



Aviation Ordnancemen AO

RATING ROADMAP

October 2011

CAREER ROADMAP

Seaman Recruit to Master Chief Roadmaps

The educational roadmap below will assist Sailors in the Aviation Ordnancemen community through the process of pursuing professional development and advanced education using various military and civilian resources e.g. PQS program; SMART Transcript; NKO (E-Learning); Navy College; etc. Successful leadership is the key to military readiness and will always require a high degree of technical skill, professional knowledge, and intellectual development.

What is a Career Roadmap for AO?

Aviation Ordnancemen roadmaps are just what the name implies - a roadmap through the Enlisted Learning and Development Continuum from Aviation Ordnancemen Seaman Recruit through Aviation Ordnancemen Master Chief. The principal focus is to standardize a program Navywide by featuring the existing skills of Aviation Ordnancemen necessary to be successful in the Navy. The ultimate goal of a roadmap is to produce a functional and competent Aviation Ordnancemen.

What is the Enlisted Learning and Development Continuum?

Enlisted Learning and Development Continuum is the formal title given to the curriculum and process building on the foundation of Sailorization beginning in our Delayed Entry Program through Recruit Training Command and throughout your entire career. The continuum combines skill training, professional education, well-rounded assignments, and voluntary education. As you progress through your career, early-on skill training diminishes while professional military education gradually increases. Experience is the ever-present constant determining the rate at which a Sailor trades skill training for professional development.

Do Sailors have to follow the Roadmap?

Yes. The Aviation Ordnancemen roadmap includes the four areas encompassed by the Continuum in Professional Military Education to include; Navy Professional Military Education, Joint Professional Education, Leadership and Advanced Education.

Some training and education is mandatory (Recruit Training, Aviation Ordnancemen 'A' School at NATTC Pensacola, NKO (E-Learning, etc...)). Some may be directed by your chain of command (Microsoft Excel and PowerPoint courses), and the remainder is voluntary (NKO, E-Learning, college courses, etc.). Sailors are advised to seek out mentors, including your Command Master Chief, Senior Enlisted Advisor, Leading Chief Petty Officer, Leading Petty Officer and Command Career Counselor, and to make use of your Base Navy College or Education Office vast resources. All are uniquely qualified to help you along the way.



United States Navy Ethos

We are the United States Navy, our Nation's sea power – ready guardians of peace, victorious in war.

We are professional Sailors and Civilians – a diverse and agile force exemplifying the highest standards of service to our Nation, at home and abroad, at sea and ashore.

Integrity is the foundation of our conduct; respect for others is fundamental to our character; decisive leadership is crucial to our success.

We are a team, disciplined and well-prepared, committed to mission accomplishment. We do not waver in our dedication and accountability to our Shipmates and families.

We are patriots, forged by the Navy's core values of Honor, Courage and Commitment. In times of war and peace, our actions reflect our proud heritage and tradition.

We defend our Nation and prevail in the face of adversity with strength, determination, and dignity.

We are the United States Navy.



I am a United States Sailor.

I will support and defend the Constitution of the United States of America and I will obey the orders of those appointed over me.

I represent the fighting spirit of the Navy and those who have gone before me to defend freedom and democracy around the world.

I proudly serve my country's Navy combat team with Honor, Courage and Commitment.

I am committed to excellence and the fair treatment of all.



AO CAREER MILESTONES



YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	SEA/ShORE FLOW (MONTHS)	TRAINING	TYPICAL CAREER PATH DEVELOPMENT
26-30	MASTER AOCM	20.7 Yrs	36	Courses: -SEAM -AOOCP Level I-III PQS: Safe For Flight -T/M/S Master QPT OJT: QUAL/CERT	Follow-on Shore Tours
23-26	AOCM AOCs	20.7 Yrs 19.4	48	Courses: -SEAM -AOOCP Level I-III PQS: -Safe For Flight -T/M/S Master QPT OJT: QUAL/CERT	Fourth Sea Tour Billet: Maintenance Master Chief/Staff/CMC Duty: AIMD/STAFF NAS/NAR/Squadron
20-23	AOCM AOCs AOC	20.7 Yrs 19.4 15.1	36	Courses: -SEAM -AOOCP Level I-III PQS: -Safe For Flight -T/M/S Master QPT OJT: QUAL/CERT	Third Shore Tour Billet: Maintenance Master Chief/Staff/CMC Duty: FRC/ STAFF/NAS/NAR/ Squadron Qualification: SEA
16-20	AOCs AOC AO1	19.4 Yrs 15.1 9.7	48	Courses: -T/M/S AO Career -AOOCP Level I -Small Arm Instructor -AWSE Manager -Ammo Supply Admin -ALW Ord Sup PQS: -T/M/S Master QPT -Safe For Flight -CDI/CDQAR/QAR -Weapons Elevator -NEVEDTRA 43202 OJT: QUAL/CERT	Third Sea Tour Billet: Prod/Maint/QA SCPO/SEA Duty: CVN/LHD/AIMD/Squadron/Wing Staff
12-16	AOCs AOC AO1	19.4 Yrs 15.1 9.7	36	Courses: -T/M/S AO Career -AOOCP Level I -Journeyman Instructor Course (JIT) -Small Arm Instructor -AWSE Manager -Ammo Supply Admin -ALW Ord Sup PQS: -T/M/S Master QPT -Safe For Flight -Weapons Elevator -CDI/CDQAR/QAR -NEVEDTRA 43202 OJT: QUAL/CERT	Second Shore Tour Billet: Prod/Maint LCPO/ Recruit Company CDR/ Div CPO/Staff / Special Programs Duty: FRC/TYCOM/Squadron/ NAR/NAS/Command Chief Qualification: MTS
8-12	JOURNEYMAN AOC AO1 AO2	15.1 Yrs 9.7 4.7	60	Courses: -T/M/S AO Career, -AWSE Manager -Ammo Supply Admin -ALW Ord Sup PQS: -T/M/S Journeyman QPT -CDI/CDQAR/QAR -Weapons Elevator -3M (303-304) -NEVEDTRA 43202 OJT: QUAL/CERT	Second Sea Tour Billet: WC Sup/QA/Maint Control/Staff Duty: CVN/LHD/AIMD/Squadron/Wing Staff Qualification: EAWS/ESWS

4-8	AO1 AO2 AO3	9.7 Yrs 4.7 3.0	36	Courses: -T/M/S AO Career -Journeyman Instructor Course (JIT) -Small Arm Instructor -AWSE Manager -Ammo Supply Admin PQS: -CDI/CDQAR/QAR -Weapons Elevator -NEVEDTRA 43202 OJT: QUAL/CERT	First Shore Tour Billet: Maint Tech/WC Sup/Instructor/ Special Programs Duty: Squadron/ NAR/NAS/FRC Qualification: MTS
1-4	AO2 AO3	4.7 Yrs 3.0	60	Courses: -T/M/S AO Initial -AWSE Technician -Strike ARM INT -AL Guided Missile -PREC Guided Weaps -Q-Strike Mines PQS: -T/M/S Apprentice QPT -Weapons Elevator -Small arms - 3M (301-303) -NEVEDTRA 43202 OJT: -Plane Captain -Tire/Wheel QUAL/CERT	First Sea Tour Billet: Maint Technician Duty: CVN/LHD/AIMD/ Squadron Qualification: EAWS
1+/-	APPRENTANCE Accession Training, AOAA, AOAN, or AO3	1 Yr		Courses: -Initial accession training -AO "A" School -T/M/S AO Initial PQS: -T/M/S Apprentice QPT -Weapons Elevator -Small arms - 3M (301-302) -NEVEDTRA 43202 OJT: -Plane Captain -Tire/Wheel QUAL/CERT	
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	SEA/ShORE FLOW SPECIAL	TRAINING	TYPICAL CAREER PATH DEVELOPMENT



ALL PAYGRADES
VOLUNTARY EDUCATION



Note: Prior to considering any pursuit of off duty education or program enrollment visit your Navy College Office.
You must complete the Tuition Assistance Workshop before your first course will be approved.

E1- E6: The workshop is available at your Navy College Office
E-7 and above: The Workshop is available at your Navy College Office
or
Complete the online course at the Navy College Website

How do I get started?

You already have. All your training up to this point is part of your Aviation Ordnancemen Roadmap. Now that you have made the first steps you will need to sit down and formulate a plan. This plan will work best if you start out discussing your options with your Leading Chief Petty Officer, Leading Petty Officer, Mentor, or Career Counselor. They will help you understand all of the basics. Then your next stop is your Navy College Office. The counselors there will be able to help you formalize your plan and make sure that it makes sense for both you and the Navy. To aid you in your conversation with these professionals, here are a few questions that you may want to ask.

What credits do you have? What non-college courses have you taken? Where do you want to go? What field of study, or what kind of degree? What program will help me get there, Traditional or Online, What are my next steps: Transfer credits, Take exams, Have experience evaluated, Then lastly sign up for new courses?

RECOMMENDED OCCUPATIONAL-RELATED ASSOCIATE'S DEGREE FOR AVIATION ORDNANCEMEN

Recommended Associates' degrees for the Aviation Ordnancemen Rate;

RECOMMENDED OCCUPATIONAL-RELATED BACCALAUREATE DEGREE FOR AVIATION ORDNANCEMEN

Recommended Bachelors' degrees for the Aviation Ordnancemen Rate;

GENERAL INFORMATION ON VOLUNTARY EDUCATION

The Navy College Program & Web Page: <https://www.navycollege.navy.mil>

The Navy College Program (NCP) provides opportunities to Sailors to earn college degrees by providing academic credit for Navy training, work experience, and off-duty education. The NCP mission is to enable Sailors to obtain a college degree while on active duty. In support of the four R's- Recruiting, Readiness, Retention, and Respect, the NCP signifies Navy's commitment to education by improving enlistment appeal, demonstrating Navy service and achieving a college degree are compatible, helping Sailors apply themselves to new situations and challenges and better preparing them for advancement, building up Sailors' self-image, and producing higher quality Sailors.

Navy College Program Distance Learning Program (NCPDLP)

The Navy College Program (NCP) has developed partnerships with colleges and universities to offer rating relevant degrees via distance learning to Sailors everywhere. These new education partnerships provide associates and bachelors degree programs relevant to each rating, and make maximum use of military professional training and experience to fulfill degree requirements. The program also provides opportunities to take courses through distance learning so that Sailors anywhere will be able to pursue a degree. Courses are offered in a variety of formats, such as CD-ROM, videotape, paper, or over the Internet. Contact your Navy College Office or the Navy College Center about degree programs available from your partnership schools.

Servicemembers Opportunity College Navy (SOCNAV): <http://www.soc.aascu.org/socnav>.

SOCNAV consists of accredited colleges offering specific associate and bachelors degrees to Navy members worldwide through resident courses or distance learning. Colleges taking part in each curriculum area guarantee acceptance of each other's credits for transfer. The "home" college issues an official evaluation of all prior learning on a SOCNAV Agreement. This agreement serves as the student's long range degree plan. Why become a SOCNAV student? SOCNAV colleges offer degrees in many different areas (called networks). Students do not lose credits; transferability of courses within the same network is guaranteed from one SOCNAV college to another. Required residency is kept to a minimum. Many SOCNAV networks are closely related to Navy ratings, resulting in maximum awarding of credit for Navy training.

Tuition Assistance(TA):

TA provides funds for eligible active-duty personnel to attend approved educational institutions on an off-duty basis to earn a high school diploma, vocational/technical certificate, or college degree. TA pays for tuition and fees directly associated with the course of instruction. TA will pay for the following amounts per fiscal year: 16 semester hours, not-to-exceed \$250/credit or 24 quarter hours, not-to-exceed \$166.67/credit or a combination of semester and quarter hours.

