

## **Instructions**

Once you have completed your Self-assessment (Step 1) and an Assessment of Your Position and Your Work Environment (Step 2) as outlined in the Individual Development Planning Process, you are ready to fill in the IDP form (next page).

## **Individual development plan purpose**

- Set priorities for your career development
- Identify goals that are mutually beneficial to you and your employer
- Select the best available activities and the resources needed to help you achieve your goals
- Set a timeline for achieving your goals

## **Individual development plan sections**

- **Developmental goals for the coming year while on the Learnership programme**
    - What do you want to achieve?
  - **Relationship of goals to the companies goals**
    - How will the companies benefit from your development goal?
  - **Knowledge, skills, abilities to be developed**
    - What will you learn?
  - **Developmental activities**
    - What are the best development activities for the goals that you have identified?
  - **Resources**
    - What resources are required for you to engage in the development activities – time, funds, help form others, and so forth?
  - **Date for completion**
    - IDPs are usually written for a one -year period, but some employees prefer to set short-term (1 year), medium-term (2 years), and long-term (3 years) goals. The longer time frame may be necessary if, as a goal, you want to earn a degree or certification in your field.
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## Individual Development Plan

Name:	Shalom Kaizer Marimi
Programme:	System Development Learnership

Developmental goals for the coming year	Relationship of goal to the companies goals	Knowledge, skills, abilities to be developed	Developmental activity	Resources	Date for completion
<i>Want to know more on C#, to be one of the best. Not only C# but also other languages, want to know more about SQA and not just programming.</i>	DVT does software development, SQA and many more, these goals go together with what the company does. I will share my knowledge with others, I will use my knowledge to do some work in DVT.	Learn more about C# and other languages. Will get to know more about what they do SQA and other services.	Have videos and textbooks to practice daily. Be given small projects to complete, <b>individually</b> And present them and explain my codes.	Internet, Laptops, Mentors and interacting with the rest of DVT staff.	1 Year(2016)
<i>Want to move from the Learnership Programme to the Internship Programme</i>	DVT provides the best training and being an intern here would benefit me and the company because I would an employee here.	Will learn more about the actual work that is done in DVT. Creating Professional Apps and or do professional testing on websites.	Have videos and textbooks to practice daily. Be given small projects to complete, <b>individually</b> And present them and explain my codes.	Internet, Laptops, Mentors and interacting with the rest of DVT staff.	2017

<i><b>Would really like to see myself as DVT employee</b></i>	Since I have been groomed with DVT I would like to bring back to DVT by working for DVT. And ensure that it expands, and does its services exceptionally well	I will learn everything and everything I need to be successful and know more about my career, being professional. Know about presenting at a client's side(to professionals).	Have videos and textbooks to practice daily. Be given small projects to complete, <b>individually</b> And present them and explain my codes.	Internet, Laptops, Mentors and interacting with the rest of DVT staff.	2018
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*Shalom*

24 June 2016

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Learner's Signature

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Date

\_\_\_\_\_  
Manager's Signature

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Date