Sailor 2025 is the Navy’s program to improve and modernize personnel management and training systems to more effectively recruit, develop, manage, reward, and retain the force of tomorrow. We are focused on empowering Sailors, updating policies, procedures, and operating systems, and providing the right training at the right time in the right way to ensure Sailors are ready for the Fleet.

**Personnel System Modernization (PSM)** We are modernizing our personnel policies to give Sailors more control and ownership over their careers, as well as allow the Navy to adapt to economic changes and corresponding effects on the recruiting market and retention.

**Ready, Relevant Learning (RRL)** Our goal is to provide the right training at the right time in the right way for our Sailors. We are developing a career-long learning continuum where training is delivered by modern methods to enable faster learning and better knowledge retention at multiple points throughout a career.

**Career Readiness (CR)** Our goal is to enhance Sailors’ career readiness by better developing our leaders, building a team that looks like the nation we serve, and removing obstacles that negatively influence a Sailor’s decision to stay Navy when they are looking to start or raise a family. We also recognize that leveraging our diversity is crucial to reaching our potential.

For additional Sailor 2025 program information and guidance visit the website or scan:

http://www.public.navy.mil/bupers-npc/career/talentmanagement/Pages/default2.aspx
Welcome to the Career Development Symposium! This event is focused on helping you Take Charge of Your Career. As Chief of Naval Personnel, part of my job is to retain the best and brightest Sailors the Navy has to offer. To do that, we must make our Navy the employer of choice by offering career flexibility and transparency and showing how Navy leadership is dedicated to the Navy Team of dedicated Sailors, talented Navy civilians and their families.

You will have the chance to meet with detailers, interact with other career-motivated Sailors, and gain knowledge from a host of experts, all geared towards improving your career. You will also have the opportunity to hear from senior Navy leaders about developing and becoming better leaders and how to make the most of opportunities in the Navy.

We have taken many steps in this direction, from the continuing Rating Modernization work to overhauling the Enlisted Advancement Exam Process, and giving Commanding Officers more authority to promote deserving personnel through the Meritorious Advancement Program. And yet, we still have further to go in order to ensure our best and brightest Sailors Stay Navy. We brought CDS here to show you exactly how we are doing that. By participating today, you are demonstrating your deliberate commitment to grow throughout your career.

Thank you for coming to CDS. As part of our Navy family I hope this symposium empowers you with the knowledge and tools needed to successfully manage your career. Every day you face challenges to overcome and at times need to rely on your shipmates. From one shipmate to another, allow me to help you advance your Navy Career. I have assembled a team to help you do just that. You give 100% as part of the Navy Team; you can expect us to do the same.

You will have an opportunity to provide feedback. I look forward to hearing your ideas on how we can make the next symposium even more useful and beneficial in the future.

Thanks!

R. P. Burke
Chief of Naval Personnel

The Navy is making great progress in delivering a new performance evaluation system that emphasizes quality feedback to improve individual and unit performance.

This new system promotes more candid and meaningful feedback to Sailors and consists of a coaching and evaluation assessment that:

• Places greater value on merit over seniority or tenure
• Eliminates “forced distribution”
• Rates performance on paygrade-based objective standards
• Identifies traits reflecting key attributes of professional competence and character
• Assesses value statements from within trait categories
• Uses an expanded 9-point scale for greater distinction
• Leverages intuitive responses using a time-limit feature

A new process with better tools

Visit MyNavy Portal to try it out and see the demonstration video.

https://www.mnp.navy.mil/group/performance
Learning and Development Roadmap

Growing Your Career Competencies

A Learning and Development Roadmap is a guide for you, mentors, supervisors and career counselors to use for professional development and advanced education in your career community. Roadmaps help to build on Sailorization, specifically by rate and pay grade. They give you an overview and point to the ideal progression in professional knowledge.


Use Your Roadmap: At MyNavy Portal to track when you should be hitting milestones, Career & Life Event accomplishments, qualifications, training and typical career path developments.

A lifelong continuum helping to standardize your Navy Career and civilian afterlife

Sit down with your mentor and schedule an appointment with your command career counselor, to discuss if you’re hitting your benchmarks. Devise a plan to continue onto what’s next, talk through priorities, or chart a way to realign with your Roadmap if you have gotten off course.

US Navy App Locker

Your trusted source for information and download links to mobile apps developed by the U.S. Navy.

https://www.applocker.navy.mil

Voluntary Education

Benefits of achieving your degree on active duty

- Tuition assistance and other funding
- Available counseling
- Lessen administrative burden

“My Education” module helps make the WebTA approval process faster

Go to the Navy College website to learn about “My Education” and WebTA. Visit MyNavy Portal for web links to the Navy College Program and other educational resources.

USMAP

Enhance your job skills and post service opportunities

You can earn a Department of Labor certificate of apprenticeship through the United Services Military Apprenticeship Program (USMAP). Go to MyNavy Portal and find the link for USMAP in the “Training/Education/Qualification” section.

Navy COOL

Separation from the Navy is inevitable

The Navy’s Credentialing Opportunities On-line (COOL) is a great resource to discover possible career fields after service.

Three types of credentials:
- Certification
- Licensure
- Apprenticeship

Visit MyNavy Portal under the “Training, Education, and Quals” Career Life Event.

http://www.my.navy.mil/
Log in to MNP, then hover over “Career & Life Events.”

https://my.navy.mil

The MNCC Contact Center represents an evolution in Navy pay and personnel services delivery by providing Sailors a tiered support system, available 24 hours a day, seven days a week, to handle queries and transaction requests.

Every request is tracked to a satisfactory conclusion

Sailors have 24/7 access through a single point of entry for answers to questions, current information and responsive support to their transaction needs. This returns time and energy to Sailors to focus on the mission and their families.

Call (833) 330-MNCC/6622, email askmncc@navy.mil