



The Defense Acquisition Workforce



Supporting the Warfighter – Protecting the Taxpayer

2010

Improved Talent Management

2020

2030

2014

Defense Acquisition Workforce

Key Information

Contracting

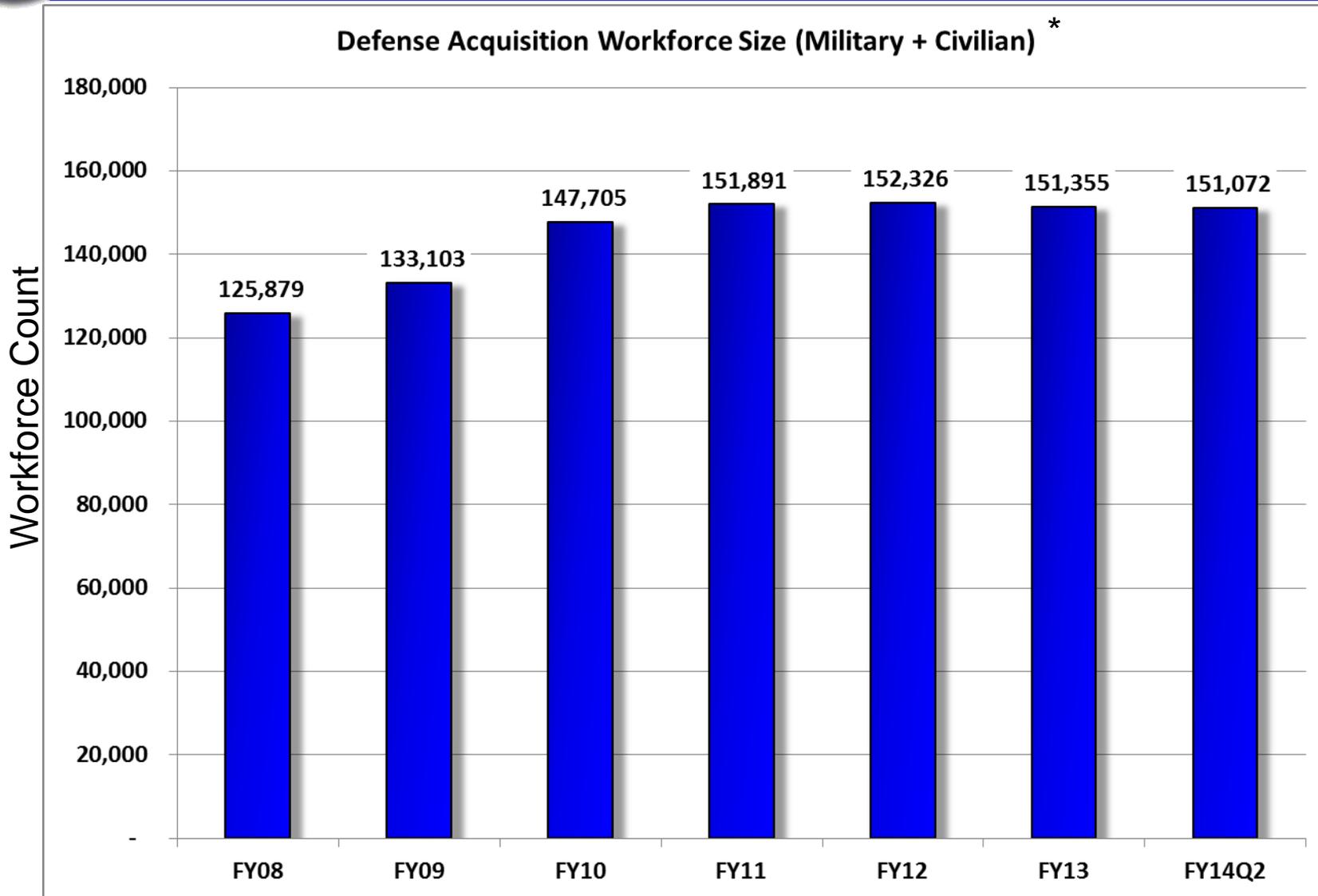
as of FY14 Q2 (31 March 2014)
Source: Compiled by AT&L HCI
Using Component Data



