



Request For Forces

Program Plan & Implementation
2023

COMO Michael D. Bozarth
01JUN2023



D11S Fact Sheet (2022)

400 Miles of Coast Line

3 Major Ports

7 Islands

1 Million Registered Boats

Deadliest Lakes in the US

Auxiliary

- 4 States: CA, AZ, NV, UT
- 9 Divisions, 42 Flotillas
- 1,180 Members
- 866 Certifications
- 108 Elected Leaders
- 120 District Staff Appointments
- 6 District Committees
- 6 District Task Forces
- 26 Boats
- 98 Radios
- 11 Autos

Active Duty

- 2 Sectors: LA/LB, SD
- 12 Cutters
- 4 Boat Stations
- 2 Air Stations
- 2 MSST Teams
- MSD
- FOB
- ANT



Agenda

A. RFF Program Rationale

i. Why

ii. How

iii. What (Progression, Design Principles)

iv. Who (“Front Line”)

B. RFF Rollout Plan

C. RFF Future Vision



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A. RFF Program Rationale

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B. RFF Rollout Plan

C. RFF Future Vision

RFF - Why



*Make Force Multiplier a Reality
Through “Next Level” Active Duty Augmentation*

Increase Member Morale Through Engagement

RFF - How



Formalize the Position Request and Fulfillment Process

*Increase Augmentation Opportunities by Expanding a
Dedicated AUC Roster*

Expedite Fulfillment through the use of Technology

RFF Progression



0. REACTIVE

Order taker
Word of mouth

- *As needed*
- *On call*

1. RESPONSIVE

Formalized process with support of COs
Fill AUC Roster and provide clear direction

- *Make Force Multiplier a Reality*
- *Increase Member Morale*

2. PROACTIVE

Position Request Analytics
Skills Bank Analytics

- *Short-term Skills Development Plan*
- *Position Proposals*

3. PREDICTIVE

USCG Local Outlook & Strategic Direction
D11S Local Outlook & Strategic Direction

- *Long-term Skills Development Plan*
- *Targeted Recruiting Strategy*

RFF Design Principles



- Think Big, Start Small, Go Fast
- Pilot, Learn, Improve
- Early Wins - “low hanging fruit”
- Avoid ADII Integration
- Data Privacy



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RFF 2023 Rollout Plan



Release	Position Request	Position Fulfillment	RAM				Deliverables	CONV DATE
			R	A	C	I		
1.0	Forms	Forms	ASC	ASC	ETF	DCO	RFF Process, Position Request Form, Applicant Screening Form	01MAR
2.0	WordPress, Plug-Ins	WordPress, Plug-Ins	AUC	ASC	ETF	DCO	Updated RFF Process. Post Position Requests (updated weekly on D11S). Online Member Interest. Status Reports.	01JUL
3.0	WordPress, Plug-Ins	WordPress, Plug-Ins ADII	AUC	ASC	ETF	DCO	Fulfillment using D11S Skills Bank.	01AUG
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Responsible

Responsible designates the task as assigned directly to this person (or group of people). The responsible person is the one who does the work to complete the task or create the deliverable.

Accountable

The accountable person in the RACI equation delegates and reviews the work involved in a project. Their job is to make sure the responsible person or team knows the expectations of the project and completes work on time.

Consulted

Consulted people provide input and feedback on the work being done in a project. They have a stake in the outcomes of a project because it could affect their current or future work. Project managers and teams should consult these stakeholders ahead of starting a task to get input on their needs, and again throughout the work and at the completion of a task to get feedback on the outcome.

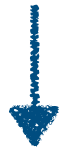
Informed

Informed folks need to be looped into the progress of a project but not consulted or overwhelmed with the details of every task. They need to know what's going on because it could affect their work, but they're not decision makers in the process.

