

PQS Quali-FIRE

THE PERSONNEL QUALIFICATION STANDARDS (PQS) INSIDER

JUNE 2026
ISSUE #3

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PQS PROGRAM MANAGEMENT:

NETC Learning Centers serve as Personnel Qualification Standards (PQS) program managers and model managers within their respective ratings or mission areas. SCSTC, SWSC, CSS, and CIWT ensure the PQS program in each domain is well-managed, up-to-date, and effective in producing qualified personnel who can perform their duties to the required standards.

CURRENT AND APPROVED PQS CAN BE FOUND:

[MyNavyPortal](#) [NETC IntelShare](#)

Fleet Notice:

Ensure that you are assigning and using the most current version of PQS for your duties and qualifications. The most current list of PQS products can be found on the MyNavyPortal PQS page.

- (1) Log in to MyNavy Portal (CAC login required).
- (2) At the top of the page, click on "Career & Life Events."
- (3) Select "Training, Education, Qualifications."
- (4) Choose "I want to...View Personnel Qualification Standards (PQS)."
- (5) Find desired PQS using the keyboard search bar and filters provided.

PQS PROGRAM RESOURCES:

[OPNAVINST 3500.34H Personnel Qualification Standards Program](#)

[NAVEDTRA 43100-M PQS UNIT COORDINATORS GUIDE](#)

[NAVEDTRA 43100-2I PQS MANAGER and PQS MODEL MANAGER'S GUIDE](#)

[NAVEDTRA 43100-3B PQS Writers Guide](#)



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The Qualification Blueprint: An Interview Series with Navy PQS Managers

Q: What is your professional background?

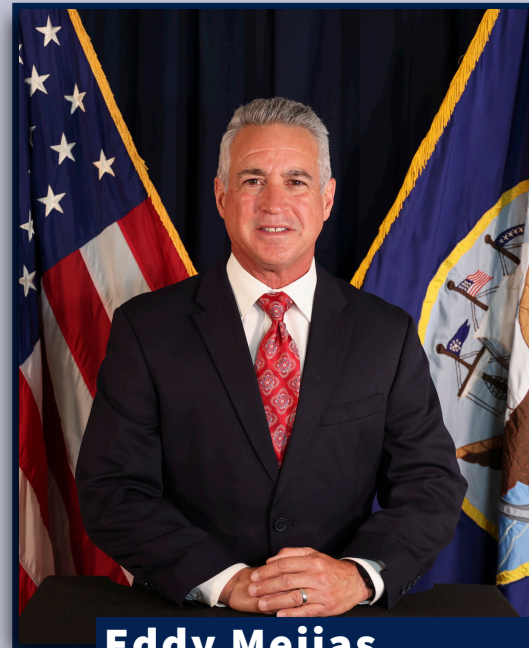
A: I retired in 2018 from the U.S. Navy after 30 years of service. In my final tour I had the honor of serving as the command master chief for the Information Warfare Training Command in Pensacola, Florida, Naval Education and Training Command's (NETC) second largest schoolhouse. NETC is also where I landed my first civilian job, working initially as a project manager for the Career Training Continuum (formerly, Ready Relevant Learning) program, then as program manager for PQS and other NETC programs.

Q: What do you do for the PQS program?

A: I am the Navy's PQS Program Manager. I provide administrative governance and supervision for all PQS on behalf of the CNO.

Q: If you had 24 hours of ultimate control and could make any single change to the PQS program, what would it be?

A: I would provide the opportunity to any willing and capable Sailor to participate in one of our many PQS revision workshops! Fleet subject matter experts (SME) participation for PQS revision workshops is routinely solicited via naval message. Unfortunately, because of competing priorities and operational commitments, getting qualified fleet SMEs is one of the biggest challenges we have in the program.



Eddy Mejias,
PQS Program Manager for NETC

Q: Why is it so important to put actual names in the front of these PQS books rather than leaving them as anonymous Navy documents?

A: Because it sends a very clear message to the fleet PQS users: This PQS was developed by true shipmates – experienced fleet SMEs who you know are competent, committed, and capable.

Q: How can Sailors provide feedback on PQS products and why is this important?

A: I cannot understate how important fleet feedback and interaction is to the overall health of the PQS program! Watchstation qualification is tied directly to warfighting readiness and the ability to fight and win; feedback from the fleet is vital to ensure that the line items in our PQS are current, valid, and relevant. The importance of having Sailors qualified on accurate PQS is massive, especially considering the combat operations happening in the Persian Gulf. Any Sailor can provide PQS feedback using the PQS Feedback form in the back of every PQS, using the link provided to the PQS Model Manager, or via the PQS website on MNP. Using any of these methods will ensure that feedback gets properly vetted, validated and if warranted implemented.

Q: What is the funniest piece of feedback you have received from a Sailor on deployment?

A: Oh my, there's been quite a few of those! I guess the craziest one was when a disgruntled Sailor who complained about the poor quality of food being served on his ship recommended that the Culinary Specialist (CS) PQS be revised to include a 300 Series pre-requisite school for CS's to attend and graduate from Chef Gordon's Ramsay's Hell's Kitchen show.



Risk Assessment

The Cost of Convenience: How Outdated PQS Versions Threaten Fleet Safety and Readiness

Introduction: The Foundation of Warfighting Readiness

As emphasized by the Chief of Naval Operations in C-Note #3, "Our Sailors – battle ready, trained, resilient, and forged in the Foundry are the engine that empowers our Fleet." Standardized training is the bedrock of this world-class capability, and the Personnel Qualification Standards (PQS) Program serves as the Navy's primary mechanism for ensuring on-the-job competency.

However, a persistent and hazardous practice has taken root across the fleet: Sailors frequently download PQS PDF files and save them to local share drives. While this is often done with the best of intentions, storing PQS locally is a dangerous shortcut. This practice isolates qualification training from critical updates and directly compromises Fleet safety and mission readiness.



The Reality: A Look at the FY25 Qualification Metrics

To understand the scope of this problem, let's take a look at one of the Surface Navy's most ubiquitous PQS products, Damage Control. In a recent fiscal year, nearly 25% of these qualifications were achieved utilizing significantly outdated standards.

Why This Matters: The Tactical, Technical, and Safety Impact

When qualifications are completed using outdated PQS products, Sailors may be trained on obsolete information. PQS standards are regularly updated to incorporate critical modifications across three key areas: Safety Updates, Technical Advancements, and Tactical Improvements.

Call to Action: Best Practices for the Fleet

To reduce qualifications from outdated standards, all hands must take steps to ensure they are assigning or completing only the current approved revision of a PQS. Do not rely on previously printed booklets or local network folders. The official repositories are constantly updated and represent the sole "source of truth" for qualification requirements:

1. MyNavyPortal (MNP): Personnel can download PDF files directly from the MNP PQS portal (<https://www.mnp.navy.mil/group/training-education-qualifications/personnel-qualifications-standards>)
2. NETC IntelShare: For PQS booklets that have restricted distribution, the Navy utilizes NETC IntelShare (<https://intelshare.intelink.gov/sites/NETC>).

Let's work together to clear outdated (or superseded) PQS from local drives and help guarantee that our Sailors are fully qualified and truly ready to fight and win!



SURFACE COMBAT SYSTEMS TRAINING COMMAND (SCSTC)

Combat Systems Surface Warfare Officers; Enlisted Ratings: ET, FC, FCA, GM, IC, MN, OS and STG



What is SCSTC Doing?

SCSTC provides comprehensive PQS support for Officer and Enlisted Sailors by focusing on providing quality PQS products that ensure Sailors achieve qualifications in critical watchstations, including Surface Navy Weapon systems, sensors, tactical operations, and Enlisted Surface Warfare Specialist (ESWS) program.

Click [HERE](#) to follow SCSTC's social media platforms!

Fleet Notice:

Attention: All hands: Always check [MyNavyPortal](#) to ensure you are utilizing or assigning the most current PQS.

