



Taking Logistics Workforce Professional Development to the Next Level

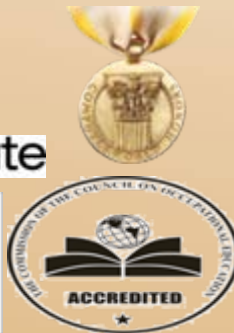
Randy Fowler
Defense Acquisition University
March 13, 2008



CHIEF LEARNING OFFICER
Solutions for Enterprise Productivity

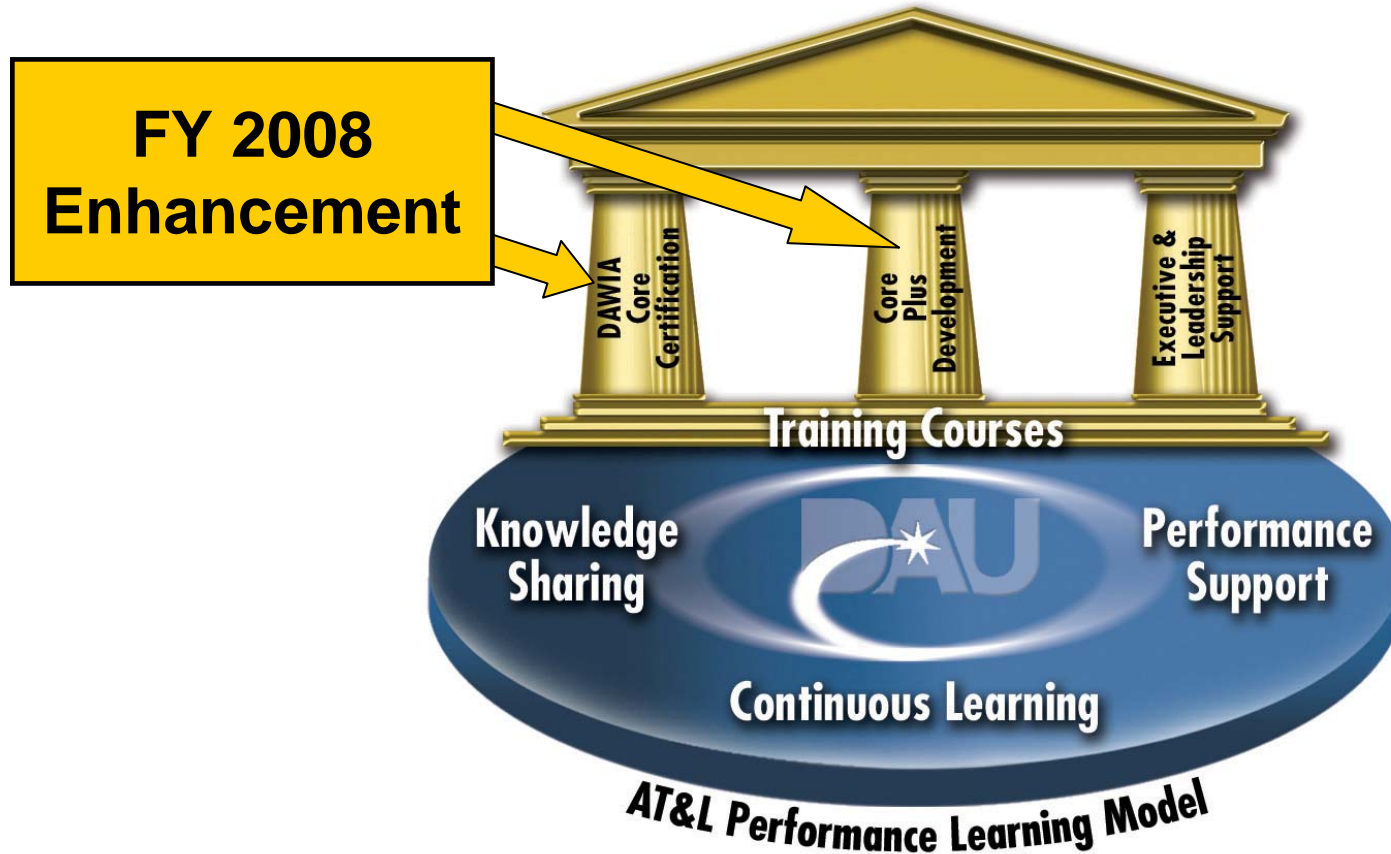


the e²gov institute





AT&L Performance Learning Model

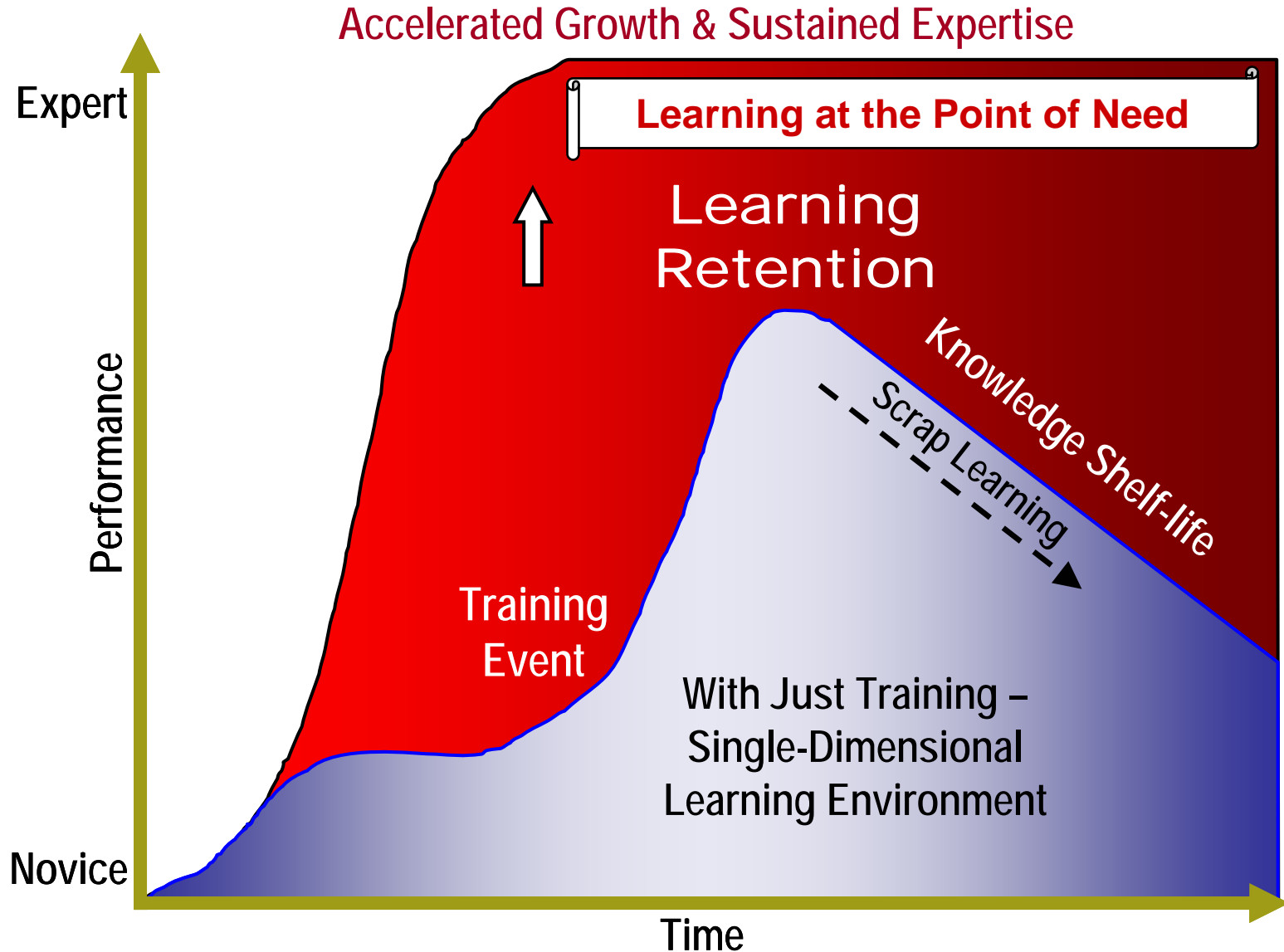


DAU Mission

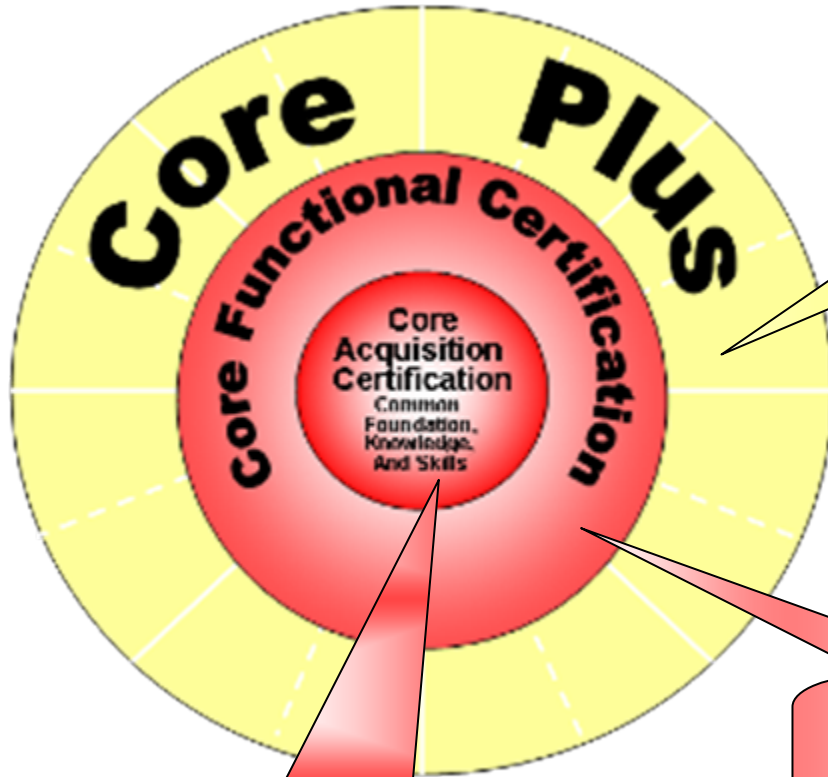
Provide practitioner training, career management, and services to enable the AT&L community to make smart business decisions and deliver timely and affordable capabilities to the warfighter.



Benefits of AT&L PLM



What is Core Plus?



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

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

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

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

Life Cycle Logistics (Entry) Level I

Type of Assignment	Representative Activities
Acquisition Logistics (e.g. Service acquisition organizations IPTs, Program Offices, Life Cycle Management Commands)	<ul style="list-style-type: none"> Plans/develops effective and affordable weapons, materiel, or information systems support strategies. Ensures product support strategies meet program goals for operational effectiveness and readiness. Ensures supportability requirements consistent with cost, schedule, and performance are addressed. Plans and develops performance based logistics (PBL) as preferred DoD product support approach. Ensures integration of all support elements to maximize system deployability, supportability, and mobility.
Sustainment (e.g., Logistics/Materiel Commands/Centers, ICPs, depots, defense agencies)	<ul style="list-style-type: none"> Implements effective and affordable weapons, materiel, or information systems support of fielded and/or out of production systems, including obsolescence, modernization/ modification, sustaining engineering, workload allocation, public-private partnerships, supply chain management (SCM), and/or system retirement. Executes and manages system PBL support strategy, ensuring system performance requirements are met.

