

Good afternoon, everyone. We're really excited for you to Oh, the information webinar. For the upcoming 25 senior executive serviced.

Candidate development program. It's a beautiful day here in DC. Hopefully the weather is equally beautiful where you are.

Again, like I said, we're really excited to have you with us. Today.

Just a quick, quick introductions. I am Dr. Program manager for executive development here in USDA.

Which also includes the SCS CDP program. And thrilled to be with you. We also have with us.

Who does all the cool magic in the background? With webinars, etc. Miss. If you don't mind introducing yourself far here.

Yeah, hello everyone. Good afternoon. My name is Faria Hassan and I'm a program analyst for Talent Management Division.

I also assisted Paul with the SCS CDP program. So today I'll be assisting Paul with technical and production aspects.

So if you do have any technical questions or any audio issues, please let me know in the chat box.

Also, please save all the questions towards the end and Paul will make sure to answer all the questions. And for the ones that the questions that we cannot answer, I will add it to the a lot questions and get some expertise answers and we'll reach back out to you guys with the answers and I'll reach back out to you guys with the answers and we'll reach back out to you guys with the answers.

And I have everyone that attended today or that's in the, Zoom Webinar email and name.

So we'll make sure every single questions get answered. Thank you. I'll pass it back to Paul.

Thank you. Wonderful. Thank you so much. Her unofficial title is Keep, out of trouble.

So, and she does that every day, which is, really useful. I do wanna mention too, along with myself, Miss Roxanne Basket.

She's the deputy chief learning officer. Here and OHRM. And Miss Anita Atkins, the chief human capital officer.

They're responsible for, oversight of the program. So I wanted to mention their names, and recognize them for what they do for the program.

They may or may not be on the on the webinar today, but I wanted to make sure to. Make sure to mention their names.

As key parts of the program. I will also mention just as an aside. I'm having a little bit of allergies.

So if I I'm trying to keep my coughing under control. But bear with me.

I might have to mute from time to time. So you don't hear that wonderful. Allergy related coughing so just Just a just a note there.

A quick itinerary before we get before I introduce the guest speakers. Or let you know who they are.

So what we're gonna do today is we're gonna have an. Fairly brief overview of the program.

Some of the key elements of it. And we'll talk about application logistics. For the program and essentially how do you apply.

And then we'll go over to our guest speakers and give them a chance to provide their expertise.

As senior executives. And also as former members. And participants in the SCS CDP program.

So you'll get some amazing. Valuable insights from them. When I speak. And so, we're really pleased to have them with us.

For that then we'll go into a question and answer period. And hopefully get to all your questions and like for he said for the questions we don't get to.

We'll be certainly reach out to you in some way to answer those questions. So do not be afraid.

Your question will be answered. And so I wanna make a point to. Recognize our guest speakers who give give up their valuable time to be here for this hour webinar.

Mr. Donald motor. For a service. I hope he, I pronounced that right. Mrs. Valerie, The Theo is with us.

She's the Associate Deputy Administrator. Or animal care for And Vivian Hudson is with us.

She's the chief operating officer. For FNS and we'll have them introduce themselves. And provide keen insights in a moment.

Yeah.

Okay. Yeah.

So fairly briefly. A program? Here's a 50 program that has time in part time components to it.

And I'll go over what the full time components are in a bit. It can interagency classroom training.

That's delivered by American University. You will receive. Executive coaching and executive mentoring during the program.

There's a 3 60 assessment that you owe. Work on. And take, very early in the program and that's to help guide your ECQ development.

And to help in your selection and. The selection of your developmental assignment. Oh no, your developmental assignment.

Is. Is the full time part of the program. So. When you're doing it in other parts, the classroom training and some of the other training that we have for you.

That's part time while you're in your current position. Hmm, the development assignment you will choose.

Is outside your agency. And you need a hundred 20 days. Give her, you know, a little more.

Let's do a little more, but it's a hundred 20 days for your development assignment.

You don't have to do one. You can do more than one assignment. But one has to be at least 90 days.

I would offer it makes a lot of sense and I recommend that you do one development assignment. Of a hundred 20 plus days.

And helps with logistics and helps with selection and all those things. It just makes it easier if you select one developmental assignment.

You'll also participate in an action learning project. It's a team oriented assignment.

Where, you're joining. Oh, your team and then it's a strategic level.

Assignment. Our project. Where you're working with your team. Agency.

Problem or issue or something they want you to study. For one of the agencies within USDA.

You'll also do. Continuous learning activities. Some of those are the human center design training that we offer you.

And the outward mindset outward leadership. Training that we provide you. And then you'll also participate in one USDA forums.

There's a series of forms that we put on. Where you'll have interactions with senior executives.

Senior executives across USDA. And they'll discuss their specific mission areas. What it means to be an SES.