Sailor Marine American Council On Education Registry Transcripts (SMART)

SMARTs are official military transcripts which are used by colleges to validate your actual credited training. Every Sailor has a transcript already and access to it is free. More information is available online at: www.cnet.navy.mil.

The American Council on Education (ACE)

ACE has reviewed every course listed in the OCCUPATIONAL Roadmap and determined what type of collegiate level credit is recommended. The ACE identifier, listed with each course, is a source to validate the information and to check for changes as they occur. Updates can be found at <http://www.militaryguides.acenet.edu>.

Vocational Certificates

Vocational Certificates are available from most community colleges. Most of your military training can be counted toward their degree programs, but they will still require residency credits and approximately 40-75 credit hours. These certificates can be as valuable as the apprenticeship program in the civilian work force.

College credits by Testing CLEP, DSST

Testing can replace the requirement to attend most of the college courses listed in the Occupational Roadmap. Base Education Centers offer CLEP and DSST exams for active duty military at no cost. They also offer a comprehensive list of "credit-by-exam" tests. Additionally, many of the tests have study guides available. These tests are available at the base education center or through the base library system.

DANTES (DSST) [http://www.dantes.doded.mil/DANTES WEB/EXAMINATIONS/DSST.htm](http://www.dantes.doded.mil/DANTES_WEB/EXAMINATIONS/DSST.htm)

CLEP Exams <http://www.collegeboard.com/student/testing/clep/about.html>

SAMPLE COLLEGE COURSE PLAN AND DEGREE

Associate in Science (Professional Aeronautics) from Embry-Riddle Aeronautical University. (ASPA 60 credit hours)

<http://worldwide.erau.edu/military/navy/index.html>

Associate in Science Degree Requirements

Aviation Area of Concentration		Credits
Course / Title		
Make up shortages with HIST 130 History of Aviation in America, TRAN 311 Air Transport Technology Mode I, TRAN 312 Air Mode: Technology and Regulations II, and non-duplicating courses from the following disciplines: Aeronautical Science, Aviation Maintenance, Air Traffic Control, Safety, Security, and Engineering.		9-15
Core		Credits
Course / Title		
Communication Theory and Skills:		
ENGL 123 English Composition		3
Speech/English		6
Humanities/Social Sciences:		
Humanities lower or upper-level elective		3
Social Sciences lower or upper-level elective - History/Government/Social Science/Psychology		3
Physical and Life Science lower-level elective:		
PHYS 102 Exploration of Physics		3
Mathematics:		
MATH 111 & MATH 112, -OR-		
MATH 140 & MATH 142		3
Computer Science:		
CSCI 109 Introduction to Computers and Applications		3
Economics:		
ECON 210 Microeconomics -OR-		3
ECON 211 Macroeconomics		
Total Credits		27
Program Support		Credits
Course / Title		
MATH 211 Statistics with Aviation Applications -OR-		
MATH 222 Business Statistics		3
MGMT 201 Principles of Management		3
AMGT 202 Aeronautical Science for Management		3
ASCI 254 Aviation Legislation		3
Total Credits		12
Electives		Credits
Course / Title		
Open Electives (Upper or Lower-level)		6-12
Total Degree Requirements		60

Bachelor in Science (Professional Aeronautics) from Embry-Riddle Aeronautical University. (BSPA 120 credit hours)

