

Warrant Officer Candidate School (WOCS)

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Summary

WOCS trains the Warrant Officer Candidate to hone leadership and decision-making skills, adapt to quick on-the-spot thinking, and learn consequence management. WOCS aligns its philosophy and activities to meet the needs of an Army at war. The driving force is the desire to produce Warrant Officers better qualified to operate effectively in the demanding operational environment (OE). All State WOCS programs are accredited through Army TRADOC.

Currently, there are three options for the completion of WOCS:

- Attend the Phase One and Phase Two Resident Active Component WOCS (seven weeks, two days) if applicant is an E5 non-graduate from Primary Leadership Development Course (PLDC)/Warrior Leaders Course (WLC) or an E1 thru E4
- Soldiers who have completed the WOCS Phase One Distributed Learning (DL), attend the Phase Two Resident Active Component WOCS (five weeks) if the applicant is an E5 and has completed WLC/PLCD or an E6 or higher
- Attend WOCS-Reserve Component program at the State Regional Training Institute (RTI).

All Warrant Officer Candidates enrolled in the State WOCS programs are put on Title 32 orders. All Officer Candidates enrolled in the active component WOCS program are put on Federal Title 10 orders and are subject to all benefits and restrictions of active Federal service.

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Quick Guide: WOCS Application Process

1. Requests are forward from the applicant's State to the DA MOS proponent for entry in the career field (Predetermination Process - Request).
2. Approved predetermination packet will be transmitted from the DA MOS proponent back to the requesting State's Warrant Officer Recruiter or Command Chief Warrant Officer for preparation of the Warrant Officer appointment application process (Predetermination Process - Disposition).

3. Candidate completes appointment application for consideration by the Federal Recognition Board.
4. Federal Recognition Board conducts review and provides recommendations. If approved, the Board issues an order appointing him/her as a WOC and a primary MOS of 09W00 is awarded. If not approved, the candidate is not eligible for WOCS.
5. Pre-WOCS course is offered by State RTI for candidate attendance, if approved and funded by home state.
6. Candidate attends WOCS.

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Frequently Asked Questions

Q. What is a Warrant Officer?

- A. The Army Warrant Officer is a self-aware and adaptive technical expert, combat leader, trainer, and advisor. Through progressive levels of expertise in assignments, training and education, the Warrant Officer is an innovative integrator of emerging technologies, a dynamic teacher, a confident war fighter, and a developer 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.

Q. What are the requirements to become a Warrant Officer?

- A. The following requirements must be met in order for an applicant to be accepted into WOCS and become an ARNG Warrant Officer.
 - Age - Minimum age of 18 years, maximum age of 46 on the date of initial appointment. Applicants for rated aviator positions must be between the ages of 18 and 32 on the date for Initial Entry Rotary Wing (IERW).
 - Citizenship – Must be a U.S. citizen by birth or naturalization.
 - Mental Aptitude - Applicant must have a minimum GT score of 110 or higher. Failure to meet the minimum requirement on the re-test will cause a minimum six month delay in submitting an application for enrollment. Until a GT score of 110 or higher is documented, it is unnecessary to complete any further items; until completion applicants will not be accepted into the program. For rated aviation specialties, applicants must take the Flight Aptitude Selection Test (FAST); minimum passing score is 90. Testing should be coordinated through the State Aviation Office or nearest Army Aviation Facility (AASF).
 - Education – High school diploma or GED completion.
 - English language competency – Must have a demonstrated understanding and proficiency in the English language. Applicants whose native language is other than English must achieve a minimum score of 80 on the English Comprehension Level Test (ECLT). Proficiency in English cannot be overemphasized. Warrant Officers must be able to effectively communicate in both verbal and written methods. Many Warrant Officer Military Occupational

Specialties (MOSs) require a minimum of six credit hours of college level English.

