

WELCOME



**2024 LDO/CWO
BOARD OF DIRECTORS**

START TIME: 0800



LDO/CWO Officer Community Manager

LDO/CWO OCM SHOP 2024 BOD SLIDES

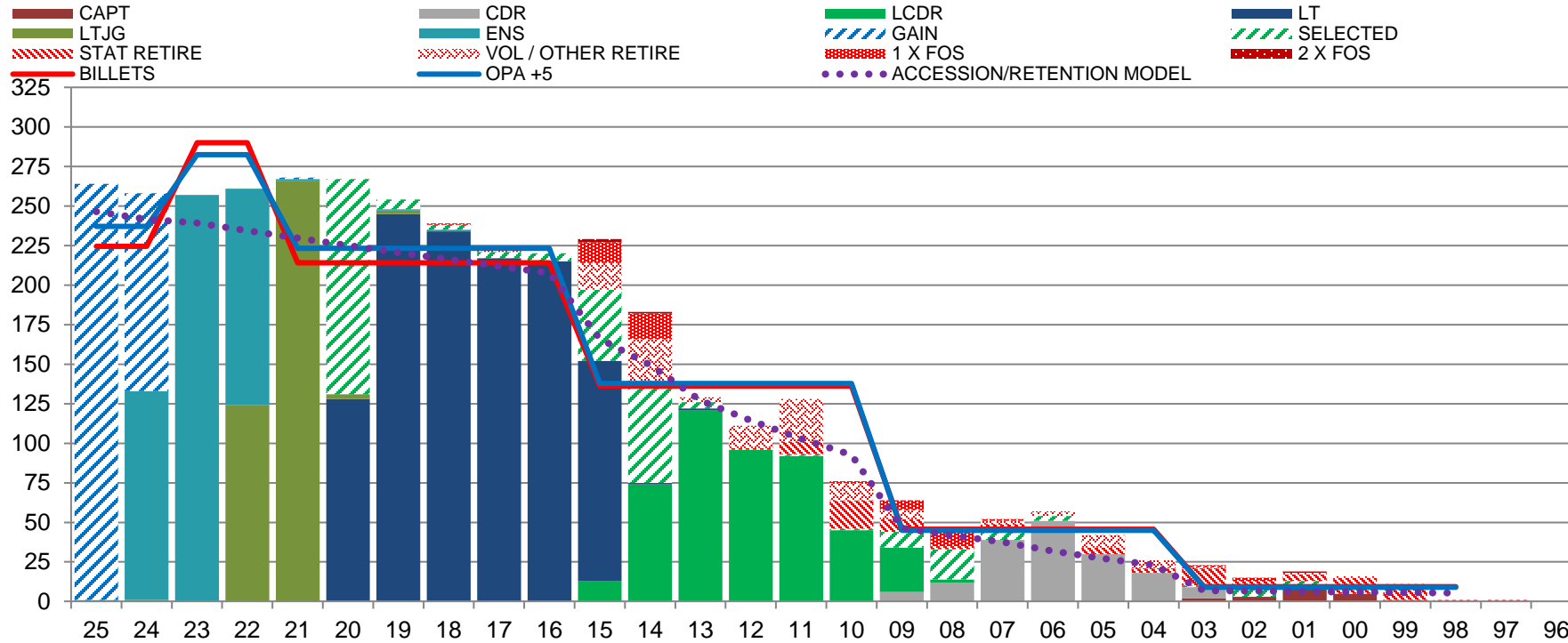
Head LDO/CWO Officer Community Manager
(CAPT Pat Sutton)

CWO Officer Community Manager
(CWO5 John Cowan)

LDO/CWO Assistant OCM
(LCDR Ryan Peter)
(Mr. Parker Dinwiddie)



Limited Duty Officer Manning (6XXX)



6XXX	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	449	580	1284	817	274	56	3460
INVENTORY	522	550	1363	630	219	45	3329
MANNING %	116%	95%	106%	77%	80%	80%	96%
GAINS	21	0	0	0	0	0	21
LOSSES	0	0	11	11	1	0	23



LDO Designators

Line (SURFACE)

611X DECK
 612X OPERATIONS
 613X ENGINEERING/REPAIR
 618X ELECTRONICS

Line (SUB / NUCLEAR)

6200 NUCLEAR POWER (NAVADMIN 006/16)
 623X ENGINEERING/REPAIR
 626X ORDNANCE
 628X ELECTRONICS
 *629X COMMUNICATIONS

Line (AVIATION)

631X DECK
 633X MAINTENANCE
 636X ORDNANCE
 639X AIR TRAFFIC CONTROL

General Line

641X ADMINISTRATION
 643X BANDMASTER
 648X EXPLOSIVE ORDNANCE DISPOSAL
 649X SECURITY

Staff

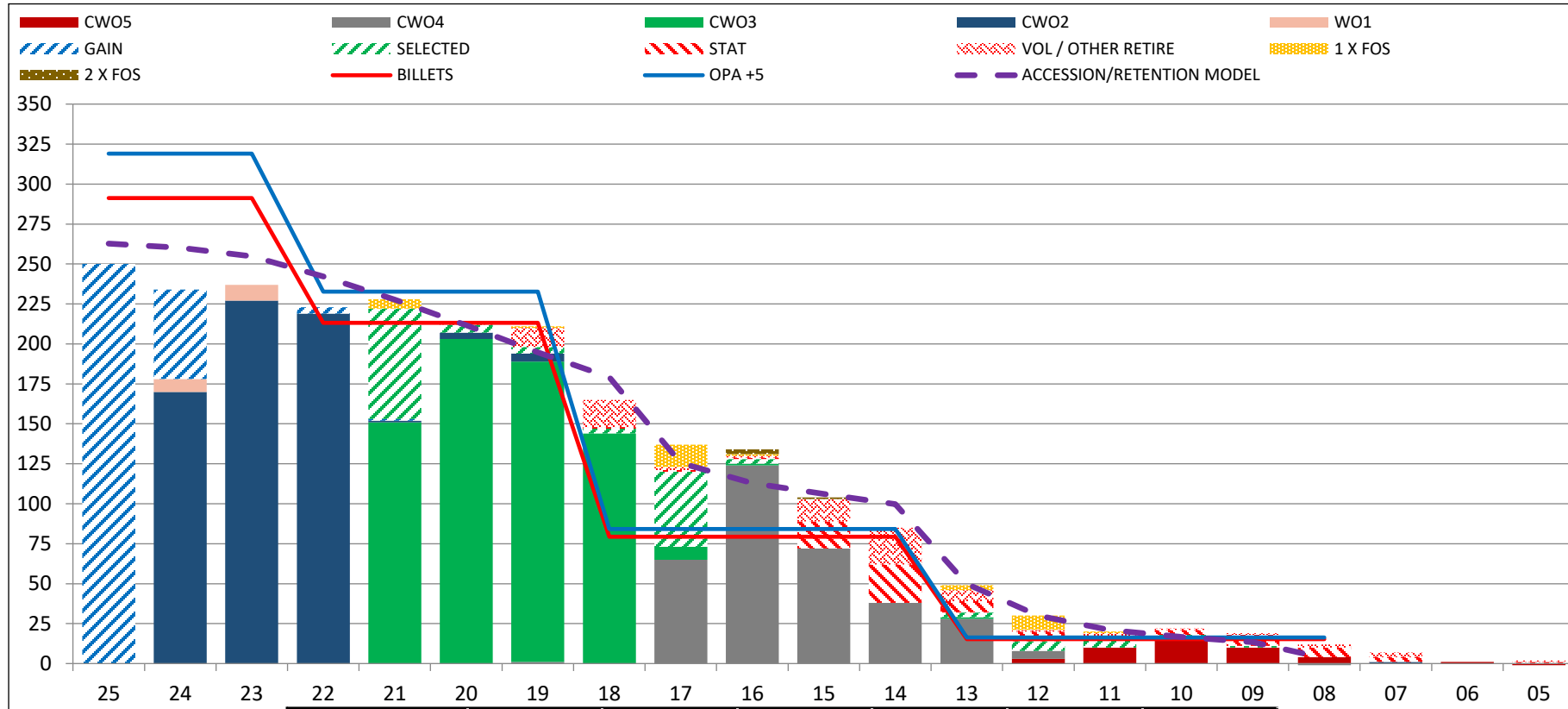
*651X SUPPLY CORPS
 653X CIVIL ENGINEER CORPS

** Applicants for LDO off-ramp designators must comprehend designator specific off-ramp requirements and procedures as defined in NAVADMIN 128/19 (629X) or NAVADMIN 014/18 (651X)*

1. LT at 5 years for Supply to Staff designator
2. LT at 6 years for Sub Communications to core Restricted Line
3. Must have completed a baccalaureate degree
4. Must have appropriate Warfare device (Supply)



Chief Warrant Officer Manning (7XXX)



7XXX	WO1	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	18	863	838	397	92	2208
INVENTORY	28	718	784	459	71	2060
MANNING %	156%	83%	94%	116%	77%	93%
GAINS	8	28	0	0	0	36
LOSSES	0	2	10	8	1	21



CWO Designators

Line (SURFACE)

- 711X BOATSWAIN
- 712X OPERATIONS TECHNICIAN
- 713X ENGINEERING/REPAIR TECHNICIAN
- 715X* SPECIAL WARFARE TECHNICIAN
 - Core
 - Undersea
- 717X NAVAL SPECIAL WARFARE COMBAT CREWMAN
- 718X ELECTRONICS TECHNICIAN

Line (SUB / NUCLEAR)

- 720X DIVING OFFICER
- 726X ORDNANCE TECHNICIAN
- 728X ACOUSTIC TECHNICIAN

Line (AVIATION)

- 731X BOATSWAIN
- 732X OPERATIONS TECHNICIAN
- 733X MAINTENANCE TECHNICIAN
- 736X ORDNANCE TECHNICIAN

Line (AVIATION UNMANNED AIRCRAFT)

- 737X AIR VEHICLE PILOT (OCS WO1)

Line (GENERAL / STAFF)

- 741X ADMINISTRATION TECHNICIAN
- 752X FOOD SERVICE WARRANT
- 749X SECURITY TECHNICIAN

Line (INFO Warfare Community)

- 780X OCEANOGRAPHY WARRANT
- 781X CRYPTOLOGIC WARFARE TECHNICIAN
- 782X INFORMATION SYSTEMS TECHNICIAN
- 783X* INTELLIGENCE TECHNICIAN
 - CI/HUMINT
 - GEOINT/Targeting
 - OPINTEL
- 784X CYBER WARRANT (WO1 Only)

- Special Warfare (715X) and Intelligence (783X) CWO applicants will be considered for selection into Core Competency Areas (CCA)



FY 25 Active Duty Selections

<u>Active Duty</u>	<u>Quotas</u>	<u>Selected</u>	<u>Announced</u>
Enlisted to LDO	221	221	219**
Enlisted to CWO	245	245	245

- * Quota returned (0)
- ** On hold awaiting adjudication of an issue (2)

LDO Selection Opportunity: 27% (above 5 and 10 year average)

CWO Selection Opportunity: 37% (above 5 and 10 year average)

Total applications for LDO and CWO: **1,520**

Eligible applications: **1,479** (LDO Apps – 824 / CWO Apps - 655)

**Note: Non-NUC applicant data*



FY 25 Stats (LDO)

Designator/Community					FY25		
	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
611X DECK	25.2%	23.3%	8	8	30	9	30%
612X OPERATIONS	30.8%	27.2%	11	12	20	12	60%
613X ENGINEERING	25.9%	23.6%	26	26	92	30	33%
618X ELECTRONICS	39.3%	32.4%	32	26	77	37	48%
620X NUCLEAR POWER	26.6%	27.0%	44	42	162	42	26%
623X SUB-ENGINEER	17.1%	20.8%	4	4	18	5	28%
626X SUB-ORDNANCE	29.8%	28.1%	8	8	30	9	30%
628X SUB-ELECTRONICS	21.5%	19.1%	5	6	26	5	19%
629X SUB-COMMS	28.0%	25.3%	4	4	21	4	19%
631X AVIATION-DECK	34.3%	23.4%	6	6	15	6	40%
633X AVIATION-MAINT	20.4%	17.8%	24	25	80	26	33%
636X AVIATION-ORD	23.3%	20.6%	13	12	48	15	31%
639X AIR TRAFFIC CONT	19.2%	21.0%	5	5	24	5	21%
641X ADMINISTRATION	13.6%	13.7%	19	20	132	22	17%
643X BANDMASTER	64.7%	46.5%	1	2	4	2	50%
648X EOD	68.4%	52.8%	3	5	6	4	67%
649X SECURITY	22.1%	22.0%	22	23	92	20	22%
651X SUPPLY	6.3%	6.8%	7	8	99	6	6%
653X CIVIL ENGINEER	32.4%	31.0%	4	5	10	4	40%
LDO Total	21.6%	19.6%	268	246	986	263	27%



FY 25 Stats (CWO)

Designator/Community					FY25		
	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
711X DECK	43.2%	37.5%	11	11	24	10	42%
712X OPERATIONS	39.9%	34.2%	13	13	41	12	29%
713X ENGINEERING	34.7%	27.6%	24	24	67	23	34%
715X SPECIAL WARFARE	69.1%	65.2%	12	11	23	14	61%
717X SWCC	66.8%	58.3%	4	5	3	2	67%
718X ELECTRONICS	33.3%	23.4%	16	11	46	18	39%
720X DIVER	60.7%	62.7%	5	5	9	6	67%
726X SUB-ORDNANCE	14.3%	13.8%	2	2	14	2	14%
728X SUB-ACOUSTIC	39.6%	35.4%	4	5	17	8	47%
731X AVIATION-DECK	16.7%	15.1%	6	6	24	6	25%
732X AVIATION-OPS	87.3%	66.3%	12	9	17	13	76%
733X AVIATION-MAINT	22.2%	18.2%	25	26	78	26	33%
736X AVIATION-ORD	23.8%	22.5%	13	14	57	12	21%
741X ADMINISTRATION	26.5%	20.7%	23	20	70	24	34%
749X SECURITY	16.4%	13.3%	6	6	39	7	18%
752X FOOD SERVICES	22.7%	23.7%	6	7	22	5	23%
780X OCEANOGRAPHY	61.7%	49.5%	2	3	3	2	67%
781X INFO WARFARE	42.0%	33.1%	15	14	34	15	44%
782X INFO SYSTEMS	39.8%	28.2%	17	16	40	22	55%
783X INTELLIGENCE	52.7%	41.9%	12	9	23	15	65%
784X CYBER	73.3%	54.1%	2	2	4	3	75%
CWO Total	32.0%	26.3%	232	196	655	245	37%



Community Engagement

- **Roadshows –**
 - Engaged over 2,500 Mustangs and Applicants
 - Completed 13 Roadshows (Community/Applicant briefs) funded by local commands
 - Jacksonville/Mayport/King’s Bay, Yokosuka/Atsugi/Sasebo, San Diego (x2), Hampton Roads (x6), Washington D.C./Patuxent River/Annapolis, Hawaii, Newport
 - 1 Career Development Symposium – Norfolk
- **LDO/CWO Academy –**
 - In-person briefs to each class before graduation
- **Facebook –**
 - 14.5K + followers
 - Recruiting poster initiative
 - Great source of information exchange between Mustangs and Applicants



Community Initiatives

- **OPNAVINST 1420.2 published 3APR24. Summary of changes.**
- **Initiated Competitive Category Board of Directors (BODs) in 2022. Various stages of development.**
- **Continue work to improve billet alignment. Billet/grade mismatch, distribution of control grade and leadership billets. What is the work?**
- **Challenges associated with community health vs. distributable inventory.**
- **SECNAVINST 1400.1C updates, (Competitive Categories inst).**
- **SECNAVINST 1412.8C updates, (CWO promotion inst).**
- **Updated NOOCS Manual to reflect disestablishment of 10 designators.**
- **AVP 7371 WO1 program, currently 3 years into growing community.**



Community Initiatives (cont.)

- **Merit Reorder language for CWO5 NDAA approval.**
- **WOBA opportunities – creates vacancies and improves promotions.**
- **Lateral Transfer/Redesignation Opportunities – board Feb/Aug each year. SURFOR initiative per FY-25 SURFACE LIMITED DUTY OFFICER (61XX) TO SURFACE WARFARE OFFICER (1110) CONVERSION BOARD ANNOUNCEMENT (DTG: R 281647Z MAR 24).**
- **Retire/Retain, WOBA: contrast of prerequisites and needs of the Navy.**
- **TFMMS/MCR process education/challenges.**



OCM Deliverables

In May, the OCM Shop will begin delivering community products to the BODs and Detailers for an annual review and update. These items will become board material and should be treated as such.

- Community Value Slides (CC BOD)
- Merit Reorder Language
- Career Pattern Sheets
- Discrete Requirements
- Functional Email: ldocwoocm.fct@navy.mil
- <https://www.facebook.com/groups/10150114349755436>



New Interview Appraisal Sheet

MOTIVATION											
PROGRAM MOTIVATION (Indicate the applicant's motivation for the program for which applying)	Very highly motivated for program.	Definitely motivated for program.	Motivated for Navy (Program not important).	Motivated for Commission (Program and service not important).	Unable to determine						
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
POTENTIAL											
FIT WITH COMMUNITY QUALIFICATIONS	OUTSTANDING Very strong in 2 or more focus areas, with potential in others.	EXCELLENT Very strong in at least 1 focus area with potential in others.	GOOD Solid potential in focus areas, good overall.	AVERAGE Identifiable potential in some focus areas, no concerns.	LESS THAN AVERAGE No real community. Specific strengths.						
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
TECHNICAL KNOWLEDGE (For LDO/CWO Applicants Only) Refer to Discrete Requirements	OUTSTANDING	EXCELLENT	GOOD	AVERAGE	LESS THAN AVERAGE						
	10 9	8 7 6	5 4 3	2 1	0						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
POTENTIAL AS A CAREER NAVAL OFFICER	OUTSTANDING	EXCELLENT	GOOD	AVERAGE	LESS THAN AVERAGE						
	10 9	8 7 6	5 4 3	2 1	0						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
COMMENTS: Supplement or qualify the motivation rating and potential as a career Naval Officer, as appropriate.											
PANEL MEMBER NAME, GRADE, DESIGNATOR (LDO/CWO ONLY)						PANEL MEMBER NAME, GRADE, DESIGNATOR (LDO/CWO ONLY)					
SIGNATURE OF INTERVIEWER				TYPE OR PRINT NAME OF INTERVIEWER				GRADE, DESIGNATOR (IF ANY) BRANCH OF SERVICE			

NAVCRUIT 1131/5 (Rev. 12-2023)

CONTROLLED



CAPT and CWO5 Assignment / Usage

▪ CAPT LDO assignment / usage:

- Surface : 14 total, 12 of 14 assigned to 61XX 06 billets (86%)
- Sub/Nuke: 9 total, 2 of 9 assigned to 62XX billets (22%)
- Aviation: 13 total, 9 of 13 assigned to 63XX billets (69%)
- General Line: 9 total, 7 of 9 assigned to 64XX billets (78%)
- Staff: 1 total, 1 of 1 assigned to 65XX billet (100%)

CWO5 assignment / usage:

- Surface : 20 total, 3 of 20 assigned to 71XX billets (15%)
- Sub/Nuke: 10 total, 5 of 10 assigned to 72XX billets (50%)
- Aviation: 21 total, 15 of 21 assigned to 73XX billets (72%)
- General Line: 5 total, 2 of 5 assigned to 74XX billets (40%)
- Staff: 6 total, 2 of 6 assigned to 75XX billet (33%)
- IWC : 14 total 6 of 14 assigned to 78XX billets (43%)



**QUESTIONS or
COMMENTS ?**



SURFACE ENTERPRISE 2024 BOD SLIDES

Surface LDO/CWO Competitive Category Representatives
(CAPT Richie Enriquez)
(CWO5 Mark Bradford)

PERS 41 LDO/CWO Assignments
(CDR Kat Vester)



OPENING COMMENTS

BLUF: Overall 61XX/71XX LDO/CWO community is in good shape.

