

NAVY

Future of the Fleet

RECRUITER

FY22 Recruiting Results

Pg. 8

NRC Engages Navy Weeks

Pg. 7, 12, & 14

NRC Promotes New Chiefs

Pg. 11

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From the Admiral

Rear Admiral Alexis "Lex" Walker
Commander, Navy Recruiting Command



Recruiting Nation,

As we move into the holiday season, it is important that we take time to remind ourselves of what we are most thankful for – our health, our friends and families, our Navy and our nation. In addition to those, this year I have also been incredibly thankful for each of you. Our mission has been challenging, and will continue to be throughout 2023, but I can promise you that our headquarters team and I will continue to do our very best to ensure you have every tool possible to be successful. However, if there is something you believe we can do better, please let me know, and I will consider it. While the answer back may not always be what you are hoping to hear, I always appreciate hearing from recruiters in the field and the sharing of ideas.

Hearing from you is exactly the reason why I have been traveling to meet with you all. This is a face-to-face, kneecap-to-kneecap business and that's how I work best as well. I like looking people in the eye and seeing things from their perspective. I am getting valuable insight into the struggles you face and committed to do what I can to remove barriers.

It is imperative that we put the required time and effort into penetrating the market and attracting talent. As all of you know, we are facing a large recruiting deficit that will negatively impact fleet manning, operations, and warfighting effectiveness if we don't increase our contracting rate to make our FY23 goal. We have accomplished quite a bit, but still have more work to do as we adjust policies, bonuses, marketing and advertising, training, and conduct engagements across DOD and Congress; all of which is designed to attract anyone who wants to serve in our Navy that meets our standards. In parallel, I need each of you to utilize everything at your disposal, assertively prospect in your schools and communities, and continue to build rapport with people in your area who can help tell the Navy's story.

As we wrap up 2022 and approach the New Year, I want all of you to be safe. Your mental health and wellness, and that of your families, is important to me. Spend time refocusing on the care of yourself and your loved ones, and please pass along my sincere thanks for the understanding and sacrifices they make.

I wish you all the very best this holiday season.

A handwritten signature in black ink that reads "Alexis Walker".



A Message to the Field	4
Recruiter Spotlight	5
Sailors of the Quarter / Civilians of the Quarter	6
San Francisco Fleet Week	7
NRC Results for FY22 and Goals for FY23	8-9
Eye on the Field / Eye on the Fleet	10
NRC Promotes New Chiefs	11
Navy Week Wraps Up in Houston	12-13
NTAG Portland Sailors Help Make Navy Week a Success	14-15
NRRC's ROYs Tackle Medical and Enlisted Veteran Recruiting Mission	16-17
247 Years of America's Navy	18-19
NTAG San Antonio Conducts Halftime Swear-In	20
Impacting Lives a Few Seconds at a Time	21
Future Sailors and Enlistees Swear-In at CU Boulder	22
NTAG Phoenix Change of Command	23
VMLY&R Marketing Tools and Insights	24-30
Open Doors with NUPOC	31



FRONT COVER:

A Navy-Notre Dame game spectator, wearing a bomb suit, participates in the Navy's pull-ups challenge provided by Sailors, assigned to Navy Talent Acquisition Group Philadelphia, prior to the game at M&T Bank Stadium in Baltimore, Nov. 12, 2022. (U.S. Navy photo by Chief Mass Communication Specialist Diana Quinlan)



BACK COVER:

Chart Your Course at Navy.com.

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Navy Recruiter encourages the submission of "Letters to the Editor" and articles expressing the opinion of individuals in the Navy recruiting community. All submissions must be signed. Send submissions to: austin.j.breum.mil@us.navy.mil

A Message to the Field

National Chief Recruiter
Gerald Allchin



Recruiting Nation,

Happy Holidays! This time of year always gets me thinking about family and traditions. The sights and sounds of the holidays remind me of different experiences I have had throughout my career. Like many of us, I have spent countless days away from my family, including missing important holidays, and it never gets easier.

Although recruiting duty is technically done on shore, I know you may often feel even busier than you were on sea duty. We have asked a lot from you over the years and I know you have missed important family events due to the focus we have asked you to put on mission. I want you to know that I see the sacrifices you have made and I appreciate it. While recruiting gives us the ability to change the lives of others, we don't often recognize its ability to change our own. I want those changes to be positive and to help you grow into a stronger and more well-rounded Sailor. I want you to be proud of what you are doing, and how you are doing it, because I sure am.

As we move into the next year, it's not going to get easier. We are going to require the same level of dedication from you, and most likely more. We have asked you to think outside the box, engage on every level, step outside your comfort zones, and reach goals and mission. I need you to stay committed to that. However, I don't want any of that to come at the risk of yourself or your family. While bringing in new Sailors is important to the Navy, keeping the ones already serving is important to me. I have been where you are and I have walked in your shoes. I know the work/life balance is not always there and I know it looks different for everyone. I want you to define what that looks like for you and to figure out what is sustainable. While I know we are pushing you to your limits, our intent is never to push you past them.

This season especially, I want you to know that we are stronger together. Your struggle is my struggle and I need you to reach out. I know even with an open door policy, Sailors aren't always going to walk through it. I am asking my leaders to step up and step in when you see your people struggling. I am asking my junior enlisted to also step up and step in if you see your leadership struggling. Challenging times do not discriminate. They affect us all and I am asking everyone to be vigilant.

Please find time this season to do what is important to you. I need each of you healthy and focused as we move in to this next year. Thank you for what you do.

Recruiter Spotlight

A selected Navy Talent Acquisition Group chooses one Sailor with a special story to tell. We are highlighting them here so people across the country can see who our recruiters truly are. To learn more about these extraordinary Sailors, visit our website at www.cnrc.navy.mil.

SEPTEMBER



Sonar Technician (Surface) 1st Class
Matthew Lachance



Hospital Corpsman 2nd Class
Oneil James



Aviation Boatswain Mate (Fuel)
1st Class Ariel Broussard

OCTOBER



Navy Counselor 1st Class
Matthew Gittrich



Construction Electrician 1st Class
Charlette Smith



Cryptologic Technician (Interpretive)
2nd Class Richard Darby

NOVEMBER



Electrician's Mate (Nuclear) 1st Class
Caitlyn Brizzi



Gas Turbine System Technician
1st Class Clayton Waite

Sailors of the Quarter

YNSN Dyani Carlisle: CNRC Bluejacket of the Quarter, 4th Qtr, FY22

AO2 James Turner: CNRC Junior Sailor of the Quarter, 4th Qtr, FY22

PS1 Johana Ortiz: CNRC Senior Sailor of the Quarter, 4th Qtr, FY22

Civilians of the Quarter

NTAG Atlanta: Mr. Dexter Moore

NTAG Carolina: Courtney Crawford

NTAG Empire State: Mr. Joe Quisenberry

NTAG Golden Gate: Martin Vories

NTAG Great Lakes: Len Wruk

NTAG Heartland: Mr. Joseph Vail

NTAG Houston: Mr. Joseph Vail, Jr.

