



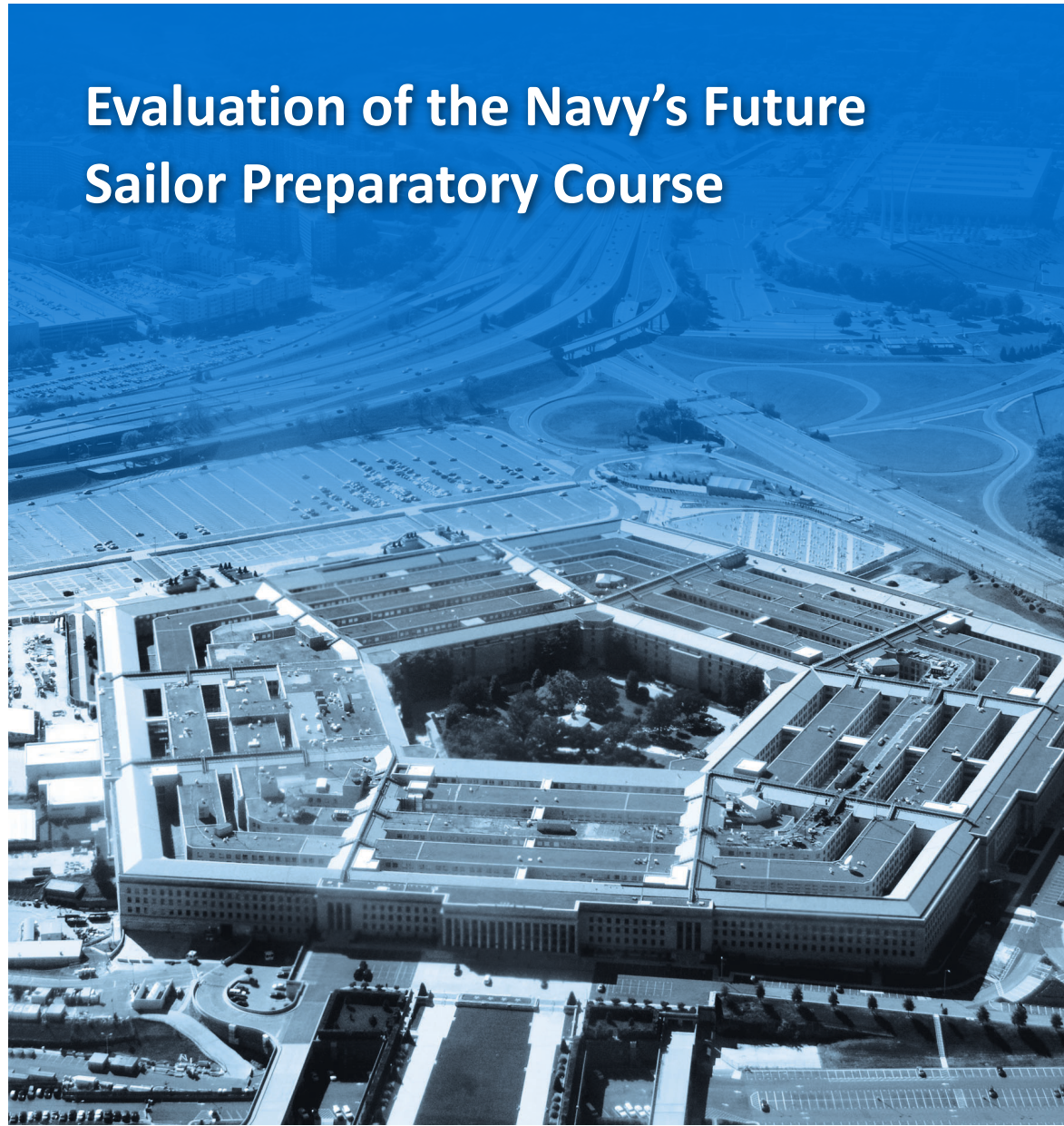
INSPECTOR GENERAL

U.S. Department of Defense

DECEMBER 17, 2025



Evaluation of the Navy's Future Sailor Preparatory Course



INDEPENDENCE ★ INTEGRITY ★ EXCELLENCE ★ TRANSPARENCY





Results in Brief

Evaluation of the Navy's Future Sailor Preparatory Course

December 17, 2025

Objective

The objective of this evaluation was to determine whether the Navy's Future Sailor Preparatory Course (FSPC) effectively prepared participants to meet or exceed the DoD's minimum enlistment standards.

