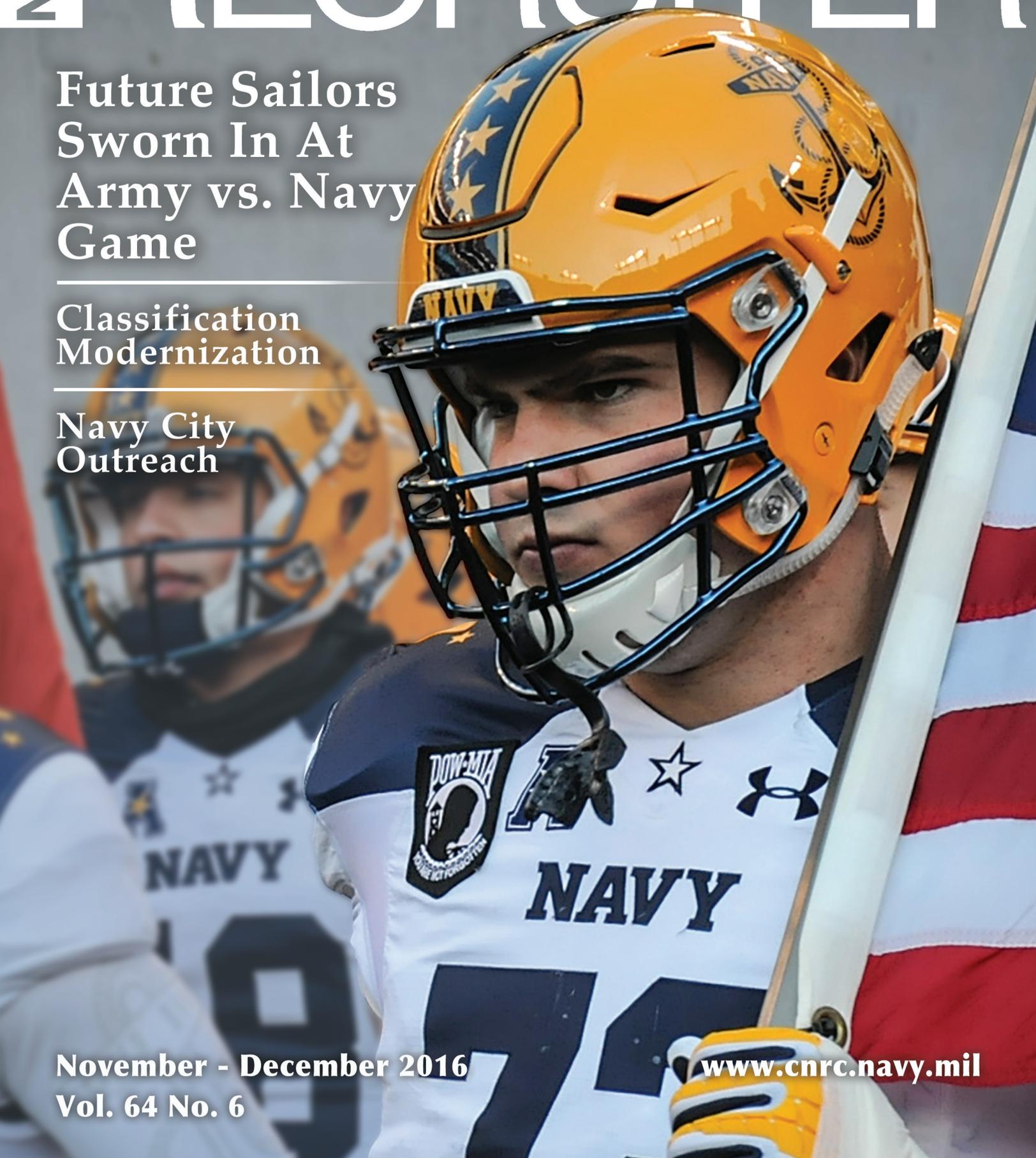


NAVY **R** Future of the Fleet RECRUITER

Future Sailors
Sworn In At
Army vs. Navy
Game

Classification
Modernization

Navy City
Outreach



November - December 2016
Vol. 64 No. 6

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From the Admiral



Rear Admiral Jeffrey W. Hughes
Commander, Navy Recruiting Command



Navy Recruiting Warriors,

I remain in awe of your incredible performance. We continue to be successful despite the presence of many external factors that serve to increase the degree of difficulty in our no-fail mission for the Navy and the Nation. Know that we remain committed to setting the conditions for Navy Recruiting to remain the undisputed talent acquisition leader in DoD and your ideas are making the difference for us. We are committed to field testing exciting and innovative process proposals like centralized classification (see story on page 4) that will afford Navy Recruiting a true competitive advantage while improving the quality of life for our recruiters and the customer experience for our applicants.

Occasionally we improve performance through no cost organizational moves. We recently realigned the diversity team, including city outreach, from the headquarters N3 (operations) department to the headquarters N9 (marketing and advertising) department. This move allows us to more effectively focus our diversity related resources to the most impactful parts of the recruiting process. We believe that this move will better enable the reach and yield of our outreach teams. In this issue, you'll find two stories highlighting the tremendous work of our city outreach officers.

I also want to share with you some very exciting progress we are making in our marketing and advertising efforts. A team of senior NRC leaders and our Young & Rubicam partners had the opportunity to brief CNO, VCNO and CNP on the status of our brand development strategy. We are charting new territory with a long-term brand platform, something we have never had before. A brand platform allows us to market to multiple audiences – not only applicants and influencers, but also active Sailors and veterans and our supporters in the community. It allows us to keep consistency in our brand messaging, differentiate ourselves from the other services and non-military sponsored career opportunities, and tailor our messaging to different and diverse audiences. Our intention is to develop a long-term, strategic brand platform that tells the Navy story in an authentic, relevant and compelling way that resonates with active duty Sailors, veterans, prospective Sailors, influencers and the general public. Building a brand platform takes a lot of research and data gathering, including meeting with multiple focus groups. CNO, VCNO and CNP are all excited about our vector and cleared us to further refine our concept for a decision brief in the next few weeks. Once we finalize the brand platform, we will begin the process for developing our next brand campaign – to include a new “tag line.” We are aiming for the new campaign launch to coincide with the 2017 Army Navy Game.

There is no more significant endeavor to guarantee that the United States Navy maintains its standing as the premier global maritime fighting force than the introduction to the Fleet of our Nation's best and brightest people — this is Navy Recruiting's distinct advantage and you make it happen! Keep charging!

With great respect,

Rear Admiral Jeff Hughes



FRONT COVER:

The U.S. Naval Academy Midshipmen prepare to take the field before the 2016 annual Army vs. Navy football game. (U.S. Navy photo by MC1 Felicito Rustique Jr.)