- Overall designator inventory averages are over 93% with the exception of the 6110 (86%) designator.
- Our overall inventory/manning is: 1008 LDO's at 94% manning and 777 CWO's at 100% manning.
- We currently have 14 O6's (3 Retirements approved) and 21 CWO5's (5 Retirements approved).

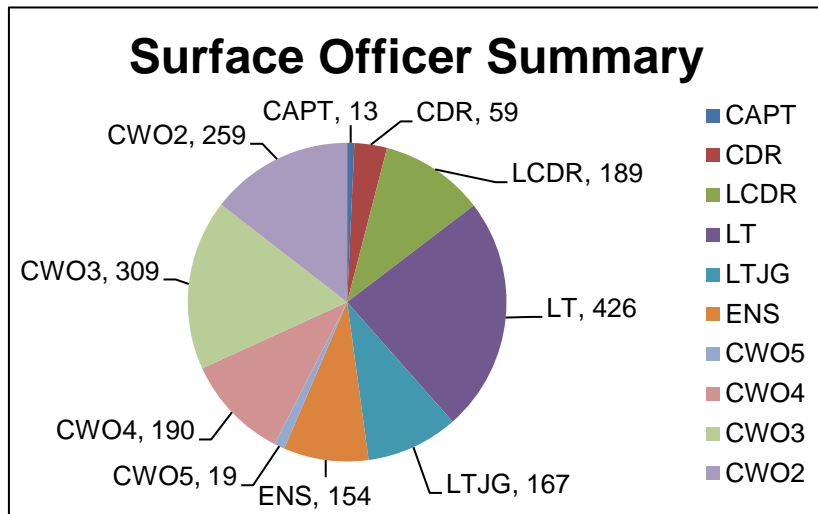
Work in progress:

- Improve/continue to mentor and counsel – push to retain to help with inventory
- LDO/CWO billet structure – right grades for right jobs
- Improve mentorship/career planning across all designators (some better than others)
- Surface Warfare Qualification – No change to current policy.

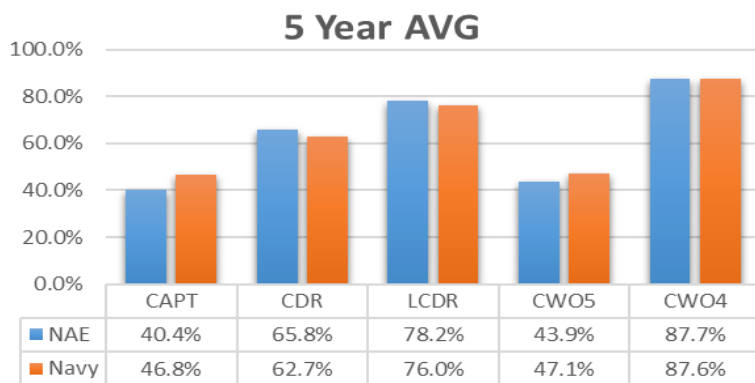
The following slides are an overview of the community by designator.



Overall Surface Community Health



Promotion



61XX	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	125	199	408	257	66	16	1071
INVENTORY	154	167	426	189	59	13	1008
MANNING %	123%	84%	104%	74%	89%	81%	94%
GAINS	0	0	0	0	0	0	0
LOSSES	0	1	11	4	1	0	17

71XX	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	309	307	137	23	776
INVENTORY	259	309	190	19	777
MANNING %	84%	101%	139%	83%	100%
GAINS	2	0	0	0	2
LOSSES	0	1	3	2	6

LDO Command Summary

Major Command

- 6 of 6 Major CMD Selects for FY-23
- Zero non-selects over the past 4 years

Commander Command

- 14 of 17 selects
- Average around 80% selection rate for the last 4 years

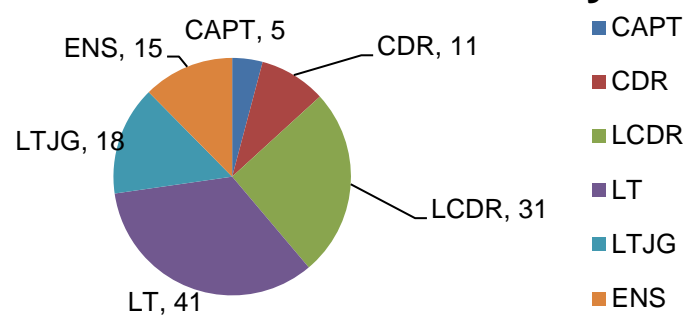
Command Opportunity

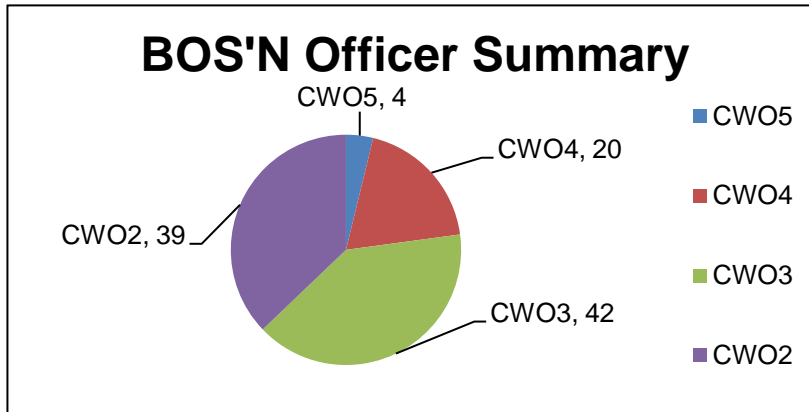
- Currently 0 LDO's serving in Major CMD Jobs
- We've served in 36 Major CMD billets over the past 10 years



Deck 6110/7111

Surface Deck (6110/7111) Update
(CAPT Richie Enriquez)
(CWO5 Mark Bradford)

<h3>Deck LDO Officer Summary</h3>  <p>ENS, 15 CAPT, 5 CDR, 11 LTJG, 18 LT, 41 LCDR, 31</p> <ul style="list-style-type: none"> ■ CAPT ■ CDR ■ Lcdr ■ LT ■ LTJG ■ ENS 	<h3>Issues</h3> <ul style="list-style-type: none"> • East/West Coast Billeting. Concentrate effort to balance talent between Fleet concentration areas on both coasts. <ul style="list-style-type: none"> - ex. PORT SVCS Norfolk billeted to CDR PORT SVCS San Diego billeted to LT • SURPAC/SURFLANT FORCE 1ST LT/BOSN billets (O-6/W-5). <ul style="list-style-type: none"> - Currently no senior Deck/BM advocates at CNSP - Funding for prospective billets? 																																
<h3>Designator Health</h3> <table border="1"> <thead> <tr> <th>6110</th> <th>ENS</th> <th>LTJG</th> <th>LT</th> <th>LCDR</th> <th>CDR</th> <th>CAPT</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>BILLETS</td> <td>12</td> <td>19</td> <td>59</td> <td>40</td> <td>9</td> <td>2</td> <td>141</td> </tr> <tr> <td>INVENTORY</td> <td>15</td> <td>18</td> <td>41</td> <td>31</td> <td>11</td> <td>5</td> <td>121</td> </tr> <tr> <td>MANNING %</td> <td>125%</td> <td>95%</td> <td>69%</td> <td>78%</td> <td>122%</td> <td>250%</td> <td>86%</td> </tr> </tbody> </table>	6110	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL	BILLETS	12	19	59	40	9	2	141	INVENTORY	15	18	41	31	11	5	121	MANNING %	125%	95%	69%	78%	122%	250%	86%	<h3>Initiatives</h3> <ul style="list-style-type: none"> • Convert CVN 1ST LT billets from Lcdr to CDR. <ul style="list-style-type: none"> - Expand CDR opportunities to remain at-sea in demanding operational billet. - Filling this billet with our most capable O-5s will level the HOD dynamics within the CVN wardroom. • LDO Captain/Commander Command opportunities vs current SWO billeting. <ul style="list-style-type: none"> - NBG/BMU/ACU? - Opportunity for AMPHIB SMEs to train and mentor at the command level
6110	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL																										
BILLETS	12	19	59	40	9	2	141																										
INVENTORY	15	18	41	31	11	5	121																										
MANNING %	125%	95%	69%	78%	122%	250%	86%																										



Designator Health

7111	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	48	32	11	1	92
INVENTORY	39	42	20	4	105
MANNING %	81%	131%	182%	400%	114%

Gaining a CWO5 billet at Mustang U. (Feb 2025)

Issues

- Reassess distribution of 7111 W5 billet locations.
 - Currently, community has (5) CWO5s filling billets at NAVBEACHGRU (x3), INSURV (1) and NAVWEPSTA (1)
 - Where is the additional need? CNSP, RTC, NETC, SURPAC/SURFLANT FORCE BOSN billet, etc.

Initiatives

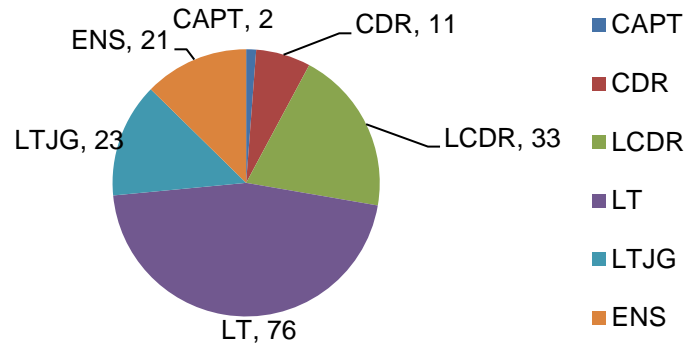
- Retention.
 - Overall 6110/7111 community remains healthy; continuous drumbeat from Senior LDOs to mentor and motivate juniors to seek and accept assignment to our most challenging billets.
 - Seniors need to set the example: continue to serve our community and the Navy where and when we are needed.



Operations 6120/7121

Surface Operations (6120/7121) Update
(CAPT Chad Hamm)
(CWO5 Mike McCullars)

OPS LDO Officer Summary



Issues

- Lack of billet diversity/Leadership opportunity
 - Lack of XO/CO leadership opportunities. No O5 billets at sea
 - 7 of 8 6120 O5 billets require the LT2 AQD (JICO)
 - 51 billets require LT2 AQD (JICO); current inventory is 48 - 6120, 12 - 7121, 1 - 1110 hold AQD, Officers get "pigeon holed" into JICO community
 - No clear path to O6

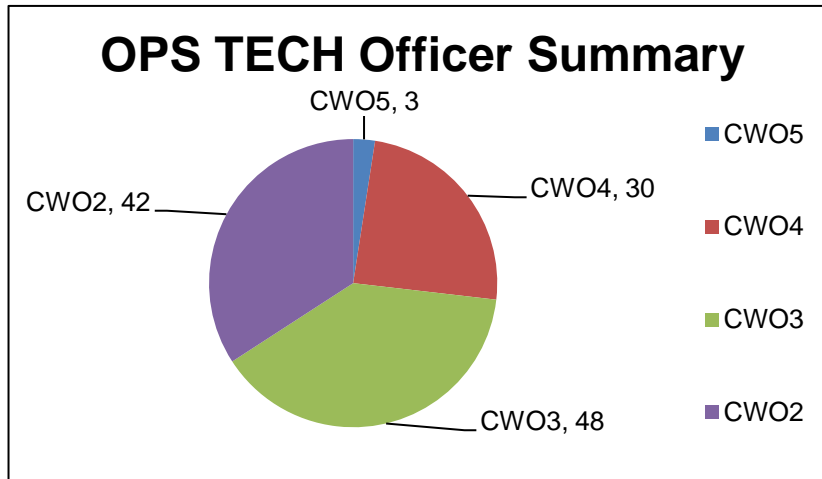
Designator Health

6120	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	7	21	98	50	8	2	186
INVENTORY	21	23	76	33	11	2	166
MANNING %	300%	110%	78%	66%	138%	100%	89%

- Current distributable inventory is a combined 72% for 6120/7121
- (42 retirements)

Initiatives

- Mentorship program up and running for LDO/CWO. Started in 2022 with feedback from 2023 commissions is that it's helping them preparing for the transition to their new assignments.
- Seek MCR to switch Operations Officer billet on LHD/A to 6120 O5.
- Institute funding and requirement for all new accession 6120/7121 to complete JT-102/201 (Majic and Muti-TADIL Planner COIs) This will increase the base knowledge prior to arrival to their first commission tour at sea and follow-on JICO JT-301 COI is desire is to enter that specialty after first or second tour and provide greater number of qualified officers further down stream.



Issues

- Lack of billet diversity/Leadership opportunity
 - No clear path to CWO5
 - Career pattern sheets require updating and refinement (in progress)

Designator Health

7121	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	60	42	16	3	121
INVENTORY	42	48	30	3	123
MANNING %	70%	114%	188%	100%	102%

Initiatives

- Mentorship program up and running for LDO/CWO. Started in 2022 with feedback from 2023 commissions is that it's helping them preparing for the transition to their new assignments.
- Institute funding and requirement for all new accession 6120/7121 to complete JT-102/201 (Majic and Muti-TADIL Planner COIs) This will increase the base knowledge prior to arrival to their first commission tour at sea and follow-on JICO JT-301 COI is desire is to enter that specialty after first or second tour and provide greater number of qualified officers further down stream.



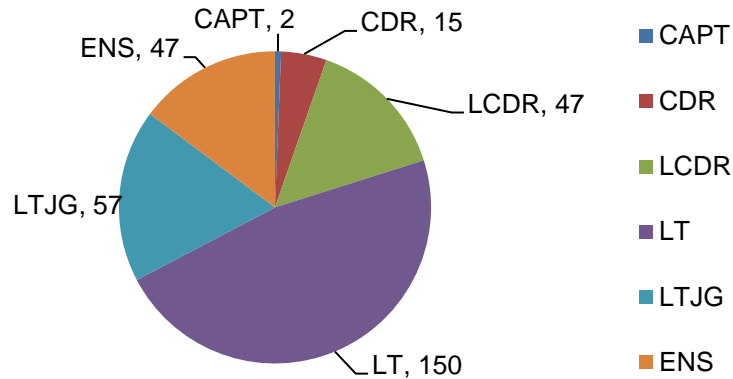
Engineer 6130/7131

Surface Engineer (6130/7131) Update
(CAPT Keith Foster)
(CWO5 Gerald Thomas)



Engineer (6130)

ENG LDO Officer Summary



Issues

- Overall Health of the community is trending in the wrong direction at the senior LT through CAPT paygrades.
- While our inventory is currently at 102% our current distributable inventory is a combined 70% for LDO/CWO (all paygrades) (561 w/67 waiting retirements)
 - O6 40%; O5 56%; O4 44%

Designator Health

6130	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	39	78	82	82	27	5	313
INVENTORY	47	57	150	47	15	2	318
MANNING %	121%	73%	183%	57%	56%	40%	102%

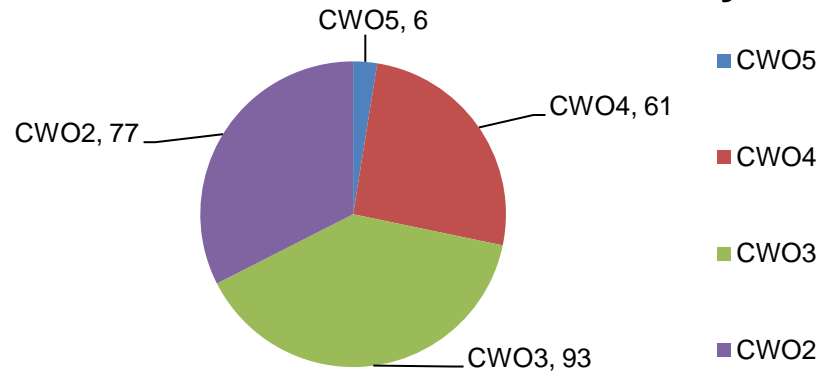
Initiatives

- LHD/LHA CHENG is now a Spot Promote Billet to O5 effective OCT 2023. LSD CHENG remains a Spot Promote Billet to O4 and we are currently working on shifting LPD CHENG billets from 1110 (SWO) to 6130 (LDO). This will assist in bridging the gap once the LSD's DECOM and supporting O6 major commands at sea now; this will continue another path for upward mobility within the LT and Lcdr paygrades.
- Lack of billet diversity/Leadership opportunity: 1 CO Billet (CO of SWSC Great Lakes); 6110 (1), 6120 (1), 6180 (11). 2 XO Billets; 6110 (3), 6120 (0), 6180 (11). 0 OIC Billets, 6110 (3), 6120 (8), 6180 (7).



