



**Maintenance Support Workforce Category**

# LOGISTICS COMMUNITY OF INTEREST

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## 5803 HEAVY MOBILE EQUIPMENT MECHANIC SERIES Competency-Based Learning Map and Training Strategy

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## Heavy Mobile Equipment Mechanic Competency-Based Learning Map Overview

The United States Marine Corps (USMC) Logistics Community of Interest (COI) developed this competency-based learning map to support 5803 Heavy Mobile Equipment Mechanic 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 5803 Heavy Mobile Equipment Mechanic 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**

|  |  |
|--|--|
| <b>Competency Titles and Definitions</b> | Describe the capabilities required within a particular position or job role  |
| <b>Proficiency Target Levels</b>         | Define different levels of required performance (Entry, Journeyman, Expert) within a competency area   |
| <b>Behavioral Indicators (BIs)</b>       | Examples of activities performed by an individual that illustrate how a competency is demonstrated at varying levels of proficiency: Entry, Journeyman, and Expert   |
| <b>Training</b>                          | <p><b>Mandatory:</b> Training required to be completed based on Federal, State, or Marine Corps requirements/regulations</p> <p><b>Recommended:</b> Core, Core-Plus, and Sustainment training identified to enhance performance in competency areas</p> <ul style="list-style-type: none"> <li>• <b>Core:</b> Initial training that all personnel should have in related position from entry to senior levels</li> <li>• <b>Core-Plus:</b> 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 Wage Grade/Wage Leader/Wage Supervisor/Wage Determination (WG/WL/WS/WD)-5 to WG/WL/WS/WD-13</li> <li>• <b>Sustainment:</b> Training intended to maintain credentials or a good training course to have, but not necessary for career advancement</li> </ul> |

## Heavy Mobile Equipment Mechanic Series Defined

The 5803 standard covers work involved in the maintenance, repair, and modification of heavy-duty vehicles and mobile equipment that have utility systems or special hydraulic, pneumatic, mechanical, electrical, or electronic systems, features, or controls designed for such purposes as construction, combat, earth moving, ship loading, firefighting, and comparable industrial or special applications. Examples of heavy-duty equipment covered by this series include bulldozers, road graders, crawler tractors, power shovels, locomotives, combat tanks, cranes, large missile transporters, and fire trucks. The repair of major systems (such as diesel, gasoline, multi-fuel, and turbine engines; automatic, standard, and cross-drive transmissions; heavy-duty driveline systems; and hydraulic, electrical, and mechanical utility systems) is included, whether accomplished as part of or apart from repair of the total piece of heavy mobile equipment involved. The work requires knowledge of how heavy duty machinery, engines, parts, and systems work; ability to detect faulty items, determine causes of malfunction, and determine best repair methods; and skill to assemble, disassemble, repair, or modify components and systems.

## Competency Areas

Six competencies have been identified for the successful performance in the 5803 series:

1. Direction and Comprehension
2. Instructions and Specifications
3. Tools and Equipment
4. Equipment Installation and Repair
5. Troubleshooting
6. Measuring Instruments

## 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 | <b>Basic</b>        | No Proficiency        | Conceptual Knowledge Only/No Experience |
| 2 | <b>Applied</b>      | Low Proficiency       | Able to Apply with Help                 |
| 3 | <b>Intermediate</b> | Moderate Proficiency  | Able to Apply Autonomously              |
| 4 | <b>Advanced</b>     | High Proficiency      | Proficient/Able to Help Others          |
| 5 | <b>Expert</b>       | 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 (Tables 3 and 4). 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 5803 series indicated as follows:

**Table 3. WG/WL Skill Level Structure**

| Job Skill Level | Definition | Pay Plan | Beginning Grade | Target Grade |
|-----------------|------------|----------|-----------------|--------------|
| 1               | Entry      | WG       | 5               | 8            |
| 2               | Journeyman | WG/WL    | 9               | 10           |
| 3               | Expert     | WG/WL    | 9               | 13           |

**Table 4. WD/WS Skill Level Structure**

| Job Skill Level | Definition | Pay Plan | Beginning Grade | Target Grade |
|-----------------|------------|----------|-----------------|--------------|
| 2               | Journeyman | WD       | 6               | 8            |
| 3               | Expert     | WS       | 8               | 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.

