

Headquarters U.S. Air Force

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2019 Logistics Officer Association Symposium: Logistic Civilian Career Field Manager Session



**Ms. Van Mizak
AF/A4P
Logistics Civilian Career Field
Manager
DCS/Logistics, Engineering
and Force Protection**

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Overview

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- **Logistics Career Field**
- **Logistics Human Capital Strategy**
- **Workforce Development**
 - **Civilian Vectoring**
 - **Civilian Developmental Education (CDE)**
 - **Career Broadening (CB)**
 - **Key Career Positions (KCP)**
- **Contact/Sharepoints**



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Who We Are

Logistics Career Field

HAF/A4
Logistics Functional Authority
Asst DCS/Logistics, Engineering, & Force Protection
Mr. Timothy Bridges, SES

HAF/A4P
Logistics Functional Manager
Director of Resource Integration
DCS/Logistics, Engineering & Force Protection
Mr. Edwin Oshiba, SES

HAF/A4PR
Logistics Civilian Career Field Manager
Ms. Van Mizak

AFPC/DP2ZN
LCFT Chief
Mr. Richard Stephens

Logistics Career Field Team (LCFT)

Mrs. Juanita Jasper	Mr. Joseph Shaeffer	Mr. Curtis Briggs
Mr. Kim Des Los Reyes	Mr. Daryl Inglet	Ms. Felicia Sargent
Mr. Ryan Kaono	Mr. Anthony "Greg" Gregory	Mr. Patrick Brown
Mr. Jaime Santana	Mr. Michael Jones	

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Logistics Human Capital Strategy

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DoD Logistics Human Capital Strategy

Enterprise Logisticians



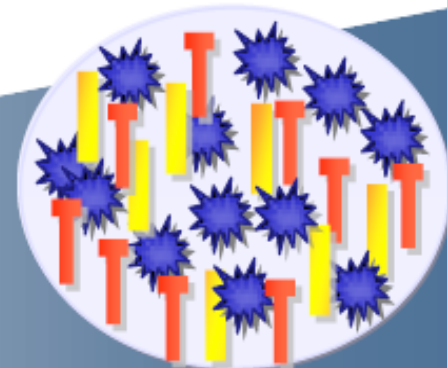
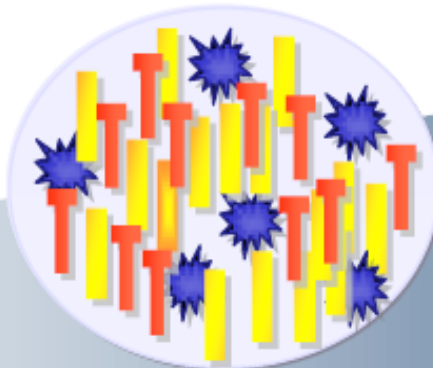
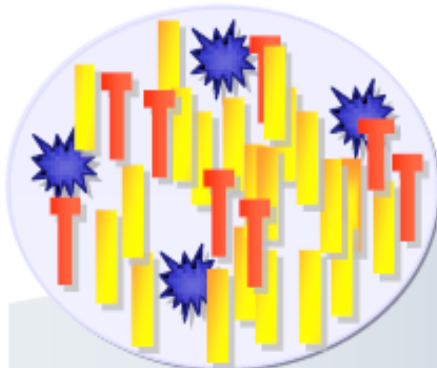
"I" People – Deep knowledge, narrow expertise in functional segment, with limited knowledge of other functional segments or fields.



"T" People – Broader knowledge across a field, possibly with depth in some but not all logistics segments; some knowledge of business or other fields; some development assignments and training.



Enterprise Logistician – Multi-faceted logistician with expertise in many segments and knowledge of the logistics process end-to-end; knowledge of business or other fields; executive training; multi-component experience.