Engineer Tech (7131)

ENG TECH Officer Summary



Designator Health

7131	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	84	101	40	7	232
INVENTORY	77	93	61	6	237
MANNING %	92%	92%	153%	86%	102%

Issues

- Overall Health of the community is trending in the right direction.
- Our inventory is currently at 102% our current distributable inventory is a combined 70% for LDO/CWO (all paygrades) (561 w/67 waiting retirements)
CWO5 86%; CWO4 150%

Initiatives

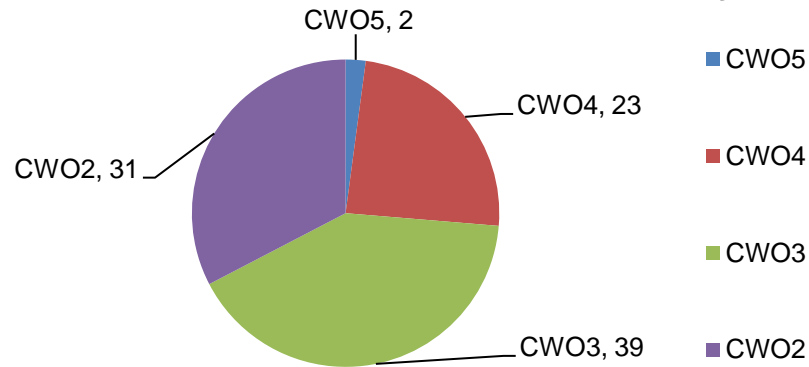
- As the MCM's DECOM (PC's already DECOM'ed) the CHENG opportunities for CWO DH will be gone from the 7131 community. Possible replacement is CHENG for CWO DH on LCS, is this a COA to pursue?
- Lack of OIC leadership opportunities. 1 OIC Billet (NAV ENG INSP/3M TEAM OIC of CNAF EAST TTSHOR) 7111 (0), 7121 (0), 7181 (3).



SEAL 7151

SEAL (7151) Update (CWO5 Troy Wilson)

SEAL CWO Officer Summary



Designator Health

7151	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	38	40	28	7	113
INVENTORY	31	39	23	2	95
MANNING %	82%	98%	82%	29%	84%

Issues

- Designator health at W4/W5
- Retention challenges at W4
- Core Competency Areas (CCA)
 - Core Skills (9)
 - Undersea (2)

Initiatives

- NSW CWO Talent Management Panel
- CWO retention bonus re-write
- Doubling down on retention efforts.
- CWO4/CWO5 professional development
 - Senior Leader Legal COI
 - USASOC CWO5 PME COI



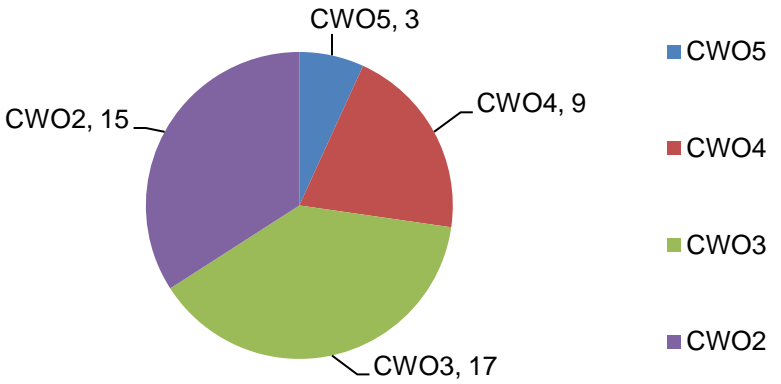
Combat Crewman 7171

SW Combat Crewman (7171) Update (CWO5 Gary Luna)



Combat Crewman (7171)

SWCC Officer Summary



Issues

- Low number of 7171 candidates submitting packages
 - FY-25 – only 2 quotas

Designator Health

7171	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	15	20	9	2	46
INVENTORY	15	17	9	3	44
MANNING %	100%	85%	100%	150%	96%

Initiatives

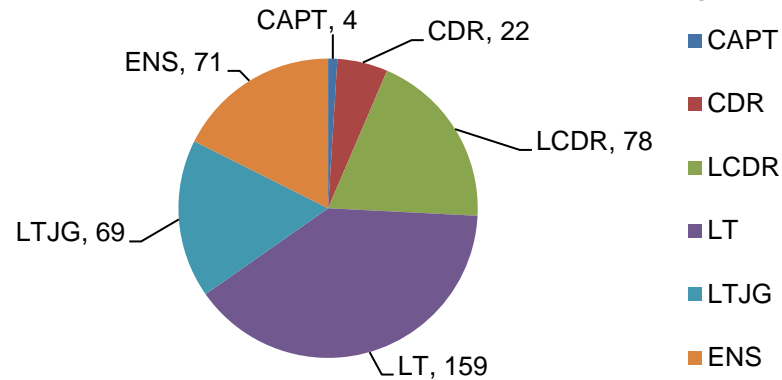
- Increase the number of candidates submitting packages
 - Increase recruiting efforts
 - Developing a recruiting flyer like Navy Divers
 - Reduce 7171 discrete requirements
 - Attempt to reduce geographic moves for candidates
- Expand professional development for all CWO ranks



Surface Electronics 6180/7181

Surface Electronics (6180/7181) Update
(CAPT Shaun Fischer)
(CWO5 Teaqua Bailey)

Electronics Officer Summary



Designator Health

6180	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLET	67	81	169	85	22	7	431
INVENTORY	71	69	159	78	22	4	403
MANNING %	106%	85%	94%	92%	100%	57%	94%

Issues

- CCSG 5 6180 CAPT relatively new FDNF-J billet. The first 6180 reported in September 2021. Continuing to fill this billet with highly qualified and capable senior personnel is paramount to maximizing this billet's value to the Navy and leveraging this value into growing future CSG CAPT billets.
- CVN Combat Systems Officer billet. Pinnacle 6180. Limited opportunity (4 of 12). Fill with proven performers. Actively track/monitor 6180 CAPT selection percentage over the next several years to determine any adverse impact due to the shifting 8 of 12 carrier Combat System Officer billets to the Information Professional and Engineering Duty Officer communities.

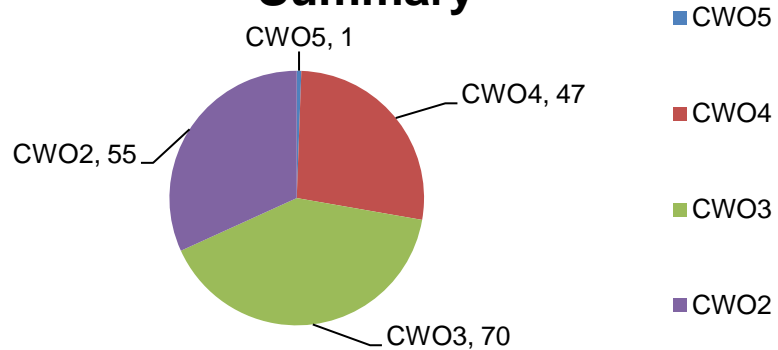
Initiatives

- C5ISR Symposium. East Coast/Norfolk monthly effort to broaden surface combat systems expertise via a lecture/discussion, question/answer format. Recommend standardizing/duplicating this effort in all Fleet Concentration areas and tying the coordination responsibility to a local/billet POC. Monthly announcement message transmitted in message traffic. Teams VTC/TELCON access is a recently added capability.
- Retention: mentor, motivate and encourage junior 6180 LDOs to accept and excel in milestone tours.



Electronics Tech (7181)

Electronics Tech Officer Summary



Issues

- 7181 W5 billet location. Fit/fill. What is the targeted W5 work and where should these billets reside? CSG's? INSURV? Great Lakes? RMCs?
- Current: SERCC, AMMOLANT, AMMOPAC

Designator Health

7181	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	64	72	33	3	172
INVENTORY	55	70	47	1	173
MANNING %	86%	97%	142%	33%	101%

Initiatives

- 6160/6180 7161/7181 (Electronics/Ordnance) Merger. Continue to communicate/educate surface Combat Systems community to gain alignment in understanding the improved overall health benefit as one united designator. Increased diversity in billet/command opportunity. Continue to increase navy wide senior leadership's understanding and support of that narrative.



Closing Comments

- Overall, the Surface Mustang community is doing great things. One of the largest hurdles that we face on the LDO side is the equal dispersion of 05/CDR command leadership opportunities. With continued assistance from the OCM office the Surface BOD leadership will work on a plan to help each designator grow these career enhancing opportunities.
- Thank you to the OCM/NETC team for all the hard work and hosting the 2024 LDO/CWO BOD
- We have briefed several items of concern and initiatives - we have to work hard on, track and brief status next year.



**Questions or
Comments?**



Submarine/Nuclear LDO/CWO

SUBMARINE/NUCLEAR ENTERPRISE 2024 BOD SLIDES

Submarine/Nuclear LDO/CWO Competitive Category Representatives

(CAPT Ken Holland)

(CWO5 Jim Dertilis)

PERS 42 Submarine/Nuclear LDO/CWO Assignments

(CAPT Ken Holland)



Submarine/Nuclear LDO Health

62XX	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	120	116	313	181	57	14	801
INVENTORY	137	130	319	149	43	9	787
MANNING %	114%	112%	102%	82%	75%	64%	98%

620X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	78	83	190	124	31	9	515
INVENTORY	90	85	212	101	25	7	520
MANNING %	115%	102%	112%	81%	81%	78%	101%

623X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	8	8	24	9	5	1	55
INVENTORY	7	10	24	6	3	0	50
MANNING %	88%	125%	100%	67%	60%	0%	91%

626X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	14	3	60	27	11	3	118
INVENTORY	18	14	40	25	7	1	105
MANNING %	129%	467%	67%	93%	64%	33%	89%

628X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	7	12	27	21	10	1	78
INVENTORY	12	11	34	12	8	1	78
MANNING %	171%	92%	126%	57%	80%	100%	100%

629X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	13	10	12	0	0	0	35
INVENTORY	10	10	9	5	0	0	34
MANNING %	77%	100%	75%	5000%	NA	NA	97%

SUMMARY:

98% overall.

Project future enterprise growth as more billets are being brought on-line to support new mission requirements for SUB/NUC community.



Submarine/Nuclear CWO Health

7401/72XX	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	25	46	21	8	100
INVENTORY	28	36	20	10	94
MANNING %	112%	78%	95%	125%	94%

740X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	0	0	0	0	0
INVENTORY	0	0	3	1	4
MANNING %	NA	NA	3000%	1000%	4000%

720X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	10	28	11	5	54
INVENTORY	11	19	6	7	43
MANNING %	110%	68%	55%	140%	80%

723X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	0	0	0	0	0
INVENTORY	0	0	1	0	1
MANNING %	NA	NA	1000%	NA	1000%

726X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	5	8	5	2	20
INVENTORY	6	6	6	1	19
MANNING %	120%	75%	120%	50%	95%

728X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	10	10	5	1	26
INVENTORY	11	11	4	1	27
MANNING %	110%	110%	80%	100%	104%

SUMMARY:

94% overall. Enter prise billets will increase from 94 in FY 24 to 131 in FY 29 to support 728X mission requirements.

7401 (4) nukes and 7231 (1) engineers are being phasing out.



Submarine/Nuclear LDO Comments

- **BLUF:** Overall healthy inventory. Targeted billet and career path restructuring required in some areas.

- **INITIATIVES (& SUCCESS STORIES)**
 - 62XX
 - Major Command screening board – (increased number of selections per year.)
 - Adjusting community values to be consistent with update career pattern sheets.
 - Working increased Submarine Officer Warfare qualification opportunity.
 - 6200 (**NUCLEAR POWER**)
 - Adjust career pattern to provide more consistent career growth.
 - Add billets to support Nuclear Enterprise mission requirements (ASE, SOC).
 - Adjusted CVN and AS PA tours to have equal value in promotion.
 - 6230 (**SUBSURFACE ENGINEER**)
 - Create additional billets to expand support of the special warfare enterprise.
 - (O-6 position coming for SPECWAR HQ, maintenance officer.)
 - Working with SPECWAR HQ on WARCOM maintenance structure.
 - Working to grow designator to support increased designator health.



Submarine/Nuclear LDO Comments

- **INITIATIVES (& SUCCESS STORIES) cont.**
 - **6260 (SUBSURFACE ORDNANCE)**
 - (O-6 spot-promote billets in senior nuclear weapons inspector positions.)
 - Increasing accessions and mid-grade billets in support of all (Blue and Gold Crew) SSBN weapons officers; and COLUMBIA-Class submarine manning.
 - Acquiring additional mine warfare billets.
 - **6280 (SUBSURFACE ELECTRONICS)**
 - Working billet designator swaps to maintain health community pyramid.
 - **6290 (SUBSURFACE COMMUNICATIONS)**
 - Off-ramp to 1820; maintain remaining billet structure in support of career path and to keep lower ranks competitive for promotion, prior to off-ramp.



Submarine/Nuclear CWO Comments

▪ INITIATIVES (& SUCCESS STORIES) cont.

• 7201 (DIVING OFFICER)

- OPNAV-chartered Diving CWO Advisory Team actively engaged in Dive and Salvage Executive Steering Committees
 - Planned and led Navy-wide assessments of recompression chamber and underwater ship husbandry manpower
- Designator in high-demand across the Ech II through VI spectrum of tactical, operational and strategic leadership (Highlight: Naval Safety Center W4 to W5)
 - Staffing rank realignment for 16 of 53 billets | 3xW4 10xW3 3xW2 → 1xW5 4xW4 5xW3 6xW2
- 4x billet growth funded within NAVSEA (Yokosuka), NSW (San Diego & Virginia Beach) and NECC (Key West)
 - Staffing centrally-programmed investments in Naval War College Maritime Staff Operator training for key ISIC-level billets within NECC
 - Rolling out designator-specific career playbook
- 2x billet shift ISO SUBFOR CSS-16 → CSS-6 / AS-39 → to Pearl Harbor Naval Shipyard Det. Guam
- Deliberate application of retire/retain to avoid critical gaps
- Placement internally managed by designated CWO5 per MILPERSMAN 1210-145, Diving CWO (7201)



Submarine/Nuclear CWO Comments

- **INITIATIVES (& SUCCESS STORIES) cont.**
 - **7261 (SUBSURFACE ORDNANCE)**
 - Adding billets to SSBN Gold crews as Assistant Weapons Officer (AWEPS).
 - Assigning members to the new COLUMBIA-Class as the commissioning AWEPS.
 - **7281 (ACOUSTICS TECH)**
 - 31-7281 billets approved expanding support of the Integrated Undersea Surveillance System (IUSS) enterprise.
 - Stood up Acoustic Watch Officers to better support IUSS watchfloor manning.
 - Development of 7281 Professional Development Guide and roadmap to a Master Analyst designation.



Submarine/Nuclear Detailing

- **BLUF: No additional assistance needed/requested.**
- **Detailing friction points**
 - 7201: Manning at 83%; several unplanned losses and absorbing gaps where feasible and manning critical sea duty billets w/ 1140/1190
 - 7201: shortages at W3 and 4 levels | sustained 6x accession and control grade promotion health
 - 7281: Although inventory shows healthy, with 31 additional billets coming online and limited talent pool to recruit from the potential exists for manning shortfalls in the future.



**QUESTIONS or
COMMENTS ?**



Aviation LDO/CWO

AVIATION ENTERPRISE 2024 BOD SLIDES

Aviation LDO/CWO Competitive Category Representatives
(CAPT Matt Arnold)
(CWO5 Sigfrido Cruzpena)

Aviation LDO/CWO Assignments
(CDR Michael Feldhues)



OPENING COMMENTS

BLUF: Overall Aviation LDO/CWO community is in relatively good shape.

- Overall designator inventory averages are over 90% with the exception of the Aviation Deck LDO and Aviation Operations CWO designator. AVOPS designator is still in the midst of the transition between LDO sundown and CWO increase. We forecast that this designator will take several years to level out.
- Promotion rates are on par with Navy averages – Promote by competitive category has helped Aviation designators fill our requirements.
- BZ selections and Merit Reorder for LDOs/CWOs are negatively impacting flow and leaves very competitive folks in FOS category since our selection numbers are limited due to the small size of our community.
- Early rotation of personnel, especially those serving in their pinnacle billets, which is being driven by the evaluation process is resulting in reduced professional knowledge and experience which is required to support future assignments.

INITIATIVES:

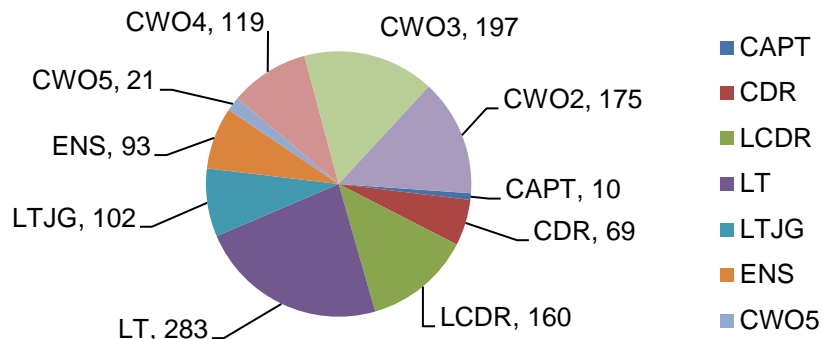
- More acquisition billets
- CWO reshuffle to better use CWO5 experience (possible help needed)
- Improve mentorship/career planning across all designators (some better than others)
- Continued refinement of the SECNAV NAE Glideslope/Community Values.
- Better understanding of Life-Long Learning requirements as they pertain to the LDO/CWO community.

The following slides are an overview of the community.



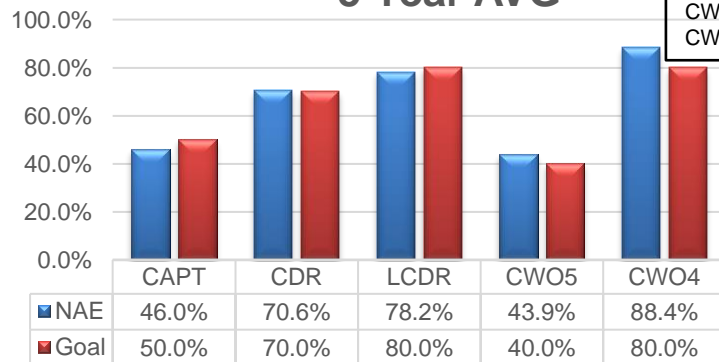
Overall Aviation Community Health

Aviation Officers



Promotion

5 Year AVG



Inventory

63XX	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	82	115	268	189	86	12	752
INVENTORY	95	104	276	158	69	10	712
MANNING %	116%	90%	103%	84%	80%	83%	95%
GAINS	0	0	0	0	0	0	0
LOSSES	0	0	8	4	0	0	12

73XX	WO1	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	0	214	183	97	28	522
INVENTORY	4	165	193	123	20	505
MANNING %	4000%	77%	105%	127%	71%	97%
GAINS	0	0	0	0	0	0
LOSSES	0	0	0	0	0	0

Summary

Nine Designators: LDO (5) CWO (4)

Pinnacles:

- 6310 – Handler
- 6320 – CSG Staff
- 6330 – CAGMO, LHA/D MO, IM1
- 6360 – OHO
- 6390 – Major Approach

ACSB/AMCSB:

ACSB – Six CNATTUs and NAWMU-1 (Guam). Average five opportunities annually.

