



LONG-TERM TRAINING PROGRAM

The Long-Term Training Program was established to provide Naval Air Warfare Center Aircraft Division civilian employees the opportunity to pursue comprehensive study programs and developmental assignments in either government or non-government facilities. The training occurs away from the job (other than in apprenticeship, cooperative education, and intern programs) to which an employee is assigned on a full-time basis for more than 120 consecutive working days.

PLANNING

PROCESS: The planning process for long-term training assignments starts well in advance of the training. Long-Term training assignments for employee are used in lieu of off-duty, part-time or short-term training programs when managers determine that:

Current and future mission requirements indicate that there are no activity employees already trained and available to assume the responsibilities and duties of these programs. It is then determined that the new knowledge and skills require the need for a comprehensive, concentrated program of study and the time span for acquisition of that knowledge is such that a concentrated long-term program is most feasible.

New knowledge and skills are so complex and unique that the training could not be readily obtained on a short-term basis from any agency, interagency, or non-government source.

New knowledge and skills at a proposed facility, notwithstanding the additional travel costs and the availability of less adequate or marginal short-term programs in the local area, is clearly in the best interest of the government.

COMMAND

SUPPORT: This command supports and provides employees the opportunity to pursue comprehensive study programs or developmental assignments which ultimately enables NAVAIRWARCENACDIV to maintain its leadership in and keep abreast of management, technical and scientific advances.

ELIGIBILITY: Undergraduate Study Programs: Candidates must have five years of continuous civilian service at NAVAIRWARCENACDIV.

Postgraduate Study Program: After receiving a Bachelor's Degree, candidates must have as a minimum, three years of continuous civilian service at NAVAIRWARCENACDIV. Exception: After receipt of their Bachelor's Degree, PAX-TENN and Cooperative Education graduates must have two years of continuous civilian service at NAVAIRWARCENACDIV before applying for full-time postgraduate study programs.

Advanced Postgraduate Study Program: After receiving a Master's Degree, candidates generally must have as a minimum, three years of continuous civilian service at NAVAIRWARCENACDIV.

Developmental Assignments: Candidates requesting full-time, long-term developmental assignments at other government or at non-government facilities, must have as a minimum, three years of continuous civilian service at NAVAIRWARCENACDIV.

Along with meeting the basic eligibility requirements above, candidates for long-term training are screened by both their organization and a command selection panel to ensure that:

The proposed long-term training is relevant to current and/or projected organizational requirements.

The supervisory assessment of the candidate's past work experience and career potential are satisfactory.

There is evidence of the candidate's ability and desire to successfully undertake and complete a comprehensive long-term training program.

The candidate has made a commitment to the organization at the completion of the long-term training program.

TRAINING

PERIOD: Employee selected for long-term undergraduate, postgraduate and advanced postgraduate study program at an accredited college or university will be approved for only three semesters or four quarters. Developmental assignments may be approved up to one year.

APPLICATION: A call in the form of a memorandum for Long-Term Training Nominations is initiated by the Employee Development Division, Human Resources Office and sent to all organizations. Employees may pick up nomination packages from the Long-Term Training Coordinator, Employee Development Center, Building 2189 during normal working hours.

LEADERSHIP DEVELOPMENT PROGRAMS

This alphabetical listing briefly describes leadership development programs. These programs are offered annually and to have a short response time. Therefore, we are providing the information in advance so that you can budget and plan ahead to meet the application timeframes. This information will not be formally reannounced.

Contact the Employee Development Division, Human Resources Office (301)342-3734 for application forms and additional information.

