



Veterans in Energy

Case and Context for Hiring a Veteran

Created by Troops to Energy Jobs (An initiative of the Center for Energy Workforce Development and Veterans in Energy)



As of 2021, approximately 8% of the energy industry’s workforce is comprised of veterans compared to 5.1% of veterans employed in the national workforce. The popularity of veteran’s employment in the energy industry is not accidental. Energy employers seek the training, experiences, work ethic, and leadership offered by those who have served in the military. In fact, energy companies across the country are often honored for their veteran’s employment programs.

To help veterans explore opportunities in the energy sector, Veterans in Energy and the Center for Energy Workforce Development, through its Troops to Energy Jobs initiative, has prepared this MOS Translator. Some MOS codes do not have a direct translation to an energy job, but that should not be a deterrent for veterans interested in an energy career. Many jobs in the industry do not require direct experience, since training is always provided by employers.

This MOS Translator will help clarify logical entry points into the energy sector. For additional information on the industry and the wide array of career opportunities it offers, visit GetIntoEnergy.org and TroopstoEnergyJobs.org. Learn about apprenticeships, skilled trade jobs, engineering and technical roles, and certainly the business side of the industry. The energy industry is growing and requires a skilled, diverse workforce to power and fuel American life.



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The Case and Context for Hiring Veterans

The profile of ideal job applicants includes safety focus, leadership, intellectual firepower, values, work ethic and trust. Individual aptitude and moral character are foundational prerequisites for military personnel selection. The core values engrained by all branches of service include loyalty, duty, respect, honor, selfless service, commitment, and personal courage. The energy industry and the military share common traits resulting in a natural transition for veterans to the energy industry.

INDUSTRY COMPATIBILITIES TO MILITARY SERVICE:

- Total Safety Culture
- High consequence environments
- Sense of service and duty to community
- Promotion of high performing teams and organizations
- Operational variability / versatility

Veterans bring diverse knowledge, coachable spirit, and commitment to excellence.

INDIVIDUAL QUALITIES OF VETERANS:

- Safety focus
- Takes initiative and works well independently
- Change Management
- Agile and adaptable in dynamic environments
- Natural high performer; solution oriented
- Critical thinking
- Influential leadership

ORGANIZATIONAL FIT OF VETERANS TO THE ENERGY SECTOR:

- Understands protocol, procedural compliance
- Duty to serve whenever called upon
- Attitude of continuous improvement
- Willingness to share knowledge
- Seamless integration
- Diversity and Inclusion mindset

The value of hiring veterans includes high retention, employee engagement, and commitment to safety.



Military and Civilian Comparisons

Leaders without military experience may not understand the military and may not easily understand how to best leverage the skills veterans can contribute. In addition, veterans may have a hard time with self-promotion, making it difficult for hiring managers to identify where a veteran applicant may best fit within an organization.

Military Culture and Civilian Culture Comparison	
MILITARY CULTURE	CIVILIAN CULTURE
Position in the hierarchy is known by wearing rank in uniform; respected, in part because of rank. Vertical structure	Position in the hierarchy may be unknown initially; accomplishments, work ethic, and how you treat others earns respect
Standard operating procedures (SOPs) are explicit	Processes and procedures may be less standardized and not always available
Strong sense of camaraderie and support system	Employees often need to figure things out on their own
Straightforward communications – direct and to the point	Communications and messaging is typically softer and less direct
Clear pathway to promotion and advancement	Self-directed career path. Build relationships, establish mentors, network, self-reflect, and continued growth are key to advancement
Many positions and promotions are awarded without an interview	In most cases, must apply and interview for job or promotion
Service before self	Self-promotion is more common
Pay visibility / clarity	Discreet pay scales
Performance expectations and reviews are clearly defined and routine	Performance expectations are less structured and often fall on individuals to seek feedback
Accomplishments are frequently described as a team achievement	Individuals are expected to highlight their personal contributions during interviews and performance reviews
Clear guidelines on what to wear (uniform)	Usually less restrictive with more choice
Straight forward benefits and insurance policies (one size fits all)	Company specific and often includes employee costs

Soft Skills Service Members Gain During Professional Military Training

In addition to the technical skills related to a service member’s Military Occupational Specialty, the military also trains service members in a tremendous number of other transferable skills, typically referred to as soft skills. Below is a list of skills along with a definition for each.

