



THE ENLISTED TO OFFICER ROADSHOW

Tues, 11FEB: NBSD Base Theater
Weds, 12FEB: NASNI Lowry Theater
**Thurs, 13FEB: MCCS Camp Pendleton
Base Theater**

Time:
1200-1400

**Officers share lessons learned from Navy
commissioning programs and communities**

Use the QR Code to Follow Along



SCAN ME

Presented by,
LCDR Twyla Arbuckle, USN



Agenda



SCAN ME

- ★ **Welcome!**

- ★ **Non-Degree Required Programs**
 - Naval Academy
 - STA-21 (NROTC) & Baccalaureate Degree Completion Program (BDCP)*
 - LDO/CWO & Air Vehicle Pilot (AVP) Program
 - 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**
- ★ **1245: Advice on Senior Letters of Recommendation**
- ★ **1300: Commissioning Program Breakout Session**
- ★ **1330: Community Breakout Session**



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](#)

General Program Comparison

	Naval Academy	STA-21	OCS/ ISPP	CWO	LDO
Designator	Restricted Line(RL), Un-RL, Marines, Selected Staff Corps	SWO, EDO, NUC (SWO & SUB), SEPWAR, EOD, NFO, Pilot, CEC, Nursing, & IP.	URL, RL, Selected Staff Corps ISPP: SWO, Aviation, SEAL, EOD, Nuke, HR etc.	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.	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, Some require 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/ISPP	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 min, varying on program	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
Reference	https://www.mynavyhr.navy.mil/Career-Management/Detailing/Enlisted/Shore-Special/US-Naval-Academy/	https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADM/NAV2025/NAV25019.txt?ver=rYCN1qQmOKPgJlbooZXJDA%3d%3d	https://www.mynavyhr.navy.mil/Career-Management/Career-Counseling/Commissioning-Programs/	https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/Applicant-Information/	

Naval Academy



Highlights:

- Applications due: **31DEC**
- Looking for top 40% of their high school class, top 20% of A/C schools
- Of 3000 who qualify, 1400 receive appts, 1200 become midshipmen
- Must take either SAT or ACT
- Outstanding PRT Scores
- Unmarried, no dependents
- Must obtain a nomination from an official source
- Blue and Gold Interview required

