



TMPD

Individual Training Plan

LEARNER: <Name>

First Nation: <FN>

1.0 Individual Knowledge Path Goals

The TMPD Knowledge Path is a valuable tool that can be used to inform, expand, and support your learning goals. Identify your learning needs to strengthen your core land governance competencies that lead to the growth and advancement in your knowledge, successes and effective governance approaches over your community lands and resources.

With permission from the learner, the TMPD team has added <Name>'s Land Governance Professional Reflections (which will be pulled from the Knowledge Paths Tool database).



Land Governance Professional Reflections

What training and professional development knowledge do I need to support my community's land governance objectives?

-

What training and professional development knowledge do I need to advance my own career?

-

Identification of Training and Professional Development Needs

Based on my reflections, I feel my training and professional development needs are:

- Goal 1 -
- Goal 2 -

Establishment of Land Governance Knowledge Goals

Based on my training and professional development needs what goals am I setting for myself over the next year?

- Goal 1 -
- Goal 2 -

My goals are related to the following:

Goal 1	Land Governance Perspective	●
	Knowledge Focus Area	●
	Learning Component	●
Goal 2	Land Governance Perspective	●
	Knowledge Focus Area	●
	Learning Component	●

What types of knowledge activities could assist me in achieving the goals I have set?

Goal 1	Organized Activities	●
	Independent Activities	●
Goal 2	Organized Activities	●
	Independent Activities	●

Resource Links:

- [TMPD Knowledge Paths Tool – PRESENTATION](#)
- [TMPD Knowledge Sharing Services - PRESENTATION](#)
- [TMPD Knowledge Sharing Services - HANDOUT](#)

2.0 Initial Discussion

After speaking with <Name> on <Date>, the following key areas were discussed for focused training.	
FOLLOW UP	

2.1 Learning Type

Identifying your learning type can assist with determining the approach to training (online, in -person, etc.). To identify your individual learning type, take our Learning Type quiz [here](#).

My Learning Type is:	<input type="checkbox"/> AUDIO – learn best through hearing and listening	<input type="checkbox"/> VISUAL – learn best when seeing and observing	<input type="checkbox"/> KINESTHETIC - learning best by engaging and hands-on
----------------------	--	---	--

Once the training goals have been defined, we will proceed through the process outlined in the graphic below. The training needs assessment will identify land governance categories of interest, highlight key focus areas within each category, and determine individual learning objectives. Once learning objectives are identified, we will proceed to the development of the individual training plan.



3.0 Training Needs Assessment

Further to our joint meeting, using the [Land Governance Office Strategic Planning Guide](#) as a reference, the following categories and focus areas have been identified as training needs in the chart below.

Which Lands Governance subject do you want to focus?	What area(s) do you want to focus on within the chosen land governance area?	Based on your priority, which activities do you need training and support?	Identify proficiency level required	Rate priority from 1-3 (1 is low priority and 3 is high priority)
Core Competency	Key Focus Areas *	Learning Objective	Required Level	Objective Priority
<ul style="list-style-type: none"> <input type="checkbox"/> Lands Administration <input type="checkbox"/> Land Governance Authorities <input type="checkbox"/> Information Management <input type="checkbox"/> Human Resources <input type="checkbox"/> Financial Management <input type="checkbox"/> Communications <input type="checkbox"/> Law Development <input type="checkbox"/> Environment <input type="checkbox"/> Natural Resource Management <input type="checkbox"/> Planning 				
<ul style="list-style-type: none"> <input type="checkbox"/> Lands Administration <input type="checkbox"/> Land Governance Authorities <input type="checkbox"/> Information Management <input type="checkbox"/> Human Resources <input type="checkbox"/> Financial Management <input type="checkbox"/> Communications <input type="checkbox"/> Law Development <input type="checkbox"/> Environment <input type="checkbox"/> Natural Resource Management <input type="checkbox"/> Planning 				

<input type="checkbox"/> Lands Administration <input type="checkbox"/> Land Governance Authorities <input type="checkbox"/> Information Management <input type="checkbox"/> Human Resources <input type="checkbox"/> Financial Management <input type="checkbox"/> Communications <input type="checkbox"/> Law Development <input type="checkbox"/> Environment <input type="checkbox"/> Natural Resource Management <input type="checkbox"/> Planning				
<input type="checkbox"/> Lands Administration <input type="checkbox"/> Land Governance Authorities <input type="checkbox"/> Information Management <input type="checkbox"/> Human Resources <input type="checkbox"/> Financial Management <input type="checkbox"/> Communications <input type="checkbox"/> Law Development <input type="checkbox"/> Environment <input type="checkbox"/> Natural Resource Management <input type="checkbox"/> Planning				
<input type="checkbox"/> Lands Administration <input type="checkbox"/> Land Governance Authorities <input type="checkbox"/> Information Management <input type="checkbox"/> Human Resources <input type="checkbox"/> Financial Management <input type="checkbox"/> Communications <input type="checkbox"/> Law Development <input type="checkbox"/> Environment <input type="checkbox"/> Natural Resource Management <input type="checkbox"/> Planning				
<input type="checkbox"/> Lands Administration <input type="checkbox"/> Land Governance Authorities <input type="checkbox"/> Information Management				

<input type="checkbox"/> Human Resources <input type="checkbox"/> Financial Management <input type="checkbox"/> Communications <input type="checkbox"/> Law Development <input type="checkbox"/> Environment <input type="checkbox"/> Natural Resource Management <input type="checkbox"/> Planning				
---	--	--	--	--

Knowledge Perspectives Legend:		Governance	Compliance	Management	
Core Competencies & Key Focus Areas *					
1. Lands Administration <ul style="list-style-type: none"> Strategic planning Policies & procedures Managing Rights & Interests in Lands Surveys Other _____ 	2. Land Governance Authorities <ul style="list-style-type: none"> Legislation (scope of authority) Traditional Knowledge Environmental Governance & protection Cultural Heritage Governance Other _____ 	3. Information Management <ul style="list-style-type: none"> Records management Land development & administration GIS data management Other _____ 	4. Human Resources <ul style="list-style-type: none"> Organization planning Strategic and succession planning Staff training and development Capacity needs assessments Project Management Other _____ 	5. Planning <ul style="list-style-type: none"> Environmental Planning Land Use Planning Traditional & Cultural Mapping Climate Change Mapping & GIS Other _____ 	
M	G	M	M	G	M
6. Financial Management <ul style="list-style-type: none"> Budgeting Reporting Financial Planning Other _____ 	7. Communication <ul style="list-style-type: none"> Community engagement Communication plans Other _____ 	8. Law Development <ul style="list-style-type: none"> Enforcement & Dispute Resolution Law Compliance Law Harmonization Law approval/management Other _____ 	9. Environment <ul style="list-style-type: none"> Environmental Protection Environmental Site Assessments Environmental Management Risk Management Environmental Planning Other _____ 	10. Natural Resources <ul style="list-style-type: none"> Natural Resources Governance and Management Natural Resource Management and Planning for: <ul style="list-style-type: none"> Water Forests Minerals and Aggregates Agriculture Other _____ 	
G	G	C	G	C	M

5.0 Recommendations/Gap Analysis

Outside resources &/or other areas of focus for TMPD to build resources: