

Good morning everyone. Thank you so much for attending.

Thank you for hearing further recording. Thank you everyone for attending this information seminar. So you get some more information on the upcoming, 2025.

See you executive service candidate development program. 2 things like you just heard, we are recording the session so that, if you miss something or if you want to go back and rehear the recording.

We hear the webinar you can go to the recording. On the USDA website. We'll get that posted as soon as we possibly can after today's session.

Also, we have with us. An ASL interpreter. So, she should be on the screen for you under ASL, I think, Deborah, if that's right, you'll be able to see her.

I wanted to let, Miss Farah Hassan. Introduce herself real quickly and she does some wonderful stuff for us in the background here for this webinar.

Good morning everyone. My name is Fahia Hassan and I am a program analyst for Talent Management Division and I support the SCS CDP program and to quickly let you know I'll be in the background answering question all technical difficulties as well thank you

Thank you for here. And I should introduce the Deputy Chief Learning Officer for OHRM and USDA.

That's Miss Roxanne Basket. Roxanne, did you wanna say a few words before we get started?

I guess I should unmute. Good morning, everyone. Thank you. So excited to see so many people here today.

That's interested in USDAs, SDS, senior. I'm sorry, senior executive service candidate development program, the official name for it, better known as SSDP.

And so I am, like Paul said, Roxanne Basket, I serve as U.S.A.'s Deputy Chief Learning Officer and provide over site for primarily all of the leadership programs and a supervisory programs and that includes us in our executives, including the SS CDP, along with everything else we do across USDA.

So, I'll be here probably answering some questions. A little later. I know that Paul has a great line up in informational session for you today.

I do want to, before I stop, acknowledge our other leaders that are, both on the call and you'll get an opportunity to meet them today, but also our OHRM leadership.

Miss Anita Akin, she may not be on a call today, but once again, she oversees, The talent management division, which we fall under, and along with Mr. Malcolm Schorter under the departmental administration serving as the US Da's.

ASA. So, but once again, just acknowledging them saying good morning to all of you.

This morning, you'll get an opportunity to meet some of our other wonderful executives who have been through this program.

It'll be able to talk to you a little bit about, what that means and what you'll be committing to, as a part of, and if you're interested in applying for the SES CDP.

So saying that I will turn it back over to Paul. And, like I said, I'll be online kind of in the background answering some questions and when you have a question and answer session later on I may be it you'll hear from me again.

So thank you. Go ahead, P.

Thank you, Roxanne. So just a quick itinerary before I introduce our guest speakers for today.

I'll be introducing the guest speakers. I'll discuss the. We get a program overview very briefly.

About key parts of the program and the application logistics and then I'll give our guest speakers an opportunity to provide their insights and experiences.

As, as a SES, but also as participants in the SES CDP program. So they have some valuable insight and direction for you.

Coming up and then we'll do the question and answer period that Roxanne just talk about So, without further ado, I introduce our guest speakers and then go into the program overview.

So we have with us. Mr. Gordon Bloom. He's the director of recreation heritage and voluntary resources for the forest service.

We have with us Miss Laura Levier. I hope I'm pronouncing that correctly.

The assistant administrator for rural development telecommunications program. Mr. Jodie Mcdaniel, he's the Director of Eastern Field Operations.

Or RE and Miss Ingrid Ripley, executive director. Single family housing. For rural development.

See my family housing guarantee. We're real development, also hoping I say that correctly. So welcome.

Thank you very much for our esteemed guest speakers who will provide us with some good information. Here shortly.

Before they do that though, I wanted to go over the program.

Somewhat briefly and if you have questions about anything from now on we're gonna I hope you don't mind if we wait till the end and the question answer period to answer all your questions.

I already see questions in the chat and we'll get to all those or most of those. Where we can, if you have any outstanding questions, you can feel free to contact us after the webinar is over and we'll have a location for you to do that.

So thank you for. For doing that for us. So the program. Is a 15 month program it has both Full time and part time, requirements to it and I'll go over where those are.

You'll get interagency classroom training that's from American University. You'll be privileged to have some executive coaching and executive mentoring available to you.

There's a 360 assessment. That will help guide your developmental assignment. It helps with your ECQ development as well.

There's a developmental assignment. That's where the full time. Piece comes in so the set of stuff is.

Part time obviously while you're doing your full time job, then you'll have a developmental assignment.

That needs to be a hundred 20 days in total. You don't have to have just one and you can have 2 developmental assignments if you like, but one of those has to be at least 90 days.

My recommendation for logistics and negotiation purposes and time management, if you can. Just have one developmental assignment about that.

At a later time. You'll actually have an action learning project, which is a team.

