

NROTC Program Update



For

Association of NROTC Colleges and Universities

November 2023

CAPT Christopher Adams
NSTC Director of Officer Development





NROTC Mission

To develop future officers morally, mentally, and physically and to instill in them the highest ideals of duty, loyalty, and the core values of Honor, Courage and Commitment in order to commission college graduates as naval officers who possess a basic professional background, are motivated toward careers in the Naval Service, and have a potential for future development in mind and character so as to assume the highest responsibilities of command, citizenship and government.





NROTC Program by the Numbers

Founded in 1926 – Originally 6 Units

Current Program Footprint

78 NROTC Units
26 Units Within Consortia (Consortium = more than 1 unit/host school under 1 CO)
(64 O-6 USN or USMC COs)

Current University Footprint

164 Post-Secondary Institutions
78 Host Undergraduate Institutions
83 active Cross-Towns
Added Southern University at New Orleans (SUNO)
& Columbia College as Cross-towns

7 Maritime Schools (2 Host/2 Crosstown/3 SSM*)
5 Senior Military Colleges (All Hosts)

Current Staff Presence

NROTC Units:
440 Officers (Navy/Marine)
78 Enlisted (Navy/Marine)
165 Civilians

NROTC Program Management Staff:
13 Officers (Navy/Marine) (1 gap)
21 Civilians (3 gaps)
2 Contractors

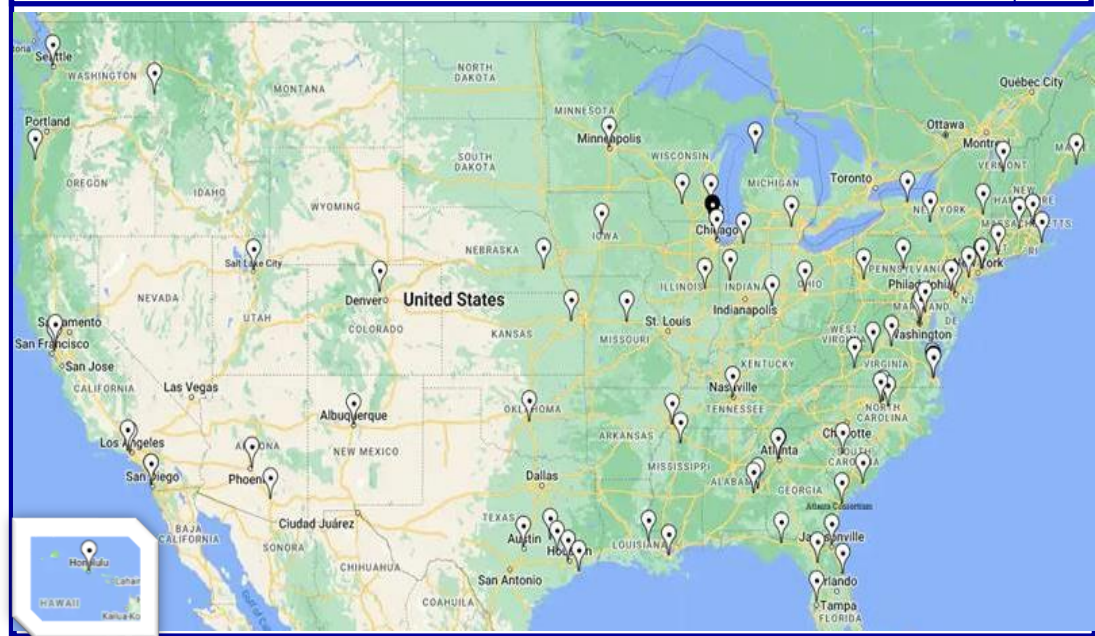
Midshipmen Enrollments

3814 – Scholarship MIDN
1011 – College Program MIDN

Active Duty Enlisted Enrollments

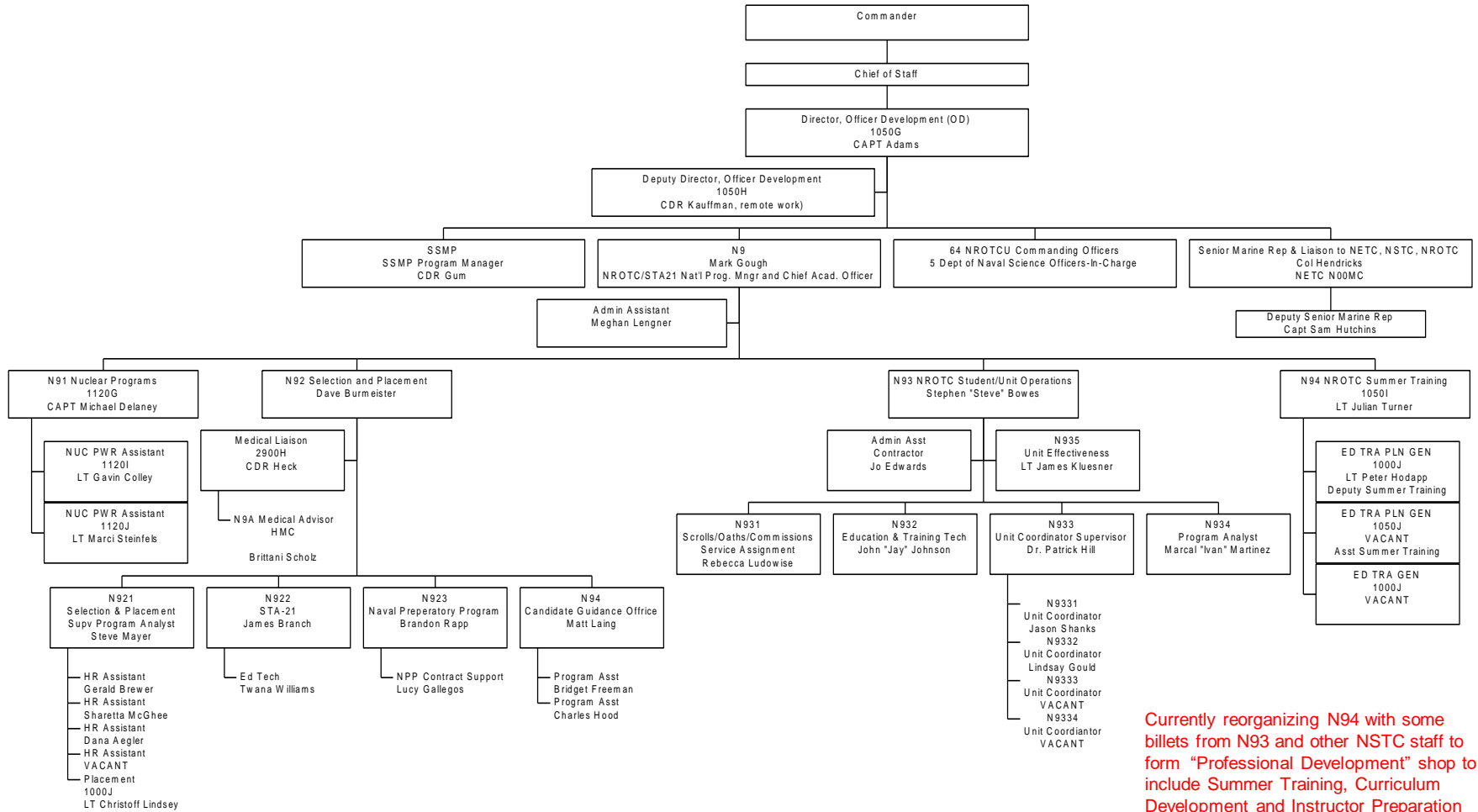
189 – STA-21 (Seaman to Admiral 21)
306 – MECEP (Marine Enlisted Commissioning Education Program)

As of 27 OCTOBER 2023





OD Organizational Structure



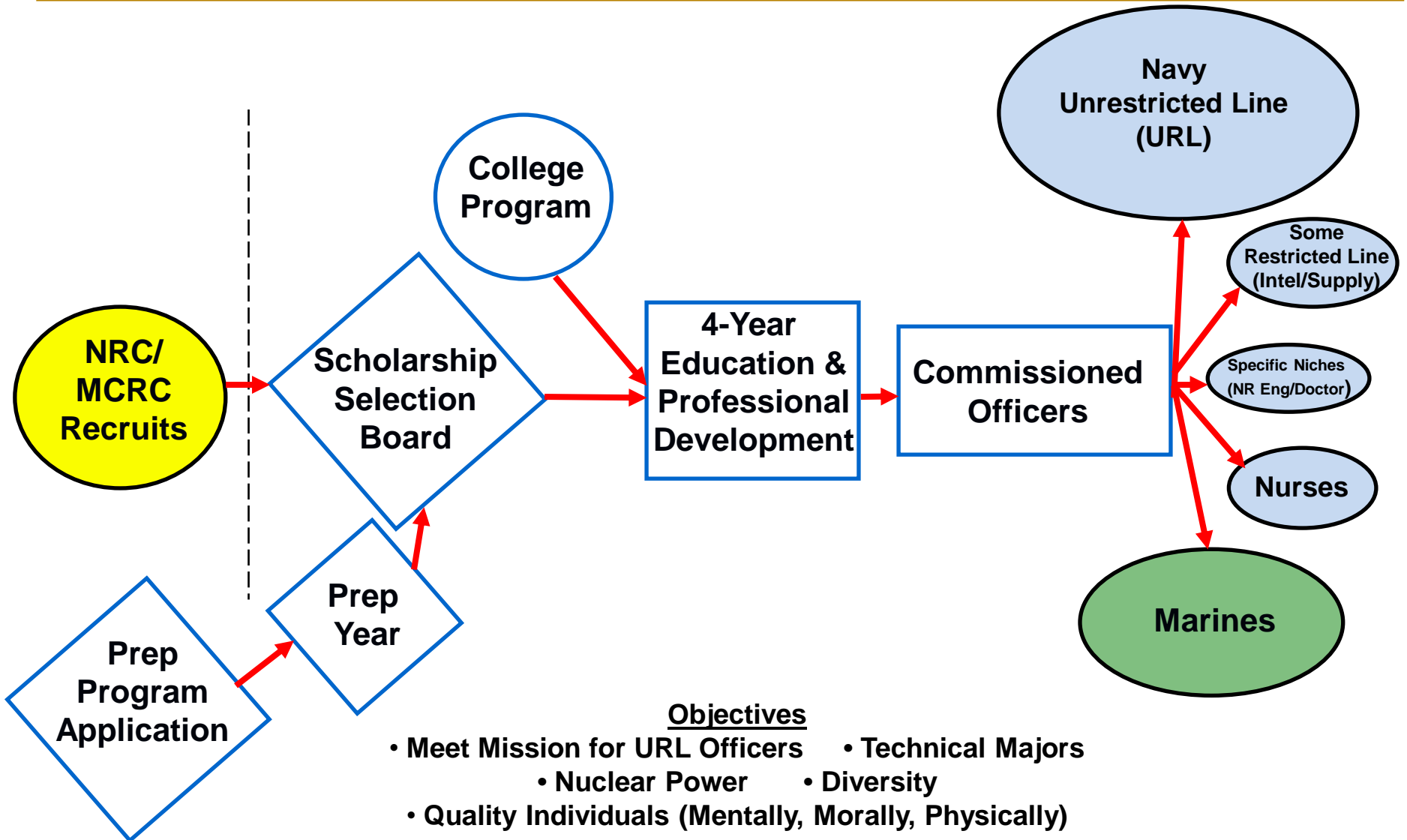
Currently reorganizing N94 with some billets from N93 and other NSTC staff to form "Professional Development" shop to include Summer Training, Curriculum Development and Instructor Preparation

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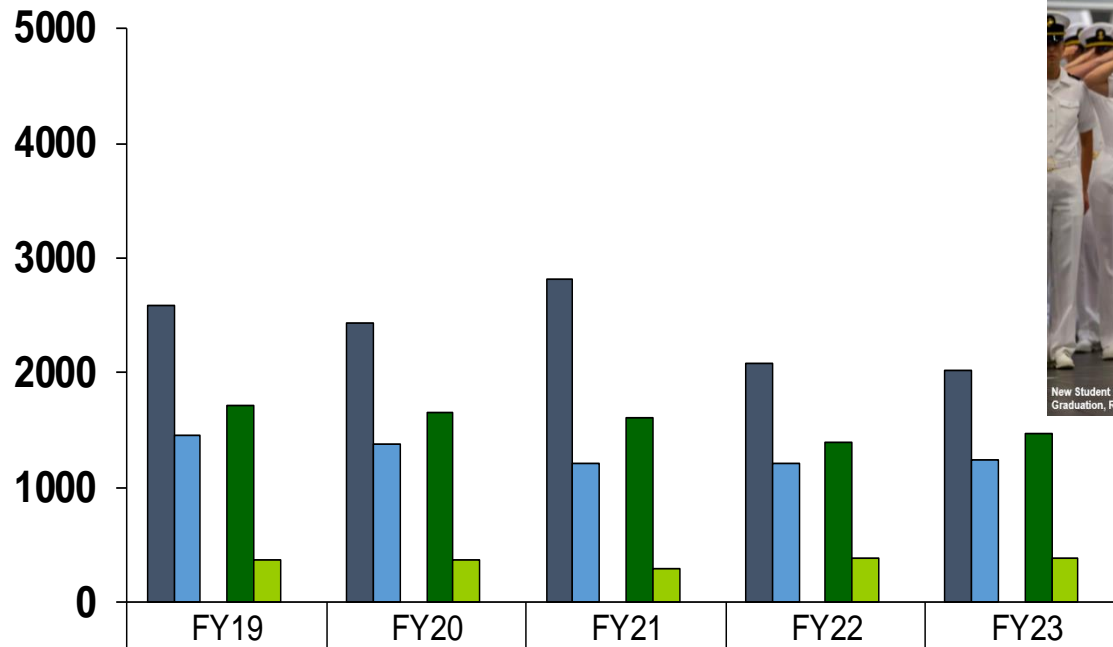
** Any misuse or unauthorized disclosure of this information may result in both civil and criminal penalties **



