



## @USNPEOPLE WEEKLY WIRE

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USNI NEWS, Sam LaGrone

<https://news.usni.org/2017/11/27/vcno-moran-leading-board-implement-changes-collision-review>

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- Military Family Appreciation Month
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The Navy's second-highest ranking officer is heading a new group that will implement recommendations to make the surface force safer following two fatal collisions of U.S. warships in the Pacific that killed 17 sailors.

On Tuesday Vice Chief of Naval Operations Adm. Bill Moran will meet with a newly formed oversight committee that will take the recommendations from a comprehensive review in to the failings of the surface force that led to the collisions of USS Fitzgerald (DDG-62) and USS John S. McCain (DDG-56), he told USNI News on Friday.

"The oversight board is going to make sure that we properly prioritize them in a framework that gets after the greatest needs of the fleet ... looking at it from a commanding officer's [perspective]," Moran said.

"The center of the universe in this effort is the commanding officer, and we need to provide him or her the level of support they need to be effective."

Moran will evaluate not only the recommendations of the U.S. Fleet Forces Command commander Adm. Phil Davidson-led review but also those from previous Government Accountability Office and Inspector General reports and from the upcoming strategic review of the surface force initiated by Secretary of the Navy Richard V. Spencer.

"There's a lot of concern of where do we go next with this comprehensive review," Moran said.

"There's a lot of activity going on, but it needs to be put in a framework and a structure that allows [us to understand] and measure how well we're doing."

The wide-ranging panel will include the commanders of U.S. Pacific Fleet. Scott Swift, Fleet Force's, the commander of U.S. Surface Forces as well as the director of surface warfare, the Navy Inspector General and the Chief of Naval Personnel.

The panel is set to meet monthly to evaluate the progress in evaluating and implementing the recommendations.

"Some of them are longer term. Some of them need to be studied, as was pointed out in the comprehensive review. I will keep my foot on the accelerator to ensure that we get after each one of these," Moran said.

"We have to prove that we can do this."

For example, the Navy is operating its ships in busy waterways with commercial identification systems that allow them to be more visible to other ships. The surface fleet is also pushing for crews to get adequate amounts of sleep to fight fatigue.

USS Fitzgerald (DDG-62) sits in Dry Dock 4 at Fleet Activities Yokosuka to continue repairs and assess damage sustained from its June 17 collision with a merchant vessel. US Navy Photo

While some short-term solutions are in place, a major challenge for Moran's board is to give surface commanders tools to make sure their crews are ready and their ships are maintained enough to be effective. Surface units don't have the same set of institutional minimum standards that prevent untrained or poorly equipped or maintained ships from getting underway as compared to the submarine and aviation communities.

Moran, a naval aviator, said when he entered the service U.S. naval air forces were just beginning to institute sleep, maintenance and training minimums that ultimately lowered the mishap rate for U.S. Navy aircraft and crews. A decade ago the submarine community suffered several incidents and took a new look at their standard operating procedures.

"We're not seeing the same commitment to those standard operating procedures in the surface force, and this was an important finding," Moran said.

Part of the effort, once the standards and procedures are in place, will be to establish consistent training to ensure sailors get adequate practice. Part of the cause of the McCain collision was confusion on how the helm controls worked by an inexperienced operator.

“I don’t think we have adequate capacity to do that like we ought to across the fleet and certainly have the capacity at the waterfront or even on the ship that we should have,” Moran said.

Moran, who served as the Chief of Naval Personnel before becoming VCNO, is set to travel to Florida for the Interservice/ Industry Training, Simulation and Education Conference to ask industry how to maximize returns from training surface sailors.

“How does industry help us be more mobile in the application of that training?” said Moran.

But the fixes aren’t just training. Moran will oversee a sprawling set of changes that will cut across every part of the surface navy.

“The fleet and the media and Congress ought to be skeptical until we can show that we’re making progress and hold us accountable,” he said.

“The only way you can hold us accountable is by us issuing a report that answers with some factual metrics on how we’ve gone after each and every one of these things over time.”

## **2.) Navy Looking for Augmented Reality Trainers that are Portable, Integrated across Domains / 30 NOV 17**

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The Navy is seeking virtual and augmented reality training tools that are both integrated across warfare domains and capable of measuring proficiency and improvement.

In the wake of the surface community’s recent Comprehensive Review noted deficiencies in training and preparedness for operational missions, Vice Chief of Naval Operations Adm. Bill Moran told USNI News that “we are committed to getting after this and making sure that Big Navy is applying the right resourcing and pressure to deliver better training products, better training tools so that sailors get the right training at the right time, so they can improve themselves as they go.”

