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NRC Meets Shipping Goal in FY20

In fiscal year 2020, Navy Recruiters across the Nation were faced with many challenges, such as learning how to prospect during a pandemic. However, they overcame these obstacles and met Navy Recruiting Command's (NRC) active duty and reserve shipping goals, the only branch of the military to do so this year.

"We actually over-shipped this year," said Cmdr. Thomas McKeon II, the operations officer for NRC. "We exceeded our accession goal for this year, which is pretty amazing given the circumstances, and as far as individual jobs, we are over 99% for the vast majority of ratings."

This was in part because for years prior to the start of the coronavirus pandemic, NRC was already changing how it recruited, modernizing technologies and focusing primarily on digital prospecting.

"A large part of the Navy's success was because we had already started

down the pathway of trying to get into the online realm," McKeon said. "A fundamental part of the transformation we've been doing has been creating whole e-talent divisions for that purpose."

Since 2016, the Navy has steadily changed each of its 26 Navy Recruiting Districts, rebranding them as Navy Talent Acquisition Groups (NTAGs). This change not only creates the e-talent divisions that have been pivotal during the pandemic, it also assigns recruiters to specific positions that leverage their individual strengths, instead of being required to conduct all recruiter functions as they had under the legacy model.

Now, with recruiters focused exclusively on either sales, assessing or onboarding, they can adjust how they operate, allowing for more creativity and flexibility in reaching the public and connecting with prospects. All 26 districts had originally been scheduled to transform to this model

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Naval Education and Training Command Launches New Website

The Naval Education and Training Command (NETC) completed a reorganization and update of its public-facing web content for 78 subordinate commands and training activities on Oct. 1

This means the majority of NETC's subordinate commands within MyNavy HR Force Development now have new web addresses that Sailors, students from other services, and the public must use to visit them.

These changes occurred as part of a migration and modernization of the sites to the American Forces Public Information Management System (AFPIMS). NETC's migration comes on the heels of the main Navy website -- www.navy.mil -- which happened in July.

Most of NETC's subordinate commands remain consolidated under a NETC website with a return to using the public web address of <https://www.netc.navy.mil>. Commander, Navy Recruiting Command; Recruit Training Command; and Naval Education and Training Security Assistance Field Activity continue to

maintain separate websites.

Within the NETC website navigation, all of the NETC activities that have a public web presence can be found by clicking on "commands" in the menu and selecting the applicable learning center to further navigate to school pages.

AFPIMS is a common platform that streamlines workflow processes and increases efficiencies for the public affairs mission. AFPIMS allows public affairs teams to display news stories, press releases, publications, fact sheets, photo and video galleries, and podcasts.

Content can also be shared across 800-plus DoD websites, including the Navy's flagship website, and seamlessly integrate with the Defense Visual Information Distribution Service (DVIDS), YouTube and other social media platforms.



NRC Meets Shipping Goal in FY20 – Continued

by 2023. However, Commander, Navy Recruiting Command, Rear Adm. Dennis Velez, accelerated that timeline, in part due to the NTAGs success in the current environment. The remaining districts will all become NTAGs by the end of calendar year 2020.

“For the most part, we already had the processes in place that we needed before the pandemic,” said Neil Higgins, the Region Central transformation officer. “So speeding it up was no problem. We had our director of field operations and chief recruiter going to these districts, and part of their

purpose was to provide that e-talent and virtual recruiting training to these transforming districts.”

He added that having lessons learned from standing up previous NTAGs helped with the accelerated schedule. These lessons learned allowed them to avoid prior mistakes and leverage past successes.

With these systems in place, the recruiting enterprise was set up to handle the shift to virtual prospecting during the pandemic. However, Velez made it clear that the Navy's success ultimately came down to the individual recruiters in the field. Their

creativity and ingenuity was what was necessary to put people in the Navy during this pandemic.

