



Defense Acquisition Workforce Key Information

Life Cycle Logistics

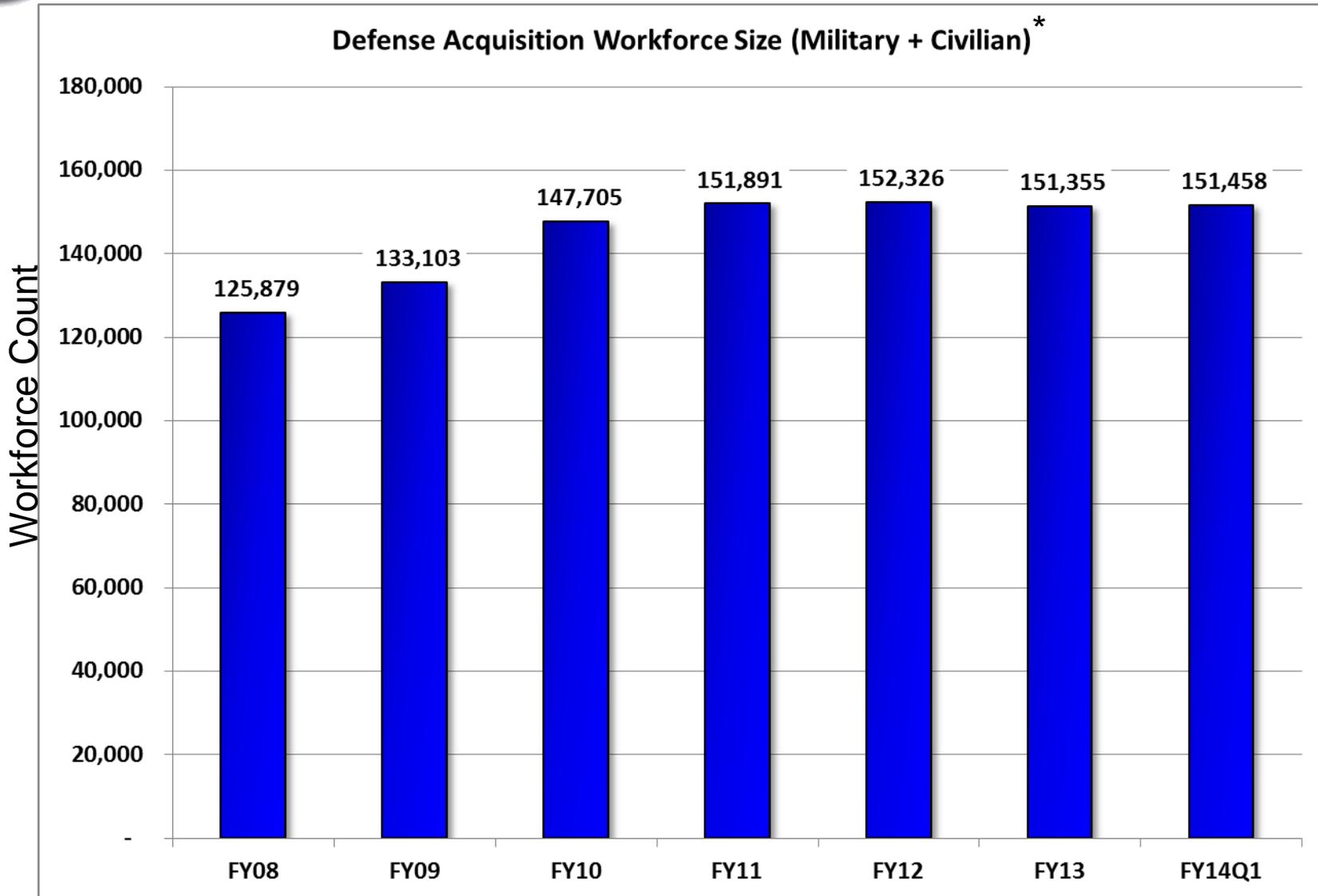
Quarterly Information

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



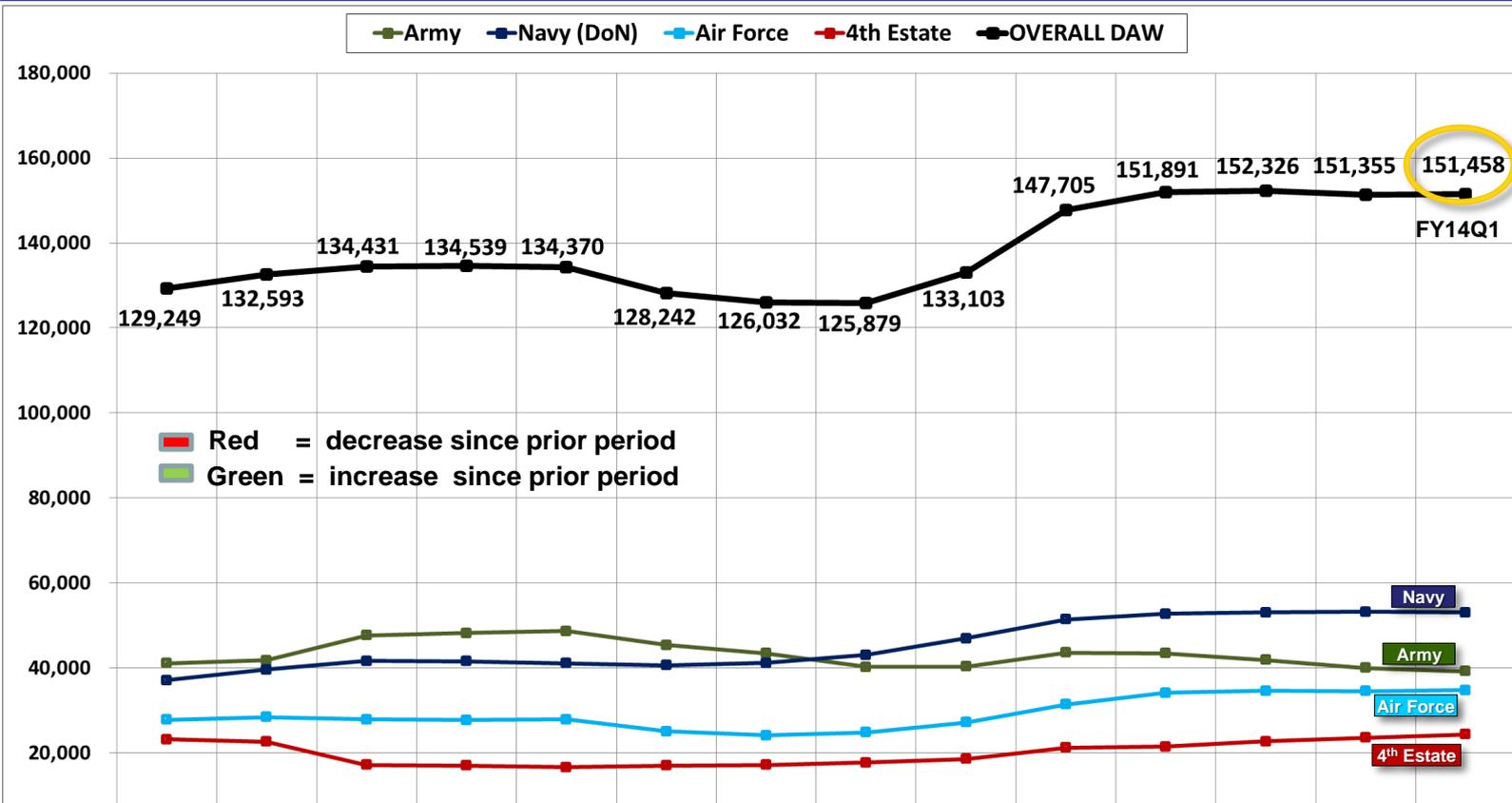
FY 14Q1 – DAW Information Summary – OVERALL

