

**NOAA Leadership Competencies Development Program (NOAA LCDP)
Comparison to the DOC ELDP & the DOC SES CDP Programs**

Revised: October 25, 2005

	NOAA Leadership Competencies Development Program (NOAA LCDP)	DOC Executive Leadership Development Program (DOC ELDP)	DOC SES Candidate Development Program (DOC SES CDP)
Program Purpose	A key component of NOAA's Strategic Human Capital Management Plan, is the agency's premier succession planning initiative. Provides a series of training and learning experiences for a cadre of NOAA employees who have high potential for assuming greater leadership responsibilities in the agency. Promotes cross-line, multidisciplinary experiences that broaden participants' understanding of NOAA's strategic vision, mission, and goals, as well as its business processes. Expected to be an important source of candidates for NOAA senior and/or executive level positions.	To meet DOC's succession planning needs for positions that are identified as mission critical (that is, positions where high attrition rates at the executive levels in the next few years are anticipated).	To ensure a reserve of highly qualified executive level personnel is available and trained to meet the challenge of assuming high-level management positions in mission-critical occupations. Enhances participant's individual federal executive competencies. Increases awareness and understanding of public policy and programs with a DOC emphasis.
Unique Program Features	4-5 weeks of core leadership training at the Federal Executive Institute (FEI) - curriculum co-designed with FEI, participants, and NOAA senior leaders to address agency's needs; NOAA-specific training (e.g. NOAA Mid-Level Retreat; LCDP Congressional Seminar); an Individual Development Plan based on a 360 degree assessment; 2-3 developmental assignments for 3-4 months each; other developmental activities based on participant's needs; a formal mentoring relationship with a senior leader at NOAA; access to an expanding LCDP community (e.g. alumni and mentors from 4 previous classes and over 100 volunteer mentors).	2 weeks of core leadership training; a 4-month developmental assignment; a 3-month action learning project which can be done as a team; a coaching session with an MBTI and 360 degree assessment; a speaker series; individual training as determined by the candidate's organization; and activities designed to prepare individuals for roles in senior leadership. Mentors available from all DOC Bureaus.	All training related to OPM ECQs. 80 hours of training that develops competence in ECQs; one 4-month developmental assignment or 2 60-day assignments; a self-assessment and a 360-degree assessment; and an Executive Speakers Series. Participant's past experience considered in determining what training is required. Core courses from FEI, OPM, DAU, and IRMC. Independent study and project assignments on real DOC issues. Class participants from across DOC. Mentors are SESers.
Duration	18 months on an intermittent basis.	18 on an intermittent basis.	18 months on an intermittent basis.

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Participant Pool	All GS-13/14/15 and equivalent NOAA employees: - GS/GM-13, GS/GM-14, GS/GM-15; - Pay Bands: ZA-4, ZA-5; ZP-4, ZP-5;; ZT-5; - Commissioned Officers: O-4, O-5, O-6	Open to GS-13/14 or equivalent level positions in DOC nationwide. Selections based on DOC's mission critical occupations. See ELDP website for mission critical occupations information: http://ohrm.os.doc.gov/Leadership_Development/ .	Open to GS-14/15 or equivalent level positions in DOC nationwide. Selections based on DOC's mission critical occupations. See SES CDP website for mission critical occupations information: http://ohrm.os.doc.gov/SES/ .
Estimated # Participants	A maximum of 30 participants. Class size depends upon number of highly qualified candidates.	A maximum of 30 participants. Class size depends upon number of highly qualified candidates	A maximum of 30 participants. Class size depends upon number of highly qualified candidates.
Application Period	Next online application period opens on October 3, 2005, and closes on November 7, 2005 . Brown Bag Seminars scheduled NOAA-wide for potential applicants to discuss LCDP with current and past program participants, mentors, and supervisors. See program website at http://lcdp.noaa.gov/ for seminar scheduled.	Next application period opens on September 30, 2005, and closes on October 21, 2005. For more information, see Quick Hire/ ACES at http://www.jobs.doc.gov/ .	The next application period opens on October 21, 2005, and closes on November 15, 2005.
Supervisory Statement	A statement of supervisory support from an applicant's immediate supervisor is requested as part of the online application process to assess the applicant's qualifications, approve time needed to participate, and agree to funds needed for the program.	No statement is required. Applicants are asked to apprise their supervisors of their application.	No statement is required. Applicant's most recent performance appraisal must be Fully Satisfactory or better to qualify for selection.
Program Frequency	NOAA LCDP program classes are launched every 18 - 24 months.	DCO ELDP program is launched annually.	The DOC SES CDP program evaluated yearly to determine need and next announcement.
Training Start Date	First leadership training session (Orientation) to be held April 2-6, 2006, at FEI.	Training component begins in March 2006. Exact training schedule is being determined.	Training component of the program begins in spring 2006. Exact training schedule is being determined.

