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2) Bringing Predictability to the Fleet, New Optimized Fleet Response Plan / 20 FEB 14 [[LINK](#)]

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By Rear Adm. Mike S. White, Naval Education Training Command (NETC)
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Most of us only think about the work being done at NPC when we need placement for the next assignment or something added to our personnel record. That's all true, but NPC does so much more and all of it is done with a weather eye towards making our experience in the Navy the best that it can be. Everyone there knows it's not perfect, and that they have miles to go – just know that these folks are thinking about you day in and day out.

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1) CNP to Answer Sailors' Questions, Respond to Feedback in Worldwide All-Hands Call / 05 MAR 14 [\[LINK\]](#)

By Mass Communications Specialist 1st Class Elliott Fabrizio, Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- The Chief of Naval Personnel (CNP) is scheduled to talk with Sailors around the world in an All Hands Call broadcasting and streaming online live March 5 at 2 p.m. EST.

Vice Adm. Bill Moran, CNP, and Fleet Master Chief for Manpower, Personnel, Training and Education (MPT&E) April Beldo will update Sailors on the issues that affect them and their families and open the floor to live questions from fleet via satellite and social media.

Sailors are encouraged to begin sending in questions and comments now by tweeting @USNPeople or emailing usnpeople@gmail.com.

The programs and policies under the office of the chief of naval personnel directly impact Sailors and include the following:

- Pay and allowances
- Advancements
- Uniforms
- Education and training
- Family Support Policies
- Sexual Assault Prevention and Response
- Coalition of Sailors Against Destructive Decisions
- 21st Century Sailor Initiatives
- Total Sailor Fitness
- Personnel Programs and Policies

More than just asking questions, Moran and Beldo encourage Sailors to use this opportunity to share their feedback--what's working in the fleet, what isn't and what ideas do they have to make our existing policies better.

The event will be broadcast on Direct to Sailor (DTS) and The Pentagon Channel (TPC).

Online streaming will be available on the following websites:

www.navy.mil

www.pentagonchannel.mil

www.defense.gov

For more news from Chief of Naval Personnel, follow @USNPeople on Twitter.

2) Bringing Predictability to the Fleet, New Optimized Fleet Response Plan / 20 FEB 14 [\[LINK\]](#)

Families gather on the pier in the shadow of the 80,000-ton aircraft carrier looming behind them. While there are many tearful goodbyes, the Sailors and their families have prepared for this day.

The crew of more than 5,000 Sailors are getting underway to steam halfway around the world, prepared to execute whatever tasking is handed down from higher authority.

Unfortunately, as world demand has increased predictable underway schedules have become less common, leaving Sailors and their families unsure of when they will see each other - or when they will have to say goodbye - again.

The crew of USS John C. Stennis (CVN 74) certainly understands this dilemma. After spending the first half of 2011 completing training and certification, the ship departed Naval Base Kitsap, Wash. in July for a scheduled seven-month deployment to support Operations Iraqi Freedom and Enduring Freedom.

They returned home in March of 2012. Designated as the surge-ready carrier, the commanding officer was notified a mere four months after returning that the ship needed to deploy in August to the 5th Fleet area of operations.

The crew of Stennis spent eight months serving as the primary platform for aviation support to coalition forces in Afghanistan and returned to Bremerton, Wash., in May 2013 to start a 16-month dry dock period.

"While this has been a challenging tempo, our crew has answered the call every time, and, along with the men and women of Carrier Air Wing 9, was recognized as the 2012 Ramage Award winners for carrier and air wing operational excellence," said Stennis Commanding Officer Capt. Mike Wettlaufer.

Navy leaders saw similar scenarios happening to other ships and decided to do something about it.

At the 2014 Surface Navy Association Symposium, Commander, U.S. Fleet Forces Command Adm. Bill Gortney unveiled the Navy's new optimized fleet response plan (O-FRP), a plan that addresses quality of service through quality of work and quality of life. The plan intends to provide the Sailors and their families with more stability and predictability.

"We have to go get our force generation model back under control and get our deployment lengths and our quality of our service for Sailors and their families back into an acceptable norm," said Gortney.

He explained the force generation model, in this case O-FRP, includes manning, training and predictable deployment schedules. He said the Navy's previous FRP required a six-month deployment in a 24-month cycle, with more time at sea in between deployments for training.

