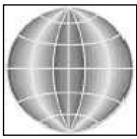


EM CAREER PATH **TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)**



Electrician's Mates 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 ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
26-30	EMCM	24 Yrs	CSEL, CMC	36/36 36/36	Sea Tour Billet: CSEL, DLCPO, LCPO, 3MC Duty: Ship (DDG, LHD), Squadron, MSRON Qualification: SW, AW, IW, EXW, SEA, EOOW, EDO, 3MTT, 3MC, DCTT, ETT
				36/36 36/36	Shore Tour Billet: CSEL, Uniform Board Duty: REDCOM, NRC, MPTE Qualification: SEA, RSEM
20-26	EMCM EMCS EMC	24 Yrs 19.4 14.9	CSEL, CMC, CSC, ECM, CWO	36/36 36/36 36/36	Sea Tour Billet: LCPO, 3MC Duty: Ship (LHD, LPD), MSRON Qualification: SW, AW, IW, EXW, ETT, DCTT, 3MTT, SEA, 3MC, EOOW, EDO
				36/36 36/36 36/36	Shore Tour Billet: CSEL, RDC Duty: REDCOM, NRC, RTC Qualification: Instructor, MTS, SEA, RSEM
12-20	EMC EM1 EM2	14.9 Yrs 8.9 5	CSEL, CSC, LDO, CWO, RDC, Detailer, Equal Opportunity Advisor, TAR-ISPP	36/36 36/36 36/36	Sea Tour Billet: LCPO, Detailer, 3MC Duty: Ship (CG, DDG, LHD, LSD), EOD ESU, MSRON Qualification: SW, AW, IW, EXW, ETT, DCTT, 3MTT, SEA, EOOW, EDO, 3MC
				36/36 36/36 36/36	Shore Tour Billet: CSEL, LCPO, Training Manager Duty: REDCOM, CNRFC, NRC, RMC Qualification: SEA, RSEM
8-12	EM1 EM2	8.9 Yrs 5	LDO, TAR-ISPP	36/36 48/36	Sea Tour Billet: LPO Duty: Ship (DDG, LHA, LHD, LSD), MSRON Qualification: SW, AW, IW, EXW, ETT, DCTT, 3MTT, EOOW, EDO, 3MC, DEPT 3M Assistant
				36/36 48/36	Shore Tour Billet: Trainer, Instructor Duty: NOSC, RMC. Qualification: As assigned



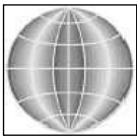
EM CAREER PATH TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
4-12	EM2 EM3	5 Yrs. 2.4	STA-21, TAR-ISPP	48/36 48/36	Sea Tour Billet: WCS Duty: Ship (CG, DDG, LHA, LHD, LSD, MCM), MSRON Qualification: SW, AW
				48/36 48/36	Shore Tour Billet: Trainer Duty: NRC, RMC Qualification: As assigned
2-4	EM3	2.4 Yrs.	STA-21	48/36	Sea Tour Billet: WCS Duty: Ship (DDG, LHD, LPD, LSD, MCM) Qualification: SW, AW
				48/36	Shore Tour Billet: EM Duty: TPU Qualification: As assigned
1+/-	EMFN and below EMFA Accession Training	9 Months		48/36	Recruit Training and all schools or training events are required to be completed prior to reporting to their first operational command.
				48/36	

Notes:

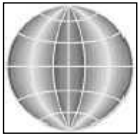
1. "A" School is NOT required.
2. Former IC (2011 Merger) Converted to EM.
3. EM-TAR is a sea intensive rating (refer to Sea/Shore Rotation front page). EM-TAR are not required to hold a security clearance; however, there may be certain billets that require a clearance.
4. In rating shore duty is limited and is normally a NRC or a Regional Maintenance Center.
5. Equal Opportunity Advisor, Recruit Division Commander (RDC), Detailer, and NPC billets are carefully screened against highly competitive candidates and selected for high priority assignment that should be given special consideration.
6. EMC/EMCS on ships **SHOULD** qualify EOOW.
7. All DDG's and CG's are billeted with NEC U35A for Chief's and above. When reviewing a candidate's record for selection they **SHOULD** have attained the NEC. However, Ships can waive this requirement through the detailer. If the Member is assigned to a position requiring NEC U35A (Electricians Mate Surface Ship Electrical Advanced Maintenance) and does not attain the required qualification, it should be considered a detractor.
8. NEC information:



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



- a. 762A - Electrical Motor Rewinder rewinds AC and DC motor and generator stators, rotors, field coils, and armatures utilizing round wire or formed coils. Takes rewinding data, replaces brushes, adjusts brush rigging, dips, bakes, renews bearings, assembles, and test runs.
- b. U38A - LHD-1 Electrical Component Maintenance Technician performs operational, preventive and corrective maintenance on LHD-1 unique electrical components, 400HZ Static Frequency Converters and the SSM Degaussing System.
- c. U35A - Electricians Mate Surface Ship Electrical Advanced Maintenance performs organizational corrective maintenance as well as provide a clear understanding of troubleshooting, fault isolation to the component level, and identification of medium safety awareness procedures regarding electrical and electronic equipment and systems. The hands-on knowledge and skills acquired will be used under limited supervision onboard naval vessels for all conditions of readiness.
- d. U39A - Navy Afloat Maintenance Training Strategy (NAMTS) Outside Electrical Repair performs NAMTS intermediate-level electrical maintenance procedures on various shipboard equipment and systems in support of Fleet-directed requirements. Demonstrates knowledge of intermediate-level repair procedures, repair and maintenance standards, quality assurance specifications, and proper use of IMA industrial machinery. Award of this NEC is based on documented completion of Fleet-specified tasks for this skill and demonstration of advanced-level proficiency during hands-on training and production work as specified in the current Job Qualification Requirement (JQR) located at <https://www.portal.navy.mil/crmc/NAMTS/>. Training is led by journeyman-level craftsmen and supplemented by appropriate self-paced instruction consistent with Department of Labor journeyman certification.
- e. U41A - Minesweeping Electrician operates, tests, adjusts, and performs organizational level maintenance on automatic degaussing equipment and all specialized electrical equipment involved in magnetic and acoustic mine sweeping. Uses tools, meters, and special test equipment necessary to correctly test, align, troubleshoot, and repair electrical and electronic components of the automatic degaussing and mine sweeping equipment. Sets up the equipment to conform to various operational orders.
- f. 763A - UNREP Electrical-Electronics Control Maintenance performs organizational level maintenance on electro hydraulic power and electronic controls associated with UNREP systems. Repairs circuits and control devices and perform systems test on UNREP systems.
- g. 764A - Shipboard Elevator Electronic/Electrical System Maintenance Technician tests inspects and performs organizational level maintenance on shipboard weapons and cargo handling elevators on a system and component level. Troubleshoots and repairs electronic/electrical systems and equipment, such as controllers, sensors, switches, and the electrical components of hydraulic/mechanical interfaces. Coordinates efforts with operators and maintainers of other ratings using or servicing the systems.
- h. U43A - LAMPS MK III RAST/HRS Electrical Maintenance man performs maintenance on RAST system components. Repairs failed electrical and electronic components by removal and replacement to the lowest replaceable unit.
- i. 765A - Physical/Dimensional Calibration Specialist performs third echelon (MIRCS, FMCL, and NCL) level duties involving physical, mechanical, plane and angular measurements and calibration, including flow and temperature measurement and calibration. Aligns, inspects, repairs, troubleshoots, modifies, and calibrates electro/mechanical test and monitoring systems using calibration and working standards.
- j. U44A - LSD-41/49 Class Advanced Engineering Control System (AECS-MCS) Maintenance Technician performs organizational level preventive and corrective maintenance, troubleshooting and fault isolation procedures on the Advanced Engineering Control System (AECS) onboard upgraded LSD 41/49 Class Ships. Training for the AECS includes: Machinery Control System, Local Area Network, Diagnostic Expert Test Engineering Reasoner, On-Board Trainer, and Ship Control System.



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



k. U16A - Shipboard Engineering Plant Program Manager administers, manages and evaluates shipboard engineering programs. Recognizes engineering systems and major components external to the propulsion plant which comes under the cognizance of the Engineering Officer of the Watch (EOOW). Evaluates operating conditions and makes recommendations to the engineering officer.

Considerations for advancement from E6 to E7

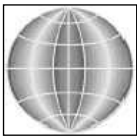
NOTE: *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) is a requirement for advancement to E-6 and E-7 respectively.*

1. Sea Assignments (all)
 - LPO/ALPO at Sea/Operational/Joint. Forward Deployed Naval Forces (FDFN). Successful FDFN tour - "Tip-Of-The-Spear" - should receive special consideration.
 - Qualified EDO/EOOW, if at sea, qualified, and standing the watch as E6 should receive special consideration
 - INSURV Team Lead a plus
 - At least one warfare pin
 - ETT/DCTT Team Member with documented impact
 - FCPOA with strong involvement and documented impact. Special consideration should be given to those elected by their peers to leadership positions
 - Command collateral duties with documented impact
 - Qualified 3M 301-303 but having qualified 3M 304 and 3M 305 are breakouts
 - Qualified NEC U35A (Electricians Mate Surface Ship Electrical Advanced Maintenance)
2. Shore Assignments (all)
 - RDC/NPC/CNRFC/Expeditionary/Rating Instructor (805A). (These billets requiring special screening)
 - Sailors assigned to RTC as a Recruit Division Commander, are carefully screened and selected for this FLAG assignment. Upon successful completion of tour as RDC MTS qualification **SHOULD** be obtained. Earning the Distinguished Leadership Award (DLA) Badge - "Super Cookie", as RDC should receive special consideration
 - Instructor Duty (805A) MTS qualification **SHOULD** be obtained
 - Completed PPME
 - Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
 - FCPOA with strong involvement and documented impact. Special consideration should be given to those elected by their peers to leadership positions
 - Command collateral duties with documented impact
 - Documented impact in leading division, departmental, and especially command completion of Navy qualifications (ex. Leader Development Continuum, NRA PQS), professional certifications (ex. USMAP, Navy Cool Certifications, Lean Six Sigma), training completion, advancement, and retention

