



# Aviation Boatswain's Mate - Aircraft Launch and Recovery Equipment (ABE)

March 2020





## 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.

# CAREER ROADMAP

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## **Airman Recruit to Master Chief Roadmap**

The educational roadmap below will assist Sailors in the Aviation Boatswain's Mate - Aircraft Launch and Recovery Equipment 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 Aviation Boatswain's Mate - Aircraft Launch and Recovery Equipment?**

Aviation Boatswain's Mate - Aircraft Launch and Recovery Equipment roadmaps are just what the name implies - a roadmap through the Enlisted Learning and Development Continuum from Airman 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 Aviation Boatswain's Mate - Aircraft Launch and Recovery Equipment 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, Aviation Boatswain's Mate (Aircraft Launch and Recovery Equipment) "A" School at the NATTC Pensacola, FL, 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:**



**ABE CAREER PATH  
(AW)**



Aviation Boatswain's Mates – (Launch and Recovery Equipment) (ABE). ABEs play a major role in launching and recovering naval aircraft from land (Naval Air Stations) or ships (CVN). Duties include: Maintaining and performing organizational maintenance on hydraulic and steam catapults, barricades, arresting gear, and arresting gear engines; operating catapult launch and arresting consoles, fire panels, water brakes, blast deflectors and cooling panels.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
27-30	ABCM	23.1 Yrs	CSEL, ECM, AB Detailer	36	4 <sup>th</sup> Shore Tour Billet: LCPO/CSEL/Dept LCPO Duty: Staff/School Qualification: SEA
23-27	ABCM ABECS	23.1 Yrs 20.6	CSEL	48	4 <sup>th</sup> Sea Tour Billet: Maintenance LCPO/Dept LCPO/CSEL/Division LCPO/QA LCPO Duty: CVN Qualification: SEA, Afloat Training Specialist
20-23	ABCM ABECS	23.1 Yrs 20.6	CSEL, CWO, ECM, Rating Detailer/Rating Specialist, Naval Air Station	36	3 <sup>rd</sup> Shore Tour Billet: Operations LCPO/Schools LCPO/Field Support LCPO/CPO/ Inspector/Staff/Recruiter Duty: Staff/School/NAS Qualification: Local JQR/PQS/MTS
16-20	ABECS ABEC	20.6 Yrs 14.3	MECP, STA-21, OCS, LDO, CWO, Recruiter, RDC, Drug and Alcohol Counselor, Brig Duty, NAVLEAD Instructor, Rating Detailer/Rating Specialist,	48	3 <sup>rd</sup> Sea Tour Billet: Div or Dept LCPO/MAINT LCPO/W/C CPO/Div CPO/Maint Sup/QA Duty: CVN Qualification: Local JQR/PQS/Afloat Training Specialist
13-16	ABECS ABEC	20.6 Yrs 14.3	AFLOATRAGRU, COMNAVAIRPAC, COMNAVAIRLANT NATTC Pensacola	36	2 <sup>nd</sup> Shore Tour Billet: Division/WC LCPO/CPO Prod Sup/ /Instructor/LPO/Recruiter/RDC Duty: Staff/School/NAS. Qualification: Local JQR/PQS/MTS
8-13	ABEC ABE1	14.3 Yrs 9.3		60	2 <sup>nd</sup> Sea Tour Billet: Catapult or Arresting Gear Maint Crew CPO/LPO/Catapult Captain Duty: CVN Qualification: Local JQR/PQS
5-8	ABE2 ABE3	4.7 Yrs 3.2	MECP, STA-21, Naval Academy, NROTC, Recruiter, RDC, USS CONSTITUTION, Brig Duty, NATTC Pensacola	36	1 <sup>st</sup> Shore Tour Billet: Arresting Gear or Launch & Recovery Maint Tech/General Duty/Recruiter Duty: Staff/School/NAS Qualification: Local JQR/PQS/MTS



**ABE CAREER PATH  
(AW)**



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-5	ABE2 ABE3	4.7 Yrs 3.2		55	1 <sup>st</sup> Sea Tour Billet: Catapult or Arresting Gear Operator. Duty: CVN Qualification: Local JQR/PQS
1+/-	ABEAN ABEAA Accession Training	9 Months			Recruit Training and all schools or training events required to be completed prior to reporting to their operational tour

Notes:

