

Request For Forces

Program Plan & Implementation 2023

COMO Michael D. Bozarth 01JUN2023



D11S Fact Sheet (2022)

400 Miles of Coast Line

1 Million Registered Boats

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

3 Major Ports

7 Islands

Deadliest Lakes in the US

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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Make Force Multiplier a Reality Through "Next Level" Active Duty Augmentation

Increase Member Morale Through Engagement





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

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

3. PREDICTIVE

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

- Short-term Skills Development Plan
- Position Proposals

As needed

• On call

- 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

RFF "Front Line"



						СС			
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AUC-WWM LA/LB	Gerald E. Myers	jmyers.cgaux@gmail.com							x



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RFF 2023 Rollout Plan



Deleges	Position	Position		R/	AM		Deliverables	CONV
Release	Request	Fulfillment	R	Α	С	I	Deliverables	DATE
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
4.0	WordPress, Plug-Ins	WordPress, Plug-Ins ADII	AUC	ASC	ETF	DCO	Real-time application for Requests & Fulfillment. Automated workflow.	01OCT

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 Position Request (Release 1.0)

B.1	Position	Position Fulfillment		R/	MA		- ·· ··	
Release	Request		R	Α	Deliverables	DATE		
1.0	Forms	Forms	ASC	ASC	ETF	DCO	RFF Process, Position Request Form, Applicant Screening Form	01MAF
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
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4.0	WordPress, Plug-Ins	WordPress, Plug-Ins ADII	AUC	ASC	ETF	DCO	Real-time application for Requests & Fulfillment. Automated workflow.	010C

A. Completed by Requestor

B. Reviewed by AUC

C. Process Managed by ASC

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GUARD NUMBER	7			POSITIO	ON R	EQUEST					
	F	POSITION						I	ELIGIBILIT	Y	
							Circle	e One		Requiremer	nt
Position Name						Certifcations	Y	N			
Priority	Urgent	< 30 Days	> 30 Days	Open		ALAC/CAC **	۲ ۲	N			
Start Date						Additional	Y	N			
End Date					_	Clearance **	ř	N			
Description						Experience	Y	N			
Duties					-	Physical	Y	N			
Time Requirement	Days/Wk	Hrs/Day	Specific Da	ays or Times		Other	Y	N or Activ	re Duty Augme	entation Position	only
					_				IESTED B		
Location				Remote?							
					_	Name					
Uniform	ODU	Trops	AWU	Appropriate Civilian		Unit					
Aux Doing This Today	<u>Y/N</u>		Member Name(s)		Location **					
Distribution	(TO: Relevant Un DCAPT, DCI DDC, DSO(s	5)	ders:		Dept. **	_				
		CC: DCO, DCOS	S, DIHAUX, AUC		_	eMail					
Notes						Phone					
							omplete f	or Activ	re Duty Augme	entation Position	only
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Date	New	Search	Screeni	ng Appro	ved	Filled	Comple	le	Unfilled	On-Hold	Cancelled

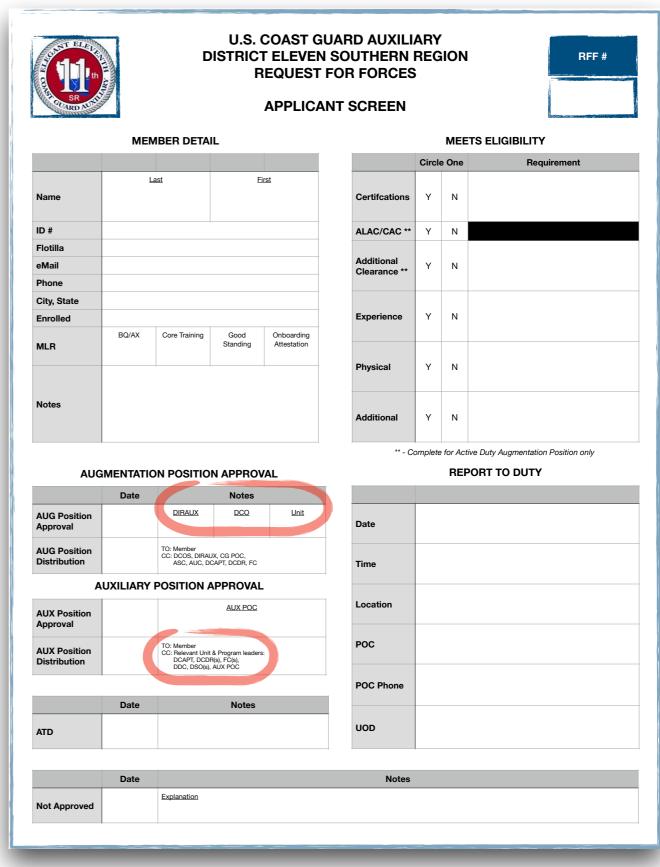
RFF Applicant Screen (Release 1.0)

