



## @USNPEOPLE WEEKLY WIRE

### 1.) Preventing Identity Theft - 5 Things you need to know/ 11JUNE 15 [\[LINK\]](#)

ALL HANDS, Defense Media Activity

Keep an eye on your credit report. [Request a free credit report at www.AnnualCreditReport.com](http://www.AnnualCreditReport.com) or by calling 1-877-322-8228. Consumers are entitled by law to one free credit report per year from each of the three major credit bureaus - Equifax, Experian, and TransUnion- for a total of three reports every year. Contact information for the credit bureaus can be found on the Federal Trade Commission (FTC) website, [www.ftc.gov](http://www.ftc.gov).

### 2.) Moran: Navy Must Revisit 'Up Or Out' System, Bonuses/ 15JUNE 15

NAVY TIMES, Meghann Myers

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### 3.) More Graduate School Openings/ 15 JUNE 15

NAVY TIMES, Mark D. Faram

Graduate education is becoming more than just a nice to have for military and civilian resumes. [The Navy plans to offer more opportunities for top officers – and some enlisted – to study full-time or part-time for an advanced degree.](#) "We are missing far too many opportunities to develop battle-proven warriors into strategic thinkers," Navy Secretary Ray Mabus said during a May 13 address at the Naval Academy in which he outlined a range of new initiatives.

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NAVYLIVE, 21st Century Sailor Office

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### 5.) NAVADMIN bi-weekly roll-up:

Every other week, we roll up the various NAVADMINS from Naval Personnel Command. Below are the latest:

- Department of the Navy Talent Management Initiatives [\[LINK\]](#)
- Fy-16 Navy Graduate Education Update [\[LINK\]](#)
- FY-16 Navy Reserve National Command and Senior Officer (O5/O6) Non- Command Billet Screening And Assignment Board [\[LINK\]](#)

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## **1.) Preventing Identity Theft - 5 Things you need to know/ 11JUN 15 [\[LINK\]](#)**

ALL HANDS, Defense Media Activity

The recent breach of the U.S. Office of Personnel Management (OPM) personnel record systems potentially impacts 4 million federal employees and has been in the news this week. OPM is notifying the people who may have had their information compromised through June 19.

In this digitally connected world it's more important than ever to know how to protect yourself from online identity theft that can lead to someone using your Social Security number or other personal information to open new accounts, make purchases, or get a tax refund.

Here are 5 things you can do to protect yourself:

1. Check your account information. Monitor it regularly and report immediately any suspicious or unusual activity to your bank or financial institution.
2. Keep an eye on your credit report. Request a free credit report at [www.AnnualCreditReport.com](http://www.AnnualCreditReport.com) or by calling 1-877-322-8228. Consumers are entitled by law to one free credit report per year from each of the three major credit bureaus - EquifaxR, ExperianR, and TransUnionR - for a total of three reports every year. Contact information for the credit bureaus can be found on the Federal Trade Commission (FTC) website, [www.ftc.gov](http://www.ftc.gov).
3. Verify who is asking for your information. Be suspicious of unsolicited phone calls, visits, or email messages from individuals asking about you, your employees, your colleagues or any other internal information. If an unknown individual claims to be from a legitimate organization, try to verify his or her identity directly with the company.
4. Stay vigilant online. Do not reveal personal or financial information in email, and do not respond to email solicitations for this information. This includes following links sent in email. Pay attention to the URL of a website. Malicious websites may look identical to a legitimate site, but the URL may use a variation in spelling or a different domain (e.g., .com vs. .net).
5. Keep your documents in a safe place. At home and when you are traveling it's important to only take what you need. Lock your wallet or purse in a safe place at work and limit what you carry with you. When you go out, take only the identification, credit, and debit cards you need.

## **2.) Moran: Navy Must Revisit 'Up Or Out' System, Bonuses/ 15JUNE 15**

NAVY TIMES, Meghann Myers

The economy is on an uptick, so the Navy must work harder to compete with the private sector to bring in new sailors and keep them when their service obligations end.

The Defense Department's personnel system, more than half a century old, is ripe for overhaul in this effort, as is the Navy's inflexible bonus system, Chief of Naval Personnel Vice Adm. Bill Moran said in meeting with Washington reporters Tuesday.

Moran joined leaders from the Army staff and DoD personnel management in a discussion on shaping the future of the force, from the old school "up or out" promotion system to recruiting pools and adopting a more corporate approach to talent management.

"I do agree that up-and-out is a necessary part of how we operate," Moran said. "The question we all have is, how wide is that pyramid?"

While the Army and Marine Corps might be more concerned about maintaining troop volumes, he said, the Air Force and the Navy are focused on technological expertise.

