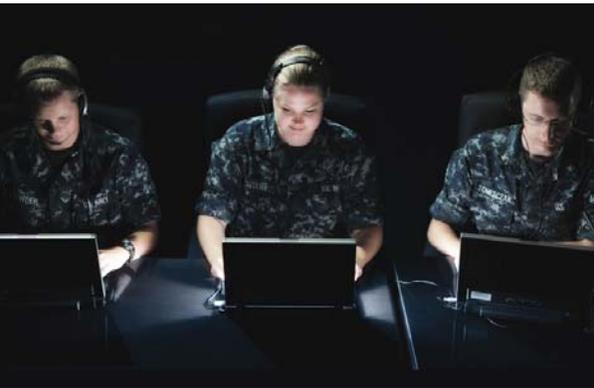




Sailor 2025 is the Navy's program to improve and modernize personnel management and training systems to more effectively recruit, develop, manage, reward, and retain the force of tomorrow. We are focused on empowering Sailors, updating policies, procedures, and operating systems, and providing the right training at the right time to ensure Sailors are ready for the Fleet.

Recruiting, developing and retaining the right number of Sailors with the right skills to man our force demands innovation built on a framework of three pillars: a modernized personnel system, an enriched culture, and a career continuum of learning. While the Navy is in a good position today with respect to recruiting, retention and manning, we are at a strategic cross-roads where we need to think about how we will conduct business for the Sailors of the future.



Personnel System Modernization (PSM)

Our personnel initiatives are aimed at empowering Commanding Officers, developing flexible policies, increasing transparency, providing better tools to Sailors and leadership, and giving more choices to Sailors and potential recruits.

To continue to recruit and retain the very best talent, we need modern policies and retention tools that offer flexibility and choice to Sailors. We are modernizing our personnel policies to give Sailors more control and ownership over their careers, as well as allow the Navy to adapt to economic changes and corresponding effects on the recruiting market and retention.

Current initiatives:

- Career Intermision Program (CIP) – Removed some program eligibility barriers and increased participant quotas. Allows individuals to take a sabbatical from the Navy for up to 3 years to pursue goals of their choosing
- Fleet Scholar Education Program (FSEP) – Expanded fully-funded, in-residence graduate degree opportunities at civilian institutions by 30 billets at the officers' (URL and IWC officers eligible) choice of institution
- Billet Based Distribution – Expanded choice and flexibility; enables the Navy to more efficiently assign personnel in support of warfighting readiness and more accurately match Sailors' unique skillsets to specific billets
- Meritorious Advancement Program (MAP) – Provided more opportunities to Fleet COs, CMCs, and the Chiefs' Mess to better identify and meritoriously advance talented, hard-working Sailors at sea and shore
- SECNAV Tours with Industry (SNTWI) – Provided opportunities for 30 top-performing Sailors at high-performing corporations to observe and learn the newest insights and best practices to bring back to the Fleet

Future initiatives:

- Revamp pay and personnel systems – Increase automation and streamline processes to ease the administrative burden that comes with PCS, promotions/advancements, and travel
- Rating modernization – Enhance career flexibility where combinations of rates with similar training and experience exist. Provide greater training and credentialing opportunities, and help Sailors become more marketable to civilian employers once they leave the Service – more than just 'new names' for existing ratings
- Online detailing marketplace – Provides more transparency for Sailors choosing their next set of orders by allowing billet visibility while also involving gaining commands' participation in the assignment of officers by enabling communication with potential candidates





Ready, Relevant Learning (RRL)

Our goal is to provide the right training at the right time for our Sailors. Ready, Relevant Learning seeks to transform our industrial, conveyor-belt training model into a career continuum of learning, where training is delivered at multiple points in a Sailor's career and is refreshed, renewed, and relevant to changing platforms and technologies.

Current and future initiatives:

- Adopt and introduce proven training techniques to the Fleet that support modular delivery within the career continuum and which improve learning compared to traditional methods
- 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
- Increase access to training for Sailors outside the classroom with mobile training delivery platforms, workplace-embedded job aids, and enduring reach-back/refresher capabilities
- Leverage cloud-hosted training content to increase the speed of updates to training to match the pace of technological change in the Fleet

Enriched Culture (EC)

Foster an inclusive culture that values diversity, equality, health and well-being to not only improve Sailors' quality of life but also to make our force stronger, more resilient and more competitive with the best public and private sector employers. The EC initiatives seek to improve the Navy's culture by removing barriers and improving Sailors' work-life balance, health, and wellness.

Current initiatives:

- Build inclusive teams that leverage our Sailor's diverse backgrounds, experiences, and skillsets to improve our warfighting capacity and readiness
- Sharpen our focus on family-centered initiatives
 - Expanded Child Development Center hours to better accommodate Sailors' work schedules
 - Changed dual-military/dual-professional spouse and single parent policies to improve stability and work-life balance
 - Expanded maternity leave – eligible members are entitled up to 12 weeks of non-chargeable maternity leave
- Strengthen resilience, health, and fitness across the Force
 - Improved PFA program and nutrition awareness
 - Lengthened Fitness Center hours to better meet Sailors' needs
 - Assigned Deployed Resilience Counselors to aircraft carriers and amphibious assault ships



For specific Sailor 2025 program information and guidance visit the website or scan:

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

To stay up to date on new NAVADMINs, upcoming events, and policy updates:

- Email usnpeople@gmail.com to receive a copy of the Weekly Wire
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