

## **Harkcon, Inc. Completes USCG Security Center Manpower Requirements Analysis (MRA)**

Fredericksburg, VA--Harkcon, Inc. recently completed a Manpower Requirements Analysis (MRA) of the Security Center Personnel for the United States Coast Guard (USCG). An MRA provides important human capital information to inform out-year decisions regarding resource management, risk management, and workforce planning and management. This project ensures that the CG has all the information necessary to position the service in an optimal security posture in the face of increasing demands at the national level.

"We are proud to have worked with the Coast Guard on such a crucial project. This assessment is essential to shaping the Coast Guard's security resources in a rigorous security environment and ensures continued levels of service to protect the service's number one asset, their people," said Kevin Harkins, CEO of Harkcon. "We provided our Coast Guard client with critical information regarding the current and future operation and staffing of the CG security center."

An MRA is a structured, scientific methodology used to determine the necessary number and skill mix of positions required to accomplish a prescribed amount of work to a prescribed standard. The MRA process collects, measures, analyzes, and reports human capital data. The result identifies the optimum workforce size, competencies and experience necessary to perform the work associated with an organization's requirements and goals.

### **ABOUT HARKCON, INC.**

Harkcon, Inc. provides a wide range of comprehensive organizational and workforce performance analysis and customized, innovative solutions in the public and private sectors. Focusing on analysis and solutions that improve worker, workplace, and organizational performance, Harkcon specializes in identifying the needs of a workforce and the appropriate organizational, leadership, and management interventions required to bring motivation and performance to unprecedented levels.

A veteran-owned small business founded in 2005 and based in Fredericksburg, Virginia, Harkcon was named *Diversity Business's* "Top Veteran Owned Business" for the fourth consecutive year (2013), made the *Inc. 500/5000* List for the fifth consecutive year (2014), and was recognized on *Virginia Business* and VA Chamber of Commerce's "Fantastic 50" list for the third consecutive year (2013).