

AWF CAREER PATH
TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)

Naval Aircrewman Mechanical (AWF) are part of a diverse and highly specialized community, expertly trained for specific aircraft platforms to which they are assigned. While they no longer operate as Flight Engineers on the retired P-3, they continue to serve as Flight Engineers on C-130s and Crew Chiefs or Loadmasters aboard C-40, C-37, CMV-22, and C-130 aircraft.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	AWFCM	23.00Yrs	CSEL, 8CMC	36/36	Billet: TYCOM/ECM/FLSW/MSW
23-26	AWFCM AWFCS	23.00Yrs 18.83	CSEL, 8CMC/8CSC	36/36 60/36	Billet: CSEL/TYCOM/ECM/FLSW/MSW Duty: VR/NAFW/VRM/NALO Position: FE/CC Qualification: NATOPS IUTI/Evaluator/ Maintenance Control LCPO/SFF/QAO/QAS
19-23	AWFCS AWFC AWF1	18.83Yrs 15.70 8.35	CWO, CSEL, 8CSC, OCS, RDC, ECM, Rating Detailer	60/36 60/36 60/36	Billets: CSEL/TYCOM/ECM/FLSW/MSW/ NATTC/NACCS/Instructor/LPO or LCPO: Operations/NATOPS/Maintenance Control/ Quality Assurance/Instructor/Training-Aircrew Production Duty: VR/NALO/NAFW/VRM/CFLSW/ ALTC/CNAFR Position: FE/CC/LM Qualification: NATOPS: IUTI, Evaluator, Instructor/SFF/QAO/QAS/FSQAR/MTS
15-19	AWFCS AWFC AWF1	18.83Yrs 15.70 8.35	CSEL, CWO, 8CSC, OCS, RDC	60/36 60/36 60/36	Billets: CSEL/TYCOM/ECM/FLSW/MSW/ NATTC/NACCS/Instructor/LPO or LCPO: Operations/NATOPS, Maintenance Control, Quality Assurance/Training-Aircrew Production Duty: VR/NAFW/VRM/NALO/FLSW/MSW /ALTC Position: FE/CC/LM Qualification: NATOPS: IUTI, Evaluator, Instructor/SFF/QAR/FSQAR/CDQAR/MTS
12-15	AWFC AWF1 AWF2	15.70 Yrs 8.35 2.84	CSEL, CWO, LDO, OCS, RDC	60/36 60/36 60/36	Billets: TYCOM/FLSW/MSW/ NATTC/NACCS/Instructor/LPO or LCPO: Operations, NATOPS, Maintenance Control, Quality Assurance/Training-Aircrew Production Duty: VR/NAFW/VRM/NALO/CFLSW/ ALTC Position: FE/CC/LM Qualification: NATOPS: IUTI, Evaluator, Instructor/SFF/QAR/FSQAR/CDQAR/CDI/M TS
9-12	AWF1 AWF2	8.35Yrs 2.84	LDO, OCS	60/36 60/36	Billets: TYCOM/FLSW/MSW/NATTC /NACCS/Operations Clerk/NATOPS/LPO: Operations, NATOPS, Maintenance Control, Quality Assurance/Instructor/Training-Aircrew Production Duty: VR/VRM/NAFW/NALO/FLSW /ALTC /NACCS Position: FE/CC/LM Qualification: NATOPS: IUTI, Evaluator, Instructor/SFF/QAR/FSQAR/CDQAR/CDI/ MTS/Engine Turn

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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
6-9	AWF2 AWF3	2.84 Yrs Accelerated advancement program	STA-21, OCS	60/36 60/36	Billets: Aircrewman/Maintenance Tech/NATOPS Clerk/Operations Clerk/ Training-Aircrew Production Duty: VR/VRM/NAFW/NALO Qualification: NATOPS Instructor/ Positional qualification/FE/CC/LM/Plane Captain/EAWS/CDI/Engine Turn
2-6	AWF2 AWF3	3.7 Yrs Accelerated advancement program	STA-21, LDO, RDC, Naval Academy, Instructor Duty	60/36 60/36	Billets: Aircrewman/Maintenance Tech/NATOPS Clerk/Operations Clerk/Training-Aircrew Production Duty: VR/VRM Qualification: NATOPS Instructor/ positional qualification LM/Plane Captain/NAWS/EAWS/CDI.
1+/-	AWFAN AWFAA Accession Training	Accelerated advancement program		60/36	Recruit training/NACCS/ALTC/SERE and all schools or training events required to be completed prior to reporting to their first operational command.

