

BLUF: It is imperative that the management of the PACT program aboard your command balances command requirements and Sailors desires. It is absolutely critical that PACT counseling should begin at the first Career Development Board (CDB) and continue throughout the Sailors initial 24 months onboard.

One of the common pitfalls young CCC's experience is meeting the balance between Sailors choice and command requirements. While it is the CCC's responsibility to counsel Sailors on making the appropriate choice that aligns with their personal and professional goals; it is their duty to ensure they're doing everything possible with respect to maintaining appropriate manning levels to better execute the mission. Understanding your commands manning and billet shortfalls is the key to ensuring PACT Sailors are not only selected for a billet that needs their skills, but also puts them in a position to further enhance their professional knowledge as well as integrating effectively into the department once designated.

The ideal counseling session with a PACT Sailor requires firsthand knowledge of the manning levels at your command. Identifying rating shortfalls at your command will not only give the PACT Sailor a place to focus their attention, it also helps to distribute Sailors into undermanned requirements. Arming yourself with this information in advance of the counseling session will better assist you with matching Sailors expectations to the commands requirements.

Caution should be taken when a PACT Sailor chooses a rating that is not required onboard the command. Selection into this rating will place the Sailor in excess and could force him into a "needs of the Navy" PCS transfer, further impacting the commands overall manning and potentially creating turmoil in a Sailor's life. Obviously the exception to this would be a Sailor requesting a rating that is "A" school required, as a PCS transfer is the only way to get this Sailor to school. However, requesting an "A" school could also lengthen the time it takes to advance to E-4, which could potentially put the Sailor in jeopardy of reaching HYT.

Your Enlisted Distribution Verification Report (EDVR) should be the first stop after Career Exploration Module (CEM) qualification sheets are printed and verified against the PACT quota tables. Also, check with your command's placement coordinator at PERS-4013 for class "A" school graduates being gained into your command in the near future, as that will affect available valid billets onboard.

Verifying the EDVR prior to completing a PACT Sailors Career Development board will enable the CCC to shape realistic expectations that are enhancing for the Sailor as well as beneficial to the command. This section will show you rating information with regards to what ratings onboard are manned, undermanned and overmanned within the projected nine month period. Keep in mind that this does not include Sailors "posted" to a billet without hard copy orders, which means if a rating is close to being 100% manned, it would be beneficial to verify whether the vacancies have been filled with the respective rating detailer.

Key terms in this section are:

BA: Billets Authorized. This term refers to the number of billets authorized at your command.

NMP: Navy Manning Plan. This term refers to the available billets in your platform based on a "Fair Share" basis. Because rating numbers are in constant flux due to accessions, separations, conversions and advancements NMP must be your point of reference instead of BA.

P-9: This term refers to manning level of your command at Current month + 9. i.e. If it is January your EDVR reads P-9 BA/NMP this is what your projected manning levels will be in October.

COB: Current on Board (self explanatory)

POB1, POB2... This term refers to your manning level at a prospective timeframe. POB1 is Projected on Board 1 month from now. POB9 is Projected on Board 9 months from now.

N, P & A RQN: These three columns show you the excess or deficit of your commands manning with respect to NMP. -1 means your command has a deficit and any number greater means there is an excess. If the field is blank, you are manned at NMP "Fair Share." "P" requisitions are created when a junior Sailor is suppressing a senior requirement (This is normally a two paygrade difference).

Also attached is an example of how to navigate to the monthly PACT quota table via the NPC website. This table used in connection with your command EDVR is an integral piece of the counseling session. Counseling should always initially be focused on the ratings that have the greatest opportunity for approval in connection with the greatest needs at the command. By utilizing both of these documents together, you are assisting the Sailor with choosing the right path for success while meeting the command requirements and further enhancing FILL/FIT for the Navy.

Choosing the right path of designation is probably the most important counseling recommendation you'll make. Getting a PACT Sailor designated early, allows them to effectively integrate and begin learning the skills necessary to be successful in their new division. In this program there are three paths to designation:

1. Designation via "A" School
2. Participation in the Navy Wide Advancement Exam (NWAE)
3. Rating Entry Designation (RED).

While there may be opportunities for both "A" school and NWAE quotas, the Sailors paygrade/advancement eligibility should be the first consideration when looking at what the most expeditious path to advancement/rating is. If the Sailor isn't advancement eligible for 12 months or greater, then RED should be the first option if the desired rating is not "A" school required. Setting this expectation at the first CDB allows a Sailor to understand the timeline required to begin the process as well as laying out a strategic goal plan for success.

Additional accountability should always be taken into consideration prior to submission of any application for PACT designation. While OJT completion is not a requirement, it is necessary to ensure the Sailor is best qualified for the rating desired prior to application submission. This last verification step will create a positive relationship between the CCC and Chain of Command. Further ensuring the gaining division has given a positive endorsement on the Sailor.