Navy Diver (ND)

LaDR
NAVY LEARNING and DEVELOPMENT ROADMAP

January 2017

Career Roadmap

Seaman Recruit to Master Chief Roadmap

The educational roadmap below will assist Sailors in the Navy Diver community through the process of pursuing professional development and advanced education using various military and civilian resources e.g. PQS program; JST/SMART Transcript; NKO (E-Learning); Navy College; 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 Navy Diver?

Navy Diver roadmaps are just what the name implies - a roadmap through the Enlisted Learning and Development Continuum from Seaman 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 Navy Diver roadmap includes the four areas encompassed by the Continuum in Professional Military Education to include; Navy Professional Military Education (NPME), Joint Professional Education (JPME), Leadership and Advanced Education.

Some training and education is mandatory (Recruit Training, Navy Diver Preparatory course at Great Lakes, Illinois and Second and First Class Diver School at Panama City, Florida, NKO (E-Learning, etc.)). Some may be directed by your chain of command (Microsoft Excel and PowerPoint courses), and the remainder is voluntary (NKO, 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 Base Navy College or Education Office vast resources. All are uniquely qualified to help you along the way.

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.

ND CAREER PATH

Navy Diver (ND): Perform underwater salvage, recovery, repair, and maintenance on ships and submarines; search for and recover downed aircraft; conduct harbor clearance operations; provide assistance to military, federal, state, and local civilian law enforcement agencies in diving operations and procedures; maintain and repair diving equipment and systems; research and develop new diving techniques and procedures; conduct submarine rescue operations; maintain forms, records, correspondence, and files; and perform and supervise recompression chamber operations, hyperbaric treatment for diving and non-diving illnesses, open and closed-circuit Underwater Breathing Apparatus (UBA) diving, saturation diving , surface-supplied air and mixed-gas diving operations, demolition operations, and small arms proficiency.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
20-30	NDCM NDCS	20.8 Yrs 16.9	MDV, CWO	36	7th Tour Sea/Shore Billet: Command Master Diver. Duty: NECC STAFF, SURFOR, CMDCM, BUPERS, CEODD, WARCOM STAFF, NAVSEA, NDSTC, CNRC. USS EMORY S. LAND, USS FRANK CABLE. Qualification: DSWS, Master Diver (NEC 5341), Diving Officer, Division Officer, Senior Enlisted, CMC, Senior Instructor, Master Training Specialist. DDS Shelter Officer.
16-19	NDCS NDC	16.9 Yrs 13	MDV, CWO	36	6th Shore Tour Billet: LCPO, OIC, AOIC, LPO, MDV (NEC 5341), ALPO, Team Leader, Division Officer. Duty: Underwater Ships Husbandry, Instructor Duty, Research and Development. Qualification: DSWS, Unlimited Dive Supervisor, MK16 Supervisor, DLSS QA Supervisor, Master Training Specialist.
16-19	NDCS NDC	16.9 Yrs 13	MDV, CWO	36	6th Sea Tour Billet: MDV, LCPO, OIC, AOIC, LPO, ALPO, Team Leader, Division Officer. Duty: MDSU, SPECWAR SDV, EOD, MARSOC, USS EMORY S. LAND, USS FRANK CABLE. Qualification: DSWS, Unlimited Dive Supervisor, MK16 Supervisor DLSS QA Supervisor, DDS Shelter Supervisor, DDS Shelter Officer.
YEARS OF SERVICE	**CAREER MILESTONES**	**AVERAGE TIME TO PROMOTE**	**COMMISSIONING OR OTHER SPECIAL PROGRAMS**	**SEA SHORE FLOW**	**TYPICAL CAREER PATH DEVELOPMENT**

ND CAREER PATH

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
13-15	NDC ND1	13 Yrs 7.3	MDV, CWO	36	5th Shore Tour Billet: LCPO, OIC, AOIC, LPO, MDV, ALPO, Team Leader, Division Officer. Duty: Underwater Ships Husbandry, Instructor Duty, Research and Development. Qualification: NEC 5342, DSWS, Unlimited Dive Supervisor, MK16 Supervisor, DLSS QA Supervisor, Master Training Specialist.
13-15	NDC ND1	13 Yrs 7.3	MDV, CWO	36	5th Sea Tour Billet: LCPO, OIC, AOIC, LPO, MDV, ALPO, Team Leader, Division Officer. Duty: MDSU, SDV, EOD, MARSOC, USS EMORY S. LAND, USS FRANK CABLE. Qualification: NEC 5342, DSWS, Unlimited Dive Supervisor, MK16 Supervisor, DLSS QA Supervisor, DDS Shelter Supervisor, DDS Shelter Officer.
10-12	NDC ND1	13 Yrs 7.3		36	4th Shore Tour Billet: LPO, ALPO, Team Leader. Duty: Under water Ships Husbandry, Instructor Duty, Research and Development. Qualification: NEC 5342, DSWS, Unlimited Dive Supervisor, MK16 Supervisor, DLSS QA Supervisor, Master Training Specialist
10-12	NDC ND1	13 Yrs 7.3		36	4th Sea Tour Billet: LCPO, AOIC, LPO, ALPO, Team Leader. Duty: MDSU, SDV, EOD, MARSOC, USS EMORY S. LAND, USS FRANK CABLE. Qualification: NEC 5342, DSWS, Unlimited Dive Supervisor, MK16 Supervisor, DLSS QA Supervisor, DDS Shelter Supervisor, DDS Shelter Officer.
YEARS OF SERVICE	**CAREER MILESTONES**	**AVERAGE TIME TO PROMOTE**	**COMMISSIONING OR OTHER SPECIAL PROGRAMS**	**SEA SHORE FLOW**	**TYPICAL CAREER PATH DEVELOPMENT**