Project at the strategic level that discusses and goes into problem sets or issues or projects that the agencies have so the agency needs, action learning project.

And team based. We'll have some continuous learning activities such as human center design training and Outward mindset, Outward Leadership Training.

And other. Available activities for you. There'll be some professional reading. And we have a one USDA forum series.

Or several throughout the program. Where you interact with, senior executive service. Professionals, executives.

And then we discussed significant topics. Affecting USDA. I should also talk about, travel.

So. You will be required to travel. To the DC area, approximately once a month for the first 8 months of the program, give or take a month or 2.

So there is travel involved. In the program

I think I will open up for questions on that if you have any questions. Change my mind. Sorry.

I do we raise our hands if we have questions?

Yes, please.

Okay. So who pays for the travel? Is it our agency or the program?

Sure, sure. So I should mention that all the agency pays for the program to include travel.

Like the agency that I directly work with.

Correct.

So they have to approve that I will be a candidate, correct? Okay, thank you.

That's correct. You're welcome.

Question. Alan, will these slides be available for download?

Yes.

I'll put them on the website.

oh, there's a couple of questions in the chat.

Okay.

So the cost for the program is approximately \$25,000. Not to include the travel.

Requirements that we just talked about the travel costs that we just spoke of.

I can answer the question about professional reading at another time if you don't mind, but I will.

To that question.

The program is slated to start. In December of this year.

If I missed your question, I apologize. I'll get to it. At the question and answer period.

Okay.

Yeah, there are a couple of other. Questions that we probably should, I think we can answer now.

Okay. I must.

Oh yeah. Now one of the questions is around, ECQs and just wanna make sure because that's very important as people are considering or preparing for applications.

So my question is that, does 5 page mean one C car story per ECQ. And then another one around the same thing is.

States ECQ narrative is to be no more than 5 pages to address. All ECQs.

Is this just SES CDP or? Are all ECQs now just 5 pages. And if you wanna answer that and then I'm happy to jump chime in if needed.

Sure. Thank you, Rachael. Let me answer it this way by going to the next slide and getting to the application logistics.

And I'll talk about the ECQ stuff. During the slide if that's okay with everyone.

So the application period is May thirteenth through the 20 seventh. That's 15 days. It's on U.S.A. jobs.

And application requirements are the standard resume. The 5 page ACQ and air and an SF 50.

So 5 page GCQ narrative. Do you have a maximum of 5 pages to Right your 5 ECQ stories.

You don't have to. I mean, it. I would recommend one story per page, but you do not have to do it that way.

It could go page and a half or one or a half page for another. It's up to you.

But one page per story does make some sense.

But it's up to your discretion on the ECQ on how you want to do that. But the 5 page is the limit.

If you go over 5 pages, you will be ineligible for the program.

Can I answer that fully, Roxanne?

My apologies. Yeah, so, but there's some additional information. I think that was a part of that.

Yes.

Just wanna make sure that we are very clear on. It's so Is this just SES CDP or all ECQs now 5 pages?

So I think Cornelius asked that question. In K, that's, it's not just SCDP, but it's not a across the board for all SSDP through the government nor is it for.

To be certified as an SES. So many of. The agencies now and OPM is pushing.

I shouldn't say pushing, is starting to consider a 5 page Resume type ECQs.

So some people ask. And some ask for just 5 page of VCQ. So I think you'll see it more often.

But if you're applying for an SES, I can tell you right now to get certified on the QRB through OPM, it's still 10 pages.

2 stories per ECQ. But for the SES CDP, we're asking for basically one story per ECQ.

So 5 pages. And I think that answered the question for, I hope for Richard also. So, yep.

Great, great, great. Thank you, Roxanne.

Landforth Katherine, she asked.

Well, let me let's go down to Catherine's question here because it's still around the same ECQ in the form she asked OPM provides.

2 different approaches, ECQs in a form of qualification statements and ECQs in a form of accomplishment statements.

Can you provide guidance? So.

I'm not sure if you have another slide that you're gonna talk a little bit more about ECQs, but it would be.

Using the C car. Process, right? So you're writing your context, the situation, the what actually happened.

I forgot what's C car. I'm sure action and the results. So it's in the form of in a sense accomplishment statement.

Or the C car. So that's how you should be in its competencies within those EC, ECQ.

And I'm sure I'm not gonna talk too much because I'm sure some of you are.

Ses who went through the program may address some of these, but I want you to understand and all of that information I believe will be on our share points on our website.

That's good. Yes, that's correct.

Around net. So, yep. Alright, that's that's all I just wanted to make sure those ECQ questions since you were talking about it here are addressed.

