

**US Coast Guard briefing to  
DACOWITS:  
The Nation's Recruitable Population  
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**Presented by:**

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# 15.1: What is the U.S. Coast Guard's recruitable population?

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- Anyone who meets the minimum physical and personal qualifications for accession has the potential to be successful if they possess the drive and determination to do so.



# 15.2: How do you define recruitable (including qualifiers and disqualifiers)?

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- The mission of the Coast Guard Recruiting Program is to provide a skilled, diverse, and highly-qualified military workforce that is capable of meeting Coast Guard active duty, Reserve, and officer accession goals and military personnel requirements.
  - All applicants who meet the prescribed standards and eligibility requirements are acceptable for enlistment or commissioning. No applicant will be refused because of race, color, religion, national origin, gender, or sexual orientation.
  - Selective Recruiting and the “Whole Person” Concept
  - Basic Character Standards



## 15.3: What is the rationale behind this definition and when was it last examined?

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- The Coast Guard Personnel Service Center (CG PSC) and the Coast Guard Recruiting Command (CGRC) are responsible for policy enforcement.
    - Based on USCG Commandant Policy and Department of Defense instruction,
    - Policy guidance and updates are frequent; the Coast Guard Recruiting Manual COMDINST M1100.2F was revised October of 2015.
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# 15.4: What is waiverable, by Service, and why?

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- Waivers and Eligibility Determinations: Applicants who do not meet established standards and eligibility requirements will not be enlisted or commissioned without a waiver or eligibility determination from the proper authority (see discussion of authorities in Article 1.C.4. of the Coast Guard Recruiting Manual (COMDTINST M1100.2F). To justify a waiver of the criteria, an applicant must present clear and sufficient mitigating circumstances. An eligibility determination is the process by which the Coast Guard reviews the circumstances that cast doubt on the suitability of an otherwise qualified applicant.
  - Final Approval: CG PSC is designated as the final approval authority for rendering eligibility determinations, granting waivers, and all other decisions required in the implementation of service recruiting policy and the execution of the Coast Guard Recruiting Program.
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# 15.5: How many men as compared to women receive waivers?

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- The gender of an applicant is not considered when approving or disapproving a waiver.
  - To date, Coast Guard Recruiting Command has approved 1,141 medical and non-medical waivers,
    - 20.5% of those approved were women.
    - enlisted active duty women accession percentage currently is 14% active and 23% Reserve enlisted respectfully.
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## **15.6 : How many single parent waivers are approved? Of those, how many are women?**

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- Unmarried with sole or primary legal custody of dependent(s) may not apply.
- However, she/he is eligible for the Coast Guard Reserve if she/he provides notarized, satisfactory documentation of a dependent care plan.



**QUESTIONS?**

