



Project Compass & MNA Cycle Analysis Personalized Career Navigation in MyNavy Assignment

WHAT IS PROJECT COMPASS?

Project Compass helps Sailors better navigate opportunities in the MyNavy Assignment (MNA) Cycle by providing tailored job recommendations to each Sailor before the Application Phase. Our recommendations consider Fleet priority as well as each Sailor's background, qualifications and assignment preferences noted in MNA. Our goal is to improve awareness of the wide range of career enhancing opportunities available to each Sailor.

WHO IS ELIGIBLE FOR PROJECT COMPASS?

Most Sailors¹ in the MNA Application Phase will receive an email² containing a list of recommended billets that will be available in the upcoming MNA Cycle.

HOW ARE BILLET RECOMMENDATIONS GENERATED?

An integral part that influences the list of recommended billets depends on accuracy and completeness of MNA preferences. Sailors are encouraged to ensure contact information, preferences, and bookmarks are current prior to the MNA Application Phase.

1. Log in to MyNavy Portal at <https://my.navy.mil> and navigate to MyNavy Assignment.
2. Click on "My Preferences" to update your job and location desires.
3. Use the "Search All Jobs" feature and click the bookmark icon on any billets that interest you.

KEY REMINDERS

- Ensure preferences and bookmarks are updated.
- Applications receive full consideration if submitted before the cycle closes.
- Applying for recommended billets *does not guarantee selection*.
- [Billet Based Advancement \(BBA\)](#) opportunities will be presented for eligible rates.

HOW DOES A SAILOR RECEIVE THE RECOMMENDATIONS?

An email will be sent to Sailors prior to the MNA Application Phase. It will look similar to this:

Billet Rate	Billet Title	UIC	BSC	Command	Homeport
DC1	DAMAGE CONTROLMAN	21412	32520	CVN 73 GEORGE WASHINGTON	JAPAN, HONSHU YOKOSUKA
DC1	DAMAGE CONTROLMAN	22178	32520	CVN 76 RONALD REAGAN	WA, BREMERTON
DC1	SHIP SURV TECH	21953	02980	DDG 79 OSCAR AUSTIN	SPAIN, ROTA
DC1	SHIP SURV TECH	22995	02960	DDG 87 MASON	FL, MAYPORT
DC1	SHIP SURV TECH	0101C	09320	SERMC LCS SUW MET	FL, MAYPORT
DC1	SHIP SURV TECH	0103C	01005	SERMC LCS MCM MET	FL, MAYPORT

¹ Based on quality of alignment between Sailor and Billet per Algorithm Match Score.

² Emails are sent from ProjectCompass@us.navy.mil to a Sailor's primary and secondary email addresses listed in MNA and NSIPS.



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HOW IS PROJECT COMPASS RELATED TO FULL POWER NAVY (FPN)? ARE THEY THE SAME PROGRAMS?

Both programs were homegrown in PERS-4 to improve retention and meet Chief of Naval Operations' directives of retaining our best talent. They are different, but related. FPN tackles problems after the MNA cycles are complete, while Compass provides engagement on the front end, before applications in MNA. Both are focused on retention and providing relevant career solutions for every Sailor.

- FPN Retention Engagement³ is focused on retention of Sailors beyond their third MNA look and within 6 months of their Soft Expiration of Active Obligated Service (SEAOS). FPN is managed by the PERS-4 Retention Operations Center (ROC) and is comprised of 17+ Retention Agents that work hand-in-hand with placement and detailers across the various divisions.
- Project Compass applies AI/ML tools to real-time MNA billet and Sailor data to identify billet alignments that have the highest probability of meeting a Sailor's personal and career desires. By providing Compass job recommendations to Sailors before the Application Phase, our aim is to improve MNA outcomes, avoiding the need for FPN interventions. Project Compass was developed by Sailors and is managed by Sailors in the PERS-4 Career Management Operations Center (CMOC) in Millington, Tennessee.

I WAS RECOMMENDED BILLETS BY PROJECT COMPASS, APPLIED TO THOSE, BUT WASN'T SELECTED. WHAT GIVES?

