



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

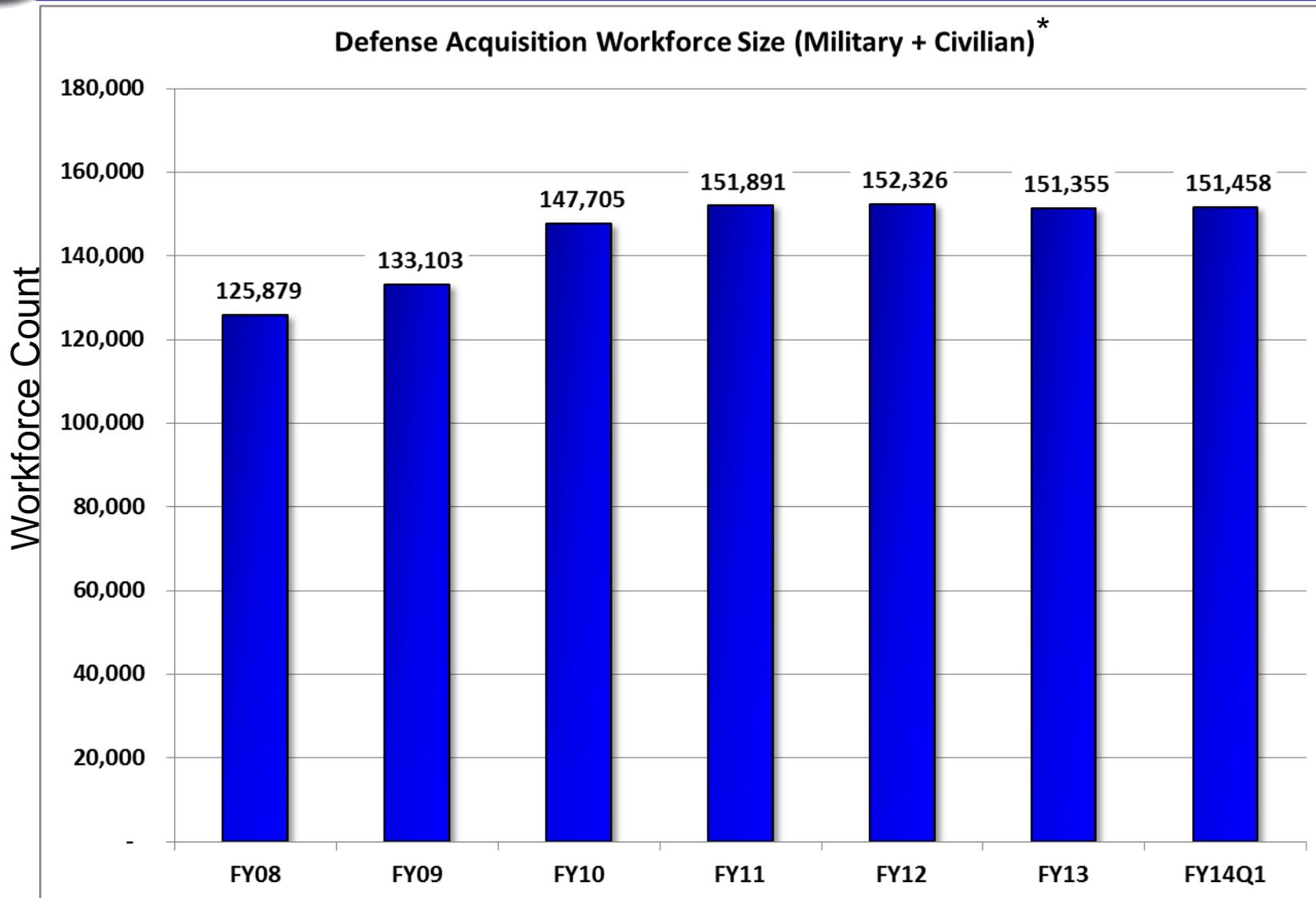
Engineering

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



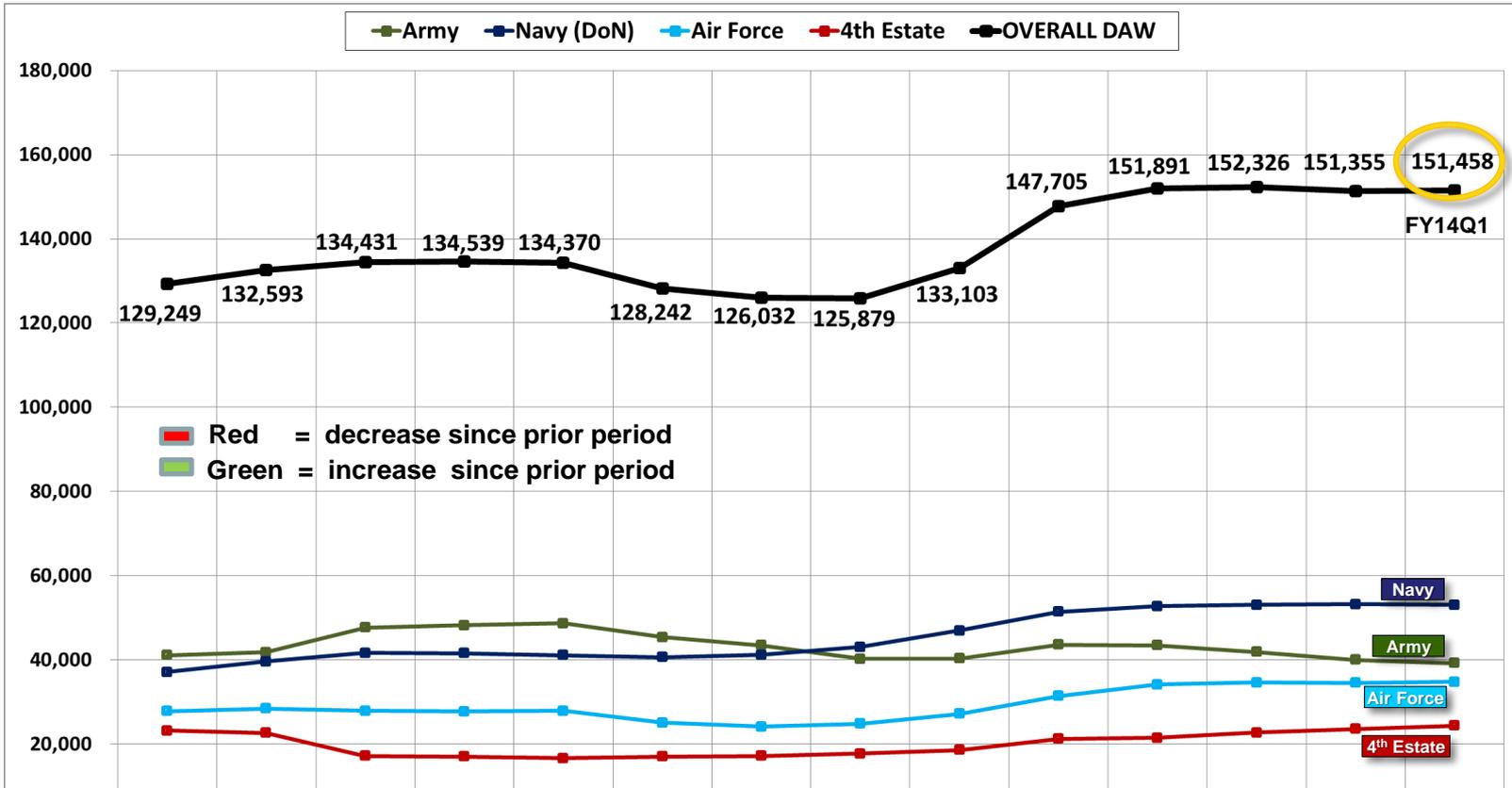
# FY 14Q1 – DAW Information Summary – OVERALL

## 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

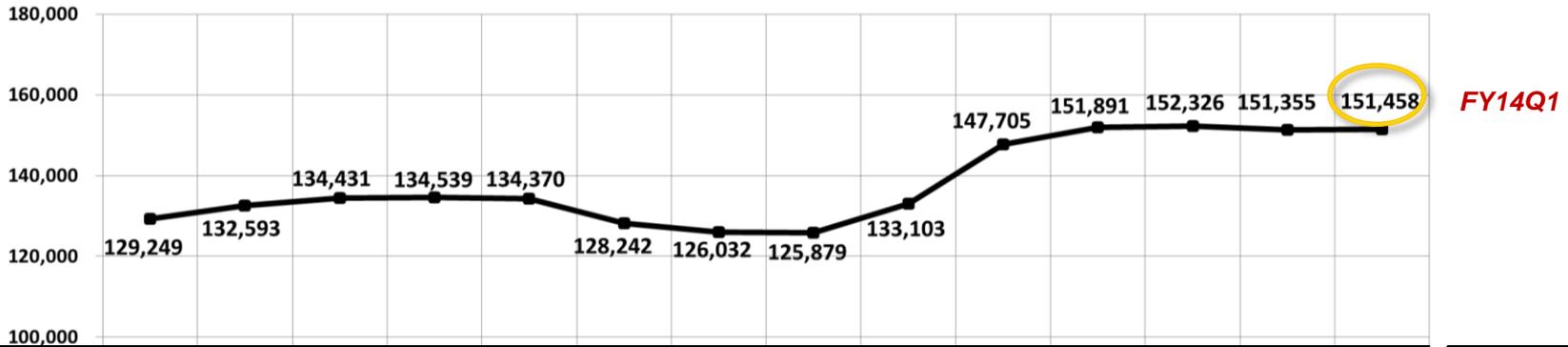


Component	End FY01	End FY02	End FY03	End FY04	End FY05	End FY06	End FY07	End FY08	End FY09	End FY10	End FY11	End FY12	End FY13	FY14 Q1
Army	41,074	41,783	47,697	48,188	48,697	45,443	43,473	40,269	40,356	43,634	43,476	41,877	40,037	39,267
Navy (DoN)	37,158	39,661	41,622	41,552	41,070	40,651	41,177	43,066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

