



Civilian employees are vital in supporting the Coast Guard mission by providing the skills that are not readily available in the military, but are crucial to mission support.

CIVILIAN LEADERSHIP DEVELOPMENT OPPORTUNITIES

Coast Guard Sponsored Leadership Development Programs	DHS and other Agency Sponsored Leadership Development Courses	Center for Homeland Defense and Security Programs
<ul style="list-style-type: none"> Aspiring Leader (GS 4-6) Executive Leadership Program (GS 11-13) Executive Potential Program (GS 13-15) Leadership and Management School (GS 7-11) Midgrade Officer and Civilian Transition Course(GS-12) New Leader (GS 7-11) Senior Leader Transition Course (GS-13) Senior Leadership Principles and Skills (GS 12-14) Supervisor of Civilian Tier I & II (Supervisors only) Team Leader/Facilitator (GS 9-14) 	<ul style="list-style-type: none"> DHS Joint Mission Fellows Program (GS 11-13) National Guard Bureau/Harvard Kennedy School - Leadership in Homeland Security (GS 13-15) National Security Executive Leaders Seminar (GS 15) Defense Civilian Emerging Leader Program (GS 7-12) 	<ul style="list-style-type: none"> Center for Homeland Defense & Security Master's Program (GS 12-15, SES) Center for Homeland Defense & Security Emergence Program (GS 9-12) Center for Homeland Defense & Security Executive Leaders Program (GS 14, 15, SES) Center for Homeland Defense & Security Pacific Executive Leaders Program (GS 14, 15, SES)

INDEPENDENT LEADERSHIP & PROFESSIONAL DEVELOPMENT OPPORTUNITIES

DHS Leader Development Learning Café

Features leaders and subject matter experts from across DHS to help leaders at all levels enhance leadership competencies. Focuses on a different DHS LDP competency each month.

DHS Learning Without Limits

A variety of tools including books, blogs, videos and more!

DHS Leadership Library

Offers emerging and relevant peer-recommended resources from thought-provoking and highly rated authors of various backgrounds through Skillsoft's Books24/7. Filter by leader level, competency, resource type, etc.

Individual Development Plan (IDP)

A personally tailored action plan that a supervisor and individual use to identify short and long-term personal and career goals. It outlines the training and developmental needs to achieve those goals.

Mentoring Program

Connect with a mentor, network, and share with anyone in the Coast Guard anywhere. One-time, short-term and 6-month mentoring options available. Peer-run networking groups. New civilian support via "Welcome Aboard" to create a seamless transition into our Service.

Civilian Development Library in Percipio

An immersive and interactive learning platform for professional development. Offers self-paced online courses, books and audio books, hands-on practice and live online bootcamps. Channels include:

- Leadership Development
- Career Development
- Skill/Workforce Development
- Development Resources