THE ENLISTED TO OFFICER
ROADSHOW

23JAN24: NBSD, Base Theatre
24JAN24: NASNI, Lowry Theatre
25JAN24: NBPL, Sims Hall Bldg 52

Time:
1300-1500

Officers share lessons learned from each commissioning source and more than 30 different communities

Register at SDNNOA.org

Presented by,
LCDR Twyla Arbuckle, USN

Agenda

❖ **Welcome!**

❖ **Non-Degree Required Programs**
- Naval Academy
- STA-21 (NROTC) & Baccalaureate Degree Completion Program (BDCP)*
- LDO/CWO
- Medical Enlisted Candidate Program
- Nurse Candidate Program*

❖ **Degree Required Programs**
- OCS & In-Service Procurement Programs
- Direct Commission Officer (Reserves)
- MSC-IPP, Enlisted to Medical Degree Preparatory Program (EMDP2),
- Health Service Collegiate vs Health Profession Scholarship Programs*

❖ Keys to Gaining a Commission
❖ **1345: Senior Guest Speaker's Advice on Senior Letters of Recommendation**
❖ 1400: Commissioning Program Breakout Session
❖ 1430: Community Breakout Session

*For Reservists or Active Duty/TAR w/ Conditional Release 2

NAVY

MyNavy HR

About MyNavy HR ▼   Career Management ▼   Support & Services ▼

Career Management ▶ Community Management ▶ Officer ▶ Program Authorizations

Program Authorizations

ENLISTED CAREER ADMINISTRATION

ENLISTED COMMUNITY

OFFICER CAREER PROGRESSION

OFFICER COMMUNITY ▼

  ACTIVE OCM

  RESERVE OCM

  OFFICER RETIREMENT WAIVERS

  PROGRAM AUTHORIZATIONS **

OPERATIONS ANALYSIS COMMUNITY

PA 100 Surface Warfare Officer (SWO)

PA 100A Nuclear Propulsion Officer Candidate (NUPOC)

PA 100B Nuclear Power Instructor (NR ENG)

PA 100C USNA Coaches

PA 100D Special Warfare (SPECWAR)

PA 100E Explosive Ordnance Disposal (EOD)

PA 100F Unrestricted Line Officer In-Service Procurement Program (URLO ISPP)

PA 101 Engineering Duty Officer (EDO)

PA 101A Surface Warfare Engineering Duty Officer (SWO-EDO) Option

PA 101B Engineering Duty Officer In-Service Procurement Program (EDO-IPP)

PA 101F Submarine Engineering Duty Officer (SUB-EDO) Option

PA 102 Supply Corps (SC) Officer

https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Program-Authorizations/

(U) General Program Comparison

	Naval Academy	STA-21	OCS/ISPP	CWO	LDO
Designator	URL, RL, Marines, Selected Staff Corps	NUC, SWO, CEC, SPECWAR, EOD, NFO, PILOT, CEC, Nurse, IP, Core	URL, RL, Selected Staff Corps ISPP: SWO, Aviation, SEAL, EOD, Nuke, HR,	Surface, Sub/NUC, Aviation, General/ Staff, and IW Communities	Surface, Sub/NUC, Aviation, General/ Staff and Off-Ramp Communities
Max Age/ TIS/TIG	17-23 on July 1 of the year of entry	NUC-31, CORE/PILOT/NFO-32, SWO/EOD/IP-35, CEC/IP/Nurse/SPECWAR -42, (Waivers…)	At least 19; meet Program Authorization requirements for desired program	CWO2: 14-20 years TIS for E6 selected for E7, E7, and E8 (includes frocked E9s). CWO3: 14-22 years TIS and 1 day TIG as an E9 as of board convening date. LTJG: Case by Case basis	8-14 years TIS and 1 year TIG for E6 and up. Off-ramp designators (651X, 681X, and 682X) may apply up to 15 years TIS.
Reqs	US Citizen, Nomination, SAT 1050 or 22 ACT within 2yrs	US Citizen, SAT 1000 (500 math 500 reading) or ACT 41 (21 math 20 Eng)	US Citizen, Officer Aptitude Test, Bachelor's Degree	US Citizen, High school graduate, physically qualified of SAT-Medium or higher, CPO	Same as CWO except E-6 and above. Meet final multiplier for CPO exam.
Disqualifiers	Disciplinary action under Article 15, Civil Court convictions, LIMDU, Married, Pregnant, dependents, Bachelors degree	Felony convictions, drug use, LIMDU, DUI/DWI-3 years, NJP or misdemeanors-3yrs, courts martial, PFA failure-3yrs, Bachelor's Degree	Courts-martial, civilian felony convictions, LIMDU, & NJP/ misdemeanor convictions last 3 years	Felony convictions, drug use, DUI/DWI-3 years, NJP or misdemeanors - 3yrs, courts martial.HYT, LIMDU, HUMS, TNPQ, Defective color perception (for certain designators) NMT 20 years.	Same as CWO. NMT than 16 years of service, CWO's cannot have 1x Failure to Select, or less than 2 years commissioned service.

General Program Comparison Cont.

	Naval Academy	STA-21	OCS	LDO	CWO
Funding	100% paid tuition, room & board. Monthly stipends	$10K per year ($8k for fall/spring, $2k for summer)	NA	N/A	N/A
Service obligation before/after commission	24 months upon acceptance/ 5 years	6 years/5 years (pilot-8 yrs, NFO-6yrs	6 months upon receipt of orders to OCS/ 4 years	4 years from commissioning and 10 years to retire as an Officer	6 years from commissioning
Application Due Date	31Dec; Additional supplements NLT 31Jan	1Jul; Additional supplements NLT 1AUG	Year round-see schedule	01OCT; Routine Addendums received by NPC NLT 01 DEC Evals and Awards received by NPC: NLT 01 JAN	01OCT; Routine Addendums received by NPC NLT 01 DEC Evals and Awards received by NPC: NLT 01 JAN
Eligible for Advancement	No	Yes	N/A	N/A	N/A

Naval Academy

Highlights:

- Applications due: 31JAN

- Of 3000 who qualify, 1400 receive appts, 1200 become midshipmen

- Must take either SAT or ACT

- Unmarried, no dependents

- Must obtain a nomination from an official source

- Blue and Gold Interview req.

