



## AS CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



Aviation Support Equipment Technicians operate, maintain, repair and test automotive electrical systems in ground equipment, gasoline and diesel systems, associated automotives and hydraulic and pneumatic systems. They also maintain gas turbine compressor units, ground air-conditioning units, perform metal fabrication, repair and painting of tow tractors and other aircraft servicing units.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	ASCM	20.0 Yrs	CSEL, 8CMC, ECM, TAR ISPP	36/36	Follow-on Shore Sea Tours/Senior Enlisted Academy
23-26	ASCM ASCS	20.0 Yrs 16.67	CSEL, 8CMC/8CSC, ECM, PERS Placement Coord, TAR ISPP	36/36 36/48	4 <sup>th</sup> Shore Tour Billet: MMCP/MSCP/QAO/Staff LCPO/ Production LCPO/CSEL Duty: TYCOM/FRCR MW/FRCR DET Qualification: Senior Enlisted Academy
20-23	ASCM ASCS ASC	20.0 Yrs 16.67 14.78	CWO, CSEL, 8CMC/8CSC, TAR ISPP	36/36 36/48 36/48	3 <sup>rd</sup> Sea Tour (Limited CPO opportunity) Billet: MMCP/MSCP/QAO/LCPO/QAS Duty: AMMT/Ship/Squadron Qualification: Senior Enlisted Academy/ SFF/SFM
16-20	ASCS ASC AS1	16.67 Yrs 14.78 9.28	OCS, LDO/CWO, TAR ISPP, CSEL, 8CSC, RDC, Command Climate Specialist, Detailer	36/48 36/48 36/48	3 <sup>rd</sup> Shore Tour Billet: MSCP/QAO/QAS/LCPO/QAR/LPO/ CMD IMRL Duty: FRCR DET/Squadron/NAS/Wing/ NRC Qualification: PC/QAR/CDI/SFF/SFM/NRC PQS/MTS/Senior Enlisted Academy
12-16	ASC AS1	14.78 Yrs 9.28	OCS, LDO/CWO, RDC, CSEL, Command Climate Specialist, TAR ISPP	36/48 36/48	2 <sup>nd</sup> Sea Tour (Limited CPO opportunity) Billet: LCPO/LPO/QAR/CMD IMRL Duty: TYCOM/AMMT/Squadron Qualification: SFF/SFM/CDI/EAWS/ESWS/ OOD
8-12	ASC AS1 AS2	14.78 Yrs 9.28 3.44	OCS, LDO/CWO, CSEL, RDC, Command Climate Specialist, TAR ISPP	36/48 36/48 36/48	2 <sup>nd</sup> Shore Tour Billet: LCPO/LPO/PC/QAR/CMD IMRL/ WCS/SE Tech/Maint Tech Duty: FRCR DET/NAS/Wing/NRC/ Squadron Qualification: PC/QAR/CDI/NRC PQS
4-8	AS1 AS2 AS3	9.28 Yrs 3.44 Yrs 30 Months	OCS, MECP, RDC, STA-21, TAR ISPP	36/48 36/48 36/48	1 <sup>st</sup> Sea Tour Billet: CMD IMRL/LPO/QAR/Maint Tech/ WCS Duty: LHD/AIMD/Squadron Qualification: CDI/QAR/Plane Captain/EAWS/ESWS/OOD
1-4	AS2 AS3 ASAN	3.44 Yrs 30 Months 18 Months	Naval Academy, STA-21, TAR ISPP	36/48 36/48 36/48	1 <sup>st</sup> Shore Tour Billet: SE Tech/Main Tech/WCS Duty: FRCR DET/Squadron/NAS Qualification: CDI/EAWS
1+/-	ASAN ASAA	18 Months 9 Months		36/48	Recruit Training (8 weeks)/'A' School (17 weeks)/'C' School.



## AS CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



### Notes:

1. "A" School is not required.
2. E-6 & above SHALL have at least one warfare pin (AW primary) when stationed at a Squadron or FRC.
3. AS's follow a Sea/Shore Flow as per NAVADMIN 190/16; changing from previous shore flow of 48 months for all shore tours.
4. Shore duty intensive rate, limited sea duty opportunities available (especially for paygrades E7 & above).
5. 'AS' Sailors (regardless of assignment or type duty) should attend or participate in Aircraft/SE PMA sponsored events (i.e. ILSMTs, RCMs, ECPs, etc.), AMMRL/IMRL Program conferences, CNATTU TRRs, and earn USMAP apprenticeships, or similar certifications (i.e. Navy COOL, IFPS, ISA, SAE).
6. E-6 & below assigned to squadrons should still maintain local basic Intermediate Level Maintenance qualifications to support detachments. Most squadron 'AS' billets are considered "out of rating".
7. 'AS' Sailors assigned to C-40 and C-130 commands cannot attain the following NECs according to the NEOCS manual:

