



Career **WAYPOINTS**

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BUPERS-33***



Objectives

ENABLING OBJECTIVES:

- **STATE** the purpose of Career Waypoints in accordance with Navy Military Personnel Manual, NAVPERS 15560 (Series)
- **LIST** the personnel affected by the Career Waypoints process
- **DESCRIBE** the Career Waypoints processes
- **LIST** the Career Waypoints options
- **ASSESS** the Career Waypoints timeline requirements, provided simulated scenarios by the instructor
- **DEFINE** the Career Waypoints algorithm
- **LIST** the Career Waypoints tasks
- **COMPLETE JOIN** (Job Opportunities in the Navy) survey

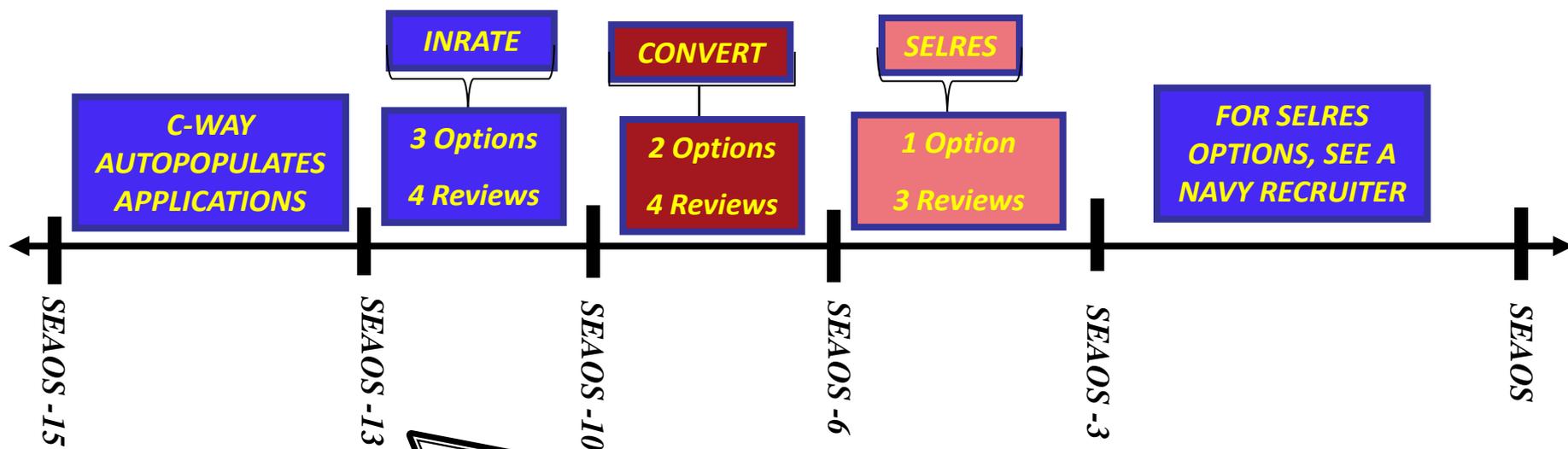


Career Waypoints

- A program to help Sailors make informed decisions about their personal and professional career opportunities by placing the power of the Navy Career Management System at their fingertips.
- Centralized reservation system that requires all rated Sailors E-3 to E-6 with less than 14 years of service to receive authorization from BUPERS to reenlistment or extend
- Allows CCCs and Sailors to determine “best match” of qualified ratings that may be of interest to them, and provide the highest rate of success
- Manages rating manpower
- Promotes advancement opportunities
- Streamline the conversion process
- Shapes the Navy’s manning to effectively meet mission requirements



Career Waypoints SEAOS Timeline (3-2-1)



Applications are not processed until 13 months prior to SEAOS.

