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FM CNO WASHINGTON DC//N1//

TO NAVADMIN

INFO CNO WASHINGTON DC//N1//

BT

UNCLAS//N01400//

NAVADMIN 263/08

MSGID/GENADMIN/CNO WASHINGTON DC/N1/SEP// SUBJ/CAREER REENLISTMENT OBJECTIVES (CREO)//

RMKS/1. THE CAREER REENLISTMENT OBJECTIVES (CREO) PROVIDES ADVANCEMENT AND CONVERSION OPPORTUNITIES FOR ACTIVE, FULL TIME SUPPORT (FTS) AND SELECTED RESERVE (SELRES) SAILORS. CURRENT CREO CATEGORIES, CRITICAL SKILLS LISTS AND PERFORM TO SERVE (PTS) INFORMATION ARE ALSO PROVIDED FOR MAKING INFORMED CAREER DECISIONS.

2. FOR PTS, CHANGES TO THE CREO CATEGORY OF A RATING BECOME EFFECTIVE IMMEDIATELY. PER NAVADMIN 277/05, ALL ZONE A SAILORS SHALL SUBMIT PTS APPLICATIONS, REGARDLESS OF THEIR REENLISTMENT INTENTIONS. COMMANDS ARE REQUIRED TO USE THE FLEET RATING IDENTIFICATION ENGINE (FLEET RIDE) AT [HTTPS://FLEETRIDE.SSCNO.NMCI.NAVY.MIL](https://fleetride.sscno.nmci.navy.mil) TO VALIDATE QUALIFICATIONS FOR THE DESIRED RATING. TO EXECUTE A SUCCESSFUL CAREER STRATEGY FOR OUR SAILORS, IT IS CRITICAL THAT COUNSELORS COMPLY WITH CREO, PTS POLICIES AND ALL APPLICABLE MILPERSMAN ARTICLES. POINT OF CONTACT FOR ACCESS TO FLEET RIDE IS MR. PAUL MARTIN AT (901) 874-2970/DSN 882 OR EMAIL AT [PAUL.D.MARTIN\(AT\)NAVY.MIL](mailto:PAUL.D.MARTIN(AT)NAVY.MIL).

3. CHANGES IN RATING WILL BE CONSIDERED FOR SAILORS IN CREO 2 OR CREO 3 RATINGS SEEKING ENTRY INTO CREO 1 RATINGS. REQUESTS FOR CHANGE IN RATING TO CREO 2 OR 3 RATINGS WILL BE ON A CASE-BY-CASE BASIS ONLY. SPECIFIC YEAR GROUPS AND CRITICAL SKILL SETS WITHIN CREO 3 RATINGS ARE CONSIDERED CREO 1 AND THEREFORE THE POSSIBILITY OF TRANSITIONING TO SOME CREO 3 RATINGS REMAINS IN EFFECT. PER MILPERSMAN 1160-100, COMNAVPERSCOM (PERS-811A) MUST APPROVE ALL SELECTIVE TRAINING REENLISTMENT PROGRAM REQUESTS BEFORE REENLISTMENT, REGARDLESS OF CREO CATEGORY.

4. TERMS AND DEFINITIONS FOR CREO CLASSIFICATIONS.

A. RATING: RATINGS LISTED REFLECT SEPARATE COMPETITIVE GROUPS USED FOR ADVANCEMENT.

B. CREO CATEGORY: CREO CATEGORIES LISTED REPRESENT COMBINED MALE AND FEMALE MANNING LEVELS. CREO CATEGORIES ARE PROVIDED BY PAY GRADE (E1-4/E5/E6).

(1) "CREO 1" = UNDERMANNED

(2) "CREO 2" = MANNED AT DESIRED LEVELS

(3) "CREO 3" = OVERMANNED

FOR THE MOST RECENT ADVANCEMENT INFORMATION BY RATING, GO TO [HTTP://WWW.NPC.NAVY.MIL/ENLISTED/COMMUNITYMANAGERS](http://www.npc.navy.mil/enlisted/communitymanagers). FOR INFORMATION REGARDING CURRENT RATING CONVERSION/RATING ENTRY FOR GENERAL APPRENTICE PTS QUOTA AVAILABILITY, YOU ARE ENCOURAGED TO VISIT THE NPC WEBSITE AND REVIEW THE PTS WEBPAGE AT [HTTP://WWW.NPC.NAVY.MIL/CAREERINFO/PERFORMTOSERVE](http://www.npc.navy.mil/careerinfo/performtoserve).

C. USN	CREO	NOTES
RATING	CATEGORY	(PARA 6)
ABE	E1-4/E5/E6	
ABE	1/3/3	2
ABF	3/3/3	2
ABH	2/3/3	2
AC	2/3/3	4
AD	3/3/3	2

AE	3/3/3	2
AG	3/3/3	4
AME	2/3/3	2
AM	2/3/3	2
AO	2/3/3	2
AS	3/3/3	2
AT	3/3/3	2
AW	1/2/3	2
AZ	3/3/3	2
BM	3/2/3	
BU	2/3/3	1,11,12,16
CE	2/2/3	1,11,12,16
CM	1/3/3	1,11,12,16
CS	3/2/3	
CS(SS)	2/2/3	3
CTI	1/2/2	1,5,6,12
CTM	1/2/3	6,12,13
CTN	1/2/2	1,6,12,13
CTR	1/1/3	1,6,12,13
CTT	1/1/3	1,6,12,13
DC	3/3/3	
EA	3/3/3	1,11,12,16
EM	2/3/3	
EM(SS-N)	1/1/1	3
EM(SW-N)	1/1/1	
EN	2/3/3	
EO	1/3/3	1,11,12,16
EOD	1/2/2	21
ET	1/3/2	
ET(SS-N)	1/1/1	3
ET(SW-N)	1/1/1	
ET(SS-NV)	1/2/2	3
ET(SS-RF)	1/2/2	3
FC	1/2/3	
FC(AEGIS)	1/2/2	
FT	1/2/2	3
GM	1/2/3	
GSE	2/3/3	2,7
GSM	1/3/3	2
HM	2/3/3	15
HT	2/3/3	
IC	1/3/3	2
IS	1/1/2	1,6,12,13
IT	1/2/2	6,10,11
LN	1/2/3	12,17
MA	1/2/3	8
MC	2/2/3	
MM	3/3/3	
MM(SS-N)	1/1/1	3
MM(SW-N)	1/1/1	
MM(SS-AX)	1/2/2	3
MM(SS-W)	1/3/3	3
MN	1/2/3	
MR	3/2/3	
MT	1/2/2	3
MU	1/3/3	
NC	N/2/2	18

NC (CRF)	N/1/1	9
ND	1/1/1	22
OS	2/2/3	11
PC	3/3/3	
PR	2/3/3	2
PS	3/3/3	
QM	2/2/3	11
RP	1/3/3	14
SB	2/1/1	23
SH	3/3/3	
SK	2/2/3	
SK(SS)	3/2/3	3
SO	1/1/1	24
STG	1/2/3	
STS	1/2/2	3
SW	3/3/3	1,11,12,16
UT	1/3/3	1,11,12,16
YN	3/2/3	
YN(SS)	2/2/2	3

D.	FTS	CREO	NOTES (PARA 6)
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RATING	E1-4/E5/E6	
AC	2/2/2	4
AD	1/2/2	
AE	1/2/2	
AM	2/3/2	
AME	2/2/2	
AO	2/2/2	
AS	2/2/2	
AT	2/2/2	
AW	2/2/2	
AZ	2/2/2	
BM	2/3/3	
CS	3/3/3	
DC	3/2/3	
EM	2/2/3	
EN	2/2/3	
ET	2/2/2	
HM	2/2/2	15
HT	3/3/3	
IC	3/2/3	
IT	2/2/2	10
MR	2/2/3	
NC	N/N/2	18
NC (CRF)	N/2/2	9
PR	3/2/3	
PS	3/3/3	
SK	2/2/2	
YN	2/2/2	