BACK COVER:

PO3 Lyndsey Baucom performs a takedown after being sprayed with Oleoresin Capsicum (OC) during force protection training aboard the guided-missile cruiser USS Hue City (CG 66). (U.S. Navy photo by MC2 Matthew R. Cole)

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Operation Classification: Navy Recruiting Modernizes Classification Process

Story by MC2 Brandon Martin,
Navy Recruiting Command Public Affairs

Anyone who has walked into a Military Entrance Processing Station (MEPS) and visited a classifier knows the stress of having to pick from a limited number of jobs in a very small amount of time. The applicants would typically get to MEPS early in the morning, go through their medical screening and possibly wait around for hours in order to see a classifier to pick their job in one sitting. That is just the way that it has always worked.

Future Sailor Daniel Bullard, however, had a very different experience when he visited his local MEPS.

Though he didn't know it at the time, Bullard would be one of the few applicants to participate in Navy Recruiting Command's (NRC) new Central Classification process, and he was incredibly satisfied with the results.

"The whole process was very smooth and easy," said Bullard. "I first met with my recruiter in August and was at MEPS in September. Once I cleared medical at MEPS, I sat down in the Navy Liaison Office and filled out a survey sheet. After that, I came back home."

Once they have passed their medical screening at MEPS, applicants complete a survey where they are able to list their job and shipping window preferences. From

there, the Central Classification process mathematically matches qualified individuals based on their preferences, job specific qualifications and needs of the Navy.

"The job I wanted from the first day I walked into a recruiting office was Master-at-Arms," said Bullard. "Some of the interests that I put down on the survey at MEPS were Master-at-Arms, Firearms and Engineering."

After completing his survey, MEPS staff reviewed the form with Bullard to ensure basic qualifications matched with his preferences. They then submitted his survey to central classification and Bullard was free to leave.

At this point in the process, applicants will either be considered fully qualified, partially qualified (must meet additional job requirements) or not selected for a job offer.

Once these steps are completed, central classification emails job letters to the Accessing Team and paperwork is completed to allow the applicant to remotely swear in from any location of their choosing.

"Two weeks later I got a call stating that the job I wanted was available to me," said Bullard. "The next day, I was up at the Navy recruiting office in Tupelo, Miss., where it all originally started and I was being sworn into the Navy. My mom, dad and both my sisters were there with me as I was being sworn in. The experience made me feel like I was genuinely wanted by the Navy. The hospitality that was shown to me was outstanding!"

Echoing the sentiments of Bullard, Petty Officer 2nd Class Kevin Vincent, a recruiter for the Navy Talent Acquisition Force Mid-South (a NRC proof of concept for the evolution of recruiting into the future), also recognized the value of a personal touch in the new classification process.

"The biggest upside to this whole new process for me is the true customer service that we are providing for the applicants," said Vincent. "We are showing them that they aren't just a number and that they do matter from the time they first walk into the office to the time that they leave for Recruit Training Command and so on. With the applicants being able to choose where they want to be sworn in at, whether it be at a football game, out to dinner with friends and family, or at the recruiting office, it is a huge upside to this whole process. I think others will look at this and say 'I want to join the Navy!'"

While the central classification process is still in its testing phase, early positive experiences such as Bullard's could bode well for the future of classifying and the future of Navy recruiting as a whole.

Data

- Applicant job interests ('survey')
- PRIDE MOD II (post-MEPS)
- NRC Job Priorities, availabilities

Classification

- Verify job qualifications
- Determine applicant preferences
- Run classification algorithm

Letters

- Receive and process output from algorithm
- Generate letters based on job offer status
- Send letters and summary data to classifier

Classifier (PRIDE Shop)

- Verifies applicant job qualifications and requirements
- Verifies job, ship month, and training line availability
- DELs jobs
- Sends job offer letters to Recruiter and MEPS personnel

Illustration by Kim Hyback,
Navy Recruiting Command Public Affairs

Navy Educates Dallas, Fort Worth Teachers About SeaPerch

Story and photo by MC2 Shane Jackson,
Navy Recruiting District Dallas Public Affairs



Navy City Outreach (NCO) and Navy Recruiting District (NRD) Dallas provided SeaPerch underwater remotely operated vehicle (ROV) assembly training to educators from the Dallas/Fort Worth area, Nov. 11.

SeaPerch is an educational program sponsored by the Office of Naval Research that gives students the opportunity to learn hands on about science, technology, engineering and mathematics (STEM) fields through constructing underwater ROVs.

"SeaPerch is important to keep the students interested in the pursuit of STEM careers because not only will they be able to pursue those fields in corporate America, but a majority of Navy jobs are STEM related as well," said Senior Chief Petty Officer (SW/AW) Therese Rogers, NCO coordinator for the Houston and Southwest region. "It helps us build that foundation of not only America but the future of the Navy as well."

The training, held at the Hurst-Euless-Bedford Independent School District's Pat May Center, welcomed a variety of STEM-centric teachers involving those with and without prior experience with SeaPerch. Among the first timers was robotics teacher at Zan W. Singley Academy, Wole Asenime.

"I think it's a great opportunity for the kids because it gives them way more options as we become more technological," said Asenime. "I think we should find a way to incorporate it into more schools or make it a requirement so they can decide if it's for them or not. Experiencing what else is out there for them will make them more competitive on the job market."

While SeaPerch gives students a hands-on approach to the STEM fields and the basics of teamwork, Asenime feels the program also gives students greater insight into the many ways they can apply a STEM degree into a rewarding career.

"SeaPerch broadens their horizon and gets them in tune with technology and engineering outside of the regular classroom setting," said Asenime. "I think my students will be more open to go down different roads to success now."

NRD Dallas encompasses 220,000 square miles that includes Northwest Texas and Oklahoma.

Navy City Outreach is dedicated to networking with communities to support diversity, STEM through SeaPerch and Navy Awareness.

For more information, visit www.navy.mil, www.facebook.com/usnavy, or www.twitter.com/usnavy.

left: Senior Chief Therese Rogers, Navy City Outreach Coordinator for the Houston and Southwest Region, right, helps Jennifer Alvarez, a computer science teacher at South Hills High School, cut a section of PVC pipe while assembling an underwater remote operated vehicle (ROV) during a SeaPerch training session for teachers.



above: Navy Band Southeast's saxophone quartet played a 2 hour set for families and park patrons in the heart of Houston's City Center, Oct. 20. (U.S. Navy photo by MC1 Chris Fahey)

Eye on the Field

below: Operations Specialist Second Class Ernest Sanchez, a recruiter at Naval Recruiting District New Orleans, answers questions at an information booth setup during Baton Rouge Navy Week. (U.S. Navy photo by MCC Grant P. Ammon)



NRD Denver Command Master Chief Recognized for Leadership

From the Office of the Master Chief Petty Officer of the Navy

The annual Master Chief Petty Officer of the Navy (MCPON) Delbert D. Black Leadership Award recipient was announced Nov. 17.

