



AMERICA'S ARMY:  
THE STRENGTH OF THE NATION



# *CP11 Proponency Update*

**Dr. Dennis Davis  
Director**

**ASA (FM&C) Proponency Office  
14 March 2019**



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



# Agenda

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- Proponency Office Overview
- Army Career Programs Restructure
  - Support to Army Readiness, Modernization & Reform
- Training, Education & Professional Development Opportunities
  - SETM/ETM Programs
  - Sustain DoD FM Certification Program
- ASMC's 2019 National PDI



# Army Comptroller Proponency Program Mission

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## Proponency Office (PO)

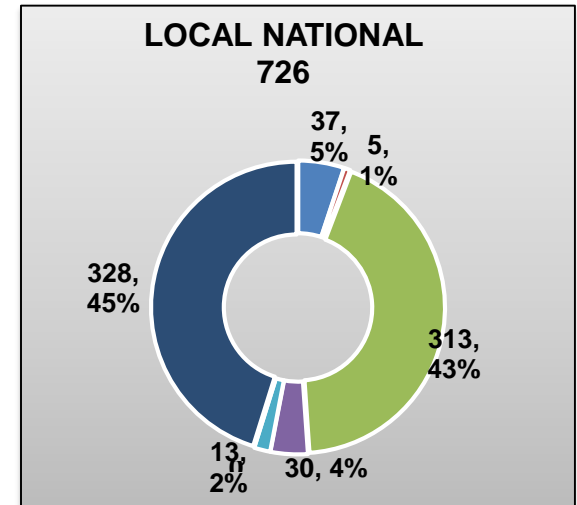
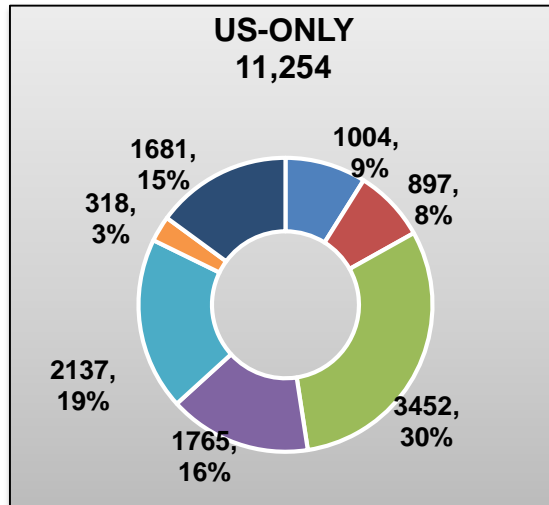
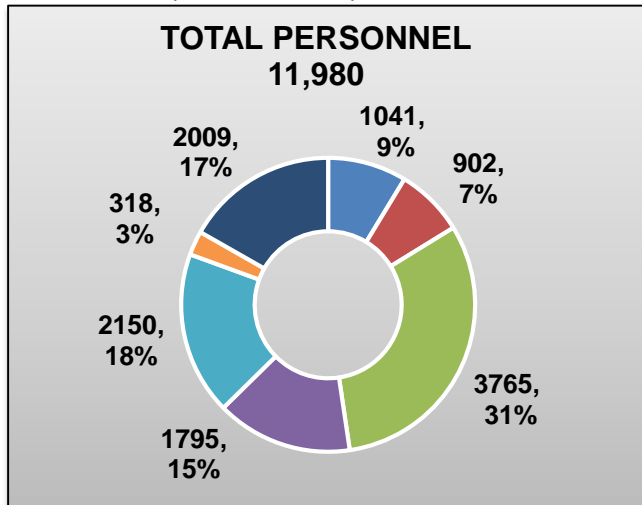
**Provide the Army trained, competent and adaptive Financial Managers with strong decision support, cost management, auditability and leadership skills.**



# CP-11 Demographics



- Civilians in FM Mission Critical Occupations (MCOs) comprise **63%** of the total current on-board CP-11 workforce\*
- The 343 Series comprises **18%** of CP-11s and is the second largest category despite not being an MCO
- 1515s comprise **3%** of CP-11s supporting cost management and cost analysis functions
- **17%** are shown under “Other” which includes Accounting Technicians (525 Series), Miscellaneous Administration and Program (301 Series), and Budget Clerical and Assistance (561 Series)



- Accounting (0510)
- Auditing (0511)
- Budget Analysis (0560)
- Financial Administration & Program (0501)
- Management & Program Analysis (0343)
- Operations Research 1515
- Other Occupational Series

