



@USNPEOPLE WEEKLY WIRE

1) CNP Talks Stability and Service in Naples / 16 JUL 14 [\[LINK\]](#)

During his visit, Chief of Naval Personnel Vice Adm. Bill Moran spoke about advancement opportunities. "We are still above our historic norms for advancement cycles in the fleet and we expect to stay there in September," said Moran. "Some rates go up and some rates go down and this is just a typical curve of the Navy advancement opportunity. More important than numbers or rates, we are trying our best to keep all of the rating advancement opportunities balanced and that takes a lot of effort and a lot of understanding. Moran stated the reason the advancement cycle ticked down four percent was due to the retention of more Sailors. Moran also said he wanted to ensure that young Sailors don't have to stand in line and wait to advance and if they are truly performing, they deserve to advance.

2) Career Intermission Program –5 Things You Need to Know / 10 JUL 14 [\[LINK\]](#)

Sailors use the Career Intermission Program for a variety of reasons, including to start a family or take care of family members, complete educational goals, or to achieve personal goals. Sailors receive many benefits during their time on the program to include retaining active duty health and dental care for themselves and their dependents, receiving a monthly stipend pay, and a permanent change of station (PCS) to the location of your choice. Sailors are also eligible to use the G.I. Bill while participating in the program. Sailors can choose to leave active duty for up to three years. For each month a Sailor takes off, two months are required to be served upon return to active duty.

3) Training Boss Talks Classroom Changes - Virtual learning, C-school access top White's priority list / 15 JUL 14

By Mark D. Faram, Navy Times

Sailors need Navy enlisted classifications (NECs), and commands need expertise – but with limited budgets, Rear Adm. Mike White is rethinking traditional brick-and-mortar classrooms and finding ways to leverage technology to keep Sailors close to home, while giving them the skills they and their units need to advance and deploy. White believes "A" schools should be shorter and more focused on a Sailor's first job, while "C" schools should be offered in fleet concentration areas to let Sailors continue their training later in their careers – steps he foresees will increase Sailors' shots at getting advanced training.

4) Advisory Board Formed to Assess Future of AW Rate / 11 JUL 14 [\[LINK\]](#)

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5) 21st Century Sailor Office bi-weekly roll-up:

Every other week, we will roll up the various stories in the 21st Century Sailor Office domain. Below are the most recent products for total Sailor fitness.

- Military Nutrition Environment Assessment Tool (m-Neat) [\[LINK\]](#)
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1) CNP Talks Stability and Service in Naples / 16 JUL 14 [\[LINK\]](#)

By Mass Communication Specialist 2nd Class Jared King, Naval Public Affairs Support Element East-Det. Europe

Chief of Naval Personnel, Vice Adm. Bill Moran, visited Naval Support Activity (NSA) Naples, Italy, July 16, addressing base personnel on critical Navy topics including advancement, pay and uniform changes.

As the Chief of Naval Personnel (CNP), Moran is responsible to the Chief of Naval Operations for the Navy's manpower readiness.

"I am really proud of what you are doing," said Moran. "This is not easy to work, it takes cool heads and a lot of thought to be successful--its great to finally get out and see it for real and have the opportunity to talk to you."

Moran re-emphasized Naples' vital importance in ensuring the overall success of the Navy, and that the naval station is currently a primary focus due to the Forward-Deployed Naval Forces and NATO Ballistic Missile Defense program.

Sailors also listened to Moran speak about advancement opportunities, which affects all Sailors, and the biannual fleet-wide Navy advancement cycles.

"We are still above our historic norms for advancement cycles in the fleet and we expect to stay there in September," said Moran. "Some rates go up and some rates go down and this is just a typical curve of the Navy advancement opportunity. More important than numbers or rates, we are trying our best to keep all of the rating advancement opportunities balanced and that takes a lot of effort and a lot of understanding.

Moran stated the reason the advancement cycle ticked down four percent was due to the retention of more Sailors. Moran also said he wanted to ensure that young Sailors don't have to stand in line and wait to advance and if they are truly performing, they deserve to advance.

Moran informed Sailors about uniform changes. Some of these include the upcoming change ball caps to be worn with the Navy working uniform (NWU).

Moran also mentioned current testing of a new lightweight version of the NWU. The feedback received about the new lightweight uniforms has been optimistic according to Moran, who was wearing the prototype uniform.

"When we are done with the wear test, we are going to take all of the lessons we've learned and incorporate those changes," said Moran.

Moran was very grateful to have the opportunity to speak to NSA Naples Sailors and articulated his appreciation for their service.

"Whatever time you spend in the uniform is valuable to the nation and valuable to us and I thank you for serving whatever length of time you do. I am very proud of you whether you serve 20 years or whether you serve five years. It is all important to us.

