



USNA Service Assignment



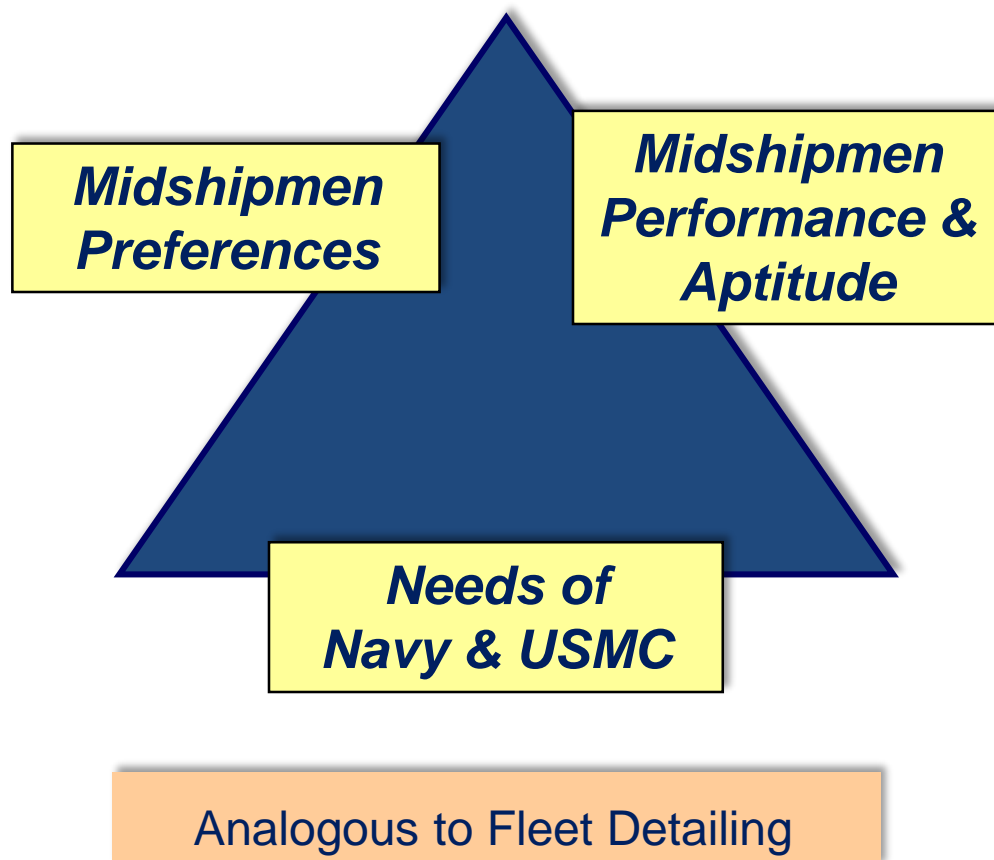
Annual Parent Club Officer Conference
October 30th, 2020



CAPT W. Scott Switzer, USN
Deputy Commandant for Professional Development



Service Assignment Philosophy



- Process Goal: match qualifications, talent, aptitudes, and desires with Navy and USMC accession requirements to provide fleet with best qualified Officers
- Our mission: **BEST FIT assignments**
- USNA is the Navy's premier source for Unrestricted Line warfare officers (URL)

95% of the class will be assigned URL or USMC



Service Communities

Unrestricted Line Officers (95% of Class)

- Surface Warfare Officer (SWO)
 - Nuclear SWO
 - SWO Options (Engineering Duty Officer, Intelligence, Oceanography, Information Professional, Cryptologic Warfare)
- Pilot
- Naval Flight Officer (NFO)
- Submarine
- USMC (up to 25% of class)
 - Ground
 - Pilot
 - Cyber Operations

Restricted Line Officers (5% of Class)

- Medical/Dental
- Aviation Maintenance Duty Officer
- Civil Engineering Corps
- Supply Corps
- Information Warfare Community
 - Intelligence Officer
 - Oceanography Officer
 - Information Professional
 - Cryptologic Warfare Officer
 - Cyber Warfare Engineer



Midshipmen to Fleet/USMC Officers – Career Information/Training Program

1/C Year

1/C, 2/C, 3/C, 4/C

Career Information

- Briefs
- Junior Officer Forum
- Career Interest Survey
- Career Info Website
- Aviation Test/Battery (ASTB)

Service Assignment

- Briefs
- Community/Service Specific Screening Preference Entry
- Community/Service Assignment Boards
- Inter-service Commissioning Boards
- Service Assignment Review Boards
 - Final Approval
 - Reassignments

Commissioning
Ensigns and 2ndLTs

Parallel Processes

USN/USMC
Requirements

Medical Screening
USN and USMC
Community Specific Requirements

Summer Training

4/C Midn: Indoctrination/Plebe Summer
* 3/C Midn: Surface Cruise (as enlisted crew) and Elective Training
* 2/C Midn: PROTRAMID (1 week each of Surface, Submarine, Aviation, and USMC) and Elective Training
1/C Midn: Community Specific Training and Elective Training

