



Leadership Brief

Navy Career Development and Career Counselor Training Symposium

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Surface Main Propulsion
BUPERS-32
15 August 2016
UNCLASSIFIED



Community Management Perspective



	Community Management	Placement	Distribution
Focus	Providing sustainable inventories with requisite skills	Unit level manning and requirements	Individual assignments to meet billet/skill needs (Fit/Fill)
Demand Signal	Officer & Enlisted Programmed Authorizations (OPA & EPA)	Unit manning documents (AMDs, SMDs)	Requisitions

- Often review same things, but from different perspectives
- Collaboration is important & improving
- Process the same for Active & Reserve components

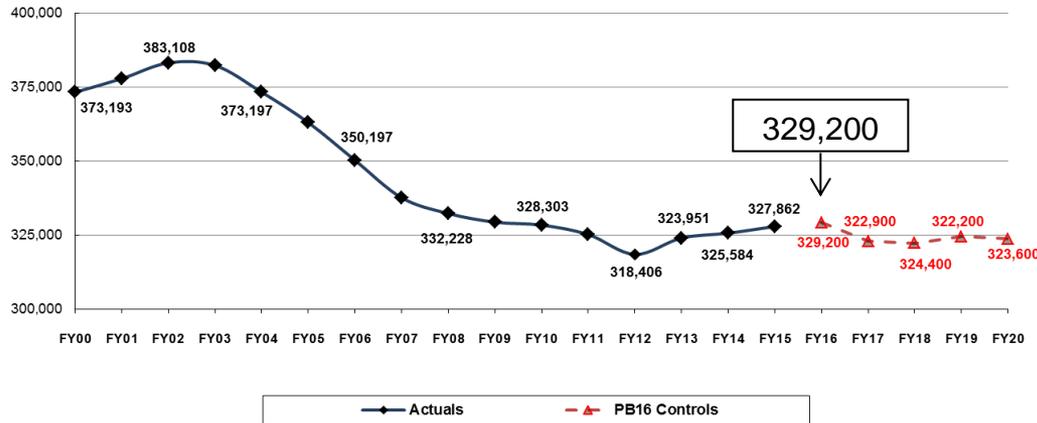
There can be a natural tension between the objectives of each function

End-Strength



Changing End-Strength

Stabilizing through the FYDP
Total End Strength 2000-2020



Force Management Strategy:

- Use all available levers
 - Accessions, Vol, Invol Actions
- Balance the force
 - CAREER WAYPOINT-Reenlistment, PACT Designation, quality boards
- Man sea billets
 - Incentives, SSF, VSDP, CPO to Sea, etc.
- Reduce friction
 - Fund Individuals Account, evaluate RRL

Contributors to Current Strength:

- Significant changes in requirements
 - ES reduced by 6K through the FYDP
 - C-WAY Pressure
 - Decreased Accessions
- Loss Uncertainty
 - PFA Changes
 - Improving Economy
- Budget/Legislative Uncertainty
 - Declining Budget
 - CGs and Air Wing Buyback
- **Friction**
 - Under-funded and over-executed Individuals Account
 - RRL Impact

End of Jun FY16 Strength:

Total: 326,108
Officer: 54,982
Enlisted: 271,126

Source: Apr 2016 Monthly End Strength Brief

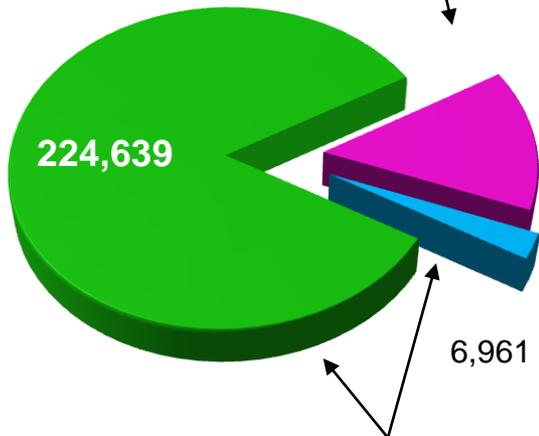
GOAL: BALANCED FORCE, STABLE END-STRENGTH

Distribution of Navy Wide Enlisted Assets (July 2016)

(Numbers are USN personnel)

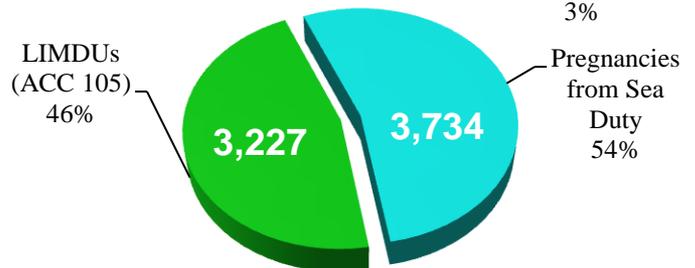
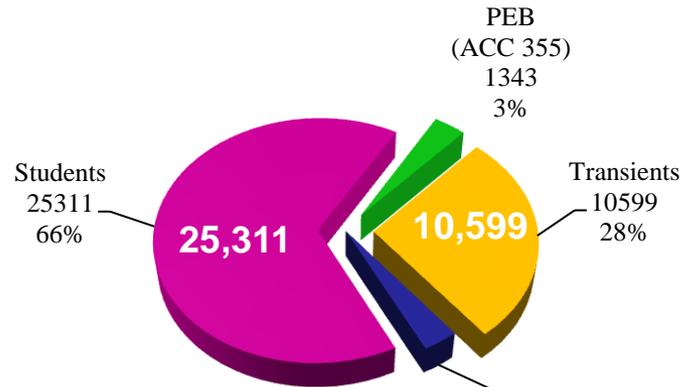
Of 270,091 total enlisted, 14% (38,491) were non-distributable and 2.6% (6,961) were LIMDU (ACC 105) or pregnant on 20 July 16.

Total Non-Distributable – 38,491 (14%)
 TPP&H – 13,180 (5%)
 Students – 25,311 (9%)



TPP&H/Student Pipeline

LIMDUs & Pregnancies



Total Distributable – 231,600 (86%)
 (includes LIMDUs and pregnancies which make up 3.0% of the distributable manning)

Billets Authorized

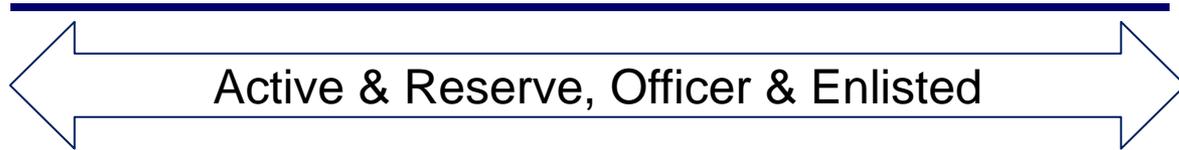
Distributable	233,716
Students	26,701
TPP&H	10,117
Total	270,534

Note: Sailors who become pregnant while assigned to sea duty are assigned to a special shore tour. On 20 July 16, there were 86 sailors in ACC 105 and 43 sailors in ACC 355 that were also pregnant.



Specific Community Mgmt

BUPERS-31 (Off) / BUPERS-32 (Enl) / BUPERS-34 (Metrics)

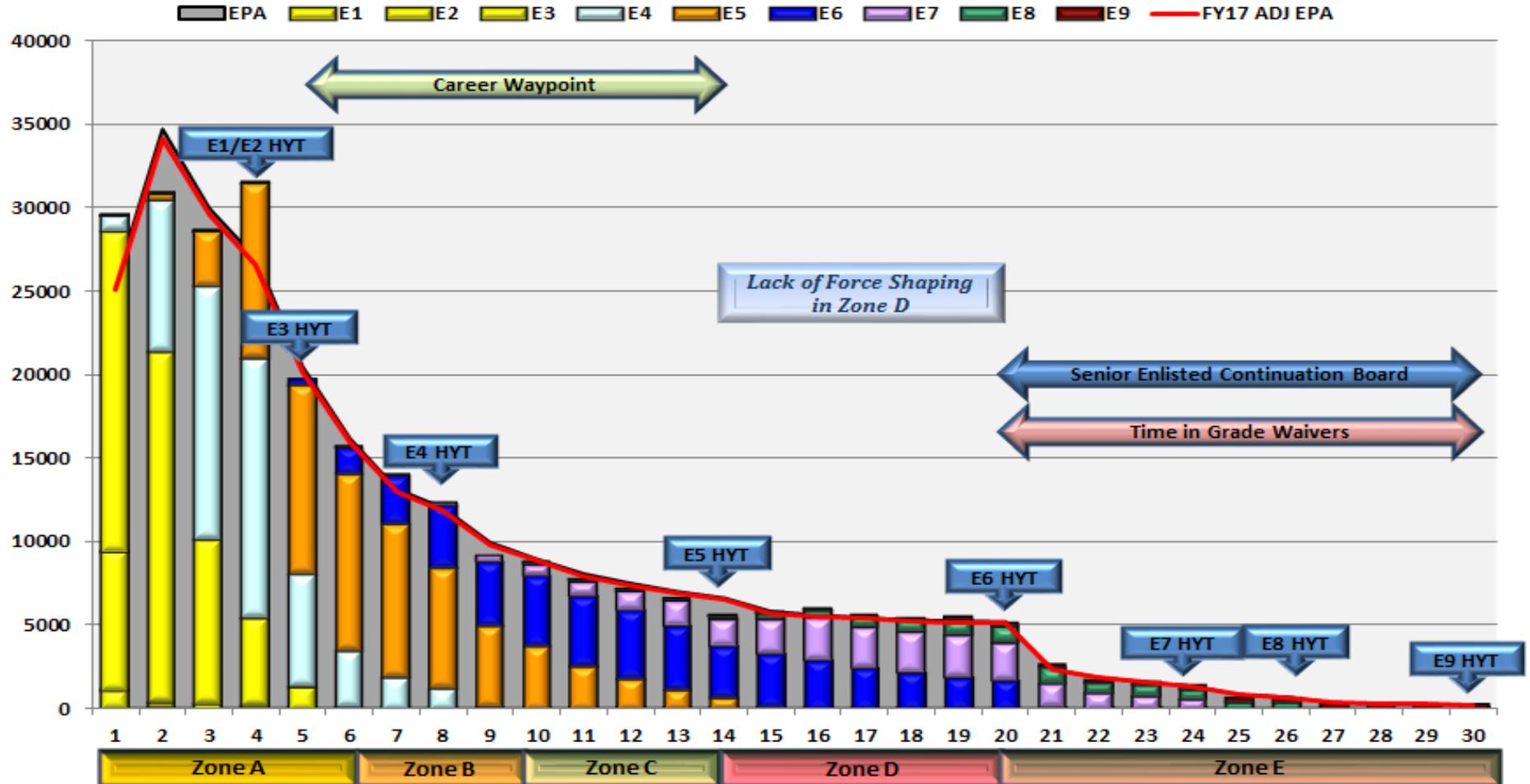


- *Accession planning*
 - Quality, quantity, policy
 - Lateral conversions/Re-designations
- Training
 - Initial ('A') school requirement
 - Advanced/career ('C') school requirements
 - Policy advisor to NETC/OTC
- Review billet changes for impacts on community health
 - Sea/shore rotation
 - Adv/Promotion impacts
 - Career progression
 - Geo Stability
- Information dissemination
 - Fleet Engagement
 - Link, web pages, PAO efforts
- POM Analysis and Mitigation
- Special Initiatives
 - CNO's TOR Comm Mgmt WG
 - Force Management ESC
 - LDO/CWO Realignment
 - Continuum of Service WG
 - Enlisted Supply Chain Planning & Execution
 - LCS Council
 - Cyber TF Challenge
- Force structure management
 - *Advancement/Promotion Planning*
 - Career paths
 - Retention
 - Retirements
 - Separations (early, hardship)
 - Sea/shore tour lengths
 - *CAREER WAYPOINT-Reenlistment*
 - *CAREER WAYPOINT-PACT Designation*
 - NEOCS/NOOCS
 - Continuation/SERAD
 - *Probationary Officer Continuation and Redesignation Board (POCRB)*
- Incentives
 - Pay
 - *Bonuses (SRB Plan)*
 - Special duty assignment pay (SDAP)
 - Training incentives (STAR/HPSP)
- Metrics and Analysis
 - Reports, ad hoc queries

SRB NAVADMIN 155/16
Updated JUL 16 &
SDAP NAVADMIN 120/16
Updated MAY 16

All Enlisted Active Duty LOS

(OCS/MIDS/Unspread EPA not included)



	E1-E3	E4	E5	E6	E7	E8	E9	Overall
FY16 EPA	69327	53559	67486	46998	22499	7011	2730	269610
INV	67164	53724	67186	46373	24133	7550	3061	269191
Man %	96.9%	100.3%	99.6%	98.7%	107.3%	107.7%	112.1%	99.8%

INV as of: 08 Aug 16
 Spread EPA: Spring 2016 using FY16/Adj FY17
 Unspread EPA: Spring 2016 using FY16
 EPA excludes MIDS/OCS/Unspread

Force Stabilization Tools



ENLISTED

- ✓ Reduced Accessions
- ✓ Selected Reenlistment Bonuses
- ✓ Short-Term Extension Policy
- ✓ Selected Time In Grade Waivers
- ✓ Early Enlisted Transition Program (EETP)
- ✓ Career Waypoint-Reenlistment (Zones A/B/C)
- ✓ High Year Tenure
- ✓ E7-9 >20 Continuation Board
- ✓ Special and Incentive Pay Reviews
- ✓ Selective Reserve Affiliation
- ✓ Temporary Early Retirement (TERA)

OFFICER

- ✓ Reduced Accessions
- ✓ Probationary Officer Continuation & Redesignation Board
- ✓ Career Status Boards
- ✓ Limit Retire/Retain and Age Waivers
- ✓ Selected Time In Grade Waivers
- ✓ Limit Retraction of Retires/Resigs
- ✓ Selective Early Retirement / Continuation Board (O-5 and O-6 FTS)
- ✓ Special and Incentive Pay Reviews
- ✓ Minimum Service Requirement Waiver
- ✓ Admin Selection Boards
- ✓ Temporary Early Retirement (TERA)

Force Management Levers utilized to achieve objectives



Enlisted Early Transition Program (EETP)



- Reintroduced via NAVADMIN 103/14
- Sailors can apply 24 months prior to their SEAOS
- Quotas published on NPC website, updated periodically.
- Quota driven process, targeting specific over-manned Year Groups (YG), paygrades and NEC (when applicable) within the ratings.
 - If rating not listed, application will be returned.
 - Applications received unencrypted will be returned.