NROTC Systems Model

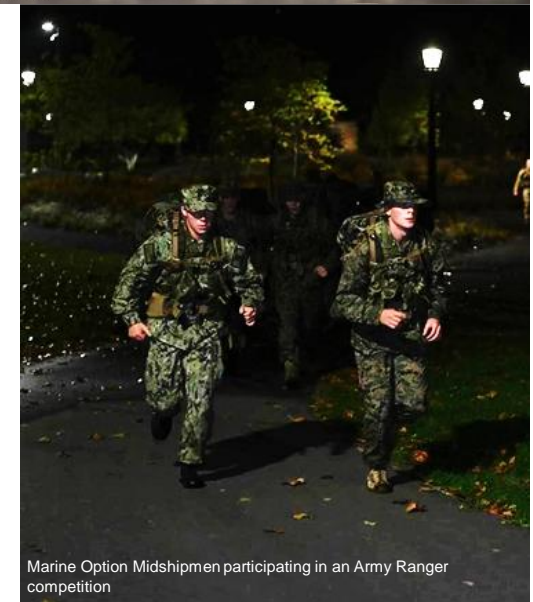


National Scholarship Selects



	FY19	FY20	FY21	FY22	FY23
Navy Applications	2578	2440	2812	2086	2015
Navy Selects	1458	1377	1206	1212	1240
Navy Select Rate	56.6%	56.4%	42.9%	58.1%	61.5%
Marine Applications	1714	1648	1612	1391	1475
Marine Selects	371	370	290	383	382
Marine Select Rate	21.6%	22.5%	18.0%	27.5%	25.9%

* Data does not include NPP or BOOST 2.0





Sideload Program

- **3, 2 and 1-year scholarships given to College Program students are known as “Sideloads”**
 - Used to replace attrition in each year group - increased importance after implementation of “precision loading”
 - Can include students outside the program entirely (unaffiliated)

Navy Option Sideload Offers

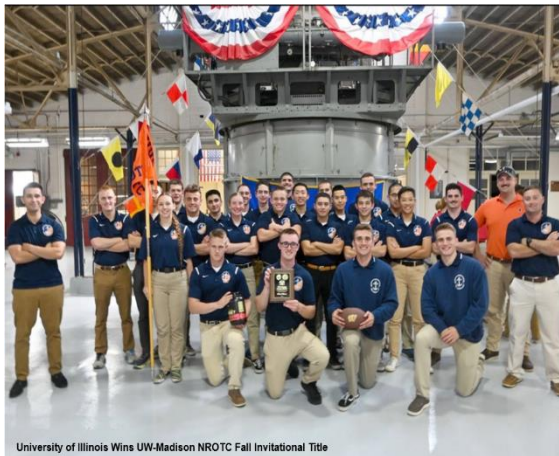
	3-yr Scholarship	2-yr Scholarship	2-yr College Prg Adv Stand (CPAS)	1-yr CPAS
July 2020	194	121	67	10
July 2021	119	84	21	8
July 2022	100	0	71	3
July 2023	272	78	42	13



Navy National Scholarship Selectee Profiles

	SAT Comp	SAT Verbal	SAT Math	HS GPA	Top 10% HS Class	Top 20% HS Class	Tech Major %	JROTC Participant
FY18	1415	711	705	3.81	46%	63%	85%	29%
FY19	1390	690	699	3.81	46%	61%	86%	29%
FY20	1391	694	697	3.83	48%	62%	86%	25%
FY21	1357	676	681	3.85	45%	60%	82%	27%
FY22	1350	673	677	3.86	41%	57%	85%	34%
FY23	1333	668	665	3.87	41%	55%	86%	35%

* Does not include NPP or BOOST 2.0 selectee data



University of Illinois Wins UW-Madison NROTC Fall Invitational Title



Midshipmen visiting an F/A-18 Super Hornet



Cornell University - Leadership Reaction Course



USMC National Scholarship Stats *

* Numbers do not include PDV or FCB

FISCAL YEAR 2020 APPLICATIONS AND SELECTIONS NROTC 4 YR SCHOLARSHIP (2024 CLASS)											
SOURCE	TOTAL	WHITE		A.A.		HISPANIC		OTHER/UNK		Females	
Applications	1648	889	54%	211	13%	302	18%	246	15%	342	21%
Selects	370	227	61%	36	10%	62	17%	45	12%	81	22%

FISCAL YEAR 2021 APPLICATIONS AND SELECTIONS NROTC 4 YR SCHOLARSHIP (2025 CLASS)											
SOURCE	TOTAL	WHITE		A.A.		HISPANIC		OTHER/UNK		Females	
Applications	1555	784	50%	188	12%	307	20%	276	18%	292	19%
Selects	371	211	57%	34	9%	51	14%	75	20%	86	23%

FISCAL YEAR 2022 APPLICATIONS AND SELECTIONS NROTC 4 YR SCHOLARSHIP (2026 CLASS)											
SOURCE	TOTAL	WHITE		A.A.		HISPANIC		OTHER/UNK		Females	
Applications	1391	653	47%	165	12%	314	23%	259	19%	240	17%
Selects	383	196	51%	41	11%	71	19%	75	20%	106	28%

FISCAL YEAR 2023 APPLICATIONS AND SELECTIONS NROTC 4 YR SCHOLARSHIP (2027 CLASS)											
SOURCE	TOTAL	WHITE		A.A.		HISPANIC		OTHER/UNK		Females	
Applications	1475	1070	73%	181	12%	331	22%	224	15%	260	18%
Selects	382	277	73%	37	10%	70	18%	68	18%	93	24%



SCORES FOR SELECTED MALES:

	PFT Avg	SAT Avg	GPA Avg
2020 Selects	263	1269	4.08
2021 Selects	243	1226	3.08
2022 Selects	240	1206	3.23
2023 Selects	272	1237	4.12

SCORES FOR SELECTED FEMALES:

