Career Development Symposium

Vice Admiral Robert P. Burke
Deputy CNO for Manpower, Personnel Training and Education (MPT&E) / Chief of Naval Personnel
November 1, 2018
MISSION STATEMENT
The MPT&E Domain recruits, develops and distributes America’s best and brightest talent to give our Navy a competitive edge, as well as meet the needs of our Sailors and their families throughout a rewarding Navy career.
<table>
<thead>
<tr>
<th></th>
<th>FY12 Deployed Sailors (Average)</th>
<th>FY17 Deployed Sailors (Average)</th>
<th>FY23 Deployed Sailors (Average)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CVN</td>
<td>2,536</td>
<td>2,679</td>
<td>2,809</td>
</tr>
<tr>
<td>CG</td>
<td>283</td>
<td>302</td>
<td>313</td>
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<tr>
<td>DDG</td>
<td>240</td>
<td>272</td>
<td>297</td>
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<tr>
<td>SSN</td>
<td>124</td>
<td>129</td>
<td>134</td>
</tr>
<tr>
<td>Fighter Squadron</td>
<td>181</td>
<td>199</td>
<td>202</td>
</tr>
</tbody>
</table>

- Levels were achieved on deployment day
- Fleet manning actions: 1,272 diverts, cross decks, TEMADDs/TADs, OPHOLDs

- Achieved higher manning levels during training phases (short of desired M-Day)
- Decrease in Fleet manning actions: 1,019 diverts, cross decks, TEMADDs/TADs, OPHOLDs
- More Sailors in units and sooner in FY17 than in FY12 across the entire force generation/force employment cycle

- BBD and full funding of MPN accounts will achieve nearly 100% Fill by FY23
- Phased growth in Billets Authorized over FYDP leads to higher manning levels
- Detailing Marketplace, Enlisted Career Paths and Rating Modernization will reduce Fleet manning actions
- With Fill demand met, expect to shift to “NEC Fit”
Overall Sea Duty Manning Projections

Mitigation Action Impact

Decline in Fill Due to:
- TPPH Billets Under Funded
- Student Billets Under Funded
- OCO IA Supplemental E/S Ended
- OCO GFMD Billets Eliminated
- Tail to Tooth Billet Reductions
- Manning Unfunded CGs/LSDs
- Enlisted Retention Board

Increase in Fill Due to:
- TPPH Billets Fully Funded
- Student Billets Fully Funded
- OCO IA Manned by Reservists
- OCO Enduring Mission Ended
- Sea Shore Flow Balance Initiative
- Force Structure Fully Funded
- FY13 Accession Cohort

Projected Decline in Fill Due to:
- TPPH Billet Reductions in PB17
- Student Billet Reductions in PB17
- Phase Out of SSF Balance Initiative Billets
- FY16 MPN Mitigation (Accession/DEP Attrition Cut)
- FY13 Accession Cohort Rotating/Getting Out

Mitigations:
- Increased Accessions
- TOC
- CPO redistribution
- CMS-ID update
- Ended EETP
- Increased HYT Overseas Screening Improvements

Policy Actions & Training Efficiencies Reduce FY18/FY19 Gaps
### Manning Actions Taken to Date

#### Apprentice
- Manpower Total Ownership Cost Accounted for FY18 and Out
- Increased targets for FY18 RC to AC Recalls (Indefinite and Definite) to fill sea duty and high priority billets
- Overseas Screening – Revised CMS-ID requisition process
- Turned off Enlisted Early Transition Program (EETP) for Sailors to fulfill the entirety of their enlistment contracts
- Enacted new HYT gate for E3 (1 Feb 18)
- Expanded CMS-ID to 12 months – Improved Fit and Transparency

#### Journeyman
- Increased targets for FY18 RC to AC Recalls (Indefinite and Definite) to fill sea duty and high priority billets
- Enacted new HYT gates for E4-E6 (1 Aug 17)
- Expanded CMS-ID to 12 months – Improved Fit and Transparency
- Revised Spouse Co-Location Distribution
- Revised EFM Distribution
- Improved Fit and Transparency

#### Supervisor
- Increased targets for FY18 RC to AC Recalls (Indefinite and Definite) to fill sea duty and high priority billets
- CPO ‘return-to-sea’ after pinning
- Increased FY18 Accession Phasing
- Revised EFM Distribution
- Revised Spouse Co-Location Distribution
- Increased FY18 Accession Phasing
- Increased waiver opportunity for E7-E9 HYT

