Career Waypoints

Overview Brief
For CCC
Symposium
Agenda

- Introduction
- C-Way Overview
- JOIN Assessment
- C-Way Timeline
- PACT Program
- NAVADMIN 307/17
- NAVADMIN 047/18
- BOL Integration and SSS
- C-Way Fail to Submits and Common Mistakes
- Open up for questions from the Fleet
C-Way Overview

- CAREER WAYPOINTS (C-Way) is a web-based, centralized database application providing rating quality and eligibility screening for all enlisted Sailors entering the Navy or desiring to reenlist or convert before their 14th year of service. It is the Navy's primary total force management tool used to control reenlistments and separate Sailors who do not meet performance standards relative to their peers. It also provides conversion processing capabilities to level rating manning from over manned to under manned ratings for both rated and non-rated Sailors and processing of component change applications. The C-Way system is comprised of the following functional modules:
  - Active Component & Full Time Support Reenlistment
  - Reserve Component Reenlistment (New)
  - Job Opportunities in the Navy (JOIN) – Civilian Prospects and Sailors
  - Professional Apprenticeship Career Track
  - Reclassification (PMO)
  - Reserve Component Special Conversion
  - Reserve Component Voluntary Conversion
  - Component Change (AC to RC & RC to AC)
  - Rating Identification Engine (RIDE) – Mission Critical Web Service to PRIDE MOD
  - Sailor Self-Service (Future)
JOIN Assessment Overview

- JOIN is a job interest assessment tool to support Recruits and Sailors making rating entry and rating conversion decisions
- JOIN relies on associations between ratings and three rating characteristics
  - Community, e.g., Submarine, Surface, Aviation, Special Operations.
  - Environment / Work Style, e.g., Indoor vs Outdoor, Office vs Industrial, Mental vs Physical
  - Work Activities, e.g., Repair-Electronic, Maintain-Electronic, Repair-Mechanical
- The following table provides an example using AC - Air Traffic Controller.

<table>
<thead>
<tr>
<th>Community</th>
<th>Work Activities</th>
<th>Work Styles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aviation</td>
<td>Analyze communications</td>
<td>Indoor</td>
</tr>
<tr>
<td></td>
<td>Analyze data</td>
<td>Office</td>
</tr>
<tr>
<td></td>
<td>Direct aircraft</td>
<td>Mental</td>
</tr>
<tr>
<td></td>
<td>Maintain documents</td>
<td>Work independently and work with team</td>
</tr>
<tr>
<td></td>
<td>Operate electronic equipment</td>
<td></td>
</tr>
</tbody>
</table>

- These associations were originally developed through interviews with Navy rating subject matter experts
- The assessment measures and records the participants vocational preference in each of the three general areas.
- The method relies on presentation of representative digital images and text for each item
• Rating Identification Engine (RIDE) produces a list of ratings a person is *qualified for* and ranked by *best fit*.

• JOIN adds an *interest dimension* to the RIDE qualified jobs list to increase the likelihood of Sailor *satisfaction and success*. 
Expected Outcomes/Benefits for Sailor/Navy

- Provide a structured means for deriving preferences from new applicants
- Reduce “buyer’s remorse”
- Increase initial skills training graduation rates
- Improve job performance in the Fleet (e.g. promotion rates)
- Increase retention
Applications are not processed until 16 months prior to SEAOS.

3 Options = In-rate, Conversion, SELRES
2 Options = Conversion, SELRES
1 Option = SELRES
CAREER WAYPOINTS PRD TIMELINE

- **C-WAY AUTOPOPULATES APPLICATIONS**
- **PRD Apps**
- **CMS-ID Window**
- **Requisition**
- **NEEDS OF THE NAVY ORDERS**

- CMSID alignment (No C-WAY Reenlistment Applications)
- Sailors negotiate orders
- CCC Workload reduced (fewer applications/counseling)
- Clear PERS 4 demand signal

Sailors with < 24 months “ID card time” must submit PRD Application

PRD APPLICATIONS ARE PROCESSED 15 to 13 MONTHS PRIOR TO PRD ONLY.

IF DENIED, OPTIONS:
1. REMAIN IN PLACE (MOVE PRD OUT TO MATCH SEAOS);
2. EXECUTE SHORT TERM EXTENSION (STE) IF ELIGIBLE WITHOUT C-WAY-REEN QUOTA IAW MPM 1160-040;
3. TRANSFER WITH SHORTER OBLISERVE (12 MOS OBLISERVE VICE 24 OR MORE MONTHS);
4. TRANSFER WITH APPROVED RETAINABILITY WAIVER
Professional Apprentice Career Track

PACT Occupation Description:
- Seaman (SN) maintain ship's compartments, decks, deck machinery, equipment, external structure, lines, and riggings; stand underway deck watches, such as: helmsman, lookout, and messenger; stand pier sentry, fire security, anchor, and other special watches in port; and man and operate small boats, booms, cranes, and winches.