“We are the only service that made mission this year; the recruiters should be proud,” said Velez. “This would not have been possible without their tireless efforts over the past year.”

The first line of the mission of NRC is to “leverage an inspirational culture to inform, attract, influence and hire the highest quality candidates from America's diverse talent pool.” That did not change with the arrival of the pandemic, and NRC rose to the challenge.

Making the Connection: Navy College Region Advisors Link Navy Commands with Education Programs, Academic Institutions

Since their establishment in 2017, Navy College Region Advisors (NCRAs) have played a pivotal role in providing education assistance advice to command leadership, while bridging the gap between the Navy and academic institutions.

“With the transition of the Navy College Program to a primarily virtual process, many are not aware that there are still Navy College personnel available within their region,” said Gil Williams, NCRA for Navy Region Northwest. “NCRAs are available to provide VOLED (Navy Voluntary Education) assistance to Region Admirals, base leadership, command career counselors and education services officers whenever needed.”

Though there are only eight NCRAs supporting over 80 Navy installations in the U.S., NCRAs travel frequently to not only keep base leaders up to speed on the Navy College Program's initiatives and policies, but they interact frequently with academic institutions to ensure they are in complete alignment with Navy policies, VOLED goals, and Sailors' education needs.

NCRAs ensure on-base and visiting academic institutions maintain high ethical standards and meet the quality thresholds for administration of educational programs, as required by the Department of Defense Memorandum of Understanding (DODMOU).

“NCRAs work closely with the on-base schools to address any concerns with marketing and outreach to Sailors,” said Karen Stanbery, one of the NCRAs for Navy Region Southwest. “We also

ensure the quality of the classroom facilities is maintained and that schools are offering classes that Sailors need based on the tri-annual base needs assessments completed by the Navy College Program.”

Schools that require access to a military base to advise current students or participate in education fairs hosted by the NCRAs must request access and be vetted by the NCRA.

“We work to ensure academic institutions visiting Navy installations are approved in accordance with DoD base access requirements,” said Stanbery. “Essentially, we are the liaison for on-base academic institutions and the installation. We then make the determination to approve access based on the reason for the visit.”

Since 2016, the NCRAs have processed over 17,800 base access requests without one DODMOU violation.

