



Supply Management Workforce Category

LOGISTICS COMMUNITY OF INTEREST

2001 GENERAL SUPPLY SERIES
Competency-Based Learning Map and Training Strategy

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General Supply Competency-Based Learning Map Overview

The United States Marine Corp (USMC) Logistics Community of Interest (COI) developed this competency-based learning map to support 2001 general supply series professional development of technical competencies and training. This learning map is organized by a group of competencies, which together define successful performance in the 2001 general supply 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 Target Levels	Define different levels of performance (Entry, Journeyman, 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 2001 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"> • Core: Initial training that all personnel should have in related position from entry to senior levels • Core-Plus: 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-2 to GS-13 • Sustainment: Training intended to maintain credentials or a good training course to have, but not necessary for career advancement

General Supply Series Defined

This series includes positions involving (1) a combination of supply work covered by two or more two-grade interval series in the Supply Group when no other series is appropriate for the paramount knowledge and abilities required for the position; or (2) other analytical or administrative supply work not specifically covered by another series. Some positions involve a combination of technical supply functions and other functions related to supply but classifiable in other occupational groups.

Competency Areas

Eight competencies have been identified for the successful performance in the 2001 series:

1. Supply Planning
2. Inventory Management
3. Forecasting & Demand Planning
4. Sourcing
5. Records Management
6. Supply Systems Analysis
7. Supply Program Management
8. Customer Service

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 degree 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 within the 2001 series indicated as follows:

Table 3. Skill Level Structure

Job Skill Level	Definition	Pay Plan	Beginning Grade	Target Grade
1	Entry	GS	2	7
2	Journeyman	GS	9	11
3	Expert	GS	12	13

Behavioral Indicators (BIs)

It is important to define how competencies are manifested at different skill levels. Behavioral 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.

Training & Certifications

The Core, Core-Plus, and Sustainment training courses found in Tables 4-6 are recommended and may not be inclusive of all training available. These courses are aligned to competencies throughout the learning map. 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. 2001 Core Training (All Levels)

Core Training	
<ul style="list-style-type: none"> ACQ 101 Fundamentals of Systems Acquisition Management ADMB7003D Customer Service Excellence BCF 106 Fundamentals of Cost Analysis Business Analysis Essentials Business Analysis Introduction – Defining Successful Projects CLC 011 Contracting for the Rest of Us CLC 013 Services Acquisition CLC 046 DoD Sustainable Procurement Program CLE 015 Continuous Process Improvement Familiarization CLL 004 Life Cycle Logistics for the Rest of Us CLL 008 Designing for Supportability in DoD Systems 	<ul style="list-style-type: none"> Federal Budgeting Process GCSS11BC01 GCSS-MC Welcome to GCSS Basics HBS 408 Customer Focus HBS 428 Negotiating Initiating and Planning a Project Introduction to Business Analysis: Defining Successful Projects 211 Introduction to Business Process Improvement 3505 Introduction to CONTROL-M Scheduling Introduction to Oracle Databases Introduction to Six Sigma Introduction to SQL

<ul style="list-style-type: none"> • CLL 011 Performance Based Logistics (PBL) • CLL 012 Supportability Analysis • CLL 025 Depot Maintenance Interservice Support Agreements (DMISA) • CLL 037 DoD Supply Chain Fundamentals • CLL 040 Business Case Analysis Tools • CLL 201 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Fundamentals • CLL 206 Introduction to Parts Management • CLM 017 Risk Management • CLM 037 Physical Inventories • CLM 039 Foundations of Government Property • COMM7002D Briefing Techniques • COMM7009D Positive Approaches to Difficult People • COMM8000D Effective Communication with Customers • Continuous Process Improvement (CPI) Familiarization • Cost Analysis • Cost Risk Analysis Introduction • Critical Thinking for Decision Makers & Teams • Data Gathering and Analysis • Developing User Req: Key to Proj Success 315 • DPAS Training • ENG 101 Fundamentals of Systems Engineering • Estimating and Budgeting Project Costs • Federal Appropriations Law 	<ul style="list-style-type: none"> • LOG 101 Acquisition Logistics Fundamentals • LOG 102 Fundamentals of System Sustainment Management • LOG 103 Reliability, Availability, and Maintainability (RAM) Managing a Project • Monitoring the CONTOL-M Scheduling Environment • OPER21 A00 Operations Management • OPER21 A01 Operations Management and the Organization • OPER21 A03 Operations and Supply Chain Management • OPER21 A04 Operations Management: Inventory Management • OPER21 A05 Operations Management: Forecasting and Capacity Planning • OPER21 A06 Operations Management: Operations Scheduling • OPER21 A07 Operations Management: Management of Quality • Performing Risk Analysis • Preparing an Operating Budget • Problem Solving: Digging Deeper • Program with PL/SQL • Project Management • Project Management Fundamentals • TFS01INT04 TFSMS Introduction Course • TSO/FILE-AID • TSO/ISPF Main Frame Training • User & System Requirements for Successful Software Development 218 • Using Budgets for Management and Control • XML Introduction 542
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Table 5. 2001 Core-Plus Training (GS 9-13)

Core-Plus Training	
<ul style="list-style-type: none"> • ACQ 202 Intermediate Systems Acquisition, Part A • ACQ 203 Intermediate Systems Acquisition, Part B • ACQ 315 Understanding Industry (Business Acumen) • ACQ 370 Acquisition Law • Advanced SQL • BCF 107 Applied Cost Analysis • Business Case Development • Business Relationship Management Aligning IT and the Business 902 • Change Management 	<ul style="list-style-type: none"> • Defense Distribution Management - Modified • Defining and Sequencing Project Activities • ENG 201 Applied Systems Engineering in Defense Acquisition, Part I • FINC9000D Defense Working Capital Funds • Improved Statement of Work • LOG 200 Product Support Strategy Development, Part A • LOG 201 Product Support Strategy Development, Part B • LOG 204 Configuration Management • LOG 206 Intermediate Systems Sustainment Management

<ul style="list-style-type: none"> • CLE 008 Six Sigma: Concepts and Processes • CLL 005 Developing a Life Cycle Sustainment Plan • CLL 015 Product Support Business Case Analysis • CLL 020 Independent Logistics Assessments • CLL 203 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Essentials • CLM 047 Fiscal and Physical Accountability and Management of DoD Equipment • Communication Skills and Project Management • CON 100 Shaping Smart Business Arrangements • Defense Distribution Management 	<ul style="list-style-type: none"> • LOG 211 Supportability Analysis • LOG 235 Performance Based Logistics, Part A • LOG 340 Life Cycle Product Support • LOG 350 Enterprise Life Cycle Logistics Management • Managing for Rapid Change and Uncertainty • Relational Database Design Concepts • Requirements Development, Documentation, and Management • Software Quality Assurance: Implementing Consistent Quality 312 • Software Testing Foundation A Comprehensive Introduction 316 • Work-Breakdown Structure
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Table 6. 2001 Sustainment Training

Core Sustainment Training	Core-Plus Sustainment Training
<ul style="list-style-type: none"> • Defense Distribution Management – Modified 	<ul style="list-style-type: none"> • Defense Distribution Management

Certifications are a practical option for formalizing a specific competency or skillset. The Logistics COI has identified several certifications (Table 7) that are applicable to the 2001 series. While these certifications are not required, staff are encouraged to complete these programs to improve and formalize their skillsets. However, some certifications below may be required according to your command and billet. Work with your supervisor to ensure you meet command certification training requirements.

Table 7. Certifications

Certification	Vendor
Supply Chain & Logistics	Georgia Tech/ Darton State/ Albany Technical College
Warehousing Logistics	Barstow Community College/ Albany Technical College
CPI Green & Yellow Belt	USMC
Certificate of Accomplishment in Personal Property Management	Graduate School USA
PL/SQL Developer Certification	Oracle
Security + Certification	CompTIA
Program Management Graduate Certificate	Florida Institute of Technology
Certificate of Accomplishment in Business Analysis	Graduate School USA
Certificate of Accomplishment in Project Management	Graduate School USA
Master Certificate in Federal Financial Management	Graduate School USA
Project Management Professional Certification	Project Management Institute

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 DoD Defense Civilian Personnel Advisory Service for the 2001 series. The competency model, to include definitions, corresponding BIs, minimum proficiency target levels, and training has been provided in the charts below.

COMPETENCY	DEFINITION		
1. Supply Planning	Participate in, apply, and execute the evaluation and analysis of the demand plan based on resource limitations and capacity constraints. Identifies, prioritizes, allocates, and manages inventory to sustain operational requirements and to optimize materiel availability and weapons systems readiness.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 2/7	Job Skill Level 2: Journeyman GS 9/11	Job Skill Level 3: Expert GS 12/13	
1	2	4	
BEHAVIORIAL INDICATORS			
Entry	<ul style="list-style-type: none"> • Knowledgeable of supply planning concepts. • Knowledge of Supply Chain Operations Reference (SCOR), Department of Defense (DoD), and organization-specific end-to-end supply chain processes and management. • Participate in the development of integrated enterprise/weapons system supply plans. • Provide supply planning input on the development of business case analysis used for strategic sourcing. • Participate in analyzation of mitigation strategies for financial or industrial constraints. • Participate in the analysis of inventory requirements (location & quantity) by viewing all nodes throughout the supply chain. 		
Journeyman	<ul style="list-style-type: none"> • Understand and develop supply planning concepts. • Apply SCOR, DoD, and organization-specific end-to-end supply chain processes and management. • Develop integrated enterprise/weapons system supply plans. • Collaborate on input into the development of business case analysis for strategic sourcing. • Analyze and provide mitigation strategies for financial or industrial constraints. • Manage and analyze the balance of inventory requirements (location & quantity) by viewing all nodes throughout the supply chain. 		
Expert	<ul style="list-style-type: none"> • Oversee the development and implementation of supply planning concepts. • Recognized expert in SCOR, DoD, and organization-specific end-to-end supply chain processes and management. • Oversee the development and implementation of enterprise/weapons system supply plans. • Develop business case analysis for strategic sourcing. • Develop, collaborate and execute an adaptive plan in support of dynamic customer and supplier environments. • Decide the positioning of inventory requirements (location & quantity) by viewing all nodes throughout the supply chain. 		
TRAINING			
COURSE	VENDOR	SKILL LEVEL	TYPE
ACQ 101 Fundamentals of Systems Acquisition Management	DAU	1,2,3	Core
BCF 106 Fundamentals of Cost Analysis	DAU	1,2,3	Core
CLL 008 Designing for Supportability in DoD Systems	DAU	1,2,3	Core
CLL 011 Performance Based Logistics (PBL)	DAU	1,2,3	Core
CLL 012 Supportability Analysis	DAU	1,2,3	Core
COMM7002D Briefing Techniques	Graduate School USA	1,2,3	Core
ENG 101 Fundamentals of Systems Engineering	DAU	1,2,3	Core
GCSS11BC01 GCSS-MC Welcome to GCSS Basics	MarineNet	1,2,3	Core

