

# Open Enrollment Training

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7 Oct

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[Harvard Senior Exec. Fellows Program](#)  
1 Aug

## Application Deadline TBD

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**JUNE** | **JULY**

[Senior Service College](#)  
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[HAC Professional Development Program](#)  
9 Jan

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16 Mar



# Training Application Deadline Timeline



# Civilian Training Eligibility Ladder



## CES courses are a part of the Army Civilian Education System

### Special Note:

- ❖ Successful completion of training does not imply eligibility for or guarantee promotion
- ❖ Waivers for prerequisites may be considered on a case by case basis
- ❖ All grades are applicable to GS or its equivalent



"nice to know"  
information

This blended course is focused on educating the supervisor or team leader on the foundations of leadership and management. When you complete this course, you will be better able to understand and apply basic leadership skills to lead and care for small teams. You will be more capable of communicating effectively, and developing, coaching and counseling subordinates. The BC consists of a DL course and a two week resident course. The resident course will be taken after successful completion of the DL course and takes place in a university setting encompassing a classroom environment and small group seminars. The DL phase must be completed prior to taking the resident phase. The time length between completing the DL course and beginning the resident course should not exceed 180 days. Those unable to successfully complete the DL course are not eligible for the resident phase.

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# CES Basic Course



"need to know"  
information

**Target Audience:** GS1- GS9 or equivalent

**Type of Training:** Distant Learning (DL) and Resident

**Prerequisites:** Completed Individual Dev. Plan & CES Basic Course Phase 1

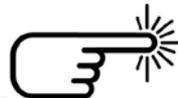
**Course Date:** Click [here](#) to view multiple course dates for Phase 2.

**Location:** Online for DL training and click [here](#) to view course locations.

**Funding:** Centrally Funded

**Application Deadline:** Open Enrollment for Phase 1. Click [here](#) to view multiple deadlines for Phase 2.

**Competencies:** Continual Learning, Flexibility, Integrity/Honesty, Interpersonal Skills, Oral Communication Skills, Problem Solving & Resilience



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# CES Foundation Course



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information

All Army Civilians hired after Sept. 30, 2006, must complete the Foundation Course. This course is entirely Distance Learning. There is an opportunity to test out of certain modules if your level of knowledge is high in that topic area. It is a required course for all Army interns before completion of the intern program.

**Target Audience:** GS1- GS9 or equivalent

**Type of Training:** Distant Learning (DL)

**Prerequisites:** Completed Individual Dev. Plan

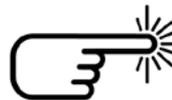
**Course Date:** N/A

**Location:** Online

**Funding:** No cost

**Application Deadline:** Open Enrollment

**Competencies:** Accountability, DoD (Army) Corporate Perspective, Interpersonal Skills, Oral Communication Skills, Team Building & Written Communication Skills



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# CES Action Officer Course



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The Action Officer Development Course provides an overview of actions and responsibilities required of an Action Officer. You will learn the functions of an Action Officer and the expectations of managers and staff activities, the application of problem solving and time management techniques, and effective oral and written communication skills for military environments. The term "action officer" does not refer to a duty position. AODC is available to all Army employees as a self-development tool.

**Target Audience:** GS1- GS15 or equivalent

**Type of Training:** Distant Learning (DL)

**Prerequisites:** Completed Individual Dev. Plan

**Course Date:** N/A

**Location:** Online

**Funding:** No Cost

**Application Deadline:** Open Enrollment

**Competencies:** Problem Solving, Time Management, Effective Communication & Military Briefing Skills.



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# Executive Skills Course



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This 40-hour resident course addresses the competencies involved in leadership. This also includes one day with the Civilian Corps Chief and staff to focus on Civilian Corps specific topics. MEDCOM civilians in positions involving managed care who desire to develop and enhance their healthcare management capabilities. Five civilian candidates will be selected to attend this course. Additional local candidates in the Ft Sam Houston / San Antonio area may be selected for standby in case additional seats become available.

**Target Audience:** GS1-GS15 or equivalent

**Type of Training:** Resident

**Prerequisites:** Completed Individual Dev. Plan & Grade appropriate level CES Course completion or enrollment preferred, but not required

**Course Date:** 5 - 15 Apr 2016, 27 Sep – 7 Oct 2016

**Location:** Fort Sam Houston, TX

**Funding:** Centrally Funded

**Application Deadline:** 10 Feb 2016

**Competencies:** Decision Making, Strategic Planning, Personal/Organization Ethics, Managing Change & Innovation, Leadership, Individual & Organizational Behavior, Clinical Understanding, and Performance Management

**How to apply:** Email the nomination in accordance with the Competitive Professional Development checklist to the [Civilian Corps Chief inbox](#).