Notes:

1. "A" School is required
2. Upon completion of initial training pipelines, AWFs are typically closed-loop detailed by their NEC/platform until there is no longer a need for that particular NEC.
3. Member must volunteer for duty involving flying.
4. May be required to attend refresher training at a Fleet Replacement Squadron/Air Logistics Training Center upon completion of duty not involving flying an participate in annual NATOPS evaluations.
5. In addition to operational duties, all AWs are required to maintain minimum Naval Aircrew standards, including flight physicals and Class II swim qualifications, and maintain a SECRET or higher security clearance.
6. Due to the limited availability of Shore Duty, it is not uncommon for a TAR Aircrewman to complete an entire career on Sea Duty.
7. AWFs **shall** be qualified as a Naval Aircrew Warfare Specialist (NAC) and should be designated as an Enlisted Aviation Warfare Specialist (AW) or any other warfare designator based upon type of assignment.
8. AWF E4 and junior shall be advanced per MILPERSMAN 1510-030.
9. NECs:
 - 776A Naval Aircrewman (Special Assignment)
 - 777A Weapons and Tactic Instructor
 - 778A C-40A Second Loadmaster
 - 805A Instructor
 - 8MTS Master Training Specialist
 - 812A Professional Development Instructor
 - G16A C-40A Crew Chief

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G22A C-37 Crew Chief
G25A C-130 Flight Engineer
G35A CMV-22 Transport Aircrewman
G51A C-130 Second Loadmaster
G53A C-130 Loadmaster
G63A C-40A Loadmaster

10. Acronyms:

2LM	Second Loadmaster
ACTC	Air Combat Training Continuum
ALTC	Air Logistics Training Command
ANI	Assistant NATOPS instructor
CC	Crew Chief
CDI	Collateral Duty Inspector
CDQAR	Collateral Duty Quality Assurance Representative
CSEL	Command Senior Enlisted Leader
EAWS	Enlisted Aviation Warfare Specialist
FE	Flight Engineer
FLSW	Fleet Logistics Support Wing
FRS	Fleet Replacement Squadron
FSQAR	Full System Quality Assurance Representative
IUTI	Instructor under Training Instructor
LM	Loadmaster
LSRS	Littoral Surveillance Radar System
MMCPO	Maintenance Master Chief
MSCPO	Maintenance Senior Chief
MSW	Maritime Support Wing
MPRWS	Maritime Patrol and Reconnaissance Weapons School
NACCS	Naval Aircrew Candidate School
NAFW	Naval Air Facility Washington
NASC	Naval Aviation Schools Command – Pensacola
NATOPS	Naval Aviation Training Operations Procedures and Standardization
NAWS	Naval Aircrew Warfare Specialist
NE	NATOPS Evaluator
NI	NATOPS Instructor
NRPDC	Navy Reserve Professional Development Center – New Orleans
NSWG	Naval Special Warfare Group (SEAL Team 17/SEAL Team 18)
PQS	Personal Qualification Standard
QAR	Quality Assurance Representative
QAS	Quality Assurance Supervisor
SEA	Senior Enlisted Academy
SEL	Senior Enlisted Leader
SERE	Survival, Evasion, Resistance, Escape
SFF	Safe for Flight

Considerations for advancement from E6 to E7

NOTE: *Advanced Leader Development Course (ALDC) is a requirement for advancement to E-7.*

1. Sea Assignments

- Documentation of utilizing in-rate qualifications
 - Positional Qualification
 - **Shall** have documented flight hours in block 43 of the Evaluation, minimum of 48 flight hours required to be operational. Simulator hours **DO NOT** count towards minimum 48 flight hours.
- **Shall** have completed NAWS qualification. Consideration should be given to multiple warfare qualifications.

