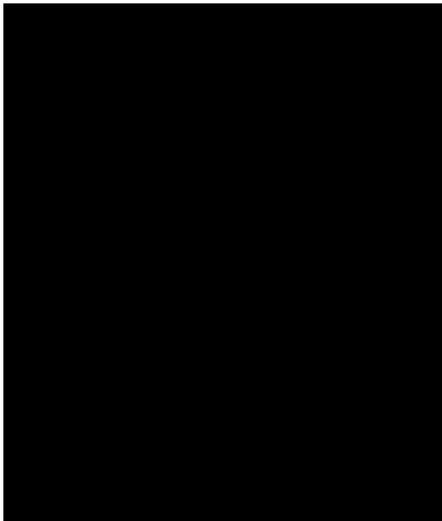


FY2014 - FY2016 EDUCATIONAL SKILL REQUIREMENTS
Manpower Systems Analysis Management
Subspecialty 3130
Curriculum 847

EDUCATIONAL SKILL REQUIREMENTS FOR: Manpower Systems Analysis Management/3130

1. Curriculum Number: 847
2. Curriculum taught at NPS.
3. Students are Fully Funded or Partially Funded: FULLY
4. Curriculum Length in months: 21 months
5. APC Required: 345
6. Community Managers and the Budget Submitting Office have agreed to allow Officers to be educated for Manpower Systems Analysis Management/3130.

<u>Designator</u>	<u>Officer Community Manager</u>	<u>Approval Date</u>
a. 111x		29 Apr 2013
b. 112x		23 Apr 2013
c. 12xx		29 Apr 2013
d. 13xx		25 Apr 2013
e. 15xx		22 Apr 2013
f. 230x		29 Apr 2013
g. 290x		23 Apr 2013
h. 410x		22 Apr 2013

7. **Management Fundamentals - Organization and Management:** The graduate will have the ability to apply contemporary management principles, organizational theory, and social science methodology to the development, implementation, and management of effective MPT&E policies and programs throughout DoN/DoD. The graduate will have the ability to use and understand computer systems in problem solving and will have a basic understanding of management information systems and E-Business.

8. **Budgeting and Financial Controls:** The graduate will have an understanding of basic financial management practices of DoN/DoD and will be able to conduct cost benefit analyses and participate in the budgetary planning of commands and/or DoN programs. The graduate will have an understanding of the Planning, Programming, Budgeting, Execution System (PPBES) and the ability to analyze the impact of budgetary changes on DoN/DoD manpower and personnel programs and policies.

9. **Automated Data Analysis:** The graduate will possess the skills in data manipulation, statistics, and exploratory data analysis to be able to formulate and execute analyses of a wide variety of manpower, personnel, and training issues. The graduate will have proficiency in computing and interactively apply a variety of methods to large-scale DoN and DoD databases. The graduate will have a working understanding of the manpower information systems.

10. **Management Fundamentals - Analytical Techniques:** The graduate will be able to apply mathematical, statistical, accounting, economic and other analytical techniques and concepts to day-to-day military management issues. The graduate will be able to gather and analyze qualitative data. The graduate will also be able to use these techniques and concepts as a participant in the long-range strategic planning efforts of the Navy and DoD.

11. **Advanced Quantitative and Qualitative Analysis:** The graduate will have the ability to apply a wide range of advanced organizational, economic, statistical, and mathematical techniques and concepts to manpower and personnel policies and issues. These include the use of econometric techniques in the quantitative analysis of large-scale DoN/DoD manpower and personnel databases, of qualitative techniques in the analysis of survey and personnel data, of manpower decision support systems, and of Markov models in the analysis of force structure and manpower planning, forecasting and flow models.

12. **Manpower Systems Analysis Fundamental Concepts:** The graduate will have an understanding of the fundamental concepts and basic functional areas of manpower, personnel training and education (MPT&E) within DoN/DoD as listed below as well as an understanding of the MPT&E systems and their interrelationships.

a. **Manpower:** Requirements determination; billet authorizations; billet costs; end strength planning; and total force planning and programming.

b. **Personnel:** Accession plans and policies; officer and enlisted community management; attrition; retention; compensation; and readiness.

c. **Training:** Applications of theories of learning; instructional technologies; the systems approach to training; evaluation of training effectiveness and cost; and the relationship between training and

fleet readiness.

d. Recruiting: Prospecting, marketing, contracting for Naval service; DEP management.

13. **Manpower Systems Analysis Policy Analysis:** The graduate will have the ability to analyze critically the strengths and weaknesses of proposed manpower, personnel, and training policies and to suggest alternatives that recognize the potential impact on DoN/DoD program planning, resources, and objectives.

14. **Joint Military Strategic Planning:** The graduate will have an understanding of the development and execution of military strategy, the effects of technical developments on warfare and the processes for formulating U.S. policy, the roles of military forces, joint planning, and current issues in the defense organization. This understanding will include expertise on the combined use of active and reserve forces in joint warfare.

15. **Evaluation, Innovation and Creativity:** The graduate will demonstrate individual initiative and creativity in the application of the skills and knowledge gained from the Manpower Systems Analysis program. The graduate will select a manpower, personnel, training policy or management issue of importance to DoN/DoD, develop a plan to investigate the issue, analyze all its aspects, suggest a solution as appropriate, and report the significant findings and recommendations in writing by means of a thesis.

APPROVED:

[REDACTED]
MENTOR AREA SPONSOR

3/24/14
DATE

APPROVED:

[REDACTED]
PRESIDENT, NPS

DATE

APPROVED:

[REDACTED]
DIRECTOR, IAB (OPNAV N15)
(OPNAV N12)

10/5/2014
DATE

ENCL (5)