Career Development Symposium

Vice Admiral Robert P. Burke
Deputy CNO for Manpower, Personnel Training and Education (MPT&E) / Chief of Naval Personnel
February 5, 2019
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.
THE NAVY THE NATION NEEDS (NNN)

BIGGER BETTER READY
# MPT&E Strategic Design

## Guiding Principles

<table>
<thead>
<tr>
<th>Principle</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fleet and Sailors Determine our Success</td>
<td>Be a collaborative and transparent partner that makes our customers co-owners of our processes to ensure mutual success.</td>
</tr>
<tr>
<td>Stay Lean to Go Fast</td>
<td>Be user-friendly, technology-enabled, and responsive in delivering services to the Sailor, Fleet, and Family.</td>
</tr>
<tr>
<td>Learn and Adapt to Win</td>
<td>Establish a culture of continuous improvement. Inculcate high velocity learning as a matter of routine. Lessons learned in one business line are rapidly applied across the enterprise.</td>
</tr>
<tr>
<td>Empower and Inspire our Sailors and Each Other</td>
<td>Be focused on individual engagement to empower Sailors and our teammates to realize their full potential and to enable the Navy to attract and retain the best talent for our team.</td>
</tr>
<tr>
<td>Deliver Results in an Uncertain World</td>
<td>Deliver stable Manning and career planning certainty for our Sailors through predictive analytics and disciplined execution of manpower and financial resources.</td>
</tr>
</tbody>
</table>

## Lines of Effort (LOEs)

- **Transform MPT&E**
- **Deliver Sailor 2025**
- **Man the Fleet**

## Vision Statement

An innovative, agile, responsive team providing unparalleled service to the Fleet, our Sailors, and their families

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**Signatures**

- Kyle J. Cozad
  Commander, Naval Education and Training Command
- Jeffery W. Hughes
  Commander, Navy Personnel Command
- Robert P. Burke
  Chief of Naval Personnel
- Michael D. Bornacchi
  Commander, Naval Service Training Command
- Brendan R. McLane
  Commander, Navy Recruiting Command
### FY12 Deployed Sailors (Average)

<table>
<thead>
<tr>
<th>Class</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>CVN</td>
<td>2,536</td>
</tr>
<tr>
<td>CG</td>
<td>283</td>
</tr>
<tr>
<td>DDG</td>
<td>240</td>
</tr>
<tr>
<td>Fighter Squadron</td>
<td>181</td>
</tr>
<tr>
<td>SSN</td>
<td>124</td>
</tr>
</tbody>
</table>

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

### FY17 Deployed Sailors (Average)

<table>
<thead>
<tr>
<th>Class</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>CVN</td>
<td>2,679</td>
</tr>
<tr>
<td>CG</td>
<td>302</td>
</tr>
<tr>
<td>DDG</td>
<td>272</td>
</tr>
<tr>
<td>Fighter Squadron</td>
<td>199</td>
</tr>
<tr>
<td>SSN</td>
<td>129</td>
</tr>
</tbody>
</table>

- 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

### FY23 Deployed Sailors (Average)

<table>
<thead>
<tr>
<th>Class</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>CVN</td>
<td>2,809</td>
</tr>
<tr>
<td>CG</td>
<td>313</td>
</tr>
<tr>
<td>DDG</td>
<td>297</td>
</tr>
<tr>
<td>Fighter Squadron</td>
<td>202</td>
</tr>
<tr>
<td>SSN</td>
<td>134</td>
</tr>
</tbody>
</table>

- 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

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**Policy Actions & Training Efficiencies Reduce FY18/FY19 Gaps**

- Fill at Sea
  - FY10: 98.3%
  - FY11: 91.4%
  - FY12: 98.7%
  - FY13: 95.4%
  - FY14: 92.3%
  - FY15: 91.8%
  - FY16: 93.6%
  - FY17: 95.5%
  - FY18: 95.9%
  - FY19: 94.5%
  - FY20: 95.4%
  - FY21: 91.4%
  - FY22: 89.1%

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UNCLASSIFIED
## 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
- Incentivize In-Residence Grad Ed
- MyGrad Ed
- Command Spot Pay for Performance

### 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

### 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
- Spouse App
- 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

### Increased Career Choice/Flexibility

### High Velocity, Tailored Learning

### Expanded Sailor/Family Support
In the Hands of Sailors & Families…

FY18 & FY19
MPT&E / Sailor 2025 References

- MyNavy Portal
  - my.navy.mil

- Sailor 2025 and MPT&E Transformation Info:


- USN People YouTube Channel:
  - https://www.youtube.com/channel/UCaCmzfzfW9qB629qvbQ2-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

- Performance Evaluation Transformation Coaching Tool:

- A Design for Maintaining Maritime Superiority, Version 2.0 (December 2018)

- Navy Leader Development Framework 2.0
  - navy.mil/cno/docs/NLDF_2.pdf

- Navy Family Framework 1.0
  - navy.mil/cno/docs/Family_Framework.pdf

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

Recent NAVADMIN Topics
- 020/19: Post 9/11 GI Bill Exception to Policy
- 008/19: MyNavy Portal MyRecord Mobile (Beta) App Launch
- 316/18: Enlisted Advancement Worksheet
- 313/18: Professional Military Knowledge Eligibility Exam Business Rules
- 312/18: Advancement Policy Update
- 305/18 & 302/18: Selective Reenlistment Bonus Update (December 2018) and the Implementation of a Pay for Performance Pilot

Questions?