

**MILPER Message Number
24-256**

**Proponent
RCHS-SVD-PA**

**Title
Fiscal Year (FY) 2025 Interservice Physician Assistant Training Program
Application**

...Issued: [2 Jul 24]...

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- A. DoDI 6000.13 (Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs)), 30 December 2015 (Change 1, 3 May 2016).
 - B. DoDI 6130.03, Volume 1, Change 4 (Medical Standards for Appointment, Enlistment, or Induction into the Military Services), 16 Nov 2022.
 - C. AR 40-501 (Standards of Medical Fitness), 27 June 2019.
 - D. AR 601-20 (The Interservice Physician Assistant Training Program), 14 August 2009.
 - E. AR 600-9 (The Army Body Composition Program), 16 July 2019.
 - F. AR 135-100 (Appointment of Commissioned and Warrant Officers of the Army), 1 September 1994.
 - G. AR 135-101 (Appointment of Reserve Commissioned Officers for Assignment to Army Medical Department Branches), 15 February 1984.
 - H. AR 350-1 (Army Training and Leader Development), 10 December 2017.
 - I. AR 601-100 (Appointment of Commissioned and Warrant Officers in the Regular Army), 21 November 2006.
 - J. AR 670-1 (Wear and Appearance of Army Uniforms and Insignia), 26 January 2021.
 - K. NGR 600-100 (Commissioned Officers Federal Recognition and Related Personnel

Actions), 6 July 2020

1. Expiration Date: This MILPER message will expire no later than (NLT) 10 July 2025.

2. Purpose: This message is the FY 2025 announcement of the Interservice Physician Assistant Program (IPAP) board and solicits applications from Regular Army (RA) and United States Army Reserve (USAR) enlisted, commissioned officers, and warrant officers. National Guard Applicants will refer to paragraph 5 for ARNG specific requirements and work with their state AMEDD recruiter to apply.
 - a. Applications are solicited for IPAP classes starting in January, April, and August 2026 at the Medical Center of Excellence located at Joint Base San Antonio – Fort Sam Houston (JBSA-FSH), Texas. The January 2026 class will report to JBSA-FSH in December 2025.
 - b. Enlisted students selected for this training will attend in officer candidate status and will be accessed into the Army Medical Specialist (SP) Corps as commissioned officers upon successful completion of the training.
 - c. All selected enlisted applicants must have successfully completed the Basic Leadership Course (BLC) 120 days prior to reporting to JBSA-FSH for the IPAP class.
 - d. Warrant officer students will attend in their current warrant officer rank and will be accessed into the SP Corps as commissioned officers upon successful completion of the training.
 - e. Commissioned officer students selected for this training will report with their current rank.
 - f. Applications from other services for Army IPAP seats will not be accepted for the FY 2025 board. Active Duty (Component 1), Army National Guard (Component 2) and Reserve (Component 3) applicants will only be considered for seats within their respective component for the FY 2025 board. Applicants accepted into the IPAP with a subsequent change in component will not retain their seat; acceptance does not carry over to a different component.
 - g. ROTC cadets, to include U.S. Army Military Academy cadets, while in cadet status, are not eligible to apply for the IPAP.

h. Army personnel selected for the IPAP are exempt from stop loss, stop movement, and life cycle unit requirements (AR 601-20 2-2.e.)

i. Civilian personnel are not eligible to apply for the IPAP.

j. All enlisted applicants must complete Military Occupational Specialty (MOS) training prior to application.

k. All officer applicants must complete the Basic Officer Leader Course (BOLC) prior to application.

3. Responsibilities: (Clarification to AR 601-20 1-4)

a. Addition to AR 601-20 1-4d. Unit commanders and immediate supervisors will interview and provide specific recommendations on applicants under their control and/or supervision. Unit commanders must include the following conditional release statement in their Letter of Recommendation (LOR): "I approve (rank, name's) request for conditional release upon acceptance to the Interservice Physician Assistant Program (IPAP). This approval is a non-waiverable administrative requirement that will permit (them) to change (their) branch to Army Medical Specialist Corps upon selection to the IPAP." Unit commanders at the Battalion or Brigade level are highly recommended.

b. Recommending Physician Assistant (PA) will interview and provide specific recommendations on applicants under their control and/or supervision. Physician Assistant recommendations must include USAREC Form 601-37.11 and completion of the supplemental linked evaluation. Documentation of at least 80 hours of shadowing within 12 months of the selection board is required; more is highly recommended. Applicants without access to a Physician Assistant may request approval for shadowing hours with a health care professional other than a Physician Assistant by email to their respective component IPAP Manager.

4. Program Information:

a. Ineligibility (Clarification to AR 601-20 2-1):

(1) Update to AR 601-20 2-1(3): The IPAP Manager will process all waivers to the appropriate waiver authority.

(2) Update to AR 601-20 2-1(3)(a): The Date Initially Entered Military Service (DIEMS) or Basic Date of Appointment will be used to determine time of service.

Waiver Required to Board
Regular Army Applicants with less than 3 years of AFS as of 01 January 2026
Regular Army Applicants with over 15 years of total AFS as of 01 January 2026
ARNG and USAR Applicants with less than 3 years time in service as of 01 January 2026
ARNG and USAR Applicants with over 10 years time in service as of 01 January 2026
Officers with over 8 years of AFCS as of 01 January 2026

(3) Clarification to the AR 601-20 2-1(3)(b): Enlisted applicants only: per AR 601-100 para 1-9, an original appointment as a commissioned officer in the RA must occur prior to age 42. For the USAR, an original appointment as a commissioned officer must occur prior to the age of 47. To be eligible to compete for an active duty IPAP seat, the applicant will have to be under the appropriate commissioning age as of 8 June 2028. Age waivers will be considered on a case-by-case basis.

(4) Change to AR 601-20 2-1.b: All applicants with P2 profile are ineligible to apply for the IPAP. An exception to board may be requested through the respective component IPAP Manager to their component PA consultant to the Surgeon General (TSG) for applicants with a P2 in the P, H, or E category on their PULHES. No exceptions to board will be authorized for applicants with a P2 in the U, L, or S category on their PULHES.

(5) Clarification to AR 601-20 2-1.b: Applicants with a temporary profile are ineligible to board. An exception to board, including exception for pregnancy, may be requested through the respective component IPAP Manager to their component PA consultant to TSG.

b. Basic prerequisites: Updates can be found on the US Army Recruiting Command IPAP website at: <https://recruiting.army.mil/armypa/>.

(1) Change to AR 601-20 2-2.a: Due to the critical skills war time shortage of physician assistants (AOC 65D), Soldiers in each component may only apply for their current component's IPAP seats.

(2) Change to AR 601-20 2-2.m (1): Applicants must have a minimum cumulative grade point average (GPA) of 2.5 and a minimum GPA of 3.0 for all science courses. The science GPA will include the highest grade attained for each science course completed within eight (8) years of the start of IPAP (courses completed Fall 2018 and after) as determined by the IPAP affiliated university. Highest science grades are only calculated if the same class is retaken at the same college or university. Applicants must meet all GPA requirements by the application deadline, 1 March 2025. Minimum GPA requirements are waivable. An exception to board may be requested through the respective component IPAP Manager to their component PA consultant to TSG. Coursework completed after 1 March 2025 will NOT count towards the GPA. A list of courses that count towards the science GPA can be found on the right pane titled "Additional Resources" of the US Army Recruiting Command IPAP website.

(3) The IPAP academic delay for RA, ARNG and USAR allowing up to nine semester hours and no more than three prerequisite courses to be completed after the application deadline of 1 March 2025 will be available. All academic delay and prerequisite courses must be completed with transcripts to the IPAP Manager by 1 October 2025. The minimum cumulative GPA of 2.5 and minimum science GPA of 3.0 must be maintained upon completion of all prerequisite courses.

(4) All applicants must complete the following mandatory pre-requisite coursework either in-residence or online from a regionally accredited university or college:

(a) 3 semester hours of Human Anatomy or Anatomy and Physiology I.

(b) 3 semester hours of Human Physiology or Anatomy and Physiology II. If taking Anatomy and Physiology I, applicants must take Anatomy and Physiology II. Mixing of courses is not authorized.

(c) 3 semester hours of College Algebra or higher level math course. Statistics will not count. College Level Examination Program (CLEP) College Algebra or higher level math within five (5) years of the application deadline will be considered for requirement completion. Applicants must score above 50 to receive 3 semester hours of College Algebra credit.

(d) 3 semester hours of Psychology. Introductory courses will count.

(e) 6 semester hours of General Chemistry or higher level chemistry course. Introductory courses will NOT count.

(f) 6 semester hours of Humanities.

(g) 6 semester hours of English (must include 3 semester hours of composition or writing). The College Level Examination Program (CLEP) English Composition test will be considered for English I and II. Applicants must score above 50 to receive 6 semester hours of English credit.

