

Professional Development for the DON Financial Management Community

There are numerous professional development opportunities for the Department of the Navy's FM community. Many are listed here, particularly those most relevant to professional advancement. Unless indicated below, additional information on each of these opportunities can be found at <http://www.finance.hq.navy.mil/fmc/>.

Career Roadmaps: Roadmaps for each of the five occupational series in the DON FM community (501, 503, 505, 510, 511; at <http://www.finance.hq.navy.mil/fmc/>) show employees the competencies needed at each professional level (Entry, Journey, Expert). Training opportunities to help employees chart a personal career roadmap to gain those competencies and qualify for professional advancement are listed here.

Classroom training:

DON Practical Comptrollership Course (PCC)
OPNAV PPBE Course
Fiscal Law Course
Defense FM & Comptroller School (DFM&CS)
Defense Decision Support Course (DDSC)
Defense Resources Management Institute (DRMI)
CFO Academy
ASMC Professional Development Institutes (PDI)
Enhanced Defense Financial Management Training Course (EDFMTC)

Web-based training:

Budget Execution
Principles of Navy Budgeting
NWCF-101 (Navy Working Capital Fund)
Principles of Appropriations Law
ADA Investigator Training
FM-101
Managers' Internal Control (MIC) Training
ASMC PDI Workshops (via ASMC web site)

Developmental Programs: There are two formal multi-year developmental programs for new professional members of the DON FM community. Both are administered by the FM Career Program Office in Pensacola, Florida.

- Financial Management Trainee Program (FMTP) – entry-level professionals (<http://www.navyfmt.com/>)
- Financial Management Associates Program (FMAP) – mid-level professionals (Master's degree holders) <http://www.finance.hq.navy.mil/fmc/Assoc.asp>

Civilian-EMBA: The Civilian-Executive Master of Business Administration (EMBA) program provides Navy and Marine Corps civilians the skills and knowledge needed to be successful in future resource management positions. The program spans a rigorous 24-month period of instruction, with students meeting once a week during duty hours in their local area. There are cohorts of 25 students annually. Graduates are awarded an accredited Executive Master of Business Administration degree from the Naval Postgraduate School.

FM Fellowship Opportunities: The Secretary of the Navy (SECNAV) Civilian Fellowship Program in Financial Management provides two opportunities for high-potential civilian employees to expand their knowledge; *Academic Fellowships* and *Career-Broadening Fellowships*. Academic Fellows pursue one academic year of full-time graduate education at full salary. Career-Broadening Fellows get up to six months of FM experience at a different command. Non-salary costs for both Fellowships are centrally funded.

Award Programs: Within our community, there are several excellent ways to recognize significant contributions, including three annual award programs. For more information on these award programs, visit one of the web links listed under additional resources.

- ASN (FM&C) Awards – nomination deadlines are typically mid-March
- Under Secretary for Defense (Comptroller) (USD (C)) Awards – deadlines are typically the end of February
- ASMC Awards (Chapters and National) – deadlines are at the end of January for both

Additional Resources: Additional information on these and other Human Capital efforts for the DON FM community, including contact information, can be found at these websites. The USD(C) website, FMOnline, is a compilation of the many facets of financial management in all Military Departments and other DoD Agencies.

- <http://www.finance.hq.navy.mil/fmc/>
- <https://fmbweb1.nmci.navy.mil/pbis/menu/HumanCapital.htm>
- http://www.fmo.navy.mil/mic/train_index.htm
- <https://fmonline.ousdc.osd.mil>