

NDIA LOMC

Logistics Human Capital Committee

Joe Grosson
Subcommittee Chairman
Patrice Jackson
Subcommittee Vice-Chairman
11 May 2007

Agenda Actions from 4/18

- ✓ Discuss and agree upon the most important global issues
- ✓ Form our committee and agree on membership
- ✓ Agree on the basic tenants of our charter
 - What are we going to do?
 - By when?
 - How often will we meet?
 - When will we be done?
 - Do we recreate the committee at specific times?
- Present initial meeting discussions on 5/11/07

Global Issues

- Industry workforce requirements in log & sustainment will double in the next few years but neither government nor industry can retain its current workforce much less increase it
- Quality college graduates are not entering our communities at sufficient rates
- We have insufficient experienced logistics visionaries to train our existing government & industry workforces
- Investments in logistics related technology are a mere fraction of the total tech base and continue to diminish ~ forcing perpetuation of legacy processes

**Where do we start to build our new workforce:
High Schools, Colleges~ from Existing Communities ~
What role do the associations play?**

3

Issues & Trends

- Logisticians have/are changing to: (adaptability, innovative, changing the model of operations, ...)
 - Acquisition logistics
 - Operational logistics
 - Engineers
 - Technologists
 - Total lifecycle system engineers
 - IT specialists
 - Modeling & Simulation
 - Support on and to the battlefield
 - SCM wizards
- Business Practices radically altered
 - Commercial models and reliance on commercial services
 - Trade space and business case analysis
 - Public Private Partnerships & Arrangements
 - Knowledge of DFAR and 10USC; DOD policy
- Roles of Depots/Fleet Readiness Centers Evolving
- Acquisition Reform has not kept pace with evolving logistics business models thus legacy cultures (and infrastructure) prevail

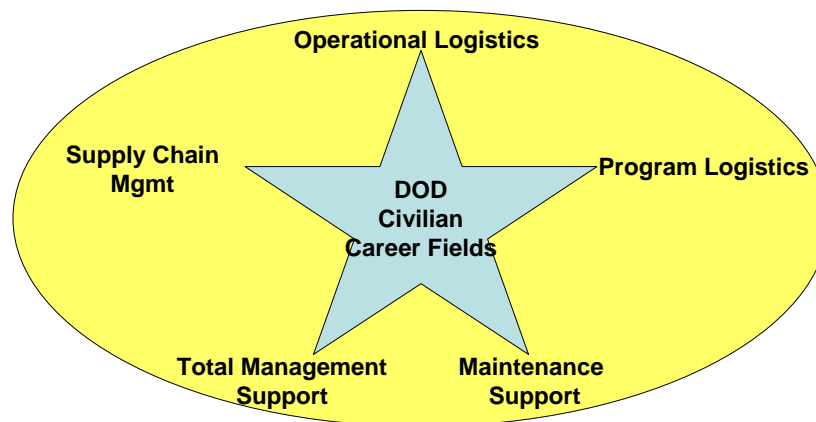
4

Issues & Trends (Continued)

- No one DOD CONOPs, accepted business model nor IT vision for logistics & sustainment ~ services and components within a service, all “do it” differently
- Government & Industry acquisition managers are unaware of DOD policy and hence their staff’s are not trained/educated ~ mythology prevails vice fact; distrust of both sides is wide-spread
- Severe lack of log “ombudsmen” throughout DOD & Industry
- DAU curricula is designed for the government student thus industry is developing internal training programs sometimes using academia and outside consultants who do not possess “real” experience
- Few, if any, academic institutions deal with the new paradigm
- Knowledge management (classical) has not yet been globally exploited