Considerations for advancement from E7 to E8

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

1. Sea Assignments (all)
 - Department LCPO/ Division LCPO, Forward Deployed Naval Forces (FDFN). Successful FDFN tour - "Tip-Of-The-Spear" - should receive special consideration.
 - Qualified EDO/EOOW – as EM if EOOW qualified on LHD – conventional Steam Propulsion Plant EOOW should receive special consideration. For breakouts not all EOOW letters are equal, i.e. Gas Turbine vs Steam Turbine
 - Graduate of Senior Enlisted Academy or service equivalent academy a plus
 - At least one warfare pin
 - ETT Coordinator with documented impact
 - CPOA with strong involvement and documented impact. Special consideration should be given to those elected by their peers to leadership positions



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

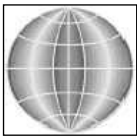


- Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
 - CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
 - Command collateral duties with documented impact
 - Completed PPME/JPME
2. Shore Assignments (all)
- NRC Command Chief/NPC/CNRFC/Expeditionary/Rating Instructor (805A). (All screened billets requiring special screening)
 - Sailors assigned to RTC as a Recruit Division Commander, are carefully screened and selected for this FLAG assignment. Upon successful completion of tour as RDC MTS Qualification **SHOULD** be obtained. Earning the Distinguished Leadership Award (DLA) Badge – “Super Cookie”, as RDC should receive special consideration
 - Completed PPME/JPME/SEJPME I
 - Completion of the Senior Enlisted Academy (SEA), service equivalent and the Reserve Senior Enlisted Management (RSEM), and/or CPO Leader Development Course should be highly considered when evaluating Senior Enlisted Sailors
 - CPOA with strong involvement and documented impact. Special consideration should be given to those elected by their peers to leadership positions
 - CPO Initiation with strong involvement and documented impact. Special consideration should be given to Committee Chairs
 - Sailor 360 with strong involvement and documented impact. Special consideration should be given to those in leadership positions
 - Command collateral duties with documented impact
 - ESGR support and awards i.e. Seven Seals, Above and Beyond Award a plus

Considerations for advancement from E8 to E9

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

1. Sea Assignments (all)
- Department LCPO/ Division LCPO at Sea/Operational/Joint, Forward Deployed Naval Forces (FDNF). Successful FDNF tour - “Tip-Of-The-Spear” - should receive special consideration.
 - Qualified EDO/EOOW – if EOOW qualified on LHD – conventional Steam Propulsion Plant EOOW should receive special consideration. For breakouts not all EOOW letters are equal, i.e. Gas Turbine vs Steam Turbine
 - Serving as Department LCPO (Top Snipe) U16A - Shipboard Engineering Plant Program Manager at sea should receive special consideration.
 - At least one warfare pin
 - CPOA with strong involvement and documented impact. Special consideration should be given to those elected by their peers to leadership positions
 - CPO Initiation with strong involvement and documented impact. Special consideration should be given to Committee Chairs
 - Command collateral duties with documented impact
 - Completed PPME/JPME/USMAP
 - Completion of the Senior Enlisted Academy (SEA), service equivalent and the Reserve Senior Enlisted Management (RSEM), and/or CPO Leader Development Course should be highly considered when evaluating Senior Enlisted Sailors
2. Shore Assignments (all)
- NRC CSEL/NPC/BUPERS/CNRFC/Expeditionary/Rating Instructor (805A). (All screened billets requiring special screening)/FLC’s (impact billet on the waterfront)/ASD (with documented impact)
 - Sailors assigned to RTC as a Recruit Division Commander, are carefully screened and selected for this FLAG assignment. Upon successful completion of tour as RDC MTS Qualification **SHOULD** be obtained. Earning the Distinguished Leadership Award (DLA) Badge – “Super Cookie”, as RDC should receive special consideration



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



- Completed PPME/JPME/SEJPME I and II
- Completion of the Senior Enlisted Academy (SEA), service equivalent and the Reserve Senior Enlisted Management (RSEM), and/or CPO Leader Development Course should be highly considered when evaluating Senior Enlisted personnel
- Served as SEL or DLCPO
- ESGR support and awards i.e. Seven Seals, Above and Beyond Award a plus
- CPOA with strong involvement and documented impact. Special consideration should be given to those elected by their peers to leadership positions
- Sailor 360 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 Committee Chairs
- Command collateral duties with documented impact