



Billet-Based Advancement 2025 Update Fact Sheet

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NAVADMIN 112/25 provides updates to the Senior Enlisted Marketplace policy and consolidates guidance from previous Billet Based Advancement (BBA) NAVADMINs. In addition, this NAVADMIN details the submission process for Senior Enlisted Marketplace (SEM) exception to policy and manning realignment requests.

Who needs to know?

- Active Duty Enlisted Sailors
- Command Leadership (Triads, Chiefs Mess)
- Command Career Counselors

What you need to know – key points

- Active Duty ABE, ABF, ABH, AME, AO, CS, DC, EM, IC, GM, GSM, MM, QM and RS are now fully integrated into Billet Based Advancement.
- Non-BBA rating Sailors, with exceptions, participating in the Navy-wide Advancement Exam (NWAE) will be eligible to utilize CA2P.
- Billet Based Advancement (BBA) paths of Advancement for E5 and E6 include:
 - Advance to Position (A2P)
 - Upon successful participation in the Rating Knowledge Exam (RKE), Sailors may apply for the next higher paygrade within My Navy Assignment (MNA), regardless of projected rotation date (PRD).
 - Sailors may be frocked upon receipt of orders, after completion of applicable screening requirements and obligation of required service.
 - Sailors will be advanced upon checking into their ultimate duty station.
 - Command Advance to Position (CA2P) for Sea Duty
 - Allows commands to offer advancement to top performing Sailors that they would like to retain onboard, or for Immediate Superiors in Command (ISIC) to move eligible Sailors to an open billet at an activity in the same geographic area.
 - Billet must not have a prospective gain or tentative gain identified.
 - Billet must be aligned to the Sailors rating and NEC if applicable.
 - Available to Sailors who have at least 18 months of tour completion and fill a 36-month obligated service requirement.
 - Not available for Sailors with orders, orders pending release, or within 12 months of PRD.
 - CA2P for Shore Duty
 - All CA2P for Sea Duty requirements apply.
 - General duty billets at Recruit Training Command or Recruiting Duty must meet the vacant billet's paygrade for CA2P but will not be restricted to the source rating requirement of the billet.
 - Sailor must be willing to incur obligated service to allow for a follow-on 36-month tour.
 - PRD at Sailor's current command will not be adjusted.
- Senior Enlisted Marketplace (SEM) Paths of Advancement:
- Senior Enlisted Marketplace (SEM) will expand into two paths of advancement—Advance to Position (A2P) and Advance Request Alignment (ARA)—both require Sailors to be screened by a Fiscal Year advancement board.
 - SEM does not apply to Command Senior Enlisted Leader Program, Submarine, Nuclear, Musician (E-7 only), SEAL, Special Boat Operator, TAR and SELRES ratings.



- SEM A2P
 - Allows Sailors to apply for jobs in the next higher paygrade regardless of PRD, upon being screened for advancement from a fiscal year screening board.
 - Sailors are eligible to apply for jobs for 24 months after screening.
 - Froked Chiefs who have not selected orders within 24 months will be direct detailed.
 - E8/E9 Sailors may be froked when they receive orders, after completing screening requirements, and fulfilling obligated service for those orders.
 - SEM A2P advancements are effective on the date the Sailor checks onboard their ultimate duty station.
- SEM Advancement Request Alignment (ARA)
 - Allows commands the ability to advance a screened Sailor on station when there is a valid, funded and vacant billet at the next higher paygrade.
 - For E8/E9 Sailors, the ARA window will open immediately after the current Fiscal Year results release and will close at the conclusion of Naval Personnel Command's (NPC) requisition scrub phase in My Navy Assignment, which takes place in August.
 - For E7 Sailors, ARA will open on September 16 and will close at the conclusion of NPC's requisition scrub phase in My Navy Assignment, which takes place in October.
 - General duty billets must meet the higher vacant paygrade requirement and will be restricted to the source rating requirement.
 - Billet must not have a tentative gain or prospective gain identified.
 - ARA for sea duty: Sailor must incur obligated service and extend PRD for 36 months from the date of advancement.
 - ARA for shore duty: Sailor must incur 36 months obligated service for follow-on tour; PRD will not be extended.
- SEM Exception to Policy requests must be submitted by June 30, 2025 for screened E8/E9, and by September 15, 2025 for E7.

FAQ

Q1. How long does a screened E7 have to select orders after being froked?

A1. Screened E7s will have up to 24 months to compete for orders at the next higher paygrade. If the Sailor does not select orders after 24 months, they will be direct detailed to an assignment in their screened paygrade.

Q2. How often do Sailors need to take the rating knowledge exam?

A2. Results of the Rating Knowledge Exam are valid for 24 months, however Sailors may retake the exam each cycle to improve their score. The most recent score on an exam will be used within My Navy Assignment, regardless of grade.

Q3. My spouse and I are dual military. How will billet-based advancement affect us?

A3. If both Sailors in a military couple are advancement eligible, the first Sailor that is selected for a job in the next higher paygrade becomes the lead Sailor in the assignment process. The PRD for the spouse will be adjusted to match the lead Sailor's anticipated transfer month, which will give the Sailor an opportunity to continue to apply for an advancement that matches the spouse's new duty location. If the spouse is not selected for an advancement opportunity, detailers will select the Sailor for a job within the current paygrade in the spouse's geographic location.

Q4. How do I advance while on shore duty?

A4. While on shore duty, Sailors in BBA ratings may advance to the next paygrade by either competing for orders in the next higher pay grade in My Navy Assignment or through Command Advance to Position.

Q5. How will time-in-rate be calculated for Billet Based Advancements?

A5. Time-in-rate calculations will remain in line with BUPERSINST1430.16G CH-1 Advancement Manual for Enlisted personnel of the U.S. Navy and U.S. Navy Reserve.



Q6. I am currently on sea duty and I'm a screened E7. There is an open E7 billet in my command, can I just fill that billet instead of competing in the marketplace?

A6. Your command may submit a manning realignment request to promote you into the vacant billet, provided all requirements are met, you are willing to obligate service and adjust your PRD as necessary.

Q7. I am currently on shore duty and I'm a screened E7. There is an open E7 billet in my command, can I just fill that billet instead of competing in the marketplace?

A7. Your command may submit a manning realignment request to promote you into the vacant billet, provided all requirements are met and you are willing to obligate service. Your PRD will not be adjusted.

Q8. My child and/or spouse are part of the Exceptional Family Member Program (EFMP). Can I still apply for billet-based advancement? How do I determine if care is available?

A8. Sailors that are assigned as EFM will apply for orders for advancement within MNA and should consider the needs of their family when applying for orders. All order selections for Sailors enrolled in EFM will be reviewed by the EFMP coordinators in PERS-456 to ensure care is available at the prospective duty station. If care is determined not to be available, Sailors will need to reapply for advancement opportunity in the next MNA cycle.