

Comparison of District 9E SABOT, District 7 AUX-RFO and Operational Excellence

This document has been developed to assist District 7 EXCOM and the Director's Office to initiate a program district-wide to bring it in line with the National Response Department endorsement of District 9 Eastern's SABOT program while including the new District 7 AUX-RFO and the long-standing National Operational Excellence Program. It will look at all three programs: District 9 Eastern's SABOT, District 7's AUX-RFO and National's Operational Excellence.

While each program seeks to improve and test Auxiliary boat crew skills to enable each member to work in concert with, and at the skill level of, their active duty counterparts, they are implemented rather differently. The information below should assist in assessing each of these programs.

Stated Objectives

District 9E SABOT

SABOT is an advanced crewman and coxswain course designed to improve crew effectiveness, efficiency, readiness and safety, and to enhance crewmen and coxswain skills acquired through local (Division, Flotilla and Station) training programs.

SABOT will enhance Auxiliary boat crew efficiency, effectiveness, readiness and safety, and will promote District/regional active duty and Auxiliary interoperability

The course will enable certified Auxiliary boat crews to execute assigned missions at a higher level of readiness, safety and professionalism. SABOT will promote proficiency levels above that gained through the qualification and certification process, without compromising mission integrity and safety.

The curriculum focuses on five core training units that serve to elevate an Auxiliary boat crew's "Ready for Operations" posture. They are:

- Boat Handling
- Towing and Alongside Towing
- Small Boat Piloting and Navigation
- Search Pattern Execution
- Man Overboard and Person In The Water Recovery

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Operational Excellence

The Auxiliary Operational Excellence Program provides Coast Guard Auxiliary boat crews with a challenging opportunity to highlight their proficiency and skills through the completion of a series of evaluated scenarios. This operational recognition program is not mandatory and does not replace qualification or certification. It is intended to give Auxiliarists certified in the Boat Crew Program an incentive to train and increase proficiency by working together as a highly trained and coordinated crew and to encourage additional members to offer their boats as Operational Facilities.

The Operational Excellence Program is a non-compulsory method of demonstrating the level of operational excellence that may be achieved by a coxswain/crew team. The completion of the requisite series of evaluated scenarios is completed aboard an operational Auxiliary facility. The achievement of the award does not replace qualification or certification as referenced in the Auxiliary Boat Crew Training and Qualification Manual,

Operational Excellence Program tasks:

1. Search Planning - Person In

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District 7 AUX-RFO

Seventh District Auxiliary has developed the AUX-RFO Program as a joint program among flotilla/division Operations and Member Training and the local Coast Guard command. Auxiliary Ready for Operations (AUX-RFO) is designed to eliminate the separation of capabilities, tasking and results between the silver and gold members. This, in turn, will give the local Coast Guard Station command confidence in the abilities of the Auxiliary operational members, resulting in greater utilization of Auxiliary crews and facilities.

AUX-RFO is designed for training to be completed by Auxiliarists and evaluation to be carried out by Coast Guard personnel.

The program breaks this down into three areas:

- Capabilities: CPR/First Aid Training, physical abilities, P-6 pump, etc.
- Tasking: Ability to handle, within reason, adverse weather conditions, various times of day/night and locations other than the standard flotilla AOR.
- Results: AUX-RFO expects great things from the silver side just like it does from the gold side members.

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District 9E SABOT

Students will demonstrate comprehension and competency of these subjects by completing Terminal Performance Objectives (TPOS) which consists of classroom, table top and underway training exercises and drills.

SABOT is TRAINING and is not to be used as a platform for conducting task sign offs or qualification check rides. Mentors are encouraged to start those qualification tasks addressed during the training but shall not sign off tasks as a result of a SABOT evolution. Mentors are reminded that the prospective crew members must demonstrate proficiency in task performance before having the task signed off.

Operational Excellence

the Water (PIW) scenario

2. Search Execution – The team will search and recover an item previously placed in the water.
3. Pump Drill. The team will properly operate the pump
4. Communications – Team members are tested on correct use of marine radio communications
5. Complete the normal Currency Maintenance Tasks:

Pre-Underway Check

Man Overboard Drill

Stern Tow

Side Tow

There are 100 possible points. 90 points are needed for award of the Operational Excellence Program “E” decal, certificate and ribbon.

District 7 AUX-RFO

While acknowledging many of the silver members are significantly older than the gold members, the goal is to have the silver side as well prepared as possible. As a result of the successful implementation of the AUX-RFO program, Coast Guard Station commands will have intimate knowledge of participants’ capabilities which will assist them in further tasking.

Some of the tasking contemplated for AUX-RFO participants is B-0 standby for primary Station Search and Rescue (SAR) response on weekdays (to allow station personnel to complete other necessary tasks) and staging as SAR response vessels and crews during high profile holidays such as Memorial Day weekend, Fourth of July, Labor Day, Operational Drywater, Fireworks displays, etc.

Program Implementation

District 9E SABOT

District 9E’s SABOT program uses a series of detailed training exercises to teach the tasks and then a “job aid” for evaluation. The classroom sessions use PowerPoint presentations and demonstrations on a magnetic board.

District 9E considers SABOT a best practices rather than a mandated program. The SABOT job aid uses standards similar to those used by the active duty. Examples are: three minutes to retrieve a PIW and 30 minutes to plot a course to a CSP. The SABOT job aid is designed around the active duty RFO standardized check sheets.

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Operational Excellence

Coxswains and crew members participating in Operational Excellence will be conducting exercises and functioning on a level that has been raised higher than that of a regular crewmember or coxswain.

It is expected that each participant must be able to meet and strive to exceed this higher level of professionalism and competence required and their desire to participate must be coupled with the basic skill level and fitness needed to succeed; Each participant must bear the

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District 7 AUX-RFO

As part of the preparations for the SAR season and to be of maximum benefit to the local Coast Guard Station, as many boats and crew as possible from each flotilla should be Ready For Operations (RFO).

This involves three main areas:

- Facility and Rescue/Survival Equipment (R&S) inspection
- Written tests for crew and coxswain to cover material contained in the Boat Crew Seamanship Manual
- Underway Drills

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Program Implementation — Continued from Page 2

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SABOT has five standardized training units consisting of:

- Boat Handling
- Long and alongside towing
- Piloting and Navigation
- Search and Rescue
 - Search Plotting
 - Search Execution
- MOB/PIW Recovery

This Job Aid walks the member in detail through the following ten evolutions

1. Pre-underway check of the facility and crew
2. Getting underway
3. Respond to a Man Overboard
4. Anchoring and weighing anchor
5. Navigation
6. Locking procedures
7. Plotting and running Search Patterns
8. Towing
9. Marlinspike
10. Paperwork

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Operational Excellence

responsibility for his/her actions under this greater standard and conduct themselves with the dedication, discipline, and dignity expected of a mature and experienced professional.

Each participant must exhibit the desire and contribute to the effort required to perform as part of a team, in a team environment, conducting team driven tasks and do so as an exemplary representative of the CG Auxiliary both in appearance and deed.

The Auxiliary Operational Excellence Program "E" decal will be awarded to a team (coxswain & crew) after that team has completed several operational/SAR tasks. All certified boat crewmembers are eligible to compete for this award. It must, however, be the same team throughout the entire testing process. The process does not need to be completed in a single session. The team and individual team members can only win the award once per calendar year. There is no limit on how many teams may earn the award in each district/region.

A team shall consist only of currently certified Auxiliary coxswain and crewmembers. The number of crew shall meet the minimum number of crew as designated for the size of the operational facility (boat) as per the Operations Policy Manual, and may not exceed more than one over the minimum crew size required. Currently certified coxswains may participate as a crewmember on the team. The proctor for the evaluation cannot participate as a member of the team. **Continued on Page 4**

District 7 AUX-RFO

To prepare for the underway drills, the AUX-RFO program supplies the underway drill checklists that the active duty uses for their 25' patrol boats, modified for the Auxiliary. Members should work with their operations and member training officers to review the items in the checklists. The drill sheets should be used by boat crews in the course of the drills.

