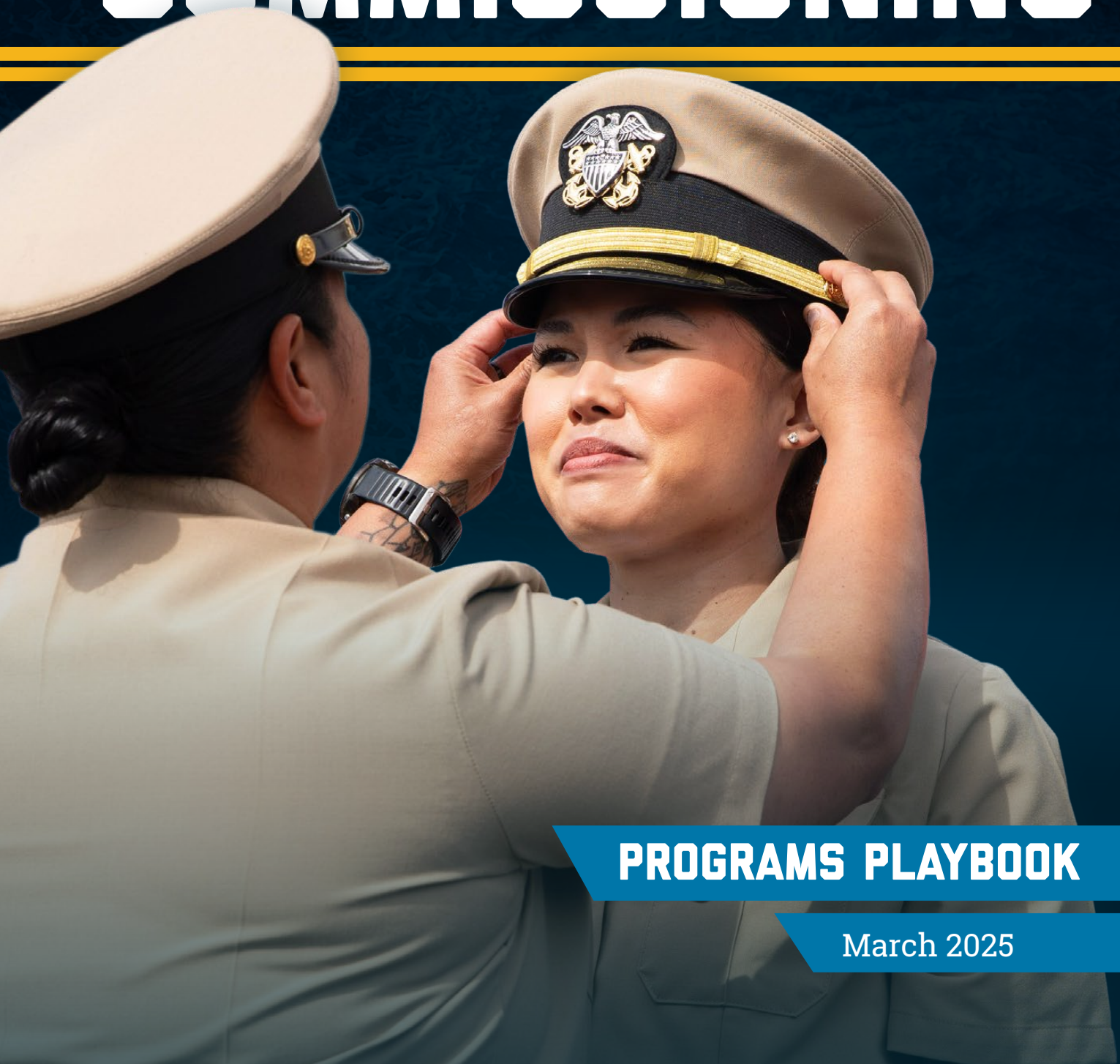




ENLISTED TO OFFICER COMMISSIONING



PROGRAMS PLAYBOOK

March 2025

ENLISTED TO OFFICER COMMISSIONING PROCESS FLOWCHART



PURPOSE

This playbook provides enlisted personnel with a **comprehensive guide to transitioning into officer roles within the Navy**. It outlines eligibility criteria, available programs, and the administrative steps required for a successful application.