Perfect. I'm quiet. Yep.

Of course. Okay. Thank you very much. Hmm.

Yes, and also the approach to how we do the ECQ. The 5 PGQ narrative will be on the U.S.A. jobs announcement itself as well.

But you can also get with me and ask me all the easy questions you'd like. After the webinar, if I still don't, you know, if you still have a few nagging questions.

I, I hope you don't mind. I'd like to move on to our guest speakers.

I'll answer any more questions during the Q&A period or offline. So. Thank you.

If I can move the slide, that'd be great. There we go. So, like I mentioned, we have some amazing guest speakers who will discuss.

Their experiences are SES. And, provide some insights on what to expect.

In some way, the SECDP program. So I'd like to throw it over to I'm just gonna go in order I have to throw it over to Mr. Gordon Bloom.

To give you some insights into his life as an SES and the SECDP program.

Mr. Bloom please.

Okay. Thank you very much, Paul. I have to say hello to Ingrid. Ingrid actually is a classmate of mine.

We got to go through CDP together. So great to see her. And I would say that is one of the real absolute pluses of being selected for the program.

Is the, cohort that you're able to, be a part of.

And having a group of peers going through the same experience and learning from their experiences and having a network of folks to just talk things through with.

Is invaluable. I'm sure you've experienced that in other leadership development classes that you know you've been privilege to be able to attend on your career journey but that's always one of the real pluses and I would I would see we had a very tight neck group and we still state.

Somewhat in contact. And, and check in on each other. You know I'm not sure how much to cover I certainly wanna obviously save room for Q&A's you know and hear what's on people's mind but I would just.

Start by a few are contemplating it. I would strongly encourage you to put your name in and go for this because I do think the training.

Through American University is just extremely well done. I found the, faculty. To be.

Completely available. Yeah, very responsive. They challenged us, but they're also very supportive and The information just felt very contemporary.

You know, I've been through a number of different training opportunities in my career and and you know some are better than others and I would put this ad or near the top of the list.

In terms of it felt fresh contemporary you know you felt like you were getting sort of state-of-the-art information.

It was just exceptionally well done. It is a big commitment. It's a big time commitment.

There's no doubt about it, but I think you know we all found it manageable and well worth it.

You know, I was gonna sum up, I guess my, you know, I've only been in my SES position for a couple of years, but I have found it very rewarding.

I love my position and I just look at it as it's a little bit more of everything. You know, it's, a There are increased expectations.

There are increased responsibilities. You approach your job differently the things that you focus on are a little bit different, but I look at it as a natural progression.

I, I didn't find it radically different from my previous jobs, but I've have felt it to be very rewarding.

And that opportunity to have a little bit more freedom of latitude to feel that you are. Helping shape or influence things like vision, vision, culture of the agency.

Enacting policy on a broad national level that can have significant impacts for the better in terms of public service.

So I think the things that are able to be involved in I find very rewarding and again would highly recommend it.

I'll pause there.

Any questions for Mr. Bloom before we go to Ms. Levier?

Thank you, sir, very much for your thoughts.

Good morning, everyone. My name is Laura Leviere and I'm the assistant administrator of the telecommunications programs at Rural Development.

I think Gordy's absolutely right in terms of I participated in the CDP program back in, 2019, 20, and I think it was really invaluable to me.

And I've had training and I think it was really invaluable to me. And I've had training in a couple of different ways, through my roles and different roles I've had at USDA.

But I think that the CDP program in and of itself from my perspective included both learning about leadership and becoming a better leader.

But also really developing those close relationships with other folks in the CD program. And I know at least for the the cohort that I was in, I would say.

I mean, the vast majority of those folks are now senior executives. And so it's really helpful to me now in my role as the senior executive to have folks who I have a good relationship with.

A friendship with to be able to reach out. I just had a sensitive matter occur. This last week with an employee and I was able to reach out to one of the graduates from my CDP program to ask a couple of questions about who works in our ethics office.

And I mean, those kind of relationships, I think@usa. are really invaluable for me coming from world development.

I think I had a strong awareness of other folks at role development and knew a lot of the employees, the management within our mission area.

But the CDP program brings people from across the department. So I think that that was really invaluable to meet people who do completely different things than what I was doing every day and getting to hear about their roles.

And that also really widens your ability when you're looking to get that. Sds position ultimately, it may be a lot more comfortable to think about moving into a different mission area because I think I had a much stronger sense of what this missionary is did and I also knew people and I today I know people as those other mission areas.

For me being a senior executive at USDA is incredibly rewarding. I've been with USDA for Almost 20 years and have worked my way up the the staff and the leadership chain and I definitely being an SES is.

