



**Tips and Tidbits**  
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**Question: What long term training and educational opportunities are available to Department of Army (DA) civilian employees?**

Today's Army values professional civilian employees and their contribution to National defense as never before. DA has challenged their Civilian Corps to actively seek educational opportunities for advancement. In addition to mandatory training, several non-mandatory leader development opportunities are available. A brief overview of some of the available long term training follows:

[Continuing Education for Senior Leaders \(CESL\)](#) The Army Management Staff College (AMSC) Continuing Education for Senior Leaders (CESL) Course is an ongoing program designed to provide sustainment for senior civilian Army leaders by discussing current and relevant issues facing the Army today.

[DOD Executive Leadership Development Program \(DELDP\)](#) Established in 1985, this ten month program provides tomorrow's leaders with extensive exposure to the roles and missions of DOD and increases appreciation for today's warfighters. Experts in defense, foreign affairs, and politics provide participants hands on field experience simulating the "tip of the spear." Applicants must be equivalent to GS-12 to GS-14 level. DELDP events may require participants to work long hours, travel weekends, climb three-story nautical ladders, jump from airborne training towers, fly in tactically configured military aircraft, and participate in team sports.

[Army War College \(AWC\)](#) DA civilians, GS-14/15 or equivalent, attend this ten-month course at Carlisle Barracks, Pennsylvania achieving a Masters of Strategic Studies. Participants assume responsibilities in military and national security organizations and study the role of landpower as part of a joint or combined force in support of U.S. national military strategy. Teaching methods encourage participation, stimulate critical thinking, and emphasize theory, concepts and systems, blending history with geopolitical factors of national security.

<http://www.carlisle.army.mil/>

[Army War College - Distance Education Course \(AWCDEP\)](#) This course curriculum closely parallels the AWC resident course described above, and graduates are awarded the same diploma. AWCDEP participants meet course requirements through personal initiative and commitment, on their own time, except for the 22 resident academic days required at midcourse and end-of-course periods. The AWCDEP students' academic requirements are integrated with regular civilian professional requirements.

[Army Congressional Fellowship Program \(formerly LEGIS\)](#) The Army Congressional Fellowship Program (ACFP) is a 15 month intermittent program located on Capitol Hill for DA civilians GS-

12 to GS-15. After three months of preparation, Fellows serve on staff of a member, committee, or support agency of Congress. Fellows may draft legislation, arrange congressional hearings, write speeches and floor statements, and brief Members for committee deliberations and floor debate. Civilians incur a service obligation three times the length of training.

[Secretary of the Army Research and Study Fellowship \(SARSF\)](#) DA civilian career program employees at the GS-12 or above may apply IAW AR 690-400, Chapter 410, subchapter 13, for this full-time, continuous program lasting from 6 to 12 months. Applicants must outline a Fellowship Plan of their proposed study or research that indicate a high potential value to the Army mission. The applicant must be able to complete the project within the time proposed.

[Defense Senior Leader Development Program \(DSLDP\)](#) This two year non-resident course is designed for passionate DA civilians, GS-14 or GS-15 equivalents, with broad and varied experience, who currently lead high performing organizations. The program integrates academic experience of professional military education, Defense-unique leadership seminars, hands-on involvement with current Defense and public sector executives, noted experts from top ranking universities and the private sector. Graduates return significant results for DOD and the nation.

[Professional Military Education/Senior Service College \(PME/SSC\)](#) This ten month program offered at the National Defense University and Service War College facilities is at the apex of the Army Civilian Education System and prepares civilians for positions of greatest responsibility in DOD. Attendance is a competitive process and a HQDA Secretariat Board makes selections. Participants will be slated by a DOD board, generally to attend a school in a different Component, or National Defense University (NDU) in order to broaden their experience and knowledge of national security challenges. <http://cpol.army.mil/library/train/catalog/ch02gen.html>

Competitive selection for the training courses listed above may require current DA civilian career status, Top Secret Clearance, an undergraduate degree, successful completion of the Sustaining Base Leadership and Management Course (SBLM) or the Advanced Civilian Education System Course (CES), and/or a mobility agreement for post training placement. Some classes require a minimum of one year in an official supervisory position. Endorsements may be required from the installation commander, major subordinate commander, or MACOM commander ensuring candidates are on the track for executive-level service and confirming local resources to cover tuition, travel, and per diem. Many of these training opportunities are also open to military students. For more specific information, please click the blue links to the web sites above. The Army Civilian Training and Education Development System (ACTEDS) 2009 Catalog can be accessed at the following site:

<http://www.cpol.army.mil/library/train/catalog/>

For additional information on long term training courses, eligibility requirements, etc., please contact your servicing HR Specialist.

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