Moran spoke at the Interservice/ Industry Training, Simulation and Education Conference (I/ITSEC) in Orlando on Wednesday and told USNI News in a phone interview afterward that the Navy has fielded some virtual and augmented reality trainers throughout the fleet but is committed to procuring more systems faster.

“If you go to Groton, Conn., today and look at basic training in ‘A’ School in Groton for our enlisted submarine force, you’ll see that this technology is out there. We’re doing it in places around, in spotty places around the surface community. Aviation’s doing it in A School in Pensacola today, in a couple of the rates, and we’re piloting those efforts and measuring whether their performance and their retention of knowledge is better than it was in the old scheme,” Moran said.

“In every case I’ve been briefed on so far, there’s significant – and I mean two or three times better – retention of knowledge using this technology versus older methods. So they’re out there, but it’s a big organization, there’s a lot of units that are spread all over the planet, but we have a very deliberate approach to try to move faster – and I told sailors, once they see this technology they’re going to demand it faster, and I don’t blame them.”

As the Navy increases its use of these training tools, though, Moran said three major elements were important to keep in mind.

First, he said, it's not enough that the trainer looks realistic and appealing. It has to have a way to quantitatively evaluate users' performance and provide useful feedback.

"I think the technology in terms of the virtual reality that they can produce today is eye-watering. If you have kids, you can see it in the way gaming has come so far; it's pretty realistic when you look at it on a widescreen tv, high-definition tv. And that's great, and it makes it more real and arguably more effective in many cases," Moran said.

"But what I'm challenging industry to think about is, how does that training system, how does that technology help us measure performance and measure proficiency in a way that we can then provide immediate feedback to individuals and teams so they can get better, they can learn faster? So that's another aspect of this technology as it develops. There are certain attributes we want to make sure are embedded in that training, and one of them is how do you measure and evaluate performance."

Second, the VCNO said, is that the equipment needs to be portable. Though the Navy has already begun fielding some systems, "we haven't proliferated that capability throughout the fleet, and we haven't proliferated it in a way that makes it readily available to sailors when they're pierside and even in some cases when they're at sea – some of this technology can be put on ships, submarines and taken with squadrons when they deploy. There's huge opportunity here to take advantage of the virtual world and the augmented reality world that doesn't require you to build large buildings with full-motion video simulation that has been used in the past that costs tens of millions of dollars. These are much more portable – they work off a laptop, in some cases they work off large video screens called MRTS (multipurpose reconfigurable training system) trainers."

This ability to be portable is key to the Navy's "Ready Relevant Learning" initiative, which Moran said "tries to get the right training at the right place at the right time for individual sailors and teams" – which in many cases means putting the training systems at the pier or on the flight line for a sailor to train as his or her operational schedule allows.

Third, Moran said, the training systems need to leverage common standards and interfaces, so cross-domain training can be conducted with whatever systems each community ends up buying.

"A lot of our training, even live, virtual and constructive, is done in a stove-piped way – air domain, surface domain, submarine domain and others," VCNO said.

"We have to turn those stovepipes, those vertical cylinders of excellence if you will, and flip them on their side so we get a horizontal integration across those domains to get the full effect of the training – because you're not going to fight in the future in one domain, it's a multi-domain fight. So from a live, virtual and constructive standpoint, we have to be able to connect what the surface community is doing with what aviation is doing and so on and so forth, and to do that you have to have an organization applying standards and architectures, networks, that everybody gets to plug into. And that's a big effort going on right now."

He said the Digital Warfare Office, led by Margaret Palmieri, would look at integration and interoperability across these systems, developing the standards so that industry can design tools that plug into that common architecture. Director of Integrated Warfare (OPNAV N9I) Rear Adm. James Kilby will oversee the resourcing side of acquiring these trainers, with the directors of air, surface and undersea warfare already working on supporting program-of-record line items in the budget for their own warfare domains.

Moran said that improving training tools and techniques will be an important change coming out of the surface community's comprehensive review but would not be the most urgently addressed item in the short term. Moran heads the oversight board that will ensure nearly 60 recommendations are studied and implemented and he said the first meeting on Tuesday evening sought to prioritize the recommendations and delegate who would address which ones – with "safe and effective operations of the fleet" topping the list of priorities.

"There are 58 or so actions listed in the Comprehensive Review. Last night started the process of making sure we've prioritized them about what's the most urgent need and what's a longer-term need to make sure we don't do this like a

kid's soccer game and just try to chase the ball around. We're trying to put it in a way that will make the most sense to those that are resourcing the efforts but also to our COs in the fleet who, when they see these efforts come out, these actions taken, that in their eyes it's helpful to them as commanding officers to better train and better protect their crew," Moran told USNI News.

