

**Total Workforce Management Services
(TWMS)**

MyIDP

User Guide

What is an Individual Development Plan

The Individual Development Plan (IDP):

- is a document created by you and your supervisor to address training and career plans
- serves as the "blueprint" for all short-term and long-term training and developmental actions which will enhance your performance and career goals
- is a living document, and should be reviewed by you and your supervisor as changes are made
- due to progress of your professional development and changes or revisions in career objectives

TWMS allows both you and your supervisor to develop your IDP by writing specific goals, objectives, and selecting training course titles and/or documenting developmental activities that will support them. The selected course titles and developmental activities should enhance skills and knowledge used in your present position and support your future career goals. Course titles may be selected from the TWMS Course Table, but may also be entered manually. Requests for training should align with this plan, but are subject to funding availability. An approved IDP is not a contract or a guarantee of training funds or attendance.

Developmental activities are specific activities, events, conferences, actions, etc. for you to participate in that enhance select competencies. Developmental activities are manually typed into the IDP and will not appear as part of the TWMS Course Table.

How to create an IDP

You must first log into your Total Workforce Management Services (TWMS) Self-Service account by going to: <https://twms.dc3n.navy.mil> and clicking the MyIDP button located in the left-hand side Navigation Menu.

Tools/Actions:
Daily Muster
Employee Locator
Online Training & Notices
SAAR-N/DD-2875
Event Notification Service
SF182 Training Request
IPMS
Mentoring
DD577
My IDP
VSIP/VERA Survey
Telework Request

Your IDP will open in a new window. The current view will display two tabs. The first tab, "Position Information/Goals & Objectives", is the default view and is shown below. In addition to displaying your Position Information, this tab also displays if you are a member of the DAWIA workforce.

Total Workforce Management Services (TWMS)
Individual Development Plan (IDP) // Login Self Service Access Level

Export to PDF

NAME	OFFICIAL UIC/ORG	ASSIGNED UIC/ORG	NAVY COMMUNITY	IDP STATUS
CAYCE, EDGAR	DEM01/002	DEM01/064	INFORMATION TECHNOLOGY & MGMT	Not Created

Position Info / Goals & Objective Past IDPs

Please ensure your Supervisor Name displayed below is correct prior to submitting your IDP for review. If it is incorrect, you must contact your local Human Resource Office to update this information.
To begin developing your IDP, please enter at least your Short Term Goal(s) and then save your changes. Other tabs will be available once save is completed.

Position Info	
Position Level	Non-Supervisory
Supervisor Name	HOLTE, MICHAEL
Work Phone	810-537-3353
Position Start	1/25/2004
SSN	00000000
Supervisor Email	michael.holte.01@navy.mil
Work Email	jose.m.gonzalez.01@navy.mil
Type of Appointment	Competitive - Career-Conditional
Education Level	Bachelor's degree
DAWIA	
Critical Acquisition Type	N/A
DAWIA Career Field	Key Emergency Position
	DAWIA Career Level
	Does not E-E, NCE, Key, or Mission Essential
	N/A

No Further Development Needed

Goal/Objective	
Short Term Goal	
Long Term Goal (Optional)	
Objective (Optional)	

Statements

Are you interested in having a mentor? Are you interested in being a mentor? Are you currently mentoring someone? Are you interested in a developmental assignment?

Save Changes

*An IDP is a PLAN ONLY. Your input, whether approved or not, does NOT automatically register you for a class/event/activity.

If you mark your IDP as NO FURTHER DEVELOPMENT NEEDED, then you will be able to immediately sign and send your IDP to your supervisor for approval/disapproval. Otherwise, you must first enter a Short Term Goal and click "SAVE CHANGES" at the bottom of the screen.

Adding Goals and Objectives to your IDP

Goals and objectives can be typed into the boxes provided. A Short Term Goal is what you plan to accomplish at the end of 1 to 2 years. The Long Term Goal is typically where you see yourself at the end of 3 to 5 years. Objectives are task statements designed to help you meet your goals.

At a minimum, you must add and save a Short Term Goal. Upon the first save, the remaining tabs of your IDP will display.

Export to PDF

NAME	OFFICIAL UIC/ORG	ASSIGNED UIC/ORG	NAVY COMMUNITY	IDP STATUS
CAYCE, EDGAR	DEM01/002	DEM01/064	INFORMATION TECHNOLOGY & MGMT	Created

Position Info / Goals & Objective Required Training Manage Knowledge, Skills, and Abilities (KSA) Developmental Training Submit/Approve Communications / Change History Past IDPs

Please ensure your Supervisor Name displayed below is correct prior to submitting your IDP for review. If it is incorrect, you must contact your local Human Resource Office to update this information.

Position Info

Mentor, Mentee, Assignment?

If you are interested in either having a mentor, being a mentor, or having a developmental assignment then select the appropriate checkbox(es) at the bottom of this form. After saving your changes you will be prompted to create and register a profile (if you don't already have one) in Mentor Match Services.

Objective (Optional)

Are you interested in having a mentor? Are you interested in being a mentor? Are you currently registered in TWMS? Are you interested in a developmental assignment?

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You have indicated an interest in the mentoring program, however you do not currently have an active profile in Mentor Match Services. Would you like to create a profile now and register?

Completed and Required Training?

The "Required Training" tab displays a link to your **completed training** as well as a list of your **current training requirements** that has been identified for completion using TWMS. If you are assigned to a billet, any training and/or certifications associated with that billet will be also be displayed on this Tab.

Export to PDF

NAME	OFFICIAL UIC/ORG	ASSIGNED UIC/DRG	NAVY COMMUNITY	IDP STATUS
CAYCE, EDGAR	DEMOJ/N02	DEMOJ/N64	ADMINISTRATION	Created

Position Info / Goals & Objective | **Required Training** | Manage Knowledge, Skills, and Abilities (KSA) | Developmental Training | Submit/Approve | Communications / Change History | Past IDPs

[Click here to view Completed Training](#)

Current Training Requirement(s)

ID	Requirement Name	Complete By
37618	Audio/Video Maintenance	06/30/2015

Billet Required Training

Requirement	Course Title	Course ID	Delivery Method	Course Hours	Direct Cost
Optional	CORE WINDOWS CLIENT DEV WITH MS VISUAL STUDIO	DCPD5-325878	APF	1	
Mandated	BED BUGS AWARENESS	TWMS-414878	WEB	1	\$0.00
Mandated	INTERMEDIATE AND ADVANCED EXCEL 2007	DCPD5-519206	APF	0	
Mandated	COMMUNICATION & CONFLICT MANAGEMENT	DCPD5-148777	APF	1	

Billet Required Certifications

Qualification ID	Qualification Type	Description
5		MICROSOFT CERTIFIED SYSTEMS ENGINEER (MCSIE)

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MyIDP provides links for training requirements that need to be completed in TWMS. Clicking the link will launch the training requirement. Upon completion, the requirement will be moved to the Completed Training section. Otherwise, all the information displayed here is read-only.

Manage Knowledge, Skills, and Abilities (KSA)

For the Marine Corps, the **KSA tab** reflects competencies associated with the 19 Communities of Interest (COI), the Civilian Foundational Skills Training Program, and OPM Leadership Competencies aligned to the DoD Civilian Leadership Continuum. For more information on these programs contact the MPC Civilian Workforce Planning and Development branch at (703) 784-9069/9393.

Developmental training should be linked to specific competencies you are trying to develop. The KSA tab initially opens to your COI based on the grouping of Occupational Series. Each Community has a listing of the occupational series associated with that particular COI. If you cannot find your series in the dropdown box, you can select "Occupational Series Not Listed" for a generic competency.

