

**Enlisted Leadership Development Continuum
Frequently Asked Questions and Answers
(Updated 08JUL25)**

GENERAL

1. What exactly is the Enlisted Leadership Development Continuum?

Answer: The continuum is a series of leadership development courses, anchored by the [Leadership Development Framework \(COMDINST 5253.1A\)](#) and complimented by the EPME Performance Requirements, which progressively build upon the leadership fundamentals attained in accessions training to prepare our enlisted workforce for roles in the areas of leadership and management.

2. What courses are included in the continuum?

Answer: Apprentice Leadership Program (ALP), Sentinel Transformation and Readiness Training (START), Leadership and Management School (LAMS), Chief Petty Officer Academy (CPOACAD), and Senior Enlisted Leadership Course (SELC).

3. Are these continuum courses a requirement for advancement?

Answer: Yes, in accordance with [COMDINST M1000.2\(series\)](#) Chapter 3 and Chapter 5, they are required in order to advance to the next higher pay grade.

4. Are any of the requirements waived?

Answer: Yes, the advancement requirement for E-7 is waived for those above the cut on the MAY24 SWE. This will not be waived for those advancing off the MAY25 SWE.

5. What action is a commanding officer required to take if their member's name appears on the monthly EPAA to advance to E-4 through E-9 on the 1st of the month, but has not completed the required course for their paygrade?

Answer: Commanding officers shall verify members advancing to E-4, E-6, E7, E-8, or E-9 have completed the required course or obtained an approved waiver. If a member who does not have an approved waiver appears on the EPAA and has not yet attended their scheduled convening of a required course, they may contact FORCECOM (FC-LDR) and request a waiver to advance on the effective date of advancement, or have their advancement delayed until the 1st or 15th of the month following graduation.

6. What is the process for submitting a waiver request for a course in the Enlisted Leadership Development Continuum?

Answer: A link to the instructions and templates is provided on the [FORCECOM \(FC-LDR\) website](#)

7. Who is the final approving authority for waiver requests?

Answer: The Leadership Development Branch, FORCECOM (FC-LDR).

If a member has not completed the required course and does not have an approved waiver, the CO shall notify CG PPC (ADV) and EPM-1.

It is imperative that the request to withhold advancement is sent to Personnel Service Center (PSC) prior to the effective date of advancement. FORCECOM (FC-LDR) has oversight of those who have attended or received a waiver. Once the member has attended the course, Commanding Officers shall follow-up with PSC and info FC-LDR, to authorize member to advance at the next advancement cycle. If the member's advancement is withheld, the member will not receive a retroactive advancement.

8. If I have a member that is above the cutoff after competing in the May SWE, when should he/she expect to attend LAMS/CPOACAD/SELC?

Answer: Members should expect to attend prior to their name appearing on the monthly Enlisted Personnel Advancement Authorization (EPAA).

Orders are generally issued 6-8 weeks prior to the class convening. Do not contact ETQC to determine your likelihood of attending a particular class. This only slows down the process.

LAMS slating will be accomplished through ETQC in accordance with business rules. (You can find a copy on LAMS Sharepoint page.)

Members will be direct slated for a CPOACAD convening based on their position above the cutoff. If your member is near the top of the list, they will be slated to attend an earlier convening; if they are towards the bottom of the cutoff, they will be slated to attend later in the year. The goal is to have each member above the cutoff successfully graduate CPOACAD/SELC prior to their authorized advancement.

Members above the cut for E-9 who have not already attended SELC are required to submit an ETR to attend the earliest session they are available. The slating for SELC will be managed by the SELC School Chief.

9. How will A2P be handled for Assignment Year 25/26?

Answer: CPOACAD/SELC: Members who successfully compete for an A2P assignment will reach out to FORCECOM (FC-LDR) to be automatically slated to attend the next available session, if they have not met the requirement. Waivers for E-8/9 will not typically be considered as eligibility to attend CPOACAD/SELC is open to E-7/8's respectively.

- 10. Will my member be authorized to advance if PSC (EPM) advances beyond the published cutoffs and he/she hasn't had the opportunity to attend the required continuum course?**

Answer: Members facing this situation will receive a waiver from FORCECOM (FC-LDR) to advance prior to attending the course. The member will then be slated to attend the next available session.