Background

The Navy established the FSPC to address recruiting challenges and increase the number of potential applicants for naval service. Specifically, in April 2023, the Navy launched the FSPC-Fitness Skills Development (FSPC-FSD) program to provide recruits an opportunity to overcome physical fitness barriers to service, and to increase the number of potential applicants for naval service. In January 2024, the Navy launched the FSPC-Academic Skills Development (FSPC-ASD) program to increase the number of potential applicants who may qualify for naval service and increase the number of jobs for which recruits qualify.

Finding

As of March 31, 2025, the Navy's FSPC prepared 6,002 recruits to meet or exceed minimum DoD enlistment standards. However, Recruit Training Command (RTC) officials did not take all steps necessary to ensure the long-term success of the FSPC program. Specifically, RTC officials did not establish FSPC-specific procedures, such as a standard operating procedure, to govern the day-to-day operations of the program. Additionally, RTC officials did not maintain source documentation on Body Composition Assessments (BCAs) conducted while recruits were in the FSPC-FSD.

Finding (cont'd)

According to RTC officials, they did not establish formal procedures because they decided to wait for the program to mature and stabilize, citing frequent policy changes that impacted the FSPC. Additionally, RTC officials stated that the form used to document FSPC-FSD BCAs was not a Navy sanctioned form, therefore, the RTC was not required to maintain it.

Without documented procedures, RTC officials do not have reasonable assurance that FSPC processes are applied consistently, especially as RTC officials rotate out of the FSPC program. Additionally, without maintaining reliable documentation on BCAs conducted during the program, RTC officials may be limited in their ability to determine the long-term effectiveness of the program.

Recommendations

We recommend that the Commanding Officer, RTC, establish written procedures to govern the day-to-day operations of the FSPC and implement a process to record and maintain FSPC BCA results in an authoritative Navy repository in accordance with the Navy's record retention policy.

Management Comments and Our Response

During the evaluation, the RTC took action to establish written procedures to govern the day-to-day operations of the FSPC. On June 24, 2025, the RTC issued a standard operating procedure to support the operation of the FSPC. The actions satisfy the intent of Recommendation 1; therefore, the recommendation is closed. Additionally, the Commander, Naval Service Training Command, responding for the Commanding Officer, RTC agreed with our recommendation to record and maintain FSPC BCA results in an authoritative repository. Therefore, the recommendation is resolved but will remain open.

Please see the Recommendations Table on the next page for the status of the recommendations.

Recommendations Table

Management	Recommendations Unresolved	Recommendations Resolved	Recommendations Closed
Commanding Officer, Recruit Training Command	None	2	1

Note: The following categories are used to describe agency management’s comments to individual recommendations.

- **Unresolved** – Management has not agreed to implement the recommendation or has not proposed actions that will address the recommendation.
- **Resolved** – Management agreed to implement the recommendation or has proposed actions that will address the underlying finding that generated the recommendation.
- **Closed** – The DoD OIG verified that the agreed-upon corrective actions were implemented.



OFFICE OF INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
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December 17, 2025

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR PERSONNEL
AND READINESS
COMMANDER, NAVAL SERVICE TRAINING COMMAND
COMMANDING OFFICER, RECRUIT TRAINING COMMAND
AUDITOR GENERAL, DEPARTMENT OF THE NAVY

SUBJECT: Evaluation of the Navy's Future Sailor Preparatory Course
(Report No. DODIG-2026-038)

This final report provides the results of the DoD Office of Inspector General's evaluation. We previously provided copies of the draft report and requested written comments on the recommendations. We considered management comments in finalizing the report and included them in the report.

During the evaluation, the Recruit Training Command took action to address Recommendation 1. In response to the draft report, the Commander, Naval Service Training Command agreed to address Recommendation 2; therefore, we consider the recommendation resolved but it will remain open. We will close the recommendation when we receive documentation showing that all agreed-upon actions to implement it were completed. Therefore, please provide us within 90 days your response concerning specific actions in process or completed on the recommendations. Send your response to either [REDACTED] if unclassified or [REDACTED] if classified SECRET.

If you have any questions, please contact [REDACTED]

We appreciate the cooperation and assistance received during the evaluation.

Bryan Clark

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Assistant Inspector General for Evaluations
Programs, Combatant Commands, and Operations

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Introduction

Objective

The objective of the evaluation was to determine the effectiveness of the U.S. Navy's Future Sailor Preparatory Course (FSPC) in preparing participants to meet or exceed the DoD's enlistment standards.