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
FY14Q1 Totals (as of 12-31-2013)	39,267	53,032	34,758	24,401	151,458



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

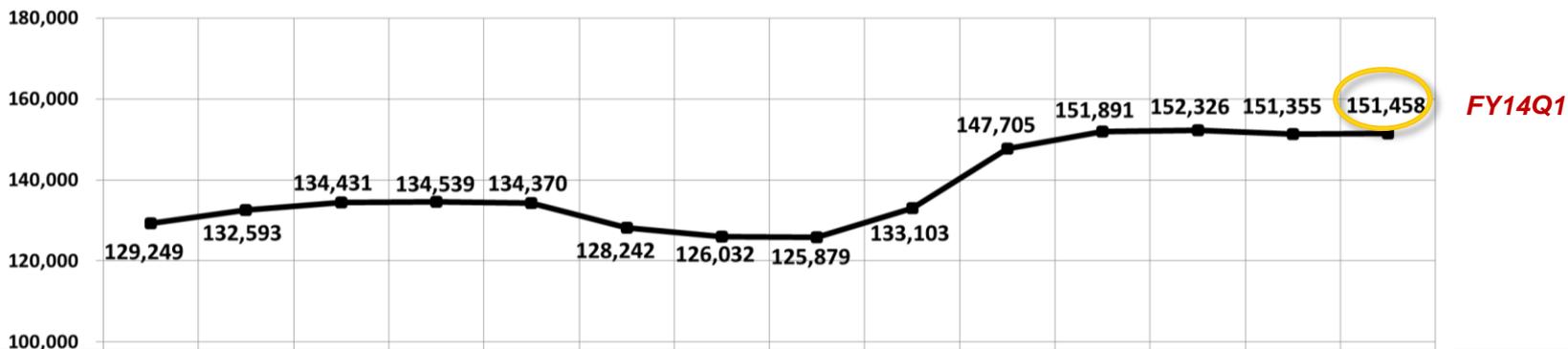


Component	End FY01	End FY02	End FY03	End FY04	End FY05	End FY06	End FY07	End FY08	End FY09	End FY10	End FY11	End FY12	End FY13	FY14 Q1
Army	41,074	41,783	47,697	48,188	48,697	45,443	43,473	40,269	40,356	43,634	43,476	41,877	40,037	39,267
Navy (DoN)	37,158	39,661	41,622	41,552	41,070	40,651	41,177	43,066	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
OVERALL DAW	129,249	132,593	134,431	134,539	134,370	128,242	126,032	125,879	133,103	147,705	151,891	152,326	151,355	151,458
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%
OVERALL DAW	129,249	132,593	134,431	134,539	134,370	128,242	126,032	125,879	133,103	147,705	151,891	152,326	151,355	151,458	17%	13%	20%



FY 13 – DAW Information Summary – Life Cycle Logistics Count by Component 2005 – 2014Q1

Low Point
↓

Defense Acq Workforce LIFE CYCLE LOGISTICS	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q1	% Change Since FY05	% Change Since FY08
ARMY	6,128	6,320	6,545	7,134	7,952	9,045	8,962	8,677	8,104	7,992	30%	12%
DoN (Navy & MC)	4,206	4,155	4,219	4,355	4,784	5,219	5,415	5,497	5,538	5,501	31%	26%
AIR FORCE	2,079	1,781	1,700	1,727	1,989	2,427	2,762	2,789	2,859	2,846	37%	65%
DCMA	29	28	40	29	35	37	91	132	128	127	338%	338%
DLA	9	7	63	40	22	21	21	317	359	1,213	13378%	2933%
DCAA											0%	0%
MDA	2	3	4	5	12	44	48	57	71	70	3400%	1300%
DISA	13	13	28	38	22	17	18	15	13	13	0%	-66%
DAU	26	23		24	30	37	36	41	37	37	42%	54%
DTRA		1	1	1	1	1	1				0%	-100%
DHP (TMA & USUHS)						2	2	1		3	0%	0%
OSD & Staff	1	1	2	2	2	10	13	12	11	11	1000%	450%
JCS								1	1	1	0%	0%
DeCA			1								0%	0%
WHS											0%	0%
DoDEA											0%	0%
DFAS											0%	0%
DMEA											0%	0%
DoD HRA											0%	0%
DSCA				2							0%	-100%
DoD TRMC											0%	0%
DMACT											0%	0%
DARPA											0%	0%
DSS			1						1	1	0%	0%
DTIC											0%	0%
NDU											0%	0%
ASD											0%	0%
DoD IG											0%	0%
PFFA											0%	0%
OTHER 4th ESTATE				4	3	1					0%	-100%
DAW TOTAL	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,815	43%	33%

