

State of South Carolina Leadership Development

Emerging Leaders Program:

The Emerging Leaders Program (ELP) assists agencies in recruiting top talent and provides potential employees with a pathway to employment in State Government. This program is designed to attract employees to entry level positions (internships) who are interested in public service careers.

This program includes a required internship and coursework designed to provide participants with an overview of state government, budgeting, procurement and human resources. Required coursework also includes classroom training on organizational behavior, the decision-making process and principles of leadership.

Participants will be given the opportunity to put what they learn into practice through a job experience rotation, in which participants will work within their agency on projects in a variety of functional roles.

Associate Public Manager:

The Associate Public Manager (APM) Program is designed for current state employees who have demonstrated the potential to become leaders or who have recently moved into leadership positions.

The APM Program consists of five classes which participants may complete as part of a cohort group or complete separately. In order to earn the APM designation employees must complete all requirements of the program within three years.

Employees who complete the APM Program as part of a cohort group will have the opportunity to take part in a structured mentorship program. Cohort participants will receive a discount on the cost of the APM Program when they register for all three required classes at the beginning of the program.

While the APM Program is not a prerequisite for the Certified Public Manager (CPM) Program, it does provide a good first step for leadership development which can be continued through the CPM Program.



Certified Public Manager:

The Certified Public Manager Program is a nationally recognized professional development program for supervisors and managers in government. This training system develops and measures competencies in the field of public management.

The Certified Public Manager Program is available to experienced supervisors and managers who have demonstrated leadership potential to their agency's management.

The South Carolina Certified Public Manager Program consists of 300 hours of required coursework, a project and final exam.

Contact the Division of State Human Resources for a list of required classes.

Additional Information:

For additional information about these programs please visit admin.sc.gov/humanresources or contact the Division of State Human Resources at 803-896-5300.



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