NTAG Jacksonville: Ms. Chuckie Triana

NTAG Miami: Mr. Ralph MarQuez

NTAG Mid America: Mr. Monte Washington

NTAG Nashville: Mr. Anthony Estep

NTAG New England: Mr. Craig Cardinale

NTAG New Orleans: Rudolph Thomas

NTAG Northern Plains:

Mr. Mike Brindel/Mr. Mike Buchert

NTAG Ohio River Valley: Mrs. Ralene Bowen

NTAG Pacific: Mr. Abelardo Manansala

NTAG Pacific Northwest: Emmanuel Rodriguez

NTAG Philadelphia: Ms. Samantha Ortiz

NTAG Phoenix: David Skinner

NTAG Pittsburgh: Rick Delille

NTAG Portland: Mr. Andy Doty

NTAG Red River: Joe Mitchell

NTAG Richmond: Mrs. Carol Beville

NTAG Rocky Mountain: Mrs. JoAnn I. Mason

NTAG San Antonio: Chris Lapid

NTAG Southwest: Wendy J. Cook

San Francisco Fleet Week

Story by
Machinist's Mate 2nd Class
Madelaine Marcelino



(Oct. 8, 2022) SAN FRANCISCO - San Francisco Fleet Week (SFFW) was held at Marina Green from October 2-11, 2022.

SFFW began in 1981 when former Mayor Dianne Feinstein led the nation in celebrating America's sea services.

Taking place every October in San Francisco over Italian Heritage Weekend, SFFW's air show, the parade of ships, the explosive ordnance disposal demonstration and many community events have become a significant and integral part of the city's local culture and economy. SFFW is an annual public event that honors the contributions of the men and women of the United States Armed Forces while advancing cooperation and knowledge among civilian and military-based Humanitarian Assistance personnel.

SFFW also features a unique training and education program that brings together civilian and military forces to develop and share best practices in humanitarian assistance.

SFFW creates important and lasting relationships for its partners and generates over \$10 million in annual revenue for the city. SFFW is now recognized by the United States Department of Defense as the model for fleet weeks across the country.



Fleet Week is an annual public event that honors the contributions of the men and women of the United States Armed Forces while creating important and long lasting relationship between civilians and military personnel. (U.S. Navy photo by Machinist's Mate 2nd Class Madelaine Marcelino)

Navy Recruiting Command Announces Mission Results for Fiscal Year 2022 and Goals for 2023

Story by Mass Communication Specialist 3rd Class Cody Anderson



Approximately 100 future Sailors from across Navy Recruiting District (NRD) Houston took the Oath of Enlistment Wednesday, March 4, during a joint swear in ceremony at the Houston Rodeo. The Navy's goal is to hire the best men and women to accomplish today's missions and meet tomorrow's challenges. Navy Recruiting District Houston seeks out quality candidates throughout the surrounding areas, helping the Navy meet their hiring goals while also conducting volunteer activities designed to help give back the city of Houston and the surrounding communities they serve. (U.S. Navy photo by Mass Communication Specialist 1st Class Chris Fahey/RELEASED)

(Sept. 30, 2022) MILLINGTON, Tenn. – Fiscal year (FY) 2022 Navy recruiting completed today, with the Navy reaching its goal in enlisted active duty recruiting, while falling short of its goals in reserve enlisted and both active and reserve officer recruiting. FY22 has been a highly challenging recruiting environment, with competition for top talent fierce within the branches of the Department of Defense and the private sector, where major corporations have begun offering incentive packages to compete with the military. As all branches of the military have struggled to make mission, the Navy implemented multiple initiatives in order to accomplish their accession goal.

The Navy finished FY22 with the following numbers:

FY22 Goal Actual

Enlisted (Active) 33,400 33,442

Officer (Active) 2,507 2,298*

Enlisted (Reserve) 7,400 5,442*

Officer (Reserve) 1,360 982*

*Preliminary numbers, which may change slightly based on Sept. 30 activity.

"We've completed a very challenging year, and I am very proud of the tremendous efforts our Recruiters gave to bring in the nation's top talent and build the future of the fleet," Rear Adm. Alexis "Lex" Walker, Commander, Navy

Recruiting Command said. "The coming year promises to be even more challenging, as we are not starting the year in as strong a position as FY22. In order to achieve our mission goals this year, we will need an all-hands-on-deck effort, not only from our recruiters, but from throughout the active and reserve fleet, our retired Navy veterans, and our community leaders around the country who are centers of influence in the lives of the young people we are trying to recruit. We are going to do everything within our power to ensure that our recruiters are empowered and have the assets they need in order to accomplish the mission."

While the enlisted active accessions reached their mission goal, this came at a heavy price. The Navy entered FY22 with a relatively healthy Delayed Entry Program (DEP) pool and finished the year with the lowest DEP pool in 40 years. DEP allows future Sailors to be contracted to join but remain on hold before shipping off to Recruit Training Command (boot camp). The goal of the program is to acclimate future service members to the military environment, military rank structure, history, customs and courtesies and to improve their physical fitness prior to shipping out. It also allows the military flexibility in when they ship future service members to regulate the flow of future Sailors to boot camp and follow on training schools.

Draining the DEP pool to critically low levels brings many new challenges for the upcoming year. Around a third of those remaining in DEP are future Sailors who are seniors in high school, who cannot ship until after graduation in May/June 2023. So the Navy is expected to be in a contract-and-ship posture, where future Sailors are shipped to boot camp within weeks or even days of contracting to serve. This posture is expected to persist through FY23.

The goals for FY23 are below:

FY23 Goal

Enlisted (Active) 37,700

Officer (Active) TBD*

Enlisted (Reserve) 8,100

Officer (Reserve) 1,732

*Active Officer goals are usually released during the first quarter of the FY

In an effort to bring more future Sailors into the DEP pool, the Navy has been offering multiple incentives to generate a greater interest in naval service among qualifying applicants. In August, Navy Recruiting Command (NRC) announced enlistment bonuses up to \$50,000 and student loan repayment up to \$65,000. This offers the opportunity for future Sailors to earn a substantial sum as they begin their careers. The loan repayment program remains in place for FY23, and the bonus structure for the start of FY23 is posted with a maximum bonus remaining \$50,000.

"The maximum current enlistment bonus is \$50,000, and the maximum loan repayment is \$65,000," said Walker. "They are not mutually exclusive, so if a future Sailor maximizes both, that adds up to a life-altering \$115,000, and the opportunity to serve in the world's finest Navy."

In addition to bonuses and loan repayment, leadership throughout the Navy is engaged in helping to improve Navy recruiting numbers. Secretary of the Navy Carlos Del Toro has begun sending letters to high school principals to promote military service and to foster school access for recruiters. These initial letters will be followed up with a letter from Commander, Navy Recruiting Command (CNRC) to further foster a relationship with these centers of influence.

CNRC also began the "Every Sailor is a Recruiter" (ESAR) program in July. The goal of the program is for U.S. Navy Sailors all over the world to share their positive experiences of naval service with qualifying applicants and provide referrals based upon these interactions.

"Every Sailor has a voice, and it's not just up to recruiters to represent the Navy back at home, but it is their duty to share their experiences and inspire people to serve their country," Master Chief Navy Counselor Gerald Allchin, NRC National Chief Recruiter said. "Growing up in Cleveland, Ohio, I know first-hand how rare it can be in non-fleet concentration areas to hear anything about the Navy. So, I tell my shipmates to share your stories!"

This program will be a force multiplier and will make the Navy more competitive in today's challenging labor market. Navy leadership is currently determining the best way to recognize and award Sailors that provide referrals who ultimately join.

To address Reserve recruiting shortfalls, the Navy altered its recruiting command structure this summer, standing up Navy Recruiting Reserve Command (NRRRC) to specifically tackle these challenges. Part of this restructure's focus is on Canvasser Recruiter (CANREC) professionals. They make up 65% of NRRRC and carry a critical portion of the NRRRC enlisted goal and 100% of the officer mission goal.

