



## IDP: Individual Development Plans (A Quick Look)

by Jason Gomez

An individual development plan (IDP) is a tool to assist employees in career and personal development. Its primary purpose is to help employees define and reach short- and long-term career goals, as well as improve current job performance. An IDP is not a measurement tool but an ongoing activity looking toward the future. The FED Council is working diligently to identify tools that assist in employee development through planning, manifesting, and tracking their goals.

Sometimes employees show interest in wanting to grow and advance in their career but they don't know how or where to begin. The IDP will aid supervisors in structuring and organizing their employees' career desires into realistic plans.

This tool is designed to create a collaborative environment between employee and supervisor where both personal and professional development goals are shared. The truth is that many career goals will have better outcomes when some personal development is also in the mix. We envision the Individual Development Plan helping to further employee success! **FED**

## A Shining Star in the Caltech Universe

### Darrell Goudeau

*Success is not only measured  
by your achievements;  
it is also measured by your  
contribution in the advancement  
and development of others.*

Darrell Goudeau has maintained his position as Mail Services Manager for almost 20 years! His grace, charisma, and understanding nature are only a few characteristics that have solidified his presence as a leader at Caltech. Today he leads a team of hard-working, efficient, and structured individuals. His team has established a reputation of reliability, which is crucial to the flow of operations.

Before accepting this position, Darrell managed a distribution center in the city of Cypress, California. He enjoyed his occupation; however, due to his long commute from Pasadena, he decided to find a job closer to home. His aunt, who was already working here, introduced him to the possibility of employment. Shortly after, he accepted an offer. Since then, he has formed a part of our fantastic work community. Darrell is recognized for his friendly demeanor and willingness to help. He is a true team player!

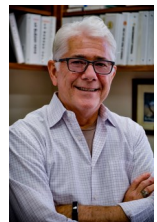
Throughout the years he has motivated and encouraged those around him to grow and succeed in the workplace, making his story one definitely worth telling.

—Jason Gomez

## Executive Report

This Issue: report from the  
Senior Director of Operations

By Chris K. McAlary



In the last two years alone, Facilities has seen 26 retirees bid farewell, taking with them a lot of institutional knowledge. Seeing these impending retirements looming on the horizon was the impetus behind forming the FED Council. One of our fundamental strategies is to combat this knowledge drain with a retention campaign, embracing the spirit of the FED Council with upskilling and apprenticeship programs. To that end, in these same two years, we have been fortunate to promote 20 of our colleagues, growing Facilities' knowledge base by elevating talent from within. **FED**

## SPOTLIGHT David Feldser



I interviewed recently promoted Lead Electrician David Feldser about his involvement with the Caltech FED Council. Here's some of our conversation.

**Q: So tell me what you do at Caltech.**

**A:** [I'm] part of the Electrical Shop.  
**Is there something specific that you'd like to accomplish with your work on the FED Council?**

So, my position is part of the *Apprenticeship and Upskilling Pillar* [pillars are subcommittees. ed.], and we are working on finding ways to upskill

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**Facilities Holiday Banquet**  
Friday, December 10th  
11:30a – 1:30p  
RSVP to your Supervisor  
If you have questions, call Vickere x4707

Spotlight—continued

people. I think that's the main goal of that pillar. Obviously, within the title there is apprenticeship as well. And I think that more relates to trade-based positions like [our] trade shops, [or] MEPC: mechanical, electrical, plumbing, and controls. So I think that's where the apprenticeship portion of that fits in.

**How has working on the council differed from your expectations? What's it been like for you?**

I'm still kind of digging in to what our responsibilities within the FED Council are, as far as apprenticeship and upskilling go. I'm still trying to figure out what exactly the extent of, what the results of our tasks that we do within the FED Council are.

But I think the goal of engaging the campus workforce as, you know, in a small [scale], but as a whole I think that's a good thing to do. [We] get a feel for what's going on around campus, as well as the general concerns within the workforce. [We're] trying to find ways to improve the employment conditions.

I don't know really what I had expected coming in. But I do like to see the large variety of different people that are [participating]. They're coming from all different departments. And so it's great to have that input coming from many different directions.

**Was this the area of the things that you wanted to work on?**

Absolutely. Apprenticeship is near and dear to me. I've been through an apprenticeship, you know in my own career, and I just think generally it's a good gig. So yeah, I would love to continue to help in that direction.

Spotlight— next column



Illustration: The FED Council is, at all levels, made up of your peers. It is organized into three pillars, each of which help support the teams that make up Facilities. No matter what your role, it is the aim of the FED Council to help you do your job better and safer, and set for yourself goals for your future at Caltech. For details, you may contact the members listed at the foot of this page.

**EXTRA, EXTRA!**

Through the last two years the pandemic has drawn our attention away from other noteworthy happenings, such as some of the accomplishments and milestones earned by our colleagues. We had nearly 30 people leave our ranks to enjoy retirement, and another 20 moving on up to new positions. This last point is important, since one of the charter goals of the FED Council is to develop talent from within. So many honorees, we're running an "EXTRA" page just for them. Ed

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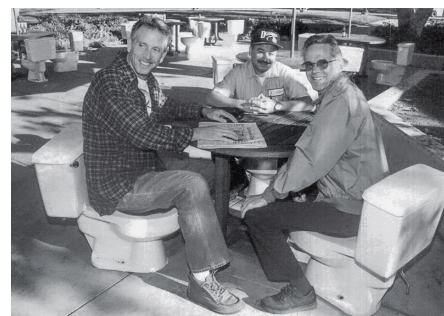
Spotlight—continued

**What's been the best part of being on the Council for you?**

I feel like I have access to a different layer of understanding about the campus, having some additional idea of [how] management is trying to develop the department.

-Henry Allikas

**Caltech TRIVIA**



**Have a Seat?**

Back in 2003 a prank was carried out that made the pages of *Legends of Caltech III*. Some of you may remember it. Here's a photo of some Facilities guys sitting in what is now the Hameetman / Red Door patio area.

The prank was to swap old toilets from grad student housing for the seating outside the Red Door Cafe. The *Star News* did a story, and our guys got a photo in *Legends*.

Please share your favorite Caltech trivia:

FEDC@caltech.edu.

HA

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