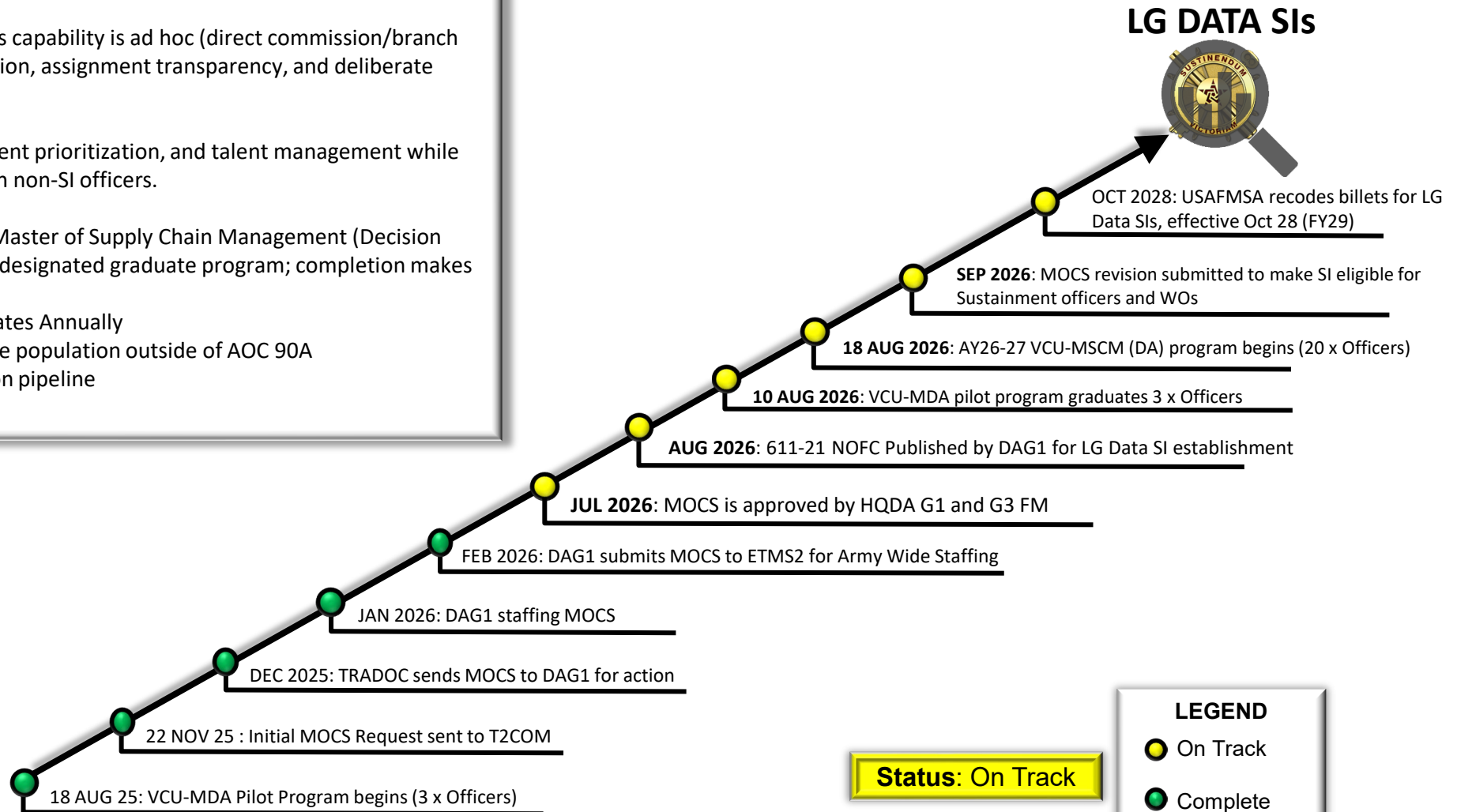




Sustainment Functional Data Analyst MOCS (POAM)

- **Purpose:** Establish a Skill Identifier (SI) to recognize and manage Sustainment Functional Data Analysts who apply advanced analytics to sustainment and logistics problems.
- **Justification:** Current acquisition of analytics capability is ad hoc (direct commission/branch transfer), limiting predictable talent cultivation, assignment transparency, and deliberate career development.
- **Billet Coding Intent:** Identification, assignment prioritization, and talent management while preserving commanders' discretion to assign non-SI officers.
- **Pathway to Award:** Baseline qualification: Master of Supply Chain Management (Decision Analytics) from VCU or equivalent LOGPRO-designated graduate program; completion makes officers immediately eligible.
 - CASCOM-VCU Program: 20 x Graduates Annually
 - Target Branch Transfers from eligible population outside of AOC 90A
 - Continue to utilize direct commission pipeline





