



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCINST 1500.21C
N5
9 June 2025

NETC INSTRUCTION 1500.21C

From: Commander, Naval Education and Training Command

Subj: LEARNING AND DEVELOPMENT ROADMAPS/OCCUPATIONAL AND
READINESS STANDARDS WITHIN THE NAVAL EDUCATION AND
TRAINING COMMAND DOMAIN

Ref: (a) OPNAVINST 1500.77A
(b) Chief of Naval Personnel (CNP) DGM on Occupational
and Readiness Standards (OaRS) of September 2021
(c) NETC Decision Guidance Memorandum (DGM) for Naval
Education and Training Professional Development Center
(NETPDC) of April 2025

1. Purpose. To implement policies and assign responsibilities
for the management and review of the Learning and Development
Roadmaps (LaDR) and Occupational and Readiness Standards (OaRS)
within the Naval Education and Training Command (NETC).

2. Cancellation. NETCINST 1500.21B.

3. Background. Central to America's Warfighting Navy strategy
is providing world-class training and education to our Sailors.
To achieve this outcome, retaining talented people and giving
them every opportunity to succeed is paramount. As discussed in
reference (a), LaDRs are a comprehensive career guide for
enlisted personnel that list learning and development objectives
and milestones for the completion of these objectives by paygrade
and rating. As discussed in reference (b), OaRS are a component
within the E-1 through E-3 Sailor's LaDR that may be used to
validate minimum competencies for performing various rating-
specific tasks in paygrade E-4 within the rating. LaDRs and OaRS
are valuable tools for individual development and are intended to
be utilized by Navy personnel, counselors, managers, and leaders
as a roadmap to produce functional and competent Sailors. LaDRs
and OaRS provide standardized information, by occupational
community, that guides Sailors through professional and personal
development, retention, and advancement milestones using various
military and civilian resources. Reference (a) assigns NETC as

the executive agent for the LaDR Program. Reference (c) further delegates management and oversight of the LaDR and OaRS roles to Naval Education and Training Professional Development Center (NETPDC) to ensure management, development, implementation, and approval across the domain. Reference (b) describes OaRS, its benefits, and its utilization.

4. Scope. The LaDRs and OaRS for enlisted Sailors support all enlisted Active and Reserve component military members and are a valuable tool for recruiting, professional and personal development, advancement, and retention. NETPDC is assigned the authority and responsibility to manage, develop, and implement the program, and this instruction applies to all NETC domain personnel tasked by NETPDC for the direct support and review of LaDRs and OaRS.

5. Responsibilities

a. NETC N5: Policy oversight and advocacy for resources.

b. NETC Force Master Chief:

(1) Liaise with Master Chief Petty Officer of the Navy leadership mess to obtain LaDRs and OaRS guidance.

(2) Provide guidance on the annual update of the senior enlisted LaDRs and OaRS.

c. NETPDC:

(1) Act as the executive agent and program manager for the LaDRs and OaRS program.

(2) Manage the development, approval, and implementation of all LaDRs and OaRS.

(3) Coordinate with organizations, within and external to Navy Total Force, in the integrated development of LaDRs and OaRS.

(4) Coordinate with learning centers (LC) to ensure required and recommended skill training is identified for display within future Sailor competency models.

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(5) Coordinate with LCs to ensure annual reviews, updates, and development of new rating LaDRs and OaRS as required.

(6) Provide NETC LC coordinators training and access to the LaDRs and OaRS updating tool.

(7) Liaise with Navy subject matter experts on LaDRs and OaRS update requirements and implement all approved recommendations.

6. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy Assistant for Administration, Directives and Records Management Division portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact the local records manager.

7. Review and Effective Date. Per OPNAVINST 5215.17A, NETC will review this instruction annually around the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, Department of Defense, Secretary of the Navy, and Navy policy and statutory authority using OPNAV 5215/40 (Review of Instruction). This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.



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Releasability and distribution:

This instruction is cleared for public release and is available electronically on the NETC public web site (www.netc.navy.mil) or by e-mail at netc-directives@us.navy.mil.