	PFT Avg	SAT Avg	GPA Avg
2020 Selects	251	1209	3.42
2021 Selects	234	1200	3.45
2022 Selects	235	1208	3.33
2023 Selects	251	1239	3.34

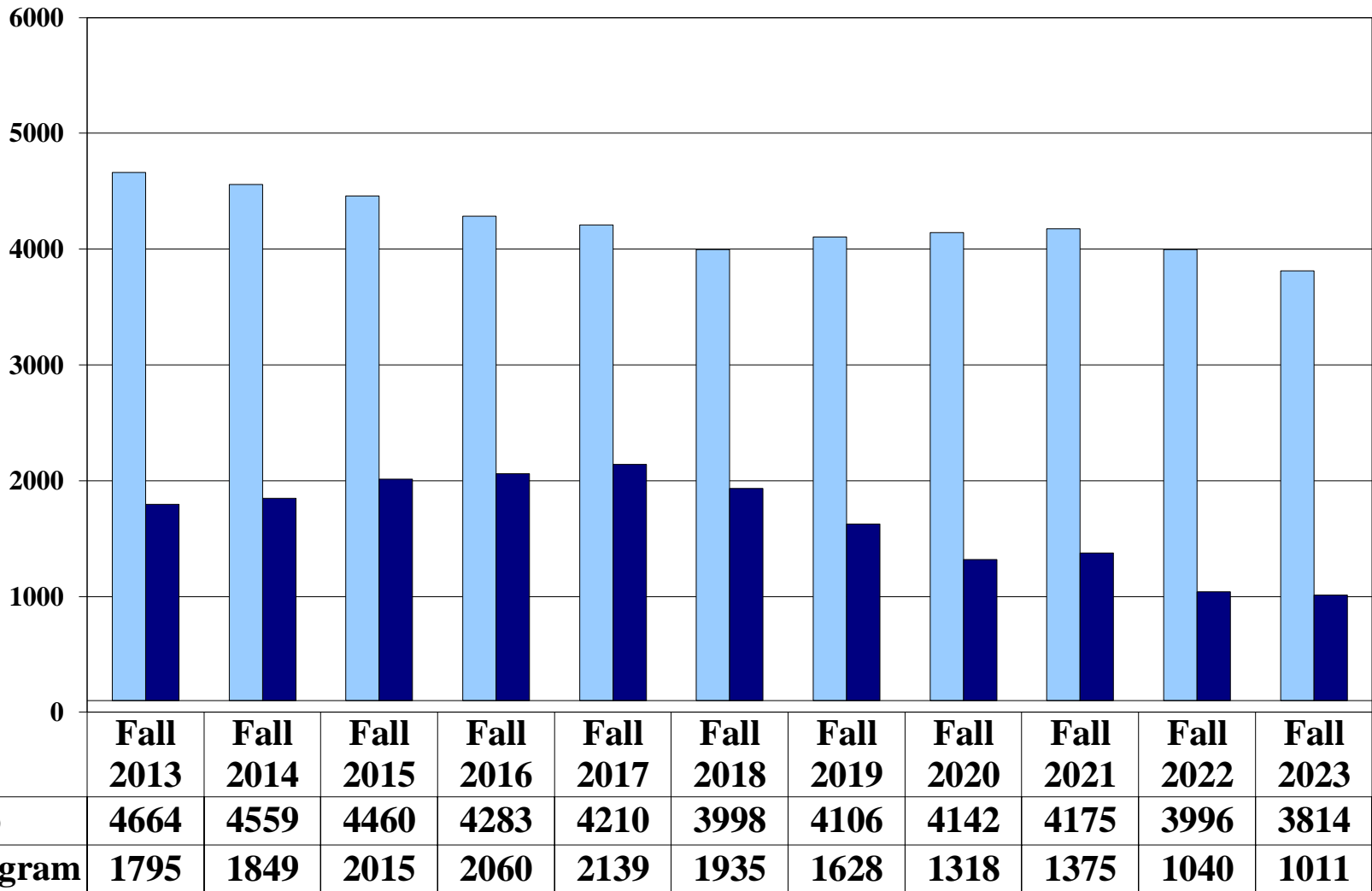


Navy-Option Diversity and Equity

	2020	2021	2022	2023
Total Applications Reviewed	2448	2809	2086	2086
Total Selections	1377 (56.3%)	1203 (42.8%)	1212 (58.1%)	1240 (61.5%)
Applications from African-American	81 (3.3%)	160 (5.7%)	116 (5.6%)	105 (5.2%)
African-American Selected	38 (3.8%)	60 (5.0%)	71 (5.9%)	65 (5.2%)
Applications Hispanic or Latino	259 (10.6%)	317 (11.3%)	219 (10.5%)	328 (16.3%)
Hispanic or Latino Selected	129 (9.4%)	126 (10.5%)	123 (10.1%)	193 (15.6%)
STEM Major Selected	86%	82%	1036 (85.5%)	1069 (86.2%)
AA Select Rate vs. Board Rate	-9.4% (38 / 81: 46.9%)	-5.3% (60 / 160: 37.5%)	+3.1% (71 of 116: 61.2%)	+0.4% (65 of 105: 61.9%)
Hispanic Select Rate vs. Board Rate	-6.5% (129 / 259: 49.8%)	-3.1% (126 / 317: 39.7%)	-1.9% (123 / 219: 56.2%)	-2.7% (193 of 328: 58.8%)
Female Select Rate vs. Board Rate	+ 6.5% (391 / 622: 62.8%)	+ 5.0% (312 / 653: 47.8%)	+7.4% (363 / 554: 65.5%)	+5.8% (403 of 595: 67.7%)
Female Applicant Percentage	25.4%	23.2%	26.6%	29.5%




Scholarship and College Program Enrollments



Includes Navy and Marine for all classes

Standards Based Training



DoD INSTRUCTION 1215.08
SENIOR RESERVE OFFICERS' TRAINING CORPS (ROTC)
PROGRAMS

Originating Component: Office of the Under Secretary of Defense for Personnel and Readiness

Effective: January 19, 2017
Change 1 Effective: March 7, 2018

Releasability: Cleared for public release. Available on the Directives Division Website at <http://www.esd.whs.mil/DD/>.