Background

To enlist in the military, applicants must meet specific physical and educational standards. DoD Instruction (DoDI) 1308.03 establishes body composition standards for the Military Services.¹ According to DoDI 1308.03, the maximum body fat standards for Service members cannot exceed 26 percent for men and 36 percent for women. Additionally, Military Service applicants must obtain a qualifying score on the Armed Forces Qualification Test (AFQT). The AFQT is the primary test used by the Military Services to determine general eligibility for serving in the military and to report applicant and recruit quality. DoDI 1145.01 prohibits candidates with an AFQT score below the 10th percentile from enlisting in the military.²

The Navy's Future Sailor Preparatory Course

In March 2023, the Under Secretary of the Navy expressed concerns with the Navy's ability to recruit and retain sailors.³ The Under Secretary of the Navy attributed the Navy's recruiting challenges to factors such as a competitive job market and a shrinking pool of eligible candidates. In April 2023, the Navy launched the FSPC-Fitness Skills Development (FSPC-FSD) program to provide recruits an opportunity to overcome physical fitness barriers to service and to increase the number of potential applicants for naval service. The FSPC-FSD is available to recruits who enlist with a body fat percentage up to 6 percent above the DoD standards—32 percent for men and 42 percent for women. The FSPC-FSD is a 3-week program that consists of low impact workouts and classes on nutrition and sleep hygiene. FSPC-FSD recruits participate in weekly Body Composition Assessments (BCAs) and move to Basic Military Training (BMT) upon meeting DoD enlistment standards.

¹ DoDI 1308.03, "DoD Physical Fitness/Body Composition Program," March 10, 2022.

² DoDI 1145.01, "Qualitative Distribution of Military Manpower," December 12, 2013 (Incorporating Change 3, Effective September 19, 2024).

³ To Receive Testimony on the Recruiting Challenges Facing the United States Military: Hearing Before the Senate Armed Services Committee, 118th Cong. 1-2 (2023) (testimony of Hon. Erik K. Raven, Under Secretary of the Navy).

In January 2024, the Navy launched the FSPC-Academic Skills Development (FSPC-ASD) program to provide recruits an opportunity to increase their AFQT scores, increasing the number of jobs that recruits qualify for and the number of potential applicants who may qualify for naval service. The FSPC-ASD is available to recruits who score below the 31st percentile on their AFQT. The FSPC-ASD consists of a 3-week curriculum focused on improving AFQT scores through tutoring, practice testing, and courses on math, vocabulary, and reading comprehension. After 3 weeks, recruits take the Armed Forces Classification Test to obtain their updated AFQT score.⁴ Recruits complete the FSPC-ASD and move to BMT by increasing their AFQT scores. For both the FSPC-FSD and FSPC-ASD, the Commanding Officer, Recruit Training Command (RTC), evaluates recruits that do not meet the graduation standards within 90 days for continuation in the program based on the recruit's motivation and progress.

Roles and Responsibilities

In addition to conducting the Navy's BMT, the RTC conducts the FSPC. The RTC is responsible for transforming recruits into highly professional Sailors through screening, equipping, educating, training, and providing attitudinal development. The Naval Service Training Command (NSTC) provides oversight of the RTC and the FSPC, and is responsible for creating, modifying and improving curriculum and training objectives, to include the curriculum and training objectives used by the FSPC.

Navy Recruiting Efforts

After missing its recruiting goal for active-duty enlistments in FY 2023 by 7,464 sailors, the Navy met its recruiting goals for FY 2024 and FY 2025. Specifically, on October 1, 2024, the Navy announced that it exceeded its FY 2024 recruiting goal, and on June 18, 2025, the Navy announced that it met its FY 2025 recruiting goal three months early. In a June 2025 press release, Navy officials attributed the recent recruiting success to the implementation of the FSPC as well as other Navy recruiting initiatives.

⁴ The Armed Forces Classification Test is the in-service assessment used to evaluate enlisted Service members for possible reclassification and retraining opportunities.

Finding

The Navy's FSPC Effectively Prepared Recruits to Meet or Exceed Enlistment Standards, but Additional Steps Are Needed to Ensure Long-Term Success

As of March 31, 2025, the Navy's FSPC prepared 6,002 recruits to meet or exceed the DoD's minimum enlistment standards. To prepare these recruits, RTC officials provided them with instruction on the importance of nutritious eating and regular supervised exercise sessions as well as classes on foundational math, algebra, geometry, reading comprehension, and vocabulary.

