

To: DCDR James Arlart
VCDR Butch Willette
SO-SR Barry Rice
SO-CS Howard Sprow

From: SO-HR Carl F. Robinson

RE: Division 10 SO-HR Report, April 16, 2016

Once again, thanks to both Chris Halladay and Allen Padgett for remembering to send their reports without being asked. Only Flotilla 10-01, 10-05 and 10-06 submitted reports.

Through the Glass Darkly

Evolution, revolution, devolution. While serving as the Division SO-HR since 2009 (albeit for 2015), I have often brought up the un-pleasant truth that the graying of our Auxiliary was not only arriving, but has arrived like the Chicago Limited pulling into the station ready to pick up the tired and spent auxiliarists who had served faithfully over past years. Whether the effects of our graying population combined with having to accede with an ever-seemingly increased set of standards or just being asked to do more, it appears that the players at our events have slowly and steadily declined.

While there has been a call to ramp up recruiting, it appears that recruiting efforts have been unable to keep up with either the absentee older member or the members who chose to either dis-enroll or go into retired status.

Is this worth a second look? First Impressions: Do first impressions matter?

A first and lasting impression of the Coast Guard Auxiliary is often made during PA, PE, PV and VE events. So what is the image that is conveyed at one of these events. If an interested individual were to come to one of your monthly meetings, what impression(s) might they come away with?

Should the USCGAUX be involved in actively marketing our Organization through a National Campaign? Television, radio, print?

Trends...Can trends be overlooked?

- There were roughly 20% fewer attendees at the Division Change of Watch
- FSO-PA officers have declared it has become difficult to get flotilla members out to PA events
- Attendance at the Division Workshop was light

SEE BELOW FOR FLOTILLA HR REPORTS

Respectfully submitted,

Carl F. Robinson, DO-HR Division 10

April 14, 2016

DIVISION 10 FSO-HR Reports Received for April 2016

1. Flotilla 10-01 Report

From: Carl F. Robinson FSO-HR

To: Joe Nemeth, FC
Nick Giachino, VFC
Steve Colangelo FSO-SR

Subject: April 2016 Human Resources (HR) Monthly Report

District-E Responder Leads

Since the last report, I have received no inquiries from The District E-Responder. After contacting and meeting with individuals who had contacted the District E-Responder IN February and March, none of the three individuals has joined. Additionally, it is interesting to note, that with all of the Program Visitor Materials that I have handed out, I have received no responses even though the pamphlets have my contact information. No VE inquiries nor inquiries to join have been received since January! Are no contacts just an anomaly or just par for the course when PV materials are distributed? The odd thing is the PV materials are being picked up.

Applications Pending (4)

Steve Colangelo	Entered DIRAUX 7-29-2015.....	09 months
Ed MacCormack	Entered DIRAUX 1-20-2015.....	16 months
John Schuster	Re-enrollment 2-02-2016.....	02 months
James Tompkins	Entered DIRAUX 4-09-2015.....	12 months
Larry Keasley	Entered DIRAUX 3-24-2016	
Philip Kraus	Entered DIRAUX 3-30-2016	

Items of Interest

Please be advised that any new or renewal ID Card WILL NOT be issued until all 10 mandated courses are completed and entered into DIRAUX. No Exceptions!

Is it real of is it a figment of imagination? Is there a falling off of flotilla involvement? If this is a valid perception, does it warrant further discussion?

Contributions:

Attended Operation's meeting.
Actively supporting S&R gear inspection at CG Station WB
Actively conducting PV visits

Respectfully submitted,

Carl F. Robinson, FSO-HR, SO-HR
USCGAUX, Flotilla 10-01
Wrightsville Beach, North Carolina

Flotilla 10-05 Report

Flotilla 10-05 Staff Officer Report
Human Resources
April 2016

1. Five prospective members were contacted during March at their homes and by email and telephone. Three of them – Mark Picciano, Matthew Wells and Jeremy Walls completed applications. Mark has received his ID number, while Matthew and Jeremy are awaiting theirs.
2. One other prospect is in the enrollment process. His application will be completed during the first week in April. The fifth individual has indicated he will begin the process soon.
3. A request for a replacement ID card for Ken Skelps was submitted on 17 March.
4. The “Quick Guide to Purchasing Uniforms and Personal Protective Equipment” was revised again. Because the Coast Guard is now supplying PPE to new boat crew trainees, the section on how and where to purchase PPE was deleted from the document. The name was changed to “A Guide to Purchasing Uniforms.” There is a link to the document on the “How to Join Flotilla 10-5” page of the flotilla website.

Respectfully submitted,

Chris Halladay. FSO-HR

Flotilla 10-06 Report

APR 2, 2016 REV 1

TO: SO-SR, DIV 10

SUBJECT: FSO-HR Report for APRIL 2016

Six (7) individuals have inquired through the National Program about the Auxiliary
All have been contacted by e-mail or phone (when available)

- 1) Phillip Brown is a commercial fisherman. He only wanted an updated Boating Class Card. (He was invited to join) NO response since NOV 2015.
- 2) Patrick Smith, Unable to contact. Phone mailbox is full.
- 3) Peter Jordan, - Is completing an application. He is temporarily in California.
- 4) Andrew Lewis. Phone number message “unreachable“
- 5) Jonathan Peeler Left message to call me.
- 6) Dean Rowe Called and Sent Requested Brochure
- 7) Margarite Robinson Incomplete Ph #- NO email response since Oct. 2015

All have been sent Emails and will be invited to our next meeting. I will follow up.

The following individuals have inquired through membership about joining the Auxiliary.

- 1) Michael Loveless Called and Sent Requested Brochure
- 2) Ron Stirrat Called and Sent Requested Brochure
- 3) Steve Fournier Called and Sent Requested Brochure
- 4)

Allen Padgett

FSO-HR

054-10-06

PS

One added

Margarite Robinson

COAST GUARD AUXILIARY MEMBERSHIP SURVEY

1. How long have you been a member of the Auxiliary? _____ years

2. Are you now, or have you recently been, active in an Auxiliary program?

____ yes

____ no

3. What were the specific activities or programs that motivated you to join the Auxiliary?

4. In what programs and activities are currently interested? _____

5. In general, have those specific activities or programs been made available to you?

____ yes ____ no ____

____ no organized training

____ organized training to be offered in future

____ activities referred to only

____ training has been organized

____ organized training not required

If training has not yet been offered, how long have you been waiting for proper training to be presented? _____

6. Please determine how or why you became involved in Auxiliary activities or programs :

____ suggestion of others

____ due to my own interest and initiative

____ the flotilla stressed the need for more activity

____ I joined some friends who were active in the program

____ I just wanted to be part of any productive activity

____ I joined a training class and became enthused

____ I joined the Auxiliary to specifically pursue a particular activity

____ I seemingly had no choice in the matter

____ Other (please describe) _____

7. Regarding the activities and programs you do or have taken part in: Are you satisfied with your involvement?

Activity #1: ____ completely

____ somewhat

____ not what I expected

____ not at all

Activity #2: ____ completely

____ somewhat

____ not what I expected

____ not at all

Care to share?