Yeoman (YN) work is primarily performed in a professional office environment, both afloat and ashore. YNs serve as office managers in support of command administrative infrastructure necessary to meet the command’s objectives. They may work independently, with little supervision or closely with others under close supervision, depending on individual assignments.

<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>25-30</td>
<td>YNCM</td>
<td>24.3 Yrs 18.9</td>
<td>CMDCM, CSEL, Flag Writer</td>
<td>36</td>
<td>Follow on Shore Tours Billet: CSEL/DEPT LCPO/OIC/Program Manager. Duty: PERS/OPNAV/DCS CNRF/CNOIC/RCC</td>
</tr>
<tr>
<td>22-25</td>
<td>YNCS YNCS</td>
<td>24.3 Yrs 18.9</td>
<td>CMDCM, CSEL Flag Writer</td>
<td>36</td>
<td>4th Sea Tour Billet: DEPT LCPO/SHIPSEC/ADMINOFF/Duty: Ship/Squadron</td>
</tr>
<tr>
<td>15-18</td>
<td>YNC YNCS YN1</td>
<td>18.9 Yrs 14.6 9.5</td>
<td>LDO, CWO, OCS, MECP, CMDCS, Flag Writer</td>
<td>36</td>
<td>3rd Sea Tour Billet: DEPT LCPO/SHIPSEC/ADMINOFF/CSEL/Duty: Ship/Squadron/Expeditionary Command/SPECWAR</td>
</tr>
<tr>
<td>11-15</td>
<td>YNC YNCS YN1</td>
<td>18.9 Yrs 14.6 9.5</td>
<td></td>
<td>48</td>
<td>2nd Shore Tour Billet: LCPO/LPO/Duty: Staff/BUPERS/NPC/OPNAV/DCS/CNOIC/RCC/NOSC.</td>
</tr>
<tr>
<td>8-11</td>
<td>YNC YN1 YN2</td>
<td>14.6 Yrs 9.5 4.2</td>
<td></td>
<td>36</td>
<td>2nd Sea Tour Billet: LCPO/LPO/SHIPSEC/ADMINOFF/LPO/Duty: Ship/Squadron/Expeditionary Command/SPECWAR</td>
</tr>
<tr>
<td>4-8</td>
<td>YN1 YN2</td>
<td>9.5 4.2</td>
<td>STA-21, OCS, MECP, Flag Writer</td>
<td>48</td>
<td>1st Shore Tour Billet: LPO/RECRUITER/RINC/RDC/Duty: Staff/NPC/DCS/CNOIC/RCC/NOSC/NPC/Special Programs: (Recruiting RDC)/MTS/IDW</td>
</tr>
</tbody>
</table>

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## YN CAREER PATH

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
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<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></td>
<td>YN3</td>
<td>2.1</td>
<td></td>
<td></td>
<td>Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.</td>
</tr>
<tr>
<td>1+/-</td>
<td>YNSN</td>
<td>9 Months</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>YNSA</td>
<td></td>
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<tr>
<td></td>
<td>Accession Training</td>
<td></td>
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</tr>
</tbody>
</table>

Notes:

1. “A” school is not required.

2. YNs must maintain a valid adjudicated security clearance.

3. YNs in paygrade E-5 and above may attend YN “C” School to become Flag Writers (NEC A15A). Flag Writers may be assigned to disassociated flag tours.

4. YNs normally fill administrative IA billets but may also be assigned to general billets.

5. YNs can earn two NECs associated with security:
   a. A19A – Security Specialist by completing the Naval Security Manager Course (S-3C-0001)
   b. 791A – Special Security Officer by completing the following NKO Navy E-Learning Courses: 002SP0 - Security Policy and Procedures, 002AI01 - AIS Security, 002SC0 - SCI Administration, 002SS01 - SSO Administration. Upon completion of the NKO course requirements, the candidate must complete the Defense Intelligence Agency's SCI Security Officials Course (virtual or resident) provided by the Joint Military Intelligence Training Center or the SSO/SSR Professional Training Course (virtual or resident) provided by SSO Navy (ONI-522).

### Considerations for advancement from E6 to E7

1. Sea Assignments: Serve onboard Ship, Squadron, Expeditionary Command or SPECWAR Command
   - Served as LPO or Assistant LPO
   - Qualify Enlisted Warfare Specialist (Primary)
   - Training Team Member/Repair Locker Leader or other Damage Control organization involvement.
   - FCPOA Involvement/ CPO 365 Impact
   - Assistant Command Collateral Duty

2. Shore Assignments: YNs serve in all communities ashore and overseas, to include Shore Special Program billets.
   - Assigned to a Shore Special Program
   - In-rate assignment

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YN CAREER PATH

Considerations for advancement from E7 to E8

1. Sea Assignments: Serve onboard Ship, Squadron or Expeditionary Command.
   - Served as LCPO or Admin Officer
   - Qualified All Enlisted Warfare per Platform
   - Training Team Member/Repair Locker Leader or other Damage Control organization involvement.
   - CPO 365 Impact and CPOA/Mess Involvement
   - Command Collateral Duty

2. Shore Assignments: YNs serve in all and communities ashore and overseas, to include Shore Special Program billets.
   - Assigned to a Shore Special Program
   - In-rate assignment

Considerations for advancement from E8 to E9

1. Sea Assignments: Serve onboard Amphibious Assault Ship, Aircraft Carrier, Expeditionary commands, Strike Fighter Squadron, Expeditionary Strike Group or Carrier Strike Group
   - Served as Department LCPO, LCPO or Admin Officer
   - Qualified All Enlisted Warfare per Platform
   - Training Team Member/Repair Locker Leader or other Damage Control organization involvement.
   - CPO 365 Impact and CPOA/Mess Lead
   - Major Command Collateral Duty

2. Shore Assignments: YNs serve in all communities ashore and overseas, to include Shore Special Program billets.
   - Assigned to a Shore Special Program
   - In-rate assignment