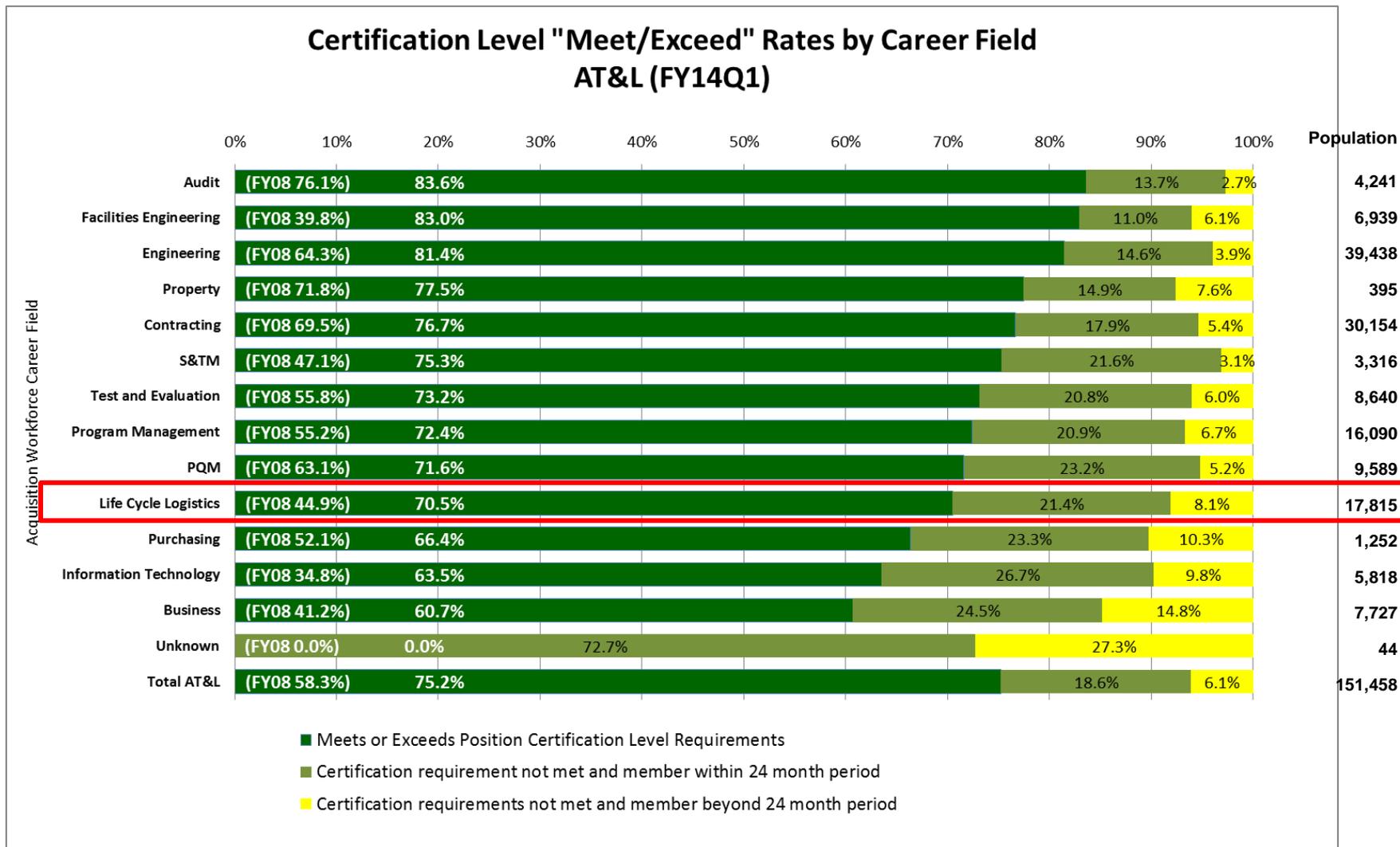


Red = decline since prior period

Green = increase since prior period



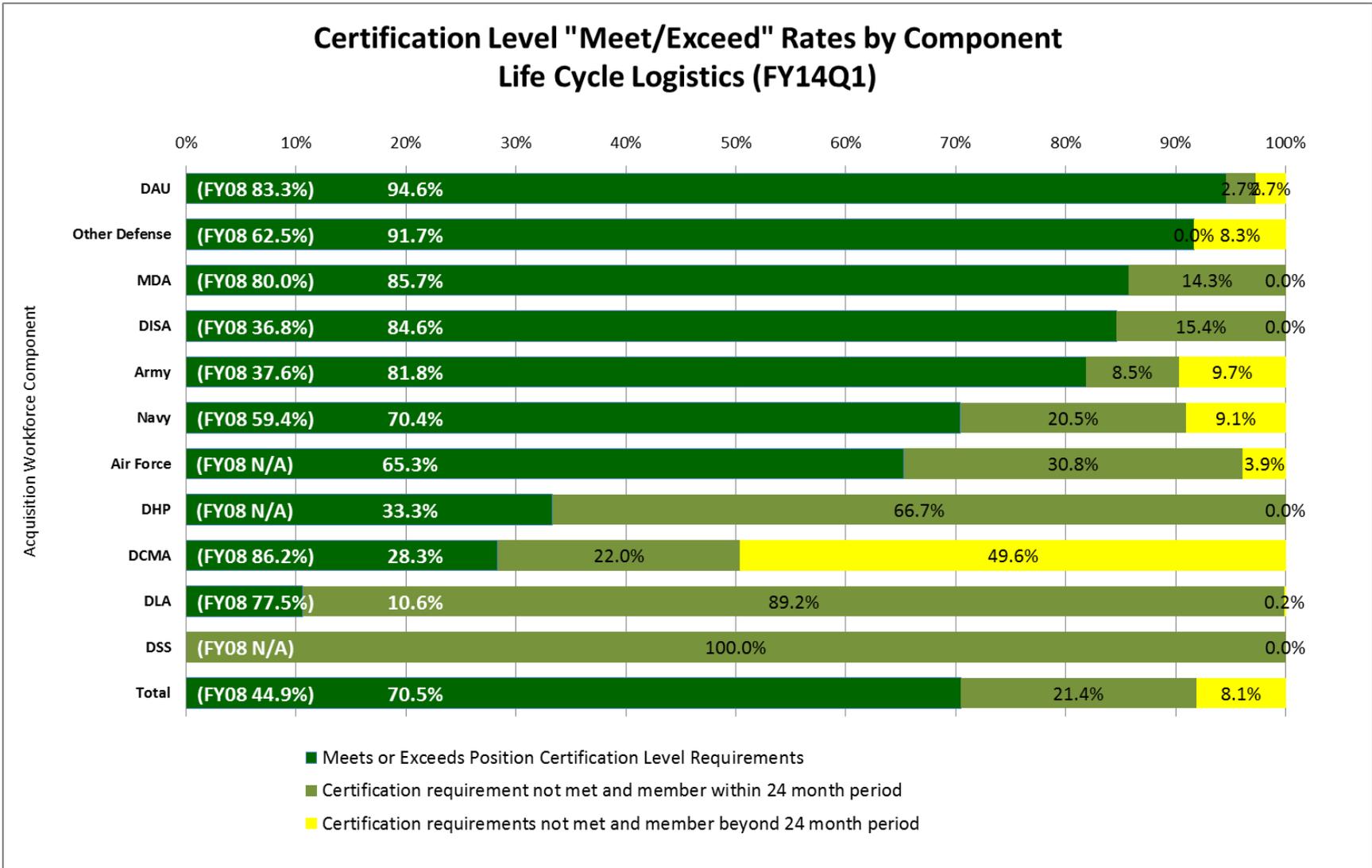
FY 14Q1 – DAW Information Summary – Life Cycle Logistics Certification “Meets/Exceeds” by Career Field



Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Life Cycle Logistics Certification “Meets/Exceeds” by Component

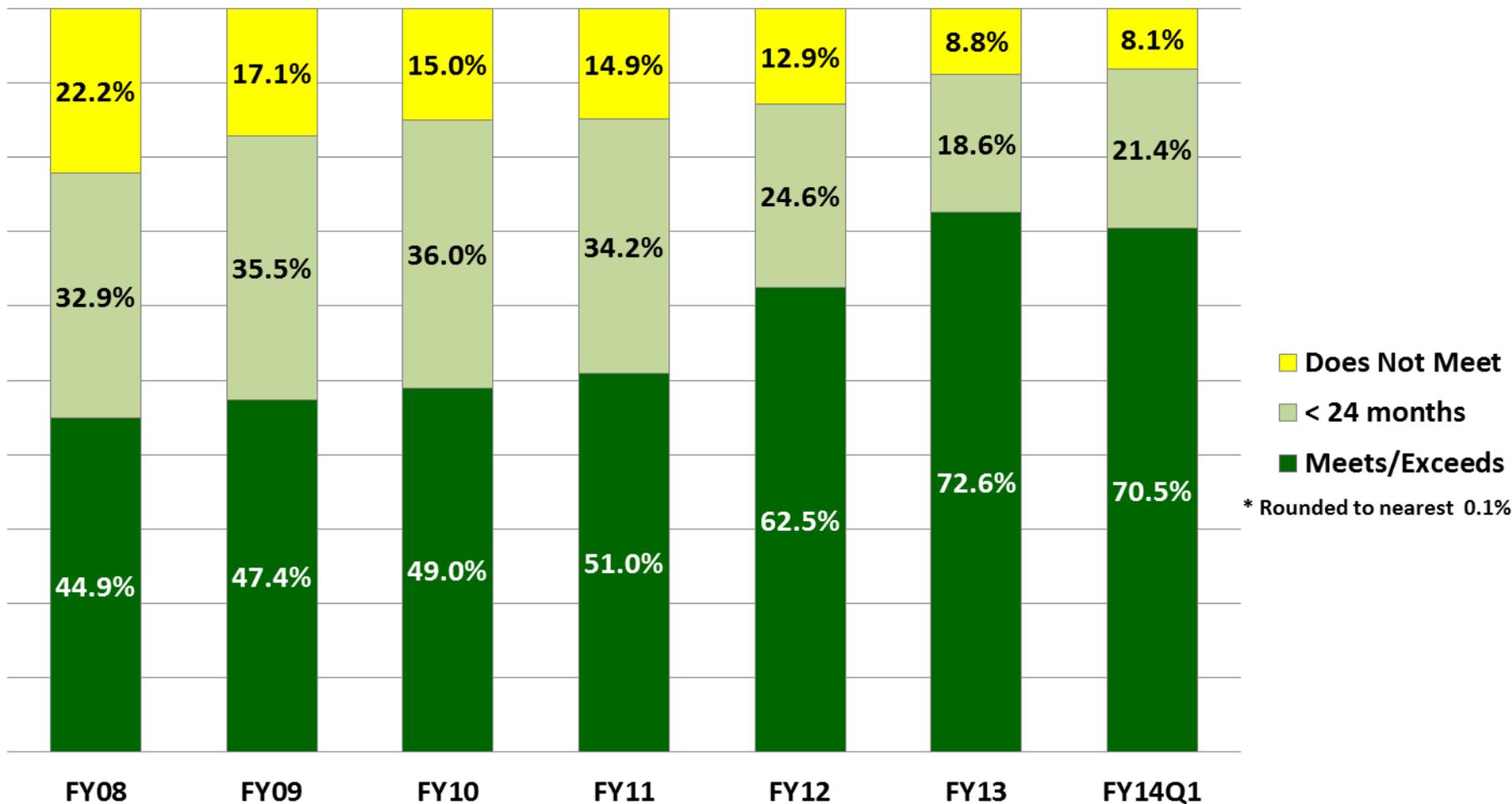


Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Life Cycle Logistics Certification “Meets/Exceeds” Historical 2008 – 2014Q1

Life Cycle Logistics



* Rounded to nearest 0.1%

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Life Cycle Logistics Certification Level Tables Required by Achieved and Compliance

Life Cycle Logistics Required Certification Level	Achieved Certification Level				FY14Q1 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	389	111	23	385	908	57.6%
Level II	1,599	5,303	2,106	1,764	10,772	68.8%
Level III	339	497	4,625	673	6,134	75.4%
<i>Unspecified</i>	-	-	-	1	1	
FY14Q1 TOTAL	2,327	5,911	6,754	2,823	17,815	70.5%
	13.1%	33.2%	37.9%	15.8%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	523	356	29	908	5.1%
Level II	7,409	2,388	975	10,772	60.5%
Level III	4,625	1,062	447	6,134	34.4%
<i>Unspecified</i>	-	1	-	1	0.0%
Life Cycle Logistics TOTAL	12,557	3,807	1,451	17,815	
	70.5%	21.4%	8.1%		

= Compliance

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

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Life Cycle Logistics

KLPs – Level of Education – Military / Civilian

Occupied Position Type	LCL TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	76	0.4%	985	0.7%
Critical Acquisition Positions (CAPs) *	1,127	6.3%	15,904	10.5%
Non-CAP Positions	16,612	93.2%	134,569	88.8%
TOTAL	17,815		151,458	

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

Highest Level of Education	LCL TOTAL		Entire DAW	
Post Grad	4,343	24.4%	55,530	36.7%
Bachelors	6,542	36.7%	69,731	46.0%
Some College	3,447	19.3%	12,241	8.1%
High School	3,388	19.0%	13,316	8.8%
Other	95	0.5%	640	0.4%
TOTAL	17,815		151,458	

Type	LCL TOTAL		Entire DAW	
Civilian	16,813	94.4%	135,499	89.5%
Military	1,002	5.6%	15,959	10.5%
TOTAL	17,815		151,458	

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Life Cycle Logistics

Top Occupational Series

Civilian Occupational Series	LCL TOTAL	
0346 - Logistics Management Specialist	11,149	62.6%
0301 - Administration & Program Staff	1,196	6.7%
1670 - Equipment Specialist	1,167	6.6%
2010 - Inventory Management Specialist	920	5.16%
2003 - Supply Management Specialist	631	3.54%
1712 - Training Instructor	316	1.77%
2001 - Supply Specialist	297	1.67%
1083 - Technical Writer / Editor	250	1.40%
0343 - Management and Program Analyst	231	1.30%
2130 - Traffic Management Specialist	183	1.03%
<i>Other</i>	1,475	8.28%
TOTAL CIVILIAN	17,815	Civilians