AMCSB – NATTC every other year. 2nd look Special Mission (needs of the navy)



Inventory by Designator/Paygrade

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	24/25 GAIN
631X	CAPT	2	3	1	150%	1	
	CDR	7	11	4	157%	0	
	LCDR	33	18	-15	55%	2	
	LT	24	27	3	113%	1	
	LTJG	15	11	-4	73%	0	
	ENS	15	13	-2	87%	0	10
TOTAL	86%	96	83	-13	86%	4	10

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	24/25 GAIN
7311	CWO5	3	2	-1	67%	0	
	CWO4	7	17	10	243%	2	
	CWO3	26	24	-2	92%	3	
	CWO2	22	17	-5	77%	1	9
TOTAL	103%	58	60	2	103%	6	9

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	24/25 GAIN
632X	CAPT	0	1	1		1	
	CDR	2	2	0	100%	1	
	LCDR	6	8	2	133%	0	
	LT	10	25	15	250%	0	
	LTJG	0	3	3		0	
	ENS	0	0	0		0	0
TOTAL	217%	18	39	21	217%	2	0

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	24/25 GAIN
7321	CWO5	3	1	-2	33%	0	
	CWO4	31	9	-22	29%	2	
	CWO3	29	23	-6	79%	0	
	CWO2	45	37	-8	82%	0	16
TOTAL	65%	108	70	-38	65%	2	16

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	24/25 GAIN
633X	CAPT	7	3	-4	43%	1	
	CDR	50	32	-18	64%	6	
	LCDR	97	88	-9	91%	12	
	LT	162	141	-21	87%	6	
	LTJG	48	55	7	115%	0	
	ENS	28	47	19	168%	0	42
TOTAL	93%	392	366	-26	93%	25	42

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	24/25 GAIN
7331	CWO5	18	13	-5	72%	1	
	CWO4	49	66	17	135%	12	
	CWO3	108	99	-9	92%	4	
	CWO2	80	78	-2	98%	0	35
TOTAL	100%	255	256	1	100%	17	35

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	24/25 GAIN
636X	CAPT	2	2	0	100%	0	
	CDR	21	16	-5	76%	2	
	LCDR	38	32	-6	84%	1	
	LT	56	63	7	113%	2	
	LTJG	38	22	-16	58%	0	
	ENS	23	24	1	104%	0	25
TOTAL	89%	178	159	-19	89%	5	25

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	24/25 GAIN
7361	CWO5	4	5	1	125%	2	
	CWO4	10	27	17	270%	4	
	CWO3	30	51	21	170%	2	
	CWO2	75	43	-32	57%	0	17
TOTAL	106%	119	126	7	106%	8	17

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	24/25 GAIN
639X	CAPT	1	1	0	100%	1	
	CDR	7	8	1	114%	1	
	LCDR	23	14	-9	61%	3	
	LT	26	27	1	104%	3	
	LTJG	18	11	-7	61%	0	
ENS	3	9	6	300%	0	9	
TOTAL	90%	78	70	-8	90%	8	9



Aviation Deck 6310/7311

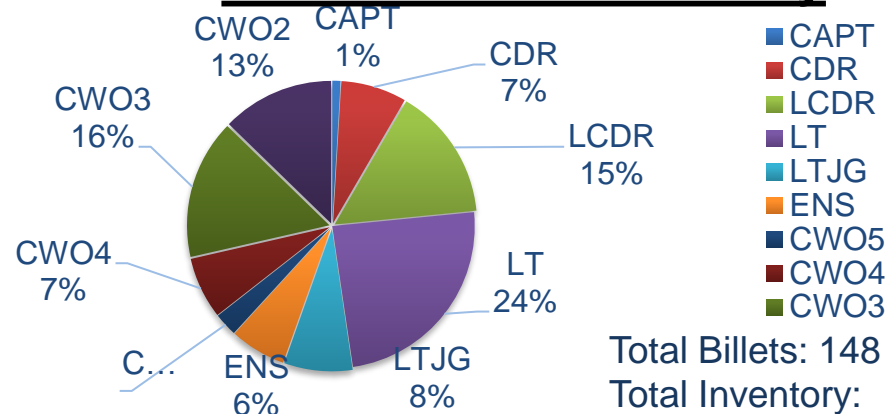
AVDECK/BOSN (6310/7311) Update

CAPT Tommy Edgeworth, Navy
Recruiting West
CWO5 Wilfrid Bossous, NATTC



Aviation Deck Community Health

Aviation Deck Inventory



Projection

- Overall community health is currently at **89% LDO** and **107% CWO**
- Retirement / FOS
 - FY25 retirement: 4 (3 LDO (4%)/1 CWO (2%))
 - FY25 Non-selects: 6 (3 LDO / 3 CWO)

Recruiting

- FY25 ISPB (39 total applicants/12 selected)
 - 15 LDO applicants/6 selected (**40%**)
 - 24 CWO applicants/6 selected (**25%**)
 - FY24: 6 LDO/6 CWO selected
 - FY23: 6 LDO/6 CWO selected
 - FY22: 6 LDO/6 CWO selected

Recommend

- Continue to attract and endorse the absolute best and most fully qualified candidates for the LDO/CWO program
- Ensure we are building the community through engaged leadership and mentorship
- Incorporate senior leadership into Appraisal Boards process. If the applicant is not ready, provide them with clear direction on how to improve their record so they can be competitive



Aviation Deck Community Health

Issue

- We are seeing an extremely high number of CWO separating after completing their initial six years obligation
- Unplanned retirements for LCDR the past few years have caused a deficit

Manning

- CNAP N433 Force Air Systems Officer is providing technical oversight to CNAL CVN ALRE systems, inspection, and maintenance availabilities
- Currently manned at 55% for LCDR. We have a deficit of 15 LCDRs, which is having a negative impact on CVN Handler manning

Challenges

- Currently filling 3 CVN Gun Boss billets and 3 05 command billets.
- Maintaining a healthy inventory of LDOs/CWOs to support fleet readiness. With the increased numbers of members dealing with medical issues, we are seeing an increased number of members being placed on LIMDU.

Initiatives

- Continue with a robust mentorship program to ensure Aviation Deck officers are prepared and competitive for promotion and Aviation Command Screening board selection
- Senior leadership engagement throughout the community. Acknowledging today's challenges, and focusing on effective communication and building trust



Aviation Operations 6320/7321

AVOPS (6320/7321) Update

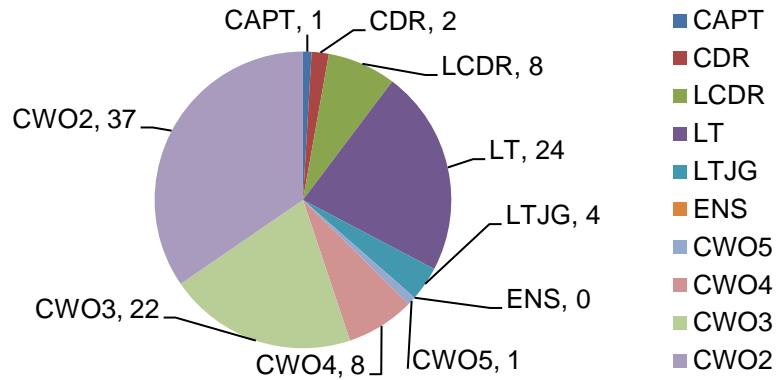
CDR Forrest “Tres” James, NTAG New
England

CWO5 Ken Wilson, TACTRAGRULANT



AVOPS Community Health

AVOPS Officer Summary



Recruiting

- FY25 ISPB a success (34 vetted / 17 applicants / 13 selected)
 - 25% increase in applicants (community has instilled accession process)
 - Currently 16 CPOs and 4 FCPOs for FY26 (including 3 non-select from FY25)
 - Historical trend
 - FY25 (13) / FY24 (9) / FY23 (13) / FY22 (16) / FY 21 (15)
- Addition of non-traditional aircrew-qualified ratings as opportunity to grow community diversity and pool of applicants.
 - CTI / CTR / CTT (Mainly from VQ sundown)
 - Possess C06A and/or C06B NEC (Airborne and P-8 Airborne Cryptologic Operator and Analyst)
 - All fully qualified applicants shall have earned the Naval Aircrew (NAC) Warfare Specialist and Enlisted Information Warfare Specialist (EIWS) qualification.

Projection

- Overall community at 86% manning (FY23 78%)
 - 13 FY25 selected for accession to CWO2
 - Retirement/FOS loss rate impacting manning
 - FY24 Promotion FOS: 5 (3 LDO / 2 CWO)
- Billet Adjustment
 - PMA-290 (+1) – Funded
 - CPRW-10/11 (+2) – POM 25
 - VP P-8 ROC/POE lists 1/squadron (+12) – projected
 - HSC FRS (+2) – MQ-8/AMCM
 - TTGL/P (+2) – proposed / SMRD complete
 - PCU John F. Kennedy (CVN-79) (+3) – ASWO/TAO

Recommend

- Continued ISPB accession rates through FY28 (13 per year) to provide inventory to promote to CWO4/5 gaps
- Convert remaining LT billets to W3
 - All LTs have completed first tour
 - Improve 7321 accession quotas
- Code select billets as DIFOPS (Duty Involving Flying – Operational)
 - Recruiting and retention
 - Centers of Excellence / CVN



AVOPS Promotion

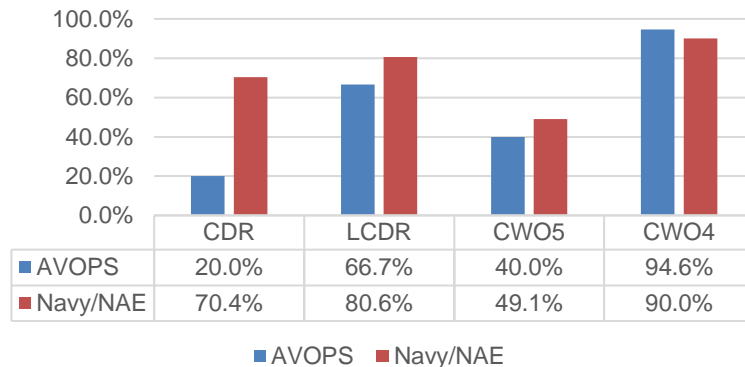
Issue

- FY24 Promotion:
 - CDR remains below Navy 5-year average (20%). Last select (2) FY2020.
 - LCDR (100% in FY23,24).
 - CWO5 (100%) above Navy average for FY-24 (50%). (1 of 1)
 - CWO4 (60%) below Navy average (90.7%) (5 eligible, 3 selected)
- Promotion Takeways:
 - CAPT – (FY-24) **0 selected** / 1 IZ and 2 BZ
 - CDR – **0 selected (0%)** / 100% manned (2)
 - 1-3 2D1 AQD/1-3 Pinnacle complete (**not competing**)
 - LCDR – 3 selected (100%) / 133% manned (8)
 - CWO5 – 1 selected (100%) / 33% manned (-2)
 - CWO4 – 3 of 5 selected (60%) / 30% manned (-21)
 - Continued undermanned due to LDO to CWO sundown transition (-21)

Background

- LDO (6320) Sundown FY19
 - Last IZ for LCDR approx. 2029
- Resulting billet shift
 - 8 LCDR to CWO4
 - 44 LT to CWO2/3
 - 6 LT to LCDR (**net loss of 2 LCDR billets**)
- Competition within NAE
 - CV-TSC Weapons System vs TAO Watch Position (ASW Officer Primary)
 - More competitive at squadron level
 - TOCRON establishment in 2019 caused W3s to be 'stuck in traffic'

5 Year Promotion Average



Recommend

- Hold converting CSG billets (9) from 6320 until FY29 (FY-25 planned conversion date)
 - Maintain billets for promotion (LCDR Pinnacle tour)
 - Convert to 1310 (helo) vice 7321 in FY30 (1310 keeps it an actual helo billet - HEC)
- Continue to detail LT / LCDR to 3 (*possibly 4) CWO4 billets
 - Overseas TOC OIC (SIG/BAH)/SRSS JAX / *OPNAV N98 (W4/5)
 - Provide growth through LCDR
 - Reduce CWO4 manning issues (-16)
- Hold on conversion of O5 billets to W5
 - O4 promote into billet over the next few years



Aviation Maintenance 6330/7331

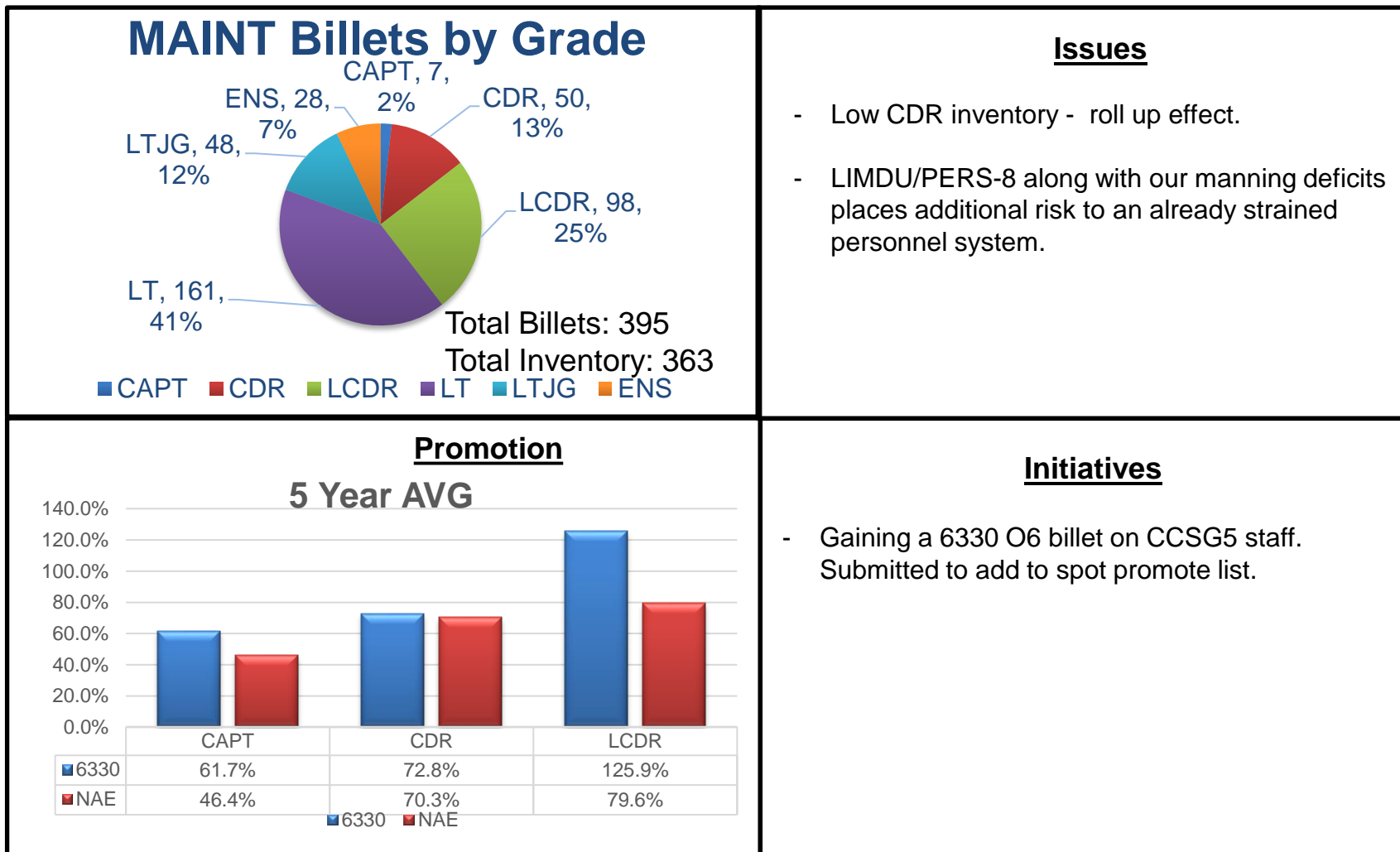
Aviation Maintenance (6330/7331) Update

CAPT Ray Sudduth, BP-32

CWO5 Sigfrido Cruzpena, FRCSE



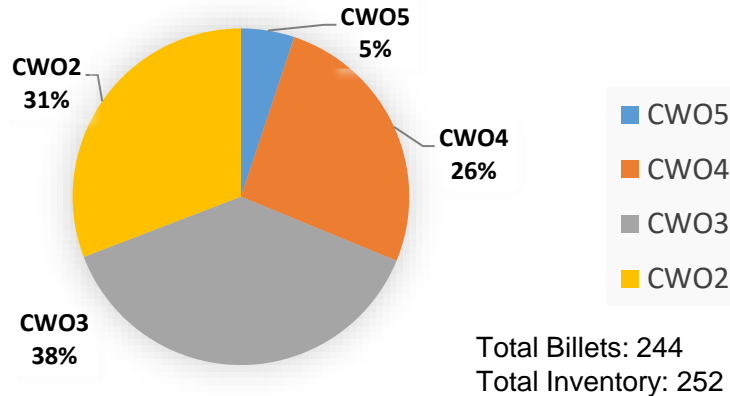
Aviation Maintenance (6330)





Aviation Maintenance Technician (7331)

Inventory by Grade



Designator Health

733X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	81	108	49	18	256
INVENTORY	78	96	66	13	253
MANNING %	96%	89%	135%	72%	99%
GAINS	0	0	0	0	0
LOSSES	0	0	1	0	1

- Designator healthy for now
 - Three 7331 CWO5 selects for FY-24
 - Surplus of W4s helping with low W5 inventory (13 of 18) (-5)

Issues

- Some CWO5s not billeted where experience and knowledge can be maximized
 - CWO5s at FRCs serving as TECHWO, DIVO, etc.
 - Majority of CWO5s expertise is O-level centric
 - Zero billets at Type Wings
 - Wings support CWO5s on staff, **but not payback plan**
 - Gain 7331 CWO5 billet from FRC
 - Lose 7331 CWO4 billet from FRS for FRC payback**

Recommend

- Identify senior CWO billet requirements
 - Create 7331 CWO4 Inspection Officer/Quality Assurance Officer billets at Type Wings (**ENARG**)
 - Once funded, realign FRC CWO5s to Type Wings and backfill FRCs with the newly funded CWO4s
 - Right size 7331 CWO billet structure pyramid
 - Maximize Type Wing ability to Man, Train, and equip
 - Improve continuous training for Ground Officers
 - Better support for the NAE



Aviation Ordnance 6360/7361

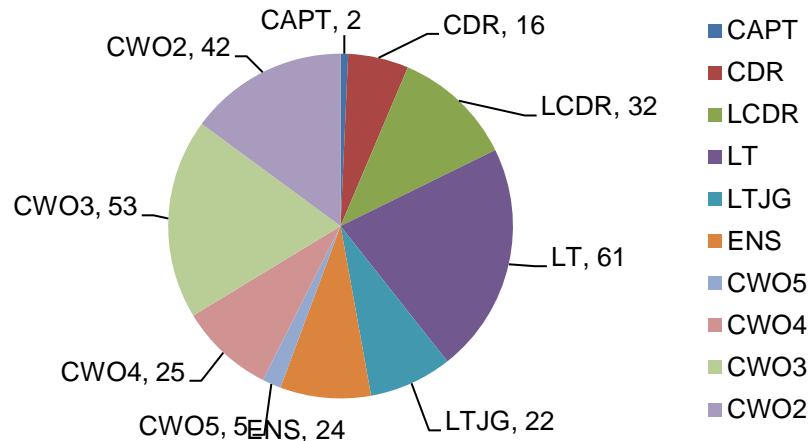
AVORD (6360/7361) Update

CAPT Matt Arnold, CNAP
CWO5 Keith Turnipseed, VP 8



AVORD Community Health

AVORD Officer Summary



Procurement

- FY24 ISPB
 - 15 LDO/12 CWO selected
 - 48 applicants/15 selects for LDO (**31%**)
 - Above both 5YR and 10YR average
 - 55 applicants/12 selects for CWO (**22%**)
 - Above both 5YR and 10YR average
- AMEX/NEC reutilization is negatively impacting our Sailor's ability to gain recommended billet diversity for accession selection

Projection

- Overall community manning 99% / (282 of 284)
91% (LDO) 106% (CWO)
 - FY24/25 retirements: 13 (5 LDO / 8 CWO)
 - FY23 IZ Non-selects: 7 (3 LDO / 4 CWO)
 - The failure to promote and the retirement of key O-4/O-5 personnel is negatively impacting the detailer's ability to fill 6360 billets and support adequate sea/shore rotation
- Future billet increase
 - USS BOUGANVILLE (LHA 8) – Pre-Commission Unit
 - 2 billets unfunded

Recommend

- Continued ISPB accession rates
- Add language to discrete requirements addressing AMEX/NEC reutilization and its impact on detailing opportunities.



