

Supply Corps OCS Guide for COs and Mentors

SC Program Authorization (PA) 102

PA 102 (dtd Nov 2023) is the governing policy for the SC's Officer Candidate School (OCS) selection board. PA 102 lays out the requirements for all personnel applying for SC OCS selection. *All interested SC OCS applicants must read and understand SC PA 102 in its entirety.*

SC OCS Program Standards

PA 102, Section 4 stipulates the following program requirements:

Age (calculated *AT TIME OF COMMISSIONING*):

- Non-prior Service: Less than 37 years old
- Prior Service: Less than 42 years old

AGE LIMITS CANNOT BE WAIVED

Education:

- Degree: Baccalaureate degree from a regionally accredited college or university
 - All degrees (baccalaureate or post-graduate) earned overseas must be converted to a U.S. equivalency by a National Association for Credential Evaluation Services (NACES) credentialed service.
- GPA: 2.75 or greater
- Math: Completion of one calculus course with at least a “C” **or** two other college-level math courses with a “B” average or higher.
 - Acceptable courses include those taken in algebra, trigonometry, calculus, finite math, business statistics, or algebra-based probability and statistics (para 4.d.3).
 - Courses must be documented by a letter grade on an education transcript from an accredited college or university.

Post-graduate Education: A conferred graduate-level degree from a regionally accredited institution with a cumulative graduate program GPA of 3.0 or greater will supersede an undergraduate degree with a non-qualifying GPA and/or absence of qualifying math courses.

Office Aptitude Rating (OAR): At least 42

Time in Service (calculated *AS OF APPLICATION DEADLINE*):

- Prior-Service: No more than 8 years of total active service

Physical: Must maintain eligibility for sea duty and worldwide assignment

SC OCS Program Standard Waivers

In the event an applicant does not meet one or more of the SC's OCS selection standards, PA 102, Section 5 allows applicants to submit a waiver request for consideration.

Waivers will *ONLY* be considered *FOR THE FOLLOWING PROGRAM REQUIREMENTS* to the standards listed in PA 102, Section 5:

Education:

- GPA: Between 2.50 and 2.75
- Math: Completion of one college-level math course meeting the qualification standards listed in PA 102, para 4.d.3.

OAR: Between 40 and 42

Time in Service: Between 8 and 10 years of total active service (*at time of application deadline*)

*****Waivers will not be granted outside of the ranges listed in PA 102, Section 5*****

*****Applicants requiring multiple waivers are generally NOT COMPETITIVE*****

SC OCS Immediate Selection Criteria

In January 2024, the SC introduced an OCS Immediate Selection (ISEL) program which allows exceptional candidates to bypass normal OCS board processes pending review by the SC Officer Community Manager (OCM). Applicants who wish to be considered for immediate select must meet all the following criteria:

No waivers or exceptions to policy (program standards, adverse matters, etc.).

Age: Between 19 and 37 years old (*at time of commissioning*)

Education:

- GPA: At least 3.3
- Math: Completion of one calculus course with at least a “C” or two other college-level math courses with a “B” average or higher.

Post-graduate Education: A conferred graduate-level degree from a regionally accredited institution with a cumulative graduate program GPA of 3.0 or greater will supersede an undergraduate degree with a non-qualifying GPA and/or absence of qualifying math courses.

OAR: At least 49

Time in Service (calculated *AS OF APPLICATION DEADLINE*):

- Prior-Service: No more than 6 years of total active service

SC OCS Package Statistics and Competitiveness

The SC OCS Selection Board analyzes packages for superior candidates via a “whole person” concept. Through use of the “whole person” concept, a “less competitive” element in one area does not automatically mean a package is non-competitive. A less competitive element can be

balanced out by a more competitive element (i.e., a lower GPA can be offset by superior Fleet performance or Letters of Recommendation), ensuring the best overall candidates are selected.

Supervisors/mentors should look through an applicant's *whole package* when assessing competitiveness for selection. The following mentorship elements are provided to assist in judging an applicant's competitiveness:

SC OCS Mentorship Elements

The following guidelines will help improve your mentee's competitiveness at the board:

Program Standards: PA 102, Section 4 lists the *MINIMUM* standards for consideration by a SC OCS selection board. *MOST candidates selected for commissioning into the SC will exceed these program standards.*

Waivers: Sailors who require multiple waivers are less competitive than those applicants who meet program standards. Mentors should strongly encourage their Sailors to take action to correct for elements where improvement can be made (example: OAR, Math, GPA). Obtaining a waiver only ensures a package will be considered by the board - it *DOES NOT* mean the board will look past elements in a package which are below expected program standards.