SELECTION GUIDELINES

Organizations must make every effort to ensure a return on their training investment through procedures designed to select high-quality candidates for training opportunities. Though each program and course has its own eligibility criteria, certain generic factors should be considered in selecting individuals for executive/leadership programs :

General	In considering nominations/selections for a particular program, three important factors should be examined:	<ol style="list-style-type: none">1. Structure and objectives of program2. Command organizational needs3. Individual needs and career goals
Organizational	Organizational selection processes must be followed:	<ol style="list-style-type: none">1. Normally, a competitive process should be used to select participants for executive training, particularly when funds and spaces are limited;2. Designated training committees composed of senior line managers should be used to evaluate and prioritize

Council Excellence in Govt Fellows Prog									X				
DOD Exec Ldrshp Development Program									X				
Executive Potential Program			X										
Federal Executive Institute												X	
Fuel Management Prof Enhancement Prog								X					
Harvard Senior Executive Fellows												X	
Harvard Univ - SONS				X									
Industrial College of the Armed Forces and National War College Programs						X							
LEGIS Fellows Program	X												
Management Development Centers												X	
New Leader Program		X											
Senior Executive Leadership Course									X				
Senior Executive Mgmt Devel SEMDP						X							
Women's Executive Ldrshp Prog WELP				X									

	BROOKINGS INSTITUTION PUBLIC POLICY EDUCATION PROGRAMS
Sponsor	<p>Brookings Institution</p> <p>The Brookings Institution is a private nonprofit organization devoted to research, education, and publication on important issues of domestic and foreign policy. The Brookings Center for Public Policy Education is the educational arm of the Institution and serves as a national resource for executive education.</p>
Purpose	To provide an intensive learning experience and a neutral forum for dialogue on national and international public policy challenges

Developmental Activities	<p>Short courses, discussions with top officials. The varied programs offered by Brookings will:</p> <p>Enhance the Federal executive's understanding of relationships between one's policy and programmatic responsibilities and broader national policies and objectives.</p> <p>Review and analyze major public policy developments in the past and present and discuss emerging issues and their policy implications.</p> <p>Explore, with decision makers from government and business, current public policy issues (both domestic and international) and consider policy choices available to decision makers.</p> <p>Increase understanding of the Federal executive's relationships with the Congress, American industry, state and local governments, the press, interest groups, and other forces in the public policy environment.</p>
Eligibility	Limited to civilian nominees of the Senior Executive Service or GS/GM-15 who occupy positions of significant responsibility
Length of Training	1 day to 2 week seminars
Nominations Due to HRO	November
Cost	\$400 - \$5,000 per seminar

	CIVILIAN FELLOWSHIP PROGRAM IN FINANCIAL MANAGEMENT
Sponsor	Secretary of the Navy

Purpose	To provide an opportunity for high-potential employees to participate in an intensive program of advanced study in the area of financial management for one academic year at the graduate level. The program should enhance one's capabilities and be of benefit to the Department of the Navy
Developmental Activities	Study and/or research.
Eligibility	Professional financial management employees (500 series) GS-9 through GS/GM 15 with career tenure. Professional employees who perform duties in direct support of financial operations such as GS/GM 343 (Management Analyst/Program Analyst) may also apply. Have a minimum of 3 years of civilian service in financial management within the DON. Be accepted by a graduate program as a student in good standing at an accredited college or university for a full-time program of study.
Length of Training	One academic year (two consecutive semesters or three consecutive quarters).
Nominations Due to HRO	May
Cost	Tuition, fees and books are centrally funded.

	CIVILIAN LEADERSHIP DEVELOPMENT
Sponsor	Department of the Navy SECNAVINST 12410.24 of August 1995
Purpose	<p>To establish the framework for Civilian Leadership Development (CLD) for the Department of the Navy. The CLD is not a program, but establishes guidelines that serve as the framework for the design of activity and command programs which provide leadership training to civilian employees.</p> <p>The framework goal is to improve the leadership skills and competencies of all civilian managers. The framework will serve as a benchmark for evaluating existing programs and making appropriate modifications, if necessary. Leadership development areas will be identified in conjunction with the performance appraisal process.</p>
Developmental Activities	The cornerstone for CLD is mentoring, training, and developmental assignments. Each CLD participant is required to have a mentor and an Individual Leadership Development Plan.
Eligibility	GS-9 through GS-15
Length of Training	On-going
Nominations Due to HRO	N/A. Further guidance on implementation of CLD forthcoming from TEAM
Cost	Variable

