



UNITED STATES
**COAST
GUARD**
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Coast Guard Recruiting Command PY25 Officer Application Guide



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I. USING THE OFFICER APPLICATION GUIDE

The Officer Application Guide (OAG) is designed to provide specific information on the application process for officer program applicants. This guide is crafted to reinforce, **not replace or supersede**, policy related to program eligibility requirements. The guide includes a repertoire of application best practices gathered from the experience of Coast Guard Recruiting Command (CG RC) officer program coordinators, recruiters, and Coast Guard ESOs.

The application guide is intended to provide the tools, resources, and references necessary for an officer applicant to cultivate the best application package possible. CG RC Officer Programs are listed below:

Coast Guard Active Duty Programs

- Officer Candidate School (Temporary and Reserve Commission)
- Twelve Direct Commission Officer (DCO) programs, including:
 - Direct Commission Aviator (DCA)
 - Direct Commission Cyber Officer (DCCO)
 - Direct Commission Engineer (DCE)
 - Direct Commission Environmental Manager (DCEM)
 - Direct Commission Health Service Officer (DCHSO)
 - Direct Commission Intelligence Officer (DCIO)
 - Direct Commission Lawyer (DCL)
 - Direct Commission Physician Assistant (DCPA)
 - Direct Commission Selected School (DCSS)
 - Licensed Officer of the Merchant Marine (LOMM)
 - Maritime Academy Graduate Program (MARGRAD)
 - Prior Trained Military Officer (PTMO)

Coast Guard Reserve Programs


- Selected Reserve Direct Commission (SRDC)
- Direct Commission Lawyer Selected Reserve (DCL-SELRES)
- Direct Commission Physician Assistant Selected Reserve (DCPA-SELRES)

Coast Guard Scholarship Programs

- College Student Pre-Commissioning Initiative – Scholarship (CSPI-Scholarship)
- College Student Pre-Commissioning Initiative – Student Loan Repayment Program (CSPI-SLRP)
- Wilks Flight Initiative (guaranteed flight school program) (WiFi)



The first part of the application guide is written directly to the applicant working to complete an officer application. Specific notes to the applicant, recruiter, Recruiter in Charge (RIC), and Education Service Officers (ESOs) are included and noted with the CG RC logo.

 Best practices are noted with the Coast Guard racing stripe. The application process is discussed first, followed by the selection and post-selection processes.

II. REFERENCES

Manuals and Instructions:

Coast Guard Recruiting Instruction, COMDTINST 1100.2 (series)
Officer Accessions, Evaluations and Promotions Manual, COMDTINST M1000.3 (series)
College Student Pre-Commissioning Initiative (CSPI) COMDTINST 1100.1 (series)
Coast Guard Weight and Body Fat Standards Program Manual, COMDTINST M1020.8 (series)
The Coast Guard Correspondence Manual, COMDTINST M5216.4 (series)
Reserve Policy Manual, COMDTINST M1001.28 (series)
Coast Guard Medical Manual, COMDTINST M6000.1 (series)

Note on Types of Coast Guard Commissions:

Temporary Regular: Commission granted for active duty Coast Guard applicants that are an E-5 or above with four or more years of active duty service, two of which must be in the Coast Guard. An officer with a Temporary Regular commission may rescind their commission at the end of their obligated service to either get out of the military or revert back to the enlisted/warrant rank they were prior to commissioning.

Reserve: All DCO and OCS applicants that do not meet the Temporary Regular requirements receive a Reserve commission. This means they will be hired into the Coast Guard Reserve on a 3-year Extended Active Duty contract. SRDC, DCL-SELRES, and DCPA-SELRES applicants will receive a Reserve commission and serve in a reserve capacity.

Officer Accession Training Guides: (Available for selected officer candidates)

Officer Candidate School Pre-Reporting Guide –

<https://www.forcecom.uscg.mil/Portals/3/Documents/LDC/Reporting%20Guides/OCS%20Pre-Reporting%20Guide.pdf?ver=2018-06-09-080012-993>

[OCS Pre-Reporting Guide.pdf \(uscg.mil\)](#)

Direct Commissioning Officer Course Pre-Reporting Guide –

https://www.forcecom.uscg.mil/Portals/3/Documents/LDC/Reporting%20Guides/DCO%20Pre-Reporting%20Guide%20APR_2019.pdf?ver=2019-04-22-092954-580

III. SUMMARY OF THE APPLICATION PROCESS

Step One – Plan Your Path: Learn about the Coast Guard and the Active Duty and Reserve officer programs available at www.GoCoastGuard.com. Using the Active Duty and Reserve Careers sections of this web page, determine your program(s) of interest and compliance with eligibility criteria.

Step Two – Determine Application Deadline: Contact your recruiter for the deadlines associated with the application programs of interest. It takes several months to complete all the steps in the application process. Applicants must connect with their recruiting office **at least** three months in advance of the application deadline to get started.

Step Three – Contact the Recruiter: All applicants must work with their local Recruiting Office, regardless of whether the applicant is a current Coast Guard member, a civilian, or a member of another branch of the Armed Forces. The closest Recruiting Office can be found on www.GoCoastGuard.com.

Step Four – Recruiter Screening: The recruiter will conduct a screening to ensure you are eligible. The screening process will validate that you meet the specific set of criteria (academic, financial, character, dependency, etc.) for the relevant program.

Step Five – Complete the Application Package: Your recruiter will provide the CGRC-1131 Officer Program Application and checklist associated with your program of interest. Complete the application form and assemble the required and optional documents that will be a part of your final application package. *Remember, you own your application, and it is YOUR responsibility to ensure it is completed.* This step is discussed in detail in Section IV.

Step Six – Submit Application Package: Submit your application and supporting documents to your recruiter by the application deadline.

Step Seven – Medical/Physical Screening: Meeting accession height and weight standards and passing a commissioning physical are required as part of the eligibility screening process. Your recruiter will assist with coordinating the physical exam. If you are currently serving in the military, your physical must be completed with a military treatment facility (MTF). All civilian applicants will receive their physical through the local Military Entrance Processing Station (MEPS).

Step Eight – Interview: Once your application is complete, and your recruiter has ascertained program eligibility, you will be scheduled for an interview with three Coast Guard officers who will provide a recommendation on your potential to become a Coast Guard officer. Recruiters coordinate interview boards with local unit commands.


Step Nine – RO Review: Your recruiter will conduct a final review of your application for completeness, incorporate the results of the interview, and electronically submit the application to CG RC.

IV. COMPLETING THE OFFICER APPLICATION AND SUBMISSION DETAILS

The Coast Guard is unique among the uniformed services and armed forces in that we entrust officer recruiting to our enlisted recruiting workforce. Therefore, recruiters are exhorted to consider the development of an officer package with an applicant as an unparalleled opportunity to have a profound and lasting impact on a potential future member of the officer corps. Although applicants are responsible for ensuring the quality and completeness of their application package, recruiters and RICs guide and assist eligible applicants throughout the process.


As the applicant, your personal level of responsibility in the process cannot be over-stated. Officers in the Coast Guard are expected to take initiative, conduct research, identify courses of action, implement solutions, and achieve positive results. The expectations placed on you as the applicant during the application process are much the same, to: invest wholly in this process, research and increase your personal understanding of the Coast Guard, obtain feedback, fulfill all tasks required to the best of your ability, **be timely, and meet deadlines.**

The Components of the Application Package: Obtain and complete a CGRC-1131 Officer Program Application, and the checklist associated with your program of interest. Complete the application form and assemble the required and optional documents that will be a part of your final application package.

 *Remember, you own your application, and it is YOUR responsibility to ensure it is completed. Typically, this takes dedicated effort over several months.*

- A. **General:** The application should be a culmination of the applicant's years of education and experience. Consider the separate pieces and required documents as part of a unified whole that fully illuminates the spectrum of your potential, achievements, personal ethos, and character. The time and care you invest will be apparent to the recruiter, your interview board, and to those who ultimately consider you for a commissioning opportunity when the selection panel convenes.

The panel documents required in the application are listed in your program-specific checklist provided by your recruiter. Advice on best practices to follow to ensure the highest quality application possible is included to assist you in the development of these documents.


 **Please do not use card stock or heavy paper for application documents.** Use electronic submission (pdf) or standard 8" x 11" white paper **only**.

- B. **Common Package Components for Panel (each explained in more detail below):**

- Program Specific Checklist
- Officer Program Application (CGRC-1131)
- Interview Form (CG-5527, CG-5527A, or CG-5527L)
- Resume
- Personal Narrative
- Command Endorsement (Coast Guard members only)
- Letters of Recommendation

- Academic Transcript(s)
 - Diploma(s) or Letter from Degree Granting Institution
 - Test Scores (Not required for all programs)
 - Enlisted Evaluation Summary, Officer Evaluation Reports, FITREPS, etc. (military only)
 - Personal Awards
1. **Program Specific Checklist:** Every item on the checklist should be initialed as completed/included, or noted as not applicable (N/A). Checklists are written for two categories of applicants: 1) Civilian or Other Military Service; and, 2) current Coast Guard Members serving on active duty or in the Selected Reserve. Current Coast Guard Individual Ready Reserve (IRR) members apply utilizing the Civilian or Other Military Service Checklist. CG RC recognizes that there are civilian or other military service applicants who simultaneously seek and are accepted for enlistment into the Coast Guard. Officer applicants who enlist and graduate basic training *before* the posted application deadline must utilize the Coast Guard Member Checklist. Officer applicants who enlist and graduate basic training *after* the posted application deadline must utilize the Civilian or Other Military Service Checklist.
 2. **Officer Program Application – CGRC-1131:** Complete ALL blanks on page 1 and 2 of the application. If a section does not apply, enter “N/A.” College GPAs should be entered with exactly two digits after the decimal. For example, a 3.4, a 3.402, and a 3.406 GPA would all be recorded as 3.40. Do not round up your GPA.
 3. **Interview Form:** The results of the Interview Board are recorded on the CG-5527, CG-5527L for DCL applicants, or CG-5527A for DCA applicants. This is the only form you will not produce, and the only form you are not allowed to view. It will contain the results of an in-person interview that the recruiter will arrange with three Coast Guard officers. Additional information on the interview board is contained in Section V.
 4. **Resume:** The resume can be considered a roadmap to your application; you should use it to highlight items the selection panel can expect to see documented in greater detail throughout your application. You should take care, however, to ensure that this document does not become overly redundant to the narrative and vice versa. As you craft your resume, consider the professional, academic, and extracurricular experiences that have enhanced your leadership abilities. Consider the training and other skills that you have developed that make you a compelling choice for selection. In addition to professional experience, volunteer work and internships in which you have participated make a strong statement about who you are, your character, and your capabilities. A well-constructed resume is a compelling tool to **concisely** show the **impact** you have had. The resume is also a good place to include a list of awards and recognitions you have received as you are limited to five actual copies of awards as part of your package.

Resume Format: The resume should be a professional looking document, no more than two pages, utilizing a standard 12-point font. Use of bullets or a numbering system is your choice.

 A Coast Guard member's Employee Summary Sheet (ESS), PDR, and Member Information Report are not authorized items for inclusion in the application. The only way the panel will know of significant awards, qualifications, and certifications is if they are documented in the member's resume, personal narrative, or added in the awards section of the application.

Suggested Components of Your Resume:

Work & Professional Experience

- Include primary titles of the positions you have had. Highlight (bullets are helpful) key tasks and responsibilities associated with each position/job listed in your work experience.
- Represent what you have done quantitatively, e.g., "Supervised sales team of 30 people covering 4 States," or "Responsible for \$50,000 inventory."
- Show the **impact** of what you have done in quick, concise bullets or sub-bullets, e.g., "Reduced Company overhead by 5%," "Increased sales by 90%, or "Led human resources training for 50 company personnel, reduced internal complaints by 5 per year." Collateral and secondary duties and the impact of those duties should also be covered. Internships are a valuable aspect of professional experience and are important to capture in this document.

Leadership - Many applicants naturally capture leadership roles in their work and professional experience. College students may find that leadership is best captured in a stand-alone section that coincides with extracurricular activities.

- Include roles and dates: "Battalion Commander for Virginia Tech Corps of Cadets, 2012- 2014", "Genesis Club Secretary, 2015- 2019", etc.
- Quantify the experience: "Supervised 3 companies of 100 cadets each, responsible for execution of unit operations & exercises, and training/fitness plan." or "Organized club activities, oversaw member enrollment and yearly budget, facilitated 15% increase in membership during tenure."

Volunteerism - Volunteer work is evidence of leadership and effort that the applicant has pursued that is **not required** of them, and proof of their investment in their community and others.

- List organizations in which you participated.
- Include roles, e.g., "Driver for Meals on Wheels of San Francisco" or "Led construction team for Habitat for Humanity, Bangor, ME."
- Include dates, e.g., Marine Corps Marathon Volunteer, 2015-2017.
- Include quantitative information: Provide an estimate of the number of hours contributed, if possible, i.e., "20 hours/month, total 100 hours." Demonstrate the impact: "Mentored 30 children ages 7-9 in Math and Science."

Academics and Training - Include a listing of academic pursuits (degrees, courses beyond degrees, etc.) and relevant training that you have pursued.

Licenses/Certifications - It is recommended to include list of licenses or certifications, e.g., EMT, diver, counselor, certified electrician, sequel server, etc. For Coast Guard

members, it is especially impactful if the achieved certifications or qualifications are out of rating, e.g., qualified as a Boarding Officer or Instructor as a Storekeeper.

Languages, Training, and Other Skills - List languages that you are proficient in, and other skills or training that are not germane to all applicants, e.g., proficient in CAD, trained in Six Sigma, etc.

5. **Personal Narrative:** This is your single, greatest opportunity to communicate directly to the officers who will determine whether or not to select you for commissioning. The narrative is your story told in your voice with your words. This is your opportunity to author a concise, deliberate, and impactful message articulating **why you want to be an officer in the Coast Guard**, how your character, experience, and capabilities align with Service needs, what you hope to accomplish through your officer experience, and what you have overcome to become the person you are. The selection panel knows that applicants try to deliver “what they think we want to hear”; therefore, you should try to set yourself apart from a party line. Communicate your underlying motivation and do your absolute best to be authentic and sincere.

Format:


Non-Coast Guard Applicants: The narrative is limited to two pages, single-spaced, standard 12-point font (such as Times New Roman).

Coast Guard Applicants: The narrative should be in Coast Guard standard memorandum format, addressed to “Panel President, Officer Selection Panel” through their commanding officer, and is limited to two single-spaced pages.

Contents Overview: Here are some ideas to keep in mind as you craft your narrative (this is not in a recommended order of appearance):

- Address **why** you want to be a Coast Guard officer.
- Detail what you can uniquely contribute to the Coast Guard and what truly sets you apart from others.
- Think about how you impact people and how they have impacted you.
- What have you done for others? How have you been a servant leader?
Brainstorming on this topic may inspire you to recount a story that illustrates your ability to be a mentor to others.
- Concentrate on a few most valued strengths. This will ensure your essay is more focused. Resist the temptation to simply list your strengths.
- What is an example or situation where your strengths have had a tremendous impact on a project, a team, a mission?
- Share an example of something that you have done in your job (or your assignment, if you are a Coast Guard member) that was above and beyond what was expected or required of you, and what the **impact** was on your co-workers, unit, or organization.
- Show readers what motivates you and what inspires you.
- Show readers why you want to be an officer in the Coast Guard; this is especially critical for applicants from other military services to address.
- Talk about your future in the Coast Guard in terms of goals and traits that will be actualized as an officer.

- Discuss challenges you have experienced, how you overcame them, what you learned, and how you changed. Oftentimes this becomes the most compelling part of your narrative and shows your ability to persevere.
- Think: What have I overcome that may illustrate my character or capabilities?
- Ask yourself: What mistakes have I made that I have learned from, and that have made me stronger in some way?

 *Key thought: With the above topics, a best practice is to “show, don’t tell.” Use experiences and examples to reinforce your points, rather than listing events and accomplishments.*

Editing: Simple errors ruin credibility. It is essential to edit this document! You must evaluate the spelling, grammar, punctuation, sentence organization, and structure of your narrative. An essential element to being an officer is the ability to communicate through writing. If you don’t take the time to edit your narrative, and the selection panel finds errors, it is likely that the panel’s opinion of you will be affected. Seek assistance from others in checking the document for errors and logical flow.



Recruiters can also review the narrative, but it is not their job to be an editor.

Authentication: You must sign your narrative. It is **your** official communication to the selection panel. Your signature lends a layer of authenticity to the words and distinguishes a personal narrative from a plain essay.

6. **Command Endorsement** (Coast Guard members only): Applicants currently in the Coast Guard (except for CSPI students applying for WiFi) who are applying to officer programs are required to receive their **current** commanding officer’s endorsement. Coast Guard applicants in the Individual Ready Reserve (IRR) apply as civilians, and do not receive a CO’s endorsement.

The Commanding Officer’s endorsement is valid only for a specific officer program panel season and must be renewed for each subsequent season or if the CO is no longer your current commanding officer.

Format: The CO’s endorsement should be consistent with the “new-page endorsement” as described in the Coast Guard Correspondence Manual, COMDTINST M5216.4 (series), and substantiate as the first endorsement to your Coast Guard memorandum to CG RC (your narrative). **There is a two-page limit on the endorsement.**


Who: Your **current** commanding officer, i.e., the first commissioned commanding officer in the chain of command at your permanent unit, shall sign the endorsement. For the purposes of a valid CO’s endorsement, the officer who is your CO **as of the application deadline** will be considered the **current** commanding officer. Endorsements from commissioned officers with delegated authority, for example as commanding officer of military or enlisted personnel, do not satisfy this provision.

Example: For an applicant assigned to a small boat station with an E-8 officer in charge, the first commissioned commanding officer in the chain of command is

typically the Sector Commander. Therefore, the Sector Commander shall sign the endorsement. A Coast Guard Chief Warrant Officer (CWO) having command of a unit is a commissioned officer (for example, the CO of a 175' cutter) and is considered sufficient for CO endorsement purposes.

Contents: The CO's endorsement must include the following at a minimum:

- An evaluation of the applicant's potential value to the Coast Guard as a commissioned officer.
- Any outstanding professional or other qualifications the applicant may possess.
- An evaluation of the applicant compared to others the commanding officer has personally known who have completed the specific officer program.
- A statement certifying that the command conducted a review of the member's Personnel Data Record and that the applicant meets the character standards for eligibility in Coast Guard Recruiting Manual, COMDTINST M1100.2 (series).
- A statement about the applicant's ability and willingness to meet their financial obligations.

 *Best Practices:*

- *Applicants who are members of units with an Officer in Charge (OIC) may have only had limited contact with their Commanding Officer, the Sector Commander. As a result, a recommendation is to have the unit OIC (and the member's chain of command, e.g., direct supervisors, LPO, EO, XPO, etc.) prepare and draft the CO's recommendation for the Commanding Officer's review and signature. In this way, the endorsement content is often more compelling and specific to the applicant.*
- *Many COs also meet with the applicant to discuss their goals, intentions, and expectations for becoming an officer. This contact is helpful in formulating a compelling endorsement, especially for units wherein the personnel are geographically dispersed.*
- *Coast Guard members should always coordinate with their chain of command for the CO's endorsement. In some locations, ESOs assist with the routing of this document.*
- *It is very useful for the CO to provide a qualified statement on the weight of their endorsement, if earned, e.g., "PO Taylor has earned my highest recommendation for the Direct Commission Engineer Program."*

7. Letters of Recommendation: Letters of recommendation are critical as they provide a solid assessment of skills, character traits, and capabilities from others inside and outside of the Coast Guard. Letters should:

- Reinforce and validate positive traits and character.
- Provide unique insight into leadership skills, how you influence others and are perceived by others.
- Validate professional experience and capabilities.
- Be as specific as possible. Examples of work, effort, and impact are most worthwhile.
- Be signed from a single author (required).

Non-Coast Guard Applicants: May submit a maximum of three letters of recommendation of no more than two pages each.

Coast Guard Applicants: Coast Guard members (active duty and SELRES) can submit a maximum of two letters of no more than two pages each in addition to the required command endorsement.

Selection of Writers: The most impactful writers are ones who have supervised you and have been personally accountable for your work. Letters of recommendation from family members should be avoided.

⚠ Does rank matter? Do not sacrifice authenticity for rank. For example, if you are seeking a letter of recommendation from a Congressman or Congresswoman but have never actually worked for them or in their office, then the letter lacks actual personal knowledge and accountability, and is much less worthwhile than a letter from a current or past supervisor.

⚠ Diversify. There are no specific requirements as to who may write your letter of recommendations regardless if the author is civilian or military. You should select individuals who will write letters that illuminate different aspects of your capabilities and potential. Choosing two professors, for example, may result in a one-dimensional assessment that adds little value to the overall application. Selecting a current supervisor, a field-related past supervisor, and a project manager from a volunteer activity would provide a robust spectrum of information about you.

Recency: Letters are more compelling when written recently. For example, even for past supervisors, a recent date implies that you remain in touch and the supervisor remains invested in you.

⚠ What to tell writers: It is the applicant's responsibility to ensure the letter writers understand for what they are recommending the applicant. The applicants should educate them about the Coast Guard (missions, jobs, ethos, etc.), about Coast Guard officers, the specific program to which they are applying, and the applicant's goals and ambitions within the Service. It is obvious when applicants provide little information to the individuals who write their letters of recommendation; details on the Coast Guard and the panel for which the applicant has applied are often misstated. Again, this is something that may affect credibility with the selection panel.

Editing Letters: Consider yourself the editor for your letters of recommendation. If the grammar or spelling is incorrect, ask your recommender to rewrite the appropriate section; they will appreciate your diligence!


Format: There is no prescribed format for letters of recommendation. However, you should ensure that your letters of recommendation are signed, dated, and include contact information for the author. Following this guidance provides assurance to your recruiter, interview board members, CG RC, and members of the selection panel(s) that the individuals who provided their personal recommendation are more than happy to communicate further and continue to risk their reputation on your behalf.

8. **Academic Transcript(s):** You are required to submit **ALL** transcripts from every post-high school educational institution you have attended. This includes transcripts that substantiate any transfer credits that may have been awarded. Transcripts are critical as they provide verification of the education experience. These transcripts must be mailed directly from the registrar’s office to the recruiting office. Online transcripts (e-transcripts) are also acceptable if they are conveyed in a secure manner that ensures they are considered “official” by your educational institution.
9. **Diploma(s):** You are not expected to provide your original degree (associate degree or higher) for inclusion in the application package. However, you must bring the original degree to your recruiter, and have them verify its existence. The recruiter will create a “certified true” copy of that degree for inclusion in the application and return the original to you. You must ensure that you provide **all** the degrees that you have earned as **all** must be included in your package.

Letter from Degree-Granting Institution: If you have not yet completed a degree (or subsequent degree, if applicable), you must submit an official letter from an Academic Advisor or the Registrar’s Office of the degree granting institution verifying when the degree will be conferred, the major, cumulative GPA, and cumulative credit hours. The letter/memo must come from the institution that will grant the degree that qualifies you for the program for which you are applying.


10. **Test Scores:** If your program requires a qualifying test score, documentation of those scores must be verified by your recruiter and will be one of the items included in your package for eligibility determination.

Tests: If you need an ASVAB (Armed Services Vocational Aptitude Battery) score, the recruiter will schedule this at the nearest MEPS. Alternate qualifying tests are the ACT or SAT. The ASTB is required for a WiFi application.

 *When scores are added together to compute a composite score, the score components must be from tests taken the same day.*


For programs that require test scores, **minimum** qualifying scores are as follows:

- ASVAB: 109 GT (General Technical) score: sum of Arithmetic Reasoning (AR) and Verbal (VE) scores, taken after 1 July 2004)
- ASVAB: 110 GT (if taken before 1 July 2004)
- SAT: 1000 (Combined score Math and Verbal, taken prior to 1 April 1995)
- SAT I: 1100 (Combined score Math and Verbal, taken from 1 April 1995 to 31 March 2005)
- SAT: 1100 (Combination of Critical Reading and Math, taken after 31 March 2005)
- ACT: 23 (Composite)
- ASTB: 4 AQR/5 PFAR

 *Coast Guard members may seek to retake their ASVAB through their ESO.*


11. **Personal Awards:** You have a unique opportunity to include copies, pictures, and other two-dimensional proof of awards you have achieved throughout your life, up to the maximum of five. Applicants often overlook the value of including awards, and


may provide only one or two. Like letters of recommendation, not leveraging all five award pages is a missed opportunity to present yourself positively to the selection panel.

 *Including a copy of the award write-up for the pertinent award is most impactful; however, if you don't have this, a picture of the medal or trophy may also be worthwhile. Again, think of this as an opportunity to provide further evidence to substantiate your achievements.*

Examples of awards include:

- Official military awards (letters of appreciation, letters of commendation, achievement medals, etc.)
- Community service awards
- Athletic awards (avoid high school awards if possible)
- Nomination/selection as a student body council member/president
- Academic awards (avoid high school awards if possible)
- Letters of Appreciation (not recommendations)
- Employee awards, e.g., pictures of trophies for “highest sales in Quarter 4” for a retail employee or realtor substantiate
- Newspaper write up/article for an achievement/service rendered, etc.


 *If a picture does not readily portray what the award is for, applicants can reduce the size of the image and include a brief description of the award on the same page.*

 *If an article or award includes a photo of a person, please cover the photo or portion of the photo with people in it. Any visible person cannot be viewed by the panel.*

Examples of what is NOT an acceptable award include:

- Military ribbon bars with more than one award
- Write ups of a personal achievement without actual documented award
- Additional letters of recommendation
- Pictures of objects with your name on them and no context
- Professional performance evaluations
- Pictures of you with an award (please just include the award in the photo)

12. Enlisted Evaluations/FITREPS/Officer Evaluation Reports (military only): Your formal evaluations are an important piece to demonstrating performance in the military. Coast Guard members must provide their most up-to-date Enlisted Evaluation Summary (EES), showing all evaluations for their entire career. Service members from other branches must provide all evaluations for the 36 months prior to the panel's convening date.


 *Note: Coast Guard member stipulations regarding performance. Coast Guard members are eligible for commissioning unless, during the 36 months prior to the commissioning program's selection panel convening date, they received a mark of unsatisfactory in conduct, have a record of civil arrest, court martial conviction, been awarded non-judicial punishment (NJP), are involved in an alcohol incident, drug*

misuse, experience indebtedness, or have an entry of derogatory information in their record.

13. **Program-Specific Documents:** Many programs have additional special requirements for application contents and documents that are explained in the program information section and applicable checklist. The relevant officer program application checklist will account for the individual program differences.

V. THE INTERVIEW BOARD

Once your application package is complete and your recruiter has ensured program eligibility, the recruiter will work with local units to schedule you for an interview with Coast Guard officers who will provide a recommendation on your potential to become a Coast Guard officer.

 *Remember: The interview results form is the only document you will not be required to produce, or allowed to see.*

The interview is an official report of your personal contact with Coast Guard officers and provides the means to assess leadership potential, communication skills, and maturity. Reports that provide unbiased, specific information are critical to the selection process.

- A. General: The interview will be documented on the Officer Programs Applicant Interview Form, CG-5527. Aviation-specific interviews will be documented on the CG-5527A, and legal-specific interviews will be documented on the CG-5527L.
- B. Purpose. The purpose of the interview is to assess an applicant's potential to serve as a commissioned officer. The interview examines the applicant's leadership potential, communication skills, performance, and personal and professional qualities through a formal, non-biased, in-person contact. The interview board articulates their assessment of the applicant. The insight the interview board provides to the selection panel is invaluable to the selection process, as the selection panel members will not have any contact with the applicants and must base their decisions entirely on the content of the applications.
- C. Specific Program Representation: At least one board member must be an active duty Coast Guard officer. Interview boards should be composed with applicant and program in mind. When interviewing for OCS, the board should contain, if practical, an OCS graduate; for an IDPL commission, will contain at least one reserve officer; for a direct commission program, will contain a specialist in the same field. A board considering an applicant for the Direct Commission Lawyer program must contain at least one Coast Guard attorney. A board interviewing female or minority applicants should contain, if practical, a female or respective minority member. A board considering licensed officers in the Merchant Marine or Maritime Academy graduates should include, if practical, one officer who is a Maritime Academy graduate or one with merchant marine safety experience.
- D. Period of Validity: Interviews are valid for two years from the date the interview was conducted.
- E. "Not Recommended" by Interview Board: If you are "not recommended" by a Coast Guard interview board, you are not eligible for further consideration by that selection panel. You may re-interview during the next selection cycle if you remain otherwise eligible. If you are not recommended by two interview boards, you will be permanently disqualified and ineligible to reapply.
- F. Interview Board Responsibility/Purpose: The purpose of the interview board is not to examine or evaluate the applicant's eligibility for commissioning. The interview is concerned with the applicant's potential to be a successful commissioned officer in the Coast Guard, in context of the specialty needs of the program through which they are

competing. The senior board member is responsible for ensuring the members of the board are aware of their responsibilities and have reviewed the applicable policies of the interview board process.

- G. Recruiter Responsibility: It is the recruiter's responsibility to ensure that the applicant meets commissioning eligibility standards prior to convening the interview board.
- H. Timing: The interview will be scheduled once the recruiter has confirmed your eligibility and your application is finished.
- I. Interview Completion: The interview shall occur prior to the CG RC application deadline. However, with the understanding that the interview requires extensive coordination that balances schedules of three officer board members, recruiters, board coordinators, and the applicant, interviews may occur after the recruiting office deadline on a case by case basis.

Note: If the interview write-up will not be complete by the CG RC application deadline, the recruiter must submit the names and contact information of the panel members (email, telephone number, and unit) and the date the panel was completed on an Interview Status Sheet in lieu of the interview report by the deadline. This must be included with the package submission.

- J. Preparation: Proper preparation is vital to an effective interview for both the board members and the applicant.
 - Board Members:
 - Must review the guidance provided in Articles 1.B.8. of Officer Accessions, Evaluations, and Promotions, COMDTINST M1000.3 (series).
 - Must familiarize themselves with the applicant's background before the interview convenes.
 - Senior Board Member: Should ensure all members understand their duties, responsibilities, and objectives to provide a fair evaluation of the applicant's potential to be a Coast Guard officer based on their interaction with that applicant.
- K. Application Documents Presented to the Interview Board: The documents available before and during the interview should be limited to the resume, narrative, letters of recommendation (including CO's endorsement), transcripts, degrees, awards, evaluations, and other specific documents required for the specialized programs. Commissioning physical results, waivers, and accession documents and forms will not be reviewed or seen by the interview board.
- L. Policy: Officers assigned to an interview board must have at least 12 months of Coast Guard service. This may be in an enlisted capacity.
 - Warrant Officers are not allowed to be members of interview boards.
 - The senior member of any interview board must be a Lieutenant Commander (O-4) or higher.
 - An applicant cannot be commissioned at a rank senior to any interview board member. All members must be equal or senior to the grade for which they are considering the applicant. For example, if an applicant is applying to the DCL

program, the minimum appointed grade they may receive is O-3/LT; therefore, all interview boards must be O-3/LT or higher to interview the applicant.

- At least one board member must be an active duty Coast Guard officer.

M. Chain of Command: Members of an applicant's direct chain of command shall not sit on an Interview Board for that applicant. Likewise, individuals who have personal or professional knowledge of the applicant, who feel they are unable to remain unbiased due to their knowledge of the applicant, should not sit on the interview board.

N. Conducting the Interview: Guidance for Board Members: Board members shall emulate the core values of the service when performing the interview. All questions should be designed and posed to engender responses that reveal the applicant's traits, abilities, judgment, character, and potential in context of the demands and expectations of Coast Guard officers. Additionally, board members should bear in mind that many applicants have never had any contact with Coast Guard officers, and their interaction may become the applicant's formative impression of "what Coast Guard officers are really like." While the interview is official, board members should seek to establish a climate where the applicant feels that they are part of an inclusive environment.

General Best Practices for Board Members: In writing the board report, board members should:

- Provide a **frank** assessment of the applicant.
- Provide a **clear** recommendation for the panel to assess the applicant.
- Not perceive it as their job to "sell" an applicant to the panel, but understand that they must provide thoughtful, substantive comments that support their evaluation and recommendation.
- Not consider it their job to evaluate the eligibility of the applicant; this is the responsibility of the recruiter and CG RC. You are evaluating the applicant's potential to serve as an officer.
- Ensure consistency between assigned marks and comments; high numeric markings should be well supported by ample, complete, and descriptive comments.
- What about all 7s? If you give someone all 7s, the expectation is that their demeanor, achievements, communication ability, and personal qualities impressed the board to the point where they felt, based on their experience, that the applicant was an absolute "must select," for the program. The board must justify why; associated comments are expected to be robust.
- Comments fashioned on "performance/action results and impact" are encouraged.
- What about "White Space?" The presence of white space does not necessarily reflect the quality of the applicant or the comments. Panel members are directed to focus on the quality of the write up and not how much is written.
- **Requirement**: The applicant shall **never** see the completed CG-5527/5527A/5527L.

O. Disposition of the 5527/5527A/5527L: The report, once complete, shall be returned to the recruiter and/or interview board coordinator in a timely manner.

- P. Preparing for and Conducting the Interview: Guidance for Applicants. The interview is often an intimidating experience. Applicants should have a positive attitude! This is a chance for applicants to convey why they want to be a commissioned officer, and what they have to offer the Coast Guard. This is an exciting opportunity! Here are some tips to assist applicants:
- **Relax; but Not Too Much!** It is likely that the interviewers will attempt to put the applicant at ease so they are not as nervous and can have a real conversation. However, applicants should take care to be professional and not relax their demeanor to the point of being too casual.
 - **Be Honest.** If an applicant doesn't understand a question- they should ask for clarity. If they don't have a great answer or need a few moments to think about their response- they should just ask for that. The interviewers will appreciate the care and effort.
 - **Everybody has Weaknesses.** Applicants may be asked to talk about their weaknesses. They should use this as an opportunity to show that they are really capable of understanding their own deficiencies, and the proactive measures that they can take (and already have taken) to improve.
 - **Dress Like You Mean It.** Applicants should wear a suit or business attire or uniform.
 - **Be Passionate.** The Coast Guard needs people who are passionate about its missions and people. Applicants must believe in what they are saying and why they are applying for this opportunity.
 - **Know the Job You Are Applying For.** It is not expected that applicants have detailed knowledge about the Coast Guard or specifics about career paths. However, it is important to have a basic understanding of the service applicants are applying to and what careers that are available to them.
- Q. Disqualification: If an applicant is not recommended by an interview board, the recruiting office shall submit the application to CG RC. CG RC shall formally disqualify the applicant. Once the applicant's data has been recorded by CG RC for tracking purposes, CG RC will notify the applicant by letter of the disqualification. An applicant may re-interview for the next panel if he/she remains otherwise eligible.
- R. CG-5527 Reports Addressing Multiple Programs: It is acceptable for an interview to be conducted that assesses an applicant for multiple programs, e.g., DCE and OCS, OCS and CSPI. This is a good use of limited resources. However, extra care should be taken to ensure the interview board composition reflects all programs for which the applicant is applying to ensure the accuracy of the assessment.

VI. AFTER SUBMITTING YOUR PACKAGE TO THE RECRUITER


Your recruiter will conduct a final review of your application for completeness, incorporate the results of the interview, provide comments, and submit the application to the RIC who will also review the package, provide comments, and submit the application to CG RC.

A. Recruiter and RIC Comments: Recruiters often have substantial contact with applicants throughout the process and have developed additional insight on their motivation and personal attributes that may not be captured elsewhere in the application package. As a result, an optional comments section is provided on the application to ensure recruiters receive the opportunity to provide their impression of the applicant to the selection panel. Selection panels have specifically voiced the value of this insight through their feedback to CG RC. You should keep this in mind and be especially cognizant of the fact that your recruiter is a direct representative of the Service, and is also a member of your application process.

- Recruiter and RIC comments may include an assessment of the applicant's:
 - Professionalism and attention to detail,
 - Demeanor,
 - Knowledge of the Coast Guard (demonstrated research for those outside the Coast Guard),
 - Willingness to learn, follow directions, seek input, and engage for feedback.
 - The recruiter may provide examples of character or behavior that indicate the recruiter would or would not be honored to serve WITH or FOR you, if selected. Comments may be negative or positive. Comments shall not include information related to the applicant's medical situation or pending waivers.



Recruiters are not required to provide comments. If provided, comments should be specific and relate to the Recruiter's experience with the applicant.

* **Multiple Applications:** A separate application is needed when you apply to multiple programs. This is due to the fact that each program has specific requirements, and the contents of the application that are reviewed by the selection Panel have distinct nuances.*



***Multiple Applications:** An applicant who has applied to multiple programs and has been selected (for one or all of the programs) will be withdrawn from the other programs once they have accepted selection to one program.*

B. Recruiter in Charge Review: The recruiter, followed by the RIC, shall review, approve and sign every officer package prior to submission to CG RC. This review is for completeness, final verification of eligibility, and to ensure the package does not contain damaged documents that should be replaced, or extraneous/irrelevant notes. During the validation, the recruiting staff will also ensure all forms in the package are aligned ready to be read (portrait or landscape as appropriate) and in black and white only.

C. Residual Copy: The recruiter will make a residual file copy to be retained at the recruiting office before forwarding the original application package to CG RC if the applicant is

selected as a Primary or Alternate candidate. Applicants should ensure they have a copy. **The CG-5527, Officer Program Interview Form, and the recruiter comments will not be included in the applicant copy.**

- D. Submission to CG RC: The recruiting office will scan all the documents in the package and forward the application package to CG RC following the naming convention and file formatting found in the program-specific checklist.

****Incomplete application packages should not be sent to CG RC****

Application Discrepancies: The CG RC review often reveals discrepancies that require correction. CG RC will communicate any issues or questions that require resolution back to the recruiter, and the recruiter will contact the applicant. Applicants should be prepared to respond promptly to ensure that they have a flawless application for the selection panel.

- E. Selection Panel: The selection panel consists of Coast Guard officers who review the packages and make selection determinations. Selection decisions are based on the merits of each applicant and their relative suitability for commissioning in the Coast Guard compared to the requirements for the particular commissioning program for which the applicants are competing.

- F. Guidance: Panels are governed by the following:

- A Coast Guard Captain (O-6) as president,
- A precept describing any pertinent service specialty needs that should be considered,
- The prescribed number of vacancies the panel may populate (primary and alternate selection numbers).

Who: Each panel consists of a different set of Coast Guard officers who are independent of CG RC (meaning, these individuals are not members of the CG RC staff). The panel members themselves represent a variety of ranks, specialties, and commissioning sources, e.g., OCS, DCO, Academy, SRDC, etc. This results in a holistic evaluation of applicants.

- G. Selection Panel Results: Upon conclusion of a panel, the members issue a report itemizing their primary and alternate selections, including the appointed rank/grade if applicable.

Appointment ranks made by the selection panel are final and not open for negotiation. Applicants will receive notification from their recruiter regarding selection status: Primary, Alternate, or Non-Select. Typically, notifications will occur within 4 to 6 weeks from the start date of the panel for CSPI, CSPI-SLRP, WiFi, and OCS panels. DCO and SRDC panel notifications are typically 8 to 12 weeks after panel convening date.

- **Primary Selectees:** Primary selectees are given the opportunity to accept or decline the selection.
- **Alternate Selectees:** Alternate selectees are informed they may receive the opportunity for a Coast Guard commission if a primary selectee either does not accept their appointment or becomes ineligible.

H. Officer Training: Selected applicants will attend Coast Guard Officer Candidate School (OCS), Direct Commission Officer School (DCO), or Reserve Officer Candidate Indoctrination (ROCI) within three to nine months of the panel convening date. CG RC will notify selected candidates of their assigned course date. CSPI selected applicants will follow a different schedule depending on their enlistment status and educational situation.

I. Health & Physical Readiness Standards: Applicants selected to OCS, DCO, or ROCI should be prepared to pass the physical fitness standards listed below by program.

Officer Candidate School Standards:

The following are the MINIMUM standards for the Physical Fitness Test:

- Cadence Push-Ups (Men) 30
- Cadence Push-Ups (Women) 20
- Curl-Ups (Men/Women) 60
- 1.5 Mile Run (Men) 10:59
- 1.5 Mile Run (Women) 12:49
- 12 Minute Lap Swim (Men 20-29) 18.5 lengths
- 12 Minute Lap Swim (Men 30-39) 17 lengths
- 12 Minute Lap Swim (Women 20-29) 17.5 lengths
- 12 Minute Lap Swim (Women 30-39) 15.5 lengths

You will also be required to complete a 12-minute lap swim and basic swim assessment to gauge your swimming ability. The MINIMUM requirements of both assessments are listed below.

Basic Swim:

- Back Float - 60 seconds
- Prone Float (holding breath) - 10 seconds
- Treading Water (no hands) - 60 seconds
- Elementary Backstroke - 10 yards
- Front Crawl - 25 yards
- Unassisted Swim (any stroke) - 75 yards
- 1-Meter Front Dive, remain submerged and swim 15 yards underwater without breaking the surface

If you are not a strong swimmer, now is the time to contact your local swimming facility or fitness club to strengthen your abilities. You will be required to complete an arduous survival swim course while at OCS. Again, do not overestimate your abilities.

Failure to meet minimum standards will result in your placement in a remedial physical fitness program or removal from Officer Candidate School. Additionally, failure to achieve one point on any portion of the three part battery will result in immediate removal from Officer Candidate School.

DCO and ROCI Standards:

You will be given a physical fitness test at the beginning of the program after successfully completing an initial medical screening. This assessment will gauge your individual physical fitness level and determine your eligibility to continue in the program.

The initial physical fitness test consists of three parts:

- Push-Ups (1-minute limit)
- Curl-Ups/Sit-Ups (1-minute limit)
- 1.5 Mile Run

The minimum standards are required to graduate DCO School. Failure to meet minimum standards may result in your placement in a remedial physical fitness program, developing a personal fitness plan, or removal from school.

Fitness Test Standards-

Males	Push-Ups	Sit-Ups	1.5-Mile Run	12-Minute Swim
Under 30	29	38	12:51	500 YDS
30 to 39	24	35	13:36	450 YDS
40 to 49	18	29	14:29	400 YDS
50 to 59	13	25	15:26	350 YDS
60+	10	22	16:43	300 YDS
Females	Push-Ups	Sit-Ups	1.5-Mile Run	12-Minute Swim
Under 30	15	32	15:26	400 YDS
30 to 39	11	25	15:57	350 YDS
40 to 49	9	20	16:58	300 YDS
50 to 59	9	16	17:55	250 YDS
60+	9	15	18:44	200 YDS

Note: 12-minute swim is an alternative if the student is unable to run. The swim test is conducted with approval from Coast Guard Academy Medical and OA&T Chief.

Swim Proficiency Exam:

The requirements for the swimming proficiency test are listed below:

- Back Float - 60 seconds
- Prone Float (holding breath) - 10 seconds
- Treading Water (no hands) - 60 seconds
- Elementary Backstroke - 10 yards
- Front Crawl - 25 yards
- Unassisted Swim (any stroke) - 75 yards
- 1-Meter Front Dive - remain submerged and swim 15 yards underwater without breaking the surface

If you are not a strong swimmer, now is the time to contact your local swimming facility or fitness club to strengthen your abilities.

VII. PROGRAMS AND ELIGIBILITY REQUIREMENTS

Officer Candidate School (OCS)		
PROGRAM DESCRIPTION	Officer Candidate School (OCS) is a highly specialized, 17-week course of instruction in leadership and management, seamanship, navigation, law enforcement, and military subjects. OCS classes are convened periodically throughout the year, depending on the needs of the Service. Normally, each OCS class is comprised of both Temporary Regular commission officer candidates (OCS-T) and Reserve commission officer candidates (OCS-R). See Section 7.B.5.b of this Instruction for information on the different types of commissions.	
	OCS-R	OCS-T
AGE	Minimum 21, Maximum 41 as of 30 SEP of FY in which selection panel convenes.	Minimum 21, Maximum 41 as of 30 SEP of FY in which selection panel convenes.
EDUCATION	Baccalaureate or higher degree from an accredited college or university (college seniors graduating after the application deadline must provide a letter from their academic institution indicating their degree major, and the date their degree will be conferred).	<p>(1) Baccalaureate or higher degree from a qualifying college or university; or</p> <p>(2) American Council on Education (ACE) recommended scores on the five General College-Level Examination Program (CLEP) Exams (i.e., English Composition, Humanities, Natural Science, College Mathematics, and Social Science/History); or</p> <p>(3) One year of college (30 semester-hours or 45 quarter-hours) at a qualifying college or university and completed at least one college-level mathematics course or ACE recommended score on the College Mathematics General CLEP Exam. (Note – Credits earned through Service schools or correspondence courses, when reflected on the Coast Guard Institute-certified Joint Services Transcript, are acceptable.)</p>
MILITARY SERVICE	No more than 12 years of non-Coast Guard active military service as of the date of accession.	<p>(1) Must be active duty in the Coast Guard; and</p> <p>(2) Must be E-5 or above as of the panel’s convening date; and</p> <p>(3) Must have four years of active duty as of the panel convening date; and</p> <p>(4) Must have at least two years active duty served in the Coast Guard.</p> <p>Note: May be E-4 if the applicant previously served satisfactorily as an E-5 in the Coast Guard and was reverted to E-4 due to a change of rating in accordance with Chapter 3 of Reference (a).</p>
SERVICE OBLIGATION	Discharged from enlisted status upon commissioning, incurring an initial three-year active duty obligation.	Discharged from enlisted status upon commissioning, incurring an initial three-year active duty obligation.
APPOINTMENT GRADE	<u>Reserve Commission</u> : Ensign (O-1).	<u>Temporary Regular</u> : Ensign (O-1). Regular Coast Guard CWOs, with 21 or more months of service as a CWO as of the selection panel convening date, are eligible for Lieutenant Junior Grade (O-2).

Direct Commission Aviator (DCA)

PROGRAM DESCRIPTION	The Coast Guard aviation program reflects the organization and missions of the Coast Guard itself. Selected applicants will report to their first duty assignment prior to attending training at the Coast Guard Aviation Training Center (CG ATC) in Mobile, Alabama.
AGE	Minimum 21, Maximum 36, as of 30 SEP of FY in which selection panel convenes.
EDUCATION	<p>(1) Baccalaureate or higher degree from an accredited college or university; or</p> <p>(2) ACE recommended scores on the five General CLEP Exams (i.e., English Composition, Humanities, Natural Science, College Mathematics, and Social Science/History); or</p> <p>(3) One year of college (30 semester- hours or 45 quarter-hours) at an accredited college or university and completed at least one college-level mathematics course or ACE recommended score on the College Mathematics General CLEP Exam.</p>
MILITARY SERVICE	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
SERVICE OBLIGATION	Five-year Extended Active Duty (EAD) contract.
APPOINTMENT GRADE	<p><u>Reserve Commission:</u> Ensign (O-1) - Civilian applicants, or previously served as O-1 in any U.S. Armed Force.</p> <p><u>Reserve Commission:</u> Lieutenant Junior Grade (O-2) - previously served as U.S. Army warrant officer or O-2 in any U.S. Armed Force.</p> <p><u>Reserve Commission:</u> Lieutenant (O-3) - Previously served as O-3 or higher in any U.S. Armed Force.</p>
SUPPLEMENTAL INFORMATION	<p>Applicants must have the following military service and aviation experience:</p> <p>(1) Military Flight Training. Graduate of a U.S. military flight training program, and a minimum of 500 hours of military flight time as of the application deadline. Flight hours in training and simulator training hours do not count toward this total.</p> <p>(2) Active Duty Service. Service on active duty, other than active duty for training, as a pilot in the U.S. Army (commissioned or warrant officer), Navy, Air Force, Marine Corps, or National Guard for a minimum of 2 years. Note: National Guard applicants with no active duty service are not eligible, but Army active duty personnel assigned to National Guard components are eligible.</p> <p>(3) Recency. Primary employment as a military or civilian pilot within 2 years of the selection panel convening date.</p>

Direct Commission Cyber Officer (DCCO)

<p>PROGRAM DESCRIPTION</p>	<p>The DCCO program offers an opportunity for high-performing cyber professionals and military members with cyber experience to employ their unique skillset as Coast Guard Cyber Officers. New Coast Guard Cyber Officers will immediately put their skills to use in vital operational cyber missions providing a secure and functional network upon which all other Coast Guard missions rely and ensure the protection of the Marine Transportation System from malicious Cyber actors. Selectees will have a chance to become key resources in what has become the Coast Guard’s top emerging field and will receive an initial assignment within the Coast Guard’s Operational Cyberspace Workforce. Applicants must be proven cyber professionals with robust work experience.</p>
<p>AGE</p>	<p>Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.</p>
<p>EDUCATION</p>	<p>Must have a baccalaureate or higher degree (associate or higher degree for applicants eligible for a Temporary Regular commission) from an accredited college or university.</p>
<p>MILITARY SERVICE</p>	<p>No more than 12 years of non-Coast Guard active duty military service as of the date of accession.</p>
<p>SERVICE OBLIGATION</p>	<p>Three-year Extended Active Duty (EAD) contract.</p>
<p>APPOINTMENT GRADE</p>	<p><u>Temporary Regular or Reserve Commission:</u> Ensign (O-1) - Baccalaureate degree, with five years relevant work experience. <u>Temporary Regular or Reserve Commission:</u> Lieutenant Junior Grade (O-2) - Master’s degree with five years of relevant work experience. <u>Temporary Regular or Reserve Commission:</u> Lieutenant (O-3) - Doctorate with five years of relevant work experience, or a master’s degree with seven years of relevant work experience.</p>
<p>SUPPLEMENTAL INFORMATION</p>	<p>(1) Clearance. Must have a current Top Secret/Sensitive Compartmentalized Information (TS/SCI) clearance. (2) Experience. Applicants must have a minimum of five years of documented experience in a cyber-operational role as of the panel convening date. This experience may include executing, managing, overseeing, or developing cyberspace operations within Cybersecurity, Information Assurance, Cyber Threat Intelligence, Cyber Risk Management, Computer Network Architect, Information Security Analysis, Network and Computer Systems Administrator, Computer and Information Systems Manager, and Information Systems Manager.</p>

Direct Commission Engineer (DCE)

PROGRAM DESCRIPTION	<p>This program offers challenging and rewarding experiences in the engineering and command, control, communications, computer, cyber security, and information technology (C5I) fields. It provides engineers and technologists with leadership opportunities in program management and systems implementation that enable and support Coast Guard missions. Coast Guard engineers may, among other responsibilities, be charged with:</p> <p>(1) Overseeing the design, construction, and maintenance of Coast Guard vessels, commercial vessels, or shore facilities.</p> <p>(2) Developing commercial vessel safety standards and/or performing vessel safety inspections.</p> <p>(3) Designing systems to prevent oil spills.</p> <p>(4) Designing and maintaining aids to navigation, electronics, communication systems, information systems, information security systems, or vessel traffic services.</p>
AGE	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
EDUCATION	Baccalaureate or higher degree (associate or higher degree for applicants eligible for a Temporary Regular commission) from an accredited college or university.
MILITARY SERVICE	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
SERVICE OBLIGATION	Three-year Extended Active Duty (EAD) contract.
APPOINTMENT GRADE	<p><u>Temporary Regular or Reserve Commission:</u> Ensign (O-1) - Associate or Baccalaureate degree.</p> <p><u>Temporary Regular or Reserve Commission:</u> Lieutenant Junior Grade (O-2) - Baccalaureate degree with one year of relevant work experience after graduation.</p> <p><u>Temporary Regular or Reserve Commission:</u> Lieutenant (O-3) - Master's degree, or baccalaureate degree with three years of relevant work experience after graduation.</p>
SUPPLEMENTAL INFORMATION	<p>DCE applicants must have a qualifying degree in one of the academic degree fields listed below. At least 50 percent of the core engineering/C4IT curriculum must be actual coursework, not converted work experience. With the exception of those listed, management degrees with an engineering or C4IT concentration will not be considered. Other degrees will be considered on a case-by-case basis.</p> <p>(1) Naval Engineering Specialty. Naval Engineering, Mechanical Engineering, Electrical Engineering, Fire Protection Engineering, Naval Architecture Engineering, Industrial Operations, or Industrial Administration.</p> <p>(2) Civil Engineering Specialty. Civil Engineering, Architecture, Environmental Engineering, Construction Management, Ocean Engineering, Electrical Engineering, Mechanical Engineering, or Engineering Management.</p> <p>(3) C5I Specialty. Communications Engineering, Computer Engineering, Computer Science, Command and Control, Electrical Engineering, Information Technology, Information Systems, Network Engineering, Software Engineering, Systems Engineering, Telecommunications Engineering.</p> <p>(4) Coast Guard Member Stipulations for Temporary Commission eligible applicants.</p> <p>(a) Temporary Commission eligible applicants in the ratings of AET, DC, EM, ET, IT, MK may qualify with an associate degree or higher provided the degree meets the specialties listed in paragraphs (1), (2), or (3). Additional STEM degrees may be considered on a case-by-case basis as determined by CG RC-acc.</p> <p>(b) Temporary Commission eligible applicants in ratings other than those listed in paragraph (4)(a) may qualify with an associate degree or higher provided the degree meets a specialty listed in paragraphs (1), (2), or (3).</p>

Direct Commission Environmental Manager (DCEM)

PROGRAM DESCRIPTION	The Coast Guard’s Operations Ashore field is dedicated to the safety of shipping and the protection of life, property, and the marine environment. Prevention and Response encompasses the full spectrum of responsibilities related to ship safety and environmental protection, including the administration of national and international laws designed to control pollution. DCEM officers will work with prevention and response policies and procedures at the Headquarters level as well as employ their experience and knowledge while serving at Coast Guard Sectors and other field offices.
AGE	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
EDUCATION	Baccalaureate or higher degree (associate or higher degree for applicants eligible for a Temporary Regular commission) from an accredited college or university in Environmental Management, Environmental Economics, Environmental Biology, Environmental Sciences, Environmental Health & Safety, Environmental Policy, Environmental Planning, Environmental Engineering, Fisheries Management & Conservation, or Natural Resources Management & Conservation. Other related environmental degrees with similar educational focus may be considered on a case-by-case basis.
MILITARY SERVICE	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
SERVICE OBLIGATION	Three-year Extended Active Duty (EAD) contract.
APPOINTMENT GRADE	<p><u>Temporary Regular or Reserve Commission:</u> Ensign (O-1) - Associate or Baccalaureate degree.</p> <p><u>Temporary Regular or Reserve Commission:</u> Lieutenant Junior Grade (O-2) - Master’s degree, or baccalaureate degree with four years of relevant work experience.</p> <p><u>Temporary Regular or Reserve Commission:</u> Lieutenant (O-3) - Doctorate with one year of relevant work experience, or master’s degree with four years of relevant work experience.</p>
SUPPLEMENTAL INFORMATION	<p>Relevant Experience. Qualifying experience for DCEM includes the following fields:</p> <p>(1) Policy - Policymaker, Lobbyist, Environmental Consultant, Conservation Commission, Sustainability Program Coordinator, or Policy Analyst.</p> <p>(2) Management - Natural Resource Manager, Environmental Assessor, Environmental Planner, Permitting, Regulations & Compliance, or Operations Management.</p> <p>(3) Industrial and Operational Safety - Environmental Health Specialists, Workplace Safety Manager, Public Health Consultants, or Policy Adviser.</p>

Direct Commission Health Service Officer (DCHSO) PAGE 1 OF 2

<p align="center">PROGRAM DESCRIPTION</p>	<p>DCHSO offers commissions to physicians, dentists, behavioral health providers, and nurses at a rank commensurate to their education and skills. Nearly all Coast Guard physicians and dentists will, for a majority of their career, provide outpatient primary and operational medicine services. Coast Guard physicians who meet the relevant medical standards are eligible to be trained as Flight Surgeons and/or Hyperbaric Medical Officers.</p>
<p align="center">AGE</p>	<p>Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.</p>
<p align="center">EDUCATION</p>	<p>Physicians: Must be board-certified (or board eligible) physicians who have completed one of the following residencies: Family Practice, Internal Medicine, Pediatrics, Emergency Medicine, Aerospace Medicine, Public Health and General Preventative Medicine, Occupational Medicine, Clinical Informatics, Sports Medicine, Undersea and Hyperbaric Medicine, or Psychiatry.</p> <p>Dentists: Dentists who have completed dental school and who are able to obtain licensure by a U.S. jurisdiction are eligible for commissioning.</p> <p>Behavioral Health Professionals: Clinical psychologists who have completed a doctorate in clinical psychology (Psy.D. or Ph.D.) and who currently have and will maintain an unrestricted and valid clinical social work license from a U.S. jurisdiction. Clinical social workers who have completed a minimum of a master’s degree in social work and who currently have and will maintain an unrestricted and valid clinical social work license from a U.S. jurisdiction.</p> <p>Nurses: Registered nurses who have completed a minimum of a bachelor’s degree in nursing and who currently have and will maintain an unrestricted and valid registered nurse license from a U.S. jurisdiction.</p>
<p align="center">MILITARY SERVICE</p>	<p>No more than 12 years of non-Coast Guard active duty military service as of the date of accession.</p>
<p align="center">SERVICE OBLIGATION</p>	<p>Four-year Extended Active Duty (EAD) contract.</p>
<p align="center">APPOINTMENT GRADE</p>	<p><u>Reserve Commission:</u> Ensign (O-1)</p> <p>Nurses: Bachelor’s level nurses who have been licensed as a registered nurse for less than 1.5 years.</p> <p><u>Reserve Commission:</u> Lieutenant Junior Grade (O-2)</p> <p>Behavioral Health Providers: Master’s level clinical social workers who have been independently licensed for less than 2.5 years.</p> <p>Nurses: Bachelor’s level nurses who have been licensed as a registered nurse for at least 1.5 years but less than four years. Master’s level nurses who have been licensed minimally as a Bachelor’s level nurse for less than 2.5 years.</p> <p><u>Reserve Commission:</u> Lieutenant (O-3)</p> <p>Physicians and Dentists: Less than six years of professional experience.</p> <p>Behavioral Health Providers: Master’s level clinical social workers with at least 2.5 years, but less than 8.5 years of professional experience at the independent level. Doctorate-level clinical social workers/clinical psychologists with less than 6 years of professional experience at the independent level.</p> <p>Nurses: Bachelor’s level nurses who have been licensed as a registered nurse for at least 4 years but less than 10 years. Master’s level nurses who have been licensed minimally as a Bachelor’s level nurse for at least 2.5 years but less than 8.5 years. Doctorate level nurses who have been licensed minimally as a Bachelor’s level nurse for less than 6 years.</p>

Direct Commission Health Service Officer (DCHSO) PAGE 2 OF 2

<p align="center">APPOINTMENT GRADE (continued)</p>	<p><u>Reserve Commission:</u> Lieutenant Commander (O-4)</p> <p>Physicians and Dentists: Six or more years of professional experience.</p> <p>Behavioral Health Providers: Master’s level clinical social workers with at least 8.5 years, but less than 13.5 years of professional experience at the independent level. Doctorate level clinical social workers/clinical psychologists with at least 6 but less than 11 years of professional experience at the independent level.</p> <p>Nurses: Bachelor’s level nurses who have been licensed as a registered nurse for at least 10 years but less than 15 years. Master’s level nurses who have been licensed minimally as a Bachelor’s level nurse for at least 8.5 years but less than 13.5 years. Doctorate level nurses who have been licensed minimally as a Bachelor’s level for more than 6 years but less than 11 years.</p> <p><u>Reserve Commission:</u> Commander (O-5)</p> <p>Physicians and Dentists: More than 11 years of professional experience.</p> <p>Behavioral Health Providers: Master’s level clinical social workers with at least 13.5 years of professional experience at the independent level. Doctorate level clinical social workers/clinical psychologists with at least 11 years professional experience at the independent level.</p> <p>Nurses: Bachelor’s level nurses who have been licensed as a registered nurse for at least 15 years. Master’s level nurses who have been licensed minimally as a Bachelor’s level nurse for at least 13.5 years. Doctorate level nurses who have been licensed minimally as a Bachelor’s level nurse for at least 11 years.</p>
<p align="center">SUPPLEMENTAL INFORMATION</p>	<p>(1) Physicians. Physicians with training in specialties (other than listed above) may be considered on a case-by-case basis. In general, physicians must be board-eligible in at least one specialty recognized by the American Board of Medical Specialties or American Osteopathic Association. General Practitioners may be permitted to apply (as General Medical Officers) on a case-by-case basis.</p> <p>(2) Dentists. Dentists who have completed dental school and who are able to obtain licensure by a U.S. jurisdiction are eligible for commissioning.</p> <p>(3) Degrees Conferred by Foreign Education Institutions. Physicians trained outside the U.S. must pass the United States Medical License Examinations (USMLE) by registering with the Educational Commission for Foreign Medical Graduates (ECFMG) and be eligible to apply for licensure in all states and territories in the United States. Dentists obtaining licensure in a U.S. jurisdiction satisfy the training standards required.</p> <p>(4) Credentialing and Privileging. CG RC and COMDT (CG-11) will validate the following:</p> <ul style="list-style-type: none"> a. Applicants must have an unrestricted U.S. state (or territory for these purposes) license; b. The applicant’s board certification (if applicable) is current at the time of application; c. Conduct Primary Source Verification (PSV); review resume/CV for work history gaps and for current and expired credentials; d. National provider Data Bank and Health and Human Services - Office of Inspector General: review for judgments against applicant; e. Work references: review of at least three professional work references; f. Currently qualified in Basic Life Support and Advanced Life Support/Advanced Cardiac Life Support at the Healthcare Provider levels; g. Attestation: Upon completion of their application, prospective applicants must affirm and attest that all information submitted is correct and complete; and h. Verification conditions and release of information: USCG Credentialing Office must be granted permission to review: college transcripts; letters of recommendation to include scope of practice and malpractice events; professional and specialty certificates and licenses; statement from any malpractice insurance carriers dating back 10-years indicating nature of applicant’s coverage; whether the applicant’s policy was/will be renewed; whether any malpractice claims were filed against the applicant under the policy, and the status of these claims.

Direct Commission Intelligence Officer (DCIO)

<p>PROGRAM DESCRIPTION</p>	<p>The DCIO program offers an opportunity for high-performing intelligence professionals and military members with intelligence experience to employ their unique skill sets as Coast Guard intelligence officers. New Coast Guard intelligence officers are welcomed into a multi-mission service operating as both an Armed Force and an organization with broad maritime law enforcement authorities. Selectees will become key resources in one of the Coast Guard’s most dynamic fields and will receive an initial assignment within the Coast Guard intelligence community.</p>
<p>AGE</p>	<p>Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.</p>
<p>EDUCATION</p>	<p>Baccalaureate or higher degree from an accredited college or university.</p>
<p>MILITARY SERVICE</p>	<p>No more than 12 years of non-Coast Guard active duty military service as of the date of accession.</p>
<p>SERVICE OBLIGATION</p>	<p>Four-year Extended Active Duty (EAD) contract.</p>
<p>APPOINTMENT GRADE</p>	<p><u>Temporary Regular or Reserve Commission</u>: Ensign (O-1) – Baccalaureate degree with five years of relevant work experience. <u>Temporary Regular or Reserve Commission</u>: Lieutenant Junior Grade (O-2) – Master’s degree with five years of relevant work experience or baccalaureate degree with seven years of relevant work experience. <u>Temporary Regular or Reserve Commission</u>: Lieutenant (O-3) – Doctorate with five years of relevant work experience or master’s degree with seven years of relevant work experience.</p>
<p>SUPPLEMENTAL INFORMATION</p>	<p>(1) Clearance. Must have a current Top Secret/Sensitive Compartmentalized Information (TS/SCI) clearance. (2) Experience. Applicants must be proven intelligence professionals with five years of work experience as of the panel convening date. (3) Coast Guard Active Duty. Active duty Coast Guard applicants must be serving in the Intelligence Specialist (IS) rating.</p>

Direct Commission Lawyer (DCL)

<p>PROGRAM DESCRIPTION</p>	<p>The DCL program selects lawyers to fill vacant positions within the legal community. These members serve on an Extended Active Duty (EAD) agreement and are required to attend DCO school. Licensed attorneys or third-year law students can compete to join the Coast Guard legal team through this program. The Coast Guard maintains a full-service legal support program, which provides advice and counsel for any and all requirements or decisions that fall within the following legal practice areas:</p> <p>Criminal Law/Military Justice, Operations, International Activities, Civil Advocacy, Environmental Law, Procurement Law, Internal Organizational Law, Regulations and Administrative Law, Legislative Support, and Legal Assistance.</p>
<p>AGE</p>	<p>Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.</p>
<p>EDUCATION</p>	<p>Graduate of, or third-year student in, a law school accredited by the American Bar Association (ABA).</p>
<p>MILITARY SERVICE</p>	<p>No more than 12 years of non-Coast Guard active duty military service as of the date of accession.</p>
<p>SERVICE OBLIGATION</p>	<p>For licensed attorneys (already admitted to the bar) – Four-year Extended Active Duty (EAD) contract. For 3L law students who have applied for admission to, but have not yet taken, the bar – Two-year EAD contract, extended to four years automatically upon gaining admission to the bar. For law school graduates who have applied for admission to the bar and taken the bar exam but are awaiting results – Offer of Four-year Extended Active Duty (EAD) contract, contingent on proof of admission to bar. Applicants must include documentation of proof of bar admission within deadline of acceptance offer.</p>
<p>APPOINTMENT GRADE</p>	<p><u>Reserve Commission</u>: Lieutenant (O-3).</p>
<p>SUPPLEMENTAL INFORMATION</p>	<p>(1) Education. Graduates of non-ABA accredited law schools may apply for the DCL program provided they meet the following conditions:</p> <ul style="list-style-type: none"> (a) Admitted to practice before the bar of the highest court of any State, the District of Columbia, or U.S. Territory; (b) Has experience practicing law in one or more areas of law applicable to the Coast Guard; and (c) Possesses military or other government experience indicative of success as a Coast Guard officer. <p>(2) Bar Examination. Applicants from ABA-accredited law schools must either be admitted to practice before the bar of the highest court of any State, the District of Columbia, or U.S. Territory, or have applied for admission to such a bar.</p> <p>(3) Service Obligation. If, after serving on active duty for one year, an appointee has not been admitted to the bar, the member will be released from active duty to the Coast Guard Reserve in a status determined by CG PSC-RPM unless the Judge Advocate General recommends the officer be retained on active duty for an additional specified period or reassigned to a billet outside of the legal program.</p>

Direct Commission Lawyer – Selected Reserve (DCL-SELRES)

<p align="center">PROGRAM DESCRIPTION</p>	<p>The DCL-SELRES program is designed to allow licensed attorneys an opportunity to serve as Judge Advocates in the Coast Guard while maintaining their civilian employment. Selectees without previous experience as a Coast Guard or Coast Guard Reserve commissioned officer, including chief warrant officer, are required to successfully complete the Reserve Officer Candidate Indoctrination (ROCI) course prior to commissioning.</p>
<p align="center">AGE</p>	<p>Minimum 21, Maximum 40, as of 30 SEP of FY in which selection panel convenes.</p>
<p align="center">EDUCATION</p>	<p>(1) Must be a licensed attorney; and (2) Graduate of a law school accredited by the American Bar Association (ABA).</p>
<p align="center">MILITARY SERVICE</p>	<p>No more than 12 years of non-Coast Guard active duty military service as of the date of accession.</p>
<p align="center">SERVICE OBLIGATION</p>	<p>All applicants must execute a Statement of Understanding, which includes an agreement that, if selected, the applicant will affiliate and participate satisfactorily in the Coast Guard Selected Reserve for at least four years.</p>
<p align="center">APPOINTMENT GRADE</p>	<p><u>Reserve Commission</u>: Lieutenant Junior Grade (O-2).</p>

Direct Commission Physician Assistant (DCPA)

PROGRAM DESCRIPTION	The DCPA program selects PAs to fill vacant positions within the Coast Guard while serving on an extended active duty contract, typically involving patient health care at a Coast Guard clinic. Selectees are required to attend DCO School.
AGE	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
EDUCATION	(1) Baccalaureate or higher degree from an accredited college or university; (2) Before appointment, successful completion of a physician associate or assistant program course approved by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA); and (3) Candidates with at least three years of clinical PA experience are preferred.
MILITARY SERVICE	No more than 12 years of non- Coast Guard active duty military service as of the date of accession.
SERVICE OBLIGATION	Three-year Extended Active Duty (EAD) contract.
APPOINTMENT GRADE	<u>Reserve Commission</u> : Lieutenant Junior Grade (O-2). <u>Reserve Commission</u> : Lieutenant (O-3).
SUPPLEMENTAL INFORMATION	(1) State License. Selectees must possess, or be able to obtain, a license from the applicable state. All Physician Assistants must obtain state licensure within 6 months of certification or commissioning in the case of DCPAs. (2) Interservice Physician Assistant Program (IPAP). The Coast Guard may also solicit, separate from the DCPA program, for applications from qualified active duty Coast Guard enlisted members and officers to undergo PA training through IPAP. IPAP students obtain a baccalaureate degree and a master's degree during this 29-month program, after which enlisted graduates receive a Temporary Regular commission as a Lieutenant Junior Grade (O-2) and attend DCO School. Officer students/graduates maintain status on ADPL. Advanced education incurs a debt of service of three months for each month of instruction for the first 12 months, and one month for each month thereafter, as per Reference (x). (3) IPAP Certification Requirements. Selectees must be certified by the National Commission on Certification of Physician Assistants (NCCPA) prior to commissioning. IPAP graduates are expected to take the NCCPA's Physician Assistant National Certifying Exam (PANCE) as soon as practicable after graduation; but no later than 30 days after reporting to first duty station. Graduates may take the PANCE as early as 7 days after program completion. If the first test is failed, a repeat test can be taken 90 days after the first attempt. The PANCE may be taken one time in any single 90-day period or three times in a calendar year. IPAP graduates must attain certification within 12 months of graduation, except under extenuating circumstances. Failure to attain or subsequently maintain PANCE certification may result in vacating the commission of temporary officers; obligated service for advanced education will still apply, as defined in Reference (x). An officer whose appointment is so vacated reverts to the officer's permanent status, see Reference (s). (4) Service Obligation. If, after serving on active duty for one year, an appointee has not attained PANCE certification, the member will be released from active duty to the Coast Guard Reserve in a status determined by CG PSC-RPM unless the Program Manager recommends the officer be retained on active duty for an additional specified period or reassigned to a billet outside of the DCPA program.

Direct Commission Physician Assistant – Selected Reserve (DCPA-SELRES)

PROGRAM DESCRIPTION	The DCPA-SELRES program is designed to provide sufficient numbers of PAs to fill mobilization requirements for deployable units. Selectees without previous experience as a Coast Guard or Coast Guard Reserve commissioned officer, to include chief warrant officer, are required to attend the DCO Course. All DCPA-SELRES selectees are commissioned approximately 30 days prior to their scheduled DCO Course as determined by CG RC-acc.
AGE	Minimum 21, Maximum 40, as of 30 SEP of FY in which selection panel convenes.
EDUCATION	<p>(1) Baccalaureate or higher degree from an accredited college or university;</p> <p>(2) Before appointment, successful completion of a physician associate or assistant program course approved by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA); and</p> <p>(3) Candidates with at least three years of clinical PA experience are preferred.</p>
MILITARY SERVICE	No more than 12 years of non- Coast Guard active duty military service as of the date of accession.
SERVICE OBLIGATION	Initial SELRES commitment of four years.
APPOINTMENT GRADE	<p><u>Reserve Commission:</u> Lieutenant Junior Grade (O-2).</p> <p><u>Reserve Commission:</u> Lieutenant (O-3).</p>
SUPPLEMENTAL INFORMATION	<p>(1) State License. Selectees must possess, or be able to obtain, a license from the applicable state. All Physician Assistants must obtain state licensure within 6 months of certification or commissioning in the case of DCPAs.</p> <p>(2) Certification Requirements. Selectees must be certified by the National Commission on Certification of Physician Assistants (NCCPA) prior to commissioning.</p>

Direct Commission Selected School (DCSS)

<p>PROGRAM DESCRIPTION</p>	<p>DCSS eligible college graduates may be appointed with a Reserve commission in the Coast Guard. Applicants must have successfully completed at least two academic years of military training through an Army, Navy, or Air Force Reserve Officer Training Corps (ROTC) program, or two years as a cadet or midshipman at a federal military service academy. A baccalaureate or higher degree, and the military training if satisfied through participation in an ROTC program, are required from any of the following schools, or, on a case-by-case basis, other institutions with solid academic curricula and strong Corps of Cadets training programs:</p> <ul style="list-style-type: none"> (a) The Citadel (b) Mary Baldwin College, Virginia Women’s Institute for Leadership (c) University of North Georgia (d) Norwich University (e) Prairie View A&M University (f) Texas A&M University (g) Virginia Military Institute (h) Virginia Polytechnic Institute and State University
<p>AGE</p>	<p>Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.</p>
<p>EDUCATION</p>	<p>Baccalaureate or higher degree (college seniors graduating after the application deadline must provide a letter from their academic institution indicating their degree major, and the date their degree will be conferred).</p>
<p>MILITARY SERVICE</p>	<p>No more than 12 years of non-Coast Guard active duty military service as of the date of accession.</p>
<p>SERVICE OBLIGATION</p>	<p>Three-year Extended Active Duty (EAD) contract.</p>
<p>APPOINTMENT GRADE</p>	<p><u>Temporary Regular or Reserve Commission</u>: Ensign (O-1).</p>
<p>SUPPLEMENTAL INFORMATION</p>	<p>Proof of Regimented Training. Applicants must provide proof of having successfully completed two years of structured military training to include ROTC or Corps of Cadets participation.</p>

Licensed Officer of the Merchant Marine (LOMM)

<p>PROGRAM DESCRIPTION</p>	<p>LOMM provides licensed professionals of the United States' Merchant Marine to commission as officers in the Coast Guard Reserve and serve on Extended Active Duty for a period of three years. Selectees for LOMM typically will leverage their experience and Merchant Mariner Credentials (MMC), with initial Coast Guard tours in the afloat community.</p>
<p>AGE</p>	<p>Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.</p>
<p>EDUCATION</p>	<p>No specified minimum education requirement.</p>
<p>MILITARY SERVICE</p>	<p>No more than 12 years of non-Coast Guard active duty military service as of the date of accession.</p>
<p>SERVICE OBLIGATION</p>	<p>Three-year Extended Active Duty (EAD) contract.</p>
<p>APPOINTMENT GRADE</p>	<p><u>Temporary Regular or Reserve Commission:</u> Lieutenant Junior Grade (O-2) – Two or more years of service onboard U.S. commercial vessels (credit may be given for up to one year of service onboard U.S. public vessels) while holding a valid Merchant Mariner Credential (MMC) endorsed as Second Mate (Unlimited), Oceans or Near Coastal; Master and First Class Pilot (Unlimited), Great Lakes; Second Assistant Engineer (Any Horsepower); or higher.</p> <p><u>Temporary Regular or Reserve Commission:</u> Lieutenant (O-3) – Three or more years of service onboard U.S. commercial vessels (credit may be given for up to one year of service onboard U.S. public vessels) while holding a valid MMC endorsed as Chief Mate (Unlimited), Oceans or Near Coastal; Master and First Class Pilot (Unlimited), Great Lakes; First Assistant Engineer (Any Horsepower); or higher; with at least six months of service as Chief Mate, First Assistant Engineer, or higher.</p>

Maritime Academy Graduate Direct Commission Officer (MARGRAD)

<p>PROGRAM DESCRIPTION</p>	<p>Maritime academy graduates have education and training that enhance the Coast Guard’s ability to carry out its operational missions. The MARGRAD program is available to individuals who hold a degree from a qualifying state or Federal maritime academy, and who either hold a Merchant Mariner Credential (MMC) endorsed as Third Mate or Third Assistant Engineer or higher, or their degree is in a maritime-related field. The following are the qualifying maritime institutions:</p> <ul style="list-style-type: none"> (a) California State University Maritime Academy (b) Great Lakes Maritime Academy (c) Maine Maritime Academy (d) Massachusetts Maritime Academy (e) State University of New York Maritime College (f) Texas A&M Maritime Academy (g) U.S. Merchant Marine Academy (USMMA) <p>MARGRADS will serve as Coast Guard Reserve officers on EAD. Appointees are normally assigned to the prevention field; however, needs of the service are paramount and other assignments such as naval engineering, aviation, and deck assignments, both afloat and ashore, and assignments pertaining to the design, construction, operation, maintenance, and repair of Coast Guard cutters and boats are also possible.</p>
<p>AGE</p>	<p>Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.</p>
<p>EDUCATION</p>	<p>Baccalaureate or higher degree from a qualifying state or federal maritime academy.</p>
<p>MILITARY SERVICE</p>	<p>No more than 12 years of non-Coast Guard active duty military service as of the date of accession.</p>
<p>SERVICE OBLIGATION</p>	<p>Three-year Extended Active Duty (EAD) contract.</p>
<p>APPOINTMENT GRADE</p>	<p><u>Reserve Commission:</u> Ensign (O-1) – Either (1) hold a valid Merchant Mariner Credential (MMC) endorsed as Third Mate (Unlimited), Oceans or Near Coastal; Third Assistant Engineer (Any Horsepower); or higher; or (2) have a degree major in maritime-related field that did not result in one of the MMC endorsements listed in (1) above.</p> <p><u>Reserve Commission:</u> Lieutenant Junior Grade (O-2) – Meet either of the requirements listed for Ensign (O-1) above and have one or more years of service onboard vessels of the U.S. while holding a valid MMC with one of the endorsements listed for Ensign (O-1) above.</p>

Prior Trained Military Officer (PTMO)

<p>PROGRAM DESCRIPTION</p>	<p>PTMO targets current or former military officers with training or degrees in critical-need areas for Reserve commissions in the Coast Guard. Applicants must have at least two years of commissioned active duty or Reserve service in the U.S. Armed Forces or National Guard as of the selection panel convening date. Uniformed Service officers of the National Oceanic and Atmospheric Administration (NOAA Corps) and Public Health Service (PHS) are eligible to apply. Selectees are given duty assignments based on their experience and education.</p>
<p>AGE</p>	<p>Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.</p>
<p>EDUCATION</p>	<p>Baccalaureate degree or higher from an accredited program in, or training in, “critical need” areas as determined by COMDT (CG-1).</p>
<p>MILITARY SERVICE</p>	<p>No more than 12 years of active duty military service as of the date of accession.</p>
<p>SERVICE OBLIGATION</p>	<p>Three-year Extended Active Duty (EAD) contract.</p>
<p>APPOINTMENT GRADE</p>	<p><u>Reserve Commission:</u> Ensign (O-1) – Prior service chief warrant officers or O-1 or above. <u>Reserve Commission:</u> Lieutenant Junior Grade (O-2) – Prior service applicants O-2 or above. <u>Reserve Commission:</u> Lieutenant (O-3) – Prior service applicants O-3 or above. <u>Reserve Commission:</u> Lieutenant Commander (O-4) – Prior service applicants O-4 or above. <u>Reserve Commission:</u> Commander (O-5) – Prior service applicants O-5 or above.</p>

Selected Reserve Direct Commission (SRDC)

PROGRAM DESCRIPTION	The SRDC program is the primary mechanism for filling junior officer vacancies in the Coast Guard Reserve. SRDC selectees attend Reserve Officer Candidate Indoctrination (ROCI) as officer candidates. Upon successful completion of ROCI, selectees are commissioned as officers into the Coast Guard Reserve.
AGE	Minimum 21, Maximum 40, as of 30 SEP of FY in which selection panel convenes.
EDUCATION	Baccalaureate degree or higher. Or, if currently in the Coast Guard or Coast Guard Reserve – (1) E-5 or above, or E-4 above the cut on the current E-5 advancement eligibility list, or certified by commanding officer for placement on a supplemental advancement list; and (2) Successfully completed two years (60 semester-hours or 90 quarter- hours) at an accredited, degree-granting college or university (CLEP examinations, with scores of at least 421, may be substituted for up to 30 semester-hours).
MILITARY SERVICE	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
SERVICE OBLIGATION	All applicants must execute a Statement of Understanding, which includes an agreement that, if selected, the applicant will affiliate and participate satisfactorily in the Coast Guard Selected Reserve for at least four years.
APPOINTMENT GRADE	<u>Reserve Commission:</u> Ensign (O-1). <u>Reserve Commission:</u> Lieutenant Junior Grade (O-2) – Coast Guard enlisted applicants with experience as a chief petty officer or above, and applicants with experience as a chief warrant officer, may be considered for appointment in this pay grade. <u>Reserve Commission:</u> Lieutenant (O-3) – Applicants with experience as a chief warrant officer may be considered for appointment in this pay grade. Note: Applicants with experience as a commissioned officer may be considered for the highest grade previously held, up to Lieutenant (O-3), with the date of rank being the date of appointment to commissioned status in the Coast Guard Reserve.
SUPPLEMENTAL INFORMATION	(1) Education. Education for Applicants Currently in the Coast Guard or Coast Guard Reserve, the baccalaureate degree requirement was reduced by 60 semester hours to the total of 60 semester hours shown in Table 7-2 above. This reduction is the result of applying a factor for military service, therefore, military service credits may not be used to fulfill the remaining education requirements. (2) Conditional Eligibility of Certain Professionals and Students. Ministers of divinity, theology students, and persons who hold degrees or are in graduate school or training in medicine, dentistry, nursing, veterinary medicine, osteopathy, or optometry are ineligible to apply unless they meet the following conditions: (a) Attained their educational status after fulfilling their military service obligation. (b) On acceptance in the Coast Guard Reserve, agree in writing that, if mobilized they will waive their right of exemption due to their professional status. (3) Coast Guard Reserve Members. Members of the Coast Guard Reserve must be E-4 or above and must have earned the IADT competency (see Section 2.B.2.(1) of Reference (hh)).

College Student Pre-Commissioning Initiative Executive Champion (CSPI-EXEC)

<p align="center">PROGRAM DESCRIPTION</p>	<p>CSPI-EXEC demonstrates the Coast Guard’s commitment to building strong, collaborative, and lasting relationships with minority serving institutions (MSIs) across the United States and its territories. The CSPI-EXEC program allows members of the Flag and Senior Executive Service corps to establish an official Memorandum of Understanding (MOU) with a MSI and select up to one primary and one alternate candidate for their designated college or university. COMDT (CG-1) establishes the quantity of MOUs that may be established and maintains the official list for CSPI-EXEC qualifying colleges and universities.</p>
<p align="center">AGE</p>	<p>See CSPI-Scholarship and CSPI-SLRP program tables for program eligibility requirements.</p>
<p align="center">EDUCATION</p>	
<p align="center">MILITARY SERVICE</p>	
<p align="center">SERVICE OBLIGATION</p>	
<p align="center">APPOINTMENT GRADE</p>	
<p align="center">SUPPLEMENTAL INFORMATION</p>	<p>CSPI-Scholarship and CSPI-SLRP applicants attending qualifying colleges and universities with established MOUs may apply to CSPI-EXEC. Candidates that are not selected for CSPI-EXEC will automatically be placed in the national CSPI selection panel for further consideration.</p>

College Student Pre-Commissioning Initiative – Scholarship (CSPI-Scholarship)

PROGRAM DESCRIPTION	CSPI-Scholarship is a fully funded program, which may pay up to two academic years of college tuition, books, and essential supplies for full-time students, and selects college sophomores and juniors with the academic potential and motivation to become commissioned officers. Prior to attending OCS, a CSPI candidate is enlisted in pay grade E-3 with a four-year active duty obligation. Eligibility for active duty members in pay grade of E-4 or above will be determined based on the requirements applicable to an E-3. Such members accepted into the CSPI program must obligate four years active duty service and will be voluntarily reduced in rate to E-3 prior to the execution of orders, with entitlements corresponding to those of an E-3. Individuals who are eligible for the Pre-Commissioning Program for Enlisted Personnel (PPEP) are ineligible for the CSPI Program.
AGE	Minimum 19, Maximum 27, as of 30 SEP of FY in which selection panel convenes.
EDUCATION	<p>(1) Enrolled in a bachelor’s degree program with a minimum GPA of 2.5 on a 4.0 scale (and maintain a minimum semester and cumulative GPA of 2.5 on a 4.0 scale to remain in the program); and</p> <p>(2) Expected graduation date from a qualifying school is no later than two years after program entry date; and</p> <p>(3) At least 30 on-campus, resident credit hours from a qualifying school completed by program entry date (online courses do not qualify for this requirement). Coursework must be taken in physical proximity to the qualifying school to satisfy this requirement.</p>
MILITARY SERVICE	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
SERVICE OBLIGATION	Three-year Extended Active Duty (EAD) contract upon the completion of OCS.
APPOINTMENT GRADE	<u>Reserve Commission</u> : Ensign (O-1).
SUPPLEMENTAL INFORMATION	<p>(1) Dependency. Applicants may have no more than two dependents. See Section 4.C.4.a. of this Instruction for a discussion of who is considered to be a dependent.</p> <p>(2) Education. Qualifying Schools are those accredited colleges or universities designated as Minority-Serving Institutions (MSIs) by the Department of Education. Refer to www.gocoastguard.com or collegescorecard.ed.gov for current lists of MSIs. Additionally, qualifying schools must be located within 100 miles driving distance from a Coast Guard unit or Recruiting Office. The Coast Guard may otherwise approve non-qualifying schools on a case-by-case basis provided that they had a minority student population averaging at least 50% of the non-foreign undergraduate student enrollment for each of the previous three years.</p> <p>(3) Timing of Training. During the summer before the next academic year convenes, newly accessing CSPI members will attend Recruit Basic Training at Coast Guard Training Center Cape May. Upon completion of the bachelor’s degree requirements, CSPI members will be enrolled in the first available OCS convening date.</p> <p>(4) Non-Compliance with Program Requirements. A CSPI member may be removed from the program if the member breaches their CSPI obligations, is found guilty of any violation of the Uniform Code of Military Justice (UCMJ), is found in violation of the UCMJ at non-judicial proceedings or does not graduate from OCS and receive a commission. Upon removal from the program, CSPI members will be reassigned to a Coast Guard unit in an enlisted status to serve either the remainder of their initial active duty term or one month for every month in receipt of scholarship benefits, whichever is greater. Candidates who are unsuccessful at OCS may be placed in a Class “A” School on a case-by-case basis. A CSPI member who fails to fulfill the terms of the service obligation specified in the written agreement will be required to reimburse the Coast Guard for all educational costs.</p>

College Student Pre-Commissioning Initiative – Student Loan Repayment Program (CSPI-SLRP)

PROGRAM DESCRIPTION	CSPI-SLRP: Qualifying student loans may be repaid up to 33 ^{1/3} % of the loan amount or \$1,500 per year (whichever is greater) after each year of completed service as an officer. Applicants eligible for CSPI Scholarship are ineligible for CSPI-SLRP.
AGE	Minimum 19, Maximum 27, as of 30 SEP of FY in which selection panel convenes.
EDUCATION	Bachelor’s or post-graduate degree or expected graduation date from a qualifying school. Online degrees do not qualify. Minimum GPA of 2.5 on a 4.0 scale.
MILITARY SERVICE	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
SERVICE OBLIGATION	Five-year Extended Active Duty (EAD) contract upon the completion of OCS.
APPOINTMENT GRADE	<u>Reserve Commission</u> : Ensign (O-1).
SUPPLEMENTAL INFORMATION	<p>(1) Dependency. Applicants may have no more than two dependents. See Section 4.C.4.a. of this Instruction for a discussion of who is considered to be a dependent.</p> <p>(2) Education. Qualifying Schools are those accredited colleges or universities designated as Minority-Serving Institutions (MSIs) by the Department of Education. Refer to www.gocoastguard.com or collegescorecard.ed.gov for current lists of MSIs. Additionally, qualifying schools must be located within 100 miles driving distance from a Coast Guard unit or Recruiting Office. The Coast Guard may otherwise approve non-qualifying schools on a case-by-case basis provided that they had a minority student population averaging at least 50% of the non-foreign undergraduate student enrollment for each of the previous three years.</p> <p>(3) Timing of Training. Upon completion of the bachelor’s or post-graduate degree requirements, newly accessing CSPI-SLRP members will attend Recruit Basic Training at Coast Guard Training Center Cape May and will be enrolled in the first available OCS convening date.</p> <p>(4) Qualifying loans eligible for repayment are listed in 10 U.S.C. §16301.</p> <p>(5) Non-Compliance with Program Requirements. A CSPI-SLRP member may be removed from the program if the member breaches their program obligations, is found guilty of any violation of the Uniform Code of Military Justice (UCMJ), is found in violation of the UCMJ at non-judicial proceedings or does not graduate from OCS and receive a commission. Upon removal from the program, CSPI members will be reassigned to a Coast Guard unit in an enlisted status to serve the remainder of their initial active duty term. Candidates who are unsuccessful at OCS may be placed in a Class “A” School on a case-by-case basis. A CSPI member who fails to fulfill the terms of the service obligation specified in the written agreement will be required to reimburse the Coast Guard and is subject to the repayment provisions set forth in the agreement.</p>

Wilks Flight Initiative (WiFi)

PROGRAM DESCRIPTION	The WiFi program provides flight training opportunities exclusive to CSPI-Scholarship members. Upon commissioning, these members will be placed in the pipeline for Naval Flight Training.
AGE	See CSPI-Scholarship program table for program eligibility requirements.
EDUCATION	(1) Currently enrolled as a senior in the CSPI-Scholarship program; and (2) Attain a qualifying score on the Aviation Selection Test Battery: 4 on the Academic Qualifications Rating (AQR) and 5 on the Pilot Flight Aptitude Rating (PFAR).
MILITARY SERVICE	See CSPI-Scholarship program table for program eligibility requirements.
SERVICE OBLIGATION	Discharged from enlisted status upon the completion of OCS; commissioned with a three-year Extended Active Duty (EAD) contract. Upon successful completion of Naval Flight Training, members will incur an additional eight- year active duty obligation. Members who commence but do not finish flight training incur one additional month of active duty obligation for each month in which they participate in flight training; these officers will be reassigned to another Coast Guard unit to continue their careers.
APPOINTMENT GRADE	<u>Reserve Commission</u> : Ensign (O-1).