



**U.S. ARMY**

**ARMY STRONG.®**

# **2011-12 POCKET RECRUITER GUIDE**



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**Inside Front Cover**

## **The 2011-2012 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 December 2010 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 G3.

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The pocket guide is available online at [www.supportrecruiting.army.mil](http://www.supportrecruiting.army.mil).

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## **USAREC Mission**

Provide the Strength of the Army

## **USAREC Vision**

America's Army Starts Here

An All-Volunteer Team sustaining an All-Volunteer Army – with Soldiers and Civilians who exhibit the department, attributes and values of a dedicated professional, enabled by leading edge technologies & premier recruiting practices . . . while maintaining mutually supporting relationships with families & communities

## **USAREC Values**

The 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.

# Table of Contents

## General Information

FY 11 Accessions Missions .....	1
Special Missions .....	1
Minimum Enlistment Standards.....	2
Physical Fitness Standards .....	2
Training Locations .....	4

## Enlistment Options

Guaranteed Job Training .....	7
Reduced Military Service Obligation .....	7
Foreign Language Recruiting Initiative .....	7
Army Civilian Acquired Skills Program .....	7
Education Career Stabilization.....	8
Partnership for Youth Success.....	8
Army Language Program .....	9
09L Arabic Interpreter/Translator Program.....	10
Army Reserve Standard Training Program .....	11
Army Reserve Alternate Training Program.....	11
Specialized Training for Army Reserve Readiness (STARR) .....	11
Blue to Green Program .....	12
Army Band Program.....	12
Station of Choice .....	13
Airborne Training .....	13
Ranger Assignment.....	13
Special Forces .....	13

## **Officership**

Officer Candidate School .....	15
Army Reserve Officers' Training Corps .....	16
Reserve ROTC Options.....	18
U.S. Military Academy .....	20
U.S. Military Academy Preparatory School .....	21

## **Education**

Post 9/11 GI Bill.....	23
Montgomery GI Bill (Regular Army) .....	24
Army College Fund .....	25
Montgomery GI Bill (Army Reserve) .....	26
Loan Repayment Program.....	27
Concurrent Admissions Program .....	29
March2Success .....	30
Tuition Assistance.....	30
GoArmyEd .....	30
NCO Education System .....	31

## **Pay, Bonuses & Promotion**

Active Army Starting Pay.....	33
Army Reserve Starting Drill Pay.....	33
Thrift Savings Plan .....	34
Cash Enlistment Bonuses .....	34
Accelerated Promotion for Education/Scouts .....	35
Referral Promotion Program .....	36
Future Soldier Pre-Basic Training Task List.....	36

Recruiting Support Programs .....	37
Hometown Recruiter Assistance Program .....	37
Active Duty Operational Support - Reserve Component .....	38

## **Special Missions**

Warrant Officer Flight Training .....	39
Judge Advocate General's Corps .....	39
Chaplain Recruiting.....	41
Technical Warrant Officer Recruiting .....	42

## **Medical Recruiting**

Army Nurse Corps.....	43
Dental Corps.....	48
Medical Corps.....	51
Medical Specialist Corps .....	55
Veterinary Corps.....	57
Medical Service Corps.....	59

## **Military Occupational Specialties**

CMF 11 - Infantry .....	65
CMF 12 - Engineering .....	66
CMF 13 - Field Artillery.....	66
CMF 14 - Air Defense Artillery .....	67
CMF 15 - Aircraft Maintenance .....	68
CMF 18 - Special Forces .....	69
CMF 19 - Armor .....	69
CMF 25 - Communications and Information Systems .....	70

CMF 27 - Paralegal .....	72
CMF 31 - Military Police.....	72
CMF 35 - Military Intelligence .....	73
CMF 36 - Financial Management.....	74
CMF 37 - Psychological Operations.....	75
CMF 38 - Civil Affairs .....	75
CMF 42 - Adjutant General .....	75
CMF 42 - Band.....	76
CMF 46 - Public Affairs .....	77
CMF 56 - Religious Support.....	77
CMF 68 - Medical.....	78
CMF 74 - Chemical .....	79
CMF 79 - Recruitment and Reenlistment.....	79
CMF 88 - Transportation .....	80
CMF 89 - Ammunition.....	81
CMF 91 - Mechanical Maintenance.....	81
CMF 92 - Supply and Services.....	82
CMF 94 - Electronic Maintenance and Calibrations.....	83

## General Information

### FY 11 Accessions Missions\*

(Oct. 1, 2010 – Sept. 30, 2011)

Active Army – 67,000

U.S. Army Reserve – 19,320\*\*

\* Missions subject to change. For current mission information and frequently asked recruiting questions & answers, visit [www.supportrecruiting.army.mil](http://www.supportrecruiting.army.mil).

\*\* Includes OCS mission of 320

<b>Special/Medical Missions</b>	<b>RA</b>	<b>USAR</b>
Army Nurse Corps .....	139	370
Dental Corps .....	150	47
Medical Corps.....	350	185
Specialist Corps .....	189	45
Veterinary Corps.....	45	15
Medical Service Corps .....	136	169
Army Chaplain Candidate .....	150	
Army Chaplain .....	199	
Officer Candidate School .....	1,400	100
AR Direct Commission Program .....	N/A	N/A
WOFT .....	172	N/A
Band .....	142	N/A
Special Forces Enlisted .....	2,000	N/A
Special Forces Officer .....	385	N/A
Special Forces Aviation .....	240	N/A

Special mission categories subject to adjustment to meet the needs of the Army .

## Minimum Enlistment Standards

Regular Army/Army Reserve enlistment:

- Must be at least 17 years old and not have reached the 42nd birthday by date of accession.

Written parental consent required for 17-year-olds before enlistment processing.

- Must pass enlistment physical.
- Must meet moral eligibility requirements/screening.
- Must qualify on Armed Services Vocational Aptitude Battery for enlistment and MOS selected.

## Physical Fitness Standards

### Physical Fitness Assessment Program

All Future Soldiers must pass the Physical Fitness Assessment Program in order to ship to basic training. An initial PFA will be conducted NLT 10 days after enlistment and the final PFA administered at least 45 days but NLT 30 days prior to shipping.

PFA standards for Future Soldiers ages 17 to 34 prior to shipping to basic training:

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

Standards for Future Soldiers ages 35 and older:

	Male	Female
Push-up (1 minute)	12	2
Sit-up (1 minute)	14	14
1-mile run	8:45	11:00

Soldiers who fail to accomplish these minimum fitness levels will renegotiate their contract. Only one renegotiation is authorized for final PFA failure.

## **Training Locations**

### **Basic Combat Training Installations**

Fort Jackson, S.C. (Columbia)\*

Fort Leonard Wood, Mo. (Waynesville)\*

Fort Sill, Okla. (Lawton)\*

Fort Benning, Ga. (Columbus)

\*Installations that train female Soldiers.

### **One Station Unit Training (OSUT) Installations**

Infantry - Fort Benning, Ga. (Columbus)

Mechanic/Armor - Fort Knox, Ky. (Radcliff) (through FY 11)

Combat Engineers - Fort Leonard Wood, Mo. (Waynesville)

Military Police - Fort Leonard Wood

Field Artillery - Fort Sill, Okla. (Lawton)

Chemical - Fort Leonard Wood

### **Advanced Individual Training (AIT) Installations**

Aberdeen Proving Ground, Md. (Baltimore)

Fort Belvoir, Va. (Alexandria)

Fort Bliss, Texas (El Paso)

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 Knox, Ky. (Radcliff)

Fort Lee, Va. (Petersburg)

Fort Leonard Wood, Mo. (Waynesville)

Fort Rucker, Ala. (Dothan)  
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)  
Redstone Arsenal, Ala. (Huntsville)  
Panama City Coastal System Station, Fla. (Panama City)  
Naval Ophthalmic Support and Training Activity, Va. (Yorktown)

### **English Language Training**

Most ESL training is conducted at Lackland Air Force Base in San Antonio, Texas. New Soldiers report to Fort Sill, Okla., for initial inprocessing before being sent to Lackland AFB for ESL training. ESL for O9L is conducted only at Fort Jackson, S.C. (Columbia)

### **Warrant Officer Candidate School (WOCS)**

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

### **Officer Candidate School (OCS)**

Training for Officer Candidate School is conducted at Fort Benning, Ga. (Columbus).

**Notes:**

## **Enlistment Options**

### **Guaranteed Job Training**

The Army guarantees, in writing, training in a particular skill before enlistment.

### **Reduced Military Service Obligation (MSO)**

This option is available to non-prior service (NPS) applicants only. This option offers a two-year active duty commitment with four years in a Selected Reserve (SELRES) of the U.S. Army. All Soldiers enlisting with the option will have an MSO of six years instead of eight.

### **Foreign Language Recruiting Initiative**

This enlistment option is open to all qualified Army or Army Reserve applicants without prior service whose primary language is not English.

Applicants will enlist in an unassigned status, 09C, meaning that they will not choose their MOS until they pass the English Language Training (ELT). After completion of ELT, applicants will attend a two-week GT prep course and then retest on the ASVAB. They will choose their MOS after re-taking the ASVAB. Minimum requirements to enlist under this initiative are: 21-30 AFQT, 54AO and 40-74 ECLT.

### **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 and use their civilian skills in the Army. Will enlist as specialist (E-4) and may not be required to attend AIT.

## **Education Career Stabilization**

Education Career Stabilization applies to non-prior service standard training only and provides the opportunity to serve in the Army Reserve and complete up to four years of post-secondary education.

Applicants must be a high school senior, high school diploma graduate, National Guard Youth Challenge or home school and score into I-III A on the ASVAB.

Days of service, split option/alternate training program and prior service applicants are ineligible.

Applicants who enlist will be stabilized for up to 48 months upon accessing into the Army Reserve and completing Initial Entry Training.

The stabilization period exempts Soldiers from current mobilization authority, but does not exempt Soldiers from a new federal mobilization under Presidential authority. The stabilization period is based on unit priority and length of enlistment.

Applicants enlisting for two-year ECS are entitled to an enlistment bonus and Student Loan Repayment Program. Applicants enlisting for three- and four-year ECS are entitled to student loan repayment.

All ECS are entitled to the Army Reserve GI Bill, Tuition Assistance and Montgomery GI Bill Kicker.

## **Partnership for Youth Success (PaYS)**

PaYS is a program to connect American industries and state and local government agencies with the U.S. 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 Army or Army Reserve who satisfactorily completed IMT and are awarded an MOS are guaranteed an interview with the selected PaYS partner. For information, visit [www.armypays.com](http://www.armypays.com).

### **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). Passing DLAB score is 105 but can be waived down to 95. Those enlisting under this program will attend basic training followed by 25-63 weeks (depending on language) of language training conducted at the Defense Language Institute Foreign Language Center (DLI-FLC), Presidio of Monterey, Calif. Upon successful completion of language training, Soldier will attend 35P AIT. Graduates receive up to 45 semester hours of college credit.

Individuals who already profess to speak a foreign language have the opportunity to enlist as skilled linguist 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, Chinese Mandarin, Korean, French, Pashto, Persian Farsi and Spanish. Enlistees qualified for this program may be eligible for Foreign Language Proficiency Bonus (FLPB) and advance pay grade of E4. After completion of basic training, Soldier would attend AIT in 35 P, depending on language.

If attending DLI, applicants must be U.S. citizens, be eligible for a top secret clearance, score a 105 on the DLAB (waiverable to 95), have a 91 ST

score on the ASVAB and have Tier I 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 U.S. 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 I education credentials.

For information contact your brigade foreign language advocate or call (800) 223-3735 option , ext. 1687 or DSN 536-1687.

### **09L Interpreter/Translator**

This program is available for Regular Army, Army Reserve and IRR enlistments. English training is based on the English Comprehension Language Test (ECLT score) or American Language Course Placement Test (ALCPT). Applicants attend basic training to learn to be a Soldier then AIT to learn the skills of being an Interpreter/Translator. Entry pay grade is E-4 (SPC) through ACASP.

See current USAREC Messages for languages available; most desired languages are Pashtu, Dari and Farsi. Qualifications for MOS 09L are 10 or higher on the ASVAB, 551 card holder 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 50 or higher. 09L applicants scoring between an 80-84 are also subject to taking an English OPI.

## **Army Reserve Standard Training Program**

Initial entry training is completed during the same time period. A Soldier will finish BT 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.

## **Specialized Training for Army Reserve Readiness (STARR) - Army Reserve**

STARR is a program that allows non-prior service and prior service Soldiers to be trained in a medical MOS by taking their MOS training at a local community college. The Soldier is not entitled to room and board or active duty pay while attending the civilian school. NPS must attend basic training prior to the Army paying for the schooling. The enlistment contract must be 6+2 for NPS and four years for PS.

The Army will pay for all books, tuition, laboratory fees, uniforms, equipment, student health insurance, etc., up to \$6,000 per year. All civilian schooling must be completed in two years. Soldier may also qualify for enlistment bonuses, loan repayment program or Montgomery GI Bill. Upon completion of the program, the Soldier will be promoted to the grade E-4 for MOS 68EN5, 68D, 68P, and 68Q; and E-5 for 68K and 68V.

The following MOSs are eligible for the STARR program:

- 68D Operating Room Specialist
- 68E Dental Specialist
- 68EN5 Dental Laboratory Specialist
- 68G Patient Administration Specialist
- 68H Optical Laboratory Specialist
- 68J Medical Logistics Specialist
- 68K Medical Laboratory Specialist
- 68M Nutrition Care Specialist
- 68P Radiology Specialist
- 68Q Pharmacy Specialist
- 68R Veterinary Food Inspection Specialist
- 68S Preventative Medicine Specialist
- 68T Animal Care Specialist
- 68X Mental Health Specialist

### **Blue to Green Program**

The Air Force and Navy are reshaping their services to reduce their active duty end strength. One option offered to Airmen and Sailors is to enlist into the Regular Army. See applicable USAREC messages for guidance in processing the Future Soldiers.

### **Army Band**

Entrance into the Army Band Program requires a passing audition score. Auditions can be scheduled through your recruiting brigade Band Liaison.

For more information, visit [www.band.goarmy.com](http://www.band.goarmy.com) or call (800) 223-3735. ext. 6-0485 or DSN 536-0485.

## **Station of Choice**

In addition to guaranteed training of choice, some MOSs will also offer a first duty assignment guarantee. The assignment could be to a specific unit or to a specific location.

## **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**

Soldiers who want to participate in Special Forces may sign a letter of intent in conjunction with their initial contract. This is an option associated with specific MOSs.

**Notes:**

## **Officership**

### **Officer Candidate School Regular Army**

OCS is available to qualified applicants with or without prior service enlisting for three years. Applicants must be at least 19 years of age and not have passed their 29th birthday at time of selection. Age waivers will be considered up to age 35. Applicants must be a U.S. citizen and have a four-year college degree or higher from an accredited institution of post secondary education. (College seniors may apply.) Applicants must achieve a minimum general technical 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 Loan Repayment Program or the MGIB. They are also eligible for the Post 9/11 GI Bill, but active duty service time required by graduates of a service academy or ROTC does not count toward the three years necessary for full benefits for the particular bill.

### **Army Reserve OCS**

OCS is available to qualified applicants with or without prior service enlisting for three years. Applicants must be at least 19 years of age and not have passed their 30th birthday at time of selection. Applicants must be a U.S. citizen and have a four-year college degree or higher from an accredited institution of post secondary education. (College seniors may apply.) Applicants must achieve a minimum general technical 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 and or the Student Loan Repayment Program. They are eligible for MGIB. For availability and eligibility contact headquarters USAREC at (800) 223-3735, ext. 6-0467.

### **Army Reserve Direct Commission Program**

Army Reserve Direct Commission program allows college graduates with a bachelor's degree to commission into an Army Reserve unit. Applicants go through an initial battalion board and then a final board at HRC-St. Louis.

The program is available to qualified prior service and non-prior service applicants not currently serving the Army, Army Reserve or IRR. Applicants must be 18 years old and not have passed their 29th birthday and must be a U.S. citizen. Age waivers will be considered up age 35. Applicants must have a four-year degree or higher from an accredited institution of post secondary education and must be eligible for a secret clearance. Applicants must achieve a general technical score of 110 on the ASVAB.

Candidates will commission upon selection and when secret clearance is granted. For information contact headquarters USAREC at (800) 223-3735, ext. 6-1554 or DSN 536-1554.

### **Army Reserve Officers' Training Corps (ROTC)**

The U.S. 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 I and II courses, and an Advanced Course, MSL III and IV courses, conducted at 272 host institutions nationwide and through partnerships with more than 1,000 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, formerly Basic Camp.

All cadets 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 Guard or Reserve units. All scholarship cadets, as well as non-scholarship cadets in the Advanced Course receive a stipend starting at \$250 per academic month for MSL I, increasing by \$50 each year. 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 headquarters, Cadet Command. High school students may compete for four-year scholarships by applying to headquarters, Cadet Command.

## **Scholarship Requirements**

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

- All individuals must be 17 years old before the scholarship is effective.
- All scholarship winners must be U.S. citizens.
- Students must be able to complete all requirements for a commission and a college degree and be younger than 31 on Dec. 31 of the year eligible for commissioning.

ROTC information is available at [www.armyrotc.com](http://www.armyrotc.com) or students can call (800) USA-ROTC for more information or a scholarship application. High school students are encouraged to apply for scholarships 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**

### **Reserve Forces Duty Scholarships**

Two-year RFD scholarships offer the same benefits as other ROTC scholarships but recipients fulfill their military service obligation in the Army National Guard or the Army Reserve. A limited number of Dedicated Army National Guard scholarships are also available.

## **Simultaneous Membership Program**

SMP allows non-scholarship MSL II, III and IV cadets and RFD scholarship cadets to simultaneously participate as members of an Army National Guard or Reserve unit. Benefits include: drill pay, longevity credit for pay purposes, retirement credit and expanded leadership training opportunities. May include MGIB benefits, federal tuition assistance and state tuition assistance. Optional for non-scholarship MSL II, III and IV cadets, required for RFD scholarship cadets and non-scholarship Guaranteed Reserve Forces Duty contracted cadets.

## **Guaranteed Reserve Forces Duty**

The GRFD option is available for students who desire to fulfill their military service obligation in the Army National Guard or Army Reserve instead of serving on active duty. Available to non-scholarship Advanced Course cadets upon contracting, required for RFD scholarship cadets.

## **ROTC-HPSP Pharmacy Program**

Combine scholarships from the Reserve Officers' Training Corps (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.

## **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 U.S. 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 Army, the Army Reserve or the Army National Guard as well as for ROTC or JROTC cadets. For information, visit [www.usma.edu/Admissions](http://www.usma.edu/Admissions), or call (914) 938-4041.

## **U.S. Military Academy Preparatory School**

The preparatory school is not an enlistment option. Regular Army and Reserve Soldiers must make application to the U.S. Military Academy.

For information visit [www.usma.edu/Admissions](http://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.

**Notes:**

## Education

### Post 9/11 GI Bill

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 to 36 months of benefits 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 tuition, and fees at a public institution of higher learning. A chart listing 2011 - 2012 maximum rates can be found at [www.gibill.va.gov/GI\\_Bill\\_Info/CH33/Tuition\\_and\\_fees.htm](http://www.gibill.va.gov/GI_Bill_Info/CH33/Tuition_and_fees.htm)

- Monthly housing allowance - paid to the student – equal to the Basic Allowance for Housing (BAH) for an E-5 with dependents and the ZIP code for the location of the school. A chart of BAH rates by ZIP code is at [www.defensetravel.dod.mil/perdiem/bah.html](http://www.defensetravel.dod.mil/perdiem/bah.html).

Individuals on active duty or who are enrolled exclusively in online training will not receive the housing allowance. An annual books and supplies stipend — paid to the student — up to \$1,000, paid proportionately based on enrollment.

Individuals on active duty will not receive a books and supplies stipend.

A one-time rural benefit payment of \$500 to individuals who reside in a county with six persons or fewer per square mile (as determined by the

most recent decennial census), and who either physically relocate at least 500 miles to attend an educational institution or relocate by air to attend an educational institution — if no other land-based transportation exists.

The Post 9/11 GI Bill Web site is [www.gibill.va.gov/](http://www.gibill.va.gov/).

