



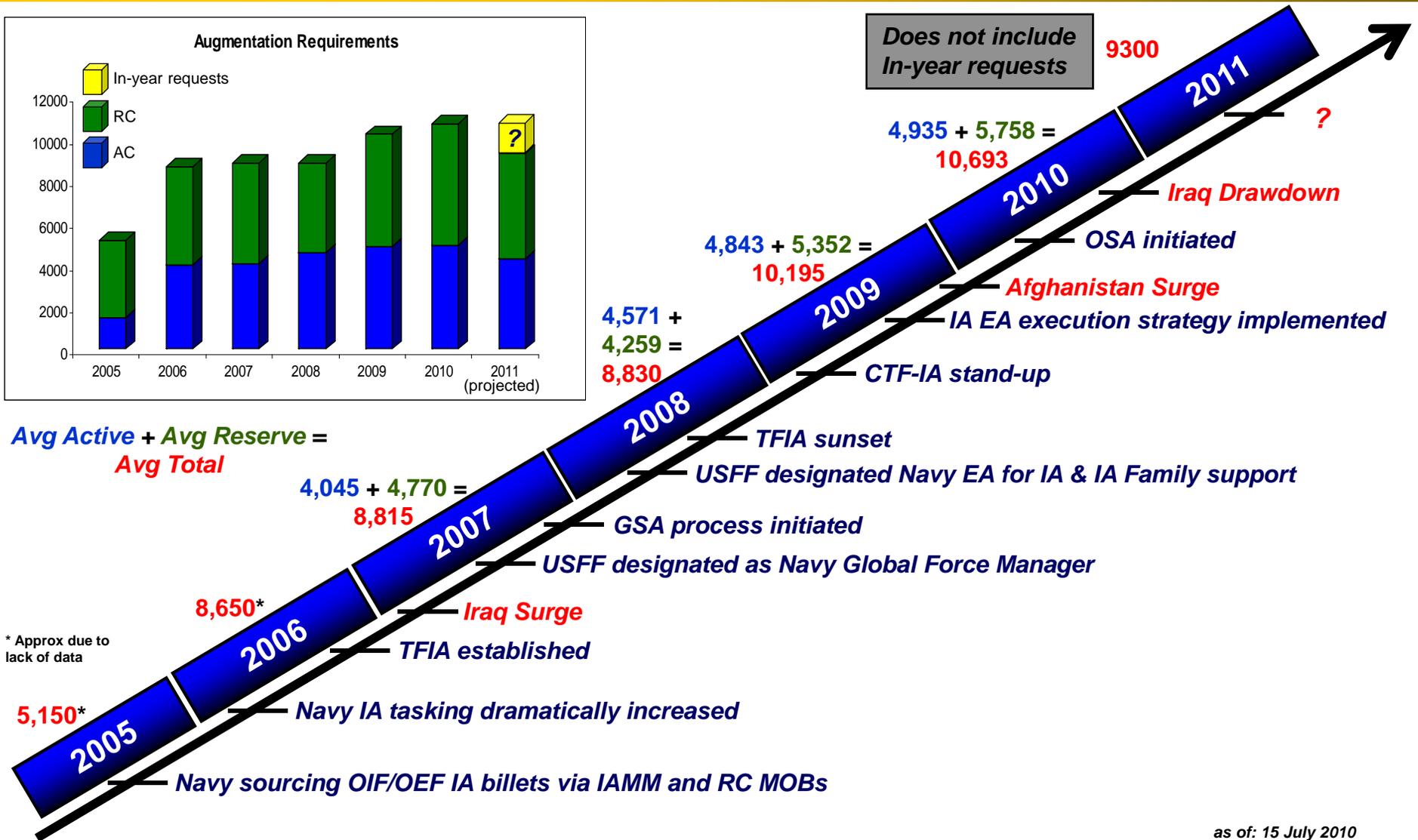
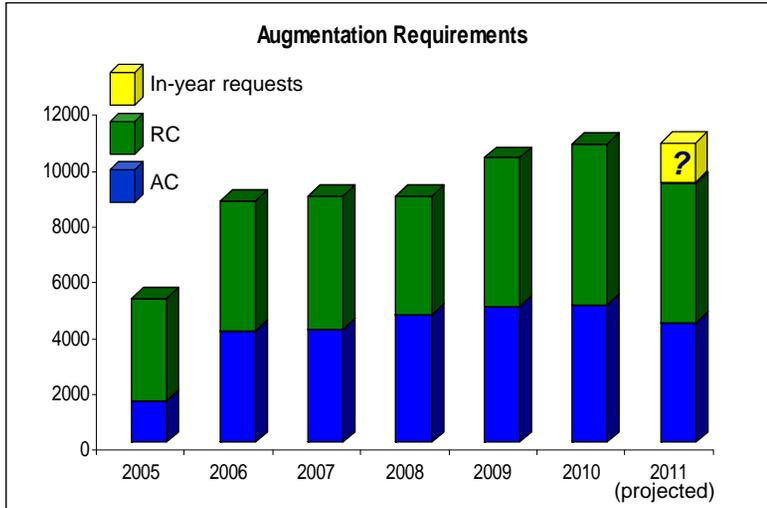
IA Annual Update Brief USFF Assessment



