



# ***Defense Acquisition Workforce Key Information***

Business

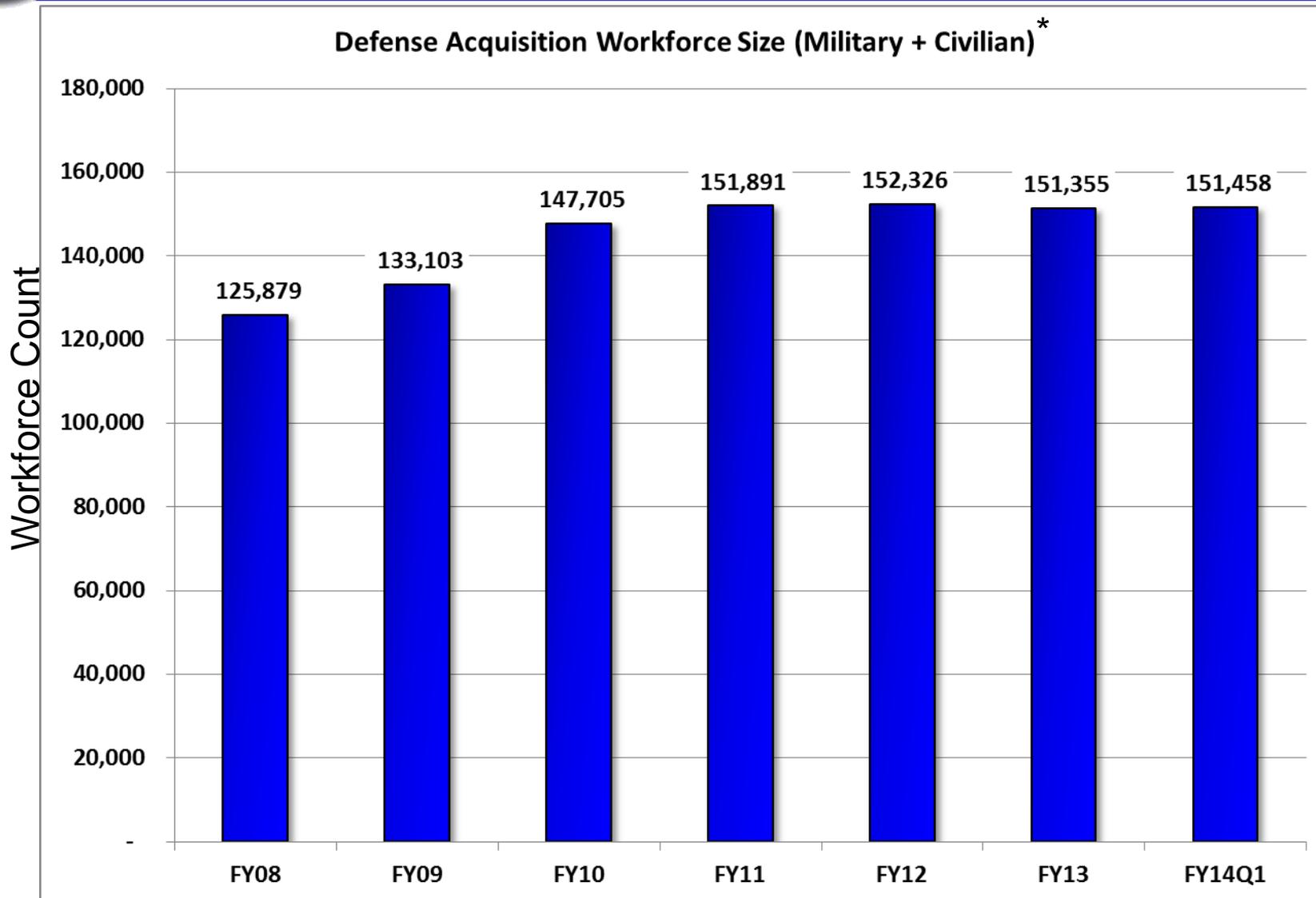
Quarterly Information

As of FY14Q1

Source: AT&L HCI, 14 March 2014



# ***FY 14Q1 – DAW Information Summary – OVERALL Workforce Historical Count FY 2008 – 2014Q1***



\*Incumbents on positions designated as acquisition



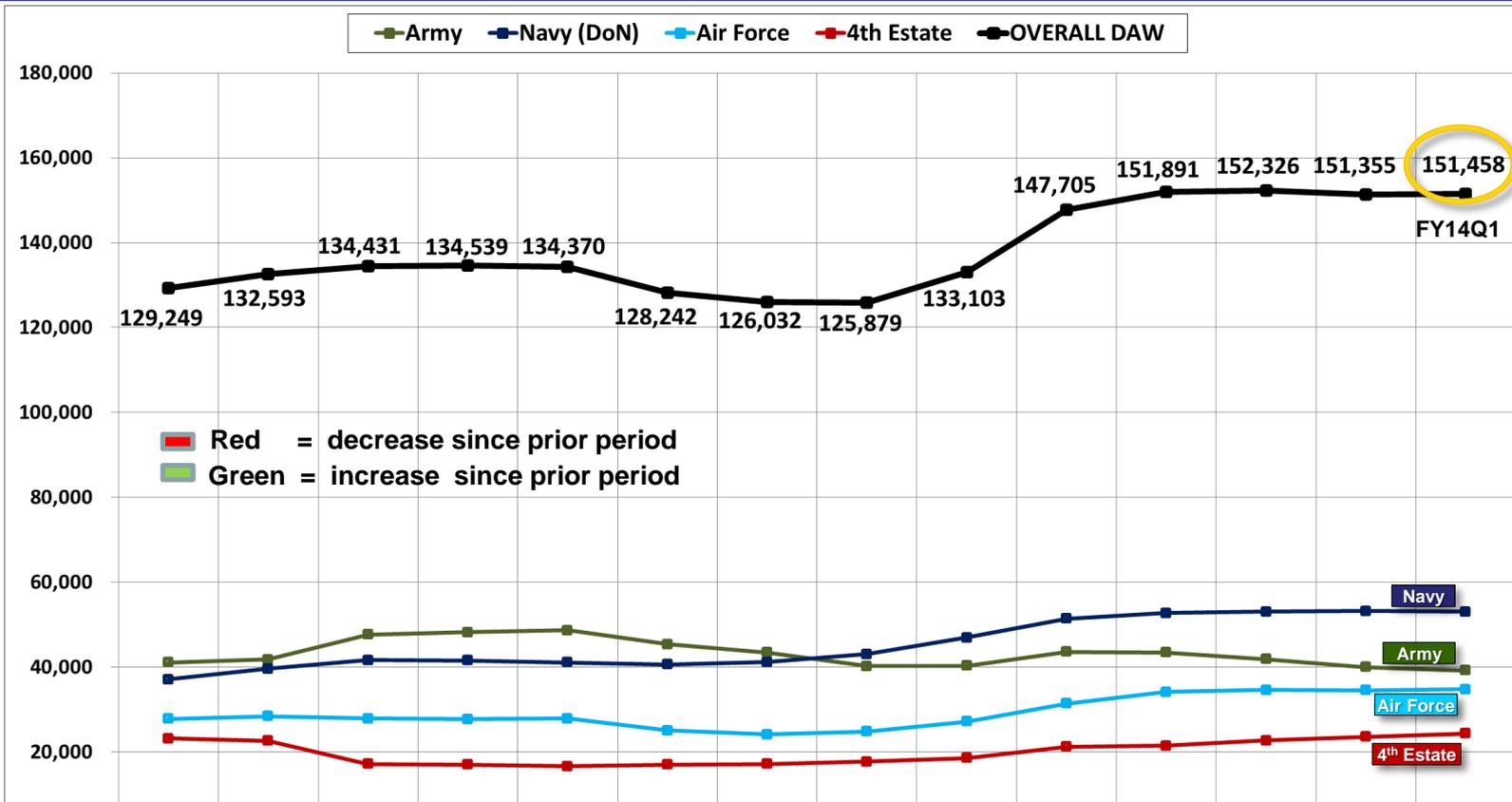
# FY 14Q1 – DAW Information Summary – OVERALL

