

# SEA POWER 21

**Sea Shield**

**Sea Trial**

**Sea Warrior**

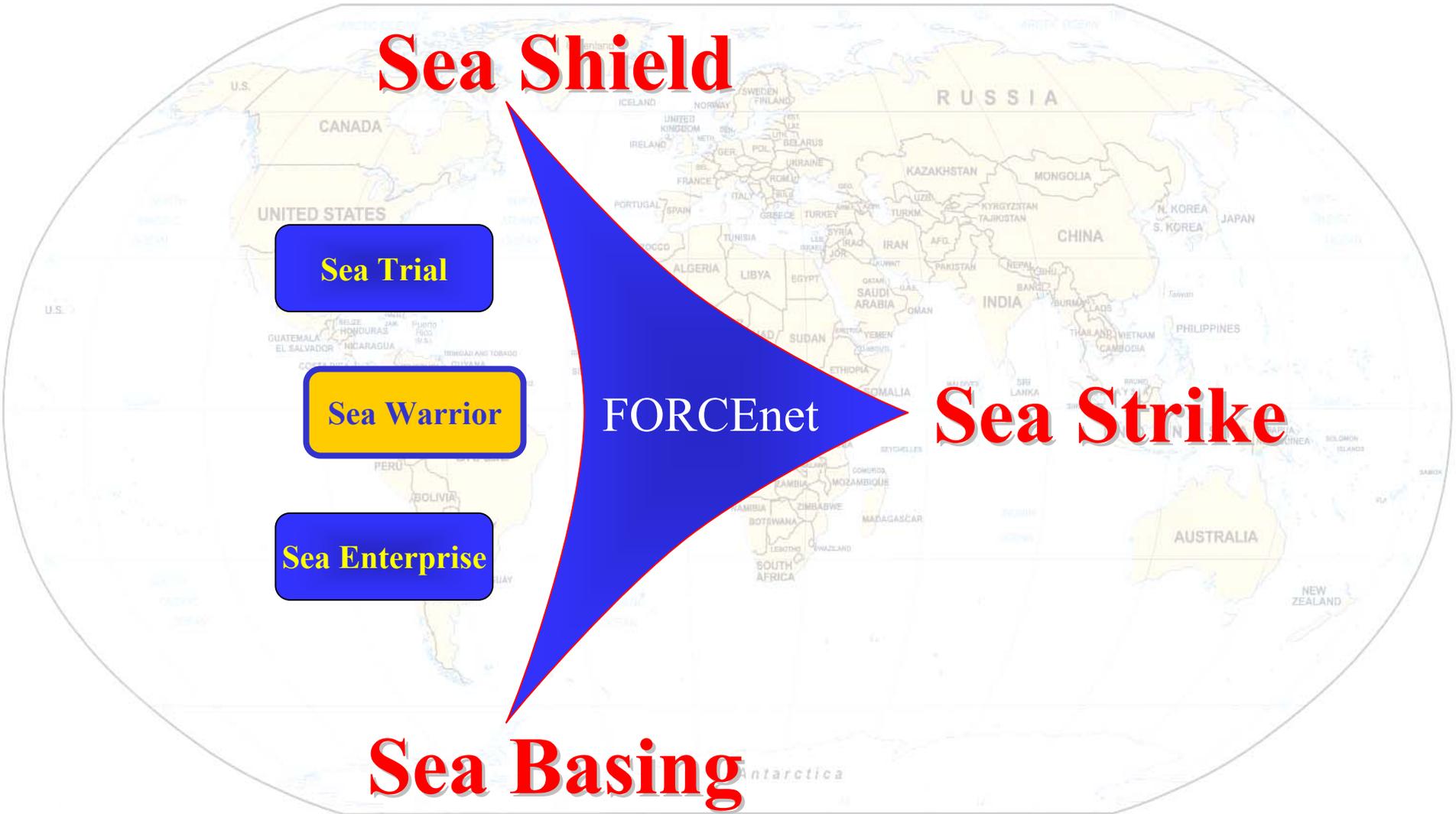
**Sea Enterprise**

**FORCEnet**

**Sea Strike**

**Sea Basing**

*Enabling Processes*



# SEA WARRIOR

*Maximizing Human Capital*

- **Sailors are our capital asset**
  - Foundation of warfighting effectiveness
  - Life-long investment
- **Achieve combat-ready Total Force**
  - Enhanced recruiting
  - Innovative training
  - Optimal employment
- **Realize full potential of all-volunteer force**
  - Highly skilled
  - Continuously educated
  - Powerfully motivated



# SEA WARRIOR Initiatives

The right skills in the right place at the right time.

