



Department of Energy
Office of the Chief Human Capital Officer
Career Development Programs FY 2009 Catalog

NNSA Employees: NNSA has an established Uniform Selection Process in place. Please go to the [Leadership & Career Development Programs webpage](#) to see NNSA corporately sponsored/funded programs

PROGRAM NAME	DESCRIPTION	COST	DURATION AND START DATE	TARGETED AUDIENCE GS LEVEL(S)	COURSE CODE	TENTATIVE DOE CAST DATE
Aspiring Leader Program (via USDA Graduate School) Deadlines: March 15 and July 15 Annually	The Aspiring Leader Program is structured around three five-day seminars. Participants are assigned to a leadership development team during the first seminar. Through strengthening basic competencies and managerial skills, this program prepares federal employees for positions as team leaders, supervisors, and managers. For more information, see the USDA website .	\$2,565 tuition Plus Estimated Travel: \$8,100 for 3 one-week trips to DC	3 Months April and August Annually	5-7 (or equivalent)	0000153	April and October Annually
New Leader Program (NLP) (via USDA Grad School) Deadlines: March and June Annually	*The NLP is a leadership development program designed to develop future public service leaders by providing assessment, experiential learning, and individual development opportunities. The program develops future public service leaders by providing a solid training and development foundation of leadership skills and team building, which are enhanced by agency developmental experiences. For more information, see the USDA website .	\$2,995 tuition Plus Estimated Travel: \$8,100 for 3 one-week trips to DC	6 months March and August Annually	7-11 (or equivalent)	000154	April and October Annually
Executive Leadership Program (via USDA Graduate School) Deadlines: March and July Annually	*The core curriculum of the Executive Leadership Program is delivered during four residential seminars. The program helps participants to develop the leadership skills and competencies needed to assume positions as team leaders, supervisors, or managers. For more information, see the USDA website .	\$4,275 tuition Plus Estimated Travel: \$10,800 for 4 one-week trips to DC	9 Months April and September Annually	11-13 (or equivalent)	000155	April and October Annually

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<p>National Security Studies Programs (NSSP): Deadline March Annually</p> <p>-Industrial College of Armed Forces (ICAF)</p> <p>-National War College (NWC)</p>	<p>* The program is designed to prepare the best and brightest for high-level positions in the national security arena. Training of this type is crucial to the development of leadership capability in NNSA and opportunities to attend are limited and competitive. Those that are nominated should possess leadership skills, be a high-performer, and have the high potential for future leadership positions in NNSA. The NSSP is comprised of two major elements:</p> <p>ICAF – conducts executive-level course of study dealing with the resource component of national power, with special emphasis on material acquisition and joint logistics, and their integration into national security strategy for peace and way.</p> <p>NWC – focuses on national security, international security, strategic planning, and defense policy and strategy.</p> <p>For more information, see the National Defense University website.</p>	<p>\$0 Tuition Plus Estimated Travel and Per Diem for individuals outside the DC area: \$90,500</p>	<p>10 Months August Annually</p>	<p>14-15 (or equivalent)</p>	<p>000157</p> <p>000162</p>	<p>October Annually</p>

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<p>Naval War College -College of Naval Warfare Program <i>April Annually</i></p> <p>-College of Naval Command and Staff <i>April Annually</i></p>	<p>* Those selected to participate represent their agency on a wide range of strategic and operational discussions that look critically at how nations pursue their security needs. Candidates must be senior professionals with approximately fifteen years of government service. A baccalaureate degree, strong communications and interpersonal skills a secret security clearance and a willingness to engage colleagues in critical debate in a global classroom are required.</p> <p>College of Naval Command and Staff students pursue studies in each of the Naval War College's three core subject areas in the following order of presentation: Strategy and Policy, Joint Maritime Operations, and National Security Decision Making. While this basic curriculum is essentially the same as that of the more senior students enrolled in the College of Naval Warfare, individual courses are tailored to the experience level and career needs of the College of Naval Command and Staffs mid-grade officers. Each student in the College of Naval Command and Staff is also required to enroll in one Elective Program course of his or her choice per trimester. A limited number of students may, with selection committee approval, forego up to one trimester of the core curriculum to participate in the Center for Naval Warfare Studies' Advanced Research Program.</p> <p>For more information, see the Naval War College website.</p>	<p>\$0 Tuition Plus Estimated Travel and Per Diem: \$90,500</p>	<p>10 month program</p> <p>August annually (November and March sessions are typically reserved for military)</p>	<p>GS-14/15 (or equivalent) with at least 15 years of government service, a baccalaureate degree, and a secret clearance</p>	<p>000158</p> <p>000159</p>	<p>January Annually</p>

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Executive Potential Program (EPP) (via USDA Graduate School) Deadline: February Annually	* The EPP is a competency-based leadership program designed to develop senior-level public service employees into more effective leaders. The program is based on the Office of Personnel Management's Executive Core Qualifications (ECQs) and the Graduate School, USDA's Leadership Effectiveness Inventory (LEI). For more information, see the USDA website .	\$5,945 tuition Plus Estimated Travel: \$10,800 for 4 one-week trips	12 Months March Annually	13-15 (or equivalent)	000156	October Annually
Excellence in Government and e-Government Fellows Program (via Partnership for Public Service) Deadlines: April, August, and December Annually	* During this program, the fellows build the skills to lead people, communicate effectively, form partnerships, remain focused and flexible in changing work environments, and achieve important results. Participants remain in their current positions and attend program activities when scheduled. Fellows meet for a total of 20 days over the course of a year. For more information, see the Council website .	\$9,900 tuition (Estimated) Plus Estimated Travel: \$10,500 for 5 four-day trips in DC area	12 Months April and October Annually	14-15 (exceptional managers at GS-13)	001562	January and July Annually
Senior Executive Service Development Seminars (via USDA Graduate School)	This program consists of 4 SES seminars designed to help position participants for selection into the SES. Each seminar reflects different key components of OPM's Executive Core Qualifications (ECQs). <ul style="list-style-type: none"> • Executive Survival Skills (3 days) • Leading People (3 days) • Managing for Results (3 days) • Washington Executive Seminar (2 wks) For more information, see the USDA website .	Tuition \$1,395 \$1,395 \$1,395 \$3,445 Training conducted in DC area	March & Aug 09 June & Aug 09 April & June 09 Feb & June 09	14-15 and Members of the SES (or equivalent)	001572 001574 001369 001575	November, December, January, February, and May Annually

