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
Voluntary Education Program

Education opportunities for Navy personnel

The Navy has streamlined its Navy College Program (NCP) and Voluntary Education (VOLED). Higher education opportunities are there for you, but it is your responsibility to seek and achieve them.

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

COMPLETE YOUR HIGHER EDUCATION GOALS AT YOUR OWN PACE: Go to the Navy College website to learn about “My Education” and WebTA. Visit My Navy Portal for web links to the Navy College Program and other educational resources.

Did you know . . .

The MyNavy Portal is a great resource for career info!

http://www.my.navy.mil/

To receive the Weekly Wire and stay up to date on new NAVADMINs, upcoming events, and policy updates or to learn about Sailor 2025:
- Email usnpeople.fct@navy.mil
- Facebook https://www.facebook.com/NavyPersonnelCommand
- Follow @usnpeople on Twitter

CDS WELCOME
VICE ADM. ROBERT BURKE

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
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.

https://www.my.navy.mil

USE YOUR ROADMAP: Click the “FIND” button on the webpage above to track when you should be hitting milestones, Career & Life Event accomplishments, qualifications, training and typical career path developments. Sit down with your mentor and schedule an appointment with your command career counselor, to discuss if you’re hitting your benchmarks.

ADVANCEMENT/READINESS

Career advancement and mission readiness go hand-in-hand

Sailors who aggressively pursue qualifications enhance their professional military knowledge and increase the likelihood of career advancement.

Take charge of your career

DO THIS TODAY: Schedule a meeting with your Command Career Counselor, find guidance, and get confirmation you’re moving in the right direction.

Managing your career is ultimately your responsibility

CAREER DEVELOPMENT SYMPOSIUM

OPEN TO ALL SAILORS
Designed to inform all — from senior leaders to junior Sailors — about the opportunities available to “Take Charge” of their Navy careers and how to take full advantage of the Sailor 2025 initiatives to meet their goals.

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U.S. NAVY APP LOCKER
The U.S. Navy App Locker is your trusted source for information and download links to mobile apps developed by the U.S. Navy. The Navy App Locker is the central access point to more than 30 U.S. Navy mobile apps, including:

• eDIVO
• GMT course
• FMS Calculator
• Navy COOL
• Pregnancy & Parenthood

Bookmark the Navy App Locker for quick access:

https://www.applocker.navy.mil

Download the mobile version, search “navy app locker,” or “seawarrior.”
**MyNavy Portal (MNP)**

The Navy is moving towards a centralized online tool for career management

MyNavy Portal (MNP) is a new system that allows Sailors to manage their own careers from hire to retire. Information is arranged into 10 Navy Career & Life Event (CLE) categories: New to the Navy; Advancement & Promotion; Assignment, Leave, Travel; Career Continuation; Deployment; Pay & Benefits; Performance; Sailor & Family Support; Retirement & Separation; and Training, Education, Qualifications.

MNP is used by Sailors around the Fleet. From the public landing page, you can access nearly 40 external links to systems and websites supporting career activities. Log in to MNP, then hover over “Career & Life Events” to discover exciting new functionality including tabs, such as:

- **Performance**, for a brand new view of PRIMS with a graphic depiction that charts your PFAs and a calculator to measure test results
- **Assignment, Leave, Travel**, for look for potential SWAPS assignments
- **Retirement & Separation**, for timelines that help Sailors transition from the Navy successfully
- **Pay & Benefits**, for entitlements and compensation

Quarterly updates will add new functionality, information, and resources to achieve the goal of making MNP the one-stop-shop Sailors use to manage personnel and career activities.

**Bookmark MNP for quick access:** [https://my.navy.mil](https://my.navy.mil)

For now, MNP requires a common access card (CAC) to logon. You have the option of choosing a low bandwidth or high bandwidth version of MNP when logging in.

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**United Services Military Apprenticeship Program**

Enhance your current job skills and post service opportunities

You can earn a Department of Labor certificate of apprenticeship through the United Services Military Apprenticeship Program (USMAP).

A Registered Apprenticeship is a formalized, structured training program. It combines on-the-job training (OJT) and related technical instruction in which you receive practical and technical training.

**Participation Requirements and Standards**

All apprenticeships must adhere to specific standards set by the Department of Labor. These requirements and standards ensure the validity of apprenticeships and enhance their value. A certificate from this program proves to civilian employers that you have your apprenticeship, which may mean you qualify for better jobs and more pay.

