



Attracting and retaining the best Sailors in an increasingly competitive talent market requires continued flexibility and transparency in policies and practices. Sailor 2025, a dynamic set of over 50 initiatives, is a roadmap to improve personnel programs by providing choice and flexibility. Sailor 2025 is modernizing personnel management and training policies and systems to more effectively identify, recruit, and train talented people and manage the force while improving warfighting readiness. The modern, innovative, information technology infrastructure we are building will improve how we recruit, train and retain talent, more accurately and efficiently assign talent, better design and account for compensation packages, and generate a system that affords greater flexibility and permeability.

Sailor 2025 is built on a framework of three pillars:

- A modernized personnel system that gives Sailors more control and ownership over their careers
- Ready, Relevant Learning – our revised career learning continuum with modernized delivery methods
- Career Readiness – a set of initiatives that is shaping resilient, tough Sailors bolstered by a family support network, which fosters a career of service

Sailor 2025, along with MyNavy HR transformation efforts, support our growing fleet and are vital to delivering and sustaining *The Navy the Nation Needs*. To accomplish this mission, we will offer better talent-matching, greater career flexibility, modernized and portable training delivery, better life/work balance, and pay and incentives that keep pace with market forces.

Personnel System Modernization (PSM)

The first pillar is a wholesale modernization of our entire personnel system. We are creating flexible policies and additional career choices and empowering commanding officers with tools to retain the best and brightest Sailors. To do this, we are instituting modern policies and retention tools.



Completed Initiatives:

- Meritorious Advancement Program – Provides more opportunities for the command leadership to meritoriously advance talented, hard-working Sailors at sea and on shore (5% of total advancement quotas in 2015 to 20% in 2019)
- Fleet Scholar Education Program – Expands fully-funded, in-residence graduate degree opportunities at civilian institutions by 30 billets at the officer's (URL and IWC officers eligible) choice of institution
- Tours with Industry – Provides opportunities for 30 top-performing Sailors at high-achieving corporations to observe and learn the newest insights and best practices to bring back to the Fleet
- Targeted Re-entry Program – Offers personnel with critical skills and superior performance the guaranteed opportunity to return to active duty following a temporary separation (< 2 years) from the Navy

Ongoing Initiatives:

- Implement Detailing Marketplace to serve as a Fleet-wide, one-stop shop for reenlistment and billet negotiation. In this marketplace, Sailors will be able to connect directly with open positions, communicate their desires, and negotiate orders.
- Revamp pay and personnel systems to deliver a modernized, agile, and flexible solution that allows Sailors to rapidly and efficiently conduct all manner of personnel matters via modern, easily-accessible, and simple to use programs that work on a personal mobile device
- Modernize advancement examinations coincident with rating modernization
- Improve the performance evaluation system to empower Sailors with more immediate performance feedback and a clearer understanding of development opportunities within their career
- Enable a seamless transition across the Active and Reserve Components

Ready, Relevant Learning (RRL)

The second pillar is a holistic approach to training our career enlisted force, which will accelerate learning for faster response to rapidly changing warfighting requirements in increasingly dynamic operational environments. Our goal is to provide the right training at the right time in the right way for our Sailors. We are using the science-of-learning to transform the current training model to modern training solutions delivered at the point-of-need, better prepare Sailors to operate and maintain equipment at its technological limits, and meet rapidly evolving warfighting requirements.



Current and Future Initiatives:

- Replace one-and-done classroom training events with career continuums supported by a mix of in-classroom instruction and modern training methods and technology tailored to the unique requirements of each career path
- Leverage emerging learning technology to provide online training tools, including virtual reality and interactive “apps,” at the time and place needed, thereby, reducing the necessity and costs of returning Sailors to retrain at legacy brick-and-mortar schoolhouses
- Identify and align IT capabilities to support delivery of modernized content ashore and afloat. We are on track to deliver modernized content in September 2019 for our first rating, Operations Specialist.

Career Readiness (CR)

The third pillar will remove barriers to continued service and improve work-life balance, health and wellness. We will enhance career readiness by better-developing leaders and removing obstacles that negatively influence a Sailor's decision to Stay Navy. We are more powerful and lethal when we leverage the talents and strengths of the workforce and instill an environment in which all are valued and respected, a force multiplier. We have incorporated the One Navy Team concept into leader development to make our force more diverse, inclusive, resilient and competitive, equipped and ready to deter war and protect the National security.



Current and Future Initiatives:

- Updated the Naval Leadership and Ethics Center curriculum in support of Navy-specific unconscious bias education and training
- Created Enlisted Leader Development courses, which focus on character, ethics, self-awareness, navigating stress, decision-making, and what it means to be part of the profession of arms
- Established a Navy Civilian Workforce Framework, which provides our Navy civilian teammates the same career management opportunities as our uniformed Sailors
- Extended hours of operation at fitness centers and child development centers in response to demand from Sailors and families
- Launched the MyNavy Family application to identify, consolidate, and standardize information into one authoritative source, informed by feedback from world-wide spouse engagement sessions
- Revised dual-military/dual-professional spouse and single parent policies to improve stability and work-life balance, including increased parental leave
- Removed program eligibility barriers and increased participant quotas for the Career Intermission Program, allowing individuals to take a sabbatical from the Navy for up to three years to pursue goals of their choosing
- Strengthening health, wellness, and toughness across the Force
- Improving the physical fitness assessment and nutrition awareness programs

FOR ADDITIONAL SAILOR 2025 PROGRAM INFORMATION AND GUIDANCE VISIT:

<https://www.public.navy.mil/bupers-npc/career/talentmanagement/Pages/default2.aspx>

MyNavy Portal: <https://mnp.navy.mil/group/sailor-2025>

To receive the Weekly Wire and stay up to date on new NAVADMINs, upcoming events, and policy updates or to provide additional ideas to pursue as part of Sailor 2025:

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