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ALCOAST 262/03 APPROVES AUXILIARY PQSs

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On June 3, 2003, RADM Paul J. Pluta, Assistant Commandant for Marine Safety, Security and Environmental Protection (G-M) signed ALCOAST 262/03. This historic document promulgates ten (10) Auxiliary Performance Qualification System (PQS) standards that were engineered specifically for Auxiliarists and will enable Auxiliary personnel to more fully augment 'M' Unit Commands in their execution of key mission areas.

The approval of these ten Auxiliary PQSs greatly expands the opportunities for augmentation of 'M' Field Units by the Auxiliary, and expands the training areas available under the Auxiliary Trident Program.

The **needs** of 'M' Field Units are the driving force behind this initiative.

Auxiliary specific qualifications

The 'M' Auxiliary qualifications include the following:

1. Assistant Container Inspector (AUX-CI)
2. Assistant Pollution Investigator (AUX-EU)
3. Assistant Harbor Safety Specialist (AUX-EK)
4. Assistant Pollution Response Specialist (AUX-ET)
5. Assistant Facilities Inspector (AUX-EU)
6. Assistant Lifteraft Inspector (AUX-LR)
7. Marine Environmental Education Specialist (AUX-MEES)
8. Marine Safety Administrative and Management Specialist (AUX-MSAM)
9. Marine Safety Watchstander (AUX-MSW)
10. Uninspected Passenger Vessel Examiner (AUX-UP)

Need based training and qualifications

The training for these auxiliary qualifications will become available as a **need** for each specific qualification is determined by each 'M' Field Unit. The intent of the qualifications is to prepare an Auxiliarist to augment the staff of an 'M' Field Unit in its mission areas as needed by **each** Unit. Training for qualifications that are not needed by a specific 'M' Field Unit may not be available at that location.

Each 'M' Field Unit Commander is directed to review the available 'M' Auxiliary PQSs to determine which are needed in the Unit's AOR, and work with their Auxiliary Liaison to identify Auxiliary members in the area who are willing and able to pursue specifically needed qualifications.

Training and Qualification Process

It is envisioned that the active duty Training Coordinator at each 'M' Field Unit will serve as the mentor and verifying officer in a "Train the Trainer" approach. Upon certification, Auxiliarists will serve as the mentor and verifying officer for successive Auxiliarists seeking qualification in a particular PQS.

Auxiliarists can serve as a verifying officer only for those qualifications for which they themselves are certified.

Each PQS requires the completion of its respective Performance Qualification System (PQS) Workbook.

The Workbook contains the detailed training and performance requirements that must be met

before certification in that PQS may be considered.

The Workbook is the 'on the job training' guide to achieving the qualification. Each qualification is different and, as such, may require different training methods to be achieved.

Most qualifications training will include self study of the applicable references and texts and on the job training at an 'M' Field Unit.

The on the job training and field practice will continue until the candidates is able to demonstrate to the verifier their ability to complete the required tasks to the minimum acceptable level necessary to independently perform the qualification and to be able to assist in the training of other Auxiliarists in the same qualification.

After completing all tasks to the satisfaction of the verifier, and providing all documentation that is required in the PQS Workbook, the candidate must pass a Qualification Panel led by the active duty 'M' Unit Training Coordinator to obtain a "Letter of Designation".

The Qualification Panel is made up of members of any CG element, active duty, reserve, civilian, and/or Auxiliarists. All panel members must be certified in the subject qualification or a related, higher-level, active duty PQS.

Upon completion of all certification requirements of a particular PQS, the 'M' Unit Commander will issue a Letter of Designation to the member and provide a copy to the sponsoring Flotilla Commander. The FC will forward the Letter of Designation to the appropriate DIRAUX, who will enter the designation into AUXDATA.

Auxiliarists are reminded that much effort was expended developing the Auxiliary 'M' PQSs to ensure the standards are achievable. Therefore, Letters of Designation should only be provided to members who have completed the particular PQS in its entirety. Designations based upon anything other than fully completed PQS booklets will be considered "local qualifications" and will not be captured in AUXDATA.

AUX-MSAM Special Qualification Procedure

Because of the unique nature of the AUX-MSAM PQS subject matter, verification duties for this PQS are to be performed only by the Chief or

Deputy Chief of the Auxiliary Marine Safety and Environmental Protection Department.

A procedure is being developed that will make this process function efficiently and maintain the quality of the verifications performed. As soon as this procedure is approved, it will be announced by a Trident Up-date Bulletin.

Active Duty Qualifications authorized

In addition to these Auxiliary specific PQSs, an Auxiliarist is authorized to pursue designation in a number of the active duty "M" PQSs.

The Auxiliarist must meet the same minimum requirements as are required of a full time or reserve CG member and must be physically able to accomplish the training and perform the tasks required by the PQS. One of the PQSs most frequently earned and practiced by Auxiliarists is that of Commercial Fishing Vessel Examiner (CFVE).

The availability of training and qualification in any PQS will be based upon the **need** of the local 'M' Field Units. The underlying purpose of the Auxiliary Trident Program is to train and recruit Auxiliary members to support and augment the local 'M' Units in the accomplishment of their missions.

Practical Effects of ALCOAST 262/03 on the Auxiliary Trident Program

The practical effects of ALCOAST 262/03 upon the Auxiliary Trident Program are many.

The ALCOAST encourages the 'M' Field Units to determine how the Auxiliary may be trained to support and augment them in their missions. It establishes a process for the training of an Auxiliarist and defines the requirements necessary to be mastered and completed to earn the Letter of Designation for the ten Auxiliary-specific PQSs.

Implicit within this program is the **undertaking** of the Auxiliary members to use this training to actively **benefit** the 'M' Field Units beyond the training period.

The Trident Program requires a long term commitment by Auxiliary members to support the USCG in the 'M' mission areas.