1. "A" School is not required
2. ABE's are only detailed to CVN's for sea assignments
3. Those serving on FORD class CVN's are considered experts on that platform and are often detailed to that assignment for extended periods of time
4. This is a compression rating – ABE/ABH/ABF ratings compress to AB rating at Master Chief
5. Common acronyms associated to this career path

AAG	Advanced Arresting Gear
ABE	Aviation Boatswains Mate (Launch and Recovery Equipment)
ADTT	AIR Department Training Team
ATG	Afloat Training Group
BUPERS	Bureau of Naval Personnel
CDQAR	Collateral Duty Quality Assurance Rep.
CMEO	Command Managed Equal Opportunity
CNAF	Commander Naval Air Forces
CNAL	Commander, Naval Air Forces Atlantic
CNAP	Commander, Naval Air Forces Pacific
CNATT	Center for Naval Aviation Technical Training
COMFRC	Commander Fleet Readiness Center
CORR CTRL	Corrosion Control
CPOA	Chief Petty Officer's Association
CSEL	Command Senior Enlisted Leader
CWO	Chief Warrant Officer
DCTT	Damage Control Training Team
DET	Detachment
EAWS	Enlisted Air Warfare Specialist
ECM	Enlisted Community Manager
EMALS	Electromagnetic Aircraft Launch System
FCPOA	First Class Petty Officer's Association
FRC	Fleet Readiness Center
FRS	Fleet Readiness Squadron
LCPO	Leading Chief Petty Officer
LDO	Limited Duty Officer
LPO	Leading Petty Officer
MECP	Medical Enlisted Commissioning Program
MTS	Master Training Specialist
NAS	Naval Air Station



## ABE CAREER PATH (AW)



NATTC	Naval Air Technical Training Center
NPC	Navy Personnel Command
NROTC	Navy Reserve Officer Training Corps
OCS	Officer Candidate School
OOD	Officer of the Deck
PERS	Personnel
PO	Petty Officer
QA	Quality Assurance
QAR	Quality Assurance Representative
QAS	Quality Assurance Supervisor
RDC	Recruit Division Commander
SEA	Senior Enlisted Academy
STA-21	Seaman To Admiral

### **Considerations for advancement from E6 to E7**

#### 1. Sea Assignments (all)

- Should have served as W/C or DIV LPO
- Fully qualified in at least one background (i.e. Catapult Captain (PQS 317), AGPO (PQS 310)
- Ford Class CVN - should be fully qualified in at least one background (i.e. EMALS Supervisor (PQS 313), AAG PO (PQS 311)
- Should be qualified JOOD/OOD(I/P)
- Should have earned at least two warfare pins
- DCTT team or other Training Team member - Repair Locker Leader or other Damage Control organization involvement, ADTT
- Should be Afloat Training Specialist (ATS) Qualified if program exists
- Asst Command Collateral (ie: ACFL) with documented impact
- FCPOA involvement
- Sailor 360 active involvement

#### 2. Shore Assignments (all)

- Personnel assigned to, CNATTU, ABE “A” School or “C” School Instructors with 805A NEC, are carefully screened and selected for that assignment and are highly valued by the ABE community. It’s highly recommended that those serving as an instructor in any capacity obtain their Master Training Specialist Certification
- Personnel Assigned to RTC as a Recruit Division Commander or assigned to Recruiting Duty are carefully screened and selected for this high priority assignment
- FCPOA involvement; FCPOA elected position is highly favorable
- Sailor 360 active involvement
- Command Collateral with documented impact

### **Considerations for advancement from E7 to E8**

#### 1. Sea Assignments (all)

- Successfully served as the W/C, QAS, MAINT CHIEF, DIV, or DEPT LCPO
- Fully qualified in at least one background (i.e. Catapult Captain (PQS 317), AGPO (PQS 310)
- Should be qualified OOD(I/P), Primary or Assistant Section Leader, and other outside the normal scope (ie: ATTWO, OOD(U/W)
- Ford Class CVN - should be fully qualified in at least one background (i.e. EMALS Supervisor (PQS 313), AAG PO (PQS 311)
- Should have earned at least two warfare pins
- Air Department Training Team member. DCTT, Repair Locker Leader or other Damage Control organization involvement is highly favorable
- Should be Afloat Training Specialist (ATS) Qualified if program exists
- Command Collateral with documented impact
- CPO mess involvement. Elected position is highly favorable



