



# The Defense Acquisition Workforce



Supporting the Warfighter – Protecting the Taxpayer

2010

*Improved Talent Management*

2020

2030



2014

## Defense Acquisition Workforce

### Key Information

### Audit

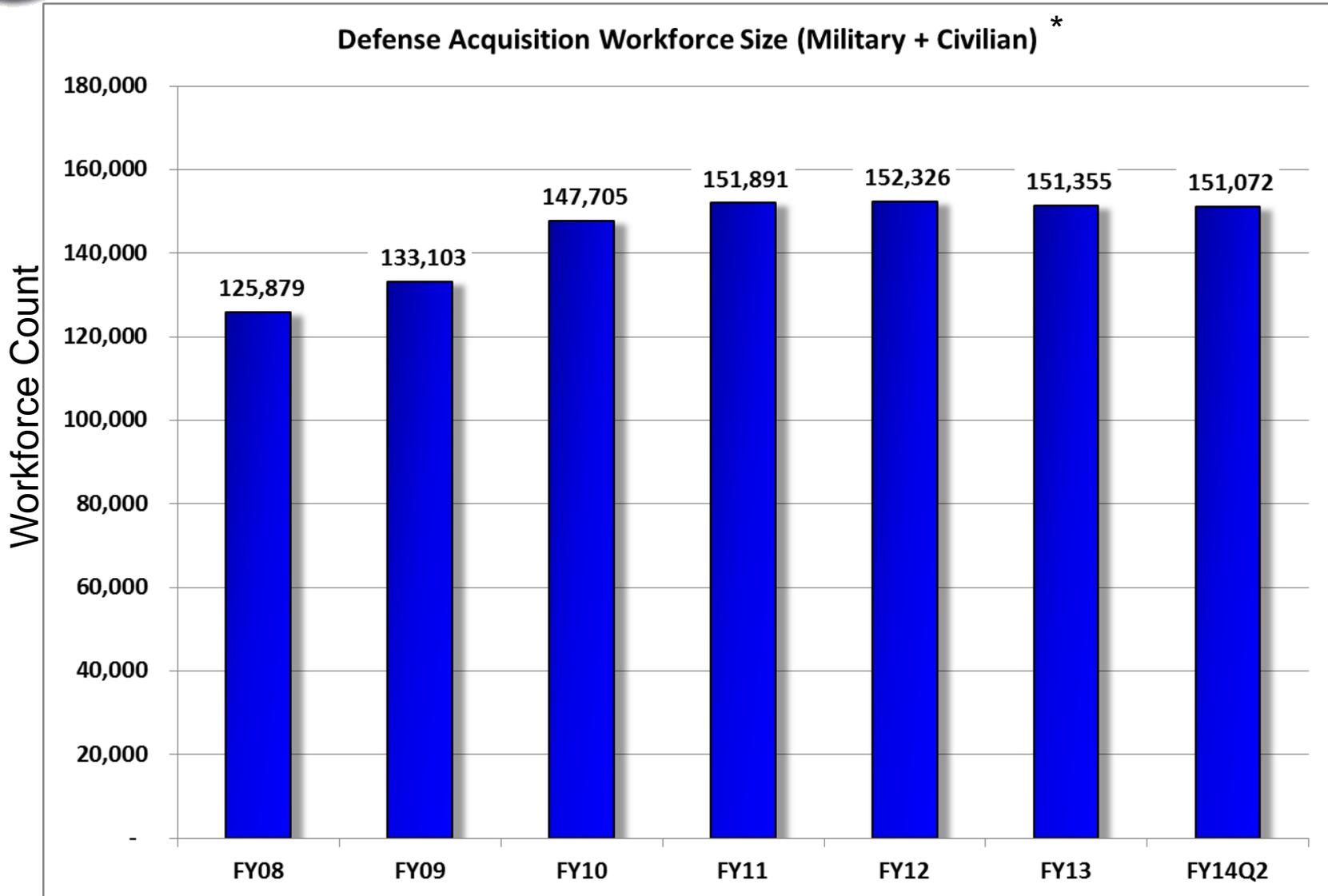
*as of FY14 Q2 (31 March 2014)*  
*Source: Compiled by AT&L HCI*  
*Using Component Data*



*BBP 2.0 Improve the Professionalism of the Total Acquisition Workforce*



# FY 14Q2 – DAW Information Summary – OVERALL Workforce Historical Count FY 2008 – 2014Q2



\*Incumbents on positions designated as acquisition

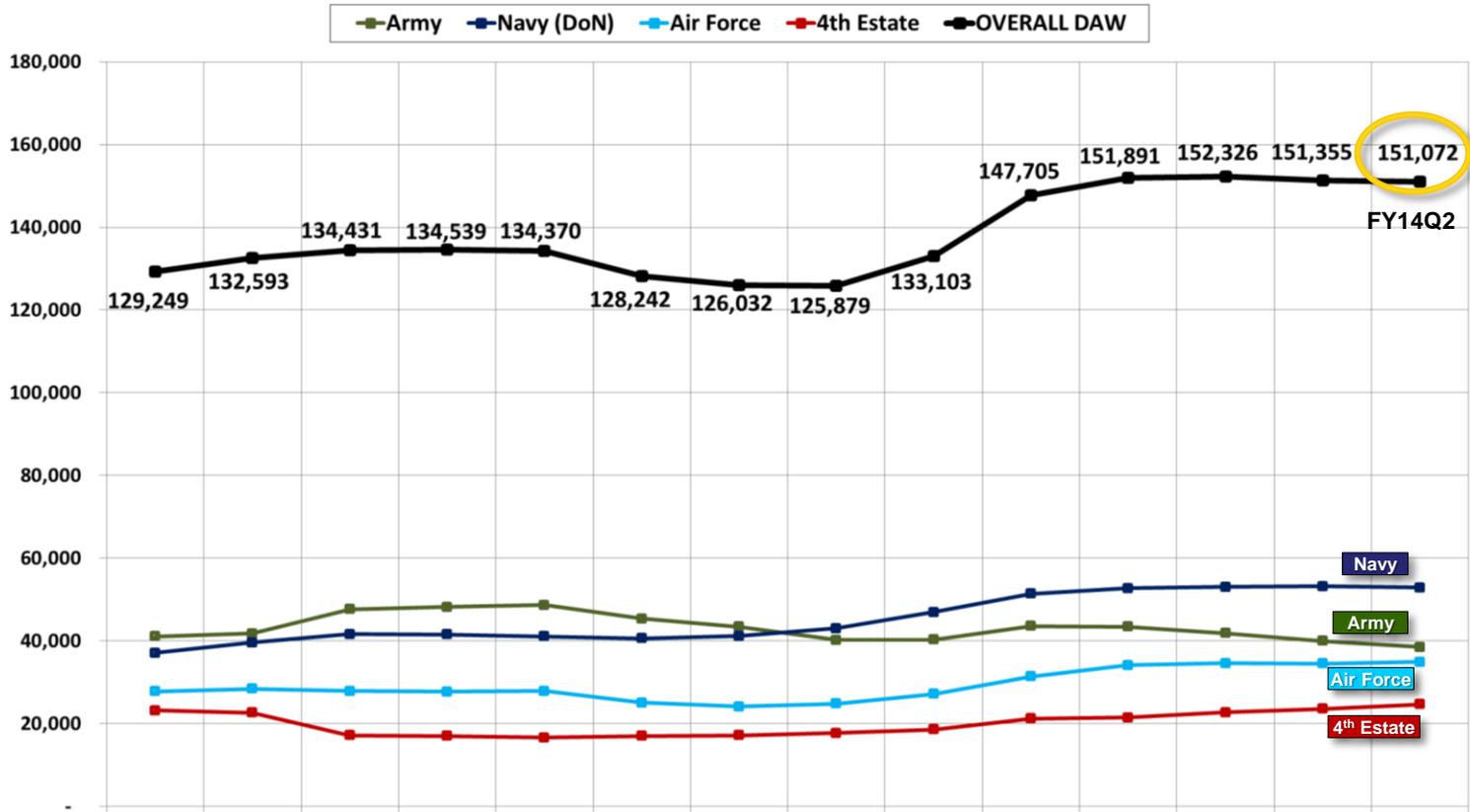


# FY 14Q2 – DAW Information Summary – OVERALL Workforce Count by Service and Career Field

Workforce Count by Career Category (as of FY14Q2)	Army	Navy	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,276	4,276	2.8%
Business - Cost Estimating	253	522	430	75	1,280	0.8%
Business - Financial Mgmt	1,972	1,911	1,853	651	6,387	4.2%
Contracting	8,393	5,655	8,511	7,498	30,057	19.9%
Engineering	9,161	19,464	8,650	2,032	39,307	26.0%
Facilities Engineering	1,593	5,139	4	36	6,772	4.5%
Information Technology	1,752	2,094	1,138	767	5,751	3.8%
Life Cycle Logistics	7,824	5,558	2,862	1,514	17,758	11.8%
Production, Quality and Manufacturing	1,525	2,571	333	5,220	9,649	6.4%
Program Management	3,294	5,894	5,385	1,517	16,090	10.7%
Property	52	61	21	263	397	0.3%
Purchasing	316	503	86	340	1,245	0.8%
Science & Technology Manager	284	422	2,604	116	3,426	2.3%
Test and Evaluation	2,055	3,103	3,083	386	8,627	5.7%
<i>Unspecified</i>	20	5	4	21	50	0.03%
<b>FY14Q2 Totals (as of 3-31-2014 )</b>	<b>38,494</b>	<b>52,902</b>	<b>34,964</b>	<b>24,712</b>	<b>151,072</b>	
<b>Component %</b>	<b>25.5%</b>	<b>35.0%</b>	<b>23.1%</b>	<b>16.4%</b>		



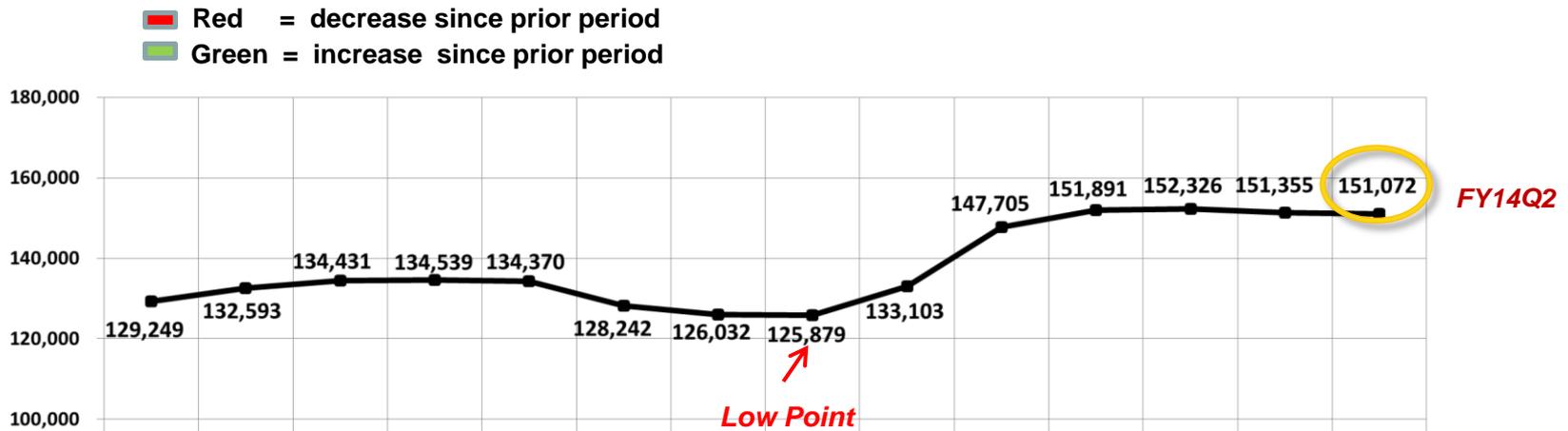
# FY 14Q2 – DAW Information Summary – OVERALL



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 Q2
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	38,494
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	52,902
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	34,964
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	24,712
<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>151,072</b>
Change From Prior Period		3,344	1,838	108	(169)	(6,128)	(2,210)	(153)	7,224	14,602	4,186	435	(971)	(283)
		2.6%	1.4%	0.1%	-0.1%	-4.6%	-1.7%	-0.1%	5.7%	11.0%	2.8%	0.3%	-0.6%	-0.2%



# FY 14Q2 – DAW Information Summary – OVERALL Count by Career Field 2001 - 2014Q2



DAW Career Field	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q2	% 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	39,307	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	30,057	18%	15%	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	17,758	61%	42%	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	9,649	-9%	3%	6%
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	8,627	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	7,667	-25%	-6%	8%
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	6,772		-19%	38%
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	5,751	2%	5%	46%
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	4,276	24%	21%	18%
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	1,245	-70%	-49%	4%
S&T Manager (NEW)	-	165	210	257	314	291	483	480	623	2,561	3,062	3,209	3,293	3,426		991%	614%
Property	620	653	656	674	571	530	481	451	475	501	483	449	402	397	-36%	-30%	-12%
Unknown/Other	4,097	2,663	4,002	2,199	3,229	1,495	3,280	1,258	402	71	344	139	48	50	-99%	-98%	-96%
<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>151,072</b>	<b>17%</b>	<b>12%</b>	<b>20%</b>



