



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.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	HMCM	22.6 Yrs	CMC	Not Defined (Note 1)	Follow on Shore Tour (Note 5) Billet: CMC/SEA/SEL, Major/Operational Staff (TYCOM), BUPERS, NPC, BUMED. Duty: Echelon III and above staff duty, Command Enlisted Leader.
23-26	HMCM HMCS	22.6 Yrs 18.9	CMC, CSC	Not Defined (Note 1)	Follow on Shore/Sea Tour (Note 5) Billet: CMC/SEA/SEL, CSC Major/Operational Staff (TYCOM), ATG, BUPERS, NPC, BUMED. Duty: Echelon III and above staff duty, Command Enlisted Leader. Qualifications: (Notes 3 & 6)
20-23	HMCM HMCS HMC	22.6 Yrs 18.9 14.8	CMC, CSC	Not Defined (Note 1)	6 th Sea/Shore Tour (Note 5) Billet: CMC/SEA/SEL, CSC Dir/Dept LCPO, IDC, Senior NEC assignment. Duty: Ship, Squadron, FMF, MTF, SPECWAR, Expeditionary, ATG, NPC, BUPERS, BUMED. Qualifications: (Notes 3 & 6)
16-20	HMCS HMC HM1	18.9 Yrs 14.8 10.4	OCS, MSC-IPP, MECP, CSC (Note 6)	Not Defined (Note 1)	5 th Sea/Shore Tour (Note 5) Billet: CSC, SEA/SEL, Dir/Dept LCPO, IDC, LPO, CCC, Instructor, Senior NEC assignment. Duty: Ship, Squadron, FMF, MTF, SPECWAR, Expeditionary, ATG, NRC, NPC, BUPERS, BUMED. Qualification: (Notes 3 & 6)
12-16	HMCS HMC HM1	18.9 Yrs 14.8 10.4		Not Defined (Note 1)	4 th Sea/Shore Tour (Notes 2 & 5) Billet: Dept LCPO, LPO, General Duty HM, Technician, IDC, Instructor, CCC. Duty: Ship, Squadron, FMF, MTF, SPECWAR, Expeditionary, NRC, NPC, BUPERS, BUMED. Qualifications: (Notes 3 & 6)
8-12	HMC HM1 HM2	14.8 Yrs 10.4 5.6		Not Defined (Note 1)	3 rd Sea/Shore Tour (Notes 2 & 5) Billet: General Duty HM, Technician, IDC, Instructor, CCC. Duty: Ship, Squadron, FMF, MTF, SPECWAR, NECC, NRC, IDC, or advanced C-School training, NPC, BUMED. Qualifications: (Notes 3 & 6)



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4-8	HM1 HM2 HM3	10.4 Yrs 5.6 3.3	STA-21, OCS, MSC-IPP, MECP (Note 6)	Not Defined (Note 1)	2nd Sea/Shore Tour (Notes 2 & 5) Billet: General Duty HM, Technician. Duty: Ship, Squadron, FMF, MTF, SPECWAR, Expeditionary, IDC, and other advance C-School training. Qualifications: (Note 3)
1-4	HM2 HM3	5.6 Yrs 3.3	Naval Academy, NROTC, STA-21, MECP (Note 6)	Not Defined (Note 1)	1 st Sea Tour (36 Mos) (Notes 2 & 5) Billet: Ship, FMF, Expeditionary 1 st Shore Tour (24 Mos.) Billet: MTF, "C" School. Duty: (Note 2) General Duty HM or Technician if pipelined to NEC. Qualifications: (Note 3)
1+/-	HN HA Accession Training	9 Months			Recruit Training and all schools or training events required to be completed prior to reporting to first operational command. (Note 7)

Notes:

1. Sea Shore Flow is defined by HM NEC Specialty. The HM rating is shore centric. Many NECs within the rating have minimal sea duty opportunity. Most MTF NEC requirements are mapped to augmentation platforms. The HM rating promotes as a rate, not by NEC.

2. HMs are sometimes advised into journeymen NECs (i.e. LAB, Xray, PHARM, RT, CVT, OPT, SURG, ORTHO, PT, NUCMED, RADHLT, OT, HISTO, CYTO, DMT, Dental Lab Basic, Dental Hygiene) early in a career and some transition to senior or master NECs (i.e. IDC or advanced level NECs) as their career progresses. HMs don't always have the opportunity for traditional sea duty, nor the opportunity to gain a different NEC because of community management needs. Each NEC must be considered independently relative to sea duty opportunity; however, the HM rating has multiple specialties, so technical expertise should weigh as heavily as sea duty when sea duty is not available.

3. HMs have opportunities to qualify for multiple warfare designations, and when assigned to units eligible for qualifications, are required to do so by the program instruction. HMs may earn ESWS, EAWS, SS, AC, SCWS, EXW, PJ, DV, and FMF (ribbon counts unless failed to qualify for warfare device on repeat tour). HMs may also earn MTS and ATS qualifications.

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 - White House, Camp David, HMX, Flight Demonstration Unit, Recruit Company Commander, Recruiting Duty, and Instructor Duty are very demanding assignments and should be given consideration.

6. Completion of the Senior Enlisted Academy (SEA) and Executive Medical Department Enlisted Course should be considered. All Senior Chiefs selected in FY-17 and beyond must complete the SEA in order to be eligible for promotion to Master Chief.

7. HM and HMDA accessions are 5YO. Basic Dental is not a C-School, it is an accession program.