Equipment Operator (EO)
EOCN - CBCM

July 2021

LaDR
NAVY LEARNING and DEVELOPMENT ROADMAP

Introducing

OARS
OCCUPATIONAL ADVANCEMENT REQUIREMENT STANDARDS

MyNAVYHR
Serving Sailors 24/7

United States Navy Ethos

We are the United States Navy, our Nation's sea power - ready guardians of peace, victorious in war.

We are professional Sailors and Civilians - a diverse and agile force exemplifying the highest standards of service to our Nation, at home and abroad, at sea and ashore.

Integrity is the foundation of our conduct; respect for others is fundamental to our character; decisive leadership is crucial to our success.

We are a team, disciplined and well-prepared, committed to mission accomplishment. We do not waver in our dedication and accountability to our Shipmates and families.

We are patriots, forged by the Navy's core values of Honor, Courage and Commitment. In times of war and peace, our actions reflect our proud heritage and tradition.

We defend our Nation and prevail in the face of adversity with strength, determination, and dignity.

We are the United States Navy.

The 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 the fair treatment of all.

Constructionman Recruit to Master Chief Roadmap

The educational roadmap below will assist Sailors in the Equipment Operator community through the process of pursuing professional development and advanced education using various military and civilian resources e.g. PQS program; JST Joint Service Transcript; E-Learning; Navy College Network; etc. Successful leadership is the key to military readiness and will always require a high degree of technical skill, professional knowledge, and intellectual development.

What is a Career Roadmap for Equipment Operator?

Equipment Operator roadmaps are just what the name implies - a roadmap through the Enlisted Learning and Development Continuum from Constructionman Recruit through Master Chief. The principal focus is to standardize a program Navy wide by featuring the existing skills necessary to be successful in the Navy. The ultimate goal of a roadmap is to produce a functional and competent Sailor.

What is the Enlisted Learning and Development Continuum?

Enlisted Learning and Development Continuum is the formal title given to the curriculum and process building on the foundation of Sailorization beginning in our Delayed Entry Program through Recruit Training Command and throughout your entire career. The continuum combines skill training, professional education, well-rounded assignments, and voluntary education. As you progress through your career, early-on skill training diminishes while professional military education gradually increases. Experience is the ever-present constant determining the rate at which a Sailor trades skill training for professional development.

Do Sailors have to follow the Roadmap?

Yes. The Equipment Operator roadmap includes the four areas encompassed by the Continuum in Professional Military Education to include; Navy Professional Military Education (NPME), Joint Professional Military Education (JPME), Leadership and Advanced Education.

Some training and education is mandatory (Recruit Training, EO “A” School at CSFE, DET Fort Leonard Wood, MO, E-Learning, etc.). Some may be directed by your chain of command (Microsoft Excel and PowerPoint courses), and the remainder is voluntary (MNP, E-Learning, college courses, etc.). Sailors are advised to seek out mentors, including your Command Master Chief, Senior Enlisted Advisor, Leading Chief Petty Officer, Leading Petty Officer and Command Career Counselor, and to make use of your Navy College Virtual Education Center (VEC) or OCONUS Education Office's vast resources. All are uniquely qualified to help you along the way.

Notes:

EO CAREER PATH
(SCW)

Equipment Operator (EO): EO construction skills performed include: Operating construction equipment, weight handling equipment (cranes), material handling equipment (forklifts), and heavy transportation vehicles. EOs perform horizontal construction (including asphalt paving), conduct quarry/blasting operations, concrete/asphalt batching operations, line haul operations and operate water well drilling equipment. EOs also read and interpret blueprints, prepare sketches for construction projects and make estimates of material, labor and equipment requirements. In addition to supporting the Naval Construction Forces, EOs are in high demand to provide support to Special Warfare and Explosive Ordnance Disposal Units. Combat skills performed include: Embarkation via airlift/sealift; Chemical, Biological, and Radiological (CBR) response including individual and unit protection and decontamination; coordinating disaster recovery teams (DRT), Pier Damage Repair (PDR) and Airfield Damage Repair (ADR) teams; performing camp security (e.g. guard duty, obstacle construction, observation posts and patrols for squad/platoon sized elements, convoys with various numbers of troops and Civil Engineering Support Equipment (CESE), and communications set up). Individuals obtain small arms qualifications, advanced first aid training and crew served weapons qualifications.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	CBCM	21.2 Yrs	CSEL	36	4th Shore Tour Billet: SEL, Program/Training Manager, NECC FORCE MDV Duty: Staff, NCG, NCR, NSW Support, DEVGRU, CBMU, EXWC, UCT
22-26	CBCM EOCS EOC	21.2 Yrs 18 14	CSEL CMDCM, Naval Academy CSEL/Company Chief	36	4th Sea Tour Billet: SEL, NMCB Company/Branch/OPS/ Training Chief, NCG MDV, NSW Transportation, J4 SEA, Operations/Training/ Logistics Planner. Duty: NMCB, NSW, UCT, NAVFAC, EXWC (MUSE)
19-22	CBCM EOCS EOC EO1	21.2 Yrs 18 14 10	SEL, Camp David, Equal Opportunity Advisor, RDC, Recruiter, SARP, SEA	36	3rd Shore Tour Billet: SEL, Company OPS Chief (A3), Division SEL, Course Manager, RSS, Deputy Program Manager, Training/Ops Chief, Instructor. Duty: NECC, CBMU, UCT, NCG, NMCB (RC), NCTC, NAVFAC, EXWC, CSFE, NSW
15-19	EOCS EOC EO1	18 Yrs 14 10		42	3rd Sea Tour Billet: Project Manager/Chief, Platoon CDR, Branch/Company/Ops Chief, Embark Chief, Detail OIC/AOIC, Water Well, Lead Blaster, NSW Transportation, J4 SEA, Operations Training/Logistics Planner, Trans/Crane/Mineral Products Sup., License Examiner, QC, Safety. LPO, RSO, Air Diving Supervisor Duty: NMCB, ACB, UCT, DEVGRU, NSW, NCHB, EXWC (MUSE)

Revised: March 2021

EO CAREER PATH
(SCW)

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
12-15	EOC EO1 EO2	14 Yrs 10 5	LDO, OCS, CECP, Brig Duty, Camp David, Equal Opportunity Advisor, RDC, Recruiter, SARP, SERE Instructor, USS CONSTITUTION. SECNAV Tours with Industry (SNTWI),	36	2nd Shore Tour Billet: LPO, Crew/Squad Leader, Instructor, Recruit Division Commander, Recruiter, Presidential Duty, Isolated Duty, Quality Control, Project Sup, QC, Safety. Duty: RTC, CBMU, NCG, NCR, NAVFAC, NCTC, EXWC, UCT, NSW Support, Camp David, NAVELSG
8-12	EO1 EO2	10 Yrs 5	LDO, OCS, CECP Tinker AFB, SECNAV Tours with Industry (SNTWI),	60	2nd Sea Tour Billet: LPO, Crew Leader/Project Sup, Instructor, Transportation Supervisor Yard Boss, Operations LPO, Platoon LPO, P&E, NSW Support, Crane Supervisor, Water Well, Blaster, Embark, License Examiner, Dispatcher, Collateral Custodian, Work Center Supervisor. Duty: NMCB, ACB, NSW Support, EOD, CRG, UCT, SBT, DEVGRU, NCHB
5-8	EO2 EO3	5 Yrs 3	STA 21, OCS, CECP, Brig Duty, Camp David, RTC, Recruiting Duty, DEVGRU, MUSE,LOGSU, UCT, SECNAV Tours with Industry (SNTWI),	36	1st Shore Tour Billet: Instructor, Recruit Division Commander, Recruiter, Crew Leader, Crane Crew, Dispatcher, Collateral Custodian FTL, SQD LDR. Duty: RTC, CBMU, NCG, EXWC, PWD, NSW, EOD, MDSU, NCHB, CSFE FLW Instructor Duty, NCTC, UCT
1-5	EO2 EO3	5 Yrs 3	Naval Academy, NROTC, STA-21 NSU,UCT	52	1st Sea Tour Billet: Basic trades. Crew Leader, Crane Crew, Dispatcher, Collateral Custodian, FTL, SQD LDR Duty: NMCB, NAVFAC, ACB, NCHB. Qualification: SCWS, EXW
1+/-	EOCN EOCA Accession training	9 months	Ceremonial Guard USS Arizona USS Constitution		Recruit Training, "A" School, and ECS (NEC 804G) if initial billet is NECC

Notes:

1. **OCCUPATION FIELD 7 (OF-7) RATING**: Ratings in which primary technical focus is construction industry. "A" School is a requirement for all OF-7 ratings.

Revised: March 2021

2. **E8 and E9 SEABEE RATINGS:** Three of the seven Seabee ratings compress to one rating at the E8 level. All of the Seabee rates then merge at the E9 level. All E8 Seabee ratings should be equally considered for advancement to E9 regardless of NEC or Special Program.

a. CUCS - BU/SW/EA

b. CBCM – CE/CM/CU/EO/UT

3. **WARFARE QUALIFICATIONS:**

a. **SEABEE COMBAT WARFARE (SCW)** specialist warfare designation was established in 1992. Qualifying units are Naval Mobile Construction Battalions (NMCBs), the Amphibious Construction Battalion (ACB), Construction Battalion Maintenance Units (CBMUs) and Underwater Construction Teams (UCTs).

b. **EXPEDITIONARY WARFARE (EXW)** specialist warfare designation was established in 2006. Qualifying units are Naval Mobile Construction Battalions (NMCBs), the Navy Cargo Handling Battalion (NCHB), Logistical and Support Unit (LOGSUPPUs), Explosive Ordnance Disposal Expeditionary Support Unit (EODSU), Coastal Riverine Squadron (CORIVRONs), Naval Construction Regiments (NCRs) and Underwater Construction Teams (UCTs).

4. **TRAINING:** Important to remember that majority of "C" School NECs are dropped once an individual is advanced to E7. NECs held (excluding voluntary progression within the Mobile Utilities Support Equipment (MUSE) and Underwater Construction Team (UCT) diver series) are not indicative of career motivation.

5. **TYPICAL ASSIGNMENTS (NOT by order of precedence):**

a. **OVERSEAS CONTINGENCY INDIVIDUAL ASSIGNMENTS:** Unaccompanied billets lasting from 6 to 18 months located in Afghanistan, Djibouti, and various other locations. These billets are sea duty and offer advantages towards advancement.

b**. NAVAL SPECIAL WARFARE:** NSW communities are in need of Seabees which can perform independently with little supervision. These units have sea and shore duty components. The mission is to provide support for teams CONUS and OCONUS. A security clearance is needed for these billets. DEVGRU is a CNO Priority One MAJCOM that develops NSW Tactics, Techniques, Procedures and equipment and supports a classified National mission. All members require command screening and a TS Clearance and can earn Combat Support (CS) and Combat Service Support (CSS) NEC's. JSOC Ops Chief requires command screening. Those assigned to NSW outside of DEVGRU provide CSS functions and are selected to fill LPO at Sea/Shore, OPS Chief, Training Chief, Safety Chief, Embark Chief, and Senior Enlisted Advisor positions, and earn the CSS NEC. Commanding Officer screened and challenging career milestone positions within the Naval Special Warfare include the Unit or Area Operations Chief, Engineering Department LCPO, Deployed SEAL Team SEA and Deployed SEAL Team Engineering LPO.

c. **NAVAL CONSTRUCTION REGIMENT (NCR):** This challenging shore duty conducts tactical and operational level planning, maintain major contingency response capability, and exercise operational command and control of assigned engineering and expeditionary forces across the full range of military operations. Commanding Officer screened and challenging career milestone positions within the Naval Construction Regiments include the Unit or Area Operations Chief, Logistics Department LCPO, CESE and TOA Manager.

d. **NAVAL CONSTRUCTION GROUP (NCG):** "Train, Equip, Deploy, and Employ" - Naval Construction Groups prepare Naval Construction Force (NCF) units to conduct expeditionary and deliberate construction in support of Combatant Commanders, Navy Component Commanders and warfighter requirements. NCGs do this through combat and construction training, equipment and maintenance training, and logistical and mobilization support of our subordinate units. Challenging career milestone positions within the Naval Construction Groups include Operations Chief, Training Chief, Master Scheduler, Logistics LCPO, and Weapons and Tactics LCPO.

e. **NAVAL MOBILE CONSTRUCTION BATTALIONS (NMCBs):** This arduous, demanding sea duty is the pillar of the Naval Construction Force. While current rotation varies, typical homeport period is 12 months followed by 6 month deployment. NMCB's are home ported in Port Hueneme, CA and Gulfport, MS. Commanding Officer screened and challenging career milestone positions within the Naval Mobile Construction Battalions include the Operations Chief (S3C), Training Chief (S7C), Maintenance Supervisor (A4), and NMCB Air Detachment LCPO.

f. **AMPHIBIOUS CONSTRUCTION BATTALIONS (ACBs):** Provides ship-to-shore transport of combat cargo (fuel, water, materials, and equipment) by means of causeway ferry operations in support of USMC and joint combat missions, peacetime forward littoral presence operations, and humanitarian assistance/disaster recovery operations. ACBs construct elevated and floating causeway piers, install ship-to-shore fueling systems, erect and operate support camps, execute defensive combat operations, deploy standing disaster recovery teams in support of domestic and foreign natural disasters and perform intermediate and depot level maintenance on organic equipment. Deployments are numerous and generally short-term. Each ACB has a sea and shore component. Currently, ACBs are home ported in San Diego, CA and Little Creek, VA.

