



CIMS MODERNIZATION

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25 June 2025 (18 Nov 2025)



eSolutions for Sailor and Fleet Readiness

CIMS Modernization– Overview

- **As Navy policies and programs evolve, the CIMS platform must be revised to reflect current guidance and accurately capture new career development and transition initiatives.**
- **Updating the system ensures Sailors receive relevant, timely counseling and that leadership can make informed decisions based on accurate data.**
- **These enhancements are critical to delivering holistic career support and improving Sailor readiness, retention, and overall well-being.**

CIMS Modernization – Capability Overview

■ For Sailors:

- Sailors can now access and update their Individual Career Development Plans (ICDPs) through the Electronic Service Record (ESR), ensuring visibility into all relevant career topics.
- The system allows Sailors to request additional information from Career Development Board (CDB) members and submit CDB requests directly via the ESR Member Self-Service portal.
- This promotes transparency in career planning, provides greater access to career resources, and empowers Sailors to take ownership of their professional development.

■ For Career Counselors:

- Career Counselors can query and utilize CDB and ICDP data from ESR to prepare for and conduct more comprehensive, personalized CDBs.
- The system supports efficient documentation of SMART goals and CDB comments, allowing CDB members to anticipate and address Sailor concerns in advance.
- Additionally, CIMS assists in maintaining each Sailor's career counseling record, tracking goal progression, and identifying training opportunities—enhancing overall support from the Navy Career Counselor's Office.

ESR SELF SERVICE > TASKS > Individual Career Development Plan (Tab 1)

[Favorites](#) [Main Menu](#) > [Employee Self Service](#) > [Electronic Service Record](#) > [Tasks](#)



FOUO - Privacy Sensitive: N [redacted] 9118S0001 Last login: 10-31-2025

Employee Self Service



Tasks

Tasks



e-Leave

e-Leave

 Reports

 e-Leave Home

 e-Leave Request

6 More...



Officer CDB Input

Officer Career Development Board Input



Individual Career Develop Plan

Individual Career Development Plan



Montgomery GI Bill - Election

Montgomery GI Bill - Election



Officer CDB Request

Officer Career Development Board Request



Personal Information Links

Personal Information Links



ESR SELF SERVICE > TASKS > Individual Career Development Plan (Tab 1)

Individual Career Develop Plan

Individual Career Develop Pln2

Individual Career Development Plan

Date Last CDB Conducted: 09/23/2025

Date of Next Scheduled CDB: 05/03/2023

General Information

Name [REDACTED] Rate FCA1 Warfare Qual: DSWS Department N721 Division N72 HYT Date 03/19/2035

Report Date: 05/03/2021 ADSD: 03/20/2013 DIEMS: 01/24/2013 PEBD: 03/20/2013 EAOS: 01/13/2024 SEAOS: 06/13/2024 PRD: 05/01/2024

Mentor
Name:

[REDACTED]

Home of Record City & State:

[REDACTED]

NEC1: V04A

NEC2:

NEC3:

NEC4:

NEC5:

Do you want to request a CDB prior to the next scheduled?

☐ Yes

☒ No

CDB Request Reason:

[REDACTED]

50 characters remaining

Reenlistment/Career Intentions (Select one):

☐ Reenlist in Rate ☒ Selected Reserves ☐ Rating Conversion ☐ Separate ☐ Retire or Fleet Reserve ☐ Undecided

ESR SELF SERVICE > TASKS > Individual Career Development Plan (Tab 1)

Why did you join the Navy?

Medical benefits



Others



To learn a trade



**Explanation if other
chosen:**

TEST

96 characters remaining

**Describe your ideal Naval
Career:**

TEST

246 characters remaining

ESR SELF SERVICE > TASKS > Individual Career Development Plan (Tab 1)

LEADERSHIP DEVELOPMENT CONTINUUM

Date Advanced:	06/16/2019	Eligible Advancement Date:	01/01/2019	# of Times Up for Next Paygrade:	1
Most recent Navy-Wide Advancement Exam (NWAE) score:		54.89	Most recent Rating Knowledge Exam (RKE) score:		54.89
Professional Military Knowledge Elig Exam completion date: 09/08/2020					
Enlisted Leader Development Course (LDC) completion date(s):					
Foundational LDC (E-3 & E-4):		Intermediate LDC (E-5):		Advanced LDC (E-6):	
CPO LDC (E-7):	10/12/2021	Senior Enlisted Academy (E-8):			
Qualification Working Toward:	TEST SVM 1	Start Date:	07/07/2025	Goal Completion Date:	07/31/2025
Qualification Working Toward:	TEST SVM 2	Start Date:	07/09/2025	Goal Completion Date:	08/09/2025
Qualification Working Toward:	TEST SVM 3	Start Date:	07/19/2025	Goal Completion Date:	10/09/2025

ESR SELF SERVICE > TASKS > Individual Career Development Plan (Tab 1)

COMMISSIONING PROGRAMS

Are you interested applying for any commissioning program ?