# FY 14Q2 – DAW Information Summary – Audit Count by Component 2005 - 2014Q2

Low Point  
↓

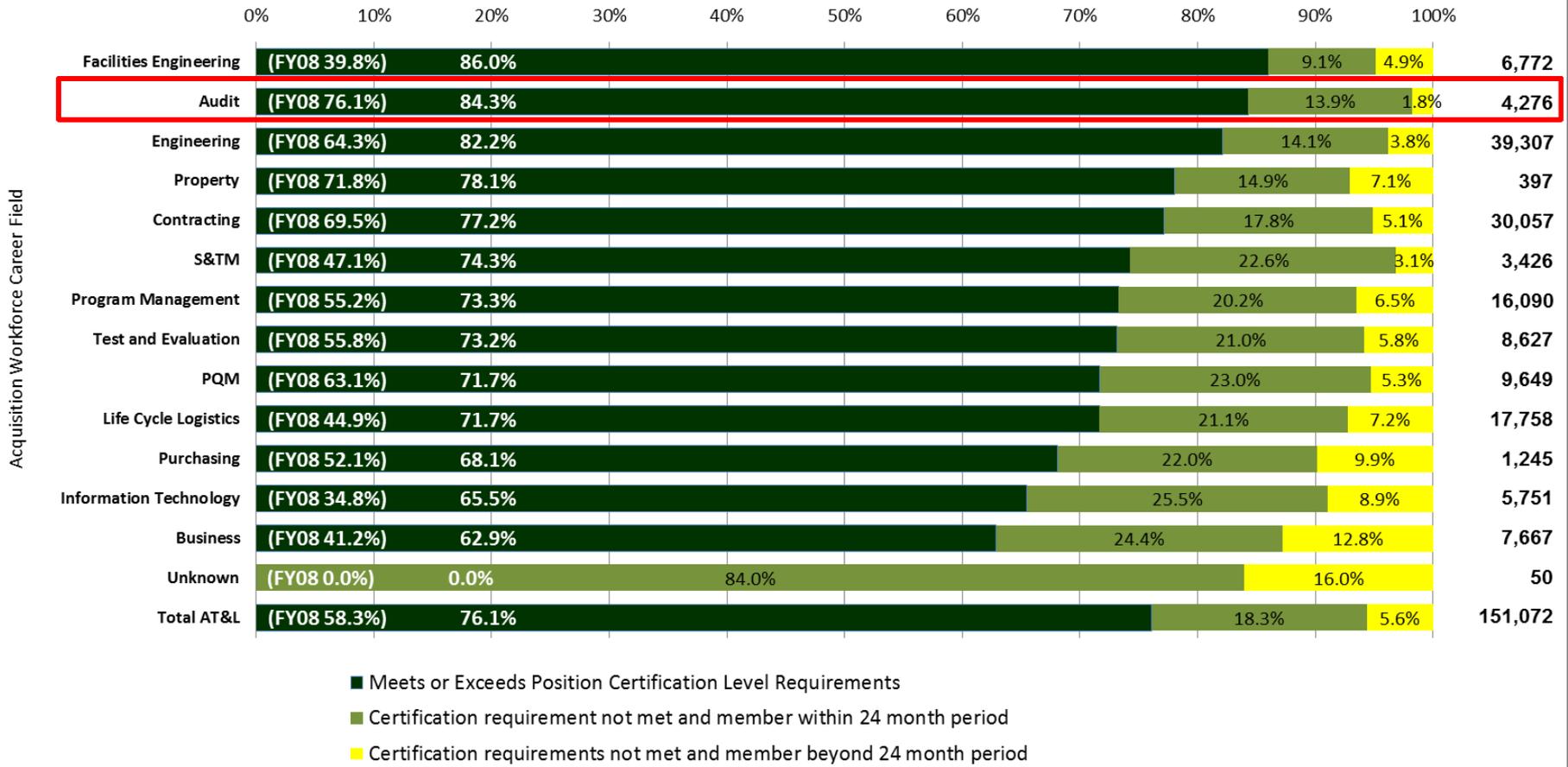
Defense Acq Workforce AUDITING	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q2	% Change Since FY05	% Change Since FY08
ARMY	4	2									-100%	0%
DoN (Navy & MC)						1					0%	0%
AIR FORCE	4										-100%	0%
DCMA	1		13	5						1	0%	-80%
DLA			2	8	1						0%	-100%
DCAA	3,526	3,458	2,834	3,593	3,773	4,140	4,230	4,505	4,367	4,273	21%	19%
MDA									1	1	0%	0%
DISA											0%	0%
DAU				1		1					0%	-100%
DTRA											0%	0%
DHP (TMA & USUHS)											0%	0%
OSD & Staff			2	2							0%	-100%
JCS											0%	0%
DeCA											0%	0%
WHS											0%	0%
DoDEA											0%	0%
DFAS	1	2			1						-100%	0%
DMEA											0%	0%
DoD HRA											0%	0%
DSCA											0%	0%
DoD TRMC											0%	0%
DMACT											0%	0%
DARPA											0%	0%
DSS											0%	0%
DTIC											0%	0%
NDU											0%	0%
ASD											0%	0%
DoD IG		24	1	29	2	1	1			1	0%	-97%
PFPA											0%	0%
OTHER 4th ESTATE											0%	0%
<b>DAW TOTAL</b>	<b>3,536</b>	<b>3,486</b>	<b>2,852</b>	<b>3,638</b>	<b>3,777</b>	<b>4,143</b>	<b>4,231</b>	<b>4,505</b>	<b>4,368</b>	<b>4,276</b>	<b>21%</b>	<b>18%</b>