ND CAREER PATH

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
7-9	ND1	7.3Yrs	STA-21, OCS, MECP	36	3rd Shore Tour Billet: LPO, ALPO, Team Leader. Duty: Under water Ships Husbandry, Instructor Duty, Research and Development. Qualification: NEC 5342, DSWS, Unlimited Dive Supervisor, MK16 Supervisor, DLSS QA Supervisor, Master Training Specialist.
7-9	ND1	7.3Yrs	STA-21, OCS, MECP	36	3rd Sea Tour Billet: LPO, ALPO, Team Leader. Duty: MDSU, SDV, EOD, MARSOC, USS EMORY S. LAND, USS FRANK CABLE. Qualification: NEC 5342, DSWS, Unlimited Dive Supervisor, MK16 Supervisor, DLSS QA Supervisor, Master Training Specialist.
3-6	ND1 ND2	7.3Yrs 2.6	STA-21, OCS, MECP	36	2nd Shore Tour Billet: WCS, Training PO. Duty: Under water Ships Husbandry, Instructor Duty, Research and Development. Qualification: DSWS, ESWS, MK-16 Tech, RADCON Worker, Divers Life Support Maintenance Technician, JFFM Maintenance Worker, Dive Supervisor, Master Training Specialist.
3-6	ND1 ND2	7.3 Yrs 2.6	STA-21, OCS, MECP	36	2nd Sea Tour Billet: WCS, Training PO. Duty: MDSU, SDV, EOD, MARSOC, USS EMORY S. LAND, USS FRANK CABLE. Qualification: NEC 5343, DSWS, ESWS, MK-16 Tech, RADCON Worker, Divers Life Support Maintenance Technician, JFFM Maintenance Worker, Dive Supervisor, Master Training Specialist.
YEARS OF SERVICE	**CAREER MILESTONES**	**AVERAGE TIME TO PROMOTE**	**COMMISSIONING OR SPECIAL PROGRAMS**	**SEA SHORE FLOW**	**TYPICAL CAREER PATH DEVELOPMENT**

ND CAREER PATH

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR SPECIAL PROGRAMS	SEA SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-3	ND2 ND3	2.6 Yrs < 1 Yr	Naval Academy, NROTC	36	1st Shore Tour Billet: WCS, Training PO. Duty: Under water Ships Husbandry, Instructor Duty, Research and Development. Qualification: DSWS, ESWS, MK-16 Tech, RADCON Worker, Divers Life Support Maintenance Technician, JFFM Maintenance Worker, Dive Supervisor, Master Training Specialist.
1-3	ND2 ND3	2.6 Yrs < 1 Yr	Naval Academy, NROTC	36	1st Sea Tour Billet: WCS, Training PO. Duty: Mobile Diving and Salvage Units (MDSU), SEAL Delivery Team (SDV), EOD, MARSOC, USS EMORY S. LAND, USS FRANK CABLE. Qualification: DSWS, ESWS, MK-16 Tech, RADCON Worker, Divers Life Support Maintenance Technician, JFFM Maintenance Worker, DDS Shelter Operator, Dive Supervisor, Master Training Specialist.
< 1	RTC (3 months) ND "A" school (6 months)	ND3 Advanced to E4 upon completion of ND "A" School & 6 months TIR as an E3.			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.
YEARS OF SERVICE	**CAREER MILESTONES**	**AVERAGE TIME TO PROMOTE**	**COMMISSIONING OR SPECIAL PROGRAMS**	**SEA SHORE FLOW**	**TYPICAL CAREER PATH DEVELOPMENT**

Notes:

1. The ND rating is comprised of three tiered NECs. Each NEC represents increasing levels of knowledge and responsibility:

   a. 5343 - Second Class Diver (Apprentice Skill set)
   b. 5342 - First Class Diver (Journeyman Skill set)
   c. 5341 - Master Diver (Master Skill set)

2. Warfare Qualification: The Diving and Salvage Warfare Specialist (DSWS) qualification was established in 2000. Personnel in the ND rating that are not DSWS qualified are *NOT* to be considered for advancement. Types of Duties:

a. Sea Duty(listed in no order of priority):

(1) Mobile Diving and Salvage Unit (MDSU)

(2) SEAL Delivery Vehicle (SDV) Teams

(3) Explosive Ordnance Disposal Mobile Units (EODMU)

(4) Submarine Development Squadron (SDR)

(5) Naval Special Warfare Development Group (NSWDG)

(6) Submarine Tenders

(7) Marine Special Operations Command (MARSOC) or Battalion (MARSOB)

(8) Marine Expeditionary Force (MEF) or Division (MARDIV)

(9) Naval Special Warfare Logistics Support Unit (LOGSU) SEA

(10) Research Laboratories (NRL, NUWC)

(11) Explosive Ordnance Disposal Support Units (ESU)

b. Shore Duty:

(1) Underwater Ships Husbandry: Southwest Regional Maintenance Center (SWRMC)

(2) Norfolk Ship Support Activity (NSSA)

(3) Pearl Harbor Naval Shipyard (PHNSY)

(4) Southeast Regional Maintenance Center (SRMC)

(5) Ship Refit Facility (SRF), Naval Submarine Support Facility (NSSF)

(6) Trident Refit Facility (TRF) and Navy Intermediate Maintenance Facility (NIMF)

(7) Undersea Rescue Command

(8) Naval Experimental Diving Unit (NEDU)

(9) Naval Special Warfare Logistics Support Unit (LOGSU)

(10) Naval Undersea Warfare Center (NUWC)

(11) Space and Naval Warfare Systems Command (SPAWAR)

(12) Naval Special Warfare Units (NSWU)

(13) Coastal Systems Station (CSS)

(14) EOD Technology Division (EODTECDIV)

(15) Naval Station Guantanamo Bay, Cuba (GTMO)

(16) Commander Naval Station Marianas (COMNAVMAR)

c. Staff & Training:

(1) Naval Diving and Salvage Training Center (NDSTC)

(2) Center for EOD and Diving (CEODD) Panama City, FL, ND preparatory course RTC Great Lakes, IL, EOD School, Eglin AFB.

(3) Explosive Ordnance Disposal Training and Evaluation Units (TEUTWO and TEUONE) Submarine School, New London, CT

(4) Naval Special Warfare Center (NSWCEN)

(5) Naval Aerospace Medical Facility (NAOMI)

(6) Naval Recruiting Command (NAVCRUITCOM)

(7) Bureau of Naval Personnel (Detailer/Enlisted Community Manager)

(8) Submarine Squadrons 1 and 16

(9) Naval Sea System Command (NAVSEA)

(10) Naval Submarine School (NAVSUBSCOL)

(11) Naval Safety Center (NAVSAFECEN)

3. Considerations for promotion from E6 to E7:

a. Prospective E-7 Fleet Divers must be a First Class Diver NEC 5342.

b. Prospective E-7 Divers (by order of precedence):

(1) Have a minimum of 5 years of diving experience in NEC (5342).

(2) Have served as a Leading Petty Officer for at least 12 months.

(3) Are as an Unlimited Supervisor (ex. MDSU-Mixed Gas Sup, SDV-DDS Dive Sup, UWSH-Unlimited Dive Sup) at current Command.

(4) Must show an ability to excel across the spectrum of diving commands IAW the recommended career path for PCS assignments (ex. UWSH/Salvage/SPECWAR/Instructor).

(5) Back to back shore duty, repeat duty at same command/platform type or more than one Instructor / Dunker Duty tour are *NOT* considered career enhancing.

4. Considerations for promotion to E8 or E9:

a. Prospective E-9 Fleet Divers must be a Master Diver (NEC 5341).

b. Prospective E-8 Divers (by order of precedence):

ND CAREER PATH

(1) Master Diver (NEC 5341) Highest Priority

(2) Diver First Class (NEC 5342) that has:

(a) A minimum of 10 years of experience as a Navy Diver.

(b) Leading Chief Petty Officer for at least 12 months.

(c) Unlimited Supervisor (ex. MDSU-Mixed Gas Sup, SDV-DDS Dive Sup, UWSH- Unlimited Dive Sup) at current Command.

(d) If at training Command, must be Master Training Specialist (MTS) qualified.

(e) Must show an ability to excel across the spectrum of diving commands (i.e., Salvage, Under Water Ships Husbandry, SPECWAR, and Instructor Duty).

(f) Back to back shore duty, repeat duty at same command/platform type or more than one Instructor / Dunker Duty tour are *NOT* considered career enhancing.

Navy Diver
Petty Officer Second Class
(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
Recruit Training	Great Lakes, IL	A-950-0001	8 weeks	
TSC INDOC	Great Lakes, IL	A-500-1111		
Naval Military Training	Great Lakes, IL	A-500-1000		
Personal Financial Management	Great Lakes, IL	A-950-0080	2 days	
ND/EOD Prep Course	Great Lakes, IL	A-433-0101		
Navy Diver "A" School/Second Class Diver	Panama City, FL	A-433-0022	123 days	
Mix Gas/Saturation Course (ILE)	NKO	CEODD-MGSDTA-001		

RECOMMENDED SKILL TRAINING

Course Title	Course Location	CIN/CSE/ACE ID	Course Length	Date Completed
Outboard Engine Mechanic (4313)	Coronado, CA	K-652-0237	2 weeks	
NSW Diving Equipment Maintenance and Repair	Various	K-431-0050	2 weeks	
NSW Scuba Diving Supervisor	Norfolk, VA	K-431-0048		

NAVY ENLISTED CLASSIFICATION CODE (NEC) OPPORTUNITIES

Course Title	Course Location	CIN/CSE/ACE ID	Course Length	Date Completed
9502 - Navy Instructor Training Course (NITC)	Various Locations	A-012-0077	19 days	
9510 - Basic Swimming and Water Survival Instructor	Pensacola, FL	A-012-1014	2 weeks	

JOB DESCRIPTION

Qualified to dive using all Air and Mixed Gas USN approved Diving Apparatus. Operates, tests, repairs and adjusts all USN Diving Equipment, Diving systems and support equipment. Maintains and operates USN recompression chambers. Performs underwater inspections, harbor/port/ship security inspections, including ordnance searching, Ship/submarine repair, salvage, expeditionary salvage and littoral combat, rescue, special warfare operations, underwater cutting and welding, demolition operations and small boat operations. Operates and maintains Naval Special Warfare Dry-Deck Shelter systems and submarine Lock-in/Lock-out systems. Trained in Diving Physics and is able to recognize symptoms of decompression sickness/diving accidents, and is able to assist in their treatment.

