



Deployment / Distribution / Transportation
Workforce Category

LOGISTICS COMMUNITY OF INTEREST

5703 MOTOR VEHICLE OPERATING SERIES
Competency-Based Learning Map and Training Strategy

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Motor Vehicle Operating Competency-Based Learning Map Overview

The United States Marine Corps (USMC) Logistics Community of Interest (COI) developed this competency-based learning map to support 5703 Motor Vehicle Operating 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 5703 Motor Vehicle Operating 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 Wage Grade/Wage Leader/Wage Supervisor (WG/WL/WS)-7 to 10 • Sustainment: Training intended to maintain credentials or a good training course to have, but not necessary for career advancement

Motor Vehicle Operating Series Defined

The 5703 standard covers nonsupervisory work involved in the operation of gasoline, diesel, or electric powered wheeled vehicles to haul cargo and fuel, transport passengers, or to tow or recover equipment. The vehicles are driven in restricted traffic environments on Government installations, over public roads and highways, or under cross-country conditions. Also included are motor vehicles which have special-purpose or auxiliary devices where a knowledge of such devices does not exceed the level of knowledge and skill required to operate the vehicle safely.

Competency Areas

Two competencies have been identified for the successful performance in the 5703 series:

1. Direction and Comprehension
2. Operation of Motor Vehicles

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 5703 series indicated as follows:

Table 3. WG/WL/WS Skill Level Structure

Job Skill Level	Definition	Pay Plan	Beginning Grade	Target Grade
1	Entry	WG/WL/WS	7	8
2	Journeyman	WG/WL/WS	8	9
3	Expert	WG/WL/WS	9	10

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 5703 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 / Program	Vendor
Refueler Certification	Isometrics
Rollback Certification	WreckMaster
Commercial Driver's License (CDL)	State Department of Motor Vehicles
Transportation Security Administration (TSA) Background Check	Homeland Security
Forklift License	Base Licensing
Airfield Drivers Certification	Installation Specific
Confined Space Certification	Installation Specific
Occupational Safety and Health Administration (OSHA) 10 Certification	Installation Specific
Intrusive Activity Certification	Installation Specific
First Aid	Installation Specific
Explosive Vehicle Operator License	Installation Specific

The Core, Core-Plus, and Sustainment training courses found in Tables 5-7 below are recommended and may not be inclusive of all training available that are installation and state specific. The courses listed in the tables below align to both competencies in this 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.

Table 5. 5703 Training

Core (All Levels)	
<ul style="list-style-type: none"> • Class "A" Licensing • Driver Training Series: Night Driving • Forklift Hazard Perception Challenge - Advanced Safety Awareness • Forklift Hazard Perception Challenge - Basic Safety Awareness • Forklift Hazard Perception Challenge - DVD Training • Forklift Hazard Perception Challenge - Intermediate Safety Awareness • Forklift Operator Safety Training 	<ul style="list-style-type: none"> • Hazardous Waste Operations and Emergency Response (HAZWOPER) (Initial) • Hours of Service for CDL Holders • Resource Conservation and Recovery Act (RCRA) 40-Hour • Straight Truck Solutions: Loading & Unloading • Vehicle Inspections • Waterborne Spill Response (WSP)

Table 6. 5703 Training

Core-Plus (WG/WS & WG-8)	
<ul style="list-style-type: none"> • Bus/Tractor Trailer Safety 	<ul style="list-style-type: none"> • Department of Transportation (DOT) Hazardous Waste Manifest

Table 7. 5703 Training

Sustainment (All Levels)	
<ul style="list-style-type: none"> • HAZWOPER Refresher • Permit Required Confined Space (PRCSP) Refresher 	<ul style="list-style-type: none"> • RCRA Refresher • WSP Refresher

Competency Model

A competency model is a group of competencies that together define successful performance in an occupation. The Logistics COI has adapted this model from the Department of the Navy (DON) Office of Civilian Human Resources (OCHR) for the 5703 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			
WG 7 - Bus Driver/Flatbed Trucks	WG 8 – Combination Vehicles	WL/WS	
3	3	5	
BEHAVIORIAL INDICATORS			
WG 7 – Bus Driver/Flatbed Trucks	<ul style="list-style-type: none"> • Accomplishes work in accordance with instructions provided by work leaders and supervisors. • Follows safety regulations (e.g., safety data sheet, first aid instructions). • Follows heavy mobile equipment trade requirements to accomplish assigned tasks. • Reports accidents and/or mishaps in accordance with current regulations. 		
WG 8 – Combination Vehicles	<ul style="list-style-type: none"> • Accomplishes work in accordance with instructions provided by work leaders and supervisors. • Follows safety regulations (e.g., safety data sheet, first aid instructions). • Follows heavy mobile equipment trade requirements to accomplish assigned tasks. • Reports accidents and/or mishaps in accordance with current regulations. 		
WL/WS	<ul style="list-style-type: none"> • Ensures proper equipment and vehicles are available to workers to accomplish assigned tasks. • Carries out directions from upper-level management. • Interprets instructions and communicates its relevance to assigned tasks. • Oversees work accomplished by motor vehicle operators. • Investigates and reports accidents and/or mishaps. 		