Reference: https://www.usna.edu/Admissions/Apply/Active-Duty-Service-Applicants.php

Seaman to Admiral (STA) 21

Highlights:

- Applications due: 01JUL

- Must take either SAT (500 in Math and English) or ACT

- 79 selected: 60 Nuclear, 19 Pilot, NFO, SWO, IP, Nurse, CEC etc

- $10K a year to finish your degree within 36 months

- Must complete Calculus I & II and Calculus based Physics I and II

- Full time student drilling alongside NROTC Midshipmen

Baccalaureate Degree Completion Program

THE NAVY BACCALAUREATE DEGREE COMPLETION PROGRAM

AMERICA'S NAVY
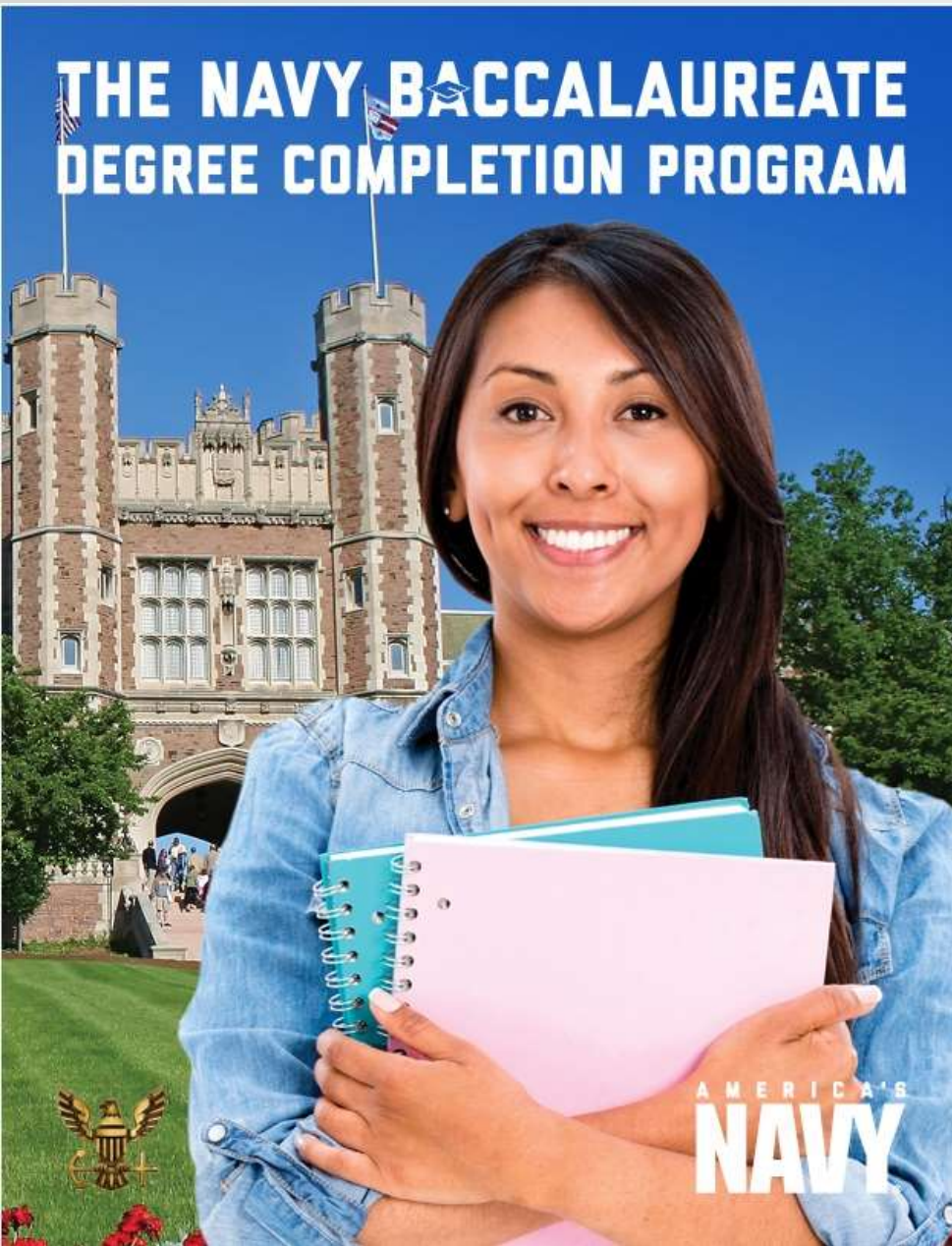
Highlights:

- **For Reservists, and Active Duty/TAR w/ Conditional Release**

- 4 Boards a year-- see board schedule

- Selects 50 a year for all URL, Intel, OCEANO, CW, IP & CWE

- Must have 60 semester hours, 2.8 GPA

- Must complete degree within 2 years

- Must meet eligibility for specific PA

- 8 year commissioned service obligation

- Attend OCS upon completion of degree

Reference: https://www.mynavyhr.navy.mil/Portals/55/Career/OCM/PA-147_BDCP_Aug-2022.pdf?ver=Kkmj5irUnTuw-WLBJDnRKA%3d%3d