Applying to a recommended billet *does not guarantee selection*. Recommendations provided by Project Compass and the assignment selection process are still two separate processes. Compass is intended to assist in identifying better options available to the Sailor and to reduce the clutter and difficulty of browsing through tens to hundreds of possible billets with limited time and resources. Remember: *available billets may change until the day the MNA Cycle opens*.

HOW CAN I IMPROVE MY CHANCES OF BEING SELECTED?

In the Application Phase, the volume of applications on a specific billet is important (and visible inside MNA). Applying to a billet that has a dozen other applications means that competition is steep! It is helpful to consider options or look for billets with lower application density. For SEM and BBA Sailors, this is important because the longer it takes to get paired with a job, the more time it takes before you are promoted and paid! Don't leave money and time-in-rate on the table because you only applied for the most popular jobs!

³ The latest Retention Engagement program information may be found on the MyNavy HR site – search “Retention Engagement”.



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I HAVE FEEDBACK AND RECOMMENDATIONS ON HOW TO IMPROVE PROJECT COMPASS.

Our team of CMOC personnel are glad to receive feedback on how to better improve this program. Email ProjectCompass_Feedback@us.navy.mil. *Note: this inbox is used to collect feedback; due to the volume of feedback, we may not provide a direct response unless further information is needed.*

PROGRAM REQUIREMENTS

- Eligibles: Sailors in their first, second, or third MNA Look⁴
- Paygrades: E4 through E9
- Rates: All except SO, SB, MU, CMD(CS/CM), EMN⁵, ETN⁵, MMN⁵, CWT⁵, CTI⁵
- Billet NECs: All except B03A, B16A, B17A, B18A, B19A
- Components: Active Duty & Training and Administration of the Reserves (TAR)
- Rollers: Sea and Shore Rollers
- Compass Recommendation Email will Include:
 - **Up to 14 billet recommendations for high-confidence matches**
 - **As little as 3 billet recommendations for low-confidence matches**
 - Sea-duty billet recommendations for shore rollers interested in B2B sea-duty opportunities

LAST CYCLE ANALYSIS

- Eligibles: **11,947** Project Compass eligible Sailors in the February MNA Application window
- Application Data
 - **8,018** Sailors (67.1% of the eligible sea- and shore-duty rollers) submitted at least 1 application during the Application Phase. **3,388** (42.25%) of the eligible Project Compass Sailors applied to at least 1 billet recommended by Compass.
 - **79,450** total applications across the Fleet. **44,737** applications were made by Project Compass Sailors (56% of all applications).
 - On average, **5.58** applications were made by each Project Compass Sailor that applied; non-Project Compass Sailors made an average of 3.8 applications.
 - **35.6% increase** in total Sailor applications between December and February MNA Cycles across the Fleet.

Total Project Compass Applicants: **8,018**

1st Look Applicants: 2,825 (35.2%)

2nd Look Applicants 2,655 (33.1%)

3rd Look Applicants: 1,707 (21.3%)

Other Applicants: 831 (10.4%)

Total Applications by Project Compass Sailors: **44,737**

1st Look Total Applications: 14,957 (33.4%)

2nd Look Total Applications: 14,820 (33.2%)

3rd Look Total Applications: 10,435 (23.3%)

Other Applications: 4,525 (10.1%)

⁴ Sailors outside their third look may be considered.

⁵ Rate may be considered in future MNA Cycles.



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SINCE IMPLEMENTATION OF PROJECT COMPASS

October 2025	Days to Apply: 13.5 days Total Applications: 55,616 Total Applicants: 13,342 Applications per Sailor: 4.1 Applications per Day: 4,119.7 Applicants per Day: 988.3	Baseline / Pre-Compass	
MNA Cycle	Application Data	Baseline Comparison	Cycle-to-Cycle Comparison
December 2025	Days to Apply: 8.5 days Total Applications: 58,598 Total Applicants: 19,575 Applications per Sailor: 2.99 Applications per Day: 6,893.9 Applicants Per Day: 2,302.9	-5 days +5.4% +46.7% -28.3% +67.3% +133%	Same as Baseline Comparison
February 2026	Days to Apply: 12.5 days Total Applications: 79,450 Total Applicants: 17,160 Applications per Sailor: 4.63 Applications per Day: 6,356 Applicants Per Day: 1,372.8	-1 days +42.9% +28.6% +11% +54.3% +38.9%	+4 days +35.6% -12.3% +54.8% -7.8% -40.3%



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QUESTIONS FROM LAST CYCLE’S SAILORS

WHY AM I RECEIVING THIS EMAIL? Sailors with an MNA status of “sea roller” or “shore roller” receive an email containing Project Compass recommendations. If you believe you received this in error, contact your Rating Detailer.

