



# The Defense Acquisition Workforce



Supporting the Warfighter – Protecting the Taxpayer

2010

*Improved Talent Management*

2020

2030



2014

## Defense Acquisition Workforce

### Key Information

### Business

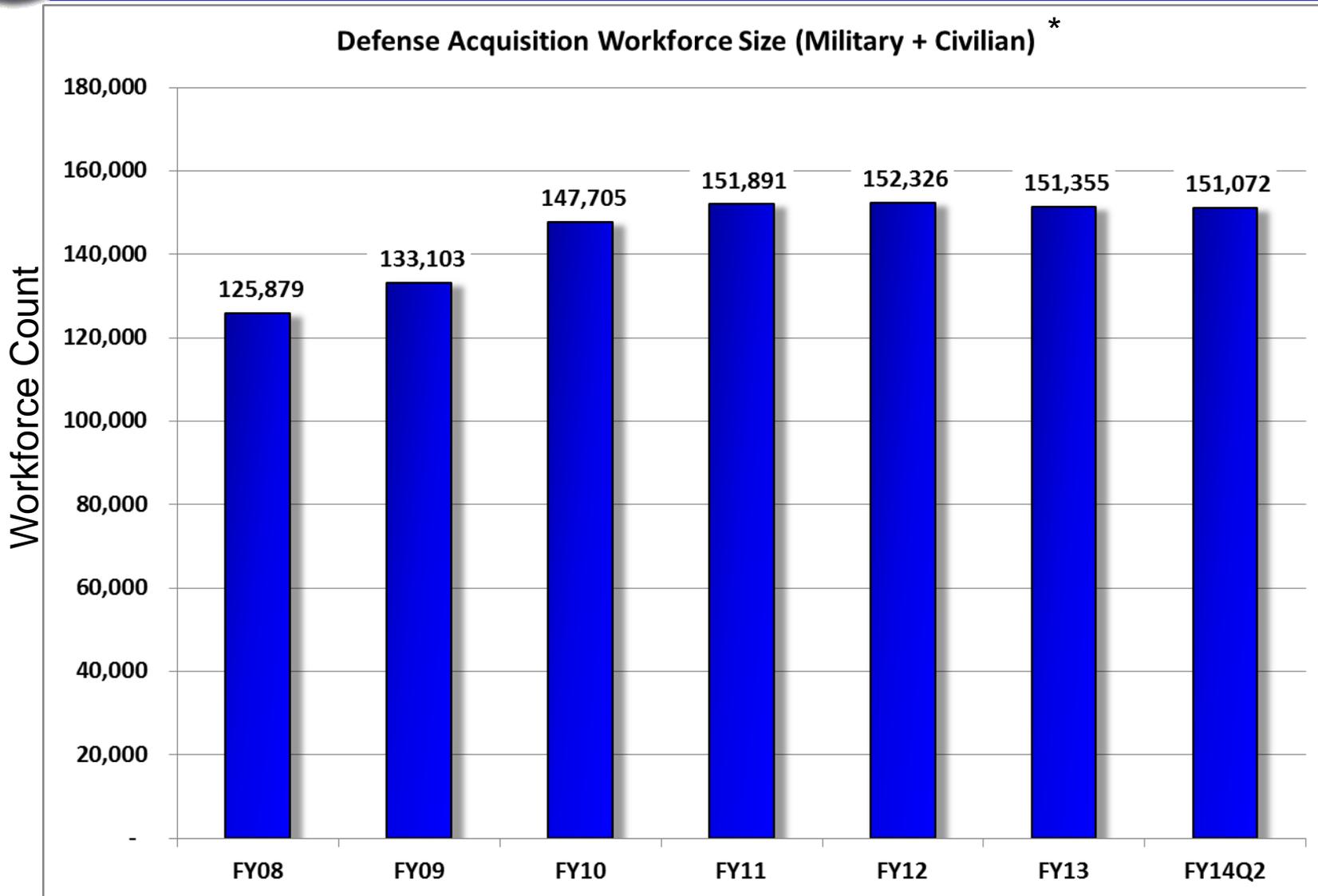
*as of FY14 Q2 (31 March 2014)*  
*Source: Compiled by AT&L HCI*  
*Using Component Data*