"The most urgent thing is to ensure we are providing COs with the added policies that help them with what I would characterize as a wider safety bubble around how they operate the ships. Making sure that ships that are going to sea to operate on missions are certified fully for those missions. So recently we're in the process of resetting those certifications in the Western Pacific ... They're common sense approaches to ensuring that the ships and the commanding officers have what they need to operate safely."

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Navy College Program Public Affairs

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VIRGINIA BEACH, Va. (NNS) -- Sailors planning to take college courses in 2018 can get a head-start on the process and beat the holiday rush by selecting courses and applying now for Tuition Assistance (TA)/Navy College Program for Afloat College Education (NCPACE) Distance Learning (DL) funding.

"TA and NCPACE DL applications are funded on a first-come, first-served basis," said Ernest D'Antonio, the Naval Education and Training Professional Development Center's Voluntary Education (VOLED) program director. "The number one reason for funding request disapproval is late applications; requests must be submitted and command approved between 120 and no later than 14 days before the start of the academic term. Applying early can eliminate delays and lock-in funding."

First-time Sailors planning to utilize TA and/or NCPACE DL programs are required to complete the following training before applying:

(1) Navy Tuition Assistance and/or NCPACE training, as applicable. This training covers the most recent information and changes to Navy TA/NCPACE policies and the WebTA/NCPACE DL application processes as well as the NCPACE Instructor Led enrollment process.

(2) The Navy Virtual Counseling 101 training helps students establish education and career goals, select and apply to an Academic Institution (AI), and understand the higher education life cycle. This training helps prepare for counseling appointments with a Navy College Education Counselor.

These training products, required only once in a career, are available under "My Training" after logging into your My Education Module at the Navy College Program (NCP) website. More details can be found in NAVADMIN 243/17, also posted on the NCP website.

Before completing each higher education level (certificate, associate, bachelor's or master's), all Sailors must also complete the following:

(1) Receive academic counseling from a Navy College Virtual Education Center (NCVEC) or overseas Navy College Office (NCO) counselor before talking with an AI. Sailors can schedule appointments via the online appointment scheduling tool on the NCP website at [https://nrtc.netc.navy.mil/apt\\_schdlr/default.aspx](https://nrtc.netc.navy.mil/apt_schdlr/default.aspx).

(2) Upload an unofficial education plan (at a minimum) or official education plan, if available, to the My Education record before enrolling in any classes.

(3) Following counseling by an NCVEC or overseas NCO counselor, upload an official education plan or Service member Opportunity College Agreement to the My Education record within the first nine Semester Hours or equivalent, of instruction. This is the degree plan agreed to between the Sailor and the AI.

Emmett Williams, NCVEC supervisor, said that Sailors can take advantage of expedited TA/NCPACE DL funding if they meet the following conditions:

- The Sailor's AI has uploaded their courses and tuition costs in the Academic Institution Module (AIM) on the NCP website.
- The Sailor selected course and tuition information for their application from the My Education course and tuition pick lists.
- All Navy requirements are met (training, counseling, EAOS, no missing grades, etc.)
- The application is command approved after the Sailor submits it in My Education.

"Once the application process is complete, My Education automatically sends the service member a link to their My Education Module to locate and print the authorization voucher for signing and delivery to the AI," said Williams. "Sailors will still need to enroll in courses with their AI."

Questions about the TA/NCPACE DL application process can be handled by the NCVEC or online via the NCP website.

NCVEC hours are from 7 a.m. to 7 p.m. EST Monday - Friday and may be reached by calling (877) 838-1659 or DSN 492-4684. The URL for the NCP website is [www.navycollege.navy.mil/index.htm](http://www.navycollege.navy.mil/index.htm).

In addition to the NCP website and NCVEC, the NCP Mobile Application offers access to the NCP planning tools, including required training and the counseling scheduler. Sailors can download the app from the Apple or Google Play store at no cost. Search 'NCP App' in the stores.

Sailors can also get the latest information by following Navy Voluntary Education on Facebook [www.facebook.com/NavyVoluntaryEducation/](http://www.facebook.com/NavyVoluntaryEducation/).

Additional information about the Naval Education and Training Professional Development Center can be found via <https://www.netc.navy.mil/netc/netpdc/Default.htm>.

For more information, visit [www.navy.mil](http://www.navy.mil), [www.facebook.com/usnavy](http://www.facebook.com/usnavy) or [www.twitter.com/usnavy](http://www.twitter.com/usnavy).