HOW OFTEN WILL I RECEIVE PROJECT COMPASS RECOMMENDATIONS? As long as you are considered a “roller” and are pending selection for an assignment, you will continue to receive these recommendations. Recommendations are sent prior to the active MNA Cycle.

HOW ARE EFMP STATUS, DUAL-MILITARY, CO-LOCATION, OR HIGH SCHOOL STABILIZATION CONSIDERED IN COMPASS RECOMMENDATIONS? These are not factors in Compass recommendations. They are handled separately as part of the Detailing process.

I JUST FROCKED AND WANT TO SEE BILLET RECOMMENDATIONS FOR MY NEXT PAYGRADE. CAN YOU RE-SEND MY COMPASS RECOMMENDATIONS? Recommendations are generated in bulk before each MNA Cycle’s Application Phase and will not be re-issued. All recommended billets are visible in MNA, and you are encouraged to explore your available options there. If you have specific billet questions, consult your CCC or Rating Detailer.

MY RECOMMENDATIONS ARE FOR THE NEXT PAYGRADE. IS THIS AN ERROR? No. Billet-based Advancement (BBA) rates receive recommendations based on their Detailing Marketplace Eligibility Indicator (DMEI).

MY RECOMMENDATIONS DON’T MATCH MY PREFERENCES. WHY? Recommendations reflect billets available for application during the cycle. Each billet receives a match score based on your qualifications and your MNA preferences. For example, if geolocation is your top priority, billets matching your qualifications in that location score higher. Preferences were pulled from MNA and may have been captured before you updated them.

CAN I UPDATE MY PREFERENCES AFTER RECEIVING RECOMMENDATIONS? Yes. However, a new list of billet recommendations will not be generated until the following MNA Cycle. Your updated preferences will still influence match scoring during the next Application Phase.

I AM A SHORE ROLLER BUT RECEIVED SEA-DUTY RECOMMENDATIONS. WHY? Some Sailors have preferences that can be met through back-to-back sea-duty. For example, if your top preference is geolocation, you may receive sea-duty recommendations that best match your profile and stated priorities, in addition to the shore-duty recommendations.



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I APPLIED FOR A BILLET BUT IT NOW SHOWS DELETED. WHAT HAPPENED? The distribution process continues throughout the MNA Cycle. Recommendations are based on billets advertised at the start of the cycle, but billet status and phasing may change due to operational needs.

WHY DID I RECEIVE FEWER RECOMMENDATIONS THAN OTHERS? Differences in billet inventory across ratings will influence the number of available options. Some ratings have limited advertised billets in certain cycles.

WHY DID I RECEIVE SO MANY RECOMMENDATIONS? Qualifications are a large driver in billet matching and consideration. Applying for your next duty assignment can be overwhelming, and narrowing down to what best matches your skills and desires is the goal. A larger list simply reflects broader eligibility.

WHAT IF NONE OF MY RECOMMENDATIONS INTEREST ME? That's okay! These recommendations are intended to steer you in the best direction and are data-driven. You can apply for none of the recommendations, or you can apply for most. You are not restricted to recommended billets.

I RECEIVED A BILLET RECOMMENDATION FOR A WEST COAST BILLET AND MY DESIRE WAS EAST COAST. WHY WAS MY GEOLOCATION PREFERENCE NOT CONSIDERED? Your preferences were considered (weighted) but it is likely the best matched billets weren't available in the desired location. Compass prioritizes match quality over location alone.

I HAVE A QUESTION NOT LISTED HERE. WHO CAN I CONTACT? Your Career Counselor is your first go-to and then your Rating Detailer for billet-related questions. If the question is program-related, you can email ProjectCompass_Feedback@us.navy.mil.