g. **NAVAL CARGO HANDLING BATTALIONS (NCHBs):** Navy Cargo Handling Battalion (NCHB) is a vital enabler of Maritime Prepositioning Forces (MPF), Joint Logistics Over the Shore (JLOTS) operations, and maritime forces ashore providing expeditionary cargo handling services for surface, air, terminal operations, tactical fueling, and ordnance handling/reporting in support of worldwide Naval, Joint, interagency, and combined forces/organization. Deployments are numerous and short-term and are located on every continent. Seabees assigned to NCHB perform camp maintenance, perimeter defense, embarkation, convoy support, and lead cargo operations in rapidly deployable platoon size elements. The only active duty NCHB is homeported in Williamsburg, VA.

h. C**ONSTRUCTION BATTALION MAINTENANCE UNIT (CBMU):** Primary mission during major combat operations is to provide minor camp construction and base operating support for Navy Expeditionary Force higher headquarter command elements and Expeditionary Medical Facilities, and to provide embarkation support to Naval Construction Force movement control centers. Secondary mission: Provide humanitarian assistance/disaster relief support to various Navy Regional Commanders when executing defense support of Civil Authority.

i. **NAVAL SUPPORT UNIT STATE DEPARTMENT (NSU):** Provides the Department of State (DOS) with specialized skills in construction, maintenance, and the installation/repair of technical and physical security systems essential to DOS Diplomatic Security (DS), Counter-Intelligence, and Counter-Measures programs worldwide. Must be able to obtain a TS/SCI clearance.

j. **UNDERWATER CONSTRUCTION TEAMS (UCTs):** Provide construction, inspection, and repair of ocean facilities such as wharves, piers, underwater pipelines, moorings, boat ramps, etc. Seabees divers are capable of diving to 190 feet utilizing SCUBA or Surface Supplied Diving Systems to perform underwater construction. The UCT community consists of Seabee Divers with the majority of technicians being stationed at the Underwater Construction Teams which are located in Little Creek, VA and Port Hueneme, CA. Each UCT has a sea and shore component in a perpetual sustainment OFRP that causes a very high OPTEMPO on both sea and shore duty This type duty offers challenging small unit leadership opportunity. Other duty stations include NECC, NCG, NDSTC, EXWC, SPAWAR, and Experimental Diving Unit (EDU). **SEABEE UCT NECs**: To reach the pinnacle of the Seabee UCTs Enlisted Diver community, service members must attain increasing levels of knowledge and responsibility through the three tiered NEC series:

I. B17A - UCT Basic Diver (Apprentice Skill set)
   a. Considerations for promotion from E6 to E7
      i. No special considerations for promotion from E6 to E7
      ii. Consider as a junior enlisted skill level
      iii. Non-Diversity of assignment should not be a detractor
      iv. Back to back shore duty is not career enhancing

II. B16A - UCT Advanced Diver (Journeyman Skill set)
   a. Considerations for promotion from E6 to E7

i. Special consideration for advancement should be given to those who are qualified as Air Diving Supervisor and Demolition Range Safety Officer
ii. Limited Collateral Duties or community service should not be a detractor due to members having very high OPTEMPO
iii. Should have served as a LPO
iv. Personnel assigned to NCG or NDSTC instructor billets (NEC 805A) and Navy Military Trainer (NMT) qualifications are carefully screened and selected to that assignment. Seabee's selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the Naval Construction Force.
v. Back to back shore duty is not career enhancing

b. Considerations for promotion from E7 to E8
i. Should have served as Construction Dive Detachment LCPO
ii. Should have 36 months dive duty as a B16A NEC holder
iii. Limited Collateral Duties or community service should not be a detractor due to members having very high OPTEMPO
iv. Back to back shore duty is not career enhancing

III. B18A - UCT Master Diver (Master Skill set)
a. Considerations for promotion from E8 to E9
i. Should have B18A NEC
b. Commanding Officer screened and challenging career milestone positions within the UCT community include the Operations Chief, NCG Master Diver, Command Master Diver and NDSTC Master Diver
c. Limited Collateral Duties or community service should not be a detractor due to members having very high OPTEMPO

k. **MOBILE UTILITIES SUPPORT EQUIPMENT (MUSE):** Provides specialized, easily transportable electrical equipment for temporary support of utility and critical power systems, as well as, highly skilled Seabee technicians to provide technical assistance and training. MUSE includes generation, transformation, and distribution to meet emergency and unforeseen utility shortfalls. The Department of the Navy (DON) will provide MUSE to meet the requirements of federal and non-federal activities to serve in five core mission areas: Cold Iron Support, Facility Support, Contingency Response, Expeditionary Support, and as directed from higher. MUSE is located at Naval Base Ventura County, Port Hueneme, CA and consists of sea and shore component. MUSE program does not have OPCON or ADCON to B03A technicians assigned to satellite billets, NCTAMS, NCTS, PWD. These considerations are specific to MUSE Technicians serving in one of the two MUSE Program NAVFAC EXWC, Port Hueneme, CA billets. **SEABEE MUSE NEC:** MUSE Seabees are designated by NEC B03A and developed through the achievement of three specialty job qualification requirements, MUSE TECHNICIAN (MT), SENIOR MUSE TECHNICIAN (SMT), and MASTER MUSE TECHNICIAN (MMT):

I. MUSE technician (MT)
a. No special considerations for promotion from E6 to E7
i. Consider as a junior enlisted skill level
ii. Non-diversity of assignments should not be a detractor
iii. Back to back shore duty should not be a detractor

II. Senior MUSE Technician (SMT) Time in program matters. Senior MUSE Technician qualification expected after 3-5 years in program.
a. Considerations for promotion from E6 to E7
i. Prospective E7 Senior MUSE Technician (by order of precedence):
1. Should have served as Branch Leading Petty Officer (LPO)
2. Should have served as Detachment Officer in Charge (Det OIC)
ii. Short tour to support a MUSE satellite billet or billet outside MUSE Port Hueneme, CA should not be a detractor
iii. Limited Collateral Duties or community service should not be a detractor if member has high OPTEMPO

iv. Non-diversity of assignments should not be a detractor
v. Back to back shore duty should not be a detractor

III. Master MUSE Technician (MMT)

a. Considerations for promotion from E7 to E8
i. Prospective E8 Master MUSE Technician (by order of precedence):
1. Should have served as Branch Leading Chief Petty Officer (LCPO)
2. Should have completed IA assignment
ii. Short tour to support a MUSE satellite billet or billet outside MUSE Port Hueneme, CA should not be a detractor
iii. Non-diversity of assignments should not be a detractor
iv. Back to back shore duty should not be a detractor

b. Considerations for promotion from E8 to E9
i. Prospective E9 Master MUSE Technician (by order of precedence):
1. Should have served as a Program Manager
2. Should have served as Deputy Program Manager or Division LCPO
ii. Short tour to support a MUSE satellite billet or billet outside MUSE Port Hueneme, CA should not be a detractor
iii. Non-diversity of assignments should not be a detractor
iv. Back to back shore duty should not be a detractor

l. **MyNAVYHR (Formerly MANPOWER, PERSONNEL, TRAINING AND EDUCATION (MPTE)):** Responsible for "cradle-to-grave" monitoring, management and readiness of the health and welfare of the Seabees. Command screened and challenging career milestone positions include the Seabee Enlisted Community Tech Ad, Detailers, Placement Coordinators, Rating Specialists and Manpower Analyst.

m. **PRESIDENTIAL RETREAT, CAMP DAVID/ WHITE HOUSE DUTY:** These jobs are high visibility slated jobs that require command screening and must be able to obtain a YW clearance. The mission of the Presidential Retreat, Camp David is to provide a secure, safe, and uniquely private location for the President, First Family, and invited guests to work or relax. Personnel selected for this challenging, yet rewarding duty assignment must be the top performers within their respective rating who possess the highest standards of personal character, integrity, and commitment to mission accomplishment. Applications for this assignment require a three year service commitment and should begin the application process 15-18 months prior to their PRD.

n. **RECRUITING / RECRUIT DIVISION COMMANDER / INSTRUCTOR:** These billets are challenging leadership positions associated with the process of "Sailorization". These challenging shore assignments offer huge advantages towards advancement. Must be SCW qualified and have a history of sustained superior performance to qualify for these billets. Jobs are command screened.

o. **SECRETARY OF THE NAVY TOURS WITH INDUSTRY (SNTWI):** These tours offer the service member a chance to learn from and with leading industry, partners to better improve leadership, management, and communications skills. The tour will provide valuable perspective to civilian business world about the Navy and in turn provide the service member with a unique look at civilian best practices.

p. **PUBLIC WORKS DEPARTMENT;**: Vital to the Navy's shore operations, PWDs are the frontlines of the Naval Facilities Engineering Command. The Installation Commanding Officer relies on the Public Works Department to maintain existing infrastructure and roads, provide electricity, water, and sanitation services. OCONUS Fleet Headquarters and Aegis Ashore Ballistic Missile Defense locations are high visibility and high OPTEMPO. Challenging career milestone positions include: Senior Enlisted Leader, Production Division Director, Transportation Branch Head, Facilities Management and Sustainment Branch Head, and Requirements Branch Head.

CONSIDERATIONS FOR ADVANCEMENT FROM E6 TO E7

- E7 (Typical) - Experience in all primary Seabee assignments (Operations Sup, Transportation. Sup, Crane Sup, Project Manager, Facilities Manager, and Special Programs). Warfare qualification: Seabee Combat Warfare (SCW) and/or Expeditionary Warfare (EXW) or other (if have not been assigned to SCW qualifying unit). Advanced Training: Navy Enlisted Classifications (NECs) specifically EO Advance, Water Well, Blaster and/or Crane Operator, Asphalt Batching & Paving Operations, Primary Professional Military Education, College Credits, Master Training Specialist.

  I. Sustained superior performance
  II. Documented leadership, highlighting impacts on commands' missions and Sailors' careers
  III. Should have demonstrated advanced knowledge of Expeditionary/Contingency Construction and Warfare
  IV. Must have requalified on primary Warfare (if assigned to a qualifying command)
  V. Should be Subject Matter Expert in Planning & Estimating and specifically in Horizontal Construction
  VI. Should have demonstrated advanced knowledge in Transportation/ Heavy Equipment Operations/ Cranes/ Water Well/ Blasting and Quarry Operations/Asphalt Batching & Paving/ Embark/ Licensing
  VII. Should have demonstrated advanced knowledge of Construction Management
  VIII. Should be Subject Matter Expert for Tool Use, Maintenance and Safety Procedures
  IX. Should have demonstrated advance knowledge on Project Management
  X. Should have demonstrated ability to manage Safety and Quality Control Program
  XI. Did not have gaps in eval continuity

  - Sea Assignments
    i. Should have served as Asst Platoon Chief, LPO or Right Guide, Assistant LPO, Project Supervisor, Det Ops, Quality Control, Safety, Crane Crew Supervisor, Transportation Supervisor, Licensee examiner
    ii. Should have Command Collateral or assisted (ie: ACFL, ACMEO, ADAPA) with quantifiable & impactful results
    iii. Should have actively demonstrated leadership among peers and subordinates
  - Shore Assignments
    i. Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, NPC, or OF-7 (Seabee) "A" School or Advanced School instructors (with 805A NEC or Navy Military Trainer (NMT) qualification) are carefully screened and selected for those assignments. Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the OF-7 (Seabee) community.
    ii. Personnel Assigned to RDC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment
    iii. Personnel assigned to OCONUS hard fill and/or independent duty should be viewed as a challenging assignment that is valued by the OF-7 (Seabee) community

CONSIDERATIONS FOR ADVANCEMENT FROM E7 TO E8

- E8 (Typical) - Experience of increased responsibility and complexity in primary Seabee responsibility assignments (Project Manager, Facilities Manager, Special Programs). Advanced Training: Senior Enlisted Academy, JPME, and Associate's Degree Project Management Professional Certification (PMP Cert).

  I. Preceding E7 criteria
  II. Sustained superior performance
  III. Should have demonstrated the ability to lead Sailors and Develop Junior Officers
  IV. Must have requalified on primary Warfare (if assigned to a qualifying command)
  V. Warfare devices in addition to Seabee Combat Warfare Qualified (if applicable)

VI. Involvement in committees or boards that help in development of Sailors in the command
VII. Should have demonstrated the ability to develop and lead CPOs
VIII. Did not have gaps in eval continuity

- Sea Assignments
  i. Should be qualified CDO
  ii. Should have served as Dept LCPO, Detail SEL/AOIC, Dept CPO, 3MC, A3
  iii. Should have had Command Collateral with quantifiable & impactful results.