*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

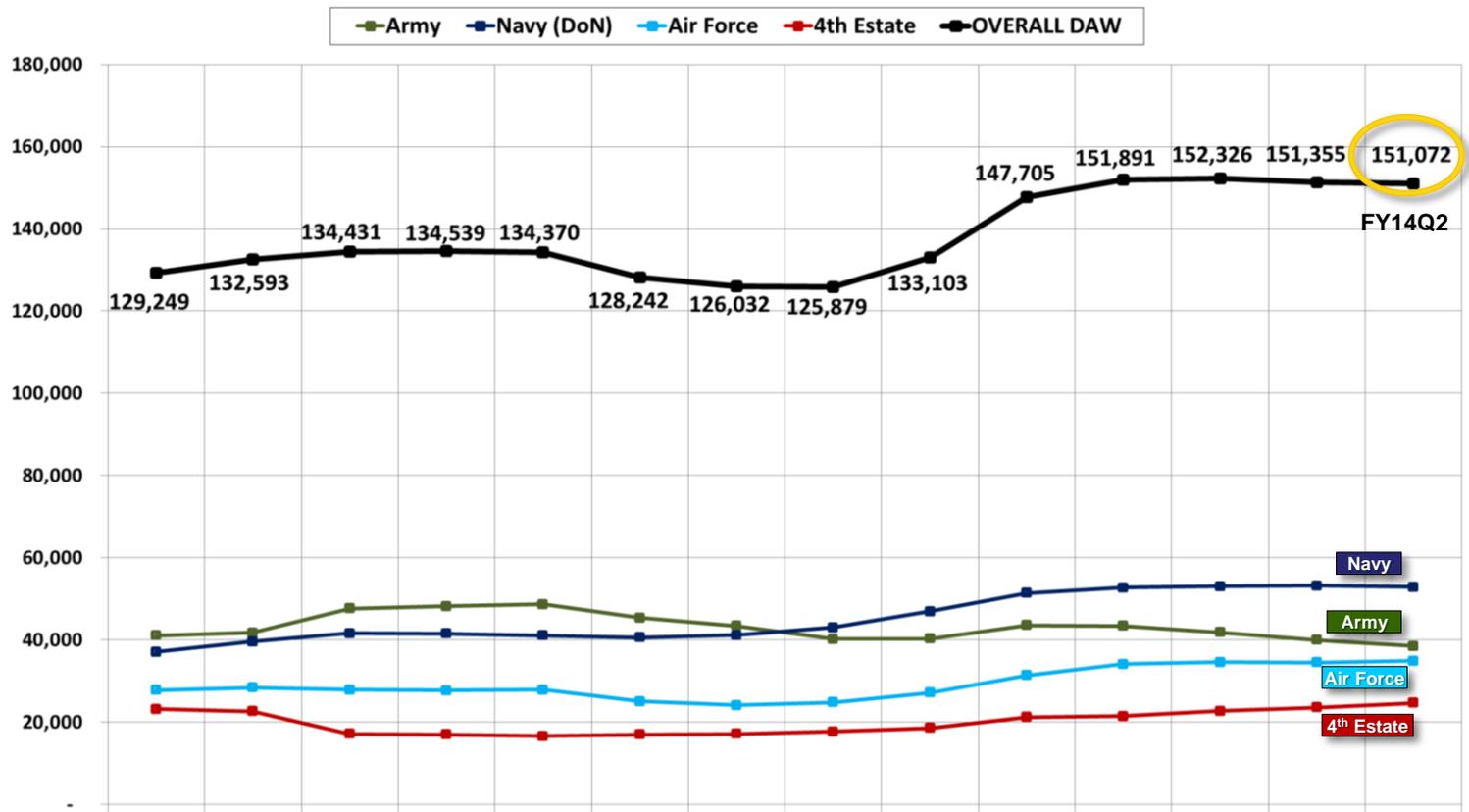


# FY 14Q2 – DAW Information Summary – OVERALL Workforce Count by Service and Career Field

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>		



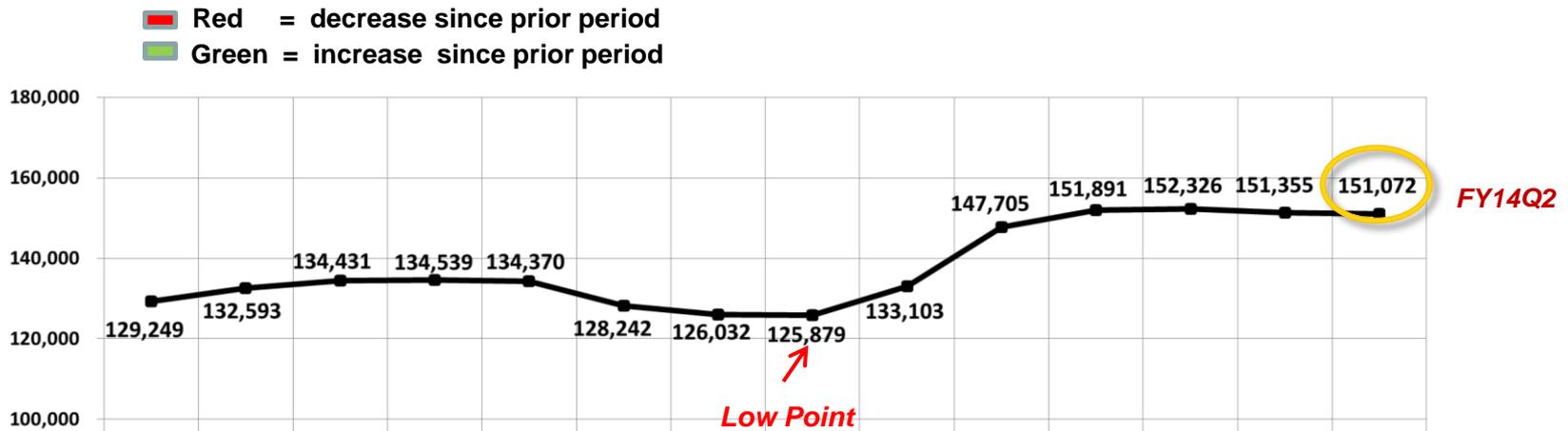
# FY 14Q2 – DAW Information Summary – OVERALL Count by Component Field 2001 - 2014Q2



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 – Business Count by Component 2001 – 2014Q2

Low Point  
↓

Defense Acq Workforce BUSINESS (CE & FM)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q2	% Change Since FY05	% Change Since FY08
ARMY	4,352	4,310	3,877	3,350	2,771	2,860	2,723	2,548	2,369	2,225	-49%	-34%
DoN (Navy & MC)	1,840	1,715	1,817	1,935	2,286	2,584	2,615	2,582	2,457	2,433	32%	26%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	2,118	2,309	2,248	2,233	2,283	25%	49%
DCMA	18	30	48	46	112	153	166	192	227	225	1150%	389%
DLA			21	7	6	2	2	7	5	4	0%	-43%
DCAA				1						-	0%	-100%
MDA	43	64	45	90	123	244	263	265	298	293	581%	226%
DISA	6	11	19	17	9	12	15	14	12	20	233%	18%
DAU	24	27		25	33	37	48	53	44	40	67%	60%
DTRA	1	68	62	48	53	64	62	65	70	75	7400%	56%
DHP (TMA & USUHS)			1	6	5	19	29	26	25	35	0%	483%
OSD & Staff	3	3	2	14	7	11	17	14	14	13	333%	-7%
JCS								14	11	11	0%	0%
DeCA									1	-	0%	0%
WHS		1	1							-	0%	0%
DoDEA		1								-	0%	0%
DFAS	3	9								-	-100%	0%
DMEA						4	4	4	4	4	0%	0%
DoD HRA				1			2	1		-	0%	-100%
DSCA				2	1	1	1	1	1	1	0%	-50%
DoD TRMC	3	4		5	3	4	4	4	3	4	33%	-20%
DMACT					1	1				-	0%	0%
DARPA			1							-	0%	0%
DSS							1	1	1	1	0%	0%
DTIC										-	0%	0%
NDU										-	0%	0%
ASD										-	0%	0%
DoD IG										-	0%	0%
PFFPA										-	0%	0%
OTHER 4th ESTATE		1	5	8	7	10					0%	-100%
<b>DAW TOTAL</b>	<b>8,119</b>	<b>7,747</b>	<b>7,387</b>	<b>7,085</b>	<b>7,262</b>	<b>8,124</b>	<b>8,261</b>	<b>8,039</b>	<b>7,775</b>	<b>7,667</b>	<b>-6%</b>	<b>8%</b>

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



# FY 14Q2 – DAW Information Summary – Business Count by Component 2001 – 2014Q2 (CE)

Defense Acq Workforce BUSINESS (CE)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q2
ARMY						270	280	267	262	253
DoN (Navy & MC)						450	499	512	534	522
AIR FORCE						300	417	429	432	430
DCMA						2	2	2	4	5
DLA								1	2	1
DCAA										
MDA						41	34	48	60	56
DISA						1	4	4	4	3
DAU						5	12	11	8	6
DTRA										
DHP (TMA & USUHS)								4	5	3
OSD & Staff						1	4		1	1
JCS										
DeCA										
WHS										
DoDEA										
DFAS										
DMEA										
DoD HRA										
DSCA										
DoD TRMC										
DMACT										
DARPA										
DSS										
DTIC										
NDU										
ASD										
DoD IG										
PFFPA										-
<b>OTHER 4th ESTATE</b>										
<b>DAW TOTAL</b>						8,124	8,261	8,039	1,312	1,280

See Business Overall  
Slide 8

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



# FY 14Q2 – DAW Information Summary – Business Count by Component 2001 – 2014Q2 (FM)

Defense Acq Workforce BUSINESS (FM)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q2
ARMY						2,590	2,443	2,281	2,107	1,972
DoN (Navy & MC)						2,134	2,116	2,070	1,923	1,911
AIR FORCE						1,818	1,892	1,819	1,801	1,853
DCMA						151	164	190	223	220
DLA						2	2	6	3	3
DCAA										
MDA						203	229	217	238	237
DISA						11	11	10	8	17
DAU						32	36	42	36	34
DTRA						10		65	70	75
DHP (TMA & USUHS)						64	62	22	20	32
OSD & Staff						18	25	14	13	12
JCS						11	17	14	11	11
DeCA									1	
WHS										
DoDEA										
DFAS										
DMEA								4	4	4
DoD HRA						4	4	1		
DSCA							2	1	1	1
DoD TRMC						1	1	4	3	4
DMACT						4	4			
DARPA						1				
DSS								1	1	1
DTIC							1			
NDU										
ASD										
DoD IG										
PfPA										-
<i>OTHER 4th ESTATE</i>										
<b>DAW TOTAL</b>						8,124	8,261	8,039	6,463	6,387

