



Personal Development Plan

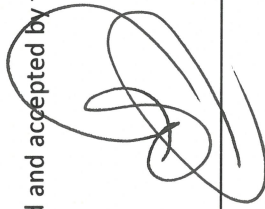
A large, stylized handwritten signature in black ink, consisting of several loops and flourishes.

EXECUTIVE DIRECTOR: ENGINEERING SERVICES

A smaller, more compact handwritten signature in black ink, also featuring loops and flourishes.

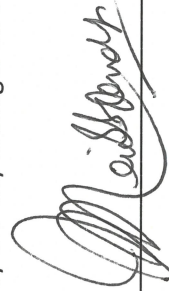
Skills Performance Gap	Outcomes Expected	Suggested training and /or development activity	Suggested mode of delivery	Suggested Time Frames	Work opportunity created to practice skill/development area	Support Person
Continuous Professional Development (CPD)	As per ECSAs requirements for Pr. Eng	Various CPD activities	Various	2026/2027	N/A	N/A
2.						
3.						

Signed and accepted by the Employee



Date: 2026/06/22

Signed by the City Manager on behalf of the Municipality



Date: 22/06/2026