***USFF
SEPTEMBER 2010***



IA Requirements & Milestones



Avg Active + Avg Reserve = Avg Total

* Approx due to lack of data

as of: 15 July 2010



USFF IA EA Oversight: "IA Balance"

USFF as IA Executive Agent

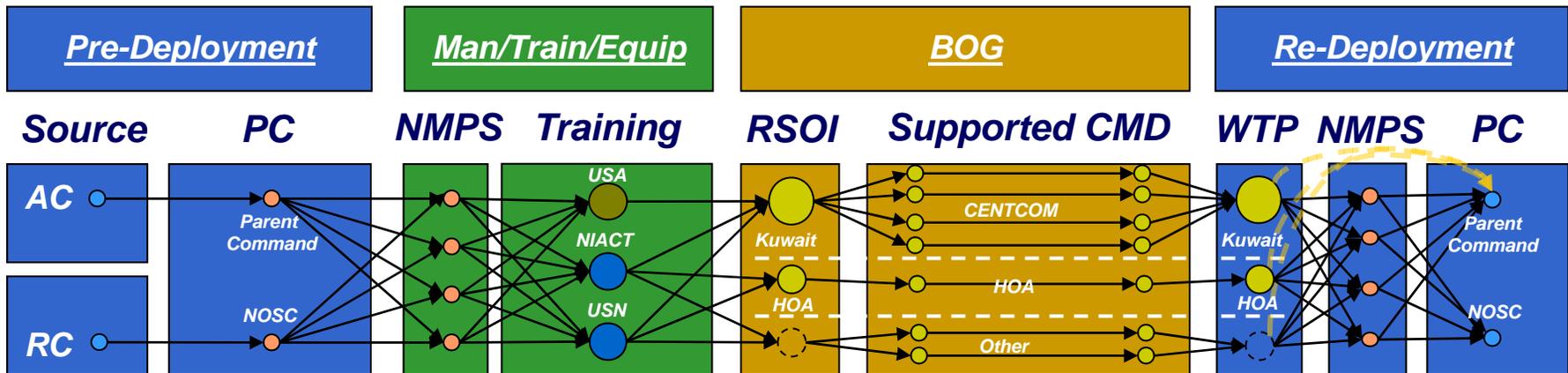
(OPNAVINST 1754.6)

- Develop support strategy & implementing guidance
- Develop and execute a communication strategy to articulate policy, objectives, and programs
- Coordinate activity across Navy
- Oversee execution
- Assess performance and effects
- Redirect efforts if necessary
- Recommend changes to policy & resourcing levels
- Generate IA Grams to provide information and implementation guidance
- Utilize data systems to capture the promulgation & use of the Common Operating Picture for increased command level support to IA Sailors & Families

USFF Strategic Intent

- Address the complete IA picture
 - Meet demand signal
 - Minimize unintended consequences (Fleet / Sailor / Family)
- Maintain "balance" between COCOM demand and fleet requirements
 - Analyze Supply vs. Demand for ALL stakeholders
- Achieve a standard level of individual support from Navy providers
 - Establish comprehensive support to all Sailors / Families
- Implement change to effect positive results across the IA continuum
 - Continuous assessment of IA support
 - Focus efforts on change "that matters"

