



2015-16

POCKET RECRUITER GUIDE

The 2015-2016 Pocket Recruiter Guide

The purpose of the Pocket Recruiter Guide is to outline Army programs and incentives in a shirt-pocket format. It serves primarily as a ready reference for recruiters and other members of U.S. Army Recruiting Command. Information contained in this guide is current as of January 2015, but is subject to change and should not be construed as a guarantee of the availability of these programs at a given time.

Recruiters and authorized members of Recruiting Command must verify and validate enlistment eligibility, availability and qualifications for specific enlistment options during Army enlistment processing. Users should find the Pocket Recruiter Guide a useful aid to help build and maintain a high-quality Army.

The guide proponent is the USAREC G-3.

Commander, USAREC
ATTN: G-3 Policy
1307 Third Avenue
Fort Knox, KY 40121
(502) 626-5482 (DSN 536)
(800) 223-3735, ext. 6-5482



The pocket guide is available online at therecruiterjournal.com

USAREC Mission

1 October 2013 through September 2019, the Army (USAREC) will recruit professional, volunteer Soldiers; Soldier 2020, capable of effectively executing operations in the Army complex operating environment.

USAREC Vision

Strength Starts Here

“A carefully selected team of dedicated professionals sustaining an All-Volunteer Army...with Soldiers and civilians who truly embrace the Army’s values and Warrior Ethos, and who understand the strategic importance of our mission. Enabled by leading edge technologies and premier recruiting practices...we establish and maintain enduring relationships with centers of influence, Future Soldiers, families and the American public.”

USAREC Values

The U.S. Army’s trusted ambassador to the American people - exemplifying Army Values and demonstrating the Warrior Ethos: always placing the mission first, never accepting defeat, never quitting, and never leaving a fallen comrade.

Resources

USAREC Website: www.usarec.army.mil

USAREC on Facebook: www.facebook.com/usarec

USAREC News: www.army.mil/usarec

Future Soldiers website: www.futuresoldiers.com

Future Soldiers Center: www.facebook.com/ArmyFutureSoldierCenter

Table of Contents

General Information

Accessions Missions.....	<u>1</u>
Minimum Enlistment Standards.....	<u>1</u>
Physical Fitness Standards	<u>1</u>
Training Locations	<u>2</u>

Enlistment Options

Guaranteed Job Training	<u>4</u>
Foreign Language Recruiting Initiative (FLRI)	<u>4</u>
Army Language Program	<u>4</u>
09L Translator/Aide Program.....	<u>6</u>
Military Accessions Vital to the National Interest (MAVNI).....	<u>6</u>
Army Civilian Acquired Skills Program (ACASP)	<u>7</u>
Partnership for Youth Success (PaYS)	<u>7</u>
Army Reserve Standard Training Program	<u>7</u>

Army Reserve Alternate Training Program.....	<u>7</u>
Blue to Green Program	<u>8</u>
Army Bands Program	<u>8</u>
Airborne/Ranger/Special Forces Options.....	<u>8</u>

Officership

Officer Candidate School (OCS).....	<u>9</u>
Army Reserve Officers' Training Corps (ROTC).....	<u>10</u>
Reserve ROTC Options.....	<u>12</u>
U.S. Military Academy (USMA)	<u>13</u>
U.S. Military Academy Preparatory School	<u>14</u>

Education

Post 9/11 GI Bill.....	<u>15</u>
Montgomery GI Bill (Regular Army)	<u>16</u>
Montgomery GI Bill (Army Reserve).....	<u>17</u>
Loan Repayment Program.....	<u>18</u>
Concurrent Admissions Program (ConAP).....	<u>19</u>
March 2 Success	<u>20</u>
Tuition Assistance.....	<u>20</u>
NCO Education System	<u>21</u>

Pay, Bonuses & Promotion

Active Army/Army Reserve Starting Pay.....	<u>21</u>
Thrift Savings Plan (TSP)	<u>22</u>
Cash Enlistment Bonuses	<u>22</u>
Accelerated Promotion for Education	<u>23</u>

Referral Promotion Program	<u>24</u>
Future Soldier Pre-Basic Training Task List	<u>24</u>
Hometown Recruiter Assistance Program (HRAP)	<u>25</u>
Active Duty Operational Support — Reserve Component	<u>26</u>

Special Missions

Warrant Officer Flight Training	<u>27</u>
In-Service Special Operations Opportunities	<u>27</u>
Judge Advocate General's Corps	<u>28</u>
Technical Warrant Officer Recruiting	<u>29</u>
Chaplain Recruiting.....	<u>29</u>

Medical Recruiting

Nurse Corps	<u>32</u>
Dental Corps.....	<u>36</u>
Medical Corps.....	<u>40</u>
Medical Specialist Corps	<u>43</u>
Veterinary Corps.....	<u>46</u>
Medical Service Corps.....	<u>48</u>
Military Accessions Vital to the National Interest (MAVNI).....	<u>52</u>

Military Occupational Specialties

CMF 11 - Infantry	<u>53</u>
CMF 12 - Engineering	<u>54</u>
CMF 13 - Field Artillery.....	<u>55</u>
CMF 14 - Air Defense Artillery	<u>56</u>
CMF 15 - Aircraft Maintenance	<u>56</u>
CMF 18 - Special Forces	<u>58</u>
CMF 19 - Armor	<u>59</u>
CMF 25 - Communications and Information Systems	<u>60</u>
CMF 27 - Paralegal	<u>62</u>
CMF 31 - Military Police.....	<u>62</u>
CMF 35 - Military Intelligence	<u>63</u>
CMF 36 - Financial Management.....	<u>64</u>
CMF 37 - Psychological Operations.....	<u>65</u>
CMF 38 - Civil Affairs	<u>65</u>
CMF 42 - Adjutant General	<u>66</u>
CMF 42 - Band.....	<u>66</u>
CMF 46 - Public Affairs	<u>68</u>
CMF 56 - Religious Support.....	<u>69</u>
CMF 68 - Medical.....	<u>70</u>
CMF 74 - Chemical	<u>71</u>
CMF 79 - Recruitment and Reenlistment.....	<u>71</u>
CMF 88 - Transportation	<u>72</u>
CMF 89 - Ammunition	<u>73</u>
CMF 91 - Mechanical Maintenance.....	<u>74</u>
CMF 92 - Supply and Services.....	<u>75</u>
CMF 94 - Electronic Maintenance and Calibrations.....	<u>76</u>

General Information

Regular Army/Army Reserve Minimum Enlistment Standards

- Must be at least 17 years old and not have reached the 35th birthday by date of accession.
- Written parental consent required for 17-year-olds before processing.
- Must pass enlistment physical.
- Must meet conduct eligibility requirements/screening.
- Must qualify on Armed Services Vocational Aptitude Battery (ASVAB) and other required pre-requisite tests.

Physical Fitness Standards

All Future Soldiers must pass a Physical Fitness Assessment (PFA) in order to ship to basic combat training. An initial PFA will be conducted no later than 10 days after enlistment, and the final PFA (if required) administered at least 45 days but NLT 30 days prior to shipping.

PFA standards for Future Soldiers ages 17 to 34

	Male	Female
Push-up (1 minute)	13	3
Sit-up (1 minute)	17	17
1-mile run	8:30	10:30

Training Locations

Basic Combat Training Installations

- Fort Jackson, S.C. (Columbia)
- Fort Leonard Wood, Mo. (Waynesville)
- Fort Sill, Okla. (Lawton)
- Fort Benning, Ga. (Columbus)

One Station Unit Training (OSUT) Installations

- Infantry and Armor - Fort Benning, Ga.
- Combat Engineers - Fort Leonard Wood, Mo.
- Military Police - Fort Leonard Wood, Mo.

Advanced Individual Training (AIT) Installations

- Fort Benning, Ga. (Columbus)
- Fort Bragg, N.C. (Fayetteville)
- Fort Eustis, Va. (Newport News)
- Fort Gordon, Ga. (Augusta)
- Fort Huachuca, Ariz. (Sierra Vista)
- Fort Jackson, S.C. (Columbia)
- Fort Lee, Va. (Petersburg)
- Fort Leonard Wood, Mo. (Waynesville)
- Fort Rucker, Ala. (Enterprise)
- Fort Sam Houston, Texas (San Antonio)
- Fort Sill, Okla. (Lawton)
- Naval Amphibious Base, Va. (Little Creek)

Presidio of Monterey, Calif. (Monterey)
Gulfport Naval Station, Miss. (Gulfport)
Sheppard Air Force Base, Texas (Wichita Falls)
Goodfellow Air Force Base, Texas (San Angelo)
Pensacola Naval Base, Fla. (Pensacola)
Meade AFIS, Md. (Baltimore)
Panama City Coastal System Station, Fla. (Panama City)
Naval Ophthalmic Support and Training Activity, Va. (Yorktown)

English Language Training

Most English Language Training is conducted at Lackland Air Force Base in San Antonio. New Soldiers report to Fort Sill, Okla., for initial inprocessing before being sent to Lackland AFB. English Language Training for O9L is conducted only at Fort Jackson, S.C.

Warrant Officer Candidate School (WOCS)

Training for all Warrant Officer Candidates (Flight School and Technical Warrant Officer Candidates) is conducted at Fort Rucker, Ala.

Officer Candidate School (OCS)

Officer Candidate School training is conducted at Fort Benning, Ga.

Enlistment Options

Some options might not be available based on individual eligibility.

Guaranteed Job Training

The Army guarantees (in writing) skill training before enlistment.

Foreign Language Recruiting Initiative (FLRI)

FLRI is available for RA and AR applicants without prior service whose primary language is not English.

Applicants will enlist in an unassigned MOS of 09C. After completion of English Language Training, Soldiers will attend a two-week GT (general technical) prep course and retest on the ASVAB. Soldiers will select their MOS after retaking the ASVAB. Minimum requirements to enlist as a FLRI are 21-30 AFQT, 54 AO and 40-75 ECLT (waiverable to 35).

Army Language Program

Individuals desiring to learn a foreign language are evaluated on their ability to comprehend a foreign language on the Defense Language Aptitude Battery (DLAB). Those enlisting under this program will attend BCT followed by 25-63 weeks (depending on language) of language training conducted at the Defense Language Institute Foreign Language Center (DLIFLC), Presidio of Monterey, Calif. Upon successful completion of language training, Soldiers will attend 35P AIT. Graduates receive up to 45 semester hours of college credit.

Individuals who already speak a foreign language have the opportunity to enlist as skilled linguists under the Army Civilian Acquired

Skills Program (ACASP). An individual's language ability is evaluated through the Defense Language Proficiency Test (DLPT). The DLPT measures an individual's reading and listening skills in the language they profess to speak. Passing score is a 2 in both the reading and listening areas. Current languages eligible for this program are Arabic, French, Pashto, Persian Farsi, Hebrew, Serbo-Croatian, Russian, Chinese, Mandarin, Dari, Tagalog and Indonesian. Enlistees qualified for this program may be eligible for Foreign Language Proficiency Bonus (FLPB) and advance pay grade of E-4. After completion of BCT, the Soldier will attend Advanced Individual Training (AIT) in 35P, depending on language. Other languages could be available, check with the USAREC language branch for availability.

