

Program Authorization: Seaman to Admiral-21 (STA-21) Pilot and Naval Flight Officer (NFO) option commissioning program. STA-21 Pilot/NFO option will facilitate the completion of a baccalaureate degree and enhance upward mobility by providing an opportunity for enlisted personnel to obtain a commission, designator 1390 (Student Naval Aviator) or 1370 (Student Naval Flight Officer). Community Manager: BUPERS-311-AVN, DSN 882-3353. Program Manager: Naval Service Training Command (NSTC) OD2, DSN 922-9437.

1. Program Authority: Title 10 United States Code §§531, 532, 653, 2013, 6328 and 12209.
2. Cancellation: Program Authorization 150D of March 2022.
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. Age: Applicants must be at least 18 years old and not have passed their 32nd birthday upon commissioning.
  - c. Education: Applicants must retain educational eligibility in line with OPNAVINST 1420.1 series.
  - d. Physical: Must be physically qualified and aeronautically adapted to engage in duties involving flying in accordance with the physical standards established by the Chief, Bureau of Medicine and Surgery. Active Duty military members accepted as candidates must obtain an aviation applicant physical exam from a qualified flight surgeon to determine aeronautical adaptability.
  - e. Program Specific Requirements
    - (1) Aviation Selection Test Battery Minimum Scores: Academic Qualifications Rating (AQR) 4/Pilot Flight Aptitude Rating (PFAR) 5 for 1390 applicants and AQR 4/Flight Officer Aptitude Rating (FOFAR) 5 for 1370 applicants. Applicants must obtain the minimum AQR/PFAR standard prior to acceptance into the STA-21 pilot option or the minimum AQR/FOFAR standard prior to acceptance into the STA-21 NFO option.
    - (2) Security Clearance Eligibility: Officers must meet the Director of National Intelligence, Intelligence Community Directive 704 eligibility standards for access to sensitive compartmented information and special access programs prior to commencement of primary flight training. Security requirements cannot be waived.
5. Waivers: No waivers will be considered.
6. Accession Source
  - a. Enlisted sailors must be serving on Active Duty, including Training and Administration of the Reserve (TAR) or Selected Reserve on extended orders (ex. Active Duty for Operational Support,

mobilization, recall, canvasser recruiter). Navy Reservists on Active Duty for training, including annual training and inactive duty for training are not eligible.

b. Applicants must have no record of courts-martial convictions or civilian felony convictions, disciplinary action under Article 15 (Uniform Code of Military Justice), or conviction by civil court for misdemeanors (except minor traffic violations) during the three years preceding the date of application to STA-21. Any substantiated drug abuse while in an enlisted status is disqualifying.

7. Indoctrination: Before beginning full-time college studies, STA-21 participants are required to attend the eight-week Naval Science Institute at Officer Candidate School Newport, Rhode Island 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: Not Applicable.

9. Constructive Entry Credit: Not Applicable.

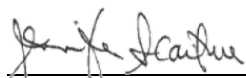
10. Appointment: Candidates will be commissioned in the unrestricted line of the U.S. Navy as an ensign, designator 1390 or 1370 (dependent on program to which applying), upon graduation from college/university.

11. Service obligation: STA-21 pilot option officer candidates will incur an 8-year Active Duty obligation upon date of designation as a Naval Aviator (1310). STA-21 NFO option officer candidates will incur a 6-year Active Duty obligation upon date of designation as a NFO (1320). Candidates disenrolled from flight training will incur obligation as specified in OPNAVINST 1420.1 series.

12. Time in Service: In line with Title 10 U.S. Code § 8328, the months of Active service in pursuit of a baccalaureate-level degree under the STA-21 program shall 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: Selectees will continue to receive full enlisted pay and allowances and remain eligible for promotion while participating. An annual \$10,000 educational voucher will be provided to benefit each participant and paid to the education institution attended. This voucher will be used to pay tuition, fees and book costs only; the educational institution will remit any excess voucher funding to the program manager (NSTC). Selectees 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 VA educational benefits listed in section 3681(b) of title 38, U.S.C., 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 (N13)

Date:

23 Jun 2025