

2015

**MARCORLOGCOM PRODUCTS & SERVICES  
PRODUCT/SERVICE DEFINITION**

As of: Monday, March 23, 2015 13:28

**1. PRODUCT/SERVICE TITLE:** The official name of the Product and Service  
**Enterprise Workforce Planning**

**3. LEAD ORGANIZATION:** Name of the organization overseeing the Product and Service.  
**Manpower Office (MO)**

**6. DESCRIPTION:** A detail description or definition of this Product and Service (it's function, purpose, reason for existence.)

**Workforce Planning is a shared commitment owned by the entire MARCORLOGCOM Enterprise. The Manpower Office, by mission, is the principal advisor to the CG, MARCORLOGCOM for all Manpower and workforce planning matters (civilian and military). The Manpower Office assists the leadership of MARCORLOGCOM in developing the workforce plan. Workforce Planning is an iterative, systematic process for identifying and addressing the workforce competencies required to meet the Command's strategic goals, both current and future. Workforce Planning is a continuous process that ensures the Command has the right number of people with the right skill sets in the right jobs at the right time. It complements and is a follow-up to strategic planning. Just as strategic planning helps map organizational missions, goals, and objectives now and into the future, Workforce Planning lays out the specific tasks and actions needed to ensure we have the human capital resources to accomplish those missions, goals and objectives.**

**Benefits:**

- **Fosters understanding of our workforce profile (demographics).**
- **Allows more effective utilization of our workforce through accurate, efficient alignment of the workforce with strategic objectives.**
- **Provides a basis for justifying budget and staffing requests, as there is a clear connection between strategic goals and objectives, workforce projections and the budget.**
- **Provides a method for linking expenditures on people (i.e. salary, training, and development) to business outcomes.**
- **Provides better focused investments in recruitment, training and workforce development.**
- **Provides managers with a strategic basis for making workforce decisions.**
- **Provides managers with the means of identifying the competencies needed in the current and future workforce and developing that workforce.**
- **Allows MARCORLOGCOM to shape its workforce for current and future requirements.**
- **Provides planning for a high performing workforce that will have a significant impact on the efficient and effective achievement of our mission.**