

In late 2009, CMA received the honor of being selected as one of twelve consulting companies nationwide to provide Human Resource (HR) studies and analysis under the HRsolutions Contract Vehicle for the United States Army. However, this contract vehicle can be used by any Military Service and Federal Agency that would like to take advantage of its capabilities.

The U.S. Army has exercised and extension of CMA's HRsolutions contract through 30 December 2017!

What is the HRsolutions Contract Vehicle Mission?

The HRsolutions Program Office was launched in 2004 and is now an initiative in the office of Deputy Under Secretary of the Army (DUSA). It was created to streamline the acquisition of HR services through a competitive, efficient, standardized, and well-managed process that emphasizes accountability and performance.

HRsolutions provides complete contract vehicle coverage of HR functions and the program office has direct access to contracts with multiple vendors that cover all HR-related functional areas and the disciplines that support the functions. The range of services provided cover an impressive array of requirements from individual services, such as personal or career counseling, to the provision of centralized management to provide standardized HR-related programs to individuals and decentralized organizations throughout the world. The program office has been providing HR-related contracting support for over 14 years and has delivered services to over one million people during that period.

What are the advantages of the HRsolutions contract vehicle?

The following are procurement advantages you will gain from the use of the HRsolutions Program Office and contract vehicle:

- ▶ Offers complete contract coverage of only those Human Resources functions that are appropriate for private sector performance.
- ▶ Provides high-quality contract services, tailored to specific needs, can be obtained quickly.
- ▶ Contract is already in place; task orders will be competed among the incumbent prime contractors.
- ▶ You are included in the evaluation and selection process.
- ▶ With the contract vehicle in place, processing time is limited only by the time it takes to get a statement of work developed, funding in place, and selection of the contractor who will perform the work. All this usually happens within 60 days or less.
- ▶ The HRsolutions Program Office will work with you every step of the way. Their contact information is:

HRsolutions Program Office

www.HRsolutions.army.mil

Phone: (703) 602-2773

DSN: 332-2773

FAX: (703) 602-2776

DSN FAX: 332-2776

What products and services are covered by HRsolutions?

Representative service areas offered by HRsolutions and that CMA has been selected to help provide are identified below:

PRODUCTS AND SERVICES COVERED BY THE U.S. ARMY HRSOLUTIONS

Business Planning

• Process Re-engineering	• Manpower, Requirements, and Trend Analysis
• Policy Analysis	• Forecasting Manpower, MANPRINT, Strength Requirement, Distribution, and Utilization
• Operational Business Application	• Life Cycle Support and Planning

Research and Evaluation

• Training	• Analytical Analysis
• Policy Development	• Data Modeling and Management
• Life Cycle Support	• Communication Systems Enhancement
• Proof of Concept Studies	• Analytical Analysis
• Content Management	• Data Modeling and Management
• Program Analysis	• Communication Systems Enhancement
• Risk Management and Mitigation	• Predictive Modeling
• Tracking of Resources	• Safety of Resources

CMA HRsolutions Lead:

Mr. James Brede

Address: 4092 Memorial Parkway SW Suite 100

Phone: (256) 489-2988

Why Choose CMA for Your Human Resource Studies and Analysis?

- CMA is a small firm with large company capability
- Direct personal interface at all levels is our standard practice; if you have a question or comment you will get an immediate result
- CMA's competitive rates
- We know and understand that your success is our success

CMA Partners

All of CMA's partner companies within the CMA Team have extensive, recent, and successful experience performing HR projects. We can deliver a full line of products and services focused on HR needs of your organization. The CMA Team was carefully selected because of our extensive background and knowledge of the fundamentals in the HR Core Competencies and PWS criteria.

