





Department of the Army
Logistics
Intern Program

Two paths are available for individuals wishing to enter the Army's civilian workforce as logistics interns.

■ By Carey W. Radican

A Department of the Army (DA) logistics intern fires a weapons simulator at Fort Eustis, Va. (Photo by Barbara Gomoll)



DA logistics interns prepare presentations as part of the Intern Logistics Studies Program at the Army Logistics University, at Fort Lee, Va. (Photo by Julianne E. Cochran, Army Sustainment)

The Department of the Army (DA) Logistics Intern Program mission is to recruit, hire, train, develop, and mentor top quality individuals to perform as premier logisticians throughout the Army. The intern program includes a highly selective hiring process and is centrally managed. It equips individuals with the functional and multifunctional capabilities to immediately contribute to any organization's logistics mission.

Logistics interns in supply management (career program [CP]-13), materiel maintenance management (CP-17), and transportation and distribution management (CP-24) are trained in the latest logistics concepts and methods. They are also taught the latest business, resource, and program management principles and practices. All interns are cross-trained in each of the three

logistics career programs.

The DA Logistics Intern Program also manages and executes the logistics portion of the Army Civilian Training, Education, and Development System (ACTEDS) Pathway Internship Program for students.

Both sets of intern curricula are driven by a logistics master intern training plan (MITP). The MITP describes the universal requirements for logistics intern training and development as well as the unique requirements associated with each specialized field.

Functional chief representatives approve the MITP. This Senior Executive Service-level oversight ensures the program is nested in the overall mission and direction of each career path.

DA Logistics Intern Program

The full-time 18-month intern

program is based at Fort Lee, Va. Interns are hired at the GS-7 level, promoted to GS-9 after successfully completing 12 months of the program, sent to their permanent duty locations, and promoted to GS-11 at 24 months of service.

Interns are assigned to a program manager who coaches, teaches, and mentors them through the process. The program manager ensures that the interns understand the program requirements, complete distance learning in accordance with the schedule, and meet all of the training objectives addressed in the MITP.

An 18-month training plan is used as a guide to prepare each intern's specific individual development plan (IDP). Four months of the program are spent in the Intern Logistics Studies Program (iLog) classroom, four in one of the logistics Basic Officer Leader Courses (BOLCs), and four in on-the-job training (OJT). Six months of the program include training on conflict management, time management, presentation and briefing techniques, communication and writing skills, and team building. Input is solicited routinely from the field to ensure the program is focused on providing trained individuals to major logistics commands.

During the program, interns complete iLog, enroll in Defense Acquisition University distance learning to become Level I Life Cycle Logistics certified, complete the required Civilian Education System courses for their grade level, and attend one of the logistics branch BOLCs where they serve in key roles during the Sustainment Warrior Field Training Exercise. In addition, interns complete OJT at up to three Army, Department of Defense (DOD), or commercial industry logistics-related organizations.

iLog. The four-month iLog program is taught at the Army Logistics University at Fort Lee. Courses include instruction in Army logistics, major end-item management,

secondary-item management, supply chain management, joint logistics, multinational logistics, defense distribution management, quantitative applications, the Logistics Modernization Program, and contracting.

Distance learning. Interns must complete more than 130 hours of distance learning. This training includes Six Sigma awareness, fundamentals of systems, acquisition management, acquisition logistics fundamentals, systems sustainment management, designing for supportability in DOD systems, performance-based logistics, mission support planning, and mission planning, execution, and performance assessment. Interns must also complete the Civilian Education System Foundation Course.

BOLC. Interns attend one of the three logistics BOLCs to enhance their understanding of the customer and the challenges that logisticians encounter in garrison and on the battlefield. This “greening” process builds a corporate identity that ensures the intern appreciates and understands the urgency of a request from a logistician working in some far away location supporting Soldiers.

Supply management interns attend the Quartermaster BOLC. Materiel maintenance management interns attend the Ordnance BOLC. Transportation and distribution management interns attend the Transportation BOLC.

Each course’s curriculum consists of common core and functional training. Common core training teaches the interns to apply the theory and principles of battle-focused training. In addition, BOLC teaches the skills required to lead small elements in combat and garrison, survive on a modern battlefield, develop and maintain discipline, supervise maintenance activities, and perform property accountability. Interns also learn about Army leadership doctrine and receive instruction on effective oral and written commu-

nication, Army Writing Program standards, and briefing preparation.