A WIN-WIN: You benefit the Navy by improving your current skill-set and take a step to establishing your post-Navy career. Go to My Navy Portal and find the link for USMAP in the “Training/Education/Qualification” section.
**CREDENTIALING OPPORTUNITIES ON-LINE**

**Separation from the Navy is inevitable**

Preparing for civilian life applies to Sailors who plan to make a career out of their Navy service, plan to separate after their initial obligation, or fit somewhere in between. The Navy’s Credentialing Opportunities On-line (COOL) is a great resource to discover possible career fields after service is finished, and to plan for that eventuality.

**Preparation is vital, especially if planning for a different career than the one you had as an Officer or Sailor**

Civilian credentialing improves members’ active duty professionalism. The three types of credentials that can be earned are licensure, certification and apprenticeship.

There are four key Navy COOL credentialing steps:
- Finding and selecting related credentials
- Completing a voucher and applying
- Schedule testing, an exam or recertification
- Report results to Navy COOL

Sailors’ average pass-rate is 93% compared with the industry average of 85%. TAKE ADVANTAGE OF NAVY COOL. Help ensure your civilian credentials are squared away, and you’re ready to start your profession, post-Navy service.

For more information regarding NAVY COOL, visit MyNavy Portal under “Training, Education, and Quals” Career Life Event. 
http://www.my.navy.mil/

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**BLENDING RETIREMENT SYSTEM**

An important career decision with financial significance

<table>
<thead>
<tr>
<th>Retirement Comparisons</th>
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</thead>
<tbody>
<tr>
<td><strong>Legacy Retirement</strong></td>
</tr>
<tr>
<td>Defined annuity benefit at 2.5%, fixed payments for life based on your pay grade</td>
</tr>
<tr>
<td>Must serve at least 20 years</td>
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**If you joined as active duty:**
- Before January 1, 2006 you will remain in your current system
- After **December 31, 2005 but before January 1, 2018** you can choose your current system or BRS
- After December 31, 2017 you will be enrolled in BRS

**The opt-in/election period ends Dec. 31, 2018**

BRS is on MyNavy Portal in the Career & Life Events (CLE) menu under Retirement and Separation.

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**FIVE-STEP BLENDING RETIREMENT SYSTEM (BRS) CHECKLIST TO SUCCESS**

1. **STEP 1**
   - Transform your eligibility

2. **STEP 2**
   - Take the mandatory BRS Opt-In Course

3. **STEP 3**
   - Educate yourself on the BRS and use the BRS Calculator to analyze your estimated benefits

4. **STEP 4**
   - Schedule an appointment to consult your personal financial manager/counselor

5. **STEP 5**
   - Make your decision between January 1, 2018 and December 31, 2018.
**MyNavy Career Center (MNCC)**

*What is the MNCC?*

The MyNavy Career Center (MNCC) is the first step in a multi-tiered service that will improve the quality of human resource services (career planning, personnel, pay and training) the Navy provides to Sailors and their families. The online center will simplify tasks while reducing administrative burdens so Sailors can focus on what is most important: warfighting, the mission and enjoying a better life-work balance.

Talking to your Command-appointed CPPA
As your first line of engagement, always keep your Command appointed CPPA aware of all HR issues

Phone or Email: 24/7 Contact Center
Contact MNCC at any hour, day or night, to get a case number to track the status of your HR request

Going Online: MyNavy Portal
- View and initiate an update to your My Record Web 1.0 data
- Submit an electronic Personnel Action Request (ePAR)11006
- Search links, knowledge articles, FAQs, and an acronym dictionary to learn how to complete HR processes, organized by Career & Life Events

**MNCC Contact Center**

*Help for Sailors. Anytime*

The MNCC contact center represents an evolution in Navy pay and personnel services delivery by providing Sailors a tiered 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. Each request for support is tracked to a satisfactory conclusion. This returns time and energy to Sailors to focus on the mission and their families.

Open 24 hours, 7 days a week
Online or by phone

Commands benefit because the contact center provides a more effective and efficient service from the Manpower, Personnel, Training and Education (MPT&E) enterprise team. Contact Center agents focus on inquiries and simple requests that allow our subject matter experts to focus on the complex transactions.

**(833) 330 - MNCC (6622)**
askmncc@navy.mil