

CONCEPT OF RESERVE EMPLOYMENT (CORE)

CORE MISSION

Provide Reservists, and their commanders, guidance that will enable them to understand what skills and competencies Reservists are expected to attain and maintain, and how Reservists can expect to be employed when called upon to support surge and contingency operations. Over the last decade a trend has developed regarding the Coast Guard's ability to respond to surges and contingencies. That trend has shown the Reserve Force is no longer a luxury; today it is a necessity. CORE's goal is to build a Reserve Force by design, not by default working jointly with the staffs of CG-5, CG-7 and CG-13.

COMMANDT'S GUIDANCE

ALCOAST 271/10 - Commandant's Guiding Principles

ALCOAST 524/10 - U.S. Coast Guard Reserve Policy Statement

CG-13 GUIDANCE

ALCOAST 545/10 Paragraph 3.B - Concept of Employment

Reserve Employment Work Group - Concept of Employment Reserve Force

PRIMARY SUPPORT ROLES OF THE COAST GUARD RESERVE

- Maritime Homeland Security
- National Defense (Domestic and Expeditionary)
- Domestic Disaster Operations

THE CONCEPT OF RESERVE EMPLOYMENT IS

- Doctrine to build Reserve Force capabilities as specified in the Reserve Policy Statement, and ensure a Reserve Force that is always ready to *mobilize with critical competencies in boat operations, contingency planning & response, expeditionary warfare, marines safety, port security, law enforcement, and mission support*
- A process and framework to identify/document the means and responsibilities for the Reserve Force to attain and maintain competencies through training and augmentation
- A communication to inform Reservists how they may expect to be employed when called upon to support surges and contingencies
- Strategic planning and communications aimed at gaining the commitment of CG Program Managers, CMCs, Commanders, COs, OINCs, SROs, SERAs, Chief's Mess and Reservists in readiness and support of the total workforce
- Limited by annual IDT/ADT training and augmentation requirements

THE CONCEPT OF RESERVE EMPLOYMENT IS NOT

- Re-engineering of Reserve mobilization
- A guide to how Reservists operationally will be employed during mobilization
- A fix to the unit PAL (R-PAL)
- A review of employing the IRR

CORE DEVELOPMENT

- Project Plan (**Completed**)
 - Determine Program Manager staff leads
 - Develop timeline for deliverables
- Communications Plan (**Completed**)
- Initial CORE ALCOAST
 - ALCOAST 246/11: Concept of Reserve Employment
- Project Task: Enlisted Competencies; series of ALCOASTS identifying what competencies are required to meet the seven Reserve mission capabilities
 - ALCOAST 402/11: CORE Enlisted ALCOAST 1 – Boat Operations
 - ALCOAST 582/11: CORE Enlisted ALCOAST 2 – Prevention (Marine Safety)
- Project Task: Officer Competencies – Presently gathering input from the Field
- Project Task: Force Shaping - Working with CG-DCO to validate/refine contingency and surge requirements
- Project Task: CORE Implementation with CG-DCO/FORCECOM ensuring repeatable systems to consistently meet contingency force requirements

INFORMATION GATHERING

- Socialize - Meet with CG Program Managers, CMCs, Commanders, COs, OINCs, SROs, SERAs, Chief's Mess, and RFMCs
 - Socialize the CORE and discuss roles, expectations and timelines
 - Determine what competencies are required of the Reserve Force

TIMELINE FOR CORE DEVELOPMENT AND PUBLICATIONS

December 2010 - February 2011 (Completed)

- Meet with CG HQ Program Managers, CMCs, LANT Area, PAC Area, DCMS, FORCECOM
 - Socialize CORE and discuss roles, expectations and timelines
 - Determine what competencies are required of the Reserve Force
 - Identify Program Manager staff leads
 - Develop timeline for deliverables

March 2011 – September 2012

- Document competency requirements for reservists as identified by Program Managers and RFMCs
- Identify training resources to meet Reserve Force requirements and gaps

April 2011 – September 2012

- Series of ALCOAST describing competency requirements for Reserve Force mission capabilities
- Force Shaping - Working with CG-DCO to validate/refine requirements

September 2011 – Forward

- CORE Implementation with CG-DCO/FORCECOM ensuring repeatable systems to meet contingency force requirements

CORE Project Officer

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