Core Certification Standards ¹

Acquisition Training ²	<ul style="list-style-type: none"> ACQ 101: Fundamentals of Systems Acquisition Management
Functional Training ³	<ul style="list-style-type: none"> LOG 101: Acquisition Logistics Fundamentals LOG 102: Systems Sustainment Management Fundamentals CLL 008: Designing for Supportability in DoD Systems CLL 011: Performance Based Logistics (PBL)
Education	<ul style="list-style-type: none"> Formal education not required for certification
Experience	<ul style="list-style-type: none"> 1 year of acquisition and/or sustainment experience in life cycle logistics

Core Plus Development Guide ²

Training ¹	Type of Assignment	
	Acquisition Logistics	Sustainment
BCF 101: Fundamentals of Cost Analysis CR	X	
BCF 102: Earned Value Management	X	
CON 110: Mission Support Planning	X	
CON 111: Mission Planning Execution	X	
SYS 101: SPRDE Fundamentals	X	
TST 101: Introduction to Acq Workforce Test & Evaluation	X	
CLB 007: Cost Analysis	X	X
CLB 009: Planning, Programming, Budgeting and Execution (PPBE)	X	X
CLB 012: Cost as an Independent Variable	X	
CLC 013: Performance Based Services Acquisition (PBSA)	X	
CLC 019: Leveraging DCMA for Program Success	X	X
CLC 108: Strategic Sourcing		X
CLC 112: Contractors Accompanying the Force	X	X
CLE 003: Technical Reviews	X	
CLE 015: Continuous Process Improvement (CPI) Familiarization	X	X
CLE 301: Reliability and Maintainability	X	X
CLL 002: Defense Logistics Agency (DLA) Support to the Program Manager	X	X
CLL 006: Depot Maintenance Partnering		X
CLL 014: Joint Systems Integrated Support Strategies	X	X
CLL 017: Defense Distribution		X
CLM 032: Evolutionary Acquisition	X	X
CLM 021: Introduction to Reducing Total Ownership Costs (R-TOC)	X	X
CLM 013: Work Breakdown Structure (WBS)	X	

Education

Baccalaureate Degree in a technical, scientific, or managerial field

Experience

² 2 years of life cycle logistics experience in support of acquisition or sustainment of DoD weapons/ materiel systems

¹ These Standards list the training, education and experience required for certification at this level.

² A “CR” following a course title indicates the course is delivered as resident based instruction.

³ When preparing your IDP, you and your supervisor should consider the training, education and experience listed in this Core Plus Developmental Guide if not already completed.



