



## IHA M&P dashboard allows leaders to see available resources

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Do you have a manpower problem?

A personnel problem?

Or, perhaps you have a problem with both – manpower and personnel.

For almost two years now the Air Force Installation & Mission Support Center has been on a journey to evolve into a data driven organization. We started with a concept sketch in the summer of 2018 and went live with our first Tableau workbooks in April 2019 – we had five workbooks and 20 users. Today, we host more than 330 dashboards shared among a growing community of more than 1,700 users worldwide.

One of our more popular dashboards is the Installation Health Assessment (IHA) Manpower & Personnel (M&P) dashboard, which incorporates more than 226,000 manpower requirements across 10 Air Force career fields – Civil Engineering, Contracting, Cyberspace Support, Force Support, Logistics Readiness, Public Affairs, Security Forces, Chaplains, Finance, and Operations Research.

The IHA M&P dashboard was designed specifically to put human resource analytics directly into the user's hands across the leadership and management spectrums – from the Pentagon to Major Commands; Direct Reporting Units to Field Operating Agencies; Centers to Wing, Group, and Squadron Commander's. All of the data contained in the IHA M&P dashboard is pulled from Air Force human resource data systems – the Manpower Programming & Execution System, the Defense Civilian Personnel Data System, and the Military Personnel Data System via the Command Human Resources Intelligence System. The M&P dashboard allows leaders to see exactly what manpower and personnel resources they have, and where. It helps leaders pinpoint if their human resource problem is a manpower issue, a personnel issue, or both. It enables them to focus their finite attention and constrained resources exactly where it needs to be. More importantly, it facilitates fact-based decisions regarding Air Force manpower and personnel programming actions, career field functional oversight, and the ability to manage the Air Force's Installation & Mission Support human resources footprint worldwide more efficiently.

The IHA M&P dashboard has garnered significant attention across the entire Mission Support Group community in both the Air Force, as well as, the newly established United States Space Force. Our team has been on a mission to demonstrate, educate, and make accessible the capability of the IHA M&P dashboard to users at all levels – from the Air Force A1 community to squadron commander's.

Recently, the Air Force Installation & Mission Support Innovation Division, Installation Health Assessment Manpower & Personnel team, was selected to present the IHA M&P dashboard at the upcoming Tableau Government Summit 2021.

More than 4,000 federal, state, and local officials; as well as, private industry professionals at all levels; from Executive to Director/Deputy Director, program managers to IT professionals, data scientists to data analysts are expected to be in attendance; and, several hundred more participants are expected to stream the session on-demand.

For additional information or interest in learning more about, or how to get access to, the Installation Health Assessment Manpower & Personnel dashboard, please contact Mr. Marc Vandever, Lt Col Christopher Weimer, or Mr. Daniel Clark at [AFIMSC.XZP.Workflow@us.af.mil](mailto:AFIMSC.XZP.Workflow@us.af.mil).