



Life Cycle Logistics Workforce Category

LOGISTICS COMMUNITY OF INTEREST

0346 LOGISTICS MANAGEMENT SERIES
Competency-Based Learning Map and Training Strategy

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Competency-Based Learning Map Overview

The United States Marine Corp (USMC) Logistics Community of Interest (COI) developed this competency-based learning map to support 0346 logistics management professional development of technical competencies and training. This learning map is organized by a group of competencies, which together define successful performance in the 0346 Logistics Management series. Competency-based learning maps are essential resources for career development and useful for identifying the knowledge and skillsets you, an employee of the USMC, need to excel and advance in your professional role.

Learning maps are comprised of several components, described in Table 1 below:

Table 1. Components of a Competency-Based Learning Map

Competency Titles and Definitions	Describe the capabilities required for success within a particular position or job role
Proficiency Targets	Define different levels of performance (Entry, Journeyman, and Expert) within a competency area
Behavioral Indicators (BIs)	Examples of activities performed by an individual that illustrate how a competency is demonstrated at varying levels of proficiency: Entry, Journeyman, and Expert. This document does not define all BIs required for 0346 positions.
Training	<p>Mandatory: Training required to be completed based on Federal, State, or Marine Corps requirements/regulations</p> <p>Recommended: Core, Core-Plus, and Sustainment training identified to enhance performance in competency areas</p> <ul style="list-style-type: none"> • <i>Core:</i> Initial training that all personnel should have in related position from entry to senior levels • <i>Core-Plus:</i> Advanced training that is necessary for career progression that all mid-senior personnel should have in addition to the core training. Core-Plus training is recommended for personnel from General Schedule (GS)-11 to GS-15 • <i>Sustainment:</i> Training intended to maintain credentials or a good training course to have, but not necessary for career advancement

Logistics Management Series Defined

This series covers positions concerned with directing, developing, or performing logistics management operations that involve planning, coordinating, or evaluating the logistical actions required to support a specified mission, weapons system, or other designated program. The work involves (1) identifying the specific requirements for money, manpower, material, facilities, and services needed to support the program and (2) correlating those requirements with program plans to assure that the needed support is provided at the right time and place. Logistics work requires (1) knowledge of agency program planning, funding, and management information systems, (2) broad knowledge of the organization and functions of activities involved in providing logistical support, and (3) ability to coordinate and evaluate the efforts of functional specialists to identify specific requirements and to develop and adjust plans and schedules for the actions needed to meet each requirement on time. Positions in this series require some degree of specialized knowledge of some or all of the logistics support activities involved. The paramount qualification requirement, however, is the ability to integrate the separate functions in planning or implementing a logistics management program.

Competency Areas

Fifteen competencies have been identified for the successful performance in the 0346 series:

- | | | |
|--------------------------------------|---------------------------------------------------|----------------------------------------------|
| 1. Product Support Management | 6. Packaging, Handling, Storage, & Transportation | 11. Facilities & Infrastructure |
| 2. Design Interface | 7. Technical Data | 12. Automated Information Services |
| 3. Sustaining Engineering | 8. Support Equipment | 13. Distribution & Transportation Operations |
| 4. Supply Management | 9. Training & Training Support | 14. Equipment Management |
| 5. Maintenance Planning & Management | 10. Manpower & Personnel | 15. Logistics Services Support |

Proficiency and Skill Band Definitions

The Proficiency Rating Scale (Table 2) below details the rating given for each level of proficiency and its corresponding definition. Proficiency levels describe the degrees of competency required to perform a specific job successfully; these levels relate to the work required for a specific job. Different jobs require different levels of proficiency for successful performance. The proficiency levels provided in this learning map indicate the minimum proficiency target for successful performance.

Table 2. Proficiency Rating Scale

1	Basic	No Proficiency	Conceptual Knowledge Only/No Experience
2	Applied	Low Proficiency	Able to Apply with Help
3	Intermediate	Moderate Proficiency	Able to Apply Autonomously
4	Advanced	High Proficiency	Proficient/Able to Help Others
5	Expert	Very High Proficiency	Expert Knowledge

The USMC COIs have outlined a career progress structure that more accurately reflects the change in your abilities and responsibilities over time. That structure is called the Skill Level Structure (Table 3). It is associated with each occupational series and follows you from the time you are an entry-level employee until you attain the level of a management employee. Career progress in the USMC has traditionally been based on the federal government pay schedule system. The ratings within the pay schedule system are associated with Job Skill Levels:

Table 3. Skill Level Structure

Job Skill Level	Definition	Pay Plan	Beginning Grade	Target Grade
1	Entry	GS	5	8
2	Journeyman	GS	9	12
3	Expert	GS	13	15

Behavioral Indicators (BIs)

It is important to define how competencies are manifested at different skill levels. Behavior Indicators are on-the-job examples of behaviors and activities that illustrate how a competency is demonstrated at varying skill levels and provide an objective description of the behavior that can be observed in an individual as evidence that they either have or do not have the skills at the required level needed for the competency. These are examples of what the competency could look like at varying skill levels and are not inclusive of all behaviors demonstrating the competency for each skill level. This information is provided as a tool to help guide evaluations of employee proficiency; however, it should not be used as a checklist for employees' behaviors.

