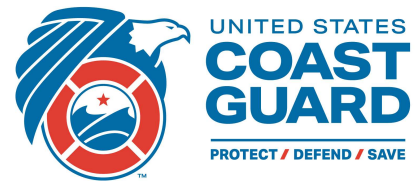


# Scout Talent and Refer (STAR) Program



**Overview:** We need you! We currently have less than 42% of our non-rate billets filled. To reduce our current non-rate shortage, we need to send 5,000+ new recruits to boot camp each year. In the past 4 years we have only sent ~3,000 each year. YOU can help by Scouting Talent And Referring to a recruiter!

## Topline Message:

*The CG has instituted an incentive program called “Scout Talent and Refer (STAR)”. STAR builds on the former Everyone Is A Recruiter (EIAR) program by increasing the monetary incentive and expanding eligibility to all members of the CG family. Under STAR, CG Active Duty, Reserve, Retirees, Auxiliarists and Civilian employees will earn \$1,000 and formal recognition for each person they refer to a recruiter who enters Cape May. These changes highlight the importance of maximizing recruiting efforts to address our service’s historic enlisted shortfall. There is no limit to the number of awards a member can receive if they continue to refer additional recruits.*

## High Points:

- **Everyone is critical to meeting recruiting mission:** Even though the name has changed everyone under the CG umbrella can still help grow our workforce. The incentive program now includes Coast Guard Auxiliary, Coast Guard Retirees, and Coast Guard Civilians. Personnel serving in a recruiting assignment or assigned duties which could be perceived as creating a conflict of interest (as determined by Coast Guard Recruiting Command) are ineligible.
- **Awards differ slightly depending on CG affiliation:** While any eligible member will receive the same \$1,000 cash award, the type of formal recognition varies, per PSCINST 1120.1B. CG Active Duty and Reserve members will receive the Commandant's Letter of Commendation. Coast Guard Civilian employees will receive an official Letter of Commendation. Coast Guard Retirees will receive a Letter of Appreciation. Coast Guard Auxiliarists receive the Auxiliary Commandant’s Letter of Commendation.
- **Critical Recruiting Needs:** In accordance with PSCINST 1120.1B, the current critical recruiting needs are for Active Duty and Reserve enlisted candidates only. The exclusion of prior service applicants from other branches for this program has been removed. If an applicant is referred from another branch and meets the critical recruiting criteria, then the referring member will receive the incentives. However, applicants which transfer from Active Duty to SELRES do not qualify for an incentive.

## Links:

- [GoCoastGuard.com/max](http://GoCoastGuard.com/max)
- [PSCINST 1120.1B](#) (CAC required)