Seaman to Admiral (STA) 21



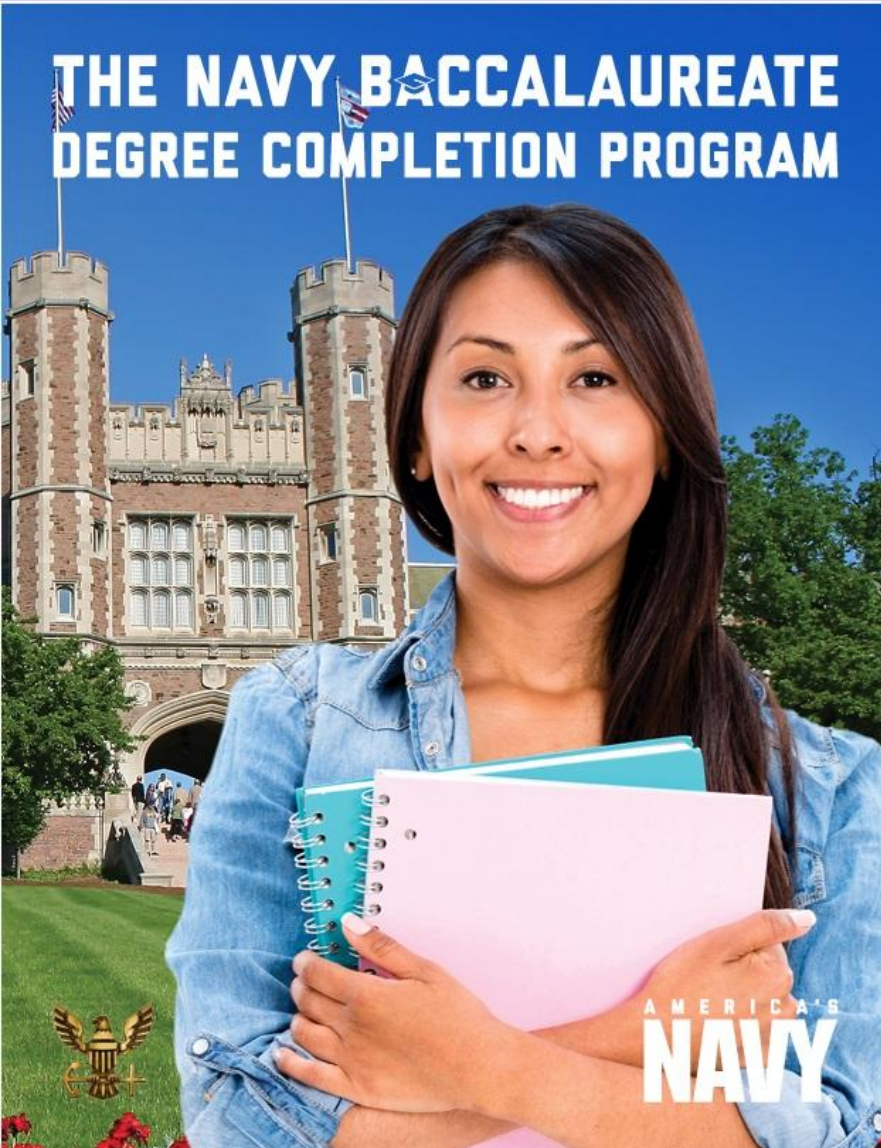
SCAN ME

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



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_BDCO_Jun-2024.pdf?ver=rY5fatMhZcs%3D

NTAG SW Gen. Off. Recruiter: LT Alyia Beason Alyia.M.Beason.mil@us.navy.mil 760-814-0352 8

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/>

Officer Training Command:

<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 300) 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



Prepare for OAR tests early!

NTAG SW POC: Ms. Randy Dozier randi.t.dozier.civ@us.navy.mil

OCS Checklist and TAR Eligibility

Alterations to this checklist are not authorized.

FLEET OFFICER (OCS) APPLICATION CHECKLIST

DESIGNATOR(S) APPLYING FOR:

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

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: un.pensaola.navyasoptrastpns.list.nmpto.asb@gmail.com

PROFESSIONAL DOCUMENTS / EXPLANATION

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

TAR ISPP Eligibility Matrix

Members can apply for up to 3 designators

	All	SWO - 1117(a)	HR - 1207	PPR - 1287	AMDO - 1527	SUP - 3107
Minimum age at commissioning:	21	-	-	-	-	-
Maximum age at commissioning:	-	28 (b)	34 (b)	34 (b)	34(b)	34 (b)
Minimum time in service (TIS):	6 months	-	-	-	-	-
Maximum TIS:	None	-	-	-	-	-
OAR Minimum Score :	-	42	N/A	N/A	N/A	N/A
Bachelor's Degree with minimum GPA (c) :	-	2.75	2.5	2.5	-	2.5
Number of interviewer's required:	3 (d)	-	(e)	(f)	(g)	(h)
Valid security clearance:	Secret (i)	-	-	-	-	-
Initial training pipeline complete:	(j)	-	-	-	-	-
Minimum PFA score:	Excellent (k)	-	-	-	-	-
Good conduct:	(l)	-	-	-	-	-

Notes

a. See Program Authorization for waiverability of requirements.

b. Applicants must be able to be commissioned prior to their 35th birthday. SWO applicants must be able to be commissioned prior to their 29th birthday.

c. Degree must be from a regionally accredited institution. Minimum GPA is on a 4.0 scale. See PA for waiverability of GPA.