## **Montgomery GI Bill Regular Army**

### **Eligibility**

Effective Oct. 1, 2010, the MGIB incentive was increased. (Amounts are based on the 2010 incentive. Refer to [www.goarmy.com](http://www.goarmy.com) for current amounts.)

- 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 and entered active duty for the first time prior to June 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).
  - Two-year enlistment Soldiers receive a total benefit of \$39,996 for college (\$1,111 per month for 36 academic months).
  - Three- to six-year enlistment Soldiers receive a total benefit of \$49,248 for college (\$1,368 per month for 36 academic months).

The GI Bill Web site is [www.gibill.va.gov/](http://www.gibill.va.gov/).

## **Montgomery GI Bill plus Army College Fund (Regular Army Only)**

### **Eligibility**

(Amounts listed are based on the 2010 incentive. Refer to [www.goarmy.com](http://www.goarmy.com) or [www.gibill.va.gov](http://www.gibill.va.gov) for the latest information.)

- Non-prior service only (Glossary NPS/DOS Soldiers do not qualify for ACF).
- High school diploma graduate or 15 semester hours of college.
- Score 50 or better on the ASVAB.
- Enroll for and participate in the MGIB.
- Enlist for two, three or four years

#### **Basic MGIB two- to six-year enlistment**

Total two-year: \$39,996 (\$1,100/month)

Total three-year: \$49,248 (\$1,368/month)

Total four-year: \$49,248 (\$1,368/month)

Total five-year: \$49,248(\$1,368/month)

Total six-year: \$49,248 (\$1,368/month)

#### **Basic MGIB and Army College Fund**

Total two-year \$45,396 (\$1,261/month)

Total three-year \$61,848 (\$1,718/month)

Total four-year \$72,648 (\$2,018/month)

Total five-year \$79,848 (\$2,218/month)

Total six-year \$83,448 (\$2,318/month)

(Includes 2+2+4 Army College Fund Plus Program)

## **Montgomery GI Bill Army Reserve Eligibility**

- Must enlist or reenlist for six years in a Troop Program Unit.
- Be a secondary school graduate or equivalent.
- Non-prior service members must become secondary school graduates or equivalents 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 Regular Army GI Bill.
- Must have not received SROTC scholarship benefits.

## **Selected Reserve MGIB (Chapter 106)**

Effective Oct. 1, 2010 ( Amounts listed are based on the 2010 incentive. Refer to [www.goarmy.com](http://www.goarmy.com) for current amounts.)

Increases to \$11,988. A full-time student's monthly payment will increase to \$333 per month for 36 months; a three-quarter time student's monthly payment will increase to \$249.75 per month for 48 months; and a half-time student's monthly payment increases to \$166.50 per month for 72 months.

## **Selected Reserve + MGIB Kicker**

Increases to \$24,588 for reservists assigned to critical skill positions or critical units. The monthly payment for a full-time student is \$683 for 36 months.

## **Loan Repayment Program**

The Loan Repayment Program is an incentive designed to increase enlistments of recruits with college education.

### **LRP - Regular Army Eligibility**

The following loans are eligible for repayment:

- Any loan made, insured or guaranteed under part B of title IV of the Higher Education Act of 1965 (20 U.S.C. 1071 et seq)
- Any loan made under part D of such title (the William D. Ford Federal Direct Loan Program, 20 U.S.C. 1087 a et seq.)
- Any loan made under part E of such title (20 U.S.C. 1087 aa Et seq.)
- Any loan incurred for educational purpose made by a lender that is:
  - an agency or instrumentality of a state
  - a financial or credit institution (including an insurance company)that is subject to examination and supervision by an agency of the United States or any state (questionable cases should be forwarded to G7/9, Education Division)
  - from a pension fund or a non-profit private entity subject to case-by-case review/approval by headquarters, Department of the Army.

To qualify

- Must be non-prior service.
- Must be secondary school graduate.
- Must disenroll from the Montgomery GI Bill.
- Must enlist for a three-year term in an MOS that offers the LRP.
- Applicant must request a deferment or forbearance on their loan from his/her lender. A deferment or forbearance is not automatic but is subject to bank approval.

For each year of initially contracted service, the Army will repay \$1,500 or 33 1/3 percent of an eligible student loan (whichever is greater) up to \$65,000. When a loan exceeds \$65,000, only 33 1/3 percent of \$65,000 will be paid each year for three years. No payments will be made for delinquent charges or interest amounts that have accrued.

Individuals will not be reimbursed for payments they have already made to lenders.

Note: Repayment under the LRP is not automatic. Applicants must fully understand USAREC Form 1232, especially the requirement to provide timely loan information to the Education Incentives and Counseling Branch at DA before any loans will be paid.

### **LRP - Army Reserve Eligibility**

Must have incurred one of the following loans since Oct. 1, 1975, and before or during the term of enlistment:

The Stafford Student Loan, formerly known as the Guaranteed Student Loan.

The Perkins Loan, formerly known as the National Direct Student Loan.  
Federally Insured Student Loan.

Auxiliary Loans to Assist Students.

Parents Loans for Undergraduate Students (incurred or the use of the individual contracting for the LRP).

Supplemental Loans for Students.

Consolidated Loan Program (incurred in the Soldier's name).

To qualify

- Must be a high school diploma graduate.
- Non-prior service applicants must score 50 or higher on the ASVAB.

- Must enlist in a unit or MOS that has been established as bonus eligible by headquarters, Department of the Army.
- Prior service and in-service personnel must enlist, reenlist or extend for three or more years.
- Non-prior service applicants must enlist with an initial assignment to a Troop Program Unit for at least six years of their initial eight-year military service obligation.

For an Army Reserve enlistment, the benefit is \$1,500 or 15 percent (whichever is greater) repayment on the outstanding balance of qualifying loans for each year of satisfactory service. Maximum benefit is \$10,000 except for selected specialties that qualify for up to \$40,000 maximum benefit.

### **Concurrent Admissions Program (ConAP)**

ConAP is a partnership between the Servicemembers Opportunity Colleges and USAREC enabling applicants to plan and state their intent to enroll at a college or university concurrent with enlistment.

The colleges' goals are to increase enrollment of Army and Army Reserve veterans with education benefits and to enroll students who are mature and disciplined. The Army's goals are to enlist high quality applicants who wish to delay their college education for financial reasons and to ensure that veterans receive the advantages offered by SOC institutions.

ConAP is also an effective Future Soldier Training Program management tool. ConAP Soldiers are more likely to ship than their non-ConAP colleagues.

## **March2Success**

The March2Success program is a highly interactive program designed to provide high school and college students easy access to free online test preparation training. March2Success allows young men and women to participate through this Web-based program to assist them with improving their performance on tests of math, science, and English, ACT and SAT preparation, state standardized tests, and overall test-taking skills. Visit [www.march2success.com](http://www.march2success.com).

## **Tuition Assistance - Regular Army**

Available to eligible active duty Soldiers for approved off-duty courses. The Army funds 100 percent of course costs, up to \$250 per credit hour, with a maximum of \$4,500 per academic year.

## **Tuition Assistance – Army Reserve**

Available to selected Reserve Soldiers for approved courses. The Army Reserve funds 100 percent of course costs up to \$250 per credit hour, with a maximum of \$4,500 per academic year.

## **GoArmyEd**

The GoArmyEd Web site is the gateway to request Tuition Assistance online, anytime for classroom, distance learning and eArmyU online courses. GoArmyEd is used by Soldiers to pursue their postsecondary educational goals, Army education counselors to provide educational guidance and colleges to deliver degree and course offerings and to report Soldier progress. Visit [www.goarmyed.com](http://www.goarmyed.com).

## **Noncommissioned Officer Education System (NCOES)**

Soldiers are required to continue training during their military service. NCOES provides mandatory, sequential training dealing with technical skills, military tactics and leadership. This training will produce NCOs capable of training and leading Soldiers who can work and fight under their supervision.

The courses are:

Warrior Leader Course

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

Senior Leaders Course

The Army First Sergeant Course

The Sergeants Major Academy

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

**Notes:**

## Pay, Bonuses & Promotion

### Active Duty Starting Pay Effective January 1, 2011

+ Amounts listed below are based on 2010 information rounded to the nearest dollar. Refer to [www.goarmy.com](http://www.goarmy.com) for current year amounts. The average pay increase is about 3% yearly.

Private E-1 (less than four months)	\$1,339*+
Private E-1 (more than four months)	\$1,447.20*+
Private E-2	\$1,622.10*+
Private First Class E-3	\$1,705.80*+
Specialist E-4	\$1,889.70*+
Sergeant E-5	\$2,061.30*+
Warrant Officer W-1	\$2,682*+
Chief Warrant Officer W-2	\$3,038*+
Chief Warrant Officer W-3	\$3,454*+
2nd Lieutenant O-1	\$2,745.60*+
1st Lieutenant O-2	\$3,162.90*+
Captain O-3	\$3,660.60*+

### Army Reserve Starting Drill Pay - Effective Jan. 1, 2011

Private E-1 (less than four months)	\$179*+
Private E-1 (over four months)	\$193*+
Private E-2	\$216*+
Private First Class E-3	\$227*+
Specialist E-4	\$252*+
Sergeant E-5	\$275*+
Warrant Officer W-1	\$358*+
Chief Warrant Officer W-2	\$407*+
Chief Warrant Officer W-3	\$460*+
2nd Lieutenant O-1	\$366*+
1st Lieutenant O-2	\$422*+
Captain O-3	\$488*+

\* Totals reflect pay rates less than two years

## **Thrift Savings Plan (TSP)**

The Thrift Savings Plan allows a Soldier to set aside a monthly amount from his or her paycheck to meet future needs, especially retirement. TSP is separate from the military retirement system, which is based on years of service and rank. Visit [www.tsp.gov](http://www.tsp.gov).

## **Cash Enlistment Bonuses**

The Regular Army 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 two or more years term of service.

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

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 high school diploma graduate and score 31 or higher on the ASVAB.

Applicant must satisfy any other special requirements for training in selected MOS.

Applicant must enlist for two or more years.

Applicant must enlist for a bonus skill designated by headquarters, Department of the Army.

Applicant must be non-prior service (NPS) or days of service (DOS).

Cash bonus may be combined with either loan repayment or Army College Fund in selected MOS and term of service.

## **Broken Service Selective Reenlistment Bonus - Prior Service**

The Army offers bonuses for selected prior-service applicants as determined by headquarters, Department of the Army.

## **Army Reserve Non-Prior Service**

Applicant must be a secondary school graduate and score 31 or higher on the ASVAB test.

Applicant must enlist for 6x2 or 3x5 enlistment option.

Applicant must be NPS.

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

Applicant must become MOS qualified 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:

- \$7,500 for enlistment of three years into a TPU.
- \$15,000 for enlistment of six years into a TPU.

## **Accelerated Promotion for Education**

Enlist as: ..... Accredited College Program:

Private E-2 ..... 24 to 47 semester hours

Private First Class ..... 48 or more semester hours

Specialist ..... Bachelor's degree

## **Accelerated Promotion for Scouts**

Those Boy Scouts who have achieved the rank of Eagle Scout and Girl Scouts who have earned the Gold Award Certificate and are either currently in high school, a high school senior or a high school diploma graduate, may enlist as private second class.

## **Referral Promotion Program**

Regular Army and Army Reserve Soldiers may be advanced to private second class (one referral) or private first class (two referrals) for referring qualified NPS, Glossary NPS or PS applicants who enlist in the Delayed Entry Program in the Regular Army, Army Reserve or the Army National Guard prior to the Future Soldier shipping to basic training. Advancement to PFC with one qualified referral who enlists combined with the successful completion of USAREC Form 1137 "The United States Army Recruiting Command Future Soldier Pre-Execution Checklist" section II Pre-Basic Training Task List is authorized.

## **Future Soldier Training Program Pre-Basic Training Task List**

Regular Army and Army Reserve Soldiers may earn a promotion for successful completion of the USAREC Form 1137 "The United States Army Recruiting Command Future Soldier Pre-Execution Checklist" Section II Pre-Basic Training Task List. Form 1137, associated training materials and the Future Soldier Training System (an interactive multimedia training system) used to teach, test and print certificates of training for the tasks on the Basic Training Task List), are available at [www.futuresoldiers.com](http://www.futuresoldiers.com). Advancement to PFC with one qualified referral who enlists combined with the successful completion of the task list is authorized.

The station and company commanders will validate and sign Section II of the USAREC Form 1137, verifying the FS performed all tasks to standard. The form will be scanned into the Future Soldier's electronic record in the DEP Admin Folder and forwarded to the Military Entrance Processing Station (MEPS).

## **Recruiting Support Programs**

### **Hometown Recruiter Assistance Program (HRAP)**

The Hometown Recruiter Assistance Program (HRAP) allows enlisted Soldiers who have recently completed Advanced Individual Training (AIT), One Station Unit Training (OSUT) or Army Civilian Acquired Skills Training (ACASP) and are high school diploma graduates to return to their hometowns on permissive 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 station 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 database is the system of record for tracking a Soldier's HRAP duty with USAREC. USAREC leaders must ensure that the HRAP database is kept up to date. Several reports are available for leaders to monitor and check compliance.

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

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

Reserve Soldiers typically serve five to 14 days supporting recruiters within a 50-mile radius of their residence or Reserve Troop Program Unit (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) - Regular Army**

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. Age waivers will not be considered. Applicant must be a U.S. citizen and must score 90 or higher on the Alternate Flight Aptitude Selection Test (AFAST). Applicant must achieve a minimum GT score of 110 on the ASVAB.