Certifications and Training

Certifications are practical options for formalizing a specific competency or skillset. The Logistics COI has identified several certifications and programs (Table 4) that are applicable to the 0346 series. While these certifications and programs are not required, staff are encouraged to complete to improve and formalize their skillsets. However, some certifications and programs below may be required according to your command and billet. Work with your supervisor to ensure you meet command certification training requirements.

The training courses found in Appendix A of this learning map are recommended (Core, Core-Plus, and Sustainment) and may not be inclusive of all training available. Training titles and vendors are subject to change as the courses evolve. Additionally, there are several external resources (Defense Acquisition University (DAU), MarineNet, Learning Tree, Lynda.com, etc.) that provide a variety of training opportunities available to all personnel for professional knowledge and skill enhancement.

Table 4. Certifications and Programs

Certification / Program	Vendor	Website Link
DAWIA Life Cycle Logistics (Levels I-III) (as required by billet)	Defense Acquisition University (DAU)	https://dap.dau.mil/career/log/Pages/Certification.aspx
Configuration Management (CMII) (1-8)	Institute of Configuration Management (ICM)	https://icmhq.com/cmii-ipe_insight/cmii-certification/
Program Management Graduate Certificate	Florida Institute of Technology (FIT)	http://www.fit.edu/virtual/academics/certificates/
Marine Corps Command and Staff College Program	Marine Corps University	https://www.mcu.usmc.mil/csc/SitePages/About.aspx
Federal Acquisition Certification in Contracting (FAC-C) (Levels I-III)	Federal Acquisition Institute	https://www.fai.gov/drupal/certification/contracting-fac-c
Leadership Excellence in Acquisition Program	Partnership for Public Service	https://ourpublicservice.org/issues/develop-leaders/leadership-excellence-in-acquisition-program.php
The Dwight D. Eisenhower School for National Security and Resource Strategy	National Defense University	http://es.ndu.edu/
Life Cycle Executive Leadership Program	Institute of Defense and Business (University of North Carolina at Chapel Hill) (IDB (UNC))	https://www.idb.org/programs

Competency Model

A competency model is a group of competencies that together define successful performance in a particular occupation. The Logistics COI has adapted this model from the draft Department of Defense (DoD) Defense Civilian Personnel Advisory Service for the 0346 series. The competency model, to include definitions, corresponding BIs, and minimum proficiency target levels has been provided in the charts below.

COMPETENCY	DEFINITION		
1. Product Support Management	Plan, manages, analyzes, and budgets for system requirements across all Integrated Product Support elements over the program life cycle, and integrate results into program of record documentation.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8		Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15
2		3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> • Gathers customer performance requirements to provide input into the development of Life Cycle Sustainment Plan and Performance-Based Logistics strategies. • Knowledge of sustainment technologies. • Monitors and updates product support strategies. • Monitors program metrics and objectives of Key Performance Parameters. • Implements risk management strategies to mitigate impacts on product support. • Ensures the configuration management is maintained throughout the life cycle. • Implements disposal and demilitarization of systems at end of life cycle. 		
Journeyman	<ul style="list-style-type: none"> • Analyzes and organizes customer performance requirements to provide input into the development of a Life Cycle Sustainment Plan and Performance-Based Logistics strategies. • Assesses and integrates sustainment technologies to improve outcomes within the performance-based environment. • Knowledge of program life cycle strategies for USMC statutory/regulatory requirements. • Develops, monitors, and updates product support strategies. • Monitors, evaluates, and reports program metrics and objectives of Key Performance Parameters and Key System Attributes. • Develops and implements risk management strategies to mitigate impacts on product support. • Researches and identifies teams, stakeholders, and/or partnerships to leverage capabilities representing government, industry, and related functional areas. • Ensures the configuration management process developed during design and development is maintained throughout the life cycle. • Plans for and implements disposal and demilitarization of systems at end of life cycle. 		
Expert	<ul style="list-style-type: none"> • Develops and implements a Life Cycle Sustainment Plan and Performance-Based Logistics strategies. • Assesses the sustainment technology outcomes within the performance-based environment. • Applies and aligns program life cycle strategies to USMC policy and statutory/regulatory requirements to include optimizing use of public and private sector capabilities. • Establishes and incorporates product support strategies for future change. • Evaluates program metrics and objectives (e.g., Key Performance Parameters, Key System Attributes). • Develops, provides, and ensures risk management strategies are enacted to mitigate impacts on product support. • Identifies, budgets for, and/or structures teams, stakeholders, and partnerships to leverage capabilities representing government, industry, and related functional areas. • Ensures the configuration management process developed during design and development is maintained throughout the life cycle. • Plans for and implements disposal and demilitarization of systems at end of life cycle. 		