Upcoming PQS Workshops

NAVEDTRA 43309-33D - LCS Surface Warfare (SUW) Mission Module

NAVEDTRA 43554-F - RAM GMWS MK 31 MODs 1, 3 & 5

If you would like to participate in one of these workshops, contact us at SCSTC_DLGR_PQS@US.NAVY.MIL



Recently Completed PQS Projects

NAVEDTRA 43421-1B Tactical Tomahawk Weapons Control System (TTWCS) v5.6.0

NAVEDTRA 43421-2A Tactical Tomahawk Weapons Control System (TTWCS) v5.6.1

NAVEDTRA 43421-3A Tactical Tomahawk Weapons Control System (TTWCS) v5.6.2.x

NAVEDTRA 43421-G Tactical Tomahawk Weapons Control System (TTWCS) v5.4.0.3 and Earlier

NAVEDTRA 43368-E Antisubmarine Warfare Evaluator (ASWE)

NAVEDTRA 43490-4A Ship's Self Defense System (SSDS) MK 2 Mods 3 and 4 (LHD and LHA) CIC Operations

NAVEDTRA 43513-1 Link Response Team

NAVEDTRA 43310-1B Over-the-Horizon (OTH) Missile System

NAVEDTRA 43901-16B Enlisted Surface Warfare Specialist (ESWS) Unit Specific for AS Class

NAVEDTRA 43168-1E 5-Inch 62-Caliber Gun Mount Mk 45 Mod 4

NAVEDTRA 43168-I 5-inch 54-Caliber Gun Mount Mk 45 Mod 2

NAVEDTRA 43309-34 Littoral Combat Ship (LCS) Mine Countermeasure (MCM) Officer

NAVEDTRA 43188-D 25MM Machine Gun System MK-38 MODs 2 and 3



SCSTC Program Manager: John Hull,
SCSTC_DLGR_PQS@US.NAVY.MIL



SURFACE WARFARE SCHOOLS COMMAND (SWSC)

Navigation; Surface Warfare and Engineering Officers; Enlisted Ratings: BM, DC, EM, EN, FN, GSE, GSM, HT, MM, MR, QM and SN



What is SWSC Doing?

SWSC delivers comprehensive Surface Warfare training by advancing maritime warfare fundamentals, mariner skills, damage control, and engineering, ensuring proficiency across Navigation, Seamanship, Shiphandling, tailored warfighter training, and engineering curricula for both officer and enlisted careers.

Click [HERE](#) to follow SWSC's social media platforms!

Fleet Notice:

Attention: All hands: Always check [MyNavyPortal](#) to ensure you are utilizing or assigning the most current PQS.

Recently Completed PQS Projects

NAVEDTRA 43220-3E, LHD Class Deck Operations

NAVEDTRA 43728, LHA-8 Engineering Officer of the Watch (EOOW) Gas Turbine Electric

NAVEDTRA 43729, LHA-8 Class Engineering

NAVEDTRA 43481-C CH-1, LCS 1 Class Readiness Control Officer (RCO)

NAVEDTRA 43482-C CH-1, LCS 2 Class Readiness Control Officer (RCO)



PQS in the Fleet Review Period

NAVEDTRA 43220-9B, CVN 78 Class Deck Operations

NAVEDTRA 43119-4M DC Watches

NAVEDTRA 43220-7C CRUDES Deck Operations in the Fleet Review Period



Upcoming PQS Workshops

NAVEDTRA 43199 Shipboard Sewage Systems

NAVEDTRA 43713-C, CVN 78 Engineering (Non-Nuclear)

NAVEDTRA 43714-C, MCM-1 Class Engineering

NAVEDTRA 43716-A, LCC 19 Class Engineering Electrical

NAVEDTRA 43725-1B, USS America (LHA-6) Class Engineering

NAVEDTRA 43726-C, LHD-8 Class Engineering

If you would like to participate in one of these workshops, contact us at SWSC_PQSProgramMgr@us.navy.mil

SWSC Program Manager: Denise Gorton,
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PQS Quali-FIRE

THE PERSONNEL QUALIFICATION STANDARDS (PQS) INSIDER

CENTER FOR SERVICE SUPPORT (CSS)

Supply Corps, Chaplain Corps, Human Resource Officers, Public Affairs Officer, Material Maintenance Management (3M);
Enlisted Ratings: CS, CSS, LN, LS, LSS, MC, MU, NCC, PS, RP, RS, YN and YNS



What is CSS Doing?

CSS provides comprehensive PQS support for both Enlisted Sailors and Officers within the Administration, Supply, Human Resources, and 3-M communities.

Click [HERE](#) to follow CSS's social media platforms!

