



Defense Acquisition Workforce Key Information

Test and Evaluation

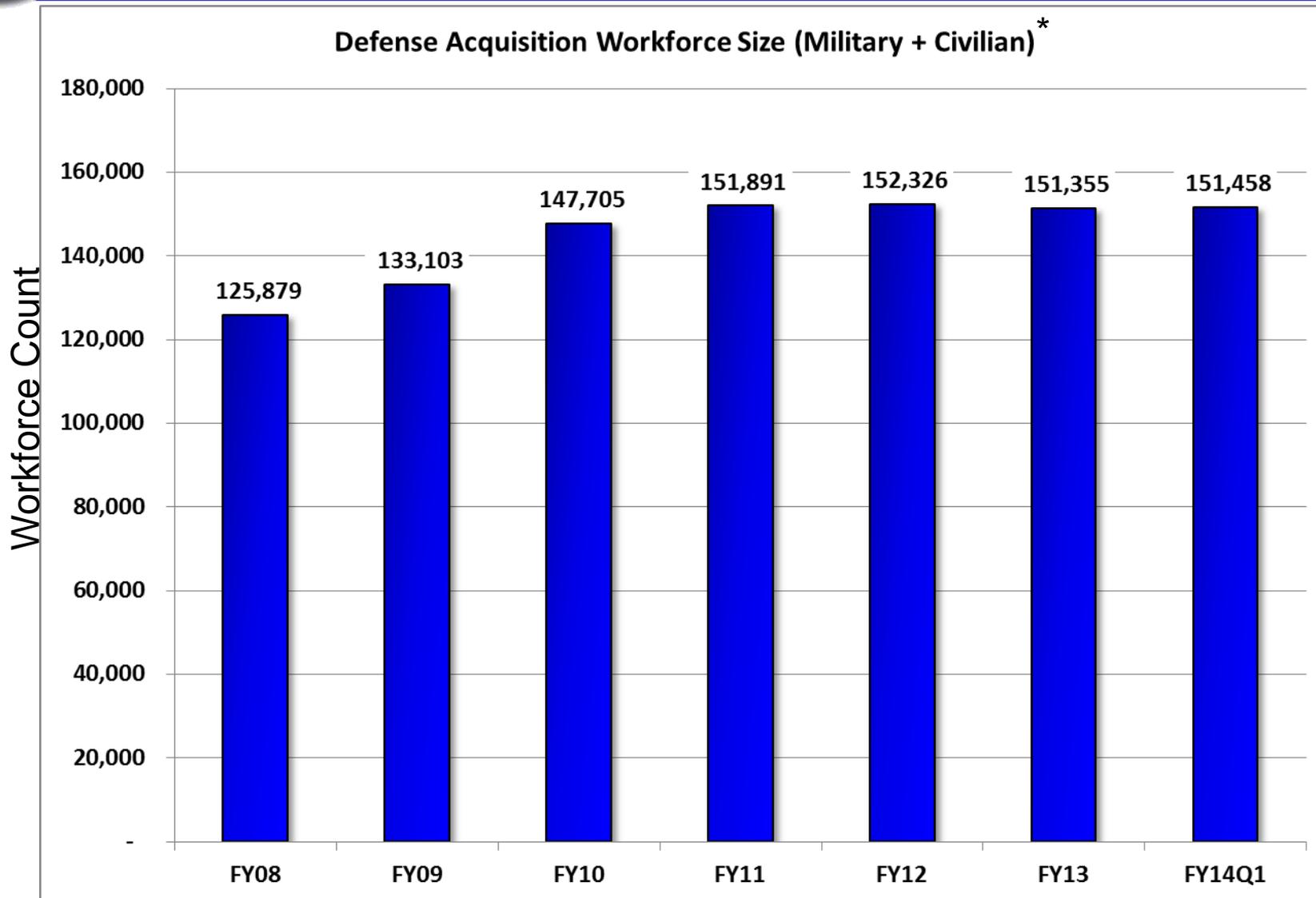
Quarterly Information

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



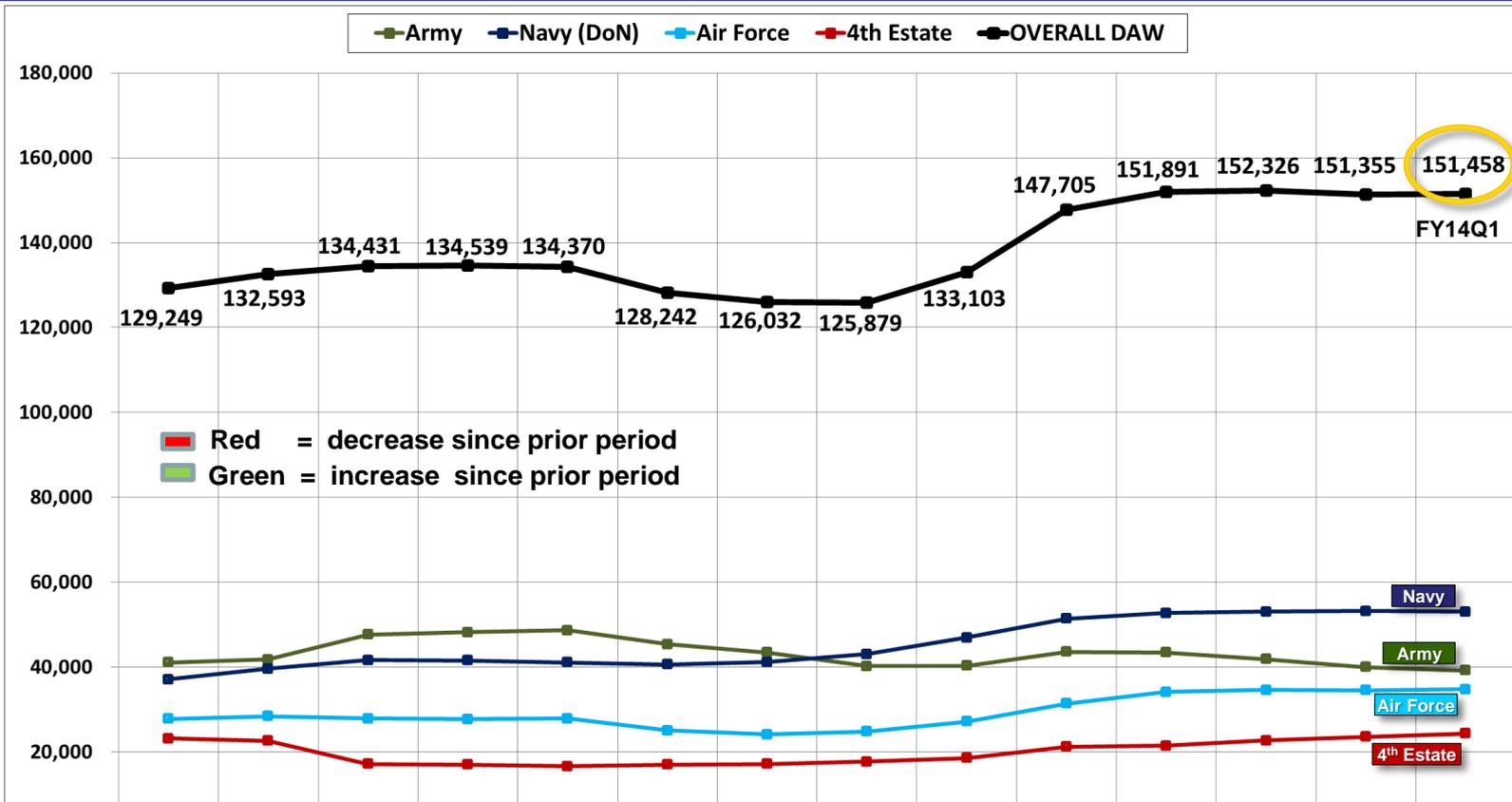
FY 14Q1 – DAW Information Summary – OVERALL

