

EHO Career Progression Milestones



Purpose: To provide EHOs an example of a *roadmap* that aligns with the [promotion benchmarks](#) and a visual progression of milestones to achieve throughout a career.

Disclaimer: The promotion benchmarks are the primary resource for promotion preparation and this document should only be used as an adjunct.

	▶	▶	▶	▶	▶	▶
Rank (T&E)	LTJG (4 yrs)	LT (8 yrs)	LCDR (12 yrs)	CDR (17 yrs)	CAPT (24 yrs)	
Billets	O/2-4	O/3-4	O/4-5	O/5-6	O/6+	
Degree	Bachelor's Pursue graduate degree	Bachelor's Pursue graduate degree	Bachelor's Actively pursue graduate degree	Master's*	Master's PhD/Doctoral	
Mobility	≥1 assignment(s) <1 PCS	≥1 assignment(s) ≥1 PCS	≥2 assignments ≥2 PCS	≥3 assignments ≥3 PCS	≥5 assignments ≥3 PCS	
Awards	CIT, UC	CIT, UC	AM, UC	CM, UC	OSM, OUC	
Continuing Education	Agency specific training Professional Ed. Conf. COA Conf.	Agency specific training Professional Ed. Conf. Graduate certificates	Adv. agency specific training Graduate certificates Leadership/mgmt.	Adv. agency specific training Leadership/mgmt.	Adv. agency specific training Leadership/mgmt.	
Professional Activities and Development	OBC; Protégé; JOAG; local professional assoc. activities; agency specific credential; pursue professional credential (REHS/RS, CIH, CSP, CHP)	Protégé; JOAG; local COA; attain professional credential; local/regional prof. assoc. activities; present/publish locally; EHOPAC/subcomm/wkgrp	Protégé/Mentor; attain professional credential; subject matter expert (SME); regional/natl. prof. assoc. activities; present/pub regional/natl.; EHOPAC/subcomm/wkgrp	SME; mentor; regional/natl professional assoc. activities; present/pub regional/natl.;	SME; professional discipline; leadership role; mentor/mentor support natl. professional assoc. activities present/pub natl. additional credential	

* May exceed benchmarks but would make officer more competitive at promotion.