How can we make converting easier?

Our current conversions process is not as easy to navigate as we'd like it to be. The bulk of our voluntary conversions are handled via the C-Way process. This allows the CCCs to verify the Sailor meets minimum mental, moral, and physical requirements to enter a rating. Community Management then has to validate each request, determine impact to the gaining and losing rating, and determine if training capacity exists. Our current process all takes place within the 30-day C-Way cycle. Future force management initiatives will seek out efficiencies to improve the Sailor experience when seeking conversion.

How can we get FN into rates that they are good at and have done? Is there any way to submit a recommendation on their behalf?

All applications for a PACT Sailor to become designated require Command involvement and CO's approval for submission. When Community Managers process applications, it is assumed the command is fully engaged and endorses the Sailor's choice. Community Managers are ready and willing to be a partner in helping PACT Sailors choose a designation that satisfies their interests and places them on a viable career path. Command leadership can directly engage with Enlisted Community Managers for assistance by contacting Mr. Dave Fish at david.a.fish1@navy.mil or DSN: 882-3096 or Comm 901-874-3096.

When are we going to start seeing improvements with rates that have the lowest advancement percentages every cycle?

Advancement is based on current inventories and projected vacancies at the next paygrade. Those vacancies are driven by Sailor retention and the existing billet base for the rating. The billet base is determined by work requirements, while rating retention is driven by Sailor choice. Each Rating in the Navy experiences slightly different retention. When a rating is overmanned it tends to slow down advancement and conversely when manning is low advancement opportunities increase. Strong advancement increases retention, weak advancement lowers retention. The Community Managers have the difficult task of balancing both advancement and retention by controlling the inventory through accessions and flow to the ratings from PACT designations and conversions. With the expected billet growth to meet the upcoming increases to manpower to support a 310-ship Navy, advancements and opportunity should start to improve in many ratings.

How soon can we expect to see the new cross rate changes take into effect?

How quickly we can get to a marketplace driven process is wholly dependent on an IT system delivery. As it stands, we expect to start implementation in FY19 and be in full production by FY20. Some rating may be piloted well ahead of that schedule. The opportunity to convert exists today via the C-Way process. If you are interested in conversion outside that process contact your ECM to discuss options.
How is it that a person who gets advanced through MAP gets paid faster than someone who scores high on the advancement exam and shows military knowledge of their rate?

The Meritorious Advancement Program (MAP) is designed to allow commands to identify and advance highly motivated Sailors that are operating at a leadership and proficiency level that exceeds their current paygrade. Commands may elect to MAP a Sailor that has been selected for advancement by the Navy Wide Advancement Exam to accelerate the date the Sailor will start receiving pay at their new paygrade.

Being an undesignated seaman, I feel like I lost out on 2 years to learn the rate in which I want to make my lifelong career. Will there ever be a change to the undesignated program?

The PACT program certainly has some challenges for us to overcome. The program was designed, in part, to allow Sailors to shop around for a skillset that matches their interests, a benefit Sailors recruited directly into a rating are not afforded. As we have watched the program mature it has become clear to leadership that changes to the program are needed. A working group has been established to make changes to the PACT program. The working group will provide recommendations in Spring of FY18. The Fleet can anticipate a roll out of PACT program changes in the Summer of FY18.

How do undesignated Sailors fit into Rating Modernization?

The positive impacts of Rating Modernization will be felt by all Sailors, including Sailors enrolled in the PACT program. The change to a dynamic training delivery method will allow for skillset training based on billet requirements.

How does Rating Modernization affect Sailors holding critical NECs? As it stands, many Sailors are not allowed to change rates due to holding a critical NEC based on a list last updated 3 years ago. Will those that cross train be higher consideration for CPO?

The critical NEC list is reviewed by TYCOM and USFF at least annually to determine if it is still tactically relevant and accurate. The Navy, from the schoolhouse that provided your initial training to the leadership that provided your "On the Job Training," has invested a great deal of time and resources to get you to the level of expertise that you are to meet the requirements of that critical NEC. It is often detrimental to operations to allow that expertise to be lost to another career field. Under the new marketplace concept and through rating modernization, perhaps, we will be able to fill those critical skillsets with a host of ratings within a community. This will open up more opportunities to seek work in other ratings for those that are interested.

Advancement to Chief Petty Officer will likely continue much the same as it is today. The Board will review the Sailors past performance and select the Sailors that have the indicators that are precursors to future success.

