

MILPERSMAN 1133-090

NEW ACCESSION TRAINING (NAT) PROGRAM

Responsible Office	OPNAV (N13)	Phone:	DSN COM	223-2305 (703) 693-2305
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References	(a) NAVCRUITCOMINST 1130.8H (b) NAVADMIN 344/06 ASVAB Qualification Scores (c) BUPERSINST 1001.39F (d) BUPERSINST 1430.16F (e) BUPERSINST 1900.8C (f) DODFMR, Volume 7A, Chapter 1 (g) DODFMR, Volume 7A, Chapter 35 (h) COMNAVRESFORINST 1001.5E (i) 38 U.S.C., Chapter 33
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Forms	(1) NAVCRUIT 1110/112 (Rev. 1-08), New Accession Training Program Statement of Understanding (2) NAVCRUIT 1133/52 (Rev. 5-08), New Accession Training (NAT) Program Enlistment Guarantee (3) NAVRES 1570/2 (Rev. 1-98), Satisfactory Participation Requirements/Record of Unexcused Absences (4) NAVRES Incentive Agreement 1-4 (6-06), New Accession Training (NAT) Enlistment Bonus Written Agreement for the Navy Reserve Incentives Program (5) DD 1966/1 (3-07), Record of Military Processing - Armed Forces of the United States (6) DD 2366 (Rev. 6-02), Montgomery GI Bill Act of 1984 (MGIB) (7) DD 368 (11-94), Request for Conditional Release
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1. **Purpose.** This article provides policy and guidance for the management of the New Accession Training (NAT) Program, formerly known as Non-Prior Service Basic.

2. **Background.** The NAT Program is a Reserve accession program for non-prior service enlistees who are placed in an active duty (ACDU) status in approved ratings to attend full recruit

training, "A" School, and in some cases, follow-on "C" School before serving in the Reserve Component (RC). After completion of appropriate training levels, Sailors will be transferred to the Navy Reserve Activity (NRA) closest to their home of record for release from ACDCU and assignment into a reserve unit.

3. **Policy**. NAT participants will be managed per

- this article;
- references (a) through (i);
- MILPERSMAN 1430-010, 1510-030, 1900-808, and 1910-154; and
- future NAVADMIN messages.

This program is funded under Reserve Personnel, Navy. Candidates will be accessed as United States Navy Reserve (USNR) recruits (Branch and Class of Service Code 32), and count against RC strength.

4. **Eligibility**. In order to be eligible, recruits must meet the following criteria:

a. Must not have been a prior member of any component of the Armed Forces of the United States.

b. High School Diploma Graduates (Education Tier I) are desirable; however, High School Graduates (Education Tier II) and Non-High School Graduates (Education Tier III) who qualify per reference (a) are also eligible.

c. Meet minimum Armed Services Vocational Aptitude Battery Test (ASVAB) requirements for specific ratings of enlistment per reference (b).

5. **Service Obligation**. NAT Program enlistees incur an 8-year military service obligation (MSO). This MSO will consist of the following:

a. Initial Active Duty for Training (IADT) (Recruit Training, Apprenticeship Training, "A" School and "C" School if applicable), **followed by:**

b. Six years in the Selected Reserve (SELRES) (which begins when the Sailor reports for IADT), **followed by:**

c. Remainder of MSO in either the SELRES, the Individual Ready Reserve (IRR), or if approved, recall to ACDU.

6. **Enlistment Contract.** Navy Recruiting Command (NAVCRUITCOM) will identify and process qualified applicants for enlistment into the NAT Program and ensure the wording of the initial recruit contract reflects the unique requirements of the NAT Program.

a. **Initial Contract.** The initial recruit enlistment contract will be written with an adjustable 6-month end of active obligated service (EAOS). The Personnel Support Activity Detachment (PERSUPPDET) supporting the specific school to which the NAT Sailor is assigned will be the designated authority to adjust the EAOS to ensure the member has adequate time remaining on ACDU for completion of all required training, travel to the NRA, and out-processing.

(1) **ASVAB/Physical/Qualifications Review/Documentation/System Entries.** Military Entrance Processing Stations (MEPS) will administer the ASVAB, conduct a physical examination, and ensure the applicant is qualified for enlistment. The Navy Recruiting District classifier will ensure the applicant is qualified for the NAT program and meets qualifications for the rating assigned. Reservations will be made utilizing the Personalized Recruiting for Immediate and Delayed Enlistment (PRIDE) system. Classifiers will also ensure all enlistment guarantees are documented and the applicant signs the most current version of the following:

- NAVCRUIT 1110/112 (Rev. 1-08), New Accession Training Program Statement of Understanding.
- NAVCRUIT 1133/52 (Rev. 5-08), New Accession Training (NAT) Program Enlistment Guarantee.
- NAVRES 1570/2 (Rev. 1-98), Satisfactory Participation Requirements/Record of Unexcused Absences.
- NAVRES Incentive Agreement 1-4 (6-06), New Accession Training (NAT) Enlistment Bonus Written Agreement for the Navy Reserve Incentives Program. (Current versions of the NAVRES Incentive Agreement 1-4 can be found at <http://navyreserve.navy.mil> under "Enlisted Bonuses").

