**TRAINING & DEVELOPMENT OPPORTUNITIES**

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| **TITLE**  \*Centrally-funded Long Term Training programs for OSD/WHS | **Program Date(s)** | **SF182due to L&DD** | **Grade**  **Equivalent to:** | **Tuition Cost**  **(Subject to change)** |
| **Advanced Management Program (AMP)**  This IRMC program prepares managers to lead the emergence of gov't as a successful info age enterprise, capable of managing the complexity of info resources. Two 12-week courses per year. http://www.ndu.edu/irmc | Sep-Dec & Jan-Apr | Jun/Oct | YA2 & above  YC2 &above | NDU Funded |
| \*Air Command & Staff College (ACSC) An Intermediate professional military education school which prepares student to assume positions of higher responsibility. Student must have or have applied for a top secret security clearance and an SSBI  http://wwwacsc.au.af.mil/ | Aug-Jun | February | YA2 &above  Major equivalent | Air Force Funded (Trvl & Per Diem to be paid by owning organization) |
| \*Air War College (AWC) A 10 month graduate degree-granting program. Students must have an undergraduate bachelor degree & have or applied for a top secret security clearance and an SSBI. http://www.au.af.mil/au/awc/awchome.htm | Jul-May | February | YA3 & above  YC3 & above | Air Force Funded (Trvl & Per Diem to be paid by owning organization) |
| Aspiring Leader Program A six month part-time program that prepares federal employees for positions as team leaders, supervisors, and managers. The program strengthens basic competencies in managerial skills such as: oral & written communication, problem solving, & customer service. <http://graduateschool.edu/> index.php?option=com\_content&task=view&id=188&Itemid=200 | April-Oct & Sep-Mar | Mar/Aug | YA1 & above | $2,495 |
| Brookings European Seminar An exchange program that takes a group of U.S. Gov't officials to Brussels, Belgium for a week-long seminar on the European governmental system and U.S. European relations. http://www.brook.edu/execed/programs\_title.htm | Oct | Aug | YA3 & above  YC3 & above | $3,450 |
| Congressional Fellowship Program A nine-month program sponsored by the American Political Science Assn which expands knowledge and awareness of Congress. Organizations with activity relating to foreign governments can nominate candidates for the eight-week Foreign Affairs Fellows section of the program. http://www.apsanet.org/about/cfp | Jan | Mar | YA2 & above  YC2 &above  With +2 yrs of service | $4,500 plus $2,500 for Foreign Affairs Seminar (if selected) |
| **\*Council for Excellence in Government Fellows Program (CEG)**  Focuses on the civil servant. It is an intensive, year-long leadership development opportunity. http://www.excelgov.org | Oct-Sep | February | YA3 & above  YC3 & above | $12,400 |
| **Defense Acquisition University (DAU)**  Acquisition courses including internet courses http://www.dau.mil | Courses held throughout year | Varies | All | DAU Funded |
| **Defense Leadership & Mgmt Program (DLAMP)**  Program not accepting new applicants. http://www.cpms.osd.mil/dlamp/index.html | Multi-year |  | YA2 & above  YC3 & above | None |
| Defense Policy Seminar (NSSP/GWU) Examines the psychology of decision making and crisis management. Curriculum is designed to strengthen leadership competency under conditions of intense pressure and stress. This 3 day program is held twice a year. | Jul/Dec | May/Oct | Senior SES & O-8 and above | Centrally Funded by Services & WHS |
| **Defense Senior Leader Development Program (DSLDP)**  Two year program designed for those who are currently leading high performing organizations and programs, who have the potential and motivation to take on more responsible senior leadership positions. It provides structured learning opportunities to enable the deliberate development of a diverse cadre of senior civilian leaders. <www.cpms.osd.mil/jldd> | Dec-Sep | July | Pay band 3 under the Standard Career Group in the National Security Personnel System | Funded thru CPMS |
| **\*DoD Executive Leadership Dev Pgm (ELDP)**  A year long program to gain a better understanding of DoD's mission. http://www.cpms.osd.mil/eldp | Oct-Sep | March | YA2 & above  YC1 & above | $6,000 + $15,000 for Travel |
| Executive Course on National & International Security (NSSP/GWU) Designed to investigate issues such as: Military plans & actions, intelligence gathering, analysis; dissemination & sharing, and nation building from leadership & practical perspectives. A two week program held in early fall. | Sep | Jun | SES & O-7 and above | Centrally Funded by Services & WHS |
| **Executive Leadership Program (ELP)**  A year-long program structured around the OPM's Leadership Effective Framework (LEF), a model for effective leadership and managerial performance. <http://graduateschool.edu/index.php?option=com_> content&task=view&id=188&Itemid=200 | Aug-Jun | July | YA2 & above  YC1 & above | $3,295 |
| **Executive Potential Program (EPP)**  A year long competency based leadership program based on OPM's Executive Core Qualifications (ECQs). <http://graduateschool.edu/> index.php?option=com\_content&task=view&id=188&Itemid=200 | May-May | March | YA2 & above  YC1 & above | $5,695 |
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| **Federal Executive Institute (FEI)**  Multiple courses to help executives develop broad corporate viewpoints, understand their constitutional roles, and enhance essential skills.  http://www.leadership.opm.gov/programs/Executive-Leadership-Development/LDS/Index.aspx | Courses Throughout Year | August | YA3 & above  YC3 & above | $18,375 Courses Contracted Beginning of each Year |