RECOMMENDED BILLET ASSIGNMENTS

The first two assignments for a Second Class Diver will consist of a Regional Maintenance or Salvage command followed or proceeded by a Special Warfare Unit or Explosive Ordnance Disposal command.

SECOND CLASS DIVERS perform Diving jobs such as applying patches, clearing ship propellers and underwater cutting and welding. They test, repair, and adjust all Diving equipment and dress/tend Divers. They know the laws of Diving physics, are able to recognize symptoms of decompression sickness/diving accidents, and are able to assist in the treatment of decompression sickness/diving accidents. They also perform underwater work such as taking precision measurements, making templates and fittings, constructing and placing shores, pouring cement, using excavating nozzles/technics, and repairing ships' appendages.

PERSONAL AND PROFESSIONAL DEVELOPMENT (Completed at reporting 30 day Career Development Board)

Command Address: _____ QD Phone Number: _____

_____

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: _____

ADSD: _____ REPORT DATE: _____ EAOS: _____ PRD: _____ SEA / SHORE: _____/____
PAYGRADE E5 (3 Years time in service required to be eligible for advancement to E-6)

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
(E5) Reason for Convening/Discussion Items: (Upon completion update (CIMS) Career Information Management System)

Reporting (within 30 days for active duty or three drill weekends for SELRES) (Date Conducted): _____

6 Month: _____ 12 Month: _____ 24 Month: _____36 Month: _____48 Month: _____

60 Month: _____ Special Program: _____ Member Request: _____

HYT 24 months (Date): _____ HYT 12 months (Date): _____ HYT Waiver Date: _____Approve/Disapprove

Career Waypoint 15 months to EAOS: _____ Career Waypoint not approved: _____ CMS/ID 13 months to PRD: _____

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

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

Physical Fitness Test Failure: _____

Advancement Center: Visit NKO Navy Advancement page located under the Career Management Tab
(Items to collect/discuss: Bibliography for Advancement, Enlisted Advancement Exam Strategy Guide, Profile Sheets)

Pass Not Advanced (PNA) 3 times: _____ Standard Score 40 or less/failed: _____

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

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

Naval Academy _____ Naval Academy Preparatory School (NAPS) _____

Officer Candidate School _____ Seaman to Admiral 21 (STA-21) _____

Medical Enlisted Commissioning Program (MECP) _____ Medical Service Corps In-service Procurement _____

Navy Leader Planning Guide: Log on to NKO and select the Leadership Tab to access this guide.

RECORD REVIEW CHECKLIST

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-on to Navy Knowledge Online (NKO) 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 onto (https://awards.navy.mil/) to review any awards you may qualify for but were unaware of.

QUALIFICATIONS AND CERTIFICATIONS

Sea/Shore General Qualifications **Watch Standing Qualifications**	**Report Date**	**Completion Date** **(If qualification is not required place N/A in this Block)**
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)		
Junior Officer of the Deck (JOOD)		
Personal Qualifications Standard		

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

Warfare qualification programs	**Report Date**	**Completion Date** **(If qualification is not required place N/A in this Block)**
Diving and Salvage Warfare Specialist (Primary)		
Expeditionary Warfare (Secondary)		
Aviation Warfare Specialist (Secondary)		
Submarine Specialist (Secondary)		
Surface Warfare Specialist (Secondary)		

Rate Specific/Department Qualifications (Add)	Report Date	Completion Date (If qualification is not required place N/A in this Block)
NAVEDTRA 43910 Military Diver PQS		
303 Recompression Chamber Operator		
304 Inside Tender		
305 Chamber Supervisor		
306 SCUBA Diving Supervisor		
308 Diver's Life Support System (DLSS) Maintenance Technician		
310 MK16 Maintenance Technician		
311 MK 16 Diving Supervisor		
312 MK 25 Closed Circuit Technician		
313 MK 25 Diving Supervisor		
315 Salvage Rigger		
316 Salvage Machinery Operator		
317 Underwater Cutter and Welder		
318 Underwater Salvor		
321 Underwater Ships Husbandry Specialist		
323 Onboard Diver Safety Check Off Technician		
360 MK III Mod 0/Mod1 Lightweight Diving System		
361 FADS III Flyaway Air Diving System		
362 Flyaway Mixed Gas System Console Operator		
363 Standard Navy Double Lock Chamber (SNDL) Operator		
364 Transportable Recompression Chamber System (TRCS) Operator		
365 Diver's Life Support System O2 Worker		
366 Diver's Life Suupport System O2 Worker Requal		
368 Drysuit Diver		
369 Cold Water/Ice Diver		

CERTIFICATIONS

The following post military occupations are similar to the ND-Navy Diver Rating. For more information about these occupations, visit NAVY COOL at https://www.cool.navy.mil/usn/.

