

Education's impact on officer assessments, assignments, and promotions



Coast Guard Personnel Service Center

Officer Personnel Management Division



PSC Mission Statement

- Support mission execution and support functions
- Manage the military workforce
- Build professional and leadership capabilities



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OPM-1 Responsibilities

- Manage Promotion Process
- Coordinate Boards & Selected Panels
- Reserve Extension/Integration
- Separations/Retirements
- Register of Officers
- Temporary Separation Policy
- Advanced Education Programs
- Frocking Requests



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OPM-2 Responsibilities

- O-5 and Below Assignments
- Screening Panels (CMCSP, JCASP, SEFP)
- Career Counseling/Mentoring
- Misc Personnel Actions (EAD/RR Assignments, DCO, PHS, Aviation Med Waivers)
- Member: Advanced Education & DCO Panels, PRRBs, Medical Evaluation Boards



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OPM-3 Responsibilities

- OES training
- Consultation (e.g., Special OERs)
- Review/process all active duty OERs
- Expedite OERs for Selection Boards / Post-Graduate Panel candidates
- Provide input for BCMR/PRRB applications
- Develops and implements system changes as necessary to maintain a health system



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Unclassified Information Brief
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OPM-4 Career Management

- Provide feedback and framework for future assignability
- Attainment of qualifications & competencies is paramount
- Focus on obtaining skills vice specific jobs
- Review all communications from members to selection boards and panels



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Career Management Resources

- Officer Assignment Guides
- Generic Precept to ADPL Boards
- COMDT's Guidance to Boards & Panels
- Messages & CG PORTAL (AO Notes)
- Officer Career Guidebook
- "Developing a Career as a CG Officer"
- AO/OPM-4 Career Counseling/Roadshows
- Mentors
- WebPAA - <http://cgbi.osc.uscg.mil/2.0/paa/>



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The Big "4"

- Performance – Documented through OER
- Professionalism – Competency in primary specialty & ability to adapt to broadened experiences
- Leadership – demonstrated through assignments
- Education – technical & academic expertise



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PG/Adv Ed – General Info

- Education is a criteria considered by promotion boards
- Over 50 PG/Adv Ed opportunities available
- % of officers with at least one Master's or higher:
 - LCDR: 54%
 - CDR: 79%
 - CAPT: 95%
 - FLAG: 100%



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Key Players in PG/Adv Ed Process

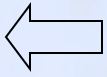
- **FC-51:** Determines the Training Allowance Billets (TABs) available for each PG/Adv Ed program.
- **PG/Adv Ed Program Manager/Representative:** CG HQ personnel (O-4 & above) who participate in their respective program's selection panel process.
- **CG PSC (opm-1):** policy managers for the application process & coordinates selection panels.
- **CG PSC (opm-2)** (Assignments Branch): participates in selection panels process to provide input from assignment/career management perspectives.



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What Does the Panel Look at?

- PSC IPDR
 - OERs
 - Academic Transcripts (submit only completed transcripts)
 - Standardized Test Scores (GRE, GMAT, LSAT)
 - CG-4082 (Record of Professional Development)
 - CG-3307's (Page 7's)
 - Awards (Personal & Unit awards only)
- E-Resume Text Narrative
- E-Resume Command Endorsement
- Employee Summary Sheet (ESS)
- Order of Program Choices



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← What Does the Panel Consider?

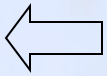
- Big 4 4082, Test Scores, & Official Transcripts
- Commandant's Guidance
- Board Precept
- Program Specific Requirements
- Kick-Off & Solicitation Msg
- Timing



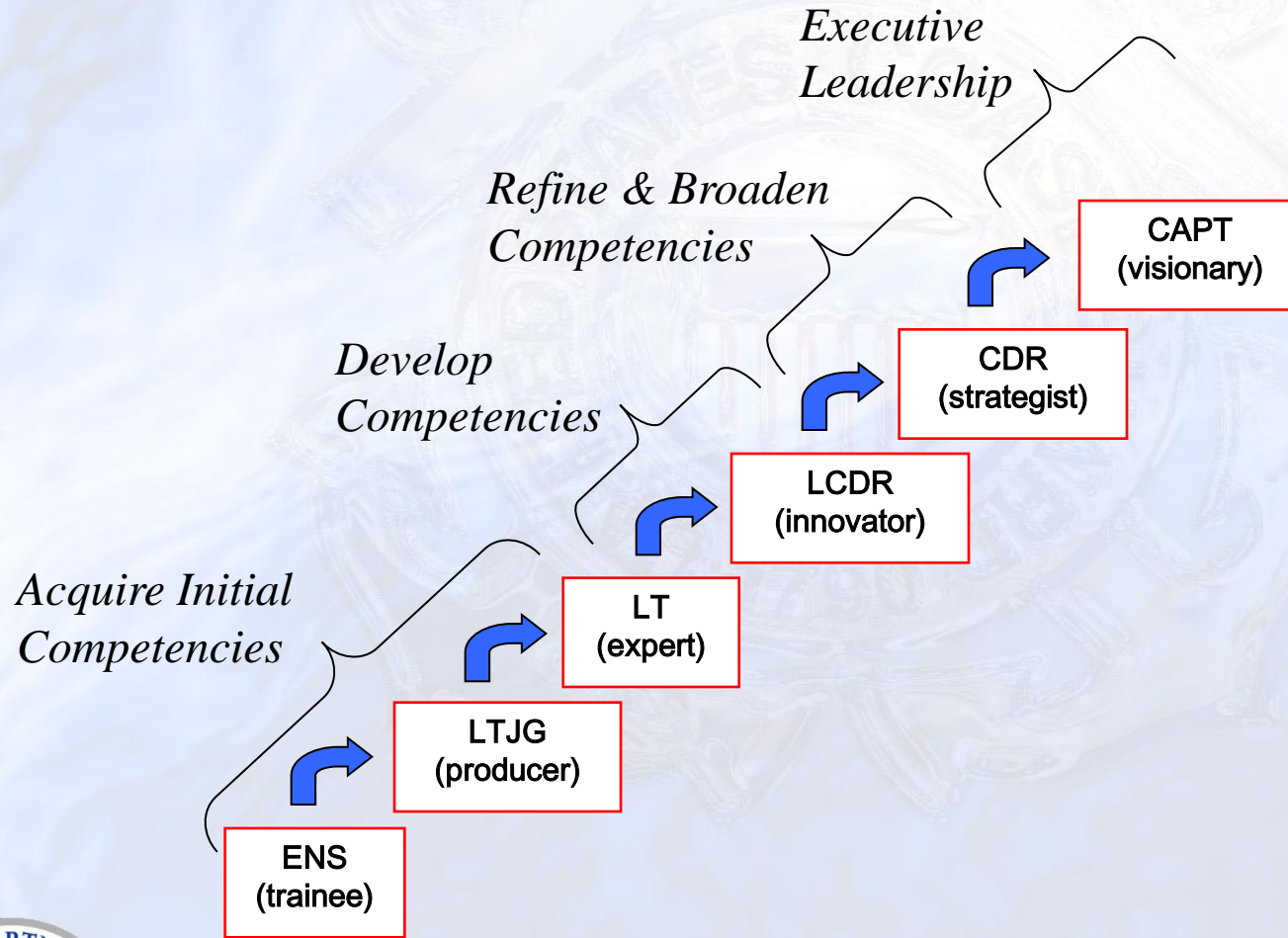
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Officer Career Progression Ladder



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