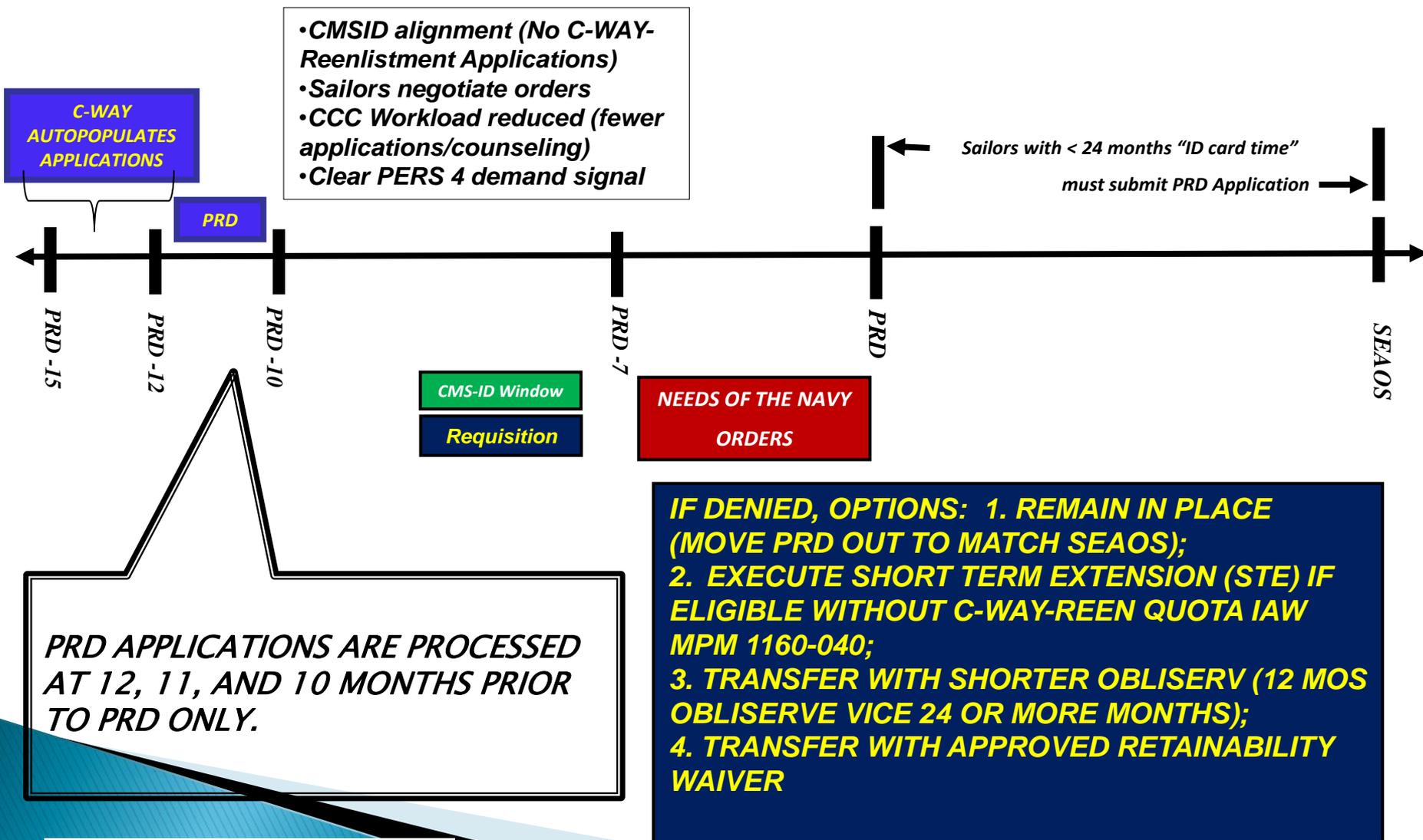
3 Options = In-rate, Conversion, SELRES

2 Options = Conversion, SELRES

1 Option = SELRES



Career Waypoints PRD Timeline





C-Way



- C-Way processes:
 - Qualify Sailor for ratings
 - Submit application via C-Way

- Deadline will be 2359 Central Standard Time on the last day of each month
 - No resets prior to the last two business days of the month

- 13 months prior to S/EAOS

- 12 months prior to PRD



C-Way

AC/FTS/RC Analyst Reports Help Sign Out

https://careerwaypointsqa.sscno.nmci.navy.mil/?CLASS_ID=18SVC_CD=USN&QUALIFIED=*B&FROM=2 - Career - Microsoft Internet Explorer p

Career Waypoints

Sailor Eligibility

Current Rating: BM Year Group: YG 2010 RPT Date: 11/18/2010 UIC: N99999 Application Status: **Saved - Action Required**
 Pres Rate: BM3 EAOS: 7/29/2014 PEBD: 5/30/2010 Critical NECs: Sailor Name: BLANCO, ROCCO
 Pros Rate: Soft EAOS: 7/29/2014 EDLN: SSN (last 4):
 Current EMC: B400 PRD: 5/31/2014 EDLN Code: Warfare Designator:
 Service Component: USN ADSD: 5/30/2010 Acc Code: 100

Reenlistment (AC/FTS) Application Options

Component Type: USN or FTS SELRES Application Reason: SEAOs Special Circumstance Reason Code: Explain Other Process Month: Aug-2013 Set to Current Month:

Application Type: In-Rate Only Not Applying This Month Explain Other
 In-Rate, Willing To Convert Not Eligible Explain Other
 Convert Only Intends to Separate Explain Other

In-Rate	Invalid Choice	Invalid Choice Reason	Qualification Status	Ride Rank	Published Quotas	Requested Quotas	Approved Quotas
Yes							0

Conversion Choices
 1st:
 2nd:
 3rd:

Fill in all of the below data under "Reenlistment (AC/FTS) Application Details" that is not automatically populated. Also verify the information that is automatically prepopulated. If the member does not have FIVE evaluations, make a "Note" on the application explaining why after saving the application.

Reenlistment (AC/FTS) Application Details

Security Clearance Level: **SECRET** 5/11/2011
 Has been on OSA\GSA\IA: No
 Date of last NJP:
 Most Recent PFA Results and Date: 4/19/2013
 Number of PFA Failures in last 4 years: 0

Promotion Recommendations
 Must Promote: 6/15/2013
 Promotable: 6/15/2012
 Promotable: 2/11/2011

I have validated all of the information in this section and certify that the CO still recommends and the Sailor concurs with this application.

Submit Save Close

If the Sailor is between 13 and 10 prior to SEAOs and wants to apply for InRate only, choose these blocks.

Fill in all of the below data under "Reenlistment (AC/FTS) Application Details" that is not automatically populated. Also verify the information that is automatically prepopulated. If the member does not have FIVE evaluations, make a "Note" on the application explaining why after saving the application.

Once completed, check this block and click "Submit".



C-Way

- C-Way timeline requirements:
 - List upcoming applications
 - Qualify Sailors
 - Submit in accordance with timeline
 - Ensure 100% on-time submission

- C-Way algorithm:
 - CO's Recommendation, Pay Grade (Present and Frocked), Evaluation, Critical NEC

- RIDE algorithm:
 - Uses ASVAB, legal, citizenship and medical criteria to determine score/trait requirements
 - Ranks the jobs for which the applicant is qualified, based on the needs of the Navy

- For specific algorithm explanation, see the User Guide on the C-Way website: <http://www.public.navy.mil/bupers-npc/career/careercounseling/Pages/C-WAY.aspx>



C-Way

- Normal processing of C-Way applications begins 13 months prior to S/EAOS and 12 months prior to PRD
 - Exceptions are for Sailors applying for special programs

- Applicants will be compared each month with Sailors in their YG and EMC
 - Applicants will be compared no less than 8 times for active duty quota
 - Applicants will have 3 additional looks for SELRES

- Sailors in competitive ratings should provide three rating conversion choices



C-Way



➤ Conversions:

- Sailors must be fully qualified for the ratings they are selecting IAW MILPERSMAN 1306-618 and in C-Way Reenlistment MILPERSMAN 1160-140
- Retesting of AFCT may be required prior to submission of C-Way application
- Applicants can apply for SELRES if denied final active between 5 and 3 months of (S/EAOS)



C-Way

- C-Way approval process by pay grade:
 - E-6:
 - Sailors with less than 14 years of service who desire to reenlist and have command approval, will be given reenlistment approval with a “VALID” application on their first application look
 - E-5 and below:
 - **Open reenlistment: EMC aggregate manning is less than 98%**
All eligible and command approved reenlistment E-5 and below Sailors will receive approval on their first “Valid” application
 - **Balanced reenlistment: EMC is between 98% and 102%**
Processing will be based on the manning of their YG
Sailors in undermanned YG will receive approval on their first “Valid” application
Applicants will be compared with peers in their YG and EMC based on rank, performance evals and critical NECs