- Shore Assignments:
  i. Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, NPC, or OF-7 (Seabee) "A" School or Advanced School instructors (with 805A NEC or Navy Military Trainer (NMT) qualification) are carefully screened and selected for those assignments. Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the OF-7 (Seabee) community.
  ii. Should have had Command Collateral with quantifiable & impactful results

CONSIDERATIONS FOR ADVANCEMENT FROM E8 TO E9

- E9 (Typical) - Proven ability to lead and direct people and organizations in tough, highly visible and challenging environments. Superior performance as Senior Enlisted Advisor/Leader (FEC/Expeditionary/Navy/Joint). Advanced Training: Senior Enlisted Academy, JPME, Bachelor's Degree. Project Management Professional Certification (PMP Cert)

I. Preceding E8 criteria
II. Sustained superior performance broken out amongst their peers
III. Must have requalified on primary Warfare (if assigned to a qualifying command)
IV. Should have demonstrated the ability to lead Chiefs and develop Officers
V. Should have served as an Expeditionary Operations, Training Chief, Company Chief or equivalent (NMCB/NCR/NCG/CTF/NECC,NSW)
VI. Documented ever increasing CHALLENGING leadership roles, results of leadership on commands mission and sailors. Excelling at multiple commands, didn't stay in comfort zone
VII. Mentorship and professional development of Junior Sailors, Chiefs and Officers
VIII. Earning additional special qualifications when available
IX. Mess/CPOA association involvement, leadership roles
X. CPO Initiation Committee lead or major role
XI. Did not have gaps in eval continuity.

- Sea Assignments
  i. Should have had Command Collateral with quantifiable & impactful results
  ii. Should have served as a Company/Division Chief, Command SEL/LCPO, OIC, SEA, S3C, S7C
- Shore Assignments
  i. Personnel assigned to TYCOM (NECC) or SYSCOM (NAVFAC) staff, NPC, or OF-7 (Seabee) "A" School or Advanced School instructors (with 805A NEC or Navy Military Trainer (NMT) qualification) are carefully screened and selected for those assignments. Sailors selected to serve on one of these staffs are considered to be at the top of operational expertise and are highly valued by the OF-7 (Seabee) community.
  ii. Should have had Command Collateral with quantifiable & impactful results

6. **ACRONYMS:**

ACFL (Assistant Command Fitness Leader)
AFRH (Armed Forces Retirement Home)
CART (Command Assessment of Readiness and Training)
CBMU (Construction Battalion Maintenance Unit)
CECOS (Civil Engineer Corps Officers School)
CFL (Command Fitness Leader)
CMEO (Command Managed Equal Opportunity)
CORIVGRU (Commander Riverine Group)
CRG (Coastal Riverine Group)
CRF (Coastal Riverine Force)
CSEL (Command Senior Enlisted Leader)
CSFE (Center for Seabees and Facilities Engineering)
CSSD (Combat Service Support Detachment)
DAPA (Drug and Alcohol Program Advisor)
DEVGRU (Naval Special Warfare Development Group)
ECM (Enlisted Community Manager)
ECS (Expeditionary Combat Skills)
EODSU (Explosive Ordnance Disposal Support Unit)
EURAFSWA (Navy Region Europe, Africa, Southwest Asia)
EXW (Expeditionary Warfare)
EXWC (Engineering and Expeditionary Warfare Command)
LCPO (Leading Chief Petty Officer)
LPO (Leading Petty Officer)
MTS (Master Training Specialist)
MUSE (Mobile Utilities Support Equipment)
NAVELSG (Navy Expeditionary Logistics Support Group)
NAVFAC (Naval Facilities Engineering Command)
NCG (Naval Construction Group)
NCR (Naval Construction Regiment)
NCTC (Naval Construction Training Center)
NDSTC (Naval Diving and Salvage Training Center)
NEC (Navy Enlisted Classification)
NECC (Navy Expeditionary Combat Command)
NMCB (Naval Mobile Construction Battalion)
NSW (Naval Special Warfare)
OCONUS (Outside Continental United States)
OSA (Over Seas Assignment)
PME (Primary Military Education)
PWD (Public Works Department)
SARP (Substance Abuse Rehabilitation Program)
SCWS (Seabee Combat Warfare Specialist)
SEA (Senior Enlisted Advisor)
SEL (Senior Enlisted Leader)
SEJPME (Senior Enlisted Joint Primary Military Education)
SOY (Sailor of the Year)
SPAWAR (Space and Naval Warfare Systems Command)
SPECWAR (Special Warfare)
TYCOM (Type Commander)
UCT (Underwater Construction Team)

EO CAREER PATH
SELECTED RESERVE (SELRES)

Equipment Operator (EO): Construction skills performed include: Operating construction equipment, weight handling equipment (cranes), material handling equipment (forklifts), and heavy transportation vehicles. Equipment Operators perform horizontal construction (including asphalt paving), conduct quarry/blasting operations, line haul operations and operate water well drilling equipment. Equipment Operators also read and interpret blueprints, prepare sketches for construction projects and make estimates of material, labor and equipment requirements. In addition to supporting the Naval Construction Forces, Equipment Operators are in high demand to provide support to Special Warfare and Explosive Ordnance Disposal Units. Combat skills performed include: Embarkation via airlift/sealift; Chemical, biological, radiological, nuclear (CBRN) response including individual and unit protection and decontamination; coordinating disaster recovery teams (DRT) and airfield damage repair (ADR) teams; performing camp security (e.g. guard duty, obstacle construction, observation posts and patrols for squad/platoon sized elements, convoys with various numbers of troops and Civil Engineering Support Equipment (CESE), and communications set up). Individuals obtain small arms qualifications, advanced first aid training and crew served weapons qualifications.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
29-30	EQCM	22.8 Yrs	CMDCM, SEL	N/A	Billet: CMDCM, SEL, A6A Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
26-29	EQCM EOCS	22.8 Yrs 19.2	CMDCM, SEL, Company Chief	N/A	Billet: CMDCM, SEL, A6A, Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
22-26	EQCM EOCS EOC	22.8 Yrs 19.2 14.7		N/A	Billet: CMDCM, SEL, A6A, A5 Duty: NECC, Staff, NCG, NSW LOGSUPPU, NFELC, CBMU, NCBH, ACB
19-22	EOCS EOC EO1	19.2 Yrs 14.7 10	LDO, OCS, MECP, SEL, Command Equal Opportunity Advisor, DAPA	N/A	Billet: Transportation Chief, AOIC, SEL Duty: NECC, Regiment, CBMU, UCT, NCG, NMCB
15-19	EOC EO1	14.7 Yrs 10		N/A	Billet: Project Manager, Platoon CDR, Company Ops Chief, AOIC Duty: NMCB, ACB, UCT, NSW LOGSUPPU
12-15	EO1 EO2	10 Yrs 5.8	LDO, OCS, MECP, Command Equal Opportunity Advisor	N/A	Billet: LPO, Crew Leader, Squad Leader Duty: CBMU, CBC, NCR, PWD, UCT, NSW Support

Revised: July 2019

EO CAREER PATH
SELECTED RESERVE (SELRES)

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
8-12	EO1 EO2	10 Yrs 5.8	LDO, OCS, MECP, STA21	N/A	Billet: LPO, Crew Leader, Instructor, Training PO, Quality Control, Safety, NSW Support Duty: NMCB, ACB, NSW LOGSUPPU, UCT, SBT Qualification: Key Billet Training/Advanced NEC
5-8	EO2 EO3	5.8 Yrs 1.3	STA 21, OCS, MECP	N/A	Billet: Alfa Company Duty: NMCB, CBMU, ACB, CBMU, NCHB
1-5	EO2 EO3	5.8 Yrs 1.3	Naval Academy, NROTC, STA-21	N/A	Billet: Basic trades. Duty: NMCB, CBMU, PWD Qualification: SCWS/EXW
1+/-	EOCN EOCA Accession training	9 months			Recruit Training, "A" School, and ECS (NEC 90CS) if initial billet is NECC

Notes:

1. "A" school is required for this rating.

2. This is a compression rating.

3. ***E8 and E9 SEABEE RATINGS:*** Three of the seven Seabee ratings compress to one rating at the E8 level. The remaining four compress at the E9 level.
   a. CUCM – CUCS – BU/SW/EA
   b. EQCM – CM/EO
   c. UCCM – CE/UT

4. ***SEABEE NECs:***
   NECs earned during active duty may be retained, but not guaranteed. Any NEC may be challenged/earned based upon civilian occupation and training documentation. NECs held are not indicative of career motivation.

5. ***TRAINING:*** It is important to remember that the majority of "C" Schools are dependent on reserve training funds and schoolhouse seat availability.

6. ***OCCUPATION FIELD 7 (OF-7) RATING:*** Ratings in which primary technical focus is construction.

7. ***WARFARE QUALIFICATION:*** The Seabee Combat Warfare (SCW) specialist warfare qualification designation was established in 1992. Qualifying units are a Naval Mobile Construction Battalion, (NMCBs), the Amphibious Construction Battalion (ACB), and the two Underwater Construction Teams (UCTs). The Expeditionary Warfare Specialist (EXW) warfare qualification designation was established in 2006. Qualifying commands are Coastal Riverine Groups/Squadrons, Navy Expeditionary Logistics units (includes Navy Cargo Handling Battalions and Navy Expeditionary Logistic Regiments.

8. ***CHALLENGING ASSIGNMENTS:***

a. ***OVERSEAS CONTINGENCY SUPPORT ASSIGNMENTS:*** Unaccompanied billets lasting from 6 to 11 months located in Afghanistan, Djibouti, Bahrain, Qatar, and various other locations. These billets are offer advantages towards advancement.

b. ***SPECWAR/SPECOPS:*** More billets supporting these specific units have been created. The SPECWAR and SPECOPS communities are in need of Seabees, especially the NOS H120 (CM) and NOS H150 (EO) ratings. The mission is to provide support for teams CONUS and OCONUS. A security clearance is needed for these billets.

c. ***NAVAL MOBILE CONSTRUCTION BATTALIONS (NMCBs):*** This is the bread & butter of the Naval Construction Force. The current rotation varies and depends on the threat level and required mission capabilities. This type duty offers better leadership opportunities. Reserve NMCB's are based in Port Hueneme, CA and Gulfport, MS.

d. ***CONSTRUCTION BATTALION MAINTENANCE UNIT (CBMU):*** Take over the maintenance of bases on which major construction had been completed. CBMU's provide public works support at Naval Support Activities, Forward Operating Bases, and Fleet Hospital/Expeditionary Medical Facilities during wartime or contingency operations. They also provide disaster recovery support to Naval Regional Commanders in CONUS. Units are located in Port Hueneme, CA and Gulfport, MS.

e. ***AMPHIBIOUS CONSTRUCTION BATTALIONS (ACBs):*** Provides ship to shore transportation of fuel, materials, and equipment by means of barge ferry operations. ACBs construct elevated and floating causeway piers, install ship to shore fueling systems, erect medium-size portage-support camps, and provide camp support, perimeter defense, and construction support. Deployments are numerous and short-term. Each ACB has a sea and shore component. Currently, ACBs are home ported in San Diego, CA and Little Creek, VA.

Considerations for advancement from E6 to E7

9. E7 Selection Board. Most Fully Qualified EO1s for promotion to EOC demonstrate the following:
   - Sustained superior performance broke out among their peers.
   - Documented leadership, results of leadership on commands mission and Sailors.
   - SCW qualified a must if assigned to qualifying unit.
   - In rate knowledge, earned advance EO NEC and/or other EO, NCF related NECs if possible. Safety or Quality Control programs.
   - Sailor 360 involvement, facilitator, leadership roles.
   - FCPO association involvement, leadership roles a plus.
   - JPPME, PPME. Formal and professional education.
   - Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results.
   - Did not have gaps in eval continuity.

Considerations for advancement from E7 to E8

10. E8 Selection Board. Most Fully Qualified EOCs for promotion to EOCS demonstrate the following:
    - Sustained superior performance broke out among their peers.
    - Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors. Excelling at multiple commands, didn't stay in comfort zone.
    - Earning special qualifications when available.
    - In rate knowledge, earned advance EO NEC and/or other EO, NCF related NECs if possible. Safety or Quality Control programs.
    - Sailor 360 involvement, facilitator, leadership roles.
    - Mess/CPOA association involvement, leadership roles a plus.
    - Mentorship and professional development of Sailors. Told what they did, how they did it, and showed

results.
- JPPME, PPME, SEA, Formal and professional education.
- Serving as a Company Operations or Training Chief or equivalent.
- CMEO, Career Counselor or special program leader.
- Did not have gaps in eval continuity.

Considerations for advancement from E8 to E9

11. E9 Selection Board. Most Fully Qualified EOCSs for promotion to EQCM demonstrate the following:
- Sustained superior performance broke out among their peer.
- Documented ever increasing CHALLENGING leadership roles, results of leadership on commands mission and Sailors. Excelling at multiple commands, didn't stay in comfort zone.
- Earning additional special qualifications when available.
- Sailor 360 involvement, facilitator, leadership roles.
- Mess/CPOA association involvement, leadership roles.
- Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results.
- JPPME, PPME, graduate of SEA, formal and professional education.
- Serving as NMCB/NCR Operations or Training Chief or Company Chief or equivalent.
- CMEO, Career Counselor or special program leader.
- Involvement in committees or boards that help in development of Sailors and/or your community.
- Did not have gaps in eval continuity.

Equipment Operator
Occupational Advancement Requirement Standards (OARS) to E4
NAVEDTRA 44037

NAME:

These Occupational Advancement Requirement Standards (OARS) may be used to validate minimum competencies for performing various rating-specific tasks in paygrade E4 in this rating. OARS is based on the Personnel Advancement Requirements (PARS) that were in place prior to 2000 and encompass the Occupational Standards (OCCSTDs) for the rating/paygrade.

