



SAILOR 2025

OVERVIEW

Attracting, developing, and retaining the best Sailors in an increasingly competitive talent market requires continued flexibility and transparency in policies and practices. The Navy is providing just that through a dynamic set of over 50 initiatives called Sailor 2025. It includes modernizing our personnel system to give our Sailors increased career choices and flexibility, executing our Ready, Relevant Learning program to deliver high velocity, tailored learning at the point of need, and focusing on career readiness to provide expanded Sailor and Family support to our team. The modernization of our practices, processes, and technology – MyNavy HR transformation – enables Sailor 2025. This will provide the Navy with a more agile and talented 21st century workforce that is adaptable to changing warfighting challenges and complementary to the modernization programs of ships, aircraft, and other combat systems.

THREE PILLARS OF SAILOR 2025

PERSONNEL SYSTEM MODERNIZATION

Better identification and management of talent, rewarding performance, and expanding career flexibility.

READY, RELEVANT LEARNING

Revised career long learning continuum with modernized delivery methods closer to the point of need.

CAREER READINESS

Initiatives that shape resilient, tough Sailors bolstered by a family support network, which fosters a career of service.

PERSONNEL SYSTEM MODERNIZATION (PSM)

The first pillar is a wholesale modernization of our entire personnel system. We are creating flexible policies, providing additional career choices, and empowering commanding officers with tools to retain the best and brightest Sailors. To do this, we are instituting modern policies and retention tools.

CURRENT INITIATIVES:

- **Meritorious Advancement Program** – Provides more opportunities for command leadership to meritoriously advance talented, hard-working Sailors at sea and on shore (5% of total advancement quotas in 2015 to 20% in 2020)
- **Tours with Industry** – Provides Sailors a chance to learn from and with leading industry partners to better improve leadership, management, and communications skills, while providing them with a unique look at civilian best practices
- **Targeted Re-entry Program** – Offers personnel with critical skills and superior performance the guaranteed opportunity to return to active duty following a temporary separation (< 2 years) from the Navy
- **MyNavy Assignment** – Updated detailing platform that provides an enhanced and modern user interface, visibility of all billets, and provides Professional Apprenticeship Career Tracks (PACT) Sailors the ability to search and apply for eligible ratings
- Revamp pay and personnel systems integrated across the active and reserve components to **deliver a modernized, agile, and flexible solution** that allows Sailors to rapidly and efficiently conduct all manner of personnel matters via modern, easily-accessible, and simple to use programs that work on a personal mobile device
- Modernize advancement examinations coincident with rating modernization
- **Improve the performance evaluation system** to empower Sailors with more immediate performance feedback and a clearer understanding of development opportunities within their career
- Enable a **seamless transition across the Active and Reserve Components**

WHY SAILOR 2025?

Sailor 2025 and the modern, innovative, information technology infrastructure we are building will:

- Improve how we recruit, train, and retain talent
- Allow for more accurate and efficient assignment of talent
- Better design and account for compensation packages (monetary and non-monetary)
- Generate a system that affords greater career flexibility and active/reserve/civilian permeability

Sailor 2025, along with MyNavy HR transformation efforts, supports our growing fleet and is vital to delivering and sustaining The Navy the Nation Needs. To accomplish this mission, we will offer better talent-matching, greater career flexibility, modernized and portable training delivery, better life/work balance, and pay and incentives that keep pace with market forces.





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READY, RELEVANT LEARNING (RRL)

The second pillar is a holistic approach to training our career enlisted force, which will accelerate learning for faster response to rapidly changing warfighting requirements in increasingly dynamic operational environments. Our goal is to provide the right training, at the right time, in the right way for our Sailors. We are using the science-of-learning to transition our current training model to modern training solutions delivered at the point-of-need, better prepare Sailors to operate and maintain equipment at its technological limits, and meet rapidly evolving warfighting requirements.



CURRENT INITIATIVES:

- 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
- Leverage emerging learning technology to provide online training tools, including virtual reality and interactive “apps,” at the time and place needed, thereby, reducing the necessity and costs of returning Sailors to retrain at legacy brick-and-mortar schoolhouses
- Identify and align IT capabilities to support delivery of modernized content ashore and afloat. The first rating, Operations Specialist, delivered in September 2019, and we have now transitioned four total courses to modernized delivery (OS-A, Quartermaster (QM), Intelligence Specialist (IS) and Retail Services Specialist (RS))

CAREER READINESS (CR)

The third pillar will remove barriers to continued service and improve work-life balance, health, and wellness. We will enhance career readiness by better-developing leaders and removing obstacles that negatively influence a Sailor’s decision to Stay Navy. This starts with instilling resilience and toughness in our Sailors. We are taking an innovative, holistic approach to increase the Navy’s warfighting readiness by reinforcing the importance of spiritual, mental, and physical strength, which we call Warrior Toughness. The skills taught in Warrior Toughness help Sailors perform better before, during, and after critical events.

We understand the Navy is more powerful and lethal when we leverage the talents and strengths of our workforce and instill an environment in which all are valued and respected, a force multiplier. We have incorporated the Our Navy concept into leader development to make our force more diverse, inclusive, resilient, and competitive, equipped and ready to deter war and protect our nation, interests, and allies.

CURRENT INITIATIVES:

- Created Enlisted Leader Development courses, which focus on character, ethics, self-awareness, navigating stress, decision-making, and what it means to be part of the profession of arms
- Implemented a series of Permanent Change of Station (PCS) improvements including MyPCS Mobile, CAC-free access, Entitlements Calculator, Lean Orders, Electronic Travel Vouchers, and authorized the use of the Government Travel Charge Card during PCS travel
- Launched the Culture of Excellence framework to empower the Fleet to achieve warfighting excellence by fostering psychological, physical, and emotional toughness; promoting organizational trust and transparency; and ensuring inclusion and connectedness among every Sailor, family member, and civilian throughout their Navy Journey
- Launched the MyNavy Family application to identify, consolidate, and standardize information into one authoritative source, informed by feedback from world-wide spouse engagement sessions
- Improving the physical fitness assessment and nutrition awareness programs
- Revised dual-military/dual-professional spouse and single parent policies to improve stability and work-life balance, including increased parental leave
- Extended hours of operation at fitness centers and child development centers in response to demand



FOR ADDITIONAL SAILOR 2025 PROGRAM INFORMATION AND GUIDANCE VISIT:

<https://www.navy.mil/Leadership/Chief-of-Naval-Personnel/CNP-Department-Exclusives>
<https://www.public.navy.mil/bupers-npc/career/talentmanagement/pages/default2.aspx>

TO STAY UP TO DATE ON POLICY UPDATES, UPCOMING EVENTS OR TO PROVIDE ADDITIONAL IDEAS TO PURSUE AS PART OF SAILOR 2025

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