- Fireman (FN) stand engineering watches; clean, paint, and preserve engineering spaces and equipment; perform minor maintenance and repairs to engineering equipment; operate tools and test equipment; record readings of gages; and read and use engineering drawings.

- Airman (AN) assist in the maintenance of aircraft and associated aeronautical equipment; assist in the maintenance of aircraft support equipment; service and clean aircraft; assist in aircraft handling; and perform other apprenticeship duties required in the operation of naval aviation activities afloat and ashore.

PACT EPA

<table>
<thead>
<tr>
<th>S-PACT</th>
<th>E-PACT</th>
<th>A-PACT</th>
<th>Total</th>
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<tbody>
<tr>
<td>FY13 - 4,390</td>
<td>FY13 - 731</td>
<td>FY13 - 2,649</td>
<td>FY13 - 7,770</td>
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<tr>
<td>FY14 - 4,104</td>
<td>FY14 - 696</td>
<td>FY14 - 2,752</td>
<td>FY14 - 7,552</td>
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<tr>
<td>FY15 - 3,785</td>
<td>FY15 - 990</td>
<td>FY15 - 3,584</td>
<td>FY15 - 8,359</td>
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<tr>
<td>FY16 - 3,646</td>
<td>FY16 - 1,195 (+122)</td>
<td>FY16 - 3,877</td>
<td>FY16 - 8,718</td>
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<tr>
<td>FY17 - 3,412 (+122)</td>
<td>FY17 - 1,130 (+57)</td>
<td>FY17 - 3,770 (+179)</td>
<td>FY17 - 8,312</td>
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<tr>
<td>FY18 - 3,549 (+50)</td>
<td>FY18 – 1,158(+50)</td>
<td>FY18 – 3,831(-184)</td>
<td>FY18 - 8,538</td>
</tr>
</tbody>
</table>

Note: Numbers in parentheses indicate change from Fall FY16 to Spring FY17 EPA
PACT Program Objectives

PACT Tenets:
Policy to Support Two-Way Commitment between Navy and Sailor
Providing a Career Path within 24 months Time Onboard

Sailor
Designation Opportunity and Advancement Opportunity

FLEET
Dedicated Workforce to Complete Undesignated Work
PACT Program Change Overview

- **Policy Changes (NAVADMIN 118/18)**
  - Sailors will be designated based on their selection of a prioritized job in a rating for which they are qualified
  - PACT Sailors PRDs are set at 24 months from arrival at their first permanent duty station
    - Sailors will begin the selection/designation process 12 months prior to PRD
  - Commands will be able to offer advancement to E-4 to Sailors willing to obligate additional service
  - Sailor’s effective date of designation and advancement eligibility will normally be 90 days prior to PRD

**Interim Designation Process**

- PACT Sailors continue to apply in C-Way for designation
- BP 32/PERS 4 identify open jobs
  - ECMs align Sailors desire with those jobs
  - No cost/low cost moves are given the highest priority
  - ECMs will reach back to the Sailor via CCC/CoC to offer available ratings/jobs if requests not available
- Selection results validated with Distribution
- The effective date of designation, OBLISERV required for advancement, and job sent via letter
Professional Apprentice Career Track
Policy Changes

MILPERSMAN 1306-611 PACT Program

Initial Enlistment/DEP 3 Y/O

Boot Camp 60 Days

PACT School
S- 16 Days
E- 32 Days
A- 23 Days

Designation Window via CMS-ID 12-6 months prior PRD

Balance of apprentice tour OJT training opportunity

PACT first PDS – 24 month PRD

90 days prior to PRD OBLISERV

Conditional E4 advancement for OBLISERV

E4 upon “A” school completion

Fleet Focused Process that is Sailor-Centric
Sailor Desires

Sailor Desires Do Not Always Align With Rating Health
Designation via Orders

- Current process designation window
- DEP - Initial Skills
- In PACT billet doing PACT work
- Designated and in Rating billet

PRD Established Repenishment signal sent

Order execution Obilserve if required

Sailor enters order window 15 mths time on board

PACT replacement enters RTC (PRD -3.5 months)

