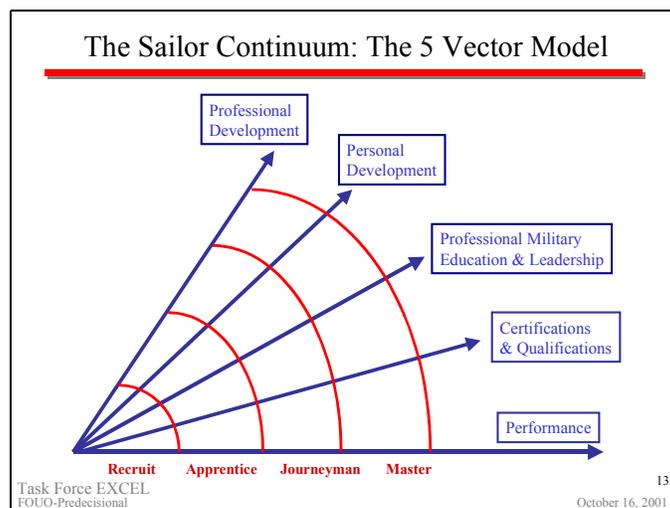


Sailor Continuum: The Five Vector Model

Using the fundamental concepts of the Human Performance System Model, one of the first efforts will be to develop the Sailor Continuum along five vectors: Professional Development, Personal Development, Professional Military Education & Leadership, certifications and Qualifications, and Performance.

The starting point for this endeavor will begin in Quadrant I by defining the performance requirements for the five vectors illustrated above. Each vector will list competencies required for individual job/duty along the vector in terms of Recruit, Apprentice, Journeymen, and Master levels. The vector will also identify at what point in a career the competency is, or should be, learned. Civilian competency and industry certifications must be included and portrayed in the determination of the Navy's competencies. Progress toward a related college degree will be included along the time line.



For example, an Apprentice has the skills needed to perform entry-level jobs and the knowledge to support continued learning and skills development. Requirements plotted along each of the vectors would illustrate exactly the required competencies of a Sailor at that level. It also illustrates the training and experience needed for promotion to the next level. Journeyman has the knowledge and skills needed to perform complex tasks and can mentor an apprentice. Master performs and supervises tasks in an occupation and manages technical and professional development of subordinates. In this way, Sailors and their mentors can determine their progress and create personalized strategies for career development.