D .1	Position	Position		R/	M			
Release	Request	Fulfillment	R	Α	с	Т	Deliverables	DATE
1.0	Forms	Forms	ASC	ASC	ETF	DCO	RFF Process, Position Request Form, Applicant Screening Form	01MAF
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4.0	WordPress, Plug-Ins	WordPress, Plug-Ins ADII	AUC	ASC	ETF	DCO	Real-time application for Requests & Fulfillment. Automated workflow.	01OC1

A. Interest by Member via eMail

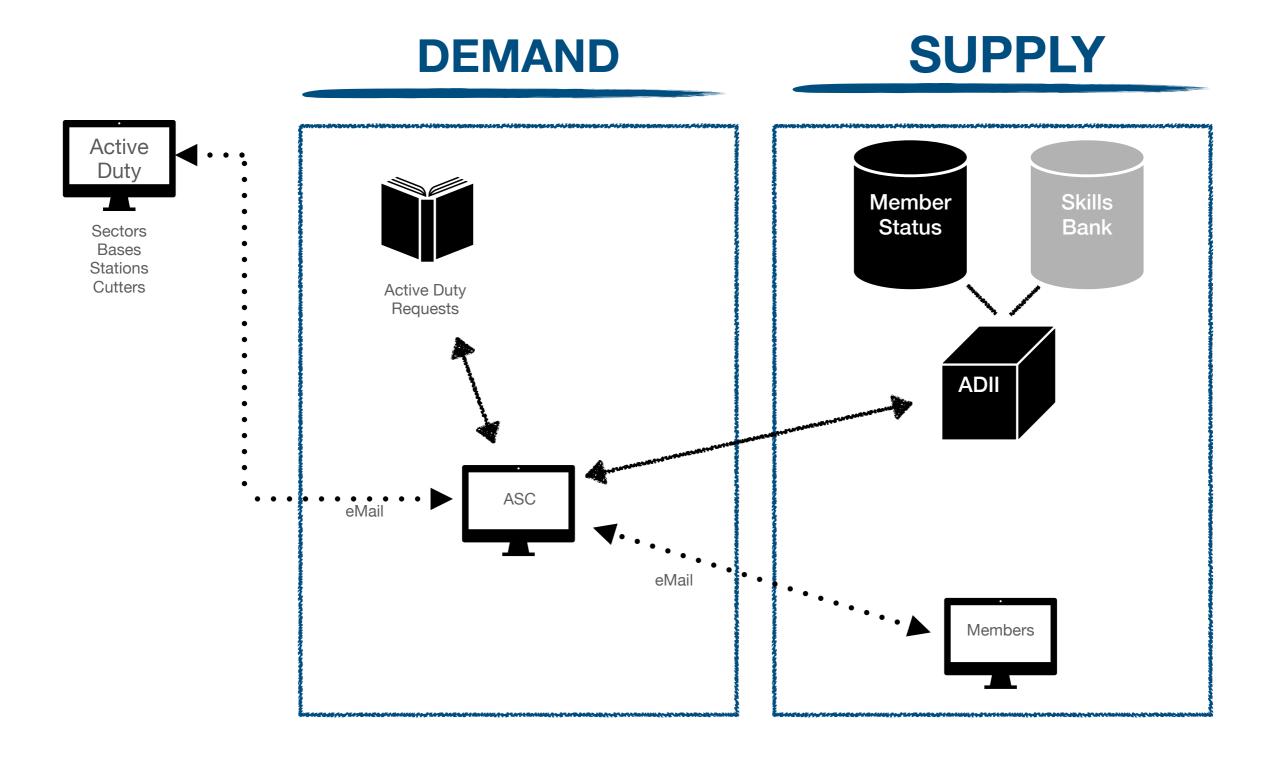
B. Screened by ASC/DDC

C. Final Approval by Requestor*



High Level System Design - 1.0

Position	Position	Position		R/	M		Deliverables	CONV
Release	Request	Fulfillment	R		DATE			