5

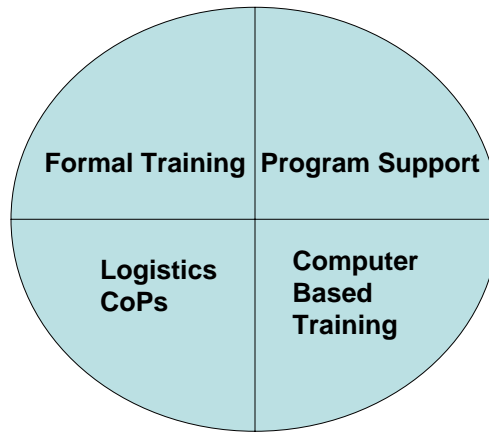
DOD Logistics Human Capital Strategy



**Competencies: Demand Management - Deployment Planning
Distribution Mgmt - CRM - Systems Engr -Software Engr
Business Acumen**

**Does this strategy apply to
DoD Military & Civilian as well as Industry?**

Delivery Components



Does this strategy apply to DoD Military & Civilian as well as Industry?

7

Boeing's Approach

1. A Lifecycle Customer Support Course
 - 3 courses per year; 90 Students per course
 - Currently one year of student backlog
 - Career monitoring after graduation
 - Includes customer and supplier presentations
2. Course for Executives (Logistics for Busy Executives)
 - Taught by practitioners at their workplace
3. Evolving Concepts:
 - Link training to netcentric log
 - Sense & Respond
 - Modeling & Simulation
 - PBL transformation to PDO

8

Lockheed's Approach

1. Enterprise Logistics Institute
 - Tailored One week courses
 - 80 internal short course
 - Reliance on DAU for initial training
 - 150 Academic Institutions
 - Partnership with U of T
2. Deliberate redesign of job codes to align with traditional log elements and a structured career development program applicable across the corporation
3. Use of SOLE certifications to augment other requirements

9

Form our committee and Agree on Membership

Workers

- **Joe Grosson ~ orchestrator**
- **Patrice Jackson ~ vice orchestrator**
- **Pete Eltringham**
- **Lenn Vincent**
- **Frank Wickersham**
- **Sam Chappell**
- **Jay Erb**
- **George Topic**
- **New Randy Fowler**
- **Others to be identified**
 - LOMC members
 - SOLE
 - Academia Leaders
 - Stevens
 - U of T
 - Penn State
 - MIT
 - Logtech, others
 - Specialty Institutes:
 - NPGS
 - AFIT
 - ALMC

Proposed

Executive Oversight Committee

- LGEN Christianson
- Jim Finley/Jack Bell?
- ICAF Commandant
- Barry Bates
- Gordon Holder
- Tofie Owen
- Lou Kratz & Counterparts from
 - Boeing, NG, Ray, GD, ...
- Jim Hall & Alan Estevez

Who is missing?

10

Action Required:

We need leaders to lead the profile sub-working groups

Notional:

Program Logistics- *Leader:*

- Planning, Analysis, Acquisition, sustainment & modernization

Supply Chain Mgmt- *Leader:*

- Integration of multiple material sources & processes to meet Warfighter requirements

Technical Management Support- *Leader:*

- Reliability and maintainability analysis
- Technical data management

Maintenance Support- *Leader:*

- Planning & Executing
- Main and sustainment of defense systems

Operational Logistics- *Leader:*

- Distribution to, from and within theater
- Transportation, warehousing, storage, packing, inventory
- Cargo scheduling and dispatching

11

What are we going to do?

Propose how we can deal with these problems:

- government needs to replenish and retain workforce
- industry needs to form and grow it's workforce as well as retain and train
- we must define log communities that have respect and value within the workforce
- devise way to maintain knowledge continuity

Form of our deliverable:

- profile of future logistician for each point of the star (slide 6)
- Common "ground" across communities/govt/industry
- range of specific activities to accomplish objective resolution
- coalition of civilian academic institutions
- coalition of Defense Contractors to stratify communities, education and training
- ~ SOLE?

By when?

- Initial Report by Nov with SITREP in March NDIA Log Conference

How often will we meet?

- Monthly

What else needs to be added?

12