



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

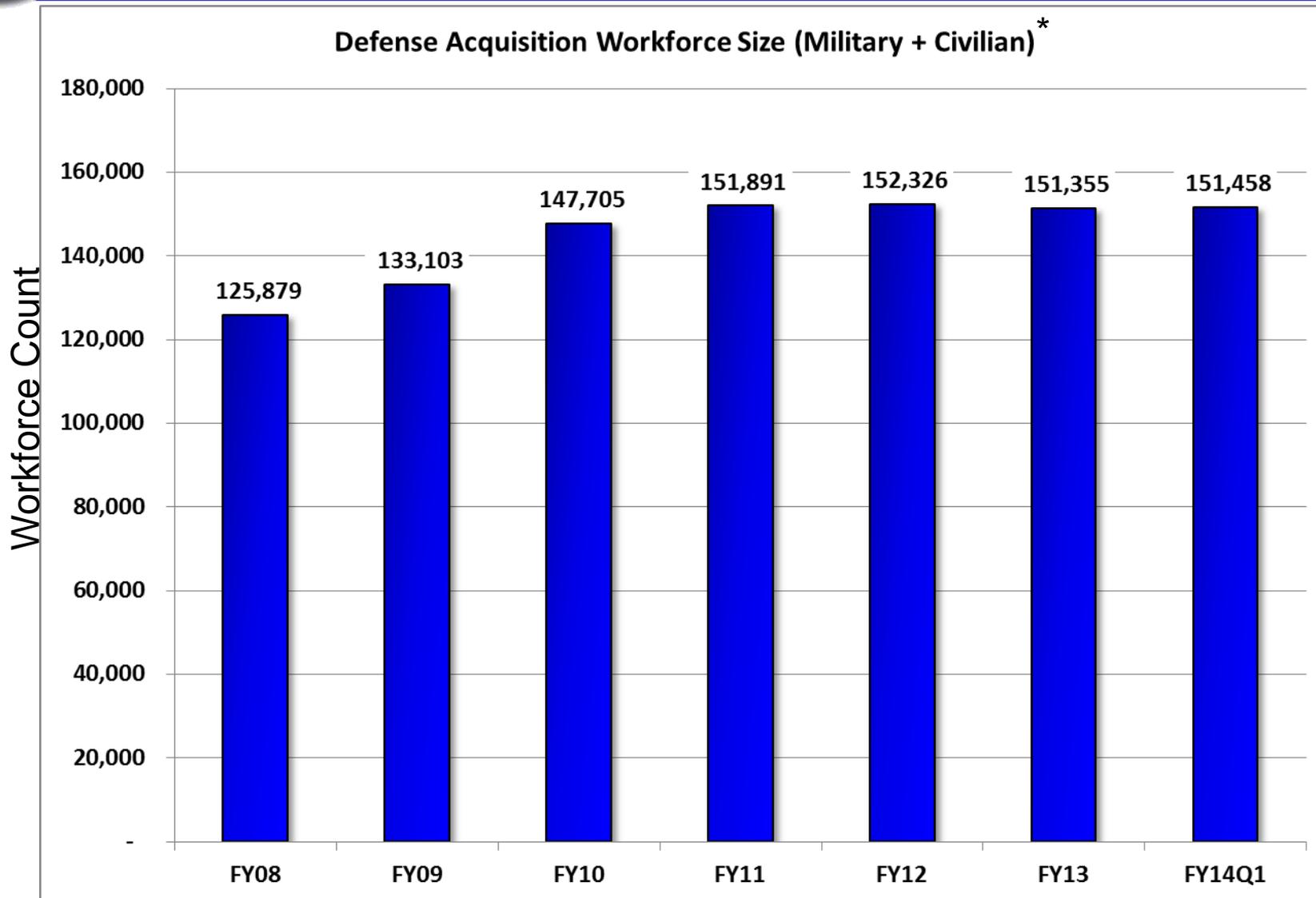
Contracting

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



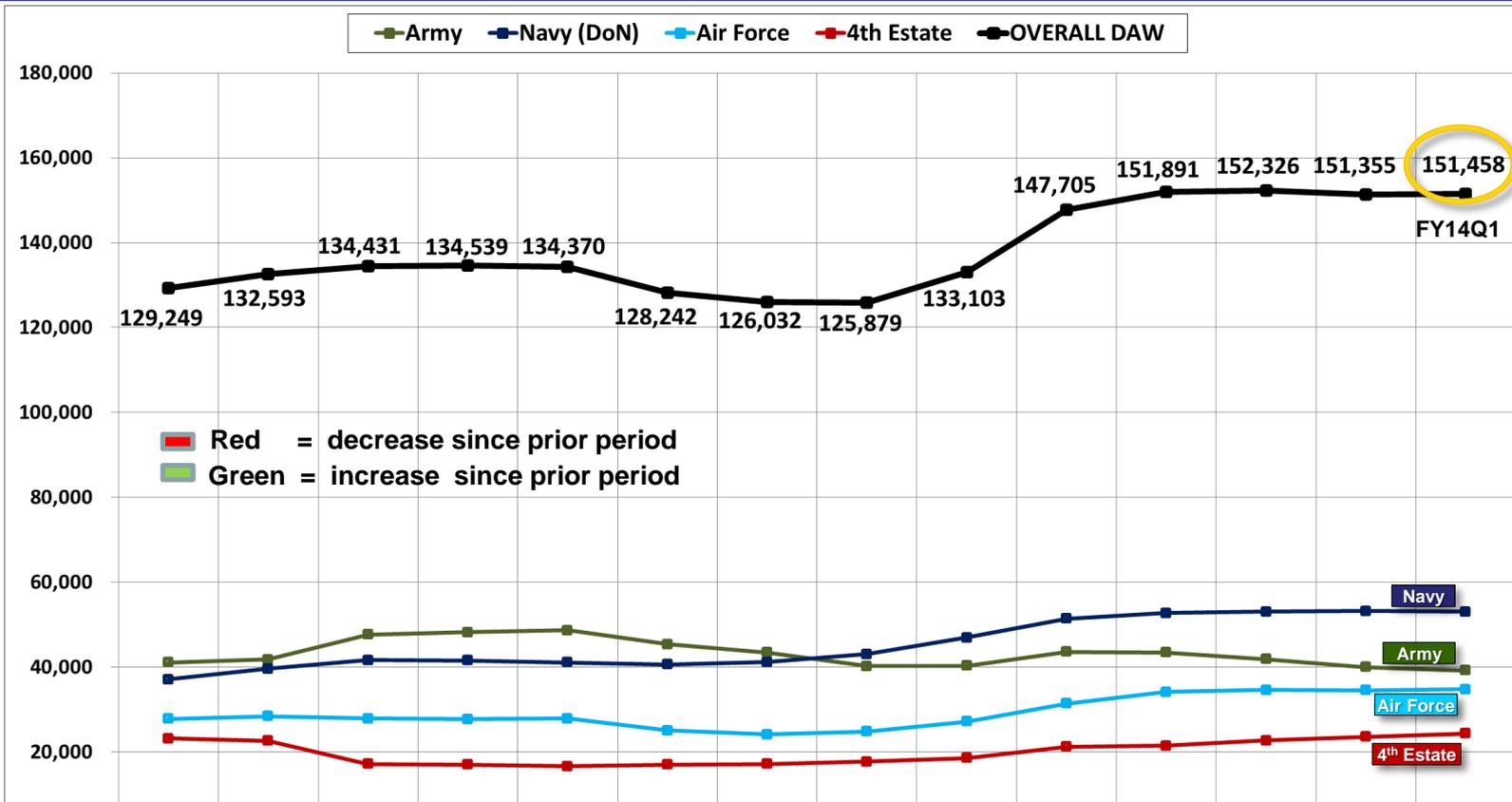
# FY 14Q1 – DAW Information Summary – OVERALL