(5) Applicants must complete all mandatory science courses (Anatomy, Physiology and General Chemistry) within 8 years of the start of IPAP (courses completed Fall 2018 and after); recommend within five years. Credit for MOS-related training are as follows: 68K (Medical Laboratory Specialist) and 68Q (Pharmacy Specialist) will receive 6 hours of General Chemistry credit; 68X (Behavioral Health Specialist) will receive 3 hours of Psychology credit; 18D (Special Forces Medic), 68WM6/68C (Licensed Practical Nurse), 38BW4 (Special Operations Civil Affairs Medical Sergeant), and 68W with the W1 skill identifier after completion of the Special Operations Combat Medic (SOCM) course will receive 3 hours of Human Anatomy and Physiology I or Human Anatomy and Physiology II credit, as applicable; 66S (Critical Care Nurse) and 66T (Emergency Medicine Nurse) will receive 6 hours of Human Anatomy and Physiology credit. These applicants must have completed their training within 8 years of IPAP (Fall 2018 and after) to be accepted.

(6) The Medical Terminology course must be completed within five (5) years of reporting to the IPAP (Fall 2021 and after) by either taking the military correspondence course or a college class. The military correspondence course can be found on Army Training Information System (ATIS) by searching for Basic Medical Technology (081-MD0010). Recommend applicants meet this requirement through college course if they no medical background at the time of application.

(7) Grade replacement is not accepted for applicants applying to the IPAP FY25 board.

(8) For questions regarding academics that are not clear in the regulation or this MILPER, interested applicants must contact the University of Nebraska Medical Center (UNMC) via email at cahpadmissions@unmc.edu.

(9) Tuition assistance memorandums are provided by UNMC. Applicants can request a memorandum by completing the academic worksheet link on the center pane of the USAREC IPAP website: recruiting.army.mil/armypa

(10) Applicants must complete the online IPAP registration through UNICAS for the UNMC, at <http://ipap.liaisoncas.com>. Online registration will be open from 1 October

2024 through 1 March 2025. The online registration is mandatory for all interested applicants and is in addition to sending their application to United States Army Recruiting Command (USAREC) at Fort Knox, Kentucky. Applicants are responsible to ensure the UNMC has received all their transcripts and their online application. If the registration is not complete, the applicant will not be boarded.

(11) Applicants must send an official transcript from every university/college, they have attended to the UNMC no earlier than (NET) 1 October 2024 and NLT 1 March 2025. These can be sent to UNMC digitally or via mail to Liaison – IPAP Transcript Processing Center, PO Box 9140, Watertown, MA 02471.

(12) All applicants must include a complete physical examination (PE) on DD form 2807-1 and DD 2808 and include it within their application. The PE forms must be dated within 12 months of the June 2025 board. Official results of the medical urine drug screen (UDS), alcohol blood test (ETOH), human immunodeficiency virus blood test (HIV), and urinalysis (UA) must be included in the application. Females are required to include the result of a recent human chorionic gonadotropin (HCG) test (i.e. pregnancy test). Applicants must also include a scanned copy of their audiogram (i.e. hearing test). All enlisted Soldiers must meet commissioning standards IAW AR 40-501, chapter 2 and DODI 6130.13, Volume 1. All officers must meet retention standards IAW AR 40-501, chapter 3.

(13) The IPAP Manager processes all waivers. Waivers are processed for appropriate action during pre-board and throughout the entirety of the IPAP IAW AR 601-100; AR 135-100; AR135-101; AR 40-501; DODI 6130.13, Volume 1 and local USAREC policy. This is to ensure that Soldiers remain eligible for appointment as a commissioned officer for RA and USAR. ARNG applicants must refer to paragraph 5 for submitting waivers.

(14) A conditional release is no longer required prior to the selection board. All selected applicants must request and receive an approved release from their branch within 90 days of the board results MILPER publication date. Releases are requested through IPPS-A as a Personal Action Request (PAR), under 'correct the record', as an 'other' request. Applicants must include the statement: "I have been board selected to attend the Interservice Physician Assistant Program (IPAP) with a (DDMMYY) class report date. I request a release from my current branch to attend IPAP. Upon program completion, I will branch into the Army Medical Specialist Corps." Applicants must maintain command and branch support for attending the IPAP throughout the process to include pre-matriculation into the IPAP (non-waiverable administrative requirement). Failure to maintain command support or receive an approved branch release PAR within 90 days of the MILPER publication date will result in removal from the selection

list and from the OML. The PAR must be signed by the applicant's Battalion or Brigade Commander and Branch Chief/Manager. DD368 is not required for RA or USAR applicants because they are staying in the same component.