- Improved selection and classification

Whole Person Assessment: RIDE/JOIN

- Improved distribution and assignment

Career Management System: Web-based Marketplace

- Informed, expert policy and program development

Personnel Situation Monitoring, Analysis and Response Technology: Enterprise Management System

- Networked, high-impact training

Human Performance and Assessment: Distributed Learning and Immersive Reality-based Training



End of Tanja's Introduction.

Next section is David Alderton's brief.

# Whole Person Assessment

***“We will utilize every technology to better fit the Navy’s needs with the individual’s abilities and interests, using a Whole Person Assessment (WPA) approach to guide the right individuals to the right jobs...”***

02 - 03

04 - 05

06 - 07

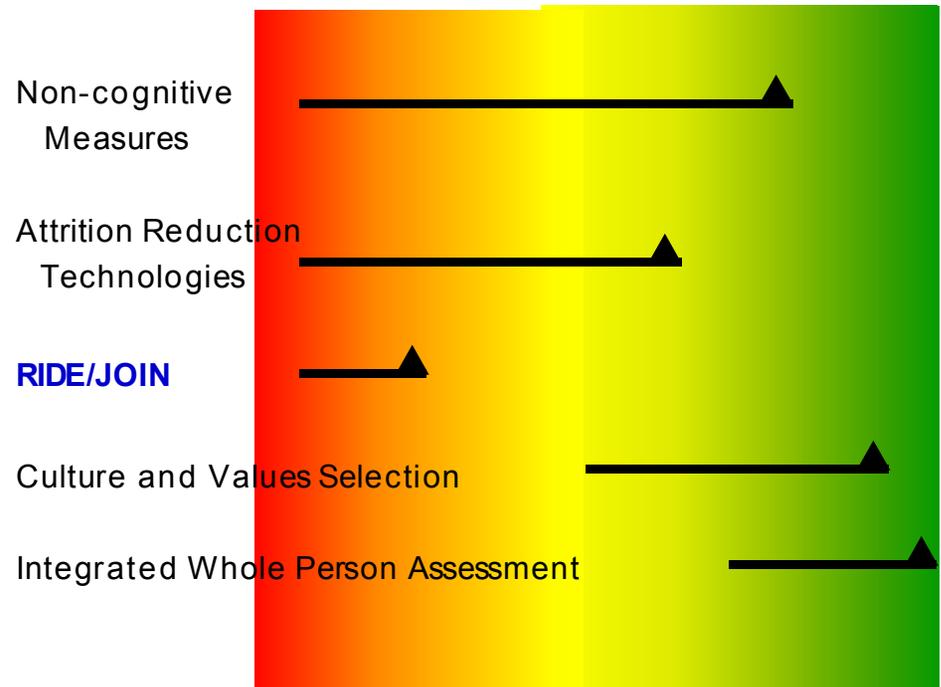
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## Operational Capability Gap:

- 37% first term enlisted attrition
- 14% cohort sailor retention
- 31% of recruits believe they have been misled by recruiter

## Metrics:

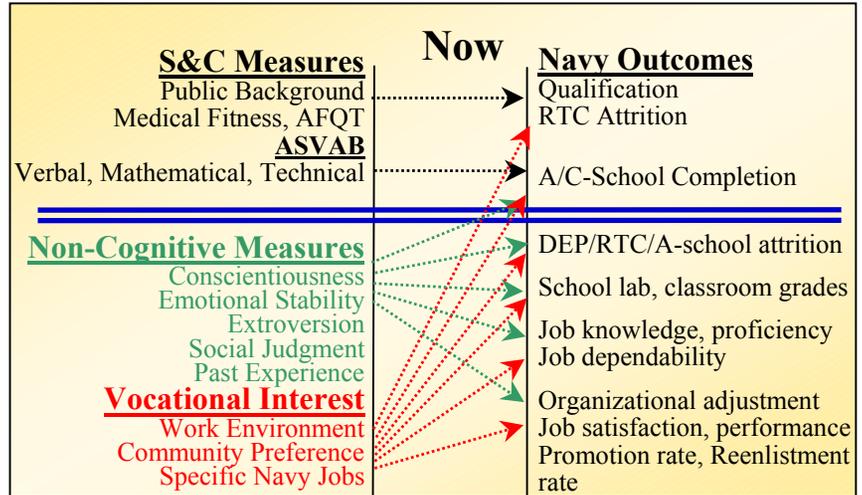
- Reduce first term attrition to 10%.
- Increase cohort retention to 16%
- Reduce classification overrides to 25%
- Reduce percentage of recruits who believe recruiter misled them to 25%



# Whole Person Assessment Rating Identification Engine/Jobs and Occupational Interests in the Navy

## Product Description:

- RIDE is a skill-job matching algorithm to optimally assign individuals to jobs.
- JOIN is a Navy-job-specific preference or interest measure which filters RIDE selections to those in which the Sailor is likely to be interested and satisfied.



## Planned Demos/Transitions:

- Skill-job matching algorithm (RIDE) and job interest measure (JOIN), N13, FY03.
- New classification engine for the Navy Recruit Accession Management System (NRAMS), Navy Recruiting Command, FY03.
- May also be used to reclassify enlisted personnel at career decision milestones to satisfy undermanned career field

## Warfighting Payoff:

- Improves matching of recruit aptitude with initial job assignment; enhances job satisfaction.
- ROI: Contributes to 2% reduction in early attrition, saving \$6M annually, and 2% increase in retention, saving \$118M annually.

# Sailor/Marine Career Management System

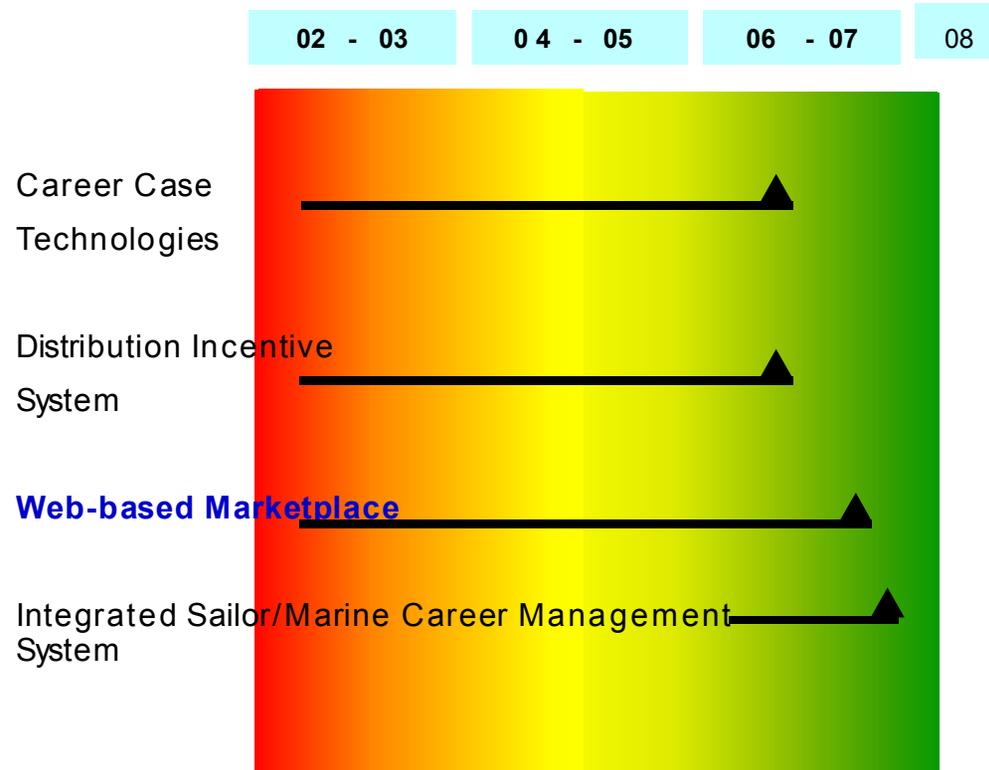
***“At the heart of Sea Warrior is “Sailor Advocacy,” a fundamental change in the career management and detailing processes that gives each Sailor a stronger voice and greater control over their career decisions...Project SAIL – Sailor Advocacy through Interactive Leadership – moves the Navy to a technology-enabled, web-based, incentive driven distribution system.”***