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# CES Supervisor Development Course



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The Supervisor Development Course (SDC) provides military and Civilian supervisors or managers of Army Civilians the administration skills for management and basic supervision. The SDC contains lessons on topics mandated by the NDAA 2010. Topics include: Hiring, Merit Systems Principles and Prohibited Personnel Practices, Training and Development, Recognition, Incentives and Awards, Counseling and Mentoring, Leave Administration, Workers' Compensation, Labor Relations, Hostile Work Environment, Reasonable Accommodations, Managing Conflict, Valuing Individual Differences, Leading Change.

**Target Audience:** GS1- GS15 or equivalent

**Type of Training:** Distant Learning

**Prerequisites:** Completed Individual Dev. Plan &

**Course Date:** N/A

**Location:** Online

**Funding:** No Cost

**Application Deadline:** Open Enrollment

**Competencies:** Conflict Management & Leveraging Diversity



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# Command & General Staff Officer Course



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The Enterprise Talent Management - CGSOC resident attendance module is open to select Army Civilians in grade GS-13 and equivalent, and by exception, to Army Civilians in grade GS-12 and equivalent. Following one month in the Preparation Course (P900), an ETM-CGSOC participant will attend CGSOC Developmental School, a 10-month graduate-level program at Fort Leavenworth, Kansas. The benefits of participating in ETM-CGSOC are an increased knowledge of the operational and tactical Army and preparation for the challenges faced in a dynamic and complex global environment. This is part of the Enterprise Talent Management Program.

For more information click [here](#).

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**Target Audience:** GS13 or equivalent

**Type of Training:** Resident

**Prerequisites:** None

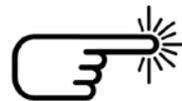
**Course Date:** TBD

**Location:** Fort Leavenworth, Kansas

**Funding:** Centrally Funded

**Application Deadline:** TBD

**Competencies:** None Identified



[HOW TO APPLY](#)

# Continuing Education for Senior Leaders



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Continuing Education for Senior Leaders (CESL) provides an interactive environment in which senior leaders discuss current issues and relevant challenges facing Civilian and Military leaders and provides a continuing education program on specific topics. The resident course consists of both small and large group activities. The course structure is a combination of guest speakers and interactive exercises on subjects like National Security Personnel Challenges, Strategic Thinking, Knowledge Management, and Cultural Well Being. Updates on Army initiatives are also included in the program.

**Target Audience:** GS14- GS15 or equivalent

**Type of Training:** Pre-course work and a 4 ½ day resident course

**Prerequisites:** Completed Individual Dev. Plan, CES Advanced & Foundation Course

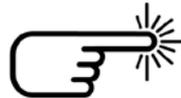
**Course Date:** N/A

**Location:** Army Management Staff College

**Funding:** Centrally Funded

**Application Deadline:** N/A

**Competencies:** Army/ DoD Mission & Culture, National Security Environment & Strategic Thinking



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# Executive Leader Development Program



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During the course of a typical 10-month training cycle an ELDP participant can expect to travel and participate in training deployments for at least a week to 12 days out of each month.

## Key program features include:

- Orientation and Core-Curriculum (DoD Executive Management Training Center, Southbridge, MA - 2 weeks). Topics include team building, problem solving, decision-making, and communication skills.
- Deployments each month from December to June to military installations (CONUS and OCONUS)
- Seminars and briefs on defense and international issues and international perspectives.
- Preparation of Staff Studies
- Graduation Week Activities (DC Area)

For more **DoD** information click [here](#).  
For more **Army** information click [here](#).

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**Target Audience:** GS12- GS14 or equivalent (**Army**)  
GS12-13 or equivalent (**DoD**)

**Type of Training:** Varies

**Prerequisites:** Passport and Government Travel Card, CES Intermediate & Advanced Course, Baccalaureate degree & Secret Clearance

**Course Date:** 21 Aug 2015 - 11 Jun 2016

**Location:** Varies Orientation Core study, Deployments & Seminars

**Funding:** Centrally Funded

**Application Deadline:** 16 March 2015

**Competencies:** DoD (Army) Corporate Perspective, Oral Communication Skills, Problem Solving & Team Building

**How to apply:** See [application checklist](#). Applicants must apply through command training and be nominated by their commands. HQDA will not accept applications directly from candidates.

