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
**Sailor Driven – PRD approaching**
- Can see options of staying on career track A – Detailing Marketplace
- Potential to move to career track B – similar skillset – but requires additional training
  - Additional training en route to next duty station to gain required NEC
  - OBLISERV in exchange for that training/NEC

**Navy Driven – Sailor in over-manned rating with poor re-enlistment opportunity**
- Present early opportunity to move to another career track with similar skillsets
- Improved re-enlistment/advancement opportunity – retain talented Sailor
**DC-HT Activities Commonality**

**Interpretation:**
- There is similar work performed across Navy ratings
- DC performs work activities similar to 20% of HT work activities
- HT performs work activities similar to 35% of DC work activities
- The HT is more equipped to perform DC work activities than the DC is equipped to perform HT work activities

Envisioned Drill Down into Unique Activities:
- Drill down to the tasks unique to HT (skill gaps)
- Identify the mapped learning objectives (training gaps)
- Available training courses → difference training

To Fill an Out of Rate Billet, a Sailor Gets Relevant Skills Training
Welcome, HT2 Sailor! You are within 18 months of your Expiration of Active Obligated Service (EAOS). Would you like to:

- Explore Re-enlistment Opportunities
- Continue to MNP

Re-enlist and Select your Next Job at the Same Time
Marketplace Detailing Model Demonstration

CDR Case W. Garrison
Aviation Community Manager
(BUPERS-323)
June 19 – 21, 2018
### Other opportunities available within your career field:

<table>
<thead>
<tr>
<th>Compare</th>
<th>Billet</th>
<th>Command</th>
<th>Location</th>
<th>Training Required for Billet</th>
<th>Obligated Service (OBLISERV) Required?</th>
<th>Historical Advancement Rates</th>
<th>Special &amp; Incentive Pays</th>
<th>SRB Multiple</th>
<th>Tax Free Location?</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓</td>
<td>1.</td>
<td>DC2</td>
<td>Mid-Atlantic Regional Maintenance Center Norfolk, VA</td>
<td>Rating Difference Training</td>
<td>Yes (Complete Prescribed tour)</td>
<td>Above Navy Avg</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>✓</td>
<td>3.</td>
<td>HT2</td>
<td>Mid-Atlantic Regional Maintenance Center Norfolk, VA</td>
<td>NEC 4955 “C” School</td>
<td>Yes (Complete Prescribed tour)</td>
<td>Below Navy Avg</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>✓</td>
<td>5.</td>
<td>HT1</td>
<td>Forward Deployed Regional Maintenance Center, Bahrain Det Manama, Bahrain</td>
<td>NEC 4955 “C” School</td>
<td>Yes (Complete Prescribed tour)</td>
<td>Below Navy Avg</td>
<td>OHA, COLA, AIP</td>
<td>N/A</td>
<td>Yes</td>
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<tr>
<td></td>
<td>6.</td>
<td>MR2</td>
<td>LHD-3 USS Kearsarge Norfolk, VA</td>
<td>Rating Difference Training</td>
<td>Yes (Complete Prescribed tour)</td>
<td>Navy Avg</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Filter by:** Billet Location
Selection A: Cross-Rate/Geo Stability

Congratulations! Your application has been APPROVED!

You have selected orders for:

DC2 Billet at Mid-Atlantic Regional Maintenance Center in Norfolk, VA

- Training required: Rating Difference Training
- OBLISERV required: YES, Complete Prescribed Tour
- Eligible for SRB? NO

Click here to accept and digitally sign to begin orders release and OBLISERV process for reenlistment

Billet Meets Needs of the Navy and Offers Geographic Stability
Congratulations! Your application has been APPROVED!

You have selected orders for:

HT1 Billet at Forward Deployed Regional Maintenance Center, Bahrain Det
- Training required: NEC 4955 “C” School
- OBLISERV required: YES, Complete Prescribed Tour
- Eligible for SRB? NO
- Advancement: YES, E-6

Click here to accept and digitally sign to begin orders release and OBLISERV process for reenlistment
End State

- Redefined communities and career fields with hundreds of “career tracks”
  - New “Navy” opportunities
  - More career choices
- Flexible first / second tour shifts for selected Sailors, others on a case-by-case basis
- Improved detailing process
- Enhanced “NEC” Fit from Billet Based Distribution
- Increased retention will enable reduced accessions
PACT Program Changes

Policy Changes (NAVADMIN 118/18)
- Sailors 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 begin the selection/designation process 12 months prior to PRD
- Commands able to offer advancement to E-4 to Sailors willing to obligate additional service
- Sailor’s effective date of designation and advancement eligibility normally 90 days prior to PRD
PACT Rating Process

**Interim Designation Process**

- PACT Sailors continue to apply in C-Way for designation
- BUPERS-32 / PERS-4 identify open jobs
  - ECMs align Sailors’ requests 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 alternatives if requested ratings / jobs were not available
- Selection results validated with Distribution
- The effective date of designation, OBLISERV required for advancement, and job sent via letter
PACT Program Designation Paths

All Paths Provide an Opportunity to Stay Navy
Hospital Corpsman Community Health

Reenlistment Opportunity:
In-rate quotas approved based on performance, YG & NEC.

Conversion Opportunity:
Convert In: Based on year group, rank, & NEC.
Convert Out: Not available at this time.

Due to current manning levels, the ECM Office is not authorized to endorse any requests for early separation from the HM rating.

If a Sailor who desires to re-enlist and does not have a re-enlistment quota, please contact our office to discuss options.