

**ANALYSIS, MODELING AND SIMULATION (CP 36) 3-YEAR INDIVIDUAL DEVELOPMENT PLAN (3yIDP)**

10/15/11

**PRIVACY ACT STATEMENT**

Section 4103 of Title 5 to U.S. Code permits the collection of this information. Supervisors, careerists, and civilian personnel officials to plan and/or schedule training, education, and other career development activities use this information. If your activity uses the information on this form for purposes other than those indicated above, it will provide you with additional statements reflecting those purposes.

<b>NAME (First Name / MI / Last Name)</b>		<b>POSITION TITLE</b> Modeling and Simulation Analyst		<b>ID No.</b>
<b>MACOM</b>	<b>SERIES &amp; GRADE</b> GS 07	<b>RANK &amp; FA</b> N/A	<b>ORGANIZATION</b>	
<b>3yIDP PERIOD (From – To)</b>	<b>CURRENT ACCREDITATION LEVEL</b> None	<b>OBJECTIVE ACCREDITATION LEVEL</b> Entry Level	<b>E-MAIL ADDRESS</b>	
<b>Comm Phone Number</b>	<b>DSN Phone Number</b>	<b>Comm FAX Number</b>	<b>DSN FAX Number</b>	
DEVELOPMENTAL OBJECTIVES				
<b>SHORT-TERM OBJECTIVES (YEAR 1) (NARRATIVE)</b>  Understand the Army; become aware of Modeling & Simulation applications; and determine how the different communities approach M&S. Obtain an entry level competency skill set.		<b>LONG-TERM OBJECTIVES (YEAR 2 &amp; 3) (NARRATIVE)</b>  Determine how to apply M&S to intern's M&S community; Explain how M&S is used in all the Army communities; Be capable of managing all aspects of the M&S lifecycle. Apply M&S to an event/activity.		
I certify that I have conducted a counseling session to identify the formal education, training, professional development, and performance enhancing job experiences that will support the goals outlined in the careerist's 3yIDP.		I certify that I have validated the information contained on this form and will support careerist's pursuit of the necessary training need.		
<b>DEVELOPMENTAL PROGRAM MANAGER'S SIGNATURE</b>		<b>SUPERVISOR'S SIGNATURE</b>		
<b>TITLE</b>	Mr. Gary Dahl, Developmental Program Manager	<b>TITLE</b>		
<b>DATE</b>	/ /	<b>DATE</b>	/ /	
<b>CAREERIST'S SIGNATURE</b>		<b>DATE</b> / /		

**Comment [A1]:** This is just an example, feel free to tailor to your organization with the help of your supervisor

**Comment [A2]:** Place your supervisor's name & title here

NAME:		TRAINING			ID Number
<p>There are three types or categories of training: (1) Mandatory Training; (2) Other – Elective Training; and (3) Professional Development Programs. All training helps the Careerist develop skills/abilities and gain knowledge in competency groups. Competency Groups (CG) include: Attributes, People Skills, Basic Skills, Modeling, Systems Approach, Representation, Domain Knowledge, Simulations Methods, Interoperability, Interpersonal Skills, Human Resources Management, Strategic Vision, Leadership and Management Development.</p>					
<b>(1) MANDATORY TRAINING</b>					
	COURSE TITLE(S)	INSTITUTION(S)	CG	LENGTH	
<b>YEAR 1</b>	Civilian Education System Foundation Course (dL)	Army Staff Management College	Attributes, Basic Skills	2 weeks	
	Basic M&S Course (dL)	Army Modeling& Simulation School	Modeling, Representation, Domain Knowledge, Basic Skills	1 week	
	I/ITSEC – Interservice/Industry Training, Simulation and Education Conference	National Training and Simulation Association and National Defense Industrial Association	Systems Approach, Basic Skills, Simulation Methods	1 week	
	Action Officers Development Course (AODC) (dL)	Army dL Course (ATIS online)	Basic Skills, People Skills	2 weeks	
	TST 102 Fundamentals of Test and Evaluation (dL)	Defense Acquisition University	Systems Approach, Domain Knowledge	2 weeks	
	CLE 023 Modeling and Simulation for Test and Evaluation (dL)	Defense Acquisition University	System Approach, Domain Knowledge, Simulation Methods	1 week	
	FINANCE MANAGEMENT CAPTAINS CAREER (DL) (formally known as the “PPBES – Plan/Program/Budget/Execution System” (805 AA15) (dL)	ATIS online ( <a href="http://www.train.army.mil/">http://www.train.army.mil/</a> )	Basic Knowledge	1 week	
	Natick Soldier Center (NSC) Greening Program	Ft. Benning /Ft. Polk	Basic Knowledge	1 week	
Simulation Professional Course (SPC)	Army Modeling& Simulation School	Basic skills, Modeling, Representation, Domain Knowledge, Simulation Methods	2 weeks		
<b>YEAR 2</b>	Skill Identifier “S7” Course	Army dL Course (ATIA online)	Simulation Methods	2 weeks	
	Effective Writing for Professionals	ACCP	Basic Knowledge, Attributes	1 week	
	ABCS TRN	FT Stewart, GA	Basic Skills, Interoperability		
	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	
<b>YEAR 3</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	
	FM 7-1 Battle focused Training – Company (150 F73) (dL)	ATIS	Domain Knowledge	2 weeks	
<b>(2) OPTIONAL TRAINING</b>					
	FM 7-1 Battle Focused Training – Brigade (150 F75) (dL)	ATIS	Domain Knowledge	2 weeks	
	Manage Brigade and above Training (IS8008) (dL)	ATIS	Domain Knowledge	2 weeks	
	Introduction to Interoperability (CLM 022) (dL)	Defense Acquisition University	Domain Knowledge	2 weeks	
	Basic Information Systems Acquisition (dL)	Defense Acquisition University	Domain Knowledge	2 weeks	

