

“A Pathway to Success” Booklet: Leadership Guide

The Nuclear Career “Pathway to Success” Booklet is a career mentoring product intended for our professional Nuclear Operators to clearly articulate the specific goals and opportunities for the Nuclear Trained Sailor, as well as, communicate our team’s commitment to the Sailor, their spouse, and their family. This guide should be used to prompt candid conversations between the deck-plate Leader, Sailor, and their spouse, regarding career decision points, duty options, family benefits, and work-life balance. The default should be a depiction of what the Sailor’s 20-25 year career would look like if they stayed Navy.

The work necessary to generate this booklet should not be viewed as an administrative burden, but rather an important part of your career counseling sessions with your Sailors. Accurate, specific, and detailed information is critical and will require an investment of time and energy from the entire Command Team. Motivating and retaining the right people for the right reasons is a vital part of our mission and requires a commitment from our senior flag officers to the deck plate leader.

The Career Path Information Booklet should be tailored specifically to each individual Sailor with information gathered and updated, including their personal goals. The pamphlet should be given to the Sailor in advance of the counseling session to give them and their family time to review and develop questions. Within the first six months of the Sailor checking aboard, the Chief Petty Officer should take time out with the Sailor and their spouse (if applicable) off the ship to review and discuss the opportunities available with a career in Navy Nuclear Power. If possible, have the OMBUDSMAN talk with the Sailor and the spouse after the session. This discussion would be the precursor for the Sailor’s first Career Development Board with the chain of command, and the booklet should be updated periodically as the Sailor moves through their qualifications and advancement.

The following are key points for each page for you to use as a guide in your conversation with your Sailor.

Sailor Information:

- Snapshot profile of the Sailor, filled out for each individual Sailor prior to counseling session.

1st Sea Tour:

- Set expectations for what a successful 1st Sea Tour looks like – include the exact qualification dates for the Sailor.

End of 1st Sea Tour:

- Résumé list: go over each accomplishment that your Sailor will walk away with after the 1st sea tour – explain to them that this is what their résumé will include.

Career Continuation:

- Reenlistment requirements, timing, and pay calculator to inform the reenlistment conversation – calculate their bonus.

1st Shore Tour:

- Outline the three main tracks for shore duty in Naval Nuclear Power.
- Zone B discussion points for the career decision usually made ashore. Highlight that this is the first natural off-ramp from Naval Service.

Trainer/Maintainer/Recruiter:

- Profile of each shore duty type. Opportunity to discuss the specific advantages and disadvantages of each tailored to the Sailor. What would he specifically be best suited for? Where would be best put his skills to work to improve himself and the Navy? How he could become a mentor or leader himself.
- Discuss why we value the “trainer” and how it would bolster an already robust résumé.

Incentive Pays:

- Discuss the financial incentives

Transitioning Back to Sea:

- Résumé list of experience, reenlistment way-points, and future leadership positions - again bolstering an already robust résumé.

The Road to Anchors - CPO/SCPO/MCPO:

- Rewards of a career as a senior enlisted nuclear supervisor - again bolstering an already robust résumé.

Our Goals:

- Filled out by CPO and Sailor (or written in at the discussion time) prior to pamphlet completion, signed as an agreement between the CPO and the Sailor. Goals should include professional and personal milestones.

Leadership Notes:

- Filled in by each leader prior to the off-hull session with comments, notes and advice. Provide phone numbers and email addresses to contact for questions. Include the OMBUDSMANs card/contact info for the spouse.

Career Reenlistment Timeline:

- Shows impact of reenlistment timing; can also be used to outline a full career path. Highlight the monetary advantage of STAR reenlistment early in the first sea tour.

Why Stay Navy? :

- Graphic display of annual pay, incentive pay, and retirement benefits after a 23 year career
- Comparison points for civilian careers including salary, benefits, and retirement savings
- Specifically cover retirement, medical and dental coverage (example: if you paid for a child birth outside the military: over \$10,000/child).

Pamphlet Editing Instructions

- Recommend using Adobe Acrobat Pro to save all changes. (LAN administrator install if not on ship's computer)
- If using Adobe Reader, you can edit fields and print but will not be able to save changes
- Select "enable all features" when prompted
- Select "highlight existing fields" in order to see all entries meant to be customized
- Hover mouse over fields to show clarification or recommendations for each entry
- To edit pictures (ship logo, Sailor picture) click and insert file

Pamphlet Print Instructions

- Select landscape
- Print on both sides (flip on short edge)
- Ensure multiple pages are not selected