### Additional Actions
- Increased the Enlisted Accession Mission to 35,200 Sailors for FY17, 39,000 for FY18, and 44,000 for FY19
- Increased waiver opportunity for E7-E9 HYT
- Increased Number of Recruiters (+400 Definite Recall)
- Initial Contract – EAOS to PRD (T+X)
- Increase Number of RDCs
- Modified PFA Separation Policy (21 Dec 17)
- Sailor Early Return to Sea (SERTS) (27 Jun 18)
- Overseas Screening – BUMED PHA Improvement FY18
- Canceller Early Out Waivers / Programs
- Increased Enlisted Accession Mission to 35,200, 39,000 for FY18, and 44,000 for FY19
- Reduced waiver opportunity for E7-E9 HYT
- Updated Selective Reenlistment Bonus Message – Increased SRB funding
- Increase Number of RDCs
- Initial Contract – EAOS to PRD (T+X)
- Increase Number of Recruiters (+400 Definite Recall)
- Updated Selective Reenlistment Bonus Message – Increased SRB funding
Sailor 2025 Progress to Date

Personnel System Modernization
- Meritorious Advancement Program
- Statutory Promotion Board
- Convening Language Independent of Zone and Timing
- Remove Zone Stamps from Statutory Board View
- Fleet Scholar Education Program (FSEP)
- Tours with Industry
- Detailing Marketplace
- Tailored Compensation
- Performance Evaluation Transformation
- Merit Promotion Reorder of Lineal Numbers
- Rating Modernization
- Lateral Entry
- Targeted Re-entry into AC
- Promotion Deferment

Increased Career Choice/Flexibility

Ready Relevant Learning
- Replace Requirement for Certain GMT Sessions
- Greater Flexibility in GMT
- RRL Governance
- RRL Planning Teams
- RRL Rating Reviews
- Career-Long Learning Continuum
- Block Learning
- Modern Delivery at Point of Need
- Integrated Content Development
- Modernize Advancement Exams to Support Fleet Involvement in Advancement and Promotion
- Civilian Occupation Certification

High Velocity, Tailored Learning

Career Readiness
- Leader Development Framework
- Navy Civilian Workforce Framework
- One Navy Team
- Inclusion & Diversity Engagement Strategy
- Expand Fitness Center Hours
- 24/7 Fitness Center Hours (P)
- PFA Improvements
- Improve Nutrition Awareness
- Update Overseas/SD/EFM Screening
- Build Toughness – RMS, SAIL, SAPR, TSF, Family OSC
- Military Parental Leave Policy
- GEOBACH Mitigation Options
- Dual Navy Co-Location Policy
- Career Intermission Program (CIP) Remove Restrictions
- Expand CIP
- Expand CDC hours
- Establish Office of Talent Optimization
- Increase Female Accessions (USNA/ROTC Technical, Enlisted)
- Target Female STEM Talent
- Create Specialized Recruiting Offices
- Expand Aperture for Officer Accessions
- Retention & Exit Surveys

Expanded Sailor/Family Support

☑ = In progress  (P) = Piloted  ☑ = Sustain

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Updated: 18 Oct 18
In the Hands of Sailors & Families… FY18 & FY19
Transformation
Customer Service – In the Military?

Legacy MPT&E Systems

MPT&E Operating Model
70 years of unchanged processes

Generations behind industry

MPT&E Technology
40 year old IT

Disparate
Expensive
Error prone
Poor analytics
Unsustainable

World Class HR Organization

Full Service
World Class HR Organization

Maximum Fleet Readiness

Ready Fleet

Ready Data

Ready Service

Ready Sailors
MPT&E / Sailor 2025 References

Recent NAVADMIN Topics
- 241/18: FY19 Aviation Professional Flight Instructor Board
- 239/18: Deployability Assessment and Assignment Program
- 233/18: Navy Uniform Policy & Uniform Initiative Update
- 232/18: MyNavy Career Center Beta Launch
- 196/18: Rating Modernization Progress Update
- 156/18: Sailor Early Return to Sea Program
- 151/18: Military Parental Leave Program
- 118/18: Professional Apprenticeship Career Track Program Changes

Sailor 2025 and MPT&E Transformation Info:


USN People YouTube Channel:
- https://www.youtube.com/channel/UCaCmzVfW9qB629qvbQ2-sw

U.S. Navy Future State Video:
- https://youtu.be/G2E0LOM7Z5Y

Faces of the Fleet:

Jobs in the Navy:
- https://www.youtube.com/playlist?list=PLQuxdMZFa512S9rDaEmSF-PwlfO5U_UBC

Navy Leader Development Framework 2.0

Laying the Keel
- https://navcms.dma.mil/mcpon/docs/Laying%20the%20Keel.pdf

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Questions?