"Our success depends upon CANREC professionals, and I am continually amazed at their commitment," said CAPT Karen Muntean, Commander of NRRRC. "These individuals are Selected Reservists (SELRES) and civilian professionals who have committed themselves to joining our challenging recruiting charge. Their role is to recruit for the reserve mission, educate active duty, civilians and veterans on the benefits of serving in the Navy Reserve, and partner with military and industry organizations."

CNRC consists of a command headquarters, two Navy Recruiting Regions, NRRRC, and 26 NTAGs that serve more than 1,000 recruiting stations around the world. Their mission is to attract the highest quality candidates to assure the ongoing success of America's Navy.

For more news from Commander, Navy Recruiting Command, go to <http://www.cnrc.navy.mil>. Follow Navy Recruiting on Facebook (www.facebook.com/MyNAVYHR), Twitter (@USNRecruiter) and Instagram (@USNRecruiter).



Eye on the Field



(Nov. 12, 2022) BALTIMORE – Navy Diver 2nd Class Carson Cleverly, a native of Scottsdale, Arizona, assigned to Mid-Atlantic Regional Maintenance Center, helps a Navy-Notre Dame football game spectator don a dive helmet prior to the game at M&T Bank Stadium in Baltimore, Maryland. The game marked the 23rd time the city of Baltimore has hosted a Navy-Notre Dame game and the first since 2008. Navy Talent Acquisition Group Philadelphia encompasses regions of Pennsylvania, New Jersey, Delaware, Maryland and West Virginia, providing recruiting services from more than 30 talent acquisition sites with the overall goal of attracting the highest quality candidates to ensure the ongoing success of America’s Navy. (U.S. Navy photo by Chief Mass Communication Specialist Diana Quinlan)

Eye on the Fleet

(Nov. 26, 2022) NORFOLK, Va. – The crew of the first-in-class aircraft carrier USS Gerald R. Ford (CVN 78) man the rails as the ship returns to Naval Station Norfolk following the inaugural deployment with the Gerald R. Ford Carrier Strike Group (GRFCSG). More than 4,600 Sailors assigned to Ford operated in U.S. 2nd Fleet and 6th Fleet, increasing interoperability and interchangeability with NATO Allies and partners. Throughout the deployment, the GRFCSG sailed more than 9,200 miles, completed more than 1,250 sorties, expended 78.3 tons of ordnance, completed 13 underway replenishments and hosted more than 400 distinguished visitors. (U.S. Navy photo by Mass Communication Specialist 2nd Class Nolan Pennington)



NRC Promotes New Chiefs

Story by Mass Communications Specialist 2nd Class Jose Madrigal

Photos by Mass Communication Specialist 3rd Class Cody Anderson



Naval Support Activity Mid-South and tenant commands pinned 40 new chief petty officers during the ceremony on October 21, 2022, in Millington, Tennessee. NSA Mid-South is the human resources center of excellence for the Navy; home to Navy Personnel Command, Navy Recruiting Command, Navy Manpower Analysis Center and other development commands including the 21st Century Sailor Command and My Navy Career Center. (U.S. Navy photo by Mass Communication Specialist 3rd Class Cody Anderson)

(Oct. 28, 2022) MILLINGTON, Tenn. – Navy Recruiting Command (NRC) promoted three new chief petty officers (CPO) during a pinning ceremony in Millington and 193 new chiefs throughout the NRC nation-wide enterprise on October 21. The ceremony marks the culmination of a six-week training period where senior enlisted leaders build upon the selected chiefs' leadership, mental and physical fitness, and faith in the fellowship of chief petty officers. The "Chief's Mess" is a community known for its strength through camaraderie and the ability to overcome any challenge as a team.

"I'm relieved the process is over but it's been a 15-year grind and I'm excited to finally be a chief," said Chief Operations Specialist Cory Garey. "Eventually I'll make my way back out to sea and I look forward to leading Sailors out in the fleet."

The earliest known use of the term "chief petty officer" dates back to 1776 onboard Continental Navy Ship Alfred, when the title "chief cook" was conferred upon cook's mate Jacob Wasbie. This was an informal designation that noted Wasbie as the foremost ship's cook, but was not officially recognized nor consistently used throughout the Navy.

The chief petty officer, as recognized today, was officially established April 1, 1893, when the rank "petty officer first class" was shifted to "chief petty officer."

Chiefs are recognized for exemplary technical expertise within their rating, superior administrative skills, and strong



Recruiters selected for the advancement to Chief Petty Officer assigned to Commander, Navy Recruiting Command pose for a group photo on the command quarterdeck. (U.S. Navy photo by Mass Communication Specialist 3rd Class Cody Anderson)

leadership ability. Most importantly, chiefs bridge the gap between officers and enlisted personnel, acting as supervisors as well as advocates for their Sailors.

"It brings me great joy to see these hard working, dedicated Sailors put on those anchors," said NRC Command Master Chief Ricardo Moreyra. "I know that when I retire later this year, the Navy will still be in good hands because the "Chief's Mess" continues to improve."

Navy Week Wraps Up in Houston

Story by Mass Communication Specialist 1st Class Louis Rojas

Photos by Mass Communication Specialist Seaman Sophia H. Brooks



The U.S. Navy Ceremonial Color Guard performs for members of the public at the Mayoral proclamation ceremony during Houston Navy Fleet Week.

(Oct. 28, 2022) HOUSTON – Sailors from across the nation attended Houston Navy Week to educate the public on the Navy's mission. The program allows the Navy to build and strengthen ties with the community through its signature outreach program.

Houston Navy Week officially kicked off with a Mayoral proclamation designating the start of Navy Week Houston at the Mayor's Office in downtown Houston.

The proclamation was presented by Council Member Martha Castex-Tatum to Vice Adm. Jon A. Hill, Director of the Missile Defense Agency.

Following the proclamation, 13 future Sailors raised their right hand and made a commitment to the U.S. Navy, by participating in an oath of enlistment ceremony. Vice Adm. Hill served as the enlisting officer, and spoke to future Sailors about the importance of serving.

"I'm absolutely thankful these young men and women are

taking the oath today, to join our great Navy and to serve this country. We don't talk about service enough, but serving this country is a noble profession, and I welcome you all to that," said Vice Adm. Hill.

During the week, there was 75 community events scheduled that included visits to high schools, non-profits, industries and universities. The Navy featured senior Navy leadership, Sailors from USS Texas (SSN 775), USS San Jacinto (CG-56), Explosive Ordnance Disposal Mobile Unit 1, (EODMU 1) and Naval History and Heritage Command historians and displays.

Sailors assigned to EODMU 1 made an appearance on Houston Life, KPRC 2 to discuss the capabilities the explosive ordnance disposal units have as part as their mission. They also displayed the different types of equipment they use on a daily basis.

"It was probably the most humbling experience I have ever had, to go back to my old high school and walk the halls,"



Explosive Ordnance Disposal Technician 1st Class Eric Sowash, left, and Explosive Ordnance Disposal Technician 2nd Class Alex Orton, both assigned to Explosive Ordnance Disposal Mobile Unit 1, pose with child wearing a kevlar vest and helmet during Houston Navy Fleet Week.



Vice Adm. Jon A. Hill, Director of the Missile Defense Agency, served as the enlisting officer during an oath of enlistment for 13 future Sailors at the Mayoral proclamation ceremony during Houston Navy Fleet Week.

Members of the Navy Ceremonial Guard participate in some of our nation's most prestigious ceremonies including Presidential inaugurations and arrival ceremonies for foreign officials. During Houston Navy Week they were able to perform at game 2 of the World Series.