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

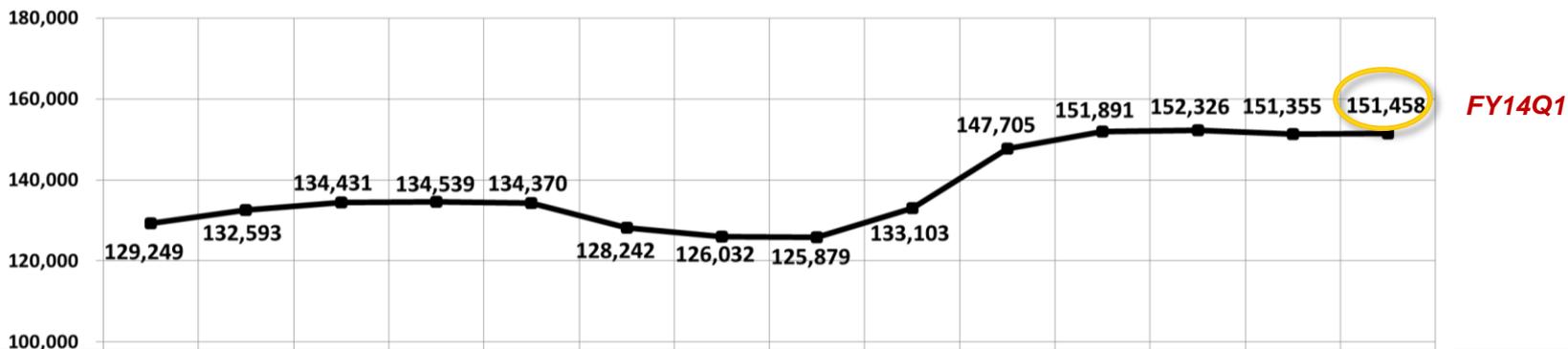


Component	End FY01	End FY02	End FY03	End FY04	End FY05	End FY06	End FY07	End FY08	End FY09	End FY10	End FY11	End FY12	End FY13	FY14 Q1
Army	41,074	41,783	47,697	48,188	48,697	45,443	43,473	40,269	40,356	43,634	43,476	41,877	40,037	39,267
Navy (DoN)	37,158	39,661	41,622	41,552	41,070	40,651	41,177	43,066	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 14Q1 – DAW Information Summary – Test & Evaluation Count by Component 2005 – 2014Q1

Low Point

Defense Acq Workforce TEST & EVALUATION	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q1	% Change Since FY05	% Change Since FY08
ARMY	2,461	2,141	2,135	2,135	2,235	2,304	2,298	2,116	2,080	2,067	-16%	-3%
DoN (Navy & MC)	2,453	2,447	2,549	2,476	2,833	3,000	3,022	3,086	3,114	3,122	27%	26%
AIR FORCE	2,416	2,598	2,592	2,622	2,630	2,838	2,936	3,033	3,001	3,070	27%	17%
DCMA	3	6	36	31	23	20	7	5	5	5	67%	-84%
DLA	2	2	10	1	2	4	4	3	1	1	-50%	0%
DCAA											0%	0%
MDA	38	57	51	86	103	201	221	245	265	258	579%	200%
DISA		7	27	37	34	47	55	53	56	56	0%	51%
DAU	9	8		6	6	6	6	8	8	7	-22%	17%
DTRA		9	11	11	10	9	8	8	7	7	0%	-36%
DHP (TMA & USUHS)					1	1	2	5	4	4	0%	0%
OSD & Staff	1	1	7	3	2	5	5	7	5	5	400%	67%
JCS								22	19	19	0%	0%
DeCA									1	1	0%	0%
WHS											0%	0%
DoDEA											0%	0%
DFAS		2									0%	0%
DMEA											0%	0%
DoD HRA											0%	0%
DSCA											0%	0%
DoD TRMC	1	2		6	7	8	9	12	14	18	1700%	200%
DMACT											0%	0%
DARPA											0%	0%
DSS											0%	0%
DTIC											0%	0%
NDU				1							0%	-100%
ASD											0%	0%
DoD IG			1	1							0%	-100%
PFFPA											0%	0%
OTHER 4th ESTATE				4	6	3					0%	-100%
DAW TOTAL	7,384	7,280	7,419	7,420	7,892	8,446	8,573	8,603	8,580	8,640	17%	16%