Master Chief Petty Officer Timothy A. Preabt, command master chief (CMC) of Navy Recruiting District (NRD) Denver, received the award for his commitment to Sailors and family well-being as a precursor to mission success.

"This award recognizes leadership of Sailors and to do that, one must be authentic, competent and courageous in all aspects of not only their job, but their life," said MCPON Steven S. Giordano. "Master Chief Preabt exemplifies those traits and we are proud to honor him for doing so."

The award recognizes the performance of senior enlisted leaders who exhibit the highest standards of professionalism and integrity in displaying the principles of deckplate leadership. Candidates are nominated on the basis of their personal example of excellence, commitment to developing Sailors and enforcement of standards.

As the CMC of a recruiting district, Preabt demonstrates sound judgment on all matters pertinent to the welfare and

morale of the crew and their families and keeps Sailors, officers and civilians enthusiastic about their jobs and the role each contributes to the command mission.

"Taking care of Sailors means more than being a watchdog for quality of life," said Cmdr. Renee C. Tanaka, commanding officer of NRD Denver. "To Master Chief Preabt, it means demanding personal accountability at every level, executing on the basics, and taking ownership of one's actions, both personally and mission-related."

Candidates for the award are considered annually through a ranking and review board before one senior enlisted leader is chosen as representing the characteristics of MCPON Delbert D. Black, the Navy's first MCPON. A World War II veteran and Pearl Harbor survivor, Black was an exceptional deckplate leader committed to Sailor and family advocacy. In January of 1967, he assumed the office and served as an advisor to the chief of naval operations on matters dealing with enlisted personnel issues.

For more information, visit www.navy.mil, www.facebook.com/usnavy, or www.twitter.com/usnavy.

For more news from Master Chief Petty Officer of the Navy, visit www.navy.mil/local/mcpo/.



First Female Sailors Graduate in Dress Blue Jumpers

Story from Recruit Training Command Public Affairs

below: Recruits from Division 904 are fitted by Navy Exchange Uniform Issue employees in their new dress blue jumper top traditionally known as the "Crackerjack," during second uniform issue Oct. 27, at Recruit Training Command. (U.S. Navy photo by MCC Seth Schaeffer).



The first female Sailors at Recruit Training Command (RTC) graduated boot camp with the new female enlisted dress blue jumper uniform, marking another historic moment for the Navy, Dec. 2.

Previously, the uniform traditionally known as the dress blue "Crackerjack" has only been worn by males, but as part of the Navy's efforts towards uniformity in service members' uniforms, will now also be worn by females.

"We are excited to introduce the new female dress blue jumpers here at Recruit Training Command," said Capt. Michael Garrick, commanding officer, RTC. "Our new Sailors look great. The new jumpers improve the uniformity of the graduating divisions, and ultimately make them even more cohesive units."

Division 904, the state flags graduation performing division, contained the first enlisted female recruits issued the dress blue jumpers when they arrived in October. Additional female recruits at the Navy's only boot camp have superseded these historical female recruits and are being issued their new uniforms.

The uniform was designed and tailored exactly like the enlisted male dress blue jumpers, with 13 buttons on the trousers and the jumper top with a flap. The new jumper top has incorporated a side zipper, and the trousers will have a front zipper to help with changing in and out of uniform. The old female uniform with jacket and tie for female petty officers and junior Sailors will be phased out.

"RTC has embraced the Navy's uniform changes," said

Master Chief Petty Officer Shawn Isbell, command master chief, RTC. "Our recruit division commanders have led the charge in training proper fit and wear of the new uniforms. When you look out over the drill deck at a sea of white hats and dress blues, one can't help but be filled with pride that every Sailor is now wearing the most recognized uniform in the world."

The Navy uniform is rich in history and through the centuries, starting with the 18th-century British navy, have evolved based on the fundamental working needs of the Sailor. The Navy redesigned several uniform elements for Sailors which improve uniformity across the force, as well as improve the function and fit of their uniforms. Just like the transition to the new "Dixie cup" cover in April 2016, the changes will eventually make all uniforms more gender neutral.

"It felt great to have been one of the first females to get issued the uniform," said Seaman Recruit Leah Mendiola, after trying on her dress blue jumper top. "It's an amazing feeling to wear the same uniform as my male brothers serving our great country and be part of making history. It's really awesome how something as simple as our uniform is a historical symbol developing equality and the uniformity in our great military."

She expressed a sense of honor in being one the first females part of the Navy's transition of the Sailor's uniform.

During eight weeks of basic training, the female recruits are trained on the proper wear and care of the new dress

blue uniform. During a recent personnel inspection, the female recruits lined up in their compartment for their final uniform inspection.

"The recruits wore the uniform smartly and looked really sharp and professional," said Petty Officer 1st Class Moses Brathwaite, fleet quality assurance. "The proper wear and care of the uniform and the standard set forth by the division's RDCs was clearly evident throughout the inspection. The division was exceptionally sharp!"

During their sixth week of training, Division 904 performed in a graduation ceremony where the females wore the dress blue jumper top publicly for the first time in Midway Ceremonial Drill Hall.

"It was a great feeling as I held the Guam flag -- where I'm from," said Mendiola. "Being able to hold the flag and march in front of families with the same uniform as the male Sailors was definitely an amazing experience."

From a male perspective, Petty Officer 1st Class Daniel Mitchell, one of the division's RDCs, believes it isn't a uniform which makes a Sailor, but the Sailor themselves.

"I think for women in general, if they do good things it doesn't matter what uniform they are going to wear," said Mitchell. "I don't care if they wore a smock; it's irrelevant. If they're doing something good, they're going to be remembered in history forever."

As he watched his division throughout their training, Petty Officer 2nd Class Christopher Treanor recognized the importance of the uniform transition.

"During the eight-week process of training these female recruits, I never stopped to think about the historical context of them being the first female division to wear the female jumper top," said Treanor. "I am very proud to be part of this event, and I can honestly say they are proud to serve their country and will wear the uniform proudly serving next to their brothers in the Navy."

In addition to uniformity, the change also marks continued progress towards equality among Sailors.