d. A minimum of one interview will be from an officer of each community the applicant is applying (TAR officer only). SWO applicants may interview with any 111X. Interviewers must rank O-3 or higher unless otherwise stated.

e. Two of the three interviewers must be a 1207 designator and O-5 or higher.

f. Two of the three interviewers must be any O-5 or higher. It is strongly recommended that one interviewer be a current or former NTAG/RTAG CO.

g. One of the three interviewers must be a 1527.

h. Two of the three interviewers must be a 3107 designator and O-4 or higher.

i. Applicant's security clearance must be valid for six months past their expected commissioning date. Otherwise, the losing command will initiate a new clearance investigation.

j. Initial training must be completed, however, there is no warfare qualification requirement.

k. Preferred PFA cardio is the run. No alternate cardio option exists at OCS.

l. Good moral character, no UCMJ disciplinary action, court-martial convictions, civilian felonies, misdemeanors (except minor traffic violations - \$300 or less) or DUI/DWIs within 3 years preceding selection.

Applicant Checklist

Application Complete (OPNAV 1420/1) to include the following:

- PFA coordinator's information and signature
- Security manager's information and signature
- CO's endorsement with three required statements and signature
- Official college transcripts
- Last 3 Evaluations
- Awards not yet included with member's record
- Letters of recommendation (4 max)
- PRIMS printout
- SMART transcripts
- Endorsement from first O-6 in applicant's chain of command.
- Copy of Birth Certificate, DD 372, or Evidence of Citizenship

Three Interviewer's Appraisals Complete (NAVCRUIT 1131/5)

Completed Electronic Personnel Action Request (NAVPERS 1306/7)

Commissioning Physical (DD 2807-1, DD 2808)

Completed applications will be emailed to csesselboard@navy.mil

- No blank pages
- HR-ISPP applicants: Add HR to the top
- Be sure to use the latest checklist version!
- Application and Medical docs must be less than 10MB.

Air Vehicle Pilot (AVP) Warrant Program

Program Authorizations (PA):

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

Fact Sheet:

https://www.mynavyhr.navy.mil/Portals/55/Career/OCM/Active/LDOCWO/737X_Fact_Sheet_Final.pdf?ver=K1ubyV-paM_znYoKDZ5l_A%3d%3d



First four designated air vehicle pilots earn wings of gold [Image 2 of 3]



PENSACOLA, FLORIDA, UNITED STATES

05.25.2023

Courtesy Photo

Chief of Naval Air Training Q

Subscribe 11



PENSACOLA, Florida - The first four air vehicle pilots (center in white) to graduate a new CNATRA led training syllabus and earn their AVP wings of gold pose for photos alongside fellow service members at a winging ceremony in the National Naval Aviation Museum (Navy Photo by Ensign Elias Kaser).

FY 26 Package Due June 2025

Requirements:

- 2-year Associate's Degree
- Max age: 32 (Waiverable)
- Max Time in Service: 12 years (no waivers)
- SUPER Batter Test min score of 96, 115 to be competitive

- Becomes a WO1 after commission
- Shall serve a minimum of 7 years on Active Duty from date of wings
- 14 selected in FY25, expecting 24 to be selected, however the program is looking for more applicants!

POC: CWO5 John Cowan, john.f.cowan.mil@us.navy.mil

LDO & CWO



Highlights:

- Read the [FY-26 AC Primary Discrete Requirements](#)
[FY-26 Reserve Primary Discrete Requirements](#)
- Applications due: 01OCT
- 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



Direct Commission Officer

Program Authorizations:

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

Active & Reserve Board Schedule as of 08JAN25:

<https://www.mynavyhr.navy.mil/Portals/55/Career/Career-Counseling/FY25-BOARD-SCHEDULE---N31-OFFICER-PROGRAMS.pdf?ver=1gW-eNOkeSPoWwVaKuqXtg%3d%3d>



MINIMUM REQUIREMENTS:

- **Age:** Between 19 and 42 years old (waivers available depending on the program)
- **Education:** Minimum of a bachelor's degree from an accredited institution is required.
- **Work Experience:** Prior experience in the program's related field is strongly desired (Depending on the program, this might be required).
- **Leadership:** A quantifiable record of leadership, management or supervisory experience in academia, civilian and/or military organizations is strongly preferred.

