



MyNAVYHR
Serving Sailors 24/7

Advancement Transformation

Captain Dave Whitehead

Director, Military Community Management
(BUPERS-3)

August 12-14, 2019



UNCLASSIFIED

Advancement and Promotion

Business Design Owner



New to the Navy
A & C Schools, First
Command



Advancement & Promotion
Exams, Selection Boards



Assignment, Leave, & Travel
Detailing, Orders, PCS,
Check-in



Career Planning
Career Development
Boards, CWAY,
Reenlistment



Deployment & Mobilization
Preparation, Pays, IA,
Return & Reunion



Pay & Benefits
Compensation,
Entitlements



Performance
Evals, FITREPs, Physical
Fitness Assessment



Sailor & Family Support
Information, Help,
Assistance



Retirement & Separation
Eligibility, Processes,
Transition



Training, Education, & Qualifications
Schools, Courses,
Degrees, Certs & Quals



Advancement Transformation Overview

Our Vision

An advancement and promotion system that meets the readiness needs of the Navy while providing flexible, unbiased, and transparent career opportunities for all Sailors



Increase Flexibility



**Align Sailor Skills to
Navy Needs**



Increase Transparency



Modernize supporting systems and tools, prioritizing integration, automation, and configuration

What have we heard from you?

"I'm not a great test taker but I am a great sailor. I don't want to go through the exam preparation. I'd rather get MAP-ped."

"It was really difficult for me to track down a lot of the bibs. I tried googling them. I miss the hyperlinks."

"I know a lot of people who would prefer to be an E3 or an E4 for forever, rather than go up."

"Just like any test you take, it would be nice to get your answers after and see what you got wrong so you are not getting it wrong every time."

"There are some rates where the exam is helpful and some where it isn't. There have been situations where I have only known the answer to something because it has been a question on the exam."

"I would like to be graded for me and not against another community who has different opportunities than I do."

"I've seen a lot of chain of commands who only MAP people because they are coming up on HYT."

"There are these unwritten rules about advancement. If you are new on a ship, you aren't going to get a high score. You aren't allowed to jump people."

"Advancement should be based on your job performance where you are at and not how important your job is. Everyone's job is important."

"Year after year you study and build up hope, and then have no quotas to be promoted. After that happens a few times, you lose all hope."

"When you go up for advancement, it is based on whether you have been at sea at the right time. If you need to go to sea but the opportunity isn't available, you can't advance. The ladder shouldn't be used against Sailors when it is out of their control."

"Trying to study and maintain your performance at work is extremely hard."

"We have uniformed Sailors as career counselors. They are not subject matter experts and they don't have the time to do the training they need to get all of the information."

"Some rates can barely pass the exam and still go up. It's like they say, 'Choose your rate, choose your fate.'"

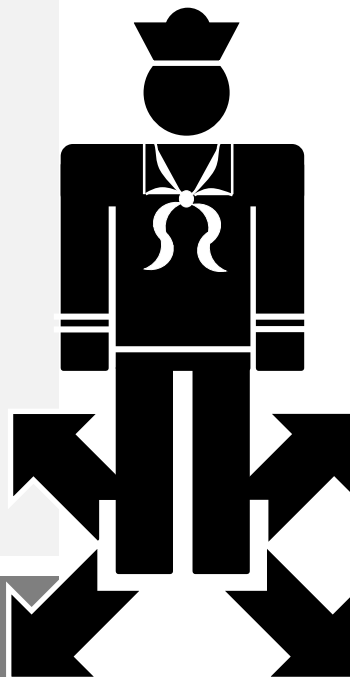
What can you expect?

Focus on...

- **Widening lanes** for career flexibility
- More **non-traditional advancement** opportunities
- **Advancing high-performers quicker** and into areas of need

Upcoming...

- Advance to Vacancy expansion for hard-to-fill billets
- Perform to Advance for E4 advancements



Increased Flexibility

Roadmap:

- Advance to Position Phase 2 ☒
- MAP Automation ☒
- MAP Analysis & Expansion ☒
- Advance to Position Phase 3 ☒
- Expanded Advance to Position ☐
- Perform to Advance ☐

- ☒ In Progress
- ☐ Future Project

What can you expect?

Focus on...

- Enhancing avenues for **assessing** Sailor **eligibility to advance**
- Assessing Navy and community needs **continuously**
- Emphasis on **Performance**

Upcoming...

- Tailored FMS by community/rating
- Real Time Rank Order to support A2P and ODA

Increased Alignment of Sailor Skills to Navy Needs



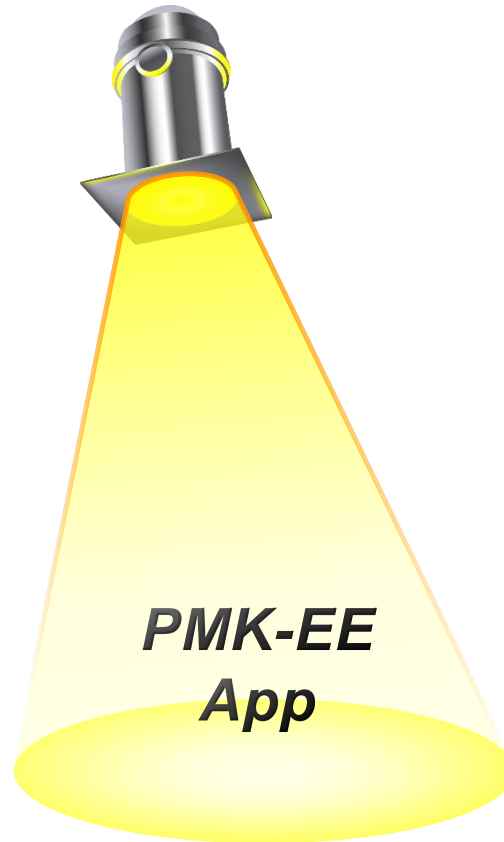
Roadmap:

- Updated FMS factors ☒
- PMK removed from NWAEE ☒
- Electronic PMK exam ☒
- E4 perform to advance ☒
- Tailored FMS factors ☐
- NWAEE modernization ☐
- Real-time rank order ☐
- On-demand exams ☐
- On-demand advancements ☐