Classifiers will refer to reference (a), Volume III for information necessary to document the proper acquisition and program enlisted codes to be entered on page 1 of

DD 1966/1 (3-07), Record of Military Processing - Armed Forces of the United States. MEPS personnel shall enter these codes into the Military Entry Processing Command Interactive Resource System (MIRS) which interfaces with the Navy Enlisted System (NES). This will create an Enlisted Master File, identifying NAT Sailors with a **Special Program Indicator (SPI) "3"** for tracking purposes in corporate Navy personnel information technology systems.

(2) **Delayed Entry.** Per reference (f), NAT personnel enlisting, but not reporting immediately for IADT are placed in a Delayed Entry Training (DET) Program status. NAT enlistees do not receive Pay Entry Base Date credit for time spent in DET.

(3) **Coordinator/Advisor.** The Navy Recruiter will make every effort to introduce NAT enlistees in the DET to the affiliating NRA NAT Coordinator and/or the Senior Enlisted Advisor (SEA). This process ensures a smooth transition to the NRA upon completion of IADT. Questions concerning the enlistee's RC status and obligations can be answered at this time.

(4) **Special Assignments.** NAT accessions are eligible for assignment to special recruit companies and may be assigned when circumstances permit. Assignment to a special company must not interfere with programmed training, future "A/C" School assignments, or mandatory release dates. IADT orders will not be extended to facilitate continued attendance in special companies unless such extensions are consistent with Navy Reserve training requirements.

(5) **Submit Gain/Establish Pay Record/Tracking Codes.** Upon reporting to Navy Recruit Training Command (NAVCRUITRACOM), Personnel Activity Support System (PASS) organizations will submit a Navy Standard Integrated Personnel System (NSIPS) strength gain establishing a pay record in the Defense Joint Military Pay System - Active (DJMS-AC). Unique personnel accounting codes assigned for tracking NAT personnel are as follows:

- SPI Code "3"
- Term of Enlistment "8"
- Branch/Class "32"
- Program Enlisted for "ARBXX (2 letter rating)"
- Acquisition Code "10" for males and "50" for females

b. **Accelerated Advancement.** NAT Sailors graduating recruit training may be eligible for accelerated advancement per MILPERSMAN 1430-010 and 1510-030. NAT Sailors in certain ratings may attend an advanced electronics or technical training pipeline. NAT Sailors that graduate from these pipelines (e.g., IS and CTN) are eligible for advancement to E-4 in the same manner as their Active Component (AC) counterparts.

c. **Volunteers for Special Programs.** Participants who volunteer and are accepted to one of the following programs will be disenrolled from the NAT program and reclassified to support the requirements of the new program:

- (1) Special Operator (SO).
- (2) Explosive Ordnance Disposal (EOD).
- (3) Special Warfare Combatant Crewman (SWCC).

(4) Fleet Marine Force Reconnaissance Corpsman (HM 8427). Request for reclassification of NAT participants must have prior approval of Office of Chief of Naval Operations (OPNAV), Military Personnel Plans and Policy Division (N13). Bureau of Naval Personnel (BUPERS), Production Management Office (PMO) (BUPERS-00C2) will provide reclassification guidance.

d. Order Writing

ACTIVITY	ORDERS TO
NAVCRUITCOM	Orders to recruit training are issued by NAVCRUITCOM via the enlistment contract.
Navy Recruit Training Command (NAVCRUITRACOM)	NAVCRUITRACOM is responsible for issuing orders to "A" School via the servicing PERSUPPDET.
"A" School	Each "A" School shall submit an availability for orders to Navy Personnel Command (NAVPERSCOM), Enlisted Distribution Division (PERS-40).
NAVPERSCOM (PERS-40)	NAVPERSCOM (PERS-40) will issue orders directing members to their ultimate duty activity (the NRA guaranteed on their enlistment contract).
NOTE: If unforeseen circumstances arise that require a change in ultimate duty activity, NAVCRUITRACOM or "A/C" School support staff shall coordinate with the NAT Regional Representative/ Assistant listed in paragraph 10.	