★★ ELIGIBILITY ★★ CRITERIA

To qualify for commissioning programs, applicants must meet the following requirements:



U.S. CITIZENSHIP

Required for all applicants



GOOD MORAL CHARACTER

No disciplinary actions within the past three years



PHYSICAL QUALIFICATIONS

Must pass medical and fitness standards



PROGRAM-SPECIFIC REQUIREMENTS

Vary by program and may include age limits, educational prerequisites, and service commitments

AVAILABLE COMMISSIONING PROGRAMS

U.S. NAVAL ACADEMY (USNA) & NAVAL ACADEMY PREPARATORY SCHOOL (NAPS)

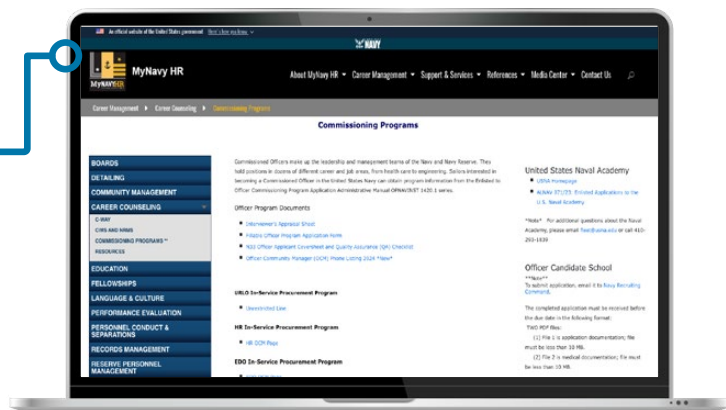
- ✓ Designed for younger candidates pursuing a bachelor's degree and an officer commission
- ✓ Requires strong academic and physical preparation
- ✓ Must be 17–23 years old on July 1 of the entry year
- ✓ Must be unmarried, not pregnant, and have no parental obligations
- ✓ Requires nomination from an official source (e.g., Secretary of the Navy, Congress)



 **USNA & NAPS WEBSITE**

OFFICER CANDIDATE SCHOOL (OCS)

- ✓ For candidates holding a bachelor's degree
- ✓ Intensive 12-week training program
- ✓ Must be at least 19 years old and within designator-specific age limits
- ✓ Requires two consecutive "good-low" PRT scores
- ✓ Must be recommended by the Commanding Officer (CO)

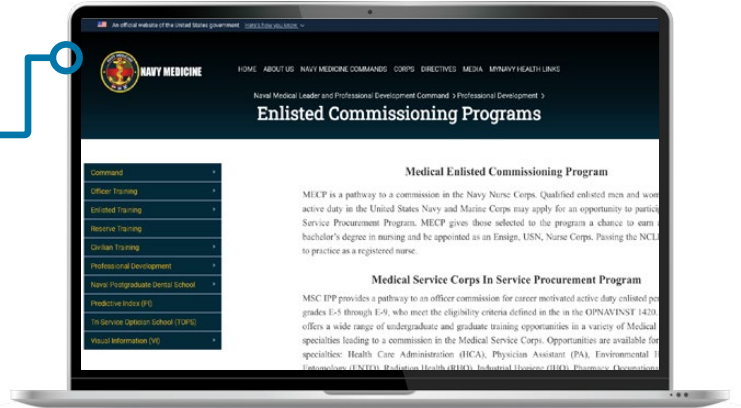


 **OCS WEBSITE**

AVAILABLE COMMISSIONING PROGRAMS

MEDICAL ENLISTED COMMISSIONING PROGRAM (MECP)

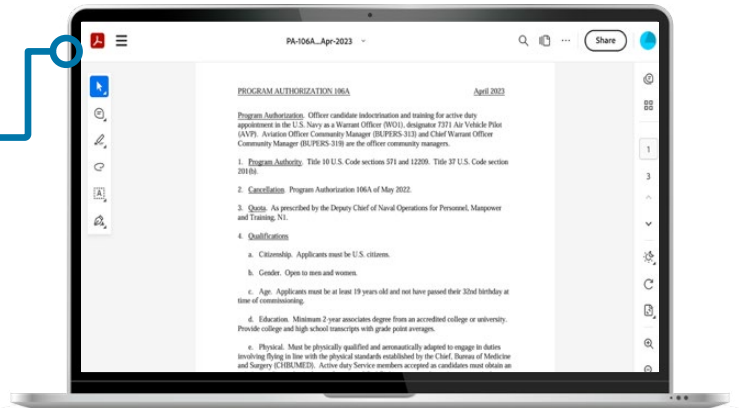
- ✓ Focused on obtaining a Bachelor of Science in Nursing (BSN) and joining the Navy Nurse Corps
- ✓ Must complete BSN within 36 months
- ✓ Must be on active duty in the Navy, Marine Corps, or Navy Reserve
- ✓ Maximum age of 42 at the time of commissioning