S+XX 0mnts 3.5mnts 18.5mnts 27.5mnts 48mnts

END of Pact contract

IT system change(s)
- A Ride module in CMSid
  - A process to display requisitions to PACTs
  - Billet detail in CNAV

Clearly defined cohort of Sailors Fleet need drives requisitions (includes Fleet rtn “A” school)

ECM - 4013 Collaboration required
PACT Program
Designation Path Process

1. PACT Designation CDB
   - Desire Designation
   - Y

2. Apply in CMS-ID
   - 12 mos prior PRD
   - CMS CY 1
     - Y
     - CMS CY 2
       - Y
       - CMS CY 3
         - N
         - Remain PACT ADJ PRD to EAOS SEP at EAOS
   - N

3. ASCOL RQD
   - Willing to OBLISERV
     - Y
     - N
     - PERS-4010 NoN Orders
       - Designated PRD = EAOS
       - NWAE Eligible

4. OBLISERV
   - Complete ASCOL
     - Y
     - N
     - Forced Conversion MPM 1440-011
       - w/i 90 Days of PRD
         - Designate/Advance to E4

5. N

6. Sailor changes mind

Desired Path
Alternate Path
Off Desired Path

All Paths Provide an Opportunity to Stay Navy
Way Ahead

• Sustain hands-on, management of PACTs to balance Rating needs and PACT Sailor Satisfaction

• Continue exploration of PACT Policies that will:
  • Meet Fleet Requirements
  • Stabilize PACT inventory
  • Align PACT and Rated Sailor Policies
  • Improve Fleet and Sailor Perception of the Program

PACT Sailors are perceived as different because PACT rules are different
• There are currently over 61,000 Sailors whose End of Active Obligated Service (EAOS) is prior to the end of their duty station tour length. This misalignment causes unexpected gaps in manning, creating a demand signal for personnel replacement, which may be unnecessary if the Sailor intends to obligate service.

• “Alignment Open Season” is the time period from release of this NAVADMIN until May 31, 2018. With Commanding Officer’s approval, Alignment Open Season allows Sailors to bypass Career Waypoints (C-WAY) in order to extend their enlistment contract to match their prescribed tour. During this open season, Sailors requiring a High Year Tenure (HYT) waiver to comply with this policy are approved to extend to meet the full prescribed tour length without the need of a HYT waiver request.
NAVADMIN 307/17 & C-WAY

• Sailors entering into their C-WAY window and not wishing to extend their EAOS to their prescribed tour, will have their record marked “Undecided” in C-WAY. If Sailors don’t change their decision, “Undecided is repeated for months 15 and 14.

• At 13 months from the end of their enlistment contract, the command will mark the Sailor “intends to separate” so that Navy can begin the process of finding a relief.

  *Add note from the NAVADMIN in the reason under other option*

• Sailors who change their mind and later want to stay Navy will be unable to apply for a C-WAY quota until they submit a 1306/7 to PERS-40 requesting to adjust their PRD to PST and requesting ECM to reset their C-WAY.

• PACT Sailors are assigned a 24 month tour length/duty station tour length. If a PACT Sailor is subsequently designated and remain at their current command, their duty station tour length will be adjusted to the prescribed tour for their rating. Once designated, these Sailors are subject to the same policies as rated Sailors and may extend their EAOS to match their new duty station tour length.
Undecided Sailor

### Reenlistment (AC/FTS) Application Options

<table>
<thead>
<tr>
<th>Component Type</th>
<th>Application Reason</th>
<th>Special Circumstance Reason Code</th>
<th>Process Month</th>
<th>Security Clearance Level</th>
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<tbody>
<tr>
<td>USN or FTS</td>
<td>In-Rate Only</td>
<td>Member undecided</td>
<td>Jan-2018</td>
<td>3/5/2013</td>
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<tr>
<td></td>
<td>Not Applying This Month</td>
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<tr>
<td></td>
<td>In-Rate, Willing To Convert</td>
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<td></td>
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<tr>
<td></td>
<td>Convert Only</td>
<td>Intends to Separate</td>
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<tr>
<td></td>
<td>Auto Approve Eligibility</td>
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</tr>
<tr>
<td></td>
<td>Qualification Status</td>
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<td></td>
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</tr>
</tbody>
</table>

### Conversion Choices

- 1st
- 2nd
- 3rd

### Promotion Recommendations

- [ ]
- [ ]
- [ ]
- [ ]
- [ ]

- [ ] I have validated all of the information in this section and certify that the CO still recommends and the Sailor concurs with this application.
NAVADMIN 047/18 empowers COs with the ability to identify and recommend ACDU and FTS officer and enlisted personnel, who are the best and brightest, the option for expedited reentry to Active Duty in the Navy. C-WAY applies to enlisted personnel; therefore, we will only discuss the enlisted Sailors (see NAVADMIN for officer info). Important details are as follows:

1. Two options.
   - **Golden Ticket** – Sailors are guaranteed an expedited return to ACDU within one year from separation from ACDU. Sailors who do not use their Golden Ticket within one year are automatically convert to a Silver Ticket for one additional year. Sailors must remain fully qualified.
   - **Silver Ticket** – Sailors are afforded an expedited return to ACDU within two years from separation date. This opportunity is subject to Needs of the Navy (NOTN) and provided the Sailor remains fully qualified.