Occupation (Civilian Employer)
Commercial Divers
Explosives Workers, Ordnance Handling Experts, and Blasters
Maintenance and Repair Workers, General
Motorboat Operators
Self-Enrichment Education Teachers
Welders, Cutters, and Welder Fitters

Occupation (Federal Employer)
0873 - Marine Survey Technical Series
1361 - Navigational Information Series
3703 - Welding
3820 - Shipfitting
4204 - Pipefitting
4602 - Blocking and Bracing
5786 - Small Craft Operating

Navy COOL: The following certifications and licenses are applicable to the ND-Navy Diver rating. *They may require additional education, training or experience.*

Target paygrade	Certifying Agency	Credential Title	Date Completed
E6	American Board for Certification in Homeland Security (ABCHS)	Certified in Homeland Security Level V (CHS-V)	
E4	Association of Diving Contractors International (ADCI)	Air Diver	
E6	Association of Diving Contractors International (ADCI)	Air Diving Supervisor	
E3	Association of Diving Contractors International (ADCI)	Entry Level Tender/Diver	
E6	Association of Diving Contractors International (ADCI)	Life Support Technician	
E5	Association of Diving Contractors International (ADCI)	Mixed Gas Diver	
E5	Association of Diving Contractors International (ADCI)	Mixed Gas Diving Supervisor	
E6	Association of Diving Contractors International (ADCI)	Saturation Technician	
E3	Professional Association of Diving Instructors (PADI)	Advanced Open Water Diver	
E3	Professional Association of Diving Instructors (PADI)	Open Water Diver	

Visit Navy COOL at https://www.cool.navy.mil/usn/ for additional Credentials that you may qualify to earn; however funding may be limited to your GI Bill.

UNITED SERVICES MILITARY APPRENTICESHIP PROGRAM (USMAP):

Rank	Apprenticeship	Date Completed
E1 - E9	Computer Operator	

Visit USMAP https://usmap.netc.navy.mil/usmapss/static/index.htm for additional information.

STAY NAVY

REENLIST / EXTEND: Request Chit/Form: _____ Career Waypoints-Reenlistment Approval: _____

Selective Training and Reenlistment (STAR): _____ Guaranteed Assignment in Detailing (GUARD 2000): _____

School as a Reenlistment Incentive: _____ Prior Service Reenlistment Eligibility - Reserve (PRISE-R):_____

Career Management System/Interactive Detailing (CMS/ID): _____

Medical/Dental Screening: _____ Command Recommendation (evaluation): _____ Bonus: _____ Ceremony: _____

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 Waypoint 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 13 months prior to expiration of active obligated service (EAOS) or as extended (SEAOS). Sailors with less than 24 months of contract time remaining at their projected rotation date (PRD) will submit an application 12 months prior to their PRD. In either case, the Career Waypoints system will automatically generate applications for Sailors 15 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 Obligated Service (SEAOS)/End of Active Obligated Service (EAOS) applications are created by C-Way at the 15 month from SEAOS/EAOS mark and must be submitted by the Command Career Counselor at the 13 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 13 to 10 months from SEAOS/EAOS with career choice options of in-rate, conversion, and Selected Reserve. The second review gate occurs from 9 to 7 months from SEAOS/EAOS with career choice options of conversion and Selected Reserve. From 6 months to 3 months to SEAOS/EAOS 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
  - SELRES option
  - Intend to separate
  - Not eligible

In February 2014, C-Way delivered auto-approval capabilities to provide reenlistment decisions on SEAOS/EAOS 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 E-6, 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 Sailor's 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 Waypoints system.
- Additional guidance MILPERSMAN 1440-060, NAVADMIN 149/13, NAVADMIN 150/13, and your Career Counselor

TRANSFER:

15 Months	12 Months	9 Months	6 Months	Orders Received
Career Waypoint____	Career Waypoint____	Career Waypoint____	Accept Orders_____	Screening_____
Exception Family Member___	EFM_____	CMS/ID_____	Reverse Sponsor_____	Obligate_____
CMS/ID_____	CMS/ID_____	SRB_____	Relocation (FFSC) ____	Bonus_____
Continuous Overseas Tours (COT) _____			Medical/Dental_____	
Overseas Tour Extension Incentive Program (OTEIP) _____			SRB_____	

For additional assistance in transfer and relocation, go to the Military HOMEFRONT website: http://www.public.navy.mil/bupers-npc/Pages/default.aspx and visit your Fleet and Family Support Center on base.

SEPARATING/RETIRE:

18 -12 months	6 months	90 days	30 days
Transition GPS _____	MED/DEN _____	Copy of Records_____	Copy of Records _____
Complete DD2648PSD_____	Relocation _____	Microfiche CD_____	PSD_____
Transition Planning_____	Relocation Services (FFSC) _____	Arrange Ceremony_____	MED/DEN _____
	Reserve Affiliation_____	Request Leave / PTDY _____	
	VA/DVA_____		

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 (Neck_____ Waist_____ Hips (Female) _____ 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 VISIT YOUR NAVY COLLEGE OFFICE or call the Virtual Education Center (VEC)!!!)

