

DoD Logistics

Human Capital Strategy (HCS)



24th ANNUAL NATIONAL LOGISTICS CONFERENCE & EXHIBITION

Jim Hall

Assistant Deputy Under Secretary of Defense

Logistics Plans and Studies

March 13, 2008



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



Benefits of a High Performing, Agile and Ethical Workforce

Individual	Cross-functional development for more flexibility and growth
Services & Agencies	A DoD enterprise system to identify & utilize the desired competencies to meet mission needs
Total Force	Logistics synergy to provide capabilities for current and emerging mission requirements

Outcomes of a Competency-Based Enterprise Logistics Workforce

- Empowers a mobile workforce for flexibility to support future requirements
- Sustains the knowledge base
- Optimizes enterprise resources
- Provides consistent expectations and application of competencies and skills requirements
- Defines a common lexicon for communication across logistics workforce



The right mix capabilities for DoD Logistics is essential

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

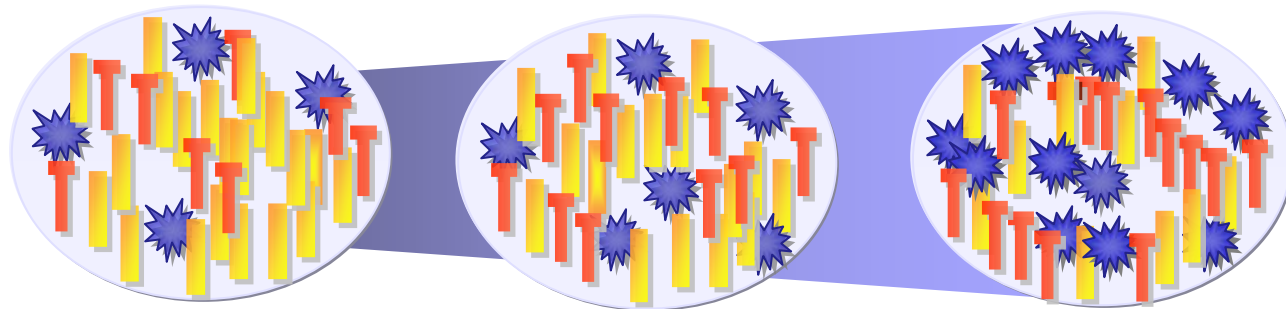
T **“T” People** – Broader knowledge across a field, possibly with depth in some but not all logistics segments; some knowledge of business or other fields; some development assignments and training.

Star **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.

Current

Near Future

Future

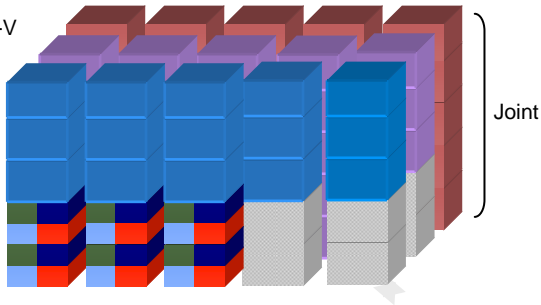




Six elements will contribute to success

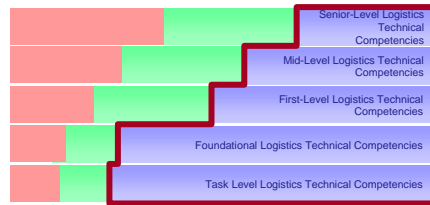
Logistics Career Roadmap

Levels I-V



Workforce Categories

Logistics Competencies



- Fundamental Competencies
- Leadership & Management Competencies
- Logistics Technical Competencies

Education, Training, Collaboration and Developmental Assignments

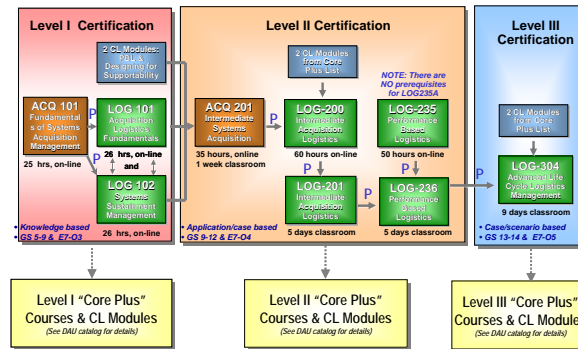


& others

Logistics Career Development Framework

Name & Contact Information	
Name:	John Smith
Serial number:	2D4994
Manager:	Julie Dow
Workforce Category Levels	
Supply Management	4
Deployment/Distribution/Transportation	2
Maintenance Support	1
Life Cycle Logistics	2
Fundamental Competencies	
Public Service Motivation	Experienced
Continual Learning	Experienced
Oral Communication	Foundational
Written Communication	Experienced

