



Coast Guard Flag Voice 54

CAREER DEVELOPMENT ADVISOR (CDA) PROGRAM

In [Flag Voice 41](#) (on retention), I shared the thoughts of CAPT Jim Evans, Chief of Aeronautical Engineering (G-SEA), who had some valuable suggestions on how to retain good people. One suggestion was, "Arrange for a sharp, well-informed expert to provide a training session on the value of the perks we take for granted.

The Career Development Advisor (CDA) is one of those "well-informed experts." They are located at every ISC, with a total of 18 Coast Guard-wide.

Assistance available through your CDA includes:

Career Advice. Focuses on performance as the key to success and aligning expectations of supervisors and subordinates.

Information on Policies and Programs. Helps E2/E3's decide on "A" Schools, assists rated personnel prepare for the Servicewide, and informs members about our enlisted-to-officer programs. Also, provides in-depth overviews on veterans' benefits, mutual assistance programs, Montgomery GI Bill, and VA home loan guarantees, just to name a few.

Career Development. Concentrates on professional and personal development. Voluntary education programs, tuition assistance, mentoring, goal setting, and planning for financial security are areas that assist members in fulfilling their career and life goals.

Career Development Advisors travel extensively throughout the field. They have provided training and counseling to over 6,000 enlisted, officer, and civilian members in the past year about the benefits of a Coast Guard career. Feedback from the units has been overwhelmingly positive.

Retaining good people is paramount to the Coast Guard's long-term health as a high-performing Service. The Career Development Advisors are a valuable resource in this endeavor-they are there for your use. I urge Commanding Officers, OINCs, and Command Chiefs to contact your area Career Development Advisor and arrange for a training visit.

The directory of CDAs is on the Web at <http://www.uscg.mil/hq/g-w/g-wt/g-wtl/cis/cispers.htm>.

Regards, FL Ames



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