**Comment [A3]:** The Simulation Professional Course is the only mandatory requirement for CP36 interns.

Other mandatory training should be identified by the intern’s supervisor. Training identified as Optional Training (see next page) can be a possible source to include as mandatory training.

Careerists and Supervisors may also want to refer to the M&S Functional competencies which can be found in Annex C of the CP36 ACTEDS dated September 2013. Identify those competencies that are mandatory for the careerist’s position and the command’s mission. The education and training needed to become proficient in those competencies may also be included as mandatory training.

**Comment [A4]:** The 2 week SPC has replaced the 8 week Simulations Operations Course as a requirement for CP36 M&S interns.

**Comment [A5]:** Careerists and Supervisors may want to check the Career Maps for their job series in CP36 that is listed in Annex D of the September 2013 update of the CP36 ACTEDS.

Careerists may also want to access the Education & Training Database to identify additional training opportunities: <https://www.ams.army.mil/>

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	Acquisition 201A (Intermediate systems Acquisition) (dL)	Defense Acquisition University	Domain Knowledge	2 weeks
	Program management Tools (PMT 250) (dL)	Defense Acquisition University	Management, Strategic Vision	3 weeks
	Intro to Operations Research and Systems Analysis	Army Logistics Management College	Domain Knowledge	2 weeks
	ORSA Familiarization Course	Army Logistics University	Basic Skills	1 week
	Quantitative Skills for Trainers	Army Logistics Management College	Domain Knowledge	3.5 Days
	FM 7-1 Battle Focused Training – Situation Training (150 F76) (dL)	ATIS	Domain Knowledge	2 weeks
	Basic Computer Programming (Excel, Access, MATLAB, etc.)	Local University/Community College	Basic Skills	1 Semester
	College Statistics Course	Local University/Community College	Basic Skills	1 Semester
	College Calculus Course	Local University/Community College	Basic Skills	1 Semester
	Right Seat Ride	National Training Center/Army Simulation & Modeling School	Representation, System Approach, Simulation Methods,	2 to 3days
<b>YEAR</b>				
<b>3</b>				

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<b>(3) PROFESSIONAL DEVELOPMENT PROGRAMS</b>				
	<b>COURSE TITLE(S)</b>	<b>INSTITUTION(S)</b>	<b>CG</b>	<b>LENGTH</b>
<b>YEAR 1</b>	N/A			
<b>YEAR 2</b>	I/ITSEC – Interservice/Industry Training, Simulation and Education Conference	National Training and Simulation Association and National Defense Industrial Association	Domain Knowledge, Strategic Vision, Leadership and Management Development	1 week
<b>Year 3</b>	BCTC-UC	NSC	Domain Knowledge, Strategic Vision, Leadership and Management Development	1 week
	Semi-annual Simulation interoperability Workshop (SIW)	SISO	Domain Knowledge, Simulation methods	1 week
	I/ITSEC – Interservice/Industry Training, Simulation and Education Conference	National Training and Simulation Association and National Defense Industrial Association	Domain Knowledge, Strategic Vision, Leadership and Management Development	1 week

