



The Official Newsletter of MyNavy HR

# SAILOR to SAILOR

HAPPY BIRTHDAY NAVY

October 2021

## Annual Tuition Assistance Caps Increased this Year

The Navy has increased tuition assistance benefits, allowing qualified Sailors to now use up to 18 semester credit hours annually, up from the previously allowed 12.

It's an expansion of the benefit that Sailors have long asked for and goes into effect on Oct. 1, according to NAVADMIN 214/21 released Sept. 28.

Along with this expanded credit cap comes a list of new eligibility requirements that tighten up who can use Navy Tuition Assistance (TA) and when.

"We are committed to ensuring fully qualified Sailors can take advantage of this increased education opportunity in a manner that reinforces our commitment to professionalism, warfighting, and retention," wrote Vice Adm. John B. Nowell, Jr., the chief of naval personnel in the message.

"Operational readiness remains our top priority. As always, commanding officers may establish benchmark qualifications for Sailors and officers under their command, and manage off-duty education pursuit, based on current or anticipated operational commitments."

Though the credit limit has been increased, Sailors can only use TA to fund two courses each quarter of the fiscal year.

Both enlisted Sailors and officers must have individual trait marks of 3.0



or greater on their most recent observed evaluation or fitness report and can have no non-judicial punishment or courts martial in the past twelve months, an increase of six months from previous policy.

Minimum time in service also increases from two to three years. There will be no "grandfather" clause for this rule, meaning Sailors who started using TA or NCPACE at two years of service must now wait until reaching the three-year service mark before being eligible again.

Active duty enlisted Sailors under 16 years of service and reservists on active

duty orders must have 12 months or more remaining on their current enlistment or extension as of the course start date. Reservists on one-year orders will no longer be eligible for TA.

The 12-month policy is intended to more closely align the retention aspect of TA with that of the statutory two-year officer service obligation for using the program.

Officers, with the exception of limited duty and chief warrant officers, become eligible upon promotion to O-3.

Complete details on the new policies can be found in NAVADMIN 214/21.

## Navy Looks To Better Align E8s and E9s to High Priority Billets

Master Chief and Senior Chief Petty Officers may soon find themselves rotating to assignments better matched to their paygrade, according to a message released Sept. 9.

NAVADMIN 202/21 announces the evaluation of all E8s and E9s who are assigned in excess of the billet paygrade (E9 in an E8 billet, etc.), or those who are aligned to unfunded billet requirements.

The goal of this optimization plan is to ensure our most experienced enlisted Sailors are aligned to billets which specifically need their training, leadership and experience. Sailors in misaligned billets will start moving in early fiscal year

2022.

"It's important that we have senior leaders filling jobs that correspond to the paygrade we are paying them for," said Navy Personnel Command (NPC) Force Master Chief Chris Detje. "We're placing an emphasis on operational readiness and are prioritizing those units that reflect our identity as a sea service and billets overseas."

NPC is kicking off the execution of this plan by hosting a virtual Senior Enlisted Manning Summit with Fleet Readiness Integrators (FRI), Type Commanders (TYCOM) and Budget Submitting Office (BSO) personnel staffs. The plan will lead

to the realignment of Senior and Master Chief Petty Officers into billets appropriate to their skills.

NPC identified those misaligned senior enlisted Sailors and provided that list to FRIs, TYCOMs and BSO personnel staffs. These manning stakeholders then must review the misaligned personnel and fleet vacancies to provide recommendations at the manning summit.

"Fleet readiness is our number one priority, we are using those needs to guide all of our actions," said Detje.

For more details or to register for the manning summit, read NAVADMIN 202/21 at [www.mynavyhr.navy.mil](http://www.mynavyhr.navy.mil).

# Navy College Program Goes Virtual - What You Should Know

The Navy College Program announced a complete transition to virtual education services for Sailors across the globe beginning Oct. 1, 2021. The transition will shift Sailor counseling from brick-and-mortar Navy College Offices (NCOs) to the Navy College Virtual Education Center (NCVEC) as the one-stop-shop for Sailors pursuing personal and professional development opportunities.

