

**SPECIAL ISSUE: The ECA to IDP Cycle!**

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**COMPETENCY CORNER**

This month, we discuss **Continual Learning**, which involves the ability to assess and recognize your own strengths and weaknesses; and pursue self-development.

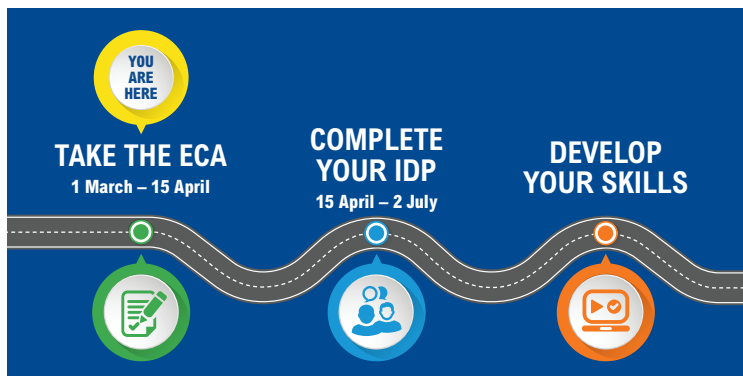
Review these descriptions to determine your proficiency level:

- 1. Awareness:** You understand the importance of learning and self-development.
- 2. Basic:** You're able to identify strengths and areas of growth; you readily discuss career aspirations and interests with supervisors.
- 3. Intermediate:** You demonstrate interest in targeted self-development; you acquire the necessary knowledge, skills, and abilities to excel in your current role.
- 4. Advanced:** You align self-development with your career aspirations.
- 5. Expert:** You help facilitate a culture of learning. You teach, mentor, and coach others. You demonstrate drive for self-growth beyond subject matter expertise.



Typically, in the Navigator, we present a variety of opportunities for you to advance your proficiency in the competency we highlight here. In this Special Issue, we profile major steps for supporting your continual learning – no matter your proficiency.

***It all begins by participating in this year's ECA to IDP Cycle!***

**WHAT IS THE ECA TO IDP CYCLE?**

Career Compass was built to enable each of us to identify and grow the skills we need to fully support our jobs, our teams, and the NAVFAC mission. In other words, so we can become continual learners!

There are three main aspects to the Career Compass Program:

- 1. Self-Assessment** using the Employee Competency Assessment (ECA) — available 3/1-4/15.
- 2. Planning** to support your Individual Development Plan (IDP) — available 4/15-7/02.
- 3. Learning & Development** activities you can pursue all year long, guided by your IDP.

**NOW OPEN! TAKE YOUR ECA BETWEEN 1 MARCH – 15 APRIL!**

- **Taking your ECA** is a critical first step to continual learning!
- Through this brief 10-15 minute online survey you'll assess your proficiency (from Awareness to Expert) on 20 non-technical competencies.
- Your ECA Report will show you areas of strength, opportunities for potential growth, and provide information you can use to complete your IDP.

The ECA is the ideal way for you to take ownership of your career. It also provides SYSCOM-wide data to shape decisions on future workforce development offerings, to ensure they meet employee and command needs.

**Have questions?** Your local Command BD17 (your Civilian Training Advocate) can provide answers and guidance!

**TAKE YOUR ECA NOW**

<https://chci-survey.com/ECA/>

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## DID YOU KNOW?

### Supervisors and Managers Have a Key Role

Supervisors and Managers have an important role in the ECA to IDP Cycle, because they have the most direct and frequent interaction with employees.

If you are a Supervisor, here's a recap of your key responsibilities during the ECA to IDP Cycle:

- Use the WFD Continuum (and Career Compass resources) to identify the competencies and capabilities you need for your team to successfully support the mission.
- Encourage your employees to take their ECA.
- Meet with each team member one-on-one to discuss their ECA report and proficiency assessment, then encourage them to complete their IDP.
- Work with your employees as they complete their IDPs; help align their career aspirations with your team's needs and the NAVFAC mission; and remind them to take advantage of all resources available to them.
- Implement a strategy for regularly monitoring performance and progress.
- Rely on Career Compass tools, like the ECA and IDP, to facilitate ongoing career conversations with your team members.



## Q&A



### What's the impact of continual learning at NAVFAC?

NAVFAC is being asked — at all levels — to perform faster, smarter, and more efficiently. Meeting these demands is no simple task. It requires the entire workforce to function at its best.

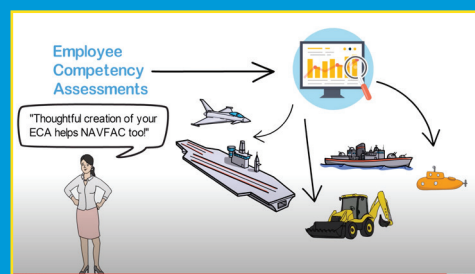
We need the right people, with the right skills, in the right positions. That requires all of us at NAVFAC to embrace continual learning. The world is changing too quickly to assume we can keep our skills sharp and our knowledge current without ongoing learning and development.

## CAREER COMPASS SPOTLIGHT

Since the ECA to IDP Cycle is open, now's the time to check out useful Career Compass resources designed to support individual steps within this process.

- Watch the [Whiteboard Video](#) for tips on how (and why) to take the ECA
- Review definitions for all 20 non-technical competencies (PDF file)

Find these materials on the [ECA page](#) of the CCRC.



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## WHAT THE EXPERTS SAY...

### 8 Reasons Why Lifelong Learning Matters

Another way to refer to continual learning is “lifelong learning,” a quality that delivers a host of benefits. As an article on The Learning Lab noted, “our modern-day society is driven by constant development and change, meaning that all of us are learning regardless of whether we realize it or not. Stop learning, and you will eventually fall behind and lose the ability to critically assess the world around you. In the workplace, in your personal life, in your community and in society as a whole, we can go by the wise words of Heraclitus that ‘the only thing that is constant is change.’”<sup>1</sup>

Here are 8 reasons to pursue lifelong learning:

1. It serves as **inspiration**.
2. It breeds **relevance**.
3. It increases **competence**.
4. It widens **perspective**.
5. It increases **adaptability**.
6. It builds **confidence**.
7. It brings **fulfillment**.
8. It augments **productivity**.



Read the [full article](#).

<sup>1</sup> <https://www.thelearning-lab.com/blog/8-reasons-why-lifelong-learning-matters>