And discuss, you know, significant topics that are affecting. You know whether it's or you know any of the agencies.

Or broader specific. Issues with USDA. Or whatever the goals are. Climate change, even the upcoming changeable election, you know, what that might bring.

So some really interesting. Topics to discuss there. I would like to mention travel so.

This is an in-person. The majority of this is in person, so you will travel to DC.

From time to time. To work, especially with American University, that's in person. So you'll be here for that.

00:08:06.000 --> 00:08:13.000

Might be travel with your developmental assignments wherever those took place. We'll be trouble for that.

And the human center design and outward leadership. Training that we put on is also in DC so you will travel.

For that. Yeah.

I think you can expect to travel. Once a month, especially for the 1st 8 months of the program, give or take.

And then the travel. Is significantly reduced after that.

00:08:46.000 --> 00:08:53.000

The word on application logistics. So the application period is May 13th to the 31st

You apply on U.S.A. jobs. Oh, the requirements are the standard resume. A 5 page ACQ narrative.

And that's a 50. So some specifics. It's a maximum of 5 pages. You cannot go over 5 pages.

Or you will be ineligible for the program. 5 page BCQ and added. You'll do one.

PCQ area per page. That makes sense. So there's 5 stories. 5 pages.

G. CQ One page per. Sorry.

I hope that made sense. And I can answer any questions. During the question answer period, when the time comes.

Right, but the maximum post 5 pages. If an ECQ goes over a page. That's fine.

You just reduce the other ECQ.

Alright, now there's questions about it and we'll go over it at the question and answer period.

But the key point is it's a 5 page BCQ narrative. Following the C car approach.

Okay, hopefully that made some sense. Again, like I said, I'll be happy to reiterate or answer any VCQ questions you have during the question and answer period.

Okay, so now to the Critical part in the most important part. I would say, beyond your questions is our guest speakers.

And so, I'd like to introduce the 1st guest speaker and give him an opportunity to provide his keen insights on the program.

What it's like to be an SES. And maybe just insights on. You know, transition from.

Just 15 or 14 to SES. And what it was kinda like to be in the program. So, sir, Mr. Motor, if you wouldn't mind.

So we're giving us some insight, please, sir.

Yes, sir. Thank you.

Hey, good afternoon. Can you hear me okay, Paul? Okay, hey folks, Dom, here, I'm the currently the associate chief financial officer at the forest service.

I've been in this position about 3 years. So my transition into the executive world was a little bit different.

1st of all, I'm not a long time USDA employee. I came here in 2016.

January, 2016 I did took a lateral. From the Department of Veterans Affairs over into the Forest Service here in the Washington DC area.

I've been based in DC for all of my civilian federal career. So I'm 1 of those DC guys that has made a job kind of moving around the city.

Doing different types of, jobs, different positions. This, happens to be my 3rd department I work for.

I've worked for the Department of Interior twice. The VA twice and now USDA.

So it's, it's been a great ride and I will tell you. Transitioning into senior executive service is quite different than being a GS employee.

And I'll go into a couple of things. But 1st and foremost, the, program that you're interested in implying for, I highly recommend that you you take advantage and apply even if you're not selected.

Put your name in, show interest, show leadership that you want. And you desire to seek higher responsibility within the organization within the department and for that matter within the government itself.

I would I would also, look at any other opportunities as well for leadership in the event that you're not selected for this program.

I personally was not really looking at the time to apply. But I had a couple of, mentors, senior leaders ask me if I was going to apply.

And so after the second person asked me, I said, hmm. Maybe I ought to look into the application process and see what it entails.

And I'll tell you, I was happy I did. I really, really enjoyed the American University program.

It was, it was on site in-person activities. Got to know a great group of men and women from across USDA and even from a couple of our other departments and agencies within the federal government.

Great opportunity to really learn about leadership from different perspectives, different lenses. And that was that was helpful to me.

I had spent 11 years prior to that in IT senior management. Both at the VA and as well as here at USDA and the forest service.

So I was looking to see what senior executive service had to offer. And not necessarily from the lens of being an IT senior leader.

I also, I took a detail assignment. That was quite different too. I made a point of getting out of the forest service and getting out of IT and I took a detail assignment at the foreign agricultural service.

So taking a guy like myself who has no ag experience. No foreign ag experience in jumping into a leadership position at FAS.

It stretched me. It also happened to be during COVID. So So it presented some other leadership challenges.

On top of that, I landed into a supervisory position. So I found myself on day one having to supervise a team of employees.

If you have an opportunity to stretch yourself like that during the program. Go for it. I learned so much.

In that 4 4 plus month assignment. And I would have had I stayed, I think in my comfort zone within IT leadership.

I also met some great people. I'm still in contact with, several of them. We meet month to month.

On a recurring basis. It also gave me a better perspective too on how the department operates.