AVORD Promotion

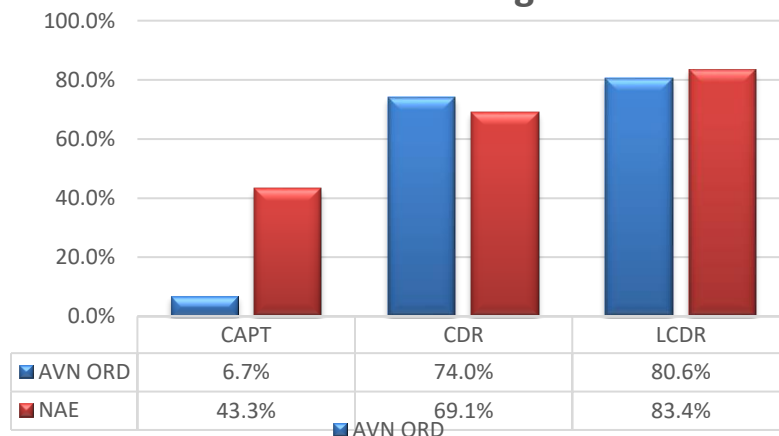
Promotion

- AVORD CAPT and LCDR promotion percentages are below overall Aviation LDO percentages for those paygrades
- FY24 Promotion Rate:
 - CAPT - 0 (1 IZ) 100% manned
 - CDR - 3 (3 IZ) 76% manned (-5)
 - LCDR - 10 (9 IZ) 84% manned (-6)
 - CWO5 - 1 (2 IZ) 125% manned (+1)
 - CWO4 - 13 (14 IZ) 270% manned (+17)

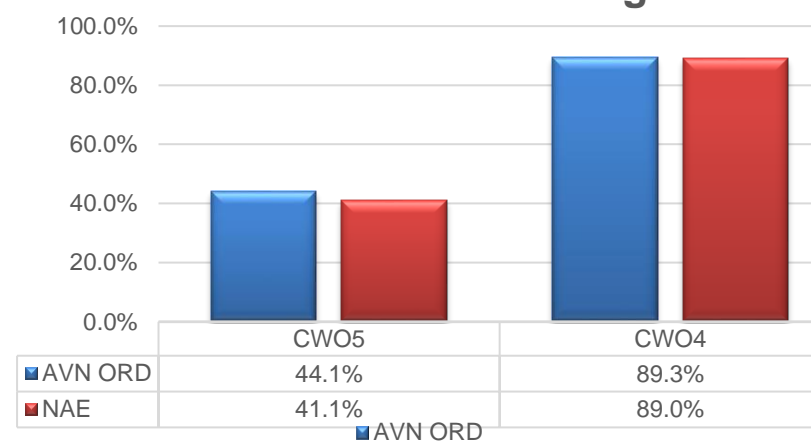
Initiatives

- Established a mentorship program to ensure AVORD officers are prepared/competitive for promotion and Aviation Command Screening board selection
- Identify AVORD afloat leadership billets with appropriate Defense Acquisition codes
 - This effort will allow AVORD personnel to receive applicable DAU training and capture experience to support future assignment to TYCOM DAU-coded billets

5 Year LDO Average



5 Year CWO Average





Air Traffic Control 6390

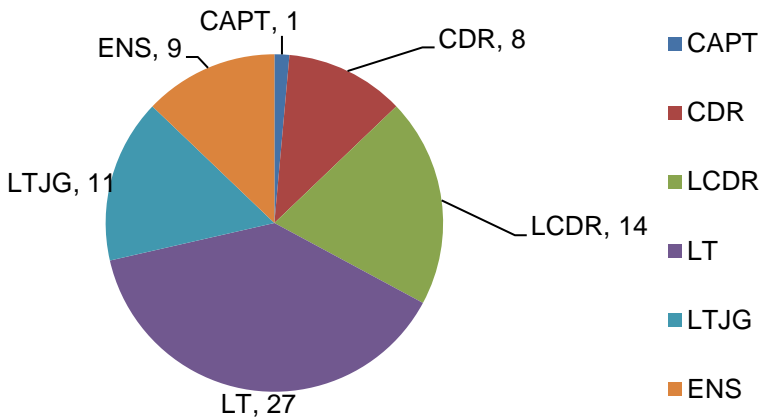
AIR TRAFFIC CONTROL (6390) Update

CDR Dennis Smith, OPNAV N980A



ATC Community Health

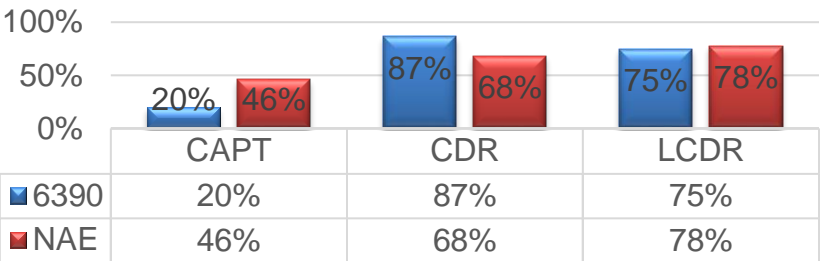
ATC Officer Summary



Issues

- **Increase future ISPB selections**
 - Current inventory – **68**
 - Gapped or Unfilled pre-com billets – **10**
 - Upcoming gaps (FY25) – **4**
 - Gap length – 1-12 mos, **avg. gap – 4.3 mos**
- **O-6 selections** – 1 of 1 CAPT retiring in FY25. (1 6390 IZ FY25 & 2 BZ FY25 for O6.)

Promotion Opportunity (5 yr avg)



Initiatives

- Align ranks to billets - clearly describe unique sea and shore billets for each rank
 - Working with BSOs to align AATCC billets on LH Class
- Update career pattern sheet



ATC Mentorship

- **Air Traffic Control Leadership Training Continuum**
 - 1- week in person training continuum
 - Attendance by ATC leadership (Officers and Chiefs)
 - Provides senior air traffic control managers a venue to educate and train on Federal Aviation Regulations, NATOPS, facility management, manpower, technical advances, operational enhancements, unmanned flight operations, and policy changes occurring in the ATC profession

- **ATC LDO Select Indoctrination**
 - 1-week visit to DC
 - LDO Selects meet with NAATSEA Director, TYCOMs, ATC SMEs; creating an ATC- stakeholder network
 - Field trip to PMA-213 and NAVAIR
 - Critical training to better prepare future LDOs prior to first assignment

- **Quarterly Professional Development**
 - 1-hr Teams meeting on various ATC- or Navy-related topics
 - Ad hoc portion of session allows individuals to bring up “head hurters” or issues

- **Mentorship program**
 - O-4s are paired with other junior 6390s
 - O-5s mentor junior officers in course of duties



**Questions or
Comments?**



Staff LDO/CWO

STAFF ENTERPRISE 2024 BOD SLIDES

STAFF LDO/CWO Competitive Category Representatives
(CAPT Javier Lopez-Martinez)
(CWO5 Harrison Wright III)

6530/7521 LDO/CWO Assignments
(CDR Jeremiah Smith)
(CWO5 Benny Brockington)



Civil Engineer Corps (6530/7531)

BLUF: Overall the CEC LDO/CWO community is in relatively good shape.

- Overall 6530 inventory is at 98% with the exception of the CDR and LCDR
- 7531 in a multi-year plan to sundown the designator, there are 2 officers remaining, anticipate the last CWO will retire in FY28
- 653X is the remaining designator that does not off-ramp at LT resulting in a “Promote by Designator” scenario and the ability to fill +95% of requirements
- Voluntary retirement before statutorily retirement has resulted in a reduction in flow point and members zoning for promotion earlier than recent years while exacerbating the manning shortfalls at LT and LCDR
- The LCDR IZ for FY25 promotion to CDR has retired, numerous LTs have expressed their desire to retire before LCDR
- 1 of 3 LCDR(s) as decided to decline the promotion and retire
- Realized a growth of 5 billets in the last few years

INITIATIVES:

- Billet review and realignment to support Naval Expeditionary Combat Forces
- Review of training continuum to support officer development for senior leadership positions
- Mentorship/career planning
- Recruiting



Inventory by Designator/Paygrade

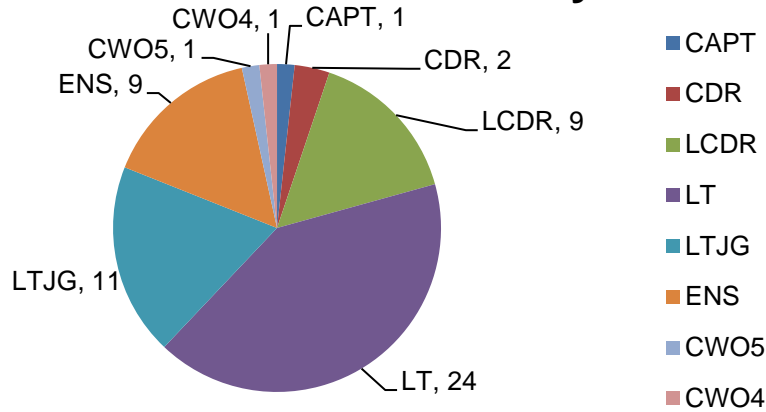
DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN
653X	CAPT	1	1	0	100%	0	
	CDR	3	2	-1	67%	0	
	LCDR	13	9	-4	69%	2	
	LT	22	24	2	109%	2	
	LTJG	11	10	-1	91%	0	
	ENS	6	9	3	150%	0	4
TOTAL	98%	56	55	-1	98%	4	4

DESIG	RANK	BILLETS	PERSONNEL	DIFF	%	PROJ LOSS	FY23/24 GAIN
7531	CWO5	1	1	0	100%	0	
	CWO4	1	1	0	100%	0	
	CWO3	0	0	0		0	
	CWO2	0	0	0		0	
						0	
TOTAL	100%	2	2	0	100%	0	0



6530/7531 Community Health

CEC Officer Summary

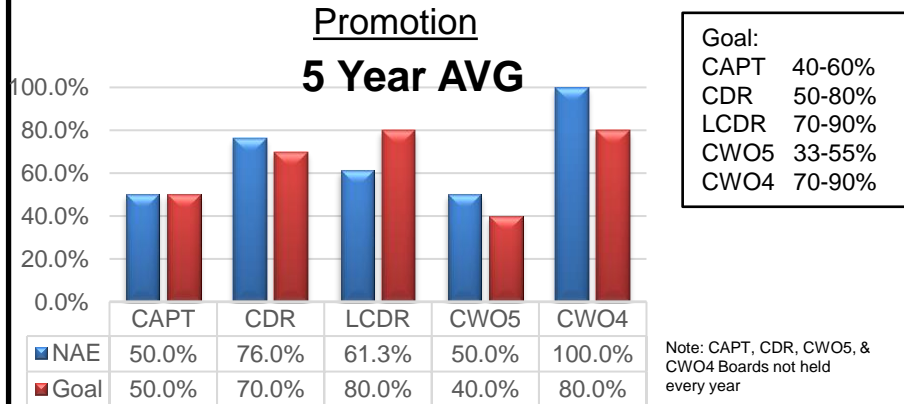


Inventory

	6530	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS		6	11	22	13	3	1	56
INVENTORY		9	10	23	9	2	1	54
MANNING %		150%	91%	105%	69%	67%	100%	96%

	7531	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS		0	0	1	1	2
INVENTORY		0	0	1	1	2
MANNING %		NA	NA	100%	100%	100%

Promotion 5 Year AVG



Summary

- Continuing multi-year plan to revamp recruiting and mentorship
- Our revised mentorship program for new officers is going well and is being well received. The next phase is to revitalize our mentorship efforts with current mustangs.
- Recruiting efforts have modified to leverage social media tools and incorporated regional recruiting leads. We are in the first year of this effort, but have not yet seen an increase in applicants.
- There are concerns with the number of officers retiring, before statutory retirement limits. This is causing a deficit in the LT and LCDR ranks and making it difficult to fill certain billets.
- We are continuing to improve our Fit/Fill for "at sea" billets and should be 100% by FY25.



Food Service Technician (7521)

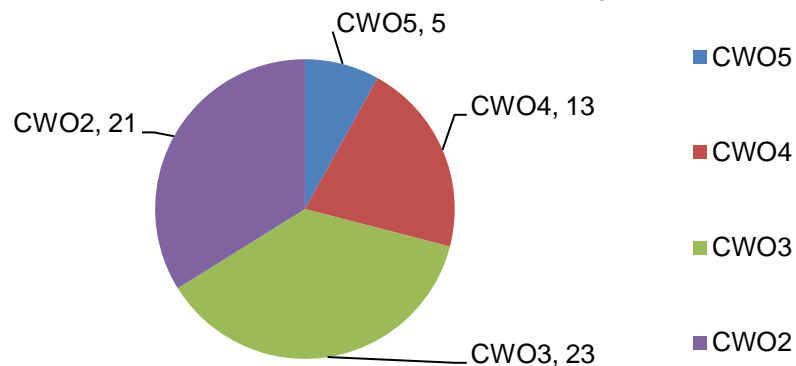
FOOD SERVICE TECH 7521 UPDATE

CWO5 Harrison Wright III



Food Service Tech 7521

FSO Officer Summary



Issues

7521 Board of Directors Top Three Concerns:

Class I concerns and implementing measures to alleviate crisis planning.

FSOs recognizing food service difficulties, root causes, and developing solutions.

Selecting the right applicants that are plug and play for serving on CVN and LHA/D from day one

Designator Health

7521	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	20	25	10	3	58
INVENTORY	21	23	13	5	62
MANNING %	105%	92%	130%	167%	107%

FY-26 (7521) new accessions will attend Mustang University and Navy Supply Corps School

Initiatives

7521 Increased Community Involvement:

- Joint Culinary Training Exercise
- CS A School visit and FSO Roundtable
- NFMT Norfolk Culinary Specialist Training Fair
- Armed Forces Senior Food Service Advisory Team

7521 Future items on the CWO5 FSO Agenda:

- Participate in the various Internships offered to 3100 community.
- Ashore Galley Closures/CNIC Direction with FSO/CS Roles in ESM operations.



**Questions or
Comments?**



GEN LINE LDO/CWO

GENERAL LINE ENTERPRISE 2024 BOD SLIDES

**General Line LDO/CWO Competitive Category
Representatives**

(CAPT Cliff Collins)

(CWO5 Dave Muehlhauser)

LDO/CWO Assignments

CDR Kat Vester – 414 Branch Head



OPENING COMMENTS

BLUF: Overall GEN/LINE LDO/CWO community is in good shape.

