

4–16. Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM) Programs

a. The SETM and ETM Programs are structured Army Civilian professional development system designed to meet the Army's long-term performance needs in a productive and efficient way. SETM and ETM are the means by which the Army prepares its senior Army Civilians to assume duty positions of greatest responsibility across the Army. These programs are designed to afford selected GS–12–15 and equivalent Army Civilians an exceptional professional development, senior-level educational or experiential learning opportunity.

b. The SETM and ETM programs operates under the overall supervision and oversight of the Deputy Under Secretary of the Army (DUSA), and executed by the Civilian Service Leader Management Office (CSLMO). The DUSA and CSLMO will ensure that SETM complements and leverages other DOD and Army leader development programs and initiatives, while avoiding duplication.

c. *The Senior Enterprise Talent Management and Enterprise Talent Management programs are comprised of eight components:* Project-Based SETM Temporary Duty (TDY) Assignments; Senior Service College (SSC); Defense Senior Leader Development Program (DSLDP); Army Senior Fellowships (ASF); Command and General Staff Officers Course (CGSOC); Executive Leader Development Program (EDLP); Project-Based ETM TDY Assignments; and Leadership Shadowing Experiences.

d. *Project-Based SETM TDY.* This component is open to Army Civilians in grades GS–14/15 (or equivalent); offers short-term developmental assignments intended to challenge and provide a broadening experience to the employee.

e. *Participation in a SSC.* SSC is at the apex of the Army Civilian education system, and provides advanced level educational opportunities for leaders who require an understanding of complex policy, operational challenges, and increased knowledge of the national security mission and strategy.

(1) Eligibility requirements.

(a) Army Civilian in permanent appointment to a GS–14/15 or equivalent position are eligible for the SSC-Resident program. Army Civilians in permanent appointment to a GS -13 or equivalent position that have graduated from a CGSOC are eligible for the SSC-DE program only.

(b) Have served three years in an Army Civilian permanent appointment

(c) Possess a baccalaureate degree from an accredited college or university.

(d) Completion of the CES Advanced Course or course “equivalent”.

(e) Have a SECRET security clearance that will not expire during the academic year of attendance at SSC.

(2) Mobility is optional for the SSC program. Participants can choose between PCS and TDY and return options. Participants selecting the PCS option must submit a mobility agreement at the time of application. The mobility agreement requires the participant to agree to placement by the HQDA Graduate Placement Process (GPP) upon graduation. Participants selecting the TDY and Return option are not required to submit a mobility agreement but must submit a utilization plan agreed upon with parent organization upon successful completion of the SSC Program. All SSC participants are required to submit a Continued Service Agreement (CSA). Participants are required to serve in the DOD for a minimum of three times the length of the program.

(3) SSCs available to Army Civilians.

(a) USAWC.

(b) Eisenhower School for National Security and Resource Strategy.

(c) Army War College Distance Education.

(4) Civilian Personnel Training Account (CPTA).

(a) Civilians selected to attend the SSC resident programs under the PCS option will be reassigned to a long-term training authorization on the CPTA. Students attend SSC in a TDY status from the students' current duty location.

(b) Civilians living overseas may qualify for an exception. Overseas selectees whose families may be negatively impacted by the current Status of Forces agreements will not be assigned to the central account.

- (c) Civilians assigned to the CPTA will no longer be the responsibility of individual organizations but will be managed by the CPTA Manager.
 - (d) Losing commands will have the ability to immediately backfill against the vacant position.
 - (e) All CPTA members are subject to the mandatory Graduate Placement Program (GPP).
 - (f) CPTA members will be entitled to one centrally funded PCS move to their next permanent duty assignment upon SSC graduation.
 - (g) CPTA will not fund other developmental training while student is attending SSC.
- (5) SSC travel guidance for Army Civilians: Travel to and from the colleges listed above is centrally funded.

(a) *Distance Education Program.*

1. Participant is authorized 100 percent per diem for one trip to and from the training site.
2. Reimbursement is limited to constructive cost of common carrier transportation and related per diem as determined in the Joint Travel Regulation, Volume 2.