## 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

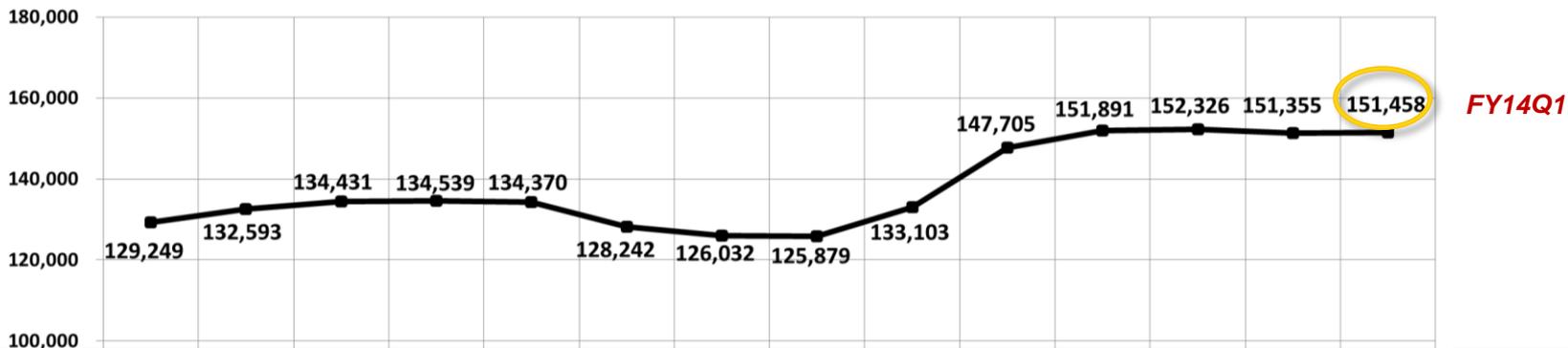


Component	End FY01	End FY02	End FY03	End FY04	End FY05	End FY06	End FY07	End FY08	End FY09	End FY10	End FY11	End FY12	End FY13	FY14 Q1
Army	41,074	41,783	47,697	48,188	48,697	45,443	43,473	40,269	40,356	43,634	43,476	41,877	40,037	39,267
Navy (DoN)	37,158	39,661	41,622	41,552	41,070	40,651	41,177	43,066	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 – Contracting Count by Component 2005 – 2014Q1

Low Point  
↓

Defense Acq Workforce CONTRACTING	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q1	% Change Since FY05	% Change Since FY08
ARMY	8,015	10,048	9,632	7,714	8,391	8,839	9,125	8,834	8,606	8,548	7%	11%
DoN (Navy & MC)	5,068	5,017	5,076	5,245	5,516	6,001	6,041	5,771	5,716	5,698	12%	9%
AIR FORCE	7,424	7,371	6,762	6,834	7,443	7,865	7,996	8,339	8,381	8,454	14%	24%
DCMA	2,490	2,312	1,990	2,220	2,262	2,622	2,480	2,573	2,891	2,879	16%	30%
DLA	2,243	2,236	1,957	2,736	3,050	3,227	3,432	3,409	3,328	3,258	45%	19%
DCAA	1	1	4		1	2	2	1	2	2	100%	0%
MDA	55	71	61	117	135	191	189	206	219	210	282%	79%
DISA	199	191	254	265	268	305	328	374	360	357	79%	35%
DAU	83	80		87	107	141	135	149	131	126	52%	45%
DTRA	60	58	70	72	78	88	76	80	87	86	43%	19%
DHP (TMA & USUHS)	36	38	19	45	46	71	72	69	65	65	81%	44%
OSD & Staff	47	47	26	50	44	49	51	42	40	38	-19%	-24%
JCS					1	2	2	8	6	6	0%	0%
DeCA	101	84	73	87	92	107	113	113	108	104	3%	20%
WHS	37	40	19	41	34	37	72	103	111	111	200%	171%
DoDEA	62	46	45	41	42	58	61	64	60	55	-11%	34%
DFAS	59	56	24	57	52	69	63	65	61	61	3%	7%
DMEA					15	17	15	17	16	17	0%	0%
DoD HRA		1	1	4	6	21	18	19	21	21	0%	425%
DSCA	2	7	5	12	11	14	14	15	16	15	650%	25%
DoD TRMC											0%	0%
DMACT					20	19	14	16	17	16	0%	0%
DARPA	11	11	6	12	13	12	12	13	13	12	9%	0%
DSS		1		5	9	11	12	9	13	13	0%	160%
DTIC											0%	0%
NDU	6	5		3	1	2	2	2	2	2	-67%	-33%
ASD											0%	0%
DoD IG			1	1							0%	-100%
PPFA	5	4	1	2	1	1	1	1	1		-100%	-100%
OTHER 4th ESTATE	21	23	12	30	17	21	1				-100%	-100%
<b>DAW TOTAL</b>	<b>26,025</b>	<b>27,748</b>	<b>26,038</b>	<b>25,680</b>	<b>27,655</b>	<b>29,792</b>	<b>30,327</b>	<b>30,292</b>	<b>30,271</b>	<b>30,154</b>	<b>16%</b>	<b>17%</b>



