



2023 ANNUAL REPORT

COAST GUARD MENTORING PROGRAM



UNITED STATES COAST GUARD



MESSAGE FROM THE PROGRAM

The 2023 annual report highlights the Mentoring Program's success and continued growth to over 3200 members, a clear indication of the program's popularity and relevance within the organization. Maintaining a high satisfaction rate of 97% also speaks volumes about the quality of the mentoring relationship and the value it brings to the members.

Every presentation incorporates the theme "Connect, Network, Share", supporting members in reaching out globally to find a mentor and establish networks. Although the Mentoring Program is software based, we continue to emphasize the value of organic, in-person mentoring connections that happen every day on mess decks, bridges and office spaces.

Mentoring is not the only attraction of the program, as it emphasizes networking with others across the enterprise. Through networking members can expand their social connections within their specialty

and develop them, whether for knowledge exchange, inspiration, or for support in achieving professional goals.

Taking part in the Mentoring Program allows senior leaders to "give back", sharing their knowledge, experience, and lessons learned with junior members, helping them achieve their short-term and long-term goals. The selfless authentic caring support and mentorship has the potential to benefit every member of our organization.

We would like to extend our gratitude to all Districts, Sectors, Bases and local units who graciously welcomed us and hosted events. The mentors and mentees who's dedication, commitment, and willingness to invest in the growth and development of others are the driving forces behind its success. Together, we have created a culture of mentorship, support where no goal is too big and every member is empowered to achieve their vision.



EXECUTIVE CHAMPION

It is with great pleasure and excitement that I present to you the Annual Report on the Coast Guard's Mentoring Program. This report highlights the tremendous success and overall impact this program has achieved over the past year. With over 3,200 users actively participating, the Mentoring Program is a vital resource for our Coast Guard.

One of the most significant achievements of any Mentoring Program is its ability to transcend geographic barriers. Through the implementation of a robust virtual platform, we have connected mentors and mentees serving across the globe. The virtual format has revolutionized our mentoring approach, enabling individuals to forge meaningful connections and share knowledge regardless of their location or duty status.

The report also showcases the profound impact of the program on personnel readiness and workforce resilience. By harnessing the collective wisdom and experience of our mentors, we have witnessed remarkable transformations in the personal and professional lives of our

most vulnerable members. The guidance mentors have provided has helped individuals navigate challenges, discover their strengths, and unlock their full potential. Moreover, the program has been instrumental in addressing the recommendations outlined in the 2021 RAND study, "Improving the Representation of Women and Racial/Ethnic Minorities among U.S. Coast Guard Active-Duty Members." This program serves as a catalyst for fostering diversity, equity, and inclusion within our ranks, ensuring that all members have equal opportunities to grow and excel.

I am incredibly proud of what we have achieved together through the Mentoring Program. It is a testament to our dedication and commitment to fostering a supportive and inclusive Coast Guard culture. I encourage you all to delve into the Annual Report, celebrate our accomplishments, and continue to actively participate in this transformative program. Together, we can shape the future of our Coast Guard, empowering one another to reach new heights of excellence.

Dr. D. MISHELL NAVARRO
*Senior Executive Service, U.S. Coast Guard
Acting Assistant Commandant for Human Resources and
Senior Advisor for Diversity and Inclusion*

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MASTER CHIEF
PETTY OFFICER OF
THE COAST GUARD
HEATH JONES

Mentoring plays a vital role in shaping the future of our service. It is through mentoring that we pass down the invaluable knowledge, experience, and values that perpetuate the Coast Guard's history of excellence. Actively engaging with and guiding our members, promotes a culture of continuous learning and personal growth. Mentoring allows us to instill a strong sense of professionalism, ethics, and resilience in our workforce, ensuring that they are equipped to face the challenges of their roles with confidence and integrity. Investing in the development of our Sentinels through mentorship fosters the traditions of leadership and excellence that strengthen our service and uphold our core values.

**"EASY WAY TO CONNECT
WITH TALENTED LEADERS
WHO WANT TO ENGAGE"
—PROGRAM PARTICIPANT**

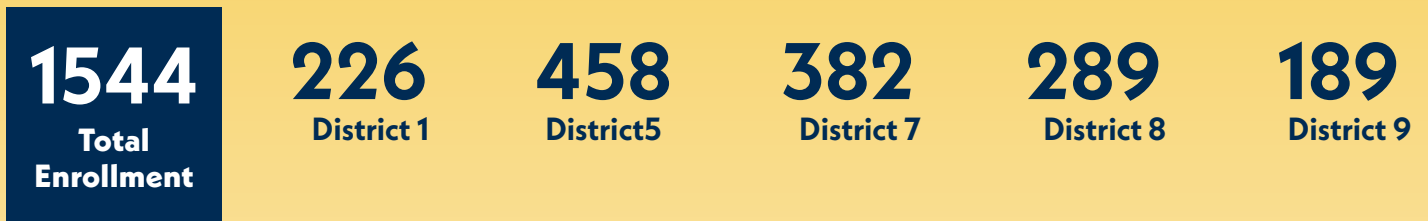
Reflecting on my own journey, I recognize that I would never have reached the position of Master Chief Petty Officer of the Coast Guard without the guidance and support of my mentors. Throughout my career, I have been fortunate to have mentors who believed in my potential, challenged me to grow, and provided valuable insights and advice. They helped me refine my skills, expand my knowledge base, and develop leadership qualities that have been instrumental in my success. I urge you all to take advantage of this remarkable initiative. Embrace the opportunity to be mentored, and in turn, become a mentor to those who will follow in your footsteps.

PROGRAM ENROLLMENT DATA



DISTRICT PARTICIPATION

ATLANTIC AREA COMMAND

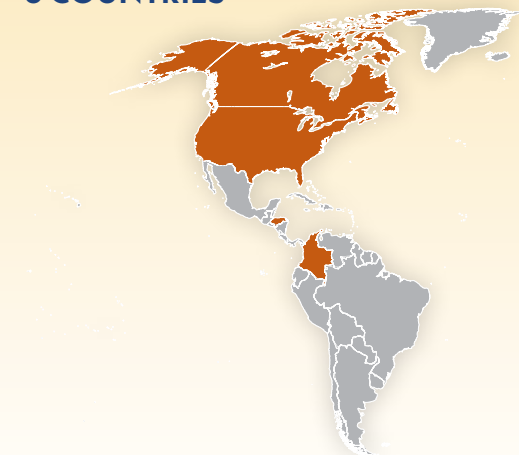
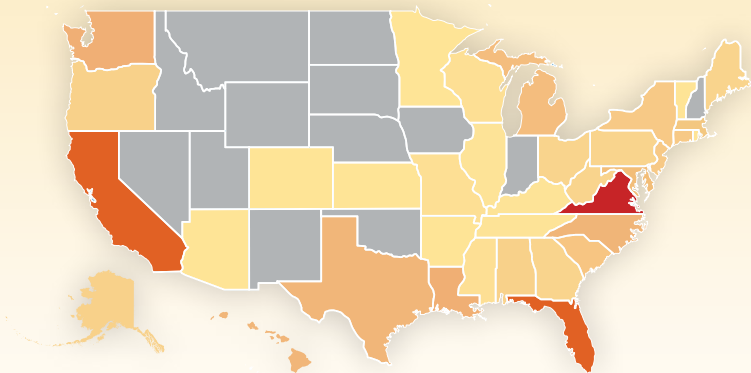


PACIFIC AREA COMMAND



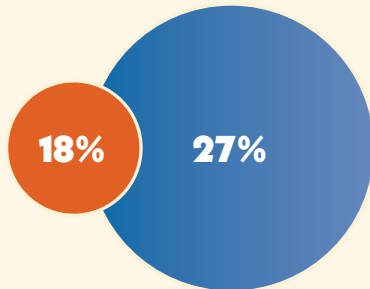
*37 STATES & DISTRICT OF COLUMBIA

*8 COUNTRIES

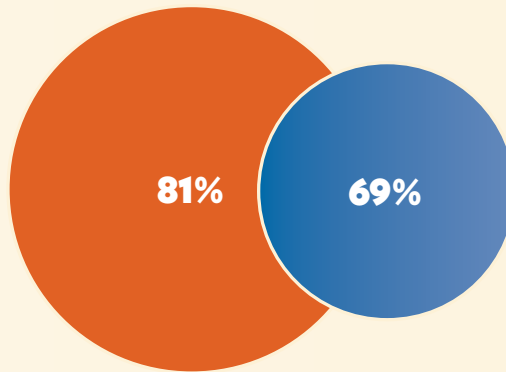


PROGRAM ENROLLMENT DATA

FEMALE

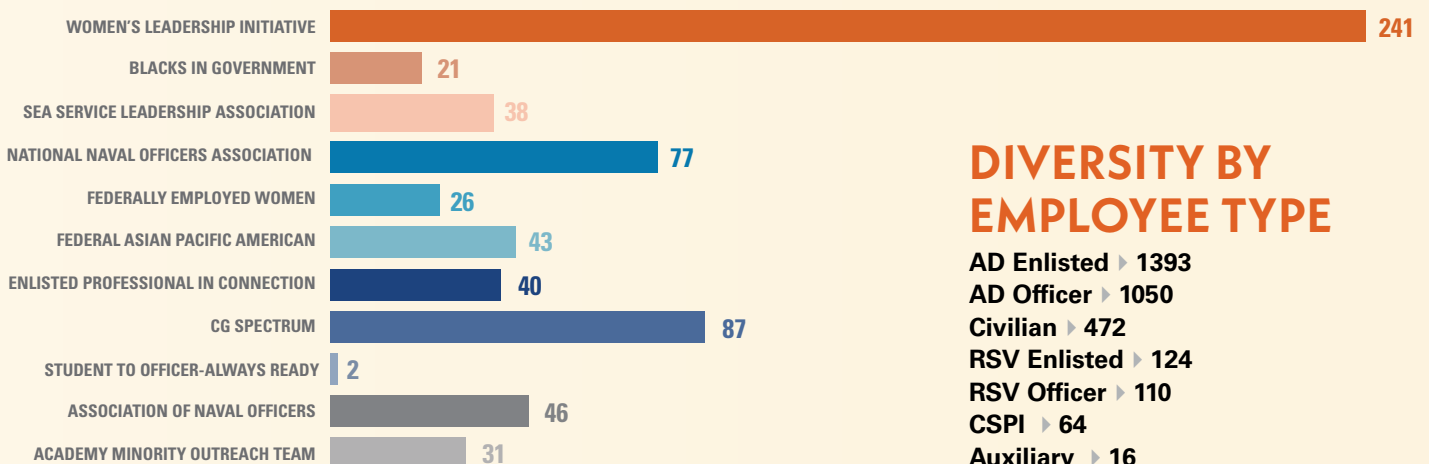


MALE



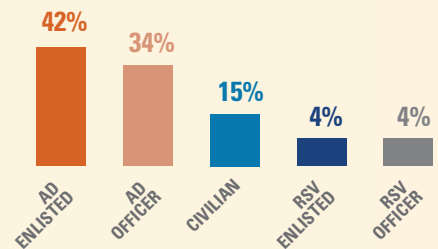
- Coast Guard overall
- Mentor Program

NUMBER OF AFFINITY GROUP PARTICIPANTS



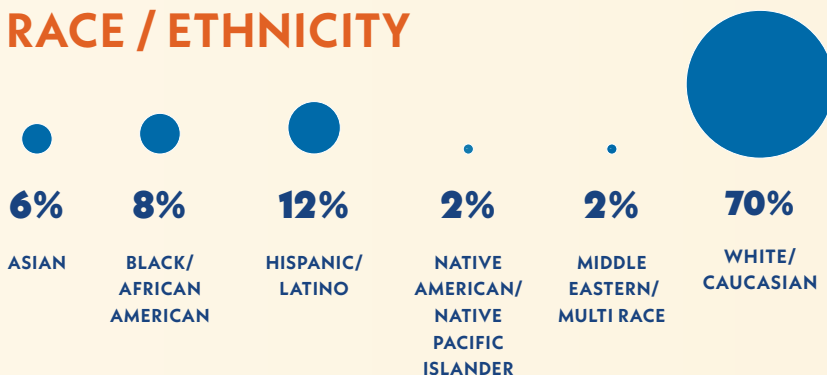
DIVERSITY BY EMPLOYEE TYPE

AD Enlisted ▶ 1393
 AD Officer ▶ 1050
 Civilian ▶ 472
 RSV Enlisted ▶ 124
 RSV Officer ▶ 110
 CSPI ▶ 64
 Auxiliary ▶ 16



*Does not reflect Coast Guard Academy Mentoring Program

RACE / ETHNICITY



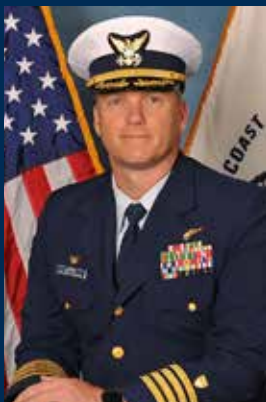
COLLEGE STUDENT PRE-COMMISSIONING INITIATIVE (CSPI) MENTORS



CAPT WARREN D. JUDGE

USCG TRAINING CENTER, CAPE MAY, COMMANDING OFFICER

"Mentoring, is having the courage to train and develop the 'next' person/people to be a better you. We not only have to trust our instincts, but we have to trust our mentees that they are paying attention, more so to the actions outside of our mentoring sessions. As mentors, we have to keep an open gateway to the rising generation, we must be willing to listen and learn; I believe this will help us minimize the gap of understanding, while maximizing the Coast Guard's wealth."



CAPT WILLIAM "CHIP" LEWIN

USCG AIR STATION, ELIZABETH CITY, COMMANDING OFFICER

"The CG Mentoring Program has provided me an opportunity to employ mentorship outside of our traditional pathways. The ability to connect outside of our geographic area and traditional chain of command is a great resource for our current and future leaders. It is also an innovative way to provide opportunities to break barriers to communications and improve feedback to our leadership."

CSPI PROGRAM MESSAGE



CAPTAIN RICHTER L. TIPTON, USCG RECRUITING COMMAND, COMMANDING OFFICER

"The Coast Guard Mentoring Program provides our College Student Pre-Commissioning Initiative (CSPI) Officer Trainees with additional support in a new workplace culture and environment. Our OT's engage the mentor network and experience to understand our organization, culture and mission attainment. They invest their time and effort upgrading skills and planning for their future career success in a network of mentorship and support."

100%

of CSPI Officer Trainees are enrolled in the Mentoring Program and have at least one mentor.

Barry University
Bowie State University
California State University, East Bay, Hayward, CA
California State University, Long Beach, CA
Chicago State University
Elizabeth City State University

Florida International University
Hampton University
John Jay College
Norfolk State University
San Diego State University
Savannah State University
South Carolina State University
Texas A&M University

Texas Southern University
University of Alaska Southeast
University of Hawaii at Manoa
University of Massachusetts
University of Washington Tacoma
Virginia State University
Xavier University of Louisiana

CSPI MENTEE



OT PARIS SEARS

"I am thankful for my mentorship experience under two successful senior leaders, Captain Judge and Captain Lewin. I developed a mentoring relationship with CAPT Judge, CO of TRACEN Cape May,

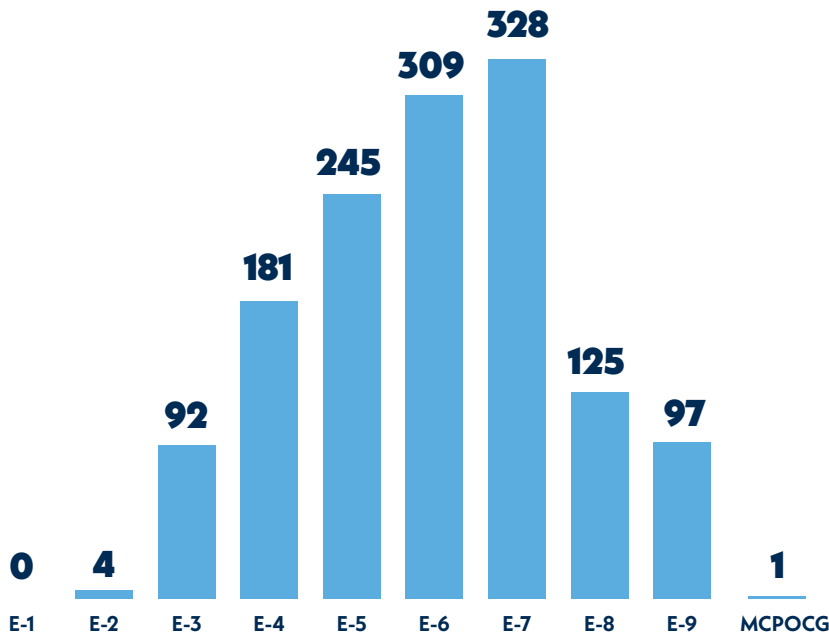
back in Spring of 2022. Under his mentorship he has helped me navigate and establish short-term and mid-term goals while being in the CSPI (College Student Pre-Commission Initiative) program and been a source I could seek advice from for personal growth. I developed a mentorship relationship with CAPT Chip Lewin, CO of Air Station Elizabeth City, through the Coast Guard Mentoring Program. Under his mentorship, CAPT Lewin provided me insight and wisdom and how to navigate through my career as a potential Coast Guard Aviator. He worked with me to establish mid-term and long-term goals of how I will overcome the challenges ahead of me. I am



appreciative the Coast Guard Mentoring Program is available, for members to utilize and make new connections with ease. The connections and networks I am creating now are critical in being able to give back to the next generation."

ACTIVE DUTY ENLISTED ENROLLMENT DATA

BY RANK

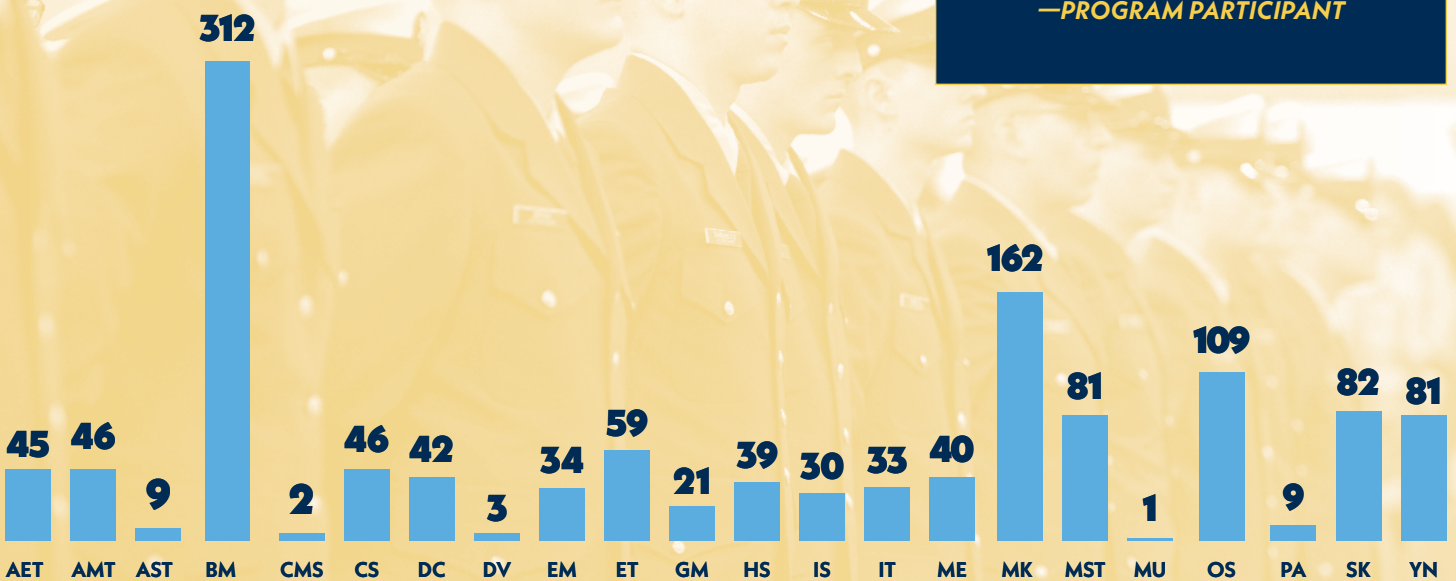


"GREAT PLATFORM FOR NETWORKING WITH MEMBERS IN YOUR JOB SPECIALTY ACROSS THE ENTIRE COUNTRY. EASY TO USE AND VERY USEFUL AS A LEADERSHIP TOOL"
—PROGRAM PARTICIPANT

"EASY WAY TO CONNECT WITH TALENTED LEADERS WHO WANT TO ENGAGE."
—PROGRAM PARTICIPANT

"MENTOR WAS GREAT AND LISTENED TO MY REQUESTS AND WE WERE ABLE TO COMMUNICATE BY EMAIL WHICH WORKED WELL FOR OUR SITUATION."
—PROGRAM PARTICIPANT

BY RATING

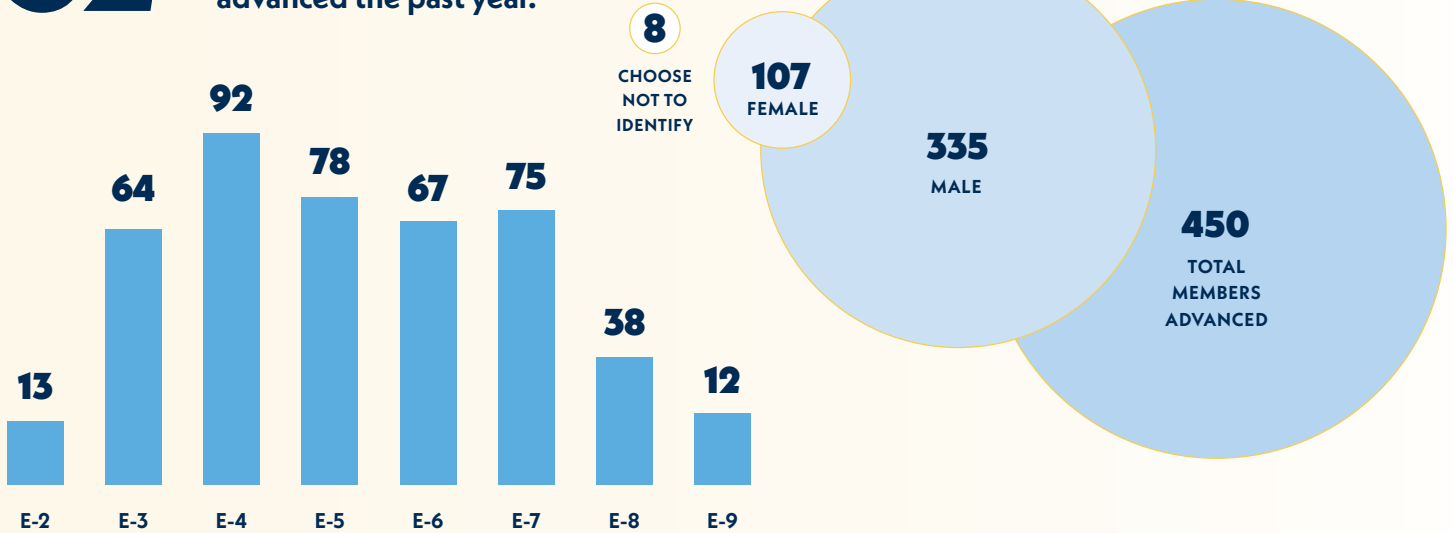


ACTIVE DUTY ENLISTED

ADVANCEMENT IMPACT

Between May 2022-May 2023, 450 enlisted members of the mentoring program advanced (cross referenced enrollment data with CGBI/DA).