Logistics Community of Interest 2001 General Supply Series Competency-Based Learning Map and Training Strategy

LOG 101 Acquisition Logistics Fundamentals	DAU	1,2,3	Core
LOG 102 Fundamentals of System Sustainment Management	DAU	1,2,3	Core
LOG 103 Reliability, Availability, and Maintainability (RAM)	DAU	1,2,3	Core
OPER21 A00 Operations Management	MarineNet	1,2,3	Core
OPER21 A03 Operations and Supply Chain Management	MarineNet	1,2,3	Core
OPER21 A05 Operations Management: Forecasting and Capacity Planning	MarineNet	1,2,3	Core
OPER21 A07 Operations Management: Management of Quality	MarineNet	1,2,3	Core
TFS01INT04 TFSMS Introduction Course	MarineNet	1,2,3	Core
ACQ 202 Intermediate Systems Acquisition, Part A	DAU	2,3	Core-Plus
ACQ 203 Intermediate Systems Acquisition, Part B	DAU	2,3	Core-Plus
BCF 107 Applied Cost Analysis	DAU	2,3	Core-Plus
CLL 015 Product Support Business Case Analysis (BCA)	DAU	2,3	Core-Plus
CLL 020 Independent Logistics Assessments	DAU	3	Core-Plus
ENG 201 Applied Systems Engineering in Defense Acquisition, Part I	DAU	2,3	Core-Plus
LOG 201 Product Support Strategy Development, Part B	DAU	2,3	Core-Plus
LOG 206 Intermediate Systems Sustainment Management	DAU	2,3	Core-Plus
LOG 211 Supportability Analysis	DAU	2,3	Core-Plus
LOG 340 Life Cycle Product Support	DAU	3	Core-Plus
LOG 350 Enterprise Life Cycle Logistics Management	DAU	3	Core-Plus

COMPETENCY	DEFINITION		
2. Inventory Management	Perform material inventory management and requirements planning to minimize inventory investment and maximize inventory availability. Conduct inventory management practices (e.g., orders, returns, stocks, stores, issues, disposal, and classification of inventories).		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 2/7	Job Skill Level 2: Journeyman GS 9/11	Job Skill Level 3: Expert GS 12/13	
1	2	4	
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"> Conduct inventory accuracy/reconciliation analysis of custodial and accountable records. Conduct order validation, fulfillment and expediting. Understand the impact of inventory management decisions on customer support and other logistics processes/areas. Understand basics of cataloging. Understand and execute inventory management practices (e.g., orders, returns, stocks, stores, issues, disposal, and classification of inventories). 		
Journeyman	<ul style="list-style-type: none"> Execute inventory accuracy/reconciliation analysis techniques of custodial and accountable records. Conduct order validation, fulfillment and expediting for materials that requires alternate order fulfillment solutions. Analyze the impact of inventory management decisions on customer support and other logistics processes/areas. Recommend catalog action requests. Execute inventory management practices (e.g., orders, returns, stocks, stores, issues, disposal, and classification of inventories). 		
Expert	<ul style="list-style-type: none"> Oversee the execution of inventory accuracy/reconciliation analysis of custodial and accountable records. Oversee order validation, fulfillment and expediting. Inform stakeholders of the impact of inventory management decisions. Validate catalog action requests. Oversee inventory management practices (e.g., orders, returns, stocks, stores, issues, disposal, and classification of inventories). 		
TRAINING			
COURSE	VENDOR	SKILL LEVEL	TYPE
ACQ 101 Fundamentals of Systems Acquisition Management	DAU	1,2,3	Core
BCF 106 Fundamentals of Cost Analysis	DAU	1,2,3	Core
CLL 008 Designing for Supportability in DoD Systems	DAU	1,2,3	Core
CLL 011 Performance Based Logistics (PBL)	DAU	1,2,3	Core
CLL 012 Supportability Analysis	DAU	1,2,3	Core
CLL 025 Depot Maintenance Interservice Support Agreements (DMISA)	DAU	1,2	Core
CLL 037 DoD Supply Chain Fundamentals	DAU	1,2,3	Core
CLL 201 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Fundamentals	DAU	1,2,3	Core
COMM7002D Briefing Techniques	Graduate School USA	1,2,3	Core
GCSS11BC01 GCSS-MC Welcome to GCSS Basics	MarineNet	1,2,3	Core
HBS 428 Negotiating	DAU	1,2,3	Core

