

**DEPARTMENT OF HOMELAND SECURITY
FEDERAL LAW ENFORCEMENT TRAINING CENTER**

FLETC DIRECTIVE NO:	69-02
DIRECTIVE TITLE:	Upward Mobility Program
EFFECTIVE DATE:	07/03/2007

1. POLICY: The Federal Law Enforcement Training Center (FLETC) supports the use of an Upward Mobility Program as a succession planning tool and as a means to accomplish professional development and career training opportunities.

2. SCOPE: This directive applies to all FLETC employees who are in positions at or below the GS-9 grade level or equivalent Federal Wage System employees who meet the criteria stated in FM 69-02.

3. REFERENCE:

- a. Title 5, Code of Federal Regulations (CFR), Part 410 -- Training.
- b. Executive Order 11478, Equal Employment Opportunity in the Federal Government.
- c. Equal Employment Opportunity Act of 1972 (Public Law 92-261).
- d. Title 5, United States Code (U.S.C.), Part III, Subpart C, Chapter 41, § 4103 Establishment of Training Programs.
- e. Executive Order 11348, Providing for the Further Training of Government Employees.

4. ADDITIONAL GUIDANCE: [FLETC Manual 69-02](#), Upward Mobility Program.

5. OFFICE OF PRIMARY INTEREST (OPI): Human Capital Planning and Development Office, Office of Operations Support, Administration Directorate.

[Signature on file](#)

Connie L. Patrick
Director