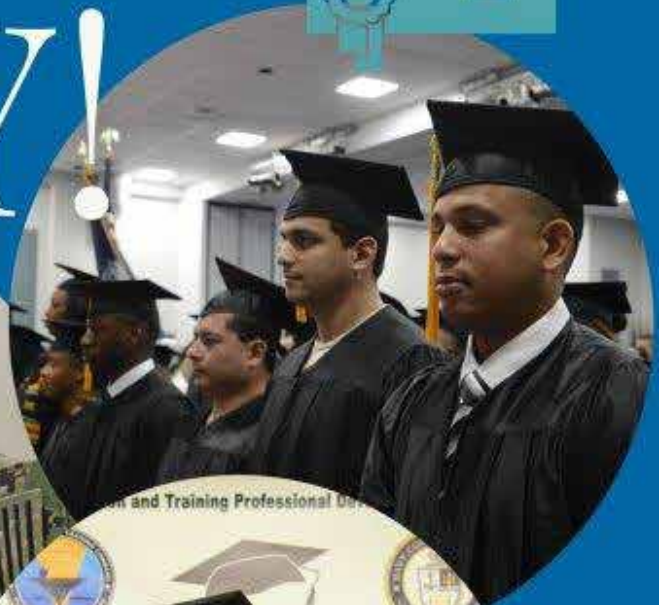
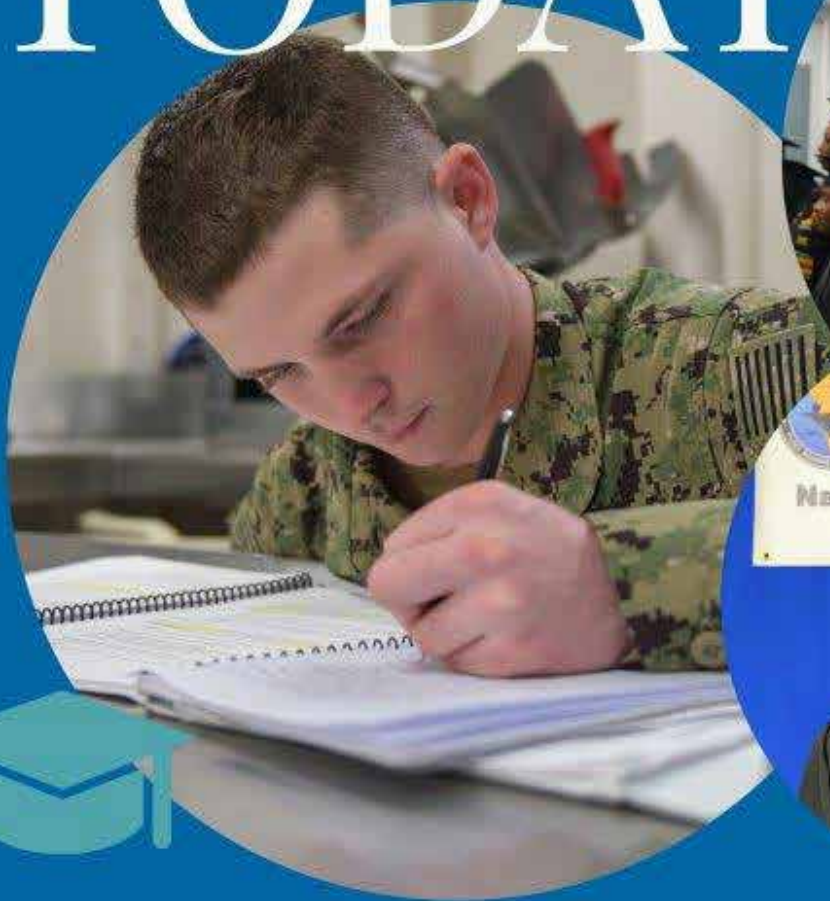
“But we are not only the command advisors and liaisons,” said Stanbery. “We also conduct and host education fairs, open houses, webinars, and meet with academic institutions to discuss their academic or certificate programs.”

The NCRAs also work hand in hand with their Navy College Program co-workers to assist Sailors with education counseling.

“We collaborate with each other as well as colleagues at OCONUS NCOs and the Navy College Virtual Education Center (NCVEC) in order to ensure Sailors receive proper, professional, and quality assistance and services across the globe,” said Stanbery.



GET STARTED TODAY!



The Navy College Program has begun authorizing TA requests through early November start dates. Please be patient as we work through the pending requests in queue. Thank you for your continued support of the Navy College Program!

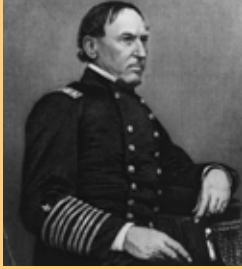


TASK FORCE ONE NAVY

STORY OF THE MONTH

Honoring Hispanic American Heroes

“Damn the Torpedoes – Full Speed Ahead” Our Navy’s first Admiral was a Hispanic Hero



David Glasgow Farragut was the U.S. Navy’s first full admiral. At the time of his death, Farragut had served a total of 59 years in uniform.

Two separate classes of destroyers and five ships have been named in his honor.

Farragut’s father, Jordi Farragut Mesquida, was a merchant mariner born in Minorca, Spain. Emigrating to the United States in 1766, he

commanded a small merchant ship trading goods across the Caribbean and Gulf of Mexico.

David Glasgow Farragut was born in 1801. At the age of eight, his mother died of yellow fever. A year later he followed his father’s example of service and took an appointment as a midshipman in the U.S. Navy and commenced his life at sea.

