

CG-44 Manpower Requirements Analysis - Delivered Three Months Early

Harkcon recently delivered a Manpower Requirements Analysis (MRA) for the Coast Guard Office of Logistics Program Management (CG-44) three months ahead of schedule. The CG-44 MRA focused on supply support, transportation management, inventory management, and shipping and receiving functions completed by logistic support personnel. This MRA was a continuation of work Harkcon completed for the Coast Guard's finance office where we analyzed the work requirements for Coast Guard financial management and contract administration personnel. The analysis provided CG-44 with information on the knowledge, skills, and abilities that workers need to complete their work and the numbers of workers needed to do that work. CG-44 will use the results of the analysis to ensure that their workforce is able to meet CG-44 mission requirements. Harkcon's proprietary analytic application, Mainstay, was instrumental in our ability to deliver the Coast Guard a high quality product ahead of schedule that the Coast Guard is able to use to make risk based personnel decisions. Mainstay is a flexible, integrated, self-learning analysis system automates the MRA process using a suite of proven methods and tools that improve performance, reduce cost, and easily facilitate the transition from analysis to data-supported human capital requirement recommendations.

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 service-disabled, veteran-owned small business founded in 2005 and based in Fredericksburg, Virginia, Harkcon was named to the *Inc. 500/5000* List for the sixth consecutive year (2015) and has been named to *Diversity Business's* "Top Veteran Owned Business" and the *Virginia Business* and Virginia Chamber of Commerce's "Fantastic 50" list. Harkcon employs over 115 people on a variety of government and private industry projects across the country and around the world.

For more information on Harkcon, Inc. and the services they provide, please visit www.harkcon.com.