**\*This course is offered through DoD and Army.**

# Defense Senior Leader Development Program



"need to know"  
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"nice to know"  
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Designed to support one of the Department's top transformational priorities, DSLDP is the senior-level component of our overall leader development strategy. DSLDP is not a Senior Executive Service (SES) candidate development program. Army participants in DSLDP will be expected to sign both a continuous service agreement and a mobility agreement as a condition of acceptance into the program. This is a SETM program. DSLDP has three program elements:

- 10-month Professional Military Education (PME)/Senior Service College (SSC)
- A series of defense-focused leadership seminars generally 3-5 each
- Individual development assignment

For more information click [here](#).

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**Target Audience:** GS14 - GS15 or equivalent

**Type of Training:** Varies

**Prerequisites:** CES Advance Course, Secret Clearance & Baccalaureate degree

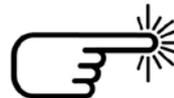
**Course Date:** Jan 2016 - Dec 2017

**Location:** Resident - Varies, Seminars - Defense Executive Management Training Center in Southbridge, Mass., unless specified otherwise, Individual Development - Varies

**Funding:** DoD Funded

**Application Deadline:** 15 May 2015

**Competencies:** DoD (Army) Corporate Perspective, External Awareness, Partnering, Political Savvy, Strategic Thinking & Vision



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# Harvard Senior Executive Fellows Program



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"nice to know"  
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The Harvard University Program for Senior Executive Fellows (SEF) is a four-week program designed to build executive skills in political and public management, negotiation, human resource management, policy-making, organizational strategy, communication, ethics and leadership. Participants are expected to contribute their professional expertise to complement the program's learning experience, and are selected to reflect a broad cross-section of functional and operational responsibilities. This program also provides participants with a unique opportunity to gain perspectives on public policy and management, to strengthen managerial skills and to acquire insights into managerial practice, and to interact across agency and executive-legislative branch boundaries

For more information click [here](#).

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**Target Audience:** GS14- GS15 or equivalent

**Type of Training:** Resident

**Prerequisites:** CES Advance Course

**Course Date:** 18 Oct - 13 Nov 15; 17 Jan - 12 Feb 16;  
10 Apr. - 06 May 16

**Location:** John F. Kennedy, School of Government,  
Harvard University, Cambridge, MA

**Funding:** Nominating activity

**Application Deadline:** 7 Aug 15; 4 Nov 15; 5 Feb 16

**Competencies:** Problem solving, Strategic thinking,  
Political savvy, External Awareness, Partnering & Vision

**How to apply:** See [application checklist](#). Complete application packages (original and one copy) must be sent through command channels for forwarding to G37/TRV - Army Commands will include an Order Merit List. Commands are limited to 2 nominations.

# Senior Enterprise Talent Management TDY



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information

Senior Enterprise Talent Management - TDY, a short-term developmental assignments program comprised of a TDY assignment to work on a special command-nominated project as part of a working group or to fill a "critical need" detail for a period not to exceed 179 days.

For more information click [here](#).

**Target Audience:** GS14 – GS15 or equivalent

**Type of Training:** Resident

**Prerequisites:** None

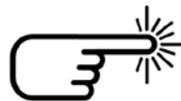
**Course Date:** TBD

**Location:** Varies

**Funding:** **Unknown**

**Application Deadline:** TBD

**Competencies:** None Identified



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# Senior Service College



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Senior Service College /Professional Military Education (PME) is the apex of the Army Civilian Education System (CES) and prepares Civilians for positions of greatest responsibility in the Department of Army, including but not limited to Army Enterprise Positions. Leaders who attend must have an understanding of complex policy and operational challenges and increased knowledge of the national security mission.

Schools available to Army Civilians in Academic Year 2015-2016:

- [Army War College, Carlisle, Pa.](#)
- [Dwight D. Eisenhower School, Washington, D.C](#)

**NOTE:** Applicants who have previously completed a Professional Military Education degree (resident or non-resident) from any Senior Service College are NOT eligible for consideration. [Application checklist.](#)

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**Target Audience:** GS14 – GS15 or equivalent

**Type of Training:** Varies

**Prerequisites:** CES Advance Course, Secret Clearance & Baccalaureate degree from an accredited college or university

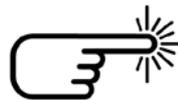
**Course Date:** Jul 2016- May 2017

**Location:** Varies depending on the school

**Funding:** Army Funded

**Application Deadline:** 15 May 2015

**Competencies:** Global Perspective, Strategic Thinking, Partnering, National Security Strategy, National Defense Integration, Political Savvy, Vision & External Awareness