## Workforce Count by Service and Career Field

Workforce Count by Career Category (as of FY14Q1)	Army	Navy	Air Force	4th Estate	Totals
Auditing				4,241	4,241
Business - Cost Estimating	262	523	433	80	1,298
Business - Financial Mgmt	2,044	1,916	1,826	643	6,429
Contracting	8,548	5,698	8,454	7,454	30,154
Engineering	9,292	19,534	8,589	2,023	39,438
Facilities Engineering	1,645	5,257	4	33	6,939
Information Technology	1,863	2,093	1,150	712	5,818
Life Cycle Logistics	7,992	5,501	2,846	1,476	17,815
Production, Quality and Manufacturing	1,565	2,503	332	5,189	9,589
Program Management	3,348	5,910	5,399	1,433	16,090
Property	53	60	22	260	395
Purchasing	324	494	95	339	1,252
Science & Technology Manager	252	406	2,536	122	3,316
Test and Evaluation	2,067	3,122	3,070	381	8,640
<i>Unspecified</i>	12	15	2	15	44
<b>FY14Q1 Totals (as of 12-31-2013 )</b>	<b>39,267</b>	<b>53,032</b>	<b>34,758</b>	<b>24,401</b>	<b>151,458</b>



# FY 14Q1 – DAW Information Summary – OVERALL Count by Component 2001 - 2014Q1

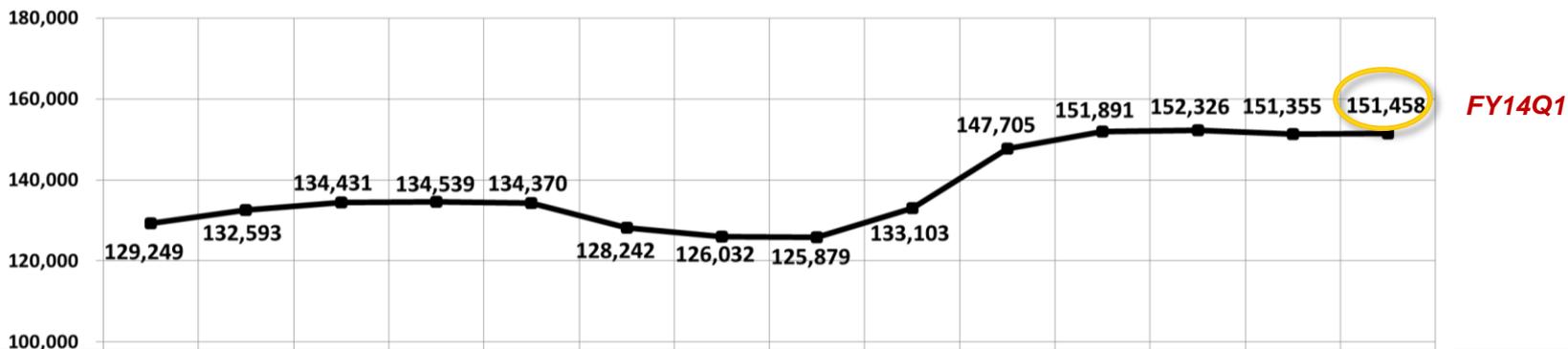


Component	End FY01	End FY02	End FY03	End FY04	End FY05	End FY06	End FY07	End FY08	End FY09	End FY10	End FY11	End FY12	End FY13	FY14 Q1
Army	41,074	41,783	47,697	48,188	48,697	45,443	43,473	40,269	40,356	43,634	43,476	41,877	40,037	39,267
Navy (DoN)	37,158	39,661	41,622	41,552	41,070	40,651	41,177	43,066	46,972	51,418	52,791	53,058	53,214	53,032
Air Force	27,820	28,444	27,888	27,775	27,932	25,075	24,172	24,827	27,174	31,382	34,147	34,637	34,534	34,758
4th Estate	23,197	22,705	17,224	17,024	16,671	17,073	17,210	17,717	18,601	21,271	21,477	22,754	23,570	24,401
<b>OVERALL DAW</b>	<b>129,249</b>	<b>132,593</b>	<b>134,431</b>	<b>134,539</b>	<b>134,370</b>	<b>128,242</b>	<b>126,032</b>	<b>125,879</b>	<b>133,103</b>	<b>147,705</b>	<b>151,891</b>	<b>152,326</b>	<b>151,355</b>	<b>151,458</b>
Change From		3,344	1,838	108	(169)	(6,128)	(2,210)	(153)	7,224	14,602	4,186	435	(971)	103
Prior Period		2.6%	1.4%	0.1%	-0.1%	-4.6%	-1.7%	-0.1%	5.7%	11.0%	2.8%	0.3%	-0.6%	0.1%



# FY 14Q1 – DAW Information Summary – OVERALL Count by Career Field 2001 - 2014Q1

■ Red = decrease since prior period  
■ Green = increase since prior period



DAW Career Field	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q1	% Change Since FY01	% Change Since FY05	% Change Since FY08
Engineering	34,899	34,620	33,711	35,080	34,752	35,142	34,710	34,537	36,704	39,201	39,690	39,807	39,544	39,438	13%	13%	14%
Contracting	25,413	27,884	26,987	26,248	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,292	30,271	30,154	19%	16%	17%
Life Cycle Logistics	11,060	11,145	11,711	11,121	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,815	61%	43%	33%
Program Management	14,031	14,302	12,026	13,306	12,284	12,775	12,427	12,781	13,422	14,915	15,683	15,824	16,171	16,090	15%	31%	26%
Production, Quality and Man	10,547	9,888	9,296	9,280	9,397	8,966	8,364	9,138	9,023	9,727	9,601	9,458	9,658	9,589	-9%	2%	5%
Test and Evaluation	5,113	6,197	6,602	7,192	7,384	7,280	7,419	7,420	7,892	8,446	8,573	8,603	8,580	8,640	69%	17%	16%
Business (Cost Est. & Fin Mgt)	10,279	10,252	8,404	8,189	8,119	7,747	7,387	7,085	7,262	8,124	8,261	8,039	7,775	7,727	-25%	-5%	9%
Facilities Engineering (NEW)	-	2,111	8,957	9,143	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,939		-17%	41%
Information Technology	5,612	6,139	5,330	5,522	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,832	5,870	5,818	4%	6%	48%
Auditing	3,457	3,531	3,481	3,508	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505	4,368	4,241	23%	20%	17%
Purchasing	4,121	3,043	3,058	2,820	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,340	1,283	1,252	-70%	-49%	5%
S&T Manager (NEW)	-	165	210	257	314	291	483	480	623	2,561	3,062	3,209	3,293	3,316		956%	591%
Property	620	653	656	674	571	530	481	451	475	501	483	449	402	395	-36%	-31%	-12%
Unknown/Other	4,097	2,663	4,002	2,199	3,229	1,495	3,280	1,258	402	71	344	139	48	44	-99%	-99%	-97%
<b>OVERALL DAW</b>	<b>129,249</b>	<b>132,593</b>	<b>134,431</b>	<b>134,539</b>	<b>134,370</b>	<b>128,242</b>	<b>126,032</b>	<b>125,879</b>	<b>133,103</b>	<b>147,705</b>	<b>151,891</b>	<b>152,326</b>	<b>151,355</b>	<b>151,458</b>	<b>17%</b>	<b>13%</b>	<b>20%</b>



# FY 14Q1 – DAW Information Summary – Business Count by Component 2001 – 2014Q1

## Low Point

Defense Acq Workforce BUSINESS (CE & FM)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q1	% Change Since FY05	% Change Since FY08
ARMY	4,352	4,310	3,877	3,350	2,771	2,860	2,723	2,548	2,369	2,306	-47%	-31%
DoN (Navy & MC)	1,840	1,715	1,817	1,935	2,286	2,584	2,615	2,582	2,457	2,439	33%	26%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	2,118	2,309	2,248	2,233	2,259	24%	48%
DCMA	18	30	48	46	112	153	166	192	227	220	1122%	378%
DLA			21	7	6	2	2	7	5	5	0%	-29%
DCAA				1							0%	-100%
MDA	43	64	45	90	123	244	263	265	298	297	591%	230%
DISA	6	11	19	17	9	12	15	14	12	13	117%	-24%
DAU	24	27		25	33	37	48	53	44	42	75%	68%
DTRA	1	68	62	48	53	64	62	65	70	74	7300%	54%
DHP (TMA & USUHS)			1	6	5	19	29	26	25	37	0%	517%
OSD & Staff	3	3	2	14	7	11	17	14	14	13	333%	-7%
JCS								14	11	11	0%	0%
DeCA									1		0%	0%
WHS		1	1								0%	0%
DoDEA		1									0%	0%
DFAS	3	9									-100%	0%
DMEA						4	4	4	4	4	0%	0%
DoD HRA				1			2	1			0%	-100%
DSCA				2	1	1	1	1	1	1	0%	-50%
DoD TRMC	3	4		5	3	4	4	4	3	4	33%	-20%
DMACT					1	1					0%	0%
DARPA			1							1	0%	0%
DSS							1	1	1	1	0%	0%
DTIC											0%	0%
NDU											0%	0%
ASD											0%	0%
DoD IG											0%	0%
PPPA											0%	0%
OTHER 4th ESTATE		1	5	8	7	10					0%	-100%
<b>DAW TOTAL</b>	<b>8,119</b>	<b>7,747</b>	<b>7,387</b>	<b>7,085</b>	<b>7,262</b>	<b>8,124</b>	<b>8,261</b>	<b>8,039</b>	<b>7,775</b>	<b>7,727</b>	<b>-5%</b>	<b>9%</b>