COMPETENCY	DEFINITION	
2. Design Interface	Participates in the systems engineering process to influence the design throughout the total life cycle, facilitating supportability analysis methods to maximize the availability, sustainability, and capability of the system at the optimal life cycle cost.	
MINIMUM PROFICIENCY TARGET LEVELS		
Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15
1	2	4
BEHAVIORAL INDICATORS		
Entry	<ul style="list-style-type: none"> Participates in the design for Human Systems Integration factors. Participates in the design for reliability, availability, maintainability, affordability, safety, and life cycle cost reduction. Participates in the design for energy efficiency, re-usability, disposability, sustainability, and minimum environmental impacts. Participates in modeling, simulation, and logistics demonstrations to evaluate performance-based outcomes. Participates in engineering and supportability analysis to validate performance-based improvements. Knowledge of affordability and readiness with organizational processes, capabilities, incentives, and strategies. Participates in the optimization of design suitability and survivability while minimizing vulnerability under environmental and other external conditions. Knowledge of configuration management. Participates in design interface that optimizes systems readiness and interoperability in order to minimize the logistics footprint. 	
Journeyman	<ul style="list-style-type: none"> Participates in the design for Human Systems Integration factors. Participates in the design for reliability, availability, maintainability, affordability, safety, and life cycle cost reduction. Participates in the design for energy efficiency, re-usability, disposability, sustainability, and minimum environmental impacts. Participates in modeling, simulation, and logistics demonstrations to evaluate performance-based outcomes. Participates in engineering and supportability analysis to validate performance-based improvements. Participates in the optimization of affordability and readiness with organizational processes, capabilities, incentives, and strategies. Participates in the optimization of design suitability and survivability while minimizing vulnerability under environmental and other external conditions. Maintains configuration management. Provides input to design interface that optimizes systems readiness and interoperability in order to minimize the logistics footprint. 	
Expert	<ul style="list-style-type: none"> Provides recommendations into the design for Human Systems Integration factors. Provides recommendations into the design for reliability, availability, maintainability, affordability, safety, and life cycle cost reduction. Provides recommendations into the design for energy efficiency, re-usability, disposability, sustainability, and minimum environmental impacts. Incorporates modeling, simulation, and logistics demonstrations results to improve design interface. Incorporates engineering and supportability analysis to validate performance-based improvements. Optimizes affordability and readiness with organizational processes, capabilities, incentives, and strategies. Optimizes design suitability and survivability while minimizing vulnerability under environmental and other external conditions. Ensures configuration management. Drives design interface that optimizes systems readiness and interoperability in order to minimize the logistics footprint. 	

COMPETENCY	DEFINITION	
3. Sustaining Engineering	Supports systems in the operational environment by identifying, reviewing, assessing, and resolving deficiencies throughout the life cycle.	
MINIMUM PROFICIENCY TARGET LEVELS		
Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15
2	3	4
BEHAVIORAL INDICATORS		
Entry	<ul style="list-style-type: none"> Gathers and applies processes for procedural, operational, and technical in-service problems. (e.g., deficiency reports, operational hazards). Implements technology insertion to improve program performance-based outcomes. Conducts predictive analyses to facilitate product improvement. Measures and implements sustaining engineering effectiveness. 	
Journeyman	<ul style="list-style-type: none"> Applies and analyzes processes to correct procedural, operational, and technical in-service problems (e.g., deficiency reports, operational hazards). Utilizes sustaining engineering results to drive design changes and implement technology insertion to improve program performance-based outcomes. Conducts predictive analyses to facilitate product improvement. Plans and implements sustaining engineering effectiveness. 	
Expert	<ul style="list-style-type: none"> Develops and implements processes to correct procedural, operational, and technical in-service problems (e.g., deficiency reports, operational hazards). Utilizes sustaining engineering results to drive design changes and implement technology insertion to improve program performance-based outcomes. Develops and conducts predictive analyses to mitigate diminishing manufacturing sources and facilitate product improvement. Ensures sustaining engineering effectiveness is planned, implemented, and measured. 	

COMPETENCY	DEFINITION		
4. Supply Management	Identifies, plans, sources, and implements management actions to acquire, store, issue, and/or dispose of all required supplies and equipment to support the customer at the optimal life cycle cost.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8		Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15
2		3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> Understands inventory management practices (e.g., forecast and demand planning, resource estimates, visibility, accountability, and control of critical items using automated tools and best practices). Uses the Joint Supply Chain Architecture and other best practices to maximize availability and affordability. Executes provisioning and replenishment for material requirements. Assists in development of contract and performance-based agreements for the supply chain. Gathers data to ensure metrics are met for support program requirements. 		
Journeyman	<ul style="list-style-type: none"> Applies inventory management practices. (e.g., forecast and demand planning, resource estimates, visibility, accountability, and control of critical items using automated tools and best practices). Uses the Joint Supply Chain Architecture and other best practices to maximize availability and affordability. Plans and implements provisioning, replenishment, and buffer stock management for material requirements. Develops and oversees implementation of contracts and performance-based agreements for the supply chain. Evaluates metrics to support program requirements. 		
Expert	<ul style="list-style-type: none"> Supervises inventory management practices. (e.g., forecast and demand planning, resource estimates, financial management, visibility, accountability, and control of critical items using automated tools and best practices). Develops and implements integrated performance-based enterprise supply chain operational strategies and requirements. Plans and implements provisioning, replenishment, and buffer stock management for material requirements using Readiness-Based Sparing and/or other best practices. Defines, develops, and/or oversees implementation of contracts and performance-based agreements with strategies appropriate for each segment and level of the supply chain, to include agreements with other DoD Components and Allies. Develops metrics to support program requirements, interoperability, and integration with DoD and industry supply chains. 		