Reissues and Cancels: DoD Instruction 1215.08, "Senior Reserve Officers' Training Corps (ROTC) Programs," June 26, 2006

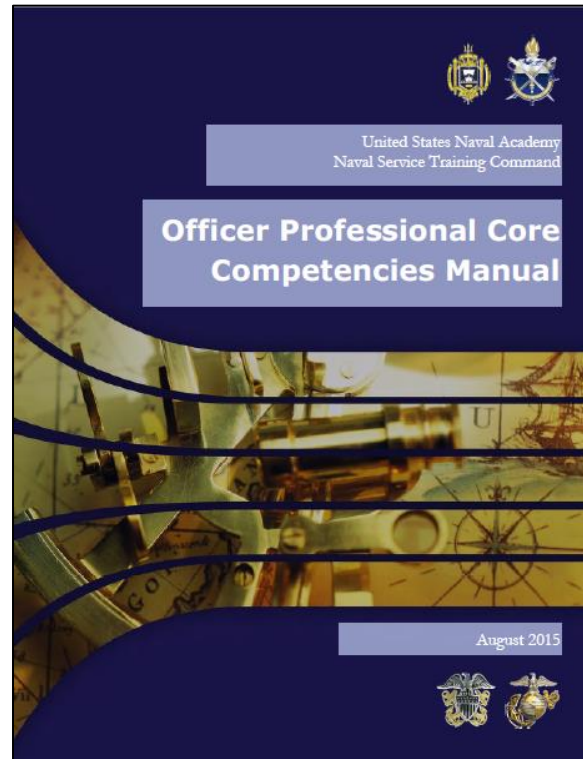
Incorporates and Cancels: Acting Under Secretary of Defense for Personnel and Readiness Memorandum, "Foreign Nationals Participating in the Senior Reserve Officers' Training Corps Program," March 27, 2014

Approved by: Peter Levine, Performing the Duties of the Under Secretary of Defense for Personnel and Readiness

Change 1 Approved by: Robert L. Wilkie, Under Secretary of Defense for Personnel and Readiness

Purpose: In accordance with the authority in DoD Directive 5124.02, this instruction establishes policy, assigns responsibilities, and prescribes procedures for DoD oversight of the Military Departments' Senior ROTC programs (referred to in this instruction as "ROTC programs").

Under review



United States Naval Academy
Naval Service Training Command

Officer Professional Core Competencies Manual

August 2015

Under review

Under review

NAVAL SERVICE TRAINING COMMAND

NSTC M-1533.2C
CH-1
SEPTEMBER 2018

**Regulations
for
Officer Development
(ROD)**

Published by Commander, Naval Service Training Command

End State = Highly Competent , Trained, Service-Ready Officers



Types of Students Associated with NROTC Units

- **Scholarship Midshipmen (MIDN)**
 - Receive Tuition & Fees, Monthly Stipend, Uniforms
- **College Program MIDN**
 - Receive Uniforms only (and Stipend in Jr. & Sr. Year)
- **Naval Science Students**
 - College Students taking Naval Science courses, but not enrolled in NROTC
- **STA-21 Officer Candidates**
- **Marine Enlisted Commissioning Education Program (MECEP)**
- **Strategic Sealift Midshipmen Program (SSMP)**
 - Only USMMA & state maritime schools; Maine, SUNY, TAMU, & Cal Maritime have both NROTC & SSMP
- **Duty Under Instruction Students (DUINS)**
 - Graduate students and fellowship participants (some coordinated with NPS) administratively assigned
- **Prep Student**
 - Student involved in an NROTC Prep Program at select Institutions
- **BOOST 2.0 Student**
 - Student involved in BOOST 2.0 preparatory program at Naval Academy Preparatory School



Midshipmen attending Military Appreciation football game



Types of NROTC Students

	Scholarship MIDN	College Program MIDN	STA-21 Officer Candidates	MECEP Officer Candidates	SSMP MIDN
Options	Navy Marine Nurse	Navy Marine Nurse	Core Nuclear Pilot NFO SWO CEC SPECWAR SPECOP Nurse Supply Intel IW HR Medical SWO/IP SWO/ OCEANO Oceanography	USMC	USN

Note:
There are
firewalls
between
the
options



Student Differences

	Scholarship MIDN	CP MIDN	STA-21	MECEP	SSMP MIDN
UCMJ	Only on cruise	Adv. Stdg. on Cruise	Yes	Yes	No
Source	Civilians	Civilians	USN	USMC	Civilians
Pay and benefits	Stipend (four years)	Stipend (two years)	Yes	Yes	SIP pay (some)
Tuition OR Room and Board	Yes	No	In \$10K, no R&B option	No	No
Books	\$750	No	In \$10K	No	No
Cruise	3	1	No	No	School
PRB	Yes	Yes	Yes	Yes	Yes



Typical Scholarship MIDN Progression

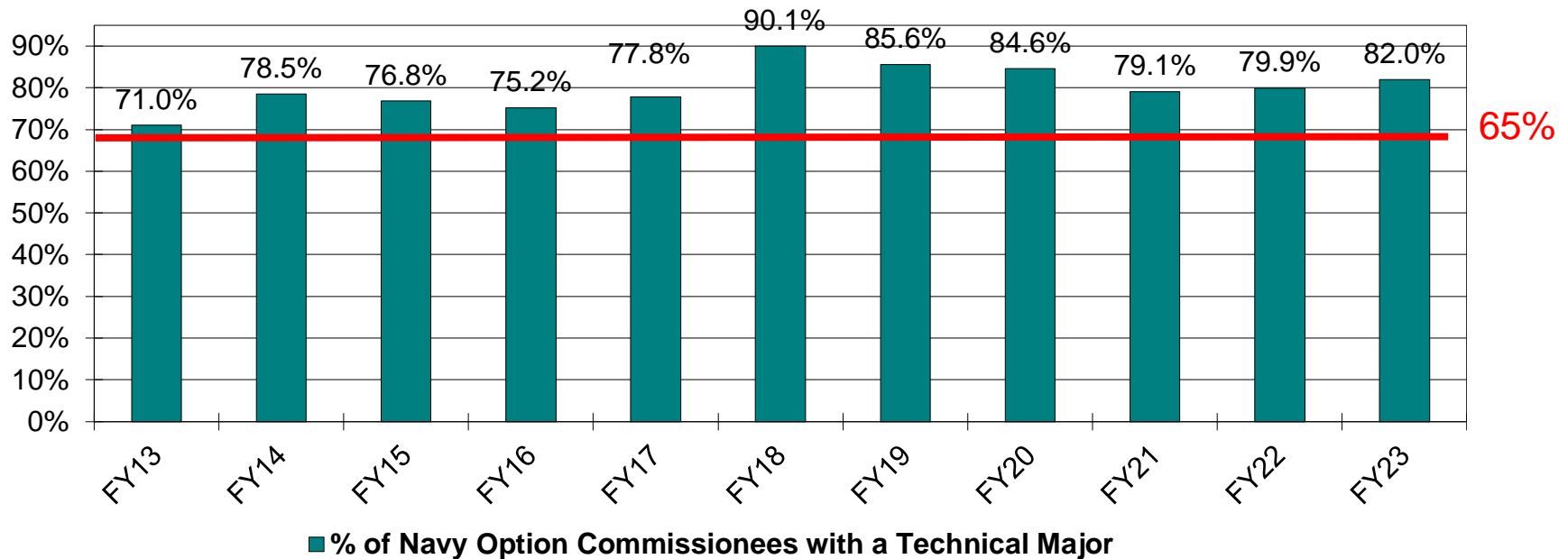
	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	
4/C FRESHMAN		NS Course - Intro to Naval Science				NS Course - Naval History							
	New Student Indoctrination	DRILL									CORTRAMID		
		LEVEL I BILLET					LEVEL II BILLET						
							NATIONAL SCHOLARSHIP (USN/USMC)			SIDELOAD SCHOLARSHIP (USMC)			SIDELOAD SCHOLARSHIP (USN)
3/C SOPHOMORE		NS Course - Leadership and Management				NS Course - Navigation							
		DRILL									2/C CRUISE		
	LEVEL II/III BILLET					LEVEL II/III BILLET							
				SIDELOAD SCHOLARSHIP (USMC)						SIDELOAD SCHOLARSHIP (USMC)			SIDELOAD SCHOLARSHIP (USN)
2/C JUNIOR		NS Course - Naval Engineering				NS Course - Seamanship and Operations							
		DRILL									1/C CRUISE (USN)		
	LEVEL III BILLET					LEVEL III BILLET						OCS (USMC)	
									SERVICE ASSIGNMENT INPUT				
											SEA TRIALS		
1/C SENIOR		NS Course - Naval Weapons Systems				NS Course - Leadership and Ethics							
	Detailers for New Student Indoctrination	DRILL											
		LEVEL IV BILLET					LEVEL IV BILLET						
		SERVICE ASSIGNMENT RESULTS									SENIOR MESS NIGHT		
BATTALION WIDE			BIRTHDAY BALL	USMC BIRTHDAY CEREMONY	FALL COMMISSIONING			SUBMARINE BALL	SPRING BALL	SPRING COMMISSIONING			
				VETERAN'S DAY CEREMONIES					SPRING AWARDS CEREMONY	UNIVERSITY COMMENCEMENT			
				OFFICIAL PRT/PFT					OFFICIAL PRT/PFT				