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- Should have served as LPO or Assistant LPO in one of the following:
 - Operations
 - NATOPS
 - Training or Tactics
 - Maintenance Work Center (if assigned to the Maintenance Department)
 - Detachment LPO with documented mission impact
 - Upper-level qualifications
 - Flight Engineers and Crew Chiefs display the pinnacle of positional responsibility and leadership in each platform and are considered to be performing at the E-7 level.
 - NATOPS IUTI, NATOPS Evaluator, NATOPS Instructor or Assistant NATOPS Instructor/400 Level ACTC
 - Not required but considered to be the pinnacle level qualification for each respective Aircrew positional qualification.
 - Full Systems QAR is not required for advancement to E-7 and does not fall into the normal job scope of a Naval Aircrewman but is considered to be an upper-level aviation maintenance qualification. Obtaining this shows that an Aircrewman has met the expectations as a maintenance subject matter expert on their airframe and capable of performing maintenance when away from home station.
 - SFF qualification is not required for advancement to E-7 and does not fall into the normal job scope of a Naval Aircrewman but is considered to be the pinnacle of aviation maintenance qualifications. E-6's attached to the Maintenance Department holding the SFF qualification should be given the same consideration for advancement as those holding the 400 level ACTC qualification.
 - Command Collateral duties with documented impact.
 - 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.
 - Strong considerations for significant involvement of production towards Aircrewman qualifications and reduction in time-to-train.
 - Strong consideration for significant contributions to improvements within their rating to include PQS/Curriculum development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.
2. Shore Assignments
- Should have served as LPO or Assistant LPO in one of the following:
 - Operations
 - NATOPS
 - Training or Tactics NATOPS
 - NATOPS IUTI or Evaluator, ALTC/NATTC 'A' School, NACCS, Instructor, NAFW, Navy Air Logistics Office (NALO) Instructor Duty, Detailer.
 - Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
 - Instructor/Recruiter/PERS/BUPERS
 - Attainment of 805A Instructor NEC and 8MTS Master Training Specialist (MTS) NEC qualification **if eligible**. Personnel assigned to RTC, OTC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
 - Command Collateral duties with documented impact.
 - FCPOA with strong involvement and documented impact. Special consideration should be given to those in leadership positions.

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- SAILOR 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions.
- Strong considerations for significant involvement of production towards Aircrewman qualifications and reduction in time-to-train.
- Strong consideration for significant contributions to improvements within their rating to include PQS/Curriculum development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.

Considerations for advancement from E7 to E8

NOTE 1: *NEC 8LDC Chief Petty Officer Leader Development Course (CPO-LDC) is a requirement for advancement to E8.*

NOTE 2: *Strong consideration for personnel designated as a COR/ACOR/GGFR/GFR/GGR at a contract maintenance command or any squadron that manages contract maintenance due to the additional level of responsibility that comes with these roles. Due to nature of contract, these billets may be at Sea or Shore commands.*

NOTE 3: *All efforts should be made to participate in the Advancement Examination Readiness Review (AERR) to verify the accuracy of the assessment of professional rating knowledge at various developmental stages.*

1. Sea Assignments

- **Shall** have documented flight hours in block 41 of the Evaluation, minimum of 48 flight hours required to be operational. Simulator hours **DO NOT** count towards minimum 48 flight hours.
- **Shall** have completed NAWS qualification. Consideration should be given to multiple warfare qualifications.
- Should have held a NATOPS Instructor or Assistant NATOPS Instructor/400 Level ACTC positional qualification.
- Safe for Flight (SFF) Qualification attained at some point if attached to the Maintenance Department
- Full Systems QAR (FSQAR) Qualification attained at some point if attached to the Quality Assurance Division
- At least 12 months in a command role / billet
 - Division LCPO
 - Department LCPO
 - NATOPS Instructor/Evaluator
 - *Maintenance Control CPO (if assigned to the Maintenance Department)
 - Strong consideration for personnel that are a Detachment LCPO with documented mission impact
- Command Collateral duties with documented impact.
 - CPOA 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
- Strong considerations for significant involvement of production towards Aircrewman qualifications and reduction in time-to-train.
- Strong consideration for significant contributions to improvements within their rating to include PQS/Curriculum development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.