Published Quotas include:

ABE	FT
ABF	GSE
ABH	GSM
AD	HT
AE	IC
AO	IS
AS	LS
AT	MM
AZ	MR
AWV	OS
BM	PR
CE	PS
CTR	QM
DC	SH
EN	UT
EMSW	ETR

Updated: 3 August 2016

EMC	Rating	Pay-Grade	Year Group (FY Sailor joined the Navy)	Quotas	NEC Information
A101	ABE AVIATION BOATSWAINS MATE (EQUIPMENT)	ALL	2012	24	N/A
			2013	34	
A102	ABF AVIATION BOATSWAINS MATE (FUELS)	ALL	2012	25	N/A
			2013	38	
A103	ABH AVIATION BOATSWAINS MATE (HANDLING)	ALL	2012	23	N/A
			2013	11	
A110	AD AVIATION MACHINISTS MATE	ALL	2012	19	N/A
			2013	57	
A130	AM AVIATION STRUCTURAL MECHANIC	ALL	2013	10	Ineligible NEC: 7225
A200	AE AVIATION ELECTRICIAN'S MATE	ALL	2006	14	N/A
			2007	10	
			2008	10	
			2009	9	
			2010	9	
			2011	3	
			2012	3	
2013	7				

Multiple:

- Paygrades
- Year Groups

May include NEC specifics

Total
903 Quotas



Senior Enlisted Continuation Board

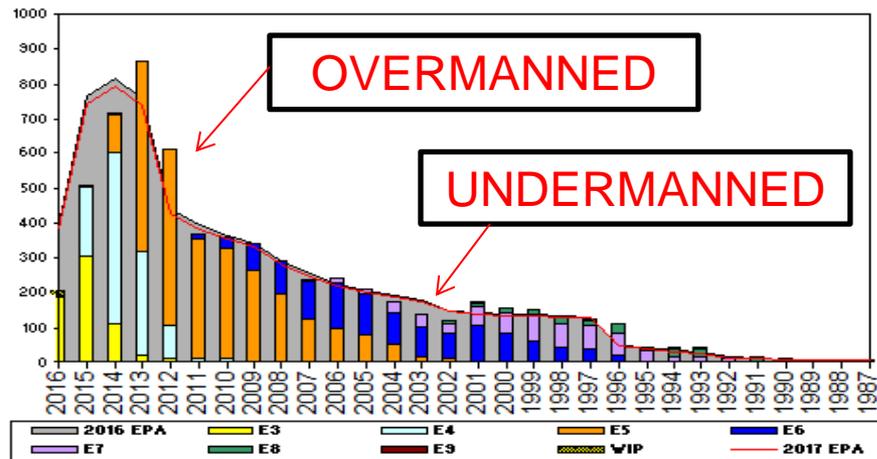


- **A performance-driven review of Master Chiefs, Senior Chiefs and Chiefs with more than 19 years of service and three years time in grade**
 - *No quotas*
- **Documented misconduct and substandard performance are the primary reasons a Sailor would not be selected for continued service.**
- **Examples (listed in the NAVADMIN) include:**
 - Substandard Performance of Duty
 - Declining Performance
 - Military or civilian convictions, and non-judicial punishment.
 - Inability to perform duties required by rating, such as through removal of security clearance
- **Members not selected for continuation must transfer to the Fleet Reserve or Retire.**
- **FY17 Senior Enlisted Continuation Board has been cancelled; see the official NPC board schedule under “FY17 Board Schedule”**

Community Manager - OS



Operations Specialist - B440



Sea Shore Flow		
TOUR	SEA	SHORE
1ST	53	36
2ND	60	36
3RD	42	36
4TH	36	36
5TH	36	36
6TH	36	36
7TH	36	36

FORCE STRUCTURE MANNING TO BA										
	PG	SEA	INV	BA	SHORE	INV	BA	SEA + SHORE	TOTAL INV	TOTAL BA
1ST	E1-3	67.9%	477	703	392.9%	55	14	74.2%	532	717
2ND	E4	103.9%	935	900	89.3%	109	122	102.2%	1044	1022
3RD	E5	88.6%	1633	1844	104.6%	848	811	93.4%	2481	2655
4TH	E6	104.9%	638	608	103.5%	470	454	104.3%	1108	1062
5TH	E7	115.5%	276	239	80.3%	286	356	94.5%	562	595
6TH	E8	96.3%	79	82	139.5%	106	76	117.1%	185	158
7TH	E9	107.1%	15	14	127.8%	23	18	118.8%	38	32
Total		92.3%	4053	4390	102.5%	1897	1851	95.3%	5950	6241

ADV OPP.							
	E1-3	E4	E5	E6	E7	E8	E9
All-Navy	TIR	29.63%	17.84%	13.02%	20.87%	14.36%	7.50%
OS	TIR	100.00%	56.37%	5.14%	19.42%	2.90%	5.21%

Zone Information

	ZONE A	ZONE B	ZONE C	ZONE D	ZONE E	ALL ZONES
FY16 Manning:	93.0%	100.0%	89.0%	103.0%	128.0%	96.4%
FYTD RE Rate:	50.78%	75.00%	73.33%	96.64%	16.85%	62.52%
FY17 Manning:	96.0%	103.0%	91.0%	106.0%	132.0%	99.2%

NOTES

PACT Designation Opportunity

RED: YG 2014

NWAE: YG 2014, 2015

Conversion Opportunity

Convert In: 2004, 2011

Convert Out: Various

RC to AC Opportunity

YG 2002, YG 2003

Notes:

EETP being offered for 2012, 2013.