So often we get entrenched in our own agency and we often forget, you know, there's 28 different organizations that make up USDA, 9 mission areas, and it's a good idea to get a perspective on what's other senior leaders experience.

And this is the type of program to do that. Because you're gonna be stretched but you're also in a way You're not.

Hanging out there on your own. You've, you've got a support, mechanism in a support process in there as well.

Couple of other things I'd like to say too. Find a good mentor. Find someone and for us.

We had help at the department. There was a list of mentors that were available that made themselves available.

Find yourself a good mentor and actively pursue a relationship with that mentor. Get to know him or her.

Get on their schedule. They're gonna be executives. They're gonna be super busy.

So you're gonna experience what it's like to try to work. Schedule and manage somebody's.

Somebody's very busy schedule and get blocks of time on there. Do that because you'll get more out of it and be prepared just to ask questions and then to kind of.

Be quiet and listen. Listen to what he or she has to say and share with you. The executive coaching I took advantage of.

Through American university that tied into 360 assessment. Take advantage of all of that. Do whatever you can to get as much out of the out of that development program.

USDA is gonna invest a lot of money into you. So take advantage while you have it because you're not gonna find opportunities like this very often.

The other key piece of advice. Find someone who can give you good. Advice on how to write a resume.

The OPM. Guide is good. Then find someone who's going to red pen your resume and be brutally honest with you to prepare you.

Submit your resume and your ECQs to OPM. For at the end of the program for approval so you can get accepted.

Into senior executive service. I had a gentleman through the program who was a retired OPM executive. And he just tore it apart.

And that was great. I learned a lot about how to write in the 1st person. I learned a lot about how to take.

Take ownership of what you've done in your accomplishments. And also how to be prepared then to tell those stories.

In the in interviews. So I'm gonna, close here because Paul and then let the other, the other folks speak here.

I will say my transition to senior executive was different. Because I went from an IT position for 11 years into the chief financial officer.

A couple of things I learned fast. Was trust and verify. I had a huge staff, a lot of great people.

I just needed to follow up one for my own learning process, but then also I'm showing interest and I'm showing leadership.

To my leaders that I'm actually a part of the organization and I'm involved. I don't need to be a project manager.

I don't need to be an auditor. I don't need to be an accountant.

But what I do need is a general understanding because at the end of the day they're gonna come to you for guidance and often signatures and approval.

So it's good that first.st Really those 1st several months to get yourself well grounded in the organization and get to know the people.

The other piece Be uncomfortable with. Not having control of your schedule. In understanding that you're gonna go from meeting to meeting and topic to topic.

I might have a 10 HA day, 7 of those hours might be meetings and it may be 7 different topics.

And I've got to be comfortable with not being the expert in any one of those 7 subjects. But knowing who to talk to in my organization, but also knowing laterally, if I have a problem or a question, someone I can reach out to.

In my peer group to understand how does this work from a leadership perspective or maybe it is something technical within the chief financial officer realm.

Do I have a couple of people I can tap into to ask about how does the department run in this particular manner.

But that was a kind of a. A big transition for me because I went from knowing and being very, very comfortable on IT leadership.

And then I on Friday, I took that hat off and on a Monday I went right into the CFO and auditors and accountants work different than programmers and cybersecurity folks.

I can guarantee you it's a different mindset. It's a different culture and they work at a different tempo.

So I had to be able to adjust it do that. I can answer questions. Folks want to talk about also work life balance and how do you find a little bit of that too, especially when you make that transition.

But I'm gonna pause here for now. And turn it back over to you so we can introduce the other folks and have some time for Q&A.

Thank you.

Yes, sir. Thank you very much for that. Very valuable, very valuable. And I'm sure you'll get some questions.

During the question and answer period. I'd like to move now to Miss Valerie. DCO again.

I did. Yes, sir.

Sorry for I knew I would mess that up. I apologize. Please go ahead.

That's good.

Well, Don stole a majority of my talking points. So I'm gonna touch on some things that Don did not, go over.

I would like to talk about the actual process for applying for the SES CDP and some pointers that I found out and and was given along the way that helped tremendously.

This is an amazing opportunity for you to tell your SES packet. For those of you that are interested in SES.

Or thinking about SES this is a good starting point again to test your packet even though you're only writing one ECQ.

And you'll have to do 2 for your larger packet when you actually apply for a position.

But this gives you an opportunity to test your writing skills and to see what competencies you are lacking in.

So I'll talk about that a little bit when we go into the detail selection and how you can formulate that.

Don had also touched on having somebody review your packet, your ECQ writing. Be very honest with you.

I've had people review my packet as well as I got a contractor. I was very fortunate in AFIS.

We do have a list of contractors to utilize that will help with packages. I've also reached out to a couple other colleagues that use contractors.

