



NAVADMIN 035/21 announced policy and guidance for calendar year (CY) 2021 Season One Meritorious Advancement Program (MAP) for Active and Full-Time Support Sailors. The Season One window will remain 45 days, beginning on March 1 running through April 15. MAP will account for approximately 20 percent of total advancements in CY21 with roughly half of the available quotas allocated for each season. In order to preserve advancement opportunity via the Navy Wide Advancement Exam (NWAE) and control over-manning a particular rate/paygrade, MAP advancement to the BM3, ABF2, ABF1, ABH3, and ABH2 will be controlled by limiting quotas in these rates/paygrades.

What you need to know

Quota Management	Controlling Ratings	NSIPS Process
<ul style="list-style-type: none"> • All unused quotas will be factored into the Navy Wide Advancement Exam (NWAE) cycle. • Quota usage, modifications and distribution will be managed within the NSIPS environment. • BSO and command quotas will be uploaded into NSIPS on Feb. 15 and can be found under the quota summary report tab. • Additional quotas can be requested using the quota request option. 	<ul style="list-style-type: none"> • The decision to control the selected rates/paygrades was made based on a variety of factors, to include low NWAE advancement opportunity and proportionality of total MAP advancements in each community. • Commands desiring to MAP advance a Sailor to ABF1, ABF2, ABH2, ABH3, or BM3 must submit a request via the quota request option in NSIPS. 	<ul style="list-style-type: none"> • Commands are required to submit their MAP advancement through NSIPS. The system will use authoritative data to determine eligibility. • Commands are still required to locally validate that MAP candidates have successfully completed the Professional Military Knowledge Eligibility Examination (PMK-EE) requirement prior to the first day of the MAP season.
NSIPS Afloat		Nuclear Trained
<ul style="list-style-type: none"> • Commands without access to NSIPS must submit their MAP nomination request via e-mail directly to their ISIC, TYCOM or BSO/echelon II command. • The letter must be signed by the commanding officer and should address any exception to policies (ETPs) and/or additional quotas requests. 	<ul style="list-style-type: none"> • The request will be routed through a command's ISIC/TYCOM before the BSOs ultimately adjudicate the request. • Once all applications are collected, BSOs will review and issue MAP quotas to most qualified candidates. 	<ul style="list-style-type: none"> • If a command desires to advance a nuclear-trained Service Member not meeting the TIR, an ETP must be routed to Director, Military Personnel Plans and Policy (OPNAV N13) via Nuclear Program Manager (OPNAV N133). • E-5s require a TIR date of Jan. 1, 2019 or earlier to be eligible for advancement to E-6.
Two Seasons		Sailor 2025
<ul style="list-style-type: none"> • We are maintaining the two-season framework that aligns the MAP with the NWAE to emphasize the intent of MAP in selecting and rewarding the right Sailors. 	<ul style="list-style-type: none"> • Amount of quotas available for BSOs to issue will be determined proportionately by billets authorized (BA) at the lower paygrade of that rate under that BSO. 	<ul style="list-style-type: none"> • MAP continues to be a valuable part of our advancement system and has proven to be an excellent tool to advance top quality Sailors.

Policy Guidance Links:

NAVADMIN ___/20:

Web: <https://www.mnp.navy.mil/group/advancement-and-promotion/a-enlisted-advancement-resources-and-links>

2021 Meritorious Advancement Program - Season 1

~ Questions & Answers ~

Q1. What is changing?

A1. As outlined in NAVADMIN 035/21, we are now limiting MAP authority for commands in a handful of ratings/paygrades. BM3, ABF2, ABF1, ABH3, and ABH2 rates will be what we call 'controlled' in that only the budget submitting office will be able to allocate quotas for MAP-eligible personnel in those ratings.

Q2. Why was this done?

A2. This was done after careful consideration of a number of factors such as overmanning in tandem with a review of historical Navy Wide Advancement Exam advancement opportunity trends. In the ratings selected, we were observing a trend of at or near zero opportunity to advance via NWAE. This move restores paygrade balance and NWAE opportunity.

Q3. Will this continue to be done for other ratings?

A3. We will continue to use the same process used to determine controls for these ratings for other ratings where we see a trend of disproportionately high MAP promotions, overmanning in a paygrade, and low NWAE opportunity. We are currently monitoring a number of ratings, but NWAE remains a viable path in those ratings and so we chose not to limit MAP in those ratings this cycle.

Q4. Will MAP continue to remain steady at 20 percent of Total Advancement Opportunity?

A4. We've held it at 20 percent for the past year and into this year so we can continue to assess results, both on performance and retention. So far, the results have shown that top performers are advancing through MAP. Given all factors, it will remain at 20 percent for the foreseeable future.

Q5. Will submitting a request to MAP advance someone to a controlled rate count against my unit's MAP quotas?

A5. No. The BSOs have been granted quotas specifically for these rates and they will use those quotas to execute the advancements.

Q6. What should I include in the request to MAP advance a sailor in a controlled rate?

A6. A standardized form can be found on the MAP homepage in MyNavyPortal at <https://www.mnp.navy.mil/group/advancement-and-promotion/a-enlisted-advancement-resources-and-links>, then select the *Websites* tab in the blue banner.

Q7. Is MAP shaping our enlisted force to ensure we have the right Sailors to assign to the war fight, and are these Sailors experienced and proven enough to win that battle?

A7. MAP is intended to empower and place greater trust on the command triads to identify and advance the most capable (experienced and proficient) Sailors within their command. One of the notable takeaways from previous MAP seasons is that COs predominantly choose to meritoriously advance Sailors who have the same (or greater) time in rate as those advanced via the traditional Navy-wide exam, which indicates that commands are continuing to focus on the Sailor's competency and capability. Immediate advancements allow us to recognize the right Sailors who continue to directly support the mission.