Program Authorization (PA) 109
HR In-Service Procurement Program (ISPP)

This issue of the HR Beacon provides guidance and information regarding the community’s FY23 PA 109 HR ISPP specific to active component HR officers.

Purpose: The Human Resources (HR) In-Service Procurement Program (HR ISPP) provides a pathway to a commission in the Active Component (AC) Human Resource Officer community for active-duty enlisted personnel who meet eligibility criteria to better integrate HR Service Delivery. This ISPP, the first to directly commission Sailors to AC HR, provides a pathway for exceptional active duty enlisted Sailors to continue their service as commissioned officers leading HR Service Delivery to the Fleet.

Timeline for submissions: The FY23 HR ISPP Professional Recommendation (PROREC) Board is tentatively scheduled for April 3rd, 2023. Completed packages can be emailed to Mr. Paul Celestin (paul.l.celestin.civ@us.navy.mil) no later than February 17th, 2023.

If necessary, direct applicants to reach out to the AC HR OCM (shaina.m.hogan.mil@us.navy.mil) to coordinate their two O-6 interviews, no later than January 27th, 2023.

Additional Information can be found at the below links:
- HR Detailer: https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-44-Staff-RL/Human-Resources/

FAQs:
1. Why are only AC enlisted eligible? There is a draft TAR PA being established as a pathway for TAR enlisted to commission as TAR HR officers. PA 230 exists for commission as a Reserve HR officer.
2. Is an Officer Aptitude Rating (OAR) Score required? No, N13 waived the OAR requirement for HR ISPP candidates.
3. How many officer candidates will we select in FY23? The final number selected will depend on the number and quality of applicants received, as well as community requirements.
4. Is a 1306 personal action request needed to be conditionally released from my community manager? Only nuclear-qualified Sailors and corpsmen require a 1306 from their community manager

Thank you for everyone’s assistance in identifying, answering questions, and screening these extremely talented Sailors. This PA will be reviewed for revision in July 2024; please provide feedback for incorporation into the review.

POC for this HR Beacon is HR OCM: CDR Shaina Hogan at shaina.m.hogan.mil@us.navy.mil
HR Beacon POC is CAPT Jose Hernandez, hrcoe@navy.mil