And kind of the little case study on who would be a good fit for me. I have noticed that with my last cohort.

A lot of folks who made it through the 1st round, which is the paper panel looking just at your paper application.

Had folks review or use a contractor for their packet. Again, if you need help with writing, that is an excellent opportunity and a path to go forward on.

It's also a great opportunity for you to test your interview skills. Interviewing for SEES is very different than at the GS level.

You have to have hard and confident, easy queues for your interview. You'll do it exit interview.

To be the final selection, which is phase 2 of the application process. So again, if you're interested in SES, this is a great way to test out your packet.

Going through the program was absolutely phenomenal. So American University, you're going to have course work on each ECQ.

What I did not see this round, which is a little bit upsetting, we had, I believe it was a week long assessment at the Ballinger Center.

Where we actually got assessed. Throughout the week for different case scenarios. So they would put you in a room and you had to, basically have.

Would say one of the instances you had to talk to media. So they gave you, the situation you had to go into the room and talk to the media and they recorded you.

And there was people with clipboards. Finding out, did you say the right messaging?

Was it to the right audience? Were you confident? You know, how was your appearance and so forth?

Another you had to go on and defend a budget against others when there was a budget constraint. Again, there was a panel watching everybody seeing how you did negotiations, how far you got as far as getting your budget approved and so forth.

So that was a week long assessment and there were folks that were in that program in my cohort and thorns that made the statement.

I wish that this was part of the selection process because if I knew this was going to be what it what it took to be SES I would not have applied.

So that speaks volumes. A lot of folks go into SES thinking I have the technical experience. I have the background.

I'm ready for the next level and leadership. SES is very different and I'll talk about that in a little bit.

But again, that's my advice as far as packets. The program again, American University was phenomenal.

The assessment center was great. When you choose where you do your 120 Okay, I advise you to do it somewhere where you are so uncomfortable.

That you were throwing yourself in a situation where you can act as a leader and you can take charge and start developing those competencies.

Also pick somewhere where you're going to develop an ECQ that you may not have a lot of background in.

Use that opportunity to write that specific case example for the ECQ because now you actually have experience. A lot of folks, what I've noticed and what I've heard throughout my career is folks don't have a lot of experience with same business acumen.

So pick again a detail that would give you that business acumen if that's what you're lacking in.

And again, outside the scope of your comfort zone. When you become SES, you are going to get moved around.

Alright, I when I 1st became SES I was put into international services. I was there for about 3 years and I was moved to animal care afterwards because my leadership skills.

So you're going to have to be comfortable leading without having the technical expertise. And being comfortable going into a organization where it's a new culture every time.

How do you adjust to that? How do you become flexible? How do you learn? About the culture of that organization and you know, a simulate to it or if you need to change part of the culture of that organization, how do you do it with finesse?

And you get buy-in. These are all leadership skills. These are not technical skills. So again, I advise you when you go ahead.

And do your 120 day detail. Go outside your comfort zone because you're gonna be put in a lot of uncomfortable situations as an SES and look at those ECQs that you will need to begin developing.

Moving on to my experience as an SES because I know we have Vivian, so I'll kind of wrap this up.

That way we have time for questions. It is very different from GS level. Gs level, it's In my opinion, primarily technical or mixture of technical and leadership.

When you are at the SES level, as Don mentioned, You have to go into an organization with confidence.

You have to be a leader and you are going to make, you are going to make decisions on the fly.

You are responsible. Direction of an organization. Not a unit, not a program, but as it but of an organization.

You have to be confident. You're decision making, reach out to folks if, if you need assistance, develop a cohort, get a mentor.

So I'll actually touch on that. In a little bit, but about the SES experience. I have 0 control over my schedule.

There are times before I leave for the end of the day. I'll look at my calendar.

I'm like, this is great. I don't have meeting until 8 30 or 9. And then I'll show up at 7 30 and there's an 8 o'clock meeting.

And you will a lot of times just have random talking points or sometimes no talking points and you have to go into the meeting and you have to represent your organization.

So you have to be comfortable coming onto the scene and again representing and speaking on behalf of your organization. Work life balance you know.

I won't be very honest. There is none. It's very difficult to have these hours that you put in as an SES and have somewhat.

A resemblance of a work life balance. I'm be very honest with you guys. And of course that depends on the job that you're in.

I understand that. Let me thank you. So going back to having a cohort. And a mentor.

It is imperative that you create a network, a cohort of folks that you can rely on and say these are the things I'm going through.

How's it been for you and your SES position? What are some of the lessons learned that you were able to, you know, go through that you can teach me?

Oh, I was lucky and very fortunate. Out of our cohort that we do have a strong networking group.

We meet every so often. Same thing as Tom was mentioning. Together, give each other support and talk about where we're at in our careers.