\*Excluding Non-Appropriated Funds and Civil Works funded personnel  
Data source: DCPDS via CHRA as of FEB 2019



# Army Comptroller Career Program Overview



## FM&C Critical Tasks:

1. Conduct **financial management and comptroller operations** across the Army
2. Provide analytic support to enable resource-informed **decision-making**
3. Deliver and improve **enterprise IT business architecture**
4. Improve and sustain **readiness** of the FM&C Total Force
5. Achieve and sustain **auditability**

## SECARMY's Priorities:

### *Enduring Priorities:*

- Values
- People

### *Focused Priorities:*

- Readiness
- Modernization
- Reform

## Priorities and Focus Areas:

1. Budget Formulation & Execution
  - Balanced Defensible Budget
  - Optimize Buying Power
  - Stewardship
2. Financial Operations
  - Audit Readiness
  - Internal Review
  - Cost Analysis
  - Big Data Analytics
3. Enterprise Resource Planning (ERP) Systems
  - GFEBS Maturation & Enhancements
  - Retirement of Legacy Systems
  - Full Integration with other ERP Systems
4. Professional Financial Managers and Comptrollers
  - Highest Integrity / Values
  - Professional Development & Talent Mgmt.
  - Certifications
  - Academia

*Resourcing America's Army*



# Training & Education Opportunities



**Deliver continuous training, education and professional development support to CP-11 Financial Management professionals**

- Defense Comptrollership Program (DCP)
- Academic Degree Training (ADT)
- Short & Long Term Training Courses
- Financial Management School/FM Online Inventory of Courses
- Senior Enterprise Talent Management (SETM) & Enterprise Talent Management (ETM)
- OSD's STARs Program
- DoD FM Certification Program
- Sustain Employee's Recognition [Awards] Programs



