



AS CAREER PATH
TRAINING AND ADMINISTRATION OF THE RESERVES (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	36/36	Follow-on Shore Sea Tours
23-26	ASCM ASCS	20.0 Yrs 16.67	CSEL, 8CMC/8CSC	36/36 36/48	4 th Shore Tour Billet: MMCPO/MSCPO/Staff LCPO/ Production LCPO/QAO/SEL/CSEL Duty: TYCOM/FRC Qualification: Senior Enlisted Academy/ SFF/SFM
20-23	ASCM ASCS ASC	20.0 Yrs 16.67 14.78	CWO, CSEL, 8CMC/8CSC	36/36 36/48 36/48	3 rd Sea Tour Billet: MMCPO/MSCPO/Div LCPO/ Dept LCPO/QAS/CSEL Duty: TYCOM/AMMT/Ship/Squadron Qualification: Senior Enlisted Academy
16-20	ASCS ASC AS1	16.67 Yrs 14.78 9.28	OCS, CWO, CSEL, 8CSC, RDC, Equal Opportunity Advisor, Instructor Duty	36/48 36/48 36/48	3 rd Shore Tour Billet: MSCPO/LCPO/QAR/Instructor Duty: FRC/Squadron/NAS/Wing/NRC Qualification: SFF/SFM/QAR/900 CDI/ NRC PQS
12-16	ASC AS1	14.78 Yrs 9.28	OCS, LDO, CWO, CSEL	36/48 36/48	2 nd Sea Tour Billet: LCPO Duty: TYCOM/AMMT/Ship AIMD/Squadron Qualification: SFF/SFM/QAR/CDI
8-12	ASC AS1 AS2	14.78 Yrs 9.28 3.44	OCS, LDO, CSEL, RDC, Equal Opportunity Advisor, Instructor Duty	36/48 36/48 36/48	2 nd Shore Tour Billet: SEL/LCPO/WCS/LPO/PC QAR/SE Tech/Main Tech/Instructor Duty: FRC/VFC/NAS/Wing/NRC/VRC Qualification: 900 CDI/NRC PQS
4-8	AS1 AS2 AS3	9.28 Yrs 3.44 1.63	STA-21	36/48 36/48 36/48	1 st Sea Tour Billet: LPO/SE Tech/AIMD Repair/Maint Tech/WCS Duty: LHD/AIMD/Squadron Qualification: 900 CDI/QAR/Plane Captain/EAWS/ESWS/OOD
1-4	AS2 AS3 ASAN	3.44 Yrs 1.63 9 Months	STA-21	36/48 36/48 36/48	1 st Shore Tour Billet: SE Tech/Main Tech/WCS/Plane Captain/Instructor Duty: FRC/Squadron/NAS Qualification: EAWS CDI
1+/-	ASAN ASAA	9 Months		36/48	Recruit Training (8 weeks)/'A' School (17 weeks)/'C' School.



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Notes:

1. "A" School is not required.
2. AS's follow a Sea/Shore Flow as per NAVADMIN 190/16; changing from previous shore flow of 48 months for all shore tours.
3. Shore duty intensive rate, limited sea duty opportunities available.
4. ACRONYMS INCLUDE:

MMCPO	Maintenance Master Chief
MSCPO	Maintenance Senior Chief
CSEL	Command Senior Enlisted Leader
SEL	Senior Enlisted Leader
PC	Production Control
NRC	Navy Reserve Center
MECP	Medical Enlisting Commissioning Program
QAOS	Quality Assurance Officer/Supervisor
QAR	Quality Assurance Representative
CDI	Collateral Duty Inspector
CDQAR	Collateral Duty Quality Assurance Representative
EAWS	Enlisted Aviation Warfare Specialist
SFF	Safe for Flight
SFM	Safe for Mission

Considerations for advancement from E6 to E7

NOTE: *Intermediate Leader Development Course (ILDC) and Advanced Leader Development Course (ALDC) will be a prerequisite for advancement to E-6 and E-7 respectively, starting in calendar year 2025.*

1. Sea Assignments
 - Documentation of utilizing in-rate qualifications
 - Collateral Duty Inspector (CDI)
 - Quality Assurance Representative (QAR)
 - Strong consideration for Sailors with F21A NEC - Support Equipment Maintenance Manager
 - Schooling required
 - At least one warfare pin (AW primary)
 - Should have previously served or is currently serving as LPO of:
 - Production Division
 - Work Center
 - Quality Assurance
 - Maintenance/Production Control
 - Upper-level qualifications
 - Full Systems Quality Assurance Representative (FSQAR)
 - 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.
 - 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
 - Strong consideration for Sailors with F21A NEC - Support Equipment Maintenance Manager
 - Schooling required