C-Way



- Approval process continued:
 - **Competitive reenlistment: EMC is greater than 102%**
Sailors in skill sets that are over manned or have special requirements (i.e. nuclear ratings)
Applicants will be compared with peers in their YG on rank, performance evals and critical NECs
- C-Way skill set list is updated quarterly and can found on the C-Way website
- Monthly reenlistment/ conversion quotas for each rate are assigned by the Enlisted Community Manager (ECM) based on YG



C-Way



CNAV BY SKILL SET

12-May-2016

Active Duty Ratings				FY17 AdjEPA		FTS	
OPEN RATINGS		BALANCED RATINGS		COMPETITIVE RATINGS		RATINGS	STATUS
AWS	HM	AC	IS	ABE	EMNUC(SS)	ADFTS	Balanced
AZ	ITS	AD	IT	ABF	EMNUC(SW)	AEFTS	Open
CM	LN	AS	LS	ABH	EMSW	AMEFTS	Competitive
CS	MA	AWO	LS(SS)	AE	ETNUC(SS)	AMFTS	Competitive
CTN	MU	AWV	MC	AG	ETNUC(SW)	AOFTS	Balanced
EO	ND	BM	MM(SS)	AM	ET(SS) RF	ASFTS	Competitive
EOD	RP	BU	MM(SS)W	AME	GSE	ATFTS	Open
ET(SS)NV	SB	CE	MT	AO	GSM	AWFFTS	Balanced
FCAEGIS	SO	CS(SS)	NC	AT	HT	AZFTS	Open
		CTI(ALL)	OS	AWF	MMNUC(SS)	BMFTS	Open
		CTR	PS	AWR	MMNUC(SW)	CRFFTS	Open
		CTT	QM	CTM	MMSW	CSFTS	Open
		EN	STG	DC	MN	DCFTS	Open
		ETSW	STS	EA	MR	EMFTS	Balanced
		FC	SW	ELTNUC(SS)	NCCR	ETFTS	Open
		FT	UT	ELTNUC(SW)	PR	HMFTS	Balanced
		GM	YN		SH	ITFTS	Balanced
		IC	YN(SS)			LSFTS	Balanced
						NCFTS	Open
						PRFTS	Balanced
						PSFTS	Balanced
						YNFTS	Balanced

-Open Reenlistment – Undermanned skills. If eligible and command approved, auto-confirmed, can reenlist immediately

-Balanced Reenlistment – Fully manned. If eligible and command approved, process based on year group (YG) manning. Undermanned/manned YG (most Sailors): auto-confirmed, reenlist immediately. Overmanned YG: must apply

-Competitive Reenlistment – Over manned or special requirements (Nukes). If eligible and command approved, must apply



C-Way

- Special evaluations will be accepted to regain Reenlistment eligibility and to meet professional growth criteria. Example: Evals needed after an “SP” Eval, must have two graded evals (Promotable or higher) to enter C-Way for reenlistment

- If a Sailor is not recommended for retention, submit the application and annotate the reason

- Possible C-Way results
 - Reenlist in-rate
 - Tentatively approved for conversion
 - SELRES only
 - Conversion with SELRES
 - Denied final active (separate at S/EAOS)



C-Way

- Official C-Way notification will be posted in C-Way once approved by N13
 - Approved quotas will be assigned expiration dates and are valid for 13 months from the processing month
- C-Way REEN In-Rate quotas may be extended by the cognizant ECM for the following reasons:
 - Selective Reenlistment Bonus (SRB)/ Critical Skills Retention Bonus (CSRB)
 - Deployment
 - Projected Rotation Date (PRD) shifts
 - Legal/medical
 - School graduation
- ECMs may extend the expiration date up to 180 days maximum
- Conversion quotas have no expiration date



C-Way PACT

- Professional Apprenticeship Career Track (PACT) Designation (C-Way PACT)
 - C-Way PACT will auto generate partially populated applications for PACT Sailors who are:
 - 12 months Time on Board (TOB) first permanent duty station
 - After at least 12 months at their first permanent duty station PACTs can submit for “RED” or “A School” and if Time in Rate eligible can submit for NWAЕ
 - RED quotas are preferred since the Sailor:
 - Designated in the same month
 - Will have a career path and take the NWAЕ as a rated E-3 when eligible
- CCC’s and PACT Sailors are encouraged to research and review gapped billets at their command and apply for ratings with gaps which benefit both the command and the Sailor