Up and out might work for the more straightforward jobs, he said. But for more specialized careers, the Navy has so far been unable to satisfactorily analyze its own data to find a threshold where it could retain more experienced sailors – who aren't being selected for promotion – without jamming up advancement chances in the lower ranks.

Acting Undersecretary of Defense for Personnel and Readiness Ben Carson offered that fields like the judge advocate general corps and cyber might benefit from letting officers off the admiral track, giving them longer times in grade and longer careers because of their expertise.

In those fields, he said, a service member's career might peak in their 40s or 50s, but the system is designed to send them back into the civilian sector if they aren't reaching the highest ranks.

And then there is the problem of retaining junior and mid-grade officers and enlisted, who can take their skills to the private sector for more pay.

To tackle it, Navy Secretary Ray Mabus wants to offer bonus packages more like those in the private sector, including non-monetary incentives like guaranteed duty stations and advanced training along with money.

"Money is the principle tool we have for retention, and it's out of balance with the non-monetary options we have," Moran said.

For many sailors, incentives that would benefit their careers or personal lives, like plum assignments or favored bases, could be as important, or more so, than money.

There's also the issue of an "archaic" bonus system that casts a wide net via naval administrative message every year.

"What we can't do is tell you how good that reeling in of product is," Moran said. "Often times we end up paying people who are going to stay in anyway."

New bonus packages could be tailored to a sailor's individual skills and education, and possibly weed out those who aren't looking for an incentive to remain in uniform.

The changes will be incremental, as Congress must approve new bonus schemes, Moran said, and the Navy will have to build a system to better paint a complete picture of a sailor's service record, assets and expertise when putting together a bonus package.

In terms of recruitment, Mabus announced in May that the Navy is working toward a recruiting and retention goal of 25 percent women.

Officials said Tuesday that DoD is looking at more ways to appeal to high school graduates and college students, and Moran added that even more diversification could benefit the services.

So many service members are people whose family members also served that the pool is becoming insular, Moran said.

"Are we becoming a caste system that isn't healthy for the overall national security apparatus?" he said.

The services need to look beyond the "usual suspects" if they want to attract and retain the best talent, he added.

### **3.) More Graduate School Openings/ 15 JUNE 15**

NAVY TIMES, Mark D. Faram

Graduate education is becoming more than just a nice to have for military and civilian resumes. The Navy plans to offer more opportunities for top officers – and some enlisted – to study full-time or part-time for an advanced degree. "We are missing far too many opportunities to develop battle-proven warriors into strategic thinkers," Navy Secretary Ray Mabus said during a May 13 address at the Naval Academy in which he outlined a range of new initiatives.

"There are numerous graduate education opportunities available that can benefit the individual as well as the Navy," Fred Drummond, Navy education strategy and policy branch head, said. "Regardless of your personal and professional goals and your family's needs, there's a graduate education program that can fit into your career." What you need to know:

#### **1. Lots Of Slots**

In fiscal 2016, there are 1,534 opportunities for degree and non-degree programs. They're available across nearly all the Navy's officer communities.

This year, the Naval Postgraduate School in Monterey, California, has 498 quotas, and there are another 129 slots at top civilian universities. In addition, there are 241 Naval War College spots, 203 for other service grad schools and even 19 for international military colleges.

For those who don't make the cut, there's always a chance to get one of the 125 quotas for unrestricted line officers through the Graduate Education Voucher program. The rules for next fiscal year are expected by late July.

Five officers can earn the chance to learn a foreign language while also getting a graduate degree at a foreign university. There are also slots to pursue a political military master's degree or attend law school.

#### **2. Innovation U**

New for this year: Up to 10 military students can enroll in Purdue University's Institute for Defense Innovation. Officers will have up to three years to earn a Ph.D. and two for a master's degree in the tuition-free programs. The course of study can be customized to the interests of the officer and the needs of the Navy, like naval applications for energy efficient technology.

#### **3. Coming Soon**

Thirty officers will be picked and sent to school starting in fiscal 2017, but with a new twist – they'll be chosen for that graduate opportunity by the Navy's type commanders: surface, air, submarine, etc.

Those selected will be offered the chance to apply to the program of their choice and have the Navy fund their attendance.

#### 4. Enlisted Opportunities

Sailors who've earned a bachelor's degree have opportunities to get more advanced degrees, too. The only full-time, in-residence graduate education for sailors are the five enlisted spots at the Applied Cyber Operations master's degree program at the Naval Postgraduate School.

But under the enlisted Advanced Education Voucher Program, Navy-relevant studies in up to three-year degree programs can get funded by the service. The program is limited to chief petty officers and above, and they must do the schoolwork during off-duty hours or on special arrangement from their commands.

