

@USNPEOPLE WEEKLY WIRE

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3.) Improving Sailor Training For Tomorrow's Navy / 5 MARCH 16

MILITARY TIMES, Editors

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1.) Chief of Naval Personnel Testifies before Senate Armed Services Committee / 8 MARCH 16 [LINK](#)

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Chief of Naval Personnel Vice Adm. Bill Moran testified before the Senate Armed Services Military Personnel Subcommittee to provide an overview of the Navy's personnel programs and policies, March 8.

Moran appeared on Capitol Hill alongside other service personnel chiefs from the Army, Air Force and Marine Corps, and highlighted that the Navy's policies, analytic tools, and supporting infrastructure will hold us back unless we upgrade them.

"We need to consider every dimension of our operating environment to reduce the risk and continue replenishing our workforce with high quality people," Moran told the subcommittee. "Fortunately our current healthy manning in the fleet has given us an opportunity to boldly look at transforming our personnel system and set the table for the next 30 years."

Moran said there are many reasons to pay close attention to potential challenges that could affect the service's ability to recruit and retain the best, including an unpredictable economy, a declining veteran population, a legacy personnel system, and growing competition for high-tech skills.

He said the Navy is working to put personnel policies in place that will allow the service to be prepared for economic changes or a lagging recruiting and retention market that might affect them.

"We are on the path to modernize," Moran said. "Our workforce is anxious for change; they expect greater transparency and responsiveness, and they expect a system that speaks to them. We want Sailors who are driven by tenacity, consumed with a passion for excellence and the will-to-win who understand and appreciate that there is no better place to be, no more rewarding life to live than to serve. That is the Navy we have, and the Navy we want to keep."

2.) Navy Releases Updated PFA NAVADMIN, Outlines New Rules / 9 MARCH 16 [LINK](#)

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- The Chief of Naval Personnel released guidance March 9, outlining changes to the Navy's Physical Fitness Assessment (PFA) program, announced last fall, that are critical for the fleet to understand.

The updated implementation guidance detailed in NAVADMIN 061/16 is effective immediately and lists several changes to the Physical Fitness Assessment, including specific Body Composition Assessment (BCA) procedures and measurement rules for Command Fitness Leaders (CFL), guidance for commanding officers concerning how to establish a spot check program, and new scoring tables.

"A healthier and fitter force is created by more than just a twice-a-year test," said Rear Adm. Ann Burkhardt, director, 21st Century Sailor Office. "This guidance helps establish a culture of fitness in the Navy and keeps Sailors on the best path for staying fit both now and in the future. The goal of these changes is to achieve a healthier, fitter force with more Sailors taking the PRT resulting in fewer failures and better mission readiness."

The new BCA consists of a three-step process. The first measurement uses the current height/weight tables. If in standards, Sailors will pass the PFA. If an individual fails to meet those standards, a single-site abdominal circumference measurement will be conducted. The final opportunity for Sailors to pass the BCA will be a test using the previous system of neck and waist measurements to calculate body fat percentages. Sailors will pass

the BCA by meeting the DoD maximum allowable body fat limit of less than or equal to 26 percent for males or 36 percent for females.

If a Sailor fails the BCA, it will constitute an overall PFA failure. Additionally, individuals will be evaluated by a medical provider, enrolled in the Fitness Enhancement Program (FEP), and provided nutritional counseling.

Sailors who are medically cleared to take the PRT must also participate in the test regardless of BCA results, and will face separation from the Navy if they fail two PFAs in a three-year period, a change from previous rules.

Additionally, commanding officers are now empowered to conduct BCA spot check programs to ensure Sailors are staying within standards. This moves the Navy beyond a two-test-a-year system, by giving commands the ability to identify Sailors in need of additional support without subjecting them to administrative punishments that result from an actual BCA/PRT failure.

Last, the message also explains the administrative steps that commands will take to close out the records from Cycle 2, 2015, specifically for the group of Sailors that need letters of correction for exceeding BCA standards, were in a deployed/operational status, medically waived, or pregnant during the PFA cycle.

For more information, please view NAVADMIN 061/16, at www.npc.navy.mil.

More information on PFA rules and procedures are available on the physical readiness page of the 21st Century Sailor Office at http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/physical/Pages/default2.aspx

For more news from Chief of Naval Personnel, visit www.navy.mil/local/cnp/.

3.) Improving Sailor Training For Tomorrow's Navy / 5 MARCH 16

MILITARY TIMES, Editors

The Navy Times' editorial, "Improve Sailor Training," published in the March 7 edition, serves as a reminder to us all that if we forget the lessons of the past, we are destined to repeat them.

However, I'd like to take an opportunity to reassure your readers that as we implement a more modern approach to training our sailors, we've learned from our failed efforts to modernize a decade ago and are using those lessons as a guide going forward.

