

70/20/10 Learning and Development Model

A central component of NAVFAC's workforce development system is the 70/20/10 Learning and Development Model, a framework outlining how different types of learning methods should be leveraged to optimize employee learning and development. This model suggests that approximately 70% of an employee's development should occur on-the-job through experiential assignments, (e.g., self-directed and guided learning, exploration), while 20% should occur through social activities (e.g., coaching, mentoring, peer-to-peer learning), and roughly 10% of development should occur through formal training methods (e.g., traditional classroom trainings, certificate programs, online courses). Although the 70/20/10 proportion will vary between employees and organizations, it should be considered as a starting point which can be adapted to match an employee's work environment and learning style.

Benefits of the model:

- Employees are able to more effectively learn about new topics and apply them to their work when leveraging a varied learning approach.
- A greater number and more diverse set of offerings will be available to employees to fit their specific needs.
- Social and experiential activities often have no funding requirements, so there is more flexibility in planning and participating in a greater number of opportunities.
- Over time the model encourages a culture of continuous learning where employees are more likely to engage in learning activities outside of conventional settings.