This virtual model proved successful in 2020 when the COVID-19 pandemic closed the doors on many OCONUS NCOs. Throughout 2020 and 2021, Sailors turned to the NCVEC for virtual education counseling and Tuition Assistance (TA) support. The NCVEC provides call-in and live chat with counselors during scheduled hours, and Sailors can use the automated Chatbot function on the Navy College website, leave a question or request a counselor call them back using Issue Tracker in MyNavy Education.

"Sailors interested in pursuing off-duty educational opportunities will continue to have a wide array of virtual services available to them," said Navy Voluntary Education (VOLED) Director Lt. Cmdr. Adam Walski. "More importantly, services will not be interrupted for those in need of education assistance or counseling in any location worldwide."

The NCOs making the transition to virtual services include: Rota, Spain,

Signonella, Italy, Naples, Italy, Bahrain, Misawa, Japan, Yokosuka, Japan, Atsugi, Japan, Sasebo, Japan, Okinawa, Japan, Guam, Guantanamo Bay, Cuba, and Pearl Harbor, Hawaii.

Academic institutions currently aboard Navy bases, CONUS and OCONUS, will remain in place and continue their current role in providing Sailors with quality education.

Commanders and education services officers can expect to receive the same level of customer service as any Sailor in the world from the Navy College Program. The TA and Navy College Program for Afloat College Education (NCPACE) programs will not change, and all other assistance will be provided by the NCVEC when requested.

Concurrent with the transition to virtual services announcement, the Navy College Program announced an update to the NCVEC phone number. All NCVEC customers will now use the MyNavy Career Center (MNCC) toll-free number, 1-833-330-MNCC. The transition to the MNCC toll-free number supports the Chief of Naval Personnel's transformation efforts to provide a single source for all Navy human resources needs, and to provide a worldwide toll-free number for Sailors to have 24/7 access to VOLED services.

"We believe transitioning to the MNCC number will streamline the process for Sailors who are ready to take the next

step in their education goals," said Walski. "Not only will it be part of a one-stop shop of other services including Navy COOL and USMAP, but it will be especially beneficial to our Sailors stationed outside the continental US since they can call any time, at no cost to them."

After calling the toll-free number, Sailors needing educational services such as TA and NCPACE must select the option for "Training and Education," then "NCVEC".

For more information on the Navy College Program, visit the website at <https://www.navycollege.navy.mil>.



## How the Navy Will Improve Talent Management



Navy Personnel Command (NPC) is launching a series of Performance Evaluation Transformation and Talent Management (PET-TM) programs and initiatives designed to better train, develop, and retain top talent.

PET-TM is a suite of talent management enhancements that are designed for more frequent and meaningful Sailor development conversations, systematic mid-term counseling for recurring workplace performance feedback, and more efficient and effective Sailor performance evaluation tools and processes.

The new programs and initiatives include eNavFit 2.0 which upgrades NavFit98A to a fully web enabled system that also works with disconnected operations, a revision to the BUPERSINST 1610.10 instruction to refocus mid-term counseling, and a new development initiative called MyNavy Coaching to create the conditions for Sailors to develop and grow.

One significant development in performance management modernization is the introduction of eNavFit 2.0, a web-based interface accessible through BUPERS Online (BOL) and NPC Document Services for online EVAL and FITREP submission. eNavFit

2.0 just concluded the Reserve Forces pilot program and will open for full Reserve Force use in late Oct. 2021. The active duty pilot is scheduled to run through fall 2021 and open for full active duty use in Jan. 2022.

