



**2013-14**

**POCKET RECRUITER GUIDE**

***JULY 2013 UPDATE***

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## The 2013-2014 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 July 2013, but is subject to change and should not be construed as a guarantee of the availability of these programs at a given time.

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

The guide proponent is the USAREC G-3.

Commander, USAREC

ATTN: G-3 Policy

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Fort Knox, KY 40121

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(800) 223-3735, ext. 6-5482

The pocket guide is available online at <http://issuu.com/usarec> and  
[www.usarec.army.mil/hq/apa/Index.htm](http://www.usarec.army.mil/hq/apa/Index.htm)



*July 2013 Update*

*Information updated since the October 2012 print edition is highlighted.*

## USAREC Mission

Provide the Strength of the Army

The U.S. Army Recruiting Command recruits the most qualified men and women to serve as Soldiers, both officer and enlisted, to meet the needs of the Army and acts as the Army's ambassador to the American people.

## USAREC Vision

America's Army Starts Here

A carefully selected team of dedicated professionals sustaining an All-Volunteer Army ... with Soldiers and Civilians who truly embrace the Army's values and Warrior Ethos, and who understand the strategic importance of our mission. Enabled by leading edge technologies and premier recruiting practices ... we establish and maintain enduring relationships with Centers of Influence, Future Soldiers, Families and the American Public.

## USAREC Values

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

## Resources

USAREC Website: [www.usarec.army.mil](http://www.usarec.army.mil)

USAREC on Facebook: [www.facebook.com/usarec](http://www.facebook.com/usarec)

USAREC News: [www.army.mil/usarec](http://www.army.mil/usarec)

Future Soldiers website: [www.futuresoldiers.com](http://www.futuresoldiers.com)

Future Soldiers Center: [www.facebook.com/ArmyFutureSoldierCenter](http://www.facebook.com/ArmyFutureSoldierCenter)

79R Professional Development: [www.facebook.com/USAREC79RBranch](http://www.facebook.com/USAREC79RBranch)

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## General Information

### Accessions Missions & Accomplishments

Missions for the current and previous years can be found online at [www.usarec.army.mil/hq/apa/goals.htm](http://www.usarec.army.mil/hq/apa/goals.htm).

Recruiting accomplishments for all services are released by the Department of Defense on or about the 10th of each month.

DOD News Release page: <http://www.defense.gov/releases/>

### Regular Army/Army Reserve Minimum Enlistment Standards

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

### Physical Fitness Standards

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

PFA standards for Future Soldiers ages 17 to 34

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

## Training Locations

### Basic Combat Training Installations

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

### One Station Unit Training (OSUT) Installations

Infantry and Armor - Fort Benning, Ga.  
Combat Engineers - Fort Leonard Wood, Mo.  
Military Police - Fort Leonard Wood, Mo.  
[Field Artillery-Fort Sill Okla.](#)  
[Chemical-Fort Leonard, Mo.](#)

### Advanced Individual Training (AIT) Installations

[Abdeen Proving Ground, Md. \(Baltimore\)](#)  
[Fort Belvoir, Va. \(Alexandria\)](#)  
[Fort Bliss, Texas \(El Paso\)](#)  
[Fort Benning, Ga.](#)  
Fort Bragg, N.C. (Fayetteville)  
Joint Base Langley-Eustis, Va. (Newport News)  
Fort Gordon, Ga. (Augusta)  
Fort Huachuca, Ariz. (Sierra Vista)  
Fort Jackson, S.C. (Columbia)  
Fort Lee, Va. (Petersburg)

Fort Leonard Wood, Mo. (Waynesville)  
Fort Rucker, Ala. (Enterprise)  
Fort Sam Houston, Texas (Joint Base 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)  
Fort Meade, Md. (Baltimore)  
Panama City Coastal System Station, Fla. (Panama City)  
Naval Ophthalmic Support and Training Activity, Va. (Yorktown)

### English Language Training

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

### Warrant Officer Candidate School (WOCS)

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

### Officer Candidate School (OCS)

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

## Enlistment Options

*Some options might not be available based on individual eligibility.*

### Guaranteed Job Training

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

### Foreign Language Recruiting Initiative (FLRI)

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, 54 AO and 40-74 ECLT (waiverable to 35).

