



Recruiting Our Future Leaders

***CAPT Pat Sutton – LDO/CWO Community Manager
CWO5 John Cowan – CWO Community Manager
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- **LDO and CWO Mission**
- **LDO and CWO Definition & Designators**
- **FY 25 ISPB Board Statistics**
- **FY 25 ISPB Diversity Statistics**
- **Application Guidance and Preparation**
- **Eligibility Checklist**
- **Air Vehicle Pilot (AVP) Program / 7371**



LDO and CWO Mission

The Limited Duty Officer and Chief Warrant Officer Community supports 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)

611X DECK
612X OPERATIONS
613X ENGINEERING/REPAIR
618X ELECTRONICS

Line (SUB / NUCLEAR)

6200 NUCLEAR POWER (NAVADMIN 006/16)
623X ENGINEERING/REPAIR
626X ORDNANCE
628X ELECTRONICS
***629X COMMUNICATIONS**

Line (AVIATION)

631X DECK
633X MAINTENANCE
636X ORDNANCE
639X AIR TRAFFIC CONTROL

General Line

641X ADMINISTRATION
643X BANDMASTER
648X EXPLOSIVE ORDNANCE DISPOSAL
649X SECURITY

Staff

***651X SUPPLY CORPS**
653X CIVIL ENGINEER CORPS

** 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 NAVAL SPECIAL WARFARE COMBAT CREWMAN
- 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 25 ISPB Stats



FY 25 Active Duty Selections

<u>Active Duty</u>	<u>Quotas</u>	<u>Selected</u>	<u>Announced</u>
Enlisted to LDO	221	221	219**
Enlisted to CWO	245	245	245

- * Quota returned (0)
- ** On hold awaiting adjudication of an issue (2)

LDO Selection Opportunity: 27% (above 5 and 10 year average)

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

Total applications for LDO and CWO: 1,520

Eligible applications: 1,479 (LDO Apps – 824 / CWO Apps - 655)

**Note: Non-NUC applicant data*



FY 25 Stats (LDO)

Designator/Community					FY25		
	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
611X DECK	25.2%	23.3%	8	8	30	9	30%
612X OPERATIONS	30.8%	27.2%	11	12	20	12	60%
613X ENGINEERING	25.9%	23.6%	26	26	92	30	33%
618X ELECTRONICS	39.3%	32.4%	32	26	77	37	48%
620X NUCLEAR POWER	26.6%	27.0%	44	42	162	42	26%
623X SUB-ENGINEER	17.1%	20.8%	4	4	18	5	28%
626X SUB-ORDNANCE	29.8%	28.1%	8	8	30	9	30%
628X SUB-ELECTRONICS	21.5%	19.1%	5	6	26	5	19%
629X SUB-COMMS	28.0%	25.3%	4	4	21	4	19%
631X AVIATION-DECK	34.3%	23.4%	6	6	15	6	40%
633X AVIATION-MAINT	20.4%	17.8%	24	25	80	26	33%
636X AVIATION-ORD	23.3%	20.6%	13	12	48	15	31%
639X AIR TRAFFIC CONT	19.2%	21.0%	5	5	24	5	21%
641X ADMINISTRATION	13.6%	13.7%	19	20	132	22	17%
643X BANDMASTER	64.7%	46.5%	1	2	4	2	50%
648X EOD	68.4%	52.8%	3	5	6	4	67%
649X SECURITY	22.1%	22.0%	22	23	92	20	22%
651X SUPPLY	6.3%	6.8%	7	8	99	6	6%
653X CIVIL ENGINEER	32.4%	31.0%	4	5	10	4	40%
LDO Total	21.6%	19.6%	268	246	986	263	27%



FY 25 Stats (CWO)

Designator/Community					FY25		
	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
711X DECK	43.2%	37.5%	11	11	24	10	42%
712X OPERATIONS	39.9%	34.2%	13	13	41	12	29%
713X ENGINEERING	34.7%	27.6%	24	24	67	23	34%
715X SPECIAL WARFARE	69.1%	65.2%	12	11	23	14	61%
717X SWCC	66.8%	58.3%	4	5	3	2	67%
718X ELECTRONICS	33.3%	23.4%	16	11	46	18	39%
720X DIVER	60.7%	62.7%	5	5	9	6	67%
726X SUB-ORDNANCE	14.3%	13.8%	2	2	14	2	14%
728X SUB-ACOUSTIC	39.6%	35.4%	4	5	17	8	47%
731X AVIATION-DECK	16.7%	15.1%	6	6	24	6	25%
732X AVIATION-OPS	87.3%	66.3%	12	9	17	13	76%
733X AVIATION-MAINT	22.2%	18.2%	25	26	78	26	33%
736X AVIATION-ORD	23.8%	22.5%	13	14	57	12	21%
741X ADMINISTRATION	26.5%	20.7%	23	20	70	24	34%
749X SECURITY	16.4%	13.3%	6	6	39	7	18%
752X FOOD SERVICES	22.7%	23.7%	6	7	22	5	23%
780X OCEANOGRAPHY	61.7%	49.5%	2	3	3	2	67%
781X INFO WARFARE	42.0%	33.1%	15	14	34	15	44%
782X INFO SYSTEMS	39.8%	28.2%	17	16	40	22	55%
783X INTELLIGENCE	52.7%	41.9%	12	9	23	15	65%
784X CYBER	73.3%	54.1%	2	2	4	3	75%
CWO Total	32.0%	26.3%	232	196	655	245	37%



FY 25 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 25 ISPB Overall Diversity Statistics

	<u>Eligible</u>	<u>Selected</u>	<u>Percent</u>
<u>Total Applicants*</u>	1479	466	31.5
Female	237	63	26.6
Male	1242	403	32.4
Minority	918	268	29.2
Minority Female	193	51	26.4
Minority Male	725	217	29.9

****Note: Non-NUC applicant data***



FY 25 ISPB Diversity Breakdown Statistics

<u>Male</u>	<u>Eligible</u>	<u>Selected</u>	<u>Percent</u>
American Indian/Alaska Native	24	6	25.0
Asian	76	21	27.6
Black/African American	266	75	28.2
Hawaiian/Pacific American	19	7	36.8
White	497	183	36.8
Declined to Respond	20	3	15.0
Multiple Race	99	37	37.4
Hispanic Race	241	71	29.5
Total:	1242	403	32.5

<u>Female</u>	<u>Eligible</u>	<u>Selected</u>	<u>Percent</u>
American Indian/Alaska Native	3	2	66.7
Asian	20	5	25.0
Black/African American	81	18	22.2
Hawaiian/Pacific American	4	2	50.0
White	44	12	27.3
Declined to Respond	0	0	0.00
Multiple Race	37	11	29.7
Hispanic Race	48	13	27.1
Total:	237	63	26.6

**Note: Non-NUC applicant data*



***FY 26 ISPB
Application Guidance,
Preparation and
Eligibility Checklist***



FY 26 Accession Windows

- **Time in Service (TIS) windows (Computed to 01OCT25)**
 - 8 to 14 years for LDO (non-nuclear) [OCT 17 – OCT 11]
 - 8 to 16 years for LDO (nuclear) [OCT 17 – OCT 09]
 - 14 to 20 years for CWO (E7 and E8) [OCT 11 – OCT 05]
 - 14 to 22 years for CWO (E9) [OCT 11 – OCT 03]

- **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
 - 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
- Should highlight qualifications (utilizing the discrete requirements)
- Should address past negatives (if needed) and waivers if applicable
- Ranking no longer required

- **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



FY 26 Guidance

- **Review Active Duty Limited Duty Officer, Chief Warrant Officer and Warrant Officer Programs, OPNAVINST 1420.2**
- **Use FY 25 Active LDO and CWO ISP Board NAVADMIN 105/24 for application guidance and deadlines**



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

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

MyNavy HR About MyNavy HR ▾ Career Management ▾ Support & Services ▾ References ▾ Media Center ▾ Contact Us 🔍

Career Management ▸ Community Management ▸ Officer ▸ Active OCM ▸ LDO CWO ▸ **Applicant Information**

Applicant Information


LDO / CWO OCM

- APPLICANT INFORMATION **
- CAREER PATTERN SHEETS
- LDO / CWO / WO1 GUIDEBOOK
- MUSTANG LARIAT
- PROMOTION
- QUICK LINKS
- REFERENCES
- RETIREMENT
- SELECTION BOARDS

RESTRICTED LINE OCM

STAFF CORPS OCM

UNRESTRICTED LINE OCM

- Select for ---> [CURRENT LDO/CWO RECRUITING BRIEF](#)
- Select for ---> [CURRENT LDO AND CWO DESIGNATORS](#)
- Select for ---> [LDO AND CWO IN-SERVICE PROCUREMENT BOARD](#) (for Application Template, Checklist, Interviewer's Form, and more)
- Select for ---> [CHANGE TO CYBER WARRANT \(784X\) 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/WO1 ENLISTED TO OFFICER CONVERSION PROCESS](#) Upon selection, share this with your CCPA to ensure a smooth transition.
- Info for -----> **AERIAL 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 106A requirements. Commander Navy Recruiting Command (CNRC) is in charge of taking applications. Selection will be via OCS application criteria as outlined in OPNAVINST 1420.1B CH. 4 and will utilize OPNAV 1420/1.
[AVO Program Authorization \(PA-106A\) **AS OF MAY 2022**](#) [737X FACT SHEET](#)
[AVO Physical Standards Class IV \(Pages 15-18\)](#) [OCS Waiver Memo Template](#)
 NEXT BOARD: Next AVO Board will be in 2023. Board date and application deadline are TBD

ACTIVE DUTY LDO/CWO APPLICATION PROCESS

(Reservists interested in the Reserve LDO/CWO program, see [NAVADMIN \(Reserve\) 150/22](#) 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 TIS Waiver Template](#)



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 Fully Qualified Applicant**
- **Sustained Superior Performance**
- **Discrete Requirements are valued**

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: CONN/OOD 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/BMU/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 (CAPT, CDR, CWO5)
- Use NAVCRUIT 1131/5 (4-2024)
- 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 (4-2024)

MOTIVATION												
PROGRAM MOTIVATION <small>(Indicate the applicant's motivation for the program for which applying)</small>	Very highly motivated for program.	Definitely motivated for program.	Motivated for Navy (Program not important).	Motivated for Commission (Program and service not important).	Unable to determine							
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
POTENTIAL												
FIT WITH COMMUNITY QUALIFICATIONS	OUTSTANDING <small>Very strong in 2 or more focus areas, with potential in others.</small>	EXCELLENT <small>Very strong in at least 1 focus area with potential in others.</small>			GOOD <small>Solid potential in focus areas, good overall.</small>			AVERAGE <small>Identifiable potential in some focus areas, no concerns.</small>		LESS THAN AVERAGE <small>No real community. Specific strengths.</small>		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
TECHNICAL KNOWLEDGE <small>(For LDO/CWO Applicants Only) Refer to Discrete Requirements</small>	OUTSTANDING		EXCELLENT			GOOD			AVERAGE		LESS THAN AVERAGE	
	10	9	8	7	6	5	4	3	2	1	0	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
POTENTIAL AS A CAREER NAVAL OFFICER	OUTSTANDING		EXCELLENT			GOOD			AVERAGE		LESS THAN AVERAGE	
	10	9	8	7	6	5	4	3	2	1	0	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
COMMENTS: Supplement or qualify the motivation rating and potential as a career Naval Officer, as appropriate.												
PANEL MEMBER NAME, GRADE, DESIGNATOR (LDO/CWO ONLY)					PANEL MEMBER NAME, GRADE, DESIGNATOR (LDO/CWO ONLY)							
SIGNATURE OF INTERVIEWER			TYPE OR PRINT NAME OF INTERVIEWER				GRADE, DESIGNATOR (IF ANY) BRANCH OF SERVICE					

SAMPLE



FY 26 LDO/CWO Programs Eligibility Checklist

CUI (when filled in)

Active Duty/TAR LDO/CWO/WO1 Eligibility Checklist NAVPERS 1420/5 (Rev. 05-2024)		PREVIOUS EDITIONS ARE OBSOLETE Supporting Directive NAVADMIN 105/24	
This checklist is applicable for: Active Duty Limited Duty Officer, Chief Warrant Officer, and Warrant Officer In-Service Procurement Board			
Name (Last, First, MI):	Enlisted Rate:	Designator Choice 1:	Designator Choice 2:
Application Checklist Items		Command	PERS-803
1a.	- Desired Designators		
1b.	- Citizenship Status (Provide required documentation, if applicable)		
1c.	- Active Duty Service Date		
1d.	Dates are within eligibility window computed to 1 October 2025 8-14 yrs for LDO ENS (Non-NUC applicants) 1 October 2017 - 1 October 2011 8-16 yrs for LDO ENS (NUC applicants) 1 October 2017 - 1 October 2009 14-20 yrs for CWO2 (E7/E8 applicants) 1 October 2005 - 1 October 2005 14-22 yrs for CWO3 (E9 applicants) 1 October 2003 - 1 October 2003 6-14 yrs for WO1 784X only (E5 and above) 1 October 2003 - 1 October 2003		
1e.	Time in rate for E8 applicants must be in accordance with OPNAVINST 1500.10. Selection board "Eligible" profile sheet from most recent E7 exam.		
1f.	No Uniform Code of Military Justice or civil convictions (including minor violations) in the last 3 years.		
Encl (x)	Approved Time in Service (TIS) waiver from LDO/CWO Community Manager, if applicable.		
Applicant Signature	Applicant must sign the application.		
2.	CO endorsement must validate the applicant meets requirements to include worldwide assignability and physical fitness standards, and the applicant is an active clearance or is under continuous evaluation (CE).		
3.	CO endorsement must provide a specific recommendation concerning the application and must address any waivers requested, with the signature of the CO.		
4.	CO endorsement must be signed by an active appraisal board members. Verify all members are at least CWO3 or LCDR.		
CO Signature	Applicant CO/BOC must sign endorsement. "Acting" CO is authorized.		
Appraisals	Application must include every three NAVCRUIT 1131/5 (Rev. 4-2024) Interviewer's Appraisal Sheet forms. Earlier versions of the form will not be accepted. Forms must be complete, signed, and must include names of all board members. Not required for designator 8200 applicants.		
Color Vision Test	Color Vision test must indicate passing result and be signed by a medical representative. Refer to OPNAVINST 1420.2 for designator listing.		
Reviewers' initials			
BOL Application Codes: A = Application accepted NE = Not Eligible A, followed by a number (e.g. A1 or A2) = Application accepted and number of addendums accepted			
Command Coordinator E-mail Address			
Command Coordinator Name and Grade:		Command Coordinator Signature:	Date:

****Checklist for FY 26 is available online****

FY 25 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, appraisers do not match names is CO's Endorsement (**Digital Signature Appraisal Form**) (NAVCRUIT 1131/5 - Rev 02/2022)
- 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
- Sending applications via DOD Safe or BOL

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.



Your return on investment...

Retirement after **20** Years of Service:

CPO	CWO3	LT
<ul style="list-style-type: none">• \$2,878 / month• \$34,547 / year	<ul style="list-style-type: none">• \$3,907 / month• \$46,888 / year	<ul style="list-style-type: none">• \$4,429 / month• \$53,154 / year

50% (40%)

Retirement after **26** Years of Service

SCPO	CWO4	LCDR
<ul style="list-style-type: none">• \$4,739 / month• \$56,871 / year	<ul style="list-style-type: none">• \$6,259 / month• \$75,111 / year	<ul style="list-style-type: none">• \$6,297 / month• \$75,574 / year

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:

MCPO

- \$6,727 / month
- \$80,730 / year

CWO4

- \$7,366 / month
- \$88,395 / year

LCDR

- \$7,266 / month
- \$87,201 / year

75% (60%)

33 Years

CWO5

- \$9,180 / month
- \$110,169 / year

82.5% (66%)

35 Years

CDR

- \$9,998 / month
- \$119,980 / year

87.5% (70%)

38 Years

CAPT

- \$13,568 / month
- \$162,819 / year

95% (76%)

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)



Mentor Introductions

- **Name**
- **Designator**
- **Where you are stationed**
- **How to contact you**

Air Vehicle Pilot OCS Program



- **Eligible at Board: 62**
Street: 16
Fleet : 46

- **Total Selected: 14**
Street: 3
Fleet : 11

****FY 25 OCS AVP Board set for 19AUG24
– packages due NLT 26JUL24***



AVP Warrant Officer

- **Program Authorization (PA) 106A (April 2023)**
- **Title officially changed from AVO to AVP, Air Vehicle Pilot.**
- **Start as WO1.**
- **Maximum of 12 years TIS, **not waivable.****
- **Maximum age of 32, waivable, 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.**



LDO/CWO OCM Websites

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

MyNAVY HR About MyNavy HR Career Management Support & Services References Media Center Contact Us

Career Management Community Management Officer Active OCM LDO CWO Applicant Information

Applicant Information

- LDO / CWO OCM
- APPLICANT INFORMATION **
- CAREER PATTERN SHEETS
- MUSTANG LARIAT
- PROMOTION
- QUICK LINKS
- REFERENCES
- RETIREMENT
- SELECTION BOARDS
- RESTRICTED LINE OCM
- STAFF CORPS OCM
- UNRESTRICTED LINE OCM

- Select for ---> [CURRENT LDO/CWO RECRUITING BRIEF](#)
- Select for ---> [CURRENT LDO AND CWO DESIGNATORS](#)
- Select for ---> [LDO AND CWO IN-SERVICE PROCUREMENT BOARD](#)
- Select for ---> [CHANGE TO CYBER WARRANT \(784X\) REQUIREMENTS](#)
- Select for ---> [FY-23 DISCRETE REQUIREMENTS](#)
- Select for ---> [CPO EXAM FOR LDO PURPOSES ELIGIBILITY](#)
- Select for ---> [SECURITY CWO \(749x\) APPLICANT INFORMATION and SECURITY CWO NAVADMIN 132/21](#)
- Info for ----> **AERIAL 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 106A requirements. Commander Navy Recruiting Command (CNRC) is in charge of taking applications. Selection will be via OCS application criteria as outlined in OPNAVINST 1420.1B CH. 4 and will utilize OPNAV 1420/1. AVO Program Authorization (PA-106A)
[737X FACT SHEET](#)
[AVO Physical Standards Class IV \(Pages 15-18\)](#)
[AVO NAVADMIN 141/21](#)
[OCS Waiver Memo Template](#)
NOTE: The next AVO Board is set for 25 JULY 2022. Application Deadline is 24 JUNE 2022.
PA 106A is currently being revised to further clarify requirements prior to the next selection cycle. Anticipate a modified UAV ATSB, which is still under development.



LDOCWOOCM.FCT@navy.mil



Search Facebook



Edit

US Navy LDO/CWO Community Managers Forum

Private group · 12.4K members



Contact Us

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- Parker Dinwiddie, Civilian Assistant LDO/CWO Community Manager
email: parker.h.dinwiddie.civ@us.navy.mil
- * LDO/CWO OCM Mailbox: ldocwoocm.fct@navy.mil

Community News and Forums:

MyNavyHR Website:

- <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO>
- Facebook: Search, “US Navy LDO/CWO Community Managers Forum”



End of Recruiting/Applicant Brief

Questions?