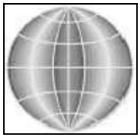


EM CAREER PATH
SELECTED RESERVE (SELRES)



Electrician's Mates (EM) perform corrective and preventive maintenance on power and lighting circuits, electrical fixtures, motors, generators, voltage and frequency regulators, controllers, distribution switchboards, galley and laundry equipment.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
27-30	EMCM	20.7 Yrs	CSEL	N/A	Billet: CSEL, Regional SEL, National SEL Duty: MSRON, ACU, NYSD, MSC, NCHB Qualification: ATS, SEA, 8CMC, Journeyman
23-27	EMCM EMCS	20.7 Yrs 17.0	CSEL	N/A	Billet: CSEL, DLCPO, LCPO, 3MC, Regional Staff, National Staff, OSL NSYD, Task Manager Duty: MSRON, ACU, NYSD, MSC, NCHB Qualification: SS, SW, AW, SCW, EXW, ETT, DCTT, 3MTT, SEA, EDO/EOOW, 3MC, 8CMC
20-23	EMCM EMCS EMC	20.7 Yrs 17.0 15.1	CSEL	N/A	Billet: CSEL, LCPO, Instructor, Regional Staff, National Staff, OSL NSYD, Task Manager Duty: MSRON, ACU, NYSD, MSC, NCHB Qualification: ATS, SEA, Instructor.
17-20	EMCS EMC EM1	17.0 Yrs 15.1 10.0	CWO, CSEL	N/A	Billet: LPO, DLCPO, LCPO, 3MC, Regional Staff, Unit SEL, Shop Task Manager, NROWS UA Duty: MSRON, ACU, NYSD, MSC, NCHB Qualification: SS, SW, AW, SCW, EXW, ETT, DCTT, 3MTT, EDO/EOOW
14-17	EMC EM1	15.1 Yrs 10.0	CWO	N/A	Billet: LCPO, LPO, Unit STC Mentor Duty: MSRON, ACU, NYSD, MSC, NCHB Qualification: ATS, SEA, Instructor.
9-14	EM1 EM2	10.0 Yrs 5.6	STA-21, OCS, LDO	N/A	Billet: WCS, LPO, 3MC. Duty: MSRON, ACU, NYSD, MSC, NCHB Qualification: SS, SW, AW, SCW, EXW, ETT, DCTT, EDO/EOOW
6-9	EM1 EM2 EM3	10.0 Yrs 5.6 2.3	STA-21, OCS, LDO	N/A	Billet: LPO Duty: MSRON, ACU, NYSD, MSC, NCHB Qualification: Instructor
1-6	EM2 EM3	5.6 Yrs 2.3	STA-21, OCS, Naval Academy	N/A	Billet: WCS, Operator/Maintenance Tech. Duty: MSRON, ACU, NYSD, MSC, NCHB Qualification: Repair EM, SW, AW, EPCC, SCW, EXW, ETT.
1+-	EM3, EMFN EMFA Accession Training	30 Months 18 Months 9 Months			Recruit Training and all schools or training events are required to be completed prior to reporting to their first operational command.



EM CAREER PATH
SELECTED RESERVE (SELRES)



Notes:

1. "A" School is not required for this rating.
2. This is not a compressed rating.
3. EM are not required to hold a security clearance; however, there may be certain billets that require a clearance.
4. Rating NECs:

U35A - Electricians Mate Surface Ship Electrical Advanced Maintenance
U36A - LPD-17 Class Electric Plant Maintainer
U37A - LPD 17 Class Engineering Control System (ECS) Master Maintenance Technician
762A - Electrical Motor Rewinder
U38A - CG 47/LHD-1 Electrical Component Maintenance Technician
N41Z - SSN 774 Integrated Low Pressure Electrolyzer Equipment Technician
U39A - NAMTS Outside Electrical Repair Technician
U40A - NAMTS Inside Electrical Repair Technician
U41A - Minesweeping Electrician
763A - UNREP Electrical-Electronics Control Maintenance
764A - Shipboard Elevator Electronic/Electrical System Maintenance Technician
U42A - Steam Catapult Electrician
U43A - LAMPS MK III RAST/HRS Electrical Maintenanceman
765A - Physical/Dimensional Calibration Specialist
U44A - LSD-41/49 Class Advanced Engineering Control System (AECS-MCS) Maintenance Technician
U45A - LSD-41/49 Class Electric Plant Maintainer

NEC Notes:

- (1) NEC not applicable to SELRES billets – NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.
5. Within SurgeMain all regional/national positions are screened billets. These positions, with documented impact, should be considered a plus.
6. Failing to earn a warfare device when given the opportunity (based on assignment/mobilization) should be viewed as a detractor.

