



**United States Coast Guard**  
U.S. Department of Homeland Security

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FM COMDT COGARD WASHINGTON DC  
TO ALCOAST

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ALCOAST 175/22

SSIC 1130

SUBJ: MAXIMUM EFFORTS TO SUPPORT RECRUITING

1. I am calling on every member of our Coast Guard military, civilian, Auxiliary, retiree, and family to put forth a maximum effort to recruit the workforces of our future. As we face evolving and increasing operational challenges, the Service must find innovative ways to recruit, train, and sustain a military and civilian workforce that remains Semper Paratus to meet the future head-on. As such, I consider talent acquisition to be one of the highest priorities for our Service. We are in the midst of a workforce shortage not seen in generations, and this shortage threatens our Service's readiness. As recruiters and hiring managers respond to the ever-changing realities of the pandemic, shifts in culture and demographics, and economic pressure, it will take an "all hands on deck" approach to fully recruit the workforce necessary to meet mission demands.

2. While I have directed significant resources to Recruiting Command initiatives that will increase our capacity to recruit military personnel active duty and reserve these will take time to implement. Action is needed now, and the Recruiting Command needs your help to reach every American who may be interested in joining our Service. Talk to people in your community, spread the word by sharing your "Best day in the Coast Guard" story with others. Volunteer and demonstrate through your actions that the Coast Guard is a great organization. We will continue the "Everyone is a Recruiter" incentive program because we can all talk about the Coast Guard in our own unique and inspiring ways.

3. At the same time, we have incredible opportunities and needs in our civilian workforce. Our civilian recruitment team focuses on attracting, recruiting, and retaining a diverse and talented workforce. Our team develops recruitment and outreach strategies targeting veterans, individuals with disabilities, women, hard-to-fill positions and other underrepresented groups to meet the Coast Guard's workforce needs. The civilian recruiting team within the Office of Civilian Workforce Management (CG-122), can be reached at [civjobs@uscg.mil](mailto:civjobs@uscg.mil). If you know of strong candidates to serve in our civilian ranks, please highlight to them the opportunities of

federal service and encourage them to visit:  
(Copy and Paste URL Below into Browser)

<https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1-/Civilian-Human-Resources-Diversity-and-Leadership-Directorate-CG-12/Office-of-Civilian-Human-Resources-CG-121/Civilian-Careers/>

and click on "Apply Now" to see all open Coast Guard civilian jobs or log onto USAJobs.com, keyword, "Coast Guard".

4. It is time the Coast Guard stopped being the best kept secret in government service. Help us get the word out "The Coast Guard is Hiring!" I cannot overstate the importance of motivated units and individuals contributing to our recruiting efforts. To be clear, this must be Commander's business!

5. POC: CAPT Richter L. Tipton, Commanding Officer, Coast Guard Recruiting Command, [Richter.L.Tipton@uscg.mil](mailto:Richter.L.Tipton@uscg.mil).  
(Copy and Paste URL Below into Browser)

[www.GoCoastGuard.com](http://www.GoCoastGuard.com)

6. ADM K. L. Schultz, Commandant (CCG), sends.  
7. Internet release is authorized.



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