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**MILPER Message Number  
21-166**

**Proponent  
RCRO-SP**

**Title  
FY22 United States Army Warrant Officer Selection Boards**

**...Issued: [24-May-2021]...**

<https://www.hrc.army.mil/Milper/21-166>

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- A. Director of Military Personnel Management (DMPM) Memo, 6 October 2010, subject: Warrant Officer Accession Selection Boards.
- B. DA PAM 601-6 (Warrant Officer Procurement Program), 23 September 2019.
- C. DA Memo 600-2 (Policies and Procedures for Active Duty List Officer Selection Boards), 25 September 2006.
- D. AR 135-100 (Appointment of Commissioned and Warrant Officers of the Army), 1 September 1994.
- E. AR 350-1 (Army Training and Leader Development), 10 December 2017.
- F. AR 601-100 (Appointment of Commissioned and Warrant Officers in the Regular Army), 21 November 2006.
- G. AR 611-110 (Selection and Training of Army Aviation Officers), 29 March 2019.
- H. AR 40-501 (Standards of Medical Fitness), 27 June 2019.
- I. AR 670-1 (Wear and Appearance of Army Uniforms and Insignia), 1 January 2021.
- J. HQDA EXORD 071-17 (Accessions Occupational Physical Assessment Test (OPAT) Implementation).
- K. FRAGO 1 to HQDA EXORD 071-17 (Accession Occupational Physical Assessment Test (OPAT) Implementation).
- L. Army Directive 2020-06 (Army Combat Fitness Test), 12 June 2020.
- M. Army Directive 2020-09 (Waivers Submission Instructions and Document Requirements), 31 August 2020.
1. This MILPER message will expire NLT 1 September 2022.
  2. Headquarters Department of the Army (HQDA) Warrant Officer Accession selection boards convene in accordance with (IAW) reference A to consider eligible applicants for appointment as a Warrant Officer (WO) in the U.S Army with concurrent order to active duty.
  3. All eligible applicants are evaluated by the HQDA WO selection board, convened at HQ, USAREC. Those selected will be scheduled for Warrant Officer Candidate School (WOCS) and the appropriate Warrant Officer Basic Course (WOBC).
  4. The Army Warrant Officer is a technical expert, combat leader, trainer, and advisor. Through progressive levels of expertise in assignments, training, and education, the warrant officer administers, manages, maintains, operates, and integrates Army systems and equipment across unified land operations. Warrant officers are innovative integrators of emerging technologies, dynamic teachers, confident warfighters, and developers of specialized teams of Soldiers. They support a wide range of Army missions throughout their career. Warrant officers in the Army are accessed with specific levels of technical ability. They refine their technical expertise and develop their leadership and management skills through tiered progressive assignment and education.

5. The following personnel may apply for WO appointment whenever procurement is open in the WOMOS for which they are occupationally eligible:
- a. Army Enlisted personnel (Regular Army, National Guard and Army Reserve).
  - b. Enlisted personnel of the other Uniformed Services.
  - c. RA/AR Commissioned Officers (restrictions may apply based on AOC/MOS and AFS).
  - d. RA/AR Commissioned Officers (non-aviation branch) applying for MOS 153A are only eligible to compete in the November and May Warrant Officer Selection Boards (WOSB). The first FY22 Warrant Officer Selection Board will be November 2021. All May 2021 Fully-Qualified Non-Selected Commissioned Officers are eligible to compete in November 2021.

6. **General Requirements:**

Applicants should refer to AR 135-100, para 1-6, AR 350-1, para 3-13 and AR 611-110, para 2-1 for additional details or visit <https://www.gowarrantnow.com> for more information.

- a. **High school graduate** or general education diploma (GED).
- b. Minimum general technical (**GT**) **aptitude area score of 110**.
- c. Adjudicated **SECRET clearance**.
- d. **U.S. Citizen**.
- e. In compliance with Army height and weight standards IAW AR 600-9.
- f. Have a passing score on last record APFT IAW AD 2020-06.
- g. Able to walk the 6.2 mile foot march with 48 lbs. in their rucksack within school time parameters.
- h. Meet prerequisites for the desired WOMOS.
- i. **Not exceed 12 years of active federal service for technicians** and 8 years of active federal service for 153A as of the applicant signature date on the DA Form 61. Commissioned Officers have less than 48 months active Federal commissioned service at the time of the selection board for 153A.
- j. **Not exceed 46 years of age when pin WO1 for all technicians** and not more than 32 years of age at time of board selection for 153A.
- k. Applicant **must be worldwide deployable** IAW reference H.
- l. In compliance with the Army's Tattoo, branding, and body mutilation policy IAW reference I, para 3-3.