SKILL	DEFINITION
Leadership	• Influencing and inspiring others by providing purpose, direction, and motivation to accomplish the organization’s goals
Decision Making	• Choosing the best solution or option in a timely or decisive manger
Perseverance	• Working hard to achieve a goal or accomplish an assigned task
Workload Management	• Functioning effectively under pressure, remained composed under pressure and high stress situations
Dependable	• Diligently following through on commitments and consistently meeting deadlines
Attention to Detail	• Diligently checking work to ensure that all essential details have been considered
Interpersonal Skills	• Recognizing and accurately interpreting the verbal and non-verbal behavior of others
Teamwork	• Establishing productive relationships with other team members to perform team tasks and improve performance
Oral Communications	• Persuasively presenting thoughts and idea, attending to and interpreting verbal messages and other cues
Training Others	• Planning, organizing, and conducting activities that increase the capability of individuals or organizations
Managing the Work of Others	• Organizing, coordinating, and leading others in work efforts to accomplish organizational goals
Critical Thinking	• Actively and skillfully conceptualizing, analyzing, synthesizing, and evaluating information to formulation options and reach a conclusion.
Written Communications	• Communicating thoughts, ideas, and information in a logical, organized, and coherent written manner
Project Planning	• Identifying resources, planning, organizing, scheduling, and coordinating tasks and activities
Situational Awareness	• Perceiving, analyzing, and comprehending critical elements of information in one’s environment
Adaptability	• Responding quickly and effectively to uncertain and unpredictable work situations
Continuous Learning	• Taking the necessary actions to develop and maintain knowledge skills and expertise
Ethics	• Honest, fair, and ethical, and encourages others to do the same
Operating Safely	• Identifying and carefully weighing safety risks in making decisions and adhering to safety rules.

All companies have onboarding programs for new hires, however, many also have Veterans Resource Groups and other veterans within the company to assist with integration, retention, and growth.

TIPS FOR VETERANS AND TRANSITIONING SERVICE MEMBERS:

- Review the job description you’re applying for and ensure your resumé aligns. Leverage the Troops to Energy Jobs (TroopsToEnergyJobs.org) virtual coach who can assist you in resumé preparations, job matching and interview prep.
- When describing size of teams consider including the overall magnitude.

Example of possible team size/type:
 - Force / Fireteam: 4 – 5 people
 - Squad / Division: 8 – 16 people
 - Platoon / Department: 25 to 60 people
 - Troops / Company: 70 – 250 people
 - Squadron / Battalion: 300 – 1000 people
 - Brigade: 3000 – 5000 people
 - Division: 10,000 – 20,000 people
 - Corps: 20,000 – 45,000 people

Military Terminology

Veterans use military terms that may be unfamiliar to civilians. Below is a list of those and how they translate to a corporate environment:

MILITARY TERMS	CIVILIAN TERMS
Platoon/Squad	Team
Vehicle crew member	Heavy equipment operator
Health care specialist / Corpsman / Medic	Emergency Medical Technician – B,
Combat	Hazardous conditions
Company	Department/section (50 – 250 people)
Reconnaissance	Data collection, survey, analysis
Cyber Warfare	Information security
Guard duty / watch officer	Shift Manager, Storm Center,
Commander / Command	Leader / Area Leader
Deployment	Overseas duty
CONUS / OCONUS	Acronym for Continental (CONUS) US or outside of the continental US (OCONUS)
Orders	Official assignment or tasking
Mission	Objectives and goals



Military Pay Grades and Ranks With General Responsibilities

There are two distinct career paths in the military: Enlisted and Commissioned Officers. The pay scales for each reflect their varying degrees of responsibility. Each military service has its own names for the various enlisted ranks (Navy and Coast Guard are the same), however, the pay grades are equal throughout all the services. Most enlisted members enter the military at the lowest pay grade (E-1) and climb the pay scale to higher positions with greater pay.

**Progressing levels assume that the prior accomplishments have been completed*

***Prerequisite to acceptance to Warrant Office program require a minimum grade of E5 or higher with 4-6 years of experience*