Logistics Community of Interest 2001 General Supply Series Competency-Based Learning Map and Training Strategy

LOG 101 Acquisition Logistics Fundamentals	DAU	1,2,3	Core
LOG 102 Fundamentals of System Sustainment Management	DAU	1,2,3	Core
OPER21 A03 Operations and Supply Chain Management	MarineNet	1,2,3	Core
OPER21 A06 Operations Management: Operations Scheduling	MarineNet	1,2,3	Core
OPER21 A07 Operations Management: Management of Quality	MarineNet	1,2,3	Core
TFS01INT04 TFSMS Introduction Course	MarineNet	1,2,3	Core
DPAS Training	DPAS	1,2,3	Core
ACQ 202 Intermediate Systems Acquisition, Part A	DAU	2,3	Core-Plus
ACQ 203 Intermediate Systems Acquisition, Part B	DAU	2,3	Core-Plus
ACQ 315 Understanding Industry (Business Acumen)	DAU	2,3	Core-Plus
ACQ 370 Acquisition Law	DAU	2,3	Core-Plus
BCF 107 Applied Cost Analysis	DAU	2,3	Core-Plus
CLL 005 Developing a Life Cycle Sustainment Plan	DAU	2,3	Core-Plus
CLL 015 Product Support Business Case Analysis (BCA)	DAU	2,3	Core-Plus
CLL 020 Independent Logistics Assessments	DAU	3	Core-Plus
CLL 203 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Essentials	DAU	2,3	Core-Plus
LOG 200 Product Support Strategy Development, Part A	DAU	2,3	Core-Plus
LOG 201 Product Support Strategy Development, Part B	DAU	2,3	Core-Plus
LOG 204 Configuration Management	DAU	2,3	Core-Plus
LOG 206 Intermediate Systems Sustainment Management	DAU	2,3	Core-Plus
LOG 211 Supportability Analysis	DAU	2,3	Core-Plus
LOG 235 Performance Based Logistics, Part A	DAU	2,3	Core-Plus
LOG 340 Life Cycle Product Support	DAU	3	Core-Plus
LOG 350 Enterprise Life Cycle Logistics Management	DAU	3	Core-Plus

COMPETENCY	DEFINITION		
3. Forecasting & Demand Planning	Participate, apply, determine, and execute demand plans to satisfy current and future requirements. Apply forecasting techniques; evaluate the operational environment; use collaborative input from customers to maximize materiel availability and weapons systems readiness.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 2/7	Job Skill Level 2: Journeyman GS 9/11	Job Skill Level 3: Expert GS 12/13	
2	3	4	
BEHAVIORIAL INDICATORS			
Entry	<ul style="list-style-type: none"> • Knowledge of forecasting and demand planning analytical techniques, data sources, and tools, allowing for the ability to maintain accountability and set retention levels of materiel and equipment to meet customer needs and operating environments. • Assist in development of integrated enterprise/weapons system demands. • Provide supply planning input on the development of business case analysis used for strategic sourcing. • Assist in preparation of resource and budget requirements. 		
Journeyman	<ul style="list-style-type: none"> • Apply forecasting and demand planning analytical techniques, data sources, and tools, allowing for the ability to maintain accountability and set retention levels of materiel and equipment to meet customer needs and operating environments. • Develop recommendations to improve forecasting/supply/demand requirements planning. • Develop integrated enterprise/weapons system demands. • Collaborate on input into the development of business case analysis for strategic sourcing. • Prepare recommendations for resource and budget requirements. 		
Expert	<ul style="list-style-type: none"> • Oversee forecasting and demand planning analytical techniques, data sources, and tools, allowing for the ability to maintain accountability and set retention levels of materiel and equipment to meet customer needs and operating environments. • Implement improvements to forecasting/supply/demand requirements planning. • Oversee development of integrated enterprise/weapons system demands. • Develop business case analysis for strategic sourcing. • Execute resource and budget requirements. 		
TRAINING			
COURSE	VENDOR	SKILL LEVEL	TYPE
ACQ 101 Fundamentals of Systems Acquisition Management	DAU	1,2,3	Core
BCF 106 Fundamentals of Cost Analysis	DAU	1,2,3	Core
CLC 011 Contracting for the Rest of Us	DAU	1,2,3	Core
CLC 046 DoD Sustainable Procurement Program	DAU	1,2,3	Core
CLL 008 Designing for Supportability in DoD Systems	DAU	1,2,3	Core
CLL 011 Performance Based Logistics (PBL)	DAU	1,2,3	Core
CLL 012 Supportability Analysis	DAU	1,2,3	Core
CLL 025 Depot Maintenance Interservice Support Agreements (DMISA)	DAU	1,2	Core
CLL 037 DoD Supply Chain Fundamentals	DAU	1,2,3	Core
CLL 201 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Fundamentals	DAU	1,2,3	Core

