NEC Conversion Phasing Plan

BLUF: Phased rollout permits an opportunity for stakeholders to plan and minimize impacts to bonus pay, readiness metrics, and other factors before going “all in.”

FY18 Qtr 1: *Crosswalk table complete; submitted to EIM board 21 July*
• 290 NECs, from a cross section of career fields:
  ➢ 33 NECs from Executive Support career field (AXXX) – PS, LN, MC, and MU ratings*
  ➢ 3 NECs from Supply career field (SXXX), including S001/S000 LS block learning codes
  ➢ 138 NEC codes from Surface Tech career field (VXXX) – ET, FC, and FCA ratings ($)
  ➢ 3 NEC codes from Spec Ops career field (MXXX) – ND ($)
  ➢ 77 general NECs open to all career fields (8XXX), including CMC, COB, and CSC ($)
  ➢ 36 various NECs converted via individual NEOCS revision submissions

FY18 Qtr 2: *Crosswalk table complete; submitted to EIM board 08 November*
• ~400 NECs:
  ➢ NECs from Seabee, Medical, Security, and Information Warfare communities ($)
  ➢ Remainder of Surface NECs and non-nuclear Submarine NECs ($)
  ➢ NECs open to multiple career fields (7XXX)

FY18 Qtr 3: Crosswalk table in progress
• ~300 NECs with longest expected coordination lead times:
  ➢ SPECWAR career field (OXXX), remaining SPECOPS NECs (MXXX) ($)
  ➢ Aviation career fields (I-level/O-level split requires coordination to correctly bin maintenance NECs) ($)
  ➢ Nuclear career field (NXXX) – N133 is providing their own crosswalk input for NUC NECs ($)

($) = NECs may be associated with SRB, SDAP, or other bonus pay
Breakdown of New Construct NECs

**Career field-specific NECs (~750 codes):**
- “Bread and butter” of new NEC construct
- First digit is a letter associated with the career field
- For block learning NECs only, last digit is numeric and signifies the number of blocks remaining in BL training sequence
- Codify rating and career field-specific skill sets
  - Example: Diver First Class (M1DV) – open to Navy Diver (ND) rating only
  - Example: Logistics Specialist Postal Basic (S000) – block learning NEC for LS rating

**Cross-career field NECs (~200 codes):**
- 7XXX – Open to multiple source ratings across various career fields
  - Example: 25mm Machine Gun System MK38 MOD Tech – open to AO, GM, and FC ratings
- 8XXX – Open to all source ratings and career fields
  - Example: Command Fitness Leader (8CFL) – open to all source ratings
  - Example: Senior Enlisted Leader NECs (8CMC, 8COB, 8CSC) – open to all source ratings

**Language NECs (~450 codes)**
- 9XXX
  - Alphanumeric code is controlled by DLI/DMDC through DoD language trigraph
  - Do not require conversion, since they already begin with “9” and end in a letter
    - Example: Turkish (9TUR) – open to all source ratings