



USNSCC Phoenix Division
USNLCC Battleship Arizona
Personnel Qualifications Standards
152PHOINST 1552.1B



1. **Overview** – The Personal Qualification Standard or PQS program is a qualification system for officers and enlisted personnel where certification of a minimum level of competency is required prior to qualifying to perform specific duties. A PQS is a compilation of the minimum knowledge and skills that an individual must demonstrate in order to qualify to stand watches or perform other specific routine duties necessary for the safety, security or proper operation of a ship, aircraft or support system. The objective of PQS is to standardize and facilitate these qualifications. There are three different types of PQS within the Phoenix Division: General Knowledge, Sailing, and Watch Standing.
2. **General Knowledge PQS** – There are multiple levels of General Knowledge PQS through which personnel can display their experience to allow for a assignment to specific duties and responsibilities of higher authority. The General Knowledge PQS Levels are scheduled to be implemented as follows:
 - a. **Introductory PQS** – Designed for all new personnel reporting into the program and all personnel who have not yet started the PQS system. Expected completion time not to exceed three months.
 - b. **Recruit Training Preparation PQS** – Designed for personnel who have never attended an advanced training to prepare for NSCC Recruit Training or NLCC Basic Orientation. Expected completion time is not to exceed the first 12 months in the program.
 - c. **Junior Enlisted Development PQS** – Designed for cadets who have completed Recruit Training and are working their way up the rates to enhance their knowledge of the program. Once fully implemented should be completed for consideration to the rate of E-6.
 - d. **Staff/Officer PQS** – Designed for Midshipmen, Instructors and newly appointed Officers to develop their knowledge of the program and better their leadership skills. Staff and Officers should also consider completing the cadet PQS as well to gain personal knowledge.
3. **Watch Standing PQS** – Currently watch standing qualifications are completed through the use of testing. This form of assessment will be converted into a PQS format to better allow for completion at the individual level. There are three levels of PQS for watch standers:
 - a. **Messenger of the Watch (MOW)** – All cadets begin as MOW and will continue to be assigned that post until qualified to continue to higher levels of responsibility.
 - b. **Petty Officer of the Watch (POOW)** – Cadets completing MOW qualifications begin standing POOW under instruction until all POOW PQS