AEgis. has extensive experience and established processes to develop HR models and/or validating HR models based on complex algorithm and other key relevant information. This experience includes scenario verifications that consist of confirmation of settings for a particular situation. AEgis has begun discussions with NASA to develop/formalize a workforce competency model to help predict its future workforce needs. This demonstrates the HR discipline of modeling and analysis of Manpower Workforce management using historic data to predict future needs. www.aegistg.com



ALATEC has recent and extensive HR experience supporting a wide range of Army Training & Doctrine Command (TRADOC) Analysis Center (TRAC) mission requirements and essential tasks that include analyses, experimentation, scenarios, modeling and simulations, effectiveness analysis, and planning and decision aids. ALATEC supports the TRADOC team in conducting major studies and analysis to support Army policy, doctrine, organization, training, materiel, logistics, personnel, and facilities issues associated with the transforming the Army. In providing this support, the ALATEC Team develops, manages, operates, and maintains the analytic support infrastructure (tools, data, models, and simulations) to enable analysis. This Corporate Experience demonstrates the application of the HR discipline, Manpower Management. www.alatecinc.com





NOVACES, LLC is a management consulting firm that provides continuous process improvement (CPI) and project management services, including Lean Six Sigma and Critical Chain Project Management. Headquartered in New Orleans, LA, NOVACES utilizes today's most effective process improvement tools and methodologies to help its clients build capabilities to achieve breakthrough operational and financial results. www.novaces.com

Paradigm has direct and recent HR experience assisting the Missile Defense Agency (MDA) with its Missile Defense Career Development Program (MDCDP). This included recruitment of qualified candidates, program planning and budgeting, and facilitating personnel actions. Working with the MDA HR department, Paradigm is responsible for the planning and execution of the MDCDP orientation program, recruiting, hiring, and preparing individual training development plans. Paradigm supports the HR Planning and Staff Operations by developing the five year budget requirements and provided Personnel Readiness Management data in support of the evolving MDCDP program. Paradigm provides time-phased estimates of both personnel end strength and cost as the MDCDP program moves through the five year development program.



As the contractor lead for the MDA Agency Operations (DO) Workforce Revitalization team, Paradigm manages the efforts of a four person contractor team. The team instituted the MDA DO Career Intern Program which augments an aging workforce. Through their efforts and working with the MDA HR department, Paradigm instituted a process for identifying candidates, capturing candidate information in a relational access database, worked with hiring managers and functional leads to determine intern and student requirements, and provided a cost estimate submission for centrally funding and managing the Workforce Revitalization effort. In addition to providing business/financial management expertise in support of recruiting efforts, our team worked with the MDA/DO organizations to facilitate training requirements and individual development plans. The MDA organizations that we provided direct support to include Business Operations (DOB), Cost Estimating and Analysis (DOE), Information Management and Technology Operations (DOC), Infrastructure and Environmental (DOI), and Security/Intelligence Operations (DOS). This Corporate Experience demonstrates our experience with Acquiring and Compensation HR disciplines at the highest organizational levels. www.paradigm.net

Stover & Associates has extensive experience providing HR re-engineering support such as in-depth analysis of workload, staffing requirements, quality control and transition plans. They analyze work processes, identify inefficiencies and recommend process improvements. They enhance organizational structure and determine the required staffing levels to support it. Stover & Associates will assist you in developing an organization structure that will enhance ongoing operations.

Stover & Associates has extensive experience managing a training center operation at Robins AFB through applying the Instructional System Development (ISD) program. They use ISD to plan, analyze, design, develop, implement and evaluate training programs. Stover & Associates work with subject matter experts and training professionals to develop a technical in-residence course for new hires.



Stover & Associates provides support to the Army Reserve Post Deployment and Health Re-assessment (PDHRA) Program by planning and executing the health-related support structure that is so vital for maintaining troop sustainment and well-being. This work also requires analysis of US Army deployment and re-deployment actions/schedules as well as actions involving the transitioning of soldiers from the combat environment to their home units. Stover & Associates supports the program management team by providing program management advisory and assistance services, automation support, planning and analysis, and strategic communications support. This corporate level experience demonstrates Stover & Associates ability to support the HR health programs and related issues surrounding personnel deployments in a wartime environment. www.stoverteam.com

Trace Consulting has extensive experience managing teams conducting business process improvement



and performance management accountability analyses. The Trace team served as consultants with CMA for a large cost comparison study for the U.S. Army at Fort Sam Houston, Texas. This work involved analyzing the duties and responsibilities of over 1,830 FTEs in base operating support and non-appropriated funds functions. Trace brings in-depth HR knowledge of many appropriated and non-appropriated functional areas to include the HR base level function, morale/welfare/recreation, casualty/mortuary affairs, facilities/housing maintenance, installation supply, transportation, food service, mobilization and contingency planning, training and training range management operations, museum services, financial management, business operations, and administrative support services.

www.traceco.com