

Professional Apprenticeship Career Track (PACT) Sailors – Path to Redesignation through MyNavy Assignment (MNA)

Background:

Professional Career Apprenticeship Track (PACT) Sailors are now being offered a clearer path to designation through MyNavy Assignment (MNA), announced in NAVADMIN 275/19. This initiative follows the same basic order negotiation process as rated Fleet Sailors. PACT Sailors will begin applying for billets 12-months prior to their projected rotation date (PRD) and remain eligible until they are selected for a billet or until their Soft End of Active Obligated Service (SEAOS).

Talking Points:

- PACT Sailors will now receive rating designating based upon the billet for which they are selected in MNA.
- MNA is a new and enhanced interface to the Detailing Marketplace that is replaced Career Management System – Interactive Detailing (CMS-ID) program.
- This improved PACT Sailor designation process allows the PACT Sailor to apply for their rating and duty station simultaneously. While a follow-on assignment at the current command of the PACT Sailor is considered optimal, billet vacancy will largely determine if the orders are to the current command, a new command, or Class “A” School, leading to a rating designation. Command involvement in this process is paramount.
- PACT Sailors will follow the same basic order negotiation process in MNA as rate Fleet Sailors. At 12 months prior to their PRD, a PACT Sailor will apply for their next set of orders which ties them to their new rating.
- This change aligns fully with Sailor 2025 initiatives by providing PACT Sailors a complete view of the Navy’s validated work requirements and their associated ratings. PACT Sailors are on the leading edge of the MyNavy HR commitment to modernize and enhance the detailing marketplace experience.
- Before PACT Sailors enter their order negotiation window, commands must perform the 6-month Career Development Board for those Sailors and report their career and PACT intentions in C-WAY.
- PACT Sailors will begin the rating designation process 12 months prior to their PRD and will apply via MNA for a maximum of three cycles. PACT Sailors who fail to select for a rate will have their PRD adjusted to match their SEAOS. PACT Sailors whose PRDs have been adjusted to SEAOS and desire to negotiate for a designation/requisition outside the normal negotiating window shall contact the PACT Enlisted Community Manager (ECM) at PACT_ADMIN.fct@navy.mil for negotiation.

- PACT Sailors should submit up to seven applications each MNA cycle, and Detailers will make job selections based on Sailor's PRD, training availability to meet the job requirements, and the need of the Navy.
- PACT Sailors will obtain their rating when they execute the Obligated Service (OBLISERV) for their orders no earlier than 90 days from PRD, or, for those with lengthy Class "A" schools, once they have successfully completed training.
- Once selected for orders, Sailors must request to OBLISERV to meet the tour length requirements for the rating selected. However, that OBLISERV may be deferred in some cases for Sailors to be eligible for a Selective Reenlistment Bonus (SRB).
- Those Sailors who meet their OBLISERV requirements for the new rating, or incur a minimum of 24 months sea duty (whichever is greater), can be advanced to E4 with the approval of their Commanding Officer.
- PACT Sailors will receive sea duty credit for the time they have served at sea. Sailors who decline to apply for designation will have their PRD adjusted to their SEAOS, will remain in a PACT status for the duration of their enlistment, and will not be eligible for reenlistment.

Frequently Asked Questions

Q1. Why is the Navy changing the way it designates PACT Sailors?

A1. In alignment with Sailor 2025 and the overall MyNavy HR transformation effort, we are using more modern and capable software to provide Sailors better options and more transparency in their careers. This change aligns with the announcement of MNA, the new and enhanced Sailor interface to the Detailing Marketplace. This also means PACT Sailors are now applying for billets in much the same manner as rate Fleet Sailors.

Q2. When do PACT Sailors apply for these billets?

A2. At 12 months prior to their PRD, a PACT Sailor will apply for their next set of orders which ties them to their new rating.

Q3. How will PACT Sailors be selected? How many jobs should PACT Sailors apply for?

A3. PACT Sailors should submit up to seven applications each MNA cycle, and Detailers will make job selections based on Sailor's PRD, training availability to meet the job requirements, and the needs of the Navy. PACT Sailors will obtain their rating when they execute the OBLISERV for their orders no earlier than 90 days from PRD, or, for those with lengthy Class "A" schools, once they have successfully completed training.

Q4. Will PACT Sailors be able to apply for package required rates in MNA?

A4. No. PACT Sailors desiring entry into one of the following ratings/communities will apply via ePAR to the PACT ECM at BUPERS 32; IW, SPECWAR, Submarine, AW, LN, MA, RP, and MC. Submit the request IAW applicable MILPERSMAN via ePAR 13-15 months prior to PRD.

Q5. How do PACT Sailors who have their PRDs effected by Command Sponsorship, LIMDU, pregnancy, Spouse Colo, etc. pick their rates?

A5. A PACT Sailor whose PRD is changed due to Command Sponsorship, LIMDU, pregnancy, Spouse Colo, etc., will route an ePAR to the PACT (ECM) at BUPERS 32, requesting up to 7 ratings, 12 months from their “original PRD”.

Q6. Can PACT Sailors who did not apply or were not selected for a requisition within the three cycles of MNA still be eligible to be rated?

A6. Yes. PACT Sailors will still be eligible for a requisition/rating but will have to apply outside of MNA via an ePAR to the PACT ECM at BUPERS 32.

Q7. What happens once PACT Sailors are selected for a job?

A7. Once selected for orders, Sailors must OBLISERV to meet the tour length requirements for the selected rating. However, that OBLISERV may be deferred in some cases for Sailors to be eligible for a SRB. Those Sailors who meet their OBLISERV requirements for the new rating, or incur a minimum of 24 months sea duty (whichever is greater), can be advanced to E4 with the approval of their Commanding Officer.

Q8. Will PACT Sailors receive credit for their sea duty?

A8. Yes. PACT Sailors will receive sea duty credit for the time they have served at sea.