☒ Yes

☐ No

If Yes, which one(s)
program?:

TEST SVM DATA

87 characters remaining

PROFESSIONAL MILITARY EDUCATION

Are you interested in or would like more information about military education to include 'A' and 'C' schools or other formal military training ?

☒ Yes

☐ No

If yes, which program:

TEST

96 characters remaining

OFF-DUTY VOLUNTARY EDUCATION

Highest education Level
completed: K Baccalaureate Degree

University/College currently
enrolled: TEST SVM SCHOOL

Degree currently working
toward: TEST SVM DEG WRK TWD

Degree start date: 07/01/2025

Projected completion date: 07/31/2026

Are you familiar with Tuition Assistance benefits?

☐ Yes

☐ No

Are you familiar with your Joint Service Transcript?

☐ Yes

☐ No

Are you familiar with the benefits of CLEP/DANTES?

☐ Yes

☒ No

ESR SELF SERVICE > TASKS > Individual Career Development Plan (Tab 1)

NAVY COOL & USMAP

USMAP Currently Enrolled: 0169

ELECTRONICS TECHNICIAN (PROFESSIONAL & KINDRED)

**Credential Currently Working Toward via Navy
COOL:**

TEST SVM NAVY COOL

32 characters remaining

PHYSICAL READINESS

Previous PFA cycle Excellent High
results

Your PFA Goal for the next PFA cycle

Good High

 Save

 Return to Search

ESR SELF SERVICE > TASKS > Individual Career Development Plan (Tab 2)

Individual Career Develop Plan

Individual Career Develop Pln2

MILITARY LIFE CYCLE

Do you have a current spending plan?

☒ Yes

☐ No

Are you interested in converting to another rating?

☒ Yes

☐ No

If yes, which one(s)?:

TEST

46 characters remaining

Are you currently experiencing any pay or entitlement issues (household goods, BAH, BAS, GTCC, SDAP, etc.) ?

☐ Yes

☐ No

If yes, explain:

TEST

36 characters remaining

Do you have any areas of concern regarding your current rack or housing situation?

☐ Yes

☐ No

If yes, explain:

TEST HOUSING RMKS

38 characters remaining

Do you know how and when to transfer your Post 9/11 GI Bill education benefits?

☐ N/A

☐ Yes

☐ No

Retirement Plan Enrolled in: HIGH-3

Are you familiar with the benefits of the Blended Retirement System and the timeline for Continuation Pay ?

☐ N/A

☐ Yes

☐ No

Are you familiar with the 4-2-2 Military Service Obligation (MSO) for first term Sailors?

☐ Yes

☐ No

Date your DD Form 2366 (Montgomery GI Bill Act of 1984 Basic Enrollment) was signed:

01

Are you interested in any special programs (USS Constitution, RDC, Embassy, Personnel Exchange Program, etc.)?

☐ Yes

☐ No

Are you familiar with your active duty federal and state VA Benefits ?

☐ Yes

☐ No

Date your Record of Emergency Data and Dependency Application (Page 2) was last verified/updated:

01/08/2021

Date your DD Form 2366 (Montgomery GI Bill Act of 1984 Basic Enrollment) was signed:

ESR SELF SERVICE > TASKS > Individual Career Development Plan (Tab 2)

SPECIFIC, MEASUREABLE, ATTAINABLE, REALISTIC, AND TIME-BOUND (SMART) GOALS

Career SMART goals over the next 12 months:

Goal Completion Date

Personal SMART goals over the next 12 months:

Goal Completion Date

Career SMART goals for the next 5/5+ years:

Goal Completion Date



ESR SELF SERVICE > TASKS > Individual Career Development Plan (Tab 2)

Career SMART goals for the next 5/5+ years:

Goal Completion Date

	31
	31
	31
	31

Personal SMART goals for the next 5/5+ years:

Goal Completion Date

	31
	31
	31
	31

CIMS CDB > USE

Career Information Management

 **Use**
CIMS Use



 Career Development Career Development Board Information component.	 Career Decisions Separation, Reenlistment, Fleet Reserve, Retirement, Extensions Information Component.	 Correspondence Tracking Correspondence Tracking Information Component.
 Career Information Training Career Information Training	 SRB/ESRP Submission Selective Reenlistment Bonus Submit Calculator	 Rating Conversion ASVAB Eligibility Rating Conversion Information Component.
 USMAP Information USMAP Information page	 Dept/Div/Shop/Duty Mass Setup Dept/Div/Shop/Duty Mass Setup	 Member Dept/Div/Duty Setup Member Dept/Div/Duty Setup
 Individual Dept/Div CC Assign Individual Department Division Career Counselor Assignment page	 Career Dev Team Management Career Development Team Management Assignment page	 Mass Career Dev Team Assign Mass Career Development Team Assignment page
 Disconnected CDB Download Disconnected Operations CDB Download	 Disconnected CDB Upload Disconnected Operations CDB Upload	

*Marked tools will be deleted in CR025415

CIMS CDB > USE > Career Development tab

Career Development CDB Data ICDP Goals and Comments

DOD ID: [REDACTED]

Rank/Rate: ABE1

Name: [REDACTED]

Current DSC: 100

ADSD: 07/24/2013

PEBD: 07/24/2013

EAOS: 12/18/2028

Soft EAOS: 12/18/2028

REPORT DT: 05/04/2023 PRD: 04/01/2028

DIEMS: 04/04/2013

DIERF:

Retirement Plan: HIGH-3

EDLN:

EDLN RSN:

HYT Date: 07/23/2035

NEC1: D10A

NEC2: 803R

NEC3:

NEC4:

NEC5:

UIC: 21853 CVN 75 HARRY S TRUMAN

Warfare Qual:

DEPT: AIR

DEPT Career Counselor: [REDACTED]

DIV: V2

DIV Career Counselor: [REDACTED]

Mentor Name:

Home of Rec City/State: SUFFOLK, VA

CAREER DEVELOPMENT BOARD TRACKING

Type	Required Date	Completed Date	Not Required
Reporting	JUN-2023	05/04/2023	
24 Month	MAY-2025		☐
48 Month	MAY-2027		☐
60 Month	MAY-2028		☐

ADDITIONAL BOARDS CONDUCTED

None

Career Decision CDB:

CIMS CDB > USE > Career Development tab

CAREER DEVELOPMENT TRAINING	
CDTC Completion Date:	FTSW Completion Date:

Course Data

 Save	 Return to Search	 Previous in List	 Next in List	 Previous tab	 Next tab
--	--	--	--	--	--

CIMS CDB > USE > CDB Data tab

Career Development

CDB Data

ICDP

Goals and Comments

DOD ID:

Rank/Rate:

Name:

Current DSC: 100

ADSD: 07/24/2013

PEBD: 07/24/2013

EAOS: 12/18/2028

Soft EAOS: 12/18/2028

REPORT DT: 05/04/2023

PRD: 04/01/2028

DIEMS: 04/04/2013

DIERF:

CDB Data

[Find](#) | [View All](#)

First

1 of 1

Last

CDB Type:

DEPT: AIR

DIV: V2

CDB Type 2:

CDB Type 3:

CDB Type 4:

CDB Date:

CDB Rank/Rate:

LEADERSHIP DEVELOPMENT CONTINUUM

Paygrade: E06

Date of Rank: 12/16/2022

of Times Up for Next Paygrade:

Projected Advancement Date

E7: 07/01/2025

Most recent NWAEE score

60.46 Most recent RKE score

60.46 PMK Completion Date 07/27/2024

CIMS CDB > USE > CDB Data tab

LEADERSHIP DEVELOPMENT CONTINUUM

Paygrade: E06 Date of Rank: 12/16/2022 # of Times Up for Next Paygrade:

Projected Advancement Date E7: 07/01/2025

Most recent NWAEE score 60.46 Most recent RKE score 60.46 PMK Completion Date 07/27/2024

Enlisted Leader Development Course (LDC) Completion Date(s)

Foundational LDC (E3 & E4):

Intermediate LDC (E5):

Advanced LDC (E-6):

CPO LDC (E-7):

Senior Enlisted Academy (E-8):

Qualifications Working Toward:

Qualification:

Start Date:

Goal Completion Date:

OFF-DUTY VOLUNTARY EDUCATION

Highest Education Level: L High School Diploma

Univ / College enrolled:

Degree Working Toward:

Start Date:

Target Date:

CIMS CDB > USE > CDB Data tab

Navy COOL & USMAP

USMAP Working Toward:

COOL Working Toward:

PFA DATA

Results:

PFA Goal Sets



TRANSITION

TAP Required: Yes ☐

No ☒

CRS Met: Yes ☐

No ☒

[TAP Listing](#)

CAREER WAYPOINTS

C-WAY Last Review:

Status:

PCS ORDERS

PCS Orders Received:

Welcome Aboard Package Received:

31

 Save

 Return to Search

 Previous in List

 Next in List

 Previous tab

 Next tab

 Refresh

CIMS CDB > USE > ICDP tab

Career Development

CDB Data

ICDP

Goals and Comments

DOD ID:

Rank/Rate:

Name:

Current DSC: 100

ADSD: 07/24/2013

PEBD: 07/24/2013

EAOS: 12/18/2028

Soft EAOS: 12/18/2028

REPORT DT: 05/04/2023

PRD: 04/01/2028

DIEMS: 04/04/2013

DIERF:

COMMISSIONING PROGRAMS

Are you interested in applying for any commissioning programs ?

☐ Yes

☐ No

If yes, which program:

100 characters remaining

PROFESSIONAL MILITARY EDUCATION

Are you interested in or would like more information about military education to include 'A' and 'C' schools or other formal military training ?

☐ Yes

☐ No

If yes, which program:

100 characters remaining

CIMS CDB > USE > ICDP tab

OFF-DUTY VOLUNTARY EDUCATION

- Are you familiar with Tuition Assistance benefits? ☐ Yes ☐ No
- Are you familiar with your Joint Service Transcript? ☐ Yes ☐ No
- Are you familiar with the benefits of CLEP/DANTES? ☐ Yes ☐ No

MILITARY LIFE CYCLE

- Do you have a current spending plan? ☐ Yes ☐ No
- Are you interested in converting to another rating? ☐ Yes ☐ No

If yes, which one(s):

50 characters remaining

- Are you currently experiencing any pay or entitlement issues (household goods, BAH, BAS, GTCC, SDAP, etc.) ? ☐ Yes ☐ No

If yes, which one(s):

40 characters remaining

- Do you have any areas of concern regarding your current rack or housing situation? ☐ Yes ☐ No

If yes, which one(s):

55 characters remaining

- Do you know how and when to transfer your Post 9/11 GI Bill education benefits? ☐ N/A ☐ Yes ☐ No

- Are you familiar with the benefits of the Blended Retirement System and the timeline for Continuation Pay ? ☐ N/A ☐ Yes ☐ No

Retirement Plan Enrolled in: HIGH-3

CIMS CDB > USE > ICDP tab

Are you familiar with the 4-2-2 Military Service Obligation (MSO) for first term Sailors?

☐ Yes

☐ No

Are you interested in any special programs (USS Constitution, RDC, Embassy, Personnel Exchange Program, etc.)?

☐ Yes

☐ No

Are you familiar with your active duty federal and state VA

☐ Yes

☐ No

Date your Record of Emergency Data and Dependency Application (Page 2) was
last verified/updated:

08/31/2022

Why did you join the Navy?

Explanation if other chosen:

100 characters remaining

Describe your ideal Naval
Career:

250 characters remaining

CIMS CDB > USE > 'Goals & Comments' tab (new)

Career Development

CDB Data

ICDP

Goals and Comments

DOD ID:

Rank/Rate:

Name:

Current DSC: 100

ADSD: 07/24/2013

PEBD: 07/24/2013

EAOS: 12/18/2028

Soft EAOS: 12/18/2028

REPORT DT: 05/04/2023

PRD: 04/01/2028

DIEMS: 04/04/2013

DIERF:

Career Intentions

Career Decision

Reenlistment

Plan Date

07/09/2018

[Career Decision](#)

SMART Short Term
Goals:

2000 characters remaining

SMART Long Term
Goals:

2000 characters remaining

CIMS CDB > USE > 'Goals' & 'Comments' tab (new)

CAREER DEVELOPMENT BOARD MINUTES & PLAN

CDB Members Title

Rank

Name

  

  

  

  

  

CIMS CDB > USE > 'Goals' & 'Comments' tab (new)

CDB topics discussed (as applicable)