- ☒ In Progress
- ☐ Future Project

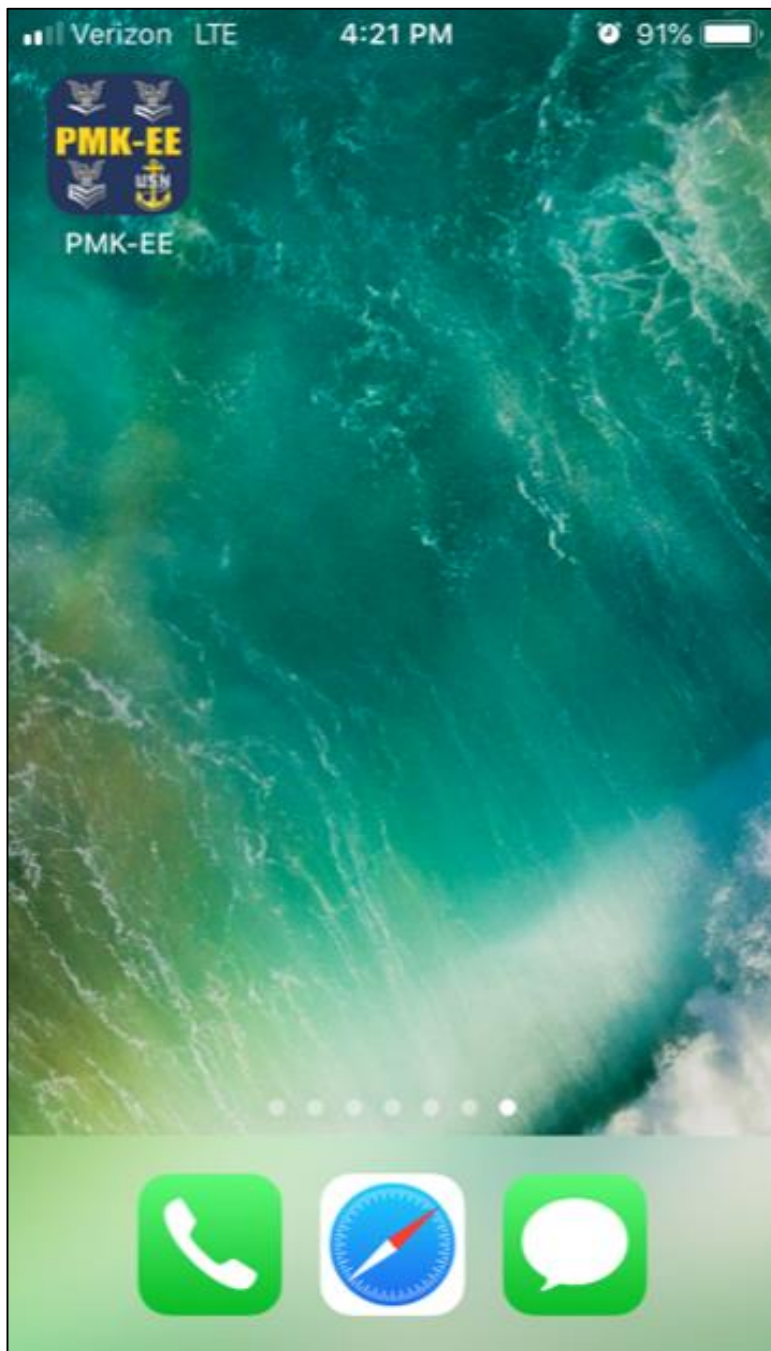
Project Spotlight

***The Professional
Military Knowledge –
Eligibility Exam
Application provides
an additional and
convenient means
for required exam
completion***




Key Benefits

- CAC-less
- No internet connection required once downloaded (until submission)
- Progress saved
- Automatically generates completion certificate for transmission to NTMPS/ETJ