COMPETENCY	DEFINITION		
5. Maintenance Planning & Management	Supports, identifies, plans, sources, and implements maintenance concepts, operations, and requirements to ensure the required equipment/capability is available to support the customer throughout the system lifecycle at the optimal total life cycle cost.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8		Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15
2		3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> • Applies technologies and best practices to minimize system maintenance requirements and associated costs for preventive and corrective maintenance. • Applies maintenance operations and sustainment strategies for systems and items within the performance-based outcome environment. • Uses metrics to improve maintenance operations. • Implements service life-extension programs. • Conducts preventive and corrective maintenance strategies across all levels of maintenance. 		
Journeyman	<ul style="list-style-type: none"> • Applies technologies and best practices to minimize system maintenance requirements and associated costs for preventive and corrective maintenance. • Executes maintenance operations and sustainment strategies for systems and items within the performance-based outcome environment. • Develops metrics and provides recommendations to improve maintenance operations. • Plans and implements service life-extension programs. • Plans preventive and corrective maintenance strategies across all levels of maintenance. 		
Expert	<ul style="list-style-type: none"> • Applies technologies and best practices to minimize system maintenance requirements and associated costs for preventive and corrective maintenance. • Applies, develops and executes maintenance operations and sustainment strategies for systems and items within the performance-based outcome environment. • Develops and uses metrics to evaluate and improve maintenance operations performance. • Manages service life-extension programs. • Manages and coordinates preventive and corrective maintenance strategies and operations, modifications, and calibrations across all levels of maintenance. 		

COMPETENCY	DEFINITION		
6. Packaging, Handling, Storage & Transportation	Supports, identifies, plans, sources, and acquires packaging/preservation, handling, storage, and transportation requirements to maximize availability and usability of the materiel to meet mission requirements.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15	
2	3	4	
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> • Knowledge of product packaging considerations (e.g., protection, labeling/identification, customer safety, storability, transportability, reutilization of packaging, shipping containers and pallets) relevant to each class of supply. • Knowledge of handling processes, methods, tools, and support equipment relevant to each class of supply. • Monitors and reports shelf life requirements in the development and support of systems. • Knowledge of infrastructure requirements and processes. 		
Journeyman	<ul style="list-style-type: none"> • Applies product packaging considerations (e.g., protection, labeling/identification, customer safety, storability, transportability, reutilization of packaging, shipping containers and pallets) relevant to each class of supply. • Applies handling processes, methods, tools, and support equipment relevant to each class of supply. • Plans and minimizes shelf life requirements in the development and support of systems. • Participates in identifying infrastructure requirements and processes for various categories of storage service (e.g., interim custody and protection, materials handling, and special storage situations). 		
Expert	<ul style="list-style-type: none"> • Manages product packaging considerations (e.g., protection, labeling/identification, customer safety, storability, transportability, reutilization of packaging, shipping containers and pallets) relevant to each class of supply. • Manages handling processes, methods, tools, and support equipment relevant to each class of supply. • Establishes the plan to minimize shelf life requirements in the development and support of systems. • Identifies infrastructure requirements and processes for various categories of storage service (e.g., interim custody and protection, materials handling, and special storage situations). 		

COMPETENCY	DEFINITION		
7. Technical Data	Plans, sources, and implements management actions for all classes of supply. Develops, acquires, and validates information to maximize equipment effectiveness. Defines and maintains the configuration baseline of the entire system to meet mission requirements.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8		Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15
2		3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> Participates in developing data management strategies. Implements revisions, updates, data storage, and accessibility to life cycle technical data. Distributes, archives, and disposes data products. Maintains bills of material and system configuration by individual system identification code. Understands data rights, data delivery, and proprietary regulations. 		
Journeyman	<ul style="list-style-type: none"> Develops data management strategies to include assessment of long-term technical data needs and metrics. Develops and implements revisions, updates, data storage, and accessibility to life cycle technical data. Plans for the distribution, archiving, and disposal of data products. Validates bills of material and system configuration by individual system identification code. Ensures data rights and data delivery are in compliance with proprietary regulations. 		
Expert	<ul style="list-style-type: none"> Oversees the development of data management strategies to include assessment of long-term technical data needs and metrics. Manages the process for revising, updating, and storing data. Manages the distribution, archiving, and disposal of data products. Inspects bills of material and system configuration by individual system identification code for validity. Ensures data rights and data delivery are in compliance with proprietary regulations. 		