ALP

[FC-LDR Website](#)

- 11. With ALP primarily delivered to students attending a respective "A" School and a requirement to advance to E-4, how will members that complete PA and CMS "A" Schools complete this requirement?**

Answer: Arrangements have been made for resident training opportunities for both ratings. Reach out to the respective RFMC for each rating to understand the process.

LAMS

[LDC SharePoint](#)
[FC-LDR Website](#)

- 12. Will those above the cut for E-6 on the MAY24 SWE be required to attend LAMS if they have not already done so?**

Answer: Yes. A waiver to take the SWE does not excuse the member from needing to attend the course before advancing.

CPOACAD

- 13. I have a Legacy Member that needs to attend CPOACAD to pursue a certain career path (E-8, CSEL, Special Assignment). With members above the cutoff having priority for quotas, when should they expect to receive a quota to attend their respective continuum course?**

Answer: Legacy members will have the opportunity to submit an ETR to attend CPOACAD or apply for nomination to DoD Senior Enlisted Academies. The ETR

process will be managed by ETQC and the process will be posted on ETQC's [SharePoint Page](#).

Course information, training objectives, prerequisites, application procedures and deadlines for the DoD Senior Enlisted Academies are located under courses on the FORCECOM (FC-LDR) website: www.dcms.uscg.mil/leadership.

14. Will members slated to attend CPOACAD be attending as E-6s or will they be frocked prior to attending?

Answer: PSC is the frocking authority for enlisted personnel. E-6s above the cut will be frocked to E-7 the day prior to departing for their slated session. Frocking authorization is included in the orders for CPOACAD.

15. I have a member that is slated for a CPOACAD/SELC convening but is unable to attend due to extenuating circumstances beyond their control. What flexibility does he/she have to attend another convening that works around his/her schedule?

Answer: Members will have the advancement waiver process available to them for circumstances that may interfere with them attending the course session they are originally slated for. Requests will be reviewed and processed on a case-by-case basis. Blanket requests are not available.

Approved waivers allow a member to advance to the next paygrade without attending the course. Members with an approved waiver will then have the opportunity to utilize the ETR system to attend another session.

All CPOACAD/SELC attendance cancellation requests, after receiving orders, must go through the first Flag Officer and Gold Badge in a member's chain of command unless they meet the "medical" or "failure to meet weight standards" categories. In those cases, use standard training cancellation procedures on ETQC's SharePoint page.

The following are approved reasons for a cancellation request. Any other reason is not within guidelines:

- a. Medical
- b. Failure to meet weight standards
- c. Family emergency or hardship

Operational reasons must be justified to the first flag officer or gold badge CMC after exhausting opportunities for a backfill.

16. I have a member that attended the CPOACAD/SELC session they were slated for, but half-way through the course, they were disenrolled due to NO

FAULT of their own (family emergency, injury, hardship, etc). What opportunities will be provided to my member to attend another session?

Answer: Following the resolution of the extenuating circumstance, the member will utilize the ETR system to obtain a seat in an available session. Should the case arise where the member is authorized to advance prior to completing CPOACAD or SELC, the member will have the waiver request process available to them.

17. How do commands remove a member from the advancement eligibility list if disenrolled due to a FAULT of their own (unsat conduct, not meeting course expectations, etc)?

Answer: Commands will need to notify CG PPC (ADV) and EPM-1.

18. One of my members submitted a waiver request for the CPOACAD/SELC, but it was denied. The CMC directed him/her to execute orders for the session they are originally slated for, but my member decided to decline them. What occurs if they are next in line to be advanced, but haven't completed the continuum course required to advance?

Answer: If they do not complete the course prior to the expiration date of the advancement list for which they are above the cutoff, they will not be advanced and will have to re-compete for advancement during the next SWE cycle they are eligible to participate in.

19. Which office will be handling the slating of members above the cut, Legacy Member slating, cancellations and completion tracking, etc?

Answer: The Leadership Development Branch, FORCECOM (FC-LDR) will be the lead office for these items, but they will work closely with CPOACAD/SELC School Chiefs, ETQC Schedulers, CG PPC (ADV), and EPM-1.