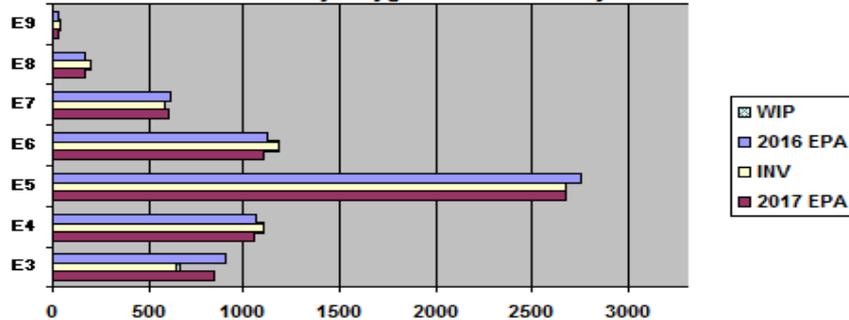
Sailors needed for NEC's 0318, 0319, 0324, 0304, 0350, 0356 and 0167.

For PACT applications, ensure there are available billets at command.

Enlisted Community Manager: 901-874-3784

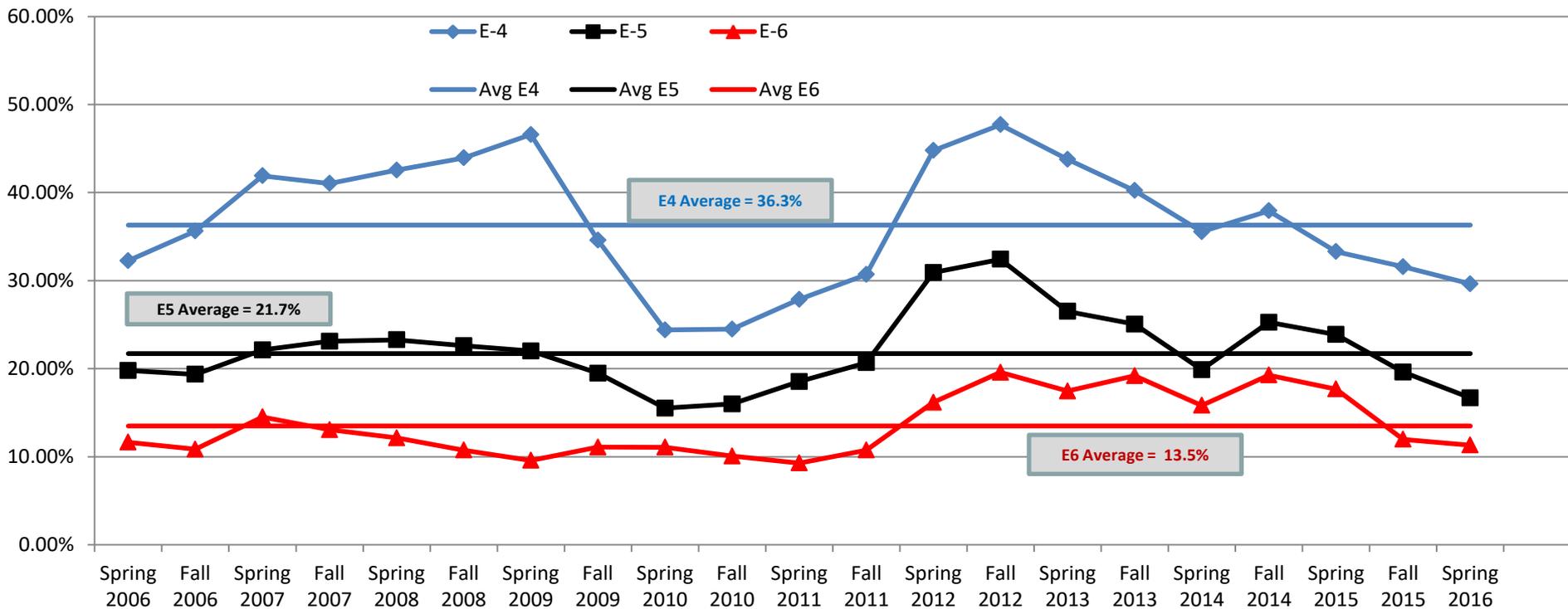
Data Source: NMPBS(Inv)/NRMS(RE Rate)/N12(EPA/SSF)/BUPERS3(Adv Op) **As of Date:** 08-Jul-16

