

# COAST GUARD RECRUITING



**COMDTINST 1100.2H**  
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COMMANDANT INSTRUCTION 1100.2H

Subj: COAST GUARD RECRUITING

- Ref:
- (a) Enlistments, Evaluations, and Advancements, COMDTINST M1000.2 (series)
  - (b) Officer Accessions, Evaluations, and Promotions, COMDTINST M1000.3 (series)
  - (c) Reserve Policy Manual, COMDTINST M1001.28 (series)
  - (d) Body Composition Standards Program, COMDTINST 1020.8 (series)
  - (e) Medical Standards for Appointment, Enlistment, or Induction in the Military Services, DoDI 6130.03
  - (f) Military Assignments and Authorized Absences, COMDTINST M1000.8 (series)
  - (g) United States Coast Guard Regulations 1992, COMDTINST M5000.3 (series)
  - (h) Armed Forces, 10 U.S.C.
  - (i) Uniform Code of Military Justice, 10 U.S.C. § 47
  - (j) Public Law 113-66, "National Defense Authorization Act for Fiscal Year 2014" December 26, 2013
  - (k) Discipline and Conduct, COMDTINST M1600.2 (series)
  - (l) Enlisted Personnel Administrative Boards Manual, PSCINST M1910.1 (series)
  - (m) Privacy Act of 1974, 5 U.S.C. § 552a
  - (n) Coast Guard Pay Manual, COMDTINST M7220.29 (series)
  - (o) Use of Directory Information on Secondary School Students for Military Recruiting Purposes, DoDI 1304.24
  - (p) Inter-Service and Inter-Component Transfers of Service Members, DoDI 1300.04
  - (q) Fulfilling the Military Service Obligation (MSO), DoDI 1304.25
  - (r) Tattoo, Body Marking, Body Piercing, and Mutilation Standards, COMDTINST 1000.1 (series)
  - (s) Military Separations, COMDTINST 1000.4 (series)
  - (t) Physical Disability Evaluation System, COMDTINST M1850.2 (series)
  - (u) National Defense, 32 C.F.R.
  - (v) Military Bonus and Incentive Programs, COMDTINST 7220.2 (series)
  - (w) Coast Guard Academy Scholar Program Administration, COMDTINST 5354.2 (series)
  - (x) Performance, Training and Education Manual, COMDTINST M1500.10 (series)

- (y) Coast Guard Aviation Medicine Manual, COMDTINST M6410.3 (series)
- (z) Qualification Standards for Enlistment, Appointment, and Induction, DoDI 1304.26
- (aa) Coast Guard Medical Manual, COMDTINST 6000.1 (series)
- (bb) Food and Drugs, 21 C.F.R.
- (cc) Acquisition and Use of Criminal History Record Information for Military Recruiting Purposes, DoDI 1304.23
- (dd) DoD Military Personnel Accession Testing Programs, DoDI 1304.12E
- (ee) Coast Guard, 14 U.S.C.
- (ff) Pay and Allowances of the Uniformed Forces, 37 U.S.C.
- (gg) Certificate of Release or Discharge from Active Duty, DD Form 214, COMDTINST M1900.4 (series)
- (hh) Reserve Duty Status and Participation Manual, COMDTINST M1001.2 (series)
- (ii) The Coast Guard Freedom of Information and Privacy Acts Manual, COMDTINST M5260.3 (series)
- (jj) Military Religious Accommodations, COMDTINST 1000.15
- (kk) Temporary Separations, COMDTINST M1040.6 (series)
- (ll) Aliens and Nationality, 8 U.S.C. § 1440
- (mm) Military Civil and Dependent Affairs, COMDTINST M1700.1 (series)

1. PURPOSE. This Instruction provides Coast Guard policy concerning recruiting programs and the recruitment of Coast Guard military personnel.
2. ACTION. All Coast Guard unit commanders, commanding officers, officers-in-charge, deputy/assistant commandants, chief of headquarters directorates must comply with the policies contained.
3. AUTHORIZED RELEASE. Internet release is authorized.
4. DIRECTIVES AFFECTED. Coast Guard Recruiting Manual, COMDTINST M1100.2G, is hereby cancelled.
5. BACKGROUND. Coast Guard policy for recruiting has changed and continues to change with the needs of the Service. The ability to recruit remains important for the Coast Guard. This Instruction provides policy for various officer, enlisted and reserve programs.
6. DISCLAIMER. This guidance is not a substitute for applicable legal requirements, nor is it itself a rule. It is intended to provide administrative guidance for Coast Guard personnel and is not intended, nor does it impose, legally-binding requirements on any party outside the Coast Guard.

7. MAJOR CHANGES. Coast Guard Recruiting Instruction is now updated to reflect current policy that includes the following:
  - a. Restructuring of Chapter 3 and Chapter 7.
  - b. Two-year enlistments for non-prior service recruits.
  - c. Updated age criteria for various programs and active duty enlistment.
  - d. Updated Basic Financial Criteria on Table 4-7.
  - e. Direct Commission Health Service Officer (DCHSO) and Direct Commission Cyber Officer (DCCO) accession programs.
  - f. Removal of test scores for officer programs, with exception of Wilks Flight Initiative (WiFi).
  - g. Updated Lateral Entry Program criteria in Chapter 3.
8. SCOPE AND AUTHORITIES. It is recommended the reader become familiar with the directives and publications noted throughout this Instruction.
9. ENVIRONMENTAL ASPECT AND IMPACT CONSIDERATIONS. The Office of Environmental Management, Commandant (CG-47) reviewed this Commandant Instruction and the general policies contained within and determined that this policy falls under the Department of Homeland Security (DHS) categorical exclusion A3. This Commandant Instruction will not result in any substantial change to existing environmental conditions or violation of any applicable federal, state, or local laws relating to the protection of the environment. It is the responsibility of the action proponent to evaluate all future specific actions resulting from this policy for compliance with the National Environmental Policy Act (NEPA), other applicable environmental requirements, and the U.S. Coast Guard Environmental Planning Policy, COMDTINST 5090.1 (series).
10. DISTRIBUTION. Electronic distribution in the Directives System Library. Intranet/Pixel Dashboard: Directives Pubs, and Forms - PowerApps (appsplatform.us) . If Internet released: Commandant Instructions (uscg.mil) , Coast Guard Forms (uscg.mil) .
11. RECORDS MANAGEMENT CONSIDERATIONS. Records created as a result of this Instruction, regardless of format or media, must be managed in accordance with Records & Information Management Program Roles and Responsibilities, COMDTINST 5212.12 (series) and the records retention schedule located on the Records Resource Center Microsoft SharePoint site at: <https://uscg.sharepoint-mil.us/sites/cg61/SitePages/CG-611-RIM.aspx> .
12. FORMS. Suggested changes and/or corrections for immediate action may be submitted to [USCG.Forms@uscg.mil](mailto:USCG.Forms@uscg.mil).

13. SECTION 508. This policy is created to adhere to accessibility guidelines and standards as promulgated by the U.S. Access Board with consideration of Information and Communications Technology (ICT) requirements. If accessibility modifications are needed for this artifact, please communicate with the Section 508 Program Management Office (PMO) at [Section.508@uscg.mil](mailto:Section.508@uscg.mil). Concerns or complaints for non-compliance of policy and/or artifacts may be directed to the Section 508 PMO, the Civil Rights Directorate (<https://www.uscg.mil/Resources/Civil-Rights/>) for the Coast Guard, or to the U.S. Department of Homeland Security at [accessibility@hq.dhs.gov](mailto:accessibility@hq.dhs.gov).
14. REQUEST FOR CHANGES. Recommendations for changes or improvements to recruiting programs, recruiting policy, and/or the Coast Guard Recruiting Manual, COMDTINST M1100.2 (series), are welcome and should be submitted via the chain of command to the Office of Military Personnel, Policy Sustainment Division, Commandant (CG-1M11), at [HQS-PolicyandStandards@uscg.mil](mailto:HQS-PolicyandStandards@uscg.mil).

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## CHAPTER 1 ORGANIZATION AND RESPONSIBILITIES

### A. Overview and Recruiting Policy and Procedures.

1. Policy. This Instruction is structured such that the policy information in each Chapter builds upon that which is presented in earlier Chapters. This Chapter describes the Coast Guard Recruiting Program's mission statement and organization. Chapter 2 addresses overarching program policy, including where statute and regulation form the framework for the policy. Chapter 3 provides brief descriptions of the various recruiting programs used to source the enlisted and officer personnel requirements of the Coast Guard and Coast Guard Reserve. Chapter 4 establishes the basic standards and general eligibility requirements applicable to all segments (enlisted and officer, Regular and Reserve) or particular segments, where differentiated, of the recruiting mission. Chapters 5 through 7 detail any additions or exceptions to the basic and general criteria that are applicable to enlistment in the Regular Coast Guard (Chapter 5), enlistment in the Coast Guard Reserve (Chapter 6), and officer appointments in the Coast Guard or Coast Guard Reserve (Chapter 7). Chapter 8 is a glossary of abbreviations and definitions used in this Instruction.
2. Procedures. The Coast Guard Personnel Service Center (CG PSC) and the Coast Guard Recruiting Command (CG RC) are responsible for promulgating procedures to implement the policy established in this Instruction, and accomplish the mission of the Coast Guard Recruiting Program.
3. Additional Information. Coast Guard military and civilian personnel, whether or not directly involved in the recruiting mission, prospective enlisted and officer applicants, and the general public are encouraged to refer to CG RC's website ([www.gocoastguard.com](http://www.gocoastguard.com)) where additional valuable information on the various enlistment and appointment programs, including application procedures and deadlines, current forms, any other eligibility requirements, etc., is posted. Reserve Component recruitment continues to be a critical mission, providing Coast Guard operational Commanders access to this vital surge capacity is imperative.

**B. Recruiting Mission Statement.** The mission of the Coast Guard Recruiting Program is to provide a skilled, diverse, and highly qualified military workforce that is capable of meeting Coast Guard active duty, reserve, and officer accession goals and military personnel requirements.

Note: Officer accessions through the Coast Guard Academy (CGA) are not specifically included in the Coast Guard Recruiting Program; however, see Section 3.C.2. of this Instruction for information resources on appointment as a CGA cadet. The Coast Guard Recruiting Program is not responsible for the recruitment of U.S. Public Health Service and U.S. Navy Chaplain Corps officers who may serve on duty in the Coast Guard.

### C. Coast Guard Recruiting Organization and Responsibilities.

1. Coast Guard Headquarters.
  - a. Commandant. The Commandant is responsible for all Coast Guard missions, programs, and policies.
  - b. Assistant Commandant for Human Resources (CG-1). The Assistant Commandant for Human Resources (CG-1) is responsible for all aspects of personnel management, including recruiting and accessions. Effective recruiting is critical to the Commandant (CG-1) mission, which is to meet the human capital needs of the Coast Guard and the needs of Coast Guard personnel by getting the right people to the right place at the right time, with the right human support services. Commandant (CG-1) exercises technical authority and technical control over CG PSC and CG RC.
  - c. Office of Military Personnel Policy (CG-1M11). Under the general direction and supervision of the Assistant Commandant for Military Personnel (CG-1M), the Chief, Office of Military Personnel Policy (CG-1M1) coordinates with the Office of Workforce Forecasting and Analysis (CG-DPR-22), the Office of Diversity and Inclusion (CG-DPR-4), CG PSC, CG RC, and CGA to establish policy, set minimum qualification limits, and promote opportunities in the Coast Guard military recruiting program. Commandant (CG-1M1) develops policies for the accession of military personnel.
2. Coast Guard Personnel Service Center (CG PSC). The Commander of the Coast Guard Personnel Service Center (CG PSC-c) is responsible for the effective management and implementation of the Coast Guard Recruiting Program. CG PSC provides oversight and exercises technical authority and technical control over CG RC.
3. Coast Guard Recruiting Command (CG RC). The Commanding Officer of the Coast Guard Recruiting Command (CG RC-c) is responsible for the development, management, and execution of all Coast Guard active duty, Reserve, and non-CGA officer recruiting programs. CG RC-c exercises command authority for all personnel on staff at CG RC and all Coast Guard Recruiting Offices.
4. Coast Guard Recruiting Offices. Coast Guard Recruiting Offices are normally located in major population areas where there is a diversity of applicants with the greatest propensity to join the CG. CG RC assigns each Recruiting Office a geographic area of responsibility (AOR), and the Recruiter-in-Charge (RIC) is responsible for planning recruiting activities within the assigned AOR. See 2.B.2. of this Instruction for more information on the RIC.

5. Authorities. CG PSC-c is designated as the final approval authority for rendering eligibility determinations, granting waivers, and all other decisions required in the implementation of Service recruiting policy and the execution of the Coast Guard Recruiting Program; however, this authority will typically be exercised by CG RC-c. Commandant does not reserve any authorities for Headquarters action.
6. Delegations. CG PSC-c and CG RC-c may delegate authority for recruiting actions to the appropriate CG PSC and CG RC organizational level. Unless otherwise specified by CG PSC-c or CG RC-c, the authority to render decisions on waivers and eligibility determinations is established as follows:
  - a. Commissioning Programs. With the exception of medical/physical examination standards, the Officer Personnel Management Division of the Officer Boards, Promotions, and Separations Branch (CG PSC-OPM-1) is the authority for all commissioning programs other than Selected Reserve Direct Commission (SRDC), Direct Commission Lawyer – Selected Reserve (DCL-SELRES), and Direct Commission Physician Assistant – Selected Reserve (DCPA-SELRES). The Reserve Personnel Management Division (CG PSC-RPM) is the authority for the SRDC, DCL-SELRES, and DCPA-SELRES programs.
  - b. Officer Medical/Physical Examination Standards. The Chief Medical Officer in the Personnel Services Division, Medical Review Branch (CG PSC-PSD-MED) is the authority for all non-aviation commissioning programs. The authority for aviation programs is the Officer Personnel Management Division of the Officer Assignments Branch (CG PSC-OPM-2).
  - c. All Others. The Coast Guard Recruiting Command for the Accessions Division (CG RC- acc) will normally render all other decisions on waivers and eligibility determinations.
7. Limitations. A decision authority may not be delegated below the level where either this Instruction or related Service policy separately establishes that decision authority. For example, Reference (d) designates the Enlisted Personnel Management Division of the Advancements and Separations Branch (CG PSC-EPM-1) and the Reserve Personnel Management Division of the Reserve Component Category Management Branch (CG PSC- RPM-1) as the approving authorities for reentry of personnel discharged for weight and body fat standards non-compliance.

**D. Military Entrance Processing Station (MEPS).**

1. Purpose. The mission of the U.S. Military Entrance Processing Command (USMEPCOM) is to evaluate applicants by applying established Department of Defense (DoD) standards during processing in order to determine eligibility for military service. See also Reference (e), which is applicable to the Coast Guard at all times. Under USMEPCOM, the purpose of the Military Entrance Processing Station (MEPS) is to examine an applicant's aptitude and physical qualifications for accession into the Armed Forces, according to established Coast Guard eligibility standards, and prepare applicants for accession into the Coast Guard or Coast Guard Reserve.
2. Coast Guard Responsibilities.
  - a. The Secretary of the Department of Homeland Security, through the Commandant, is responsible for:
    - (1) Assigning Coast Guard personnel as liaisons to the MEPS, and funding all related pay and allowance costs, including temporary duty (TDY) travel for Service unique purposes.
    - (2) Providing standards and guidance to MEPS personnel for the successful preparation of Coast Guard applicants for accession.
    - (3) Funding transportation, meals, and lodging costs of Coast Guard applicants undergoing evaluation at the MEPS.
  - b. Coast Guard Personnel Service Center and Coast Guard Recruiting Command must:
    - (1) Ensure that preliminary screening of applicants against entry-level requirements is conducted prior to referral to MEPS for medical examination.
    - (2) Schedule applicants in accordance with MEPS procedures in order to meet the MEPS workload demands.
    - (3) Arrange transportation for applicants to the MEPS, remote Military Entrance Test (MET) site, or place of lodging when appropriate, and return to their residence when applicable.
    - (4) Assume responsibility for applicants who, as a result of misconduct, medical or family emergency, legal issues, or any other problem not a direct result of MEPS processing, cannot continue processing or are delayed from reporting to their duty assignment.

3. Physical Examination Approving Authority.
  - a. **Physical Examinations Completed by MEPS.** The MEPS is the reviewing authority for Coast Guard physical examinations conducted by MEPS physicians. Upon receipt of a MEPS-approved physical examination, no further medical review is required before accession of the applicant, except for any applicable physical inspection performed by MEPS.
  - b. **Period of Validity.** The MEPS physical examination is valid for 24 months. Immediately preceding accession, all applicants are required to disclose any illness or medical treatment that occurred since the date of the last MEPS physical examination.
  - c. **Non-MEPS Physical Examinations.** CG PSC-c is the reviewing authority for physical examinations not performed at MEPS. For example, recent, valid physical examinations performed by the Coast Guard that are as complete as a MEPS physical examination and satisfy an accession program's requirements. However, see Section 1.C.6 of this Instruction regarding the potential delegation of this authority.

## CHAPTER 2 POLICIES

### A. General.

1. Recruiting Process Overview. The Coast Guard offers service to the nation, rewarding missions, personal challenges, teamwork, responsibility, personal benefits, vocational training, and the potential for advancement. The recruiting process involves promoting all of these aspects in seeking, evaluating, selecting, and accessing productive individuals into the Coast Guard or Coast Guard Reserve. All applicants who meet the prescribed standards and eligibility requirements are acceptable for enlistment or commissioning. No applicant will be refused because of race, color, religion, national origin, gender, or sexual orientation.
2. Selective Recruiting and the Holistic Concept. To be considered for entry into the Coast Guard or Coast Guard Reserve, applicants must meet the basic eligibility criteria and the specific requirements of the relevant accession program. However, meeting the eligibility requirements does not guarantee acceptance into the Service. An application may be denied when, based on articulable facts, it is determined that accession would not be in the best interest of the Coast Guard. In reviewing an application, the Coast Guard will evaluate how all of an applicant's attributes combine to form a holistic picture, and will assess the applicant's potential for success in the Coast Guard or Coast Guard Reserve. Selective recruiting combines the holistic concept with factors such as the recruiter's judgement, needs of the Service, and the current recruiting environment.

### B. Resources and Administration.

1. Assignment to Recruiting Duty. Recruiting positions are considered special duty assignments. Coast Guard members desiring assignment to recruiting duty must meet the minimum standards for special duty and additional qualifications required for recruiting duty. Recruiting duty is both rewarding and challenging, and potential recruiters must project a positive, energetic, and supportive attitude toward a career with the Coast Guard and/or Coast Guard Reserve. Recruiters should be enthusiastic about their Coast Guard experiences and willing to share those experiences with others. See also Reference (f) for information on the required qualifications and the application, selection, training, and assignment process for recruiting duty.
2. Recruiter-in-Charge (RIC). Commanding Officer for the Coast Guard Recruiting Command designates Recruiters-in-Charge (RICs). RICs are responsible for the leadership of their recruiting office, the performance of assigned recruiters, and meeting established active duty, reserve, and officer recruiting goals.

3. Other Resources. Many civic and military affiliated organizations are ready and willing to assist recruiters in achieving recruiting goals by providing leads, positively influencing young people to consider the Coast Guard, and helping at exhibitions or other public relations functions. These volunteers include the Coast Guard Auxiliary, Navy League, and local and national affinity groups, among others. The Coast Guard will, whenever possible, establish and maintain relationships, whether formal or informal, with such organizations.
4. Administration of the Oath.
  - a. Oath of Enlistment. In accordance with Section 7-1-8.E. of Reference (g), Recruiters-in-Charge (E-6 and above) and other designated recruiting petty officers may administer the oath of enlistment. See also Section 936(b)(5) of Reference (h).
  - b. Oath of Office. The Oath of Office for a newly commissioned officer cannot not be administered until the Secretary of Homeland Security has granted appointment authority. A commissioned officer of the U.S. Armed Forces (including retired officers), notary public, judge, or court clerk must administer the Oath of Office.
  - c. Authorized Omission from the Oath. In swearing or affirming the oath of enlistment or appointment, as applicable, into the Coast Guard or Coast Guard Reserve, the applicant may omit the words "So help me God" from the end of the oath.

### **C. Recruiter Conduct and Professionalism.**

1. The Standard. Recruiters will maintain the highest standards of conduct and professionalism with all leads, prospects, and applicants during all phases of the recruiting process. Recruiters will, at all times, treat leads, prospects, and applicants with courtesy, respect, and honesty. Any actual or perceived abuse of a recruiter's position erodes respect for military authority and is prejudicial to the good order and discipline of the Coast Guard.
2. Recruiter Misconduct. The Coast Guard will not tolerate misconduct or violations of recruiting standards. Recruiters who engage in misconduct or violate recruiting standards are subject to disciplinary action and punishment under Section 92 of Reference (i). Recruiting Personnel must report actual or suspected recruiting malfeasance, misconduct, or irregularities to the Recruiter-in-Charge, or an appropriate level in the chain of command. The Coast Guard will conduct an official inquiry into any allegation of recruiter misconduct.



3. Consequences of Sexual Misconduct. Reference (j) provides enhanced protections for prospective members and new members of the Armed Forces during entry-level processing and training. The National Defense Authorization Act (NDAA) applies to personnel assigned to duty in the recruiting mission, including at a MEPS, among others. Inappropriate and prohibited relationships, communication, conduct, or contact between members assigned to the Coast Guard's recruiting mission and prospective, or new members of the Armed Forces over whom the recruiting personnel exercises authority or control, constitutes a violation of Service policy. This includes when such an action is consensual.
  - a. Relationships with Applicants. Recruiters will not attempt to develop, engage in, or maintain an intimate or inappropriate relationship with any leads, prospects, or applicants, or their family members. Examples of inappropriate relationships include, but are not limited to dating, making sexual advances, using rank or position to gain sexual favors, and any verbal or physical conduct of an unprofessional or sexual nature that creates an intimidating, hostile, or offensive environment. See also Reference (k) for additional information, including examples, on Service policy related to interpersonal relationships.
  - b. Zero Tolerance – Separation from the Coast Guard. As discussed in Section 2.C.2. above, recruiting personnel who violate this policy are subject to disciplinary action and punishment under the Uniform Code of Military Justice (UCMJ). Even for the first substantiated violation of the policy, when the violator is not otherwise punitively discharged or dismissed from the Coast Guard, the violator must be processed for administrative separation from the Service. The member will be afforded the same rights as non-recruiting personnel being separated from the CG, and any separation decision will be based on the full facts of the case. See also Reference (l) for information on administrative board procedures.

#### **D. Rights of Prospects and Applicants.**

1. Privacy Act. A Privacy Act Statement is required to be provided to all persons asked to provide personal information about themselves, which will go into a system of records. In cases where the collection is not part of a system of records, but is considered privacy sensitive, a Privacy Notice is required. All Privacy Act Statements and Privacy Notices must be reviewed by the Office of Privacy Management (CG-6P) and approved by the DHS Privacy Office prior to posting on the form. In accordance with Reference (m), recruiters are required to inform each individual whom it asks to supply information on the form which is used to collect the information, or on a separate form that can be retained by the individual:
  - a. The authority (whether granted by statute, or by executive order of the President), which authorizes the solicitation of the information, whether disclosure of such information is mandatory or voluntary.

- b. The principal purpose or purposes for which the information is intended to be used.
  - c. The routine uses which may be made of the information.
  - d. The effects on the individual, if any, of not providing all or any part of the requested information.
  - e. Ensure that all applicants for entry into the Coast Guard or Coast Guard Reserve read the Privacy Act Statement and thoroughly understand the provisions therein, prior to the processing phase.
  - f. Have prior service applicants complete and sign a Privacy Act Release Form, authorizing the release of military service information and documents to the Coast Guard Pay and Personnel Center (CG PPC), so that proper creditable service and sea time can be established.
2. Sexual Orientation. The Department of Homeland Security considers a person's sexual orientation or sexual identity, distinct from gender identity, a personal and private matter. Sexual orientation is not a bar to enlistment or appointment.
  3. Separation Pay. The receipt of separation pay is not a barrier to the accession of prior-service applicants. The Government will recoup the separation pay if the member subsequently qualifies to receive retired pay. See also Reference (h) and Chapter 10 of Reference (n) for information on separation pay and the requirement to enter into a Reserve service obligation as a condition of receiving separation pay.
  4. Other Rights. Every applicant will be advised of the following additional rights:
    - a. The right to an environment free from discrimination and harassment.
    - b. The right to report, without fear of reprisal, any improper or immoral behavior by Coast Guard recruiters, other Coast Guard members, Department of Homeland Security employees, or Department of Defense members.
    - c. If denied entry into the Coast Guard or Coast Guard Reserve, the right to a clear explanation for the denial.

**E. Restrictions on the Recruitment of Certain Prospects.**

1. High School (Secondary Education) Students. The Coast Guard Recruiting Program must strive for voluntary cooperation with education officials in order to attract a high-quality cross-section of youth to military service (see Reference (o)). Students in secondary schools will be encouraged to graduate. Therefore, discussions with high school students regarding an active duty enlistment must be limited to post-graduation opportunities. However, Coast Guard Reserve programs and a Reserve enlistment are pre-graduation opportunities that may be discussed with secondary school students.
2. Prior-Service and Current Active Duty to Reserve Personnel.
  - a. **Prior-Service Applicants.** Prior-service individuals are considered new accessions to the Coast Guard or Coast Guard Reserve. The accession of a prior-service applicant, then, is an enlistment or appointment, vice a reenlistment or re-appointment. Consequently, prior-service applicants must meet all of the basic standards and requirements to be eligible for accession in the Coast Guard or Coast Guard Reserve.
  - b. **Applicants Currently in Military Service:**
    - (1) **Currently on Active Duty in another Service.** No member of the U.S. Armed Forces currently serving as a Regular, or as a Reserve on Extended Active Duty (EAD), or in an active duty for training status in one branch will be enlisted or commissioned in another branch of the U.S. Armed Forces.
    - (2) **Currently in a Reserve Component of another Service.** Before enlistment or commissioning in any Coast Guard or Coast Guard Reserve program, an individual serving in a Reserve component or the Delayed Entry Program (DEP) of another branch of the U.S. Armed Forces must be discharged. Waivers are not authorized.
    - (3) **Request for Conditional Release.** Applicants currently in a military Service must obtain an approved Request for Conditional Release, DD Form 368, from their Service. Discharge from the applicant's Service component is contingent upon enlistment or appointment in the Coast Guard or Coast Guard Reserve.
    - (4) **Policy References.** See Reference (p), as applicable.

**F. Service Obligation.**1. Statutory and Contractual Service.

- a. **Statutory Service.** Under the provisions of Reference (h), as amended by Public Law 98-94, each person who initially becomes a member of the U.S. Armed Forces, either by enlistment, appointment, or induction, will serve in the U.S. Armed Forces for a total initial period of not less than six years nor more than eight years, unless discharged sooner due to personal hardship. In accordance with Reference (q), the Departments of Defense and Homeland Security have established the initial Military Service Obligation (MSO) as being eight years in duration. Any part of such service that is not active duty will be performed in a Reserve component. The statutory service obligation runs concurrently with a contractual service obligation.
- b. **Contractual Service.** Each person who enlists in the U.S. Armed Forces executes a contractual agreement (Enlistment/Reenlistment Document, Armed Forces of the United States, DD Form 4) that establishes the terms of the service to be performed in that U.S. Armed Force. The contractual agreement will run concurrently with any incurred statutory service obligation. However, following termination of the statutory obligation, any subsequent military service that the enlistee performs is served according to the terms of the contractual agreement.

2. Discharge or Separation. The military service obligation is considered terminated when a member is discharged, with the following exceptions:

- a. Immediate entry or reentry in the same or any other component of the military Services.
- b. Entry into an officer training program in which the person remains a member of a military Service.

3. Obligated Service Upon Commissioning. The duration of obligated active duty service for officers varies depending on the commissioning program. For more information, see Chapter 7 of this Instruction and refer to Reference (b).**G. Other Service Policies Relevant to Recruiting.**

1. Body Art. Enlistment or appointment in the Coast Guard or Coast Guard Reserve will be denied to any applicant who has a tattoo, branding, piercing, or other applied body art that is in violation of Reference (r).

2. Weight and Body Composition Standards. Reference (d) is applicable to accessions. In addition, applicants who were discharged from the Coast Guard or Coast Guard Reserve for non-compliance with the Service's weight and body composition standards are eligible to enlist in their formerly held rate, provided that they are in compliance with the standards, and have been out of the Service for no more than 24 months. These reentry enlistments must be approved by the appropriate level in the Coast Guard recruiting organization, the Enlisted Personnel Management Division, Advancements and Separations Branch (CG PSC-EPM-1), for applicants discharged from the Coast Guard and the Reserve Personnel Management Division, Reserve Component Category Management Branch (CG PSC- RPM-1), for applicants discharged from the Coast Guard Reserve, unless otherwise specified by CG PSC- c.
3. Temporary Separation (TEMPSEP). Reference (kk) provides policy that allows active duty members limited opportunities to separate for a period of up to three years to care for newborn children, pursue personal interests (e.g., education) that are restricted by continuing on active duty, or for other purposes that may be established. Prior-service Coast Guard applicants discharged under the authority of the TEMPSEP program are guaranteed reinstatement to the same rate or grade held at separation, subject to meeting the program's applicable physical standards for enlistment or appointment, and any other qualification requirements set by CG PSC.
4. Temporary Disability Retired List (TDRL). Processing under Reference (t) may result in a member of the Coast Guard or Coast Guard Reserve being placed on the Temporary Disability Retired List (TDRL) for up to five years. Reference (t) discusses the potential reentry of officers and enlisted members who are found to be fit for duty during or at the conclusion of the TDRL period. An enlisted member who is found fit for duty and is removed from the TDRL may present notification of the member's fitness determination to a recruiting office within 15 days, and will be reenlisted, provided the member is otherwise qualified. Generally, post-TDRL applicants must meet the same eligibility requirements as those members who reenlist within 24 hours of discharge. However, the applicant must meet accession physical standards, with the exception that no further evaluation of the condition(s) that placed the member on the TDRL will be conducted prior to re-accession. Refer, also, to Chapter 1 of Reference (b) for additional information concerning Regular officers on the TDRL who are found fit for duty.

## H. Direct Entry Petty Officer Training (DEPOT).

1. Purpose and Description. Most enlisted program accessions receive initial indoctrination to the Coast Guard through basic recruit training. However, certain recruits attend Direct Entry Petty Officer Training (DEPOT) as an alternative requirement to basic recruit training. Three weeks in duration, DEPOT is geared toward those individuals who will serve as petty officers (or initially as an E-3) based on their civilian professions, prior military experience, or a combination of both. It is a standardized accession process that provides the same indoctrination to select new accessions of the Coast Guard Reserve with no prior military service and to prior-service members from any branch of the U.S. Armed Forces, including the Coast Guard. DEPOT is designed to graduate highly-motivated, basically trained members ready to assume the duties and responsibilities of their grade.
2. Prior Service Coast Guard. Prior-service Coast Guard applicants with a break-in-service of more than two years (if enlisting in the Regular Coast Guard) or more than five years (if enlisting in the Coast Guard Reserve) must attend DEPOT. Waivers will be considered on a case-by-case basis, based on needs of Service.

## I. Educational Institutions that Prohibit Military Recruiting.

1. Law and Regulations. Under the provisions of Reference (h), as implemented by Part 216 of Reference (u), domestic colleges, universities, and other institutions of higher education (i.e., post-secondary schools), including foreign campuses of such domestic institutions that have a policy or practice that prohibits, or in effect prevents military recruiting, are not entitled to government funding by contract or grant. In addition, students must not be denied, through policy or practice, permission to participate in recruiting activities. These educational institutions must provide access to campuses and to students (age 17 and older) for the purpose of military recruiting in a manner that is at least equal in quality and scope to the access provided to any other employer, including access to student directory information.
2. Exception. The statute and regulations do not apply to an institution of higher education that has a long-standing policy of pacifism based on historical religious affiliation.
3. Reporting Requirements. A list of institutions that are currently ineligible for contracts and grants will be published by the Department of Defense in the Federal Register at least once every six months. Part 216 of Reference (u) includes the procedures to be used by the Coast Guard to confirm and/or document the policy or practice of institutions, and thereby identify those that may be in violation of the statute and regulations and should, therefore, appear on the list of ineligible institutions.

## CHAPTER 3 RECRUITING PROGRAMS

### A. General.

1. Overview. This Chapter includes general descriptions and basic information regarding various programs related to the recruitment of enlisted and officer personnel, both Regular and Reserve, as well as the Coast Guard Band. Additional information regarding recruiting standards, general eligibility requirements, and specific eligibility criteria for these programs may be found in Chapter 4 (Recruiting Standards and General Eligibility Requirements), Chapter 5 (Regular Enlisted Recruiting), Chapter 6 (Reserve Enlisted Recruiting), and Chapter 7 (Officer Recruiting) of this Instruction.
2. Guarantees and Incentives. Some of the programs described in this Chapter involve guarantees or incentives for a prospective recruit to affiliate with the Coast Guard or Coast Guard Reserve. Authorized guarantees and incentives for approved programs must be made in writing and approved by the Accessions Division (CG RC-acc), unless otherwise specified by CG PSC-c or CG RC-c.
3. Bonus Programs. Based on workforce forecasts, the Coast Guard may authorize the payment of bonuses to attract qualified applicants to critical ratings or specialties in the Coast Guard or Coast Guard Reserve. For further information, see Reference (v).
4. Subject to Needs of the Service. The recruiting programs – including guarantee, incentive, and bonus programs – described in this Instruction are subject to the needs of the Service. CG PSC or CG RC may activate or suspend individual programs as determined to be necessary to meet specific recruiting goals.

### B. Enlisted Programs. Rate and Pay Grade upon Enlistment of Non-Prior Service (NPS) Personnel.

1. Rates: Non-prior service (NPS) applicants will ordinarily be enlisted as a Seaman Recruit (E-1). However, applicants are eligible to enlist in pay grade E-2 or E-3 if they qualify under the requirements of an advanced pay grade program (see Section 3.B.2. below).
2. Regular Enlisted Advanced Pay Grade Programs.
  - a. Lateral Entry Program. The Lateral Entry Program offers applicants with critical skillsets, training, experience, or prior military experience the ability to access into the Coast Guard or Coast Guard Reserve at advanced paygrades including E-4, E-5, and E-6. With exception of prior Coast Guard members, applicants accepted into the Lateral Entry Program attend military indoctrination training at Training Center Cape May. Rate-specific training, if required, is determined during the lateral entry review process, and may include agile modules tailored to the individual applicant under consideration.

- (1) Roles and Responsibilities. CG RC, FORCECOM, the cognizant rating force master chief, and CG PSC-EPM (or CG PSC-RPM as applicable) each play critical roles in ensuring each applicant to the Lateral Entry Program meets the needs of the enlisted workforce.
  - (a) CG RC. Responsible for administering the Lateral Entry Program process, initiating lateral entry process, developing standard operating procedures for recruiters and stakeholders, and communicating lateral entry outcomes to applicants.
  - (b) FORCECOM. Responsible for conducting a training and skills assessment of the applicant and providing a recommendation to address training skill gaps. When required, will develop an agile training plan to address training skill gaps.
  - (c) Rating Force Master Chief. Responsible for reviewing the applicant's application and training assessment to make a paygrade recommendation to CG RC.
  - (d) CG PSC-EPM or CG PSC-RPM. Responsible for assigning the applicant following the lateral entry determination.
- (2) Timeline. Timeliness is essential to optimizing the Coast Guard's efforts to access applicants with critical skillsets, training, and experience under the Lateral Entry Program. Lateral Entry Program stakeholders must ensure the entirety of the applicant's assessment is completed within 15 business days of initiation by CG RC-acc.
- (3) Workflow Example.
  - (a) CG RC. The local recruiting office is responsible for reviewing an applicant's education, vocation, and other qualifying experience, and subsequently submits the completed lateral entry assessment package to CG RC-acc. CG RC-acc reviews the package for completeness and conducts a full review of the applicant to ensure all accession eligibility criteria are met. Upon completion of its review, CG RC-acc initiates the lateral entry program assessment process and forwards the applicant's package to FORCECOM.
  - (b) FORCECOM Career Investment. FORCECOM processes the applicant's lateral entry package through a reverse-engineered Coast Guard Credentialing Opportunities On-Line (CG COOL) assessment and determines if any training gaps exist for the applicant to succeed at an advanced paygrade and provides the paygrade recommendation to CG RC.



- (c) FORCECOM Training. When necessary, FORCECOM reviews the CG COOL assessment and determines what training, if any, is required for the applicant's full qualification at the recommended paygrade. FORCECOM further develops a customized agile "A" School training module as required.
  - (d) Rating Force Master Chief. The Rating Force Master Chief assesses the applicant's lateral entry package and FORCECOM's completed training assessment and recommends an advanced paygrade to CG RC.
  - (e) CG RC. CG RC-acc assembles the findings of the Rating Force Master Chief and FORCECOM, and provides the paygrade determination to the cognizant CG PSC Assignments Branch.
  - (f) CG PSC-EPM or CG PSC-RPM. The cognizant CG PSC Assignments Branch identifies and issues an assignment for the applicant to CG RC.
  - (g) CG RC. CG RC-acc issues a statement of understanding (SOU) outlining all requirements and/or conditions required for the applicant's accession at an advanced paygrade. Once the SOU is accepted by the applicant, CG RC-acc issues a reservation for the applicant to attend Training Center Cape May. Following graduation from Training Center Cape May, the applicant will attend customized agile "A" School, as necessary, or/ and reports to their assignment to commence on-the-job training.
- b. Prior Education or Training. NPS applicants who qualify for enlistment may enlist in an advanced pay grade based on the following education and training requirements, which are summarized in Table 3-1. In addition, an applicant who qualifies under the Tier I education standard (see Section 4.C.3. of this Instruction) and agrees to enlist for a period of six years of active duty, may enlist in pay grade E-3.
- (1) College Students: Completion of a certain number of post-secondary (college) education credits from an accredited college or university listed in the "Database of Accredited Postsecondary Institutions and Programs" maintained by the U.S. Department of Education.
  - (2) Coast Guard Auxiliary (CGAUX): Active membership and current qualifications.
  - (3) Reserve Officer Training Corps (ROTC): College ROTC training.
  - (4) Junior Reserve Officer Training Corps (JROTC): High School JROTC training.
  - (5) Naval Sea Cadet Corps (NSCC): Advanced qualifications.
  - (6) U.S. Air Force Civil Air Patrol (CAP): Experience and/or award recipient.
  - (7) Sea Explorers: Active membership and current qualifications.

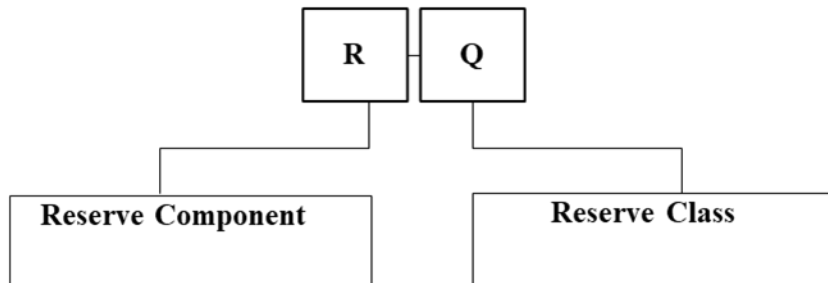
- (8) Police Explorers: Prior experience.
- (9) Boy Scouts, Girl Scouts, or Sea Scouts: Award recipients.
- (10) Other completed education, training, or certification, including foreign language proficiency (FLP), will be considered; must be approved by the Accessions Division (CG RC-acc).

**Table 3-1. Advanced Pay Grade Education and Training Requirements**

<b>Program</b>	<b>Tier I Education Requirement</b>	<b>Pay Grade E-2</b>	<b>Pay Grade E-3</b>
<b>College Students</b>		Top 10% of class, or satisfactory completion of 30 semester-hours or 45 quarter-hours	Satisfactory completion of 60 semester-hours or 90 quarter-hours
<b>CGAUX</b>		Active member, and current Boat Crew qualification	Active member and current Vessel Operator, or Coxswain qualification
<b>ROTC</b>		N/A	Completion of 2 years (4 semesters) of college ROTC training
<b>JROTC</b>	X	Completion of 2 years of JROTC training	Completion of 3 years of JROTC training
<b>NSCC</b>	X	Advanced to Seaman Apprentice, Fireman Apprentice, Construction Apprentice, or Hospital Apprentice	Advanced to Seaman, Fireman, Construction Worker, or Hospital Worker
<b>CAP</b>		2 years of experience	3 years of experience, or recipient of General Billy Mitchell Award
<b>Sea Explorers</b>	X	Active member, and current Able Seaman qualification	Active member and current Quartermaster qualification
<b>Police Explorers</b>		2 years of experience	3 years of experience
<b>Scouts</b>	X	N/A	Recipient of Eagle Scout Award (Boy Scouts), Gold Award (Girl Scouts), or Quartermaster Award (Sea Scouts)
<b>Other Education, Training, Certification, FLP</b>		N/A	Based on the needs of the Service

3. Reserve Recruiting Emphasis. Coast Guard Reserve accessions differ from Regular accessions in that emphasis is placed on the delivery of rated petty officers to fill specific mobilization requirements. Reserve recruits are classified as:
  - a. Individual with prior military service;
  - b. Non-prior service professionals with relevant skills and experience;
  - c. Non-prior service personnel eligible for Direct Entry Petty Officer Training (DEPOT) with Class “A” School; and
  - d. Non-prior service applicants who attend basic training and Class “A” School generally within a one –year period following enlistment. Refer to Chapter 6 of this Instruction for additional information on these Reserve recruiting programs.
4. Reserve Accession Classifications. Reservists are divided into Reserve accession classifications, as illustrated in Figure 3-1 and Table 3-2, which identify their accession source and military service obligation. Accession classifications appear as two-character alpha codes; the first character indicates membership in the Reserve, and the second character describes the accession source as described in Figure 3-1.

**Figure 3-1. Reserve Accession Classifications**



**Table 3-2. Reserve Component Classifications**

<b>RESERVE COMPONENT (R):</b>	<b>Reserve Class</b>
Non-prior military service between ages 27 and 40 with some post-secondary education.	A
A Reserve officer not on EAD within eight-year military service obligation.	I
A prior-service Coast Guard enlisted member, Released from Active Duty (RELAD), with portion of eight-year military service obligation remaining.	J
An enlisted reservist who performs a split-phase IADT (basic training during 1 <sup>st</sup> phase and "A" school during 2 <sup>nd</sup> phase); incurs eight-year military service obligation with SELRES obligation during first six years.	K
A reservist with remaining military service obligation, not in another class (mostly prior-enlisted from other Services).	N
An enlisted reservist who attends Recruit Training and Class "A" school during one IADT phase; incurs eight-year military service obligation with SELRES obligation during first six years.	P
Prior-service enlisted with no remaining military service obligation.	Q
A Reserve direct petty officer, with no prior military service; incurs eight-year military service obligation with SELRES obligation during first six years.	X

5. Reserve Prior Service Accession Programs.

- a. RQ Program – No Remaining Military Service Obligation. This program targets prior-service personnel (E-3 and above) who have completed their initial 8-year military service obligation and have no remaining MSO. The key features of this program for the recruit are the ability to attend expedited training at DEPOT, credit their prior service towards retirement, and attend, if necessary, a Class "A" School." Individuals may be offered to retain the rank previously held in another Service, and designated in a rate, also known as a lateral accession. These individuals will be required to complete all necessary training set forth by the Rating Force Master Chief for the designated rating and rank within two years of completion of DEPOT. Any member who does not complete the required training within the allotted time will be reduced in rank, as determined by CG PSC-RPM, with input from the Rating Force Master Chief. Members may request a one-year extension to complete the required training by submitting a Command endorsed request to CG PSC-RPM through the appropriate Rating Force Master Chief detailing the reason for the delay and the plan to obtain required training.

- b. RN Program – Non-Coast Guard with Remaining Military Service Obligation. The RN program targets prior-service personnel (E-3 and above) who have not completed their initial 8-year MSO. This includes individuals being released from active duty by another Service desiring to transfer from the Reserve component of another Service, or who were separated before completing their initial 8-year MSO due to hardship, or other disqualifying factors that have been documented to no longer exist. The key features of this program for the recruit are the increased training opportunities and greater scheduling flexibility, compared to other Services' Reserve components, due to the Coast Guard's integrated workforce. Individuals may be offered to retain the rank previously held in another Service and designated in a rate, also known as a lateral accession. These individuals will be required to complete all necessary training set forth by the Rating Force Master Chief for the designated rating and rank within two years of completion of DEPOT. Any member who does not complete the required training within the allotted time will be reduced in rank, as determined by CG PSC-RPM, with input from the Rating Force Master Chief. Members may request a one-year extension to complete the required training by submitting a Command endorsed request to CG PSC-RPM through the appropriate Rating Force Master Chief detailing the reason for the delay and the plan to obtain required training.
  - c. RJ Program – Coast Guard with Remaining Military Service Obligation. The RJ program is similar to the RN program described above, except that it applies to prior-service Coast Guard personnel (E-3 and above). This includes individuals being released from active duty or who were separated before completing their initial 8-year MSO due to hardship, or another disqualifying factor that has been documented to no longer exist.
6. Reserve Non-Prior Service (NPS) Accession Programs.
- a. RX Program – Direct Petty Officer Accession (Experienced Professionals). The RX program targets experienced professionals with no prior military service that possess skills acquired in the civilian sector. These skills must translate to a Coast Guard rating, which qualify them for enlistment in pay grade E-4 or above. The key feature of this program for the recruit is the opportunity to use civilian skills and experience in the Coast Guard.
  - b. RP Program – Guaranteed Class “A” School. The RP program targets college graduates, college students, high school graduates, and other NPS professionals who do not possess experience that translates to enlisted ratings. These recruits attend a guaranteed Class “A” School for which they qualify immediately (generally within six days) following basic training, therefore, these recruits must be available for approximately six consecutive months for initial training. The key feature of this program is the guarantee of desired technical training.

- c. RA Program – Some Post-Secondary Education. This program targets NPS applicants who have completed at least 60 semester-hours or 90 quarter-hours of post-secondary education and are able to attend Class “A” School for a critical rating for which they qualify, generally, within six months of reporting to their first duty assignment. The key feature of this program is the opportunity to join the Coast Guard Reserve and receive technical training.
- d. RK Program – Students. This program targets full-time college or vocational school students, college-bound high school students, and high school students who have completed their junior year. Typically, recruits will attend basic training during the first summer after enlisting, and Class “A” School the following summer. The key features of this program for the recruit are scheduling flexibility around school classes and additional income, and education benefits, while attending school.

### C. Officer Programs.

1. Overview. This section lists the Coast Guard Academy, Officer Candidate, Direct Commission Officer (DCO), and scholarship programs that may result in Regular or Reserve commissions as officers in the Coast Guard. Program descriptions, eligibility requirements, and supplemental program-specific information on the officer accession programs can be found in Chapter 7 of this Instruction, Reference (b), and other resources as indicated.
2. Coast Guard Academy.
  - a. Direct Entry. For detailed information regarding eligibility requirements, and the application and selection processes for appointment as a cadet at the Coast Guard Academy, refer to the Coast Guard Academy website at: <http://www.cga.edu/> and to Reference (b).
  - b. Coast Guard Academy Scholar Program. Under this program, applicants (from civilian status and the Coast Guard and Coast Guard Reserve enlisted ranks) are selected to study for 10 months at a military preparatory school specified by the Superintendent of the Coast Guard Academy and compete for appointments as a cadet at CGA. Coast Guard Academy Scholar cadet candidates will be enlisted in the Regular Coast Guard and incur an obligation to accept an appointment to the Coast Guard Academy, if offered. See Reference (w) for detailed program information.
3. Officer Candidate Programs.
  - a. Officer Candidate School Reserve Commission (OCS-R).
  - b. Officer Candidate School Temporary Commission (OCS-T).
  - c. Aviation Cadet (AVCAD).

4. Direct Commission Officer (DCO) Programs. The Direct Commission Officer (DCO) programs provide the Coast Guard with the ability to attract individuals with specialized training to meet the needs of the Service. These officers serve in initial assignments that reflect their specialized education, training, and experience. In addition to civilian applicants, officer and enlisted members of the Coast Guard and Coast Guard Reserve may apply for DCO programs for which they meet the specific program requirements. However, officers on the Active Duty Promotion List (ADPL,) or who were not selected for integration, extension, or promotion are not eligible to apply. Reserve officers on the Inactive Duty Promotion List (IDPL) may apply provided that a conditional resignation has been approved by Chief, Reserve Personnel Management Division (CG PSC-RPM). Reserve officers who meet the criteria for a DCO program may also apply for extended active duty (EAD) to Chief, Officer Personnel Management Division (CG PSC-OPM) through their chain of command. EAD agreements may be offered to DCOs for a period not less than one year, and up to five years. The Service may offer follow-on EAD agreements, including consecutive five-year contracts.
  - a. Direct Commission Aviator (DCA).
  - b. Direct Commission Cyber Officer (DCCO).
  - c. Direct Commission Engineer (DCE).
  - d. Direct Commission Environmental Manager (DCEM).
  - e. Direct Commission Health Service Officer (DCHSO).
  - f. Direct Commission Intelligence (DCIO).
  - g. Direct Commission Lawyer (DCL).
  - h. Direct Commission Lawyer Selected Reserve (DCL-SELRES).
  - i. Direct Commission Physician Assistant (DCPA).
  - j. Direct Commission Physician Assistant Selected Reserve (DCPA-SELRES).
  - k. Direct Commission Selected School (DCSS).
  - l. Licensed Officer of the Merchant Marine (LOMM).
  - m. Direct Commission Maritime Academy Graduate (MARGRAD).
  - n. Prior-Trained Military Officer (PTMO).
  - o. Selected Reserve Direct Commission (SRDC).



5. Scholarship Programs.

- a. College Student Pre-Commissioning Initiative – Executive Champion (CSPI-EXEC).
- b. College Student Pre-Commissioning Initiative – Scholarship (CSPI-Scholarship).
- c. College Student Pre-Commissioning Initiative – Student Loan Repayment (CSPI-SLRP).
- d. Wilks Flight Initiative (WiFi).
- e. Pre-Commissioning Program for Enlisted Personnel (PPEP).

**D. Coast Guard Band.**

1. Coordinated Recruitment. The Coast Guard Academy informs the Personnel Service Center, Enlisted Personnel Management Division (CG PSC-EPM), and CG RC of band openings. The Coast Guard Band solicits for applicants to audition and determines whether they are musically qualified to enlist in the Coast Guard. When requested to do so by the Coast Guard Band, CG RC and CG PSC-EPM begin the enlistment and accession process for musically qualified applicants. Selectees are enlisted as Musician First Class (MU1, E-6).
2. Standards and Eligibility Requirements. Applicants for enlistment in the Coast Guard Band must meet the same basic eligibility criteria for other Coast Guard accessions (see Chapter 4 of this Instruction) with the following exceptions:
  - a. Age. Must not have reached their 42nd birthday.
  - b. Dependents. Waivers for excess dependents will be considered when it appears there is no potential for financial hardship.
  - c. Testing. The Armed Services Vocational Aptitude Battery (ASVAB) is not required.

**E. Incentives.**

1. Incentives Available for Members.
  - a. Guaranteed Geographic Assignment. This program offers applicants a guaranteed initial assignment within a particular Coast Guard District, but not to a specific unit, for a minimum of one year. This incentive, however, must not be used in conjunction with a guarantee for Class “A” School. The availability of and criteria for guaranteed geographic assignments may be established in order to meet recruiting goals. Approval of geographic assignment is based on current needs of the Service.

- b. Supplemental Educational Assistance Program. The intent of this program is to provide additional funding for education purposes and, thereby, attract qualified non-prior service personnel to critical ratings. The funding, or “kicker,” is to be paid in addition to the basic benefits provided through participation in the Post 9/11 and MGIB Education Assistance program.
  
- c. Deferred Deployment. Members who separate and affiliate with the SELRES will be offered the opportunity to defer, for a period of one year, from the date of affiliation with the SELRES, from being subject to involuntary activation. Members must be first-time affiliates in the SELRES to be eligible. Members who were previously affiliated with the SELRES, and are returning to a SELRES drilling status from Extended Active Duty (EAD), or Active Duty for Operational Support (ADOS) are not eligible. Members accepting involuntary orders during the deferment period must waive any remaining deferment period. Acceptance of voluntary active duty orders, other than for training such as ADOS or EAD, does not extend the end date of deferment. Members will be given the one-year deferment period by default. The one-year period will begin on the first day of SELRES affiliation. Members may waive their deferment at any time, if they wish to make themselves available for either voluntary or involuntary mobilization, by signing CG-3307 Assignment and Transfer (AT-13). The deferment may be cancelled at any time should the Commandant or other cognizant authority determine the national security needs of the country require it. Eligible members include:
  - (4) Any regular enlisted active duty member who has previously never affiliated as a drilling reservist.
  
  - (5) Members approved for and initiating a Temporary Separation, and affiliate in the SELRES.
  
  - (6) Officers who received a Direct Commission, and those who graduated from Officer Candidate School who were not hired to be a drilling reservist, and choose to affiliate in the SELRES upon separation.
  
  - (7) Officers who are approved by the Regular-to-Reserve Board and affiliate in the SELRES, including those who spend a transition period in the Individual Ready Reserve (IRR).

- d. Delayed Entry Program (DEP). The Delayed Entry Program (DEP) is for individuals without prior military service; members currently serving in a Reserve component are not eligible. This program permits the applicant to delay entry onto active duty for up to one year. Extensions to delayed entry of up to 30 days may be approved by CG RC-acc. DEP recruits are enlisted in the Coast Guard Reserve, Individual Ready Reserve, under Section 513 of Reference (h) for the express purpose of agreeing to a subsequent enlistment in the Regular Coast Guard. Applicants incur a military service obligation; however, whereas time spent in DEP status does count toward fulfilling the MSO, it is not creditable service for pay purposes. See Section 5.E. of this Instruction for more information regarding the DEP.

## 2. Incentives Available for Enlisted Members.

- a. Recruit Referrals. Applicants may enlist in an advanced pay grade when prospects referred by the applicant also enlist in the Coast Guard, Coast Guard Reserve, or the DEP. The prospects must accompany the applicant to the Recruiting Office or provide the applicant's name to the recruiter during the initial interview.
  - (1) Pay Grade E-2: Applicants may enlist in pay grade E-2 when one referral also enlists. DEP recruits may enlist in pay grade E-2 upon their eventual enlistment in the Regular Coast Guard when a referral results in the enlistment of one person.
  - (2) Pay Grade E-3: Applicants may enlist in pay grade E-3 when two referrals also enlist.
- b. The Open Rate List is a list of rates for which the Regular Coast Guard has immediate billet openings, and for which prior-service personnel and members of the Coast Guard Reserve having those skills may apply. In cases where a rate is removed from the ORL during the processing phase, the applicant's enlistment in that rate may still be considered. All applications must be approved by CG RC-acc.
  - (1) Eligibility of Prior-Service Personnel. Prior-service personnel from any branch of the U.S. Armed Forces may be eligible to enlist under the ORL if they are otherwise qualified, and:
    - (a) At the time of separation from active duty, the applicant held the rate listed on the ORL or a comparable Military Occupational Specialty (MOS); and
    - (b) It has been less than five years since the applicant separated from active duty.
    - (c) A lateral entry package, if deemed necessary by CG RC-acc, must be approved by competent authority prior to accession.

- (2) Members of the Coast Guard Reserve. Members of the Coast Guard Reserve may apply for billet openings on the ORL, whether they have prior service in the Regular Component of a U.S. Armed Force or not, and may be eligible to enlist if they are otherwise qualified.
- c. Guaranteed Class “A” School. This program offers applicants a contractual guarantee for a particular Class “A” School upon enlistment. Applicants must qualify under the standards as set forth in Section 4.C.3. of this Instruction and must meet the entrance requirements for the Class “A” School, see Reference (x), which may include normal color vision/perception and/or other physical standards. For aviation Class “A” Schools, the applicant must also meet the physical standards for aircrew candidates, see Reference (y).
- d. “Buddy” Enlistment Program. The intent of this program is to recruit two or more individuals as “buddies” and, thereby, increase the enlistment and retention among high school graduates and other prospective applicants. The purpose is to assist the buddies, during their transition from civilian to military life, by allowing them to undergo indoctrination assigned to the same company at Training Center Cape May, New Jersey.

## CHAPTER 4 RECRUITING STANDARDS AND GENERAL ELIGIBILITY REQUIREMENTS

### A. Applicability.

1. Overview. This Chapter discusses the basic standards and general eligibility requirements applicable to recruiting programs. It is intended to be read in conjunction with Chapter 2 (Policies) of this Instruction. Additional requirements specific to certain recruiting programs, and exceptions to the standards and eligibility requirements of this Chapter, may be found in Section 3.E.2. for the Coast Guard Band, or in Chapter 5 (Regular Enlisted Recruiting), Chapter 6 (Reserve Enlisted Recruiting), and Chapter 7 (Officer Recruiting) of this Instruction. See also Reference (z).
2. Enlisted, Officer, Regular, and Reserve Requirements. Unless stated otherwise in this Chapter, and unless amplified or excepted elsewhere in this Instruction, these basic recruiting standards and general eligibility requirements are applicable to all new accessions, whether enlisted or officer, Regular or Reserve, and with or without prior military service.
3. Waivers and Eligibility Determinations. Applicants who do not meet established standards and eligibility requirements are not eligible for military service, and will not be enlisted or commissioned without a waiver or eligibility determination from the proper authority (see discussion of authorities in Section 1.C.5. of this Instruction). To justify a waiver of the criteria, an applicant must present clear and sufficient mitigating circumstances. An eligibility determination is the process by which the Coast Guard reviews the circumstances that cast doubt on the eligibility of an otherwise qualified applicant, and is based on Service needs.

### B. Recruiting Standards.

1. Ineligible Individuals. Table 4-1 is a list of circumstances that render individuals ineligible to enlist or receive an appointment in the Coast Guard or Coast Guard Reserve. The list is not all-inclusive, and inclusion in certain categories is not necessarily permanently disqualifying, if a waiver is approved by the appropriate authority.
2. Basic Character Standards. It is a priority of the recruiting mission to identify prospective recruits that possess the proper character to be an asset to the Coast Guard or Coast Guard Reserve. Character is particularly critical in commissioning programs due to the requirement that all officers must be eligible to hold a SECRET security clearance. Appendix B of this Instruction addresses the basic character criteria applicable to all enlistments, and to persons not currently serving in the Coast Guard or Coast Guard Reserve, being considered for officer commissioning programs. Appendix B, and its lists of offenses, will be used as guides in evaluating a person's character. See also Reference (cc).

**Table 4-1. Categories of Persons Ineligible for Coast Guard Service**

<b>Individuals are ineligible for enlistment or commissioning when any of the following circumstances exists:</b>	
<b>1</b>	Conscientious objector or reservations about military service for religious, moral, or ethical reasons.
<b>2</b>	Religious beliefs conflict with the principle of unrestricted service on a 24-hour/7-day per week basis.
<b>3</b>	Objects to bearing arms in the enforcement of federal law.
<b>4</b>	Does not possess a Social Security Number.
<b>5</b>	Aquaphobia: fear of being in, on, or near water.
<b>6</b>	Pregnant.
<b>7</b>	<b>ANY</b> pending criminal, civil, or other court action, including bankruptcy, divorce, traffic violations, or child custody proceedings.
<b>8</b>	In receipt of, or have a claim pending for, pension, disability allowance, or disability compensation from the U.S. government due to military service, unless rights to such compensation are waived.
<b>9</b>	Convicted of a felony or serious crime, including assault or domestic violence.
<b>10</b>	Currently awaiting trial or sentence by a civil court.
<b>11</b>	Registered sex offender or convicted in state or federal court for the following crimes: rape or sexual assault, forcible sodomy, incest, or attempts to commit any of these acts.
<b>12</b>	Have been confined in a federal or state prison or pardoned for otherwise disqualifying offenses.
<b>13</b>	Currently on probation or other civil restraint, or release is contingent on enlistment or accession, or release was obtained in order to serve in the Coast Guard or Coast Guard Reserve.
<b>14</b>	History of juvenile delinquency, including adjudication as a youthful offender or wayward minor.
<b>15</b>	Raised or trained in institutions having mental or correctional features, including voluntary.
<b>16</b>	Disqualifying medical condition(s) or history cited in Reference (aa).
<b>17</b>	Repeated drug, including marijuana, or chemical substance abuse/use, where the use of and reliance on these substances are part of the person's behavior pattern. Participated in a drug rehabilitation program. <b>NOTE:</b> This may not include drug experimentation, which is defined as "a few times for reasons of curiosity, peer pressure, or similar reasons."
<b>18</b>	Use of, or have used within one year prior to examination, any drug or substance listed in Part 1308 of Reference (bb), which has a stimulant, depressant, or hallucinogenic effect or potential for abuse. <b>EXCEPTIONS:</b> Marijuana and legally prescribed drugs.
<b>19</b>	Prior military service with a Reentry Code of RE-4 in Block 27 of the Certificate of Release or Discharge from Active Duty, DD Form 214.
<b>20</b>	Have prior military service and concealed that fact from the recruiter.

<b>Individuals are ineligible for enlistment or commissioning when any of the following circumstances exists:</b>	
<b>21</b>	Any tattoo, body piercing, or branding in violation of Reference (r)

3. Applicants Currently Serving in the Coast Guard. Applicants are not eligible for commissioning if, during the two years prior to the commissioning program's selection panel convening date, they received an Unsatisfactory Conduct mark, have a record of civil conviction, court martial conviction, receive an alcohol or drug incident, experience indebtedness, documented probation for performance, or have committed a serious offense as outlined in Reference (s).
4. Character References. Character references are required in all cases when there is doubt about an applicant's qualifications or the truthfulness of information provided. In addition, the Coast Guard will obtain fingerprints from all applicants and perform all necessary records, background, and credit checks.
5. Identity Verification. No applicant will be processed for accession until any discrepancies between the applicant's legal name and the name(s) that appears on the Social Security Card and other identification documents provided by the applicant are resolved.
6. Physical Examination. The objective is to select, access, and retain individuals who are physically and medically fit to meet the conditions and demands associated with service in the Coast Guard and Coast Guard Reserve. Minimum and maximum height limitations are included in the standards in Reference (aa). Refer also to Reference (d), which is applicable to accession candidates.
  - a. Applicants for Enlistment. Except as noted below, all applicants for enlistment must meet the medical and physical standards for accession set forth in Section 3.D. of Reference (aa). In addition, candidates for an aviation rating must be qualified for aviation duty in accordance with Reference (y).
  - b. Prior-Service Coast Guard Applicants. If less than one year has elapsed since the applicant's discharge, the retention standards in Section 3.F. of Reference (aa) apply.
  - c. Applicants for Commissioning Programs. All applicants must pass a pre-commissioning physical examination described in Section 3.E. of Reference (aa), including the requirement to possess normal color vision/perception.
  - d. Any applicant for an aviation program must meet the additional medical and physical standards set forth in Reference (y).
  - e. Drug Testing. Every applicant is required to pass a drug test prior to accession, in accordance with Reference (h).

- f. Immunizations. Applicants will be denied accession if they indicate that they will refuse immunizations. Section 8-2-1.(21) of Reference (g) requires that “Persons in the Coast Guard must permit such action to be taken to immunize them against disease as is prescribed by competent authority.” Refer to Reference (aa) and (jj) for policy on the refusal of mandatory immunizations.

**Table 4-2. Applicable Physical Examination Standard Per Accession Source**

<b>Accession Source Applicable Standard:</b>	<b>Accession</b>	<b>Retention</b>
Applicants for appointment as commissioned or warrant officers in the active and reserve components	X	
Programs Leading to Commission:		
• Appointment as Cadet	X	
• Commissioning of Cadet	X	
• Enrollment as Officer Candidate	X	
• Enlisted Enrollment as Officer Candidate		X
• CG Direct Commission Program (CG active duty CWOs & Enlisted members)		X
• Direct Commission in the CG Reserve – non-aviator	X	
• Direct Commission of Licensed Officers of the US Merchant Marine	X	
• Applicants for Scholarship and all other Armed Forces’ special officer procurement programs, e.g., CSPI	X	
• Appointment to Warrant Grade		X
Applicants for enlistment in the Armed Forces	X	
After 12 months—Applicants for reenlistment in Regular or Reserve components when a period of 12 months elapsed since discharge	X	
Within 12 months of a MEPS-level separation physical		X
All individuals being inducted into the Armed Forces	X	
Individuals on Temporary Separation (TEMPSEP)		X
Individuals on the Temporary Disability Retired List (TDRL)		X



7. Test Scores. Testing programs enable the fair assessment of applicants' aptitude, and ensure an equal opportunity to serve in the Coast Guard or Coast Guard Reserve. The Armed Services Vocational Aptitude Battery (ASVAB) is a Department of Defense test used as a preliminary applicant classification and screening device, and is the only examination authorized for general enlistment/reenlistment and qualification for guaranteed training programs. The Armed Forces Qualification Test (AFQT) is a score that is mathematically calculated using a combination of scores from specific sections of the ASVAB. ASVAB test scores are valid for two years from the date of administration to the date of enlistment or DEP, whichever is first, for enlisted programs, and do not expire for commissioning programs. Applicants must be re-tested if applying for a school or program that requires valid ASVAB/AFQT scores. Minimum Qualifying ASVAB/AFQT Scores for Enlistment. Generally, all enlistment applicants must take the ASVAB test, regardless of prior military service. Exceptions to the ASVAB testing requirement include prior-service Coast Guard personnel applying to reenter the Service under the provisions of the Weight and Body Fat Standards Program (see Section 2.G.2. of this Instruction), the TEMPSEP policy (see Section 2.G.3. of this Instruction), and the TDRL policy (see Section 2.G.4. of this Instruction). Most Tier I (High School Graduate) prospects qualify to apply for enlistment when their AFQT score is 32 or more. Tier II (Alternative Credential Holder) prospects qualify to apply when their AFQT score is 47 or more.
  - a. Qualifying Test Scores for Commissioning Programs. Test score requirements, if applicable, may be found on Table 7-2, Table 7-3, and Table 7-4.
8. Limit on Prior Military Service Creditable toward Retirement. Unless otherwise stated in this Instruction, prior-service applicants must not have more than 14 years of cumulative military service creditable toward retirement in the U.S. Armed Forces or their Reserve components. Creditable service will be calculated as of the prospective date of accession into the Coast Guard or Coast Guard Reserve. This limit does not apply to members currently serving in the Coast Guard or Coast Guard Reserve.

### **C. General Eligibility Requirements.**

1. Citizenship. All applicants must provide proof of citizenship. Applicants for officer commissioning programs must be U.S. citizens. Table 4-3 shows the basic citizenship criteria for enlistment in the Coast Guard or Coast Guard Reserve. Waivers of the citizenship requirements are not authorized for the enlistment of prior-service applicants. However, lawful permanent residents may apply for enlistment subject to the criteria in Table 4-3. Eligible foreign-born service members require no more than one day of honorable service before they can file their Form-400, Application for Naturalization (this time includes basic training) per References (ll) and (mm). Training Center Cape May will assist recruits with certifying Form-400 and the filing process.

**Table 4-3. Basic Citizenship Requirements for Enlistment**

<b>IF PERSON IS A(N):</b>	<b>THEN THAT PERSON:</b>
U.S. Citizen or National	<b>MAY APPLY</b>
Dual Citizen	<b>MAY APPLY</b> – If applicant declares U.S. citizenship.
Non-Immigrant Alien	<b>MAY NOT APPLY</b>
Immigrant Alien	<p><b>MAY APPLY:</b></p> <p>(1) If applicant:</p> <ul style="list-style-type: none"> <li>• Reads, writes, and speaks English fluently, as demonstrated through the Reading Aloud Test (RAT) described in Section 3.C.2. of the Coast Guard Medical Manual, COMDTINST M6000.1 (series); and</li> <li>• Is admitted to the U.S. as a Lawful Permanent Resident; and</li> <li>• Has no prior military service.</li> </ul> <p>(2) With the following restrictions – applicant:</p> <ul style="list-style-type: none"> <li>• Cannot hold a SECRET security clearance; and</li> <li>• May enter only the BM, CS, DC, EM, HS, MK, MST, MU, SK, or YN rating; and</li> <li>• Understands that in order to reenlist in the Coast Guard or Coast Guard Reserve, applicant must become a U.S. citizen.</li> </ul> <p>NOTE: The Accessions Division (CG RC-acc) must approve the enlistment of any Lawful Permanent Resident alien unless otherwise specified by CG PSC-c or CG RC-c.</p>

2. Age. All applicants must provide conclusive proof of date and place of birth. Age criteria are established with a projected career path of 20 years or longer. The age requirements for commissioning are detailed for each specific officer program in Chapter 7 of this Instruction. Table 4-4 includes the basic age criteria for enlistment in the Coast Guard or Coast Guard Reserve, unless specified elsewhere in this Instruction. Waivers of the minimum age requirement of 17 are not authorized. Waivers of the maximum age requirement of 41 may only be authorized for applicants with prior military service, in any branch of the U.S. Armed Forces, whose enlistment would be in pay grade E-4 or higher.

**Table 4-4. Basic Age Criteria for Enlistment**

<b>IF THE PERSON'S AGE IS:</b>		<b>THEN THAT PERSON:</b>
<b>AT LEAST</b>	<b>BUT LESS THAN</b>	
--	17	<b>MAY NOT APPLY</b>
17	18	<b>MAY APPLY</b> – If applicant either is married, is an Emancipated minor, or has written parent/guardian consent.
18	42	<b>MAY APPLY</b>
36	41*	<b>MAY APPLY</b> – If applicant has prior military service and is enlisting in pay grade E-4 or above.  * For Reserve enlisted programs, this is the applicant's constructive age, i.e., applicant's age as of the date of accession, less the number of months of active duty military service, not to exceed 60 months and not considering active duty for training. Example: 45-year-old applicant with 60 months prior active duty service would have a constructive age of 40 and, therefore, may apply with constructive age waiver.
42	--	<b>MAY NOT APPLY</b>

3. Education. See Chapter 7 of this Instruction for the education requirements for officer commissioning programs. For enlistment, the Coast Guard and Coast Guard Reserve use the Department of Defense (DoD) education criteria, which is organized using a three-tiered system of credentials described in Table 4-5. Before enlistment, applicants must meet Tier I qualifications. Applicants meeting Tier II qualifications and prior-service applicants with Tier III qualifications must be approved by the appropriate authority in the Coast Guard recruiting organization, the Accessions Division (CG RC- acc), unless otherwise specified by CG PSC-c or CG RC-c. Non-prior service applicants with Tier III qualifications are ineligible to enlist. Waivers of the basic education requirements may be authorized on a case-by-case basis.

NOTE: Overseas/DoD-Sponsored Schools. Applicants educated in Puerto Rico, Guam, the U.S. Virgin Islands, outlying possessions of the U.S. (American Samoa), and overseas DoD- sponsored schools must complete education requirements equivalent to a Tier I status.

**Table 4-5. Education Tiers**

<b>CREDENTIALS</b>	<b>QUALIFICATIONS</b>
<b>Tier I:</b> High School Graduate	<u>High School Diploma</u> : Based on attendance and completion of a 12-year or 12 <sup>th</sup> grade program of classroom instruction; issued a diploma from the school where all program requirements were completed. NOTE: Foreign high school-equivalent diplomas will be considered on a case-by-case basis as meeting Tier I education requirements. Foreign high school-equivalent diplomas must be approved by CG RC-acc.
	<u>Adult Education Diploma</u> : Secondary school diploma awarded on the basis of attending and completing an adult education or diploma “external” program, regardless of whether the diploma was issued by a state or by a secondary or post-secondary educational institution.
	<u>Completed One Semester of College</u> : Attendance at a college or university and completion of at least 15 semester-hours or 20 quarter-hours of college- level credit.
	<u>Home Study Diploma (AFQT &gt; 64)</u> : Secondary school diploma, based on certification of parent or guardian. The AFQT > 64 score is only required if the secondary school diploma is not recognized by the applicable State’s board of education as a High School equivalent diploma.
<b>Tier II:</b> Alternative Credential Holder	<u>Test-Based Equivalency Diploma</u> : A diploma or certificate of General Educational Development (GED) or other test-based high school equivalency diploma, including statewide testing programs.
	<u>High School Certificate of Completion</u>
	<u>Distance Learning School Diploma (On-Line)</u>
	<u>Correspondence School Diploma</u>
	<u>Occupational Program Certificate</u> : Earned by attending a non-correspondence vocational, technical, or proprietary school for at least six months. Must also have completed 11 years of regular day school.
	<u>Home Study Diploma</u> : Secondary school diploma, based on certification of parent or guardian.
<b>Tier III:</b> Non-High School Graduate	Individuals who are not attending high school and are neither high school graduates nor alternative credential holders.
	<u>High School Certificate of Attendance</u>

4. Dependents. The purpose of placing limits on the number of dependents is to prevent undue hardship on a prospective Service member caused by having to balance family life and service demands. All applicants who claim dependents must provide notarized copies of certificates of marriage, divorce decrees, birth certificates, adoption documents, and any other documents necessary to establish dependency and legal custody. Prospects and/or applicants who relinquish legal custody of a dependent(s) expressly to seek enlistment or commissioning are not eligible for enlistment or commissioning.
  - a. Dependents. The following are considered to be dependents:
    - (1) Spouse. An applicant's spouse is a dependent gained through a lawful marriage, regardless of financial support, the spouse's gender or, for the purposes of this Instruction, the spouse's military status, unless terminated by final decree of divorce.
    - (2) Child. Only the legal adoption of the child by another party ends the applicant's dependency responsibilities. An applicant's child, including an illegitimate child, is a dependent whether or not;
      - (a) A male applicant is named as the father on the birth certificate.
      - (b) The applicant has transferred custody of the child to a third party.
      - (c) The applicant is providing financial support for the child.
    - (3) Unborn child. The unborn child of a married applicant's wife in her third trimester of the pregnancy is a dependent – for example, an applicant whose wife is pregnant with twins, and has one other dependent child, would have four dependents. The unborn child (third trimester of the pregnancy) of an unmarried applicant, who admits to being the mother/father or for whom a legal/medical determination has been rendered, is a dependent.
    - (4) Stepchild. An applicant's stepchild, of whom the spouse has physical custody for more than 50 percent of the time, is a dependent.
    - (5) Others Provided Financial Support. Aside from a spouse, children, and stepchildren, dependency is determined by whether the applicant is providing financial support to the "dependent" - for example, a parent, ward, etc.

- b. Dependent Criteria. Table 4-6 includes the dependency requirements for enlistment or commissioning. The Reserve requirements differ from the active duty requirements, most obviously in the number of authorized dependents, due to the customary part-time nature of the job. However, all members of the Coast Guard Reserve are subject to mobilization through either voluntary or involuntary recall. Waivers for excess dependents may be considered, based on the needs of the Service. All Coast Guard Reserve, or those eligible for a Temporary Regular commission who have sole or primary legal or physical custody of dependents, must provide a dependent care plan with a special power of attorney to provide for the care of children in the absence of the primary custodian. Dependent care plans must be approved by CG RC-acc.

**Table 4-6. Basic Dependency Criteria**

<b>IF THE PERSON IS:</b>	<b>THEN THAT PERSON:</b>
A Prior-Service Applicant with Dependents, Previously Separated by Reason of Dependency Hardship or Unavailability for Unrestricted Worldwide Assignment Due to Dependent Issues	<b>MAY APPLY</b> – If the hardship or reason for separation or discharge no longer exists, and applicant meets the applicable dependency requirements.
Without Dependents	<b>MAY APPLY</b>
Unmarried with Sole or Primary Legal <b>or Physical</b> Custody of Dependent(s)	<b>MAY APPLY</b> – Applicant is eligible to apply with an approved waiver and notarized, satisfactory documentation of a dependent care plan and power of attorney document. CG RC-acc must approve the waiver and dependent care plan.
An Active Duty Coast Guard Petty Officer, Unmarried with Sole or Primary Legal <b>or Physical</b> Custody of Dependent(s) Applying for Temporary Commission Programs	<b>MAY APPLY</b> – If E-5 or above, with a minimum of four years of active military service (excluding any active duty for training) and at least two years of Coast Guard active duty service.
Applying for ANY Reserve Program	<b>MAY APPLY</b> – If applicant has no more than seven dependents.
Unmarried without Sole Custody OR Single or Married with Joint Custody (without Primary Legal <b>or Physical</b> Custody of Dependents)	<b>MAY APPLY</b> – If the number of dependents does not exceed three, including spouse.
Married with a Coast Guard Active Duty Spouse and Two other Dependents	<b>MAY APPLY</b> – If enlisting in pay grade E-4 or above. OR If spouse is in pay grade E-4 or above.

- c. Dual Military Obligations. Coast Guard and Coast Guard Reserve applicants with dependents, whose spouse is currently on active duty or is a reservist, must provide satisfactory documentation of a valid dependent care plan with a special power of attorney to provide for the care of children in the absence of the primary custodian.
  
- d. Financial Responsibility. Every applicant must be in good financial standing. All financial delinquencies must be disclosed during the application process; the applicant's financial obligations, current indebtedness, and dependent status will be evaluated against potential income in the pay grade in which the applicant will be accessed. Financial irresponsibility will disqualify applicants expected to require a security clearance (i.e., all officer programs and certain enlisted ratings). Examples of financial irresponsibility include excessive debt, repossession, bankruptcy, and being 30 or more days delinquent on payments. Table 4-7 shows the basic financial criteria.



**Table 4-7. Basic Financial Criteria**

<b>IF THE PERSON IS APPLYING FOR:</b>	<b>AND HAS:</b>	<b>THEN THAT PERSON:</b>
Regular Enlisted  OR Reserve Enlisted (RP or RK Programs)  OR OCS-R (Reserve)	Monthly debt ratio is not more than 80% of projected pay and allowances	<b>MAY APPLY</b>
	Monthly debt ratio of more than 80% of projected pay and allowances	<b>MAY APPLY</b> – with waiver.
	Filed for bankruptcy (any Chapter) within 10 years	<b>MAY APPLY</b> – with waiver.
	Filed for bankruptcy (any Chapter) within 5 years	<b>MAY NOT APPLY</b>
Reserve Enlisted (RQ, RN, RJ, RX, or RA Programs)  OR OCS-T (Temporary)  OR DCO Programs (including SRDC)	Monthly debt ratio is not more than 80% of projected pay and allowances	<b>MAY APPLY</b>
	Monthly debt ratio of more than 80% of projected pay and allowances	<b>MAY APPLY</b> – with waiver based on availability of sufficient civilian income.
	Filed for bankruptcy (any Chapter) within 10 years	<b>MAY APPLY</b> – with waiver.
	Filed for bankruptcy (any Chapter) within 5 years	<b>MAY NOT APPLY</b>

**NOTE**

The income of a spouse is only included in the calculation of the applicant's debt ratio if the person is applying to access into the Coast Guard Reserve or when the applicant's spouse is on active duty. Total debt will be reviewed to determine eligibility on all applicants. If BAH is calculated into monthly allowances, the applicant must be paying monthly rent/mortgage and must be included as a debt, i.e., if an applicant is not paying a monthly rent/mortgage, then BAH may not be included as a monthly allowance for debt ratio calculations unless the applicant's spouse is on active duty.

Supervisors of personnel with unsecured debt above 50% of projected pay and allowances will enroll them in a Personnel Financial Management Program at their first unit.

## CHAPTER 5 REGULAR ENLISTED RECRUITING

**A. Overview.** This Chapter supplements, for the enlistment of individuals into the Regular Coast Guard, the information discussed in Chapter 2 (Policies), Chapter 3 (Recruiting Programs), and Chapter 4 (Recruiting Standards and General Eligibility Requirements) of this Instruction.

### **B. Additional Eligibility Requirements for Prior-Service Personnel.**

#### 1. Limitations Related to Duration of Prior Service.

- a. When Enlisting in Pay Grade E-4 or above. Applicants with more than 14 years of non-Coast Guard military service must not have more than 10 years of active duty service. This restriction does not apply to Coast Guard members reenlisting within 24 hours of release from active duty (RELAD).
- b. When Enlisting in Pay Grade E-3 or below. Applicants enlisting in the Coast Guard in pay grade E-3 or below must not have more than six years of prior active military service.
- c. When Separated from Prior Service in Pay Grade E-3 or Below after Four Years of Service. The enlistment of any applicant who was discharged or released from active duty in pay grade E-3 or below after four years of service requires approval by the appropriate level in the Coast Guard recruiting organization, the Accessions Division (CG RC-acc), unless otherwise specified by CG PSC-c or CG RC-c.
- d. When separated from military service prior to the completion of original enlistment. Applicants who failed to meet their initial service obligation requires approval by the appropriate level in the Coast Guard recruiting organization, the Accessions Division (CG RC-acc), unless otherwise specified by CG PSC-c or CG RC-c.
- e. High Year Tenure (HYT). The Coast Guard will factor total prior active duty military service and the status of the High Year Tenure policy in Reference (s) into accession decisions involving prior-service personnel. Consequently, the ability of an applicant to advance in accordance with the applicant's Professional Growth Points (PGP) will be evaluated in considering applicants.

#### 2. Limitations Related to Entries on the DD Form 214.

- a. Reentry Code of RE-3. A Reentry Code of RE-3 (eligible for reenlistment except for a disqualifying factor) in Block 27 of the prospect or applicant's Certificate of Release or Discharge from Active Duty, DD Form 214, is not an automatic bar to enlistment and must not be, in and of itself, the reason for rejection. However, the prospect or applicant must prove that the disqualifying factor has been resolved before enlistment may be affected.

- b. **Lost or Bad Time.** The enlistment of any applicant whose Certificate of Release or Discharge from Active Duty, DD Form 214, indicates any period of lost or bad time in Block 29 requires approval by the appropriate level in the Coast Guard recruiting organization, the Accessions Division (CG RC-acc), unless otherwise specified by CG PSC-c or CG RC-c.

### **C. Terms of Enlistment.**

1. **Non-Prior Service Personnel.** As discussed in Section 2.F.1. of this Instruction, persons who have not previously served in the Armed Forces, and initially become members of the Regular Coast Guard, incur a military service obligation of eight years. This initial obligation may be served in one of the following manners; however, specific enlistment programs may require a minimum initial term of active duty.
  - a. **6-Year Program.** This program requires the member to serve a six-year period of active duty and two years in a Ready Reserve status (i.e., either Selected Reserve or Individual Ready Reserve).
  - b. **4-Year Program.** This program requires the member to serve a four-year period of active duty and four years in a Ready Reserve status (i.e., either Selected Reserve or Individual Ready Reserve).
  - c. **3-Year Program.** This program requires the member to serve a three-year period of active duty, three years in a Selected Reserve status, and two years in a Ready Reserve status (i.e., either Selected Reserve or Individual Ready Reserve).
  - d. **2-Year Program.** This program requires the member to serve a two-year period of active-duty, four years in a Selected Reserve status, and two years in a Ready Reserve status (i.e., either Selected Reserve or Individual Ready Reserve).
  - e. Refer to Section 1.C. of Reference (hh) for a description of the Reserve Component Categories.
2. **Prior-Service Personnel.** The contractual enlistment term for prior-service personnel varies depending on whether the prior military service was in the Coast Guard (including the Coast Guard Reserve) or another military Service.
  - a. **Prior-Coast Guard.** An applicant who has previously served in the Coast Guard or Coast Guard Reserve, or who is currently a member of the Coast Guard Reserve not on extended active duty, including persons discharged from the Delayed Entry Program, will be enlisted in the Coast Guard for a period of two, three, four, five, or six years, based on Service need.

- b. Prior Service in another U.S. Armed Force. An applicant who has previously served as a member of one of the other U.S. Armed Forces will be enlisted in the Coast Guard for a period of four years. This provision includes individuals discharged from another Service's DEP.

#### **D. Rates and Pay Grades Upon Enlistment.**

1. Non-Prior Service Personnel. See Section 3.B.1 of this Instruction.
2. Prior Service Personnel.
  - a. Maximum Pay Grade. Prior-service applicants may not be enlisted in a pay grade higher than that held on their last separation from active duty, unless a prior lateral entry assessment has been completed and approved by competent authority.
  - b. Reenlisting within 24 Hours of Separation. Members of the Coast Guard who reenlist within 24 hours of separation from active duty will normally retain their current rate and grade.
  - c. Former Coast Guard Petty Officers. A former Coast Guard petty officer may be eligible to apply under the Open Rate List (ORL); see Section 3.E.2. of this Instruction. However, if the ORL eligibility requirements are not met, the member may still be authorized to enlist in pay grade E-3 (i.e., Seaman (SN) or Fireman (FN)), with a designator, if the applicant's former rate is on the ORL in effect at the time of enlistment. If the applicant's rate is not on the ORL, enlistment in pay grade E-3 without a designator may be authorized.
  - d. Members of the Coast Guard Reserve. Members of the Coast Guard Reserve, E-3 and above, may enlist in the Regular Coast Guard in pay grade E-3 without a designator. However, see Section 3.E.2.b. of this Instruction for the policy concerning pay grades when applying for positions advertised on the Open Rate List.

#### **E. Delayed Entry Program (DEP).** For a general description of the DEP, see Section 3.E.1 of this Instruction.

1. Pay Grades and Terms of Enlistment. DEP applicants enlist in the Coast Guard Reserve for a period of eight years as either a Seaman Recruit – Delayed Entry Program (SRDEP), Seaman Apprentice – Delayed Entry Program (SADEP), or Seaman – Delayed Entry Program (SNDEP). The DEP recruit's military service obligation commences on the date of the recruit's enlistment in the Coast Guard Reserve. If fully qualified for enlistment at the conclusion of the delayed entry period, DEP recruits will be enlisted in the Regular Coast Guard for a period of two, three, four, or six years. See also Section 3.B.2. of this Instruction regarding advanced pay grade programs.

2. Discharge from DEP without Enlistment in Regular Coast Guard.

- a. Involuntary Discharge. A DEP recruit will be involuntarily discharged from the DEP if the recruit:

- (1) Reaches the 365-day maximum DEP enlistment period; and/or
- (2) Fails to report for enlistment in the Coast Guard; and/or
- (3) Becomes permanently disqualified for enlistment in the Coast Guard.

- b. Voluntary Discharge. A DEP recruit may request voluntary discharge from the DEP under any of the following circumstances:

- (1) **Hardship.** The DEP recruit must demonstrate that the hardship is not of a temporary nature (i.e., six or fewer months in duration) and, that subsequent to entry into the DEP, conditions have arisen or been aggravated to an excessive degree. A marriage is not a basis for a voluntary discharge unless a genuine hardship exists. Refer to Reference (s) for documentation requirements for hardships.
- (2) **Support.** The DEP recruit's release is necessary for the support or care of an immediate family member(s); the DEP recruit's release will result in the elimination of, or will materially alleviate, the condition; and no other means of alleviation is readily available, other than by the DEP recruit's release from the active duty agreement.
- (3) **Education.** DEP recruits who decide to pursue a course of higher education must furnish a letter of acceptance for full-time enrollment from an accredited college or university.

- c. Potential for Service in Coast Guard Reserve. Before discharging and releasing a DEP recruit from the active duty agreement, the Coast Guard will evaluate the recruit's potential to serve and eligibility under the non-prior service accession programs of the Coast Guard Reserve. See Section 3.B.6. of this Instruction.

**F. Recruit Training – Initial Active Duty for Training (IADT).** Initial Active Duty for Training (IADT) is required for all non-prior service and non-Coast Guard prior-service recruits, except prior-service personnel enlisting under the Open Rate List (see Section 3.E.2 of this Instruction for information on the ORL). The length of IADT depends upon the specific program requirements under which the applicant enlists.

## CHAPTER 6 RESERVE ENLISTED RECRUITING

**A. Overview.** This Chapter supplements, for the enlistment of individuals into the Coast Guard Reserve, the information discussed in Chapter 2 (Policies), Chapter 3 (Recruiting Programs), and Chapter 4 (Recruiting Standards and General Eligibility Requirements) of this Instruction.

### **B. Additional Eligibility Requirements.**

1. Written Authorization to Enlist. The following applicants require written authorization by the appropriate level in the Coast Guard recruiting organization, the Accessions Division (CG RC-acc), unless otherwise specified by CG PSC-c or CG RC-c, to enlist in the Coast Guard Reserve:
  - a. Applicants with more than 14 years of non-Coast Guard military service, not more than 10 years of which may be active, unless the applicant can be enlisted within 24 hours following discharge from active duty.
  - b. Applicants who, because of their civilian occupation in a job critical to the success of national goals during war or national emergency, require a deferment in excess of three months upon being called to active duty.
2. High Year Tenure (HYT). Any person separated from the Regular Coast Guard under the High Year Tenure policy set forth in Reference (s) is eligible to enlist in the Coast Guard Reserve.
3. Character Standards. Persons applying for enlistment under a prior-service accession program (see Section 3.B.5. of this Instruction) or the direct petty officer accession program (see Section 3.B.6. of this Instruction), except for prior-Coast Guard members who have been separated for less than five years, must submit completed character references from employers (from the past two years) and schools (from the past five years). See also Section 4.B.2. of this Instruction.
4. Test Score Criteria. Prior-service Coast Guard applicants enlisting in their previously-held rate, who have been separated for less than five years, are not required to take the ASVAB. All other applicants must meet the minimum ASVAB requirements for their desired rating. See also Sections 4.B.7. and 6.E.2. of this Instruction.
5. Physical Requirements. Applicants must meet the requirements for their future enlisted rating (e.g., normal color vision/perception, normal hearing, etc.). Special requirements for certain ratings are prescribed in Chapter 3 of Reference (a).
6. Security Clearance. An applicant for enlistment in a rating that requires a security clearance must be eligible to obtain such clearance. Refer to Chapter 3 of Reference (a) for information regarding ratings requiring access to classified material.

**C. Terms of Enlistment.**

1. Non-Prior Service Personnel. All non-prior service applicants will incur an initial obligation of an eight-year enlistment.
2. Prior-Service Personnel. A prior-service applicant may, at the applicant’s discretion, enlist for a period of two, three, four, five, six, or eight years. The period of enlistment must equal or exceed any military service obligation the applicant may have remaining. See Section 2.F.1. of this Instruction concerning MSOs.

**D. Information on Specific Accession Program.** Each of the seven Coast Guard Reserve enlisted accession programs is described briefly in Section 3.B. of this Instruction. Table 6-1 provides additional program and training requirements not addressed elsewhere in this Instruction.

**Table 6-1. Reserve Enlisted Accession Program Requirements**

ACCESSION PROGRAM	ENLISTMENT & TRAINING INFORMATION
<p style="text-align: center;"><b>RQ</b> (Prior service, E- 3 and above, no remaining MSO)</p>	<ul style="list-style-type: none"> <li>• Age: Minimum 25, Maximum 40.</li> <li>• Minimum SELRES commitment is three years.</li> <li>• If enlisting in pay grade E-3, must declare a rating prior to enlistment for assignment and training purposes.</li> <li>• Must attend three-week Direct Entry Petty Officer Training (DEPOT) at Training Center (TRACEN) Cape May being transferred to TRAPAY CAT A to begin drilling. Swim and physical fitness tests must be passed at DEPOT.</li> <li>• <u>Exception</u>: Prior-service Coast Guard members with less than five years break-in- service are not required to attend DEPOT.</li> <li>• Applicants with non-Coast Guard prior service in pay grades E-4 and above, given the same rank previously held in another Service and offered a rating designator, must complete all required training for the given rating and rank as determined by the Rating Force Master Chief. Individuals that do not complete all required training will be reduced in rank as determined by CGPSC-RPM.</li> </ul>
<p style="text-align: center;"><b>RN</b> (Prior service, E- 3 and above, with remaining MSO)</p>	<ul style="list-style-type: none"> <li>• Age: Minimum 22, Maximum 40.</li> <li>• If enlisting in pay grade E-3, must not have more than six years of prior service, as of the date of accession.</li> <li>• Minimum SELRES commitment is three years and must equal or exceed any remaining MSO.</li> <li>• If enlisting in pay grade E-3, must declare a rating prior to enlistment for assignment and training purposes.</li> <li>• Must attend DEPOT at TRACEN Cape May prior to reporting to first duty assignment. Swim and physical fitness tests must be passed at DEPOT. CG PSC- RPM may provide authorization for RN reservists to drill before indoctrination training on a case-by-case basis to take advantage of unique or seldom-scheduled unit training opportunities.</li> </ul>

<b>ACCESSION PROGRAM</b>	<b>ENLISTMENT &amp; TRAINING INFORMATION</b>
	<ul style="list-style-type: none"> <li>• Applicants with non-Coast Guard prior service in pay grades E-4 and above, given the same rank previously held in another Service and offered a rating designator, must complete all required training for the given rating and rank as determined by the Rating Force Master Chief. Individuals that do not complete all required training will be reduced in rank as determined by CG PSC-RPM.</li> </ul>
<p style="text-align: center;"><b>RJ</b> (Prior-service Coast Guard, E- 3 and above, with remaining MSO)</p>	<ul style="list-style-type: none"> <li>• Age: Minimum 22, Maximum 40.</li> <li>• If enlisting in pay grade E-3, must not have more than six years of prior service, as of the date of accession.</li> <li>• Minimum SELRES commitment is three years and must equal or exceed any remaining MSO.</li> <li>• If enlisting in pay grade E-3, must declare a rating prior to enlistment for assignment and training purposes.</li> <li>• Transferred to TRAPAY CAT A to begin drilling at their assigned units, additional IADT is not required. May attend Class “A” school if funding and quotas are available. The remaining two years of eight-year military service obligation may be served in the IRR.</li> </ul>
<p style="text-align: center;"><b>RX</b> (Non-prior service, direct petty officer)</p>	<ul style="list-style-type: none"> <li>• Age: Minimum 25 Maximum 40.</li> <li>• Applicants are only eligible for the ratings discussed in Section 6.E.2. of this Instruction unless approved for another rating by the proper authority. Attendance at Class “A” School, or certain Class “C” Schools, may be required for certain ratings to ensure familiarity with the fundamental Coast Guard operations of the rating.</li> <li>• Minimum ASVAB test scores for specific rating. Must complete rating performance qualifications, pass the rating related advancement test and Enlisted Professional Military Education (EPME).</li> <li>• For the Investigator (IV) rating, must fulfill the requirements, including an interview and polygraph, established by the Coast Guard Investigative Service (CG-2/CGIS).</li> <li>• Minimum SELRES commitment is six years. The remaining two years of their eight- year military service obligation may be served in the IRR.</li> <li>• Must attend DEPOT at TRACEN Cape May prior to reporting to first duty assignment. Swim and physical fitness tests must be passed at DEPOT.</li> </ul>
<p style="text-align: center;"><b>RP</b> (Non-prior service, available for approx. six consecutive months for IADT.)</p>	<ul style="list-style-type: none"> <li>• Age: Minimum 17, Maximum 40.</li> <li>• Minimum ASVAB test scores for specific rating.</li> <li>• Minimum SELRES commitment is six years. The remaining two years of their eight-year military service obligation may be served in the IRR.</li> <li>• A quota is reserved for a specific Class “A” School convening date prior to enlistment. IADT begins with basic training, to commence within 180 days of enlistment. The member is then transferred from TRAPAY CAT F to A and reports directly (generally within six days) to Class “A” School. May perform up to four weeks of on-the-job training (OJT) at the Class “A” School training command while waiting for the Class “A” School convening date.</li> <li>• To be advanced to pay grade E-4 upon successful completion of Class “A” School, the member must pass the Advancement Qualification Examination (AQE) and meet the other requirements for advancement to E-4; otherwise, the member will graduate as an E-3 with a designator.</li> </ul>



ACCESSION PROGRAM	ENLISTMENT & TRAINING INFORMATION
<p style="text-align: center;"><b>RA</b> (Non-prior service, non-prior service, critical rating)</p>	<ul style="list-style-type: none"> <li>• Age: Minimum 25, Maximum 40.</li> <li>• Minimum ASVAB test scores for specific rating.</li> <li>• Minimum SELRES commitment is six years. The remaining two years of their eight-year military service obligation may be served in the IRR.</li> <li>• Have at least 60 semester hours, or 90 quarter hours, of post-secondary education.</li> <li>• Must attend DEPOT at TRACEN Cape May prior to reporting to first duty assignment. Swim and physical fitness tests must be passed at DEPOT. When a break between the completion of DEPOT and the convening date of Class “A” School exceeds 30 days, the member is required to report to first duty assignment to perform Inactive Duty Training (IDT).</li> <li>• Applicants enlist in pay grade E-3 and remain an E-3 until the successful completion of Class “A” School. The Time-In-Pay-Grade-In-Present-Rating (TIR) requirement does not apply, and the member will immediately be advanced to pay grade E-4 upon successful completion of Class “A” School.</li> </ul>
<p style="text-align: center;"><b>RK</b> (Non-prior service, student)</p>	<ul style="list-style-type: none"> <li>• Age: Minimum 17, Maximum 40.</li> <li>• Minimum ASVAB test scores for specific rating.</li> <li>• Minimum SELRES commitment is six years. The remaining two years of their eight-year military service obligation may be served in the IRR.</li> <li>• IADT Phase I consists of basic recruit training, to begin within 180 days of enlistment. After basic training is completed, RK reservists are transferred from TRAPAY CAT F to B.</li> <li>• Inter-Phase Period: Upon successful completion of Phase I, the member is required to report to first duty assignment and must perform four IDT drills per month.</li> <li>• IADT Phase II consists of Class “A” School, typically scheduled for the first summer following the successful completion of IADT Phase I, or sooner. Reservists are placed backed in TRAPAY CAT F to attend Class “A” school, then transferred to TRAPAY CAT A to return to drilling unit.</li> <li>• To be advanced to pay grade E-4 upon successful completion of Class “A” School, the member must pass the Advancement Qualification Examination (AQE) and meet the other requirements for advancement to E-4; otherwise, the member will graduate as an E-3 with a designator.</li> </ul>

### E. Rating and Pay Grades Upon Enlistment.

1. Lateral Entry. Lateral entry assessments are required for all non-Coast Guard prior-service and all direct petty officer applicants seeking to join in paygrade E-4 and above. Policy regarding the Lateral Entry Program is in chapter 3.B.2.a. of this instruction. Final approval must be made in writing and approved by the Accessions Division (CG RC-acc), unless otherwise specified by CG PSC-c or CG RC-c.

2. Professional Experience and Skills for the Direct Petty Officer (RX) Program. Applicants for the Direct Petty Officer (RX) Accession Program are only eligible for the ratings listed in Table 6-2. Applicants must demonstrate that they have the experience, skills, and/or credentials indicated in the table. In addition, they must meet or exceed the minimum ASVAB test scores, complete rating performance qualifications, and pass the rating related advancement test and Enlisted Professional Military Education (EPME) for the specific rating. Further information can be found on CG PSC EPM's sharepoint site: Microsoft Word - A School Rate Requirements Nov 2021 (sharepoint-mil.us).

**Table 6-2. Professional Experience Required for RX Program Ratings**

RATING	PROFESSIONAL QUALIFICATIONS	
	YEARS	CREDENTIALS, EXPERIENCE, AND/OR SKILLS
Boatswain's Mate (BM)	2 or More	<p>Merchant Mariner Credential (MMC) with one or more of these endorsements:</p> <ul style="list-style-type: none"> <li>• Mate (Pilot) of Towing Vessels</li> <li>• Operator of Uninspected Passenger Vessels (OUPV)</li> <li>• Other deck officer endorsements</li> <li>• Able Seaman</li> </ul> <p>Skills – Complete all of the following:</p> <ul style="list-style-type: none"> <li>• Pass the Navigation Rules (NAVRULS) or Deck Watch Officer (DWO) exam, or equivalent.</li> <li>• Make an eye splice in three-stranded natural fiber, three- stranded synthetic, and double-braided nylon line.</li> <li>• Demonstrate ability to complete these tasks: <ul style="list-style-type: none"> <li>➤ Task 1 – Tie knots, hitches, and bends.</li> <li>➤ Task 2 – State the common terms used for location, position, and direction on a boat.</li> <li>➤ Task 3 – Piloting and navigation.</li> </ul> </li> </ul>
Culinary Specialist (CS)	3 or More	<p>Full-time experience in an institutional cooking facility or full-service restaurant (or may substitute at least two years of full-time experience, plus one year of college-level study in a related field).</p>
Damage Controlman (DC)	2 or More	<p>Current credential or employment in one or more of these categories:</p> <ul style="list-style-type: none"> <li>• Associate or higher degree in Fire Science, Industrial Engineering, or Civil Engineering.</li> <li>• Credentialed millwright.</li> <li>• Certified welder (minimum for mild steel in flat, horizontal, vertical, and overhead positions).</li> <li>• Professional firefighter.</li> </ul>

RATING	PROFESSIONAL QUALIFICATIONS	
	YEARS	CREDENTIALS, EXPERIENCE, AND/OR SKILLS
		OR Experience in business service management for building or machine maintenance or construction.
Electrician's Mate (EM)	2 or More	<p>Experience monitoring, operating, and repairing equipment in four or more of these categories:</p> <ul style="list-style-type: none"> <li>• One- and three-phase power and lighting distribution systems, including automatic bus transfer.</li> <li>• One- and three-phase motors and generators.</li> <li>• Heating, air conditioning, and refrigeration controls.</li> <li>• Sanitation and pollution abatement systems.</li> <li>• Fire and flooding alarm systems.</li> <li>• Battery charging and low-voltage distribution systems.</li> <li>• Load-sharing control systems.</li> <li>• Microprocessor-based electrical/electronic control equipment.</li> </ul> <p>Internal communication equipment, such as intrusion, machinery, and internal environmental control, and monitoring equipment.</p>
Investigator (IV)	3 or More	<p>Experience and current employment as a full-time sworn Law Enforcement Officer (Federal, state, or municipality).</p> <p>Successful completion or graduation from an accredited basic law enforcement training program or academy.</p>
Maritime Enforcement Specialist (ME)	1 or More	<p>Training or operational experience equivalent to the ME Rating Performance Qualification (RPQ) Standard for E-4.</p> <p>Experience as a law enforcement professional – successfully completed formal law enforcement training and has served, or currently serves, a municipality, state, or the Federal government as one of these:</p> <ul style="list-style-type: none"> <li>• Sworn Peace Officer.</li> <li>• Sworn Police Officer.</li> <li>• Sworn Law Enforcement Officer.</li> <li>• Nuclear Power Plant</li> <li>• Security Officer.</li> </ul> <p>OR</p> <p>Experience as a security professional – has had formal training and has served, or currently serves, as one of these:</p> <ul style="list-style-type: none"> <li>• Security Officer.</li> <li>• Security Manager.</li> <li>• Corrections Officer.</li> <li>• Certified Protection Professional.</li> </ul> <p>Personal Protection Service.</p>

RATING	PROFESSIONAL QUALIFICATIONS	
	YEARS	CREDENTIALS, EXPERIENCE, AND/OR SKILLS
Machinery Technician (MK)	2 or More	<p>Current credential or employment in one or more of these categories:</p> <ul style="list-style-type: none"> <li>• Associate or higher degree in a technical field related to mechanical engineering.</li> <li>• Credentialed millwright.</li> <li>• Certified construction manager.</li> <li>• Certified quality technician.</li> <li>• Certification as ASE (National Institute for Automotive Service Excellence) Master Medium-Heavy Vehicle Technician.</li> <li>• Merchant Mariner Credential (MMC) endorsed as Chief Engineer, Designated Duty Engineer (DDE), Officer in Charge of Engineering Watch (OICEW), or Able Seafarer-Engine.</li> </ul> <p>OR</p> <p>Experience in business service management for mechanical equipment (e.g., equipment repair facilities, auto service, or any service department for categories listed above, etc.).</p>
Marine Science Technician (MST)	2 or More	<p>Experience as an industrial safety professional, with formal training, serving as one of these:</p> <ul style="list-style-type: none"> <li>• Fire inspector.</li> <li>• Pollution cleanup supervisor.</li> <li>• Hazardous materials specialist.</li> <li>• Industrial hygienist.</li> <li>• Code inspector.</li> <li>• Environmental quality specialist.</li> <li>• Safety and environmental specialist.</li> <li>• Industrial chemist.</li> <li>• Water quality specialist.</li> </ul>
Public Affairs Specialist (PA)	2 or More	<p>Experience in two or more of these categories:</p> <ul style="list-style-type: none"> <li>• Photography (newspaper or magazine).</li> <li>• News videography.</li> <li>• News copy editing.</li> <li>• Publication production.</li> <li>• Media relations.</li> <li>• Corporate communications.</li> <li>• Advertising.</li> <li>• Marketing.</li> <li>• Corporate community relations.</li> <li>• Corporate crisis response.</li> </ul> <p>College-level study in English, Public Affairs, or a related field.</p>

RATING	PROFESSIONAL QUALIFICATIONS	
	YEARS	CREDENTIALS, EXPERIENCE, AND/OR SKILLS
Storekeeper (SK)	3 or More	<p>High school or business school graduate.</p> <p>Full-time business or accounting experience in such positions or fields as supply chain management, inventory management, logistics, data transcriber, supply clerk, purchasing agent, contracting officer, or accounts payable clerk (or may substitute at least two years of full-time experience, plus one year – 36 quarter-hours – of college-level study in a related field).</p>
Yeoman (YN)	2 or More	<p>Full-time employment as a Human Resources Specialist or clerk familiar with normal office procedures.</p> <p>Experience in:</p> <p>Preparing general office correspondence.</p> <ul style="list-style-type: none"> <li>• Communicating effectively.</li> <li>• Interpreting policy and procedures.</li> <li>• Advising and counseling others.</li> <li>• Human resources and administration, to include: <ul style="list-style-type: none"> <li>➤ Payroll.</li> <li>➤ Benefits.</li> <li>➤ Retirement.</li> <li>➤ Personnel data records.</li> </ul> </li> </ul> <p>Practical knowledge and skills in using office computer systems, to include:</p> <p>Word processing programs (e.g., Microsoft Word).</p> <ul style="list-style-type: none"> <li>• Spreadsheet programs (e.g., Microsoft Excel).</li> <li>• Electronic mail (e.g., Microsoft Outlook).</li> </ul> <p>Type 20 words per minute.</p>

## CHAPTER 7 OFFICER RECRUITING

### A. Overview.

1. Purpose. This Chapter supplements, for the recruitment of officers into the Coast Guard and Coast Guard Reserve, the information discussed in Chapter 2 (Policies), Chapter 3 (Recruiting Programs), and Chapter 4 (Recruiting Standards and General Eligibility Requirements) of this Instruction.
2. Additional Recruiting Standards for Officer Programs.
  - a. Coast Guard Officers. Persons currently holding a Regular or Reserve commission are not eligible to apply if they are on the Active Duty Promotion List (ADPL). If a Reserve officer on the Inactive Duty Promotion List (IDPL) meets the criteria, the officer may apply, provided that a conditional resignation has been approved by the Reserve Personnel Management Division (CG PSC-RPM). Persons who have served or are serving in the Coast Guard Reserve, and were non-selected for integration or extension, are not eligible to apply. Reserve officers who were non-selected for promotion are ineligible to apply.
  - b. Non-Selection during Prior Military Service. Prospects who previously served as commissioned officers in the Regular or Reserve Component of any military Service, and were separated or removed as a result of a force reduction or due to non-selection for promotion, extension, or integration are ineligible for Coast Guard commissioning programs.
3. Waivers. See Section 4.A.3. of this Instruction regarding waivers and eligibility determinations, and Section 1.C.5. of this Instruction regarding the final approval authority for granting waivers and making eligibility determinations. For officer recruiting programs, except as noted elsewhere in this Instruction, waivers will only be considered for time-in-service, certain medical conditions, age, education (specifically, the accreditation of post-secondary education – see Section 7.B.1.c. of this Instruction – and qualifying degrees), and dependents. Waiver decisions are based on the needs of the Service and the current recruiting environment. Waivers accepted for consideration are released annually via ALCGRECRUITING message.

### B. General Considerations and Requirements.

1. Education.
  - a. Preferred Majors. Special recruiting efforts will be made for applicants with scientific, technical, engineering, or mathematics (STEM) degrees, or other degrees deemed appropriate by the Assistant Commandant for Military Personnel (CG-1M).

- b. Degrees Conferred by Foreign Education Institutions. To be considered as potentially meeting the officer program education requirement, an applicant with a degree conferred by a foreign education institution must also submit a course-by-course assessment from a credential evaluation service. Degrees conferred by foreign education institutions must be translated into English.
  - c. Accreditation Waivers. A waiver of accreditation requirements may be considered if written certification from any accredited U.S. college or university indicates that the credits earned will be accepted by that institution.
2. Commanding Officer's Endorsement. Applications submitted by current Coast Guard Active Duty or Coast Guard Selected Reserve enlisted members require a command endorsement from the first commissioned commanding officer in the applicant's chain of command. Endorsements from commissioned officers with delegated authority, for example as commanding officer of military or enlisted personnel, do not satisfy this provision. If the endorsement is rescinded, or the applicant's eligibility status changes at any time prior to appointment, the command must promptly notify Commanding Officer (CG RC), and the applicant will be disqualified for that selection cycle. The endorsement must be formatted as a new-page endorsement to the applicant's memorandum and include:
- a. An evaluation of the applicant's potential value to the Coast Guard as a commissioned officer.
  - b. Any outstanding professional or other qualifications the applicant may possess.
  - c. An evaluation of the applicant compared to others the commanding officer has personally known who have completed the specific officer program.
  - d. A statement certifying that the command conducted a review of the member's Official Military Personnel File (OMPF) and that the applicant meets the character standards for eligibility (see Section 4.B.2. of this Instruction).
  - e. A statement about the applicant's ability and willingness to meet all financial obligations.

3. Interviews. The interview is an official report of the applicant's personal contact with Coast Guard officers, and provides the means to assess leadership potential, communication skills, and maturity. Reports that provide unbiased, specific information are critical to the selection process. It is imperative that interview boards provide a fair and honest assessment, and not refrain from "not recommending" an applicant if they feel the applicant is not suitable for a commission. Commanding officers shall convene interview boards at places within their jurisdiction. Applicants should contact their recruiter or Education Services Officer (ESO), as applicable, for guidance on preparing for an interview. The applicant must meet all program eligibility standards prior to being scheduled for an interview.
  - a. Interview Board Report. The interview will be documented on the Officer Programs Applicant Interview Form CG-5527, CG-5527A, or CG-5527L. The selection process directly reflects the quality and uniformity of the interview boards. Effective interviewing procedures and careful attention to completing the applicable Officer Programs Applicant Interview Form are extremely important to both the Coast Guard and the applicant. The Officer Programs Applicant Interview Form must be typed. It is essential to both the recruiting and panel preparation processes that the interview board complete the appropriate Officer Programs Applicant Interview Forms as soon as possible. Completed Officer Applicant Interview Forms must not be viewed by the applicant.
  - b. Interview Board Composition. The interview must consist of three officers, all of which must be of equal or senior grade to the maximum appointment grade authorized by the program for which the applicant is applying to (see Table 7-1 for requirements). Two-member interview boards may be authorized by CG RC on a case-by-case basis. The senior board member must be O-4 or above. All board members must have one year or more of Coast Guard service. At least one board member must be an active duty Coast Guard officer.
  - c. Applicant's Background and Program of Interest. Board membership must be built with the applicant's background and program of interest in mind. A board interviewing a female or minority applicant should contain, if practical, a female or respective minority board member. A board interviewing an applicant for OCS should contain, if practical, an OCS graduate. A board interviewing an applicant for a commission in the IDPL must contain one reserve officer. A board interviewing an applicant for a DCO program must contain one specialist in the same field.
  - d. Direct Commission Aviator Interview. Applicants for the DCA program are required to complete an aviation-specific interview, conducted by a board comprised of aviators following the same requirements as the standard interview. This aviation-specific interview will be documented on the Officer Programs Direct Commission Aviator Interview Form, CG-5527A.



- e. Direct Commission Health Service Officer Interview. Applicants for the DCHSO program are required to have an interview conducted by a board comprised of at least three officers of the rank of O-5 or above.
- f. Direct Commission Lawyer Interview. Applicants for the DCL and DCL-SELRES programs are required to complete a lawyer-specific interview, conducted by a board comprised of at least one active duty attorney (i.e., Judge Advocate, "JAG") following the same requirements as the standard interview. This lawyer-specific interview will be documented on the Officer Programs Direct Commission Lawyer Form, CG-5527L.
- g. Period of Validity. Interviews are valid for two years from the date the interview was conducted to the applicable selection panel convening date. Any subsequent interview negates the previous interview. That is, the applicant cannot choose a preferred interview result; the latest completed interview is the only valid interview.
- h. Interview Board Recommendation. The interview board must state the applicant's suitability for commissioning in the first sentence of the applicable Officer Programs Applicant Interview Form. Interview boards must use plain language, and specifically address the applicant's potential to succeed as a commissioned officer in the Coast Guard.
- i. "Not Recommended" by Interview Board. Applicants who are "not recommended" by a Coast Guard interview board are not eligible for further consideration by a selection panel. An applicant may re-interview during the next selection cycle if the applicant remains otherwise eligible. An applicant who is "not recommended" by two interview boards will be permanently disqualified, and is ineligible to reapply.
- j. Unbiased Interviewing. An unbiased and independent contribution is essential in fairly evaluating officer program applicants. Officers in direct personal or professional contact with the applicant must not be members of that individual's interview board. Coast Guard members' immediate supervisors and command officers must not be board members because they provide input through the Commanding Officer's endorsement.

**Table 7-1. Minimum Interview Board Paygrade Requirements by Program**

<b>Program</b>	<b>Minimum Rank of Interview Board Membership</b>	<b>Program-Specific Requirements</b>
OCS-R	O-1	
OCS-T	O-1	
AVCAD	O-1	
DCA	O-3	See 7.B.3.d.
DCCO	O-3	
DCE	O-3	
DCEM	O-3	
DCHSO	O-5	See 7.B.3.e.
DCIO	O-3	
DCL	O-3	See 7.B.3.f.
DCL-SELRES	O-2	See 7.B.3.f.
DCPA	O-3	
DCPA-SELRES	O-3	
DCSS	O-1	
LOMM	O-3	
MARGRAD	O-2	
PTMO	O-2	
SRDC	O-3	
CSPI-EXEC	O-1	
CSPI-Scholarship	O-1	
CSPI-SLRP	O-1	

4. Selection Panels. Officer selection panels are the means by which applicants for every officer commissioning program, with the exception of the Coast Guard Academy, are selected to be tendered Temporary Regular or Reserve commissions as Coast Guard officers. Commanding Officer (CG RC) convenes the selection panels, which may be scheduled based on Officer Candidate School (OCS), Direct Commission Officer (DCO), and Reserve Officer Candidate Indoctrination (ROCI) class convening dates or scheduled on short notice based on an immediate Service need. The selection panels determine the appointment rank/grade – Ensign (O-1), Lieutenant Junior Grade (O-2), Lieutenant (O-3), Lieutenant Commander (O-4), or Commander (O-5) – of those applicants selected; in doing so, the panels will apply eligibility requirements as of the selection panel convening date, consider any appointment-grade minimum criteria found in Table 7-2, Table 7-3, and Table 7-4 of this Instruction, and evaluate each applicant’s overall qualifications. See Chapter 2 of Reference (n) for information on when an officer may be entitled to the special rate of pay for O-1E, O-2E, or O-3E.

- a. Membership. Each officer selection panel must have at least one Regular commissioned officer on its membership and, as practical, panels considering applicants for Reserve commissions should have at least one Reserve commissioned officer on the panel. The senior officer, regardless of commission type, will be the panel president. In addition, panel membership should represent the applicant pool and the specialties being considered for commissioning.
  - b. Approval of Panel Results. CG PSC-c reviews and approves OCS and CSPI selection panel reports. The Secretary of Homeland Security reviews and approves DCO and SRDC selection panel reports. Upon approval, panel results, including appointment grades, are final.
  - c. Release of Panel Results. Panel results are released via ALCGRECRUITING message. OCS and CSPI selection panel results are released once CG PSC-c signs the panel report. DCO and SRDC selection panel results are released once COMDT (CG-1) signs the panel report. All selection panel results are contingent upon receiving final appointment authority from the Secretary of Homeland Security.
5. Accession and the Types of Commissions.
- a. Accession. Unless specified elsewhere in this Instruction, officer program selectees will be accessed in the following manner:
    - (1) Officer Candidate School (OCS). See Table 7-2 of this Instruction for a description of OCS. Selectees who have prior military service will be enlisted for a period of four years. All others will be enlisted for a period of eight years (see Section 2.F.1.a. of this Instruction). Current Coast Guard or Coast Guard Reserve members retain their rate/rank, while former members will be enlisted in the rate held at the time of separation. All others will be enlisted as Seaman Apprentice Officer Candidate (SAOC). Selectees are commissioned upon the successful completion of OCS.
    - (2) Direct Commission Officer (DCO) School. DCO School is the initial course of instruction used for DCO indoctrination and orientation. The course is five weeks in duration. Selectees are commissioned approximately 30 days prior to their scheduled DCO School convening date or as determined by CG RC-acc.
    - (3) Reserve Officer Candidate Indoctrination (ROCI). ROCI is the initial course of instruction for applicants selected for the SRDC and DCL-SELRES programs. ROCI is five weeks in duration. Selectees who have prior military service will be enlisted for a period of four years in the pay grade held at the time of separation. All others will be enlisted for a period of eight years (see Section 2.F.1.a. of this Instruction) as Seaman Apprentice Officer Candidate (SAOC). Selectees are commissioned upon the successful completion of ROCI. Selectees who previously served as Coast Guard commissioned officers are not required to attend ROCI, and are commissioned as determined by CG RC-acc.

- (4) Regular-to-Reserve. Under the authority of § 12201 of Reference (h), former Regular commissioned officers of the Coast Guard and Navy may, if otherwise qualified, be tendered a Reserve commission (refer also to Chapter 1 of Reference (b)). Regular-to-Reserve Panels are completed by CG PSC-RPM and are governed by Reference (b).
- b. Types of Commission.
- (1) Regular Commission.
    - (a) Permanent Regular Commission. Permanent Regular commissions are tendered to graduates of the Coast Guard Academy and, following approval for integration, to officers holding a Temporary Regular or Reserve commission. See § 2101 of Reference (ee) for the authority for the appointment of permanent commissioned officers in the Regular Coast Guard.
    - (b) Temporary Regular Commission. Except where noted elsewhere in this Instruction, Temporary Regular commissions may be tendered, in a grade not above Lieutenant, to Coast Guard CWOs and enlisted members, and to licensed officers of the U.S. Merchant Marine who are accessed through an OCS (to include the PPEP scholarship program for this discussion) or DCO program. A Coast Guard member who receives a Temporary Regular commission continues to hold an underlying CWO or enlisted status, and returns to that underlying status if the commission is vacated.
    - (c) Temporary Regular Commission Eligibility. Coast Guard members are eligible to receive a Temporary Regular commission through specific OCS and DCO programs, provided they:
      - 1) Are currently serving active duty Coast Guard, including Extended Active Duty (does not include reservists serving on ADOS); and
      - 2) Are serving in pay grade E-5 or above (or E-4 if they previously served satisfactorily as an E-5 in the Coast Guard and reverted to E-4 due to a change of rating in accordance with Chapter 3 of Reference (a)); and
      - 3) Have a minimum of four years of active duty military service, excluding any active duty for training, as of the selection panel convening date; and
      - 4) Have at least two years of active duty service in the Coast Guard. See § 2104 of Reference (ee) for the authority for the appointment of temporary commissioned officers in the Regular Coast Guard.

- (2) Reserve Commission. The Coast Guard does not authorize temporary Reserve commissions. Reserve commissions are tendered to all other officers accessed through the officer recruiting programs, i.e., those not eligible for, or not tendered, a Regular commission (permanent or temporary). Officers with Reserve commissions may serve on extended active duty in the Regular Coast Guard or in the Coast Guard Reserve.
- (3) Commission Type. Refer to the “Appointment Grade” block in Table 7-2, Table 7-3, and Table 7-4 for each program’s accepted commission type. An applicant’s eligibility for either a Temporary Regular commission or a Reserve commission is determined prior to the selection panel convening date, not as a function of the selection panel’s deliberations.
- (4) Integration. Refer to Chapter 1 and Chapter 3 of Reference (b) for information on the requirements and procedures for integration as permanent Regular commissioned officers for those holding Temporary Regular and Reserve commissions.

### **C. Officer Candidate Program.**

1. Table 7-2 lists the standards and eligibility requirements for these officer candidate programs that are not addressed elsewhere in this Instruction.

**Table 7-2. Eligibility Requirements for Officer Candidate Programs**

<b>Officer Candidate School (OCS)</b>		
<b>PROGRAM DESCRIPTION</b>	Officer Candidate School (OCS) is a highly specialized, 17-week course of instruction in leadership and management, seamanship, navigation, law enforcement, and military subjects. OCS classes are convened periodically throughout the year, depending on the needs of the Service. Normally, each OCS class is comprised of both Temporary Regular commission officer candidates (OCS-T) and Reserve commission officer candidates (OCS-R). See Section 7.B.5.b of this Instruction for information on the different types of commissions.	
	<b>OCS-R</b>	<b>OCS-T</b>
<b>AGE</b>	Minimum 21, Maximum 41 as of 30 SEP of FY in which selection panel convenes.	Minimum 21, Maximum 41 as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Baccalaureate or higher degree from an accredited college or university (college seniors graduating after the application deadline must provide a letter from their academic institution indicating their degree major, and the date their degree will be conferred).	(1) Baccalaureate or higher degree from a qualifying college or university; or (2) American Council on Education (ACE) recommended scores on the five General College-Level Examination Program (CLEP) Exams (i.e., English Composition, Humanities, Natural Science, College Mathematics, and Social Science/History); or (3) One year of college (30 semester-hours or 45 quarter-hours) at a qualifying college or university and completed at least one college-level mathematics course or ACE recommended score on the College Mathematics General CLEP Exam. (Note – Credits earned through Service schools or correspondence courses, when reflected on the Coast Guard Institute-certified Joint Services Transcript, are acceptable.)
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active military service as of the date of accession.	(1) Must be active duty in the Coast Guard; and (2) Must be E-5 or above as of the panel's convening date; and (3) Must have four years of active duty as of the panel convening date; and (4) Must have at least two years active duty served in the Coast Guard.  Note: May be E-4 if the applicant previously served satisfactorily as an E-5 in the Coast Guard and was reverted to E-4 due to a change of rating in accordance with Chapter 3 of Reference (a).
<b>SERVICE OBLIGATION</b>	Discharged from enlisted status upon commissioning, incurring an initial three-year active duty obligation.	Discharged from enlisted status upon commissioning, incurring an initial three-year active duty obligation.
<b>APPOINTMENT GRADE</b>	<u>Reserve Commission</u> : Ensign (O-1).	<u>Temporary Regular</u> : Ensign (O-1). Regular Coast Guard CWOs, with 21 or more months of service as a CWO as of the selection panel convening date, are eligible for Lieutenant Junior Grade (O-2).

<b>Aviation Cadet (AVCAD)</b>	
<b>PROGRAM DESCRIPTION</b>	AVCAD is a guaranteed flight training program that is a unique opportunity for Regular Coast Guard and Coast Guard Reserve enlisted personnel interested in becoming Coast Guard aviators. Applicants must currently be serving in pay grades E-4 through E-7, in any rating. Selected personnel will attend OCS, and after successfully completing OCS will enter the pipeline for Naval Flight Training as commissioned officers.
<b>AGE</b>	Minimum 21, Maximum 30, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	<p>Test Score: ASTB. 4 on the Academic Qualifications Rating (AQR) and 5 on the Pilot Flight Aptitude Rating (PFAR).</p> <p><u>Temporary Regular:</u></p> <p>(1) Baccalaureate or higher degree from a qualifying college or university; or</p> <p>(2) American Council on Education (ACE) recommended scores on the five General College-Level Examination Program (CLEP) Exams (i.e., English Composition, Humanities, Natural Science, College Mathematics, and Social Science/History); or</p> <p>(3) One year of college (30 semester-hours or 45 quarter-hours) at a qualifying college or university and completed at least one college-level mathematics course or ACE recommended score on the College Mathematics General CLEP Exam. (Note – Credits earned through Service schools or correspondence courses, when reflected on the Coast Guard Institute-certified Joint Services Transcript, are acceptable.)</p> <p><u>Reserve Commission:</u></p> <p>Baccalaureate or higher degree from an accredited college or university (college seniors graduating after the application deadline must provide a letter from their academic institution indicating their degree major, and the date their degree will be conferred).</p>
<b>MILITARY SERVICE</b>	<p>Must be currently serving in the Coast Guard or Coast Guard Reserve.</p> <p><u>Temporary Regular:</u></p> <p>(1) Must be active duty in the Coast Guard; and</p> <p>(2) Must be E-5 or above as of the panel's convening date; and</p> <p>(3) Must have four years of active duty as of the panel convening date; and</p> <p>(4) Must have at least two years active duty served in the Coast Guard.</p> <p>Note: May be E-4 if the applicant previously served satisfactorily as an E-5 in the Coast Guard and was reverted to E-4 due to a change of rating in accordance with Chapter 3 of Reference (a).</p> <p><u>Reserve Commission:</u></p> <p>No more than 12 years of non-Coast Guard active military service as of the date of accession.</p>
<b>SERVICE OBLIGATION</b>	<p>Discharged from enlisted status upon commissioning, incurring an initial three-year active duty obligation. Upon successful completion of Naval Flight Training, members will incur an additional eight-year active duty obligation.</p> <p>Members who commence but do not finish flight training incur one additional month of active duty obligation for each month in which they participate in flight training.</p>
<b>APPOINTMENT GRADE</b>	<p><u>Temporary Regular:</u> Ensign (O-1). Regular Coast Guard CWOs, with 21 or more months of service as a CWO as of the selection panel convening date, are eligible for Lieutenant Junior Grade (O-2).</p> <p><u>Reserve Commission:</u> Ensign (O-1).</p>

**D. Direct Commission Officer (DCO) Program.**

1. DCO Descriptions. Table 7-3 lists the standards and eligibility requirements for these officer candidate programs that are not addressed elsewhere in this Instruction.

Note: The Appointment Grade block serves as guidance and/or requirements for selection panel consideration when evaluating up to the maximum appointment grade.



**Table 7-3. Eligibility Requirements for Direct Commission Officer Programs**

<b>Direct Commission Aviator (DCA)</b>	
<b>PROGRAM DESCRIPTION</b>	The Coast Guard aviation program reflects the organization and missions of the Coast Guard itself. Selected applicants will report to their first duty assignment prior to attending training at the Coast Guard Aviation Training Center (CG ATC) in Mobile, Alabama.
<b>AGE</b>	Minimum 21, Maximum 36, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	(1) Baccalaureate or higher degree from an accredited college or university; or (2) ACE recommended scores on the five General CLEP Exams (i.e., English Composition, Humanities, Natural Science, College Mathematics, and Social Science/History); or (3) One year of college (30 semester- hours or 45 quarter-hours) at an accredited college or university and completed at least one college-level mathematics course or ACE recommended score on the College Mathematics General CLEP Exam.
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Five-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<u>Reserve Commission:</u> Ensign (O-1) – Civilian applicants, or previously served as O-1 in any U.S. Armed Force. <u>Reserve Commission:</u> Lieutenant Junior Grade (O-2) – previously served as U.S. Army warrant officer or O-2 in any U.S. Armed Force. <u>Reserve Commission:</u> Lieutenant (O-3) – Previously served as O-3 or higher in any U.S. Armed Force.
<b>SUPPLEMENTAL INFORMATION</b>	Applicants must have the following military service and aviation experience: (1) Military Flight Training. Graduate of a U.S. military flight training program, and a minimum of 500 hours of military flight time as of the application deadline. Flight hours in training and simulator training hours do not count toward this total. (2) Active Duty Service. Service on active duty, other than active duty for training, as a pilot in the U.S. Army (commissioned or warrant officer), Navy, Air Force, Marine Corps, or National Guard for a minimum of 2 years. Note: National Guard applicants with no active duty service are not eligible, but Army active duty personnel assigned to National Guard components are eligible. (3) Recency. Primary employment as a military or civilian pilot within 2 years of the selection panel convening date.

<b>Direct Commission Cyber Officer (DCCO)</b>	
<b>PROGRAM DESCRIPTION</b>	The DCCO program offers an opportunity for high-performing cyber professionals and military members with cyber experience to employ their unique skillset as Coast Guard Cyber Officers. New Coast Guard Cyber Officers will immediately put their skills to use in vital operational cyber missions providing a secure and functional network upon which all other Coast Guard missions rely and ensure the protection of the Marine Transportation System from malicious Cyber actors. Selectees will have a chance to become key resources in what has become the Coast Guard's top emerging field and will receive an initial assignment within the Coast Guard's Operational Cyberspace Workforce. Applicants must be proven cyber professionals with robust work experience.
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Must have a baccalaureate or higher degree (associate or higher degree for applicants eligible for a Temporary Regular commission) from an accredited college or university.
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Three-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<p><u>Temporary Regular or Reserve Commission:</u> Ensign (O-1) – Baccalaureate degree, with five years relevant work experience.</p> <p><u>Temporary Regular or Reserve Commission:</u> Lieutenant Junior Grade (O-2) – Master's degree with five years of relevant work experience.</p> <p><u>Temporary Regular or Reserve Commission:</u> Lieutenant (O-3) – Doctorate with five years of relevant work experience, or a master's degree with seven years of relevant work experience.</p>
<b>SUPPLEMENTAL INFORMATION</b>	<p>(1) Clearance. Must have a current Top Secret/Sensitive Compartmentalized Information (TS/SCI) clearance.</p> <p>(2) Experience. Applicants must have a minimum of five years of documented experience in a cyber-operational role as of the panel convening date. This experience may include executing, managing, overseeing, or developing cyberspace operations within Cybersecurity, Information Assurance, Cyber Threat Intelligence, Cyber Risk Management, Computer Network Architect, Information Security Analysis, Network and Computer Systems Administrator, Computer and Information Systems Manager, and Information Systems Manager.</p>

<b>Direct Commission Engineer (DCE)</b>	
<b>PROGRAM DESCRIPTION</b>	<p>This program offers challenging and rewarding experiences in the engineering and command, control, communications, computer, cyber security, and information technology (C5I) fields. It provides engineers and technologists with leadership opportunities in program management and systems implementation that enable and support Coast Guard missions. Coast Guard engineers may, among other responsibilities, be charged with:</p> <p>(1) Overseeing the design, construction, and maintenance of Coast Guard vessels, commercial vessels, or shore facilities.</p> <p>(2) Developing commercial vessel safety standards and/or performing vessel safety inspections.</p> <p>(3) Designing systems to prevent oil spills.</p> <p>(4) Designing and maintaining aids to navigation, electronics, communication systems, information systems, information security systems, or vessel traffic services.</p>
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Baccalaureate or higher degree (associate or higher degree for applicants eligible for a Temporary Regular commission) from an accredited college or university.
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Three-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<p><u>Temporary Regular or Reserve Commission</u>: Ensign (O-1) – Associate or Baccalaureate degree.</p> <p><u>Temporary Regular or Reserve Commission</u>: Lieutenant Junior Grade (O-2) – Baccalaureate degree with one year of relevant work experience after graduation.</p> <p><u>Temporary Regular or Reserve Commission</u>: Lieutenant (O-3) – Master’s degree, or baccalaureate degree with three years of relevant work experience after graduation.</p>
<b>SUPPLEMENTAL INFORMATION</b>	<p>DCE applicants must have a qualifying degree in one of the academic degree fields listed below. At least 50 percent of the core engineering/C4IT curriculum must be actual coursework, not converted work experience. With the exception of those listed, management degrees with an engineering or C4IT concentration will not be considered. Other degrees will be considered on a case-by-case basis.</p> <p>(1) Naval Engineering Specialty. Naval Engineering, Mechanical Engineering, Electrical Engineering, Fire Protection Engineering, Naval Architecture Engineering, Industrial Operations, or Industrial Administration.</p> <p>(2) Civil Engineering Specialty. Civil Engineering, Architecture, Environmental Engineering, Construction Management, Ocean Engineering, Electrical Engineering, Mechanical Engineering, or Engineering Management.</p> <p>(3) C5I Specialty. Communications Engineering, Computer Engineering, Computer Science, Command and Control, Electrical Engineering, Information Technology, Information Systems, Network Engineering, Software Engineering, Systems Engineering, Telecommunications Engineering.</p> <p>(4) Coast Guard Member Stipulations for Temporary Commission eligible applicants.</p> <p>(a) Temporary Commission eligible applicants in the ratings of AET, DC, EM, ET, IT, MK may qualify with an associate degree or higher provided the degree meets the specialties listed in paragraphs (1), (2), or (3). Additional STEM degrees may be considered on a case-by-case basis as determined by CG RC-acc.</p> <p>(b) Temporary Commission eligible applicants in ratings other than those listed in paragraph (4)(a) may qualify with an associate degree or higher provided the degree meets a specialty listed in paragraphs (1), (2), or (3).</p>

<b>Direct Commission Environmental Manager (DCEM)</b>	
<b>PROGRAM DESCRIPTION</b>	The Coast Guard's Operations Ashore field is dedicated to the safety of shipping and the protection of life, property, and the marine environment. Prevention and Response encompasses the full spectrum of responsibilities related to ship safety and environmental protection, including the administration of national and international laws designed to control pollution. DCEM officers will work with prevention and response policies and procedures at the Headquarters level as well as employ their experience and knowledge while serving at Coast Guard Sectors and other field offices.
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Baccalaureate or higher degree (associate or higher degree for applicants eligible for a Temporary Regular commission) from an accredited college or university in Environmental Management, Environmental Economics, Environmental Biology, Environmental Sciences, Environmental Health & Safety, Environmental Policy, Environmental Planning, Environmental Engineering, Fisheries Management & Conservation, or Natural Resources Management & Conservation. Other related environmental degrees with similar educational focus may be considered on a case-by-case basis.
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Three-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<p><u>Temporary Regular or Reserve Commission</u>: Ensign (O-1) – Associate or Baccalaureate degree.</p> <p><u>Temporary Regular or Reserve Commission</u>: Lieutenant Junior Grade (O-2) – Master's degree, or baccalaureate degree with four years of relevant work experience.</p> <p><u>Temporary Regular or Reserve Commission</u>: Lieutenant (O-3) – Doctorate with one year of relevant work experience, or master's degree with four years of relevant work experience.</p>
<b>SUPPLEMENTAL INFORMATION</b>	<p>Relevant Experience. Qualifying experience for DCEM includes the following fields:</p> <p>(1) Policy - Policymaker, Lobbyist, Environmental Consultant, Conservation Commission, Sustainability Program Coordinator, or Policy Analyst.</p> <p>(2) Management - Natural Resource Manager, Environmental Assessor, Environmental Planner, Permitting, Regulations &amp; Compliance, or Operations Management.</p> <p>(3) Industrial and Operational Safety - Environmental Health Specialists, Workplace Safety Manager, Public Health Consultants, or Policy Adviser.</p>

<b>Direct Commission Health Service Officer (DCHSO) PAGE 1 OF 2</b>	
<b>PROGRAM DESCRIPTION</b>	DCHSO offers commissions to physicians, dentists, behavioral health providers, and nurses at a rank commensurate to their education and skills. Nearly all Coast Guard physicians and dentists will, for a majority of their career, provide outpatient primary and operational medicine services. Coast Guard physicians who meet the relevant medical standards are eligible to be trained as Flight Surgeons and/or Hyperbaric Medical Officers.
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	<p><b>Physicians:</b> Must be board-certified (or board eligible) physicians who have completed one of the following residencies: Family Practice, Internal Medicine, Pediatrics, Emergency Medicine, Aerospace Medicine, Public Health and General Preventative Medicine, Occupational Medicine, Clinical Informatics, Sports Medicine, Undersea and Hyperbaric Medicine, or Psychiatry.</p> <p><b>Dentists:</b> Dentists who have completed dental school and who are able to obtain licensure by a U.S. jurisdiction are eligible for commissioning.</p> <p><b>Behavioral Health Professionals:</b> Clinical Psychologists who have completed a doctorate in clinical psychology (Psy.D. or Ph.D.) and who currently have and will maintain an unrestricted and valid clinical social work license from a U.S. jurisdiction. Clinical Social Workers who have completed a minimum of a master's degree in social work and who currently have and will maintain an unrestricted and valid clinical social work license from a U.S. jurisdiction.</p> <p><b>Nurses:</b> Registered Nurses who have completed a minimum of a bachelor's degree in nursing and who currently have and will maintain an unrestricted and valid registered nurse license from a U.S. jurisdiction.</p>
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Four-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<p><u>Reserve Commission:</u> Ensign (O-1)</p> <p><b>Nurses:</b> Bachelor's level Nurses who have been licensed as a registered nurse for less than 1.5 years.</p> <p><u>Reserve Commission:</u> Lieutenant Junior Grade (O-2)</p> <p><b>Behavioral Health Providers:</b> Master's Level Clinical Social Workers who have been independently licensed for less than 2.5 years.</p> <p><b>Nurses:</b> Bachelor's level Nurses who have been licensed as a registered nurse for at least 1.5 years but less than four years. Master's level Nurses who have been licensed minimally as a Bachelor's level nurse for less than 2.5 years.</p> <p><u>Reserve Commission:</u> Lieutenant (O-3)</p> <p><b>Physicians and Dentists:</b> Less than six years of professional experience.</p> <p><b>Behavioral Health Providers:</b> Master's Level Clinical Social Workers with at least 2.5 years, but less than 8.5 years of professional experience at the independent level. Doctorate-level Clinical Social Workers/Clinical Psychologists with less than 6 years of professional experience at the independent level.</p> <p><b>Nurses:</b> Bachelor's level Nurses who have been licensed as a registered nurse for at least 4 years but less than 10 years. Master's level Nurses who have been licensed minimally as a Bachelor's level nurse for at least 2.5 years but less than 8.5 years. Doctorate level Nurses who have been licensed minimally as a Bachelor's level nurse for less than 6 years.</p>

<b>Direct Commission Health Service Officer (DCHSO) PAGE 2 OF 2</b>	
<b>APPOINTMENT GRADE (continued)</b>	<p><u>Reserve Commission:</u> Lieutenant Commander (O-4) <b>Physicians and Dentists:</b> Six or more years of professional experience.</p> <p><b>Behavioral Health Providers:</b> Master’s Level Clinical Social Workers with at least 8.5 years, but less than 13.5 years of professional experience at the independent level. Doctorate level Clinical Social Workers/Clinical Psychologists with at least 6 but less than 11 years of professional experience at the independent level.</p> <p><b>Nurses:</b> Bachelor’s level Nurses who have been licensed as a registered nurse for at least 10 years but less than 15 years. Master’s level Nurses who have been licensed minimally as a Bachelor’s level nurse for at least 8.5 years but less than 13.5 years. Doctorate level Nurses who have been licensed minimally as a Bachelor’s level for more than 6 years but less than 11 years.</p> <p><u>Reserve Commission:</u> Commander (O-5) <b>Physicians and Dentists:</b> More than 11 years of professional experience.</p> <p><b>Behavioral Health Providers:</b> Master’s Level Clinical Social Workers with at least 13.5 years of professional experience at the independent level. Doctorate level Clinical Social Workers/Clinical Psychologists with at least 11 years professional experience at the independent level.</p> <p><b>Nurses:</b> Bachelor’s level Nurses who have been licensed as a registered nurse for at least 15 years. Master’s level Nurses who have been licensed minimally as a Bachelor’s level nurse for at least 13.5 years. Doctorate level Nurses who have been licensed minimally as a Bachelor’s level nurse for at least 11 years.</p>
<b>SUPPLEMENTAL INFORMATION</b>	<p>(1) <b>Physicians.</b> Physicians with training in specialties (other than listed above) may be considered on a case-by-case basis. In general, physicians must be board-eligible in at least one specialty recognized by the American Board of Medical Specialties or American Osteopathic Association. General Practitioners may be permitted to apply (as General Medical Officers) on a case-by-case basis.</p> <p>(2) <b>Dentists.</b> Dentists who have completed dental school and who are able to obtain licensure by a U.S. jurisdiction are eligible for commissioning.</p> <p>(3) Degrees Conferred by Foreign Education Institutions: Physicians trained outside the U.S. must pass the United States Medical License Examinations (USMLE) by registering with the Educational Commission for Foreign Medical Graduates (ECFMG) and be eligible to apply for licensure in all states and territories in the United States. Dentists obtaining licensure in a U.S. jurisdiction satisfy the training standards required.</p> <p>(4) Credentialing and Privileging. CG RC and COMDT (CG-11) will validate the following:</p> <ul style="list-style-type: none"> <li>a. Applicants must have an unrestricted U.S. state (or territory for these purposes) license;</li> <li>b. The applicant’s board certification (if applicable) is current at the time of application;</li> <li>c. Conduct Primary Source Verification (PSV; review resume/CV for work history gaps and for current and expired credentials;</li> <li>d. National provider Data Bank and Health and Human Services – Office of Inspector General: review for judgments against applicant;</li> <li>e. Work references: review of at least three professional work references;</li> <li>f. Currently qualified in Basic Life Support and Advanced Life Support/Advanced Cardiac Life Support at the Healthcare Provider levels;</li> <li>g. Attestation: Upon completion of their application, prospective applicants must affirm and attest that all information submitted is correct and complete; and</li> <li>h. Verification conditions and release of information: USCG Credentialing Office must be granted permission to review: college transcripts; letters of recommendation to include scope of practice and malpractice events; professional and specialty certificates and licenses; statement from any malpractice insurance carriers dating back 10-years indicating nature of applicant’s coverage; whether the applicant’s policy was/will be renewed; whether any malpractice claims were filed against the applicant under the policy, and the status of these claims.</li> </ul>

<b>Direct Commission Intelligence Officer (DCIO)</b>	
<b>PROGRAM DESCRIPTION</b>	The DCIO program offers an opportunity for high-performing intelligence professionals and military members with intelligence experience to employ their unique skill sets as Coast Guard intelligence officers. New Coast Guard intelligence officers are welcomed into a multi-mission service operating as both an Armed Force and an organization with broad maritime law enforcement authorities. Selectees will become key resources in one of the Coast Guard's most dynamic fields and will receive an initial assignment within the Coast Guard intelligence community.
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Baccalaureate or higher degree from an accredited college or university.
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Four-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<p><u>Temporary Regular or Reserve Commission:</u> Ensign (O-1) – Baccalaureate degree with five years of relevant work experience.</p> <p><u>Temporary Regular or Reserve Commission:</u> Lieutenant Junior Grade (O-2) – Master's degree with five years of relevant work experience or baccalaureate degree with seven years of relevant work experience.</p> <p><u>Temporary Regular or Reserve Commission:</u> Lieutenant (O-3) – Doctorate with five years of relevant work experience or master's degree with seven years of relevant work experience.</p>
<b>SUPPLEMENTAL INFORMATION</b>	<p>(1) Clearance. Must have a current Top Secret/Sensitive Compartmentalized Information (TS/SCI) clearance.</p> <p>(2) Experience. Applicants must be proven intelligence professionals with five years of work experience as of the panel convening date.</p> <p>(3) Coast Guard Active Duty. Active duty Coast Guard applicants must be serving in the Intelligence Specialist (IS) rating.</p>

<b>Direct Commission Lawyer (DCL)</b>	
<b>PROGRAM DESCRIPTION</b>	<p>The DCL program selects lawyers to fill vacant positions within the legal community. These members serve on an Extended Active Duty (EAD) agreement and are required to attend DCO school. Licensed attorneys or third-year law students can compete to join the Coast Guard legal team through this program. The Coast Guard maintains a full-service legal support program, which provides advice and counsel for any and all requirements or decisions that fall within the following legal practice areas:</p> <p>Criminal Law/Military Justice, Operations, International Activities, Civil Advocacy, Environmental Law, Procurement Law, Internal Organizational Law, Regulations and Administrative Law, Legislative Support, and Legal Assistance.</p>
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Graduate of, or third-year student in, a law school accredited by the American Bar Association (ABA).
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	<p>For Licensed attorneys (already admitted to the bar) – Four-year Extended Active Duty (EAD) contract.</p> <p>For 3L law students who have applied for admission to, but have not yet taken, the bar – Two-year EAD contract, extended to four years automatically upon gaining admission to the bar.</p> <p>For law school graduates who have applied for admission to the bar and taken the bar exam but are awaiting results – Offer of Four-year Extended Active Duty (EAD) contract, contingent on proof of admission to bar. Applicants must include documentation of proof of bar admission within deadline of acceptance offer.</p>
<b>APPOINTMENT GRADE</b>	<u>Reserve Commission</u> : Lieutenant (O-3).
<b>SUPPLEMENTAL INFORMATION</b>	<p>(1) Education. Graduates of non-ABA accredited law schools may apply for the DCL program provided they meet the following conditions:</p> <ul style="list-style-type: none"> <li>(a) Admitted to practice before the bar of the highest court of any State, the District of Columbia, or U.S. Territory;</li> <li>(b) Has experience practicing law in one or more areas of law applicable to the Coast Guard; and</li> <li>(c) Possesses military or other government experience indicative of success as a Coast Guard officer.</li> </ul> <p>(2) Bar Examination. Applicants from ABA-accredited law schools must either be admitted to practice before the bar of the highest court of any State, the District of Columbia, or U.S. Territory, or have applied for admission to such a bar.</p> <p>(3) Service Obligation. If, after serving on active duty for one year, an appointee has not been admitted to the bar, the member will be released from active duty to the Coast Guard Reserve in a status determined by CG PSC-RPM unless the Judge Advocate General recommends the officer be retained on active duty for an additional specified period or reassigned to a billet outside of the legal program.</p>



<b>Direct Commission Lawyer – Selected Reserve (DCL-SELRES)</b>	
<b>PROGRAM DESCRIPTION</b>	The DCL-SELRES program is designed to allow licensed attorneys an opportunity to serve as Judge Advocates in the Coast Guard while maintaining their civilian employment. Selectees without previous experience as a Coast Guard or Coast Guard Reserve commissioned officer, including chief warrant officer, are required to successfully complete the Reserve Officer Candidate Indoctrination (ROCI) course prior to commissioning.
<b>AGE</b>	Minimum 21, Maximum 40, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	(1) Must be a licensed attorney; and (2) Graduate of a law school accredited by the American Bar Association (ABA).
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	All applicants must execute a Statement of Understanding, which includes an agreement that, if selected, the applicant will affiliate and participate satisfactorily in the Coast Guard Selected Reserve for at least four years.
<b>APPOINTMENT GRADE</b>	<u>Reserve Commission</u> : Lieutenant Junior Grade (O-2).

<b>Direct Commission Physician Assistant (DCPA)</b>	
<b>PROGRAM DESCRIPTION</b>	The DCPA program selects PAs to fill vacant positions within the Coast Guard while serving on an extended active duty contract, typically involving patient health care at a Coast Guard clinic. Selectees are required to attend DCO School.
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	(1) Baccalaureate or higher degree from an accredited college or university; (2) Before appointment, successful completion of a physician associate or assistant program course approved by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA); and (3) Candidates with at least three years of clinical PA experience are preferred.
<b>MILITARY SERVICE</b>	No more than 12 years of non- Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Three-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<u>Reserve Commission</u> : Lieutenant Junior Grade (O-2). <u>Reserve Commission</u> : Lieutenant (O-3).
<b>SUPPLEMENTAL INFORMATION</b>	(1) State License. Selectees must possess, or be able to obtain, a license from the applicable state. All Physician Assistants must obtain state licensure within 6 months of certification or commissioning in the case of DCPAs. (2) Interservice Physician Assistant Program (IPAP). The Coast Guard may also solicit, separate from the DCPA program, for applications from qualified active duty Coast Guard enlisted members and officers to undergo PA training through IPAP. IPAP students obtain a baccalaureate degree and a master's degree during this 29-month program, after which enlisted graduates receive a Temporary Regular commission as a Lieutenant Junior Grade (O-2) and attend DCO School. Officer students/graduates maintain status on ADPL. Advanced education incurs a debt of service of three months for each month of instruction for the first 12 months, and one month for each month thereafter, as per Reference (x). (3) IPAP Certification Requirements. Selectees must be certified by the National Commission on Certification of Physician Assistants (NCCPA) prior to commissioning. IPAP graduates are expected to take the NCCPA's Physician Assistant National Certifying Exam (PANCE) as soon as practicable after graduation; but no later than 30 days after reporting to first duty station. Graduates may take the PANCE as early as 7 days after program completion. If the first test is failed, a repeat test can be taken 90 days after the first attempt. The PANCE may be taken one time in any single 90-day period or three times in a calendar year. IPAP graduates must attain certification within 12 months of graduation, except under extenuating circumstances. Failure to attain or subsequently maintain PANCE certification may result in vacating the commission of temporary officers; obligated service for advanced education will still apply, as defined in Reference (x). An officer whose appointment is so vacated reverts to the officer's permanent status, see Reference (s). (4) Service Obligation. If, after serving on active duty for one year, an appointee has not attained PANCE certification, the member will be released from active duty to the Coast Guard Reserve in a status determined by CG PSC-RPM unless the Program Manager recommends the officer be retained on active duty for an additional specified period or reassigned to a billet outside of the DCPA program.

<b>Direct Commission Physician Assistant – Selected Reserve (DCPA-SELRES)</b>	
<b>PROGRAM DESCRIPTION</b>	The DCPA-SELRES program is designed to provide sufficient numbers of PAs to fill mobilization requirements for deployable units. Selectees without previous experience as a Coast Guard or Coast Guard Reserve commissioned officer, to include chief warrant officer, are required to attend the DCO Course. All DCPA-SELRES selectees are commissioned approximately 30 days prior to their scheduled DCO Course as determined by CG RC-acc.
<b>AGE</b>	Minimum 21, Maximum 40, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	<p>(1) Baccalaureate or higher degree from an accredited college or university;</p> <p>(2) Before appointment, successful completion of a physician associate or assistant program course approved by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA); and</p> <p>(3) Candidates with at least three years of clinical PA experience are preferred.</p>
<b>MILITARY SERVICE</b>	No more than 12 years of non- Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Initial SELRES commitment of four years.
<b>APPOINTMENT GRADE</b>	<p><u>Reserve Commission:</u> Lieutenant Junior Grade (O-2).</p> <p><u>Reserve Commission:</u> Lieutenant (O-3).</p>
<b>SUPPLEMENTAL INFORMATION</b>	<p>(1) State License. Selectees must possess, or be able to obtain, a license from the applicable state. All Physician Assistants must obtain state licensure within 6 months of certification or commissioning in the case of DCPAs.</p> <p>(2) Certification Requirements. Selectees must be certified by the National Commission on Certification of Physician Assistants (NCCPA) prior to commissioning.</p>

<b>Direct Commission Selected School (DCSS)</b>	
<b>PROGRAM DESCRIPTION</b>	<p>DCSS eligible college graduates may be appointed with a Reserve commission in the Coast Guard. Applicants must have successfully completed at least two academic years of military training through an Army, Navy, or Air Force Reserve Officer Training Corps (ROTC) program, or two years as a cadet or midshipman at a federal military service academy. A baccalaureate or higher degree, and the military training if satisfied through participation in an ROTC program, are required from any of the following schools, or, on a case-by-case basis, other institutions with solid academic curricula and strong Corps of Cadets training programs:</p> <ul style="list-style-type: none"> <li>(a) The Citadel</li> <li>(b) Mary Baldwin College, Virginia Women's Institute for Leadership</li> <li>(c) University of North Georgia</li> <li>(d) Norwich University</li> <li>(e) Prairie View A&amp;M University</li> <li>(f) Texas A&amp;M University</li> <li>(g) Virginia Military Institute</li> <li>(h) Virginia Polytechnic Institute and State University</li> </ul>
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Baccalaureate or higher degree (college seniors graduating after the application deadline must provide a letter from their academic institution indicating their degree major, and the date their degree will be conferred).
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Three-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<u>Temporary Regular or Reserve Commission</u> : Ensign (O-1).
<b>SUPPLEMENTAL INFORMATION</b>	Proof of Regimented Training. Applicants must provide proof of having successfully completed two years of structured military training to include ROTC or Corps of Cadets participation.

<b>Licensed Officer of the Merchant Marine (LOMM)</b>	
<b>PROGRAM DESCRIPTION</b>	LOMM provides licensed professionals of the United States' Merchant Marine to commission as officers in the Coast Guard Reserve and serve on Extended Active Duty for a period of three years. Selectees for LOMM typically will leverage their experience and Merchant Mariner Credentials (MMC), with initial Coast Guard tours in the afloat community.
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	No specified minimum education requirement.
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Three-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<p><u>Temporary Regular or Reserve Commission:</u> Lieutenant Junior Grade (O-2) – Two or more years of service onboard U.S. commercial vessels (credit may be given for up to one year of service onboard U.S. public vessels) while holding a valid Merchant Mariner Credential (MMC) endorsed as Second Mate (Unlimited), Oceans or Near Coastal; Master and First Class Pilot (Unlimited), Great Lakes; Second Assistant Engineer (Any Horsepower); or higher.</p> <p><u>Temporary Regular or Reserve Commission:</u> Lieutenant (O-3) – Three or more years of service onboard U.S. commercial vessels (credit may be given for up to one year of service onboard U.S. public vessels) while holding a valid MMC endorsed as Chief Mate (Unlimited), Oceans or Near Coastal; Master and First Class Pilot (Unlimited), Great Lakes; First Assistant Engineer (Any Horsepower); or higher; with at least six months of service as Chief Mate, First Assistant Engineer, or higher.</p>

<b>Maritime Academy Graduate Direct Commission Officer (MARGRAD)</b>	
<b>PROGRAM DESCRIPTION</b>	<p>Maritime academy graduates have education and training that enhance the Coast Guard's ability to carry out its operational missions. The MARGRAD program is available to individuals who hold a degree from a qualifying state or Federal maritime academy, and who either hold a Merchant Mariner Credential (MMC) endorsed as Third Mate or Third Assistant Engineer or higher, or their degree is in a maritime-related field. The following are the qualifying maritime institutions:</p> <ul style="list-style-type: none"> <li>(a) California State University Maritime Academy</li> <li>(b) Great Lakes Maritime Academy</li> <li>(c) Maine Maritime Academy</li> <li>(d) Massachusetts Maritime Academy</li> <li>(e) State University of New York Maritime College</li> <li>(f) Texas A&amp;M Maritime Academy</li> <li>(g) U.S. Merchant Marine Academy (USMMA)</li> </ul> <p>MARGRADS will serve as Coast Guard Reserve officers on EAD. Appointees are normally assigned to the prevention field; however, needs of the service are paramount and other assignments such as naval engineering, aviation, and deck assignments, both afloat and ashore, and assignments pertaining to the design, construction, operation, maintenance, and repair of Coast Guard cutters and boats are also possible.</p>
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Baccalaureate or higher degree from a qualifying state or Federal maritime academy.
<b>MILITARY SERVICE</b>	No more than 12 years of non- Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Three-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<p><u>Reserve Commission:</u> Ensign (O-1) – Either (1) hold a valid Merchant Mariner Credential (MMC) endorsed as Third Mate (Unlimited), Oceans or Near Coastal; Third Assistant Engineer (Any Horsepower); or higher; or (2) have a degree major in maritime-related field that did not result in one of the MMC endorsements listed in (1) above.</p> <p><u>Reserve Commission:</u> Lieutenant Junior Grade (O-2) – Meet either of the requirements listed for Ensign (O-1) above and have one or more years of service onboard vessels of the U.S. while holding a valid MMC with one of the endorsements listed for Ensign (O-1) above.</p>

<b>Prior Trained Military Officer (PTMO)</b>	
<b>PROGRAM DESCRIPTION</b>	PTMO targets current or former military officers with training or degrees in critical-need areas for Reserve commissions in the Coast Guard. Applicants must have at least two years of commissioned active duty or Reserve service in the U.S. Armed Forces or National Guard as of the selection panel convening date. Uniformed Service officers of the National Oceanic and Atmospheric Administration (NOAA Corps) and Public Health Service (PHS) are eligible to apply. Selectees are given duty assignments based on their experience and education.
<b>AGE</b>	Minimum 21, Maximum 41, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Baccalaureate degree or higher from an accredited program in, or training in, "critical need" areas as determined by COMDT (CG-1).
<b>MILITARY SERVICE</b>	No more than 12 years of active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Three-year Extended Active Duty (EAD) contract.
<b>APPOINTMENT GRADE</b>	<u>Reserve Commission:</u> Ensign (O-1) – Prior service chief warrant officers or O-1 or above. <u>Reserve Commission:</u> Lieutenant Junior Grade (O-2) – Prior service applicants O-2 or above. <u>Reserve Commission:</u> Lieutenant (O-3) – Prior service applicants O-3 or above. <u>Reserve Commission:</u> Lieutenant Commander (O-4) – Prior service applicants O-4 or above. <u>Reserve Commission:</u> Commander (O-5) – Prior service applicants O-5 or above.

<b>Selected Reserve Direct Commission (SRDC)</b>	
<b>PROGRAM DESCRIPTION</b>	The SRDC program is the primary mechanism for filling junior officer vacancies in the Coast Guard Reserve. SRDC selectees attend Reserve Officer Candidate Indoctrination (ROCI) as officer candidates. Upon successful completion of ROCI, selectees are commissioned as officers into the Coast Guard Reserve.
<b>AGE</b>	Minimum 21, Maximum 40, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Baccalaureate degree or higher. Or, if currently in the Coast Guard or Coast Guard Reserve – (1) E-5 or above, or E-4 above the cut on the current E-5 advancement eligibility list, or certified by commanding officer for placement on a supplemental advancement list; and (2) Successfully completed two years (60 semester-hours or 90 quarter- hours) at an accredited, degree-granting college or university (CLEP examinations, with scores of at least 421, may be substituted for up to 30 semester-hours).
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	All applicants must execute a Statement of Understanding, which includes an agreement that, if selected, the applicant will affiliate and participate satisfactorily in the Coast Guard Selected Reserve for at least four years.
<b>APPOINTMENT GRADE</b>	<u>Reserve Commission:</u> Ensign (O-1). <u>Reserve Commission:</u> Lieutenant Junior Grade (O-2) – Coast Guard enlisted applicants with experience as a chief petty officer or above, and applicants with experience as a chief warrant officer, may be considered for appointment in this pay grade. <u>Reserve Commission:</u> Lieutenant (O-3) – Applicants with experience as a chief warrant officer may be considered for appointment in this pay grade. Note: Applicants with experience as a commissioned officer may be considered for the highest grade previously held, up to Lieutenant (O-3), with the date of rank being the date of appointment to commissioned status in the Coast Guard Reserve.
<b>SUPPLEMENTAL INFORMATION</b>	(1) Education. Education for Applicants Currently in the Coast Guard or Coast Guard Reserve, the baccalaureate degree requirement was reduced by 60 semester hours to the total of 60 semester hours shown in Table 7-2 above. This reduction is the result of applying a factor for military service, therefore, military service credits may not be used to fulfill the remaining education requirements. (2) Conditional Eligibility of Certain Professionals and Students. Ministers of divinity, theology students, and persons who hold degrees or are in graduate school or training in medicine, dentistry, nursing, veterinary medicine, osteopathy, or optometry are ineligible to apply unless they meet the following conditions: (a) Attained their educational status after fulfilling their military service obligation. (b) On acceptance in the Coast Guard Reserve, agree in writing that, if mobilized they will waive their right of exemption due to their professional status. (3) Coast Guard Reserve Members. Members of the Coast Guard Reserve must be E-4 or above and must have earned the IADT competency (see Section 2.B.2.(1) of Reference (hh)).



**E. Scholarship Programs.**

1. Table 7-4 lists scholarship program standards and eligibility requirements that are not addressed elsewhere in this Instruction.

**Table 7-4. Eligibility Requirements for Scholarship Programs**

<b>College Student Pre-Commissioning Initiative Executive Champion (CSPI-EXEC)</b>	
<b>PROGRAM DESCRIPTION</b>	CSPI-EXEC demonstrates the Coast Guard's commitment to building strong, collaborative, and lasting relationships with minority serving institutions (MSIs) across the United States and its territories. The CSPI-EXEC program allows members of the Flag and Senior Executive Service corps to establish an official Memorandum of Understanding (MOU) with a MSI and select up to one primary and one alternate candidate for their designated college or university. COMDT (CG-1) establishes the quantity of MOUs that may be established and maintains the official list for CSPI-EXEC qualifying colleges and universities.
<b>AGE</b>	See CSPI-Scholarship and CSPI-SLRP program tables for program eligibility requirements.
<b>EDUCATION</b>	
<b>MILITARY SERVICE</b>	
<b>SERVICE OBLIGATION</b>	
<b>APPOINTMENT GRADE</b>	
<b>SUPPLEMENTAL INFORMATION</b>	CSPI-Scholarship and CSPI-SLRP applicants attending qualifying colleges and universities with established MOUs may apply to CSPI-EXEC. Candidates that are not selected for CSPI-EXEC will automatically be placed in the national CSPI selection panel for further consideration.

<b>College Student Pre-Commissioning Initiative – Scholarship (CSPI-Scholarship)</b>	
<b>PROGRAM DESCRIPTION</b>	CSPI-Scholarship is a fully funded program, which may pay up to two academic years of college tuition, books, and essential supplies for full-time students, and selects college sophomores and juniors with the academic potential and motivation to become commissioned officers. Prior to attending OCS, a CSPI candidate is enlisted in pay grade E-3 with a four- year active duty obligation. Eligibility for active duty members in pay grade of E- 4 or above will be determined based on the requirements applicable to an E-3. Such members accepted into the CSPI program must obligate four years active duty service and will be voluntarily reduced in rate to E-3 prior to the execution of orders, with entitlements corresponding to those of an E-3. Individuals who are eligible for the Pre-Commissioning Program for Enlisted Personnel (PPEP) are ineligible for the CSPI Program.
<b>AGE</b>	Minimum 19, Maximum 27, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	(1) Enrolled in a bachelor’s degree program with a minimum GPA of 2.5 on a 4.0 scale (and maintain a minimum semester and cumulative GPA of 2.5 on a 4.0 scale to remain in the program); and (2) Expected graduation date from a qualifying school is no later than two years after program entry date; and (3) At least 30 on-campus, resident credit hours from a qualifying school completed by program entry date (online courses do not qualify for this requirement). Coursework must be taken in physical proximity to the qualifying school to satisfy this requirement.
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Three-year Extended Active Duty (EAD) contract upon the completion of OCS.
<b>APPOINTMENT GRADE</b>	<u>Reserve Commission</u> : Ensign (O-1).
<b>SUPPLEMENTAL INFORMATION</b>	(1) Dependency. Applicants may have no more than two dependents. See Section 4.C.4.a. of this Instruction for a discussion of who is considered to be a dependent. (2) Education. Qualifying Schools are those accredited colleges or universities designated as Minority-Serving Institutions (MSIs) by the Department of Education. Refer to <a href="http://www.gocoastguard.com">www.gocoastguard.com</a> or <a href="http://collegescorecard.ed.gov">collegescorecard.ed.gov</a> for current lists of MSIs. Additionally, qualifying schools must be located within 100 miles driving distance from a Coast Guard unit or Recruiting Office. The Coast Guard may otherwise approve non- qualifying schools on a case-by-case basis provided that they had a minority student population averaging at least 50% of the non-foreign undergraduate student enrollment for each of the previous three years. (3) Timing of Training. During the summer before the next academic year convenes, newly accessing CSPI members will attend Recruit Basic Training at Coast Guard Training Center Cape May. Upon completion of the bachelor’s degree requirements, CSPI members will be enrolled in the first available OCS convening date. (4) Non-Compliance with Program Requirements. A CSPI member may be removed from the program if the member breaches their CSPI obligations, is found guilty of any violation of the Uniform Code of Military Justice (UCMJ), is found in violation of the UCMJ at non-judicial proceedings or does not graduate from OCS and receive a commission. Upon removal from the program, CSPI members will be reassigned to a Coast Guard unit in an enlisted status to serve either the remainder of their initial active duty term or one month for every month in receipt of scholarship benefits, whichever is greater. Candidates who are unsuccessful at OCS may be placed in a Class “A” School on a case-by-case basis. A CSPI member who fails to fulfill the terms of the service obligation specified in the written agreement will be required to reimburse the Coast Guard for all educational costs.

<b>College Student Pre-Commissioning Initiative – Student Loan Repayment Program (CSPI-SLRP)</b>	
<b>PROGRAM DESCRIPTION</b>	CSPI-SLRP: Qualifying student loans may be repaid up to 33 <sup>1/3</sup> % of the loan amount or \$1,500 per year (whichever is greater) after each year of completed service as an officer. Applicants eligible for CSPI Scholarship are ineligible for CSPI-SLRP.
<b>AGE</b>	Minimum 19, Maximum 27, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	Bachelor’s or post-graduate degree or expected graduation date from a qualifying school. Online degrees do not qualify. Minimum GPA of 2.5 on a 4.0 scale.
<b>MILITARY SERVICE</b>	No more than 12 years of non-Coast Guard active duty military service as of the date of accession.
<b>SERVICE OBLIGATION</b>	Five-year Extended Active Duty (EAD) contract upon the completion of OCS.
<b>APPOINTMENT GRADE</b>	<u>Reserve Commission</u> : Ensign (O-1).
<b>SUPPLEMENTAL INFORMATION</b>	<p>(1) Dependency. Applicants may have no more than two dependents. See Section 4.C.4.a. of this Instruction for a discussion of who is considered to be a dependent.</p> <p>(2) Education. Qualifying Schools are those accredited colleges or universities designated as Minority-Serving Institutions (MSIs) by the Department of Education. Refer to <a href="http://www.gocoastguard.com">www.gocoastguard.com</a> or <a href="http://collegescorecard.ed.gov">collegescorecard.ed.gov</a> for current lists of MSIs. Additionally, qualifying schools must be located within 100 miles driving distance from a Coast Guard unit or Recruiting Office. The Coast Guard may otherwise approve non-qualifying schools on a case-by-case basis provided that they had a minority student population averaging at least 50% of the non-foreign undergraduate student enrollment for each of the previous three years.</p> <p>(3) Timing of Training. Upon completion of the bachelor’s or post-graduate degree requirements, newly accessing CSPI-SLRP members will attend Recruit Basic Training at Coast Guard Training Center Cape May and will be enrolled in the first available OCS convening date.</p> <p>(4) Qualifying loans eligible for repayment are listed in 10 U.S.C. §16301.</p> <p>(5) Non-Compliance with Program Requirements. A CSPI-SLRP member may be removed from the program if the member breaches their program obligations, is found guilty of any violation of the Uniform Code of Military Justice (UCMJ), is found in violation of the UCMJ at non-judicial proceedings or does not graduate from OCS and receive a commission. Upon removal from the program, CSPI members will be reassigned to a Coast Guard unit in an enlisted status to serve the remainder of their initial active duty term. Candidates who are unsuccessful at OCS may be placed in a Class “A” School on a case-by-case basis. A CSPI member who fails to fulfill the terms of the service obligation specified in the written agreement will be required to reimburse the Coast Guard and is subject to the repayment provisions set forth in the agreement.</p>

<b>Wilks Flight Initiative (WiFI)</b>	
<b>PROGRAM DESCRIPTION</b>	The WiFI program provides flight training opportunities exclusive to CSPI-Scholarship members. Upon commissioning, these members will be placed in the pipeline for Naval Flight Training.
<b>AGE</b>	See CSPI-Scholarship program table for program eligibility requirements.
<b>EDUCATION</b>	(1) Currently enrolled as a senior in the CSPI-Scholarship program; and (2) Attain a qualifying score on the Aviation Selection Test Battery: 4 on the Academic Qualifications Rating (AQR) and 5 on the Pilot Flight Aptitude Rating (PFAR).
<b>MILITARY SERVICE</b>	See CSPI-Scholarship program table for program eligibility requirements.
<b>SERVICE OBLIGATION</b>	Discharged from enlisted status upon the completion of OCS; commissioned with a three-year Extended Active Duty (EAD) contract. Upon successful completion of Naval Flight Training, members will incur an additional eight- year active duty obligation. Members who commence but do not finish flight training incur one additional month of active duty obligation for each month in which they participate in flight training; these officers will be reassigned to another Coast Guard unit to continue their careers.
<b>APPOINTMENT GRADE</b>	<u>Reserve Commission</u> : Ensign (O-1).

<b>Pre-Commissioning Program for Enlisted Personnel (PPEP)</b>	
<b>PROGRAM DESCRIPTION</b>	The PPEP program is similar to the Coast Guard's postgraduate training program. It provides an upward mobility mechanism, enabling selected enlisted personnel (Regular or Reserve, E-4 and above on active duty), who do not already hold a baccalaureate degree, to attend college on a full-time basis for up to two years to meet bachelor's degree requirements, and then receive a commission upon successful completion of OCS. PPEP is a fully funded scholarship program, which may pay up to two academic years of college tuition, books, and essential supplies for full-time students. While enrolled in school, PPEP students receive full pay and allowances at their enlisted pay grades and are eligible for advancement.
<b>AGE</b>	Minimum 21, Maximum 32, as of 30 SEP of FY in which selection panel convenes.
<b>EDUCATION</b>	(1) Enrolled, or accepted for enrollment, in an accredited four-year college or university offering a bachelor's degree program in the member's desired course of study; (2) Completed sufficient undergraduate course work to meet the requirements for a bachelor's degree within 24 months; and (3) Have a minimum GPA on completed course work of 2.5 on a 4.0 scale and maintain a minimum semester and cumulative GPA of 2.5 on a 4.0 scale to remain in the program.
<b>MILITARY SERVICE</b>	Coast Guard or Coast Guard Reserve, E-4 and above on active duty. Minimum of four years of active duty service (excluding any active duty for training), as of the selection panel convening date, at least two years of which must be in the Coast Guard.
<b>SERVICE OBLIGATION</b>	<u>Temporary Regular</u> : Four-year active duty service obligation. <u>Reserve</u> : Three-year active duty service obligation. Any enlistment obligated service continues to be reduced while enrolled in PPEP; failure to successfully complete PPEP will result in members incurring two months of additional active duty service obligation for every month enrolled.
<b>APPOINTMENT GRADE</b>	<u>Temporary Regular</u> : Ensign (O-1) – E-5 and above. <u>Reserve Commission</u> : Ensign (O-1) – E-4 on the selection panel convening date, even if subsequently advanced to E-5.
<b>SUPPLEMENTAL INFORMATION</b>	(1) Dependency. Applicants may have no more than three dependents. See Section 4.C.4.a. of this Instruction for a discussion of who is considered to be a dependent. (2) Character Standards. Members who fail to continuously meet character standards (see Section 4.B.2. of this Instruction) following selection and/or assignment to PPEP, until completion of OCS and commissioning, will be disenrolled from the program. (3) Compliance with Other Personnel Policies. Members enrolled in PPEP are on active duty and thereby subject to all personnel policies. PPEP members must comply with Reference (d) and must participate in the Coast Guard urinalysis drug testing program. Members who are not in compliance with maximum allowable weight and body fat standards are ineligible to apply; PPEP students who fail to comply with these standards will be disenrolled from the program.

**Appendix A. Glossary of Terms.**

A. **Abbreviations.** The following significant or frequently cited abbreviations/acronyms are used in this Instruction.

1. **ABA** – American Bar Association
2. **ACE** – American Council on Education
3. **AFQT** – Armed Forces Qualification Test
4. **AQR** – Academic Qualification Rating
5. **ASTB** – Aviation Selection Test Battery
6. **ASVAB** – Armed Services Vocational Aptitude Battery
7. **AVCAD** – Aviation Cadet
8. **C4IT** – Command, Control, Communications, Computers, and Information Technology
9. **CAP** – Civil Air Patrol
10. **CG-1M** – Assistant Commandant for Military Personnel
11. **CG-1M1** – Office of Military Personnel
12. **CGA** – Coast Guard Academy
13. **CGAUX** – Coast Guard Auxiliary
14. **CGIS** – Coast Guard Investigative Service
15. **CG PSC** – Coast Guard Personnel Service Center
16. **CG PSC-c** – Commander, Coast Guard Personnel Service Center
17. **CG PSC-EPM** – Coast Guard Personnel Service Center, Enlisted Personnel Management Division
18. **CG PSC-EPM-1** – Coast Guard Personnel Service Center, Enlisted Personnel Management Division, Advancements and Separations Branch

19. **CG PSC-OPM** – Coast Guard Personnel Service Center, Officer Personnel Management Division
20. **G PSC-OPM-1** – Coast Guard Personnel Service Center, Officer Personnel Management Division, Officer Boards, Promotions, and Separations Branch
21. **CG PSC-OPM-2** – Coast Guard Personnel Service Center, Officer Personnel Management Division, Officer Assignment Branch
22. **CG PSC-PSD-MED** – Coast Guard Personnel Service Center, Personnel Services Division, Medical Review Branch
23. **CG PSC-RPM** – Coast Guard Personnel Service Center, Reserve Personnel Management Division
24. **CG PSC-RPM-1** – Coast Guard Personnel Service Center, Reserve Personnel Management Division, Reserve Component Category Branch
25. **CG RC** – Coast Guard Recruiting Command
26. **CG RC-acc** – Coast Guard Recruiting Command, Accessions Division
27. **CG RC-c** – Commanding Officer, Coast Guard Recruiting Command
28. **CLEP** – College Level Examination Program
29. **CSPI** – College Student Pre-Commissioning Initiative
30. **CWO** – Chief Warrant Officer
31. **DCA** – Direct Commission Aviator
32. **DCCO** – Direct Commission Cyber Officer
33. **DCE** – Direct Commission Engineer
34. **DCEM** – Direct Commission Environmental Manager
35. **DCHSO** – Direct Commission Health Service Officer
36. **DCIO** – Direct Commission Intelligence Officer
37. **DCL** – Direct Commission Lawyer

38. **DCL-SELRES** – Direct Commission – Selected Reserve
39. **DCO** – Direct Commission Officer
40. **DCPA** – Direct Commission Physician Assistant
41. **DCPA-SELRES** – Direct Commission Physician Assistant – Selected Reserve
42. **DCSS** – Direct Commission Selected School Graduate
43. **DEP** – Delayed Entry Program
44. **DEPOT** – Direct Entry Petty Officer Training
45. **DoD** – Department of Defense
46. **DoDI** – Department of Defense Instruction
47. **EAD** – Extended Active Duty
48. **FY** – Fiscal Year
49. **GPA** – Grade Point Average
50. **IADT** – Initial Active Duty for Training
51. **IDT** – Inactive Duty Training
52. **JROTC** – Junior Reserve Officer Training Corps
53. **LOMM** – Licensed Officer of the Merchant Marine
54. **MARGRAD** – Direct Commission Maritime Academy Graduate
55. **MEPS** – Military Entrance Processing Station
56. **MMC** – Merchant Mariner Credential
57. **MSI** – Minority Serving Institution
58. **MSO** – Military Service Obligation
59. **NPS** – Non-Prior Service



60. **NSCC** – Naval Sea Cadet Corps
61. **OCS** – Officer Candidate School
62. **OCS-R** – Officer Candidate School, Reserve Commission
63. **OCS-T** – Officer Candidate School, Temporary Regular Commission
64. **ORL** – Open Rate List
65. **PA** – Physician Assistant
66. **PFAR** – Pilot Flight Aptitude Rating
67. **PPEP** – Pre-Commissioning Program for Enlisted Personnel
68. **PTMO** – Prior-Training Military Officer
69. **RIC** – Recruiter-in-Charge
70. **ROCI** – Reserve Officer Candidate Indoctrination
71. **SELRES** – Selected Reserve (the Ready Reserve category of the Coast Guard’s Reserve component is comprised of the SELRES and the Individual Ready Reserve)
72. **SRDC** – Selected Reserve Direct Commission
73. **TDRL** – Temporary Disability Retired List
74. **TEMPSEP** – Temporary Separation
75. **TRACEN** – Training Center
76. **UCMJ** – Uniform Code of Military Justice
77. **USCG** – U.S. Coast Guard
78. **USCGR** – U.S. Coast Guard Reserve
79. **USMEPCOM** – U.S. Military Entrance Processing Command
80. **USMMA** – U.S. Merchant Marine Academy
81. **WiFi** – Wilks Flight Initiative

**Appendix B. Definitions.** The following definitions apply to terms used in this Instruction.

1. **Accession.** The process by which applicants who have been evaluated and selected for enlistment or commissioning are inducted into military service in the Coast Guard or Coast Guard Reserve. The term is also used to refer to an applicant who has completed the oath of office and signed the appropriate service agreements.
2. **Date of Accession.** The date upon which an individual completes the oath of enlistment or oath of office, as applicable, and signs the appropriate service agreement.
3. **Alien.** Any person who is not a U.S. citizen or national.
4. **Alien Admitted as a Lawful Permanent Resident.** An alien accorded the privilege of lawfully residing permanently in the United States as an immigrant, unless their immigration status changes. The U.S. Citizenship and Immigration Services (USCIS) requires such adult aliens to carry a Permanent Resident Card, USCIS Form I-551, i.e., “Green Card.”
5. **Immigrant Alien.** An alien who does not fit any non-immigrant classification; “immigrant” does not imply status as a lawful permanent resident.
6. **Non-immigrant Alien.** An alien admitted temporarily into the United States for specific purposes and times.
7. **Applicant.** A person who expresses a desire to join the Coast Guard or Coast Guard Reserve by completing and signing an application requesting to be examined and evaluated for accession.
8. **Armed Forces Qualification Test (AFQT).** A score that is mathematically calculated using a combination of scores from specific sections of the ASVAB.
9. **Armed Services Vocational Aptitude Battery (ASVAB).** The basic aptitude examination used by the Coast Guard and the Department of Defense for qualifying potential members of the Armed Services for enlistment and certain officer recruiting programs.
10. **Citizen.** A person born in the United States (with rare exceptions) is a U.S. citizen. A person born abroad may acquire U.S. citizenship by birth to a U.S. citizen parent or parents or through naturalization.
11. **Class “A” School.** Entry-level, professional development training that provides the technical knowledge and basic skills required to perform in a specific enlisted rating.

12. **Constructive Age.** A person's chronological age, less the amount in months, of prior active duty military service. In the calculation of constructive age, a maximum of 60 months of prior active duty military service, not including active duty for training, may be applied.
13. **Conviction.** An adjudication of guilt by a criminal or civilian authority, either domestic or foreign, including actions taken tantamount to a finding of guilt, e.g., adjudication withheld; deferred prosecution; entry in adult/juvenile pretrial intervention programs; or any similar disposition of charges, such as imposition of fines, probation, community-service, etc.
14. **Critical Rating.** A rating that is understaffed, is projected to be understaffed in the future, or requires an inordinate amount of training to achieve rating strength.
15. **Dependent.** See Section 4.C.4.a of this Instruction.
16. **Emancipated Minor.** An individual under the age of 18 with a documented declaration by a state court that the individual's parents are deceased, or if living, that the parents' whereabouts are unknown, and that the individual has no legally appointed guardian.
17. **Integration.** The process by which officers holding a Temporary Regular commission or a Reserve commission are considered for a permanent Regular commission.
18. **Lead.** A person who responds to any form of advertising, mass marketing, or referral with interest in learning more about military service opportunities in the Coast Guard or Coast Guard Reserve.
19. **Legal Name.** The name a person has for official purposes, usually consisting of the first and last names given to him or her at birth, acquired through marriage, or changed by a court order.
20. **Military Service Obligation (MSO).** The duration of military service required by either statute or contract. Under the provisions of Section 651 of Reference (h), as amended by Public Law 98-94 and implemented by Service policy, each person who initially joins the U.S. Armed Forces as a member of the Coast Guard or Coast Guard Reserve will incur an MSO of 8 years.
21. **National.** A person who is not a U.S. citizen but owes allegiance to the United States. A U.S. national is entitled to enjoy diplomatic protection abroad and free entry into the United States under the same conditions as a U.S. citizen.
22. **Open Rate List (ORL).** A list of rates for which the Regular Coast Guard has immediate billet openings. (See Section 3.B.2. of this Instruction).

23. **Parental Consent.** Written approval from parents or guardians for an applicant under the age of 18 to undergo medical examination and processing for enlistment. This consent must be executed before a notary public, recruiter-in-charge, or recruiter by both parents (if not legally separated or divorced), the surviving parent (if one parent is deceased), the custodial parent (if the parents are legally separated or divorced, or one parent is missing), or the legally appointed guardian (if both parents are deceased, or the parents are legally separated or divorced, and custody was awarded to another individual).
24. **Prior-Service Personnel.** An individual is considered to be prior-service personnel if the individual has either (1) successfully completed a U.S. Armed Forces accession training program and is currently serving in the U.S. Armed Forces in a Regular or Reserve component; (2) failed to complete a U.S. Armed Forces accession training program but has been issued a Certificate of Release or Discharge from Active Duty, DD Form 214, with an assigned reentry code, or (3) fulfilled any military service obligation and is no longer in the U.S. Armed Forces.
25. **Prospect.** A person interested in joining the Coast Guard or Coast Guard Reserve who successfully completes the initial interview but does not commit.
26. **Recruit.** A newly enlisted member of the Coast Guard or Coast Guard Reserve.
27. **DEP Recruit.** A non-prior service person who has been enlisted in the Coast Guard Individual Ready Reserve (IRR) under the Delayed Entry Program (DEP) and has been assigned a date for enlistment in the Regular Coast Guard.
28. **Reentry Code (RE Code).** A code on the Certificate of Release or Discharge from Active Duty, DD Form 214, used to denote whether or not the member is recommended and eligible for reentry (See Reference (gg) for the RE codes).
29. **Regular (Permanent or Temporary) Commission.** See Section 7.B.5.b. of this Instruction.
30. **Reserve Commission.** See Section 7.B.5.b. of this Instruction.
31. **Spouse.** The individual to whom one is lawfully married, regardless of gender, unless terminated by final decree of divorce.
32. **Waiver.** An exception to a program's requirements. If permitted, waivers are considered on a case-by-case basis.

## Appendix C. Basic Character Standards.

<b>BASIC CHARACTER STANDARDS</b>		
<p><b>General:</b> Criminal and civil violations, as well as other questionable conduct, are evidence of a prospect/applicant's moral character. These violations or conduct may be the result of a lack of judgment, whether isolated or recurring, rather than of criminal intent. The "Whole Person" concept (see Section 2.A.2. of this Instruction) will be used in making final decisions as to whether or not applicants are eligible to enlist or be commissioned in the Coast Guard or Coast Guard Reserve. Lists 1 through 4 of this chapter are not all-inclusive and are intended to serve only as guides in evaluating the character of applicants. However, certain circumstances may render an applicant ineligible for accession, while waivers may be possible in other situations.</p>		
<p><b>Prospects/Applicants are <u>INELIGIBLE</u> for accession if:</b></p> <ul style="list-style-type: none"> <li>➤ A civil suit or criminal charges are filed or pending against an applicant, including any release from charges on the condition that the applicant enters the military service. <ul style="list-style-type: none"> <li><b>Exception:</b> For all civil cases, an applicant may enlist if the applicant obtains a statement of nonappearance from the court.</li> </ul> </li> <li>➤ A formal complaint or investigation is filed or pending which may lead to judicial action, or which could result in the applicant being subject to restraint imposed by any court, participation in a pre-trial diversion program, or subpoena ordering attendance at a future date.</li> </ul>		
<b>RULE:</b>	Any applicant <b>convicted</b> of a <i>felony</i> or <i>domestic violence</i> is <b>ineligible</b> for accession.	
CRITERIA	STATUS	QUALIFICATION
<b>IF THE PERSON IS CHARGED WITH:</b>	<b>CONVICTE D?</b>	<b>THEN THAT PERSON:</b>
<b>List 1 – <u>Felony Offenses</u></b> ➤ One or more offenses	YES	MAY <b>NOT</b> APPLY
	NO	MAY APPLY ( <i>WAIVER REQUIRED</i> )
<b>List 2 – <u>Major Misdemeanors</u></b> ➤ One offense within the past year, or ➤ Two offenses within the past 5 years	YES	MAY <b>NOT</b> APPLY
	NO	MAY APPLY ( <i>WAIVER REQUIRED</i> )
<b>List 3 – <u>Minor Non-Traffic Offenses</u></b> 1. Two offenses within the past year, or 2. Three offenses within the past 5 years	YES	MAY APPLY ( <i>WAIVER REQUIRED</i> )
	NO	MAY APPLY
<b>List 4 – <u>Minor Traffic Offenses</u></b> (a) Four or more offenses within the past 2 years	YES	MAY APPLY ( <i>WAIVER REQUIRED</i> )
	NO	MAY APPLY

<b>List 1 – Felony Offenses</b>	
<b>RULE</b>	If the maximum confinement for the offense under local law exceeds one year, the offense is treated as a felony.
Aggravated assault; Assault with a deadly weapon; Assault intentionally inflicting great bodily harm	
Arson	
Assault with intent to commit a felony	
Attempt to commit a felony	
Breaking and entering with intent to commit a felony	
Bribery	
Burglary	
Carnal knowledge of a child under the age of 16	
Conspiring to commit a felony	
Criminal libel	
Extortion	
Forgery; Knowingly uttering/passing a forged instrument	
Graft	
Grand larceny; Embezzlement (value over \$100)	
Housebreaking	
Indecent acts or liberties with a child under the age of 16	
Indecent assault	
Kidnapping or abduction	
Mail matter: Abstracting, destroying, obstructing, opening, secreting, stealing, taking mails; Depositing obscene or indecent matter	
Maiming; Disfiguring	
Manslaughter	
Misprision of a felony	
Murder	
Pandering	
Perjury; Subornation of perjury	
Public records: Altering, concealing, destroying, mutilating, obliterating, removing	
Rape	
Riot	
Robbery	
Sedition: Solicitation to commit sedition	
Sodomy	

<b>List 1 – Felony Offenses</b>	
Wrongful possession, use, or sale of narcotics or habit-forming drugs	

<b>List 2 – Major Misdemeanors</b>	
<b>RULE</b>	If the maximum confinement for the offense under local law exceeds four months but is less than one year, the offense is treated as a major misdemeanor.
Assault consummated by battery	
Bigamy	
Breaking and entering a vehicle	
Check, worthless, making or uttering, with intent to defraud or deceive (value \$100 or less)	
Contributing to the delinquency of a minor	
Desecration of a grave	
Driving while drugged or intoxicated	
Failure to stop and render aid after an accident	
Indecent exposure	
Indecent, insulting, or obscene language communicated to another directly by telephone	
Leaving a dead animal	
Looting	
Negligent homicide	
Petty larceny (value of stolen property \$100 or less)	
Reckless driving	
Resisting arrest	
Selling or leasing weapons to minors	
Slander	
Stolen property, knowingly receiving (value \$100 or less)	
Suffrage rights, interference with	
Unlawful carrying of firearms; Carrying concealed firearms	
Use of telephone to abuse, annoy, harass, threaten, or torment another	
Willfully discharging a firearm so as to endanger life, Shooting in a public place	
Wrongful appropriation of a motor vehicle; Joyriding; Driving a motor vehicle without the owner's consent.	
NOTE – This group of motor vehicle offenses and offenses of comparable nature, and seriousness but variously described, comprise the case of taking or withholding a motor vehicle without authority and with intent to temporarily deprive the owner of the property.	

<b>List 3 – Minor Non-Traffic Offenses</b>	
<b>RULE</b>	If the maximum confinement for the offense under local law does not exceed four months, the offense is treated as a minor offense.
Abusive language under circumstances to provoke a breach of peace	
Carrying a concealed weapon (other than a firearm); Possession of brass knuckles	
Curfew violation	
Damaging road signs	
Discharging a firearm through carelessness; Discharging a firearm within municipal limits	
Disobeying a summons	
Disorderly conduct; Creating a disturbance; Boisterous conduct	
Disturbing the peace	
Drinking liquor on a train (other than in a club car)	
Drunk in public; Drunk and disorderly	
Dumping refuse near a highway	
Fighting; Participating in affray	
Fornication	
Illegal betting or gambling; Operating an illegal handbook, raffle, lottery, punchboard, matching, or cockfight	
Juvenile non-criminal misconduct: Beyond parental control, incorrigible, runaway, truant, wayward	
Killing a domestic animal	
Liquor: Unlawful manufacture, sale, possession, consumption in public place	
Loitering	
Malicious mischief: Painting a water tower; Throwing water-filled balloons, rocks on highway, missiles at athletic contests, or objects at vehicles	
Nuisance, committing	
Poaching	
Possession of cigarettes by a minor	
Possession of indecent publications or pictures	
Purchase, possession, or consumption of alcoholic beverages by a minor	
Removing property from public grounds	
Removing property under lien	
Robbing the orchard	
Shooting from a highway; Shooting on a public road	
Simple assault	
Throwing glass or other material in the road	
Trespass to property	
Unlawful assembly	



Using or wearing an unlawful emblem
Vagrancy
Vandalism: Injuring or defacing public property or the property of another; Shooting out streetlights
Violation of fireworks laws
Violation of fish and game laws