**7. Application Processing IAW reference B:**

- a. Applicant responsibility: The applicant has primary responsibility for correctly completing and submitting the entire application, including all supporting documents. A conduct waiver is required when a court has convicted or imposed another type of adverse disposition such as, but not limited to, fines, imprisonment, community service, placed on probation, paroled/pardoned, or have been ordered to deposit bail or collateral for a violation of any law, police regulation or ordinance, and traffic violations involving a fine or forfeiture of \$100 or more. This includes juvenile offenses, expunged dispositions, non-judicial punishments and court-martial proceedings. Major misconduct offenses require general officer endorsement and conduct waiver case summary. If applicable, any/all offenses of this nature must be disclosed in the application in accordance with Army Directive 2020-09.
- b. Unit and intermediate commander: Commanders will ensure the required letters of recommendation are completed and the application is provided to the administrative section for review.
- c. Administrative support section: The application will be screened to ensure the applicant has no flagging action pending, and no bars to reenlist are in effect. Applicants are ineligible to compete for WO selection until the bar to reenlistment has been removed. S1 OIC/Human Resource Tech representative must endorse the applicants' application checklist certifying that the applicant is not flagged or barred, and that any service member tattoos if applicable are in compliance with AR 670-1.
- d. Installation or MACOM commander: Local boards will not be held.
- e. WO Recruiting Company: The WO Recruiting Company (WORC) is responsible for the administrative qualification of all applications for the USAREC's WOSB.

**8. Application Processing IAW reference L:**

- a. Physical fitness support section: The ACFT replaces the APFT as the Army's physical fitness test of record beginning 1 October 2020. The Army will no longer conduct the APFT after 30 September 2020. A passing score on the last record APFT remains valid until 31 March 2022 for any purpose requiring a passing APFT or score, including, but not limited to, professional military education, functional courses, or operational course credit consideration.
- 9. Visit <https://recruiting.army.mil/ISO/AWOR/> for all application instructions and processes to include application submission checklist, prerequisites, supporting documents, exceptions to policy procedures, sample forms, and WORC points of contact.
- 10. Selection boards will convene on the following dates. However, visit <https://recruiting.army.mil/ISO/AWOR/> for any changes to board schedules or application deadlines:

MOS	15-Nov-21	24-Jan-22	21-Mar-22	16-May-22	18-Jul-22	26-Sep-22
120A		X			X	
125D		X			X	
131A	X		X		X	

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MOS	15-Nov-21	24-Jan-22	21-Mar-22	16-May-22	18-Jul-22	26-Sep-22
140A	X	X		X	X	
140K	X	X		X	X	
140L	X	X		X	X	
150A	X		X		X	
150U	X		X		X	
151A	X		X		X	
153A	X	X	X	X	X	X
170A	X		X		X	
170B	X			X		
170D				X		
180A	X		X	X		X
255A		X		X		X
255N		X		X		X
255S		X		X		X
270A	X					
311A		X	X		X	X
350F	X	X	X	X	X	X
350G	X	X		X		X
351L	X	X	X	X	X	X
351M	X		X		X	
351Z		X			X	
352N	X		X	X	X	X
352S			X		X	
353T		X		X		X
420A		X		X		X
420C				X		
740A	X					
880A		X				
881A		X				

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MOS	15-Nov-21	24-Jan-22	21-Mar-22	16-May-22	18-Jul-22	26-Sep-22
882A				X		X
890A	X			X		X
913A	X			X		
914A	X			X		
915A	X		X	X		X
919A	X			X		
920A	X		X		X	
920B	X		X		X	
921A	X		X		X	
922A	X		X		X	
923A	X		X		X	
948B			X		X	X
948D			X		X	X

11. Key dates are:

Board Dates	Packet Deadline to WORC	Corrections Deadline to WORC	Updates Deadline to HQ USAREC
15-19 Nov 21	20 Sep 21	4 Oct 21	1 Nov 21
24-28 Jan 22	29 Nov 21	13 Dec 21	10 Jan 22
21-25 Mar 22	31 Jan 22	14 Feb 22	7 Mar 22
16-20 May 22	28 Mar 22	11 Apr 22	2 May 22
18-22 Jul 22	23 May 22	06 Jun 22	5 Jul 22
26-30 Sep 22	8 Aug 22	15 Aug 22	12 Sep 22

12. Applications requiring exception(s) to policy processing should be submitted 2-4 weeks prior to the deadlines above. Reference <https://recruiting.army.mil/ISO/AWOR/> for details and samples.

13. The point of contact for this message is USAREC Special Programs and Boards email: [usarmy.knox.usarec.mbx.hq-g3-special-programs-and-boards@mail.mil](mailto:usarmy.knox.usarec.mbx.hq-g3-special-programs-and-boards@mail.mil).