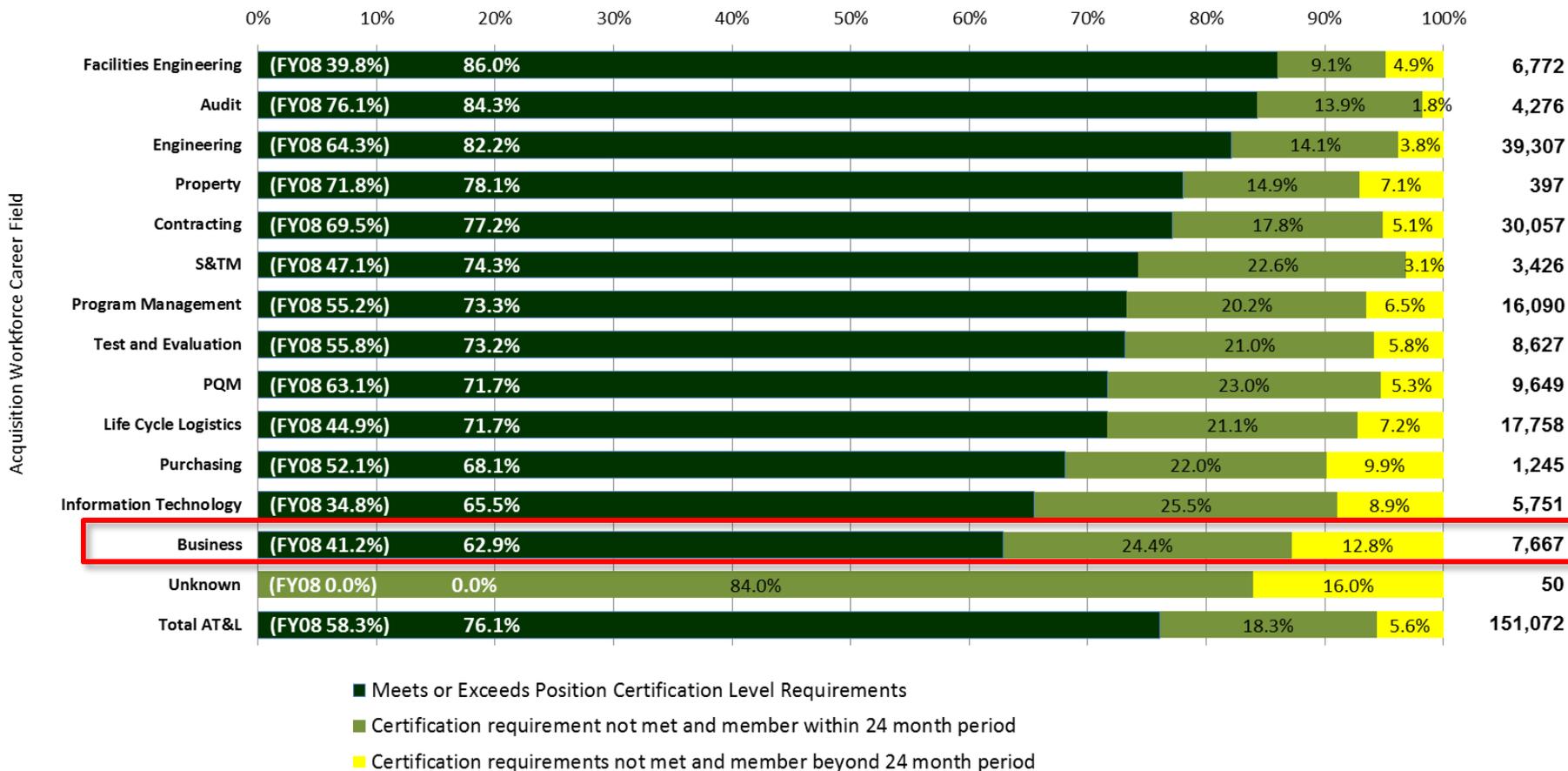
See Business Overall  
Slide 8

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



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

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

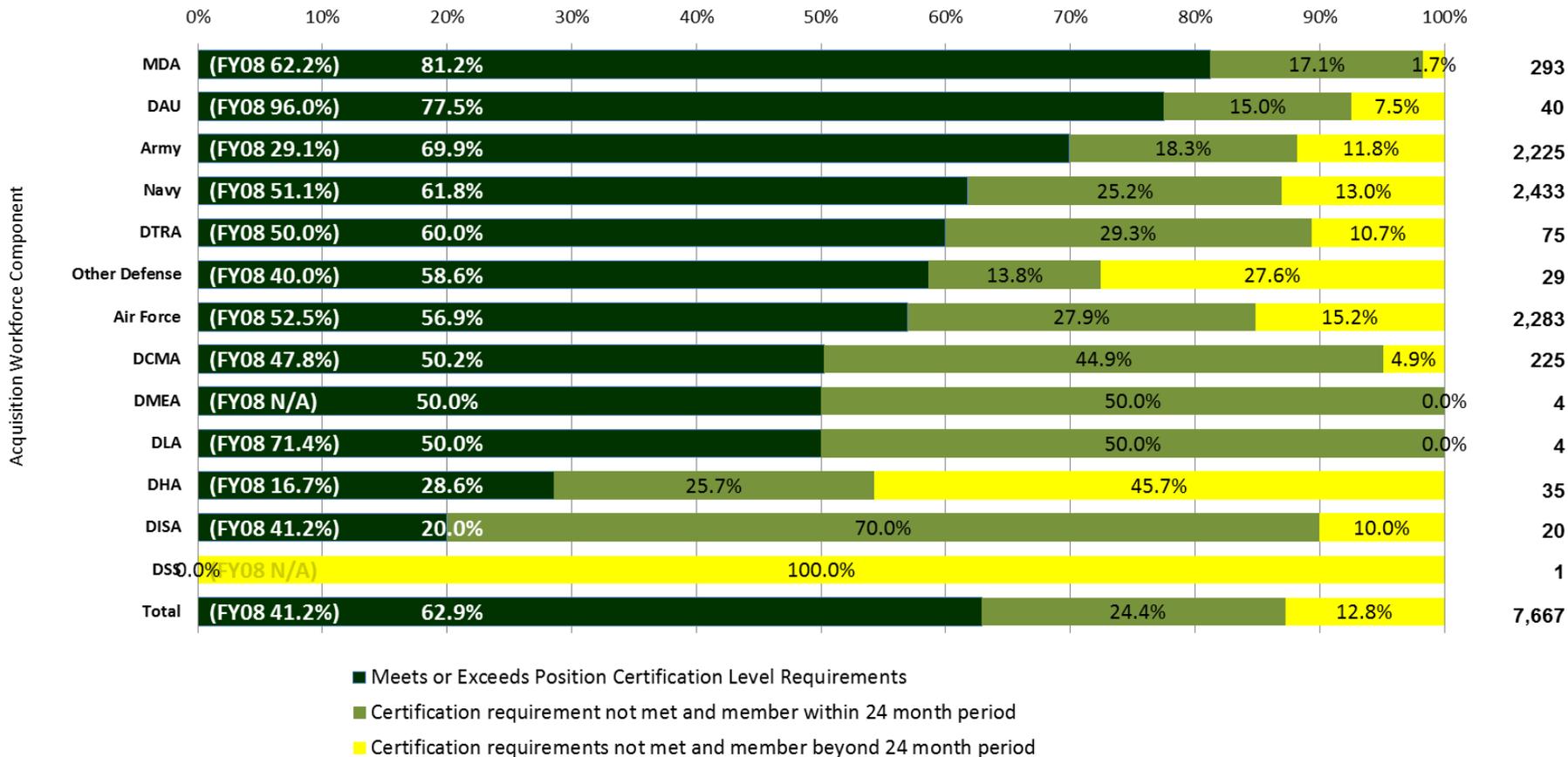


Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Business Certification “Meets/Exceeds” by Component

## Certification Level "Meet/Exceed" Rates by Component Business (FY14Q2)



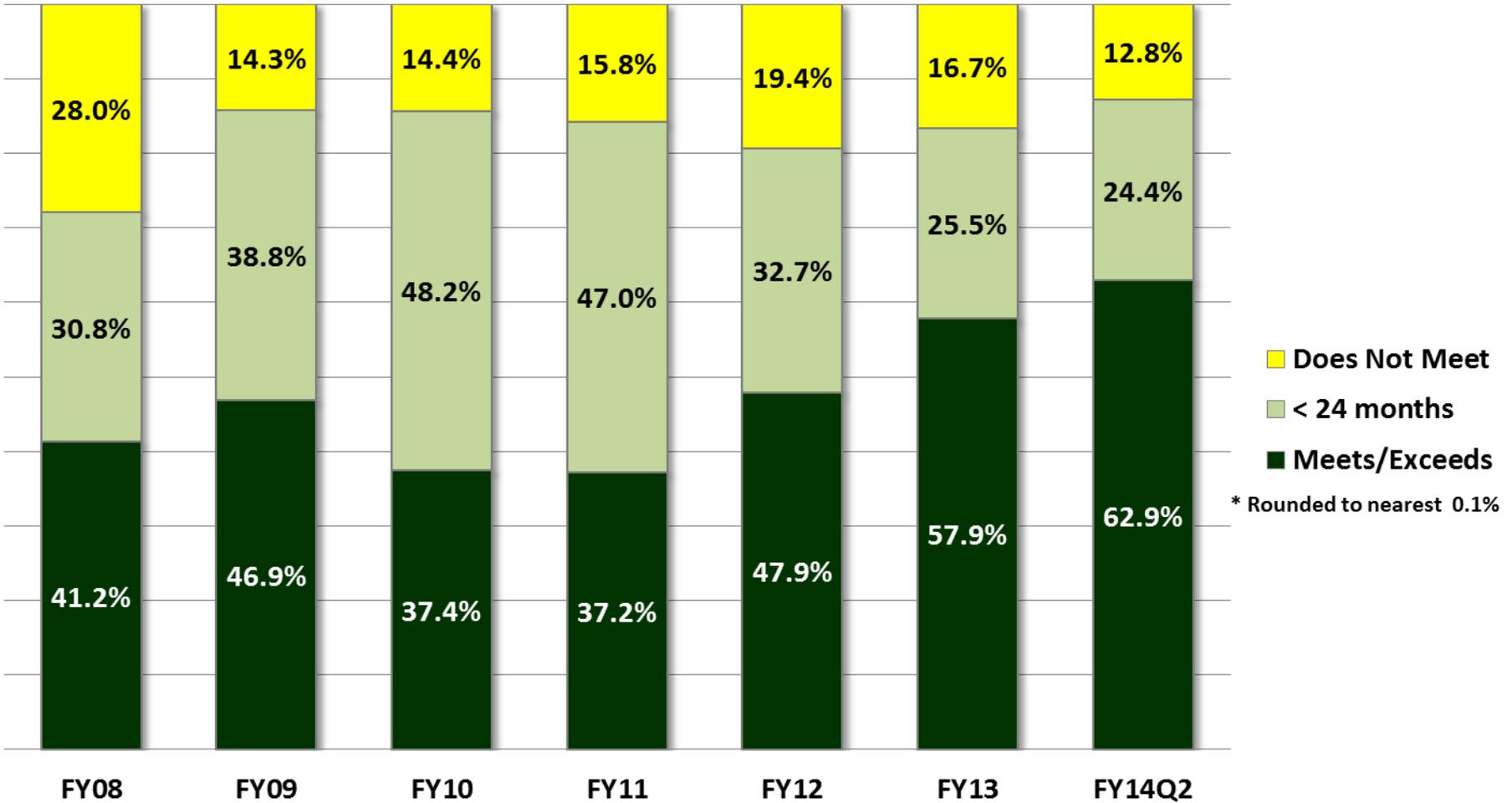
Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Business

## Certification “Meets/Exceeds” Historical 2008 – 2014Q2 (Overall)

### Business (Overall)

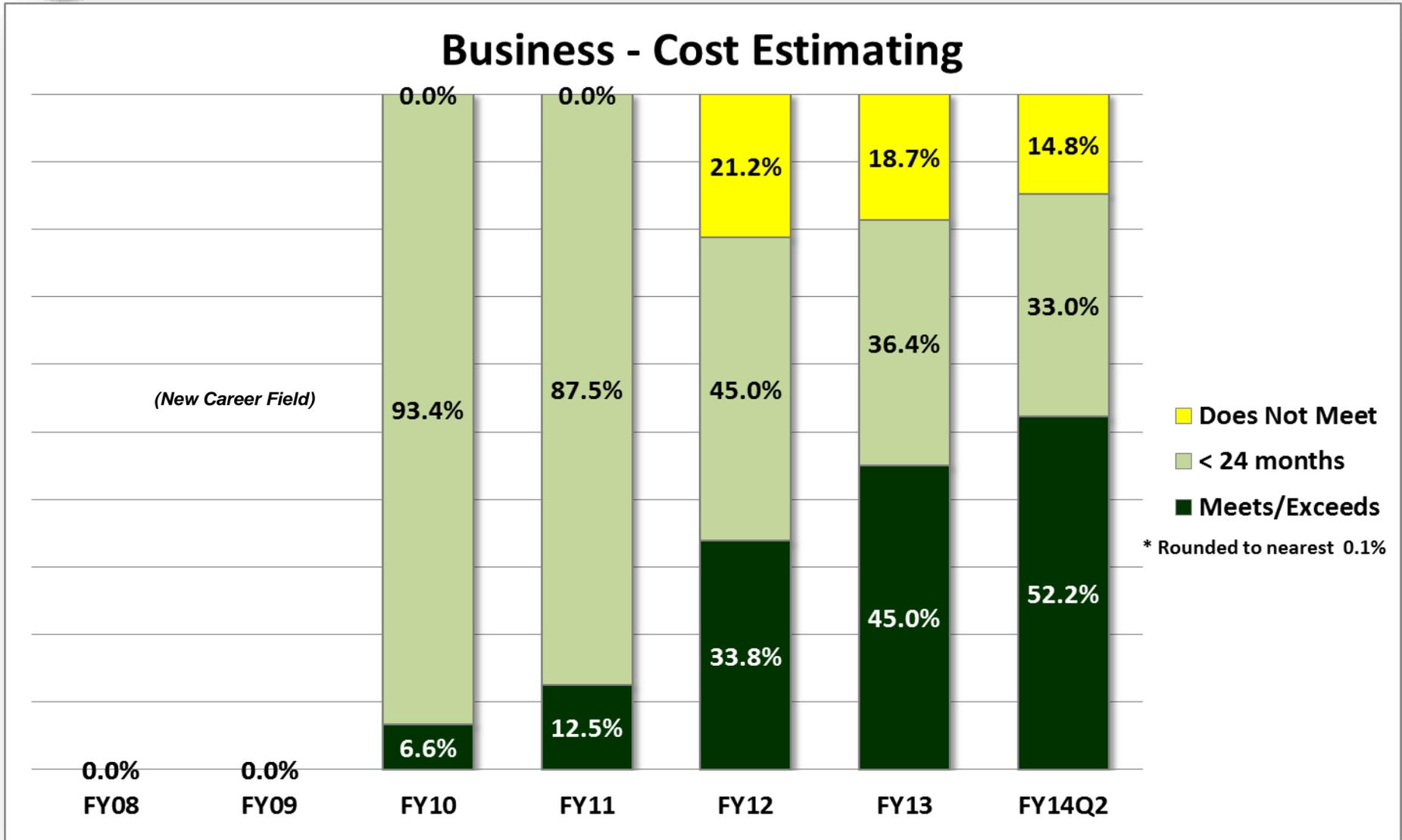


Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Business

## Certification “Meets/Exceeds” Historical 2008 – 2014Q2 CE



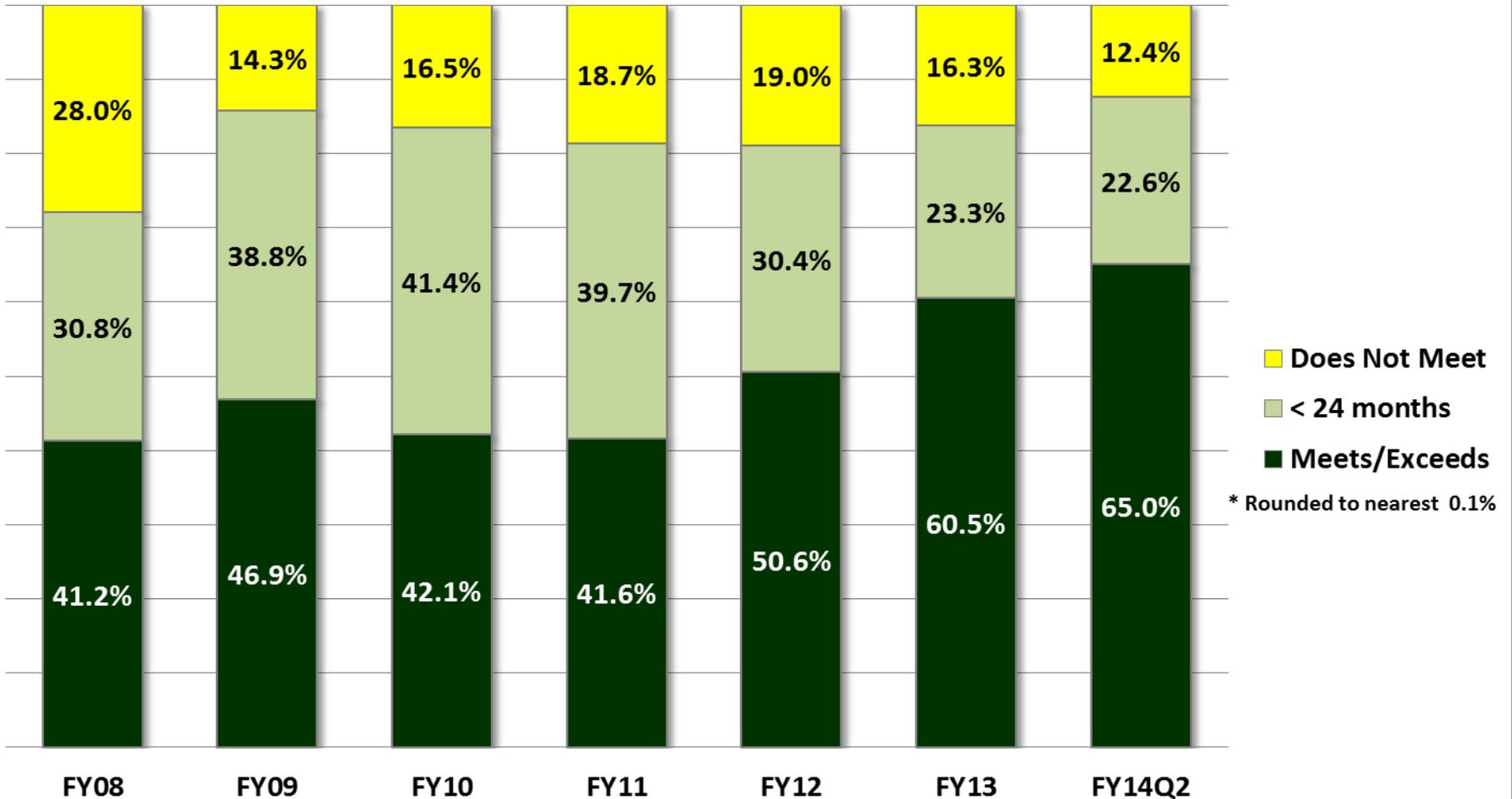
Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Business