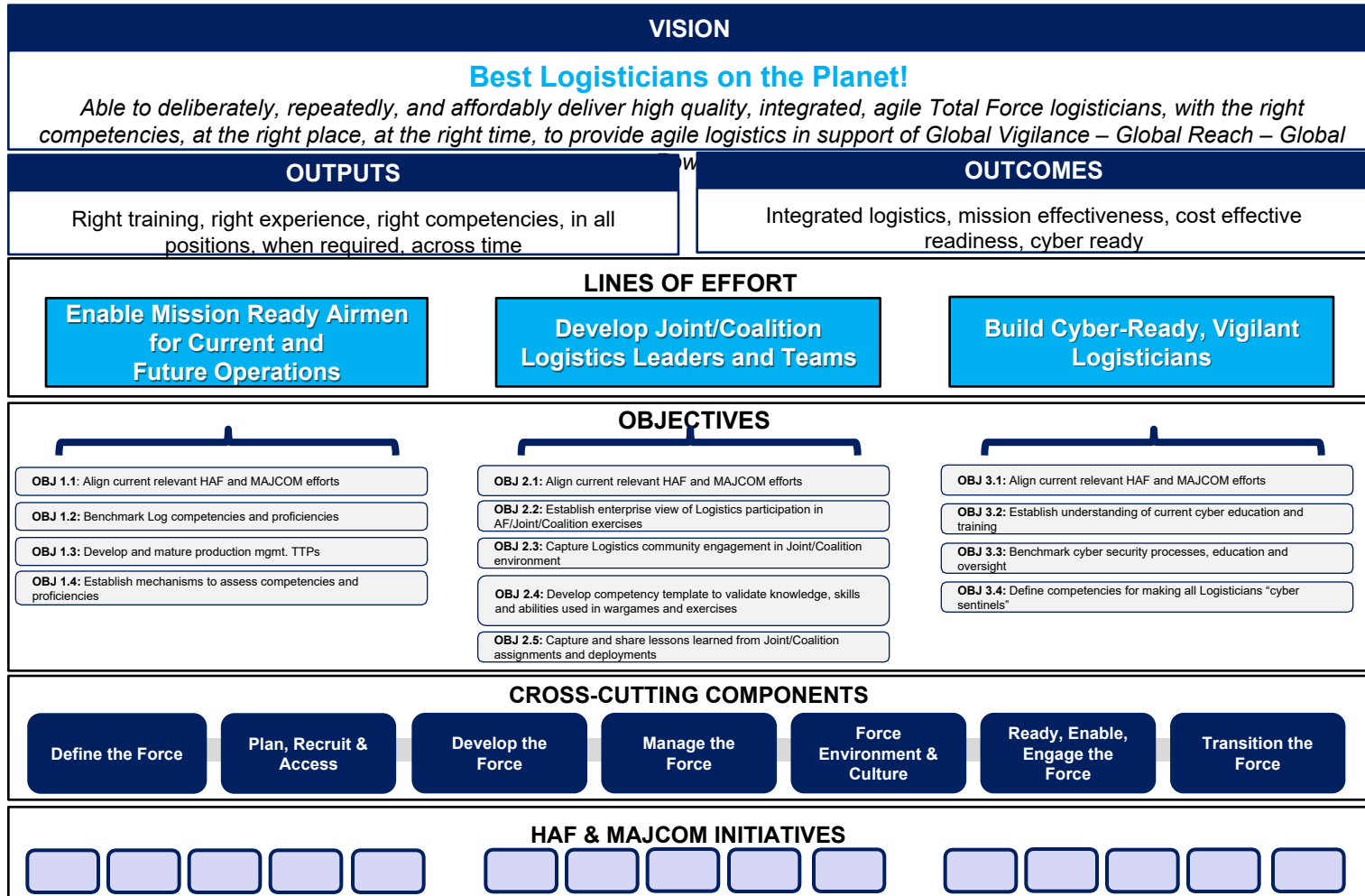
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AF Logistics Human Capital Strategy

