

SUBJ: DACOWITS RFI #7

FROM: FORCECOM

TO: Office of Diversity and Inclusion (CG-127)

INSTRUCTOR CADRE

In 2018, the Committee collected qualitative research from Service members on the influence instructors/trainers have at initial entry training, professional military education, leadership schools, or other types of military schooling. The Committee is interested in the gender representation of instructors/trainers throughout the training pipeline.

The Committee requests a briefing from each of the Military Services* to address the following questions:

DACOWITS:

- a. What is the gender representation of instructors/trainers throughout the training pipeline? Provide statistics.

- b. Is there a tracking mechanism to follow the career progression of instructors/trainers (i.e., designator/identifier)? If so, provide details.

- c. Is there a strategic plan to assign women as trainers and specialty instructors throughout the training pipeline, to include fields previously closed to women?

CG Response:

- a. What is the gender representation of instructors/trainers throughout the training pipeline? Provide statistics.

The following is the number of enlisted women instructors throughout the training pipeline:

Rate	Women	Total	%
AET	2	95	2.1%
AMT	2	63	3.2%
AST	0	32	0.0%
BM	14	165	8.5%
CS	6	29	20.7%
DC	11	41	26.8%
EM	1	39	2.6%

ET	4	75	5.3%
GM	3	41	7.3%
HS	6	21	28.6%
IS	7	11	63.6%
IT	1	15	6.7%
ME	7	151	4.6%
MK	6	70	8.6%
MST	1	24	4.2%
OS	17	70	24.3%
PA	0	1	0.0%
SK	2	6	33.3%
YN	3	6	50.0%
Enlisted Special Assignment (CGA, EEO, CPOA, etc.)	12	64	18.8%
Enlisted Special Assignment (Company Commander for Enlisted Accessions)	13	59	22.0%

The following is the number of women instructors at commissioning programs:

Commissioning Program Staffs	Women	Total	%
Officer Candidate School, Direct Commission & Reserve Officer Training	5	13	38%
Coast Guard Academy Full time Staff	38	140	27%
Coast Guard Academy Part time Staff	8	27	30%

b. Is there a tracking mechanism to follow the career progression of instructors/trainers (i.e., designator/identifier)? If so, provide details.

The Coast Guard utilizes a competency code to designate and track qualified instructors. The instructor competency is based on the instructor core competencies published by the International Board of Standards for Training, Performance and Instruction (IBSTPI). Instructors must be qualified within one year of assignment. Instructors are guided by a five-phased process for qualification that includes an instructor development course; personal qualification standards; completion of three satisfactory instructor evaluations; course specific requirements; and command recommendation for designation.

All enlisted instructors are considered special assignments, even the ones instructing in their rating. The Office of Enlisted Personnel Management discourages members from doing repeat tours as an instructor. While instructor positions are important, sought after, career enhancing, etc., CG enlisted members have to maintain proficiency and leadership in their rating specialty, so instructor positions are often a one-time tour in their career. That said, prior experience and qualification as an instructor is considered when screening for School Chief positions for experience.

Officers within the training system can earn a variety of competencies as an instructor or educator. These contribute to a specialty code designation. Officer instructors and educators with the specialty designation can be tracked by the Office of Officer Personnel Management and influence job assignment selection

c. Is there a strategic plan to assign women as trainers and specialty instructors throughout the training pipeline, to include fields previously closed to women?

The Coast Guard utilizes training center feedback in the form of command concerns to inform the assignment process to provide a diverse population of highly performing members to fill instructor positions. Gender is one of the factors considered in making the assignments, based on the unit/mission (training). Gender is not a final determining factor, as all candidates are screened/assigned based on their overall record of performance, command endorsement, etc.

Training is not considered a primary officer specialty. Instructor positions are considered out of specialty assignments. Developing training competences and earning the HRM-13 designation in conjunction with success in your primary specialty facilitates increased assignment opportunities and the potential for positions of higher responsibility like Training Center Command.