



DEPARTMENT OF THE NAVY  
CHIEF OF NAVAL EDUCATION AND TRAINING  
250 DALLAS ST  
PENSACOLA FLORIDA 32508-5220

CH-1 of 4 Mar 98

CNETINST 1040.5  
LEAD114

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CNET INSTRUCTION 1040.5

Subj: NAVY GOAL CARD

Ref: (a) CNO Washington DC 0121282 May 96 (NAVADMIN 106/96)  
(b) CNO Washington DC 022149Z Aug 96 (NAVADMIN 194/96)  
(c) COMNAVCRUITCOMNOTE 1133 of 9 Apr 96 (NOTAL)

Encl: (1) Two-page Goal Card  
(2) Tri-fold Pocket Goal Card

1. Purpose. To establish Naval Education and Training Command (NAVEDTRACOM) policy, guidance, and responsibility for the implementation and use of the Navy Goal Card per references (a), (b), and (c).
2. Scope. This instruction applies to Recruit Training Command and all commands within NAVEDTRACOM which administer "A" school (initial skill) curricula or are the first permanent duty station for first-term Sailors.
3. Background. On 1 May 1996, Goal Cards were introduced to first-term Sailors at Military Entrance Processing Stations (MEPS) to instill and reinforce goal setting, goal accomplishment, and to strengthen Navy-wide efforts to improve counseling and career guidance.
4. Policy. All NAVEDTRACOM personnel shall be committed to helping first-term Sailors set and achieve both short-term and long-term goals while in the service. The Goal Card is a vital part of the ongoing war on attrition to retain positively motivated, high quality Sailors in the Navy. Continued use of the Goal Card will reinforce goal setting and goal accomplishment by junior personnel.
5. Action. The Goal Card is a vital part of one-on-one leadership for our junior personnel. Leaders are encouraged to be involved in the initial establishment and periodic adjustments (when appropriate) to the Sailor's near-term and career goals. Command involvement--Petty Officer through Captain--is essential to making the Goal Card meaningful and successful. Addressing Goal Card topics in Plan of the Day notes, General Military Training, Captain's Calls, Navy Rights and Responsibilities Workshops, and other forums will facilitate an understanding by all hands of the value of the Goal Card. Responsibilities and guidance for implementation and utilization of the Goal Card are as follows:

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a. Chief of Naval Education and Training. Ensure inclusion of Goal Card lesson topics in the Navy Military Training, Leadership Continuum training, and Instructor and Recruit Division Commander training curricula. Provide updates and additional guidance, as required, to all NAVEDTRACOM activities. CH-1

b. NAVEDTRACOM Activities. Integrate the Goal Card into the command's leadership philosophy to derive maximum benefit for both our Sailors and the fleet.

(1) Use Goal Cards in ways that foster and encourage open discussion, honest feedback, and sincere goal setting. Key objectives are to speed up the first-term Sailor's feeling of being part of the Navy team and educate him/her on the best ways to plan and achieve future goals.

(2) Address the Goal Card during command indoctrination, professional development boards, Bluejacket and Sailor of the Quarter/Year boards, and ensure usage during Academic Review Boards, Disciplinary Review Boards, and individual counseling sessions. The Goal Card should not be used only as a counseling tool, but also as a career development and goal setting tool.

(3) Be aggressive in assisting our young men and women in setting realistic short- and long-term goals spanning their recruit/technical training and the remainder of their enlistment (includes writing target dates above each goal).

(4) Review, monitor, and update the Goal Card frequently throughout the Sailor's first enlistment, particularly during mid-term evaluation counseling sessions.

(5) Ensure the Goal Card is reviewed with first-term Sailors during initial reporting, and during retention and follow-up interviews with the Command Career Counselor.

6. Responsibility. The responsibility for the successful implementation and utilization of the Goal Card rests within the entire chain of command. It is an essential tool in the mentoring of our first-term Sailors who, as a result of determining both short- and long-range goals, should be motivated and encouraged to achieve high levels of performance. Ultimately, overall readiness will increase due to the retention of our best and brightest Sailors.