### Army Language Program

Individuals desiring to learn a foreign language are evaluated on their ability to comprehend a foreign language on the Defense Language Aptitude Battery (DLAB). 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 speak a foreign language have the opportunity to enlist as skilled linguists under the Army Civilian Acquired Skills Program (ACASP). An individual's language ability is evaluated through the Defense Language Proficiency Test (DLPT). The DLPT measures an individual's reading and listening skills in the language they profess to speak. Passing score is a 2 in both the reading and listening areas. Current languages eligible for this program are Arabic, French, Pashto, Persian Farsi, Hebrew, Serbo-Croatian, Russian, Chinese, Mandarin, Dari, Tagalog and Indonesian. Enlistees qualified for this program may be eligible for Foreign Language Proficiency Bonus (FLPB) and advance pay grade of E-4. After completion of basic training, Soldier would attend AIT in 35P, depending on language. Other languages could be available, check with the USAREC language branch for availability.

If attending DLI, applicants must be 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 the USAREC foreign language advocate at (800) 223-3735, ext. 60163.

## **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 combat training and 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, Urdu 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 40 or higher. Applicants scoring 80-84 are also subject to taking an English OPI.

Applicants who score below 10 on the ASVAB and 40-79 on the ECLT/ALCPT are eligible to enlist into the IRR.

## **Military Accessions Vital to the National Interest (MAVNI)**

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

Applicants interested in the Enlisted process should be directed to the website [www.goarmy.com/info/mavni](http://www.goarmy.com/info/mavni).

## **Army Civilian Acquired Skills Program (ACASP)**

Applicants with prior training, education and/or experience (not obtained through military service) may qualify for enlistment at a higher pay grade and use their civilian skills in the Army. Will enlist as specialist (E-4) and may not be required to attend AIT.

For the list of eligible MOSs, reference DA PAM 611-21 Smartbook at <https://smartbook.armyg1.pentagon.mil/default.aspx> (AKO log-in required)

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

Partnership for Youth Success is a program to connect American industries and state and local government agencies with the Army. Applicants, upon selecting an MOS, will sign a Statement of Understanding (SOU) with a participating PaYS partner. The SOU contains information on a specific job vacancy. Soldiers departing the Army or Army Reserve who satisfactorily completed Initial military training 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 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.

## Blue to Green Program

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

## Army Bands

Army band specialties are Army Civilian Acquired Skills Program (ACASP) MOSs. Active Army band applicants must pass an audition and be selected for training on a monthly board held at HQ, USAREC. Qualified Army Reserve band applicants may be enlisted when vacancies exist.

1st Bde Liaison  
(877) 275-5787

5th Bde Liaison  
(888) 684-4553

2nd Bde Liaison  
(888) 253-7671

6th Bde Liaison  
(877) 874-4370

3rd Bde Liaison  
(888) 301-1754

[www.band.goarmy.com](http://www.band.goarmy.com)  
[www.bands.army.mil](http://www.bands.army.mil)

## Airborne Training

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

## Ranger Assignment

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

## Special Forces

This is an option associated only with specific MOSs.

## Officership

### Officer Candidate School Regular Army

OCS is available to qualified applicants with or without prior service enlisting for three years. Applicants must be U.S. citizens and have a four-year college degree or higher from an accredited institution of post secondary education. (College seniors may apply.) NPS and PS OCS applicants must enter active duty or ship to training on or before their 29th birthday. 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 MGIB or the Post 9/11 GI Bill, however active duty service time required by graduates of a service academy or ROTC does not count toward the three years necessary for full Post 9/11 GI Bill benefits.

