

CLASSIFICATION: UNCLASSIFIED//  
ROUTINE  
R 162101Z FEB 23 MID200080744573U  
FM CNO WASHINGTON DC  
TO NAVADMIN  
INFO CNO WASHINGTON DC  
BT  
UNCLAS

NAVADMIN 044/23

PASS TO OFFICE CODES:  
FM CNO WASHINGTON DC//N1//  
INFO CNO WASHINGTON DC//N1//  
MSGID/GENADMIN/CNO WASHINGTON DC/N1/FEB//

SUBJ/FY-24 SEAMAN TO ADMIRAL-21 PROGRAM ANNOUNCEMENT//

REF/A/DOC/OPNAV/14DEC09//  
REF/B/MSG/CNO WASHINGTON DC/171350ZJUL17//  
REF/C/DOC/BUPERS/02MAY19//

NARR/REF A IS OPNAVINST 1420.1B, ENLISTED TO OFFICER COMMISSIONING PROGRAMS APPLICATION ADMINISTRATIVE MANUAL.  
REF B IS NAVADMIN 177/17, NUCLEAR TRAINED SAILOR APPLICATIONS TO OFFICER COMMISSIONING PROGRAMS.  
REF C IS PROGRAM AUTHORIZATION 150A, SEAMAN TO ADMIRAL-21 NUCLEAR OPTION COMMISSIONING PROGRAM.//

RMKS/1. This NAVADMIN solicits applications and provides guidance for the Fiscal Year (FY) 2024 Seaman to Admiral-21 (STA-21) Commissioning Program. Due to the Coronavirus Disease 2019 (COVID-19) pandemic, applicants stationed outside the United States at any time between 1 February 2022 and 30 June 2023 or those who were deployed at any time between 1 February 2022 and 30 June 2023 may apply without a valid Scholastic Aptitude Test (SAT) or American College Test (ACT), if they meet the requirements detailed in paragraph 7h of this NAVADMIN. The SAT or ACT application requirement is also waived for STA-21 Nuclear option (STA-21(N)) applicants. Supplemental information for applicant submission is provided in paragraphs 7g and 7h of this NAVADMIN.

2. STA-21 is a full-time undergraduate education and commissioning program open to enlisted personnel of all pay grades and ratings who meet the eligibility requirements specified in reference (a).

3. Deadline for submission of applications for the FY-24 STA-21 Program is 1 July 2023. Application packages must be postmarked on or before the deadline date. It is recommended applications be submitted prior to the deadline as early submission allows timely feedback to the Sailor for submission of missing or illegible documents. The additional documentation submitted must be postmarked on or before 24 July 2023. No additional documents may be submitted after this date. The selection board is scheduled to convene in August 2023 and the selectees will be announced via NAVADMIN

message.

4. The core program and the following target options are open for application for the FY-24 Selection Board: Surface Warfare Officer (SWO), SWO Engineering Duty Option SWO (ED), Nuclear (Surface and Sub), Special Warfare, Explosive Ordnance Disposal, Naval Flight Officer, Aviator, Civil Engineering Corps, Nurse Corps, and Information Professional.

5. The following target options have zero select opportunities for FY-24: Human Resources, Intelligence, Information Warfare, Medical Corps, Supply Corps, SWO Information Professional (IP), Oceanography Officer (OCEANO), and SWO (OCEANO).

6. The Nuclear (Surface and Submarine) target option is now open to Sailors who are serving in the Fleet and hold an active nuclear Navy enlisted classification (NEC) (N1XO, N1XS, N2XO, N2XS) and to those Sailors who are in the nuclear training pipeline with the N91T NEC.

Applicants holding a nuclear NEC must receive a conditional release from the Nuclear Enlisted Community Manager (OPNAV N133D), in line with reference (b), if applying for an option outside the nuclear community. All applicants for STA-21(N) must be able to begin their first day of class in the first semester of their coursework prior to reaching 8 years of service. Reference (c) provides specific information and all other requirements to apply for the STA-21(N) program. Additional information applicable to this year's STA-21 application is as follows:

a. If a physical fitness assessment (PFA) was not performed within the last year, commanding officers (CO) will provide an affirmative statement in their endorsement certifying the applicant is within height and weight requirements as required by paragraph 7 of this NAVADMIN.

b. Standardized test scores are required in the application submission in line with paragraph 7h of this NAVADMIN. Candidates are advised to verify school admission requirements, as the STA-21(N) SAT or ACT waiver does not supersede university admission requirements.

c. The Sailor and Marine American Council on Education Registry Transcript, in line with reference (a), enclosure (1), chapter 8, paragraph 6b(9), is not required to be submitted for this application. A future revision of reference (a) will remove this requirement.

d. The applicant's photograph, in line with reference (a), is no longer required for this application. A future revision of reference (a) will remove this requirement.