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



# FY 14Q2 – DAW Information Summary – Audit Certification “Meets/Exceeds” by Career Field

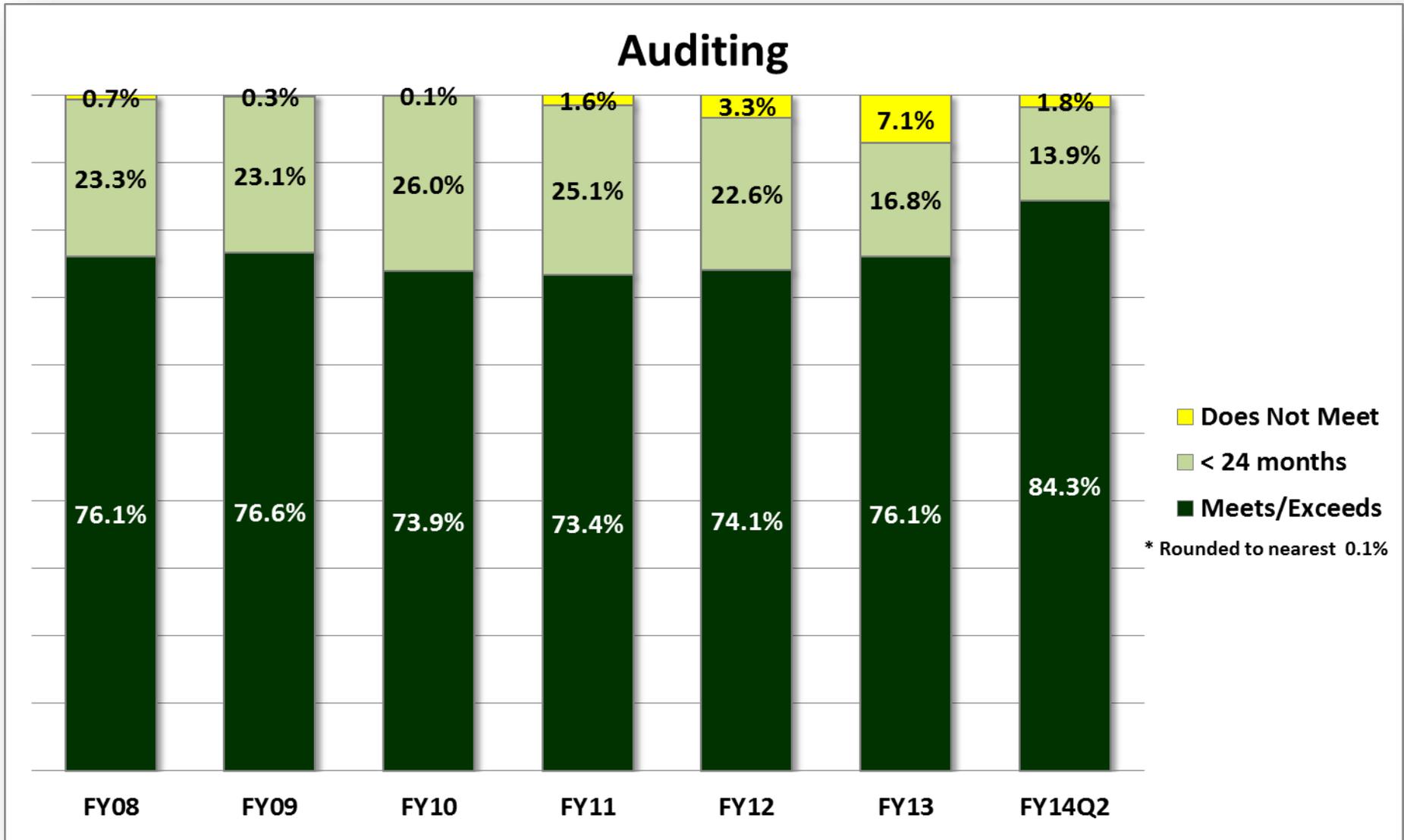
## Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY14Q2)



Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Audit Certification “Meets/Exceeds” Historical 2008 – 2013



Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Audit

## Certification Level Tables Required by Achieved and Compliance

Audit	Achieved Certification Level				FY14Q2 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	5	-	3	68	76	10.5%
Level II	453	2,107	261	88	2,909	81.4%
Level III	5	34	1,229	22	1,290	95.3%
<i>Unspecified</i>	-	-	-	1	1	
<b>FY14Q2 TOTAL</b>	463	2,141	1,493	179	4,276	84.3%
	10.8%	50.1%	34.9%	4.2%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	8	64	4	76	1.8%
Level II	2,368	475	66	2,909	68.0%
Level III	1,229	55	6	1,290	30.2%
<i>Unspecified</i>	-	1	-	1	0.0%
<b>Audit TOTAL</b>	3,605	595	76	4,276	
	84.3%	13.9%	1.8%		

  = Compliance

\* NOTE: Rounded to nearest 0.1%

Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Audit

## KLPs – Level of Education – Military / Civilian

Occupied Position Type	Auditing TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,034	0.7%
Critical Acquisition Positions (CAPs) *	175	4.1%	16,412	10.9%
Non-CAP Positions	4,101	95.9%	133,626	88.5%
<b>TOTAL</b>	<b>4,276</b>		<b>151,072</b>	

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

Highest Level of Education	Auditing TOTAL		Entire DAW	
Post Grad	1,608	37.6%	56,096	37.1%
Bachelors	2,598	60.8%	68,571	45.4%
Some College	31	0.7%	11,973	7.9%
High School	7	0.2%	13,090	8.7%
Other	32	0.7%	1,342	0.9%
<b>TOTAL</b>	<b>4,276</b>		<b>151,072</b>	

Type	Auditing TOTAL		Entire DAW	
Civilian	4,276	100.0%	134,838	89.3%
Military	-	0.0%	16,234	10.7%
<b>TOTAL</b>	<b>4,276</b>		<b>151,072</b>	

Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Audit Top Occupational Series

Civilian Occupational Series	Auditing TOTAL	
0511 - Auditor	4,257	99.6%
0503 - Financial Clerk / Assistant	6	0.1%
0599 - Financial Management Student Trainee	3	0.07%
0326 - Office Automation Clerk / Assistant	2	0.0%
0201 - Human Resources Specialist	2	0.05%
0801 - Engineer, General	1	0.02%
0342 - Support Services Administrator	1	0.02%
1101 - Business and Industry Specialist	1	0.02%
0501 - Financial Administrator	1	0.02%
2210 - Information Technology Management Specialist	1	0.02%
0505 - Financial Program Specialist	1	0.02%
<b>TOTAL CIVILIAN</b>	<b>4,276</b>	<b>Civilians</b>

Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Audit Demographics

Race	Auditing TOTAL		Entire DAW	
WHITE	3,017	70.6%	113,714	75.3%
BLACK	435	10.2%	17,618	11.7%
ASIAN	406	9.5%	9,601	6.4%
MULTI	224	5.2%	2,547	1.7%
AMI/AN	14	0.3%	847	0.6%
PI	13	0.3%	625	0.4%
<i>Unspecified</i>	167	3.9%	6,120	4.1%
<b>TOTAL</b>	<b>4,276</b>		151,072	