	<p align="center">CONGRESSIONAL FELLOWSHIP PROGRAM</p>
Sponsor	American Political Science Association
Purpose	<p>To provide opportunities for federal executives to work as congressional aides and to gain a working knowledge of the legislative branch. It seeks to improve the quality of scholarship and teaching on Congress and American national politics; to enhance public understanding of Congress and policymaking; and to provide professionals from several fields with practical experience in Congress and insight into the legislative process.</p>
Developmental Activities	<p>The orientation is designed to broaden and deepen the Fellows' understanding of Congress and the political process by providing an opportunity to hear and question experts from a variety of fields. Speakers include current and former Members of Congress and congressional staff, journalists, lobbyists, political scientists, former Congressional Fellows, and subject specialists.</p> <p>Fellows seek positions in the offices of Members of Congress or congressional committees during the orientation period. This interviewing and negotiating process is an important part of the Fellowship experience as Fellows have the opportunity to meet with many Members of Congress and their staffs to gain a feeling for the diversity of Capitol Hill.</p> <p>Once in place, Fellows serve as professional staff assistants and are typically given responsibility for drafting legislation, arranging congressional hearings, writing speeches and floor statements, and briefing Members for committee deliberations and floor debate.</p>

Eligibility	GS/GM-13 or equivalent
Length of Training	9 months
Nominations Due to HRO	February
Cost	\$4,000 per person

	COUNCIL FOR EXCELLENCE IN GOVERNMENT FELLOWS PROGRAM
Sponsor	Office of Civilian Personnel Management
Purpose	To enhance the leadership and managerial skills of top performing mid-level managers. While continuing to perform the duties of their current positions, Fellows will interact with each other and top leaders from industry and Government.
Developmental Activities	<p>Monthly seminars, retreats and site visits to interact with top leaders from industry and government. Participation in an intensive, multi-day workshop designed to deepen self knowledge and prepare to meet the challenges faced as managers and leaders.</p> <p>Developmental opportunity to build the capacity of mid-level federal managers to lead organizations that get results. Participants develop strategies for meeting the complex challenges facing their organizations. The Program challenges participants to build fast-moving, customer focused, results-oriented organizations. It encourages them to challenge old ways of doing business and look for new and innovative ways to get results. Through a series of interactive learning</p>

	activity, Fellows explore ways to create a shared sense of organizational mission; communicate a clear, powerful vision, and take action that leads to measurable results.
Eligibility	GS/GM 14 or equivalent, have current or recent supervisory experience, demonstrate high achievement and potential for membership in the Senior Executive Service and are committed to a career in the Federal Government.
Length of Training	1 year
Nominations Due to HRO	May
Cost	\$5,250

	DOD EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM
Sponsor	Department of Defense
Purpose	To provide the advantage of a joint arena approach to civilian training that promotes greater understanding of the overall DoD mission; to provide a new approach to the training of DoD employees which parallels the methodology of selected military training and to provide cross-agency exposure for mid-level personnel.
Developmental Activities	Participants remain in their current positions during the program, with the exception of 50-55 days throughout

	<p>the year when they participate in intensive training, briefings, and field trips. Participants must commit themselves to spending extensive amounts of their own time on reading assignments, written analysis of problems and preparation of oral criteria.</p> <p>Reading assignments (non-resident 6-10 weeks), diagnostic tests, (resident 5 days) 4-6 sessions throughout the year, seminars, developmental sessions and meetings.</p> <p>Various sessions may involve physical activities such as climbing ladders, firing small arms on ranges and from foxholes, jumping from airborne training towers, flying in tactically configured military aircraft, participating in various simulations and other physical activities such as team sports.</p>
Eligibility	GS-12/GM13 with a minimum of 3 years of service as a Career employee with the Department of Defense, be identified as a high-potential employee with a history of superior or exceptional performance and have a baccalaureate degree (or equivalent by examination or experience). Secret clearance (or interim secret).
Length of Training	12 months
Nominations Due to HRO	April
Cost	\$4,500. does not include travel and per diem