2. To be considered.
   - The Sailor’s CWAY Application History must show that the Sailor was submitted as an Intends to Separate (ITS) from the onset and has not applied for affiliation with the Navy Reserve.
   - The Sailor must have not reached 14 years of ACDU service.

3. BUPERS-3 is the approving authority.

4. Sailors who are approved and accept TRP will be transferred to the Navy Reserve in an inactive status (USNR-S2) for two years. Sailors will only be required to maintain accurate recall information with PERS-9, no drilling requirements.
Gold and Silver Ticket Process

Sailor decides to depart Navy

Sailor’s C-WAY application annotated with “Intends to Separate” in C-Way

Sailor’s Commanding Officer may recommend Gold/Silver ticket to Sailor

Annual limit: 250 Gold Tickets; No limit on Silver Tickets

Nominees not awarded Gold Ticket are automatically issued Silver Tickets

At new C-WAY process step, Gold tickets are prioritized based on algorithm

Sailor’s application is queued for monthly rack and stack

End
## Future development depends upon functional capability prioritization and 55 → X

### Career Waypoints – BOL Integration and Sailor Self Service

<table>
<thead>
<tr>
<th>C-WAY Self-service</th>
<th>FY17</th>
<th>FY18</th>
<th>FY19</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Q3</td>
<td>Q4</td>
<td>Q1</td>
</tr>
</tbody>
</table>

### NTMPS Web Service ADE 1.5

- NTMPS Web Service ADE 1.5
  - Jul 1
  - Dec

### Navy approves C-Way deployment to BOL environment

- Feb 1 (Navy Approval received)

### Document the approved technical approach for BOL Integration

- Mar 1-31, 2018 (Technical solution approach completed)

### Deploy C-Way into BOL QA & Production environment

- Mar 12 – April 15 (Build, configure and test in DXC QA completed)
- Apr 16 – May 15 (Installation in BOL QA completed)
- May 16 – Jun 15 (Functional & ASIT in BOL QA completed)
- Jun 1 – Jun 29 (Installation in BOL Production completed)
- Jun 30 (Cut-over to BOL Production starts * Tentative)
- Jul 2 (C-WAY goes Production in BOL environment)

### C-WAY SSS Application – Software update & UAT

- Jun 15 – Oct 15 (C-WAY SSS code complete)
- Oct 16 – Nov 30 (UAT completed)

### Authority To Operate

**Controlled Production Rollout of Sailor Self Service**

- Nov 1 (C-WAY SSS ATO received)
- Dec 1 – 7 (C-WAY SSS controlled rollout begins)
- Dec 11 (C-WAY SSS controlled rollout site installation completed)
C-Way “Fail to Submits” and Common Mistakes

• Fail to Submits
  a) Sailor reports mid-month
  b) Sailor reports at EOM
  c) Sailor reports with a “FTS” from last CMD

• Common Mistakes
  a) Not correctly filling out the SAAR Form
  b) Not checking the Re-enlistment or PACT quota tables online
  c) Requesting resets on the last two days of the month
  d) Letting your account expire
Take-Aways

- Involvement is key
  - Early is better
  - Trust, but verify (CDBs, applications, etc)
- Know the system, know what can be influenced and what can’t be
- EVALs
  - Be honest—infated evals could hurt a better Sailor
  - Know when someone is approaching a CAREER WAYPOINTS gate
- Consider conversion option
  - Prepare for conversion well before CAREER WAYPOINTS window
- Quota expirations (16 months or change to EAOS/SEAOS or Current Enlistment Date (CED))
- If separating, consider SELRES affiliation (future RC2AC opportunity)
- Use command level CAREER WAYPOINTS-Reenlistment reports
Questions?

Points Of Contact:

Director: 901-874-2869
Deputy Director: 901-874-2826
LCPO: 901-874-2488
ADMIN Desk: career_waypoints@navy.mil
ADMIN Desk: 901-874-2102
DSN: 882-2102