For more news from Naval Education And Training Professional Development And Technology Center, visit [www.navy.mil/local/NETPDTC/](http://www.navy.mil/local/NETPDTC/).

#### **4.) Understanding Your Profile Sheet / 28 NOV 17**

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NEWPORT NEWS, Va. (NNS) -- Thousands of Sailors take the advancement exam twice a year and await the results of those exams twice a year. The results of these exams determine their careers, and thus their intentions. While many Sailors will advance, unfortunately, some will not.

The most important thing for Sailors that did not advance this cycle to understand is why they did not advance, and what areas they can strengthen for the next cycle.

Every Sailor that took an exam will have a profile sheet that they can review.

"A profile sheet is a snapshot of the exam," said Personnel Specialist 1st Class Gilberto Vaz, a member of the Nimitz-Class aircraft carrier USS George Washington (CVN 73) educational services office (ESO). "It is a breakdown of your score on the exam. It has your performance mark average (PMA), your passed-not-advanced (PNA) points, your standard score, your time in rate and how well you did on various sections on your exam."

Your PMA uses only the Promotion Recommendation block (Block 45) from evaluations in the current paygrade. For E4, your ESO uses evaluations from the past eight to nine months. For E5, the past 14 to 15 months are used, and E6, the past 36 months. Block 45 marks are added together and then divided by the number of evaluations used in the computation.

"An 'EP' (early promote) evaluation gives you a 4.0, a 'MP' (must promote) evaluation gives a 3.8 and a 'P' (promote) evaluation gives a 3.6," said Personnel Specialist Seaman Apprentice Langston Hooper. "With a 'SP' (significant problems) evaluation, you wouldn't be able to take the exam, so with that, you can determine what your PMA is yourself and make sure that it is correct."

Evaluations are important, but the standard score is weighted more for junior Sailors. The standard score is the score from the examination itself.

"For Sailors taking the second or third class exam, if they score well enough, they can advance even with a 'P' evaluation," said Vaz. "For the first class exam however, their PMA will have a much larger influence on whether or not they will advance."

Although one may pass the exam, that does not necessarily mean a Sailor will advance to the next paygrade. You will fall under one of three areas: selectee, pass not advance, or fail.

Selectee means that the Sailor passed the exam and will be promoted. Pass not advance (PNA) means that a Sailor passed the exam, but did not end up with a high enough final multiple score (FMS) to advance. Fail means the Sailor failed this cycle's advancement examination.

For Sailors with pass not advance, if they scored well enough, they can get PNA points. Sailors will be able to get a maximum of three PNA for each cycle. They can get a maximum of 1.5 PNA points from scoring well and another 1.5 PNA points from having a high PMA.

"That's why it's important to be able to read your profile sheet," said Vaz. "We all make mistakes and you wouldn't want to miss advancing because of a mistake. Some people will have incorrect information on their profile sheet such as a wrong PMA because the Sailor bubbled in the wrong information, we took in the wrong evaluation, or they just didn't give us the evaluation. If they knew how to read it, they would be able to spot potential incorrect information and tell us so we can correct it."

Sailors who find discrepancies in their profile sheet can go to the ESO department to fix them. These discrepancies can include their PMA, their PNA points, education points, or award points.

"We can't change the standard score from the test, but we can fix your PMA and award points," said Vaz. "We don't deal with the education points either but if you bring in supporting documents such as a transcript or award letters, we can send a correction letter and get it changed."

Having a clear understanding of one's profile sheet is a vital step in ensuring all possible points are awarded.

"Being able to read your PMA and award points will be the most important part of understanding your profile sheet," said Vaz. "As long as you can read those two and potentially get some additional points, you should be good to go."

Profile sheets also show how well you scored in certain sections pertaining to your rating. Sailors are able to tailor a custom study program for themselves to study what topic or section they scored lowest on based on the information from the profile sheet.

You can find your profile sheet by logging into NSIPS at <https://nsipsprod.nmci.navy.mil/nsipsclo/jsp/index.jsp>. In the Training, Education and Qualifications tab, click on "View Training, Education and Qualifications." Click on "Exam Profile Data."

For more information, visit [www.navy.mil](http://www.navy.mil), [www.facebook.com/usnavy](https://www.facebook.com/usnavy), or [www.twitter.com/usnavy](https://www.twitter.com/usnavy).

For more news from USS George Washington (CVN 73), visit [www.navy.mil/local/cvn73/](http://www.navy.mil/local/cvn73/).

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