

Who Benefits?

Historically, the Coast Guard has benefited from an officer corps made up of dedicated professionals who have the ability to serve in more than one narrowly defined area of our business. Our goal in all enhancements to the OSMS will continue to be to preserve the agility and flexibility our officer corps is known for.

With specialty and competency requirements accurately articulated for every position, officers will be able to see clear career path options, as well as how each specialty supports the mission accomplishment of our Service. This means that an officer charting his or her career will have a clear view of the opportunities, implications, and limitations associated with their decisions.

- As officers advance in authority and responsibility to higher leadership positions, they benefit by having a clear, consistent standard for identifying the skills, knowledge, education, and experience needed to do their job.
- Supervisors acquire a tool that clearly defines requirements for all positions under their purview. Supervisors and subordinates can use the position requirements to assist in planning professional development.
- Workforce planners will have a means by which to accurately monitor the officer corps' competency profile – where there are shortfalls of specific knowledge, skills, education, and experience. Future TAB management and allocation will benefit from this.

Ultimately, the OSMS will provide additional management tools to support the service's effort to enhance the adaptability and flexibility of our officer corps – a strength that is unique among all the armed forces.

Where can I see the other information related to Future Force's OSMS project?

We intend to establish copies of all reports, including the framework, on CG Central (Our CG: Strategic Initiatives: Future Force).

For further information or to communicate with the Future Force staff about the Officer Corps Management System project, contact the project officer LCDR Bill Rogers, or visit the Future Force website at: <http://www.uscg.mil/ff21/>



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Officer Specialty Management System (OSMS)

- Replaces Legacy Officer Billet Codes with New Framework of Officer Specialties and Sub-Specialties
- Defines Career Path Options, Using Program Requirements/Desires
- Allows for Monitoring of Individual Officer Competency Portfolios and Personnel Allowance List Billet Requirements



Background

Since 2001, the Future Force project staff has sponsored a series of tasks to identify improvements to the current Officer Corps Management System (OCMS) that will enhance system agility and flexibility. Based on these ongoing efforts, a new officer specialty framework has been established. The framework is the heart of a new Officer Specialty Management System (OSMS) that will replace the legacy OCMS.

The new framework puts in place a labeling system that simplifies a specialty list that had grown cumbersome for senior leaders and HR managers. *The result will be a clearer picture of what is required by billets and what capabilities the officer corps has within it.*

As you review the new framework, it is important to remember two key points:

- In no way should the implementation of the new framework be viewed as diminishing the value of any particular specialty.
- The consolidation of multiple legacy Officer Billet Codes (OBC) into fewer specialties/sub-specialties should not be viewed as an indication of the affected specialties' having a reduced value to the Service.

Why are we making changes to a system that has served the Coast Guard so well?

The current OCMS grew out of the Kerrins Report of 1962, a remarkable effort that established the current promotion system and many of our officer corps management policies. After more than 40 years of superb service, our OCMS requires updating through the careful application of some new management tools that build upon the time-tested system while preserving its core – ***promotion of the best-qualified officers*** – to positions of greater responsibility and authority.

A recently completed analysis of Officer Specialties resulted with Admiral Collins approving the new Officer Specialty Framework that reorganizes the 70 plus legacy specialties, as represented by OBC, into **13 specialties and 34 sub-specialties.**

Specialty	Sub-Specialty	
Aviation	Aviation Safety	
	Aviation Operations	
C4IT	Information Systems Management	
	Electrical and Electronics Engineering	
	Communications Management	
Engineering	Ocean Engineering	
	Naval Engineering	
	Civil Engineering	
	Industrial Engineering	
	Aeronautical Engineering	
Finance	Logistics	
Human Resources	HR Management	
	Recruiting	
	Training	
Intelligence		
Legal		
Management	Command and Staff	
	Civil Rights	
	Public Affairs	
	International Affairs	
	Planning	
	Resource Management	
	Acquisition Project Management	
	Chaplains	
	Medical	Medical Administration
		Physician Assistant
Operations Afloat	Aids to Navigation	
	Ice Operations	
Operations Ashore - Prevention	Vessel Inspections	
	Marine Investigations	
	Waterways Operations and Management	
Operations Ashore - Response	Port and Facility Safety and Security	
	Auxiliary Operations Coordination	
	Defense Operations/Readiness	
	Boat Forces Operations	
	Maritime Law Enforcement/Ports, Waterways and Coastal Security Operations	
	Search and Rescue Coordination	
	Marine Environmental Response	
	Incident Management and Preparedness	
Reserve Programs		

What exactly is an Officer Specialty Framework? Does it really impact me?

The new framework provides an updated labeling system that will replace the legacy OBC system. The labels will describe positions and, eventually, individual officers. Made up of specialties and sub-specialties, the framework will be applied to all officer positions in the Personnel Allowance List (PAL) and will ultimately be mapped to the Competency Management System. Staff elements involved in recruiting, assignments, Training Allowance Billet (TAB) allocation, training and professional development are among the most obvious beneficiaries of this revised system. They will gain both an accurate picture of the demands on the officer corps, as represented by the PAL's specialty/sub-specialty needs and the officer corps's ability to meet those demands through the specialty and sub-specialty competencies possessed by our officers.

Approval authority for the establishment and disestablishment of specialties will reside with G-C. However, CG-1 will be responsible for coordinating the establishment, disestablishment, and administration of officer specialties and sub-specialties. Just as the current officer management system depends on the participation of a variety of key stakeholders (CGPC-OPM, HQ program/officer specialty managers, etc.), the new process requires continuing collaboration. The system is designed to be responsive to feedback from all stakeholders and is expected to continue to evolve to reflect mission requirements.