Position Info / Goals & Objective	Required Training	Manage Knowledge, Skills, and Abilities (KSA)	Developmental Training	Submit/Approve	Communications / Change History
Past IDPs					
Community	HUMAN RESOURCES				
Occ Series					
Competency	0142				
Level	0201				
KSA Keyword	0201				
	Occupational Series Not Listed				
[Save]					
Select one or more of the following KSAs. Any KSA changes will be automatically saved.					
KSA ID	KSA Description	KSA Source			
<input type="checkbox"/> 0142	Staffing Organizations	Recruit, hire, select, hire/promote employees to ensure timely staffing; apply legal, regulatory, & policy issuances; review job analyses, promotion & placement products, & referral certificates; execute external recruitment strategies.	HQMC		
<input type="checkbox"/> 0142	Workforce Planning	Assist management in development of organizational structures supporting desired grade levels and facilitate employee career development.	HQMC		
<input type="checkbox"/> 0142	Workforce Planning	Conduct job analyses using research, interview, observation, and analytical techniques to develop qualifications and rating factors; select factors to develop crediting plans that assess candidate qualifications.	HQMC		
<input type="checkbox"/> 0142	Workforce Planning	Project employment needs, provide guidance to management on recruitment and placement issues, and recommend innovative methods/strategies to resolve problems while ensuring the correctness and propriety of actions taken.	HQMC		
<input type="checkbox"/> 0201	Benefits and Work Life Programs	11A. Design, implement, and evaluate benefits and work life policies to ensure programs are current, meaningful, and compliant with legal requirements.	HQMC		
<input type="checkbox"/> 0201	Benefits and Work Life Programs	11B. Fulfill reporting requirements related to employee benefits and work life programs.	HQMC		
<input type="checkbox"/> 0201	Benefits and Work Life Programs	11C. Prepare, distribute, and market information to inform employees of benefit, work life, and/or other related programs.	HQMC		

Clicking on "Foundational" or "Leadership" will reveal competency groupings associated with those programs.

Position Info / Goals & Objective	Required Training
Past IDPs	
Community	LEADERSHIP
Occ Series	All
Competency	Lead Organizations/ Programs
Level	Lead People
KSA Keyword	Lead Self
	Lead Teams/Projects
	Lead the Institution

Although you can complete the IDP without selecting a competency, it is recommended that you take time to build your personal competency list to help you and your supervisor discuss how best to meet your developmental needs.

Building your List of Competencies

You can locate the full list of competencies by selecting a COI, FOUNDATIONAL, or LEADERSHIP and a choice from the Occupations list. You must click SEARCH to reveal the new list.

Select one or more of the following KSAs. Any KSA changes will be automatically saved.

Select	Skill Community	KSA Category	KSA	KSA Source
<input type="checkbox"/>	0201	Staffing & Recruiting	4A. Collect and analyze data for workforce and trend analysis.	HQMC
<input type="checkbox"/>	0201	Staffing & Recruiting	4B. Identify distinctions between non-competitive and competitive recruitment sources to ensure applicants are properly referred.	HQMC
<input type="checkbox"/>	0201	Staffing & Recruiting	4C. Research and advise stakeholders (e.g., hiring manager) on recruitment and staffing strategies.	HQMC
<input type="checkbox"/>	0201	Staffing & Recruiting	4D. Adjudicate veterans' preference.	HQMC
<input type="checkbox"/>	0201	Staffing & Recruiting	4E. Review applications to determine qualifications.	HQMC
<input type="checkbox"/>	0201	Staffing & Recruiting	4F. Apply relevant laws, policies, regulations, standards, appropriate priority considerations and/or reasonable accommodations to promote, place, or appoint personnel.	HQMC
<input type="checkbox"/>	0201	Staffing & Recruiting	4G. Determine best qualified group of job applicants.	HQMC
<input type="checkbox"/>	0201	Staffing & Recruiting	4H. Conduct job analysis and create assessment instruments.	HQMC
<input type="checkbox"/>	0201	Staffing & Recruiting	4I. Advise vacancies using appropriate recruitment sources.	HQMC
<input type="checkbox"/>	0201	Staffing & Recruiting	4J. Participate in working groups to develop strategies to reduce time to fill a position.	HQMC

Each time you check a box next to a competency you are interested in, it is saved as a selection for your personal list. That way you will always be able to click the box that says "Display Selected KSAs Only" to view the competencies you are interested in developing.

Your personal list will then carry over to the "Developmental Training" tab.

Developmental Training and Activities

The information entered on the "Developmental Training" tab shown below forms the heart of your IDP. Developmental training is comprised of both courses and/or activities that you will complete within a specified timeframe as agreed to between you and your supervisor. Courses can be selected from the TWMS Course Table or, if not found, entered manually. **Developmental Activities are always entered manually.** All training courses and developmental activities you add to this IDP are subject to your supervisor's approval.

