



U.S. Coast Guard Briefing to DACOWITS RFI #4 March 2024

Presented by:

USCGA

USCG



4. a. During which class year do cadets/midshipmen submit their preferences for commissioned career field (e.g., freshman to senior) and within what part of the school year (e.g., end of fall semester)?



Cadets submit preferences for their first tour via an e-resume in the beginning of the Spring (second) semester of their 1/c year (Senior year).



4. b. How are cadets/midshipmen exposed to the various Military Occupational Specialties (MOS), Air Force Specialty Codes (AFSC), and Designators prior to submitting their desired career field? Please provide any written program guidance on this (regulation, instruction, etc.). Please provide examples of presentations given to cadets/midshipmen prior to and on selection day. Please provide calendar events that are hosted throughout the academic year which showcase educational/information on opportunities to join different career fields.

Cadets are exposed to the operational Coast Guard through their 3/c (Sophomore) and 1/c (Senior) summer assignments, Career Night during their 1/c year, and operations spotlights that highlight different career specialties.



4. c. Who provides the above information to cadets/midshipmen about the different career field options (e.g., instructors at the institutions; subject matter experts (SME) within the career fields)?



Nautical Science professors, military faculty on campus, Company Chiefs/Officers, as well as guest speakers from operational Coast Guard.



4. d. What process exists for cadets/midshipmen to ask more in-depth questions regarding a specific career field prior to the desired career submittal? For instance, is there a SME they can reach out to? If so, where is the SME located/assigned? Is there a career field officer for each cadet squadron or company? If so, where is that career field officer or SME located within the institution or somewhere within the Service?

Officer Personnel Management (OPM) conducts roadshows and travels from CG Headquarters to CGA to hold career counseling sessions with all 1/c (senior) cadets in the first (fall) semester, which is arranged through the Nautical Science department. Company Chiefs/Officers are also available to answer questions and assist with drafting of dream sheet (e-resume/billet list).



4. e. In 2016, then-SecDef Carter opened all career fields to women. How, specifically, are those career fields being presented as opportunities for women to ensure awareness, education, and support to apply/list those career fields on their desired career submittal form?



All career paths have been available to CG women since 1973 when women were admitted to the CG. No changes were implemented in 2016 as a result of the noted change.



4. f. Are there any initiatives or resources that specifically target/engage women to garner their interest in these previously closed career fields? If so, what are they? What is the frequency of education? Who provides it (e.g., instructor or officer at the institution or SME from the field)? If there is not anything specifically done, are there plans to examine this opportunity?

Cadets are involved in the Women's Leadership Council and Women's Leadership Initiative that meet monthly.

Additionally, the Coast Guard Academy Advisory Board on Women (ABW) identifies opportunities and challenges facing cadets at the Academy who are women, including an assessment of culture, leadership development, and access to health care of cadets at the Academy who are women.



4. g. Provide a breakdown of the MOS/AFSC/Designator awarded by academic year from 2017-2024. In addition, include the following:
- i. Number of cadets/midshipmen in that award for the class (this number may be different than graduating number, so please provide #cadets/midshipmen at the time of career field assignment).
 - ii. Break down # of men awarded by MOS/AFSC/Designator and the # of women award by MOS/AFSC/Designator.
 - iii. Provide listing of career field by with full title and associated MOS/AFSC/Designator acronym/code (e.g., Pilot, 11 for USAF, Cyber Officer, 17Sin Space Force, etc.).
 - iv. Within each of the above career fields, list the # of men and # of women in each category (e.g., 200 Pilot, 11 for Air Force; 146 men, 54 women).

CGA graduating Ensigns (O-1s) position assignments are sorted by Year, Field Title, and Gender on the following slides



2017			
FIELD TITLE	TOTAL	M	F
CYBER	2	2	0
DECK OFFICER	121	83	38
IMD (Incident Mgmt. Division)	1	0	1
MARINE INSPECT/PSCO-APPR.	3	1	2
STUDENT ENGINEER	54	32	22
FLIGHT	13	8	5
	194	126	68

2018			
FIELD TITLE	TOTAL	M	F
CYBER	2	2	0
DECK OFFICER	134	76	58
MARINE INSPECT/PSCO-APPR.	5	3	2
STUDENT ENGINEER	56	37	19
FLIGHT	10	8	2
	207	126	81



2019			
FIELD TITLE	TOTAL	M	F
CYBER	4	2	2
DECK OFFICER	156	104	52
MARINE INSPECT/PSCO-APPR.	6	2	4
STUDENT ENGINEER	52	35	17
FLIGHT	20	15	5
	238	158	80

2020			
FIELD TITLE	TOTAL	M	F
CYBER	5	4	1
DECK OFFICER	165	103	62
MARINE INSPECT/PSCO-APPR.	10	4	6
STUDENT ENGINEER	54	30	24
FLIGHT	20	14	6
	254	155	99



2021			
FIELD TITLE	TOTAL	M	F
CYBER	7	3	4
DECK OFFICER	163	109	54
POST-GRAD	2	1	1
MARINE INSPECT/PSCO-APPR.	9	6	3
STUDENT ENGINEER	48	35	13
FLIGHT	22	15	7
	251	169	82

2022			
FIELD TITLE	TOTAL	M	F
CYBER	7	4	3
DECK OFFICER	166	101	65
MARINE INSPECT/PSCO-APPR.	5	1	4
STUDENT ENGINEER	50	35	15
FLIGHT	20	11	9
	248	152	96



2023			
FIELD TITLE	TOTAL	M	F
CYBER	6	2	4
DECK OFFICER	156	87	69
MARINE INSPECT/PSCO-APPR.	7	3	4
STUDENT ENGINEER	51	31	20
FLIGHT	23	17	6
	243	140	103

***2024 assignments not available in time for DACOWITS March deadline



4. h. Provide process on how a cadet/midshipmen career field selection is done (e.g., cadet/midshipmen submit a list 1-N of desired career fields). Who receives the career selections? How are decisions made?
- i. Does it matter if cadet/midshipman is awarded their 40th of 40 choices? Versus 1-5 choice? If so, how does this matter and what statistics/metrics exist to provide the Superintendent or Service leader for awareness?

The CG Officer Personnel Management, Assignments Branch (OPM-2), provides the cadets with a list of billets including a variety of career fields. OPM-2 Assignment Officers meet with each cadet as a group and individually to discuss career counseling in the Fall prior to their graduation. Cadets who are interested in attending Flight Training to become a Pilot, or assignment to CG CYBER, will also apply for a panel that consists of Senior Officers in the prospective career fields, who make selections based on approved criteria contained within the respective panel precept, as well as an in-person interview. Then, cadets rank order the billets, provide individual comments to communicate to OPM-2, and their Coast Guard Academy Company Officers review their list before submission back to OPM-2. OPM-2 receives the billets, as well as the Cadet Class Ranking provided by CGA to OPM-2, to assign the graduating class in order of Class Rank.

- i. Selections are determined based on class rank. OPM-2 provides the CGA with the billet list for their awareness of all cadet assignments, so there is awareness of individual choices and selection.