## ABE CAREER PATH (AW)



- Sailor 360 active involvement and Initiation Committee lead

### 2. Shore Assignments (all)

- Personnel assigned to TYCOM Staff, ATG, CNATTU, ABE “A” School or “C” school instructors with 805A NEC, are carefully screened and selected for that assignment and are highly valued by the ABE community. It’s highly recommended that those serving as an instructor in any capacity obtain their Master Training Specialist Certification
- Personnel Assigned to RTC as a Recruit Division Commander or assigned to Recruiting Duty are carefully screened and selected for this high priority assignment
- Command Collateral with documented impact
- CPOA involvement. Elected Position is highly favorable
- Sailor 360 active involvement and Initiation Committee lead

### **Considerations for advancement from E8 to E9**

#### 1. Sea Assignments (all)

- Successfully served as the W/C, QAS, MAINT CHIEF, DIV, or DEPT LCPO
- Fully qualified in at least one background (i.e. Catapult Captain (PQS 317), AGPO (PQS 310).
- Should be qualified OOD(I/P) and served as a Senior Section Leader
- Should have earned at least two warfare pins
- Air Department Training Team member. DCTT, Repair Locker Leader or other Damage Control organization involvement is highly favorable
- Command Collateral with documented impact
- CPO mess involvement and holding a position
- Sailor 360 active involvement and initiation committee lead

#### 2. Shore Assignments (all)

- Personnel assigned to TYCOM Staff, ATG, CNATTU, ABE “A” School or “C” School with NEC 805A, are carefully screened and selected for that assignment and are highly valued by the ABE community. It’s highly recommended that those serving as an instructor in any capacity obtain their Master Training Specialist Certification
- Personnel Assigned to RTC as a Recruit Division Commander or assigned to Recruiting Duty are carefully screened and selected for this high priority assignment
- Command Collateral with documented impact
- CPOA involvement and holding a position
- Sailor 360 active involvement and Initiation Committee lead



## Aviation Boatswain's Mate - Aircraft Launch and Recovery Equipment Petty Officer Third Class (Apprentice/Journeyman)

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
Aviation Boatswain's Mate (E) Course <sup>1</sup>	NATTC Pensacola, FL	C-822-2010	24 Days	

1 - Reserve opportunities may exist, contact Reserve Forces Code N7 for authorization.

#### RECOMMENDED SKILL TRAINING

Course Title	Course Location	CIN/CSE/ACE ID	Course Length	Date Completed
ALRE CATS REF <sup>1</sup>	Norfolk, VA / North Island, CA	C-604-2016	11 Days	
ALRE QA Admin <sup>1</sup>	Norfolk, VA / North Island, CA	C-670-2017	5 Days	
ALRE CAT BASIC <sup>1</sup>	Norfolk, VA / North Island, CA	C-604-2024	10 Days	
ALRE A/G <sup>1</sup>	Norfolk, VA / North Island, CA	C-604-2025	9 Days	

1 - Reserve opportunities may exist, contact Reserve Forces Code N7 for authorization.

#### NAVY ENLISTED CLASSIFICATION CODE (NEC) OPPORTUNITIES

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

#### JOB DESCRIPTION

Aviation Boatswain's Mates (Launching and Recovery Equipment) (ABE) operate, maintain, and perform maintenance on steam catapults, barricades, arresting gear, and associated equipment ashore and afloat; operate catapult hydraulic systems, retraction engines, water brakes, jet blast deflectors, Integrated Catapult Control Stations (ICCS), and jet blast deflector control panels; arresting gear engines, sheave dampers, deck-edge control stations, and associated equipment; perform aircraft handling duties related to the operation of aircraft launching and recovery equipment.

#### RECOMMENDED BILLET ASSIGNMENTS

Most of the work in this rating is performed outdoors on the deck of aircraft carriers, in all climatic conditions, in fast-paced and often potentially hazardous environments. AB's work closely with others in aviation ratings.