COMPETENCY	DEFINITION		
2. Operation of Motor Vehicles	Operates mobile vehicles such as automobiles, trucks, buses, tractor trailer trucks operators, and sweepers.		
MINIMUM PROFICIENCY TARGET LEVELS			
WG 7 - Bus Driver/Flatbed Trucks	WG 8 – Combination Vehicles	WL/WS	
3	3	5	
BEHAVIORIAL INDICATORS			
WG 7 – Bus Driver/Flatbed Trucks	<ul style="list-style-type: none"> • Complies with safety regulations and procedures. • Complies with federal, state and local vehicle regulations. • Completes motor vehicle operator maintenance for safe and reliable operation. • Completes on-time route departures and stops to maintain schedules. • Completes operator maintenance on vehicles assigned (e.g., air pressure, oil level, water in radiator, adequate fuel). • Connects or disconnect the air brakes and electrical lines for safe operation of vehicle. • Controls brushes and vacuum system to get maximum cleaning effect from an industrial sweeper. • Controls equipment using levers, buttons, and pedals to operate special purpose vehicles (e.g., roll back wrecker, lowboy trailer, large wrecker). • Operates different sizes of vans, sedans, passenger buses, heavy duty buses, and light passenger vehicles. • Operates trucks long distance on highways, winding roads, and steep grades. • Maneuvers trash and recycling trucks on public roads, dirt roads, or paved and unpaved lots to pick up and dispose of trash, refuse, and recyclables. • Maneuvers vehicles around or on loading platforms. • Manipulates a vehicle to back in and out of narrow spaces or in between buildings. • Manipulates controls for starting, stopping, backing, and driving a vehicle. • Manipulates hydraulic controls to adjust a tailgate to spread construction material from a truck bed. • Manipulates hydraulic controls to raise and lower the bed of a truck. • Operates a street sweeper with separate controls (e.g., raise and lower main broom) on streets or runways. • Operates a wrecker to retrieve inoperable vehicles from remote locations. • Operates refueling tank vehicles for refueling or defueling services. • Operates special purpose vehicles equipped with power takeoff lever buttons and pedals (e.g., platform trucks, fuel trucks, stake trucks, dump trucks). • Operates electric, gas, or diesel-powered forklift trucks to load and unload supplies, material, and equipment. • Operates motor vehicles when transporting hazardous waste or materials. • Documents and reports before, during, and after operation preventative checks and services. • Follows proper industry vehicle standards. 		
WG 8 – Combination Vehicles	<ul style="list-style-type: none"> • Performs all duties at WG-7 level as required. • Operates trucks with a 70-ton capacity or up to a 10-wheel drive. 		

	<ul style="list-style-type: none">• Couples or uncouples truck tractors or semi-trailer to trucks for transport of equipment.• Operates gasoline, diesel, or alternative powered trucks or truck tractors to transport material and equipment.
WL/WS	<ul style="list-style-type: none">• Assigns and directs daily operation and workflow to drivers.• Possess skills, abilities, and qualifications to operate motor vehicles.• Oversees the operation, maintenance, repair, and replacement of fleet motor vehicles and trailers.• Ensures compliance with federal, state and local vehicle regulations.• Conducts training classes on safety, load securement, and vehicle operations.• Provides input for fleet operations.• Identifies specifications for specialized equipment.• Ensures compliance with safety regulations and procedures, policies, written instructions, and other directives.

Appendix A: Acronyms Defined

- ◆ BI Behavioral Indicator
- ◆ CDL Commercial Driver License
- ◆ COI Community of Interest
- ◆ DAU Defense Acquisition University
- ◆ DoD Department of Defense
- ◆ DOT Department of Transportation
- ◆ HAZWOPER Hazardous Waste Operations and Emergency Response
- ◆ PRCSP Permit Required Confined Space
- ◆ RCRA Resource Conservation and Recovery Act
- ◆ USMC United States Marine Corps
- ◆ WG Wage Grade
- ◆ WL Wage Leader
- ◆ WS Wage Supervisor
- ◆ WSP Waterborne Spill Response