



Career Information Management System (CIMS)



CIMS



- ▶ **CIMS** is the Navy's authorized source for career development. Designed in partnership with the Fleet to provide a deck plate level tool for CCC's and CMC's to use in their day-to-day duties of managing career development for all Sailors.
- ▶ **CIMS:**
 - - Automates the Career Development process.
 - - The Navy's official source for Career Management to include ESR, Advancement (Stats and Profile Sheets), GPS, Losses (PRD, EAOS and HYT), Personnel Information (Citizenship, CDTC/FTSW, Dependent Care Certificate, Education, Language, PFA, Security Clearance, USMAP, Warfare Qualifications), Sponsor Coordinator (Sponsor Training, Sponsor History, PCS Orders and Sponsor Assignment), Unit tracking (Alpha Roster, Career Counselor Roster, Career Decision, CDB Notification, Correspondence Tracking, PACT/GENDET, CSB/REDUX and C-WAY).
 - - Creates and maintains a Sailor's Career Development record.
 - - NSIPS web-afloat currently onboard 124 ships.
 - - Currently have 4626 CCC accounts, 4913 Dept/Div CC accounts and 1248 Sponsor Coordinators accounts.



CIMS – HIGHLIGHTS AND ENHANCEMENTS

▶ CIMS changes released since the 2012 NCA Symposium

➤ CIMS User Guide Revision Aug 2016

- ▶ Updated the CIMS User Guide to include screenshots of new People Soft Environment and policy updates since 2012.
- Sponsor
 - Added Request A Sponsor link to PG Questionnaire. Service members can log into their ESR account and Request a Sponsor from the gaining Command if no Sponsor is assigned.
 - Added Command contact page in CCC and Sponsor Coordinator accounts so they can control who receives Officer and Enlisted Request A Sponsor emails once activated by the Service Member.
 - Added Officer Sponsor Assignment component so Sponsor Coordinators can assign Sponsors to Officer prospective gains.



CIMS – HIGHLIGHTS AND ENHANCEMENTS

➤ Career Development

- **Updated CDB schedule to reflect policy changes. CDB's are now due every 2 years unless in a PACT/PRISE status. C-WAY CDB's are scheduled 15 months prior to the soonest of SEAOS/PRD.**
- **Added Biennial CDB's to the CDB schedule for Active Duty and Reservists after a Sailor has been onboard the Command more than 60 months.**
- **Modified the CDB due listing to incorporate new CDB schedule and add C-WAY and Biennial CDB's.**
- **Upgraded all CIMS pages to the new People Soft Environment.**



CIMS – HIGHLIGHTS AND ENHANCEMENTS



➤ Career Development (Cont.)

- **Implemented functionality on the CDB Data page that displays the date of loss orders in the PCS Orders Received block.**
- **Created a new listing which allows (CCCs) and CIMS FAM to view all personnel within a UIC that have CCC, DDCC and Sponsor access in the UIC.**
- **Modified the C-Way to NSIPS interface to accommodate C-Way system data architecture modifications which prevented proper display of C-Way Package statuses in CIMS**
- **Updated HYT limits from 6 years to 4 years for E-1/E-2 and from 6 years to 5 years for E-3.**



CIMS – HIGHLIGHTS AND ENHANCEMENTS

Select a Primary Role

Career Information Management System (CIMS)

| | |
|--------------------------|---|
| <input type="checkbox"/> | CIMS Corporate User |
| <input type="checkbox"/> | CIMS Department/Division Career Counselor |
| <input type="checkbox"/> | CIMS Command Career Counselor |
| <input type="checkbox"/> | CIMS Sponsor Coordinator |
| <input type="checkbox"/> | CIMS Command View Only |

OK Cancel

Inquire role designed to view all records within CIMS and ESR. Limited to use.

Limited Role to allow Dept/Div CC's to input data into CIMS and run reports on personnel who the CCC has given them access.

Full access role within CIMS.

Limited role to allow Sponsor Coordinator's to access the Sponsor Component only of CIMS.

Inquire role to allow users to view record CIMS and ESR records for a specific command.



