

Aspiring Leaders Certificate Program

The Office of the Chief Human Capital Officer (OCHCO) launched a new professional development opportunity on April 1, 2015. The Aspiring Leaders Certificate Program (ALCP) is a non-competitive NRC leadership development program open to senior staff (GG-13 through GG-15). Although the ALCP is not a prerequisite and will not affect employees' selection for future participation in the Leadership Potential Program (LPP), it is an excellent way for employees to explore their desire to develop their careers as future supervisors.

Length: The ALCP is a self-paced program. Employees register through iLearn.

Individual Development Plan: Based on assessment results and individual career objectives, each participant must develop an Individual Development Plan (IDP) as the blueprint for his or her learning activities. IDP preparation will be coordinated with the participant's first level supervisor. Please visit the [NRC IDP Site](#) for more information on developing an IDP.

Informational Site: The ALCP will have an active SharePoint site where all the program requirements and guidance will be housed. In addition, a discussion site will be available for participants to use.

Training and Group Activities: In order to meet the program requirements, each participant will complete the following activities:

- IDP for NRC Staff
- Leadership Orientation (course 1111)
- Self-Assessment for Leadership (course 1119)
- Participate in the NRC Mentoring Program
- One online leadership course in Skillsoft (in iLearn, participant choice)

Completion: Once the activities are completed, HRTD will provide a certificate stating completion. OCHCO will hold a celebration for those staff and their supervisors to celebrate their achievements.

Statistics: As of May 1, 2016, there are 298 NRC staff enrolled in the program. Of this number, 88 staff have completed the ALCP and received certificates. The names of staff who complete the program will be listed twice a year in the *NRC Reporter*.