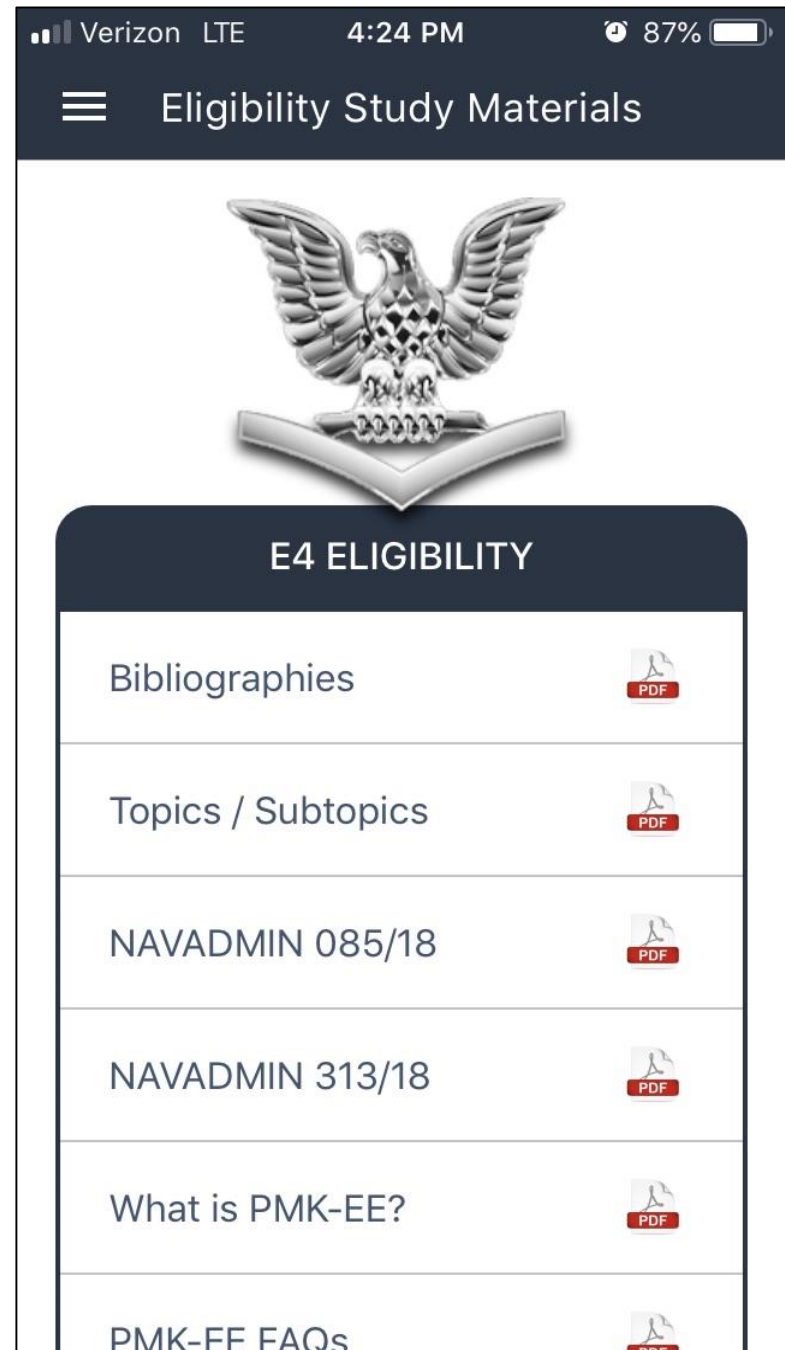
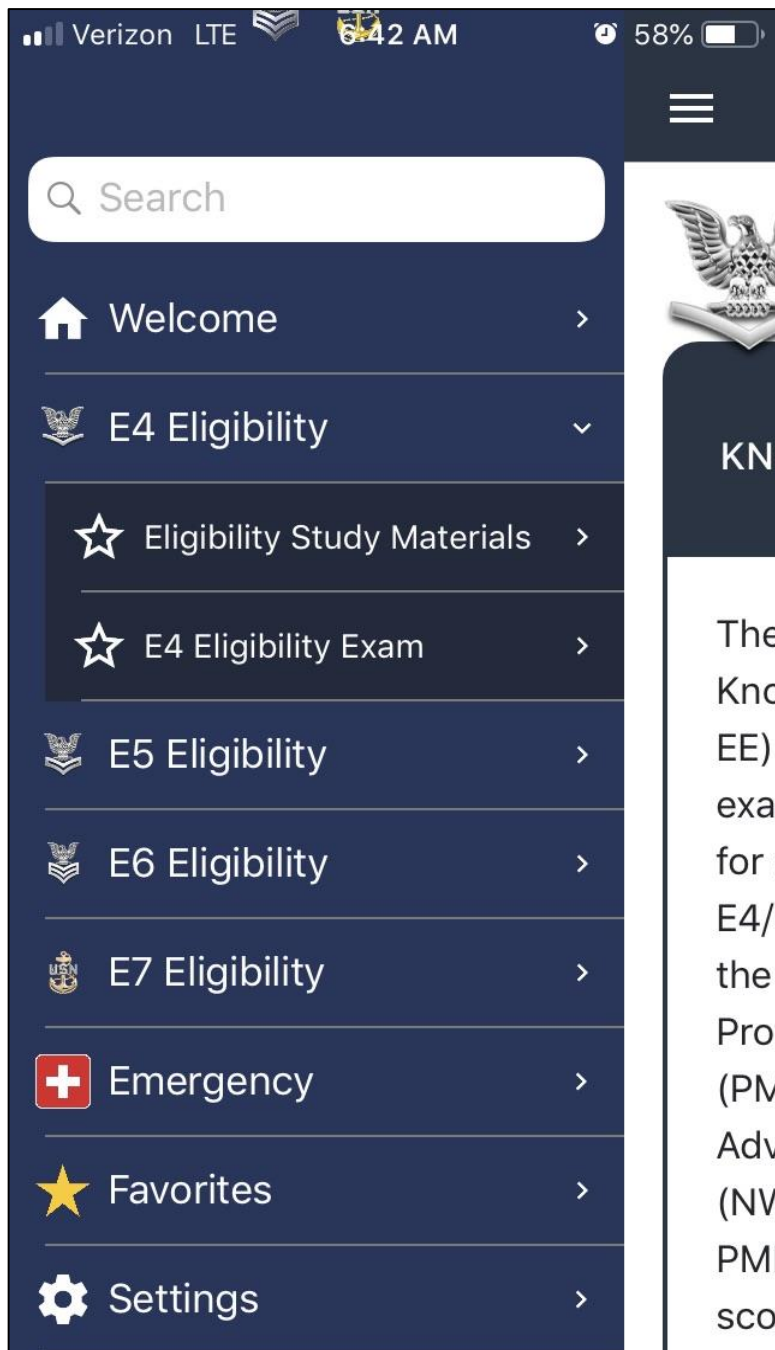
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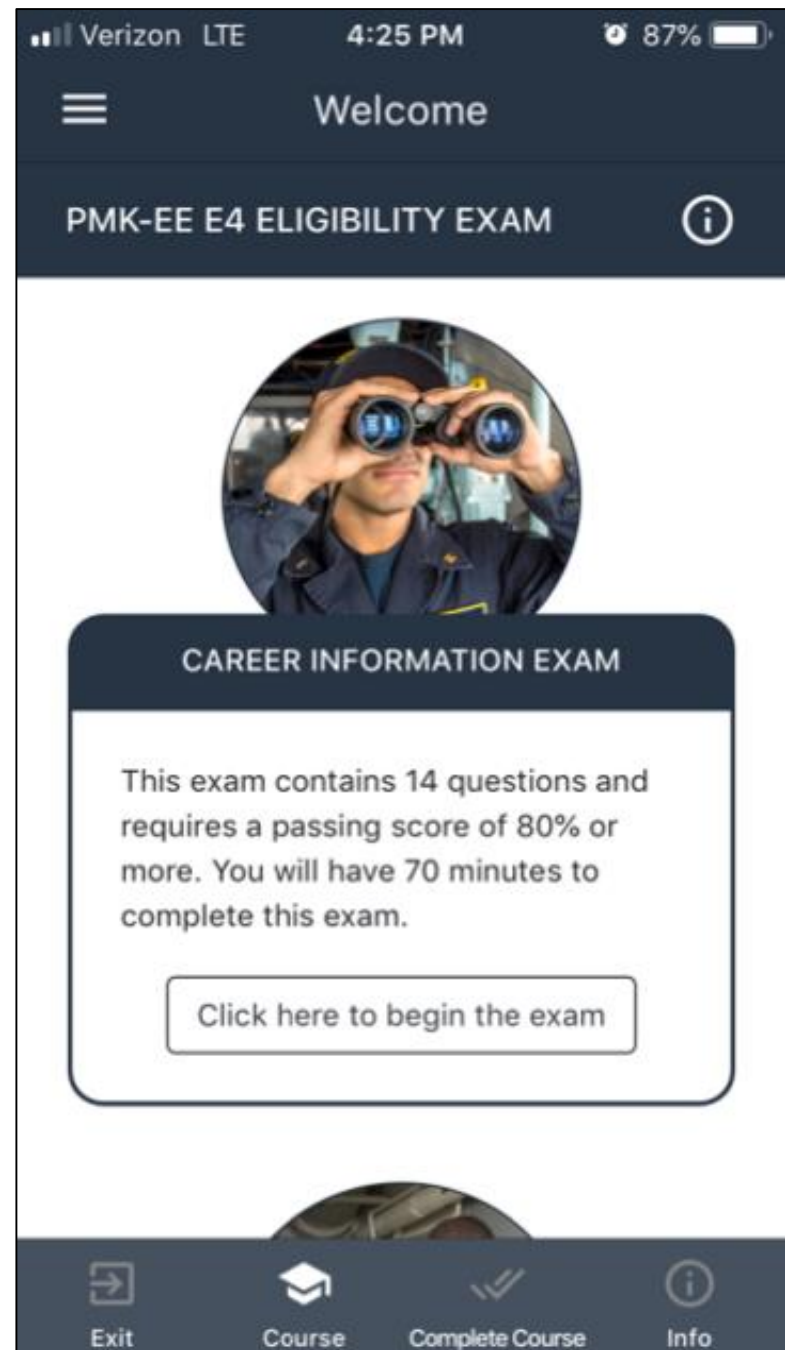
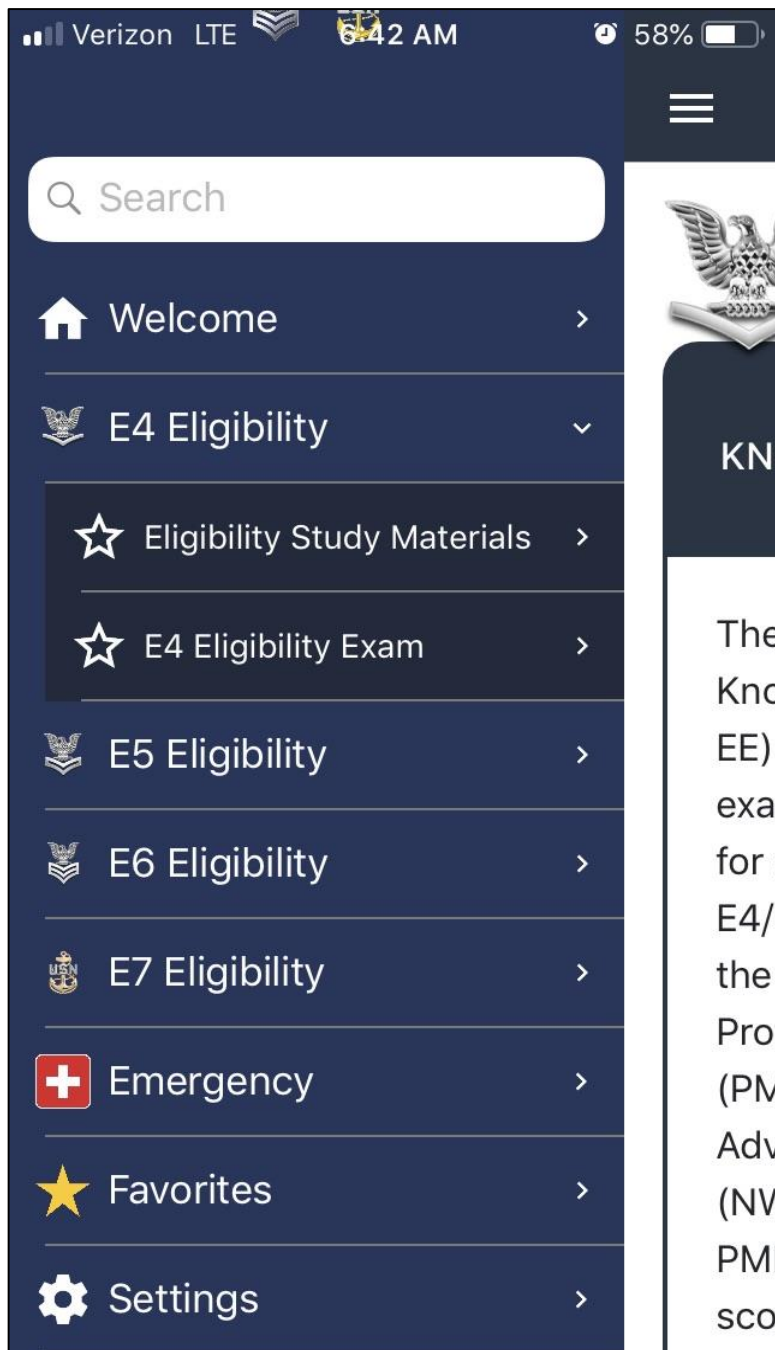
Welcome