## Certifications and Training

Certifications are a practical option for formalizing a specific competency or skillset. The Logistics COI has identified several certifications (Table 5) that are applicable to the 5803 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 5. Certifications**

| Certification / Program   | Vendor   |
|---|--|
| EPA Certification in Air Conditioning   | Automotive Service Excellence (ASE)            |
| Electric Power Lifts (Electric Boom Lift Service Training)                      | JLG Corp                                       |
| Fuel Power Lifts (Boom Lift Service Training)                                   | JLG Corp                                       |
| Mobile Crane Operator   | Crane Inspection & Certification Bureau (CICB) |
| Medium-Heavy Truck Cert   | ASE  |
| Auto Maintenance and Light Repair Cert  | ASE  |
| Truck Equipment Cert (Tests: E1-E3)   | ASE  |
| Electronic Diesel Engine Diagnosis Specialist Cert (Test: L2)                   | ASE  |
| Parts Specialist Certification (Tests P1: Medium-Heavy Truck Parts specialists) | ASE  |
| Medium/Heavy Truck Technology Program   | Hennepin Technical College                     |
| Fire Bottle and Hydrostatic Testing   | Department of Transportation                   |
| Air Conditioning Certification  | OshKosh  |
| Team Leader, Supervisor, Manager Certificate Programs                           | Graduate School USA                            |
| Fluid Power Hydraulic Specialist Certification                                  | NTT  |

The Core and Core-Plus training courses found in Appendix A 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, several external resources (Defense Acquisition University (DAU), MarineNet, Learning Tree, Lynda.com, etc.) provide a variety of training opportunities available to all personnel for professional knowledge and skill enhancement.

## 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 Department of the Navy (DON) Office of Civilian Human Resources (OCHR) for the 5803 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. Direction and Comprehension       | Understands and carries out instructions involving tasks, decisions, policies, procedures, and directives.   |                               |                           |
| MINIMUM PROFICIENCY TARGET LEVELS    |  |                               |                           |
| Job Skill Level 1: Entry /Apprentice |  | Job Skill Level 2: Journeyman | Job Skill Level 3: Expert |
| 2                                    |  | 4                             | 5                         |
| BEHAVIORIAL INDICATORS               |  |                               |                           |
| Entry                                | <ul style="list-style-type: none"><li>Accomplishes work in accordance with instructions provided by higher graded employees.</li><li>Follows posted safety regulations (e.g., safety data sheet, first aid instructions).</li><li>Follows heavy mobile equipment trade requirements to accomplish assigned tasks.</li><li>Follows oral directions given by team members to complete assignments.</li></ul> |                               |                           |
| Journeyman                           | <ul style="list-style-type: none"><li>Oversees work accomplished by entry-level staff.</li><li>Follows oral or written directions to accomplish diagnostic procedures.</li><li>Follows specific oral instructions from immediate supervisor or work leader to complete work assignments.</li></ul>   |                               |                           |
| Expert                               | <ul style="list-style-type: none"><li>Keeps journey level workers supplied with tools and work materials as instructed.</li><li>Carries out directions from upper-level management.</li><li>Interprets instructions and communicates its relevance to assigned tasks.</li></ul>  |                               |                           |



| COMPETENCY                           | DEFINITION   |                               |                           |
|--------------------------------------|--|-------------------------------|---------------------------|
| 2. Instructions and Specifications   | Understands and interprets written material, including technical material, rules, regulations, instructions, reports, drawings, schematics, charts, graphs, or tables.   |                               |                           |
| MINIMUM PROFICIENCY TARGET LEVELS    |  |                               |                           |
| Job Skill Level 1: Entry /Apprentice |  | Job Skill Level 2: Journeyman | Job Skill Level 3: Expert |
| 2                                    |  | 3                             | 4                         |
| BEHAVORIAL INDICATORS                |  |                               |                           |
| Entry                                | <ul style="list-style-type: none"><li>Documents completed work on verification checklist and modification sheets to maintain accurate vehicle records of repairs.</li><li>Consults technical documents and manuals (e.g., manufacturer's manuals, technical publications) to verify heavy mobile equipment maintenance and repairs are completed correctly.</li></ul>  |                               |                           |
| Journeyman                           | <ul style="list-style-type: none"><li>Instructs coworkers on researching and interpretation of heavy mobile equipment repair information using diagrams and electrical schematics.</li><li>Instructs teams on techniques and repair methods for modifying heavy mobile equipment.</li><li>Interprets technical manuals, work instructions, blueprints, and inspection reports to communicate work requirement problems to management.</li><li>Interprets safety instructions and manuals to verify heavy mobile equipment maintenance and repairs are completed safely.</li><li>Interprets technical material, work instructions, and other guideline material to maintain quality control of heavy mobile equipment and work products.</li><li>Reads and interprets instructions, standards, job orders, drawings, and blueprints to determine the overall inspection needs and quality checkpoints for heavy mobile equipment repair work.</li></ul> |                               |                           |
| Expert                               | <ul style="list-style-type: none"><li>Interprets and maintains heavy mobile equipment modification and technical instructions in a computer database.</li><li>Maintains provided updates on heavy mobile equipment inspection plans, manuals, and engineering instructions for compliance with current policies and regulations.</li><li>Reads and interprets shop repair orders, original equipment manufacturers manuals, blueprints, and recall notifications to verify functionality of heavy mobile equipment.</li><li>Interprets contract data, condition codes, blueprints, and drawings to determine if additional heavy equipment modifications are required. (QA)</li><li>Interprets heavy mobile equipment procedures, instructions, and sketches to prepare procedures or checklists for quality control. (QA)</li></ul>   |                               |                           |

| COMPETENCY                           | DEFINITION  |                               |                           |
|--------------------------------------|---|-------------------------------|---------------------------|
| 3. Tools and Equipment               | Uses and maintains tools, instruments, and related equipment as appropriate to one or more lines of work. Performs maintenance work on tools and equipment and makes adjustments on equipment to operating tolerances.  |                               |                           |
| MINIMUM PROFICIENCY TARGET LEVELS    |   |                               |                           |
| Job Skill Level 1: Entry /Apprentice |   | Job Skill Level 2: Journeyman | Job Skill Level 3: Expert |
| 2                                    |   | 4                             | 5                         |
| BEHAVIORAL INDICATORS                |   |                               |                           |
| Entry                                | <ul style="list-style-type: none"><li>Identifies specialized tools (e.g., torque wrench, impact wrench, electric and pneumatic drill, special puller, grinder, jack, crane, hoist, hydraulic drill press) needed to repair heavy mobile equipment and vehicles.</li><li>Uses basic tools (e.g., wrenches, sockets, torque wrenches, brake tools, screwdrivers, air and electric power tools) to repair or modify heavy mobile equipment.</li><li>Inspects tools and equipment to ensure they are safe and serviceable.</li><li>Responsible for personal issued tools.</li><li>Cleans and maintains work areas in compliance with shop housekeeping rules.</li></ul> |                               |                           |
| Journeyman                           | <ul style="list-style-type: none"><li>Operates vehicles for specific testing.</li><li>Uses specialized tools and machinery (e.g., dial indicators, micrometers, calipers, dynamometer) to repair or modify heavy mobile equipment.</li><li>Inspects tools and equipment to ensure they are safe and serviceable.</li></ul>  |                               |                           |
| Expert                               | <ul style="list-style-type: none"><li>Ensures tools are within calibration, serviceable, and perform accordingly.</li><li>Oversees and maintains shop tools and equipment inventory and serviceability.</li><li>Inspects tools and equipment to ensure they are safe and serviceable.</li></ul>   |                               |                           |



