



## **Billet-Based Advancement Policy Update Fact Sheet**

**POC :** MyNavy Career Center | 1-833-330-MNCC

askmncc@navy.mil

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### **BLUF**

NAVADMIN 255/24 provides updates to Billet-Based Advancement (BBA) policies, to include the expansion of Senior Enlisted Marketplace (SEM) to active component E-6 Sailors screened for advancement to Chief Petty Officer, and the transition to full BBA for ratings included in the Detailing Marketplace Assignment Policy (DMAP).

### **Who needs to know?**

1. Active Duty Enlisted Sailors
2. Command Leadership
3. Navy Career Counselors

### **What you need to know – key points**

- Billet-Based Advancement includes Senior Enlisted Marketplace (SEM), Command Advance to Position (CA2P), and Advance to Position (A2P).
- Senior Enlisted Marketplace (SEM) is expanding to include active component E-6 Sailors screened for Chief Petty Officer beginning with the FY26 CPO Board.
- Screened E-6 Sailors will participate in the traditional CPO initiation process and will be frocked upon completion of CPO initiation.
- SEM does not apply to Command Senior Enlisted Leader Program, Submarine, Nuclear, Musician, Seal, Special Boat Operator, and Training and the Administration of Reserve (TAR) and SELRES Sailors.
- Sailors in the following ratings will be fully integrated into BBA starting in the March 2025 Advancement Cycle: ABE, ABF, ABH, AME, AO, CS, DC, EM, IC, GM, GSM, MM, QM, and RS.
- Starting in March 2025, BBA ratings will no longer take the Navy Wide Advancement Exam and will take the Rating Knowledge Exam (RKE) in its place.
- Active-Duty BBA Sailors who pass the March 2025 RKE may begin applying for jobs in the next higher paygrade during the August 2025 My Navy Assignment (MNA) cycle.
- Shore CA2P will be available for Sailors who have filled 18 months of a shore assignment and fill a 36-month obligated service requirement.

### **Sample POD/POW Note**

- CALLING ALL DMAP RATINGS! – NAVADMIN 255/24 announces expansion of the Billet-Based Advancement program to all DMAP ratings. For the full NAVADMIN, visit the following link: <https://www.mynavyhr.navy.mil/References/Messages/>
- SENIOR ENLISTED MARKETPLACE IS NOW OPEN FOR FIRST CLASS PETTY OFFICERS! Starting with the FY 26 CPO board, First Class Petty Officers who have been screened for Chief Petty Officer will compete in the Senior Enlisted Marketplace. For more information use the following link to review NAVADMIN 255/24 <https://www.mynavyhr.navy.mil/References/Messages/>



## FAQ

### **Q1. What is Billet-Based Advancement?**

**A1.** Billet-Based Advancement enables Sailors to advance to the next higher paygrade via Command Advance to Position (CA2P), Advance to Position (A2P) and the Senior Enlisted Marketplace (SEM). BBA expands Sailor choice of assignment, reduces the number of E5 and above vacancies, and lessens the number of assignment misalignments.

### **Q2. How will the Senior Enlisted Marketplace (SEM) integrate E-7s into the policy?**

**A2.** The E-7 SEM policy will be the same as E-8 and E-9, except for the frocking timeline. E-7 screened Sailors will go through the traditional CPO initiation process and if authorized, may be frocked after initiation is completed.

### **Q3. How do I know if I'm exempt from SEM?**

**A3.** SEM does not apply to Command Senior Enlisted Leader Program, Submarine, Nuclear, Musician, Seals and Special Boat Operator, Training Administration of Reserve ratings.

### **Q4. What are the ratings that will fully integrate into BBA?**

**A4.** ABE, ABF, ABH, AME AO, CS, DC, EM, IC, GM, GSM, MM, QM, and RS. In June of 2024, the ABE and DC rates were fully integrated into billet-based advancement and utilize the Rating Knowledge Exam (RKE). The remaining rates will take the RKE starting with the March 2025 advancement exam cycle.

### **Q5. How is the RKE different from the Navy-wide Advancement Exam (NWAE)?**

**A5.** The RKE will be completely consistent with the NWAE as to type and scope of questions and will be conducted using the same processes and timeline as the NWAE. Sailors are only required to retake the RKE once every two years and all Time-in-Rate (TIR) requirements to take the exam are removed at the E-4 and E-5 paygrades.

### **Q6. My spouse and I are dual military. How will billet-based advancement affect us?**

**A6.** 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 new duty location. If eligible, the spouse may continue to apply for an advancement opportunity.

### **Q7. 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?**

**A7.** 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.



**Q8. How is Command Advance to Position (CA2P) different from Meritorious Advancement Program (MAP)?**

**A8.** CA2P requires Sailors to oblige additional time at their current command and provides commands the autonomy to realign their manning. MAP advances the Sailor with no additional time requirements, but does not allow the command to adjust manning to fill vacant billets. Both advancement pathways are based off of merit and sustained superior performance.

**Q9. How will detailers ensure that competition for A2P and SEM billets is fair and transparent?**

**A9.** All Sailor who apply for an A2P or SEM billet will be scored utilizing the published Sailor Scoring Criteria (SSC). SSC evaluates an applicant utilizing factors such as rating match, NEC match, the Sailor's application ranking, and cumulative sea time. To see a full explanation of the SSC follow the links below:

- Senior Enlisted Marketplace SSC: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Senior-Enlisted-Marketplace/>
- Journeyman SSC: <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Detailing-Marketplace/>

**Q10. When can I be frocked after selecting orders in the Senior Enlisted Marketplace?**

**A10.** E8/E-9 Sailors may be frocked once they have obligated additional service to meet the PRD of their upcoming assignment and they have received hard copy orders.

**Q11. How will this change sea/shore flow for BBA Sailors?**

**A11.** Sea/shore flow will continue to act as the guide used for orders and tour lengths. Sailors who utilize CA2P at sea will extend their tour and PRD for 36 months. Sailors utilizing shore CA2P will maintain their current PRD but must obligate service for an additional 36 months.

**Q12. Who is eligible for CA2P?**

**A12.** Command advance to position is now available for all ratings on sea and shore duty.

**Q13. How much sea time must an E4 have before they are eligible for CA2P?**

**A13.** E4 Sailors must have completed 24 months of cumulative sea time across their entire career to be eligible for CA2P.