Getting Up to Speed on Rating Modernization

Rating Modernization (RM) is bringing our rating system into the 21st century! We started the RM effort in December 2016 to modernize enlisted ratings in a way that had never been done before. By joining RM with the transformation of Navy’s enlisted personnel business processes, Sailors will have better talent management, career flexibility and the relevant training needed for their next job. Navy is working to redefine and improve the detailing process and continue providing Sailors the opportunity to add widely-recognized credentials to their resume that translate to civilian workforce employment. Rear Adm. John Nowell, director of Military Personnel, Plans and Policies, recently sat down for a podcast interview to talk through RM updates, highlighting its four Lines of Effort: Career Fields, Marketplace Force Management, Advancement and Credentialing. RM is just one of many Sailor 2025 initiatives that will help the Navy increase fleet readiness, sustainability and fit. You can check out the two-part podcast in the CNP podcast archive at https://www.navy.mil/navydata/cnp/list.asp. For more information about RM, check out NAVADMIN 196/18.

USMAP Updates—Four Things to Know

The United States Military Apprenticeship Program (USMAP) provides active duty and Full Time Support Navy, Marine Corps, Army and Coast Guard service members the opportunity to improve their job skills and complete civilian apprenticeship requirements while they are on active duty.

- **Enrollment is now automated.** If you meet the trade requirements for the apprenticeship you are applying to, go to the USMAP website (https://usmap.netc.navy.mil) and complete the automated enrollment process.
- **Reporting process is changing.** You can now submit monthly logs through the USMAP website, documenting on-the-job (OJT) hours to your supervisors "electronically." Supervisors will receive an email link to approve the logs. The same goes for a semi-annual report that is signed by a commanding officer or someone authorized to sign "by direction."
- **Certificate in the mail.** When you finish your apprenticeship, you will receive an email with final details. Make sure your address is correct in your online USMAP profile. Completion will continue to be documented through Electronic Training Jacket, Navy Training and Management Planning System and Fleet Training Management and Planning System.
- **Retain a copy of your record after you leave the service.** You will need to show an employer your logs as proof of OJT hours. Make sure to save a copy of your documents from your profile. USMAP website currently requires a CAC to access records, so once you leave the service, you won’t be able to log in to retrieve documents.

Visit https://smap.netc.navy.mil for more information.

Happy 243rd Birthday, Navy!


Board Dates and Sponsor Changes

There’s a new schedule and board sponsor for the biannual Lateral Transfer and Redesignation Board. The board will be held in February and August, with Bureau of Naval Personnel, Officer Community Management Branch (BUPERS-3) as the board sponsor. Historically, the board has been held in June and November, with Navy Personnel Command, Officer Career Progression Department (PER-8) serving as the board sponsor.

Navy shifted the lateral transfer and redesignation board to August to increase the likelihood that officers receive promotion results prior to the August board results. The process change, part of Navy’s Sailor 2025 personnel system modernization efforts, will better match officer skill sets with individual community needs. The lateral transfer and redesignation process is a key tool, by which the Navy manages the talents of its officers. Information on the boards is on the NPC Lateral Transfer/Redesignation website at http://www.public.navy.mil/bupers-npc/boards/administrative/TransferRedesignation/Pages/default.aspx.

Read NAVADMIN 246/18 at www.npc.navy.mil for more information.

COMING SOON

Be on the Lookout for these Personnel Announcements

- Selected Reenlistment Bonus Update
- Distance Learning Opportunities
- Petty Officer Advancement Quotas and Results

New Aviation Career Path

Pilots and Naval Flight Officers have a new career path via the Aviation Professional Flight Instructor (PFI) program for those who have successfully completed an aviation department head tour. PFI will provide selected officers career flexibility, greater assignment stability and rewarding experiences training the newest naval aviators with the goals of improving aviator retention and flight instructor manning. Those selected by the FY-19 PFI board will return from their department head assignment to serve as flight instructors for a minimum of 36 months, with an option to serve in repeated tours as a flight instructor beyond their initial obligation. Applications for the first PFI board, scheduled to convene Nov. 20, are now being accepted from qualified 1310 and 1320 designated lieutenant commanders and commanders with a projected rotation date in calendar year 2019. Check out NAVADMIN 241/18 at www.npc.navy.mil for more information.
For Navy Success!

Success is measured by more than just raw numbers. Every year, Navy recruiters enlist upwards of 40,000 new recruits and help them select from more than 100 enlisted career specialties the Navy currently offers. Navy recruiters are getting a powerful new tool to assist them in that process—the Job Opportunities in the Navy (JOIN) instrument.

"JOIN is an interest assessment tool that will be placed in front of the recruit classification process," said Gary C. Peterson, executive director of the Navy Recruiting Command.

Over 1,450 applicants voluntarily completed JOIN surveys since going live, Sep. 8. The Armed Services Vocational Aptitude Battery (ASVAB), one of the recruiters' biggest tools, is a multiple choice exam that grades the applicant in nine different areas of career aptitude, as well as in determining an overall fitness to serve. Based on the strength of a potential recruit's scores in each aptitude, the recruiter can then assist in not only determining if they'd be a good overall match for military service, but also which of 11 different career areas they might have the greatest chance of success in. But the ASVAB is limited in that it provides a broad view of the career aptitude—11 career areas vs. more than 100 enlisted ratings and specialties.

That's where JOIN comes in.

"JOIN measures and records the applicant's vocational preference in three general areas," Peterson said, noting that each step of the decision process is done one at a time, to make it less daunting for the prospective Sailor.