	EXECUTIVE POTENTIAL PROGRAM
Sponsor	Graduate School U.S. Department of Agriculture
Purpose	Provides a foundation of management training and

	<p>appropriate developmental experiences to high potential individuals in preparation for higher level management or executive positions. Designed primarily for occupational specialists at the journeyman level who are transitioning into management as a second profession, the program holds special significance for employees who need to complement their technical expertise with professional management skills.</p>
Developmental Activities	<p>Five seminars, four of which are 1-week residential seminars, including orientation. The residential seminars are designed to enhance intensive study, learning, and professional development by enabling formal sessions and information discussion to continue through the evening hours.</p> <p>Participants complete a managerial assessment instrument to gain feedback on the essential behaviors of a successful manager. They also complete the Myers-Briggs Type Indicator that is integrated with the results of the managerial assessment.</p> <p>They are required to complete two 60-day segments of developmental work assignments away from their position of record. Each participant is required to interview a minimum of three senior executives and to complete a 3-day shadowing assignment of a high-level agency official.</p>
Eligibility	<p>GS-13/14. Participants may be entry-level managers with limited formal managerial training or be expected to assume responsibility for programmatic or policy leadership in their departments or agencies in the near future.</p>
Length of Training	<p>12 months</p>
Nominations Due to HRO	<p>December</p>
Cost	<p>\$4,900. Does not include travel, per diem and lodging</p>

	FEDERAL EXECUTIVE INSTITUTE
Sponsor	Established by Presidential Order
Purpose	To promote excellence in government through the nurture of executive talent and to increase awareness of the possibilities and responsibilities of the career executive role
Developmental Activities	<p>Residential training as follows:</p> <p>Leadership for a Democratic Society Program (4 wks) emphasizes a performance based approach to individual development and leadership in the Federal context. Week one begins with the overarching theme that the government executive functions in a constitutional system. Executives explore the values of the Constitution and how these can be integrated with their personal and organizational roles.</p> <p>Weeks two through four focus more heavily on Personal Leadership in Government; Policy in a Constitutional System; Global Perspectives and Public Action; and Transforming Public Organizations.</p> <p>Split Session Format consists of 2-week residential program after which executives return to their organizations. The class returns to FEI for the remaining 2-week program four months later.</p> <p>Work-Team Development Program (5 days) invites top government executives to bring to FEI key members of their work teams to join together with a select number of work teams from other government agencies in a multi-team building effort.</p> <p>Alumni Follow-On Program (4 days) is an opportunity for specific graduates to return to FEI for an update on issues presented in their 4-week program and for information on topics which have emerged since they were last there.</p>
Eligibility	GS/GM-15 and above
Length of Training	4 days to 4 weeks
Nominations Due to HRO	July
Cost	\$950 - \$8,800

	FUEL MANAGEMENT PROFESSIONAL ENHANCEMENT PROGRAM
Sponsor	Office of Under Secretary of Defense
Purpose	To improve DOD fuel management through cross-training of professional personnel with top-level management potential and to enhance career development patterns for mid-level DOD management personnel engaged in energy management
Developmental Activities	<p>Six months in Logistics (fuel), work with staffs of one or more of the following: Office of the Under Secretary of Defense (Policy); the Office of the Director of Defense (Research and Engineering). Objectives are:</p> <ol style="list-style-type: none"> 1. Familiarize participants with the process by which OSD develops and implements policy. 2. Familiarize participants with the management objectives, policies, programs, and issues addressed by fuel logistics within the Office of the Deputy Under Secretary of Defense (Logistics). 3. Improve DoD fuel management by cross-training career professionals. 4. Encourage the career development of mid-level managers involved in petroleum engineering, logistics, management, procurement and contracting, and economics. 5. Provide challenges and opportunities to further develop participants' management potential.
Eligibility	GS/GM-12-15, Secret Clearance. Nominees should