Low Point  
↓

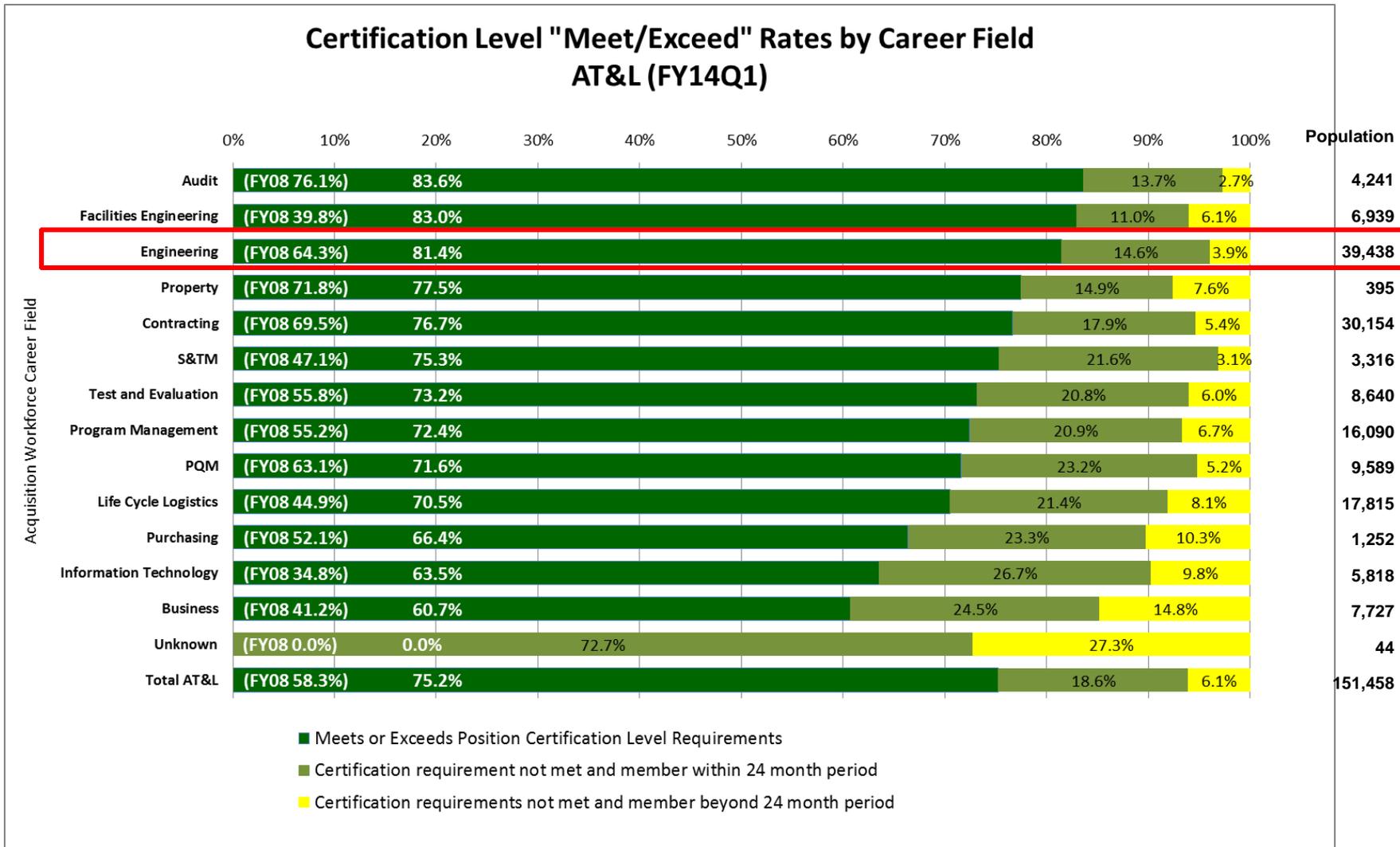
Defense Acq Workforce Engineering	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q1	% Change Since FY05	% Change Since FY08
ARMY	11,138	11,964	11,050	10,769	10,208	10,644	10,108	9,810	9,419	9,292	-17%	-14%
DoN (Navy & MC)	16,886	16,688	16,804	16,576	18,085	19,270	19,325	19,498	19,588	19,534	16%	18%
AIR FORCE	6,505	6,237	6,162	6,429	7,197	7,625	8,514	8,649	8,521	8,589	32%	34%
DCMA	30	59	393	282	660	813	917	974	1,134	1,150	3733%	308%
DLA	23	14	42	19	16	16	15	11	12	12	-48%	-37%
DCAA											0%	0%
MDA	111	117	135	281	363	623	615	644	631	629	467%	124%
DISA	4	16	96	89	74	58	69	69	76	73	1725%	-18%
DAU	26	30		33	41	46	48	49	45	44	69%	33%
DTRA	11	1	1	7	11	27	17	35	45	45	309%	543%
DHP (TMA & USUHS)			2	2	8	9	9	10	8	7	0%	250%
OSD & Staff	18	15	16	31	19	25	24	21	29	28	56%	-10%
JCS			2					12	12	12	0%	0%
DeCA											0%	0%
WHS											0%	0%
DoDEA											0%	0%
DFAS		1	1								0%	0%
DMEA						29	26	23	23	22	0%	0%
DoD HRA			1								0%	0%
DSCA				1							0%	-100%
DoD TRMC								1	1	1	0%	0%
DMACT											0%	0%
DARPA			1								0%	0%
DSS											0%	0%
DTIC				1							0%	-100%
NDU											0%	0%
ASD					4	4	3	1			0%	0%
DoD IG				1							0%	-100%
PFPA											0%	0%
OTHER 4th ESTATE			4	16	18	12					0%	-100%
<b>DAW TOTAL</b>	<b>34,752</b>	<b>35,142</b>	<b>34,710</b>	<b>34,537</b>	<b>36,704</b>	<b>39,201</b>	<b>39,690</b>	<b>39,807</b>	<b>39,544</b>	<b>39,438</b>	<b>13%</b>	<b>14%</b>



Red = decline since prior period  
Green = increase since prior period



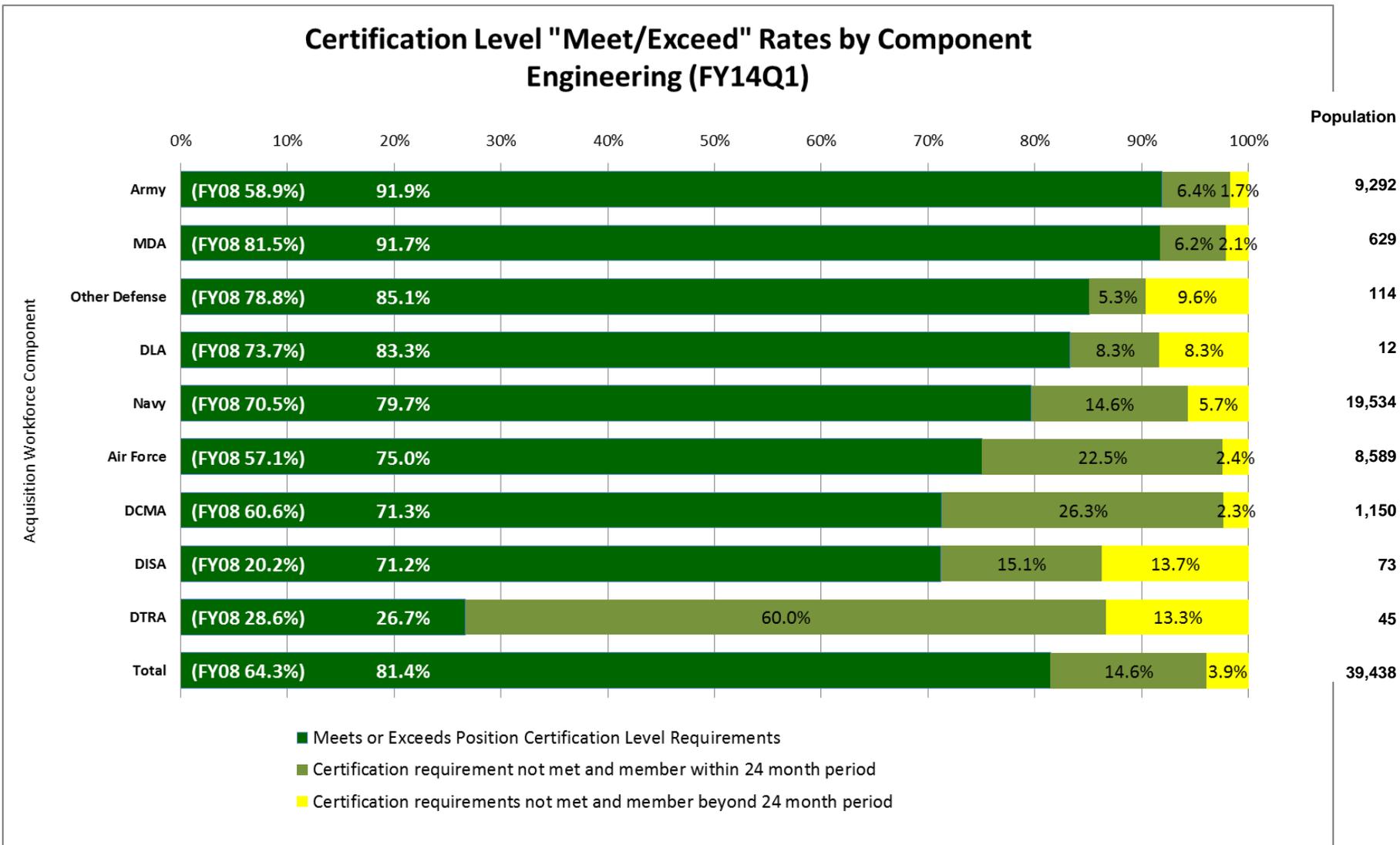
# FY 14Q1 – DAW Information Summary – Engineering Certification “Meets/Exceeds” by Career Field