However, increasing demands for naval forces often extended those deployment times, so much so, that now the current average is an eight-month deployment, especially for ballistic missile defense forces, carrier strike groups and amphibious ready groups. Under the new O-FRP, Sailors will be able to count on one eight-month deployment in a three-year period.

Some Sailors in the fleet, like Logistics Specialist 3rd Class Eddie White serving aboard Stennis, look forward to the schedule this plan offers.

"It would be the most ideal situation for Sailors to be home, instead of being away 15 out of the 20 months due to back-to-back deployments," said White.

The Navy hopes to improve Sailors' quality of life by giving them more time at home and a better idea of their schedules during this 36-month period.

"We're bringing predictability back into their lives," said Gortney. "The key element here is we're going to tell them what their schedule is for the next three years, and as long as we're able to manage the votes from the

outside world, it's going to be pretty good."

Gortney said the first step in achieving this plan is manning.

"The long pole in the tent, the thing that we must achieve, is getting our manning correct so that the ships and the squadrons and the staffs have the right Sailors and officers on board at the right time in the FRP cycle," said Gortney. "We're trying to do that, so they all go through the training together and deploy together."

The Harry S. Truman Strike Group will be the first to go through O-FRP beginning November 2014, once these Sailors return from deployment and begin a scheduled maintenance period. As the strike group undergoes maintenance, the Navy will focus on manning levels, so that when the training cycle begins, it will have its full deployment crew in place.

Some Sailors who have heard about O-FRP have concerns as to whether or not the deployment schedule will work, considering that real-world events have changed deployment schedules in the past. Many of them wonder how this plan will actually be implemented.

"It seems good on paper with just one deployment," said White. "However, you still have to count all the other underway periods with work-ups, INSURV [inspections], and CQs [carrier qualifications.]"

Under O-FRP the entire strike group is scheduled to train and qualify together, with a syllabus-approached structure that will standardize doctrine on how the Navy trains and fights. By streamlining the training and qualification cycle, the time spent away from home will be lessened, said Gortney.

The O-FRP also addresses quality of work issues by eliminating as many detractors as possible. Proper manning is a start, but having the proper equipment on board, in working order, is also paramount to success.

"If a Sailor needs a part, needs a widget, to fix his equipment and that widget isn't available, that is a negative. He's not part of a great organization because we didn't give them what they need," said Gortney. "If that Sailor doesn't have her chief petty officer, when a chief petty officer should be training and mentoring, that's a detractor - that's a negative. We're trying to fix all those things. It's more than just deployment length."

While the Harry S. Truman Strike Group will be the first to operate in the O-FRP cycle, they will not be the first command to see changes.

"We're not waiting [until Truman deploys] to tackle parts of the problem and implement solutions," said Gortney. "As soon as we get [a part of the equation] fixed, we're putting it in place for everybody. We're tackling maintenance for everybody. We're fixing manning. We're prioritizing based on when each group enters into maintenance."

Gortney said one of Chief of Naval Operations Adm. Jonathan Greenert's goals is for all Navy leaders to focus on improving quality of service.

"Quality of service [means] we adequately pay them, we reward them, and then the quality of their work is good, and they're happy with it, and there aren't any detractors out there," said Gortney.

Sailors, like those aboard Stennis, said they look forward to seeing the stability that O-FRP offers.

"The O-FRP removes uncertainty and provides a more predictable deployment schedule than what Stennis experienced from 2011 through 2013," said Wettlaufer. "This predictability helps minimize the natural anxiety

that comes with deployments and allows families to plan and best prepare for those times when their Sailors are away from home supporting our national security objectives."

3) Navy e-Learning Now Offers Direct Access / 13 FEB 14 [\[LINK\]](#)

By Ed Barker, Naval Education and Training Command Public Affairs

PENSACOLA, Fla. (NNS) -- Delivering on their goal of providing access to Navy training anytime, anyplace, the Navy Education and Training Command and the Sea Warrior Program Office announced Feb. 13 the availability of direct Internet access to Navy e-Learning (NeL) content.

"Most Navy Learners were previously accessing NeL through Navy Knowledge Online," said Hank Reeves, NeL project director. "That was a multi-step process that is now significantly streamlined with the ability to access courses directly, without going through NKO."

Using the direct NeL link of <https://www.aas.prod.nel.training.navy.mil> will take you directly to the 'My Learning' and 'Course Catalog' tabs of the NeL learning management system after login.

"Going directly to NeL will make searching for their desired content much easier," said Brenda McCreary, NKO service desk manager. "If you enter through NKO and use the NKO search engine looking for courses, you may get numerous returns that aren't very helpful. Going directly to NeL lets you use their search engine and that gets you strictly learning-related returns, streamlining finding the course you are looking for."