	have demonstrated the ability to comprehend broad based management issues and policy formulation.
Length of Training	12 months. Participants are obligated for 1 year following completion of the program.
Nominations Due to HRO	March
Cost	No tuition. Sponsoring commands are responsible for all funding including any temporary duty performed in conjunction with the training assignment.

	HARVARD SENIOR EXECUTIVE FELLOWS PROGRAM
Sponsor	Department of Defense
Purpose	Designed to address the needs of upper level managers of demonstrated accomplishment who are now setting strategy, evaluating program choices, and managing relationships with the external political environment
Developmental Activities	<p>Rigorous academic experience addressing the key issues in public management; organizational strategy; human resources, political and operations management; policy development, design and analysis; negotiations, ethics; and leadership.</p> <p>Faculty members use case teaching, a powerful educational tool pioneered at Harvard for use in executive education. Each case is an actual situation in public management and acts as a stimulus for participants to think through possible approaches and solutions to a particular problem. Participants are led to examine their assumptions, present recommendations and defend their conclusions. Students meet within small groups daily, where each participant must develop and present to the group a personal case based on an unresolved management problem faced in daily work.</p>

Eligibility	GS/GM-14 and above and equivalent military rank. Nominees should be promising upper-level managers who have advanced rapidly into senior positions.
Length of Training	8 week residential
Nominations Due to HRO	June
Cost	\$18,150

	HARVARD SENIOR OFFICIALS IN NATIONAL SECURITY - SONS
Sponsor	Harvard University
Purpose	To prepare personnel for positions of increased executive responsibility
Developmental Activities	<p>Case discussions, readings, lectures, small group discussions, informal dinners and discussions with faculty and distinguished guest several times a week.</p> <p>The wide range of security and management-related issues covered in the curriculum include the following: Interplay of foreign and domestic policy; global economic forces and the determinants of national economic policy; regional security issues in the Middle</p>

	<p>East, Far East, and former Soviet Union; development of policy and alternatives; political assessment and forecasting; concepts and techniques of negotiation; uses of intervention and nontraditional missions; uses and misuses of history in policy-making decisions; executive-legislative, government-press, and civilian-military relations; and organizational change and innovation.</p> <p>Although the curriculum is entirely Harvards', it is tailored to meet specific needs that senior officers and officials have identified as lacking in their preparation for posts at the highest level in the national and international security community.</p>
Eligibility	GS/GM-15
Length of Training	2 months
Nominations Due to HRO	January
Cost	Travel and reduced per diem only

	<p>INDUSTRIAL COLLEGE OF THE ARMED FORCES (ICAF) and NATIONAL WAR COLLEGE PROGRAMS</p>
Sponsor	National Defense University (NDU)

Purpose	To provide executive education and research, within the areas of leadership, resource management, mobilization, and joint and combined operations, to selected senior military and civilian officials destined for positions of high trust and leadership.
Developmental Activities	<p>Curriculum is multidisciplinary and interdisciplinary, and contains core, elective, and research programs. Each part of the curriculum is based on a number of distinct disciplines, but provides interplay among them and produce a broad level of interdisciplinary understanding for the student and shed light on how future problems might be solved. The academic program engages the student in a variety of teaching methodologies, including seminars, individual study and research, and major group exercises and travel.</p> <p>Enhanced acquisition emphasis as part of curriculum.</p>
Eligibility	<p>GS/GM-15 or higher.</p> <p>The employee must desire to attend college; have completed not more than 23 years of Federal service; demonstrated potential for higher responsibilities; have at least three years of government service remaining after graduation before retirement eligibility; bachelor's degree is mandatory and master's degree is desirable; and Top Secret clearance.</p> <p>Nominees should be career executives who can be expected to continue in government service and attain key positions of responsibility and senior decision-making affecting domestic and foreign policy. Nominees should have broad experience in areas of national security policy and strategy.</p>
Length of Training	10 months
Nominations Due to HRO	February
Cost	None. Travel and per diem