General Officer Recruiter: LT Omar Bailey, 619-629-4505, omar.s.bailey.mil@us.navy.mil

Officer Candidate School (OCS) &
In-Service Procurement Programs (PA 100F)

Program Authorizations (PA):
https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Program-Authorizations/

Board Schedule:
https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/OCS/

AD ISPP: (PA 100F) **SWO, HR, Pilot, NFO, EDO, JAG & MSC**
TAR ISPP: (PA 160) **SWO*, HR, PPR, AMDO, Supply** - Max age: 41
- Each designator has specific requirements, see PA
- Requires Officer Interviews
- Six months time in service, & completion of initial enlisted training pipeline
- *SWO max age of 29; Requires OAR minimum score of 42

Contact NTAG Southwest for OAR tests early!
POC: Ms. Randi Dozier @619-524-6765 Randi.T.Dozier.mil@us.navy.mil

OCS Application

Alterations to this checklist are not authorized.

FLEET OFFICER (OCS) APPLICATION CHECKLIST

DESIGNATOR(S) APPLYING FOR:

☐ 11600 SWO	☐ 11601 SWO NUC	☐ 11602 SWO EDO	☐ 11603 SWO IP
☐ 11604 SWO OCEAN	☐ 11605 SWO-CW	☐ 11701 SUB NUC	☐ 11800 SEAL
☐ 11900 EOD	☐ 13700 NFO	☐ 13900 PILOT	☐ 15200 AMDO
☐ 16500 PAO	☐ 18000 OCEANO	☐ 18100 CW/CRYPTO	☐ 18200 IP
☐ 18300 INTEL	☐ 18400 CWE	☐ 31000 SUPPLY	☐ 51000 CEC
☐ 12101 NUC INSTRUCTOR	☐ 12201 NUC ENGINEER	☐ 73710 AVO	

NOTE: Turning your package in by the prescribed deadline does not guarantee that it will be submitted to the Selection Board. All packages must be error free and applicants must be fully medically qualified prior to the deadline date in order to be forwarded to the Selection Board.

POC FOR ASTB: usn.pensacola.navmedoptractrpns.list.nmotc-astb@mail.mil

PROFESSIONAL DOCUMENTS / EXPLANATION

#	Yes	N/A	
			BASIC APPLICATION
001	☐	☐	OPNAVINST 1420.1B Application. See Note (1).
002	☐	☐	PFA Coordinator's Name (printed and signed) on Page 2 of the application.
003	☐	☐	Security Manager's Name (printed and signed) on Page 5 of the application. See Note (2).
004	☐	☐	Applicant's signature on Page 6 of the application.
005	☐	☐	Commanding Officer's signature on Page 10 of the application.
006	☐	☐	Official ASTB scores report from NOMI or APEX command letter printed from APEX.net. OAR only. See below for requirements for Pilot and NFO. See Note (3).
007	☐	☐	Officer Interviews. Must have a minimum of 3 interviews to include one for each designator applying for.
008	☐	☐	Evaluations. Last 3 years of evaluations. See Note (4).
009	☐	☐	College Transcripts. Transcripts from all colleges attended. See Note (5).
010	☐	☐	Awards
011	☐	☐	Letters of Recommendation
012	☐	☐	PRIMS Printout (The last 6 records are recommended)
013	☐	☐	SMART Transcripts. All three sections of the SMART transcript obtained from https://smart.navy.mil/.
014	☐	☐	Age Waiver. Include all approved age waivers. Refer to designator Program Authorization for additional information.
015	☐	☐	United States Navy Tattoo Screening Certificate (NC 1130/104). Only required if applicant has a tattoo(s).
016	☐	☐	☐ Birth Certificate or ☐ American Passport or copy of Naturalization Certificate, if certified copy of the original birth certificate is not available.
017	☐	☐	Social Security Card required for OCS Board participants. See Note (6).

- HR-ISPP applicants: Add HR to the top

- No blank pages

- Be sure to use the latest version (SEP 2021)

- Application and Medical docs must be **less than 10MB.**

LDO & CWO

Highlights:

- Read the FY-24 AC Primary Discrete Requirements

- Applications due: 01OCT, addendums due 01DEC

- LDO: 8-14 years TIS and 1-year TIG for E-6 and above*

- CWO3: 14-22 (CWO2 – 14-20) years TIS for E-9, and E-8 selected for E-9

- Senior member of Interview panel: O-5 or CWO5 (for CWO)

- Minimum rank for panels O-3/ CWO3

- No NJP within the last 3 years

Reference: https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/LDO-CWO/

Direct Commission Officer

Program Authorizations:
https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Program-Authorizations/

Board Schedule:
https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/OCS/
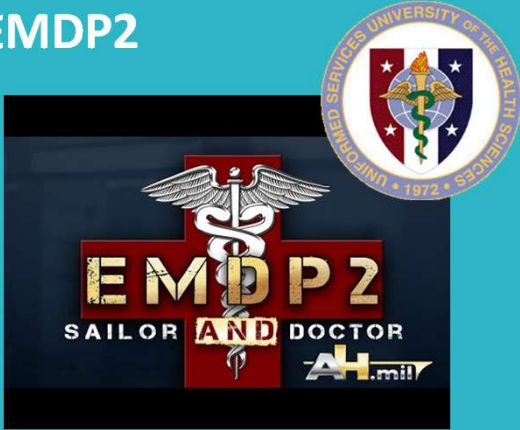
- **Highlighted in resume:**
  - Quantitative and Qualitative analysis
  - Strong Leadership (At work and/or in community)
  - Advanced Degrees
  - Professional Certifications

- **Will need:**
  - Competitive Evals/FITREP's
  - Conditional Release from service
  - Strong Recommendations, Interview Appraisals
  - Motivational Statement