<b>PROFESSIONAL CERTIFICATION</b>				
<b>YEAR</b>	<b>CERTIFICATION AWARDED</b>	<b>ORGANIZATION(S)</b>	<b>TARGET DATE</b>	<b>RENEWAL DATE</b>
<b>YEAR 1</b>	<div style="border: 2px solid black; background-color: cyan; padding: 5px; text-align: center;"> <b>N/A Simulation Certification occurs after the intern program                      Goal is receiving the Modeling and Simulation Professional Certification by the 6<sup>th</sup> year of being a CP 36</b> </div>			
<b>YEAR 2</b>				
<b>YEAR 3</b>				

**ANALYSIS, MODELING AND SIMULATION (CP 36) 3-YEAR INDIVIDUAL DEVELOPMENT PLAN (3yIDP)**

**NAME:**

**FORMAL EDUCATION**

Competency Groups (CG) include: Attributes, People Skills, Basic Skills, Modeling, Systems Approach, Representation, Domain Knowledge, Simulations Methods, Interoperability, Interpersonal Skills, Human Resources Management, Strategic Vision, Leadership and Management Development.

YEAR	INSTITUTION(S)	COURSE TITLE(S)	COURSE DATES	ARE YOU PURSUING A DEGREE? <i>(Yes or No)</i>	DEGREE TYPE
<b>YEAR 1</b>	XXX XXX obtained a BS/MS degree in XXX XX prior to arrival in the Army's Intern Program and formal education will not be part of the Official Intern Activities during this year			N/A	
<b>YEAR 2</b>		Models, Simulations and DOD Acquisition Certificate Series <ul style="list-style-type: none"> <li>• Foundations for DOD Modeling and Simulation</li> <li>• Applications of Modeling and Simulation</li> </ul>	<b>TBD</b>	N	Certificate

**Comment [A6]:** Insert your education/degree you had prior to entering as an intern

**PERFORMANCE ENHANCING JOB EXPERIENCES**

Competency Group (CG) includes: Attributes, People Skills, Basic Skills, Modeling, Systems Approach, Representation, Domain Knowledge, Simulations Methods, Interoperability, Interpersonal Skills, Human Resources Management, Strategic Vision, Leadership and Management Development.

YEAR	DESCRIPTION OF ACTIVITY	ORGANIZATION(S)	ASSIGNMENT LENGTH	COMPETEN CY GROUP
<b>YEAR 1</b>	Understanding the First Army Simulation Program		1 yr	Attributes, Basic Skills, People Skills
	Rotational Assignment: Applying M&S in the Army's Training Community	TEMO Location	45-60 days	Domain Knowledge, Simulation methods, Representation
	Optional Rotational Assignment: Applying M&S in the Testing Community	Testing Organizations	90 Days	Leadership and Management Development
	Optional Rotational Assignment: Applying M&S in the acquisition process at an RDECOM or PEO Organization	RDEC or PEO Location	90 Days	Domain Knowledge, Simulation Methods, Systems Approach
<b>YEAR 2</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>

**Comment [A7]:** The intern should take a rotational assignment only after completing the 2-week SPC course, generally about one year into the internship. This will enable the intern to apply concepts from the SPC at the rotational assignment.

**Comment [A8]:** Interns going to a RDEC/PEO location should have a degree in engineering.

**Comment [A9]:** Interns should have a strong background in college level calculus and statistics, as well as skills in using Excel before going to a rotational assignment at an analytical organization. This will enable the interns to use their math/Excel skills and support the host organization.

Guide to On the Job Activities and General Knowledge Activities (Addendum to the IDP)

PART A: ORIENTATION				Upon completion the intern will be able to:			
1. Employee Orientation a. Federal employment, civil service, employee benefits, standards of conduct, security requirements, etc.  b. Benefits Orientation for New Employees  c. Army Career Management Programs	OJT	Assigned work center	40	a. Demonstrate an understanding of the provisions, benefits, and responsibilities of Federal employment and the provisions and structure of the Army Career Management system.  b. Identify the key components of the Federal benefits package. Learn appropriate resources to assist in developing and maintaining a financial plan.  c. Describe the organization of the Government, Department of Defense, Department of the Army, Major Army Commands, and the unit of assignment	1 <sup>st</sup> Year	Bi-Weekly Intern Meetings   CPAC   Bi-Weekly Intern Meeting	Program Manager   CPAC In Brief   Program Manager
2. Organization of DOD/DA  a. Overall Organization of DOD and DA  b. Organization and Mission of Assigned MACOM or Subordinate Activity	OJT	Assigned work center	40	a. Describe the mission, organization, and functions of the Intern's home organization.  b. Describe the basic functions of the organization, the functions it encompasses, and the list of services each provides.	1 <sup>st</sup> Year	Bi-Weekly Intern Meeting	Program Manager