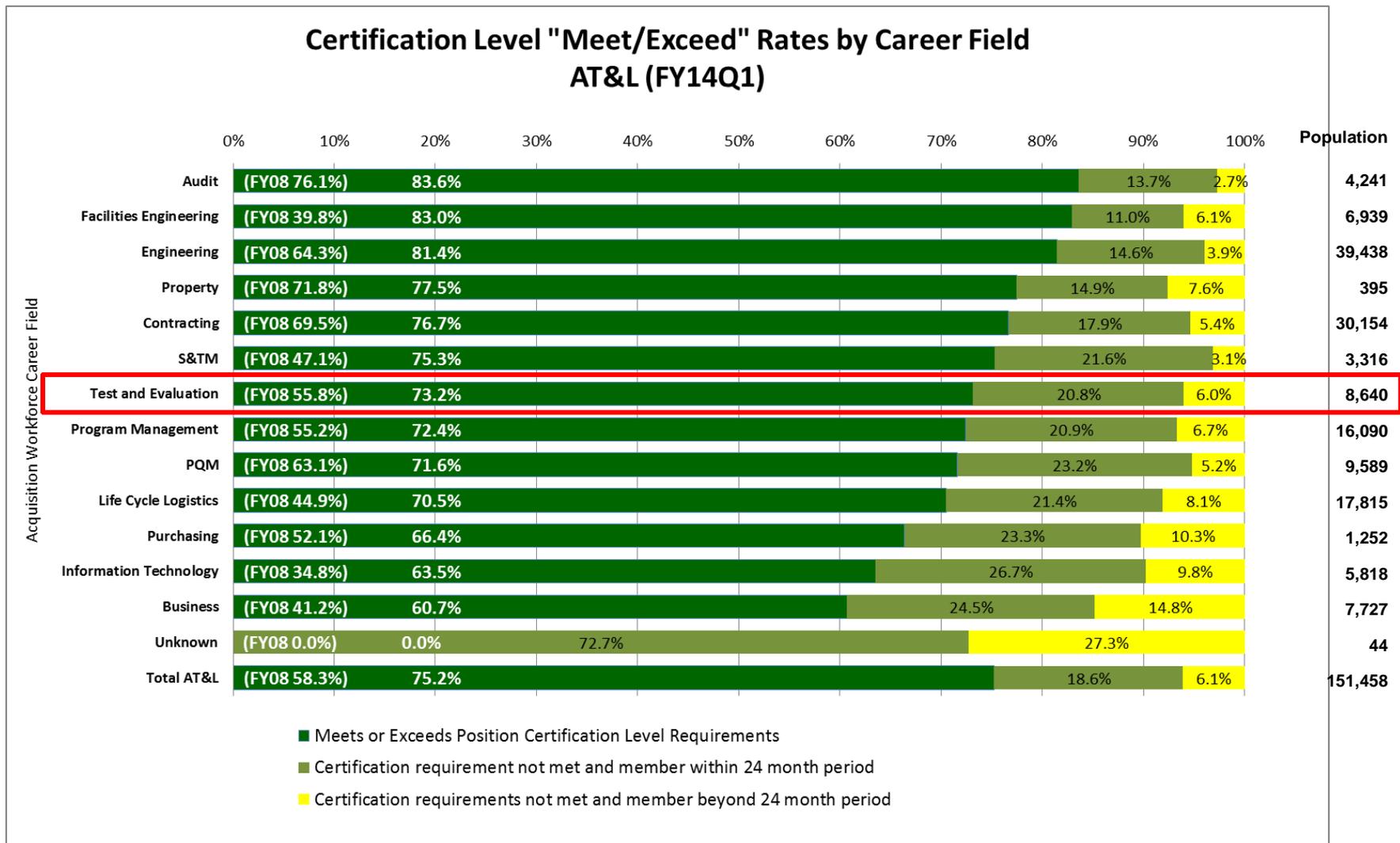
Red = decline since prior period



Green = increase since prior period



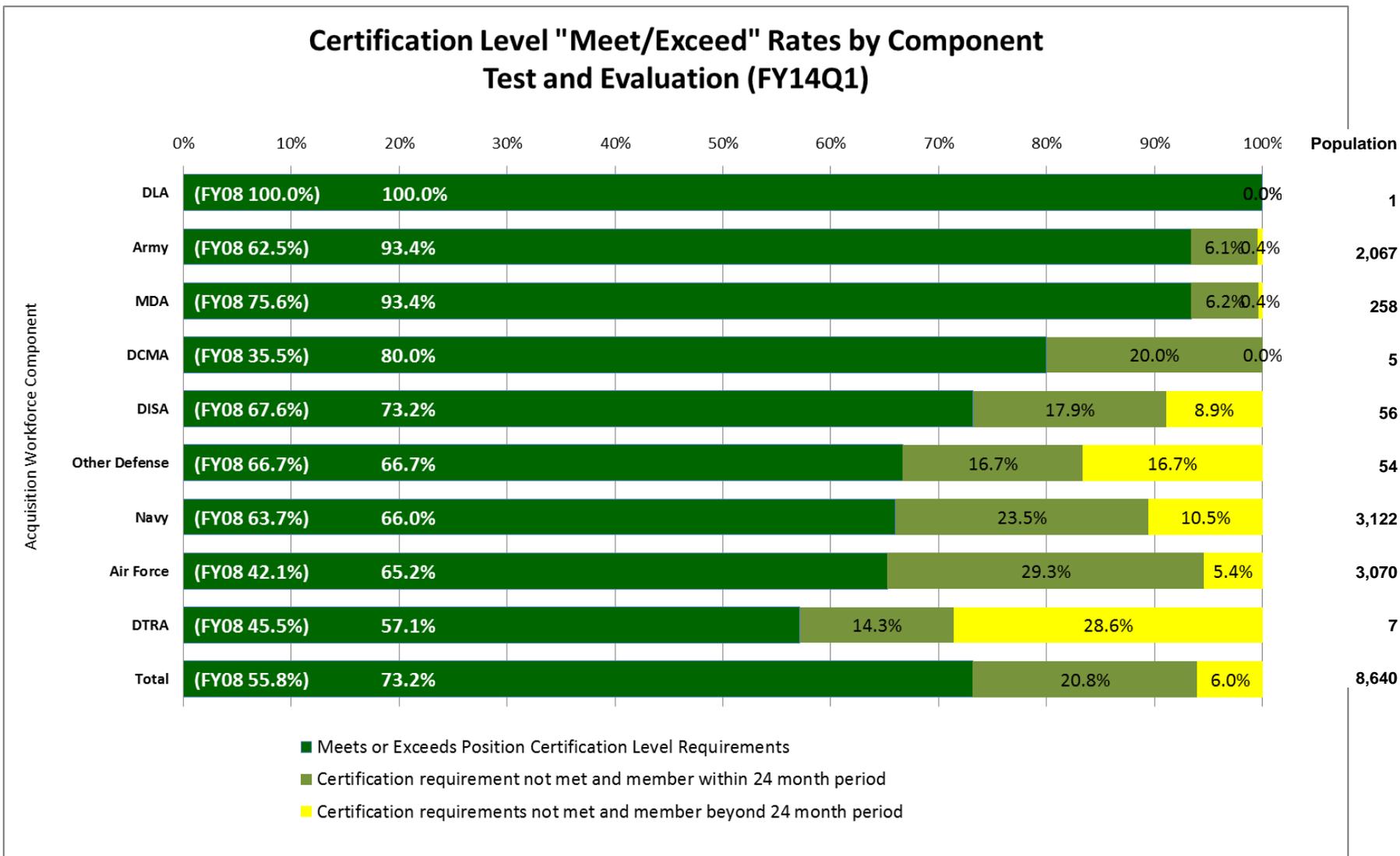
FY 14Q1 – DAW Information Summary – Test & Evaluation Certification “Meets/Exceeds” by Career Field



Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Test & Evaluation Certification “Meets/Exceeds” by Component

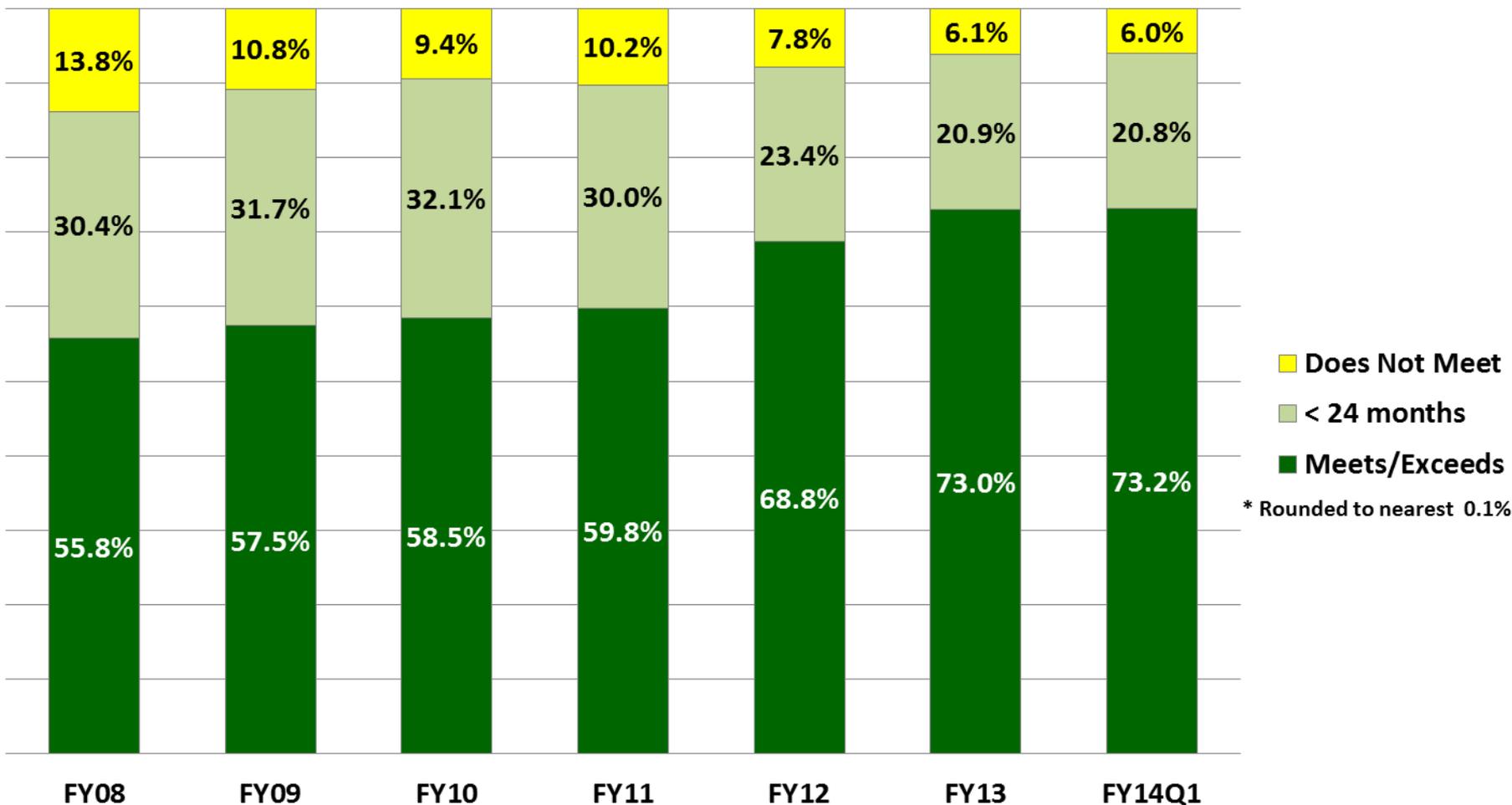


Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Test & Evaluation Certification “Meets/Exceeds” Historical 2008 – 2013

Test and Evaluation



* Rounded to nearest 0.1%

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Test & Evaluation Certification Level Tables Required by Achieved and Compliance

Test and Evaluation Required Certification Level	Achieved Certification Level				FY14Q1 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	272	116	17	375	780	51.9%
Level II	494	1,583	1,333	725	4,135	70.5%
Level III	116	235	3,000	373	3,724	80.6%
<i>Unspecified</i>	-	-	-	1	1	
FY14Q1 TOTAL	882	1,934	4,350	1,474	8,640	73.2%
	10.2%	22.4%	50.3%	17.1%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	405	354	21	780	9.0%
Level II	2,916	991	228	4,135	47.9%
Level III	3,000	452	272	3,724	43.1%
<i>Unspecified</i>	-	-	1	1	0.0%
Test and Evaluation TOTAL	6,321	1,797	522	8,640	
	73.2%	20.8%	6.0%		

= Compliance

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

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Test & Evaluation

KLPs – Level of Education – Military / Civilian

Occupied Position Type	T&E TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	68	0.8%	985	0.7%
Critical Acquisition Positions (CAPs) *	980	11.3%	15,904	10.5%
Non-CAP Positions	7,592	87.9%	134,569	88.8%
TOTAL	8,640		151,458	

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

Highest Level of Education	T&E TOTAL		Entire DAW	
Post Grad	3,537	40.9%	55,530	36.7%
Bachelors	4,831	55.9%	69,731	46.0%
Some College	107	1.2%	12,241	8.1%
High School	100	1.2%	13,316	8.8%
Other	65	0.8%	640	0.4%
TOTAL	8,640		151,458	

Type	T&E TOTAL		Entire DAW	
Civilian	6,853	79.3%	135,499	89.5%
Military	1,787	20.7%	15,959	10.5%
TOTAL	8,640		151,458	

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Test & Evaluation

Top Occupational Series

Civilian Occupational Series	T&E TOTAL	
0855 - Engineer, Electronics	1,767	20.5%
0801 - Engineer, General	1,560	18.1%
0830 - Engineer, Mechanical	828	9.6%
0861 - Engineer, Aerospace	502	5.81%
1550 - Computer Scientist	461	5.34%
1515 - Operations Research Analyst	439	5.08%
0854 - Engineer, Computers	230	2.66%
0343 - Management and Program Analyst	112	1.30%
0850 - Engineer, Electrical	98	1.13%
1520 - Mathematician	94	1.09%
<i>Other</i>	2,549	29.50%
TOTAL CIVILIAN	8,640	Civilians

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Test & Evaluation Demographics

