



FLAG VOICE #535

Mission Ready Total Workforce (RW30) Inlook

22 January 2021

I am very excited to provide you the draft Mission Ready Total Workforce (RW30) Inlook! I look forward to your candid and thoughtful input as we shape the final document and its follow-on implementation plan. The RW30 Inlook is in development to inform Service processes for how we attract, incentivize, and retain the best and brightest talent with the innovation, creativity and performance necessary to remain the world's best Coast Guard. Our team of writers has been working diligently on this document since the RW30 initiative began in early September 2020.

Some RW30 Inlook key concepts include:

- Leverage the Coast Guard brand
- Intentionally communicate and provide easy access to support tools and resources
- Establish a "Coastie for Life" program

The attached iteration of the RW30 Inlook is not a finished product. We continue to scope additional thoughts and canvas for Total Force pictures. As you go through the Inlook, think about the following questions: What is unclear to you? What can we better define? Are we overpromising anything? We understand that some of these concepts may sound obscure outside of the circle of people who spent a great deal of time thinking about them and want to ensure this document resonates at the deckplate level and not just inside CGHQ.

I am open to suggestions and welcome all input from you as we continue to develop and support our total workforce over the next decade. Please be as specific as possible when providing your feedback using the attached comments matrix. The timeline for promulgation is in conjunction with the State of the Coast Guard Address in early March, so your feedback is desired by 03 February; please provide via email to me. Thank you in advance!

A handwritten signature in blue ink that reads "J. M. Nunan".

J. M. NUNAN

Rear Admiral, USCG

Assistant Commandant for Human Resources