| COMPETENCY                           | DEFINITION  |                               |                           |
|--------------------------------------|---|-------------------------------|---------------------------|
| 4. Equipment Installation & Repair   | Assembles, disassembles, fabricates, installs, tests, repairs, adjusts and maintains equipment.   |                               |                           |
| MINIMUM PROFICIENCY TARGET LEVELS    |   |                               |                           |
| Job Skill Level 1: Entry /Apprentice |   | Job Skill Level 2: Journeyman | Job Skill Level 3: Expert |
| 2                                    |   | 4                             | 5                         |
| BEHAVORIAL INDICATORS                |   |                               |                           |
| Entry                                | <ul style="list-style-type: none"><li>• Performs as an apprentice to a journeyman level mechanic.</li><li>• Gains knowledge of equipment and work processes.</li><li>• Executes periodic maintenance on heavy equipment and cranes.</li></ul>   |                               |                           |
| Journeyman                           | <ul style="list-style-type: none"><li>• Diagnoses, tests, and troubleshoots.</li><li>• Performs extensive repairs or applies approved modifications on equipment with use of technical manuals, schematics, and special tools.</li><li>• Performs in absence of supervision.</li><li>• Inspects and ensures repairs and modifications are in compliance with quality control standards and procedures.</li><li>• Ensures documentation is compliant with job taskers.</li></ul> |                               |                           |
| Expert                               | <ul style="list-style-type: none"><li>• Provides guidance and validates final inspection, tests, and repairs.</li><li>• Ensures all proper documentation is utilized.</li><li>• Ensures total performance of the product meets the prescribed standards.</li><li>• Maintains and communicates current knowledge on equipment for test and repairs.</li></ul>  |                               |                           |

| COMPETENCY                           | DEFINITION   |                               |                           |
|--------------------------------------|--|-------------------------------|---------------------------|
| 5. Troubleshooting                   | Maintains knowledge of the complex relationships of mechanical, pneumatic, electrical, structural or hydraulic systems to identify malfunctions and errors using appropriate tests to determine method of repairs.   |                               |                           |
| MINIMUM PROFICIENCY TARGET LEVELS    |  |                               |                           |
| Job Skill Level 1: Entry /Apprentice |  | Job Skill Level 2: Journeyman | Job Skill Level 3: Expert |
| 2                                    |  | 4                             | 5                         |
| BEHAVIORIAL INDICATORS               |  |                               |                           |
| Entry                                | <ul style="list-style-type: none"><li>Assists journeyman in troubleshooting techniques.</li><li>Gains knowledge of equipment troubleshooting and work processes.</li><li>Utilizes appropriate technical manuals to aid in troubleshooting.</li></ul>   |                               |                           |
| Journeyman                           | <ul style="list-style-type: none"><li>Analyzes test results to determine if heavy mobile equipment or vehicles will pass or fail an inspection.</li><li>Analyzes test results to locate non-functioning or defective parts for repair or replacement in heavy mobile equipment.</li><li>Carries out road tests for wheeled and track vehicles to determine the nature of the problem.</li><li>Diagnoses cause of fuel, oil, water, or air leaks to repair heavy mobile equipment.</li><li>Identifies and locates defects of components during removal, repair, alteration, overhaul, installation, and alignment of heavy mobile equipment.</li><li>Utilizes specialized test equipment (e.g., software, dynamometers, multimeters, gauges) in the performance of troubleshooting.</li></ul> |                               |                           |
| Expert                               | <ul style="list-style-type: none"><li>Inspects and diagnoses to determine if systems are safe for operation.</li><li>Tests functionality of heavy mobile equipment after all repairs are complete.</li><li>Maintains, assists, and communicates current knowledge on equipment for troubleshooting.</li></ul>  |                               |                           |

