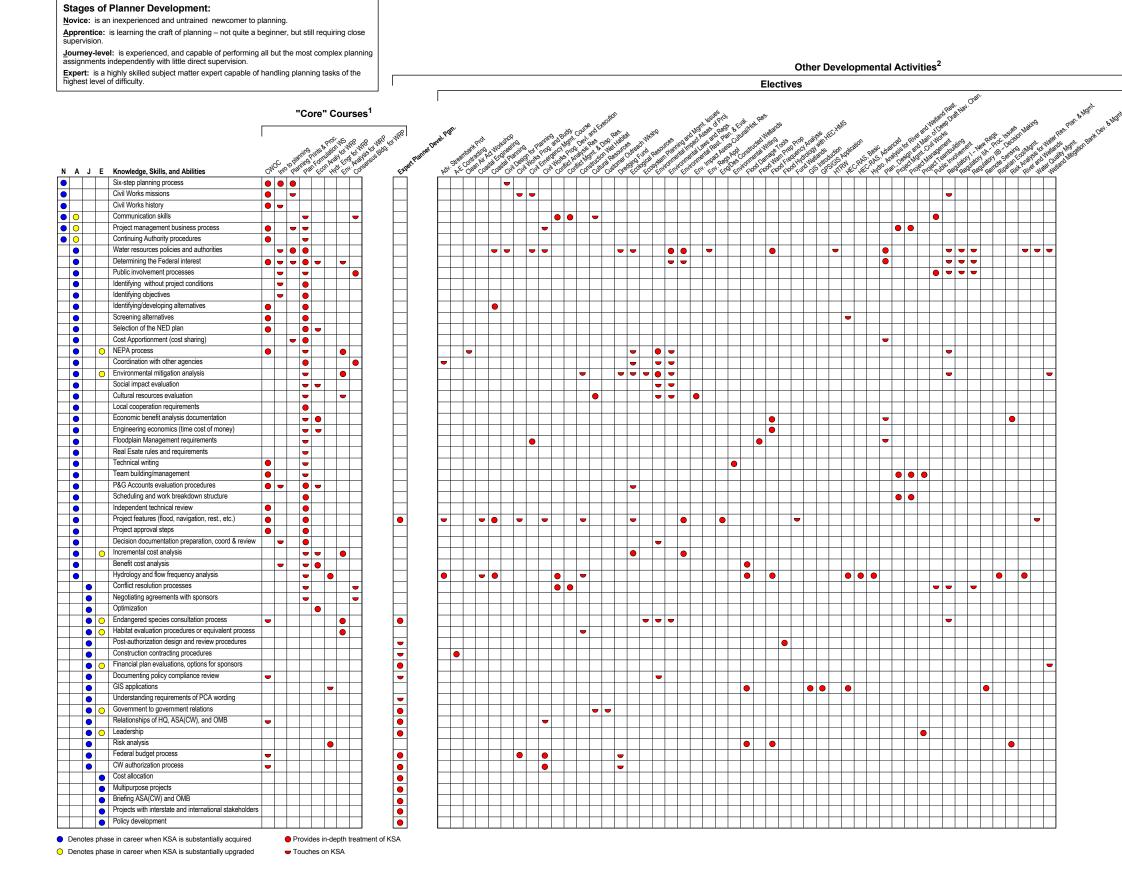
PLANNERS' TRAINING AND DEVELOPMENT GUIDE

The guide is intended to serve as a roadmap for planner development during the stages of a planner's career, from novice to expert. The guide shows the "core courses" that planners should take, and at what stage in the planner's career they should be taken. It also shows the developmental activities that should occur at each stage of the planners career.



OJT/Mentoring

Novice:

- Receive "planners welcome package'
- Be assigned to senior planner "counselor
- Be a member of a 905(b) team Participate on an ITR team
- Write something substantial (905(b), fact sheet, etc.)
- Visit four projects/studies
- Participate in a public meeting

Apprentice:

- Complete in-district development assignments in RE, constr, engr.
- Regularly attemd PRB meetings
 Review a budget justification sheet

Notes:

- 1. Core Courses constitute the set of training to provide skills acquisition in the planning KSAs. Planners need to concentrate on obtaining these
- CWOC: targeted at Novice/Apprentice level. Delivered at least once/yr at each MSC. Should be completed within the first 12 months of a
- Intro. to Planning: targeted at Novice/
 Apprentice level. Delivered at least once/yr. at each MSC. Should be completed within the first 12 mos. of a planner's career
- Planning Principles and Procedures: targeted at Novice/Apprentice level. Delivered at least once/yr at each MSC. Should be completed within the first 12 months of a
- planners career.

 Plan Formulation Wkshp: targeted at Apprentice/Journey level. Delivered at least 4x/yr at various locations.
- Econ Analy for WRP: targeted at Apprentice/ Journey level. Delivered at least 4x/yr at various Incations
- Hydr. Engr. for WRP: targeted at Apprentice/ Journey level. Delivered at least 4x/yr at various
- Env Analy for WRP: targeted at Apprentice/ Journey level. Delivered at least 4x/yr at various locations.
- Consensus Building for WHP: targeted at Apprentice/Journey level. Delivered at least 4x/yr at various locations.
- 2. Other Developmental Activities supplement formal training provided by the core courses.
- Expert Planner Development Program: This is a 6 month developmental assignment targeted at journey-level planners. Details can be found on the planners resource web page (www.usace.armv.mil/plannersresource)
- Electives: provides more training in specialty areas to broaden and further enrich capability in particular KSAs. A list of PROSPECT technical courses of interest/applicability to planners is
- OJT/Mentoring: should be targeted at those KSAs appropriate to the individual's career phase (see example suggested activities for each phase in the boxes to the left).

Journey-level:

- Instruct at core curriculum courses;
- Developmental assignment at other agency, committee, etc.

■ Complete cross-district, MSC devlopmental

■ Attend Congressional hearing.