General Officer Recruiter: LT Marcia Villavicencio marcia.a.villavicencio.mil@us.navy.mil, 619-200-8197
Medical Reserve Officer Recruiter: LCDR Jude Rosario, jude.r.rosario.mil@us.navy.mil, 619-200-7889

Medical Commissioning Programs

Enlisted Medical Programs Comparison

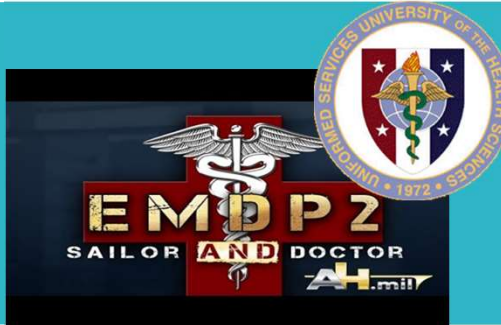|	MECP	MSC-IPP	EMDP2
Designators		Health Care Administration (HCA), Physician Assistant, Radiation Health, Entomology, Environmental Health, Industrial Hygiene, Occupational therapy, Social work, Entomology, and Medical Laboratory Science	The Enlisted to Medical Degree Preparatory Program is a 2-year program for Sailors to complete prep coursework for applying for Medical School(MD or DO).
Max Age	42 (No Age Waivers)	42 (No Age Waivers)	34 on 1JUL in the year of matriculation
Requirements	-30 hrs credit accepted towards BSN, 2.5 GPA, SAT 1000, ACT 42. -Must pass the NCLEX -No misdemeanors within 3 years -No DUI/DWI within 4yrs -No record of drug abuse, court martials or civilian felony convictions	-E5-E9, Bachelor's degree, SAT 1000: ACT 42 (within 5 yrs) GRE 300, GMAT 525, (See FAQ for specifics) -No misdemeanors within 3 years -No DUI/DWI within 3 yrs -No record of drug abuse, court martials or civilian felony convictions -Include a Conditional Release in application	Bachelor's Degree, -GPA of 3.2, SAT of 600 in each category or ACT of 28. -Endorsed by ECM. PRT of at least "Good" and no more than 2 failures in 4 years. No Felony convictions, drug use, DUI/DWI-3 years, misdemeanors-4yrs, courts martial
Funding	GI Bill, VEAP, Self-funded while being paid full Active Duty benefits	GI Bill, VEAP, Self-funded while being paid full Active Duty benefits	PCS orders are provided to USUHS. All school materials are 100% Funded while being paid full benefits

Enlisted Medical Program Comparison cont.

	U.S. Navy MECP	MEDICAL SERVICE CORPS UNITED STATES NAVY	EMDP 2 SAILOR AND DOCTOR
Service obligation before/after commission	8 years (4 of which must be Active Duty, the rest IRR)	8 years (3 of which must be Active Duty, the rest IRR)	*Not guaranteed a commission, must apply to Uniformed Services University of Health Services upon completion
Eligible to Advance?	Yes	Yes	Yes
Application Due Date	*1Sep; documentation NLT 15Sep	Hard copies must be received NLT 31 JUL	30SEP; No additional documents can be submitted after deadline
Reference	Program Authorization 119 https://www.med.navy.mil/Naval-Medical-Leader-and-Professional-Development-Command/Professional-Development/Enlisted-Commissioning-Programs/-Medical-Enlisted-Commissioning-Programs-/ FB Search: MECP University	Program Authorization 118 https://www.med.navy.mil/Naval-Medical-Leader-and-Professional-Development-Command/Professional-Development/Enlisted-Commissioning-Programs/Medical-Service-Corps-Inservice-Procurement-Program/ FB Search: MSC IPP Mentorship	NAVADMIN 126/23 https://medschool.usuhs.edu/academics/emdp2 FB Search: EMDP2 at USU
POC	usn.bethesda.navmedleadprodevcmd.list.opd-mcep@health.mil (301) 319-4520	usn.bethesda.navmedleadprodevcmd.list.opd-msc-ipp@health.mil (301) 319-4520	HMCM James S. Carbone james.s.carbone.mil@health.mil (703) 681- 8943