Applicant must 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 Army College Fund and the Loan Repayment Program. They are eligible for the MGIB and the Post 9/11 GI Bill.

### **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. or L.L.B. degree and are members in good standing of the bar of a Federal court or 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 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 with four weeks of the Direct Commissioned Officer Course (DCO) and ends with six weeks of officer leadership and Soldier skills training at Basic Officer Leadership Course (BOLC). 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.

Over 40 continuing legal education (CLE) courses are offered annually, which meet most state CLE requirements. The summer intern program offers real and immediate legal experience in legal positions for 100 law students.

For more information, visit [www.jagcnet.army.mil](http://www.jagcnet.army.mil), call (866) ARMY-JAG or write:

Department of the Army  
Judge Advocate Recruiting Office Suite 5200  
Office of the Judge Advocate General  
1777 N. Kent St.  
Rosslyn, VA 22209-2194

## **Chaplain candidates**

- Must be commissioned prior to their 43rd 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-U.S. citizen, legally admitted to the U.S. for permanent residence with proper documentation.

- Must be able to receive ecclesiastical approval.

- Must pass the Army medical exam per AR 40-501.

- Must meet Army height and weight standards.

Approved applicants may be eligible for up to \$4,500 per year in tuition assistance. However, receiving TA will incur a Reserve service obligation. Enlisted recruiters will receive 10 points for each chaplain candidate referral even if they do not access.

## **Chaplain qualifications**

- Must be commissioned prior to their 47th birthday. Age waivers may be considered with prior service up to age 50 for USAR only. Roman Catholic priests will be considered up to age 50.

- Must possess a graduate level degree in theology or related studies from an ACE accredited educational institution which includes no less than 72 hours of graduate-level work.

- Must be ordained and endorsed by a faith group or denomination that is recognized by the DoD Chaplain Board.

- May be a non-U.S. citizen, legally admitted to the U.S. for permanent residence with proper documentation for Army Reserve applicants only.

- Must pass the Army medical exam per AR 40-501.
- Must meet Army height and weight standards in AR 600-9.

For active component, applicants should have two years of professional work experience after meeting the educational requirement. This is not a requirement for Army Reserve chaplains.

A \$10,000 bonus is available for Army Reserve chaplain applicants payable only after completing the Chaplain Officer Basic Leaders Course. Enlisted recruiters will receive 10 points for each chaplain referral even if they do not access.

For more information, visit [www.chaplain.goarmy.com](http://www.chaplain.goarmy.com), call DSN 536-0702 or (800) 223-3735, ext. 6-0702 or 6-0435.

## **Technical Warrant Officer**

Headquarters USAREC processes all technical warrant officer applications for in-service Soldiers (Regular and Army Reserve). Opportunities exist for Army Reserve Soldiers (both Troop Program Unit and Individual Ready Reserve) to apply in more than 41 warrant officer specialties.

To obtain Regular Army qualification requirements visit [www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant), call DSN 536-0271 or 0328 or (800) 223-3735, ext. 6-0271/6-0328 or write:

HQ USAREC  
ATTN: RCRO-SM-A  
1307 Third Avenue  
Fort Knox, KY 40121

## Medical Recruiting

### Army Nurse Corps

Direct all interested applicants to the nearest Health Care Recruiting Team. Commissions are available to qualified registered nurses in the Active Army or the Army Reserve. Active Army applicants must have a minimum of a baccalaureate degree in nursing. Applicants must be between 21 and 41 1/2 years of age (i.e., must be less than 42 years of age at the time of commission/accession) to qualify for appointment. Army Reserve applicants must have a BSN.

All applicants:

- Must be less than 42 years of age at the time of commissioning/accession.
- Must 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 U.S. Secretary of Education.
- Must hold a current, valid and unrestricted license to practice nursing.
- Must be a U.S. citizen for active duty. Permanent residents are only eligible for Army Reserve.

## **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.

Direct all interested individuals to call 1-800-USA-ROTC or visit [www.armyrotc.com](http://www.armyrotc.com).

## **AMEDD Enlisted Commissioning Program (AECP)**

Provides U.S. Army enlisted Soldiers in the Active, Reserve or Army National Guard 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 (ADSO).

Direct all interested individuals to the AECP Web site: <https://www.us.army.mil/suite/page/621795>, call DSN 536-0381, (502) 626-0381 or send inquiries to [aecp@usarec.army.mil](mailto:aecp@usarec.army.mil).

## **Active Duty Army Nurse Programs**

### **Active Duty Army 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 Army Reserve. 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.

## **U.S. Army Graduate Program in Anesthesia Nursing (AMEDD Center and School) Master's degree program**

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 54 months. The applicant must meet all admission requirements for Northeastern University.

Visit [www.dns.amedd.army.mil/crna/](http://www.dns.amedd.army.mil/crna/) and select "Application Information for Civilians and Reservists" 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.

### **Psychiatric Nurse Health Professions Scholarship Program (HPSP)**

Active Duty Psychiatric Nurse Program will pay a stipend of more than \$2,000 and full tuition toward obtaining a Psychiatric Nurse Practitioner 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. Active duty obligation is three years. HPLRP may be used with the \$10,000 Accession Bonus for an active duty obligation of six years.

### **Army Reserve Army Nurse Programs Special Pay**

Provides a bonus of \$20,000 per year for three years for nurse anesthetists, BSN Critical Care ASI, and Operating Room nurse ASI. Provides a bonus of \$5,000 per year for nurses with their BSN and a \$15,000 bonus for operating room nurses. The HPBP applies to qualified critical care nurses, medical/surgical nurses, psychiatric nurses and perioperative nurses for a maximum of three years. Participants must serve in a U.S. Army Reserve Troop Program Unit, AMEDD Personal Management Command (APMC), or Individual Mobilization Augmentee (IMA) Program. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program.

### **Specialized Training Assistance Program (STRAP)**

Stipend program for nurse anesthesia and critical care nurses currently enrolled in accredited programs. Participants receive a monthly stipend, currently over \$2,000. Participants incur a two-year obligation in the Army Reserve for each year or partial year of financial assistance and must serve in an Army Reserve Troop Program Unit, 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 Army Reserve incentive program. Must be a U.S. citizen.

### **Health Professional Loan Repayment Program (HPLR)**

Provides education loan repayment for nurses qualified in nurse anesthesia, critical care, medical/surgical, psychiatric, and perioperative nursing who are serving in an Army Reserve Troop Program Unit, National Army Medical Department Augmentee Detachment or the Individual Mobilization Augmentee (IMA) Program. For each year of satisfactory service in an Army Reserve Troop Program Unit, National Army Medical Department Augmentee Detachment 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. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program. Must be a U.S. citizen.

## **Dental Corps**

Direct all interested applicants to the nearest Health Care Recruiting Team.

Direct commissions are available in the Regular Army or Army Reserve for graduates of an accredited dental school in the United States, District of Columbia, Puerto Rico or Canada with a DMD or DDS degree.

Applicants must be U.S. citizens or permanent residents. RA applicants may apply during last six months of dental school if they have passed Part II of National Boards. Army Reserve applicants must possess a valid license at time of application. Must be licensed to practice dentistry in the U.S., District of Columbia, Puerto Rico or a U.S. territory if already graduated from dental school. Must be less than 42 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 to 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 one year for each year receiving the scholarship with a minimum period of three years on active duty. Students must be U.S. citizens.

### **Critical Skills Accession Bonus (CSAB)**

Bonus is a \$20,000 lump sum for medical student 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. Graduate dentists must be licensed. Six training sites: Fort Lewis, Wash.; Fort Campbell, Ky.; Fort Carson, Colo.; Fort Benning, Ga.; Fort Jackson, S.C.; and Fort Sill, Okla. Direct accessions civilians, HPSP Dental Students, and ROTC Educational Delay Students.

### **Dental Corps Active Duty Accession Bonus**

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

### **Health Professionals Loan Repayment Program (HPLRP)**

Will repay up to \$40,000 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 U.S. citizen.

### **Army Reserve Dental Corps Program 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 an Army Reserve Troop Program Unit, 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 U.S. citizen.

### **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 Army Reserve for each year or partial year of financial assistance and must serve in an Army Reserve Troop Program Unit, National Army Medical Augmentee Detachment or Individual Augmentee Mobilization Program upon completion of training. If qualified, individuals can participate in one other Army Reserve incentive program. Individuals must be U.S. citizens.

### **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 Army Reserve Troop Program Units, National Army Medical Augmentee Detachment, or the Individual Mobilization Augmentee Program. For each year of satisfactory service in the Army Reserve Troop

Program Unit, 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 Army Reserve incentive program. Must be a U.S. citizen.

### **Medical/Dental Student Stipend Program (MDSSP)**

MDSSP is available only to medical and dental students. 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**

Direct all interested applicants to the nearest Health Care Recruiting Team.

Commissions are available to qualified physicians in the Regular Army and Army Reserve. Must be a U.S. citizen for Regular Army or a permanent resident for Army Reserve. Regular Army and Army Reserve applicants must have a doctor of medicine or osteopathy degree from an accredited U.S. 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 license to practice medicine in the U.S., District of Columbia or Puerto Rico and be at least board eligible.

### **Active Duty 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. Active duty 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 U.S. 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. Active duty 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](http://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 U.S. citizens.

### **Active Duty 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.

### **Army Reserve Medical Corps Programs Health Professional Special Pay**

Provides a \$75,000 special pay for physicians in eligible specialties joining the Army Reserve. 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 Army Reserve Troop Program Unit, National Army Medical Augmentee Detachment or Individual Mobilization Augmentee Program. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program.

## **Medical/Dental Student Stipend Program (MDSSP)**

MDSSP is available only to medical and dental students. 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 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 Army Reserve for every six months or portion thereof of financial assistance. STRAP participants must serve in an Army Reserve Troop Program Unit, National Army Medical Augmentee Detachment or the Individual Mobilization Augmentee Program after completing residency. Must be a U.S. citizen.

## **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 Army Reserve Troop Program Units, National Army Medical Augmentee Detachment or the Individual Mobilization (IMA) Program. For each year of satisfactory service in an Army Reserve Troop Program Unit, 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 Army Reserve incentive.

## **Medical Specialist Corps**

Direct all interested applicants to the nearest Health Care Recruiting Team.

Direct Active Duty and Army Reserve 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 at RA or Army Reserve, contingent on the needs of the Army once all requirements are met to include licensure/registration or certification.

## **Active Duty Student Programs**

### **U.S. 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. Active duty obligation is 81 months, including the program. Other prerequisites: minimum cumulative GPA of 3.1, minimum GRE score of 1,000, minimum GRE verbal score of 450. For information, visit [www.baylor.edu/graduate/nutrition/splash.php](http://www.baylor.edu/graduate/nutrition/splash.php).

### **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 a master's degree in occupational therapy, and individuals with only a bachelor's degree must have earned at least 30 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 appointments as an Army Occupational Therapist.

### **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. Applicants must have completed or be in their last semester of dietetics academic work to apply. Active duty obligation is six years, including internship and program. Other prerequisites: minimum cumulative GPA of 3.0 – minimum GRE score of 1,000, minimum GRE writing score of 3.5. Visit [www.baylor.edu/graduate/nutrition/splash.php](http://www.baylor.edu/graduate/nutrition/splash.php).

### **Military Physician Assistant Training**

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

## **Active Duty Specialist Corps Programs**

### **Health Professionals Loan Repayment Program (HPLRP)**

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

### **Veterinary Corps**

Direct all interested applicants to the nearest Health Care Recruiting Team.

Direct commissions are available in the Army and Army Reserve for individuals who have graduated from an accredited veterinary school in the U.S., District of Columbia, Puerto Rico or a U.S. 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 within 12 months of graduating from veterinary school or after graduation and must be licensed to practice veterinary medicine in the U.S., the District of Columbia, Puerto Rico or a U.S. 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 one- to three-year scholarships to veterinary students accepted to or enrolled in accredited programs of veterinary medicine. Provides full tuition, monthly stipend over \$2,000, and reimbursement for mandatory books, certain items of professional equipment and certain other academic fees. Active duty obligation is one for each year receiving the scholarship with a minimum period of three years of active duty. Must be a U.S. citizen.

### **Health Professionals Loan Repayment Program (HPLRP) 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 a U.S. citizen and possess a current unrestricted license.

## **Army Reserve 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 Army Reserve Troop Program Unit (TPU), or the Individual Mobilization Augmentee Program (IMA) while receiving the special pay. Applicants are eligible, if qualified, to participate in other Army Reserve incentive programs.

## **Health Professionals Loan Repayment Program (HPLRP)**

Provides up to \$250,000 for repayment of education loans for veterinarians serving in Army Reserve Troop Program Units or the Individual Mobilization Augmentee Program. For each year of satisfactory service in the Army Reserve Troop Program Unit or Individual Mobilization Augmentee Program, a maximum of \$40,000 a maximum will be applied to an education loan, up to a total of \$250,000. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program. Must be a U.S. citizen for all the Army Reserve programs.

## **Medical Service Corps**

Direct all interested applicants to the nearest Health Care Recruiting Team.

Based on the annual needs of the Army, commissions may be available to applicants in the RA or Army Reserve. 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 U.S. citizen.

### **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 U.S. citizen.

### **Clinical Psychology Internship Program (CPIP)**

The Army sponsors a one-year clinical psychology internship program at five military medical treatment facilities: Walter Reed Army Medical Center, Washington D.C.; Tripler Army Medical Center, Honolulu, Hawaii; Brooke Army Medical Center, Fort Sam Houston, Texas; Madigan Army Medical Center, Fort Lewis, 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 U.S. 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 Womack Army Medical Center, Fort Bragg, N.C. A 36-month obligation following completion of the externship is incurred.

### **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 U.S. citizen.

### **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 Army Reserve Troop Program Unit, the AMEDD Professional Management Command or the Individual Mobilization Augmentee (IMA) Program. For each year of satisfactory service in an Army Reserve Troop Program Unit, 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 Army Reserve incentive program. Must be a U.S. citizen.

## **The Army-Fayetteville State MSW Program**

The Army-Fayetteville State MSW Program is a 14-month program for non-Bachelor of Social Work (BSW), and a nine-month accelerated program advanced standing applicants with a BSW. Regular track students must complete 61 semester hours and advanced standing students must complete 35 semester hours. This program is open to civilians or enlisted Soldiers who are requesting to become active duty Medical Service Corps Army officers so that they may pursue the MSW via the Army-Fayetteville State University MSW Program.

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).

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. 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 Army Reserve. A \$30,000 bonus (paid \$10,000 annually) for microbiologist (71A), clinical laboratory (71E), nuclear medicine (72A) and entomologists (72B) joining the Army Reserve. Participants must serve in an Army Reserve Troop Program Unit, AMEDD Professional Management Command, or Individual Mobilization Augmentee Program. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program.

**Notes:**

## Military Occupational Specialties

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

F Additional Flight Physical (15Q & 15W)

### 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.)

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
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*	High Mobility Artillery Rocket System Crew Member (HIMAR)
13P*	Multiple Launch Rocket System Operation (MLRS)
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 (training start date June 13, 2011)
14H	Air Defense (AD) Enhanced Early Warning Operator (training start date July 18, 2011)
14J	Air Defense Command, Control, Communication, Computers and Intelligence Tactical Operations Center Enhanced Opera- tor/Maintainer (This MOS will be deleted October 2011)

- 14S Air and Missile Defense (AMD) Crewmember
- 14T PATRIOT Launching Station Enhanced Operator/Maintainer

## **CMF 15-Aircraft Maintenance**

Civilian opportunities in aircraft maintenance are related directly to Army positions. Aircraft manufacturers, commercial airlines and corporate aircraft are all required by federal law to have routine inspections, maintenance and servicing provided by qualified individuals.

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

## **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 Bachelors and Master degrees unlike any other CMF in the Army. A Special Forces Soldier's unique skills, growth, experience and education make him highly marketable in the private sector.

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

## **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 develop self-confidence and discipline as they hone their interpersonal, critical thinking and writing 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

Electromagnetic Spectrum Operations

25E30 Electromagnetic Spectrum Manager

Signal Operations

25C Radio Operator-Maintainer

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, a joint educational opportunity provided by the Army and the University of Great Falls. 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 during service 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
31E	Internment and Resettlement Specialist

## **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 U.S. 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	Imagery Analyst
35L	Counter-Intelligence Agent (PS ONLY)
35M	Human Intelligence Collector
35N	Signals Intelligence Analyst
35S	Signals Collection Analyst
35T	Military Intelligence Systems Maintainer/Integrator
35Wt	EW/SIGINT Specialty

## Cyber Warrior

A new unit was activated to optimize the Army's ability to conduct end-to-end computer network operations, bring together defense, exploit and attach capabilities, and provide highly technical and specialized Soldiers to support national, joint and Army requirements. The Army is developing a new enlistment MOS that outlines the necessary qualifications.

In the interim, and Regular Army applicant who meets the qualifications and wishes to be assigned to the 744th Military Intelligence Battalion Army Network Warfare Battalion (ANWB) at Fort Meade, Md., must enlist into any of the 35 series MOSs (except 35W).

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.

## 09L Interpreter/Translator

### **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 comptroller-ship, 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 U.S. 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 U.S. 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 (This MOS is projected to redesignate as Military Information Support Operations or related name in FY 11)

### **CMF 38-Civil Affairs**

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
42F	Human Resources Information System Management Specialist

### **CMF 42-Band**

Employment opportunities for civilian musicians can range from moderately to highly competitive, depending on the job or type of work being sought. Typical employers of musicians are symphony orchestras, concert bands, rock or pop music bands, theaters, radio and television stations, movie studios, concert halls, schools, colleges, recording studios — just about anywhere that music is played. Best market for qualified musicians is college music programs.

MOS 42R Army Band Candidate will have an Additional Skills Identifier (ASI) to identify the instrument played.

MOS	TITLE
42R9B	Cornet or Trumpet Player
42R9C	Euphonium Player
42R9D	French Horn Player
42R9E	Trombone Player
42R9F	Tuba Player
42R9G	Flute or Piccolo Player
42R9H	Oboe Player
42R9J	Clarinet Player
42R9K	Bassoon Player
42R9L	Saxophone Player
42R9M	Percussion Player
42R9N	Keyboard Player

- 42R9T Guitar Player
- 42R9U Electric Bass Guitar Player
- 42S Special Bandsperson (Active Duty)

### **CMF 46-Public Affairs**

With the training and experience acquired by doing Army public affairs work, an individual is well qualified for similar civilian work. Typical employers would include corporations, advertising and public relations agencies, broadcasting stations, newspapers, magazines and 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
68D	Operating Room Specialist
68E	Dental Specialist
68G	Patient Administration Specialist
68H	Optical Laboratory Specialist
68J	Medical Logistics Specialist
68K	Medical Laboratory Specialist
68M	Nutrition Care Specialist
68P	Radiology Specialist
68Q	Pharmacy Specialist
68R	Veterinary Food Inspection Specialist
68S	Preventive Medicine Specialist
68T	Animal Care Specialist
68V	Respiratory Specialist (Reserve)
68W	Health Care Specialist
68X	Behavioral Health 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
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74D	Chemical, Biological, Radiological, Nuclear (CBRN) Specialist
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## **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
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79R+	Recruiter
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79S+	Career Counselor
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79T+	Recruiting and Retention Noncommissioned Officer (Army National Guard)
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79V+	Retention and Transition NCO (Reserve)
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## **CMF 88-Transportation**

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. Transportation NCOs assist in the planning, directing, supervising and execution of Army and DoD transportation operations at the tactical, operational and strategic levels, 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)
88Z	Senior Transportation Supervisor

## **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.

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 (Consolidated 91E Machinist with 91W Metal Worker in October 2010)
- 91F Small Arms/Artillery Repairer
- 91G Fire Control Repairer
- 91H Track Vehicle Repair
- 91J Quartermaster and Chemical Equipment Repairer
- 91 K Armament Repairer
- 91 L Construction Equipment Repairer
- 91M \* Bradley Fighting Vehicle System Maintainer
- 91P\* Artillery Mechanic
- 91S Stryker Systems Maintainer (Effective October 2010)

## **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**

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
94L	Avionic Communications Equipment Repairer
94M	Radar Repairer

- 94P Multiple Launch 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

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Inside Back Cover

## **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.