CIMS - HIGHLIGHTS AND ENHANCEMENTS



Complete redesign of the CDB Data page. (PO1 and below)

Career Development | **CDB Data**

Rank/Rate: . Name: Current DSC: 100

ADSD: 06/13/2013 PEBB: 06/13/2013 EAOS: 06/12/2017 Soft EAOS: 06/12/2018

REPORT DT: 11/10/2013 PRD: 05/01/2018 DIEMS: 04/01/2013 DIERF:

Career Development Comments Find | View All First 1 of 1 Last

CDB Type: Advancement DEPT: AIR DIV: V4

CDB Type 2: CDB Type 3: CDB Type 4:

CDB Date:

CDB Rank/Rate: **Status**

Pending Completed

Paygrade: E03 Date of Rank: 03/16/2014

Projected Advancement Date E4: 09/01/2014

Total Times Exam Taken: 4 Total Exam Fails: Total Exam PNA's: 3

Highest Education Level: L High School Diploma

Warfare Qual Working Toward: Start Date: Target Date:

Degree Working Toward:

Degree Start Date: USMAP Enrollment Date:

PRT DATA:

| | | |
|--------|-------------|-----------|
| 2 2015 | PARTICIPANT | EXCELLENT |
| 1 2015 | PARTICIPANT | GOOD |
| 2 2014 | PARTICIPANT | EXCELLENT |
| 1 2014 | PARTICIPANT | GOOD |
| 2 2013 | PARTICIPANT | GOOD |

Personal Goals Set:

Reenlistment Intent:

Year Group: 2013 Status:

C-WAY Last Review:

PCS Orders Received: Welcome Aboard Package Received:

Transition Reason: DoL Workshop Exemption: 1
Not Exempt

GPS Required: DoL Workshop Completed:

DD 2648 Completed: 06/25/2016 VA Briefing Completed:

DD 2958 Completed: 07/15/2016

Short Term Goals:

Long Term Goals:

Board Members:

Board Comments: 250 characters remaining

1000 characters remaining

Career Development | CDB Data



CIMS - HIGHLIGHTS AND ENHANCEMENTS



- Complete redesign of the CDB Data page. (CPO and above)

Career Development | CDB Data

| | | | |
|-----------------------|------------------|-------------------|-----------------------|
| Rank/Rate: | Name: | Current DSC: | 100 |
| ADSD: 04/15/1992 | PEBD: 04/15/1992 | EAOS: 10/21/2017 | Soft EAOS: 04/21/2018 |
| REPORT DT: 01/27/2015 | PRD: 01/01/2018 | DIEMS: 10/09/1991 | DIERF: |

Career Development Comments Find | View All First 1 of 1 Last

CDB Type: Advancement DEPT: DIV:

CDB Type 2: CDB Type 3: CDB Type 4:

CDB Date: Status
 Pending Completed

CDB Rank/Rate:

Paygrade: E08 Date of Rank: 12/16/2015

Projected Advancement Date E9: 07/01/2018

Highest Education Level: L High School Diploma

Warfare Qual Working Toward: Start Date: Target Date:

Degree Working Toward:

Degree Start Date: USMAP Enrollment Date:

PRT DATA:

| | | |
|--------|-------------|--------------|
| 1 2016 | PARTICIPANT | GOOD HIGH |
| 2 2015 | PARTICIPANT | EXCELLENT |
| 1 2015 | PARTICIPANT | EXCELLENT |
| 2 2014 | PARTICIPANT | GOOD |
| 1 2014 | PARTICIPANT | GOOD |
| 2 2013 | PARTICIPANT | PARTIAL PASS |
| 1 2013 | PARTICIPANT | OUTSTANDING |
| 2 2012 | PARTICIPANT | EXCELLENT |

Personal Goals Set:

Reenlistment Intent:

Year Group: 1992

PCS Orders Received: Welcome Aboard Package Received:

Fleet Reserve Application: 04/10/2015 Fleet Reserve Approved: 04/30/2016

Transition Reason: Fleet Reserve DoL Workshop Exemption:

GPS Required: Yes DoL Workshop Completed: 04/17/2015

DD 2648 Completed: 04/06/2015 VA Briefing Completed: 04/17/2015

DD 2958 Completed:

Short Term Goals:

Long Term Goals:

Board Members:

Board Comments: 250 characters remaining

1000 characters remaining

Career Development | CDB Data



CIMS - HIGHLIGHTS AND ENHANCEMENTS



Complete redesign of the ICDP to match the CDB Data page.