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

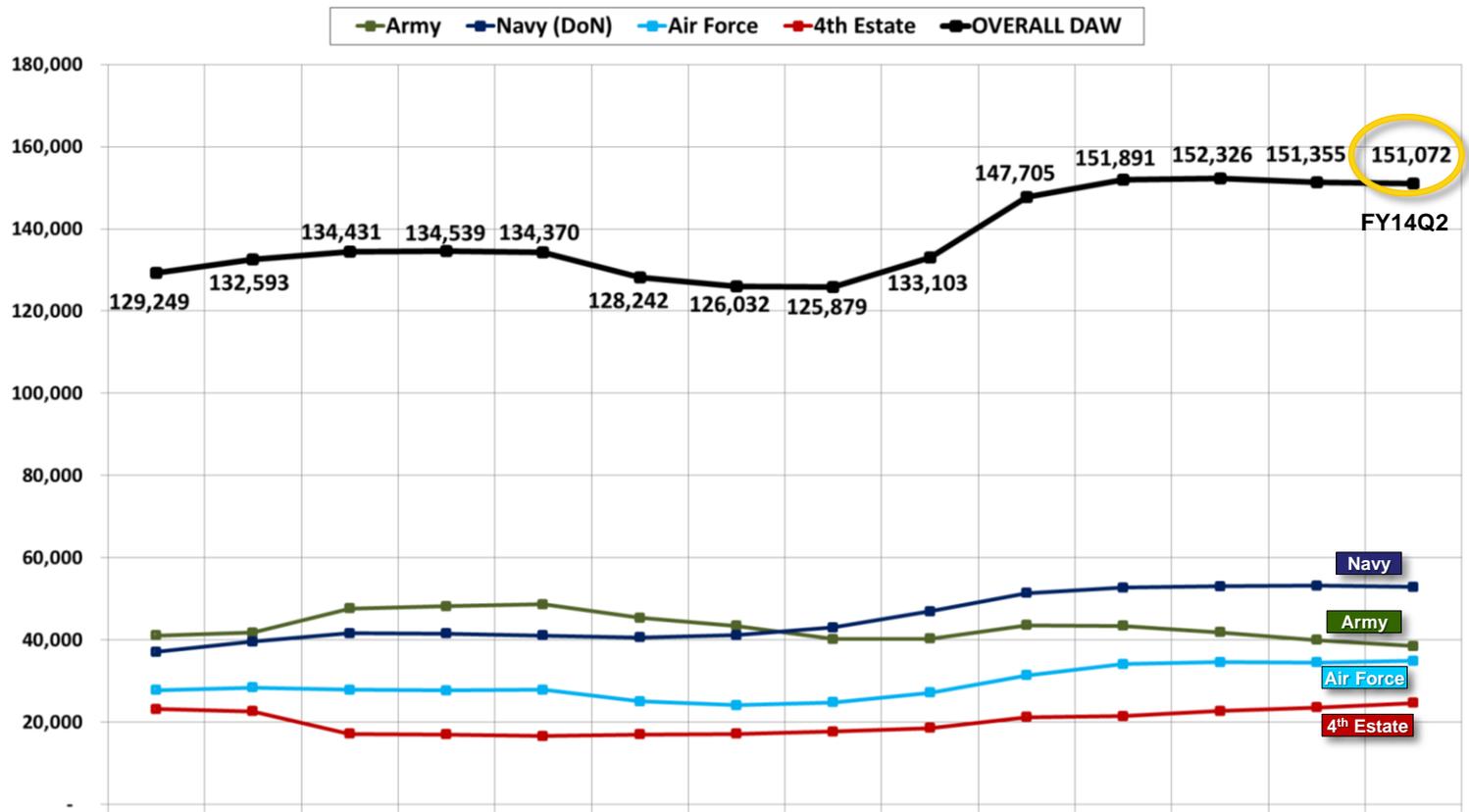


FY 14Q2 – DAW Information Summary – OVERALL Workforce Count by Service and Career Field

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%
FY14Q2 Totals (as of 3-31-2014)	38,494	52,902	34,964	24,712	151,072	
Component %	25.5%	35.0%	23.1%	16.4%		



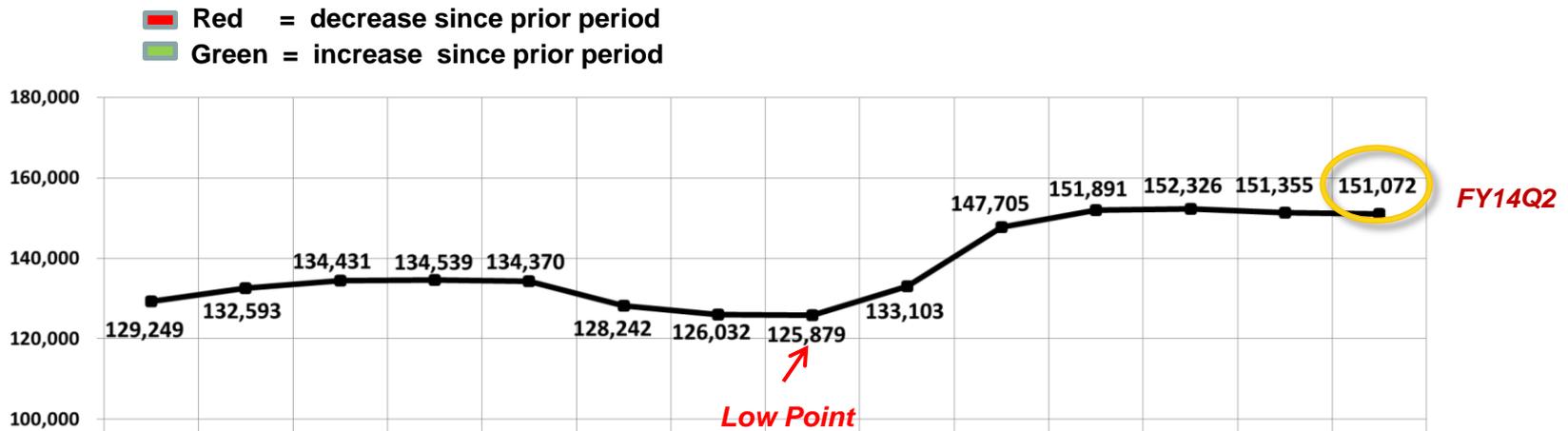
FY 14Q2 – DAW Information Summary – OVERALL Count by Component Field 2001 - 2014Q2



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
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	151,072
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%
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	151,072	17%	12%	20%