Numbers may not add to 100% due to rounding



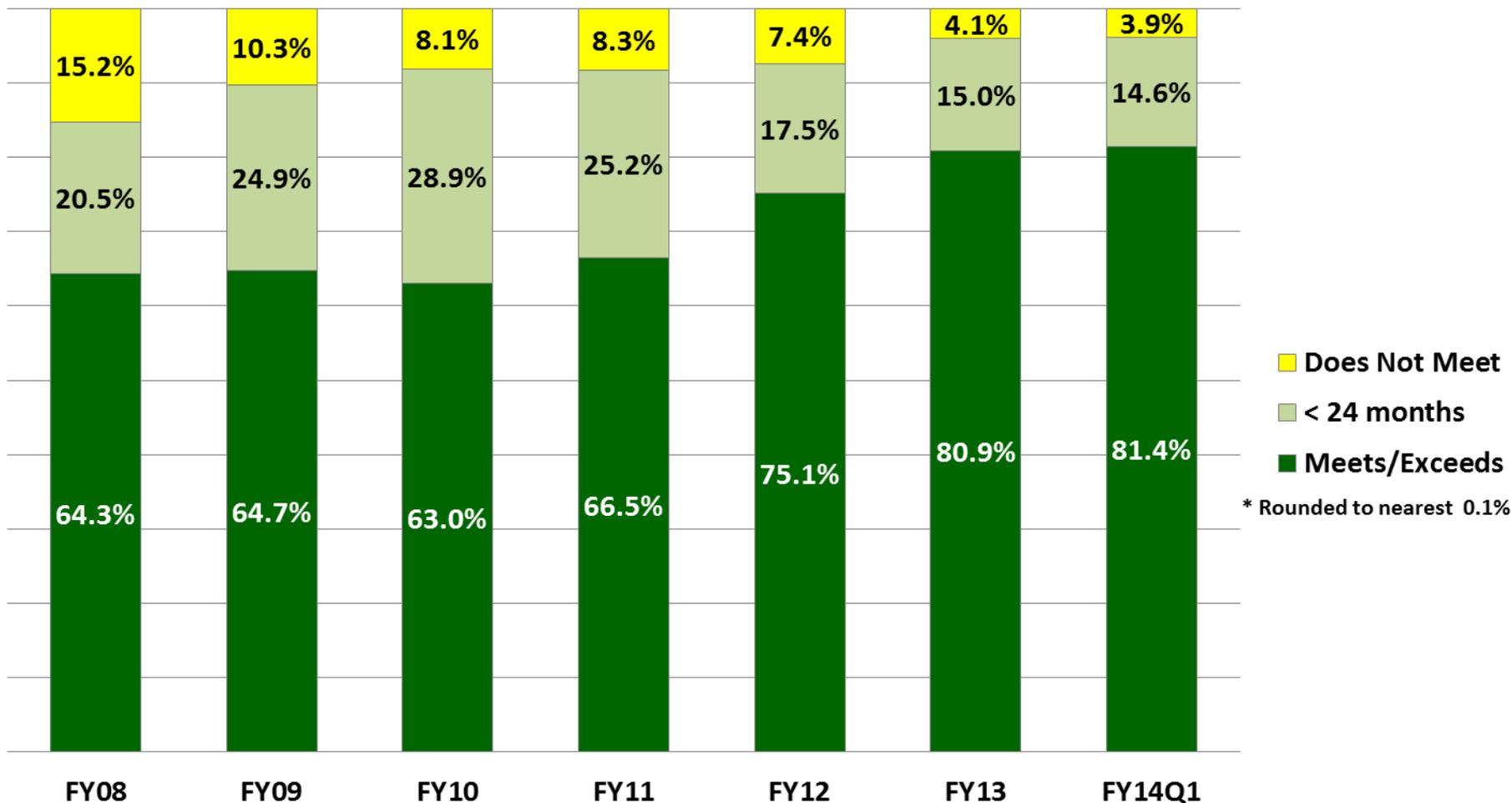
# FY 14Q1 – DAW Information Summary – Engineering Certification “Meets/Exceeds” by Component





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

## Engineering



\* Rounded to nearest 0.1%

Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Engineering

## Certification Level Tables Required by Achieved and Compliance

Engineering Required Certification Level	Achieved Certification Level				FY14Q1 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	2,101	370	140	1,126	3,737	69.9%
Level II	2,434	6,268	5,974	1,754	16,430	74.5%
Level III	369	923	17,267	705	19,264	89.6%
<i>Unspecified</i>	-	-	1	6	7	
<b>FY14Q1 TOTAL</b>	<b>4,904</b>	<b>7,561</b>	<b>23,382</b>	<b>3,591</b>	<b>39,438</b>	<b>81.4%</b>
	12.4%	19.2%	59.3%	9.1%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2,611	1,093	33	3,737	9.5%
Level II	12,242	3,415	773	16,430	41.7%
Level III	17,267	1,260	737	19,264	48.8%
<i>Unspecified</i>	1	1	5	7	0.0%
<b>Engineering TOTAL</b>	<b>32,121</b>	<b>5,769</b>	<b>1,548</b>	<b>39,438</b>	
	81.4%	14.6%	3.9%		