COMPO1: Projected L9 Coded Billet Growth (FY29+)

FY29 Initial Growth				
UNIT NAME	O3	O4	O5	Total
AMC	7		1	8
CASCOM	15	8	1	24
CTC	3			3
DLA	1			1
DSB/SB	12			12
HQDA, G4		1	1	2
TSC	6			6
	44	9	3	56

FY30 Growth				
UNIT NAME	O3	O4	O5	Total
AFSB	2			2
AMC		2	1	3
DLA		1		1
ESC/CSC		2		2
HQDA, G4			1	1
TRANSCOM		1		1
TSC		2		2
	2	8	2	12

FY31 Growth				
UNIT NAME	O3	O4	O5	Total
AFSB	2			2
AMC		2	1	3
DLA		1		1
ESC/CSC		2		2
HQDA, G4				0
TRANSCOM		1		1
TSC		2	1	3
	2	8	2	12

FY32 Growth				
UNIT NAME	O3	O4	O5	Total
AFSB	2			2
AMC		2		2
DLA		1		1
ESC/CSC		2		2
HQDA, G4			1	1
TRANSCOM		1		1
TSC		2	1	3
	2	8	2	12

Total Coded L9 Billets by FY32

UNIT NAME	O3	O4	O5	Total
AFSB	6			6
AMC	7	6	3	16
CASCOM	15	8	1	24
CTC	3			3
DLA	1	3		4
DSB/SB	12			12
ESC/CSC		6		6
HQDA, G4		1	3	4
TRANSCOM		3		3
TSC	6	6	2	14
	50	33	9	92

Planning Assumptions

- Proposing 56 coded-billets for initial implementation (FY29)
 - VCU-CASCOM participants incur a two-year utilization. Anticipating a 100% billet utilization (40-coded billets).
 - Recommending a 1/3 code rate the remaining 49 qualified Officers (16 coded-billets).
- Average annual L9 SI growth: 25 Officers per year (O-3s)
 - 20 from VCU-MSCM
 - 5 from Direct Commission and VTIP
- Allowed Annual Coded-Billet Growth: 12 Billets per year
 - 20 x VCU-MSCM students at 33% fill rate (7 Billets).
 - 5 x DCP/VTIP at 100% fill rate (5 Billets).
- Billet growth focus area:
 - Strategic and Operational-level Sustainment formations



COMPO2&3: Projected L9 Coded Billet Growth (FY29+)

FY29 Initial Growth (COMPO2)				
UNIT NAME	O3	O4	O5	Total
TSC	2			2
DSB/SB	4			4
	6	0	0	6

FY30 Growth (COMPO2)				
UNIT NAME	O3	O4	O5	Total
TSC		2		2
ESC/CSC		2		2
	0	4	0	4

FY29 Initial Growth (COMPO3)				
UNIT NAME	O3	O4	O5	Total
TSC	4			4
DSB/SB	12			12
	16	0	0	16

FY30 Growth (COMPO3)				
UNIT NAME	O3	O4	O5	Total
TSC		2		2
ESC/CSC		3		3
	0	5	0	5

FY31 Growth (COMPO2)				
UNIT NAME	O3	O4	O5	Total
TSC		2	1	3
ESC/CSC		2		2
	0	4	1	5

FY32 Growth (COMPO2)				
UNIT NAME	O3	O4	O5	Total
TSC		2	1	3
ESC/CSC		2		2
	0	4	1	5

FY31 Growth (COMPO3)				
UNIT NAME	O3	O4	O5	Total
TSC		2	1	3
ESC/CSC		3		3
	0	5	1	6

FY32 Growth (COMPO3)				
UNIT NAME	O3	O4	O5	Total
TSC		2	1	3
ESC/CSC		3		3
	0	5	1	6

COMPO2 Total Coded L9 Billets by FY32				
UNIT NAME	O3	O4	O5	Total
TSC	2	6	2	10
DSB/SB	4			4
ESC/CSC		6		6
	6	12	2	20

COMPO3 Total Coded L9 Billets by FY32				
UNIT NAME	O3	O4	O5	Total
TSC	4	6	2	12
DSB/SB	12			12
ESC/CSC		9		9
	16	15	2	33

- Planning Assumptions**
- There is currently no dedicated education pathway for COMPO 2/3 Officers to obtain the L9 Skill Identifier.
 - Billets that have been identified for coding mirror additions being made to COMPO1 TOE units with the same SRC