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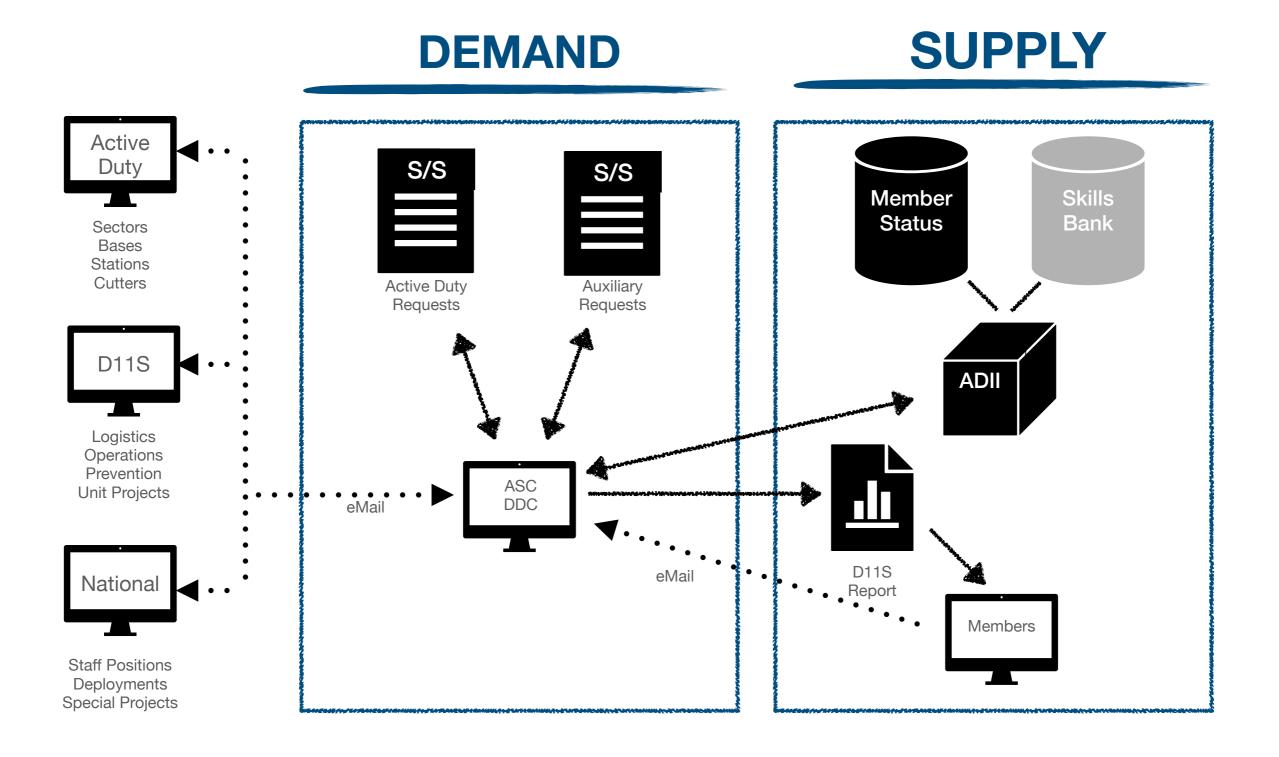
High Level System Design - 1.1 (Option)

	Position	Position Fulfillment		R/	M		Deliverables	CONV DATE
Release	Request		R	Α	с	Т		
1.0	Forms	Forms	ASC	ASC	ETF	DCO	RFF Process, Position Request Form, Applicant Screening Form	01MAR
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SUPPLY DEMAND Active Dutv Member **Skills** Status Bank Sectors **Bases** Stations Cutters Active Duty Auxiliary Requests Requests D11S ADII Logistics Operations Prevention ASC Unit Projects DDC eMail •••••••••• eMail National ••••• Members Staff Positions Deployments **Special Projects**

