

Service Assignment

25th Annual Parent Club Officer Conference
September 20th, 2017

CAPT Brian P. O'Donnell, USN
Deputy Commandant for Professional Development

Service Assignment Overview

- USNA is Navy's primary source for Unrestricted Line (URL) officers
- Ninety Five (95) percent URL or USMC
- Assess qualifications, performance, and aptitude, and match preferences with Navy and USMC accession requirements

**Navy & USMC
Requirements**

**Midshipmen
Preferences**

**Midshipmen
Performance,
Qualifications
and Aptitude**

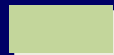


Career Information Program

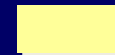
<i>Plebe</i>	<i>Youngster</i>	<i>Second Class</i>	<i>Firstie</i>
Plebe Summer	Fleet Cruise	PROTRAMID	Fleet Cruise
<ul style="list-style-type: none"> • Professional Knowledge • Career Info Brief • Community Briefs • Faculty/staff interaction 	<ul style="list-style-type: none"> • Community Briefs • Faculty/staff interaction 	<ul style="list-style-type: none"> • Community Briefs • Faculty/staff interaction 	<ul style="list-style-type: none"> • Community Briefs • Faculty/staff interaction • Service Assign Dinner • 1/C Practicum Class
<ul style="list-style-type: none"> • Junior Officer Forum • Operational briefs • Unit visits • Extra Curricular Activities 	<ul style="list-style-type: none"> • Junior Officer Forum • Operational briefs • Unit visits • Extra Curricular Activities 	<ul style="list-style-type: none"> • Junior Officer Forum • Operational briefs • Unit visits • Extra Curricular Activities • Community screening 	<ul style="list-style-type: none"> • Junior Officer Forum • Operational briefs • Unit visits • Extra Curricular Activities
<ul style="list-style-type: none"> • Career Interest Survey • Initial Medical Physical 	<ul style="list-style-type: none"> • Career Interest Survey 	<ul style="list-style-type: none"> • Career Interest Survey • Pre Commission Physical 	



Mandatory



Optional



Administrative

Firstie Service Assignment Roadmap

August

September to November

Screening Complete

Summer training complete.

Prerequisites satisfied.

Medical screening complete.

Preference Entry

Ranked preferences submitted.

Class of 2018 complete (28-31 Aug).

Service Assignment Review Board (SARB)

Senior Warfare Leads with SARB Chairman.

Identify qualified midshipmen for reassignment to meet Navy requirements.
2017: 79 SARB votes - 56 reassignments.

Community Assignment Boards (CAB)

