



DLA
DEFENSE LOGISTICS AGENCY
Established 1961



The Nation's Combat Logistics Support Agency

Human Capital Development for the DoD Petroleum Supply Chain

Cynthia Smith, Deputy Director
Futures Integration & Posture
Directorate, DLA Energy





Agenda

- Purpose
- Background
- Lines of Effort
- Past and Current Initiatives
- Next Milestones



Purpose

**To improve
human capital development
specific to
bulk fuel expertise and capacity**



Background

- **1942** – Army/Navy Petroleum Board
- **1945** – Joint Army/Navy Petroleum Purchasing Agency
- **1948** – Army Services Petroleum Purchasing Agency
- **1957** – Military Petroleum Supply Agency
- **1961** – Bulk Petroleum and Facilities Management given to DFSC
- **1962** – Defense Petroleum Supply Center
- **1964** – Defense Fuel Supply Center
- **1973** – DLA designated as Integrated Materiel Manager (IMM) Phase 1 for acquisition, storage, distribution and sale of fuel with responsibility ending at the Service installation boundary
- **1985** – MILCON
- **1991** – Mission expanded to include natural gas
- **1993** – Phase IIA of IMM expanded DLA ownership of bulk petroleum products to include most bulk storage installations and responsibility for maintaining infrastructure
- **1998** – Mission expanded to support the Department's energy efforts to include utility privatization, energy savings contracts and electricity.
- **1998** – Renamed Defense Energy Support Center
- **2000/2001** - Phase IIB of IMM expanded DLA ownership of ground fuels
- **2001** – Designated IMM for space and space-related products
- **2004** – DLA designated as Executive Agent of Class IIB petroleum supply chain
- **2007** – Assumed responsibility for 47 USAF GOGO DFSPs (now GOCOs)
- **2010** – Designated as DLA Energy
- **2013** – Assumed responsibility for US Army Okinawa Petroleum Distribution System
- **2023** – USTRANSCOM implements Human Capital Management



Lines of Effort

- **LOE 1: Establish standard education and training for the JPE.**
 - LOE 1a: Standard education and training for key JPE positions.
 - LOE 1b: Standard education and training for military specific POL operations.
 - LOE 1c: Standard education and training for joint POL training.
- **LOE 2: Enhance Senior Leader Understanding of GBFMD capabilities, and its impact to mission planning and execution.**
 - LOE 2a: Performance objectives.
 - LOE 2b: Determine required/needed level of bulk fuel senior leader education.
 - LOE 2c: Develop a library for senior leader bulk fuels information/education.
 - LOE 2d: Integrate with senior leader capstone courses.
- **LOE 3: Collaborate with professional organizations/industry/academia on educational best practices/opportunities to develop JPE human capital.**
 - LOE 3a: Research available industry and academic resources and certifications available to the DoD
 - LOE 3b: Update the Joint Petroleum Roadmap as applicable.
- **LOE 4: Develop a JPE human capital roadmap to ensure JPE readiness across the Services.**

**Each LOE has associated tasks. Progress tracked with associated milestones.*



Past and Current Initiatives

- Petroleum Training Workbook
- Joint Petroleum Officer (JPO) / Fuels Integration Synchronization Officer (FISO) Course
- Career Mapping



Joint Petroleum Training Workbook

Purpose:

- Assess Petroleum Training across the DoD to identify any gaps or training shortfalls
- Joint work group effort from June 2023 to November 2023

Findings:

- There were no gaps noted - the Services are training to their Title 10 responsibilities
- Personnel being assigned to joint billets do not have the necessary skills and experience
- Updating the 2012 Joint Staff J4 Director's Memorandum (Joint Petroleum Officer Development) that outlines recommended training for the JPOs with a more holistic approach
- DLA Energy will maintain updates to the Workbook



JPO/FISO Course

Purpose:

- The goal of the JPO/FISO course is to address a human capital gap within a key Joint Petroleum Enterprise position
- The course will focus on the knowledge and skills needed for theater level petroleum and energy mission

Major Milestones:

- Course Approval – September 2023
- Course Content / Outline Development – Pending
- Course Developer / Instructor In-Place – Pending
- Course Development – Pending
- Beta Courses – Pending
- Active Course – Pending
- Course Certification – Pending



Human Capital Roadmap

Purpose: Formulate a roadmap for Human Capital Development

- Identify key positions
 - Identify must-do training for key positions
 - Determine how to make training a requirement, much like reporting instructions – need to synchronize across the Services/CCMDs
- What joint education and training does the JPE need? What joint education and training tools does the JPE need?
- House JPE education and training resource information in one location?
- Synchronize Services' career field managers and assignment personnel
- Develop career path “mapping” to gain an understanding of similarities and differences
- With regards to bulk fuel, what do Senior Leaders need to know and understand to ensure mission success?



Next Milestones

- Continue to develop a roadmap for the JPO
- Continue to develop tools/processes to synchronize JPE training and education
- JPO / FISO Course online
- Focus on Joint Petroleum Office manning