NAME	OFFICIAL UIC/ORG	ASSIGNED UIC/ORG	ADMINISTRATION	NAVY COMMUNITY	IDP STATUS
DAVID, EDGAR	02402/002	02402/004	ADMINISTRATION		Created

Position Info / Goals & Objective | Required Training | Manage Knowledge, Skills, and Abilities (KSA) | **Developmental Training** | Submit/Approve | Communications / Change History | Past IDPs

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Short Term Development (Up To 3 Years)

The records found

Long Term Development (Over 3 Years)

The records found

An IDP is a PLAN ONLY. Your input, whether approved or not, does NOT automatically register you for a class/event/activity.

Adding a Course

Courses added to your IDP need to first searched for in the TWMS Course Table. You will be able to associate a course to your selected competency using the KSA dropdown box. However, if you leave the KSA blank you can still search for and add a course. Repeat the steps below to add additional courses to your IDP.

1. Click the Add New Course button.

2. Select the Priority from the dropdown list and also enter the Anticipated Completion date.

3. If this course is to be associated to a selected KSA then select it from the dropdown list.

4. Click the Search button to first determine if the course title is in the TWMS Course Table.

Position Info / Goals & Objective | Required Training | Manage Knowledge, Skills, and Abilities (KSA) | Developmental Training | Submit/Approve | Communications / Change History | Pa

Add Course

Priority: [Dropdown] Anticipated Completion: 03/11/2014

KSA: [Dropdown]

Course Title: [Text Field]

Training Institution: [Text Field]

Est Cost: 0.00 Actual Cost: 0.00

Short Term Development (Up To 3 Years)
No records found

Long Term Development (Over 3 Years)
No records found

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Searching the TWMS Course Table

You can search the table for the course title using a combination of either the known Course ID or by any part of the Course Title. If the course title isn't found in the table, click **CANCEL** and you will be able to enter the course title manually. It is important to realize that you are not enrolling in a course when adding it to your IDP. Nor are you receiving an authorization to attend or approval of funds.

Search for a Course Title in the table or click Cancel to manually type in the course title.

Course ID: [Text Field] Course Title: [Text Field] DGPOB-Compliant Only CSMW-Scoped Only

Search

<< Previous Page | 1 | Next Page >>

5 Record(s) Returned

Course ID	Course Title	Training Method	Hosted ON TWMS	Course Hours	CEU
TWMS-576729	2014 PLAIN WRITING ACT	WEB-BASED OR INTERNET	No	1	0
TWMS-580409	PLAIN WRITING ACT 2014	WEB-BASED OR INTERNET	No	1	0
TWMS-509675	PLAIN WRITING ACT TRAINING FOR SSP EMPLOYEES	WEB-BASED OR INTERNET	Yes	1	1
TWMS-590587	SPAWAR PLAIN WRITING	WEB-BASED OR INTERNET	Yes	1	0
FGOV_01_A30_LC_ENUS	THE PLAIN WRITING ACT	WEB-BASED OR INTERNET	No	60	0

Cancel

Once you've filled in all the information regarding the course, click the **ADD COURSE** button.

Position Info / Goals & Objective		Required Training		Manage Knowledge, Skills, and Abilities (KSA)		Developmental Training		Submit/Approve		Communications / Change History		Past IDPs	
Add New Course		Add New Activity											
Add Course													
Search for your Course Title, if it isn't found then you will be able to manually type in the Course Title.													
Priority	Critical/Mandated			Anticipated Completion	03/31/2016								
KSA													
Course Title	PLAIN WRITING ACT TRAINING FOR SSP EMPLOYEES										Search	Clear	
Training Institution													
Est Cost	0.00			Actual Cost	0.00								
				ADD COURSE	CANCEL								

The course is now added to your IDP based on the planned completion date.

Position Info / Goals & Objective		Required Training		Manage Knowledge, Skills, and Abilities (KSA)		Developmental Training		Submit/Approve		Communications / Change History		Past IDPs			
Add New Course		Add New Activity													
Short Term Development (Up To 3 Years)															
Edit	Delete	KSA	Course Title	Type	Course ID	CEWP Scored	Course Hours	CEU	Priority	Training Institution	Est Cost	Actual Cost	Anticipated Completion	Date Completed	SF182
		X	PLAIN WRITING ACT TRAINING FOR SSP EMPLOYEES	COURSE	TWMS-309675		1	1	Critical/Mandated		0.00	0.00	3/31/2016		SF182

Long Term Development (Over 3 Years)

No records found.
 *An IDP is a PLAN ONLY. Your input, whether approved or not, does NOT automatically register you for a class/event/activity.

