

## eNavFit Hits the Fleet – What You Should Know

# eNAVFIT



### Building and Testing the Future of Navy Evals and Fitness Reports



The Navy's performance evaluation system goes online this month with the release of eNavFit to the active force, replacing the long-running NAVFIT98A stand-alone program.

With this release to both the active and reserve force, the Navy's Talent Management Task Force (TMTF) has delivered the first in a series of Performance Evaluation Transformation and Talent Management (PET-TM) programs designed to better develop, assess and retain top talent in the Navy.

Upon release, active component Sailors can access eNavFit through BUPERS Online (BOL) within Navy Personnel Command Document Services. eNavFit enables Sailors to draft,

edit, electronically route, and digitally sign performance evaluations with electronic submission to the Sailor's Official Military Personnel File in a matter of days. eNavFit was designed to operate in both traditional office and disconnected environments.

The functionality of eNavFit will improve report accuracy, timeliness and quality as well as reduce evaluation processing, submission errors and routing delays. NAVFIT98A is scheduled to sunset in late fiscal year 2022.

"Currently, Sailors have to wait up to two weeks after the report reaches PERS-32 to see their evaluations appear in their official records," said Cmdr. Beau Bennett, eNavFit team lead.

"eNavFit is poised to reduce that time

down to a matter of days. And because it has robust policy validation built into the interface, we should see a dramatic decrease in the number of rejected reports." In addition to being a technological improvement, eNavFit is also a critical bridge to future improvements.

"eNavFit is an important step toward modernizing the Navy's performance management system overall," said Capt. Ben Baran, PET-TM coordinator.

"We are also working hard on steadily improving our performance management system into one that truly incentivizes, develops and assesses the behaviors needed throughout the Navy to outthink and outfight any adversary while cultivating a culture of warfighting excellence rooted in our core values."

Led by Rear Adm. Michael Schwerin, Deputy Commander, Navy Personnel Command, the TMTF is working several key talent management initiatives focused on improving the Navy's performance evaluation system and re-invigorating our culture for Sailor development through timely, honest and actionable performance feedback and developmental conversations.

The end state of the TMTF is to ensure effective Sailor development that retains the best and fully qualified Sailors, in the right assignments, to maximize the warfighting effectiveness of the Navy.

Performance evaluation training materials including an eNavFit user guide, video tutorials and quick reference cards can be found via the MyNAVY HR website at <https://www.mynavyhr.navy.mil/Career-Management/Performance-Evaluation/eNAVFIT/>. For more information, see the full NAVADMIN.

## Navy Extends Boot Camp Training to 10 Weeks

Recruit Training Command (RTC), the Navy's enlisted boot camp, has extended the duration of its basic military training (BMT) program from 8 to 10 weeks.

Recruits who arrived Jan. 3 and thereafter will be enrolled in the 10-week BMT program.

"We've added more leadership and professional development to the basic training toolkit, which Sailors can rely on throughout their careers," said Rear Adm. Jennifer Couture, commander, Naval Service Training Command.

"This additional training reinforces character development with a warfighting spirit so our Navy is strong, lethal and ready." "Sailor for Life," a new training phase in the additional two weeks, provides recruits with more training in mentorship,

small-unit leadership, advanced Warrior Toughness, as well as professional and personal development through the Navy's MyNAVY Coaching initiative.

"The additions were the result of fleet feedback and the hard work of all the staff here at RTC and throughout the Navy," said Lt. Cmdr. Katy Bock, military training director, Recruit Training Command. "Every recruit now graduates with more tools and skills to make them more effective and combat-ready Sailors."

Recruit Training Command continually builds on what it means to be a basically trained Sailor. The 10-week BMT program enhances Recruit Training Command's ability to supply the Navy with basically trained, engaged and connected warfighters.





# Navy Sets FY-22 Retention Benchmarks, Announces Retention Excellence Awards



The Navy announced its fiscal year (FY) 2022 retention goals and a more competitive annual Retention Excellence Award (REA) on Jan. 26 in NAVADMIN 012/22.

"As we move into FY-22, the Navy is shifting from a growth trajectory to sustainment, while still aggressively leaning into filling our existing sea duty gaps, focusing on balanced communities to ensure we have the right mix of ratings, pay grades and Navy enlisted classifications to meet the mission," Vice Adm. John. B. Nowell, Jr. said in the message.

New in FY-22 will be the addition of a "Best in Class" (BIC) award, given to the top command in each of 18 different sea duty platform types. Each platform type will see a winner named from U.S. Fleet Forces Command and the U.S. Pacific Fleet.

Future years will see the other operational and shore duty units added to this new class oriented retention competition. Those not currently eligible under the new "Best in Class" competition will still compete to meet the FY-22 REA Legacy level.