LOGISTICS HUMAN CAPITAL STRATEGY



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LHCS Lines of Effort

Description of Desired End State

LOE #1: Enable Mission Ready Airmen for Current and Future Operations

- Knowledge, skills, abilities, proficiencies, and competencies to match current and future mission requirements
- A deliberate continuum of learning including education, training, and experience that delivers value to meet and enhance mission generation
- Accelerate insertion of enabling technology and technical standard operating procedures to improve workforce productivity

LOE #2: Develop Joint/Coalition Logistics Leaders and Teams

- Air Force Logisticians that can operate as individuals, as members of teams, or as leaders in Joint and Coalition environments
- We bring 'Airmindedness' to the Joint community
- Our logisticians in Joint billets bring an understanding of the Joint environment back to the Air Force

LOE #3: Build Cyber-ready Vigilant Logisticians

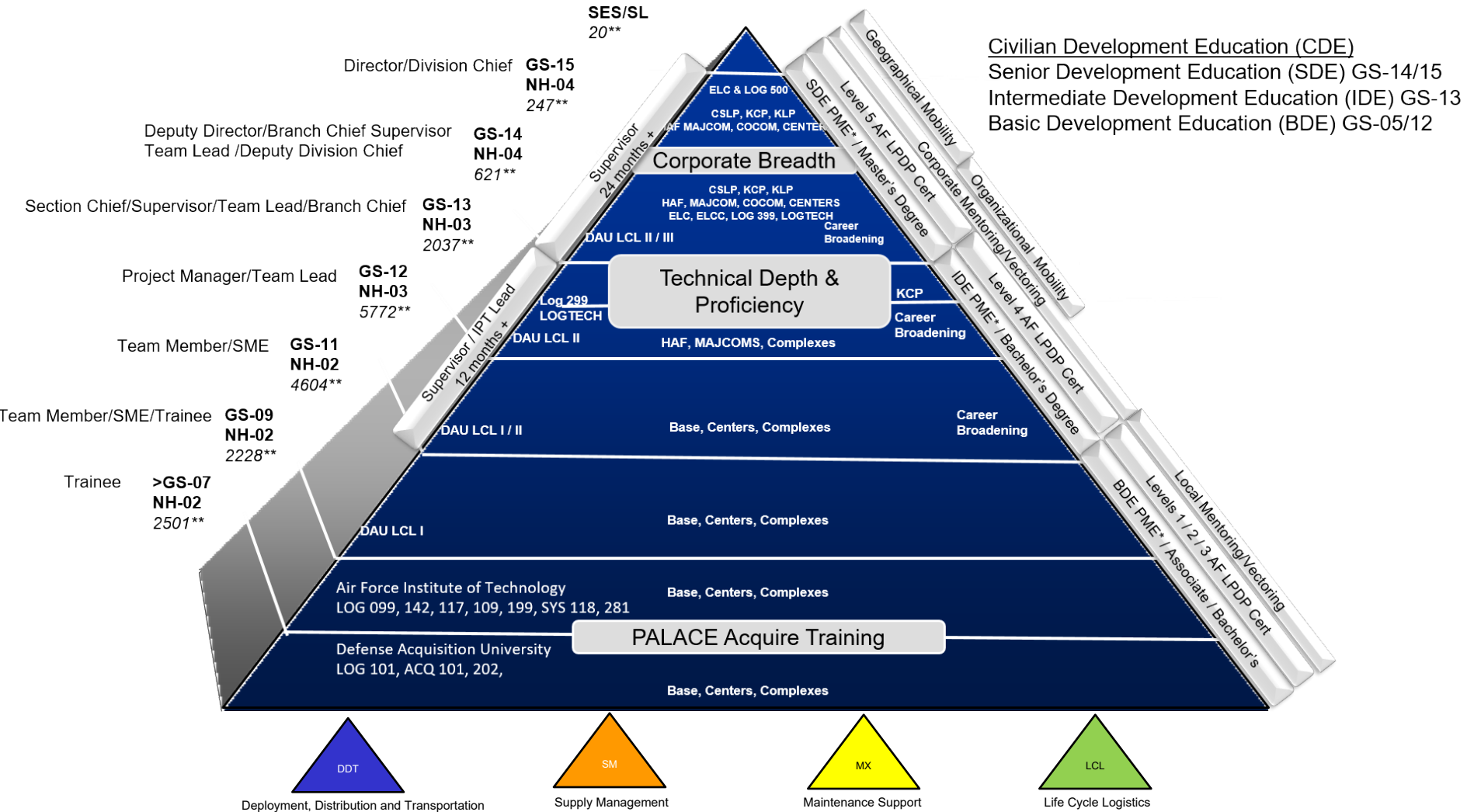
- A culture where information and data are valued assets, just like tools and safety
- Air Force Logisticians understand their roles and responsibilities within the cyber domain
- Logisticians are prepared to accomplish the mission in cyber/information-compromised environments