The most demanding of all of the roles I've had at USDA, you know, at the end of the day, my team's looking for me to make decisions and decisions that are out of our normal staff instruction and policy guidance like how do we get money for this activity and policy guidance and policy guidance.

Like how do we get money for this activity we'll wanna do? How do we get? I'm outside of our normal staff instruction and policy guidance, like how do we get money for this activity we'll wanna do? How do we get approval for hiring?

If we are not and to leverage those relationships that I've built. And I think that participating in the CDP program was really invaluable to me in taking on that role as a senior.

And not only do you build relationships and really stretch yourself as a leader through the just educational aspect. There's a lot of time spent explaining how certain things work.

By the end of the program, I wasn't worried about my ECQs getting approved and getting certification because I worked on them throughout the program.

Through the program, somebody actually reviews and gives you feedback on your ECQs. And so I felt really confident and that was no problem.

Me by the end of the day. I was very concerned about them going into the program, but you know, once you go through the whole program, same thing with some of the disclosures you have to do and you know just some of the new responsibilities that you have as a senior executive.



I think the CDP program I felt like really touched on those different aspects of being a senior executive, how they're different from other different aspects of being a senior executive, how they're different from other leadership and management roles.

And so I felt really confident going into my first SDS position. And as I was noted, you part of this program is also, actually having a detail and, I think that also is really great experience to, give you an opportunity to work in a really.

Hi functioning, you know, position, to again, just make sure that you are really ready to take on that role.

And by the time the SDP program was over, I had no concerns about, you know, stepping into a senior executive position.

I felt very confident based on my experience and having gone through the program. And I just. Would for I think Gordy is definitely right in terms of if you have any interest at all.

In becoming an SES one day, maybe not today. Or any interest in the program.

I would just definitely encourage you to consider it, you know, you can always decide at some point, Hey, I don't wanna do this, but I think if you don't put your name in the hat and you know put yourself out there for consideration you know if it's something that you're at all interested in just take that opportunity have never regretted having gone through the program.

I'm so proud and so appreciative for what I learned. Being in the program and again I think it has had real everyday impact on my ability to do my work.

And, to be successful in my role.

I had a question for you actually too. First. Could you, explain a little bit about what your detail assignment was, how long it lasted?

And then also the second question is, were there people from other departments or agencies as part of your cohort?

Thank you.

Yeah, absolutely. 2 great question. I'll start with the second one first. There were people from other missionaries within my cohort.

So the year that I went through it, 2,019, 2, 20, we were broken into 2 cohorts.

And my cohort had people from every mission area in the department as well as people from the department.

And then we also had a couple folks from other agencies. And that is, I think a common thing you'll see is not just USDA employees being in these cohorts, but also not the there wasn't a lot of folks from other agencies.

But we did have people from other agencies. My year was a little bit different. So in terms of the details and I up, I apologize.

I could be using the wrong term for, I mean, I just think of it as a detail, but mine was 90 days.

I mean, I just think of it as a detail, but mine was 90 days. I did opt to do one position and I do think of it as a detail but mine was 90 days I did opt to do one position and I do think that if you can is a good way to look at it. But mine was 90 days. I did opt to do one position.

And I do think that, if you can, is a good way. I did opt to do one position and I do think that, if you can, is a good way to look at it because I did see how long they wanted you and working through it.

But I chose to do one position. If mine was a little bit different, mine was actually, the position I'm in now.

So I kinda got to try it out for a little bit before ultimately stepping into that role, which I was really invaluable.

I say my year was a little bit different because you know, ideally you want to select a detail that.

Puts you in kind of a different position than what you've been serving in a different organization or a different group at USDA.

So you kind of get that experience. We, my group started our details right as COVID was happening and there was just a lot as for folks know who were working at USD at the time.

You know, just a lot of thinking on the fly trying to work through issues and so we had a little bit more flexibility in terms of how we were able to select our details.

But mine was quite frankly in the role I'm in today before I was in that role. So it just so happened that as these details were opening up, the person who had been in my job decided to change positions within the agency.

And so there was a vacancy there and I was able to do that for my detail.

And if I can just add on one piece about that for this particular program. So like Laurel said, theirs was different because of COVID and different things to that effect.

But for the this year in FY 25 and ongoing is actually your requirement. Your detail assignment must be outside of your agency.

So if you work for and when we're talking about USDA, if you work for RD, you can't do your detail assignment within RD.

That detail assignment. And I shouldn't call them a detail. It's a developmental assignment. I'm sorry.

That developmental assignment must be done in another agency or even can be done. Externally. So I just wanna make sure I'm clear on that. Alright.