# Army FM Certification Program

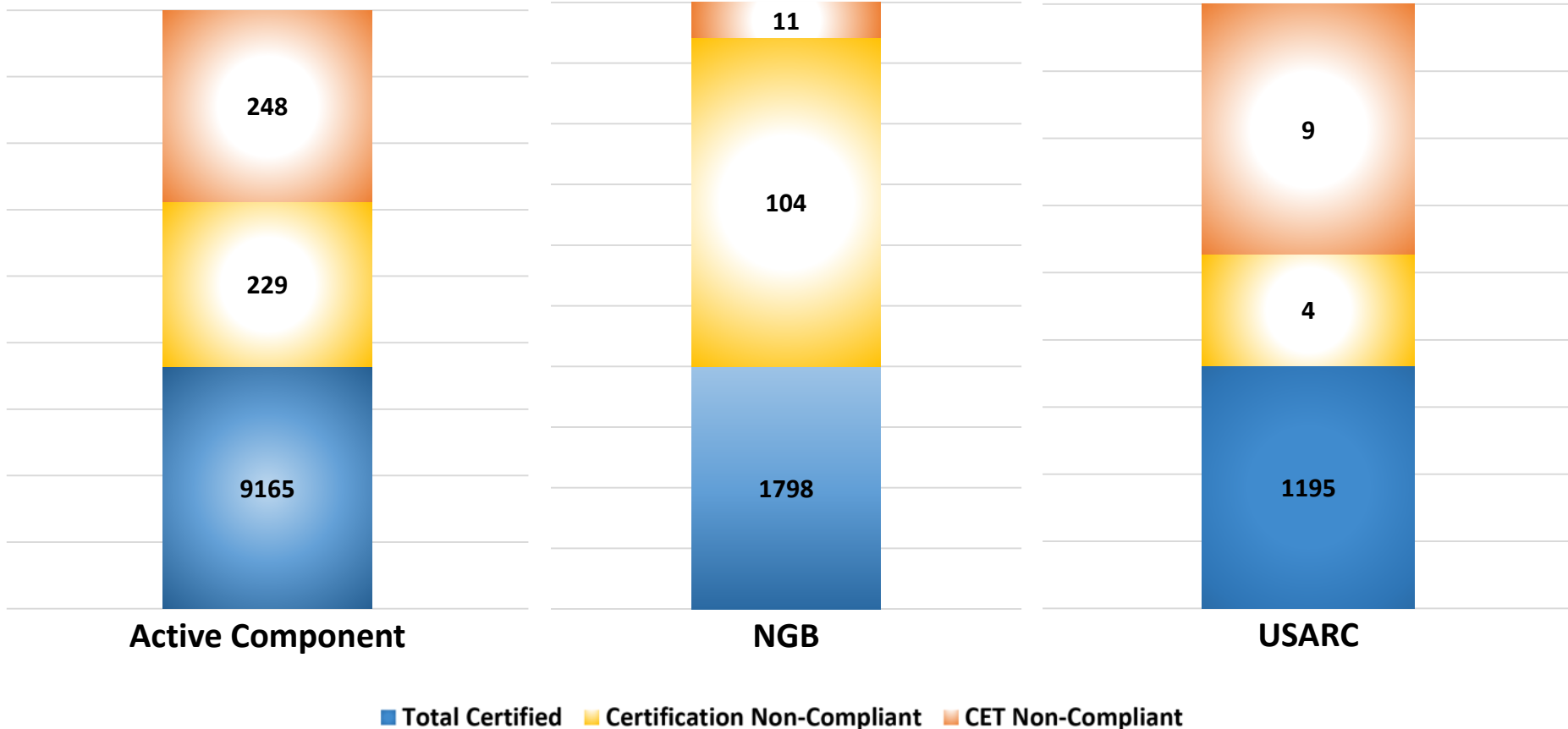


Army Enterprise as of 5 March 2019 – 17,103 Enrolled; 12,158 Certified/71%

12,693 FM Members Enrolled  
~72% FM Members Certified

2,861 FM Members Enrolled  
~63% FM Members Certified

1,549 FM Members Enrolled  
~77% FM Members Certified





# Continuous Education Training (CETs)



- Maintain FM Certification by earning a specific quantity of CET hours every two years per calendar year
  - Certification Level 1 = 40 hours every 2 calendar years
  - Certification Level 2 = 60 hours every 2 calendar years
  - Certification Level 3 = 80 hours every 2 calendar years
- Keep your skills sharp, learn new techniques, and stand ready for the fiscal challenges of the future

FM & Leadership Courses, Symposiums, Training Events	FM-Related Test-Based Certifications (CDFM, CPA)	Teaching FM or Leadership Courses	Academic Courses
1 Hour = 1 CET	1 CPE = 1 CET	1 Hour = 1 CET PLUS 2 Hours Prep Time (for course with new content)	1 Semester Hour Course = 15 CETs 1 Quarter Hour = 10 CETs

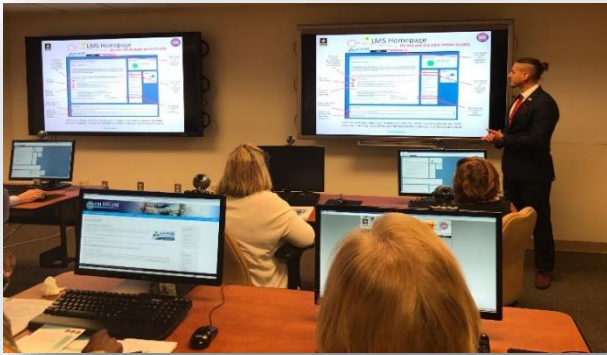




# DoD FM Certification Workshops Available



Interactive sessions conducted on a bi-monthly basis to assist the NCR community with their DoD FM Certification.



## LOCATION / DATE / TIME

**Pentagon 3B457 Thu 21 MAR 19 0930 to 1100 EST**

**Pentagon 3B457 Thu 16 MAY 19 0930 to 1100 EST**

**Pentagon 3B457 Thu 18 JUL 19 0930 to 1100 EST**

**Pentagon 3B457 Thu 19 SEP 19 0930 to 1100 EST**

**Pentagon 3B457 Thu 21 NOV 19 0930 to 1100 EST**



**SIGN UP AT THE ASA (FM&C) PROPONENCY BOOTH TODAY**



# ASMC 2019 National PDI Reflecting the Mission



## PDI 2019 Tentative Schedule

### Mon, 27 MAY (Holiday) (0800-1700)

- **CDFM Module 1:** Resource Management Environment Intense Coverage Mini-Workshop
- **CDFM Module 2:** Budget and Cost Analysis Intense coverage Mini-Workshop
- **CDFM Module 4:** Acquisition Business Management 2-Day Course

### Tues, 28 MAY (0800-1700)

- **CDFM Module 2:** Budget and Cost Analysis Intense Coverage Mini-Workshop
- **CDFM Module 3:** Accounting and Finance Intense Coverage Mini-Workshop
- **CDFM Module 4:** Acquisition Business Management 2-Day Course

### Tues, 28 MAY (0800-1700)

### "Day Zero" - CP-11 Senior Executive Council (0830-1600)

- **Wed, 29 MAY** ASMC Opening Session & **Army Service Day**
- **Thu, 30 MAY** General Session & ASMC PDI workshops
- **Fri, 31 MAY** ASMC PDI workshops