Medical Programs Comparison

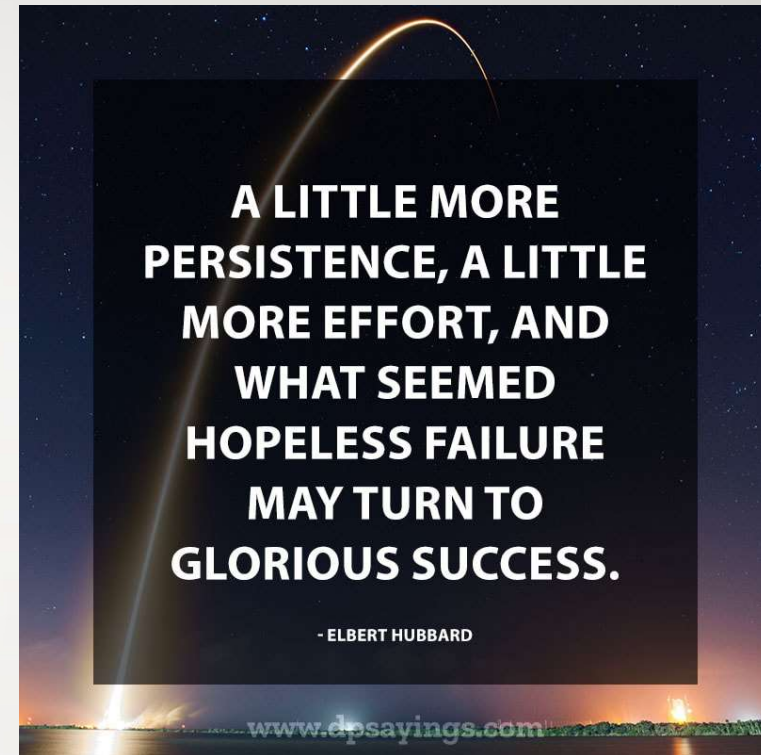|	**Nurse Candidate Program**	**Health Services Collegiate Program** (HSCP)	**Health Professional Scholarship Program** (HPSP)
Designators		Medical corps (MC), Dental corps (DC) or Medical Service Corps (MSC): HCA, Environmental Health, Industrial Hygiene, Occupational Audiology, Pharmacy, Occupational Therapy, Podiatric Residences Entomology, Physician Assistant .	Medical Physician, Dentist, Optometrist, Podiatrist, Physician assistant, Clinical psychologist, or Graduate level Nursing programs
Max Age	42 (No Age Waivers)	42 (No Age Waivers)	42 (No Age Waivers)
Requirements	US Citizen, enrolled in their sophomore or higher year of an accredited educational program resulting in a BSN within 24 months -3.0 GPA -Physically qualified **-Conditional Release reqd**.	US Citizen, enrolled in or accepted to an accredited college/university/ school of study for a designated health profession. -3.0 GPA -Physically qualified **-Conditional Release reqd**.	US Citizen, enrolled in or accepted to an accredited college/university/ school of study for a designated health profession. -3.0 GPA -Physically qualified **-Conditional Release reqd**.
Funding	Initial grant of $10,000 plus $1000 a month for up to 24 months. -NOT ENTITLED to tuition payments, reimbursement for books, fees, equipment, etc., or annual training.	GI Bill, Self-funded but receive Office Candidate First Class (OC1) Pay and benefits *Officers must request a contingent resignation; will receive OCCPO pay	$20K signing bonus, 100% Paid tuition, $2,728 monthly stipend. School materials reimbursement, Active Duty pay/benefits for 45 days a year
Service obligation	1 to 12 months of scholarship results in a 4 year obligation. 13 to 24 months must agree to a 5-year obligation	MC/DC serve year for year with a minimum obligation of three years active duty. MSC must serve 3 years for any 1, 2 or 3 year program	Varies on program but generally agree to serve on Active Duty for 8 years total service obligation upon completion of school.

Medical Program Comparison Cont.

	Nurse Corps	Navy HSCP	Navy HPSP
Eligible for advancement	N/A, Participant of the IRR	Yes (If you assist in recruiting another HSCP candidate)	N/A
Application Due Date	1SEP. Results come out NOV/DEC timeframe.	Rolling Boards every month-- varying on Program (Good to apply at the beginning of the FY)	Rolling Boards every month-- varying on Program (Good to apply at the beginning of the FY)
Reference	Program Authorization 116C Program Authorization 116D -Psychiatric Mental Health NP https://www.med.navy.mil/Accessions/Nurse-Candidate-Program/ FB Search: US Navy Nurse & NNCA	Program Authorization 132 https://www.navy.com/sites/default/files/2018-03/mof-financial-brochure.pdf FB Search: NAVY HSCP	Program Authorition 130 https://www.med.navy.mil/Accessions/Health-Professions-Scholarship-Program-HPSP-and-Financial-Assistance-Program-FAP/ FB Search: Navy HPSP Students and Physicians
POC	USN.OHSTUDENT@HEALTH.MIL HMC Juliet Elangos, 619-207-8410 juliet.j.elangos.mil@us.navy.mil Navy Medical Officer Recruiter NTAG SW – NMCSD	HMC Juliet Elangos, 619-207-8410 juliet.j.elangos.mil@us.navy.mil Navy Medical Officer Recruiter NTAG SW – NMCSD	HMC Juliet Elangos, 619-207-8410, juliet.j.elangos.mil@us.navy.mil Navy Medical Officer Recruiter NTAG SW – NMCSD

Common Characteristics of Selected Medical Applicants

- Met all program requirements

- Demonstrated Sustained Superior Professional Performance

- Aptitude to become a NC officer; has anyone discussed your potential to become an officer?

- Diversity of assignments (Operational, OCONUS, MTF)

- Demonstrated positions of leadership, have you had hard jobs?

- Strong, authentic command endorsement and compelling interview appraisal sheets

- Very well written personal statement

- Excellent grade point average

- Competitive **GRE/GMAT** ACT/SAT test scores

- Top ranking status on evaluations, are you the EP? Why aren't you the EP?

- A "can do" personality

- No court violations or NJP infractions, within three/four years of application.

- Personal awards

In Summary...

➢ **Want to be an Officer? Start acting like one NOW**

➢ **Seek Mentorship – Communicate what you're requesting**

➢ **Research & Network with those in desired community i.e:**

- Facebook/Linked In Groups
- Surface Navy Association: NAVYSNA.ORG
- Navy Nurse Association: NNCA.ORG
- **Association of Naval Services Officers: ANSOMIL.ORG**
- **National Naval Officer Association: SDNNOA.ORG**

➢ **Excel in your Rating Specialty and Aim for the following:**

- **Sustained Superior Performance**
- **#1 EP**
- **Sailor of the Year**
- **Outstanding PRT's**
- **Senior Letters of Recommendation**

➢ **Know your References**

> ➢ Always use the most updated PA's/ALNAV's and NAVAdmins:
> - https://www.mynavyhr.navy.mil/**References/Messages**/
> - https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/**Program-Authorizations**/

A LITTLE MORE PERSISTENCE, A LITTLE MORE EFFORT, AND WHAT SEEMED HOPELESS FAILURE MAY TURN TO GLORIOUS SUCCESS.

