



Reserve Info Bulletin



Reserve Personnel Career Counseling (RPCC) System

The Reserve Personnel Management (RPM) Division has implemented the Reserve Personnel Career Counseling (RPCC) system for Assignment Year (AY) 2022. The RPCC provides career management counseling to all Reserve personnel with special emphasis on career decisions, assignment competitiveness, officer promotions, and enlisted advancements.

Three lines of effort have been established to effectively communicate career management and recommendations based on the environment and current trends of the Reserve force: the RPCC Guide, RPM Roadshows, and Individual Reserve Personnel Career Counseling sessions.

To access the RPCC Guide please visit: <https://cglink.uscg.mil/3e9bf3>. Per ALCGRSV 055/21, members requesting an Individual RPCC session should email HQS-DG-CGPSC-RPM-RPCC@uscg.mil with tentative dates and times of availability or follow the instructions on the first attached message.



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ALCGRSV 055/21

SUBJ: RESERVE PERSONNEL CAREER COUNSELING (RPCC) SYSTEM

A. ALCGRSV 054/21, AY22 RESERVE PERSONNEL MANAGEMENT ROADSHOW SOLICITATIONS

1. The Reserve Personnel Management (RPM) Division announces the implementation of the Reserve Personnel Career Counseling (RPCC) system, previously Reserve Officer Career (ROCC) system.
2. The RPCC provides career management counseling to all Reserve personnel with special emphasis on career decisions, assignment competitiveness, promotions and advancements.
3. The RPCC system consists of three lines of effort which effectively communicate career management and recommendations based on the environment and current trends of the Reserve force. These lines of effort are:
 - a. The RPCC Guide,
 - b. RPM Roadshows, outlined in REF A, and,
 - c. Individual Reserve Personnel Career Counseling sessions.
4. The RPCC Guide provides Reserve Personnel an easily accessible reference to better understand the assignment and selection processes, in an effort to improve assignment competitiveness, career progression, and ultimately make informed decisions. The RPCC guide provides a broad overview of a successful career path, based upon known assignment, retention, promotion and advancement actions. The RPCC Guide is accessible on the RPM-2 web site at <https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Personnel-Service-Center-PSC/Reserve-Personnel-Management-PSC-RPM/RPM-2/RPCC/>.
5. Individual Reserve Personnel Career Counseling sessions are interactive discussions normally conducted via telephone. These individually tailored sessions include a joint review of the member's Employee Summary Sheet and Electronic Individual Personal Data Record (EI-PDR), a discussion of career paths, a review of the assignment process, and recommendations for future assignments and professional development opportunities to improve competitiveness.
 - a. Reserve members are required to read the RPCC Guide sections pertinent to them before requesting an Individual RPCC session.
 - b. Although not required, it maybe helpful for members to obtain a copy of their EI-PDR via the Personnel Service Center-Business Operations Division prior to the counseling session: https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Personnel-Service-Center-PSC/BOPS/PSC-BOPS-C/PSC-BOPS-C-MR/PSC-BOPS-C-MR_PDR/. Reserve members are highly encouraged to review their record and have any questions or concerns ready for discussion during the counseling session. Please note the typical time needed for EI-PDR delivery is three to six weeks.
 - c. Members requesting an Individual RPCC session should email HQS-DG-CGPSC-RPM-RPCC@uscg.mil with tentative dates and times of availability. RPM will reply and establish a firm appointment that meets the member's schedule, even if after-hours or weekends.
 - d. Access to a Coast Guard standard workstation is not required for these sessions if the member has a copy of their EI-PDR and Employee Summary Sheet. However, if the member schedules an appointment with access to a standard workstation,



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RPM can use the Skype for Business application if necessary.

6. The target audience for the RPCC system are junior officers (O4 and below), CWOs, Senior Enlisted (E7 to E9) and junior enlisted (E-6 and below).

7. CAPT Michael "Batch" Batchelder, Chief CG PSC-RPM, sends.

8. Internet release authorized.