Farragut served during the War of 1812 and the Mexican American War, commanding ships doing counter-piracy operations throughout the Caribbean.

During the Civil War, Farragut

executed an exceptional naval campaign taking New Orleans and in follow-on battles, Vicksburg and Port Hudson. Best known for the battle of Mobile Bay in August 1864, he was in command of a squadron of ships when one of them was struck by a mine (then referred to as “torpedoes”).

Recognizing hesitation from his subordinate commanders, he took the bold and decisive action of placing his flagship, Hartford, in the lead and giving the order, “Damn the torpedoes, Full speed ahead!” His actions in the face of danger led the flotilla to victory.

Adm. Horacio Rivero, Jr. – A Surface Warrior and Unsung Latino Leader

Two months after the “Miracle at Midway” stopped the Japanese advance in the Pacific, the U.S. Navy was fighting in the Solomon Islands on Guadalcanal.

It was August of 1942 and Lt. Cmdr. Horacio Rivero, Jr. was in the thick of the fight as the assistant gunnery officer on board the light cruiser USS San Juan (CL-54).

Having commissioned the ship only five months earlier, Rivero had been training up his team that manned the ship’s aft batteries. Now was their time to shine.

“During this period Captain (then Lieutenant Commander) Rivero ably controlled the aft batteries of the USS San Juan during the effective supporting fire in the landing of our Marines at Guadalcanal on August 7, 1942,” reads his Bronze Star Medal with Combat “V” device citation.

Better understood, it must be noted that the medal was awarded not for a singular action of heroism, but instead for the consistency, dependability, and sustained superior performance in

combat that Rivero had demonstrated from Aug. 7, 1942 through April 24, 1943. Rivero was no stranger to sea duty, having spent a majority of his 11 years of active duty on surface ships.

He truly was a warfighting surface warrior.



An Unexpected Hero – Vice Adm. Diego E. “Duke” Hernandez



Lt. Cmdr. “Duke” Hernandez was in the lead of a flight of Navy F-4B aircraft from the aircraft carrier USS Ranger (CV-61) into North Vietnam on Dec. 16, 1967. His orders were to destroy a heavily defended bridge, electrical transformer and motor maintenance facility near the port city of Haiphong.

Hernandez had planned a two-prong attack to knock out the facility,

but instead of leading the main attack, he took the role of flank suppression to pave the way for his squadron mates from Fighter Squadron 21 to deal the decisive blow on the main target.

“As he pulled out of this run his aircraft sustained a direct hit which destroyed both hydraulic systems and rendered the control stick useless,” the citation reads. “With the stabilator locked in the full up position, Hernandez flew the aircraft through a series of high G, rudder-controlled barrel rolls out of enemy territory.”

Once out to sea in the Gulf of Tonkin,

Hernandez and his radar officer ejected and were quickly rescued.

That wasn’t the only narrow escape Hernandez had during his two combat tours that saw him rack up 147 combat missions over North Vietnam and having two aircraft shot out from under him.

His combat service would also see him awarded the Purple Heart, Distinguished Flying Cross, ten air medals and three Navy Commendation Medals, all with Combat V devices. Along the way he racked up 5,732 flight hours and 750 carrier landings.

COVID-19



MyNavy UNIFORMS app now includes vital links concerning COVID-19.

The app offers NAVADMINS, policy updates, FAQs, and illustrations on Navy uniforms from a variety of Department of the Navy sources, organizing all of it into one simple, searchable app.



NEW FOR 2020

- Easy access via direct links to the Navy Personnel Command (NPC) website for uniform policy alerts, including those related to COVID-19
- New quick fit guide for Navy Working Uniform (NWU) Type III
- NAVADMINS:
 - 196/20 – Navy Working Uniform Type III and Flight Suit Wear Restriction in the National Capital Region
 - 194/20 – Face Coverings in Uniform
 - 004/20 & 186/20 – Surface Warfare Officer leather jacket guidance
 - 282/19 – Uniform updates
 - 231/19 – Pseudofolliculitis Barbae (PFB) guidance
- Updated and available in Download Section – Chapter 5 Identification Guide and Uniform Regulations NAVPERS 156651



Download the MyNavy UNIFORMS app at applocker.navy.mil.