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# Federal Executive Institute Leadership for a Democratic Society



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"nice to know"  
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This four-week program is targeted for Army Civilian Managers at the GS-15 or pay band equivalent level. LDS is an executive leadership-development opportunity that challenges students to reach beyond their past experiences to embrace a broader perspective of their GovLDS is offered in three formats. The first is the traditional, four-week resident program. The second is called the "Applied Learning Program (ALP)," or less formerly, the "split program." In this program, students report for the first two weeks of LDS, return to work to apply what they learned in the first section. Then return for the second section sometime later and complete the rest of the program. The ALP is very popular among those executives who find it difficult to allocate a whole month for this valuable developmental opportunity. Our third format is our "Blended Learning Program."

For more information click [here](#).

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**Target Audience:** GS15 or equivalent

**Type of Training:** Varies

**Prerequisites:** CES Advance Course

**Course Date:** Multiple course dates, see [here](#).

**Location:** Federal Executive Institute, Charlottesville, VA

**Funding:** Unit funded

**Application Deadline:** Multiple deadlines, see [here](#).

**Competencies:** Leading and Complex Organizations, Leading Transformation & Enhancing Organizational Performance

**How to apply:** See [application checklist](#). Application packages (original plus a copy) will be forwarded through respective command channels.

# Senior Leader Seminar – Senior Leader Development



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The Senior Leader Seminar: Senior Leader Development Course (SLS) is a one-week seminar that will enhance the education of Department of the Army Civilians, invited Interagency federal Civilians (GS-15 or equivalent level), and Senior Executive Service (SES) civilian leaders. The SLS course offers an experience that is both broadening and educational. It is coordinated and centrally managed by the Center for Strategic Leadership and Development, United States Army War College.

For more information click [here](#).

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**Target Audience:** GS15 or equivalent

**Type of Training:** Seminar

**Prerequisites:** CES Advance Course & Three years or any combination in a permanent full time DA position

**Course Date:** 24 -29 Jan 2016, 7– 12 Aug 2016

**Location:** National Conservation Training Center (NCTC) Shepherdstown, WV

**Funding:** Centrally Funded

**Application Deadline:** 7 Oct 2015, 6 May 2016

**Competencies:** Team Building, DoD (Army) Corporate Perspective, Continual Learning, Strategic Thinking, External Awareness & Vision

**How to apply:** See [application checklist](#). Application packages (original plus a copy) will be forwarded through respective command channels.

# House Appropriated Committee Professional Development Program



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This long-term training program is open to all DA civilian employees who have career status and are serving in permanent competitive appointments; Schedule A, Excepted appointments without time limitation; or, are serving under an Excepted Service appointment in the Defense Civilian Intelligence Personnel System. This program is targeted to eligible individuals seeking increased knowledge and proficiency in the Federal Budget, the Budget process, investigation techniques, budget policy processes, and policy or programs evaluations. Selected participants will be directly involved in activities or individual subcommittees that are focused on completing extensive analytical evaluations and research with House Appropriations Committee members. Applicants/commands requesting career program funding support must contact the respective FCR for additional information prior to applying.

For more information click [here](#).

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**Target Audience:** GS12-GS15 or equivalent

**Type of Training:** Resident

**Prerequisites:** Combined total of five years of DoD Service, Three years service in DA & appropriate level CES training respective to current grade completed.

**Course Date:** 2 Mar 2015 - 31 Mar 2015

**Location:** Washington, D.C.

**Funding:** Commands are responsible for travel and per diem. Committee will fund required non-local travel, equipment, and supplies at the training site.

**Application Deadline:** 9 Jan 2015

**Competencies:** None identified

**How to apply:** See [application checklist](#). Application packages will be forwarded electronically through command channels for appropriate endorsement. Packets are submitted electronically to [Army G3/5/7](#) by the chain of command.

# Academic Degree Training



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The Academic Degree Training program MUST be related to the performance of the employee's official duties and part of a planned, systematic and coordinated program of professional development, endorsed by the Army. Training must be accredited and provided by a nationally recognized accredited college or university. Employees, who are members of a Career Program submitting requests for degree programs to be funded with central ACTEDS funds, must submit their application packages through the appropriate chain of command to the respective Functional Chief Representative's office for review and selection through a competitive process ([AR 690-950](#)).

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**Target Audience:** GS1- GS15 or equivalent

**Type of Training:** Varies

**Prerequisites:** Three (3) years of permanent, full time employment as an Army Civilian

**Course Date:** N/A

**Location:** Varies

**Funding:** The Army may pay and/or assist Army Civilians in obtaining an academic degree if the training meets identified organizational training needs; resolves an identified staffing problem or accomplishes organizational goals in the strategic plan.