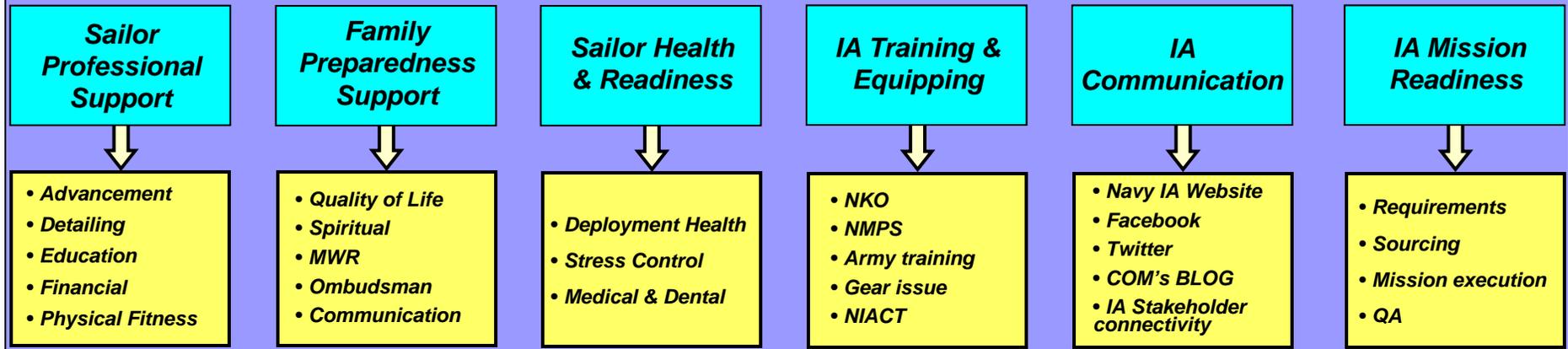
IA Process





Assessment Methodology

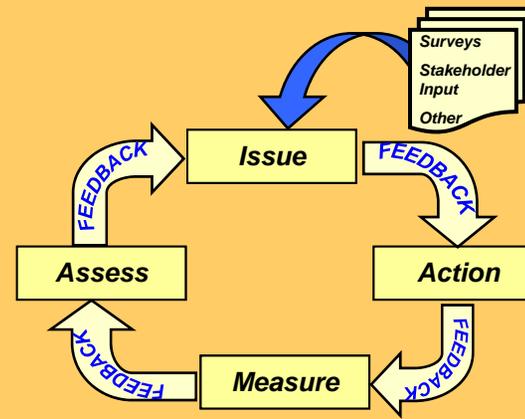
Assessment Focus Areas



IA Data Sources

Pre-Deployment Survey
 Post-Deployment Survey
 RWW Survey
 Quick Polls
 90-Day Boots-On-Ground Report
 Requirements/Sourcing Data
 Readiness Data
 Trip Reports
 Stakeholder Inputs
 CNO/VCNO/MCPON All Hands Calls
 Flag Level Studies
 Navy IA Web Presence Statistics
 NFAAS (NMCMP/BOG Tracker/CIAC)

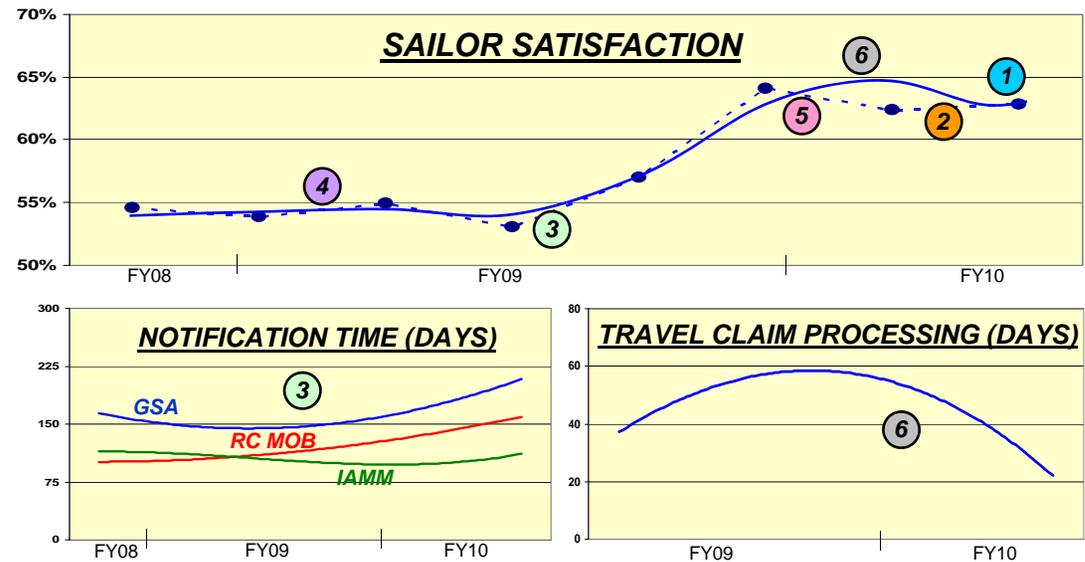
Issue Resolution





Sailor Professional Support

<u>Issue</u>	<u>Endstate</u>
1 Unintended consequences due to GSA program	IA sourcing process synched with dynamic requirements
2 FITREP/EVAL policy disadvantages IA Sailors	FITREP/EVAL equity for IAs
3 Insufficient notification of IA assignment	Sailors & commands have sufficient notification time for upcoming IA assignments
4 Inconsistent Sailor support in-theater	Comprehensive Sailor support while BOG
5 Physical Readiness Program (PRP) incompatible with IA process – causing delayed advancements	Sailors not disadvantaged due to IA assignment
6 Excessive travel claim liquidation time for IAs	Timely reimbursement of IA Sailor travel claims

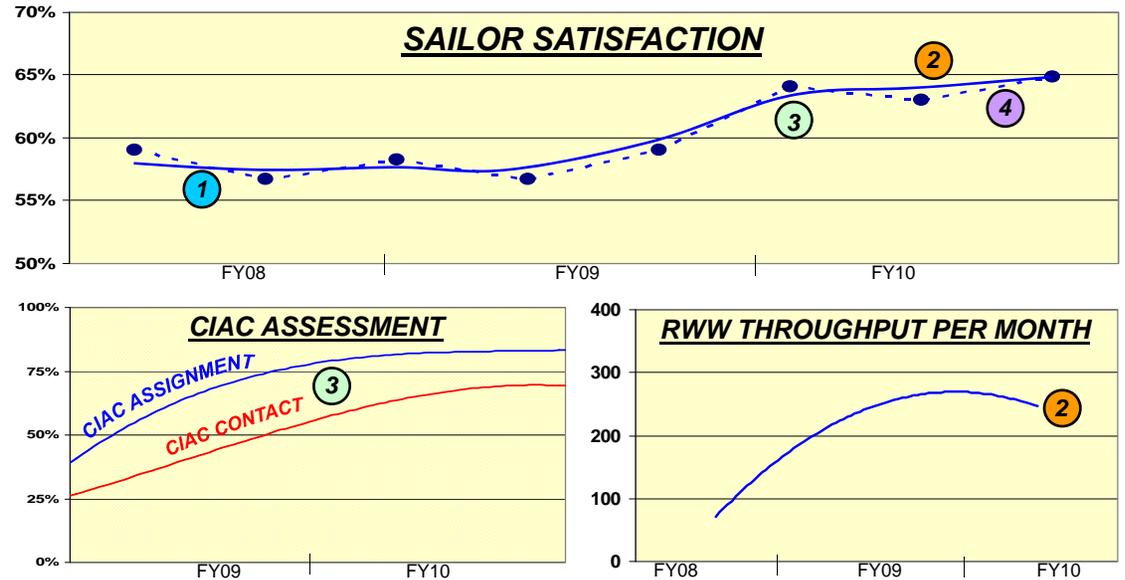


<u>Action</u>	<u>MOP</u>	<u>MOE</u>
1 Designed OCO Support Assignment (OSA) to refine enlisted IA sourcing process	N/A	N/A
2 Implemented FITREP/EVAL policy changes	FITREP/EVAL policy update (NAVADMINS 083/10, 215/10 & 233/10)	N/A
3 Streamlined sourcing process and improved stakeholder tasking timelines	IA sourcing Business Rules	Sailor notification time. FY08 average: 114 days, FY10 average: 145 days
4 CTF-IA stood-up, BOG tracker initiated, NAVCENT FWD Detachments and Mobile Support Teams (MST) deployed, USFF engaged NAVCENT	CTF-IA Establishment message, executable theater Sailor tracking mechanism, MST execution reports, theater visits	Positive trend in Sailor support & fewer Sailor professional support issues. Sailor satisfaction: 55% in FY09 to 63% in FY10)
5 Updated PRP policy to reflect IA constraints	Executable PRP & communication plan for IA Sailors	N/A
6 Implemented PSD level-loading and authorized short-term additional funding for travel claim liquidation	Short-term travel claim backlog is reduced	Reduction in average travel claim liquidation time. March 2010 61 days / June 2010 24 days



Family Preparedness Support

<u>Issue</u>	<u>Endstate</u>
1 Lack of institutionalized IA Family Support program	Comprehensive IA Sailor & Family support throughout IA Continuum
2 Lack of institutionalized IA Re-Deployment program	Formalized IA Sailor and Family reintegration program
3 Disparate levels of Sailor & Family support from parent command/NOSC	Standardized command level IA Sailor and Family support program
4 Lack of IA Sailor/Family ownership	Clearly defined IA Sailor/Family ownership and support responsibility

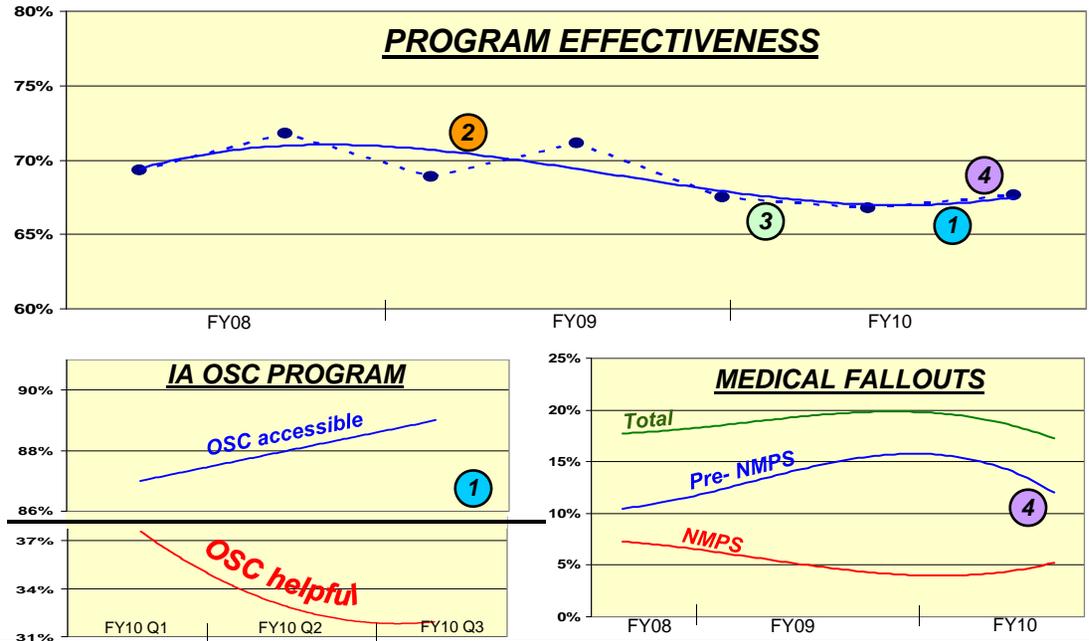


<u>Action</u>	<u>MOP</u>	<u>MOE</u>
1 Promulgated overarching IA Sailor and Family preparedness policy	OPNAV 1754.6: Personal and Family readiness support for IAs and their families	Sailors and Families satisfied with level of IA support. 57% FY09 to 67% FY10
2 Designed Return, Reunion & Reintegration (R3) Program; incorporated preparedness requirements into command-specific R3; developed "ready-room" concept for mentoring and support; Expanded RWW program	N/A	N/A
3 Instituted an ongoing comprehensive CIAC training program; linked CIACs and IDSSs in NFAAS for optimal support, visibility, and tracking	CIAC and FFSC support program	Improved Family/Sailor satisfaction with CIAC and FFSC support. CIAC contact rate: 25% FY09 to 70% FY10
4 Published IA Sailor and Family policy support guidance	IA Grams 2, 3, 4 and 5; Family Grams 1, 2, 3, 4 and 5	Positive IA Sailor/Family ownership



Sailor Health and Readiness

Issue	Endstate
1 IA's not satisfied with OSC Program in theater	Tailored OSC program responsive to IA Sailor needs
2 Inadequate PDHA / PDHRA compliance upon Sailor return from IA assignment	Timely completion of PDHA / PDHRA
3 BHNAS reports indicate high levels of combat stress in selected missions (PRT, Detainee Ops, etc)	Timely and accessible mental health care for high risk missions
4 Medical Readiness Risk classification and systems limitation	Medical readiness classification system for expeditionary deployers

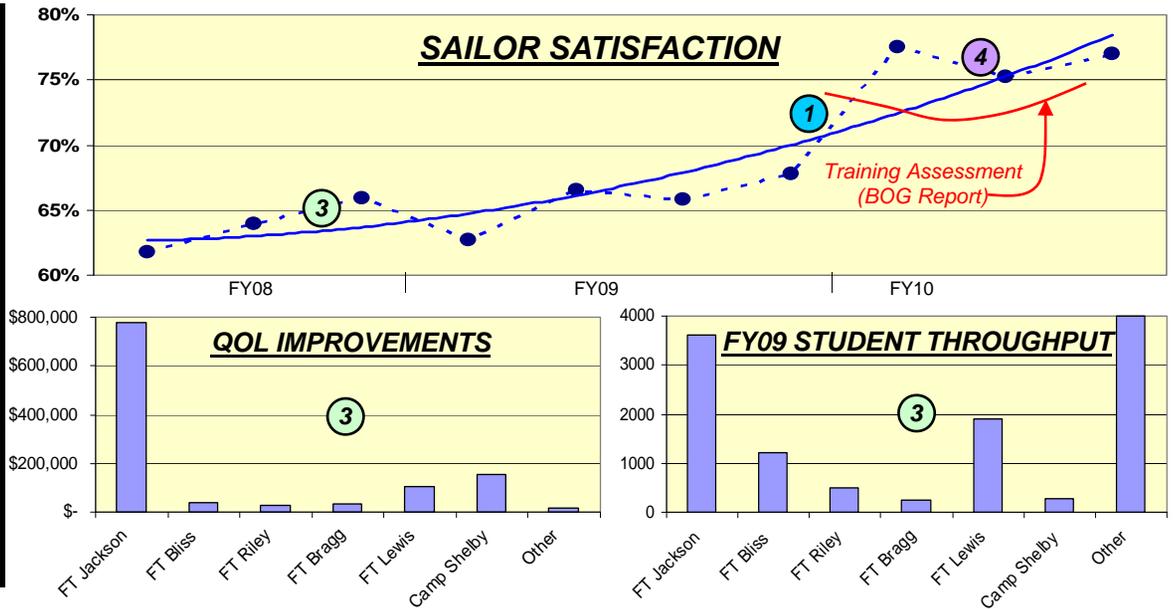


Action	MOP	MOE
1 Conduct detailed analysis to determine causes of OSC program dissatisfaction Develop a qualitative MOE for OSC Program	N/A	N/A
2 Integrated MRRS and NFAAS for PDHA / PDHRA tracking and accountability	PDHA/PDHRA compliance report	PDHA/PDHRA completion rate. Current: 81% for PDHAs and 65% for PDHRAs
3 Sourced Mobile Mental Healthcare Teams	BHNAS reports	Reduction in Post Traumatic Stress rate for Detainee Ops from 19.0% in FY08 to 5.1% in FY10
4 BUMED developing proposal / recommendation for SG/CNO approval	N/A	N/A



IA Training and Equipping

<u>Issue</u>	<u>Endstate</u>
1 Gaps persist between mission requirements and training	IA Sailors appropriately trained for assigned mission
2 NMPS sites are not standardized and do not have a single process owner	NMPS sites are aligned to increase efficiency of the Man / Train / Equip process
3 Sailors dissatisfied with QOL at CONUS training sites	Improved Sailor satisfaction with QOL at CONUS training sites
4 Elimination of online GMT perceived to be done without consideration for IA Sailors	All required pre-deployment IA training available online

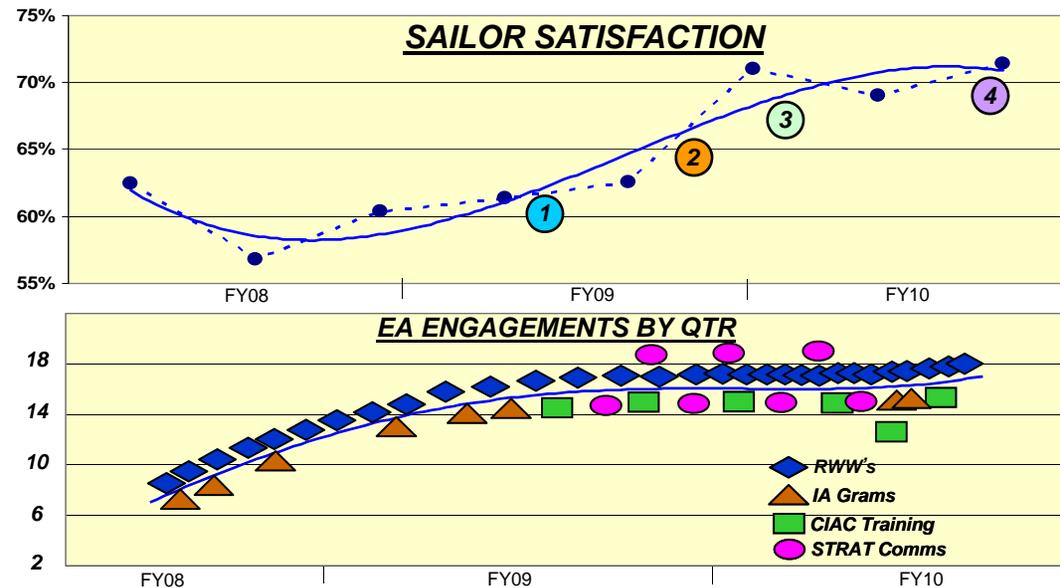


<u>Action</u>	<u>MOP</u>	<u>MOE</u>
1 Implemented IA leadership feedback tool to drive training improvements; Engaged with COCOM to update Requirements; Modified training IAW updated Requirements	<ul style="list-style-type: none"> IA Mission Leadership feedback Customer – driven changes to training 	Increase in Sailors satisfied with ability to perform assigned mission. 42% in FY08 to 70% in FY10
2 None taken to-date	N/A	N/A
3 Provided funding for and liaised with US Army to improve habitability and QOL at CONUS training sites	<ul style="list-style-type: none"> Facilities improvements Internet/TV/gaming lounges Fitness Equipment 	Increase in Sailor QOL satisfaction. 45% in FY08 to 68% in FY10
4 Collaborated and coordinated efforts with OPNAV N15 to reestablish training modules on NKO	Sailors complete online IA pre-deployment training	Sailors satisfied with pre-deployment online training. 56% in FY 08 to 61% in FY10



IA Communication

Issue	Endstate
1 Lack of single authoritative source of IA-related information	Unified authoritative source of information for all IA stakeholders
2 Lack of Common Operating Picture (COP) of all IA Sailors	Standard tracking mechanism to allow oversight of IA Sailors
3 Outdated communication tools inhibit effective flow of IA information	Modern, effective means of providing IA info to & receiving feedback from IA Sailor & Family
4 Separate IA data systems reduce sourcing efficiency	Coordinated data configuration utilized throughout the IA sourcing process

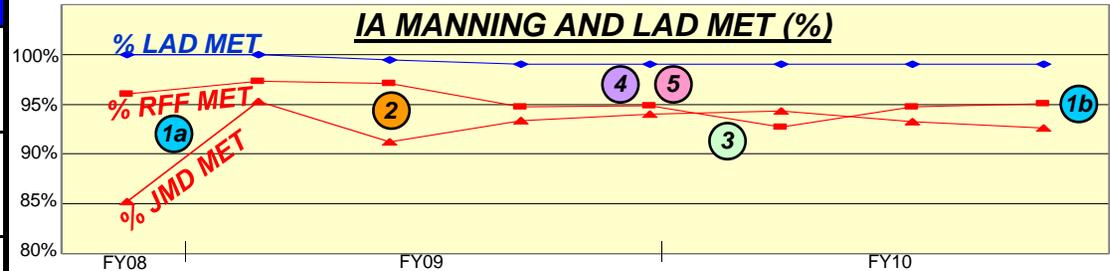


Action	MOP	MOE
1 Consolidated all IA-related information at Navy IA website www.ia.navy.mil ; Implemented content management board; Created Strategic communication plan	Strategic communication plan; Navy IA website; Utilization rate of communication tools	Stakeholder satisfaction with availability of IA-related information. 53% in FY09 to 65% in FY10
2 Created sharing between IA databases (MRRS, NFAAS, IA Portal & BOG Tracker)	Periodic upload of NAVCENT BOG Tracker data to IA Portal and NFAAS	N/A
3 Developed enhanced strategic comms products (Navy IA website, iPhone App, Twitter, Facebook, Commander's BLOG)	IA Sailor and Family utilization of contemporary communication tools	Customer satisfaction with IA communication support. 266,000 hits and 50% return visitors on www.ia.navy.mil
4 Integrated NMCMPs & IA Portal capabilities for PERS / USFF / BSO / ECRC / COCOM use	Updated and automated IA sourcing support procedures and systems	Increased efficiency in sourcing IA Sailors. # of IA nominations vetted increased from 10,694 in FY09 to 21,319 in FY10



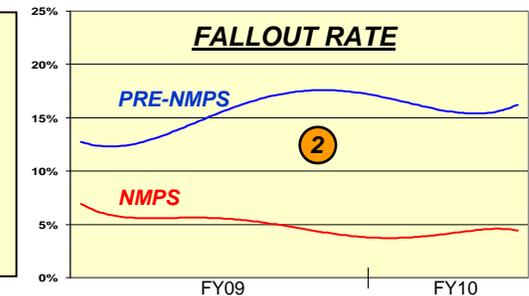
IA Mission Readiness

Issue	Endstate
1 Competing demands between Fleet and COCOM requirements	Both COCOM demand and Fleet requirements are met
2 Fallouts at NMPS lead to vacant training seats & mission gaps	Reduction in NMPS fallouts
3 Increase in emergent IA requirements due to Afghanistan surge	IA sourcing and training processes able to meet accelerated demand
4 Legacy IA surveys provided limited analysis capability	Organic survey analysis facilitates Operationally-based decisions
5 Inadequate Operational data available to augment other IA Sailor survey feedback	Actionable feedback on Operational issues drives continuous improvement



1b LS/HD MANAGEMENT

LS/HD Skill Set	Date Requirements Exceed Inventory
IP Officers	FY11 Q3
RP	FY10 Q3
MA	FY14 Q1
Security Officers	FY10 Q4



Action	MOP	MOE
1a Overhauled USFF Manpower Capacity Model to maximize LS/HD skill set availability 1b Revise Navy sourcing Business Rules to ensure LS/HD skill set availability beyond FY11.	Additional Sailors determined to be eligible for IA assignment	99% Latest Arrival Date (LAD) met
2 Designed, implemented & enforced comprehensive Expeditionary Screening Checklist	Utilization of IA Expeditionary Screening Checklist by parent command / NOSC for pre-deployment screening	NMPS Fallout rates. 7% FY08 to 3% FY10
3 Executed POTUS-directed OEF plus-up under accelerated timeline	Critical billets filled with qualified individuals in response to National Command Authority	231 additional personnel sourced to support Afghanistan Surge
4 Developed organic IA survey administration and analysis capability	USFF IA Survey Program	Overall Sailor Satisfaction with IA program. 57% in FY08 to 68% in FY10
5 Built and executed operationally-focused Leadership Report	Feedback from AD-HOC unit CO/OICs	N/A



Assessment Matrix

Overall Assessment		Pre-Deployment Survey	Post-Deployment Survey	RWW Survey	Quick Polls	90-Day BOG Report	Requirements & Sourcing Data	Readiness Data	Trip Reports	Stakeholder Inputs	All-Hands Calls	Flag-Level Studies	IA Web Presence Statistics
	Sailor Professional Support			N/A			N/A					N/A	
	Family Preparedness Support						N/A	N/A				N/A	
	Sailor Health and Readiness			N/A	N/A								N/A
	IA Training and Equipping			N/A								N/A	N/A
	IA Communication					N/A						N/A	
	IA Mission Readiness	N/A	N/A	N/A	N/A							N/A	N/A



Sailor Professional Support:

- Evaluation equity, pay/entitlement timeliness, adequate assignment notification, sourcing process improvements (OSA)



Family Preparedness Support:

- Maturing CIAC program, R3 development and implementation



Sailor Health and Readiness:

- IA OSC dissatisfaction, PDHA/PDHRA non-compliance, Mobile Care Team deployment, standardized medical screenings



IA Training and Equipping:

- QOL improvements, Army training feedback



IA Communication:

- Modern communication methods, integrated sourcing tools, increased usage and satisfaction



IA Mission Readiness:

- LAD met, LS/HD skill-set management, focused interaction with community managers, fallout mitigation, increased notification time



The Way Ahead

Future Actions