"eNavFit 2.0 is solid improvement over our existing system. If I can jump in and start using it, today's Sailors will learn to use this system pretty quickly," said Rear Adm. Alvin Holsley, commander, NPC. "This is the type of system that changes our Sailors' lives and improves outcomes by streamlining the evaluation process."

eNavFit 2.0 enables Sailors and commands with internet access to initiate, route, digitally sign, and submit performance evaluations online to the Sailor's Official Military Personnel File (OMPF). For those away from the internet, eNavFit 2.0 allows performance evaluations to be completed and routed offline, digitally signed, and then uploaded for OMPF submission via a downloadable document manager or printed for a wet signature then mailed to NPC.

"The goal of eNavFit is to consolidate the functionality of the current NAVFIT98A, CPO EVALS, and Flag FITREP system, as well as the PERS-32 processing actions, into a uniform solution for all members of the Navy," said Rear Adm.(Sel) Michael Schwerin, NPC special assistant for Talent Management. "This new system takes an incremental approach to transformation. We're building an online system that allows for better data integration and disconnected operations while building the foundation for our next generation system."

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# CULTURE IS AT THE CORE OF WHO WE ARE, WHAT WE DO, AND WHY WE DO IT.

Culture of Excellence (COE) is a Navy-wide approach to achieve warfighting excellence. COE means fostering an environment where everyone matters; being a good shipmate comes naturally and is not forced; striving to be our best and encourage those around us to do the same, in and out of uniform; and promoting organizational trust and transparency while ensuring inclusion and connectedness among every Sailor, family member, and civilian throughout their entire Navy journey.

For more information on what COE is, why it is important, and how you can be a part of it, visit: <https://go.usa.gov/xM8tb>



**CULTURE OF  
EXCELLENCE**

Signature Behaviors in action.

## How the Navy Will Improve Talent Management - Cont'd

Both the online and offline versions of eNavFit 2.0 include built-in quality control rules that reduce errors, result in fewer rejected reports, and reduce administrative burdens on commands. eNavFit 2.0 also lays the foundation for the incremental development of the next generation system, eNavFit 3.0, which is planned to integrate improved traits and values statements and expanded performance development options.

From a policy perspective, PET will begin in late 2021 with the release of BUPERSINST 1610.10F - a revised Navy Performance Evaluation System instruction. As part of this implementation, mid-term counseling is being refocused to ensure all personnel know that it is mandatory and that everyone will receive it. Additional resources will also be made available to facilitate the counseling session. These resources include: training material to ensure the supervisor and member know their roles in preparing for the performance counseling session, a checklist for ease to ensure supervisors are following the steps to conduct effective performance counseling guidance on the five key steps for the supervisor to follow during the performance counseling session, information on the three core skills of coaching, and introducing the use of the

Military Individual Development Plan to track and guide development after having performance conversations.

Several of the key policy changes include updates to Chapter 18 pertaining to mid-term counseling and coaching, introduction of eNavFit 2.0, and a change among the Reserve Component where the Unit Mobilization Unit Identification Code (UMUIC) reporting senior will be responsible for writing a Reservist's performance evaluations vice the Training Unit Identification Code (TRUIC) reporting senior.

The final PET-TM initiative that is scheduled to roll out to the Navy in late 2021 or early 2022 is MyNavy Coaching - a development initiative focused on the use of coach-like behaviors that serve as a communication tool designed to motivate Sailors to invest in their development and enhance their performance through personal and professional goal setting and constructive feedback.

"The MyNavy Coaching initiative is a CNP-led effort to build and sustain a coaching culture within the Navy with the goal not to make every Sailor a coach but to make our Sailors more coach-like by using the core skills of active listening, empathy, and asking powerful questions," said Lt.

Cmdr. Erica Harris, scientific research advisor, MyNavy Coaching team. "Coaching is a communication skill that creates the conditions for growth for every member of the Navy to build relationships that requires not just learning but practice that will empower our Sailors to take accountability and ownership of their development, leading to better performance outcomes."

MyNavy Coaching utilizes a peer-to-peer coaching approach to build a coach-like developmental culture in the Navy where everyone is responsible for development, not just supervisors or leaders. The approach is being scaled for all Sailors, regardless of rank and consists of implementing MyNavy Coaching content within leadership schools, accession points, support to commands, and existing customers and processes.