Certificate/Certification Program



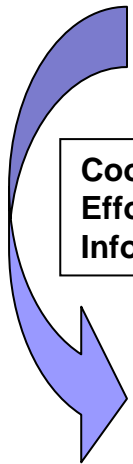
Logistics Executive Steering Group (ESG)



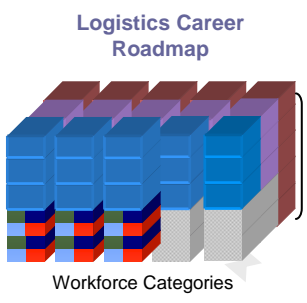


These elements will serve as a resource for the Services' Logistics Human Capital Efforts.

Service Human Capital Efforts

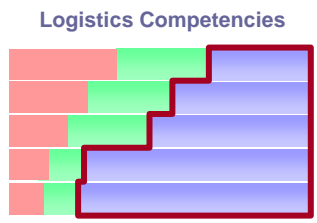


Coordination of Efforts & Information



Logistics Career Development Framework

Name & Contact Information	
Name:	John Smith
Workforce Category:	Logistics
Manager:	Jillie Doe
Workforce Category Levels	
Level 1:	<input type="checkbox"/>
Level 2:	<input type="checkbox"/>
Level 3:	<input type="checkbox"/>
Level 4:	<input type="checkbox"/>
Level 5:	<input type="checkbox"/>
Level 6:	<input type="checkbox"/>
Level 7:	<input type="checkbox"/>
Level 8:	<input type="checkbox"/>
Level 9:	<input type="checkbox"/>
Level 10:	<input type="checkbox"/>
Level 11:	<input type="checkbox"/>
Level 12:	<input type="checkbox"/>
Level 13:	<input type="checkbox"/>
Level 14:	<input type="checkbox"/>
Level 15:	<input type="checkbox"/>
Level 16:	<input type="checkbox"/>
Level 17:	<input type="checkbox"/>
Level 18:	<input type="checkbox"/>
Level 19:	<input type="checkbox"/>
Level 20:	<input type="checkbox"/>
Level 21:	<input type="checkbox"/>
Level 22:	<input type="checkbox"/>
Level 23:	<input type="checkbox"/>
Level 24:	<input type="checkbox"/>
Level 25:	<input type="checkbox"/>
Level 26:	<input type="checkbox"/>
Level 27:	<input type="checkbox"/>
Level 28:	<input type="checkbox"/>
Level 29:	<input type="checkbox"/>
Level 30:	<input type="checkbox"/>
Level 31:	<input type="checkbox"/>
Level 32:	<input type="checkbox"/>
Level 33:	<input type="checkbox"/>
Level 34:	<input type="checkbox"/>
Level 35:	<input type="checkbox"/>
Level 36:	<input type="checkbox"/>
Level 37:	<input type="checkbox"/>
Level 38:	<input type="checkbox"/>
Level 39:	<input type="checkbox"/>
Level 40:	<input type="checkbox"/>
Level 41:	<input type="checkbox"/>
Level 42:	<input type="checkbox"/>
Level 43:	<input type="checkbox"/>
Level 44:	<input type="checkbox"/>
Level 45:	<input type="checkbox"/>
Level 46:	<input type="checkbox"/>
Level 47:	<input type="checkbox"/>
Level 48:	<input type="checkbox"/>
Level 49:	<input type="checkbox"/>
Level 50:	<input type="checkbox"/>