COMPETENCY	DEFINITION		
8. Support Equipment	Plans, sources, and implements management actions to acquire support equipment required to sustain the operation and maintenance of the system at the optimal total lifecycle cost.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15	
2	3	4	
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> • Participates in development of support equipment requirements. • Understands the importance of using standardized support equipment. • Participates in manual and automated equipment management plans. • Understands the budget for sourcing and maintaining equipment. • Applies upgrades and disposes support equipment. 		
Journeyman	<ul style="list-style-type: none"> • Develops support equipment requirements for acquisition and fielding of end items. • Ensures maximum use of standardized support equipment (i.e., avoiding the introduction of new unique, single purpose items). • Executes manual and automated equipment management plans. • Identifies budget for sourcing and maintaining equipment. • Plans upgrades and disposal of support equipment. 		
Expert	<ul style="list-style-type: none"> • Conducts support equipment acquisition, fielding, operations, and sustaining activities. • Ensures maximum use of standardized support equipment (i.e., avoiding the introduction of new unique, single purpose items). • Develops support equipment management plans. • Develops budget for sourcing and maintaining equipment. • Develops plans and oversees upgrades and disposal of support equipment. 		

COMPETENCY	DEFINITION		
9. Training & Training Support	Plans, sources, and implements a cohesive integrated strategy to train and develop military and civilian personnel to acquire, operate, maintain, and support a system.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15	
2	3	4	
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> Records and monitors training requirements (e.g., acquisition, operation, and sustainment of training devices and simulator assets). Participates in the research of learning techniques and best practices in support of a system. Participates in development of training plans. 		
Journeyman	<ul style="list-style-type: none"> Identifies and implements training requirements (e.g., acquisition, operation, and sustainment of training devices and simulator assets). Researches and recommends learning techniques and best practices for training to enhance competencies, proficiencies, and reduce costs. Develops and implements training plans to address training, infrastructure, and resources (e.g., lesson plans, training materials/equipment, system requirements, tasks, and concepts of operation). Participates in identification of system requirements, tasks, and concepts of operations for individual training for system operators, maintainers, instructor/key personnel, and new equipment fielding teams. 		
Expert	<ul style="list-style-type: none"> Develops training standards (e.g., acquisition, operation, and sustainment of training devices and simulator assets). Capitalizes on improved learning techniques and best practices for training to enhance competencies, proficiencies, and reduce costs. Establishes training plans to address training, infrastructure, and resources (e.g., lesson plans, training materials/equipment, system requirements, tasks, and concepts of operation). Approves system requirements, tasks, and concepts of operations for individual training for system operators, maintainers, instructor/key personnel, and new equipment fielding teams. 		

COMPETENCY	DEFINITION		
10. Manpower & Personnel	Plans, sources, and recruits/retains civilian, military, and contractor personnel with the competencies and proficiencies required to operate and perform logistics functions.		
MINIMUM PROFICIENCY TARGET LEVELS			
	Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15
	1	3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> N/A 		
Journeyman	<ul style="list-style-type: none"> Defines and updates military/civilian manpower estimates to meet program operational (i.e., post-fielding) sustaining requirements. Monitors and reports manpower program activities. 		
Expert	<ul style="list-style-type: none"> Prepares and manages budget to meet operational sustainment requirements. Manages military, civilian, and contractor workforce to execute program-sustaining activities and logistics operations. 		

COMPETENCY	DEFINITION		
11. Facilities & Infrastructure	Plans, sources, and acquires facilities to enable power projection, operations, training, maintenance, and storage to provide logistics and/or infrastructure support at the optimal total lifecycle cost.		
MINIMUM PROFICIENCY TARGET LEVELS			
	Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15
	1	3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> N/A 		
Journeyman	<ul style="list-style-type: none"> Participates in planning for the acquisition and sustainment for facilities to support program goals and metrics, maximizing usage among multiple DoD programs and systems. Participates in systems strategy, design, and development using performance and metrics criteria that target facility and infrastructure readiness and affordability. 		
Expert	<ul style="list-style-type: none"> Identifies requirements and develop plans for the acquisition, budgeting, and sustainment for facilities to support program goals and metrics, maximizing usage among multiple DoD programs and systems. Optimizes systems strategy, design, and development using performance and metrics criteria that target facility and infrastructure readiness and affordability. 		

COMPETENCY	DEFINITION		
12. Automated Information Systems	Plans, sources, develops, and/or acquires hardware, software, and documentation necessary for planning, managing, and operating computer systems required throughout the life cycle.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15	
2	3	4	
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> Adheres to cyber-compliance. Performs periodic tests and certification activities. Sustains and disposes computer hardware and software products. Participates in fielding hardware and software products for systems. Implements agreements necessary to manage technical interfaces and work performed by logistics activities. 		
Journeyman	<ul style="list-style-type: none"> Adheres to cyber-compliance. Schedules and analyzes results from periodic tests and certification activities. Manages the disposal of computer hardware and software products. Participates in fielding, developing, and acquiring hardware and software products for systems. Implements agreements necessary to manage technical interfaces and work performed by logistics activities. 		
Expert	<ul style="list-style-type: none"> Adheres to cyber-compliance. Establishes and updates plans for periodic tests, cyber-compliance, and certification activities. Ensures the disposal of computer hardware and software products for systems. Develops, acquires, fields hardware and software products for systems. Coordinates and implements agreements necessary to manage technical interfaces and work performed by logistics activities. 		

