



December 29, 2009

## **HUMAN CAPITAL CONSULTING FIRM HARKCON, INC. CONDUCTS WORKFORCE ANALYSIS FOR THE U.S. COAST GUARD**

Harkcon, Inc., a leading human capital consulting firm, is proud to provide workforce analysis and program management assistance to a variety of U.S. Coast Guard programs. Harkcon's expertise in manpower requirements analysis and human performance technology will allow the Coast Guard to better understand the needs of and provide the best support possible to its entire workforce.

**October 14, 2010, McLEAN, VA** – Harkcon, Inc. has recently been awarded three prime contracts by the U.S. Coast Guard to provide program management and workforce analysis support to Personnel Service Center (PSC) and the Office of Information Management Privacy Program (CG-611) and to provide manpower requirements analysis support to the Office of International Affairs (DCO-I-1). Other recently awarded contracts have Harkcon providing sub-contract support in the areas of workforce analysis and training design and development to the Office of Cutter Operations (CG-751) and manpower requirements analysis to the Office of Requirements and Analysis (CG-771).

In support of ongoing needs at Coast Guard Personnel Service Center (PSC) in Arlington, Virginia, Harkcon will continue to provide expert consultation as well as project management, analytical, administrative, and communications support as the Coast Guard transitions Personnel Service & Support Units (PSSU's) to Personnel Service Departments within the emerging Base Command construct. Subsequently, Harkcon will support PSC with myriad services that will facilitate PSC in capitalizing on best practices to produce an organization construct and business processes which will provide the workforce with centralized mission-support personnel services through cost-effective and efficient service-lines.

Harkcon was hired by the Coast Guard's Office of Information Management (CG-61) to review and research Privacy Compliance Documentation and to ensure compliance, accuracy, and attention to detail while communicating the latest developments regarding privacy legislation, rules, regulations, and policy. Harkcon's personnel have decades of experience working within the privacy compliance system and have worked extensively on Coast Guard document review and approval processes, privacy compliance, document and data research, creating signature ready formal documents, and have provided various types of Coast Guard administrative support over the years. "We understand the culture, politics, and language of the Service," said Kevin Harkins, President and CEO of Harkcon, "We have earned an outstanding reputation within the Coast Guard, and maintain excellent key relationships that enable us to quickly and easily "move about," facilitating the processes of finding information, maintaining situational awareness, and helping the organization move forward."

The Coast Guard's Office of International Affairs (DCO-I-1) has contracted with Harkcon to analyze the manpower requirements necessary to meet its mission of providing advice, information and assistance to the Commandant on strategies, foreign policy matters, and the general impact of Coast Guard programs and operations on international affairs. The result of this analysis will accurately and verifiably inform the Coast Guard on the specific personnel requirements necessary to carry out the work required within DCO-I-1 to achieve its stated mission, vision, and goals. Joining Harkcon in this analysis is Interactive Technologies Group, Inc.

In addition to the above prime contracts, Harkcon will contribute to the development of a Watch Qualification System (WQS) for five positions on the Legend class Maritime Security Cutter (WMSL) fleet with Entereza, Inc. For this



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effort, Harkcon will collect data on the responsibilities of each watch position for analysis of training and qualification requirements. From that, Harkcon will development student learning materials, practical performance examination guides, and written test materials that will be used to train personnel on the responsibilities of their roles as crewmembers on cutters of the Legend class.

Harkcon will also work with Interactive Technologies Group (ITG), Inc. in analyzing the manpower requirements necessary to meet its mission of determining the requirements and then conducting the operational testing and evaluation of all Coast Guard major acquisition systems, including the Fast Response Cutter (FRC), the Offshore Patrol Cutter (OPC) and all Information Technology (IT) acquisitions. The result of this analysis will accurately and verifiably inform the Coast Guard on the specific personnel requirements necessary to carry out the work required within CG-771 to achieve its stated mission, vision, and goals.

Harkcon Inc., a veteran-owned, small business founded in 2005 and headquartered in McLean, VA, is a provider of performance analysis, training design and development, and program support services to Government and commercial customers at all levels.

For more information about Harkcon, Inc. and the services they provide please visit [www.harkcon.com](http://www.harkcon.com).

