



Supply Management Workforce Category

LOGISTICS COMMUNITY OF INTEREST

2003 SUPPLY PROGRAM MANAGEMENT SERIES
Competency-Based Learning Map and Training Strategy

Published 2016

Prepared by Booz | Allen | Hamilton

Supply Program Management Competency-Based Learning Map Overview

The United States Marine Corp (USMC) Logistics Community of Interest (COI) developed this competency-based learning map to support 2003 Supply Program Management 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 2003 Supply Program Management series. Competency-based learning maps are essential resources for career development and useful for identifying the knowledge and skillsets needed to meet and/or enhance their skills in this occupational series.

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 within a particular position or job role |
| Proficiency Target Levels | Define different levels of required 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. |
| 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)-11 to GS-14 • Sustainment: Training intended to maintain credentials or a good training course to have, but not necessary for career advancement |

Supply Program Management Series Defined

The 2003 series includes positions that involve: (1) management, direction, or administration of a supply program that includes a mixture of technical supply functions; or (2) staff managerial, or administrative work primarily concerned with analyzing, developing, evaluating, or promoting improvements in the policies, plans, methods, procedures, systems, or techniques of a supply program. It includes positions that involve diverse skill sets within Supply Program Management. These include Supply Management Officers, Supply Management Specialists, Supply Systems Analysts and Supervisory Supply Management Specialists or Supervisor Supply Systems Analysts. Those position title definitions are provided below:

- **Supply Management Officer:** supply management positions with overall program responsibility for an organization
- **Supply Management Specialist:** positions which provide technical assistance on supply operations
- **Supply Systems Analyst:** analytical positions requiring specialized knowledge of both supply systems and automated data processing methods and techniques
- **Supervisory Supply Management Specialist/Supervisory Supply Systems Analyst:** positions that meet the criteria in the GS Supervisory Guide for classification as supervisors

Competency Areas

Six competencies have been identified for the successful performance in the 2003 series:

1. Supply Planning
2. Inventory Management
3. Forecasting & Demand Planning
4. Sourcing
5. Supply Program Management
6. Supply Systems Analysis

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 2003 series indicated as follows:

Table 3. Skill Level Structure

| Job Skill Level | Definition | Pay Plan | Beginning Grade | Target Grade |
|------------------------|-------------------|-----------------|------------------------|---------------------|
| 1 | Entry | GS | 7 | 9 |
| 2 | Journeyman | GS | 11 | 12 |
| 3 | Expert | GS | 13 | 14 |

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.

Certifications and Training

Certifications are a practical option for formalizing a specific competency or skillset. The Logistics COI has identified several certifications (Table 4) that are applicable to the 2003 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 4. 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 |

The Core and Core-Plus training courses (Tables 5 and 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 5. 2003 Core Training (All Levels)

| Core Training | |
|--|--|
| <ul style="list-style-type: none"> • ACQ 101 Fundamentals of Systems Acquisition Management • 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 Department of Defense (DoD) Sustainable Procurement Program • CLL 004 Life Cycle Logistics for the Rest of Us • CLL 008 Designing for Supportability in DoD Systems • CLL 011 Performance Based Logistics (PBL) • CLL 012 Supportability Analysis • CLL 037 DoD Supply Chain Fundamentals • CLL 040 Business Case Analysis Tools • CLM 017 Risk Management • CLM 031 Improved Statement of Work • CLM 037 Physical Inventories • CLM 039 Foundations of Government Property • CLM 103 Quality Assurance Auditing • Continuous Process Improvement (CPI) Familiarization • Contracting for the Rest of Us • 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 • Estimating and Budgeting Project Costs | <ul style="list-style-type: none"> • Federal Appropriations Law • Federal Budgeting Process • GCSS11BC01 GCSS-MC Welcome to GCSS Basics • Initiating and Planning a Project • Introduction – MC Supply School • Introduction to Business Process Improvement 3505 • Introduction to CONTROL-M Scheduling • Introduction to Oracle Databases • Introduction to Six Sigma • Introduction to SQL • LOG 101 Acquisition Logistics Fundamentals • Managing a Project • Monitoring the CONTROL-M Scheduling Environment • OPER21 A00 Operations Management • OPER21 A03 Operations and Supply Chain Management • Performing Risk Analysis • Planning and 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 |

Table 6. 2003 Core-Plus Training (GS 11-14)

| Core-Plus | |
|--|--|
| <ul style="list-style-type: none"> • AAdvanced – MC Supply School • 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 • CLL 005 Developing a Life Cycle Sustainment Plan • CLL 015 Product Support Business Case Analysis (BCA) • 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 • Defining and Sequencing Project Activities • FINC9000D Defense Working Capital Funds • Improved Statement of Work | <ul style="list-style-type: none"> • Intermediate – MC Supply School • LOG 102 Fundamentals of System Sustainment Management • LOG 103 Reliability, Availability, and Maintainability (RAM) • LOG 200 Product Support Strategy Development, Part A • LOG 201 Product Support Strategy Development, Part B • 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 • OPER21 A03 Operations and Supply Chain Management • OPER21 A05 Operations Management: Forecasting and Capacity Planning • OPER21 A07 Operations Management: Management of Quality • Relational Database Design Concepts • Requirements Development, Documentation, and Management • Software Quality Assurance: Implementing Consistent Quality 312 • Software Testing Foundation A Comprehensive Introduction 316 • TFSMS Super User • Work-Breakdown Structuredvanced – MC Supply School |

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 2003 series. The competency model, to include definitions, corresponding BIs, minimum proficiency target levels, and training has been provided in the charts below.

Supply Program Management Series Competency and Training Mapping

| COMPETENCY | DEFINITION | | |
|--|--|------------------------------------|------|
| 1. Supply Planning | Participates in, applies, and executes 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 in support of weapons systems or organizational readiness. | | |
| MINIMUM PROFICIENCY TARGET LEVELS | | | |
| Job Skill Level 1: Entry GS 7/9 | Job Skill Level 2: Journeyman GS 11/12 | Job Skill Level 3: Expert GS 13/14 | |
| 2 | 3 | 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. • Participates in the development of integrated supply plans. • Participates in the development of business case analysis used for strategic sourcing. • Participates in analysis of mitigation strategies for financial or industrial constraints. • Participates in the analysis of inventory requirements (location & quantity) by viewing all nodes throughout the supply chain. | | |
| Journeyman | <ul style="list-style-type: none"> • Understands and develop supply planning concepts. • Applies SCOR, DoD, and organization-specific end-to-end supply chain processes and management. • Develops integrated supply plans. • Provides input into business case analysis development used for strategic sourcing. • Analyzes and provides mitigation strategies for financial or industrial constraints. • Manages and analyzes the balance of inventory requirements (location & quantity) by viewing all nodes throughout the supply chain. | | |
| Expert | <ul style="list-style-type: none"> • Oversees the development and implementation of supply planning concepts. • Recognized expert in SCOR, DoD, and organization-specific end-to-end supply chain processes and management. • Oversees the development and implementation of supply plans. • Develops business case analysis used for strategic sourcing. • Develops, collaborates, and executes an adaptive plan in support of diverse customer and supplier environments. • Decides 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 |
| CLL 011 Performance Based Logistics (PBL) | DAU | 1,2,3 | Core |
| CLL 012 Supportability Analysis | DAU | 1,2,3 | Core |
| CLL 040 Business Case Analysis Tools | DAU | 1,2,3 | Core |
| GCSS11BC01 GCSS-MC Welcome to GCSS Basics | MarineNet | 1,2,3 | Core |
| Introduction – MC Supply School | MCSS | 1,2,3 | Core |
| LOG 101 Acquisition Logistics Fundamentals | DAU | 1,2,3 | Core |

| | | | |
|---|-----------|-------|-----------|
| OPER21 A00 Operations Management | MarineNet | 1,2,3 | Core |
| TFS01INT04 TFSMS Introduction Course | MarineNet | 1,2,3 | Core |
| Advanced – MC Supply School | MCSS | 2,3 | Core-Plus |
| CLL 015 Product Support Business Case Analysis | DAU | 2,3 | Core-Plus |
| Intermediate – MC Supply School | MCSS | 2,3 | Core-Plus |
| LOG 102 Fundamentals of System Sustainment Management | DAU | 2,3 | Core-Plus |
| LOG 103 Reliability, Availability, and Maintainability (RAM) | 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 |
| OPER21 A03 Operations and Supply Chain Management | MarineNet | 2,3 | Core-Plus |
| OPER21 A05 Operations Management: Forecasting and Capacity Planning | MarineNet | 2,3 | Core-Plus |
| OPER21 A07 Operations Management: Management of Quality | MarineNet | 2,3 | Core-Plus |
| TFSMS Super User | MarineNet | 2,3 | Core-Plus |

Supply Program Management Series Competency and Training Mapping

| COMPETENCY | DEFINITION | | |
|--|--|------------------------------------|------|
| 2. Inventory Management | Performs material inventory management and requirements planning to minimize inventory investment and maximize inventory availability. Conducts inventory property management control practices. | | |
| MINIMUM PROFICIENCY TARGET LEVELS | | | |
| Job Skill Level 1: Entry GS 7/9 | Job Skill Level 2: Journeyman GS 11/12 | Job Skill Level 3: Expert GS 13/14 | |
| 2 | 3 | 4 | |
| BEHAVIORIAL INDICATORS | | | |
| Entry | <ul style="list-style-type: none"> • Conducts inventory accuracy/reconciliation analysis of custodial and accountable records. • Conducts order management. (e.g., technical research, orders, perfect order fulfillment) • Understands the impact of inventory management decisions on customer support and logistics processes/areas. • Understands basics of cataloging. • Executes inventory management practices (e.g., orders, receive and acceptance, invoice validation, returns, stocks, stores, issues, disposal, and classification of inventories). • Understands warehousing principles and concepts. | | |
| Journeyman | <ul style="list-style-type: none"> • Executes inventory accuracy/reconciliation analysis techniques of custodial and accountable records. • Analyzes order management reports. • Analyzes the impact of inventory management decisions on customer support and logistics processes/areas. • Recommends catalog action requests. • Oversees execution of inventory management practices. • Applies warehousing principles and concepts. | | |
| Expert | <ul style="list-style-type: none"> • Oversees the execution of inventory accuracy/reconciliation analysis of custodial and accountable records. • Oversees order validation, fulfillment and expediting. • Informs stakeholders of the impact of inventory management decisions. • Validates catalog action requests. • Oversees inventory management compliance. • Oversees warehousing principles and concepts. | | |
| TRAINING | | | |
| COURSE | VENDOR | SKILL LEVEL | TYPE |
| ACQ 101 Fundamentals of Systems Acquisition Management | DAU | 1,2,3 | Core |
| CLL 011 Performance Based Logistics (PBL) | DAU | 1,2,3 | Core |
| CLL 037 DoD Supply Chain Fundamentals | DAU | 1,2,3 | Core |
| CLM 037 Physical Inventories | DAU | 1 | Core |
| CLM 039 Foundations of Government Property | DAU | 1,2,3 | Core |
| DPAS Training | DPAS | 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 |

| | | | |
|--|-----------|-------|-----------|
| TFS01INT04 TFSMS Introduction Course | MarineNet | 1,2,3 | Core |
| ACQ 370 Acquisition Law | DAU | 2,3 | Core-Plus |
| CLL 005 Developing a Life Cycle Sustainment Plan | DAU | 2,3 | Core-Plus |
| CLM 047 Fiscal and Physical Accountability and Management of DoD Equipment | DAU | 2,3 | Core-Plus |
| LOG 102 Fundamentals of System Sustainment Management | 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 235 Performance Based Logistics, Part A | DAU | 2,3 | Core-Plus |
| LOG 340 Life Cycle Product Support | DAU | 2,3 | Core-Plus |
| LOG 350 Enterprise Life Cycle Logistics Management | DAU | 3 | Core-Plus |

Supply Program Management Series Competency and Training Mapping

| COMPETENCY | DEFINITION | | | |
|--|--|--|------------------------------------|-----------|
| 3. Forecasting & Demand Planning | Participates, applies, determines, and executes demand plans to satisfy current and future requirements. Applies forecasting techniques; evaluates the operational environment; uses collaborative input from customers to maximize materiel availability in support of weapons systems or organizational readiness. | | | |
| MINIMUM PROFICIENCY TARGET LEVELS | | | | |
| Job Skill Level 1: Entry GS 7/9 | | Job Skill Level 2: Journeyman GS 11/12 | Job Skill Level 3: Expert GS 13/14 | |
| 2 | | 3 | 4 | |
| BEHAVIORIAL INDICATORS | | | | |
| Entry | <ul style="list-style-type: none"> • Knowledge of forecasting and demand planning analytical techniques, data sources, and tools. • Assists in development of integrated demands. • Provides forecasting and demand data used for supply planning. • Assists in preparation of resource and budget requirements. | | | |
| Journeyman | <ul style="list-style-type: none"> • Applies forecasting and demand planning analytical techniques, data sources, and tools. • Develops forecasting and demand data recommendations for supply planning. • Develops integrated demands. • Collaborates on input into the development of business case analysis for strategic sourcing. • Prepares recommendations for resource and budget requirements. | | | |
| Expert | <ul style="list-style-type: none"> • Oversees forecasting and demand planning analytical techniques, data sources, and tools. • Reviews forecasting and demand recommendations for supply planning. • Oversees development of integrated demands. • Develops business case analysis for strategic sourcing. • Reviews 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 046 DoD Sustainable Procurement Program | | DAU | 1,2,3 | Core |
| CLL 011 Performance Based Logistics (PBL) | | DAU | 1,2,3 | Core |
| CLL 037 DoD Supply Chain Fundamentals | | DAU | 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 |
| OPER21 A03 Operations and Supply Chain Management | | MarineNet | 1,2,3 | Core |
| TFS01INT04 TFSMS Introduction Course | | MarineNet | 1,2,3 | Core |
| 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 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 |
| FINC9000D Defense Working Capital Funds | Graduate School USA | 2,3 | Core-Plus |
| LOG 102 Fundamentals of System Sustainment Management | 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 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 |
| TFSMS Super User | MarineNet | 2,3 | Core-Plus |

