



United States Coast Guard

**THE MANPOWER REQUIREMENTS
DETERMINATION (MRD) ENTERPRISE**

CG-1B1 Future Forces Project Division

FY 2012



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Assistant Commandant for Human Resources

Future Force MRD Project Team



Something to think about....

Do you get the feeling that all the people needed to do the work are on the east end of the river and all the work is on the west end?

Is your program struggling to complete your missions?

Do you think you need more people to get the work done?

Do your people have the right skill sets to complete all of the work assigned?

Is your workload undefined, undocumented, unfunded or underappreciated?



We might be just what you need...



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Manpower Requirements Determination (MRD)

- **What is it?**
 - Translates Mission Requirements into Manpower Requirements
 - Identifies Numbers and Types of Workers Needed to achieve work to specified standard
- **Why is it Important?**
 - HR Impacts 60 - 70 % of CG Budget
 - Quantifies / Qualifies Existing Inventory
 - Identifies Shortfalls Between Current Inventory and Requirements
 - Can Be Used to Translate Changes in Mission to Changes in Manpower
- **MRD Requirements and Competency Management System Authority**
 - Staffing Logic and Manpower Requirements Manual (Volumes 1-4)
 - CG-1 is the Technical Authority for HR Requirements
 - Competency Management System Manual COMDTINST 5300.2



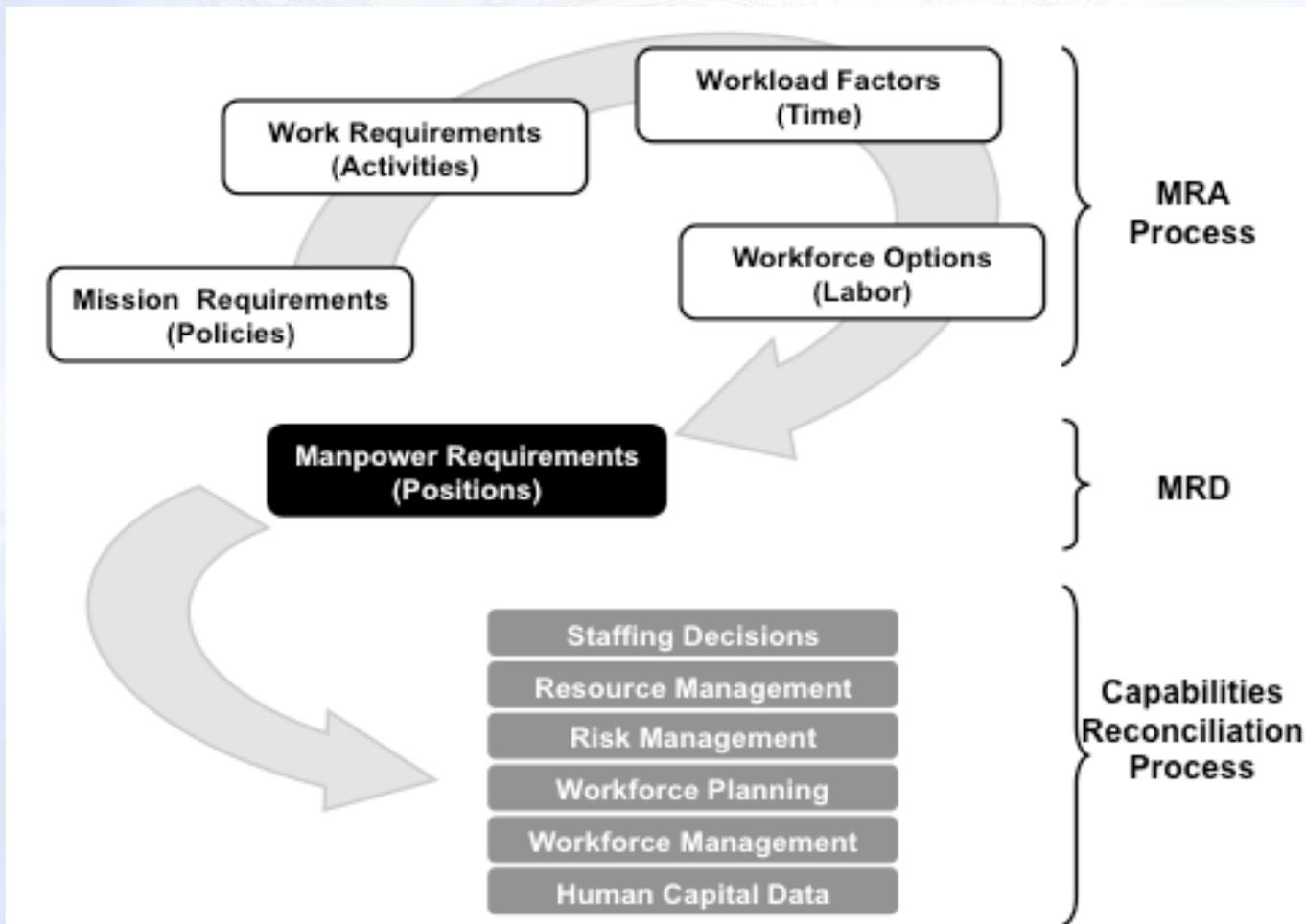
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Translating Mission Requirements Into Manpower Requirements