(15) All applicants must take the Scholastic Aptitude Test (SAT) within five (5) years of the FY of application (1 March 2019 or after). Applicants must score a minimum of 450 in both the reading and math section with a cumulative score of at least 1000. The SAT must be scheduled and taken NLT 8 March 2025 to allow a minimum of eight (8) weeks for the College Board to grade the examination. The SAT scores must be sent directly to USAREC, by including code '3994' on your SAT scantron document and may be received NET 1 October 2025 and NLT the last duty day prior to the selection board. There are no exceptions and no waivers to this requirement. The last available SAT date noted on the College Board website <https://www.collegeboard.org> is 8 March 2025. Graduate Record Exam (GRE) will not fulfill the SAT requirement. American College Testing (ACT) will not fulfill the SAT requirement.

(16) All applicants must take the Physician Assistant College Admissions Test (PA-CAT). The PA-CAT must be taken NLT 1 March 2025. The PA-CAT will not be scored as part of the selection criteria but will be viewed by member of the selection board. Allow a minimum of 8 weeks for the test results to reach USAREC. Registration for the exam can be found at <https://www.pa-cat.com>. Scores must be sent directly to USAREC by selecting US Army Active Duty, US Army National Guard, or US Army Reserves as the program during registration. Results may be received NET 1 October 2024, but NLT the last duty day prior to the selection board.

(17) All applicants must provide a memorandum signed by their unit security manager validating their secret clearance or interim clearance as part of their application. All applicants need a minimum of an interim clearance granted by the application deadline, 1 March 2025, to apply. There are no exceptions or waivers for this requirement.

(18) All applicants must pass height and weight standards IAW AR 600-9 and pass the Army's physical fitness test of record IAW AR 350-1 to apply. Height and weight exceptions for ACFT scores of 540 and above are not authorized.

(19) No DA photo is required for the application.

(20) Commissioned officers not selected for promotion within their primary zone are ineligible to apply. An exception to board may be requested through the respective component IPAP Manager to their component PA consultant to TSG. Any changes to promotion status, including primary zone non-selection during the application cycle or

following selection require immediate notification to the IPAP Program Manager.

c. Academic delay versus the Requirements Completion Course (RCC): Update to AR 601-20 can be found on the US Army Recruiting Command IPAP. Failure to complete academic requirements prior to 1 October 2025 will result in removal from the program. This requirement is non-waiverable.

(1) The RCC will not be available for the FY 2025 board for FY 2028-2029 accession.

(2) Academic delay: RA, ARNG and USAR applicants may have up to nine semester hours and no more than three classes of prerequisite courses incomplete at the time of application. Applicants with more than nine semester hours incomplete by 1 March 2025 will NOT be eligible to apply. All academic delay and prerequisite courses must be completed with transcripts to the IPAP Manager by 1 October 2025, or the selected applicant will be removed from the program.

d. Application deadlines, updates, and application documents can be found on US Army Recruiting Command IPAP website.

(1) Applications must be complete and digitally submitted NET 1 October 2024 and NLT 1 March 2025 or they will not be processed. RA and USAR applications will be submitted to the USAREC IPAP mailbox usarmy.knox.usarec.mbx.hsd-ipap@mail.mil and ARNG applications will be submitted through the State's specialty branch recruiter to the ARNG IPAP manager using DoD SAFE (<https://safe.apps.mil>).

(2) Applications should be in portable document format (PDF) and in sequence as listed on the Application Checklist found on the right pane of the US Army Recruiting Command IPAP website. Tab 1, Tab 2 and Tab 3 of the Application Checklist should each be a separate PDF. Each document should be titled: applicant's LName, FName - Tab # (e.g. Smith, John – Tab 1). Applications will be returned to the applicant if they are incorrectly labeled or not in the correct format.

e. Program description and service obligation:

(1) Update to AR 601-20 2-4 b(1): Didactic instruction (Phase 1) will be provided at the Medical Center of Excellence for a period of approximately 66 weeks.

(2) Update to AR 601-20 2-4 b(2): Clinical training (Phase 2) will occur at selected Army medical treatment facilities for a period of approximately 57 weeks.