 MECP WEBSITE

AIR VEHICLE PILOT WARRANT OFFICER (WO) PROGRAM

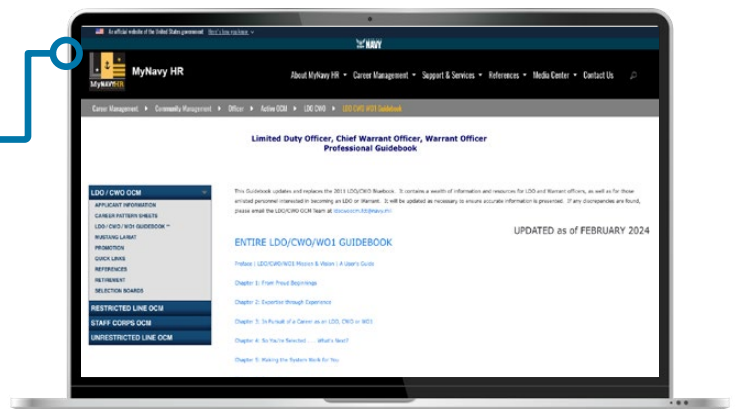
- ✓ Between 19 and 32 years old at the time of commissioning
- ✓ Minimum associate degree (2 years) from an accredited institution; transcripts required.
- ✓ Current or prior enlisted applicants must have less than 12 years of total service at the time of commissioning.
- ✓ Must score 96 or higher on the Selection of UAS Personnel (SUPER) Battery.



 PROGRAM AUTHORIZATION PDF

CYBER WARRANT OFFICER (WO) PROGRAM

- ✓ Open to enlisted personnel in the CTN rating at pay grade E5 or higher
- ✓ Requires 6–12 years of service
- ✓ **Must possess specific NECs:** H13A, H14A, H15A, or H16A

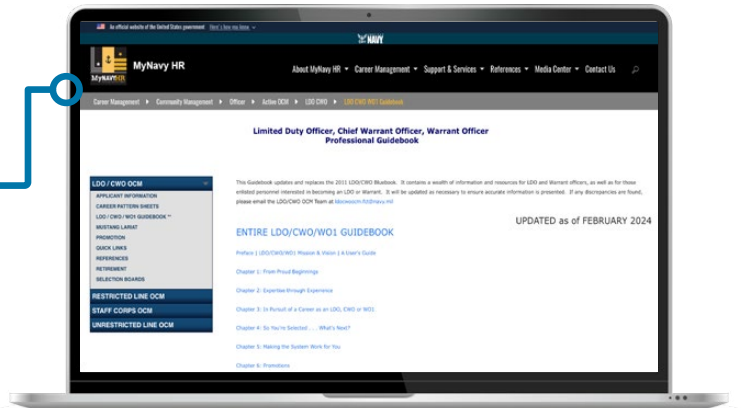


 WO WEBSITE

AVAILABLE COMMISSIONING PROGRAMS

LIMITED DUTY OFFICER (LDO) & CHIEF WARRANT OFFICER (CWO) PROGRAMS

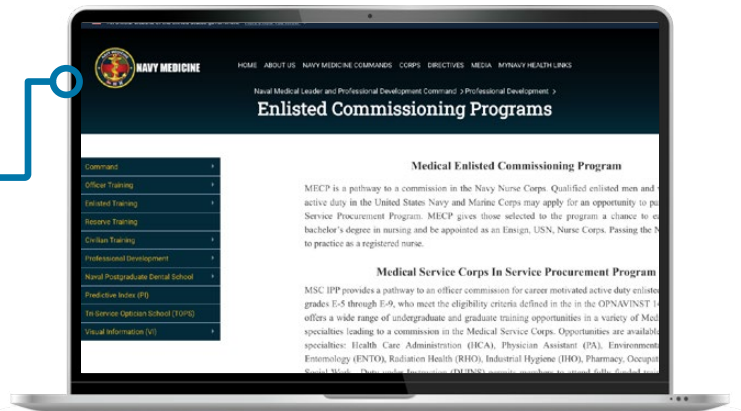
- ✓ Provides technical leadership roles without requiring a bachelor's degree
- ✓ **LDO:** Minimum of 8 years and a maximum of 14–16 years of active duty service
- ✓ **CWO:** Must be E7–E9 with 14–22 years of active duty service
- ✓ Requires high school diploma or GED