Generally, each OARS task area encompasses one or more occupational standards on the same or similar subjects and is written in on-the-job rating language. Completion indicates the candidate can perform the tasks. If circumstances exist that limits a Sailor's ability to effectively demonstrate any OARS task element due to equipment configuration, mission, or operational status, a command may deem a physical demonstration portion not mandatory. However, commanding officers (CO) must be satisfied that the individual possesses the necessary knowledge, skills, and abilities (KSAs) and can properly demonstrate any OARS task at the E4 paygrade, at the current command or other future commands before final signature.

OARS is not designed to replace other qualification programs such as Personnel Qualification Standards (PQS). OARS items that duplicate "sign off" items in these types of programs can be signed off if they have already been signed off under any of these types of programs. OARS is noncompetitive and no relative or absolute mark is assigned.

CONSTRUCTION MANAGEMENT

Task Objective	** Supv Init	Date
Develop construction estimates		
Develop construction project sketches and diagrams		
Inventory project tools and materials		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
Any person who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.
(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

EARTHWORK

Task Objective	** Supv Init	Date
Compact earthwork materials		
Compute earthwork mathematical equations (e.g. elevations, grade stakes, material volumes)		
Conduct site and elevation surveys		
Distribute water (i.e. water wagon, water tanker, water truck)		
Establish finished grade		
Establish rough grade		
Excavate ditch		
Excavate materials		
Excavate trench		
Load soil and earth materials		
Prepare construction site (i.e. clearing, grubbing, stripping and pioneering)		
Transport soil and earth materials		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
Any person who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.
(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

MATERIAL HANDLING EQUIPMENT (MHE)

Task Objective	** Supv Init	Date
Configure underslung loads using Material Handling Equipment (MHE) (i.e. utilizing certified rigging gear to lift load)		
Handle cargo and materials using Material Handling Equipment (MHE) (e.g. extended boom, rough terrain, container handling, warehouse, forklift)		
Perform aircraft loading and unloading Material Handling Equipment (MHE) operations		
Perform explosive ordnance Material Handling Equipment (MHE) operations		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
Any person who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.
(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

MINERAL PRODUCTS

Task Objective	** Supv Init	Date
Drill rock		
Mix concrete using transit mixer		
Perform quarry operations (e.g. mucking, sorting, transportation of blast rock)		
Produce material utilizing mineral products plant equipment (e.g. asphalt plant, concrete plant, washing/screening plant, crushers)		
Transport concrete using transit mixer		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
Any person who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.
(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

PAVEMENTS

Task Objective	** Supv Init	Date
Apply asphalt surface treatments (e.g. chip seal, prime and tack coats, slurry coat)		
Place asphalt		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
Any person who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.
(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

SEABEE COMMON CORE

Task Objective	** Supv Init	Date
Apply combat life saving techniques		
Conduct field communications equipment operational checks		
Conduct personal protection and decontamination (DECON) procedures		
Conduct small arms operational checks		
Employ Advance Base Functional Component (ABFC) systems		
Employ field communications equipment		
Employ grenades, mines, and pyrotechnics		
Employ land survival techniques		
Employ small arms		
Maintain Personal Gear Issue (PGI)		
Patrol assigned areas		
Perform command and control of a fire team		
Prepare cargo and equipment for transport (e.g. weight, balance, and marking)		
Set tactical defenses		
Transport troops and equipment (e.g. convoy)		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
Any person who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.
(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

TRANSPORTATION OPERATIONS

Task Objective	** Supv Init	Date
Conduct first echelon level maintenance on Civil Engineer Support Equipment (CESE)		
Conduct vehicle recovery operations (e.g. Medium Tactical Vehicle Replacement (MTVR), bulldozer)		
Configure load for transportation (i.e. proper weight and size distribution)		
Distribute fuel		
Secure equipment and materials for transportation		
Transport equipment and materials		
Transport explosive ordnance materials		
Transport personnel		
Transport water (i.e. water tank, water truck, six-con)		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
Any person who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.
(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

WEIGHT HANDLING EQUIPMENT (WHE)

Task Objective	** Supv Init	Date
Rig load		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT

Any person who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.

(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

COMMAND ENDORSEMENT
Command signatures signify the meeting of the minimum competencies for those in paygrade E-4 in this rating.
Signature level at discretion of command.

DIVISION OFFICER:

_____

DEPARTMENT LCPO:

_____

DEPARTMENT HEAD:

_____

COMMAND CAREER COUNSELOR:

_____

COMMAND MASTER CHIEF:

_____

COMMANDING OFFICER:

_____

PENALTY STATEMENT
Any person who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.
(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

Command Comments – Command Use Only:

Enlisted Community Manager Comments:
Equipment Operator
Occupational Advancement Requirement Standards (OARS) to E4
NAVEDTRA 44037

Once an individual Sailor's Occupational Advancement Requirement Standards (OARS) have been completed and endorsed by the local Command, documentation of completed OARS by the Command Pay and Personnel Administrator (CPPA), Training Officer, or other authorized command representative will be via Navy Standard Integrated Personnel System (NSIPS) within the Personnel Qualifications section, or Advanced Skills Management (ASM) within the Qual/Cert Records tab. Entries will generate an Enlisted Service Record (ESR) and Electronic Training Jacket (ETJ) entry. These entries provide Sailors with electronic documentation of OARS completion as well as Command and Navy Advancement stakeholders ability to monitor the execution of OARS.

Equipment Operator
Constructionman Recruit to Constructionman

NAME:

SKILL TRAINING

(Schools, courses and assignments directly related to occupation)

REQUIRED SKILL TRAINING

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Interservice Equipment Operator "A" School (EO-A) [1]	Fort Leonard Wood, MO	A-730-0010	71 days	
Expeditionary Combat Skills (ECS) (804G) [1 2]	CSFE - NCTC Gulfport, MS	A-830-0030	26 days	

1 - Reserve opportunities may exist, contact Reserve Forces Code N7 for authorization.
2 - ECS is required for all personnel reporting to Naval Expeditionary Combat Commands (required once in a career)

RECOMMENDED SKILL TRAINING

Course Title	Course Location	CIN/CSE/ACE ID	Course Length	Date Completed
None				

NAVY ENLISTED CLASSIFICATION CODE (NEC) OPPORTUNITIES

Course Title	Course Location	CIN/CSE/ACE ID	Course Length	Date Completed
B10A - Elevated Causeway System (Modular) Specialist [1 2]	See CANTRAC	K-062-0102	33 days	
B17A - Basic Underwater Construction Technician [2]	Panama City, FL	A-433-0036	162 days	

1 - Reserve opportunities may exist, contact Reserve Forces Code N7 for authorization.
2 - Available to E3 but not to E1 and E2

JOB DESCRIPTION

Equipment Operators perform tasks involving deployment and operation of automotive, materials handling, weight handling, and construction equipment; direct and coordinate efforts of individuals and crews in execution of construction, earth moving, road-building, quarrying, water well, asphalt batching and paving, concrete batch plant operations, concrete paving, and transit mixer operation assignments; maintain records and reports on mobile and stationary equipment, and organize and supervise automotive and construction equipment pools. As project managers, they plan, staff, direct, and control multiple construction projects to include problem solving, planning, estimating, scheduling, cost control and personnel management ensuring compliance with specifications, code requirements, plans, and contracts; and act as project supervisors and trainers for junior personnel.

RECOMMENDED BILLET ASSIGNMENTS

A sample career path from EOCR to CBCM/FORCM is shown in the EO Career Path. This Career path shows an average advancement timeline as well as billet opportunities in a typical Sea Shore flow. This Career path coupled with your LaDR is designed to guide you in achieving your professional and personal goals. It is highly recommended you review and update your Roadmap regularly to ensure your career stays on course.

PERSONAL AND PROFESSIONAL DEVELOPMENT
(Completed at reporting 60 day Career Development Board)

Command Address		QD Phone Number:	
Mobilization UIC:			
Naval Reserve Activity:			
Division Officer:		Phone Number:	
Leading Chief Petty Officer:		Phone Number:	
Leading Petty Officer:		Phone Number:	
Sponsor/Mentor:		Phone Number:	
Depart/Division Career Counselor:		Phone Number:	

Date of Initial Entry to Military Service (DIEMS): Date of Initial Entry Reserve Forces (DIERF):

Pay Entry Base Date (PEBD):

ADSD: Report Date: EAOS/EOS: PRD: SEA / SHORE: /

PAYGRADE E1/E2 (9 months time in service required for advancement to E2 and E3)
PAYGRADE E3 (6 months time in service required to be eligible for advancement to E4)

Date Advanced: Eligible Advancement Date: Number of times up:

HYT Date: Security Clearance Level: Date Last updated:

Command INDOC complete:

CAREER DEVELOPMENT BOARDS:
Use OPNAVINST 1040.11(ser) & Career Counselor Handbook NAVPERS 15878
Reason for Convening/Discussion Items: (Upon completion update (CIMS) Career Information Management System)

Reporting (within 60 days for active duty or four drill weekends for SELRES) (Date Conducted):

Professional Apprenticeship Career Track (PACT) only:
6 Month: 12 Month: 18 Month:

24 Month: 48 Month: 60 Month:

Family Care Plan: Mil to Mil:

Sailor 360: Special Program: Member Request:

HYT 24 months (Date): HYT Waiver Date: ☐ Approve ☐ Disapprove

C-WAY-REEN 18 months to EAOS/EOS: Career Waypoint not approved:

Rating Conversion: Navy Formal Training Schools Request ("A"/"C"etc):

Transfer: Separation: Career Status Bonus (election message received):

Physical Fitness Test Failure: Overseas Tour Extension Incentives Program (OTEIP):

Advancement Center: Visit MNP Advancement & Promotion page located under the Career & Life Events Tab
(Items to collect/discuss: Bibliography for Advancement, Enlisted Advancement Exam Strategy Guide, Profile Sheets)

Advancement:

Enlisted to Officer Commissioning Program Application & Administration Manual OPNAVINST 1420.1(series):

Commissioning Programs Applications: (prior to submission, command endorsement):

Seaman to Admiral 21 (STA-21): Medical Enlisted Commissioning Program (MECP):

Naval Academy: Naval Academy Preparatory School (NAPS):

Officer Candidate School:

QUALIFICATIONS

Sea/Shore General Qualifications Watch Standing Qualifications	Report Date	Completion Date (N/A if not required)
3M 301 Maintenance Person		
3M 302 Repair Parts/Supply Petty Officer		
3M 303 Work Center Supervisor		
Messenger of the Watch (MOOW)		
Petty Officer of the Watch (POOW)		

Mandatory warfare qualification for enlisted Sailors assigned to designated warfare qualifying commands:

Warfare qualification programs	Report Date	Completion Date (N/A if not required)
Seabee Combat Warfare Specialist [1]		
Expeditionary Warfare Specialist [2]		
Fleet Marine Force Warfare Specialist [3]		
Enlisted Information Warfare Specialist (EIWS) [4]		

1 - Needs to be completed within 30 Months after enrollment
2 - Only if assigned to an NECC or NSW qualifying Command.
3 - Eligible if attached to a FMF Unit
4 - Eligible if assigned to CYBERFOR Command

Rate Specific/Department Qualifications (Add)	Report Date	Completion Date (N/A if not required)
Seabee Embark PQS (NAVEDTRA 43810-A) [1]		
MRAP PQS (NAVEDTRA 43812-A) [2]		
CAT 120M Grader PQS (NAVEDTRA 43811) [2]		
Seabee Combat Warfare for NMCB Specific (NAVEDTRA 43904-1F) [3]		
Seabee Combat Warfare (SCW), Unit Specific for PHIBCB (NAVEDTRA 43904-2E) [4]		
Seabee Combat Warfare (SCW), Unit Specific for Underwater Construction Team (UCT) (NAVEDTRA 43904-3F) [5]		
Seabee Combat Warfare (SCW), Common Core (NAVEDTRA 43904-E) [6]		
Seabee Combat Warfare (SCW) Construction Battalion Maintenance Unit (CBMU) Specific (NAVEDTRA 43904-5D) [8]		
EXW Unit Specific for Naval Construction Group and Naval Construction Regiment (NAVEDTRA 43465-2) [9]		
Enlisted Information Warfare Specialist (EIWS) Common Core, Platform Specific, and Command Specific PQS (NAVEDTRA 43365-B) [10]		
INLS Roll-on Roll-Off Discharge Facility (RRDF) (NAVEDTRA 43487-8) [11]		
Floating Causeway [11]		
ACB Elevated Causeway System (Modular) (ELCAS M) (NAVEDTRA 43487-5A) [11]		
ACB Barge Ferry Ops (NAVEDTRA 43487-1C) [11]		
Improved Navy Lighterage System (INLS) (NAVEDTRA 43487-5A) [11]		
Inflatable Boat Operator (COLDS) (NAVEDTRA 43487-7) [11]		

1 - PQS when assigned as Embark Org member
2 - JQR when assigned to NECC command
3 - Required PQS when enrolled in NMCB SCWS Program
4 - Required PQS when enrolled in PHIBCB SCWS Program
5 - Required PQS when enrolled in UCT SCWS Program
6 - Required PQS for all SCWS Program
8 - Required PQS when enrolled in CBMU SCWS Program
9 - Required PQS when enrolled in EXW Program
10 - Required PQS when enrolled in EIDWS Program
11 - PQS when attached to Beach Group

Notes on Qualifications:

CREDENTIALING

Navy Credentialing Opportunities On-Line (Navy COOL): Navy COOL assists Sailors (active & reserve) by funding the certification & licensing exams that map their Navy education, training, experience, and competencies to industry/civilian-recognized credentials and occupational equivalents. Sailors may obtain funding for credential examinations, renewals, maintenance fees, and other mandatory examination administrative fees.

