



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON DC

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PSDM 25-23

MEMORANDUM FOR ALL FSSs, A1s, & J1s

FROM: Deputy Chief of Staff, Manpower, Personnel and Services
1040 Air Force Pentagon, rm 4D950A
Washington, DC 20330-1040

SUBJECT: FY26 Warrant Officer Selection Board Announcement

This Personnel Services Delivery Memorandum (PSDM) announces the Air Force Warrant Officer Program. This PSDM is applicable to Civilian, Prior Service and Airmen in any Air Force Specialty Codes (AFSC) in the Regular Air Force.

1. **Announcement.** The Air Force Recruiting Service will convene the FY26 Warrant Officer (WO) Selection Board on 23-27 June 2025. This program applies to applicants qualified to perform the duties defined by the Deputy Chief of Staff, Manpower, Personnel and Services (AF/A1) and the functional Career Field Manager (CFM). If selected, candidates can expect to start Warrant Officer Training School (WOTS) in the Fall of 2025 at Maxwell AFB, Alabama.

2. This PSDM outlines the application process for applicants to fill 17Y/17W Warrant Officer positions for FY26 WOTS classes. Selection is expected to be highly competitive. This PSDM is only for the Regular Air Force (RegAF). The Air National Guard and Air Force Reserve have separate PSDMs.

a. **17W – Warfighter Communications & IT Systems Operations.** These individuals are the subject matter experts and respected advisors to leadership regarding the planning, deployment, employment, and securing of enterprise IT and warfighter communication systems. They direct, plan, administer, manage, integrate, and assess communication systems and capabilities, as well as cybersecurity policies at all echelons. They provide technical guidance to commanders and staff on the operation and management of Air Force, Joint, intergovernmental, interagency, and multi-national cyberspace assets, and personnel. Additionally, they lead, develop, and mentor cyberspace and information technology personnel in establishing configuring, operating, maintaining, securing, protecting, sustaining, and extending cybersecurity systems and software.

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- **Minimum Functional Technical Experience** must include 24 months of documented operational experience with enterprise IT or warfighter communications systems. Areas of expertise should include voice and data networking, local and wide area networks, network planning, and/or cybersecurity. This experience should be documented through Performance Reports or in the applicants' technical experience letters. All applicants are strongly encouraged to hold experience in multiple DoD Cyberspace Workforce Framework elements, specifically the Information Technology Specialists and Cybersecurity Specialist workforce elements. Specific AFSC shreds are detailed below:
- **17WXI – Information Technology Specialist.** Directs, plans, administers, manages, integrates, and assesses the enterprise. Integrates cyberspace capabilities into warfighting functions to optimize combat effectiveness.
- **17WXC – Cybersecurity Specialist.** Directs, plans, administers, manages, integrates, assesses, and oversees the implementation of cybersecurity and cyberspace defense policies/internal defensive measures across the enterprise.

b. **17Y – Cyber Effects & Warfare Operations.** These individuals are subject matter experts and respected advisors to leadership, offering insights into the employment of both offensive and defensive cyber operations assets and personnel. They are responsible for orchestrating, managing, and integrating cyberspace technical capabilities, delivering critical technical recommendations across various military and inter-agency platforms. Their role involves integrating cyberspace capabilities into warfighting functions to enhance combat effectiveness and maneuvering strategically in the Cyber Domain to exert pressure on adversaries both offensively and defensively. Furthermore, they champion the training and guidance of cyber personnel, providing both individual and collective instruction. They are instrumental in establishing and evaluating Joint Qualification Requirements (JQRs), Joint Qualification Standards (JQSs), and Joint Cyberspace Training and Certification Standards (JCT&CS).

- **Minimum Functional Technical Experience** must hold a Senior Level Proficiency in one or more United States Cyber Command work roles as defined in the Commands Job Qualification System (or National Security Agency equivalent), or Intermediate Level Proficiency in a work role within the Cyber Effects or Cyber Security Workforce Elements of the DoD Cyber Workforce Framework (DCWF), which will be verified prior to the board. Separately, for those specifically interested in a Cyber Capability Developer work role, you must be a certified United States Cyber Command Senior Cyberspace Capability Developer or a Computer Network Operations Development Program (CNODP) Graduate/current intern or have 3 years of experience in system level programming (i.e. C, Assembly). Specific AFSC shreds are detailed below:
- **17YXA – Cyber Warfare Analyst.** Focuses on seamless integration of intelligence and support functions in cyber operations. Analyzes and investigates a multitude of events that occur throughout the cyber domain and provides

assessments of various systems in support of cyber operations.