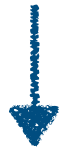
RFF Applicant Screen (Release 1.0)

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A. Interest by Member via eMail



B. Screened by ASC/DDC



C. Final Approval by Requestor*



U.S. COAST GUARD AUXILIARY DISTRICT ELEVEN SOUTHERN REGION REQUEST FOR FORCES

APPLICANT SCREEN

RFF #

MEMBER DETAIL					MEETS ELIGIBILITY			
					Circle One		Requirement	
Name	Last	First			Certifications	Y	N	
ID #				ALAC/CAC **	Y	N		
Flotilla				Additional Clearance **	Y	N		
eMail				Experience	Y	N		
Phone				Physical	Y	N		
City, State				Additional	Y	N		
Enrolled				** - Complete for Active Duty Augmentation Position only				
MLR	BQ/AX	Core Training	Good Standing	Onboarding Attestation				
Notes								

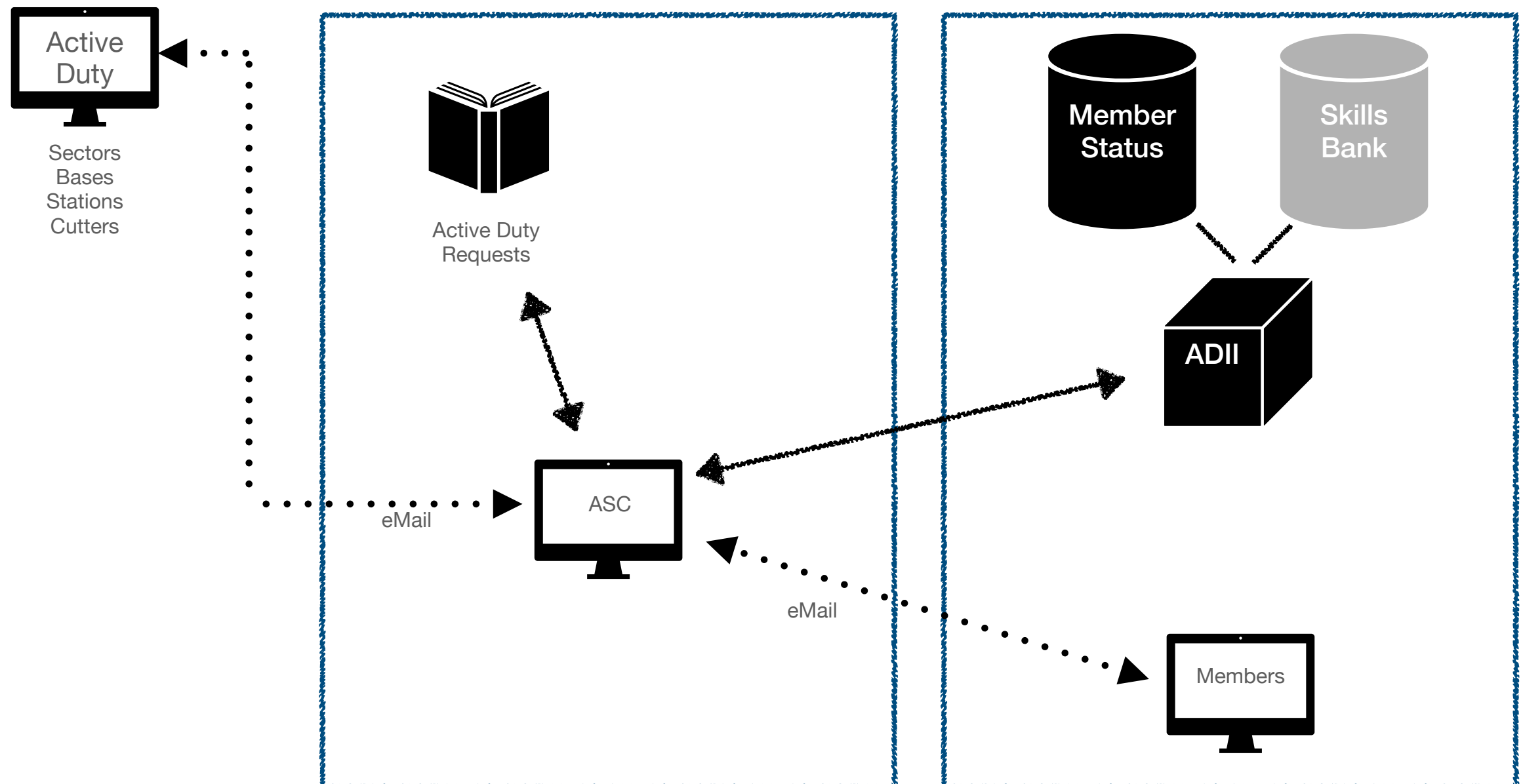
AUGMENTATION POSITION APPROVAL				REPORT TO DUTY	
		Date	Notes		
AUG Position Approval			DIRAUX	DCQ	Unit
AUG Position Distribution	TO: Member CC: DCOS, DIRAUX, CG POC, ASC, AUC, DCAPT, DCDR, FC				
AUXILIARY POSITION APPROVAL					
AUX Position Approval			AUX POC		
AUX Position Distribution	TO: Member CC: Relevant Unit & Program leaders: DCAPT, DCDR(s), FC(s), DDC, DSO(s), AUX POC				
		Date	Notes		
ATD					
		Date	Notes		
Not Approved			Explanation		