| COMPETENCY                           | DEFINITION  |                               |                           |
|--------------------------------------|---|-------------------------------|---------------------------|
| 6. Measuring Instruments             | Utilizes measuring instruments appropriate to the line of work.   |                               |                           |
| MINIMUM PROFICIENCY TARGET LEVELS    |   |                               |                           |
| Job Skill Level 1: Entry /Apprentice |   | Job Skill Level 2: Journeyman | Job Skill Level 3: Expert |
| 2                                    |   | 4                             | 5                         |
| BEHAVORIAL INDICATORS                |   |                               |                           |
| Entry                                | <ul style="list-style-type: none"><li>• Uses basic measuring instruments for heavy mobile equipment operation.</li><li>• Uses multimeters for analyzing resistance on motors and voltage readings on electrical systems.</li><li>• Uses measurement tools (e.g., hydrometers, dial and vacuum gauges) to diagnose and repair heavy mobile equipment.</li><li>• Uses feeler gage to measure the gap width between parts or components.</li><li>• Uses hydrometer to test batteries and coolant of heavy mobile equipment.</li><li>• Uses diagnostic or test equipment (e.g., multimeter, ignition timers, tachometers) for testing or inspection.</li></ul>  |                               |                           |
| Journeyman                           | <ul style="list-style-type: none"><li>• Uses precision measuring instruments for heavy mobile equipment operation.</li><li>• Uses multimeters for analyzing resistance on motors and voltage readings on electrical systems.</li><li>• Uses measurement tools (e.g., voltmeters, hydrometers, dial gauges, timing lights, vacuum gauges) to diagnose and repair heavy mobile equipment.</li><li>• Uses engine analyzers, dynamometers, exhaust analyzers, vacuum, or fuel pump testers to determine the cause of mechanical problems.</li><li>• Uses dial-indicators, dial calipers, or optical alignment equipment for shaft-to-shaft alignment.</li><li>• Uses optalign laser alignment machine for coupler shaft alignments.</li></ul> |                               |                           |
| Expert                               | <ul style="list-style-type: none"><li>• Verifies measurements are in compliance with standards.</li><li>• Maintains documentation of measured specifications.</li></ul>   |                               |                           |

## Appendix A. Training-to-Competency Mapping

| CORE TRAINING  | VENDOR           | C1 | C2 | C3 | C4 | C5 | C6 |
|--|------------------|----|----|----|----|----|----|
| Allison 3000, 4000 Service / ADOC  | S&S              | √  | √  | √  | √  | √  | √  |
| Allison AT-HT-MT Series Service  | S&S              | √  | √  | √  | √  | √  | √  |
| Allison E-Learn 1000 / 2000 Product Families Maintenance Familiarization | S&S              | √  | √  | √  | √  | √  | √  |
| Anti-Lock Brake System   | OEM              | √  | √  | √  | √  | √  | √  |
| Basic Electrical Theory and Troubleshooting (SR-20)                      | CSTS             | √  | √  | √  | √  | √  | √  |
| Diesel fuel systems  | OEM              | √  | √  | √  | √  | √  | √  |
| DWG-501 Blueprint Reading Fundamentals I                                 | 180 Skills Maker | √  | √  | √  | √  | √  | √  |
| DWG-502 Blueprint Reading Fundamentals II                                | 180 Skills Maker | √  | √  | √  | √  | √  | √  |
| EP C03 - Cat 3116 MUI Fuel System  | CU               | √  | √  | √  | √  | √  | √  |
| EP C04 - Cat C15 Engine Electronic Control System                        | CU               | √  | √  | √  | √  | √  | √  |
| Forklift Operator  | CICB             | √  | √  | √  | √  | √  | √  |
| Fuel Injection Repair  | OEM              | √  | √  | √  | √  | √  | √  |
| Hybrid Service Training  | RRA/EATON        | √  | √  | √  | √  | √  | √  |
| HYD C06 - Hydraulic Motors and Pumps                                     | CU               | √  | √  | √  | √  | √  | √  |
| HYD C08.1 - Directional Control Valve, Part 1                            | CU               | √  | √  | √  | √  | √  | √  |
| HYD C08.1 - Directional Control Valve, Part 2                            | CU               | √  | √  | √  | √  | √  | √  |
| Insite Lite (SR-14)  | CSTS             | √  | √  | √  | √  | √  | √  |
| Insite Pro (SR-19)   | CSTS             | √  | √  | √  | √  | √  | √  |
| M-ATV (MRAP) Maintenance   | Oshkosh          | √  | √  | √  | √  | √  | √  |
| M-ATV Maintenance  | Oshkosh          | √  | √  | √  | √  | √  | √  |
| M-ATV Operation  | Oshkosh          | √  | √  | √  | √  | √  | √  |
| MTVR Tractor Maintenance   | Oshkosh          | √  | √  | √  | √  | √  | √  |
| MTVR Wrecker Maintenance   | Oshkosh          | √  | √  | √  | √  | √  | √  |
| Navy NAVFAC P-307  | CICB             | √  | √  | √  | √  | √  | √  |
| NCC-C4CS-02 Category 4 Crane Safety                                      | NAVFAC/NeL       | √  | √  | √  | √  | √  | √  |
| NCC-CM-01 Crane Mechanic   | NAVFAC/NeL       | √  | √  | √  | √  | √  | √  |
| NCC-GCS-03 General Crane Safety  | NAVFAC/NeL       |    | √  | √  |    | √  | √  |
| NCC-LTD-02 Load Test Director  | NAVFAC/NeL       | √  | √  | √  | √  | √  | √  |
| NCC-MCM-01 Mobile Crane Mechanic   | NAVFAC/NeL       | √  | √  | √  | √  | √  | √  |
| PLS Maintenance  | Oshkosh          | √  | √  | √  | √  | √  | √  |