## PDI 2019 Key Details

- Location**
- San Antonio, TX
  - 27 MAY – 1 JUN
  - (29 May: Army Service Day)

- Registration Fees**
- *Prior to 1 MAY:*  
Members \$595 /  
Non-members \$700
  - *After 1 MAY:*  
Members \$695 /  
Non-members \$800

- PDI 2018 Historical Information:**
- Approved Army Participants: 580
  - Participants Attended: 564
  - Army PDI Actual Cost: \$1.360M

**PDI 2019 Army Projected Cost:** \$1.600M



# Comptroller Proponency Office Organizational Chart



**DR. DENNIS K. DAVIS**

**Director, Comptroller Proponency  
703.692.2118**

**ANNETTE WASHINGTON  
703.614.4137**

- CP-11 Long-Term Training (LTT) (Defense Comptrollership Program (DCP) & Academic Degree Training ADT)
- CP-11 ACTEDS Training Catalog (Competencies)
- CP-11 Programming, Budgeting & Execution
- Professional Certification Reimbursement

**TAWANDA PATTON  
703.693.2677**

- CP-11 Short-Term Training (STT) ACC, ECC, SRMC, DFMC, DDSC, HCRM RMC, PMB, DRMC, MCDMC, IBC
- Military Training Specific Allotment (MTSA) Manager

**ROGER GROLL  
703.571.0899**

- PDI Lead
- FM Awards
- CP-11 ACTEDS Training Catalog (Maps)
- Talent Mgmt. Programs (ETM/SETM)
- Dev Assignments
- Workforce Analysis & Reporting
- LOE 4 Program Manager
- Strategic Initiative Group

**CARLY BEATO  
703.571.0900**

- DoD FM Certification Program Manager

**ANSON SMITH  
703.692.7413**

- CP-11 ACTEDS Intern Program Admin
- CP-11 ACTEDS Intern/ Supervisor Handbook
- Intern Recruitment, Placement & Policy & Intern Career Maps
- FM Knowledge Management (PO)
- Defense Civilian Emerging Leader Program (DCELP)
- CP-11 Information Mgmt (Workforce Analysis Support System (WASS))

**DIONNE CROSS  
703.692.5791**

- Professional Development Institute (PDI) Assistant Coordinator
- FM Awards
- Talent Mgmt. Programs (ETM/STM)
- Enhanced Defense Financial Management Training (EDFMT) Manager / Application Processor

**BRANDON ROBINSON  
703.692.7414**

- XO
- STARs Program
- Professional Certification Reimbursement
- Managers Internal Control Program
- Direct Hire Authority (DHA)



# Summary



If you want one year of prosperity,

**GROW GRAIN.**

If you want ten years of prosperity,

**GROW TREES.**

If you want one hundred years of prosperity,

**GROW PEOPLE.**



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# BACK UP



# Defense Comptrollership Program (DCP)



- **Competitive Long Term Training:** The DCP is a joint, premier Advance Schooling opportunity for Financial Management (FM) Officers, NCOs and DA Civilians. The fully funded, 14 month, 60 hour graduate curriculum postures FM leaders to deal with complex fiscal and economic challenges at both operational and strategic levels. Successful completion of DCP yields a Master of Business Administration, Executive Master of Public Administration with NEW Concentration in Data Analytics and professional, test-based credential.
- **Nomination Criteria**
  - Possess Secret Clearance
  - 2.5+ Undergraduate GPA
  - 500+ GMAT Score/GRE (equivalency)
- **Military (~16)**
  - Senior Captain and above
  - Senior SFC, MSG and junior SGM
- **Civilians (~10-14)**
  - GS 9-14 careerists
  - Total 5 years government experience (3 years government FM experience)
  - Graduated Interns: 3 years journey level experience and 2 years internship requirement
- Post-Operational Assignments at current Commands for Army Civilians
- Utilization Tours for Military Personnel





# Academic Degree Training (ADT)



## Competitive Long-Term Training

Academic degree training is defined as training or education with the stated objective of obtaining an academic degree with emphasis in accounting, business, finance, contracts, economics, marketing, quantitative methods, organizational management, etc., and part of a planned, systemic and coordinated program of professional development endorsed by the Army.