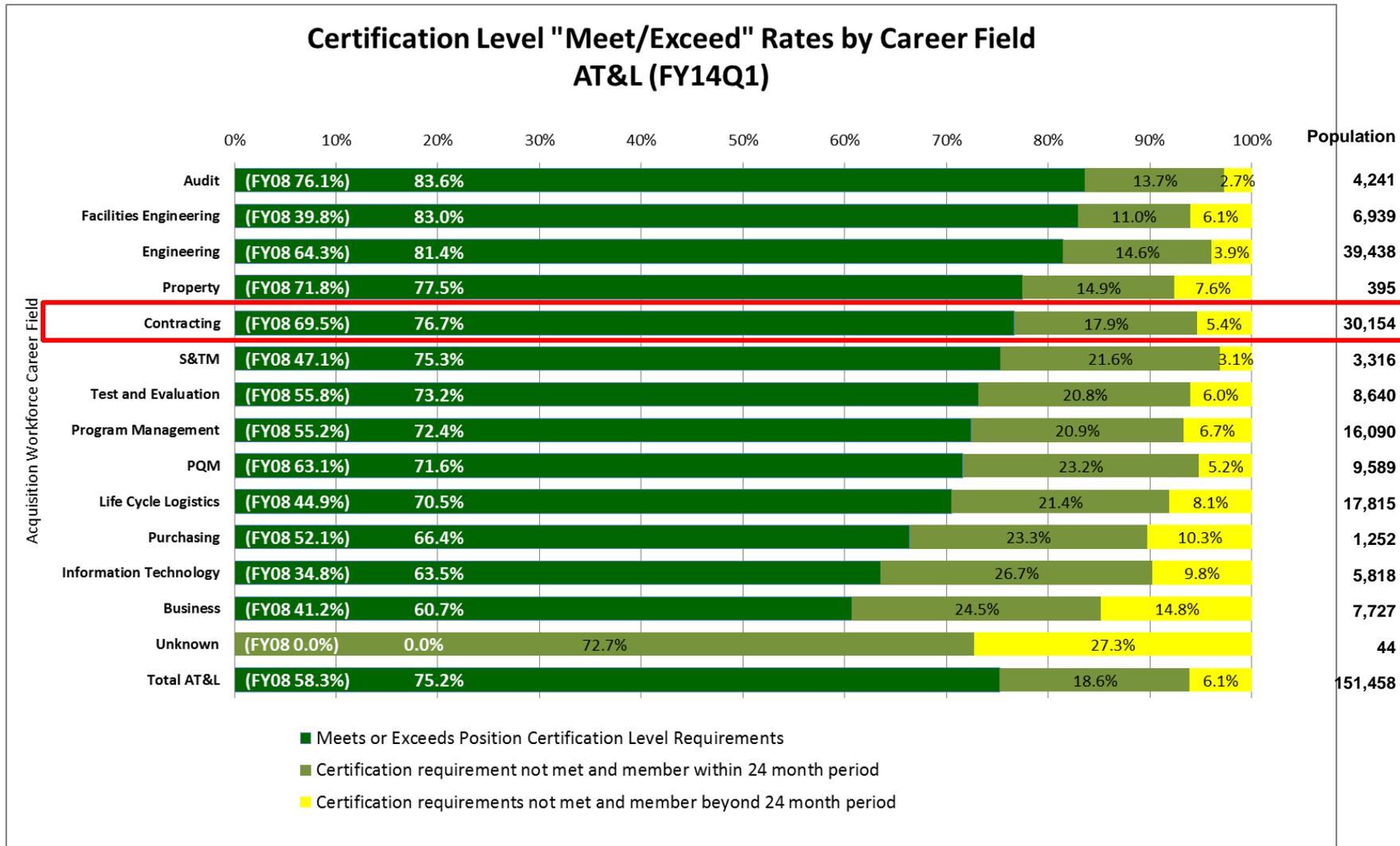
Red = decline since prior period



Green = increase since prior period



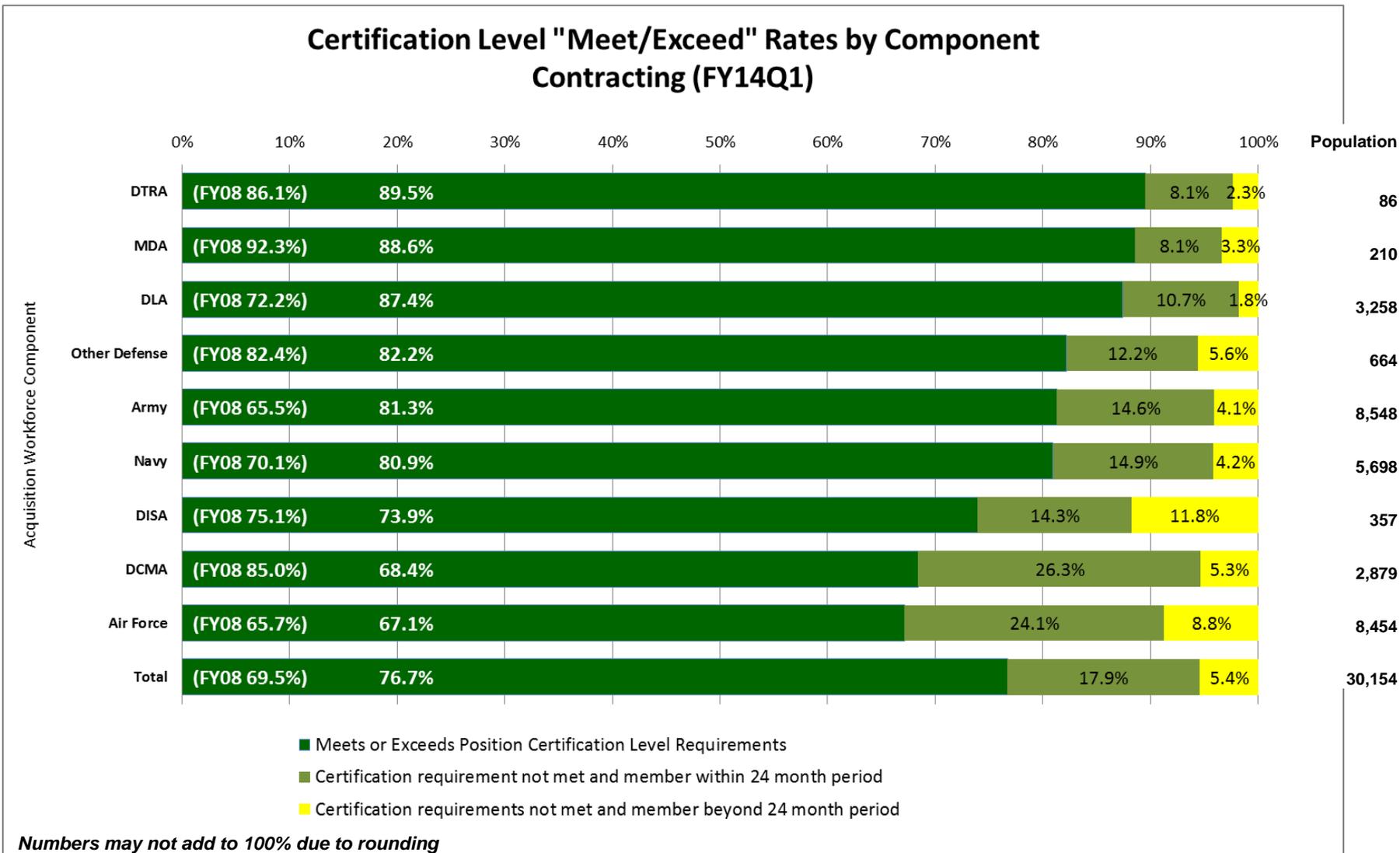
# FY 14Q1 – DAW Information Summary – Contracting Certification “Meets/Exceeds” by Career Field