Race	T&E TOTAL		Entire DAW	
WHITE	6,982	80.8%	114,680	75.7%
BLACK	376	4.4%	17,675	11.7%
ASIAN	557	6.4%	9,663	6.4%
MULTI	120	1.4%	2,488	1.6%
AMI/AN	48	0.6%	855	0.6%
PI	26	0.3%	626	0.4%
<i>Unspecified</i>	531	6.1%	5,471	3.6%
TOTAL	8,640		151,458	

Gender	T&E TOTAL		Entire DAW	
Males	7,418	85.9%	106,949	70.6%
Females	1,217	14.1%	44,370	29.3%
<i>Unspecified</i>	5	0.1%	139	0.1%
TOTAL	8,640		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 – Test & Evaluation Fact Sheet

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Test and Evaluation	FY 2008				FY 2013			
	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	5,608	1,812	7,420	125,879	6,841	1,739	8,580	151,355
Change in size from 2008	-	-	-	-	22%	-4%	16%	20%
Civilian/Military Composition	76%	24%	-	-	80%	20%	-	-
Educational Attainment								
Bachelor's Degree or Higher	95%	91%	94%	77%	97%	96%	97%	83%
Graduate Degree	30%	43%	33%	29%	36%	57%	40%	36%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	89%	58%	83%	86%
Level II or Higher Achieved	68%	24%	57%	61%	83%	35%	73%	74%
Level III Achieved	52%	8%	41%	36%	60%	14%	50%	43%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	81%	42%	73%	75%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	13%	51%	21%	19%
Does Not Meet Certification Requirement	13%	17%	14%	14%	6%	8%	6%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	58%	10%	46%	62%	45%	2%	36%	45%
Average Age	43.8	34.6	41.5	45.7	44.2	34.0	42.1	44.9
Workforce Life-Cycle Model (YRE)*	30/25/46(%)	-	-	20/23/57 (%)(Civ)	32/20/48(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior	15.4	11.5	14.5	17.3	15.3	11.2	14.5	15.2
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	855(13%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,331(19%)	-	-	26,858(18%)
Total Gains/Losses*	926/934	-	-	14,245/15,030 (Civ)	640/628	-	-	9,961/10,917

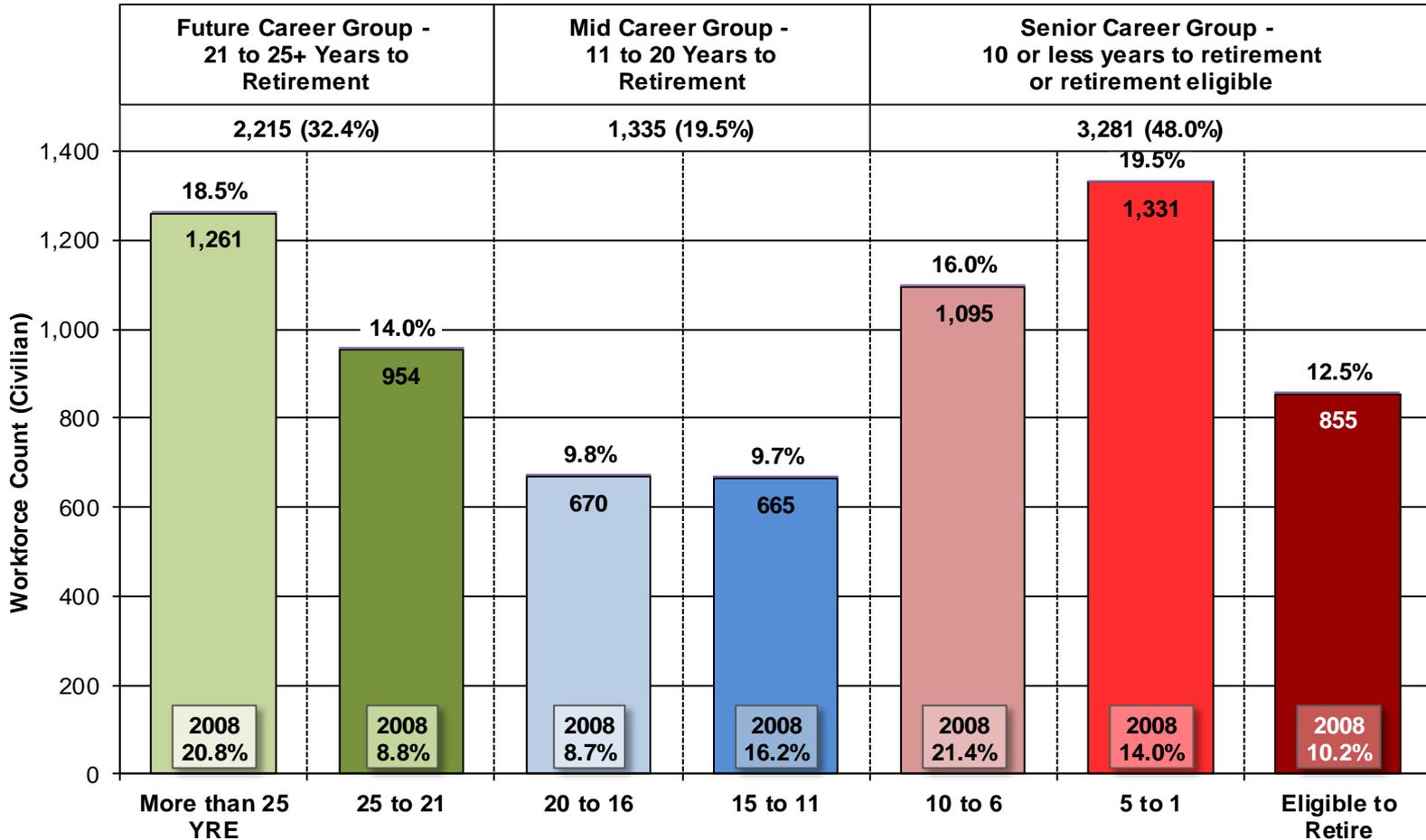
Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2013 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

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



End of FY 13 – DAW Information Summary – Test & Evaluation Workforce Lifecycle Model by Years to Retirement Eligibility