- CP-11 ADT supports CP-11 careerists obtaining Associate, Bachelor, or Master Degrees through Full-Time/Part-Time Attendance; Resident and Distance Learning.
- Tuition and books are centrally funded through Army Civilian Training, Education, and Development System (ACTEDS); associated TDY is not supported

## ADT Program Participation Requirements:

- ADT Applicants must have 2 years of federal service within the Department of Army to be eligible for ACTEDS funding.
- Must be accepted into an accredited University/College program with the intent to obtain a degree at the completion of the ADT program. Complete **ADT Program Application** Checklist requirements: [http://cpol.army.mil/library/train/catalog/pkt\\_adt.html](http://cpol.army.mil/library/train/catalog/pkt_adt.html)

**CP11  
Civilians  
Only**

## CP-11 Unique Documents include:

- Academic Degree Training Application Form
- Continued Service Agreement (CSA) with CSA Calculation Spreadsheet
- Resume (includes list of government-sponsored training funded by Army/ACTEDS)



# Emerging Enterprise Leader Development (EEL) Program



**PURPOSE:** The NEW Army Directive 2017-14 EEL Program targets leadership potential earlier than SETM/ETM, engaging aspiring mid-grade GS-11 and GS-12 (or equivalent) Civilian employees who are competitively selected and developed locally in leadership competencies.

## Mentoring

- Establishes a formal mentoring relationship between the participant and a more experienced senior Civilian employee, early in the EEL program
- Provides guidance focused on professional or personal growth for the duration of the EEL program
- Mentor must be at least two grades above the protégé's grade, and outside the protégé's immediate chain of command

## Team-Based Problem Solving

- EEL participants work within a results-driven team to address a complex task
- Members get to practice the leader's role in problem solving and broaden their experience and perspective
- Problem solving should practice how to attack problems, gather data, weigh alternatives and derive solutions
- Commands should leverage virtual collaboration tools to facilitate project teams

EEL

## Self-Development

- Teaches participants how to learn independently using available tools and resources effectively to accomplish goal-oriented learning
- Incorporates required, recommended and/or encouraged self-development learning activities to enable outcomes in each of the other components

## Developmental Assignment

- Gives participants an opportunity to perform duties in other occupational, functional or organizational elements
- Optimal assignment period is **60-90** days and no longer than 179 days
- Participants should be assigned within the command, to minimize TDY costs, but outside of the immediate assigned organization





# FY19 STT Course Parameters



Training Opportunities	Course Descriptions	Targeted Audience
<p><b>Army Comptroller Course (ACC)</b> Syracuse University, Syracuse, NY Length: 3 weeks -Centrally Funded</p>	<p>Provides comptroller careerists with ability to operate within today's challenging environment and gives them the skills to be more effective and efficient.</p>	<p>BC 36A - CPT and MAJ MOS 36B - SSG and Above Interns, GS 9 (Full Performance Positions) CP11/CP26 GS 11-12</p>
<p><b>Executive Comptroller Course (ECC)</b> Syracuse University, Syracuse, NY Length: 3 weeks -Centrally Funded</p>	<p>Increases analytical, conflict resolution, team and consensus-building skills in the resource and financial management environments. Course emphasizes skills used in reaching consensus, managing the process and influencing others while enhancing interpersonal communication.</p>	<p>BC 36A - MAJ and LTC MOS 36B - SFC and Above, CP11/CP26 - GS 11-13</p>
<p><b>Senior Resource Manager's Course (SRMC)</b> Syracuse University, Syracuse, NY Length: 1 week -Centrally Funded</p>	<p>Examines the role of the resource manager in today's rapidly changing environment.</p>	<p>BC36A - LTC and COL MOS 36B - MSG and Above CP11/CP26 - GS 14 and 15</p>
<p><b>Defense Financial Management Course (DFMC), Defense Financial Management and Comptroller School (DFM&amp;CS)</b> Maxwell AFB, AL Length: 3 weeks - Centrally funded TDY</p>	<p>Develops decision support skill sets in critical thinking, analysis, advisory responsibilities, strategic orientation, leadership, and conflict resolution. The secondary focus broadens awareness of the multi-faceted financial management community.</p>	<p>BC 36A - MAJ and LTC MOS 36B - MSG and Above CP11/CP26 - GS 12-15</p>
<p><b>Defense Decision Support Course (DDSC)</b> Defense Financial Management and Comptroller School (DFM&amp;CS) Maxwell AFB, AL Length: 4 days - Centrally funded TDY</p>	<p>Complements the DFMC also taught at the DFM&amp;CS. The class acquaints personnel with the merits of DS while providing the two-phased providing viable alternatives, financial and non-financial impacts of choosing an alternative, and well-supported recommendations.</p>	<p>BC 36A - MAJ or LTC MOS 36B - MSG and Above CP11/CP26 – GS 12 and Above</p>
<p><b>Enhanced Defense Financial Management Training (EDFMT)</b> Course, Various Locations World-wide Length: 1 week -Centrally Funded</p>	<p>Provides an intensive review of the resource management environment, budgeting and cost analysis, and accounting and finance while preparing students to test for the Certified Defense Financial Manager's (CDFM) examination.</p>	<p>BC36/BC70 - CPT and Above MOS 36B SSG and Above GS 9 and Above</p>