Thank you.

Thanks so much for clarifying that Roxanne and I will say at least my year the department did a really good job of showing us what opportunities were out there.

So there was a little bit of like looking for opportunities and a little bit of seeing them. So it really helped since you were looking outside of your missionary.

Alright, thank you all so much.

Thank you, ma'am. Appreciate it. Mr. Mcdaniel.

All right, well good morning everyone. So I decided to take a look back and unlike a few of the folks, I was actually part of the 2,012 SCS CDP here at the department.

So. I saw a question come in from someone about how many GS 14 got into the program and what I'd like to offer is GS 4 teams definitely do get in.

I'd been a 14 for about 18 months when I got into the SCS CDP at the time.

So this was a fun opportunity to sort of reflect. Back on what that journey looked like and it came full circle because I actually got to see Paul and Roxanne celebrate the most current group of graduates this past, I guess it's been 2 weeks ago now at American University.

And just the enthusiasm that that they had for each other. I think Gordy mentioned early on it's It's amazing training, but I think you'll hear each one of us talk about it's the cohort that you go through with.

And when I went through, we were fortunate at the time. There were actually 4 different cohorts that went through.

And today actually here at NAS, so I'm an executive, I'm the director of Eastern Field Operations for the National A Statistic Service.

I actually get to serve on our executive leadership team with another one of my cohort members. And oddly enough, Miss Anita Atkins was actually part of our cohorts as well back in 2,012.

So it's always fun to sit back and look and see where people grow and develop and. How they move forward.

Now as far as preparing us to come into an SCS position I don't know that we could have better training than the American university team because what I noticed at the time is They don't worry about just developing you as a leader for the agency.

They really invest the time and energy in developing you as a leader as a person. We joked at the time that they broke us down.

Got us great 360 feedback so for those of you haven't had that opportunity people will definitely humble you and give you that opportunity to grow.

They partner you with a great coach that's gonna help you work on those pieces. And then that's more on the personal side of becoming a leader and becoming comfortable.

So the other part of that is finding your developmental detail. Much like Laurel actually my developmental detail in 2,014 with actually sitting in the job I'm in today.

So I spent about 6 months here. So again, Roxanne, I'm sorry because I know going forward we can't do things in our own agencies but Back in the day, a number of us used to do our details in SCS vacancies at our own agencies.

Going forward, I'd recommend that one, if you're interested in the program, raise your hand.

When you raise your hand, you'll hear folks mention that it is a time commitment, but it's a time commitment to truly developing yourself and investing in yourself.

It's a great opportunity. I couldn't say anything better. Scanning some of the questions that came in.

There's, there's always the curiosity about working on your ECQs or getting things ready and what I would recommend highly is find a current executive to be a mentor and have that conversation in your own agency.

And partner with them and have somebody review your stuff. Before you submit it. That's one of the best things you could possibly do.

Let's see insights as an executive. So it's probably one of the most fulfilling jobs you could ever hope to have.

Keep in mind that service is in the title, so you provide service to the constituents, but also to your teams.

Your job is to be the first line of offense to get folks the resources they need. And to give them the vision and guidance and that's it's one of the most fulfilling things you could hope for.

But scanning down to the time where you're about 1040. So I'm gonna pause and see if there are any questions before we move on to Miss Ripley.

All right, Paul, it doesn't look like there's any questions.

Thank you, sir. I really appreciate it.

Miss Ripley?

Alright, good morning everyone. Great to see Gordy. And, Laurel was also part of the, we were in the same year.

She was in a different court. We had 2 cores that year. For those who are thinking about it, I also had my hesitations at the beginning.

Until one of the leaders I was talking to. Asked me. Because you knew I was, I was hesitant about doing it.

He mentioned to me the fact that you like to tell people leaders what they're doing wrong and how to do it.

So why wouldn't you do it instead of having somebody tell you what to do it? So if you are that kind of a person that you really are looking for change in the organization and you want to do things differently in your organization or around.

This is your opportunity to do it. And that's one of the things that, you know, if you're doubting yourself and whether you want to or not, I would make sure that you know that because that's how I ended up in the program.

I did not really want to. I wasn't sure until somebody told me that, you know, if you really want to make a difference and make change, then you need to do an executive because in those roles, that's exactly where you end up focusing on.

Making the changes, focusing on the people. This you know your organization you end up focusing more on the organization and the people and you don't you're no longer the SME so all that experience that you have in being the SME for, you know, as long as we got to that 15, that kind of falls in the back.

It you definitely need it because as you make decisions in programs you need to have some of the back the background of the program, especially in programs that you know that we have all over in USDA.

