

2024 ANNUAL REPORT

COAST GUARD MENTORING PROGRAM



UNITED STATES COAST GUARD



MESSAGE FROM THE PROGRAM

The 2024 annual report highlights the Mentoring Program’s success and continued growth to over 4000 members. The program serves as a human and talent connection tool, positively impacting workplace culture by breaking down barriers and fostering connections among mentors, mentees and peers across specialties, ratings and geographies. A 97% participant satisfaction rate also speaks volumes about the quality of the mentoring relationships and the value the program provides our members.

Roadshows continue to be the most successful way to foster awareness and drive interest. In-person presentations highlight the ease with which members can match with mentors who align with their career goals, thereby ensuring a more personalized and impactful experience with the program. Many participants identified witnessing

live software demonstrations as the key to driving interest in the program. No other enterprise software uses filters and matching algorithms to connect the right people, at the right time.

The program remains in high demand with frequent requests to present at ALCOMS, TRACEN’s, OCS/DCO, Districts, Sectors and local units. We intentionally meet with commands, LDAC’s and Chiefs’ Messes to emphasize the program’s potential positive impacts. We have recommended and supported speed mentoring events at several units in FY24. These events support positive cultural and leadership development. Data in this report supports strong, positive impacts to retention, promotion and advancement. Qualitative testimonials highlight several of nearly 1000 connections in 2024. There are countless stories describing how members that potentially would have never met in our organization have connected, resulting in positive lifelong impacts.



EXECUTIVE CHAMPION

“As we reflect on another year of the program, I am filled with pride to share the remarkable progress and impact

of our Mentoring Program. This initiative has proven to be an invaluable resource, fostering both personal and professional growth across our ranks.

The benefit of this program lies in its inclusivity. Regardless of where our members are stationed or what their career aspirations may be, they have the opportunity to connect with a mentor who can offer guidance, support and knowledge. This connection is not just about career advancement—it’s about building relationships that nurture confidence, resilience, and a sense of belonging within our Coast Guard family.

Our Mentoring Program is more than a tool for individual development; it is a catalyst for culture change within the Coast Guard. Moreover, the positive effects of mentoring

are evident in our retention rates. When our members feel supported and valued, they are more likely to remain engaged and dedicated to our mission. The connections forged through this program have lasting impacts, helping to retain the talent and experience that make our Coast Guard stronger.

As we move forward, I encourage each of you to consider how you can contribute to this vibrant mentoring community. Whether as a mentor, a mentee, or a supporter of the program, your involvement is crucial in sustaining the positive momentum of the Coast Guard.

Thank you for your commitment to fostering a Coast Guard that is reflective of the values we hold dear—honor, respect, and devotion to duty.”

Dr. Donna M. Navarro

Senior Executive Service, U.S. Coast Guard
Executive Director for Personnel and Readiness

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MASTER CHIEF PETTY OFFICER OF THE COAST GUARD

HEATH JONES

"Mentorship is a powerful tool that can make a real difference in our lives, both personally and professionally. As we continue to navigate the demands of our service, it's essential that we support each other and help one another reach our full potential. That's where the Mentoring Program comes in.

This program is designed to empower every member of our workforce, no matter your rank, rate, or location. Whether you're looking to advance in your career, earn a qualification, or simply gain perspective from someone who's walked a similar path, mentoring can provide the guidance and support you need to achieve your goals.

The advantage of this program is its flexibility—it's here for everyone, at any stage in their career. It doesn't

matter what your goals are or where you are in the world; there's a mentor out there who can help you get to where you want to go. And just as importantly, you might find that you have something valuable to offer as a mentor, helping others to grow and succeed.

I strongly encourage each of you to participate in the Mentoring Program, whether as a mentor, a mentee, or both. By taking part, you're not only investing in your own future but also in the future of our Coast Guard. The relationships we build through mentoring strengthen our service, enhance our readiness, and ensure that we continue to develop the leaders who will guide us forward."

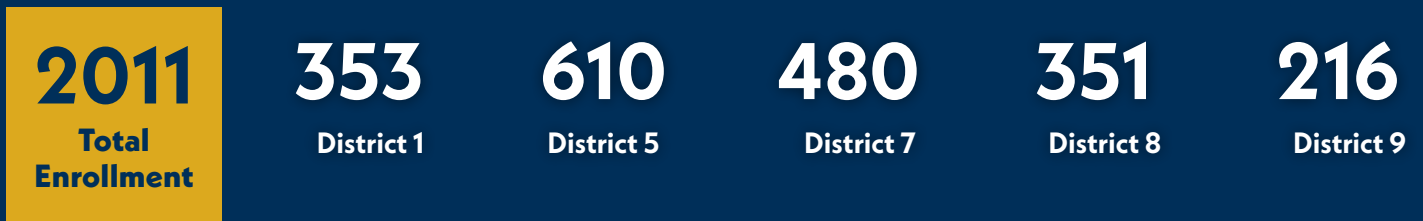
Semper Paratus,
MCPO Heath Jones

PROGRAM ENROLLMENT DATA



DISTRICT PARTICIPATION

ATLANTIC AREA COMMAND

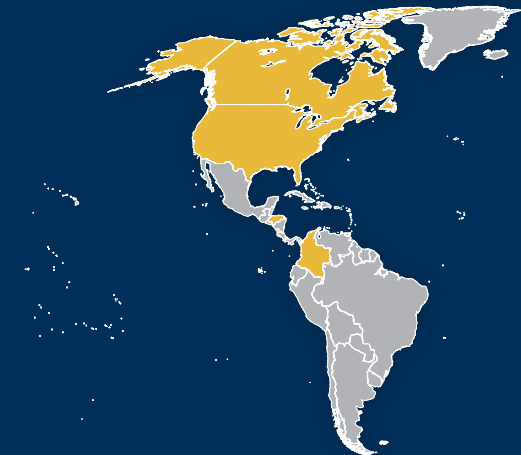
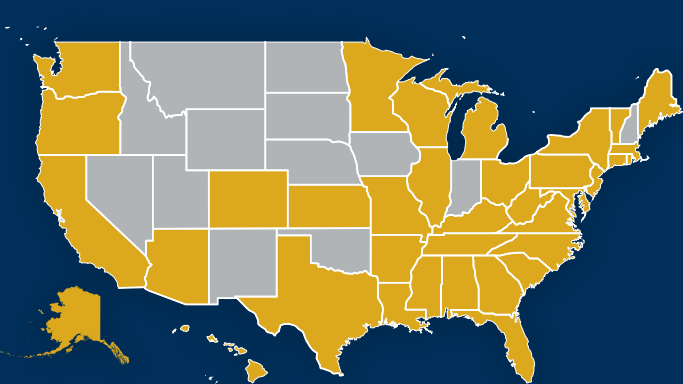


PACIFIC AREA COMMAND



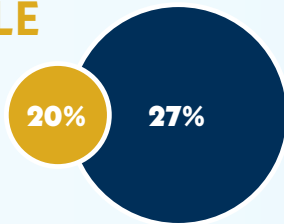
*37 STATES & DISTRICT OF COLUMBIA

*13 COUNTRIES

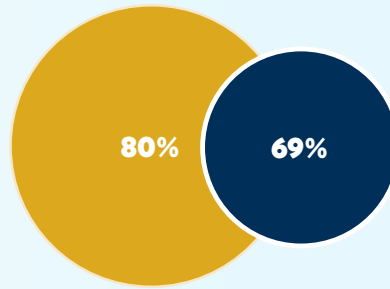


PROGRAM ENROLLMENT DATA

FEMALE

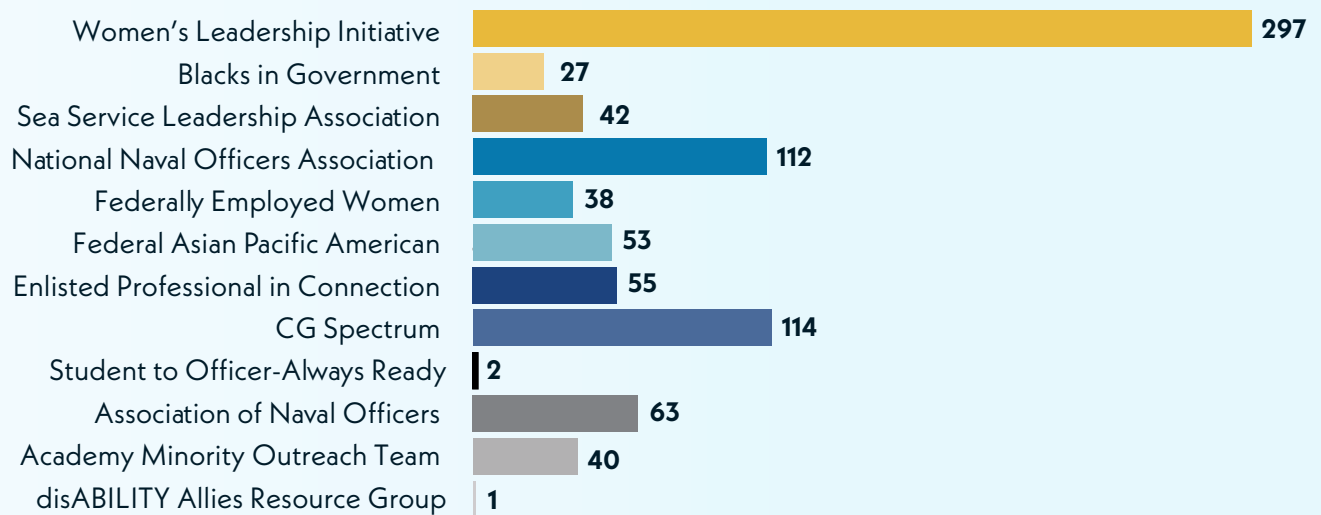


MALE

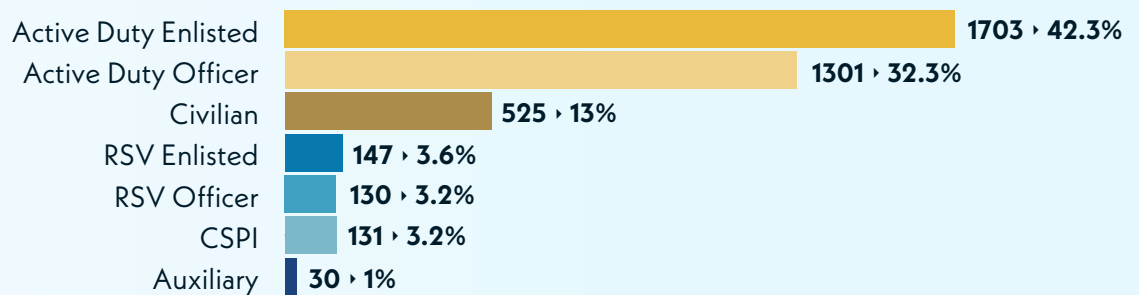


- Coast Guard Total Workforce
- Mentor Program
- * 4% chose not to identify

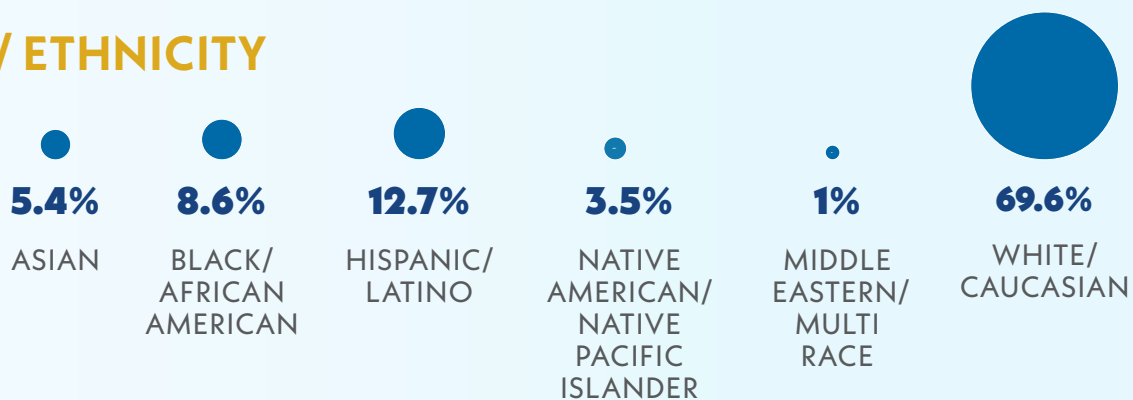
NUMBER OF AFFINITY GROUP PARTICIPANTS



ENROLLMENT BY EMPLOYEE TYPE



RACE / ETHNICITY



MENTORING CONNECTION SPOTLIGHT

RADM RAYMOND

RADM Raymond and LTJG Unda have been connected since July of 2021.

"I joined the Coast Guard Mentoring Program shortly after its inception, encouraging my subordinates to participate, and leading by example. I was paired with then ME2 Unda, expecting to offer guidance, but soon realized I was the one gaining valuable insights. Witnessing Nik's commissioning as an Ensign on the Northland, where I had served as a young officer, was profoundly symbolic, bridging our three-decade generational gap. Since then, I've followed Nik's career with great interest, from his Ensign assignment on a First District Fast Response Cutter to now being assigned together at HQ, where he continues to provide me feedback on how junior officers view contemporary Coast Guard issues."



MENTOR
MENTEE

LTJG UNDA

"My goal with the Coast Guard mentorship program was to meet a mentor who could guide me in creating an impactful career in the Coast Guard. As a prior Maritime Enforcement Specialist, Admiral Raymond showed me that no matter the rank, we can all be leaders. While navigating a sea service career can be challenging, having a mentor to show me the bigger picture gave me the confidence in applying myself to become an officer."

"In June of 2022, I commissioned in the Coast Guard and continued my sea service career with a mentor that showed me that Coast Guard policies are constantly evolving to meet members needs. As deck-plate leaders it is up to us to stay on top of these changes to aid our members in having impact careers in the Coast Guard."

CSPI MENTORING CONNECTION



CAPT BURKETT

"Captains Richard Howell, Eric Jones, and I have been returning to South Carolina State University (SCSU) for the past 8-10 years in efforts to find the next CSPI student. SCSU had enjoyed a rich history of nearly 30 CSPI grads but we have not had a CSPI grad since 2008. During one of our visits to speak to a group of students, OT Simpkins happened to be one of the students sitting in the audience. She listened intently to us speak about the trials and tribulations of being a college student while struggling to pay for tuition, housing, and books. Our passion for the Coast Guard and the CSPI program resonated with her. Once she heard about the benefits of the CSPI program and our tag line "It sounds too good to be true...but it's true!" she was sold on the Coast Guard! She immediately asked how she could sign up and since that point she has not looked back.

