

Navy Enlisted Advancement System



Navy Advancement Center



Presentation Topics

- Mission of the Navy Advancement Center (NAC)
- Advancement Exam Development
- Changes to recruitment and Selection
- Advancement Exam Eligibility
- Preparing for Advancement Exam (work sheets)
- Bibliographies on MNP, Navy COOL Site and App
- Your Final Multiple Score/App (FMS)
- Your Exam Profile Sheet
- Publication of Results
- NAC Facebook and POC information



What do we do?

- Develop Advancement Examinations
- Distribute Examinations to the Fleet
- Score Advancement Examinations
- Calculate Sailor's Final Multiple Score (FMS)
- Create a rank ordered list of test takers for each rating ordered by FMS



Advancement Exam Development

- Written by rating CPO's (E-7 to E-9) – NAC hosts panels for each rating on an “as needed” basis
- Attendance requirements will vary based on the needs of each rating:
 - Recent Fleet Experience
 - From ratings (ETN, HM, etc.) or
 - From rating communities (Aviation, Information Warfare, etc.)
- The latest schedule and application procedure can be found on the NAC MNP page



Changes to Recruitment and Selection of FSMEs for AERR

At CNP direction, the responsibility for recruitment and selection Fleet Subject Matter Experts (FSMEs) for Advancement Exam Readiness Reviews (AERRs) was transferred from NETPDC to the TYCOM/Rating Sponsor.

- When: Effective 1 JAN 2018 (NAVADMIN 229/17)
- Impact: The TYCOM/Rating Sponsor will select specific FSMEs from those who are recommended to represent their community to serve as AERR panel members and travel to NETPDC to support the enlisted exam development mission
- Why: TYCOMs/Rating Sponsors are aware of upcoming rating requirements and understand a rating's advancement exam content needs, making them ideally suited to select AERR FSMEs



Advancement Exam Development

175 Exam questions

PAYGRADE	OCCUPATIONAL	PMK
<i>E-7</i>	<i>175</i>	<i>0</i>
<i>E-6</i>	<i>175</i>	<i>0</i>
<i>E-5</i>	<i>175</i>	<i>0</i>
<i>E-4</i>	<i>175</i>	<i>0</i>

- CNP authorized the removal of PMK content from the current Navy Wide Advancement Exam (NWAE) and administration of PMK content as a separate eligibility exam. The two exams will consist of:
 - **PMK: 100 PMK questions, on-line, not proctored, Sailor scheduled**
 - **NWAE: 175 occupational questions, paper, proctored, Cycle scheduled**



Accelerated advancement ratings

- E4 advancement exams are eliminated for AWF, AWO, AWR, AWS, AWV, CTI, CTN, EMN, EOD, ET, ETN, FC, FCA, IS, ITS, MMN, MT, ND, SB, and SO
- COs may reinstate Sailors to E4 who were previously reduced in rank to E3
- Sailor must wait a minimum of 6 months before becoming eligible for reinstatement to E4
- Not automatic and COs may choose to delay reinstatement until they deem the Sailor is ready for the additional responsibility



Advancement Exam Eligibility

- Requirements:
 - Be recommended by CO / OIC (Most important)
 - Be in proper path of advancement
 - Meet special requirements (citizenship, security, medical, ASVAB) for certain ratings
 - Successfully complete Service School; if required



Advancement Exam Eligibility

■ Requirements:

- Be recommended by CO / OIC
- Have minimum time-in-rate (TIR)
 - 1-year TIR Waivers for E-6 / 7 EP Candidates can be granted

PAYGRADE	TIME IN RATE (TIR)
<i>E-1 to E-2</i>	<i>9 months</i>
<i>E-2 to E-3</i>	<i>9 months</i>
<i>E-3 to E-4</i>	<i>6 months</i>
<i>E-4 to E-5</i>	<i>12 months</i>
<i>E-5 to E-6</i>	<i>36 months *</i>
<i>E-6 to E-7</i>	<i>36 months *</i>
<i>E-7 to E-8</i>	<i>36 months</i>
<i>E-8 to E-9</i>	<i>36 months</i>



Preparing for Advancement Exam

- START EARLY – Don't wait until the last minute
- Make sure all eligibility requirements are met
- Make sure you understand “sustained superior performance” on evaluations
- Ensure you know about the tools to help you succeed:
 - Bibliography – download listing and reference material
 - Rating topics / sub-topics
 - Schools
 - Profile sheets
- Verify all information is current and accurate on worksheet and answer sheet



Preparing for Advancement Exam

My Navy Portal (MNP)

MNP > Career Management > Navy Advancement Center

NAVY ADVANCEMENT CENTER

My Advancement

Command Info

AERR

Support

Bibliographies

NAVY ADVANCEMENT CENTER

MY ADVANCEMENT For Sailors

Obtain exam Bibliographies, profile sheets, Time-in-Rate (TIR) and Final Multiple Score (FMS) information.

[Bibliographies On Navy COOL](#)

[Bibliographies On MNP](#)

Also on Navy COOL Mobile App

[MY ADVANCEMENT](#)

COMMAND INFO For ESOs

A resource area for the command ESOs and representatives to link to NEASOS, to pull command results and statistics, and to access references and various advancement resources.

[COMMAND INFO](#)

AERR For CPOs

This site serves as the official authority for promulgating Advancement Examination Readiness Review (AERR) schedules and information.

[AERR Overview](#)

(Funding for TAD is provided by NAC.)

[AERR](#)

SUPPORT

Learn from Frequently Asked Questions (FAQs), access the Navy Advancement Center's (NAC) Facebook page, links to NAC points of contact and access other information important to your advancement to the next paygrade.

[SUPPORT](#)

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BETA

NAVY 3 1 1

Life is worth living!

Click here for your lifeline. 1-800-275-TALK (TTS Option 1) Prevent Suicide

{+} Feedback

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Preparing for Advancement Exam

MNP Navy Advancement Center

CAREER & LIFE EVENTS PROFESSIONAL RESOURCES ORGANIZATIONS MY RECORD SUPPORT FEEDBACK

MNP > Career Management > Navy Advancement Center > Bibliographies

BIBLIOGRAPHIES

E4	E5	E6	E7
MARCH 2017 - ACTIVE DUTY/FTS Bibliographies Rating Topics and Subtopics	MARCH 2017 - ACTIVE DUTY/FTS Bibliographies Rating Topics and Subtopics	MARCH 2017 - ACTIVE DUTY/FTS Bibliographies Rating Topics and Subtopics	JANUARY 2017 - ACTIVE DUTY/FTS Bibliographies Rating Topics and Subtopics
FEBRUARY 2017 - SELRES Bibliographies Rating Topics and Subtopics	FEBRUARY 2017 - SELRES Bibliographies Rating Topics and Subtopics	FEBRUARY 2017 - SELRES Bibliographies Rating Topics and Subtopics	FEBRUARY 2017 - SELRES Bibliographies Rating Topics and Subtopics

NOTE: Reference links previously provided on this site have been permanently removed to comply with DoD security policies.

A BIBLIOGRAPHY is provided by NAC to document the REFERENCES used by a subject matter expert (a Navy Chief in the rating) as the basis for writing the items on the Active Duty and Reserve Navy Advancement Exams. If a reference has been updated since the exam was created and differs from the reference listed here, the information in the updated reference will be used as the basis for scoring the exam.

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Preparing for Advancement Exam

Navy COOL Site

NAVY COOL
Credentialing Opportunities On-Line

Home

COOL Overview | Credentialing Basics | Costs & Funding | Resources & Links | News & Information

Contact **1** Find & Select Related Credentials | **2** Complete Voucher and Apply | **3** Get Credential | **4** Report Results to Navy COOL

Find

Find & Select Related Credentials

Choose an item from one drop-down, click Go

Enlisted Search

- Rating Code - Go
- Rating Title - Go
- Collateral Duty/Out of Rate Assignmen - Go
- Civilian Career Area - Go
- Apprenticeship - Go
- LaDR - Go
- Advancement Exam Bibliographies - Go

Officer Search

- Designator Code - Go
- Designator Title - Go
- Collateral Duty / Assignment - Go
- Civilian Career Area - Go

Cybersecurity Workforce

Credential Search

Welcome to the New COOL!

COOL has been retooled from the ground up - Click above for more

OTR Archive

Get the most out of COOL

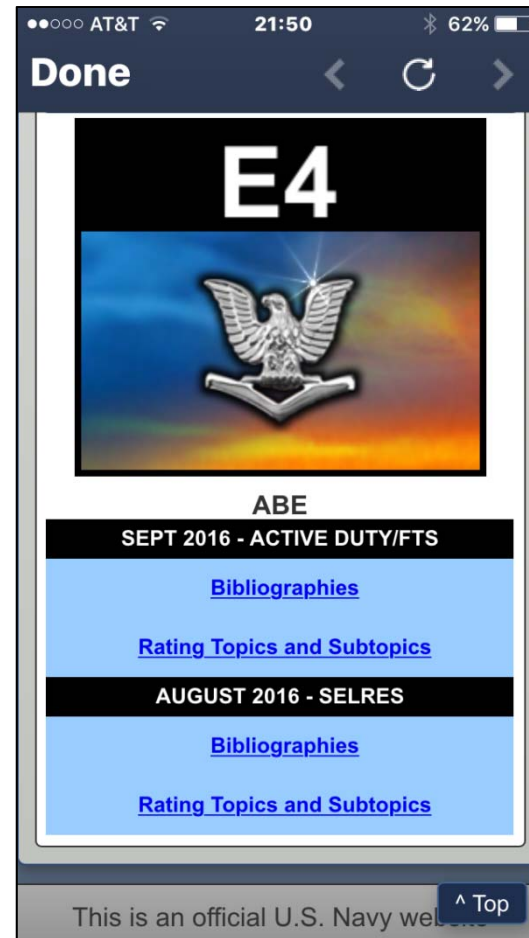
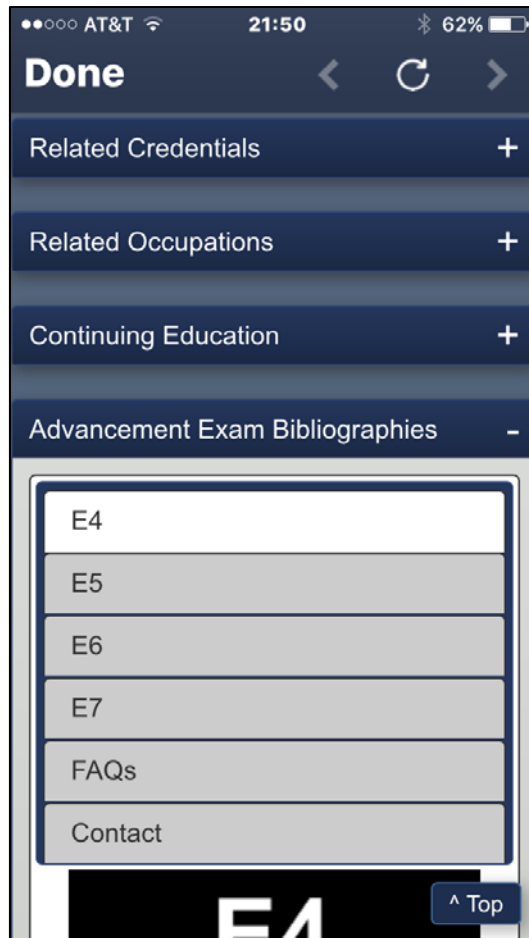
How to Use the Site | What is Credentialing?

Unclassified



Preparing for Advancement Exam

Navy COOL App



Unclassified



Example Bibliography

OS1

Occupational References

ACP 125 (REVISION-F), COMMUNICATION INSTRUCTIONS RADIOTELEPHONE PROCEDURES; CHAPTER 3, 4, 5, 7

ADATP-33(A), MULTI-LINK STANDARD OPERATING PROCEDURES FOR TACTICAL DATA SYSTEMS EMPLOYING LINK 16, LINK 11, AND ATDL-1

APP 1 (C), ALLIED MARITIME VOICE REPORTING PROCEDURES

APP-7 (WITH CHANGE -1), JOINT BREVITY WORDS PUBLICATIONS

ATP 1(F) VOLUME II, ALLIED MARITIME TACTICAL SIGNAL AND MANEUVERING BOOK

ATP 10(D) (WITH CHANGE-1), SEARCH AND RESCUE

ATP 28(C), ALLIED ANTISUBMARINE WARFARE MANUAL

ATP 4(F), ALLIED NAVAL GUNFIRE SUPPORT

ATP-1(F), VOLUME 1, ALLIED MARITIME TACTICAL INSTRUCTIONS AND PROCEDURES

ATP-8(C), VOLUME II, TACTICS, TECHNIQUES AND PROCEDURES FOR AMPHIBIOUS OPERATIONS

"The questions for your exam are based on the references listed in this Bibliography. If a reference has been updated since the exam was created and differs from the reference listed here, the information in the updated reference will be considered when the exam is scored."

Taking the Exam



Unclassified

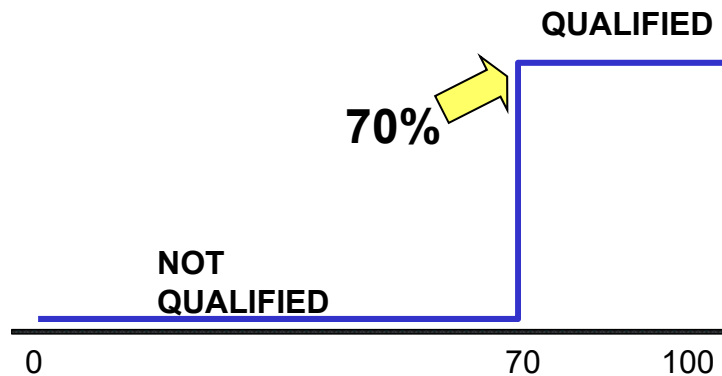


Grading Your Exam

Norm-referenced scores represent your performance in relation to everyone else who took the same exam at the same time as you.

Criterion-Referenced Testing

“Qualifying Exam”



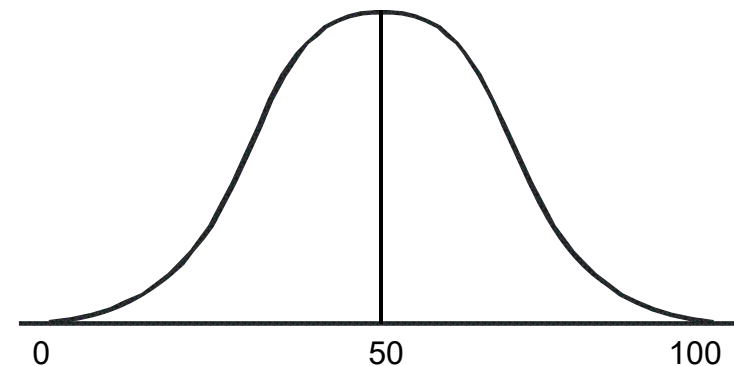
PASS/FAIL EXAM
(70% is passing score)

Training Tests

Unclassified

Norm-Referenced Testing

“Discriminating Exam”



NOT PASS/FAIL
(Standing among relation to peers)

Advancement Exams



ENLISTED ADVANCEMENT

- Sailors are rank ordered by their FMS amongst other Sailors in their rating.
- The number of Sailors (vacancies) specified in the quota are advanced. The Sailor advanced with the lowest FMS in each rating sets the “Minimum Multiple Required” score on the Profile Sheet.
- The Minimum Multiple required score does not change after publications. Sailors with discrepancies or standard score comparisons after publication do not impact the cut lines for each rating.