Separate benchmarks for each platform class have been set based on the last three years of retention data. A complete list of these goals by platform is in the NAVADMIN.

To be eligible to compete for Best in Class, commands must meet their platform-specific reenlistment rate benchmarks in Zone A -- up to six years of service, Zone B -- between six and ten years of service and Zone C -- between 11 and 14 years of service.

Also, they must be at or below the Zone A attrition benchmark of four percent. The benchmarks must be met for at least two quarters, or the fiscal year overall. At the end of the fiscal year, each type commander will evaluate units with the highest overall retention and lowest attrition to determine who will receive the BIC distinction.

"A more competitive REA will encourage leadership engagement at every level to sustain retention, based on the historical averages for similar commands," Nowell said. "Adding a 'Best in Class' winner for each fleet will set a clear expectation that no matter what benchmarks we achieve, there is no limit to retention excellence and that every Sailor counts!"

Moving forward, the new "Best in Class" winners will paint their anchors gold and fly a new "Best in Class" pennant, which will be blue with a gold anchor. Legacy REA award winners and BIC contenders who meet benchmarks and who are not selected

for BIC distinction will return their anchors haze grey and fly the current REA pennant (gold, with blue anchor).

In the REA Legacy competition for FY-22, the Navy has set reenlistment benchmarks in Zone A of 62 percent; Zone B is 68 percent and Zone C is 85 percent. The Navy's attrition benchmark is four percent or less. Staying Navy doesn't only mean keeping Sailors in the active force. Active component Sailors who affiliate with the reserves in the same fiscal year will factor into their unit's retention percentages.

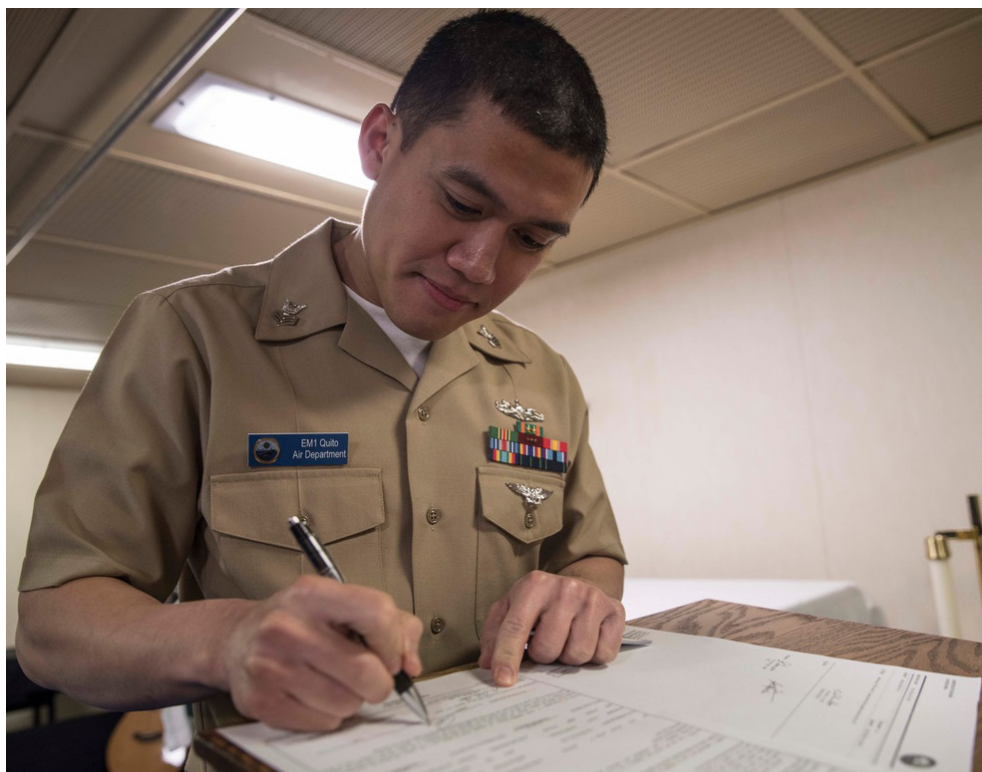
"Simply stated, we cannot build a Navy who can fight and win without our Reservists, Nowell said. "Our Navy's Reserve team continues to answer all bells and support every line of effort, from transformation of MyNavy HR to operating forward in remote locations."

The message also recapped the final retention statistics for FY-21.

"The Navy met FY-21 benchmarks in a challenging environment due to the Fleet's strong leadership in retaining Sailors within both the Active and Reserve components," Nowell said.