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Logistics Career Pyramid

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Logistics Workforce Categories

DoD - Four Logistics Workforce Categories

SUPPLY MANAGEMENT



Includes procurement to disposal of defense system material, and integration of multiple material sources and processes to meet war fighter requirements.

Forecasting and Demand Planning

Supply Planning

Sourcing

Inventory Management

MAINTENANCE SUPPORT



Includes planning and executing maintenance, both scheduled and unscheduled, to defense system equipment.

Maintenance Operations (includes depot maintenance)

Production & Support

DEPLOYMENT/ DISTRIBUTION/ TRANSPORTATION



Includes transportation, packaging, cargo scheduling, and dispatching of materials, support services, and personnel in response to customer requirements to move and sustain the force.

Physical Distribution/ Transportation Operations

Deployment Planning

LIFE CYCLE LOGISTICS



Includes planning, development, implementation, and management of a comprehensive, affordable, and effective systems support strategy.

Logistics Design Influence

Integrated Logistics Support Planning

Product Support & Sustainment

Configuration Management

Reliability & Maintainability Analysis

Technical/Product Data Management

Supportability Analysis



Workforce Force Development

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- **Civilian Vectoring**
- **Civilian Development Education (CDE)**
- **Career Broadening (CB)**
- **Key Career Positions (KCP)**



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Development Team (DT)

Career Planning Cycle/ Vectoring

- A formal mentoring process for civilian personnel
- Senior leaders provide an individualized assessment based on a review of training, education, experience, and career goals
 - Structured Review of YOUR Career Development Plan
 - Provides measurable outcomes
 - Directly tied to the Strategic Plan of each Career Field
 - Provides career guidance
 - **Mobility is NOT a necessary to be vectored**
 - NOT: a job offer or guarantees promotion or opportunities
 - You **MUST** apply! Show consistent/sustained performance
- Variety of Advice and Outcomes
 - May offer Leadership & Management Training Opportunities
 - Organizational Mobility considerations
 - Talent Management, find and develop unique skill sets



GS-14/15 Vectoring Timeline

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GS-12/13

■ Fall 2020

GS-14/15

■ Career Vectoring Call

1 Mar – 15 Apr 20

■ Career Vectoring Deadlines

■ Forms to Supervisor

1 Apr 20 (recommended)

■ Forms to Endorsers

8 Apr 20

■ Due to Logistics Career Field Team

15 Apr 20

■ Sub-Panel Meets

6 May 20

■ LEB Reviews Sub-Panel

3-5 Jun 20

■ Recommendations

■ Feedback to Participants

31 Jul 20



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Force Development

Civilian Developmental Education (CDE)

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Professional Military Education *(PME)*

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In-Residence

- **Basic Developmental Education (BDE)**
 - **Squadron Officer School (SOS) GS-9/11/12**
- **Intermediate Developmental Education (IDE)**
 - **Air Cmd & Staff College (SANDS) (GS-12/13)**
 - **Air Cmd & Staff College (In Residence) (GS-12/13)**
 - **Air Cmd & Staff College (OLMP) (GS-12/13/14)**
- **Senior Developmental Education (SDE) – **Mobility Required****
 - **Air War College (GS-14/15)**
 - **Defense Senior Leader Development Pgm (GS-14/15)**
 - **Eisenhower School (GS-14/15)**
 - **National War College (GS-14/15)**
 - **College of Information & Cyberspace (GS-15)**