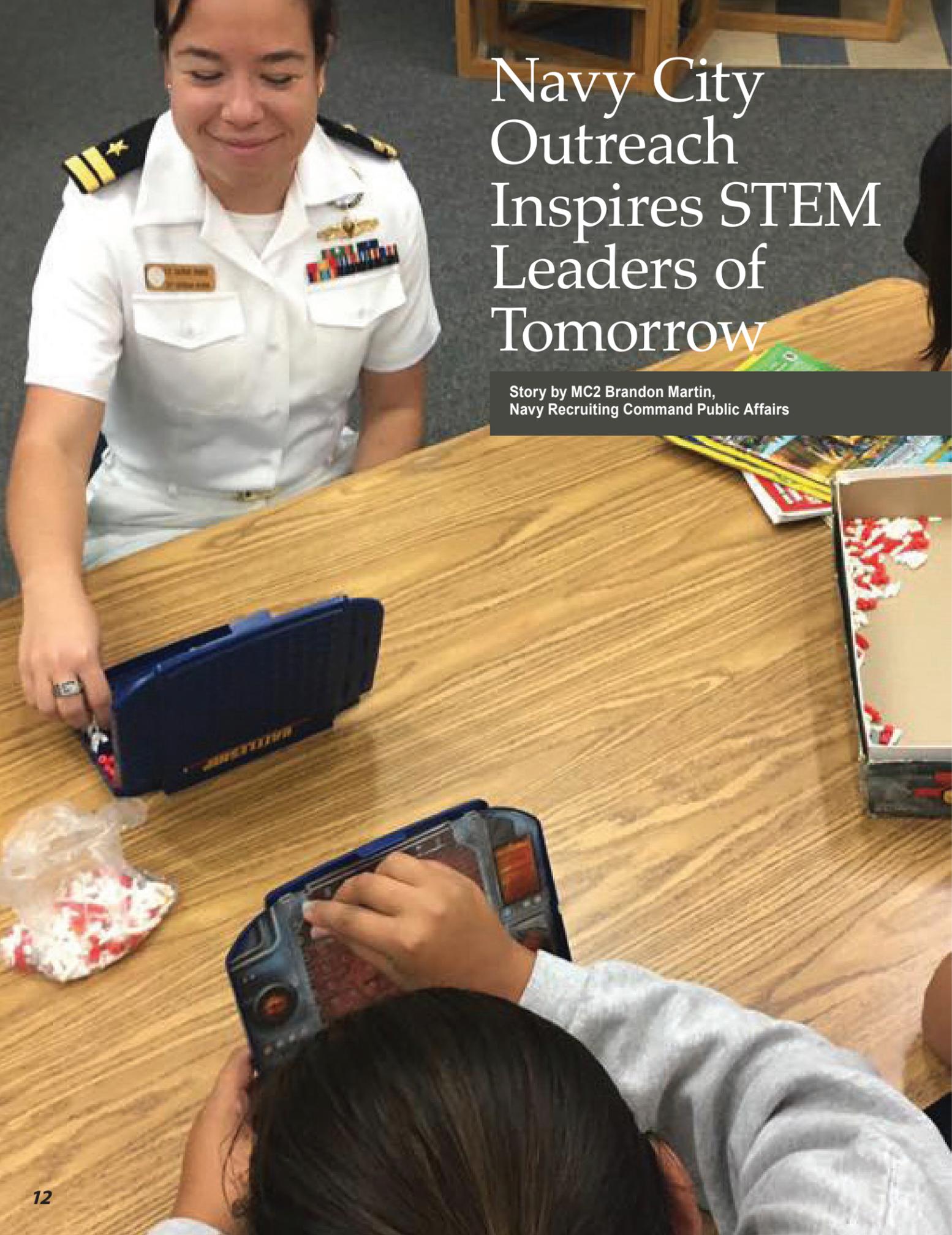
"I like being able to wear the same uniform as them, because the Navy stresses a lot about equal opportunity and now I actually feel equal with these uniforms," said Mendiola.

Boot camp is approximately eight weeks, and all enlistees into the United States Navy begin their careers at the command. Training includes seamanship, firearms familiarization, firefighting and shipboard damage control, lessons in Navy heritage and core values, teamwork, and discipline. Since the closure of RTCs in Orlando and San Diego in 1994, RTC Great Lakes is, today, the Navy's only basic training location, and is known as "The Quarterdeck of the Navy."

Today, 30,000-40,000 recruits graduate annually from RTC and begin their Navy careers.

For more information, visit <http://www.navy.mil>, <http://www.facebook.com/usnavy>, or <http://www.twitter.com/usnavy>.

For more news from Recruit Training Command, visit www.navy.mil/local/rtc/.



Navy City Outreach Inspires STEM Leaders of Tomorrow

Story by MC2 Brandon Martin,
Navy Recruiting Command Public Affairs

In a world where technology is becoming increasingly complex, it is also increasingly important that the leaders of tomorrow are equipped with the knowledge and skills to solve tough problems, collect and evaluate data and make sense of that information. To remain a global leader in innovation, the Department of Defense (DoD) has begun a variety of programs to highlight STEM career fields to the nation's youth.

One program in the DoD that is contributing to this effort is the Navy City Outreach (NCO) program.

Tasked with building relationships and networks across the country to share a positive and informed message regarding America's Navy, the NCO program encourages America's youth to pursue excellence in education, especially in STEM.

"The U.S. has fallen from 3rd to 17th in the world in the number of college graduates in engineering programs," said Lt. Jacqueline Perez, NCO officer for NCO Los Angeles. "In the U.S., only five percent of science degrees are awarded in engineering compared with 50 percent in China. By offering a broad range of STEM education and outreach programs, the Navy seeks to address the national crisis of decreasing college enrollments and careers in science and engineering."

Sharing the workload of promoting these events, NCO is broken up into five districts. Each NCO team is home-based in a particular city but they also travel throughout their area of responsibility for outreach events. Though primarily stationed in Los Angeles, Perez covers events that span to San Diego, San Francisco, Portland, Seattle and Denver as well.

With at least 10 major events happening within every region each year to include SeaPerch regional competitions, Fleet Weeks, and STEM fairs, NCO could cover more than 60 major events a year not including the smaller events that they participate in within schools and communities.

"The mission of city outreach connects us with everyone from elementary students to community leaders," said Perez. "We host regional competitions around the nation where middle and high school students compete in underwater robotics challenges and judged oral presentations for a shot at attending nationals. Around the country, our city outreach officers spread awareness of Navy and STEM opportunities in schools, at Fleet Weeks and by creating lasting partnerships within their communities with educators and community leaders."

With the goal of promoting STEM, Perez says that the people the Navy is trying to reach may be broader than one might think.

"Anyone in the education world or a group that champions STEM awareness in their community can benefit from connecting with us," said Perez. "We are an organic program and can work with you to figure

out the best way to work together to enhance STEM awareness in schools and the community."

While one of the objectives of the NCO program is to stimulate interest in STEM, they also have a dual responsibility to raise positive awareness of Navy programs.

"There is a very narrow perception in the civilian world in both children and adults alike of what it means to serve in the military," said Perez. "By reaching out to these communities and telling our stories, we can change that perception. We are not only opening people's eyes to the opportunities that are available through military service but also helping to normalize what it means to serve."

As a true ambassador for the NCO program, Lt. Perez fully embraces her job of interacting with the communities that she serves.

"I spent a week at Conway Elementary School in Escondido, Calif., working with 1st through 5th graders in the classroom and really got to know some of the students," said Perez. "Most of them had never met anyone in the Navy before and they lit up when they got to play Battleship with a Navy officer during recess in the library. I visited classrooms and spoke to students about water cycles, watersheds, community helpers, and led a straw rocket design project."