FY 14Q2 – DAW Information Summary – Contracting Count by Component 2005 – 2014Q2

Low Point
↓

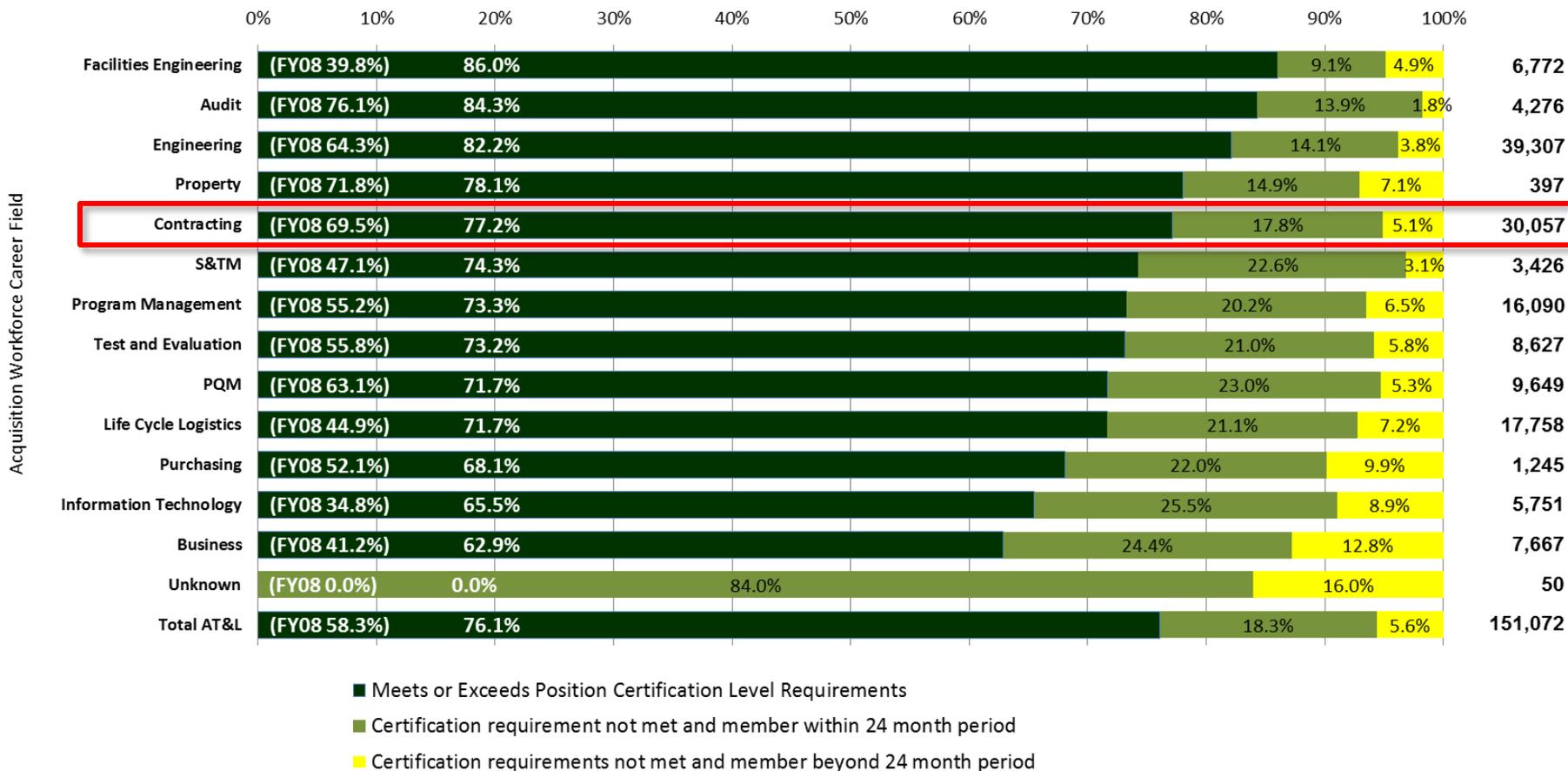
Defense Acq Workforce CONTRACTING	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q2	% Change Since FY05	% Change Since FY08
ARMY	8,015	10,048	9,632	7,714	8,391	8,839	9,125	8,834	8,606	8,393	5%	9%
DoN (Navy & MC)	5,068	5,017	5,076	5,245	5,516	6,001	6,041	5,771	5,716	5,655	12%	8%
AIR FORCE	7,424	7,371	6,762	6,834	7,443	7,865	7,996	8,339	8,381	8,511	15%	25%
DCMA	2,490	2,312	1,990	2,220	2,262	2,622	2,480	2,573	2,891	2,918	17%	31%
DLA	2,243	2,236	1,957	2,736	3,050	3,227	3,432	3,409	3,328	3,256	45%	19%
DCAA	1	1	4		1	2	2	1	2	2	100%	0%
MDA	55	71	61	117	135	191	189	206	219	207	276%	77%
DISA	199	191	254	265	268	305	328	374	360	358	80%	35%
DAU	83	80		87	107	141	135	149	131	128	54%	47%
DTRA	60	58	70	72	78	88	76	80	87	80	33%	11%
DHP (TMA & USUHS)	36	38	19	45	46	71	72	69	65	84	133%	87%
OSD & Staff	47	47	26	50	44	49	51	42	40	40	-15%	-20%
JCS					1	2	2	8	6	5	0%	0%
DeCA	101	84	73	87	92	107	113	113	108	103	2%	18%
WHS	37	40	19	41	34	37	72	103	111	110	197%	168%
DoDEA	62	46	45	41	42	58	61	64	60	53	-15%	29%
DFAS	59	56	24	57	52	69	63	65	61	60	2%	5%
DMEA					15	17	15	17	16	18	0%	0%
DoD HRA		1	1	4	6	21	18	19	21	21	0%	425%
DSCA	2	7	5	12	11	14	14	15	16	15	650%	25%
DoD TRMC											0%	0%
DMACT					20	19	14	16	17	14	0%	0%
DARPA	11	11	6	12	13	12	12	13	13	12	9%	0%
DSS		1		5	9	11	12	9	13	12	0%	140%
DTIC											0%	0%
NDU	6	5		3	1	2	2	2	2	2	-67%	-33%
ASD											0%	0%
DoD IG			1	1							0%	-100%
PFPA	5	4	1	2	1	1	1	1	1		-100%	-100%
OTHER 4th ESTATE	21	23	12	30	17	21	1				-100%	-100%
DAW TOTAL	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,292	30,271	30,057	15%	17%