Career Waypoints- PACT Designation




Boards | **Career Info**

Navy Personnel Command

[Officer Links](#)

Career Navigator
[Career Waypoints](#)
[CMS/ID](#)
[NSIPS](#)

Career Links
[BUPERS Online](#)
[Career Counseling](#)
[Career Toolbox](#)
[My Personnel Info](#)
[NFAAS](#)
[Physical Readiness](#)

Navy Personnel Command > Career Info > Career Counseling > C-WAY

- Augmentation
- Career Counseling
- Need to Know
- C-WAY
- CIMS
- Career Development
- Separate/Retire
- CDP and NRMS
- Additional Duties
- Training
- Career Toolbox
- Education
- Enlisted Career Admin
- Language & Culture
- Limited Duty
- Officer Career Prog
- Pay and Benefits
- Performance
- Evaluation
- Personal Conduct and
- Retention Management
- Reserve Personnel
- Mgmt
- Retirement/TDRL
- Transition

C-WAY

Career Waypoints (C-WAY)

The **Career Navigator (C-NAV) Program** promulgates policy affecting enlisted career management and identifies processes designed to promote Sailor involvement in their careers.

The Professional Apprentice Career Track (PACT) Program

Rating Entry General Apprentice (REGA) Quota Tables

Month of March 2016

The ratings that have the greatest opportunity for approval and a need for PACT Sailors are:

A-PACT:

1. ABH
2. AO
3. ABE
4. ABF

E-PACT:

1. EN
2. EM(OTH)
3. DC
4. MM(OTH)

S-PACT:

1. BM
2. LS
3. CS
4. YN

Points of Contact

Important: Quotas differ based on individual Sailor's Year Group.

Rating	Published Quota	YG2012 NWAEE Published Quota	RED Published Quota
EM(OTH)	0	7	15
EN	0	3	20
MM(OTH)	0	10	20
DC	1	0	0
USN			
Published Quota		YG2012 NWAEE Published Quota	RED Published Quota
DC	0	4	1
EM(OTH)	0	4	1
EN	0	4	1
GSM	0	1	0
MM(OTH)	0	4	1
MR	0	1	1



C-Way



➤ C-Way checklist:

- Monitor PACT Sailors, use C-Way
- Conduct CDBs for all C-Way personnel
 - Review ASVAB scores
 - Identify are retesting and conversion procedures
 - Improve identified weak areas with academic skills training
 - Identify eligibility for rate conversions in C-Way (to available ratings)
 - Ensure each Sailor has an Individual Career Development Plan (ICDP)
- A monthly review of applications must be done for all personnel who have not received final C-Way results
 - Update changes to evaluations, PRIMS, NJP, etc.
 - Review conversion quotas monthly per Sailor



C-Way Return Button

C-Way Quota Return Button

- Applications with a status of Approved, Approved Direct Conversion and Approval A-School have the following new items at the bottom of the screen:
 - Quota Return Reason Code drop down list
 - A check box to vouch that the Page 13 has been submitted
 - A Return Quota action button
 - The return quota action button is disabled until the user selects a Quota Return Reason and check the check box
 - When the Return Quota action button is clicked, the user will be required to add a Sailor Note. When this has been done, the application status will be updated to Approved- Revoked or Denied Final Active depending on the Sailor's month to SEAOS.

The screenshot shows the 'Reenlistment (AC/FTS) Application Details' web form. Key sections include:

- Sailor Eligibility:** Fields for Current Rating (AC), Year Group (YG 2013), RPT Date (3/12/2014), UIC (N00204), Application Status, Pres Rate (AC3), EAOS (8/19/2017), PEBD (8/20/2013), Critical NECs, Sailor Name, Pros Rate, Soft EAOS (8/19/2018), EDLN, SSN (last 4): 0327, Current EMC (A400), PRD (3/1/2017), EDLN Code, Warfare Designator, Service Component (USN), ADSD (8/20/2013), and Acc Code (100).
- Reenlistment (AC/FTS) Application Options:** Includes Component Type (USN or FTS), Application Reason (Spec Circ), Special Circumstance Reason Code (PRD), Process Month (Mar-2016), and Application Type (In-Rate Only, Not Applying This Month, In-Rate, Willing To Convert, Not Eligible, Convert Only, Intends to Separate).
- Table:** A table with columns: In-Rate, Auto Approve Eligibility, Qualification Status, Ride Rank, Published Rank Quotas, Requested Quotas, Approved Quotas, and Decision. The 'Decision' column shows 'Approved'.
- Reenlistment (AC/FTS) Application Details (Bottom):** Includes Security Clearance Level (SECRET), Has been on OSA/GSA/IA (No), Date of last NJP, Most Recent PFA Results and Date (11/12/2015), PFA Failures in the Last 3 Years (0), Promotion Recommendations (Early Promote, Must Promote), Average (4.50), and a checkbox for 'Page 13 submitted'.
- Quota Return Reason Code:** A dropdown menu is open, listing various reasons such as 'Involuntary return of quota - Medical condition', 'Involuntary return of quota - HYT', 'Involuntary return of quota - PFA', 'Involuntary return of quota - Loss retention recommendation', 'Voluntary return of quota - EETP', 'Voluntary return of quota - Attend college/trade school', 'Voluntary return of quota - To go SELRES', 'Voluntary return of quota - Not able to use quota before it expires', 'Voluntary return of quota - Failed to OBLSERV for order', 'Voluntary return of quota - Evals', and 'Voluntary return of quota - No desire to stay Navy'.



JOIN

- Access survey via C-Way website
- Survey assist Sailors in determining jobs that best suit them based on interest, etc.
- Results feed into the Sailor's algorithm for "best match ratings"
- Link to JOIN:
 - <https://join.sscno.nmci.navy.mil/>

Job Opportunities In the Navy (JOIN)

Community Images Preview

The Navy offers jobs in a variety of groups called communities. Hover the cursor over each community name to view sample job images. When you are done, click Next and proceed with JOIN.

- Aviation
- Construction
- Health Care
- Intelligence
- Support
- Special Warfare/Operations
- Submarine
- Surface

Hover the cursor over each community name to view sample job images.

0:00:00

Next



C-Way “Fail to Submits” and Common Mistakes



- Fail to Submits
 - Sailor reports mid-month
 - Sailor reports at EOM
 - Sailor reports with a “FTS” from last CMD

- Common Mistakes
 - Not correctly filling out the SAAR Form
 - Not checking the PACT quota tables online
 - Requesting resets on the last two days of the month
 - Letting your account expire
 - 60 days Locked
 - 90 Days Archive



C-Way Pitfalls

- Invalid SPEC CIRC Apps
 - Greater than 24 months to SEAOS, no reason to submit
 - To avoid Failed to Submit applications (FTS)
 - All PRD looks denied
- Open rating, convert only applications
- Maximize conversion options
- Not reading notes on denied applications
- Not submitting required paperwork (SF 86 etc)
- Failing to execute approved quotas (over 5,000 yr)
- SAAR Forms (use C-Way guidance)
- Improper Reenlistment
- PACT
 - be conscious of quota limits & billets onboard
 - Maximize choices
 - Year group cycle



C-Way Take-Aways

- Involvement is key – Provide forthright communication with your Chain of Command and CCCs during Career Development Boards (CDB)
 - Be aware of timelines for requirements (C-WAY applications & CDBs)
 - Verify your C-WAY applications and CDBs
- Be aware of your rate's community health (manning levels)
- Determine your priorities: Staying Navy or staying in your rate
- Consider conversion options
 - Prepare for conversion well before CAREER WAYPOINTS window (ASVAB requirements, etc.)
- Utilize your resources (CCCs, COC, C-WAY website, etc.)
- Quota expirations (13 months, change to SEAOS, or Current Enlistment Date (CED) for Conversion approvals-ACV)
- If separating, consider SELRES affiliation (future RC>AC opportunity)



C-Way Contacts

- ▶ DSN 882
- ▶ C-WAY Office: 901-874-2102
- ▶ Director: CDR Bennington 901-874-2869
- ▶ Deputy: Earl Salter 901-874-2826
- ▶ LCPO: PSC Dusek 901-874-2488
- ▶ NCC Davis 901-874-2078
- ▶ PS1 Headley 901-874-4341
- ▶ NC1 Hoppe 901-874-4326

▶ Website:

<https://careerwaypoints.sscno.nmci.navy.mil>



QUESTIONS?



