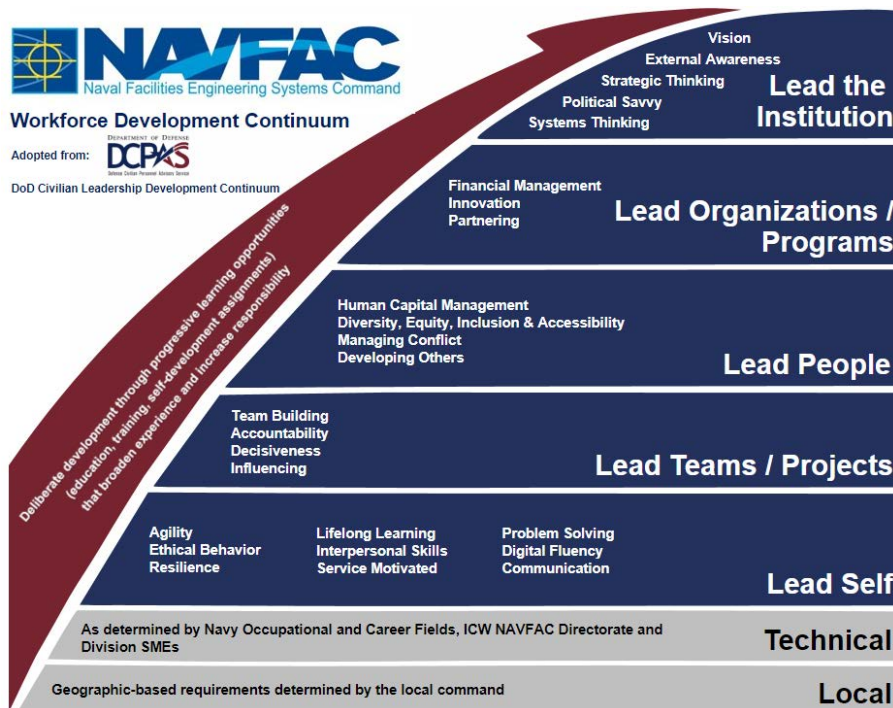


Workforce Development Continuum

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 25 non-technical competencies included in the WFD Continuum span across five competency groups and three career segments.

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.



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 (ECA), an online self-assessment of your current proficiency level for each of the 25 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 *Waypoints*, a learning management system 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.