Distance Learning

- **ACSC (GS-11/13)** **AWC (GS-13-15)**



Civilian Developmental Education and Civilian Strategic Leadership (CSLP) Program Timeline

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- Individuals discuss CDE with Supervisor..... **START NOW!**
- **Call for Nominations**..... **13 Jan 20**
- **Nominations Due to AFPC**.....**16 Mar 20**
- Functional Review (LEB).....2-4 Jun 20
- Corporate CDE Selection Board.....Jul 20
- CDE Selections Announced..... Jul 20

■ **MyVector** <https://myvector.us.af.mil/myvector/>

- Build resume in MyVector - review experience history for gaps
- Duties, Career, Education & Training pull from civilian database, MyBiz <https://compo.dcpds.cpms.osd.mil/>
- Identify suitable CDE - discuss with supervisor
 - Schedule time with senior endorsers
 - Work together on goals and endorsements

Check with your local Chain of Command for any organization-specific timelines



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Developmental Programs

Career Broadening & Key Career Positions

Building occupational and institutional competencies while enhancing leadership perspectives

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Developmental Programs: Career Broadening (CB)

- **Purpose: Ensure Logistics Career Broadening Program is building occupational and institutional competencies while enhancing leadership perspectives to grow the next bench of Ready, Cost Savvy Senior Civilians in order to Enable Future Operating Concepts**

- **Focus: Developing leadership qualities**

- **Open to GS-11 through GS-14**
- **Opportunities for advancement (temp promotion)**

- **There are 48 Logistics CB positions administered by Logistics Career Field Team (LCFT) at AFPC**



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Developmental Programs: Key Career Positions (KCPs)

- **KCP Purpose: Providing breadth in logistics competencies**
- **Focus is high potential career-developed candidates who have demonstrated sustained commitment to personal development and adaptability to change**
 - **Currently lateral GS-13 through GS-15**
- **Currently 51 KCPs are distributed throughout seven MAJCOMs**
 - **HAF/SAF**
 - **ACC**
 - **AMC**
 - **AFMC**
 - **AFRC**
 - **AFSPC**
 - **TRANSCOM**

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Logistics Career Field Points of Contact

- **Mr. Timothy Bridges – Career Field Functional Authority**
- **Mr. Edwin Oshiba – Career Field Functional Manager**
- **Ms. Van Mizak – Civilian Logistics Career Field Manager**
 - **van.t.mizak.civ@mail.mil**
 - **703-692-4127**
- **Ms. Medina Upshaw – HAF Life Cycle Logistics Functional Manager**
 - **medina.n.upshaw.civ@mail.mil**
 - **703-697-3523**
- **Andrea Truman – Civilian Logistics Career Field Team Chief**
 - **andrea.truman@us.af.mil**
 - **210-565-1009**
- **LCFT Workflow E-mail Box:**
afpc.logistics.cft@us.af.mil
- **LCFT Phone Number:**
 - **210-565-2365**

[Force Dev sharepoint](#)

<https://cs2.eis.af.mil/sites/10826/logr/SiteAssets/fd/dev/index.aspx#/civilian>

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Questions



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Workforce Development Civilian Tuition Assistance (TA)

Non-ACQ/Non-Intern	Interns (Non-ACQ)	Acquisition
All Grades	GS-7 thru GS-12 centrally funded	Must be in an acquisition coded position
75% funded \$4,500 annual cap	100% funded no annual cap	\$50K total for a degree
May take up to two courses at a time		Amount over \$50K must be funded by employee first

- Available to assist employees with completion of formal education
- TA avail for Doctorate courses; follows Non-Acq funding guidelines
 - Current exception: Interns
- AFI 36-401 governs TA policy
 - Not available for same level course work as degree held