Education Plan Completed (Navy College Office/VEC _____Current Education Level_____

Degree Goal_____
Various distance learning degree options are available using, Sailor and Marine Online Academic Advisor (SMOLAA)

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_____

SOC DNS Agreement _____ Joint Service Transcripts (JST) _____ HS Transcripts_____ College Transcripts_____

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

For entry into JST, send official transcripts to:
Naval Education and Training Professional Development and Technology Center
Attn: JST Operation Center N615
6490 Saufley Field Road
Pensacola, FL 32509
Phone: 1-877-838-1659
Comm: 757-492-4684
FAX: 757-492-5095
DSN: 492-4684
Email: VEC@navy.mil

VOLUNTARY EDUCATION (Study guides and exam preparations and practice test located on NKO)

Academic skills _____ NCPACE _____CLEP _____DSST _____TA _____MGIB _____Post 9/11 GIB_____

E5 REQUIRED NAVY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Petty Officer First Class Selectee Leadership Course - Phase One	Command Delivered	CPPD-LEAD09-003	16 hours	
Petty Officer First Class Selectee Leadership Course - Phase Two (Frocked E-6)	Command Delivered	CPPD-LEAD09-003		
ADAMS for Supervisors	Various Locations	S-501-0120	8 hours	
Ethics Training	Command Delivered			
Required General Military Training Topics For FY 2016 (Standardized Core Training) [1]				
Antiterrorism Level I Awareness	NKO/Command Delivered	CENSECFOR-AT-010-1.0		
Combating Trafficking in Persons General Awareness	NKO/Command Delivered	DOD-CTIP-1.0		
Counterintelligence Awareness and Reporting	NKO/Command Delivered	DOD-CIAR-1.0		
Cyber Awareness Challenge V3	NKO/Command Delivered	DOD-IAA-V13.0		
Operations Security (Uncle Sam's OPSEC)	NKO/Command Delivered	NIOC-USOPSEC-2.0		
Privacy and Personally Identifiable Information	NKO/Command Delivered	DOD-PII-2.0		
Records Management	NKO/Command Delivered	DOR-RM-010-1.1		
Sexual Assault Prevention and Response Awareness (SAPR)	Command Delivered	CPPD-GMT-SAPRA-1.0 CC		
Equal Opportunity/Sexual Harassment/Grievance Procedures [2]	Command Delivered	CPPD-GMT-EOSH-1.0		
Suicide Prevention	Command Delivered	CPPD-GMT-SAP-1.0		
Required General Military Training Topics For FY 2016 (Command-Assigned Readiness –Enhancement topics; biennial periodicity) [3]				
Alcohol, Drug, and Tobacco Awareness	Command Delivered	CPPD-GMT-ADTA-1.0		
Domestic Violence Prevention and Reporting	NKO/Command Delivered	CPPD-GMT-DV-1.0		
Sexual Health and Responsibility	NKO/Command Delivered	CPPD-GMT-SHR-1.0		
Stress Management	Command Delivered	CPPD-GMT-SM-1.0		

1 - Verify GMT topics on NKO GMT web page.
2 - Course should be delivered in conjunction with SAPR. If not practicable, separate training is still required.
3 - Topics to be delivered once per deployment cycle. If deployment cycle is not applicable or exceeds two years between deployments, then deliver once every two years.

E5 REQUIRED COMMUNITY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Quality Assurance Craftsman	PQS	NAVEDTRA 43523series		
Quality Assurance Supervisor	PQS	NAVEDTRA 43523series		
Hazardous Material	PQS	NAVEDTRA 43528B CH 1		
3M 301	PQS	NAVEDTRA 43241 Series		
3M 302	PQS	NAVEDTRA 43241 Series		
3M 303	PQS	NAVEDTRA 43241 Series		
3M 304	PQS	NAVEDTRA 43241 Series		
Safety Program Afloat	PQS	NAVEDTRA 43460 series		
CPR qual/requal	Present command	American Heart Association		
Small Arms 9MM Pistol	PQS	NAVEDTRA 43466series		
Small Arms 12 gauge Shotgun	PQS	NAVEDTRA 43466series		
Small Arms 5.56 M-4 Rifle	PQS	NAVEDTRA 43466series		
Diving Salvage Warfare Specialist (Utilize Watch station 301 for guidance in completing mission specific areas)	PQS	NAVEDTRA 43910 series		
Hazardous Materials Safety Procedures	NKO	CNE-EPOC-WBS-02.12.01-02-00001		
Personal Firearm Safety	Navy e-Learning	CSF-PFS-010	2 hours	
Safety Fundamentals	NKO	A-651-0012	2 hours	
Safety Practices	NKO	NIDA-93951101		
VPP - Workplace Safety	NKO	NSC-SAF-0080-v1		