We've all made it a point to be strong mentors to OT Simpkins and ensure she is prepared for her Coast Guard journey. She has also assisted with bringing in two other SCSU CSPI students (OT Keshawn Burns and OT Areyanna Scott) and has become a mentor to them. The SCSU CSPI program is once again on the upswing and OT Simpkins is determined to help us get one or two more students in the program before she graduates with her degree in Communications this December."

CSPI
MENTOR

CSPI
MENTEE

100%

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

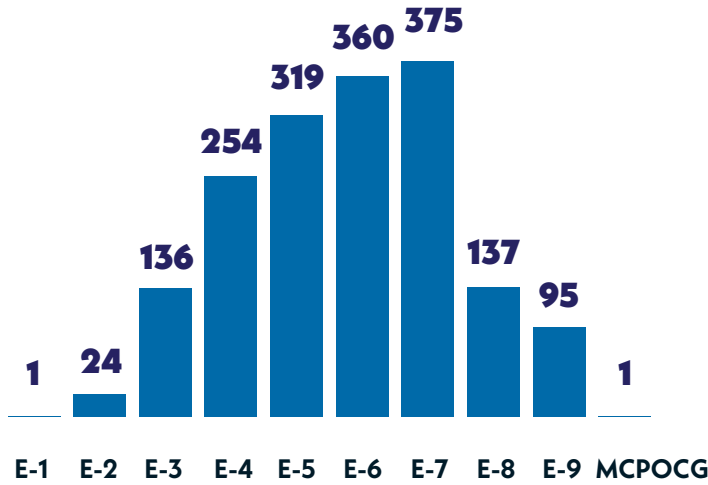
SN SIMPKINS

"Participating in the CSPI program and having the guidance of three reliable mentors has been an incredible experience. Hearing the captains speak, as Captain Burkett did, solidified my decision to pursue this path. Their success as Coast Guard officers and alumni of my school truly inspired me. Speaking with them before applying allowed me to witness their passion for the program and the Coast Guard firsthand. Throughout the application process, all three captains provided unwavering support, offering assistance whenever needed. They conducted mock interviews and ensured I was fully prepared for basic training. At the time, I didn't fully grasp how fortunate I was to have their collective guidance. Their belief in me and their dedication to equipping me with the tools for success are invaluable. Their combined knowledge is extensive, and they consistently provide answers to my questions. Thanks to their mentorship, I am on my way to becoming a U.S. Coast Guard officer. I am confident that, like them, I will have the opportunity to make a positive impact on others' lives."



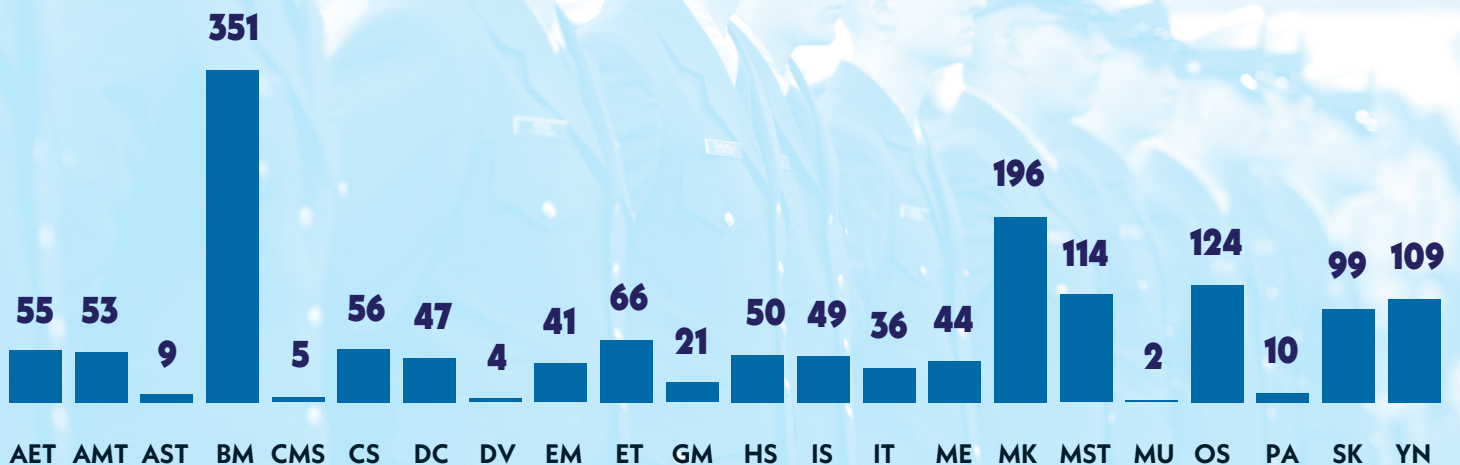
ACTIVE DUTY ENLISTED ENROLLMENT DATA

BY RANK



“THE CGMP IS AN AMAZING MEDIUM TO CONNECT MEMBERS WHO WOULD NOT OTHERWISE HAVE THE OPPORTUNITY TO ESTABLISH A MENTORING CONNECTION. I TRULY BELIEVE THIS PROGRAM WILL HELP WITH RETENTION EFFORTS AS WE CONNECT MEMBERS TO SHARE SOCIAL CAPITAL AND NETWORKS TO HELP MENTEES ACHIEVE THEIR PERSONAL AND PROFESSIONAL GOALS.”
—PROGRAM PARTICIPANT

BY RATING

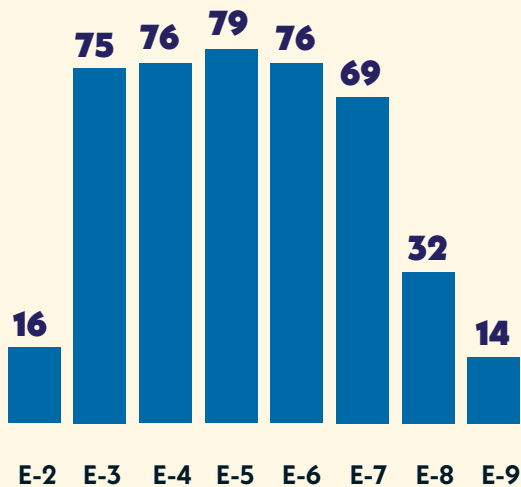


ACTIVE DUTY ENLISTED

ADVANCEMENT IMPACT

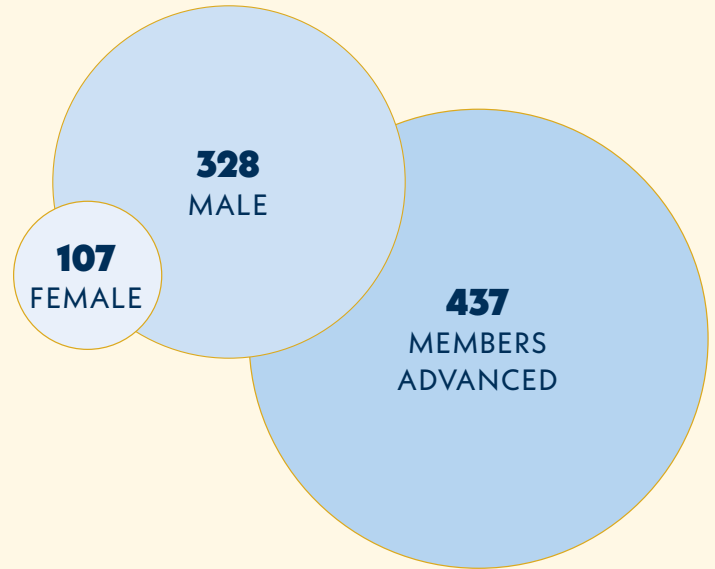
In FY 24, 429 enlisted members of the mentoring program advanced.
(cross referenced enrollment data with CGBI/DA).