Numbers may not add to 100% due to rounding

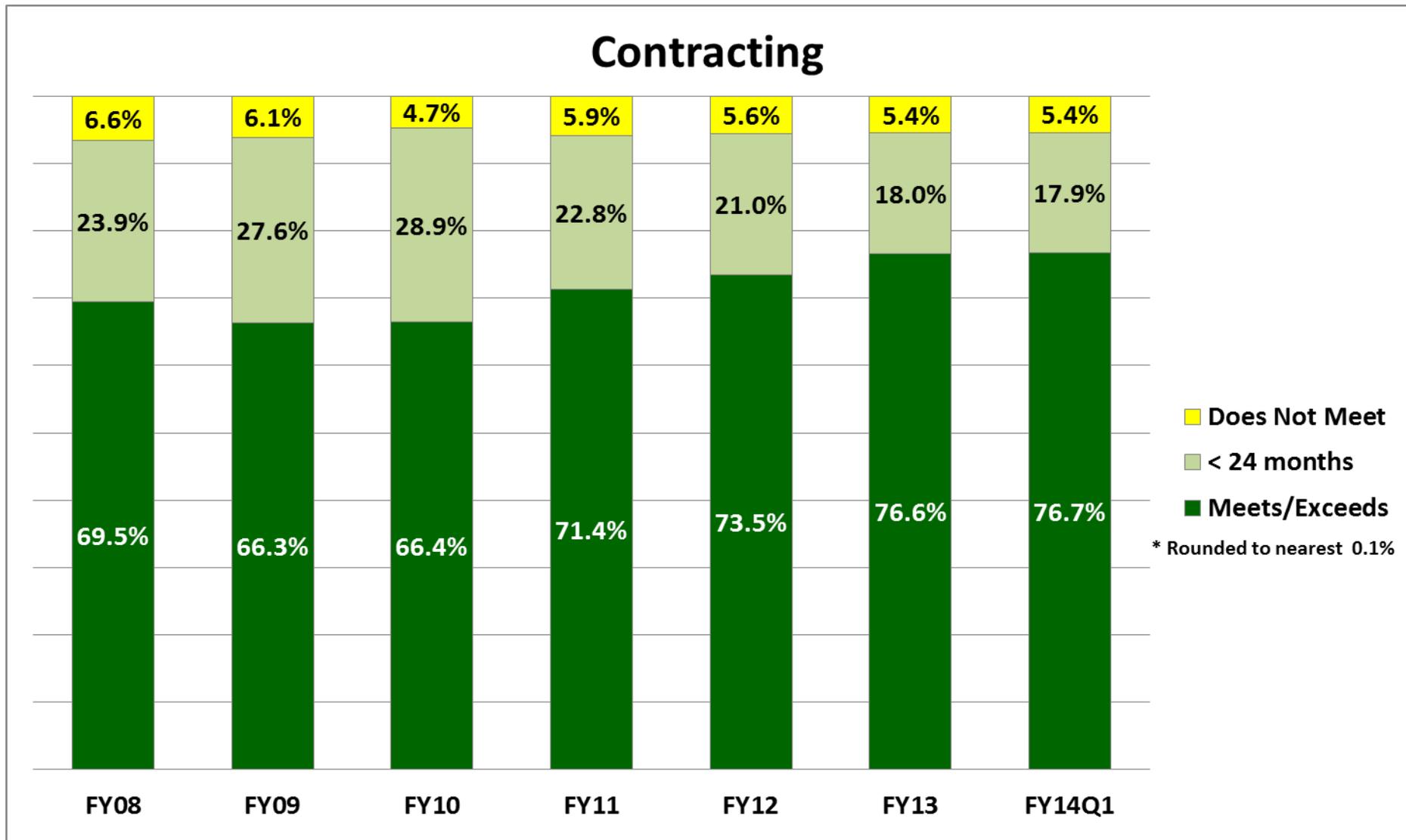


# FY 14Q1 – DAW Information Summary – Contracting Certification “Meets/Exceeds” by Component





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



Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Contracting Certification Level Tables Required by Achieved and Compliance

Contracting Required Certification Level	Achieved Certification Level				FY14Q1 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	867	359	69	1,604	2,899	44.7%
Level II	2,355	10,271	3,847	1,821	18,294	77.2%
Level III	79	807	7,707	263	8,856	87.0%
<i>Unspecified</i>	12	25	8	60	105	
<b>FY14Q1 TOTAL</b>	<b>3,313</b>	<b>11,462</b>	<b>11,631</b>	<b>3,748</b>	<b>30,154</b>	<b>76.7%</b>
	11.0%	38.0%	38.6%	12.4%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,295	1,424	180	2,899	9.6%
Level II	14,118	3,041	1,135	18,294	60.7%
Level III	7,707	841	308	8,856	29.4%
<i>Unspecified</i>	8	92	5	105	0.3%
<b>Contracting TOTAL</b>	<b>23,128</b>	<b>5,398</b>	<b>1,628</b>	<b>30,154</b>	
	76.7%	17.9%	5.4%		

= Compliance

\* NOTE: Rounded to nearest 0.1%

Numbers may not add to 100% due to rounding



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

Occupied Position Type	CON TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	117	0.4%	985	0.7%
Critical Acquisition Positions (CAPs) *	2,906	9.6%	15,904	10.5%
Non-CAP Positions	27,131	90.0%	134,569	88.8%
<b>TOTAL</b>	<b>30,154</b>		<b>151,458</b>	

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

Highest Level of Education	CON TOTAL		Entire DAW	
Post Grad	11,481	38.1%	55,530	36.7%
Bachelors	14,320	47.5%	69,731	46.0%
Some College	2,251	7.5%	12,241	8.1%
High School	1,919	6.4%	13,316	8.8%
Other	183	0.6%	640	0.4%
<b>TOTAL</b>	<b>30,154</b>		<b>151,458</b>	

Type	CON TOTAL		Entire DAW	
Civilian	25,185	83.5%	135,499	89.5%
Military	4,969	16.5%	15,959	10.5%
<b>TOTAL</b>	<b>30,154</b>		<b>151,458</b>	