A True Seaman to Admiral Story



Becoming a U.S. Navy admiral wasn't on Matthew J. Burns' radar when he graduated from high school in the mid 1980's.

The New Jersey native tried college for a semester, but quickly realized he did not have either the study habits or self-discipline to succeed, so he turned to the military with the help of his brother who was already an enlisted Navy SEAL.

In the past 32-years, Burns has gone from being a Navy recruit to Navy SEAL, to first class petty officer, then making the jump to the wardroom and this year pinning on a rear admiral's star.

This makes him the first Sailor commissioned through the Seaman to Admiral program to attain flag rank. Burns is currently serving as the deputy commander of Joint Special Operations Command at Ft. Bragg, N.C.

"The Navy rewards performance -- if you aspire to advance in the Navy, sustained performance is the key," Burns said. "Take advantage of all of the education and professional development opportunities you get. They will benefit your Navy career and beyond."

After enlisting, Burns headed off to boot camp followed by quartermaster 'A' school. His ultimate goal was to be a Navy SEAL, but this was before the establishment of the Special Warfare Operator rating.

Even here, Burns found value in his QM training that would help him later in special warfare.

"I actually learned some good crossover

skills," he said. "The navigation training was specifically helpful and learning how tides, currents and winds affect a vessel's course and speed apply to all sizes of craft, to include those used in [Naval Special Warfare]."

By late 1989, Burns had qualified as a SEAL and was part of a SEAL team. Two years later, the Navy and the nation found themselves facing war for the first time in nearly two decades. Saddam Hussein had invaded Kuwait and Desert Storm had begun.

"I was pretty young, and my geopolitical awareness was not exactly honed, so Iraq and Kuwait were not on my radar until the growing conflict started heating up and making the news in the summer of 1990," he said. "I was excited to be operationally employed for the nation, but it definitely opened my eyes to the risk and danger inherent in wars."

Burns says he was happy being an enlisted SEAL. He'd found a trade and a career he enjoyed and was focused on honing the skills necessary to succeed in his chosen career. He'd advanced to first class petty officer but didn't think that college courses were an option for him given his deployment schedule in the days before online education. And becoming an officer was still not on Burns' radar.

"I didn't really give it much thought for the majority of the time I was enlisted," Burns said. "I was focused on learning my trade and becoming the best tactical practitioner I could -- I was not aware of any commissioning programs that fit the frequent travel and OPTEMPO of an operational SEAL and the community did not, at that time, have any limited duty officers."

The Seaman to Admiral Program changed all that.

"I heard about the program from a mentor of mine, a SEAL LT who I had served with in multiple commands," Burns recalled. "He brought me the Navy message that announced the start of a new program by then [Chief of Naval Operations] Adm.

[Mike] Boorda, called the Seaman to Admiral Program."

Burns applied and was accepted in 1995, though his new opportunity brought a mix of reactions from his fellow-enlisted teammates.

"Most were supportive, a few thought I was crazy to 'give up the operator's life for paperwork and having to learn how to use a computer,' a phrase that now sounds both strange and funny in 2020," he said.

By July 1995, he was back in the teams as an ensign and received some unique advice on how to balance his enlisted experience as he took on his new responsibilities.

"I got great advice from a very wise senior chief when I reported to my command as an ensign," Burns said. "He told me not to use my enlisted experience to show the enlisted SEALs what a great subject matter expert I was as an ensign -- instead, he told me to orient that experience towards bolstering my confidence in them and informing my advocacy for them. That simple but powerful philosophical view on leadership stays with me to this day -- empowered people who know they have the trust and confidence of their leaders are more productive and have higher morale."