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

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Command Address	<input type="text"/>	QD Phone Number:	<input type="text"/>
Mobilization UIC:	<input type="text"/>		
Naval Reserve Activity:	<input type="text"/>		
Division Officer:	<input type="text"/>	Phone Number:	<input type="text"/>
Leading Chief Petty Officer:	<input type="text"/>	Phone Number:	<input type="text"/>
Leading Petty Officer:	<input type="text"/>	Phone Number:	<input type="text"/>
Sponsor/Mentor:	<input type="text"/>	Phone Number:	<input type="text"/>
Depart/Division Career Counselor:	<input type="text"/>	Phone Number:	<input type="text"/>
Date of Initial Entry to Military Service (DIEMS):	<input type="text"/>	Date of Initial Entry Reserve Forces (DIERF):	<input type="text"/>
Pay Entry Base Date (PEBD):	<input type="text"/>		
ADSD:	<input type="text"/>	Report Date:	<input type="text"/>
		EAOS/EOS:	<input type="text"/>
		PRD:	<input type="text"/>
		SEA / SHORE:	<input type="text"/> / <input type="text"/>
PAYGRADE E4 (1 year time in service required to be eligible for advancement to E5)			
Date Advanced:	<input type="text"/>	Eligible Advancement Date:	<input type="text"/>
		Number of times up:	<input type="text"/>
HYT Date:	<input type="text"/>	Security Clearance Level:	<input type="text"/>
		Date Last updated:	<input type="text"/>
Command INDOC complete:	<input type="text"/>		

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**CAREER DEVELOPMENT BOARDS:**

Use OPNAVINST 1040.11(ser) & Career Counselor Handbook NAVPERS 15878

(E4) 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):

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:

## RECORD REVIEW CHECKLIST

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Review your Official Record to see what documentation, qualifications, etc. may be missing or requiring an update. This is a great opportunity to meet with your Mentor, Leading Petty Officer or Leading Chief Petty Officer to understand the importance of keeping your record up-to-date. Check the following three major sections to verify your Official Record:

- a. **BUPERS Online:** BUPERS Online (<https://www.bol.navy.mil>) is your main tool to ensure your record is up to date and helps you to be proactive in making the most of your promotion opportunity. You should review your:
  1. **Official Military Personnel File (OMPF):** All active duty and reserve personnel having a BOL account, a CAC (with appropriate certificates) and a CAC-enabled computer can now view their OMPF online by selecting the OMPF option on the BOL main menu page. This is the preferred method of obtaining OMPF information to eliminate the unnecessary time-lags caused by waiting days or weeks to receive a requested CD ROM.
  2. **If Deployed:** Click on "*Request Record on CD*" to order your Official Military Personnel File (OMPF). This must be accomplished four to six months before a board convenes, which will allow time for delivery and updating of your record if required.
  3. Check your **Performance Summary Record (PSR)** and **Enlisted Summary Record (ESR)** on <https://www.bol.navy.mil>, click on the "*ODC, OSR, PSR, ESR*" link.
- b. **Electronic Service Record (ESR)** Self-Service ESR: This can be viewed at <https://nsips.nmci.navy.mil> or on the Navy Standard Integrated Personnel System (NSIPS) ESR server onboard ship.
- c. **Electronic Training Jacket (ETJ):** Log in to My Navy Portal (MNP) and review your entire ETJ making sure that each section is correct. If not, clicking on "*Data Problems*" at the bottom of each page which will guide you on how to make corrections or updates.
- d. **US Navy Awards website:** Log in to <https://awards.navy.mil/> to review any awards you may qualify for but were unaware of. Note that this website is only available from a CAC enabled, NMCI machine.
- e. **Physical Readiness Information Management System (PRIMS):** To log in to PRIMS, first log in to BUPERS Online at <https://www.bol.navy.mil>. Then look half way down the page for the PRIMS login at <https://www.bol.navy.mil/bam/>.
- f. **EOSH:** The Federal Agency Employee Occupational Safety and Health (EOSH) Toolkit is available at [https://www.osha.gov/dep/fap/eosh\\_toolkit.html](https://www.osha.gov/dep/fap/eosh_toolkit.html). It provides a one-stop-shop website that includes "just in time" information about maintaining a safe and healthful workplace.

## QUALIFICATIONS

Sea/Shore General Qualifications Watch Standing Qualifications	Report Date	Completion Date <small>(N/A if not required)</small>
Ship Board Fire Fighting		
Aviation Fire Fighting		
Basic Damage Control		
Advanced Damage Control		
3M 301 Maintenance Person		
3M 302 Repair Parts/Supply Petty Officer		
3M 303 Work Center Supervisor		
3M 304 LCPO/Division Officer		
Messenger of the Watch (MOOW)		
Petty Officer of the Watch (POOW)		
Personnel Qualification Standard		

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

Warfare qualification programs	Report Date	Completion Date <small>(N/A if not required)</small>
Aviation Warfare Specialist		
Surface Warfare Specialist		
Expeditionary Warfare Specialist		

Rate Specific/Department Qualifications (Add)	Report Date	Completion Date <small>(N/A if not required)</small>