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Life Cycle Logistics

Demographics

Race	LCL TOTAL		Entire DAW	
WHITE	12,891	72.4%	114,680	75.7%
BLACK	3,369	18.9%	17,675	11.7%
ASIAN	443	2.5%	9,663	6.4%
MULTI	303	1.7%	2,488	1.6%
AMI/AN	125	0.7%	855	0.6%
PI	59	0.3%	626	0.4%
<i>Unspecified</i>	625	3.5%	5,471	3.6%
TOTAL	17,815		151,458	

Gender	LCL TOTAL		Entire DAW	
Males	12,122	68.0%	106,949	70.6%
Females	5,676	31.9%	44,370	29.3%
<i>Unspecified</i>	17	0.1%	139	0.1%
TOTAL	17,815		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 – Life Cycle Logistics

Fact Sheet

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY 2013			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	16,130	992	17,122	151,355
Change in size from 2008	-	-	-	-	30%	5%	28%	20%
Civilian/Military Composition	93%	7%	-	-	94%	6%	-	-
Educational Attainment								
Bachelor's Degree or Higher	52%	55%	52%	77%	61%	59%	61%	83%
Graduate Degree	15%	23%	16%	29%	24%	38%	25%	36%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	88%	53%	86%	86%
Level II or Higher Achieved	49%	16%	47%	61%	76%	26%	73%	74%
Level III Achieved	28%	7%	27%	36%	42%	7%	40%	43%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	75%	30%	73%	75%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	16%	58%	19%	19%
Does Not Meet Certification Requirement	22%	20%	22%	14%	9%	11%	9%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	76%	26%	73%	62%	56%	9%	54%	45%
Average Age	48.8	39.6	48.1	45.7	47.8	39.1	47.3	44.9
Workforce Life-Cycle Model (YRE)*	14/24/62(%)	-	-	20/23/57 (%)(Civ)	19/26/55(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	17.8	17.2	17.8	17.3	14.8	17.7	15.0	15.2
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	2,644(16%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,193(20%)	-	-	26,858(18%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	1,511/1,859	-	-	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.

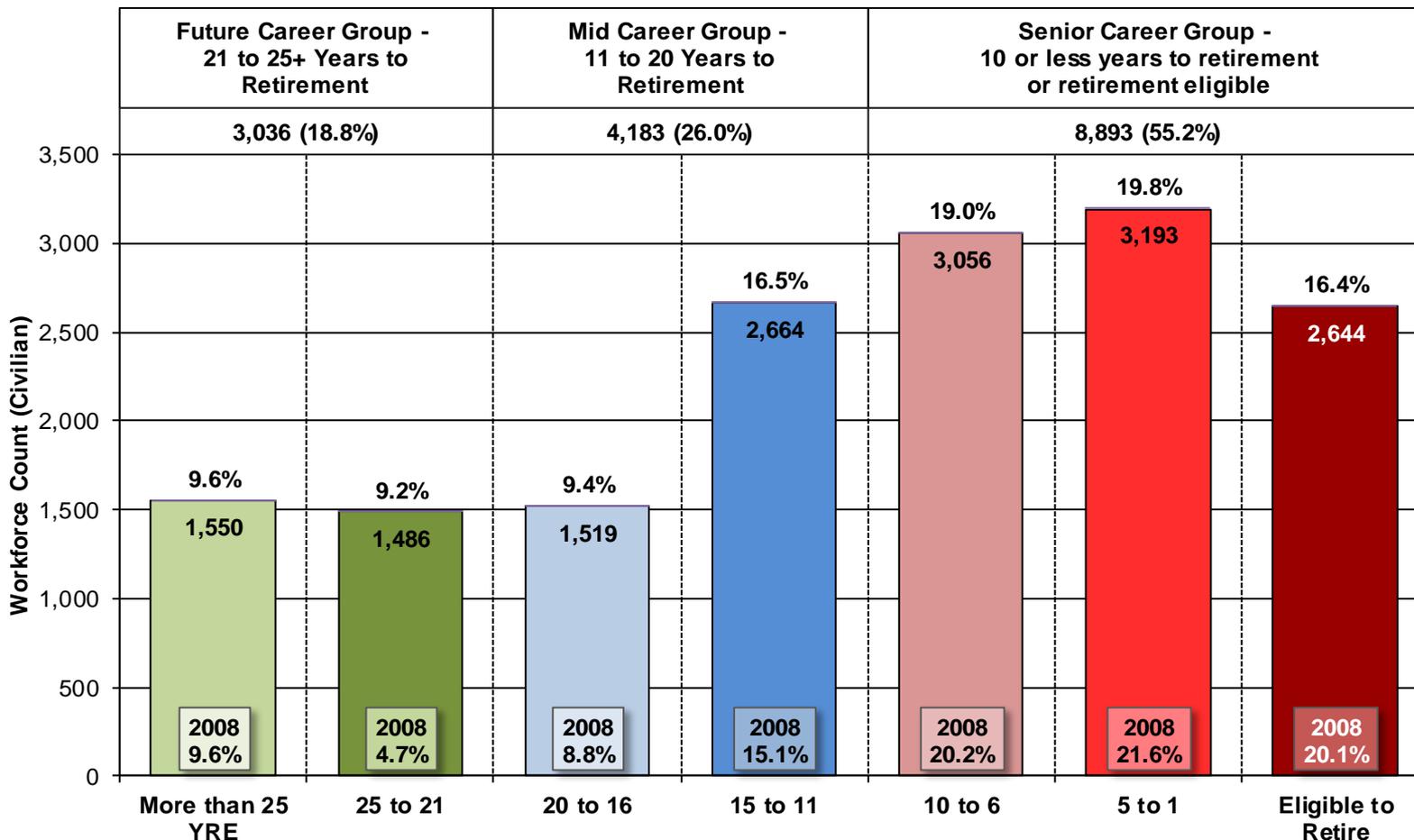


End of FY 13 – DAW Information Summary – Life Cycle Logistics

Workforce Lifecycle Model by Years to Retirement Eligibility

Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2013) - Life Cycle Logistics



