

Military Life Cycle (Mid Career)

Counselor's CDB Tool

Transfer of Educational Benefits (TEB)

Description: Service members who have unused Post 9/11 GI Bill benefit may transfer to spouse or dependents.

Discussion: Ensure members are aware of the requirements and timeline to transfer Post 9/11 GI Bill benefits to their dependents.

References: [GI Bill \(navy.mil\)](#)

BRS Continuation Pay (CP)

Description: Service members may request CP prior to reaching 12 years of service if enrolled in BRS.

Discussion: Service Members who want to receive the mid-career CP must be enrolled in BRS and request CP before 12 YOS. The CP election is made via Navy Standard Integrated Personnel System (NSIPS), which can be accessed via My Navy Portal Quick Links. Members who are unable to elect CP through NSIPS may manually elect CP through their CCC.

Reference: [Personal Financial Mgmt \(navy.mil\)](#)

Off-duty Voluntary Education

Description: The Navy College provides service members with opportunities to earn college degrees through a variety of options. The program's mission is to provide continual academic support to members while they pursue a technical or college degree, regardless of their location or duty station.

Discussion: The Navy has several Voluntary Education programs to help members reach their education and career goals. Refer member to command ESO and Navy College Program and U. S. Naval Community College web-site.

References: -<https://www.navycollege.navy.mil/contact.htm>
-<https://www.usncc.edu/>

Rating Conversion

Description: Lateral or Direct Rating Conversions offer a unique opportunity to align members into a rating for which they have the greatest aptitude and interest, while striving to maintain balance within the enlisted community health.

Discussion: Determine what ratings member currently qualifies for. Members may begin by completing the JOIN survey. CCCs can use the JOIN results and CEM in CWAY to assist Sailors in determining what rating they are interested in and if they meet the requirements for that rating. Discuss retaking the ASVAB/AFQT, if needed. Review each community health slides for both held rating and desired rating to determine if there is manning alignment between the ratings. Always contact ECM's for clarity. Discuss Direct Conversions opportunities available via My Navy Assignments.

References: -<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Direct-Conversion>
Direct Conversion: [MNA_WNFYSailorFacing10_29_Final.pdf \(navy.mil\)](#)

Enlisted Learning and Development Continuum

Description: As Sailors progress through their career, early-on skill training diminishes while professional military education increases.

Discussion: There is value in Professional Military Education in professional growth and advancement. The four areas encompassed by the continuum in Professional Military Education include; Navy Professional Military Education (NPME), Joint Professional Military Education (JPME), Leadership and Advanced Education. Leaders may also review the LaDR with the member.

References: [Navy COOL Home \(osd.mil\)](#), [ELIAASv2 Login \(navy.mil\)](#), [JKO LMS \(jten.mil\)](#)

Personal Financial Management (PFM) Program

Description: Provides information and tools needed to identify financial responsibilities, obligations, and goals for a successful career during and after separation from the military.

Discussion: Refer member to conduct a self-financial well-being assessment via the resource below; or contact CFS and FFSC. Discuss TSP and financial planning for retirement.

References: -<https://finred.uslearning.gov/NavyResource>
-<https://ffr.cnrc.navy.mil/Family-Readiness/Fleet-And-Family-Support-Program/Work-and-Family-Life/Personal-Finances/>

Commissioning Programs

Description: Commissioning Programs offer a chance for qualified enlisted Sailors to complete college and earn a commission as a Naval Officer.

Discussion: Discuss different commissioning options available pending Sailor's eligibility: USNA, STA-21, MECP, MSC-IPP, OCS, and LDO/CWO

References: - OPNAVINST 1420.1 (series)
-<https://www.mynavyhr.navy.mil/Career-Management/Career-Counseling/Commissioning-Programs/>

Detailing Marketplace Assignment Policy (DMAP)

Description: To improve staffing in the Fleet this policy will reward Sailors in sea-intensive ratings who remain on sea duty.

Discussion: Determine member's eligibility requirements by sea-intensive ratings and discuss benefits i.e.:

-Detailing Marketplace Incentive Pay (DMIP)
-Advance to Position (A2P) & Command Advance to Position (CA2P)
-Continuous Sea Duty Credit CSDC

References: - <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace/>

Special Programs

Description: These programs are not geared for a specific rating, but manning them with qualified Sailors is critical. Examples of special programs are Recruiting, Recruit Division Commander or Company Chief, USS CONSTITUTION, USS ARIZONA memorial, Brig or TPU staff duty, Women Ashore billet, Embassy or Personnel Exchange Program (PEP), SERE Instructor, Professional Development Instructor, LCAC, PRECOM, Command Climate Specialist.

Discussion: Serving a tour in a special program provides a unique opportunity for Sailors. Determine if the paygrade, Rate, or PRD window align with submitting an application for specific Special program. Consider Sailor's Sea to Shore rotation since most Special Programs are shore based.

References: -

Shore- <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Shore-Special/>
Sea- <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Sea-Special/>

Active Duty VA Benefits

Description: Service members qualify for VA benefits while on active duty..

Discussion:-

VA home Loan Guaranty
-Education Benefits (Post 9/11/ MGIB/ Reserve & Veterans Education Assistance)
-Life Insurance
-Pre-Discharge Disability
-VA Health Care.

Reference: <https://benefits.va.gov/benefits/>