Numbers may not add to 100% due to rounding



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

Civilian Occupational Series	CON TOTAL	
1102 - Contract Specialist	23,561	78.1%
1101 - Business and Industry Specialist	694	2.3%
0810 - Engineer, Civil	652	2.2%
0301 - Administration & Program Staff	56	0.19%
0830 - Engineer, Mechanical	35	0.12%
0801 - Engineer, General	23	0.08%
1199 - Business and Industry Student Trainee	15	0.05%
0850 - Engineer, Electrical	14	0.05%
1160 - Financial Analyst	11	0.04%
0343 - Management and Program Analyst	11	0.04%
<i>Other</i>	5,082	16.85%
<b>TOTAL CIVILIAN</b>	<b>30,154</b>	<b>Civilians</b>

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



# FY 14Q1 – DAW Information Summary – Contracting Demographics

Race	CON TOTAL		Entire DAW	
WHITE	20,992	69.6%	114,680	75.7%
BLACK	5,717	19.0%	17,675	11.7%
ASIAN	1,351	4.5%	9,663	6.4%
MULTI	584	1.9%	2,488	1.6%
AMI/AN	182	0.6%	855	0.6%
PI	192	0.6%	626	0.4%
<i>Unspecified</i>	1,136	3.8%	5,471	3.6%
<b>TOTAL</b>	<b>30,154</b>		<b>151,458</b>	

Gender	CON TOTAL		Entire DAW	
Males	15,508	51.4%	106,949	70.6%
Females	14,592	48.4%	44,370	29.3%
<i>Unspecified</i>	54	0.2%	139	0.1%
<b>TOTAL</b>	<b>30,154</b>		<b>151,458</b>	

Numbers may not add to 100% due to rounding



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



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

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Contracting	FY 2008				FY 2013			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	21,773	3,907	25,680	125,879	25,383	4,888	30,271	151,355
Change in size from 2008	-	-	-	-	17%	25%	18%	20%
Civilian/Military Composition	85%	15%	-	-	84%	16%	-	-
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	79%	61%	77%	77%	91%	57%	85%	83%
Graduate Degree	27%	28%	27%	29%	39%	29%	38%	36%
<b>Certification</b>								
Level I or Higher Achieved	82%	61%	78%	72%	91%	68%	87%	86%
Level II or Higher Achieved	75%	44%	70%	61%	83%	41%	76%	74%
Level III Achieved	37%	19%	34%	36%	42%	19%	38%	43%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	82%	51%	77%	75%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	14%	37%	18%	19%
Does Not Meet Certification Requirement	6%	13%	7%	14%	4%	12%	5%	7%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	68%	13%	59%	62%	46%	3%	39%	45%
Average Age	46.8	34.7	45.0	45.7	45.3	33.2	43.3	44.9
Workforce Life-Cycle Model (YRE)*	21/22/58(%)	-	-	20/23/57 (%)(Civ)	29/23/47(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	17.9	12.3	17.1	17.3	15.3	11.2	14.7	15.2
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	4,188(16%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	4,421(17%)	-	-	26,858(18%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,036/2,242	-	-	9,961/10,917

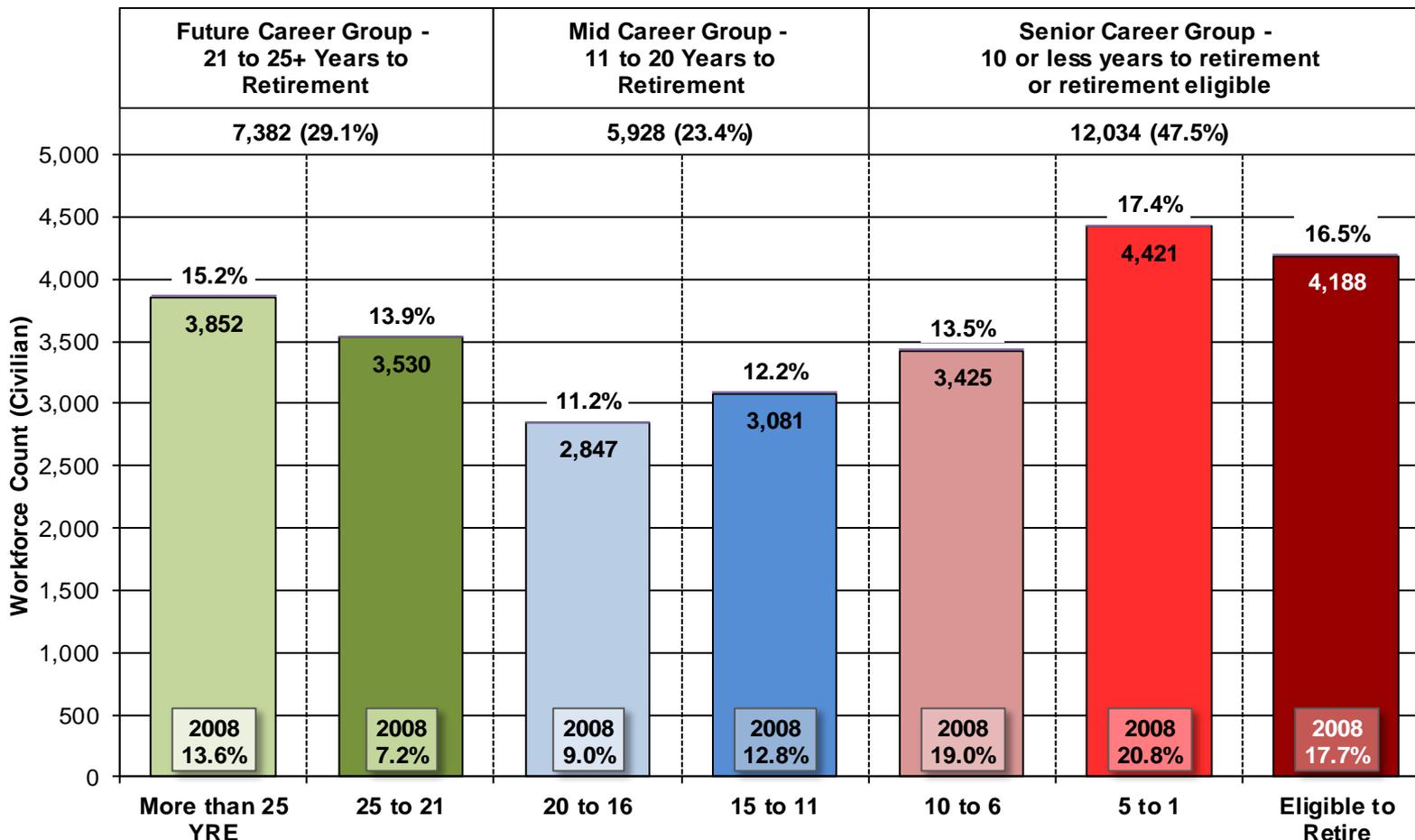
Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2013 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