****Progressing levels assume that the prior accomplishments have been completed*

PAY GRADE	ARMY	NAVY	MARINE	AIR FORCE	COAST GUARD	GENERAL RESPONSIBILITIES FOR GRADES/RANKS
E-1*	Private	Seaman Recruit	Private	Airman Basic	Seaman Recruit	A person in this role is typically a junior team member and has completed job specific specialized subject matter training
	Private E2	Seaman Apprentice	Private First Class	Airman	Seaman Apprentice	
	Private First Class	Seaman	Lance Corporal	Airman First Class	Seaman	A person in this role is an emerging leader with increased responsibility
	Specialist / Corporal	Petty Officer Third Class	Corporal	Senior Airman	Petty Officer Third Class	A person in this role is typically beginning their journey of leading small teams and others and completed leadership training and specialized subject matter training
	Sergeant	Petty Officer Second Class	Sergeant	Staff Sergeant	Petty Officer Second Class	
	Staff Sergeant	Petty Officer First Class	Staff Sergeant	Technical Sergeant	Petty Officer First Class	A person in this role is typically in a leadership role leading medium to large teams and has completed advanced leadership and specialized subject matter training
	Sergeant First Class	Chief Petty Officer	Gunnery Sergeant	Master Sergeant	Chief Petty Officer	
	Master Sergeant / First Sergeant	Senior Chief Petty Officer	Master Sergeant	Senior Master Sergeant	Senior Chief Petty Officer	A person in this role is typically in a leadership role leading large organizations and has completed multiple advanced leadership and specialized subject matter training courses
	Sergeant Major / Command Sergeant Major	Master Chief Petty Officer/Command Master Chief Petty Officer/Master Chief Petty Officer Of The Navy	Master Gunnery Sergeant/Sergeant Major/Sergeant Major Of The Marine Corps	Chief Master Sergeant/Command Chief Master Sergeant/Chief Master Sergeant Of The Air Force	Master Chief Petty Officer/Command Master Chief Petty Officer/Master Chief Petty Officer Of The Coast Guard	
W1**	Warrant Officer 1	N/A	Warrant Officer 1	N/A	N/A	A person in this role is considered a subject matter expert in their field, may be a leader of small groups or an individual contributor and has completed specialized subject matter and leadership training
	Chief Warrant Officer 2	Chief Warrant Officer 2	Chief Warrant Officer 2	N/A	N/A	
	Chief Warrant Officer 3	Chief Warrant Officer 3	Chief Warrant Officer 3	N/A	N/A	A person in this role is considered a subject matter expert in their field, may be a leader of organization or an individual contributor and has completed specialized subject matter and leadership training
	Chief Warrant Officer 4	Chief Warrant Officer 4	Chief Warrant Officer 4	N/A	N/A	
	Chief Warrant Officer 5	Chief Warrant Officer 5	Chief Warrant Officer 5	N/A	N/A	
O1***	Second Lieutenant	Ensign	Second Lieutenant	Second Lieutenant	Ensign	A person in this role is typically in their first leadership role and has completed basic leadership and job specific specialized subject matter training unless they served as a prior enlisted member, which would then include the progressive training listed in the "E" grades above
	First Lieutenant	Lieutenant Junior Grade	First Lieutenant	First Lieutenant	Lieutenant Junior Grade	
	Captain	Lieutenant	Captain	Captain	Lieutenant	A person in this role is typically in a leadership role leading medium organizations or teams and has completed leadership and specialized subject matter training courses
	Major	Lieutenant Commander	Major	Major	Lieutenant Commander	
	Lieutenant Colonel	Commander	Lieutenant Colonel	Lieutenant Colonel	Commander	A person in this role is typically in a leadership role leading large organizations and has completed multiple advanced leadership and specialized subject matter training courses