7. The following information addresses lessons learned from the FY-23 STA-21 selection process and board. This information is provided to preclude common errors:

a. Of the 265 applications received for FY-23, only 243 were board eligible. A total of 79 were selected to participate in the FY-23 STA-21 Program.

b. Each year, packages are not considered due to non-qualifying SAT or ACT scores, missing CO endorsement or recommendations, recent non-judicial punishment, missing PFA cycles, missing or illegible submission of documents, and not meeting program age or PFA requirements.

c. Minimum eligibility requirements must be met before submitting an application. Applications should be mailed only when fully completed.

Officer interview boards will consist of three officers. The applicant's CO may not be a board member and should not submit an interview appraisal sheet. The CO's personal interview should be conducted only after the application is complete and the officer interview board has submitted their appraisals. The full picture of an applicant's academic and officer potential can only be determined by reviewing the SAT or ACT scores (if required), high school or college transcripts, and a completed application package.

d. The CO's endorsement is extremely important, especially the ranking of the individual among their peers. The endorsement should contain specifics about the individual's academic potential, commitment, leadership, service above self, and potential as a naval officer. CO comments should specify the primary option to which the individual is applying and address how the individual meets the qualifications for that option. For junior Sailors with only schoolhouse evaluations, the CO must address this issue in their endorsement.

e. An interview board and nomination review board will be conducted in line with reference (a). It is recommended officers of the applicant's designator of choice, if available, be asked to participate in the interview and nomination review board to assess the applicant for their community. Officer appraisals provide important insight into the applicant. The appraisal from the board should be a frank and honest assessment of the applicant's leadership and academic potential. Appraisal forms should be typed in 10 or 12-point font.

f. The applicant's personal statement should address why the Sailor wants to become an officer, how the Sailor's selection would improve the Navy, and why the Sailor is applying for a specific option. Sailors must also address any hardships or unique experiences that shaped their character. Junior Sailors should provide information on high school experiences as high school transcripts rarely provide in-depth information on involvement in sports, clubs, volunteer hours, work, etc. Additionally, applicants should address any anomalies in the package (e.g., poor high school grades, college grades, service school grades, or poor evaluation performance). The explanation should include details of the situation, how the applicant has overcome these issues, and why the applicant will be successful in the future.

g. The application is a reflection of the applicant. Applicants must review their packages in their entirety before submitting them. Check for misspelled words and improper grammar. Ensure all high school and college transcripts are enclosed. Applicants must submit results from the last PFA completed including their overall score. Applicants who have not taken the PFA within the past year and meet the exception criteria must have a CO's endorsement including a statement verifying the applicant is currently within height and weight standards.

h. Qualifying SAT or ACT scores are required for all non-nuclear officer candidates except as noted in paragraph 1 of this NAVADMIN. Applications can still be submitted pending receipt of SAT or ACT scores or with a command statement indicating non-availability for overseas locations and deployed units. SAT or ACT scores can be from exams taken between 1 July 2018 and 1 July 2023. Applicants without a SAT or ACT score and who meet the exception criteria should ensure their high school cumulative grade point average (minimum 2.5 GPA) is within the last 5 years or have a minimum 2.5 cumulative college GPA on a 4.0 scale with 12 or more semester hours.

i. It is recommended the command retain a copy of the entire application package. The command portion of the application (such as command endorsement and interview appraisal sheets) should not be given to the applicant.

8. The preferred method of delivery for applications is through mail. If mail delivery is not possible, contact the Naval Service Training Command STA-21 Program Office (N92 STA-21) at [grlk\\_sta21\(at\)navy.mil](mailto:grlk_sta21@navy.mil) for alternative delivery methods. Mail completed applications to:

Naval Service Training Command  
ATTN: N92 STA-21  
320A Dewey Ave Building 3, Room 106  
Great Lakes, IL 60088-2845

9. For questions, specific details, eligibility criteria, application requirements, and selection procedures, refer to reference (a), contact your command career counselor, or visit the STA-21 website at: <https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/STA-21/> for the most up-to-date information.

10. The point of contact for STA-21 is Naval Service Training Command, N92 STA-21, and can be reached at (847) 688-5454 ext 243 DSN 792 or via e-mail at [grlk\\_sta21\(at\)navy.mil](mailto:grlk_sta21@navy.mil). The point of contact for the STA-21(N) Program Office is the Nuclear Enlisted Community Manager, OPNAV N133D, and can be reached at (703) 604- 5491/DSN 664 or via e-mail at [bullnuke\(at\)navy.mil](mailto:bullnuke@navy.mil).

11. Released by Vice Admiral Richard J. Cheeseman Jr., N1.//

BT  
#0001  
NNNN  
CLASSIFICATION: UNCLASSIFIED//