

Cape Henry Associates: Manpower, Personnel, and Training Team



The Cape Henry Associates (CHA) Manpower, Personnel, and Training (MPT) Team performs support functions at the individual ship, ship class, and deployable unit levels of organization, with the goal of systematic integration of data derived from multiple individual systems, operational capabilities, and operational environments along with Navy manpower, personnel, and training policies and guidance. These functions can and have been applied to other services with afloat/deployable units such as the United States Coast Guard.



Located in Fleet concentration areas and Manpower/Personnel centers, CHA's MPT Team has a core of two personnel with more than 50 years of combined Navy experience and more than 30 years of combined MPT experience. Team members have MPT experience in more than seven classes of ships/units, most recently the CVN 68 and CVN 78 classes.

Information flow and quality are enhanced by the close proximity of the MPT Team to other CHA teams that perform review, analytical, and developmental work on training for equipment/systems/sub-systems (E/S/S) including Navy Training System Plans (NTSP), course design, High Velocity Learning Environment (HVLE), and Personnel Qualification Standards (PQS).

How CHA's MPT Team helps the Navy

The MPT team provides support in accordance with guidance including U.S. Code Title 10, DoD, and applicable OPNAV/SECNAV instructions. This support includes all necessary analytics, requirements determination, coordinated communications, subject matter expertise, program management talent, and other functions needed to deliver critical documentation and manpower studies.

MPT Team functions that aid in the accomplishment of timely, accurate, and critical support include:

- Developing manpower requirements to assist offices such as NAVSEA, NAVAIR, and NETC in developing supportable input to the Navy's Program Objective Memorandum (POM) to allow for participation in the DoD Planning, Programming, Budgeting, and Execution System (PPBES)
- Developing quantity and quality manpower requirements that facilitate the allocation of limited manpower authorizations
- Documenting the right information at the right time to enable accurate and effective maintenance of a unit's Activity Manpower Documents (AMD) in the Total Force Manpower Management System (TFMMS)
- Identifying the need for personnel billets for the placement officers and enlisted detailer actions
- Maintaining a distinctive relationship with OPNAV N13M, NAVMAC, Navy Personnel Command (NPC), Navy Supply Systems Command (NAVSUP), and the Institute of Industrial and Systems Engineering (IISE) to collaborate on Manpower, Personnel, and Training (MPT) and Human Systems Integration (HSI), and to help stay current with Navy manpower policy and guidance
- Translating mission, configuration, and manpower and training requirements into documentation, such as an NTSP, that includes applicable Billet Training Profiles (BTP) or a Crew Scheduling and Phasing Plan (CSPP) that identifies the requirements in a phased arrival schedule to support system and space turnover schedules
- Analyzing and recommending improvements or corrective actions to any existing ship/ship class manpower document
- Forecasting the costs of manpower and training requirements for all billets in a ship or deployable unit
- Deploying tools, algorithms, protocols, and other industrial and systems engineering processes for the rapid assimilation of data from varied data sources into a justifiable and logical framework

Contact Rick Watson, HSI Analyst/Team Lead (richard.watson@cape-henry.com), or Bill George, HSI Analyst (william.george@cape-henry.com) to learn more.

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