

FAQs

Q&A

Q1. What is OARS?

A1. 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.

Q2. Why are E3's highly encouraged to begin working on OARS?

A2. 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.

Q3. When should E3's begin working on OARS?

A3. Sailors are highly encouraged to begin working toward completion shortly after reporting onboard their permanent duty station, or immediately if not new to the command.

Q4. Are OARS required for advancement to E4?

A4. 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.

Q5. Are there OARS for E5 and above?

A5. Not at this time. It is currently targeted to the E3 Sailor seeking to document demonstrated performance & proficiency at the E4 paygrade

Q6. Do E3 Sailors who advance to E4 out of A-School or Meritorious Advancement Program have to complete OARS?

A6. No. However, gaining Commands may use OARS to assess their E-4 Sailors' knowledge and skills to ensure on-the-job tasks are accomplished effectively and efficiently.

Q7. Is there a local Command OARS program?

A7. Commands are recommended to establish a local program to guide and monitor sailors in OARs completion.

Q8. Do I have to complete OARS tasks that are not performed/available at my Command?

A8. If circumstances exist that limits a sailor's ability to effectively demonstrate any OARS task element due to equipment configuration, mission, or operational status, a command may deem a

physical demonstration portion not mandatory. However, commanding officers (CO) must be satisfied that the individual possesses the necessary KSAs and can properly demonstrate any OARS task at the E4 paygrade, at the current command or other future commands before final signature.

Q9. Do I have to repeat tasks that have already been demonstrated via another means (e.g. PQS, JQR, or other qualification)?

A9. OARS is not designed to duplicate or replace other qualification programs such as Personnel Qualification Standards (PQS). Any OARS items that inadvertently duplicate "sign off" items, can be "signed off" as an OARS item if qualification documentation can be verified under any other programs.

Q10. Where can I get a copy of OARS for my Rating?

A10. OARS are provided in E1-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).

Q11. How are OARS completions documented?

A11. Once an individual Sailor's OARS have been completed and endorsed by the local Command, documentation of completed OARS by the Command PASS Coordinator (CPC) will be via Transaction Online Processing System (TOPS). TOPS entries will update NSIPS, generating an Enlisted Service Record (ESR) entry, as well as update FLTMPS, generating an Electronic Training Jacket (ETJ) entry.