Happy Seventeenth Birthday HR Community!

On 24 October, the HR Community will celebrate our 17th birthday! It's a dynamic and exciting time to be an HR Officer in today's Navy! It has been a few years since CNP launched Navy's Sailor 2025 initiatives, and these initiatives are progressing quickly. Additionally, we are well underway with the largest transformation of the Manpower, Personnel, Training and Education (MPT&E) enterprise since the establishment of the All-Volunteer Force. If you do not know about these initiatives, you NEED to educate yourself by reading the HR Community announcements as well as those from CNP's office. This is 100% in our wheelhouse! CNP is our HR Community sponsor, and he has three main lines of effort: Transform MPT&E, Sailor 2025, and Man the Fleet, which I detail in the below paragraphs.

MPT&E Transformation. The Navy maintains HR operating and transactional systems that were built before our Sailors were born. They operate on system hardware, software, and patches dating back to the 1960s. We have not fundamentally updated our personnel systems and processes since the draft went away, and today's industrial age assembly line model is simply unsustainable. MPT&E Transformation will streamline processes and systems, data and analytics, automate as many personnel functions as possible, and integrate commercial-off-the-shelf (COTS) cloud-based IT solutions. This initiative will improve the speed, accuracy and quality of personnel and pay services, better positioning the Navy to equip and manage our most valuable resource, our people. MyNavy Career Center (MNCC) opened in Millington in September and will provide end-to-end HR services to Sailors, families and future recruits in a tiered delivery model with emphasis on efficient online self-service (Tier 0) via MyNavy Portal (MNP), a highly responsive phone and email contact center (Tier 1), and authoritative, standardized back-end transactional support (Tier 2).

Sailor 2025. Many Sailors leave the Navy because they feel stymied by industrial-age personnel systems and processes, which do not provide the choices, flexibility and transparency they want and need. While we have been able to meet mission requirements with these antiquated systems and processes, it requires costly resources and great levels of effort. Sailor 2025 encompasses a set of over 45 initiatives designed to empower Commanding Officers and Sailors, to update policies, procedures and operating systems, and to deliver the right training at the right time in the right way to ensure Sailors are ready. The Sailor 2025 framework has three pillars: a modern personnel system; a career-long learning continuum with modern delivery called Ready, Relevant Learning; and career readiness focusing on Sailor resiliency and toughness as well as superior family support.

Man the Fleet. This line of effort is always our priority. Without transforming our operating systems and updating our processes and procedures, we will not meet our Fleet manning requirements. While we hit a high point in FY15 (>98% Fill), Fleet manning dropped to ~94% Fill by March of 2017. However, we've managed to maintain manning (vice drop further) thanks to aggressive personnel actions, including increasing FY17, FY18 and FY19 accessions, extending prescribed sea tours for some ratings, increasing HYT gates, implementing voluntary extensions to enlistment contracts, eliminating the Enlisted Early Separation Program, and in specific instances, extending sea tours and assigning Reserve Sailors to fill sea duty billets. Programs such as Reserve Component to Sea (RC2C), which fills sea duty billets with Reserve Sailors on a short-term basis, and Reserve Component to Active Component (RC2AC), where Reserve Sailors apply to reenlist for permanent recall to active duty, have been particularly successful in FY18. Additionally, we have allotted $80.8 million in bonuses to support end strength growth and increased Total Overhead Cost funding for the individual account in PB19 by $285.2 million over the FYDP. All with the goal of improved Fleet manning.
The Navy is growing in size now and into the future, making it vital to be successful in these initiatives. Fleet Sailors and Navy leaders expect you to know the personnel business. If you haven't been keeping track of these programs and initiatives, educate yourself and be the HR expert. More detailed information is provided at: https://www.mnp.navy.mil/group/sailor-2025/

Happy Birthday HRs! Our future is bright! RDML Ann Duff and I sincerely thank you and your families for your service and for all you do every day to take care of our great PEOPLE in our great NAVY!

Vr/ AMB

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