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

MANPOWER AND
RESERVE AFFAIRS

NOV 2 1 2019

MEMORANDUM FOR: UNDER SECRETARY OF DEFENSE (INTELLIGENCE)
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, OFFICE OF THE CHIEF MANAGEMENT OFFICER

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: Defense Senior Leader Development Program (DSLDP); 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 April 1, 2020. 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 2021 is August 31, 2020. 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. The application and tuition funding deadline to DCPAS for the ELDP Class of 2021 is March 2, 2020. Components may establish earlier deadlines in order to review and prioritize applications and to finalize funding arrangements.

- 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. The first cohort (March-June 2021) will be similar to prior cohorts and will include 144 participants from the Human Resources, Financial Management, and Acquisition communities. The second cohort (June-September 2021) will include 144 participants from all occupational series and 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. The application deadline to DCPAS for DCELP Class of 2021 is September 4, 2020. Functional Community managers for Human Resources, Financial Management, and Acquisition (for the first 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 (OSD), 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.

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. James Buchman, Associate Director, DCPAS Talent Development Directorate, at (571) 372-2072, or by email at james.e.buchman2.civ@mail.mil.

Anita K. Blair
Deputy Assistant Secretary
Civilian Personnel Policy

Attachment:
As stated

COMPONENT QUOTAS

WHITE HOUSE LEADERSHIP DEVELOPMENT PROGRAM

Component	Total
Department of the Army	3
Department of the Navy	3
Department of the Air Force	3
Office of the Secretary of Defense (OSD), Defense Agencies, and Field Activities (Nominations should be submitted through the Defense Civilian Personnel Advisory Service (DCPAS) Talent Development Directorate and are due not later than (NLT) March 19, 2020).	3
Intelligence Agencies	3
Total	**15**

Note: A DoD executive-level Selection Board will review applications and select up to four individuals as the DoD nominees.

DEPARTMENT OF DEFENSE LEADER DEVELOPMENT PROGRAMS

Defense Senior Leader Development Program (DSLDP) Quota Allocation

Component	Total
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 10, 2020).	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 Quota Allocations

Component	Total	Notes
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, and Field Activities	20	Nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT February 10, 2020.
Intelligence Agencies	5	N/A
National Guard	2	Total quota includes 1 military
U.S. Federal Interagency	2	N/A
Total	**64**	

Note: Candidates from the Combatant Commands should submit applications to appropriate service component.

Defense Civilian Emerging Leader Development Program Quota Allocations

Class 2021 (March-June 2021), Cohort 13

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	
Total	**70**	**23**	**30**	**21**	**144**	**21**

Note (1): For OSD, Defense Agencies, and Field Activities, nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT July 10, 2020.

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 Development Program Quota Allocations

Class 2021 (June-September 2021), Cohort 14
(All Functional Communities and Interagency)

Component	Total	Alternates
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)	24	4
Intelligence Agencies	24	4
U.S. Federal Interagency	12	6
Total	**144**	**26**

Note (1): For OSD, Defense Agencies, and Field Activities, nominations should be submitted through the DoD Talent Development Directorate and are due NLT July 10, 2020.

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

APPLICATION DEADLINES FOR THE DEPARTMENT OF DEFENSE ENTERPRISE LEADER DEVELOPMENT PROGRAMS

The application deadlines for each of the Department of Defense enterprise leadership development programs are as follows:

- **White House Leadership Development Program (WHLDP):** Component applications for the nominees of the WHLDP cohort beginning in October 2020, are due to the Program Management Staff not later than (NLT) April 1, 2020. Applications from the Office of the Secretary of Defense (OSD), Defense Agencies, and Field Activities are due to the Program Management Staff NLT March 19, 2020.

- **Defense Senior Leader Development Program (DSLDP):** Component applications for the DSLDP Class of 2021 nominees are due to the Program Management Staff NLT August 31, 2020. Applications from OSD, Defense Agencies, and Field Activities are due to the Program Management Staff NLT July 10, 2020.

- **Executive Leadership Development Program (ELDP):** Component applications and Military Interdepartmental Purchase Requests (MIPRs) for funding the ELDP Class of 2020 nominees are due to the Program Management Staff NLT March 2, 2020. Applications from OSD, Defense Agencies, and Field Activities are due to the Program Management Staff NLT February 10, 2020.

- **Defense Civilian Emerging Leader Program (DCELP):** Applications for the DCELP Class of 2021 nominees are due to the Program Management Staff NLT September 4, 2020. Applications from OSD, Defense Agencies, and Field Activities are due to the Program Management Staff NLT July 10, 2020.

NOTE: The deadlines listed above do not include any additional deadlines established by the Components (and, for DCELP, by the Office of the Secretary of Defense Functional Community Managers) in order to allow time to process all applications, and submit them to each Program Management Staff by the cited deadlines.