The following certifications and licenses are applicable to the EO-Equipment Operator rating. *They may require additional education, training or experience.*

For more information about these credentials, visit NAVY COOL at https://www.cool.osd.mil/usn/.

Target Paygrade	Certifying Agency	Credential Title	Date Completed
E5	Board of Certified Safety Professionals (BCSP)	Construction Health and Safety Technician (CHST)	
E7	Construction Manager Certification Institute (CMCI)	Certified Construction Manager (CCM)	
E4	National Center for Construction Education and Research (NCCER)	Crawler Mount Crane, Lattice Boom, Friction Machinery	
E4	National Center for Construction Education and Research (NCCER)	Crawler Mount Crane, Lattice Boom, Hydraulic Machinery	
E4	National Center for Construction Education and Research (NCCER)	Crawler Mount Crane, Telescopic Boom	
E4	National Center for Construction Education and Research (NCCER)	Industrial/All Purpose Crane	
E4	National Center for Construction Education and Research (NCCER)	Rough Terrain/All Terrain Crane, Single Control Station, Fixed Controls	
E4	National Center for Construction Education and Research (NCCER)	Rough Terrain/All Terrain Crane, Single Control Station, Rotating Controls	
E4	National Center for Construction Education and Research (NCCER)	Rubber Tire Truck Mount Crane Boom Truck-Telescopic Boom, All Terrain	
E4	National Center for Construction Education and Research (NCCER)	Rubber Tire Truck Mount Crane Boom Truck-Telescopic Boom, Fixed Controls	
E4	National Center for Construction Education and Research (NCCER)	Rubber Tire Truck Mount Crane Boom Truck-Telescopic Boom, Rotating Controls	
E4	National Center for Construction Education and Research (NCCER)	Rubber Tire Truck Mount Crane, Boom Truck-Articulating Boom, Fixed Controls	
E4	National Center for Construction Education and Research (NCCER)	Rubber Tire Truck Mount Crane, Boom Truck-Articulating Boom, Rotating Controls	
E4	National Center for Construction Education and Research (NCCER)	Rubber Tire Truck Mount Crane, Lattice Boom, Friction Machinery	
E4	National Center for Construction Education and Research (NCCER)	Rubber Tire Truck Mount Crane, Lattice Boom, Hydraulic Machinery	
E4	National Commission for the Certification of Crane Operators (NCCCO)	Boom Truck Fixed Cab Operator	
E2	National Commission for the Certification of Crane Operators (NCCCO)	Mobile Crane Operator - Lattice Boom Crawler Cranes (LBC)	
E2	National Commission for the Certification of Crane Operators (NCCCO)	Mobile Crane Operator - Lattice Boom Truck Crane (LBT)	
E2	National Commission for the Certification of Crane Operators (NCCCO)	Mobile Crane Operator - Telescopic Boom Crane Fixed Cab (TSS)	
E2	National Commission for the Certification of Crane Operators (NCCCO)	Mobile Crane Operator - Telescopic Boom Cranes Swing Cab (TLL)	
E5	National Commission for the Certification of Crane Operators (NCCCO)	Rigger Level I	
E5	National Commission for the Certification of Crane Operators (NCCCO)	Rigger Level II	
E4	National Commission for the Certification of Crane Operators (NCCCO)	Service Truck Crane Operator	

Target Paygrade	Certifying Agency	Credential Title	Date Completed
E5	National Commission for the Certification of Crane Operators (NCCCO)	Signalperson	
E5	National Ground Water Association (NGWA)	Certified Pump Installer (CPI)	
E5	National Ground Water Association (NGWA)	Certified Well Driller (CWD)	
E4	National Institute for Certification in Engineering Technologies (NICET)	Construction Materials Testing: Asphalt - Level I	
E4	National Institute for Certification in Engineering Technologies (NICET)	Construction Materials Testing: Asphalt - Level II	
E4	National Institute for Certification in Engineering Technologies (NICET)	Transportation: Highway Construction Inspection - Level I	
E4	National Institute for Certification in Engineering Technologies (NICET)	Transportation: Highway Construction Inspection - Level II	
E5	Project Management Institute (PMI)	Certified Associate in Project Management (CAPM)	
E6	Project Management Institute (PMI)	Project Management Professional (PMP)	
E2	United States Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA)	Commercial Driver's License (CDL)	

Out of Rate Certifications and Licensure

Academic Degrees – You are now eligible for credentials towards an earned academic degree.

Cross-Rated Sailors – If you have cross-rated, you now are eligible for credentials related to your prior rating.

Off-Duty or Command-Sponsored Training – You are now eligible for credentials for documented training that fully prepares you for a credential.

Navy Reservists – You may now be eligible for funding of credentials related to your civilian occupation.

Prior Other-Service Enlisted Occupation - If you are Navy enlisted (Active or Reserve), you may now be eligible for funding for credentials related to prior other-Service (Army, Air Force, Marine Corps, Coast Guard) enlisted occupation.

Collateral Duty/Out of Rate Assignments - Credentials are also available in these collateral duties/out of rate assignments in which you are serving in or have served in.

Credentials Earned & Maintained Prior to Joining the Navy - If you are Navy enlisted (Active or Reserve), you may now be eligible for funding for credentials that were earned, and maintained, prior to your enlistment in the Navy. The certification or license must have relevance to the needs of the Navy, and must appear on Navy COOL, although it does not need to show the Navy Bucks icon to be funded.

* See the *Additional Funding Opportunities* section on any rating page on Navy COOL for further details.

United Services Military Apprenticeship Program (USMAP): USMAP is available to most active duty occupations and is certified by the U.S. Department of Labor. This is the largest apprenticeship program operating in the U.S. and is recognized by all 50 states. Completion of one of these programs would qualify you as a journeyman, which could mean a significantly higher starting salary in the civilian work force. Most programs require 5-8 years to complete but are transferable if you decide to leave the service prior to completion. USMAP opportunities also exist for SELRES with orders over 12 months.

The following USMAP apprenticeships are applicable to the EO-Equipment Operator rating.

For more information about these apprenticeships, visit USMAP at https://usmap.netc.navy.mil/.

Rank	Apprenticeship	Date Completed
E1 - E9	Computer Operator	
	Counselor (Professional & Kindred)	
	Operating Engineer (Construction)	
	Rigger	
	Truck Driver, Heavy	

POST MILITARY OCCUPATIONS

The following post military occupations are similar to the EO-Equipment Operator Rating. For more information about these occupations, visit NAVY COOL at https://www.cool.osd.mil/usn/.

Occupation (Civilian Employer)
Construction Managers
Crane and Tower Operators
Earth Drillers, Except Oil and Gas
Excavating and Loading Machine and Dragline Operators, Surface Mining
First-Line Supervisors of Construction Trades and Extraction Workers
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand
First-Line Supervisors of Material-Moving Machine and Vehicle Operators
First-Line Supervisors of Production and Operating Workers
Heavy and Tractor-Trailer Truck Drivers
Industrial Truck and Tractor Operators
Light Truck Drivers
Operating Engineers and Other Construction Equipment Operators
Paving, Surfacing, and Tamping Equipment Operators

Occupation (Federal Employer)
0350 - Equipment Operator Series
4741 - General Equipment Operating
5703 - Motor Vehicle Operating
5704 - Fork Lift Operating
5705 - Tractor Operating
5716 - Engineering Equipment Operating
5725 - Crane Operating
5729 - Drill Rig Operating
5767 - Airfield Clearing Equipment Operating
5803 - Heavy Mobile Equipment Mechanic
5806 - Mobile Equipment Servicing
5823 - Automotive Mechanic

STAY NAVY

AC to AC and FTS to FTS - Continue Navy career on Active Duty.

E6 and below with less than 14 years of service will require a C-Way Application to be approved for reenlistment or extension.

Once C-Way application is approved, the Sailor should request to Reenlist or Extend with the appropriate form.

REENLIST / EXTEND: Request Chit/Form:

Career Waypoints-Reenlistment Approval:

School as a Reenlistment Incentive:

Prior Service Reenlistment Eligibility - Reserve (PRISE-R):

MyNavy Assignments (MNA):

Medical/Dental Screening:

Command Recommendation (evaluation): Bonus: Ceremony:

RC to AC/FTS

See MILPERSMAN 1306-1505: Sailors may complete a component change from the Reserve Component (RC) to AC (RC2AC/FTS). This not only leverages existing skill sets that reside in the RC population to improve and maintain AC community health, but also provides qualified Sailors with an opportunity to resume or begin a career in the AC/FTS. This component change refers to a permanent transfer from RC2AC/FTS. This voluntary program enables qualified, eligible enlisted RC Sailors to submit applications in Career Waypoints (C-WAY) based on available quotas published on the Bureau of Naval Personnel (BUPERS), Enlisted Community Manager (BUPERS-32) Web page at: https://www.public.navy.mil/bupers-npc/enlisted/community/selres/Pages/EnlistedReserveOpportunities.aspx.
If you have any questions or concerns, contact your unit or NOSC career counselor.

RC to RC - Continue your Navy career as a Reservist.

Submit reenlistment request utilizing NAVRES 1160/1 Drilling Reservist Reenlistment Worksheet.

REENLIST / EXTEND: Request Chit/Form:

School as a Reenlistment Incentive:

MyNavy Assignments (MNA):

Medical/Dental Screening:

Command Recommendation (evaluation): Bonus: Ceremony:

AC/FTS to CIP

The Career Intermission Program allows Officers and Enlisted Sailors to transfer out of the active component (AC/FTS) and into the Individual Ready Reserve for a period of one to three years to pursue personal or professional obligations outside the Navy, while providing a means for their seamless return to active duty.
For additional information, go to: https://www.public.navy.mil/bupers-npc/career/reservepersonnelmgmt/IRR/Pages/CIP.aspx.

AC/FTS to Secretary of the Navy Tours with Industry

This program provides a venue for exceptional Sailors to experience innovative business practices. Navy fellows are fully immersed in company practices and will be actively engaged in projects and company operations. Past fellows were assigned to companies including VMware, Qualcomm, Apple, Incorporation, Boeing, Tesla, Oak Ridge National Laboratory, GE Digital, Amazon, FedEx, Northrup Grumman, Space X, LinkedIn and USAA.
For additional information go to: https://www.public.navy.mil/bupers-npc/career/talentmanagement/Pages/SNTWI.aspx.

Canvasser Recruiter (CANREC)

The Canvasser Recruiter (CANREC) Recall Program is a voluntary and temporary recall program for RC personnel to serve as production recruiters in support of the Navy Prior Service recruiting mission. Personnel eligible to volunteer for a Definite (also termed as “temporary”) Recall to Active Duty (ACDU) as a CANREC are Reserve Component (RC) members, specifically Selected Reserve (SELRES), Individual Ready Reserve (IRR-ASP), and Voluntary Training Unit (VTU) personnel.
For additional information, go to:
https://www.public.navy.mil/bupers-npc/career/reservepersonnelmgmt/definiterecall/Pages/CANRECRecall.aspx.

Career Waypoints-Reenlistment:

The Command Career Counselor is your local advocate to assist you with the Career Waypoints application process.

- E3-E6 Sailors with less than 14 years of service must submit a Career Waypoints application, regardless of reenlistment intentions. Sailors who do not desire to reenlist will submit an "intends to separate" application. Sailors not eligible for reenlistment will submit a "not eligible" application.
- The Career Waypoints system automatically generates most of the applications needed by Sailors. Applications must be submitted no later than 16 months prior to expiration of active/reserve obligated service (EAOS/EOS) or as extended (SEAOS/SEOS). Sailors with less than 24 months of contract time remaining at their projected rotation date (PRD) will submit an application 15 months prior to their PRD. In either case, the Career Waypoints system will automatically generate

applications for Sailors 18 months prior to either timeframe. Applications required outside of the established C-Way gates can be submitted as Special Circumstance applications. Examples of when these may be needed include OBLISERVE for special duty, decommissioning or homeport shift.

- The C-Way 3-2-1 Process aligns career decisions with the detailing process. Soft End of Active/Reserve Obligated Service (SEAOS/SEOS)/End of Active/Reserve Obligated Service (EAOS/EOS) applications are created by C-Way at the 18 month from S/EAOS/EOS mark and must be submitted by the Command Career Counselor at the 16 month mark. This provides time for the Career Counselor to validate the Sailor's information and to ascertain the Sailors career intentions. The first C-Way review gate occurs from 16 to 13 months from S/EAOS/EOS with career choice options of in-rate, conversion, and Selected Reserve. The second review gate occurs from 12 to 9 months from S/EAOS/EOS with career choice options of conversion and Selected Reserve. From 8 months to 4 months to S/EAOS/EOS the Sailor can only choose Selected Reserve affiliation.
- Monthly reenlistment quotas are limited and must be reserved for our best and brightest Sailors who desire to Stay Navy. Sailors must choose one of the following based on their desires and qualifications:
  - Reenlist-in-Rate,
  - Reenlist-in-rate, Willing to Convert
  - Convert only
  - AC to AC or FTS to FTS
  - RC to AC/FTS
  - RC to RC
  - AC/FTS to CIP (Intermission)
  - AC/FTS to Tour w/ Industry
  - SELRES option
  - Canvasser Recruiter
  - Intend to separate
  - Not eligible

In February 2014, C-Way delivered auto-approval capabilities to provide reenlistment decisions on S/EAOS/EOS applications more quickly for eligible ratings. This changed the monthly processing of reenlistment applications as described below.