### Army Reserve OCS

OCS is available to qualified applicants with or without prior service enlisting for three years. AR NPS and PS personnel entering into AR OCS must be at least 19 or up to 33 years old (**must access on or before their 35th birthday**). **AR NPS and PS personnel entering into OCS must enter active duty or ship to training prior to their 33rd birthday. RC OCS candidates must graduate and accept commission prior to age 34.** Applicants must be U.S. citizens and have a four-year college degree or higher from an accredited institution of post secondary education. 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. They are eligible for MGIB and the Student Loan Repayment Program. For availability and eligibility contact headquarters USAREC at (800) 223-3735, ext. 6-0467.

### **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 273 host institutions nationwide and through partnerships with more than 1,100 other schools. Students can receive constructive credit for the Basic Course based on prior service or other lateral entry criteria, or by attending the Leaders Training Course.

All cadets 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 \$300 per academic month for MSL I, \$350 for MSL II, \$450 for MSL III and \$500 for MSL IV. 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 must apply for scholarships online at [www.goarmy.com/rotc/high-school-students/four-year-scholarship](http://www.goarmy.com/rotc/high-school-students/four-year-scholarship).

### **ROTC Scholarship Requirements**

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

- All individuals must be age 17 before the scholarship is effective.
- All scholarship recipients must be 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 of commissioning.

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

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

## Reserve ROTC Options

### Reserve Forces Duty Scholarships

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

### Simultaneous Membership Program

SMP allows non-scholarship MSL II, III and IV cadets, RFD and Dedicated ARNG/AR scholarship cadets to simultaneously participate as members of an Army National Guard or Army 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 (Health Professions Scholarship Program) Pharmacy Program** (moved under Medical Service Corps), page 50

## 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 (845) 938-4041.

## U.S. Military Academy Preparatory School

The preparatory school is not an enlistment option. Regular Army and Reserve Component Soldiers must apply 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.

## Education

### Post 9/11 GI Bill (CH33)

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

What does the program pay for eligible individuals?

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

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

BAH rates by ZIP code: [www.defensetravel.dod.mil/perdiem/bah.html](http://www.defensetravel.dod.mil/perdiem/bah.html)

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

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

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

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

[http://gibill.va.gov/benefits/post\\_911\\_gibill/index.html](http://gibill.va.gov/benefits/post_911_gibill/index.html)

## **Montgomery GI Bill—Active Duty (Regular Army) (CH30)**

### **Eligibility**

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

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

*\* Monthly payment amounts are based on students attending full-time for 36 months. Amounts are subject to change.*

### GI Bill Rate Tables

[www.gibill.va.gov/resources/benefits\\_resources/rate\\_tables.html](http://www.gibill.va.gov/resources/benefits_resources/rate_tables.html)

## **Montgomery GI Bill (Regular Army) + Army College Fund**

The Army College Fund was suspended Oct. 1, 2011. Individuals with Army College Fund on their contracts prior to Oct. 1, 2011, will continue to receive the Army College Fund.

## **Montgomery GI Bill — Selected Reserve (Army Reserve) (CH1606)**

### **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 equivalent before completion of IADT.
  - Officers may qualify and must complete DA Form 5447-R, Officer Service Agreement.
  - Prior-service Soldiers must not have entitlements from RA GI Bill.
  - Must have not received SROTC scholarship benefits.
- Effective Oct. 1, 2012, the Selected Reserve MGIB was \$12,816.
- Full-time student monthly payment - \$356 for 36 months.
  - Three-quarter time student monthly payment - \$266 for 48 months.
  - Half-time student monthly payment - \$176 for 72 months.

## **Montgomery GI Bill--Selected Reserve + Kicker**

A maximum of \$25,416 for Reserve Soldiers assigned to critical skill positions or critical units. The kicker could be \$100, \$200 or \$350 additional per month, depending on the skill and unit. Full-time students may receive a monthly payment up to \$706 for 36 months with the kicker.

## **Reserve Educational Assistance Program (REAP) Chapter 1607**

- Must be mobilized a minimum of 90 consecutive days on active duty in support of contingency operations.
  - Payment rates based on consecutive service time. Monthly benefit increases with total or “aggregate” length of service on active duty.
- Reserve “kickers” apply.

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

### Eligibility

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

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 **subject to case-by-case review/approval by HRC Education Incentives (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 HRC Education Incentives Division**

To qualify

- Must be non-prior service.
- Must be secondary school graduate.
- Must disenroll from the Montgomery GI Bill.
- Loans must be incurred prior to entry on active duty.
- 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.

**Active Army LRP participants earn their first loan repayment after completion of a full year of active duty and additional payments for each full year thereafter, up to 3 years. Each payment consists of 33-1/3% or \$1,500 whichever is greater on the total remaining original unpaid principal. HRC Education Incentives authorizes Defense Finance and Accounting Services (DFAS) to disburse appropriate payment to the loan holder. The Department of the Army will pay no interest, loan balances in default, or any other charges.**

Note: Repayment under the LRP is not automatic. Applicants must fully understand DA Form 3286-66, especially the requirement to provide timely loan information to HRC Education Incentives at DA before any loans will be paid.

## **Student Loan Repayment Program (SLRP) - 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 the Guaranteed Student Loan.
- The Perkins Loan, formerly 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 for loan repayment

- 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. Future Soldiers can now submit their Intent To Enroll electronically via the Future Soldier Training site.

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 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 peers.

[www.soc.aascu.org/conap/Default.html](http://www.soc.aascu.org/conap/Default.html)

## **March 2 Success**

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

[www.march2success.com](http://www.march2success.com)

## Tuition Assistance

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

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

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

[www.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.

The courses are:

Warrior Leader Course

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

Advanced Leader Course (branch-specific)

Senior Leaders Course (SLC)

The Army First Sergeant Course

The Sergeants Major Academy

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

## Pay, Bonuses & Promotion

[www.goarmy.com/benefits/money.html](http://www.goarmy.com/benefits/money.html)

### Active Duty Starting Pay

*\*Pay rates below are for less than two years of total service; amounts are rounded to the nearest dollar.*

Private E-1 (less than four months) .....	\$1,402
Private E-1 (more than four months) ...	\$1,516
Private E-2 .....	\$1,700
Private First Class E-3 .....	\$1,787
Specialist E-4 .....	\$1,980
Sergeant E-5 .....	\$2,159
Warrant Officer W-1 .....	\$2,812
Chief Warrant Officer W-2 .....	\$3,203
Chief Warrant Officer W-3 .....	\$3,620
2nd Lieutenant O-1 .....	\$2,876
1st Lieutenant O-2 .....	\$3,314
Captain O-3 .....	\$3,836

### Army Reserve Starting Drill Pay

Private E-1 (less than four months) .....	\$187
Private E-1 (over four months) .....	\$202
Private E-2 .....	\$227
Private First Class E-3 .....	\$238
Specialist E-4 .....	\$264
Sergeant E-5 .....	\$288
Warrant Officer W-1 .....	\$375
Chief Warrant Officer W-2 .....	\$427
Chief Warrant Officer W-3 .....	\$483
2nd Lieutenant O-1 .....	\$384
1st Lieutenant O-2 .....	\$442
Captain O-3 .....	\$511

Source: DFAS ([www.dfas.mil/dfas/militarymembers.htm](http://www.dfas.mil/dfas/militarymembers.htm)) Pay Tables effective Jan. 1, 2013

### **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.

[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 three or more years term of service.

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

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

### **Regular Army**

Applicant must:

- be a non-prior service (NPS) or days of service (DOS) high school diploma graduate with ASVAB score of 31 or higher,
- satisfy any other special requirements for training in selected MOS,
- enlist for three or more years, and
- enlist for an MOS designated by headquarters, Department of Army.

Cash bonus may be combined with loan repayment program with select MOSs and term of service.

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

The Army offers bonuses for select prior-service applicants (determined by headquarters, Department of the Army).

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

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

Applicant must:

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

### **Army Reserve Prior Service**

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

### **Accelerated Promotion for Education**

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

## **Referral Promotion Program**

Regular Army and Army Reserve Soldiers may be advanced to PV2 for referring at least one qualified NPS, Glossary NPS or PS applicant who enlists in the Delayed Entry Program in the Army, Army Reserve or the Army National Guard prior to the Future Soldier shipping to basic training, combined with successfully completing Training Cycle Training (also known as the BTTL, USAREC Form 1137 "Future Soldier Pre-Execution Checklist" section III), and passing an APFT with a total score of 180. Future Soldiers cannot earn advanced entry grade solely for making a referral or completing the BTTL; both objectives must be accomplished.\*

*\* As of April 1, 2013*

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

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

[www.futuresoldiers.com](http://www.futuresoldiers.com)

## **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.

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.

Applicants must: be a U.S. citizen and score 90 or higher on the Alternate Flight Aptitude Selection Test (AFAST); achieve a minimum GT score of 110 on the ASVAB; and undergo a Class I Flight Physical Examination in addition to the physical examination at the MEPS and have the Class I Flight Physical approved by Fort Rucker, Ala., prior to the USAREC selection board. Flight physical must be less than 18 months old.

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

### **In-Service Special Operations Officer and Enlisted Opportunities**

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

For Regular Army qualification requirements or more information, visit the SORB website at [www.bragg.army.mil/sorb/Pages/default.aspx](http://www.bragg.army.mil/sorb/Pages/default.aspx)

## **Judge Advocate General's Corps**

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

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

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

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

For more information, visit [www.jagcnet.army.mil](http://www.jagcnet.army.mil) and click on 'Careers,' Facebook at [www.facebook.com/pages/Army-Judge-Advocate-Recruiting-Office-JARO/110055819048177](https://www.facebook.com/pages/Army-Judge-Advocate-Recruiting-Office-JARO/110055819048177) call (866) ARMY-JAG or (866) 276-9524, email [army.jag.recruiting@us.army.mil](mailto:army.jag.recruiting@us.army.mil) or write:

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

## **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 the USAREC website, call DSN 536-0271/0328 or (800) 223-3735, ext. 6-0271/6-0328

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

[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)

## **Chaplain Candidates**

- Must be commissioned prior to their 40th birthday. Shortage faith group age waivers will be considered.
- Must have a bachelor's degree of not less than 120 semester hours from an ACE accredited school.
- Must be enrolled or accepted for enrollment in the next entering class of an ACE accredited seminary graduate program. Distance learning is acceptable.
- May be a non-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 commissioning medical exam per AR 40-501.
- Must meet Army height and weight standards.

Over production is not authorized for Chaplain Candidates

### Regular Army Chaplain qualifications

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

### Army Reserve Chaplain qualifications

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

Professional work experience is not a requirement for active **Army or 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 **centers** will receive **GA (Grad Alpha) credit** for each chaplain referral **after they** access.

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

## Medical Recruiting

Direct all interested applicants to the nearest Army Health Care Recruiting Team. **Enlisted centers will receive GA (Grad Alpha) credit for each health care provider after they access.**

### Nurse Corps

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

All applicants must:

- be between age 21 and 42 at the time of commissioning/accession,
- be a graduate of a nursing program accredited by the National League for Nursing or the Commission on Collegiate Nursing Education, or accepted by the U.S. Secretary of Education,
- hold a current, valid and unrestricted license to practice nursing,
- be a U.S. citizen for active duty. Permanent residents are only eligible for Army Reserve, and
- **have two years of licensed experience as an RN. Must be within 6 months of graduating with a bachelor's degree in nursing.**

### Nurse ROTC Scholarships

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

1-800-USA-ROTC or [www.armyrotc.com](http://www.armyrotc.com)

### AMEDD Enlisted Commissioning Program (AECP)

Provides 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.

Direct all interested individuals to the AECP website (AKO log-in required): <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.

**Program is dependent on yearly mission requirements.**

### **U.S. Army Graduate Program in Anesthesia Nursing (AMEDD Center and School) Doctorate of Nursing Practice**

Students are commissioned RA and receive full pay and allowances commensurate with rank during entire program. Tuition expenses paid by the Army. Active duty obligation is 60 months. The applicant must meet all admission requirements for Northeastern University visit <http://www.northeastern.edu/bouve/nursing/add/armyprograman.html> and select "Application Requirements and Procedures" for more information.

The applicant must be board selected for active duty and successfully admitted to Northeastern University to attend this program. Candidates must have at least one year of Critical Care Nursing experience and competitive Graduate Record Exam scores.

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

Active Duty **program for** psychiatric nurse **practitioner, family nurse practitioner or nurse anesthesia** will pay a stipend of more than \$2,000 and full tuition toward obtaining a **master's degree** MSN with prescriptive privileges. Obligation for HPSP is three years.

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

Will repay up to \$40,000 (original pretax loan amount, no interest) 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. **Special pay may be available in additional nurse specialties in which there are critical wartime shortages (CWS). Refer to the current selected reserve incentives program (SRIP), as available specialties change based on the needs of the Army. 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 see USAR Selected Reserve Incentives Program (SRIP) for the year.** 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, **family nurse practitioner and psychiatric nurse practitioners** 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. Doctorate of Nursing Programs are authorized. Must be a U.S. citizen.

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

Provides education loan repayment for nurses **servicing in critically short specialties. See current critical wartime shortage list (CWSL) and USAR Selected Reserve Incentives Program (SRIP) for the year. anesthesia; critical care; medical/surgical; psychiatric and perioperative nursing.** This also pertains applicable nurses 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 (before taxes). Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program. Must be a U.S. citizen.

### **Dental Corps**

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.

Active duty applicants must be U.S. citizens; Army Reserve applicants may be permanent legal residents. RA applicants may apply during their last six months of dental school if they have passed Part II of National Boards. 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 47 years of age upon initial appointment.

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

### **Active Duty Dental Corps Programs**

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

One- to four-year scholarships 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 a minimum of three years. Students must be U.S. citizens.

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

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

#### **Advanced General Dentistry Program (one year)**

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

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

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

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

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

### **Army Reserve Dental Corps Programs Special Pay**

Provides a \$75,000 special pay for general dentists, comprehensive dentists, prosthodontists and oral surgeons. The special pay is paid in increments of \$25,000 and is awarded yearly up to a total of three years. Participants must serve in 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 or permanent legal resident.

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

Stipend program for oral surgeons currently enrolled in an accredited residency program. Participants receive a monthly stipend of over \$2,000. Participants incur a two-year obligation in the 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 or legal permanent residents.

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

Provides up to \$250,000 for repayment of education loans for general dentists, comprehensive dentists, prosthodontists and oral surgeons serving in the 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 or legal permanent resident.

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

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

## **Medical Corps**

Commissions are available to qualified physicians in the Regular Army and Army Reserve. Applicants must be a U.S. citizen for Regular Army or a legal 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 valid, unrestricted 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. Students receive a monthly stipend of more than \$2,000. MDSSP participants incur an obligation of one year for every six months (or part thereof) for which they receive the stipend. This obligation period will be satisfied immediately following medical/dental school completion unless the individual elects to enter the STRAP program for residency in an eligible specialty. In that event, the original MDSSP contract will be amended to reflect the STRAP contract.

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

Stipend program 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. Individuals must be U.S. citizens.

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

Provides up to \$250,000 for repayment of education loans for physicians in certain specialties who are serving in 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 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 as 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 (or 297 under the new scoring criteria), minimum GRE verbal score of 450 (or 150).

[www.baylor.edu/graduate/pt/](http://www.baylor.edu/graduate/pt/)

### **Doctor of Science in Occupational Therapy Program (DScOT)**

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

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

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

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

[www.baylor.edu/graduate/nutrition/index.php?id=68078](http://www.baylor.edu/graduate/nutrition/index.php?id=68078)

### **Military Physician Assistant Training**

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

[www.usarec.army.mil/armypa](http://www.usarec.army.mil/armypa)

### **Active Duty Specialist Corps Programs**

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

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

## Veterinary Corps

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

## Active Duty Health Professionals Loan Repayment Program (ADHPLRP) Veterinary Medicine

Will repay up to \$40,000 of qualified loans annually for a maximum of three years and a maximum monetary total of \$120,000. Active duty obligation is one year for each year of loan repayment, with a minimum period of three years on active duty. Must be an 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 ~~\$25,000~~ **\$50,000** 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 ~~\$20,000~~ **\$40,000** will be applied to an education loan, up to a total of ~~\$20,000~~ **\$50,000**. 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**

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.

### **ROTC-Health Professionals Scholarship (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. (Moved from Reserve ROTC Options, page 12)

### **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.

### **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.

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

The Army sponsors a one-year clinical psychology internship program at five military medical treatment facilities: Walter Reed National Military Medical Center, Bethesda, MD; Tripler Army Medical Center, Honolulu, Hawaii; Brooke Army Medical Center, Fort Sam Houston, Texas; Madigan Army Medical Center, Joint Base Lewis-McChord, Wash.; and Dwight D. Eisenhower Army Medical Center, Fort Gordon, Ga. Applicants must have completed all course work toward a doctorate in psychology. Officers enter the program in the rank of captain and incur a 49-month duty obligation (including the one-year internship). Must be a 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 Walter Reed National Military Medical Center, Bethesda, MD. A 36-month obligation following completion of the externship is incurred.

### **Podiatric Surgery Residency**

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

### **Army Reserve Medical Service Corps Program Health Professional Loan Repayment**

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

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

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

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

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

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

### **Army Reserve Health Professional Special Pay**

Provides a \$45,000 recruitment bonus (paid \$15,000 annually) for optometrists (67F), and clinical psychologists (73B) joining the 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.

### **Military Accessions Vital to the National Interest (MAVNI)**

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

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

Health Care professionals should be directed to the website [www.goarmy.com/info/mavni/healthcare](http://www.goarmy.com/info/mavni/healthcare).

### **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*

#### **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 (Reserve)
12Q	Transmission and Distribution Specialist (Reserve)
12R	Interior Electrician
12T	Technical Engineer
12V	Concrete and Asphalt Equipment Operator
12W	Carpentry and Masonry Specialist
12Y	Geospatial Engineer

## CMF 13-Field Artillery

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

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

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

### CMF 14-Air Defense Artillery

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

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

### CMF 15-Aircraft Maintenance

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

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

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

*Applicants for 15Q & 15W must pass a Class IV medical exam*

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

## CMF 18-Special Forces

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

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

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

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

## CMF 19-Armor

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

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

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

## CMF 25 – Communication and Information Systems

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

MOS TITLE:

Information Systems Operations

25B Information Technology Specialist

## Signal Operations

25C Radio Operator-Maintainer  
25F Network Switching Systems Operator-Maintainer  
25L Cable Systems Installer-Maintainer  
25N Nodal Network Systems Operator-Maintainer  
25P Microwave Systems Operator-Maintainer  
25Q Multi-channel Transmission Systems Operator-Maintainer  
25S Satellite Communications Systems Operator-Maintainer  
25U Signal Support Systems Specialist

## Visual Information Operations

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

### **CMF 27-Paralegal**

The Paralegal Specialist is a highly trained professional who plays a critical role in the delivery of legal services to commanders, Soldiers, the Army and the joint environment. The Paralegal Soldier is a technical expert in the legal field, a leader and a warrior. Paralegal Soldiers gain highly technical training in the areas of military justice, operational and international law, legal assistance and claims. Paralegal Soldiers operate as part of a highly-trained legal team in operational units and in garrison.

