Recruiting Our Future Leaders

CAPT Pat Sutton – LDO/CWO Community Manager
LCDR Ryan Peter - Assistant LDO/CWO Community Manager
CWO5 John Cowan – CWO Community Manager
Mr. Parker Dinwiddie – Civilian Assistant LDO/CWO Community Manager

Topics

- LDO and CWO Mission
- LDO and CWO Definition & Designators
- FY 24 ISPB Board Statistics
- Application Guidance and Preparation
- Eligibility Checklist
- Promotion Opportunity
- Return on Investment (ROI)
The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience.

We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.
Limited Duty Officer (LDO)

- **Technical Managers** – LDOs are Naval Line or Staff Corps Officers that progressively advance within broad technical fields related to their former enlisted ratings.

- LDOs fill leadership and management positions at the ENS through CAPT level that require technical background and skills not attainable through normal development within other officer designators.

- LDOs serve as, but are not limited to, DIVOs, DEPT Heads, OICs, XOs and COs.

- **Major Command** (CAPT level) is the pinnacle goal – only achieved by a few!
# LDO Designators

**Line (SURFACE)**

<table>
<thead>
<tr>
<th>Designator</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>611X</td>
<td>DECK</td>
</tr>
<tr>
<td>612X</td>
<td>OPERATIONS</td>
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<tr>
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**Line (SUB / NUCLEAR)**

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<td>626X</td>
<td>ORDNANCE</td>
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<td>ELECTRONICS</td>
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**Line (AVIATION)**

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<tr>
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**General Line**

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<td>BANDMASTER</td>
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<td>648X</td>
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**Staff**

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<td>SUPPLY CORPS</td>
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<tr>
<td>653X</td>
<td>CIVIL ENGINEER CORPS</td>
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* Applicants for LDO off-ramp designators must comprehend designator specific off-ramp requirements and procedures as defined in NAVADMIN 128/19 (629X) or NAVADMIN 014/18 (651X)

1. LT at 5 years for Supply to Staff designator
2. LT at 6 years for Sub Communications to core Restricted Line
3. Must have completed a baccalaureate degree
4. Must have appropriate Warfare device (Supply)
Chief Warrant Officer (CWO)

- **Technical Specialist** - CWOs are Naval Officers that possess extensive experience and knowledge to direct the most difficult and exacting operations within a given occupational specialty.

- Although intended primarily as technical specialists, CWOs can also serve as DIVOs, DEPT Heads or OICs.

- CWO assignments are “REPETITIVE” in nature.

- CPOs/SCPOs commission to CWO2.

- MCPOs commission to CWO3.

- All 7841 selectees appointed to WO1.
CWO Designators

**Line (SURFACE)**
- 711X BOATSWAIN
- 712X OPERATIONS TECHNICIAN
- 713X ENGINEERING/REPAIR TECHNICIAN
- 715X* SPECIAL WARFARE TECHNICIAN
  - Core
  - Undersea
- 717X SPECIAL WARFARE COMBATANT-CRAFT
- 718X ELECTRONICS TECHNICIAN

**Line (SUB / NUCLEAR)**
- 720X DIVING OFFICER
- 726X ORDNANCE TECHNICIAN
- 728X ACOUSTIC TECHNICIAN

**Line (AVIATION)**
- 731X BOATSWAIN
- 732X OPERATIONS TECHNICIAN
- 733X MAINTENANCE TECHNICIAN
- 736X ORDNANCE TECHNICIAN

**Line (AVIATION UNMANNED AIRCRAFT)**
- 737X AIR VEHICLE PILOT (*OCS WO1*)

**Line (GENERAL / STAFF)**
- 741X SHIP’S CLERK
- 752X FOOD SERVICE WARRANT
- 749X SECURITY TECHNICIAN

**Line (INFO Warfare Community)**
- 780X OCEANOGRAPHY WARRANT
- 781X CRYPTOLOGIC WARFARE TECHNICIAN
- 782X INFORMATION SYSTEMS TECHNICIAN
- 783X* INTELLIGENCE TECHNICIAN
  - CI/HUMINT
  - GEOINT/Targeting
  - OPINTEL
- 784X CYBER WARRANT (WO1 Only)