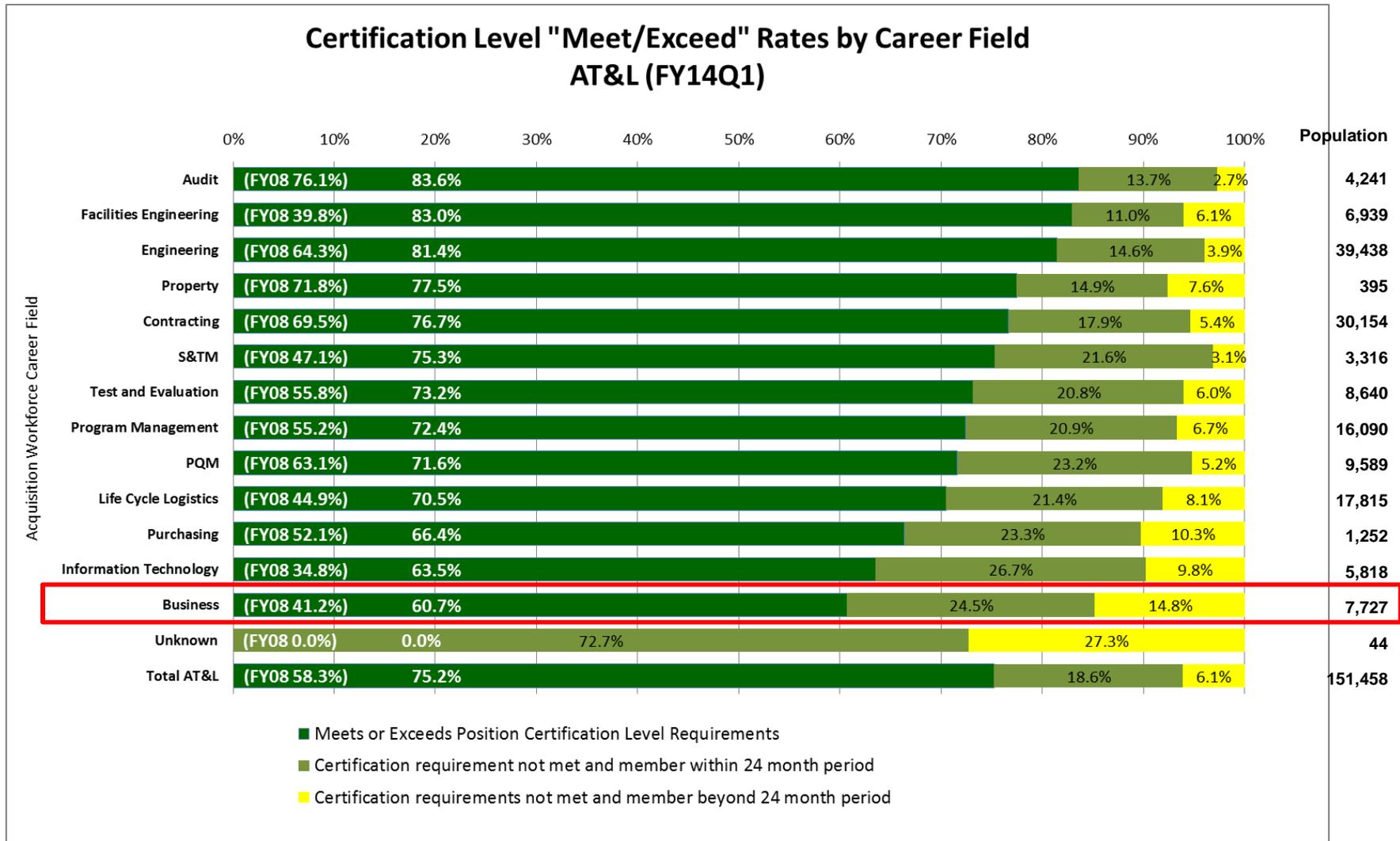
Red = decline since prior period



Green = increase since prior period



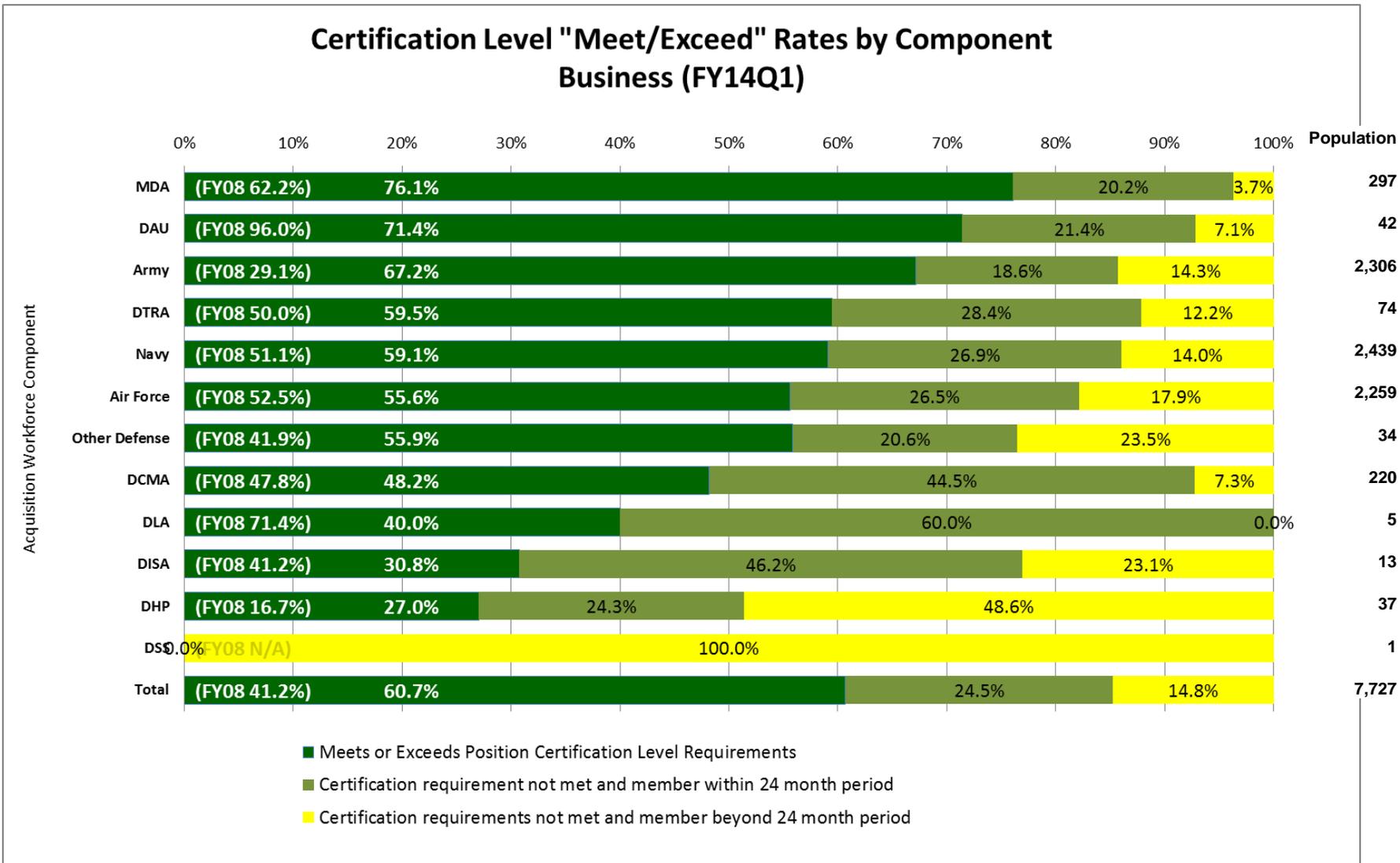
# FY 14Q1 – DAW Information Summary – Business Certification “Meets/Exceeds” by Career Field



Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Business Certification “Meets/Exceeds” by Component

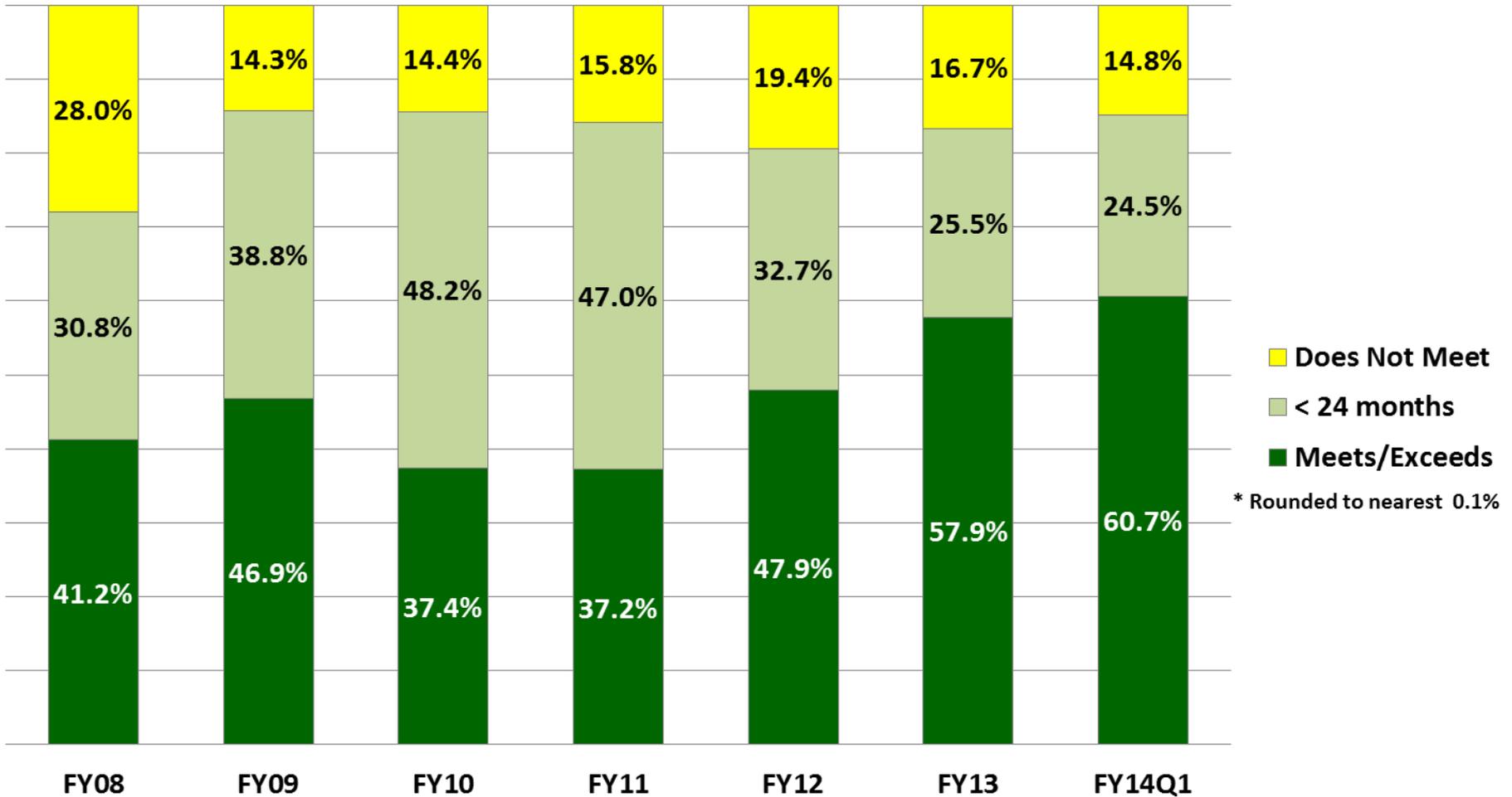


Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Business Business Career Field (Overall CE & FM)

## Business (Overall)



\* Rounded to nearest 0.1%

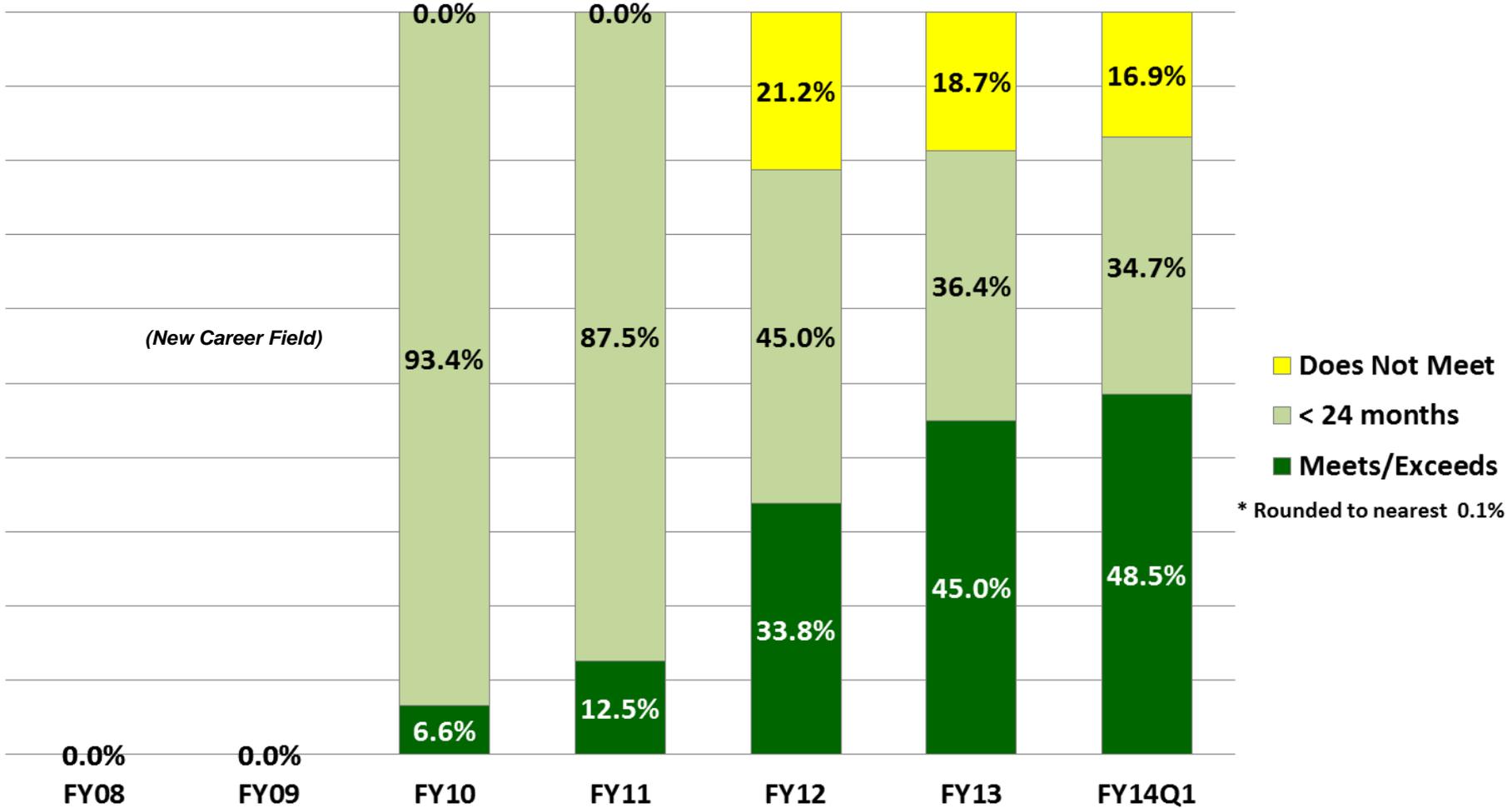
Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Business Certification “Meets/Exceeds” Historical 2008 – 2014Q1 CE

## Business - Cost Estimating

(New Career Field)