7. Incentives

a. NAT personnel may be entitled to an enlistment bonus as identified in their enlistment contract. NAT Sailors will receive their bonus after successful completion of IADT and affiliation at their designated NRA. If they are reclassified into another NAT rating, they may be eligible for the bonus associated with that NAT rating/NEC upon successful completion of that training pipeline and affiliation at their designated NRA.

b. NAT participants who **fail** to satisfactorily complete their 6-year drill obligation, or voluntarily recall to ACDU in a Regular Component prior to the completion of their 6-year drill obligation, shall refund to the United States Government a prorated amount of their total bonus, equal to the period of service not performed. Waivers of recoupment, in whole or in part, require Commander, Navy Reserve Forces Command (COMNAVRESFORCOM) (N1C21) approval.

8. Failure to Complete Pipeline Training

a. Sailors who **fail to complete recruit training** will be processed for entry level separation (ELS) per MILPERSMAN 1910-154.

b. Sailors who **fail to complete "A/C" School for academic reasons** will be reclassified into another NAT rating for which they are qualified and a vacancy exists. Reclassification must be completed prior to transferring the NAT Sailor to the assigned NRA. If the member does not qualify for reclassification into another NAT rating, the member will be transferred to the NRA listed on their orders as a non-designated seaman and will forfeit the NAT bonus.

c. Sailors who **fail to complete "A/C" School for disciplinary reasons** may be discharged from Naval Service if administrative separation is warranted per MILPERSMAN 1910 articles and not allowed to affiliate with the Navy Reserve without NAVPERSCOM, Reserve Personnel Management Department (PERS-9) approval.

d. For **medical failures**, medical separation procedures must be performed at the member's current activity.

e. NAT participants who successfully complete "A" School, but **fail to complete a required follow-on "C" School** will be ordered to the NRA as a rated Sailor (based on the completed "A" School), without the associated "C" School NEC and will lose their original bonus eligibility. Members may be eligible for an adjusted bonus dependent on the current incentive NAVADMIN.

9. **GI Bill Benefits**

a. **Montgomery GI Bill Selected Reserve (MGIB-SR) Program Eligibility.** NAT participants are eligible for the MGIB-SR Program and must be made eligible upon affiliation at their NRA.

b. **Active Component MGIB.** NAT participants are not eligible for the Active Component MGIB and will be automatically disenrolled from the program when accessed into IADT. NAVCRUITCOM shall include verbiage and a space for initials/signature of the recruit in the initial enlistment contract to ensure members are aware of their ineligibility. NAVCRUITRACOM shall ensure members do **not** sign a DD 2366 (Rev. 6-02), Montgomery GI Bill Act of 1984 (MGIB).

c. **Post 9-11 GI Bill.** NAT Sailors are not initially eligible for the Post 9-11 GI Bill. They may become eligible after completion of IADT and upon meeting the aggregate qualifying period of ACDU service per reference (i).

10. **Transition from IADT to Drill Status.** NAVCRUITRACOM, "A/C" School support staff, NAT Regional Representatives/ Assistants, and NRA NAT Coordinators must be proactively involved to ensure transition is as seamless as possible for these Sailors.

a. **Assistance/Sponsorship.** NAT Regional Representatives/ Assistants have been assigned to the following locations to assist/sponsor NAT Sailors from the date of reporting to their assigned "A/C" school through reporting to their assigned NRA:

Location	Area of Responsibility
NAVOPSPTCEN BALTIMORE MD	MC
NAVOPSPTCEN CORPUS CHRISTI TX	MN
NAVOPSPTCEN FORT WORTH TX	CE, UT (SHEPPARD AFB)
NAVOPSPTCEN GULFPORT MS	BU, SW, AG (KEESLER AFB)
NAVOPSPTCEN MERIDIAN MS	AZ, PS, RP, SH, SK, YN
NAVOPSPTCEN NORFOLK VA	IS, MA

NAVOPSPTCEN PENSACOLA FL	AD, AME, AM, AO, AS, PRAC, AE, AT, AV, CTT, CTM, CTN, CTR, IT
NAVOPSPTCEN PORT HUENEME CA	CM
RTC GREAT LAKES IL	HM, AECF, BM, CS, DC, EM, EN, GM, GSE, GSM, HT, MM, MMS, QM
NAVOPSTCEN SAN ANTONIO TX	MA (LACKLAND AFB)
NAVOPSTCEN SAN DIEGO CA	8404 (CAMP PENDELTON)
NAVOPSTCEN SPRINGFIELD MA	EA, EO (FORT LEONARDWOOD MO)
NAVOPSTCEN WILMINGTON NC	8404 (CAMP LEJEUNE NC)

b. **Transition Actions.** The following actions will be used to transition Sailors to the Drilling Reserve:

(1) **Liaison on Issues/Status.** NAT Regional Representatives/assistants will liaison with the

"A/C" School;

NRA;

NAVPERSCOM, Full Time Support Division (PERS-4012); and
Commander, Navy Reserve Forces Command (COMNAVRESFORCOM) (N11);

concerning issues that may arise with the Sailor's current status. They will also work closely with the "A/C" Schools coordinating the care of those Sailors who have been dropped from school due to academic, medical, or disciplinary reasons.