PROGRAMS:

-Information Warfare, Engineering, Public Affairs, Human Resources, JAG Corps, Supply Corp



NTAG South West Reserve POC:

POC: LT Marcia.A.Villavicencio.mil@us.navy.mil / 619-200-8197

Medical Commissioning Programs





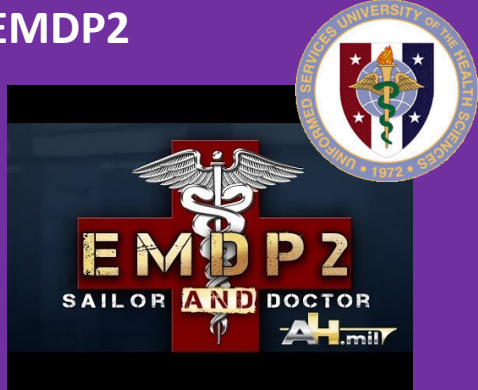

USU Enlisted-to-Physician Program Celebrates 10-Year Milestone

Established in 2014 by the Uniformed Services University, the Enlisted to Medical Degree Preparatory Program marks 10 years of transforming enlisted service members into physicians



On May 17, 2024, members of EMDP2 cohort 10 were commissioned as officers in their respective services in preparation for their entrance into medical school. Army Surgeon General Lt. Gen. (Dr.) Mary K. Izaguirre, administered the Oath of Office to the new officers. (Photo credit: Tom Balfour)


Enlisted Medical Programs Comparison

	<p>MECP</p> 	<p>MSC-IPP</p> 	<p>EMDP2</p> 
<p>Designators</p>		<p>Health Care Administration (HCA), Physician Assistant, Radiation Health, Entomology, Environmental Health, Industrial Hygiene, Occupational therapy, Social work, Entomology, and Medical Laboratory Science</p>	<p>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).</p>
<p>Max Age</p>	<p>42 (No Age Waivers)</p>	<p>42 (No Age Waivers)</p>	<p>34 on 1JUL in the year of matriculation</p>
<p>Requirements</p>	<ul style="list-style-type: none"> -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 martial or civilian felony convictions 	<ul style="list-style-type: none"> -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 martial or civilian felony convictions -Include a Conditional Release in application 	<ul style="list-style-type: none"> 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
<p>Funding</p>	<p>GI Bill, VEAP, Self-funded while being paid full Active Duty benefits</p>	<p>GI Bill, VEAP, Self-funded while being paid full Active Duty benefits</p>	<p>PCS orders are provided to USUHS. All school materials are 100% Funded while being paid full benefits</p>

Enlisted Medical Program Comparison cont.

			
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	13JUN25 - New Deadline!	Online applications due 14JUN Hard copies must be received NLT 31 JUL	30SEP; No additional documents can be submitted after deadline
Reference	<p>Nurse Corps MECP Program Authorization 116A</p> <p>https://www.mynavyhr.navy.mil/Portal/55/Messages/NAVADMIN/NAV2024/NAV24060.txt?ver=Wop2f6sGFvRVbASCutzcXA%3D%3D</p> <p>FB Search: MECP University</p>	<p>Program Authorization 115B</p> <p>https://www.med.navy.mil/Naval-Medical-Leader-and-Professional-Development-Command/Professional-Development/Enlisted-Commissioning-Programs/Medical-Service-Corps-Inservice-Procurement-Program/</p> <p>FB Search: MSC IPP Mentorship</p>	<p>NAVADMIN 116/24</p> <p>https://medschool.usuhs.edu/academics/emdp2</p> <p>FB Search: EMDP2 at USU</p>
POC	Beverly D. Kemp, NMLPDC (301) 319-4520/DSN 285 beverly.d.kemp.civ@health.mil	Beverly D. Kemp, NMLPDC (301) 319-4520/DSN 285 beverly.d.kemp.civ@health.mil	HMCM Michael S. Jimenez, (301) 285-2348 or via e-mail at michael.jimenez@usuhs.edu