<http://worldwide.erau.edu/military/navy/index.html>

Bachelor of Science Degree Requirements

Aviation Area of Concentration		Credits
Course / Title		
Make up shortages with HIST 130 History of Aviation in America, TRAN 311 Air Transport Technology Mode I, TRAN 312 Air Mode: Technology and Regulations II, and non-duplicating courses from the following disciplines: Aeronautical Science, Aviation Maintenance, Air Traffic Control, Safety, Security, and Engineering.		18-30
Core		Credits
Course / Title		
Communication Theory and Skills:		
ENGL 123 English Composition		3
Speech/English		6
Humanities/Social Sciences*:		
Humanities lower or upper-level elective		3
Social Sciences lower or upper-level elective - History/Government/Social Science/Psychology		3
*For BS, one course must be an upper-level Humanities or Social Science elective		
Physical and Life Science lower-level elective:		
PHYS 102 Exploration of Physics		3
WEAX 201 Meteorology I		3
Mathematics:		
MATH 111 & MATH 112, -OR-		
MATH 140 & MATH 142		6
Computer Science:		
CSCI 109 Introduction to Computers and Applications		3
Economics:		
ECON 210 Microeconomics		3
ECON 211 Macroeconomics		3
Total Credits		36
Program Support		Credits
Course / Title		
MATH 211 Statistics with Aviation Applications -OR-		
MATH 222 Business Statistics		3
MGMT 201 Principles of Management		3
AMGT 202 Aeronautical Science for Management		3
MGMT 210 Financial Accounting		3
MGMT 221 Advanced Computer Based Systems		3
ASCI 254 Aviation Legislation		3
ASCI 405 Aviation Law		3
Total Credits		21
Professional Development Core		Credits
Course / Title		

Professional Development Core		Credits
Course / Title		
ASCI 309 Basic Aerodynamics -OR-		
ASCI 310 Basic Aircraft Performance		3
MGMT 406 Management of Technical Operations		3
SFTY 409 Aviation Safety		3
ASCI 490 Aeronautical Science Capstone Course		3
Total Credits		12
Electives		Credits
Course / Title		
Professional Development Electives (Upper-level)		21
Select from courses in Aeronautical Science, Air Traffic Control, Management, Economics, Safety, Security, Transportation, and Engineering.		
Open Electives (Upper or Lower-level)		0-12
Total Degree Requirements		120

REFERENCES

Navy Enlisted Learning and Development Programs:

- Learning and Development Roadmap for Enlisted Sailors, OPNAVINST 1500.77(series)
- Navy Retention and Career Development Program, OPNAVINST 1040.11(series)
- Career Counselor Handbook, NAVPERS 15878
- Command Sponsor and Indoctrination Program OPNAVINST 1740.3(series) (Sponsor assigned within 10 days of orders received / Indoctrination completed as soon as possible and practicable but NLT 90 days)
- Command Sponsorship of Dependents at Overseas Duty MILPERSMAN 1300-150 to 1300-210
- Guaranteed Assignment Retention Detailing Program GUARD 2000, MILPERSMAN 1306-1002/1004
- Navy Enlisted Warfare Qualification Program OPNAVINST 1414.9 (series)
- Master Training Specialists (MTS) NETCINST 1500.2(series)
- Command Master Chief Program OPNAVINST 1306.2 (series)

Reenlistments and Extensions:

- Agreement of Enlisted Naval Reservist, Inductees and Fleet Reservists to remain on Active Duty MILPERSMAN 1160-060
- Career Reenlistment Objectives (use latest CREO NAVADMIN)
- Extension of Enlistment MILPERSMAN 1160-040
- Overseas Tour Extension Incentives Program (OTEIP) MILPERSMAN 1306-300
- Consecutive Overseas Tours (COT) Leave Travel Entitlement Policy MILPERSMAN 1050-410
- Perform to Serve (PTS) MILPERSMAN 1440-060
- Reenlistment Ceremony MILPERSMAN 1160-020
- Reenlistment Leave MILPERSMAN 1050-040
- Required Counseling upon Enlistment and Reenlistment MILPERSMAN 1160-031
- Selective Conversion and Reenlistment (SCORE) Program MILPERSMAN 1160-090
- Selective Reenlistment Bonus (Use Latest SRB NAVADMIN)
- Selective Training and Reenlistment (STAR) Program MILPERSMAN 1160-100
- School as a Reenlistment Incentive MILPERSMAN 1306-1006