Gender	Auditing TOTAL		Entire DAW	
Males	2,069	48.4%	106,260	70.3%
Females	2,178	50.9%	44,041	29.2%
<i>Unspecified</i>	29	0.7%	771	0.5%
<b>TOTAL</b>	<b>4,276</b>		151,072	

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



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



# End of FY 13 – DAW Information Summary – Audit Human Capital Fact Sheet

Human Capital Fact Sheet (FY 2013)				
Defense Acquisition Workforce Audit	FY 2008		FY 2013	
	Audit Civilian (Civ)	Defense Acquisition Workforce	Audit Civilian (Civ)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>				
Workforce Size	3,638	125,878	4,368	151,355
Change in size from 2008	-	-	20%	20%
Civilian/Military Composition	100%	-	100%	-
<b>Educational Attainment</b>				
Bachelor's Degree or Higher	99%	77%	99%	83%
Graduate Degree	26%	29%	37%	36%
<b>Certification</b>				
Level I or Higher Achieved	87%	72%	96%	86%
Level II or Higher Achieved	78%	61%	76%	74%
Level III Achieved	26%	36%	35%	43%
Position Certification Requirement Met or Exceeded	76%	58%	76%	75%
Within 24 Months of Certification Requirement	23%	27%	17%	19%
Does Not Meet Certification Requirement	1%	14%	7%	7%
<b>Planning Considerations</b>				
% Baby Boomer / Traditional Gen.	53%	62%	38%	45%
Average Age	43.1	44.7	42.8	44.9
Workforce Life-Cycle Model (YRE)*	36/21/43(%)	20/23/57 (%)(Civ)	40/20/40(%)	26/23/51(%)
Average Years of Service	13.9	16.3	12.4	15.2
Retirement Eligible*	479(13%)	19,051(17%) (Civ)	516(12%)	28,259(15%)
Retirement Eligible w/i 5 Years*	515(14%)	21,315(19%) (Civ)	639(14%)	26,858(18%)
Total Gains/Losses*	1,078/291	14,245/15,030 (Civ)	188/328	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.

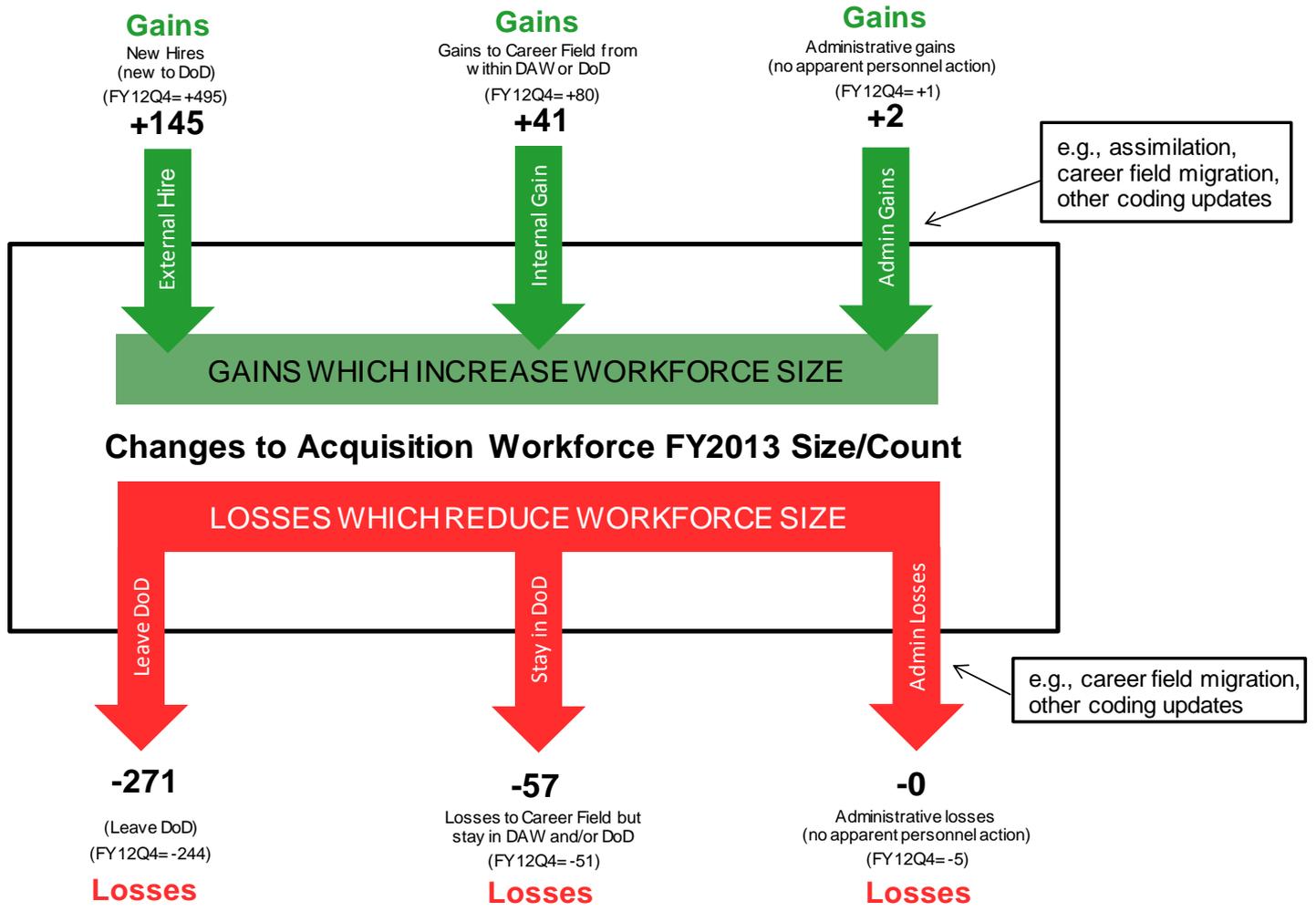
\*Analysis support from RAND using FY2008 and FY2013 DMDC data.