AUX-RFO program uses the same standards as the active duty RFO program. It is not designed as a training program, but as an evaluation program and standards setting program.

There are three aspects to the RFO. The first one is a facility inspection. An active duty petty officer goes through the entire second page of the Auxiliary 7003 Offer for Use. The facility owner is required to show each item to the inspection team for evaluation as to appropriateness (i.e., condition of lines and shackles), within expiration dates (i.e., flares, items in the first aid kit, and any chemical PMLs) and general condition (i.e., cleanliness of bilge, properly run electrical lines, backed up cleats, etc.). All deficiencies are noted and expected to be corrected.

The second phase of the RFO is a written test—a different one for crew and coxswain. This tests the members' general knowledge at their level of training. The test is proctored by a Station Petty Officer or the Station Education Officer.

The final stage includes the underway tasks. These are evaluated by the Commanding Officer or his/her designee on a checkride. **Continued on Page 4**

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District 9E SABOT

The Job Aid has ten tasks that it addresses while SABOT targets five core skill sets and performance objectives. The Job Aid is the blueprint for a properly executed evolution while SABOT addresses training method best practices. The Job Aid supports the Auxiliary Boat Crew Training Manual currency maintenance process while SABOT provides guidance on how to conduct training for each unit through Terminal Performance Objectives and Enabling Objectives

Operational Excellence

Proctors for the required tasks include:

- Current certified Auxiliary Qualification Examiners (QE).
- Any active duty or reserve member on active duty with the rank of at least E5 who is a certified coxswain on a Coast Guard SAR boat and authorized to proctor the program by the unit Commanding Officer/ Officer in Charge.

District 7 AUX-RFO

There are four exercises, although they incorporate many aspects of coxswain and crew tasks:

1. Day/Night Navigation and Piloting
2. Towing—both stern and alongside
3. Man Over Board / Person in the Water
4. Drifting Search Pattern (Sector Search—VS)

Summary

The general goals of District 9E's SABOT, District 7's AUX-RFO and National's Operational Excellence are the same:

- emphasizing readiness and standardization as an ongoing process;
- regular use of standardized procedures to strengthen the Order Issuing Authority's confidence in the Auxiliary's ability to execute Surface Operation missions and;
- provide a uniform method of measuring unit readiness and compliance with program standards.

However, there is one key philosophical issue that is different between SABOT and the other two programs: SABOT is used as a training program while District 7's AUX-RFO and National's Operational Excellence are designed as evaluation programs.

The District 9E SABOT program never indicates who should do the evaluation of the coxswains and crewmembers. The District 7 AUX-RFO program distinctly designates Station coxswains and/or and CO/XPO as the evaluators and Operational Excellence provides for the active duty coxswains to evaluate performance as well as Auxiliary QEs.

The District 9E SABOT and National Operational Excellence programs do not address the operational facility, while the District 7 AUX-RFO program performs a facility inspection to assess readiness.

Finally, the District 9E SABOT and National Operational Excellence programs emphasize task demonstration, but do not include a written examination. The District 7 AUX-RFO program incorporates both task demonstration and written exams.

Each program uses exercises that include multiple enabling objectives and evaluation criteria of Satisfactory (SAT) or Unsatisfactory (UNSAT) as well as remarks for the evaluator to pass to the candidates. The standards in the drill sheets of each program are over and above standard Auxiliary drills; it is each programs' intention to help Auxiliary operational members increase their skills. If a member receives an UNSAT in any drill, it will NOT affect their standing as a crew or coxswain within the Auxiliary.

There is a direct correlation between many of the tasks in AUX-RFO to those in Operational Excellence certification. Although not all tasks are covered. However, members may want to consider using AUX-RFO as a jumping off point and implement an Operation Excellence program at the same time.