7. Acquisition. Issue a Goal Card to all first-term Sailors (to include recruits, students, and permanently assigned staff) who report on board without one, via a one-on-one introductory counseling session. Goal Cards (enclosure (1)) are available via Internet download for all commands. The Internet address is: <http://goalcard.bupers.navy.mil>. The program is self-explanatory and has a section showing the Pocket Goal Card, enclosure (2), which may be printed and used pending command receipt of

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additional Pocket Goal Cards. Netscape 2.01 Browser software is required to read the Goal Card time line; laser or dot matrix printer with Windows print driver is required for printing. Pocket Goal Cards (NAVPERS Form 1040/1 (5-96)) are available via the Navy supply system utilizing Navy Stock Number 0106-LF-113-3400.

  
**P. A. TRACEY**

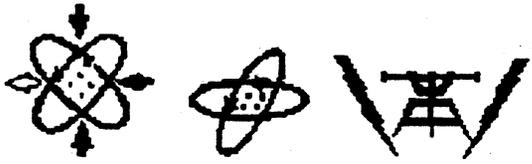
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# JOHN PAUL JONES

## ADVANCED ELECTRONICS/COMPUTER FIELD (AECF)-6YO



**RECRUIT TRAINING (9 WEEKS).** On completing recruit training, you will be eligible for recommended college credit. A college may award you 1 semester hour in personal fitness/conditioning, 1 semester hour in personal/community health, and 1 semester hour in first aid and safety.

**DATA SYSTEMS TECHNICIAN, ELECTRONICS TECHNICIAN OR FIRE CONTROLMAN CLASS "A" SCHOOL (32, 47 OR 35 WEEKS).** After completion of your first rate training, you will have earned a possible 12-22 semester hours of college credit towards an associate or bachelor's degree depending on rating assigned and "A" school attended.

**ADVANCED TRAINING.** You will be ordered to advanced training (C-school) upon the completion of your "A" School. Course content and lengths vary, but many colleges and universities grant college credit for this specific Navy training. By the time you advance to DS2, ET2 or FC2 you can expect to earn an additional possible 10-20 semester hours toward an associate or bachelor's degree. Check with your Navy Campus education office after assignment to "C" school to determine college credits.

**EDUCATION.** While in the Navy you will be able to take College Level Education Program tests. You may take as many different ones as you want, at no cost.

**GI BILL:** If you are enrolled in the MGI Bill during your first enlistment you will be entitled to educational benefits totalling \$14,998.32 (for a three year or greater enlistment).

**TUITION ASSISTANCE:** You will receive up to \$3,500 per year to cover the cost of college tuition if you take courses during off duty time. If you haven't completed your high school diploma requirements, TA will cover the cost 100 percent. If your first duty station is ashore, visit the local education office (Navy Campus). If your first duty station is a ship, ask your education services officer about the Program for Afloat College Education (PACE).

**APPRENTICESHIP PROGRAM:** Your Navy experience may make you eligible for the apprenticeship program resulting in recommendation of civilian Journeyman or Master level in your skill.

**SOC/SOCNAV:** Service members Opportunity Colleges (SOC) represents more than 1200 colleges and universities in the United States that help military students achieve a College degree. Navy calls its portion SOCNAV. If you want to earn a degree, you sign a "contract for degree" with a "home" college where you get the best advice on setting your goals. SOCNAV makes it possible for you to take courses wherever you are assigned around the world, and ensures your college credits will transfer to your "home" college. There is no penalty for moving because your Navy Transcript goes with you. The Navy Campus office can help you with specific degree requirements and write your SOCNAV contract.

**OFFICER PROGRAMS.** There are many programs leading to an officer commission. After a period of time in the Navy (the time varies from program to program) you may be eligible to apply. See your Career Counselor for details.

**ADVANCEMENT.** The term "minimum time in rate" refers to the minimum amount of time you stay in a pay level before advancing to the next higher pay level. At each step there are requirements which must be met, in addition to minimum time, to be advanced.

