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FM COMDT COGARD WASHINGTON DC
TO ALCOAST

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UNCLAS

ALCOAST 437/22

SSIC 1100

SUBJ: UPDATE TO RECRUITING MANUAL TO ADDRESS ACCESSION BARRIERS

A. Coast Guard Recruiting Manual, COMDTINST M1100.2G

1. This ALCOAST updates various recruiting accession standards listed in REF (A) to give recruiters more flexibility with eligibility standards such as, debt to income ratio, dependents/single parent waivers, and max age. These changes are intended to give recruiters the ability to access particularly promising applicants who otherwise would not qualify. These actions are part of the Ready Workforce 2030 (RW30) initiative.

2. Effective immediately the following sections will be updated to REF (A):

a. Chapter 4.C.2 maximum age requirement of 40 is changed to 42.

b. Chapter 4.C.2 Table 4-4 change 35 to 42 and change all 41s to 42.

c. Chapter 7.C.3 Table 7-2 Officer Candidate School (OCS-T and OCS-R) change maximum age of 34 to 41 (41 for Regular CG CWOs).

d. Chapter 7.D.2 Table 7-3 Direct Commission Aviator (DCA), maximum age of 34 is changed to 36.

e. Chapter 7.D.2 Table 7-3 Direct Commission Engineer (DCE), Direct Commission Environmental Manager (DCEM), Direct Commission Intelligence Officer (DCIO), Direct Commission Lawyer (DCL), Direct Commission Physician Assistant (DCPA), Direct Commission Selected School (DCSS) Graduate, Licensed Officer of the Merchant Marine (LOMM), Direct Commission Maritime Academy Graduate (MARGRAD), and Prior-Trained Military Officer (PTMO) programs maximum age 40 is changed to 41.

f. Chapter 4.C.4.d Table 4-7 Basic Financial Criteria: change all 30% to 80%. The following is added to the end of the current notes section: "Supervisors of personnel with unsecured debt above 50% of projected pay and allowances will enroll them in a Personnel Financial Management Program at their first unit."

g. Chapter 4.C.4.b Table 4-6 Basic Dependency Criteria: the cell at row "unmarried with sole or primary legal or physical custody of dependent(s)" Column "Then that person" is replaced with "MAY APPLY - Applicant is eligible to apply with an approved waiver and a notarized, satisfactory documentation of a dependent care plan. CG RC-acc must approve the waiver and dependent care plan."

3. These changes will be reflected in the next revision of REF (A), which will be released within the next year. All other policies outlined in REF (A) not addressed remain unchanged.

4. This message will be cancelled on 01 NOV 2023.

5. POC: COMDT (CG-133) at: HQS-PolicyandStandards@uscg.mil.

6. RADM B. K. Penoyer, Assistant Commandant of Human Resources (CG-1), sends.

7. Internet release is authorized.