



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

July 28, 2015

MEMORANDUM FOR ASSISTANT SECRETARY OF THE NAVY (MANPOWER
AND RESERVE AFFAIRS)
CHIEF OF NAVAL OPERATIONS
COMMANDANT OF THE MARINE CORPS

SUBJECT: Anticipate Future Military Personnel Demands

Today we find ourselves at the intersection of revolutionary technological changes and emergent operational concepts, both of which compel us to create a truly adaptive workforce. We must ensure that the talents and skills of our Sailors and Marines align to the challenges they will encounter in the complex operational environment of the future. Recognizing and anticipating future demands for our military personnel will help ensure their success.

Cyber operations, advanced manufacturing, expeditionary robotics, and directed energy all offer game-changing operational potential. However, without properly trained personnel in the operating forces, these emerging capabilities will not be effective. We cannot afford to be reactive when it comes to aligning the skills of our Sailors and Marines to new operational concepts.

To ensure our Sailors and Marines adapt to a rapidly changing environment, the Navy and Marine Corps shall:

- Reevaluate current officer requirements ensuring billets specializing in emerging fields of manufacturing, computer/data science, energy, and robotics/autonomy are included in the billet base and consider expanding the Navy's Engineering Duty Officer Career field.
- Modernize officer training to ensure Naval officers have a fundamental understanding and are trained in emerging operational capabilities and complex problem-solving techniques.
- Determine the extent to which data analytics should be used to enhance the assessment process for potential recruits and those undergoing initial training with psychological screening, which may include personality and interest assessments to augment our existing testing of physical and mental aptitude.

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- Access alternative and more easily accessible training and certification methods that enable Sailors and Marines to quickly adapt to a rapidly changing environment.

Assistant Secretary of the Navy (Manpower and Reserve Affairs) shall review and submit a consolidated plan of actions and milestones to the Under Secretary of the Navy within 90 days of this memorandum and begin implementation upon approval.



cc:

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