Modernize supporting systems and tools, prioritizing integration, automation, and configuration.

Our Vision
An advancement and promotion system that meets the readiness needs of the Navy while providing flexible, unbiased, and transparent career opportunities for all Sailors.

Increase Flexibility
Align Sailor Skills to Navy Needs
Increase Transparency
What have we heard from you?

“I’m not a great test taker but I am a great sailor. I don’t want to go through the exam preparation. I’d rather get MAP-ped.”

“It was really difficult for me to track down a lot of the bibs. I tried googling them. I miss the hyperlinks.”

“I know a lot of people who would prefer to be an E3 or an E4 for forever, rather than go up.”

“There are some rates where the exam is helpful and some where it isn’t. There have been situations where I have only known the answer to something because it has been a question on the exam.”

“I would like to be graded for me and not against another community who has different opportunities than I do.”

“I’ve seen a lot of chain of commands who only MAP people because they are coming up on HYT.”

“Just like any test you take, it would be nice to get your answers after and see what you got wrong so you are not getting it wrong every time.”

“Year after year you study and build up hope, and then have no quotas to be promoted. After that happens a few times, you lose all hope.”

“I’ve seen a lot of chain of commands who only MAP people because they are coming up on HYT.”

“Their are these unwritten rules about advancement. If you are new on a ship, you aren’t going to get a high score. You aren’t allowed to jump people.”

“Advancement should be based on your job performance where you are at and not how important your job is. Everyone’s job is important.”

“We have uniformed Sailors as career counselors. They are not subject matter experts and they don’t have the time to do the training they need to get all of the information.”

“When you go up for advancement, it is based on whether you have been at sea at the right time. If you need to go to sea but the opportunity isn’t available, you can’t advance. The ladder shouldn’t be used against Sailors when it is out of their control.”

“Trying to study and maintain your performance at work is extremely hard.”

“Some rates can barely pass the exam and still go up. It’s like they say, ‘Choose your rate, choose your fate.’”

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What can you expect?

Focus on…

- **Widening lanes** for career flexibility
- More **non-traditional advancement** opportunities
- **Advancing high-performers quicker** and into areas of need

Upcoming…

- Advance to Vacancy pilot within the Recruiting Command during the April 2019 CMS-ID cycle
- Expanding Meritorious Advancement Program to account for 25% of all advancements

**Increased Flexibility**

**Roadmap:**

- Advance to Position Phase 2 ✓
- MAP Automation ✓
- MAP Analysis & Expansion ✓
- Advance to Position Phase 3 ✓
- Advancement Deferment □
- Expanded Advance to Position □

☑ In Progress
☐ Future Project
Project Spotlight

By 2020, MAP will account for up to 25% of all advancements.

MAP Quota Growth/Forecasted Growth to 2020

Total Number of MAP Advancements

Year


5.5% 7.4% 10% 15% 20% 25%

Percent of All Advancements

Historical MAP Quotas

Forecasted MAP Quotas

Meritorious Advancement Program
What can you expect?

Focus on…
- Enhancing avenues for assessing Sailor eligibility to advance
- Assessing Navy and community needs continuously
- Emphasis on Performance

Upcoming…
- The Professional Military Knowledge Exam will be removed from the Navy Wide Advancement Exam in FY19 and will be available on-demand online
- Final Multiple Score Factors are changing in Spring 2019 to prioritize performance over time; tailored weighting by community will roll out soon after

Increased Alignment of Sailor Skills to Navy Needs

Roadmap:
- Updated FMS factors ✓
- PMK removed from NWAE ✓
- Electronic PMK exam ✓
- E4 perform to advance ✓
- Tailored FMS factors □
- Tailor NWAE by NEC □
- Electronic NWAE □
- Real-time Workforce Analytics □
- Real-time rank order □
- On-demand exams □
- On-demand advancements □

☑ In Progress
☐ Future Project
We will be deploying Phase 2 of the Advance to Position pilot within Recruiting Command during the April 2019 CMS-ID cycle.