However, RTC officials did not take all the steps necessary to ensure the long-term success of the FSPC program. Specifically, RTC officials did not establish FSPC-specific procedures, such as a standard operating procedure, to govern the day-to-day operations of the program. According to RTC officials, they did not establish formal procedures because they decided to wait for the program to mature and stabilize, citing frequent policy changes that impacted the FSPC. Additionally, RTC officials did not maintain source documentation for BCAs conducted on 41 of 45 FSPC-FSD recruits we sampled, as required by the Navy's records retention policy.⁵ This occurred because according to RTC officials, since the form used to document FSPC BCAs was not a Navy sanctioned form, the RTC was not required to maintain it in accordance with the Navy's record retention policy. However, because the form documents quantitative data which serves as the basis for whether a recruit graduates the FSPC-FSD, the form meets the definition of a record and should be maintained in accordance with the Navy's record retention policy.

Without documented procedures, RTC officials do not have reasonable assurance that FSPC processes are applied consistently, especially as RTC officials rotate out of the FSPC program. Documented procedures could assist RTC officials in ensuring the continued success of the program. Moreover, without maintaining reliable documentation on BCAs conducted during the program, RTC officials may be limited in their ability to determine the long-term effectiveness of the program.

⁵ Secretary of the Navy Manual 5210.1, "Department of the Navy Records Management Program," September 23, 2019.

The Navy's FSPC Effectively Prepared Recruits to Meet or Exceed DoD Enlistment Standards

As of March 31, 2025, the Navy's FSPC prepared 6,002 recruits to meet or exceed minimum DoD enlistment standards. Specifically, 1,137 recruits who previously did not meet DoD physical enlistment standards completed the FSPC-FSD and progressed to BMT. Additionally, 4,865 recruits completed the FSPC-ASD and improved their eligibility to join higher priority career fields helping to address the Navy's recruiting challenges.

Based on our review of FSPC training materials, data collected on recruits in the program, interviews with NSTC and RTC officials, and observations of FSPC exercise sessions and mathematics and vocabulary classes, we found that the FSPC effectively prepared recruits to meet or exceed the DoD's enlistment standards. Specifically, to prepare recruits, RTC officials provided recruits with instruction on the importance of nutritious eating and regular supervised exercise sessions as well as classes on foundational math, algebra, geometry, reading comprehension, and vocabulary. Although the FSPC prepared recruits to meet or exceed the DoD's minimum enlistment standards, RTC officials did not take all the steps, including formalizing FSPC procedures or maintaining reliable BCA documentation, necessary to ensure the long-term success of the program.

RTC Did Not Establish FSPC-Specific Procedures

RTC officials did not establish FSPC-specific procedures, such as a standard operating procedure, to govern the day-to-day operations of the program. For example, while RTC officials implemented processes to monitor recruits for rapid weight loss and conducted weekly BCAs for FSPC-FSD recruits, RTC officials did not formally document the processes in a policy or standard operating procedure. NSTC Instruction 5450.3C requires that the RTC Commanding Officer issue internal instructions, regulations, orders, and notices required to support the RTC assigned mission.⁶

According to NSTC and RTC officials, the RTC did not establish FSPC-specific procedures because of frequent policy changes that impacted the FSPC. Specifically, RTC officials cited several decision guidance memorandums issued by the Office of the Chief of Naval Operations. This included a September 23, 2024 memorandum that altered the entry and graduation requirements of the program.⁷

⁶ NSTC Instruction 5450.3C "Mission, Function and Tasks of Recruit Training Command," November 21, 2022.

⁷ Deputy Chief of Naval Operations for Personnel, Manpower, and Training, N13 memorandum, "Armed Forces Classification Test Category IV Accession and Future Sailor Preparatory Course Academic Track Policy—Fiscal Year 2025," September 23, 2024.

The memorandums set the overall objectives for the FSPC but did not provide detailed guidance on the daily operations of the program. Moreover, RTC officials stated that the command began developing FSPC procedures in January 2023 to ensure continuity of operations, but decided to wait until the program matured and stabilized before finalizing the procedures.

Without established procedures, FSPC officials do not have assurance that processes are consistently applied. Additionally, documented procedures would provide RTC officials with a means to retain organizational knowledge of the FSPC's established processes and mitigate the risk of having that knowledge limited to a few individuals.

During our site visit on June 13, 2025, we informed the NSTC Commander and RTC Commanding Officer that we identified a lack of documented FSPC-specific procedures. The Commanding Officer stated that the FSPC team developed a standard operating procedure, and that it was with RTC leadership for review. On June 24, 2025, the Commanding Officer issued Navy Recruit Training Command Instruction 1552.1, which outlined the administrative organization and management of the FSPC and contained standard operating procedures and safety precautions to support the operation of the FSPC.⁸ We reviewed the Instruction and verified that it outlines the management of the FSPC and includes safety precautions to support the operation of the program.