 **LDO & CWO WEBSITE**

MEDICAL SERVICE CORPS IN-SERVICE PROCUREMENT PROGRAM (MSC IPP)

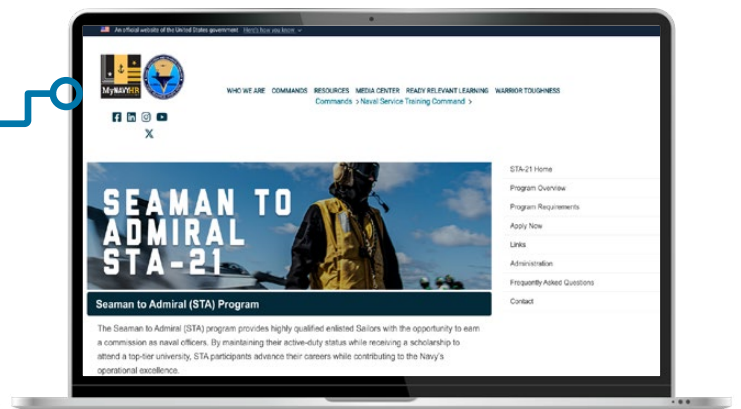
- ✓ Designed for healthcare specialists pursuing advanced degrees
- ✓ Open to active duty enlisted personnel (E5–E9)
- ✓ Maximum age of 42 at the time of commissioning
- ✓ Not available to Reservists on short-term recalls



 **MSC IPP WEBSITE**

SEAMAN TO ADMIRAL-21 (STA-21)

- ✓ Combines university education with leadership training
- ✓ Must be under 27 years old at commissioning (waivers available up to 29)
- ✓ Requires SAT/ACT scores meeting minimum thresholds (SAT: 500 Math, 500 Critical Reading; ACT: 21 Math, 20 English)
- ✓ Must be recommended by the CO



 **STA-21 WEBSITE**

APPLICATION PROCESS



1

STEP 1: APPLICATION PREPARATION

Work with your Command Career Counselor (CCC), Education Service Officer (ESO), recruiter, or program representative to:

- Gather required documents (e.g., transcripts, SAT/ACT scores, personal statements)
- Ensure all eligibility requirements are met
- Address any program-specific prerequisites

2

STEP 2: SUBMISSION

- Complete and submit your application package by the specified deadlines
- Follow all program-specific guidelines carefully

3

STEP 3: SELECTION BOARD REVIEW

Applications are evaluated based on:

- Leadership potential
- Academic achievements
- Physical readiness

4

STEP 4: FINAL DECISION

- Selected candidates receive notification and instructions for training or academic enrollment
- Non-selected candidates may reapply if eligibility is maintained



★★ SERVICE ★★ OBLIGATIONS

USNA/NAPS GRADUATES:

5 years active duty + 3 years reserve

OCS GRADUATES:

Minimum of 4 years active duty


MECP + MSC IPP GRADUATES:

8-year obligation (4 active duty, 4 reserve)

LDO/CWO PROGRAMS:

3–4 years active duty, depending on
program specifics

NOTIFICATION PROCESS

- Fleet processors email results to the applicant's Chain of Command (CoC)
- Select and Non-Select results are sent to BUPERS
- Applicants can check board results in  **BOL** (posting times vary)
- Ship date confirmation is required from the applicant's command

KEY CONTACTS

- **Command Career Counselor (CCC):** Primary resource for application guidance and qualification verification
- **Educational Service Officer (ESO):** Provide guidance similar to the CCC
- **Recruiters:** Provide program-specific details and assist with submission
- **Program Representatives:** Offer in-depth information on requirements and timelines

IMPORTANT NOTES

- Deadlines and eligibility requirements may change annually
- Always refer to the latest program instructions and NAVADMIN updates