## Certification “Meets/Exceeds” Historical 2008 – 2014Q2 FM

### Business - Financial Mgmt



Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Business

## Certification Level Tables Required by Achieved and Compliance

Business Required Certification Level	Achieved Certification Level				FY14Q2 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	343	50	40	313	746	58.0%
Level II	931	1,727	581	820	4,059	56.9%
Level III	200	284	2,080	296	2,860	72.7%
<i>Unspecified</i>	-	-	-	2	2	
<b>FY14Q2 TOTAL</b>	<b>1,474</b>	<b>2,061</b>	<b>2,701</b>	<b>1,431</b>	<b>7,667</b>	<b>62.9%</b>
	19.2%	26.9%	35.2%	18.7%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	433	295	18	746	9.7%
Level II	2,308	1,097	654	4,059	52.9%
Level III	2,080	473	307	2,860	37.3%
<i>Unspecified</i>	-	2	-	2	0.0%
<b>Business TOTAL</b>	<b>4,821</b>	<b>1,867</b>	<b>979</b>	<b>7,667</b>	
	62.9%	24.4%	12.8%		

  = Compliance

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

Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Business KLPs – Level of Education – Military / Civilian

Occupied Position Type	Business TOTAL		Business CE		Business FM		Entire DAW	
Key Leadership Positions (KLPs)	140	1.8%	49	3.8%	91	1.4%	1,034	0.7%
Critical Acquisition Positions (CAPs) *	854	11.1%	172	13.4%	682	10.7%	16,412	10.9%
Non-CAP Positions	6,673	87.0%	1,059	82.7%	5,614	87.9%	133,626	88.5%
<b>TOTAL</b>	<b>7,667</b>		<b>1,280</b>		<b>6,387</b>		<b>151,072</b>	

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

Highest Level of Education	Business TOTAL		Business CE		Business FM		Entire DAW	
Post Grad	2,642	34.5%	647	50.5%	1,995	31.2%	56,096	37.1%
Bachelors	3,227	42.1%	604	47.2%	2,623	41.1%	68,571	45.4%
Some College	881	11.5%	15	1.2%	866	13.6%	11,973	7.9%
High School	884	11.5%	11	0.9%	873	13.7%	13,090	8.7%
Other	33	0.4%	3	0.2%	30	0.5%	1,342	0.9%
<b>TOTAL</b>	<b>7,667</b>		<b>1,280</b>		<b>6,387</b>		<b>151,072</b>	

Type	Business TOTAL		Business CE		Business FM		Entire DAW	
Civilian	7,456	97.2%	1,218	95.2%	6,238	97.7%	134,838	89.3%
Military	211	2.8%	62	4.8%	149	2.3%	16,234	10.7%
<b>TOTAL</b>	<b>7,667</b>		<b>1,280</b>		<b>6,387</b>		<b>151,072</b>	

Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Business

## Top Occupational Series

Civilian Occupational Series	Business TOTAL		Civilian Occupational Series	Business CE		Civilian Occupational Series	Business FM	
0501 - Financial Administrator	2,814	37.7%	1515 - Operations Research Analyst	821	11.0%	0501 - Financial Administrator	2,606	35.0%
0343 - Management and Program Analyst	1,607	21.6%	0501 - Financial Administrator	208	2.8%	0343 - Management and Program Analyst	1,598	21.4%
0560 - Budget Analyst	1,070	14.4%	0896 - Engineer, Industrial	74	1.0%	0560 - Budget Analyst	1,069	14.3%
1515 - Operations Research Analyst	1,062	14.2%	0801 - Engineer, General	51	0.7%	1515 - Operations Research Analyst	241	3.2%
1101 - Business and Industry Specialist	201	2.70%	1101 - Business and Industry Specialist	16	0.21%	1101 - Business and Industry Specialist	185	2.48%
0301 - Administration & Program Staff	149	2.00%	0343 - Management and Program Analyst	9	0.12%	0301 - Administration & Program Staff	147	1.97%
0510 - Accountant	138	1.85%	0830 - Engineer, Mechanical	7	0.09%	0510 - Accountant	137	1.84%
0896 - Engineer, Industrial	108	1.45%	1520 - Mathematician	6	0.08%	0505 - Financial Program Specialist	91	1.22%
0505 - Financial Program Specialist	91	1.22%	1550 - Computer Scientist	5	0.07%	0801 - Engineer, General	37	0.50%
0801 - Engineer, General	88	1.18%	0850 - Engineer, Electrical	4	0.05%	0896 - Engineer, Industrial	34	0.46%
<i>Other</i>	128	1.72%	<i>Other</i>	17	0.23%	<i>Other</i>	93	1.25%
<b>TOTAL CIVILIAN</b>	<b>7,456</b>	<b>Civilians</b>	<b>TOTAL CIVILIAN</b>	<b>1,218</b>	<b>Civilians</b>	<b>TOTAL CIVILIAN</b>	<b>6,238</b>	<b>Civilians</b>

Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Business Demographics

Race	Business TOTAL		Business CE		Business FM		Entire DAW	
WHITE	5,762	75.2%	989	77.3%	4,773	74.7%	113,714	75.3%
BLACK	1,094	14.3%	134	10.5%	960	15.0%	17,618	11.7%
ASIAN	335	4.4%	86	6.7%	249	3.9%	9,601	6.4%
MULTI	121	1.6%	26	2.0%	95	1.5%	2,547	1.7%
AMI/AN	52	0.7%	10	0.8%	42	0.7%	847	0.6%
PI	28	0.4%	6	0.5%	22	0.3%	625	0.4%
<i>Unspecified</i>	275	3.6%	29	2.3%	246	3.9%	6,120	4.1%
<b>TOTAL</b>	<b>7,667</b>		<b>1,280</b>		<b>6,387</b>		<b>151,072</b>	

Gender	Business TOTAL		Business CE		Business FM		Entire DAW	
Males	3,128	40.8%	794		2,334		106,260	70.3%
Females	4,518	58.9%	484		4,034		44,041	29.2%
<i>Unspecified</i>	21	0.3%	2		19		771	0.5%
<b>TOTAL</b>	<b>7,667</b>		<b>1,280</b>		<b>6,387</b>		<b>151,072</b>	