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2) Career Intermission Program –5 Things You Need to Know / 10 JUL 14 [\[LINK\]](#)

Since the Navy's Career Intermission Program inception in 2009, 70 Sailors, men and women, officers and enlisted, across a variety of communities have taken advantage of the program to pursue personal and professional goals.

Interested in participating? Here are five things you need to know to take advantage of the program:

1. Sailors use the Career Intermission Program for a variety of reasons, including to start a family or take care of family members, complete educational goals, or to achieve personal goals (such as hiking the Appalachian Trail or doing humanitarian aid work in a foreign country.)
2. Sailors receive many benefits during their time on the program to include retaining active duty health and dental care for themselves and their dependents, receiving a monthly stipend pay, and a permanent change of station (PCS) to the location of your choice. Sailors are also eligible to use the G.I. Bill while participating in the program.
3. Sailors can choose to leave active duty for up to three years. For each month a Sailor takes off, two months are required to be served upon return to active duty.
4. During the intermission, Sailors are required to muster monthly via email, are exempt from mobilization, are exempt from promotion consideration and time on intermission is not counted for retirement eligibility.
5. To return to active duty, Sailors must meet all physical readiness conditions and security qualifications. A Sailor's date of rank/time in grade is adjusted to account for his or her intermission time and a "Non-Observed" (NOB) Fitness Report or Evaluation will be issued to cover the period of participation.

For more information about the Career Intermission Program, visit http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/tflw/Pages/CIPP.aspx.

3) Training Boss Talks Classroom Changes - Virtual learning, C-school access top White's priority list / 15 JUL 14

Mark D. Faram, Navy Times

Whether training recruits, operating schoolhouses or overseeing the force's general military training, Naval Education and Training Command runs sailor education and development from cradle to grave.

The new head of NETC says his main focus is finding ways to bring advanced training to the fleet – those “C” schools critical to commands and sailors alike.

Sailors need Navy enlisted classifications, and commands need expertise – but with limited budgets, Rear Adm. Mike White is rethinking traditional brick-and-mortar classrooms and finding ways to leverage technology to keep sailors close to home, while giving them the skills they and their units need to advance and deploy.

White believes “A” schools should be shorter and more focused on a sailor's first job, while “C” schools should be offered in fleet concentration areas to let sailors continue their training later in their careers – steps he foresees will increase sailors' shots at getting advanced training.

White, who took over NETC in January, sat down with Navy Times on July 8 to talk about his plans for schools, tablets and more. Questions and answers have been edited for brevity.

Q. How have your priorities grown or changed in your first seven months?

A. I see my opportunity to break the mold that we've had in NETC for many years that I call "one school, one time."

You came in the Navy to be a hull [technician] and you went to hull tech school and went off to the fleet to be one and that was it. But I think our systems have become so complex, and our schools so lengthy, [that] we need to make a change to truly produce a sailor who has the right training at the right time.

We train that person for a period of time and send them to the fleet to do that job. Once they garner some experience, there's an injection of new training we give them.

Take a sonar technician, or a radar tech. Maybe we train him for six months to be an operator and he operates that piece of gear for a year. Then we give him more school that teaches him to maintain that gear.

So he's familiar with it and has fleet experience, and now we train him further to specialize more in that gear. We would assume in a four-year initial tour that sailor would migrate from an operator to a maintainer or whatever progress we'd expect from his rating.

Q. "A" schools have always aimed to capture the whole rating upfront, so this is a fundamental change in philosophy. How do you get there?

A. So to deliver on that I need to bring the training to the sailor – ideally on his ship, but at least in his home port, because I can't ask his [commanding officer], after a sailor has been there for a year, to give him back to me for additional training.

I've asked my team to look at how you logically separate that training, so that a sailor is effective and useful in his unit and at the same time, we break it up and deliver it to the sailor at the correct points in his tour.

Q. There's been talk for years about more advanced training – "C" schools – in fleet concentration areas, but in a resource challenged environment, how do you get there?

A. It's a combination approach. One of the areas we're very excited about is virtualization. And you have to go into this discussion knowing it's not the solution for every training we do.

So the example I'll give is, what if we can provide a desktop environment where a subject-matter instructor is on the opposite coast or maybe stateside while the sailor is in Japan or Rota? The sailor receives instruction on this desktop.

You have to take the leap of faith that it's not just looking at a computer screen and doing training. You are engaged in a classroom environment with an instructor who is watching you manipulate a console that's replicated on your desktop.

As you manipulate this console, it reacts as if you are operating the actual gear on your ship – and the instructor is watching you do that just as if he was watching you manipulate that piece of gear over your shoulder.

We are piloting and working on some technologies that would allow us to distribute that training without having to buy a schoolhouse and instructors and everything that comes with it.

Q. Where are you piloting it?

A. We are just starting it out at the Fleet [Anti-Submarine Warfare] Training Center in San Diego, using instructors back in Dahlgren and Norfolk.

