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FM COMDT COGARD WASHINGTON DC//CG-3P//
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SUBJ: MARINE INSPECTOR TRAINING SITREP

A. COMDT COGARD WASHINGTON DC 061637Z FEB 07/ALCOAST 066/07

1. WE HAVE MADE SIGNIFICANT PROGRESS IN THE REALM OF MARINE INSPECTOR PERFORMANCE TRAINING AND I WANT TO TAKE A MOMENT TO UPDATE YOU ON THESE IMPROVEMENTS. BUT FIRST, I WANT TO TALK ABOUT AN IMPORTANT ELEMENT OF OUR PAST TRAINING APPROACH, SPECIFICALLY "TRAINING PORTS" AND MORE SPECIFICALLY, WHY WE DISBANDED THEM.

2. THE GOAL OF THE TRAINING PORT PROGRAM WAS TO PRODUCE ADEQUATE NUMBERS OF WELL-ROUNDED, FULLY QUALIFIED MARINE INSPECTORS. THE PROCESS CONSISTED OF TWO-YEAR TRAINING ASSIGNMENTS OF WARRANTS AND JUNIOR OFFICERS TO HIGH-VOLUME OCMI PORTS. FOLLOWING THE TWO-YEAR TRAINING ASSIGNMENTS, PARTICIPANTS WERE THEN TRANSFERRED TO OTHER UNITS TO PERFORM VESSEL INSPECTIONS. HOWEVER, A THOROUGH TWO-YEAR EVALUATION OF TRAINING PORTS REVEALED THAT: THE SYSTEM FAILED TO PRODUCE SUFFICIENT NUMBERS OF INSPECTORS TO MEET THE DEMAND; INSPECTOR BILLET INCREASES FURTHER DEEPENED THE DEFICIT OF QUALIFIED INSPECTORS; TRAINING PORTS DID NOT KEEP PACE WITH SHIFTS IN REGIONAL WORKLOADS OR FLEET-TYPES AND THE SYSTEM AFFORDED PARTICIPANTS NO CROSS-TRAINING OPPORTUNITIES FOR AT LEAST A FOUR-YEAR PERIOD. IN SUMMARY, THE TRAINING PORT SYSTEM DID NOT WORK IN THE LONG RUN. BECAUSE OF THESE CRITICAL SHORTFALLS, THE TRAINING PORT PROGRAM WAS DISCONTINUED IN 1997.

3. NOW LETS TALK ABOUT THE NEW SYSTEMATIC WAY AHEAD TO PREPARE MARINE INSPECTORS FOR SUPERIOR MISSION EXECUTION. WE COMPLETED A COMPREHENSIVE MARINE INSPECTOR PERFORMANCE TRAINING ANALYSIS WHICH INCLUDED EXHAUSTIVE OCCUPATIONAL ANALYSIS RESULTS, SURVEYS AT MORE THAN 20 FIELD UNITS, EXTENSIVE INTERVIEWS, AND MANY FIELD UNIT VISITS. FROM THIS ANALYSIS REVISIONS TO MARINE INSPECTOR TRAINING HAVE BEEN MADE. INTERLINKED TRAINING WAS DEVELOPED, INCLUDING NINE NEW OR REVISED C-SCHOOLS WITH CONVENINGS THAT BEGAN IN FY2007. FIFTEEN ADDITIONAL CONTRACTED C-SCHOOLS ARE UNDER REVIEW & REVISION THIS FY. FINALLY, PROMULGATION OF REVISED PERFORMANCE QUALIFICATION STANDARD (PQS) BOOKLETS (I.E., COMPETENCIES) AND JOB AIDES (I.E., CG 840 BOOKLETS) WILL OCCUR IN SUMMER 2007. THESE DOCUMENTS WILL BE AVAILABLE VIA THE COAST GUARD LEARNING PORTAL. A SUMMARY OF THESE CHANGES CAN BE FOUND IN THE SECTOR PERFORMANCE SUPPORT (SPS) MAP. IT ILLUSTRATES THE LINKAGE AMONG VESSEL INSPECTOR JOBS, LEGACY COMPETENCIES, NEW/REVISED COMPETENCIES, CORE AND STRAND C SCHOOLS, AND JOB AIDES. THE SPS IS AVAILABLE ON THE CG WEB SECTORS HOMEPAGE, ADDRESS IS [HTTP://CGWEB.COMDT.USCG.MIL/CG%2D5/CG-51/CG-513/SECTORS/SECTORS_HOMEPAGE.HTM](http://CGWEB.COMDT.USCG.MIL/CG%2D5/CG-51/CG-513/SECTORS/SECTORS_HOMEPAGE.HTM).