E10A	C-40A Systems Organizational Maintenance Technician
E14A	C-130 Systems Organizational Maintenance Technician
E45A	C-130 Systems Organizational Maintenance Technician Journeyman/Collateral Duty Inspector
E46A	C-130 Systems Organizational Maintenance Quality Assurance Representative
E47A	C-130 Systems Organizational Maintenance Safe For Flight Certifier
E48A	C-40 Systems Organizational Maintenance Technician Journeyman/Collateral Duty Inspector
E49A	C-40 Systems Organizational Maintenance Quality Assurance Representative
E50A	C-40 Systems Organizational Maintenance Safe For Flight Certifier
724B	Aviation Maintenance Material Control Master Chief

8. NECs cross reference:
  - a. NEC may be previously earned on Active Component and carried over to Reserve Component affiliation.

F17A	Support Equipment Cryogenic Mechanic
F18A	Support Equipment Air Conditioning and Mobile Maintenance Facility (MMF) Technician
F19A	Support Equipment Gas Turbine Mechanic
F20A	Support Equipment Tow Tractor Technician
F21A	Support Equipment Maintenance Manager
F22A	SE Hydraulic Intermediate Maintenance Technician
F23A	Mobile Electric Power Plants Intermediate Maintenance Technician
F24A	Ashore Maintenance Crane Intermediate Maintenance Technician
F25A	Crash Equipment Technician (SEA)
F26A	Afloat Support Equipment Technician
702A	Unmanned Aerial Vehicle (UAV) Payload Operator
724B	Aviation Maintenance Material Control Master Chief
762B	Aeronautical Welder
770B	Aviation Maintenance/Production Chief
788A	Acquisition Specialist
792A	Support Equipment Asset Manager
8CFL	Command Fitness Leader (CFL)
8MTS	Master Training Specialist
8RDC	Recruit Division Commander (RDC)/Recruit Instructor
8SEA	Graduate of the U.S. Navy Senior Enlisted Academy (SEA)
807D	Advanced Warrior Toughness Training (AWTT) Instructor
820A	Continuous Process Improvement Core Green Belt
828A	Continuous Process Improvement Core Black Belt



## AS CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



- 830A Hazardous Material Control Management Technician
- 862A Navy Reserve Order Writing System (NROWS) Orders Specialist
- 863A Navy Reserve Activity (NRA) Command Senior Enlisted Leader (CSEL)

### 9. ACRONYMS INCLUDE:

AERR	Advancement Exam Readiness Review
AMMRL	Aviation Maintenance Material Readiness List
ASE	National Institute for Automotive Service Excellence
CDI	Collateral Duty Inspector
CDQAR	Collateral Duty Quality Assurance Representative
CSEL	Command Senior Enlisted Leader
EAWS	Enlisted Aviation Warfare Specialist
ECM	Enlisted Community Manager
ECP	Engineering Change Proposal
ESWS	Enlisted Surface Warfare Specialist
FRC	Fleet Readiness Center
IFPS	International Fluid Power Society
IMRL	Individual Material Readiness List
ILSMT	Integrated Logistics Support Management Team
MECP	Medical Enlisting Commissioning Program
MMCPO	Maintenance Master Chief
MSCPO	Maintenance Senior Chief
NRC	Navy Reserve Center
PC	Production Control
PMA	Program Management Aviation
QAO/S	Quality Assurance Officer/Supervisor
QAR	Quality Assurance Representative
RCM	Reliability Centered Maintenance
SFF	Safe for Flight
SFM	Safe for Mission.
TRR	Technical Rating Review
USMAP	United States Military Apprenticeship Program

### Considerations for advancement from E6 to E7

**NOTE 1:** *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) is a requirement for advancement to E-6 and E-7 respectively.*

**NOTE 2:** *Shore intensive rating with limited Sea Duty opportunities available for the 'AS' rating, Competitive rating for E-6 and above due to small community inventory.*

### 1. Sea Assignments

- Documentation of utilizing qualifications
  - Collateral Duty Inspector (CDI)
  - Quality Assurance Representative (QAR)
- Strong consideration for Sailors with F21A NEC - Support Equipment Maintenance Manager
  - Schooling required
- Should have previously served or is currently serving as LPO of:
  - Work Center
  - Quality Assurance
  - Maintenance Control
  - Deployment / Detachment LPO with documented mission impact
  - Command IMRL
    - Sailors with documented impact as Command IMRL Manager should be ranked competitively amongst peers in Maintenance Control, Production Control, or equivalent leadership positions due



## AS CAREER PATH



### TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)

the demanding duty of managing multi-million dollar inventories, readiness, calibration, financial budgeting, and communication with other entities (i.e. commands, depots, wings or TYCOMs).