RTC Officials Did Not Maintain Documentation on Recruit BCAs Performed During the FSPC

RTC officials did not maintain source documentation on BCAs conducted while recruits were in the FSPC-FSD. Specifically, we reviewed a nonstatistical sample of 45 FSPC-FSD recruits and determined that RTC officials did not maintain the FSPC BCA Tracker for 41 of the 45 recruits. The FSPC BCA Tracker is a supplemental document RTC officials add to FSPC-FSD recruits' Hardcards to record BCA results.⁹ However, 41 of the 45 recruit Hardcards did not include the FSPC BCA Tracker.

Before our June 2025 site visit, NSTC officials provided a dataset that included the results of recruit BCAs conducted during the FSPC-FSD. Additionally, during our site visit, we observed FSPC officials using the FSPC BCA Tracker to record the results of each FSPC-FSD recruit's BCA and then entering the results into the FSPC internal database, which was the source of the dataset NSTC officials provided. While RTC officials maintained the BCA results in an FSPC internal

⁸ Navy Recruit Training Command Instruction 1552.1, "Future Sailor Preparatory Course Division Standard Operating Procedures," June 24, 2025.

⁹ A recruit Hardcard is a physical and chronological record of completed training objectives for basic training.

database, the officials stated that the database was not the authoritative source of BCA information. Because the FSPC BCA Tracker was missing from the Hardcards, we were unable to verify the accuracy of the BCA results recorded in the dataset for the 41 recruits. RTC officials could not explain why the FSPC BCA Tracker was missing from the recruit Hardcards because, according to the officials, what happens with a recruit's Hardcard once a recruit graduates or separates from the program is outside the purview of FSPC officials.¹⁰ Moreover, the officials stated that because the FSPC BCA Tracker is not a Navy sanctioned form, the RTC is not required to maintain the form in accordance with the Navy's record retention policy. However, because FSPC officials' use of the FSPC BCA Tracker demonstrates FSPC operations and, more importantly, documents quantitative data that serves as the basis for whether a recruit graduates the FSPC-FSD, the FSPC BCA Tracker meets the legal definition of a record according to the Navy's record retention policy.

SECNAV Manual 5210.1 is the Department of the Navy's record retention policy and cites section 3301, title 44, United States Code, to provide the definition of a record as:

all recorded information, regardless of form or characteristics, made or received by a Federal agency under Federal law or in connection with the transaction of public business and preserved or appropriate for preservation by that agency or its legitimate successor as evidence of the organization, functions, policies, decisions, procedures, operations, or other activities of the United States Government or because of the informational value of data in them.¹¹

Furthermore, the "Military Personnel" chapter of the SECNAV Manual 5210.1 disposition schedule states that records related to the daily administration and operation of personnel programs must be maintained by calendar year and destroyed after 3 years. This includes physical fitness records, such as the FSPC BCA Tracker. Therefore, RTC officials should be maintaining the FSPC BCA Tracker in accordance with SECNAV Manual 5210.1.

During the site visit, RTC officials demonstrated their plan to use the Navy's Corporate Enterprise Training Activity Resource System (CeTARS) to document the results of recruit BCAs; therefore, CeTARS will serve as the authoritative source of recruit BCA results during the FSPC.¹² The RTC officials anticipate transitioning

¹⁰ Once a recruit graduates BMT or is separated from the Navy, RTC officials transfer the recruit's Hardcard to the RTC's record retention department for preservation for 2 years.

¹¹ Secretary of the Navy (SECNAV) Manual 5210.1, "Department of the Navy Records Management Program," September 23, 2019, establishes policies and procedures for the life cycle management (creation, maintenance, use, and disposition) of Department of the Navy records and includes disposition, or records management, schedules. Section 3310, title 44, United States Code, "Definition of records," in effect on August 4, 2025.

¹² CeTARS is the Deputy Chief of Naval Operations for Personnel, Manpower and Training's training management system and the authoritative source for all formal Navy course data, student data and training statistics.

to the use of CeTARS to track FSPC recruit BCAs in 2025. However, until the Navy modifies CeTARS to include the FSPC BCA tracking capability, RTC officials do not have reasonable assurance that the BCAs recorded in the FSPC internal database are an accurate reflection of the recruit BCAs conducted during the program. Without maintaining the FSPC BCA Tracker, RTC officials are missing the authoritative documentation of a crucial metric that may correlate with the long-term effectiveness of the FSPC—a program to which the Navy, in part, attributes its most recent recruiting success.

