

Program Evaluation for Graduate Education Utilization Across Navy Communities

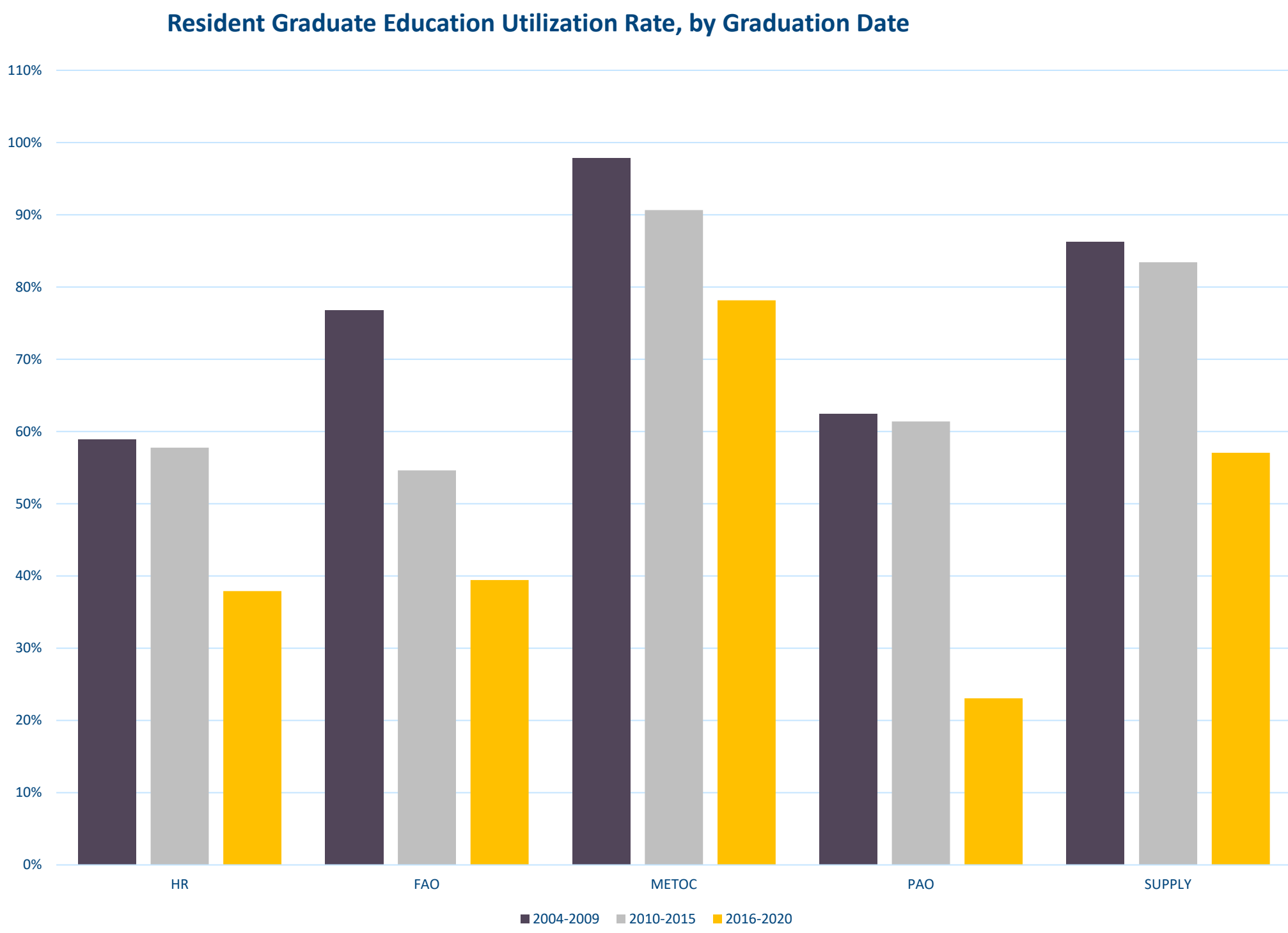


Naval
Postgraduate
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Abstract

- Comparison of graduate education utilization practices and challenges across Navy communities:

Public Affairs, Oceanography, Foreign Area, Supply Corps, and HR
- Research Questions:
 1. What are the current opportunities, processes, and challenges for improving graduate education utilization in Restricted Line communities?
 2. What processes can the Human Resources community use to enhance graduate education utilization?



Trends to Set Sail for Success

Integrated Mixed Methods

- **Data** on officers' graduate education matched to historical billet data from OPNAV N1
 - Utilization is defined as an officer using their subspecialty code at any point throughout their career, i.e. does the P change to a Q subspecialty code.
- Semi-structured **interviews** with OPNAV N1 personnel, current and previous Officer Community Managers, and Detailing Officers.
- Questions on inventory, billets, utilization, E.G.
 - Does the current inventory impact graduate education utilization?
 - How are billets assigned graduate education subspecialty codes?
 - How are subspecialty officers tracked and administered to ensure effective utilization of graduate education?

Results & Recommendations

Finding	Recommendation
Inaccurate Billet Coding	Conduct a comprehensive review of billets and assigned subspecialty codes during the Zero-Based review.
Prioritization of Critical Billets	Consider granting subspecialty utilization credit to officers with graduate degrees who fill priority positions to address deficiencies in officer inventory.
Consistency in Utilization Rate Tracking	Incorporate utilization rate reporting as a core component of the Navy Strategic Education Alignment Plan (SEA Plan).

