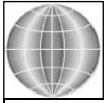


EM CAREER PATH
TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



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 Duty: Ship(DDG)/Squadron/MSRON Qualification: SW/AW/EXW/SEA/3MTT/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/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
				36/36 36/36 36/36	Sea Tour Billet: LCPO/Detailer/3MC Duty: Ship(CG/DDG/LHD/LSD)/EOD/ESU/MSRON Qualification: SW/AW/EXW/ETT/DCTT/3MTT/SEA/EOOW/EDO/3MC
12-20	EMC EM1 EM2	14.9 Yrs 8.9 5	CSEL, CSC, LDO, CWO, RDC, Detailer, Equal Opportunity Advisor	36/36 36/36 36/36	Shore Tour Billet: CSEL/LCPO/Training Mgr Duty: REDCOM/CNRFC/NRC/RMC Qualification: SEA/RSEM
				36/36 36/36 36/36	Sea Tour Billet: LPO Duty: Ship(DDG/LHA/LHD)/MSRON Qualification: SW/AW/EXW/ETT/DCTT/3MTT/EOOW/EDO/3MC/DEPT 3M Assistant
8-12	EM1 EM2	8.9 Yrs 5	LDO	36/36 48/36	Shore Tour Billet: Trainer/Instructor Duty: NOSC/RMC/ Qualification: As assigned
				36/36 48/36	Sea Tour Billet: WCS Duty: Ship(CG/DDG/LHA/LHD/LSD/MCM)/MSRON Qualification: SW/AW
4-12	EM2 EM3	5 Yrs. 2.4	STA-21	48/36 48/36	Shore Tour Billet: Trainer Duty: NRC/RMC Qualification: As assigned
				48/36 48/36	Sea Tour Billet: WCS Duty: Ship(CG/DDG/LHA/LHD/LSD/MCM)/MSRON Qualification: SW/AW



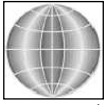
EM CAREER PATH
TRAINING AND ADMINISTRATION OF THE RESERVE (TAR)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE ROTATION	TYPICAL CAREER PATH DEVELOPMENT
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 NRC and 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/EMCSs on Ships that are eligible are encouraged to 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. Personnel Qualification Standard for Navy Reserve Activity Staff NAVEDTRA 43075-A, established in 2016 and updated in 2022, must be completed during an applicable tour.
9. NEC information:
 - 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.



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



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.

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 (all)
 - LPO/ALPO at Sea/Operational/Joint
 - Qualified EDO/EOOW a plus
 - INSURV Team Lead a plus
 - At least one warfare pin
 - ETT/DCTT Team Member
 - 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 in 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) a plus



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



2. Shore Assignments (all)
 - NPC/CNRFC/Expeditionary/Rating Instructor (All screened billets requiring special screening)
 - Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment
 - Instructor Duty (805A) (MTS at all levels)
 - Completed PPME, USMAP
 - 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 in leadership positions
 - Command collateral duties with documented impact
 - When assigned to a Navy Reserve Activity, completion of the Navy Reserve Activity Staff Personnel Qualification Standard (PQS) - NAVEDTRA 43075-A series should be completed during an assignment.

Considerations for advancement from E7 to E8

NOTE: *Chief Petty Officer Leader Development Course (CPO-LDC) will be a prerequisite for advancement to E-8 commencing with the Fiscal Year 2026 Selection Board.*

1. Sea Assignments (all)
 - Department LCPO/ LCPO FDNF a plus
 - Qualified EDO/EOOW a plus
 - Graduate of Senior Enlisted Academy or service equivalent academy a plus
 - At least one warfare pin
 - ETT Coordinator
 - 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
 - CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
 - Command collateral duties with documented impact
 - Command Warfare Coordinator
 - Completed PPME/JPME/USMAP
2. Shore Assignments (all)
 - NRC Command Chief/NPC/CNRFC/Expeditionary/Rating Instructor (All screened billets requiring special screening)
 - When assign to a Navy Reserve Activity, completion of the Navy Reserve Activity Staff Personnel Qualification Standard (PQS) - NAVEDTRA 43075-A series should be completed during an assignment.
 - Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
 - Completed PPME/JPME/SEJPME I/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 personnel
 - 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
 - CPO Initiation 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) will be a prerequisite for advancement to E-9 commencing with the Fiscal Year 2026 Selection Board.*



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



1. Sea Assignments (all)
 - DLCPO/LCPO at Sea/Operational/Joint, FDNF a plus
 - Section Leader, and other outside the normal scope (ie: OOD(U/W, ATTWO) a plus
 - At least one warfare pin
 - Served as Department LCPO or Admin Officer
 - 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
 - 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/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 personnel

2. Shore Assignments (all)
 - NRC CSEL/NPC/BUPERS/CNRFC/Expeditionary/Rating Instructor (All screened billets requiring special screening)/FLC's (impact billet on the waterfront)/ASD (with documented impact)
 - When assign to a Navy Reserve Activity, completion of the Navy Reserve Activity Staff Personnel Qualification Standard (PQS) - NAVEDTRA 43075-A series should be completed during an assignment.
 - Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
 - Completed PPME/JPME/SEJPME I and II/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 personnel
 - Served as SEL or DLCPO
 - ESGR support and awards i.e. Seven Seals, Above and Beyond Award a plus
 - Served as Department LCPO or Admin Officer
 - 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
 - CPO Initiation with strong involvement and documented impact. Special consideration should be given to those in leadership positions
 - Command collateral duties with documented impact