Fleet Reserve and Retirements:

- Casualties and Survivor Benefits (SBP) MILPERSMAN 1770 to 1770-250
- Disability Retirement MILPERSMAN 1850-020 to 1850-040
- Fleet Reserve and Retirement MILPERSMAN 1800-010 to 1800-070
- Household Goods and Personal Property (PCS and Retirees) MILPERSMAN 4050-010 to 020
- Permissive Temporary Duty (PTDY) MILPERSMAN 1320-220
- Transition Assistance Management Program OPNAVINST 1900.2(series) (Initiate a DD-2648-1 NLT 90 Days Prior to Separation and attend workshop 12 months prior to separation/Fleet Reserve/Retirement date)

Enlisted Administrative Separations:

- Alcohol Rehabilitation Failure MILPERSMAN 1910-152
- Drug Abuse MILPERSMAN 1910-146
- Early release to further education MILPERSMAN 1910-108
- Enlisted Administrative Separation Policy MILPERSMAN 1910-010 to 1910-812
- Fraudulent Enlistment MILPERSMAN 1910-134
- High Year Tenure (HYT) AC MILPERSMAN 1160-120 / RC 1160-130
- Misconduct (various reasons) MILPERSMAN 1910-138/140/142
- Parenthood and Pregnancy SECNAVINST 1000.10(series) & MILPERSMAN 1910-124
- Personality Disorder MILPERSMAN 1910-122
- Physical Fitness Assessment Failure MILPERSMAN 1910-170
- Serious Offense MILPERSMAN 1910-142
- Unsatisfactory Performance MILPERSMAN 1910-156

Advancement & Service Schools:

- Advancement BUPERSINST 1430.16(series)
- Accelerated Advancement MILPERSMAN 1430-010
- Enlisted to Officer Commissioning Program Application & Administration Manual OPNAVINST 1420.1(series)
- Service Schools 1306-600/602/604/608
- Class “A” School & Rating Entry Requirements MILPERSMAN 1306-618
- Retesting with the Armed Forces Classification Test version of the Armed Services Vocational Aptitude Battery (ASVAB) MILPERSMAN 1236-010
- Professional Apprenticeship Tracks Program (PACT) NAVADMIN 318/07

Education:

- Joint Chiefs Professional Military Education (PME) Manual 1805.01
- Navy Voluntary Education Program (Navy Campus) OPNAVINST 1560.9(series)
- Tuition Assistance Management Controls NAVADMIN 161/07 / NETC LTR Execution Guidelines 1560 Ser N00178, Aug 07
- Navy Credentialing Program OPNAVINST 1540.56
- Uniformed Services Military Apprenticeship Programs OPNAVINST 1560.10(series)

Other Quick References:

- Awards Manual (SECNAV 1650.1(Series))
- Change in Rank, Rate or Rating MILPERSMAN 1440-010 to 1440-050
- Department of the Navy Correspondence Manual (SECNAV M-5216.5 (Series))
- Drug and Alcohol Prevention Control Program OPNAVINST 5350.4(series)
- Exchange of Duty (SWAPS) MILPERSMAN 1306-700
- First Term Personnel Assignment Policy MILPERSMAN 1306-126
- Individual Augmentation (IA) Policy and Procedures OPNAVINST 1001.21(series)
- Military Couple and Single Parent Assignment Policy MILPERSMAN 1300-1000
- Military Pay MILPERSMAN 7220-010 to 7220-390
- Naval Performance Evaluation System BUPERSINST 1610.10 (Series)
- Overseas tour Extensions MILPERSMAN 1300-310
- Physical Readiness Program OPNAVINST 6110.1(series) / MILPERSMAN 6100-6199
- Reassignment for Humanitarian reasons (HUMS) MILPERSMAN 1300-500
- Standard Policy and Procedures for the Active Duty for Special Work (ADSW) & 1 year Recall Program OPNAVINST 1001.20(series)
- Operational Risk Management OPNAVINST 3500.39C