Logistics Community of Interest 2001 General Supply Series Competency-Based Learning Map and Training Strategy

COMM7002D Briefing Techniques (3 days)	Graduate School USA	1,2,3	Core
ENG 101 Fundamentals of Systems Engineering	DAU	1,2,3	Core
GCSS11BC01 GCSS-MC Welcome to GCSS Basics	MarineNet	1,2,3	Core
HBS 428 Negotiating	DAU	1,2,3	Core
LOG 101 Acquisition Logistics Fundamentals	DAU	1,2,3	Core
LOG 102 Fundamentals of System Sustainment Management	DAU	1,2,3	Core
OPER21 A03 Operations and Supply Chain Management	MarineNet	1,2,3	Core
TFS01INT04 TFSMS Introduction Course	MarineNet	1,2,3	Core
ACQ 202 Intermediate Systems Acquisition, Part A	DAU	2,3	Core-Plus
ACQ 203 Intermediate Systems Acquisition, Part B	DAU	2,3	Core-Plus
ACQ 315 Understanding Industry (Business Acumen)	DAU	2,3	Core-Plus
ACQ 370 Acquisition Law	DAU	2,3	Core-Plus
BCF 107 Applied Cost Analysis	DAU	2,3	Core-Plus
CLL 015 Product Support Business Case Analysis (BCA)	DAU	2,3	Core-Plus
CLL 020 Independent Logistics Assessments	DAU	3	Core-Plus
CLL 203 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Essentials	DAU	2,3	Core-Plus
CON 100 Shaping Smart Business Arrangements	DAU	2,3	Core-Plus
ENG 201 Applied Systems Engineering in Defense Acquisition, Part I	DAU	2,3	Core-Plus
FINC9000D Defense Working Capital Funds	Graduate School USA	2,3	Core-Plus
LOG 200 Product Support Strategy Development, Part A	DAU	2,3	Core-Plus
LOG 201 Product Support Strategy Development, Part B	DAU	2,3	Core-Plus
LOG 204 Configuration Management	DAU	2,3	Core-Plus
LOG 211 Supportability Analysis	DAU	2,3	Core-Plus
LOG 235 Performance Based Logistics, Part A	DAU	2,3	Core-Plus
LOG 340 Life Cycle Product Support	DAU	3	Core-Plus
LOG 350 Enterprise Life Cycle Logistics Management	DAU	3	Core-Plus
Defense Distribution Management	ALU	2,3	Sustainment
Defense Distribution Management - Modified	ALU	1,2,3	Sustainment

COMPETENCY	DEFINITION		
4. Sourcing	Participate, apply, develop, and execute support acquisition processes to effectively satisfy routine and surge requirements. Evaluate and analyze the DoD, organic, and commercial suppliers to achieve best value sourcing arrangements.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 2/7	Job Skill Level 2: Journeyman GS 9/11	Job Skill Level 3: Expert GS 12/13	
1	2	4	
BEHAVIORIAL INDICATORS			
Entry	<ul style="list-style-type: none"> Collect information for business case analysis. Assist in conducting market research. Knowledge of performance based logistics. Collect information on sourcing options. 		
Journeyman	<ul style="list-style-type: none"> Analyze and develop information for business case analysis. Conduct market research. Develop performance based arrangements. Analyze and recommend sourcing options. 		
Expert	<ul style="list-style-type: none"> Oversee and finalize business case analysis. Use market research to develop sourcing strategies. Develop and execute performance based arrangements. Determine sourcing options. 		
TRAINING			
COURSE	VENDOR	SKILL LEVEL	TYPE
ACQ 101 Fundamentals of Systems Acquisition Management	DAU	1,2,3	Core
BCF 106 Fundamentals of Cost Analysis	DAU	1,2,3	Core
CLC 011 Contracting for the Rest of Us	DAU	1,2,3	Core
CLL 004 Life Cycle Logistics for the Rest of Us	DAU	1	Core
CLL 008 Designing for Supportability in DoD Systems	DAU	1,2,3	Core
CLL 011 Performance Based Logistics (PBL)	DAU	1,2,3	Core
CLL 012 Supportability Analysis	DAU	1,2,3	Core
CLL 037 DoD Supply Chain Fundamentals	DAU	1,2,3	Core
CLL 206 Introduction to Parts Management	DAU	1,2,3	Core
CLM 037 Physical Inventories	DAU	1	Core
COMM7002D Briefing Techniques	Graduate School USA	1,2,3	Core
GCSS11BC01 GCSS-MC Welcome to GCSS Basics	MarineNet	1,2,3	Core
LOG 101 Acquisition Logistics Fundamentals	DAU	1,2,3	Core
LOG 102 Fundamentals of System Sustainment Management	DAU	1,2,3	Core
LOG 103 Reliability, Availability, and Maintainability (RAM)	DAU	1,2,3	Core
OPER21 A03 Operations and Supply Chain Management	MarineNet	1,2,3	Core