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

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

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

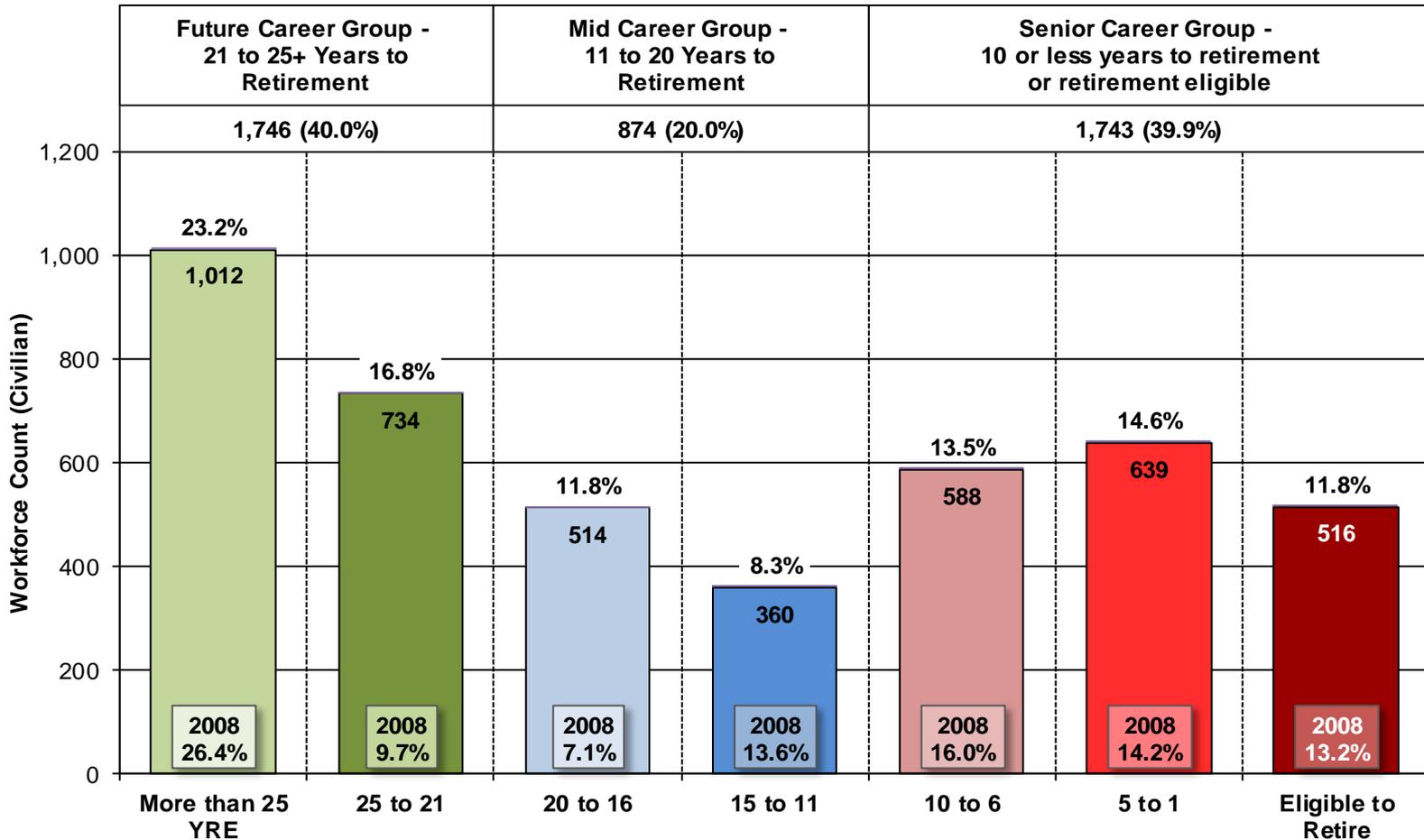




# End of FY 13 – DAW Information Summary – Audit

## Workforce Lifecycle Model by Years to Retirement Eligibility

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



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

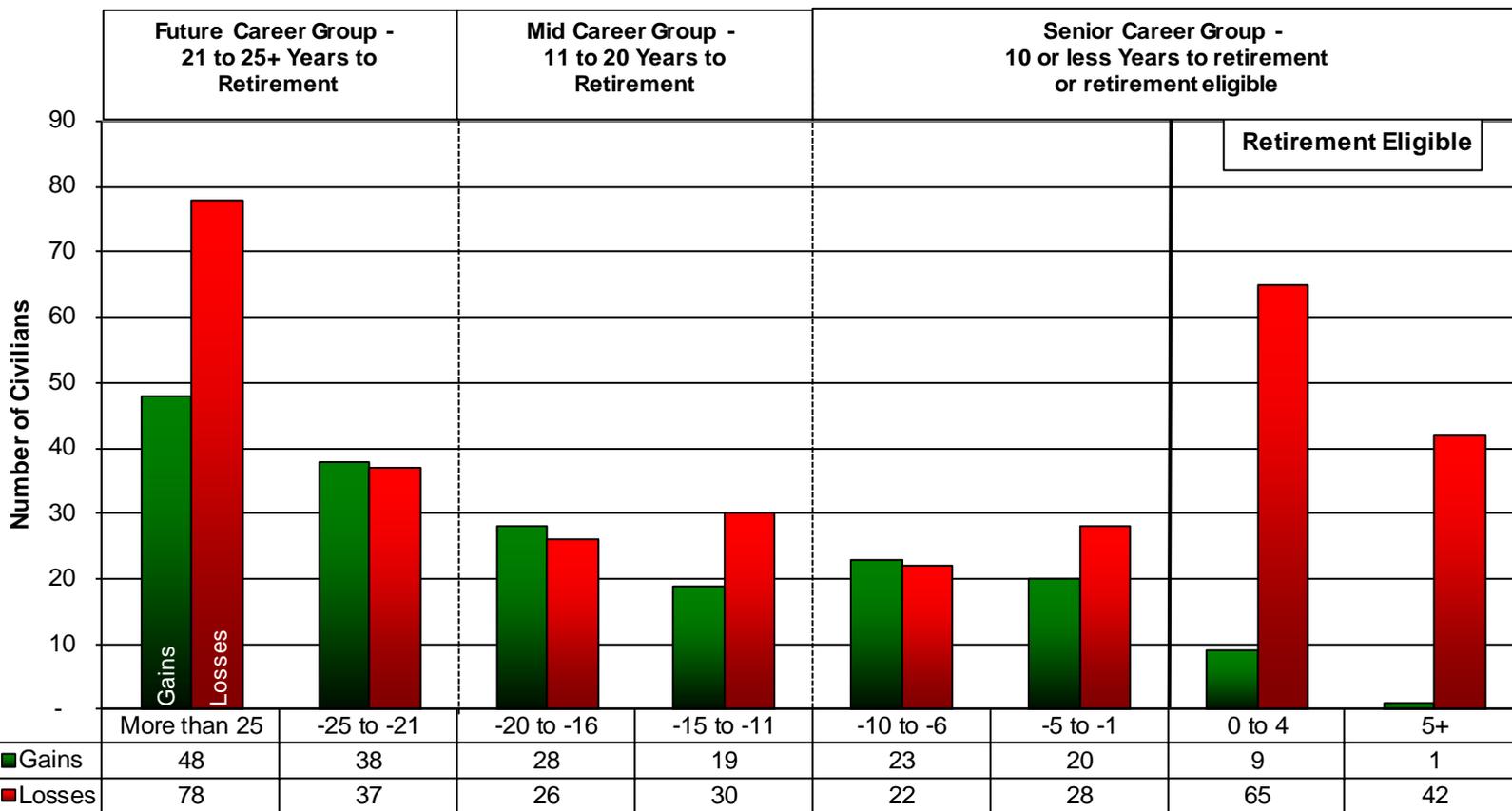