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2013) - Test and Evaluation



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

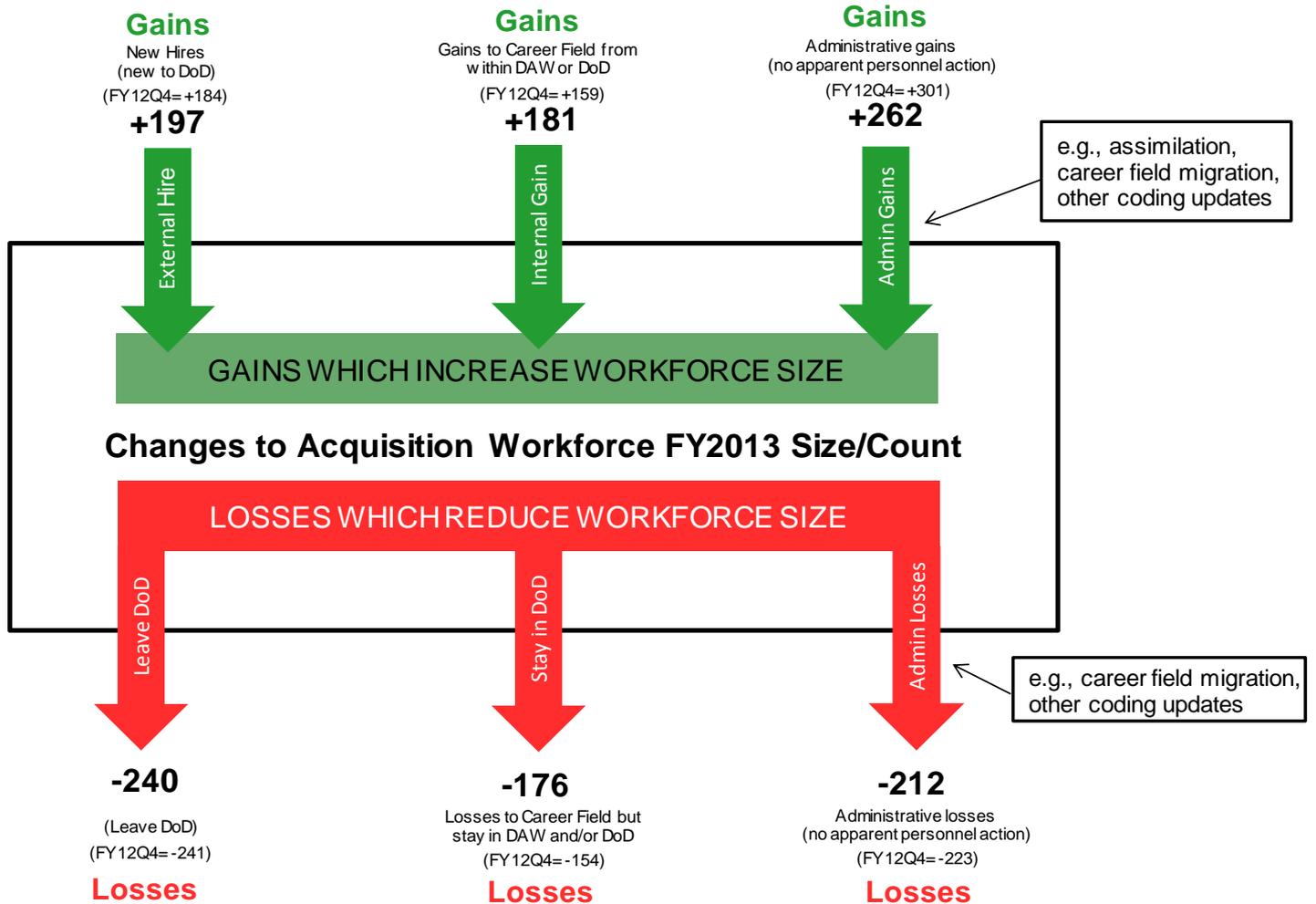


End of FY 13 – DAW Information Summary – Test & Evaluation

Gains and Losses – Internal/External/Administrative

Defense Acquisition Workforce (Civilian) (FY2013) - Test and Evaluation

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



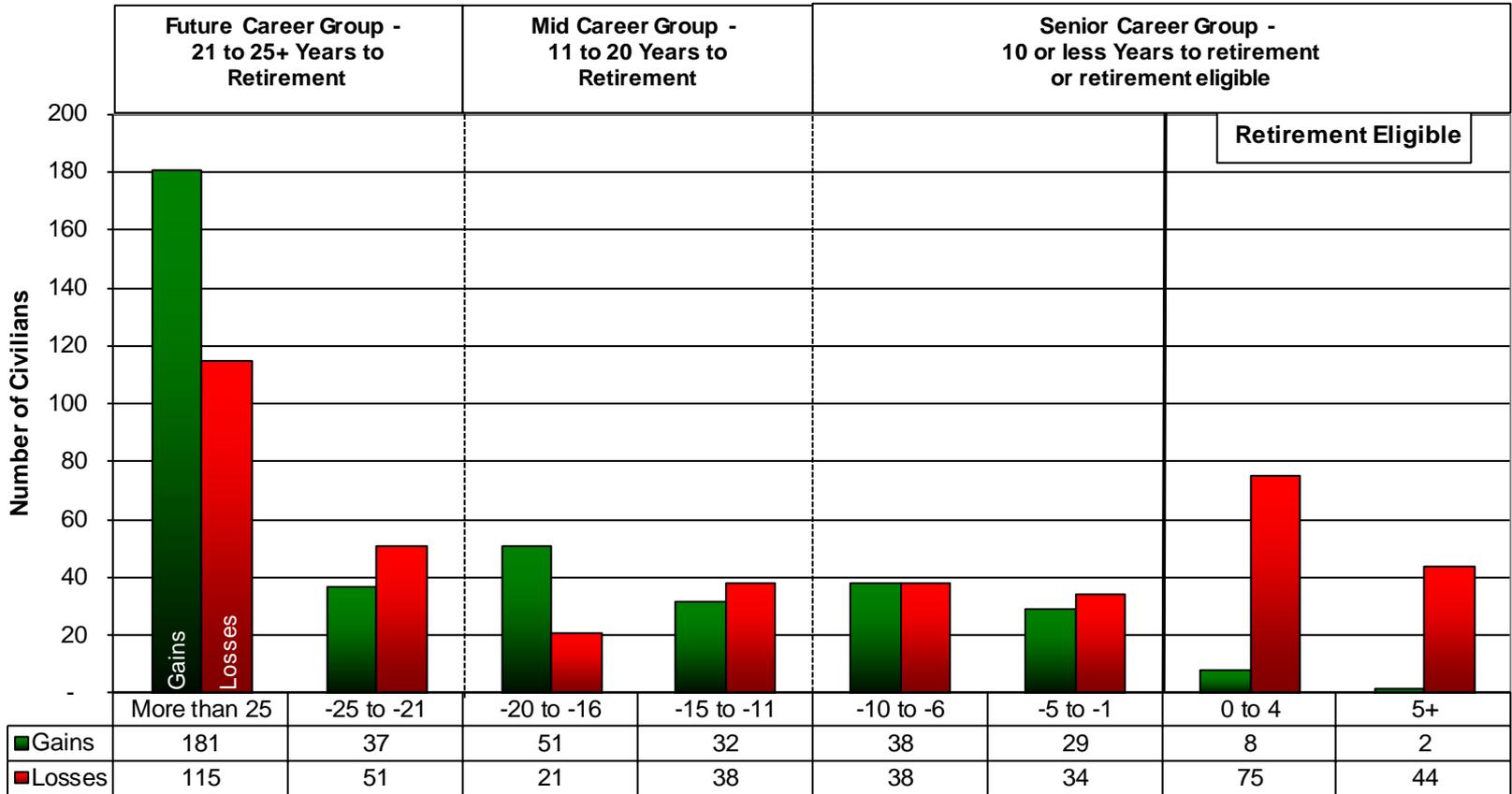


End of FY 13 – DAW Information Summary – Test & Evaluation

Workforce Lifecycle Gains and Losses