- Special Warfare (715X) and Intelligence (783X) CWO applicants will be considered for selection into Core Competency Areas (CCA)
FY 24 ISPB Stats
# FY 24 Active Duty Selections

<table>
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<tr>
<th>Active Duty</th>
<th>Quotas</th>
<th>Selected</th>
<th>Announced</th>
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<td>216</td>
<td>214*</td>
<td>211**</td>
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<tr>
<td>Enlisted to CWO</td>
<td>244</td>
<td>242*</td>
<td>241**</td>
</tr>
</tbody>
</table>

- * Quota returned
- ** On hold awaiting adjudication of an issue

**LDO Selection Opportunity:** 25% (above 5 and 10 year average)

**CWO Selection Opportunity:** 37% (above 5 and 10 year average)

**Total applications for LDO and CWO:** 1,529

**Eligible applications:** 1,513 (LDO Apps – 862 / CWO Apps - 652)

*Note: Non-NUC applicant data*
# FY 24 Stats (LDO)

<table>
<thead>
<tr>
<th>Designator/Community</th>
<th>5YR AVG</th>
<th>10YR AVG</th>
<th>5YR AVG # SELECTS</th>
<th>10YR AVG # SELECTS</th>
<th>APP</th>
<th>SEL</th>
<th>OPP</th>
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<tbody>
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<td>22.8%</td>
<td>8</td>
<td>8</td>
<td>29</td>
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<tr>
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<td>11</td>
<td>12</td>
<td>37</td>
<td>12</td>
<td>32%</td>
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<tr>
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<td>99</td>
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<td>64</td>
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<td>172</td>
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<tr>
<td><strong>653X CIVIL ENGINEER</strong></td>
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<tr>
<td><strong>LDO Total</strong></td>
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<td>246</td>
<td>1033</td>
<td>256</td>
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### FY 24 Stats (CWO)

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<th>APP</th>
<th>SEL</th>
<th>OPP</th>
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<tr>
<td>781X INFO WARFARE</td>
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<tr>
<td><strong>CWO Total</strong></td>
<td>29.4%</td>
<td>24.0%</td>
<td>232</td>
<td>196</td>
<td></td>
<td>653</td>
<td>242</td>
<td>37%</td>
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FY 24 Selectee Profile (LDO/CWO)
“YOUR COMPETITION”

- Average Age: 31 / 35
- Total Years of Active Service: 12 / 17 Years
- Average Years of Total Education Completed: 15 Years
- Warfare Qualified: 99% / 100%
- Average Number of Duty Stations: 3 / 5
- Average Number of Sea/Overseas Tours: 2 / 3
- IA/GSA Tours: 5% / 5%
# FY 24 ISPB Overall Diversity Statistics

<table>
<thead>
<tr>
<th>Total Applicants*</th>
<th>Eligible</th>
<th>Selected</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
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<td>1513</td>
<td>456</td>
<td>30.1</td>
</tr>
<tr>
<td>Female</td>
<td>246</td>
<td>71</td>
<td>28.9</td>
</tr>
<tr>
<td>Male</td>
<td>1267</td>
<td>385</td>
<td>30.4</td>
</tr>
<tr>
<td>Minority</td>
<td>928</td>
<td>264</td>
<td>28.4</td>
</tr>
<tr>
<td>Minority Female</td>
<td>190</td>
<td>50</td>
<td>26.3</td>
</tr>
<tr>
<td>Minority Male</td>
<td>738</td>
<td>214</td>
<td>29.0</td>
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*Note: Non-NUC applicant data*
<table>
<thead>
<tr>
<th>Race</th>
<th>Male Eligible</th>
<th>Male Selected</th>
<th>Male Percent</th>
<th>Female Eligible</th>
<th>Female Selected</th>
<th>Female Percent</th>
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<tbody>
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<td>American Indian/Alaska Native</td>
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<td>10</td>
<td>30.3</td>
<td>7</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Asian</td>
<td>74</td>
<td>15</td>
<td>20.3</td>
<td>24</td>
<td>4</td>
<td>16.7</td>
</tr>
<tr>
<td>Black/African American</td>
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<td>87</td>
<td>31.1</td>
<td>79</td>
<td>21</td>
<td>26.6</td>
</tr>
<tr>
<td>Hawaiian/Pacific American</td>
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<td>9</td>
<td>42.9</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>White</td>
<td>510</td>
<td>168</td>
<td>32.9</td>
<td>55</td>
<td>20</td>
<td>36.4</td>
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<tr>
<td>Declined to Respond</td>
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<td>3</td>
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<td>76</td>
<td>30.4</td>
<td>48</td>
<td>12</td>
<td>25</td>
</tr>
</tbody>
</table>

Total: 1287 | 385 | 30.4

*Note: Non-NUC applicant data*
FY 25 ISPB
Application Guidance,
Preparation and
Eligibility Checklist
FY 25 Accession Windows

- **Time in Service (TIS) windows (Computed to 01OCT24)**
  - 8 to 14 years for LDO (non-nuclear)  [OCT 16 – OCT 10]
  - 8 to 15 years for LDO (off-ramp)  [OCT 16 – OCT 09]
  - 8 to 16 years for LDO (nuclear)  [OCT 16 – OCT 08]
  - 14 to 20 years for CWO (E7 and E8)  [OCT 10 – OCT 04]
  - 14 to 22 years for CWO (E9)  [OCT 10 – OCT 02]

- **Importance of our TIS windows:**
  - In order to support career progression/promotion models and maximize Navy’s return on investment.
  - LDO TIS waiver: 14 yrs plus 180 days
  - CWO TIS waiver: 20 yrs plus 180 days
  - E9 TIS waiver for CWO3: 22 yrs plus 180 days
  - LDO Off-ramp & Nuclear Desigs: NO TIS Waivers
    - No further exceptions will be entertained
    - **No waivers for less than minimum TIS**
Basic Components

- Application from the candidate
- Commanding Officer’s endorsement
- (3) appraisals from community leaders

Parts of your record that support your basic package:
- ESR
- PSR
- Evals
- Discrete Requirements (have been met = yes or no) – if not, missed opportunity or not afforded the opportunity?
- Properly documented Sustained Superior performance, leadership, and technical expertise – weed out **Paper Tigers**!
- Lifelong learning when afforded the opportunity – off-ramp designators will require it
Application
Key Elements

• **CO’s Endorsement**
  - Acknowledges your leadership potential and technical performance
  - Can **highlight** qualifications (utilizing the discrete requirements)
  - Can address past negatives (if needed) and waivers if applicable
  - Ranking no longer required or desired

• **Additional Comments**
  - Your opportunity to speak directly to the board about your record
    - Address absent discrete requirements, qualifications, broken service, etc.
    - Address waivers (required waivers must be approved prior to submission)
  - Limit to 100 words – simply stating “None” works – do not feel compelled to fill the white space
  - **NOTE:** This is NOT a personal statement, as required in past years
FY 25 Guidance

- Review Enlisted to Officer Commissioning Programs Application Administrative Manual OPNAVINST 1420.1B, Ch 2, and 7

- Applicable NAVADMINs supersede conflicts with OPNAVINST 1420.1B

- Use FY 25 Active LDO and CWO ISP Board NAVADMIN 111/23 for application guidance and deadlines
  - First Class Petty Officers awaiting CPO results, who meet all other requirements, in order to apply for CWO are encouraged to apply and submit their application by the 1 OCT 2023 deadline

- Applying for additional designators
  - Must have documented technical and leadership experience
  - A degree is not a substitute for technical experience - highly recommended for Off-Ramp designators
  - OPNAVINST 1420.1B (Ch 7, para 18) outlines normal path
Applicant Preparation

- Never too early to start preparing – even as an E4
- Make your chain of command aware of your goals
- Develop a strong resume with diversity of jobs (Discrete Requirements)
- Excel in your Rating Specialty (Master your craft)
  - Evaluations – Breakouts / Superior performance aligned with discrete requirements
- Sea duty, Shore duty, Overseas, Special Programs, Warfare Qual(s), Watch Station Qual(s)/Certifications
- Successful LPO or LCPO tours
- Work with an LDO/CWO Mentor to help you through the process
- Maximize your opportunities!

DOES YOUR RECORD STACK UP?
Discrete Requirements


Applicant Information

Select for --> CURRENT LDO/CWO RECRUITING BRIEF
Select for --> CURRENT LDO AND CWO DESIGNATIONS
Select for --> LDO AND CWO III-SERVICE PROCUREMENT BOARD (for Application Template, Checklist, Interviewer's Form, and more)
Select for --> CHANGE TO CYBER WARRANT (TWAP) REQUIREMENTS
Select for --> FY-24 AC DISCRETE REQUIREMENTS
Select for --> CPO EXAM FOR LDO PURPOSES ELIGIBILITY
Select for --> How to ENCRYPT EMAILS for Application Submission
Select for --> TSC GREAT LAKES LDO/CWO/WO ENLISTED TO OFFICER CONVERSION PROCESS Upon selection, share this with your COA to ensure a smooth transition.

Info for --> AIRIAL VEHICLE OPERATOR (AVO) (737X)
- This is not the Navy's traditional CWO program. This program will target civilians and enlisted sailors who meet program authorization LDOA requirements. Commander Navy Recruiting Command (CNWR) is in charge of taking applications.
- Selection will be via C3S application criteria as outlined in OPNAVINST 1420.18 CH 4 and will utilize OPNAV 1420.1.
- AVO Program Authorization (DA-1756A) **AS OF MAY 2022**
- 737X FACT SHEET
- AVO Electronic Standards Class IV (Pages 15-18)
- MRC Enlisted Non-Matrix Temps
- NDIT Board
- Next AVO Board will be in First Quarter 2023. Board date and application deadline are TBD.

ACTIVE DUTY LDO/CWO APPLICATION PROCESS
(Restricted to those interested in the Reserve LDO/CWO program, see NAVADMIN (Reserve) 156/22 and OPNAVINST 1120.12A as the process is different.)

FY-25 SAMPLE COMMAND PROGRAM NOTICE FY-25 SAMPLE LIMITED DUTY OFFICER (LDO) AND CHIEF WARRANT OFFICER (CWO) APPLICATION PROCESS
FY-25 LDO_CWO TTS Webinar Template
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 | - EOOW/RCO letter
613X/713X | - Superior technical knowledge/Leadership in plant
Aviation Maint | - Safe for Flight
633X/733X | - Flight Line/Deck Supervisor

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

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**FY-24 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS**

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 / Boatswain (611X / 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. Officer equivalent qualifications/and or billets: CONNOOD UW, CICWO, TOPWO
3. Craftmaster, Small Craft Officer-in-Charge (OIC)
4. Safety Officer for boat handling, anchoring, line handling, well deck operations, underway replenishment and cranes
5. 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

New accession officers should expect to be detailed to traditional sea duty assignments (BOSN/AFL) aboard LHDs, LHA’s, LPDs, LSDs and CVNs, as well as OIC positions within the respective Naval Beach Groups (ACU/BUU/ACB). Every billet assigned will require the applicant to rapidly function as the resident technical expert in his or her field. Applicants must have compiled a diverse career track and upon commissioning be world-wide assignable.
Interview Appraisal Boards

- Interview Appraisal Boards
  - Board make-up = LDO and CWO community leaders (Gatekeepers)
  - Use NAVCRUIT 1131/5 (Rev. 2-2022)
  - Applicants do not “Appraisal Shop”
  - Setup by Command designated POC (Command Coordinator)
    - Command POC - secure the correct designator(s) on panel
    - Import board members (VTC, teleconference acceptable) when designators are not available in local area

- Interview Appraisals, items to know / tips for the board:
  1. Your designator career path (KNOW IT!) Technical Expertise!
  2. Understand the commitment (world-wide assignable / impact to family)
  3. Answer questions honestly and directly / avoid rambling
  4. Relax (don’t squirm or fidget), think, speak clearly and maintain good eye contact
  5. You can be asked a variety of questions and each board will vary – show confidence

Appraisal Sheets belong to the CO; not the applicant!
### Interview Appraisal Sheet

- Updated NAVCRUIT 1131/5 (Rev 2-2022)

#### MOTIVATION

<table>
<thead>
<tr>
<th>PROGRAM MOTIVATION</th>
<th>VERY HIGHLY MOTIVATED FOR PROGRAM</th>
<th>DEFINITELY MOTIVATED FOR PROGRAM</th>
<th>MOTIVATED FOR NAVY - PROGRAM NOT IMPORTANT</th>
<th>MOTIVATED FOR COMMISSION, PROGRAM AND SERVICE NOT IMPORTANT</th>
<th>UNABLE TO DETERMINE</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Indicate the applicant’s motivation for the program for which applying)</td>
<td></td>
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</tr>
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</table>

#### POTENTIAL

<table>
<thead>
<tr>
<th>TECHNICAL KNOWLEDGE</th>
<th>OUTSTANDING (1)</th>
<th>EXCELLENT (2)</th>
<th>GOOD (3)</th>
<th>AVERAGE (4)</th>
<th>LESS THAN AVERAGE (5)</th>
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</thead>
<tbody>
<tr>
<td>(For LDO/CWO Applicants Only)</td>
<td>Refer to Discrete Requirements</td>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>POTENTIAL AS A CAREER NAVAL OFFICER</th>
<th>OUTSTANDING (1)</th>
<th>EXCELLENT (2)</th>
<th>GOOD (3)</th>
<th>AVERAGE (4)</th>
<th>LESS THAN AVERAGE (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

**COMMENTS:** Supplement or qualify the motivation rating and potential as a career Naval Officer, as appropriate.

**PANEL MEMBER NAME, GRADE, DESIGNATOR (LDO/CWO ONLY)**

**SIGNATURE OF INTERVIEWER**

**TYPE OR PRINT NAME OF INTERVIEWER**

**GRADE, DESIGNATOR (IF ANY) BRANCH OF SERVICE**
FY 25 LDO/CWO Programs Eligibility Checklist

** Checklist for FY 25 will be released by or before June 2nd **

FY 23 Errors

- Some applications had more than one error and several applicants did not meet eligibility requirements
- Appraisal Forms – Missing appraisals, missing marks, current form not used (Digital Signature Appraisal Form) (NAVCRUIT 1131/5 - Rev 03/2021)
- CO’s Endorsement – Not included, not signed or missing references requirement (“meets all requirements outlined in references (a) through (c).”)
- Citizenship – Not filled out or missing documentation proof of citizenship
- Missing color vision tests for designators that require them.
- Missing Security Clearance information

Errors should be caught prior to their arrival at NPC. A well versed command LDO/CWO coordinator can provide assistance to both the command and the candidate during the application process.
Notional Application Timeline

- **MAR**: Special Request to CO via Command Coordinator
- **MAY/JUN**: Submit application to Admin
- **NLT 15 JUL**: TIS waivers due to OCM
- **JUL/AUG**: Interviewer Appraisal Board
- **JUL/AUG**: CO’s endorsement prepared
- **SEP**: Submit applications
- **NLT 01 OCT**: Applications due to NPC
- **NLT 15 DEC**: Addendums (Evals, Awards etc.) due to NPC
- **JAN**: Board convenes
- **FEB/MAR**: Results announced via NAVADMIN

* Command Coordinator/Admin will provide a copy of the entire completed/signed application with ALL enclosures to the applicant. This can be accomplished via paper copy or by carbon copy (cc) during submission.
Air Vehicle Pilot OCS Program

- Eligible at Board: 48
  Street: 9
  Fleet: 39

- Total Selected: 10
  Street: 2
  Fleet: 8

*FY 24 OCS AVP Board set for 21AUG23
– packages due NLT 28Jul23
Program Authorization (PA) 106A (May 2022)

Title officially changed from AVO to AVP, Air Vehicle Pilot.

Start as WO1.

Maximum of 12 years TIS, not waiverable.

Maximum age of 32, waiverable, must be approved before submission of package.

Minimum of 2 year Associates Degree.

Score of 96 or higher on SUPer Battery Test.

Shall serve a minimum of 7 years on Active-Duty from the date of winging.
Promotion Opportunity
LDO Promotion Opportunity

- CAPT 21-23 YCS 40% - 60 % Opportunity
- CDR 15-17 YCS 60% - 80% Opportunity
- LCDR 9-11 YCS 70% - 90 % Opportunity
- LT 4 YCS AFQ
- LTJG 2 YCS AFQ
CWO Promotion Opportunity

- **CWO5**: 11-13 YCS, 33% - 50%
- **CWO4**: 7 YCS, 70% - 90%
- **CWO3**: 3 YCS, AFQ

WO1 to CWO2 – Refer to SECNAVINST 1412.8C
Return on Investment (ROI)
Your return on investment...

Retirement after 20 Years of Service:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Monthly Pay</th>
<th>Annual Pay</th>
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<tbody>
<tr>
<td>CPO</td>
<td>$2,736</td>
<td>$32,838</td>
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<tr>
<td>CWO3</td>
<td>$3,714</td>
<td>$44,568</td>
</tr>
<tr>
<td>LT</td>
<td>$4,210</td>
<td>$50,526</td>
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</tbody>
</table>

50% (40%)  

Retirement after 26 Years of Service:

<table>
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<tr>
<th>Rank</th>
<th>Monthly Pay</th>
<th>Annual Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCPO</td>
<td>$4,505</td>
<td>$54,062</td>
</tr>
<tr>
<td>CWO4</td>
<td>$5,950</td>
<td>$71,401</td>
</tr>
<tr>
<td>LCDR</td>
<td>$5,987</td>
<td>$71,838</td>
</tr>
</tbody>
</table>

65% (52%)  

Retirement pay for life!

DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20 (DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)

http://militarypay.defense.gov/Calculators/High-3-Calculator/
Your return on investment...

### Retirement after 30 Years of Service:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Monthly Pay</th>
<th>Yearly Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>MCPO</td>
<td>$6,395</td>
<td>$76,743</td>
</tr>
<tr>
<td>CWO4</td>
<td>$7,002</td>
<td>$84,024</td>
</tr>
<tr>
<td>LCDR</td>
<td>$6,908</td>
<td>$82,890</td>
</tr>
<tr>
<td>CWO5</td>
<td>$8,726</td>
<td>$104,722</td>
</tr>
<tr>
<td>CDR</td>
<td>$9,534</td>
<td>$114,408</td>
</tr>
<tr>
<td>CAPT</td>
<td>$12,898</td>
<td>$154,777</td>
</tr>
</tbody>
</table>

- **33 Years**: 82.5% (66%)
- **35 Years**: 87.5% (70%)
- **38 Years**: 95% (76%)

#### DISCLAIREMENT:
HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20 (DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)

http://militarypay.defense.gov/Calculators/High-3-Calculator/
LDO/CWO OCM Websites

Contact Us

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

Community News and Forums:
MyNavyHR Website:
- Facebook: Search, “US Navy LDO/CWO Community Managers Forum”