Taking Logistics Workforce Professional Development to the Next Level

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March 13, 2008
AT&L Performance Learning Model

FY 2008 Enhancement

DAU Mission
Provide practitioner training, career management, and services to enable the AT&L community to make smart business decisions and deliver timely and affordable capabilities to the warfighter.
Benefits of AT&L PLM

Accelerated Growth & Sustained Expertise

Learning at the Point of Need

Learning Retention

With Just Training – Single-Dimensional Learning Environment

Scrap Learning

Training Event

Performance

Expert

Novice

Time
What is Core Plus?

Core Plus is designed to guide workforce members to additional training beyond what’s required for DAWIA certification.

“Plus” or job competency point-of-need training (frequently CLMs) (tailored to your specific job or assignment)

Common acquisition foundation knowledge & skills (all DoD AT&L workforce members)

Career Field foundation knowledge and skills (all career field members)

Core Plus is an enhancement to existing AT&L certification framework, not a replacement!
FY08 Life Cycle Logistics Level I
Core Plus Framework Example

Three Level Certification Framework

Distinct Acquisition Logistics & Sustainment Tracks

Acquisition & Functional Core DAWIA Certification Standards – applies to all career field members

Tailored Cross-Functional “Plus” Training, Education & Experience Opportunities – based on the job or assignment
Competency Model Applications

Agile Mission Support
- Enables improved organizational refinements to align the skills with mission needs

Improved Learning/Training
- Enables 21st Century Training Framework
- (Performance Learning Model, Core Plus, Engaged Learner Initiatives)

Development & Career Planning
- Enhance IDP & Organization Development
- Improved targeted training

Strategic Workforce Planning

Human Resources (RH&S)

Learning Management System (Crosswalk)

Validated Competency Models
- Competency Requirements Management System (CRMS)

Standards-Based

Performance Management IDPs

Performance Learning Model (LAP)

High(er)-Performing Workforce
- Productivity enhancement

Gap Assessment
- Assess proficiency, importance, frequency and difficulty
- Migrate best practices and tools for successful performance

Recruiting & Selection
- Improve identification of key behaviors contributing to successful performance
Business Model Drives Competencies and Workforce Reshaping

Life Cycle Management Framework

Industry/Government

Buys Performance as a Package

Force Provider

Partnerships

Program Manager

Acquisition

Sustainment

Life Cycle Logisticians

• Materiel Availability KPP and Reliability/Cost KSAs
• Life Cycle Sustainment Outcome Metrics
• Project/sustain the force with minimal footprint
• Implement Performance-Based Logistics (PBL) to compress supply chains and improve readiness
• Seek enabling technologies for transformational logistics and innovative operational concepts
Summary

- Full range of targeted learning resources -- when and where the workforce needs them
- Rapidly evolving portfolio of learning assets linked directly to logistics competencies
- Core Plus is next step to learning at the point of need and interdisciplinary integration

Extensive opportunities for AT&L, non-AT&L & Industry workforce to leverage DAU learning resources
“The only thing more troubling than acquisition managers that ignore logistics is logisticians that don’t seize the opportunity to influence acquisition outcomes.”
- R. Fowler