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SUBJ/NAVY RESERVE CALENDAR YEAR 2015 STRATEGIC INITIATIVE PROGRESS
REPORT//

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RMKS/1. This NAVRESFOR reports action towards completion of the Navy Reserve Calendar Year 2015 (CY15) Strategic Initiatives.

2. As in years past, we have undertaken a number of initiatives that are focused on making the Navy Reserve more efficient and easier for every Reserve Sailor to serve. At the CY15 mid-point, I am pleased to report significant progress on each CY15 initiative. The following paragraphs highlight our actions:

a. Navy Operational Support Center (NOSC) Staff Personnel Qualification Standard (PQS) Program.

(1) Impact to Sailors: This initiative will develop a standardized NOSC PQS program that provides training to each NOSC staff member on the mission of the NOSC, Reserve management functions and tasks, individual specific roles, and expectations of performance. Final products will reference the latest processes and procedures through which staff members will best support Navy Reserve Units and personnel, to ensure standardization across the Force.

(2) Accomplishments to date: Representatives from small, medium, and large NOSCs gathered in Chicago to identify basic skills required in the primary jobs located at NOSCs. These skills were then divided into standard PQS sections; section 100 contains fundamentals that apply to all staff members, section 200 covers systems knowledge needed for each job, and 300 section contains specific tasks done in various jobs at the NOSC (manpower, travel/training, etc.). These PQS programs were then reviewed by both Selected Reserve (SELRES) and Full-Time Support (FTS) Officers and Enlisted personnel.

(3) Next Steps: The draft PQS will be reviewed and tested this summer by various NOSCs around the country. Those results will be compiled and made available to the Force for review in late summer before final approval and placement on Navy Knowledge Online (NKO) with other Navy PQS programs.

(4) End State: By the end of CY15, the final NOSC PQS version will be similar to other PQS programs utilized throughout the Navy. It will contain questions, as well as references needed to be familiar with processes, and performance expectations for job proficiency.

(5) Office of Primary Responsibility (OPR): CAPT Laedlein, Navy Region Mid-Atlantic Reserve Component Command Great Lakes and CAPT Duane, Deputy, Navy Region Southeast Reserve Component Command Jacksonville.

(6) Flag Champion: RADM Young

b. Information Technology (IT) Resources-Requirements and Optimization.

(1) Impact to Sailors: This initiative will:

(a) Determine the IT resources required for SELRES personnel to plan and execute their duties.

(b) Identify gaps between required resources and those that are currently available to SELRES in the field.

(c) Identify improvements to minimize multiple websites and login requirements.

(d) Provide guidance to SELRES on how to optimize current equipment and applications to perform their mission. Based on the results of this initiative, required resources, equipment and/or IT expertise will be procured and distributed across the Force.

(2) Accomplishments to date: The OPR recently completed a survey that was designed to gain an understanding of SELRES needs and status of IT resources across the Force; over 2800 survey responses were received. There are over 50 applicants for design team participation to further refine Commander, Navy Reserve Forces Command's (CNRFC) understanding of the needs and to help craft solutions.

(3) Next Steps: The OPR is currently analyzing the survey data for insights and patterns. This analysis will then be shared with SELRES at a live event, followed by an iteration of the data based on feedback received. Design team members will then be selected from the applicant pool and design sessions to find workable solutions to improve service will be conducted.

(4) End State: An improved SELRES IT user experience.

(5) OPR: CAPT Howard, CNRFC N6

(6) Flag Champion: RADM Coetzee

c. Navy Reserve Mobile Application.

(1) Impact to Sailors: This initiative seeks to provide Reserve Sailors with an integrated mobile application that enables them to submit orders, report for duty across the globe, and return to their home of record using the functionality of an approved mobile device.

(2) Accomplishments to date: The "Ready-2-Serve" (R2S) website is currently under testing on the Navy Reserve Homeport. The functionality and quality assurance of this first iteration of the website is conducted in accordance with Department of the Navy development guidelines and acceptance criteria.

(3) Next Steps: The R2S development team continues to press for Initial Operating Capability (IOC) in fall 2015. Future modifications and upgrades will follow IOC as necessary.

(4) End State: A mobile application that enables SELRES to submit orders, and access Navy Reserve information systems using only an approved mobile device.

(5) OPR: CAPT Herschel, Office of Chief of Navy Reserve (OCNR) N0956

(6) Flag Champion: RDML Sommer-Weddington

d. Developing Navy Reserve Leaders.

(1) Impact to Sailors: This initiative was carried forward from our 2014 Strategic Plan and we continue to work towards instituting Navy

Reserve leadership development to support the CNO's Navy Leadership Development Strategy. Emphasis remains on process and policy to ensure Navy Reserve leaders possess the knowledge and skills required for unit management and command.

(2) Accomplishments to date: A Unit Leadership Training Requirement Personnel Qualification Standard (PQS) and a governing instruction are in the final stages of review.

(3) Next Steps: After the Unit Leadership Training Requirement PQS and governing instruction reviews are complete, CNRFC and OCNR will move each document through the staffing process. An Additional Qualification Designation (AQD) will be submitted for approval to the Navy Manpower Analysis Center (NAVMAC), and the Unit Leadership Training Requirement PQS will be submitted to Naval Education and Training Command (NETC) for approval.

(4) End State: SELRES Officers interested in non-commissioned unit Commanding Officer and Officer-in-Charge positions will be required to undertake a qualification process, which will include Unit Leadership Training Requirement PQS completion and an oral board. The qualification process will be used to help determine suitability for non-commissioned unit command candidates in upcoming APPLY boards.

(5) OPR: CAPT McGuinness, CNRFC N7

(6) Flag Champion: RDML McCollum

3. The desired effect of these initiatives is to develop skills that match future missions, implement technologies that improve our business processes, and deliver a training continuum that enhances leadership and professional development. For more information regarding a specific CY15 initiative, contact the listed OPR or Flag Champion.

4. As a Force, our mandate for every Reserve Sailor is to:

- a. Be Ready - we must be personally and professionally ready to serve when and where the Navy needs us;
- b. Provide Operational Support - ensuring every SELRES Sailor completes his or her Annual Training;
- c. Develop and Lead - by continually seeking professional development and training opportunities, living by our core values, and mentoring the next generation of leaders.

5. I am very pleased with progress to date and look forward to implementing these important issues.

6. Released by VADM R. R. Braun, Commander, Navy Reserve Force.//

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