The Navy exceeded their fiscal year goal in each Zone: 67 percent Zone A (benchmark 57 percent), 68 percent in Zone B (67 percent benchmark) and 85 percent for Zone C (82 percent benchmark). Additionally, Zone A Attrition was 3.6 percent and 3.8 percent for U.S. Fleet Forces Command and U.S. Pacific Fleet, respectively. Both well below the FY-21 Attrition target of 4.5 percent.

"The Navy remains dedicated to attracting, developing and retaining the right talent," Nowell said. "Your leadership and engagement are necessary at every level to help sustain and improve upon our retention."



# TOWN HALL

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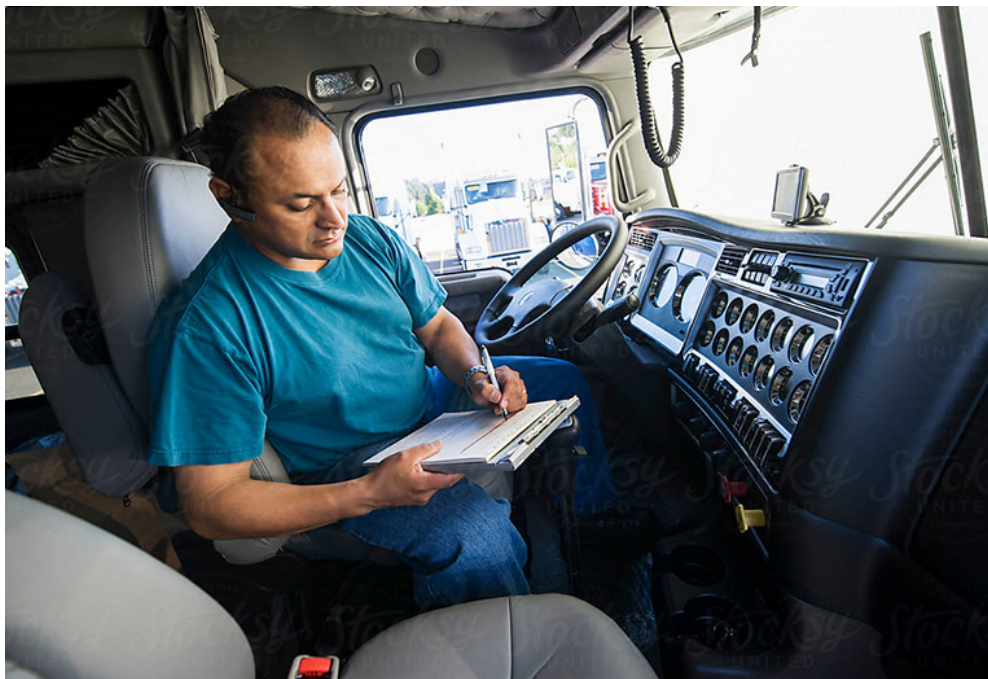
**TOMORROW**  
**FEB. 15 @ 1200 EST**

**MyNAVYHR**  
Serving Sailors 24/7

**0700 HST   0900 PST   1800 CET   0200 JST**



# Sailors to Truckers—A Transition Opportunity



Many Sailors gain unique logistics-related skills during their naval service, making the civilian trucking industry a viable career choice.

To help Sailors and veterans to leverage these military experiences, the Department of Defense (DoD) provides a variety of tools to translate valued skill sets into those recognized within the civilian workforce.

Managed by the Office of the Deputy Assistant Secretary of Defense for Force Education and Training, these tools include the DoD's Credentialing Opportunities On-Line (COOL) programs, the MilGears Platform Suite of Tools, the United Services Military Apprenticeship Program (USMAP) and the SkillBridge program.

"For the Navy, these online tools are all great opportunities for Sailors and Navy veterans," said Keith Boring, Navy Credentialing Programs branch head at Naval Education and Training Command (NETC).

"We recognize and value the contributions Sailors and our service members continue to make in their careers after the service, and these programs are available to help them navigate achieving their professional goals."

Sailors and veterans can capture their military occupational data, map it to civilian occupations, find associated civilian career pathways, earn apprenticeships and certifications, and partner with industry employers to begin new careers in many fields such as the trucking industry.

"With COOL, a service member or veteran can pursue at least two relevant credentials that are directly tied to the trucking industry, as well as credentials related to the logistics side," said Mike Talley, the director of Navy COOL.

"The Commercial Driver's License (CDL) relates to 27 broad military occupations, and the Transportation Worker Identification Card (TWIC) relates to over 120 broad military occupations. Navy COOL can help you discover and understand pathways to this kind of credentialing and potentially how to fund the credentials."

The MilGears Platform Suite of Tools is a

newer tool initially developed by the Navy and then further expanded by DoD for all the services.