Numbers may not add to 100% due to rounding



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



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

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Business	FY 2008				FY 2013			
	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	6,840	245	7,085	125,879	7,560	215	7,775	151,355
Change in size from 2008	-	-	-	-	11%	-12%	10%	20%
Civilian/Military Composition	97%	3%	-	-	97%	3%	-	-
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	63%	84%	63%	77%	75%	96%	76%	83%
Graduate Degree	21%	44%	22%	29%	33%	63%	34%	36%
<b>Certification</b>								
Level I or Higher Achieved	59%	57%	59%	72%	80%	42%	79%	86%
Level II or Higher Achieved	43%	28%	43%	61%	58%	15%	57%	74%
Level III Achieved	30%	14%	30%	36%	34%	7%	33%	43%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	59%	17%	58%	75%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	24%	68%	25%	19%
Does Not Meet Certification Requirement	28%	16%	28%	14%	17%	15%	17%	7%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	70%	20%	68%	62%	46%	1%	45%	45%
Average Age	47.4	37.3	47.0	45.7	45.2	34.4	44.9	44.9
Workforce Life-Cycle Model (YRE)*	18/22/60(%)	-	-	20/23/57 (%)(Civ)	28/24/48(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	19.2	13.2	19.0	17.3	15.2	11.7	15.1	15.2
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,099(15%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,349(18%)	-	-	26,858(18%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	897/1,153	-	-	9,961/10,917

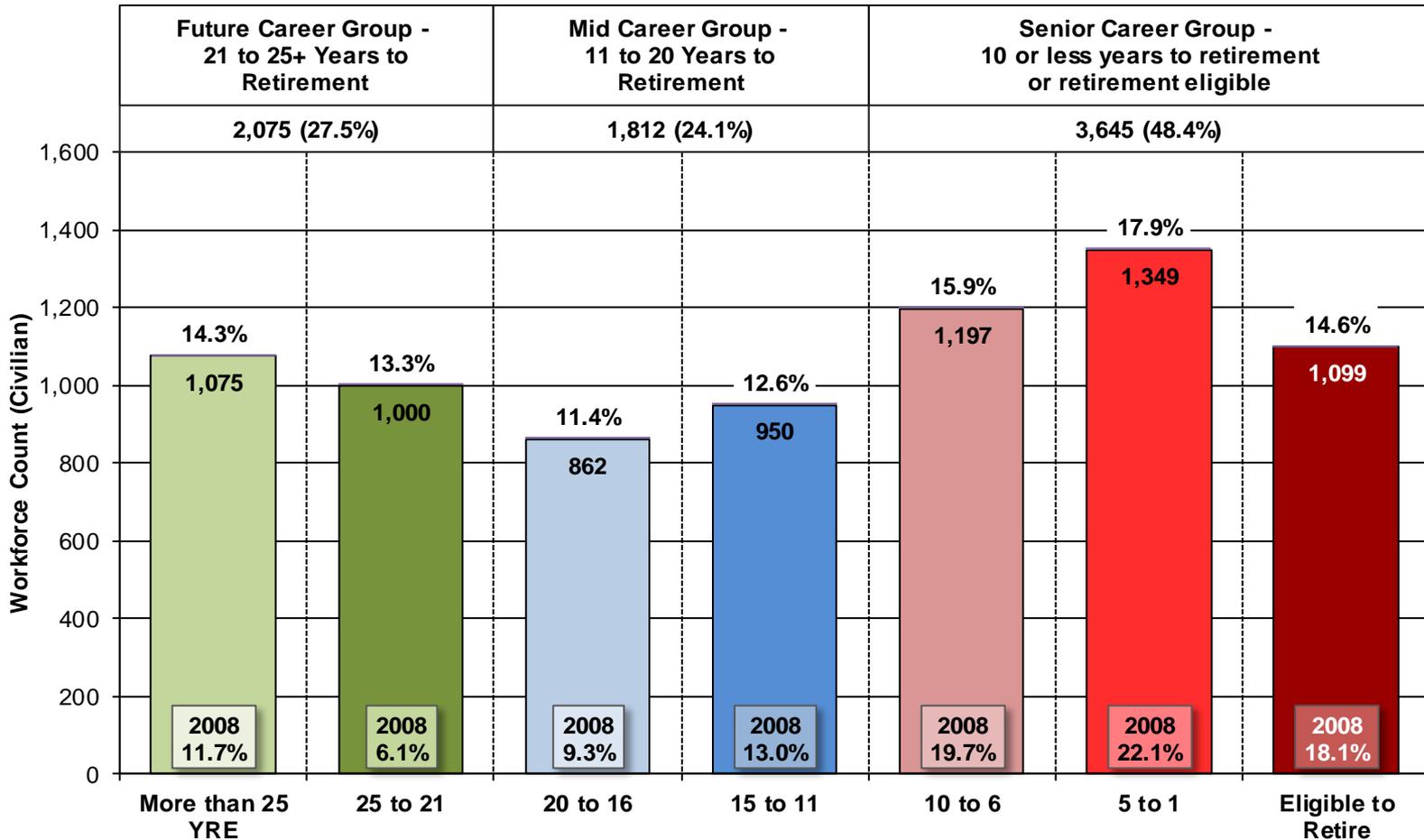
Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2013 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

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



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

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



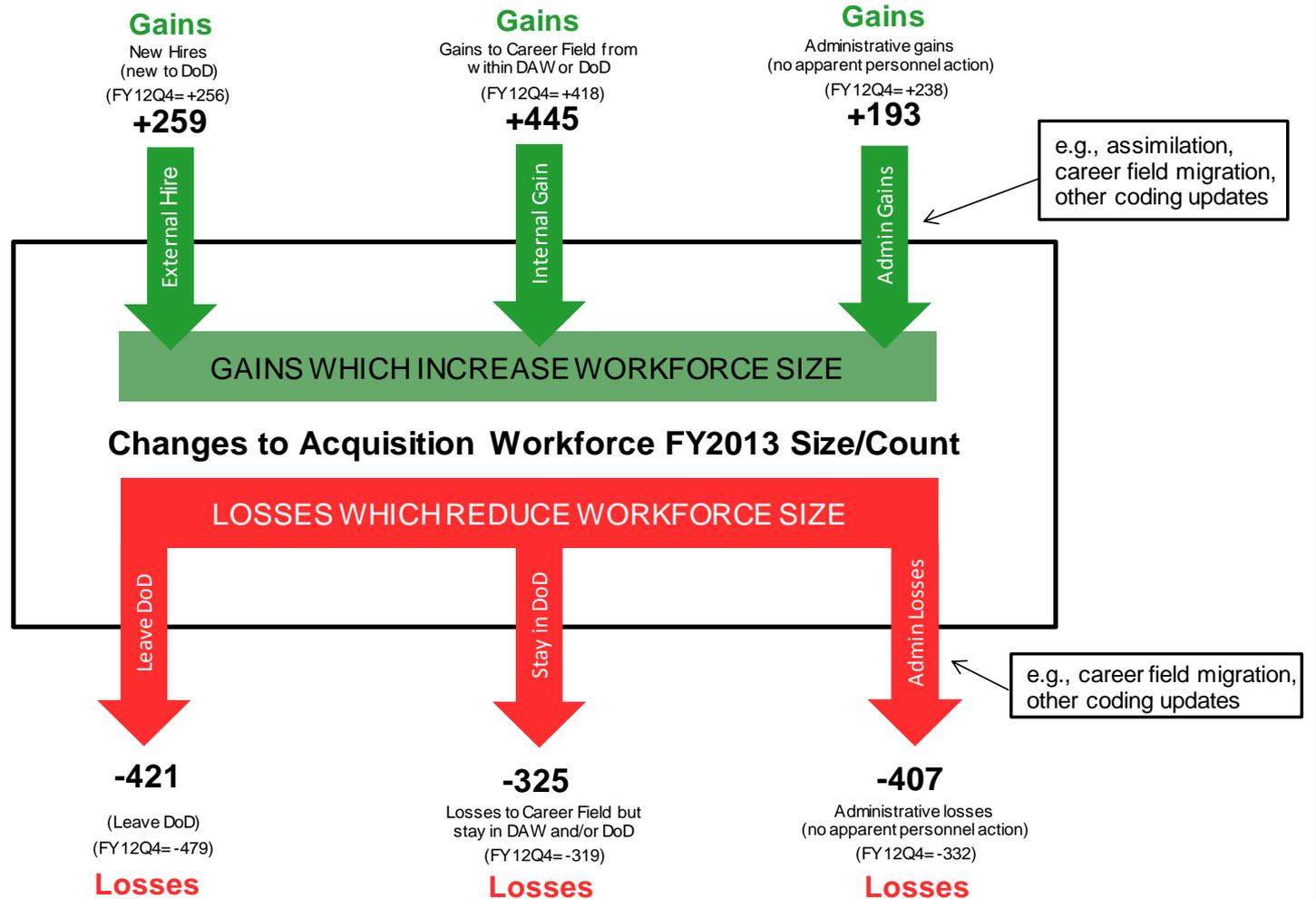
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2013 DMDC data provided by RAND.



