

Individual Development Plans

Individual Development Plans (IDP) are written schedules/plans designed to meet specific goals for employee development. The IDP gives both employees and supervisors the opportunity to set developmental objectives and identify the training and experience that will support those objectives. To encourage employees to develop and use IDPs, the Office of the Chief Human Capital Officer (OCHCO) developed and provided training for both employees and supervisors on the development of IDPs. To continue to encourage employees to develop IDPs, OCHCO maintains a SharePoint site to provide links to recorded training along with a variety of other resources. The site provides employees with a single point of entry to access content and resources to support the creation of an IDP.

The IDP SharePoint site contains:

- Online training for NRC staff to demonstrate how to create an IDP
- Online training for NRC supervisors to demonstrate how to assist staff in developing an IDP
- The official version of the NRC IDP form
- The official NRC guide on how to complete the IDP form
- Links to internal and external resources (majority are no-cost)
- Links to NRC Competency Models for Leadership based on the Leaders at all Levels concept
- A forum for NRC staff to share resource suggestions

In addition to this site, OCHCO is presenting IDP development workshops to various offices. These workshops are available upon request. The OCHCO staff are also working to continue to weave IDP development and Leadership at all Levels into the professional development programs offered at the NRC. These tools will ensure that the pipeline of talent is ready for the next phase of their careers.

There is also renewed emphasis on supervisors creating and maintaining IDPs as a way for them to model to staff the importance of these plans. It will also ensure that supervisors remain aware of agency and federal development resources available to all NRC staff.