




Workforce Development Continuum

The Civilian Workforce Development Continuum (or “WFD Continuum”), a cornerstone of NAVFAC’s WFD system, identifies a standard set of non-technical employee competencies essential to NAVFAC’s mission. Those non-technical competencies, when considered with local and technical competencies specific to an employee’s job series and community, can be used to plan an employee’s professional development. The 20 non-technical competencies included in the WFD Continuum span across three competency groups (foundational, supervisory, and management) and four career segments which roughly align to an employee’s pay-plan and grade level. Definitions for each of the 20 competencies, including their proficiency levels, are provided in the 'Additional Resources' section at the bottom of this page.

The primary intent of the WFD Continuum is to be the central component in accomplishing two priorities of NAVFAC’s WFD system listed in NAVFAC’s recent Workforce Development Strategic Design document (2019):

1. Every NAVFAC civilian sees a path to their professional development, so all levels of the workforce understand what experiences they should seek to be promotionally competitive at any level up to, and including, SES.
2. Productivity of the NAVFAC workforce increases, thereby providing increased output, delivery speed, and quality of support to Naval and Marine Expeditionary Forces.

Competency Group	Career Segments			
	Lead Self Entry Level GS1-GS10, WT, WG1-WG7 or equivalent	Lead Team / Projects / People Journey Level GS11-GS12, WGB-WG10, WD, WL or equivalent	Lead Organizations / Programs Expert Level GS13-GS15, WG11-WG16, WS or equivalent	Lead the Institution Executive SES, SL, ST
Senior Executive				 Executive Core Qualifications + DoD/DON
Management				 20. Technology & Data Management 19. Financial Management 18. Human Capital Management 17. Project & Program Management 16. Influencing & Negotiating 15. Strategic Thinking Proficiency → Expert
Supervisory				 14. Evidence-Based Decision-Making 13. Decisiveness 12. Conflict Management 11. Developing Others 10. Building Diverse Teams Awareness → Proficiency → Expert
Foundational	9. Service Motivation 8. Continual Learning 7. Problem Solving 6. Communicating for Results 5. Interpersonal Skills 4. Integrity 3. Resilience 2. Initiative 1. Accountability			Awareness → Proficiency → Expert
Technical	As determined by Navy Occupational and Career Fields, ICW NAVFAC BL/SL SMEs			
Local	Geographic-based requirements determined by the local Command			

Using the WFD Continuum

There are several ways employees can use the WFD Continuum to support their career development:

1. Use the results from your Employee Competency Assessment, an online self-assessment of your current proficiency level for each of the 20 competencies included in the WFD Continuum, to identify areas of strength and growth that can inform your Individual Development Plan (IDP).
2. Once you have identified a set of competencies from the WFD Continuum, explore the Career Compass Catalog, a planning tool that can help employees take ownership of their professional development and develop a more robust competency-based IDP.
3. If you are a supervisor, use the WFD Continuum to identify competencies your work unit would most benefit from further developing in order to successfully support NAVFAC's mission.