"As a member the NTAG Houston Honor Guard I have been fortunate to be on the same field and as the Ceremonial Guard," said Information Systems Technician, Submarines 1st Class Andre Brown, a Talent Scout, assigned to NTAG Houston. "I can imagine the energy the Ceremonial guard brought to the game."

Navy divers spent the day in the Downtown Aquarium, the divers played tic-tac-toe and posed for photos with visitors.

"Getting to dive in an aquarium like this and witnessing the public's support is a great experience," said Chief Navy Diver Wesley Lantz, Warrior Challenge Program Coordinator assigned to NTAG Houston.

Houston Navy Week wrapped up with the Navy Leap Frog parachute team performing gravity-defying demonstrations at a local high school game as well as the Wings over Texas air show.

"Getting to dive in an aquarium like this and witnessing the public's support is a great experience," said Chief Navy Diver Wesley Lantz, Warrior Challenge Program Coordinator assigned to NTAG Houston.

Since 2005, the Navy Week program has served as the Navy's flagship outreach effort to regions without a significant Navy presence, with over 250 Navy Weeks held in more than 80 different U.S. markets.

For more information about Navy Week, visit <http://www.outreach.navy.mil/>, or follow the hashtag #navyweek.

said Senior Chief Explosive Ordnance Disposal Technician Chris Monnone, assigned to EODMU 1, a local 2004 graduate of Taylor High School in Katy Texas.

There was no shortage of entertainment with performances from Navy Band Great Lakes and Navy Ceremonial Guard.

Navy Band Great Lakes, known as the Navy's Ambassadors to the Midwest, performed at many events in front of live audiences to include the Houston Space Center, VA Hospital, Post Houston, and Kinder HSPVA to name a few.

"I really enjoy performing because it gives me a sense of pride," said Musician 1st Class Carl Schulte attached to Navy Band Great Lakes.

NTAG Portland Sailors Help Make Navy Week a Success

Story & photos by Dan Rachal, NTAG Portland Public Affairs



The U.S. Navy Blue Angels performed at the Minden Aviation Roundup on Saturday, October 1, 2022 as part of Reno-Carson City Navy Week. The Navy Week program has served as the Navy's principal outreach effort into areas of the nation without a significant Navy presence, with over 250 Navy Weeks held in 80 different U.S. cities. The program is designed to share with Americans how their Navy is deployed around the world and around the clock, and why a strong Navy is vital to protecting the American way of life. Navy Weeks focus a variety of outreach assets, equipment and personnel on a single city for a week-long series of events with key influencers and organizations across the market. During a Navy Week, 75-100 outreach events will occur in participation with corporate, civic, government, education, media, veterans, community service and diversity organizations throughout the city.



Admiral Bruce Gillingham, the Navy Surgeon General, administers the oath of enlistment to a group of future Sailors from Naval Recruiting Station Sparks, Nevada before the Reno Aces Triple-A game against the Tacoma Rainiers on September 27, 2022. The ceremony was part of Reno-Carson City Navy Week, a week-long Navy Office of Community Outreach event designed to give the community an opportunity to learn about the Navy, its sailors and its importance to national security and prosperity.

(Oct. 1, 2022) PORTLAND, Ore. – Hospital Corpsman 2nd Class Jessica Baker, a recruiter from Navy Recruiting Station Sparks, Nevada, was seated next to Adm. Bruce Gillingham, the Navy's Surgeon General, about to go live on KOLO-8 television's morning show, and it was a bit surreal for her. The native of Fallon, Nevada was on the show to talk about the Navy as part of a promotion of Reno-Carson City Navy Week.

"I felt humbled to be sitting on the same news set I would see my parents watching when I was a little girl," Baker



said. "I couldn't be more grateful to bring the Navy, a large portion of my life, into the community I grew up in."

Sailors from Navy History Heritage Command, Navy Meteorology and Oceanography Command, USS Nevada (SSBN 733), USS Comstock (LSD 45) and Navy Talent Acquisition Group (NTAG) Portland participated in Reno Carson-City Navy Week, from September 25th through October 2nd, 2022.

The goal of Navy Week is to introduce the public to their Navy through a week of events that includes community relations, television interviews, music performances and, for Reno-Carson City, the U.S. Navy Blue Angels performing at the Aviation Roundup in Minden, Nevada.

Sailors from Reno-area recruiting stayed busy, with events scheduled each day of Navy Week. For NTAG Portland, one of the major highlights of the week was NTAG Portland Commanding Officer, Cmdr. Brent Banks, throwing out the first pitch before the Reno Aces game on September 27th against the Tacoma Rainiers.

"I was just excited to get the chance to throw out a first pitch and represent the Navy," Banks said. "I really wanted to make sure that I didn't bounce it."

Sailors conducted tours of Navy Junior Reserve Officer Training Units at local high schools, interacted with kids at multiple Boys & Girls Club events, and participated in community relations events with the Northern Nevada

Food Bank & the local Toys for Tots and ended the week in Minden, Nevada with the US Navy Blue Angels at the Minden-Tahoe Aviation Roundup.

Interacting with Sailors was a first-time experience for some members of the Reno community. Dr. Jafeth Sanchez, a member of Alianza, the association of Chicax, Latinx and Indigenous faculty and staff members at the University of Nevada, Reno, met with Sailors over coffee at a roundtable discussion to talk about diversity. For her, meeting with Sailors and learning about the challenges in recruiting, as well as the benefits and opportunities the Navy offered, was a very positive experience.

"I left with a very good impression with regard to the commitment that the Navy brings and supports to improve the lives of others, personally and professionally," she said.

NRRC's ROYs Tackled the NAVET Medical and Enlisted Veteran Recruiting Mission

Story by Staff Writer Jordan Smith, Navy Recruiting Command Public Affairs Office



(Dec. 1, 2022) MILLINGTON, Tenn. – Navy Recruiting Reserve Recruiters of the Year (ROY)—Reserve Enlisted ROY: Navy Counselor 1st Class Erin Murphy, Navy Reserve Prior Service Recruiter from NRRC Site NE Norfolk, and Reserve Officer ROY: Lt. Cmdr. Mary Sweeney, medical officer recruiter of prior service site DC—helped the recruiting enterprise make the FY22 NAVET Medical Goal and Veteran Recruiting Goals during unprecedented times.

“My philosophy has been and continues to be that I am here to help you,” said Sweeney. “Whether we have a spot for you or not, I will always take the time to explain your options and to make sure you understand the process going forward.”

Deciding to join the Reserves can be a pivotal moment in a person’s Navy career, so Sweeney said she arms applicants with as much information as possible.

“I will never tell you I can’t talk to you – even if it’s better for you to affiliate with the IRR or VTU and I don’t get credit,”

said Sweeney. “Everyone deserves to get all the information so they can make the best decision for themselves and their loved ones.”

Murphy has a similar philosophy, and was instrumental in meeting her team’s overall goals while maintaining and exceeding her Prior Service mission goal.

“I have always made the alignment of my Sailor’s professional and personal goals to the Navy Reserve my #1 priority,” said Murphy. “I was able to help 30 Prior Service leaders affiliate with the Navy Reserve and overall affected 45% of my station’s attainments for FY22.”

“Retaining Officers and Enlisted professionals from Active Duty to the Navy Reserve enables a ready and resilient force,” said Murphy.

The Every Sailor is a Recruiter initiative is gaining momentum and there are active and reserve service members educating

separating Sailors on how to apply for the Reserve through the Command Career Counselor and C-way program.

