**7 June 2017**

**SUBJECT:** HR Certification Institute, Army Training with Industry Program, & Military Outreach Relations Officer

1. **Purpose:** Provide awareness to the Army, Marines, Navy, Air Force, and Coast Guard. The Army is in its fourth year of having a Training with Industry (TWI) Partnership with HR Certification Institute [www.hrci.org](http://www.hrci.org) (HRCI) located in Alexandria, VA.

2. **Facts:** The Army partnership with HRCI assists Veterans, Service Members (SM) by providing an active duty senior noncommissioned officer at 571-551-6732 or [military.twi@hrci.org](mailto:military.twi@hrci.org). They Military Outreach Relations Officer (MORO) serves as a liaison and champion who understands and translates Military HR experience into civilian terms during the application process.

a. The TWI program at HRCI was put into place as a strategic initiative to provide the Army and the Adjutant General Corps insight and experiences on how an HR organizations function. Enabling the TWI partner to take best practices back into military service after their 12-month partnership.

b. As of February 2017, the TWI Position has been rebranded internally to HRCI and the public as the MORO serving as the liaison between HRCI, Veterans, and SMs. MORO imparts the benefit of HR Certification to Veterans, SM, and organizations while in service and how HRCI certification impacts the marketability of a certified HR Generalist in the private sector and civilian employment. Conducts outreach with SMs to define and provide information in efforts to “Bridge the Gap Between Military and Civilian HR.” Serves as a stakeholder in Business Development and Marketing operational strategy meetings. Collaborates with HRCI’s Certification Services Team in certification, recertification application process, Client Advocate Services Team in response to Veteran and SM specific inquiries through the client relations center and other correspondence with certification qualifications requirements and funding questions. This position also provides the opportunity for the Army representative to sit for an HRCI exam to earn a HRCI certification.

c. Each service Credentialing Opportunities On-line (COOL) recognizes HRCI certification and funds their exams differently for more information please refer to your appropriate COOL website for further funding details. Veterans Affairs also has approved four of HRCI exams for reimbursement for veterans and dependents based on Post 9/11 benefits being transferred.

d. HRCI has been has been certifying HR Professionals in the Military and Civilian Sector for over 40 years. HRCI certifications are the Gold Standard in HR Certification as they are The HR Profession's Only Accredited Certification Programs. The National Commission for Certifying Agencies (NCCA) granted accreditation to the HR Certification Institute's certification programs, Professional in Human Resources (PHR), Professional in Human Resources – California (PHRca), Senior Professional in Human Resources (SPHR), and Global Professional in Human Resources (GPHR) for demonstrating compliance with the NCCA Standards for the Accreditation of Certification Programs. NCCA is the accrediting body of the Institute for Credentialing Excellence (formerly the National Organization for Competency Assurance) [credentialingexcellence.org/ncca](http://www.credentialingexcellence.org/ncca).

3. Point of contact David J. Caleb, Master Sergeant, US Army, Military Outreach Relations Officer 571-551-6732 or [military.twi@hrci.org](mailto:military.twi@hrci.org).