# DoD Logistics Human Capital Strategy (HCS)











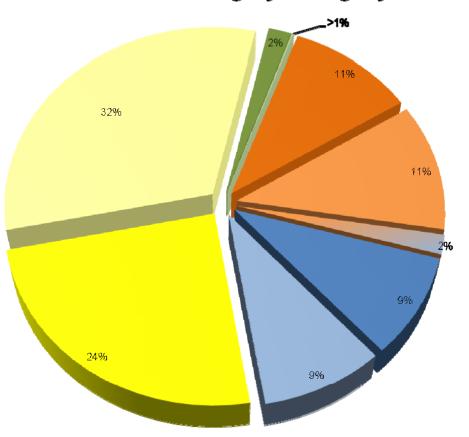


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Logistics & Materiel Readiness



# The DoD Logistics functional community comprises over 615,000 active duty military and civilian personnel\*

### **Workforce Sizing by Category**



Sources: Defense Civilian Personnel Data System (DCPDS)

Defense Manpower Data Center (DMDC)

Military Services

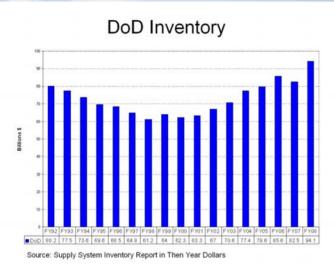
Notes: \* Augmented by over 200,000 Guard/Reserve personnel

	Civ	Mil	Total
Maintenance	143,295	199,516	342,811
Support	24%	32%	56%
Supply	63,350	72,037	135,387
Management	11%	11%	22%
Cross-Category	,	11,012	11,012
(SM & D/D/T)		2%	2%
Deploy/Dist/	56,194	56,679	112,873
Trans	9%	9%	18%
Life Cycle	12,426	935	13,361
Logistics	2%	<1%	2%
	275,265	340,179	615,444
	46%	54%	100%

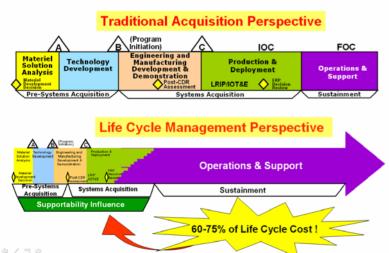
Demographics current as Sep 30, 2008



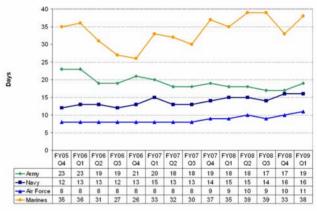
## Improving Logistics performance requires the right skill sets



#### Moving From Acquisition to Life Cycle Management Framework

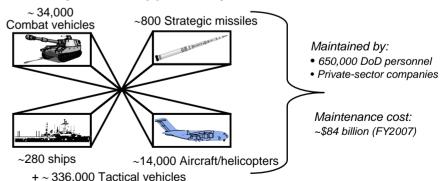


#### Mean Customer Wait Time by Customer



Source: DD2829 CWT (Marine Corps times are high because they exclude local issues.)

#### **Systems Supported by DoD Maintenance**



- + Communications/electronics equipment
- + Support equipment
- + Other systems

DoD's military equipment is valued at ~\$345 billion

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# The DoD Logistics Civilian Leader Development Framework





Forecasting and Demand Planning

**Supply Planning** 

**Sourcing** 

**Inventory Management** 

#### MAINTENANCE SUPPORT



Maintenance Operations (includes depot maintenance)

**Production & Support** 

#### DEPLOYMENT/ DISTRIBUTION/ TRANSPORTATION



Physical Distribution/ Transportation Operations

**Deployment Planning** 

# LIFE CYCLE LOGISTICS



**Logistics Design Influence** 

Integrated Logistics Support Planning

Product Support & Sustainment

**Configuration Management** 

Reliability and Maintainability Analysis

Technical/Product Data Management

**Supportability Analysis** 

#### **Core Competencies**

**Leading Change** 

**Leading People** 

**Results Driven** 

**Business Acumen** 

**Building Coalition** 

Enterprise-Wide Perspective