- ELBERT HUBBARD

www.dpsayings.com

1400: Break Out Sessions – NBSD/NBPL

STAGE

LDO/CWO

OCS

NCP/HSCP/HSPS

STA-21/BDCP (NROTC)

Direct Commission Officer (DCO)

MECP

Questions?

Naval Academy

MSC-IPP/EMDP2

Exit

1430: Break Out Sessions – NBSD/NBPL

STAGE

LDO/CWO

Supply

Aviation/ AMDO

SWO/SUB/EDO

HR

CEC

SPECWAR /EOD

MSC

PAO

METOC

JAG

Chaps

Questions?

IP

Medical/Dental

Intel/CW

Nursing

Exit

1400: Break Out Sessions - NASNI

STAGE

STA-21/ (NROTC)	LDO	OCS	NCP	MECP
BDCP	CWO	ISPP	HSCP/ HPSP	EMDP2
Naval Academy	Direct Commission Officer (General)	Questions?	Direct Commission Officer (Medical)	MSC-IPP

Exit

1400: Break Out Sessions - NASNI

STAGE

HR	LDO	Aviation/ AMDO	IP/CW	Medical & Dental
PAO	CWO	SWO/SUB/ EDO	Intel	Nursing
SPECWAR & EOD	CEC	JAG	METOC/ OCEANO	MSC

Questions?

Exit

Back Up Slides

In order to operate the MQ-25 Stingray, the first carrier based unmanned aerial vehicle in the Navy, the Secretary of the Navy has approved the establishment of the Air Vehicle Pilot (AVP) warrant officer designator. Unlike traditional Navy Chief Warrant Officers, 737X warrant officers will be accessed through Navy recruiting vs. conversion of chiefs through a board process. 737X warrant officers will be trained as technical specialists in the operation of the MQ-25 platform. In the future, 737X warrant officers may also be qualified to operate additional unmanned aerial vehicles to support Navy requirements. This signifies continued agility and flexibility of talent management under Sailor 2025, which seeks to put the right Sailors in the right jobs.

What you need to know

How to Apply	Air Vehicle Pilot	W-1 Cadre
• Navy Recruiting Command began accepting applications for initial 737X accessions beginning in FY22. Civilian applications will be the primary accession source for this program with enlisted communities being a secondary source. Civilians interested in applying to the program should contact their local recruiter for application details. Enlisted service members interested in transferring into the community should contact their career counselor or detailer.	• *The Air Vehicle Pilot will be trained to fly the MQ-25 Stingray, which will be used in the near-term as an in-flight refueling asset based on carriers.* • *While these warrants will not have to go through a traditional aviation pipeline, they will need safety of flight technical proficiency and also the skills to conduct in-flight refueling. The pipeline is estimated at 15-18 months, slightly less than today's aviators.* • *There will be 450 Warrant Officer billets established over 6-10 years, with expected distribution: 23 W5, 113 W4, 135 W3, 179 W2/W1.* • *Air Vehicle Pilot WOs (737X) will wear WO/CWO bars and the Pegasus collar device and will be awarded AVP wings upon the completion of undergraduate flight training as a warfare device similar to Pilot/NFO wings.* • *Some qualified MQ-25 AVPs may be utilized in the future to operate the MQ-4C Triton on shore duty following their initial MQ-25 sea tour.*	• This will be the second phasing-in of the Warrant Officer-1 cadre, with the first being W-1s in the Cyber Warfare designator. • W-1s allow the Navy to recruit talent more directly from the civilian workforce and junior enlisted personnel with needed skill sets. • The Navy phased out the bulk of its W-1s after 1975, with the last W-1s leaving service in 1995.
Squadron Leadership		**Sailor 2025**
• MQ-25 squadron leadership positions (CO, XO, Department Head) will be filled by administratively screened 13XX officers from other Type/Model/Series. These officers will provide valued aviation leadership and career experience for mentorship and mission accomplishment.		• Sailor 2025 is a talent management concept that seeks to place the right Sailor in the right job. It is modeled after a concept that Sailors should be placed in roles that match their skill sets vs. being forced into position based on career timing. Establishment of W-1s to fly UAS is in line with this concept.
Developing Leaders		**MQ-25 Stingray**
• By creating this utilizing the warrant officer cadre, the W-1s who enter will continue to rise up to become W-2s and so forth. They will take on the same qualities as their warrant officer peers and be the Navy's go-to subject matter experts for air vehicle operations.		• The MQ-25 is an unmanned aircraft system that will provide a refueling capability from a carrier, extending the combat range of deployed F/A-18 Super Hornet, EA-18G Growler, and F-35C fighters. It is said to be a game changer for carrier operations.
Policy Guidance Links:		

NAVADMIN 315/20: https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2020/NAV20315.txt

Reference: https://www.mynavyhr.navy.mil/Portals/55/Career/OCM/PA-106A_OCS_AVP_Apr-2023.pdf?ver=tT1owpwsexXpu-MAumfJBw%3d%3d

https://www.dvidshub.net/news/413585/first-warrant-officer-aerial-vehicle-operators-graduate-officer-candidate-school

Naval Academy

➢ **Applicant's Responsibility:**

- Preliminary Application vis USNA Website

- Application request for a SECNAV nomination submitted via COC

- CO's Endorsement

- SAT/ACT scores (Must be re-taken if older than 2 yrs) SAT:

  - (Aim to score above 500 in reading (verbal) and above 550 in math, with a combined minimum of 1050. No recommended score for the writing component, but it may be used for evaluation purposes)

- ACT: Scores of at least 22 in English and 24 in Math are recommended

- High school transcripts or GED (via mail)

- Evals & College Transcript(s) – if applicable. In order to receive credit for an Associates degree, it must be documented on JST or College transcript.

- Top performers who need to strengthen their academic background may be selected to attend the Naval Academy Preparatory School (NAPS) in Newport, RI for one year and receive an appointment to USNA the following year.

