
607 AOC & 694 ISRG Enlisted-to-Officer Forum



Overview



Officer Training School (OTS) – Capt Jeremy Smit, 694 ISS/SCX

- Who I am and my application
- Who is eligible?
- Who is getting picked up?
- Tips for success

U.S. Air Force Academy (USAFA) – Capt James Rogers, 607 AOC/SRD

- Who, why, how
- AF Academy avenue
- A day in the life
- Perspectives and advice

Air Force Reserve Officers' Training Corps (ROTC) – Capt Rajeev Stephens, 694 ISRG/MMT

- Who, why, how
- AF ROTC avenue
- A day in the life
- Perspectives and advice

Capt Jeremy Smit (694 ISS)



- Commissioned in June 2018 via OTS
- 17X– Cyberspace Operations Officer

My application:

- SSgt
- 3DOX3, Cyber Surety
- 6 years enlisted service
- University of Northern Iowa - B.A. History
- University of Oklahoma - M.A International Relations
- AFOQT scores:
 - Pilot: 65
 - Nav: 89
 - Acad Apptitude: 90
 - Verbal: 99
 - Quantitative: 50



Other Paths to OTS



- **Special Warfare Airmen (SWA): Combat Rescue, Special Tactics, and Air Liaison Officers**
 - Each SWA AF specialty conducts selection process
- **Senior Leadership Enlisted Commissioning Program (SLECP)–O**
 - Senior HQ AF Leadership and MAJCOM CCs conduct selection process and advertises for nominations
- **Legal – Enlisted to Funded Legal Education Program (E-FLEP)**
- **Bio-medical Service Corps (BSC) – Doctor of Physical Therapy (DPT) or Interservice Physician Assistant Training (IPAP)**
- **Nurse Enlisted Commissioning Program (NECP)**
- **Uniformed Services University of Health Sciences (USUHS) – Enlisted to Medical Degree (EMDP2) or Medical & Clinical Psychology (MPS)**
- **Medical Services Corps (MSC) commissioning program**
- **Cyber Direct Commissioning Program**



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Basic Eligibility



- **See “AF Recruiting Service AD OTS Program Announcement” current 11 Mar 2024 aka the 37 pg guide + 17 attachments**
- **U.S. citizen**
- **Bachelor’s Degree**
- **2.5 GPA (Waived for CADs)**
- **Less than 9 months from OCONUS halfway point**
- **No Physical Fitness Test Exemptions on last test**
- **Endorsed by your Wing Commander**
- **Released by Career Field Manager**
- **Under the age of 42**
- **AFOQT Score Minimums Met (15 Verbal, 10 Quantitative)**
 - **25 Pilot for Rated Officers**
- **PCSM Score Minimum (10, for rated officers only)**

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AF Recruiting Service OTS Guide



Air Force Recruiting Service
Active Duty Air Force
Officer Training School
Program Announcement



EFFECTIVE 20 July 2023

Attachments




Name

- 01. Commanders AFCEP request memo.do...
- 02. AFCEP batch upload template 18JUL202...
- 03. Eligibility Determination Worksheet -18J...
- 04. AF LO Application.pdf
- 05. AF LO Application Example.pdf
- 06. Graduation Verification Memo.docx
- 07. AF FM 4428.pdf
- 08. STO CRO TACP Application Checklist.pdf
- 09. FY23 OTS Guidance for 71S Applicants - ...
- 10. AF FM 56.pdf
- 11. LOR Routing Guidance.pdf
- 12. Acronyms.pdf
- 13. CPW Overview. pdf.pdf
- 14. CPW application_2 Aug 21.v3.pdf
- 15. CPW Fact Sheet.pdf
- 16. AFCEP Instructions 18JULY2023.pdf
- 17. AD Pregnancy MFR.pdf



FY 25 Line Officer Board Schedule

 FY25 AIR FORCE BOARD SCHEDULE (LINE OFFICER)					
Board Number	AFCEP Request Window	AFRS Application Cut-Off	Board Dates	Estimated Release Date	Estimated OTS Class (Month/YR)
25OTS01 (Rated)	24 Aug - 15 Sep 24	22 Sep 24	21-25 Oct 24	29 Nov 24	Aug 25-Mar 26
25OTS02 (Rated)	22 Feb - 9 Mar 25	16 Mar 25	7-11 Apr 25	16 May 24	Aug 25-Mar 26
25OTS03 (Non-Rated)	5 - 20 Apr 25	27 Apr 25	19-23 May 25	25 Jul 25	Aug 25 - Mar 26
25OTS04 (Non-Rated)	20 JUL - 3 AUG 25	10 AUG 25	8 - 12 SEP 25	17 NOV 25	DEC 25 - JUN 26
25 CDCP CAD	Rolling	Rolling	Rolling	Rolling	Rolling
25 OTS CAD	Rolling	Rolling	Rolling	Rolling	Rolling
25 CPW CAD	Rolling	Rolling	Rolling	Rolling	Rolling

Notes: Boards are subject to change based on the needs of the Air Force

1. Scheduled boards are open to all Air Force Active Duty Enlisted, Air Force National Guard, Air Force Reserve, and Civilians
2. Each board selects applicants for Air Force Specialty Codes (AFSC) based on the OTS Production Program Guidance Letter (PPGL)
3. Applications must be received at AFRS NLT midnight CST by the AFRS Application Cut-Off date.
4. Estimated OTS Class is the projected OTS time frame once all post select requirements are met.
5. Critical Accessions Degree (CAD) Boards are based on the needs of the Air Force and will be rolling until all requirements are met.
 - a. Applications will be accepted at any time throughout the FY for potential candidates.
 - b. Please reference the "HOT!" message on our webpage: <https://www.recruiting.af.mil/About-Us/Line-Officer-Candidate-Information-and-Resources/> for current CAD opening

Effective Date: 6 Sep 2024



Who is getting selected?

- **Fewer and fewer enlisted members vs. civilians**
- **Rated Selects: 44% of applicants (365 of 847)**
- **Non-Rated Selects: 13% of applicants (100 of 747)**
- **Average Rank: TSgt**
- **Years in service: 8.5**
- **Average Rated GPA: 3.4**
- **Average Rated AFOQT Scores:**
 - **78 Pilot, 68 Nav, 53 Quantitative, 66 Verbal (2023)**
 - **58 AA, 51 Quantitative, 67 Verbal (2024)**
- **Average Rated PCSM Score: 53**
- **Average Non-Rated GPA: 3.4**
- **Average Non-Rated AFOQT Scores:**
 - **56 Pilot, 68 Nav, 52 Quantitative, 67 Verbal (2023)**
 - **62 AA, 51 Quantitative, 72 Verbal (2024)**

Tips for Success



- **STEM Degrees**
- **Study for the AFOQT – Khan Academy**
- **Take the AFOQT twice – they super score!**
- **Letters of Rec O-6 and above**
 - **Everyone has at least a Wg/CC endorsement**
 - **To get an LOR, they have to know who you are**
- **Tasteful Personal Statement**
 - **Emphasize leadership, be unique, while being genuine**
- **Start your Masters degree – one class makes a difference**
- **Put down as many career fields as you can**
- **Have your package ready, the tasker will be last minute**
- **Don't wait for the perfect time to apply**
- **Apply again**



Thanks for your attention!

Write down your questions, we will take them at the end



Capt James Rogers (607 AOC)



Hometown: Arlington, Texas

NAS JRB Fort Worth, Texas (2011-2014)

- 136th Aircraft Maintenance Sq. (AMXS)
- AFSC: 2A5X1, Crew Chief, C-130H

U.S. Air Force Academy, Colorado (2014-2018)

- Bachelor of Science in Management
- AFSC: 17D, Warfighter Comm. Ops.



Keesler AFB, Mississippi (2018-2019)

- 333rd Training Squadron (333 TS)

Schriever Space Force Base, Colorado (2019-2022)

- 4th Space Operations Squadron (4 SOPS)

West Texas A&M University (2019-2021)

- Master of Science in Finance & Economics

Osan Air Base, Republic of Korea (2022-present)

- 694th Intel Support Squadron (694 ISS)
- 607th Air Operations Center (607 AOC)





Air Force Academy History



USAFA was established April 1, 1954.

- **Airpower leaders, long before the Air Force was a separate service, argued that they needed a school dedicated to war in the air, to train Airmen.**
- **After September 1947, when the Air Force was established as a separate service, this idea finally had the legitimacy of the new service behind it.**
- **July 11, 1955, the same year construction on the Academy began in Colorado Springs, the first class of 306 men was sworn-in at a temporary site, Lowry Air Force Base in Denver, Colorado.**
- **More than 60 years after the first class was admitted, the Academy has graduated more than 54,000 officers.**



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US Air Force Academy

LEAD Program – Cadet Life



WINGS OF BLUE



POWERED FLIGHT



SOARING



CYBER



SPACE



MAJORS OFFERED

- Aeronautical Engineering
- Astronautical Engineering
- Behavioral Sciences
- Biology
- Chemistry
- Civil Engineering
- Computer Engineering
- Computer Science
- Cyber Science
- Data Science
- Economics
- Electrical Engineering
- English & Fine Arts
- Foreign Area Studies
- Geospatial Science
- History
- Legal Studies
- Management
- Mathematics
- Mechanical Engineering
- Meteorology
- Military & Strategic Studies
- Operations Research
- Philosophy
- Physics
- Political Science
- Systems Engineering

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Credit: Capt Kohler, Kathleen

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US Air Force Academy

LEAD Program – Background



■ USAFA

- 4-year public university in Colorado Springs, CO
- ~4,000 cadets total, ~850/year earn a commission upon graduation

■ Leaders Encouraging Airman Development (LEAD)

- Authorizes Commanders to nominate highly qualified Airmen to USAFA
- 85 slots awarded annually

■ Eligibility Requirements

- Must be a US Citizen, Unmarried, no Children, not pregnant
- Cannot be past 23rd birthday by 1 Jul of the year of entry to USAFA
- Cannot be past 22nd birthday by 1 Jul of year of entry to Prep School



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Credit: Capt Kohler, Kathleen



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US Air Force Academy

LEAD Program – Application



- **Pre-Candidate Questionnaire (Opens 1 Mar – 31 Dec year prior to entry)**
- **Candidate Kit (Open after Questionnaire approved – closes 15 Jan year of entry)**
 - 3 Letters of Evaluation (Sq/CC, 1st Sgt or Supervisor, other officer)
 - SAT/ACT score
 - High school, collegee, and/or CCAF transcripts
 - Candidate Fitness Assessment: push ups, pull ups, sit ups, shuttle run, basketball throw, 1 mi run
 - Medical Exam (Department of Defense Medical Examination Review Board)
 - Academy Liaison Officer virtual interview
 - Writing Sample
 - Extracurricular activities record
 - Optional 2x letters of recommendation
- **AF Form 1786, Nomination (Submit 1 July – 31 Jan year of entry)**
 - Signed by member, endorsed by Sq/CC endorsement, and processed by MPS

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Credit: Capt Kohler, Kathleen



Admissions Statistics

The acceptance rate is very selective at 11%. Total approximate applicants each year is 11,666.

Ranked #7 (2021) on Forbes' Top Public Colleges list.

Class of 2018 breakdown

- **1,206 men and women were inducted into the Academy. 984 cadets were scheduled to graduate. Attrition rate was 209 cadets (18%).**
 - **There were 942 men (78.1%) and 264 women (21.9%) in the class.**
 - **There were 585 (48.5%) cadets who were potentially pilot qualified.**
 - **The average high school GPA of the class was 3.9.**
 - **142 graduates attended the Air Force Academy Preparatory School.**
 - **45 graduates were previously enlisted Airmen.**
 - **417 graduates were scheduled to attend pilot training.**
 - **As of May 30, 2024, 54,883 men and women have commissioned into the USAF, and 485 into the USSF.**
-



Eligibility & Requirements

Academic

- **Higher standards are the norm. Recent year groups have averaged in the top 3% of their high school classes. Competitive candidates have a SAT score between 1230-1440, or an ACT score of 29-34.**

Character

- **The admissions process carefully reviews strength of character and leadership potential. Submission includes a recommendation letter, writing sample, and a personal data record review.**

Physical

- **Candidate Fitness Assessment – evaluation of the following events; basketball throw, pull-ups, shuttle run, modified sit-ups, push-ups, and a one-mile run.**

Medical

- **Medical examination and/or necessary medical waivers.**
-



Admissions Cycle

March 1 – December 31

- **Pre-candidate Questionnaire (PCQ) opens. Admissions application process is iterative. Several steps with numerous actions to complete during the open window.**

July 15 – January 15

- **Upon completion of PCQ, pre-candidate receives correspondence and guidance from USAFA for the duration of the application process.**

January – College Admissions Test (ACT & SAT) must be taken by this time for results to arrive at the Admissions office.

February-April – Applications are reviewed, and majority of appointments are offered during this time.

June – U.S. Air Force Academy class enters.



Frequently Asked Questions



Who can apply to USAFA? And how?

- Applicants must be at least 17 but not past their 23rd birthday by July 1st of the year they enter the Academy. Be a U.S. citizen. Be unmarried with no dependents. Be of good moral character.

What is the commitment after graduation?

- Depends on your AFSC. Non-rated jobs, 5-years. Rated jobs, 10-years.

What is a typical day for a cadet?

- A cadet's day starts early, by 0630 with morning formation, with academic classes in the morning and afternoon, noon-meal formation, and marching to lunch with their squadrons. Athletic practices, clubs, military training, and intramurals fill the afternoon until dinner. The day ends with taps at 2300 with dorm inspection, after many hours of studying and preparing for the next day.



Frequently Asked Questions

How does USAFA differ from a traditional college?

- USAFA provides a world class education, while also developing cadets through military, athletic, and character outcomes. **An Academy education is valued at more than \$416,000, no financial cost to the cadet or their family.**

What is the USAFA Preparatory “Prep” School?

- The Prep School prepares *cadet candidates* in academics, athletics, character development, and military training to succeed at the Academy. Cadet candidates are not guaranteed an appointment to the Academy. The Prep School is a rigorous 10-month program.

Do all graduates go on to be pilots?

- No, cadets must volunteer and be medically qualified to try and become an Air Force pilot. The majority of each graduating class chooses to go to pilot training after graduation.



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US Air Force Academy

LEAD Program – Contact Info



USAFA LEAD POC:

- +1 719-661-8428 or USAF_LEAD@afacademy.af.edu
- <https://www.academyadmissions.com>

AF
UNITED STATES
AIR FORCE ACADEMY
ADMISSIONS

✉ usafa.admissions.programs@afacademy.af.edu

🌐 academyadmissions.com

☎ 719-333-2233

📷 @usafaadmissions

The graphic features a background image of two Air Force Academy cadets in uniform. The text is centered and includes the AF logo, the full name of the institution, and contact information for admissions.

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Credit: Capt Kohler, Kathleen



Thanks for your attention!



Who, why, how



Hometown: Seattle, WA

**First-generation to be born in US –
parents from India**

**First to join U.S. military – WA Air
National Guard, 2010-2015**

- 1N051, 111th Air Support Operations Squadron

**Went to University of Washington
and joined AF ROTC in 2014,
commissioned as 14N in 2017**

- Degree: International Studies & South Asian Languages





Reserve Officers' Training Corps (ROTC)



ROTC is a demanding extracurricular activity on top of full-time school

- Marketed as “only 4-6 hours a week”... so much more.
- Leadership Lab – 2 hours, once a week; PT – 1 hour, twice a week; ROTC class – 1 hour, twice a week
- Crosstown vs non-crosstown

Split between first two years (General Military Course, GMC) and last two years (Professional Officer Course, POC)

- GMC = Acclimation to military culture and lifestyle, competing for Enrollment Allocation (EA) to Field Training
- POC = Develop as a leader, supervise/guide GMC cadets, prepare for job selection and commissioning

Generally, 3- or 4-year program, sometimes 2-year programs are offered

- 3-year cadets are known as “250s” – combining 1st and 2nd years classes
 - Prior Es, with proof of prior service, are waived out of 1st year classes

Field Training – 3 week-long BMT-esque training at Maxwell AFB, AL

- BMT vs Field Training... Different purposes
- Field Training is required before becoming a POC cadet
- Different majors = different chances to get EA

1. STEM majors
2. Strategic Language majors
3. Nursing
4. All Others

Same ranking for scholarships!



3 Year Program Overview



General Military Course (GMC)

Sophomore Year AS250

- 2 hours AS Class (AS100 & AS200)
- 2 hours PT
- 2 hours LLAB
- DoDMERB
- AFOQT

Field Training

- 2-week Leadership Evaluation
- Maxwell AFB, AL
- Competitive selection (nation wide)

Professional Officer Course (POC)

- 3 hour AS Class
- 2 hours PT
- 2 hours LLAB

- 3 hour As Class
- 2 hours PT
- 2 hours LLAB



Commission as a 2d Lieutenant after graduation



Professionalism - Teamwork - Leadership



4 Year Program Overview



General Military Course (GMC)

Freshman Year AS100

- 1 hours AS Class
- 2 hours PT
- 2 hours LLAB
- DoDMERB

Sophomore Year AS200

- 1 hours AS Class
- 2 hours PT
- 2 hours LLAB
- AFOQT

Field Training

Junior Year AS300

- 2-week Leadership Evaluation
- Maxwell AFB, AL
- Competitive selection (nation wide)

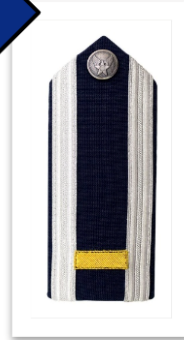
Professional Officer Course (POC)

Senior Year AS400

- 3 hour AS Class
- 2 hours PT
- 2 hours LLAB

Senior Year AS400

- 3 hour As Class
- 2 hours PT
- 2 hours LLAB



Commission as a 2d Lieutenant after graduation



Professionalism - Teamwork - Leadership

A Day in the Life



- **First and foremost: Full-time college student**
- **Core ROTC Events**
 - Leadership Laboratory: 2 hours a week
 - PT: 1 hour, twice a week
 - Aerospace Studies class: 1 hour, twice a week
- **Other parts of ROTC**
 - Side projects: Planning/executing training events; supervising cadets
 - Huge lift to balance
 - Special Events: Dining Out, Field Days, etc.
 - Extracurricular clubs: Arnold Air Society, Honor Guard, Spec Ops Prep Club
- **Lower- and upper-classmen**
 - General Military Course (GMC)
 - 1st Year: Intro to Air Force
 - 2nd Year: Field Training Preparation (Probably the hardest year)
 - Professional Officer Course (POC)
 - 3rd Year: Lower-level command (Taking care of cadets, tactical execution)
 - 4th Year: Higher-level command (Strategic vision, delegation – most insightful year)

ROTC Avenue 1 - ASCP



Traditionally three avenues for enlisted to pursue ROTC...

- **Airman Scholarship and Commissioning Program (ASCP)**
 - **Offers AD enlisted personnel opportunity to earn a commission who can complete all undergraduate and commissioning requirements in 3-4 years; selection board held once a year (January) and utilizes “whole person” concept to evaluate applicants**
 - **Application submission timeline: 1 Sep-15 Oct; waiver requests must be included in application; late packages not accepted**
 - **Those selected will separate, join an AFROTC detachment, and become a full-time student. USAF provides up to \$18k in tuition/fees scholarship, annual textbook allowance, and monthly nontaxable stipend – commission 4 years AD, 4 years IRR**
 - **Must have 12+ hours of graded college coursework with at least 3.0 GPA**
 - **ACT composite score of 22, SAT combined Reading/Math score of 1100, AFOQT score of 39 (Applicants with 24+ college credits do not need to submit Act/SAT but must meet min AFOQT scores)**
 - **Not authorized for a second bachelor’s or master’s degree**

ASCP BOARD	SELECTION PERCENTAGE
FY16	100%
FY17	100%
FY18	100%

ROTC Avenue 2 - SOAR



Traditionally three avenues for enlisted to pursue ROTC... (cont'd)

- Scholarships for Outstanding Airmen to ROTC (SOAR)
 - Virtually the same requirements and stipulations as ASCP
 - SOAR is a “commander’s program to select top-flight enlisted members for commissioning” – selections are made at the MAJCOM level for most Airmen; those assigned to FOAs and DRUs are selected from a Small Units selection board
 - Boards utilize “whole person” concept; applicants evaluated on ability to put their package together in the proper format IAW ECP Package Checklist
 - Applications with waivers included are due 1 Sep-15 Oct
 - Selection board meets once in a year (January)

MAJCOM/FOA/DRU	SOAR ALLOCATIONS
ACC	14
AETC	7
AFGSC	1
AFMC	4
AFSPC	3
AFSOC	2
AMC	8
PACAF	5
USAFE	4
All Other (Small Units Board)	3

ROTC Avenue 3 – POC-ERP



- Professional Officer Course-Early Release Program (POC-ERP)
 - POC-ERP offers AD enlisted personnel the opportunity to earn a commission who can complete all bachelor degree and commissioning requirements in 2 years; selection board held once a year (March) and utilizes a “whole person” concept
 - Application submission timeline: 3 February; waiver requests must be included in application; late packages are not accepted
 - Completed packages need to be emailed to the following org box: afrotc.rrue@us.af.mil
 - NOTE: You have the whole year to submit your package.
 - Board typically focuses on academic performance, CC recommendation, and airman’s duty performance history
 - Those selected separate from active duty, join an AFROTC detachment and become a full-time student. USAF provides a monthly nontaxable stipend. Upon graduation and completion of ROTC, commission with a 4-year AD, 4-year IRR commitment
 - Not authorized for a second bachelor’s or master’s degree; applicants within one year of completing their bachelor’s degree additionally may not participate

POC-ERP BOARD	SELECTION PERCENTAGE
FY15	46%
FY16	36%
FY17	100%
FY18	88%



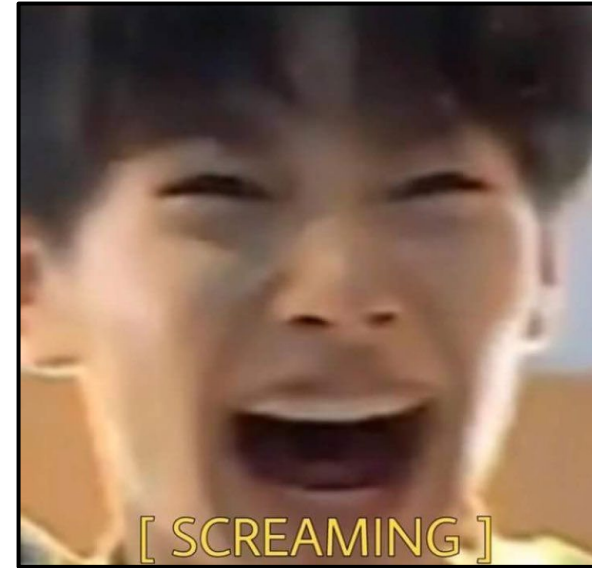
BUT CAPT STEPHENS!



"I don't want to lose my Gucci follow-on!"



"What about my GI Bill!?"



"I have too many college credits!"

There is one other way that no one ever really talks about...





ROTC Avenue 4 – GI Bill

The “Fourth” Way – Get out and go to ROTC

- **Use your GI Bill and/or compete for a scholarship**
 - **Generally, the GI Bill seems to be better than an AFROTC scholarship**
- **ACT/SAT scores required if under 24 college credits, AFOQT required always**
- **Getting accepted to ROTC is relatively easy so long as you don’t have a criminal record and not dishonorably discharged... but you need to be accepted by your university**
 - **You need to be accepted by your university, accepted by the ROTC cadre at your university, and enrolled in classes by the start of the school year – generally Fall Semester (August-September)**
- **More flexibility for your degree**
 - **Double major for your Bachelor’s, finish your undergraduate and go on to do entire or part of your graduate degree**
- **No need for CC recommendation or preparing a package**
- **My experience – this is the most common way Prior Es commission through ROTC**

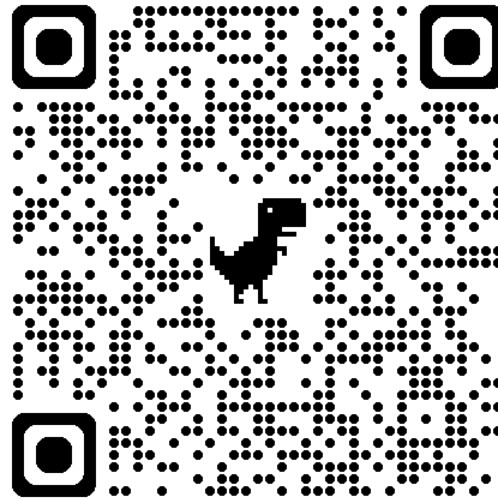
Perspectives and Advice



- **Be humble. Cadet life will be alienating as a person who has experienced the real Air Force. Do not let your experience get to your head.**
 - This is an opportunity for you to influence/guide future officers from the start
 - The quality of non-prior cadets will surprise you – both in good and bad ways
- **Persevere. I have seen many Prior E cadets drop out. The other side is worth it if your heart is in the right place.**
- **Keep an open mind. Being an officer is different than being enlisted; you have many transferable skills and you have gone through a lot to get to where you are at now. The transition is a learning experience, let it happen.**
- **Balance. Enjoy the experience of being a cadet *and* being a student as much as you can.**



Thanks for your attention!



Scan me!



U.S. AIR FORCE
ROTC