High Level System Design - 1.0

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DEMAND

SUPPLY

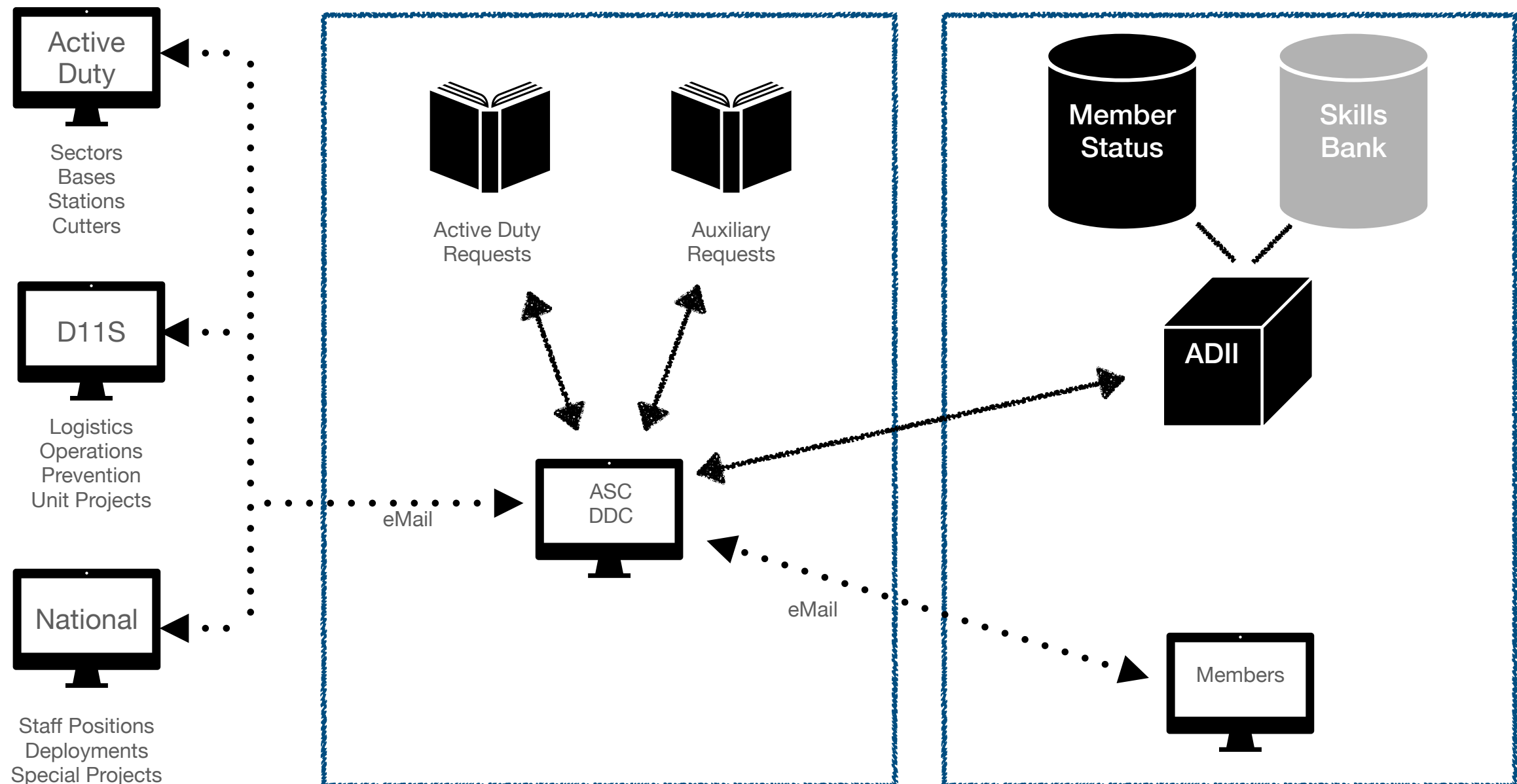