## Operational Capability Gap:

- Poor availability of career decision information
- Only 25% of hard-to-fill positions are filled by volunteers
- Significant numbers of gapped billets

## Metrics:

- Unlimited access to career related information
- Increase volunteerism for hard-to-fill assignments to 90%
- Reduce gapped billets to <1000

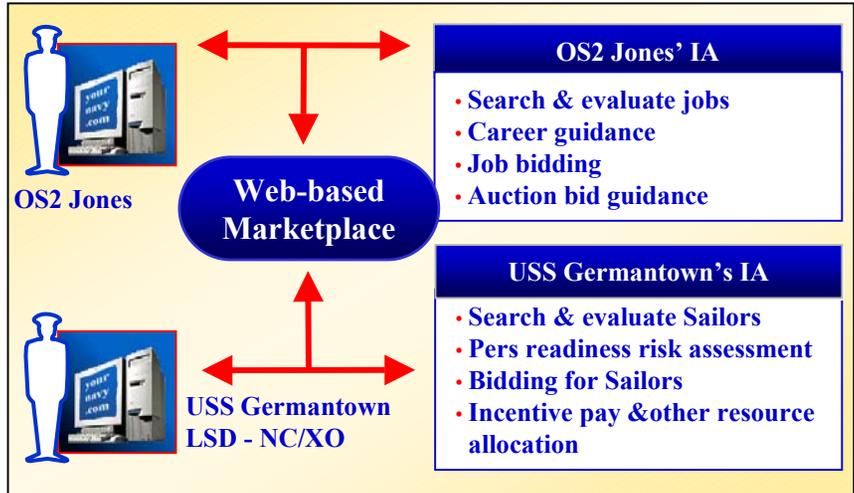


# Sailor/Marine Career Management System

## Web-based Marketplace for Sailors and Jobs

### Product Description:

- An online marketplace for assigning personnel to their next jobs.
- Scalable multi-agent architecture for Sailor/Marine, command, and broker intelligent agents.



### Planned Demos/Transitions:

- Set of cognitive web-based agents to facilitate the distribution and assignment process, PERS-40, FY06.
- Web based marketplace in which command agents, sailor agents and broker agents interact. Contains CCMS and DIS, FY06/07

### Warfighting Payoff:

- Simplifies and provides Sailors and commands with greater control over the detailing process by entering them into direct negotiation for assignments to jobs.
- ROI: Contributes to 2/3 reduction in detailers, career management personnel (~1000 enl/100 off) = \$60M FY-07 cost savings in manpower; Accession goal reduced by 15,000 due to improved retention = \$45M/year cost avoidance

