

**§ 362.206 Career development.**

- (a) *OPM responsibilities.* OPM will:
  - (1) Provide orientation and graduation programs for each intern class; and
  - (2) Serve as a clearinghouse of available training opportunities.
- (b) *Agency responsibilities.* Each agency will:
  - (1) Work with the intern to develop a written outline of core competencies and technical skills (called an individual development plan) the intern must gain before conversion to a target position;
  - (2) Provide at least 80 hours of formal training a year, including training in core competencies targeted to a functional area into which the intern will most likely be converted; and
  - (3) Provide at least one rotational assignment to another functional area, made at the discretion of the agency.

**PART 410—TRAINING**

**Subpart A—General Provisions**

- Sec.
- 410.101 Definitions.

**Subpart B—Planning for Training**

- 410.201 Responsibilities of the head of an agency.
- 410.202 Integrating employee training and development with agency strategic plans.
- 410.203 Assessing organizational, occupational, and individual needs.
- 410.204 Options for developing employees.

**Subpart C—Establishing and Implementing Training Programs**

- 410.301 Scope and general conduct of training programs.
- 410.302 Responsibilities of the head of an agency.
- 410.303 Employee responsibilities.
- 410.304 Funding training programs.
- 410.305 Establishing and using interagency training.
- 410.306 Selecting and assigning employees to training.
- 410.307 Training for promotion or placement in other positions.
- 410.308 Training to obtain an academic degree.
- 410.309 Agreements to continue in service.
- 410.310 Computing time in training.
- 410.311 Records.

**Subpart D—Paying for Training Expenses**

- 410.401 Determining necessary training expenses.
- 410.402 Paying premium pay.
- 410.403 Payments for temporary duty training assignments.
- 410.404 Determining if a conference is a training activity.
- 410.405 Protection of Government interest.
- 410.406 Records of training expenses.

**Subpart E—Accepting Contributions, Awards, and Payments From Non-Government Organizations**

- 410.501 Scope.
- 410.502 Authority of the head of an agency.
- 410.503 Records.

**Subpart F—Evaluating Training**

- 410.601 Responsibility of the head of an agency.
- 410.602 Records.

**Subpart G—Reports**

- 410.701 Reports.
- AUTHORITY: 5 U.S.C. 4101, *et seq.*; E.O. 11348, 3 CFR, 1967 Comp., p. 275.
- SOURCE: 61 FR 66193, Dec. 17, 1996, unless otherwise noted.

**Subpart A—General Provisions**

**§ 410.101 Definitions.**

- In this part:
  - (a) *Agency, employee, Government, Government facility, and non-Government facility* have the meanings given these terms in section 4101 of title 5, United States Code.
  - (b) Exceptions to organizations and employees covered by this subpart include:
    - (1) Those named in section 4102 of title 5, United States Code, and
    - (2) The U.S. Postal Service and Postal Rate Commission and their employees, as provided in Pub. L. 91-375, enacted August 12, 1970.
  - (c) *Training* has the meaning given to the term in section 4101 of title 5, United States Code.
  - (d) *Mission-related training* is training that supports agency goals by improving organizational performance at any appropriate level in the agency, as determined by the head of the agency. This includes training that: