LaDR - *Introducing* OARS

Occupational Advancement Requirement Standards to E4

What is OARS?

Occupational Advancement Requirement Standards (OARS) may be used to validate minimum competencies for E3 Sailors performing various rating-specific tasks expected of an E4 in that rating. OARS is foundationally based on the Apprentice Occupational Standards (OCCSTDs) for the rating and are updated following changes to the OCCSTDs. As such, OARS establishes the baseline for rating knowledge and required skillsets at the Apprentice level.

1. What's in it for me (the E3 Sailor)?

OARS provides the E3 Sailor a means to document rating competency and development at the E4 level for their respective rating. Completion will demonstrate rating specific knowledge that can be found within evaluation considerations, PACT pre-designation, qualification recommendation, and demonstrating general preparedness for PO3 responsibilities in that rating.

2. What's in it for Command Leadership?

OARS is built on the Occupational Standards (OCCSTDs) for the rating and can be used by direct supervisors as an additional measure of an E3's Knowledge, Skills and Abilities (KSAs) beyond Apprenticeship Training. While PQS or JQR develop competencies for advanced skill sets related to platform (e.g., aircraft, ship, etc.) knowledge, OARS establishes the foundation for basic rating standards expected of Sailors and allows opportunity to demonstrate knowledge retention and application to "real-world" experiences. Finally, OARS is able to assist the supervisor in ensuring an E3 is able to synthesize the technical knowledge gained from rating study into the practical skills required of the rating.

Command Leaders (Division/Department Heads, Career Counselors, and Command Triads) may use OARS for consideration of professional competency, PACT pre-designation recommendation, or as a tool to validate the Sailor's preparedness for performance at E4 based on demonstrated KSAs established in the OCCSTDs.

3. Where can I find the LaDR Introducing OARS?

OARS are provided in E3 Rating Learning and Development Roadmaps (LaDRs). LaDRs can be accessed via MyNavy Portal (https://my.navy.mil), Navy COOL (https://www.cool.navy.mil/usn), and the Navy COOL mobile app (Android and iOS).

4. Are OARS required for advancement to E4?

No, OARS does not replace the Navy Wide Advancement Exam (NWAE) at this time. However, OARS completion is a positive signal that a Sailor has the requisite knowledge and skillsets required to perform as an E4 in that rating. Furthermore, OARS completion is an excellent way for an E3 to prepare themselves for advancement.

5. Are there OARS for E5 and above?

Not at this time. It is currently targeted to the E3 Sailor seeking to document demonstrated performance & proficiency at the E4 paygrade

OARS completion is encouraged for all E3 Sailors.

You've got skills. Get them documented!