As a SEAL officer, Burns said his favorite tours were "anything associated with tactical operations or training."

For most of his officer career, becoming an admiral was "not on my radar as a possibility until I was in major command," but he does have a sense of accomplishment now that he's attained it.

"I'm proud - proud to be associated with the Navy, the NSW Community and the Joint Special Operations Community," Burns said.

"It's given me opportunities and rewards that were beyond my imagination before I enlisted," he said. "I've met great people and lifelong friends in the Navy and other services, and it's primarily people who motivate me to continue to serve."

Celebrating



U.S. Navy Birthday

Est. October 13, 1775



Exciting changes on the horizon thanks to Navy Personnel and Pay; NP2

Navy Personnel and Pay, better known as NP2, will soon bring about a change that will allow Sailors around the world to manage their personnel and pay needs 24/7, online or by phone. A component of the MyNavyHR enterprise, NP2 focuses on providing adaptable solutions, timely and accurate pay, improved auditability and an enhanced user experience. The initial rollout of NP2 began in 2019 with the launch of MyPCS, providing active duty Sailors with CAC-free mobile access to PCS checklists, orders, electronic travel vouchers and a travel reimbursement calculator.

NP2 will be developed using an agile approach, meaning each release will establish initial capabilities and then the development team will continue to build and expand on those until a fully modernized and integrated Navy Personnel and Pay (NP2) System is delivered. Sailors can expect new capabilities delivered every quarter as part of this agile method.

Some quarterly releases will be Sailor-facing and immediately usable by the Sailor while others will set-up the personnel and information technology infrastructure for future improvements.

When complete, NP2 will be a single integrated personnel and pay system, providing Sailors expanded Human Resources (HR) self-service capabilities with the ability to track your career needs in real-time from one location.

The following NP2 Quarterly products are scheduled for release in October 2020: MySailor Data, improved travel voucher processing, and Reserve Orders.

MySailor Data establishes a new electronic display of the HR data to support personnel and pay transactions for Active and Reserve Sailors. For the late October release, MySailor Data will only display information that is also needed for MyPCS. The data will be "view-only" and can be used for data verification. As new NP2 products are released, MySailor Data will expand and the information available will change from "no info to display" to providing a comprehensive display of data supporting the Sailor's career continuum, from hire to retire.

Eventually, MySailor Data will replace the NSIPS Electronic Service Record (ESR).

Changes are also being made to the Travel Voucher Process to expedite

reimbursements.

Travel vouchers approved in NP2 by CPPAs will now be electronically available for Travel Processing Center (TPC) clerks to open and begin processing for pay. The automation of this process eliminates the need for CPPAs to manually download the voucher and the associated Key Supporting Documents (KSDs) and transmit these documents via the Transaction Online Processing System (TOPS).

The third NP2 product release this quarter is expanding the MyPCS functionality to include Reserve Orders. Reserve Sailors on Active Duty for Operational Support (ADOS), Officer Recall, Mobilization and Demobilization will have the same capability as active component Sailors to use the tailored orders checklist and view and print lean orders. This feature includes command views to monitor the checklist for readiness and preparedness determination, as well as metrics.

After October 2020, Sailors can access MyPCS, NP2 - Sailor Self Service and training guides through MyNavy Portal at <https://my.navy.mil/>.

Have a question for **CNP?**

Get your answer on the MyNavy HR Town Hall

Nov. 17th @ 1 P.M. ET

Visit the MyNavy HR page for more!



I F
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protect it

- Don't provide personal information like Social Security Numbers, credit cards numbers, etc. to non-secure and unfamiliar web sites
- Restrict access to your computer and accounts; sharing has risks
- New computer viruses and Trojans that successfully target information on social networking sites are on the rise

For more tips, go to fcc.navy.mil