25% of the enlisted personnel enrolled in the program advanced the past year.



2

CHOSE NOT TO IDENTIFY



MENTEE SPOTLIGHT



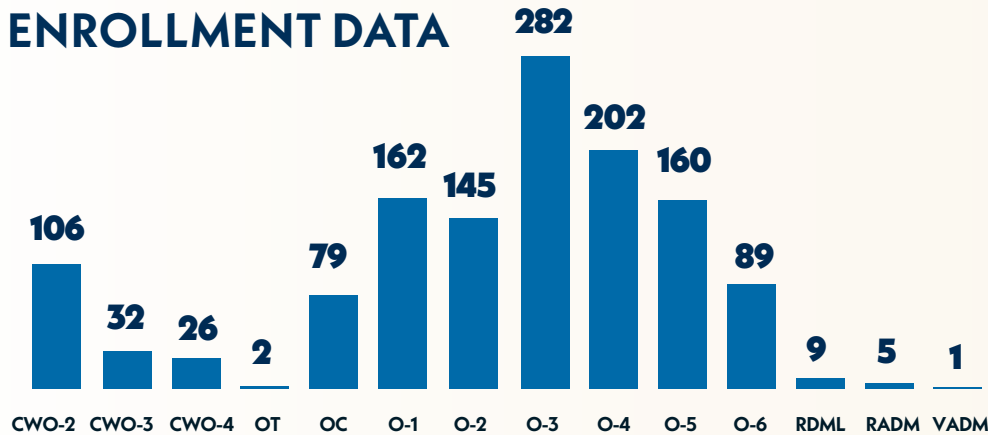
ENS Estupinan received his commission from ADM Fagan in October 2024

ENS ESTUPINAN

Ensign Estupinan initially enrolled in the United States Coast Guard mentoring program in 2021, when he held the rank of E-3. He was able to establish connections with CWO2 John Heinzl and CWO2 Irene Mais through the mentoring program which ultimately influenced his decision to attend the Yeoman "A" school. Upon completion, he was assigned to the Air Station Atlantic City as a YN3. In 2022, then, YN3 Estupinan once again utilized the platform to assist him in making the decision to apply to Officer Candidate School. ENS Estupinan received his commission from the Commandant in October 2024. ENS Estupinan will undoubtedly continue to grow and develop his leadership skills in the years to come.

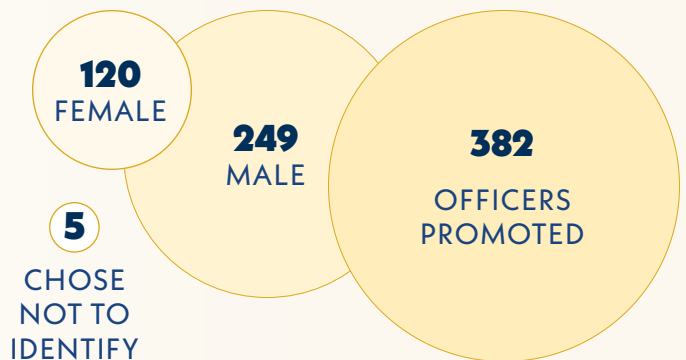
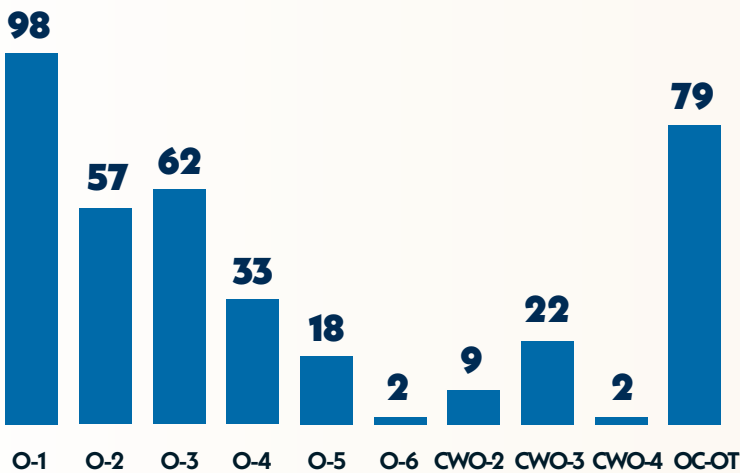
ACTIVE DUTY OFFICERS

ENROLLMENT DATA



PROMOTION IMPACT

In FY 24, 382 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



CDR DENNING

CDR Denning has been a member of the Coast Guard mentoring program since November 2021.

"The Mentoring Program has allowed me to participate in mentorship in ways that were not available earlier in my career. As a junior officer, my mentoring opportunities seemed to be restricted by geography and by who I happened to be stationed with. Looking back, there were points in my career that I wished I had a way to access a more mentors. Participating in the Mentoring Program has removed these barriers and allowed myself and others to give and receive mentorship with individuals we may never have connected with otherwise. I hope that all individuals in the Coast Guard that are looking to connect with a mentor or mentee take the opportunity to enroll in the program to expand their opportunities for personal and professional growth and connectedness."

MENTORING CONNECTION SPOTLIGHT

CWO FORD

"The Coast Guard mentorship program was an opportunity for me to share my CG experience while also helping members find ways to accomplish their goals. I was fortunate that Georgette and I had very opposite careers and we were able to see how the CG and its resources helped us get to where we are today. Georgette temporarily separated and received her master's while I did the ADV education program and then came back and is now using TA to get her master's. It was eye opening hearing about some of the struggles of the OS rating and compare the different units we have been at. I think over all for me being able to view the CG from another person's viewpoint is a game changer. Until you get to hear about some of these member's careers, education goals and personal struggles you're not able to understand what the CG needs to change for better recruiting and retention needs."