"I am passionate about showing our Sailors how they can explore their civilian ventures while still serving and continuing their naval careers," said Murphy. "I overcame these challenges through networking and sharing my first-hand experience with transitioning from active duty as well as the experiences of the Sailors I have had the privilege of helping do the same."

Helping others realize their full potential is an award in itself, said Sweeney.

"My proudest accomplishment of the year was assisting 26 medical officers in taking the next step in their Navy careers and mentoring so many more officers in making the best decisions for themselves and their families."

That spirit to serve others and many other factors played into Navy Recruiting making the NAVET Medical Goal in FY22.

"The NRRC team collaboration got us over the finish line," said Sweeney. "We have an amazing group of people working on the NAVET medical mission and we could not have achieved this without each and every one of them!"

Murphy echoed Sweeney's sentiment.

"Our chain of command has stressed the importance of perseverance and innovation in the face of adversity," said Murphy. "Due to this emphasis on collaboration and dedication to our mission, we were able to push through as a team and accomplish this feat together."

Murphy added how grateful she was to be selected as the National Reserve Enlisted Recruiter of the Year.

"I am thankful to be a part of NRRC," said Murphy. "I have great leaders and mentors who took the time to train and point me in the right direction to accomplish my goals and to continue to strive to be the best Sailor I can be. I hope to accomplish more milestones and use my platform to help more Sailors succeed both personally and professionally."

NRRC has Canvasser Recruiter positions available in several locations across the enterprise. If you are a SELRES and interested in a Recruiting tour, please contact LT Sylvia Musselman (757) 636-2753 or at Sylvia.M.Musselman.mil@us.navy.mil.

247
YEARS
OF
AMERICA'S
NAVY
WWW.NAVY.COM



(Oct. 21, 2022) KOLOA, Hawaii — Guests pose for a group photo at a U.S. Navy Ball hosted by Pacific Missile Range Facility (PMRF), Barking Sands, at the Grand Hyatt Kaua'i Resort and Spa, in celebration of the Navy's 247th birthday. The theme of the U.S. Navy's 247th birthday was "On Watch - 24/7 for 247 Years," which highlights our Navy's enduring ability to remain fully ready to respond to and effectively deter emergent threats. PMRF is the world's largest instrumented multi-environment range capable of supporting surface, subsurface, air and space operations simultaneously. (U.S. Navy photo by Mass Communication Specialist 2nd Class Bodie Estep)



(Oct. 18, 2022) WASHINGTON – Navy Museum Development Foundation (NMDf) Board President Al Konetzni, U.S. Navy vice admiral (retired), Secretary of the Navy Carlos Del Toro and Naval History and Heritage Command (NHHC) Director Samuel J. Cox, U.S. Navy rear admiral (retired), pose for a group photo at the National Museum of the U.S. Navy (NMUSN) during an event celebrating the Navy's 247th birthday. During the ceremony Del Toro announced the U.S. Navy's preferred location for a new NMUSN, which would be on land adjacent to the Washington Navy Yard that would be acquired either through a land exchange or direct purchase. This would allow the museum to offer the general public unfettered access to U.S. Navy history and heritage. (U.S. Navy photo by Mass Communication Specialist 1st Class Abigayle Lutz)



(Oct. 13, 2022) PHILADELPHIA – Philadelphia City Representative Sheila Hess reads mayoral proclamation announcing October 13 through October 17, 2022, as the Navy week in the City of Philadelphia. Navy Talent Acquisition Group Philadelphia Sailors attended the Navy’s 247th Birthday celebration and flag raising ceremony at Philadelphia City Hall. NTAG Philadelphia encompasses regions of Pennsylvania, New Jersey, Delaware, Maryland and West Virginia, providing recruiting services from more than 30 talent acquisition sites with the overall goal of attracting the highest quality candidates to ensure the ongoing success of America’s Navy. (U.S. Navy photo by Chief Mass Communication Specialist Diana Quinlan)



Navy Talent Acquisition Group San Antonio Supports Military Appreciation Football Game and Conducts Halftime Swear-In Ceremony

Story & photo by Edward Jones



The University of the Incarnate Word (UIW) hosted a Military Appreciation Football Game vs Faulkner University at Gayle and Tom Benson Stadium and was broadcasted on ESPN+. Recruiters from Navy Talent Acquisition Group (NTAG) San Antonio, joined by other service recruiting units, participated. In honor of the United States Military, a joint service swear-in of over one hundred future servicemembers was administered during the game's halftime by Commander Stacey O'Neal, NTAG San Antonio's Executive Officer.

(Oct. 22, 2022) SAN ANTONIO, Texas – The University of the Incarnate Word (UIW) hosted a Military Appreciation Football Game vs Faulkner University at Gayle and Tom Benson Stadium and was broadcasted on ESPN+. Recruiters from Navy Talent Acquisition Group (NTAG) San Antonio, joined by other service recruiting units, participated.

In honor of the United States Military, a joint service swear-in of over one hundred future servicemembers was administered during the game's halftime by Cmdr. Stacey O'Neal, NTAG San Antonio's Executive Officer.

Cmdr. O'Neal later reflected on the day's event and its significance. "It was amazing to see the excitement in all the eyes of the young men and women on that field," said O'Neal. "I am sure this is a day they will never forget, and I was

honored to be one of the first to welcome them all into our military ranks, and thankful to UIW for an amazing experience."

On hand representing NTAG San Antonio's Divisions Six and Five respectively, supporting future Sailors, and spreading Navy awareness with a Navy booth in the UIW Fan Zone was Engineman 1st Class Jessica Garcia and Machinist Mate 2nd Class Michael Okay.

NTAG San Antonio's area of responsibility includes more than 30 Navy Recruiting Stations and Navy Officer Recruiting Stations spread throughout 144,000 square miles of Central and South Texas territory.

Impacting Lives a Few Seconds at a Time

NTAG San Antonio Enlists Future Sailors in the Capital City's Newest Arena

Story & photo by
Edward Jones

(Aug. 27, 2022) AUSTIN, Texas - It is no secret; when it comes to putting on a big event, few rival a Texas-sized spectacle. So was the case when one of the newest venues in Austin, the breathtaking Moody Center, hosted the Professional Bull Riders (PBR) Gambler Days.

The three-day event was full of excitement and new beginnings, two of which involved the United States Navy by way of a community outreach collaboration with Navy Recruiting Command, Navy Talent Acquisition Group (NTAG) San Antonio, and the Austin Gamblers

The Austin Gamblers are one of eight teams in the PBR's inaugural Team Series Bull riding and will showcase world-class athletes and bulls in a tournament-styled format.

In honor of the United States Navy, the Austin Gamblers requested and were granted permission to don two Naval Special Warfare patches on their competition uniforms throughout the weekend.

From the start, Naval personnel was excited about the collaboration and the buzz illuminated from Millington, Tennessee to San Antonio, Texas. This was a wonderful opportunity to bring highlight the Navy's presence in Texas and NTAG San Antonio's leadership was motivated to support the event.



NTAG San Antonio Commanding Officer, CDR. Stephanie Simoni leads thirteen future Sailors in the Oath of Enlistment during the 2022 Pro Bull Riding (PBR) Team Series' Gambler Days at the newly opened Moody Center in the State's Capital city.

"America's Navy is excited to support the Austin Gamblers," said Cmdr. Stacey O'Neal, Executive Officer, Navy Talent Acquisition Group San Antonio. "The Navy is the embodiment of teamwork and determination which is why we are excited to participate in the Gamblers' successful inaugural season and engage with fellow PBR teams and fans."