- Overall designator inventory averages are around 90% with the exception of the 6480 (82%) and 7491 (59%) designators. 7491 (SECO CWO) is still in the midst of the rebuilding after the short stand-down period.
- Overall inventory is 942 billets vs 852 inventory (90%)

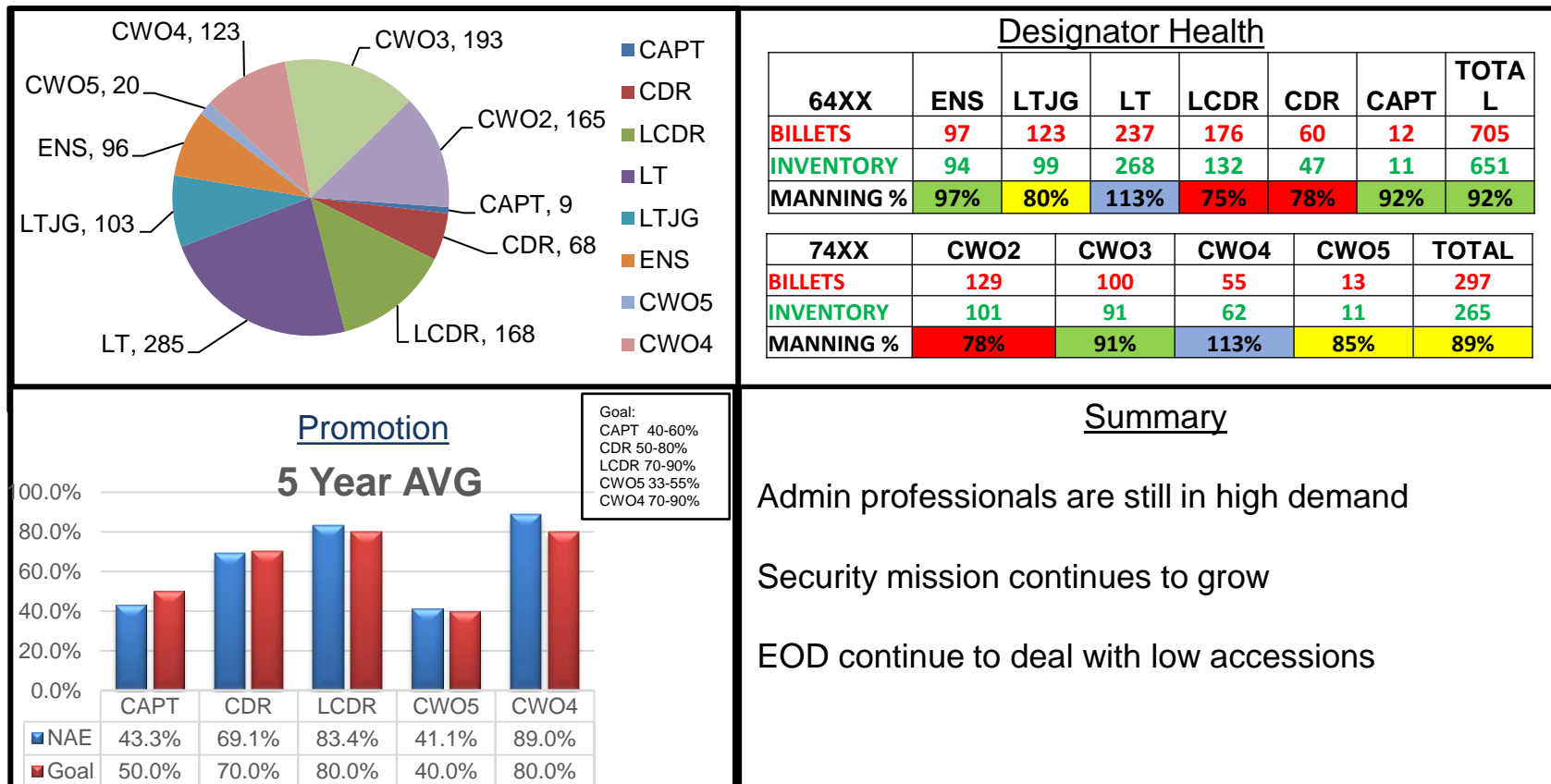
INITIATIVES:

- Improve/continue to mentor and counsel – retainability to sustain inventory
- Improve mentorship/career planning across all designators (some better than others)

The following slides are an overview of the community by designator.



Gen Line Community Health





Administration (6410/7411)

ADMINISTRATION 6410/7411 UPDATE

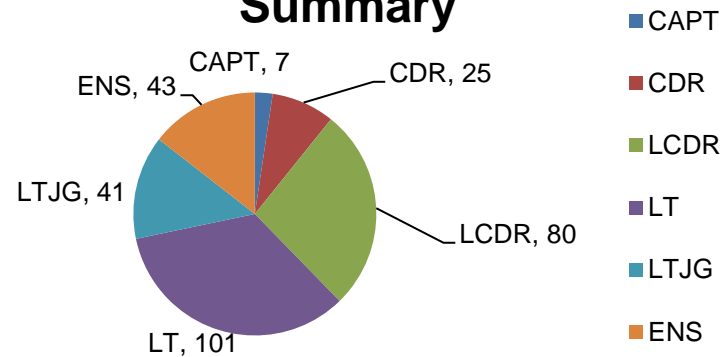
CAPT Cliff Collins

CWO5 Mitch Allen



Administration (6410)

Administration LDO Officer Summary



Designator Health

641X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	33	51	119	92	29	7	331
INVENTORY	43	41	101	80	25	7	297
MANNING %	130%	80%	85%	87%	86%	100%	90%

Issues

- High demand signal for ADMIN Officers
 - 6410 inventory currently @ - 34
- Aligning billets correctly
 - 04 milestone billets are not all 04 paygrade, Will need to work with BSOs to correct

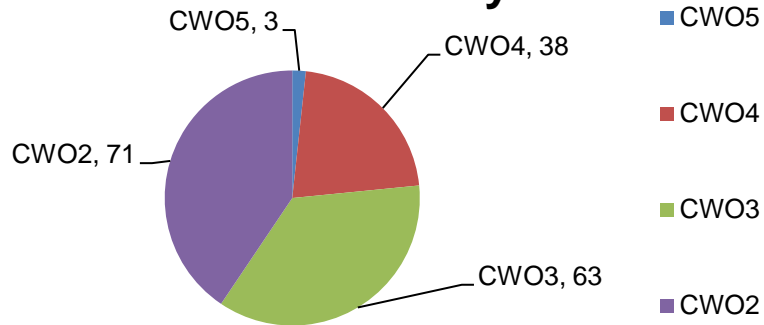
Initiatives

- ONLY Lcdr(Sels) & above allowed to complete CDR Command Qualification
- New O6 Admin billet coming on-line in FY25
 - XO/CO Fleet up billet for Navy Pay and Personnel Support Center, Millington. Note: This is a Major Command billet!



Administration Tech (7411)

Administration CWO Officer Summary



Issues

- High demand signal for ADMIN Techs
 - 7411 inventory currently @ - 18
- Aligning billet correctly
 - CWO5 billets need to be researched for better alignment to skillsets

Designator Health

741X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	99	55	32	7	193
INVENTORY	71	63	38	3	175
MANNING %	72%	115%	119%	43%	91%

Initiatives

- Revise CWO career path
- Ship Clerk title recently changed to reflect modern work

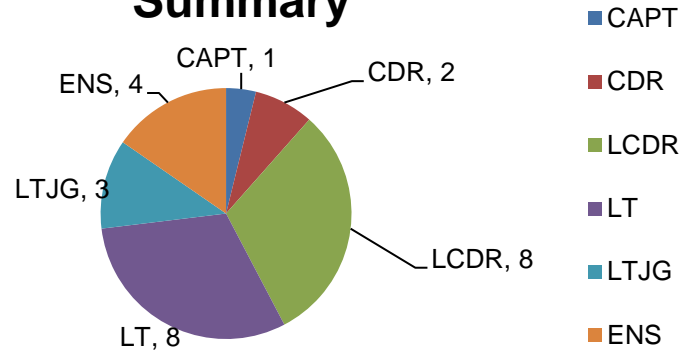


Bandmaster (6430)

BANDMASTER 6430 UPDATE

CAPT Ken Collins

Bandmaster Officer Summary



Issues

- Low applicant numbers
 - 8-14yr application window has large impact on small community.
 - Averaging 2 quotas per yr, 4 applicants per yr.
 - Average time to MU1: 11yrs. **NO** CPO's eligible due to 14yrs TIS.

Designator Health

643X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	4	3	9	5	2	1	24
INVENTORY	4	3	8	8	2	1	26
MANNING %	100%	100%	89%	160%	100%	100%	108%

Initiatives

- Continued Quarterly VTCs. Constant communication and program-wide initiatives.
- Continued Recruitment. Program Management site visits leverage additional opportunities. On-going early mentorship to E5 and below.



Explosive Ordnance Disposal (6480)

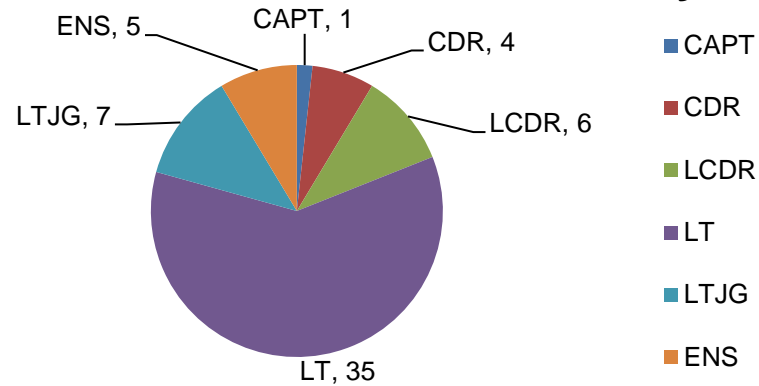
EXPLOSIVE ORDNANCE DISPOSAL 6480 UPDATE

CAPT Steve Beall



Explosive Ordnance Disposal (6480)

EOD LDO Officer Summary



Issues

LDO recruitment coming out of three year low

50 percent improvement in application and selection for FY25
 Remain challenged by competing efforts; High SRB and a 19 YR 150k CSRB

LDO retention past 10 years has seen a significant decline

Conversion to URL continues to draw LDO's with education and monetary incentives
 Exceeding statistical planning norms for retirements

Designator Health

648X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	12	14	19	20	5	1	71
INVENTORY	5	7	35	6	4	1	58
MANNING %	42%	50%	184%	30%	80%	100%	82%

Initiatives

Convened OPT

Validated readiness and training billets
 Supportable and sustainable model
 Clearly define Risk to generation of readiness and URL
 Recruitment to support potential new OPA

Community Career path to support 1 Captain/O6
 3 XO, 2 O5 CO, and 1 O6 CO billet
 Manning is currently 58 of 71 LDO's (82 percent)
 Next viable candidate for O6 is FY 29.
 Vacancies at O4/O5 require URL to fill billets



Security Officer (6490/7491)

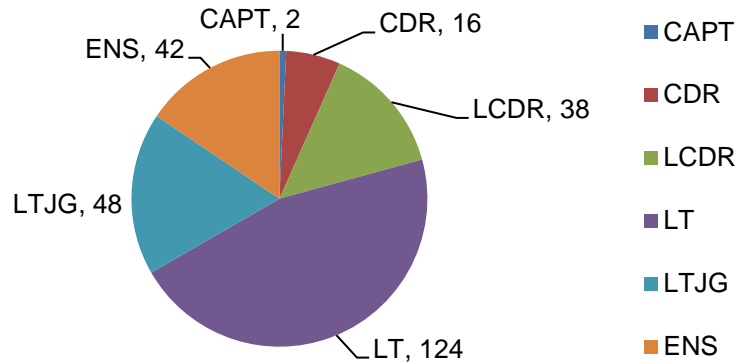
SECURITY LDO/CWO 6490/7491 UPDATE

CAPT John Courtial
CWO5 Dave Muehlhauser



Security LDO (6490)

SECO LDO Officer Summary



Issues

Continue to improve distributable inventory
 – Currently @ 97% (INV to BA) and 92% (FIT to DESIG)

Continued press for more XO/CO opportunities, CMD Quals and Education
 (+2) O4 Billets coded for XO at SWFs
 (+1) O6 Billet for CO at NCIS

Designator Health

649X	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
BILLETS	48	55	90	59	24	4	280
INVENTORY	42	48	124	38	16	2	270
MANNING %	88%	87%	138%	64%	67%	50%	96%

- O4/05 6490 distributable inventory impacting DH fills
 - FY24 Retirements
 - CAPT 1
 - CDR 3
 - LCDR 3

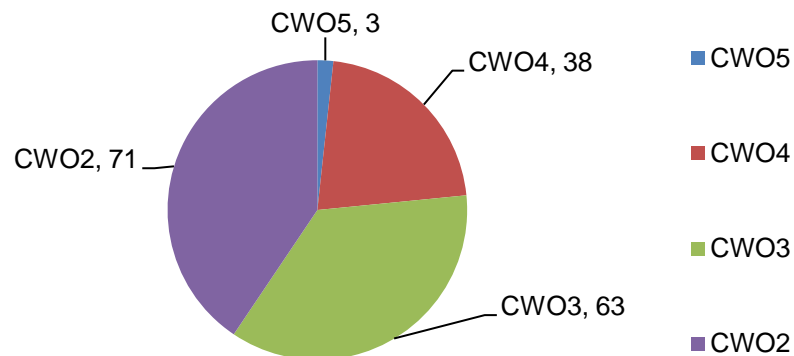
Initiatives

- NECC is the new community sponsor for NSF
- NCIS HQ 6490 CO/XO pipeline established - FY24
- Implemented Tiered NSF qualification program (E4-O5) - Currently @ 2 Years in execution
- DGM established in 2021 separates 6490/7491 billet requirements/functions
- Continued Recruitment. Program Management site visits leverage additional opportunities. On-going early mentorship to E5 and below.



Security Tech (7491)

SECO CWO Officer Summary



Issues

Working to improve inventory since 2021 continuation of 7491 designator - (6/7) new accessions/year - Currently @ 59% (INV to BA) and 38% (FIT to DESIG)

Overall community health low, but that is understandable after standing back up the CWO designator in 2021.

Designator Health

749X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	10	20	12	2	44
INVENTORY	9	5	10	2	26
MANNING %	90%	25%	83%	100%	59%

- 7491 continues transition between 38 LDO (6490) to CWO (7491) billets.
- (+1) 7491/CWO5 Assessment Team Lead billet added @ USFF
- (+2) 7491/CWO2 Training Officer billets added @ SWFs (1/per)

Initiatives

NSF Criminal Investigator (Navy Special Agent) career path @ IOC - four tiers (E5 to CWO4)
 -(2) CWO Billets (CWO4 PM @ NCIS HQ and CWO3 SCM @ NCIS Norfolk FO)

NCCs to develop Higher Headquarters Operational Assessment teams required to meet Navy Antiterrorism Program (OPNAV 3300.53D) requirements (Expect 1-2 Additional CWO billets per NCC)



**Questions or
Comments?**



Information Warfare CWO

IW ENTERPRISE 2024 BOD SLIDES

**IW CWO Competitive Category
Representative
(CWO5 Sean North, 7811 CW)**



OPENING COMMENTS

BLUF: Overall Information Warfare CWO community is in relatively good shape but.....2027!!!

RECENT CHANGES

- IP/7821 billet growth due to sunset of 6820/LDO. Total of 71 billets converted and dispersed between 1820 (RL) and 7821 (IP CWO).
- CW/7811 DR Changes to remove CWT (formerly CTN) as a source rating
- CW/7811 More strict standards for CTI (linguists). Must have completed a surface DIRSUP tour.
- INTEL/7831 1830 conversion to 7831 on DESRON Staffs
- CY/7841 MCWO billet impact on 7841 billets. 30 7841 billets shifted to support 1880/MCWO stand up.

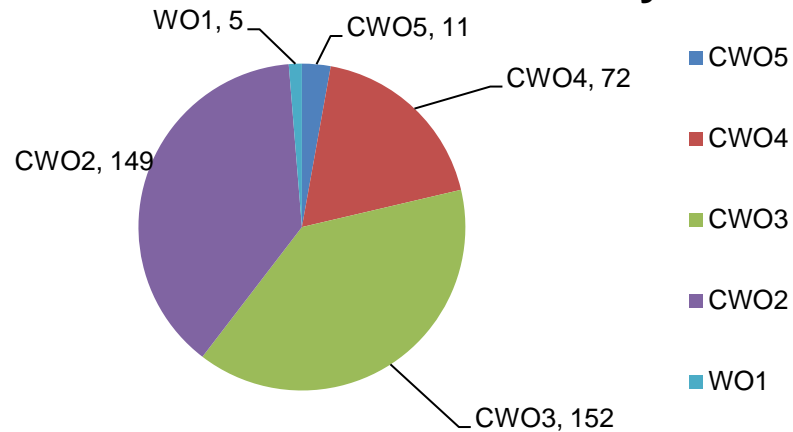
INITIATIVES:

- Continuous technical training throughout career (W2-W5) to maintain tactical proficiency.
- Community gatherings/symposiums for recruiting and career management purposes.
- Hard look at billet alignment. Warrants in Warrant billets doing Warrant work.

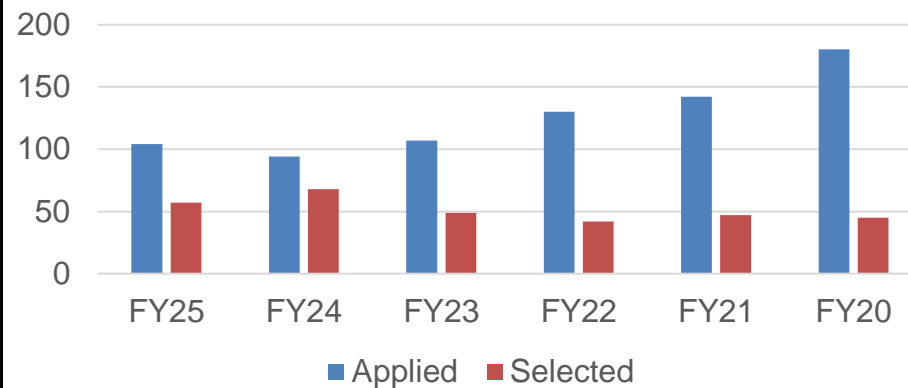


Overall IW CWO Community Health

IW CWO Officer Summary



Applied/Selected



Inventory

78XX	WO1	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	19	191	214	95	21	540
INVENTORY	5	149	152	72	11	389
MANNING %	26%	78%	71%	76%	52%	72%
GAINS	0	7	0	0	0	7
LOSSES	0	0	1	3	0	4

Issues / Concerns / Contributing Factors

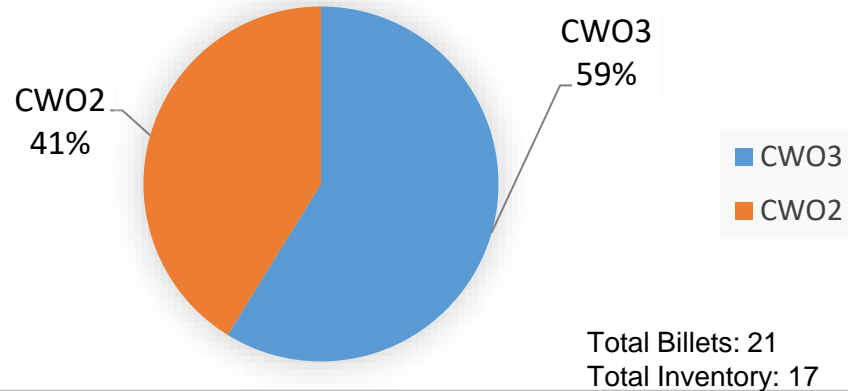
- 7841 Future
 - 50% Manned
 - Early retirements
 - Retention Incentives
 - CCA Development
 - Very low applicant numbers (last 3 years)
- Overall Billet Alignment
 - CW with Cyber background
 - CW Defense Courier Station Billets
 - NGA Warrant solution
 - First tour 18XX where CWO's should be
 - DSO, DESRON INTEL,