|   |         |   |   |   |   |   |   |
|---|---------|---|---|---|---|---|---|
| PLS Operations                                  | Oshkosh | √ | √ | √ | √ | √ | √ |
| Vehicle Maintenance Training                    | Oshkosh | √ | √ | √ | √ | √ | √ |
| XPI Fuel System Diagnostics Hands-on Assessment | CSTS    | √ | √ | √ | √ | √ | √ |

| CORE-PLUS TRAINING   | VENDOR      | C1 | C2 | C3 | C4 | C5 | C6 |
|--|-------------|----|----|----|----|----|----|
| Advanced Cat C6.6/C7/C9/C13/C15 ACERT TACTICAL VEHICLE/CE/MHE Engine Maintenance | Caterpillar | √  | √  | √  | √  | √  | √  |
| Advanced Hydraulic Training  | OEM         | √  | √  | √  | √  | √  | √  |
| Advanced Troubleshooting (SR-26)   | CSTS        | √  | √  | √  | √  | √  | √  |
| Bucket Truck Operator  | CICB        | √  | √  | √  | √  | √  | √  |
| M-ATV (MRAP) Advanced Electrical   | Oshkosh     | √  | √  | √  | √  | √  | √  |
| MTVR Advanced Electrical Hydraulics  | Oshkosh     | √  | √  | √  | √  | √  | √  |
| MTVR Variant Conversion  | Oshkosh     | √  | √  | √  | √  | √  | √  |

## Appendix B. Acronyms Defined

|          |  |
|----------|--|
| ◆ ASE    | Automotive Service Excellence                            |
| ◆ BI     | Behavioral Indicator                                     |
| ◆ CICB   | Crane Inspection and Certification Bureau                |
| ◆ COI    | Community of Interest                                    |
| ◆ CSTS   | Cummins Service Training System                          |
| ◆ CU     | Caterpillar University                                   |
| ◆ DAU    | Defense Acquisition University                           |
| ◆ DoD    | Department of Defense                                    |
| ◆ GD     | General Dynamics   |
| ◆ NAVFAC | Naval Facilities Engineering Command (Navy Crane Center) |
| ◆ NeL    | Navy eLearning   |
| ◆ OEM    | Original Equipment Manufacturer                          |
| ◆ RRA    | RoadRanger Academy                                       |
| ◆ S&S    | Stewart and Stevenson                                    |
| ◆ USMC   | United States Marine Corps                               |
| ◆ WD     | Wage Determination                                       |
| ◆ WG     | Wage Grade   |
| ◆ WL     | Wage Leader  |
| ◆ WS     | Wage Supervisor  |