Logistics Community of Interest 2001 General Supply Series Competency-Based Learning Map and Training Strategy

OPER21 A04 Operations Management: Inventory Management	MarineNet	1,2,3	Core
TFS01INT04 TFSMS Introduction Course	MarineNet	1,2,3	Core
ACQ 202 Intermediate Systems Acquisition, Part A	DAU	2,3	Core-Plus
ACQ 203 Intermediate Systems Acquisition, Part B	DAU	2,3	Core-Plus
CLL 015 Product Support Business Case Analysis (BCA)	DAU	2,3	Core-Plus
CLL 020 Independent Logistics Assessments	DAU	3	Core-Plus
FINC9000D Defense Working Capital Funds	Graduate School USA	2,3	Core-Plus
LOG 200 Product Support Strategy Development, Part A	DAU	2,3	Core-Plus
LOG 201 Product Support Strategy Development, Part B	DAU	2,3	Core-Plus
LOG 204 Configuration Management	DAU	2,3	Core-Plus
LOG 206 Intermediate Systems Sustainment Management	DAU	2,3	Core-Plus
LOG 211 Supportability Analysis	DAU	2,3	Core-Plus
LOG 340 Life Cycle Product Support	DAU	3	Core-Plus
LOG 350 Enterprise Life Cycle Logistics Management	DAU	3	Core-Plus
Defense Distribution Management	ALU	2,3	Core-Plus
Defense Distribution Management - Modified	ALU	1,2,3	Core-Plus

COMPETENCY	DEFINITION		
5. Records Management	Apply relevant policies, procedures, processes, and regulations for managing documents to ensure accountability and auditability.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 2/7	Job Skill Level 2: Journeyman GS 9/11	Job Skill Level 3: Expert GS 12/13	
1	2	4	
BEHAVIORIAL INDICATORS			
Entry	<ul style="list-style-type: none"> Comply with standard operating procedures that encompass all inventory records management. Maintain inventory records for accountability and auditability. Knowledge of organizational business rules for the ability to control release of available inventory. Understands records access requirements (e.g., planning and implementing records access systems, inventory records, records disposition, and destruction); Personally Identifiable Information (PII) requirements. 		
Journeyman	<ul style="list-style-type: none"> Comply and implement standard operating procedures that encompass all inventory records management. Inspect inventory record keeping. Participate in the establishment of organizational business rules for the ability to control release of available inventory. Ensure compliance with records access requirements; PII requirements. 		
Expert	<ul style="list-style-type: none"> Comply, implement, and ensure compliance with standard operating procedures that encompass all inventory records management. Ensure compliance with inventory records keeping. Establish organizational business rules and recommend policies improvement for the ability to control release of available inventory. Oversee compliance with records access requirements; PII requirements. 		
TRAINING			
COURSE	VENDOR	SKILL LEVEL	TYPE
CLL 004 Life Cycle Logistics for the Rest of Us	DAU	1	Core
CLL 011 Performance Based Logistics (PBL)	DAU	1,2,3	Core
CLM 037 Physical Inventories	DAU	1	Core
CLM 039 Foundations of Government Property	DAU	1,2,3	Core
COMM7002D Briefing Techniques	Graduate School USA	1,2,3	Core
GCSS11BC01 GCSS-MC Welcome to GCSS Basics	MarineNet	1,2,3	Core
TFS01INT04 TFSMS Introduction Course	MarineNet	1,2,3	Core
CLM 047 Fiscal and Physical Accountability and Management of DoD Equipment	DAU	2,3	Core-Plus

