



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
1500 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-1500

November 8, 2021

**MEMORANDUM FOR: ASSISTANT SECRETARY OF THE ARMY
(MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE NAVY
(MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE AIR FORCE
(MANPOWER AND RESERVE AFFAIRS)
DIRECTOR, ADMINISTRATION AND MANAGEMENT**

**SUBJECT: Fiscal Year 2022 Department of Defense Nominations to the White House
Leadership Development Program**

I am pleased to announce a call for Fiscal Year (FY) 2022 Department of Defense (DoD) nominations to the White House Leadership Development Program (WHLDP). Sponsored by the Executive Office of the President and the President's Management Council, the WHLDP aims to develop high potential GS-15 employees (and equivalents) to be the next generation of career senior executives. These leaders, through expanded perspectives and skillsets, strengthen enterprise leadership across the government to address challenges facing the nation.

The WHLDP is a 1-year (October through September), non-reimbursable placement assignment with weekly leadership development programming. Placement assignments are within agencies in the National Capital Region associated with executing the President's Management Agenda and its Cross-Agency Priority Goals. There is no tuition expense, but selected fellows' salary and travel requirements for the rotational assignment are funded by the fellows' Component organizations.

Career GS-15/equivalent civilians with high potential to serve as senior executives are eligible for nomination to the program by the Deputy Secretary of their agency. DoD uses an internal review process to select the best qualified nominees. To ensure equitable access to the program, the current distribution of GS-15s across the Department determines the number of nominations accepted from each Component. For FY 2022, nomination quotas are: Department of the Army (4), Department of the Navy (6), Department of the Air Force (2), and Fourth Estate (6).

Fourth Estate organizations submit nominations (no more than two per organization) directly to the Defense Civilian Personnel Advisory Service (DCPAS), who will conduct a Fourth Estate review board to select the employees for nomination to the DoD-wide review board. Fourth Estate nominations are due to DCPAS no later than January 27, 2022. Component organizations are responsible for using an internal selection process, following applicable laws and regulations, to review and prioritize applications from their organizations. Nominations from the Department of the Army, the Department of the Navy, and the Department of the Air Force are due to DCPAS no later than February 1, 2022.

The WHLDP requires nominees to have a performance rating of record which “exceeds expectations.” To be accepted into the DoD nomination process, employees rated through the Defense Performance Management and Appraisal Program must have a rating of record of 4.3 or higher. Employees rated through other performance management systems must have a rating of record score in the top 15 percent of the rating range to be considered for the program.

Detailed program information, the DoD nomination application, and instructions can be found on the DCPAS website:

<https://www.dcpas.osd.mil/learning/civilianleaderdevelopment/whitehouseleadership>

We are excited to further develop the Department’s top talent and hope you will encourage employees to take advantage of this opportunity. Submit all nominations and questions to the DoD WHLDP Program Coordinator by email at dodhra-whldp@mail.mil.



for Nancy Anderson Speight
Deputy Assistant Secretary
Civilian Personnel Policy