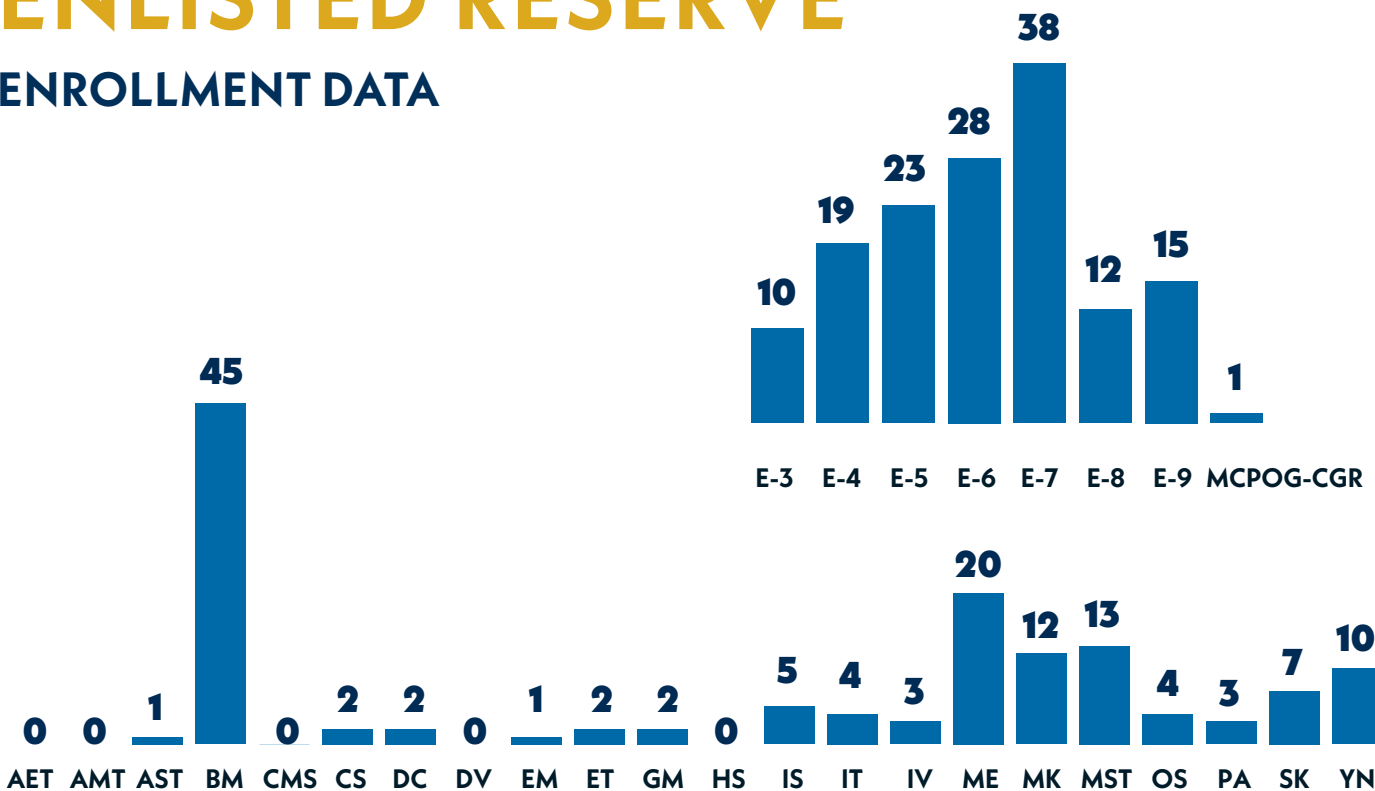
MENTOR
MENTEE

YN1 LOPEZ

"The CG mentorship led me to CWO Jordan Ford who has changed the trajectory of my career. Initially, I rejoined the CG with the intent of remaining an E-6 until retirement due to personal struggles. Even before our first meeting, she was already invested in my growth and shared networking opportunities with me. After meeting, I was inspired to continue advancing personally and professionally. I generally avoid conflict but with the help of my mentor, I was empowered to advocate for myself and appeal my EER's. She also shares the value of education, so when I was questioning the decision to pursue a doctorate, she reminded me that it was what I wanted and did not need to put it off any longer. I am excited to be enrolled back in school full time! She is a great reminder that struggles don't define us and has inspired me to consider becoming a warrant officer."

ENLISTED RESERVE

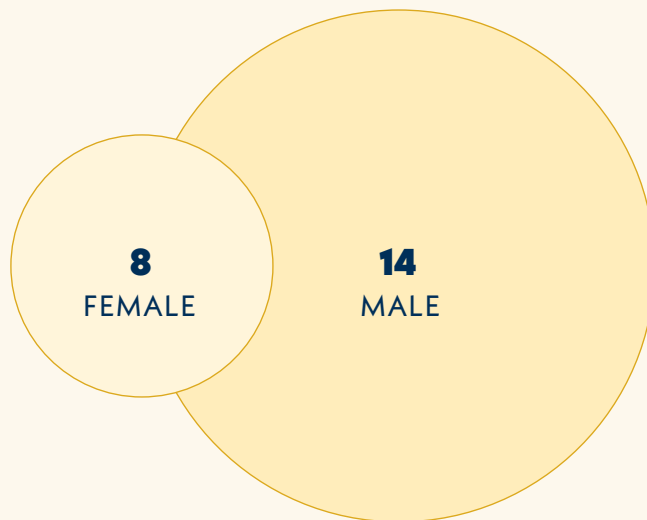
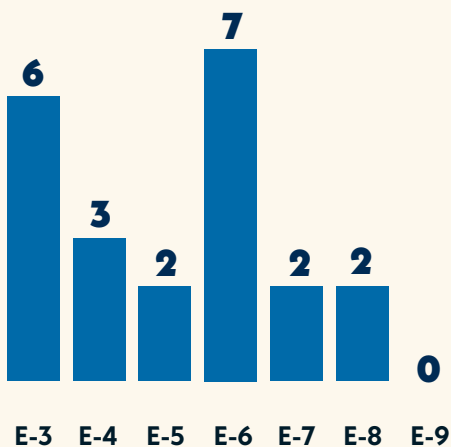
ENROLLMENT DATA



ADVANCEMENT IMPACT

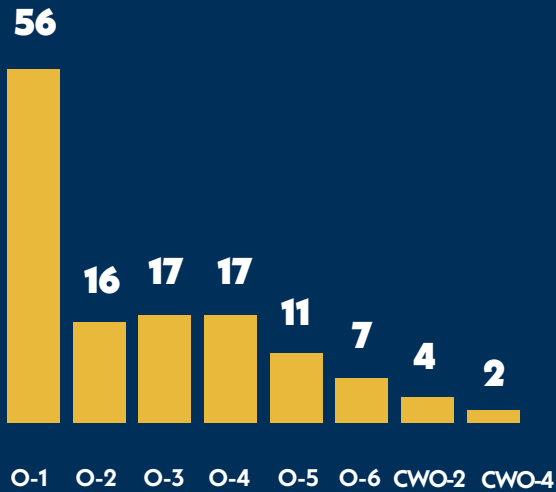
In FY 24, 22 Reserve enlisted members of the mentoring program advanced (cross referenced enrollment data with CGBI/DA).

15% of the enlisted reserve enrolled in the program advanced the past year.



RESERVE COMMISSIONED

ENROLLMENT DATA



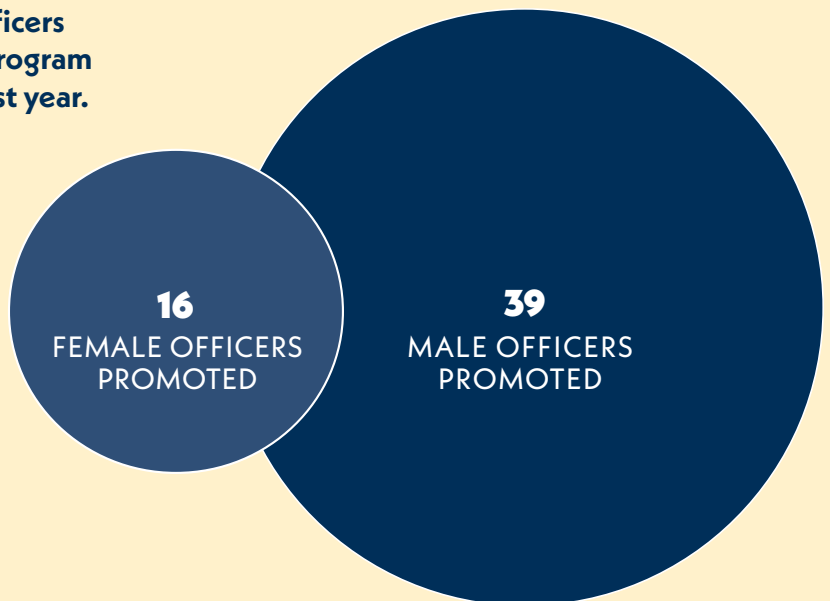
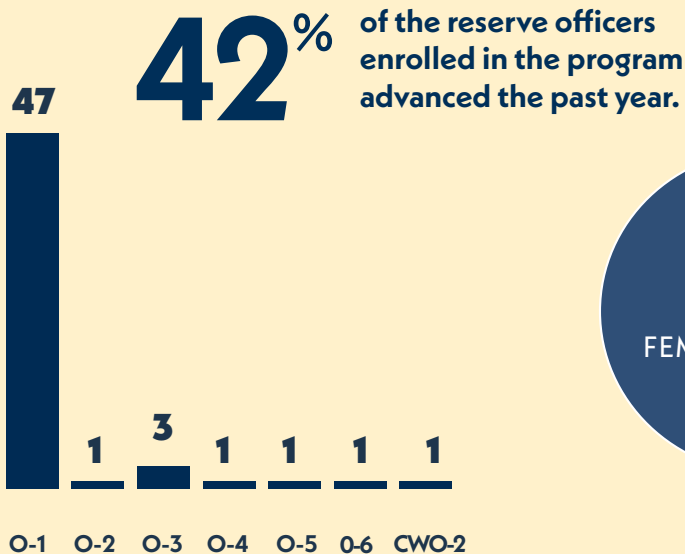
LTJG VALZANIA