COMPETENCY	DEFINITION			
6. Supply Systems Analysis	Develops, analyzes, and evaluates business processes, data processing systems and automation techniques for sustaining supply programs, logistics data, and supply management systems. Serves as functional advisor and analyst in design and development of new automated systems and system modifications.			
MINIMUM PROFICIENCY TARGET				
Job Skill Level 1: Entry GS 2/7		Job Skill Level 2: Journeyman GS 9/11	Job Skill Level 3: Expert GS 12/13	
2		3	4	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none"> Monitors supply support systems and reports to identify system problems. Identifies, reviews and confirms issues and problems identified by system users. Gathers technical requirements in support of system changes and design. Knowledge of supply chain management processes and policy for system compliance. Ability to query automated databases. Knowledge of automated data processing techniques and new technologies. 			
Journeyman	<ul style="list-style-type: none"> Analyzes and initiates corrective action to supply system issues and problems. Analyzes and recommends corrective actions for reported system issues. Develops functional requirements and technical documentation for system changes and design. Analyzes supply chain management processes and policy for system compliance. Ability to analyze queried data to generate reports for system analysis and stakeholder use. Analyzes and recommends automated data processing techniques and new technologies. 			
Expert	<ul style="list-style-type: none"> Reviews corrective actions for supply system effectiveness. Confirms and ensures corrective actions are executed for reported system issues. Reviews and submits technical documentation requirements for system changes and design enhancements. Prepares correspondence on impacts of policy for systems compliance. Reviews, provides, and/or makes recommendations on the use of system data and report results. Reviews and prioritizes resources for automated data processing techniques and new technologies. 			
TRAINING				
COURSE		VENDOR	SKILL LEVEL	TYPE
Business Analysis Essentials		AMA	1,2,3	Core
Critical Thinking for Decision Makers & Teams		DAU	1,2	Core
Data Gathering and Analysis		DAU	1,2,3	Core
CLL 040 Business Case Analysis Tools		DAU	1,2,3	Core
Developing User Req: Key to Proj Success 315		Learning Tree	1,2,3	Core
Introduction to Business Analysis: Defining Successful Projects 211		Learning Tree	1,2,3	Core
Introduction to CONTROL-M Scheduling		Interskill	1,2,3	Core
Introduction to Oracle Databases		Albany Tech or Other	1,2,3	Core

Introduction to SQL	Oracle University	1,2,3	Core
Monitoring the CONTOL-M Scheduling Environment	Interskill	1,2,3	Core
Performing Risk Analysis	MarineNet	1,2,3	Core
Problem Solving: Digging Deeper	MarineNet	1,2	Core
Program with PL/SQL	Oracle University	1,2,3	Core
TSO/ISPF Main Frame Training	Learn Quest	1,2,3	Core
TSO/FILE-AID	Wintrac	1,2,3	Core
User & System Requirements for Successful Software Development 218	Learning Tree	1,2,3	Core
XML Introduction 542	Learning Tree	1,2,3	Core
Advanced SQL	Oracle University	2,3	Core-Plus
Business Relationship Management Aligning IT and the Business 902	Learning Tree	2,3	Core-Plus
CLL 015 Product Support Business Case Analysis	DAU	2,3	Core-Plus
Relational Database Design Concepts	Hands On Tech Transfer Inc.	2,3	Core-Plus
Requirements Development, Documentation, and Management	AMA	2,3	Core-Plus
Software Quality Assurance: Implementing Consistent Quality 312	Learning Tree	2,3	Core-Plus
Software Testing Foundation A Comprehensive Introduction 316	Learning Tree	2,3	Core-Plus

COMPETENCY	DEFINITION		
7. Supply Program Management	Initiates, develops, implements, or manages a supply program and systems.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 2/7	Job Skill Level 2: Journeyman GS 9/11		Job Skill Level 3: Expert GS 12/13
2	3		4
BEHAVIORIAL INDICATORS			
Entry	<ul style="list-style-type: none"> • Applies knowledge of supply management principles, methods, and tools to specific projects and/or programs. • Participates in creation of basic supply program task lists, schedules, milestones, and deliverables. • Monitors budget and expenditures for supply and system projects with guidance from supervisor. • Considers how current existing resources impact the strategic direction of a program. 		
Journeyman	<ul style="list-style-type: none"> • Collaborates on development of supply program plans, technical and resource requirements, and desired outcomes. • Uses established analysis, business cases, and decision-making processes to identify resource requirements. • Independently evaluates directives, policies, and supply program performance metrics to determine compliance, appropriate changes, and/or develop corrective actions in support of supply program performance. • Follows established guidelines and procedures to ensure approval of funding for key initiatives. • Identifies routine programmatic issues that create risk. • Coordinates with stakeholders to align resources with the strategic direction of a program. 		
Expert	<ul style="list-style-type: none"> • Designs processes, techniques, and metrics to effectively oversee supply programs. • Establishes program requirements, strategies, and resource planning processes. • Works with key stakeholders to align supply program plans and associated resources with overall mission. • Ensures budgetary requirements are met. • Identifies routine and non-routine programmatic issues that create risk and advises leadership as appropriate. • Forecasts future resource needs of a supply program and prioritizes resource allocation decisions within existing needs and constraints. 		
TRAINING			
COURSE	VENDOR	SKILL LEVEL	TYPE
Program Initiation			
Business Analysis Introduction – Defining Successful Projects	Learning Tree	1,2	Core
CLC 011 Contracting for the Rest of Us	DAU	1,2	Core
CLC 013 Services Acquisition	DAU	1,2,3	Core
CLL 040 Business Case Analysis Tools	DAU	1,2,3	Core
Federal Appropriations Law	Graduate School USA	1,2,3	Core
Initiating and Planning a Project	MarineNet	1,2,3	Core
Business Case Development	DAU	2,3	Core-Plus
CLL 015 Product Support Business Case Analysis (BCA)	DAU	2,3	Core-Plus
Improved Statement of Work	DAU	2,3	Core-Plus

