



Steer your Career in Human Resources Management

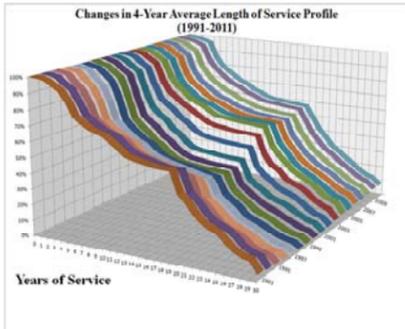


Ensure the Workforce of the future



- Determine the number of people units need (Manpower Assessments)
- Inform budget decisions.

- Don't just watch the world change, prepare the CG to meet it.
- Manage the Workforce through challenging times



Influence Military Promotion, Pay and Benefits



- Determine Opportunity of Selection (OOS)
- Promotion board management
- Influence career retention bonuses
- Recruit future leaders
- Design evaluation systems
- Data driven impacts

Talent Management

- **Competencies:** Competencies provide the link between knowledge and action. Define that linkage for the CG.
- **Proficiency:** Measure proficiency, design the systems to provide for its growth. Maintain the world's most talented Coast Guard.
- **Specialties:** Be in on the ground floor of the newest talent management tool. Help all programs understand and fully use this new system.

Workforce Management

- **Accessions:** Attract the diverse, talent which makes up the CG of the future.
- **Promotions:** Understand why and how promotions and advancements occur.
- **Retention:** Deploy the tools necessary to keep the talent the CG needs; understand the impact on talent loss.
- **Workforce Requirement:** Determine the right number and type of employees to accomplish mission requirements.

HRM Careers



Leadership and Policy

- **SAPR:** Eradicate Sexual Assault from the CG workforce.
- **Policy:** Update the requirements necessary to develop the technical experts and comply with evolving mission needs.
- **Leadership:** Define the leadership competencies and training needs to grow the next leaders of the CG.

Career Management

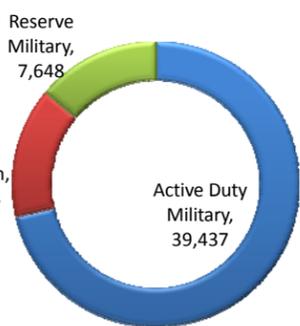
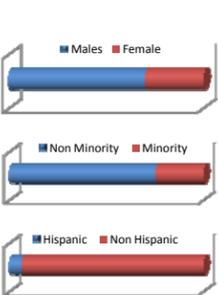
- **Others:** Counsel and advise others in career options.
- **Self:** Show your talents through Competencies, Education, and Certification.
- **Guides:** Help write all career guides to provide opportunities for the talent and leadership development.

Key Positions, Units, and Functions

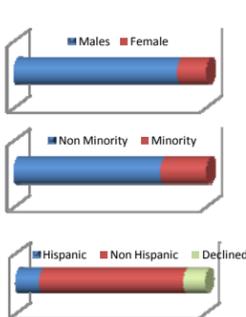
Assignment Officers ● Workforce Forecasting ● System Design ● Bases ● SPOs ● PSC ● Manpower Requirements ● HSWL
PPC ● CGRC ● Sector Logistics ● Workforce Analyst ● IH ● HR Policies ● Evaluations ● Pay and Benefits ● Company Officers

Workforce Caretakers

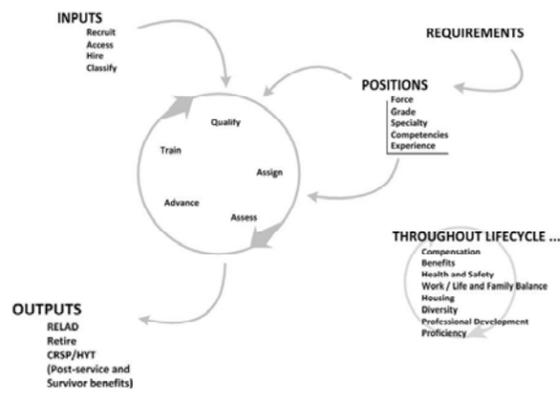
Permanent Civilian



Active Duty Military



System Engineers



- Learn System Interactions
- Build sustainable processes
- Understand why things happen

Mission

We exist to meet the people needs of the Coast Guard, and the needs of the Coast Guard people

Vision

Provide the diverse, effective force to meet current and future work needs of the Coast Guard