"Transitioning from enlisted to officer on the reserve side of the Coast Guard presents unique challenges—navigating a new promotion system, embracing greater responsibilities, and strategically planning your career while balancing assignment locations and outside employment. The Coast Guard Mentoring Program offers invaluable support for reserve officers, pairing you with seasoned mentors who understand the intricacies of this journey. I highly encourage members to embrace this opportunity to learn, grow, and succeed in your Coast Guard career!"



PROMOTION IMPACT

In FY 24, 55 Reserve commissioned officers of the Mentoring Program promoted. (cross referenced enrollment data with CGBI/DA).



RESERVE MENTORING SPOTLIGHT

*"I ENJOYED GETTING A DIFFERENT PERSPECTIVE FROM SOMEONE I DID NOT KNOW. I WAS ABLE TO VIEW DIFFERENT IDEAS AND CONCEPTS FROM MY MENTEES VIEW."
—PROGRAM PARTICIPANT*



CAPTAIN BAS

"As a Direct Commission Officer, I was given the opportunity early in my career to connect with leaders through the Association of Naval Service Officers (ANSO) and National Naval Officers Association (NNOA). Harnessing those relationships helped me both personally and professionally. Since COVID, technology has fostered my network of mentors and mentees which has strengthened my resolve to keep connecting. Tech agility helped me connect with YN2 Brian Hall, a USCG Reservist interested in the legal program currently serving on the East Coast despite the fact that I am several time zones away at District 17 in Juneau, AK. Sharing insights with mentees about the myriad of opportunities available through the Coast Guard reminds me of how very special our service is: It's all about the people! Incidentally, YN2 Hall applied for and was accepted to the ROCI program. BZ Brian!"

ACTIVE DUTY MENTOR

MENTEE

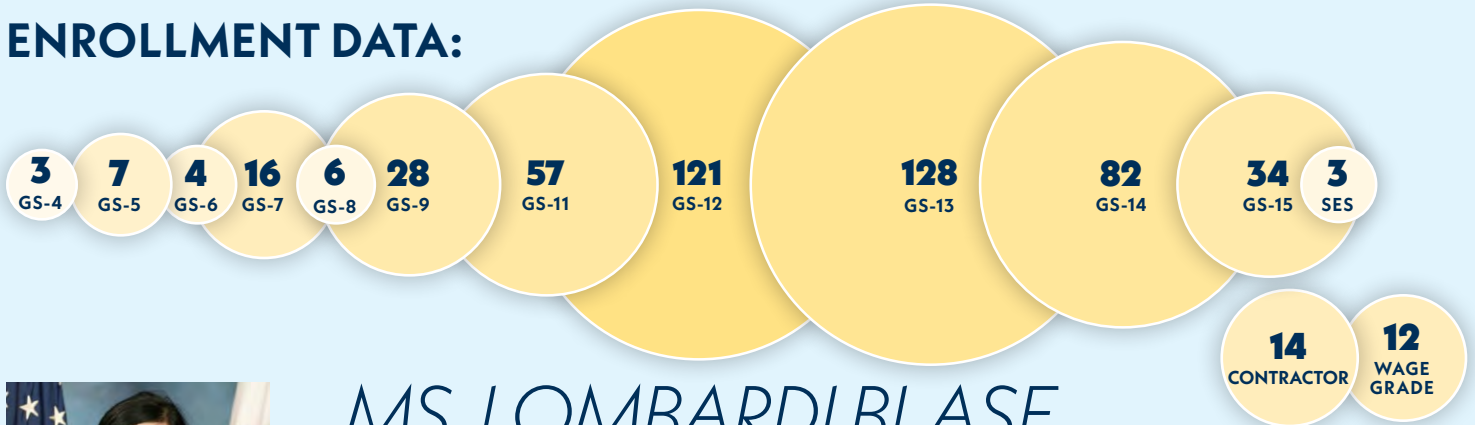


YN2 HALL

"I joined the Coast Guard Reserve through the DEPOT program roughly 15 years after leaving the active-duty Army. I entered the Reserves as a YN2 but was interested in the Direct Commission Lawyer (DCL) program given that I had been a practicing attorney for the last 12 years. The Coast Guard Mentoring program was a great way for me to connect with those that had "been there, done that" and were willing to give advice based on their experiences. As a Reservist with a family and career outside of the military to consider, I had a lot of questions regarding the career path and duty stations available to a JAG officer. Through the Mentoring Program, I easily connected with several JAG officers including CAPT Bas. I was able to correspond with CAPT Bas via email and spoke with her on the phone where she provided me with helpful advice and guidance. As a result, I decided to apply and was accepted into the DCL program and will attend ROCI in 2025. Based on the guidance I received through the Mentoring Program, I am confident that was the best decision for my military career."

CIVILIAN WORKFORCE

ENROLLMENT DATA:



MS. LOMBARDI BLASE

"I am forever grateful for the leaders and mentors who took the time to develop me by showing me not only what the Coast Guard has to offer me, but providing me the right opportunities to chart a course forward. Because of them, I am now in a position to pay it forward by giving back through Mentoring."

Holly's career and professional development goals are very similar to my own when I onboarded as a CG civilian fifteen years ago--our chats and directed conversations over her short and long terms goals and intentions have helped us form a plan and identify resources to help her achieve them. And the mentoring is not just a one-way street--truth be told, helping her navigate a new career is a fresh perspective for me, allowing me the opportunity to stretch and grow professionally as well.

Holly is already a leader just by nature of being a part of our Coast Guard workforce—but with the right tools for her toolbox, she will continue to lead in our organization in a career path that she loves!"

MENTOR MENTEE



MS. PETERS

"Initially, I joined the mentoring program to further develop my leadership skills and to get a strong start to building my new career as a civilian Coast Guard employee. I was looking to develop my leadership competencies, gain a resource with a broad spectrum of knowledge and be mentored by someone who would help me achieve my career goals. Let me tell you, I have found all of that and so much more when Alyssa agreed to be my mentor. Despite our relationship being fairly new, in the past couple months she has exceeded my expectations. She has supplied me with many resources that offer specific trainings and certifications to further my career as well as wonderful career development tools. Through our phone calls and video chats, she has made me feel like she is "my person" when it comes to knowing someone is rooting me on to succeed. Alyssa's given me helpful tools to create a better resume, and she is a great example of a professional leader. Alyssa is someone I look up to and I am thankful for her and for the mentorship program as well."