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What's the Purpose of a Manpower Requirements Analysis (MRA)?

- **Translates Mission Requirements into Manpower Requirements**
 - Provides Transparent, Repeatable, Scalable Method of Determining Manpower Requirements to Accomplish a Prescribed Amount of Work to a Prescribed Standard
- **Defines Human Resource Requirements in Terms of**
 - Numbers of People
 - Types of People (Military, Civilian, Series, Rates, Ranks)
 - Establishes Competency Framework
- **Provides Inventory of Current Workforce and Identifies Gaps**
- **Provides Workforce Management Feedback to the HR System**
 - Recruitment, Retention, Training, Professional Development
- **Supports Resource Proposals and Reprogramming Decisions**



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Manpower Requirements Analysis (MRA) Report

The Final MRA Report Includes:

- A Definition of the Work Requirements
 - Direct, Indirect, Documented, Undocumented
 - Subject Matter Experts (SME)
- Measured Workload
 - Technical Estimates from Accomplished Performers (AP)
 - Available Data from Authoritative Sources (CGBI, TMT, etc.)
- Number of Positions Needed
- Competencies Required by Position
- Modeling and Simulation of Alternative Manpower Requirements Solutions



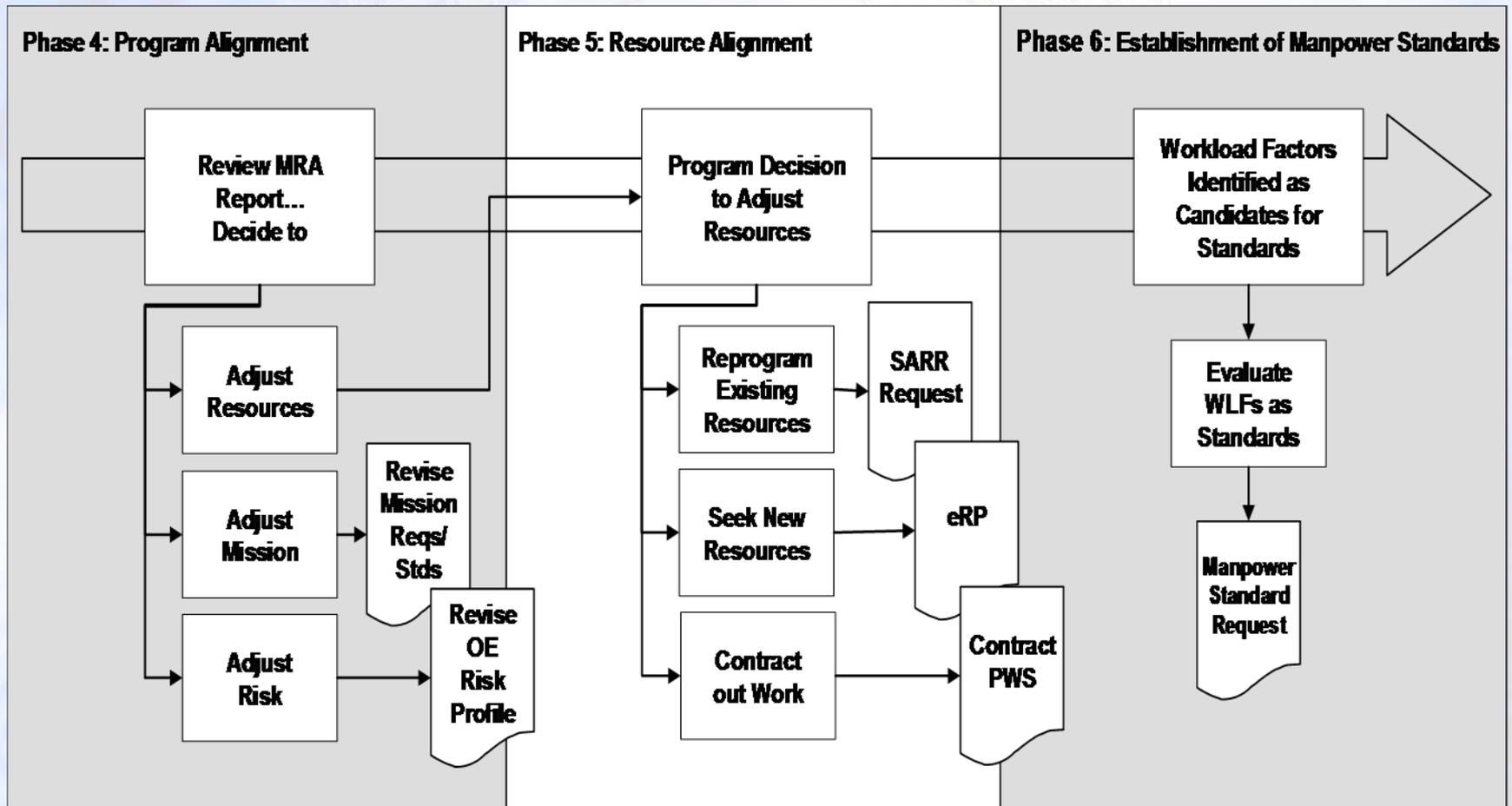
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Capabilities Reconciliation: After the MRA