Without Documented Procedures and Authoritative Documentation, the RTC Can Not Ensure the Success of the FSPC

Without documented procedures, FSPC officials do not have reasonable assurance that FSPC processes are applied consistently. Documented guidance for the FSPC will ensure that roles and responsibilities are understood, and procedures are consistently followed, especially as personnel rotate out of the FSPC program. Personnel rotations highlight the importance of creating and maintaining consistent records to ensure continuity within the FSPC program. Additionally, documented procedures could assist RTC officials in ensuring the continued success of the program. Moreover, without maintaining documentation on BCAs conducted during the program, RTC officials may be unable to provide assurance that the FSPC will meet its intended objective of expanding the recruiting pool without lowering entry requirements.

Recommendations, Management Comments, and Our Response

Recommendation 1

We recommend that the Commanding Officer, Recruit Training Command, establish written procedures to govern the day-to-day operations of the Future Sailor Preparatory Course.

Management Actions Taken

During the evaluation, on June 24, 2025, the Commanding Officer, RTC, issued Navy Recruit Training Command Instruction 1552.1, a standard operating procedure to assist RTC officials in the discharge of administrative and routine duties pertaining to recruits assigned to the FSPC.

Our Response

The actions taken by the RTC addressed the specifics of the recommendation. NSTC officials provided us with a copy of Navy Recruit Training Command Instruction 1552.1 on July 1, 2025. We reviewed the Instruction and verified that it outlines the management of the FSPC and includes safety precautions to support the operation of the program. Therefore, the recommendation is closed.

Recommendation 2

We recommend that the Commanding Officer, Recruit Training Command, develop and implement a process to record and maintain Future Sailor Preparatory Course Body Composition Assessment results in an authoritative Navy repository, in accordance with the appropriate disposition schedule of the Department of the Navy's Records Management Program Manual, Chapter 1, "Military Personnel Records," current version.

Commander, Naval Service Training Command Comments

The NSTC Commander, responding for the RTC Commanding Officer, agreed with the recommendation, stating that a centralized record of FSPC-FSD BCAs should be implemented to serve as the authoritative source of recruit BCAs. The Commander added that the RTC worked with the Naval Education and Training Command to develop and implement a BCA module within CeTARS to record and maintain BCA measurements in accordance with the Navy's Record Management Program. Furthermore, the Commander stated that the CeTARS BCA module was implemented on November 18, 2025, and all FSPC-FSD data beginning October 1, 2025, will be entered into the module to ensure the Navy captures all FY 2026 data in the system.

Our Response

Comments from the NSTC Commander addressed the specifics of the recommendation; therefore, it is resolved but will remain open. In addition to providing comments to this report, the NSTC Commander provided documentation depicting the CeTARS BCA module. We reviewed the documentation and verified the BCA data points recorded in the module. However, the documentation did not include guidance requiring the use of the CeTARS module for FSPC-FSD BCAs. We will close this recommendation after we receive documentation outlining guidance provided to RTC personnel requiring them to document FSPC-FSD BCA results in CeTARS.

Appendix

Scope and Methodology

We conducted this evaluation from April 2025 through August 2025 in accordance with the “Quality Standards for Inspection and Evaluation,” published in December 2020 by the Council of Inspectors General on Integrity and Efficiency. Those standards require that we adequately plan the evaluation to ensure that objectives are met and that we perform the evaluation to obtain sufficient, competent, and relevant evidence to support the findings, conclusions, and recommendations. We believe that the evidence obtained was sufficient, competent, and relevant to lead a reasonable person to sustain the findings, conclusions, and recommendations.

To determine whether the Navy’s FSPC effectively prepared recruits to meet or exceed DoD enlistment standards, we reviewed DoD and Navy policies and procedural documents, and FSPC training materials. The DoD and Navy policies and procedural documents we reviewed include the following.

- DoDI 1145.01, “Qualitative Distribution of Military Manpower,” December 12, 2013 (Incorporating Chage 3, Effective September 19, 2024).
- DoDI 1308.03, “DoD Physical Fitness/Body Composition Program,” March 10, 2022.
- Secretary of the Navy Manual 5210.1, “Department of the Navy Records Management Program,” September 23, 2019.
- Deputy Chief of Naval Operations for Personnel, Manpower, and Training Memorandum (N1), “Future Sailor Preparatory Course Academic Track Policy Revision Two,” May 23, 2024.
- Director, Military Personnel Plans and Policy (N13) Memorandum, “Future Sailor Preparatory Course Academic Track Policy,” February 12, 2024.
- Director, Military Personnel Plans and Policy (N13) Memorandum, “Future Sailor Preparatory Course Academic Track Policy-Revision One,” February 27, 2024.
- Director, Military Personnel Plans and Policy (N13) Memorandum, “Armed Forces Classification Test Category IV Accession and Future Sailor Preparatory Course Academic Track Policy-Fiscal Year 2025,” September 23, 2024.
- Navy Military Personnel Manual 1236-010, “Armed Force Classification Test (AFCT) Administration and Procedures for Navy Personnel,” April 14, 2021.
- NSTC Instruction 1500.13E, “Naval Service Training Command Training Safety Program,” December 10, 2024.