COMPETENCY	DEFINITION		
13. Distribution & Transportation Operations	Plans, sources, and implements the end-to-end delivery and return of personnel and cargo, to include forecasting, load planning, staging, loading/unloading, and movement using both government and commercial resources.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15	
2	3	4	
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> • Participates in execution of transportation requirements, plans, support infrastructure, liaison with stakeholders, and special handling considerations to safely transport items in all supply classes to destinations. • Uses metrics to evaluate distribution and transportation operations performance. • Participates in financial management for end-to-end distribution (e.g., forecasting, visibility, accountability, auditability and controls). • Knowledge of pre-deployment or advance shipment planning to ensure selection of best value transportation service provider. • Prepares proper documentation to support hazardous materials, classified/sensitive shipments and custom clearance. • Manifests personnel and cargo in support of transportation operations. • Participates in execution of strategies, plans and budgets for the transportation of things and personnel. • Knowledge of vehicle fleet operations. 		
Journeyman	<ul style="list-style-type: none"> • Participates in execution of transportation requirements, plans, support infrastructure, liaison with stakeholders, and special handling considerations to safely transport items in all supply classes to destinations. • Analyzes metrics to evaluate distribution and transportation operations performance. • Participates in financial management for end-to-end distribution (e.g., forecasting, visibility, accountability, auditability and controls). • Conducts pre-deployment or advance shipment planning to ensure selection of best value transportation service provider. • Ensures proper documentation is prepared to support hazardous materials, classified/sensitive shipments and custom clearance. • Ensures accurate manifesting of personnel and cargo in support of transportation operations. • Executes strategies, plans and budgets for the transportation of things and personnel. • Participates in vehicle fleet operations. 		
Expert	<ul style="list-style-type: none"> • Determines transportation requirements, plans, support infrastructure, liaison with stakeholders, and special handling considerations to safely transport items in all supply classes to destinations. • Develops and uses metrics to evaluate and improve distribution and transportation operations performance. • Administers financial management for end-to-end distribution (e.g., forecasting, visibility, accountability, auditability and controls). • Ensures pre-deployment or advance shipment planning to select best value transportation service provider. • Administers policies and procedures for proper documentation to support hazardous materials, classified/sensitive shipments and custom clearance. • Administers policies and procedures for accurate manifesting of personnel and cargo in support of transportation operations. • Develops and executes strategies, plans and budgets for the transportation of things and personnel. • Manages vehicle fleet operations. 		

COMPETENCY	DEFINITION		
14. Equipment Management	Plans, sources, and implements management actions to provide equipment required to sustain operations in garrison during training and to forward deployed forces.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15	
2	3	4	
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> • Knowledge of personnel requirements to operate equipment. • Knowledge of life cycle costs. • Participates in research relating to equipping operating forces for contingency employment, exercise support, and training. • Knowledge of equipment distribution to deploying and new units. 		
Journeyman	<ul style="list-style-type: none"> • Identifies personnel requirements to operate equipment. • Assists in planning for life cycle costs. • Conducts research relating to equipping operating forces for contingency employment, exercise support, and training. • Updates force structure change as it relates to fielding of new equipment. • Conducts equipment distribution to deploying and new units. 		
Expert	<ul style="list-style-type: none"> • Establishes personnel requirements to operate equipment. • Plans and manages life cycle costs. • Evaluates research relating to equipping operating forces for contingency employment, exercise support, and training. • Updates force structure change as it relates to fielding of new equipment. • Manages equipment distribution to deploying and new units. 		

COMPETENCY	DEFINITION		
15. Logistics Services Support	Plans, sources, and implements management actions to provide logistics services required to sustain operations in garrison, training, exercises, and contingency operations.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 5/8	Job Skill Level 2: Journeyman GS 9/12	Job Skill Level 3: Expert GS 13/15	
2	3	4	
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> • Knowledge of plans and budgets for obtaining logistic services. • Knowledge of developing requirements for funds, manpower, facilities, equipment, supplies, and services. • Knowledge of use of temporary facilities. 		
Journeyman	<ul style="list-style-type: none"> • Assists in development of strategies, plans and budgets for obtaining logistic services. • Coordinates with contracting professionals to obtain logistics services. • Assists in development of detailed requirements for funds, manpower, facilities, equipment, supplies, and services. • Participates in the design, procurement, construction, and removal of temporary facilities. 		
Expert	<ul style="list-style-type: none"> • Develops strategies, plans and budgets for obtaining logistic services (e.g., hazardous waste removal, food services, chemical toilets, barracks linen and laundry, and other activities). • Coordinates with contracting professionals to obtain logistics services. • Determines detailed requirements for funds, manpower, facilities, equipment, supplies, and services. • Designs, procures, constructs, and plans for removal of temporary facilities. 		

