



Careerists are required to submit an Individual Development Plan (IDP) via the [Army Career Tracker](#).

The IDP is a personal action plan, jointly agreed to by the individual and their supervisor that identifies short- and long-term career goals.

Individual Development Plan (IDP)

Staff education and experiences are aligned with the IH Competencies mission.

- An individual development plan (IDP) is a tool to assist employees in career and personal development.
- The IDP provides an opportunity for IH leaders and staff members to discuss and agree upon a training path to promote staff development and better guarantee career and organizational achievement
- It prioritizes training efforts and tracks progress of the activities outlined to assist the employee in accomplishing their career goals
- An IDP serves as a tool to clearly communicate short term and long term educational goals between employees and their leaders
- An IDP is required for each employee; however, employee(s) are not required to establish any career development goals or objectives
- Employees are not required to identify any training or education course(s) or programs of which they intend on participating
- The only information required on the IDP is the employee's (and leader's) name and signature
- It is however to the employee and leader's benefit to establish career development and educational goals on an IDP and frequently monitor the progress of these goals during employee's counseling