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FM COMDT COGARD WASHINGTON DC//CG-13//
TO ALCOAST

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ALCOAST 483/06

COMDTNOTE 1500

SUBJ: SECTOR TRAINING AND PERFORMANCE SUPPORT SITREP ONE

A. TRAINING AND EDUCATION MANUAL, COMDTINST M1500.10B

1. THE COAST GUARD IS NEARING THE COMPLETION OF A COMPREHENSIVE SECTOR PERFORMANCE ANALYSIS PROJECT THAT WILL RESULT IN: UPDATES AND REVISIONS TO RESIDENT TRAINING, CREATION OF JOB AIDS, UPDATES TO PERFORMANCE QUALIFICATION STANDARDS (PQS), AND CREATION OF A SECTOR ORGANIZATION MANUAL, SECTOR OFFICER CAREER GUIDEBOOK, AND COMPREHENSIVE BILLET COMPETENCY DATABASE.

2. THE ESTABLISHMENT OF SECTORS AND ASSOCIATED NEW POSITIONS NECESSITATED A THOROUGH ANALYSIS TO DETERMINE APPROPRIATE PERFORMANCE SUPPORT FOR SECTOR PERSONNEL. AN ANALYSIS OF THE JOB PERFORMANCE REQUIREMENTS WAS CONDUCTED FOR THE SECTOR COMMANDER AND DEPUTY COMMANDER AND 18 COMMISSIONED OFFICER AND CHIEF WARRANT OFFICER POSITIONS WITHIN THE PREVENTION AND RESPONSE DEPARTMENTS OF SECTORS. JOB PERFORMANCE REQUIREMENTS WERE ALSO ESTABLISHED FOR ALL 9 LOGISTICS DEPARTMENT COMMISSIONED OFFICER AND CHIEF WARRANT OFFICER POSITIONS.

3. CG PERSONNEL WERE SURVEYED AT MORE THAN 20 SECTORS AND OVER 120 SECTOR PERSONNEL WERE INTERVIEWED DURING SIX DIFFERENT SECTOR VISITS. THIS PROCESS IDENTIFIED AND DOCUMENTED JOB PERFORMANCE REQUIREMENTS AND DETERMINED THE STEPS NECESSARY TO ACHIEVE THOSE REQUIREMENTS. THE RESULTING LIST OF SECTOR ACCOMPLISHMENTS AND SUPPORTING DATA WAS THE BASIS FOR THE COORDINATED DEVELOPMENT AND REVISION OF POLICY, TRAINING, AND JOB AIDS.

4. CURRENT EMPHASIS OF THE PROJECT IS THE DEVELOPMENT AND REVISION OF NINE C-SCHOOLS, DEVELOPMENT OF JOB-AIDS TO SUPPORT ON-THE-JOB PERFORMANCE, AND REVISION OF PQS. THE CG HELD THREE WORKSHOPS THIS SUMMER WITH PARTICIPATION OF OVER 60 SUBJECT MATTER EXPERTS FROM THE FIELD, TRACEN YORKTOWN, AND HEADQUARTERS PROGRAMS TO GATHER ADDITIONAL SUPPORTING DATA FOR COURSE DESIGN AND JOB AID DEVELOPMENT. THE FOLLOWING NEW OR REVISED COURSES WILL BE PILOT TESTED AT TRACEN YORKTOWN DURING FY07:

- A. SECTOR COMMAND CADRE COURSE
- B. SECTOR DIVISION OFFICER COURSE
- C. MARINE INSPECTIONS (DOMESTIC) COURSE
- D. PORT STATE CONTROL COURSE
- E. POLLUTION RESPONSE COURSE
- F. FACILITY INSPECTION COURSE
- G. WATERWAYS MANAGEMENT COURSE
- H. INVESTIGATIONS OFFICER COURSE
- I. SUSPENSION AND REVOCATION COURSE

THE INITIAL CONVENING DATES OF THESE COURSES WILL BE ANNOUNCED BY A FUTURE ALCOAST MESSAGE. CURRENTLY THE MARINE INSPECTIONS (DOMESTIC) COURSE IS SLATED FOR FIRST QUARTER FY07. PORT STATE CONTROL, INVESTIGATIONS OFFICER, FACILITY INSPECTIONS, AND POLLUTION RESPONSE ARE SLATED FOR SECOND QUARTER FY07.

5. WHILE SECTOR TRAINING AND PERFORMANCE SUPPORT GAPS STILL EXIST, WORK IS IN PROGRESS TO CLOSE THESE GAPS AND RESPOND TO THE FIELDS NEED FOR TIMELY AND HOLISTIC PERFORMANCE SUPPORT. ADDITIONAL INITIATIVES INCLUDE THE DESIGN AND DEVELOPMENT OF PERFORMANCE

SUPPORT (TRAINING AND JOB AIDS) FOR LOGISTICS POSITIONS, THE EVALUATION AND REVISION OF MORE THAN 15 CONTRACTED C-SCHOOLS THAT CURRENTLY SUPPORT SECTOR MISSION SPECIALTIES, AND THE DEVELOPMENT OF A SECTOR TRAINING AND QUALIFICATION MANUAL THAT WILL INCORPORATE ALL SECTOR PQS, ESTABLISH STANDARDS FOR UNIT TRAINING AND QUALIFICATION, AND INSTITUTE PRE-ARRIVAL TRAINING REQUIREMENTS.

6. PLEASE DIRECT QUESTIONS TO CG-132, LCDR MARK MCMANUS, AT (202)475-5472 OR LT ERIN WILLIAMS, AT (202)475-5483.

7. INTERNET RELEASE AUTHORIZED.

8. CAPT F. A. DUTCH, ACTING DIRECTOR OF RESERVE AND TRAINING, SENDS.

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