Appendix A. Training-to-Competency Mapping

CORE (GS 5-15)	VENDOR	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	C11	C12	C13	C14	C15
ACQ 101 Fundamentals of Systems Acquisition Management	DAU	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
ACQ 120 Fundamentals of International Acquisition (FIAC)	DAU	√	√	√	√	√	√	√	√	√	√	√	√			
CLB 007 Cost Analysis	DAU		√													
CLB 026 Forecasting Techniques	DAU	√			√	√	√		√	√	√	√	√	√	√	√
CLC 011 Contracting for the Rest of Us	DAU	√			√	√										
CLC 013 Services Acquisition	DAU				√	√								√	√	√
CLC 132 Organizational Conflicts of Interest	DAU	√	√	√	√	√	√	√	√	√	√	√	√			
CLL 001 Life Cycle Management and Sustainment Metrics	DAU	√	√	√	√	√		√	√						√	
CLL 002 Defense Logistics Agency Support to the PM	DAU	√		√	√		√									
CLL 004 Life Cycle Logistics for the Rest of Us	DAU	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
CLL 005 Developing a Life Cycle Sustainment Plan (LCSP)	DAU	√	√	√	√	√		√	√		√			√	√	√
CLL 006 Depot Maintenance Partnering	DAU	√				√			√							
CLL 008 Designing for Supportability in DoD Systems	DAU	√	√	√	√			√								
CLL 011 Performance Based Logistics	DAU			√	√	√	√		√			√		√	√	√
CLL 012 Supportability Analysis	DAU	√		√	√	√		√	√					√	√	
CLL 013 DoD Packaging	DAU													√		√
CLL 016 Joint Logistics	DAU													√	√	
CLL 017 Introduction to Defense Distribution	DAU													√	√	√
CLL 019 Technology Refreshment Planning	DAU	√		√					√							
CLL 023 Title 10 U.S.C. 2464 Core Statute Implementation	DAU	√				√										
CLL 024 Title 10 Limitations on the Performance of Depot-Level Maintenance (50/50)	DAU	√				√										
CLL 026 Depot Maintenance Capacity Measurement	DAU					√										
CLL 030 Reliability Centered Maintenance	DAU	√	√	√		√			√							
CLL 032 Preventing Counterfeit Electronic Parts from Entering the DoD Supply System	DAU	√	√	√	√		√									
CLL 037 DoD Supply Chain Fundamentals	DAU													√	√	√
CLL 038 Provisioning and Cataloging	DAU	√			√											
CLL 041 Life Cycle Cost (LCC) Analysis Tools	DAU	√														
CLM 005 Industry Proposals and Communication	DAU	√	√	√	√	√	√	√	√	√	√	√	√			
CLM 031 Improved Statement of Work	DAU	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
CLM 039 Foundations of Government Property	DAU	√										√			√	√
CLM 103 Quality Assurance Auditing	DAU	√	√	√	√	√	√	√	√			√	√	√	√	√
CON 090 Federal Acquisition Regulation (FAR) Fundamentals	DAU	√			√	√			√			√		√	√	√
ENG 101 Fundamentals of Systems Engineering	DAU	√	√	√	√	√		√								
GCSS11BC01 GCSS-MC Welcome to GCSS Basics	MarineNet	√	√	√	√	√										

GCCS-J Common Operational Picture (COP) – Basic Operator Training	JKO							√							√		
ISA 101 Basic Information Systems Acquisition	DAU	√	√														
JOPEs Overview Course	JKO							√							√		
LOG 101 Acquisition Logistics Fundamentals	DAU	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
LOG 102 Fundamentals of System Sustainment Management	DAU	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
LOG 103 Reliability, Availability, and Maintainability (RAM)	DAU	√	√	√	√	√			√					√	√	√	
LOG 117 Process Improvement Team Member Course	DAU	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
SYS 101 Fundamentals of Systems Planning, Research, Development, and Engineering	DAU	√	√	√		√			√	√	√						