But you're no longer that Do you no longer get into those really needy good details. You have to be looking at it at the bigger picture.

How does the program fit? Where does it need to go? Where is the direction of the agency headed and how are you fitting into that organization.

So those visions missions. And values are the things that you need to focus on to lead your organization.

So as a leader, that's what you get from going to this program. Attending the class, when you are at that, those classes at American University is a great opportunity, but make sure that you are really there.

I know that, you know, while we're doing this, we have a job. I was fortunate enough that my agency was able to make sure that I focused on it and had somebody delegate the work while I was on this journey.

And that was really important because you really need to stay focused while you're there. Learn from those classes, you know, read what they ask you to read.

Make sure that you are engaged in the conversations because those really help you build your leadership skills and those really help you build your leadership skills and develop yourself.

On the detail, I wasn't allowed to. I know Laura was, but I was not allowed to do it in my agency.

And I believe that was the best thing. Why you, there were opportunities in my agencies and they would't let me do it.

I was not able to, but I did one within the USDA. I also looked outside of the USDA.

My challenge at the at the time that we were having as Laura mentioned it was COVID. So I wanted more an opportunity to do an in-person.

The agent one of the agencies and outside agency that I was looking at. It was actually the mortgage bankers association.

They were doing everything pretty much remote. And, when you're doing something remote, you are not really, especially if you're trying to get those experiences and learn from those around you and your staff, you really need to be in person.

So I didn't take that outside. developmental I did an internal one with another agency here in USDA.

I was able to talk to certain people and be able to find something that I was really interested in and it was way outside of my comfort zone but that's important too.

You need to not get not find things that are simple. You need to find things that are very challenging because that's the only way you're gonna develop yourself and then you're gonna feel comfortable in finishing the program and also when you become an SES.

So when you're looking at those developmental opportunities. Make sure that you think about those things.

You know, trying to challenge yourself and doing something different. Most of us have worked in one agency all their lives.

And maybe in one even area within the agency. Trying to find something outside, I know it's uncomfortable, but it wasn't.

I was fortunate enough that wasn't as an. I know it's uncomfortable, but it wasn't.

I was fortunate enough that wasn't as an uncomfortable for me because I was fortunate enough that wasn't as an uncomfortable for me because I've worked in 3 different agencies through my career.

I've worked in, 3 different agencies through my career. So moving to another is always a challenge that I am always willing to take.

And it's an exciting challenge because when you're moving to a new direction, you're learning new things, right?

And that challenges you. You're looking at things differently and you bringing in a different perspective, which is also very important.

The, the other thing that is, important that I, that Laurel mentioned that I think is the.

The time that they spent with you at the. I forgot the developmental time that we spent in the we did it in Bethesda.

It is a lot of fun because it's kind of like your cohort is there and you're spending nights together and you're doing this together.

So those relationships that you build in these cohorts are really, long-lasting.

And as Laura, Laura explained, sometimes you, you know, reach out to them to kind of bounce things off and you know what's going on in the agency that they may have some a different perspective because we all come from different areas and different perspectives.

So talking to a different area. In within the agency is also a great way to learn new things from each other.

So I recommend that you know while you're there that you engage in those relationships and those are very important to the development and the growth of your of this program and of you in the future.

So, go ahead and do it. Don't be scared. Challenge is good.

The other thing is that at the end you have that certification. And you don't have to jump into it right now because, you know, sometimes you're not ready motionally, personally.

Things are going on in your life. But that certification gives you that opportunity when an opening comes up that they may the agency themselves could assign you to a position if you're interested.

And the last thing I will say is there's no other person in the world. Than yourself to promote yourself.

One of the things is once you have that certification, don't expect to sit there and wait for it to come a position to come for you.

You need to be out there searching for those positions, talking and learning what's going on and promote yourself.

I was fortunate enough that when I graduated, a new administration came in and they had, you know, ideas that they were going to go through and I was able to talk to the leadership and say hey you know I have my CDP I'm an SES because remember during those times we're also have a lot of.

Opportunity where we're not hiring and they were not hiring so many people but when you do it within then that doesn't raise up the numbers because we were having a salaries and expense issue with our budget.

So that opportunity I went up to the leader and let him know that I was interested, in letting them advance their mission, their administration, and I was an SES over the opportunity was there for an opening that you know that they felt that needed to be filled that I was willing to take that so you are your number one promoter so make sure that when you graduate that you know that and that you look for those opportunities.

Because, they don't often come to you. And that's really not the way they should because you really should be out there promoting yourself.

That's all I have. Thank you.

Really appreciate it. Really good insights. Thank you. We have about 14 min left.

