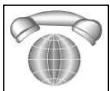


IC CAREER PATH
(SW)



Interior Communication Electricians (IC). ICs operate and perform organizational, intermediate, corrective and preventive maintenance on interior communications, alarms, warning systems, ship controls, entertainment, navigation, flight deck video and control systems, and plotting equipment. This is a sea intensive rating.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	ICCM	21.4 Yrs	CSEL, Enl Comm Mgr.	36	4 th Shore Tour Billet: ECM/TECHAD, Training Manager, Maintenance Manager, Instructor Duty: BUPERS, ATG, RMC
24-28	ICCM ICCS	21.4 Yrs 19.4	CSEL	48	4 th Sea Tour Billet: LCPO, 3MC. Duty: Ships. Qualification: CSTT, DCTT
21-24	ICCM ICCS ICC	21.4 Yrs 19.4 15.3	CWO, CSEL, Enl Comm Mgr, Instructor, RDC, Recruiter, Senior Enlisted Academy	36	3 rd Shore Tour Billet: ECM, Training Supervisor, LCPO, Lead Instructor, Lead Assessor, Inspector. Duty: BUPERS, SCTSC, ATG, RTC, NRD, RMC. Qualification: MTS, ATS, SEA, CDO/SDO
17-21	ICCS ICC IC1	19.4 Yrs 15.3 9.1	CWO, CSEL, Senior Enlisted Academy	48	3 rd Sea Tour Billet: LCPO, 3MC, QAS Duty: Ship. Qualification: Warfare Coord., CSTT, DCTT, ATTT, STT, ITT
14-17	ICCS ICC IC1	19.4 Yrs 15.3 9.1	LDO, CWO, CSEL, Instructor, RDC, Recruiter, MEPS (Classifier), Detailer, WHCA	36	2 nd Shore Tour Billet: Instructor, Trainer, Inspector, RDC, Recruiter, Classifier. Duty: SCSTC, ATG, RTC, RMC, NRD, NSW. Qualification: MTS, ATS, CDO/SDO, AV Lead
9-14	ICC IC1 IC2	15.3 Yrs 9.1 4.4	LDO, CWO, MECP, OCS	60	2 nd Sea Tour Billet: Technician, LPO, LCPO. Duty: Ship. Qualification: SW, AW, CSC, CSRO, CSOOW, QAI, CSTT, DCTT, ATTT, ADTT, D3MA,
6-9	IC1 IC2 IC3	9.1 Yrs 4.4 1.8	STA-21, LDO, OCS, MECP, Instructor, RDC, Recruiter, WHCA	36	1 st Shore Tour Billet: Instructor, RDC, Recruiter, Technician. Duty: SCSTC, RTC, WHCA, RMC, NRD, NSW. Qualification: MT, MTS, ATS, AV Lead



IC CAREER PATH
(SW)



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
2-6	IC2 IC3	4.4 Yrs 1.8	STA-21, Naval Academy, NROTC, OCS	60	1 st Sea Tour Billet: Maintenance Technician, WCS. Duty: Ship. Qualification: CS Area Supervisor, CDQAI, ATTT, VBSS, ESWS, EAWS
1+/-	ICSN ICSA Accession Training	9 Months			Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command

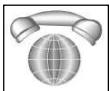
Notes:

1. "A" School and Security Clearance is required.
2. Deployable Sea and Land components located in the 7th Fleet AOR, 6th Fleet AOR and 5th Fleet AOR are extremely arduous, with deployable units being out of homeport well above CONUS average.
3. Instructor Duty billets can prevent a member from being in a leadership position. This fact is due to the sheer number of Chief Petty Officer and First Class billets at schoolhouses.
4. Tours at NPC and BUPERS require special screening and are highly competitive in nature.
5. Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
6. In-rating shore duty is limited and typically assigned as "A" or "C" School Instructors, DMA overseas, and IMAs. Most are encouraged to take a tour in recruiting or as an RDC. The IC rating is sea intensive, but currently there are no billets onboard LCS platforms.
7. Sea duty for ICC/ICCS/ICCM is large decks (CVN/LHA/LHD/LCCs) or 3MC, although limited.
8. All Shore special programs require screening.
9. The majority of V78B billets are overseas and Type 1 duty. All of the DMA billets are joint DOD. However, all V78B Broadcast Engineers have the ability to go to sea as a V78B or as a senior IC.

In addition to the above career path, an IC is advanced due to their proven leadership, qualifications and performance against competition, regardless of billet assigned.

Considerations for promotion from E6 to E7

1. Sea Assignments (all)
 - Manning structure aboard a ship limits opportunity to serve in LPO positions
 - Qualified (I/P) OOD, CSOOW, Duty Dept. Head; (U/W) CSOOW, QAI (CVN Air Dept)
ICs assigned to V2/4 onboard carriers may not have the typical CSOSS Quals expected. ICs assigned to MCM's do not have the typical CSOSS Quals expected but may serve as EDO / Tag out Authorizing Officer qualified
 - Advanced Qualifications (I/P) ATTWO, (U/W) CICWO, CSC, CSRO
 - Achieve all Warfare qualifications available at command
 - Training Team member (Primary CSTT Technical) (ATTT, ITT, DCTT)



IC CAREER PATH (SW)



- Asst. Command Collateral for major program with documented impact
- Active First Class Mess involvement with documented impact
- Sailor 360 involvement, preferably leading a committee

2. Shore Assignments (all)

- Billet base for IC is sea duty centric, which may preclude opportunity for an in-rate shore tour
- School Instructor/Course Supervisor IC “A” or “C”/SCSTC Det. (MTS during tour); Advanced Qualification: Training Manager
- ATG (ATS during tour)(Advance Qual: MTS)
- RMC Maintenance Technician with documented repairs
- NPC (Detailer)
- RDC (MTS during tour)
- Naval Air Station (Qual: CDO, QAI, QAS)
- White House Communications Agency (AV Lead)
- Enlisted Recruiter (Special consideration to Recruiter in Charge – RINC)
- Asst. Command Collateral for major program with documented impact
- Active FCPOA involvement with documented impact
- Sailor 360 involvement, preferably leading a committee

Considerations for promotion from E7 to E8

1. Sea Assignments (all)

- Successful Divisional LCPO/ 3MC tour at an operational command.
- Achieve all Warfare qualifications available at command
- Qualified (I/P) Section Leader; (U/W) CSC, CSRO
- Advanced Qualifications (I/P) ATTWO; (U/W) CICWO, Warfare Coordinator
- Training Team member (Primary CSTT Technical and Tactical) (ATTT, ITT, DCTT, 3MTT)
- Command Collateral with documented impact
- Active CPO Mess involvement with documented impact
- Sailor 360 involvement and leading a committee

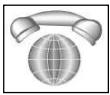
2. Shore Assignments (all)

- Course Supervisor/Training Manager IC “A” or “C” School/ SCSTC. (MTS during tour)
- Waterfront Trainer and Assessor ATG (ATS during tour) (Advanced Qual: MTS)
- RMC Maintenance Technician and Trainer
- NPC (Detailer)
- RDC (MTS during tour)
- MEPS (Classifier, CDO)
- Enlisted Recruiter (Special consideration to Recruiter in Charge – RINC)
- White House Communications Agency (AV Lead)
- Command Collateral with documented impact
- Active Mess/CPOA involvement with documented impact
- Sailor 360 involvement and leading a committee
- Qualified Assessor, ACDO/CDO/SDO

Consideration for promotion from E8 to E9

1. Sea Assignments (all)

- Successful Departmental or Divisional LCPO / 3MC tour at an operational command
- Achieve all Warfare qualifications available at command
- Completed SEA or service equivalent academy
- Qualified (I/P) Section Leader, Watchbill coordinator (special consideration for Senior Watchbill Coordinator); (U/W) CSC, CSRO



IC CAREER PATH (SW)



- Advanced Qualifications (I/P) CDO, Senior Enlisted Section Leader (CVN), Senior Enlisted Watch Bill Coordinator; (U/W) Warfare Coordinator, (CSSE) Combat Systems Senior Enlisted (LHD)
- Training Team Lead (CSTT Technical, 3MTT)
- Major command collateral with documented impact
- Active CPO Mess (documented leadership and involvement)
- Sailor 360 involvement and Leader/Coordinator

2. Shore Assignments (all)

- Training Manager/ Lead Instructor/ Maintenance Lead at IC "A" or "C" School/SCSTC Det. (MTS during tour)
- Waterfront Trainer and Assessor ATG (Team Lead, ATS/MTS Program Coordinator, qualified ATS during tour)(Advanced Qual: MTS)
- RMC Field Maintenance Technician with documented repairs
- BUPERS (ECM/ TECHAD)
- NPC (Lead Detailer)
- RDC (MTS during tour)
- CSEL
- Qualified Assessor, ACDO/CDO/SDO/AOIC
- Major command collateral with documented impact
- Active Mess/CPOA involvement with documented impact
- Sailor 360 involvement and Leader/Coordinator