Frequently Asked Questions

Q: How do I get authorized strength numbers?

A: You need to contact Personnel at 676-4935 for assistance.

Q: Why won't the Manpower Office give us enough people to do all the work? A: Manpower deals with "spaces" not "faces." We work with maintaining the authorizations on a unit's Unit Manpower Document (UMD) and are responsible for things such as grades and AFSCs. The personnel system assigns people against those authorizations.

Q: Then why can't Manpower provide more authorizations?

A: In most cases, manpower authorizations are established by manpower determinants which relate programmed manpower equation based on such things as the length of the course and the number of students programmed in each class. The programmed student entries for a fiscal year are used to calculate the number of classes and students going through the course. That information is in turn entered into an equation that calculates the number of instructor authorizations that will be put on the UMD for that course.

Q: Can you develop a variance for us because of the extra work we do for other offices?

A: If the work being done is included in the Process Oriented Description, or POD, that is part of the other work center's manpower standard, then only the owning work center may receive credit for doing that work. If it is work not included in another work center's POD, nor is it in your POD, then it must be directed by higher headquarters in order to qualify for a variance.

Q: Your office applied a new manpower standard to our organization which resulted in an increase of four authorizations, but two of them were placed on the UMD as unfunded. Why didn't you fund all four positions?

A: The Manpower community does not own manpower resources. The functional community controls them. Manpower's role is to help the functional's at the local and headquarters levels manage those resources. Air Force end strength is the ultimate constraint on how many authorizations may be funded. To the degree that the aggregation of all requirements established by manpower determinants exceed end strength, those resources can only be placed on the UMD as unfunded requirements.

Q: Can we ever get them funded?

A: Yes. Savings within your wing, such as from other requirements decreasing or ending, can often be applied to fund up unfunded requirements. Sometimes the MAJCOM can also find the resources in the same manner. In the example of course manpower standards, HQ AETC can realign savings from one training group to another. Also, other commands sometimes transfer resources to AETC to fund up new courses that they need to send their personnel to attend.

Q: How are Tech Training Course Manpower Standards developed?

A: These standards are developed and maintained for active resident, mobile, and video teleconference courses. These are course specific (single-point) standards customized to manage instructor and student man-year resources. These manpower determinants are based upon course parameters, e.g., group size, course length, and multiple instructor requirements. Course resource estimates are also provided to

training managers for planning purposes. Advisory services and briefings on various manpower topics are available to training group personnel

Q: What is the Resource Augmentation Duty Program?

A: This program allows augmentees to be identified base wide to be implemented as the result of a large deployment. We assist functional managers to determine the total manpower augmentation requirements and to identify requirements that available personnel resources cannot satisfy.