



BLUF

NAVADMIN 237/23 announces updates to the Navy Enlisted Leader Development (ELD) Program.

Who needs to know?

- All Active Component and Reserve Sailors across All Ratings
- Command Training Departments
- Navy Career Counselors
- ESO
- Triads

What you need to know – key points

- ELD will be a prerequisite to take the Navy Wide Advancement Exam (NWAE) for E-6 and E-7 starting in 2025.
- ELD will be a requirement for eligibility for selection to E-8 commencing with the Fiscal Year 2026 Selection Board.
- E-4 ELD will still be available but is not yet a requirement for eligibility for advancement.
- ELD is designed to be a shared effort of all Navy Chiefs. ELD will be conducted by Naval Leadership and Ethics Center (NLEC) and qualified facilitators who have completed the appropriate facilitator certification courses.
- Command training leaders will utilize the Enterprise Navy Training Reservation System (ENTRS), Corporate Enterprise Training Activity Resource Systems (CETARS), and Catalog of Navy Training Courses (CANTRAC) for viewing and requesting quotas, monitoring students' reservations, and tracking convenings and graduating classes.
- The primary website for ELD information, course descriptions and enrollment is now <https://www.netc.navy.mil/ELD/> with additional information and resources such as course material for Fleet facilitators and student reservations for non-NLEC hosted classes available on the ELD SharePoint site at https://flankspeed.sharepoint-mil.us/sites/MYNAVYHR_NLEC/ELD (CAC login required).
- Naval Special Warfare (NSW) E-6 and E-7 Sailors (Special Warfare Operator (SO) and Special Boat Operator (SB)) must take NSW courses equivalent to the ELD courses for those pay grades in lieu of the NLEC ELD courses.

Sample POD/POW Note

- ATTENTION FUTURE FIRST CLASSES AND CHIEFS! Beginning 2025, Navy Enlisted Leader Development (ELD) will be a prerequisite to take the Navy Wide Advancement Exam (NWAE) for E-6 and E-7. Find out more at <https://www.netc.navy.mil/ELD/>.
- ATTENTION CHIEFS! Beginning 2025, Navy Enlisted Leader Development (ELD) will be a requirement to be eligible for advancement and/or selection to E-8 commencing with the Fiscal Year 2026 Selection Board. Find out more at <https://www.netc.navy.mil/ELD/>.

FAQ

Q. What is Enlisted Leader Development (ELD)?

A. ELD describes all aspects of enlisted leadership skills training, character development, decision making, self-awareness and ethics. It occurs when a member participates in leader development activities, formal education, reading or viewing leadership-related material, discussing leadership issues, observing leaders in



action and performing as a leader. Effective leader development includes both formal training and self-directed study and reflection.

Q. Who is responsible for ELD?

A. While overall responsibility for ELD rests with the unit commanding officer, the executive officer in conjunction with the command master chief/senior enlisted leader will plan, track, and ensure all Sailor ELD requirements are met.

Q. Why do Sailors need to take ELD courses?

A. Beginning in calendar year 2025, ELD will be a prerequisite to take the Navy Wide Advancement Exam (NWAEE) for E-6 and E-7 as well as a requirement to be eligible for selection to E-8 commencing with the Fiscal Year 2026 Selection Board. It is imperative that command leadership send the right personnel at the right time to ELD courses to ensure personnel eligible for advancement have attended the appropriate ELD course leading up to the 2025 deadline.

Q. What are the ELD courses?

A. All courses are meant to be attended once a Sailor is wearing the applicable rank and cannot be completed prior to being frocked or advanced. ELD Courses of Instruction include:

- [Foundational Leader Development Course \(FLDC\)](#) for Sailors in pay grades E-3 and E-4.
- [Intermediate Leader Development Course \(ILDC\)](#) for Sailors in paygrade E-5.
- [Advanced Leader Development Course \(ALDC\)](#) for Sailors in pay grade E-6.
- [Chief Petty Officer Leader Development Course \(CPO-LDC\)](#) for Sailors in the pay grade of E-7. CPO-LDC is not the replacement for the CPO Selectee Leadership Course and will not be conducted as part of CPO Initiation.

Q. Who can teach ELD courses?

A. ELD is designed around the concept of a shared effort across the Navy's CPO Mess. ELD courses of instruction can only be taught by properly qualified Chief Petty Officers. The [Command Navy Leader Development Facilitator Certification Course \(C-NLDF\)](#) is for Chief Petty Officers (CPO), Senior Chief Petty Officers (SCPO), and Master Chief Petty Officers (MCPO) and certifies them to facilitate FLDC, ILDC, and ALDC to the fleet. Only SCPOs or MCPOs who have completed C-NLDF may attend the [Chief Petty Officer Command Navy Leader Development Facilitator Certification Course \(CPO C-NLDF\)](#) (separate course from C-NLDF) which certifies SCPO and MCPOs to facilitate CPO-LDC. Again, only SCPO and MCPOs may facilitate CPO-LDC and must complete both the C-NLDF and CPO C-NLDF courses prior to facilitating. ELD courses are best facilitated by CPOs outside of a student's chain of command to enable a diversity of thoughts and ideas on difficult topics. A minimum of two qualified facilitators is required to conduct all ELD courses whether at NLEC or a local command.

Q. Can command-hosted courses be modified at the discretion of the command?

A. ELD courses are formal courses of instruction and will not be shortened, edited, or otherwise altered. Requests to deviate from the established schedule will be sent through NLEC San Diego and Dam Neck points of contact.

NLEC San Diego: CMDCM Chad Lunsford at (619)-556-8417, or via email at chad.l.lunsford.mil@us.navy.mil.

NLEC Dam Neck: CMDCM Paul Dammon at (757)-492-6161, or via email at david.p.dammon.mil@us.navy.mil and BMC M Rob Bergmann at (757)-492-8622, or via email at robert.c.bergmann.mil@us.navy.mil.

Q. How large can the classes be?

A. FLDC, ILDC, ALDC, and CPO-LDC classes will have a minimum of eight students and a maximum of 20. NLEC-led virtual FLDC, ILDC, and ALDC courses have a minimum class size of eight and a maximum of 16. The



C-NLDF and CPO C-NLDF courses are offered exclusively in person and are only hosted by NLEC staff with a minimum class size of eight and a maximum of 12 students.

Q. How are students enrolled?

A. Enrollment depends on whether you are a student at NLEC San Diego or Dam Neck or are at a command-sponsored class. NLEC San Diego and NLEC Dam Neck is now through [ENTRS](#). Enrollment for command-sponsored courses is through ELD [Flank Speed SharePoint site](#). CAC login is required for both.

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