Oceanography (7801)

OCEANOGRAPHY CWO 7801 UPDATE
CWO3 Chris Mckinstry

7801 Inventory by Grade



Issues

- Senior CWO is a CW03
- Five CW03 in-zone for CW04 FY25
- Phased rollout of billet base to be completed FY-28
- Future CW05 billet to be established at CNMOC Staff, Stennis Space Center, MS

Designator Health

780X	CW02	CW03	CW04	CW05	TOTAL
BILLETS	8	11	2	0	21
INVENTORY	7	10	0	0	17
MANNING %	88%	91%	0%	NA	81%
GAINS	0	0	0	0	0
LOSSES	0	0	0	0	0

- Designator healthy for now, continuing to build designator numbers

Initiatives / Recommendations

- Continue to grow community and promote as billets come on line in the future.
- CW04 billets coming on-line FY25 – FY26
- CW05 billet coming on-line FY28



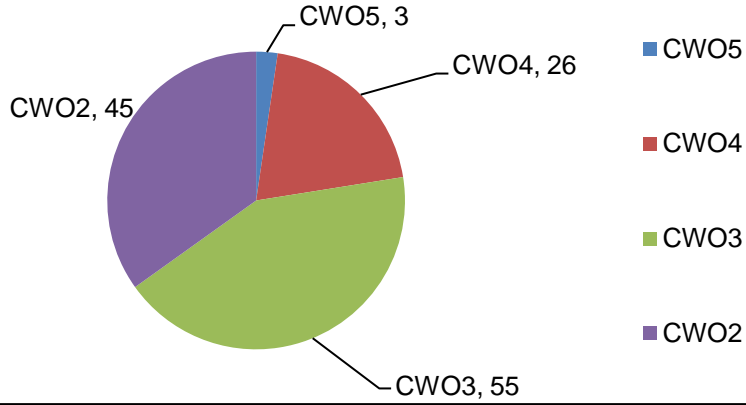
Cryptologic Warfare (7811)

CW CWO 7811 UPDATE
CWO5 Sean North



Cryptologic Warfare (7811)

CW CWO Officer Summary



Issues

- CWO5 Billet Alignment. W5's doing W5 work.
- CWO4 Billet Alignment.. Technical SME's where it counts.
- CWT and CTI competitiveness

Designator Health

781X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	49	55	33	6	143
INVENTORY	45	55	26	3	129
MANNING %	92%	100%	79%	50%	90%
GAINS	4	0	0	0	4
LOSSES	0	0	0	0	0

- Designator manning overall healthy.
- Billet alignment needs work

Initiatives / Recommendations

- Fine Tuning of discrete requirements to improve applicant pool
 - CWT and CTI
- CWO4 to #Fleet staffs and/or CSG CRC billet
- CWO2 option for DSO Billets, better than first tour 18XX
- Defense Courier Station Billets better suited for IP
- Better recruiting efforts
 - Waterfront visits
 - Semi-annual designator conferences
 - Quality over quantity



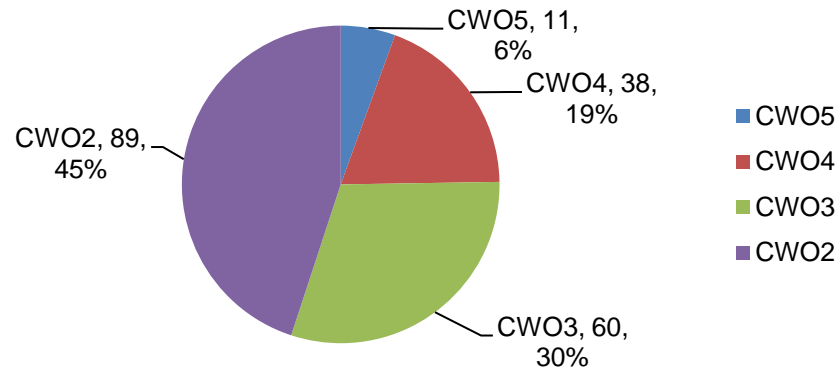
Information Systems Technician (7821)

IP CWO 7821 UPDATE
CWO5 Bryant Walker



Information Professional (7821)

IP CWO Officer Summary



Issues

- Assigning IPs to technical billets not normally filled by RLs
- Life Long Learning / Ready Relevant Learning (RRL)
- Talent Management
- 7821 absorbed 70 billets from the 6820 sundowning process. It will take several years to access additional candidates to cover new growth.

Designator Health

782X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	89	60	38	11	198
INVENTORY	51	54	34	6	145
MANNING %	57%	90%	89%	55%	73%
GAINS	3	0	0	0	3
LOSSES	0	0	1	0	1

- Designator overall healthy
 - Overall IP promotion opportunity has improved since shifting to promoting within the IW enterprise; advanced four 7821 CWO5s in FY-23 and one in FY-24

Initiatives / Recommendations

- Continue to work with the Resource Sponsors/BSO to ensure billets are aligned based on *technical* billet description
- Leverage established training curriculum that will allow W2-W5's to receive technical training throughout career. Network and Radio Frequency communications evolves every 2 years
- Continue to recruit top Sailors that meet discrete requirements

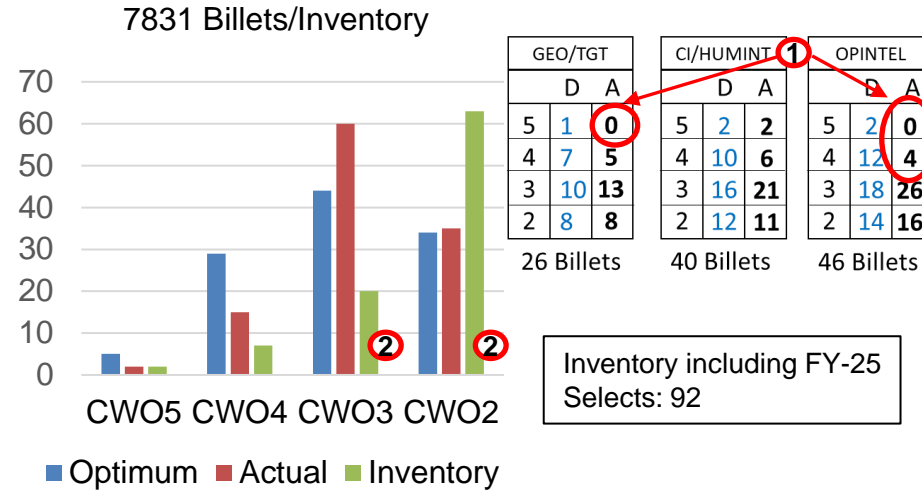


Intelligence Technician (7831)

INTEL CWO 7831 UPDATE
CWO5 Matt Stinkeoway



Intelligence Technician (7831)

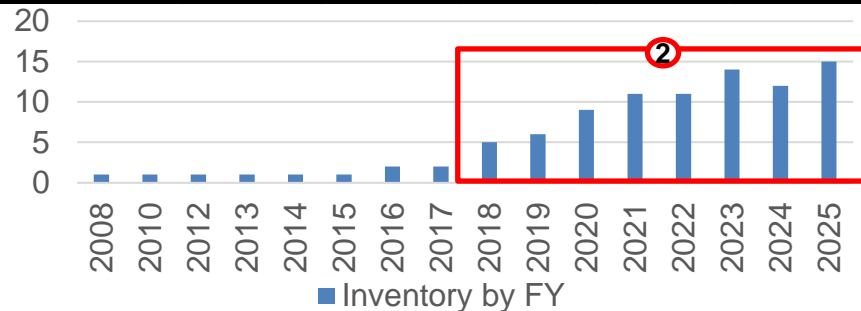


Issues

- Lack of CWO4/5 Billets for each CCA
 - CCA's were developed in 2017; increase of quotas followed with inventory progression to CWO4 occurring in next ~2 years
 - Community initially invested in CWO2/3 billets to initiate growth; Coordinating w/ IBOSS to upgrade/convert at the CWO4/5 level
- 90% of inventory under 8 YCS
 - Of 92 CWOs (including FY-25), 63 are CWO2s (68%)

Designator Health

783X	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	31	59	14	3	107
INVENTORY	38	27	8	2	75
MANNING %	123%	46%	57%	67%	70%
GAINS	0	0	0	0	0
LOSSES	0	0	2	0	2



Initiatives / Recommendations

- Recruiting #1 priority to support growth; without sacrificing quality
 - Applicants FY22 → 27 / FY-23 → 21 / FY-24 → 19 / FY-25 22**
 - 7831 virtual CWO Recruiting briefs, MilSuite site, Waterfront engagements
- Intel Community Lead (O-8) targeted afloat/SME focused billets for future conversions
 - COMPLETE: DESRON N2
 - IN PROGRESS: CVW Targeteer, NGA Geospatial Analysts, CVN SUPPLOT and #d Fleets
 - Converted 17 billets to 7831 / 15 billets to 1830
- Annual Intel CWO working group... invite IW CWOs pillars to align, share L/L
 - LLL w/ 5 WTI's; Working group prioritized WTI for all Intel CWOs



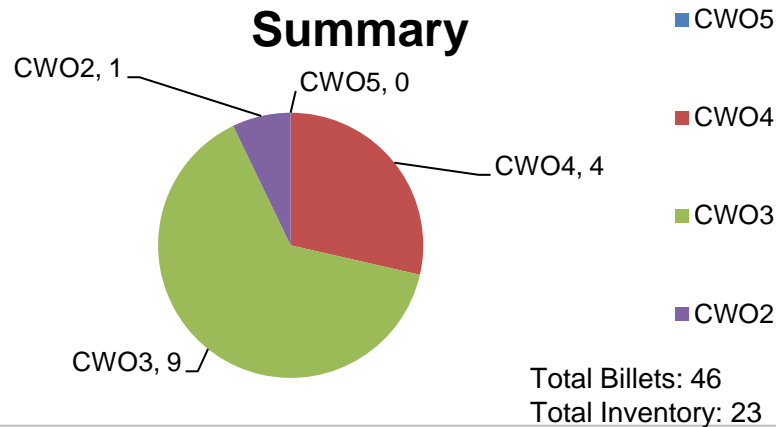
Cyber Warfare (7841)

CYBER CWO 7841 UPDATE
CWO4 Eric Nelle



Cyber Warfare (7841)

CYBER CWO Officer Summary



Issues

- Unable to increase capacity and retain talent
- Decreased number of competitive applicants
- Unable to compete with enlisted AIP and SRB or civilian opportunities

Designator Health

7841	WO1	CWO2	CWO3	CWO4	CWO5	TOTAL
BILLETS	18	6	17	4	1	46
INVENTORY	4	9	6	4	0	23
MANNING %	22%	150%	35%	100%	0%	50%

- Designator continues show less then optimal growth
 - Will take time to increase manning utilizing W-1 as the accession path

Initiatives / Recommendations

- **TYCOM Working Group to refocus Cyber Warrant Program**
 - Evaluate if remains a W1 or normalize to W2 traditional CWO accession (CPO at 14 years)
 - Create 2 CCAs and associated AQDs (OCO and DCO)
 - Reevaluate current billet placement (OCO and DCO)
 - Explore AIP for Cyber Warrants
 - Implement assessment process, similar to CWE screening events
 - Begin redesignation of 7841 to 7881 to better align to operational cyber (MCWO/1880) designator

WELCOME



**2024 LDO/CWO
BOARD OF DIRECTORS**

START TIME: 0800



DAY 1 REVIEW

- **Travel Budget for Road Shows (OCM/ECM/NPC)**
- **6480 way ahead (Potential off-ramp)**
- **7841 Cyber future (What to expect)**
- **6120 – getting LHD/A billets from 1110 OPS to 6120 OPS (O5)**
- **RTC Warrior Challenge Contract/Dive Motivator (Request will come from RADM Davids/WARCOM)**
- **Billet realignment with BSOs**
- **OPTEVFOR CO troops 6120 CAPT Billet**

- **Be familiar with all designators for sitting on a selection board**
- **Appraisal Board Members Minimum Rank for LT**
- **CC BOD Review of all Billet Paygrades and Jobs**
- **6110 Deck billets being O-5 on Carriers**
- **Possibility of changing CWO initial TIS from 6 to 8 years**
- **Recruiting is an all hands effort**
- **Email OCM with notification of TFMMS Packages**
- **CWO4's that are Command Chief Warrant Officers, should receive special attention for CWO5 promotion**
- **Focus on retaining O4 and W4 ranks**



LDO/CWO Academy Update

LDO/CWO Academy, OTC Newport 2024 BOD SLIDES

Academy Staff

CDR Jason Blickens, Director

CWO4 Herman Fuentes, Deputy Director

CWO5 Jody Olson

LT Jared Chieco

CWO3 Raechel Pope

(CWO5 Paul Adams, Currently Director of OCS)



- **Complete course rewrite. Pilot scheduled June 2024**

LDO/WO/CWO Academy Curriculum Breakdown	
4 Week Course	
10 offerings per year	
Up to 550 students per year	
Topic Category	Schedule Hours
Intro/Orientation/Testing/Graduation	12
General Topics	17
History	11
Administration	13
Legal	6
Military Operations	12
Professionalism	12
Communications	10
Leadership & Ethics	25
Physical Training	20
Personality Test	3
Warrior Toughness	16
Get Real, Get Better	3
Total	160

Adjustments made to maximize Leadership, Ethics, History, Warrior Toughness and Physical Training



- **Current**
 - **7 Personnel**
 - **1 Director**
 - **6110 Deck**
 - **6 Instructors**
 - **1 x 6490 Security**
 - **1 x 7411 Administration**
 - **2 x 7331 Aviation Maintenance**
 - **1x 7201 Diving Officer (Billet Change to 7111 Nov 24)**
 - **-1 x 7261 Submarine Ordnance (PG 6200 May 24)**



Day 1 – Student Trends

- **Have not made the transition and have a hard time letting go (Chiefs Mess, prior billets, prior accomplishments, etc.)**
- **Tribal thinking (Active vs Reserve, Chief vs non-Chief, LDO vs CWO)**
- **Negative perceptions of the course from their mentors**
- **Mindset that they “made it,” not realizing that they have just started**



- **LDO/CWO Academy staff provides support to other school houses:**
 - **Deliver identity transformation and mentoring to all fleet returnees at OCS/ODS/NSI**
 - **Case study and scenario feedback**
 - **Provide mentoring and guidance to WO1's in OCS**
 - **Expectations of LDO/CWO/WO (what we are, what we do, how we help)**
 - **1 on 1 or small groups as requested**
 - **Participates in the mentorship program within the Supply Corps School**
 - **Provide identity transformation and “Our History”**
 - **Q & A Mentoring**
- **Developing a Professional/Personal development and Leadership recommended reading list**



Topic Listing

Anti-Terrorism Force Protection
Life-Long Learning
Pay & Benefits
Personal Financial Management
UCMJ Articles
U.S. Constitution & Navy Values
LOAC & Code of Conduct
Military Justice & JO Responsibilities
Assignments & Promotions
OCM Brief
CMEQ
Service Records & Evaluations
Warrior Toughness (8 topics)
Manpower Management (Reserve & Active Duty)
Reserve Orientation
Naval Reserve Lab (Utilization)
Security, OPSEC & PII
Naval Correspondence
Healthy Lifestyles
Get Real Get Better
MBTI Personality Test & Discussion

Officer Etiquette
Wardroom Etiquette
Ceremonies, Customs & Traditions
Officer Uniforms
SORM & Navy Organization
Maritime Strategy
Major Military Component Organizations & Missions
LDO/WO/CWO History (Part 1)
LDO/WO/CWO History (Part 2)
Navy History - 1815-1865
Navy History - 1865-1918
Navy History - 1918-1945
Navy History - 1941-1945
Navy History - 1945-1991
Guest Speakers
ISPB Preparation
Appraisal Process
Generations

Role of a Commissioned Officer
Officer Turnover
Fostering Future Leaders
Effective Oral Communications
Introduction to Ethical Theory
Bathsheba Syndrome
Coaching
Leadership Styles and Group Dynamics
Tolerance
Power & Influence
Ethical Behavior for Leaders
Elements of Effective Naval Leadership
Virtue Ethics
Junior Officer & Chief Relationships
CMC Panel
Tough Calls
Stoicism & VADM Stockdale
Leading Your Division
Introduction to Case Studies
EP-3E Aries II
Farsi Island (Part A)
Farsi Island (Part B)



Requested Assistance from BOD

- Investigate the possibility of opening the Naval War College to Chief Warrant Officers and increasing access for our Limited Duty Officers.
- Stop negative talk about the academy to applicants and selectees.
- Incorporate all WO-1s, including street-to-fleet, into our messaging (documentation/websites/social media/mentoring programs, etc.)
IF WE DO NOT MENTOR THEM, THEN WHO?
- From a senior mustang/fleet perspective what are our new officers lacking that the Academy can teach?



Questions or Comments?

Director CDR Jason Blickens, jason.l.blickens.mil@us.navy.mil

(401) 841-3351

Deputy Director CWO4 Herman Fuentes, herman.fuentes1@us.navy.mil

(401) 841-3830



FY-25 In-Service Procurement Board

FY-25 LDO/CWO ISPB President - CAPT Kenny Allison

PERS-803 (Enlisted Promotion Boards and Advancements)

PERS-803 Branch Head

CWO4 Tameka J. Reid



FY-25 In-Service Procurement Board

- **Prep:** 3-5 Jan 24 **Convene:** 9 Jan 24 **Adjourn:** 17 Jan 24

- **Command coordinators:** Critical in the application process and provide the first line of defense to ensure that applicants meet minimum eligibility requirements (115 applications removed).
 - No TIS waiver
 - Incorrect TIS calculation
 - Missing color vision test
 - Application not signed by member
 - Missing CO's signature
 - Outdated security clearance/not enrolled in Continuous Evaluation
 - Wrong application template (old 2010 version)

- **Applicants:** 1520 (Active/TAR); however no shortage of quality. Board selected to 100% allotted Active quotas.



FY-25 In-Service Procurement Board

- **Board precept and convening order combined with approved discrete requirements guided all board deliberations.**
 - Sustained superior performance (SSP) is a baseline expectation.
 - An applicant can have SSP and not be best and fully qualified for selection.
 - The importance of the discrete requirements cannot be overstated for any applicant pursuing selection for the LDO/CWO program.

- **Comprehensive “Tank Training”:** Provided to all board members prior to deliberations. Especially beneficial to first-time board members.

- **Lessons learned:** Engage early with PERS-805 pertaining to membership.