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



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

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



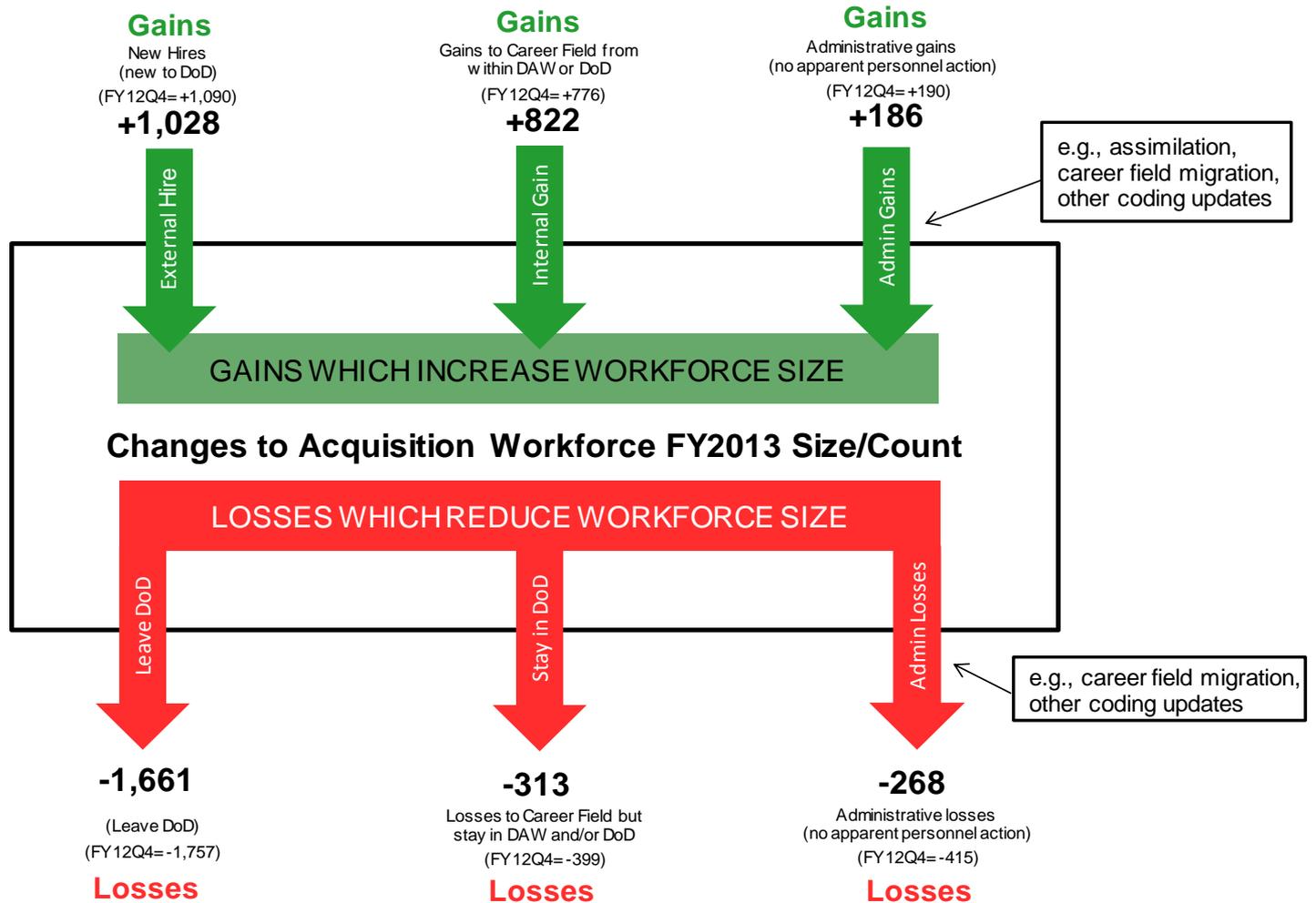
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2013 DMDC data provided by RAND.



