

U.S. Department of  
Homeland Security  
U.S. Coast Guard  
CG-6021 (03-06)

## Individual Development Plan (IDP) for Coast Guard Civilians/Officers/Auxiliarists

<b>Name:</b>	<b>Unit/flotilla:</b>
--------------	-----------------------

**Position Title and Grade/Rank:**

### Developmental Goals for Current Job

**Goals:**

Competency (Knowledge/Skill/Ability) to develop	Developmental Activity, On-the-job Training, Education or Classroom Training	Outcome Desired	Intended Completion Date & Cost

**PRIVACY ACT STATEMENT**  
5 U.S.C. 552(a) Privacy Act

- A. **AUTHORITY:** 5 U.S.C. 301 Departmental Regulations.
- B. **PURPOSE:** To collect information to permit effective IDP counseling.
- C. **ROUTINE USES:** The information on this form is to be used by units, supervisors and members in the coaching of employees in career development and goal setting.
- D. **DISCLOSURE:** Mandatory for first-term junior officers (active duty and reservists). Voluntary for civilian employees, all other military officers, and Auxiliarists.

## Individual Development Plan (IDP) for Coast Guard Civilians/Officers/Auxiliarists

### Future Professional Development Goals

**Short-term Goals (usually 1-2 years):**

Competency (Knowledge/Skill/Ability) to develop	Developmental Activity, On-the-job Training, Education or Classroom Training	Outcome Desired	Intended Completion Date & Cost

## Individual Development Plan (IDP) for Coast Guard Civilians/Officers/Auxiliarists

### Future Professional Development Goals

**Long-term Goals (usually 3-5 plus years):**

Competency (Knowledge/Skill/Ability) to develop	Developmental Activity, On-the-job Training, Education or Classroom Training	Outcome Desired	Intended Completion Date & Cost

I will pursue the training and development outlined in this plan. However, I understand that this is not a contract for training.

I will support the training and development outlined in this plan. However, I understand that this is not a contract for training.

Member Signature:

Supervisor Signature:

Date:

Date:

6 month review date:

1 year review date: