



# ***Recruiting Our Future Leaders***

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***CAPT Bill Johnson – LDO and CWO Community Manager***

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# *Topics*

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- **LDO and CWO Mission**
- **Introduction to LDO and CWO**
  - **Designators**
  - **Discrete Requirements**
- **Guidance and Eligibility Checklist**
- **Application Preparation**
- **FY-18 Board statistics**
- **Promotion Opportunity**
- **Return on Investment (ROI)**
- **Mentorship**



# ***LDO and CWO Mission***

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***The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience.***

***We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.***



# *Limited Duty Officer (LDO)*

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- **Technical managers of the Line or Staff Corps that progressively advance within broad technical fields related to their former enlisted ratings**
- **LDOs fill leadership and management positions at the ENS through CAPT level that require technical background and skills not attainable through normal development within other officer designators**
- **LDOs serve as, but are not limited to, DIVOs, DEPT Heads, OICs, XOs and COs**
- **Major Command is the pinnacle goal!**



# ***LDO designators***

## **Line (SURFACE)**

611X DECK  
612X OPERATIONS  
613X ENGINEERING/REPAIR  
616X ORDNANCE  
618X ELECTRONICS

## **Line (SUBMARINE)**

620X NUCLEAR POWER  
623X ENGINEERING/REPAIR  
626X ORDNANCE  
628X ELECTRONICS  
629X COMMUNICATIONS

## **Line (GENERAL)**

641X ADMINISTRATION  
643X BANDMASTER  
648X EXPLOSIVE ORDNANCE DISPOSAL  
649X SECURITY

## **Line (AVIATION)**

631X DECK  
632X OPERATIONS  
633X MAINTENANCE  
636X ORDNANCE  
639X AIR TRAFFIC CONTROL

## **INFO WARFARE COMMUNITY**

681X INFORMATION WARFARE  
682X INFORMATION SYSTEMS  
683X INTELLIGENCE

## **STAFF**

651X SUPPLY  
653X CIVIL ENGINEER

**\*\* 680X (OCEANO), 615X (SEAL), 621X (SUB DECK), 647X (PHOTO) and 655X (LAW) phased out \*\***



# ***Chief Warrant Officer (CWO)***

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- **CWOs possess the authority and are qualified by extensive experience and knowledge to direct the most difficult and exacting operations within a given occupational specialty**
- **Although intended primarily as technical specialists/DIVOs, CWOs also serve as DEPT Heads or OICs**
- **CWO assignments are repetitive in nature**
- **Chiefs / Senior Chiefs selected promote to CWO2  
If selected from Master Chief, appointment is to CWO3  
(regardless of time-in-grade)**



# ***CWO designators***

## **Line (SURFACE)**

711X BOATSWAIN  
712X OPERATIONS TECHNICIAN  
713X ENGINEER/REPAIR TECHNICIAN  
715X SPECIAL WARFARE TECHNICIAN  
716X ORDNANCE TECHNICIAN  
717X SW COMBATANT-CRAFT  
718X ELECTRONICS TECHNICIAN

## **Line (SUBMARINE)**

720X DIVING OFFICER  
726X ORDNANCE TECHNICIAN

## **Line (AVIATION)**

731X BOATSWAIN  
732X OPERATIONS TECHNICIAN  
733X MAINTENANCE TECHNICIAN  
736X ORDNANCE TECHNICIAN

## **INFO WARFARE COMMUNITY**

780X OCEANOGRAPHY  
781X INFORMATION WARFARE TECHNICIAN  
782X INFORMATION SYSTEMS TECHNICIAN  
783X INTELLIGENCE TECHNICIAN  
784X CYBER

## **Line (GENERAL)**

741X SHIP'S CLERK

## **Staff**

752X FOOD SERVICE

**\*\* No applications accepted for 721X (SUB DECK), 723X (SUB ENG), 728X (SUB ELEC), 740X (NUCLEAR), 748X (EOD), 749X (SECURITY), 7511 (SUPPLY) and 753X (CEC) \*\***



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# ***LDO and CWO Discrete Requirements***





# ***LDO and CWO Discrete Requirements***

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- **What are discrete requirements?**
  - **Specific technical skill sets for a given designator**

<b>Ex:1</b>	<b><u>Designator</u></b>	<b><u>Discrete Requirements</u></b>
	Surface Engineer	- EOOW/RCO letter
	613X/713X Engineer	- Superior technical knowledge/leadership in plant
 Ex: 2	 Aviation Maintenance	 - Safe for Flight
	633X/733X	- Flight Line/Deck Supervisor

- **What are board members looking for?**
  - The Best and most Fully Qualified Candidate
- **How do you find your designator discrete requirement?**



# LDO and CWO Discrete Requirements

## Screen 1

NPC → Boards → Administrative → LDO/CWO

The screenshot shows the Navy Personnel Command website. The top navigation bar includes the Navy Personnel Command logo, a search bar, and a menu with options: Boards, Career Info, Officer, Enlisted, Support & Services, Organization, and Reference Library. The 'Boards' menu is expanded, showing options like Active Duty Enlisted, Active Duty Officer, Administrative, Apply Board, Enlisted Continuation, Flag, General Board Info, Officer Continuation/SERB, Reserve Enlisted, Reserve Officer, Screen Boards, Selection Board Support, Special Promotions, and Spot Promotions. The 'Administrative' option is highlighted, and the 'LDO/CWO' option is selected. Below the navigation bar, there are several featured images and links: Reserve, 21st Century Sailor, Talent Management, and Intranet. A large banner for Hurricane Matthew is displayed, with the text 'Hurricane Matthew Order to Account'. To the right of the banner, there are 'NEW MESSAGES' including: 224/16 ORDER TO ACCOUNT FOR THE NAVY FAMILY IN CONJUNCTION WITH HURRICANE MATTHEW, 223/16 NOMINATIONS FOR FISCAL YEAR 2016 OCEANOGRAPHER OF THE NAVY AWARDS, and 222/16 INFORMATION TECHNOLOGY PROCUREMENT REQUEST APPROVAL PROCESS FISCAL YEAR 2017 GUIDANCE. At the bottom, there are links for 'A Message from your Detailer' and 'More NPC News...'. The left sidebar contains links for Career Navigator, Career Waypoints, CMS/ID, NSIPS, Career Links, BUPERS Online, Career Counseling, Career Toolbox, CPC Resources, My Personnel Info, NFAAS, Physical Readiness, and Selection Board Status.

**Navy Personnel Command**

Search this site...

Navy Personnel Command ▾

Boards ▾ Career Info ▾ Officer ▾ Enlisted ▾ Support & Services ▾ Organization ▾ Reference Library ▾

Active Duty Enlisted ▾  
Active Duty Officer ▾  
**Administrative** ▾  
Apply Board  
Enlisted Continuation  
Flag  
General Board Info  
Officer Continuation/SERB  
Reserve Enlisted  
Reserve Officer  
Screen Boards  
Selection Board Support  
Special Promotions  
Spot Promotions  
[Unit Move/Homeport Change](#)  
[How Do I...?](#)  
[NPC Weather Info](#)  
[Other Links](#)  
[Customer Service](#)

**LDO/CWO**  
Test Pilot  
Transfer/Redesignation  
NASA Astronaut Candidate  
[Enlisted Links](#)

[Reserve](#) [21st Century Sailor](#) [Talent Management](#) [Intranet](#)

**Hurricane Matthew**  
**Order to Account**

**NEW MESSAGES**

[224/16](#) ORDER TO ACCOUNT FOR THE NAVY FAMILY IN CONJUNCTION WITH HURRICANE MATTHEW

[223/16](#) NOMINATIONS FOR FISCAL YEAR 2016 OCEANOGRAPHER OF THE NAVY AWARDS

[222/16](#) INFORMATION TECHNOLOGY PROCUREMENT REQUEST APPROVAL PROCESS FISCAL YEAR 2017 GUIDANCE

Tweets by @usnpeople

[A Message from your Detailer](#)

[More NPC News...](#)

**Career Navigator**  
[Career Waypoints](#)  
[CMS/ID](#)  
[NSIPS](#)

**Career Links**  
[BUPERS Online](#)  
[Career Counseling](#)  
[Career Toolbox](#)  
[CPC Resources](#)  
[My Personnel Info](#)  
[NFAAS](#)  
[Physical Readiness](#)  
[Selection Board Status](#)



# LDO and CWO Discrete Requirements

## Screen 2

### Previous LDO/CWO Boards



## Navy Personnel Command

► LDO CWO Inservice Procurement Board

Navy Personnel Command > Boards > Administrative > LDO/CWO

Boards ▾ Career Info ▾ Officer ▾ Enlisted ▾ Support & Services ▾ Organization ▾ Reference Library ▾

**LDO/CWO**

- Current and Past LDO CWO Boards
- Test Pilot
- Transfer/Redesignation
- NASA Astronaut Candidate

The LDO/CWO In-service Procurement Board is conducted once a year by PERS-803, in January. Applications must be postmarked no later than 1 October 2016.

**FY-18 LDO/CWO Board announcing NAVADMIN have been released: NAVADMIN [144/16](#) (Active Duty) NAVADMIN [145/16](#) (Reserves)**

**Command FY-18 LDO/CWO Checklist** is available in the "Application Help" box to assist with package preparation. Commands and applicants are highly encouraged to use this checklist to ensure all eligibility criteria is met and the application is complete prior to submission. There is a column for commands to annotate the review. It may be stapled to the inside of the folder (left side).

**NOTE: Interviewer's Appraisal Sheet-** NAVCRUIT 1131/5 (Rev 02-2014) **will be the only form accepted** for the LDO/CWO board.

There are specific guidelines for application. Please consult OPNAVINST 1420.1B (Chapters 7 and 2, Appendix F) concerning general application procedures for the programs. \*There are specific guidelines for application. Please consult OPNAVINST 1420.1B (Chapters 7 and 2, Appendix F) concerning general application procedures for the programs.

Reservists interested in the Reserve LDO/CWO program should contact PERS-92 (901) 874-3209/DSN: 882.

#### Application Help

- [OPNAVINST 1420.1B](#)
- [Application Form](#)
- [Interviewer's Appraisal Sheet](#)
- [FY-18 Application Instructions](#)
- [FY-18 LDO/CWO Checklist](#)
- [FY-18 Helpful Hints](#)
- [FY-18 Mailing Instructions](#)
- [FY-18 Explanation of Error Codes](#)
- [Sample Addendum Letter](#)
- [Sample Letter of Recommendation](#)
- [Endorsement - Operational Commander in theater](#)
- [Sample Letter of Abeyance or Removal of Recommendation](#)

#### Related Information

- [LDO/CWO Community Page](#)
- [Previous LDO/CWO Boards](#)



# LDO and CWO Discrete Requirements

## Screen 3

Board Quotas → Active Duty → Open

**Navy Personnel Command**

Search this site...

► Current and Past LDO CWO Boards

Navy Personnel Command > Boards > Administrative > LDO/CWO > Current and Past LDO CWO Boards

Boards ▾ Career Info ▾ Officer ▾ Enlisted ▾ Support & Services ▾ Organization ▾ Reference Library ▾

**LDO/CWO**

Current and Past LDO CWO Boards

Test Pilot

Transfer/Redesignation

NASA Astronaut Candidate

**FY 18 Board**

Announcing NAVADMINS - NAVADMIN [144/16](#) (Active Duty)  
NAVADMIN [145/16](#) (Reserves)

Board Membership, Precept, and Quotas will not be posted until after the board convenes.

**FY 17 Board**

Board Results - [NAVADMIN 044/16](#) (Active Duty)  
[NAVADMIN 045/16](#) (Reserves)

Board - [Membership/Precept](#)

Board Quotas - [Active Duty](#) [Reserves](#)

**FY 16 Board**

Board Results - [NAVADMIN 046/15](#) (Active Duty)  
[NAVADMIN 047/15](#) (Reserves)

Board - [Membership / Precept](#)

Board Quotas - [Active Duty](#) [Reserves](#)

Internet Explorer

What do you want to do with FY-17 LDO AND CWO QUOTAS (only quotas).pdf?

Size: 872 KB  
From: www.public.navy.mil

Open  
The file won't be saved automatically.

Save

Save as

Cancel



# LDO and CWO Discrete Requirements

## Enclosure (3)

### FY-17 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

#### DESIGNATOR

#### SELECTION GUIDANCE

##### Note

All designators

If the applicant's quality supports the total number requested, select to the requested numbers. However, if the quality level does not support the total number of requested selects, it is important that only those who are the best and fully qualified are selected.