= Compliance

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

Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Engineering

## KLPs – Level of Education – Military / Civilian

Occupied Position Type	Engineering TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	119	0.3%	985	0.7%
Critical Acquisition Positions (CAPs) *	4,385	11.1%	15,904	10.5%
Non-CAP Positions	34,934	88.6%	134,569	88.8%
<b>TOTAL</b>	<b>39,438</b>		<b>151,458</b>	

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

Highest Level of Education	Engineering TOTAL		Entire DAW	
Post Grad	15,723	39.9%	55,530	36.7%
Bachelors	23,266	59.0%	69,731	46.0%
Some College	200	0.5%	12,241	8.1%
High School	197	0.5%	13,316	8.8%
Other	52	0.1%	640	0.4%
<b>TOTAL</b>	<b>39,438</b>		<b>151,458</b>	

Type	Engineering TOTAL		Entire DAW	
Civilian	37,634	95.4%	135,499	89.5%
Military	1,804	4.6%	15,959	10.5%
<b>TOTAL</b>	<b>39,438</b>		<b>151,458</b>	

Numbers may not add to 100% due to rounding



# FY 14Q1 – DAW Information Summary – Engineering

## Top Occupational Series

Civilian Occupational Series	Engineering TOTAL	
0855 - Engineer, Electronics	10,553	26.8%
0801 - Engineer, General	7,267	18.4%
0830 - Engineer, Mechanical	5,522	14.0%
1550 - Computer Scientist	3,053	7.74%
0861 - Engineer, Aerospace	2,735	6.93%
0854 - Engineer, Computers	2,431	6.16%
0850 - Engineer, Electrical	1,273	3.23%
1515 - Operations Research Analyst	663	1.68%
1310 - Physicist	529	1.34%
0893 - Engineer, Chemical	485	1.23%
<i>Other</i>	4,927	12.49%
<b>TOTAL CIVILIAN</b>	<b>39,438</b>	<b>Civilians</b>

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



# FY 14Q1 – DAW Information Summary – Engineering Demographics

Race	Engineering TOTAL		Entire DAW	
WHITE	30,858	78.2%	114,680	75.7%
BLACK	2,286	5.8%	17,675	11.7%
ASIAN	4,238	10.7%	9,663	6.4%
MULTI	505	1.3%	2,488	1.6%
AMI/AN	179	0.5%	855	0.6%
PI	100	0.3%	626	0.4%
<i>Unspecified</i>	1,272	3.2%	5,471	3.6%
<b>TOTAL</b>	<b>39,438</b>		151,458	

Gender	Engineering TOTAL		Entire DAW	
Males	33,285	84.4%	106,949	70.6%
Females	6,136	15.6%	44,370	29.3%
<i>Unspecified</i>	17	0.0%	139	0.1%
<b>TOTAL</b>	<b>39,438</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 – Engineering Fact Sheet

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Engineering	FY 2008				FY 2013			
	Engineering Civilian (Civ)	Engineering Military (Mil)	Total Engineering (Civ+Mil)	Defense Acquisition Workforce	Engineering Civilian (Civ)	Engineering Military (Mil)	Total Engineering (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	32,421	2,116	34,537	125,879	37,749	1,795	39,544	151,355
Change in size from 2008	-	-	-	-	16%	-15%	14%	20%
Civilian/Military Composition	94%	6%	-	-	95%	5%	-	-
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	98%	95%	98%	77%	99%	98%	99%	83%
Graduate Degree	36%	45%	36%	29%	39%	58%	40%	36%
<b>Certification</b>								
Level I or Higher Achieved	78%	57%	77%	72%	91%	76%	90%	86%
Level II or Higher Achieved	70%	25%	68%	61%	79%	51%	78%	74%
Level III Achieved	58%	8%	55%	36%	61%	19%	59%	43%
Position Certification Requirement Met or Exceeded	66%	31%	64%	58%	82%	59%	81%	75%
Within 24 Months of Certification Requirement	18%	52%	20%	27%	14%	37%	15%	19%
Does Not Meet Certification Requirement	15%	17%	15%	14%	4%	4%	4%	7%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	60%	8%	57%	62%	44%	1%	42%	45%
Average Age	44.6	32.5	43.8	45.7	44.0	32.2	43.5	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	27/24/49(%)	-	-	20/23/57 (%)(Civ)	33/19/48(%)	-	-	26/23/51(%)
Average Years of Service	16.7	8.9	16.2	17.3	15.6	9.1	15.3	15.2
Retirement Eligible*	3,965(12%)	-	-	19,051(17%) (Civ)	5,039(13%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	4,804(15%)	-	-	21,315(19%) (Civ)	7,303(19%)	-	-	26,858(18%)
Total Gains/Losses*	4,050/4,197	-	-	14,245/15,030 (Civ)	2,669/2,792	-	-	9,961/10,917