EPA by Paygrade vs Inventory

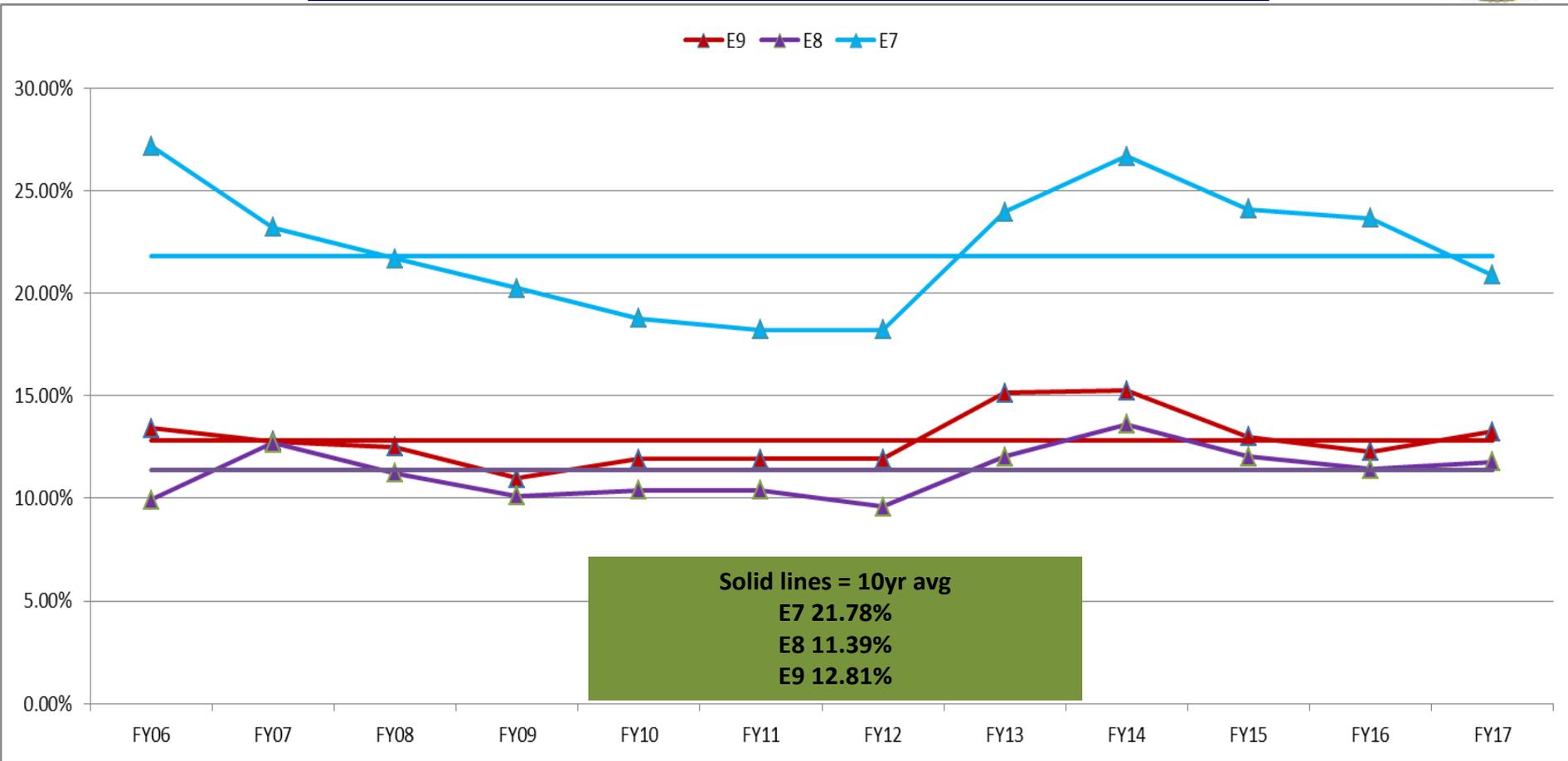


	E1-3	E4	E5	E6	E7	E8	E9	TOTAL
% INV to FY16 EPA	71%	103%	97%	105%	95%	118%	118%	96%
EPA (FY16)	908	1065	2756	1121	613	165	33	6661
INVENTORY	643	1102	2676	1180	585	194	39	6419
EPA (FY17)	835	1052	2675	1106	602	171	33	6474
% INV to FY17 EPA	77%	105%	100%	107%	97%	113%	118%	99%
NV +WIP / FY16 EPA	79%							97%
INVENTORY	659	16	← E-3 and Below WIP					6435
NV +WIP / FY17 EPA	79%							99%

Historical E4/5/6 Aggregate Opportunity



Advancement is below historical and previous cycle opportunity



- E9 Opportunity stabilizing near 10 year average
- E8 Opportunity continues above 10-year average
- E7 Opportunity continues above 10-year average



Final Multiple Score (FMS)

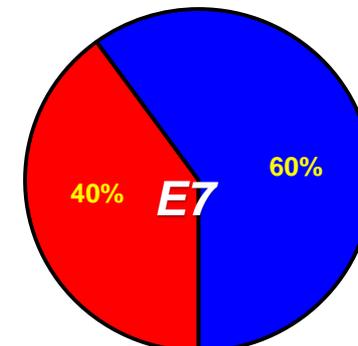
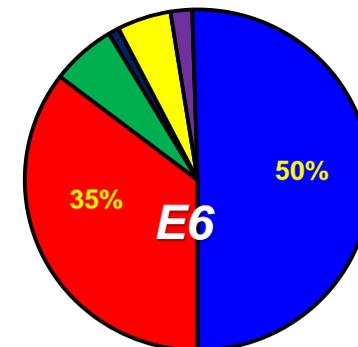
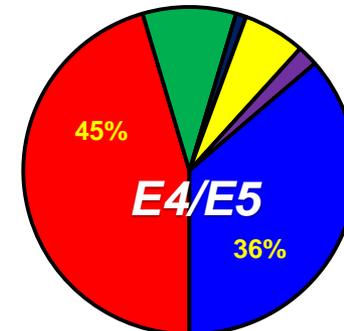
A measure of the "Whole Sailor"



NAVADMIN
114/14

- SS
- PNA
- SIPG
- AWDS
- ED PTS
- PMA

Factor	Exam Paygrade	Computation	Maximum Points	Percent
Standard Score (SS)	E-4/5	As indicated on Profile Sheet	80	45 %
	E-6		80	35 %
	E-7		80	40 %
Performance Mark Average (PMA)	E-4/5	PMA x 80 – 256	64	36 %
	E-6	PMA x 80 – 206	114	50 %
	E-7	PMA x 50 – 080	120	60 %
Service in Paygrade (SIPG)	E-4/5	SIPG / 4	2	1 %
	E-6	SIPG / 4	3	1 %
Awards (AWDS)	E-4/5	As indicated in Advancement Manual (* 2 extra points for IA)	10 (* 12)	6 % (1%)
	E-6		12 (* 14)	5 % (1%)
Education Points (ED)	E-4/5	Associate Degree = 2 points	4	2 %
	E-6	Bachelor Degree or higher = 4 points	4	2 %
Passed Not Advanced Points (PNA)	E-4/5	From last 5 Exam cycles Top 25%	15	9 %
	E-6		15	6 %
Maximum FMS Possible	E-4/5 (* IA Points)		175 (*177)	100 %
	E-6 (* IA Points)		228 (*230)	100 %
	E-7		200	100 %





CAP & MAP Program Background

- **NAVADMIN 114/14 and 245/14 established process changes to the then Command Advancement Program (CAP) in FY15**
 - Instituted a “Season” from 1 July through 30 Sept requiring commands to submit certification letters only during this time frame
 - Eligible commands and their corresponding quotas are now published in the NAVADMIN
 - PERS 8 reviews and validates all certification letters
 - PERS 2 is the sole source to effect advancements

- **SECNAV renamed CAP to Meritorious Advancement Program (MAP) as a part of Talent Management Initiatives (ALNAV 050/15)**
 - Increase the utilization of meritorious advancement and promotion programs
 - Expand the number of MAP advancements
 - Quota redistribution – CO’s may return unused quotas or petition for more
 - Allow shore-based commands to participate in MAP

SECNAV – “Empower commands with more OPPORTUNITY and FLEXIBILITY to recognize their BEST sailors through advancement”



Strategic Working Group

▪ MAP Strategic Working Group

- N1 and MCPON led
- Senior enlisted (CMCs, FORCMs, FLTCMs) from Fleet and major stakeholders
- Established to provide greater flexibility for Triads to recognize talented Sailors

▪ FY15 program modifications

- NAVADMIN 141/15
- Established policy for CO's to return and request additional quotas
- Redistribution managed and controlled via designated Echelon II Commands

▪ FY16 program modifications

- NAVADMIN 089/16
- New quota methodology that provides equitable quotas to both Sea/Shore CMDs
- MAP opportunity for all Sailors (CMDs w/o MAP quotas can request from Ech 2)
- Expand Time In Rate (TIR) requirements to increase eligible population
- Community health controls for small number of over-manned rates

MAP modifications are result of Fleet input and thorough assessment by MAP WG



FY15 MAP Execution Summary

Open Season

- 863 of 926 CMDs reported (93%)
- 1973 of 2290 quotas used (86%)
 - E6 - 780
 - E5 - 692
 - E4 - 501
- 317 quotas returned
 - E6 - 231
 - E5 - 52
 - E4 - 34
- 458 quotas requested (309 filled)
 - E6 - 243
 - E5 - 144
 - E4 - 71

Redistribution Season

- Redistribution Season took place 1 – 30 Sept
 - Allowed exceptions due to operational commitments
- 309 of 317 redistributed quotas used
- 2282 total quotas utilized
 - E6 - 947
 - E5 - 781
 - E4 - 554