NTAG San Antonio provided representation for all three nights of the event. The use of the command's Mobile Engagement Vehicle and recruiting stations on site allowed event guests an opportunity to gain knowledge about the Navy and inquire about careers the Navy has to offer.

Prior to the second night of jaw-dropping competition, the crowd witnessed the swear-in of thirteen future Sailors. The Oath of Enlistment was presented by NTAG San Antonio's Commanding Officer, Cmdr. Stephanie Simoni, who at the completion of the ceremony not only applauded the future Sailors but the crowd.

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Future Sailors and Enlistees Swear in at CU Boulder

Story & photo by Matthew Wheeler



Commanding Officer of Naval Reserve Officer Training Corps (NROTC) Colorado Unit, Colonel Robert Bodesch, (not pictured) delivers the oath of enlistment to future enlistees, Caden Tweedle, Alan Zatarain, Caleb Button, Helena Rangel, and Withal Arya.

(Nov. 5, 2022) BOULDER, Colo. – Thousands of people cheered as future recruits from all services from Denver, Colorado, were honored during the University of Colorado Boulder vs. Oregon University game held on Nov. 5 as part of the University's Military Appreciation Game.

Future Sailors and future enlistees of sister services walk onto the field with the commanding officer of Naval Reserve Officer Training Corps (NROTC) Colorado Unit, Colonel Robert Bodesch, for their oath of enlistment.

The oath is a prerequisite needed prior to joining the military and before shipping off to basic training. The future Sailors and future enlistees took the oath at Folsom Field, CU Boulder to solidify their promise to support and defend the Constitution of the United States and to obey the orders of the president of the United States and the orders of the officers appointed over them.

Following the completion of the oath at Folsom Field, the whole stadium erupted with applause and cheer showing their support and patriotism. "It made me feel really proud that we have young men and women who want to fight for our freedom," said Ben Button who is the father of future Sailor Caleb Button. "And I am the proud parent of one of those young men."

The game concluded with the Oregon Ducks winning against CU Boulder Saturday's game by a score of 49-10.

Navy Talent Acquisition Group Rocky Mountain encompasses the states of Colorado, Wyoming, Utah, and parts of Idaho, Nebraska, Kansas and Arizona, providing Navy Recruiting services from more than 30 dispersed offices.

NTAG Phoenix Change of Command

Story & photo by Mass Communication Specialist 1st Class Jasen Moreno-Garcia



Cmdr. Kevin Kahl, Commanding Officer of Navy Talent Acquisition Group (NTAG) Phoenix, delivers his remarks during a change of command at the Steele Indian School Park Memorial Hall. NTAG Phoenix's area of responsibility includes more than 37 Navy Recruiting Stations and Navy Officer Recruiting Stations spread throughout 250,000 square miles of Arizona, New Mexico, Texas, and Colorado.

(Nov. 10, 2022) PHOENIX – Cmdr. Kevin M. Kahl relieved Cmdr. Justin C. Collins as commanding officer for Navy Talent Acquisition Group (NTAG) Phoenix during a change of command ceremony held Nov. 10, 2022.

The time-honored naval tradition of the official passing of authority between officers is a reflection of the spirit and integrity of all Navy men and women, past, present, and future.

The ceremony was presided over by Capt. Dave Webber, Commodore, Navy Recruiting Command Region West. Webber showcased the numerous accomplishments of the command, while paying special tribute to the challenges Collins faced as a commanding officer and his leadership.

"Under Cmdr. Collin's leadership, NTAG Phoenix shipped nearly 4,000 enlisted Sailors and naval officers to the fleet," said Webber. "To put that accomplishment in perspective, NTAG Phoenix manned the equivalent of a U.S. Navy aircraft carrier, despite facing the challenges of a pandemic, a diminishing recruitable market, and historic civil unrest. JC [Cmdr. Justin Collins] is, without question, the most passionate, driven, mission-focused, no-excuses Commanding Officer I've ever had the pleasure of knowing. Thank you for your exceptional focus and support, JC."

Webber also spoke highly of the oncoming commanding officer.

"Cmdr. Kevin "KK" Kahl brings over 22 years of dedicated service to his country to this command," said Webber.

"As the new commanding officer, I look forward to seeing him bring his own brand of leadership, commitment, and teamwork to the Region West recruiting organization. He has already shown himself to be a brilliant, engaged, and vociferous professional. I have full confidence in his abilities to continue NTAG Phoenix's success."

During the ceremony, Collins credited the command accomplishments to his Sailors and encouraged the team to continue to strive for excellence as the new commanding officer takes charge.

"I couldn't have asked for a better team, you are the best in the nation," said Collins. "Through the many times of uncertainty, I was moved by your personal accountability to persevere and ensure our command made its mission so we could man the fleet. As I turn over this command to Cmdr. Kahl, we need our leaders at all levels within NTAG Phoenix to align themselves with his vision and guiding principles to navigate the myriad of challenges that you will face. Your willingness to operate in excellence with an insatiable appetite to be better has made a personal impact on me, and I ask that every one of you never stop trying to be better."

NTAG Phoenix's area of responsibility includes more than 37 Navy Recruiting Stations and Navy Officer Recruiting Stations spread throughout 250,000 square miles of Arizona, New Mexico, Texas, and Colorado.

Q2 // MARKETING TOOLS AND INSIGHTS



INTRODUCTION

Welcome to the quarterly overview of Navy Recruiting Command's advertising and marketing-related highlights from the previous three months, as well as a look ahead at strategies, tactics and tools for the upcoming quarter.

If there are topics that you would like to learn more about, or if you have ideas about how to improve the sharing of this information, email us at navypartnership@vmlyr.com.

Q1 // HIGHLIGHTS

NATIONAL MEDIA

LAUNCH OF THE FORGED BY THE SEA “NEVER” CAMPAIGN

On October 13, America’s Navy celebrated its 247th birthday. Navy Recruiting Command commemorated the day by premiering its latest Forged by the Sea marketing campaign, “Never,” which was developed to change Gen Z’s current mindset about Navy service.

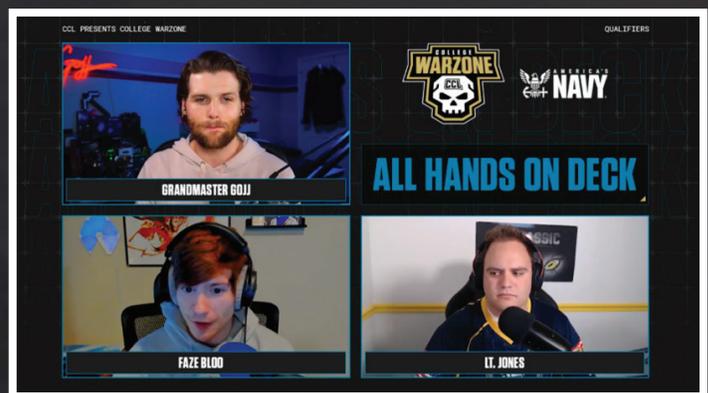
The new campaign features current Sailors sharing the life-changing experiences and opportunities Gen-Zers are missing out on by not considering a Navy career. Among the new creative elements are one 60-second film, two 30-second films, two 15-second films and three 6-second films, all of which are part of a paid media campaign on the digital and social media platforms most popular with Gen Z.



Through a high-profile YouTube Masthead, the :60 spot was seen by 44 percent of all 18-24-year-old YouTube users during the initial 3-day run.