While these changes in performance appraisal and Sailor development will be implemented in the near term, PET-TM is already addressing enhancements for the future. In partnership with the Naval Postgraduate School, two studies will begin in Fiscal Year 2022 exploring future performance evaluation system and policy enhancements. These future system enhancements will be key elements of eNavFit 3.0 and the Navy's future performance evaluation system.

## Expanding Officer Diversity is NROTC's Goal

The Naval Reserve Officers Training Corps (NROTC) has a recruiting program in its arsenal that is already working to build a more diverse and inclusive officer corps.

The NROTC Preparatory Program (NPP) is expanding NROTC opportunities to produce a more capable and representative Naval Officer Corps, by collaborating with educational institutions to enhance underserved or disadvantaged scholarship applicants' academic, moral, mental and physical foundations to prepare them for success in the NROTC program.

Since 2019, the program has expanded scholarship opportunities to deserving students who might be overlooked due to a lack of opportunity or resources in their communities. NPP is currently being offered at 19 universities across the United States through a partnership between NROTC units and each participating university.

Under the NROTC Preparatory Scholarship Reservations (NPSR) program, interested high school students may apply for one-year university or privately funded scholarships to support room, board and tuition while enrolled in a university NPP.

Capt. Christopher Adams, deputy commander for NROTC at Naval Service Training Command (NSTC), said the program is designed to improve midshipman candidates' academic and life skills to prepare for the rigorous NROTC academic program.

"This expanded relationship between the Navy and the schools that host preparatory programs offers a performance-based pathway for midshipman candidates to earn NROTC scholarships," said Adams.

The heart of the NPSR program is the host universities' year-long commitment to



provide students, who show great potential via grades, character and extra-curricular activities but might lack standardized test scores or advanced high school courses, the educational foundation necessary for success in the NROTC program and Navy. The program's objective is to expand NROTC scholarship opportunities by accessing this untapped talent and potential.

The Navy reserves a percentage of NROTC scholarships for Midshipman candidates who complete university NPPs. The Navy helps to identify candidates and screens them to ensure they meet NROTC requirements before beginning the prep program. Most universities also require applicants to complete summer NROTC indoctrination training in Great Lakes, Illinois.

Hall said universities and their NROTC units partner together to run NPP. That partnership has resulted in more than 130

students who are currently attending the program this school year.

For Midshipman 4th Class Gary Powers, 19, from Portsmouth, Virginia, and a freshman at Regent University, NPP changed his life.

"I was basically homeless and living in a motel when I received the [NPP] scholarship from Regent," said Powers. I had a 2.0 GPA out of high school and completed the prep year with a 3.1 GPA."

Powers is now concentrating on getting through school and NROTC, graduating and being commissioned as an ensign. He credited retired Marine Corps Master Gunnery Sgt. John Cordero for finding and mentoring him through his year attending the prep program.

Cordero is the assistant director for recruitment of all students at Regent.

"I had one of my recruiters at Powers' high school and he asked him what his

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## Expanding Officer Diversity is NROTC's Goal - Cont'd



plans were," said Cordero. "Powers said he wanted to join the Navy but didn't think he was qualified. My recruiter then pointed him to the NPP and after a couple of boards and interviews, we got him the NPP Scholarship."

Powers said he is looking toward the surface Navy and being a ship's officer. He also said he would like to be a public affairs officer.

### Partner University Programs

Each participating university has its own unique NROTC preparatory program. All universities provide scholarships for tuition, fees, room and board for the preparatory year. Upon prep year completion, the Navy NROTC scholarship supports tuition, books and fees for up to 40 months of benefits (up to a five-year total benefit).