My mentor. Was instrumental. I don't say again, instrumental in getting me through the SES CDP and continue to be when I got placed as an SES.

When you select your mentor for the program, make sure it is someone that you. Feel comfortable with that you can confide in that can relate to the things you're going through as a new SES.

It is They're gonna be your champion. They're gonna be the one signing off on your, detail at the end.

They they are gonna be doing check-ins with you and again if you have a fantastic mentor and again somebody you mesh with they will continue to be your mentor outside of the program once you graduate.

So I'll stop there. I know Vivian is next up.

All right, well, good afternoon. Never you want. It's truly an honor and pleasure to, join.

Tom and Valverie and be able to speak with you today. My journey is very, very different.

So I will, briefly go for how I became a SES. And my experience as SES and also my experience in supporting the SECOND.

P program. So actually I was active duty in the US Army for 30 years. After college, I was direct commissioned into the US Army medical department.

I started as a dietician. So I was a dietician in the US Army. And then branch into healthcare and administration, healthcare policy and fast forward 30 years later.

And, I retire. From the army as an, as a Colonel. And then I was recruited by the Department of Veterans Affairs.

To be a medical center director. So I did not do SVS CDP. I did not become GS.

I jumped into the SS slots from being active duty. And at the time I really didn't understand.

Do you know the requirements for being a SES except that I did do my EC queues and also the process was a very different So yes, very different.

And, I want some medical center director in the Department of Veterans Affairs for 5 years.

And then I became. The senior. Advisor for the Secretary of Veterans Affairs.

For the Indo-pacific region for the last 2 and a half years. And I have been the chief operating officer for FNS since the end of December.

So I've been in this role for the last few months. And what I can say about being a SES is 1st of all, I totally agree with, the speakers, before me.

I think it's so important to have a mentor. And it doesn't have to be mentoring to me can be speed mentoring.

00:32:23.000 --> 00:32:29.000

If that's something specific that I wants to learn from a specific awesome. Don't worry about reaching out.

There's so many people who really wants to see you see us being a successful. So all we have to do is just ask and be specific and intentional as to what we are asking whether okay what's the culture in USDA what's the culture in FNS what are the things that are really important to the staff in FNS, which is very relevant to what I'm doing now.

And then when you asked people. For advice and for help, they're always Really.

One people who would be willing to share with you what they think. But I guess what I wanted to go back to is the work life balance.

You heard it earlier saying that it's really hard to maintain work life balance when you are a yes.

I have to agree. Sometimes it's really hot. But I have also learned that I have to take care of my own mental health, my own resilience, civil effort chips I have, I would do things that would re-energize me.

For example, I believe in the 4, which is sleep. Activity, nutrition, and bring health.

So I tried to spend time to focus on those things when I can do it. I enjoy being outdoors.

So whatever time I have, I will try to go for a quick hike on Saturday. I will connect with some of the friends.

I have a life group outside of work whom we go through life together that we can share different things. So all those connection taking care of myself is also very important.

And I guess the question that I would Yes, you know what drive you to wants to be a yes.

If it's about your wanting to meet change, meet people be in a position that you can bring strategic change.

I think that's fantastic. Because it's kind of like the same question that you ask. Why do I want to be a leader?

Right being, being a leader can be really tough at times when things still rise to give credits to all the people and when things go don't go quite rice then you go out there and say I'm responsible.

So it's similar in the sense that why would you like to be a Yes. Sometimes there's a lot of hard work and the reward may not be immediate.

But if you're about surfing people about taking care of people and driving change, it can be super, super rewarding.

So actually I would like to spend time to answer questions as a panel. So Paul, I'm going to stop and turn it back to you at this time because I see quite some Questions?

Related to ECQ, I was on those OPM bought to evaluate all those ECQs.

I think, if you find a good mentor, as to Read it for you.

You know, follow the CCAI and be really critical because the 1st time when someone look at my which was actually after the department offered made a job and not at USDA.

I was like, what do you mean by you want more information? I thought this is like really good already, but follow their beat because they know what they are looking for and they're very specific things that they're looking for and we can definitely help you with that.

In terms of SCDP programs, I want some mentor. For the last, couple of years.

I think it's a really wonderful program if you're wanting to be a yes because it gives you the time to develop to grow a before you become a yes yes the way I did it I jumped right into a SES slot in an environment that I want some familiar with.

So the learning curve was very, steep and I wish I had that opportunity to go through a development program.

You said hard to switch to another agency? No. Not really. Actually, one stupid become a SES, everything is transferable in the sense that your seniority, your leave.

The only clitches, you know, you have to switch from one computer system to another computer system.

And just like what was discussed earlier, when you are a S, you need to have a technical competence, right?

You need to have certain. Technical competence. So when you apply for a SES position besides the EC queues, they are always technical qualifications to make sure that you have the baseline.