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 ABE-Aviation Boatswain's Mate, Launching and Recovery Equipment rating. *They may require additional education, training or experience.*

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

Target Paygrade	Certifying Agency	Credential Title	Date Completed
E2	International Fluid Power Society (IFPS)	Industrial Hydraulic Mechanic (IHM)	
E2	International Fluid Power Society (IFPS)	Industrial Hydraulic Technician (IHT)	
E3	International Fluid Power Society (IFPS)	Pneumatic Mechanic (PM)	
E3	International Fluid Power Society (IFPS)	Pneumatic Technician (PT)	
E3	National Center for Aerospace & Transportation Technologies (NCATT)	Foreign Object Elimination (FOE)	

### 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.

**Leader Credentialing:** The following certifications and licenses are applicable to enlisted Leaders (E4 and above). *They may require additional education, training or experience.*

Certifying Agency	Credential Title	Date Completed
American Association for Lean Six Sigma Certification (AALSSC)	Lean Six Sigma Black Belt	
American Association for Lean Six Sigma Certification (AALSSC)	Lean Six Sigma Green Belt	
American Education Certification Association (AECA)	Certified Computer Skills Specialist	
American Society for Quality (ASQ)	Certified Manager of Quality/Organizational Excellence (CMQ/OE)	
American Society for Quality (ASQ)	Certified Quality Engineer (CQE)	
American Society for Quality (ASQ)	Certified Reliability Engineer (CRE)	
American Society for Quality (ASQ)	Master Black Belt Certification (MBB)	
American Society for Quality (ASQ)	Quality Auditor Certification (CQA)	
American Society for Quality (ASQ)	Six Sigma Black Belt (CSSBB)	
Computing Technology Industry Association (CompTIA)	CompTIA Project+	
Institute of Certified Professional Managers (ICPM)	Certified Manager (CM)	
Institute of Management Consultants	Certified Management Consultant - Basic	
International Association for Six Sigma Certification (IASSC)	Certified Lean Six Sigma Black Belt (ICBB)	
International Association for Six Sigma Certification (IASSC)	Certified Lean Six Sigma Green Belt (ICGB)	
International Association for Six Sigma Certification (IASSC)	Certified Lean Six Sigma Yellow Belt (ICYB)	
Project Management Institute (PMI)	Certified Associate in Project Management (CAPM)	
Project Management Institute (PMI)	PMI Agile Certified Practitioner (PMI-ACP)	
Project Management Institute (PMI)	PMI Professional in Business Analysis (PMI-PBA)	
Project Management Institute (PMI)	PMI Scheduling Professional (PMI-SP)	
Project Management Institute (PMI)	Portfolio Management Professional (PfMP)	
Project Management Institute (PMI)	Program Management Professional (PgMP)	
Project Management Institute (PMI)	Project Management Professional (PMP)	
Resilience-Building Leader Program	Resilience-Building Leadership Professional (RBLP)	

**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 ABE-Aviation Boatswain's Mate, Launching and Recovery Equipment 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)	
	Industrial Maintenance Mechanic	

## POST MILITARY OCCUPATIONS

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The following post military occupations are similar to the ABE-Aviation Boatswain's Mate, Launching and Recovery Equipment Rating. For more information about these occupations, visit NAVY COOL at <https://www.cool.navy.mil/usn/>.

<b>Occupation (Civilian Employer)</b>
Administrative Services Managers
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
Airfield Operations Specialists
Elevator Installers and Repairers
First-Line Supervisors of Office and Administrative Support Workers
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators
Gas Plant Operators
Industrial Machinery Mechanics
Inspectors, Testers, Sorters, Samplers, and Weighers
Maintenance and Repair Workers, General
Maintenance Workers, Machinery
Mobile Heavy Equipment Mechanics, Except Engines
Production, Planning, and Expediting Clerks
Stationary Engineers and Boiler Operators
Transportation Managers

<b>Occupation (Federal Employer)</b>
1825 - Aviation Safety Series
4818 - Aircraft Survival and Flight Equipment Repairing
8268 - Aircraft Pneudraulic Systems Mechanic
8852 - Aircraft Mechanic
8862 - Aircraft Attending

## STAY NAVY

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### 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, Inc., 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/definiterrecall/Pages/CANRECRcall.aspx>.

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### 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](mailto: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 ACDCU within one year from separation from ACDCU. 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 ACDCU 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.



