



***FY23 OPM FICTP Frequently Asked Questions
As of 1 March 2023***

Question 1. Is FY23 OPM FICTP a virtual program?

Yes. All aspects of FY23 OPM FICTP will be conducted virtually.

Question 2. Are military members eligible to apply for FY23 OPM FICTP?

Yes. All GS 12/military equivalent employees are eligible to apply to FY23 OPM FICTP.

Question 3. Is OPM FICTP an ICF Accredited program?

Yes. Per OPM, this program meets the requirements for [Level 1 International Coaching Federation \(ICF\)-accredited Coaching Education programs](#).

Question 4. Who will facilitate FY23 OPM FICTP – government employees or contractors?

Per OPM, the course will be led by a cadre of seasoned facilitators and coaches from across the Federal Government.

Question 5. Will it be expected that we conduct practice hours within our work unit?

Per OPM, OPM FICTP participants gain practice hours through a variation of marketing themselves to attract new clients, being provided access to clients in other organizations who coordinate through the respective FICTP program manager, and through supporting various agency leadership development programs.

Participants also expected to coordinate with their Coaching Program Managers/Training Coordinators to begin practicing with clients within their agencies, as this program is meant to build an internal agency coaching bench, as well.

With that said, if you are interested in serving as a Federal internal coach, begin having conversations with your chain of command now about the program, what will be both expected and allowed, and partner with your leadership to create a solution that works best for all.

Question 6. What is the due date for FY23 OPM FICTP

All non-Intel Component Coaching Program Manager/Training Coordinators and designated HR Specialists from the Military Component (i.e. Army, Navy, Air Force, Space Force) and OSD Defense Agencies and Organizations (4th Estate) will submit applications to the DoD Coaching inbox by COB 10 March 2023.

Note: Please be advised that DoD Coaching is unable to accept individually-submitted applications for OPM FICTP. To ensure the success of your application, please be sure to coordinate with your organization's Coaching Program Manager/Training Coordinators or designate HR Specialist.

Question 7. I am having challenges with the OPM FICTP Form entitled “FY2023 OPM FICTP Official Application Form”. The applicant's narrative answers just run on and on --- off the page instead of being contained to display in the text box. What should I do?

OPM has worked to correct the “word wrapping” issues with the form. We apologize for the inconvenience.

Looking ahead, please make sure to download and save all of the required forms for FY23 OPM FICTP to your desktop (vice completing HTML versions of the forms).

Question 8. I am having challenges with the DoD OPM FICTP Form entitled “FY2023 OPM FICTP DoD Application Form”. The applicant's narrative answers just run on and on --- off the page instead of being contained to display in the text box. What should I do?

DoD Coaching has worked to correct the “word wrapping” issues with the form. We apologize for the inconvenience.

Looking ahead, please make sure to download and save all of the required forms for FY23 OPM FICTP to your desktop (vice completing HTML versions of the forms).