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

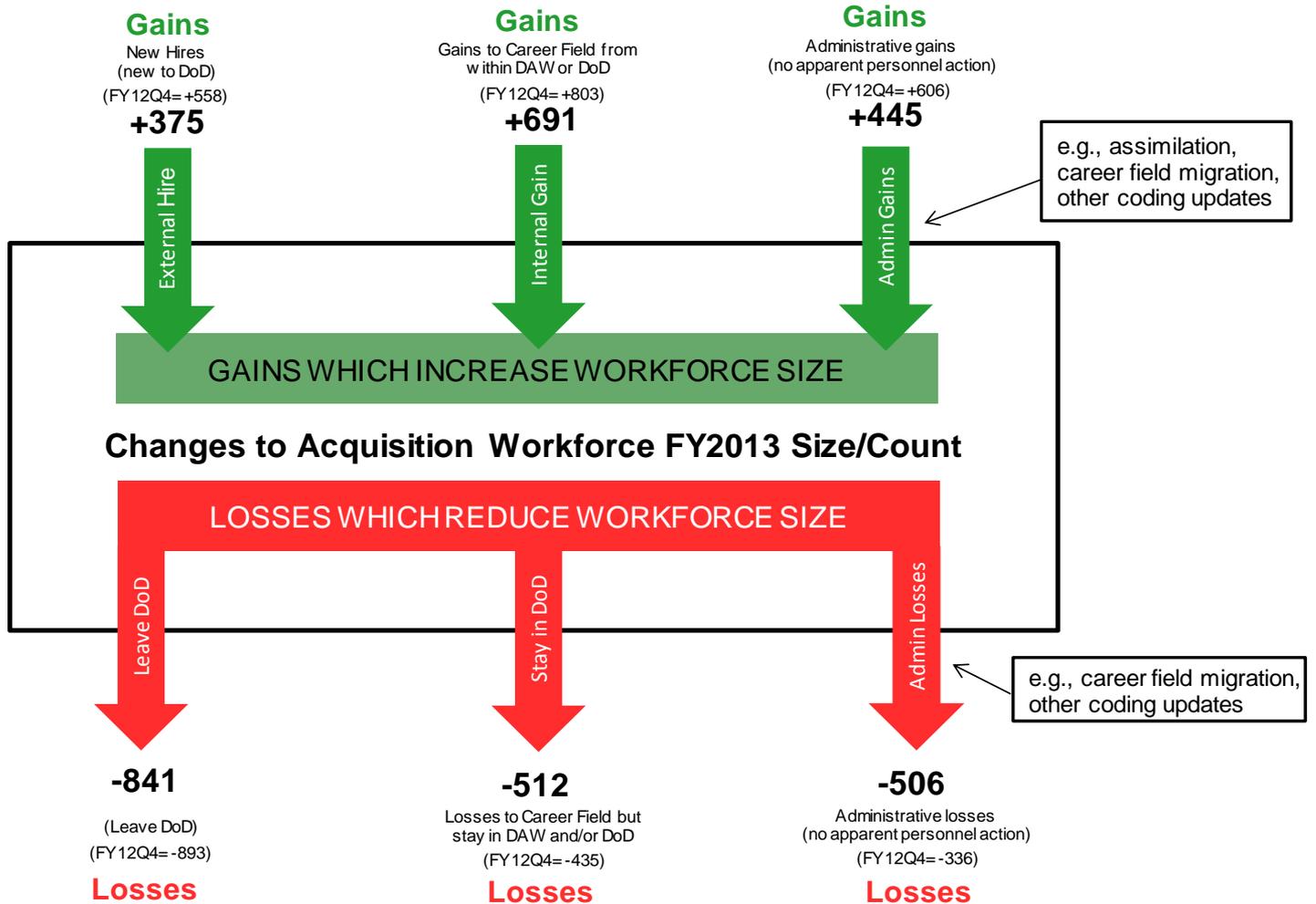


End of FY 13 – DAW Information Summary – Life Cycle Logistics

Gains and Losses – Internal/External/Administrative

Defense Acquisition Workforce (Civilian) (FY2013) - Life Cycle Logistics

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



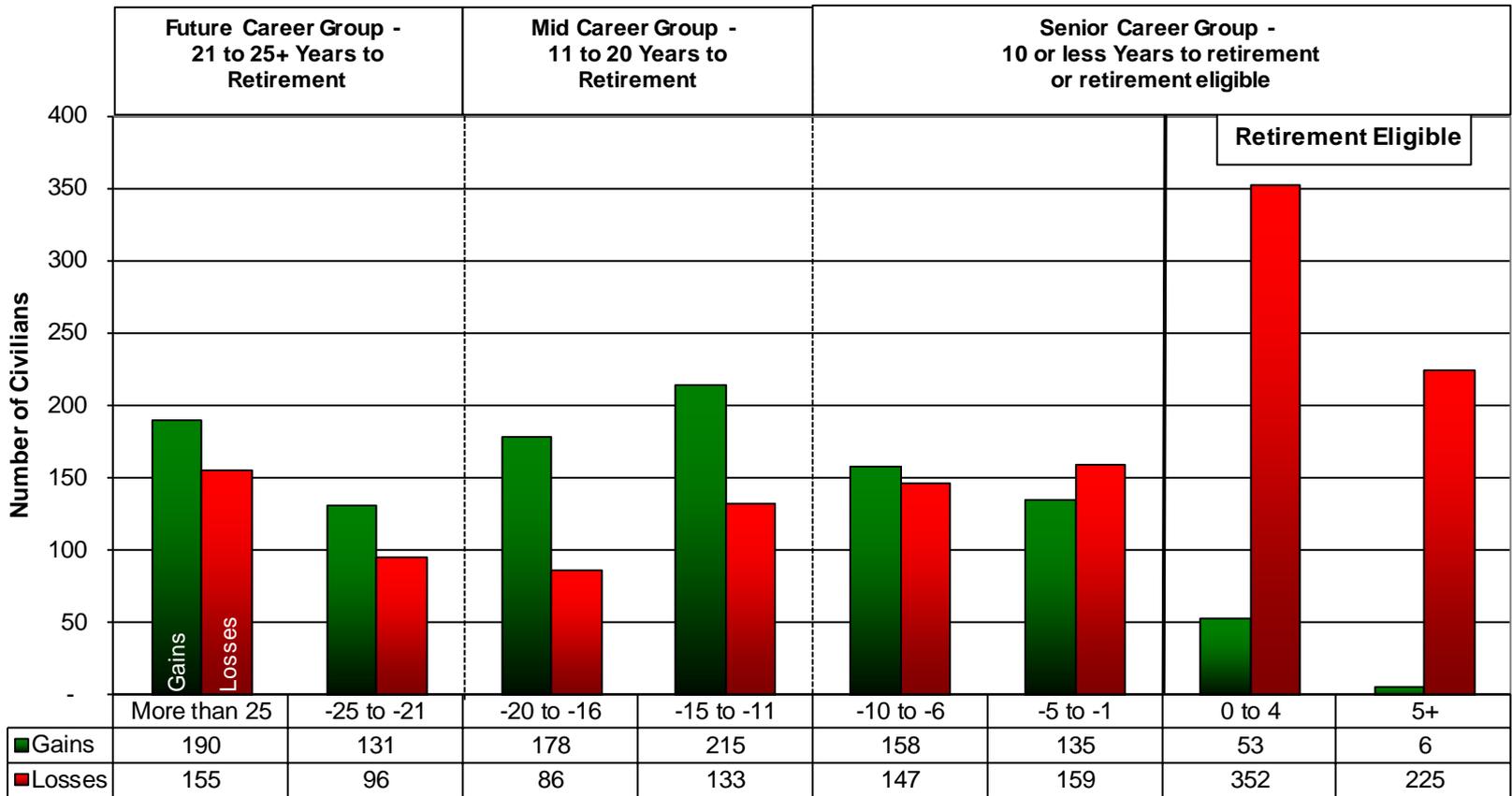


End of FY 13 – DAW Information Summary – Life Cycle Logistics

Workforce Lifecycle Gains and Losses

Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

