The Navy is modernizing its Manpower, Personnel, Training, & Education (MPT&E) Enterprise to significantly and systemically improve MPT&E performance, productivity, and cost efficiencies in all aspects of personnel readiness processes. Over the next several years, the MPT&E Transformation will change how human resources (HR) services are offered throughout a Sailor’s entire “Hire-to-Retire” lifecycle and improve fleet combat readiness. By streamlining processes and systems, the Transformation will improve the speed, accuracy, and quality of personnel and pay services, better positioning the Navy to equip and manage our most valuable resource: our people.
The challenge

**Current Situation**

While the Navy is successfully recruiting, training and managing its Sailors to support today’s demanding operational environment, the cost of success is high in terms of resources and level of effort. Today’s MPT&E enterprise has:

- Siloed HR organizations, processes, technology, and systems
- Complex, inefficient and outdated processes and organizational structures
- Disparate technologies and data structures that do not support comprehensive analytics and feedback mechanisms

If not addressed, these challenges will affect the Navy’s ability to attract, develop, and retain high-quality Sailors - the most vital component of any naval weapon system. To combat future threats and maintain maritime superiority, the Navy needs a MPT&E enterprise that is more agile and customer-focused. Modernizing personnel management systems and fundamentally changing how MPT&E supports Sailors will allow the Navy to stay competitive and attract the best and brightest in the marketplace.

**Today’s Operating Environment**

**Affordability:** The cost of a Sailor has nearly doubled and budgets continue to decline. The Navy must develop a more economical approach to manning, reducing the burden created by 40,000 gains, 40,000 losses and 90,000 personnel moves annually.

**Demand for New Skills and Higher Quality:** More complex missions, emerging threats, and new technologies demand a greater number of recruits with high aptitude who can learn faster on the job and master new, complex skills over a career.

**Attractiveness:** A reduced percentage of the educated, eligible population is interested in serving, and propensity among academically strong candidates continues to decline. As a result, the Navy must find new ways to achieve the competitive advantage to attract and retain a more diverse and educated workforce.

** Agility:** The growing competition in labor markets and the unpredictability of threats requires an adaptable organization that looks at new ideas with an open mind and quickly responds to changing conditions.
# The solution

## Solution

MPT&E will overcome challenges through modernization efforts that enhance Fleet Readiness, reduce cost, drive data-based workforce decision making, and dramatically improve the way Navy HR supports Sailors and their families.

## How Will We Get There?

- Fresh, holistic view of processes, procedures and paradigms
- Organization around common goals, processes and work
- Automation to fullest extent possible with common commercially available technology
- Systemically accurate, timely and reliable data
- Transparent, modern user experience with increased Sailor self-service
- Greater agility through advanced analytic algorithms
- Enhanced Sailor/workforce development, distribution, and management

## Transforming MPT&E Through...

### Operations

Executing HR programs that increase process efficiency and improve Sailor career development through modernized recruiting efforts, streamlined 'Street to Fleet' process, and training that's available whenever and wherever Sailors need it most.

### Modern HR Service Delivery

Launching a new HR Operations center, My Navy Career Center (MNCC), will enable the Navy to offer 24/7 self-service options, call center availability, shared service capabilities, and transactional HR support to Sailors – bringing Navy HR Operations into the 21st century and meeting the complex and unique needs of Sailors and their families.

### Technology

Modernizing Navy HR systems by establishing an Authoritative Data Environment (ADE), standing up a core suite of integrated MPT&E systems (i.e., Commercial off the Shelf (COTS) Cloud-based solutions), and developing an Integrated Personnel and Pay System (IPPS-N) streamlines operations, optimizes data management processes, drives efficiency, and allows Sailors to conduct personnel matters with ease.

## MTP&E Transformation Will:

- Promote automation
- Provide training better matched to Fleet needs
- Leverage modern IT platforms to obtain timely and accurate data
- Create an agile Sailor supply chain that is more responsive to Fleet needs
- Align force management to focus on talent retention and development
- Improve customer service and access for all HR services

## What You Can Expect?

<table>
<thead>
<tr>
<th>Feature</th>
<th>Description</th>
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<tbody>
<tr>
<td>My Navy Portal</td>
<td>A single entry point that provides Sailors with ready access to HR systems, data and enables self-service</td>
</tr>
<tr>
<td>MyNavy Career Center</td>
<td>Two career centers that enable self-service, provide high quality 24/7 customer service and improve Sailor experience, all at less cost</td>
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<tr>
<td>Reliable and Accurate Data</td>
<td>Access to timely information to enable improved decision making and support Fleet Readiness</td>
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<tr>
<td>Modernized Sailor Distribution</td>
<td>Enable Sailors to play a more active role in their career planning and improved talent matching to better meet Fleet needs and enhance retention</td>
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<tr>
<td>Integrated Pay and Personnel</td>
<td>A modern, COTS solution that combines pay and personnel functions into one consolidated and seamless system that improves user interface and maximizes Sailor self-service</td>
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<tr>
<td>Transparency</td>
<td>Ability for a Sailor to submit and track HR services to completion</td>
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<tr>
<td>Efficiency</td>
<td>Streamlined Hire-to-Retire process that more efficiently delivers HR services to Sailors and their families</td>
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About MPT&E

MPT&E recruits, develops, manages, and distributes America’s best and brightest to project naval power today and in the future, as well as meet the needs of our Sailors and their families, the Navy, and the Nation.

Prepared by: MPT&E Transformation Program Office
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