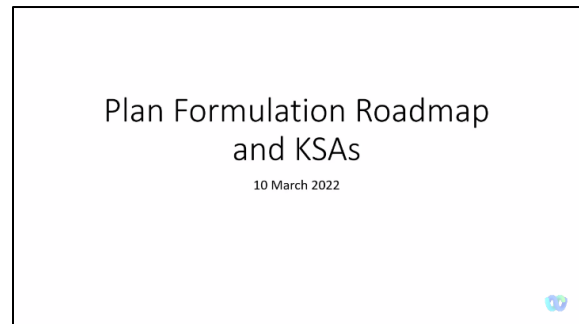


This PCoP webinar provided an overview of the updated Plan Formulation Career Roadmap and the Knowledge, Skills, and Abilities (KSAs) crosswalk. The Career Roadmap provides an overview of the practice of Plan Formulation within USACE, and also provides guidance to Planning professionals, particularly plan formulators, regarding career development expectations throughout a person's career within a Planning discipline. The Career Roadmap is paired with and is a guide for the KSAs crosswalk, which indicates the point in one's Plan Formulation career at which each KSA will likely be acquired or significantly upgraded. The crosswalk also provides recommended sources of training and guidance to assist in acquiring each KSA. Presenter Ray Wimbrough (HQUSACE Senior Policy Advisor) discussed how KSAs can be used by planners on all levels to focus their development in specific areas as well as by supervisors to refine Individual Development Plans and help guide and mentor planners throughout their careers.



This summary of the Question / Answer session of the webinar is not a transcription; questions and responses have been edited and reordered for clarity.

Accessing the Career Road Maps and KSAs

Where can the various Career Road Maps and KSAs be found?

These resources are located in Appendices A and B of the [revised Planner Workforce Development Guide](#), which can be found on the Planning Community Toolbox.

Is there an expected release date for the updated Economics, Cultural Resources, and Environmental Career Roadmaps and KSAs?

The Economics and Environmental Career Roadmaps and KSAs should be available at the end of Summer 2022. The Cultural Resources Career Roadmap and KSAs should be available by the end of calendar year 2022.

KSA Crosswalk Content

Do the Plan Formulation KSAs include Leadership Development Program (LDP) courses?

Yes – LDP is indicated as a training opportunity under the Training Method column, where relevant. In addition, the main body of the Planner Workforce Development Guide provides more information on District-specific LDPs.

Training Opportunities for Planners

What training is available for new staff to gain a good understanding of the Civil Works project development process?

It is recommended that all new planners take the PCC1 (Civil Works Development Process) course within their first six months on the job as it provides a thorough overview of the Civil Works process and is offered virtually so does not require travel. Those interested in reviewing the PCC1 course recordings

Updated Plan Formulation KSAs and Career Roadmap
Q&A Session

can do so through the [Planning Community Toolbox](#). However, those wishing to receive credit for PCC1 must register for the course through the [USACE Learning Center \(ULC\)](#).

Are there any PROSPECT course materials available to USACE employees that don't require registration or tuition payment through ULC?

In addition to the PCC1 course recordings, some course materials for PCC2 (Planning Essentials) can also be accessed on the Planning Community Toolbox [here](#). While no other PROSPECT course materials are available to planners at this time, it should be noted that pilot courses of upcoming PROSPECT (or other) courses are occasionally offered tuition free, meaning only labor and travel funding are required; these courses often fill up quickly. Pilot trainings and other courses hosted outside of the ULC that may be of interest to planners can often be found in the [Planning Hot Topics monthly newsletter](#).