E5 RECOMMENDED NAVY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Leadership Core Continuum (LCC)	Command Delivered	CPPD10-LCC (Series)	6 hours	
Military Requirements for Petty Officer First Class (EDITION 1/1/1991)		NAVEDTRA 14145		
Basic Enlisted Professional Military Education (BEPME)	NKO	Military DON/ PME	20 hours	
Block 1 Basic EPME - Introduction	NKO	EPME-BASIC-B1		
Block 2 Basic EPME - Navy History and Heritage	NKO	EPME-BASIC-B2		
Block 3 Basic EPME - The Navy Professional	NKO	EPME-BASIC-B3		
Block 4 Basic EPME - Organization and Guidance	NKO	EPME-BASIC-B4		
Block 5 Basic EPME - Planning	NKO	EPME-BASIC-B5		
Block 6 Basic EPME - Regional Expertise and Cultural Awareness	NKO	EPME-BASIC-B6		
Block 7 Basic EPME - Technology for the Warfighter	NKO	EPME-BASIC-B7		
Block 8 Basic EPME - Conclusion	NKO	EPME-BASIC-B8		
Navy Reserve Fundamentals for Active Duty Course	NKO	NAVRESFOR-NRF-3.0	10 hours	
Nutrition	NKO	NMHCI2107V2.1	1 hour	
Culture	NKO or College Course	Foreign Language and Culture	45 hours	
Communication	College Course		45 hours	
English 101	College Course		45 hours	
English Reading	College Course		45 hours	
English Writing	College Course		45 hours	
Geography	College Course		45 hours	
History	College Course		45 hours	
Humanities	College Course		45 hours	
Language and Literature Study Guides	College Course		45 hours	
Math	College Course		45 hours	
Physical Sciences	College Course		45 hours	
Social Sciences	College Course		45 hours	
Recommended General Military Training Topics For FY 2016 (Delivery determined by command discretion) [1]				
Energy Policy	Command Delivered	OPNAV-GMTE-1.0		
Hazing Policy and Prevention	Command Delivered	CPPD-GMT-HPP-1.0		
Operational Risk Management	NKO/Command Delivered	CPPD-GMT-ORM-1.0		
Personal Financial Management	Command Delivered	CPPD-GMT-PFM16-1.0		
Physical Readiness	NKO/Command Delivered	CPPD-GMT-PRT-2.0		

1 - Verify GMT topics on NKO GMT web page.

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.

E5 RECOMMENDED RESERVE PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
NROWS Orders Administration Course	NKO	R-500-0140/02PG /DoN	8 hours	
Naval Reserve Center Commanding Officer Officer In Charge	NKO	CNRFC-COOIC-1.0 /DoN	8 hours	
Guidance for Mobilization	NKO	CNRFC-GMB-1.1 /DoN	4 hours	
Military Sealift Command 101	NKO	CNRFC-MSC101 /DoN 1.1	24 hours	
Non-Prior Service Accession Program	NKO	CNRFC-NPSAP-2 /DoN 0	23 hours	

E5 RECOMMENDED COMMUNITY PME:

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

NAVY PROFESSIONAL READING PROGRAM (PRP)

The purpose of the Reading Program is to facilitate the professional and personal development of all Sailors. For additional information on changes, refer to NAVADMIN 309/12 or visit http://navyreading.dodlive.mil/ or http://navy.lib.overdrive.com/ or https://wwwa.nko.navy.mil

ESSENTIAL READING

WARFIGHTING FIRST	**Completed**
1812: The Navy's War *by George C. Daughan*	
Cybersecurity and Cyberwar: What Everyone Needs to Know *by P.W. Singer*	
SEAL of Honor *by Gary Williams*	
Leading with the Heart *by Mike Krzyzewski, Donald T. Phillips, and Grant Hill*	
The Twilight War *by David Crist*	
Wake of the Wahoo *by Forest J. Sterling*	
OPERATE FORWARD	**Completed**
The Crisis of Islam *by Bernard Lewis*	
Execute Against Japan *by LT Joel Holwitt, USN*	
Monsoon *by Robert Kaplan*	
Neptune's Inferno *by James D. Hornfischer*	
Red Star Over the Pacific *by Toshi Yoshihara and James Holmes*	
Fallout *by Catherine Collins and Douglas Frantz*	
BE READY	**Completed**
A Sailor's History of the U.S. Navy *by Thomas Cutler*	
In the Shadow of Greatness *by Joshua Welle, John Ennis, Katherine Kranz and Graham Plaster*	
Navigating the Seven Seas *by Melvin G. Williams, Sr. and Melvin G. Williams, Jr.*	
The Trident: The Forging and Reforging of a Navy SEAL Leader *by Jason Redman and John Bruning*	
Turn the Ship Around *by David Marquet*	
Wired for War *by P.W. Singer*	

Twenty-four additional books are categorized as "recommended reading," and are available as electronic books (e-books). Many can be downloaded at no cost through the Navy general library program site on Navy Knowledge On-line (NKO).

The entire list, with book summaries and additional information is available at http://navyreading.dodlive.mil/

The CNO-PRP has been streamlined to make our Navy's reading program more interactive, affordable, and wherever possible, electronically accessible. To that end: a number of the titles will be available for free at the NKO portal at https://wwwa.nko.navy.mil.

- Click on the reference tab, then e-library audio and e-books tab.
- In order to download books, an "overdrive" account is required. On the top right, click on the overdrive window and follow the prompts.
- Then, not only are the PRP books available, but also hundreds of other items.

Note: Security restrictions preclude downloading via Navy owned computers, so downloading them to personally-owned devices will be required.