E.	SELRES	CREO	NOTES (PARA 6)
		E1-4/E5/E6	
ABE		3/3/3	
ABF		3/3/2	
ABH		3/3/2	
AC		1/3/2	
AD		1/3/3	

AE	1/3/3	
AG	3/1/3	4,19
AM	1/3/3	
AME	1/3/3	
AO	2/3/3	
AS	3/3/3	
AT	1/3/3	
AW	1/1/3	
AZ	3/3/2	
BM	1/3/3	
BU	3/1/2	16
CE	3/1/3	16
CM	3/1/3	16
CS	3/3/3	
CTI	1/1/2	6,19
CTM	2/1/1	6,19
CTN	2/1/1	6,19
CTR	3/2/2	6,19
CTT	2/2/1	6,19
DC	3/3/3	
EA	3/1/2	16
EM	3/1/3	
EN	3/3/3	
EO	1/2/3	16
EOD	N/1/1	19
ET	1/2/3	
FC	3/3/3	
GM	3/3/3	
GSE	1/3/3	
GSM	3/3/3	
HM	2/3/3	
HT	1/2/3	
IC	3/3/3	
IS	3/1/2	6,19
IT	1/3/3	6,10
LN	1/3/3	17
MA	1/2/3	8
MC	1/3/3	
MM	3/3/3	
MN	1/2/3	20
MR	1/3/3	
ND	1/1/1	22
OS	1/3/2	
PC	3/3/3	
PR	1/3/3	
PS	3/3/3	
QM	3/3/2	
RP	1/3/3	19
SB	N/1/1	23
SH	3/3/3	
SK	1/3/2	
SO	1/1/1	24
STG	1/3/3	
STS	1/3/3	3
SW	3/1/2	16
UT	3/1/2	16
YN	1/2/3	

5. CRITICAL SKILLS LIST

A. USN CRITICAL SKILLS NAVY ENLISTED CLASSIFICATIONS (NECS):

0230	0304	0318	0319	0324	0415	0416	0466
0507	0523	0527	0879	0880	0979	1107	1119
1121	1122	1136	1143	1144	1152	1212	1318
1319	1322	1327	1335	1339	1433	14CM	14EM
14HH	14NM	14NV	14SM	14TM	14XM	1568	1571
1572	1590	1592	1685	173X	2379	2735	2780
2781	3251	3350	3353	3354	3355	3356	3359
3363	3364	3365	3366	3383	3384	3385	3386
3389	3393	3394	3395	3396	3910	3912	3913
3923	3924	4125	4128	4129	4231	4232	4233
4283	4675	4747	4779	4946	5320	5323	5326
5333	5335	5337	5341	5342	5343	5350	5352
5395	5633	5931	5932	5933	6673AT	6718AT	7225
7601	7614	7617	7805	7861	7876	7886	8251
8341	8342	8376	8402	8403	8406	8410	8425
8427	8432	8482	8485	8486	8493	8494	8702
8752	8753	8806AT	8807AT	8808AT	8841AT	8842AT	
8876	9102	9105	9138	9141	9147	9149	9168
9201	9203	9209	9211	9212	9215	9216	9224
9225	9229	9289	9305	9306	9307	9308	9309
9610							

B. FTS CRITICAL SKILLS NECS:

1428	1570	1572	1578	1678	2379	2780	2781
2821	2831	4303	7225	8209	8245	8250	8251
8252	8278	8406	9503	9526	9527		

C. SELRES CRITICAL SKILLS NECS:

0342	2401	3910	3912	3923	3924	5323	5326
5333	5335	5337	5339	5342	5343	5352	5503
5635	5710	5805	5907	6010	6105	7412	7807
7811	7835	7841	7861	7886	8208	8209	8250
8251	8252	8262	8271	8278	8289	8378	8389
8404	8427	8432	8452	8483	8485	8493	8707
8876	9209	9211	9212	9215	9216		

6. NOTES:

(1) RATE CONVERSIONS ALLOWED FOR E5 AND JUNIOR WITH LESS THAN EIGHT YEARS OF SERVICE.

