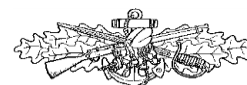
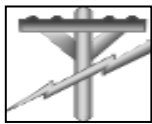


CE CAREER PATH SELECTED RESERVE (SELRES)

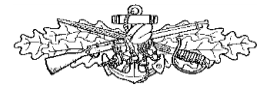


Construction Electrician (CE): Construction skills performed include: Installation, maintenance, operation and repair of: low voltage telephone distribution networks; interior wiring used for lighting, electrical outlets and equipment; power generation equipment including distribution panels, cables and branch circuits; power distribution systems including medium voltage overhead cables, underground cables, transformers, circuit breakers and associated hardware. Construction Electricians also maintain batteries, electric motors, relays, solenoids and switching gear. CEs plan and estimate construction projects from blueprints, provide sketches for projects and make estimates of material, labor and equipment requirements. Combat skills performed include: Embarkation via airlift/sealift; Chemical, biological, and radiological (CBR) response including individual and unit protection and decontamination; coordinating disaster recovery teams (DRT) and airfield damage repair (ADR) teams; performing camp security (e.g. guard duty, obstacle construction, observation posts, patrols for squad/platoon sized elements, convoys with various numbers of troops and Civil Engineering Support Equipment (CESE), and communications set up). Individuals obtain small arms qualifications, advanced first aid training and crew served weapons qualifications.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	UCCM	20.4 Yrs	CMDCM, SEL	N/A	Subsequent Tours.
23-26	UCCM CECS	20.4 Yrs 18.9	CMDCM, SEL, Company Chief	N/A	Billet: Construction Electrician: Company Chief, SEL, SEA Duty: NCG, NSW, NFELC, NECC, NAVFAC CEU
20-23	UCCM CECS	20.4 Yrs 18.9		N/A	Billet: SEL, Construction Electrician: NMCB Company Chief, Operations LCPO, Training LCPO Duty: NMCB, NCR Leadership: SEA positions, DET OIC/LCPO Qualification: SEA, CMC/COB NEC 8CMC
17-20	CECS CEC CE1	18.7 Yrs 16.5 10.5		LDO, OCS, MECP, SEL, Equal Opportunity Advisor,	N/A
14-17	CEC CE1	16.5 Yrs 10.5		N/A	Billet: Construction Electrician: Electrical Supervisor, Project Manager/LPO, Platoon CDR, Shops CPO, Company Ops Duty: NMCB, CBMU, NCR Leadership: DET OIC, Platoon CPO, Mess/CPOA leadership Qualifications: EOA, CMEO, Career Counselor, DAPA.



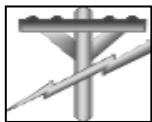
**CE CAREER PATH
SELECTED RESERVE (SELRES)**



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
11-14	CEC CE1 CE2	16.5 Yrs 10.5 5.9	LDO, OCS, MECP, SEL, Equal Opportunity Advisor,	N/A	Billet: Construction Electrician: Elec Install/Maint supervisor, LPO, Rating Instructor, Safety Specialist. DET/Unit OIC/AOIC Duty: NCG, PWD Chinhae, NAVFAC CEU, NECC, NSW Qualifications: Unit specific NECs/special skills attainment
7-11	CE1 CE2	10.5 Yrs 5.9	LDO, OCS, MECP, STA21	N/A	Billet: Construction Electrician: SME, LPO, DET AOIC, Quality Control, Safety, NCF Ops shop, CE Shop/Power Plant supervisor Duty: NMCB, NCR Leadership: Sailor 360 facilitator, FCPO leadership, Squad/platoon LPO Qualification: SCW/EXW requel/instructor, NECs specific to billet and unit
4-7	CE2 CE3	5.9 Yrs 3.5	STA-21, OCS, MECP	N/A	Billet: Construction Electrician: elect Shop/installation/maint. Duty: ACB, NECC, NCG Leadership: LPO, Squad LDR, Project sup, Rating SME Qualification: EXW, NECs, "C" schools
1-4	CE2 CE3	5.9 Yrs 3.5		N/A	Billet: Construction Electrician: Electrical install./Maint. Asst. phone repair/power plant Duty: NMCB, CBMU Leadership: Fire Team/Squad LDR, Project sup/QC/Safety Qualification: SCWS, "C" schools, Advance in rate NEC or NCF NECs
1+/-	CECN CECA Accession Training	9 Months			Recruit training, "A" School, and ECS (NEC 804G) if initial billet is NECC.