Official Navy Record Markup Program (ONRMP)

AS OF DATE:

PERFORMANCE SUMMARY REPORT

PAGE: 1

NAME:

DESIG/RATE:

SSN: :

PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR			TRAITS					AVERAGES		PROMOTION REC					PHYS READ	RPT TYPE			
					NAME	PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP					
E5	NRD	RECRUITER	010517	10		O5	CO	0	0	6	1	0	3.14	172	1	0	X	7	16	6	P/WS	RG		
			020315					3.81	3.64															
E5	NRD	RECRUITER	020316	12		O5	CO	0	1	6	0	0	2.86	224	1	0	X	15	17	8	P/WS	RG		
			030315					3.77	3.67															
E5	NRD	SUPPORT	030316	12		O5	CO	0	2	5	0	0	2.71	50	1	0	X	5	20	7	P/WS	RG		
			040315					3.80	3.85															
E5	NRD	TELEMARKETER	040316	4		O5	CO	0	1	5	0	0	2.83	51	0	0	X	1	0	0	F/NS	RG		
			040701					2.83	3.83															
E5	DD-985 CUSHING	MAINT MAN	040824	7		O4	XO	0	0	2	5	0	3.71	179	0	0		X	52	14	P/WS	RG		
			050315					4.19	4.15															
E5	DD-985 CUSHING	MAINT MAN	050315	3		O4	DEPT HEAD	0	0	1	6	0	3.86	2	0	0				X	1	P/WS	RG	
			050625					3.86	4.14															
E5	DDG 6	TECHNICIAN	050626	9		O4	XO	0	0	6	0	0	3.00	231	0	0	X	3	53	15	P/WS	RG		
			060315					3.99	4.05															
E5	DDG 6	TECHNICIAN	060315	5		O4	XO	0	0	3	3	0	3.50	131	0	0				X	1	P/WS	RG	
			060816					3.50	4.05															
E5	FFG 3	EM04 WCS	060316	12		O4	XO	0	0	1	6	0	3.86	46	0	0			X	22	7	P/WS	RG	
			070315					3.85	3.85															
E5	FFG 3	LPO	070316	12		O4	XO	0	0	0	3	4	4.57	98	0	0				X	23	7	P/WS	RG
			080315					4.05	3.90															
E5	FFG 3	LPO	080316	9		O4	XO	0	0	1	4	2	4.14	28	0	0			X	3	1	P/WS	RG	
			081204					4.18	4.11															
E6	FFG 3	EM DIV LPO	081205	12		O5	CO	0	0	1	4	2	4.14	31	0	0			X	10	5	P/WS	RG	
			091130					4.03	4.05															
E6	AFLOATRAGRU	AFLOAT TRAINER	091201	12		O6	CO	0	0	1	3	3	4.29	390	0	0	X	32	32	17	P	RG		
			101115					4.56	4.43															
E6	AFLOATRAGRU	AFLOAT TRAINER	101116	12		O6	CO	0	0	1	3	3	4.29	497	1	0	X	26	28	14	PPP	RG		
			111115					4.49	4.46															



President's Comments

Board composition: 90% of the board members were “first timers”

- Each senior in-designator lead briefed the discrete requirements
 - Helping delineate the specific skill-sets and technical acumen desired
- Each record was randomly distributed to the panel members. In situations where a conflict of interest existed (i.e., panel member recognized the candidate), the record was re-assigned to another panel member to ensure a fair and balanced process remained in-tact
- Each record was meticulously reviewed twice for accuracy and entirety
 - First review conducted by random designator within CC; second review was conducted by the in-designator to affirm quality assurance in grading



PRESIDENT'S COMMENTS

- Recommend appraisal board interviewers review the candidate's entire record (e.g., PSR, ESR, Last 5 Evals/FITREPs), in addition to the LDO/CWO's application in effort to capture/frame a more cohesive assessment of their potential to succeed. Then, capture and articulate a holistic assessment within the appraisal sheet.
- Recommend appraisal board interviewers continue to be critical in appraisal process; grade the record against the community's discrete requirements -- **AUDIO** in your appraisal **SHOULD MATCH** the **VIDEO** of the record.
- Recommend all (3) appraisal board interviewers confer on the candidate's overall record (e.g., leadership potential, technical knowledge, program motivation, etc.), appraisal board performance and readiness to join the community. Then, draft the interviewer's appraisal sheet in harmony to avoid conflicting and disjointed messaging to the ISP board.



President's Comments

- Recommend appraisal board interviewers include “BLUF” vice “FLUFF” in the appraisal sheet to assist the ISP board in their assessment, ex:
 - Meets and or exceeds ALL discrete requirements; Ready Now!
 - Meets SOME discrete requirements; Needs more time!
 - DOES NOT meet discrete requirements; making progress to compete soon!

QUESTIONS



LDO/CWO Accession Planning

Accession Planning 101



Process Overview

- **Verify newest OPA authorizations per designator (Fall OPA numbers)**
- **Determine the ending FY inventory per designator**
- **Verify total number of applications per designator via Board Sponsor**
- **Math calculation(s): (this will give us a high and low number)**
 - CWO
 - 1) W2/W3 OPA / 7 =
 - 2) W2/W3/W4/W5 / 10 =
 - LDO:
 - 1) 01/02 OPA / 4 =
 - 2) 01/02/03 OPA / 10 =

Adjustments made to maximize selections based on total number of apps



Officer Program Authorization

Verify newest OPA authorizations per designator (Fall OPA numbers)

	OPA MPN							
Code	Grade	2023	2024	2025	2026	2027	2028	2029
6110	G	2	2	2	2	2	2	2
6110	H	9	9	9	9	9	9	9
6110	I	39	40	40	40	40	40	40
6110	J	56	59	59	59	61	62	62
6110	K	19	19	20	20	20	20	20
6110	L	12	12	12	13	13	12	12

OPA Grade:

G = 06

H = 05

I = 04

J = 03

K = 02

L = 01

	OPA MPN							
Code	Grade	2023	2024	2025	2026	2027	2028	2029
7330	M	45	45	45	44	45	45	46
7330	N	102	106	106	107	108	108	110
7330	O	81	80	79	79	78	77	80
7330	R	18	16	17	17	17	17	17

OPA Grade:

R = W5

M = W4

N = W3

O = W2

P = W1



FY Inventory

OCM office utilizes multiple computer databases within the MYNAVYHR domain to verify: statutory loses, volunteer retirement requests, and known gains from last FY selection process to determine ENDING FY inventory.

DESIG	START INV FY-24	FY-24 GAINS + WOBA Swaps	FY-24 TOTAL WITH GAINS	FY-24/25 KNOWN LOSSES	FY-23/24 KNOWN Offramp Breakdown	FY-24/25 PROJ LOSS TOTALS STAT/ 1xFOS/ LATXFR	FY-24/25 PROJ Breakdown STAT - 1xFOS LATXFR	END INV FY-24
6110	123	10	133	2		8	1 - 7 - 0	123
6120	167	12	179	2		7	4 - 2 - 1	170
6130	323	26	349	9		12	1 - 9 - 2	328
6180	401	35	436	11		29	7 - 17 - 5	396
6230	52	4	56	3		6	0 - 4 - 2	47
6260	105	9	114	4		3	1 - 2 - 0	107
6280	76	6	82	1		3	1 - 2 - 0	78
6290	34	5	39	9	8	0	0 - 0 - 0	30
6310	84	7	91	3		6	5 - 1 - 0	82
6330	371	24	395	12		22	16 - 5 - 1	361
6360	158	14	172	5		7	4 - 3 - 0	160
6390	69	6	75	2		2	1 - 1 - 0	71
6410	297	19	316	9		12	4 - 6 - 2	295
6430	25	2	27	0		0	0 - 0 - 0	27
6480	60	1	61	0		1	1 - 0 - 0	60
6490	272	22	294	1		5	4 - 1 - 0	288
6510	42	9	51	3	3	0	0 - 0 - 0	48
6530	56	4	60	1		4	2 - 2 - 0	55
TOTAL	2715	215	2930	77	11	127	52+62+13=127	2726



Board Sponsor

- **Once the submission deadline has past, PERS 8 Board Sponsor provides a weekly spreadsheet that is kept on file to monitor overall numbers of applications submitted.**
- **PERS 8 Board Sponsor and staff screen ALL applications by hand and prepare them for the ISPB using the applicant checklist.**
- **OCM office acts as a QA to the application screening process and works hand in hand with the Board Sponsor to ensure all packages are in compliance with OPNAVINST 1420.2 guidance and applicable NAVADMIN.**
- **Approx mid – November, the total applicant numbers are entered into the accession planning tool.**



Board Sponsor

BARNES	BARNES ANTHONY JANMICHAEL	ANTHONY			ISC	ISC	E7	7831A		20070823	A
BRIDGES	BRIDGES DAVID ALEXANDER	DAVID	A		ISC	IS1	E7	7831A		20100415	A
KINSELLA	KINSELLA ROBERT FRANCIS IV	ROBERT	F	IV	ISC	ISC	E7	7831A		20081009	A
ASH	ASH FRANK NELMS	FRANK	N		ISCS	ISC	E8	7831A		20090113	A
DILLS	DILLS JOHNATHAN ELZY	JOHNATHAN	E		ISC	ISC	E7	7831A		20071121	A
										20100126	
BULLER	BULLER WILLIAM EDWARD IV	WILLIAM	E		ISC	ISC	E7	7831B	7831C		A
CAMPBELL	CAMPBELL ROBERT EDWARD JR	ROBERT	E		ISC	ISC	E7	7831B		20090113	A
										20090908	
HART	HART AMBER DAWN	AMBER	D		ISC	ISC	E7	7831B	7831C		A
HART	HART TAYLOR SCOTT	TAYLOR	S		ISC	ISC	E7	7831B		20090826	A
HOLMAN	HOLMAN RYAN N	RYAN	N		ISC	ISC	E7	7831B		20090519	A
MERRILL	MERRILL SETH DANIEL	SETH	D		ISC	ISC	E7	7831B		20091216	A
MORGAN	MORGAN MATTHEW RUSSELL	MATTHEW	R		ISC	ISC	E7	7831B		20060821	A
SCOTT	SCOTT CHRISTOPHER DAVID	CHRISTOPHER	D		ISC	ISC	E7	7831B		20081105	A
ZABALA	ZABALA RODERICK MERCADO	RODERICK	M		ISC	ISC	E7	7831B		20091209	A
BURRIS	BURRIS DERIK MD	DERIK	M.D		ISCM	ISCM	E9	7831C		20060601	A
EVANOFF	EVANOFF NICHOLAS ALEXANDER	NICHOLAS	A		ISC	ISC	E7	7831C		20060811	A
GARLAND	GARLAND JON ROBERT II	JON	R		ISC	ISC	E7	7831C		20100322	A
HEEREN	HEEREN KRISTIN MARIE	KRISTIN	M		ISC	ISC	E7	7831C		20090908	NE
KOCH	KOCH DERREK EVERRETT	DERREK	E		ISC	ISC	E7	7831C		20071029	A
										20070723	
MARTINEZ	MARTINEZ ILIANA	ILIANA	NMN		ISC	ISC	E7	7831C	7831B		A1
TEJERO	TEJERO NELSON MANICSIC	NELSON	M		ISC	ISC	E7	7831C		20050607	A
VACHO	VACHO JONATHAN SAMUEL	JONATHAN	S		ISC	ISC	E7	7831C		20090728	A
WORLEY	WORLEY SETH ADAM	SETH	A		ISC	ISC	E7	7831C		20071010	A
										20101102	
ARNELL	ARNELL ALEXANDER H	ALEXANDER	H		CWT						A
					1	CWT1	E6	7841			
BESEL	BESEL ALEXANDER DANIEL	ALEXANDER	D		CWT					20150603	A
					1	CWT1	E6	7841			
BUTLER	BUTLER GARRETT MICHAEL MAK	GARRETT	M		CWT					20130917	A
					C	CWTC	E7	7841			
										20170710	
PHILLIPS	PHILLIPS BRANDON LEON	BRANDON	L		CWT						A
					1	CWT1	E6	7841			



- **Math calculation(s): (this will give us a high and low number)**
 - CWO
 - 1) $W2/W3 \text{ OPA} / 7 =$
 - 2) $W2/W3/W4/W5 / 10 =$
 - LDO:
 - 1) $01/02 \text{ OPA} / 4 =$
 - 2) $01/02/03 \text{ OPA} / 10 =$



The “MATH”

OPA			REQ (Col K-I)	Non-Control LDO Grades OPA Math			
FY24	FY25	FY26		O1/O2 OPA	OPA / 4	O1/2/3 OPA	OPA / 10
141	142	143	19	32	8	91	9
186	185	184	15	28	7	125	13
330	333	329	5	136	34	216	22
428	434	430	38	148	37	319	32
55	55	55	8	16	4	40	4
116	119	121	12	17	4	78	8
78	79	79	1	18	5	47	5
35	37	37	7	25	6	37	4
87	88	88	6	29	7	46	5
398	397	397	36	91	23	248	25
171	172	172	12	59	15	113	11
74	75	75	4	19	5	45	5
327	331	329	36	83	21	201	20
24	24	24	0	7	2	16	2
71	71	71	11	25	6	45	5
278	283	279	0	102	26	197	20
59	59	58	11	24	6	58	6
56	57	57	2	17	4	40	4
2914	2941	2928	223	876	219	1962	196

OPA			Non-Control CWO Grades OPA Math			
FY24	FY25	FY26	W2/W3 OPA	OPA/7	W2/3/4 OPA	OPA / 10
92	96	100	83	12	96	10
121	124	125	105	15	124	12
232	233	235	186	27	233	23
113	113	113	78	11	113	11
46	46	46	36	5	46	5
172	171	172	135	19	171	17
54	56	56	40	6	56	6
20	20	20	13	2	20	2
26	48	61	32	5	48	5
55	55	55	45	6	55	6
108	108	109	73	10	108	11
247	247	247	185	26	247	25
113	114	114	100	14	114	11
193	192	193	152	22	192	19
43	43	45	29	4	43	4
58	58	59	45	6	58	6
20	24	26	21	3	24	2
144	142	141	102	15	142	14
200	200	200	151	22	200	20
109	113	113	96	14	113	11
71	72	77	43	6	52	5
2237	2275	2307	1750	250	2255	226



The “Final Numbers”

Accession Numbers and Alternates

FY25 Accession REQ	BUPERS 319 REC ALTS	FY25 APPS	FY25 SECOND CHOICE	LAST YEARS APPS	FY24 Last Year's Selections
10	2	25	0	23	11
12	2	41	1	33	15
23	5	71	1	56	26
14	2	22	0	24	13
2	0	3	0	6	5
18	4	47	1	60	20
6	0	9	0	7	6
2	0	14	0	13	2
8	0	17	0	13	4
6	1	23	0	25	6
13	1	17	0	9	9
26	5	79	5	100	26
12	2	59	1	50	12
24	2	71	2	84	24
7	1	37	1	27	6
5	1	22	1	29	7
2	0	3	0	6	3
15	3	31	1	33	15
22	2	39	0	34	19
15	0	23	B-1 /C-2	19	12
3	0	4	0	2	1
245	33	657	17	653	242



The “Final Numbers”

Approved Accessions via CNP

FY-25 ACTIVE DUTY LDO SELECTION QUOTA PLAN			
LDO CATEGORY	DESIGNATOR	LDO PRIMARY	LDO ALTERNATES
DECK	6110	9	2
OPERATIONS	6120	12	2
ENGINEERING	6130	30	6
ELECTRONICS	6180	37	7
SUB-ENGINEER	6230	5	0
SUB-ORDNANCE	6260	9	2
SUB-ELECTRONICS	6280	5	1
SUB-COMMUNICATIONS	6290	4	1
AVIATION-DECK	6310	6	1
AVIATION-MAINTENANCE	6330	26	5
AVIATION-ORDNANCE	6360	15	3
AIR TRAFFIC CONTROL	6390	5	1
ADMINISTRATION	6410	22	4
BANDMASTER	6430	2	0
EXPLOSIVE ORD DISP	6480	4	1
PHYSICAL SECURITY	6490	20	4
SUPPLY	6510	6	1
CIVIL ENGINEER	6530	4	1
TOTAL		221	42



**QUESTIONS or
COMMENTS?**



Accession/Recruiting Best Practices

Accession / Recruiting Best Practices Group Discussion



“Identify Your Relief”

We have been preaching “identify your relief” since we were new accessions!

Do you have a proactive approach to accession recruiting?

Have you taken an active part in developing a strategy for your designator?

False beliefs: You belong to the larger designators.....everything is good, we will have plenty of candidates?

Do you believe that your imagine alone is enough to “identify your relief?”

What obstacles do we have to overcome to grow our accession numbers?

-SRBs, AIP, detailing incentives (A2P) etc.....

This is an interactive brief, share your ideas, processes.



Since 2020, applications have decreased from 2500+ to a steady state of approximately 1500.

Smaller designators are often struggling with enough applications to meet minimum annual selection numbers.

OCM attempts to control the selection numbers below 60%. This provides the selection panel the ability to have a quality cut. 100% is NOT GOOD!

(Just because you can't make Senior Chief, doesn't mean you can make CWO!)

Designator leadership have developed mixed tools to aid in annual recruiting purposes.

Just because your candidates make it thru the appraisal board process, doesn't mean they will meet the requirements and compete at the ISPB.

Other Officer communities recruiting our same candidates for OCS/DCO opportunities?

Can we sustain our community with 1500ish applicants per year?



What's the right tool to reach your perspective audience?

- Social Media campaign (i.e..... FB recruiting posters)
- OCM Recruiting Roadshow / Community Health briefs
- Assignment of regional recruiting coordinators
- Designator specific record reviews
- Email campaigns
- Centralized appraisal boards
- Professionally developed flyers
- Business cards/QR codes
- Resource/Flag sponsor help
- Appraisal board member training
- Applicant socials/gatherings
- Leading/hosting your own recruiting briefs (OCM developed or individually developed)

What works for you? Fleet wide, localized region?



**QUESTIONS or
COMMENTS?**



OPEN DISCUSSION

CLOSING COMMENTS

WRAP-UP



DAY 2 WRAP UP

- **Provide Flag Sponsor a ROM on designator billet realignment with BSO**
- **O-6 and CWO-5 need to visit Academy Classes (sponsor a class)**
- **Possibility of having Supply and Nuc Reactor selectees go through LDO/CWO Academy**
- **Finalize LDO/CWO Reading List (Flag Sponsor LDO/CWO Reading list)**
- **Recommend that appraisal board interviewers confer on candidate's overall record.**
- **Official feedback from PERS-805 to BUPERS-3 that the board membership has been corrected for the ISPB**
- **Submit recruiting flyer candidate names to the OCM**