Army | Pay Grades and Ranks

PAY GRADE	INSIGNIA	RANK	ABBREVIATION	CLASSIFICATION	2021 PAY RANGE
E-1	No Insignia	Private	PVT	Enlisted Soldier	\$1,785 per month
E-2	Insignia of an Army Private Second Class	Private Second Class	PV2	Enlisted Soldier	\$2,001 per month
E-3	Insignia of an Army Private First Class	Private First Class	PFC	Enlisted Soldier	\$25,247 - \$28,462 per year
E-4	Insignia of an Army Specialist	Specialist	SPC	Enlisted Soldier	\$27,965 - \$33,948 per year
E-4	Insignia of an Army Corporal	Corporal	CPL	Noncommissioned Officer	\$27,965 - \$33,948 per year
E-5	Insignia of an Army Sergeant	Sergeant	SGT	Noncommissioned Officer	\$30,499 - \$43,283 per year
E-6	Insignia of an Army Staff Sergeant	Staff Sergeant	SSG	Noncommissioned Officer	\$33,293 - \$51,566 per year
E-7	Insignia of an Army Sergeant First Class	Sergeant First Class	SFC	Noncommissioned Officer	\$38,491 - \$69,185 per year
E-8	Insignia of an Army Master Sergeant	Master Sergeant	MSG	Noncommissioned Officer	\$55,375 - \$78,977 per year
E-8	Insignia of an Army First Sergeant	First Sergeant	1SG	Noncommissioned Officer	\$55,375 - \$78,977 per year
E-9	Insignia of an Army Sergeant Major	Sergeant Major	SGM	Noncommissioned Officer	\$67,644 - \$105,030 per year
E-9	Insignia of an Army Command Sergeant Major	Command Sergeant Major	CSM	Noncommissioned Officer	\$67,644 - \$105,030 per year
E-9	Insignia of an Army Sergeant Major of the Army	Sergeant Major of the Army	SMA	Noncommissioned Officer (Special)	\$67,644 - \$105,030 per year
W-1	Insignia of an Army Warrant Officer 1	Warrant Officer 1	WO1	Warrant Officer	\$39,712 - \$68,623 per year
W-2	Insignia of an Army Chief Warrant Officer 2	Chief Warrant Officer 2	CW2	Warrant Officer	\$45,245 - \$75,517 per year
W-3	Insignia of an Army Chief Warrant Officer 3	Chief Warrant Officer 3	CW3	Warrant Officer	\$51,134 - \$89,694 per year
W-4	Insignia of an Army Chief Warrant Officer 4	Chief Warrant Officer 4	CW4	Warrant Officer	\$55,991 - \$104,292 per year
W-5	Insignia of an Army Chief Warrant Officer 5	Chief Warrant Officer 5	CW5	Warrant Officer	\$99,554 - \$130,277 per year
O-1	Insignia of an Army Second Lieutenant	Second Lieutenant	2LT	Commissioned Officer	\$40,630 - \$51,127 per year
O-2	Insignia of an Army First Lieutenant	First Lieutenant	1LT	Commissioned Officer	\$46,814 - \$64,782 per year
O-3	Insignia of an Army Captain	Captain	CPT	Commissioned Officer	\$54,176 - \$88,142 per year
O-4	Insignia of an Army Major	Major	MAJ	Field Officer	\$61,621 - \$102,884 per year
O-5	Insignia of an Army Lieutenant Colonel	Lieutenant Colonel	LTC	Field Officer	\$71,417 - \$121,334 per year
O-6	Insignia of an Army Colonel	Colonel	COL	Field Officer	\$85,669 - \$151,661 per year
O-7	Insignia of an Army Brigadier General	Brigadier General	BG	General Officer	\$112,972 - \$168,790 per year
O-8	Insignia of an Army Major General	Major General	MG	General Officer	\$135,954 - \$195,998 per year
O-9	Insignia of an Army Lieutenant General	Lieutenant General	LTG	General Officer	\$192,150 - \$199,300 per year
O-10	Insignia of an Army General	General	GEN	General Officer	\$16,608 per month
O-10	Insignia of an Army General of the Army	General of the Army	GA	General Officer	\$16,608 per month

Navy Pay Grades and Ranks					
PAY GRADE	INSIGNIA	RANK	ABBREVIATION	CLASSIFICATION	2021 PAY RANGE
E-1	No Insignia	Seaman Recruit	SR	Junior Enlisted	\$1,785 per month
E-2	Insignia of a Navy Seaman Apprentice	Seaman Apprentice	SA	Junior Enlisted	\$2,001 per month
E-3	Insignia of a Navy Seaman	Seaman	SN	Junior Enlisted	\$25,247 - \$28,462 per year
E-4	Insignia of a Navy Petty Officer Third Class	Petty Officer Third Class	PO3	Noncommissioned Officer	\$27,965 - \$33,948 per year
E-5	Insignia of a Navy Petty Officer Second Class	Petty Officer Second Class	PO2	Noncommissioned Officer	\$30,499 - \$43,283 per year
E-6	Insignia of a Navy Petty Officer First Class	Petty Officer First Class	PO1	Noncommissioned Officer	\$33,293 - \$51,566 per year
E-7	Insignia of a Navy Chief Petty Officer	Chief Petty Officer	CPO	Senior Noncommissioned Officer	\$38,491 - \$69,185 per year
E-8	Insignia of a Navy Senior Chief Petty Officer	Senior Chief Petty Officer	SCPO	Senior Noncommissioned Officer	\$55,375 - \$78,977 per year
E-9	Insignia of a Navy Master Chief Petty Officer	Master Chief Petty Officer	MCPO	Senior Noncommissioned Officer	\$67,644 - \$105,030 per year
E-9	Insignia of a Navy Command Master Chief Petty Officer	Command Master Chief Petty Officer	CMDCM	Senior Enlisted Advisor	\$67,644 - \$105,030 per year
E-9	Insignia of a Navy Master Chief Petty Officer Of The Navy	Master Chief Petty Officer Of The Navy	MCPON	Senior Enlisted Advisor	\$67,644 - \$105,030 per year
W-2	Insignia of a Navy Chief Warrant Officer 2	Chief Warrant Officer 2	CW2	Warrant Officer	\$45,245 - \$75,517 per year
W-3	Insignia of a Navy Chief Warrant Officer 3	Chief Warrant Officer 3	CW3	Warrant Officer	\$51,134 - \$89,694 per year
W-4	Insignia of a Navy Chief Warrant Officer 4	Chief Warrant Officer 4	CW4	Warrant Officer	\$55,991 - \$104,292 per year
W-5	Insignia of a Navy Chief Warrant Officer 5	Chief Warrant Officer 5	CW5	Warrant Officer	\$99,554 - \$130,277 per year
O-1	Insignia of a Navy Ensign	Ensign	ENS	Junior Officer	\$40,630 - \$51,127 per year
O-2	Insignia of a Navy Lieutenant Junior Grade	Lieutenant Junior Grade	LTJG	Junior Officer	\$46,814 - \$64,782 per year
O-3	Insignia of a Navy Lieutenant	Lieutenant	LT	Junior Officer	\$54,176 - \$88,142 per year
O-4	Insignia of a Navy Lieutenant Commander	Lieutenant Commander	LCDR	Junior Officer	\$61,621 - \$102,884 per year
O-5	Insignia of a Navy Commander	Commander	CDR	Senior Officer	\$71,417 - \$121,334 per year
O-6	Insignia of a Navy Captain	Captain	CAPT	Senior Officer	\$85,669 - \$151,661 per year
O-7	Insignia of a Navy Rear Admiral Lower Half	Rear Admiral Lower Half	RDML	Flag Officer	\$112,972 - \$168,790 per year
O-8	Insignia of a Navy Rear Admiral	Rear Admiral	RADM	Flag Officer	\$135,954 - \$195,998 per year
O-9	Insignia of a Navy Vice Admiral	Vice Admiral	VADM	Flag Officer	\$192,150 - \$199,300 per year
O-10	Insignia of a Navy Admiral	Admiral	ADM	Flag Officer	\$16,608 per month
O-11	Insignia of a Navy Fleet Admiral	Fleet Admiral	FADM	Flag Officer	n/a

