FY-21-1 Test Pilot School Selection Board

December 2019
TPS Overview

• Opportunities for TPS graduates:
  – Test and evaluation of leading-edge capabilities, including work related to: UAS, JSF, Next-Gen Jammer, P-8 Increments 2 and 3, V-22, next-gen strike weapons, networked/integrated warfighting capabilities, unmanned systems, etc.

• 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 courses/degree programs
  – NFOs are in particularly high demand for a variety of systems-based programs

• Opportunity varies for each board - if interested, APPLY!*

  * COs: carefully consider the career impacts of positively endorsing an applicant that will not have a highwater EP (or projected highwater EP) prior to departure from fleet squadron. Demand 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
FY21-1 Applicant Summary

- **56 Total Eligible Applicants***
  - **43 Pilot**
    - HSC: 7
    - HSM: 9
    - VAQ: 3
    - VAW/VRC: 6
    - VFA: 12
    - VP/VQ(P): 5
    - VQ(T): 1
  - **13 NFO**
    - VAQ: 2
    - VAW: 2
    - VFA: 5
    - VP: 3
    - VQ(P): 0
    - VQ(T): 1

* Eligible application = submitted on-time with positive command endorsement (support application and able to detach candidate for pre-arrival training)
FY21-1 Requirements/Selects

• 17 Quotas  (16 USNTPS, 1 EPNER)
  – 10 Pilot quotas
    ➢ 1 Any Helo
    ➢ 1 60R
    ➢ 1 E-6B
    ➢ 1 Maritime
    ➢ 1 UAS AVO
    ➢ 3 18E/F
    ➢ 2 18G
  – 7 NFO quotas
    ➢ 1 EP-3
    ➢ 2 E-2C/D
    ➢ 1 P-3/P-8
    ➢ 1 18F
    ➢ 1 18G
    ➢ 1 ISR NFO

• 17 Selects
  – 10 Pilots selected
    ➢ 1 60S
    ➢ 1 60R
    ➢ 1 60S/MQ-8
    ➢ 1 E-2C/D
    ➢ 1 E-6B
    ➢ 3 18E/F
    ➢ 2 18G
  – 7 NFOs selected
    ➢ 2 E-2C/D
    ➢ 3 P3/8
    ➢ 1 18F
    ➢ 1 18G
Select Summary (% of category)

- 17 of 56 selects (30%)
  - 10 of 43 Pilots (23%)
    - 1 of 9 HSM (11%)
    - 2 of 7 HSC (29%)
    - 1 of 1 VQ(T) (100%)
    - 1 of 6 VAW/VRC (17%)
    - 0 of 5 VP (0%)
    - 3 of 12 VFA (25%)
    - 2 of 3 VAQ (67%)
  - 7 of 13 NFOs (69%)
    - 2 of 2 VAW (100%)
    - 3 of 3 VP (100%)
    - 0 of 1 VQ(T) (0%)
    - 1 of 5 VFA (20%)
    - 1 of 2 VAQ (50%)
### Selectee Attributes

<table>
<thead>
<tr>
<th># of Applicants with attribute</th>
<th># of Selects with attribute</th>
<th>% of Selects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total eligible: 56</td>
<td>17</td>
<td>30%</td>
</tr>
<tr>
<td>JO Sea EP* (pilot): 33</td>
<td>10</td>
<td>100%</td>
</tr>
<tr>
<td>JO Sea MP* (pilot): 7</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>JO Sea EP* (NFO): 7</td>
<td>7</td>
<td>100%</td>
</tr>
<tr>
<td>JO Sea MP* (NFO): 5</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>STEM degree: 52</td>
<td>16</td>
<td>94%</td>
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<tr>
<td>Non-STEM degree: 4</td>
<td>1</td>
<td>6%</td>
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<tr>
<td>LT: 53</td>
<td>17</td>
<td>100%</td>
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<tr>
<td>LCDR: 3</td>
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<td>0%</td>
</tr>
<tr>
<td>AEDO: 1</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Payback ≥ 24 mos: 53</td>
<td>17</td>
<td>100%</td>
</tr>
<tr>
<td>Payback &lt; 24 mos: 3</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>

* Defined as ‘highwater’ competitive fitrep of any length; inclusive of FITREP projection if explicitly stated in CO’s endorsement
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
Applications

- Include all qualifications
  - i.e. Wing LSO Qual, Tanker-Qualified, SFTI, Mission Commander, etc.
  - Wing LSO include designation letter with application
  - Include UAS experience
    - Increasing demand for UAS testing projected into the future

- If follow-on Test tour is less than 24 months, state intentions (if any) in application (i.e. opt out of DH, intend to apply for AEDO, etc.)

- Include CO office and cell phone numbers for notification
  - Include underway contact information, if deployed or anticipate deployment at board convening date
Applications (cont.)

• 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.
  
  – Some candidates take Calculus and Physics at local community colleges to correct this issue.
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