**MILPER Message Number
24-381**

**Proponent
FCHC**

**Title
U.S. Army Futures Command Emerging Technology Opportunities
Army Software Factory**

Issued: [17 Sep 24]

1. This MILPER message will expire no later than (NLT) 17 September 2025.

2. The U.S. Army Futures Command (AFC) Emerging Technology Opportunities (ETO) is accepting applications to attend the Soldier-Led Army Software Factory (ASWF), for Fiscal Year 2025/2026 (FY25/FY26).

3. We are seeking Soldiers who possess the knowledge, skills, and behaviors, or have a strong interest in software development and cloud engineering, as well as related fields of agile product management, and user interface design. The AFC ETO are open to Active Component (Army) Officers, Warrant Officers, and Enlisted Soldiers (rank specific guidelines outlined in catalog). The application window will close 31 October 2024 for Cohort 10 and 31 March 2025 for Cohort 11. Applications can still be submitted after this cutoff date, but will only be considered for subsequent cohorts. Specific guidelines and eligibility criteria are outlined in the FY25/FY26 program catalog available via link on the [Army Software Factory website](#) (Navigate to "Who We Are" > "Supporting Commands" > "Army Software Factory").

4. The ASWF Program is an immersive, in-person, collaborative program with courses of instruction to develop software capabilities. The program is located in downtown Austin, TX. The program has three-phases, with a total length of approximately 24-months. The first phase consists of a six-month technical accelerator (technical boot camp) to baseline foundational skills for the selected track. The second phase consists of a six-month experience in which the participant is paired with subject matter experts to further develop foundational skills. The third phase leverages application teams against Army-submitted problems. The ASWF works closely with academic and industry partners to execute this program. The program is open to most grades and all occupational specialties and is focused on developing individuals as functioning team members to solve current and future Army problems with technology. There are four

tracks offered: Product Manager (PM), UI/UX Designer, Software Engineer, and Platform Engineer.

Cohort	Application Suspense Date	Start Date	Assignment Length
Cohort 10	31 October 2024	10 July 2025	24 Months
Cohort 11	31 March 2025	10 January 2026	24 Months

5. Soldiers applying to the ASWF will submit their application online at the Army Software Factory website.

6. Enlisted Soldiers attending the FY24, or later programs of the ASWF incur a 36-month service-remaining requirement (SRR). Enlisted Soldiers must reenlist prior to PCS to meet SRR obligation. Indefinite Soldiers will not be afforded voluntary retirement until their service obligation is complete.

7. Officers and Warrant Officers incur a three-for-one (3:1) active-duty service obligation (ADSO) computed in days, for each day in the program until receipt of their technical ASI. IAW 350-100, the ADSO equals three times the length of schooling, computed in days. Both Enlisted and Officer Personnel must obtain their technical ASI within 12 months from program start date or they will be released to the needs of the Army. Soldiers selected for this unique program may also conduct a further assignment in software development based on emerging needs of the Army or the Joint Force, which may require a PCS to implement software solutions to solve Army/Joint Force challenges at echelon.

8. The POC for this MILPER message is the Army Software Factory Recruiting Team at cohort-applications@swf.army.mil.