



## FLAG VOICE #543

### FY21 Workforce Planning Team Closeout and FY22 Season Kick-off

15 April 2021

I'm excited to announce the kick-off of the FY22 Workforce Planning Team (WPT) season. As detailed in ALCOAST 080/21, the goal of the WPT process is to annually assess the validity of non-monetary and monetary interventions to mitigate unacceptable risks to personnel staffing that endanger mission capabilities and readiness. Simply put, the WPT process is where a cross-programmatic team annually reviews requests for initiatives like bonuses, SWE points, and other incentives to help manage the entire workforce and establish predictable attrition through the Military Workforce Planning Team (MWPT) and Civilian Workforce Planning Team (CWPT).

Headquarters programs work closely with Rating Force Master Chiefs, Personnel Service Command, CG-82 and the Office of Strategic Workforce Planning and Human Resource Analytics (CG-126), amongst many others, to analyze these requests. Through programmatic sponsors, a holistic and data driven analytic process is conducted. This helps determine the most appropriate intervention strategies based on organizational needs, workforce trends, forecast of personnel requirements, and budgetary realities.

We closed out a very successful FY21 WPT season, resulting in approval of several non-monetary and monetary workforce interventions totaling \$53.3M dollars, including:

- Bonuses aimed at new Coast Guard recruits
- Increase in Sea Pay for all personnel assigned to a cutter
- Bonuses for BM, EM, CS, and OS ratings
- Guaranteed A-school for BM, OS, ET, CS, and EM
- Bonuses for Naval Engineers, O-3/O-4s in Afloat Department Head or Executive Officer billets
- Creation of a Direct Commissioning program for the Coast Guard CYBER program

I welcome all discussions as we continue to assess our workforce in order to better support Coast Guard readiness. My point of contact for WPT questions is CDR Jason Hopkins. I appreciate your participation and look forward to non-monetary and monetary intervention requests through the WPT process.

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

Joanna M. Nunan,  
Rear Admiral, USCG

Assistant Commandant for Human Resources