- **17YXC – Cyber Capability Developer.** Develops a variety of capabilities used in the execution of cyber operations. Applies tradecraft and coding standards to balance complex mission risk tradeoffs. Supports all weapon systems and cyberspace activities across the full range of operations.
- **17YXD – Cyber Threat Defense Analyst.** Provides analysis of host and network vulnerabilities, threats, and provides countermeasures to mitigate impact. Identifies, assesses, and mitigates intrusions into DoD and partner networks and mission systems.
- **17YXO – Cyber Attack Operator.** Executes various offensive cyberspace operations in support of cyber missions. Navigates target devices and executes on-net operations.

3. **USAF Warrant Officer Eligibility Requirements for all applicants:**

- a. **Citizenship.** Must be a United States citizen.
- b. **Conscientious Objector.** Must not be a conscientious objector under 50 USC § 3806(j), and DoDI 1300.06.
- c. **Religious Accommodation.** The Air Force places a high value on the rights of its Airmen to observe the tenets of their respective religions or to observe no religion at all. In accordance with DoDI 1300.17, *Accommodation of Religious Practices Within the Military Services*, the Air Force will approve pre-accession requests for accommodation of religious practices unless accommodation adversely affects military necessity, including unit readiness, individual readiness, unit cohesion, good order, discipline, health, and/or safety for Airmen and squadrons.
- d. **Moral Conduct.** Must be of sound moral character.
- e. **Age.** Must be under 42 years of age at the time of WOTS graduation. Active Federal Service/Active-Duty applicants, 42 years of age or older, do not require an Age Exception to Policy (ETP) if an applicant's age, minus creditable service time, will allow for the accrual of 20 years of satisfactory service upon reaching the age of 62.
- f. **Physical Condition.**
 - a. Must be medically qualified or have an approved medical waiver in accordance with DAFI 48-123. Regular Air Force members must obtain an AF Form 422, refer to Chapter 6, from their Primary Care Manager (PCM). For a WOTS application, an AF Form 422 expires 12 months after the issue date.
 - b. **Pregnancy.** Permitted to apply for WOTS while pregnant but are not permitted to complete training while pregnant or for 6 months after discharge from the

hospital upon completion of pregnancy lasting 20 weeks or more (delivery, miscarriage, etc.) in accordance with DoDI 6130, Vol 1. Members wishing to participate in training prior to 6 months postpartum, must sign the appropriate contractual statement in accordance with DAFMAN 36- 2032, *Military Recruiting and Accessions*, and must receive written approval to participate in all physical requirements (to include fitness assessment) from the applicant's attending physician with concurrence from the waiver authority. Waivers will be sent to AFRS/A3M in accordance with DAFMAN 48-123, *Medical Examinations and Standards*, A2.2 and A2.3. Applicants who are pregnant at time of application must complete and provide signed **Attachment 9**, Pregnancy MFR in source documents packet, insert before AF Form 422.

Applicants who become pregnant after application submission will provide completed and signed **Attachment 9** to AFRS.A3OCL.WOAccessions@us.af.mil.

g. Prior Service. This board is open to civilians, prior service and active-duty USAF members.

h. Personnel Security Investigation. Applicants with a Secret security clearance may apply; however, they will need to initiate procedures to obtain a Top Secret (TS) clearance with Special Compartmentalized Information (SCI) access. 5200.02_DAFMAN 16-1405, *Department of the Air Force Personnel Security Program*. Additionally, certain specialties within the field may require favorable adjudication of a counter-intelligence polygraph. Factors reviewed for qualification include, but are not limited to citizenship, foreign activities, medical record, police record, use of alcohol, unauthorized use of illegal drugs and drug activity (according to DoD definition), financial records, investigation record, and association record (including associations on Facebook, LinkedIn, or any other social media network).

i. Commander's Recommendation. Applicants must have their current Commander's recommendation in accordance with DAFMAN 36-2032, Table 10.6, Rule 13. If applicant PCAs or PCSs (short tour) between application submission and board release date, send a concurrence memorandum to our email: AFRS.A3OCL.WOAccessions@us.af.mil. No concurrence memorandum is needed for Changes of Command and no PCSs are authorized other than to/from a short tour. Civilians and prior service applicants will use their respective recruiting squadron commander's recommendation.

j. Education and Aptitude. Each component is subject to meeting the following standards for qualitative benchmarks:

- 95% of new recruits each year should have Education Credential Tier Level One; High School Diploma or higher.
- 60% should score 50 or above of the Armed Forces Qualification Test (AFQT). The details about these education levels and AFQT categories can be found in DoDI 1145.01.

k. Constructive Service Credit. Members selected to become Warrant Officers will

have their records automatically evaluated for Constructive Service Credit (CSC). Applicable credit will be awarded upon Warrant Officer Training School (WOTS) graduation. **There is no guarantee that members will be awarded CSC**, and therefore members should only apply to become a Warrant Officer under the assumption that they will enter in the WO-1 pay grade.

