



FLAG VOICE #547
Coast Guard Organizational Assessment Survey (OAS)
20 May 2021

I seek your assistance to ensure we have a great participation rate for this year's Organizational Assessment Survey (OAS). Implemented and administered bi-annually by the U.S. Office of Personnel Management, the OAS is a voluntary survey to gather information about workforce experiences and job satisfaction from all military members and civilian employees. The survey will be open for 90 days starting in late May through July.

This survey measures several "critical areas" that research has consistently shown to correlate positively with organizational effectiveness, including: job satisfaction, satisfaction, overall rating of the Coast Guard as a place to work compared to other organizations, career advancement satisfaction, job security perceptions, turnover intentions, perceived work quality, and performance confidence. The OAS captures this data across a robust set of demographics that allows results and data to be analyzed by different demographic groups (e.g., Affiliation, General Military Rank, Specific Military Rank, Gender, Race/Ethnicity, Disability Status, Unit Type, and Civilian Pay Grade). Post survey, senior leaders and commands will be able to obtain unit specific survey data from the program administrator as detailed in the ALCOAST 179/21.

I highly encourage participation in the OAS for use at all levels of our organization. Your leadership is critical in ensuring unit commanders are aware of the survey and its value to them and you as additional tools to gauge the health of the workforce and command climates. My point of contact is CAPT L. G. Gaillard (Lawrence.G.Gaillard@uscg.mil) in CG-1B1.

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

Joanna M. Nunan
Rear Admiral, USCG
Assistant Commandant for Human Resources