

# Department of Defense Human Capital Decision Support

## Background

In 2014 all branches of the DoD were mandated to downsize. The automatic budget cutting processes that resulted from this mandate are “The Enemy at Home,” according to Army Chief of Staff General Raymond T. Odierno. The Army’s most precious resource is its people and that resource is becoming a shrinking commodity.

This resource, also known as Human Capital, is really a collection of resources that include all of the knowledge, talents, skills, abilities, experience, intelligence, training, judgment, and wisdom possessed individually and collectively by the individuals in the population that makes up the Army, National Guard, Reservists, and civilian workforce.

The Army civilian workforce is an integral part of the US Army and the largest single federal employer of civilian personnel. Consider the aging workforce, by 2020 about 25% of the U.S. workforce will be composed of workers over 55. Add that to the 2014 budget constraints and the potential for known and unknown security threats facing the nation and you have a massive resource challenge. How can the DoD maintain a viable and qualified workforce given these limitations? To accommodate this ever-growing challenge, new methods and new technologies are absolutely necessary.

When the Army needed innovative technology to complement its recent Forces Generation transformation, ProModel Corporation was selected in 2006 to provide its technology-enabled solutions. Together, U.S. Army Forces Command and ProModel developed a toolset that simulates the Total Army as it moves through the Army Force Generation process. This toolset provides the necessary consistent predictive capabilities to strike a balance between unit resources and capacity which is mission requirements. ProModel can do the same for the entire Army’s Human Capital, which includes the civilian work force, National Guard and Army Reserves.

## Objectives

The objectives of a Human Capital Decision Support capability are:

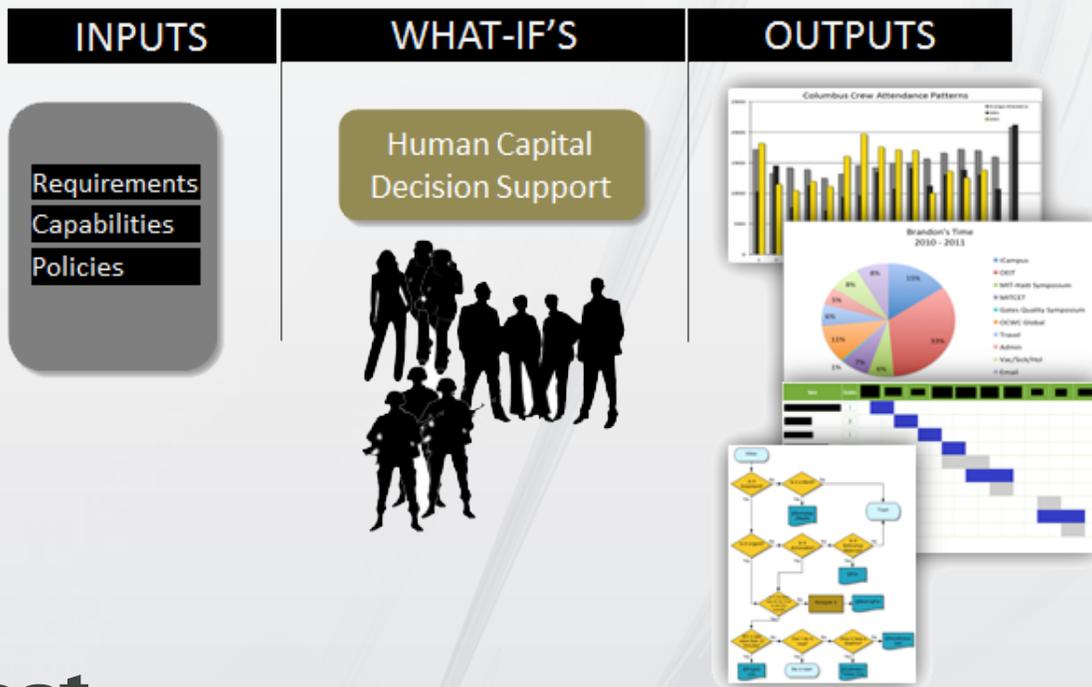
- The ability to establish a common platform to model, analyze, and quantify AS IS and TO BE strategic manpower policy options in a low risk environment.
- Determine the ability to assess readiness with respect to manpower costs.
- Assess current human capital inventory with respect to its ability to execute national strategy requirements.
- Analyze future manpower requirements and the impact they have on the current inventory.
- Given manpower cuts, what is the “right” way to execute these changes with respect to sustaining mission readiness.
- Develop experimental scenarios and alternate courses of action as a result of manpower constraints.



# Benefits

The benefits of a ProModel Discrete Event Simulation (DES) based decision support tool are many:

- Input/import mission tasks and functions along with human capital requirements.
- Identify priorities and determine where changes can be made to improve overall mission performance.
- Develop possible future states to reduce human capital and funding constraints.
- Optimize available human capital on a mission and support basis.
- The Army has collected many years of valuable data from which it can generate predictive and prescriptive analytics.
- ProModel is expert at integrating discrepant unrelated data from multiple data sources.
- Capabilities will enable organizations to conduct courses of action analysis in a low-risk (simulation) environment.



## Impact

ProModel Decision Support capabilities provide better human capital management, now and in the future. Human capital management considers people as critical assets whose value can be measured and enhanced through investment. Personnel are provided clearly defined and consistently communicated expectations. A decision support capability will assist in accounting and managing all the types of human capital resources required by the Army.

## ProModel Experience

- ProModel is uniquely positioned to provide over 25 years of experience in Discrete Event Simulation capabilities that account for complex interdependences and variability.
- ProModel custom solutions support critical missions across the Army, Navy and DoD.