- If you are in an, "open" rating or a "balanced" rating in an undermanned year group or an E6, you are eligible for reenlistment, and your application is submitted with correct data it will be auto-approved and returned immediately, and you can reenlist.
- If you are in a "competitive" rating or a balanced rating but not an undermanned year group, then your application will be processed through the monthly Rack and Stack process. Applications submitted in one month are processed in Rack and Stack the following month.
- For Nuclear ratings, all applications are reviewed by enlisted community managers on an ongoing basis throughout the processing month.
- If required data is missing (evaluations, Physical Fitness Assessment (PFA) data, security clearance etc.) the application will be denied with a note to your career counselor regarding what needs to be fixed. It is critical the Command Career Counselor reviews these notes to ensure Sailors are not disadvantaged in their opportunities for retention.
- Upon completion of the monthly process, Career Waypoints results will be available to command users via the Monthly report section of the Career Waypoint system.
- For additional guidance, see MILPERSMAN 1160-140, NAVADMIN 231/17, and your Career Counselor
  Or call My Navy Call Center: (833) 330-MNCC or (901) 874-MNCC; or askmncc@navy.mil

Targeted Reentry Program (TRP)

NAVADMIN 047/18 empowers COs with the ability to identify and recommend SELRES on active duty/Definite Recall (ACDU) and Full Time Support (FTS) enlisted personnel, who are the best and brightest, the option for expedited reentry to Active Duty in the Navy.

- *Golden Ticket* – Sailors are guaranteed an expedited return to ACDU within one year from separation from ACDU. Sailors who do not use their Golden Ticket within one year are automatically convert to a Silver Ticket for one additional year. Sailors must remain fully qualified.
- *Silver Ticket* – Sailors are afforded an expedited return to ACDU within two years from separation date. This opportunity is subject to Needs of the Navy (NOTN) and provided the Sailor remains fully qualified.

Upon completion of the monthly process, Career Waypoints results will be available to command users via the Monthly report section of the Career Waypoints system.

For additional guidance, see MILPERSMAN 1001-260, NAVADMIN 231/17, and your Career Counselor
Or call My Navy Call Center: (833) 330-MNCC or (901) 874-MNCC; or askmncc@navy.mil

AC/FTS TRANSFER:

15 Months	12 Months	9 Months	6 Months	Orders Received
Career Waypoint	Career Waypoint	Career Waypoint	Accept Orders	Screening
Exception Family Member	Exception Family Member	Medical/Dental	Reverse Sponsor	Obligate
MNA	MNA	MNA	Relocation (FFSC)	Bonus
Mil to Mil	Eval	SRB	SRB	
Family Care Plan				
Continuous Overseas Tours (COT)				
Overseas Tour Extension Incentive Program (OTEIP)				

SELRES TRANSFER:

12 Months	9 Months	6 Months	3 Months	Orders Received
MNA	MNA	MNA	MNA	Sign Eval
(verify account access)	*(extend in current field)*	*(apply for billets)*	*(apply for billets)*	
Family Care Plan		Start Eval		
Mil to Mil		Reverse Sponsor		
		Incentives/EOS opportunities		

For additional assistance in transfer and relocation, go to the Military OneSource website: https://www.militaryonesource.mil/ and visit your Fleet and Family Support Center on base.

SEPARATING/RETIRE*:

18 -12 months	6 months	90 days	30 days
TAP*	MED/DEN	Copy of Records	Copy of Records
Complete DD 2648	Relocation	Official Record CD	PSD
Transition Planning	Relocation Services (FFSC)	Arrange Ceremony	MED/DEN
Annual Statement of Service History (ASOSH)	Reserve Affiliation	Request Leave / PTDY	DD 214*
Reserve Only	VA/DVA		

**Upon demobilization, SELRES will need Transition Assistance Program (TAP) and DD-214; DD-214 is not required for Reserve Retirements.*

PHYSICAL FITNESS:

Participate in a year-round physical fitness program to meet Navy fitness and BCA standards. Review and verify accuracy of PFA data in PRIMS within 60 days of the PFA cycle. (PRIMS is accessible through your BUPERS Online Account)

Height Weight If Required (AC BCA)

Last 2 PRT Cycles: Forearm Plank / Push-ups / Run/Swim/Cardio /

Overall Score /

List date (if) any PRT/BCA failure(s) over the last 5 years /

List if any Medical Waiver(s) /

For more information on Navy Fitness, visit: https://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/physical/Pages/default2.aspx

PROFESSIONAL MILITARY EDUCATION (E1/E2/E3)

(Resident and non-resident coursework designed to enhance a Sailor's general military professional knowledge and abilities)

EDUCATION: (Prior to considering any pursuit of off duty education or program enrollment call the Navy College Virtual Education Center (NCVEC) 877-838-1659 or Visit your overseas Navy College Office.)

Education Plan Completed (Navy College Office/NCVEC)

Current Education Level

Degree Goal

** Various degree options are available in the Advanced Education section. **

Goal: Date: AA/AS BA/BS Master
(Credits to earn a degree - AA/AS: 60 SH/90 QH, BA/BS: 120 SH/180, QH, Master /Doctorate: Variable based on program)

Number of current credits American Council on Education (ACE) recommended credits

Joint Service Transcripts (JST)

HS Transcripts College Transcripts

Date Degree Obtained: AA/AS BA/BS Master Doctorate

For entry into JST, have your College/University send official transcripts to:
Naval Education and Training Command N644
JST Operation Center
6490 Saufley Field Road
Pensacola, FL 32509
Email: JST@DODED.mil

VOLUNTARY EDUCATION: Links to study guides, exam preparations, and practice tests are located on the DANTES website https://www.dantes.doded.mil/

Academic skills NCPACE CLEP DSST

TA MGIB MGIB-SR Post 9/11 GIB

E1/E2/E3 REQUIRED NAVY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Foundational Leader Development Course [5]	Water front/ Flightline/ Various [4]	NELD-03	2.5 days	
Navy Military Training (Life Skills) (Pre-A School Delivery only) [6]	Command Delivered	A-500-1000	2 days	
Professional Military Knowledge Eligibility Exam (PMK-EE) for E4	Navy e-Learning	NETCPDC-PMK-EE-E4-1.0		
Ethics Training	Command Delivered			
Required General Military Training Topics For FY 2021 (Delivery determined by command discretion) [1]				
Sexual Assault Prevention and Response Awareness (SAPR)[3]	Command Delivered	CPPD-GMT-SAPRA-1.0		
Cyber Awareness Challenge	MNP	DOD-IAA-V16.0		
Counterintelligence Awareness and Reporting	Command Delivered/ MNP	DOD-CIAR-1.0		
Records Management	Command Delivered/MNP	DOR-RM-010-1.2		
Privacy Act	Command Delivered			
Suicide Prevention[3]	Command Delivered	CPPD-GMT-SAP-1.0		
Antiterrorism Level I [2]	Command Delivered/ MNP	CENSECFOR-AT-010-1.0		

1 - Verify GMT topics on the My Navy Portal (MNP) GMT webpage
2 - Personnel with less than 3 years of time-in-service must also complete Antiterrorism Level 1 training. For personnel with greater than 3 years of time-in-service, Antiterrorism Level 1 periodicity is now a triennial requirement and will be mandated for all hands in FY-22.
3 - The recommended method of delivery for SAPR and Suicide Prevention annual training is via face-to-face, small group facilitated discussions.
4 - See MNP Enlisted Leadership Development page: https://www.mnp.navy.mil/group/training-education-qualifications/enlisted-leader-development.
5 - Available for paygrades E3 and E4
6 - Required for delivery in "A" School for all ratings

E1/E2/E3 REQUIRED COMMUNITY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
None				

E1/E2/E3 RECOMMENDED NAVY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Basic Military Requirements (NAVEDTRA 14325) (EDITION 1/1/2002)		NAVEDTRA 14325		
Professional Military Knowledge Eligibility Exam (PMK-EE) Study Material	Navy e-Learning	NETCPDC-PMK-EE-SM-1.0		
Military Requirements for Petty Officer Third and Second Class	Navy e-Learning	NRTC-NAVEDTRA-14504-MRFPO-TASC-1.0		
Introductory Enlisted Professional Military Education (IEPME)	Navy e-Learning	Military DON/ PME	18 hrs	
Block 1 Introductory EPME - Introduction	Navy e-Learning	NWC-IEPME-INTRO-B1	-	
Block 2 Introductory EPME - History and Traditions	Navy e-Learning	NWC-IEPME-INTRO-B2	3 hrs	
Block 3 Introductory EPME - Enlisted Professionalism	Navy e-Learning	NWC-IEPME-INTRO-B3	3 hrs	
Block 4 Introductory EPME - Policy and the Navy	Navy e-Learning	NWC-IEPME-INTRO-B4	3 hrs	
Block 5 Introductory EPME - Planning for Operations	Navy e-Learning	NWC-IEPME-INTRO-B5	3 hrs	
Block 6 Introductory EPME - Regional and Cultural Awareness	Navy e-Learning	NWC-IEPME-INTRO-B6	3 hrs	
Block 7 Introductory EPME - Technology in the Maritime Domain	Navy e-Learning	NWC-IEPME-INTRO-B7	3 hrs	
Block 8 Introductory EPME - Conclusion	Navy e-Learning	NWC-IEPME-INTRO-B82	-	
Cultural Awareness	Navy e-Learning	Foreign Language and Culture	45 hrs	
Navy Reserve Fundamentals for Active Duty Course	Navy e-Learning	NAVRESFOR-NRF-3.0	10 hrs	
Nutrition	Navy e-Learning	NMHCI2107V2.1	1 hour	
Personal Financial Management	Navy e-Learning	CPD-PFM-1.0	8 hrs	
PREVENT	Command Delivered	S-501-0150	24 hrs	
Recommended General Military Training Topics For FY 2021 (Delivery determined by command discretion) [1]				
Alcohol, Drug, and Tobacco Awareness	Command Delivered	CPPD-GMT-ADTA-1.0		
Combating Trafficking of Persons General Awareness	Command Delivered/ MNP	DOD-CTIP-3.0		
Domestic Violence Prevention and Reporting	Command Delivered	CPPD-GMT-DV-1.1		
Electromagnetic Maneuver Warfare	Command Delivered/ MNP	NAVIFOR-FEWC-EMW-01.01		
Energy Policy	Command Delivered	OPNAV-GMTE-1.0		
Equal Opportunity, Harassment, and Resolution Options	Command Delivered	CPPD-GMT-EOSH-1.0		
Hazing Policy and Prevention	Command Delivered	CPPD-GMT-HPP-1.0		
Operational Risk Management (ORM)	Command Delivered	CPPD-GMT-ORMTC-1.0		
Operations Security	Command Delivered/ MNP	NOST-USOPSEC-3.0		
Personal Financial Management	Command Delivered	CPPD-GMT-PFM-1.0		
Sexual Health and Responsibility	Command Delivered	CPPD-GMT-SHR-1.0		
Stress Management	Command Delivered	CPPD-GMT-SM-1.0		
Traumatic Brain Injury	Command Delivered			
Privacy Act	Command Delivered	DON-PRIV-2.0		
Antiterrorism Level I [2]	Command Delivered/ MNP	CENSECFOR-AT-010-1.0		
Tactical Combat Casualty Care All Service Member/Tier 1	Command Delivered	B-300-2010		
Financial Management [3]	Command Delivered			

1 - Verify GMT topics on MyNavy Portal GMT webpage
2 - Personnel with less than 3 years of time-in-service must also complete Antiterrorism Level 1 training. For personnel with greater than 3 years of time-in-service, Antiterrorism Level 1 periodicity is now a triennial requirement and will be mandated for all hands in FY-22.
3 - Does not have a mandatory periodicity but is required at career touch points per CNO WASHINGTON DC/191539ZJUL16.

Courses with Recommended Reserve Points:

Commander Navy Reserve Forces (CNRF) N7 determines the number of reserve points awarded for completion of a course taken on Navy e-Learning. This listing should only be used as a guide and is subject to change by direction of CNFR N7.

Navy e-Learning has no control over how many, if any, reserve points are eventually awarded for the completion of a course. All questions concerning the award of reserve points should be directed to CNFR N7.

