



PLAIN TALK FOR SAILORS

Career Waypoint - PACT Designation

Let's start with some background on the PACT program.

The Professional Apprenticeship Career Track (PACT) program provides apprentice-level formal training and on-the-job training that leads to a career field within two years on board a Sailor's first Permanent Duty Station. It is a great program for people who are unsure about which Navy career fields interest them and provides the opportunity to learn about different Navy jobs without having to make a specific decision at the time of enlistment.

The PACT program has three apprenticeship tracks: Aviation (A-PACT), Engineering (E-PACT) and Surface (S-PACT).

Soon after reporting to their first command, PACT Sailors meet with the Command Career Counselor (CCC) and representatives from their chain of command to discuss personal and professional goals. To help inform and support this discussion, a rating or job eligibility screening is conducted by the CCC using the Career Waypoint (C-WAY) system. The results of the eligibility screening, minutes from the Career Development Board (CDB), and an individual career progression plan for the Sailor are all documented in the Career Information Management System (CIMS) in order to support future career counseling events.

NOTE: The Career Waypoint system was formerly known as Fleet RIDE and C-WAY PACT Designation module was formerly known as Fleet RIDE-REGA.

Career Waypoint (C-WAY) PACT Designation

Using the C-WAY PACT Designation module, you and your CCC work together to determine whether you meet minimum requirements for the rating and job you desire. And if you don't meet minimum requirements, your CCC will use the C-WAY system to help determine what options you have, such as re-taking the Armed Services Vocational Aptitude Battery (ASVAB) to improve your score, or identifying an alternative rating for which you are qualified.

To remain eligible for benefits provided by the PACT program, you must do the following:

- Maintain job eligibility
- Have no non-judicial punishment within 12 months of attending "A" school
- Have passed the most recent physical readiness test and be within body composition standards
- Have no marks on performance evaluations below 3.0
- Maintain World-Wide assignment eligibility
- Meet service time obligation after "A" technical school for a follow on job assignment

Rating Designation via Rating Entry Designation

- E-3 PACT Sailors who meet Time-In-Rate (TIR) requirements for the Navy-Wide Advancement Examination (NWAE) may apply for Rating Entry Designation (RED), regardless of time onboard the command and as long as there is an available billet in the desired rate and rating. (All other PACT Sailors must have 12 months onboard.)
 - There are distinct benefits to applying for a RED quota because, if you are approved, you are designated in the same month the quota is approved rather than waiting for advancement exam results.
 - RED also makes you eligible to participate in the NWAE as a rated E-3. Rated Sailors may perform better on the NWAE because they typically have greater opportunity to gain experience and on-the-job training prior to taking the exam.

Rating Designation via the NWAE process

- PACT Sailors may enter a rating field by participating in the Navy-Wide Advancement

Examination (NWAE) process.

- The C-WAY PACT Designation module automatically creates an application for PACT Sailors who are Time-In-Rate eligible for the NWAE and/or have at least 12 months on board their first permanent duty station.

Rating Designation via “A” School

- PACT Sailors who are not designated into a specific rating or job within 12 months on board their first duty station may apply for an available Navy “A” school quota, provided they maintained PACT program and “A” school eligibility.

What actions will help you succeed as a PACT Sailor?

- During your Career Development Board, ask your CCC if you should retake the ASVAB. Before taking the ASVAB, however, you should request permission to attend Academic Skills training in order to improve your basic skills and maximize your opportunity to improve your final score.
- Ask your Leading Petty Officer or Chief Petty Officer for permission to work with Sailors in a variety of ratings so that you can better determine whether you have the required aptitude for a specific career field.
- Before submitting your C-WAY PACT Designation request, go to the Navy Personnel Command (NPC) website to view monthly PACT Designation quotas.
 - Identify which ratings provide the greatest opportunity for approval of your request.
 - Determine number of quotas available.
 - Determine how many Sailors have applied for available quotas (in real time).
 - Click [HERE](#) or go to <http://www.public.navy.mil/BUPERS-NPC/CAREER/CAREERCOUNSELING/Pages/CareerWaypointSystem.aspx>. Scroll to the bottom of the page to locate the *Career Waypoint - PACT Designation* section. Find the current list of PACT quotas under the “Reference Material” heading.

Special Circumstances due to Advancement Exam results

- If you are under orders when Navy Wide Advancement Exam results are published and scored well enough to become designated, you must inform your prospective rating Detailer for a possible order modification.
 - If there is an available billet in your prospective command for your new rating, your orders may need to be modified to indicate your new rating.
 - If there is not an available billet in your prospective command, your Detailer is required to write orders to fill priority billets based on “needs of the Navy.”
 - To avoid hardship, newly rated Sailors should not take any action (for example, buy a house or car) until new orders are received.
 - For more information, contact your CCC and new rating Detailer.

Information and Resources available online

View resources available through Navy Credentialing Opportunities Online (COOL)

- Download PACT information cards from Navy COOL. Click [HERE](#), or go to <https://www.cool.navy.mil/enlisted/pact.htm>.

View Learning and Development Roadmap (LaDR) for A-PACT, E-PACT and S-PACT.

- Click [HERE](#) or go to [https://www.nko.navy.mil/portal/careermanagement/eld/home/professionalapprenticeshipcareertracks\(pact\)](https://www.nko.navy.mil/portal/careermanagement/eld/home/professionalapprenticeshipcareertracks(pact)).
- LaDRs provide the following information for all enlisted rates and ratings: milestones and procedures; job description and tour assignments; listing of Professional Military Education (PME) skills and training to pursue; voluntary education recommendations; and references.

View NAVADMIN messages online.

Click [HERE](#) or go to <http://www.public.navy.mil/bupers-npc/reference/messages/NAVADMINS/Pages/default.aspx>.

- NAVADMIN 318/07, Implementation of Professional Apprenticeship Career Tracks
- NAVADMIN 197/09, Improved Rating Designation for Top Performing Sailors
- NAVADMIN 149/13, Career Navigator Program Announcement, Part I
- NAVADMIN 150/13, Career Navigator Program Announcement, Part II

View information on Navy Personnel Command (NPC) webpages.

- NPC > Career Info > Career Counseling > [Career Waypoints \(C-WAY\)](#)
- NPC > Career Links (on homepage) > [Career Toolbox](#)
- View other editions in the *Plain Talk for Sailors* series, including *How to Prepare for the Navy Wide Advancement Examination (NWAE)*. Click [HERE](#) or go to [http://www.public.navy.mil/BUPERS-NPC/CAREER/TOOLBOX/Pages/PlainTalk\(series\).aspx](http://www.public.navy.mil/BUPERS-NPC/CAREER/TOOLBOX/Pages/PlainTalk(series).aspx).