

US Coast Guard Briefing to DACOWITS December 2018

Presented by:

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



Enlisted Female Instructor Representation

- i. Basic training for enlisted
- ii. Follow-on courses for enlisted (e.g., rating/military occupational specialty -- specific skill sets)

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%

On average, women make up 16.2% of enlisted instructor positions.

Rate	Women	Total	%
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%

Rate	Women	Total	%
Enlisted Special Assignment (CGA, CPOA, etc.)	12	64	18.8%
Enlisted Special Assignment (Company Commander for Enlisted Accessions)	13	59	22.0%

Note: Investigators (IV) and Musicians Mates (MU) are not included in this data.



Officer Female Instructor Representation

iii. Commissioning programs for officers (e.g., Reserve Officer Training Corps; Officer Candidate School; Military Service Academies)

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%

**On Average,
women make up
28.3% of
commissioning
program staffs**

Note: Overall female representation at CGA (military & civilian staff) is 29%.



**7.b. What is the tracking mechanism to follow the career progression of instructors/ trainers (i.e., designator/ identifier)?
Provide details.**



Instructor Qualification

- 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 1 year of assignment. Instructors are guided by a 5-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.
- Officers within the training system can earn a variety of competencies as an instructor or educator. These contribute to a specialty code designation.



Instructor Tracking

- 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.
- Officer instructors and educators with the specialty designation can be tracked by the Office of Officer Personnel Management and influence job assignment selection.



7.c. What is the strategic plan to assign women as trainers and specialty instructors throughout the training pipeline, to include fields previously closed to women?



Enlisted Assignments

- All enlisted instructors are considered special assignments. The Office of Enlisted Personnel Management discourages members from doing repeat tours as an instructor. While instructor positions are important, CG enlisted members have to maintain proficiency and leadership in their rating specialty.
- The CG utilizes training center feedback in the form of command concerns to inform the assignment process. Gender is one of the factors considered in making 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.



Officer Assignments

- 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.
- The CG utilizes training center feedback in the form of command concerns to inform the assignment process. Gender is one of the factors considered in making 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.



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