Chaired by senior warfighting representatives

Review midshipmen records
Rank all qualified candidates

Commandant Endorsement

02 Nov 2017

Superintendent Approval

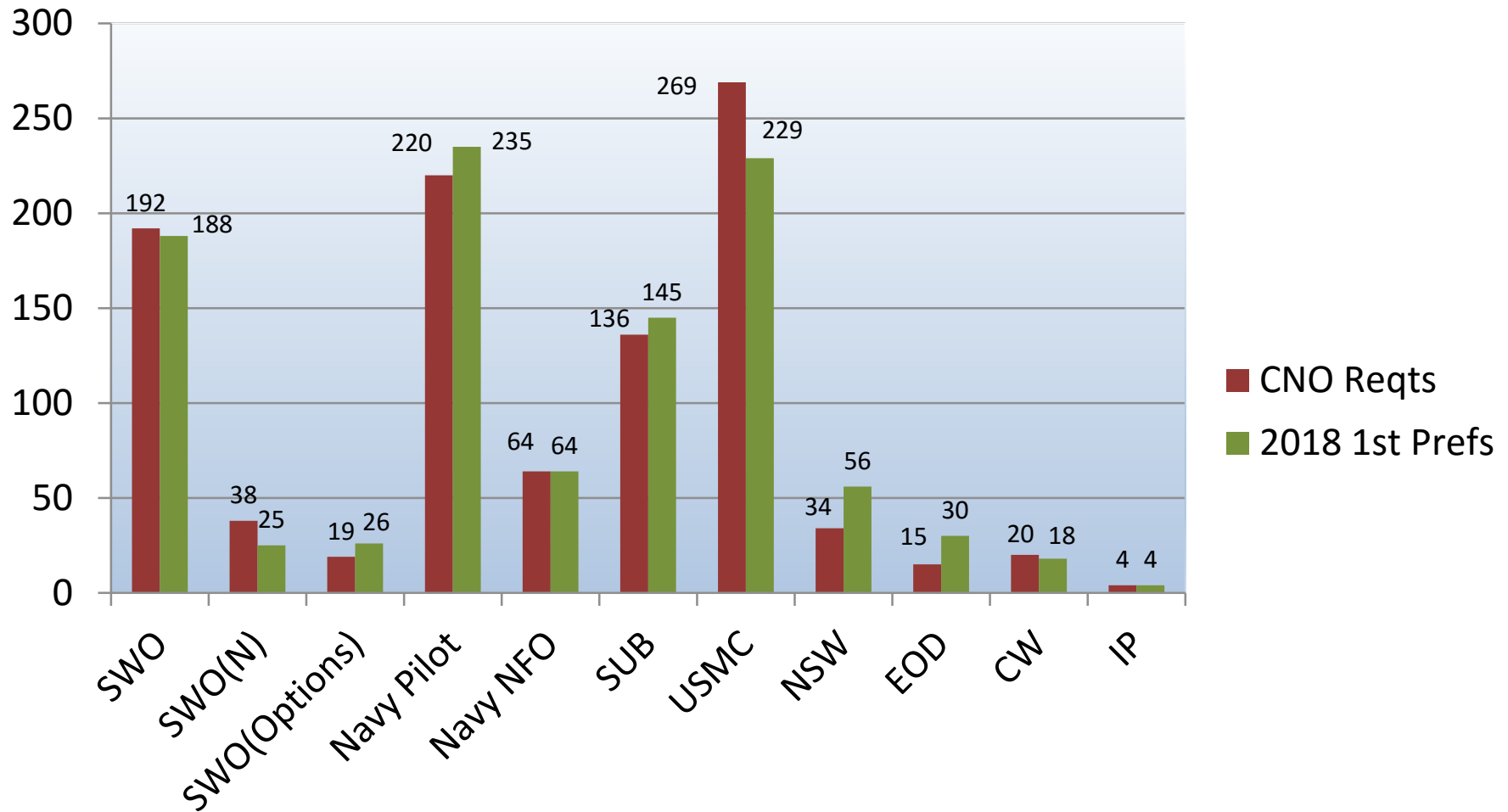
09 Nov 2017

Notification

16 Nov 2017

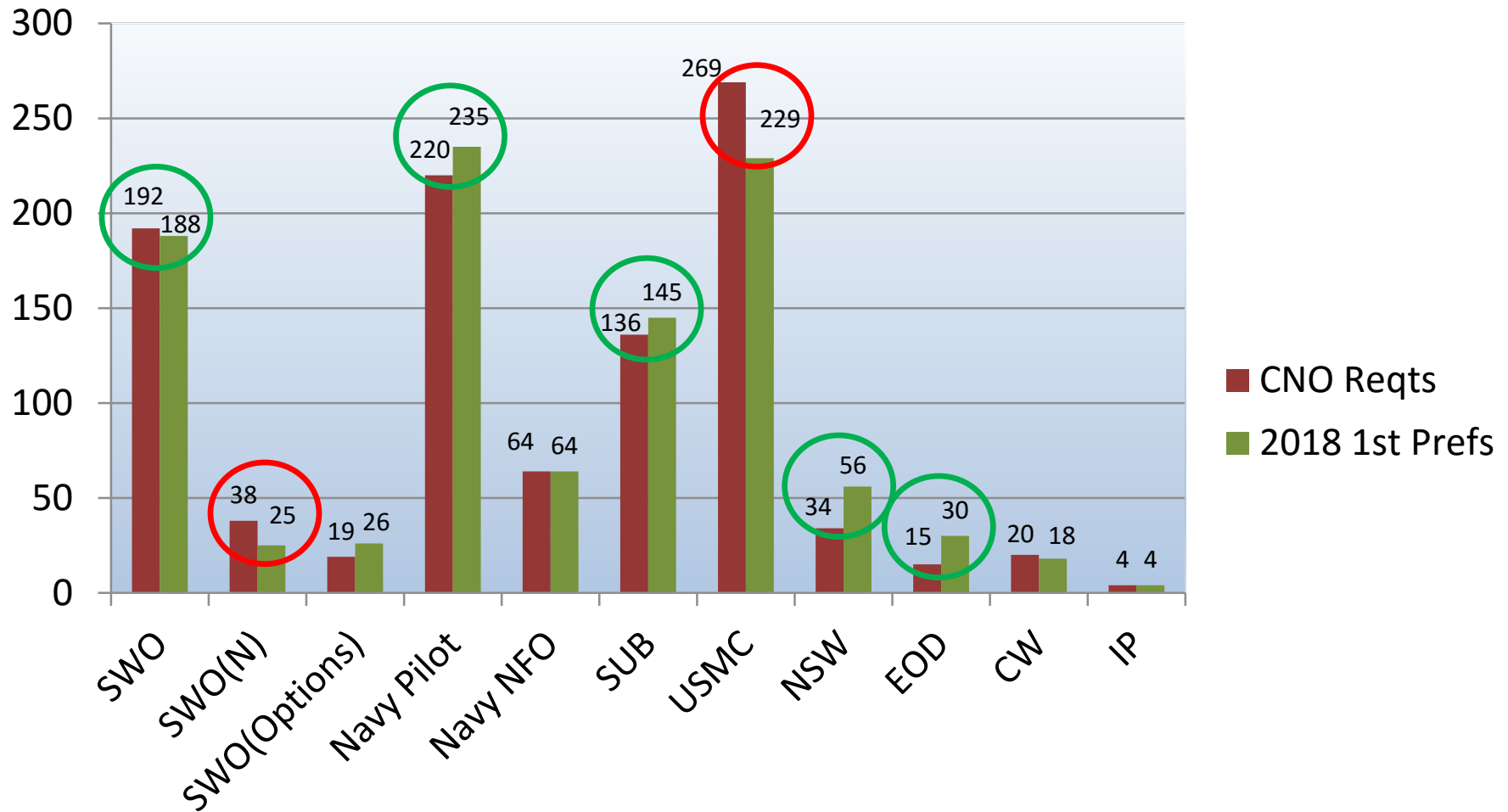
Final Preferences vs Requirements

Class of 2018



Final Preferences vs Requirements

Class of 2018



Meeting the Requirement

- Some communities below goal after 1st preferences are received
- Smaller / highly selective communities return balance (SEAL/EOD/MED)
- Largest communities are primary sources to fill below goal communities.
- Class of 2017
 - Proportional assessment distributed across each large community
 - Each community provided candidates from own community bin to under assessed areas
 - Service Assignment Review Board (SARB) votes to approve movement of midshipmen to subsequent preference

Final Assignments

Class of 2017

Community	Goal	Actual	Delta
SWO	199	196	-3