*****Waivers will not be granted outside of the ranges listed in PA 102, Section 5*****

Time in Service (Fleet applicants only): Sailors should be encouraged to apply for commissioning as early in their career as possible – this generally means immediately upon completion of their bachelor's degree.

There is a common misconception that to be competitive for commissioning, a Sailor should wait until they have accumulated significant Fleet experience through a collection of leadership opportunities, collateral duties, volunteerism, etc. – *the opposite is often true.* The SC's OCS program targets Sailors with *less than 8 years of total active service*, becoming ineligible once they exceed 10 years of service.

While SC OCS selection boards value prior enlisted experience, commissioning is a career shift and should not be viewed as a capstone to an already lengthy and successful enlisted career. For our Sailors with more than 10 years of service, we recommend commissioning via the CWO/LDO programs. These commissioning programs are designed for candidates with significant technical expertise earned through a variety of duty stations, building on years of experience as a leader and subject matter expert.

OAR: 49 is the average OAR score of applicants selected for commissioning into the SC. Waivers are granted down to 40, but this degrades package competitiveness. By policy, Sailors can only take the OAR up to three times; however, it should be noted only the most recent score may be considered by the board. Sailors should be *strongly encouraged* to *STUDY* for the OAR.

Amazon offers OAR study guides, similar to ACT/SAT test prep workbooks. Low OAR scores generally indicate a lack of preparation, and/or a lower academic aptitude.

Degree/Major: The SC values business-based, STEM, and data science degrees; however, the impact of degree/major on selection is minimal.

Calculus/College-level Math: Post-graduate education is a critical milestone for all SC officers. To ensure our SC officers meet minimum entrance standards for post-graduate school, PA 102 requires fully qualified applicants to have completed one calculus course with at least a “C” or two other college-level math courses with a “B” average or higher. *This aligns to the minimum NPS entrance standard for SC officers.* Acceptable math courses include those taken in algebra, trigonometry, calculus, finite math, business statistics, or algebra-based probability and statistics. Courses must be documented by a letter grade on an education transcript from an accredited college or university – college preparatory courses (example: HS AP classes, Sophia Learning Center) do not qualify.

Personal Statement (PS): Applicants should treat the PS as they would a formal job interview or letter to a board. The PS is an applicant’s opportunity to sell to a board why they should be “hired” for a job in the SC. *Writing is a fundamental skillset of every Naval officer – spelling, grammar, substance, structure, and style matter!*

Ensure your Sailor/mentee submits a well-written PS describing why the applicant is interested in the SC community and what factors in their experience and background (i.e., education, certifications, work, interests/hobbies, etc.) would make them an excellent SC officer. While coaching/mentoring to a high standard is encouraged, **DO NOT** attempt to re-write an applicant’s statement – *this is disingenuous and misrepresents an applicant’s authentic skillset.*

Letters of Recommendation (LORs): LORs from SC Officers are best, but not required. The board is looking to see that the applicant would be a good fit in the SC and are endorsed as such. An endorsement saying they would be a great officer in general is considered, but one specifying they would be a great SC Officer is more competitive. LORs should address the SC community and/or the candidate’s observed leadership and technical expertise. Multiple LORs from personnel with direct experience with the Sailor are preferred (COs, XO, DHs, DIVOs, etc).

Interview Appraisal Guidance

The board looks to interview appraisals to help determine an applicant’s potential in specific communities from senior officers of those communities. As such, the most helpful information from the appraisal focuses on the applicant’s communication, leadership experience/potential,

and technical ability/expertise.

Appraisal scores (1-10) are generally less helpful to board members than the actual write-up. Interviewers should attempt to flush out a candidate's motivation for commissioning and assess how well the candidate's potential aligns w/ the needs of the SC in the long-term. Comments on the applicant's appearance, attitude, etc. that are not directly relevant to their potential to be a future Officer are less helpful to the board. Finally, which technical experience/aptitude is valued, it should not be the leading factor in assessing an applicant's qualification - candidates should be assessed on their future potential from a "whole person" perspective.

Preferred appraisal information: The most preferred appraisals come from senior SC Officers and include a discussion of the applicant's leadership, technical ability/expertise, and a specific recommend of the applicant for SC.

The following appraisal types degrade package competitiveness:

- Appraisals that do not discuss the candidate's technical expertise or leadership abilities.
- Appraisals that only recommend the applicant become an Officer without any mention of designator.
- Appraisals from a SC Officer that do not recommend the applicant specifically for SC.

SC OCS Questions

All non-waiver SC OCS questions can be directed to the SC Officer Community Management office. Contact info can be found at the top of this document or on the SC OCM Webpage.

All waiver questions MUST be submitted to ocsquestions@navy.mil.