Luckily for Perez, the very nature of her job is what she enjoys best about her current position as an NCO officer.

"The best part of the job is working with students and seeing how excited they get learning STEM principles," said Perez. "We aim to make STEM fun and accessible to everyone. If we succeed in getting one student passionate about pursuing a career in STEM and make them aware of ways to achieve their goals, we've done our job."

Feeling that there is no such thing as too much outreach, Perez has a message for anyone who wants to get involved with the NCO program.

"Reach out to us," said Perez. "Whether you'd like to volunteer or partner with our team for an upcoming STEM event, we would love to hear from you! We might not have every career background covered but we have connections with other DoD outreach groups so if you're more interested in having a doctor or pilot versus a nuclear engineer for a career exploration day, for example, we can make those connections."

For more information on how you can get involved with Navy City Outreach please visit, https://www.facebook.com/navycowest/?ref=br_rs

For more news from Commander, Navy Recruiting Command, visit us on the web, <http://www.navy.mil/local/cnrc/>; on our Youtube channel, U.S. Navy Recruiter; on Facebook, <http://www.facebook.com/NavyRecruiting>; and on Twitter, @usnavyrecruiter.

Lt. Jacqueline Perez, Navy City Outreach (NCO) officer for NCO Los Angeles, plays the game Battleship with children at Conway Elementary School in Escondido. (Photo courtesy of Conway Elementary School)

Future Sailor a Lifesaver

Story and photo by Dan Puleio,
Navy Recruiting District Denver Public Affairs



What does it mean to be a hero? It's a question often pondered but rarely answered the same way. For some people a hero is someone who wears a cape and lives in between the pages of their favorite comic strip. For others a hero is their loved one who dons a badge, constantly ready to hit the night watch. But for others the answer is much simpler, it was the person who was ready to do the right thing in the right place at the right time.

Future Sailor Jessica Kohlgraf is one of the heroes that falls into that category.

While boarding the bus to the YMCA where she lifeguards, the Colorado Springs, Colo., native had no idea that for a complete stranger she would become that person who was ready to do the right thing in the right place at the right time.

Before departing the bus station, Kohlgraf had her attention drawn to an elderly man who had fallen at the terminal and hit his head on a mounted screw that secured the metal bench to the pavement. As blood was pouring profusely from a gash on the semi-conscious man's forehead, Kohlgraf noticed that all the bystanders were staring at the man without taking action.

Without a moment's hesitation, Kohlgraf sprung to action as she darted from the parked bus and immediately took charge of the situation. Clearing the area, she used a jacket to put pressure on the wound. An employee called 9-1-1 and the employee repeated all of Kohlgraf's directions to the emergency response operator. She was passed a roll of gauze which she quickly used to bind the wound.

"It all happened so fast," said Kohlgraf. "I'm so glad my first aid training and timing allowed me to be the first responder. Even with my Red Cross lifesaving certifications and lifeguard experience, I felt my heart pounding and my hands shaking. I knew from the response of the others surrounding the victim that I needed to take charge of the situation to stabilize this man's condition before the EMT's arrived."

The Emergency Medical Technicians arrived minutes later from the fire station located a few blocks away. They thanked her for her actions, took control of the situation and the accident victim was placed in the ambulance to be taken to the hospital.

Kohlgraf's quick thinking made a big impression on her recruiter Petty Officer 1st Class Stephen Rodgers.

"I am extremely proud of our Future Sailor and look forward to seeing the great success that I anticipate she will have in the fleet."

Never one to shy away from a challenge, the Palmer High School graduate has been pushing herself to excel ever since freshman year. After joining the swim team, without knowing how to swim, Kohlgraf was selected as team captain by her senior year. In addition to succeeding athletically, she also rose to the top academically as well. Finishing in the top 10 percent of her graduating class, Kohlgraf was also selected to the National Honor Society.

Kohlgraf looks to take her next challenge head on as she is currently selected to enter specialized training in the Navy's Advanced Electronics Field.



above: Sailors assigned to the guided-missile destroyer USS Nitze (DDG 94) render assistance to a distressed Iranian vessel. (U.S. Navy photo by MC3 Casey J. Hopkins)

Eye on the Fleet

below: Cmdr. Sean Slappy and Master Chief Petty Officer Bill Costin, commanding officer and command master chief of Mobile Diving Salvage Unit (MDSU) 1, scuba dive on the HMAS Adelaide (FFG 01) shipwreck during Exercise Dugong 2016, in Sydney, Australia. (U.S. Navy photo by MC1 Class Arthurwain L. Marquez)



above: Sailors prepare ordnance for transport on the flight deck of the USS Ronald Reagan (CVN 76), before an ammunition offload with USNS Charles Drew (T-AKE 10). Ronald Reagan, the Carrier Strike Group (CSG) 5 flagship, is on patrol supporting security and stability in the Indo-Asia-Pacific region. (U.S. Navy photo by MC3 Nathan Burke)

below: PO2 Ryan A. Green, assigned to the forward-deployed Arleigh Burke-class guided-missile destroyer USS Barry (DDG 52) visit, board, search and seizure (VBSS) team, aims an M4 MOD 18 rifle during a training exercise. (U.S. Navy photo by MC2 Kevin V. Cunningham)



Future Sailors Sworn In at Army vs. Navy Game

Story and photos by MC1(SWAW) Felicito Rustique, Navy Recruiting District Philadelphia Public Affairs



For many who join the armed services, the swearing-in ceremony is the proudest moment of their lives. Twenty Future Sailors had the unique opportunity to share their special moment with millions of people watching nationwide as Rear Adm. Jeffrey Hughes, commander, Navy Recruiting Command, presided over their enlistment ceremony during the annual Army vs. Navy college football game in Baltimore, Dec. 10.

During the swearing-in ceremony, the presiding officer asks the enlistee to raise their right hand and recite the Oath of Enlistment.

"It is a tremendous privilege and opportunity to be asked to deliver the Oath of Enlistment to these Future Sailors," said Hughes. "Being on the field of this storied rivalry between two of America's greatest institutions and swearing-in these recruits was a truly phenomenal experience and it really makes me proud to be part of this extraordinary family that we know as the United States Navy."

Every year Navy Recruiting District (NRD) Philadelphia selects Future Sailors from its district that covers areas of New Jersey, Pennsylvania, Delaware and Maryland to take part in the ceremony at the Army vs. Navy game.

NRD Philadelphia's Chief Petty Officer Michael Robinson served as the chief escort for 20 Future Sailors selected to swear-in. As part of tradition, the ceremony takes place after the first time-out in the 3rd quarter of every Army vs. Navy game.

When the moment came, Robinson and four of the district's recruiters marched the Future Sailors onto the goal line at one end of the field. For Robinson, it was his first time being a chief escort representing NRD Philadelphia.

