

Program authorization: Seaman to Admiral-21 (STA-21) surface warfare officer (SWO) option commissioning program. STA-21 SWO option will facilitate the completion of a baccalaureate degree and enhance upward mobility opportunity for enlisted members to obtain a commission, designator 1160 (Training-Surface Warfare). Surface Warfare Officer Community Manager (BUPERS-311) is the officer community manager. Naval Service Training Command (NSTC) is the program manager.

1. Program Authority: Title 10 U.S. Code sections 532, 2013, 6323 and 12201 to 12209.
2. Cancellation: Program Authorization 150B of June 2019.
3. Quota: As prescribed by the Deputy Chief of Naval Operations for Personnel, Manpower, and Training, N1.
4. Qualifications
 - a. Citizenship: Applicants must be citizens of the United States.
 - b. Sex: No restrictions.
 - c. Age: All applicants must be at least 19 years old and must not have passed their 35th birthday at time of commissioning.
 - d. Education: All applicants must complete a baccalaureate degree within 36 months from a regionally accredited institution and must have a cumulative grade point average of at least 2.5 on a 4.0 scale.
 - (1) Selectees must take a minimum of two semesters/three quarters of calculus and calculus-based physics with a passing grade of “C” or better. Calculus and physics taken at other than the host institution must be transferrable to the host institution to satisfy the STA-21 requirement.
 - (2) Applicants must provide SAT or ACT Assessment scores. Minimum SAT or ACT score is 1000 SAT (500 Math and 500 Verbal) or 41 ACT combined Math/English (not less than 21 math and 20 English).
 - (3) In addition to disenrollment for academic reasons, candidates may be disenrolled because of disciplinary problems (i.e., drug usage, civil convictions, etc.) by the DCNO N1 as recommended by the NSTC Deputy Commander for NROTC Operations (NSTC N04).
 - e. Physical: In line with the Manual of the Medical Department, Chapter 15 and as detailed in Medical Standards for Appointment, Enlistment, Or Induction in the Military Services, DoD Instruction 6130.03 of 6 May 2018.
 - f. Duty Preference: Not applicable.

- g. Marital Status: No restrictions.
 - h. Program Specific Requirements: As previously stated.
5. Waivers: In cases where the applicant does not meet the age limit but otherwise has an exceptional record or proven skillset required by the Navy, an age waiver may be authorized in limited numbers. If a waiver is requested, then follow the steps below and must be adjudicated prior to the convening of the selection board.
- a. Application Contents: Letter with formal request from applicant on desired age waiver. All waiver requests must include endorsement from their commanding officer.
 - b. Routing: BUPERS-311.
 - c. Approval Authority: Director, Military Community Management (BUPERS-3).
 - d. Notifying the Applicant: BUPERS-311 will notify the applicant of waiver status.
6. Accession Source: Must be serving on active duty with an Active Duty service date in the U.S. Navy or Full-Time Support. Selected Reservist must be on active duty for special work orders. Navy Reservists on active duty for training, including annual training and inactive duty for training, are not eligible.
7. Indoctrination: Before beginning full-time college studies, STA-21 participants must attend the 8-week Naval Science Institute (NSI) at Officer Training Command Newport, RI to complete required officer professional core competencies. While attending their selected Naval Reserve Officers Training Corps (NROTC) affiliated college or university, STA-21 officer candidates will participate in drills with their NROTC unit, attend two naval science leadership courses and are strongly recommended to hold leadership positions within the unit. Upon completion of their baccalaureate degree program, STA-21 participants will be commissioned as officers in the U.S. Navy.
8. Enlistment: Participants in the paygrade of E-4 and below will be designated officer candidates and advanced to the paygrade of E-5. Participants will remain eligible for promotion while participating in the STA-21 program.
9. Constructive entry Credit: Not applicable.
10. Appointment: Candidates will be commissioned in the unrestricted line of the U.S. Navy as an ensign, designator 1160.
11. Service obligation: STA-21 officer candidates will incur a 5-year active-duty obligation upon commissioning. Candidates disenrolled from the program will incur obligation as specified in Enlisted to Officer Commissioning Programs Application Administrative Manual, OPNAVINST 1420.1B.


12. Time in Service: In line with Title 10 U.S. Code section 6328, the months of active service in pursuit of a baccalaureate-level degree under the STA-21 program will be excluded in computing the years of service of an officer who was appointed to the grade of ensign in the Navy upon completion of the program to determine the eligibility of the officer for retirement, unless the officer becomes subject to involuntary separation or retirement due to physical disability. Such active service shall be counted in computing the years of active service of the officer for all other purposes.

13. Pay and Allowances

a. Participants will continue to receive full enlisted pay and allowances and remain eligible for promotion while participating.

b. Participants will receive an annual \$10,000 education voucher, provided to benefit each participant and paid to the educational institution attended. This voucher will be used to pay tuition, fees and book costs only. Excess funding for vouchers will be remitted by the educational institution to NSTC as program manager.

c. Participants will pay for any requirements that exceed the \$10,000 voucher. STA-21 students are not eligible for tuition assistance from the Navy's Tuition Program but may use Montgomery GI Bill funds and the other Veterans Affairs educational benefits listed in section 3681(b) of Title 38 U.S. Code, so long as payment is for different courses and not combined to pay for the same course.

Approved: 
JENNIFER S. COUTURE
Rear Admiral, U.S. Navy
Director, Military Personnel
Plans and Policy (OPNAV N13)

Date: 26 Feb 25