How, Sss are all about leading change and the fact that you are with one mission area being expressed in one area that's okay is you it's not that difficult for you to be successful in an other environments simply because you build your team, you have your baseline technical competence.

And you know how to meet people, how to lead change, how to build coalitions, how to achieve results, and how to do your business acumen.

And also when you write your, and again, I'll be happy to help. You later, if you like, it's really important to quantify the impact dollar amongst how many people diversity what did you achieve all those just You know, it's hard to talk about yourself.

And to be honest, when I wrote mine, I had to go back to some of my performance evaluations because I don't remember the except style or or some of the results that I achieve.

So I had to go back to my own performance evaluation. I say, oh yeah, it was 300 million or whatever.

A month because they have to be accurate. And also when you go for your interferes, rehearse, rehearse, rehearse.

Have certain stories that you can, based on the question that the interfere will ask you, but you have a baseline story as to what you're going to go back on to so that you can draw on.

The accurate facts. How many people, how many, what's the budget? What did you achieve?

Why was it important? And how is it? What was your action? So it's not, I thought it was really interesting when I, my 1st boss as a, yes, my 1st boss told me that Vivian I know that you came from the military and you always say we we the team, the team.

However, when you do your easy queue, you have to say, I what the I achieve. What was my action to lead to the team achieving that results.

So that was a change for me. But again, have faith have confidence in yourself knowing that if you don't know you will figure that out and you'll always have teams of people.

Are willing to help you. Let me see. Oh, I think I'll try to.

So that you. Uhhuh.

What's up, I'm sorry. I'm sorry. Vivian, this is Paul. Let's reach out.

To get actual programmatic questions as well. So we'll do that and then. The specific questions for the SCS panel will capture that, too, but I wanna make sure we get some programmatic questions answered.

During our time we have so wonderful wonderful insights though fantastic Really, really appreciated. So. If you have a question.

Feel free to raise your hand and we'll open up your mic or you can open up your mic.

Let me know if it's a programmatic question for me or if it's a question from one of our panel members.

So. Feel free.

Okay, I can do that too.

I Paul, there's also specific questions in the chat if you scroll up a little. Thank you.

And I can, I can address some of them because they're. Repetitive. They've been asking.

Awesome.

Calls for the contractor. I have seen, calls for contractors. Around \$800 to do your ECQs and I have seen up to \$3,000 to do ECQs.

Okay.

So it depends on the contractor you're using. And the type of packet that you are asking from the contractor.

Oh.

Cause they can also help you with your resume. As well as your ECQs.

So it, I would take that as a range of 800 to about 3,000.

Excellent, absolutely. We note also that you will get ECQ help. Inside the program.

So you'll get that baseline of help. That will get you to the certification stage. But if you have additional BCQ requirements that you need to tweak.

For applying to actual SES jobs then that's where the contractor might be able to help further, assist you with that, but you will get help inside the program.

There is no page limit to the resume.

Only the ECQs. And we'll send the slide the slides will be on the USDA.

Pardon me, as I look through it, just make sure I'm answering all the questions.

We've got a couple of questions right now. If that's our Vincent, I see you had your hand raise.

Go ahead, sir. Yeah.

Hi, quick question regarding certification. Does one get SES, training certification? One CUC goes through the program.

Thank you.

I'm sorry, I didn't understand what the question was.

Yes.

Certifications. Does he, a person get certifications once the, programs completed in the process?

Thank you.

That's correct. Well, you can get, well, I'm gonna say yes if you have.

There are some cases where it might happen sooner, but the goal of the program is to get you certified by OPM.

Thank you.

You betcha.

In my case, we finished the program. I went back to my regular job as a GS 15 and then I went and got my certification in OPM and got the certificate from OS OPM saying I passed the board.

And finish everything. So from that point on, then I could go and apply or. Also remember too.

And Paul, correct me if I'm wrong, but when you finish the program, you're basically accepting the fact that you could be placed into a senior executive position.

Correct.

That's correct. That's correct.

So there is a there is a clause so that prepare yourself and because it can happen.

And I would.

So that's that's a very good point. It's a double-edged sword sort of.

If you get certified, that's really good news. But also. They might suck you up and get you in that position.

I think.

I mean, Go ahead.

And I just wanted to add on to what Don was saying, to be certified means that you're ECQs pass the review board.

That's correct.

So once that happens. You don't have to update your ECQs anymore. If you should apply.

For an SES job in the future, if you're currently in SES and apply for another SES job in the future, you just have to supply your certificate.

Correct.

From the review board stating that you have been certified. So that's a benefit.

Correct.

Okay, and once you're certified you may be placed in a position that was not your 1st second 3rd or any of your So, as Val was talking about, you become more of a general list.

Yeah.

Right.