Technical Majors (Navy Option)

- **Current production goal for Navy is 65%**

- Program had not been meeting the goal!
- Challenge was retaining/sideloaded MIDN in technical majors with free choice of major
- SECNAV directive: 85% incoming, 80% rising 3/C, 75% rising 2/C, 70% rising 1/C MIDN
- Beginning Fall 2009, Navy Option scholarships were tied to Tier of Major. FY13 was the first class to graduate under that policy.



Includes all Navy Option students (Scholarship and College Program)



Program Elements for Commissioning

- Statutory Requirements (Title 10 U.S. Code)
 - Completion of Bachelors Degree
 - Advanced training in the advanced phase of the Program
 - First class Fleet Cruise (Navy)
 - Officer Candidate School (USMC)
- Naval Science courses
- Weekly Naval Science Labs for additional professional development
 - General Military Training (GMT)
 - Ethical/Moral Standards and Training
- Summer Training Program for experiential learning and exposure to the operational Navy and Marine Corps
 - Opportunity to practice the principles they are learning during the academic year
- Completion of specific academic courses
 - Course requirements vary by option
- Physical Training – up to 3 times a week



Naval Science Courses

- 8 courses for Navy option
- 6 courses for Marine Corps option
- 4 courses for Nurse option
- 3 year course review cycle
 - 11 total courses
 - 8 Navy specific courses
 - 2 Marine specific courses
 - 1 SSMP specific course
- **Course Coordinators provide support not available on NSTC OD staff**