CURRENT E4 THROUGH E7 FMS

FINAL MULTIPLE SCORE (FMS) CHART

Cycle 104/243 to Present for E4/5/6

Cycle 106/246 to Present for E7

FACTORS	PAYGRADE	COMPUTATION	MAX FMS POINTS & PERCENTS		
			E4/E5	E6	E7
PERFORMANCE MARK AVERAGE (PMA)	E4 / E5	$(PMA \times 80) - 256$	64 (38%)		
REPORTING SENIOR'S CUMULATIVE AVERAGE (RSCA) PMA	E6	$(RSCA \text{ PMA} \times 30) - 60$		114 (51%)	
	E7	$(RSCA \text{ PMA} \times 30) - 54$			120 (60%)
STANDARD SCORE (SS)	E4 / E5 / E6 / E7	Exam Score	80 (47%)	80 (36%)	80 (40%)
AWARDS (AWD)	E4 / E5	Check Advancement Manual	10 (6%)		
	E6			12 (6%)	
PASS NOT ADVANCED (PNA)	E4 / E5	Top 25% SS and PMA get PNA Pts for last three exam cycles	9 (6%)		
	E6			9 (4%)	
SERVICE IN PAYGRADE (SIPG)	E4 / E5	SIPG / 5	2 (1%)		
	E6			3 (1%)	
EDUCATION (ED)	E4 / E5	2 Pts for AA/AS and 4 Pts for BA/BS or above	4 (2%)		
	E6			4 (2%)	
MAXIMUM FMS POSSIBLE: 100% 			169	222	200



Your Exam Profile Sheet

DEPARTMENT OF THE NAVY
 NAVAL EDUCATION AND TRAINING PROFESSIONAL DEVELOPMENT CENTER (N321)
 6490 SAUFLEY FIELD ROAD, PENSACOLA, FL 32509-5240

11/28/2016

FROM: COMMANDING OFFICER: PRESENT EXAM BRANCH SERIAL
 TO: SEAMAN ABLE BLY 1234567890 RATE ABH3 RATE ABH2 GROUP CLASS CYCLE NO. DATE UIC PARENT
 SUBJ: EXAMINATION PROFILE INFORMATION USN 232 2320123 SEP 16 12345 12345

FINAL MULTIPLE FACTOR SCORE BREAKDOWN	Exam Standard Score	PMA (Eval Avg)	Serv. In Pay Grade (YVM)	Awards	Education Points	PNA	Your Final Multiple	Minimum Multiple Req'd
YOUR multiple broken down by each factor	49.33	64.00 (1.00)	00.63 (0206)	2	0.00	1.50	117.46	122.13
AVERAGE of candidates advanced in your rate	63.48	58.83 (3.94)	00.69 (0209)	1		3.6		

PAGE: 1

PNA POINT BREAKDOWN		CYCLE	CYCLE	CYCLE	CYCLE	CYCLE	TOTAL
		231	228	227			
PNA POINT EARNED FROM YOUR PREVIOUS EXAMS/PMA's THAT WERE APPLIED TO THIS EXAM'S FINAL MULTIPLE SCORE		1.5	0.0	0.0			1.5
PNA POINTS EARNED FROM THIS EXAM ADMINISTRATION THAT WILL APPLY TOWARD YOUR EMS ON THE NEXT EXAM		FROM EXAM STANDARD SCORE		FROM PMA		TOTAL	
		0.0		1.5		1.5	

EXAMINATION SCORE BREAKDOWN BY SECTION

NO. TOPIC	NUMBER OF QUESTIONS	YOUR SCORE	YOUR %ILE
1. MAINTENANCE	25	13	52
2. AIRCRAFT HANDLING	25	15	66
3. AIRCRAFT HANDLING OPERATIONS	25	9	12
4. AIRCRAFT HANDLING EQUIPMENT	25	14	60
5. FIREFIGHTING PRINCIPLES	24	11	42
6. CRASH CREW	23	9	21
7. CAREER INFORMATION	09	6	85
8. PROFESSIONAL CONDUCT	10	7	87
9. NAVAL HERITAGE	06	3	67

YOUR OVERALL PERCENTILE WAS 47. YOU SCORED HIGHER THAN 47 PERCENT OF THE CANDIDATES IN YOUR RATE WHO TOOK THIS EXAM

Total number of exam questions may vary due to deletions. Exam questions may be deleted when equipment or procedures become obsolete between the time the exam is written and the time the exam is taken. Deletions do **NOT** change a candidate's chance for advancement. The standings are based on over 90% returned answer sheets. No change occurs with all returns in.