BACK UP



C-Way Application

Application Options

Application Reason	Special Circumstance Reason Code	Pr
SELRES	SEAOS	Explain Other
<input checked="" type="radio"/> Not Applying This Month	Other	Explain Other
<input type="radio"/> Not Eligible		Explain Other
<input type="radio"/> Intends to Separate		Explain Other

Over Eligibility	Qualification Status	Ride Rank	Published Quotas	Requeste Quotas
	n/a			n/a

Reenlistment (AC/FTS) Note Edit Explanation for Not Apply

Explanation:

MBR DID NOT HAVE ANY OPTIONS TO CHOOSE FROM.
MBR IS APPROACHING HYT 20150904.

Close



C-Way Application

Application Reason	Special Circumstance Reason Code	
<input type="text" value="SEAOS"/>	<input type="text"/>	<input type="button" value="Explain Other"/>
<input checked="" type="radio"/> Not Applying This Month	<input type="text" value="Out of in-rate looks - no convert opportunitie"/>	<input type="button" value="Explain Other"/>
<input type="radio"/> Not Eligible	<input type="text"/>	<input type="button" value="Explain Other"/>
<input type="radio"/> Intends to Separate	<input type="text"/>	<input type="button" value="Explain Other"/>

Availability	Qualification Status	Ride Rank	Published Quotas	Required Quotas
	n/a	n/a		



40BB Flags



- Types of Flags
 - Failure to Obliserve
- What is needed to Flag C-Way
 - 1306 from CMD with reason
 - Message from CMD about MBR failure to obliserve for orders



40BB Flags

- Clear Flags
 - 1306 from CMD with reason
 - 1306 gets staffed and sent to ECM
 - ECM Approves
 - DTLR Approves
 - 1306 sent back to CMB
- C-Way Desk
 - Clears Flag on C-Way record
 - Sailor now can apply in C-Way



NJP & Career Waypoints

- One of your Sailors has been referred to NJP, consider the following
 - ▶ prior to awarding punishment:
 - How long has your Sailor been in the Navy? (Less than 14?)
 - What is your Sailor's proximity to his/her SEAOS?
 - If you reduce your Sailor in rank, you will be required to write a
 - Significant Problems (SP) or Progressing (PROG) eval. This eval will
 - render your Sailor ineligible for reenlistment until he/she has two
 - more evals that are promotable or higher. The eval also renders the
 - Sailor ineligible for SELRES affiliation as well. MPM 1160-030, para.
 - 3.f.



NJP & Career Waypoints

- Will a reduction in rank render your Sailor HYT? MPM 1160-120, NAVADMIN 30/12
 - If so, do not expect to get an HYT waiver approved by BUPERS-32.
 - AC and FTS Sailors reduced in rate are authorized to complete the current enlistment only if it expires on or before the HYT gate of the new pay grade.
 - If Sailor's SEAOS exceeds the HYT LOS gate of the reduced pay grade, separation must occur within 180 days from the date of reduction.
 - When HYT gate is greater than 180 days following reduction in rate, the Sailor will be separated at the HYT LOS gate, if prior to the SEAOS, or at SEAOS if prior to his or her HYT LOS gate, if the Sailor is ineligible to reenlist or extend to the HYT LOS gate of the reduced pay grade.



NJP & Career Waypoints

- You have decided to award a reduction in rate. Consider the following:
 - Does your Sailor have time to recover from this SP or PROG? If not, are you prepared to see that Sailor separate at SEAOS? Are you willing to write two special evals in order to reestablish reenlistment eligibility? If you are willing to write two special evals, then why are you reducing the Sailor in rank at NJP in the first place?
 - If you do write two special evals, if your Sailor is outside of his in-rate looks in C-WAY-REEN (9-6 months prior to SEAOS), the Enlisted Community Manager (ECM) will determine whether or not to reset the Sailor for an additional in-rate look. Authority to reset is at the ECM discretion and is generally based on community health.
- Sailors who separate at SEAOS as ineligible are considered to be voluntary separations. They will not be eligible for Involuntary Separation Pay (ISP). MPM 1920-030, OPNAVINST 1900.4, NAVADMIN 036/12