



Department of Defense Advanced Professional Executive Senior Executive Orientation Program Fiscal Year 2025



Program Description

The Department of Defense (DoD) Advanced Professional Executive (APEX) Senior Executive Orientation Program provides a high quality, joint orientation for newly appointed career senior executive members. APEX helps new leaders gain an enterprise-wide perspective that encompasses expectations, opportunities, and challenges currently facing DoD leadership. The program offers participants a practical and theoretical understanding of the structure and processes of the Office of the Secretary of Defense (OSD), the Combatant Commands (CCMDs), the Joint Staff (JS), and the Military Departments (MILDEPS). The 10-day, in-person, residential program is delivered twice each year.

The first half of the program is conducted in the National Capital Region (NCR); during the second half of the program, participants travel to CCMDs and select military installations across the continental United States. The program schedule is aggressive and will extend outside of normal duty hours. APEX is considered the primary place of duty for all participants. Active participation is required during all scheduled program activities.

Program Objectives

Executives will gain knowledge and understanding of:

- The organization and management structure of the OSD, the CCMDs, JCS, and the MILDEPS, and the contribution of each to the DoD mission.
- The priorities and challenges of other Federal agencies and the Defense industry and how they contribute to national security in partnership with DoD.
- The contributions and challenges of the Soldiers, Marines, Sailors, Airmen, Guardians, and Coast Guardsmen within the context of the overarching DoD mission requirements.
- The importance of information sharing, relationship building, and networking across the total force (including both military and civilian personnel).
- An enterprise-wide strategic and operational perspective, which encompasses leadership expectations and challenges currently facing DoD leaders.
- Tools executives need to successfully contribute to the DoD.

Target Audience

Newly appointed career Senior Executive Service (SES), Scientific and Professional, and Senior Level employees (if space is available) within 24 months of their initial appointment into the SES or upon transfer into the DoD. Participants will require a minimum of a Secret clearance for full program participation.

Seat Allocations

Thirty-five executives are authorized to participate in each program session. Seats are provided and allocated for all Defense-wide participants; this includes executives from the Defense-wide Agencies, Military Departments, and the Intelligence Community.

Seat allocations include Defense-wide (16), Army (5), Navy/Marine Corps (5), Air Force/Space Force (5) and Intelligence Community (4).

Locations and Dates

The program will be held within the NCR at the Pentagon Library and Conference Center and a local hotel near the Pentagon; and it will also include travels to various CCMDs and military installations across country. FY25 program dates are March 30 – April 8, 2025 (APEX 25.1), and September 7-16, 2025 (APEX 25.2).

Program Funding

OSD Senior Executive Management Office (SEMO) will fund program materials, transportation, meals, and lodging for the first half of the program. The executive's agency will be responsible for funding meals, lodging, and per diem for the second half of the program as well as parking (if applicable) and transportation expenses to/from the program training location.