Hospital Corpsmen (HM) assist health care professionals in providing medical and dental care to Navy and Marine Corps personnel and their families, and perform other duties that aid in the prevention and treatment of disease and injury. They may function as clinical or specialty technicians, medical administrative personnel, and health care providers. They may also serve with the Marine Corps, rendering emergency medical treatment to include initial treatment in a combat environment. Lastly, they may be assigned as Independent Duty Corpsman (IDC) aboard ships and submarines, expeditionary, special warfare, and at isolated duty stations where no Medical Officer is available.

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>CAREER MILESTONES</th>
<th>AVERAGE TIME TO ADVANCE</th>
<th>COMMISSIONING OR OTHER SPECIAL PROGRAMS</th>
<th>SEA/SHORE FLOW</th>
<th>TYPICAL CAREER PATH DEVELOPMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>26-30</td>
<td>HMCM</td>
<td>22.5 Yrs</td>
<td>CSEL</td>
<td>Not Defined (Note 2)</td>
<td>Follow on Shore Tour: Note 6. Billet: CSEL, Major/Operational Staff (TYCOM), BUPERS, NPC, BUMED. Duty: Echelon III and above staff duty.</td>
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<tr>
<td>YEARS OF SERVICE</td>
<td>CAREER MILESTONES</td>
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<td>1+/-</td>
<td>HN, HA</td>
<td>9 Months</td>
<td></td>
<td></td>
<td>Recruit Training and all schools or training events required to be completed prior to reporting to first operational command.</td>
</tr>
</tbody>
</table>

Notes:

1. HM and HMDA accessions are 5YO programs. “A” school is required for HM and HMDA. Dental Assistant (HMDA/8701) is not a C-School, it is an accession program.

2. Sea Shore Flow is defined by HM NEC Specialty. The HM rating is shore centric. Many NECs within the rating have minimal sea duty opportunity. Most MTF NEC requirements are mapped to augmentation platforms. The HM rating promotes as a rate, not by NEC.

3. HMs may be advised into journeymen NECs (i.e. LAB, Xray, PHARM, RT, CVT, OPT, SURG, ORTHO, PT, NUCMED, RADHLT, OT, HISTO, CYTO, DMT, Dental Lab Basic, Dental Hygiene) early in a career and some transition to senior or master NECs (i.e. IDC or advanced level NECs) as their career progresses. HMs do not always have the opportunity for traditional sea duty, nor the opportunity to gain a different NEC because of overall community health. Each NEC must be considered independently relative to sea duty opportunity; however, the HM rating has multiple advanced medical specialties and therefore technical expertise is weighed as heavily as sea duty when sea duty is not available.

4. HMs have opportunities to qualify for multiple warfare designations, and when assigned to units eligible for qualifications, are required to do so by program instruction. HMs may also earn MTS and ATS qualifications.

5. HSAP/IA/OSA deployments or Humanitarian Assistance/Disaster Relief (HA/DR) missions are important career enhancing opportunities, especially for members with NECs that have minimal sea duty opportunities.

6. Special Duty: NPC, BUPERS, BUMED, White House, Camp David, HMX, Flight Demonstration Unit, Recruit Company Commander, Recruiting Duty, and Instructor Duty all have a rigorous screening process and are challenging and career enhancing assignments.

7. Completion of the Senior Enlisted Academy (SEA) and Executive Medical Department Enlisted Course should be considered when evaluating Senior Enlisted personnel. All Senior Chiefs selected in FY-17 and beyond must complete the SEA in order to be eligible for promotion to Master Chief.

