



MyNavy HR Transformation Overview

Today's Challenges

- Constrained financial resources
- Demand for new skillsets
- Reduced eligible population
- Growing competition in labor markets
- Fragmented IT infrastructure

To overcome challenges, we must

Strengthen our Navy by providing our Sailors with world-class training and a responsive human resources management system

- Support our Sailors and their families
- Recruit the best talent
- Train that talent into warfighters
- Manage our talent with improved efficiency
- Retain the talent we need



MyNavy HR Team recruits, trains, manages and retains America's best and brightest talent to give our Navy a competitive edge while supporting the needs of our Sailors and their Families throughout a rewarding Navy career



Our Response

	Strategy	Execution
 Support Sailors and Families	<ul style="list-style-type: none"> • PCS Process Improvement • 24/7 Customer Service • Mobile Career Management & Support 	<ul style="list-style-type: none"> • MyPCS Mobile • MyNavy Family App • MyNavy Career Center (MNCC) • Navy App Locker
 Recruit Top Talent	<ul style="list-style-type: none"> • Street to Fleet Transformation • Comprehensive Fleet Manpower Requirements Determination 	<ul style="list-style-type: none"> • New Recruiting Model • Modernize Aptitude Assessments • Warrior Toughness • Transition from Broadcast to Digital Marketing & Advertising
 Train Our Talent	<ul style="list-style-type: none"> • Leverage the Science of Learning • Modernize Sailor Education & Training • Deliver the right training at the right time 	<ul style="list-style-type: none"> • Modernize 'A' Schools • Ready Relevant Learning (RRL) • PMK-EE App
 Manage Efficiently	<ul style="list-style-type: none"> • IT Modernization • Enterprise Business Management • Financial Workforce Realignment • Internal Controls & Audit 	<ul style="list-style-type: none"> • Execute Enterprise Support Pillar • Authoritative Data Environment
 Retain the Talent	<ul style="list-style-type: none"> • Job Choice & Career Flexibility • Modernize Personnel & Pay (NP2) 	<ul style="list-style-type: none"> • Advance to Position (A2P) • MyNavy Assignments • Detailing Marketplace

FOR A MORE READY AND LETHAL FORCE



MyNavy HR Transformation Overview



Modernizing Practices, Processes & Technology

- **Recruiting Transformation:** Transitioning to Navy Talent Acquisition Groups and a Customer Relationship Management (CRM) platform
- **Ready Relevant Learning (RRL):** Delivering modernized learning continuum, block learning continuum and block learning at the right time
- **Detailing Marketplace:** Matching Sailor experience, need and preferences to Commands, while increasing choice and flexibility

Building a High Performing Enterprise

- Developing a modern, responsive & customer focused HR system to manage talent more effectively
- Employing agile practices using comprehensive analytics, collaboration & transparency
- Applying a corporate decision-making construct

Providing Mobile Access to our Sailor's fingertips

- **MyNavy Portal (MNP):** Online access to HR actions & self-service tools and expanding CAC-free access with multi-factor authentication
- **MyNavy Family App:** Combining 22 websites & resources for the Navy Family
- **MyPCS Mobile:** Ready mobile access streamlining PCS process, documents and travel needs plus online sign-up for housing and Child Development Center (CDC) waitlists
- **ZipServe:** Single application that allows Reservists to search and apply for all mobilization, Annual Training (AT), Active Duty for Training (ADT), Active Duty for Operational Support (ADOS) and Definite Recall (DR) opportunities

LONG-RANGE TRANSFORMATION INITIATIVES

- **Learning Stack:** Modernized content delivery and curriculum development for Ready Relevant Learning (RRL)
- **Authoritative Data Environment (ADE):** Single, integrated authoritative data source for MyNavy HR data



- **Navy Personnel and Pay (NP2):** First integrated Active Component and Reserve Component (AC/RC) system that enhances the way Sailors receive pay support, including Treasury Direct Disbursing (TDD) and improved audit capability

MyNavy Career Center (MNCC)

Integrates HR Self-Service and a 24/7 world-class contact center in two locations for effective, efficient career management and personnel and pay issue resolution

To contact: 1-833-330-MNCC or askmncc@navy.mil

Mobile resources can be found on the Navy App Locker through MyNavy Portal at:

my.navy.mil

For additional information:
<https://www.navy.mil/local/cnp/mptestratdesign.asp>



**SERVING SAILORS
24/7**