2. Shore Assignments

- FLSW, MSW, FRS, ALTC, Instructor Duty, NALO, NAFW, Detailer, NRC CSEL
- Strong consideration for certain successful tours which demonstrate leadership, character, and ability to communicate effectively.
 - Evaluator/Instructor/Recruiter
 - Attainment of 805A Instructor NEC and 8MTS Master Training Specialist (MTS) NEC qualification **if eligible**.

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- Personnel assigned to RTC, OTC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Command Collateral duties with documented impact.
 - 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
- Should have served as LCPO in one of the following departments:
 - Operations
 - NATOPS Instructor/NATOPS Evaluator
 - Training or Tactics
 - Maintenance
- Strong considerations for significant involvement of production towards Aircrewman qualifications and reduction in time-to-train.
- Strong consideration for significant contributions to improvements within their rating to include PQS/Curriculum development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.

Considerations for advancement from E8 to E9

NOTE 1: *Senior Enlisted Academy (SEA) is a requirement for advancement to E-9.*

NOTE 2: *All efforts should be made to participate in the Advancement Examination Readiness Review (AERR) to verify the accuracy of the assessment of professional rating knowledge at various developmental stages.*

NOTE 3: *Strong consideration for personnel designated as a COR/ACOR/GGFR/GFR/GGR at a contract maintenance command or any squadron that manages contract maintenance due to the additional level of responsibility that comes with these roles. Due to nature of contract, these billets may be at Sea or Shore commands.*

1. Sea Assignments

- VR/VRM
- Senior Enlisted Academy or other service equivalent (required)
- **Shall** have documented flight hours in block 41 of the Evaluation, minimum of 48 flight hours required to be operational. Simulator hours **DO NOT** count towards minimum 48 flight hours.
- At least 12 months in a command role / billet any of the following:
 - Aircrew Readiness Manager
 - Senior Enlisted Aircrewman
 - Operations LCPO
 - Strong consideration for those with documented completion of a successful inspection cycle (NATOPS/Command Assessment)
 - NATOPS LCPO
 - Strong consideration for those with documented completion of a successful inspection cycle (NATOPS/Command Assessment)
 - Maintenance SCPO
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
 - QAO/QAS
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
 - CSEL
 - NATOPS: IUTI, Instructor, Evaluator

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- Senior Enlisted Leader during absence of incumbent CMC/SEL
 - Not required for advancement however a positive indicator of leadership capabilities.
 - Command Collateral duties with documented impact.
 - 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.
 - Strong considerations for significant involvement of production towards Aircrewman qualifications and reduction in time-to-train.
 - Strong consideration for significant contributions to improvements within their rating to include PQS/Curriculum development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.
2. Shore Assignments
- FLSW, MSW, FRS, ECM, Lead Detailer, TYCOM, NAVAIR, NAFW, CSEL, Senior Enlisted Academy
 - At least 12 months in a command role/billet any of the following:
 - Aircrew Readiness Manager
 - Senior Enlisted Aircrewman
 - CSEL
 - Senior Enlisted Leader during absence of incumbent CMC/SEL. Not required for advancement however a positive
 - Personnel assigned to RTC, OTC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
 - Command Collateral duties with documented impact.
 - 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
 - Should have served as LCPO in one of the following departments:
 - Operations
 - NATOPS Instructor/NATOPS Evaluator
 - Training or Tactics
 - Maintenance
 - Strong considerations for significant involvement of production towards Aircrewman qualifications and reduction in time-to-train.
 - Strong consideration for significant contributions to improvements within their rating to include PQS/Curriculum development, conference member, NATOPS development, Training Requirements Review (TRR) member, Initial Accession Training pipeline improvements and Rating/Platform advisory, task, and working groups contributing significantly to combat effectiveness.