Some universities provide additional NPS benefits that include:

- Academic or study-skills mentoring and education counseling

- Association with NROTC units
- Dedicated physical fitness training
- Focused preparatory or educational skills courses
- Additional scholarships up to full room and board funded for the entire five years
- Various scholarships for alternate candidates

The following universities are offering NROTC preparatory scholarships for academic year 21/22:

Arizona State University, Fordham University, Illinois Institute of Technology, Miami of Ohio University, Notre Dame, Norwich, Old Dominion University, Regent University, San Diego State University, Savannah State University, Southern University, SUNY Maritime, Tuskegee University, University of Arizona, University of Idaho, University of Maine, University of Maryland, Baltimore County, University of Memphis, University of San Diego.

University program-specific applications and information can be found on host university websites or by contacting the respective university's Naval Science departments.

### Who is qualified for NPP?

Demonstrations of future Navy leadership potential include but are not limited to the following:

(1) Leadership and participation in a variety of school, extracurricular, community or similar activities, particularly those with a charitable or public service purpose;

(2) Receipt of civic or similar awards;

(3) A history of a drive to succeed by excelling in school, sports, overcoming personal adversity, or the presence of other compelling factors, indicating that the student has a desire to succeed and the ability to overcome barriers; and

(4) Being regarded as a role model by teachers and peers at their high school.

Not all the above factors need to be present. The intent is to provide additional opportunities to all who, for any of the above or similar reasons, demonstrate the potential for future success as a naval officer.

### NPSR Program Requirements

To be eligible for an NPSR follow-on NROTC scholarship, the Navy requires applicants to meet all the requirements for national scholarships except ACT/SAT minimums. Unlike academic resume/test-score-based scholarships, program scholarships are awarded based on demonstrated preparatory program performance. Participating universities may establish more restrictive program academic requirements, including minimum SAT/ACT scores.

For more information about NPSR, visit: <https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/NROTC/NPSR/>

General NROTC requirements can be found at: <https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/NROTC/Requirements>

## The Naval Community College: What's New and Why You Should Apply

The United States Naval Community College (USNCC) is launching a second pilot and is looking for 500 Sailors to join the effort.

Founded in 2019, the USNCC is part of the Navy's Education for Seapower initiative. Its purpose is to help enlisted Sailors with a direct route to professional certificates and associate degrees related to their Navy careers.

The USNCC does not replace tuition assistance or other voluntary education programs. Instead, it is another option for men and women in the sea services to achieve their higher education goals in a flexible, online, and military-friendly format.

Open to enlisted members of the Navy, Marine Corps, and Coast Guard, enrollment is expected to increase this fiscal year across the three services to 5,500 Sailors and Marines and the Coast Guardsmen.

"Nearly 600 Sailors participated in the initial pilot program and based on their feedback, we are expanding the program," said Chief Mass Communications Specialist Xander Gamble, spokesman for the program.

"We are looking to enroll 3,000 Sailors over the course of Pilot II as we work to make the program even stronger this fall.

"Developed with the challenging operational requirements of serving in the Navy, these associate degree programs take into account those challenges. They have a military-friendly coaching staff on hand to help students to ensure their educational success.

Initially, the program included degrees in cybersecurity, nuclear engineering technology and military studies as areas of focus for degrees, Gamble said. This second pilot will add aviation maintenance technology, data analytics, organizational

leadership and logistics into the mix.

"We are looking to increase the number of participating students ten-fold over the next year. We intend to expand the number of associate degree programs and enrolled students even further," he said.

The college starts enlisted members on a career path and lifelong learning, encouraging their career growth as warfighters and making our naval forces a more lethal fighting force.

The USNCC takes training and education a Sailor already has from military schools and off-duty education and puts them into a centralized degree program tailored to augment Sailor's on-the-job skills.

To get started, interested Sailors, Marines and Coast Guardsmen can go to [www.usncc.edu](http://www.usncc.edu), fill out a student interest form, and contact the staff to get them started.



*Celebrating*



*Years*

**U.S. NAVY BIRTHDAY**

**ESTABLISHED OCTOBER 13, 1775**