It's brand new, and I'm excited about it. I'm sure there will be hiccups as we learn more about it. But it's virtualized classroom instruction and you have to realize that this isn't just a video teleconference.

They're not watching the instructor on a TV. They're on a [computer] desktop screen or monitor and they are seeing the instructors work in a classroom environment, but then at the same time they can manipulate a piece of gear. And the instructor watches them doing that, and the simulation reacts to what they're doing and they learn from that.

In this pilot, we'll have the group in the virtualized instruction and we'll have another doing the training as they always have with everyone in the same classroom. We're going to follow this training along and see if it's effective.

Q. What's the limit of this training – where can you use it and where can't you?

A. You can see that in training on a complex piece of electronic gear, this can be effective, but if you're training a hull tech to weld, you can't really do that in a virtual world and we will look to develop that kind of training in other ways, in cooperation with [shore maintenance facilities] or possibly the mobile training team idea.

Ideally, if you are training to deploy, a mobile training team comes to your ship and touches the gear there, and that's more of where we're at now in partnership with the [afloat training groups].

Q. What levels of training will this work for?

A. It's kind of important to realize this is kind of specific to the "C" school level. The "A" school is very foundational to what we do, and I think that needs to stay in a brick-and-mortar environment. These are brand-new sailors, and sailorization is also a part of the "A" school training, and that has to continue.

Q. If the idea isn't to build new schools, only to facilitate training through technology – what's your plan and time frame to get this going?

A. We're approaching it through multiple paths. In the immediate future, we are on a plan to upgrade our electronic classrooms throughout all the fleet concentration areas. If this technology presents itself, we have the ability for a sailor to stay in his home port [and] go to one of these electronic classrooms that we're hoping to develop.

In the short term, we'll continue to replicate existing classes in fleet concentration areas. For example, we'll pilot a "C" school here at [Naval Aviation Technical Training Center] having to do with the [FA-18G] Growler and then pump it out to the fleet at [Naval Air Stations] Oceana and LeMoore. We can do this kind of thing by validating the class and qualifying instructors in those areas.

Q. How about your cadre of instructors – a few years ago NETC boosted the number of instructors with a move back toward more instructor-led training. Do you see more instructor plus-ups?

A. We have had tremendous support from leadership over the past several years to rebuild the instructor cadre. So today, we would tell you our instruction is about 15 percent computer-based and 85 percent instructor-led.

That's our formula. We use computer-based [instruction] to reinforce basic lessons and the instructor to put it all together not only in physical instruction, but in hands-on training.

We have 5,800 dedicated instructor billets. If you look at our workforce as whole with civilian instructors and contractors as well, it's close to 8,000. Realistically, I don't see growth. As we're in an era of zero growth, an instructor billet given to me is a loss elsewhere.

Q. What impact will Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens' effort to get tablets into sailors' hands have on NETC training?

A. It's going to take years, but the potential is amazing. Some people call this an electronic professional support system – EPSS.

Let me build you a picture of how I see this. You have this device and on it, you have your manuals, your instruction – your checklist, if you will.

Also, you could have 3-D manipulated images. So you could be heading to work on a piece of gear and bring up your picture and manipulate it, move it around and look at it from different angles. Then there's maybe a video of the procedure you're about to do.

The potential is just amazing. But lots of things have to come into play to make this a reality.

4) Advisory Board Formed to Assess Future of AW Rate / 11 JUL 14 [\[LINK\]](#)

From Navy Personnel Command Public Affairs

Due to inconsistent advancement opportunities for select Naval Aircrewman (AW) communities during a period of platform transition, Navy Personnel Command has established a Senior Enlisted Aircrew Advisory Board (SEAAB) to develop a plan for the future of the rate.

According to Capt. Bruce Deshotel, head enlisted community manager, the AWF (Mechanical) and AWW (Avionics) communities have a planned 60-percent reduction in manning between now and 2020. This outlook has impacted advancement opportunities.

"While the community managers successfully developed a number of mitigation plans that increased advancement opportunity, we still need to look at developing a long-term solution to best support the Sailors and the commands," Deshotel said.

In 2005, a SEEAB was also convened to address Aircrew advancement opportunity that resulted in all Naval Aircrewmen being consolidated into the AW rating.

"It took three years for the first SEAAB to consolidate the Aircrew. We do not want to rush any options, but rather come to a logical conclusion which will benefit our personnel and AW communities. The experts from all aspects of the ratings, as well as aviation leadership, will work together for a beneficial outcome," said Deshotel.

The board held its first meeting July 11 and brought together stakeholders from Naval Air Forces, Navy Air Force Reserve, Naval Education and Training Command, Center for Naval Aviation and Technical Training, Naval Air Technical Training Center, and more.

"We will come to leadership with courses of action that all stakeholders feel best support their Sailors as well as their commands by the middle of September," Deshotel said. "We don't think the solution will be simple but our goal is to develop an actionable plan that best supports all concerned."

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