**Application Deadline:** N/A

**Competencies:** Varies

**How to apply:** See [application checklist](#). Application process varies, click [here](#) for more details.

# Army Congressional Fellowship Program



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"nice to know"  
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The purpose of the Army Congressional Fellowship Program (ACFP) is to educate and train selected Army Officers and Civilians in all aspects of congressional activities, emphasizing those matters regarding the DoD. The Army Congressional Fellowship Program is designed to provide congressional training to top Army Officers and Civilians. One will receive a Master's Degree in Legislative Affairs, Capitol Hill Experience and a Utilization Tour. The George Washington University (GWU) Masters' in Legislative Affairs is a rigorous eleven-course, one-of-a-kind in the nation, curriculum that exposes students to all aspects of the Congressional experience. Fellows begin their Capitol Hill experience in January 2017 by serving on the staff of a member of Congress or on a Congressional Committee. Army Civilians graduating from the program are now required to serve a 12-month utilization tour immediately following the 18-month fellowship.

For more information click [here](#).

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**Target Audience:** GS11-GS14 or equivalent

**Type of Training:** Varies

**Prerequisites:** Baccalaureate degree, CES Intermediate & Advanced Course

**Course Date:** May 2016 - Dec 2017

**Location:** Washington, D.C.

**Funding:** Centrally Funded

**Application Deadline:** 3 Apr 2015

**Competencies:** DoD (Army) Corporate Perspective & External Awareness

**How to apply:** See [application checklist](#). Application packages (original plus a copy) will be forwarded through respective command channels.

# CES Manager Development Course



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"nice to know"  
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Through the Manager Development Course students will gain an understanding of the demands of an Army Manager and learn knowledge and skills that will enable them to perform these duties at higher levels of the organization. Available to all Army employees as a self-development tool. Army Non-appropriated Fund (NAF), Wage Grade (WG), Local National (LN). It is highly recommended for all civilians in supervisory or managerial positions before attending Civilian Education System (CES) courses.

**Target Audience:** GS1- GS15 or equivalent

**Type of Training:** Distant Learning

**Prerequisites:** Completed Individual Dev. Plan

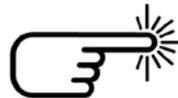
**Course Date:** N/A

**Location:** Online

**Funding:** No Cost

**Application Deadline:** Open Enrollment

**Competencies:** Time Management, Problem Solving, Effective Communication, Decision Making & Manpower Management



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# CES Advance Course



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This course is designed for Civilian leaders in supervisor or managerial positions. The training focus is on strategic thinking and assessment, change management, developing a cohesive organization, managing a diverse workplace, and management of resources. The Advance Course consists of a DL course and a four-week resident course. The resident course takes place in a university setting encompassing a classroom environment and small group seminars. The DL phase must be completed prior to taking the resident phase. The time length between completing the DL course and beginning the resident course should not exceed 180 days. Those unable to successfully complete the DL course are not eligible for the resident phase.

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**Target Audience:** GS13 or equivalent

**Type of Training:** Distant Learning (DL) and Resident

**Prerequisites:** Completed Individual Dev. Plan, CES Foundation & Advanced DL Course

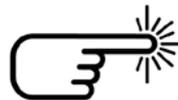
**Course Date:** Click [here](#) for course dates for Phase 2.

**Location:** Online for DL training and click [here](#) to view course locations.

**Funding:** Centrally Funded

**Application Deadline:** Open Enrollment for Phase 1. Click [here](#) to view multiple deadlines for Phase 2.

**Competencies:** Creativity and Innovation, External Awareness, Financial Management, Partnering, Strategic Thinking, Technology Management & Vision



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# Enterprise Placement Program



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Selection into the GS-15 Enterprise Placement Program (EPP) offers an opportunity to be considered for positions Army-wide where the Army needs its most talented Civilian Leaders and that will add breadth and depth to the employee's skill base. Those selected for EPP will be listed on slates forwarded to Commanders across the Army for placement consideration, in accordance with SETM-Placement procedures. The EPP considers applicants for placement the following:

- **Option 1 - Reassignment:** Open to Army senior Civilians GS-15 (or equivalent). Selection based on past performance/demonstrated potential. Considered for placement into positions across the Army
- **Option 2 - SES Detail:** open to Army senior Civilians GS-15 (or equivalent). Temporarily detailed to a command/ organizational nominated SES position. Detail not to exceed one year.