Community preference means whether they might be most interested in submarine, surface, aviation or special operations. Environment or work style preference helps them decide between factors such as indoor or outdoor, office or industrial, mental or physical. And the process-content preference looks at aspects of the job, for instance, is it operate-electronic, maintain-mechanical or make-facilities?

Survey respondents specify their level of interest in each of the areas, and a mathematical algorithm calculates a matching score between the respondent's interest indicators and each potential job's descriptors.

The vision for JOIN goes beyond recruiting. Its developers see it as a tool for details as well, helping them to better match a Sailor's aptitude and interests within rate to their potential next duty station.

To access JOIN, go to the following link: https://joinqa.sscno.nmci.navy.mil/WebJOIN/JOINLogin.aspx.

Meet Navy’s 2018 Ombudsman of the Year Award Recipients!

Congratulations to this year’s Mrs. Sybil Stockdale Ombudsman of the Year recipients: Mrs. Tiffany Croshaw, representing U.S. Fleet Forces, Mr. Garrett Zopfi and Mrs. Kumi Bergstraser, representing U.S. Pacific Fleet, Mrs. Johnna Johnson, representing U.S. Navy Shore activities, and Mrs. Barbara Schumaker, representing U.S. Naval Reserve Force.

The recipients were formally recognized on Oct. 16 at the Naval District Washington Ombudsman and Key Spouse Appreciation luncheon. The award, presented by Chief of Naval Operations Adm. John Richardson and his wife, Dana, recognized five of the Navy’s top ombudsmen who served their command and families with selfless dedication and commitment to family readiness. The Office of the Chief of Naval Operations established the Mrs. Sybil Stockdale Ombudsman of the Year Award in 2015.

Mrs. Stockdale set an unflagging example for her support to families of other POWs during the seven-year internment of her husband, Vice Admiral James Bond Stockdale, in Southeast Asia.

—Connecting with the Fleet—
**Fleet Questions**

**MYTHS: BUSTED**

"The recent Uniform NAVADMIN outlined nail colors that women are not allowed to wear, but blue wasn’t listed. Does that mean Sailors can wear blue nail polish?"

Blue fingernail polish is not authorized for wear in uniform. Navy’s policy on nail colors for female Sailors states that polish colors shall be conservative and inconspicuous. NAVADMIN 233/18 provided general policy guidance, however uniform regulations provide more policy specifics. Uniform regulations have been updated to include blue as one example of unauthorized nail polish color while in uniform.

"Can the Navy authorize or allow CO discretion for brown boots on ships?"

Coyote brown boots are optional for wear with the NWU Type III at commanding officer’s discretion based upon the environment and any safety requirements. Uniforms authorized for wear at sea are controlled by the Fleet Commander, the appropriate TYCOM and Systems Command (e.g. NAVAIRSCHOOLCOM and NAVSEASYSCOM)

"Is the khaki colored backpack going to be authorized for wear?"

The khaki/tan backpack is not authorized for routine daily wear with Navy uniforms. We are looking into authorizing it as part of the uniform policy working group discussion.

Sailors interested in participating in the uniform policy working group can submit a command endorsed request with their name, rank, rate and availability to Ask The Chiefs email at umo_cmc@navy.mil. Sailors can also send email their uniform questions Ask the Chiefs email at umo_cmc@navy.mil.


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**“I have a clearance and stepped up to say, hey I need some help” - ISC Amber Nuanez’s Story**

-From 21st Century Sailor Office

Throughout her 15-year career in the Navy, Chief Intelligence Specialist Amber Nuanez has been a constant source of support and mentorship to her Sailors. Of course, her passion and dedication to her career has not come without sacrifice, particularly when it comes to being able to spend time with her young children despite long hours and deployments. But it’s her commitment to her children and her Sailors that led her to find the courage to seek help when she realized she was struggling with her mental and behavioral health.

Nuanez was concerned about how reaching out for help could affect her security clearance and ability to maintain her career in the intelligence community. Yet, she pressed forward and sought help – not only for mental health concerns, but a few months later self-referred for alcohol misuse treatment. She got the support she needed, enabling her to be an even stronger source of inspiration for her kids and Sailors. She now serves as both a Drug and Alcohol Program Advisor and Suicide Prevention Coordinator for her current command.

Addressing mental and behavioral health needs is essential to maintaining personal and mission readiness and your ability to be there for others. However, concerns about career implications may lead to apprehension about seeking help. You may wonder “How will leadership view me afterwards? What about my job or security clearance?” The truth is that there are DoD-level policy protections in place to help prevent negative career impacts for those who seek proactive help. In fact, less than one percent of security clearance denials or revocations involve mental health concerns or behavioral health support.

Read Chief Nuanez’s full story at: [https://navstress.wordpress.com/2018/10/16/i-have-a-clearanceand-i-stepped-up-and-said-hey-i-need-some-help/](https://navstress.wordpress.com/2018/10/16/i-have-a-clearanceand-i-stepped-up-and-said-hey-i-need-some-help/)

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**Cyber Adversaries Threaten Our Security**

October’s National Cybersecurity Awareness Month provides the Navy with the opportunity to highlight the critical importance of cybersecurity throughout the enterprise – outlining how adversaries operate, what the Navy is doing to improve its cybersecurity and what you can do at work and at home to protect the Navy and yourself from cyber threats.

Learn more about Cybersecurity Awareness Month at [https://www.navy.mil/local/cyberawareness/](https://www.navy.mil/local/cyberawareness/)

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**MyNavy Career Center**

**14,973** calls since Sept. 24th launch

**99%** resolved by agent

Let MNCC assist you in your needs, call 833.330.MNCC today!

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