



HR BEACON

Community News for HR Professionals

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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:

- Commissioning Programs: <https://www.mynavyhr.navy.mil/Career-Management/Career-Counseling/Commissioning-Programs/>
- HR OCM: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Restricted-Line/Human-Resources/>
- Program Authorizations: <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Program-Authorizations/>
- 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