

HSAPP FAQs

What is HSAPP?

HSAPP stands for the Health Services Officer Applicant Placement Program. It was created in 2004 to help in the placement of applicants to the USPHS Commissioned Corps who hold qualifying degrees for the HSO Category.

Why was HSAPP created?

HSAPP was created to help with the backlog of applicants in the applicant database. In 2004, there were more applicants than there were HSOs in the Category! We weren't having trouble recruiting; we were having trouble placing people. So the R&R Subcommittee decided to focus on placement.

What are the roles people can play in the program?

HSAPP has three Administrators and around 60 Discipline Liaisons. At any given time, there can be several hundred Applicants in the applicant pool. Here are the roles of each kind of participant, as defined by the PAC:

HSAPP Administrators: Conduct orientation and refresher training for DLs; manage DLs; assign applicants to DLs; assist DLs with questions they cannot answer, contacting appropriate personnel at OCCO or in the Health Services Professional Advisory Committee ("HS-PAC") to resolve issues if necessary; solicit, collect, and keep record of quarterly reports; and pull applicant lists quarterly to make applicant assignments. The total number of DLs will be managed proportionately by no less than three Administrators in any given term. The number of Administrators is determined at the discretion of the HS-PAC per the needs of the Category.

HSAPP Discipline Liaisons: Make ongoing email/telephone contact with applicants as assigned; send vacancy notices or advertised position notices in their agencies or others; mentor applicants on completing applications, KSAs, or interviewing; inform applicants about the requirements of officership, including integrity, leadership, and readiness, as well as career and promotion information; help in resolving clearance/commissioning issues; and submit quarterly reports in a timely fashion each quarter. The number and makeup of DLs is contingent on the characteristics of the applicant pool.

HSAPP Applicants: Maintain regular contact with DLs; actively search for federal positions; make good faith effort to submit applications to suitable positions for their training and experience; and notify DLs of job offers, interviews, or the desire to discontinue in the program so their application can be removed from the applicant database.

What are the benefits of participating?

Participating in HSAPP allows an officer to develop leadership and participate in a rewarding program. HSAPP is one of the few Corps roles that field officers or clinicians can participate in that is so flexible that they can fulfill their obligations to the program on their own time, after hours, by email or phone. This program also counts toward

Officership and participation in important Corps activities. Also, historically, HSAPP liaisons have been able to get recruitment credit for the Associate Recruiter Program because of their sustained mentorship of applicants (this may or may not be the case when the new program is unveiled this year).

Does it work?

Between the launching of HSAPP in January 2005 and March 23, 2010, **the HSO category grew by 43%**. The average annual accessions grew 46% since the inception of the program in 2005 compared with the preceding 5 years (2000-2004), with monthly accessions increasing anywhere from 32% (Jan) to 129% (Jun). To further illustrate this point, in calendar year 2000, the HSO category had 41 new accessions and in calendar year 2009, the category had 159 new accessions (not including COSTEPs).

How do I get more information?

To get more information, please feel free to contact the HSAPP Administrators. All are happy to help:

CAPT David Bellware:

Phone: 218-983-6295

david.bellware@ihs.gov

LCDR Michelle Colledge

Phone: 312-886-1462

Colledge.Michelle@epa.gov

LCDR Claudine Samanic

Phone: 301-402-7824

samanicc@mail.nih.gov

How do I apply?

Every other year, the HS-PAC puts out a call for nominations for Discipline Liaisons. The number needed to fill vacancies has a lot to do with how many Liaisons are choosing to rotate out of the program or extend their terms, how many applicants we have, and what the applicant pool looks like (in terms of disciplines). The next Call for Nominations will be released in October 2010. Stay tuned to the HS-PAC ListServ and announcements through other officer groups, like JOAG, for an announcement of the Call for Nominations.

Note that Liaison appointment terms are two years, and begin on January 1st. Terms may be extended twice, for a total of six years of participation in the program as a Liaison. Our Liaisons like the program-about half have stayed in the program for more than one term!