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<p>Leadership for a Democratic Society (via OPM's Federal Executive Institute) Deadline: July Annually</p>	<p>This program brings together managers and executives from Federal agencies for a unique, residential learning experience. The objective is to help agencies in the development of their career executive corps, linking individual development to improved agency performance. Within an overarching emphasis on our government's constitutional framework, themes dealt with in the program are personal leadership, organizational transformation, policy, and global perspectives. For more information, see OPM's website.</p>	<p>\$17,500 tuition Plus Travel (tuition, room and meals are covered in tuition)</p>	<p>4 week courses and split sessions throughout the year</p>	<p>GS/GM-15 and Members of the SES</p>	<p>000150 000152</p>	<p>April Annually</p>
<p>Senior Executive Fellows Program (via Harvard University's John F. Kennedy School of Government) Deadlines: February, August and December Annually</p>	<p>This program is designed to help senior executives develop integrated skills of strategy and leadership. It provides participants with effective tools needed to adopt a strategic leadership role that will enable them to look at issues from new perspectives and generate a wider range of possible solutions. Tuition also includes room and most meals. For more information, see the Harvard website.</p>	<p>(Special Tuition Rate for DOE) \$14,400 tuition (Includes lodging and most meals)</p>	<p>4 Weeks February, April and October Annually</p>	<p>14-15 (or equivalent)</p>	<p>001564</p>	<p>July and October Annually</p>
<p>Departmental Senior Executive Service Candidate Development Program (SES CDP)</p>	<p>During the program, the candidate is provided with opportunities to build competence in the OPM Executive Core Qualifications. Successful completion of the program qualifies participants to be certified by OPM as members of the SES and eligibility for appointment to the SES without competition.</p>	<p>Travel expenses to be paid by sponsoring organization</p>	<p>12-16 Month program (TBD)</p>	<p>14-15 (or equivalent) and 1 year of leadership experience</p>	<p>001565</p>	<p>TBD</p>

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<p>Commerce Science and Technology Fellowship (ComSci) Deadline: Apr 8</p>	<p>* ComSci is a 10-month policy study and leadership program. You may participate full-time for 10-months which involves a work assignment or part-time for 10-months without an assignment. Tuition is the same for both. The competitively selected Fellows have the opportunity to discuss topics from Avian Flu to zero-based budgeting, with well-known leaders and experts drawn from the public and private sectors. Through weekly seminars, site visits, and a policy study trip, Fellows delve deeply into the "how's, why's, and where's" behind decision-making, increasing their knowledge and understanding of science and technology policy-making and management. For more information, see the NIST website.</p>	<p>\$8,500 tuition Plus Estimated Travel: \$2,500</p>	<p>10 Months September Annually</p>	<p>GS-13 and above (or equivalent)</p>	<p>001563</p>	<p>January Annually</p>
<p>Mike Mansfield Fellows Deadlines: Application due March Annually</p>	<p>* The Mansfield Fellowship Program—named after Mike Mansfield, former U.S. Ambassador to Japan, Senate Majority Leader, U.S. Senator and U.S. Congressman from Montana—is a first-of-its-kind program for both the United States and Japan. The two-year Fellowships enable U.S. federal government employees to develop an in-depth understanding of Japan, learn how its government works, and establish relationships with their counterparts in the government of Japan as well as in the business, professional and academic communities. For more information, see the Mansfield Fellows website.</p>	<p>See Announcement for various tuition options (Salary to be paid by DOE)</p>	<p>2 years September Annually</p>	<p>Preference will be given to applicants with at least three years of government service.</p>	<p>001567</p>	<p>October Annually</p>

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<p>LEGIS Fellows (via Brookings Institute) Deadline: Application due October Annually</p>	<p>* The LEGIS Fellowship program is offered through the Brookings Center for Executive Education, and provides federal executives with unparalleled, hands-on experience working on the staff of a Member, committee or support agency of the U.S. Congress.</p> <p>This exceptional learning and development experience is for federal and agency managers who would benefit from a comprehensive understanding of the legislative process. For more information, see the Brookings website.</p>	<p>\$5,900 Full-year Session \$4,350 7- month Session</p>	<p>12 month or 7 month sessions January and April annually</p>	<p>GS-13 and above (or equivalent) Two+ years in the Executive Branch</p>	<p>001568</p>	<p>July Annually</p>
<p>Departmental Mentoring Program</p>	<p>The mentoring program is designed to foster career/leadership development, expand employees' knowledge, skills, and abilities and broaden understanding of DOE and its programs. The program features members of the Senior Executive Service and employees at the GS-13 to 15 levels serving as mentors.</p>	<p>\$0</p>	<p>12 months (TBD)</p>	<p>All Levels</p>	<p>N/A</p>	<p>TBD</p>

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