Looks like. So on the swiftly into the question and answer. Period. If you raise your hand, we'll answer as many questions as we can get to over the next 13 min.

Or so maybe 14. Yes, ma'am.

Sure. Sure. Hmm.

Can we go to the questions in the chat first and the Q&A and answer those and then we'll answer live questions.

Okay. What's that I miss?

Just some have been answered, but there's a couple of the ones here. Yeah. And. So if you can go back to what do you mean by the professional reading?

Could you expand on that? I think you said you were gonna come back to that. So if we can answer that question.

Right. So the professional reading comes from. Potentially 2 sources. One, there's professional reading inside what American University provides you.

And then the other professional rating comes from the the from what you want to read yourself to gather more insight onto what we're providing you regarding human center design.

We're gonna offer you different readings that you can books and articles about that theory. That you'll get and then the outward.

Mindset outward leadership will be readings. Associated with that to help you further develop insights into that what that means for you so that's what i meant by professional readings

When will the program actually start?

So that's expected to start in December of this year.

Okay. And when traveling to DC, what's the expected duration of stay?

So typically, well, that's a really good question. Typically we do a Monday through Thursday, sometimes Monday through Wednesday events for you.

So if you're So, well, when you're getting your education through American university, that's usually on Monday through Wednesday.

And then we typically will have another event for you, whether it's the one USD form or some other training activity for you on a Thursday.

We try not to have you here on Friday. There may be an occasion or 2. Well you'll be here on Friday but we'll make sure you're out of here on Friday by noon.

Okay, is this program acknowledged by other government agencies or just USDA?

Nope, it's a federal OPM program, so it's interagency.

Navy, Army, etc. by participating in the program. Can you address that?

It's open to Hi, I might have missed what you were talking about. It's open to federal employees.

Yes. Yes, civilians.

All federal employees, was that the question? Okay. There's no right. There's no veteran status for this particular program.

Perfect. Are there formatting requirements for the 5 pages? And I'll answer that really quick.

Okay.

Yes, no more than 11 font. And Oh, yeah, the 5 pages, 11 font.

Right.



I think it is. And then there's some restrictions around margins, but that will actually be in the application when you go to apply and you can actually see that also on the Sharepoint site on the website.

I'm sorry. That information is there. So our current active duty uniform service officers such as public health service officers eligible since these individuals would not have an SF 50.

I'll have to go back and look. I'm almost sure that you are not eligible while you're under.

I think you guys fall under schedule B, be schedule C. I'm not sure.

I know political's and I'm not sure about public service officer so please contact Paul Dinar and or the US DASS ES dot CDP website and we'll get the answer for you for that.

You can review the OPM page for guidance. You can also go on to our website.

I keep saying SharePoint. I'm sorry because we have one that's for internal. You can also go into our website and there's some additional resources that you can review.

I think the question about the mentor has already been addressed. Yeah, we definitely recommend that you reach out and find a mentor around your agency or wherever you can that can assist you in this process.

Choi said he's surprised that USDA is doing another CDP. So soon, is there a pending anticipated mass retirement of current Ssers?

I can tell you that, there has been for many years, retirement eligibility of SES actually employees across USDA, but SES and I think it's about 50% or so.

Of our SES who are eligible for retirement. So. Absolutely, as a partisan session planning.

We're always preparing to ensure that we have a qualified executives ready to step into those roles.

Paul, how many GS 14 were accepted into the last program?

I believe it's 4.

Yeah, I don't. I do it might be and there was one that was equivalent from the IRS. So I think it was 4.

Yes.

Yeah. Yes. So.

I think our, as a 14.

Okay. Yeah. So this question is for the panel. I just want to make sure we address everyone here.

As a team leader right now and I think Ingrid kind of talked about this and Laura also.

Laurel. How your position shifts? From being a SME or, you know, being able to do facilitation and team building actually sort of doing the work.

Versus, SES responsibility, shipping away from that work. I think that was address some.

Okay.

So, if we have time, we'll come back to that. How are the CDP locations decided?

For USDA, we currently do everything here in the Washington DC area that may be changed in the future, but it really just happens to be.

Where we do the CDPs out of right now. Probably, primarily because of capacity. And that's where the program managers and myself and everyone else is located.

Yep.

So. I did answer the seats. And writing. All right.

And then under your Q&A call, it says do. I think you answered this question too. Do you have to be a GS 14 or 15 to apply?

Correct.

The answer is yes or equivalent. Yeah, and are all SES subject to potentially being moved due to reassignment?

Or is that only for a certain agency?

And so I can tell you and if we have one of the SES on here, happy to tell you that all SES, do you have to sign a mobility agreement?