Powered by the extensively detailed data contained in COOL, such as military, civilian and federal occupations and industry-recognized credentials, MilGears considers the entirety of the Sailor's or veteran's unique military and civilian career background, as well as on and off-duty qualifications and credentials.

"MilGears lets you upload formal documentation, capture military training and experience, and add any additional uniquely obtained qualifications from your service," said Boring. "If you were driving in convoys during deployments in Iraq or Afghanistan, those skills relate to driving experience that contribute towards the CDL and the TWIC."

The formal military training program USMAP allows Sailors to earn a nationally recognized journeyman certificate from the U.S. Department of Labor (DOL). Active-duty and Full Time Support (FTS) Navy,

Marine Corps, Army and Coast Guard service members have the opportunity to improve their job skills and to complete their civilian apprenticeship requirements while serving.

"Occupational career fields, such as heavy and tractor-trailer truck driving, are approved registered apprenticeship trades through USMAP, so service members can complete the journeyman apprenticeship trade as part of their daily military job," said Tom Phillips, USMAP director at NETC.

"Your military supervisor provides monthly validation for the list of required military occupation competencies. You demonstrate the competency and fulfill any time-based requirements, and depending on the trade, it could take as little as a year to complete or may require up to four years to complete."

Over the last few years, USMAP has assisted more than 60 DoD service members in earning the heavy truck driving registered apprenticeship journeyman certificate. More than 340 personnel across the services are currently enrolled in this apprenticeship.

During their last 180 days of service, Sailors can take advantage of the DoD SkillBridge program which offers valuable civilian work experience through specific industry internships, job training, employment skills training and DOL-registered apprenticeship programs before separating.

While industry partners have access to and can leverage the world's most highly trained and motivated workforce at no cost, service members continue to receive their military compensation and benefits.

To participate in the SkillBridge program, the industry partner programs must offer a high probability of post-service employment with the provider or other employers in a field related to the opportunity. With more than 1,600 partnerships developed between industry and the DoD, over 70 are in the transportation and material moving industry. More than 700 service members have graduated from SkillBridge trucking industry partner programs in the last few years.

For more information about these programs, visit: MilGears: <https://milgears.osd.mil/>, DoD COOL: <https://cool.osd.mil/>, USMAP: <https://usmap.osd.mil/>, DoD SkillBridge: <https://skillbridge.osd.mil/>.





# NCAP App for Navy Civilian Employees Makes Its App Locker Debut



commands will still have their own processes (i.e., onboarding), the NCAP aims to deliver a wide range of Navy-specific content to include History, Courtesies, Customs, key resources, and more – a wealth of information for new Civilians joining the Navy.

The MyNavy HR IT Solutions team is always looking for ways to positively impact the careers of Navy personnel, both uniformed and civilian. Applications like the newly released NCAP app afford everyone the opportunity to access information they need whenever they need it, even if a computer is not available at that moment. And like many others, the NCAP app will be regularly updated as the needs of civilian employees evolve.

Recently onboarded Navy Civilians, or even those who want to brush up on some baseline information, are encouraged to download the NCAP app, available in both the App Store from Apple and Android's Google Play Store. This app and dozens of others can be found in the Navy App Locker at <https://www.applocker.navy.mil>.

The Navy App Locker is an ever-growing app library that addresses a variety of needs for the Navy with mobile solutions; most of those products are Sailor-focused, and rightfully so. A new addition to the App Locker has now arrived, this time with the civilian Navy employee in mind.

As of the beginning of this month, first-time civilian employees of the Navy can start getting familiar with life and work in the service through the Navy Civilian Acculturation Program (NCAP). Initially introduced under Design for Maritime Superiority 2.0 and reinforced under the CNO NAVPLAN 2021, Navy Civilian Leaders spearheaded the NCAP effort to provide a consistent approach to introducing Civilians to our Navy mission and culture.

Since its inception in 2019, the NCAP aims to provide first-time Navy Civilians peace of mind as they adjust to their new role and the military environment.

Originally, the NCAP content, which consists of three main pillars (Handbook, Training Modules and Meet the Fleet Orientation) was accessible online through internal Navy sites such as Total Workforce Management Services (TWMS). The Navy realized the criticality of deploying the NCAP material in an easy to use, consumable format, resulting in the development of a mobile application platform, which debuts in February to the Navy App Locker.

With the release the Navy's first Civilian-specific mobile application, the NCAP content is housed in one, CAC-free location. While respective



## Are you a civilian working for the Navy?

*MyNavy has an app for that!*



*The Navy Civilian Acculturation Program (NCAP) app is an on-demand training, education, and orientation tool for new Navy civilian employees.*

**Learn more & download the app here: [applocker.navy.mil](https://www.applocker.navy.mil)**







# BLACK HISTORY MONTH

**FEBRUARY 2022**

