



2026 Enlisted Advancement Manual Update Fact Sheet

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BLUF: BUPERS INSTRUCTION 1430.16H Advancement Manual for Enlisted Personnel of the U.S. Navy and U.S. Navy Reserve was published January 21st, 2026, providing procedures for administering the advancement for enlisted Service members serving in the U.S. Navy and U.S. Navy Reserve. This instruction is a complete revision and should be reviewed in its entirety.

Who needs to know?

- All Sailors
- Triads
- NCs and Career Counselors
- Deck plate leadership

What you need to know – Key Points

- This Manual cancels BUPERSINST 1430.16G and supersedes interim NAVADMINs (please review the instruction for a complete list) to create a central and consolidated resource for enlisted advancement.
- [BUPERS INSTRUCTION 1430.16H](#) is now the primary reference for the Navy's Billet Based Advancement system.
- Changes can affect timelines and available methods for advancement. Sailors should review in order to ensure they fully understand how promotion will work for their specific circumstance.

Major revisions to this instruction include:

- Chapter 1.** Changed the time in rate (TIR) to minimum time in service (TIS) for automatic advancement for E-2 through E-4. Updated exception to policy (ETP) responsibilities and processes for all advancement pathways.
- Chapter 2.** Incorporated the Navy Enlisted Leadership Development (ELD) Course completion requirements for all pay grades. Expanded special requirements of certain rates and ratings. Added the implementation of Navy enlisted classification code (NEC) N33Z identifying nuclear engineering watch supervisor and propulsion plant watch supervisor qualification.
- Chapter 3.** Changed the NWAE/RKE worksheet and the instructions for completing it. Added reporting senior's cumulative average (RSCA) performance mark average (PMA) calculations for E-6 and E-7 candidates.
- Chapter 7.** Added Time in Service (TIS) Requirements for advancement to E-2 through E-4.
- Chapter 10.** Rewritten in its entirety to reflect MAP policy changes, codified multiple NAVADMINs to establish policy and guidance on A2P and CA2P for non-BBA Sailors.
- Chapter 13.** New Chapter: Billet Based Advancements (BBA). Policy and administrative procedures for ratings identified for BBA and Senior Enlisted Marketplace (SEM). Established new TIR application policy for Senior Enlisted Marketplace.



Resources:

- [BUPERS INSTRUCTION 1430.16H](#)
- [Enlisted Career Admin](#)
- MyNavyHR [Navy Advancement Center](#)

FAQ

Q1. What is the most important thing Sailors need to understand about the new Advancement Manual?

A. BUPERSINST 1430.16H is a *complete revision* of the Advancement Manual and replaces all previous versions and interim NAVADMIN guidance. It consolidates Billet-Based Advancement (BBA), MAP, A2P, CA2P, and Senior Enlisted Marketplace (SEM) policies into a single authoritative reference. Sailors should not rely on outdated instructions or partial summaries.

Q2. Who does this manual apply to?

A. All Active and Reserve Sailors, commanding officers, triads, career counselors, and deck-plate leaders involved in advancement, detailing, and career development.

Q3. Does this change advancement immediately for everyone?

A. No. Some changes apply immediately (such as TIS requirements and consolidated policy guidance), while others apply only to specific paygrades, ratings or advancement paths depending on BBA integration and eligibility windows.

Q4. What changed from Time in Rate (TIR) to Time in Service (TIS)?

A. Automatic advancements from E-2 through E-4 are now based on *minimum Time in Service (TIS)* rather than Time in Rate. This simplifies eligibility, increases consistency across accession paths, and reflects the Navy's shift toward opportunity-based advancement.

Q5. Am I already part of BBA?

A. As of 2026, 14 ratings are fully integrated into BBA at E-5 through E-9. BBA is also applicable for nearly all active-duty E-6 ratings. Additional ratings and paygrades will transition over time. Sailors should check [MyNavy HR](#) and consult their career counselor for current eligibility.

Q6. Why is the Navy moving toward BBA?

A. Fleet data shows BBA increases competition for critical billets, reduces leadership gaps, and aligns Sailor experience with mission requirements—while giving Sailors more control over their careers.

Q7. How is A2P different from traditional advancement?

A. Under A2P, eligible Sailors compete directly for specific billets at the next higher pay grade through MyNavy Assignment. The Sailor selected for the job advances once they have reported to that billet.

Q8. When does advancement become effective under A2P?

A. Advancement becomes effective on the date the Sailor reports onboard and assumes the higher-paygrade billet. Frocking may occur earlier once orders and obligated service requirements are met.

Q9. How is CA2P different from MAP?

A. CA2P advances a Sailor into a *specific vacant billet* at the next paygrade within the same geographic area, while MAP advances a Sailor without a billet requirement. CA2P is billet-driven; MAP is quota-driven.

Q10. Does CA2P extend a Sailor's tour?

A. Sea-duty CA2P: Sailors will be required to extend onboard (PRD extension) with a 36-month obligation (if applicable). Shore duty: CA2P does not extend PRD with a 36-month obligation.



Q11. What changes for E-6 Sailors selected for Chief?

A. Starting with FY26, all Sailors successfully screened to E-7 may be frocked to CPO upon completion of CPO induction per annual CPO guidance and will follow the SEM paths to advancement in Chapter 13. If alignment at the next higher pay grade is not attained after 30 months, Sailor will be direct-detailed to an E-7 billet.

Q12. Is MAP part of BBA?

A. No. MAP remains a separate advancement program. However, MAP policy has been fully rewritten and codified in Chapter 10 of the manual.