Is there any plan for Master Chief or CMC to do over 30 years, or raise their HYT? With the extra Sailors we need, is there any plan to raise HYT for all CPOs?

Currently, CMC's have the ability to do over 30 years if they continue to take positions in higher levels of authority. We do not plan on opening up increased HYT across the board for all CPOs and above due to the impact that it may have on advancement. However, we are always looking at ways to keep skilled talent and leadership in the Navy, so there may be opportunities down the road for those Sailors to go beyond their HYT if they are requesting to take the hard jobs at sea.
Based on 2018 vs. 2017 EPA, a lot of ratings are now undermanned. What is the plan to fill rates that require cross rating such as LN and NC CRF?

The Community Managers constantly seek to balance the health of all ratings with Sailor desires and community health. They will continue to review packages of those Sailors desiring to go into those fields and will release Sailors at logical flow points. Highly qualified motivated Sailors are encouraged to submit packages for these ratings. Career Force Recruiters are also experiencing growth, now is great time to apply for the program.

Do you have to cross-rate to take a billet in a different rating that you qualify for? Or can you do that billet for that tour and then do a different billet in your original rating like special detailing does for recruiting, RDC, etc.?

Under our current IT systems, you must convert into another rate in order to fill those billets. To allow the flexibility for Sailors to move between ratings and branch classes (Active, Full Time Support and SELRES) the Navy needs an IT system much more robust than the systems we have in place today. Rating modernization efforts are focused on developing this flexibility. Unfortunately, we are not there yet.

In a market, the business could respond by firing an individual. Can we look at Commands taking away incentive pays if Sailors don't perform? Can we have individuals take exams to prove NEC proficiency? Sometimes ships get individuals who received NECs years ago, but no longer remember the info or haven't used the knowledge in years.

The concept of firing or taking away pay is not likely to be pursued. Rewarding Sailors for performance is the preferred method. As an element of Rating Modernization, we are exploring proficiency levels and documenting them as an additional digit in the overall NEC construct, thus giving us the ability to see how qualified or how recent a Sailor has used that NEC. In the future the NEC proficiency may drive incentive pays.

Is there a plan to capture quals or training received from other branches of service from IA or Joint commands regardless of rating? Are officer program adjustments being adjusted to broaden bases such as warrant open to E-5 like the Army and Air Force? Is LDO open for packages until HYT for E-6 and above?

Yes. One aspect of the Detailing Marketplace concept is that we plan on implementing a "Sailor Resume" which will give the opportunity for a Sailor to add relevant certifications and qualifications to their record that will not only make them look better to future Navy employers but also will give Sailors the option using that as a resume for civilian employment once they leave Naval service.

LDO/CWOs are selected for a commission based on their technical background, experience, qualifications/certifications and potential for higher positions of leadership. Any gained prior military experience, qualification, or training received from other branches of service, IA or joint commands needs to relate to the designators selected by the applicant to align with the discrete requirements guidance provided to the voting members of the In Service Procurement Board.

The Navy is exploring the possibility of using the WO1 grade in the Cyber Warfare community (784X). If approved, this would allow talented E5/E6s an opportunity to become an officer.
Navy has not identified a "technical need" to expand the WO1 outside this highly specialized group. Also, the Air Force does not have any CWOs / WOs.

The LDO program is very competitive and represents about 6.5% of the entire Officer Corp. The applicants that are selected are some of the finest in their rating. The LDO / CWO Officer Sustainability Initiative reduced years of eligibility to minimize statutory losses. Selecting someone late in their enlisted career would impact the health and sustainability of the LDO community due to statutory requirements for separation due to years of service. Increasing the limit on the number of years of service is not in the best interest of the Navy.

**Is Navy examining whether higher education should be included as a requirement for advancement?**

While it may not be readily apparent, higher education is fully incorporated into our current advancement system. When a chain of command is writing a Sailor's Evaluation or Fitness Report (FITREP) they are evaluating the whole Sailor, including educational and professional qualification achievements. In the past, the Navy awarded advancement points for Educational achievements. Sailors protested arguing that the Sailors were being given double credit, due to the commands inclusion of the accomplishment in their evaluation. Additionally, Sailors in operationally intense environments felt the process was unfair because their work load and/or duty location did not allow them to participate in off duty education. The Meritorious Advancement Process may also be leveraged by a chain of command to award Sailors aggressively improving their personal and professional knowledge.