

RESPERSMAN 1200-010

Direct Commission Officer Indoctrination Course

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References	(a) OPNAVINST 1120.3A (b) OPNAVINST 1420.1B (c) COMNAVRESFORINST 1120.3
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1. **Definition.** The Navy Reserve Direct Appointment Program was established to access qualified civilian and enlisted Reserve applicants directly into Navy Reserve Officer programs per reference (a). The general professional standards are identical to those applied to active duty accessions.

2. **Direct Commission Officer Indoctrination Course (DCOIC).**

DCOIC provides Direct Commission Officers (DCOs) the military indoctrination training necessary to prepare them to function in their role as newly commissioned Naval Officers. It provides an introduction to fundamental aspects of leadership while providing a working knowledge of Navy policy and procedures.

a. Per references (a) through (c) DCOs, Limited Duty Officers (LDO) and Chief Warrant Officers (CWO) shall attend DCOIC within 1 year of commissioning. This should be accomplished as soon as possible, normally within 3 months of commissioning. The "DCO" MAS code will be assigned by CNRFC (N7) upon commissioning. Upon check in, the cognizant Navy Reserve Activity (NRA) shall assign any other applicable Manpower Availability Status (MAS) codes in Navy Standard Integrated Personnel System (NSIPS). Due to NSIPS limitations, only one training MAS code can be assigned at one time, so those DCOs with additional training requirements that warrant a separate training MAS code will need to work closely with the NRA for monitoring and adding the additional MAS code when DCO is removed. The DCO MAS code will be removed by CNRFC (N7) upon graduation from DCOIC.

b. The NRA, in coordination with Navy Reserve Units (NRU), shall obtain quotas for DCOIC and assist the DCO to initiate the first set of orders to DCOIC. DCOs shall use their first Annual Training (AT) to attend DCOIC. NRAs shall ensure DCO/LDO/CWO

complete DCOIC within the one year of commissioning. NRAs shall regularly, at least every 30 days, review status of assigned DCOs via their Reserve Component Commander (N7) for accuracy.

(1) In addition NRAs and NRUs shall ensure DCOs meet standards to attend DCOIC. This includes, but is not limited to, being within Body Composition Assessment standards and medically qualified to participate in high risk training.

Program Management. CNRFC (N7) is the DCOIC Program Manager and will provide monthly updates of new DCO/LDO/CWO to Echelon IV commands. Monthly reports from Echelon IV commands to CNRFC (N7) are required.