



RHUMB LINES

Straight Lines to Navigate By



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Continuum of Service

“The Continuum of Service is all about providing real and meaningful work for all Sailors, preserving valued skill sets by providing Sailors with options at transition points in their careers, and ultimately, becoming a more efficient, cost-effective Navy Total Force!”

– Vice Adm. Dirk Debbink, Commander, Navy Reserve Force

The Navy’s Continuum of Service initiatives are designed to enable seamless transition among active duty, reserve component and Navy civilian workforces. The goal of these initiatives is to encourage a lifetime of service by coupling the Navy’s manpower requirements with an individual’s personal needs to allow continued naval service to the nation. Programs range in focus and scope to provide flexible options for members at various stages of their careers. A few of the Navy’s newest programs to support a Continuum of Service include Perform to Serve, the Career Transition Office and the Continuum of Service Job Fair.

Perform to Serve with Selected Reserve Option

- Active duty retention rates are at an all-time high, currently exceeding fiscal year 2010 goals. The Perform to Serve program is a valuable tool to match Sailor retention with manpower requirements. This program gives Sailors the opportunity to transition from an overmanned rating to one with increased advancement potential.
- Since October 2009, active duty Sailors have been offered the opportunity to elect a [reserve option through Perform to Serve](#). This allows the Navy to offer valuable, skilled Sailors an opportunity to ‘Stay Navy’.

Career Transition Office

- The [Career Transition Office](#) fosters a seamless transition from active duty to the selected reserve by providing information to Sailors on the benefits of reserve affiliation and assisting in the transition process.
- The goal for the transition process is to facilitate a 72-hour transition between the time a Sailor leaves active duty and affiliates with the selected reserve in order to reduce the administrative burden on Sailors and their families during the transition process.
- The Career Transition Office and Perform to Serve are tools which align active duty and reserve manning to support sustained global operations. Officers and enlisted who transfer into the Navy Reserve retain access to military benefits, are offered a more flexible work schedule and continue to provide valuable support to Navy’s mission readiness.
- The Career Transition Office, Career Management System Interactive Detailing ([CMS/ID](#)), and Perform to Serve provide Sailors additional resources to evaluate their options when they choose to transition from active duty to the reserve component or civil service.

Continuum of Service Job Fairs

- The Continuum of Service job fair was initiated this year to capitalize on the Navy’s investment in officers and enlisted transitioning to the civilian workforce. The fairs are open to honorably discharged Sailors of all experience and education levels and furnish information on available government jobs, assist in the job application process, and facilitate valuable face time with local human resource and civilian benefits specialists and civilian job recruiters.

Key Messages	Facts & Figures
<ul style="list-style-type: none"> • Continuum of Service initiatives facilitate a lifetime of service and ease transition among the Navy’s active duty, reserve component and civilian workforces. • Fostering an environment of ‘Staying Navy’ allows Sailors to align their naval service with personal obligations and maintains a well-rounded and talented naval workforce. 	<ul style="list-style-type: none"> • Current average time to transition from active duty to the reserve component for officers is nine days, which decreased from 30 days over the past nine months. • About 300 Sailors and 44 recruiters attended January’s Continuum of Service Job Fair in Norfolk; the next fair is expected to take place this summer in San Diego. • March 3rd marked the 95th anniversary of the establishment of the Navy Reserve.