# FY19 STT Course Parameters



Training Opportunities	Course Descriptions	Targeted Audience
<p><b>Deployed Operations Resource Management Course (DORMC)</b>            Army Financial Management School, Soldier Support Institute (SSI)            Fort Jackson, SC            Length: 2 weeks</p>	<p>Course focuses on financial systems used in theater, fiscal law, contingency contracting, and theater-specific funding. The primary areas of instruction are operational doctrine, financial management operations order development, all aspects of contingency funding.</p>	<p>BC 36 – CPT and LTC            MOS 36 – SSG and Above            GS 9 to GS 14</p>
<p><b>Cost Management Certificate Course (CMCC)</b>            Army Financial Management School, Soldier Support Institute (SSI)            Fort Jackson, SC            Length: 4 weeks            Centrally Funded Course</p>	<p>This course is an intense 4 week graduate education course. The CMCC program of instruction is designed to teach the fundamentals of cost management. This is accelerated graduate school level education; students should PLAN TO SPEND A FULL DAY IN CLASS PLUS TIME AFTER HOURS DOING HOMEWORK THAT INCLUDE PRACTICAL EXERCISES, READING, AND RESEARCH. Significant reading and pre-work prior to the start of the first day of class as well as additional reading to do on the weekends are essential for program completion</p>	<p>BC 36 MAJ and Above            GS-13 and Above</p>
<p><b>Business Analytics Course (BAC)</b>            Army Financial Management School, Soldier Support Institute (SSI)            Fort Jackson, SC            Length: 1 week</p>	<p>This program provides intensive education focused on the Decision Support competency. The skills gained will also enhance effectiveness in all competencies that involve data manipulation and analysis, specifically Accounting and Financial Management.</p>	<p>BC 36 Officers, Noncommissioned Officers and CP 11 civilians are eligible</p>
<p><b>Enterprise Resource Planning with SAP TERP10 Certification</b>            Army Financial Management School, Soldier Support Institute (SSI)            Fort Jackson, SC            Length: 4 weeks</p>	<p>This curriculum provides students with the conceptual understanding and applied skills to be to navigate the complexities of transaction processing and data queries inherent in modern ERP systems. Courses: Financial Accounting, Application of Advanced Databases to Accounting and Business, Accounting Information Systems from a Strategic Perspective, Enterprise Resource Planning (ERP) Systems (TERP10).</p>	<p>BC 36 Officers and Noncommissioned Officers            CP11 civilians are all eligible</p>
<p><b>GFEBs Cost Management</b>            Army Financial Management School, Soldier Support Institute (SSI)            Fort Jackson, SC            Length: 2 weeks</p>	<p>This course is in-depth GFEBs instruction within the Functional Area of Cost Management can be defined as managing business operations efficiently and effectively though accurate measurement and understanding the “full cost” of an organization’s business processes, products, and services to provide the best value to customers.</p>	<p>BC 36 Officers, Noncommissioned Officers and CP11 civilians</p>
<p><b>GFEBs Financials</b>            Army Financial Management School, Soldier Support Institute (SSI)            Fort Jackson, SC            Length: 2 weeks</p>	<p>This course will provide GFEBs in-depth instruction related to the Financials end-to-end process-Funds Management, Spending Chain end to end, IDOC's, Project Systems, Reimbursable, Creating WBS, Reimbursable Billing, Reports end to end, Period/Year End Close, GFEBs provides a core financial enterprise resource planning solution that is used to manage the Army’s general fund.</p>	<p>BC 36 Officers, Noncommissioned Officers and CP11 civilians</p>