Selection Board Emphasis

➤ **OFFICER POTENTIAL**

- ○ Fleet performance

  - Demonstration of Strong Leadership

  - BJOQ/BJOY/SOQ/SOY

  - Top 20% of A/C Schools

  - Community volunteers

  - Willingness to assume responsibility

  - Advancement record

  - Physical fitness

  - Officer comments

➤ **ACADEMIC POTENTIAL**

- ○ High School Transcript (Ranked in top 40% of class

- ○ College Transcript

- ○ Joint Service Transcript

- ○ SAT/ACT Scores

- ○ Continued education since high school is vital

USNA Life

➢ **Four Years designed to push you beyond perceived limits**

➢ **Plebe Summer (8-weeks), Summer Cruises (i.e. PROTRAMID)**

➢ **More than 100 Extracurriculars**

➢ **Typical Weekday Schedule:**

  o 5:30 a.m. Arise for personal fitness workout (optional)
  o 6:30 a.m. Reveille (all hands out of bed)
  o 6:30 - 7:00 a.m. Special instruction period for plebes
  o 7:00 a.m. Morning meal formation
  o 7:15 a.m. Morning meal
  o 7:55 - 11:45 a.m. Four class periods, 50 minutes each
  o 12:05 p.m. Noon meal formation
  o 12:10 p.m. Noon meal
  o 12:50 - 1:20 p.m. Company training time
  o 1:30 - 3:30 p.m. Fifth and sixth class periods
  o 3:45 - 6:00 p.m. Varsity and intramural athletics, extracurricular and personal activities; drill and parades twice weekly in the fall and spring
  o 6:30 - 7:15 p.m. Evening Meal
  o 8:00 - 11:00 p.m. Study period
  o Midnight. Taps for all midshipmen

USNA Reference and Contacts

➢ **References**

  o ALNAV 077/20 Enlisted Applications to the U.S. Naval Academy

  o OPNAV 1420.1B Enlisted to Officer Commissioning Programs Application Admin Manual

  o https://www.usna.edu/Admissions/Apply/Active-Duty-Service-Applicants.php

➢ **Contact**

  o Commercial: (410) 293-1839/DSN 281

  o Email: Bland@usna.edu

  o Website: http://www.usna.edu/Admissions/Steps-for-Admission/Active-Duty-Service-Applicants.php.

STA21 Application

➢ **Applicant's Responsibility:**

- o Online Application: https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/STA-21/

- o Application cover letter

- o Personal statement (check for misspelled and improper grammar)

- o Evals (last 5)

- o SAT/ACT of 500 Math, 500 Critical Thinking or ACT test of 21 Math and 20 English

- o ASTB (Pilot or NFO only)

- o High school transcripts or GED.

- o College Transcript(s) – if applicable. In order to receive credit for an Associates degree, it must be documented on JST or College transcript.

- o Ability to complete a 36-month baccalaureate degree prior to target option

- o Letters of Recommendation from desired community

STA-21 Application Cont.

➢ **Applicant's Responsibility:**

- o JST (Joint Service Transcript)

- o Additional documents (NEC, qualifications, awards, page 4s, etc.).

- o PFA/PRT results (last 3 cycles printed from PRIMS with event results)

- o Intel, IW and Oceanography selectees must have a current TS/SCI clearance or provide proof that TS/SCI documentation has been submitted.

- o Nuclear personnel only – an approved NAVPERS 1306/7 by OPNAV (N133), and detailer (Pers-403), is required for all Nuclear trained personnel with NEC 335X, 336X, 338X and 339X who are applying for non-nuclear Officer commissioning program.

- o Photograph (Nuclear Only)

- o Page 13 Statement of Understanding (for option and CORE (if applicable))

STA-21 Interview Appraisal Board

➢ **Command's Responsibility:**

  o CO Endorsement letter with ranking- signed and dated

  o CO Recommendation Form

  o Interview board appraisal sheets (3) – CO does not submit one.

➢ **Nomination Review Board's Responsibility:**

  o NRB Chairperson Recommendation Form

  o Interview board appraisal sheets (3) – NRD Chair does not submit one.

  o Interview Verification Form – signed and dated by both Commanding Officers

  o At least one Officer in the desired designator

Selection Board Emphasis

➢ **OFFICER POTENTIAL**
  o **Fleet performance**
  - CO's Endorsement
  - Leadership
  - Willingness to assume responsibility
  - Advancement record
  - Officer comments
  - Physical fitness
  - Hardships/Unique experiences that shaped character

➢ **ACADEMIC POTENTIAL**
  o High School Transcript
  o College Transcript
  o Joint Service Transcript
  o SAT/ACT Scores

*Nuclear SWO/Sub Target option for NEC N1XX/N2XX holders
    -Must be able to start first day of class prior to commencing their 8th year of service

Post Selection

➢ **Officer Candidate-- NROTC Mentor**

➢ **Naval Science Institute (NSI) OTC Newport (8 weeks)**

  o Introduction, Sea Power and Maritime Affairs

  o Naval Sea Systems I and II (Engineering and Weapons)

  o Navigation and Naval Ops

➢ **Full-Time Undergraduate Status!**

  o Drill alongside NROTC

  o Calculus I and II

  o Calculus based Physics I and II

  o Maintain 2.5 GPA

Non-Qualifying: Not meeting authorized ETP criteria SAT/ACT and PFA

*Time does not count towards officer retirement, but it does count for pay purposes.