Although direct access to NeL is available through the Internet, a Common Access Card (CAC) is still required for NeL login. Courses on NeL have been standardized to run using the Internet Explorer (IE) browser.

"Many of our courses take advantage of the latest in multi-media content to improve the learning experience," Reeves added. "In order to ensure compatibility with these courses, NeL provides configuration guides for many of the latest versions of IE. NeL also provides a plug-in analyzer to help customers confirm they are able to access and run the multi-media content, and both of these services are on one page. To access them, customers may simply click on the 'Browser Configuration' link, located in the NeL Help section, on the right-hand side of the 'My Learning' page."

According to Reeves, NeL is the world's largest learning management system in terms of volume.

"Virtually every Sailor, government civilian and contractor uses NeL to keep current with required General Military Training, including the newly-updated Department of Defense Cyber Awareness Challenge Course," said Reeves. "Last year, the Cyber Awareness Challenge course had more than 232,000 completions, and last year we had more than four million completions for all courses."

"From the beginning, it was a goal as we implemented our new Learning Management System to offer direct access to our NeL users in addition to access through NKO," added Reeves. "Although NKO was designed as a one-stop-shop portal for the lion's share of Navy electronic content, allowing access options for our customers only makes sense."

Since 2001, Sailors have depended on Navy e-Learning (NeL) to help advance their careers and stay current with training requirements. Courses range from Privacy and Personally Identifiable Information Awareness Training - required of all Sailors, Marines, civilians, and contractors - to specific training for individual units. Trainees using NeL complete between four and five million online courses annually from an offering of more than 8,700

courses. The Naval Education and Training Command relies on NeL for use in schoolhouses for individual skills and skill refresher training.

4) Quality Sailors = Fleet Readiness / 20 FEB 14 [\[LINK\]](#)

By Rear Adm. Mike S. White

Commander, Naval Education and Training Command

As you read this blog there are more than 31,000 Sailors in commands around the world being trained in the skills and abilities that keep our Navy the most formidable maritime force in the world, and our republic free.

Having completed a successful deployment with the Carrier Strike Group Eleven aboard USS Nimitz in December 2013, I am fully aware of the positive impact the training commands within the Naval Education and Training Command (NETC) domain have on our Navy's readiness. Strike Group Eleven completed exercises in the 5th, 6th and 7th Fleet areas of responsibility and supported Operation ENDURING FREEDOM, completing every task with skill and expertise that, I believe, would be the envy of any military commander. Throughout my career I've had the opportunity to work side by side with some of the most exceptional people in the world – United States Navy Sailors. I know what they are capable of and I know that the only way they achieve this level of readiness is with exemplary training and education.

We often talk about our people as the factor that sets our Navy apart from all others. That standard of excellence begins when we recruit the best civilians in the nation. Our training commands provide nearly all the accession training for new Sailors. In FY13 Recruit Training Command (RTC) trained 43,279 enlisted Sailors, while the 61 Naval Reserve Officer Training Corps (NROTC) units, consisting of 75 host schools and 89 cross-town affiliations at colleges and universities around the nation, trained and educated 756 midshipmen. In the Seaman to Admiral 21 program last year we trained 196 Sailors, while 1,094 were trained at the Officer Candidate School at Newport, RI.

NETC is one of the largest commands in the Navy with an integrated workforce including more than 12,000 military, civilian, and contractors supporting the Fleet. Every Sailor in the Navy participates in our training and education program at some point in their career. Following their accession training, Sailors go on to learn the skills they will use every day as they serve around the globe. On any given day, there are more than 31,000 students enrolled in the more than 5,000 NETC courses at more than 240 NETC learning sites worldwide.

Our training commands provide individual technical training in weapons and platform operations and maintenance. Our learning centers are positioned across the nation and are structured to focus on specific training supporting the warfighting enterprises. The Training Support Centers located in San Diego, Calif., Hampton Roads, Va. and Great Lakes, Ill. provide support to all Sailors in the region.

To meet current and future requirements, our training is developed in partnership with our customers – the Fleet. Fleet representatives and community managers from Naval Personnel Command join us for reviews of curriculum, including via the Human Performance Requirements Review (HPRR) process. A HPRR is a comprehensive review of existing training against validated requirements involving systems and platforms as

well as community or career management needs. This is just one way we work with the experts in the Fleet to enable readiness.

