

Program Authorization: The Baccalaureate Degree Completion Program (BDCP) is a collegiate program which provides a financial incentive to college students to complete baccalaureate degree requirements and obtain a commission as an unrestricted line (URL) or Information Warfare (IW) officer in selected communities upon successful completion of Officer Candidate School (OCS) or Officer Development School (ODS) for Cyber Warfare Engineer (CWE). Selection boards for BDCP will be held concurrent to applicable officer community professional recommendation selection boards. This pilot program will be evaluated no later than February 2024 to provide a recommendation to either renew, modify or sunset.

1. Program Authority: Title 10 U.S. Code sections 511, 531, 532, 8323, 12102, 12103 and 12209.
2. Cancellation: Program Authorization 147 of February 2022.
3. Quotas: This program authorization (PA) will supplement recruiting efforts tied to PAs 100 (Surface Warfare Officer (SWO)), 100D (Special Warfare (SPECWAR)), 100E (Explosive Ordnance Disposal (EOD)), 106 (Naval Aviation - Pilot and Naval Flight Officer), 108A (Intelligence (Intel)), 108B (Oceanography (OCEANO)), 108C (Cryptologic Warfare (CW)), 108D (Information Professional (IP)) and 121 (Cyber Warfare Engineer (CWE)). Overall quotas will be prescribed by the Deputy Chief of Naval Operations (Personnel, Manpower, and Training) (N1). Note: Those applicants interested in Submarines or Surface Warfare Officer (Nuclear) (SWO(N)) should apply for the Nuclear Power Officer Candidate (NUPOC) program per PA 100A.
4. Qualifications
 - a. Citizenship: Applicants must be U.S. citizens.
 - b. Gender: Open to men and women.
 - c. Age: Applicants must be at least 19 years old and will not exceed the maximum age limit for commissioning as delineated in PAs 100, 100D, 100E, 106, 108A, 108B, 108C, 108D and 121, 108A, 108B, 108C, 108D and 121, as applicable.
 - d. Education
 - (1) Applicants for this program do not need to have completed a baccalaureate degree. Applicants must be currently enrolled or accepted for transfer to a regionally-accredited four year college or university that does not have an established Naval Reserve Officer Training Corps (NROTC) unit or NROTC cross-town agreement. They must also have an approved degree completion plan prior to enlistment in order to determine the projected graduation date.
 - (2) Applicants must have completed at least 60 semester or 90 quarter hours of credit from an accredited college or university. Applicants who have already completed their baccalaureate degree should apply for PAs 100, 100D, 100E, 106, 108A, 108B, 108C, 108D and 121.

(3) Applicants must have a cumulative grade point average (GPA) of at least 2.8 on a 4.0 scale. No waivers below a 2.8 GPA will be authorized.

(4) Majors:

(a) No restrictions for SWO, SPECWAR, EOD and aviation; however, majors in science, technology, engineering and mathematics, or those studies which have a direct application to a naval career will be given strong consideration at the professional recommendation board.

(b) For intel, major fields of study in international relations with a regional focus (e.g., Middle East or Asian studies), political science, history, or science, technology, engineering and mathematics are strongly preferred, but not required.

(c) For OCEANO, major fields of study directly related to science, meteorology, oceanography, mathematics, physics and engineering are most strongly preferred, but not required.

(d) For CW, major fields of study directly related to science, technology, engineering and mathematics are most strongly preferred, but not required.

(e) For IP, major fields of study directly related to information systems, cybersecurity, computer science, computer engineering, electrical engineering, operations research/applied statistics, or other science, technology, engineering and mathematics (STEM) fields are preferred, but not required.

(f) For CWE, degrees in computer science and computer engineering are strongly preferred; other technical majors will be considered on a case-by-case basis, which include but are not limited to cyber operations, mathematics, information systems, software engineering and other computer related disciplines.

(5) BDCP candidates complete college as full time students attending at least all normal school sessions (two semesters or three quarters or higher if required by the specific designator PA).

(6) Official transcripts must be submitted to Commander, Navy Recruiting Command (CNRC) upon completion of every school term.

(a) A select's failure to disclose complete academic transcripts or evidence of tampering in any way will result in disenrollment from BDCP.

(b) Upon review and recommendation from the respective officer community manager, a BDCP candidate may be removed from the program and separated from the Navy by CNRC if they fail to maintain a cumulative 2.8 GPA (on a 4.0 scale) or maintain less than a 2.0 GPA (on a 4.0 scale) in STEM courses.

(7) Participation in a non-mandatory co-op or work-study program is authorized unless such participation will cause a delay in the projected graduation date.

(8) BDCP candidates will not be permitted to extend their projected graduation date, cease attending classes, change majors, enter exchange programs or transfer schools without specific approval of CNRC. Failure to obtain permission may result in disenrollment.

e. Physical: Applicants must meet pre-commissioning/accession physical standards per the Manual of the Medical Department, Chapter 15, as well as any additional requirements imposed by the PA for the specific designator for which they have applied.

f. Duty Preference: Not applicable.

g. Test Scores: Refer to the specific designator PA.

h. Security Clearance Eligibility: Applicants for Intel, OCEANO, CW, IP, and CWE must follow security clearance requirements outlined in the specific designator Program Authorization. Security requirements must be fulfilled prior to shipping to Officer Training Command Newport.

5. Selection

a. Applicants may request consideration for one of the following officer communities for which they qualify (subject to quota limitations): CW, CWE, EOD, IP, Intel, Naval Aviation, OCEANO, SPECWAR or SWO. Applicants may only request one community in their application. Note: Those applicants interested in Submarines or SWO(N) should apply for NUPOC per PA 100A. Those applicants interested in SPECWAR must apply for consideration per PA 100D.

b. Selection will occur at the professional recommendation board in line with OPNAVINST 1120.13B with applications submitted in the same manner as PAs 100, 100D, 100E, 106, 108A, 108B, 108C, 108D and 121. BDCP CWE candidates additionally require special community technical screening and interview panel, as outlined in PA 121. CNRC will coordinate with Head Officer Community Management Office (BUPERS-31) to schedule BDCP selection boards with the intent of holding boards in conjunction with direct accession professional recommendation boards, or more frequently as required by the individual communities.

c. CNRC will notify professionally recommended candidates and continue processing for enlistment outlined in paragraph 9 of this PA.

6. Waivers: No waivers are authorized.

7. Accession Source

a. Civilians, including prior service members who have separated from the military with an honorable characterization of service.

- b. Enlisted personnel of the Navy Reserve (active or inactive reserve).
- c. Enlisted personnel of the reserve components of the other armed services (inactive) with an approved conditional release form (DD-368).
- d. NROTC midshipmen who have received pay entitlements, subsistence allowance, tuition or fees are not eligible to apply.

8. Funding

a. BDCP candidates will receive full pay and allowances (except clothing) at the rate of Officer Candidate Petty Officer Third Class (OCPO3) (E-4), but must pay for tuition, books and other school related expenses.

b. Members are eligible for meritorious advancement by two means:

(1) Members who make the dean's list during two consecutive semesters or three consecutive quarters. Candidates are eligible for a one time advancement to next higher paygrade (maximum E-6) effective on the first day of the month following completion of 30 semester hours or 45 quarter hours.

(2) Any BDCP candidate who provides a referral which results in an accession to an officer commissioning program (candidate or direct commission) will be eligible for a one time advancement to the next higher paygrade (maximum E-6).

(3) Both opportunities will allow for a maximum of two meritorious advancements while in the program: one for academic achievements while in the program and one for a referral leading to an accession.

c. Upon completion of baccalaureate degree requirements, candidates will be advanced to Officer Candidate Second Class Petty Officer (OCPO2) (E-5), if not previously advanced and will continue to receive pay at that pay grade while awaiting enrollment in the next available OCS or ODS class.

9. Enlistment

a. Upon selection, applicants will be processed for enlistment in the Navy Reserve.

b. Candidates will be ordered to the Navy Talent Acquisition Group (NTAG) nearest to where they are attending college.

c. BDCP candidates will be placed in a reserve, non-Individual Ready Reserve (IRR) status as an OCPO3 (E-4) or, if already in the reserve component, retain their current paygrade if higher while remaining in a reserve, non-IRR status.

d. Upon graduation, all BDCP candidates except Cyber Warfare Engineer will be advanced to OCPO2 (E-5) if not already an OCPO2 (E-5) or OCPO1 (E-6). They will incur all rights and responsibilities thereof. CWE BDCP candidates will commission upon graduation.

e. The NTAG will be responsible for coordinating management and administration of BDCP candidates during indoctrination, physical readiness testing, common access card registration and issue, pay, urinalysis and any other administrative requirements until they report to OCS or ODS.

10. Indoctrination

a. Upon receiving a baccalaureate degree, members will be assigned to the next available OCS or ODS class.

b. All BDCP options except CWE will attend OCS in Newport, RI. After commissioning from OCS, officers will attend designator specific training.

c. CWE candidates will attend ODS in Newport, RI.

11. Constructive Entry Credit. Only applicable to CWE. Constructive credit for potential CWE officers will follow guidelines provided in PA 121 and determination will be made prior to commissioning.

Approved:



J. P. WATERS

Rear Admiral, U.S. Navy

Director, Military Personnel Plans and Policy (OPNAV N13)

Date: 12 Aug 22