4. USAF Warrant Officer Eligibility Requirements for Current Service Members:

a. **Minimum Active Federal Service/Grade.** Applicants for appointments as warrant officers in the Regular Air Force must have served on active-duty at least one year in the Air Force by 24 Jul 25 and be in the grade of E-5 or above.

b. **Retainability.** Airmen must have at least 6 months retainability from the projected board release date. Applicants must reenlist or extend in accordance with AFI 36- 2606. All members who complete Warrant Officer Training School will receive an Active-Duty Service Commitment (ADSC) of 5 years from graduation.

c. **Physical Fitness.** Applicants who have waivers for any part of the AF Physical Fitness Assessment are ineligible to apply and attend WOTS, in accordance DAFMAN 36-2032, para.7.5.3.2

d. Time on Station (TOS):

a. **CONUS TOS.** Applicants may apply to the WOTS board prior to the 1-year mandatory TOS; however, they must not depart for any commissioning program until the 1-year timeframe has been met in accordance with DAFMAN 36-2032, Table 10.6, Rule 4, Note 10. For example: Applicant arrives on station 15 June 2023 and applies to June 2024 board, they may not attend a WOTS class any earlier than 16 June 2024. Do NOT PCS during the application process. Applicants seeking waiver must include approved waiver in the package.

b. **OCONUS DEROS.** Applicants more than 9 months from their OCONUS halfway point as of the board convening date are ineligible to apply. No waiver is available at this time as applicants must be able to attend WOTS within the estimated class dates, reference current board schedule. Additionally, applicants who PCS during the application/selection process risk losing WOTS selection status. Those PCSing to a short tour are exempt from this rule. Lastly, if currently serving on a short tour, applicant may need an assignment extension prior to reporting to WOTS in accordance with DAFMAN 36-2032, Table 10.6. Applicants seeking waiver must include approved waiver in the package.

5. Board Application Documents

a. **Eligibility Determination Questionnaire (Attachment 2).** This is mandatory for all military applicants. The questionnaire will assist in determining eligibility to apply for a warrant officer appointment or warrant officer commission. Any required waivers will

automatically populate in the right-hand column. Ultimately, it is the applicant's responsibility to validate their eligibility to apply with all governing manuals, instructions, and guidance. If applicants have any ineligibility factors after completing the questionnaire, applicants will require a waiver. If any waivers are required, please include the commander's signature to confirm commander's support of the application with the waiver(s). Deployed commanders cannot recommend in lieu of Home Station Commander. Only one statement will be initialed at the bottom of the page. This questionnaire must be signed by the applicant and the applicant's commander and be included in the source documents packet. If waivers are required, this questionnaire must also be included in the waiver packet.

b. **AF WO Application (Attachment 3).** Do NOT change the font or alignment on this form. Refer to **Attachment 4** as an example of how to complete this form.

c. **AF Form 56, *Application & Evaluation for Training Leading to a Commission in the United States Air Force* (Attachment 6).** Type all entries except where otherwise indicated. Wet and/or digital signatures are authorized. Typed initials are allowed but do not use typed signatures. The AF Form 56 must have initials next to applicable statements. If required, ensure remarks are placed on the Continuation Sheet.

d. **Letters to the Board.** Three specific letters to the board are required to be attached to the application for the board to review. Letters must meet the following criteria: Must be signed by the writer (digital/electronic or wet signature authorized). Must contain the writer's contact information (phone number and/or email address). Must be dated within 12 months of the board convene date. Must address the memorandum to "Warrant Officer Selection Board" for the board.