To support our Sailor's career progression, we provide the enlisted advancement exams, and the Personnel Qualification Standards (PQS) and Rate Training Manuals that Sailors use to prepare for the exams. Much of the Navy's leadership training is developed and coordinated through our training commands as well. Advanced education initiatives including voluntary education programs, enlisted education programs, scholarships, and graduate and advanced voucher programs which allow Sailors to earn college credits and degrees are part of our mission.

The high quality of our training is recognized by industry and civilian certifications for our graduates through the Navy Credentialing Opportunities On-line (COOL), the American Council on Education (ACE), and the Council on Occupational Education (COE). The United Services Military Apprenticeship Program (USMAP) is a formal military training program that provides active duty Navy, Coast Guard, and Marine Corps service members the opportunity to improve their job skills and to complete civilian apprenticeship requirements while they are on active duty. The U.S. Department of Labor provides a nationally recognized "Certificate of Completion" that gives veterans an advantage in getting civilian jobs when they have finished serving in uniform.

I'm excited to be a part of the dynamic team here at NETC, and I want to share the excitement. Our vision is to be the global leader in the rapid development and delivery of effective, leading edge training for our naval forces. To achieve this vision, we will continue to work in partnership with the experts in the Fleet to identify training requirements and meet those needs by leveraging advanced technology to optimize the performance of our Sailors. If you are in a Fleet leadership position, come visit our training commands to see where YOUR Sailors learn their critical skills. Feedback about our training programs is crucial and we invite you to contact us through our Fleet Feedback link on our Web site to help us improve. I also ask that you talk to your Sailors about joining the NETC team as an instructor where they will personally influence the next generation of Sailors in the United States Navy.

5) Naval Personnel Command: Working for Sailors, Families and Retirees / 20 FEB 14 [\[LINK\]](#)

By [Vice Adm. Bill Moran](#), Chief of Naval Personnel

Tomorrow, I will preside over the [Naval Personnel Command](#) (NPC) change of command. [Rear Adm. Cindy Covell](#) will hand over the reins to [Rear Adm. Dave Steindl](#), concluding a busy and productive tour at the helm of NPC.

While at the ceremony we will pay tribute to individual accomplishments, this blog highlights ongoing the efforts of the whole team.

As many of you know, NPC affects the lives of our entire Navy family. The men and women who serve there are charged with a very broad spectrum of responsibilities, but ultimately it's about getting the correct Sailor, with the right skills, into the right job, at the right time.

This includes functions as important and diverse as the selection of future chiefs, command master chiefs and commanding officers. Our shipmates in Millington also enable the operations of personnel support detachments across the globe that support all of us.

I often think of this dedicated workforce as the engine room of the Navy. We move forward because of hundreds of dedicated Navy civilians and Sailors who keep the plant running every day. As I put the finishing touches on my remarks I am struck by all that they have achieved over the last two years to increase trust, balance and stability in our manning and manpower efforts.

A few to consider include:

Aggressively working to help fill and close critical gaps at sea. They emphasize the placement of Sailors with the right experience levels and skill sets into high-priority fleet billets. We have seen those gaps at sea cut roughly in half, while providing Sailors with more career choices and predictability – resulting in increased readiness for the Navy as a whole.

Providing real-time data that directly contributes to Sailor and family resiliency. The Personnel Tempo Program Management Office (PERSTEMPO; previously ITEMPO) is providing increased clarity and critical information to commanders, down to the day, on how long their people have been deployed. While only a few months old, we are already seeing results with near 99 percent accuracy – providing insights to help us identify problems before they develop.

Improving administrative customer service. By consolidating our worldwide personnel support and customer service detachments under NPC, we are streamlining and improving Navy's pay and personnel services. This is a big task and one we have to get right. Through unity of command and with a fresh set of eyes, I am confident you will soon see the improvements that you deserve.

Most of us only think about the work being done at NPC when we need placement for the next assignment or something added to our personnel record. That's all true, but NPC does so much more and all of it is done with a weather eye towards making our experience in the Navy the best that it can be. Everyone there knows it's not perfect, and that they have miles to go – just know that these folks are thinking about you day in and day out.

As we bid farewell to Rear Adm. Covell and welcome aboard Rear Adm. Steindl, you can be assured that one thing will remain constant; the uniformed and civilian workforce at NPC will continue to help keep the fleet ready by meeting Sailor, family and retiree needs.

See you around the fleet.