Marines Pay Grades and Ranks					
PAY GRADE	INSIGNIA	RANK	ABBREVIATION	CLASSIFICATION	2021 PAY RANGE
E-1	No Insignia	Private	Pvt	Junior Enlisted	\$1,785 per month
E-2	Insignia of a Marine Corps Private First Class	Private First Class	PFC	Junior Enlisted	\$2,001 per month
E-3	Insignia of a Marine Corps Lance Corporal	Lance Corporal	LCpl	Junior Enlisted	\$25,247 - \$28,462 per year
E-4	Insignia of a Marine Corps Corporal	Corporal	Cpl	Noncommissioned Officer	\$27,965 - \$33,948 per year
E-5	Insignia of a Marine Corps Sergeant	Sergeant	Sgt	Noncommissioned Officer	\$30,499 - \$43,283 per year
E-6	Insignia of a Marine Corps Staff Sergeant	Staff Sergeant	SSgt	Staff Noncommissioned Officer	\$33,293 - \$51,566 per year
E-7	Insignia of a Marine Corps Gunnery Sergeant	Gunnery Sergeant	GySgt	Staff Noncommissioned Officer	\$38,491 - \$69,185 per year
E-8	Insignia of a Marine Corps Master Sergeant	Master Sergeant	MSgt	Staff Noncommissioned Officer	\$55,375 - \$78,977 per year
E-8	Insignia of a Marine Corps First Sergeant	First Sergeant	1stSg	Senior Enlisted Advisor	\$55,375 - \$78,977 per year
E-9	Insignia of a Marine Corps Master Gunnery Sergeant	Master Gunnery Sergeant	MGySg	Staff Noncommissioned Officer	\$67,644 - \$105,030 per year
E-9	Insignia of a Marine Corps Sergeant Major	Sergeant Major	SgtMa	Senior Enlisted Advisor	\$67,644 - \$105,030 per year
E-9	Insignia of a Marine Corps Sergeant Major Of The Marine Corps	Sergeant Major Of The Marine Corps	sgtMa	Senior Enlisted Advisor	\$67,644 - \$105,030 per year
W-1	Insignia of a Marine Corps Warrant Officer 1	Warrant Officer 1	WO1	Warrant Officer	\$39,712 - \$68,623 per year
W-2	Insignia of a Marine Corps Chief Warrant Officer 2	Chief Warrant Officer 2	CW2	Warrant Officer	\$45,245 - \$75,517 per year
W-3	Insignia of a Marine Corps Chief Warrant Officer 3	Chief Warrant Officer 3	CW3	Warrant Officer	\$51,134 - \$89,694 per year
W-4	Insignia of a Marine Corps Chief Warrant Officer 4	Chief Warrant Officer 4	CW4	Warrant Officer	\$55,991 - \$104,292 per year
W-5	Insignia of a Marine Corps Chief Warrant Officer 5	Chief Warrant Officer 5	CW5	Warrant Officer	\$99,554 - \$130,277 per year
O-1	Insignia of a Marine Corps Second Lieutenant	Second Lieutenant	2ndLt	Commissioned Officer	\$40,630 - \$51,127 per year
O-2	Insignia of a Marine Corps First Lieutenant	First Lieutenant	1stLt	Commissioned Officer	\$46,814 - \$64,782 per year
O-3	Insignia of a Marine Corps Captain	Captain	Capt	Commissioned Officer	\$54,176 - \$88,142 per year
O-4	Insignia of a Marine Corps Major	Major	Maj	Field Officer	\$61,621 - \$102,884 per year
O-5	Insignia of a Marine Corps Lieutenant Colonel	Lieutenant Colonel	LtCol	Field Officer	\$71,417 - \$121,334 per year
O-6	Insignia of a Marine Corps Colonel	Colonel	Col	Field Officer	\$85,669 - \$151,661 per year
O-7	Insignia of a Marine Corps Brigadier General	Brigadier General	BGen	General Officer	\$112,972 - \$168,790 per year
O-8	Insignia of a Marine Corps Major General	Major General	MajGen	General Officer	\$135,954 - \$195,998 per year
O-9	Insignia of a Marine Corps Lieutenant General	Lieutenant General	LtGen	General Officer	\$192,150 - \$199,300 per year
O-10	Insignia of a Marine Corps General	General	Gen	General Officer	\$16,608 per month