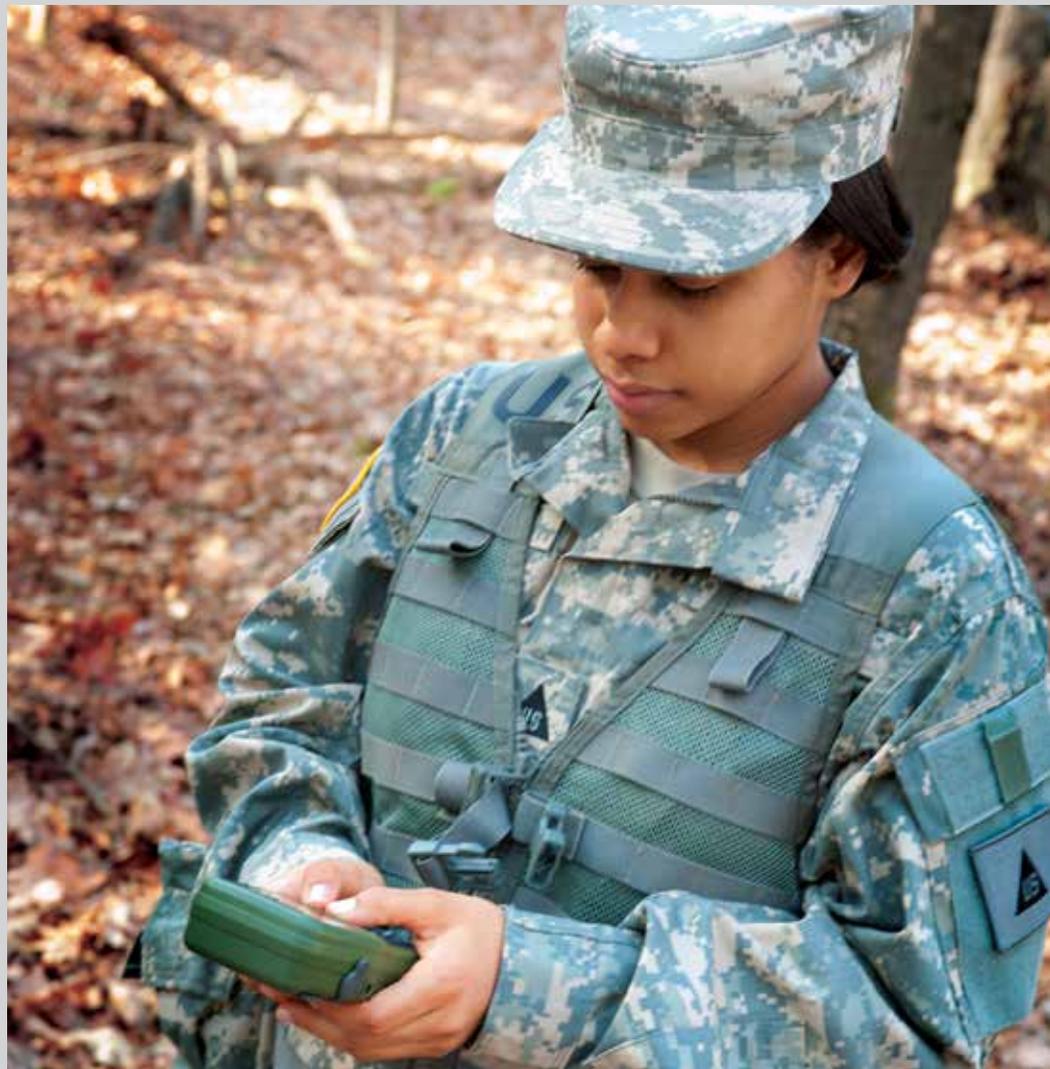
The Quartermaster BOLC training includes tactical logistics instruction focused on petroleum and water, supply support activity, aerial delivery, field services, sling load, subsistence, and mortuary affairs operations.

The interns attending Ordnance BOLC focus on unit movement, communications, military history, maintenance and supply, conventional munitions, digital battlefield operations, metalworking, automotive maintenance, recovery principles and application, and automo-

tive and armament maintenance of combat systems and small arms.

The Transportation BOLC interns learn about unit movement, moving the force, strategic mobility, tactical transportation operations, and Force XXI battle command operations.

OJT. OJT provides interns with opportunities to gain firsthand experience in a wide variety of logistics organizations. By the end of OJT, the interns will understand the various supply, maintenance, and transportation functions. Using a diverse set of organizations, the interns are provided projects that give them the



Brandi Berry, a DA logistics intern, participates in land navigation training during a 2011 Basic Officer Leader Course as part of the DA Logistics Intern Program.

opportunity to reinforce classroom instruction and learn through application. These opportunities also provide the interns with insight into the bigger Army picture.

Position Assignment

Once logistics interns complete their training, they are available for worldwide assignment based on the needs of the Army. A board comprising gaining command representatives selects interns based on current staffing needs in conjunction with each intern's permanent duty location preferences. Historically, about 95 percent of the logistics interns get one of their top three permanent duty assignment choices. Permanent changes of station are centrally funded and interns are assigned to gaining activities' tables of distribution and allowances and funding.

ACTEDS Pathway Internship

The ACTEDS Pathway Internship Program provides an opportunity for high school, vocational school, and college students to enhance their academic program of study by gaining work experience while attending school.

The students' government work experiences must be designed to be consistent with the student's academic studies or career goals. The program requires the student to complete a minimum of 640 career-related work hours before graduation. ACTEDS Pathway interns who successfully complete the part-time program may be considered for noncompetitive selection into the DA Logistics Intern Program once they graduate.

Both the DA Logistics Intern Program and the ACTEDS Path-

way Intern Program rely heavily on the Civilian Logistics Career Management Office's dedicated recruiting program. Candidates who have the desire to grow and learn, possess a positive attitude, demonstrate leadership traits, are energetic self-starters, and epitomize the Army Values are encouraged to apply.

Carey W. Radican is a Department of the Army logistics intern program manager and a retired Army lieutenant colonel. He holds a bachelor's degree in marketing management from Old Dominion University and a master's degree in computer systems management from the University of Maryland University College. He is a Six Sigma Green Belt and a graduate of the Command and General Staff Officer Course and the Logistics Executive Development Course.



DA logistics interns tour facilities at Fort Eustis, Va., as part of the DA logistics intern program. (Photo by Barbara Gomoll)