ESPORTS PARTNERSHIP WITH FANDOM

The Navy’s Goats & Glory esports team hosted and competed in a series of tournaments across the quarter, including two Modern Warfare tournaments and one Warzone tournament. Goats & Glory continues to demonstrate their gaming chops and make their presence known in the esports world.



MAJOR LEAGUE BASEBALL PARTNERSHIP

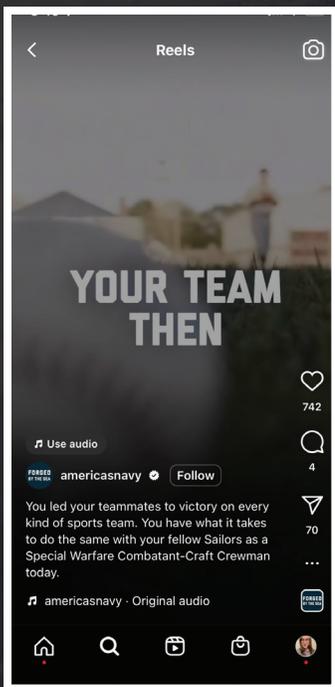
Baseball fans may have noticed our Navy messaging in some prominent spots surrounding MLB and this year’s World Series. The Navy did homepage takeovers on MLB.com, an exclusive sponsorship of a Twitter Live show during the World Series, and our new spots aired on CTV for anyone streaming the game through MLB’s app.

Q1 // HIGHLIGHTS

SOCIAL MEDIA

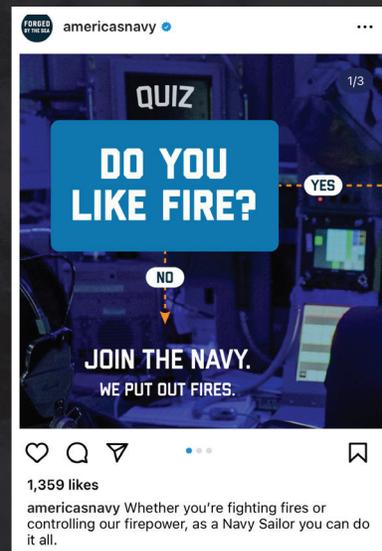
FORGED BY THE SEA “NEVER” CAMPAIGN

In Q1 we kicked off our new Forged by the Sea “Never” campaign, which highlighted a range of Navy experiences – from serving on the bridge of a ship to catapulting off the flight deck to operating small boats and more. The campaign instilled nostalgia for Navy veterans, hyped up current Sailors and delivered a compelling message for potential recruits.



NAVY SPORTS

Teamwork makes the dream work! Participating on a team is an important part of high school and college for many students and is central to the Navy experience as well. In our Navy Sports campaign, we highlighted Navy teamwork and comradery.



ALL WAYS NAVY

As a fun way to demonstrate how the Navy is the answer to every question, we launched “All Ways Navy” to address the general questions potential recruits may have.

Posts included information about holidays and observances, such as Halloween and Fire Prevention Week.

DIVERSITY

In Q1 Diversity efforts focused on Navy Promotional Days (NPDs) and Affinity Partner conferences in diverse markets such as Atlanta and Dallas. During these events, junior officers from a variety of backgrounds and local NTAG representatives shared their personal Navy experiences and information about scholarships and career opportunities.

Q1 // HIGHLIGHTS

EVENTS & CONVENTIONS



OCTOBER

- San Francisco Fleet Week (NTAG San Francisco)
- American College of Emergency Surgeons (NTAG San Francisco)
- 2022 AISES National Convention (NTAG Southwest; managed by N10)
- Naval Air Station Jacksonville Air Show (NTAG Jacksonville)
- Food & Nutrition Conference & Expo (NTAG Jacksonville)
- American Dental Association SmileCon (NTAG Houston)
- National Association of Social Workers (NTAG Houston)
- American College of Surgeons Clinical Congress (NTAG Southwest)
- American College of Chest Physicians (NTAG Nashville)
- SWE's WE22 National Conference (NTAG Houston; managed by N10)
- American Psychiatric Nurses Association Annual Conference (NTAG Pacific)
- American Society of Anesthesiologists (NTAG New Orleans)
- Memphis Naval Air Orientation Day (NTAG Nashville)

NOVEMBER

- Society of Hispanic Professional Engineers National Convention (NTAG Charlotte)
- Patriots' Veteran's Day Game (NTAG New England)
- US Council of Catholic Bishops (NTAG Philadelphia)
- Evangelical Theological Society (NTAG Rocky Mountain)
- STEM Festival (NTAG Phoenix)
- National Society of High School Scholars Day (NTAG Atlanta)
- Association for Career and Technical Education CareerTech VISION 2022 (NTAG San Diego)
- National Alliance of Black School Educators (NTAG Richmond)
- Navy-Notre Dame Game (NTAG Philadelphia)

DECEMBER

- Pastor Evangelism Leadership Council (NTAG Atlanta)
- Society of Military Orthopedic Surgeons (NTAG Phoenix)
- Army-Navy Game (NTAG Philadelphia)
- Armed Forces Bowl (NTAG Red River)
- Liberty Bowl (NTAG Nashville)

Q2 // LOOK AHEAD



NATIONAL MEDIA

ESPORTS

The Navy and its esports team, Goats & Glory, will continue to have a strong presence throughout the world of esports. In addition to tournament sponsorships, the Navy also will be featured across Twitch properties, including a Homepage takeover on Twitch's main site.

INTERNATIONAL WOMAN'S DAY

We again will feature the "Make Your Name" content during International Woman's Day on March 8, 2023. The video series tells the stories of exceptional female Sailors and the barriers they broke to achieve greatness. Their stories will continue to inspire the next generation.



SOCIAL MEDIA

"LAUNCH IT" SNAPCHAT LENS

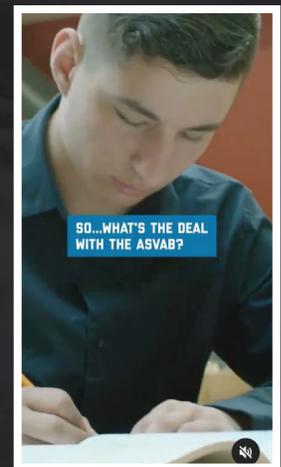
Set to release in December 2022, our next Lens will put viewers in the shoes of an Aviation Boatswain's Mate, where they will be tasked with launching a Navy aircraft. Viewers will use hand gestures in selfie mode to begin the launch and use their cameras to watch it take off.

ASVAB STORY QUIZZES

In early 2023, we will bring back ASVAB Story Quizzes on Instagram to expose our followers to ASVAB-style questions. The series will be posted throughout the quarter and feature four challenge questions for our followers to answer during each story activation.

NEW YEAR, NEW PURPOSE

There is no time like the new year to start something new. This year, we will encourage our followers to do something incredible with their lives by becoming a Sailor. Follow along with this Reel series as we encourage people to receive a signing bonus, finish their college degree and find their dream job in America's Navy.



Have an idea to feature something on our social media platforms? Want to learn more about how you can leverage our national social media content at the local level? Email us at: navypartnership@vmlyr.com.

