

Warrant Officer Quick Guide
Application Process - Points of Contact - Frequently Asked Questions - Links

Warrant Officer Candidate (WOC) Application Process

1. Determine if you or one of your Soldiers meet the requirements below and contact a WO Strength Manager (WOSM) to determine eligibility for a **\$20,000 WO Accession Bonus**.

a. The following are **Minimum Eligibility Requirements**:

- Mental Aptitude** – An ASVAB minimum GT score of 110 is required. This cannot be waived; however, applicants can take an Armed Forces Classification Test (AFCT) to improve their scores. Applicants for WO Aviator must pass a flight aptitude test to qualify. The flight aptitude test and the retake of the ASVAB are administered at a MEPS office or the JFHQ-NY, MNP - Education Branch Office (518-272-6349) in Watervliet, NY.
- Age** - 18 to 46 years old on the date of initial appointment for technical WO MOSs. An age waiver is required over age 46. Applicants for WO Aviator positions must be between the ages of 18 and 32 on the date starting Initial Entry Rotary Wing (IERW) training.
- Citizenship** – Must be a U.S. citizen by birth or naturalization.
- Leadership** – Must possess outstanding leadership traits.
- Pay Grade** – The minimum pay grade requirements vary by DA MOS proponent with SGT (E5) being the most common. Aviation and Signal Corps are exceptions. Former Commissioned Officers must also complete the predetermination process for approval into a WO MOS.
- MOS** – Five years experience in an enlisted feeder MOS that builds to a WO is required by most DA MOS proponents. Reference the attached listing. Note, the WO Aviator MOS does not have an MOS or experience requirement.

b. The following are **Pre-Determination Packet (PDP) requirements**:

- Resume and Letters of Recommendation (LOR)** Soldiers must build a resume and secure a minimum of four LORs (CDR, First LTC in Chain of Command and a CW3 or higher in the WO MOS and the CCWO). The USAREC format must be used for the resume and LORs.
- Certified & Validated copy of ERB/ORB**
- Civilian Education** – High school diploma or GED completion. Some college level courses may be required depending on the DA WO MOS. Many require six credit hours of college level English.
- NCOERs/OERs** – Covering the period of service in the feeder MOS.
- Military Education** – requirements vary per the DA WO MOS. With the exception of Aviators, all require the Warrior Leadership Course (WLC) and many require the Advanced Leader Course (ALC – formerly BNCOC).
- Civilian Skills** – Civilian acquired skills and years of experience may be considered for some DA WO MOSs per the DA MOS proponent.
- Awards**
- Physical** – Must meet appointment physical standards in accordance with Chapter 2, AR 40-501 and height and weight standards of AR 600-9. All applicants must pass a standard APFT. The last three DA Form 705s with the most current within the past 12 months. Waivers will be considered for the 2-mile run ONLY if due to combat injury and will require approval by the DA G-3/5/7.
- Security Clearance** – A valid secret security clearance is required with some specialties, such as Military Intelligence requiring a higher than secret level (reference DA PAM 611-21).

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2. PDP packets are forward by the NYARNG WOSM thru NGB for review to the DA MOS proponent.
3. If DA MOS approval is secured but an age, moral, APFT or medical waiver is required, the applicant will work with the WOSM to prepare a waiver request for submission to or thru NGB to the DA directorate responsible for each respective waiver.
4. If no waiver is required or a waiver was granted, applicants work with their WOSMs to complete a WO appointment packet and get a Chapter 2 Commissioning Physical prior to appearance before a Federal Recognition Board (FRB).
5. The FRB convenes once a month at the JFHQ-NY. The FRBs mission is to determine that the candidate meets all the requirements for appointment as an officer. If approved by the FRB, MNP - Officer Personnel Management (OPM) will issue an order appointing the candidate as a WOC and placing them into the WO assignment with a primary MOS of 09W.
6. WOCs will have two years in which to complete the WO Candidate School (WOCS).
7. Currently, there are three options for completion of WOCS:
 - Soldiers who are an E5 and haven't graduated from Primary Leadership Development Course (PLDC)/Warrior Leaders Course (WLC) or are an E1 thru E4 must attend the Phase One and Phase Two Resident Active Component WOCS (seven weeks, two days) at Fort Rucker, AL
 - Soldiers E5 and above who have completed WLC/PLDC or an E6 or higher must complete a WOCS Phase One via Distributed Learning (DL) and attend the Phase Two Resident Active Component WOCS (five weeks) at Fort Rucker, AL
 - Soldiers E5 and above who have WLC/PLDC are eligible to attend a WOCS-Reserve Component program at a State Regional Training Institute (RTI). The Connecticut and Pennsylvania RTIs are programs most often used due to their geographical proximity to NY.
8. Graduation from WOCS will earn appointment as a WO1. WO Basic Course (WOBC) completion is required within two years of appointment as a WO1. WO1s are not qualified in their MOS until the WOBC is completed. The duration of each WOBC varies by MOS.

Points of Contact:

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WO MOS TITLE WITH ENLISTED FEEDER MOSs

as of 16 Oct 15

| WOMOS | Warrant Officer Title | Enlisted Feeder MOS |
|--------------|---|---|
| <u>120A</u> | <u>Construction Engineering Technician</u> | <u>12H, K, N, P, Q, R, T, W</u> |
| <u>125D</u> | <u>Geospatial Engineering Technician</u> | <u>12Y, 35F, 35G</u> |
| <u>131A</u> | <u>Field Artillery Targeting Technician</u> | <u>11C, 13B, D, F, M, P, R, T</u> |
| <u>140A</u> | <u>Command and Control Systems Technician</u> | <u>14G, 14H & 14S</u> |
| <u>150A</u> | <u>Air Traffic Control Technician</u> | <u>15Q</u> |
| <u>150U</u> | <u>Tactical Unmanned Aerial Systems (TUAS) Operations Technician</u> | <u>15E, 15W</u> |
| <u>151A</u> | <u>Aviation Maintenance Technician</u> | <u>All CMF 15 MOS (Excluding 15P & 15Q)</u> |
| <u>153A</u> | <u>Rotary Wing Aviator</u> | <u>All MOSs</u> |
| <u>255A</u> | <u>Information Services Technician</u> | <u>All MOSs (Must have 4 years IT experience IAW prerequisites) 25B, N, U</u> |
| <u>255N</u> | <u>Network Management Technician</u> | <u>All MOSs (Must have 4 years IT experience IAW prerequisites) 25F, P, Q, S, W</u> |
| <u>270A</u> | <u>Legal Administrator</u> | <u>27D</u> |
| <u>290A</u> | <u>Electronic Warfare Technician</u> | <u>29E, 25B, 25E or 13F with ASI 1J</u> |
| <u>350F</u> | <u>All Source Intelligence Technician</u> | <u>35F</u> |
| <u>350G</u> | <u>Imagery Intelligence Technician</u> | <u>35G</u> |
| | | |
| <u>351L</u> | <u>Counterintelligence Technician</u> | <u>35L</u> |
| <u>351M</u> | <u>Human Intelligence Collection Technician</u> | <u>35M</u> |
| <u>352N</u> | <u>SIGINT Analysis Technician</u> | <u>35N, 35P, 35Q</u> |
| <u>353T</u> | <u>Military Intelligence Systems Maintenance/Integration Technician</u> | <u>35T</u> |
| <u>420A</u> | <u>Human Resources Technician</u> | <u>42A/42F</u> |
| <u>420C</u> | <u>Bandmaster</u> | <u>All CMF 02 MOS's (ALL CMF 42R & 42S)</u> |
| <u>740A</u> | <u>Chemical, Biological, Nuclear and Radiological</u> | <u>74D</u> |
| <u>882A</u> | <u>Mobility Officer</u> | <u>88N, 88M, 88H</u> |
| <u>890A</u> | <u>Ammunition Warrant Officer</u> | <u>89A, 89B, 89D</u> |
| <u>913A</u> | <u>Armament Systems Maintenance WO</u> | <u>91F, 91A, M, P, S</u> |
| <u>914A</u> | <u>Allied Trades Warrant Officer</u> | <u>91E</u> |
| <u>915A</u> | <u>Automotive Maintenance Warrant Officer</u> | <u>91A, B, C, D, H, L M, P, S, X,</u> |
| <u>919A</u> | <u>Engineer Equipment Maintenance WO</u> | <u>91B, C, D, H, J, L, and X</u> |
| <u>920A</u> | <u>Property Accounting Technician</u> | <u>92Y, 68J</u> |
| <u>920B</u> | <u>Supply Systems Technician</u> | <u>92A</u> |
| <u>921A</u> | <u>Airdrop Systems Technician</u> | <u>92R</u> |
| <u>922A</u> | <u>Food Service Technician</u> | <u>92G, 68M</u> |
| <u>923A</u> | <u>Petroleum Systems Technician</u> | <u>92F, 92L, and 92W</u> |
| <u>948B</u> | <u>Electronic Systems Maintenance WO</u> | <u>94D, E, F, H, R, W, Y & Z</u> |
| <u>948D</u> | <u>Electronic Missile Systems Maintenance</u> | <u>94A, M, P, S, T, X, & Z</u> |

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Q. What is a Warrant Officer?

A. New DA PAM 600-3 Definition; The Army Warrant Officer is a self-aware and adaptive technical expert, combat leader, trainer, and advisor. Through progressive levels of expertise in assignments, training and education, the Warrant Officer is an innovative integrator of emerging technologies, a dynamic teacher, a confident war fighter, and a developer of specialized teams of Soldiers. They support a wide range of Army missions throughout their career. Warrant Officers in the Army are accessed with specific levels of technical ability. They refine their technical expertise and develop their leadership and management skills through tiered progressive assignment and education.

Q. Do I have a contract or a commission as a Warrant Officer?

A. Candidates who successfully complete Warrant Officer Candidate School are appointed in the grade of WO1. With the passage of the 2011 National Defense Authorization Act, all WOs including WO1s are commissioned by the President and have the same legal status as their traditional commissioned officer counterparts. Warrant Officers remain single-specialty officers whose career track is oriented towards progressing within their career field rather than command and staff duty.

Q. How can I find out what the DA MOS proponent requirements are for each WO MOS?

A. Contact your WOSM or reference the USAREC web link below for the WO Proponent MOS.

Q. Do I have to be a Sergeant before I start WOCS?

A. With the exception of Aviation and Signal Corps Candidates, the minimum rank required for most specialties is SGT (E5) or higher as established by the DA MOS proponents. Former Commissioned and Warrant Officers are eligible for appointment without attending WOCS, but must complete the predetermination process for approval for entry into a WO career field.

Q. Can I be promoted as an Enlisted Soldier prior to WOCS?

A. You are promotable during the predetermination process; however, once you obtain your Federal Recognition and your rank becomes WOC you will no longer be promotable as an Enlisted Soldier.

Q. How do I prepare for WOCS?

A. All Warrant Officer Candidates must meet the prerequisites and all administrative requirements. Commands should assign WOCs a mentor to guide them through the WOCs preparation process.

Links

- US Army Warrant Officer Career College web site: Provides information on the WO Candidate School and other WO courses. <http://usacac.army.mil/cac2/WOCC/index.asp>
- National Guard: Become a Warrant Officer website: Contains WO information and videos. <http://www.nationalguard.com/careers/become-a-warrant-officer>
- US Army Recruiting Command website: Provides a listing of all WO MOSs in the US Army with enlisted feeder MOSs requirements and an overview of duties and responsibilities and eligibility requirements for each Warrant Officer MOS. There is also an MOS Conversion list for Air Force, Navy and USMC. http://www.usarec.army.mil/hq/warrant/Wogeninfo_mos.shtml
- NYARNG Military Personnel Directorate AKO website. On bottom left click on MNP-WOPD: Site contains NYARNG WO authorizations, vacancies and other NY related WO information. <https://www.us.army.mil/suite/designer>