8. EMDP2 is for applicants with less than 10 years Total Active Federal Military Service by 30 September of the application year.
Considerations for advancement from E6 to E7

1. Sea Assignments (If member had the opportunity for sea duty)
   - Extra consideration should be given to those who earn other qualifications outside their normal job scope that would enhance unit mission readiness.
   - MTT, DCTT, or other Training Team member
   - Command or Assistant Command Collateral (ACFL, DAPA, UPC, etc.)
   - FCPOA leadership and strong involvement
   - CPO 365 Phase I involvement and leading a committee
   - Should show strong documented leadership results serving as LPO or ALPO

2. Shore Assignments
   - Personnel assigned to BUMED or TYCOM staff, NPC, BUPERS, and HM “A” or “C” School Instructor duty are carefully screened and selected for those assignments. Sailors selected to serve on these staffs are considered to be at the top of operational expertise and are highly valued by the HM community.
   - Personnel assigned as Recruit Division Commanders are carefully screened and selected for this high priority assignment.
   - Assignment to OCONUS or CONUS MTFs is considered challenging and helps meet the primary mission of Navy Medicine.
   - Command or Assistant Command Collateral (ACFL, DAPA, UPC, etc.)
   - FCPOA leadership and strong involvement
   - CPO 365 Phase I involvement and leading a committee
   - Should show strong documented leadership results serving as LPO or ALPO

Considerations for advancement from E7 to E8

1. Sea Assignments (If member had the opportunity for sea duty)
   - Extra consideration should be given to those who earn other qualifications outside their normal job scope that would enhance unit mission readiness.
   - At least one warfare designation
   - MTT, DCTT, or other Training Team member. Repair Locker Leader or other Damage Control organization involvement.
   - Command Collateral Duty with documented impact (CFL, DAPA, UPC, etc.)
   - CPOA leadership and strong involvement
   - CPO 365 Phase I/II involvement and leading a committee
   - Should show strong documented leadership results serving as LCPO or SEL

2. Shore Assignments
   - Personnel assigned to BUMED or TYCOM staff, NPC, BUPERS, and HM “A” or “C” School Instructor duty are carefully screened and selected for those assignments. Sailors selected to serve on these staffs are considered to be at the top of operational expertise and are highly valued by the HM community.
   - Personnel assigned as Recruit Division Commanders are carefully screened and selected for this high priority assignment.
   - Assignment to OCONUS or CONUS MTFs is considered challenging and helps meet the primary mission of Navy Medicine.
   - Command Collateral Duty with documented impact (CFL, DAPA, UPC, etc.)
   - CPOA leadership and strong involvement
   - CPO 365 Phase I/II involvement and leading a committee
   - Should show strong documented leadership results serving as LCPO or SEL
Considerations for advancement from E8 to E9

1. Sea Assignments (If member had the opportunity for sea duty)
   - Extra consideration should be given to those who earn other qualifications outside their normal job scope that would enhance unit mission readiness.
   - At least one warfare pin
   - MTT, DCTT, ATF, Training Team Leader. Repair Locker Leader or other Damage Control organization involvement.
   - At least two Command Collateral Duties with documented impact (Senior Enlisted Watch Bill Coordinator (SEWBC), Warfare Program Coordinator, etc.)
   - CPOA involvement and holding a position
   - CPO 365 Phase I/II involvement and leading a major committee. Extra consideration should be given to personnel who successfully chair regional or base-wide Phase I or Phase II programs
   - Should show strong documented leadership results serving as Department LCPO or SEL

2. Shore Assignments
   - Personnel assigned to BUMED or TYCOM staff, NPC, BUPERS, and HM “A” or “C” School Instructor duty are carefully screened and selected for those assignments. Sailors selected to serve on these staffs are considered to be at the top of operational expertise and are highly valued by the HM community.
   - Personnel Assigned to RDC as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
   - Assignment to OCONUS or CONUS MTFs is considered challenging and helps meet the primary mission of Navy Medicine.
   - Should show strong documented leadership results serving as Department LCPO or Directorate SEL
   - CPOA involvement and holding a position
   - CPO 365 Phase I/II involvement and leading a major committee. Extra consideration should be given to personnel who successfully chair regional or base-wide Phase I or Phase II programs
   - Should show strong documented leadership results serving as Department LCPO or SEL