Sailor 2025

CDR Julie Grunwell, PERS 41: Fleet Scholar
CDR Neil Smith, PERS 475: Tours with Industry
CDR Jon Wilson, OPNAV N13: Career Intermission Program
Modern Innovative Personnel System
Broad Industry/Graduate School Experiences

“"The ultimate goal of these changes is to promote a healthy, agile and innovative organization capable of attracting, growing, and keeping the talent needed to address the national security challenges of the future."” ALNAV 050/15

Intent

Provide opportunity for Sailors to not only observe, but to lead, the processes of high-performing corporations

Attend studies at leading civilian institutions

Initiative

• SECNAV tours with industry program
• 30 Fellows (officer/enlisted) for 2016
• 21 companies
• 8 Communities

• Fleet Scholar Education Program
• 30 Scholars (officers) for 2016
• Harvard, Yale, Stanford, Georgetown among participating universities
• 6 Communities

Incredible Development Opportunities!
Fleet Scholar Education Program (FSEP)

“FSEP is a Navy talent management initiative that provides education opportunities to community-selected unrestricted line (URL) and Information Dominance Corps (IDC) officers.”
NAVADMIN 108/16

Eligibility/Selection

- Unrestricted Line Officers
- Information Warfare Officers
- Community-Selected
- Nominally focused on LT/O3
- 30 Officers/Year
- Three Year Service Obligation following graduation/withdrawal

Placement

- CONUS, Alaska, Hawaii
- No Distance Learning, Medical or Legal
- Up to 24 month study program
- Must meet admissions criteria for selected schools
- Academic Year 2016-17 Placements
  - Georgetown, Southern California, Duke, Stanford, Tennessee, Johns Hopkins, North Carolina, Dartmouth, Maryland, Harvard, Columbia, San Diego (USD), Georgia, Boston College

Blending operational mindset with strategic thinking!
SECNAV Tours With Industry (SNTWI)

“Top-performing Service Members not just to observe, but also to lead, the processes of high-performing corporations, returning to the Naval Service in positions of influence and armed with the newest insights that propel the global business cycle.” ALNAV 050/15

Eligibility/Selection

- Unrestricted Line Officers
- Information Warfare Officers
- Limited RL/Staff opportunity

Community-Selected
- E-6+/O-3+
- 30 Fellows/Year

3:1 Service Obligation following program completion

Placement

- 12 month program
- Placement tailored to community needs and individual skills
- 2016-17 Placements
  - Amazon, Apple, Barry Wehmiller, Boeing, CH2M, FedEx, FLIR, GE Digital, Gulf Power, La Quinta, LinkedIn, Lockheed Martin, Marotta, McChrystal Group, Microsoft, Next Jump, Oak Ridge Natl Lab, UPS, USAA, VMWare, Wal-Mart

Leadership development in a new domain!
Career Intermission Program

“The long term intent of this program is to retain the valuable experience and training service members possess that might otherwise be lost by permanent separation.”

OPNAVINST 1330.2B

Who Is Eligible

- All Officer and Enlisted
- Able to complete obligation prior to HYT
- Meet physical readiness requirements
- Eligible for promotion / advancement

What Is CIP

- Leave AD up to 36 Months
- 2/30 Base Pay
- Medical / Dental
- PCS Move

What Do You Have to Do

- Submit application 12 months prior to start
- 2 for 1 obligation
- IRR- Monthly electronic muster
- Meet physical readiness and security clearance standards
Program Evolution

2009
- Pilot program
- Max 36 months
- 2/30 base pay
- 2 for 1 OBLISERV
- Medical, dental benefits
- 20 O / 20 E Max
- Initial MSR restricted
- Receipt of CSRB restricted

2012
- Participants authorized to carry over up to 60 days of leave

2013
- Program extended to 2015

2015
- Program extended to 2019

2016
- Removed:
  - 20 O / 20 E cap
  - Initial MSR
  - CSRB

FY18 NDAA
- Permanency
- Variable Options
  - Max time: 48 mos
  - 0 to 5/30 monthly base pay
  - PCS move optional
  - 1/1 to 3/1 Payback
Career Intermission Program Statistics

Following return to active duty
- 5 Officers selected for promotion (1 O-6, 3 O-5, 1 O-4)
- 6 Officers selected for milestone billets
- 4 prior enlisted commissioned
  - (2 LN → JAG, 1 HM → Nurse, 1 AO → CHC Candidate)
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