STA21 Reference and Contact

➢ **Reference**

    o OPNAV 1420.1B Enlisted to Officer Commissioning Programs Application Admin Manual

    o Facebook: Search, "Future Mustang Mentorship" or "Seaman To Admiral-21"

    o Program Authorization (PA) for each community which can be found on the STA-21 website

    o Website: https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/STA-21/

➢ **Contact**

    o Commercial: *(847) 688-5454 ext:243*

    o Email: *GRLK_STA21@us.navy.mil*

OCS Training & Requirements

➢ **Requirements**

  o Officer Apptitude Test

  o See Program Authorizations for age reqs

  o PT: Min of Sat Med

• Male Standards by age:	• Female Standards by age:
18-21: 22%	18-21: 33%
22-29: 23%	22-29: 34%
30-39: 24%	30-39: 35%
40+: 26%	40+ 36%

➢ **12 Weeks**

  o Heavy PT

  o Heavy Drill

  o Room, locker, personnel inspections

  o Heavy Memorization

➢ **Academic Subject Areas**

  o Programs and Policies, Sea Power, Engineering and Weapons, Damage Control, Naval Orientation and Seamanship, Leadership, Naval Orientation and Warfare, Navigation, Military Law

References

> ## References

- OCS Board Schedule https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/OCS/ Or contact Navy Recruiting Command

- OPNAV 1420.1B Enlisted to Officer Commissioning Programs Application Admin Manual

- MILPERSMAN 1301-400 IN-SERVICE PROCUREMENT PROGRAMS

- https://www.mynavyhr.navy.mil/Career-Management/Career-Counseling/Commissioning-Programs/

CONTACTS:

EMAIL: OTC_ADMIN@NAVY.MIL

LDO/CWO

- ➢ **Read the announcing NAVADMIN, Discrete Requirements and Chapters 2, 7, and Appendix F of OPNAVINST 1420.1B**

    - o Where conflicts exist, follow the NAVADMIN

- ➢ **FY23 eligibility**

    - o LDO ENS: E6 to E9 with 8-14 years time in service

        - o E6 applicants must have 1 year TIR as of 1 October of calendar year of application (1 Oct for FY22 board) and pass the E7 exam

    - o CWO: E7 to E8 with 14-20 years time in service, E9 with 14-22 years

    - o CWO to LTJG: 14-16 years time in service and 2 years time in grade

- ➢ **Additional requirements**

    - o U.S. Citizenship, High school graduate or GED

    - o Color vision test (for certain designators)

    - o No NJP/civil conviction in the last three years as of 1 October of calendar year of application (1 Oct 16 for FY21 board)

    - o Documented Technical & Leadership Experience

LDO and CWO Discrete Requirements

What are discrete requirements?

Outline of valued specific leadership, qualifications and technical ability written by senior in designator/community leaders which board members use as a standard for selection

Designator	Discrete Requirements
Surface Engineer 613X/713X	- EOOW/RCO letter - Superior technical knowledge/ Leadership in plant
Aviation Maint 633X/733X	- Safe for Flight - Flight Line/Deck Supervisor

What are board members looking for?
- **Best** and most **Fully** Qualified Applicant
- Sustained Superior Performance

FY-22 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR
Note
All designators

SELECTION GUIDANCE
Objective is to select applicants that are technically, operationally and administratively proven while demonstrating Sustained Superior Performance (i.e. Consistent Hard/Soft evaluation breakouts, above RSCA etc.) in increased levels of technical management within their specialty.

If the applicants' quality supports the total number of quotas, select to the requested number. However, if the quality level does not support the total number, it is important that only those who are "Best and Fully Qualified" are selected.

Surface Deck (611X)
Boatswain (711X)

Applicants must have demonstrated strong leadership traits, adaptability, produced a body of work that equates to potential success as a Naval Officer and possess significant in-rate experience.

The following watch station qualifications and technical abilities are highly desirable, to include but not limited to:

1. Well Deck Control Officer
2. Craftmaster, Small Craft Officer-in-Charge (OIC)
3. Safety Officer for boat handling, anchoring, line handling, well deck operations, underway replenishment and cranes
4. In depth administrative working knowledge of the Technical Data Management Information System (TDMIS), Combined Regional Technical Libraries (CORETL), Advanced Technical Information Support (ATIS), and the Class Advisories (CLADS) information systems.

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LDO/CWO Timeline

MAR: Special Request to CO via Command Coordinator

MAY: Submit application to Admin

JUN: Interviewer Appraisal Board

JUL: CO's endorsement prepared

SEP: Email applications

NLT 01 OCT: Applications due to NPC

NLT 15 DEC: Addendums (Evals, Awards etc.) due to NPC

JAN: Board convenes

MAR: Results announced via NAVADMIN

LDO/CWO FACTS

➢ **FY22 Active Duty Selections:**

Total Applications: 2,404
Eligible: 2,203
Selected to LDO: 272, 18%
Selected to CWO: 231, 26%

➢ **The Competition:**

o 31-35 yrs old w/ 12-17 yrs active service and 15 yrs of education

o 3-5 Duty Stations, 2-3 Sea/Overseas tours, 7-16% IA/GSA Tours

o 98% Warfare Qualified

➢ **The selection board only considered items in my OMPF, ESR, PSR, and items in my application and any addendums.**

➢ **Only adverse information contained in my OMPF can be considered by the board.**

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➢ **References:**
  o https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2023/NAV23111.txt?ver=hbMduKaJvpLgAV5lbepHFA%3d%3d

  o NPC Website https://www.mynavyhr.navy.mil/Career-Management/CommunityManagement/Officer/Active-OCM/LDO-CWO

  o Facebook: Search, "LDO/CWO Community Managers Forum"

➢ **For application and eligibility questions, contact:**

  o ISPB Sponsor at (901) 874-3170/DSN 882, or via e-mail at npc_ldo-cwo_selbd.fct@navy.mil

  o LDO/CWO OCM Mailbox: ldocwooocm.fct@navy.mil