(3) Clarification to the AR 601-20 2-4 d(4): RA and USAR commissioned officers will be 'detailed' into the SP Corps while attending IPAP. Upon successful completion of Phase 2 training, eligible graduates are tendered a RA or USAR appointment as a commissioned officer in the SP Corps, with their rank determined by their individual constructive service credit calculated IAW DODI 6000.13, Enclosure 3 and policy established by the OTSG.

(4) Update to AR 601-20 3-1 e(3): The basic application memorandum for commissioned officers will consist of the following statement adjustments, "I understand that I will attend IPAP in my current Officer rank held, and will be 'detailed' into the SP Corps. Upon successful completion of Phase 2 training, I may be tendered a Regular Army appointment as a commissioned Officer in the SP with a rank determined by my individual constructive service credit calculation IAW DODI 6000.13 and policy established by the OTSG.

(5) Update to the AR 601-20 4-1.C: Commissioned officers will report with their current rank held.

(6) Commissioned officers in the IPAP will be assigned to B Company 187th Medical Battalion for command and control. The B Co. 187th Medical Battalion chain of command will be responsible for in/out processing, personal finances, UCMJ authority, academic tracking, and enforcement of program policy.

(7) Officers will be under the control of their basic branch (State for ARNG officers) for promotions and career status integration while attending the IPAP.

(8) All Regular Army IPAP students will incur a 54 month Active Duty Service Obligation (ADSO) upon successful completion of the program.

(9) ARNG and USAR IPAP students will have a total of an 8 year obligation for completing the IPAP: the Mobilization Day (M-Day)/Selective Reserve (SELRES) obligation of 6 years and an Individual Ready Reserve (IRR) obligation of 2 years.

f. Milestones in processing applications:

(1) Effective upon publication of this message, application will be accepted when submitted between 1 October 2024 and 1 March 2025.

(2) Applicants must include all required documents in their application on the initial submission NLT 1 March 2025. Applicants must ensure that their unit commander's

global email address is on their letter of recommendation. Applicants will be notified of an incomplete application or other required corrections at their provided email address. Incomplete applications will not be boarded.

(3) All documents within the application must be dated within 12 months of the June 2025 board.

(4) Applicants must complete the UNMC online IPAP registration through UNICAS, at <http://ipap.liaisoncas.com>. Online registrations will be open from 1 October 2024 through 1 March 2025. The online registration is mandatory for all interested applicants and must be submitted even if applicant is pending transcript receipt from all the colleges/universities they attended. There is no exceptions and waiver for this requirement. Applicants must ensure the UNMC has received all their transcripts and their online application. If this registration is not completed, the application will not be boarded.

(5) Selections for RA and USAR will be announced by USAREC (RCHS-SVD) via a worldwide MILPER message at <https://www.hrc.army.mil/milper/> after June 2025. Selections for ARNG will be announced by NGB via a national message after June 2024.

5. ARNG specific requirements

a. Age, age in grade, and civil conviction waivers are processed through the State OPM to ARNG-HRH at NGB IAW AR 601-100, AR 135-100, AR 135-101, AR 40-501, DA PAM 40-502, NGR (AR) 600-100, and ARNG policy.

b. PEs will be conducted at a Medical Detachment, MEPS, or MTF and IAW AR 40-501, Chapter 2 and DA PAM 40-502. Medical waiver requests must be submitted into the Medical Action Tracking System (MATS), a module within MEDCHART. The approved MATS waiver must be included within the application. An ETP IAW with 4.a.(4) will only be considered after waiver approval (see paragraph 4.a.(3) above). DODMERB physicals are not authorized. All Pes will be reviewed and approved by the ARNG Medical Standards Officer before applications are submitted to the board.

c. All ARNG GPA ETPs will be submitted through the Soldier's specialty branch recruiter to the ARNG IPAP Manager to the ARNG component PA consultant to TSG.

d. All ARNG applicants will work with their State AMEDD recruiter to apply. Only State AMEDD recruiters are authorized to contact the ARNG IPAP Manager.

6. Inquiries and assistance:

For additional assistance for RA and USAR applicants, contact the IPAP Manager, HQ, USAREC (RCHS-SVD-PA), 1307 Third Avenue, Fort Knox, KY 40121-2726. 1-800-223-3735 EXT. 65409; Commercial (502) 626-5409 or DSN: 536-5409, email: jason.n.sharp.mil@army.mil or visit <https://recruiting.army.mil/armypa/>.

For additional assistance for ARNG applicants, contact the state AMEDD recruiter. For State AMEDD recruiter information contact ng.ncr.ngb-arng.mbx.arng-hrr-specialty-branch-accessions@army.mil.