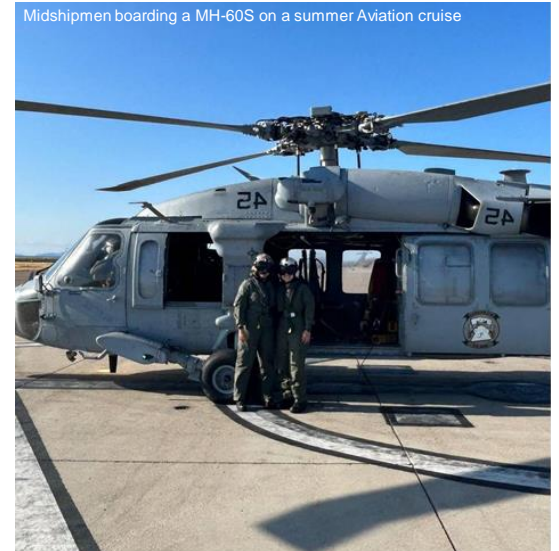


CONTINUUM OF TRAINING



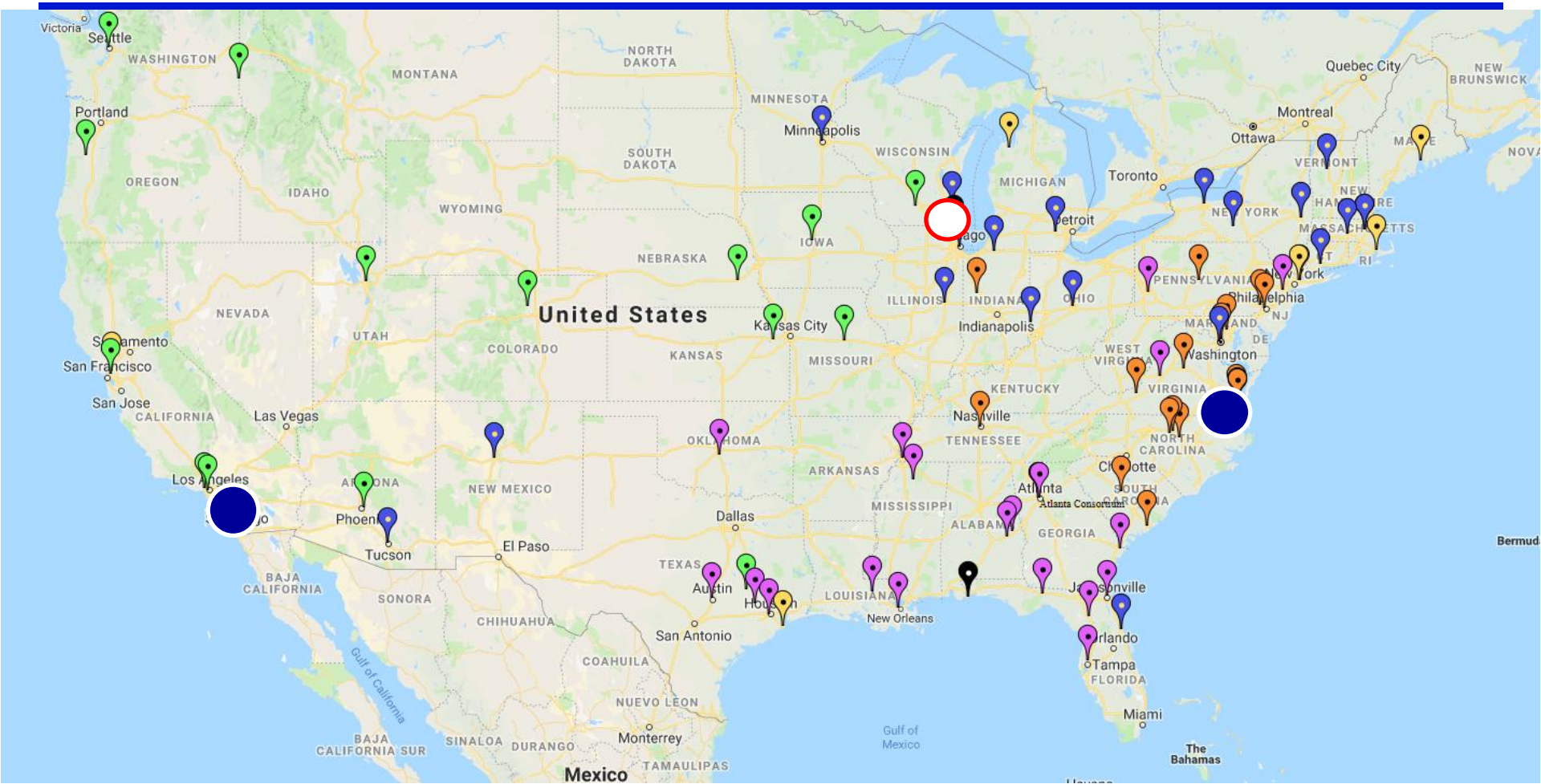
Summer Training Sequence

- **New Student Indoctrination – Prior to Freshman Year (will be mandatory for all Scholarship students; College Program students may also attend)**
- **Following Freshman Year (3/C Cruise):**
 - Navy and USMC options: Career Orientation Training for Midshipmen (CORTRAMID)
 - 4 weeks initial fleet exposure in San Diego or Norfolk (1 week each with Surface, Submarine, Aviation and USMC)
 - Nurses: Afloat - 4 weeks aboard Amphib or Carrier shadowing a junior Corpsman
- **Following Sophomore Year (2/C Cruise):**
 - Navy option: Enlisted afloat experience – 3 to 4 weeks aboard a Ship or Sub with a senior enlisted running mate
 - USMC option: **New*** Fleet Marine Force (previously “Marine Month”) training to expose MIDN to Marine units while preparing them for OCS
 - Instructors for New Student Indoctrination
- **Following Junior Year (1/C Cruise):**
 - Navy option:
 - Exposure to officer environment in community of preference – 3 to 4 weeks with a Ship, Sub, or Squadron and Junior Officer running mate.
 - USMC option: Marine Corps OCS – 6 weeks in Quantico, VA
 - Nurses: Hospital – 4 weeks in a Naval Hospital environment shadowing a Junior Officer
 - Foreign Exchange Cruises – Tentatively starting up again given COVID environment
 - Instructors for New Student Indoctrination





Locations of Major Summer Events



Major NROTC Summer Events		CORTRAMID		NSI
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NROTC New Student Indoctrination

NSY1

NSY2

NSY3

NSY4

- **NSI Basic goals:**
 - Three cycles – 18 training days at Naval Station Great Lakes
 - Provide baseline standardization for incoming MIDN with focus on: militarization, fundamentals, teamwork, operational safety, assessment, and warrior identity
- **2022 NSI provided to all incoming scholarship and NPP candidates**
 - 1091 MCs reported over 3 phases / 1030 completed NSI
- **2023 incorporated College Program MCs (1432 reported/ 1408 completed)**
- **Leadership Training Opportunity during Summer for upper-class MIDN assigned as instructors**
- **Scholarship activation requirement (national scholarship and phased sideload selects)**
- **SMC PNS should work closely with rising MCs to ensure NSI attendance is deconflicted with required SMC rising freshman experiences**



CONTINUUM OF TRAINING

Service Assignment Process

- Match student to warfare community
- Balance of needs of the Navy and student desires
- 67% of projected FY24 graduates were assigned their first choice (66% in FY23)
- 14% of projected FY23 graduates were assigned their second choice (15% in FY23)
- Marine Occupational Specialty (MOS) assigned at The Basic School (TBS) for Marines (except for contracted flight options)





NROTC Optimization and Transformation

NSY1

NSY2

NSY3

NSY4

- **CNSTC leaning forward to improve training and standardization of officer and enlisted accessions**
 - NROTC Program Review
 - Establish a continuum of training
 - Level the training between MIDN at all NROTC Units
 - One set of standards across the board: NROTC and Officer Candidate School
 - Supplementing “Legacy” summer training
 - Innovative new internal programs will better prepare those who commission for immediate service
 - New Student Indoctrination
 - Conning Officer Virtual Environment (COVE)
 - Yard Patrol Craft (YP) Cruises with USNA
 - Leverage College Program talent with OTSSN

CONTINUUM OF TRAINING



Traditional vs. New

Summer 2017

- **4/C**
 - New Student Orientation at individual units
- **3/C**
 - CORTRAMID
- **2/C**
 - 2/C Cruise
 - Mountain Warfare (Marine Option)
- **1/C**
 - 1/C Cruise
 - OCS (Marine Option)

Current Summer Sequence

- **Candidate Midshipmen (incoming freshman)**
 - New Student Indoctrination at Great Lakes
- **4/C**
 - New Student Orientation
- **3/C**
 - CORTRAMID
- **2/C**
 - 2/C Cruise (Navy Option)
 - FMF Fleet Marine Force (Marine Option)
- **1/C**
 - 1/C Cruise (Navy Option)
 - OCS (Marine Option)

- **Conning Officer Virtual Environment (COVE) Trainers**
 - All units have access to at least 1 trainer
 - Some units are getting additional trainers if student loading requires
- **COVE Training will be part of commissioning requirements**
 - 2 scenarios during Navigation Sophomore Year and 2 scenarios during Naval Operations Senior Year
 - We can do more in the understanding of relative motion and seamanship and are taking very hard and substantive measures to do that
- **The curriculum and standards are being developed directly with Surface Warfare Officer School.**
- **Why COVE Training?**
 - SWO curriculum provides key building blocks applicable to all warfare communities
 - Will ensure consistent standards across all units
 - Provides additional hands on relative-motion training as required



