

DGMPRA

The Director General Military Personnel Research and Analysis (DGMPRA), within the Commander Military Personnel Command (CMPC), delivers a comprehensive personnel research program for the Department of National Defence (DND) and the Canadian Armed Forces (CAF), addressing both strategic and operational research needs. DGMPRA's program of research is aligned with CMPC priorities and Canada's Defence Policy and aims to inform personnel policy and decision making to maximize operational and organizational effectiveness in the CAF and DND.

DGMPRA's mission: To inform personnel policy and decision making in DND and the CAF by providing expert, objective, evidence-based advice to leadership.

DGMPRA's personnel research program is carried out through four directorates:

- **Director Research Personnel Generation:** Research and analysis in areas of attraction, recruiting, training & education, career management, retention, and attrition.
- **Director Research Personnel and Family Support:** Research and analysis in the areas of conditions of service and quality of life of CAF members and their families, employment equity and diversity, and the physical and psychological health of CAF members.
- **Director Research Operational & Organizational Dynamics:** Research and analysis in the areas of leadership and culture, operational and organizational dynamics, workplace wellbeing and performance measurement.
- **Director Research Workforce Analytics:** Research and analysis in support of workforce planning; develops workforce analysis tools, simulation models and forecasting tools, and reports personnel metrics to inform the development of policies and programs.

DGMPRA's core activities include:

- Integrating scientific knowledge and providing advice towards the development of resilient and effective policies, programs, and practices.
- Conducting strategic and operational personnel research and analysis, including developing and applying innovative technologies and methodologies to enhance research effectiveness and readiness.
- Exploiting cutting edge technologies to enhance research effectiveness.
- Prioritizing and coordinating research to achieve the CAF mission.
- Engaging academic, industrial, government and allied partners in the development and application of personnel research and analysis.