Supply Program Management Series Competency and Training Mapping

| COMPETENCY | DEFINITION | | |
|--|--|------------------------------------|------|
| 4. Sourcing | Participates, applies, develops, and executes support acquisition processes to effectively satisfy routine and surge requirements. Evaluates and analyzes the DoD, organic, and commercial suppliers to achieve best value sourcing arrangements. | | |
| MINIMUM PROFICIENCY TARGET LEVELS | | | |
| Job Skill Level 1: Entry GS 7/9 | Job Skill Level 2: Journeyman GS 11/12 | Job Skill Level 3: Expert GS 13/14 | |
| 2 | 3 | 4 | |
| BEHAVIORAL INDICATORS | | | |
| Entry | <ul style="list-style-type: none"> Collects information on sourcing options. Provides input for the development of performance work statements (PWS) and statements of work (SOW). Collects information for business case analysis. Assists in conducting market research. | | |
| Journeyman | <ul style="list-style-type: none"> Analyzes and recommends sourcing options. Develops performance work statements (PWS) and statements of work (SOW). Analyzes and develops information for business case analysis. Conducts market research. | | |
| Expert | <ul style="list-style-type: none"> Determines sourcing options. Reviews performance work statements (PWS) and statements of work (SOW). Oversees and finalize business case analysis. Uses market research to develop sourcing strategies. | | |
| 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 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 040 Business Case Analysis Tools | DAU | 1,2,3 | Core |
| CLM 103 Quality Assurance Auditing | DAU | 1,2,3 | Core |
| CLM 031 Improved Statement of Work | DAU | 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 |

| | | | |
|--|-----------|-------|-----------|
| OPER21 A03 Operations and Supply Chain Management | MarineNet | 1,2,3 | Core |
| TFS01INT04 TFSMS Introduction Course | MarineNet | 1,2,3 | Core |
| CLL 015 Product Support Business Case Analysis | DAU | 2,3 | Core-Plus |
| LOG 102 Fundamentals of System Sustainment Management | DAU | 2,3 | Core-Plus |
| LOG 103 Reliability, Availability, and Maintainability (RAM) | 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 340 Life Cycle Product Support | DAU | 3 | Core-Plus |
| LOG 350 Enterprise Life Cycle Logistics Management | DAU | 3 | Core-Plus |
| TFSMS Super User | MarineNet | 2,3 | Core-Plus |

Supply Program Management Series Competency and Training Mapping

| COMPETENCY | DEFINITION | | |
|---|---|------------------------------------|-----------|
| 5. Supply Program Management | Initiates, develops, implements, or manages a supply program and systems. | | |
| MINIMUM PROFICIENCY TARGET LEVELS | | | |
| Job Skill Level 1: Entry GS 7/9 | Job Skill Level 2: Journeyman GS 11/12 | Job Skill Level 3: Expert GS 13/14 | |
| 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 013 Services Acquisition | DAU | 1,2,3 | Core |
| CLL 040 Business Case Analysis Tools | DAU | 1,2,3 | Core |
| Contracting for the Rest of Us | DAU | 1,2 | 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 |
| Planning and 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 |

Supply Program Management Series Competency and Training Mapping

| 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 | | | | |
| | Skill Level 1: Entry GS 7/9 | Skill Level 2: Journeyman GS 11/12 | Skill Level 3: Expert GS 13/14 | |
| | 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 |

Appendix A. Acronyms Defined

| | |
|--------|--|
| ◆ AMA | American Management Association |
| ◆ BI | Behavioral Indicator |
| ◆ COI | Community of Interest |
| ◆ CPI | Continuous Process Improvement |
| ◆ DAU | Defense Acquisition University |
| ◆ DoD | Department of Defense |
| ◆ DPAS | Defense Property Accountability System |
| ◆ GS | General Schedule |
| ◆ MCSS | Marine Corps Supply School |
| ◆ PWS | Performance Work Statement |
| ◆ SCOR | Supply Chain Operations Reference |
| ◆ SOW | Statement of Work |
| ◆ USMC | United States Marine Corps |