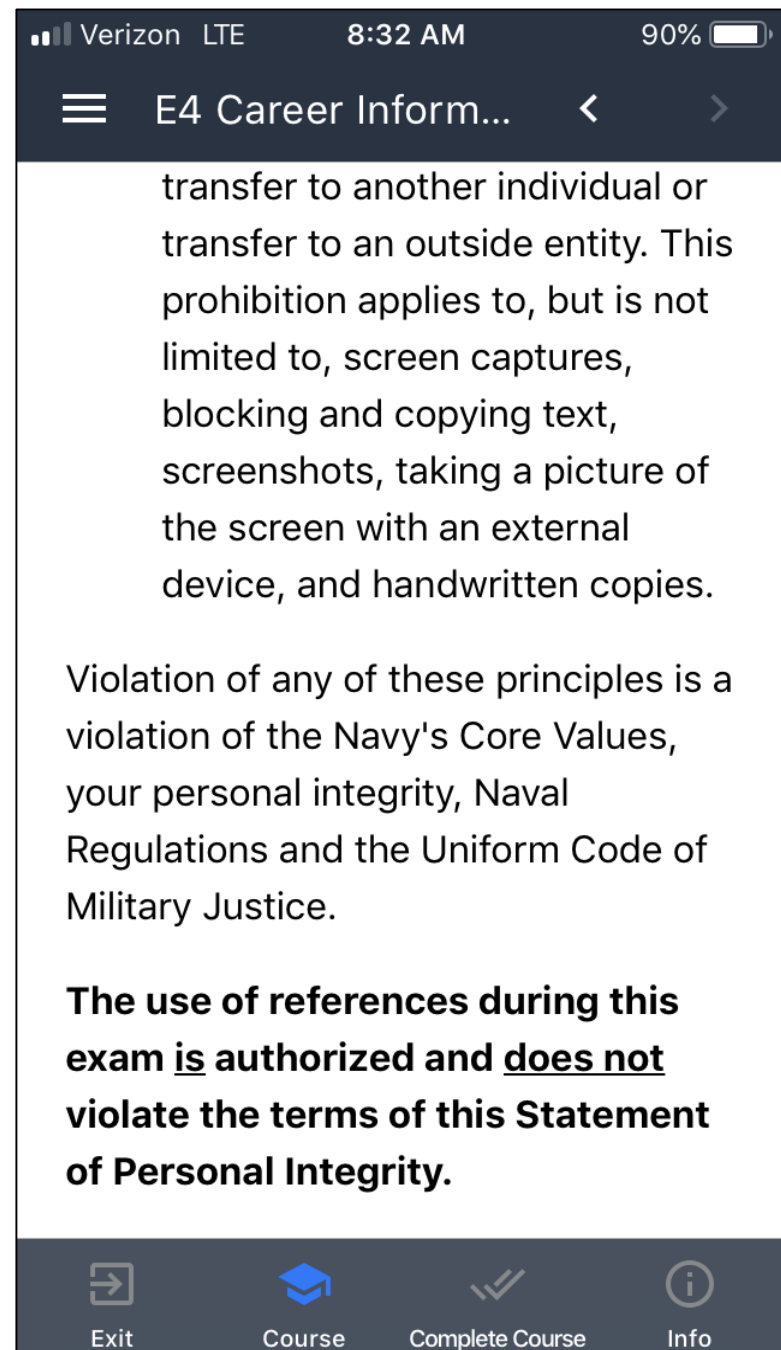
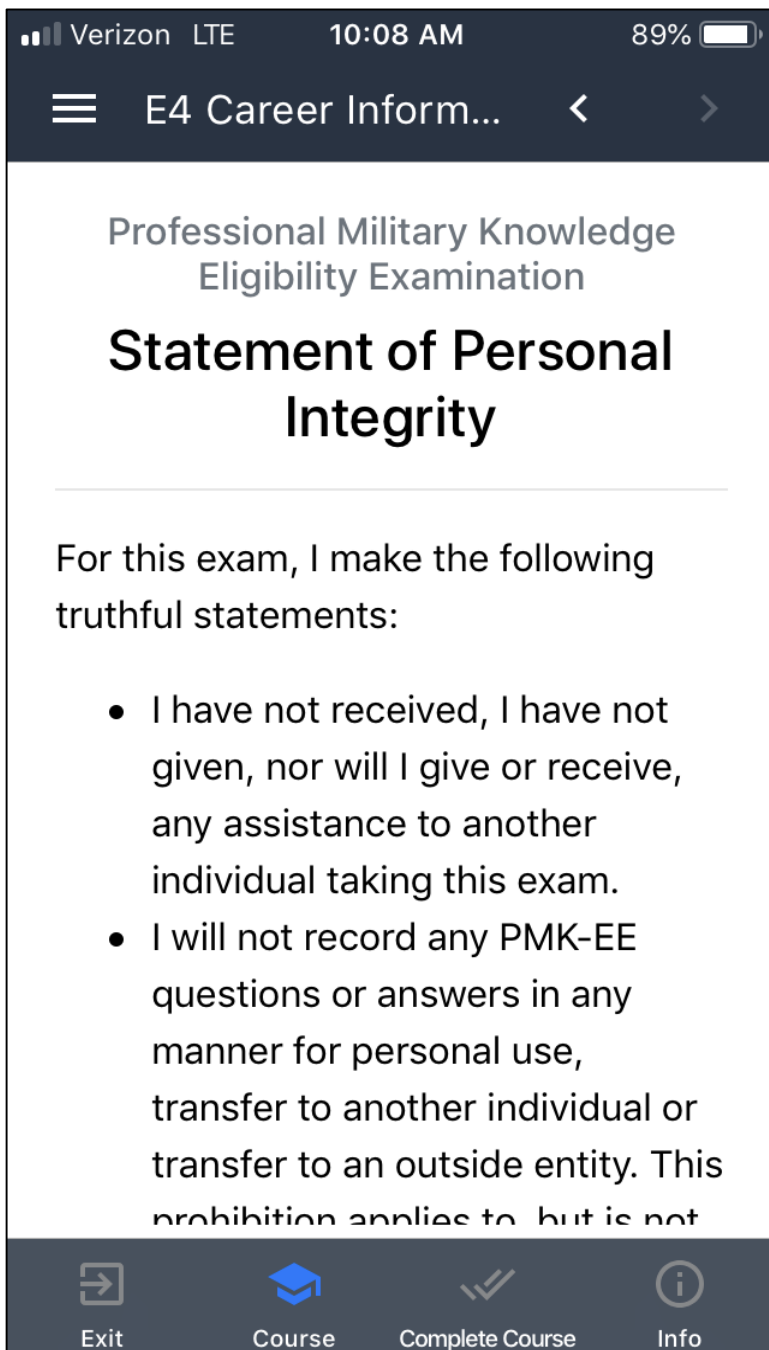


