

E-PME  *Enlisted*
PROFESSIONAL MILITARY EDUCATION

Rating Force Master Chief 4.F.03

Learning Objective(s): **EXPLAIN** the role and purpose of the Rating Force Master Chief.

Why You Need to Know This

The **Rating Force Master Chief (RFMC)** is the principal advocate for their specialty and is responsible for the overall health of their rating. RFMCs manage the structure of their workforce and ensure that personnel are prepared to meet the Coast Guard's current and future missions. In addition, the RFMC plays a crucial role in unit staffing and communicating rating issues within the organization. They serve as a role models for their rating while exemplifying and promoting the Coast Guard's Core Values of Honor, Respect and Devotion to Duty.

This lesson will provide you with the information you will need to know in regards to the role and purpose of the Rating Force Master Chief.

Topics Covered

This section will cover the following topics:

- Rating Force Master Chief (RFMC) Role
- RFMC Duties

At the end of this lesson, you will be required to participate in a learning activity. You are encouraged to first review the learning activity and the sign off requirements located in the “**You and Your Supervisor**” section of this lesson. Reviewing this information before you begin the lesson will allow you to take proper notes and focus on key learning points.

Rating Force Master Chief (RFMC) Role

By assignment, the RFMC is the most senior member of their respective rating. They are advocates for their rating and are advisors to program managers and senior Coast Guard leadership on all matters that have an impact on the workforce.

RFMCs are assigned to various programs/directorates within headquarters. Their primary role is to provide strategic and tactical direction for the rating by ensuring they have the necessary competencies, structure, and staffing levels to accomplish programmatic and mission requirements. RFMCs perform a crucial role in setting overall staffing standards which include unit specific staffing issues.

As advisors, RFMC's work closely with the various directorates and programs to ensure that issues which may affect the workforce's readiness, training, staffing or career development needs are considered in a timely manner and to form a plan that best matches the needs of the service with the needs and capabilities of the workforce.

They have a significant role in the training programs affecting their rating, including:

- “A” and “C” Schools
- Correspondence Courses
- Enlisted Performance Qualifications (EPQs)

RFMCs maintain open communications with their rating through:

- Force notes
- Field visits
- Direct contact with individual members

The RFMC corps is comprised of all RFMCs and the Enlisted Professional Military Education (E-PME) program manager in recognition of that position's role in managing the senior enlisted academies and the E-PME program for Coast Guard personnel.

RFMC Duties

RFMCs perform the following duties:

- Reach out to all members of the enlisted workforce to advise and educate.
 - Provide input to high level policy and programmatic decisions.
 - Communicate workforce needs and expectations up and down the chain of command.
 - Set rating specific advancement requirements and review lateral entry requests into their rating.
 - Monitor the enlisted rating structure and address concerns about the rating's size and grade distribution.
 - Manage the structure of their rating's workforce.
 - Ensure that personnel are prepared and trained to meet current and future missions.
 - Provide guidance on unit staffing requirements.
 - Provide information to the field regarding their rate's relationship to the civilian workforce.
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Learning Activity



To successfully complete this requirement you will need to explain to your supervisor the role and purpose of the RFMC.

For You and Your Supervisor

In order to meet the sign-off requirement for this lesson **YOU** must perform the following:

1. Prior to meeting with your supervisor review the contents of this lesson and organize your thoughts.
2. Discuss the role and purpose of the RFMC.

Before signing off on this requirement your **SUPERVISOR** must:

1. Make sure the member knows the role and purpose of the RFMC.
 2. Provide the member with corrective feedback and answer any questions they may have related to this topic
 3. Sign off the check-off sheet on the Record of Enlisted Professional Military Education (E-PME) Performance Requirements
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References

The following references were used in this lesson, they can be found at [CG Directives at CG-612](#):

Command Senior Leadership Program, COMDTINST 1306.1B(series)