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How Can I Schedule An MRA?

- **Talk to an MRD Team Leader**
- **Be Prepared to Address These Questions**
 - What Organizational Element(s) Will Be Studied?
 - What Type of Manpower Analysis (if any) is Currently On File?
 - How Many Years Has It Been Since the Last Analysis Was Conducted?
 - What is the Reason for the Analysis?
 - (Reorganization, Doctrine/Policy Change, Mission or Business Process Change, New Mission, Initial Operating Capability)
 - Number of Positions Currently Affected
 - Relative Importance
 - High Priority to MRA Requestor.....Essential to CG Mission Readiness
- **Funding Availability**



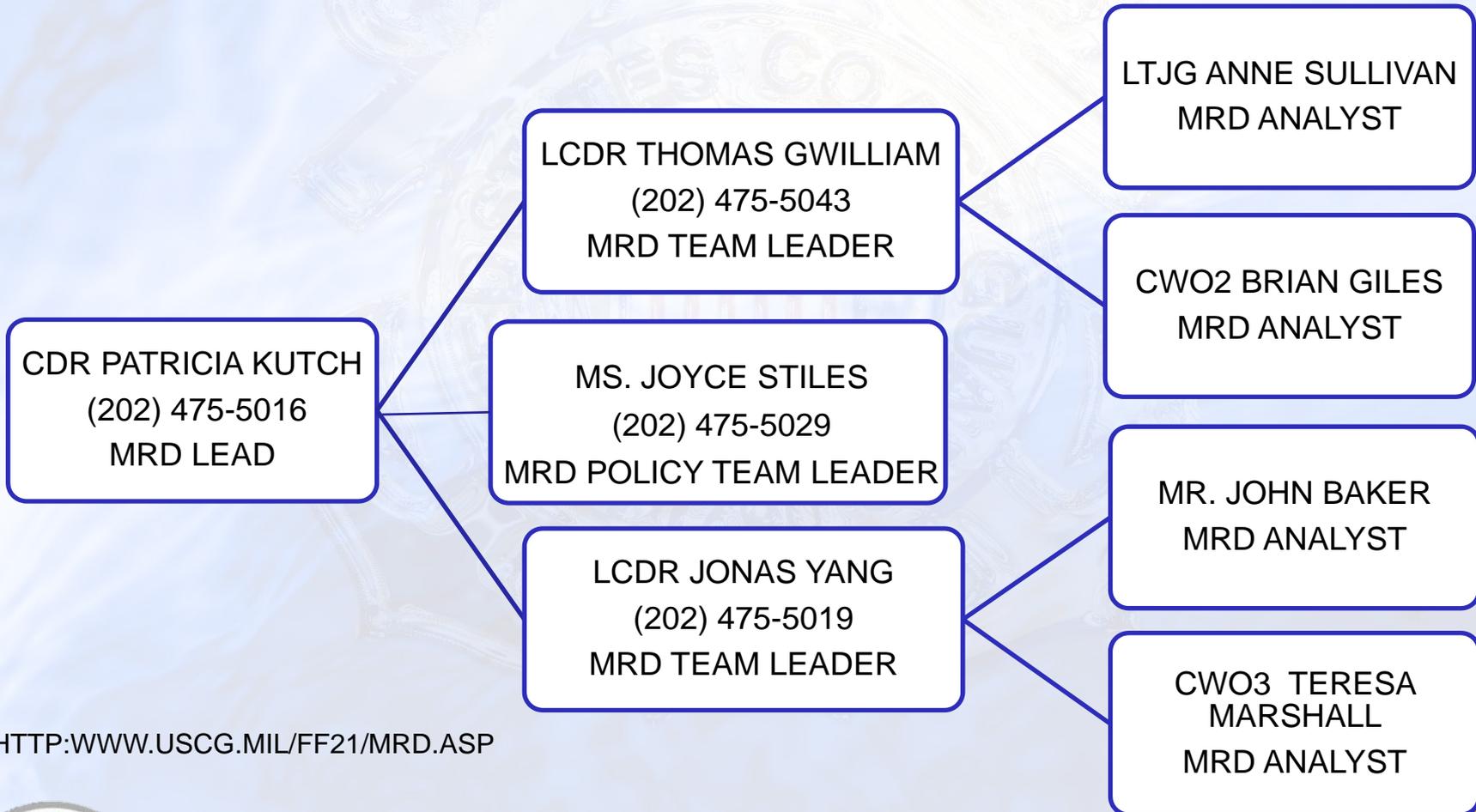
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MRD Contact Information



[HTTP:WWW.USCG.MIL/FF21/MRD.ASP](http://www.uscg.mil/ff21/mrd.asp)



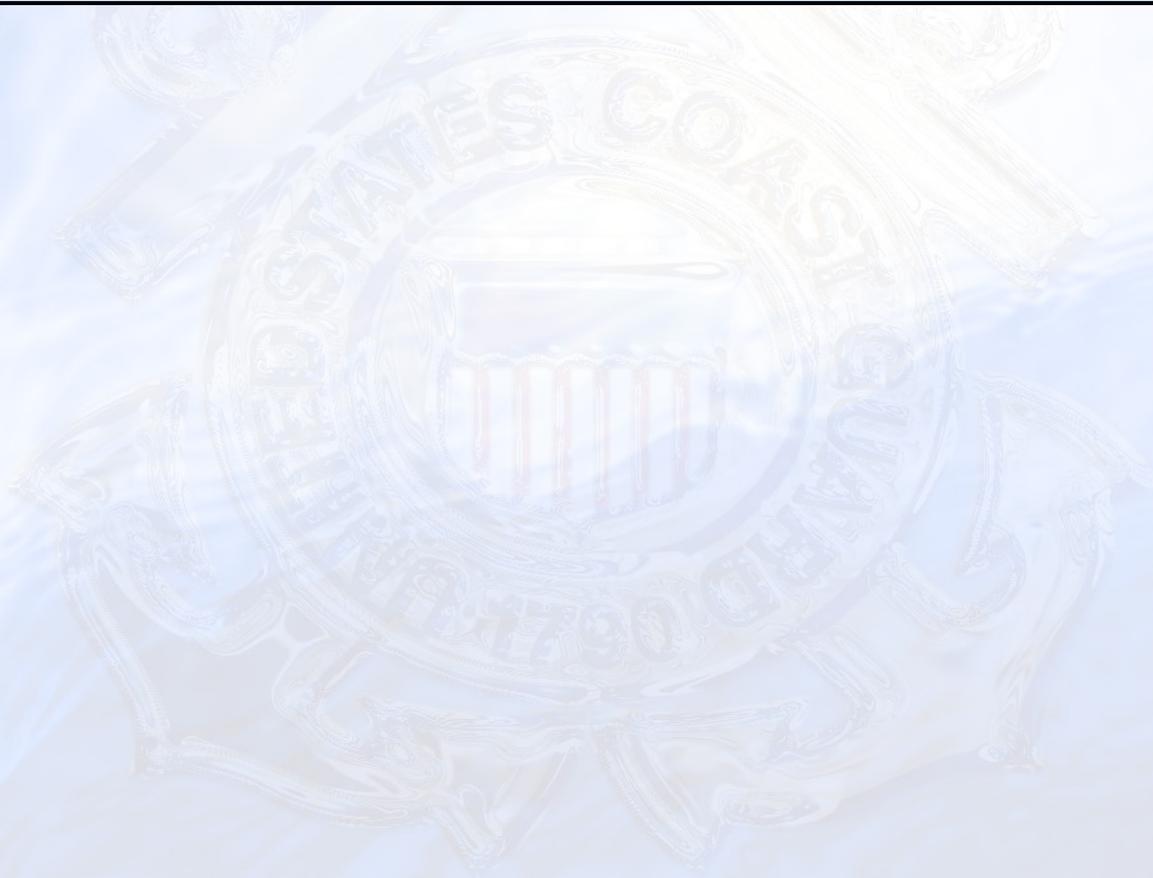
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BACK-UP SLIDES