PROFESSIONAL MILITARY
KNOWLEDGE ELIGIBILITY EXAM
(PMK-EE)

The Professional Military Knowledge Eligibility Exam (PMK-EE) is an electronically delivered exam for candidates competing for advancement to paygrades E4/5/6/7. The PMK-EE replaces the requirement for the Professional Military Knowledge (PMK) section on the Navy-Wide Advancement Examination (NWAE). Individuals taking the PMK-EE must achieve a passing score to be eligible for







Verizon LTE 1:12 PM 65%

Overall Exam Score

Overall Exam Score

100%

E4 Career Information Exam	100%
E4 Leadership & Character Exam	100%
E4 Naval Heritage Exam	100%
E4 Professional Conduct Exam	100%
E4 Seamanship Exam	100%

Send Completion

Exit Course Complete Course Info

Verizon LTE 12:51 PM 66%

Certificate of Completion

Certificate of Completion

By the authority of the Naval Education and Training Command this certifies that

Sailor Sam

has successfully completed all requirements and criteria provided by the course in

Professional Military Knowledge Eligibility Exam (PMK-EE) for E4 Course

Grade: 100
Course ID: NETPDC-PMK-EE-E4-1.1
Application: PMK-EE
Application Version: 2.5.1
Content Version: 1.0.1

THIS CERTIFICATE EARNED ON
July 15, 2019

(Signed) K.J. Cozad
Rear Admiral, U.S. Navy

This certification may be verified at Navy eLearning by accessing the certificate holder's transcript.