	LEGIS FELLOWS
Sponsor	Office of Personnel Management
Purpose	To provide assignments for personnel whose current or prospective positions may require working knowledge of the operations of the Congress.
Developmental Activities	Fellows receive instruction and hands-on experience in a congressional office through training/developmental activities consisting of three weeks of intensive briefings on the operations and organization of the Congress; a full-time assignment on the staff of a Member, committee or support agency/organization of the Congress; and weekly seminars during the work assignment on Capitol Hill.
Eligibility	GS/GM-14. GS/GM-13 level may also be accepted in special circumstances. Nominees should have a minimum of 2 years of federal service in the Executive Branch; demonstrated flexibility in work habits; ability to work in unstructured environment; ability to initiate work independently with minimum supervision, direction, or assistance; and an interest in legislative procedures, practices, and techniques.
Length of Training	Two sessions (a full year session and one 7-month session - nominee must select which session). OCPM will notify nominees in writing at their residence of their acceptance approximately three weeks after the nomination deadline.
Nominations Due to HRO	October
Cost	\$3,500 - \$4,800

	MANAGEMENT DEVELOPMENT CENTERS
Sponsor	In cooperation with Federal Executive Institute in Charlottesville, Va
Purpose	To provide intensive policy and executive management education for a select group of Government managers and executives. Centers are located in Denver, Colorado, and Lancaster, Pennsylvania
Developmental Activities	<p>23 Programs in Policy, Management and Assessment are available. Training and development in executive leadership skills to insure government effectiveness.</p> <p>Centers support the Government's corporate culture, vision and values. They provide training and development in those executive leadership skills that assure the most effective Government possible. Continual curriculum assessment means that all administration initiatives are presented and explained in a cogent, timely and rigorous learning environment.</p>
Eligibility	<p>GS/GM-13 and above with high level managerial responsibilities. Specific eligibility criteria are established for each seminar.</p> <p>All participants should have sufficient experience and managerial authority to participate fully and actively and to add to the quality of class discussion and small group problem-solving activities. Centers may accept managers at one grade lower than the published criteria for a seminar if their level of authority and responsibility would likely result in a meaningful learning experience. In no case, however, will a nomination below GS-12 be accepted.</p>
Length of Training	One and two week programs
Nominations Due to HRO	June
Cost	\$1,825 - \$2,775

	NEW LEADER PROGRAM
Sponsor	Office of Personnel Management
Purpose	A career enhancement program to provide training and developmental experiences to prepare employees for future opportunities as supervisors and managers.
Developmental Activities	<p>Three separate 1-week residential seminars designed around the following nine basic leadership competencies: leadership, problem solving, self-direction, flexibility, interpersonal skills, decisiveness, written communication, oral communication, and technical competence. Participants also complete the Leadership Effectiveness Inventory. The results will help them design an individual development plan linked to organizational and individual needs.</p> <p>Week I: Orientation and Skill Building. Focuses on individual development needs, self-direction, team building, leadership skills, team formation, and interpersonal skills.</p> <p>Week II: Teams At Work. This session begins 6-weeks after the orientation and concentrates on team performance, conflict, decision making/problem solving, interpersonal communications, diversity in the workplace, flexibility, and presentation skills.</p>