CONTINUUM OF TRAINING



Program Recent Changes/Issues

- **2021 N9 move to Great Lakes (continued recovery from)**
 - Disenrollment backlog cleared
 - Still struggling to hold staff; have increased pay grade on critical positions
- **NROTC Prep Program (NPP)**
 - Host institution funded 1st year (prep year) – 4 year NROTC scholarship after
 - Growth still possible; if interested work with PNS
 - Currently Norwich is only SMC NPP participant
- **BOOST 2.0**
 - FY21 Established program in partnership with Naval Academy Prep School (NAPS)
 - 7 completed NAPS and have moved on to NROTC units
 - FY22 – 22 total (10 Pri / 12 Alternate) selected from MSISR Non-Selects
 - 10 started, 7 completed NAPS and have started/are starting NROTC this fall, 1 returning
 - FY23 – 24 total (15 Primary / 9 Alternate) selected from MSISR Non-Selects
 - 10 started, including 1 FY22 candidate returning to NAPS this year (injury recovery)
- **NROTC Navy Ensign Production**
 - NROTC tasked with increased ensign production (beginning YG25)



Program Recent Changes/Issues

- **Option to apply scholarship to Room/Board**
 - Up to \$11,500 per year
 - Requires annual R&B cost survey of all affiliated schools
- **Professional Core Competencies (PCC)**
 - Quadrennial review with USNA underway
 - Naval Science courses will be updated as necessary to satisfy directed changes
- **CO On-The-Spot Side Load Scholarship (OTSSN)**
Expedited Scholarship Nominations
 - Empowers COs/PNSs to nominate college program basic and unaffiliated students for expedited Navy scholarship review at next regular selection board
 - 1 August through 31 March each academic year
 - Post-secondary GPA minimums: Tier 1 – 2.9, Tier 2 – 3.1, Tier 3 – 3.4
 - Calculus and Calculus-based Physics A+ to B- and Good Low Physical Readiness Score
 - Number authorized set by year group (freshmen and sophomores) and per NROTC unit



Program Recent Changes/Issues

- **CO On-The-Spot Side Load Scholarship (OTSSN) Expedited Scholarship Nominations - Nurse Option**
 - Nurse production increasing from current 7-10/year to 100/year in YG27
 - Empowers COs/PNSs to nominate nursing program students for expedited Navy scholarship review at next regular selection board
 - Minimum overall GPA of 3.0 on a 4.0 scale.
 - Minimum Good Low on the PFA in accordance with scholarship activation standards (alternate cardio options authorized).
 - Recommendation letters from two current Nursing instructors, preferably one from a Clinical Rotation Nursing Instructor.
 - Motivational statement from the applicant showing a desire to serve as a Navy Nurse.
 - Nominations must be students accepted into the School of Nursing at educational institutions listed as “Nursing Only Schools” or “Other Schools that offer the Nursing Program” at <https://www.netc.navy.mil/commands/naval-service-training-command/nrotc/nurse/> (currently 38)



Program Recent Changes/Issues

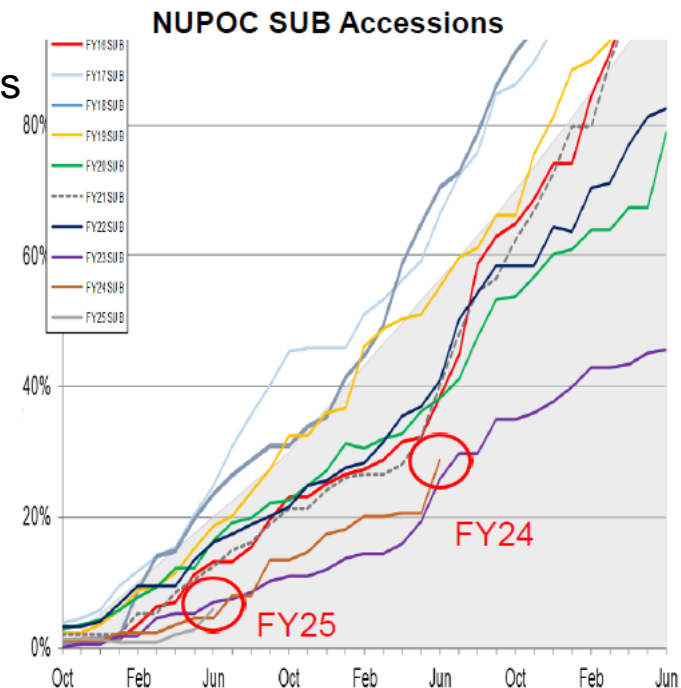
- **Strength Gaining new Accession Ensigns**
 - Successful demonstration Winter FY23 and full implementation Spring FY23
- **MIDN Mentorship Program**
 - NSTC DE&I lead
 - Participating NROTCUs determined through historical analysis of POOCR board
- **USNA YP Summer Training Opportunities**
 - USNA makes YP cruises available to NROTC MIDN as summer cruise option
- **Fleet Marine Force (FMF) Summer Cruises**
 - Marine-option MIDN 2/C (rising juniors) at Camp Lejeune or Pendleton.
 - 1 month of intensive training and OCS preparation led by Marine Colonel PNSs
 - FY23 OCS had historically lowest academic attrition
- **USNA/HBCU Exchange Program**
 - Executed in Fall 23 with NROTCU Norfolk State University
 - NROTC MIDN temporarily disenrolled from NROTC and receive 1 semester temporary appointment as a USNA MIDN / USNA MIDN remain on active duty while attending Norfolk State University during fall 2023 semester



Program Recent Changes/Issues

■ Nuclear Officer Propulsion Candidate (NUPOC) Shortages

- Navy is short 92 submarine officer accession for FY23
- Necessitated an increased FY24 demand for USNA/NROTC nuclear accessions
- Better communication and outreach to students in technical majors looking for a way to pay for college and a latent interest in serving needed.
- You can help by:
 - Coordinating Naval Nuclear Propulsion Program briefs to Introductory STEM/Engineering Course students
 - Making NUPOC information readily available to students (Halls, Career Centers, etc)
 - Educating University Faculty on the benefits of the NUPOC Program





Contact Info

CAPT Christopher Adams

Director of Officer Development

Email: christopher.w.adams5.mil@us.navy.mil

Phone: 224-639-3734 (cell)

Address: Naval Service Training Command
2601A Paul Jones Street
Great Lakes, Illinois 60088-2845

Mr. Mark Gough, Ed.S.

NROTC National Program Manager

Email: mark.j.gough.civ@us.navy.mil

Phone: 847-688-5454 x102

Address: Naval Service Training Command
320A Dewey Avenue
Building 3, Room 106
Great Lakes, Illinois 60088-2911

Ms. Meghan Lengner

NROTC Program Management Assistant

Email: meghan.k.Lengner.civ@us.navy.mil

Phone: 847-688-5454 x102

Address: Naval Service Training Command
320A Dewey Avenue
Building 3, Room 106
Great Lakes, Illinois 60088-2911