Medical Programs Comparison

	Nurse Candidate Program (NCP)	Health Services Collegiate Program (HSCP)	Health Professional Scholarship Program (HPSP)
Designators		<p>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 .</p>	<p>Medical Physician, Dentist, Optometrist, Podiatrist, Physician assistant, Clinical psychologist, or Graduate level Nursing programs</p>
Max Age	42 (No Age Waivers)	42 (No Age Waivers)	42 (No Age Waivers)
Requirements	<p>US Citizen, enrolled in their sophomore or higher year of an accredited educational program resulting in a BSN within 24 months</p> <ul style="list-style-type: none"> -3.0 GPA -Physically qualified -Conditional Release reqd. 	<p>US Citizen, enrolled in or accepted to an accredited college/university/ school of study for a designated health profession.</p> <ul style="list-style-type: none"> -3.0 GPA -Physically qualified -Conditional Release reqd. 	<p>US Citizen, enrolled in or accepted to an accredited college/university/ school of study for a designated health profession.</p> <ul style="list-style-type: none"> -3.0 GPA -Physically qualified -Conditional Release reqd.
Funding	<p>Initial grant of \$10,000 plus \$1000 a month for up to 24 months.</p> <p>-NOT ENTITLED to tuition payments, reimbursement for books, fees, equipment, etc., or annual training.</p>	<p>GI Bill, Self-funded but receive Office Candidate First Class (OC1) Pay and benefits</p> <p>*Officers must request a contingent resignation; will receive OCCPO pay</p>	<p>\$20K signing bonus, 100% Paid tuition, \$2,728 monthly stipend. School materials reimbursement, Active Duty pay/benefits for 45 days a year</p>
Service obligation	<p>1 to 12 months of scholarship results in a 4 year obligation. 13 to 24 months must agree to a 5-year obligation</p>	<p>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</p>	<p>Varies on program but generally agree to serve on Active Duty for 8 years total service obligation upon completion of school.</p>

Medical Program Comparison Cont.

			
Eligible for advancement	N/A, Participant of the IRR	Yes (If you assist in recruiting another HSCP candidate)	N/A
Application Due Date	16-SEP25: To select 1-Year and 2-Year NCP recipients for the entire FY. Begin submitting applications 1-July-2024 until 16-Sep-2024.	See the FY25 Board Schedule for various dates.	See the FY25 Board Schedule for various dates.
Reference	Program Authorization 116C Program Authorization 116D -Psychiatric Mental Health NP https://www.mynavyhr.navy.mil/Portals/55/Career/OCM/PA-116_NC_Active_and_Reserve_Sep-2023.pdf?ver=rvyu2g0MDISa119nU5KGiA%3d%3d FB Search: US Navy Nurse Corps	Program Authorization 132 https://www.mynavyhr.navy.mil/Portals/55/Career/OCM/PA-132_HSCP_Sep-2023.pdf?ver=5eCptaHx8EUXObO3qGpXJQ%3d%3d FB Search: NAVY HSCP	Program Authorization 130 https://www.mynavyhr.navy.mil/Career-Management/Reserve-Personnel-Mgmt/Participation/HPSP/ FB Search: Navy HPSP Students and Physicians
POC	NCP, HSCP, HPSP: LTJG Eunice Abuan 619-787-5890 eunice.b.abuan.mil@us.navy.mil	NCP, HSCP, HPSP: LTJG Eunice Abuan 619-787-5890 eunice.b.abuan.mil@us.navy.mil	NCP, HSCP, HPSP: LTJG Eunice Abuan 619-787-5890 eunice.b.abuan.mil@us.navy.mil

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, certifications

Common Questions asked at Interviews and Boards

EXPECT THE BEST.
PREPARE FOR THE
WORST. CAPITALIZE ON
WHAT COMES.

