Ship’s Servicemen are responsible for managing and operating all shipboard retail and service activities. These include the ship’s store, vending machines, barber shops and laundry. They play a large role in the morale of the ship.

<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>SHCM</td>
<td>24.4 Yrs</td>
<td>CSEL</td>
<td>36</td>
<td>Follow on Sea/Shore Tours.</td>
</tr>
<tr>
<td>19-22</td>
<td>SHCS</td>
<td>18.2 Yrs 14.5</td>
<td>CSEL, Equal Opportunity Advisor, RDC, Camp David, Brig Duty, Officer/Enlisted Recruiter</td>
<td>36</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; Shore Tour Billet: Rating Specialist/Inspector/Trainee/Instructor/ISIC SH/ Curriculum Manager/LCPO. Duty: NEXCOM/ATG/FLC/CSS/LCSRON/Navy Medical/Dental/Health Center/NAVCRUITCOM.</td>
</tr>
<tr>
<td>15-19</td>
<td>SHCS</td>
<td>18.2 Yrs 14.5</td>
<td>LDO, OCS, MECP, CSEL, 3MC</td>
<td>48</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; Sea Tour Billet: Dept/Services/DivLCPO. Duty: LSD/LPD/AS/LCC/LHA/LHD/CVN.</td>
</tr>
<tr>
<td>8-13</td>
<td>SH1, SH2</td>
<td>9.9 Yrs 5.7</td>
<td>STA-21, OCS, MECP, Naval Academy, NROTC, RDC, White House, Camp David, Brig Duty, Officer/Enlisted Recruiter, Drug &amp; Alcohol Counselor, USS CONSTITUTION, Navy Ceremonial Guard</td>
<td>36</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Sea Tour Billet: LPO/Instructor/Trainee/Barber/ROM II Tech/Retail Ops/Laundry Supervisor/BEQ/Housing Staff. Duty: NAVSTA/CNIC/FLC/CSS/NETC Qualification: NAVLEAD.</td>
</tr>
<tr>
<td>5-8</td>
<td>SH1, SH2</td>
<td>9.9 Yrs 5.7</td>
<td>STA-21, OCS, MECP, Naval Academy, NROTC, RDC, White House, Camp David, Brig Duty, Officer/Enlisted Recruiter, Drug &amp; Alcohol Counselor, USS CONSTITUTION, Navy Ceremonial Guard</td>
<td>36</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; Sea Tour Billet: RetailOps/Laundry/Barber. Duty: Ship/Amphibious Construction Battalion. Qualification: ESWS/EAWS/SCW.</td>
</tr>
<tr>
<td>1-5</td>
<td>SH2</td>
<td>5.7 Yrs 3.6</td>
<td>Recruit Training and all schools or training events required to be completed prior to reporting to their first operational command.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1+/-</td>
<td>SHSN, SHSA</td>
<td>1.3 Yrs</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Notes:

1. “A” school is not required.

2. SH’s follow a Sea/Shore Flow as per NAVADMIN 190/16.

Considerations for advancement from E6 to E7

1. Sea Assignments (all)
   - Recordskeeper or LPO
   - Qualified OOD(I/P)/JOOD
   - DCTT team or other Training Team member/Repair locker leader or other Damage Control organization involvement
   - Primary or assistant Command Collateral with documented impact
   - FCPOA involvement
   - Assistance watchbill coordinator

2. Shore Assignments (all)
   - ATG, Fleet Assistance Team, SH “A” or “C” School Instructor
   - Instructor Duty, RDC, Enlisted Recruiter
   - NAVMED, BEQ/Housing Manager/Staff, Brig Duty, OCONUS Billets
   - Qualified CDO

Considerations for advancement from E7 to E8

1. Sea Assignments (all)
   - Department LCPO/ LCPO
   - Qualified OOD(I/P), Section Leader, and other outside the normal scope (ie: ATTWO, OOD(U/W), Conning Officer, CDO)
   - DCTT team or other Training Team member/Repair locker leader or other Damage Control organization involvement
   - Command Collateral with documented impact
   - Active CPO Mess/Association involvement

2. Shore Assignments (all)
   - TYCOM, ATG, NEXCOM, Fleet Assistance Team Lead (OCONUS/CONUS)
   - RDC
   - NAVMED, BEQ/Housing Manager/Staff, Brig duty, OCONUS billets
   - Qualified CDO

Considerations for advancement from E8 to E9

1. Sea Assignments (all)
   - Department LCPO/Services LCPO(CVN) at Sea/Operational
   - Qualified OOD(I/P), Section Leader, Enlisted Watchbill Coordinator, and other duties outside the normal scope (ie: ATTWO, OOD(U/W))
   - DCTT team or other Training Team member/ Repair locker leader or other Damage Control organization involvement
   - Command Collateral with documented impact
   - Active CPO Mess/Association involvement

2. Shore Assignments (all)
   - Served as SEL/LCPO TYCOM, ATG, NEXCOM, Detailer, Fleet Assistance Team Lead (OCONUS/CONUS)
   - Qualified CDO