

## MEMORANDUM FOR SEE DISTRIBUTION

## SUBJECT: CP-18 LEADERSHIP DEVELOPMENT PROGRAM

1. The announcement for the next CP-18 Leadership Development Program (LDP) class is enclosed. This announcement is also posted on the following web-site: <http://www.hq.usace.army.mil/cehr/d/cehec2.htm#LDP> . There have been a number of changes since the last announcement based on our experience with the first group of candidates. These changes include the following:

a. This program now will be announced annually for a limited number of applicants. Currently, 20 Army Civilian Training Education and Development System (ACTEDS), i.e., military funded positions and 15 General Expense (GE), i.e., civil funded positions are planned for the Class of 2002, pending availability of funds. Allocations are enclosed and also included in the announcement.

b. Each command is guaranteed their allocated number of spaces. Commanders' selections for these allocations will be based on local competition, Each command may also submit additional ranked applications to compete for 5 ACTEDS and 5 GE funded "at-large" spaces. These at-large applications must be rated and ranked by the candidate's MACOM Career Program Manager (MCPM). These applications also will be rated and ranked by the Career Program Planning Board and decisions made by the Functional Chief's Representative.

c. All permanent GS-12s and 13s who are qualified for positions included in the CP-18, Engineers and Scientists (RC) Civilian Career Program are also eligible to compete for the LDP. Additionally, employees at lower grade levels who previously held a permanent GS-12 position may also apply. Careerists at the GS-13-15 levels are encouraged to compete for the Defense Leadership and Management Program (DLAMP). For additional information on DLAMP, go to: <http://www.cpms.osd.mil/dlamp/about.html>.

2. The LDP provides participants formal classroom training, mentoring and developmental assignments. Participants are required to sign a mobility agreement that serves as the basis for their developmental assignment. This assignment will involve six months of temporary duty to a different location to ensure participants gain broader geographic, organizational and functional experiences within this Career Program.

3. Participants are also required to enter a professional mentoring relationship with a senior CP-18 official who is not their immediate supervisor. Participants must file semi-annual reports with the LDP Board and complete prescribed formal training. They must

also file and adhere to a formal Individual Development Plan (IDP) and fulfill all program requirements within three years. Participants who do not complete all program requirements within the allotted time frame will be dropped from the program.

4. Completing the LDP program does not guarantee promotion, however it will enhance graduates' ability to compete for future career opportunities. Therefore, a local competition is *required* to fill allocated spaces. We recommend using the forms provided in the announcement and the enclosed crediting plan for your local competition. We will use these forms and this plan to select at-large participants.

5. Please help us identify tomorrow's leaders by carefully reviewing their applications and requests for endorsement. With your support, this program will provide all members of the CP-18 career field opportunities for development and career growth.

6. If you have any questions on this program, please contact me via email: [william.a.brown@usace.army.mil](mailto:william.a.brown@usace.army.mil), or contact Mr. Jerry Liebes, the Executive Secretary for CP-18, at [gerald.n.liebes@usace.army.mil](mailto:gerald.n.liebes@usace.army.mil).

FOR THE COMMANDER:

Enclosures

//Signed//

WILLIAM A. BROWN, SR., P.E., HAIA  
Functional Chief's Representative  
Civilian Career Program for Engineers and  
Scientists (RC)

Distribution:

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cf:  
CP-18 Career Program Managers

### Allocated spaces

Each MACOM and Corps of Engineers Major Subordinate Command (MSC) is allocated the following spaces in the LDP. Unused allocations will be redistributed.

<b>Command</b>	<b>ACTEDS (Mil) Spaces</b>	<b>GE (Civil) Spaces</b>
FORSCOM	2	--
TRADOC	2	--
ALL COMMANDS <i>(at-large spaces)</i>	5	5 <i>(USACE only)</i>
CEMVD	1	1
CENAD	1	1
CELRD	1	1
CENWD	1	1
CESAD	1	1
CESPD	1	1
CESWD	1	1
CEPOD	1	1
CEHNC	1	1
CETAC	1	1
ERDC	1	--
<b>Totals</b>	<b>20</b>	<b>15</b>