

FD/28

FORCE DESIGN



PEOPLE TOWN HALL

ACTIVE DUTY//RESERVE//OFFICER//ENLISTED//CIVILIAN//AUXILIARY

STRATEGIC OBJECTIVES

1

Grow the Coast Guard's future force starting today

2

Deliver a high-quality, mission-aligned workforce

3

Ensure force readiness and resiliency for a complex and uncertain future

KEY ACTION ITEMS

RECRUIT AND GROW

- // Add 15,000 uniformed members by 2028
- // Open new recruiting offices and expand recruiters
- // Increase enlisted and officer training capacity at Cape May, Petaluma, and the Academy
- // Expand Reserve and Auxiliary roles in recruiting and service
- // Modernize civilian hiring and onboarding with faster processes and tech access on day one

TRAIN AND DEVELOP

- // Accelerate the delivery of a robust HRIT system and develop an enterprise solution to transform talent management
- // Build a competency-based workforce development system (every billet mapped by skills/knowledge)

- // Modernize training delivery with learner-centric and tech-enabled pathways
- // Create clear career progression and professional development for civilians
- // Enhance specialized communities (ie, Deployable Forces, Maritime Enforcement)

SUSTAIN AND RETAIN

- // Strengthen family support: Ombudsman Program, housing, childcare, and healthcare access
- // Increase Coast Guard medical providers and expand telehealth options
- // Establish service-wide physical fitness standard with resources to sustain readiness
- // Transform the Reserve into a true mobilization force with defined mission sets
- // Prioritize new personnel to build resiliency at units, not just increase workload