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- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
 - Squadron Augment Units (SAU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- O-Level (FRS/SAU) favorable positions include:
 - Work Center LPO
 - Quality Assurance LPO
 - Maintenance Control LPO
 - Upper-level qualifications are not required but are a good indicator of character and ability.
 - High-Power/Low-Power Turn Qualification.
 - Full Systems Quality Assurance Representative (FSQAR)
 - Safe-For-Flight/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:
- Documentation of **utilizing** in-rate qualifications:
 - Qualified Collateral Duty Inspector (CDI)
 - Quality Assurance Representative (QAR)
 - Work Center LPO
 - Quality Assurance LPO
 - Production Control LPO/400 Division Production Control LPO
 - 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.
 - Upper-level qualifications:
 - Production Division Quality Assurance Representative (QAR)
 - Engine Test Cell qualified (400 Division Personnel).
 - Not required but a good indicator of character and ability to operate responsibly.
 - Lean Six Sigma Green Belt Qualified or Black Belt Qualified
- 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

Required: CPOLDC will be a required for advancement to E8 commencing with the FY 2026 Selection Board.

Not Required: Senior Enlisted Academy – This course is not required and has limited E7 quotas.

NOTE 1: *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, SRT LCPO.*

NOTE 2: *Strong consideration for personnel designated as a COR/ACOR/TPOC/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 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.*



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1. Sea Assignments

- Strong consideration for Sailors with F21A NEC - Support Equipment Maintenance Manager
 - Schooling required
- At least one warfare pin (AW primary)
- Safe for Flight (SFF)/Safe-For-Mission Qualification if stationed at the **O-Level (Squadron)**
 - SFF/SFM Qualified on at least one aircraft platform
- At least 12 months in a command role/billet:
 - Maintenance LCPO
 - QA LCPO
 - Detachment LCPO
- Strong consideration for personnel designated as a Detachment LCPO:
 - Rescue DETs and/or new delivery aircraft do NOT qualify as Detachment LCPO
- Strong consideration for arduous duty as Aviation Maintenance Management Team (AMMT), which demonstrates leadership, character, and ability to communicate effectively.
- 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 one warfare pin (AW primary)
- Strong consideration for Sailors with F21A NEC - Support Equipment Maintenance Manager
 - Schooling required
- Staff Duty
 - TYCOM Advisor/WING Inspector
- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
 - Squadron Augment Units (SAU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- At least 12 months in a command role/billet:
 - Maintenance LCPO
 - QA LCPO
- O-Level (FRS/SAU) favorable positions include:
 - Upper-level qualifications are not required but are a good indicator of character and ability.
 - High-Power/Low-Power Turn Qualification.
 - Full Systems Quality Assurance Representative (FSQAR)
 - Safe-For-Flight/Safe-For-Mission (SFM) Qualification
- I-Level shore facility:
 - Production Division LCPO
 - Quality Assurance LCPO
 - Production Control LCPO
 - Upper-level qualifications, not required but a good indicator of character and ability.
 - Production Division Quality Assurance Representative (QAR)
 - Engine Test Cell Qualification (400 Division Personnel).
 - Lean Six Sigma Green Belt Qualified or Black Belt Qualified
- 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 Master Training Specialist (MTS) qualification 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.



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- 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

Required: Graduate of Senior Enlisted Academy – This course is available to all E8's and E9's.

NOTE 1: *Strong consideration for personnel designated as a COR/ACOR/TPOC/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 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: *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.
- Senior Enlisted Academy or other service equivalent (required)
- 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)
 - QAO/QAS
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
- At least one warfare pin (AW Primary)
- 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

- The 724B NEC is recommended for advancement to E9, as it is the pinnacle NEC qualification.
- Senior Enlisted Academy or other service equivalent (Required)
- Fleet Replacement Squadron (FRS). There is no special screening for FRS Squadrons. However, FRS should be considered arduous duty due to the nature of operations.
 - Squadron Augment Units (SAU) augment and support Fleet Replacement Squadrons and type wing operational requirements.
- At least 12 months in a command role / billet
 - Maintenance SCPO (O-Level) - Qualified Safe For Flight/Safe For Mission
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA.)
 - Production SCPO (I-Level)
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)



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- QAO/QAS
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA)
- I-Level shore facility:
 - Strong consideration for those with documented completion of a successful inspection cycle (AMI/MCI/MPA, etc.) and serving in one of the following billets:
 - Production Division LCPO
 - Quality Assurance LCPO
 - Production Control LCPO
- Staff Duty
 - TYCOM Advisor/WING Inspector
- 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.
- At least one warfare pin (AW Primary)
- 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.
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