32% of the enlisted personnel enrolled in the program advanced the past year.



MENTEE SPOTLIGHT

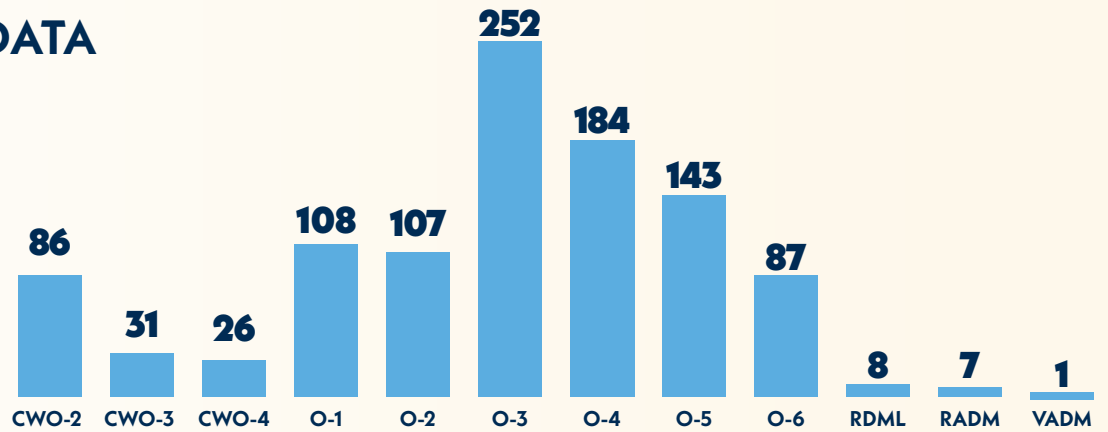


YN3 NICOLAS ESTUPINAN

"I've had the pleasure of connecting with two mentors through this program. Specifically, CWO2 John Heinzl & CWO2 Irene Mais have been instrumental in providing sound judgment to further my career. I greatly appreciate their sincere interest in aiding me to the best of their ability. Furthermore, both have contributed to my interest and further investigation of the Yeoman rate as a warrant officer. I'm thankful that I had the opportunity to reach out and connect with these specific professionals. They were made easily accessible to me on this platform through filtering and search functions. They have helped me solidify my decision to continue on track to becoming a YN."

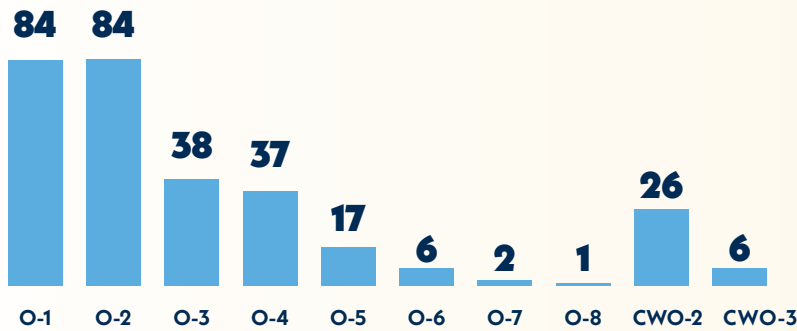
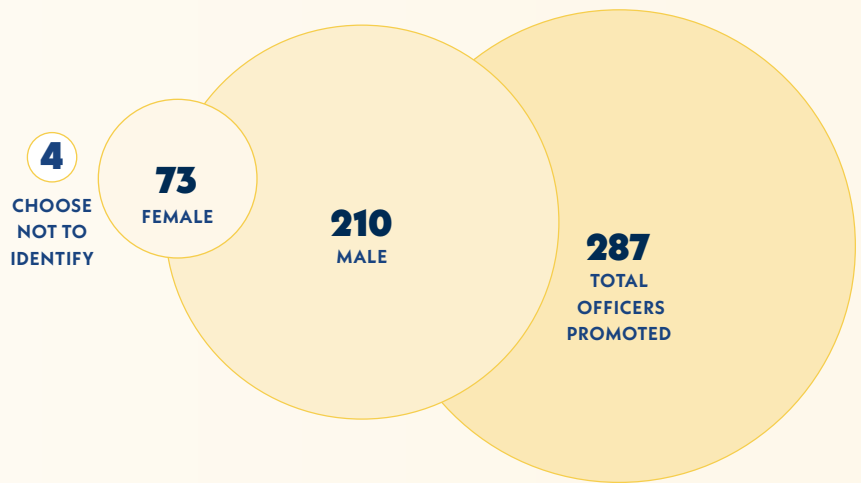
ACTIVE DUTY COMMISSIONED

ENROLLMENT DATA



PROMOTION IMPACT

Between May 2022-May 2023, 287 active duty commissioned officers of the Mentoring Program promoted (cross referenced program enrollment data with CGBI/DA date of rank).



27.5%

of the officers enrolled in the program promoted last year.

MENTOR



LCDR ANNA C. MCNEIL

"Often, our mentorship circle is limited to those we are assigned with at a unit, or by the friend-of-a-friend network. By taking a few minutes to build an online mentor/mentee profile on the CG Mentoring Program, you unlock the potential for strong connections across the whole Coast Guard. This is particularly powerful as means of support and guidance for those who are new to the service, currently assigned to a training unit, small unit, or filling an independent duty role."

MENTORING CONNECTION SPOTLIGHT



LT SIMON P. SEKITOLEKO

"It was easy for us to connect since I am from Uganda and the two young men are originally from Ghana. I briefed them about the benefits of joining the Coast Guard, specifically CSPI and how it would change their lives. Good thing they checked all the boxes; going to HBCU and were honors students of Engineering at Elizabeth State University. I assisted with completing the applications with the help of the Recruiter, gave them an ASVAB book to study and

they were able to meet the panel requirements in 3 weeks. They went to the panel and got selected.

I have stayed in their lives since bootcamp, as they graduated basic training and now seeing them graduate college.

I have also been with them through last summer and winter break, running and swimming with them to ensure they meet the required physical fitness standards. When courses at school became tough, I assured them that I am here if they need a shoulder to lean on.

Mike and Max recently graduated from ECSU and they will be headed to OCS in July. I cant wait to see them graduate and then see where they will end up."