MENTORING CONNECTION SPOTLIGHT

**"THE CG MENTORING PROGRAM HELPED ME NETWORK WITH A GREAT SENIOR ENLISTED LEADER THAT HELPED ME PLAN AND MEET GOALS THAT I OTHERWISE WOULD NOT HAVE BEEN ABLE TO ESTABLISH."
—PROGRAM PARTICIPANT**



CAPTAIN DELANO

"With the International Affairs community being small and dispersed, the CG Mentoring Program provides an opportunity for officers and enlisted members who may have never met a Coastie stationed at an embassy to connect with the few of us who have. The platform has increased my ability to engage with those interested in International Affairs, like LT Turner, helping them make informed career decisions, connect with others in the field, and hopefully create opportunities to serve as strategic operators representing the Service to our partners and Allies."

MENTOR MENTEE

LT TURNER

"I had an exceptional experience with CG's Mentoring Program. I reached out to a Captain with extensive experience in the international affairs community, and he responded promptly to coordinate a meeting. From the outset, he was friendly, positive, and upbeat, making our interactions both enjoyable and productive."

The Captain provided valuable insights into the international affairs field, shedding light on a community that was previously obscure to me. His guidance extended beyond our meetings, as he followed up with useful connections and recommended coursework, demonstrating a genuine commitment to my professional development.

I greatly appreciated the exposure he provided and his enthusiasm for international affairs. His support has not only broadened my understanding but also assured me that he will be an excellent resource in the future, particularly during transfer season when I may have further questions.

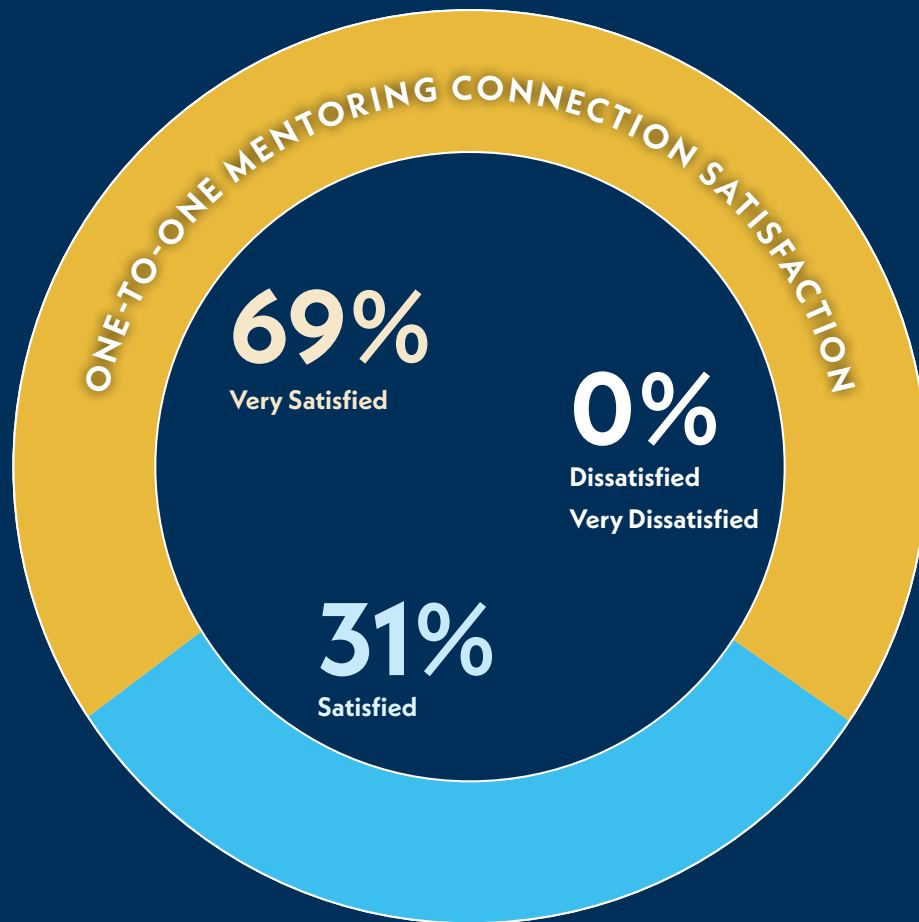
Overall, my experience with the mentorship program has been highly rewarding, and I am grateful for the opportunity to learn from such a knowledgeable and enthusiastic mentor."