(2) RATE CONVERSION NOT ALLOWED ABOVE E5.

(3) REFER TO MILPERSMAN ARTICLE 1306-402 FOR QUALIFICATIONS FOR ASSIGNMENT TO SUBMARINE DUTY. RATING CLOSED TO WOMEN.

(4) RATE CONVERSION TO AC AND AG ARE NOT NORMALLY ALLOWED ABOVE E4. WAIVERS FOR E5 WITH LESS THAN FIVE YEARS OF SERVICE WILL BE CONSIDERED. REFER TO NAVMATOCCOMINST 1500.5 FOR SELRES SPECIFIC REQUIREMENTS (RQMTS).

(5) CTI "A" SCHOOL REQUIRES A MINIMUM DEFENSE LANGUAGE APTITUDE BATTERY (DLAB) SCORE OF 110. WAIVERS (UP TO FIVE POINTS) MAY BE CONSIDERED IF CANDIDATE HAS DEMONSTRATED LANGUAGE ABILITIES. REFER TO MILPERSMAN ARTICLE 1306-608 FOR CLASS "A" SCHOOL RQMTS.

(6) CANDIDATES MUST BE US CITIZENS AND MUST MEET PERSONNEL SECURITY STANDARDS FOR ACCESS TO SENSITIVE COMPARTMENTED INFORMATION.

(7) GSE CONVERSIONS ARE NORMALLY APPROVED ONLY FROM IC AND SURFACE EM RATINGS.

(8) REFER TO MILPERSMAN ARTICLE 1440-010 PARA 15 FOR CONVERSION RQMTS.

(9) REFER TO BUPERSINST 1133.29F. NC(CRF) LATERAL CONVERSION REQUIRES COMNAVPERSCOM (PERS-913) APPROVAL. SUBMIT REQUESTS VIA

COMNAVCRUITCOM.

(10) FOLLOWING PRE-REQUISITES APPLY AND MUST BE INCLUDED IN THE SAILOR'S REQUEST. SAILOR MUST:

- (A) BE A US CITIZEN
- (B) HAVE COMPLETED ALL IT RATING MODULES
- (C) COMPLETED 100 HOURS ON-THE-JOB TRAINING IN ALL FACETS OF THE IT RATING

(D) MUST BE ELIGIBLE FOR TOP SECRET CLEARANCE. ALL SAILORS APPROVED FOR CONVERSION MUST ATTEND "A" SCHOOL WITH THE EXCEPTION OF THE FOLLOWING RATINGS: ET, FC, CTM. FOR FURTHER INFORMATION, CONTACT THE IT ENLISTED COMMUNITY MANAGER (ECM), ITCS GREENE, AT (901) 874-3784/DSN 882 OR E-MAIL AT STANLEY.GREENE(AT)NAVY.MIL.

(11) NO SCORE CONVERSIONS AUTHORIZED.

(12) RATING CONVERSION NOT ALLOWED FOR THOSE ADVANCING TO E6 AFTER CONVERSION APPROVAL AND PRIOR TO "A" SCHOOL.

(13) CONVERTEES ARE NOT ALLOWED TO PARTICIPATE IN THE E6 ADVANCEMENT EXAMINATION IN THEIR PRESENT RATING WHILE UNDER "A" SCHOOL INSTRUCTION FOR THE PROSPECTIVE RATING.

(14) REFER TO MILPERSMAN ARTICLE 1440-010 PARA 10 FOR RATING ENTRY/CONVERSION RQMTS.