E5 RECOMMENDED COMMUNITY READING

Title	Completed
Faceplate *http://www.supsalv.org*	
Diving Equipment Authorized For Military Use (AMU) Program *NAVSEAINST 10560.2 series (http://www.supsalv.org)*	
MK-20 MOD 0 UBA Manual *http://www.supsalv.org*	
MK-21 MOD 1 UBA Manual *http://www.supsalv.org*	
KM37 NS UBA Manual T6560-AC-OMP-010 *http://www.supsalv.org*	
DP1& DP2 User Manual *http://www.supsalv.org*	
ORCA Manual SS500-A3-MMO-010 *http://www.supsalv.org*	
ORCA II Manual SS500-A2-MMO-010 *http://www.supsalv.org*	
U.S.N Diving Umbilical Manual SS521-AH-PRO-010 *http://www.supsalv.org*	
MIL-STD-1622 series *http://www.supsalv.org*	
MIL-STD-1330 series *http://www.supsalv.org*	
COMNECCINST 1414.3 series (DSWS Inst.)	
FADS III Air System Rev. 1 *http://www.supsalv.org*	
MK-3 Lightweight Diving System Rev. 2 *http://www.supsalv.org*	
MK-6 TRCS MOD 0 and MOD 1 *http://www.supsalv.org*	
O & M Manual for the EEHS *http://www.supsalv.org*	
U.S. Navy Underwater Cutting and Welding Manual *http://www.supsalv.org*	
Underwater Ships Husbandry Manuals *http://www.supsalv.org*	

ALL PAYGRADES
VOLUNTARY EDUCATION

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

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

E1- E6: The workshop is available at your Navy College Office
E-7 and above: The Workshop is available at your Navy College Office
or
Complete the online course at the Navy College Website

How do I get started?

You already have. All your training up to this point is part of your Navy Diver 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 stop is your Navy College Office. The counselors there 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, Then lastly sign up for new courses?

RECOMMENDED OCCUPATIONAL-RELATED ASSOCIATE'S DEGREE FOR ND

Recommended Associates' degrees for the Seaman
General Education with a Business Administration Concentration
AA Oceanography Technology

RECOMMENDED OCCUPATIONAL-RELATED BACCALAUREATE/MASTERS DEGREE FOR ND

Recommended Bachelors/Masters degrees for the Seaman
BS Business Studies

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

Navy College Program Distance Learning Program (NCPDLP)

The Navy College Program (NCP) has developed partnerships with colleges and universities to offer rating relevant degrees via distance learning to Sailors everywhere. These new education partnerships provide associates and bachelors degree programs relevant to each rating, and make maximum use of military professional training and experience to fulfill degree requirements. The program also provides opportunities to take courses through distance learning so that Sailors anywhere will be able to pursue a degree. Courses are offered in a variety of formats, such as CD-ROM, videotape, paper, or over the Internet. Contact your Navy College Office or the Navy College Center about degree programs available from your partnership schools.

Servicemembers Opportunity College Degree Network System (SOC DNS):

The SOC DNS consists of accredited colleges offering specific associate's and bachelor's degrees (while limiting academic residency) to Sailors, Marines, Soldiers and members of the Coast Guard worldwide. Colleges taking part in each curriculum area guarantee acceptance of one another's courses as identified by SOC DNS Course Category Codes. The "home" college (the SOC DNS college from which the student wishes to graduate) issues an official Student Agreement to all eligible students after the completion of the sixth semester hour and a complete evaluation of the servicemember's prior learning, including courses from other colleges and universities, military training and occupational experience, nationally-recognized tests, and other non-traditional credit. The SOC DNS Student Agreement is a contract-for-degree that protects the eligible student from changes to his or her degree program. It is a comprehensive long-range degree plan that lists all of the course requirements, but does not require that all courses be taken with that college. More information is available online at: http://www.soc.aascu.org/socdns/

Tuition Assistance (TA):

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 and fees directly associated with the course of instruction. TA will pay for the following amounts per fiscal year: 16 semester hours, not-to-exceed $250/credit or 24 quarter hours, not-to-exceed $166.67/credit or 240 clock hours (CH), not-to-exceed $16.67/CH or a combination of semester and quarter hours.

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.militaryguides.acenet.edu.

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.

DANTES (DSST) http://www.dantes.doded.mil/DANTES_WEB/EXAMINATIONS/DSST.htm
CLEP Exams http://www.collegeboard.com/student/testing/clep/about.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.#
~GENERAL EDUCATION								
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
~PROFESSIONAL COURSES								
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
~PROFESSIONAL ELECTIVES - minimum 24 hours								
	E3	E4	E5	E6	E7	E8	E9	
ACE Recommended from MOS / Rate:								
Military Credits	7	13	13	17	16	16	16	
Credit from Service School:								
Recruit Training	2	2	2	2	2	2	2	
A-School (if attended)								
C-Schools (if attended)	Credit based on individual evaluation							
Total Elective Hours	9	15	15	19	18	18	18	
Total Credits Awarded *	**9**	**15**	**15**	**22**	**24**	**24**	**24**	
TOTAL CREDITS NEEDED (60 s.h.)	**51**	**45**	**45**	**38**	**36**	**36**	**36**	

* ***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.

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

REFERENCES

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 15878K
- 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
- Guaranteed Assignment Retention Detailing Program (GUARD 2000), MILPERSMAN 1306-1002/1004
- 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
- Perform to Serve (PTS) MILPERSMAN 1440-060
- 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 Management Program (TAMP) OPNAVINST 1900.2(series) (Initiate a DD-2648-1 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