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Program Management	LCDP Program Manager reports to the NOAA Workforce Management Office and manages the day-to-day program. The NOAA Workforce Management/ Training Committee provides strategic program recommendations to the NOAA Human Capital Council and the NOAA Executive Panel.	ELDP Program Manager reports to the DOC Office of Human Resources Management (OHRM) and manages the day-to-day program.	The SES CDP Program Manager reports to the DOC Office of Human Resources Management and manages the day-to-day program.
Selection Process	Follows merit principles. Applications rated and ranked by a NOAA panel, then best qualified applicants interviewed by a different NOAA panel. Candidate's supervisor requested to provide an evaluation of the applicant's potential for participation in the LCDP. Line/Corporate Offices make final recommendations of LCDP candidates for approval by NOAA Deputy Under Secretary.	DOC-wide selection process includes in-depth selection process: automated rating and ranking; interviews by an interview panel consisting of experts from across Commerce; and a secondary party assessment process that will also rank high-caliber candidates. Final selections made by the Director, OHRM, based on scoring and projected mission critical position needs.	During the DOC-wide selection process, the SES CDP Executive Resources Board recommends highly qualified candidates to Department Executive Resources Board (DERB). The DERB makes final recommendations and approval of candidates.
Future Career Goals	LCDP graduates interested in future senior or executive level positions may compete for them under merit promotion procedures when openings occur.	ELDP graduates interested in future senior or executive level positions may compete for them under merit promotion procedures when openings occur.	SES CDP graduates who have been certified by an OPM Qualifications Review Board (QRB) must compete Government-wide for entry into the SES, but will not have to obtain a second QRB certification prior to appointment.

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Cost - Funding	<p>Estimated costs include: - \$17.5K for FEI core training (4-5 week split session including lodging and meals), plus - \$10K for all travel and per diem related to developmental assignments and additional training. Participation in the LCDP funded by a participant's Line/Corporate office. Contact your LCDP Line/Corporate Office Program Coordinator for funding questions. See LCDP website at http://lcdp.noaa.gov/ for list of program coordinators.</p>	<p>All costs for 2-week core training paid for by DOC OHRM. Long distance travel from the field and local travel in the DC area paid for by participant's office. Additional training above and beyond the DOC core training, such as at the FEI, are under the funding and discretion of the employee's home office.</p>	<p>The core training funds must be provided by participant's bureau or office. In 2004, the cost was \$20K (that is, \$10K per year) plus travel and lodging. Additional training, travel and lodging costs above and beyond the DOC core training are under the funding and discretion of the employee's home office.</p>
Additional Information	<p>For general information, see the NOAA LCDP website at http://lcdp.noaa.gov/. Email specific questions to the LCDP Program Manager, Shirley Miller at LCDP.ProgramManager@noaa.gov or call (301) 713-0539 x133.</p>	<p>For general information, see the DOC ELDP website at http://ohrm.os.doc.gov/Leadership_Development/. Email specific questions to the ELDP Program Manager, Mike Cohen at Mcohen3@doc.gov or call (202) 482-1750.</p>	<p>For general information, see the DOC SES CDP website at http://ohrm.os.doc.gov/SES/. Email specific questions to the SES CDP Program Managers, Laveen Ponds or Fred Lang, at Lponds@doc.gov or Flang@doc.gov, or call (202) 482-0483 or (202) 482-6302.</p>