Paralegal Soldiers are given the opportunity to earn a civilian Paralegal degree by enrolling in the Army JAG Corps Paralegal Degree Program. These professionals are much sought after in the civilian world by private industry and business, as well as public service agencies.

MOS	TITLE
27D	Paralegal Specialist

### **CMF 31-Military Police**

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

MOS	TITLE
31B	Military Police
31D+	Criminal Investigations Special Agent
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 Army to see first, hear first and take action first against our enemies. MI Soldiers serve in a variety of units to include Airborne, Air Assault, Ranger, Joint Special Operations units and other Special Mission Units. The MI Soldier often has access to the most sensitive, classified information in order to assist the war fighter's mission.

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

MOS	TITLE
35F	Intelligence Analyst
35G	Geospatial Intelligence Imagery Analyst
35L+	Counter-Intelligence Agent
35M	Human Intelligence Collector (DLAB required)
35N	Signals Intelligence Analyst
35P	Cryptologic Linguist (DLAB required)
35Q	Cryptologic Network Warfare Specialist (starting FY13)
35S	Signals Collection Analyst
35T	Military Intelligence Systems Maintainer/Integrator

09L Interpreter/Translator

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

**CMF 36-Financial Management**

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

MOS	TITLE
36B	Financial Management Technician

**CMF 37-Psychological Operations**

PSYOP Soldiers use information to influence the behavior of foreign audiences in support of 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 (Reserve)

**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

## CMF 42-Band

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

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

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

MOS	TITLE
42R	Army Bandsperson
42S	Special Band Member

### Band Specialties (\*MOS 42S only)

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

## CMF 46-Public Affairs

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

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

## CMF 56-Religious Support

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

MOS	TITLE
56M	Chaplain Assistant

## CMF 68-Medical

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

MOS	TITLE
68A	Biomedical Equipment Specialist
68B	Orthopedic Specialist
68C	Practical Nursing Specialist
68D	Operating Room Specialist
68E	Dental Specialist
68F	Physical Therapy Specialist
68G	Patient Administration Specialist
68H	Optical Laboratory Specialist
68J	Medical Logistics Specialist
68K	Medical Laboratory Specialist
68L	Occupational Therapy Specialist
68M	Nutrition Care Specialist
68N	Cardiovascular Specialist

68P	Radiology Specialist
68Q	Pharmacy Specialist
68R	Veterinary Food Inspection Specialist
68S	Preventive Medicine Specialist
68T	Animal Care Specialist
68U	Ear, Nose, and Throat (ENT) Specialist
68V	Respiratory Specialist (Reserve)
68W	Health Care Specialist
68X	Behavioral Health Specialist
68Y	Eye Specialist

## CMF 74-Chemical

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

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

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

### CMF 79-Recruitment and Reenlistment

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

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

### CMF 88-Transportation

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

MOS	TITLE
88H	Cargo Specialist
88K	Watercraft Operator
88L	Watercraft Engineer
88M	Motor Transport Operator
88N	Transportation Management Coordinator
88P	Railway Equipment Repairer (Reserve)
88T	Railway Section Repairer (Reserve)
88U	Railway Operations Crewmember (Reserve)
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. Explosive Ordnance Disposal Soldiers are in high demand from contract work to working for the federal government in the FBI, ATF or the Secret Service.

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

## CMF 91-Mechanical Maintenance

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

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

## CMF 92-Supply and Services

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

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

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

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

## CMF 94-Electronic Maintenance and Calibrations

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

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

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## **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.