Adding an Activity

Activities added to your IDP are always manually entered by clicking the **ADD NEW ACTIVITY** button. You will be able to associate an activity to any of your previously selected Competencies from the KSA dropdown box.

Position Info / Goals & Objective		Required Training		Manage Knowledge, Skills, and Abilities (KSA)		Developmental Training		Submit/Approve		Communications / Change History		Past IDPs	
Add New Course		Add New Activity											
Add Activity													
Priority	Critical/Mandated			Anticipated Completion	06/30/2016								
KSA													
Developmental Activity Description	Prepares and delivers a minimum of one training brief per quarter for FY 2016.												
				ADD ACTIVITY									

After you've completed the activity, click **ADD ACTIVITY** to save it to your IDP. It will be placed in either the Short or Long-Term Development area of the IDP based on the activity completion date provided.

Position Info / Goals & Objective		Required Training		Manage Knowledge, Skills, and Abilities (KSA)		Developmental Training		Submit/Approve		Communications / Change History		Past IDPs			
Add New Course		Add New Activity													
Short Term Development (Up To 3 Years)															
Edit	Delete	KSA	Course Title	Type	Course ID	CEWP Scored	Course Hours	CEU	Priority	Training Institution	Est Cost	Actual Cost	Anticipated Completion	Date Completed	SF182
		X	Ability to develop presentations, briefings, and reports	COURSE					Critical/Mandated		0.00	0.00	3/31/2016		SF182
		X	Prepares and delivers a minimum of one training brief per quarter for FY 2016.	ACTIVITY					Critical/Mandated				6/30/2016		SF182
Long Term Development (Over 3 Years)															
No records found.															
*An IDP is a PLAN ONLY. Your input, whether approved or not, does NOT automatically register you for a class/event/activity.															

Submit Your IDP for Approval

After you have written your Short Term Goal(s) and have entered at least one Short Term Developmental training*, you are ready to submit your IDP to your supervisor for approval. To begin click on the **SUBMIT/APPROVE** tab.

* These are the minimum requirements for you to be able to sign your IDP.

CAYCE, EDGAR		NAME	OFFICIAL UIC/ORG	ASSIGNED UIC/ORG	NAVY COMMUNITY	IDP STATUS
		DEMOL1/102	DEMOL1/64	ADMINISTRATION		Pending Employee Signature
Position Info / Goals & Objective		Required Training	Manage Knowledge, Skills, and Abilities (KSA)	Developmental Training	Submit/Approve	Communications / Change History Past IDPs

Approval

By signing off the space below, the employee ratifies the content in the IDP and the supervisor confirms the approval of the IDP. Supervisor's approval of IDP does not equal to the approval of SF182 Form. Employee shall complete the SF182 approval process before taking classes that require funding.

<p>COMMENTS</p> <p>Please review the initial inputs I've added to my IDP.</p>
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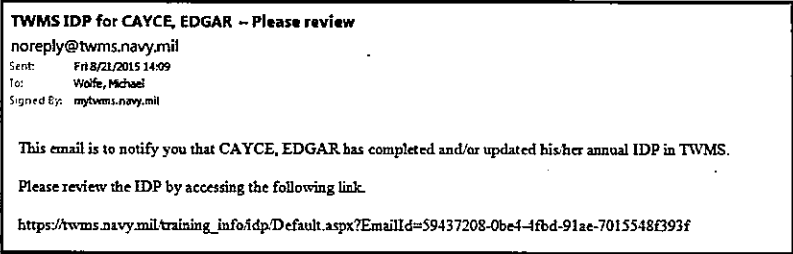
Signature History

No records found.

*An IDP is a PLAN ONLY. Your input, whether approved or not, does NOT automatically register you for a class/event/activity.