MRA_s IN PROGRESS / COMPLETED AS OF 1 OCT 2011

In Progress (2012 Completion): Maritime Force Protection Unit, WTGB (140') Cutters, CG JAG (Legal Services), FC Ordnance Section, Reserve Force Readiness System, PSU

Completed (2003-2011; includes work by CG-1B3 Manpower Staff)

- 2011: International Affairs (DCO-I) Staff, YN/SPO Rating, Requirements & Analysis Staff (CG-771)
- 2010: HR Capability & Strategy Staff (CG-1B), CGC MACKINAW, Workforce Forecasting & Analysis Staff (CG-12A), EAPC Positions (CG-wide)
- 2009: CGC HEALY, ME Rating
- 2006: IDS FRC, FRB EM Maintenance, IDS Short-range & OTH Planned Maintenance, ISC Alameda, NSC Ashore Maintenance
- 2005 CST Manning, MSC Manning
- 2004 Marine Protector Class Patrol Boat Manning Levels
- 2003 110' Island Class Patrol Boat Manning Levels



Competency Management System

- Supports CG management activities that require accurate information on position requirements & workforce capabilities. HR Management activities exist to meet the needs of the Service through its people, thereby increasing Service readiness and effectiveness.
- Links & aligns interdependent HR system components with the CG's strategic direction & mission requirements.
- Improves the Service's ability to supply the right number of trained & qualified people to perform the CG's varied duties, & allows them to assume greater responsibility and authority over time.
- Supports individual members by providing accurate & real time information related to qualifications, career planning, training justification, & promotion/advancement expectations.
- Promotes active comparison between the competencies required by positions (demand) & the competencies held by members (supply).
 - Reduces gaps between requirements & capabilities over time

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CG Staffing Logic & Manpower Requirements (SLMR) Manual Volumes 1 & 2 (CMDTINST M5310.4 & 5310.54)

MRD

- Translates mission requirements into workforce requirements
- Models/evaluates workforce options within CG HR system
- Aligns manpower requirements with program requirements
- Enables informed decisions to improve mission accomplishment
- Enables informed decisions to mitigate risk

Supports Primary HR Strategic Goal in support of CG Maritime Strategy by

“(enabling) mission execution, (by delivering) the right people, with the right competencies and experiences, to the right place at the right time and do so continuously, and at a reasonable cost to the American taxpayer.”



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CG Staffing Logic & Manpower Requirements (SLMR) Manual Volumes 1 & 2 (CMDTINST M5310.4 & 5310.54)

MRD Goals

- Increase ability to account for resources within CGBI
- Improve efficiency/effectiveness/responsiveness of HR systems/processes

MRD Governance

CG-1 is the technical authority for human systems integration, which includes centralized management of all manpower-related analysis efforts.

Using MRD to Make Informed Decisions

Once manpower requirements have been determined, MRD provides relevant, predictive human capital data to ..organizations responsible for managing the CG's workforce. The data will ultimately improve the effectiveness, efficiency and responsiveness of the HR system components of workforce planning and workforce management.

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