



# The DPO Update

Information for DPO Stakeholders



May 29, 2008

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Issue Number 86

*"As the world changes rapidly, profoundly, and in every dimension—social, economic, and political—the logistics workforce needs to continuously evolve and operate in a way that optimizes the human capital of the entire enterprise rather than individual parts."*

Mr. Jack Bell,  
Deputy Under Secretary  
of Defense for Logistics  
and Materiel Readiness

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## DoD Logistics Human Capital Strategy

While its mission and purpose are constant, the logistics workforce faces a continuously evolving strategic environment. The DoD Logistics Human Capital Strategy (HCS) provides a clear vision that establishes the foundation for the future logistics workforce, culture, and human resources practices.

The purpose of the HCS effort is to develop a strategy that is based on a consistent core competency-based framework that can be implemented across the DoD Service/Agency Logistics community to enable achievement of the vision, which is:

**To develop an integrated, agile, and high-performing future workforce of multi-faceted, interchangeable logisticians that succeed in a joint operating environment**

The bedrock on which this vision is achieved is competency-based management of the DoD's logistics workforce, manifest in the creation of a logistics career roadmap with a common lexicon and set of logistics competencies and proficiencies. Operationalized through a DoD Logistics Career Development Framework (LCDF), this roadmap will provide the future logistics workforce with the right mix of function-specific subject matter experts and multi-faceted Enterprise logisticians.

The HCS will benefit DoD logisticians, and the Services, Agencies, and COCOMs. For individuals, the HCS provides a clear career roadmap and development framework with consistent expectations and application of competencies and skill requirements, in addition to enhanced opportunity for cross-functional development, flexibility, and growth. For the Services, Agencies, and COCOMs, the HCS improves logistics synergy which, in turn, provides better capabilities for current and emerging mission requirements. In addition, the HCS provides an enterprise system that will enable identification, development, and utilization of the desired competencies to meet mission needs.

Six elements (or pillars) will contribute to success and are detailed in the HCS document (a link to the complete document is provided below in the first *Item of Interest*):

1. Logistics career roadmap
2. Logistics competencies and proficiencies
3. Logistics Career Development Framework
4. Education, training, and developmental assignments
5. Certificate and certification program
6. Executive Steering Group

## Items of Interest

- The DoD Logistics Human Capital Strategy (HCS), published May 12, is available via the Assistant Deputy Under Secretary of Defense, Supply Chain Integration website at <http://www.acq.osd.mil/log/sci/hcsp.htm>.
- The agenda for the June 6, Distribution Steering Group (DSG) meeting is posted at: [https://dpo.transcom.mil/dpo/subpage/dpo.cfm?id=1029&current\\_id=3090](https://dpo.transcom.mil/dpo/subpage/dpo.cfm?id=1029&current_id=3090).
- The Defense Enterprise Accounting and Management System's newsletter for May is posted on the DEAMS website at: <http://www.transcom.mil/deams/>.

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