Note: The IDP Status will display "Pending Employee Signature" only after the minimum requirements have been satisfied

On this tab you will have the option to provide a comment that can be view by your supervisor. When you are ready, click the **SIGN** button and a notification and link will be sent to your supervisor letting them know your IDP is ready for their approval. A sample of the email is below.



Also note the new screen notifications in blue, and the change in IDP STATUS and signature history.

Support to PDF																
CAYCE, EDGAR		NAME	OFFICIAL UIC/ORG	ASSIGNED UIC/ORG	NAVY COMMUNITY	IDP STATUS										
		DEMOL1/102	DEMOL1/64	ADMINISTRATION		Pending Supervisor Approval										
<p>An automated email has been sent to notify your supervisor that your IDP has been signed.</p>																
Position Info / Goals & Objective		Required Training	Manage Knowledge, Skills, and Abilities (KSA)	Developmental Training	Submit/Approve	Communications / Change History Past IDPs										
Signature has been recorded.																
Approval																
By signing off the space below, the employee ratifies the content in the IDP and the supervisor confirms the approval of the IDP. Supervisor's approval of IDP does not equal to the approval of SF182 Form. Employee shall complete the SF182 approval process before taking classes that require funding.																
<p>Comments</p>																
<p>Signature History</p> <table border="1"> <thead> <tr> <th>Date</th> <th>Approval Status</th> <th>Signed By</th> <th>Signature</th> <th>Comments</th> </tr> </thead> <tbody> <tr> <td>8/21/2015 2:09:00 PM</td> <td>employee</td> <td>CAYCE, EDGAR, 1212121212</td> <td></td> <td>Please review the initial inputs I've added to my IDP.</td> </tr> </tbody> </table>							Date	Approval Status	Signed By	Signature	Comments	8/21/2015 2:09:00 PM	employee	CAYCE, EDGAR, 1212121212		Please review the initial inputs I've added to my IDP.
Date	Approval Status	Signed By	Signature	Comments												
8/21/2015 2:09:00 PM	employee	CAYCE, EDGAR, 1212121212		Please review the initial inputs I've added to my IDP.												
*An IDP is a PLAN ONLY. Your input, whether approved or not, does NOT automatically register you for a class/event/activity.																

Approval Notification

Once your IDP has been reviewed by your supervisor, an email will be sent to you indicating your IDP has been approved/disapproved.

Individual Development Plan – Review Complete
 noreply@twms.navy.mil
 Sent: Mon 8/24/2015 12:12
 To: Cayce, Edgar CIV
 Signed By: mytwms.navy.mil

This email is to notify you that your IDP in TWMS has been reviewed and approved by your supervisor.

Please review content and comments by logging into self-service and clicking the 'My IDP' button on the side navigation panel.

After the supervisor's review, you can go back into your IDP and see the IDP STATUS and SIGNATURE HISTORY have changed.

From: POC						
NAME	OFFICIAL UTC/ORG	ASSIGNED UTC/ORG	NAVY COMMUNITY			
CAYCE, EDGAR	DKM01/N02	DKM01/N04	ADMINISTRATION	Approved		
Position Info / Cash & Objective	Required Training	Manage Knowledge, Skills, and Abilities (KSA)	Developmental Training	Submit/ Approve	Communications / Change History	Post IDP

IDP has already been approved.

Approval

By signing off the space below, the employee ratifies the content in the IDP and the supervisor confirms the approval of the IDP. Supervisor's approval of IDP does not equal to the approval of SF 192 Form. Employee shall complete the SF 192 approval process before taking classes that require funding.

Comments

IDP

Signature History

Date	Approved Status	Signed By	Signature	Comments
8/24/2015 12:12:00 PM	Approved	supervisor	WOLF,MICHAEL.C.0123456789	Let's discuss the outline of your first training brief sometime next month. Petty will be your primary POC.
8/21/2015 3:09:00 PM		employee	CAYCE,EDGAR.1212121212	Please review the initial inputs I've added to my IDP.

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This completes the IDP establishment process.

Additional information regarding the TWMS MyIDP module or information regarding developing an IDP can be obtained from your local servicing Human Resources Office, or by sending an email to the USMC Marine Corps TWMS helpdesk by visiting <https://www.manpower.usmc.mil/TWMS>.