High Level System Design - 1.1 (Option)

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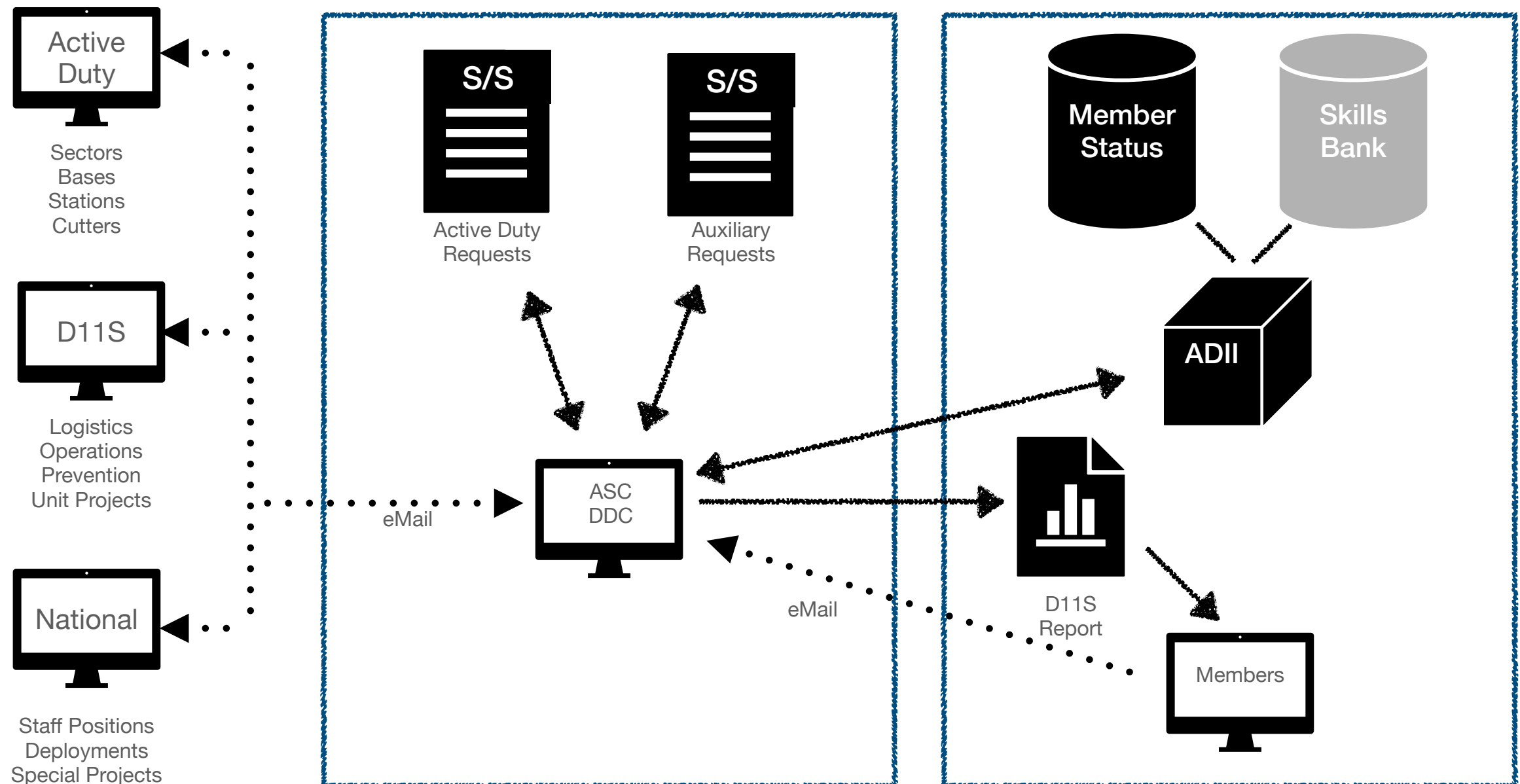