(b) *Resident Program:*

1. Per diem is based on authorized expenses, established in the Joint Travel Regulation for the training site. Reimbursement for local travel while on per diem is not authorized.
2. Participant is authorized one trip to and from the training site at 100 percent per diem (reimbursement is limited to constructive cost of common carrier transportation and related per diem as determined in the Joint Travel Regulation, Volume 2).
3. Scheduled partial payment must be selected by the participant to receive monthly payments while attending SSC.
4. Authorized expenses: Retention of lodging during leave status is authorized; and, Rent and utilities (covered in per diem).
5. Resident and distance education non-authorized expenses: Rental cars to include moving van rental (rental cars are not authorized under any circumstances, regardless of quota source); limousines; excess baggage; and, in-and-around mile- age costs at the TDY site.

f. Participation in the DSLDP. DoD's premier Civilian leadership program, DSLDP is a 2-year comprehensive educational and developmental program designed to inculcate participants in the enterprise wide perspective needed to lead organizations and programs, and to achieve results in the joint, interagency, and multinational environments. Includes attendance at a SSC (other than participant's service component); participation in programmed leadership seminars; and a follow-on developmental assignment.

(1) Eligibility requirements.

- (a) Army Civilian in permanent appointment to a GS-14/15 or equivalent position.
- (b) Have served three years in an Army Civilian permanent appointment before application to a DSLDP.
- (c) Possess a baccalaureate degree from an accredited college or university.
- (d) Completion of the CES Advanced Course or course "equivalent."
- (e) Have a TOP SECRET security clearance, with special background investigation, that will not expire during the academic year of attendance at DSLDP. Candidates with a SECRET clearance may be admitted to DSLDP, but may be limited as to the courses and lectures in which they may participate.
- (f) Possess a minimum of one year of significant experience in supervising or managing people in an official capacity. Experience must be recent (no more than 5 years old).

- (2) DSLDP applicants are required to sign a mobility agreement and a continuing service agreement. Participants are required to serve in the DOD for a minimum of three times the length of the program.
- (3) SSCs available for DSLDP Army participants.

- (a) National War College.
- (b) Dwight D. Eisenhower School of National Security and Resource Strategy.
- (c) Naval War College.
- (d) Air War College.

g. Graduate Placement Program (GPP) for Senior Service College and Defense Senior Leader Development Program.

- (1) The Army has established a policy of directed placement to maximize the return on investment for SSC and DSLDP graduates. The Graduate Placement Program provides an avenue for full utilization of competencies acquired through advanced education.
- (2) The GPP for SSC and DSLDP graduates is conducted through the SETM program.
- (3) Graduates reassigned by the GPP to an OCONUS location upon completion of their DEROS will return to the GPP process to be reassigned back to CONUS. Graduates who extend DEROS beyond 5 years from date of reassignment by the GPP will forfeit rights to be reassigned back to CONUS by the GPP.

h. Participation in ASF. This component of the SETM Program is limited to senior Army Civilians in grades GS-14 and GS-15 (or equivalents). The ASF is a 12 – 20 month comprehensive study and utilization program designed to broaden the enterprise wide perspective of participants. Fellows engage in a 12-month development program consisting of graduate training and training with industry designed to build on their Executive Core Qualifications (ECQ). Fellows may have the opportunity to temporarily serve in vacant SES positions or serve on a detail assignment for up to 8 months. Upon completion of ASF, fellows will return to their home organizations to leverage the competencies fostered in the ASF. Each applicant must execute and submit a mobility agreement and continued service agreement. The SES Detail of this component allows selecting officials to consider fellows for a SES detail assignment of 6 to 8 months to a designated Army SES position. ASF enhances organizational efficiency by providing a designated fellow with a challenging senior-level assignment while allowing a selecting official the opportunity to temporarily fill an SES position. All Fellows may not get the opportunity to serve in a SES positions and may only serve on a developmental assignment approved by the DUSA. The SES developmental assignments are dependent on availability of vacant positions and HQDA Board recommendations for the fellow's developmental need. Fellows may be required to file an OGE Form 450 (Confidential Financial Disclosure Report).

(1) Eligibility requirements.