	Week III: Team Presentations, Close-Out and Graduation. This is the final week of the 6-month program. The emphasis is on oral communications, self-direction, and leadership.
Eligibility	GS-7 through GS-11 federal employees who are potential leaders, first-line supervisors, team leaders, project leaders and members of self-directed work teams
Length of Training	Six months
Nominations Due to HRO	November
Cost	\$1,995. Does not include costs associated with travel and per diem

	SENIOR EXECUTIVE LEADERSHIP COURSE
Sponsor	Department of Defense
Purpose	Designed to complement component Senior Executive Service succession planning efforts by increasing the pool of civilian employees eligible for promotion to executive positions regardless of gender, race, religion, age, color, disabling condition, or national origin
Developmental Activities	Rigorous developmental experience that includes intensive classroom instruction at the senior service school level on the technical and managerial competencies required of DoD executives. Participants are assigned to a 6-9 month developmental

	<p>assignment involving high level functional and/or managerial responsibilities in a military department, defense agency or Office of the Secretary of Defense staff that complements and applies the formal course curriculum.</p> <p>Also included will be a comprehensive research project on a topic of interest to senior DoD leadership that integrated practical and classroom experience and offers a substantial contribution to the operation of DoD.</p>
Eligibility	<p>GS/GM-14-15 regardless of occupation or career field, with a minimum of 1-year in a supervisory capacity and 5 years as a career employee with DoD.</p> <p>Have a Baccalaureate degree and preferably a Master's degree. However, consideration will be given to those individuals who demonstrate a strong motivation for high performance in self-development activities.</p>
Length of Training	12 months
Nominations Due to HRO	April
Cost	\$10,000

	SENIOR EXECUTIVE MANAGEMENT DEVELOPMENT PROGRAM (SEMDP)
Sponsor	Naval Air Systems Command (NAEI)
Purpose	To develop candidates with high potential for management positions

Developmental Activities	<p>Individual development plans and mentor. Core developmental activities include:</p> <p>Executive Leadership and Career Development Workshop - 1 week residential; Washington Arena Seminar - 1 week non-residential; Capitol Hill Workshop or Congressional Affairs Seminar - 1 week non-residential; Contemporary Management Issues and Practices - 2 week residential; Politics of Natl Security - 1 week residential; Total Quality Leadership (TQL) (local); 80 hours supervisory training; Rotational assignment - 3 months minimum; Participation in at least one TQL process action team, quality management board or other TQL corporate project; Written report (1-2) pages on how participant implemented TQL principles in the organization; At least one visit to headquarters, depot, NAVAIR research, design, test and evaluation activity and private industry; Attendance at a minimum of two headquarters or field activity lectures.</p>
Eligibility	GS-12 and above
Length of Training	3-5 years
Nominations Due to HRO	Nomination is a competitive process - announced annually in December
Cost	Variable - core courses are funded through NAEI

	WOMEN'S EXECUTIVE LEADERSHIP PROGRAM (WELP)
Sponsor	Graduate School U.S. Department of Agriculture
Purpose	To provide supervisory/managerial training and development opportunities for high-potential federal employees preparing them for future positions as supervisors and managers. It focuses on career enhancement rather than advancement.
Developmental Activities	<p>Program provides formal training and developmental experiences that require participants to be away from their positions for a minimum of 5-months:</p> <p>One week residential orientation session; Management assessment instrument to assess level of managerial skills; Individual Development Plan to be designed by each participant; Core I training session is a 5-day residential program emphasizing roles and responsibilities of supervisors and managers. Core II is a 2-week residential course of management training based on the needs of the whole class; A minimum of one 30-day and one 60-day developmental assignment outside of the participant's current position of record to provide exposure to different managerial experiences and perspectives; Leadership Development Team activity; Shadowing Assignment; Executive Interviews; Management Readings; and Program Impact paper.</p>
Eligibility	GS-11-12 full time, permanent Federal employees, women and men. Designed for employees with less than 1 year supervisory experience.
Length of Training	12 months
Nominations Due to HRO	December
Cost	\$3,650. Does not include travel and per diem