You're not a specialist. So stand by. That could happen. Doesn't happen a lot, but it does happen.

Right, no, that's a good point. Yes, sir. Thank you. And the certification doesn't go away.

Do you have that for life essentially? And during. That's a good word. Thank you.

It's enduring.

That's why I'm asked. Yes, sir.

8. Hey, B, you had your hand up.

Yes, thank you very much, panel, for this wonderful discussion and, Paul for my rating.

and a couple of years ago I completed Navy's cyclic leadership development.

Program for SES for 14th and 15. And since that time. Some of my cohort mates out of the cohort about 24 some have been placed within a different federal agencies as a members of the SES core.

So my question, for, the panel and for Paul is. What is the, rate?

Or do you maintain metrics? Or the, cohorts. In this case, you have a cohort of, 24 people.

Do you track when they have accepted a, SS bill?

Thank you.

Yes, we do track it.

So I can tell you that I was. Very fortunate being an animal animal plan health inspection service. Our administrator at the time pledged to place all 5 of us that were in the program after we were.

And I thought that was absolutely tremendous. Coming from an administrator to take on that role and to champion 5 individuals within his agency.

And he did. Once we were certified, all 5 of us were placed. And I am extremely grateful for that.

I know that does not happen often. I know that does not happen across all agencies, but I again, this is a phenomenal organization.

Yeah.

If anybody ever wants to come on over, it's fantastic. So I was when I got certified I was placed within a couple of months afterwards.

Yeah. I think you're one of the 1st ones, Val, from our group that knew where, your.

I was. That's cause my course were so high, Don. Yeah.

Sorry.

Yeah.

Oh. She, Valerie doesn't tell you that she didn't sweat one thing in seat while other folks were.

I was like, this is so fantastic. What's the next case study?

To add some data to it. I think from 20 twenty- from the 2020 cohort I think it's about an 80% rate and that that are SS now, but some of them have left the left USDA so we're not.

Right.

Exactly sure of the correct number. So, you know, again, it's interagency. So the SES job you get might be in Veterans Affairs or different, you know, it could be outside USDA.

True.

So, and our current cohort of 24, we already have one SES who's been, certified and is working in an SES position.

Who's still in the program. So if that helps you with the a little bit of Devon.

Sure. See, it looks like the next one, Gary, Heather, his hand up.

Go ahead, Jay.

Hey, thank you. This is good information. My question that I actually put in the chat too, but a lot of the SES CDP programs I've seen lately are.

Resume with SCS calls attached to them versus doing the narratives. And that also I'm noticing the jobs are like that now is the USCA thinking of transitioning to that because I know it's the last few jobs for the 4 service resume only.

We are considering it, but for this particular. Iteration we're still doing the 5 ECQs.

With the C car. Yeah.

Hey, thank you.

You bet.

The next person up is, Sure.

Go ahead and Marsha.

Am I sure you're muted if you're talking?

Yes, sure can.

Yes.

Yes, ma'am.

Okay, can you hear me now? Okay, okay. Was asking what specific.

Questions will be acts in the interview. Whenever you're doing I lost my place. Hold on.

Okay, what is the assessment and interview questions consist of? What specific information will be important to mention in your resume?

How will the assessment and interview questions affect you if you have no supervisory experience?

Right, so. Hmm, we might need to discuss that, offline. So if you wanna send me an email, I'll be happy to chat with you about that.

Okay.

Okay, I I have I think 2 more If selected, will travel and logic be paid for by the agency.

If selected.

Yes, that's correct. Your agency will pay for that, yes.

Okay. Okay. And I

I would say general for interviews. General Gaines is. Be sure just like you're building your resume in a C car fashion.

Structure your stories. I I call them little elevator speeches. When you do, when you have these interviews and it's Ccar based.

And it's around the competency, so core competencies. So have well established stories of successes that you have.

Have a primary and then maybe have a backup. Okay, cause if you some folks tend to talk fast in interviews.

Should they roll right through one and then all the sun is like, wow, there's you got 2 or 3 min of dead, airspace.

Be able to have another one, handies, but. Build those stories the way you build your resume.

Ccar base around the competency to 5 core competencies and then the sub competencies that are within each ECQ.

And I'll tell you a good little method to use is you can start off in saying, let me tell you the content.

Let me tell you the challenge I had with that. Let me tell you the action and here are the results.

So you're guiding the interview panel to know where you're at in a Ccar method.

Okay.

And it also helps you keep track of where you're at and your story.

Yeah, that's amazing. Advice right there. Right. That's very helpful for the panel.

Hmm.

Go ahead.

But be comfortable, be comfortable. Think like if you're on the elevator with your administrator or with an under secretary they ask you so how's it going?

Right.

What would you say? That's the type you need to have that conversation with. And also they understand that you're you're not only competent but more importantly you're confident in what you've done.