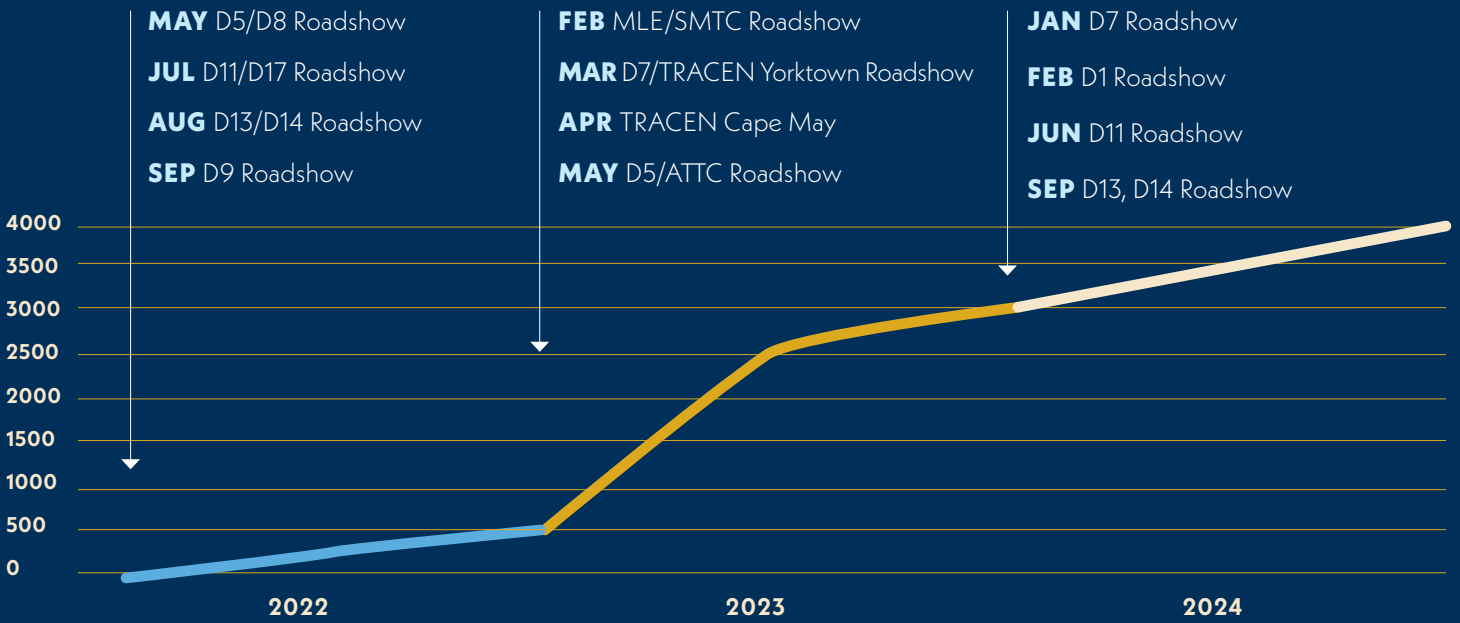
SURVEY RESULTS

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

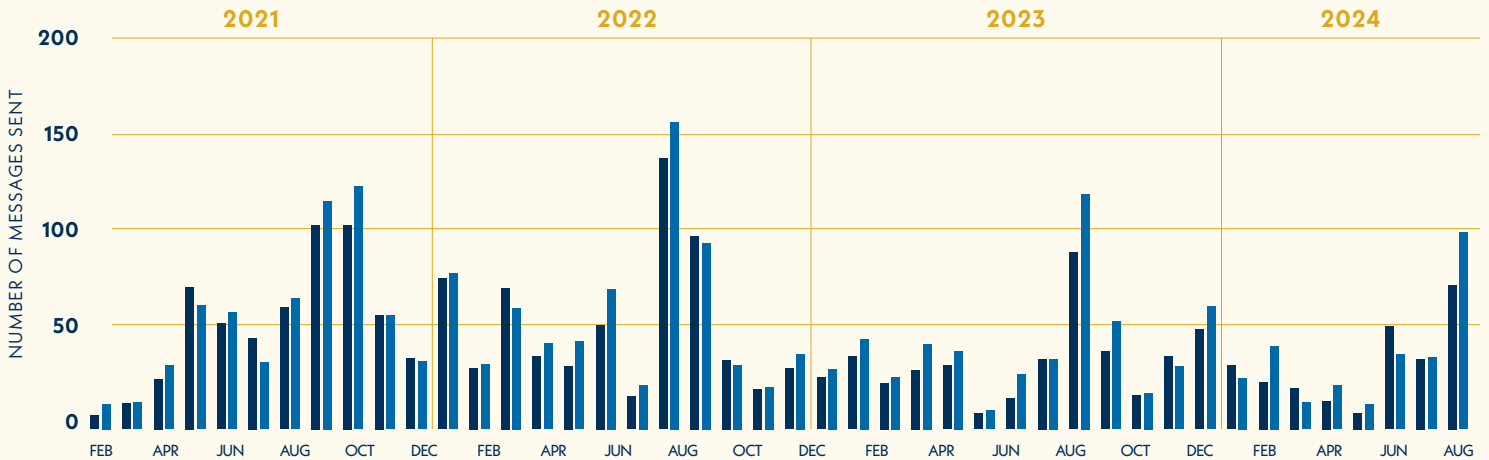
	Very Likely	Likely	Neutral	Less Likely
My desire to stay in the Coast Guard	50.0%	22.22%	27.78	0.0%
The support I'm provided for career growth	66.67%	27.78%	5.56%	0.0%
Interest in affinity groups	27.78%	27.78%	44.44%	0.0%
My interest in networking with others in the Coast Guard	66.67%	22.22%	11.11%	0.0%



IMPACT OF ROADSHOWS



PROGRAM MESSAGE TRENDS

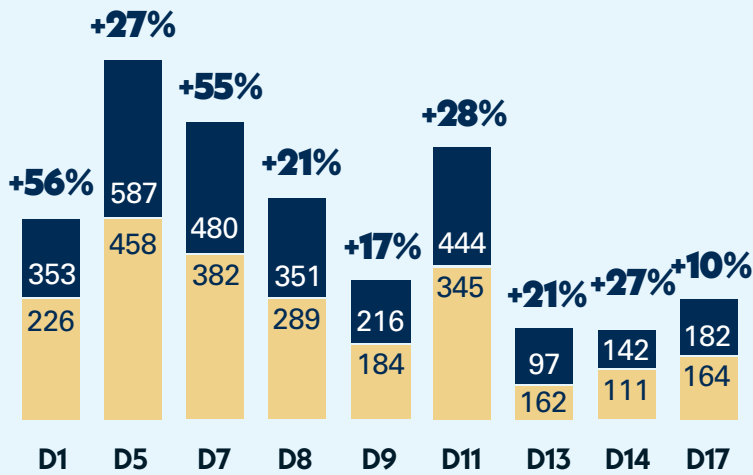


*Spikes in messages reflect communication during transfer season and CSPI enrollment.

- Mentor
- Mentee

"THE MENTORING PROGRAM REALLY CLARIFIED SOME OF THE QUESTIONS I HAD CAREER WISE AND OPENED MY EYES TO CERTAIN DEVELOPMENTAL ASPECTS I COULD MOVE TOWARDS."
—PROGRAM PARTICIPANT

YEAR-TO-YEAR ENROLLMENT COMPARISON

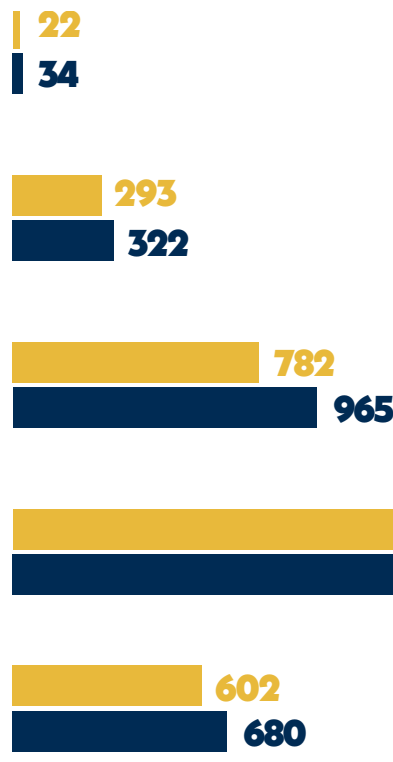
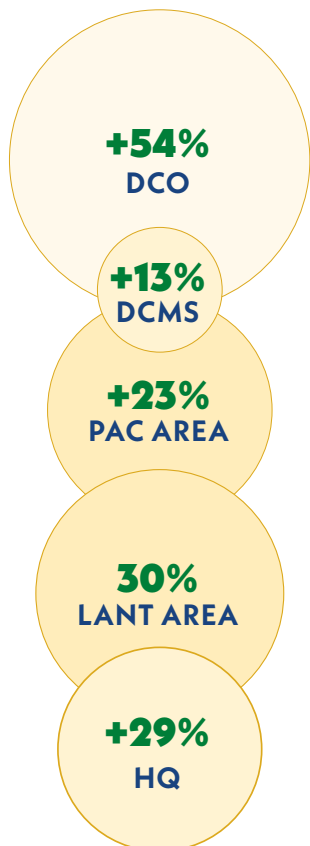


"I WAS UNCERTAIN ABOUT MY FUTURE IN THE COAST GUARD AND DID NOT FEEL LIKE THERE WAS ANYONE WHO COULD RELATE WHICH IS WHY I INITIALLY JOINED. THROUGH THIS MENTORING PROGRAM I WAS ABLE TO CONNECT WITH SOMEONE WHO WAS SKILLED IN AREAS I LACK. WITH HER GUIDANCE I ATTENDED THE JOINT WOMEN'S LEADERSHIP SYMPOSIUM WHERE I WAS ABLE TO NETWORK AND MEET NEW MENTORS"

—PROGRAM PARTICIPANT

■ 2023
■ 2024

INCREASE OF ENROLLMENT BY AREA



In FY24, the Mentoring Program grew by

24.3%

■ 2023
■ 2024



THANK YOU MENTORS!