(2) **Designation/NEC System Entries.** NAT Regional Representatives/Assistants will coordinate with the "A/C" School and respective PERSUPPDET to ensure NAT Sailors that have graduated from "A/C" school have their rate designations/NECs entered into NSIPS/Standard Training Activity Support System (STASS) prior to departing for their assigned NRA.

(3) **Medical.** Provided the NAT enlistee has a valid physical examination and the accumulated IADT does not exceed 24 months from date of enlistment, no additional medical screening or physical examination for the purposes of release from ACUD and subsequent affiliation is required for transfer to the NRA. If total IADT time exceeds 24 months, or the Sailor is discharged prior to transfer to the NRA, the separating command shall ensure the member completes a physical screening prior to transfer/separation per MILPERSMAN 1900-808.

(4) **Travel and Leave.** Upon receipt of orders, members are authorized travel and leave entitlements per references (f) and (g). **Leave is not authorized en route to the NRA.** Sailors

will report directly to their designated NRA for release from ACDU and affiliation processing. Upon completion of NRA processing, member shall be placed on separation leave. If the member does not have enough leave to cover the entire processing period, the NRA has the authority to muster the member physically or via telephone until the active component loss transaction posts. Unused leave shall be sold back upon release from ACDU.

(5) **Welcome Aboard/Sponsorship.** Upon notification of the NAT Sailor's arrival, the NRA Sponsor Coordinator will provide the inbound Sailor with a welcome aboard package and sponsorship information.

(6) **Documentation and Processing Requirements.** The NRA shall submit all documentation required for release from ACDU to the servicing PERSUPPDET within 2 working days of the Sailor's arrival at the NRA. The member's service record shall **not** be forwarded to the PERSUPPDET. All required documentation shall be submitted via e-mail or via TOPS (Transaction on-line Processing System), if available, to PERSUPPDET. NRAs are authorized to **provide contract berthing for up to 2 days** for members living outside the local geographic area to complete separation processing.

(7) **ACDU Release/Gain Processing.** Within 10 working days of receipt of required documentation from the NRA, PERSUPPDET must process the Sailor's ACDU gain to the NRA (ACC 380) and the release from ACDU, even if the EAOS is beyond that time frame.

(8) **NSIPS-RC Entries.** The NRA will enter the 6-year SELRES drill obligation in NSIPS-RC with the **Mandatory Drill Code (MDC) 1** and **Military Obligation Designator (MOD) 5.**

11. **SELRES Participation.** Per reference (c), failure to meet satisfactory SELRES participation requirements will result in Administrative Separation processing. Sailors who fail to maintain satisfactory participation are subject to

- prorated recoupment of NAT incentive,
- punishment under the Uniform Code of Military Justice (UCMJ),
- administrative separation, and/or
- involuntary recall.

Administrative separation requests shall be forwarded to NAVPERSCOM, Reserve Enlisted Status Branch (PERS-913) for adjudication.

12. **ACDU Assignments.** Per reference (c), NAT enlistees may request voluntary recall to Navy Active Component after affiliation with a drilling unit. Requests will be considered subject to the needs of the Navy. All DD 368 (11-94), Request for Conditional Release, shall be submitted to NAVPERSCOM (PERS-913) for adjudication. If approved, NAT incentive eligibility will be terminated and any unearned portion of the incentive will be subject to recoupment.

13. **Tracking and Reporting of NAT Enlistments.** COMNAVRESFORCOM (N11) shall track NAT program personnel ensuring accountability by individual from IADT through completion of SELRES obligation. Tracking shall include training pipeline completion, affiliation, and retention.

14. **Adjudication Authority.** This article provides policy, defines process, and assigns accountability for the implementation of the Navy's NAT Program. The table below assigns adjudication authority to make determinations on matters as follows:

ACTION	AUTHORITY
Overall policy.	OPNAV (N13)
Recruiting issues, enlistment contracts, and initial orders to training pipeline.	NAVCRUITCOM
Order writing from "A/C" School to the NRA	NAVPERSCOM, Career Management Department (PERS-4)
SELRES policy/procedures.	Office of Chief of Navy Reserve (OCNR) N095/COMNAVRESFORCOM (N1C2)
Change in enlistment programs.	OPNAV (N13)/NAVCRUITCOM
Post accession reclassification.	BUPERS PMO (BUPERS 00C2)
Incentives/Tracking.	COMNAVRESFORCOM (N11)