#### 5. Find Out More

Officials say that officers interested in these programs should first check with their detailers to see if they're eligible and are at a career milestone where a cruise in academia would be possible. Those seeking more information first should go to the Navy Personnel Command website at [www.npc.navy.mil](http://www.npc.navy.mil) <<http://www.npc.navy.mil/>> . Click on "Career Info" on the top bar and then select "Education" from the menu on the left-hand side. <http://www.navytimes.com> <<http://www.navytimes.com/>>

#### **4.) Transition Assistance – Resources that Unlock the Future/05 JUNE 15 [\[LINK\]](#)**

NAVYLIVE, 21st Century Sailor Office

Navy's Transition Assistance Program (TAP) has been completely redesigned and will help Sailors who are retiring or separating, by giving them the skills, resources, and tools necessary to make a successful move to civilian life. This is not the old TAP class but rather a new comprehensive program that includes an updated curriculum, now known as Transition GPS (Goals, Plans, Success).

Transition GPS is designed so that Sailors receive the training mandated by law, where the focus is on financial planning, understanding VA benefits and attending an employment workshop.

New DoD Career Readiness Standards (CRS) have been established, and while the classroom training will help Sailors understand the skills and resources needed for their next career, the redesigned program also ensures Sailors are meeting the requirements and connecting to the proper resources.

This is done as part of Capstone, a final check that commanders and TAP counselors undertake to make sure Sailors have meet career standards and all resources have been explained and provided to them.

To get started, contact your Command Career Counselor or your Command Transition Officer designated by your chain of command. Additional help can also be found at Fleet and Family Support Center (FFSC) and visit [www.DoDTAP.mil](http://www.DoDTAP.mil) and [www.cnic.navy.mil/tgps4servicemembers](http://www.cnic.navy.mil/tgps4servicemembers)

For leaders, Sailors, and their spouses, here are the important things you should know.

– Sailors

- All active and reserve personnel, who served 180 days or more on Title 10 Active Duty are required to receive pre-separation counseling, Veterans Affairs (VA) benefits briefing, and Department of Labor Employment Workshop (DOLEW) before separating or retiring, unless exempted.
- The classroom portion of TAP was renamed Transition GPS (Goals, Plans, Success) and provides a more robust curriculum for personal budget preparation, job finding and interviewing skills, military to civilian transition and VA benefits.

- Sailors who are geographically isolated by 50 miles or more from a Transition GPS delivery site, as well as short notice administrative separations, may satisfy attendance requirements through Joint Knowledge Online (JKO) at <https://jkodirect.jten.mil/>. This exception must be approved by your Commanding Officer.
- In addition to the Transition GPS core curriculum, Sailors have the opportunity to participate in one or more two-day additional tracks to meet their personal and career goals: Accessing Higher Education, for those pursuing a college education; Career Technical Training, for those seeking industry-recognized credentials in shorter-term training programs; or Entrepreneurship, for those wanting to start their own business.
- Prior to separating from Active Duty, you will participate in a Capstone event to verify you have a viable Individual Transition Plan (ITP) and meet Career Readiness Standards (CRS). If additional support is needed, you will be connected with the right agency partner and the resources and benefits needed to ensure a successful transition.

#### – Commanders

- Transition Assistance Program (TAP) is Commanders' business; as a Commander you are responsible for ensuring Service members are provided the mandatory portions of the TAP as required by law and the additional tracks as needed to meet CRS.
- It is your responsibility to verify each Service member meets Career Readiness Standards (CRS) no later than 90 days prior to separation.

#### – Spouses

- As a military spouse, you are encouraged to attend the Transition Assistance Program (TAP) with your Service member to take advantage of all the program has to offer. If you are unable to attend the week long course with your spouse you have access to the same Transition GPS curriculum as Service members, 24/7 through the eBenefits web site, DOL Vets, or Military OneSource websites.
- The Military Spouse Employment Partnership (MSEP) MSEP is part of the Department of Defense's broader Spouse Education and Career Opportunities (SECO) initiative, which seeks to strengthen the education and career opportunities of military spouses. It currently partners with more than 260 corporations, businesses and Military Serving Organizations in an effort to connect companies who are interested in employing Military spouses with potential employees. website: <https://msejobs.militaryonesource.mil/>
- The Veterans Employment Center (VEC) is an online tool that brings together public and private employers with real job opportunities, and provides transitioning Service members, Veterans, and their families with the tools to translate their military skills into plain language and build a profile that can be shared with employers who have made a public commitment to hire Veterans. Connect here with the VEC at [www.ebenefits.va.gov/jobs](http://www.ebenefits.va.gov/jobs).

Get started today by contacting your Command Career Counselor or designated Command Transition Officer and your local Fleet and Family Support Center (FFSC).

Visit [www.DoDTAP.mil](http://www.DoDTAP.mil) and [www.cnic.navy.mil/tgps4servicemembers](http://www.cnic.navy.mil/tgps4servicemembers) for more info.

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