Air Force Pay Grades and Ranks					
PAY GRADE	INSIGNIA	RANK	ABBREVIATION	CLASSIFICATION	2021 PAY RANGE
E-1	No Insignia	Airman Basic	AB	Enlisted Airman	\$1,785 per month
E-2	Insignia of an Air Force Airman	Airman	Amn	Enlisted Airman	\$2,001 per month
E-3	Insignia of an Air Force Airman First Class	Airman First Class	A1C	Enlisted Airman	\$25,247 - \$28,462 per year
E-4	Insignia of an Air Force Senior Airman	Senior Airman	SrA	Enlisted Airman	\$27,965 - \$33,948 per year
E-5	Insignia of an Air Force Staff Sergeant	Staff Sergeant	SSgt	Noncommissioned Officer	\$30,499 - \$43,283 per year
E-6	Insignia of an Air Force Technical Sergeant	Technical Sergeant	TSgt	Noncommissioned Officer	\$33,293 - \$51,566 per year
E-7	Insignia of an Air Force Master Sergeant	Master Sergeant	MSgt	Noncommissioned Officer	\$38,491 - \$69,185 per year
E-8	Insignia of an Air Force Senior Master Sergeant	Senior Master Sergeant	SMSgt	Noncommissioned Officer	\$55,375 - \$78,977 per year
E-9	Insignia of an Air Force Chief Master Sergeant	Chief Master Sergeant	CMSgt	Noncommissioned Officer	\$67,644 - \$105,030 per year
E-9	Insignia of an Air Force Command Chief Master Sergeant	Command Chief Master Sergeant	CCM	Noncommissioned Officer	\$67,644 - \$105,030 per year
E-9	Insignia of an Air Force Chief Master Sergeant Of The Air Force	Chief Master Sergeant Of The Air Force	CMSAF	Noncommissioned Officer (Special)	\$67,644 - \$105,030 per year
O-1	Insignia of an Air Force Second Lieutenant	Second Lieutenant	2d Lt	Commissioned Officer	\$40,630 - \$51,127 per year
O-2	Insignia of an Air Force First Lieutenant	First Lieutenant	1st L	Commissioned Officer	\$46,814 - \$64,782 per year
O-3	Insignia of an Air Force Captain	Captain	Capt	Commissioned Officer	\$54,176 - \$88,142 per year
O-4	Insignia of an Air Force Major	Major	Maj	Field Officer	\$61,621 - \$102,884 per year
O-5	Insignia of an Air Force Lieutenant Colonel	Lieutenant Colonel	Lt Co	Field Officer	\$71,417 - \$121,334 per year
O-6	Insignia of an Air Force Colonel	Colonel	Col	Field Officer	\$85,669 - \$151,661 per year
O-7	Insignia of an Air Force Brigadier General	Brigadier General	Brig	General Officer	\$112,972 - \$168,790 per year
O-8	Insignia of an Air Force Major General	Major General	Maj G	General Officer	\$135,954 - \$195,998 per year
O-9	Insignia of an Air Force Lieutenant General	Lieutenant General	Lt Ge	General Officer	\$192,150 - \$199,300 per year
O-10	Insignia of an Air Force General	General	Gen	General Officer	\$16,608 per month
O-10	Insignia of an Air Force General of the Air Force	General of the Air Force	GAF	General Officer	\$16,608 per month