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**Target Audience:** GS15 or equivalent

**Type of Training:** Detail or Reassignment

**Prerequisites:** Visit the link below.

**Course Date:** TBD

**Location:** Varies

**Funding:** Unidentified

**Application Deadline:** TBD



# Army Senior Civilian Fellow



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information

The ASCF is part of the Senior Enterprise Talent Management Program and affords participants the opportunity to engage in post-graduate study of issues of importance to the nation, DoD and the Army.

- **Part I** - 12-month study that expands understanding of how National Strategy is developed and the linkages and challenges faced by senior DoD and Army officials.
- **Part II** - 12-month fellowship may be offered by the Federal Government, corporations, foundations, funds or educational institutions.
- **Phase III** - Fellow will be placed into duty positions intended to leverage the competencies fostered where the Army most requires these enhanced capabilities. ASCF fellows are subject to a Graduate Placement Program.

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information

**Target Audience:** GS14-GS15 or equivalent

**Type of Training:** Resident

**Prerequisites:** Visit the link below.

**Course Date:** TBD

**Location:** Varies

**Funding:** Unidentified

**Application Deadline:** TBD



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# Enterprise Talent Management TDY



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"nice to know"  
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The ETM-TDY module is open to select Army Civilians in grade GS-13 and equivalent. An ETM-TDY participant will fill a short-term developmental assignment on a special project, will be a member of a working group or tiger team, or will fill a critical need detail for a period not to exceed 90 days. The benefits of an ETM-TDY assignment include new and challenging work in a different work environment and a broadening experience at the enterprise level. Army Civilians must apply annually to participate in or continue participation in the ETM-TDY module.

For more information click [here](#).

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**Target Audience:** GS13 or equivalent

**Type of Training:** Short term assignment

**Prerequisites:** Visit the link below.

**Course Date:** TBD

**Location:** Varies

**Funding:** Centrally Funded

**Application Deadline:** TBD



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# MEDCOM Mentorship Program



"need to know"  
information



"nice to know"  
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MEDCOM has launched a mentoring program to develop a well-rounded workforce and provide an opportunity for employees to improve their leadership, managerial, and technical skills. MEDCOM Mentorship Program is designed to encourage employees to seek personal and professional development to increase competitiveness and to keep pace with the rapidly changing environment.

For more information click [here](#).

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**Target Audience:** GS1- GS10 or equivalent for Mentees; GS11-15 for Mentors; GS13-15 for Sr. Mentors

**Type of Training:** Distant Learning (DL) and Resident

**Prerequisites:** None

**Course Date:** Jan 16 – Jan 17

**Location:** N/A

**Funding:** MEDCOM Funded

**Application Deadline:** TBD

**Competencies:** Leadership, managerial & technical skills



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# CES Intermediate Course



"need to know"  
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This course is focused on preparing Army Civilians for increased responsibilities to exercise direct and indirect leadership and supervision. It will enhance your ability to lead people and manage human and financial resources. You will be able to develop a cohesive and effective organization. You will increase your ability to be flexible and resilient while accomplishing the mission. Program Details The IC consists of a dL course and a three-week resident course. The resident course will be taken after successful completion of the dL course and takes place in a university setting encompassing a classroom environment and small group seminars. The dL phase must be completed prior to taking the resident phase. The time length between completing the dL course and beginning the resident course should not exceed 180 days. Those unable to successfully complete the dL course are not eligible for the resident phase.

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**Target Audience:** GS10 – GS12 or equivalent

**Type of Training:** Distant Learning

**Prerequisites:** Completed Individual Dev. Plan, CES Foundation & Intermediate Phase 1 Course

**Course Date:** N/A

**Location:** Online

**Funding:** Centrally Funded

**Application Deadline:** Open Enrollment

**Competencies:** Accountability, Conflict Manager, Decisiveness, Influencing/Negotiating, Leveraging Diversity, Problem Solving, Team Building, Technology Management & Written Communication Skills.



# Defense Civilian Emerging Leader Program



"need to know"  
information



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information

DCELP builds on the competencies generally required for the Lead Self and Lead Teams/Projects level of the DoD Civilian Leader Continuum and supports the DoD Civilian Leader Development Framework. DCELP has five Terminal Learning Objectives (TLOs) that are: Know-Self, Express-Self, Build Teams, Manage Organizations and Understand the DoD. Pre-course work is required (readings and exercises) prior to attending each in-residence seminar. Participants should anticipate spending approximately 21 days in resident courses throughout the program. These days of instruction are spread over a 6-month period of time with each course of instruction lasting 3.5 - 4 days each.