Key Benefits

- Opportunity to advance early if willing to fill hard-to-fill billets
- Increased flexibility in advancement options
- Increased professional development opportunities
- Ability to fast-track career
- Priority to top performers
What can you expect?

Focus on…

• Building out self-service portal for sailors to quickly and easily find advancement information
• More feedback loops with Sailors
• Up-to-date advancement materials that can be accessed anywhere, anytime

Upcoming…

• An Advancement Dashboard for E4-E6 Sailors will go live on MyNavy Portal in February 2019 and will later include information for E7-E9 candidates
• Career path documents, such as LaDRs and rating cards, will be updated to include more visibility into potential career options
• The Enlisted Advancement Worksheet will be available online this month

Increased Transparency

Roadmap:

- MNP content updates ✓
- Updated career paths ✓
- Update occupational standards ✓
- EAW ✓
- Advancement dashboard ✓
- Overall Advancement Opportunity □
- Hyperlinked bibliographies □
- NWAE feedback for missed questions □
- Sailor resume □
- Increase visibility into career path options □

☑ In Progress
☐ Future Project
The Advancement Dashboard is a one-stop-shop for Sailors to immediately find their eligibility for advancement and study material for the Navy-Wide Advancement Exam.

**Key Benefits**

- Transparent view into the advancement process
- Automatic advancement eligibility status updates
- Countdown to Navy-Wide Advancement Exam
- Self-serve resources to study for the exam
- Best practices, tips, and important reference materials
Key Takeaways

Advancement Opportunities

- Meritorious Advancement Program (MAP)
- Advance To Position
- Navy-Wide Advancement Exam (NWAE)
- Perform to Advance
- A-School Accelerated Advancement Program
- Professional Apprenticeship Career Tracks (PACT)

Opening up avenues for advancement to give Sailors more career flexibility while continuing to meet Navy needs
We are committed to meeting your needs. We have spent countless hours with Sailors like you, listening to their professional needs and understanding their pain points. We are focused on putting our Sailors first and enhancing the Sailor experience across the Navy.

We are on a journey of transformation. During our recent Advancement Strategic Planning Offsite, RADM Hughes stated, “Evolution is reactive, transformation is proactive.” Going forward, we will stay proactive in utilizing best practices to transform our Sailors’ advancement experience.

We want to hear from you! We are developing surveys and conducting interviews to gather your perspectives. If you have something that you would like to share, please utilize the feedback button on the Advancement & Promotion page on MyNavy Portal.
Enlisted Advancement Transformation

CAPT Dave Whitehead
Director of Community Management
February 5, 2019
Advancement Dashboard for E4-E6 Candidates

Cycle 243 Exam Date

Mar 21 2019

91 days remaining

Advancement Checklists

- Exam Prep Checklist: 25%
- TIR Eligibility (View EAW): Not Eligible
- Worksheet Verified: Yes

Advancement Policies and NAVADMINS

View the latest communications about policy changes, current exam cycle information, and advancement notification to stay up-to-date on the changes and new developments.

Profile Summary

- Exam Cycle: N/A
- Date: MM/YYYY
- Exam Status: Not Advanced
- Standard Score: #
- Performance Mark Average: #
- Award Points: #
- PNA Points: #
- Final Multiple Score (FMS): #
- Cutoff: #

Bibliographies

Access bibliographies for all ratings for the current exam cycle to aid in studying for the NWAL.

Misc. Advancement Resources

View valuable advancement tips, best practices, and directions for eligibility, record management, and exam preparations.

FMS Calculator

The FMS App calculates the advancement formula, giving Sailors a total score based on the input of each individual FMS element. The App provides a tutorial for Sailors who are not familiar with how FMS elements are calculated and offers helpful information for navigating the Navy Enlisted Advancement System (NEAS). Don't wait until exam day. Learn about the FMS elements and calculate your projected FMS today!