High Level System Design - 2.0

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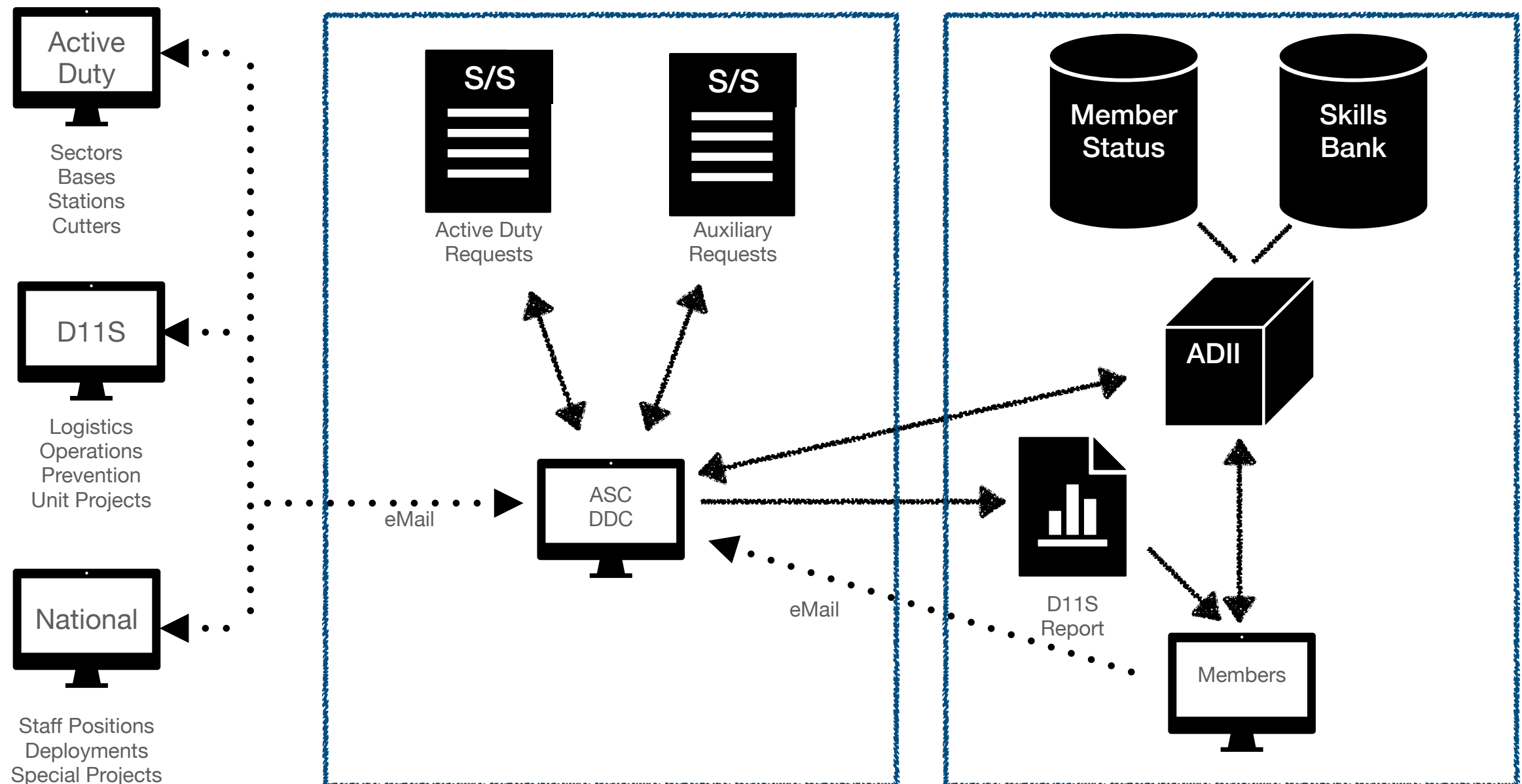