# FY19 STT Course Parameters



Training Opportunities	Course Descriptions	Targeted Audience
<p><b>Defense Resources Management Course (DRMC)</b>            Naval Postgraduate School Monterey, CA            Length: 4 weeks            Centrally Funded Course</p>	<p>The DRMC is suitable for professionals concerned with the economic, efficient and allocation and use of scarce defense resources in today's complex and uncertain security environment.</p>	<p>BC 36 CPT through COL            MOS 36 SFC            GS 09 through GS-15</p>
<p><b>Human Capital Resources Management Course (HCRMC)</b>            Naval Postgraduate School Monterey, CA            Length: 2 weeks            Centrally Funded Course</p>	<p>This course introduce participants to effective strategic human capital management approaches that combine the need for transparency and accountability with the unique demands of the defense and security sector.</p>	<p>BC 36 CPT through COL            MOS 36 SFC            GS-09 through GS-15</p>
<p><b>Introduction to Budgeting Concepts Course (IBC)</b>            Naval Postgraduate School Monterey, CA            Length: 8 days</p>	<p>This course is an introductory course on budgeting principles and concepts. Also to familiarize defense managers and analysts with actions and outputs required for successfully formulating, executing and evaluating budgets to accomplish higher-level goals.</p>	<p>BC 36 CPT through COL            MOS 36 SFC            GS-09 through GS-15</p>
<p><b>Multiple Criteria Decision Making Course (MCDMC)</b>            Naval Postgraduate School Monterey, CA            Length: 2 weeks</p>	<p>This course develops a methods of approach to support decision making by managers in defense organizations. The focus is on practical application to management decisions involving many organizational objectives.</p>	<p>BC 36 CPT through COL            MOS 36 SFC            GS-09 through GS-15</p>
<p><b>Performance Management and Budgeting (PMB)</b>            Naval Postgraduate School Monterey, CA            Length: 5 days</p>	<p>This course examines performance management and budgeting beginning with planning – to budgeting and government accounting systems, and different types of and uses for budgets.</p>	<p>BC 36 CPT through COL            MOS 36 SFC            GS-09 through GS-15</p>
<p><b>Risk Management Course (RMC)</b>            Naval Postgraduate School Monterey, CA            Length: 2 weeks</p>	<p>This course has four main goals: (1) to develop a quantitative definition of risk; (2) to develop skills necessary for assessing risk consistent with this definition; (3) to develop an understanding of basic risk management techniques; (4) to explore practical applications of risk assessment and management in several areas of defense resources management.</p>	<p>BC 36 CPT through COL            MOS 36 SFC            GS-09 through GS-15</p>



# Civilian Financial Management (FM) Test-Based Certification Reimbursement Program



Expense reimbursements are subject to authorized expenses and availability of funds.

Accredited Business Accountant (ABA)	Certified Government Financial Manager (CGFM)
Accredited in Business Valuation (ABV)	Certified Information Systems Auditor (CISA)
Certified Accounts Payable Professional (CAPP)	Certified Inspector General Auditor (CIGA)*
Certified Business Manager (CBM)	Certified Internal Auditor (CIA)
Certified Cost Estimator/Analyst (CCE/A)	Certified Management Accountant (CMA)
Certified Cost Professional (CCP)	Certified Payroll Professional (CPP)
Certified Defense Financial Manager (CDFM/ CDFM-A)	Certified Public Accountant (CPA)
Certified Financial Forensics (CFF)	Certified Public Finance Officer (CPFO)*
Certified Forensic Accountant (CRFAC)	Certified Quality Auditor (CQA)
Certified Fraud Examiner (CFE)	Certified Treasury Professional (CTP)
Certified Government Audit Professional (CGAP)	Forensic Certified Public Accountant (FCPA)

**\*OUSD(C) added two additional FM-related, test-based certifications bringing the total number to 22:**  
<https://fmonline.ousdc.osd.mil/Professional/Professional-Certifications-List.aspx>



# Civilian FM-Related Test-Based Certification Reimbursement Policy



- Tables A and B defines civilian authorized, reimbursable expenses

Note: Certifications or renewals must be approved in advanced, and obtained before reimbursements are authorized

Table A. Expense Associated with <u>Obtaining</u> Certification	Reimbursement Authorized?
1 Exam preparation expenses; includes training and self-study material	No
2 Test fees and test registration fees	Yes
3 License/certification application or issuance fees	Yes
4 Professional society membership fees, unless membership is inseparable from certification	No
5 Travel	No

Table B. Expense Associated with <u>Maintaining</u> Certification	Reimbursement Authorized?
1 Training (CPEs) required to maintain certification. Exception: certification renewal requires a specific training course, and the course cannot be obtained at no cost	No
2 Test fees and test registration fees	Yes
3 License or certification renewal fees	Yes
4 Professional society membership fees, unless membership is inseparable from certification	No
5 Travel	No
6 Conference fees associated with CPEs	No



# SETM/ETM Programs



**PURPOSE:** The Army's Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM) Programs are designed to provide career-minded **GS-12s/15s** the opportunity to develop, broaden and stretch their educational and training experiences to prepare them for greater challenges and level of responsibilities.