Defense Acquisition Workforce (Civilian) - Test and Evaluation

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

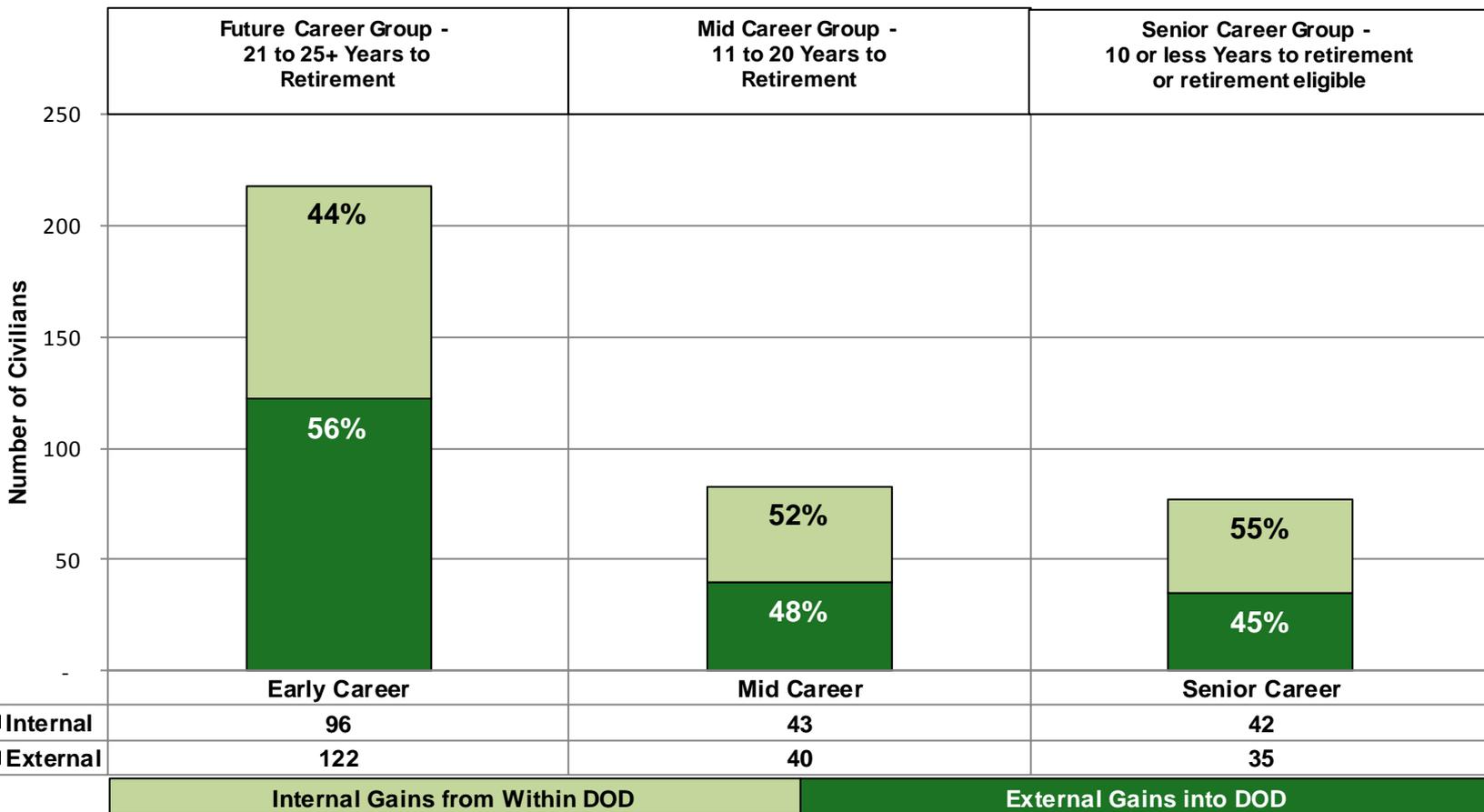


End of FY 13 – DAW Information Summary – Test & Evaluation

Gains – DoD Internal/External

Defense Acquisition Workforce (Civilian) - Test and Evaluation

Workforce Lifecycle FY2013 Gains*



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

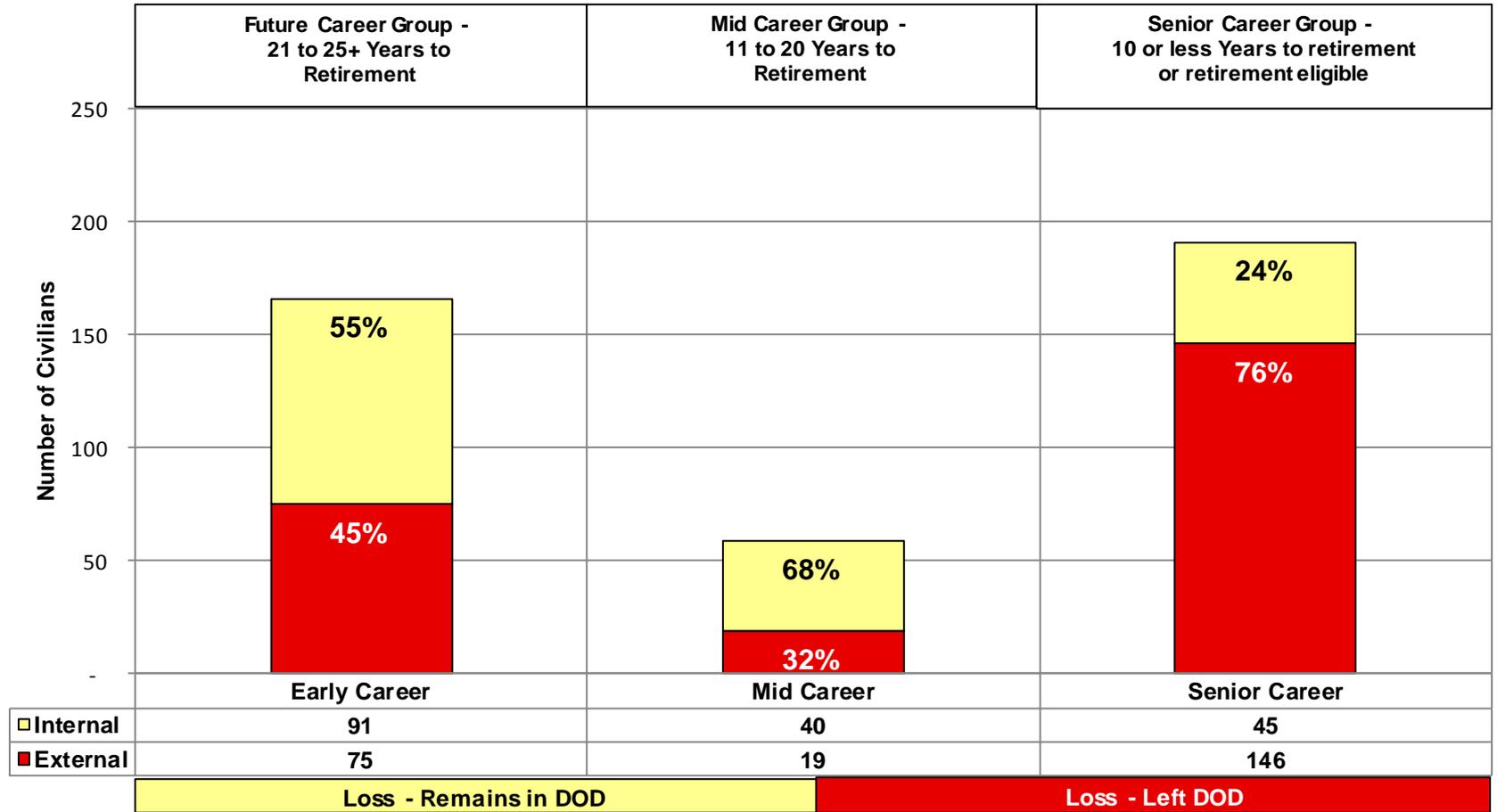
*Does not include administrative gains



End of FY 13 – DAW Information Summary – Test & Evaluation Losses – DoD Internal/External

