Enabling Objectives

- DEFINE the purpose of CDB’s in accordance with the Career Counselor Handbook, NAVPERS 15878 (series)
- IDENTIFY Individual Career Development Plan (ICDP) discussion topics in accordance with applicable directives
Purpose

• Career Development Boards (CDB) are the primary delivery method to ensure Sailors are provided the guidance necessary to make informed career decisions based on current Navy policies, programs, and procedures.
Command Level Board

- Composition
  - Command Master Chief (CMC)
  - Command Career Counselor (CCC)
  - Augmented by Command representatives

- Milestones

- Professional Apprenticeship Career Track (PACT)
Department Level Board

• Composition
  • Departmental Leading Chief Petty Officer
  • Departmental/Divisional Career Counselor
  • Leading Petty Officer
  • Augmented by departmental representatives

• Milestones
Goals

• SMART
  • Specific
  • Measurable
  • Attainable
  • Realistic
  • Trackable
Individual Career Development Plan (ICDP)

- Mutually developed plan to assist in achievement of personal and professional goals
- Your physical takeaway from CDB
<table>
<thead>
<tr>
<th>RATE/NAME</th>
<th>INDIVIDUAL CAREER DEVELOPMENT PLAN</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>E1-E3</td>
</tr>
<tr>
<td>Command:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### CAREER DEVELOPMENT PLAN

<table>
<thead>
<tr>
<th>REPORTING</th>
<th>6 MTH AS REQ'D</th>
<th>12 MTH AS REQ'D</th>
<th>24 MTH AS REQ'D</th>
<th>36 MTH</th>
<th>TRK/S EF</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### ADVEMENT/QUALIFICATIONS

- **Window of Adv E2-E4**: E2/E3/E4
- **Date of Advancement**: E2/E3
- **Requirements for Adv to E03 Completed**: BMK, MILREQS, Target date of completion:

### REQUIREMENTS/SHIPBOARD PQS

- **Warfare Qualifications**: Start Date, Target Date, Completion date

### EDUCATIONAL OPPORTUNITIES

- **Current Education Status (RTM)**
- **Current Education Status (PACE/Off-duty)**: Credits completed:
- **High School Diploma/GED**: Target date of completion:
- **Degree Programs**: 
- **Other Courses Completed**: USMAP, ENROLLED: YES/NO

### FINANCIAL PLANNING

- **Individual/Family Budgeting**
- **Checkbook/Investments/TES**

### PHYSICAL FITNESS REQUIREMENTS

- **Physical Fitness Goals/Personal Health Assessment**: Personal Goals Set:

### CAREER INTENTIONS

- **Reenlistment Intentions/ETS**
- **Special Program Interest**
- **Career Path/Team Detailing**: 13 Month - 9 Month - 6 Month -

### TRANSITION

- **Reverse Sponsorship Program**
- **Orders received**: Member notified:
- **Date SAA submitted**: Remarks:
- **Individual Transition Plan and DD 2648**: 18Mth, 6Mth, Scheduled TAP dtd:
- **Separating**
- **Physical Screening**
- **Family Relocation Assistance**
Learning and Development Roadmap (LaDR)

- Guide developed to assist in mentoring and developing a Sailor
- Allows you to chart and track goals
Review and Summary

- Career Development Boards
- SMART Goals
- Individual Career Development Plans

Questions?