

CONCLUSION

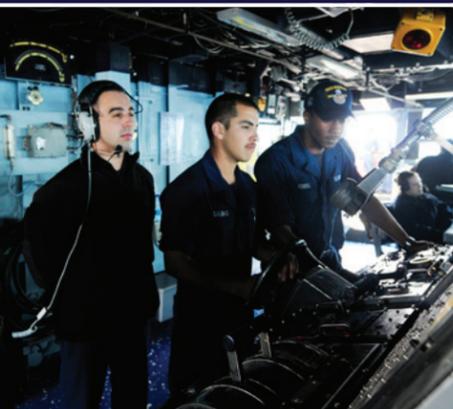
The Navy must be ready to fight and win today, while building the ability to prevail into the future. Education is our asymmetric advantage in developing leaders with the attributes necessary to innovate, adapt, and succeed in planning and delivering maritime joint warfighting and support capabilities; to meet strategic challenges and maintain our maritime dominance; and to exploit strategic opportunities in a dynamic and complex security environment.



Warfighting First.
Operate Forward.
Be Ready.

NAVY EDUCATION STRATEGY 2025

Educating the Military Force



INTRODUCTION

Sailors and naval officers—our warfighting force—constitute the Navy's most prized and valuable resource. Education is our Navy's strategic investment to enhance effectiveness of our force through this century and into the next.

Operational primacy is our overarching principle. To ensure the continued legacy of excellence and maritime dominance demonstrated by the U.S. Navy for over 200 years, focused education will play an increasingly vital role. In the future, our operational skills will be carefully balanced with finely honed skills in leadership, technology, warfighting, and regional culture and language. These will be developed through a careful blend of education and experience across a challenging and rewarding professional career.

The Navy must be ready to fight and win today, while building the ability to prevail into the future.

Education provides an asymmetric advantage to the Navy and the Nation. At all levels, our force must take advantage of educational opportunities, carefully integrating them with operational experience gained at sea and in critical shore billets.

While a limited number of officer and enlisted billets will require specific educational accomplishments, all tours will benefit from well-developed skills in critical thinking, problem solving in complex environments, and effective communications. As always, sustained excellence in a designator or rating will form the primary basis for career advancement. In addition, the competitive future environment will also underscore the importance of education as a discriminator when considering performance, advancement, and assignment.

GOALS

We will integrate education into our enlisted and officer leader development and career management strategies to ensure the Navy invests in the required development of

Technical Experts.

- We will develop highly regarded professionals with such relevant expertise as cyberspace, ballistic-missile defense, antisubmarine warfare, acquisition, financial management, energy management, operational analysis, logistics, and engineering to advance and sustain our technological advantage and plan for the capabilities, systems, and force of the future. Increasing our technical expertise requires we enhance the professional capabilities across the force, to include our medical services force and Judge Advocate General Corps. Opportunities for higher-level education will be given to top performers at early- to mid-career points.

Joint Warfighters.

- We will develop adaptable operational-level leaders and commanders within the Active and Reserve forces who excel in the naval profession of arms and are able to integrate maritime capabilities effectively into joint and combined operations and plans. They will have deep understanding of the geostrategic environment, including potential adversaries, and be able to build and optimize global partnerships. They must be able to leverage all military systems and national and partner capabilities, especially in the maritime and cyberspace domains. They will have completed Professional Military Education (PME), including Joint Professional Military Education Phases I and II, and will be the primary candidates for operational and major commands.

Strategic Leaders.

- In alignment with *The Navy Leader Development Strategy*, we will develop leaders to lead the Navy in innovation and change. They will have completed a sequence of graduate, professional military, and executive-level education. They will lead in the development of adaptable Navy operating concepts and be prepared to lead planning efforts that will produce the optimal mix of capabilities in an uncertain environment and with constrained resources. They will develop and execute national military strategies in concert with other instruments of national power and international partners to achieve national security objectives.

GUIDING PRINCIPLES

The Navy will invest in education aligned to maritime and defense strategies. Fiscally disciplined education investments will focus on enabling the enduring tenets of *Warfighting First, Operate Forward, and Be Ready*.

- Our curricula will expand our understanding of how best to meet tomorrow's strategic and complex challenges. Curricula will reflect the technological basis of our core warfighting skills, the interdependence of joint and combined operations, and the complexity of decision making in times of uncertainty.
- The U.S. Naval Academy, the Naval Postgraduate School, the Naval War College, and the Senior Enlisted Academy will lead in the development of behaviors, skills, attributes, and expertise relevant to warfighting, warfighting support, and the development of innovative operating concepts and strategies. We will leverage technology to provide access to certificates and degree-granting programs to personnel at their assigned duty stations.
- While Navy education institutions are at the core of our education strategy, we will continue to value the diversity of thought and perspective and connection to the general public afforded by relevant education programs at civilian universities and other Department of Defense (DoD) institutions. We will promote broad understanding of maritime strategy and Navy capabilities through participation in other DoD education institutions and international military colleges.
- Professional Military Education, both officer and enlisted, will continue to be a vital component of our overall education strategy and execution. Relevant and meaningful PME will complement and reinforce the technical and critical-thinking benefits offered by academic institutions.
- Career management and assignment strategies will emphasize developing leaders and the expertise to meet current and anticipated Navy requirements and optimize education investments. The Navy's Learning and Development Roadmaps (LaDRs) will be used as resources to educate our Sailors and support attaining their career goals.

OBJECTIVES

To deliver the educated leaders of the future, we commit ourselves to

- Preparation of the force at best value to adapt in uncertainty; to develop and incorporate new ideas and concepts; to manage large, complex organizations; and to plan for, operate, and lead the Navy and joint force of today and tomorrow.
- Rigorously planned and managed relevant education that is integrated into career paths and focuses on existing and anticipated requirements, capabilities, and disparate threats.
- Development of leadership acumen at all levels, including expansion of opportunities at the Senior Enlisted Academy.



- Development of a force with sufficient capacity in language skills, regional expertise, and cultural awareness to meet known mission needs, possessing appropriate levels of proficiency, and able to surge for emergent requirements.
- Exploitation of resources to allow maximum opportunities for all Sailors, officer and enlisted.
- Continued expansion of participation in our educational institutions to enlisted members of the Navy, particularly in critical technical warfighting curricula.
- Analytically based allocation of education resources aligned to the highest priorities and focused on improved return on investment.