

Program Authorization: Seaman to Admiral-21 (STA-21) Naval Special Warfare (NSW) option commissioning program. STA-21 NSW option will facilitate the completion of a baccalaureate degree and enhance upward mobility opportunity for active duty enlisted personnel of the NSW community to obtain a commission, designator 1180. Special Warfare Officer Community Manager (BUPERS-311D) is the AC SEAL Officer Community Manager (OCM). Naval Service Training Command (NSTC) is the program manager.

1. Program Authority: Title 10 U.S. Code Sections 531, 532 and 12209.
2. Cancellation: Program Authorization 150Q, April 2019.
3. Quotas: As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (DCNO N1).
4. Qualifications
 - a. Citizenship: Applicants must be citizens of the United States.
 - b. Age: Applicants must be at least 19 years old, able to complete degree requirements, and not have passed their 42nd birthday at the time of commissioning.
 - c. Education:
 - (1) Applicants must provide SAT or ACT scores. The minimum combined math/verbal SAT score is 1000 (not less than 500 math or 500 verbal) or minimum combined math/English ACT score is 41 (not less than 21 math or 20 English).
 - (2) There are no specific degree requirements:
 - (a) STA-21 selectees must take a minimum of two semesters/three quarters of calculus and calculus-based physics receiving 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.
 - (b) All STA-21 participants must complete requirements for a baccalaureate degree in 36 months.
 - (3) Participants must maintain a cumulative grade point average of 2.5 or higher on a 4.0 scale.
 - (4) Enrollees will attend Naval Reserve Officers Training Corps (NROTC) affiliated colleges or universities and be full-time students throughout the year (including summer sessions). Enrollees must remain at the university in which they initially enrolled and will not be permitted to transfer to another university while participating in STA-21.

(5) 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 NSTC Officer Development (OD).

d. Physical:

(1) 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 6 May 2018.

(2) In addition to the previous medical requirements, Bureau of Medicine and Surgery (BUMED M34) must review Report of Medical Exam, DD 2808, and Report of Medical History, DD 2807. During this review, BUMED M34 will determine whether the individual is medically eligible. If eligible, a letter to the originator will be generated stating that the individual is physically qualified for “special operations and diving” duty.

e. Designator:

(1) AC: Designator 1180 applicants must carry the O26A or O23A Navy enlisted classification (NEC) and not have begun their Leading Petty Officer (LPO) milestone. Waivers will be routed through the NSW Enlisted Community Manager (BUPERS-324) and approved by NSW Program Management Office (OPNAV N137) as outlined in paragraph 5c (1).

(2) RC: Not eligible.

f. Duty Preference: Not applicable.

g. Program Specific Requirements:

(1) Selection: Applicants that desire to become SEAL officers via the STA-21 program must be selected by the SEAL Officer Selection Panel. Applicants should contact the SEAL OCM at SEAL_OCM@navy.mil for required package components.

(2) NSTC will forward all SEAL officer applications to the SEAL OCM. Applicants will be considered and selected by the SEAL Officer Selection Panel. The SEAL Officer Panel will provide NSTC a recommended select list for final approval.

5. Waivers: In exceptional cases where an applicant does not meet all of the qualifications, a waiver may be authorized.

a. Application Contents: If the individual is noted to have a disqualifying condition, a recommendation for or against a waiver of the physical standards will be generated by BUMED M3B3.

b. Routing:

(1) Non-medical: Waiver requests will be processed by BUPERS-311D.

(2) Medical: BUMED M3B3 will route all recommendations for waivers to BUPERS-311D.

(3) Education: Educational requirement waivers will be routed through NSTC OD on a case-by-case basis.

c. Approval Authority:

(1) Non-medical: OPNAV N137.

(2) Medical: OPNAV N137.

(3) Education: OPNAV N13.

d. Notifying the Applicant:

(1) Non-medical: BUPERS-311D.

(2) Medical: BUPERS-311D.

(3) Education: NSTC OD will notify applicants about the status of their educational requirement waivers.

6. Accession Source

a. Applicants must be serving on active duty in the U.S. Navy. Applicants on active duty for training to include annual training and initial active 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 of the Uniform Code of Military Justice or conviction by civil court for misdemeanors (except minor traffic violations) during the 3 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 8-week Naval Science Institute curriculum at Newport, RI to complete required officer professional core competencies. While attending their selected 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. Following commissioning, officers will be assigned to Naval Special Warfare Basic Training Command (NSWBTC) where they will complete the Junior Officer Training Course and SEAL Qualification Training.

8. Enlistment: Participants in the paygrades of E-4 and below will be designated officer candidates and advanced to the paygrade of E-5. Participants in the paygrades of E-5 and above

will be designated officer candidates in their present paygrades. 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, U.S. Navy, designator 1180.

11. Service Obligation

a. Participants must volunteer to enlist for 6 years from date of enrollment.

b. Officers will incur a 4-year active-duty obligation from date of graduation from SEAL Qualification Training and redesignation as an 1130, SEAL officer. The balance of service, sufficient to complete 8 years of total obligated service may be served in a Ready Reserve status.

c. Participants that drop on request prior to commissioning will be obligated for 5 years of enlisted service from the date of program disenrollment or the remainder of their current enlistment, whichever is longer.

d. Participants who complete degree requirements, but fail to be commissioned will be obligated for 5 years of enlisted service from the date of program disenrollment.

e. STA-21 SEAL officer candidates who fail to meet program requirements, but desire consideration for other than unrestricted line officer opportunities may contact the NSTC OD for information regarding conversion to the STA-21 core program subject to the requirements of the SEAL option program.

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 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

a. Participants will continue to receive their full enlisted pay and allowances, and remain eligible for promotion while participating based on paygrade outlined in paragraph 8.

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 Title 38 U.S. Code section 3681(b) so long as payment is for different courses and not combined to pay for the same course.

d. Special warfare option selectees should contact the NSW OCM regarding eligibility for special pays. Maintenance of certain skills and special qualifications enhances safety and is more cost effective than periodic retraining that is required when such skills lapse.

Approved: 

J. T. JABLON
Rear Admiral, U.S. Navy
Director, Military Personnel Plans and Policy (OPNAV N13)

Date: 10 Sep 2020