



FY-16 HR DCO Professional Recommendation Board Results

1. Congratulations to the following applicants who were selected to be commissioned through the FY-16 HR DCO Program!

BOLIN, AARON
ESPINOZA, ALEXANDER
LOAIZA, EDNIDIA
NEUER, RICHARD
PERRY, BRANDON

2. Competition was keen during the FY-16 HR DCO Professional Recommendation Board, with 51 qualified applicants reviewed for up to five quotas. The results yielded a 10% Board selection rate.

3. Ultimately, the deciding factor for selection was **sustained superior performance while accomplishing HR work and in leadership positions**, as evidenced by employer recommendations/appraisals, enlisted evaluations (if applicable), and HR Officer interviews. The interview appraisals offer a community level endorsement of an applicant's fit to the Navy HR community and are a valuable aspect of an HR DCO package. Several additional success factors were identified for the best qualified applicants:

	<u>Selectees</u>	<u>Non-selects</u>
HR experience	11 years (average)	8 years (average)
HR Related Degree	100%	72%
Professional certification *	60%	5%
Leadership experience	80%	57%
Military experience	100%	73%

* Professional certification includes a current, nationally-recognized professional HR certification, such as PHR, SPHR, GPHR, CISSP, GSLC, or another IT or financial management certification.

4. Selectees are commissioned as Ensigns (O-1) in the fiscal year selected and are required to complete the Direct Commission Officer Indoctrination Course (two-week period of Annual Training) within one year of commissioning. Once commissioned, Selectees will be assigned to a Navy Operational Support Center closest to their home of record and will apply for a HR centric Reserve Unit through JOAPPLY. Reserve HR community questions can be directed to the Officer Community Manager, LCDR Matt Mooshegian at matthew.mooshegian@navy.mil.