# Personnel Situation Monitoring, Analysis and Response Technologies

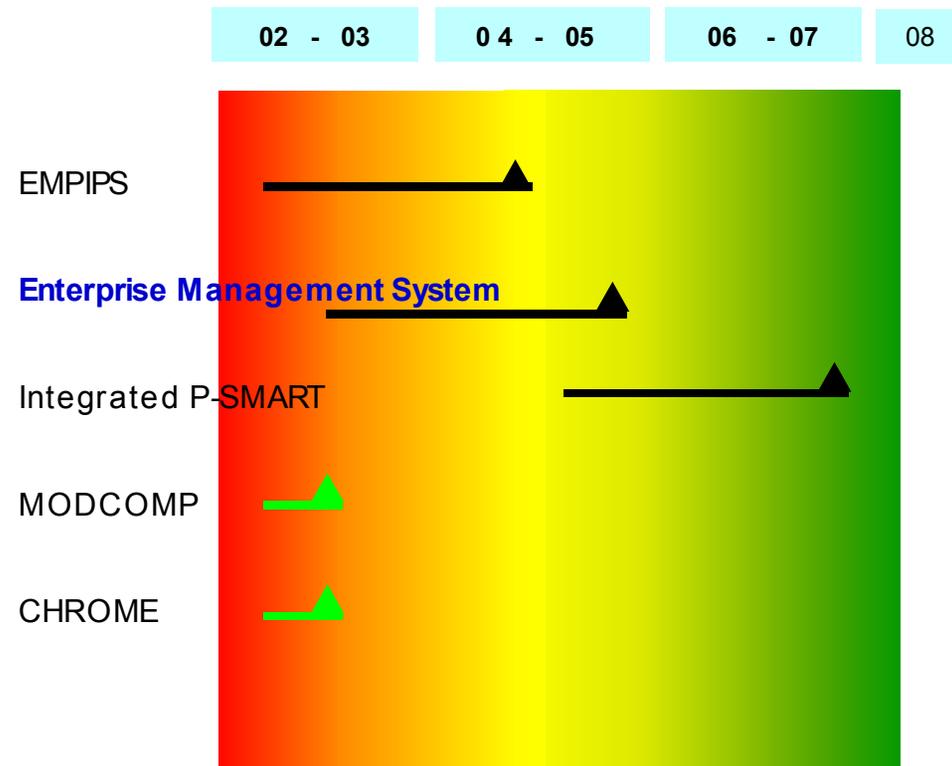
***“....build a professional cadre of experts who will lead the policy and program development to ensure we recruit, train and retain the best and brightest.”***

## Operational Capability Gap:

- Limited retention forecast ability exists and external variables are not included
- No standardized techniques for integrated personnel data sources

## Metrics:

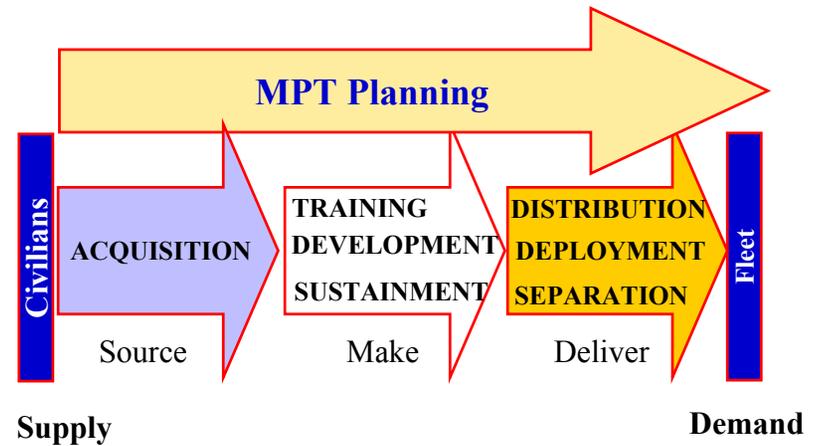
- Provide ability to accurately predict retention rate for a given compensation package
- Total integration of Navy personnel data sources into an information conduit



# Personnel Situation Monitoring, Analysis, and Response Technologies Enterprise Management System

## Product Description:

An automated trend tracking and rapid identification system which mitigates reactive behavior and facilitates proactive response.



## Planned Demos/Transitions:

A suite of integrated tools to facilitate manpower and personnel optimization, simulation, and forecasting, N13, FY06.

## Warfighting Payoff:

- Longer planning horizon allows for increased consideration and adoption of a greater number of policy options, resulting in better manpower planning solutions at lower cost.
- ROI: Contributes to avoidance of \$105-\$175M in annual costs of preparing personnel to perform their functions.