e. **Technical Letter of Recommendation (LOR).** The technical LOR must come from an individual who can attest to the applicant's technical ability and skills. The LOR should convey the technical attributes of the applicants and how those attributes will apply to the successful execution of Air Force missions. The recommendation from the endorser will be focused on the individual's technical expertise and may include any special skills, projects, and experiences not annotated elsewhere in the application. It is highly recommended the endorser introduce their technical background prior to focusing on the applicant. To ensure comprehensive feedback, it required that the technical LOR and the endorsement LOR come from different individuals. The LOR will not exceed two pages in length, to include endorsements. (Active-Duty use AFH 33-337, *Tongue and Quill*)

f. **Endorsement Letter of Recommendation (LOR).** The LOR adds emphasis to the applicant's technical leadership experience by characterizing an applicant's career. The LOR should convey what attributes the applicant has and how those attributes will apply to the Warrant Officer Corps. This will allow board members to learn about the applicant's character and potential to fulfill technical leadership positions. The LOR is only valid for one board. Refer to **Attachment 7** for routing guidance. Endorsement LOR must not exceed two pages in length, to include endorsements. For Active-Duty, the LOR must be signed by the group commander (or equivalent) and requires an endorsement from the senior rater.

(Active-Duty use AFH 33-337, *Tongue and Quill*)

g. **Applicant Statement.** This statement is written by the applicant and is limited to 2 pages in length, including the signature block, and in memorandum format. The statement should detail technical experience, teaming experience, self-directed projects, knowledge sharing, and senior leader engagements related to the specific 17W or 17Y AFSC the applicant is applying for this board. See **Attachment 11** for the template applicants will use for the statement. (Active-Duty use AFH 33-337, *Tongue and Quill*)

h. **AF Form 4428 (Attachment 5).** This form is required for all applicants who have tattoos and/or piercings that exceed AF standards per DAFI 36-2903. The form must be current, and it must reflect all tattoos and piercings. Type or write in data. Wet and/or digital signatures are authorized. Do not use typed signature. Recruiters will assist civilians with this.

6. **Board Application Process**

a. **Application Submission.** (Active-Duty Only) Applications are to be electronically submitted to AFRS via Air Force Commissioning and Enlistment Portal (AFCEP) **using your personal email address**. This will be a multi-step process. First, the applicant will complete the Commander's AFCEP Request Memo in Attachment 1 signed by sq/unit Commander and uploaded to Aim High at [Aim High App \(af.mil\)](https://aimhigh.af.mil). For step-by-step instructions for using AFCEP refer to **Attachment 8**. Do NOT use AFCEP attachment from system generated email, use instructions in Attachment 8. AFCEP and application must be completed and uploaded in AFCEP NLT the application cutoff date of 12 May 25. NOTE: You will NOT be able to view your documents in AFCEP after they are uploaded.

b. **Board Application Package.** (Active-Duty Only) A complete application package will have a minimum of four separate designated electronic packets. Each electronic packet will have a designated sequence of documents as listed below. Applications that are not submitted in the correct format or missing documents will be rejected. Do not use portfolio format. Use the 'Microsoft Print to PDF' feature to ensure clean copies are arranged for all files. The work around is to print the digitally signed document to the Adobe printer, save it, then insert it, or combine it into the main packet. Another option is to print all documents and scan. If packets are more than 5MB, reduce in Adobe by clicking 'Save as Other,' then 'Reduce Size PDF' and/or break up into multiple packets and title packets as follows:

Doe, Jane AD WO App.pdf
Doe, Jane Srce 1.pdf
Doe, Jane AF Form 56.pdf
Doe, Jane EPR 1.pdf
Doe, Jane Waiver.pdf (*if applicable*)
Doe, Jane Prior Svc Docs.pdf (*if applicable*)

c. **AF WO Application Packet**

- i. **AF WO Application**, see **Attachment 3**. Use the PDF in **Attachment 4**. Do not alter the form other than to input member's information.
- ii. **Endorsement Letter of Recommendation**. Must be completed by the group commander or equivalent and endorsed by the wing commander or equivalent, refer to **Attachment 7**.
- iii. **Technical Letter of Recommendation**. The technical LOR must come from an individual who can attest to the applicant's technical ability and skills, refer to **Attachment 7**.
- iv. **Applicant Statement**. Cannot exceed 2 pages. Use the template provided in Attachment 7 as an example. **Refer to Attachment 7**.
- v. **Sq CC Interview SIP**, see **Attachment 10**.

d. **Source Documents Packet** (Doe, Jane Srce 1.pdf) must include the following documents in the order below in one PDF packet, top to bottom. If the Srce 1 document exceeds 5MB, split it into as many sections as needed and apply the same naming convention, e.g., Srce 2, Srce 3, etc.