- | | |
|---|--|
| ☐ Familiarization with Sailors background | ☐ Command mission, vision, and expectations |
| ☐ Introduction of Career Development Team | ☐ Personnel Record Review (ESR and OMPF) |
| ☐ Mentorship and protégé responsibilities | ☐ Advancement requirements (PMK-EE, LDC, etc.) |
| ☐ Off-duty education (TA, CLEP, USNCC, etc.) | ☐ Rating Conversion |
| ☐ Physical readiness | ☐ Monetary incentives (SRB, SDAP, SDIP, etc.) |
| ☐ Commissioning Programs | ☐ Credentialing (USMAP and Navy COOL) |
| ☐ Personal Financial Management Program | ☐ TAP requirements (incl. 4/2/2 MSO) |
| ☐ Validation pay entitlements & PCS travel claim liquidation | ☐ Special Programs |
| ☐ Leave and Earnings Statement (LES) review | ☐ Learning & Development Continuum (NPME, JPME, etc.) |
| ☐ Transfer of Education Benefits | ☐ Learning and Development Roadmap (LaDR) |

Add CDB Topics

Board Comments:

2000 characters remaining

Status

☐ Completed

CIMS > Lists > Unit Tracking

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[Career Information Management](#)

>

[Lists](#)

>

[Unit Tracking](#)



Tracking Criteria

Unit Tracking Search Criteria

List Type

☒ Active

☐ Reserve

List

☒ Alpha Roster

☐ Career Counselor Roster

☐ Career Decision

☐ CDB Notification

☐ BRS - CP

☐ PACT

☐ MGIB

☐ C-WAY

☐ Post-9/11 GIB TEB

[UIC Access](#)

[Personalize](#)

[Find](#)

[View All](#)



First



1-7 of 7



Last

Select

UIC

CIMS > Lists > Unit Tracking > CDB Notifications

Tracking Criteria

Unit Tracking Search Criteria

List Type

☒ Active
 ☐ Reserve

List

☐ Alpha Roster
 ☐ Career Counselor Roster
 ☐ Career Decision
 ☒ CDB Notification

☐ BRS - CP
 ☐ PACT
 ☐ MGIB
 ☐ C-WAY

☐ Post-9/11 GIB TEB

Filter

☐ Sailor Request
 ☒ Due
 ☐ Completed
 ☐ Verified

Date Parameter

From Date (JAN-2001)
 To Date (DEC-2001)

UIC Access

[Personalize](#) | [Find](#) | [View All](#) | |

First 1-7 of 7 Last

Select	UIC	
☐	00070	COMPACFLT



CIMS > Lists > Unit Tracking > CDB Notifications

Tracking Criteria **CDB SR List**

Active CDB Notification Sailor Request List							Personalize Find View All  	First  1-2 of 2  Last
UIC	Rank/Rate	Name	Dept	Div	MBR Requested	Requested Date	Requested Reason	
21247	AMC	Hyperlink, Name	AIMD	IM2	Yes	09/09/2025	SASA	
21247	MA2		SEC		Yes	09/09/2025	SASA	

CIMS > Lists > Unit Tracking > BRS-CP

[Favorites](#) [Main Menu](#) > [Career Information Management](#) > [Lists](#) > [Unit Tracking](#)



Tracking Criteria

Unit Tracking Search Criteria

List Type

☒ Active

☐ Reserve

List

☐ Alpha Roster

☐ Career Counselor Roster

☐ Career Decision

☐ CDB Notification

☒ BRS - CP

☐ PACT

☐ MGIB

☐ C-WAY

☐ Post-9/11 GIB TEB

Filter

CP Election

Elected

Declined

Elected

Not Elected

UIC Access

Size

Find

View 100

First

1-10 of 14613

Last

Select

UIC

☐

00011

☐

00012

UNSECNAV

CIMS > Lists > Unit Tracking > BRS-CP

Tracking Criteria

BRS CP Listing

Active BRS CP Listing

Personalize

Find

View All



First



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Last

UIC	Name	Rank/Rate	Branch/Class	SPI Code	PEBD	BRS Status	CP Payment Option	CP Election	CP Effective Date	CP Status
1 21853		PS1	11		02/19/2014	E		X		
2 21853		AT1	11		03/25/2014	E		X		
3 21853		LN2	11		11/12/2013	E		X		
4 21853		CS1	11		01/14/2014	E		X		
5 3049B		CTT1	11		04/07/2014	E		X		
6 21853		RS2	11		02/24/2014	E		X		
7 21853		ETNC	11		03/18/2014	E		X		
8 21853		OS1	11		01/23/2014	E		X		
9 47608		CS1	11		04/02/2014	E		X		
10 21853		MMC	11		03/25/2014	E		X		