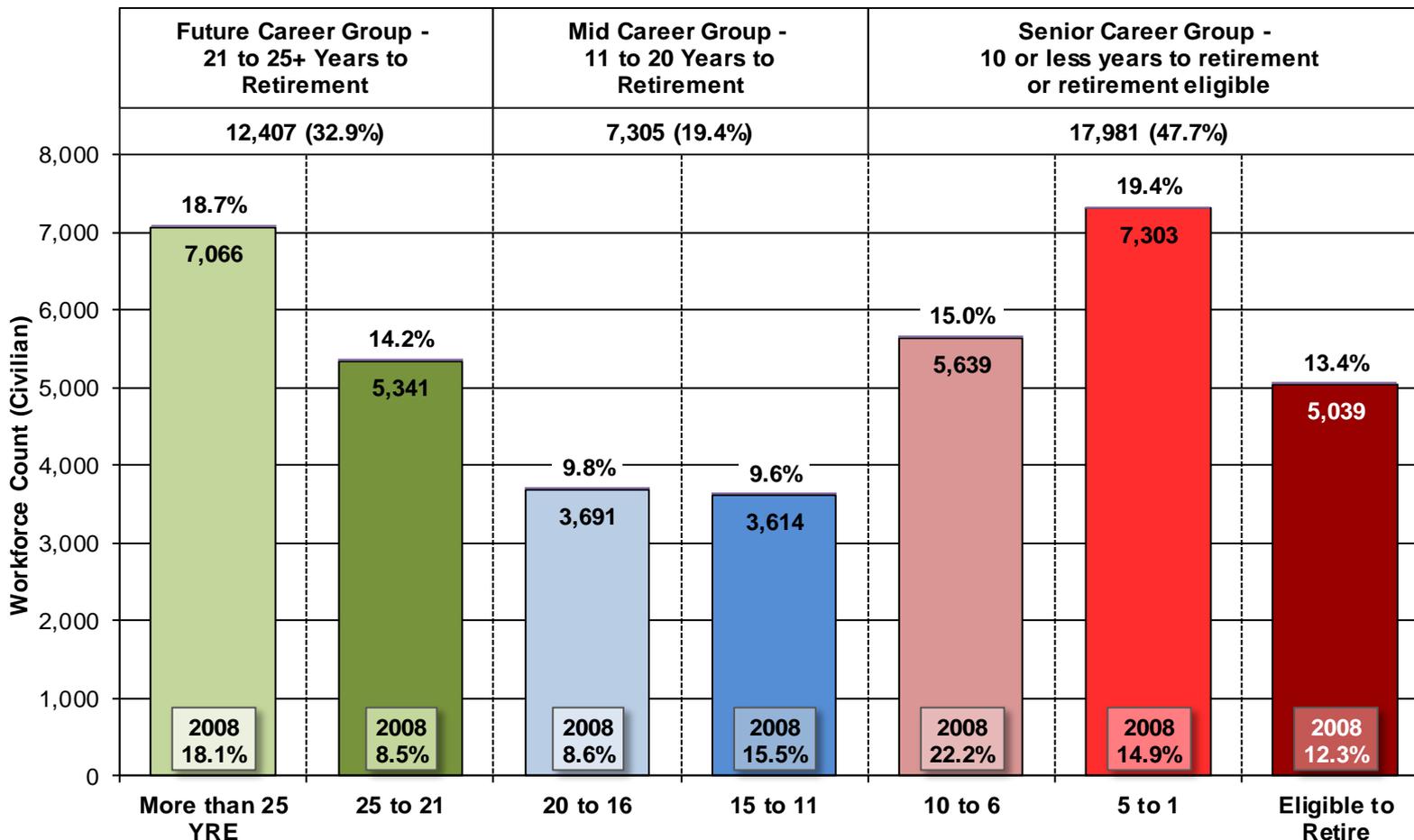
Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2013 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