| **Industrial College of the Armed Forces (ICAF)**  Prepares senior leadership/staff positions dealing with national security strategy and the resource component of national power. School year runs from Aug to Jun. http://www.ndu.edu/icaf | Aug-Jun | February | YA3 & above  YC3 & above | NDU Funded |
| **Information Resources Mgmt College (IRMC)**  Provides courses for Information Technology certificates. http://[www.ndu.edu/irmc](http://www.ndu.edu/irmc) | Crs Held Throughout Year | Varies | YA2 & above  YC2 &above | NDU Funded |
| **Information Assurance Scholarship Program(IASP)**  This program is for disciplines and programs of study supported under the IASP. The program includes opportunities for DoD civilian and military to attend school either full or part-time to earn a degree. Students selected will receive full scholarships for tuition and selected books and fees. Please call 703-604-1489 x108 for additional information. | Varies | January | Varies | Funded |
| \*Key Executive Program, American Univ A 20 month course that offers participants the perspectives and competencies necessary for effective performance in high level executive and managerial work. http://[www.american.edu/academics](http://www.american.edu/academics) | Sep-Sep | March | YA2 & above  YC2 &above | $50,724 |
| **\*Legislative Fellows Program**  Open to Government managers who need in-depth understanding of the U.S. Congress and the legislative process. It offers a 12 month session plus 2 seven month sessions beginning Jan/May. http://www.brookings.edu/execed/programs/legisfellowship\_govt.aspx | Jan-Dec or Jan-Aug | October | YA2 & above  YC2 &above | $6,000/12 month  $4,000/7 month |
| **Management Development Center Courses (MDC)** Multiple seminars offered by OPM for managers & executives. http://[www.leadership.opm.gov](http://www.leadership.opm.gov) | Courses held Throughout Year | September | YA2 & above  YC1 & above | Varies per class |
| **National War College (NWC)**  Prepares students for planning and conducting global war plus making peacetime national security and strategy decisions. The program runs from Aug to Jun. http://www.ndu.edu/nwc/index.htm | Aug-Jun | February | YA3 & above  YC3 & above | NDU Funded |
| New Leader Program A six month leadership development program designed to develop future public service leaders by providing assessment, experiential learning, and individual development opportunities. Provides solid training & develops basic leadership and team building skills. http://www.grad.usda.gov/cgi-bin/course/search.cgi | Mar-Sep & Jul-Jan | Feb/Jun | YA1& YA2  YC1 | $2,945 |
| \*OSD Graduate Fellowship An academic year of study at an accredited college or university. The purpose is to ensure DoD retains the most qualified workforce. http://hrd.whs.mil/page.cfm?info=133 | Varies | Feb | YA2 & above  YC1 & above with +5 yrs service | $20,000 |
| **OSD Staff/Action Officer Course**  The objective of this course is to provide action officers with an understanding of how to create and coordinate actions effectively. | Bi-Monthly | 5 days prior to class start date | Various | OSD Funded |
| **OSD Staff Orientation Course**  The objective of this course is to ensure new employees are given a basic introduction to the Office of the Secretary of Defense. | Monthly | 5 days prior to class start date | Various | OSD Funded |
| Retirement Seminar Two day Mid-Career Seminar for employees 10 to 15 years from retirement.  Three day Seminar for employees 5 to 10 years from retirement.  Course location: Polk Bldg, 2521 S. Clark St, Ste 4000, Arlington,VA  http://hrd.whs.mil/page.cfm?info=130 | Courses Held Throughout Year | Varies | All | Varies |
| \*Seminar XXI (Massachusetts Institute of Tech) Provides future leaders with analytic skills needed to understand other countries and foreign relations, and to explore policy issues critical to American interests through a variety of lenses. http://web.mit.edu/semxxi | Sept-May | February | YA3 & above  YC3 & above | $9,500 |
| Senior Executive Development ProgramSeminar sponsored by GWU exposes participants to new ideas about leadership and strategic thinking. Enhances potential for growth within the organization. Employees can choose the 5 week program which meets twice a week, or the two week program which is full time. http://www.gwu.edu/index.cfm | Apr-May (5 weeks) & Jun (2 week) | Mar/May | YA3 & above  YC3 & above | $5,000 |
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| Senior Manager Course in National Security GWU/NSSP’s 4 week seminar conducted once a year. It involves interplay of policy and process in the complex defense environment. | June | April | YA3 & above  YC3 & above /O-6& above | Centrally Funded by Services & WHS |
| **SES APEX (DoD**)  Covers issues and topics of common concern, regardless of Component affiliation. Two week program with visits to Commands. http://hrd.whs.mil/page.cfm?info=127 | Mar/Sep | Jan/Jul | SES | Centrally funded by WHS. Participants Organizations fund travel cost. |
| **SES New Member Orientation (OPM)**  Provides an overview of executive branch priorities and an opportunity to interact with a broad range of policy makers. It covers the President's vision and values. http://[www.opm.gov/ses](http://www.opm.gov/ses) | Courses held Throughout Year | Varies | SES | $495 |

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