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**Target Audience:** GS7-GS11 or equivalent

**Type of Training:** Pre-course work & Residency

**Prerequisites:** None

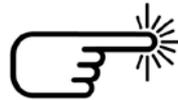
**Course Date:** Jan – Aug 2016

**Location:** Executive Management Training Center in Southbridge, MA

**Funding:** Tuition and course materials – funded by DCPAS; Travel and Per Diem – funded by unit

**Application Deadline:** TBD

**Competencies:** Leading Self & Team Projects



[Learn more about the program](#)

# Fayetteville State University (FSU) Masters of Social Work Program



"need to know"  
information



"nice to know"  
information

The MEDCOM Social Work Professional Development Program is designed to develop civilians for hard-to-fill GS-0185 social work positions throughout the Department of the Army. Upon completion of the 14-month phase of the program and receipt of the Master of Social work (MSW) degree, the graduate of the program will be placed in a permanent GS-0185-09/11 positions for 24-months of structured supervision within MEDCOM, where needed. Permanent change of station costs will be paid by the gaining organization.

**Target Audience:** GS5 – GS9 or equivalent

**Type of Training:** Resident

**Prerequisites:** Graduate Record Exam (GRE) score of 290, Baccalaureate degree, 3.0 out of 4.0 GPA

**Course Date:** TBD

**Location:** Fayetteville, NC

**Funding:** Centrally Funded

**Application Deadline:** TBD

**Competencies:** Master in Social Work

**How to apply:** Point of Contact Dr. Dexter Freeman, Director, Army-FSU MSW Program (210)221-6887; DSN 471-6887 or send an [email](#) for questions.

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# Army Acculturation Program



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information



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A pilot program has been initiated to integrate Army newly hired Civilians and help provide a positive socialization experience in an effort to help them learn, understand and foster an appreciation for the Army Culture.

**Target Audience:** GS1-GS15 or equivalent

**Type of Training:** Resident

**Prerequisites:** None

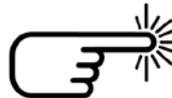
**Course Date:** TBD

**Location:** TBD

**Funding:** None

**Application Deadline:** N/A

**Competencies:** Socialization & Understand Army Culture



[Learn more about the program](#)

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"nice to know"  
information

The Army-Baylor University Graduate Program in Healthcare Administration was created to ensure a steady pipeline of civilians who are properly trained and have the appropriate skill sets to become Healthcare Administrators, GS-0670 series. This rigorous graduate level program is centrally funded by US Army Medical Command (MEDCOM) and is open to current MEDCOM employees. The 2-year program consists of a 54-week phase at Fort Sam Houston, Texas, followed by a 52-week residency in a Military Treatment Facility either in San Antonio or at their employers' facility.

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# Baylor Program



"need to know"  
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**Target Audience:** GS11 – GS12 or equivalent

**Type of Training:** Resident

**Prerequisites:** 3.0 out of 4.0 Undergraduate GPA, acceptable GMAT or GRE score, Federal Service employment, Baccalaureate degree

**Course Date:** TBD

**Location:** Fort Sam Houston, TX

**Funding:** Centrally Funded

**Application Deadline:** 31 Oct 2016

**Competencies:** Appropriate skill sets to become Healthcare Administrators.



# Leadership Shadowing Experience



"need to know"  
information



"nice to know"  
information

- A GS13 shadows a GS15/SES for 20 working days of structured leadership experience.
- Develops first hand knowledge of what it takes to lead at senior levels in the Army.
- This opportunity is available under the Enterprise Talent Management Program.

**Target Audience:** GS13 or equivalent

**Type of Training:** Resident

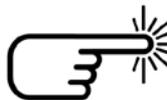
**Prerequisites:** None

**Course Date:** TBD

**Location:** Varies

**Funding:** Centrally Funded

**Application Deadline:** TBD



[Learn more about the program.](#)

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# Strategic Learning Project



"need to know"  
information



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The Corps Chief's office provides employees an opportunity for what we call a Strategic Learning Project (SLP) assignment each quarter. This initiative allows an employee to work on a temporary assignment in the Corps Chief's office with the AMEDD Civilian Corps Specific Branch Proponent Officer (CSBPO) and Program Administrator. Employees are exposed to daily operations of the office, assist in the development of new programs for the AMEDD Civilian Corps, and get a feel for operations at the strategic level of our enterprise. Check "What's New" for more info on the subject of the next quarterly project and how to apply for consideration.