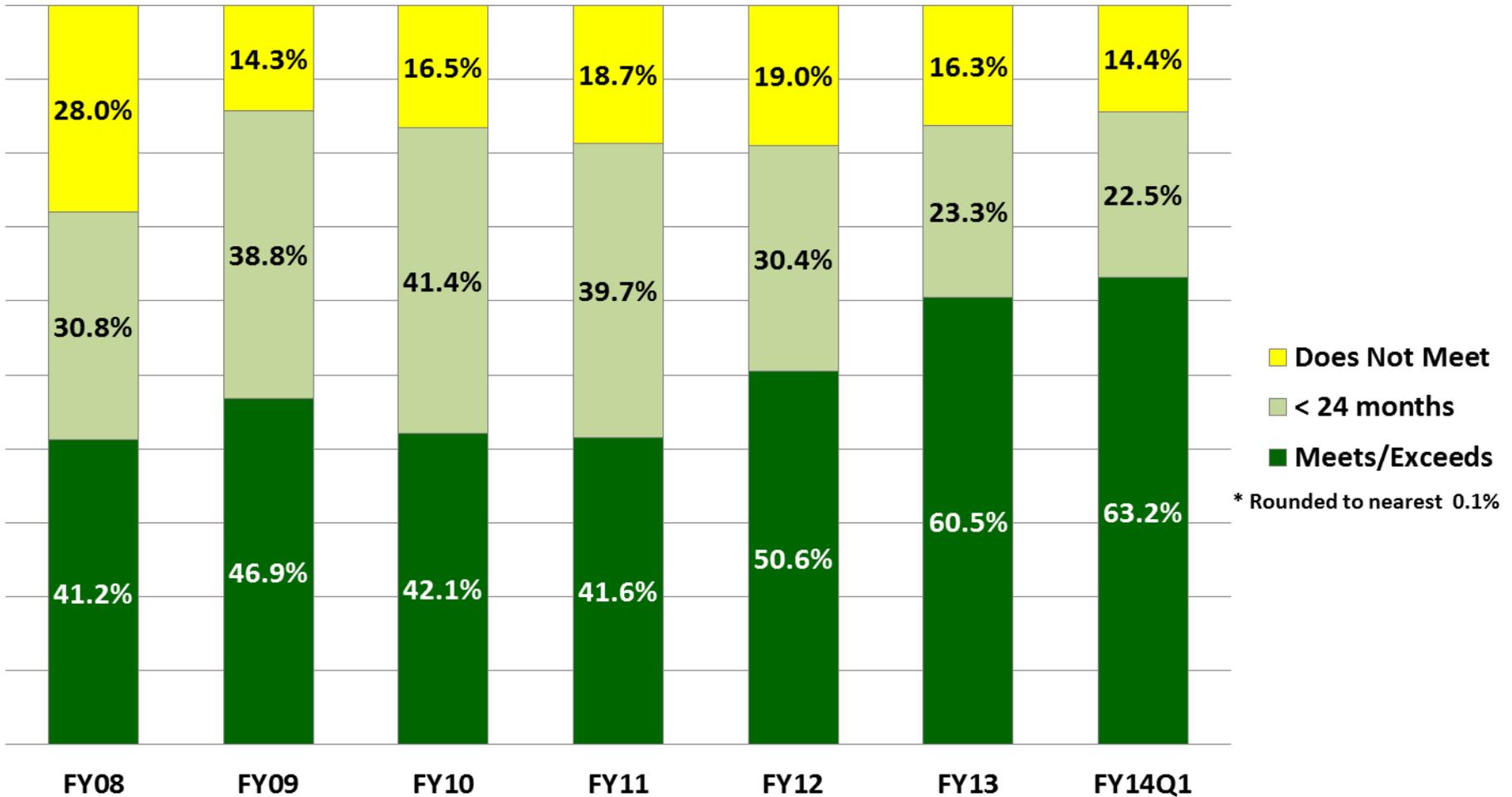
\* Rounded to nearest 0.1%

Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Business Certification “Meets/Exceeds” Historical 2008 – 2014Q1 FM

## Business - Financial Mgmt



Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Business

## Certification Level Tables Required by Achieved and Compliance

Business Required Certification Level	Achieved Certification Level				FY14Q1 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	346	51	39	307	743	58.7%
Level II	1,002	1,653	559	871	4,085	54.1%
Level III	211	298	2,040	345	2,894	70.5%
<i>Unspecified</i>	2	-	1	2	5	
<b>FY14Q1 TOTAL</b>	1,561	2,002	2,639	1,525	7,727	60.7%
	20.2%	25.9%	34.2%	19.7%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	436	283	24	743	9.6%
Level II	2,212	1,114	759	4,085	52.9%
Level III	2,040	494	360	2,894	37.5%
<i>Unspecified</i>	1	4	-	5	0.1%
<b>Business TOTAL</b>	4,689	1,895	1,143	7,727	
	60.7%	24.5%	14.8%		

= Compliance

**\* NOTE: Rounded to nearest 0.1%**

Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Business KLPs – Level of Education – Military / Civilian

Occupied Position Type	Business TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	127	1.6%	985	0.7%
Critical Acquisition Positions (CAPs) *	820	10.6%	15,904	10.5%
Non-CAP Positions	6,780	87.7%	134,569	88.8%
<b>TOTAL</b>	<b>7,727</b>		<b>151,458</b>	

\* = Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	Business TOTAL		Entire DAW	
Post Grad	2,622	33.9%	55,530	36.7%
Bachelors	3,269	42.3%	69,731	46.0%
Some College	907	11.7%	12,241	8.1%
High School	909	11.8%	13,316	8.8%
Other	20	0.3%	640	0.4%
<b>TOTAL</b>	<b>7,727</b>		<b>151,458</b>	

Type	Business TOTAL		Entire DAW	
Civilian	7,509	97.2%	135,499	89.5%
Military	218	2.8%	15,959	10.5%
<b>TOTAL</b>	<b>7,727</b>		<b>151,458</b>	

Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Business Top Occupational Series

Civilian Occupational Series	Business TOTAL	
0501 - Financial Administrator	2,828	36.6%
0343 - Management and Program Analyst	1,633	21.1%
0560 - Budget Analyst	1,072	13.9%
1515 - Operations Research Analyst	1,060	13.72%
1101 - Business and Industry Specialist	202	2.61%
0301 - Administration & Program Staff	150	1.94%
0510 - Accountant	141	1.82%
0896 - Engineer, Industrial	108	1.40%
0505 - Financial Program Specialist	92	1.19%
0801 - Engineer, General	82	1.06%
<i>Other</i>	359	4.65%
<b>TOTAL CIVILIAN</b>	<b>7,727</b>	<b>Civilians</b>

*Numbers may not add to 100% due to rounding*



# FY 14Q1 – DAW Information Summary – Business Demographics

Race	Business TOTAL		Entire DAW	
WHITE	5,818	75.3%	114,680	75.7%
BLACK	1,104	14.3%	17,675	11.7%
ASIAN	344	4.5%	9,663	6.4%
MULTI	122	1.6%	2,488	1.6%
AMI/AN	50	0.6%	855	0.6%
PI	28	0.4%	626	0.4%
<i>Unspecified</i>	261	3.4%	5,471	3.6%
<b>TOTAL</b>	<b>7,727</b>		151,458	

Gender	Business TOTAL		Entire DAW	
Males	3,149	40.8%	106,949	70.6%
Females	4,566	59.1%	44,370	29.3%
<i>Unspecified</i>	12	0.2%	139	0.1%
<b>TOTAL</b>	<b>7,727</b>		151,458	

Numbers may not add to 100% due to rounding



# **RAND End of FY13 Retirement/Loss Slides**



# End of FY 13 – DAW Information Summary – Business Fact Sheet

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Business	FY 2008				FY 2013			
	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	6,840	245	7,085	125,879	7,560	215	7,775	151,355
Change in size from 2008	-	-	-	-	11%	-12%	10%	20%
Civilian/Military Composition	97%	3%	-	-	97%	3%	-	-
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	63%	84%	63%	77%	75%	96%	76%	83%
Graduate Degree	21%	44%	22%	29%	33%	63%	34%	36%
<b>Certification</b>								
Level I or Higher Achieved	59%	57%	59%	72%	80%	42%	79%	86%
Level II or Higher Achieved	43%	28%	43%	61%	58%	15%	57%	74%
Level III Achieved	30%	14%	30%	36%	34%	7%	33%	43%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	59%	17%	58%	75%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	24%	68%	25%	19%
Does Not Meet Certification Requirement	28%	16%	28%	14%	17%	15%	17%	7%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	70%	20%	68%	62%	46%	1%	45%	45%
Average Age	47.4	37.3	47.0	45.7	45.2	34.4	44.9	44.9
Workforce Life-Cycle Model (YRE)*	18/22/60(%)	-	-	20/23/57 (%)(Civ)	28/24/48(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	19.2	13.2	19.0	17.3	15.2	11.7	15.1	15.2
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,099(15%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,349(18%)	-	-	26,858(18%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	897/1,153	-	-	9,961/10,917

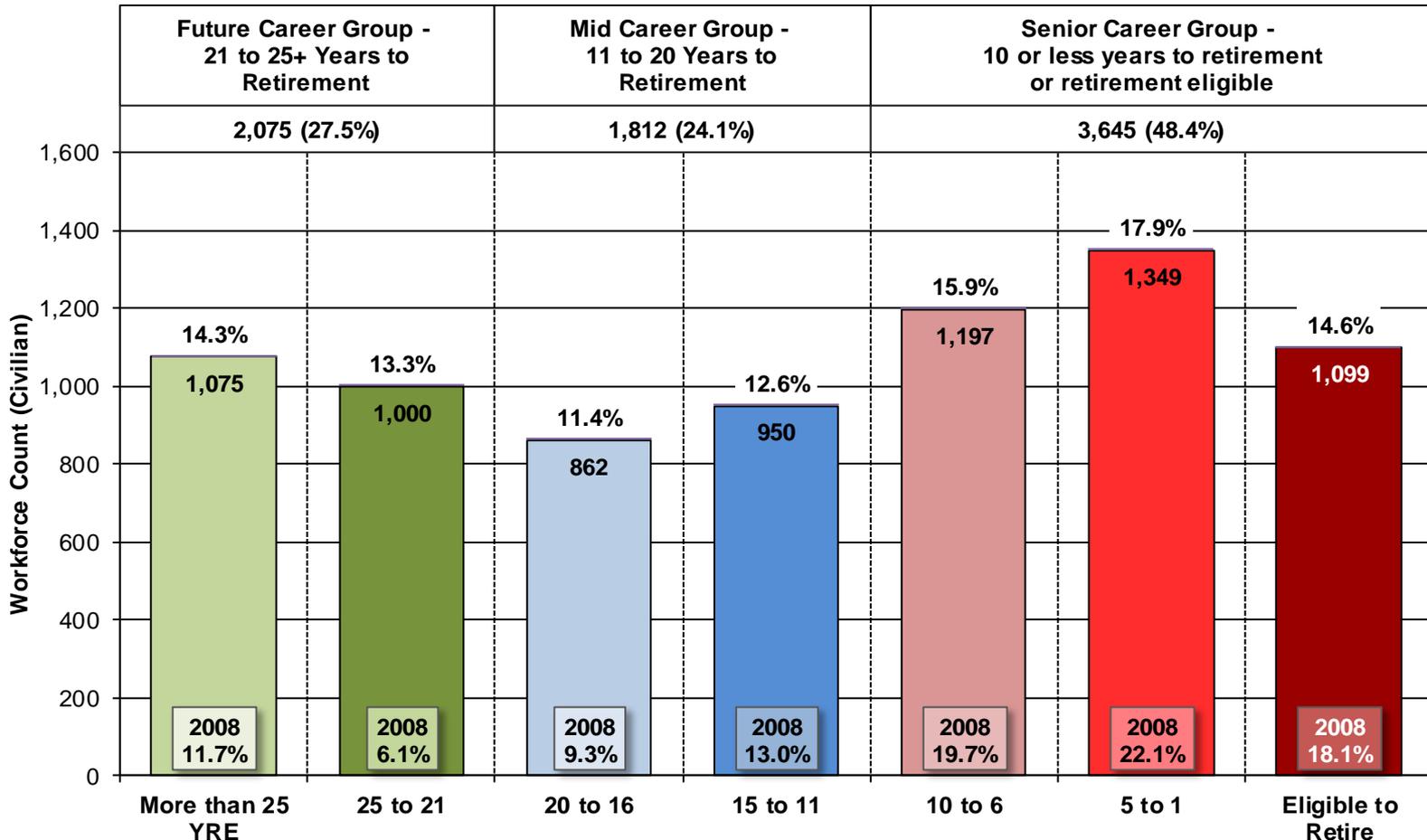
Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2013 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

\*Analysis support from RAND using FY2008 and FY2013 DMDC data.



# End of FY 13 – DAW Information Summary – Business Workforce Lifecycle Model by Years to Retirement Eligibility

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
by Years to Retirement Eligibility (YRE) - Civilian (FY2013) - Business



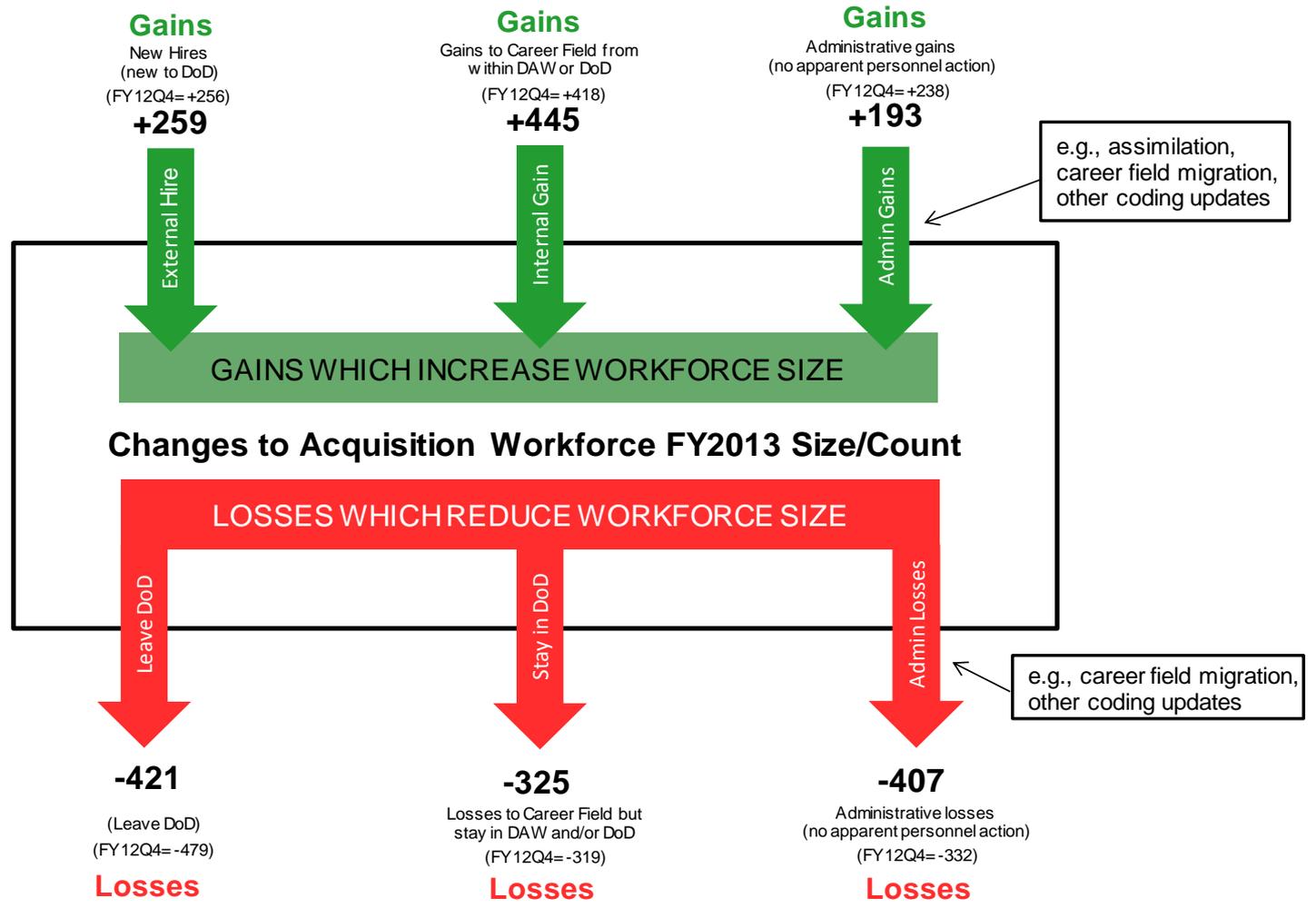
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2013 DMDC data provided by RAND.