Fleet Master Chief April Beldo and I frequently visit the fleet, and we have witnessed first-hand the lack of modern training techniques and capabilities in many of our schools. But what struck me the most was the number of sailors who talked about long delays and overcrowding in some of our training pipelines. We found that in some high-tech ratings, sailors can spend more than two years in training before reporting to their first units.

So, rather than accept this as "the cost of doing business," we challenged ourselves to reduce wait times, improve student flow, and get sailors to the waterfront and flight line sooner with the knowledge they need to perform their apprentice duties. Sailors join the Navy to be part of the fleet, and when our sailors spend too much time in training at the start of their careers, they can lose knowledge and in some cases motivation. We are working to fundamentally change the Navy's passive, industrial, one-size-fits-all training approach to a more active and effective way of learning.

Today, after sailors graduate from boot camp, they typically attend school and receive most of their rate-specific training up front, designed to last a career. As I've thought about this, I believe enlisted sailors, like officers, should receive training when their experience matches their level of responsibility and refresh their knowledge in between tours, so they arrive to their units ready to perform on day one.

The science of learning tells us that individuals comprehend the best when they are taught in context, and in smaller, more interactive sessions. The concept we call "Ready Relevant Learning," seeks to transform our industrial, conveyor-belt-training-model into delivering the right training at the right time in way that sailors will retain.

While there will always be a fundamental need for hands-on, formalized classroom instruction, with professional instructors who reinforce our core values and procedural compliance, the terrific young men and women joining our Navy today have been raised in a new information era where they are writing the language of current gaming programs. They have been raised to operate in an electronic, mobile environment, and they learn differently than many of us.

Consequently, we are immersed in an effort to re-engineer the training pipeline for six Navy ratings beginning in 2017. This effort includes placing the training at the right point in a sailor's career, and delivering it using techniques that are mobile, modular and available at the waterfront or in the fleet. We will ensure that this training is assessed fully with fleet support.

We want our training to meet sailors where they are, and how they learn best. We want our sailors to repeat key skills over and over to form good habits, and rapidly learn from their mistakes in a training environment. After all, our military advantage depends on our ability to learn faster, and to be inherently receptive to innovation and creativity.

Navy Times was right to remind us of our failures. But I believe that by modernizing the Navy's training approach, our young men and women will learn better and faster, become more proficient, and develop into high-performing teams. But it is no small task and it will take a concerted and committed effort by leaders around the fleet and in our training pipelines to make change both real and lasting.

That's change sailors will appreciate.

Vice Adm. Bill Moran

Chief of Naval Personnel

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4.) Defense Secretary Approves Final Plans for Women in Combat Roles / 10 MARCH 16

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WASHINGTON -- Defense Secretary Ash Carter on Thursday approved final plans from military service branches and the U.S. Special Operations Command to open up all combat positions to women, without exceptions, the Pentagon said.

The services -- the Army, Navy, Air Force and Marines -- and the Special Operations Command now will begin putting the plans into effect, the Pentagon said. All of the services submitted their plans to the Pentagon by Jan. 1, following Mr. Carter's December decision to open all combat positions to women.

It will take time to see the results of the shift, and women in many instances won't be represented equally in combat units, Mr. Carter said in a post Thursday on the blogging platform Medium. He said his main goal for putting his December directive into action was to ensure the standards for service members were clear and not based on gender.

"My first and foremost guiding principle was that the services would need to continue to apply transparent and objective standards for all career fields to ensure leaders assign tasks, jobs, and career fields throughout the force based on ability," he said.

The Army and Marine Corps will integrate female officers and senior enlisted women into previously closed units before integrating junior enlisted women, Mr. Carter said. When possible, the services will assign more than one woman to a unit at a time.

"This will help ensure that women officers play a key leadership role, set the right example, and enhance teamwork wherever possible," he said.

Women won't be promoted at any specific rate or in any specific numbers, he said.

"We have to remember that it takes decades to grow a general or flag officer, so it will take time to see these results," he said.

But in reviewing service branch standards, the Pentagon found that some requirements were dictated by tradition and outdated requirements, not necessity. He cited a task required to earn the Army's Expert Infantry Badge, which had required soldiers to move 12 miles in three hours with a 35-pound rucksack. The rucksack's weight was based on World War II-era standards that bear little relevance to what soldiers are required to do today.

"This process drove us to take a closer look at our training, too, and going forward, we will be using standards informed by today's real-world operational requirements, informed by experiences gained over the last decade-and-a-half of war in Iraq and Afghanistan," Mr. Carter said.

Before Mr. Carter approved the plans, Deputy Defense Secretary Bob Work and the vice chairman of the Joint Chiefs of Staff, Gen. Paul Selva, oversaw a group of officials who reviewed and signed off on the plans.

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