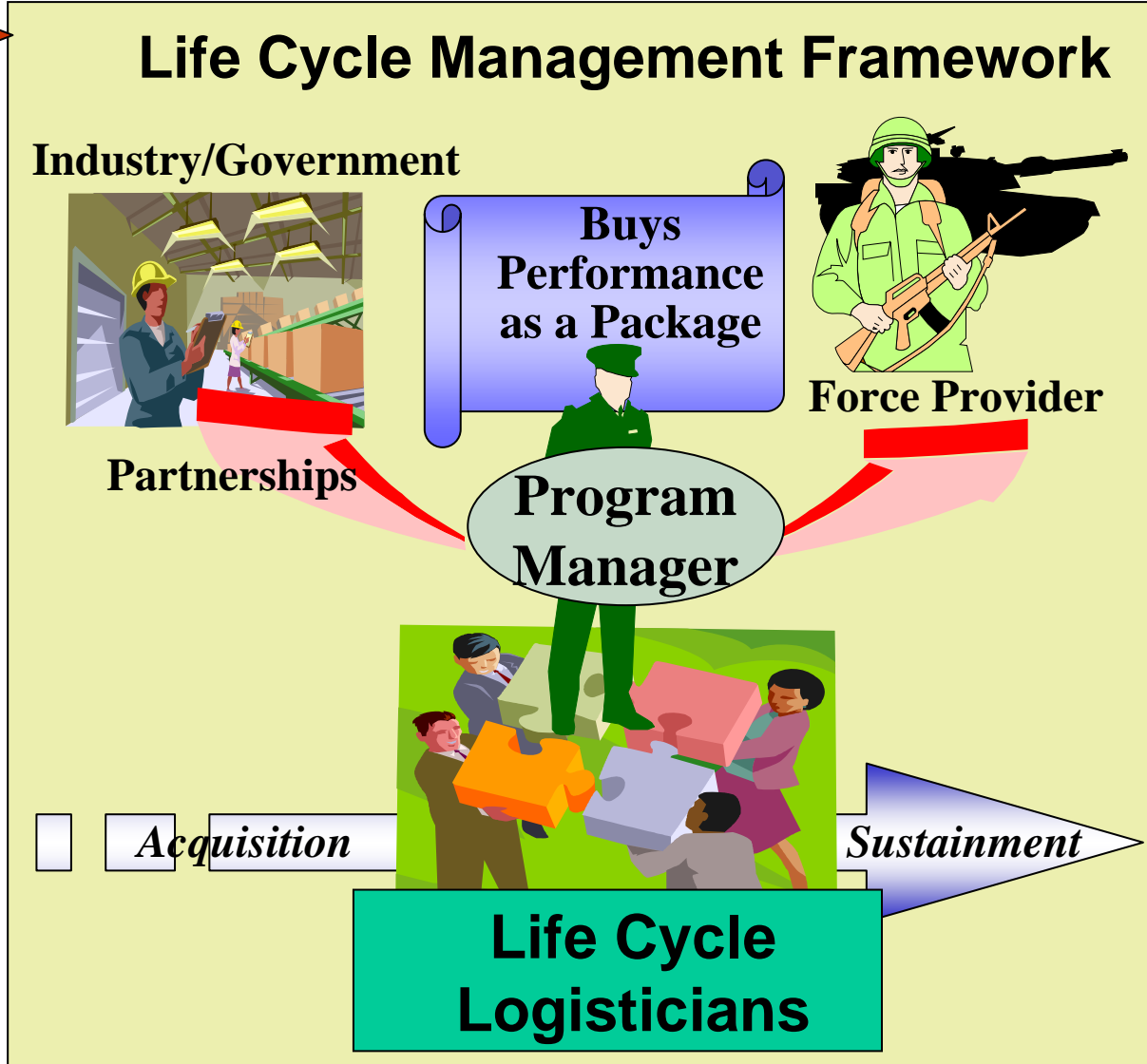
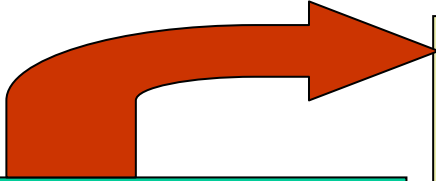
Competency Model Applications





Business Model Drives Competencies and Workforce Reshaping

- 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



- 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



APRIL 15, 2008

**Near-term opportunity
to continue education
of future logisticians**

“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



ACQUISITION COMMUNITY SYMPOSIUM

The Defense Life Cycle Management Challenge:

Innovation in Acquiring, Sustaining and Improving DoD Weapon Systems



Fort Belvoir, Virginia
April 15, 2008

For local VTC location and details visit
www.dauaa.org or call 1-800-755-8805.



Mark your calendars for
this significant event.

This is your opportunity to learn and share best
practices with other acquisition professionals.

THIS TRAINING SEMINAR QUALIFIES TOWARD 4 CONTINUOUS LEARNING POINTS (CLP)
SPONSORED BY THE DAU ALUMNI ASSOCIATION AND CORPORATE ASSOCIATES