



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

November 16, 2021

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); and the Defense Civilian Emerging Leader Program (DCELP).

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 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 the Defense Civilian Personnel Advisory Service (DCPAS) for the DSLDP Cohort 2023 is August 31, 2022. 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 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 organizations.

Due to COVID-19 impacts, DCPAS leadership “paused” ELDP Cohort 35 for the initial planned execution in Fiscal Year (FY) 2021/2022. The cohort is now scheduled to begin September 2022. Applicants previously selected for Cohort 35 are guaranteed a seat. Therefore, a full Call for Nominations is not required for Cohort 35 (September 2022-June 2023). Instead, Service 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. Defense Agencies and DoD Field Activities are encouraged to submit no more than one (1) applicant to DCPAS by February 15, 2022. An order of merit list will be established by a Selection Board and applicants will be considered in the event DCPAS must fill Fourth Estate vacancies due to drops in the current roster.

- 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 2023) will include 144 participants from the Human Resources, Financial Management, and Acquisition functional communities. The second cohort (June to September 2023) will include 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. The application deadline to DCPAS for DCELP Class 2023 is September 9, 2022. 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, DoD Field Activities, and Joint Staff, 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 Mr. Jim Buchman, Acting

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

A handwritten signature in black ink, appearing to read "Veronica E. Speight". The signature is written in a cursive style with a horizontal line extending to the right.

for Nancy Anderson Speight
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

<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 8, 2022).	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
IMPORTANT: See note below for 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	14	Total quota includes 4 military
Coast Guard	1	Total quota includes 1 military or 1 civilian
OSD, Defense Agencies, and Field Activities	20	Nominations submitted through the DCPAS, Talent Development
Intelligence Agencies	5	N/A
National Guard	2	Total quota includes 1 military
U.S. Federal Interagency	1	N/A
Total	64	

- NOTE: DCPAS leadership “paused” ELDP Cohort 35 for the initial planned FY21 execution because of COVID-19; class will resume September 2022. Applicants previously selected for Cohort 35 are guaranteed a seat. Therefore, a full Call for Nominations is not required for Cohort 35 (September 2022-June 2023). Instead, Service Component training representatives will fill any seats (not to exceed their allocation) that may come vacant due to drops from the Cohort 35 roster. Defense Agencies and DoD Field Activities are encouraged to submit no more than one (1) applicant to DCPAS by 15 February 2022. An order of merit list will be established by a Selection Board and applicants will be considered in the event DCPAS must fill Fourth Estate vacancies due to drops in the current roster.**

Defense Civilian Emerging Leader Development Program Quota Allocations
Class 2023 (March-May 2023), Cohort 16

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, DoD Field Activities, and Joint Staff, nominations should be submitted through the DCPAS Talent Development Directorate and are due NLT July 8, 2022.

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 2023 (June-September 2023), Cohort 17
(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, DoD Field Activities, and Joint Staff, nominations should be submitted through the DoD Talent Development Directorate and are due NLT July 8, 2022.

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