Additionally, to determine whether the FSPC effectively prepared recruits, we obtained data collected by RTC and NSTC officials on recruits in the FSPC from April 2023 through March 2025. The dataset included the recruits' names and DoD identification numbers, FSPC completion status, initial AFQT scores, AFQT scores obtained while in the FSPC, initial body fat percentage, and body fat percentages for BCAs conducted during the program. Additionally, we interviewed Navy and contractor personnel responsible for training recruits, as well as Navy personnel responsible for overseeing the FSPC. Specifically, we interviewed personnel from the following organizations.

- Naval Service Training Command
- Recruit Training Command
- Navy Medicine Readiness and Training Command Great Lakes

Furthermore, we conducted a site visit to Naval Station Great Lakes, Illinois, in June 2025 to observe FSPC operations and interview personnel. Specifically, during our site visit, we observed the following:

- Night of Arrival BCAs,
- Recruit medical in-processing,
- FSPC-FSD weekly BCAs,
- FSPC-FSD low-impact cardio sessions,
- FSPC-FSD physical training sessions,
- FSPC-ASD mathematics and vocabulary classes, and
- FSPC-ASD recruits taking the Armed Forces Classification Test.

Based on data on recruits in the FSPC, from April 2023 through March 2025, we selected two nonstatistical samples: 45 recruits from a population of 6,132 for the FSPC-ASD, and 45 recruits from a population of 1,640 for the FSPC-FSD. We used the following rationale and criteria in selecting our samples. To remove selection bias, we randomized the universe of recruits in each of the populations and selected the first 45 recruits in each population for review. Our results are based on a nonstatistical sampling methodology and therefore cannot be used to calculate estimates (projections) for the population.

Use of Computer-Processed Data

We used computer-processed data to perform this evaluation. Specifically, we used data from an FSPC internal database and data from CeTARS. To verify the reliability of the data we received, we selected a nonstatistical sample of 45 FSPC-ASD recruits and requested source documentation for the recruits' initial AFQT scores, and AFQT scores obtained during the program. Additionally, we

selected a nonstatistical sample of 45 FSPC-FSD recruits and requested source documents to verify the accuracy of the initial body fat percentage and AFQT score, and the body fat percentage for any BCAs performed while in the program. Based on our comparison of the FSPC internal database against source documents, we were able to verify that the AFQT scores, and initial body fat percentages recorded in the dataset were sufficiently reliable. However, as described in the report, we were unable to verify the accuracy of the BCA's the FSPC officials conducted for 41 of the 45 sampled FSPC-FSD recruits because of missing BCA documentation.

Use of Technical Assistance

The DoD OIG Quantitative Methods Division provided assistance in developing the nonstatistical sampling methodology that we used to determine the reliability of the dataset provided by NSTC and RTC officials.

Prior Coverage

During the last 5 years, the DoD Office of Inspector General (DoD OIG) issued two reports discussing the implementation of a future Servicemember preparatory course. Unrestricted DoD OIG reports can be accessed at <http://www.dodig.mil/reports.html/>.

DoD OIG

Report No. DODIG-2025-069, "Management Advisory: Army's Future Soldier Preparatory Course Places Trainees at Increased Risk of Adverse Health Effects," February 18, 2025

The DoD OIG found that trainees at the Army Training Center and Fort Jackson did not consistently receive the required medical services, such as metabolic and cardiovascular screenings, weekly assessments by a registered dietitian, or medical clearance before moving to basic training. Additionally, trainees attending the Future Soldier Preparatory Course academic component before joining the Assessment of Recruit Motivation and Strength 2.0 pilot program were not tracked or monitored for the provided medical services during the academic component. Among other recommendations, the DoD OIG recommended that the Commanding General of the Army Training and Doctrine Command review resourcing deficiencies within the medical resources dedicated to the Assessment of Recruit Motivation and Strength 2.0 pilot program to develop and implement a plan to meet the medical service requirements for the program.