E1/E2/E3 RECOMMENDED RESERVE PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Navy Reserve Fundamentals Course (E1-E9)	Navy e-Learning	NAVRESFOR-NRF-3.0		
Navy Reserve Order Writing System/Reserve Defense Travel System (E1-E9)	NRPDC New Orleans	R-510-5514	5 days	
Reserve Medical Administration (E1-E7)	NRPDC New Orleans	R-500-0007	5 days	
Reserve Pay and Personnel Management (E1-E9)	NRPDC New Orleans	R-500-0020	5 days	
Non-Prior Service Accession Program	Navy e-Learning	CNRFC-NPSAP-2 /DoN 0	23 hrs	
Guidance for Mobilization	Navy e-Learning	CNRFC-GMB-1.1 /DoN	4 hrs	
Military Sealift Command 101	Navy e-Learning	CNRFC-MSC101 /DoN 1.1	24 hrs	

For more details or to check for updates please check CANTRAC or the NRPDC Sharepoint page (CAC required):
https://private.navyreserve.navy.mil/NRPDC/Pages/NRH_Default.aspx

E1/E2/E3 RECOMMENDED COMMUNITY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Blueprint Reading and Sketching [1]	MNP/PQS/NRTC	NAVEDTRA 14040A		
Equipment Operator Basic - NAVEDTRA 14081A	Navy e-Learning	NRTC-NAVEDTRA-14081A-EOB		
Equipment Operator Advanced - NAVEDTRA 14080A	Navy e-Learning	NRTC-NAVEDTRA-14080A-EOA		
Seabee Combat Handbook, Volume 1	Navy e-Learning	NAVEDTRA-14234B-SCH-V1		
Seabee Combat Handbook, Volume 2	Navy e-Learning	NAVEDTRA-14235B-SCH-V2		
Tools and Their Uses [1]	MNP/PQS/NRTC	NAVEDTRA 14256A		
Naval Safety Supervisor [1]	MNP/PQS/NRTC	NAVEDTRA 14167F		
Basic Machines [1]	MNP/PQS/NRTC	NAVEDTRA 14037		

1 - You typically have 12 months to complete a NRTC via Navy Advancement website, after 12 months if you have not completed the course you will be disenrolled.

NAVY PROFESSIONAL READING PROGRAM (PRP)

The purpose of the Chief of Naval Operations Professional Reading Program (CNO PRP), maintained by CNO PRP program managers at the U.S. Naval War College, is to facilitate the professional and personal development of all Sailors. For additional information on the CNO PRP visit https://www.navy.mil/CNO-Professional-Reading-Program/

READINESS

Visit https://www.navy.mil/CNO-Professional-Reading-Program/Readiness/ for more information.		
Foundational	**Advanced**	**Capstone**
Ghost Fleet – *Singer*	Matterhorn - *Marlantes*	Leaders Eat Last - *Sinek*
Guide to Maritime Strategy – *Holmes*	Red Star Over the Pacific - *Holmes & Yoshihara*	Mindset: Psych of Success - *Dweck*
Neptune's Inferno - *Hornfischer*	Seapower: Guide for 21st Century - *Till*	The Infinite Game - *Sinek*
Six Frigates – *Toll*	The Leader's Bookshelf - *Stavridis*	What is it Like to go to War - *Marlantes*

CAPABILITIES

Visit https://www.navy.mil/CNO-Professional-Reading-Program/Capabilities/ for more information.		
Foundational	**Advanced**	**Capstone**
AI Basics - *Taulli*	Fifth Domain: Cyber - *Clarke*	Deep Thinking: AI - *Kasparov*
Army of None - *Scharre*	Human Compatible - *Russell*	Four Global Forces - *Dobbs*
Burn-In - *Singer*	New Rules of War - *McFate*	Genius Weapons - *DelMonte*
The Future of War - *Freedman*	The Perfect Weapon - *Sanger*	Inevitable - *Kelly*
The Next 100 Years - *Friedman*		

CAPACITY

Visit https://www.navy.mil/CNO-Professional-Reading-Program/Capacity/ for more information.		
Foundational	**Advanced**	**Capstone**
Fearless-SEAL Team Six - *Blehm*	American Naval Thinking - *Haynes*	End of Grand Strategy - *Dombrowski*
One Nation Under Drones - *Jackson*	Fleet Tactics - *Hughes*	Our Robots Our Selves - *Mindell*
The Fleet at Flood Tide - *Hornfischer*	Just and Un-Just Wars - *Walzer*	Second Most Powerful Man - *O'Brien*
Tin Can Sailors - *Hornfischer*	Seapower - *Stavridis*	The Future of Violence - *Wittes*

SAILORS

Visit https://www.navy.mil/CNO-Professional-Reading-Program/Sailors/ for more information.		
Foundational	**Advanced**	**Capstone**
Dichotomy of Leadership - *Willink*	A Tactical Ethic - *Couch*	Fortune Favors Boldness - *Costello*
Ego is the Enemy - *Holiday*	Character Gap - *Miller*	No Pity - *Shapiro*
How to be an Anti-Racist - *Kendi*	Fed Up - *Hartley*	Road to Character - *Brooks*
Tiny Habits - *Fogg*	Military Ethics - *Lucas*	The Honest Truth about Dishonesty - *Aire*
We Can't Talk About That at Work - *Winters*	Sexual Minorities and Politics - *Pierceson*	The New Jim Crow - *Alexander*
	Start with Why - *Sinek*	

MCPON's Suggested Reading

Visit https://www.navy.mil/CNO-Professional-Reading-Program/MCPON-Suggested-Reading/ for more information.		
Master Chief Petty Officer of the Navy (MCPON) Russell Smith identified these 21 additional books as suggested reading.		
A Call to Conscience - *Carson, Shepard, Young*	Happiness Advantage - *Achor*	Starship Troopers - *Heinlein*
Blink: Power of Thinking - *Gladwell*	Jonathan L. Seagull - *Bach*	Team of Teams - *McChrystal, Collins, Silverman, Fussell*
Brave New World - *Huxley*	Only Women in the Room - *Benedict*	The Captain Class - *Walker*
Cannonball! - *Yates*	Overcome - *Redman*	The Good Shepherd - *Forester*
Class 11 - *Waters*	Perform Under Pressure - *Evans*	The Old Man's Trail - *Campbell*
Descent Into Darkness - *Raymer*	Run Silent, Run Deep - *Beach*	Tragedy at Honda Point - *Lockwood*
Duty: A Memoir - *Gates*	Shoot the Women First - *MacDonald*	We Die Alone - *Howarth*

Nearly 200 years ago, the Navy ordered its ships be outfitted with a reading list of 37 books in order to help train and educate Sailors. The Navy's leaders knew then what is still the case today: to outthink our competitors we must study and apply lessons we've learned from our past. Furthermore, it is critically important for our Navy to be a learning organization. And one of the very best ways to do that is to foster an environment where every Sailor deepens their level of understanding and learning.

That is why we launched an updated Chief of Naval Operations Professional Reading Program (CNO-PRP) reading list, with a motto of "Read Well to Lead Well."

E1/E2/E3 RECOMMENDED COMMUNITY READING

Title	Completed
The Seabees and Your Sons *by William Lewis*	
From Omaha to Okinawa: The Story of the Seabees *by William Bradford Huie*	
Seabees at Port Hueneme *by Gina Nichols*	
Seabees at Gulfport *by Gina Nichols*	
The Seabees Speak – Interviews with the Can Do veterans of Word War II *by Sharon Tolisano*	
CAN DO The Story of the Seabees *by William Bradford Huie*	
Construction Battalion Battle Skills Guide, Books 1 -4	
Safety and Health Regulations for Construction *29CFR Part 1926*	
Safety and Health Regulations for General Industry *29CFR Part 1910*	
FM 3-22.68, Crew Served Machine Guns	
The King Bee, A Biography of Admiral Ben Moreell founder of the U.S. Navy Seabees *by Capt. A.N. Olsen CEC, USN (ret)*	
US Navy Seabees: Since Pearl Harbor *by Jay Kimmel*	
Davisville and the Seabees (Images of America: Rhode Island) *by Gloria A. Emma & Walter K. Schroder*	
Seabee Magazine (Quarterly)	

ALL PAYGRADES
VOLUNTARY EDUCATION

Note: Prior to considering any pursuit of off duty education or program enrollment contact the Navy College Virtual Education Center (NCVEC) or visit your Overseas Navy College Office.

You must complete the Tuition Assistance Training before your first course will be approved.

Complete the online courses at the Navy College Website: http://www.navycollege.navy.mil/

How do I get started?

You already have. All your training up to this point is part of your Equipment Operator Roadmap. Now that you have made the first steps you will need to sit down and formulate a plan. This plan will work best if you start out discussing your options with your Leading Chief Petty Officer, Leading Petty Officer, Mentor, or Career Counselor. They will help you understand all of the basics. Then your next step is to contact the Navy College Virtual Education Center or visit your Overseas Navy College Office. Then your counselors will be able to help you formalize your plan and make sure that it makes sense for both you and the Navy. To aid you in your conversation with these professionals, here are a few questions that you may want to ask.

What credits do you have? What non-college courses have you taken? Where do you want to go? What field of study, or what kind of degree? What program will help me get there: Traditional or Online? What are my next steps: Transfer credits, take exams, have experience evaluated, or sign up for new courses?

RECOMMENDED OCCUPATIONAL-RELATED ASSOCIATE'S DEGREE FOR EO

Recommended Associates' degrees for the Constructionman

RECOMMENDED OCCUPATIONAL-RELATED BACCALAUREATE/MASTERS DEGREE FOR EO

Recommended Bachelors/Masters degrees for the Constructionman
Business Administration
Mechanical and Electrical Technology / Engineering
Civil Engineering
Quality Control and Safety
Construction Technology
General and Liberal Studies
Management

GENERAL INFORMATION ON VOLUNTARY EDUCATION

The Navy College Program & Web Page:

The Navy College Program (NCP) provides opportunities to Sailors to earn college degrees by providing academic credit for Navy training, work experience, and off-duty education. The NCP mission is to enable Sailors to obtain a college degree while on active duty. In support of the four R's - Recruiting, Readiness, Retention, and Respect - the NCP signifies Navy's commitment to education by improving enlistment appeal; demonstrating Navy service and achieving a college degree are compatible; helping Sailors apply themselves to new situations and challenges and better preparing them for advancement; building up Sailors' self-image; and producing higher quality Sailors.

- More information is available online at: https://www.navycollege.navy.mil

Tuition Assistance (TA):

NAVADMIN 114/19 limit changes as of 1 October 2019: TA provides funds for eligible active-duty personnel to attend approved educational institutions on an off-duty basis to earn a high school diploma, vocational/technical certificate, or college degree. TA pays for tuition. TA will pay for the following amount per career: 120 semester hours, or 180-quarter hours or 1800 clock hours or a combination of semester, quarter and clock hours. TA will pay the following amounts per fiscal year: 12 semester hours, not to exceed $250/credit for semester hours or 18-quarter hours not-to-exceed $166.67/credit for quarter hours or, 180 clock hours not-to-exceed $16.67/clock hours or a combination of semester, quarter and clock hours.

- More information is available online at: https://www.navycollege.navy.mil

Joint Service Transcripts (JST)

JSTs are official military transcripts which are used by colleges to validate your actual credited training. Every Sailor has a transcript already and access to it is free.

- More information is available online at: https://jst.doded.mil/

The American Council on Education (ACE)

ACE has reviewed every course listed in the OCCUPATIONAL Roadmap and determined what type of collegiate level credit is recommended. The ACE identifier, listed with each course, is a source to validate the information and to check for changes as they occur.

- Updates can be found at http://www.acenet.edu/news-room/Pages/Military-Guide-Online.aspx.

Vocational Certificates

Vocational Certificates are available from most community colleges. Most of your military training can be counted toward their degree programs, but they will still require residency credits and approximately 40-75 credit hours. These certificates can be as valuable as the apprenticeship program in the civilian work force.

College credits by Testing CLEP, DSST

Testing can replace the requirement to attend most of the college courses listed in the Occupational Roadmap. Base Education Centers offer CLEP and DSST exams for active duty military at no cost. They also offer a comprehensive list of "credit-by-exam" tests. Additionally, many of the tests have study guides available. These tests are available at the base education center or through the base library system. For specific testing locations visit the DANTES website.

- Navy College Program: https://www.navycollege.navy.mil/information-for-sailors/pre-college-testing-and-college-credit.htm
- DANTES: http://www.dantes.doded.mil/examinations/earn-college-credit/earn-college-credit.html

College Entrance Exams Testing ACT, SAT

The ACT and SAT are both standardized tests that help colleges evaluate candidates. Many colleges require that students submit test results as part of the admission application process. Since Sailors are considered transfer students, these tests are not generally required for admission. However, some Sailors must take the tests to enter specific military programs.

