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Preparing our People – Navy Testimony on Personnel Programs

“One of my most important responsibilities as Secretary is to ensure adequate compensation, medical care, and family support services are provided to our Sailors, Marines, civilians, and their families.”

– **The Honorable Ray Mabus, Secretary of the Navy**

“Our Sailors, Navy civilians, and their families underpin our Maritime Strategy and are the foundation of our nation’s global force for good. We have great ships, aircraft, weapons, and systems, but it is our skilled and innovative Sailors who turn these ships, aircraft, and technologies into capabilities that can prevent conflict and win wars.”

– **Adm. Gary Roughead, Chief of Naval Operations**

One of the Navy’s top priorities is to develop and sustain first-rate personnel programs that support the mission readiness of the nearly 590,000 people serving the Navy as active duty personnel, selected reserve personnel or civilian employees. The Secretary of the Navy and Chief of Naval Operations recently testified before Congress and outlined a few of the key programs and services that meet the professional and personal needs of Sailors, Navy civilians and their families.

Recruiting and retaining a highly skilled workforce

- The Navy has achieved its aggregate officer and enlisted recruiting goals for two consecutive years and aims to continue that level of success.
- The Navy’s competitive [pay and benefits](#) package has allowed for the retention of the best Sailors, including those in high-demand, critical skill areas.
- The Navy provides [career opportunities](#) and [professional development](#) programs to ensure that Sailors and Navy civilians have the opportunity for life-long learning. [Education](#) and training are strategic investments that develop the leaders necessary to face today’s and future challenges.

Providing care to the Navy Total Force

- The Navy is expanding services and programs that meet medical, physical, psychological and family needs of its servicemembers, including [Navy Safe Harbor](#), the [Navy’s Operational Stress Control program](#), Reserve Psychological Health Outreach Program, Warrior Transition Program and [Returning Warrior Workshops](#).
- The Navy’s [suicide prevention programs](#) encourage an environment in which stress and other suicide-related factors are openly recognized, discussed and addressed.
- The Navy [Sexual Assault Prevention and Response](#) program will raise awareness of effective sexual assault prevention methods, victim response and offender accountability.

Promoting diversity in the workforce

- The Navy is committed to fostering diversity and has worked to achieve this through targeted recruiting and developing relationships with key influencers in diverse markets.
- Navy leadership is working toward integrating women into the submarine force, with the goal of assigning the first women to submarines as early as fiscal year 2012.
- As a result of the Navy’s targeted recruiting efforts, the U.S. Naval Academy and Naval Reserve Officer Training Corps classes of 2013 will be the most diverse in history.

Key Messages

- The men and women, active and reserve, Sailor and civilian, of the Navy are extraordinarily capable, motivated and dedicated to preserving our national security and prosperity.
- The Navy is committed to providing services and programs that ensure personnel and their families are personally and professionally supported in their service to the nation.

Facts & Figures

The posture statements from the hearing before the House Armed Services Committee can be found at:

- SECNAV
http://armedservices.house.gov/pdfs/FC022410/Mabus_Testimony022410.pdf
- CNO
http://armedservices.house.gov/pdfs/FC022410/Roughead_Testimony022410.pdf