Exit Course Complete Course Info

What can you expect?

Focus on...

- Building out **self-service portal** for sailors to quickly and easily find advancement information
- More **feedback loops** with Sailors
- **Up-to-date** advancement **materials** that can be access **anywhere, anytime**

Upcoming...

- Advancement Dashboard for E7-E9 candidates
- C-Way Sailor Self Service Access shows reenlistment history and status as well as conversion options and career path/rating information



Increased Transparency

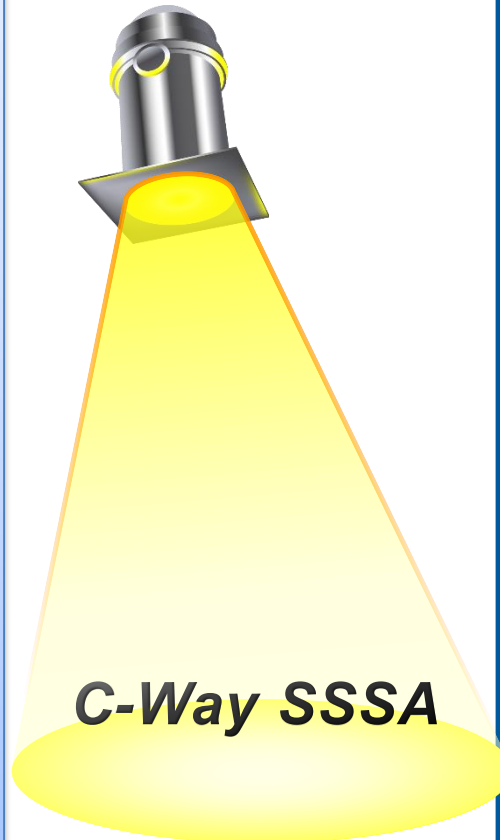
Roadmap:

- MNP content updates ☒
- Updated career paths ☒
- Update occupational standards ☒
- EAW ☒
- Advancement dashboard ☒
- Overall Advancement Opportunity ☒
- Hyperlinked bibliographies ☐
- NWAE feedback for missed questions ☐
- Sailor resume ☐
- Increase visibility into career path options ☐

- ☒ In Progress
- ☐ Future Project

Project Spotlight

Career Waypoints Sailor Self Service Access allows a Sailor to view the status of their current C-Way transactions as well as view past transactions. Sailors can also see which ratings they are eligible for and learn more about those other communities



Key Benefits

- Transparent view into the C-WAY process
- Verify your corporate data
- Explore other ratings and your eligibility
- Self-serve resources to learn more about Navy opportunities
- Take the JOIN assessment



C-WAY Sailor Self-Service Access

Career Waypoints (C-WAY)

C-WAY is a workflow database application that provides rating quality and eligibility screen for all enlisted Sailors entering the Navy or desiring to reenlist or convert before their 14th year of service. It also identifies rating opportunities to undesignated (PACT) Sailors based on rating needs and Sailor desires.

C-WAY Sailor Self-Service Entry

Career Waypoints (C-WAY) Sailor Self-Service Access Module

Sailor Self-Service Access Module enables individual Sailors a way to utilize online capabilities to directly access C-WAY functions as well as a view of their entire C-WAY record.

Career Waypoints (C-WAY) Modules for AC and FTS Sailors

Reenlistment (AC/FTS Module)

Applies to Active Duty and Full-Time Support Sailors E3 to E6 with 14 years or less of active service between Active Duty Service Date (ADSD) and Expiration of Active Obligated Service (SEAOS) requesting authorization to either reenlist or execute a Short Term Extension (STE) when required. C-WAY automatically generates all mandatory reenlistment applications for Sailors 15, 14, and 13 months prior to Projected Rotation Date (PRD) who have less than 24 months between PRD and SEAOS, and for Sailors 16 to 9 months prior to SEAOS. Sailors may request reenlistment in their current rating, or may request conversion for ratings they qualify for depending on availability. Sailors compete for limited openings based on career performance.

PACT Designation Module

C-WAY PACT Designation (Professional Apprenticeship Career Track) auto generates partially populated applications for PACT Sailors who are eligible for rating designation via Navy Wide Advancement Exam (NWAE), class A-school, or Direct Rating Entry Designation (RED), or apprenticeship change. To request rating entry, the Sailor must be qualified and there must be an available quota. Sailors compete for limited openings based on career performance.

