



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

# of Applicants with attribute	# of Selects with attribute	
Total eligible: 56	17	30%
JO Sea EP* (pilot): 33	10	100%
JO Sea MP* (pilot): 7	0	0%
JO Sea EP* (NFO): 7	7	100%
JO Sea MP* (NFO): 5	0	0%
STEM degree: 52	16	94%
Non-STEM degree: 4	1	6%
LT: 53	17	100%
LCDR: 3	0	0%
AEDO: 1	0	0%
Payback \geq 24 mos: 53	17	100%
Payback < 24 mos: 3	0	0%

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



- 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