4. THE MARINE INSPECTOR COMPETENCIES CAPTURED IN THE SPS CONSTITUTE THE COMPETENCIES NECESSARY TO EXECUTE VESSEL INSPECTION ACTIVITIES. THESE COMPETENCIES ARE THE FOUNDATION UPON WHICH WE ARE BUILDING SYSTEMATIC READINESS/STAFFING STANDARDS AND MEASURES, A CAPABILITY WE HAVE ALL LONG-DESIRED. TO DO THIS, WE WILL LINK EACH BILLET WITH THE COMPETENCIES NECESSARY TO PERFORM THE DUTIES ESSENTIAL FOR THE POSITION (I.E., DEFINE THE "DESIRED STATE") AGAINST WHICH WE WILL COMPARE THE COMPETENCIES OF THE INCUMBENT (I.E., "CURRENT STATE"). THIS READINESS/STAFFING MEASUREMENT SYSTEM IS DESIGNED TO

EXPLOIT EXISTING ENTERPRISE-WIDE SYSTEMS INCLUDING, THE TRAINING MANAGEMENT TOOL (TMT), DIRECT ACCESS, CG BUSINESS INTELLIGENCE (WHICH INCORPORATED THE FUNCTIONS OF THE READINESS MANAGEMENT SYSTEM). WE ANTICIPATE LAUNCHING SECTOR PREVENTION (INCLUDING COMPLETE VESSEL INSPECTION-RELATED) & PARTIAL RESPONSE STANDARDS IN SUMMER 2007 WITH LOGISTICS AND OTHER SECTOR ACTIVITY STANDARDS TO FOLLOW.

5. THESE VESSEL INSPECTION COMPETENCIES ARE LINKED TO C-SCHOOL COURSES AS ILLUSTRATED IN THE SPS MAP. THEREFORE, ESTABLISHING THE UNIT/BILLET READINESS REQUIREMENTS IN TERMS OF COMPETENCIES WILL ENABLE US TO ACCURATELY MEASURE AND DEFINE OUR C-SCHOOL THROUGH-PUT NEEDS FOR EACH COURSE. THIS PROCESS WILL ULTIMATELY ALLOW THE CG TO ENSURE MEMBERS AND MARINE INSPECTORS IN PARTICULAR, RECEIVE THE TRAINING NECESSARY TO EXECUTE BILLET-SPECIFIC MISSION RESPONSIBILITIES AND AT THE SAME TIME UTILIZE FINITE CG TRAINING RESOURCES MOST EFFECTIVELY.

6. ANOTHER SUCCESS IN OUR MARINE INSPECTOR TRAINING PROGRAM IS REVITALIZATION OF THE STANDARDIZED LEVEL 3 EVALUATION PROCESS AT CG TRACENS (I.E. WILL PROVIDE A SURVEY TO THE STUDENTS AND THEIR SUPERVISORS FOLLOWING COMPLETION OF THE TRAINING COURSE THE RESULTS OF THESE SURVEYS WILL PROVIDE FEEDBACK INTO THE TRAINING SYSTEM TO IMPROVE TRAINING AT CG TRACENS). THE COURSES, COMPETENCIES & JOB AIDES INCLUDED IN THE SPS WILL BE SUPPORTED BY THIS COMPREHENSIVE EVALUATION PROCESS BEGINNING THIS FY.

7. I ALSO WANT TO MENTION THE RECENT MODIFICATION OF THE MARINE SAFETY SPECIALTY (MSS) SELECTION BOARD PROCESS PROVIDED IN REF. A. THE CHALLENGE WE FACED SINCE STANDING UP THE MSS SPECIALTY WAS THAT OF ASSESSING THE PROPER PROPORTION OF ENGINEERING-RELATED MEMBERS NECESSARY TO MAINTAIN THE REQUISITE EXPERIENCE BASE FOR MACHINERY INSPECTIONS. TO REMEDY THIS SITUATION, THE CG WILL NOW ASSESS AND MANAGE THE MSS SPECIALTY AS TWO COMMUNITIES (I.E., DECK AND ENGINEERING), BOTH OF WHICH WILL CONTINUE TO SUPPORT VESSEL INSPECTION ACTIVITIES.

8. FINALLY, WE ARE PLANNING ON REVIEWING OUR INDUSTRY TRAINING PROGRAM TO ENSURE THAT WE OBTAIN THE NECESSARY EXPERIENCE IN THE VARIOUS AREAS OF INDUSTRY THAT ARE EXPANDING/GROWING SUCH AS TOWING VESSELS, PASSENGER VESSELS AND LIQUIFIED NATURAL GAS TO NAME A FEW. WE INTEND TO TRY AND GET MEMBERS TO WORK WITH ASSOCIATED ORGANIZATIONS WITHIN THESE AREAS OF INDUSTRY, (I.E. THE AMERICAN WATERWAYS OPERATORS (AWO) AND THE PASSENGER VESSEL ASSOCIATION (PVA)).

9. SO, AS YOU CAN SEE FROM THIS DISCUSSION, A SIGNIFICANT AMOUNT OF WORK HAS BEEN COMPLETED TO IMPROVE MARINE INSPECTOR TRAINING AND REDUCE PERFORMANCE GAPS. THIS IS JUST THE BEGINNING WITH MORE IMPROVEMENTS ON THE WAY.

10. PLEASE DIRECT QUESTIONS TO CG-384, CDR DAVID BAUGH, AT (202) 372-1340, LCDR DAVID BERLINER, AT (202) 372-1338 OR MSS4 LARRY STEINMETZ AT (202) 372-1337.

11. INTERNET RELEASE AUTHORIZED.

12. RDML CRAIG BONE, ASSISTANT COMMANDANT FOR PREVENTION, SENDS.

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