Conversion (RC) Module

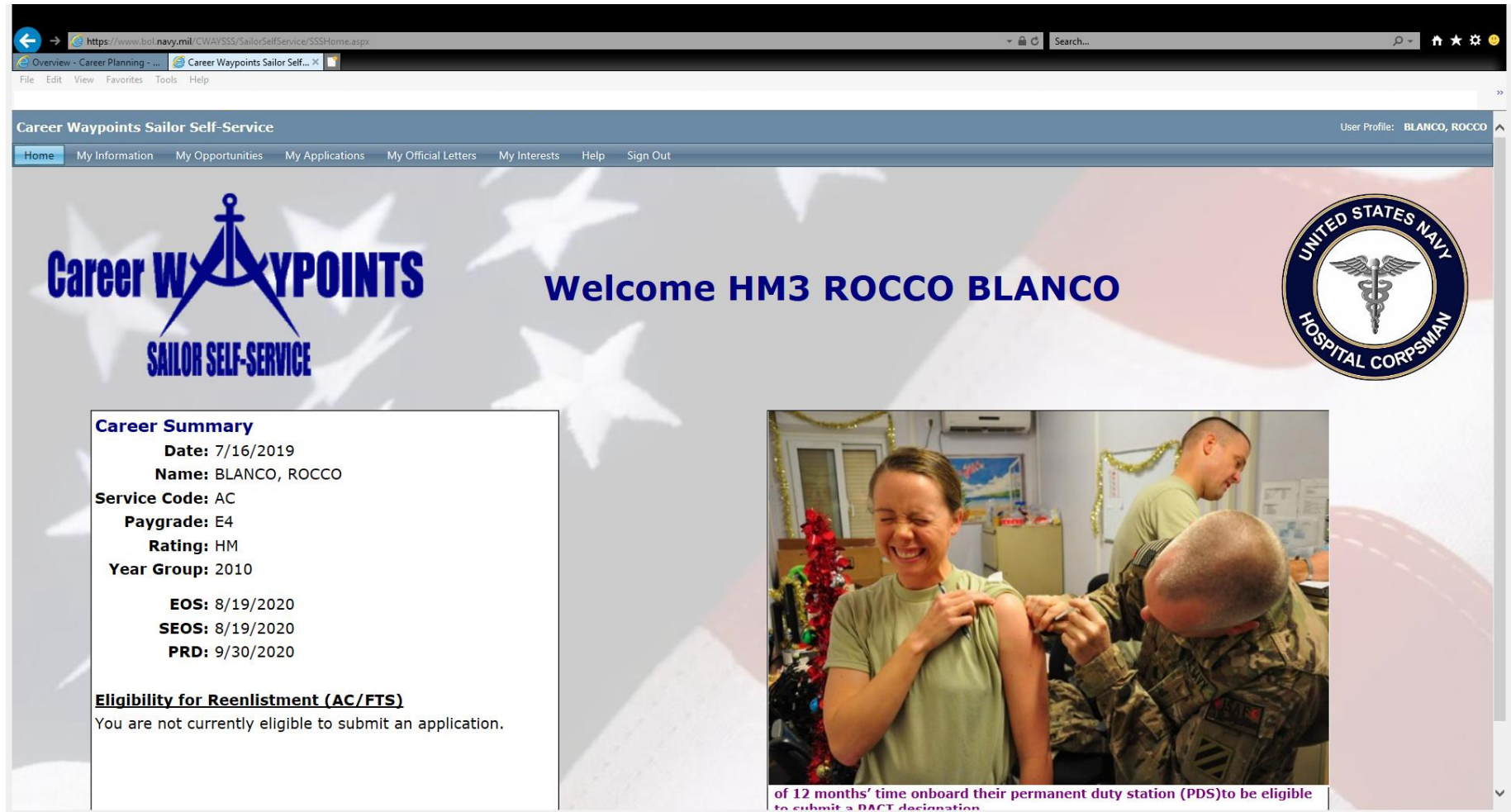
Reserve Component (RC) Sailors who desire lateral conversion will apply via the Conversion module in C-WAY. This process also supports forced conversion and rating entry for non-designated Sailors.

Transition (RC to AC/FTS) Module

Transition between Reserve Component and Active Component (AC) or Full Time Support (FTS) – RC2AC transition requests are incorporated into C-WAY. Additionally, SELRES and Voluntary Training Unit (VTU) Sailors use C-WAY to apply for both in-rate and conversion into ratings with available AC and FTS quotas, provided they meet program requirements.

Career Waypoints (C-WAY) Modules for SELRES Sailors

C-WAY SSSA – Home Screen



The screenshot shows a web browser window with the URL <https://www.bol.navy.mil/CWAYSSS/SailorSelfService/SSSHome.aspx>. The page title is "Career Waypoints Sailor Self-Service". The user profile is "BLANCO, ROCCO". The navigation menu includes: Home, My Information, My Opportunities, My Applications, My Official Letters, My Interests, Help, and Sign Out.

Career Waypoints SAILOR SELF-SERVICE

Welcome HM3 ROCCO BLANCO

Career Summary

- Date: 7/16/2019
- Name: BLANCO, ROCCO
- Service Code: AC
- Paygrade: E4
- Rating: HM
- Year Group: 2010
- EOS: 8/19/2020
- SEOS: 8/19/2020
- PRD: 9/30/2020

Eligibility for Reenlistment (AC/FTS)

You are not currently eligible to submit an application.

UNITED STATES NAVY HOSPITAL CORPSMAN

of 12 months' time onboard their permanent duty station (PDS) to be eligible to submit a PACT designation.



C-WAY SSSA – My Applications

Browser address bar: <https://www.bol.navy.mil/CWAYSSS/Reenlistment/ReenlistmentAppBrowser.aspx>

Session expires in 00:00:49 | Career Waypoints Sailor Self-Service

File Edit View Favorites Tools Help

Career Waypoints Sailor Self-Service User Profile: BLANCO, ROCCO

Home My Information My Opportunities **My Applications** My Official Letters My Interests Help Sign Out

My Reenlistment (AC/FTS) Applications

Application Details

Application History

Notes

Close

HM3 ROCCO BLANCO

Navigation: K, <, 1, >, M | Page size: 25 | 25 items in 1 pages

Need Review	Member and CO Concur	Notes	Current Rating	Full Name	App Status	App Reason	Crit NEC	UIC	2nd UIC	YG	EAOS	SEAOS	PRD	Proc Month	Expire Month	Looks Rem	Looks Rcvd	Service	In-Rate Y/N	Auto Approved Status	1st Choice Rating	2nd Choice Rating	St
	N	*	ABE	BLANCO, ROCCO	Cancelled	Spec Circ		N99999		2016	7/11/2020	12/5/2020	9/29/2018	Dec-2017			0	USNFTS					
*	N	*	ABE	BLANCO, ROCCO	Cancelled	SEAOS		N99999		2013	7/29/2017	12/29/2017	9/29/2018	Apr-2017			0	USNFTS					
*		*	ABE	BLANCO, ROCCO	Failed to Submit	SEAOS		N99999		2013	7/29/2017	12/29/2017	9/29/2018	Mar-2017			0	USNFTS					
*		*	ABE	BLANCO, ROCCO	Failed to Submit	SEAOS		N99999		2013	7/29/2017	12/29/2017	9/29/2018	Feb-2017			0	USNFTS					
*		*	ABE	BLANCO, ROCCO	Failed to Submit	SEAOS		N99999		2013	7/29/2017	12/29/2017	9/29/2018	Jan-2017			0	USNFTS					
	Y	*	EN	BLANCO, ROCCO	Approved - Separated	SEAOS		N99999		2013	8/31/2016	8/31/2016	5/31/2016	Aug-2015	Sep-2016		0	USNFTS	Approved	Approved			
*		*	ABE	BLANCO, ROCCO	Approved - Revoked	Spec Circ		N99999		2012	12/31/2016	12/31/2016	5/31/2016	May-2015	Aug-2016			USNFTS	Denied				
		*	ABE	BLANCO, ROCCO	Failed to Submit	SEAOS		N99999		2012	12/4/2015	11/4/2014	5/31/2014	Sep-2014		0	0	SELRES					
		*	ABE	BLANCO, ROCCO	Cancelled	Spec Circ		N99999		2012	12/4/2015	12/4/2015	5/31/2014	Jul-2014		15	0	SELRES					
	N	*	ABE	BLANCO, ROCCO	Cancelled	Spec Circ		N99999		2012	12/4/2015	12/4/2015	5/31/2014	Jul-2014			0	USNFTS					
	N	*	ABE	BLANCO, ROCCO	Cancelled	Spec Circ		N99999		2012	12/4/2015	12/4/2015	5/31/2014	Jul-2014			0	USNFTS					
		*	ABE	BLANCO, ROCCO	Cancelled	Spec Circ		N99999	N99998	2012	1/31/2018	1/31/2018	5/31/2014	Apr-2014			0	USNFTS					
*		*	MA	BLANCO, ROCCO	Failed to Submit	SEAOS		N99999		2012	1/31/2015	1/31/2015	1/31/2016	Mar-2014			0	USNFTS					
*		*	ITS	BLANCO, ROCCO	Failed to Submit	Spec Circ		N99999		2012	12/1/2015	1/31/2018	12/3/2014	Jan-2014				USNFTS					
	Y	*	MA	BLANCO, ROCCO	Approved - Separated	SEAOS		N00000		2010	12/2/2013	1/5/2016	12/2/2013	May-			1	USNFTS	Denied			Denied	