# End of FY 13 – DAW Information Summary – Audit

## Workforce Lifecycle Gains and Losses

### Defense Acquisition Workforce (Civilian) - Audit

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

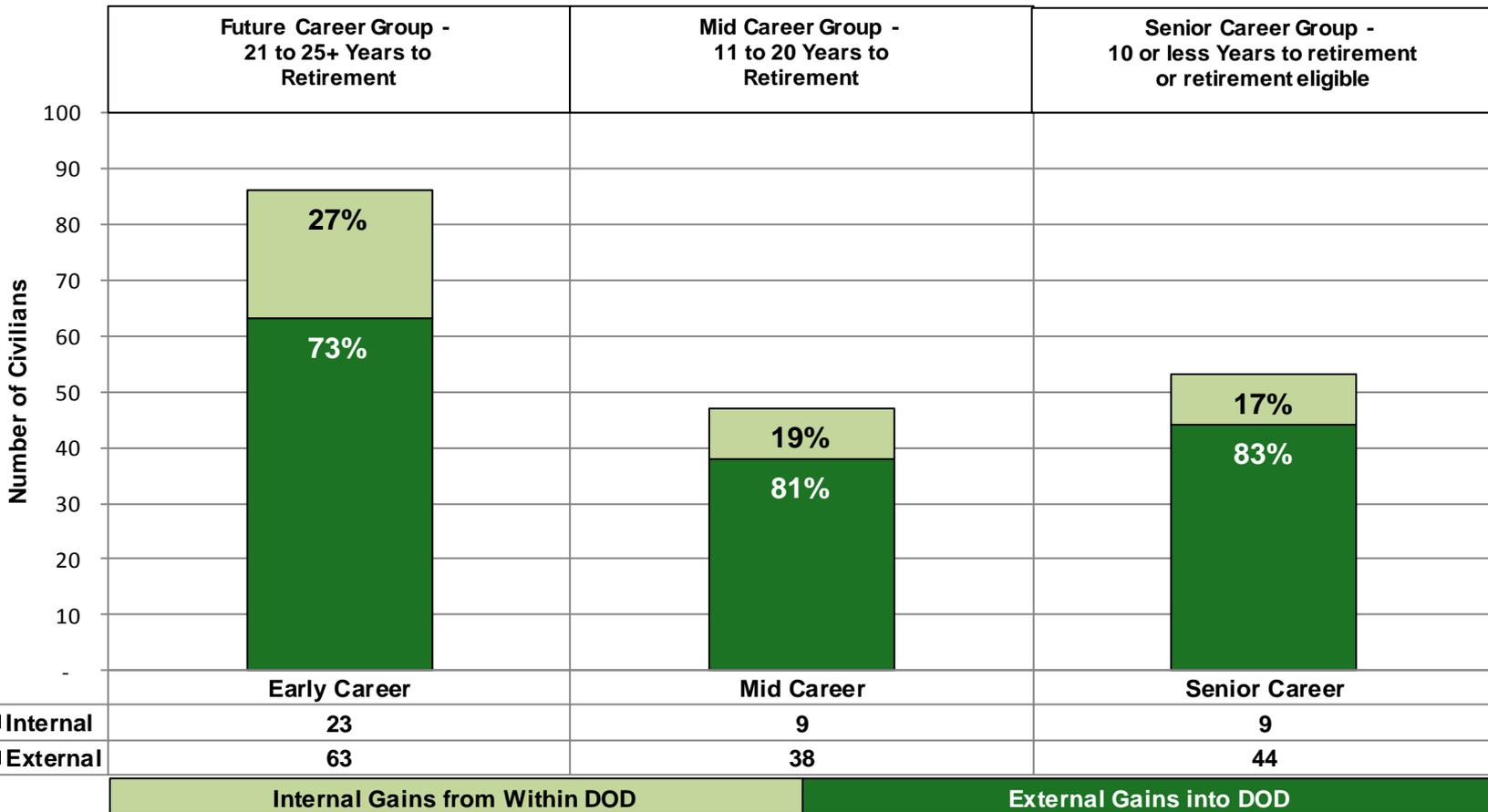


# End of FY 13 – DAW Information Summary – Audit

## Gains – DoD Internal/External

### Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2013 Gains\*



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

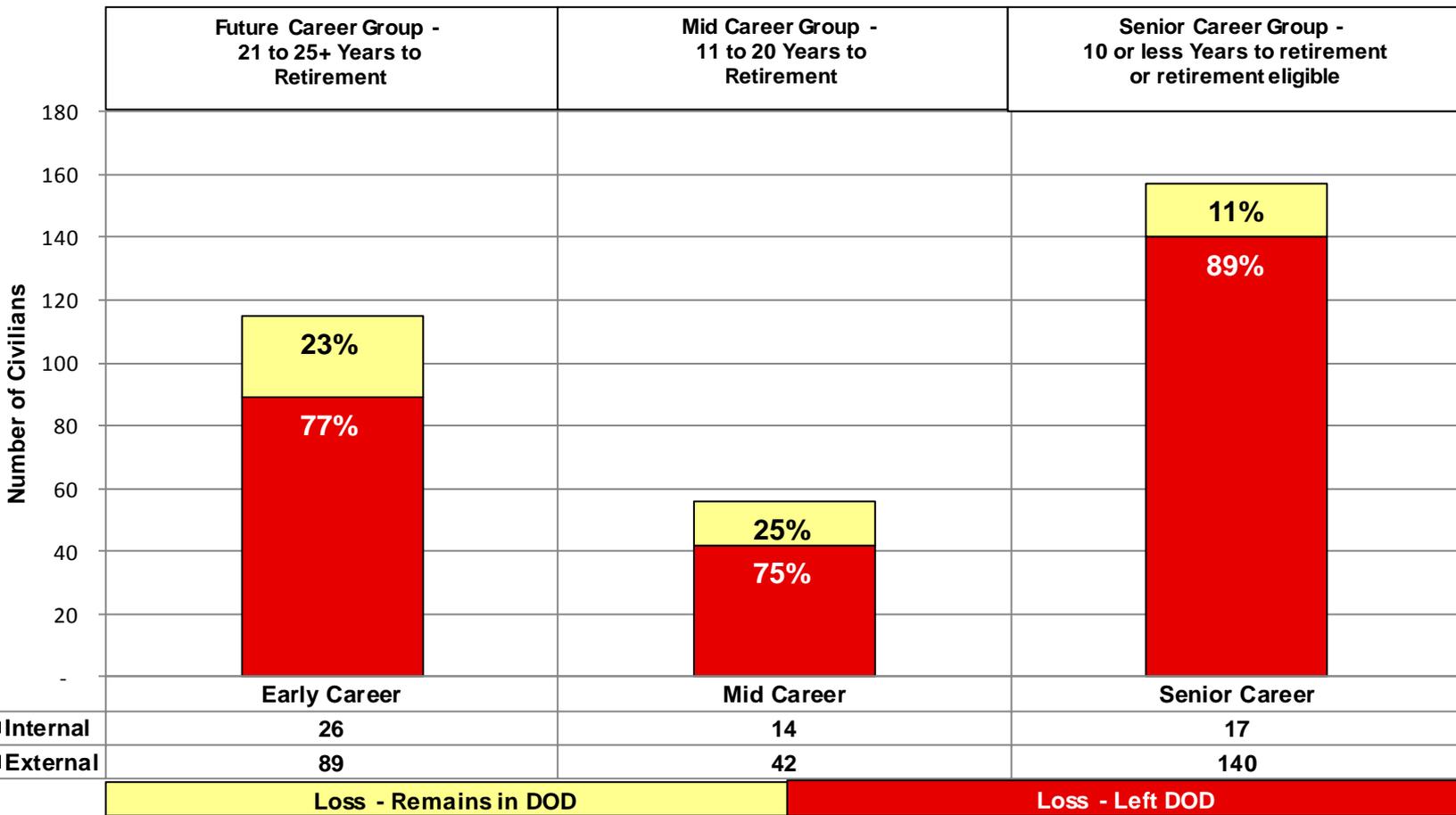
\*Does not include administrative gains



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

## Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2013 Losses\*



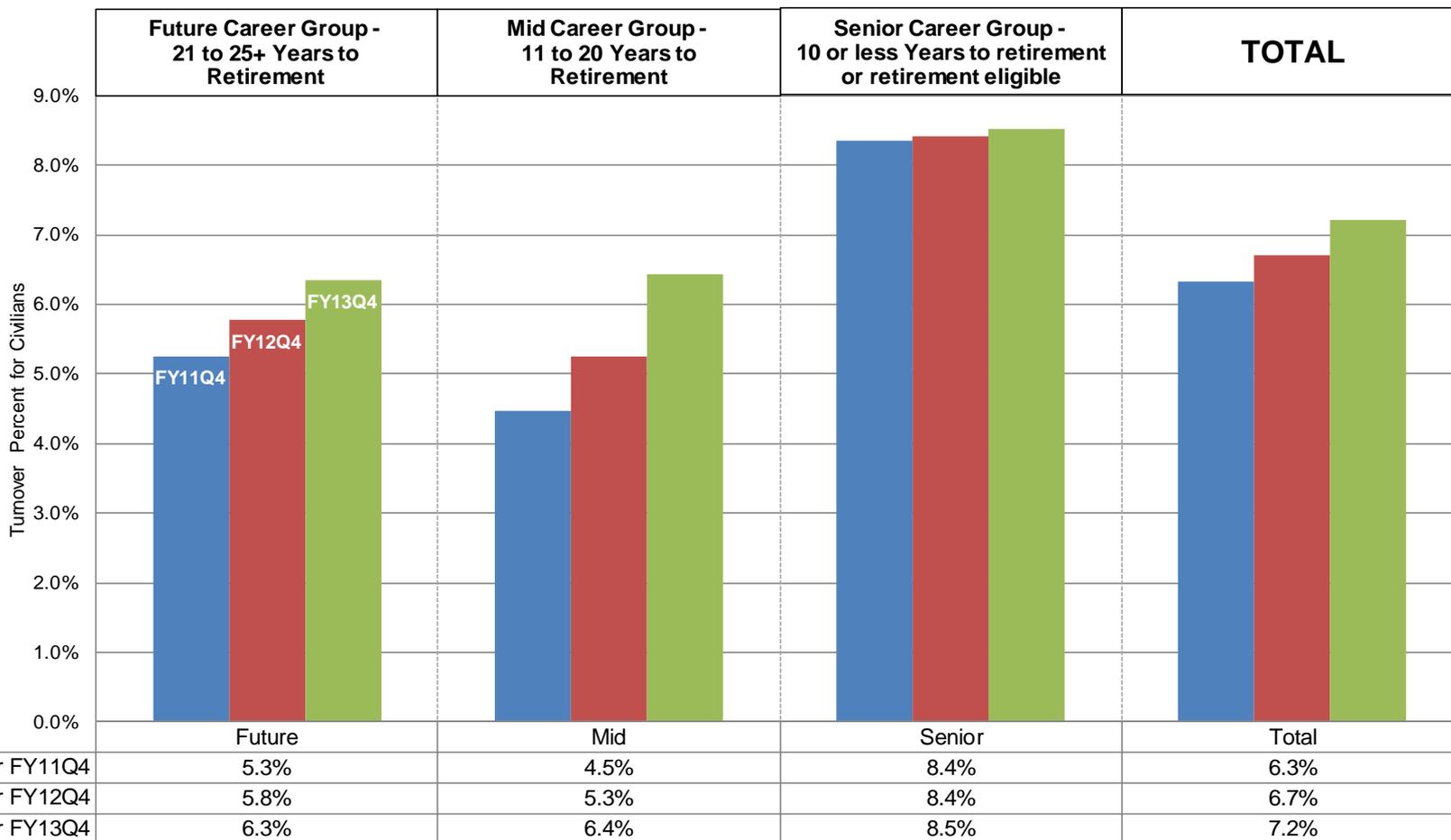
Source: RAND analysis using DMDC data (FY2011 and FY2013 data)

\*Does not include administrative losses



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

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



Turnover Percent by Career Lifecycle Groups



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

## Defense Acquisition Workforce - Audit

### Distribution by Years to Retirement Eligibility (Civilians)(FY2013)