MENTOR MENTEES

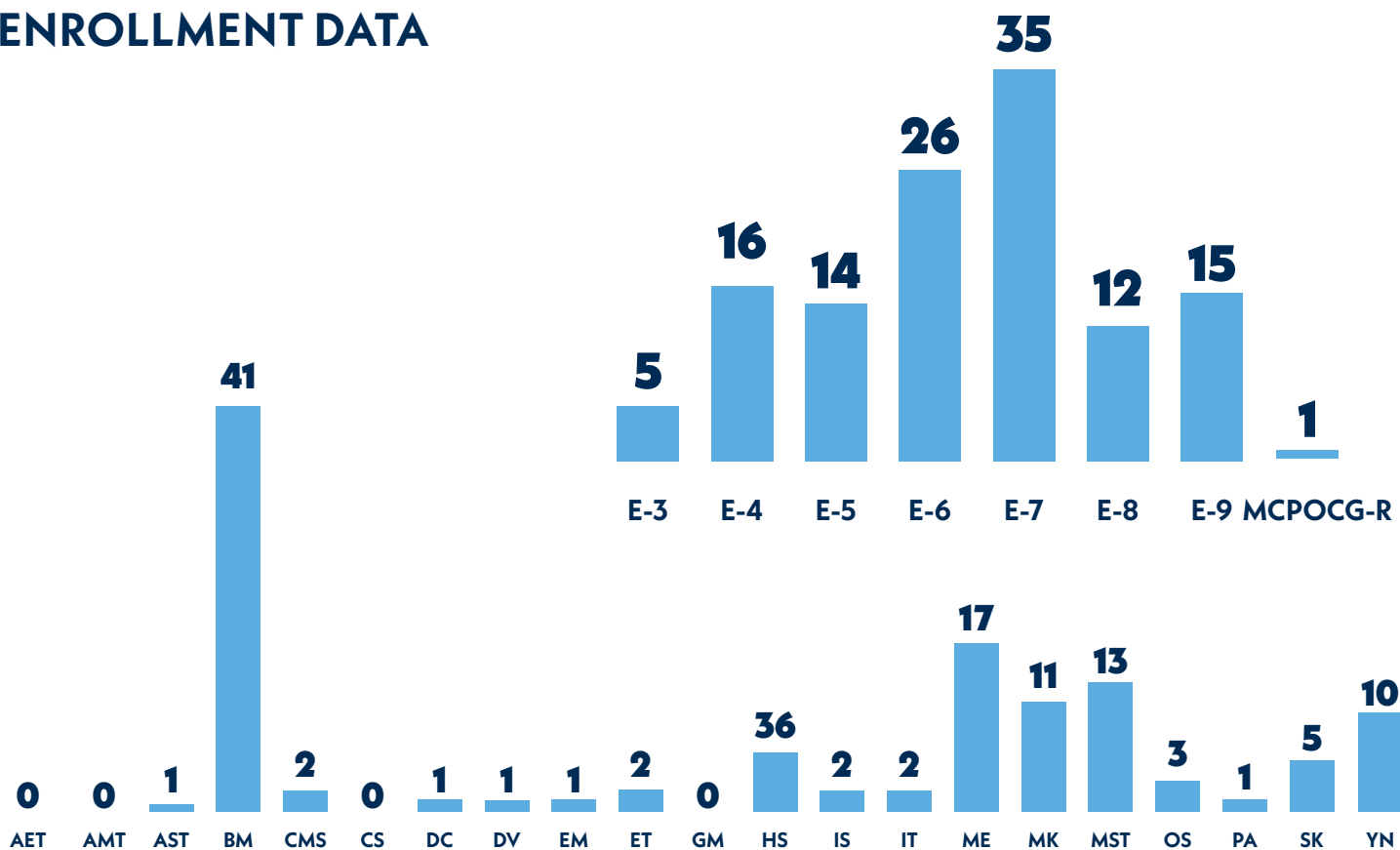
OT MICHAEL MENSAH AND OT MAXWELL MENSAH

"Before our encounter with Mr Sekitoleko, we had no clue what the life of an OT or CSPI recipient consisted of, but he reassured us that if we stuck to it, we would be successful. Choosing Mr. Sekitoleko as our personal mentor was the easiest part of this journey. Personally, we had so much in common, from cultural backgrounds to realizing that we both had never had a chance to swim before bootcamp. It was easy to believe him about everything he was saying, even though some of it sounded too good to be true, such as going to school and getting paid as an E3 and only having to work four hours out of the week, but he assured us that it was a great choice and that we were in great hands. About a year into the CSPI program and now getting ready for OCS, my brother and I still converse with our mentor almost everyday taking advice on how to properly prepare for the toughest obstacle of our lives. This past year, he motivated us to swim about an hour every day in preparation for the swim test. We've learned a lot from our mentor, one of the most important lessons being that it's not about the job, but rather about the people that contribute to the overall success of the mission."



ENLISTED RESERVE

ENROLLMENT DATA

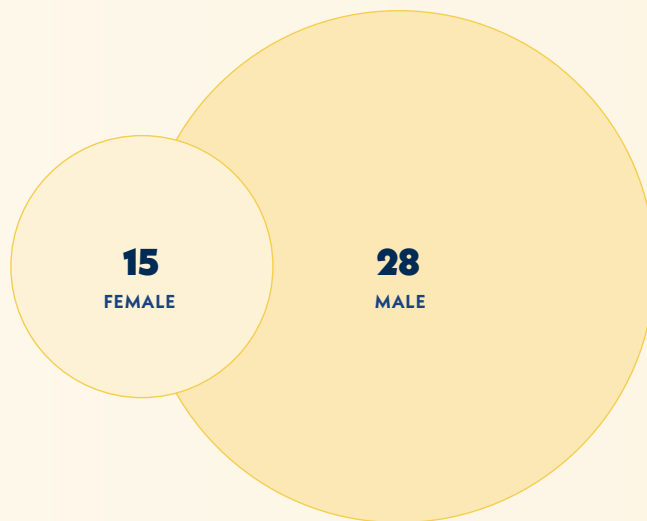
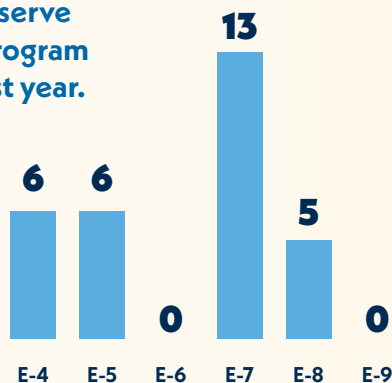


ADVANCEMENT IMPACT

Between May 2022-May 2023, 43 Reserve enlisted members of the mentoring program advanced (cross referenced enrollment data with CGBI/DA).

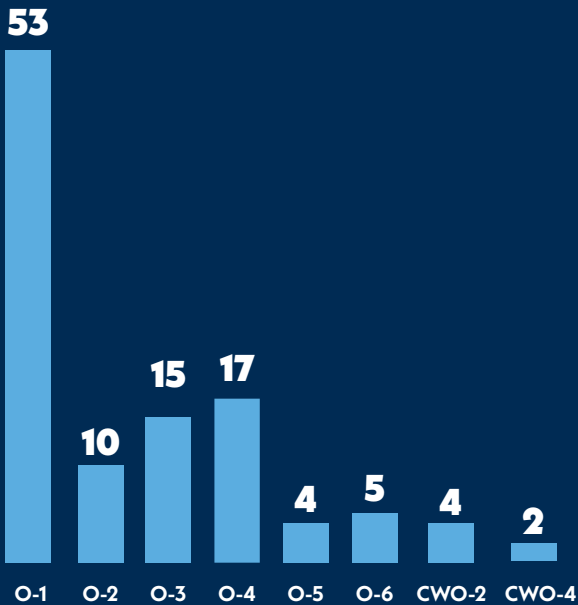
53%

of the enlisted reserve enrolled in the program advanced the past year.