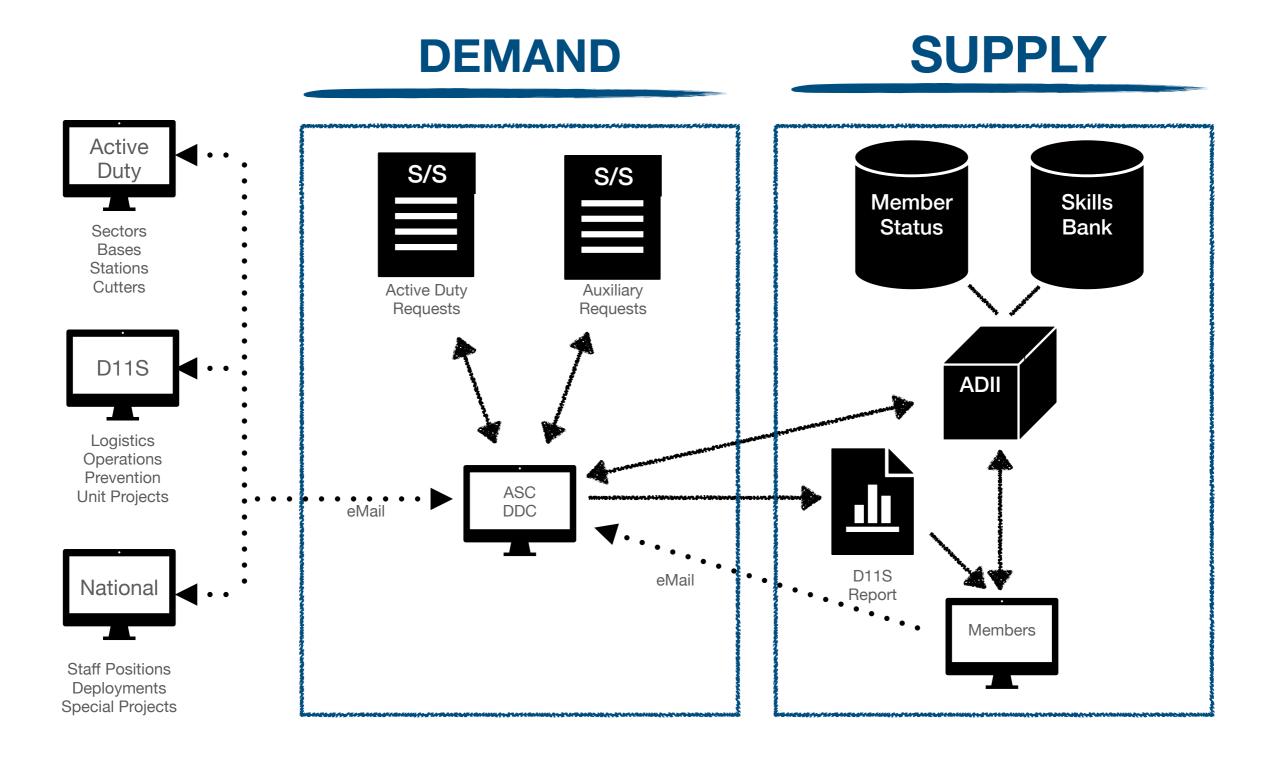
High Level System Design - 2.0

Release Position	Position	Position		R/	M		Ballouwhite	CONV
Release	Request	Fulfillment	R	Α	с	Т	Deliverables	DATE
1.0	Forms	Forms	ASC	ASC	ETF	DCO	RFF Process, Position Request Form, Applicant Screening Form	01MA
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High Level System Design - 3.0