**AC/FTS TRANSFER:**

<u>15 Months</u>	<u>12 Months</u>	<u>9 Months</u>	<u>6 Months</u>	<u>Orders Received</u>
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:**

<u>12 Months</u>	<u>9 Months</u>	<u>6 Months</u>	<u>3 Months</u>	<u>Orders Received</u>
MNA <i>(verify account access)</i>	MNA <i>(extend in current field)</i>	MNA <i>(apply for billets)</i>	MNA <i>(apply for billets)</i>	Sign Eval
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\*:**

<u>18 -12 months</u>	<u>6 months</u>	<u>90 days</u>	<u>30 days</u>
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) <i>Reserve Only</i>	Reserve Affiliation	Request Leave / PTDY	DD 214*
	VA/DVA		

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

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**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: Curl-ups  /  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: <http://www.navyfitness.org/>

## PROFESSIONAL MILITARY EDUCATION

(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](mailto:JST@DODED.mil)

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

Academic skills  NCPACE  CLEP  DSST

TA  MGIB  MGIB-SR  Post 9/11 GIB

#### E4 REQUIRED NAVY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Foundational Leader Development Course	Water front/ Flightline	NELD-03	2.5 days	
Professional Military Knowledge Eligibility Exam (PMK-EE) for E5	Navy e-Learning	NETCPDC-PMK-EE-E5-1.0		
Ethics Training	Command Delivered			
<b>Required General Military Training Topics For FY 2020 (Delivery determined by command discretion) <sup>1</sup></b>				
Sexual Assault Prevention and Response Awareness (SAPR)	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		
Privacy Act	Command Delivered			
Suicide Prevention	Command Delivered	CPPD-GMT-SAP-1.0		
Antiterrorism Level I <sup>2</sup>	Command Delivered/ MNP	CENSECFOR-AT-010-1.0		

1 - Verify GMT topics on MNP GMT web page

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.

#### E4 REQUIRED COMMUNITY PME:

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

## E4 RECOMMENDED NAVY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
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	NMHC12107V2.1	1 hour	
Personal Financial Management	Navy e-Learning	CPD-PFM-1.0	8 hrs	
PREVENT	Command Delivered	S-501-0150	24 hrs	
21st Century CONSEP (Mid-Career)	Fleet and Family Service Center		2 days	
<b>Recommended General Military Training Topics For FY 2020 (Delivery determined by command discretion) <sup>1</sup></b>				
Alcohol, Drug, and Tobacco Awareness	Command Delivered	CPPD-GMT-ADTA-1.0		
Combating Trafficking in Persons General Awareness	Command Delivered/ MNP	DOD-CTIP-3.0		
Domestic Violence Prevention and Reporting	Command Delivered	CPPD-GMT-DV-1.1		
Electromagnetic Warfare	Command Delivered/ MNP	NAVIFOR-FEWC-EMW-01.01		
Energy Policy	Command Delivered	OPNAV-GMTE-1.0		
Equal Opportunity/Sexual Harassment/Grievance Procedures	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		
Records Management	Command Delivered/ MNP	DOR-RM-010-1.2		
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			
Financial Management <sup>2</sup>	Command Delivered			

1 - Verify GMT topics on MyNavy Portal GMT web page

2 - 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.

**E4 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-MS101 /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](https://private.navyreserve.navy.mil/NRPDC/Pages/NRH_Default.aspx)

**E4 RECOMMENDED COMMUNITY PME:**

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

## 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/ah\\_online/cno-readingprogram/index.html](https://www.navy.mil/ah_online/cno-readingprogram/index.html)