Total MAP Authorized: 2290; Total MAP Executed: 2282 = 99.7%



FY16 MAP Summary

COMMAND MAP QUOTAS

- 904 UICs receive command MAP quotas
- 2890 Total Command MAP quotas
 - E6 - 944
 - E5 - 858
 - E4 - 1088

DESIGNATED ECHELON 2 QUOTAS

- 34 Designated Ech 2's receive dedicated MAP quotas
- 191 Total Ech 2 quotas
 - E6 - 77
 - E5 - 78
 - E4 - 36

TOTAL QUOTAS - 3081

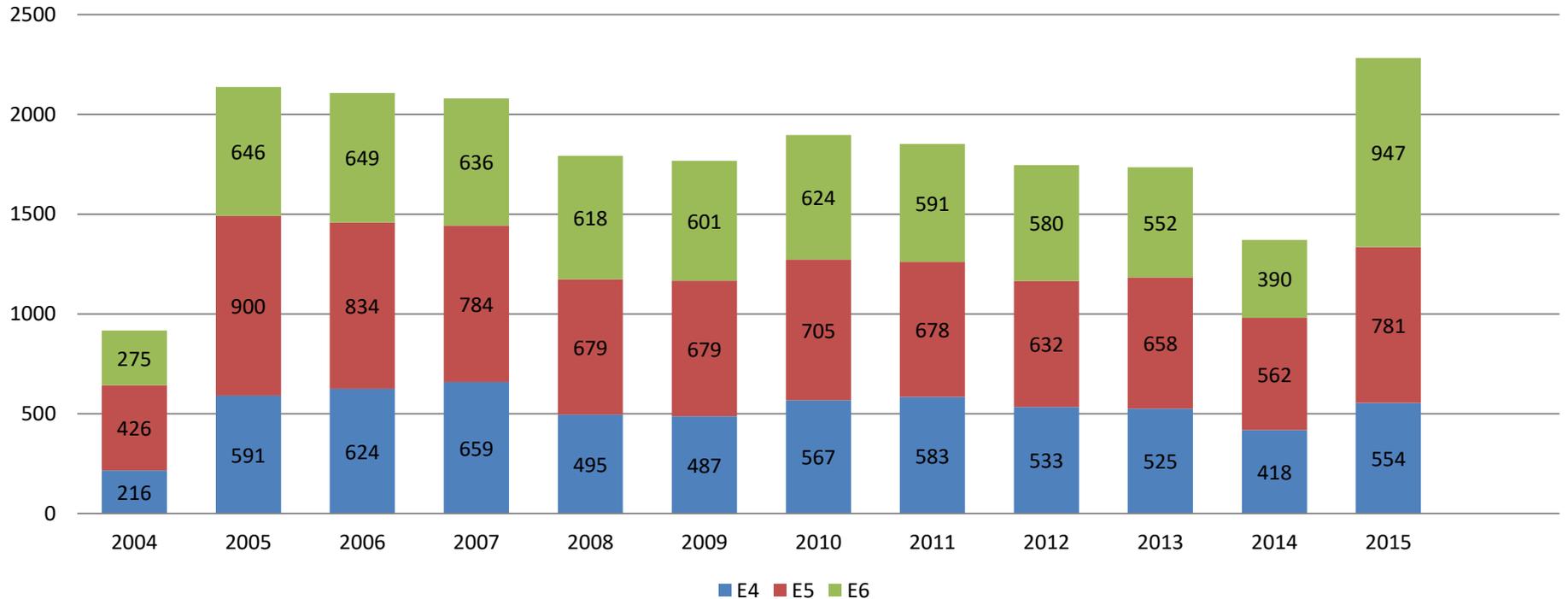
Program Highlights

- Expansion of MAP to Shore Commands
- All commands have an opportunity to apply for a quota
- MAP opportunity for any Sailor that meets advancement eligibility
- Community health controls in place to sustain maximum advancement opportunity
- All rates remain eligible for MAP

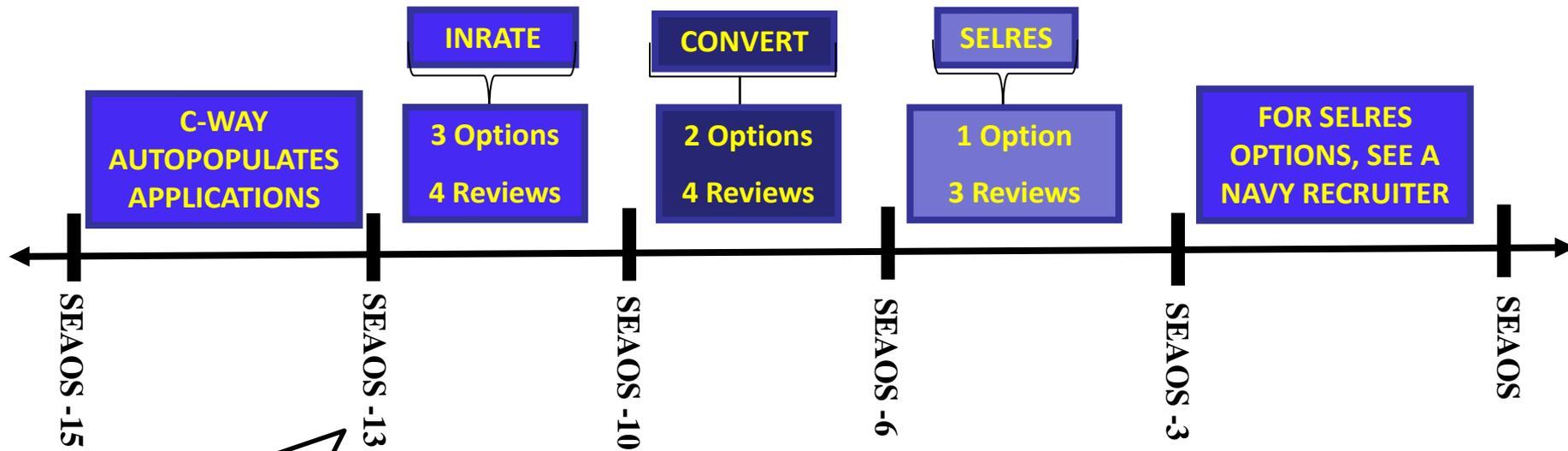


CAP to MAP Comparison Historical Execution

Quota Distribution by Paygrade



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

Improvements

- Aligns reenlistment requests with orders negotiation
- Sailors receive reenlistment decisions sooner
- Sailors negotiate orders sooner
- Builds in time for Sailors to submit conversion requests
- Command workload reduced
- Clear distribution signal
- Auto-Approval