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

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

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



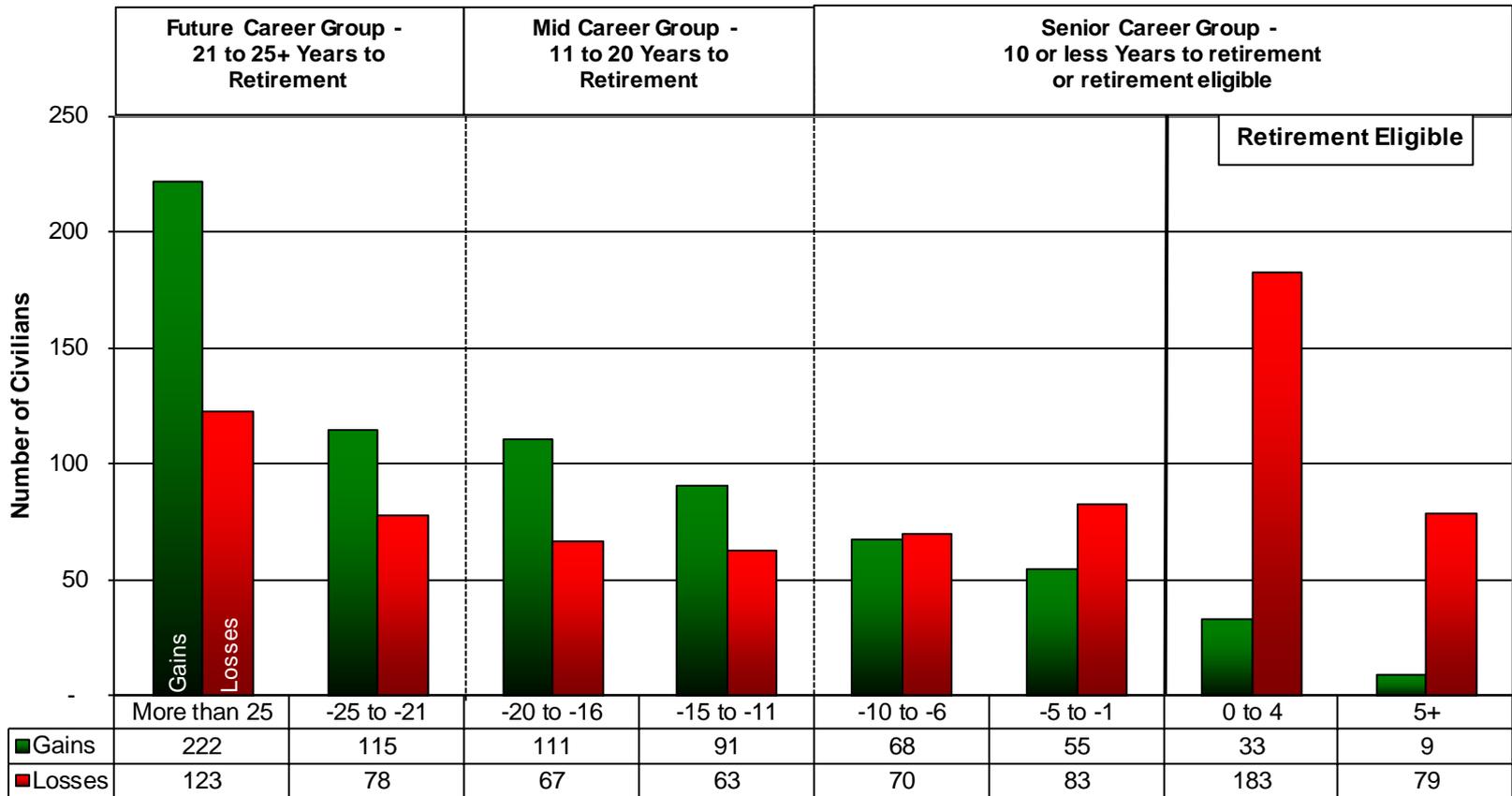


# End of FY 13 – DAW Information Summary – Business

## Workforce Lifecycle Gains and Losses

### Defense Acquisition Workforce (Civilian) - Business

Workforce Lifecycle FY2013 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

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

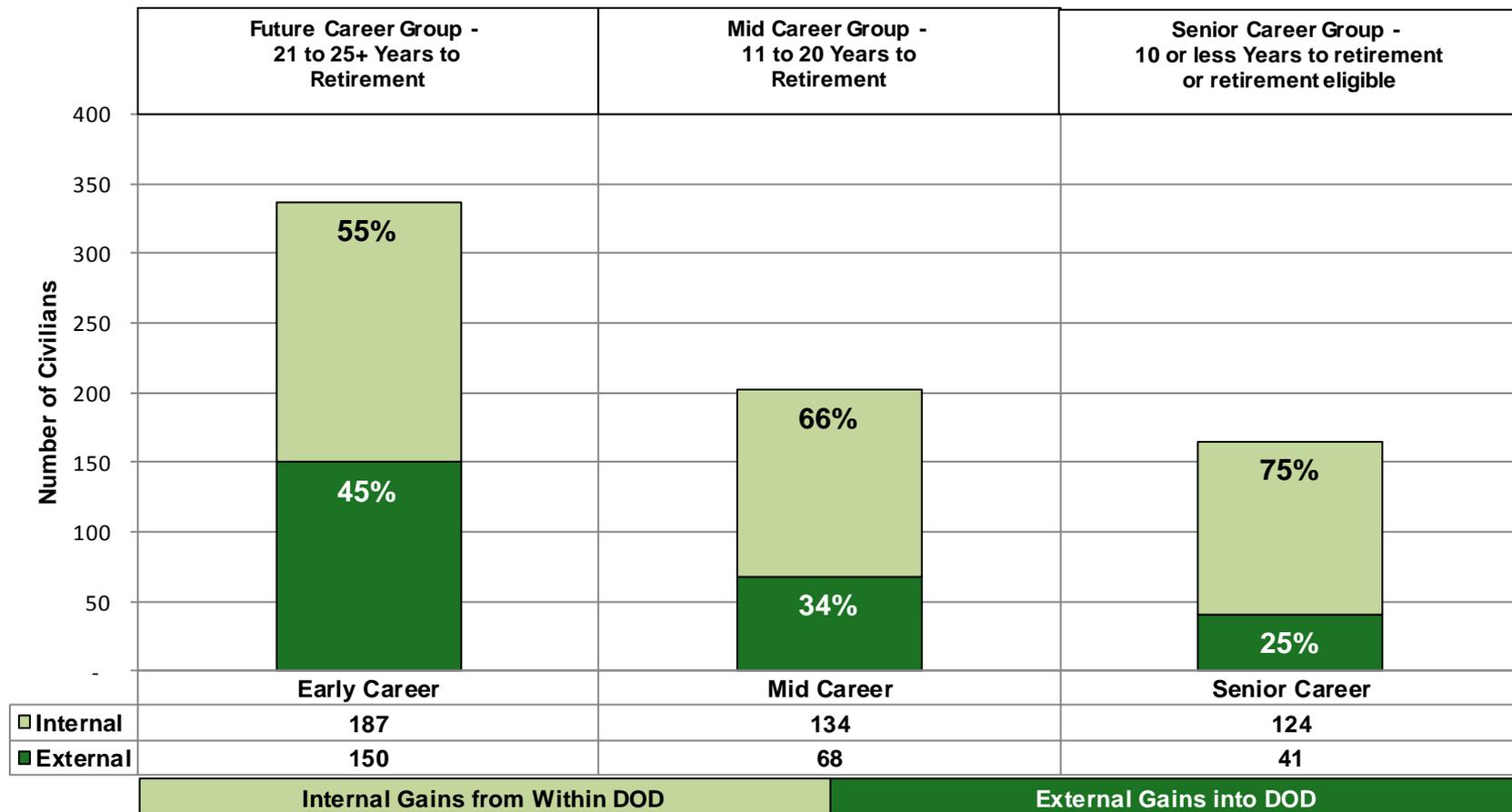
\*Does not include administrative gains and losses



