

Harkcon, Inc. Completes Reserve Ratings Workforce Analysis

Fredericksburg, VA--Harkcon, Inc. recently completed a Workforce Analysis of three Reserve Ratings for the United States Coast Guard; specifically Electrician's Mate (EM), Damage Controlman (DC), and Machinery Technician (MK). The analysis is now being used to help assist the Deputy Commandant for Mission Support (DCMS) translate Reserve Component mission requirements into workforce requirements. More specifically, it provides human capital information to assist DCMS in making informed decisions regarding resource management, risk management, and workforce planning.

To assist in this analysis, Harkcon, Inc. used a customized data collection, analysis and workforce-modeling tool called Mainstay, developed over a number of years doing this type of work. Mainstay accurately captures, organizes and makes data available to conduct various "what if" workforce planning scenarios, based on information collected from diverse populations in the field. The study provided the Coast Guard with sound statistical data to evaluate workforce options. "We have a long history providing outstanding support to the Coast Guard's Reserve Component, and are proud to continue that relationship with this study," said Kevin Harkins, CEO of Harkcon. "We know the study's findings are critical to the continuous improvement of the Coast Guard's Reserve workforce."

A workforce analysis is a structured, scientific methodology used to determine the type of work performed by the workforce and the amount of time required to perform the work. The workforce analysis process collects, measures, and analyzes human capital data to determine the time required by the workforce to complete tasks. It also documents the competencies and experience necessary to perform the work associated with an organization's mission 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 sixth consecutive year (2015), and was recognized on *Virginia Business* and VA Chamber of Commerce's "Fantastic 50" list for the third consecutive year (2013).