- Security clearance – A valid secret security clearance is required prior to entry into WOCS. Some specialties require a higher than secret level (reference DA PAM 611-21).
- Physical – Must meet appointment physical standards in accordance with Chapter 2, AR 40-501 and height and weight standards of AR 600-9. See DA PAM 611-21 for additional physical requirements for individual MOSs. In addition, applicants must be able to pass a standard APFT. Only applicants with an approved Army G-3 Waiver to perform an alternate event may report to WOCS.
- Leadership – Must possess outstanding leadership traits.
- Pay Grade – With the exception of the Aviation Candidates, the minimum required for most specialties is SGT (E5) or having attained the grade established by the DA MOS proponents. Applicants below the grade of SGT must be administratively appointed to pay grade E5 by their parent Unit upon entering WOCS in accordance with NGR 600-101. Former Commissioned and Warrant Officers are eligible for appointment without attending WOCS but must complete the predetermination process to be approved for entry into a Warrant Officer career.

Q. Do I have a contract or a commission as a Warrant Officer?

A. Candidates who successfully complete Warrant Officer Candidate School are appointed in the grade of WO1. When promoted to CW2, Warrant Officers are commissioned by the President and have the same legal status as their traditional commissioned officer counterparts. However, Warrant Officers remain single-specialty officers whose career track is oriented towards progressing within their career field rather than focusing on increased levels of command and staff duty positions.

Q. Do I have to be a Sergeant before I start WOCS?

A. With the exception of Aviation Candidates, the minimum required for most specialties is SGT (E5) or having attained the grade established by the DA MOS proponents. Applicants below the grade of SGT must be administratively appointed to pay grade E5 by their parent Unit upon entering WOCS in accordance with NGR 600-101. Former Commissioned and Warrant Officers are eligible for appointment without attending WOCS, but must complete the predetermination process to be approved for entry into a Warrant Officer career.

Q. Can I be promoted as an Enlisted Soldier prior to WOCS?

A. You are promotable during the predetermination process; however, once you obtain your Federal Recognition and your rank becomes WOC you will no longer be promotable as an Enlisted Soldier.

Q. Does WOCS extend my current enlistment?

- A. An enlisted Soldier who lacks enough service time to complete WOCS training must extend his or her enlistment before enrollment (reference AR 601–280, Chapter 3.). The Soldier’s enlistment must be extended to at least one day beyond the graduation date for the scheduled WOCS class. Reenlistment, if needed, is permitted. The extension will be processed following selection and prior to departure from current duty assignment.

Q. How do I prepare for WOCS?

- A. All Warrant Officer Candidates requesting a specific MOS must ensure they meet the prerequisites and preferred qualifications of their requested MOS. They must also ensure they meet all administrative requirements.

Commands should assign each candidate a mentor to guide them through the WOCs preparation process.

Q. Are ARNG Warrant Officers eligible for a bonus?

- A. Possibly, contact your State Warrant Officer Strength Manager for bonus eligibility information.

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Links

- [Warrant Officer Recruiting Information Site](#)
Provides all information surrounding Army Warrant Officer recruiting, training, and career opportunities.
- [National Guard: Become a Warrant Officer](#)
Provides an overview, eligibility, and requirements for ARNG Warrant Officers.
- [Enlisted MOS Conversation List \(Army\)](#)
Provides the duty description, prerequisites, and preferred qualifications of Warrant Officer for each MOS.

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References

Regulations

- [AR 135-91, Service Obligations, Methods of Fulfillment, Participation Requirements, and Enforcement Procedures](#)
- [AR 135-100, Appointment of Commissioned and Warrant Officer of Army](#)
- [AR 40-501, Standards of Medical Fitness](#)
- [AR 600-9, The Army Weight Control Program](#)
- [AR 601-280, Army Retention Program](#)
- [DA PAM 611-21, Military Occupational and Classification Structure](#)
- [NGR 600-101, Warrant Officers-Federal Recognition and Related Personnel Actions](#)

Documents and Forms

- [DA Form 2-1, Personnel Qualification Record](#)
- [DA Form 330, Language Proficiency Questionnaire](#)
- [DD Form 2807-1, Report of Medical History](#)
- [DD Form 2808, Report of Medical Examination](#)
- [NGB Form 62-E, Application for Federal Recognition as an Army National Guard Officer or Warrant Officer and Appointment as a Reserve Commissioned Officer or Warrant Officer of the Army in the Army National Guard of the United States](#)
- [SF 86, Questionnaire for National Security Positions](#)
- [Warrant Officer Application Guide Document](#)

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Points of Contact

- State Warrant Officer Strength Manager

- State Officer Strength Manager

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