# End of FY 13 – DAW Information Summary – Business Gains and Losses – Internal/External/Administrative

## Defense Acquisition Workforce (Civilian) (FY2013) - Business

Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories

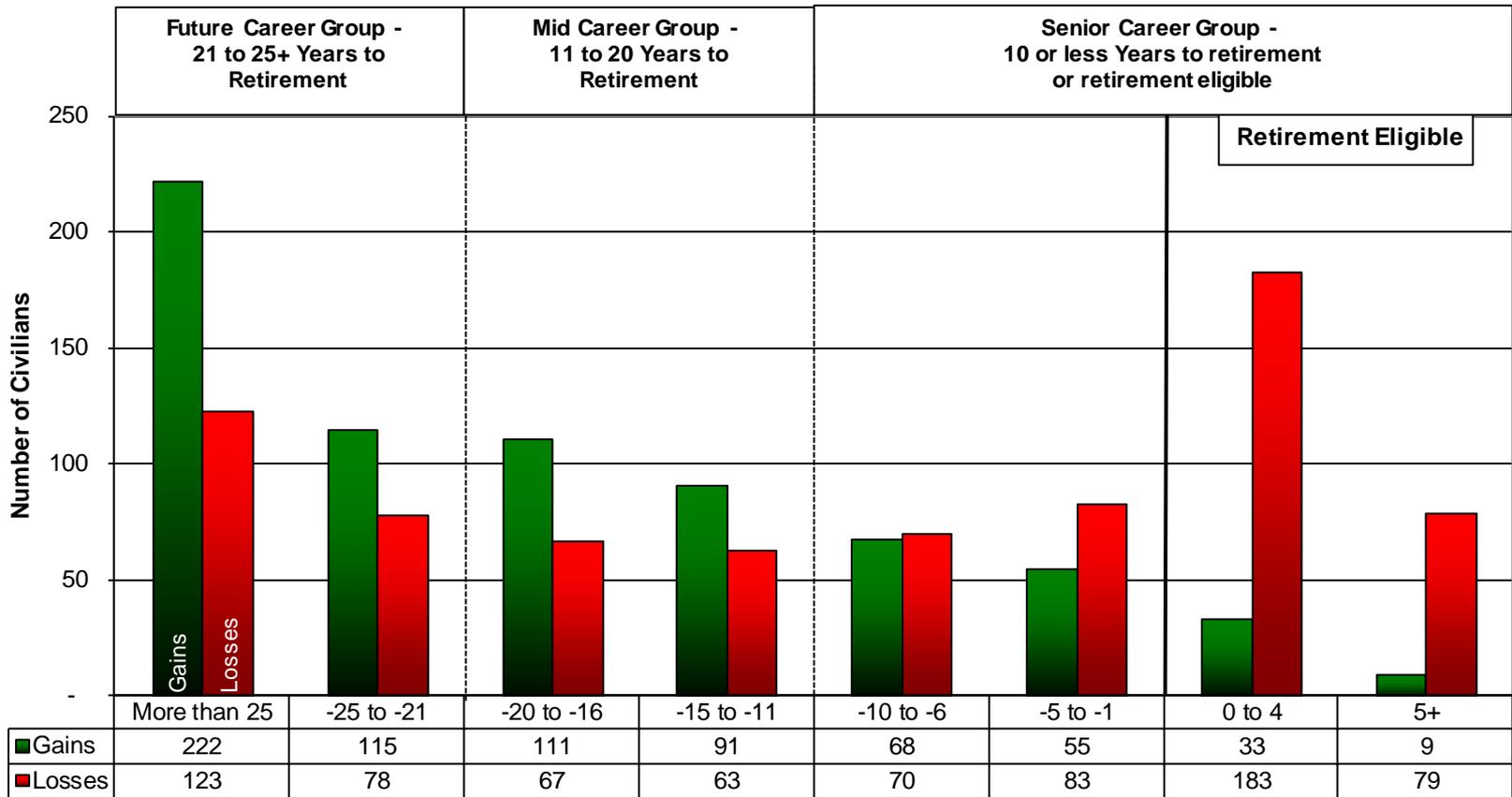




# End of FY 13 – DAW Information Summary – Business Gains and Losses – Internal/External/Administrative

## Defense Acquisition Workforce (Civilian) - Business

Workforce Lifecycle FY2013 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

Source: RAND analysis using DMDC data (FY2012 and FY2013 data)

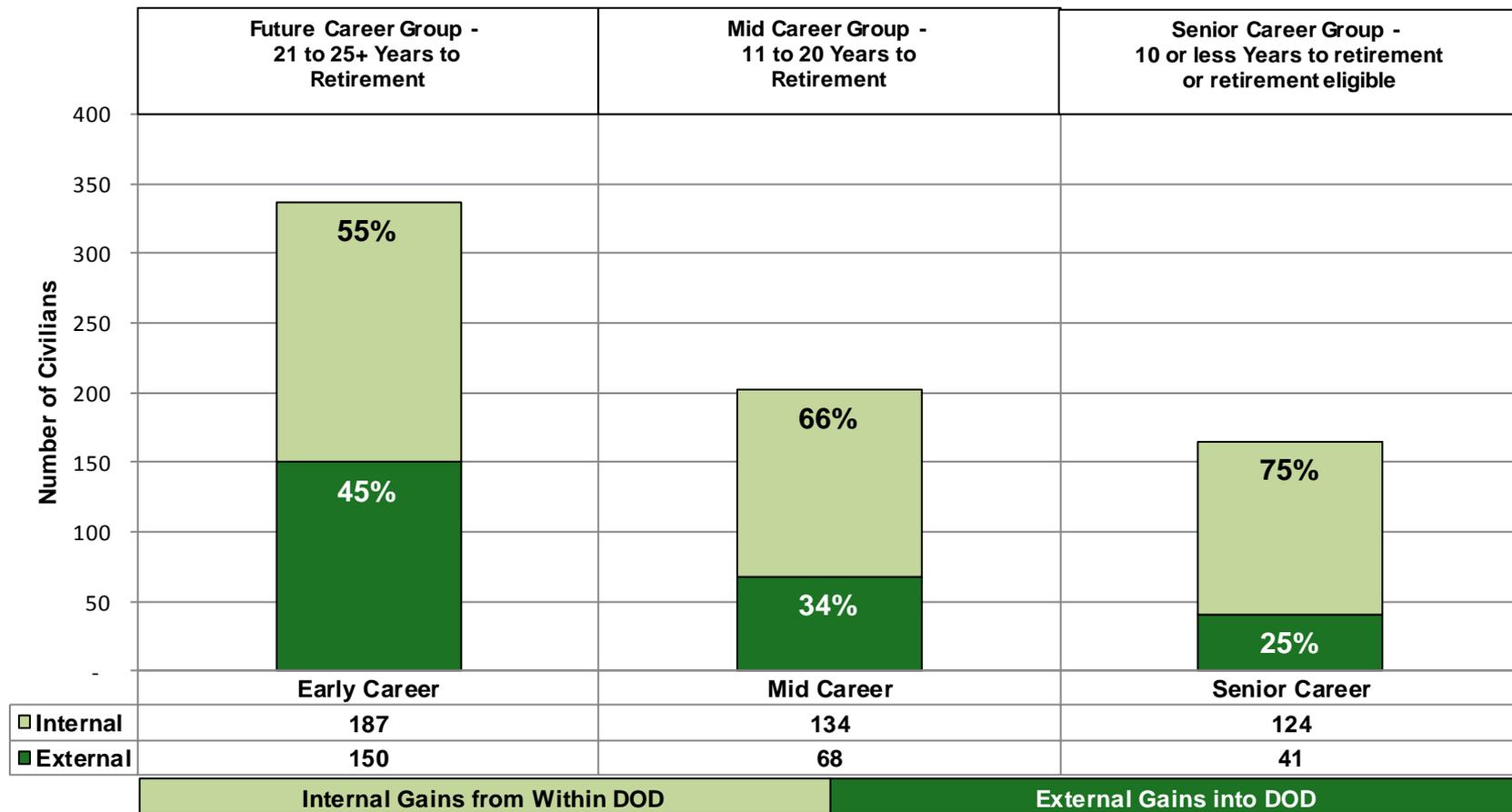
\*Does not include administrative gains and losses



# End of FY 13 – DAW Information Summary – Business Gains – DoD Internal/External

## Defense Acquisition Workforce (Civilian) - Business

Workforce Lifecycle FY2013 Gains\*



Source: RAND analysis using DMDC data (FY2012 and FY2013 data)