C-WAY SSSA – My Letters



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL
701 SOUTH COURTHOUSE ROAD
ARLINGTON, VA 22204-2472

IN REPLY REFER TO 1160
10/15/2018

From: Deputy Chief of Naval Personnel
To: 11 REAdHoc
Via: Commanding Officer or Officer in Charge

Subj: CAREER WAYPOINTS REENLISTMENT STATUS NOTIFICATION LETTER

Ref: (a) MILPERSMAN 1160-140

1. Congratulations. You are authorized immediate in-rate reenlistment in the Active Component (AC) component in accordance with reference (a) as follows: QM/AC. Once additional obligated service is incurred for an approved Reenlistment application, the C-Way Reenlistment quota is considered executed and no longer valid. Furthermore, any action that changes your End of Active Obligated Service (EAOS)/Soft EAOS, will constitute utilization of a C-Way Reenlistment quota and reenlistment authorization will be administratively withdrawn. If you do not utilize your reenlistment authorization before the end of Feb-2020, it will be administratively withdrawn.

2. If you do not desire to obligate further service authorized by this approval, or you lose reenlistment eligibility, you must immediately notify your Command Career Counselor, who must submit a signed Administrative remarks NAVPERS 1070/613 (REV10-81) Page 13 or Enlisted Personnel Action Request (form NAVPERS 1306/7(Rev 01-03)) to the respective Enlisted Community Manager.

3. Thank you for your service and best of luck in your future endeavors.

//Signed//
J. W. Hughes



C-WAY SSSA – My Opportunities

https://www.bol.navy.mil/CWAYSS/Quals/CareerExplorationModule.aspx

Overview - Career Planning - Career Waypoints Sailor Self...

File Edit View Favorites Tools Help

Home My Information My Opportunities My Applications My Email Letters My Interest Help Sign Out

My Career Exploration Module

HM3 ROCCO BLANCO

Qualify

Reset

Roadmap

Close

Qualified Jobs:

Rating	Rating Full Name	Status	CREO	RIDE Rank
ABE	Aviation Boatswain's Mate Launching and Recovery Equipment	Unqualified	N/A	77
ABF	Aviation Boatswain's Mate Fuels	Unqualified	N/A	77
ABH	Aviation Boatswain's Mate Aircraft Handling	Unqualified	N/A	77
AC	Air Traffic Controller	FullyQualified	N/A	11
AD	Aviation Machinists Mate	FullyQualified	N/A	50
AE	Aviation Electricians Mate	FullyQualified	N/A	17
AG	Aeographers Mate	FullyQualified	N/A	34
AIRC	Air Crew	NoCutScoreRule	N/A	77

Cut Score Rules:

Physical Qualification Rules:

Personal Information

Physical Qualifications

Examination Scores

Legal and Moral Information

US Citizen: Yes

Gender: Male

Conversion To Status: USN

Paygrade: E4

All immediate family US Citizens: Yes

Both Parents US Born: Yes

Civilian Education: Doctorate Degree



Advancement Opportunities

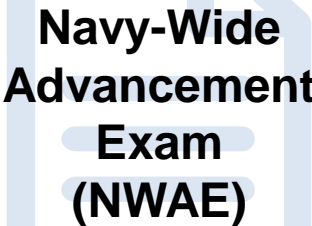
Key Takeaways



**Meritorious
Advancement
Program
(MAP)**




**Advance
To Position**



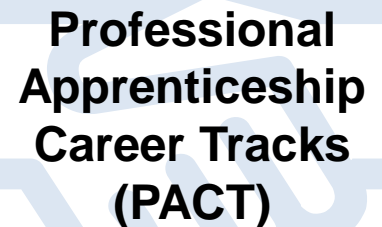
**Navy-Wide
Advancement
Exam
(NWAEE)**



**Perform to
Advance**



**A-School
Accelerated
Advancement
Program**



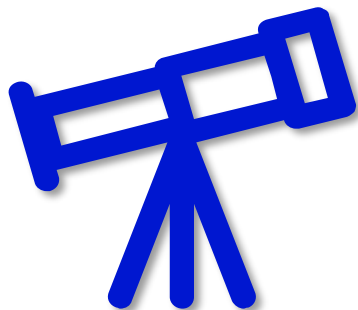
**Professional
Apprenticeship
Career Tracks
(PACT)**

*Opening up avenues for advancement to give Sailors more career flexibility
while continuing to meet Navy needs*

Advancement Transformation

Key Takeaways

We are committed to meeting your needs. We have spent countless hours with Sailors like you, listening to their professional needs and understanding their pain points. We are focused on putting our Sailors first and enhancing the Sailor experience across the Navy.



We are on a journey of transformation. During our recent Advancement Strategic Planning Offsite, RADM Hughes stated, “Evolution is reactive, transformation is proactive.” Going forward, we will stay proactive in utilizing best practices to transform our Sailors’ advancement experience.

We want to hear from you!

We are developing surveys and conducting interviews to gather your perspectives. If you have something that you would like to share, **please utilize the feedback button on the Advancement & Promotion page on MyNavy Portal.**



MyNAVYHR
Serving Sailors 24/7

Advancement Transformation

Captain Dave Whitehead

Director, Military Community Management
(BUPERS-3)

August 12-14, 2019



UNCLASSIFIED