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



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

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



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



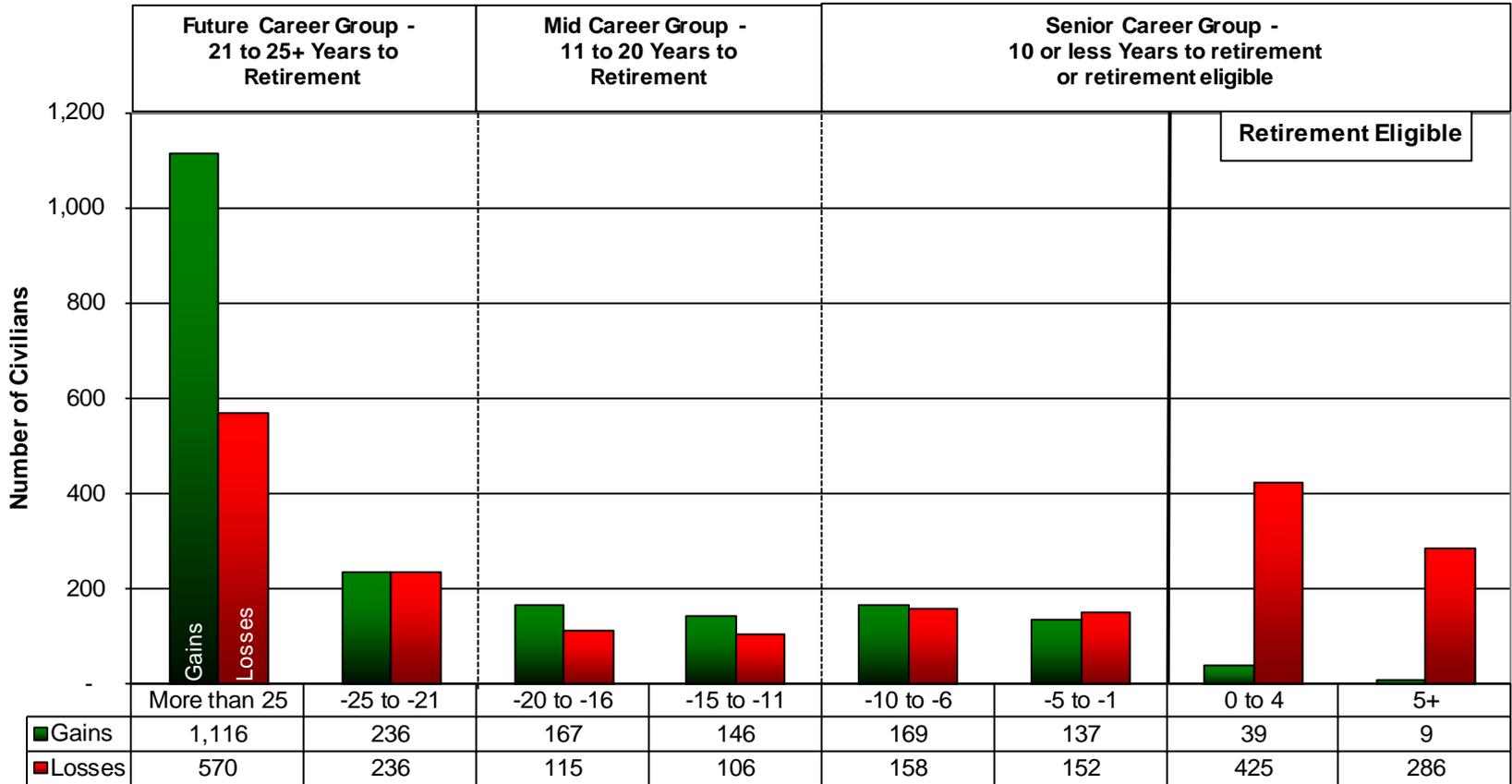


# End of FY 13 – DAW Information Summary – Engineering

## Workforce Lifecycle Gains and Losses

### Defense Acquisition Workforce (Civilian) - Engineering

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

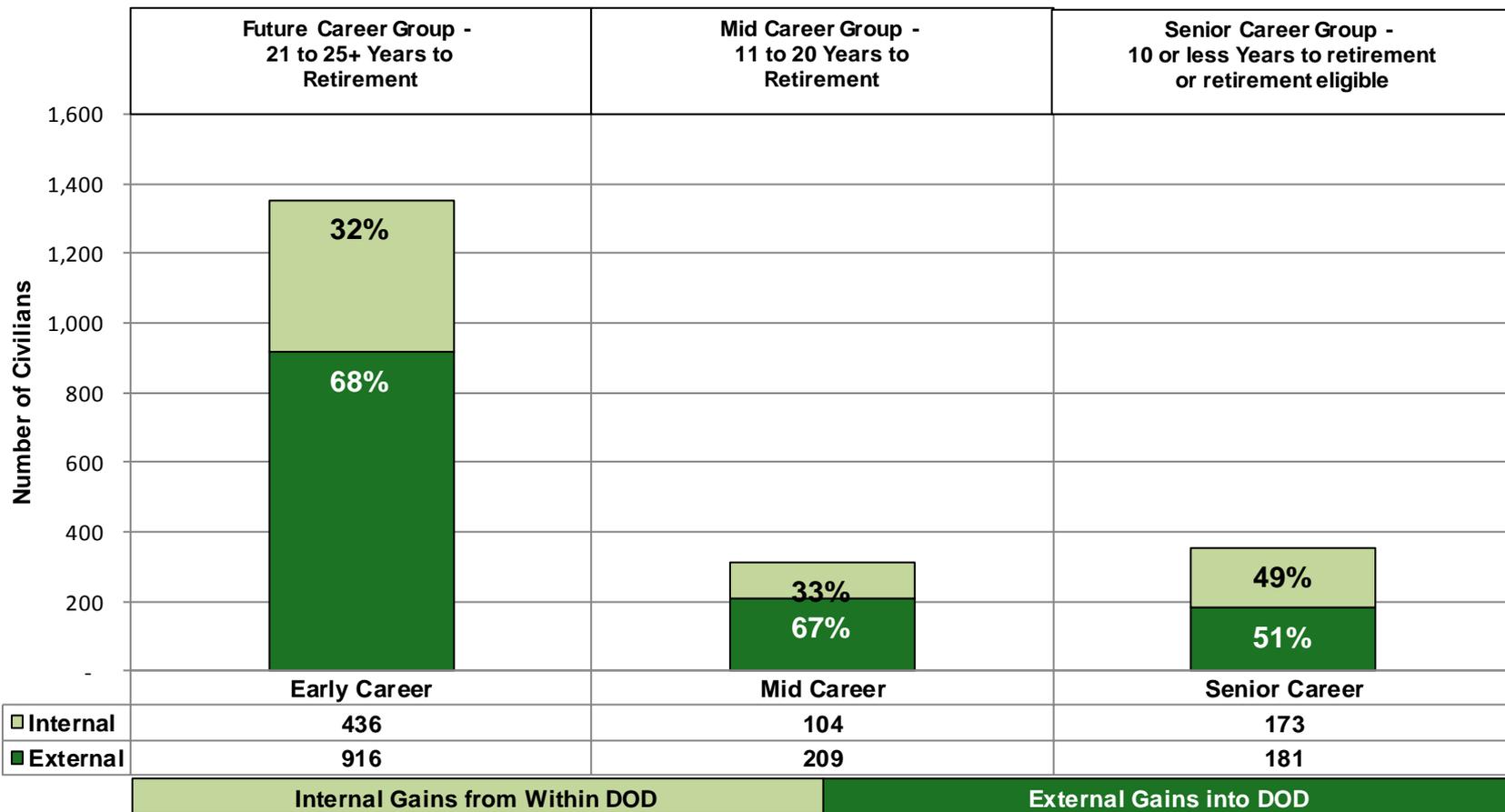


# End of FY 13 – DAW Information Summary – Engineering

## Gains – DoD Internal/External

### Defense Acquisition Workforce (Civilian) - Engineering

Workforce Lifecycle FY2013 Gains\*