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

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

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

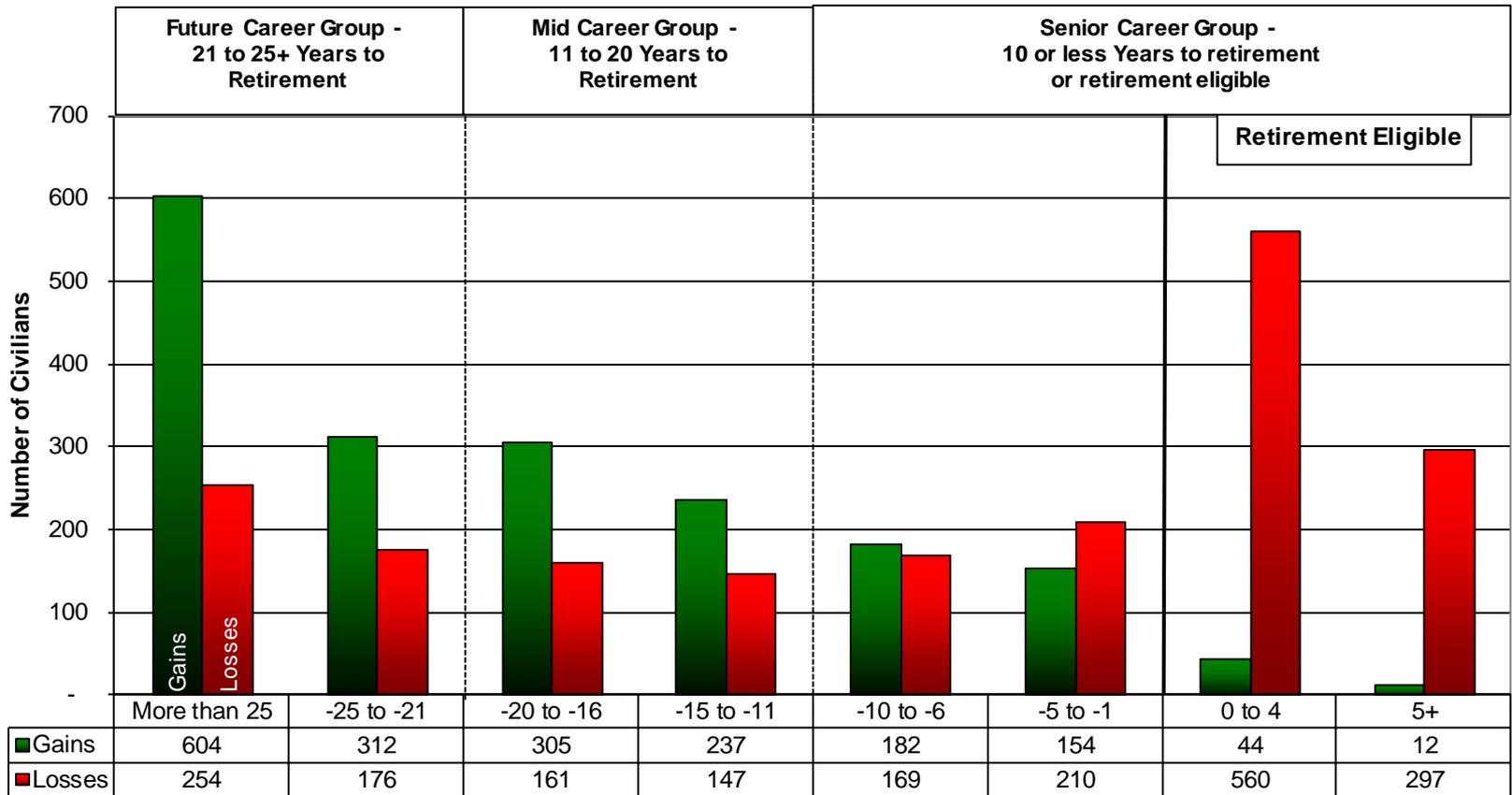




# End of FY 13 – DAW Information Summary – Contracting Gains and Losses – Internal/External/Administrative

## Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2013 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

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

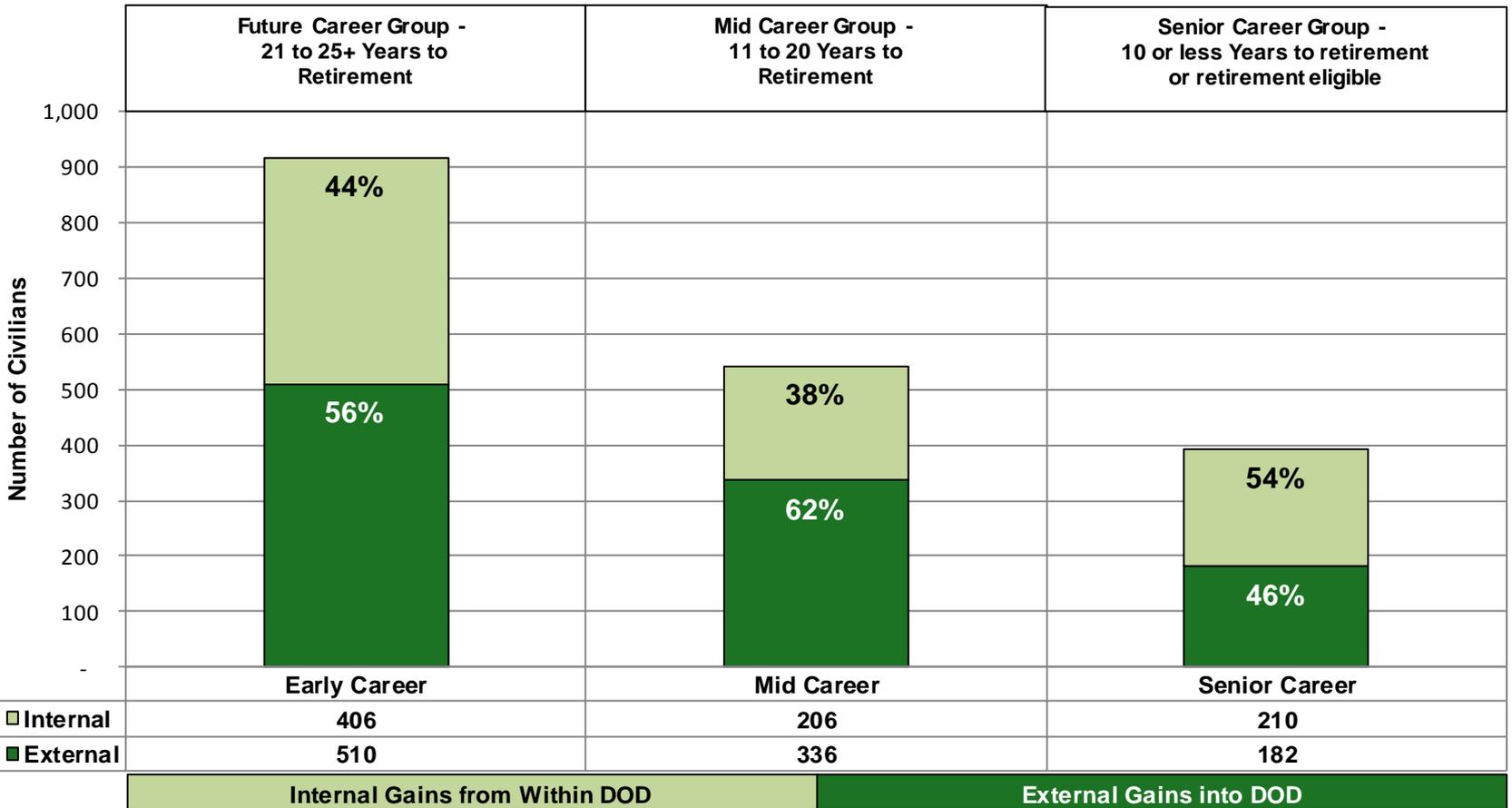
\*Does not include administrative gains and losses