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



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

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

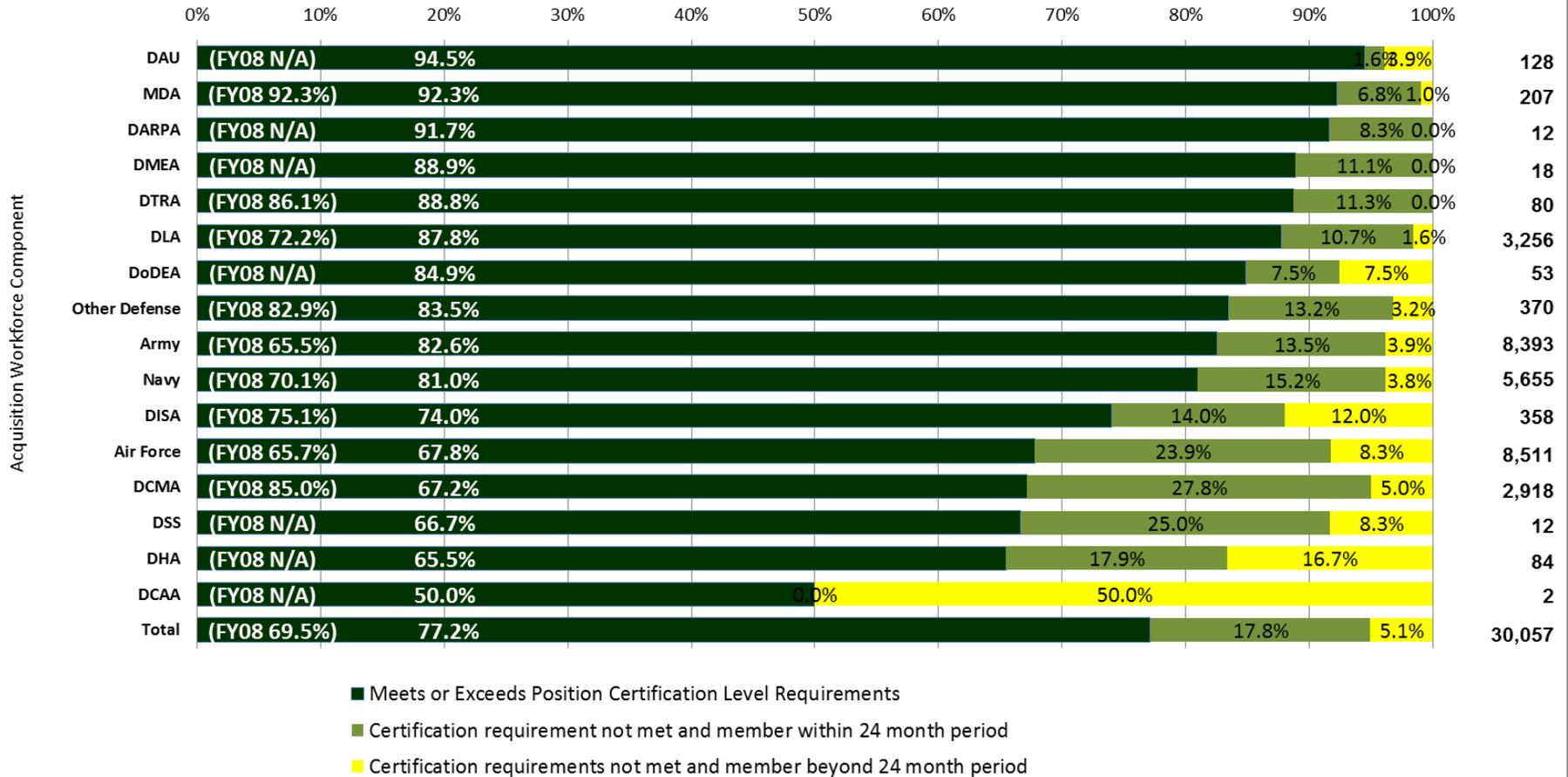