High Level System Design - 3.0

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SUPPLY

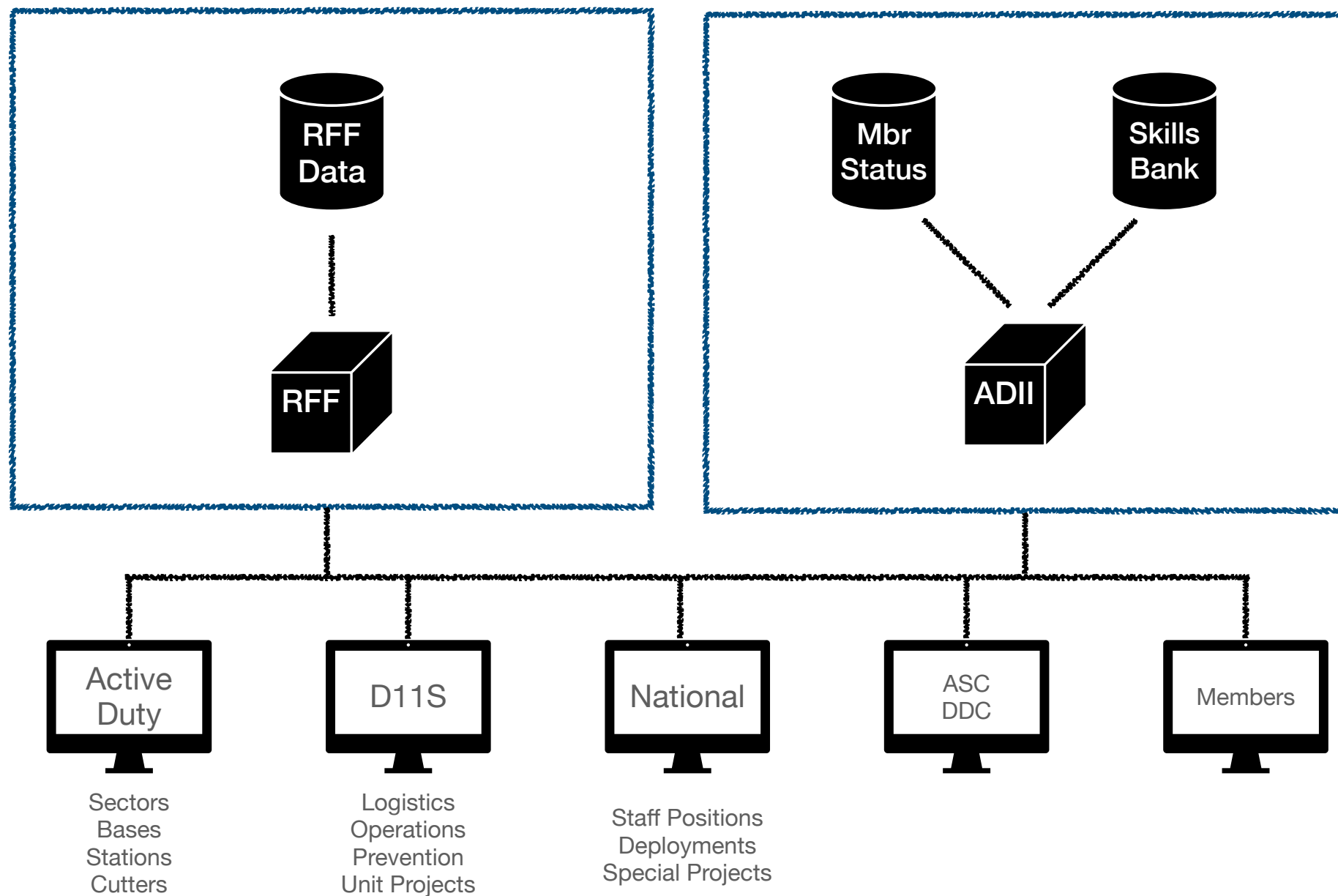


High Level System Design - 4.0

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SUPPLY





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Skills Bank Analytics

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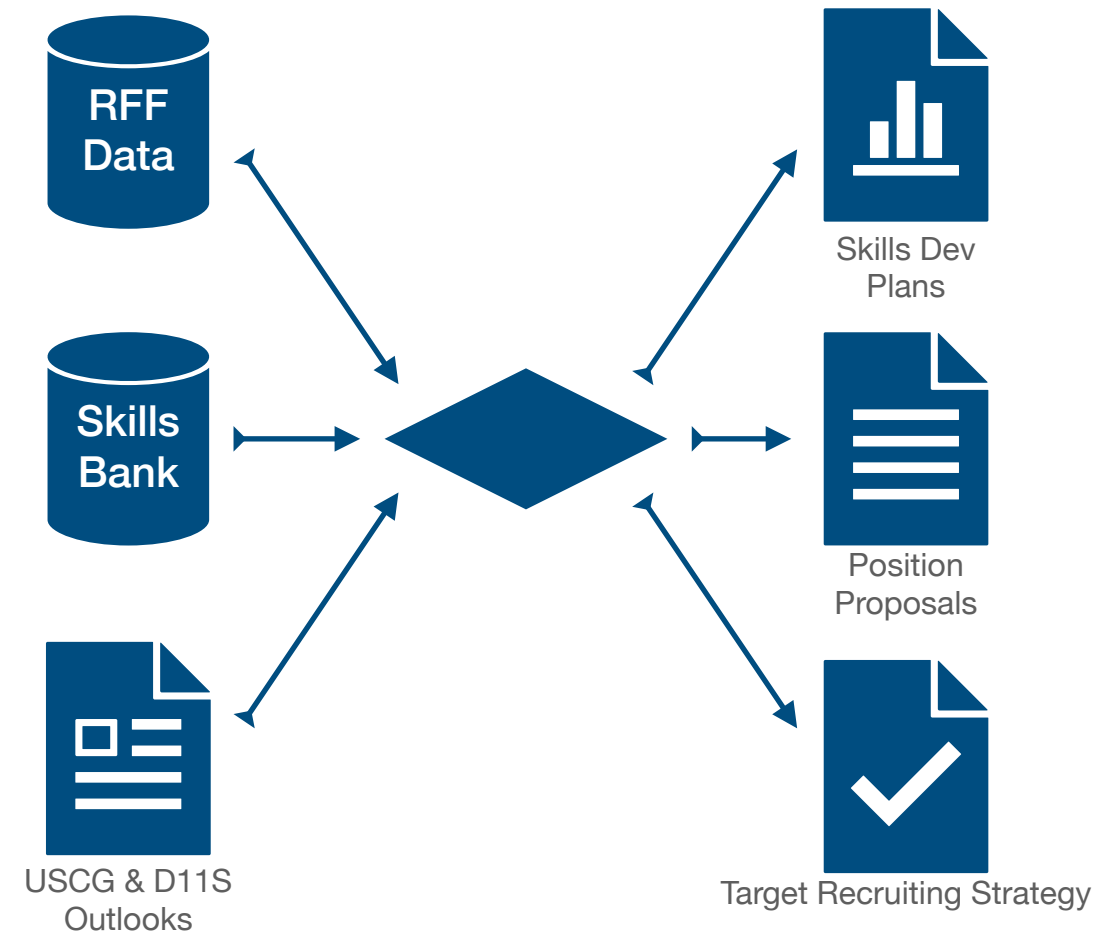
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4. AUTOMATED FULFILLMENT

ADII Integration

- *“Job Board” —> “Match.com”*





Thank you

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Lessons Learned (01AUG)

- **Identifying Augmentation Opportunities**
- **Sensitivity/Classified (Secret, Confidential, FOUO/LES, OPSEC)**
- **Auxiliary Skills Bank (ADII)**
- **Mission Codes**
- **Expense Reimbursement**
- **Active Duty Budget Impacts?**
- *AUX Comms Plan, Dedicated ASC/AUCs, Active Duty Messaging (1Q)*
- *Bifurcate workflow (JUN)*
- *Database Conversion (JUN)*
- *Skills Bank Campaign (01SEP)*
- *Identify Subset MCs (JUL)*
- *Incorporate into Fulfillment Workflow (AUG)*
- *Escalating*
- *Researching*