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

## Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2013 Gains\*



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

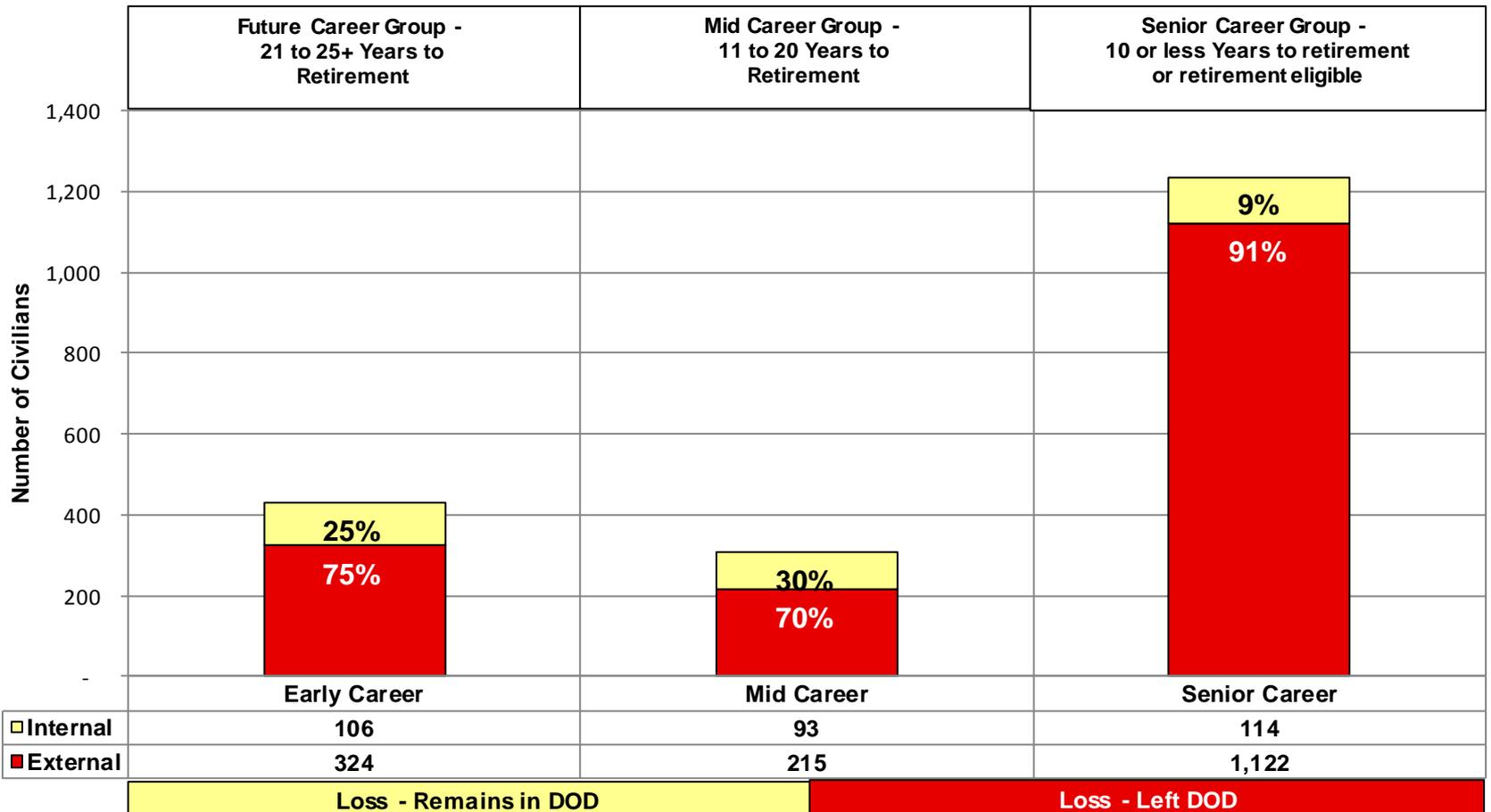
\*Does not include administrative gains



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

## Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2013 Losses\*



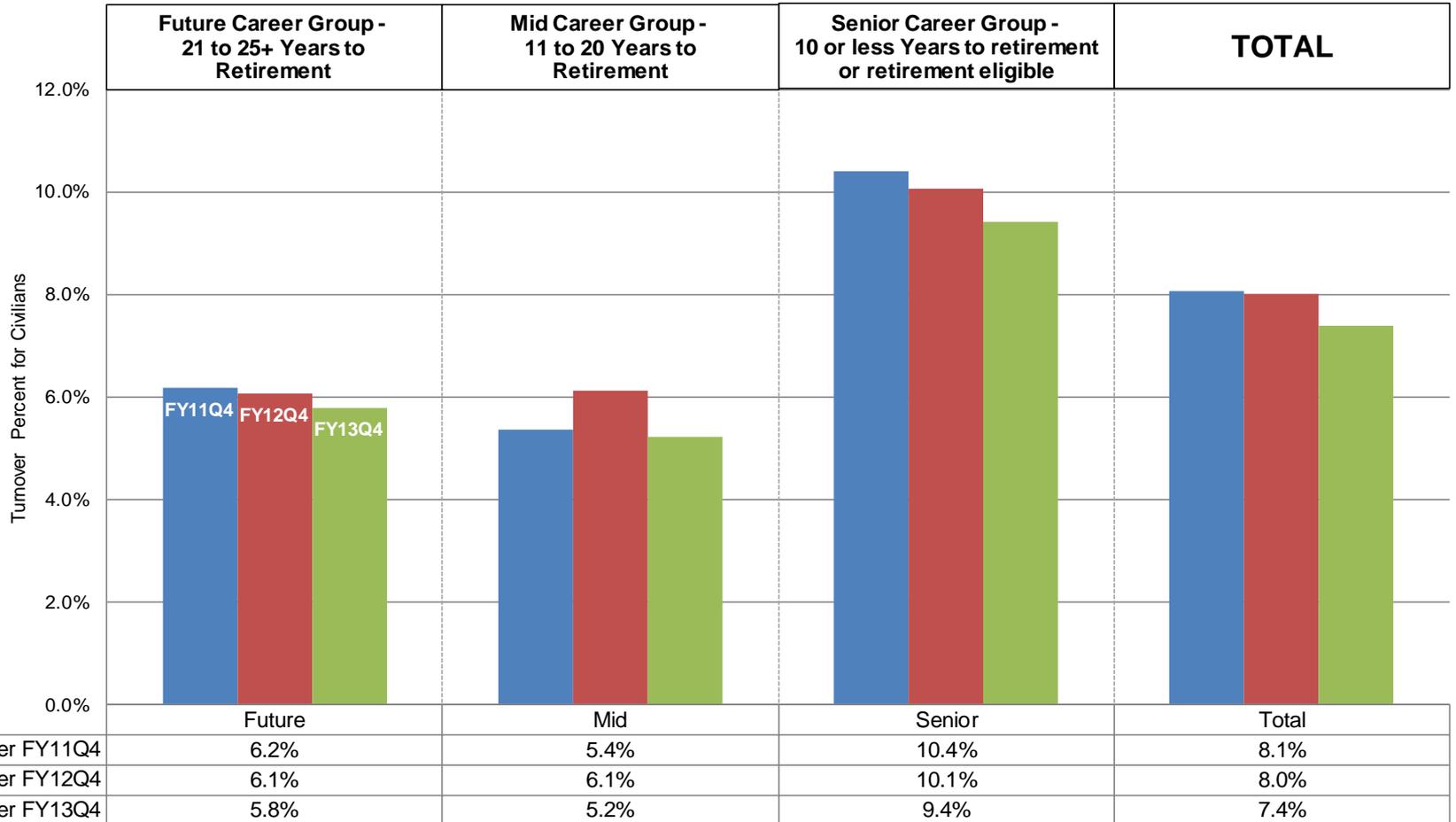
Source: RAND analysis using DMDC data (FY 2011 and FY 2013 data)

\*Does not include administrative losses



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

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



Turnover Percent by Career Lifecycle Groups



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

