DoD Logistics

Human Capital Strategy (HCS)

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The DoD Logistics Human Capital vision is a multi-faceted logistics workforce that will succeed in a Joint operating environment.

<table>
<thead>
<tr>
<th>Benefits of a High Performing, Agile and Ethical Workforce</th>
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<tbody>
<tr>
<td><strong>Individual</strong></td>
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<td><strong>Services &amp; Agencies</strong></td>
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<td><strong>Total Force</strong></td>
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<tr>
<th>Outcomes of a Competency-Based Enterprise Logistics Workforce</th>
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<tr>
<td>• Empowers a mobile workforce for flexibility to support future requirements</td>
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<td>• Sustains the knowledge base</td>
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<td>• Optimizes enterprise resources</td>
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<td>• Provides consistent expectations and application of competencies and skills requirements</td>
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<td>• Defines a common lexicon for communication across logistics workforce</td>
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The right mix capabilities for DoD Logistics is essential

“I” People – Deep knowledge, narrow expertise in functional segment, with limited knowledge of other functional segments or fields

“T” People – Broader knowledge across a field, possibly with depth in some but not all logistics segments; some knowledge of business or other fields; some development assignments and training.

Enterprise Logistician – Multi-faceted logistician with expertise in many segments and knowledge of the logistics process end-to-end; business education; executive training; industry, multi-component experience.
Six elements will contribute to success

Education, Training, Collaboration and Developmental Assignments

Logistics Executive Steering Group (ESG)
These elements will serve as a resource for the Services’ Logistics Human Capital Efforts.

Service Human Capital Efforts

- Coordination of Efforts & Information
- Logistics Career Roadmap
- Workforce Categories
- Logistics Career Development Framework
- Logistics Competencies
- Certificate/Certification Program
- Logistics Executive Steering Group (ESG)
- Education, Training, Collaboration and Developmental Assignments
- Leverage Competencies & other Outputs

Coordination of Efforts & Information

Leverage Competencies & other Outputs
Competencies have been coordinated / integrated with other logistics human capital efforts

DoD Logistics Human Capital Effort

OPR

Common Characteristics

Distinct Characteristics

Logistician Competency Profiles
- Supply Management
- Maintenance Support
- Deployment/Distribution/Transportation

Logistics Career Development Framework
Raising the esteem of the defense logistics profession

Guidance and joint logistics perspectives for logistics education and training

Industry Logistician Competencies
- Logistician of Future
- Logistics IT
Logistics Career Development Roadmap will enable the Development of the Right Mix of DoD Logisticians

Workforce Categories

Industry

Government

Civilian

Military

Level I

Level II

Level III

Level IV

Level V

Supply Management

Maintenance Support

Deployment/Distribution/Transportation

Life Cycle Logistics

Joint Logistics Experience

Service/Agency Specific Competency Levels

“T” People – Broader knowledge across a field, with depth in some but not all logistics fields

Enterprise Logistician – Multi-faceted logistician with expertise in many fields and end-to-end logistics process

“I” People – Deep knowledge, narrow expertise in functional field; limited knowledge of other fields
The QDR vision is becoming reality

Quadrennial Defense Review (QDR)
- Competency-Based Planning
- Performance-Based Management
- Opportunities for Personal Growth

AT&L Human Capital Strategic Plan
- Goal 1: High Performing, Agile and Ethical Workforce
- Goal 4: Cost-Effective Joint Logistics Support for the Warfighter

DoD Logistics Human Capital Challenges
- Future Logistics Trends Assessed
- Logistics Workforce Categories Defined

DoD Logistics Human Capital Strategy
- Human Capital Vision Created
- Logistics Competencies Defined
- Logistics Proficiencies Specified

DoD Logistics Career Development Framework
- Education, Training, and Developmental Assignments – Identify, Assess Gaps, Develop database
- Logistics Career Development Framework (LCDF) Assessment Process - Develop
- LCDF – Identify Pilot Organization(s) and Develop Pilot Implementation Plan

DoD Logistics HCS Pilot Implementation and Certificate Program
- LDCF - Implement across DoD Logistics Community
- Certificate / Certification Program - Develop
A Professional Logistics Career Development Framework
to Enable the Optimization of People & the Logistics Enterprise