- Navy College Program (ACT SAT): http://www.navycollege.navy.mil/information-for-sailors/college-entrance-exams.htm
- DANTES (ACT SAT): http://www.dantes.doded.mil/examinations/college-admissions/act.html

SAMPLE DEGREE PLAN

Associate in Arts in Construction Technology

DEGREE OBJECTIVE—The purpose of this degree is to both enhance a Sailor's military proficiency and to provide the academic foundation for transfer to a bachelor's degree program at a four-year institution. This program is designed for military students to allow for maximum credit for military experience (up to 40 semester hours) and to provide the quickest pathway to the Associate Degree. It will transfer 100% into several select BS programs. **ACADEMIC RESIDENCY—**12 Semester Hours

POINTS OF CONTACT
Navy College Office:
www.navycollege.navy.mil

Coastline Community College
Counselor: militarycounselor@coastline.edu
Evaluator: SOC@coastline.edu

Toll Free Phone: 1-866-422-2645

Degree Requirements Summary

REQUIREMENT		SH	SOC CAT.	NAVY RATE	SERVICE SCHOOL	TESTS	HOME CAMPUS
General Education Total of 18 credits as Outlined in A-E below:							
A1. Speech/Communications -Choose one from the following:		**3 SH**					
COMM C100	Intro to Mass Communication	3					X
SPCH C110	Public Speaking	3	CM001A	X	X	DSST	
A2. English –Choose one: (Note: ENGL C099 will satisfy this requirement, but will not count toward the 18 unit requirement of general education; i.e. an additional 3.0 unit general education course must be taken.)		**3 SH**					
ENGL C100	Freshman Composition ("C" or better)	3	EN023A			CLEP	X
ENGL C099	Fundamental of Composition	3					X
A3. Math Competency (refer to Notes at end)				X			X
B. Natural Science-Choose one from the following:		**3 SH**				CLEP	
ASTR C100	Intro to Astronomy	3				DSST	X
BIOL C100	Intro to Biology	3	BL002A			CLEP	X
BIOL C101	Intro to Biology Lab	1					X
BIOL C120	Biology of Aging	3					X
CHEM C110	Intro to Chemistry	5	CH003A				X
ECOL C100	Human Ecology	3					X
GEOL C100	General Geology	3	EA011A				X
GEOL C141	Geology Lab	1					X
MRSC C100	Intro to Marine Science	3	EA021A				X
PHYS C110	Introduction to Physics	3					X
C. Arts & Humanities - Choose from the following:		**3 SH**				CLEP	
ARAB C180A	Elementary Arabic1A	2.5					X
ARAB C180B	Elementary Arabic 1B	2.5					X
ART C100	History & Appreciation of Art 1	3	FA002A				X
ART C101	History & Appreciation of Art 2	3	FA002A				X
ENGL C102	Critical Reasoning, Reading and Writing	3					X
ENGL C143	Children's Literature	3					X
ENGL C145	American Literature: The Short Story	3					X
ENGL C146	Introduction to the 20th Century Military Fiction	3					X
HUM C110	Humanities through the Arts	3	MS002A				X
HUM C130	American Cinema	3					X

MUS C100	History & Appreciation of Music	3					X
MUS C105	History of Rock and Roll	3					X
PHIL C100	Intro to Philosophy	3	PL079A				X
PHIL C115	Logic/Critical Thinking	3	PL080A				X
REQUIREMENT		**SH**	**SOC CAT.**	**NAVY RATE**	**SERVICE SCHOOL**	**TESTS**	**HOME CAMPUS**
PHIL C120	Ethics	3	PL081A				X
SPAN C180A	Elementary Spanish 1A	2.5				CLEP	X
SPAN C180B	Elementary Spanish 1B	2.5				CLEP	X
D. Social Sciences[i] - Choose one from the following:		**3 SH**				CLEP	
ANTH C100	Cultural Anthropology	3	AN002A				X
COMM C100	Intro to Mass Communications	3					X
ECON C180	Principles of Economics (MACRO)	3	EC008A			CLEP	X
ECON C185	Principles of Economics (MICRO)	3	EC009A			CLEP	X
HIST C125	Modern Iraqi History and Culture	3					X
HIST C160	World History to 1500	3	HI003A				X
HIST C165	World History from 1500	3	HI003A				X
HIST C170	US History to 1876	3	HI001A			CLEP	X
HIST C175	US History Since 1876	3	HI001A			CLEP	X
HIST C180	Western Civilization To 1550	3	HI002A			CLEP	X
HIST C185	Western Civilization Since 1550	3	HI002A			CLEP	X
PSCI C100	American Government	3	PO077A			CLEP	X
PSYC C100	Intro to Psychology	3	PS101A			CLEP	X
PSYC C115	Child Growth & Development	3				CLEP	X
PSYC C170	Psychology of Aging	3					X
SOC C100	Introduction to Sociology	3	SO001A			CLEP	X
SOC C110	Marriage and Family	3	SO007A				
SOC C120	Introduction to Gerontology	3					X
E. Self –Development (Satisfied by Basic Training)		**3 SH**			X		
Global/Multicultural Requirement [iii] (refer to Notes at end)							X
Major-Need 18 hours of credit May be satisfied by ACE credit recommendations for military training and experience in the area of construction, heavy equipment operations, surveying, and public utilities. Specifically approved for the following Rates: BU, EA, EO, SW, and UT. If needed, military credit may be augmented by selection of one or more courses listed below and/or by credits earned from an accredited institution of higher learning in a related field:		**18 SH**		X	X	CLEP DSST	
BCT C300	Introduction to International Building Code	3					X
BCT C301	Residential / Construction Blueprint Reading	3					X
BCT C303	Fire and Life Safety	3					X
BCT C304	Concrete Construction Inspection	3					X
BCT C305	Steel and Wood Frame Inspection	3					X
BCT C307	Mechanical Inspection: Heating & Air Conditioning	3					X
BCT C308	Plumbing Inspection	3					X
BCT C311	International Residential Code	3					X
BCT C312	Construction Estimating	3					X
BUS C222	Small Business Operation & Management	3					X
Free Electives-May be satisfied by Military credit, various CLEP and DSST exams, previous college credit, or any Coastline courses. Some choices include:		**24 SH**		X	X	X	X
Total Credits Required to Complete the Degree		**60 SH**					

Navy Credit Awarded by: School of Choice							
	E-3	**E-4**	**E-5**	**E-6**	**E-7**	**E-8**	**E-9**
ACE RECOMMENDED CREDIT							
RECRUIT TRAINING	3	3	3	3	3	3	3
A SCHOOL & RATING - MAJOR	5	17	18	18	18	18	18
ELECTIVES	0	0	5	14	18	19	19
Total possible credits awarded	8	20	26	35	39	40	40
Note: Credit may vary depending on individual assessment. Credit evaluated from training, experience & course work may not be duplicated. Where course duplication occurs the higher credit will apply.							

Notes:

An "X" in a column indicates that the Institution may accept credit from the source shown for at least part of the requirement.
A maximum of 40 semester hours can be awarded for non-traditional coursework (i.e. CLEP / DSST, military experience, etc.).

[i] Communications C100 may not be used to satisfy more than one general education requirement.

[ii] Satisfied by completion of MATH C010, C030, C100, C115 or C160 with a grade of "C" or better or passing the math placement test into Math C030 or completion of one year of high school algebra with a grade of "C" or better or passing elementary algebra or higher level math course at any accredited college institution with a grade of "C" or better or at least 2sh of technical math or higher from military experience or pass the ASSET exam: Elementary Algebra scores of 41 or higher or Intermediate Algebra score of 31 or higher.

[iii] Satisfied by completion of one of the following courses: ARAB C180A, ARAB C180B, ART C100, ART C101, ANTH C100, ENGL C145, HUM C110, PHIL C100, HIST C160, HIST C165, HIST C180, HIST C185, SPAN C180A or SPAN C180B. These courses will also satisfy either the Arts & Humanities Requirement or the Social Sciences Requirement.

Navy Enlisted Learning and Development Programs:

- Learning and Development Roadmap for Enlisted Sailors, OPNAVINST 1500.77(series)
- Navy Enlisted Retention and Career Development Program, OPNAVINST 1040.11(series)
- Career Counselor Handbook, NAVPERS 15878L
- Command Sponsor and Indoctrination Programs OPNAVINST 1740.3(series) (Sponsor assigned within 10 days of orders received / Indoctrination completed as soon as possible and practicable but NLT 90 days)
- Command Sponsorship of Dependents at Overseas Duty Stations MILPERSMAN 1300-150 to 1300-210
- Navy Enlisted Warfare Qualification Programs OPNAVINST 1414.9 (series)
- Master Training Specialists (MTS) Program NETCINST 1500.2(series)
- Command Master Chief Program OPNAVINST 1306.2 (series)

Reenlistments and Extensions:

- Agreement of Enlisted Naval Reservist, and Fleet Reservists Inductees to Remain on Active Duty MILPERSMAN 1160-060
- Extension of Enlistments MILPERSMAN 1160-040
- Overseas Tour Extension Incentives Program (OTEIP) MILPERSMAN 1306-300
- Consecutive Overseas Tours (COT) Leave Travel Entitlement Policy MILPERSMAN 1050-410
- Career WayPoints - Reenlistment MILPERSMAN 1160-140
- Reenlistment Ceremony MILPERSMAN 1160-020
- Leave of Military Personnel MILPERSMAN 1050-040
- Required Counseling Upon Enlistment and Reenlistment MILPERSMAN 1160-031
- Selective Reenlistment Bonus (Use Latest SRB NAVADMIN)
- Selective Training and Reenlistment (STAR) Program MILPERSMAN 1160-100
- Assignment to School as a Reenlistment Incentive MILPERSMAN 1306-1006
- Reserve Enlisted Incentives RESPERSMAN 1100-020 and current ALNAVRESFOR Message
- Reenlistments and Extensions for Sailors in a Drilling Status RESPERSMAN 1160-010
- Satisfactory Participation in the Navy Reserve RESPERSMAN 1001-010

Fleet Reserve and Retirements:

- Casualties and Survivor Benefits (SBP) MILPERSMAN 1770-010 to 1770-280 OPNAVINST 1750.5(Series)
- Disability Retirement MILPERSMAN 1850-010 to 1850-040
- Fleet Reserve and Retirement MILPERSMAN 1800-010 to 1800-070
- Privately Owned Vehicle (POV) Shipment Entitlement Policy and Household Goods (HHG) Shipment and Storage Entitlement Policy MILPERSMAN 4050-010 to 4050-020
- Permissive Temporary Duty (PTDY) Authorization for Job/House Hunting MILPERSMAN 1320-220
- Transition Assistance Program (TAP) OPNAVINST 1900.2(series) (Initiate a DD-2648E-1 NLT 90 Days Prior to Separation and attend workshop 12 months prior to separation/Fleet Reserve/Retirement date)

Enlisted Administrative Separations:

- Separation by Reason of Alcohol Rehabilitation Failure MILPERSMAN 1910-152
- Separation by Reason of Misconduct -Drug Abuse MILPERSMAN 1910-146
- Separation by Reason of Convenience of the Government -Early release to further education MILPERSMAN 1910-108
- Administrative Separation (ADSEP) Policy and General Information MILPERSMAN 1910-010 to 1910-812
- Fraudulent Enlistment MILPERSMAN 1910-134
- High Year Tenure (HYT) MILPERSMAN 1160-120
- Misconduct (various reasons) MILPERSMAN 1910-138/140/142
- Department of the Navy (DON) Policy on Parenthood and Pregnancy SECNAVINST 1000.10(series) & MILPERSMAN 1910-124
- Separation by Reason of Convenience of the Government -Personality Disorder MILPERSMAN 1910-122
- Separation by Reason of Physical Fitness Assessment (PA) Failure MILPERSMAN 1910-170
- Separation by Reason of Misconduct - Commission of a Serious Offense MILPERSMAN 1910-142
- Separation by Reason of Unsatisfactory Performance MILPERSMAN 1910-156

Advancement & Service Schools:

- Advancement Manual for Enlisted Personnel of the U.S. Navy and U.S. Navy Reserve BUPERSINST 1430.16(series)
- Accelerated Advancement of Recruit Training Class "A" School Graduates, and Ceremonial Guard MILPERSMAN 1430-010
- Enlisted to Officer Commissioning Program Application & Administration Manual OPNAVINST 1420.1(series)
- Service Schools MILPERSMAN 1306-600/602/604/608
- Class "A" School & Rating Entry Requirements MILPERSMAN 1306-618
- Retesting with Armed Forces Classification Test (AFCT) version of the Armed Services Vocational Aptitude Battery (ASVAB) MILPERSMAN 1236-010
- Professional Apprenticeship Tracks Program (PACT) NAVADMIN 318/07
- Prior Service Reenlistment Eligibility – Reserve (PRISE-R) MILPERSMAN 1133-061

Education Advancement & Service Schools:

- Joint Chiefs Professional Military Education (PME) Manual 1805.01
- Voluntary Education (VOLED) for Navy Sailors OPNAVINST 1560.9(series)
- Navy Voluntary Education Program NETCINST 1560.3(series)
- Navy Credentialing Programs OPNAVINST 1540.56
- Administration of the United Services Military Apprenticeship Programs (USMAP) OPNAVINST 1560.10(series)

Diversity, Equity and Inclusion, and Anti-Extremism:

- Diversity, Equity and Inclusion: https://diversity.defense.gov
- DOD Diversity and inclusion Management Program DODI 1020.05(series)

Other Quick References:

- Awards Manual (SECNAVINST 1650.1(Series)
- Change in Rating MILPERSMAN 1440-010 to 1440-040
- Department of the Navy Correspondence Manual (SECNAV M-5216.5
- Navy Alcohol and Drug Abuse Prevention and Control OPNAVINST 5350.4(series)
- Exchange of Duty (SWAPS) MILPERSMAN 1306-700
- First-Term Personnel Assignment Policy MILPERSMAN 1306-126
- Individual Augmentation (IA) Policy and Procedures OPNAVINST 1001.24(series)
- Military Couple and Single Parent Assignment Policy MILPERSMAN 1300-1000
- Military Pay MILPERSMAN 7220-010 to 7220-410
- Navy Performance Evaluation System BUPERSINST 1610.10 (Series)
- Overseas Extensions MILPERSMAN 1300-310
- Physical Readiness Program OPNAVINST 6110.1(series) / MILPERSMAN 6100-6199
- Reassignment for Humanitarian Reasons (HUMS) MILPERSMAN 1300-500
- Standardized Policy and Procedures for the Active Duty for Operational Support (ADOS) Programs OPNAVINST 1001.20 (series)
- Operational Risk Management OPNAVINST 3500.39C
- Personnel Qualification Standards (PQS) Catalog NAVEDTRA 43100-6M
- Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards NAVPERS 18068F Volume 1 & 2