Coast Guard Pay Grades and Ranks					
PAY GRADE	INSIGNIA	RANK	ABBREVIATION	CLASSIFICATION	2021 PAY RANGE
E-1	No Insignia	Seaman Recruit	SR	Seaman	\$1,785 per month
E-2	Insignia of a Coast Guard Seaman Apprentice	Seaman Apprentice	SA	Seaman	\$2,001 per month
E-3	Insignia of a Coast Guard Seaman	Seaman	SN	Seaman	\$25,247 - \$28,462 per year
E-4	Insignia of a Coast Guard Petty Officer Third Class	Petty Officer Third Class	PO3	Petty Officer	\$27,965 - \$33,948 per year
E-5	Insignia of a Coast Guard Petty Officer Second Class	Petty Officer Second Class	PO2	Petty Officer	\$30,499 - \$43,283 per year
E-6	Insignia of a Coast Guard Petty Officer First Class	Petty Officer First Class	PO1	Petty Officer	\$33,293 - \$51,566 per year
E-7	Insignia of a Coast Guard Chief Petty Officer	Chief Petty Officer	CPO	Chief Petty Officer	\$38,491 - \$69,185 per year
E-8	Insignia of a Coast Guard Senior Chief Petty Officer	Senior Chief Petty Officer	SCPO	Chief Petty Officer	\$55,375 - \$78,977 per year
E-9	Insignia of a Coast Guard Master Chief Petty Officer	Master Chief Petty Officer	MCPO	Chief Petty Officer	\$67,644 - \$105,030 per year
E-9	Insignia of a Coast Guard Command Master Chief Petty Officer	Command Master Chief Petty Officer	CMC	Chief Petty Officer	\$67,644 - \$105,030 per year
E-9	Insignia of a Coast Guard Master Chief Petty Officer Of The Coast Guard	Master Chief Petty Officer Of The Coast Guard	MCPOC	Chief Petty Officer (Special)	\$67,644 - \$105,030 per year
W-2	Insignia of a Coast Guard Chief Warrant Officer 2	Chief Warrant Officer 2	CWO-2	Chief Warrant Officer	\$45,245 - \$75,517 per year
W-3	Insignia of a Coast Guard Chief Warrant Officer 3	Chief Warrant Officer 3	CWO-3	Chief Warrant Officer	\$51,134 - \$89,694 per year
W-4	Insignia of a Coast Guard Chief Warrant Officer 4	Chief Warrant Officer 4	CWO-4	Chief Warrant Officer	\$55,991 - \$104,292 per year
O-1	Insignia of a Coast Guard Ensign	Ensign	ENS	Junior Officer	\$40,630 - \$51,127 per year
O-2	Insignia of a Coast Guard Lieutenant Junior Grade	Lieutenant Junior Grade	LTJG	Junior Officer	\$46,814 - \$64,782 per year
O-3	Insignia of a Coast Guard Lieutenant	Lieutenant	LT	Junior Officer	\$54,176 - \$88,142 per year
O-4	Insignia of a Coast Guard Lieutenant Commander	Lieutenant Commander	LCDR	Junior Officer	\$61,621 - \$102,884 per year
O-5	Insignia of a Coast Guard Commander	Commander	CDR	Senior Officer	\$71,417 - \$121,334 per year
O-6	Insignia of a Coast Guard Captain	Captain	CAPT	Senior Officer	\$85,669 - \$151,661 per year
O-7	Insignia of a Coast Guard Rear Admiral Lower Half	Rear Admiral Lower Half	DRML	Flag Officer	\$112,972 - \$168,790 per year
O-8	Insignia of a Coast Guard Rear Admiral	Rear Admiral	RADM	Flag Officer	\$135,954 - \$195,998 per year
O-9	Insignia of a Coast Guard Vice Admiral	Vice Admiral	VADM	Flag Officer	\$192,150 - \$199,300 per year
O-10	Insignia of a Coast Guard Admiral	Admiral	ADM	Flag Officer	\$16,608 per month