**Target Audience:** GS1-GS15 or equivalent

**Type of Training:** Resident

**Prerequisites:** None

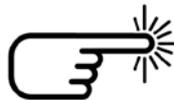
**Course Date:** TBD

**Location:** Fort Sam Houston, TX

**Funding:** Centrally Funded

**Application Deadline:** TBD

**Competencies:** Teamwork, Strategy & organization



[Learn more about the program](#)

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# Emerging Enterprise Leader



"need to know"  
information



"nice to know"  
information

The goal of the Emerging Enterprise Leader program is to provide leadership development opportunities to GS-11 and GS-12 graded employees who have the potential and desire to lead. The Army implemented the Senior Enterprise Talent Management (SETM) program in 2012 to develop and maintain enterprise-focused GS-14 and GS-15 senior civilian leaders. The Army is also finalizing a companion program to SETM, focusing on GS 13s, under Enterprise Talent Management (ETM). The EEL program will address gaps in available leader development programs for GS-11 to GS-12s.

**Target Audience:** GS11 - GS12 or equivalent

**Type of Training:** Distant Learning (DL) and Resident

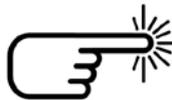
**Prerequisites:** None

**Course Date:** TBD

**Location:** TBD

**Funding:** Centrally Funded

**Application Deadline:** TBD



[Learn more about the program.](#)

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# Intermediate Leader Development Program



"need to know"  
information



"nice to know"  
information

The ILDP is designed to build and strengthen leadership competencies, broaden skill sets, and create competent, confident future Army leaders. It consists of a week-long orientation followed by a tailored 2 year program of education, training, and experiential learning accomplished while employees maintain their current positions. There is no promotion or change in job directly associated with this program. It will, however, increase leadership knowledge and skills that will help prepare you to compete for advancement opportunities. Also, please note that this opportunity is open to all in those grades who meet the qualifications; it is not Career Program-specific. Employees in all occupational series may apply.

For more information click [here](#).

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**Target Audience:** GS11- GS12 or equivalent

**Type of Training:** Distant Learning and Resident

**Prerequisites:** High School diploma, CES Foundation & grade appropriate level CES Course completion Course

**Course Date:** TBD

**Location:** TBD

**Funding:** Centrally Funded

**Application Deadline:** TBD





"nice to know"  
information

# Army War College



"need to know"  
information

The AWC prepares selected military, Army civilian and international leaders to assume strategic responsibilities in military and national security organizations. Resident students may qualify to earn a Master of Science in Strategic Studies Degree. Applicants must sign a SSC GPP Mobility Agreement as a condition of applying for [Senior Service College](#)

**Target Audience:** GS14 – GS15 or Equivalent

**Type of Training:** Resident and Distance Learning

**Prerequisites:** None

**Course Date:** TBD

**Location:** Varies

**Funding:** Centrally Funded

**Application Deadline:** TBD

**Competencies:** Global Perspective, Strategic Thinking, Partnering, National Security Strategy, National Defense Integration, Political Savvy, Vision & External Awareness

## HOW TO APPLY



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# Dwight D. Eisenhower School



"need to know"  
information



"nice to know"  
information

Dwight D. Eisenhower School for National Security and Resource Strategy is the nation's only educational institution that emphasizes the management of national resources to support national security strategy. The curriculum provides a broad education in national security strategy and national military strategy with the major emphasis on resources management. The academic program is specifically designed for a participant body already highly experienced and successful in military and civilian professions devoted to designing and resourcing the different facets of national security.

[Application checklist.](#)

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**Target Audience:** GS14 – GS15 or equivalent

**Type of Training:** Resident

**Prerequisites:** None

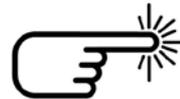
**Course Date:** TBD

**Location:** Ft. Lesley J. McNair, Washington, DC

**Funding:** Army Funded

**Application Deadline:** TBD

**Competencies:** Strategic Vision, develop strategic, & lead at strategic levels



[APPLY NOW](#)

# Career Programs

A Career Program is an Army functional community that provides career management, education and training to its designated population. The Career Program population is comprised of position occupational series that are aligned into consolidated groupings based on common technical functions, associated command missions and position knowledge, skills and abilities. There are 31 Army Career Programs.

**\*\*There are training opportunities offered exclusively through career programs.**

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## Don't know your Career Program?

Find out now at [ACT Army Career Tracker](#)



\*Log on, click "Track" and then select "Career Dashboard"

Visit the links below for more training:

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- ✓ [Army Civilian Workforce Transformation](#)
- ✓ [CPOL Career Management Tools](#)
- ✓ [ACTEDS Career Plan/Program](#)



# Guidance