- Zig Ziglar



- What is your 5 and 10 year plan?
- What is your leadership style?
- Why do you want to become an Officer opposed to a Chief?
- What leadership challenges/roles have you endured/fulfilled to prepare you to transition to the wardroom?

- How have you prepared yourself for more leadership responsibility and becoming and Officer in your desired community?
- What type of billets are you looking to filling after you're accepted a commission?
- Scenario based questions like, "If you walked into your new division and you encountered an interpersonal conflict between you and your LPO/Chief, how would you handle it?"
- What challenges do you see in the community you're looking to join, and how would you plan to help resolve it?

In Summary...



SCAN ME

- ★ **Want to be an Officer? Start acting like one NOW**
- ★ **Seek Mentorship – Communicate what you’re requesting/expectations**
- ★ **Research & Network with those in desired community i.e:**

- Facebook/LinkedIn Groups

 - Future Mustang Mentorship, MECP, STA-21, MSC-IPP etc**

- Surface Navy Association: NAVYSNA.ORG

- Navy Nurse Association: NNCA.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/>



1300: Break Out Sessions

STAGE

LDO/CWO

OCS

NCP/HSCP/HPSP

STA-21/BDCP
(NROTC)

Naval Academy

MECP/MSC-IPP

Questions?



SCAN ME

Exit

1330: Break Out Sessions

STAGE

LDO/CWO

Aviation/AMDO

Nursing

HR

Supply

MSC

Intel/CW

PAO

JAG

METOC

Medical/Dental

IP

Chaps

CEC

SWO

Questions?



SCAN ME

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
<ul style="list-style-type: none"> 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 detailee. 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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
<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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
<ul style="list-style-type: none"> 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. 		<ul style="list-style-type: none"> 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:**
 - 5:30 a.m. Arise for personal fitness workout (optional)
 - 6:30 a.m. Reveille (all hands out of bed)
 - 6:30 - 7:00 a.m. Special instruction period for plebes
 - 7:00 a.m. Morning meal formation
 - 7:15 a.m. Morning meal
 - 7:55 - 11:45 a.m. Four class periods, 50 minutes each
 - 12:05 p.m. Noon meal formation
 - 12:10 p.m. Noon meal
 - 12:50 - 1:20 p.m. Company training time
 - 1:30 - 3:30 p.m. Fifth and sixth class periods
 - 3:45 - 6:00 p.m. Varsity and intramural athletics, extracurricular and personal activities; drill and parades twice weekly in the fall and spring
 - 6:30 - 7:15 p.m. Evening Meal
 - 8:00 - 11:00 p.m. Study period
 - Midnight. Taps for all midshipmen

USNA Reference and Contacts

▣ References

- ALNAV 077/20 Enlisted Applications to the U.S. Naval Academy
- OPNAV 1420.1B Enlisted to Officer Commissioning Programs Application Admin Manual
- <https://www.usna.edu/Admissions/Apply/Active-Duty-Service-Applicants.php>

▣ Contact

- Commercial: (410) 293-1839/DSN 281
- Email: Bland@usna.edu
- Website:
<http://www.usna.edu/Admissions/Steps-for-Admission/Active-Duty-Service-Applicants.php>.

STA21 Application

□ Applicant's Responsibility:

- Online Application:
<https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/ST-A-21/>
- Application cover letter
- Personal statement (check for misspelled and improper grammar)
- Evals (last 5)
- SAT/ACT of 500 Math, 500 Critical Thinking or ACT test of 21 Math and 20 English
- ASTB (Pilot or NFO only)
- High school transcripts or GED.
- College Transcript(s) – if applicable. In order to receive credit for an Associates degree, it must be documented on JST or College transcript.
- Ability to complete a 36-month baccalaureate degree prior to target option
- Letters of Recommendation from desired community

STA-21 Application Cont.