Surface Deck  
(611X/711X)

Applicants will have demonstrated strong leadership traits, adaptability, and a body of work that indicates potential success as a Navy Officer and technical leader. The following watch station qualifications are highly desirable, to include but not limited to, Safety Officer for boat handling, anchoring, line handling, well deck operations, underway replenishment, and cranes. New accession officers will be detailed to sea duty assignments where they will function as the stand-alone, technical expert in their field. Applicants must have a diverse career track and upon commissioning be world-wide assignable to arduous sea duty on board amphibious ships and aircraft carriers.

Surface  
Operations  
(612X/712X)

Applicants from Operations Specialist (OS) Sonar Technician (STG), Quartermaster (QM) and Cryptologic Technician (CTT) ratings that have demonstrated strong leadership traits and a history of assignments that have provided the candidate technical proficiency in all facets of Ship's Combat Information Center, . Favorable consideration should be given to those applicants with experience in areas of Air Defense, Air Intercept Control, Tactical Data





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# ***Guidance and Eligibility Checklist***



# Guidance

- Review Enlisted to Officer Commissioning Programs Application Administrative Manual OPNAVINST 1420.1B, Ch 7 and Appendix F
  - OPNAVINST 1420.1C – revision “in chop”
- Applicable NAVADMINs supersede instruction
  - NAVADMIN 281/12 (Advanced Change Notice to OPNAVINST 1420.1B Ch 7) and NAVADMIN 144/16 (FY 18 Active LDO and CWO ISP Boards)
- Highlights from previous NAVADMINs:
  - Min of 3 (max of 5) appraisals, use “NAVCRUIT 1131/5 (Rev 02-2014)”
  - Not required to include obligatory statement
  - Must contain mandatory CO/OIC endorsement statement
- Applying for additional designators
  - Must have documented technical and leadership experience
  - A degree is not a substitute for technical experience
  - OPNAVINST 1420.1B (Ch 7, para 18) outlines normal path



# FY-19 LDO/CWO Programs

## Eligibility Checklist

<b>Folder label match application?</b> 1 <sup>st</sup> line: LAST NAME, FIRST NAME MI DESIGNATORS 2 <sup>nd</sup> line: RATE			-----
<b>BLOCK 6:</b>	6a. = Yes & 6b. is filled in (If 6b. = U.S. POB implies U.S. citizen by birth). If 6b. is not a U.S. POB, fill out either 6c (w/copy of pg. 13), <u>or</u> 6d (w/copy of FS-240, FS-545, or DS-1350 issued for birth abroad to U.S. Citizens).		<b>B</b>
<b>BLOCK 14:</b>	E-6 applicants must have minimum 1 year <u>TIR as of 1 OCT 2017</u> (E-6 TIR date is 01 JAN YY / 01 JUL YY); E-7 = 01 SEPYY; E-8 & E-9 = 01 JUL YY		<b>C</b>
<b>BLOCK 15:</b>	Must check USN, USNR, USNR-FTS or USNR-R. USNR must also enter either SELRES, ADSW, ADT, AT, or MOB in the "Other" field.		-----
<b>BLOCK 17:</b>	Dates are within ( <u>computed to 1 OCT 2018</u> ): (DD MMM YYYY) below Active Duty applicants use ADSD; Inactive duty applicants use TQFS. 08-14 yrs TIS for LDO/ENS (only E-6/7/8/9 applicants) 02 OCT 2004-02 OCT 2010 14-20 yrs TIS for CWO (only E-7/8/9 applicants) 02 OCT 1998-02 OCT 2004 14-16 yrs TIS for CWO to LDO/LTJG applicants 02 OCT 2002-02 OCT 2004		<b>D</b>
NOTE: Does not account for any waivers required.			
<b>BLOCK 21:</b>	HS grad or equivalent: Block 21a.& b. must be filled out for HS grads. GED fill out 21b. (grantor) & c. Copies of Transcripts or GED NOT required.		<b>E</b>
<b>BLOCK 29:</b>	List all incidents. To meet eligibility requirements, no adverse info such as NJP and/or civil conviction after 1 OCT 2014. Minor offenses are acceptable (<\$300 fine).		<b>F</b>





# FY-19 LDO/CWO Programs Eligibility Checklist (cont)

<b>PAGE 6:</b>	Applicant <u>signed and dated</u> the Privacy Act.		<b>G</b>
<b>PAGE 8:</b>	Request any waivers. Completed statement of naval service (to 1 OCT 2018): LDO 8-14 years; CWO 14-20 years; CWO to LDO 14-16 years.		<b>H</b>
<b>PAGES 9-10:</b>	CO must mark “Yes” for Physical Requirements and World-Wide Assignable blocks. CO must favorably recommend, address any waivers, <u>MUST</u> include required statement, and sign and date.		<b>I</b>
<b>PAGES 11-14:</b>	Remove from the application (shred these pages to protect PII).		-----
<b>NAVCRUIT 131/5 (Rev 02-2014):</b>	Application must contain at least <u>three</u> officer interviewer appraisal sheets.		<b>J</b>
<b>NOTE:</b> Only current form will be accepted. (Not required for CWO to LDO/LTJG officer applicants).			
<b>Color Vision Test:</b> (PIP or FALANT)	Required for 611X/711X, 612X/712X, 715X, 616X/716X, 717X, 626X/726X, 629X, 636X/736X, 639X, 620X, 648X		<b>K</b>
<b>E-6 APPLICANTS:</b>	Must have Selection Board Eligible Exam Profile Sheet (JAN 2017 CPO exam), or exempted Exam Profile Sheet provided by NEAS.		<b>L</b>
<b>USNR Inactive Duty applicants only:</b> Optional resume enclosed? Annotate Y or N. (Active Duty Applicants leave blank.)			-----
<b>Waivers:</b>	Requested on Page 8, Block 3?                      Yes _____ No _____ Waiver recommended by CO on Page 10?                      Yes _____ No _____		<b>W</b>
(803 Only) Waiver granted by OCM/Board Sponsor?    Yes _____ No _____			
<b>INITIALS of Reviewers:</b>			

**A=Accepted**

**# = Contact Pers-803**

**NE=Not Eligible**



# ***Applicant preparation***

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- **Never too early to start preparing – even as an E4**
- **Make your chain of command aware of your goals**
  - **Evaluation recommendations (Block 40 or 41)**
- **Develop a strong resume with diversity of jobs**
  - **Sea duty, Shore special programs, Overseas**
  - **Successful LPO or LCPO tours**
  - **Warfare qualification(s)**
- **Command COLL: Career Counselor, Training PO, etc.**
- **Off Duty: Education**

**DOES YOUR RECORD STACK UP?**



# ***Application Key Elements***

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- **CO's Endorsement**

- Acknowledges your leadership and technical performance
- CO can highlight qualifications (discrete requirements can assist)
- CO can address past negatives (if needed) and waivers if applicable

- **Personal Statements**

- Your opportunity to speak directly to the board
- Be original, be genuine, be humble. Explain to the board:
  1. Reason applying for a commission?
  2. Personal and professional goals...
  3. Strengths/personal characteristics YOU possess which will contribute to success as an LDO or CWO



# ***Interview Appraisal Boards***

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- **Interview Appraisal Boards**
  - Minimum of 3 required (can have up to 5)
  - Endorsement by the LDO and CWO community
  - Setup by CO or Command designated POC
    - Command POC should attempt to get the right designator on panel
    - Import board members if needed (VTC, teleconference acceptable)

**Appraisal Sheets belong to the CO not the applicant!**



# ***Notional Application Timeline***

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- ☐ **APR: Submit Special Request Chit to CO**
- ☐ **MAY: Submit application package to Admin**
- ☐ **JUN: Interviewer Appraisal Board**
- ☐ **JUL: CO's endorsement prepared**
- ☐ **1 SEP: Mail applications**
- ☐ **1 OCT: Postmarked**
- ☐ **1 DEC: Routine Addendums**
- ☐ **1 JAN: Evals and Awards**
- ☐ **JAN: Board convenes**
- ☐ **MAR: Results announced via NAVADMIN**



# ***FY-18 Selectee Profile (LDO)***

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- **Average Age: 31**
- **Total Years of Active Service: 11 Years**
- **Average Years of Total Education Completed: 14 Years**
- **Warfare Qualified: 99%**
- **Average Number of Duty Stations: 4**
- **Average Number of Sea/Overseas Tours: 2**
- **IA/GSA Tours: <1%**



# ***FY-18 Selectee Profile (CWO)***

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- **Average Age: 36**
- **Total Years of Active Service: 17 Years**
- **Average Years of Total Education Completed: 14 Years**
- **Warfare Qualified: 100%**
- **Average Number of Duty Stations: 5**
- **Average Number of Sea/Overseas Tours: 3**
- **IA/GSA Tours: <1%**



# ***FY-18 Active Duty Selections***

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<b><u>Active Duty</u></b>	<b><u>Quotas</u></b>	<b><u>Selected</u></b>
<b>Enlisted to ENS (LDO)</b>	<b>274</b>	<b>274</b>
<b>Enlisted to CWO</b>	<b>201</b>	<b>196</b>
<b>CWO to LTJG</b>	<b>5</b>	<b>5</b>

**Selection Opportunity FY-18 LDO: 18%**

**Selection Opportunity FY-18 CWO: 20%**

**Total applications for FY-18 LDO and CWO: 2,264**





# FY-18 Stats (LDO)

Designator/Community					FY18		
	LAST 5YR AVG	LAST 10YR AVG	LAST 5YR AVG # SELECTS	LAST 10YR AVG # SELECTS	APP	SEL	OPP
611X DECK	24.7%	28.7%	8	9	40	7	18%
612X OPERATIONS	24.2%	21.5%	13	13	47	13	28%
613X ENGINEERING	21.1%	15.1%	25	19	129	25	19%
616X ORDNANCE	17.3%	20.0%	11	13	89	9	10%
618X ELECTRONICS	26.6%	22.8%	18	19	112	21	19%
620X NUCLEAR POWER	32.8%	37.0%	37	36	101	34	34%
623X SUB-ENGINEER	31.1%	23.5%	3	3	14	4	29%
626X SUB-ORDNANCE	26.7%	27.8%	6	7	26	7	27%
628X SUB-ELECTRONICS	22.4%	20.5%	6	5	55	6	11%
629X SUB-COMMS	21.4%	24.8%	4	4	19	4	21%
631X AVIATION-DECK	12.1%	10.4%	5	5	49	6	12%
632X AVIATION-OPS	27.6%	23.1%	5	5	15	7	47%
633X AVIATION-MAINT	16.0%	13.8%	28	27	171	25	15%
636X AVIATION-ORD	16.9%	15.6%	11	10	54	12	22%
639X AIR TRAFFIC CONT	21.6%	20.5%	4	5	19	5	26%
641X ADMINISTRATION	13.2%	13.2%	19	24	127	20	16%
643X BANDMASTER	25.8%	27.4%	1	2	6	2	33%
648X EOD	36.3%	47.9%	6	5	20	5	25%
649X SECURITY	22.7%	17.0%	18	16	101	25	25%
651X SUPPLY	8.0%	6.6%	9	8	108	8	7%
653X CIVIL ENGINEER	25.0%	24.0%	4	4	16	5	31%
680X OCEANOGRAPHY	32.4%	28.2%	2	3	1	0	0%
681X INFO WARFARE	13.9%	15.3%	10	12	56	6	11%
682X INFO SYSTEMS	13.3%	14.0%	13	16	88	11	13%
683X INTELLIGENCE	15.6%	20.9%	4	4	34	4	12%
LDO Total	17.6%	16.3%	277	272	1497	271	18%



# FY-18 Stats (CWO)

Designator/Community					FY18		
	LAST 5YR AVG	LAST 10YR AVG	LAST 5YR AVG # SELECTS	LAST 10YR AVG # SELECTS	APP	SEL	OPP
711X DECK	29.9%	23.6%	9	7	24	8	33%
712X OPERATIONS	32.7%	30.9%	14	13	48	14	29%
713X ENGINEERING	19.3%	17.9%	23	22	135	21	16%
715X SPECIAL WARFARE	57.1%	44.8%	11	10	19	11	58%
716X ORDNANCE	24.7%	20.8%	12	9	45	13	29%
717X SWCC	55.7%	51.3%	4	4	11	5	45%
718X ELECTRONICS	12.2%	11.5%	6	5	45	5	11%
720X DIVER	65.7%	56.1%	3	4	4	4	100%
726X SUB-ORDNANCE	12.4%	13.5%	2	2	22	1	5%
731X AVIATION-DECK	14.3%	11.1%	5	5	34	6	18%
732X AVIATION-OPS	44.3%	33.2%	5	4	20	6	30%
733X AVIATION-MAINT	13.4%	12.5%	27	23	180	25	14%
736X AVIATION-ORD	22.6%	22.6%	14	14	63	14	22%
741X ADMINISTRATION	13.0%	11.3%	14	12	118	16	14%
752X FOOD SERVICES	22.8%	16.9%	6	5	31	7	23%
780X OCEANOGRAPHY	23.1%	23.1%	3	3	13	3	23%
781X INFO WARFARE	23.8%	26.0%	12	13	50	12	24%
782X INFO SYSTEMS	17.5%	18.8%	14	13	81	15	19%
783X INTELLIGENCE	32.5%	36.8%	4	5	16	6	37%
784X CYBER	35.0%	29.1%	2	2	5	1	20%
CWO Total	16.9%	16.0%	199	182	964	193	20%



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# ***Promotion Opportunity***



# ***LDO Promotion Opportunity***

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• **CAPT      21-23 YCS                      40% - 60 % Opportunity**



• **CDR        15-17 YCS                      60% - 80% Opportunity**



• **LCDR     9 - 11 YCS                      70% - 90 % Opportunity**



• **LT              4 YCS                      AFQ**

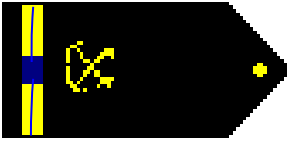


• **LTJG        2 YCS                      AFQ**



# ***CWO Promotion Opportunity***

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• **CWO5**      **13 YCS**      **40% typical**



• **CWO4**      **7 YCS**      **70% - 90% Opportunity**



• **CWO3**      **3 YCS**      **AFQ**



# Your return on investment...

Retirement after **20** Years of Service as:

CPO	CWO3	LT
<ul style="list-style-type: none"><li>• <b>\$2,141 / month</b></li><li>• <b>\$25,692 / year</b></li></ul>	<ul style="list-style-type: none"><li>• <b>\$2,796 / month</b></li><li>• <b>\$33,552 / year</b></li></ul>	<ul style="list-style-type: none"><li>• <b>\$3,331 / month</b></li><li>• <b>\$39,972 / year</b></li></ul>

**50%**

**Retirement pay for life!**

<http://www.dfas.mil/militarymembers/payentitlements/military-pay-charts.html>

**DISCLAIMER: DATA BASED ON HIGH THREE PAY**



# Your return on investment...

Retirement after **26 Years of Service** as:

## SCPO

- **\$3,377 / month**
- **\$40,524 / year**

## CWO4

- **\$4,509 / month**
- **\$54,108 / year**

## LCDR

- **\$4,781 / month**
- **\$57,372 / year**

**65%**

**Retirement pay for life!**

<http://www.dfas.mil/militarymembers/payentitlements/military-pay-charts.html>

**DISCLAIMER: DATA BASED ON HIGH THREE PAY**



# Your return on investment...

## Retirement after:

### 30 Years

#### MCPO

- **\$4,865 / month**
- **\$58,380 / year**

### 33 Years

#### CWO5

- **\$6,970 / month**
- **\$83,640 / year**

### 38 Years

#### CAPT

- **\$10,302 / month**
- **\$123,624 / year**

**75%**

**82.5%**

**95%**

**Retirement pay for life!**

<http://www.dfas.mil/militarymembers/payentitlements/military-pay-charts.html>

**DISCLAIMER: DATA BASED ON HIGH THREE PAY**





# ***Mentorship Opportunity\****

***\* All LDO and CWO introductions***



# Contact Us

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## Community News and Forums:

### **NPC Website:**

[http://www.npc.navy.mil/officer/communitymanagers/ldo\\_cwo](http://www.npc.navy.mil/officer/communitymanagers/ldo_cwo)

**Facebook: Search, “LDO/CWO Community Manager Forum”**



# ***Back up Slides***

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***Back up Slides***