- (a) Be serving in a permanent appointment in a GS-14 or GS-15 (or equivalent) position.
 - (b) Possess a baccalaureate degree from an accredited college or university.
 - (c) Must be a graduate of a DoD War College.
 - (d.) Have served 3 years in an Army Civilian permanent appointment by the start date of the program.
 - (e). Have, at a minimum, a Secret security clearance at the time of application and meet any other security clearance requirements of a particular fellowship at the time of selection and during participation.
- (2). Unless CSLMO directs otherwise, senior Army Civilians must apply for the SETM ASF module through the SETM System automated Web-based tool.
 - (3). Applicants for ASF must execute and submit with their SETM Program applications the mobility agreement and continued service agreement.

(a) The mobility agreement requires the participant to agree to placement based on the utilization plan agreed upon with parent organization upon successful completion of the ASF Program.

(b). The continued service agreement obligates participants to serve in DoD or the Department of the Army for a period of three times the length of the fellowship period. A participant who fails to complete this period of obligated service must repay the Federal Government for the costs associated with his/her fellowship.

i. Participation in Command and General Staff Officers Course (CGSOC-CC). Attendance at the Satellite Command and General Staff Officer Course (CGSOC) -- Common Core (CC). The Satellite CGSOC-CC is a 15-weeks blended learning development course which prepares senior Army Civilians for positions of significant responsibility in the Department of the Army. This ETM module is open to applicants in grades GS-13 (or equivalent) (GS-12 by exception) who will compete for allocated seats at a pre-designated U.S. Army Command and General Staff College (CGSC) satellite location. On completion of the program, graduates should continue to be placed in positions intended to leverage the respective competencies. Students selected for attendance to a Satellite CGSOC-CC Class must submit a Continued Service Agreement at the time of application. All Satellite CGSOC-CC participants will attend the course in a TDY-and-return status. Applicants can also apply to attend the College of Naval Command & Staff (CNC&S) Program which is a 10 month in residence course at the Naval War College. Naval (CNC&S) graduates are subject to the GPP. Accordingly, each applicant must submit a MOBA and CSA. The number of applicants selected for attendance at the Satellite CGSOC-CC and Naval (CNC&S) are limited by the number of allocations provided by HQDA G-3/5/7 training and the training institutions.

j. *Participation in ELDP*. ELDP is a unique and challenging opportunity for DOD employees to gain insight, training, and exposure to the missions and complex role our war fighters. Participants train with each military service, as well as combined and allied forces around the world.

(1) Eligibility requirements.

(a) Full-time Army Civilians in the grade levels of GS-12 through GS-13 or equivalent pay grades with a minimum of 1 year of service in a permanent Army Civilian position. (NOTE: Employees in other equivalent systems or on grade retention should seek assistance from their personnel advisor).

(b) Completion of CES course.

1. Successful completion of CES Intermediate Course or course credit - GS-12 or equivalent.

2. Successful completion of CES Intermediate Course or CES Advanced Course or course credit – GS-13 or equivalent.

(c) Active duty Soldiers in the rank of SFC to SGM, CWO 3 to CWO5, CPT (promotable) or MAJ.

(d) Possess a Baccalaureate degree from an accredited college or university, or demonstrate equivalent experience and training.

(e) Possess a secret security clearance at the time of nomination.

(f) Possess a valid passport and Government travel card.

k. *Participation in ETM-TDY*. The ETM TDY module is open to select Army Civilians in grade GS-12/13 or equivalent. ETM TDY participant will fill a short-term developmental assignment, on a special project as a member of a working group or tiger team, or will fill a critical need detail for a period not to exceed 90 days. Applicants must sign a continued service agreement. A mobility agreement IS NOT required.

l. *Participation in Enterprise Talent Management-Shadowing*. This module is open to select Army Civilians in grade GS-12/13 or equivalent. An ETM Shadowing participant has the opportunity to accompany and observe a senior leader in action in his/her daily work environment for up to 20 working days.

m. More detailed information about the SETM Program, its components, and instructions on how to apply, are available at:

<https://www.csldo.army.mil/index.aspx>. Applicants will use a secure, automated tool-the Senior Enterprise Talent Management System to self-nominate to participate in one or more SETM components.