Numbers may not add to 100% due to rounding



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

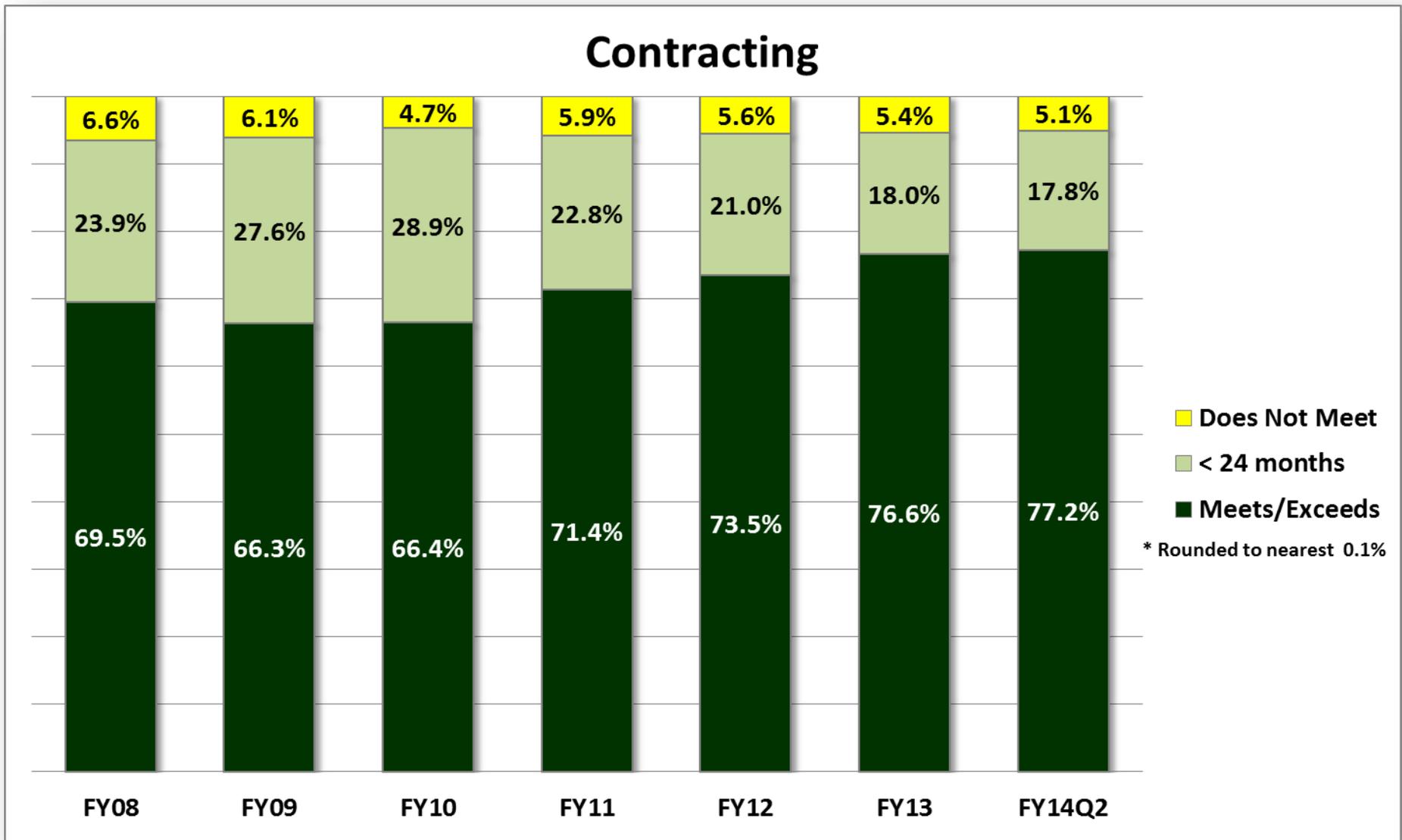
Certification Level "Meet/Exceed" Rates by Component Contracting (FY14Q2)



