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Learning and Development: Preparing Sailors for Success

"Sailors can find their roadmap to success on Navy Knowledge Online, and I recommend every Sailor and their supervisors use the roadmap. It is a great mentoring and counseling tool."

– ETCM(SW) Thomas Smith, Enlisted Learning and Development Program Coordinator,
Naval Education and Training Command

On any given day, some 30,000 Sailors, Marines, Soldiers, Airmen, and Coast Guardsmen are taking part in an education or development course offered through the Navy. Training in new tactics, techniques and procedures enables the Fleet to execute the Maritime Strategy.

The Enlisted Learning and Development Strategy

The Navy strives to provide life-long learning and development opportunities to our Sailors because education and training are strategic investments in our future. The [Enlisted Learning and Development Strategy](#) (ELDS) is our new approach to promote access to and enhance the tools necessary to sustain professional and personal growth.

- The Enlisted Learning and Development Strategy outlines a life-long continuum that begins on the day a Sailor enters the Navy and directs learning and development throughout the Sailor's career.
- The strategy takes a holistic approach to learning and development, combining skills training, professional education, well-rounded assignments, voluntary education and the occupational certification program, and [Navy Credentialing Opportunities Online](#) (COOL), in order to provide the right Sailors with the right skills at the right time to best benefit the Sailor and the Joint force.

Learning and Development Roadmap

The foundation of ELDS is the rating-specific Learning and Development Roadmap ([LaDR](#)), a comprehensive personal and professional career guide for use by Sailors, career counselors, supervisors and mentors.

- To build diverse and experienced petty officers and leaders, the LaDR provides each Sailor with a career progression roadmap that identifies milestone requirements and recommendations specific to an individual Sailor's status in their career timeline.
- Each LaDR gives Sailors an overview of what is required for progression from E-1 to E-9, providing leaders with a mentoring tool and Sailors with lifelong learning opportunities.
- LaDRs are a collaborative effort created by the Fleet, community managers and subject matter experts, and include comprehensive information on skills training, personal and professional development and professional military education.
- The roadmaps highlight a wide variety of education opportunities, including: [Tuition Assistance](#), [Navy College Program for Afloat College Education](#), and [Navy scholarship programs](#).

Key Messages

- Education and training are the pillars of learning and development and a strategic investment in the future of our Sailors and the fleet.
- The Navy provides Sailors with lifelong learning opportunities to sustain a combat-ready force.
- The Enlisted Learning and Development Strategy is designed to provide the right Sailor with the right skills at the right time to best benefit the Sailor and the Joint force.

Facts & Figures

- 24 LaDRs are now available on NKO. All rating LaDRs will be completed by April 2010.
- Education and training courses are offered at 12 primary learning centers and more than 170 units and detachments world-wide.
- More than 9,000 courses are available on Navy Knowledge Online.
- Navy COOL has funded more than 19,000 certification exams with a 96% pass rate and every Navy enlisted occupation has at least one professional credential offered.