- Documentation of **utilizing** in-rate qualifications:
  - Qualified Collateral Duty Inspector (CDI)
  - Quality Assurance Representative (QAR)
- Upper- level qualifications are not required but are a good indicator of character and ability.
  - Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification **O-Level (Squadron)**
    - SFF/SFM qualification is not required for advancement to E-7 but is considered to be the pinnacle of aviation maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
- Not required but a good indicator of character and ability to operate responsibly.
- Safety Petty Officer billets are highly valued in operational commands. Qualification with the 825A NEC (Safety Technician) or as a graduate of the Naval Safety and Environmental Training Center's Aviation Safety Specialist course with 12 consecutive months with command-wide impact indicates a best and most fully qualified candidate while serving in the Safety PO billet.
- 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.

#### 2. Shore Assignments

- Documentation of **utilizing** in-rate qualifications:
  - Qualified Collateral Duty Inspector (CDI)
  - Quality Assurance Representative (QAR)
- Strong consideration for Sailors with F21A NEC - Support Equipment Maintenance Manager
  - Schooling required
- O-Level favorable positions include:
  - Work Center LPO
  - Quality Assurance LPO
  - Maintenance Control LPO
  - Command IMRL
    - Sailors with documented impact as Command IMRL Manager should be ranked competitively amongst peers in Maintenance Control, Production Control, or equivalent leadership positions due the demanding duty of managing multi-million dollar inventories, readiness, calibration, financial budgeting, and communication with other entities (i.e. commands, depots, wings or TYCOMs).
- Upper-level qualifications are not required but are a good indicator of character and ability.
  - Full Systems Quality Assurance Representative (FSQAR)
  - Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification
    - SFF/SFM qualification is not required for advancement to E-7 but is considered the pinnacle of maintenance qualifications. E-6's holding the SFF/SFM qualification should be given appropriate consideration for advancement due to the nature of the qualification.
- I-Level shore facility favorable positions include:
  - Work Center LPO
  - Quality Assurance LPO
  - Production Control LPO
  - 900 Division Production Control
  - Lean Six Sigma Green Belt Qualified
  - Command IMRL
    - Sailors with documented impact as Command IMRL Manager should be ranked competitively amongst peers in Maintenance Control, Production Control, or equivalent leadership positions due the demanding duty of managing multi-million dollar inventories, readiness, calibration, financial budgeting, and communication with other entities (i.e. commands, depots, wings or TYCOMs).



## AS CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



- Upper-level qualifications:
  - Production Division Quality Assurance Representative (QAR)
  - Personnel assigned to Production Control SHALL complete the Production Control (IMA) PQS. E-6's holding the Production Control qualification should be given appropriate consideration for advancement due to the nature of the qualification.
  - Lean Six Sigma Black Belt Qualified
- Not required but a good indicator of character and ability to operate responsibly.
- Safety Petty Officer billets are highly valued in operational commands. Qualification with the 825A NEC (Safety Technician) or as a graduate of the Naval Safety and Environmental Training Center's Aviation Safety Specialist course with 12 consecutive months with command-wide impact indicates a best and most fully qualified candidate while serving in the Safety PO billet.
- Personnel assigned to RTC, OTC, and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
- Instructor/TYCOM/WING
  - Attainment of 805A Instructor NEC and 8MTS Master Training Specialist (MTS) qualification if eligible.
- 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.

