

IPS Element	Competency	Subcompetency #1	Subcompetency #2	Subcompetency #3	Subcompetency #4	Subcompetency #5
Manpower & Personnel	M&P - Understand Manpower & Personnel impacts the other Product Support Elements and program functional activities during each Life Cycle phase and in the broader performance based outcome environment.	Understand how Manpower and Personnel impact and are impacted by each Product Support Element.	Understand how Manpower and Personnel impact and are impacted by each program functional area.	Understand how program outcome based metrics impact and are impacted by manpower and personnel requirements.	Understand laws, policy and regulations governing manpower and personnel procurement, operation and reassignment.	
Manpower & Personnel	M&P - Define and update military & civilian manpower estimates and related life cycle costs to meet program operational (post-fielding) sustaining requirements.	Understand and develop manpower and personnel inputs to the acquisition process milestone deliverables.	Understand the differences in wartime and peacetime personnel requirements and management.	Understand and evaluate required analysis to validate manpower and personnel requirements.		
Manpower & Personnel	M&P - Ensure system sustaining requirements align to the performance characteristics of the user population over the life of the program.	Evaluate weapon system requirements for personnel performance and skill characteristics.	Understand how technologies impact requirements for personnel performance characteristics.			
Manpower & Personnel	M&P - Plan for and manage military, civilian and contractor workforce to execute program sustaining activities prior to and after fielding of the baseline weapon system and its major mods and upgrades.	Understand how different sustainment strategies impact manning levels and related life cycle costs.	Understand how weapon system OPTEMPO impacts manpower and personnel requirements and weapon system readiness.	Understand policies and practices for management of the military workforce.	Understand policies and practices for management of the DoD civilian workforce.	Understand the role and management of Contractors for weapon system support.