Report No. DODIG-2025-092, “Management Advisory: Review of the Army’s Future Soldier Preparatory Course,” May 1, 2025

The DoD OIG found that the Army’s implementation of the Academic Skills Development Program portion of the Future Soldier Preparatory Course was effective in increasing the enlistment of Category IV personnel. However, to do this, the Army enacted less restrictive testing standards for Academic Skills Development Program trainees. In addition, the Army used the Academic Skills Development Program trainees’ retest scores to incorrectly reclassify their enlistment categories from AFQT Category IV to III or higher. Furthermore, the DoD OIG found that a significant portion of Army Future Soldier Preparatory Course trainees had difficulty speaking or understanding English. Among other recommendations, the DoD OIG recommended that the Assistant Secretary of the Army (Manpower and Reserve Affairs) develop and implement procedures to ensure that the Future Soldier Preparatory Course meets all in-service testing requirements.

Management Comments

Commander, Naval Service Training Command



~~CUI~~
DEPARTMENT OF THE NAVY
NAVAL SERVICE TRAINING COMMAND
2601A PAUL JONES ST
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5041
Ser N7/1632
15 Oct 25

From: Commander, Naval Service Training Command
To: Department of War Office of the Inspector General

Subj: RESPONSE TO DRAFT REPORT "EVALUATION OF THE NAVY'S FUTURE
SAILOR PREPARATORY COURSE" (PROJECT NO. D2025-DEV0HA.0089.000)

Encl: (1) Body Composition Assessment Module Images

1. I concur with the draft report, "Evaluation of the Navy's Future Sailor Preparatory Course" (Project No. D2025-DEV0HA.0089.000) as written and welcome the opportunity to refine the Navy's Future Sailor Preparatory Courses (FSPC), Fitness Skills Development (FSD) and Academic Skills Development (ASD), to effectively prepare participants to meet or exceed minimum enlistment standards. We appreciate the team's review of the FSPC programs and for highlighting opportunities to improve delivery, accounting, and performance towards providing the Navy with basically trained, physically fit, smartly disciplined warrior Sailors.

2. I concur with the recommendations identified in the report and my team has developed and implemented the following corrective actions:

a. Recommendation 1. The report recommends "that the Commanding Officer, Recruit Training Command, establish written procedures to govern the day-to-day operations of the Future Sailor Preparatory Course."

b. Response to Recommendation 1. I concur that a formalized Standard Operating Procedures document would improve the consistency and reliability of day-to-day operations within the FSPC programs. On 24 June 2025, the CO of RTC signed and published Navy Recruit Training Command Instruction 1552.1, Future Sailor Preparatory Course Division Standard Operating Procedures, satisfying this recommendation. RTC will continue to document process improvements with periodic updates through the annual review cycle. I concur with your decision to mark this recommendation as closed due to sufficient actions taken.

c. Recommendation 2. The report recommends "that the Commanding Officer, Recruit Training Command, develop and implement a process to record and maintain Future Sailor Preparatory Course Body Composition Assessment results in an authoritative Navy repository, in accordance with the appropriate disposition schedule of the Department of the Navy's Records Management Program Manual, Chapter 1, "Military Personnel Records," current version."

d. Response to Recommendation 2. I concur that a centralized record of FSPC-FSD Body Composition Assessments (BCAs) should be implemented to serve as the authoritative source of recruit BCAs. In collaboration with Naval Education Training Command, RTC has developed a BCA module within the Navy's authoritative training management system, Corporate Enterprise

~~CUI~~

Commander, Naval Service Training Command (cont'd)

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Subj: RESPONSE TO DRAFT REPORT "EVALUATION OF THE NAVY'S FUTURE SAILOR PREPARATORY COURSE" (PROJECT NO. D2025-DEV0HA.0089.000)

Training Activity Resource System (CeTARS), to record and maintain measurements in accordance with the DoN's Records Management Program. This module was tested on 29 September 2025 within a CeTARS testing environment and, after a delayed deployment due to the government shutdown, was fully implemented for operational use on 18 November 2025. All FSPC-FSD data beginning 01 October 2025 will be entered to ensure the entirety of Fiscal Year 2026 data is captured. The operational testing and deployment of the module are complete, and upon DoWIG review of enclosure (1) BCA module images, I recommend marking this recommendation as closed due to sufficient actions taken.

3. The point of contact for this response is [REDACTED]

[REDACTED] She may be reached via phone at [REDACTED]



M.T. POTTENBURGH

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~~CUI~~

Acronyms and Abbreviations

AFQT	Armed Forces Qualification Test
ASD	Academic Skills Development
BCA	Body Composition Assessment
BMT	Basic Military Training
CeTARS	Corporate Enterprise Training Activity Resource System
DoDI	DoD Instruction
FSD	Fitness Skills Development
FSPC	Future Sailor Preparatory Course
NSTC	Naval Service Training Command
RTC	Recruit Training Command
SECNAV	Secretary of the Navy



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