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

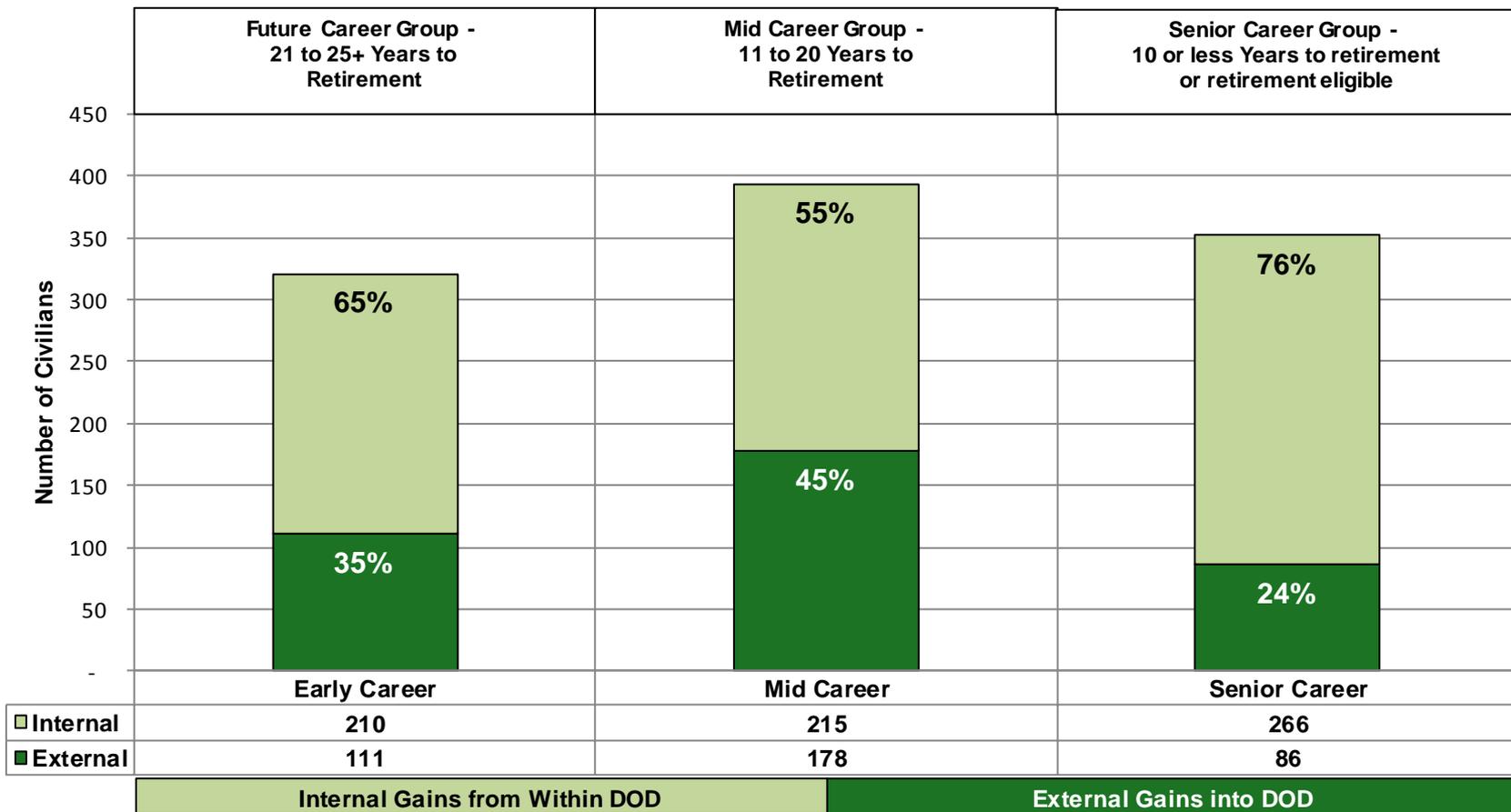


End of FY 13 – DAW Information Summary – Life Cycle Logistics

Gains – DoD Internal/External

Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2013 Gains*



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

*Does not include administrative gains

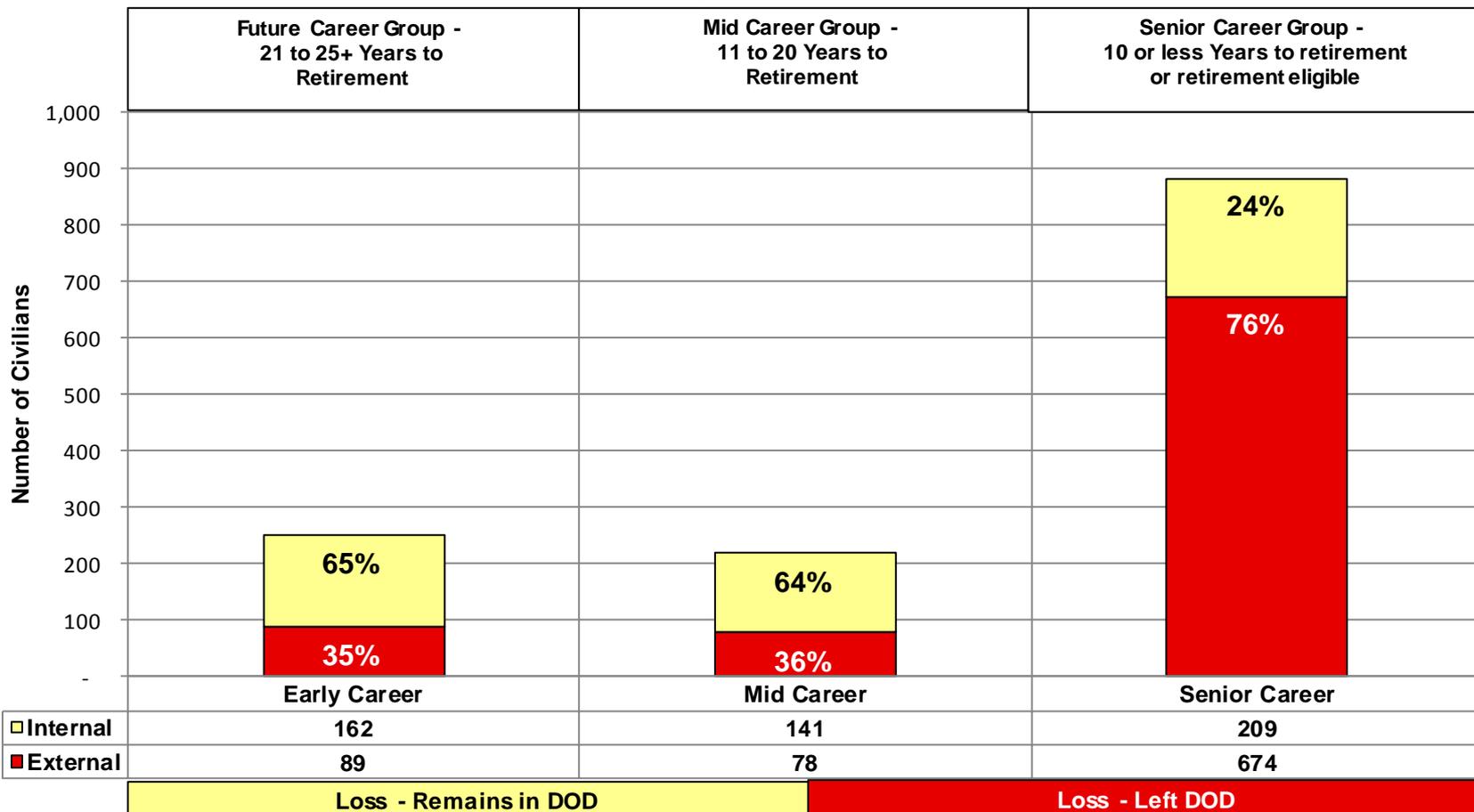


End of FY 13 – DAW Information Summary – Life Cycle Logistics

Losses – DoD Internal/External

Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2013 Losses*



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

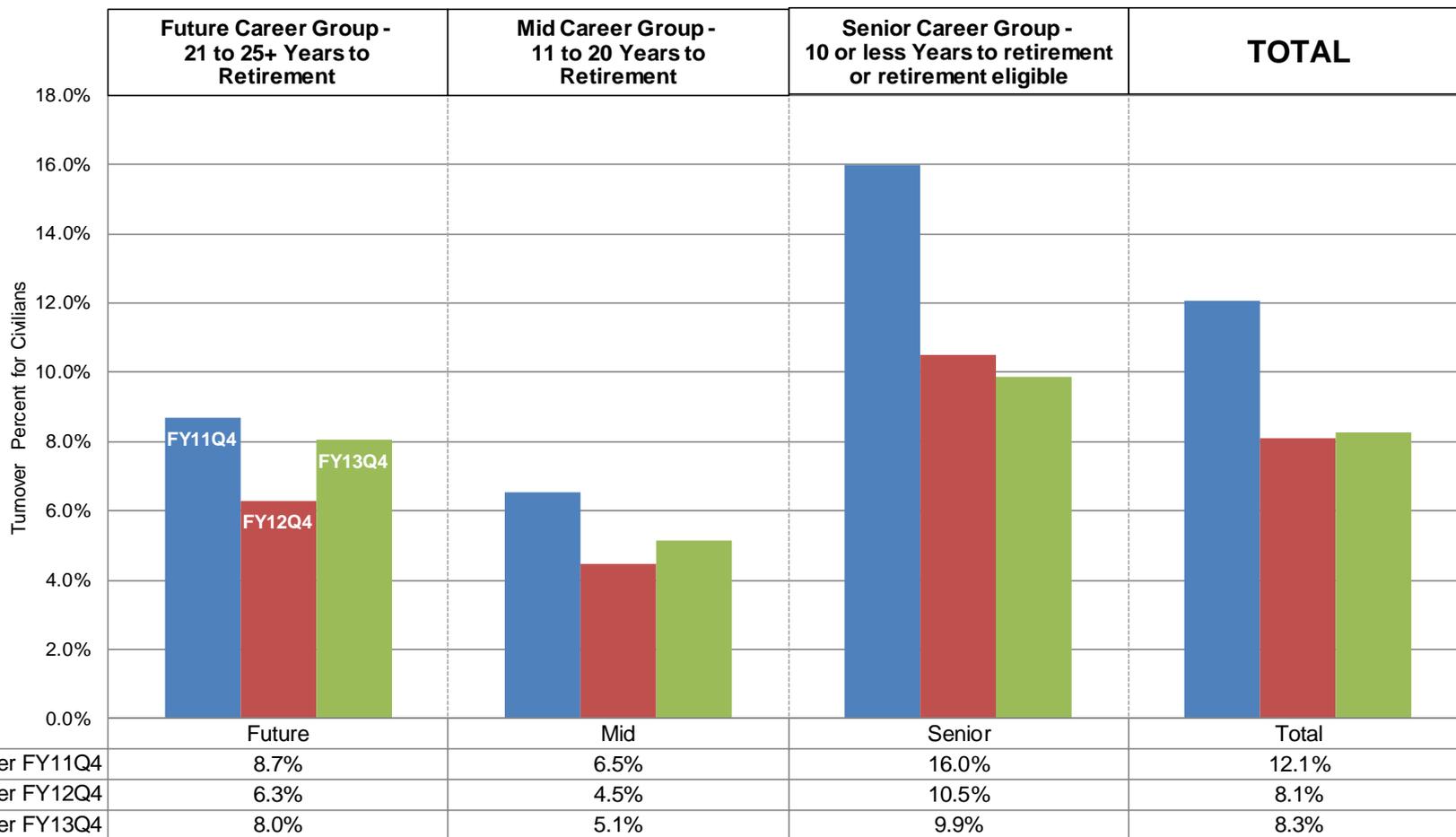
*Does not include administrative losses



End of FY 13 – DAW Information Summary – Life Cycle Logistics

Turnover Rate for Civilian Career Lifecycle Groups

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



Turnover Percent by Career Lifecycle Groups



End of FY 13 – DAW Information Summary – Life Cycle Logistics

Workforce Distribution by Years to Retirement Eligibility

