

## **Warrant Officer Recruiting**

By CW3 Jack L. Bailey  
Chief, Warrant Officer Recruiting Branch  
HQ, USAREC G-3

**The United States Army Recruiting Command (USAREC)** is looking for qualified active duty applicants to fill the ranks of the Warrant Officer Corps.

**This is not “breaking” news**, because USAREC has been looking for good applicants for years. What is “breaking” news is that *the opportunity* for a qualified applicant to become a Warrant Officer *is better now than at any time over the past several years*, especially in Special Forces, Military Intelligence, Transportation and Criminal Investigation specialties.

**What does this have to do with you, warrant officers already serving in the field?** Warrant Officers are highly influential, knowingly or not, in recruiting soldiers to apply. Whether its solicited feedback from a recruiting brief or a survey filled out on the Internet, soldiers normally say that it was a Warrant Officer that inspired them to apply for the program. In most cases it was the direct or indirect influence of a warrant officer they worked for, are familiar with or served with in the past.

**The purpose** - There is a serious need for warrant officers to change from *passive influencers* to *active recruiters*.

**The number of applicants for the warrant officer program has declined** over the past several years. This is the bad news; without the number of applicants required to make the selection process competitive, the Corps will invariably suffer by not being able to select the “best of the best.” If the trend continues, the long-term effects to the Corps could be severe.

**The key to recruiting qualified applicants in the field is information.** Soldiers need to have accurate information on the benefits of the program, the application process and how the transition is made from enlisted soldier to officer (Warrant Officer Candidate School). Below you will find a few “selling points” the Warrant Officer Recruiting Team uses for briefing prospective applicants:

### **Benefits**

The benefits are not defined by pay. However, since this is a driving factor for most soldiers, the approved FY04 pay scale is the best example for defining the financial benefits. For example, an E-5 with eight years in the Army will receive over \$700 per month more in base pay as a WO1.

Promotion rates are higher now for warrant officers than in recent years too. The WO Recruiting Team is compiling FY03 data at this time, but the FY02 data is extraordinary:

The selection rate for eligible WO1's to CW2 was 99% and selection rate for eligible CW2's to CW3 was almost 89%. NCO promotion rates are not as positive. The selection rate for eligible SSG's (E6) to SFC (E7) was only 21% and the selection rate for eligible SFC's to MSG (E8) was only 18%.

There are other benefits to the program too. Warrant Officers serve in a variety of challenging assignments like the White House Communications Agency and Army Recruiting Command; the opportunities for advanced civil schooling are much greater (attendance at senior service colleges and the degree completion program); and the ability to increase expertise is much greater as the young officer completes repetitive “same level” assignments.

## Eligibility

Bottom line, the application is broken down into two sets of criteria.

Non-waiverable criteria are those things required for any soldier applying for an officer-producing program. They include:

- . GT score of 110 or higher.
- . U.S. Citizenship
- . High school diploma or GED
- . Interim SECRET clearance or higher
- . Passing score on the standard three event APFT (no alternate events)
- . Meet height and weight standards IAW AR 600-9

Proponent-driven criteria are those required specific to the warrant officer specialty (MOS). An example would be TABE test scores, documented supervisory experience or college level education. These criteria are subject to change. For the most accurate information for a specific MOS, please visit the WO Recruiting web site at [www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant).

## Application Process

The most important thing any applicant should do, is first visit the WO Recruiting web site. The site provides the most current checklist, sample memorandums, down-loadable forms, FAQ's, MOS-specific information, board schedules and points-of-contact to help the applicant work on the application.

The application is not hard to put together, but accessing the site will make the process faster and the documents will be more accurate (reducing administrative errors, which would delay boarding). Once the application is completed, it is sent to HQ, USAREC for processing and boarding (address is listed on the web site).

**Once the application is received** – The WO recruiting team will verify the application content and will process it for boarding. The processing time varies depending on whether the applicant has any waivers involved. If there are any errors or missing documents, the applicant will be notified and the recruiter will help him/her fix the packet.

All applications are afforded two boards for consideration. Board results are posted to the WO Recruiting web site not later than the 10th of the month following the board adjourn date. If selected, the applicant will receive a request-for-orders (RFO) within 30 to 90 days following the board. In most cases, the applicant can expect to attend Warrant officer Candidate School (WOCS) within four to six months following the board.

**Bottom line again.** The Army needs warrant officers and you are in a position to help. If you know a soldier interested in the program or know of an outstanding soldier you think would make a good warrant officer, sit the soldier down and talk about the program with them. Encourage them to visit the web site and to give serious consideration to a very positive career change.

---

*USAWOA Online 2/10/04*