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

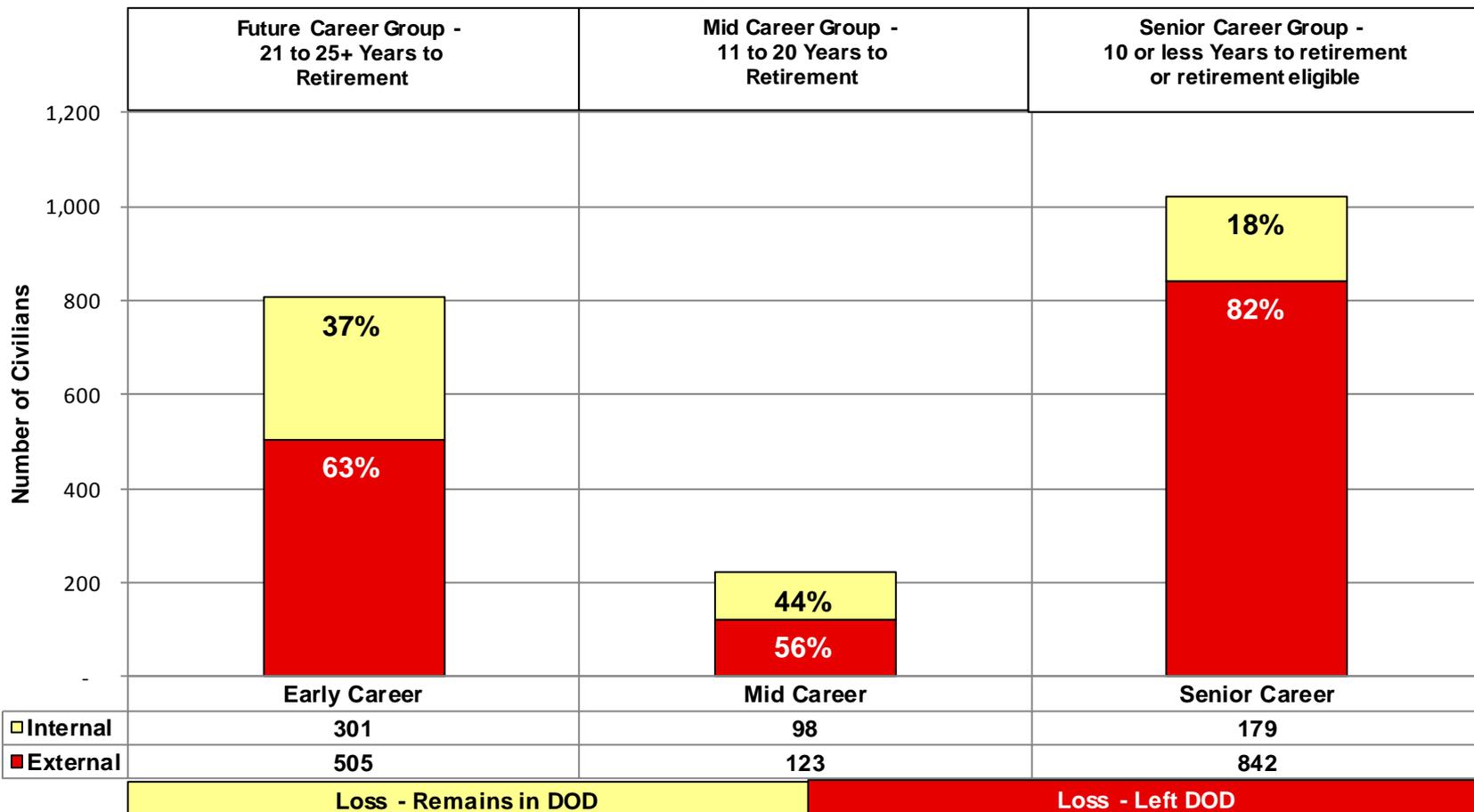
\*Does not include administrative gains



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

## Defense Acquisition Workforce (Civilian) - Engineering

Workforce Lifecycle FY2013 Losses\*



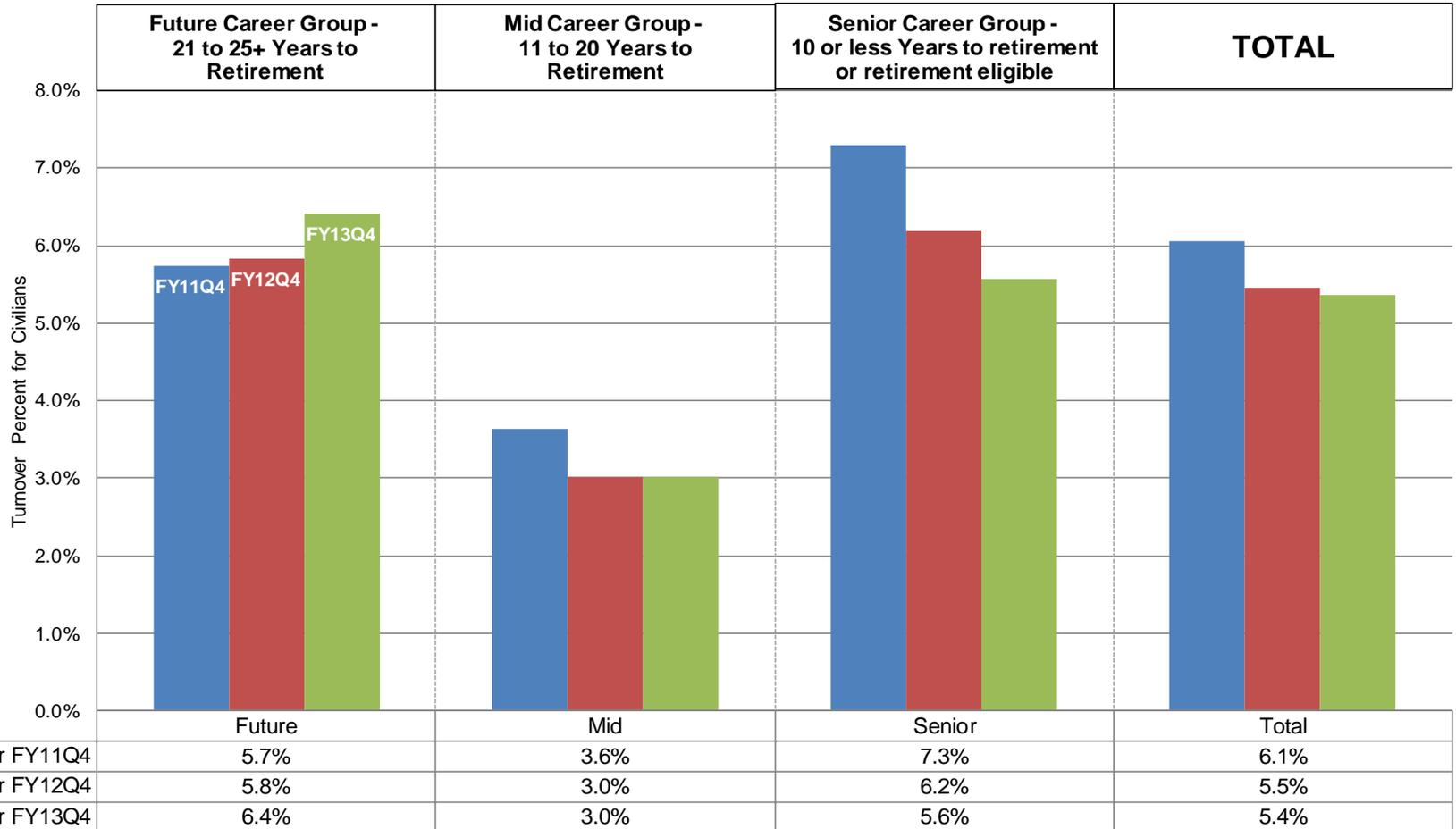
Source: RAND analysis using DMDC data (FY2011 and FY2013 data)

\*Does not include administrative losses



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

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



Turnover Percent by Career Lifecycle Groups



# FY 14Q1 – DAW Information Summary – Engineering Workforce Distribution by Years to Retirement Eligibility

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