"It's a great honor to be the host NRD that participates and allows the approximately 60,000 audience members to see and witness who these Future Sailors are that are willing to serve their country," said Robinson. "If the ceremony inspires others to join, then that's great. If it just inspires, then that's just as great."

Months before the Army vs. Navy game takes place, NRD Philadelphia's recruiters gather names of Future Sailors who can serve as primaries and alternates for the ceremony. The NRD then arranges for transportation, uniforms, a rehearsal and meeting times for its Future Sailors. Over several weeks and up to the last minute, changes and issues can and often take place.

"I think the logistical challenge is immense; however, the coordination among the recruiters, our headquarters, Commander, Navy Recruiting Command (CNRC), and the staff at the stadium allowed us to pull this ceremony off without a hitch," said Robinson. "The Future Sailors were excited and eager to perform at their best."

Twenty-one year-old Jonathan Lee Gilbert, an electrician apprentice from Shillington, Pennsylvania, was one of the Future Sailors who swore in.

"It was an amazing experience," said Gilbert. "I was a bit nervous but I wouldn't trade away the experience for

Twenty Future Sailors from Navy Recruiting District (NRD) Philadelphia are sworn into the Navy during the annual 2016 Army vs. Navy football game. NRD Philadelphia had several of its Sailors volunteering in and outside the stadium at Navy virtual experience recruiting assets, engaging with those in attendance before and during the game.

left: Rear Adm. Jeffrey W. Hughes, commander, Navy Recruiting Command, delivers the Oath of Enlistment to Future Sailors at the Army vs. Navy game in Baltimore, Dec. 10.

anything. It's pretty special that only about 20 of us in the entire nation get to do this once a year."

Gilbert also explained why he decided to join the Navy.

"I joined when I realized that the Navy could offer me job security and an outside family bond that you can't get anywhere else," said Gilbert. "You'll also be able to provide for your own family in the future. There are endless opportunities you can have with the Navy as long as you're willing to work for them."

The Future Sailors who swore in also received tickets to watch the entire game, which took place this year at M&T Stadium in Baltimore. NRD Philadelphia had several of its Sailors volunteering in and outside the stadium at Navy virtual experience recruiting assets, engaging with those in attendance before and during the game.

Petty Officer 2nd Class Joseph Sarge, a volunteer for the game and recruiter from NRD Philadelphia, brought five Future Sailors to the game. He also helped escort the Sailors onto the field for the ceremony. The overall experience was a first for Sarge.

"I had a blast volunteering! I loved being out and spreading Navy awareness," said Sarge. "It was an amazing experience talking to the folks that were in the service or just there to support. People enjoyed our presence. We were professional and energetic, and they seemed to enjoy our recruiting assets a ton!"

Although the outcome of the match was a victory for the Army's Black Knights, ending the Navy Midshipmen's 14 game win streak in one of the nation's most recognized and storied college football rivalries, the Sailors of NRD Philadelphia and the Future Sailors they brought with them represented one aspect of the game that is always an undeniable win.



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Navy Recruiters Peak Interests of Students During CORE4 STEM EXPO

Story and photo by Burrell D. Parmer,
Navy Recruiting District San Antonio Public Affairs

In a continuing effort to spread Navy awareness of science, technology, engineering, and mathematics (STEM) opportunities throughout South Texas, recruiters of Navy Recruiting District (NRD) San Antonio participated in the city's annual Hispanic Chamber of Commerce's CORE4 STEM Expo held at the Freeman Expo Hall, Nov. 1 – 2.

The conference, consisting of an all-female day and all-male day, featured leaders from the energy, science, computer, and aerospace industries and presented students with the opportunity to meet with high-profile representatives from Fortune 500 companies and governmental agencies.

Students experienced hands-on and demonstration projects, listened to speakers from exciting STEM fields, and spoke with Navy recruiters to discuss degree plans in interested fields and financial aid options.

According to Chief Petty Officer Miguel Cantu, NRD San Antonio's Nuclear Field coordinator, the Navy participated in the annual expo to bring awareness of STEM career opportunities and to pique the interest of students in attaining a STEM-focused career.

"Students visited our booth where they first watched a few videos regarding the various types of STEM-related jobs in the Navy and the importance of STEM for the Navy." After viewing the videos, students took part in a water bottle rocket demonstration and in the Penny Boat Challenge.

"The water bottle demonstration taught the kids about how liquids cannot be compressed and how the Navy uses nuclear power and steam to pressurize water to produce propulsion and electricity to power ships and other vessels,"



said Cantu, a native of San Antonio. "During the Penny Boat Challenge, we talked to the students regarding buoyancy and displacement which they had to demonstrate by building a vessel out of aluminum foil and seeing how many pennies could it hold before taking on water."

According to Cynthia Ritz, a science teacher with Wrenn Middle School, the expo was impactful.

"Many of our young ladies only see what's around them, they don't see what's beyond that," said Ritz. "We can tell them what opportunities are out there, but getting them here to see for themselves may spark them to become interested in STEM."

Ninety percent of career fields in the Navy are STEM-related and 10 percent of the Navy's total force is comprised of Texans, said Cantu.

"This is something that is going to enhance our students' futures," said Ritz. "I grew up on the south side of San Antonio and if I had been exposed to events like this, I would have probably entered into a STEM-related career field."

PO1 Daniel Jimenez, a recruiter assigned to Navy Recruiting Station Ingram, Navy Recruiting District San Antonio, instructs middle school girls on the Penny Boat Challenge during the Hispanic Chamber of Commerce's CORE4 STEM Expo held at the Freeman Expo Hall.

CNP Highlights Sailor 2025 During I/ITSEC Panel Discussion

Story by Chief of Naval Personnel, Public Affairs



Vice Adm. Robert Burke, the Navy's top personnel officer, highlighted Sailor 2025 and stressed the importance of modernizing the Navy's personnel system during a panel discussion on the Navy's Design for Maintaining Maritime Superiority at the Interservice/Industry Training, Simulation and Education Conference (I/ITSEC), Nov. 30.

Following Chief of Naval Operations Adm. John Richardson's keynote remarks, the panel, comprised of senior Navy flag officers, discussed how they are implementing various parts of the Design.

Burke said that he is concentrating on the Gold Line of Effort, which is focused on people and what the Navy must do to adapt to a changing security environment and continue to recruit and retain the best Sailors.

"While the Navy's personnel system has been adjusted many times throughout our history, we have not fundamentally changed our approach to personnel policy and programs since the 1970s," said Burke. "We need to modernize the system now before we have to, and rapidly move beyond our current Industrial Age model."

As head of Manpower, Personnel, Training and Education for the Navy, Burke is responsible for making sure that Sailors are ready for the litany of jobs they will be asked to perform. This includes finding and recruiting talented individuals to serve, executing training pipelines, and implementing policies that remove barriers to having a Navy career and a family.