Military Leadership Training by Pay Grade						
PAY GRADE	RANK	LEADERSHIP LEVEL 1	LEADERSHIP LEVEL 2	LEADERSHIP LEVEL 3	LEADERSHIP LEVEL 4	LEADERSHIP LEVEL 5
E-1	PVT					
E-2	PV2					
E-3	PFC					
E-4	SPC /CPL					
E-5	SGT	Basic Leader Course (BLC) <i>Formerly Primary Leadership Development Course (PLDC)</i>				
E-6	SSG	BLC <i>Formerly PLDC</i>	Advanced Leader Course (ALC) <i>Formerly Basic Non-Commissioned Officer Course (BNOC)</i>			
E-7	SFC	BLC <i>Formerly PLDC</i>	ALC <i>Formerly BNOC</i>	Senior Leadership Course (SLC) <i>Formerly Advanced Non-Commissioned Officer Course (ANOC)</i>		
E-8	MSG/1SG	BLC <i>Formerly PLDC</i>	ALC <i>Formerly BNOC</i>	SLC <i>Formerly ANOC</i>	Master Leader Course (MLC)	
E-9	SGM	BLC <i>Formerly PLDC</i>	ALC <i>Formerly BNOC</i>	SLC <i>Formerly ANOC</i>	MLC/Brigade and Battalion Pre-Command Course (BBPCC)	Sergeant Major Academy (SMA)/ Command Sergeant Major Course (CSMC)
W1	CW1	Warrant Officer Candidate School (WOCS)				
W2	CW2	WOCS	Warrant Officer Basic School (WOBS)			
W3	CW3	WOCS	WOBS	Warrant Officer Academy (WOAS)		
W4	CW4	WOCS	WOBS	WOAS	Warrant Office Staff Course (WOSC)	
W5	CW5	WOCS	WOBS	WOAS	WOSC (WO Staff Course)	Warrant Officer Senior Service Education (WOSSE) (WO Sr Svc Ed)
O1	1LT	Basic Officer Leader Course (BOLC) <i>Formerly Officer Basic Course (OBC)</i>				
O2	2LT	BOLC <i>Formerly OBC</i>				
O3	CPT	BOLC <i>Formerly OBC</i>	Captains Career Course (CCC)			
O4	MAJ	BOLC <i>Formerly OBC</i>	CCC	Brigade and Battalion Pre-Command Course (BBPCC)	Command & General Staff Officers Course (CGSC)	
O5	LTC	BOLC <i>Formerly OBC</i>	CCC	BBPCC	CGSC	War College

Military Leadership Training Description

COURSE	DESCRIPTION
Basic Leader Course	A month-long course that teaches Specialists and Corporals the basic skills to lead small groups of Soldiers. This course is hard hitting and intensive with emphasis on leadership skills and prepares Soldiers to advance to the rank of Sergeant.
Advanced Leader Course	A branch-specific course that provides Soldiers selected for promotion to SSG an opportunity to enhance leadership, technical skill, tactical expertise and experience needed to lead squad-size units.
Senior Leadership Course	Branch-specific course that provides an opportunity for Soldiers selected for promotion to SFC to acquire the leader, technical, and tactical skills, knowledge, and experience needed to lead platoon-size units.
Master Leader Course	27 lessons which total 112 academic hours during a continuous 14-day program of instruction. The MLC lessons are progressive and sequential, covered in four Army Learning Areas: Human Dimension, Army Profession and Leadership, Professional Competence, and Mission Command.
Warrant Officer Candidate School	5 week course to educate, train, and inspire candidates so that each graduate is an officer of character; committed to doing what is right legally, morally, and ethically both on and off duty; an officer who is committed to professional growth through life-long learning;
Warrant Office Basic School	5 week course to certify warrant officers as technically and tactically competent to serve as warrant officers in a designated specialty.
Warrant Office Advanced School	Focuses on advanced technical training and common leader development subjects designed to prepare officers for assignment
Warrant Officer Staff Course	Prepares warrant officers for staff assignments/ administrative and policy
Warrant Officer Senior Service Education	Resident 4 week course providing senior level education, knowledge, and influential leadership skills necessary to apply their technical expertise in support of leaders on strategic level joint, interagency, intergovernmental, and multinational (JIIM) organizations
Basic Officer Leader Course	Entry-level course for becoming commissioned officers in the Army and is conducted in two phases over seven weeks, including classroom training and field training that teaches the basic skills to lead small groups of soldiers.
Captains Career Course	Provide captains with tactical, technical and leadership knowledge and skills they need to lead company-sized units and serve on battalion and brigade staffs.
Battalion and Brigade Pre-Command Course	Designed to foster a shared understanding of Army policies and programs, the expectations of strategic leadership for command teams at the tactical/ operational levels, and the challenges associated with current and future resource environments.



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