12 Month Individual Career Development Plan (ICDP) for:

| | | | | | | |
|---|--|--|--------------------------------|------------------|------------------|-------------------|
| DEPT: | DIV: | Report: 5/16/2014 | PRD: 5/1/2019 | ADSD: 10/15/2013 | EAOS: 10/14/2017 | SEAOS: 10/14/2018 |
| ADVANCEMENT / EDUCATION / QUALIFICATIONS | | | | | | |
| Current | Paygrade: E03 | Date of Rate: 7/16/2014 | | | | |
| Advancement Timeline | E02: | E03: | E04: 1/1/2015 | E05: | | |
| | E06: | E07: | E08: | E09: | | |
| Examination Participation | Number Times Taken: 0 | Number Times PNA: 0 | Number Times Failed: 0 | | | |
| Education | Highest Level: L - High School Diploma | USMAP Enrolled: | | | | |
| | Degree Working Toward: | Start Date: | | | | |
| Warfare Qualification | Warfare Working Toward: | Start Date: 6/19/2014 | Estimated Completion: 7/1/2015 | | | |
| PHYSICAL FITNESS PROGRAM | | | | | | |
| PRT Data | 1. 2 2014 - PARTICIPANT - GOOD | 5. | - | | | |
| | 2. 1 2014 - PARTICIPANT - SATISFACTORY | 6. | - | | | |
| | 3. 2 2013 - PARTICIPANT - SATISFACTORY | 7. | - | | | |
| | 4. - - | 8. | - | | | |
| | Personal Goals Set: | | | | | |
| CAREER MANAGEMENT | | | | | | |
| Reenlistment Intentions | | | | | | |
| Career Waypoint Reenlistment | Year Group: 2014 | C-WAY Status Date: | C-Way Status: | | | |
| PCS Orders | Orders Received: | Welcome Aboard Package/Message Received: | | | | |
| TRANSITION | | | | | | |
| Transition Reason: | GPS Required: | DoL Workshop Exemption: - | | | | |
| DD 2648 Completed: | DD 2958 Completed: | DoL Workshop Completed: | VA Briefing Completed: | | | |



CIMS – HIGHLIGHTS AND ENHANCEMENTS

➤ Sponsor Assignment

- **Created a new role to support implementation of a Command Sponsor Coordinator (CSC) which allows users access to the CIMS Sponsor Coordinator and ESR menus.**
- **Expanded the CIMS Sponsor Assignment component to allow the assignment of sponsors to officers as well as enlisted personnel.**
- **Added the Special Program Indicator (SPI) code to the Sponsor Assignment list.**
- **Created a Projected Transfers (PRD) List**



CIMS – HIGHLIGHTS AND ENHANCEMENTS



➤ Sponsor Assignment (Cont.)

- **Sponsor Training list added to allow CCCs and CSCs to view the current date a Sailor attended the Sponsor Training class.**
- **Sponsor History list added to allow CCCs and CSCs to view historical sponsor assignments and PG information.**
- **Sponsor Assignment list added to allow CCCs and CSCs to view, track and assign sponsors to prospective gains. The list also provides a method to update information necessary for ensure accurate and proper tracking of sponsor actions required.**



CIMS – HIGHLIGHTS AND ENHANCEMENTS



➤ Sponsor Assignment (Cont.)

- **Replaced the Gains Listing menu item with the Sponsor Coordinator Menu.**
- **Added a Sponsor Training Completion date to the CDB page which allows CCCs & DDCCs to enter the Sponsor Coordinator Training completion date.**



CIMS – PLANNED UPDATES

➤ Analytics Reports

Updating CIPA, CDB Report, Higher Education Report, Command Profile Report, C-Way Report, First Term Success Workshop Report, and CDTC Report to include policy changes and verify data returns.

➤ View Orders Component for Intermediate Stops

Allow Commands to view orders for I-Stops

➤ Sponsor Command Contact Page

Adding DSN Area Code and ability to enter overseas phone numbers.

➤ Officer Sponsor Training

Adding the ability to enter and track Sponsor training and Sponsor Training listing for Officers.

➤ Career Status Bonus

Modify the Contract Administration, Force Management Component to include a method to submit and save a Career Status Bonus Request.



CIMS – PLANNED UPDATES

- **SRB Submission**
Modify SRB Submission and SRB Calculator pages to allow multiple references other than strictly NAVADMIN.
- **View Orders Component for Intermediate Stops**
Allow Commands to view orders for I-Stops
- **Sponsor Command Contact Page**
Adding DSN Area Code and ability to enter overseas phone numbers.
- **Officer Sponsor Training**
Adding the ability to enter and track Sponsor training and Sponsor Training listing for Officers.



CIMS



QUESTIONS?