Defense Acquisition Workforce (Civilian) - Test and Evaluation

Workforce Lifecycle FY2013 Losses*



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

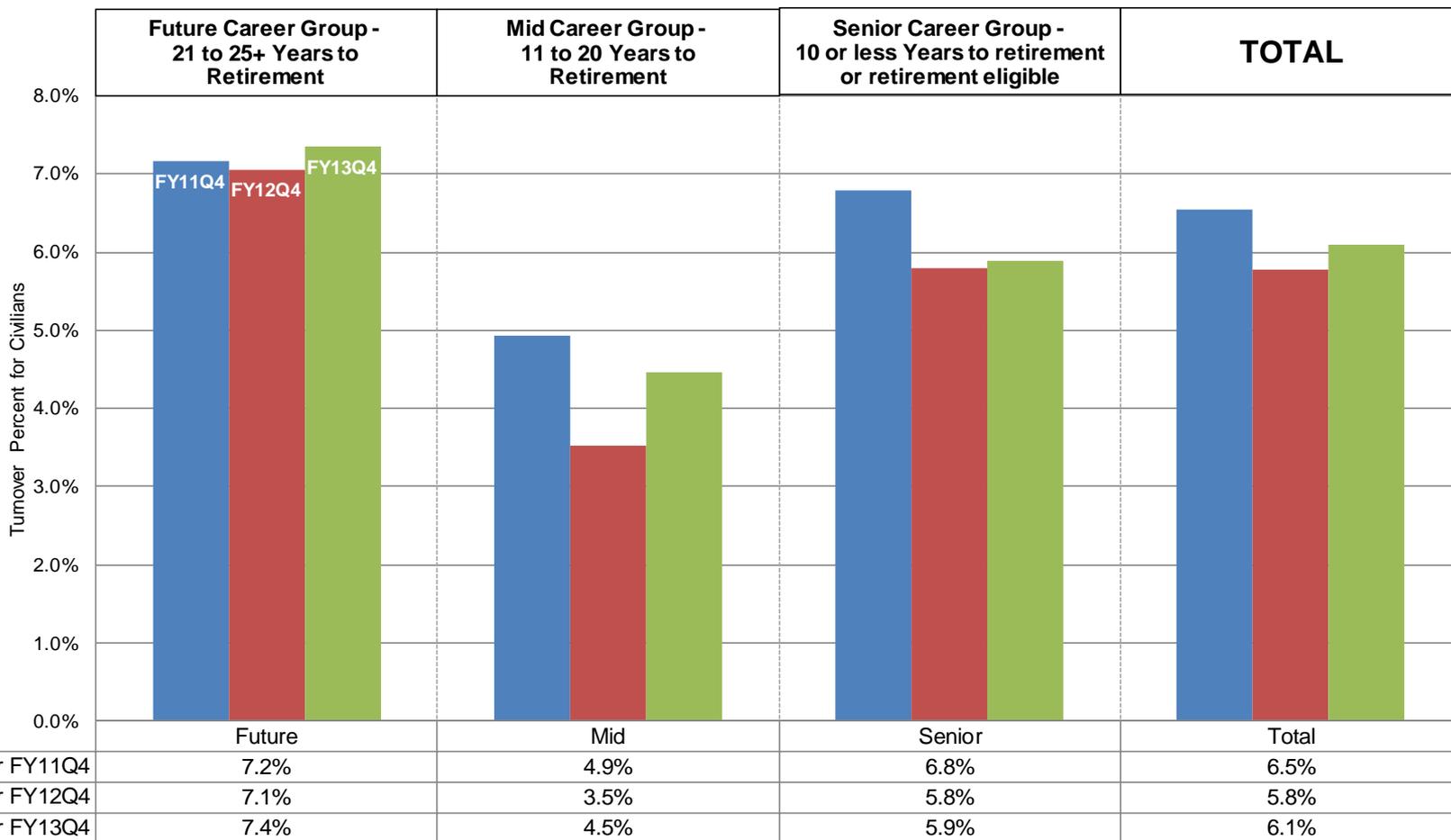
*Does not include administrative losses



End of FY 13 – DAW Information Summary – Test & Evaluation

Turnover Rate for Civilian Career Lifecycle Groups

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



Turnover Percent by Career Lifecycle Groups



End of FY 13 – DAW Information Summary – Test & Evaluation

Workforce Distribution by Years to Retirement Eligibility