Right.

Now rather or not, you know, you end up being moved. Many SES has been in the same position, same agency, same city for, you know, all of their career, but all SES do sign a mobility agreement.

So, Ingrid or anyone else who may want to, Gordy or anyone jump on it and talk a little bit about that.

She said.

Sure. I can tell you that it, what sometimes it happens is mainly, As I mentioned before, you're no longer the SME or a leader, so they may move you to a different program because there's a different need in the program.

That is going around. Going to a location, you know, they'll have those conversations with you.

It has, I haven't seen it. You know, they'll have those conversations with you.

It has, I haven't seen it happened, during my time here, but they could move you to a different program because there is a different need.

Sometimes you're doing a great job and they need you know another program to really get fixed and they think you're the fixer and they'll send you to a program.

I know a couple of Sesers who have gone to like 4 different programs in their lifetime here. So it, you know, it's something that's there.

I, I wouldn't consider it something to worry about as a not applying for that purposes because it's rarely that you are sent some place outside of your comfort zone or you, well, outside of the area, because that's mainly the one that's mainly concerned where you might be sent to our office in St.

Louis, right? And you know that one that May happen, but I wouldn't literally not signed up for this program if you really want to be a leader because of that because it doesn't happen that often and it does happen that you do move to another program and I mentioned it's a challenge right you are supposed to be a leader so you're supposed to be able to go in. You're no longer the SME.

You have to have some understanding. So you're going into an to a program to kind of lead it and lead the people.

So. I'll leave it at that.

Thank you. There was a question about Hey limit, there's no age limit for the program.

We have about.

Okay.

No, I was looking at some other questions just trying to see if we get through and if people had wanted to raise their hands, I guess they can always do that too.

Okay, there you go. Paul, turning back over to you, you have a hand up.

Okay. Go ahead, please. I don't see that. No, yeah, go ahead.

Christopher.

Hey, hi, yep. This is, this is Kofer Aston from the Innovation Center.

I was just wondering, I saw, somebody else to ask a question in the chat about, how this would prepare.

For SES versus the senior leadership position. If this was something that We could use for that potentially or would that be a different process?

Yes. No, go ahead.

No, you can certainly. No, you can certainly use the SS CDP program to help you.

And your development for SCS and like positions here, you know, the SL positions.

Roxanne, correct me if I'm wrong. I don't think it's necessarily required for a SL position.

Is that correct?

That is correct. So it is not required, but it will, the thing is, when you come out of the program, if you are successful, you will.

Get your certification for SES. And some people do end up in SL positions or SDSS because they are more, you know, the technical or want a senior leader position or that is what's available versus a SES.

So not required, but definitely will prepare you for those roles.

Yep.

Right. So someone had a question about the announcement. The May thirteenth through 27 announcement is.

For So, that's selection, not for selection. Applying to the program. It's only applying to the program.

Takes a little bit of time to get to the selection piece. So. Apply if you like between May thirteenth and May 20 seventh for the program

Yeah. Selections won't happen. There, it's a pretty thorough process and you can once again find that information.

But most people will not, well, all people will not be selected probably until the September timeline. That's how long it will take to get through the actual process.

So just so you are aware of that. That it's definitely. A longer process because there's a review of your ECQs.

There's review of your, if you get to the interview stage, you have interview, there's some other steps to go through their supervisor endorsement and agency endorsement.

So there's other steps along the way. With the proximate, time we expect of September.

For announcements and that will probably be later in September. And I see we're right past your time.

I'm gonna turn it back over to you. You do have one other hand up and I think the questions will get answered for you.

Yeah. Okay.

And on the free to only ask questions. So keep visiting the website. And we'll keep updating these questions.

And you can always send a question to the email. And Paul will answer it for you. But you have one other hand.

Paul, John.

Okay, I'll take John's question and then we'll end the webinar but like Roxanne said email me all your questions to that email address right there.

On that screen. So John.

Alright, thanks Paul. Thanks for taking my question real quick. So I might have missed it.

Do we need a nomination from our, assistant administrator? Deputy Assistant Secretary.

Not to apply to the program, no, but at some point you will need the supervisory endorsement to continue through the.

See, selection process. Yes.

You betcha.

Okay, thanks.

Okay, it is 1102. I wanna thank everyone our guest speakers for attending the webinar. Really appreciate your time.

Guest speakers and thank you so much for attending everyone who's on the webinar. Again, if you have any outstanding questions, feel free to shoot them my way.

Also, you can go to the USDA website. Shown there. And we'll have like Roxanne was saying.

Updated frequently asked questions that's where the updated information will be so feel free to go there thank you once again and take care.