Considerations for advancement from E6 to E7

Highly competitive candidates for selection as a Chief Petty Officer have met many or all of the following milestones:

Fully Qualified:

- Meets the "Fully Qualified" standards outlined in the most recent Selection Board Convening Order.
- Advance Leader Development Course Completion.

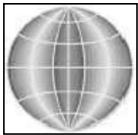
Best Qualified:

- Unit leadership position (scope of impact should be considered)

Attained requisite qualifications for mobilization billet as documented per community specific guidance (ITP, JQR, etc.)

Best of the best:

- Unit leadership position with heavy Sailor involvement and documented impact on warfighting readiness. Special consideration should be given to those Sailors whose units receive documented recognition for superb unit performance from a higher authority (e.g. Battle E, Letter/Memo from NRC CO, etc.).
- Qualified above requirements for mobilization billet. If advanced qualifications are not available, a memo from Unit CO to the selection board is recommended as a best practice.
- Significant command collateral duties with documented impact.



EM CAREER PATH SELECTED RESERVE (SELRES)



- First Class Petty Officer Association (FCPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SurgeMain/RMC: Qualified On-site Leader (OSL).

Considerations for advancement from E7 to E8

Highly competitive candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

Fully Qualified:

- Meets the “Fully Qualified” standards outlined in the most recent Selection Board Convening Order.
- CPO Leader Development Course – 8LDC NEC.

Best Qualified:

- Unit leadership position (scope of impact should be considered).
- Attained requisite qualifications for mobilization billet as documented per community specific guidance (ITP, JQR, etc.).
- SurgeMain/RMC: Qualified On-site Leader (OSL). During large scale ATs, one may not be afforded the opportunity to act as OSL. In these cases, consideration should be given the scope and impact of their role in leading Sailors.

Best of the best:

- Unit leadership position with heavy Sailor involvement and documented impact on warfighting readiness. Special consideration should be given to those Sailors whose units receive documented recognition for superb unit performance from a higher authority (e.g. Battle E, Letter/Memo from NRC CO, etc.).
- Qualified above requirements for mobilization billet. If advanced qualifications are not available, a memo from Unit CO to the selection board is recommended as a best practice.
- Special consideration should be given to those whose AT/ADT have made a significant contribution towards warfighting readiness as defined by their billet (i.e. a National Admin Staff member will contribute differently than a Unit SEL). Amount of support to UMUIC should be considered.
- Special consideration should be given to those whose documented accomplishments have made an impact outside of their unit in addition to having an impact within their unit.
- Chief Petty Officer Association (CPOA) with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CSEL Billet

Considerations for advancement from E8 to E9

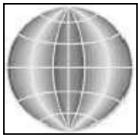
Highly competitive candidates for selection as a Master Chief Petty Officer have met many or all of the following milestones:

Fully Qualified:

- Meets the “Fully Qualified” standards outlined in the most recent Selection Board Convening Order.
- Senior Enlisted Academy Graduate – 8SEA NEC.

Best Qualified:

- Unit/Region/Tycom leadership position with heavy Sailor involvement and documented impact on warfighting readiness. Special consideration should be given to those Sailors whose units/regions receive NRC/Region/Tycom-level accolades for unit/region performance (scope of impact should be considered).
- CSEL Billet
- Regional SEL



EM CAREER PATH SELECTED RESERVE (SELRES)



- Regional or National position in a Navy Reserve Program or Command (scope of impact should be considered).
- Special consideration should be given to those whose AT/ADT have made a significant contribution towards warfighting readiness as defined by their billet (i.e. a National Admin Staff member will contribute differently than a Unit SEL). Amount of support to UMUIC should be considered.
- Special consideration should be given to those whose documented accomplishments have made an impact outside of their unit in addition to having an impact within their unit.
- CPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

7. Acronyms:

ACU	Assault Craft Unit
MSC	Military Sealift Command
MSRON	Maritime Expeditionary Security Squadron
NCHB	Navy Cargo Handling Battalion
NMCB	Naval Mobile Construction Battalion
NROWS UA	Navy Reserve Order Writing System Unit Administrator
NSW	Naval Special Warfare
NSYD	Naval Shipyard
OSL NSYD	On-site Leader Naval Shipyard
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
WCS	Work Center Supervisor

Commissioning/Other Special Programs:

Commissioning Programs - [Commissioning Programs \(navy.mil\)](#)

CSEL Program - [Pages - CMC CSC Program \(navy.mil\)](#)