

**REQUEST FOR INFORMATION (RFI)**  
**ONR RFI Announcement # N00014-16-R-RFI3**  
**Title: Strategic Manpower Planning Tool**

**I. DISCLAIMER:**

This announcement constitutes a Request for Information (RFI) for the purposes of determining market capability of sources or obtaining information. It does not constitute a Request for Proposals (RFP), a Request for Quote (RFQ) or an indication that the Government will contract for any of the items and/or services discussed in this notice. Any formal solicitation that may subsequently be issued will be announced separately through Federal Business Opportunities (FedBizOpps). Information on the specific topics of interest is provided in the following sections of this announcement. Neither ONR nor any other part of the federal government will be responsible for any cost incurred by responders in furnishing this information.

**II. BACKGROUND:**

N1, N9, and USFF Manpower, Personnel, and Training Enlisted (MPTE) planners are working with ONR to develop a Future Naval Capability (FY 17 start) that integrates quantitative analysis capability and captures dependencies across the enterprise.

ONR, in partnership with the N1 and the MPTE domain, is interested in obtaining information, concepts, ideas, and currently available and potential technologies that simulates MPTE dynamics and outcomes over time, and enables rigorous yet rapid analysis of a wide variety of “what if” scenarios (e.g. potential MPTE policy options or COAs, exogenous conditions such as shifts in threats and mission requirements, changes in economic conditions, etc.). Analysis will be able to forecast readiness, sustainability, and cost impacts and trade-offs and highlight key risks for particular scenarios.

**III. SPECIFIC INFORMATION OF INTEREST:**

1. **MPTE Enterprise Systems Framework:** ONR is looking for ideas that may facilitate the modeling and simulation of enterprise-wide manpower

executive decisions for the purpose of gaining a fundamental understanding of the risks and uncertainties underlying MP&T interconnections and performance drivers including potential impact points, time delays and pathways of decisions across the enterprise. ONR seeks avenues that lead to a better understand total ownership costs and how these costs are impacted by intra- and inter- relationships between systems that may be both independent and unique in the manpower enterprise. Cost models of multiple courses of actions are especially important that have the potential to iteratively estimate impact and cost at varying levels.

2. **Human Resource Simulation and Model Tool:** ONR seeks to better understand current and potential technologies that can capture a broad range of performance outcomes (e.g. cost, performance, manning, output) in a complex adaptive system. ONR seeks to better understand possible ways to understand trade-offs between human performance-related key cost elements and technology choices. ONR would like to better understand complex adaptive systems that are sensitive to both internal and external drivers such as social-economic, political and system changes.
3. **Decision Flow Modeling Tools:** ONR seeks information on available and potential technologies that can model the impact ramifications of manpower decisions on a system -wide capabilities from both a top-down and bottom-up process. By maximizing key information and data flows, this system would allow decision makers to model dynamic flow, secondary changes, and resulting outputs at both the micro and macro level.
4. **Common Operating Picture:** ONR seeks information, concepts, ideas and currently available and potential technologies that provide an interactive visualization tool for users to tailor their system models and expresses the output of complex calculations in a client centric manner.

#### **IV. SUBMISSION INSTRUCTIONS and FORMATTING REQUIREMENTS**

1. Responses are requested by **Monday, November 30, 2015, 12:00 am Eastern Standard Time (EST)**. Any response received after this date will also be considered but may not be included in initial reporting or assessments.

2. All responses should be given in PDF format and emailed to the technical points of contract: Dr. William Krebs at [william.krebs@navy.mil](mailto:william.krebs@navy.mil). The subject line of the email should read as follows “Strategic Manpower Planning Submission.”

Files too large for email can be sent via CD by the same response date to:

Dr. William Krebs  
Office of Naval Research  
875 North Randolph Street, Suite 1045  
Arlington, VA 22203

3. Responses should not exceed five (5) pages and should be typed in 12-point Times New Roman font, single spaced, with 1-inch margins. All information received in response to this RFI that is marked proprietary will be handled accordingly.
4. A suggested submission organization:
  - A. A cover letter (optional).
  - B. A cover page labeled with the heading “Strategic Manpower Planning Submission” including the idea, concept, or product name, the manufacturer, manufacturer’s address, technical point of contact, telephone number and email address, and at least one screenshot of the product.
  - C. No more than four (4) pages including
    1. Clear and concise objective statement.
    2. Background information describing how the idea, concept, or product would enhance the Fleet’s manpower planning capability in the future.
    3. Characteristics and/or specifications concerning the concept, idea, or product as related to the capabilities, interests/focus items above, to include the below as applicable:

- a) Description of the level of maturity (i.e. Technology Readiness Level) of the software
- b) Description of programming language and format (ex. web-based, Java, desktop application, etc.)
- c) In order for the software to operate in the MP&T domain, list input data sources required and list assumptions that must be met for the software to operate by N1 users.
- d) Identify if the product is currently fielded and by whom
- f) Intellectual property claims
- g) Earliest availability for a technical demonstration at no cost or risk to the government. Demonstrations will be conducted in person or telephone conference line.

## **V. QUESTIONS AND POINT OF CONTACT**

Questions of a technical nature regarding this RFI may be sent to the following Technical Point of Contact:

Dr. William Krebs, Program Officer  
Office of Naval Research  
875 North Randolph Street, Suite 1045  
Arlington, VA 22203  
Email Address: [william.krebs@navy.mil](mailto:william.krebs@navy.mil)