Very good advice. Thank you. We have 5 min left. I think next is Ed here.

Yeah, here.

I'm pressing it correctly. So.

Yeah, my question is, thanks for taking time out of your busy schedule. I appreciate the information.

My quick question is, is the detail opportunity limited to Federal agencies, I mean, USD agencies only, or can you choose any federal agency?

And I'll take, unanswered offline. Thank you.

Right, no, you, you, you can select an agency. Outside of USDA. We certainly can.

And then

Yes. Correct.

If I understand correctly though, you just need to get approval from both your Oh, HRM to make sure that it's acceptable and it's at the right level.

Right, and the we'll work with you on that on the memorandum of agreement and if it's acceptable, if it's at the right level, we help you with all that.

Thank you. Appreciate it.

You bet.

Yeah, James.

Hey, thank you really quickly. The agency and office supervisor endorsement. Is that a 1st line supervisor or is that any supervisor in the chain?

That's your, yeah, that's the 1st line supervisor. Here, your next level supervisor.

Alright, thank you.

And Ramesh.

Ramesh.

Hey, thank you. So I currently work for, a nuclear regulatory commission and I recently took a detail to another agency.

For an SS type level detail. So if I get accepted or if anybody get accepted into the CSCDP program, will the detail has to happen only after the selection or will the will the detail, can this detail be counted towards the program requirements?

No, we'll need a we'll need a developmental assignment slash detail. When you're inside the program so we can evaluate it and get it approved here at OHRM.

Okay. Okay, thank you.

And so the ERB can acknowledge it. Yeah. You bet.

Yes, go ahead, sir.

Hey, Paul, I know we're run out of time. I'm willing to folks have other questions and you wanna ping me separately.

There's not many, there's no other like me in the gal. So MODD ER, if you wanna ping me separately on questions, I could talk a little bit more offline.

And tell you about my experience like I said because I'm because I'm not born and raised in USDA I've got a kind of like Vivian, a little bit different, a little bit different perspective than maybe if you talk to someone in SES who spent around for a while.

Okay.

So I tend to be, I call myself a federal coyote. I just kind of wandered and projects and and kept myself alive.

So I'm a bit of a survivor in that perspective. Okay.

Thank you. Sarah. Thank you for offering that. I appreciate it.

I think we've got one more here.

Yeah. William.

Thank you. Don't want Paul. These questions regarding the detail what I would like to know is if the detail is are limited to federal agencies or can we do a detail with a partner nonprofit organization?

You can, as long as we work for the approvals. And the membranes of agreement and it's at the right level.

Remember, it's an executive level of detail. So we need to make sure that it meets the requirements.

For OH HR and VRB. But the quick answer is yes.

Thank you. Right, thank you, Bob.

You betcha.

You have one at last, any last minute question. The rest of the questions. I will. Make sure that answer and we will send you the email with those responses.

If that's okay. Is there one more question out there?

Okay, sure.

I have one more question. I can read. Someone ask, Give me one second.

Someone ask, I am a political appointee. Can I apply? And then there is another question. Are asking our political appointees allowed to apply.

And our government contractor allowed to apply as well.

Oh, government contractors, no. I need to get to the specifics of the, political appointee.

Because I'm not a hundred percent sure in my head right now if it's yes or no so I'll I'll answer that question offline and get, get you that.

The most current answer.

All right, so it was wonderful having you with us. I think we answered a lot of questions. I know there's a few more probably out there and I'll get you those responses.

I really appreciate the panel members. Providing their insights. And what it is to be an SES.

And the program itself, if they went through it. So thank you so much for participating.

You won't.

I don't remember. So, You betcha. Thank you so much. And

If you if you need anything from me. About the program. Here is the website you go to and it has a lot of good information on there and you can also email me directly.

At that USDA dot Ss dot CDP address. So feel free to shoot me all the questions you have.

I'm happy to answer them. I'll get back. We see within a day of getting the email.

So again, thank you so much for attending. This concludes the webinar. Once again, thank you so much.

And appreciate it, panel members.

Get everybody in and go back to you.

Hey, look everyone.

Yeah.

Good luck. Thank you.

Thank you.

Thank you everyone. I will email everyone the recording and the slides as well as soon as the recording is ready.

Thank you.

Thank you for here. Once again, take care of me.

Hey, Karen.

Thank you. Thanks. Yeah, thank you everyone. Have a great day.

Thank you.

Hey, for here, are you gonna be able to save the chat and the QA chat?

Awesome. Thank you so much.

Yes, I saved the chat and the QA chat as well. Perfect. Yeah, thank you.

Thank you for here.

Thank you, Paul. I'll send you the questions that were not answered.
Okay, perfect. Thank you.

Hmm. Okay. Thank you so much. Hmm.