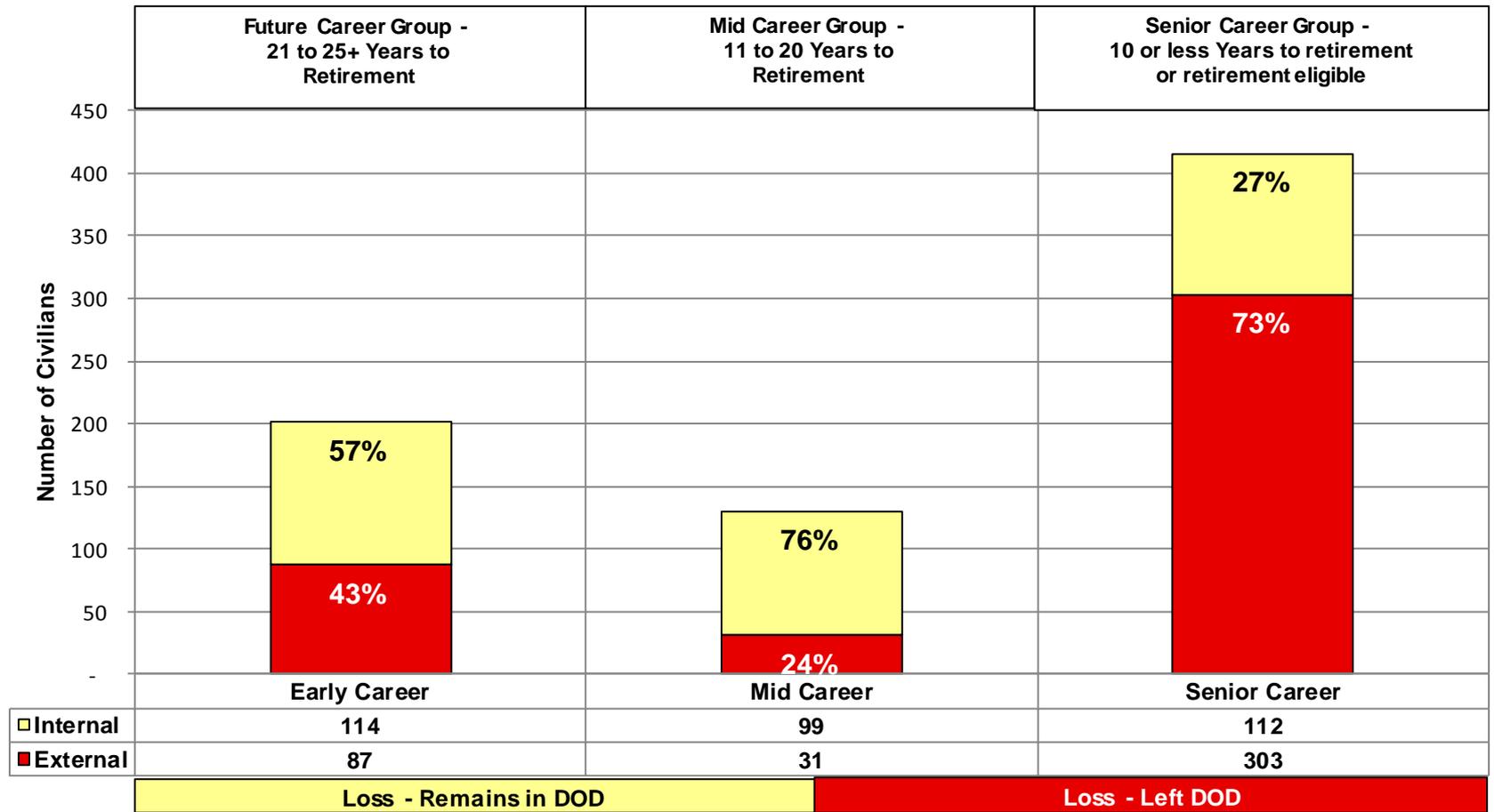
\*Does not include administrative gains



# End of FY 13 – DAW Information Summary – Business Losses – DoD Internal/External

## Defense Acquisition Workforce (Civilian) - Business

Workforce Lifecycle FY2013 Losses\*



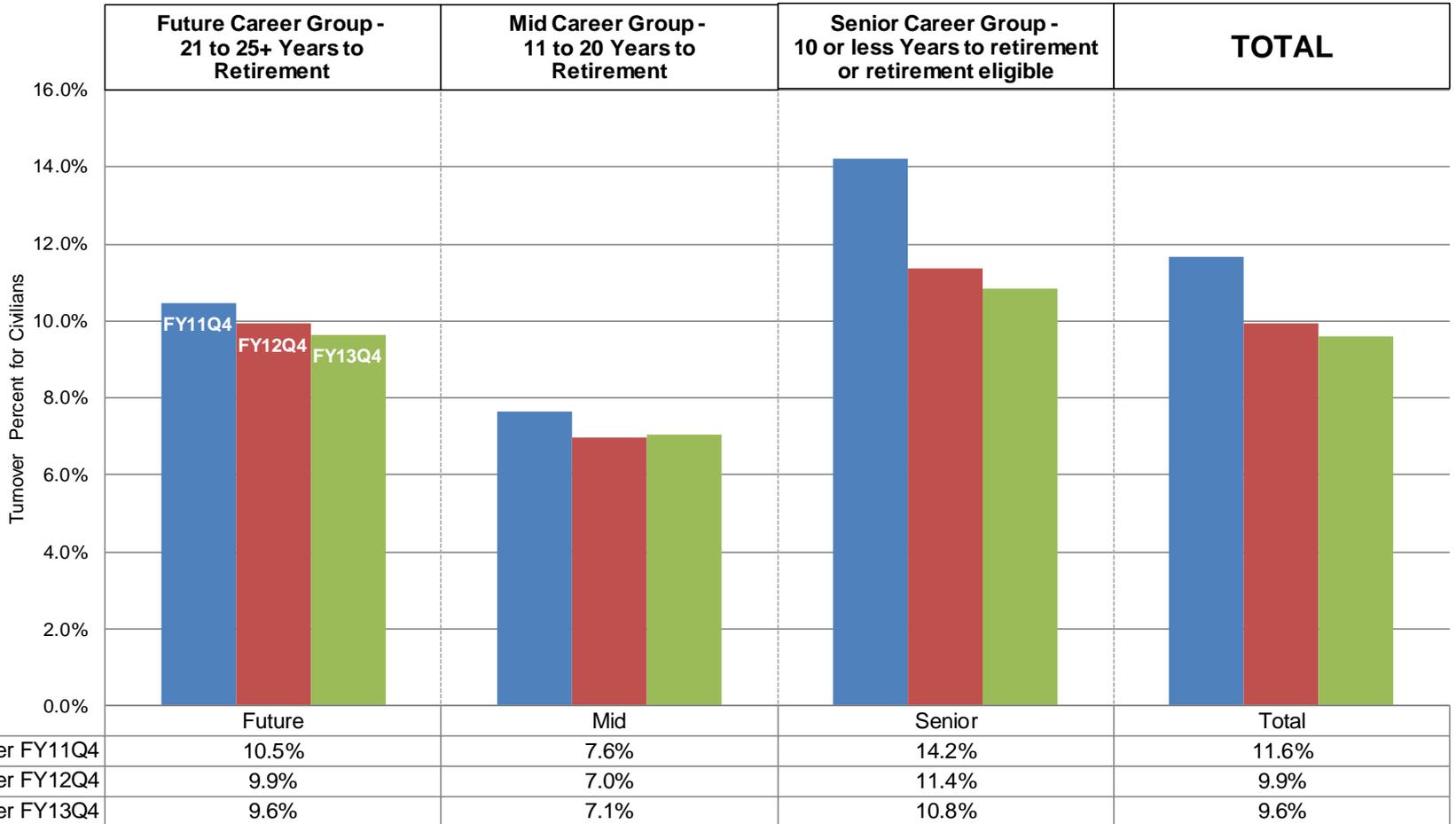
Source: RAND analysis using DMDC data (FY2011 and FY2013 data)

\*Does not include administrative losses



# End of FY 13 – DAW Information Summary – Business Turnover Rate for Civilian Career Lifecycle Groups

## Defense Acquisition Workforce Turnover - BUS (Civilian) (FY11Q4, FY12Q4, FY13Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups



# End of FY 13 – DAW Information Summary – Business Workforce Distribution by Years to Retirement Eligibility

## Defense Acquisition Workforce - Business Distribution by Years to Retirement Eligibility (Civilians)(FY2013)

