



## FTS/HM CAREER PATH



Hospital Corpsmen (HM) assist health care professionals in providing medical and dental care to Navy and Marine Corps personnel and their families, and perform other duties that aid in the prevention and treatment of disease and injury. They may function as clinical or specialty technicians, medical administrative personnel, and health care providers. They may also serve as battlefield Corpsmen with the Marine Corps, rendering emergency medical treatment to include initial treatment in a combat environment. Qualified HMs may be assigned as Independent Duty Corpsman (IDC) aboard ships and submarines, expeditionary, special warfare, and at isolated duty stations where no Medical Officer is available.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ SHORE ROTATION</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	HMCM HMCS	19.7 Yrs 18		36/42	Follow on Shore Tour (Note 4) Billet: CMC/SEA/SEL, Major/Operational Staff (TYCOM), CNRFC, BUPERS, NPC, BUMED. Duty: Echelon III and above staff duty.
23-26	HMCM HMCS HMC	19.7 Yrs 18 13.6		36/42 36/42 36/48	Follow on Shore/Sea Tour (Note 4) Billet: CMC/SEA/SEL, CSC Major/Operational Staff (TYCOM), CNRFC, BUPERS, NPC, BUMED. Duty: Echelon III and above staff duty. Qualifications: Notes 2, 3, & 6
20-23	HMCM HMCS HMC	19.7 Yrs 18 13.6		36/42 36/42 36/48	6 <sup>th</sup> Sea/Shore Tour (Note 4) Billet: CMC/SEA/SEL, CSC Dir/Dept LCPO, IDC Duty: Ship, Squadron, FMF SSP, EXPEDITIONARY, SPECWAR, MTF, NOSC, NAVREG, NCHB, SURG CO, NPC, BUMED, CNRC Qualification: Notes 2, 3, & 6
16-20	HMCM HMCS HMC HM1	19.7 Yrs 18 13.6 8.9	OCS, MSC-IPP, MECP, CSC	36/42 36/42 36/48	5 <sup>th</sup> Sea/Shore Tour (Note 4) Billet: CSC, SEA/SEL, Dir/Dept LCPO, IDC, LPO, CCC, Instructor Duty: Ship, Squadron, FMF SSP, EXPEDITIONARY, SPECWAR, MTF, NOSC, NAVREG, NCHB, SURG CO, NPC, BUMED, CNRC. Qualification: Notes 2, 3, & 6
12-16	HMCS HMC HM1 HM2	18 Yrs 13.6 8.9 3.9		36/42 36/48 36/48 36/48	4 <sup>th</sup> Sea/Shore Tour (Notes 1 & 2) Billet: SEL, Dept LCPO, LPO, IDC, General Duty HM, Technician, CCC Duty, Ship, Squadron, FMF SSP, EXPEDITIONARY, SPECWAR, MTF, NOSC, NAVREG, NCHB, SURG CO, NPC, BUMED, CNRC Qualification: Notes 2, 3, & 6
<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR OTHER SPECIAL</b>	<b>SEA/ SHORE ROTATION</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>



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			<b>PROGRAMS</b>		
4-8	HM1 HM2 HM3	8.9 Yrs 3.9 2.9	STA-21, OCS, MSC-IPP, MECP (Note 5)	36/48 36/48 36/42	2nd Sea/Shore Tour (Notes 1 & 4) Billet: General Duty HM, Technician. Duty: Ship, Squadron, FMF SSP, MTF, NOSC, NAVREG, NCHB, SURG CO, NPC, IDC and other advance "C" School training. Qualification: Notes 2 & 3
1-4	HM2 HM3 HN	3.9 Yrs 2.9 1	Naval Academy, NROTC, STA-21, MECP (Note 5)	36/48 36/42 36/42	1 <sup>st</sup> Sea Tour (Notes 1 & 4) Billet: Ship, FMF, Squadron, NCHB, 1 <sup>st</sup> Shore Tour (24 Mos.) Billet: NOSC, NSA, NAF, "C" School. Duty: (Note 1) General Duty HM or Technician if pipelined to NEC. Qualification: Notes 2 & 3
1+/-	HN HA Accession Training	9 Months		36/42 36/42	Recruit Training and schools or training events are required to be completed prior to reporting to first command. (Note 7)

**Notes:**

1. FTS HMs earn journeymen NECs (i.e. 8406, 8432, 8506) early in a career and transition to senior NECs (8425) or HM 0000 leadership positions as their career progresses.
2. FTS HMs have limited opportunities to qualify for warfare designations due to operation billet availability; when assigned to units eligible for qualifications, are required to do so by the program instruction. HMs may earn ESWS, EAWS, SCWS, EXW, and FMF (ribbon counts unless failed to qualify for warfare device on repeat tour). Some earn other warfare qualifications prior to conversion to FTS.
3. MTS should be given consideration but does not carry the same weight as warfare qualification.
4. HSAP/IA/GSA deployments or Humanitarian Relief/Disaster Relief (HR/DR) missions should be considered, but those alone should not outweigh 36 months of sea duty (type 2 and 4 duty).
5. Special Duty - Recruit Company Commander, Recruiting Duty, and Instructor Duty are very demanding assignments and should be given consideration.
6. Completion of the Senior Enlisted Academy (E8 and E9; limited to E7) and Enlisted Medical Department Executive Course (E7 and above) should be considered; not everyone is afforded the opportunity to attend.
7. HM accessions are 5YO. Advancement Examination preparation, Center for Naval Leadership courses, FMTB, and other "C" Schools should be pursued if available.