Education, Training, Collaboration and Developmental Assignments

& others

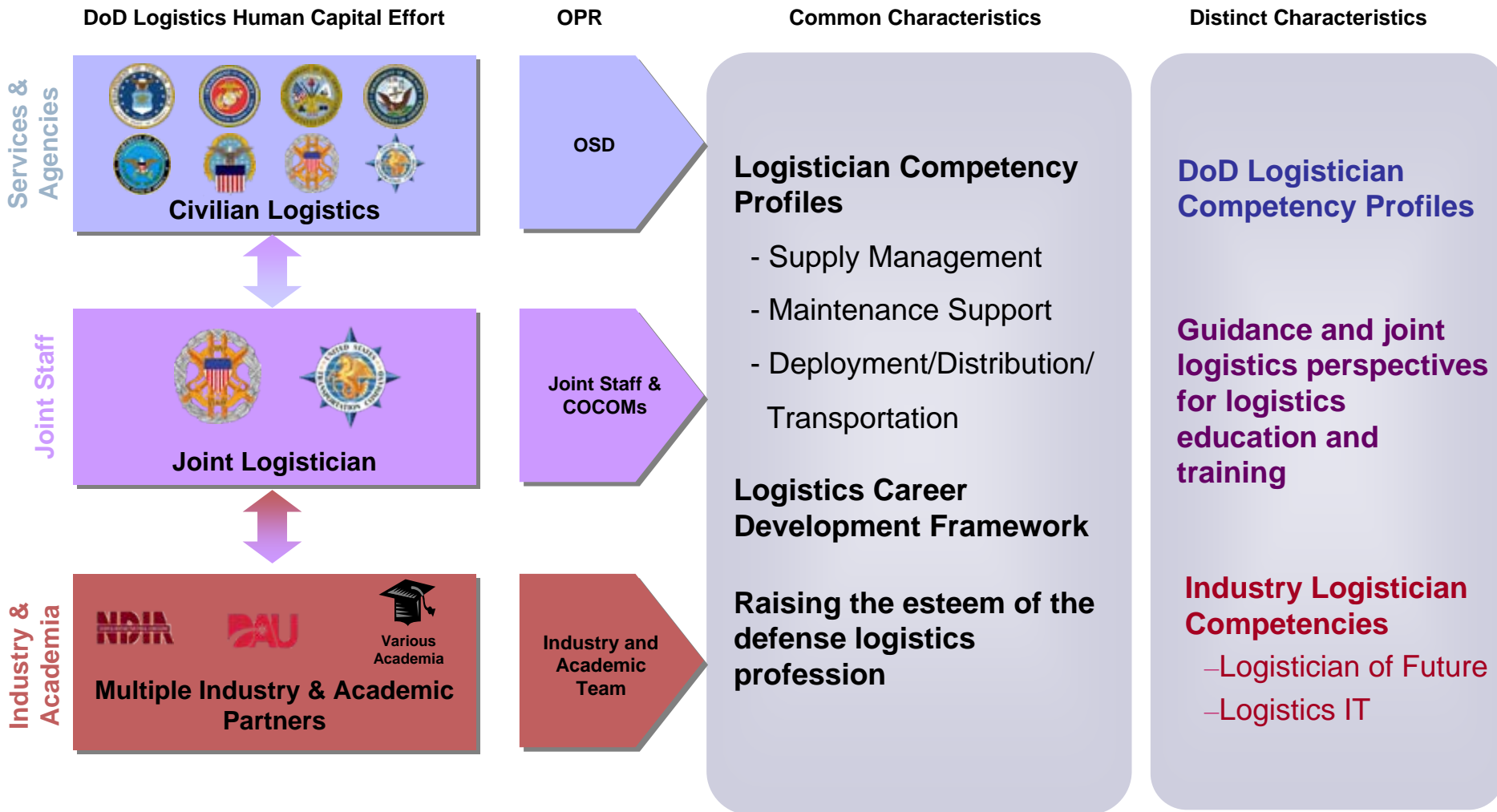


Leverage Competencies & other Outputs



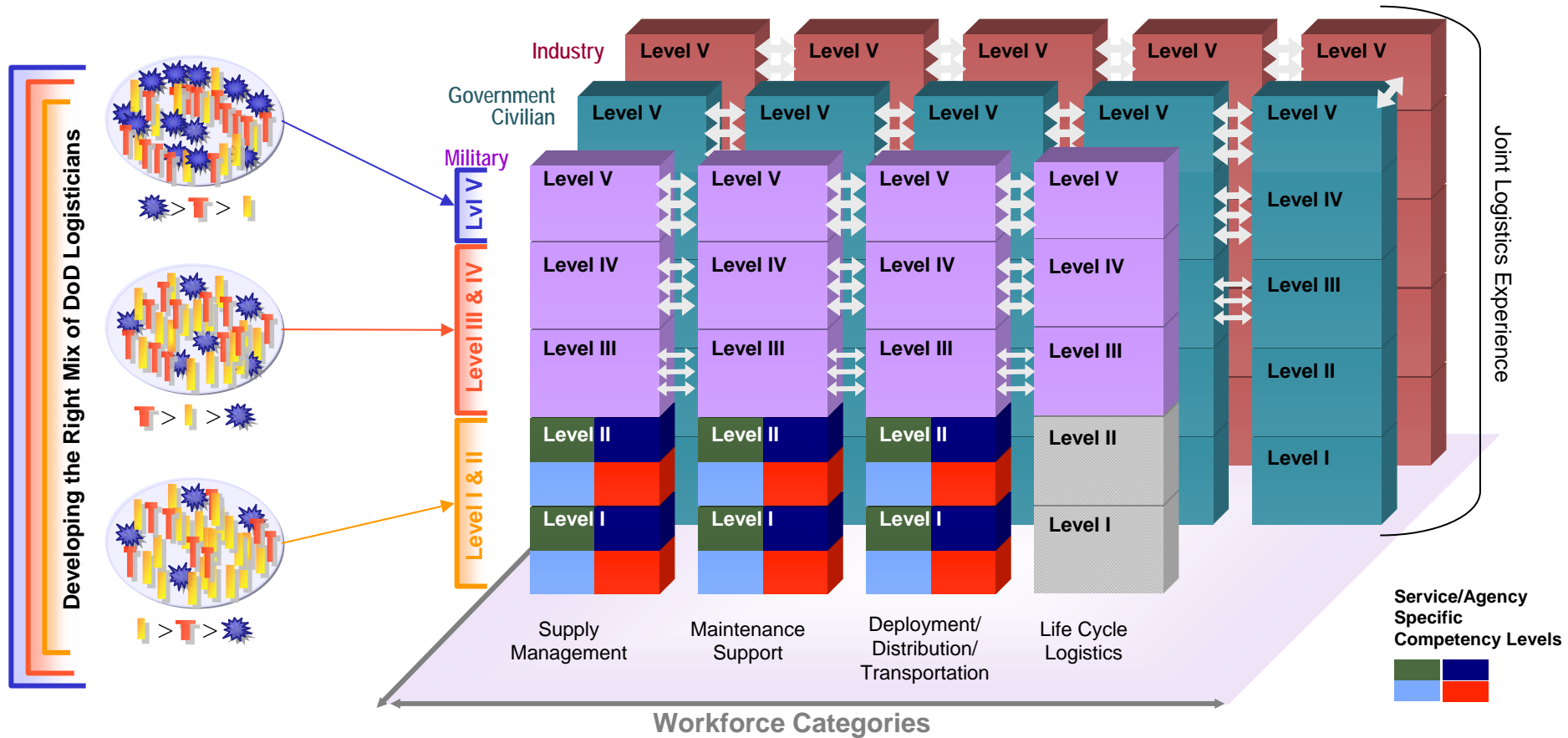


Competencies have been coordinated / integrated with other logistics human capital efforts





Logistics Career Development Roadmap will enable the Development of the Right Mix of DoD Logisticians



"I" People – Deep knowledge, narrow expertise in functional field; limited knowledge of other fields

"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



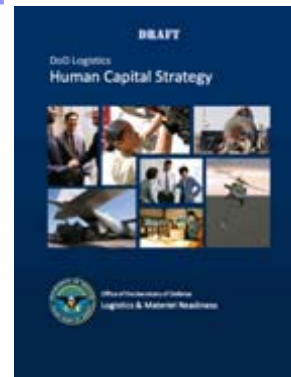
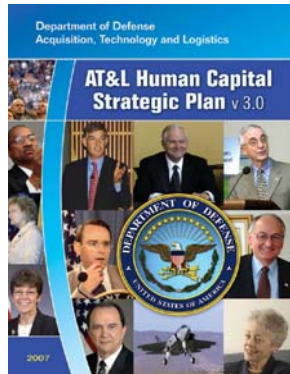
The QDR vision is becoming reality

2006

2007

2008

2009 +



Quadrrenial 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



People are our priority

A **P**rofessional Logistics Career Development Framework
to **E**nable
the **O**ptimization
of **P**eople
& the **L**ogistics
Enterprise

