



RHUMB LINES

Straight Lines to Navigate By



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Learning and Development Roadmaps: Sailors Climb the LaDR to Brilliance

“As leaders, I can’t think of a better tool for our Chief Petty Officers to use as they mentor young Sailors. The Learning and Development Roadmaps give us a written guide that takes the guesswork out of what each Sailor needs to succeed in each rating. The LaDR is an invaluable tool as we prepare our Sailors for success from day one, teaching them to be Brilliant on the Basics.”

– Master Chief Petty Officer of the Navy (SS/SW) Rick D. West

Training and education are strategic imperatives which tie directly to the success of the Maritime Strategy and Navy’s ability to effectively execute global operations. Learning and Development Roadmaps are one of the tools available to leaders to reinforce “[Brilliant on the Basics](#)” in order to mentor, train, retain and develop a ready and agile force.

Learning and Development Roadmap (LaDR)

The [Navy’s Total Force Vision for the 21st Century](#) addresses the need to anticipate Navy warfighting needs to include the continuum of training and education to support fleet missions. LaDRs support the Navy’s strategic vision by serving as a tool which aids in Sailor development by supporting four tenants of “Brilliant on the Basics:” Career Development Boards, mentorship, indoctrination and recognition.

- Each LaDR offers Sailors an overview of what is required for progression from E-1 to E-9 and can be used during Career Development Boards to provide leaders a navigable, rate-specific guide for use during this important mentoring opportunity.
- Career Development Boards (CDBs) ensure enlisted Sailors are provided the guidance needed to promote optimal career development—both personally and professionally—to enhance unit readiness, promote individual career mobility, job satisfaction and ultimately the retention of better-qualified Sailors.
- LaDRs track goal progression and career development, giving Sailors, from E-1 to E-9, and supervisors an opportunity to recognize and reinforce forward progress, positive job and character traits.
- A healthy [command indoctrination](#) program sends a strong message that the command values its Sailors. In conjunction with the initial CDB, command indoctrination is a prime opportunity for leadership to review a Sailor’s LaDR to gain baseline knowledge of their career progression and will assist in setting realistic goals to enable upward career mobility.
- Forty-nine rating-specific LaDRs are available to provide a comprehensive personal and professional career guide for Sailors, career counselors, supervisors and mentors, and are in accordance with [OPNAV instruction 1500.77](#).
- The LaDR highlights a wide variety of education opportunities, including: [Tuition Assistance](#), [Navy College Program for Afloat College Education](#), rate relevant degrees, scholarship programs, as well as certifications and licenses supported through [Navy COOL](#) and the [United Services Military Apprenticeship Program \(USMAP\)](#).

Key Messages

- LaDRs are valuable tools which can be used by Sailors, supervisors and mentors to guide Sailor career progression.
- The Navy’s education and training opportunities enable Sailors to effectively execute global missions in support of the Maritime Strategy.
- Being “Brilliant on the Basics” is critical to developing, training, mentoring and retaining quality Sailors.

Facts & Figures

- 49 of the 82 LaDRs are available on Navy Knowledge Online (NKO). The remaining LaDRs will be available by Apr. 2010.
- Training takes place daily at more than 230 training centers, units and detachments world-wide.
- Navy COOL funded more than 12,800 certification exams in FY09, worth more than \$4,913,000.