



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

July 30, 2015

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

SUBJECT: Using the Civilian Talent of Navy and Marine Corps Reserve Forces

The Navy and United States Marine Corps Reserve Forces are uniquely positioned to bring great ideas, skills, and experience from the private sector to the Department of the Navy. We must recognize this critical asset and maximize its full potential.

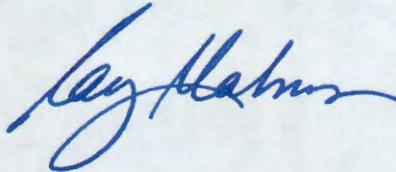
One example of how the civilian and operational talent of the Navy Reserve workforce already makes a considerable mission impact is the Office of Naval Research Reserve Component (ONR-RC). ONR-RC extends the Navy's scientific outreach and provides surge capacity with technical and operational expertise.

With this example in mind, the Navy and Marine Corps shall each:

- Identify and catalog the civilian skills, training, and experience of the reserve force. This information will not be used to identify any Reserve Component (RC) Service Members for consideration for any type of call or order to active service or to serve outside their primary or secondary Military Occupational Specialty, without the prior consent of the RC member.
- Develop a system for Department of the Navy organizations to search for and identify personnel with civilian skills that align to emerging technology and mission demands.
- Explore opportunities to align new commands to emerging workforce demands, such as advanced analytics, software engineering, or data sciences, or scale the ONR-RC structure beyond the science and research community.
- Provide options for highly qualified members of the reserve force to participate in analytical studies and innovation initiatives.

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The Assistant Secretary of the Navy (Manpower & Reserve Affairs) shall review and present a consolidated plan of actions and milestones to the Under Secretary of the Navy within 60 days of this memo and begin implementation upon approval.



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