YOUR ADVANCEMENT IN THE NAVY (AECF)

Recruit (E-1)

	Apprentice (E-2) 				Seaman (E-3) 				
*	*				*	*	*		
01/96	03/96				09/96	10/96	11/96	12/96	01/97
Recruit Training	Technical Core "A" school								

DS, ET or FC Strand "A" school  
 Finish written course requi  
 advance to E-3  
 DS, ET or FC "C" Schoo

	PO3 (E-4) 							
	*	*						
01/97	05/97	06/97			09/97			01/98
To be eligible for E-4, demonstrate job skills, finish leadership course manual for E-4								
First duty station				To take the test for E-5, demons skills, finish leadership course manual for E-5				

01/98				06/98					01/99
Take E-5 exam									



01/99									01/00
Strive to earn: Surface Warfare specialty qualifications									
01/00									01/01
01/01									01/02
Reenlist									

**YOUR JOB DESCRIPTION:**  
**ADVANCED ELECTRONICS/COMPTER FIELD.** As an AECF recruit you are entering the most technologically advanced field in today's world. These specially trained Sailors operate, maintain and repair mainframe computers, PC's, printers, plotters, magnetic tape devices, disk drives, display consoles, large screen displays, LAN's, WAN's, fiber optics, radars, communication, satellite communication and telecommunication systems, and a myriad of other digital and electronic equipment. You will use the most advanced test equipment to detect, isolate and repair electronic casualties. As a DS, ET or FC, you are a par this new technology. Welcome aboard!

FLEET GOALS

1. I will complete my Warfare Specialty qualification, if assigned to sea duty, by end of 1st enlistment.
2. I will increase savings to \_\_\_\_\_ dollars per month.
3. I will maintain a physical fitness program.
4. I will advance to every paygrade as soon as my first eligibility: E3 \_\_\_\_\_ E4 \_\_\_\_\_ E5 \_\_\_\_\_ E6 \_\_\_\_\_
5. I will go to the education office (Navy Campus) to document college credits earned upon completion of Recruit Training, \_\_\_\_\_ school, and \_\_\_\_\_.

DEP GOALS

1. I will attend all DEP meetings.
  2. I will save \_\_\_\_\_ dollars per month.
  3. I will advance to E2/E3 by encouraging others to visit recruiters and enlist.
  4. I will maintain a physical fitness program.
  5. I will earn my \_\_\_\_\_ diploma.
  6. I will not use illegal drugs or abuse alcohol.
  7. I will take personal responsibility for my future.
- Personal Goal: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

PERSONAL PRIORITIES

- Education/Training
- Discipline
- Advancement
- Physical Fitness
- Saving Money

Habits: Exercise often, Avoid alcohol abuse, never use drugs, eat right, avoid smoking, study to earn \_\_\_\_\_ college credits every year.  
 Personal Goals: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

RECRUIT TRAINING GOALS

1. I will report for Recruit Training on \_\_\_\_\_.
  2. I will complete Recruit Training in 9 weeks.
  3. I will save \_\_\_\_\_ dollars per month.
  4. I will pass the Navy's physical fitness requirements.
  5. I will honor the Navy Core Values.
- Personal Goal: (Something else you want to accomplish): \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

NAME: \_\_\_\_\_

Successful sailors have found that setting goals helps them achieve rewarding careers. Here are just a few examples of goals that will help you on your path to success.  
**WELCOME ABOARD!**

NAVY CORE VALUES

HONOR, COURAGE, COMMITMENT

SAILOR'S CREED

I am a United States Sailor.  
 I will support and Defend the Constitution of the United States of America and I will Obey the orders of those appointed over me.  
 I represent the fighting spirit of the Navy and those who have gone before me to defend Freedom and Democracy around the world.  
 I proudly serve my country's Navy combat team with honor, courage, and commitment.  
 I am committed to excellence and fair treatment of all.