### ESSENTIAL READING

<b>Navy Power (First 5 offerings)</b>	<b>Completed</b>
Visit <a href="http://www.navy.mil/ah_online/cno-readingprogram/navalpower.html">http://www.navy.mil/ah_online/cno-readingprogram/navalpower.html</a> for complete list.	
Sea Power by <i>Admiral James Stavridis</i>	
Toward a New Maritime Strategy by <i>Peter D. Haynes</i>	
The Rules Of The Game by <i>Andrew Gordon</i>	
Sea Power by <i>Geoffrey Till</i>	
Red Star Over The Pacific by <i>Toshi Yoshihara and James R. Holmes</i>	
<b>Fast Learning (First 5 offerings)</b>	<b>Completed</b>
Visit <a href="http://www.navy.mil/ah_online/cno-readingprogram/fastlearning.html">http://www.navy.mil/ah_online/cno-readingprogram/fastlearning.html</a> for complete list.	
Democracy by <i>Condoleezza Rice</i>	
A World in Disarray by <i>Richard Haass</i>	
Our Robots, Ourselves by <i>David A. Mindell</i>	
On Writing Well by <i>William Zinsser</i>	
The Innovator's Dilemma by <i>Clayton M. Christensen</i>	
<b>Navy Team (First 5 offerings)</b>	<b>Completed</b>
Visit <a href="http://www.navy.mil/ah_online/cno-readingprogram/navyteam.html">http://www.navy.mil/ah_online/cno-readingprogram/navyteam.html</a> for complete list.	
The Accidental Admiral by <i>James Stavridis</i>	
Team of Teams by <i>Stanley Mc Chrystal</i>	
Navigating the Seven Seas by <i>Melvin G. Williams, Sr. and Melvin G. Williams, Jr.</i>	
Leadership on the Line by <i>Ronald A Heifetz and Marty Linsky</i>	
A Vietnam Experience by <i>James Stockdale</i>	
<b>Partnerships (First 5 offerings)</b>	<b>Completed</b>
Visit <a href="http://www.navy.mil/ah_online/cno-readingprogram/partnernetwork.html">http://www.navy.mil/ah_online/cno-readingprogram/partnernetwork.html</a> for complete list.	
Partnerships for the Americas by <i>James Stavridis</i>	
The Accidental Superpower by <i>Peter Zeihan</i>	
Asia's Cauldron by <i>Robert D. Kaplan</i>	
World Order by <i>Henry Kissinger</i>	
At Ease by <i>Dwight Eisenhower</i>	

Reading, discussing, and understanding the ideas found in the CNO PRP will not only improve our critical thinking skills, but will also help us become better Sailors, citizens, and most importantly, leaders. This list is not intended to limit professional reading or learning in any way, but merely to provide easy access to a few of the many titles that will benefit our service.

The Chief of Naval Operations' tenets and Lines of Effort: Strengthening Naval Power at and from the Sea; Achieving Fast Learning at Every Level; Strengthening Our Navy Team for the Future; and Expanding and Strengthening our Network of Partners. These LOEs have themes common to all Sailors - Integrity, Accountability, Initiative, and Toughness.

The books are organized by the Lines of Effort, but there are several other categories as well. A Design for Maintaining Maritime Superiority is included in addition to a section of books - Fundamentals for the Naval Professional - that contains canonical books about warfighting, diplomacy, and strategy. Many books on both lists are available as e-books through the Navy General Library Program.

The entire list of over 140 book summaries and additional information is available at [https://www.navy.mil/ah\\_online/cno-readingprogram/azlist.html](https://www.navy.mil/ah_online/cno-readingprogram/azlist.html)

**E4 RECOMMENDED COMMUNITY READING**

Title	Completed
Aviation Boatswain's Mate (E) PQS <i>NAVEDTRA 14310</i>	
Basic Military Requirements Manual (BMR) <i>NAVEDTRA 14325</i>	
Airman <i>NAVEDTRA 14014A</i>	
Fluid Power <i>NAVEDTRA 14105A</i>	
Tools and Their Uses <i>NAVEDTRA 14256A</i>	
Torque Tools Uses, Care and Testing <i>NAVEDTRA 17-1-108</i>	
U.S. Navy Uniform Regulations <i>NAVPERS 15665I</i>	
Naval Military Personnel Manual <i>NAVPERS 15560D</i>	
Enlisted to Officer Commissioning Programs Application Administrative Manual <i>OPNAVINST 1420.1B</i>	
Standard Organization and Regulations of the U.S. Navy (SORM) <i>OPNAVINST 3120.32 Series</i>	
Ships' Maintenance and Material Management (3M) Manual <i>NAVSEAINST 4790.8 Series</i>	
Navy Occupational Safety and Occupational Health (SOH) Program Manual for Forces Afloat Vol II Surface Ship Safety Standards <i>OPNAVINST 5100.19E</i>	
Physical Readiness Program <i>OPNAVINST 6110.1J</i>	
Aircraft Launch and Recovery Equipment Program (ALREMP) <i>OPNAVINST 4790.15</i>	
Air Department Standard Operating Procedures (SOP) <i>COMNAVAIRLANT/PACINST 3100.4</i>	
Operational and Intermediate Manual with IPB (Steam Cat) <i>NAVAIR 51-15ABB-4.1</i>	
Operational and Intermediate Manual with IPB (Steam Cat) <i>NAVAIR 51-15ABB-4.2</i>	
Operational and Intermediate Manual with IPB (Steam Cat) <i>NAVAIR 51-15ABB-4.3</i>	
Operational and Intermediate Manual with IPB (A/C Recovery) <i>NAVAIR 51-5BBA-2.1</i>	
Operational and Intermediate Manual with IPB (A/C Recovery) <i>NAVAIR 51-5BBA-2.2</i>	
Digital End Speed Indicator (D.E.S.I) <i>NAVAIR 51-15ABE-2</i>	
Jet Blast Deflector (JBD) <i>NAVAIR 51-70-13</i>	
Deck Gear and Accessories <i>NAVAIR 15-15ABF-1</i>	