CORE-PLUS (GS 9-15)	VENDOR	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	C11	C12	C13	C14	C15
ACQ 202 Intermediate Systems Acquisition, Part A	DAU	√	√	√	√	√		√	√					√	√	√
ACQ 203 Intermediate Systems Acquisition, Part B	DAU	√	√	√	√	√		√	√					√	√	√
ACQ 265 Mission-Focused Services Acquisition (Classroom)	DAU				√	√								√	√	√
Amphibious Warfare Indoctrination	EWTGLANT					√			√					√	√	√
BCF 215 Operating and Support Cost Analysis (Classroom)	DAU				√	√								√	√	√
CLB 010 Congressional Enactment	DAU	√														
CLB 011 Budget Policy	DAU	√	√								√					
CLC 063 Sole Source Proposal Technical Evaluations	DAU	√		√	√	√		√	√				√			
CLE 004 Introduction to Lean Enterprise Concepts	DAU	√			√	√										
CLI 007 Technology Transfer and Export Control	DAU	√	√	√	√	√	√	√	√	√	√	√	√			
CLL 014 Joint Systems Integrated Support Strategies (JSISS)	DAU	√	√	√	√	√		√	√	√	√	√	√			
CLL 015 Product Support Business Case Analysis (BCA)	DAU	√	√	√	√	√		√	√		√			√	√	√
CLL 020 Independent Logistics Assessments	DAU	√	√	√	√	√		√	√					√	√	√
CLL 025 Depot Maintenance Interservice Support Agreements (DMISA)	DAU		√			√								√		
CLL 029 Condition-Based Maintenance Plus (CBM+)	DAU					√										
CLL 040 Business Case Analysis Tools	DAU	√									√			√	√	√
CLL 119 Technical Refreshment Implementation Module	DAU			√		√			√							
CLL 201 DMSMS Fundamentals	DAU		√	√	√	√										
CLL 202 DMSMS Executive Overview	DAU	√	√	√	√	√	√	√	√							
CLL 203 DMSMS Essentials	DAU			√					√							
CLL 205 DMSMS for Technical Professionals	DAU			√					√							
CLM 035 Environmental Safety and Occupational Health - Lesson from PMT 352A	DAU		√	√												
CLM 055 Program Leadership	DAU	√														
CLM 056 Portfolio Management	DAU	√											√			
CLV 017 Performance Measurement Baseline	DAU	√			√											
CLV 018 Earned Value and Financial Management Reports	DAU	√			√											

CLV 019 Estimate at Completion	DAU	√															
CON 121 Contract Planning	DAU	√			√	√			√			√		√	√	√	
CON 124 Contract Execution	DAU	√			√	√			√			√		√	√	√	
CON 127 Contract Management	DAU	√			√	√			√			√		√	√	√	
Joint Logistics	ALU	√	√			√	√	√						√	√		
LOG 200 Product Support Strategy Development, Part A	DAU	√	√	√	√	√		√	√					√	√	√	
LOG 201 Product Support Strategy Development, Part B	DAU	√	√	√	√	√		√	√					√	√	√	
LOG 204 Configuration Management (CM)	DAU	√	√	√		√		√	√								
LOG 206 Intermediate Systems Sustainment Management	DAU	√	√	√		√		√									
LOG 215 Technical Data Management	DAU	√	√	√		√		√	√				√			√	
LOG 235 Performance Based Logistics	DAU	√	√	√		√		√	√					√	√	√	
LOG 262 Applied Maintenance Management Concepts	AFIT	√				√									√	√	
LOG 340 Life Cycle Product Support	DAU	√	√	√		√		√	√					√	√	√	
LOG 350 Enterprise Life Cycle Logistics Management	DAU					√								√	√	√	
S674 Interagency Logistics (IL)	ALU/FEMA					√	√					√		√	√	√	

CORE SUSTAINMENT TRAINING (GS 5-15)		VENDOR	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	C11	C12	C13	C14	C15
TTL 006 Logisticians Test and Evaluation	DAU	√	√	√	√	√	√		√	√				√			
WSL 002 Provisioning Management Workshop	DAU	√			√				√								
WSL 003 Reliability and Maintainability for Logisticians	DAU	√	√	√	√	√	√		√	√				√			
WSL 007 Intermediate Supportability Test and Evaluation	DAU	√	√	√	√	√	√		√	√				√			

CORE-PLUS SUSTAINMENT TRAINING (GS 9-15)		VENDOR	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	C11	C12	C13	C14	C15
FAC 030 A-76 Post Competition Accountability Training	DAU	√				√	√					√					√
Fundamentals of Defense Supply Chain Management (SCM)	ALU	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Logistics and Technology (LOGTECH)	IDB (UNC)	√	√	√	√	√	√	√	√					√	√	√	√
Logistics for the 21st Century (LOG21)	IDB (UNC)	√	√	√	√	√	√	√	√					√	√	√	√
Marine Corps Expeditionary Warfare School	MCU	√	√	√	√	√	√	√	√					√	√	√	√
MARITIME Pre-Positioning Force Staff Planning	EWTGLANT										√					√	√
Senior Acquisition Course	TES	√	√	√	√	√	√	√	√					√	√	√	√
Supply Chain Management	TES	√	√	√	√	√	√	√	√					√	√	√	√

Appendix B. Acronyms Defined

◆	ALU	Army Logistics University
◆	AFIT	Air Force Institute of Technology
◆	BI	Behavioral Indicator
◆	COI	Community of Interest
◆	DAU	Defense Acquisition University
◆	DAWIA	Defense Acquisition Workforce Improvement Act
◆	DMSMS	Diminishing Manufacturing Sources and Material Shortage
◆	DoD	Department of Defense
◆	EWTGLANT	Expeditionary Warfare Training Group Atlantic
◆	FEMA	Federal Emergency Management Agency
◆	GS	General Schedule
◆	ICM	Institute of Configuration Management
◆	IDB (UNC)	Institute for Defense Business (University of North Carolina at Chapel Hill)
◆	JKO	Joint Knowledge Online
◆	MCU	Marine Corps University
◆	NDU	National Defense University
◆	PSU	Penn State University
◆	TES	The Dwight D. Eisenhower School for National Security and Resource Strategy
◆	USMC	United States Marine Corps