications and to finalize funding arrangements. All inquiries regarding DCELP should also be submitted to the group inbox at [dodhra.mc-alex.dcpas.mbx.hrspas-dcelp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-dcelp@mail.mil).

- **Vanguard:** Vanguard is the DoD enterprise executive leadership program designed specifically for seasoned Senior Executive Service (SES) members. Within the context of overcoming evolving challenges to national security, the weeklong in-residence program provides Vanguard participants from the DoD and interagency partners the unique opportunity to explore leadership attributes that build strategic partnerships and enable collaboration across DoD and interagency boundaries.

Vanguard is open to Tier 2 and Tier 3 DoD SES members with at least five years of executive experience who occupy positions that demonstrably concentrate on the DoD enterprise and/or interagency environments. Additionally, non-DoD federal agency SES members, Defense Intelligence Senior Executive Service members, and Defense Intelligence Senior Level and Senior Professional (SL/ST) appointees in similar capacities may attend Vanguard. Vanguard is funded centrally by DCPAS, except any travel requirements for participants to/from the venue are funded by the Component organizations. The application deadline to DCPAS for the fall 2025 Vanguard program will be announced in early 2025. Components may establish earlier deadlines to review and prioritize applications. All inquiries regarding Vanguard should be submitted to the group inbox at [dodhra.mc-alex.dcpas-hrspas.mbx.vanguard@mail.mil](mailto:dodhra.mc-alex.dcpas-hrspas.mbx.vanguard@mail.mil).

- **WHLDP:** Sponsored by the Executive Office of the President and the President's Management Council, the WHLDP aims to strengthen enterprise leadership across the government by providing senior level federal employees with expanded perspective and skillsets to address challenges facing the country and build a cadre of government leaders with strong inter-agency experience and exposure to a broad cross-section of government. Placement assignments are within agencies in the National Capital Region associated with executing the President's Management Agenda and its Cross-Agency Priority Goals.

Open to high potential GS-15 employees (and equivalents), the WHLDP is a one-year (October through September), non-reimbursable placement assignment with weekly leadership development programming. There is no tuition expense, but selected fellows' salary and travel requirements for the rotational assignment are funded by the fellows' organizations. The application deadline to DCPAS for the Fiscal Year 2026 WHLDP cohort is January 15, 2025. Components may establish earlier deadlines to review and prioritize applications. All inquiries regarding DCELP should be submitted to the group inbox at [dodhra.mc-alex.dcpas.mbx.white-house-leadership-development-prog@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.white-house-leadership-development-prog@mail.mil).

Quotas for each program are attached. Nominees from the OSD, Defense Agencies and Field Activities, as applicable, 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 Learning and Professional Development section of:

<https://www.dcpas.osd.mil/learning/civilianleaderdevelopmentbroadeningother>.

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 the respective programs.

Zev Goldrich  
Acting Deputy Assistant Secretary  
Civilian Personnel Policy

Attachment:  
As stated

## COMPONENT QUOTAS

### DEPARTMENT OF DEFENSE LEADER DEVELOPMENT PROGRAMS

#### Defense Senior Leader Development Program (DSLDP) Quota Allocations (Cohort 2026 [January 2026 – April 2028] 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 and Field Activities (Nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT July 7, 2025).	10
Intelligence Agencies	5
Total	<b>50</b>

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 Quota Allocations  
(Cohort 38, September 2025 – June 2026)**

<b><u>Component</u></b>	<b><u>Total</u></b>	<b><u>Notes</u></b>
Department of the Army	11	Total quota includes 1 military
Department of the Navy	11	Total quota includes 1 military
Department of the Air Force (includes USSF)	14	Total quota includes 4 military
Coast Guard	1	Total quota includes 1 military or 1 civilian
OSD, Defense Agencies and Field Activities	21	Nominations submitted through the DCPAS, Talent Development
Intelligence Agencies	4	N/A
National Guard	1	Total quota includes 1 military
U.S. Federal Interagency	1	N/A
Total	<b>64</b>	

Note (1): All completed application and nomination packages should be submitted through the ELDP Group Mailbox [dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrspas-eldp@mail.mil) and are due no later than January 17, 2025.

**Defense Civilian Emerging Leader Program Quota Allocations  
(Class 2026 [March-May 2026], Cohort 22)**

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 and Field Activities (See Note 1)	10	3	7	5	25	5
Intelligence Agencies	9	3	2	3	17	4
Defense Contract Audit Agency		8			8	
<b>Total</b>	<b>70</b>	<b>23</b>	<b>30</b>	<b>21</b>	<b>144</b>	<b>21</b>

Note (1): OSD, Defense Agencies and Field Activities nominations should be submitted through the DCPAS Talent Development Directorate and are due no later than July 7, 2025.

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.

**Defense Civilian Emerging Leader Program Quota Allocations**

**(Class 2026 [June-August 2026], Cohort 23)  
(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 and Field Activities (See Note 1)	26	4
Intelligence Agencies	24	4
U.S. Federal Interagency	12	6
Total	<b>146</b>	<b>26</b>

Note (1): OSD, Defense Agencies and Field Activities nominations should be submitted through the DCPAS Talent Development Directorate and are due no later than July 7, 2025.

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



**Vanguard Senior Executive Leadership Program Quota Allocations**  
**(May 6-10, 2024, Session)**

<u>Component</u>	<u>Total</u>
Department of the Army	5
Department of the Navy	8
Department of the Air Force	3
OSD, Defense Agencies and Field Activities	9
Total	<b>25</b>

Note (1): DoD Component allocations for each session are based on the percentage of executives who meet the target audience criteria.

Note (2): An additional five allocations are reserved for non-DoD interagency partners.

**White House Leadership Development Program Quota Allocations  
(Fiscal Year 2025 Cohort)**

<u>Component</u>	<u>Total</u>
Department of the Army	4
Department of the Navy	6
Department of the Air Force	2
OSD, Defense Agencies and Field Activities	6
Total	<b>18</b>

Note (1): To ensure equitable access to the program, the current distribution of GS-15s across the Department determines the number of nominations accepted from each Component.

Note (2): A Department of Defense executive-level Selection Board will select up to six individuals for the Deputy Secretary’s nominations.

Note (3): A selection board will review nominations from OSD, Defense Agencies and Field Activities to determine the six nominees from this component submitted to the DoD-wide Selection Board.

Note (4): Nominations for Intelligence Community (IC) employees in OSD, Defense Agencies and Field Activities organizations will be reviewed with nominations from other OSD, Defense Agencies and Field Activities organizations. IC employees within the Service Components will be considered with other nominations from their Service.