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IMPROVING THE PERFORMANCE OF OUR PEOPLE

To promote success of our people - active duty members, reservists, civilians, Auxiliarists - at every level of the Coast Guard, we have undertaken a number of initiatives to foster learning and continual professional development. Some recent programs include broader and clearer policy for the use of Individual Development Plans (IDP); a handy web-based Unit Leadership and Development Program (ULDP); updated formal mentoring guidelines, with an e-mentoring option; robust tuition assistance; expansion of e-Learning; and criteria for outfitting learning centers. The Area and MLC Commanders have jointly invested in full-time Educational Services Officers and Learning Centers.

We have previously marketed these policies and procedures when issued, but I thought it would be useful to highlight them in one document. It is also a chance for me to thank those who have offered ideas or taken the lead by putting these tools to good use in your workplace. The ultimate measure of success of the Coast Guard is the collective performance of our people. Thank you for ensuring they have all that they need for sustained, quality performance.

During the first four years of service, military members, active duty and reserve, officer and enlisted, are now required to complete an IDP. Although not mandatory beyond the first-term, I encourage everyone to use an IDP to help focus personal and career goals. Both the ULDP and the mentoring program complement the personalized IDP. The ULDP helps units assess their strengths and identify areas for improvement. It facilitates excellence through a variety of learning activities linked to the Coast Guard's Core Values and 28 leadership competencies. Mentors, whether through a formal or informal relationship, provide beneficial insights based on their experiences and education. The new e-mentoring network cuts across distances and units to match mentors and mentees. Find out more at <http://www.uscg.mil/leadership>.

E-Learning permits greater access to the educational programs and resources that are relevant to our diverse workforce. Well-equipped, quiet spaces within unit Learning Centers support e-Learning's online courses, self-help courseware, and end of course testing. The newly expanded network of Educational Services Officers, along with Career Development Advisors, contributes to a more educated and capable workforce. These specialists are savvy about academic programs and know how to access educational funds, such as Foundation Scholarships, Mutual Assistance grants, and tuition assistance. Additionally, their enthusiastic help with study skills fosters lifelong learning. Check out more details on the learning tab of CG Central.

Encouraging individual development and providing timely access to information and education are critical to becoming a better, more effective Coast Guard. This is not an all-inclusive list. It is just a reminder of some

features of the interrelated human performance system we are building for you. Take advantage of these easy-to-use, people-focused tools to improve the performance and commitment of our workforce.

Regards,

RADM Kenneth T. Venuto
Ken Venuto

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