

## MILPERSMAN 1910-125

### FAILURE TO COMPLETE INITIAL SKILLS TRAINING PIPELINE

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<b>References</b>	(a) NAVEDTRA 135C (b) SECNAVINST 1770.3D (c) NAVADMIN 124/11
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1. **Background.** The term "initial skills training pipeline" refers to "A" and "C" school training required of both new accessions to the Navy and Navy veterans who are reclassifying into another rating. Due to the increasingly technical nature of Navy rating training, many initial training pipelines are longer than 180 days. Once beyond first 180 days of continuous active duty, a member can no longer be separated under MILPERSMAN 1910-154 Separation by Reason of Entry Level Performance and Conduct.

2. **Policy.** Per reference (a), every effort will be made to help students succeed. However, there are times when the student is clearly unsuited, unable, and or unwilling to complete the initial accession training pipeline. A member may be separated under MILPERSMAN 1910-156 Separation by Reason of Unsatisfactory Performance for failure to complete the initial accession training pipeline when:

a. The Service Member is in initial Navy skills pipeline training (e.g., "A" school preparation courses, "A" school, "C" school, etc.) and has not reported for duty to his or her first permanent fleet assignment in that rating; or

b. It is determined that the Service Member failed to complete the initial training pipeline by reason of incapability, lack of reasonable effort, minor disciplinary infractions, and or inability to adapt; but not due to personal issues outside the control of the student (i.e., family emergencies, emergency leave situations, etc.); and

c. Based on a whole-person assessment. **Bureau of Naval Personnel (BUPERS), Director Enlisted Community Management (BUPERS-32) has determined** the Service Member does not qualify for another rating in which there are vacancies.

**Note 1:** As contractually agreed upon at enlistment, failure to complete the initial training pipeline will result in the loss of an enlistment guarantee, and at the Navy's option, the Sailor may remain subject to continued naval service or be discharged.

**Note 2:** Do not process under this article if the member qualifies for misconduct processing. Sailors who **fail to complete "A" or "C" school for disciplinary reasons** may be processed for administrative separation under the applicable MILPERSMAN article. Sailors involved in incidents that require disciplinary action while at "A" or "C" school shall be adjudicated at the "A" or "C" school training command.

**Note 3:** Do not process under this article if the member qualifies for separation by reason of entry level performance and conduct per MILPERSMAN 1910-154.

### **3. Failure to Complete Initial Skills Training Pipeline**

a. Prior to initiating separation processing for failure to complete initial skills training, the command must contact **BUPERS (BUPERS-32)** to determine if the member qualifies for reclassification into another rating in which a vacancy exists. In the case of attrites from the nuclear propulsion pipeline, the Office of the Chief of Naval Operations (OPNAV), Director, Nuclear Propulsion Program Management Branch (N133) will approve or disapprove the reclassification or initiation of separation processing of the Sailor after receiving a recommendation concerning reclassification opportunity from BUPERS, Production Management Office (BUPERS-00C2) via BUPERS (BUPERS-32). BUPERS (BUPERS-00C2) will then either authorize reclassification or authorize the Sailor's command to initiate administrative processing.

b. Active Component Sailors who fail to complete "A" or "C" school due to injury, illness, or disease will be treated medically under the Limited Duty Program as outlined in MILPERSMAN 1306-1200. Reserve Component Sailors who fail to complete "A" or "C" school due to injury, illness, or disease will follow guidelines established in references (b) and (c) for

requesting medical hold (MEDHOLD) orders or line of duty (LOD) determinations. The training command medical department representative will immediately initiate the process. NAVPERSCOM, Line of Duty/Medical Hold/Medical Retention Review Division (PERS-95) will determine whether the member will receive medical care while on active duty under MEDHOLD orders or be released from orders and receive care under the LOD Program. Members found medically unfit for duty shall have medical separation procedures completed at the training command and shall not be transferred to the prospective Navy Reserve activity.

c. Sailors who successfully complete "A" school, but **fail to complete a required follow-on "C" school**, will not be separated per this section if the member is reclassified into another rating for which they are qualified and a vacancy exists.

4. **Separation Procedures**. NAVPERS 1910/32 Administrative Separation Processing Notification Procedure will be used per MILPERSMAN 1910-402 Notification Procedure to process members for separation under MILPERSMAN 1910-156.

5. **Characterization of Separation**. Per MILPERSMAN 1910-156.