"While the Navy is in a good position today with recruiting, retention and manning, it's important we put in place updated policies that position us to deal with challenges before they arise," said Burke. "Sailors

2025 is a roadmap to help us do just that. It is a living, breathing set of initiatives aimed at modernizing our entire approach to our personnel programs by providing Sailors choice and flexibility."

Burke also said that training, simulation and learning are critically important to Sailor 2025 programs and contribute to warfighting readiness.

"Seeing how some of these innovations here at I/ITSEC have been put to practical use in our training pipeline is nothing short of impressive," said Burke. "We want to continue to employ the best technologies to apply the science of learning, make it more efficient, and look for ways to move these types of technologies to the Fleet faster. At the end of the day, our job is to develop young men and women into ready, high-performing teams, who are prepared to conduct prompt and sustained operations from the sea."

I/ITSEC is the world's largest modeling and simulation event, brought together members from industry, academia, government and each military service.

As the chief of naval personnel, Burke answers to the Chief of Naval Operations on matters of the Navy's manpower readiness. He also serves as the deputy chief of naval operations (Manpower, Personnel, Training and Education/N1) and oversees the Bureau of Naval Personnel, Navy Personnel Command, Naval Education and Training Command, and Navy Recruiting Command.

For more news from Chief of Naval Personnel, visit <http://www.navy.mil/local/cnp/>.

For more information, visit www.navy.mil, www.facebook.com/usnavy, or www.twitter.com/usnavy.



above: Sailors from Navy Recruiting District New York march passed St. Patrick's Cathedral on 5th Avenue during America's Parade, the nation's largest celebration of Veterans Day. (U.S. Navy photo by MCC Travis Simmons)

Eye on the Field

below: A student from Sam Rayburn High School tries on a bomb suit with help from two Sailors visiting from Explosive Ordnance Disposal Mobile Unit 11 who were setup outside Navy Recruiting Command's newest Science, Technology, Engineering and Mathematics (STEM) asset, the "Nimitz," during "Navy Day" at Sam Rayburn, Oct. 18. (U.S. Navy photo by MC1 Chris Fahey)





Navy Recruiters Attend SASE 2016

Story and photo by MC2 Shane A. Jackson,
Navy Recruiting District Dallas Public Affairs

Lt. Jonathan Holton, assigned to Navy Recruiting Command (NRC), records scores during his training exercise "Prioritization and Survival," an exercise about surviving on the moon, during the Society of Asian Scientists (SASE) National Conference and Career Fair. Recruiters from NRC and Navy Recruiting District Dallas attended the three-day conference looking for the best and brightest in the science, technology, engineering and mathematics fields.

Recruiters from Navy Recruiting Command (NRC) and Navy Recruiting District (NRD) Dallas participated in the Society of Asian Scientists and Engineers (SASE) national conference and career fair, Oct. 14-15.

SASE is a professional organization dedicated to helping scientists and engineers with Asian heritage to find careers in the science, technology, engineering and mathematics (STEM) fields.

"Diversity is a critical asset to the Navy because it opens us up to untapped sources of knowledge and experience that we wouldn't get if we didn't attend conferences like SASE," said Lt. Jonathan Holton, nuclear program recruiter at NRC. "We only succeed as a volunteer force and that force should be an accurate reflection of the country."

SASE hosted breakout sessions for the first two days of the conference with Holton leading a session for the U.S. Navy, "Prioritization and Survival," which centered on space survival.

"I tried to tie it into life on a submarine because there are similar cases such being on your own with your crew, your crew has to be versatile and your only resources in an emergency are what you have on hand," said Holton.

The test, designed by NASA engineers, gives participants a list of supplies and are asked to prioritize what they believe what is the most important when stranded on the moon.

"Being in space is a little more fun and I wanted the students to think outside of the box," said Holton. "No one sees this exercise coming from a Navy recruiter so it's interesting and keeps enthusiasm up."

Recruiters from NRC headquarters and NRD Dallas attended the career fair on the final day of the conference. While many major corporations were present, Navy recruiters remained confident that they could still attract promising applicants.

"The job market is great for these students so we're competing against larger technology firms out there," said Lt. Cdr. Nguyen Pham, an officer recruiter at NRD Dallas. "The Navy can compete with these firms because of our collegiate programs that most all of these companies do not offer."

For more information STEM careers in the Navy, visit: <https://www.navy.com/stem/engineering-careers.html#navy-careers>.

Plastic Surgeon Earns Commission in United States Navy Reserve

Story and photos by MC2 Brandon Martin, Navy Recruiting Command Public Affairs



For most people, the idea of a second chance at something will never reach farther than the depths of their own imagination. We often escape to a world full of “what could have been” only to realize that something we wanted to accomplish has long passed us by. For a select few, however, fate smiles fondly upon the dreamer, and that one thing we wanted to accomplish all along suddenly comes back within our reach.

Such is the story of Dr. Charles Wallace, a native of and plastic surgeon in Dallas. After amassing a number of accomplishments and career milestones, Wallace can finally check off one achievement that, at the age of 60, he thought he would never attain.

“My grandfather was cavalry in World War I, my father was Army Air Corps in World War II, and you might say, I missed the boat as far as the Navy is concerned. At the end of the Vietnam War, joining the military didn’t fit into my plan as I was busy getting through pre-med, medical school, and starting my residency. At the time, it just didn’t seem all that attractive to me but here is an opportunity for me to pick up and fulfill that part of my life that I just didn’t do at the usual young age.”

The opportunity Wallace is referring to is part of a new initiative Navy Recruiting Command (NRC) started in order to draw high-quality candidates into a variety of medical programs.

Under the initiative, letters were sent out to medical professions in the Orthopedic Surgeon, General Surgeon, Anesthesiologist, Oral and Maxillofacial Surgeon, and Perioperative Nurse communities calling them to serve in the Navy Reserve and lend their talents to ensure the health and well-being of Sailors and Marines.

“I hadn’t received a recruiting letter in probably 10 to 15 years,” said Wallace. “The letter came in a stack of mail that I received when I returned from a snow skiing trip and as I was sorting through my mail 85 percent of it went straight to the trashcan. But this letter arrived as Mr. Wallace and not ‘Dear Medical Provider, Dear Surgeon, Dear Healthcare Professional,’ or any of the other generic salutations. The letter basically outlined in a very straight forward process what their objectives were, why they were doing this and it appeared to be hand signed by the rear admiral.”

While the letter outlined many of the benefits awarded to someone joining the Navy Reserve such as special pay up to \$25,000 per year for board-certified physicians and low-cost insurance options, Wallace was drawn to a much simpler aspect about the initiative.

“Many of my friends have asked me on occasion why I’m doing this,” said Wallace. “My answer remains: the opportunity to both serve the country and extend my career in a different environment for the betterment of our troops and their families. It seemed to me to be an irresistible opportunity.”

Throughout his recruitment, Wallace readily admits he was constantly amazed by the opportunity and personnel involved in the process.

