FY-20-2 Test Pilot School Selection Board

May 2019
TPS Overview

• Opportunities for TPS graduates:
  – Test and evaluation of leading-edge capabilities, including work related to: JSF, Next-Gen Jammer, P-8 Increments 2 and 3, COD replacement, next-gen strike weapons, networked/integrated warfighting capabilities, unmanned systems, etc.
  – Significant impact on the future capability of their fleet communities

• Ideal candidates:
  – Strong first sea tour EP performance with advanced fleet community quals
  – Career timing to support VX/HX tour and fleet community progression
  – Strong desire to solve technical challenges and directly impact the future warfighting capability of the U.S. Navy
  – Strong grades in STEM degrees
  – NFOs are in particularly high demand for a variety of systems-based programs

• Opportunity varies for each board - if interested, APPLY!*  
  
  * Carefully consider the career impacts of potential selection if applicant will not have a highwater EP prior to departure from fleet squadron. Need relative to # of applicants in high-demand categories may result in ‘early’ selection- contact community Detailer for more information.

Community endorsement / encouragement of the TPS path is vital to the success of developmental test programs / future capability
FY20-1 Applicant Summary

• 51 Total
  – 41 Pilot
    ➢ HM: 1
    ➢ HS/HSC: 4
    ➢ HSL/HSM: 3
    ➢ VAQ: 6
    ➢ VAW/VRC: 9
    ➢ VFA: 13
    ➢ VP/VQ(P): 5
    ➢ VQ(T): 1
  – 10 NFO
    ➢ VAQ: 2
    ➢ VAW: 1
    ➢ VFA: 6
    ➢ VP: 1
    ➢ VQ(P): 0
    ➢ VQ(T): 0
FY20-2 Requirements/Selects

• 23 Quotas  (21 USNTPS, 1 USAFTPS, 1 ETPS)
  – 14 Pilot quotas
    ➢ 1 Any Helo
    ➢ 1 60S
    ➢ 1 60R
    ➢ 1 60S/R
    ➢ 1 E-6
    ➢ 1 E-2C/D
    ➢ 2 P-3/8
    ➢ 3 18E/F
    ➢ 1 18E/F or 18G
    ➢ 2 18G
  – 9 NFO quotas
    ➢ 1 EP-3
    ➢ 2 E-2C/D
    ➢ 1 P-3/P-8
    ➢ 3 18F
    ➢ 2 18G

• 23 Selects
  – 14 ilots selected
    ➢ 3 60S
    ➢ 1 60R
    ➢ 1 E-2C
    ➢ 1 P3/P8
    ➢ 2 P8
    ➢ 4 18E/F
    ➢ 2 18G
  – 9 NFOs selected
    ➢ 1 E-6
    ➢ 1 E-2D
    ➢ 2 P8
    ➢ 4 18F
    ➢ 1 18G
Select Summary (% of category)

• 18 of 51 selects (35%)
  – 14 of 39 Pilots (36%)
    ➢ 1 of 1 HSM (100%)
    ➢ 3 of 10 HSC (30%)
    ➢ 1 of 8 VAW/VRC (12.5%)
    ➢ 3 of 6 VP/VQ(P) (50%)
    ➢ 4 of 10 VFA (40%)
    ➢ 2 of 4 VAQ (50%)
  – 9 of 13 NFOs (69%)
    ➢ 1 of 1 VAW (100%)
    ➢ 2 of 3 VP (67%)
    ➢ 1 of 2 VQ(T) (50%)
    ➢ 4 of 6 VFA (67%)
    ➢ 1 of 1 VAQ (100%)
## Selectee Attributes