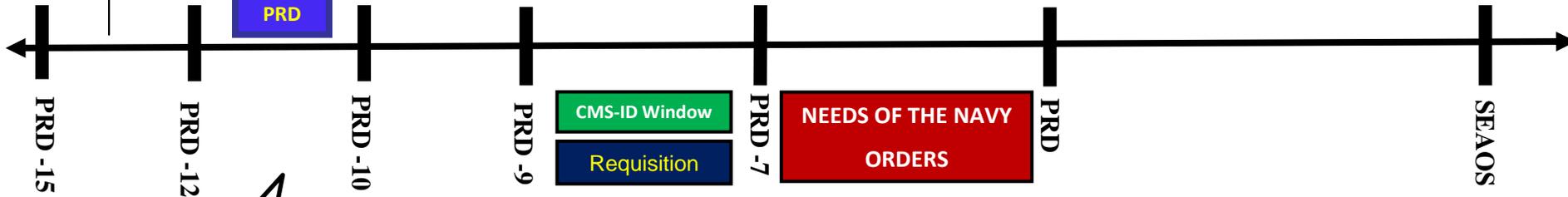
CAREER WAYPOINTS PRD TIMELINE



- CMSID alignment (No C-WAY-Reenlistment Applications)
- Sailors negotiate orders
- CCC Workload reduced (fewer applications/counseling)
- Clear PERS-4 demand signal

C-WAY
AUTOPOPULATES
APPLICATIONS

PRD



Sailors with < 24 months "ID card time" must submit PRD Application

SEAOS

PRD APPLICATIONS ARE PROCESSED AT 12, 11, AND 10 MONTHS PRIOR TO PRD ONLY.

IF DENIED, OPTIONS:

1. REMAIN IN PLACE (MOVE PRD OUT TO MATCH SEAOS)
2. EXECUTE SHORT TERM EXTENSION (STE) IF ELIGIBLE WITHOUT C-WAY-REEN QUOTA IAW MPM 1160-040
3. TRANSFER WITH SHORTER OBLISERV (12 MOS OBLISERVE VICE 24 OR MORE MONTHS)
4. TRANSFER WITH APPROVED RETAINABILITY WAIVER

Navigating C-Way

15 months

Prior to
End of Obligated
Active Service
or
Projected Rotation
Date

C-Way
auto-populates
Sailors'
information

Meet with your
Chain of Command
&
Career Counslors
&
decide what
is best for
your career

13 - 10 months

Active Duty
Reenlistment
(four in-rate looks)

or

Active Duty or
Full Time Support
rate conversion
(four looks)

or

Transition into
Selected Reserve

or

Decide to
Seperate

9 - 6 months

Active Duty
or
Full Time Support
rate conversion
(four looks)

or

Transition into
Selected Reserve

or

Decide to
Seperate

5 - 3 months

Transition into
Selected Reserve
within a
different rate
(three looks)

or

Decide to
Seperate

2 - 0 months

Sailor
advised to
prepare for
seperation





CAREER WAYPOINTS

Reenlistment Check-in



Sailors check-in 13 months in advance and indicate if they plan to separate or reenlist

Open Reenlistment ($\leq 98\%$): If eligible, auto-confirmed, can reenlist immediately.
(Undermanned and E6s)

Balanced Reenlistment ($>98\% - <102\%$): If eligible, will be “Racked and Stacked” unless YG is undermanned.

Undermanned year group: Auto-confirmed, can reenlist immediately

Overmanned year group: Will be “Racked and Stacked” to determine reenlistment eligibility

Competitive Reenlistment ($\geq 102\%$): Will be “Racked and Stacked” to determine reenlistment eligibility. (Overmanned and special requirements)



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)	CRFTS	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

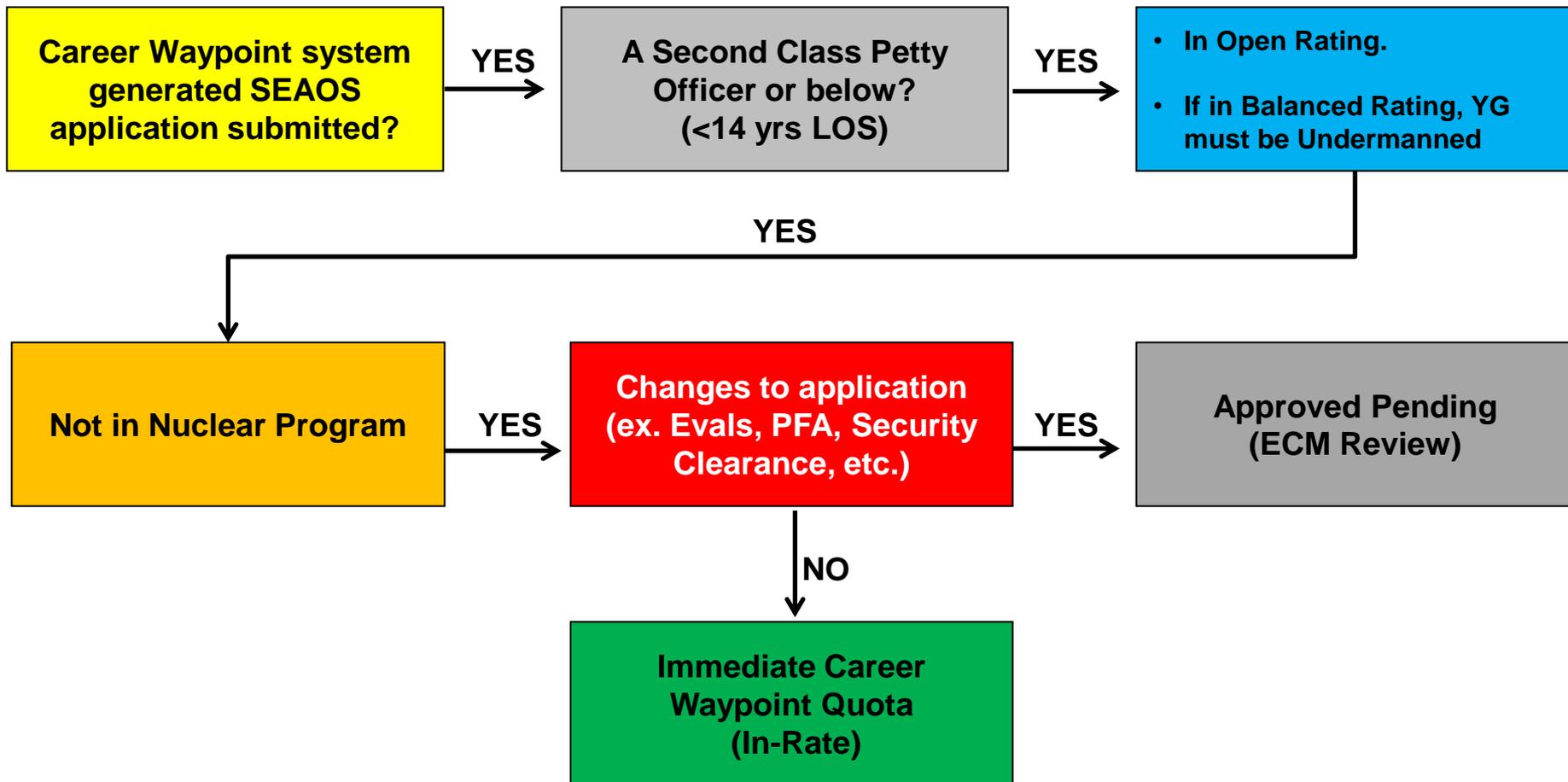
-Competitive Reenlistment – Over manned or special requirements (Nukes). If eligible and command approved, must apply



