



FY23-1 Test Pilot School Selection Board

December 2021



- Ideal candidates:
 - Strong first sea tour EP performance with advanced fleet community quals
 - Career timing to support VX/HX tour and fleet community progression
 - Strong desire to solve technical challenges and directly impact the future warfighting capability of the U.S. Navy
 - Strong grades in STEM courses/degree programs
 - NFOs are in particularly high demand for a variety of systems-based programs
- Opportunity varies for each board - if interested, APPLY!

Community endorsement / encouragement of the TPS path is vital to the success of developmental test programs / future capabilities

FY23-1 Applicant Summary

- 60 Total Eligible Applicants*
 - 41 Pilot
 - VAQ: 4
 - VAW/VRC: 1
 - VFA: 13
 - VP/VQ(P): 9
 - VQ(T): 1
 - HSC: 7
 - HSM: 6
 - HM: 0
 - 19 NFO
 - VAQ: 4
 - VAW: 6
 - VFA: 2
 - VP/VQ(P): 5
 - VQ(T): 2

* Eligible application = submitted on-time with positive command endorsement (support application and able to detach candidate for pre-arrival training)

FY23-1 Requirements/Selects

- 18 Quotas
 - 8 Pilot quotas
 - 1 MH-60R
 - 1 MH-60S
 - 1 E-2C/D
 - 1 P-3
 - 2 FA-18E/F
 - 1 EA-18G
 - 1 TACAIR LSO
 - 10 NFO quotas
 - 1 EP-3E
 - 2 P-3/P-8
 - 1 E-6B
 - 3 E-2C/D
 - 1 EA-18G
 - 2 FA-18E/F
- 18 Selects
 - 8 Pilots selected
 - 1 MH-60R
 - 1 MH-60S
 - 1 E-2D
 - 1 P-3/P-8
 - 2 FA-18E/F
 - 1 EA-18G
 - 1 F-35C
 - 10 NFOs selected
 - 1 EP-3E
 - 2 P-3/P-8
 - 1 E-6B
 - 3 E2-C/D
 - 1 EA-18G
 - 2 FA-18E/F

Quotas vary for each TPS board - if interested, APPLY!

Select Rates (% of category)

- 18 of 60 selects (30%)
 - 8 of 41 Pilots (20%)
 - 1 of 6 HSM (17%)
 - 1 of 7 HSC (14%)
 - 1 of 9 VP/VQ (11%)
 - 3 of 13 VFA (23%)
 - 1 of 4 VAQ (25%)
 - 1 of 1 VAW (100%)
 - 10 of 19 NFOs (53%)
 - 3 of 6 VAW (50%)
 - 1 of 4 VAQ (25%)
 - 2 of 2 VFA (100%)
 - 1 of 1 VQ (100%)
 - 3 of 5 VP/VQ (60%)

Selectee Attributes

# of Applicants with attribute	# of Selects with attribute	
Total Eligible: 60	Total Selects: 18	
Pilot: 41	8	44%
NFO: 19	10	56%
JO Sea EP* (Pilot): 25	5	63%
JO Sea MP* (Pilot): 14	3	38%
JO Sea EP* (NFO): 5	4	40%
JO Sea MP* (NFO): 13	6	60%
LT: 54	18	100%
LCDR: 6	0	0%
AEDO: 1	0	0%
Payback \geq 36 mos: 48	17	94%
36 > Payback \geq 24 mos: 7	1	6%
Payback < 24 mos: 5	0	0%
STEM Degree: 57	18	100%

* Defined as 'highwater' competitive fitrep of any length

Eligibility



- Application based
 - Application requirements IAW BUPERSINST 1500.62E
 - Positive CO endorsement required
 - Must state that candidate will be available for training timeline to support class dates
 - If not available for training, do not positively endorse
 - May submit package with negative endorsement to show 'continued interest' of applicant (prior applications are retained for future boards)
 - Wing/CAG endorsement is common but not a requirement
 - Academic transcripts required; TPS Chief Academic Instructor provides assessment that is non-binding for the board
 - Bachelor of Science degree in engineering, physical science, or math 'required':
 - Can be waived by the board "...if requirements dictate and applicant has completed college-level calculus and physics"
 - Board uses TPS academic assessment to assist with uncertainty regarding academic credentials

Convening Order



- Test Wing provides requirements letter based on test squadron demand signal that forms basis of Convening Order (TMS/designator specific)
- Guidance to board
 - “Should ensure” selectees will be able to complete a 36 month test tour. Other timing will be considered, but no less than 24 months of availability
 - URL: O-3 candidates “preferred”; O-4 may be selected if insufficient quantities of well-qualified O-3 provided they can still meet applicable career milestones
 - Strong operational background
 - Superior overall performance
 - Able to meet rigorous academic background requirements

Letters to the Board



- A well-written FITREP will preclude the need for a Letter to the Board (LTB)
- Recommend CO endorsement states whether officer will receive an EP FITREP prior to departure for TPS training track if not yet achieved
 - If FITREP will be at Change of Command, include date
- LTBs can be effective if explaining FITREP timing or screen group changes
 - Undocumented GSA/IA
 - Early pull for a flag aide, hard fill or transition
- LTBs can draw undue attention to a weakness
 - “Timing forced me to roll him two days before a COC”
- “Must Pick / Good Guy” LTBs are less effective
 - Screening is based on FITREP performance, not LTBs

Applications



- **Include all qualifications**
 - i.e. Wing LSO Qual, Tanker-Qualified, SFTI, Mission Commander, etc.
 - Wing LSO include designation letter with application
 - Include any UAS experience and interest in UAS developmental testing
 - Increasing demand for UAS testing projected into the future
- Include CO office and cell phone numbers for notification
 - Include underway contact information, if deployed or anticipate deployment at board convening date



Applications (cont.)



- Applicants must have college level Calculus and Physics if they do not possess a STEM degree
 - Transcripts are reviewed by the Chief Academic Instructor of USNTPS and graded to assist board members.
 - Some candidates take Calculus and Physics at local community colleges to correct this issue.

- **All officers must be proactive in keeping their records up-to-date**
 - Go to <https://www.bol.navy.mil>
 - Click on “ODC, OSR, PSR, ESR”
 - o Check for Awards, Education and AQDs on your OSR
 - o Check for FITREP continuity on your PSR
 - Click on “Official Military Personnel File (OMPF) - My Record”
 - o To view files in your record, e.g. Award write-ups and FITREPs
 - Ensure there are no FITREP gaps and no missing qualifications or awards