STATUS: PNA-PTS 0.0/1.5

1. SUBJECT CANDIDATE PASSED THE EXAMINATION FOR ABH2, BUT DUE TO QUOTA LIMITATIONS CANNOT BE ADVANCED TO THE NEXT HIGHER PAY GRADE.

CONTACT YOUR ISO FOR MORE INFORMATION ABOUT THE DATA USED FOR YOUR FINAL MULTIPLE CALCULATION. THIS SHEET CONTAINS THE TOPICS THAT WERE USED FOR THIS SPECIFIC EXAM, AND THE SAME TOPICS MAY OR MAY NOT APPEAR ON FUTURE EXAMS. FUTURE EXAM TOPICS AND SUBTOPICS ARE POSTED WITH YOUR BIBLIOGRAPHY ON MY NAVY PORTAL.



Publication of Results

- Access your Profile Sheet via the Navy Advancement Center's MNP and register for email notifications.

A screenshot of the Navy Advancement Center's MNP interface. It features an "EMAIL:" label followed by an empty text input field. To the right of the input field are two buttons: "Register for Email Notification" and "Remove From Email Listing". Below these elements is a light orange shaded area containing three blue hyperlinks: "Printer setup instructions", "How to print a single profile", and "How to save profiles". At the bottom of the screenshot, the header of a table is visible, with columns labeled "Cycle", "Process date", "and time", "Exam month", and "Status".

Cycle	Process date	and time	Exam month	Status
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- This service allows you to stay informed of all profile updates and advancement status changes.



Navy Advancement Center

- For general NEAS information or to download information
 - Navy Advancement Center Home page
<https://www.mnp.navy.mil/group/navy-advancement-center>
 - Facebook Fan Page
<http://www.facebook.com/pages/Pensacola-FL/Navy-Advancement-Center/213190711299>
- **General Advancement Information**
 - SFLY_NAVY_ADVANCEMEN@navy.mil (note: no “T” on “ADVANCEMEN”)
 - COM: (850) 473-6148 DSN: 753-6148
- Exam Development and Bibliographies
 - SFLY_EXAM_QUESTION@navy.mil
 - COM: (850) 473-6109 DSN: 753-6109



Navy Advancement Center Questions?





Backup



TYCOM/Rating Resource Sponsor Responsibility List

<u>TYCOM/Rating Resource Sponsor</u>	<u>Responsible for These Rates</u>
Chief of Chaplains	RP
Commander, Naval Air Forces	ABE, ABF, ABH, AC, AD, AE, AM, AME, AO, AS, ATI, ATO, AWF, AWO, AWR, AWS, AWV, AZ, PR
Commander, Naval Legal Service Command	LN
Commander, Naval Supply Systems Command	CS, LS, SH
Commander, Naval Surface Force	BM, DC, EM, EN, ET, FC, FCA, GM, GSE, GSM, HT, IC, MM, MN, MR, OS, QM, STG
Commander, Navy Recruiting Command	NCR
Commander, Submarine Force	CSS, ITS, LSS, STS, YNS, ETR, ETV, FT, MMA, MMW, MT
Naval Information Forces	CTI, CTM, CTN, CTR, CTT, IS, IT
Naval Meteorology and Oceanography Command	AG
Naval Sea Systems Command (08) / Naval Reactors	EMN, ETN, MMN
Naval Special Warfare Command	SB, SO
Navy Bureau of Medicine and Surgery	HM
Navy Chief of Information	MC
Navy Expeditionary Combat Command	BU, CE, CM, EA, EO, EOD, ND, SW, UT
Navy Personnel Command	MA, NCC, PS, YN
United States Navy Band	MU