Logistics Human Capital Management/Planning

The Logistics Workforce Challenge

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Panelists

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Civilian Logistics Career Fields

Competencies vary by Career Field
Logistics Competencies

**Career Field Competencies**
- Demand Management
- Deployment Planning
- Distribution Management
- Customer Relations Management
- Systems Engineering
- Software Engineering
- Business Acumen
- Supply Chain Management

**Common Competencies**
- Critical Thinking in Uncertain Environment
- Operate in Network within Networks
- Intuitive Decision-Making
- Business Management (Lean, CPI, FM, etc)
- Risk Management
- Life Cycle Management
- Joint Logistics Management
Key Trends—Future Competencies

**KEY TRENDS**

- Shifting Workforce Demographics
- Flattening DoD Organization
- Accelerating Rate of Change in Science & Technology

**FUTURE COMPETENCIES**

- Business Acumen
- Contracting
- Knowledge Management
- Joint Planning
- Data Interoperability
- Interdisciplinary workforce
- Software Engineering
- Systems Engineering
- Theatre Engineering
Complementary Competencies
Shared Development

DoD Logisticians

- Military, 700K
- Civilian, 300K
- Air Force, 27%
- Marines, 10%
- Navy, 24%
- DoD Other, 3%
- Army, 36%

(AcqLog 14K)
Multiple DoD Resources
Multiple Industry Resources
Today’s Discussion Topics

• Developing Logisticians

• Ensuring curriculums are relevant

• Working Together: Opportunities and Challenges