“What surprised me most was that I was being recruited in the first place,” said Wallace. “As I had my 59th birthday less than six weeks before I got the letter, it was a huge surprise that this opportunity and this door would even open. From there, possibly the biggest surprise was the enthusiasm and professionalism of the Navy affiliated personnel who worked with me. That community has reached out to me to welcome me and encourage me to go through the process.”

Following a 27-year career in private practice, the University of Texas Southwestern Medical School graduate stands ready to lend his medical expertise to the Navy and the personnel that will work under him.

“I hope that I can contribute my skills both directly in patient care and in teaching younger, perhaps less experienced, physicians and corpsmen,” said Wallace. “I’ve had the good fortune of having a broad base practice so I hope that I can share that and multiply the effort of that experience by teaching as much as possible.”

Finally done with the recruitment stage, Wallace took the final step in merging his reality and his world of “what could have been” when he became a lieutenant commander in the United States Navy after taking his oath of commissioning in a ceremony held at NRC in Millington, Tenn., on December 19.

For more news from Commander, Navy Recruiting Command, visit us on the web, <http://www.navy.mil/local/cnrc/>; on our Youtube channel, U.S. Navy Recruiter; on Facebook, <http://www.facebook.com/NavyRecruiting>; and on Twitter, @usnavyrecruiter.



far left: Rear Adm. Doug Beal, deputy commander of Navy Recruiting Command (NRC), left, delivers the oath of commissioning to Dr. Charles Wallace on the quarterdeck of NRC in Millington Dec. 19.

left: Lt. Cmdr. Charles Wallace, left, signs his commissioning paperwork with Lt. Cmdr. Markeece Murriel, healthcare administrator at Navy Recruiting Command (NRC), on the quarterdeck of NRC in Millington Dec. 19.

The YPFR: What is it?

By JO2 Kristine M. Christiansen, Editor, Navy Recruiter



"No one knows who we are."
"They don't know what we do."
"We really are an untapped resource."
"It's a unique position, but, recruiters don't know about us and we're part of recruiting command."

The above comments were made by the four YPFRs at a recent meeting at Navy Recruiting Command.

YPFR stands for the Youth Programs Field Representative who are located in Charleston, S.C.; Norfolk, Va. and Long Beach and San Diego, Calif.

Their job is to build Navy awareness among nationally organized youth groups, but the work goes much deeper than that.

"We basically do public affairs for Navy Recruiting Command," stated LT Deborah Goff, YPFR Charleston. "Part of which is setting up tours for youth groups throughout the United States."

"But what recruiters don't know," said LT Kathy S. Cereghino, YPFR San Diego, "is we have connections. We have access to these groups and can give recruiters access too. And, many of these kids are, or will be shortly, at a recruitable age."

YPFRs are a good source for DEPers support.

"If you want to maintain a DEPers interest, give us a call," commented LT Irene Smith, YPFR Long Beach.

"We'll put them on a ship for a day or two. Or, we can arrange for a tour of the station and let them eat in the galley. This helps to keep their interest level up."

There are a lot of other aspects to a YPFR. They are not just limited to setting up tours. LT Smith goes out to the schools for career briefs, math/science presentations and adopt-a-school programs.

Recruiters are also sometimes fooled by the locations of the YPFR. A recruiter in Ohio can make use of the YPFR in San Diego or Charleston. "I had a boy scout group come in from Kalamazoo, Mich. We gave them a place to stay and let them see and learn about the Navy," commented LT Smith.

"There are a lot of people in the Mid-west that are landlocked and don't know anything about the Navy. This is where we can help," added LT Cereghino.

"We really are a public relations unit. And, it's not just for kids, we do Education Orientation Visits as well. Teachers from high schools, junior colleges and tech schools make these visit," commented LT. Cheryl Goodman, YPRF Charleston. "We show them all the positive aspects of the Navy. They inturn go back telling the students, 'the Navy is a viable alternative when you are looking for a job.'"

"If a recruiter is having a problem getting into a school or reaching a teacher, invite them to go on an EOV. Have them come down and let us take it from there. We'll show them the Navy, a little bit of everything," said LT Cereghino. "We'll let them visit RTC, talk to a recruit company and then have them attend a banquet with senior officers."

Above: LT. Kathy Cerghino (left), LT Irene Smith (center) and Lt Cheryl Goodman discuss ways the YPFR can be of use to the recruiter.

Admiral's Five-Star Recruiters

October 2016

NRD Atlanta - PO2 Michael Ward
NRD Dallas - PO2 Laura Curry
NRD Denver - PO2 Zorian Sorrels
NRD Jacksonville - PO2 Daniel Berger
NRD Los Angeles - PO1 Amor Lazaro
NRD Michigan - PO1 Jeffrey Shuck
NRD Nashville - PO2(SW) Kate Hoover

NRD New York - PO1(SW) Bo Chen
NRD Phoenix - PO1 Joseph Torres
NRD Pittsburgh - PO1 Andrew Lortie
NRD Portland - PO2(SW/AW) Warren Nash
NRD Raleigh - PO2(AW) Peter Yarrington
Region West - PO2(AW/SW) Jevon Hannah

November 2016

NRD Denver - PO1 Joshua Temblay
NRD Jacksonville - PO1 Christina Busey
NRD Los Angeles - PO2 Patricia Artagatirado
NRD Michigan - PO2 (SW) John Kamphus
NRD Nashville - PO2 (SS) Robert Bruneel
NRD New York - PO1 (SW) Bo Chen

NRD Phoenix - PO1 Jamie Kenney
NRD Pittsburgh - PO2 (IW) Ryan Clark
NRD Portland - PO2 (SW/AW) Mark Murray
NRD Raleigh - PO2 (SS) Carson Annis
NRD Seattle - PO1 Gabriel Mejia
Region West - PO2 (SW) Oliver Franco

The District's Top Stations

October 2016

NRD Atlanta - NRS Hoover
NRD Dallas - NRS Lubbock
NRD Denver - NRS Parker
NRD Jacksonville - NRS Ocala
NRD Los Angeles - NRS Guam
NRD Michigan - NRS Grand Rapids
NRD Nashville - NRS Huntsville

NRD New York - NRS Freeport
NRD Phoenix - NRS Marana
NRD Pittsburgh - NRS Robinson
NRD Portland - NRS Meridian
NRD Raleigh - NRS North Charleston
Region West - NRS San Jose

November 2016

NRD Denver - NRS West Valley
NRD Jacksonville - NRS St. Augustine
NRD Los Angeles - NRS Pomona
NRD Michigan - NRS South Bend
NRD Nashville - NRS Clarksville
NRD New York - NRS Elmhurst

NRD Phoenix - NRS Flagstaff
NRD Pittsburgh - NRS Morgantown
NRD Portland - NRS Eugene
NRD Raleigh - NRS Asheboro
NRD Seattle - NRS Spokane
Region West - NRS Roseville



www.cnrc.navy.mil/recruiter-mag-home.html

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