Visits:
Ships
Subs
Aircraft

Officer
Mentors



Fleet Cruises

3rd Class

- Focus: “Day in the life of a Sailor”
- Shadow a Petty Officer running mate
- Enlisted experience as a member of a work center, rotating through major departments (Operations, Weapons, Engineering)
- Surface or Submarine Cruise

2nd Class

- Focus: Immersion in four communities for one week each (PROTRAMID)
 - Surface
 - Submarine
 - Aviation
 - USMC

1st Class

- Focus: “Day in the life of a Junior Officer”
- Shadow a Division/Branch Officer running mate
- Familiarization with JO duties & responsibilities
- Interact closely with senior enlisted/officer leadership
- Screen for a warfare community/service
- Usually paired with MIDN’s preferred community





Professional Training Events

- Leadership Training for Midshipmen During the Summer
- Experiential Learning
 - Summer School
 - Plebe Detail
 - Naval Academy Preparatory School Detail
 - Weapons Detail
 - Naval Academy Summer Seminar Detail
 - Science, Technology, Engineering and Mathematics Summer Program Detail
 - Powered Flight Program
 - Yard Patrol Cruise
 - Offshore Sail Training Squadron
 - Leatherneck
 - Dive School
 - Varsity Offshore Sailing Team
 - USMA Cadet Field Training
 - USMC Mountain Warfare Training Airborne
 - Marine Air Ground Task Force Training
 - Internships (National Security Agency, National Reconnaissance Office, Office of Naval Intelligence)



Service Assignment Process

Late August

September to November

USN and USMC Personnel Offices deliver
2021 Active Duty specific requirements for
all USN accession sources

Phase I:
Members of
Class of
2021 return
from
summer
training
prepared to
enter
Service
Assignment
preferences.
(Aug)

Phase II:
Class of 2021
submits
Community/
Service
preferences in
ranked order via
computer
(31 Aug –
03 Sep)

**Phase IIIA: Community Assignment
Boards**

- Chaired by local senior warfighting representatives
- Review MIDN records and recommend best qualified candidates and alternates

30 OCT

Commandant
of
Midshipmen
Approval

19 NOV

Superintendent
approval and
MIDN
notification

Phase IIIB: Service Assignment Review Board:

Senior Warfare Leads under Commandant Guidance as President.

Identifies qualified Midshipmen for reassignment in order to meet CNO requirements.

2020: 10 reassignments were directed by Senior Warfare Leads. That number reduced to 6 by graduation. 7



Community Assignment Board (CAB)

Example: Naval Aviation

Precept: * Qualifying ASTB Score *

- Board evaluates candidates on the following criteria:
 - Overall Order of Merit (OOM) – 50%
 - Aviation Points – 35%
 - Aviation Selection Test Battery (ASTB) – 15%
- This score will be used by board members as primary discriminator for determining aviation candidate recommendations