(15) GS/MK/VE ASVAB COMBINATIONS FOR CONVERSIONS INTO HM RATING. RATE CONVERSION TO HM NOT NORMALLY ALLOWED ABOVE E4. WILL CONSIDER WAIVERS OF UP TO TWO POINTS.

(16) ENSURE ALL NAVPERS 1306/7 REQUESTS FOR NON-DESIGNATED PERSONNEL REQUESTING ENTRY INTO THE BU/CE/CM/EA/EO/UT/SW RATINGS ARE FORWARDED TO COMNAVPERSCOM (PERS-401C) FOR ACTIVE AND (PERS-812) FOR SELRES. SUBMIT THE LAST TWO COMPUTER GENERATED PRIMS SCORE SHEETS, WITH ACTUAL NUMBERS, WHEN SUBMITTING PACKAGE.

(17) REFER TO JAGINST 1440.1D FOR RATING ENTRY/CONVERSION RQMTS.

(18) REFER TO MILPERSMAN ARTICLE 1440-020 FOR CONVERSION RQMTS.

(19) REFER TO BUPERSINST 1001.39E, CHAPTER 6 FOR SELRES CONVERSION RQMTS.

(20) SELRES SAILORS DESIRING TO CHANGE THEIR RATING TO MN ARE REQUIRED TO ATTEND THE RESERVE MN "A" COURSE IN LIEU OF "A" SCHOOL. QUOTAS CAN BE OBTAINED FROM MR. JAY BURTON AT (361) 961-1260/DSN 861 OR EMAIL AT JAMES.D.BURTON(AT)NAVY.MIL.

(21) EOD RATING IS OPEN FOR CONVERSIONS IN ZONE A ONLY. APPLY PER MILPERSMAN ARTICLE 1220-100.

(22) ND RATING IS OPEN FOR CONVERSIONS IN ZONE A ONLY. APPLY PER MILPERSMAN ARTICLE 1220-100.

(23) SB RATING IS OPEN FOR CONVERSIONS IN ZONE A ONLY. APPLY PER MILPERSMAN ARTICLE 1220-340.

(24) SO RATING IS OPEN FOR CONVERSIONS IN ZONE A ONLY. APPLY PER MILPERSMAN ARTICLE 1220-100.

7. CONVERSION: COMPLY WITH MILPERSMAN ARTICLE 1440-010 FOR RQMTS. FOR CONVERSION ALL REQUESTS MUST INCLUDE NAVPERS 1306/7, ENLISTED PERSONNEL ACTION REQUEST, LAST THREE EVALUATIONS, AND THE ARMED SERVICES VOCATIONAL APTITUDE BATTERY (ASVAB) SCORES.

8. ASVAB. USE THE ASVAB CRITERIA FOUND IN NAVADMIN 344/06 AND THE ELIGIBILITY CRITERIA IN MILPERSMAN 1306-618 FOR RATING ENTRY. SUBMIT WAIVERS BEYOND THESE LIMITS TO THE COGNIZANT ENLISTED COMMUNITY MANAGER. TAKING FUNCTIONAL SKILLS IMPROVEMENT COURSES AND RE-TESTING ARE ADVISED TO MEET MINIMUM SCORES. NAVADMIN 213/00 INSTITUTED SIMPLIFIED TRAINING RQMTS IN PREPARATION FOR ASVAB RETEST. ENLISTED COMMUNITY MANAGER EMAIL ADDRESSES CAN BE OBTAINED BY LOGGING ON TO YOUR BUPERS ONLINE ACCOUNT.

9. POINTS OF CONTACT:

- MR. JOE KELLY, BUPERS-32P AT (901) 874-2826/DSN 882 OR EMAIL AT JOSEPH.E.KELLY(AT)NAVY.MIL.

- PSCS RON MILLER, BUPERS-32P AT (901) 874-2950 OR EMAIL AT RON.E.MILLER(AT)NAVY.MIL.

10. RELEASED BY VADM M. E. FERGUSON III, N1.// BT #0000 NNNN