Upcoming PQS Workshops

NAVEDTRA 43241-R CH-1, Maintenance and Material Management System (3-M)

NAVEDTRA 43242-3A Public Affairs Officer

NAVEDTRA 43699-4A MyNAVY HR Credentialing Apprenticeship and Voluntary Education Programs

NAVEDTRA 43243-B Legalman

NAVEDTRA 43245-A Religious Program Specialist

Recently Completed PQS Projects

NAVEDTRA 43242-1B Visual Information Personnel (VIPER) Team

NAVEDTRA 43242-C Mass Communication Specialist

NAVEDTRA 43242-2A Air Crew Aerial Cameraman

NAVEDTRA 43699-E Command Career Counselor

NAVEDTRA 43699-5A Navy Counselor Immediate Superior in Command (NC ISIC)

NAVEDTRA 43247-D Personnel Specialist (PS)

If you would like to participate in one of these workshops, contact us at nwpt_css_rtm@us.navy.mil

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CENTER FOR INFORMATION WARFARE TRAINING (CIWT)

Information Warfare Officers; Enlisted Ratings: CTM, CWT, IT, CTT, CTR, and IS



What is CIWT Doing?

The primary mission of the CIWT PQS Team is to manage, update, and develop Personnel Qualification Standards (PQS) that define the minimum knowledge, skills, and abilities required before personnel can stand watches or perform specific operational duties.

Click [HERE](#) to follow CIWT's social media platforms!

Fleet Notice:

Attention: All hands: The new Information Warfare (IW) Tactical Action Officer (TAO) watch station is now detailed in the NAVEDTRA 43357-10 Information Warfare Commander Afloat Staff PQS Book. This update officially supersedes the NAVEDTRA 43357-1F Information Warfare Coordinator.

Upcoming PQS Workshops

- NAVEDTRA 43462-2B Key Management Infrastructure (KMI)
- NAVEDTRA 50018 Counterintelligence Analyst
- NAVEDTRA 43363-5 Asst Cryptologic Resource Coordinator (ACRC)
- NAVEDTRA 43547-A Intelligence Officer Basic
- NAVEDTRA 43362-B Electronic Intelligence (ELINT) Analyst
- NAVEDTRA 43360-3B Information Professional (IP) [Now Communications Systems Warfare Officer (CSWO)] Intermediate



If you would like to participate in one of these workshops, contact us at CIWT_PQS@us.navy.mil

Program Manager: Samuel Kelley,
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Recently Completed PQS Projects

- NAVEDTRA 43313-2C CVN Intelligence Center (CVIC) and LHD-A Joint Intelligence Center (JIC) Intelligence Analyst Fundamentals
- NAVEDTRA 43352 SLQ-32 Maintenance Personnel
- NAVEDTRA 43355-1C Navy Networks

PQS in the Fleet Review Period

- NAVEDTRA 43367-2C Cryptologic Technician Maintenance (CTM) Cryptologic Systems
- NAVEDTRA 43367-D Cryptologic Technician Maintenance (CTM) Common Core
- NAVEDTRA 43355-2D Navy Radio Communications Afloat
- NAVEDTRA 50003-E Cryptologic Warfare (Officer) Submarine
- NAVEDTRA 50005-E Cryptologic Warfare (Enlisted) Submarine



PQS News

THE MASS-SIGNING TRAP: Why Group Training Can't Replace Individual PQS Checkouts

by John Hull, SCSTC PQS Program Manager

PART I: The Mess Deck Assembly Line

It was Tuesday evening on the destroyer, USS Spruance (DDG 111), and the Combat Systems division was packed into the mess decks. Fire Controlman (Aegis) 2nd Class Davis stood at the whiteboard, flipping through a set of PowerPoint slides on the Aegis Weapon System. 15 trainees—ranging from newly reported seamen to second class petty officers needing a refresher—sat with their notebooks and Personnel Qualification Standard (PQS) booklets open.

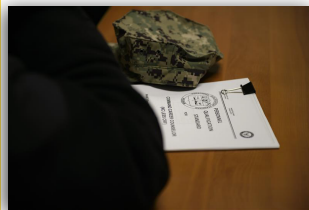


"Alright, shipmates," Davis announced as he clicked to the final slide. "That covers the radar transmitters, signal processors, and cooling loops. If you paid attention, you've got everything you need. Form a single-file line at the end of the table and I'll sign off your 101 Safety, 102 Security, and 201 Aegis Radar System line items."