RESERVE COMMISSIONED

ENROLLMENT DATA

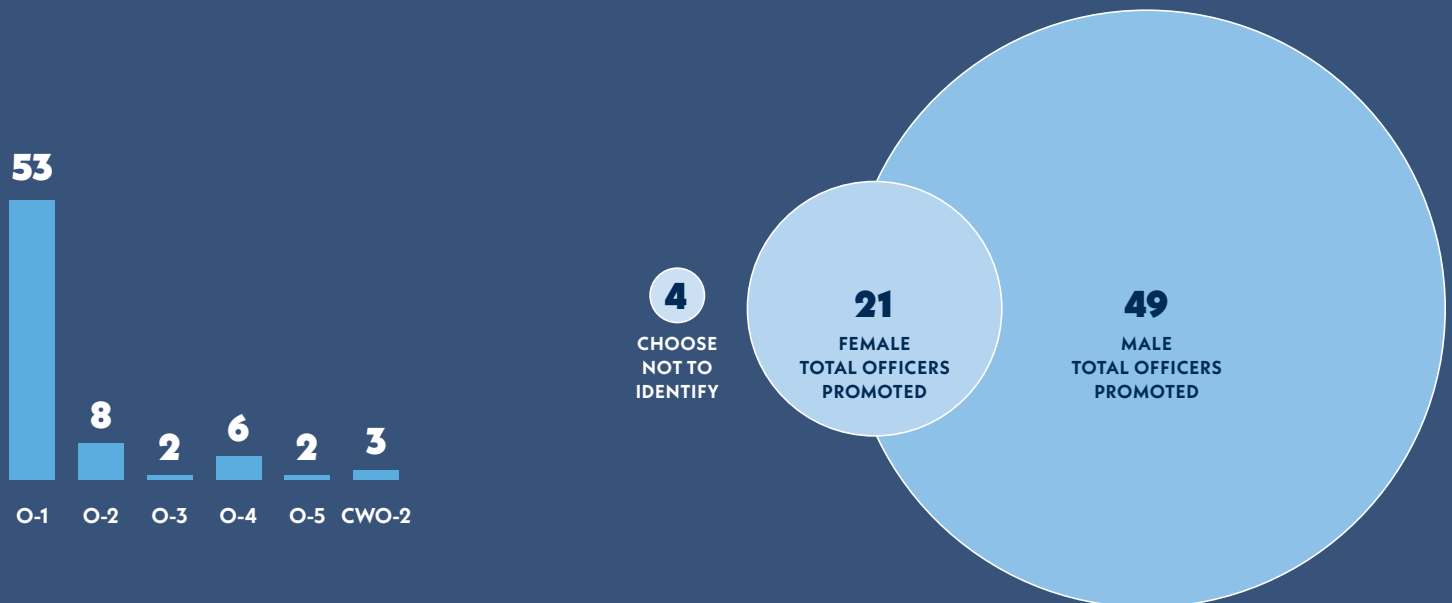


CAPTAIN CHRISTOPHER R. ANDERSON

“The CG Mentoring Program has proven to be a positive, easy to use, highly collaborative platform in which all ranks and varied levels experience can openly communicate with each other. There remains a gap in utilization from the reserve component. Leaders at every level need to take advantage of this industry leading platform. Never before has there been an outreach program designed to first meet the members needs and then based on their input, match them with potential mentors or mentees across the CG enterprise. There is massive opportunity to encourage esprit de corps, fill gaps in career guidance, and ultimately meet the needs of our guardians across all components of the CG.”

PROMOTION IMPACT

From May 2022-May 2023, 74 Reserve commissioned officers of the Mentoring Program promoted. (cross referenced enrollment data with CGBI/DA).



RESERVE MENTORING SPOTLIGHT

*"MENTOR WAS OUTSTANDING.
PROVIDED SOME GREAT
PERSPECTIVE AND SOME IDEAS
FOR GROWTH. I HAVE WORKED
WITHIN ONE OR TWO DEGREES OF
SEPARATION FROM THIS PERSON
AND HAVE APPRECIATED THEIR
PROFESSIONALISM AND CAREER
PROGRESSION. I APPRECIATE THE
OPPORTUNITY THE MENTORING
PROGRAM PROVIDED ME TO
CONNECT AND LEARN"
— PROGRAM PARTICIPANT*



BMCS PAT DAVIS

"Since becoming a member of the CG Mentoring Program, I was able to speak with a member transferring from active duty into the reserve. Since she was at a unit with no reservists, it felt like she was navigating into uncharted waters. After connecting, I was able to explain to her my experience as a reservist and all the benefits that she could look forward by affiliating. Without the CG Mentoring Program, I am not certain who she could have contacted for guidance, but with it, she is excited to be joining the reserve program. Another great benefit is the CG will retain a fully trained member. This shows me just how much value the CG Mentoring Program actually has."

MENTOR MENTEE

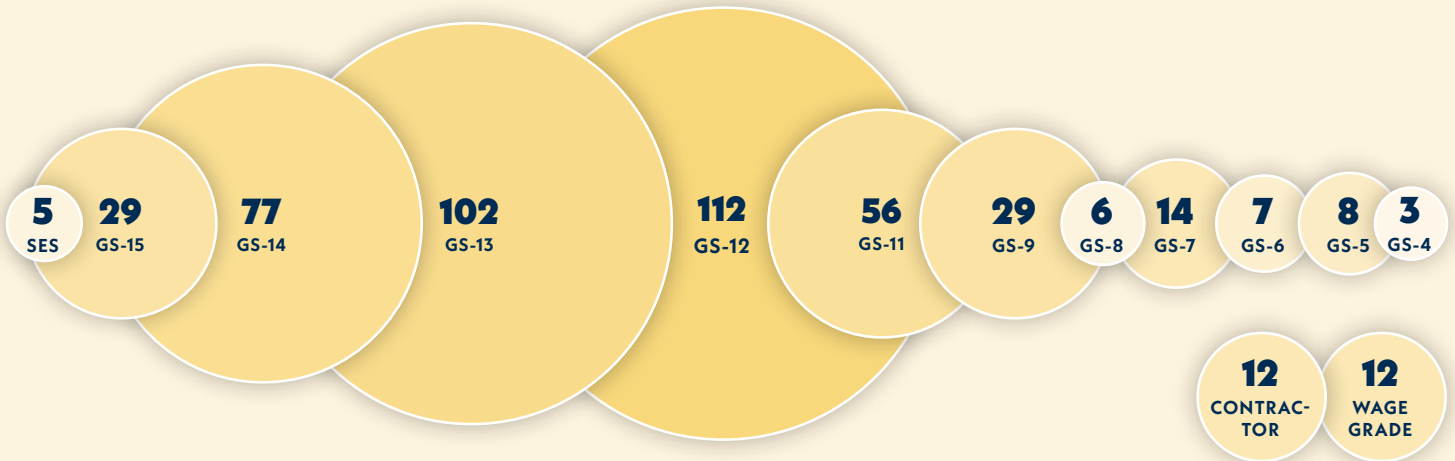


SK1 KATHERINE HOGG

"After making the decision to transition from active duty into the reserves I sought guidance and support. The first place I turned was the Coast Guard Mentoring Program where I was able to connect with BMCS Patrick Davis. His guidance proved to be invaluable, and he was able to assist me in developing new career goals as well as answer my many questions regarding the reserves. Thanks to his mentorship I am extremely excited and feel prepared to begin this next chapter of my career."

CIVILIAN WORKFORCE

ENROLLMENT DATA:



MR. MATTHEW REUDELHUBER

"I connected with Ryan towards the end of COVID. I had previously received stellar guidance through the Mentoring Program and was excited to pay it forward. Ryan and I developed excellent rapport right off the bat and established a low pressure, but profound space to explore his hopes and dreams. He wanted to make changes and had a ton of great ideas, so we talked through the ones that had the potential to get broken down into action items. As we continued to check in, he made significant progress towards one of his central goals to find work that felt engaging and vital, working alongside like-minded individuals. He landed a position that better suited his interests and abilities. Most importantly, Ryan was able to bring his whole self to work and beyond, leading with curiosity and competence."

MENTOR MENTEE



MR. RYAN BARE

"The mentor program offers a rare opportunity. You can discuss your goals, aspirations, and even complaints with someone within your organization that you don't directly work with but who understands. Finding and connecting with my mentor Matt has been one of the most rewarding experiences of my Coast Guard career. Matt helped me identify specific career goals, encouraged me to show up to the workplace in an authentic way, was/is a great sounding board for ideas, and is a pleasure to talk with. I would recommend the mentor program to anyone in the Coast Guard, and I plan on paying it forward and becoming a mentor in the near future. Can't say enough good things about my mentor and the program."