- vi. Eligibility Determination, see **Attachment 2**, signed by member and commander
- vii. vMPF Career Data Verification Brief print out
- viii. Commander's Master PIF/Local PIF Quality Force Review letter.
- ix. If applicable, AF Form 4428, see **Attachment 5**
- x. If applicable, Pregnancy MFR, see **Attachment 9**
- xi. AF Form 422 (if applicable, Form FL4 ALC Approved Waiver)
- xii. Other Misc. items as identified, e.g., AFROTC non-contractual memo, Reenlistment letter of intent, SRB, etc.

e. **AF Form 56**. (Doe, Jane AF Form 56.pdf) must include all pages. Refer to the AD AF OTS Program Announcement paragraph 3.1.3 on how to complete (<https://www.afaccessionscenter.af.mil/Portals/78/LOA/AD%20AF%20OTS%20PA%20COA%206DEC2024%20-%20Final.pdf?ver=RUuaDkeJ7TScJxZLUVgx8g%3d%3d>)

f. **Performance Evaluation Packet**. (Doe, Jane EPR 1.pdf) must include all performance evaluations (official, closed out, and signed – no draft copies) in chronological order with the most current on top. Include both front and back pages. If first report/brief exceeds 5MB, split into as many sections as needed and apply the same naming convention, e.g., EPB 2, EPR 3, etc. If at least one evaluation is not available due to TIS/TIG requirements, then one AF Form 77, Letter of Evaluation signed by the squadron commander or equivalent is mandatory.

g. **Waiver/ETP Packet**, if applicable. Include waiver type in name of saved file, e.g., Doe, Jane TOS/785/Morals/Art 15 Waiver.pdf. Must include the following documents in the order below in one PDF packet, scanned top to bottom. Refer to DAFMAN 36-2032 **Attachment 2** for more details on waivers and exceptions to policy.

- h. Eligibility Determination, **Attachment 2**, signed by member and Commander.

- Request memorandum, as required by Eligibility Determination Worksheet (refer to link above for sample waiver/ETP memo, page 30).
- Supporting documentation, i.e., court documents, DD Form 785, Article 15 documents, etc. NOTE: All Waivers, e.g., DD Form 785, Moral, etc., requests are submitted with the application NLT than AFCEP request window close date.

7. **Board Selection Timeline.** The board selection process is very competitive; therefore, it is important to pay close attention to details in all areas of the application profile. The board considers applicants using the whole-person concept considering the following categories of Technical Experience, Leadership Experience, Aptitude, and Potential of each applicant to serve as an AF warrant officer.

Board Application Cut Off date (12 May 2025)
 Board Start date (23 Jun 2025)
 Estimated Board Release date (21 Jul 2025)

All applications must be complete and sent via AFCEP no later than (NLT) midnight Eastern Standard Time of the cut-off date (12 May 2025).

8. **Warrant Officer Training School.** Individuals selected for a warrant officer appointment or warrant officer commission will receive reporting instructions and follow-on instructions concerning WOTS attendance. Applicants can only have one active application with AFRS at any given time (no concurrent OTS and WOTS applications). Following WOTS graduation, Warrant Officers will incur a 5-year ADSC.

9. **Reapplication.** Non-select applicants may reapply to a future WO Board. Non-selects will not automatically be rolled to the next board. A new application submission is required based on eligibility at that time.

10. **Post Board Actions.** Cyberspace Force Development Office in coordination with HQ AFRS/A3OC will announce selects by message through the official PSDM process. The member's Commander will have no more than 5 duty days from date of PSDM notification to notify members of their selection before public release. Warrant officers will be placed in tactical and operational organizations. These can include, cyber operation centers, network operation centers, combat communications units, and other cyber/IT operational organizations.

11. **Points of Contact.** AFRS/A3OCL at AFRS.A3OCL.WOAccessions@us.af.mil, DSN: 665-0340/Comm: 210-565-0340 or for functional specific questions, the Cyberspace Force Development Division at usaf_17wy_wo_career_field_manager@us.af.mil.

//SIGNED//
 HQ USAF/A1

11 Attachments:

1. Commanders AFCEP Request Memorandum
2. Eligibility Determination Worksheet
3. AF Warrant Officer Application
4. AF Warrant Officer Application Example
5. AF Form 4428
6. AF Form 56
7. Letter of Recommendation Routing Guidance
8. AFCEP Instructions
9. Pregnancy Memo for Record
10. Commander's Interview/SIP
11. Applicant Statement Template

Ensure that all records created because of processes prescribed in this message are maintained in accordance with (IAW) AFI 33-322, *Records Management and Information Governance Program*, and disposed of IAW Air Force Records Disposition Schedule (RDS) located in the Air Force Records Information Management System (AFRIMS)