Class of 2020 Service Assignments

Service Assignment Day 21 Nov 2019

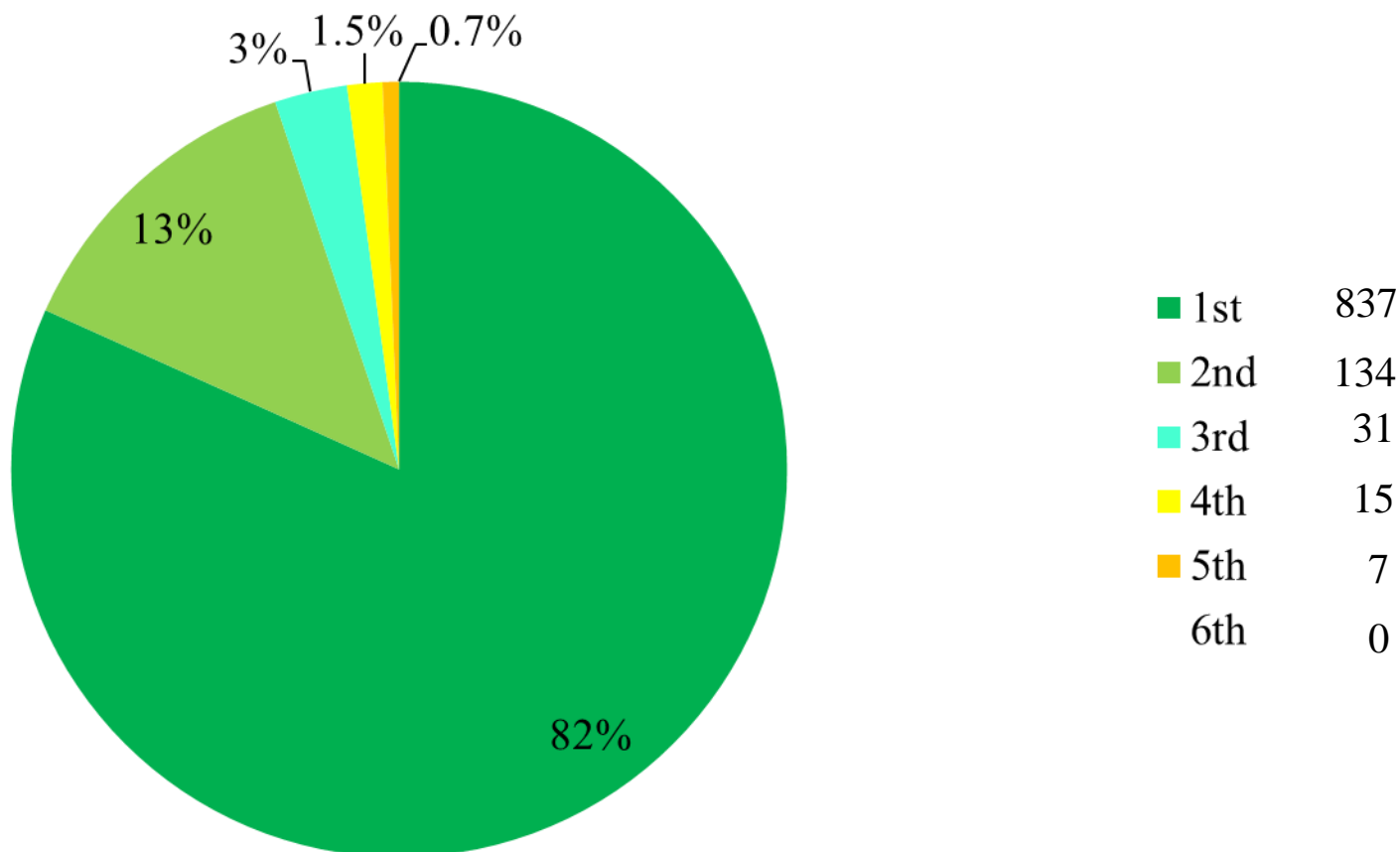
Accession Plan (Approved)					
Designator	Lower Band	USNA Goal	Upper Band	USNA to Date	Delta to Accession Goal (URL/USMC) Delta to Lower Band (RL)
SWO	175	195	215	195	0
SWO (N)	36	41	41	42	+1
SWO (EDO)	12	13	15	13	0
SWO (OCEAN)	3	5	6	5	0
SWO (IP)	2	3	4	3	0
SWO (CW)	2	2	4	2	0
SWO (INTEL)	1	1	3	1	0
SUBMARINES	133	136	148	138	+2
SEAL	30	30	35	30	0
EOD	16	16	17	16	0
NAVY PILOT	210	221	240	228	+7
NAVY NFO	45	46	60	46	0
NAVY URL TOTALS	665	709	788	719	+10
MEDICAL	3	12	15	8	+5
SUPPLY	2	5	5	3	+1
CWE	0	0	2	1	+1
CEC	4	6	7	4	0
INTEL	2	9	10	9	+7
CW	20	24	30	16	-4
IP	6	8	10	4	-2
OCEANO	0	2	4	2	+2
AMDO	0	1	1	0	0
NAVY RL TOTALS	37	67	84	47	+10
USMC GROUND	159	159	163	161	+2
USMC PILOT	90	90	90	91	+1
USMC CYBER	6	6	6	6	0
USMC TOTALS	255	255	259	258	+3
GNC	0	0	0	0	0

Final Numbers - End of Fiscal Year 2020

Accession Plan (Approved)					
Designator	Lower Band	USNA Goal	Upper Band	USNA to Date	Delta to Accession Goal (URL/USMC) Delta to Lower Band (RL)
SWO	175	190	215	181	-9
SWO (N)	36	40	41	41	+1
SWO (EDO)	12	13	15	14	+1
SWO (OCEAN)	3	5	6	5	0
SWO (IP)	2	3	4	3	0
SWO (CW)	2	2	4	4	+2
SWO (INTEL)	1	1	3	1	0
SUBMARINES	133	136	148	136	0
SEAL	30	30	35	30	0
EOD	15	15	17	15	0
NAVY PILOT	210	221	240	221	0
NAVY NFO	45	46	60	44	-2
NAVY URL TOTALS	664	702	788	695	-7
MEDICAL	3	12	15	7	+4
SUPPLY	2	5	10	5	+3
CWE	1	1	2	1	0
CEC	4	6	7	3	-1
INTEL	2	10	10	10	+8
CW	20	23	30	14	-6
IP	6	6	10	5	-1
OCEANO	0	2	4	2	+2
AMDO	0	1	1	0	0
NAVY RL TOTALS	38	66	89	47	+9
USMC GROUND	159	159	163	166	+7
USMC PILOT	90	90	90	88	-2
USMC CYBER	6	6	6	6	0
USMC TOTALS	255	255	259	260	+5
GNC	0	0	0	12	+12



Class of 2020 Overall Preferences



837 of 1024 Midshipmen got their 1st 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?



Interservice Commissioning

- Available to 1/C Midshipmen
- Process Governed by DoD
- Limited to no more than 3% of class