The trainees lined up, eager to collect their signatures. Davis flipped through booklet after booklet, scribbling his signature on dozens of lines in a matter of minutes. He didn't ask a single individual follow-up question. No one was asked to trace a fluid line, identify an electrical boundary, or explain a casualty procedure. To the division, this was a highly efficient "training session." To the Navy, it was a dangerous breakdown of the PQS program—a practice known as "mass-signing".

Weeks later, during an underway training evolution, the Aegis cooling system experienced an over-pressurization casualty. Fire Controlman (Aegis) 3rd Class Miller, who was one of the trainees in Davis' mess deck class, was on watch. Miller had Davis' signature certifying his knowledge of the cooling loop's operating parameters.

But when the alarm sounded, Miller froze. He didn't know where the manual isolation valves were located. He had never opened the reference materials, and Davis had never verified Miller's personal, individual capability to locate and operate them.



Only the swift intervention of the chief prevented a complete system shutdown. The subsequent inquiry revealed that Miller's PQS had been signed off during a mass-signing class. Miller was qualified on paper, but completely unqualified on the deckplates.

PART II: Deconstructing the "Mass-Sign"

Group training sessions are excellent for introducing concepts, but they are never a substitute for individual PQS checkouts. The standard practices described in every qualification standard and OPNAVINST 3500.34H are clear: qualification is an individual, self-studied, and personally verified process.

When a qualifier "mass-signs" a group of Sailors after a classroom lecture, they violate the core principles of the PQS program. As NAVEDTRA 43100-1M Unit Coordinator's Guide warns: "Help your shipmate, but DON'T EVER GIVE THAT SIGNATURE AWAY."

PART III: The Correct PQS Process (By the Book)

To understand how a Sailor must qualify correctly, we must look directly at the instructions embedded in each qualification standard.

1. *The Introduction section of the PQS defines the goal of the program:*

"A PQS is a compilation of the minimum knowledge and skills that an individual must demonstrate in order to qualify..."

2. *To achieve this, the Trainee must take active, individual responsibility:*

From the Introduction to Fundamentals, "When you feel you have a complete understanding of one fundamental or more, contact your Qualifier."

From the Introduction to Systems, "When you have mastered one or more systems, contact your Qualifier."

Sailors cannot be passive listeners in a classroom. They must actively locate and study the most current references available in order to demonstrate the knowledge before asking for a checkout.

PART IV: Trainee vs. Qualifier Responsibilities

To maintain the integrity of our Fleet's readiness, both the Trainee and the Qualifier must adhere to their distinct, individual roles:

Role	Responsibility	Standard Process
Trainee	Self-Study & Reference Verification	Turn to the 100 and 200-levels, locate the required references, conduct independent study before requesting a checkout.
Qualifier	Individual Verification & Competency Check	Conduct one-on-one oral examinations, ask targeted questions on components/parameters, personally observe task execution, and never "mass-sign" or "give away" signatures.

Do you have a story you would like us to tell?

Click the link below to recommend stories to be featured in our next issue of *The Personnel Qualification Standards (PQS) Insider!*

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The PQS Word Search

NAVDORM

S	H	I	P	P	I	N	G	O	F	F	I	C	E	R	W	L	W
U	S	G	E	R	A	D	N	A	V	W	E	A	K	U	C	F	C
D	E	C	K	L	O	G	S	T	E	L	L	A	I	N	O	I	I
B	F	X	B	P	D	I	F	Q	F	M	N	T	V	S	N	X	C
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V	F	Q	L	H	H	E	L	M	S	M	A	N	Q	P	C	B	D
P	I	L	O	T	I	N	G	O	F	F	I	C	E	R	Q	A	M
Z	N	A	D	Q	N	A	V	B	I	L	L	M	R	H	Q	R	L

RESTRICTED WATERS
PILOTING OFFICER
SHIPPING OFFICER
FIGURE OF MERIT
AFT STEERING
FATHOMETER

NAVIGATOR
HELMSMAN
NAVBILL
DECK LOG
RADNAV
BRIDGE

STELLA
CICWO
FIXES
CONN

