NPRST
Simulation Modeling for the Builder Community: Recruiting, Training, & Detailing

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University of Memphis
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Dr. Mehdi Amini & Dr. Mike Racer
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Establish Valid Initial Skills Training Requirements

Provide Navy Policy for Training Quota Management

Review SIP
Resolve discrepancies
Modify SIP
Coordinate feasibility study
Validate capacity data, classroom, mess, berths. Determine if resources exist to execute training requirement.

Review and approve list of constrained courses prepared by TSC

Validate Course Master Schedule

Conduct Generate Draft Class Schedules

Consolidate results and prepare issue papers. Submit to

Approve class schedules

Load class schedules

Spread quotas into CeTARS

Centers

NTSC

Completed by NPDC only

NSTC

Review SP

Coordinate results and prepare issue papers

Minister scheduling and quota allocation process to ensure adherence to time frames

ECMs define requirements for each rating

Out-Year Planning

Out Year Planning

Existing Process
Applicant sent leads to recruiter who turns leads into prospective recruits.

Recruiter develops leads.

Recruiter provided list of contacts.

Recruiter turns leads into prospective recruits.
Recruiter manages applicant while awaiting ship date. On ship date individual sent to MEPS for final physical and shipping to RTC.
BMT

Basic Military Training

In-Processing
- Medical
- Dental

Physical Training Requirement
- Weapons Qualification
- Battle Stations

Swim Qual
- Classification Reclassification

TRNG Complete Receive Orders

School Quota Available

Ship To Initial Training
Receive Sailor

NMT → PFM → BU Initial Skills Training CDP 6286 → CB Replacement Tng CDP 37111 or 3713 → Non-Grad reclass allows for execution year adjustment to demand signal

School Quota Available

Receive Orders

Integrate into Force Structure

TRNG Complete Receive Orders

Non-Grad reclass allows for execution year adjustment to demand signal

Billet Requisition Available

Ship to new Initial Skills Training

Integrate into Force Structure
A completed Goaling Letter is required for each rating.

SQMO identifies seat availability and develops monthly CNRC goals based on ECM requirements as a load plan.

The Rate Phasing Matrix provides detail to the Goaling Letter.

Completed by NPDC only.

Accessions (18 months)

Goaling (in-year)

Re-enlistments
Load class schedules
Spread quotas into CeTARS
Passed to NTQMS
Navy Training Reservation System (NTRS)
Navy Training Quota Management System (NTQMS) Passes sellable recruit slots to PRIDE
PRIDE (Classifier at MEPS match applicant with available class seats and ship dates)

Student Quota Management Office (SQMO) identifies seat availability and develops monthly CNRC goals based on ECM requirement as a level load plan
SQMO adjusts quotas to meet CNRC goalsing plan
SQMO finalizes goaling plan
SQMO manages quotas during year. Adjusts quotas to meet CNRC accession performance. Coordinates with training sites in changing quotas to meet CNRC performance
SQMO provides quota management throughout the year, ECMs adjust seat qualification to meet accession /DEP execution and NPDC/Learning Center capacity adjustments

Rate Phasing Matrix provides detail to the Goaling Letter
• Rate
• Gender
• Program
• Month

Monitor CNRC production as basis for reclassification or adjust CNRC goals.

SQMO adjusts plan based on executability and end strength constraints
Re-enlistments
Recruiting

MEPS Classification
Upto 18 mths
individual
VA

Place in DEF
Upto 18 mths
individual
NV

Edit vendor
execution of goal,
quotas and
production

ECMs monitor
execution of goal,
quotas and
production
Place in DEP Upto 18 mths individual NV
MEPS – final processing/oath individual NN
Recruit to RTC class NN
NPDC Throughput/Fleet

- Initial Skills Training
- Execution
- Class schedule
- VA

- Match Student
- Execution
- Class schedule
- VA

- Complete Training
- Execution
- Class schedule
- VA

- Sailor to Fleet/Shore
- Execution
- Individual
- VA

- Attrition
- VL

- Reclassification execution individual
- VA

What if…?

Comparison of outcomes: short-term vs long-term needs
Simulation Process

Class Scheduling

- CM decisions change
- EPA modifications
- Re-enlistments
- A-school offerings

<table>
<thead>
<tr>
<th>Accessions</th>
<th>Number to recruit in the community</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goaling</td>
<td>positions available this year</td>
</tr>
</tbody>
</table>
### What if..?

**CM decisions change**
- Modifications (2x yearly) are significant
- Enlistments vary

**School offerings/schedule changes**

<table>
<thead>
<tr>
<th>Block info</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Activity</td>
</tr>
<tr>
<td>- Timing</td>
</tr>
<tr>
<td>- flow control</td>
</tr>
<tr>
<td>- value</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Key</th>
</tr>
</thead>
<tbody>
<tr>
<td>VA = value added</td>
</tr>
<tr>
<td>NV = no value added</td>
</tr>
<tr>
<td>NN = no value added but necessary</td>
</tr>
<tr>
<td>VL = value lost</td>
</tr>
</tbody>
</table>

**8/24/2006**

<table>
<thead>
<tr>
<th>In the current year</th>
<th>Phasing plan – at what rate do you want them entering system?</th>
<th>Force-shapers (and anticipated impact)</th>
<th>%attrition if availability is to be filled from outside</th>
</tr>
</thead>
<tbody>
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</table>
What if…?

- recruiting emphasis changes
- diversity management
- recruit quality must change
- DEP reduction goal
- impact of attrition

8/24/2006
What if…?
- comparison of outcome to long-term needs
- match to EPA goals
  (force-shaping at the recruit level)

Measures of Interest
- fitness with respect to readiness
- cycle-time
- attrition at each point/value lost
- leakage to/from other communities
- RP/RP/RT/RC
- 5VM

Other Items of interest
- Zone A retention
- recruit value at each stage
- continuous tracking of costs:
  - recruit
  - separation
  - training
  - distribution

A-School
<table>
<thead>
<tr>
<th>Pass rates</th>
<th>Attrition rates</th>
<th>Reclassification rates</th>
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</thead>
<tbody>
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</table>

Delays due to

Any chance of course

Any last-minute changes
<table>
<thead>
<tr>
<th>Data Requirements</th>
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<tbody>
<tr>
<td><strong>Goaling</strong></td>
</tr>
<tr>
<td><strong>% moving to other communities if availability is less than planned</strong></td>
</tr>
<tr>
<td><strong>Class scheduling</strong></td>
</tr>
<tr>
<td><strong>Re-enlistments</strong></td>
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<tr>
<td>Product system?</td>
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<tr>
<td>-----------------</td>
</tr>
<tr>
<td>This year and the next two years</td>
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<tr>
<td>Community training required for each system?</td>
</tr>
<tr>
<td>Recruiting</td>
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<tr>
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<td></td>
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<tr>
<td>EP attrition out years rate</td>
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<tr>
<td>Field</td>
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<td>Quotas</td>
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<td>Transition rate</td>
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<tr>
<td>Attrition rates</td>
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<tr>
<td>- PT</td>
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<tr>
<td>- Weapons</td>
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<tr>
<td>- Battle Stations</td>
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<td>- Swim Qual</td>
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<tr>
<td>- Classification/Reclass</td>
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<tr>
<td>Delays due to reclassification</td>
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<tr>
<td>-----------------------------</td>
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<tr>
<td>Transition rate</td>
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<tr>
<td>Assignments</td>
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