	Position	Position		R/	M		-	
Release	Request	Fulfillment	R	Α	с	Т	Deliverables	DATE
1.0	Forms	Forms	ASC	ASC	ETF	DCO	RFF Process, Position Request Form, Applicant Screening Form	01MAF
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
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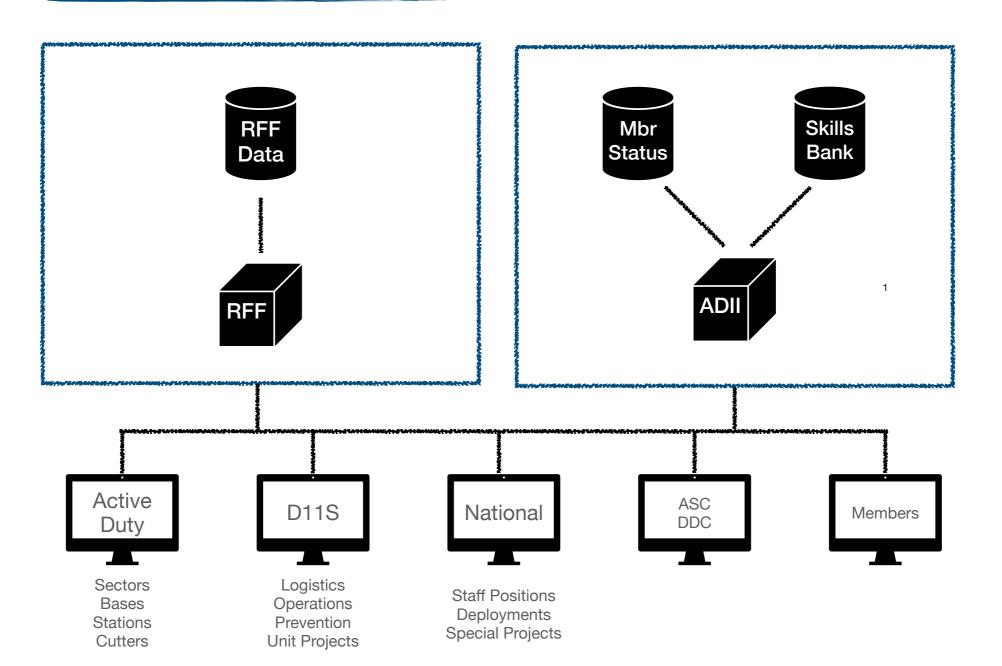


High Level System Design - 4.0

Release Position	Position	Position		R/	M		- · · ·	CONV
Release	Request	Fulfillment	R	A C I	DATE			
1.0	Forms	Forms	ASC	ASC	ETF	DCO	RFF Process, Position Request Form, Applicant Screening Form	01MAF
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4.0	WordPress, Plug-Ins	WordPress, Plug-Ins ADII	AUC	ASC	ETF	DCO	Real-time application for Requests & Fulfillment. Automated workflow.	01OC

DEMAND

SUPPLY





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RFF Progression

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Order taker Word of mouth

1. RESPONSIVE

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

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Position Request Analytics Skills Bank Analytics

3. PREDICTIVE

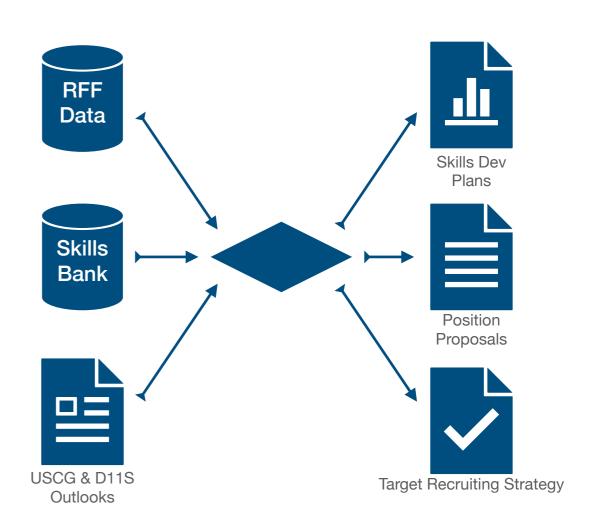
USCG Local Outlook & Strategic Direction D11S Local Outlook & Strategic Direction

4. AUTOMATED FULFILLMENT ADII Integration



- Position Proposals
- Long-term Skills Development Plan
- Targeted Recruiting Strategy

"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