SWO (N)	36	37	+1
SWO (EDO)	12	11	-1
SWO (OCEAN)	2	2	0
SWO (IP)	2	2	0
SWO (CW)	2	2	0
SWO (INTEL)	2	2	0
SUBMARINES	134	133	-1
SEAL	35	34	-1
EOD	15	15	0
NAVY PILOT	228	227	-1
NAVY NFO	70	69	-1
MEDICAL	12	12	0
SUPPLY	13	13	0
CEC	6	7	+1
INTEL	8	10	+2
CW	8	9	+1
IP	4	4	0
OCEANOGRAPHY	2	2	0
USMC	269	265	-4

Choice	Percent
1 st	86%
2 nd	9%
3 rd	1%
4 th	2%
5 th	1%
6 th	1%

86% 1st choice.
95% 1st or 2nd choice.

Key Take - Aways

- Service Assignment not Service Selection
- Objective is to meet the required accessions/goals with best qualified midshipmen
- Order of Merit (OOM) is a factor, but not sole determinant of service assignment
- Assignments are qualification, talent, requirement, and preference based
- Each community has unique criteria in evaluating/ranking midshipmen
- Service Assignment Review Board is the means of reconciling midshipmen preferences against requirements.
- Reassignments (mainly due to medical) occur up until graduation day.

Questions