□ Applicant's Responsibility:

- JST (Joint Service Transcript)
- Additional documents (NEC, qualifications, awards, page 4s, etc.).
- PFA/PRT results (last 3 cycles printed from PRIMS with event results)
- Intel, IW and Oceanography selectees must have a current TS/SCI clearance or provide proof that TS/SCI documentation has been submitted.
- 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.
- Photograph (Nuclear Only)
- Page 13 Statement of Understanding (for option and CORE (if applicable))

STA-21 Interview Appraisal Board

□ **Command's Responsibility:**

- CO Endorsement letter with ranking- signed and dated
- CO Recommendation Form
- Interview board appraisal sheets (3) – CO does not submit one.

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

- NRB Chairperson Recommendation Form
- Interview board appraisal sheets (3) – NRD Chair does not submit one.
- Interview Verification Form – signed and dated by both Commanding Officers
- At least one Officer in the desired designator

Selection Board Emphasis

□ OFFICER POTENTIAL

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

□ ACADEMIC POTENTIAL

- High School Transcript
- College Transcript
- Joint Service Transcript
- 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)**
 - Introduction, Sea Power and Maritime Affairs
 - Naval Sea Systems I and II (Engineering and Weapons)
 - Navigation and Naval Ops
- **Full-Time Undergraduate Status!**
 - Drill alongside NROTC
 - Calculus I and II
 - Calculus based Physics I and II
 - 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

- OPNAV 1420.1B Enlisted to Officer Commissioning Programs Application Admin Manual
- Facebook: Search, “Future Mustang Mentorship” or “Seaman To Admiral-21”
- Program Authorization (PA) for each community which can be found on the STA-21 website
- Website: <https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/STA-21/>

□ Contact

- Commercial: [\(847\) 688-5454 ext:243](tel:(847)688-5454)
- Email: GRLK_STA21@us.navy.mil

OCS Training & Requirements

▣ Requirements

- Officer Aptitude Test
- See Program Authorizations for age reqs
- PT: Min of Sat Med

▣ 12 Weeks

- Heavy PT
- Heavy Drill
- Room, locker, personnel inspections
- Heavy Memorization

▪ Male Standards by age:

18-21: 22%
22-29: 23%
30-39: 24%
40+: 26%

▪ Female Standards by age:

18-21: 33%
22-29: 34%
30-39: 35%
40+ 36%

▣ Academic Subject Areas

- 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**
 - Where conflicts exist, follow the NAVADMIN
- **FY23 eligibility**
 - LDO ENS: E6 to E9 with 8-14 years time in service
 - 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
 - CWO: E7 to E8 with 14-20 years time in service, E9 with 14-22 years
 - CWO to LTJG: 14-16 years time in service and 2 years time in grade
- **Additional requirements**
 - U.S. Citizenship, High school graduate or GED
 - Color vision test (for certain designators)
 - No NJP/civil conviction in the last three years as of 1 October of calendar year of application (1 Oct 16 for FY21 board)
 - 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

<u>Designator</u>	<u>Discrete Requirements</u>
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 numbers. 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.

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:

- 31-35 yrs old w/ 12-17 yrs active service and 15 yrs of education
- 3-5 Duty Stations, 2-3 Sea/Overseas tours, 7-16% IA/GSA Tours
- 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.

□ References:

- <https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2023/NAV23111.txt?ver=hbMduKaJvpLgAV5lbepHFA%3d%3d>

- NPC Website

- <https://www.mynavyhr.navy.mil/Career-Management/CommunityManagement/Officer/Active-OCM/LDO-CWO>

- Facebook: Search, “LDO/CWO Community Managers Forum”

□ For application and eligibility questions, contact:

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

- LDO/CWO OCM Mailbox: ldocwoocm.fct@navy.mil