### **Considerations for advancement from E7 to E8**

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

**NOTE 2:** *NEC 770B Aviation Maintenance / Production Chief: Strong consideration should be given to personnel that as a Chief have held one or more of the following billets while at the E7 paygrade; and must have served in the billet for at least 12 consecutive months: Maintenance Control, Production Control, Quality Assurance LCPO.*

**NOTE 3:** *Strong consideration for personnel designated as a COR/ACOR/GGFR/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 4:** *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**

- Strong consideration for arduous duty as Aviation Maintenance Management Team (AMMT), which demonstrates leadership, character, and ability to communicate effectively.
- Strong consideration for Sailors with F21A NEC - Support Equipment Maintenance Manager
  - Schooling required
  - Safe for Flight (SFF)/Safe-For-Mission Qualification if stationed at **O-Level (Squadron)**
  - SFF/SFM Qualified on at least one aircraft platform
    - Documentation of **utilizing** Safe for Flight (SFF)/Safe for Mission(SFM) Qualification
  - Qualified in position (Division CPOs should be qualified at a minimum in their source rate as a CDI, if assigned to QA then be a qualified in source rate QAR)

### **O-Level (Squadron)**

- At least 12 months in a command role/billet:
  - Maintenance LCPO, qualified SFF/SFM
  - QA LCPO should be a qualified QAR (at least in their source rate)
  - Deployment / Detachment LCPO with documented mission impact
- Strong consideration for personnel designated as a Deployment / Detachment LCPO:
  - Rescue DETs and/or new delivery aircraft do **NOT** qualify as Detachment LCPO



## AS CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



- 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.

### 2. Shore Assignments

- Strong consideration for Sailors with F21A NEC - Support Equipment Maintenance Manager
  - Schooling required
- Staff Duty
  - TYCOM Advisor/WING Inspector
- At least 12 months in a command role/billet:
  - Maintenance LCPO
  - Quality Assurance Supervisor/LCPO
- O-Level favorable positions include:
  - Maintenance Division LCPO
  - Quality Assurance Supervisor/LCPO
  - Maintenance Control LCPO
  - Upper-level qualifications are not required but are a good indicator of character and ability.
    - Full Systems Quality Assurance Representative (FSQAR)
    - Safe-For-Flight (SFF)/Safe-For-Mission (SFM) Qualification
- I-Level shore facility:
  - Production Control LCPO, Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS.
  - Quality Assurance LCPO, should be a qualified QAR (at least in their source rate)
  - Lean Six Sigma Green Belt Qualified
- Documentation of **utilizing** in-rate qualifications:
  - Collateral Duty Inspector (CDI)
  - QA LCPO should be a qualified QAR (at least in their source rate)
  - Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS.
- Documentation of **utilizing** Upper-level qualifications, not required but a good indicator of character and ability.
  - Production Division Quality Assurance Representative (QAR)
  - NEC: I03A Engine Test Cell qualified (400 Division Personnel).
  - Lean Six Sigma Black Belt Qualified
- Staff Duty
  - TYCOM Advisor/WING Inspector/Rating Detailer
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
  - NRC SEL/Instructor/TYCOM/WING
  - Attainment of 805A (Instructor) NEC and 8MTS Master Training Specialist (MTS) NEC if eligible.
- 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.

### Considerations for advancement from E8 to E9

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





## AS CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



**NOTE 2:** *The 724B NEC is recommended for advancement to E9 as it is the pinnacle NEC qualification (not available to members assigned to a billet on the AMMT). Applies to both Sea and Shore commands.*

**NOTE 3:** *Strong consideration for personnel designated as a COR/ACOR/GGFR/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 4:** *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

- Strong consideration for arduous duty as Aviation Maintenance Management Team (AMMT), which demonstrates leadership, character, and ability to communicate effectively.
- Successfully lead a Maintenance Department
- Successfully lead a Maintenance Department
  - At least 12 months in a command role/billet:
    - Maintenance SCPO
    - Qualified Safe For Flight/Safe For Mission
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
  - QAS/QAO
    - Should be a qualified QAR (at least in their source rate)
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
- Senior Enlisted Leader during absence of incumbent
  - Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
- 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.

### 2. Shore Assignments

- At least 12 months in a command role / billet
- Maintenance SCPO
  - Qualified Safe For Flight/Safe For Mission
  - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
- QAS/QAO
  - Should be a qualified QAR (at least in source rate)
  - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
- I-Level facility:
  - At least 12 months in a command role / billet
  - Production SCPO
    - Personnel assigned to Production Control **SHALL** complete the Production Control (IMA) PQS.
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
  - Quality Assurance SCPO
    - Should be a qualified QAR (at least in their source rate)
    - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.)
- Staff Duty



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



- TYCOM Advisor/WING Inspector/ Enlisted Community Manager/ Senior Enlisted Academy or other service equivalent.
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Strong consideration for certain successful tours, which demonstrate leadership, character, and ability to communicate effectively.
- NRC SEL/TYCOM/WING
- Senior Enlisted Leader during absence of incumbent. Not required for advancement however a positive indicator of responsibility, character, competence and integrity.
- 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.