Q2 // LOOK AHEAD

EVENTS & CONVENTIONS

In Q2, NRC will have a strong presence at a variety of events and conventions, recruiting the best talent in the nation. The Nimitz Virtual Reality asset will make appearances at several events for visibility. What follows is the current lineup of conventions and events:

JANUARY

- National Conference on Ministry to the Armed Forces (NTAG Richmond)
- Society of Critical Care Medicine Clinical Congress (NTAG San Francisco)

FEBRUARY

- American Association of School Administrators National Conference on Education (NTAG San Antonio)
- Pro Bowl (NTAG Southwest)
- Super Bowl (NTAG Phoenix)



MARCH

- American Association of Orthopedic Surgeons (NTAG Southwest)
- National Science Teachers Association National Conference on Science Education (NTAG Atlanta)
- American College of Healthcare Executives (NTAG Great Lakes)
- Women's Clergy Conference (TBD)

Have an event to add to the calendar? Use the new Smartsheet online submission form to submit an upcoming event for consideration:

<https://app.smartsheet.com/b/form/cc818b54fc9d4cd497a76ffdc405e1>

DIVERSITY

Navy Promotional Days (NPDs) are a proprietary recruitment program built specifically for the purpose of attracting the brightest diverse students. Placing emphasis on diverse universities, these one - or two-day events feature guest speakers with STEM backgrounds, who visit classrooms virtually and/or in-person. The Nimitz VR asset often accompanies NPDs.

NPDs will resume in Q2, along with a host of other Diversity events:

FEBRUARY

- Black Engineer of the Year Awards DTX Conference (NTAG Richmond; managed by N10)
- Navy Promotional Day – Phoenix, AZ (NTAG Phoenix)
- 2023 SWE WE Local – Detroit, MI (NTAG Heartland)
- Women in Aviation International Conference (NTAG Pacific)

MARCH

- 2023 SWE WE Local – Hartford, CT (NTAG New England)
- Navy Promotional Day – New Orleans, LA (NTAG New Orleans]
- 2023 NSBE National Conference (NTAG Mid-America)
- Navy Promotional Day – Detroit, MI (NTAG Heartland)
- 2023 SWE WE Local – Seattle, WA (NTAG Pacific Northwest)

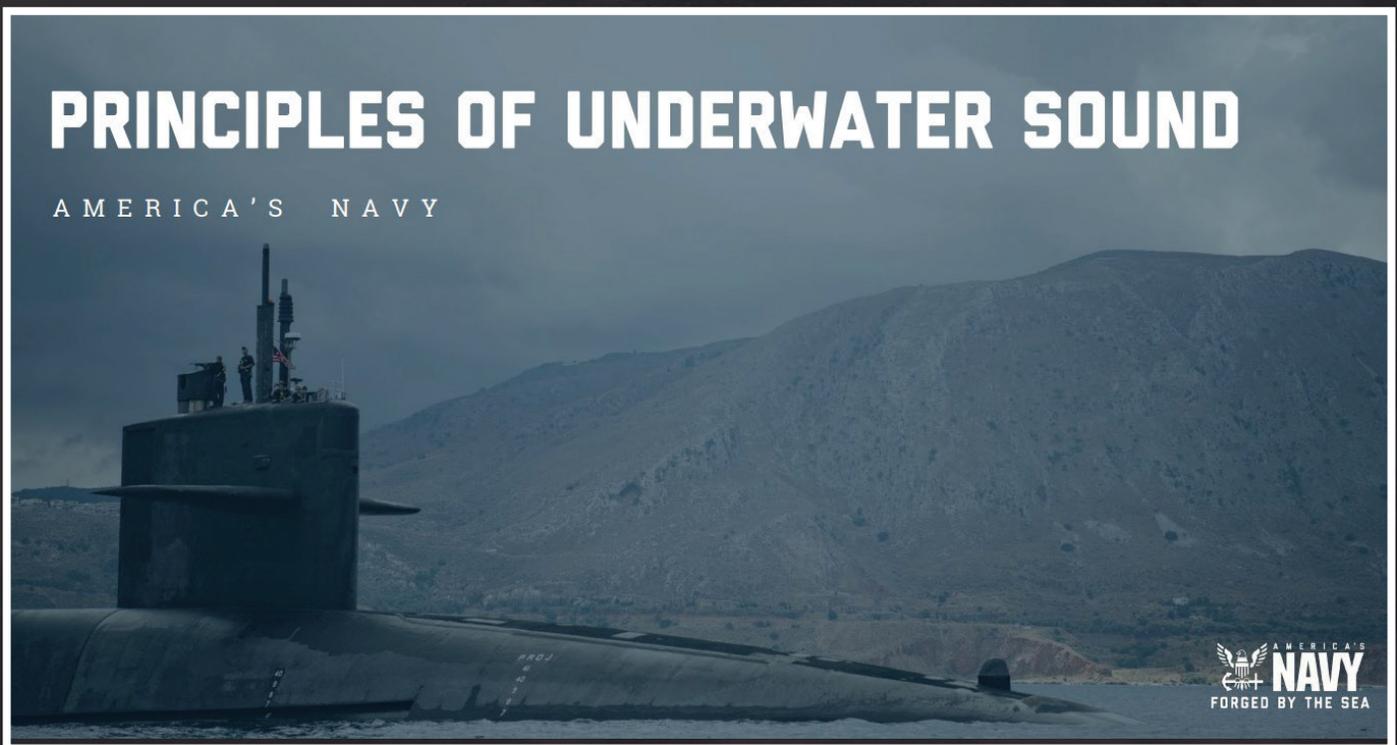
Interested in hosting an NPD or want to assist in the execution? Email us at navypartnership@vmlyr.com.

Q2 // LOOK AHEAD

ETOOLBOX RESOURCES

PRINCIPLES OF SONAR CLASSROOM PRESENTATION

New to the Etoolbox is the Principles of Sonar classroom presentation. There are charts that will help students understand how important sound is in relation to the ocean, as well as a Snapchat lens that will get students' attention by testing their skills as a sub hunter using a sonar device.



HERITAGE MONTH CLASSROOM PRESENTATIONS

A reminder that there are Heritage Month classroom presentations on the Etoolbox for Black History Month in February and Women's History Month in March.

OPEN DOORS WITH NUPOC

THE NUCLEAR PROPULSION OFFICER CANDIDATE PROGRAM

As a Nuclear Officer you will be in charge of the system that powers our nation's defense. But with great power comes complex training. Join one of the top nuclear programs in the country to get firsthand knowledge and hands-on experience in one of the most advanced fields in the world. From day one, you'll earn what you deserve with offerings that include:

- An immediate one-time sign-on bonus of \$15,000 plus an additional \$2,000 bonus upon completion of nuclear propulsion training
- A regular monthly income of up to \$5,610, a total of \$168,300 while finishing your degree
- A guaranteed job as a Nuclear Officer in the Navy upon graduation
- Comprehensive free healthcare

POST GRADUATION

Even more powerful than financial freedom, is knowledge. The NUPOC program can help you earn your Bachelor's, Master's or Doctorate degree completely debt-free. Upon graduation, you will be more than ready to get to work in any of the following fields:

Submarine Officer
Surface Warfare Officer
Naval Reactors Engineer
Naval Nuclear Power School Instructor
Naval Nuclear Power Training Unit Instructor

Learn to operate and reimagine the nuclear power plants of tomorrow, today.

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NAVY
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NAVY.COM/CAREERS/NUCLEAR-OFFICER

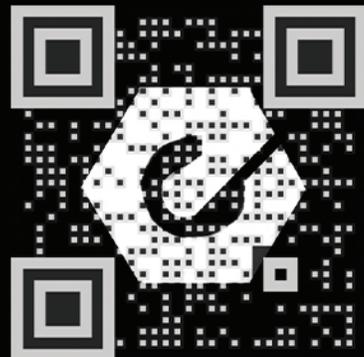
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