## **POLICY:**

- **NEW Army Directive 2017-13**, Department of the Army Senior Enterprise Talent Management (SETM) / Enterprise Talent Management (ETM) Program
- Enhances the current SETM program and establishes the new ETM program
- **NEW Army Directive 2017-14**, Emerging Enterprise Leader (EEL) – **GS11s/GS12** levels to broaden participants' perspectives and build leadership competencies earlier, but at a more localized level through individual commands programs

## **Steps-by Step Overview:**

- Start your preparation Now - via SETM automated system - <https://csldo.army.mil>
- Read Army Directives – <http://www.apd.army.mil/>
- **Determine which program you will apply for**
- Print out and use Applicant Checklists



# SETM/ETM Programs



## SELECTION PROCESS:

- Army Civilians must **volunteer** and apply via SETM automated system
  - <https://www.csldo.army.mil/Index.aspx>
- Assessment from Raters, Endorsers, FCR (CP-11 Executive Board) & OML
- Commands/organizations conduct selection board and submit their Order-of-Merit-List (OML) to CSLMO (CP-11 Board)
- HQDA Board Members (SEs/GOs/GS-15s/COLs) individually assess and assign utilization ratings to each applications
- **Board Phase I** – Board determines final utilization ratings and selects Phase II candidates
- **Board Phase II** – Board conducts individual interviews and establish an OML by programs/modules
- **Board Phase III** – Board decides placements of graduating students based on commands/organizations' input, needs of the Army, and candidates' requests



# SETM Execution Timeline



February 2021, HQDA SETM Phase III (Graduate Placement)

July 2020 – June 2022, SETM-ASCF

July 2020 – June 2021 SETM-SSC(Resident)

May 2020 – July 2022, SETM SSC (Distance Education)

February – September, 2020 SETM-TDY

January 2020 – April 2022 SETM-DSLDP

January 2020, SETM Results Published

19 – 23 August 2019, HQDA SETM Phase II Board (Interviews)

29 July 2018 – 2 August 2019, HQDA SETM Phase I Board (Pre-Selection)

2 July 2019, SETM OMLs due to CLDO

1 – 28 June 2019, Command Boards SETM

16 – 31 May 2019, FCR Assess and Rank Applications

15 May 2019, SETM Application Closes

1 March – 15 May 2019, SETM Application Period



2019  
Application Period  
1 Mar 19 – 15 May 19





# ETM Execution Timeline



February 2021, **HQDA ETM Phase III (Graduate Placement)**

August 2020, ETM-ELDP Begins

July 2020 - June 2021, ETM-CGSOC Residence Begins

April 2020, ETM-CGSOC Distance Education Begins

February 2020, ETM-TDY and ETM-Shadowing Begins

**December 2019, ETM Results Published**

12 – 15 November 2019, **HQDA ETM Phase II Board (Interviews)**

15 – 19 October 2019, **HQDA ETM Phase I Board (Pre-Selection)**

2 July 2019, ETM OMLs due to CSLMO

1 – 29 June 2019, Command Boards ETM

16 – 31 May 2019, FCR Assess and Rank Applications

**15 May 2019, ETM Application Closes**

**March 1 – 15 May 2019, ETM Application Period**

**2019  
Application Period  
1 Mar 19 – 15 May 19**



# SETM / ETM Programs POCs



## SETM/ETM Office

**Civilian Senior Development Division Chief**  
[edmund.shaw.civ@mail.mil](mailto:edmund.shaw.civ@mail.mil) or 703-693-1128

**SSC and ASCF Program Manager**  
[timothy.l.mclean2.civ@mail.mil](mailto:timothy.l.mclean2.civ@mail.mil) or 703-695-7987

**DSLDP, CGSOC, ETM-TDY, and Shadowing  
Program Manager**  
[angel.l.maldonadoramirez.civ@mail.mil](mailto:angel.l.maldonadoramirez.civ@mail.mil) or  
703-695-4834

**ELDP and SETM-TDY Program Manager**  
[lori.a.rhodes.civ@mail.mil](mailto:lori.a.rhodes.civ@mail.mil) or 703-692-1275

**CSLDD Group Email**  
[usarmy.pentagon.hqda-asa-mra.list.samr-cslmo-  
edd@mail.mil](mailto:usarmy.pentagon.hqda-asa-mra.list.samr-cslmo-edd@mail.mil)

**SETM Homepage**  
<https://www.csldo.army.mil/Index.aspx>

## Proponency Office

Roger A. Groll  
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