



## USCG Auxiliary District 11N – Human Resources Report August 2023

TO: COMO Curtis Han, District Commodore  
Jim Losi, District Chief of Staff  
District 11N Board & Staff

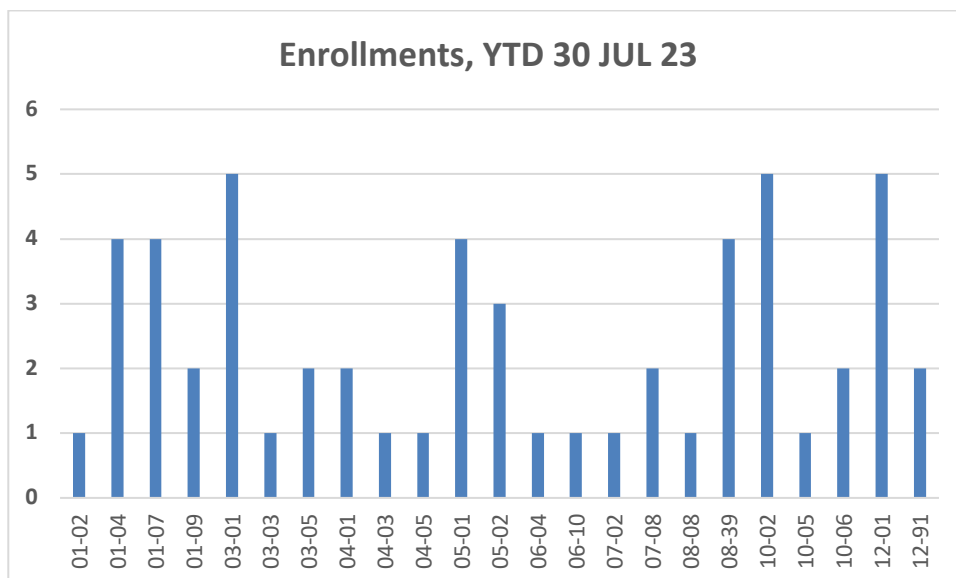
FROM: Louis Sarto, District Staff Officer – Human Resources (DSO-HR)

### Activities:

1. CY '23 Enrollments, Retirements, Disenrollments
2. Prospect Online Database
3. Member Roadmap to BQ status
4. Districts Comparison: Member Training (MT) Hours

### Details:

1. Membership is static from May at 1009.
  - 1.1. Net gain of 25 from the beginning of the year. CY'23 statistics:
    - 1.1.1. Enrollments: 55, from one to five new members in 23 flotillas
    - 1.1.2. Retirements: 8 from 6 flotillas
    - 1.1.3. Passing the Bar: 4 from 4 flotillas
    - 1.1.4. Disenrollments: 18 from 8 flotillas with almost 50% occurring in late 2022
  - 1.2. Retirements, Passing-the-Bar, and Disenrollments in 2023 total 30.
  - 1.3. The 55 enrollments are the future leaders of the Auxiliary. They are an opportunity to improve onboarding, training, and fellowship.





2. Prototype of the Prospect Online Database is shown below for Fl 14 and an online link to Division 4's Candidate Queue is enabled. The final format is Division-based. The owner is the SO-HR. The goal is to gain insight of our recruiting funnel. Prospect source and prospect numbers at the top and members at the spout. Measure to improve the process. Rollout to SOs will occur in the next several months.
  - 2.1.

last	first	source	contact date	flotilla mtg	7001 provided	enrolled	notes
Costello	Paul	inbound	10-Nov-22	22-Dec-22	21-Dec-22	23-Feb-23	
Rossi	Jose	AAMS	17-Jan-23	8-Feb-23	24-Jan-23	12-Apr-23	
Cornejo	Catherine	AAMS	17-Jan-23	8-Feb-23	24-Jan-23	11-Apr-23	
Rhodes	Glenn	AAMS	2-Feb-23	8-Feb-23	6-Mar-23	26-Jul-23	
Hill	Stuart	AAMS	18-Apr-23	12-May-23	12-May-23		traveling; will submit 7001 in December
Morales	Larry	AAMS	1-May-23	12-May-23			will submit 7001 in August
LaRoche	Lauren	AAMS	31-May-23	14-Jun-23			
Andrew	Graham	Alex B	1-Jun-23	12-Jul-23			traveling

Please click [Fl 14 recruiting funnel](#) or copy and paste:

[https://docs.google.com/spreadsheets/d/1PPEW4el658OTb5HdyvLg\\_wX\\_3NbHizIX011tpbEOf5w/edit#gid=0](https://docs.google.com/spreadsheets/d/1PPEW4el658OTb5HdyvLg_wX_3NbHizIX011tpbEOf5w/edit#gid=0) to observe this spreadsheet in Google Docs.

Please click [113-4 candidate queue](#) or copy and paste:

<https://docs.google.com/spreadsheets/d/1jMt7ax71hAjl1euUtrMeH0F7PAxdQIM2IQUbu8eWCqI/edit?usp=sharing>

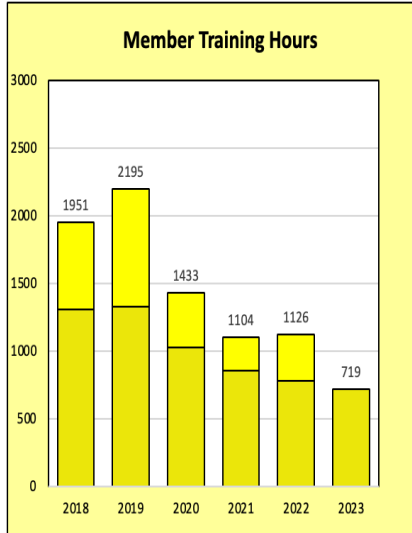
3. Architecting a roadmap which shows every action required from completing the 7001 to BQ status. Each destination on the map is completed. Optimizing presentation.
4. HR works closely with MT in the initial stages of an Auxiliarist's career to enable new skills, enhance confidence and demonstrate Auxiliary competence. From a curiosity perspective, page 3 shows graphs of MT hours (YTD) for six similar-sized Districts:
 

081 Eighth Coastal	1174 members	719 hours	0.61 hours/member
082 Eighth Eastern	952	577	0.61
085 Eighth Western	865	590	0.68
<b>113 Eleventh Northern</b>	<b>1009</b>	<b>755</b>	<b>0.75</b>
114 Eleventh Southern	1219	609	0.50
130 Thirteenth	849	558	0.66

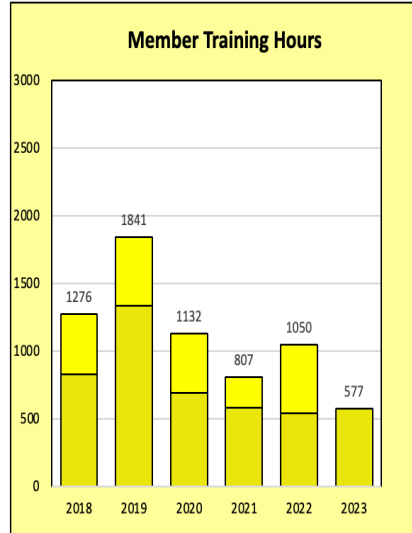


BZ to DSO-MT Ann Zocchi.

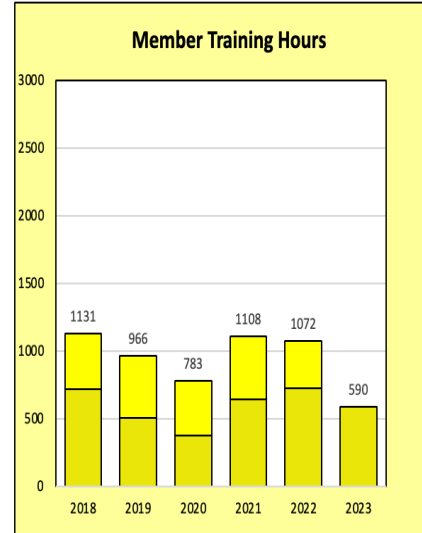
**081 EIGHTH COASTAL**



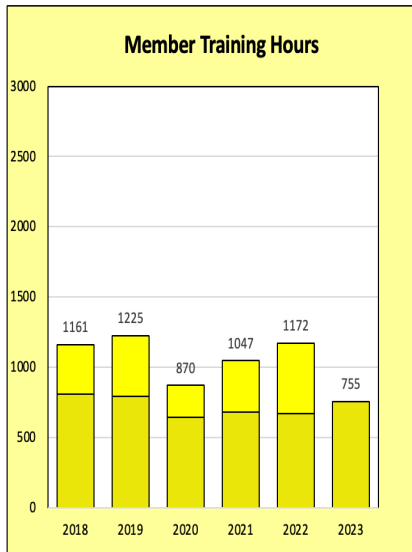
**082 EIGHTH EASTERN**



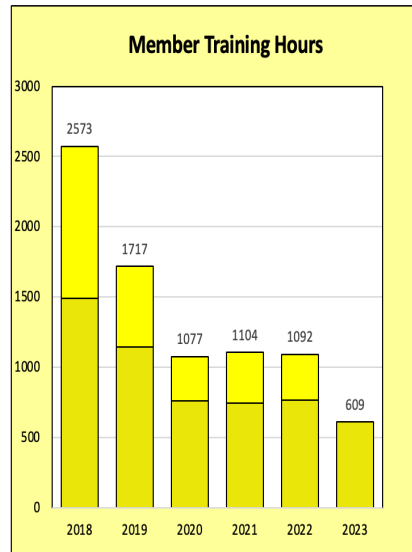
**085 EIGHTH WESTERN RIVERS**



**113 ELEVEN NORTH**



**114 ELEVEN SOUTH**



**130 THIRTEENTH**

