SETM MYTHS

Senior Enterprise Talent Management

- **Myth:** All Senior Enterprise Talent Management (SETM) Programs require a mobility agreement.
- **Fact:** False. Senior Service College (SSC) (resident course) requires a mobility agreement at the time of application which will be executed upon graduation. SSC (non-residence course) does **NOT** require a mobility agreement. SETM temporary duty assignment, referred to as SETM-TDY, does **NOT** require a mobility agreement. Enterprise Placement Program (EPP) requires a mobility agreement when the proffered assignment is accepted.

- **Myth:** SETM-TDY requires unit funding and cannot be done because of the hiring freeze or budget cuts.
- **Fact:** False. SETM-TDY is funded through the Department of the Army. The program **is not** affected by the sequestration. Organizations can request two 179 day fills from SETM-TDY to backfill someone going to SSC, to temporarily fill a vacancy caused by the hiring freeze or to accomplish a significant project. In fact, the SETM Program was **NOT** adversely affected by the budget cuts; it is fully-funded through FY14.

- **Myth:** If I was not selected last year am I wasting my time re-applying?
- **Fact:** False. Your supervisors and command think you have the qualifications for selection. That means something. So by all means re-apply. Before you do, however, go to the CSLMO web site https://www.csldo.army.mil/SETM/SETMIndex.aspx and look at the after-action report from the last Board; take their comments to heart and adjust accordingly.

- **Myth:** Supervisors are just using the program to clean house of undesirables.
- **Fact:** False. Just read the Board's comments and assessment of the files received (https://www.csldo.army.mil/SETM/SETMIndex.aspx) to be disabused of that notion. The quality of candidates is truly high -- which makes sense in that before their name is submitted they have to be recommended by their direct supervisor, endorsed by the first GO or SES in their chain and then go before a Command Board before they are considered by the DA Board of GOs and SES. This process is more stringent than what they would undergo in consideration for promotion.

- **Myth:** Selection for GS 15 or SES is automatic if selected for one of the SETM programs.
- **Fact:** False. Sorry. Although selection for a SETM program is an indication the individual is seen as being of outstanding quality, the Civil Service rules are still in effect. Nor does it make you RIF proof. But no matter what program you are selected for, your skills and qualifications will be enhanced and you will become more marketable.

- **Myth:** You can only apply to one of the four SETM Programs – SSC, DSLDP, SETM-TDY or EPP.
- **Fact:** False. You can apply to any or **ALL** of the programs for which you are eligible. If you are selected for more than one you may have to choose which one you will take.