Rating Modernization

Rating Modernization (OPNAV N132)
September 2017
CNO’s Sailor 2025 Initiatives

• Provides Navy flexibility in manning and distribution
• Modernize personnel systems
• Enhances career flexibility where combinations of rates with similar training and experience exist
• Reviews of Advancement Exams
• Provides greater training and credentialing opportunities, and helps Sailors become more marketable to civilian employers once they leave the Navy

Tomorrow’s Rating System

• Improving Fleet readiness, sustainability, and fit
• Providing greater choices and flexibility in detailing and training
• Cross-rate opportunities earlier in career
• Conducting a broad review and overhaul of the advancement process
• Increasing professional alignment with civilian employers

Readiness / Sustainability / Adaptable / Flexible Sailors
Rating Modernization is about Improving Sailors’ Experience across the Career Lifecycle
Flexible Career Paths

- Provide Sailors greater flexibility in charting their careers
- Logical Communities and Career Fields have been established to facilitate better career paths within ratings and between ratings with commonalities in skills and training
- Commonality Matrix is under development to facilitate and establish better career paths between ratings
- Updated and modernized personnel systems WILL:
  - Consider the whole Sailor, not just the rating
  - Provide options for Sailors who choose a different path in line with Navy mission requirements
  - Be offered at logical career decision points before receiving advanced training

Flexible Career Paths are integral to the Navy’s updated and modernized personnel systems
## Communities & Career Fields

### 12 Communities

<table>
<thead>
<tr>
<th>Community</th>
<th>NECs</th>
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<tbody>
<tr>
<td>IW Cyber</td>
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<tr>
<td>Crypto</td>
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<tr>
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<td>JXXX</td>
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<td>Intel</td>
<td>KXXX</td>
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<tr>
<td>SEABEES</td>
<td>BXXX</td>
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<td>SPECWAR</td>
<td>OXXX</td>
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<tr>
<td>SPECOPS</td>
<td>MXXX</td>
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### 23 Career Fields

<table>
<thead>
<tr>
<th>Category</th>
<th>NECs</th>
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<td>ED</td>
<td>MXXX</td>
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</tbody>
</table>

### Cross-Career Field NECs:
- 7 = Open to multiple fields
- 8 = Open to all career fields
- 9 = Language

### NEC & Unique ID Information

- X: Training not blocked, ends in a letter (XXXA—XXXZ)
- B: New Alphanumeric NEC Construct

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**UNCLASSIFIED**
Marketplace Management
Future Enlisted Community Management and Detailing

- **Updated and modernized distribution system vision:**
  - Combine our current processes of Sailors obtaining an enlistment quota then negotiating for orders (Selection for a billet provides authority to reenlist)
  - A Sailor will enter the marketplace to negotiate for a billet—earlier than today’s 9 month point
  - Sailors will be able to view all advertised billets (career paths) they qualify for based on their Sailor Resume
  - The Sailor can elect to select from this list, or defer until the following cycle
  - If a billet is selected, the Sailor will compete with other Sailors based on their resume
  - Selection will be based upon Sailor’s qualifications, desires and needs of the Navy

![Sailor Resume](AWV3 J. Q. Sailor)
- Fully Qualified EP-3 In Flight Technician
- Holds NEC 9401
- ASVAB Score is 225
- Holds TS/SCI clearance
- EP/MP/MP/MP/MP previous 5 evaluations
- DCAT 1
- Detailing Considerations

My Navy Portal
Marketplace will balance needs of the Navy and the desires of the Sailor!
Advancement

- Conduct a holistic review and overhaul of the advancement process:
  - Enlisted Electronic Advancement Worksheet
  - Exam content – ensure content stays relevant and current (AERR Process)
  - NAVADMIN 200/17 just released August 16 2017

- Future of Exams
  - Assess the components and weighted factors within Final Multiple Score
  - Will we need exams in the future?
    - Performance based
    - NEC specific/centric
    - Advancement process for E5 and E6.
1,875 funded credentialing opportunities that cover all ratings!

- **Who is eligible?**
  - Enlisted – AC/FTS/SELRES

- **Why should I get a credential?**
  - Industry-standard, recognized validation of your skills
  - Potential to fill critical gaps in other Navy occupations or duty assignments

- **What kind of credentials can I get?**
  - Education: Accredited Degree or Approved Career Technical Education certificate
  - Occupational related: Rating/NEC/Collateral
  - Leadership: E4 and above

Download the Navy COOL app at: Google Play Store or iTunes.

https://www.cool.navy.mil/usn
Rating Modernization
Four areas of Focus

Rating Modernization is about improving Sailors’ Experience across the Career Lifecycle
Contact us at:

NavyRatingMod.fct@navy.mil
USNPeople.fct@Navy.mil
NAVADMIN’S

- NAVADMIN 283/16 NAVY RATING MODERNIZATION NEXT STEPS

- NAVADMIN 174/17 REVISED NAVY ENLISTED CLASSIFICATION CODE CONSTRUCT

- NAVADMIN 200/17 COMMANDING OFFICER AUTHORITY TO REINSTATE UP TO E4 RANK AND ELIMINATION OF E4 ADVANCEMENT EXAMS FOR 20 RATINGS WITH ACCELERATED ADVANCEMENT

- NAVADMIN XXX/XX RATING MODERNIZATION NEXT STEPS UPDATE
Questions?
Rating Modernization Governance

**Drum Beats**
- N13 Update – Bi-weekly/as needed
- Team Leaders Synch – Bi-weekly (1st/3rd Friday) with N132
- RM Working Group - Monthly (4th Friday)
- Team Leader – Monthly LOE synch with N13
- Feeder Board/EDB – Quarterly/per Synch Matrix

**N1**
- Enlisted Career Fields

**N13**
- Enlisted Marketplace Management

**N132**
- Enlisted Advancement Process

**N1T**
- MPT&E Transformation Requirements

**BUPERS-3**
- Enlisted Career Fields

**BUPERS-3**
- Enlisted Marketplace Management

**PERS-81**
- Enlisted Advancement Process

**N127**
- Credentialing

**RM Working Group**
- 160 members
- Input & Feedback

**Fleet Input**
- E-mail NavyRatingMod.fct@navy.mil
- Career Counselors
- Fleet Engagement Teams

Updated 6-29-2017