

## AIR FORCE MANPOWER AGENCY



### MISSION

The Air Force Manpower Agency provides Air Force leaders at all levels the tools to identify essential manpower required for the effective and efficient accomplishment of the Air Force mission. Determines manpower requirements; Develops programming factors Manage Air Force performance management and productivity programs Execute the Air Force competitive sourcing program; Creates and maintain standard position descriptions; Provide AEF operations with military essential requirements Perform civilian classification oversight and centralized operational classification; The agency conducts headquarters-directed special studies that provide Air Force leaders objective information and analysis to make timely, effective manpower requirements and resource decisions.

The agency develops manpower standards and conducts management advisory studies to document the manpower requirements needed to support the Air Force mission.

- During growth--identifies and validates unfunded requirements
- During stability--helps prioritize and maximize available resources and, afterwards, redistributes those resources based on changing demands
- During reductions--assists in process improvement and identifies efficiencies

Air Force Manpower Agency structure:

Four divisions

Five squadrons

Operating location at Pentagon

### LINEAGE

Air Force Management Engineering Agency established and activated as a separate operating agency, 1 Nov 1975

Status changed to a subordinate unit of the Air Force Manpower and Personnel Center, 30 Jun 1978

Status changed to a separate operating agency, 1 Mar 1985

Status changed to a field operating agency, 5 Feb 1991

Redesignated Air Force Center for Quality and Management Innovation, 19 Dec 1996

Redesignated Air Force Manpower and Innovation Agency, 1 Sep 1999

Redesignated Air Force Manpower Agency

***Manpower Analysis Agency***

## **STATIONS**

Randolph AFB, TX

## **ASSIGNMENTS**

Air Force Manpower and Personnel Center

## **COMMANDERS**

Brig Gen Hugh C. Cameron, #1997

Col John C. Vrba, #1999

Col Candace C. Abbott, #2001

Col Ronnie D. Sullivan, #2002

Col William C. Bennett, Jr., #2004

Col Kenneth Keskel, #2006

Col Daniel D. Badger, #2008

Col Brian S. Norman, #2010

## **HONORS**

**Service Streamers**

**Campaign Streamers**

**Armed Forces Expeditionary Streamers**

**Decorations**

**EMBLEM**



**MOTTO**

**OPERATIONS**

As the Air Force's "manpower management" program matured, it became clear that the Air Force needed an agency to provide consistent technical guidance and to give central direction to the overall management engineering program. On 1 Nov 1975, the Air Force Management Engineering Agency was born; it reported directly to Headquarters U.S. Air Force. In 1978, Air Force Management Engineering became a named unit and was realigned under the Air Force Manpower and Personnel Center. Air Force Management Engineering's mission, its ties to HQ USAF and the internal organization remained unchanged.

In 1995, the Air Force chief of staff directed the Air Force to "operationalize" its Total Quality Management program. As a result, Air Force Management Engineering and the Air Force Quality Institute merged in 1996 to form the Air Force Center for Quality and Management Innovation.

To further operationalize quality, the manpower-quality function under Air Force planning and programming guidance was re-engineered to streamline operations. As a result of that effort, Air Force Center for Quality and Management Innovation was redesignated as the Air Force Manpower and Innovation Agency in 1999.

The Air Force Management Engineering Agency (AFMEA), Randolph AFB, Texas, mission is the Functional Review Program. This organization develops the most efficient and effective organization for personnel and develops manpower standards. The standards show the grade and skills needed to perform each unit's mission. The agency manages the Air Force officer and enlisted grade distribution. The agency directs 11 subordinate units throughout the United States and provides technical guidance to MAJCOM command management engineering teams.

In Dec 2003, Air Force Manpower and Innovation Agency became the Air Force Manpower Agency. The new name represents a shift in mission priorities to better support today's expeditionary Air Force.

Three San Antonio-based field operating agencies consolidated with the recent release of an initial operational capability announcement, Air Force officials said Monday. Officially announced June 1, the Air Force Personnel Center, Air Force Services Agency and Air Force Manpower Agency, FOAs under the Air Force Deputy Chief of Staff for Manpower, Personnel and Services, are now united as the new Air Force Personnel Center, and efforts are underway to fully integrate the agencies' functions. Air Force Secretary Michael Donley and Chief of Staff Gen. Norton Schwartz signed the FOA consolidation program guidance letter May 23, authorizing the consolidation. "Consolidating allows us to streamline processes, identify efficiencies and reduce overhead in the A1 enterprise," said Lt. Gen. Darrell Jones, deputy chief of staff for Manpower, Personnel and Services. "This just makes good business sense for the Air Force in today's budget-constrained environment." The program guidance letter also confirmed that the name of the consolidated FOA will be the Air Force Personnel Center. However, the integrated agency will be a re-engineered organization with processes designed to better serve Airmen. "The new Air Force Personnel Center will be structurally different from the previous independent agencies, which will allow us to better focus our resources, effort and time on

Airmen and families, force support squadrons and other A1 enterprise customers,” said Maj. Gen. A. J. Stewart, AFPC commander. Process and management structure reviews are ongoing as cross-functional teams work to design the new agency, Stewart said, citing such immediate efficiency actions as consolidating readiness, financial management and training functions. “The Air Force is counting on us to get this consolidation right, and we have the multi-skilled, talented and adaptable team to make it happen,” said Stewart. 2012

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USAF Unit Histories  
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Sources

Air Force Historical Research Agency. U.S. Air Force. Maxwell AFB, AL.  
The Institute of Heraldry. U.S. Army. Fort Belvoir, VA.  
Air Force News. Air Force Public Affairs Agency.