If attending DLI, applicants must be US citizens, be eligible for a top secret clearance, score a 107 on the DLAB, have a 91 ST (skill technical) score on the ASVAB, and have tier 1 education credentials. Family members of students enrolled at DLIFLC may enroll concurrently with the military spouse on a space available basis at no cost.

If enlisting as a linguist under the ACASP program, must be a US citizen, be eligible for a top secret clearance, score a 2 in both reading and listening on the DLPT test, have a 91 ST score on the ASVAB, and have tier 1 education credentials.

For information contact the USAREC foreign language advocate at (502)626-0163.

09L Interpreter/Translator

This program is available for RA, AR and Individual Ready Reserve (IRR) enlistments. English training is based on the English Comprehension Language Test (ECLT score) or American Language Course Placement Test (ALCPT). Applicants attend BCT and AIT to learn the skills of being an Interpreter/Translator. Entry pay grade is E-4 through ACASP.

See current USAREC Messages for languages available; most desired languages are Pashtu, Dari, Urdu and Farsi. Qualifications for MOS 09L are 10 or higher on the ASVAB, I-551 card holder (Resident Aliens) or US citizen, passing score of 2+/2+ on the target language Oral Proficiency Interview (OPI) in listening and speaking, passing target language reading score, ECLT score of 40 or higher. Applicants scoring 80-84 are also subject to taking an English OPI.

Military Accessions Vital to the National Interest (MAVNI)

MAVNI pilot program allows enlistment of certain legal non-immigrant aliens with foreign language abilities. Languages will be limited and subject to annual caps. Refer to the current USAREC message for details.

Applicants interested in the enlisted process should be directed to the website www.goarmy.com/info/mavni.

Army Civilian Acquired Skills Program (ACASP)

Applicants with prior training, education and/or experience (not obtained through military service) may qualify for enlistment at a higher pay grade.

Applicants enlist as E-4 and may not be required to attend AIT.

For the list of eligible MOSs; <http://www.army-portal.com/jobs/acasp.html>

Partnership for Youth Success (PaYS)

PaYS is a program to connect American industries and state and local government agencies with the Army. Applicants, upon selecting an MOS, will sign a Statement of Understanding (SOU) with a participating PaYS partner. The SOU contains information on a specific job vacancy. Soldiers departing the RA or AR who satisfactorily completed initial military training and are awarded a MOS are guaranteed an interview with the selected PaYS partner. For information, visit www.armypays.com.

Army Reserve Standard Training Program

Initial entry training is completed during the same time period. A Soldier will finish BCT and then begin AIT. Upon completion of all training, the Soldier will return to his or her Army Reserve unit.

Army Reserve Alternate Training Program

Initial entry training is split between two time periods — usually two summers, one year apart. Alternate training enables students to continue high school, college or vocational studies. It is available for seasonal employment personnel. Alternate training is only authorized for MOSs where AIT is 13 weeks or less.

Blue to Green Program

The program is open to members of all services. See applicable USAREC messages for guidance in processing.

Army Bands

Army band specialties are ACASP MOSs. RA band applicants must pass an audition and be selected for training on a monthly board held at HQ, USAREC. Qualified AR band applicants may be enlisted when vacancies exist.

1st Bde Liaison
(877) 275-5787

5th Bde Liaison
(888) 684-4553 (?)

2nd Bde Liaison
(888) 253-7671

6th Bde Liaison
(877) 874-4370

3rd Bde Liaison
(888) 684-4553

www.band.goarmy.com

Airborne Training

For those who qualify, some MOSs also offer airborne training when available.

Ranger Assignment

For those who qualify, some MOSs also offer assignment to a Ranger unit when available.

Special Forces

This is an option associated only with specific MOSs.

Officership

Officer Candidate School Regular Army

OCS is available to qualified applicants with or without prior service enlisting for three years. Applicants must be US citizens and have a four-year college degree or higher from an accredited institution of post secondary education. (College seniors may apply.) Non prior service and prior service OCS applicants must enter active duty or ship to training on or before their 29th birthday. Applicants must achieve a minimum GT score of 110 on the ASVAB test. Candidates will receive E-5 pay while in OCS. Graduates of OCS are commissioned as second lieutenant (O-1). OCS applicants are eligible for the MGIB or the Post 9/11 GI Bill, however active duty service time required by graduates of a service academy or ROTC does not count toward the three years necessary for full Post 9/11 GI Bill benefits.

Army Reserve OCS

OCS is available to qualified applicants with or without prior service enlisting for three years. Non prior service and prior service must be at least 19 or up to 34 years old and must ship to training prior to their 33rd birthday. Commission must be completed prior to age 34.

Applicants must be US citizens and have a four-year college degree or higher from an accredited institution of post secondary education. Applicants must achieve a minimum GT score of 110 on the ASVAB.

Candidates will receive E-5 pay while in OCS. Graduates of OCS are commissioned as second lieutenant (O-1). OCS applicants are ineligible for the MGIB Kicker. They may be eligible for MGIB and the Student Loan Repayment Program (SLRP).

Army Reserve Officers' Training Corps (ROTC)

The US Army Cadet Command at Fort Knox, Ky., directs the ROTC program. ROTC cadets are concurrently full-time college students working toward academic degrees. The ROTC training program occupies only a small portion of a student's weekly activities.

Cadets spend two to four years in the ROTC program depending on the method of entry into the program. The program includes a Basic Course, Military Science and Leadership (MSL) I and II courses, and an Advanced Course, MSL III and IV courses, conducted at 275 host institutions nationwide and through partnerships with more than 1,100 other schools. Students can receive constructive credit for the Basic Course based on prior service or other lateral entry criteria, or by attending the Leaders Training Course.

All cadets are required to attend the Leadership Development Assessment Course, usually during the summer prior to their final academic year. Participants are paid while attending camp(s).

Army ROTC contracts may include a variety of incentives, from monthly stipends to tuition scholarships to drill pay and additional leadership experience as members of Reserve or Guard units. All scholarship cadets, as well as non-scholarship cadets receive a stipend starting at \$300 per academic month for MSL I, \$350 for MSL II, \$450 for MSL III and \$500 for both MSL IV and MSL V. College students may compete for two-, three- or four-year tuition scholarships on campus by applying directly to the professor of military science in the ROTC battalion. Two-, three- and four-year scholarships are also available on a competitive basis to active duty Army enlisted personnel (Green to Gold) by applying to HQ, Cadet Command.

High school students must apply for scholarships online at www.goarmy.com/rotc/high-school-students/four-year-scholarship.

ROTC Scholarship Requirements

Requirements of the primary components of the scholarship program are listed below:

- All individuals must be age 17 before the scholarship is effective.
- All scholarship recipients must be US citizens.
- Students must be able to complete all ROTC requirements for a commission, complete a baccalaureate degree and be younger than age 31 in the calendar year in which they are to be commissioned.

ROTC information is available at www.goarmy.com/rotc, or students can call (800) USA-ROTC. High school students must apply online.

Recruiters should use USAREC Form 914 to provide referrals through battalion. Conduct positive handoff of the prospect to Army ROTC by calling your local ROTC unit or the ROTC unit of the prospect's preference. Ensure that the prospect understands that the referral only facilitates contact with the ROTC unit and does not serve as a scholarship application.

Reserve ROTC Options

Simultaneous Membership Program

SMP allows non-scholarship MSL II, III and IV cadets, GRFD and Dedicated Reserve and Guard scholarship cadets to simultaneously participate as members of an AR or Army National Guard (ARNG) unit. SMP provides the future officer with leadership and Reserve unit experience. Benefits include: drill pay, longevity credit for pay purposes, retirement credit, and expanded leadership training opportunities. SMP may include MGIB benefits, federal tuition assistance, and state tuition assistance. SMP is optional for non-scholarship MSL II, III and IV cadets, but required for RFD scholarship cadets and non-scholarship Guaranteed Reserve Forces Duty contracted cadets..

Guaranteed Reserve Forces Duty

The GRFD Scholarship is designed for people who have prior military service and would like to commission into either the Reserve or Guard. These scholarships allow MOS qualified veterans to draw MGIB benefits while simultaneously receiving scholarship benefits. Scholarships are awarded to the most outstanding applicants. In keeping with high standards of excellence, candidates are selected for scholarships based on an evaluation of their scholastic achievement and extra-curricular accomplishments, not on the basis of financial need.

As a winner of a two-year Reserve Forces Duty scholarship, an individual is required to enroll in a ROTC class and enlist in the Reserve or Guard if not already a member. Upon graduation, the cadet must accept commission, serve on active duty for a three- to six-month Officer Basic Course, and serve six years in the Reserve or Guard on a part time basis.

<http://www.uab.edu/armyrotc/welcome/grfd>

U.S. Military Academy

Applicants must be:

- At least 17 years old and not have passed 23rd birthday by July 1 of the year entering the academy.
- A US citizen at the time of admission.
- Unmarried and must not have a legal obligation to support a dependent.
- Of good moral character and able to meet academic, physical and medical requirements.
- A high school graduate and submit Scholastic Assessment Test (SAT) or American College Testing (ACT) assessment results for evaluation. A review of scholastic records will be made.

Applicants should obtain a nomination from a member of Congress or from the Secretary of the Army. Secretary of the Army nominations are also allowed for enlisted personnel in the Regular and Reserve components of the Army as well as for ROTC or JROTC cadets. For information, visit www.usma.edu/Admissions, or call (845) 938-4041.

U.S. Military Academy Preparatory School

The preparatory school is not an enlistment option. Soldiers must apply to the US Military Academy.

For information visit www.usma.edu/Admissions, or call (845) 938-4041 (DSN 688-4041).

For information about USMA and/or the preparatory school, individuals can also write to:

Director of Admissions
U.S. Military Academy
606 Thayer Road
West Point, NY 10996-1797

Medical Officers

See the Medical & Special Missions section for additional officer opportunities.

Education

Post 9/11 GI Bill (CH33)

The Post 9/11 GI Bill is an education benefit program for individuals who served on active duty on or after Sept. 11, 2001. Eligible individuals are entitled up to 36 months of benefits and based on a sliding scale that is linked to the length of qualifying active duty service on or after Sept. 11, 2001. All Soldiers are eligible for benefits contingent upon qualifying active duty service.

What does the program pay for eligible individuals?

- Tuition & fees — paid directly to the school — not to exceed the maximum in-state undergraduate or graduate tuition, and fees at a public institution of higher learning.

- Monthly housing stipend — paid to the student — equal to the Basic Allowance for Housing (BAH) for an E-5 with dependents based on the primary school's ZIP code. Distance learning program housing stipends are payable based on one-half of the BAH national average.

Individuals on active duty (and the spouses of individuals on active duty) or those who are attending college half-time or less, will not receive the housing stipend. The stipend is prorated for those individuals in more than half-time to full-time attendance.

- Annual book stipend — paid to the student — prorated by percentage of the benefit and course load up to \$1,000.

- A one-time rural benefit payment of \$500.

BAH rates by ZIP code: www.defensetravel.dod.mil/perdiem/bah.html.

Visit the VA website for the most current rates and information.

http://gibill.va.gov/benefits/post_911_gibill/index.html.

Montgomery GI Bill—Active Duty (RA) (CH30) Eligibility

The MGIB payment information below was effective Oct. 1, 2012. Visit the VA website, www.gibill.va.gov/ for the most current rates and information.

- Must have a high school diploma or equivalency certificate prior to expiration of initial term of service.
- Must be non-prior service or only have Initial Active Duty for Training (IADT) and entered active duty for the first time after June 30, 1985.
- Must have completed at least two years of active duty.
- All Soldiers participating in the program contribute \$1,200 their first year (\$100 per month).
- Soldiers completing an enlistment of less than three years receive a total benefit of \$45,720 for college (\$1,270 per month*).
- Soldiers completing an enlistment of three or more years receive a total benefit of \$56,304 for college (\$1,564 per month*).

** Monthly payment amounts are based on students attending full-time for 36 months.*

Amounts are subject to change.

GI Bill Rate Tables

www.gibill.va.gov/resources/benefits_resources/rate_tables.html

Montgomery GI Bill — Selected Reserve (AR) (CH1606) Eligibility

- Must enlist or reenlist for six years in a Troop Program Unit (TPU).
- Be a secondary school graduate or equivalent.
- Non-prior service members must become secondary school graduates or equivalent before completion of IADT.

- Officers may qualify and must complete DA Form 5447-R, Officer Service Agreement.

- Prior-service Soldiers must not have entitlements from RA GI Bill.

- Must have not received SROTC scholarship benefits.

Effective Oct. 1, 2012, the Selected Reserve MGIB was \$12,816.

- Full-time student monthly payment - \$356 for 36 months.

- Three-quarter time student monthly payment - \$266 for 48 months.

- Half-time student monthly payment - \$176 for 72 months.

http://www.benefits.va.gov/gibill/mgib_sr.asp

Montgomery GI Bill--Selected Reserve + Kicker

<http://www.military.com/education/gi-bill/the-gi-bill-kicker.html>

Reserve Education Assistance Program (REAP) Chapter 1607

REAP provides educational assistance to members of the Reserve components called or ordered to active duty in response to a war or national emergency declared by the president or Congress. Certain Reservists who were activated for at least 90 days after Sept. 11, 2001, may be eligible for benefits.

<http://www.benefits.va.gov/gibill/reap.asp>

U.S. Army Loan Repayment Program (LRP) (Active Duty Only) Eligibility

US Army Loan Repayment Program (LRP) (RA)

The LRP is a special incentive that the Army offers to highly qualified applicants entering the Army. Under the LRP, the Army will repay part of a Soldier's qualifying student loans. Only specified MOSs qualify for the LRP.

[http://myarmybenefits.us.army.mil/Home/Benefit_Library/
Federal_Benefits_Page/College_Loan_Repayment_Program_\(LRP\).
html?serv=147](http://myarmybenefits.us.army.mil/Home/Benefit_Library/Federal_Benefits_Page/College_Loan_Repayment_Program_(LRP).html?serv=147)

Student Loan Repayment Program (SLRP) - AR

SLRP is a special incentive that the Army offers to highly qualified applicants entering the Army. Under the LRP, the Army will repay part of a Soldier's qualifying student loans. Only specified Military Occupational Specialties (MOSs) qualify for the LRP.

[http://myarmybenefits.us.army.mil/Home/Benefit_Library/
Federal_Benefits_Page/College_Loan_Repayment_Program_\(LRP\).
html?serv=228](http://myarmybenefits.us.army.mil/Home/Benefit_Library/Federal_Benefits_Page/College_Loan_Repayment_Program_(LRP).html?serv=228)

Eligibility

AR Soldiers on drilling status are eligible for the SLRP if they meet the following conditions:

- Soldier must have SLRP guaranteed in writing in the enlistment contract
- Soldier must enlist for a minimum of six years
- Soldier must have a high school diploma and a score of 50 or higher on the Armed Services Vocational Aptitude Battery (ASVAB)
- Soldier must enlist in one of the critical MOSs that qualifies for the program. (Local Army recruiters have the current list, which changes often depending on the current needs of the service.)
- Loans must be made, insured, or guaranteed prior to entry on active duty.

Concurrent Admissions Program (ConAP)

ConAP is a partnership between USAREC and over 1,900 participating colleges to mutually advance the goals of lifelong learning and postsecondary education for Future Soldiers. On January 1, 2014, USAREC assumed ConAP management and now serves as liaison between recruiters, ConAP colleges, Servicemember Opportunity Colleges (SOC), Army education centers and the higher education community. ConAP goals are to increase enlistment of college-capable active duty and Reserve Soldiers; increase the number of Army Soldiers, veterans and Reserve Soldiers enrolled in college; and increase the use of Army education benefits.

<http://www.usarec.army.mil/hq/apa/conap.htm>

March 2 Success

The March 2 Success program is a highly interactive program designed to provide high school and college students easy access to free online test preparation training. March 2 Success allows young men and women to participate through an online program to assist them with improving their performance on tests of math, science, and English, ACT and SAT preparation, state standardized tests, and general test taking skills.

www.march2success.com

Tuition Assistance (TA)

Available to eligible active duty Soldiers for approved off-duty courses. Also available for selected Reserve Soldiers for approved courses. The Army funds 100% of course costs, up to \$250 per semester hour, with a maximum of \$4,500* per fiscal year.

Authorized fees covered by TA are mandatory fees associated with an individual course enrollment. Non-refundable fees and fees not linked to individual course enrollments (such as application or graduation fees) are not covered.

**Tuition assistance dollar amounts are subject to change.*

www.goarmy.com

Noncommissioned Officer Education System (NCOES)

NCOES is the keystone for NCO development and provides leader and MOS skill training in an integrated system of resident training at four levels (primary, basic, advanced, and senior).

The courses are:

Warrior Leader Course (WLC)

Advanced Leader Course (ALC) Common Core (90-day Web-based)

Advanced Leader Course (branch-specific)

Senior Leaders Course (SLC)

The Sergeants Major Academy

WLC and Combat Arms ALC attendance are scheduled by the Soldier's unit. Combat Support or Combat Service Support ALC, SLC, the First Sergeant Course and the Sergeants Major Academy attendance are by Department of the Army selection board.

<https://www.hrc.army.mil/Enlisted/Noncommissioned%20Officer%20Education%20System>

Pay, Bonuses & Promotion

www.goarmy.com/benefits/money.html

Current pay tables at:

Source: DFAS (www.dfas.mil/dfas/militarymembers.htm)

Thrift Savings Plan (TSP)

TSP is a federal government-sponsored retirement savings and investment plan. It offers the same type of savings and tax benefits that many private corporations offer their employees under “401(k)” plans.

[http://myarmybenefits.us.army.mil/Home/Benefit_Library/Federal_Benefits_Page/Thrift_Savings_Plan_\(TSP\).html?serv=147](http://myarmybenefits.us.army.mil/Home/Benefit_Library/Federal_Benefits_Page/Thrift_Savings_Plan_(TSP).html?serv=147)

Cash Enlistment Bonuses

The RA offers both non-prior service and prior service enlistment bonuses. The amounts range from \$1,000 to \$40,000 determined by enlistment options and qualifications. Bonuses are offered for three or more years term of service.

Bonuses: Hi-Grad, Quick Ship, ACASP, Priority MOS Enlistment, Airborne, and Ranger.

Army Reserve bonuses range from \$1,000 to \$20,000. Bonuses are offered for three- or six-year terms of service.

Regular Army

Applicant must:

- be a non-prior service or glossary non prior service high school diploma graduate with ASVAB score of 31 or higher,
- satisfy any other special requirements for training in selected MOS,
- enlist for three or more years, and
- enlist for an MOS designated by HQDA.

Cash bonus may be combined with LRP with select MOSs and term of service.

Broken Service Selective Reenlistment Bonus - Prior Service

The Army offers bonuses for select prior-service applicants (determined by HQDA).

Army Reserve Non-Prior Service

Bonus is dictated by the vacancy control number designated by HQDA.

Applicant must:

- be a secondary school graduate and score 31 or higher on ASVAB,
- enlist for 6x2 or 3x5 enlistment option,
- be non-prior service, and
- become and remain MOS qualified for entire bonus term.

Army Reserve Prior Service

Cash bonus available to eligible prior-service personnel enlisting in the Selected Reserve for DA advertised MOS or unit.

Accelerated Promotion for Education

Enlist as a:	Accredited College Program:
PV2	24 to 47 semester hours
Private First Class	48 or more semester hours (or associate degree)
Specialist	Bachelor's degree

Referral Promotion Program

Both RA and AR Future Soldiers may be advanced to PV2 for referring at least one qualified non prior service, glossary non prior service, or prior service applicant who enlists in the Delayed Entry Program (DEP) or Delayed Status (DS) in the RA, AR or ARNG prior to the Future Soldier shipping to BCT training, combined with successfully completing Section VII Required Training (also known as the BTTL, USAREC Form 1137 “Future Soldier Pre-Execution Checklist”, and passing an APFT with a total score of 180. Future Soldiers cannot earn advanced entry grade solely for making a referral or completing the BTTL; both objectives must be accomplished.*

**As of April 1, 2013.*

Future Soldier Training Program Pre-Basic Training Task List

As of April 1, 2013, AR and AR Future Soldiers cannot earn advanced entry grade solely for completing the BTTL; they must also make a qualified referral who enlists and pass the APFT with a score of 180, as described above.

www.futuresoldiers.com

Recruiting Support Programs

Hometown Recruiter Assistance Program (HRAP)

HRAP allows enlisted Soldiers who have recently completed AIT, One Station Unit Training (OSUT), or ACASP and are high school diploma graduates to return to their hometowns on permissive temporary duty (TDY) for up to 14 days to assist the local recruiters by sharing their Army training experiences with family, friends, high school classmates, Future Soldiers, veterans and community leaders.

HRAP Soldiers report to the recruiting center and accompany recruiters throughout the community to assist in obtaining quality referrals for enlistment.

All permanent party Soldiers may apply for HRAP by submitting a DA Form 31, Request and Authority for Leave through their chain of command. Additionally, officers may also volunteer for HRAP duty in their hometowns or areas in which they are familiar, such as where they attended college.

The USAREC HRAP web system is the system of record for tracking a Soldier's HRAP. USAREC leaders must ensure that the HRAP web system is kept up to date. Several reports are available in the Report Management Zone (RMZ) for leaders to monitor and check compliance.

Active Duty for Operational Support-Reserve Component (ADOS-RC)

AR Soldiers (enlisted, warrant and commissioned officers) can support local recruiters to generate leads that will result in AR enlistments.

Soldiers typically serve five to 14 days supporting recruiters within a 50-mile radius of their residence or TPU.

Reserve Soldiers are a valuable resource to share their experiences. Recruiters will solicit Soldiers' help to gain referrals by visiting units and corresponding with the Soldiers they enlisted and asking them to return for ADOS-RC recruiting duty.

Special Missions

Warrant Officer Flight Training (WOFT) - RA

This program is available to qualified applicants with or without prior service enlisting for three years. Applicant must be a high school diploma graduate and at least 18 but not have passed their 33rd birthday at time of USAREC selection board.

Applicants must: be a US citizen and score (40 or higher on the Selection Instrument for Flight Training test (SIFT), achieve a minimum GT score of 110 on the ASVAB; and undergo a Class I Flight Physical Examination, in addition to the physical examination at the MEPS, and have the Class I Flight Physical approved by Fort Rucker, Ala., prior to the USAREC selection board. Flight physical must be less than 18 months old.

Candidates will receive E-5 pay while in WOCS training. Applicants incur a six-year service obligation from the date of graduation as a warrant officer. WOFT applicants are not eligible for the LRP. They are eligible for the MGIB and the Post 9/11 GI Bill.

In-Service Special Operations Officer and Enlisted Opportunities

The Special Operations Recruiting Battalion (Airborne) (SORB (A)) processes all Special Forces, Civil Affairs, and PsyOps/MISO officer, and enlisted in-service applications, as well as EOD (89D) enlisted in-service applications. SORB also processes volunteer applications for 160th SOAR(A) aviators, non-aviators, non-rated crew members, aviation maintenance, and service support, in addition to in-service cultural support teams, in-service technical warrant officers and in-service flight warrant officers.

For RA qualification requirements or more information, visit the SORB website at <http://www.sorbrecruiting.com/>

Judge Advocate General's Corps

Direct commissions are available to individuals who have graduated from an American Bar Association accredited law school with a J.D. degree and are members in good standing of the bar of the highest court of any state or the District of Columbia.

Individuals may apply during first semester of the final year of law school. ROTC cadets who apply for educational delay to attend law school and are eligible to be selected to serve in the JAG Corps must apply in November, or in March if not selected by the November board.

Applicants are commissioned as a first lieutenant and promoted to captain at six to nine months of service. Initial three-and-a-half-month program begins at Fort Lee, Va., (three weeks) and concludes (10 weeks) at the JAG school in Charlottesville, Va. The training continues for six weeks of the Direct Commissioned Officer Course (DCO). Graduate programs for senior captains and junior majors offer an L.L.M. accredited by the American Bar Association. The 10-month program is at the JAG school in Charlottesville, Va.

Each year the Army offers more than 40 continuing legal education (CLE) courses, which meet most state CLE requirements. The summer intern program offers immediate legal experience for 100 law students.

For more information, visit www.jagcnet.army.mil and click on 'Careers,' Facebook at www.facebook.com/pages/Army-Judge-Advocate-Recruiting-Office-JARO/110055819048177. Call (866) ARMY-JAG or (866) 276-9524, email ArmyJAG@conus.army.mil or write:

The Judge Advocate Recruiting Office
9275 Gunston Road, Suite 4400
Fort Belvoir, VA 22060

In-Service Technical/Aviation Warrant Officer

HQ USAREC processes all technical/aviation warrant officer applications for in-service Soldiers (regular and conducts boards for AR). Opportunities exist for AR Soldiers (both TPU and IRR) to apply in more than 41 warrant officer specialties.

To obtain RA qualification requirements visit the USAREC website at: <http://www.usarec.army.mil/hq/warrant/index.shtml>

Chaplain Candidates

- Must be commissioned prior to their 40th birthday. Shortage faith group age waivers will be considered.
 - Must have a bachelor's degree of not less than 120 semester hours from an ACE accredited school.
 - Must be enrolled or accepted for enrollment in the next entering class of an ACE accredited seminary graduate program. Distance learning is acceptable.
 - May be a non-US citizen, legally admitted to the US for permanent residence with proper documentation.
 - Must be able to receive ecclesiastical approval.
 - Must pass the Army commissioning medical exam per AR 40-501.
 - Must meet Army height and weight standards per AR 600-9.
- Over production is not authorized for chaplain candidates

Regular Army Chaplain Qualifications

- . Must be commissioned prior to their 42nd birthday. Age waivers will only be considered for potential Catholic priest.
- . Must possess a single graduate level degree in theology or related studies from an ACE accredited educational institution that includes no less than 72 semester hours of a graduate-level work.
- . Must possess a bachelor's degree of not less than 120 semester hours from an ACE accredited school.
- . Must be ordained and endorsed by a faith group or denomination that is recognized by the Armed Forces Chaplain Board.
- . Must be a US citizen.
- . Must pass the Army commissioning medical exam per AR 40-501.
- . Must meet Army height and weight standards per AR 600-9.
- . Must have two consecutive years (24 months) of paid professional ministry experience.

Army Reserve Chaplain Qualifications

- Must be commissioned prior to their 45th birthday. Age waivers may be considered with prior service up to age 47. Age waivers for Catholic priests will be considered.
- Must have a bachelor's degree of not less than 120 semester hours from an ACE accredited school.
- Must possess a single graduate level degree in theology or related studies from an ACE accredited educational institution that includes no less than 72 semester hours of a graduate-level work.
- Must be ordained and endorsed by a faith group or denomination that is recognized by the Armed Forces Chaplain Board.
- May be non-US citizens; legally admitted to the US for permanent residence with proper documentation (AR applicants only).
- Must meet Army height and weight standards in AR 600-9.
- Must pass the Army commissioning medical exam per AR 40-501.

The professional work experience is not a requirement for AR chaplains.

A \$10,000 bonus is available for AR chaplain applicants payable only after completing the Chaplain Officer Basic Leaders Course. Centers will receive grad alpha (GA) credit for each chaplain referral after they access.

For more information, visit www.chaplain.goarmy.com, call DSN 536-0702 or (800) 223-3735, ext. 6-0700 or 6-0722.

Medical Recruiting

Direct all interested applicants to the nearest Army Health Care Recruiting Team. Centers will receive GA credit for each health care provider after they access.

Nurse Corps

Direct all interested applicants to the nearest Health Care Recruiting Team. Commissions are available to qualified registered nurses in the RA or AR. Applicants must have a minimum of a bachelor's degree in nursing.

All applicants must:

- be between age 21 and 42 at the time of commissioning/accession,
- be a graduate of a nursing program accredited by the National League for Nursing or the Commission on Collegiate Nursing Education, or accepted by the US Secretary of Education,
- hold a current, valid and unrestricted license to practice nursing,
- be a US citizen for active duty. Permanent residents are only eligible for AR, and
- must be within six months of graduating with a bachelor's degree in nursing.

Nurse ROTC Scholarships

Two-, three- and four-year ROTC scholarships are available for students pursuing a bachelor's degree at an accredited school of nursing. Two-year scholarships are available for students pursuing certain advanced practice nursing master's degree. ROTC program requirements and benefits outlined in the pocket guide also apply to nursing students.

1-800-USA-ROTC or www.armyrotc.com

AMEDD Enlisted Commissioning Program (AECP)

Provides enlisted Soldiers in the RA, AR or ARNG the opportunity to complete their bachelor's degree in nursing. The Army pays for tuition of up to \$9,000 per academic year and books (reimbursed up to \$1,000 per year) for up to 24 months of schooling. Participants incur an additional four-year active duty service obligation.

Direct all interested individuals to the AECP website (AKO log-in required): <https://www.us.army.mil/suite/page/621795>, or call DSN 536-0381, (502) 626-0381, or send inquiries to aecp@usarec.army.mil.

RA Nurse Programs

RA Nurse Accession Bonus

All qualified nurses who do not currently hold a commission as a nurse in any service may be eligible to receive a \$20,000 or \$30,000 bonus if loan repayment is not taken. If loan repayment is taken, they can only receive \$10,000 accession bonus.

Army Nurse Candidate Program Army Nurse BSN degree program

Students must be eligible to enlist in the AR. Provides a \$10,000 bonus and \$1,000 per month stipend during months enrolled in a full-time CCNE or NLN accredited BSN producing nursing program. Must complete BSN in six to 24 months and pass NCLEX-RN exam. Commissioned as an Army Nurse Corps officer upon completion of program and passing NCLEX-RN exam. Obligation is four years for up to one-year completion of program or five years for up to a two-year completion program. Commissioned officers are not eligible; prior enlisted Army Soldiers must have completed all mandatory service obligations. Program is dependent on yearly mission requirements.

US Army Graduate Program in Anesthesia Nursing (AMEDD Center and School) Doctorate of Nursing Practice

Students are commissioned RA and receive full pay and allowances commensurate with rank during entire program. Tuition expenses paid by the Army. Active duty obligation is 60 months.

The applicant must meet all admission requirements for Northeastern University. <http://www.northeastern.edu/bouve/nursing/add/armyprograman.html> and select "Application Requirements and Procedures" for more information.

The applicant must be board selected for active duty and successfully admitted to Northeastern University to attend this program. Candidates must have at least one year of critical care nursing experience and competitive graduate record exam scores.

Health Professions Scholarship Program (HPSP)

Active Duty program for Psychiatric Nurse Practitioner, family Nurse Practitioner or Nurse Anesthesia Program will pay a stipend of more than \$2,000 and full tuition toward obtaining a Masters degree MSN with prescriptive privileges. Obligation for HPSP is three years.

Health Professionals Loan Repayment Program (HPLRP)

Will repay up to \$40,000 of qualified loans annually for a maximum of three years of original loan amount, no interest. This is pretax amount. Active duty obligation is three years. HPLRP may be used with the \$10,000 Accession Bonus for an active duty obligation of six years.

AR Army Nurse Programs Special Pay

Provides a bonus of \$20,000 per year for three years for nurse anesthetists. Additional special pays based upon current CWSL - see USAR Selected Reserve Incentives Program (SRIP) for the year. Participants must serve in a TPU, AMEDD Personal Management Command (APMC), or Individual Mobilization Augmentee (IMA) Program. Individuals may be eligible, if qualified, to participate in one other AR incentive program.

Specialized Training Assistance Program (STRAP)

Stipend program for nurse anesthesia, family nurse practitioner and psychiatric nurse practitioner nurses currently enrolled in accredited programs. Participants receive a monthly stipend, currently over \$2,000. Participants incur a two-year obligation in the AR for each year or partial year of financial assistance and must serve in a TPU, National Army Medical Department Augmentee Detachment or Individual Mobilization Augmentee Program upon completion of training. Individuals may be eligible, if qualified, to participate in one other AR incentive program. Doctorate of Nursing Programs are authorized. Must be a US citizen.