## 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 Aviation Boatswain's Mate - Aircraft Launch and Recovery Equipment 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 ABE

**Recommended Associates' degrees for the Airman**

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### RECOMMENDED OCCUPATIONAL-RELATED BACCALAUREATE/MASTERS DEGREE FOR ABE

**Recommended Bachelors/Masters degrees for the  
Airman**

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## GENERAL INFORMATION ON VOLUNTARY EDUCATION

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### 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



**Florida Community College**  
**NCPDLP ROADMAP**



### A.S. INDUSTRIAL MANAGEMENT TECHNOLOGY

#### RATING:

**Other Degree Requirements:**    *Remediation / SLS / Pre-reqs if Needed*  
     *Residency: 25% coursework must be completed at FCCJ (in-class or DL).*

~ School Degree Information ~								
COURSE NUMBER/TITLE	CREDITS NEEDED	SERVICE SCHOOL	MOS	CLEP	DSST	EXCELSIOR	DL	SOC CRS. Cat.#
<b>~GENERAL EDUCATION</b>								
ENC 1101 - English Composition I	3		-	ENC1101	-	ENC1101	Y	EN024A
Social Science	3		-	Y	Y	Y	Y	TBD
Mathematics	3		-	Y	Y	-	Y	TBD
Humanities	3		-	Y	Y	-	Y	TBD
Natural Science	3		-	Y	Y	Y	Y	TBD
<b>~PROFESSIONAL COURSES</b>								
MAN 2021 - Principles of Management	3	E7-E9		MAN2021			Y	MG101A
BCN2732: OSHA Safety	3						N	ET069A
GEB 1011 - Introduction to Business	3				GEB1011		Y	BU001A
OST1581: Professional Development in the Work Environment	3						Y	
MAN2125: Supervision & Performance Improvement	3						Y	
ENC2210: Technical Report Writing	3						Y	EN032A
CGS 1100 - Microcomputer Applications	3	E6-E9					Y	OF033A
<b>~PROFESSIONAL ELECTIVES - minimum 24 hours</b>								
	<b>E3</b>	<b>E4</b>	<b>E5</b>	<b>E6</b>	<b>E7</b>	<b>E8</b>	<b>E9</b>	
<i>ACE Recommended from MOS / Rate:</i>								
Military Credits	7	13	13	17	16	16	16	
<i>Credit from Service School:</i>								
Recruit Training	2	2	2	2	2	2	2	
A-School (if attended)								
C-Schools (if attended)								
<i>Total Elective Hours</i>	9	15	15	19	18	18	18	
<i>Total Credits Awarded *</i>	9	15	15	22	24	24	24	
<b>TOTAL CREDITS NEEDED (60 s.h.)</b>	<b>51</b>	<b>45</b>	<b>45</b>	<b>38</b>	<b>36</b>	<b>36</b>	<b>36</b>	

\* *Disclaimer:* Please be aware that this is a sample and a Sailor's actual credit awarded may vary depending on the ACE recommendation in effect at the time of their training. This is an unofficial preview of how credit from prior learning and military experience may be applied toward this degree option. It is subject to change upon official evaluation by Florida Community College, Military Education Institute (800) 700-2795, [military@fccj.edu](mailto:military@fccj.edu).

**Florida Community College**  
**Military Education Institute**  
**601 West State Street**  
**Jacksonville, FL 32202**  
**800-700-2795**                      **FAX: 904-632-5073**  
**Email: [military@fccj.edu](mailto:military@fccj.edu)**

## REFERENCES

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### 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

### 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

## **Education:**

- 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)

## **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
- Standardization Policy and Procedures for the Active Duty for Special Work (ADSW) Program 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