Career Waypoints-Reenlistment Auto-Approval



***All First Class Petty Officers are approved with valid applications





CAREER WAYPOINT-Reenlistment Algorithm



CO's recommendation for retention verified, applications sorted by:

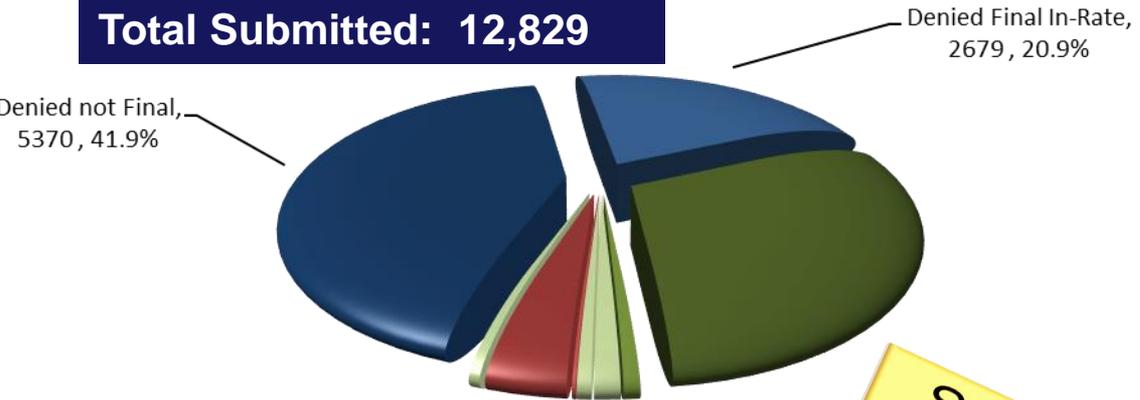
- **Paygrade**
- **Selected for advancement, but not advanced (Frocked)**
- **Average of up to last five (three for E3/4) EVALs (EP=5, MP=4, etc, not trait average); NOB accounted for but not factored in**
- **Critical NECs held (per USFFC list) or RIDE score for conversions**



Jun 2016 RE Results

AC Sailors – All FY

Total Submitted: 12,829



In-Rate Approval Breakdown	
Rack and Stack	2,382
Auto Approved	1,471
Total	3,853

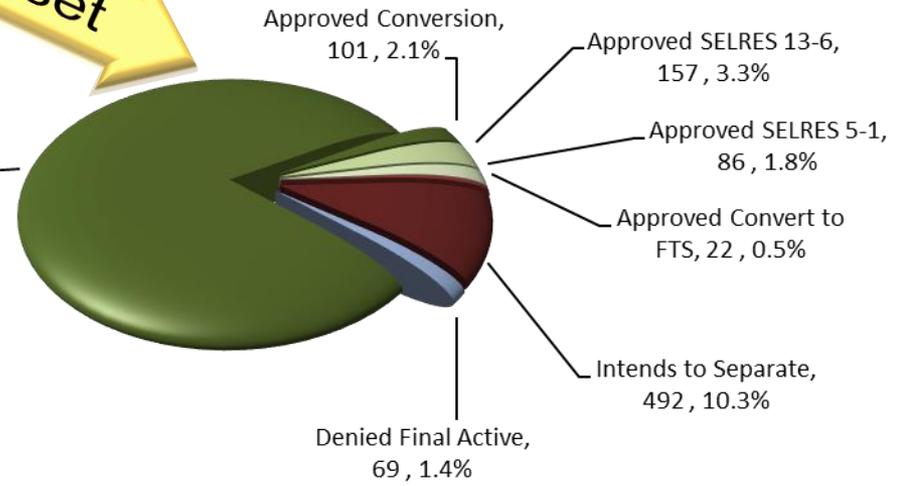
Final Actions: 4,780



Denied Final In-Rate Breakdown	
Denied Requested Active/FTS	742
In-Rate Only	230
In-Rate Willing to Convert	113
Convert Only	399
No Apply This Month	198
Failed to Submit	74
Denied Requested SELRES	17
Intends to Separate	1,420
Not Eligible	228
Total	2,679

Anticipated Conversions

Anticipated Voluntary Separations



Final Actions: 4,219 Approved (88%), 69 Involuntary Separations (2%), 492 Voluntary Separations (10%)



CAREER WAYPOINT-Reenlistment Take-Aways



- **Involvement is key**
 - Early is better
 - Trust, but verify (CDBs, applications, etc)
- **Know the system, know what can be influenced and what can't be**
- **EVALS**
 - Be honest—inflated evals could hurt a better Sailor
 - Know when someone is approaching a CAREER WAYPOINT
- **Consider conversion option**
 - Prepare for conversion well before CAREER WAYPOINT window
- **Quota expirations (13 months or change to EAOS/SEAOS or Current Enlistment Date (CED))**
- **If separating, consider SELRES affiliation (future RC>AC opportunity)**
- **Use command level CAREER WAYPOINT-Reenlistment reports**



Enlisted Women in Submarines



Overview



- **The Navy is continuing to integrate the Submarine Force with female enlisted Sailors and is looking for highly motivated applicants. The USS OHIO, homeported in Bangor WA, will be the next platform to integrate. All enlisted female Sailors E1-E8 have opportunity to apply. Selection numbers will grow each year as additional crews are integrated.**
- **Sailors desiring rating conversion will be selected through an application process. Details will be announced via the EWIS Cycle-3 NAVADMIN**
 - **Application NAVADMIN – Anticipate Summer 16**
 - **Selection NAVADMIN – Anticipate Fall/Winter 16**
- **The first enlisted female Submariners to arrive onboard the USS OHIO will be CPOs from direct conversion rates (ie. LS, CS, IT, YN, HM(IDC))**
- **All submarine ratings are available for conversion.**
- **11 of the 34 female Sailors selected in FY15 have already completed the conversion process and are serving in the Submarine Force.**

The Submarine Force is looking for the best and brightest who want to break new ground and forge a path for future female Submariners!

Job Opportunities



Sonar Technician Submarines
(STS)



Culinary Specialist (CS)**



Fire Control Technician (FT)



Logistics Specialist (LS)**



Machinist's Mate (MM)
(Auxiliary and Weapons)



Yeoman (YN)**



Electronics Technician (ET)
(Navigation or Communications)



Information Systems Technician
(ITS)**



Missile Technician (MT)

The Submarine Force will be looking for the Sailors in all ratings!



In Closing...

- **Understand current policies and programs**
 - **Ensure they are being managed appropriately**

- **Engage your Sailors early**
 - **Make sure they understand their responsibilities for their career**

Questions?