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TRAINING DESCRIPTION	Type	Source	Length (Hours)	Competency To be Achieved	Individual Dates	Training Location	Planning Supervisor
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**PART B: GENERAL FUNCTIONAL SKILLS TRAINING**

1.. Effective Briefing Techniques	Resident	USDA	3 days	Organize and present a concise briefing. <b>Course Title:</b> Briefing Techniques	2 <sup>nd</sup> Year	TBD	Training Manager
2. Effective Army Writing ACCP subcourse # IS1460	Web Based	CAC	10 hrs	Produce well-written products that present facts and ideas clearly and logically.	2 <sup>nd</sup> Year	TBD	Training Manager

**Comment [A10]:** These are just examples of training, make sure to tailor specifics with your supervisor.

**PART C: GENERAL SKILLS TRAINING (prior to performance in part D)**

1. Army Records Information Management System (ARIMS) Tutorial	Web based	RMDA	8	Identify the concepts and principles of Record keeping and filing in the Army.	Complete prior to internship graduation	Office	Assigned Supervisor or Training Manager
2. Information Assurance Tng	Web Based	School of Information Technology	2	Explain how Information Assurance impacts simulation support	Each year	Office	Program Manager

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<b>PART D: REQUIRED READINGS</b>						
FM 1	Professional Development	On Line	3		1 <sup>st</sup> Year	
FM 3-0 (Feb 08 ver)	Professional Development	On Line	20		1 <sup>st</sup> Year	
FM 7-0	Professional Development	On Line	15		1 <sup>st</sup> Year	
FM 7-1 (paper& web)	Professional Development	On Line	15		1 <sup>st</sup> Year	
FM5-0	Professional Development	On Line	10		1 <sup>st</sup> Year	
FM 1-02	Professional Development	On Line	5		1 <sup>st</sup> Year	
FM 7-15	Professional Development	On Line	5		1 <sup>st</sup> Year	
FM 6-0	Professional Development	On Line	5		1 <sup>st</sup> Year	
FMI 6-01.1	Professional Development	On Line	5		1 <sup>st</sup> Year	
AR 25-50	Professional Development	On Line	2		1 <sup>st</sup> Year	
AR 350-1	Professional Development	On Line	2		1 <sup>st</sup> Year	
AR 350-38	Professional Development	On Line	2		1 <sup>st</sup> Year	
AR 70-1	Professional Development	On Line	2		2 <sup>nd</sup> Year	
AR 5-5	Professional Development	On Line	1		2 <sup>nd</sup> Year	
AR 15-1	Professional Development	On Line	2		2 <sup>nd</sup> Year	
FM 7-21.13	Professional Development	On Line	5		2 <sup>nd</sup> Year	
FM 25-4	Professional Development	On Line	5		2 <sup>nd</sup> Year	
FM 21-75	Professional Development	On Line	5		2 <sup>nd</sup> Year	
FM 3-100.21	Professional Development	On Line	5		2 <sup>nd</sup> Year	
JP 3-0	Professional Development	On Line	5		2 <sup>nd</sup> Year	
“Simulation Modeling and Analysis” book by Dr. Averill M. Law	Professional Development	In Office	85		2 <sup>nd</sup> Year	

PART E: ON-THE JOB-TRAINING (General Skill Performance)							
Describe First Army	OJT			Broaden knowledge of responsibilities at the HQ DA level.			Program Manager
Describe ACOM, ASCC and DRU	OJT			Broaden knowledge of responsibilities at the ACOM, ASCC, and DRU level.			Assigned Supervisor or Training Manager
Describe Installation Certain type of simulation	OJT			Broaden KSAs on M&S responsibilities at the Installation level.			Assigned Supervisor or Training Manager
Conduct a Briefing	OJT						
Write a Memorandum	OJT						
Write a SIGACTS	OJT						
Write a EXSUM	OJT						
Prepare a Power Point Briefing for someone else to deliver	OJT						
Prepare a Form 5 Staff Action	OJT						
Write an information paper	OJT						
Write a decision paper	OJT						
Conduct an office security check	OJT						
Prepare files IAW regulations	OJT						
Rotational Assignment Task Performance (identified in separate sheet)							

**Comment [A11]:** These are just example of OJT, be sure to tailor to your organization.