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

## Defense Acquisition Workforce (Civilian) - Business

Workforce Lifecycle FY2013 Gains\*



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

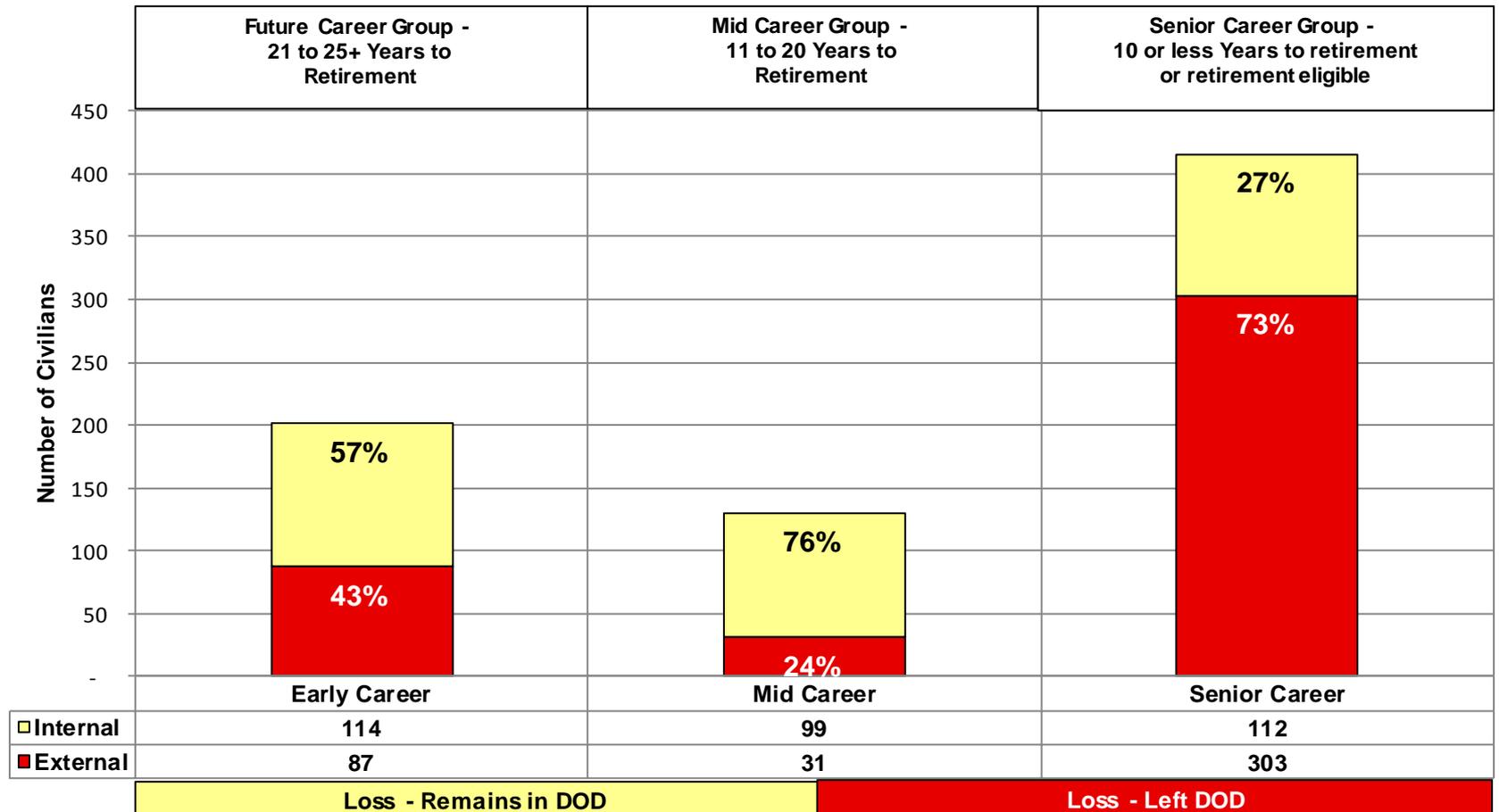
\*Does not include administrative gains



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

## Defense Acquisition Workforce (Civilian) - Business

Workforce Lifecycle FY2013 Losses\*



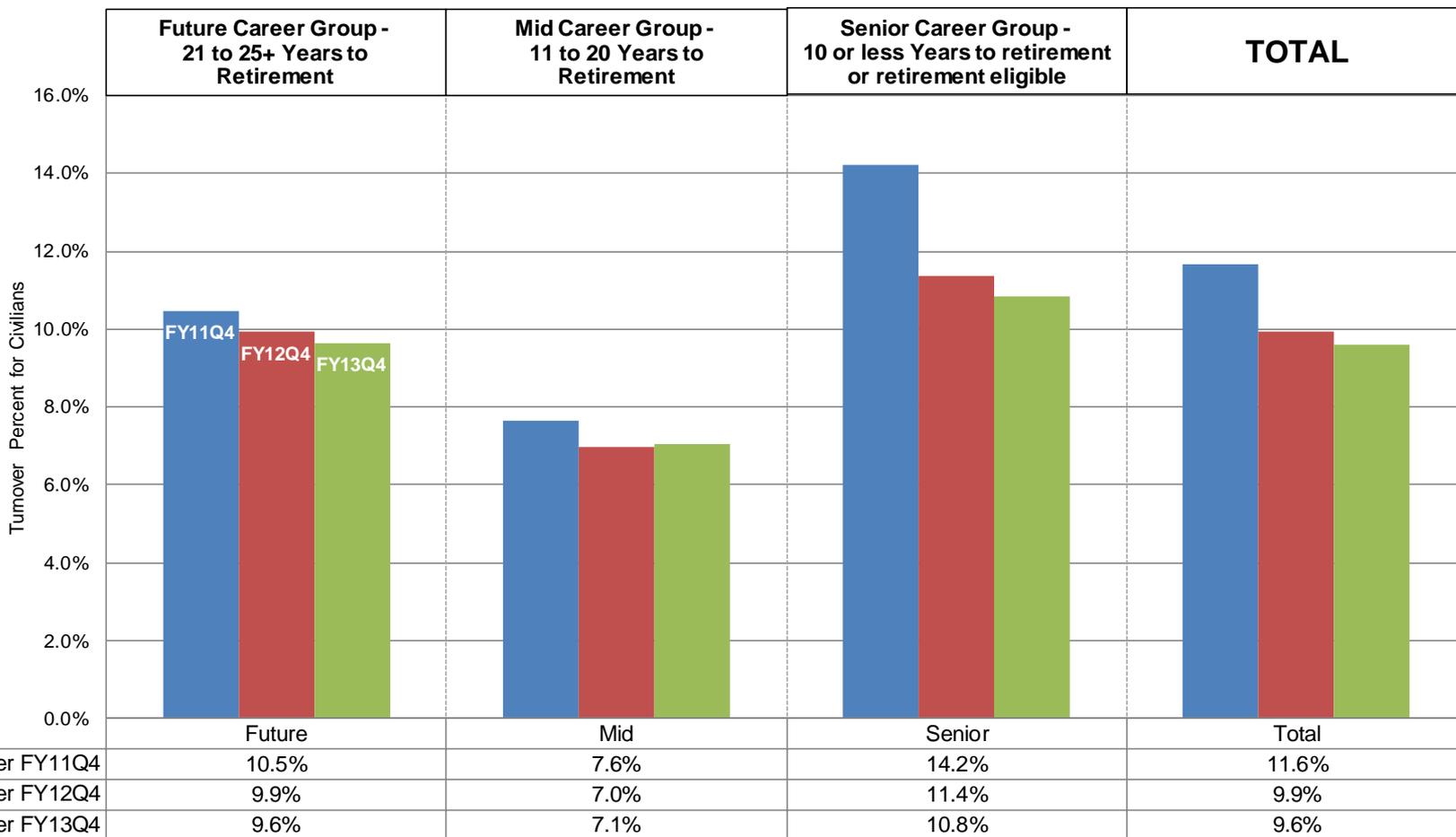
Source: RAND analysis using DMDC data (FY2011 and FY2013 data)

\*Does not include administrative losses



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

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



Turnover Percent by Career Lifecycle Groups



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

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