Program Planning			
BCF 106 Fundamentals of Cost Analysis	DAU	1,2,3	Core
Cost Analysis	DAU, MarineNet	1,2	Core
Cost Risk Analysis Introduction	DAU	1,2	Core
Estimating and Budgeting Project Costs	MarineNet	1,2,3	Core
Federal Budgeting Process	MarineNet	1,2,3	Core
Preparing an Operating Budget	MarineNet	1,2,3	Core
Using Budgets for Management and Control	MarineNet	1,2,3	Core
BCF 107 Applied Cost Analysis	DAU	2,3	Core-Plus
CLL 020 Independent Logistics Assessments	DAU	3	Core-Plus
Defining and Sequencing Project Activities	MarineNet	2,3	Core-Plus
Work-Breakdown Structure	DAU	2,3	Core-Plus
Program Execution			
Managing a Project	MarineNet	1,2,3	Core
Project Management	DAU	1,2	Core
Project Management Fundamentals	MarineNet	1,2	Core
Communication Skills and Project Management	MarineNet	2,3	Core-Plus
Managing for Rapid Change and Uncertainty	MarineNet	2,3	Core-Plus
Program Monitoring and Control			
CLM 017 Risk Management	DAU	1,2,3	Core
Continuous Process Improvement (CPI) Familiarization	DAU	1,2	Core
Introduction to Business Process Improvement 3505	Learning Tree	1,2,3	Core
Introduction to Six Sigma	MarineNet	1,2	Core
Change Management	DAU	2,3	Core-Plus

COMPETENCY	DEFINITION		
8. Customer Service	Anticipate and meet customer requirements by identifying and managing expectations and business objectives. Solicit customer feedback to develop and implement strategies that measure and maintain customer satisfaction through continuous improvement.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 2/7	Job Skill Level 2: Journeyman GS 9/11	Job Skill Level 3: Expert GS 12/13	
1	2	4	
BEHAVIORIAL INDICATORS			
Entry	<ul style="list-style-type: none"> Conduct customer interface. Ability to collaborate with customers and stakeholders to improve supply chain effectiveness and efficiency. Assists in engaging with stakeholders and functional support areas. With guidance, anticipates conflicting needs among stakeholders. 		
Journeyman	<ul style="list-style-type: none"> Assist in and conduct customer interface. Collaborate with customers and stakeholders to improve supply chain effectiveness and efficiency. Actively maintains and establishes new relationships with stakeholders connected to a work effort. Independently identifies conflicting needs among stakeholders and ensures needs are addressed. 		
Expert	<ul style="list-style-type: none"> Provide guidance to lower levels to optimize and conduct customer interface. Provide oversight and collaborate with customers and stakeholders to improve supply chain effectiveness and efficiency. Actively maintains and establishes new relationships with stakeholders while considering the impact of political, economic, and other factors on program goals. Establishes strategies for interdependencies among stakeholders while addressing conflicting needs. 		
TRAINING			
COURSE	VENDOR	SKILL LEVEL	TYPE
ADMB7003D Customer Service Excellence	Graduate School USA	1,2,3	Core
CLE 015 Continuous Process Improvement Familiarization	DAU	1,2,3	Core
CLL 004 Life Cycle Logistics for the Rest of Us	DAU	1	Core
CLL 011 Performance Based Logistics (PBL)	DAU	1,2,3	Core
COMM7002D Briefing Techniques	Graduate School USA	1,2,3	Core
COMM7009D Positive Approaches to Difficult People	Graduate School USA	1,2,3	Core
COMM8000D Effective Communication with Customers	Graduate School USA	1,2,3	Core
HBS 408 Customer Focus	DAU	1,2,3	Core
OPER21 A01 Operations Management and the Organization	MarineNet	1,2,3	Core
OPER21 A07 Operations Management: Management of Quality	MarineNet	1,2,3	Core
CLE 008 Six Sigma: Concepts and Processes	DAU	2,3	Core-Plus
CON 100 Shaping Smart Business Arrangements	DAU	2,3	Core-Plus

Appendix A. Acronyms Defined

- ◆ ALU Army Logistics University
- ◆ AMA American Management Association
- ◆ BI Behavioral Indicator
- ◆ COI Community of Interest
- ◆ CPI Continuous Process Improvement
- ◆ DAU Defense Acquisition University
- ◆ DAWIA Defense Acquisition Workforce Improvement Act
- ◆ DPAS Defense Property Accountability System
- ◆ DoD Department of Defense
- ◆ PII Personally Identifiable Information
- ◆ SCOR Supply Chain Operations Reference
- ◆ USAF United States Air Force
- ◆ USMC United States Marine Corps