› Solution Brief

Business Impact

We must avoid our historical pattern of drawing down too fast and getting too small, especially since our record of predicting the future has not been very good. As we make difficult resource decisions, we must be thoughtful in understanding the risk we incur to our nation's future security.

General Raymond Odierno [1]
US Army

Challenges

- **Acquisition and distribution**. Models may not accurately depict future force manning requirements or optimize distribution by grade, skill and unit priority.

- **Training**. Individual aptitudes are not easily matched with skill requirements and training programs to ensure force readiness and career path development.

- **Evaluation**. Inconsistent personnel evaluation systems make it hard to maintain the most professional, capable force.

- **Retention**. Current models are unable to incorporate the retention and reenlistment effects of career variables.

Improve Military Personnel Planning With Analytics

The Issue

To address threats to national security, today's military forces need to be more agile and have the right skill sets. Personnel systems must be able to constantly adapt to changing force structure requirements driven by end strength adjustments and changing missions.

Skills, cohesion and leadership must be honed individually and collectively over time, taking decades to develop. Time has proven that no shortcut exists for competent development. Recruiting and training personnel to meet force structure demands is a complex, dynamic process that requires skilled modeling and demand forecasting. Today's military personnel challenges are compounded by budget pressure, an evolving threat environment and a highly complex system. Personnel professionals must gain efficiencies while maintaining effectiveness and agility. The need for advanced analytics in defense workforce planning has never been more acute.

Our Approach

SAS offers a comprehensive military personnel solution to meet a full range of force readiness and mission requirements. SAS helps you:

- **Sustain proper force size and capability**. Understand current and future force manning requirements and forecast demand based on changing force structures, skill needs and service strengths.

- **Understand social perceptions**. Social media analytics reveals which prospects are most likely to serve, so recruiters can increase response rates, minimize low-yield contacts and evaluate recruiting message effectiveness.

- **Reduce training costs**. Know which factors contribute to successful training program completion, and identify individuals at higher risk of attrition earlier in the training cycle.

- **Retain top performers and anticipate career path adjustments**. Career path modeling and factor analysis show which programs and benefits foster retention.

[1] United States Senate Armed Services Committee, Confirmation Hearing, July 21, 2011

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THE POWER TO KNOW®

The SAS® Difference:
A trusted provider for military decision making

SAS provides superb, highly scalable data management, advanced analytics and reporting so leaders at both the services and headquarters levels can more accurately meet changing manpower requirements. With SAS, you get:

- **Scalability across multiple data sets**. The military personnel system encompasses tens of millions of records. SAS can rapidly handle huge volumes in a way that is unsurpassed by competitors. Even with massive amounts of data, you can rely on SAS to scale with your missions.

- **Predictive analytics and forecasting leadership**. Predictive analytics and data mining software from SAS are recognized by customers and industry analysts as best in class. We continue to push the boundaries on different ways to approach problems that take our users and their organizations to the next level of analytic insight.

Since 1976, SAS has used advanced computational statistics to identify anomalies/trends and predict outcomes to solve complex, numerical-based problems. With mission-focused user experiences, those complex algorithms are applied to data management, forecasting and modeling solutions for the military personnel community.

Case Study:
A military personnel agency

Situation

Facing drastic budget cuts, a military personnel agency faced shortages in critical Military Occupational Specialties. It also needed to realign skills to meet the demands of new equipment, rising retiree entitlements and severe grade imbalances. It needed to be more efficient in recruiting and training, but with so many conflicting sources of data, it lacked the insight for proper planning and decision making.

Solution

The SAS solution included multiple SAS products along with a solid implementation plan. Collecting information from many personnel data sources, SAS cleanses, standardizes and integrates the data so that both routine and ad hoc analytical processes can be run to forecast availability against current and emerging requirements.

Results

With SAS, the agency expects to streamline its manpower utilization while improving the delivery of key technical skills to operational units, rendering an overall planned reduction of about 5 percent of total personnel through:

- Improved manpower planning.
- Increased agility in skill development.
- Significant taxpayer savings.
- Increased insight and decision-making value from personnel data systems.

What if you could …

Acquire and distribute

What if you could seamlessly integrate data across all of your personnel systems for better force planning and distribution of skills?

Evaluate

What if you could understand how your recruiting message is being received by your target audience?

Retain

What if you could identify top performers early in their careers and forecast retention rates?

Train

What if you could increase training throughput and reduce attrition?

You can. SAS gives you THE POWER TO KNOW®.

SAS Facts

- SAS helps customers at more than 70,000 sites improve performance and deliver value by making better decisions faster.

- SAS has been a successful solution provider to the military personnel community for more than 25 years.

- SAS solutions are used in the personnel agencies of all four branches of the US Department of Defense.

To learn more about SAS software and services for defense and security, visit: **sas.com/defense**

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