AUXILIARY MENTORING SPOTLIGHT

"WE HAVE SCHEDULED ONGOING BI-MONTHLY MEETINGS TO DISCUSS USCG CUSTOMS AND COURTESIES, ORGANIZATIONAL CHALLENGES, CAREER GOALS, PROFESSIONAL DEVELOPMENT, ETC."
—PROGRAM PARTICIPANT



MENTORS



COMMODORE DALE FAJARDO

"We, in the USCG Auxiliary Mentoring and Coaching group, are absolutely thrilled to be part of the USCG Mentoring Program. It is our hope that Auxiliarists can learn from active duty, reservist, and civilian members to be effective leaders and in turn, effective force multipliers for the Coast Guard. At the same time, numerous Auxiliarists have demonstrated success as leaders in their respective professions and can reciprocate by providing unique mentoring perspectives to benefit the Coast Guard workforce and enhance excellence across all mission areas."



AUXILIARIST ARNOLD GELB

"The Auxiliary is helping its members, including myself, feel empowered and engaged through mentoring. The opportunity to learn from the experience and strengths of senior members

outside of a direct chain of leadership and management has enhanced my professional development and renewed my commitment. This results in being a more effective leader as Flotilla Commander to all members and in particular ensuring an effective mentoring experience for new members of the flotilla. Together, this improves communications and mission effectiveness as a force multiplier for the Coast Guard."



AUXILIARIST NANCY MARION

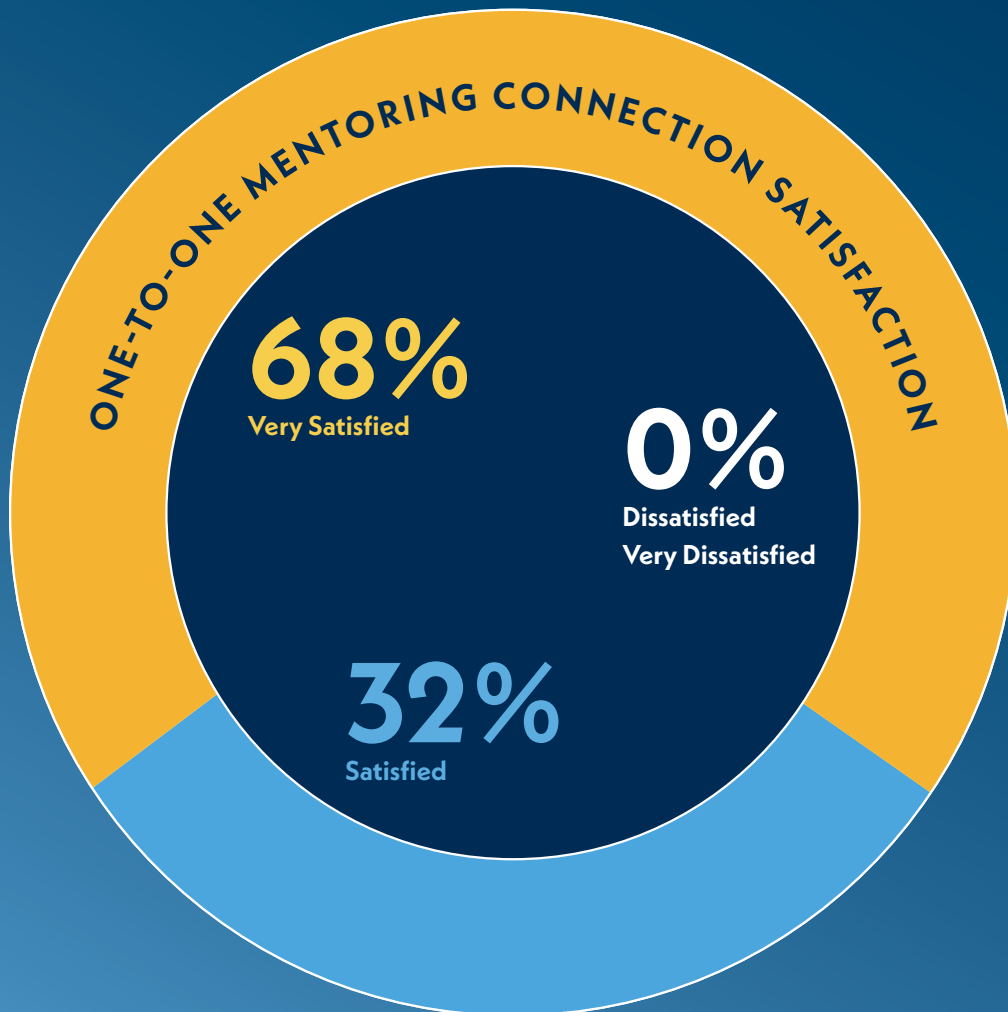
"Given the vast array of activities and competencies available to Auxiliarists, it's often difficult for our members to find local mentors with expertise in their area of interest. The One-to-One mentoring

platform is empowering Auxiliarists to connect with mentors anywhere in the country. Access to this on-line resource is providing support and direction otherwise unavailable. The result is greater member retention and engagement, increasing our effectiveness and value as force multipliers and partners with Team Coast Guard."

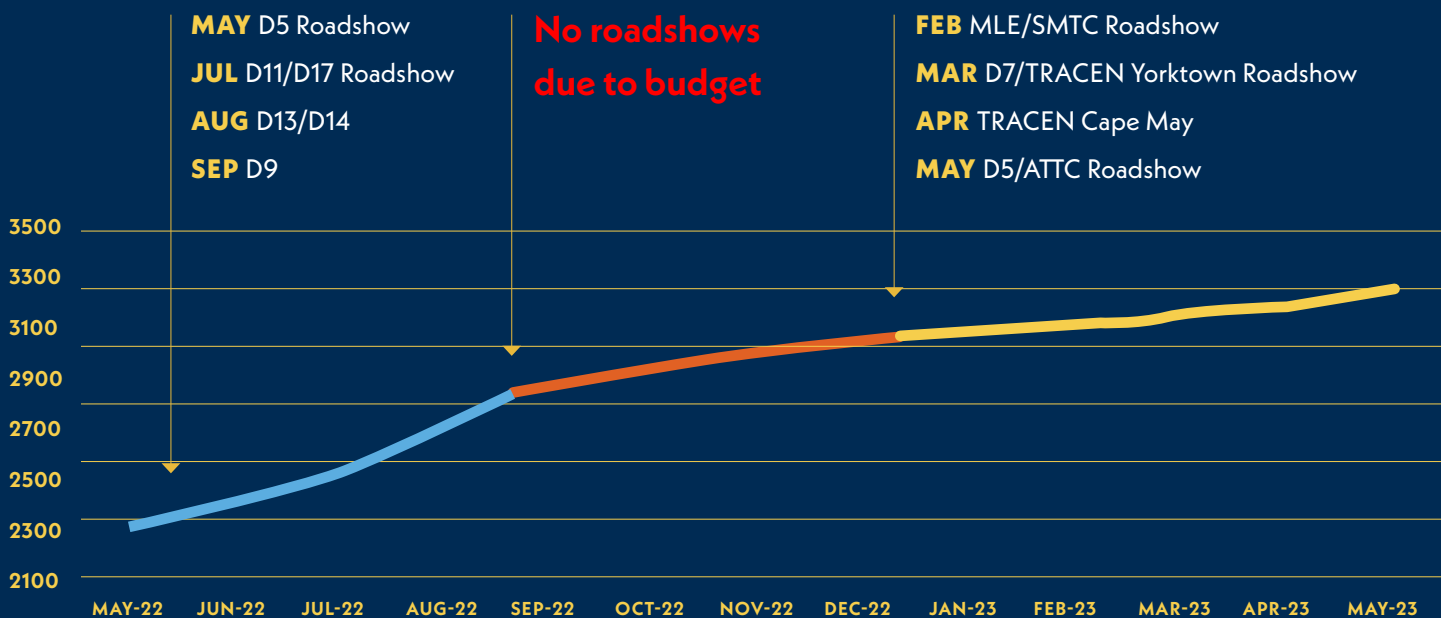
SURVEY RESULTS

Coast Guard One-to-One Mentoring Program's impact based on the following elements:

	Very Likely	Likely	Neutral	Less Likely
My desire to stay in the Coast Guard	47.37%	26.32%	26.32%	0.0%
The support I'm provided for career growth	63.16%	31.58%	5.26%	0.0%
Interest in affinity groups	26.32%	36.84%	36.84%	0.0%
My interest in networking with others in the Coast Guard	68.42%	26.32%	5.26%	0.0%



IMPACT OF ROADSHOWS

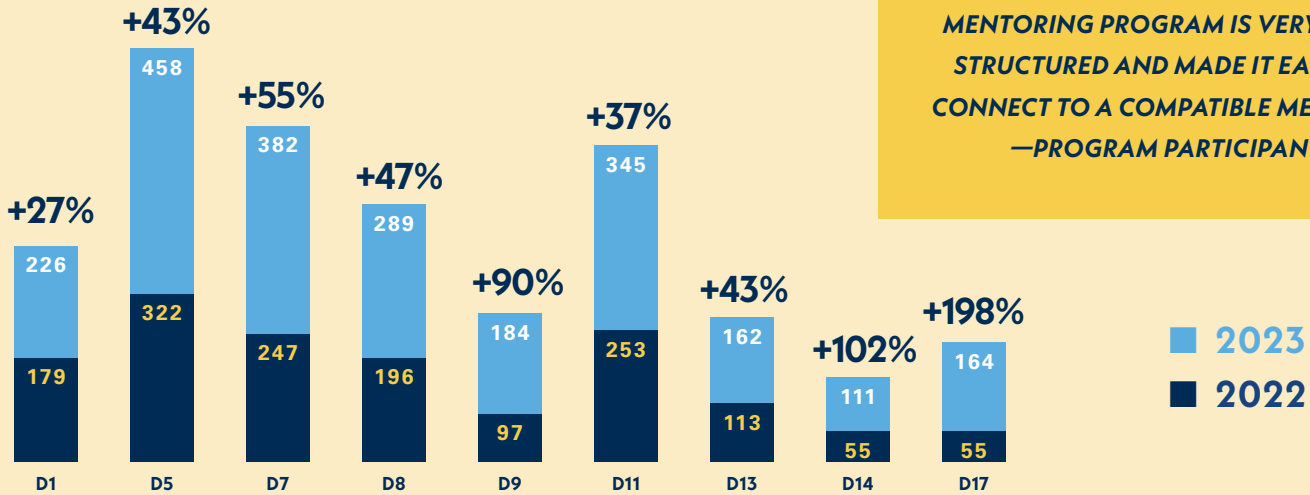


HIGHLIGHTS

- ▶ **Since launch in May 2021**, the program has conducted in-person visits to every Coast Guard district and 25 of the 41 sectors.
- ▶ **In-person roadshows** continue to produce the most notable enrollment increases averaging 15-20% at each unit.
- ▶ **Geographically remote districts** showed the largest enrollment increases over the last year, with D14 at 102% and D17 at 198%, after one roadshow visit each.
- ▶ **This year**, the program team is focusing on training centers. To date, the team has presented in-person at TRACEN Cape May, TRACEN Yorktown, ATTC, and MLEA.

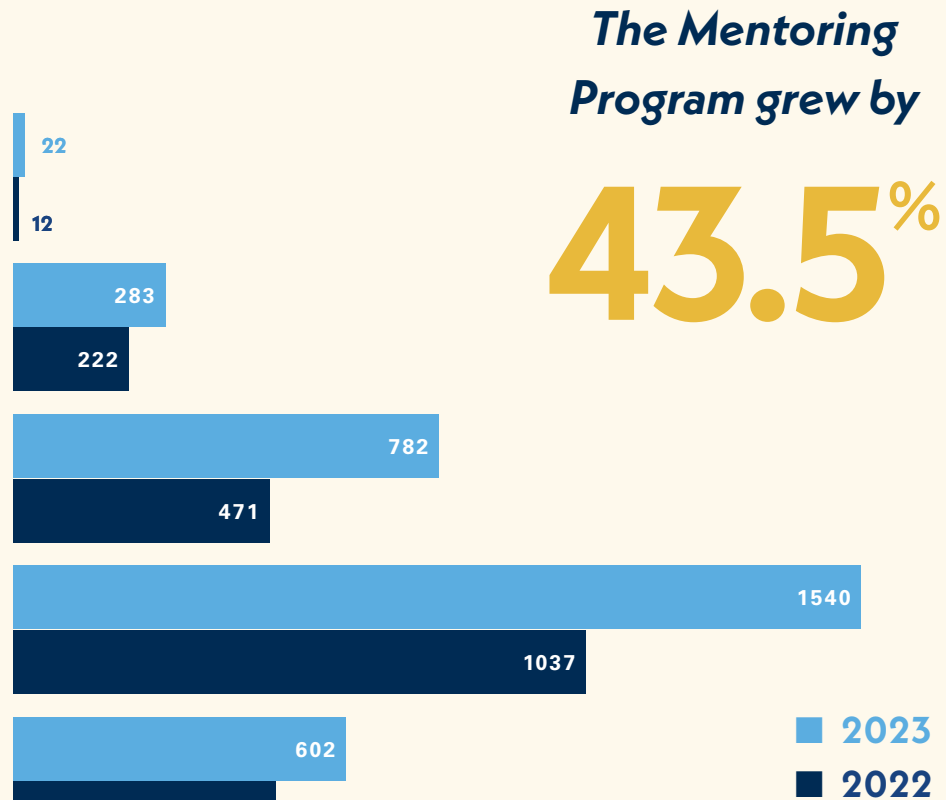
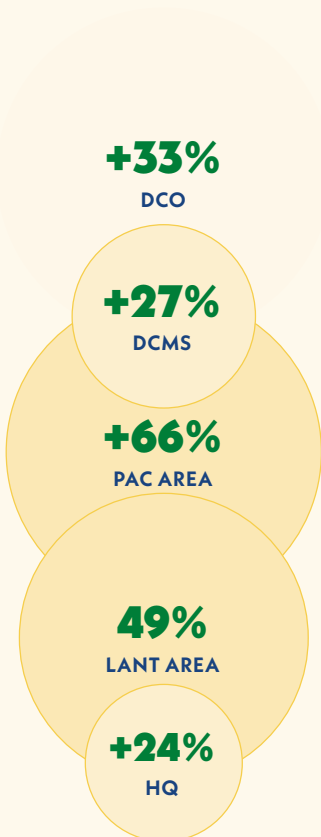
*"MENTOR PROVIDED CONFIDENCE
MOVING FORWARD KNOWING
THERE IS SOMEONE IN MY
CORNER WHO CAN GUIDE ME
THROUGH ADVERSITIES."
—PROGRAM PARTICIPANT*

YEAR-TO-YEAR ENROLLMENT COMPARISON



"I AM VERY SATISFIED WITH MY MENTORING CONNECTION, BECAUSE SHE COMMITTED TO OUR RELATIONSHIP AND EVEN EXTENDED OUR MENTORING CONNECTION. THE INFORMATION SHE SHARED WITH ME WILL BE INSTRUMENTAL FOR ME TO ACHIEVE MY MID-TERM GOAL OF A CAREER TRANSITION. THE COAST GUARD MENTORING PROGRAM IS VERY WELL STRUCTURED AND MADE IT EASY TO CONNECT TO A COMPATIBLE MENTOR."
 —PROGRAM PARTICIPANT

INCREASE OF ENROLLMENT BY AREA



CONNECT. NETWORK. SHARE.



Program Analyst, BM1 Tyler Mleczo, doing a live demonstration of the program at an all hands for AMT and AET 'A' school students (May 2023).



Program Manager, Carl Boehmer, and Analyst, BM1 Tyler Mleczo, presenting at Sector Buffalo (Feb 2023).



Program Manager, Carl Boehmer, and Analyst, BM1 Tyler Mleczo, presenting at an all hands to ME 'A' school students (Feb 2023).