Health Professional Loan Repayment Program (HPLR)

Health Professional Loan Repayment Program (HPLR) provides education loan repayment for nurses qualified in select specialties. See the Army Reserve Selected Reserve Incentives Program (SRIP) for the current year. Applicable nurses who are serving in a Troop Program Unit (TPU), AMEDD Professional Management Command (APMC), or the Individual Mobilization Augmentee (IMA) Program may be eligible for HPLRP. For each year of satisfactory service in TPU, APMC or IMA Program, a maximum of \$20,000 will be applied to an education loan for the first two years and \$10,000 for the third year for a total of \$50,000 (before taxes). Individuals may be eligible, if qualified, to participate in other AR incentive program.

Dental Corps

Direct commissions are available in the RA or AR for graduates of an accredited dental school in the US, District of Columbia, Puerto Rico or Canada with a DMD or DDS degree.

Active duty applicants must be US citizens; AR applicants may be permanent legal residents. RA applicants may apply during their last six months of dental school if they have passed Part II of National Boards. AR applicants must possess a valid license at time of application. Must be licensed to practice dentistry in the US, District of Columbia, Puerto Rico or a US territory if already graduated from dental school. Must be less than 47 years of age upon initial appointment.

ROTC cadets who apply for educational delay to attend dental school are eligible to be selected to serve in the Dental Corps.

Active Duty Dental Corps Programs

Health Professions Scholarship Program (HPSP)

One- to four-year scholarships available for students accepted to or enrolled in accredited schools of dentistry. Provides full tuition, monthly stipend of over \$2,000 and reimbursement for mandatory books, certain items of professional equipment and certain other academic fees. Active duty obligation is a minimum of three years. Students must be US citizens.

Critical Skills Accession Bonus (CSAB)

Bonus is a \$20,000 lump sum for dental students in conjunction with HPSP four-year active commitment served concurrently with HPSP obligation.

Advanced General Dentistry Program (one year)

One-year training program. Target audience is senior dental students. Practicing dentists who graduated within the past three years may request an exception to policy to apply for this program (per current FY guidance) . Graduate dentists must be licensed. Six training sites: Joint Base Lewis-McChord, Wash.; Fort Campbell, Ky.; Fort Carson, Colo.; Fort Benning, Ga.; Fort Jackson, S.C.; and Fort Sill, Okla.

Dental Corps Active Duty Accession Bonus

Active duty accession bonus for qualified dentists and dental specialists of \$75,000 (taxable), paid in lump sum at the first permanent duty station. Active duty obligation is a minimum of 48 months. Must be a US citizen.

Health Professionals Loan Repayment Program (HPLRP)

Will repay up to \$40,000 (taxable) of qualified loans annually for a maximum of three years. Active duty obligation is one year for each year receiving loan repayment with a minimum period of three years on active duty. HPLRP may be used with the active duty Dental Corps Accession Bonus; active duty obligations are served consecutively. Individual must be a US citizen.

AR Dental Corps Programs Special Pay

Provides a \$75,000 special pay for general dentists, comprehensive dentists, prosthodontists, and oral surgeons. The special pay is paid in increments of \$25,000 and is awarded yearly up to a total of three years. Participants must serve in a TPU, National Army Medical Augmentee Detachment or the Individual Mobilization Augmentee Program while receiving the bonus. If qualified, individuals can participate in one other Army Reserve incentive program. Must be a US citizen or permanent legal resident.

Specialized Training Assistance Program (STRAP)

Stipend program for oral surgeons currently enrolled in an accredited residency program. Participants receive a monthly stipend of over \$2,000. Participants incur a two-year obligation in the AR for each year or partial year of financial assistance and must serve in a TPU, National Army Medical Augmentee Detachment or Individual Augmentee Mobilization Program upon completion of training. If qualified, individuals can participate in one other AR incentive program. Individuals must be US citizens or legal permanent residents.

Health Professionals Loan Repayment Program (HPLRP)

Provides up to \$250,000 for repayment of education loans for general dentists, comprehensive dentists, prosthodontists, and oral surgeons serving in the TPUs, National Army Medical Augmentee Detachment, or the Individual Mobilization Augmentee Program. For each year of satisfactory service in the TPU, National Army Medical Augmentee Detachment, or Individual Mobilization Augmentee Program, a maximum of \$40,000 will be applied to an education loan, up to a total of \$250,000. If qualified, individuals can participate in one other AR incentive program. Must be a US citizen or legal permanent resident.

Medical/Dental Student Stipend Program (MDSSP)

MDSSP is available only to medical and dental students. Students receive a monthly stipend of more than \$2,000. MDSSP participants incur an obligation of one year for every six months (or part thereof) for which, they receive the stipend. This obligation period will be satisfied immediately following medical/dental school completion unless the individual elects to enter the STRAP program for residency in an eligible specialty. In that event, the original MDSSP contract will be amended to reflect the STRAP contract.

Medical Corps

Commissions are available to qualified physicians in the RA and AR. Applicants must be US citizens for RA, or a legal permanent resident for AR. RA and AR applicants must have a doctor of medicine or osteopathy degree from an accredited US school of medicine or osteopathy. Foreign graduates may apply if they have a permanent certificate from the Educational Council of Foreign Medical Graduates.

Applicants must have completed at least one year of an approved Graduate Medical Education (GME) internship and be less than 42 years of age at the time of commissioning/appointment (waivers granted on a case by case basis). Applicants must hold a current valid, unrestricted license to practice medicine in the US, District of Columbia or Puerto Rico and be at least board eligible.

Regular Army Medical Corps Programs Health Professions Scholarship Program (HPSP)

Provides up to four-year scholarships to students accepted to or enrolled in accredited schools of medicine or osteopathy. Provides full tuition, monthly stipend over \$2,000, and reimbursement for certain books and equipment. RA obligation is one year for each year receiving the scholarship with a minimum period of two years on active duty, not counting medical school, internship or residency. Individuals must be US citizens.

Critical Skills Accession Bonus \$20,000 lump sum for student in conjunction with HPSP four-year active commitment served concurrently with HPSP obligation.

Uniformed Services University of Health Sciences (USUHS) School of Medicine

Applicants must possess a baccalaureate degree. Students receive full pay and allowances commensurate with rank during entire program. Tuition expenses paid by the Army. Graduates receive MD degrees and are reappointed as RA captains in the Medical Corps. RA obligation is seven years, not counting medical school, internship or residency.

Direct all interested individuals to call the USUHS at (800) 772-1743 or visit www.USUHS.mil.

Financial Assistance Program (FAP)

Open to physicians at any point during their residency training, such as Post Graduate Year (PGY) II and above. Certain individuals may be eligible to apply in PGY I based on OTSG guidance. Provides an annual grant of \$45,000 plus a monthly stipend over \$2,000. Active duty obligation is two years for the first year of FAP participation plus one year for each additional year of participation with a minimum of two years on active duty. Individuals must be US citizens.

Regular Army Health Professionals Loan Repayment (ADHPLR)

Provides up to maximum of three years of repayment of qualified education loans. Payment is in increments of \$40,000 annually (less taxes) for each year of participation. Active duty obligation is three years.

AR Medical Corps Programs

Health Professional Special Pay

Provides a \$75,000 special pay for physicians in eligible specialties joining the AR. The bonus is paid in increments of \$25,000 and awarded yearly up to a total of three years. Physicians must have completed a residency program in the specialty in which they are applying. Participants must serve in an TPU, National Army Medical Augmentee Detachment or Individual Mobilization Augmentee Program. Individuals may be eligible, if qualified, to participate in one other AR incentive program.

Medical/Dental Student Stipend Program (MDSSP)

MDSSP is available only to medical and dental students. Students receive a monthly stipend of more than \$2,000. MDSSP participants incur an obligation of one year for every six months (or part thereof) for which they receive the stipend. This obligation period will be satisfied immediately following medical/dental school completion unless the individual elects to enter the STRAP program for residency in an eligible specialty. In that event, the original MDSSP contract will be amended to reflect the STRAP contract.

Specialized Training Assistance Program (STRAP)

Stipend program available for physicians in designated specialties currently enrolled in accredited residency programs. Participants receive a monthly stipend, currently over \$2,000. Participants incur a one-year obligation in the AR for every six months or portion thereof of financial assistance.

STRAP participants must serve in a TPU, National Army Medical Augmentee Detachment or the Individual Mobilization Augmentee Program after completing residency. Individuals must be US citizens.

Health Professionals Loan Repayment Program (HPLR)

Provides up to \$250,000 for repayment of education loans for physicians in certain specialties who are serving in a TPUs, National Army Medical Augmentee Detachment or the Individual Mobilization (IMA) Program. For each year of satisfactory service in a TPU, National Army Medical Augmentee Detachment, or the IMA Program, a maximum of \$40,000 will be applied to an education loan, up to a total of \$250,000. Individuals may be eligible, if qualified, to apply for one other AR incentive.

Medical Specialist Corps

Direct RA and AR commissions are available to individuals who have graduated from accredited schools of occupational therapy, physical therapy, dietetics, and physician assistant studies. Applicant must be a graduate of the respective occupation and have passed licensure/registration/certification. Applicant must be less than 42 years of age upon initial appointment.

ROTC cadets who apply for educational delay to attend graduate school for one of the above specialties are eligible for appointment as a commissioned officer. They may be branched as RA or AR, contingent on the needs of the Army once all requirements are met to include licensure/registration or certification.

Regular Army Student Programs

US Army – Baylor University Doctoral Program in Physical Therapy provides a doctor of physical therapy degree. Applicants must possess a bachelor's degree or be in their last semester of undergraduate school to apply to the 30-month training program. RA obligation is 81 months, including the program. Other prerequisites: minimum cumulative GPA of 3.1, minimum GRE score of 1,000 (or 297 under the new scoring criteria), minimum GRE verbal score of 450 (or 150).

www.baylor.edu/graduate/pt/

Doctor of Science in Occupational Therapy Program (DScOT)

Provides a doctor of science degree in Occupational Therapy. It is an 18-month training program at Brooke Army Medical Center in San Antonio, Texas. Applicants must possess a bachelor's or master's degree in occupational therapy, and individuals with only a bachelor's degree must have earned at least 9 post-graduate clinically oriented credits. Applicants must also have a minimum GPA of 3.0, have graduate record examination scores from within the past five years and meet all criteria for appointment as an Army Occupational Therapist. The active duty obligation is five years, including training time.

U.S. Military – Baylor University Graduate Program in Nutrition

Program includes a nine-month dietetic phase and a 12-month internship and research phase for students. Students who successfully complete the program will be granted a master's degree in nutrition from Baylor University and will be eligible to sit for the Registration Examination for Dietitians.

To apply, individuals must have completed or be in their last semester of dietetics academic work and have a signed verification form from the program director of a Didactic Program in Dietetics. Active duty obligation is six years, including internship and program. Other prerequisites: minimum cumulative GPA of 3.0 – minimum GRE score of 1,000 (or 297 under the new scoring criteria), minimum GRE writing score of 3.5.

www.baylor.edu/graduate/nutrition/index.php?id=68078

Military Physician Assistant Training

Provides Active and Reserve Soldiers the opportunity to complete a 29-month training program, culminating in a master's degree in physician's assistant studies and commission as an Army Medical Specialist Corps officer. RA obligation is about four and a half years following the training program.

www.usarec.army.mil/armypa

Active Duty Specialist Corps Programs

Health Professionals Loan Repayment Program (HPLRP)

Provides up to maximum of three years of repayment of qualified loans for eligible AOCs. Payment is in increments of \$40,000 annually (less taxes) for each year of participation. Active duty obligation is three years.

Veterinary Corps

Direct commissions are available in the RA and AR for individuals who have graduated from an accredited veterinary school in the US, District of Columbia, Puerto Rico or an US territory with a DVM or VMD degree; or have graduated from a foreign veterinary school and have an Educational Commission for Foreign Veterinary Graduate Certificate.

Applicants may apply in their last year of veterinary school or after graduation and must be licensed to practice veterinary medicine in the US, the District of Columbia, Puerto Rico or a US territory.

HPSP applicants may apply at any point during veterinary school and must be less than 42 years old upon initial appointment. ROTC cadets who apply for educational delay to attend veterinary school are eligible to be selected to serve in the Veterinary Corps. All applicants must be eligible for appointment as a commissioned officer.

Active Duty Veterinary Corps Programs Health Professions Scholarship Program (HPSP) Veterinary Medicine

Provides two-year or three-year scholarships to veterinary students accepted to or enrolled in accredited programs of veterinary medicine. Provides full tuition, a monthly stipend over \$2,000, and reimbursement for mandatory books, certain items of professional equipment and certain other academic fees. Active duty obligation is a minimum of three years of active duty. Individuals must be US citizens.

Active Duty Health Professionals Loan Repayment Program (ADHPLRP)

Veterinary Medicine

Will repay up to \$40,000 of qualified loans annually for a maximum of three years and a maximum monetary total of \$120,000. Active duty obligation is one year for each year of loan repayment, with a minimum period of three years on active duty. Must be an US citizen and possess a current unrestricted license.

AR Veterinary Corps Programs

Special Pay

Provides a \$75,000 special pay for veterinarians. The special pay is paid in increments of \$25,000 and is awarded yearly up to a total of three years. Participants must serve in an AR TPU, or the Individual Mobilization Augmentee Program (IMA) while receiving the special pay. Applicants are eligible, if qualified, to participate in other AR incentive programs.

Health Professionals Loan Repayment Program (HPLRP)

Provides up to \$50,000 for repayment of education loans for veterinarians serving in an AR TPU or the Individual Mobilization Augmentee Program. For each year of satisfactory service in the AR TPU or IMA, a maximum of \$20,000 will be applied to an education loan, up to a total of \$50,000. Individuals may be eligible, if qualified, to participate in one other AR incentive program. Must be a US citizen for all the AR programs.

Medical Service Corps

Based on the annual needs of the Army, commissions may be available to applicants in the RA or AR. Commissions are available in the areas of audiology, optometry, biochemistry, clinical laboratory, clinical psychology, entomology, environmental science, health services administration, immunology, microbiology, nuclear medical science, parasitology, pharmacy, podiatry, research psychology, environmental engineering, and social work.

Specific degree requirements may be obtained from the local health care recruiter. Applicants must be between 21 and 42 years of age (must be less than 42 years of age at the time of accession) to qualify for appointment.

Medical Service Corps Active Duty Programs

Health Professions Scholarship Program (HPSP) Optometry

Provides two-, three- and four-year scholarships to students enrolled in or accepted to accredited optometry programs. Provides full tuition, monthly stipend over \$2,000, and reimbursement of certain academic fees. Active duty obligation is one year for each year receiving the scholarship with a minimum of three years on active duty. Must be a US citizen.

ROTC-HPSP Pharmacy Program

Combine scholarships from ROTC and the Health Profession Scholarship Program to provide financial assistance throughout a student's entire pharmacy education so he/she may obtain a commission with concurrent call to active duty in the rank of captain. Participants will

incur an active duty service obligation from both ROTC and the HPSP that must be served consecutively, resulting in a six-year ADSO.

Health Professions Scholarship Program (HPSP) Counseling/ Clinical Psychology

Provides one- and two-year scholarships to students in APA accredited clinical or counseling psychology doctoral programs. Provides full tuition, monthly stipend over \$2,000, and reimbursement of certain academic fees. Active duty obligation is one year for each year receiving the scholarship with a minimum period of three years on active duty. Must be a US citizen.

Pharmacist Health Professional Loan Repayment Program

Provides repayment of educational loans for postgraduate education. Provides \$40,000 per year (less taxes) up to three years with a three-year minimum obligation. Must be a US citizen.

Clinical Psychology Internship Program (CPIP)

The Army sponsors a one-year clinical psychology internship program at five military medical treatment facilities: Walter Reed National Military Medical Center, Bethesda, MD; Tripler Army Medical Center, Honolulu, Hawaii; Brooke Army Medical Center, Fort Sam Houston, Texas; Madigan Army Medical Center, Joint Base Lewis-McChord, Wash.; and Dwight D. Eisenhower Army Medical Center, Fort Gordon, Ga. Applicants must have completed all course work toward a doctorate in psychology. Officers enter the program in the rank of captain and incur a 49-month duty obligation (including the one-year internship). Must be a US citizen.

Audiology Externship Program

Provides a one-year clinical audiology externship to students who have completed all academic coursework for their clinical doctorate in audiology and are eligible for the one year program. Training is conducted at Walter Reed National Military Medical Center, Bethesda, Md. A 36-month obligation following completion of the externship is incurred.

Podiatric Surgery Residency

The Army sponsors a 36-month podiatric surgery residency at Womack Army Medical Center, Fort Bragg, N.C. Applicants must have a doctor of podiatric medicine (DPM). Officers enter the program in the rank of captain and incur an 84-month active duty obligation (including the 36-month residency).

Army Reserve Medical Service Corps Program

Health Professional Loan Repayment

Provides education loan repayment for qualified optometrists, clinical psychologists, and entomologists who are serving in an AR TPU, the AMEDD Professional Management Command or the IMA Program. For each year of satisfactory service in an AR TPU, the AMEDD Professional Management Command, or IMA Program, a maximum of \$20,000 will be applied to an education loan up to a total of \$50,000. Individuals may be eligible, if qualified, to participate in one other AR incentive program. Must be a US citizen.

The Army-Fayetteville State MSW Program

The Army MSW is a two-phased program: The academic phase is a 14-month course consisting of 61 semester hours. The academic phase of the program is followed by a 24-month post-graduate internship to allow graduates to meet independent practitioner licensing requirements for most states. Applicants selected for the MSW program will be given an appointment as a Medical Service Corps Officer and will attend the AMEDD Basic Officer Leader Course (BOLC) prior to entering into the MSW program.

This program is open to civilians, enlisted Soldiers or officers who are requesting to become active duty Medical Service Corps Army officers so they may pursue the MSW via the Army-Fayetteville State University MSW Program. This program, sponsored by the AMEDD Center & School, is held at Fort Sam Houston, Texas.

After successful completion of phase one at Fort Sam, graduates attend phase two of the MSW program at a select medical treatment facility for 24 months to complete the required internship.

Upon successful completion of the internship, officers will be allowed to take the licensure exam.

Applicants must have a liberal arts undergraduate degree from an accredited university, preferably in the social sciences (sociology, psychology, social work, political science, criminal justice, or similar areas of focus) with a minimum 3.0 cumulative GPA.

To enter into the MSW program students must have completed undergraduate coursework that includes three semester hours of humanities, 18 semester hours of social and/or behavioral sciences, and three semester hours of human biology. Applicants incur a 62-month ADSO upon licensure as a social worker. This board meets once a year in February.

Army Reserve Health Professional Special Pay

Provides a \$45,000 recruitment bonus (paid \$15,000 annually) for optometrists (67F), and clinical psychologists (73B) joining the AR. A \$30,000 bonus (paid \$10,000 annually) for microbiologist (71A), clinical laboratory (71E), nuclear medicine (72A) and entomologists (72B) joining the AR. Participants must serve in an AR TPU, AMEDD Professional Management Command, or IMA Program. Individuals may be eligible, if qualified, to participate in one other AR incentive program.

Military Accessions Vital to the National Interest (MAVNI)

The Military Accessions Vital to the National Interest (MAVNI) recruitment pilot program allows enlistment and future appointment in the Army and AR for certain legal non-immigrant aliens with authorized health care professions qualifications.

Medical specialties are limited and have annual caps. Refer to the current USAREC message for details.

Health care professionals should be directed to the website:

www.goarmy.com/info/mavni/healthcare.

Military Occupational Specialties (MOS)

The following is a synopsis of Military Occupational Specialties and Career Management Fields of Army skills. Army recruiters will have the most current information.

(Reserve) MOS available only in Army Reserve

* MOS closed to women

t MOS requires additional testing for qualification

+ Not an entry level MOS

CMF 11-Infantry

Infantry Soldiers train on the latest high tech equipment (weapons, night observation devices, combat vehicles, radio/data transmission, etc.) and gain experience in leadership, management and teamwork as they function as members of cohesive, highly skilled and trained combat units. Infantry Soldiers are capable of serving in a variety of Brigade Combat Teams (BCTs) such as Light, Airborne, Air Assault, Ranger, Stryker and Bradley equipped units. They develop self-confidence, discipline and maturity as they sharpen their interpersonal, teaching, counseling, critical thinking and writing skills. Leadership and management skills are forged during the conduct of high risk training designed to prepare infantrymen for the complexities of today's contemporary operating environment. The challenges endured as an infantryman produce mental and physical toughness and mission focused agile and adaptive leaders who are in high demand in the civilian job market.

MOS TITLE

11X* Non-prior service enlistment MOS (surrogate MOS below will be determined at Initial Military Training (IMT))

11B* Infantryman

11C* Indirect Fire Infantryman

CMF 12-Engineering

Each of the Army jobs is related directly to similar or equivalent civilian occupations. Army experiences may help prepare a Soldier for possible employment in construction, forestry or industrial operations in the civilian sector.

MOS	TITLE
12B*	Combat Engineer
12C	Bridge Crewmember
12D	Diver
12G	Quarrying Specialist (Reserve)
12K	Plumber
12M	Firefighter
12N	Horizontal Construction Engineer
12P+	Prime Power Production Specialist (Reserve)
12Q	Transmission and Distribution Specialist (Reserve)
12R	Interior Electrician
12T	Technical Engineer
12V	Concrete and Asphalt Equipment Operator
12W	Carpentry and Masonry Specialist
12Y	Geospatial Engineer

CMF 13-Field Artillery

Field artillery work is highly specialized. In this field, direct one-on-one and face-to-face leadership ability is a premium asset. Your ability to act independently (lead) and follow are attributes that will be honed on a daily basis. Technical competence and the ability to train others is a critical aspect in this field.

The skills, knowledge and abilities acquired in the Army can be translated into meaningful work in a variety of civilian organizations requiring personnel with vast skills and competencies gained through years of applied and acquired learning, leading, mentoring and counseling.

MOS	TITLE
13B*	Cannon Crewmember
13D*	Field Artillery Automated Tactical Data Systems Specialist
13F*	Fire Support Specialist
13M	Multiple Launch Rocket System (MLRS) / High Mobility Artillery Rocket System (HIMARS) Crewmember
13P	MLRS / HIMARS Operational Fire Direction Specialist
13R	Field Artillery Firefinder Radar Operator
13T	FA Surveyor/ Meteorological Crewmember

CMF 14-Air Defense Artillery

Air defense artillery work is highly specialized. Although it is unique to the military, the skills and knowledge acquired could be translated into civilian work with private industries, public agencies and other users or manufacturers of complex electromechanical equipment.

MOS	TITLE
14E	PATRIOT Fire Control Enhanced Operator/Maintainer
14G	Air Defense (AD) Battle Management System Operator
14H	Air Defense (AD) Enhanced Early Warning Operator
14S	Air and Missile Defense (AMD) Crewmember
14T	PATRIOT Launching Station Enhanced Operator/Maintainer

CMF 15-Aircraft Maintenance

Aviation forces provide Movement & Maneuver, Intelligence, Sustainment, and Command and Control capabilities across the spectrum of full-dimensional operations. Soldiers, trained to world class proficiency, provide commanders at all levels an exponential increase in lethality. Aviation's inherent versatility and war-fighting effectiveness influence all dimensions of the battle space. Aviation units operate across the entire depth and breadth of the area of operations, and can be expected to conduct operations 24 hours a day.

MOS	TITLE
15B	Aircraft Powerplant Repairer
15D	Aircraft Powertrain Repairer
15E	Unmanned Aircraft Systems (UAS) Repairer

- 15F Aircraft Electrician
- 15G Aircraft Structural Repairer
- 15H Aircraft Pneudraulics Repairer
- 15J OH-58D Armament/Electrical/Avionics Systems Repair
- 15N Avionics Mechanic
- 15P Aviation Operation Specialist
- 15Q Air Traffic Control Operator
- 15R AH-64 Attack Helicopter Repairer
- 15S OH-58D Helicopter Repairer
- 15T UH-60 Helicopter Repairer
- 15U CH-47 Helicopter Repairer
- 15W Unmanned Aerial Vehicle (UAV) Operator
- 15Y AH-64D Armament/Electrical/Avionic Systems Repairer

Applicants for 15Q & 15W must pass a Class IV medical exam (flight physical)

Applicants for 15E, 15J, 15N, 15P, 15Q, and 15W must be eligible for a Secret Security Clearance

CMF 18-Special Forces

Special Forces are an elite military organization that employs specialized elements to accomplish specifically directed missions in times of peace and war. CMF 18 Military Occupational Specialties (MOS) are normally filled from in-service Army recruiting efforts, but are currently open to Initial Accession applicants as well under the 18X enlistment option. Special Forces Soldiers undergo unique specialized training in advanced military tactics and skills, build operational knowledge and experience in unconventional and irregular warfare and receive educational opportunities in their military career paths to obtain associate, bachelor's and master's degrees unlike any other CMF in the Army. Special Forces Soldiers' unique skills, growth, experience and education are highly marketable in the private sector.

All candidates must be physically fit and mentally prepared to meet the rigors of training, education, and future operational assignments. To be eligible, applicants must qualify for airborne training, score 240 on the Army Physical Fitness Test (with a minimum of 60 in each event), and pass a Military Freefall physical.

MOS	TITLE
18X*t	Special Forces Candidate - NPS enlistment MOS (surrogate MOS 18B, C, D or E will be determined during Special Forces training)
18B*/+	Special Forces Weapons Sergeant
18C*/+	Special Forces Engineer Sergeant
18D*/+	Special Forces Medical Sergeant
18E*/+	Special Forces Communications Sergeant

*Applicants for 18B, C & D must be eligible for a Secret Security Clearance
Applicants for 18E must be eligible for a Top Secret Security Clearance*

CMF 19-Armor

Armor and Cavalry Soldiers are trained on the latest high tech equipment and gain experience in leadership and teamwork as they function as members of close-knit, highly skilled combat units. Armor Soldiers are capable of serving in Light, Airborne, Air Assault, Stryker, Bradley and M-1A1/M-1A2 main battle tank equipped units. Armor Soldiers are highly adaptable and extremely versatile; they are capable of serving in any unit and on a wide variety of equipment.

Armor Soldiers develop self confidence and discipline as they hone their interpersonal, critical thinking, problem solving and leadership skills. These are skills that cut across all occupational categories and are highly valued in the civilian job market.

MOS	TITLE
19D*	Cavalry Scout
19K*	Armor Crewman

CMF 25 – Communication and Information Systems

Information Systems Operations Soldiers provide installation, operation, administration and security of computers, networks and software. They are responsible for the security of the network and computer systems as well as the unit/direct support level maintenance. Information Systems Operations Soldiers can work in uncomplicated environments such as the installation and troubleshooting of a stand-alone computer to a more complex configuration of multiple servers and networking equipment and systems. Electromagnetic Spectrum Operations Soldiers maintains a database of frequency requests and assignments and performs unlimited frequency planning, selection, and de-confliction using automated tools. Signal Operations Soldiers provide installation, operation, and maintenance of tactical and strategic transmission, multiplexing and switching equipment/systems such as satellite, line-of-sight microwave and fiber optics. They maintain communications worldwide from technical /network control facilities. Signal Operations Soldiers operate and maintain single channel radios and multi-channel high frequency radio systems to include the Defense Satellite Communication Systems. Visual Information Operations Soldiers have responsibility for radio and television equipment repair; still, motion, and video photography documentation; multimedia graphics illustration; and supervision of visual information activities. They are also a part of the Signal Branch and serve in positions at all echelons.

MOS TITLE:

Information Systems Operations

25B Information Technology Specialist

Signal Operations

- 25C Radio Operator-Maintainer
- 25D+ Cyber Network Defender (Effective 1 October 2014)
- 25F Network Switching Systems Operator-Maintainer
- 25L Cable Systems Installer-Maintainer
- 25N Nodal Network Systems Operator-Maintainer
- 25P Microwave Systems Operator-Maintainer
- 25Q Multi-channel Transmission Systems Operator-Maintainer
- 25S Satellite Communications Systems Operator-Maintainer
- 25U Signal Support Systems Specialist

Visual Information Operations

- 25M Multimedia Illustrator
- 25R Visual Information Equipment Operator-Maintainer
- 25V Combat Documentation/Production Specialist

CMF 27-Paralegal

The Paralegal Specialist is a highly trained professional who plays a critical role in the delivery of legal services to commanders, Soldiers, the Army, and the joint environment. The Paralegal Soldier is a technical expert in the legal field, a leader and a warrior. Paralegal Soldiers gain highly technical training in the areas of military justice, operational and international law, legal assistance and claims. Paralegal Soldiers operate as part of a highly-trained legal team in operational units and in garrison. Paralegal Soldiers are given the opportunity to earn a civilian Paralegal degree by enrolling in the Army JAG Corps Paralegal Degree Program. These professionals are much sought after in the civilian world by private industry and business, as well as public service agencies.

MOS	TITLE
27D	Paralegal Specialist

CMF 31-Military Police

Upon returning to civilian life, a Soldier may find considerable opportunities in law enforcement, such as police, investigations, corrections, K-9 handler, Special Weapons and Tactics, protective services and security operations. The training background acquired in the Army could be applied to a career with federal, state or local law enforcement agencies in the areas of fraud investigations, customs, border patrol, industrial security, corrections to include probation, parole and other social works services.

MOS	TITLE
31B	Military Police
31D+	Criminal Investigations Special Agent (Pilot)
31E	Internment and Resettlement Specialist
31K	Military Working Dog

CMF 35-Military Intelligence

Soldiers are trained in the latest intelligence collection, analysis and exploitation techniques utilizing cutting edge technology. Because of the complexity of MI systems, this CMF has its own Systems Maintenance/Integration MOS. MI Soldiers provide predictive, accurate, timely and actionable intelligence in order to support missions from the tactical battlefield commander to the national command level.

The MI Soldier allows the Army to see first, hear first and take action first against our enemies. MI Soldiers serve in a variety of units to include Airborne, Air Assault, Ranger, Joint Special Operations units and other Special Mission Units. The MI Soldier often has access to the most sensitive, classified information in order to assist the war fighter's mission.

Corporations, government agencies and other organizations highly regard intelligence experience for selected civilian jobs because it represents abilities that are usually associated with managerial and executive-level work.

MOS	TITLE
35F	Intelligence Analyst
35G	Geospatial Intelligence Imagery Analyst
35L+	Counter-Intelligence Agent
35M	Human Intelligence Collector (DLAB required)
35N	Signals Intelligence Analyst
35P	Cryptologic Linguist (DLAB required)
35Q	Cryptologic Network Warfare Specialist
35S	Signals Collection Analyst
35T	Military Intelligence Systems Maintainer/Integrator

09L Interpreter/Translator

The mission of interpreter/translator is to interpret the spoken word from their native language to English and from English to their native language. The interpreter/translator also translates simple written documents. The interpreter/translator mission extends across the tactical battlefield. This MOS supports Army operations by providing foreign language capability and foreign area expertise to commands at all echelons, thereby enhancing cultural awareness of Army personnel.

CMF 36-Financial Management

Financial Management Soldiers are trained in the field of accounting, resource management, budgeting, and cash management as well as the financial aspects of government contracting. These skills can be applied in the civilian sector in the areas of banking, bookkeeping, and comptrollership, payroll management and order invoicing.

MOS	TITLE
-----	-------

36B	Financial Management Technician
-----	---------------------------------

CMF 37-Psychological Operations

PSYOP Soldiers use information to influence the behavior of foreign audiences in support of US policy and national objectives. Used during peacetime, contingencies and declared war, these activities are non-lethal. They are force multipliers that use nonviolent means in often violent environments. Persuading rather than compelling physically, they rely on logic, fear, desire or other psychological factors to promote specific behaviors. The ultimate objective of US military psychological operations is to convince enemy, neutral, and friendly governments, forces and populations to take actions favorable to the United States and its allies.

MOS	TITLE
37F	Psychological Operations Specialist (Reserve)

CMF 38-Civil Affairs

Civil Affairs Specialists are primarily responsible for researching, coordinating, conducting and participating in the planning and production of civil affairs related documents, while enabling the civil-military operations of the supported commander.

Help plan US government interagency procedures for national or regional emergencies. Assist with civil-military planning and support. Coordinate military resources to support reconstitution or reconstruction activities. Support national disaster, defense or emergency assistance and response activities. Foster and maintain dialogue with civilian aid agencies and civilian relief and assistance organizations

MOS	TITLE
38B	Civil Affairs Specialist (Reserve)

CMF 42-Adjutant General

Private industry and business, as well as public service agencies, have experienced a continuing need for competent administrative personnel. Whether in the Army or in civilian life, administrative workers are the backbone of effective and efficient management.

MOS	TITLE
42A	Human Resources Specialist

CMF 42-Band

Army band specialties are Army Civilian Acquired Skills Program (ACASP) MOSs designed to bring skills acquired through civilian education and experience. New band Soldiers are not trained to play their instrument in their 10-week AIT.

The best market for qualified musicians is students and graduates of college music programs or musicians with equivalent civilian experience as a professional musician.

Applicants who are competitive for band vacancies usually have had considerable private instruction, can easily read music, and have played in professional or collegiate performing groups. Proficiency is of primary importance; a music degree is not a requirement.

MOS	TITLE
42R	Army Bandsperson
42S	Special Band Member

Band Specialties (MOS 42S only)

Bassoon	Keyboard
Clarinet	Oboe
Conductor	Percussion
Electric Bass	Saxophone
Euphonium	Strings
Flute	Trombone
French Horn	Trumpet
Guitar	Tuba
Vocalists	

CMF 46-Public Affairs

One tenet of a democracy is the civilian control over the military. The American public has a right to know about the Army's missions and capabilities to defend the nation. It is the mission of Soldiers serving in Army Public Affairs to be the primary resource for commanders and senior officials to inform the American public about those activities. This mission is especially important during times of conflict and emergencies when relationships among Soldiers, families, and the communities impact the morale, esprit de corps and effectiveness of the Army. Soldiers train on journalism fundamentals at the Defense Information School at Fort Meade, Md. Soldiers must be able to work with little supervision while supporting commanders with a thorough understanding of the fundamentals of Army operations and the media. PA Soldiers serve in a variety of positions throughout the world, in operational units such as Public Affairs detachments, brigade combat teams, divisions, and corps, and a few positions in training units. PA Soldiers also have the opportunity to serve with special operations, psychological operations and airborne units. A small number of Public Affairs Broadcast Journalists are assigned to Armed Forces Network and the Pentagon Channel as on-air-talent for radio or TV. The training and experience PA Soldiers acquire qualify individuals for civilian jobs in corporate communications positions, media relations, public relations, advertising, broadcasting, newspaper, magazine and online publications as editors and journalists and with other government agencies.

MOS	TITLE
46Q	Public Affairs Specialist
46R	Public Affairs Broadcast Journalist

CMF 56-Religious Support

Soldiers in this field gain experience in religious support operations, leadership, management, training and teamwork. Civilian opportunities in private industry, business and public service agencies include administrative worker, counselor, program manager, human resources, business management, crisis intervention positions, financial, quality control and budgeting officer.

MOS	TITLE
56M	Chaplain Assistant

CMF 68-Medical

Each Army medical job has a direct civilian counterpart. Whether in the Army or in civilian life, medical workers are in great demand and opportunities for advancement are excellent in both cases.

MOS	TITLE
68A	Biomedical Equipment Specialist
68B	Orthopedic Specialist
68C	Practical Nursing Specialist
68D	Operating Room Specialist
68E	Dental Specialist
68F	Physical Therapy Specialist
68G	Patient Administration Specialist
68H	Optical Laboratory Specialist
68J	Medical Logistics Specialist
68K	Medical Laboratory Specialist
68L	Occupational Therapy Specialist
68M	Nutrition Care Specialist
68N	Cardiovascular Specialist
68P	Radiology Specialist
68Q	Pharmacy Specialist
68R	Veterinary Food Inspection Specialist
68S	Preventive Medicine Specialist
68T	Animal Care Specialist
68U	Ear, Nose, and Throat (ENT) Specialist
68V	Respiratory Specialist (Reserve)
68W	Health Care Specialist
68X	Behavioral Health Specialist
68Y	Eye Specialist

CMF 74-Chemical

Protecting and advising our fighting force against the use of weapons of mass destruction while concurrently assisting in homeland defense is paramount in the post 9/11 world.

Our Chemical, Biological, Radiological and Nuclear (CBRN) specialists are trained and prepared for these missions. The skills and certifications our CBRN specialists earn are not only coveted by military organizations but highly marketable in today's civilian industry. Hazmat certification, and experience in coordinating assets and efforts for weapons of mass destruction (WMD) force protection programs, consequence management, CBRN defense support to civil authorities, CBRN vulnerability analysis, multispectral obscuration, CBRN sensitive site assessment/exploitation, WMD elimination, technical escort operations, CBRN reconnaissance and CBRN decontamination are many areas our professionals may operate in.

MOS	TITLE
74D	Chemical, Biological, Radiological, Nuclear (CBRN) Specialist

CMF 79-Recruitment and Reenlistment

A Soldier gains invaluable experience for civilian employment particularly in the area of personnel and sales work. Personnel employers can be found at all levels of government and private industry.

MOS	TITLE
79R+	Recruiter
79S+	Career Counselor
79T+	Recruiting and Retention Noncommissioned Officer (Army National Guard)
79V+	Retention and Transition NCO (Reserve)

CMF 88-Transportation

Army Transportation Corps occupations are at the spearhead of logistics and closely related to similar civilian occupations at trucking firms, marinas, airports, railroads and intra-coastal shipping companies. The Transportation Corps provides a full spectrum of transportation capabilities at the tactical, operational, and strategic levels of war, enabling a CONUS-based and forward-deployed Army to rapidly deploy, distribute and maneuver forces, equipment and materiel anytime, anywhere in support of the National Military Strategy. The Transportation Corps assist in the planning, directing, supervising and execution of Army and DOD transportation operations, to include joint operations and operations other-than-war. They are technically proficient with employment of transportation and mission-unique equipment, personnel, and systems. In addition, they understand logistics and distribution operations to include the use of transportation, supply and maintenance automated systems.

MOS	TITLE
88H	Cargo Specialist
88K	Watercraft Operator
88L	Watercraft Engineer
88M	Motor Transport Operator
88N	Transportation Management Coordinator
88P	Railway Equipment Repairer (Reserve)
88T	Railway Section Repairer (Reserve)
88U	Railway Operations Crewmember (Reserve)

CMF 89-Ammunition

As a civilian, one could find that Army training and experience would be suitable in a wide variety of jobs ranging from manufacturing and production to warehousing and distribution work. Explosive Ordnance Disposal Soldiers are in high demand from contract work to working for the federal government in the FBI, ATF or the Secret Service.

MOS	TITLE
89A	Ammunition Stock Control and Accounting Specialist
89B	Ammunition Specialist
89D	Explosive Ordnance Disposal Specialist

CMF 91-Mechanical Maintenance

Machines play such an important role in our lives that just about anywhere you go, you will find them in use, and wherever they are used, someone is needed to keep them going. The success of Army missions depends on keeping automotive and mechanical equipment in top working condition. As an integral member of the Mechanical Maintenance team, you will gain valuable experience in troubleshooting and repairing mechanical equipment ranging from the M-1 Abrams tank to generators. Manufacturing plants, industries, construction companies, state and local governments and apartment buildings all utilize equipment that is closely related to the kinds in the Army.

MOS	TITLE
91A	M-1 Abrams Tank System Maintainer
91B	Wheel Vehicle Mechanic
91C	Utilities Equipment Repairer (Heating and AC)
91D	Power Generation Equipment Repairer
91E	Allied Trades Specialist
91F	Small Arms/Artillery Repairer
91G	Fire Control Repairer
91H	Track Vehicle Repair
91J	Quartermaster and Chemical Equipment Repairer
91 L	Construction Equipment Repairer
91M	Bradley Fighting Vehicle System Maintainer
91P	Artillery Mechanic
91S	Stryker Systems Maintainer

CMF 92-Supply and Services

The Army's Quartermaster Branch studies and uses modern business methods to ensure the efficient and effective support of Soldiers and worldwide Army operations. Our relationship to fundamental business practices and industrial influence make Quartermaster skills in the Army's Supply and Service arena easily transferable to civilian industries.

Skills learned through classroom and on-the-job training vary greatly. Some examples are as follows: supply data processor, inventory specialist, warehousing manager, food service management, mortuary sciences, airload and parachute preparation, fabric and upholstery repair and commercial laundry skills (hospital and hotel).

Logistical and supply skill sets learned in every Quartermaster MOS are some of the highest desired qualifications needed to fill those positions as well as in the aviation, oil industry, supply distribution and culinary professions.

MOS	TITLE
92A	Automated Logistical Specialist
92F	Petroleum Supply Specialist
92G	Food Service Specialist
92L	Petroleum Laboratory Specialist
92M	Mortuary Affairs Specialist
92R	Parachute Rigger
92S	Shower/Laundry and Clothing Repair Specialist
92W	Water Treatment Specialist
92Y	Unit Supply Specialist

CMF 94-Electronic Maintenance and Calibrations

CMF 94 Soldiers are highly trained professionals who are able to repair, maintain, and calibrate a wide variety of Army communications systems, missile systems, radar systems, Test, Measurement, and Diagnostic Equipment (TMDE), and numerous other items of Army electronic maintenance and systems support equipment. CMF 94 maintainers support the maintenance life cycle functions of all Army systems and the mission readiness of the Army's critical tactical and strategic combat systems as well as ground support systems. Soldiers are at all echelons of the force structure and can be assigned to units across the operational spectrum of the Army. There is an increasing need in the civilian sector for people with experience in the electronic maintenance field. The training and experience gained may prepare a person for a variety of civilian occupations in the electronics field, to include electronics testers, electronics assemblers and electronics inspectors.

MOS	TITLE
94A	Land Combat Electronic Missile System Repairer
94D	Air Traffic Control Equipment Repairer
94E	Radio and Communications Security (COMSEC) Repairer
94F	Computer/Detection Systems Repairer
94H	Test, Measurement and Diagnostic Equipment (TMDE) Maintenance Support Specialist
94M	Radar Repairer
94P	Artillery Rocket System Repairer
94R	Avionic and Survivability Equipment Repairer
94S	PATRIOT System Repairer
94T	Avenger System Repairer
94Y	Integrated Family of Test Equipment Operator and Maintainer

Recruiter's Code of Ethics

I am responsible for representing the United States Army in an important position during this period of the Army's history. My neglect or delay in fulfilling this responsibility could place in danger the American way of life and the sacred course of human freedom.

I will encourage to enlist in the United States Army those young men and women who are morally, aptitudinally, physically and administratively qualified, young people who will serve with honor and distinction, and with whom I would be proud to serve in peace as well as in war.

I will always maintain the highest standards of military and moral conduct in the performance of my duties while conducting recruiting operations throughout the United States, its territories and overseas. I will leave no questions as to the correctness of my ethical standards or moral purpose, and I will always demonstrate an unshakable sense of integrity.

I dedicate myself to the support of my Army and my country. And, when I have fulfilled my responsibilities and discharged my duties, I will have strengthened the United States, its Army and this code that I will represent. I am in the Army and in my community.