Notes:

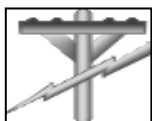
1. "A" school is required for this rating.
2. This is a compression rating.
3. **E8 and E9 SEABEE RATINGS:** Three of the seven Seabee ratings compress to one rating at the E8 level. The remaining four compress at the E9 level.
 - a. CUCM – CUCS – BU/SW/EA
 - b. EQCM – CM/EO



CE CAREER PATH SELECTED RESERVE (SELRES)



- c. UCCM – CE/UT
4. **SEABEE NECs:**
NECs earned during active duty may be retained, but not guaranteed. Any NEC may be challenged/earned based upon civilian occupation and training documentation. NECs held are not indicative of career motivation.
- B02A - Uninterruptible Power Supply (UPS Tech) Maintenance
 - 747A - Central Office Exchange Technician (Telephone Tech)
 - Both NEC's B02A & 747A must complete two back-to-back tours once NEC is obtained before going back to a Naval Construction Force (NCF) unit.
5. **TRAINING:** Important to remember that majority of “C” school NECs are dropped once an individual is advanced to E7. NECs held are not indicative of career motivation.
6. **OCCUPATION FIELD 7 (OF-7) RATING:** The designation for rates whose primary technical focus is construction.
7. **WARFARE QUALIFICATION:** The Seabee Combat Warfare (SCW) specialist warfare qualification designation was established in 1992. Qualifying units are a Naval Mobile Construction Battalion, (NMCBs), the Amphibious Construction Battalion (ACB), and the two Underwater Construction Teams (UCTs). The Expeditionary Warfare Specialist (EXW) warfare qualification designation was established in 2006. Qualifying commands are Coastal Riverine Groups/Squadrons, Navy Expeditionary Logistics units (includes Navy Cargo Handling Battalions and Navy Expeditionary Logistic Regiments).
8. **CHALLENGING ASSIGNMENTS:**
- OVERSEAS CONTINGENCY SUPPORT ASSIGNMENTS:** Unaccompanied billets lasting from 6-18 months located in Afghanistan, Djibouti, and various other locations. These billets are sea duty and offer advantages towards advancement.
 - SPECWAR/SPECOPS:** More billets supporting these specific units are being created. The SPECWAR and SPECOPS communities are in need of Seabees, in particular the CM and EO ratings. These units have sea and shore duty components. The mission is to provide support for teams CONUS and OCONUS. A security clearance is needed for these billets.
 - NAVAL MOBILE CONSTRUCTION BATTALIONS (NMCBs):** This arduous, demanding sea duty is the bread & butter of the Naval Construction Force. While current rotation varies, typical homeport period is 12 months followed by a 6 month deployment. There are limited E-8 billets and zero EACS billets. There is also a limited number of Bravo Company E5 and above billets (CE and UT). This type duty offers the best leadership opportunities. Currently, NMCB's are home ported in Port Hueneme, CA and Gulfport, MS.
 - AMPHIBIOUS CONSTRUCTION BATTALIONS (ACBs):** Provides ship to shore transportation of fuel, materials, and equipment by means of barge ferry operations. ACBs construct elevated and floating causeway piers, install ship to shore fueling systems, erect medium-size portage-support camps, and provide camp support, perimeter defense, and construction support. Deployments are numerous and short-term. Each ACB has a sea and shore component. Currently, ACBs are home ported in San Diego, CA and Little Creek, VA.
 - RECRUITING/RECRUIT DIVISION COMMANDER / INSTRUCTOR:** These billets are challenging leadership positions associated with the process of “Sailorization”. These challenging shore assignments offer huge advantages towards advancement. Must be SCWS qualified and have a history of sustained superior performance to qualify for these billets.



CE CAREER PATH SELECTED RESERVE (SELRES)



Considerations for advancement from E6 to E7

9. E7 Selection Board. Most Fully Qualified CE1s for promotion to CEC demonstrate the following:
- Sustained superior performance broke out among their peers.
 - Documented leadership, results of leadership on commands mission and Sailors.
 - SCW qualified a must if assigned to qualifying unit.
 - In rate knowledge, earned advance CE NEC and/or other CE, NCF related NECs if possible. Journeyman electrician a plus! Use of this knowledge to train/develop junior CEs and impact on command mission. Safety or Quality Control programs.
 - Sailor 360 involvement, facilitator, leadership roles.
 - FCPO association involvement, leadership roles a plus.
 - JPPME, PPME, SEA, Formal and professional education.
 - Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results.
 - Did not have gaps in eval continuity.

Considerations for advancement from E7 to E8

10. E8 Selection Board. Most Fully Qualified CECs for promotion to CECS demonstrate the following:
- Sustained superior performance broke out among their peers.
 - Documented CHALLENGING leadership roles, results of leadership on commands mission and Sailors. Excelling at multiple commands, didn't stay in comfort zone.
 - Earning special qualifications when available.
 - In rate knowledge, earned advance CE NEC and/or other CE, NCF related NECs if possible. Journeyman/Master electrician a plus! Use of this knowledge to train/develop junior CEs and impact on command mission. Safety or Quality Control programs.
 - Sailor 360 involvement, facilitator, leadership roles.
 - Mess/CPOA association involvement, leadership roles a plus.
 - Mentorship and professional development of Sailors. Told what they did, how they did it, and showed results.
 - JPPME, PPME, SEA, Formal and professional education.
 - Serving as a Company Operations or Training Chief or equivalent.
 - CMEO, Career Counselor or special program leader.
 - Did not have gaps in eval continuity.

Considerations for advancement from E8 to E9

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