<table>
<thead>
<tr>
<th># of Applicants with attribute</th>
<th># of Selects with attribute</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total eligible: 52</strong></td>
<td></td>
<td>44%</td>
</tr>
<tr>
<td>JO Sea EP* (pilot): 28</td>
<td>12</td>
<td>52%</td>
</tr>
<tr>
<td>JO Sea MP* (pilot): 11</td>
<td>2</td>
<td>9%</td>
</tr>
<tr>
<td>JO Sea EP* (NFO): 7</td>
<td>6</td>
<td>26%</td>
</tr>
<tr>
<td>JO Sea MP* (NFO): 5</td>
<td>2</td>
<td>9%</td>
</tr>
<tr>
<td>STEM degree: 46</td>
<td>20</td>
<td>87%</td>
</tr>
<tr>
<td>Non-STEM degree: 6</td>
<td>3</td>
<td>13%</td>
</tr>
<tr>
<td>LT: 51</td>
<td>23</td>
<td>100%</td>
</tr>
<tr>
<td>LCDR: 1</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>AEDO: 0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Payback ≥ 24 mos: 52</td>
<td>23</td>
<td>100%</td>
</tr>
<tr>
<td>Payback &lt; 24 mos: 0</td>
<td>-</td>
<td>-</td>
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</tbody>
</table>

* Defined as ‘highwater’ competitive fitrep of any length
Eligibility

- **Application based**
  - Application requirements IAW BUPERSINST 1500.62D
  - **Positive** CO endorsement required
    - Must state that candidate will be available for training timeline to support class dates
    - If not available for training, do not **positively** endorse
      - May submit package with **negative** endorsement to show ‘continued interest’ of applicant (prior applications are retained for future boards)
  - **Wing/CAG** endorsement is common but not a requirement
  - **Academic transcripts** required; TPS Chief Academic Instructor provides assessment that is non-binding for the board
    - Bachelor of Science degree in engineering, physical science, or math ‘required’:
      - Can be waived by the board “…if requirements dictate and applicant has completed college-level calculus and physics”
      - Board uses TPS academic assessment to assist with uncertainty regarding academic credentials
Convening Order

• NAVAIR Assistant Commander for Test and Evaluation (AIR 5.0) provides requirements letter based on test squadron demand signal that forms basis of Convening Order (TMS/designator specific)

• Guidance to board
  – Post-TPS test payback availability: “should ensure” 24-36 months
  – URL: O-3 candidates “preferred”; O-4 may be selected if insufficient quantities of well-qualified O-3 provided they can still meet applicable career milestones
  – Strong operational background
  – Superior overall performance
  – Able to meet rigorous academic background requirements
Letters to the Board

- A well-written FITREP will preclude the need for a Letter to the Board (LTB)
- Recommend CO endorsement states whether officer will receive an EP FITREP prior to departure for TPS training track if not yet achieved
  - If FITREP will be at Change of Command, include date
- LTBs can be effective if explaining FITREP timing or screen group changes
  - Undocumented GSA/IA
  - Early pull for a flag aide, hard fill or transition
- LTBs can draw undue attention to a weakness
  - “Timing forced me to roll him two days before a COC”
- “Must Pick / Good Guy” LTBs are less effective
  - Screening is based on FITREP performance, not LTBs
- Consider LTB to explain ranking of unranked EP
Applications

- Include all qualifications
  - i.e. Wing LSO Qual, Tanker-Qualified, SFTI, Mission Commander, etc.
  - MUST be qualified PRIOR to convening board
  - Wing LSO include designation letter with application

- If follow-on Test tour is less than 24 months, state intentions in application (i.e. intend to apply for AEDO)

- Include CO office and cell phone numbers for notification, if selected

- Applicants must have college level Calculus and Physics if they do not possess a STEM degree!
  - Transcripts are reviewed by the Chief Academic Instructor of USNTPS and graded to assist board members. A grade of “Not Recommended” is assigned if the candidate does not have Calculus and Physics. This is deemed Not Qualified by board members.
  - Some candidates take Calculus and Physics at local community colleges to correct this issue.
Records

• **All officers must be proactive in keeping their records up-to-date**
  – http://www.npc.navy.mil/Boards/ScreenBoards/Aviation
    ➢ Click on “Printing OSR / PSR”
  – https://www.bol.navy.mil
    ➢ Click on “Official Military Personnel File (OMPF)
    ➢ My Record” and “ODC, OSR, PSR, ESR”
  – Ensure there are no FITREP gaps and no missing qualifications or awards
    ➢ Contact your detailer to correct errors