Numbers may not add to 100% due to rounding



FY 14Q2 – DAW Information Summary – Contracting Certification “Meets/Exceeds” Historical 2008 – 2014Q2



Numbers may not add to 100% due to rounding



FY 14Q2 – DAW Information Summary – Contracting

Certification Level Tables Required by Achieved and Compliance

Contracting Required Certification Level	Achieved Certification Level				FY14Q2 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	887	384	75	1,511	2,857	47.1%
Level II	2,383	10,233	3,894	1,766	18,276	77.3%
Level III	84	801	7,707	238	8,830	87.3%
<i>Unspecified</i>	8	18	11	57	94	
FY14Q2 TOTAL	3,362	11,436	11,687	3,572	30,057	77.2%
	11.2%	38.0%	38.9%	11.9%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,346	1,330	181	2,857	9.5%
Level II	14,127	3,080	1,069	18,276	60.8%
Level III	7,707	854	269	8,830	29.4%
<i>Unspecified</i>	11	77	6	94	0.3%
Contracting TOTAL	23,191	5,341	1,525	30,057	
	77.2%	17.8%	5.1%		

 = Compliance

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

Numbers may not add to 100% due to rounding



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

Occupied Position Type	CON TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	121	0.4%	1,034	0.7%
Critical Acquisition Positions (CAPs) *	2,913	9.7%	16,412	10.9%
Non-CAP Positions	27,023	89.9%	133,626	88.5%
TOTAL	30,057		151,072	

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

Highest Level of Education	CON TOTAL		Entire DAW	
Post Grad	11,627	38.7%	56,096	37.1%
Bachelors	14,199	47.2%	68,571	45.4%
Some College	2,192	7.3%	11,973	7.9%
High School	1,851	6.2%	13,090	8.7%
Other	188	0.6%	1,342	0.9%
TOTAL	30,057		151,072	

Type	CON TOTAL		Entire DAW	
Civilian	25,003	83.2%	134,838	89.3%
Military	5,054	16.8%	16,234	10.7%
TOTAL	30,057		151,072	

Numbers may not add to 100% due to rounding



FY 14Q2 – DAW Information Summary – Contracting Top Occupational Series

Civilian Occupational Series	CON TOTAL	
1102 - Contract Specialist	23,417	93.7%
1101 - Business and Industry Specialist	672	2.7%
0810 - Engineer, Civil	643	2.6%
0301 - Administration & Program Staff	50	0.20%
0830 - Engineer, Mechanical	37	0.15%
0801 - Engineer, General	25	0.10%
1910 - Quality Assurance Specialist	17	0.07%
0850 - Engineer, Electrical	15	0.06%
1199 - Business and Industry Student Trainee	13	0.05%
0343 - Management and Program Analyst	13	0.05%
<i>Other</i>	101	0.40%
TOTAL CIVILIAN	25,003	Civilians

Numbers may not add to 100% due to rounding



FY 14Q2 – DAW Information Summary – Contracting Demographics

Race	CON TOTAL		Entire DAW	
WHITE	20,871	69.4%	113,714	75.3%
BLACK	5,719	19.0%	17,618	11.7%
ASIAN	1,353	4.5%	9,601	6.4%
MULTI	588	2.0%	2,547	1.7%
AMI/AN	181	0.6%	847	0.6%
PI	194	0.6%	625	0.4%
<i>Unspecified</i>	1,151	3.8%	6,120	4.1%
TOTAL	30,057		151,072	

Gender	CON TOTAL		Entire DAW	
Males	15,492	51.5%	106,260	70.3%
Females	14,508	48.3%	44,041	29.2%
<i>Unspecified</i>	57	0.2%	771	0.5%
TOTAL	30,057		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 – Contracting Fact Sheet

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Contracting	FY 2008				FY 2013			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	21,773	3,907	25,680	125,879	25,383	4,888	30,271	151,355
Change in size from 2008	-	-	-	-	17%	25%	18%	20%
Civilian/Military Composition	85%	15%	-	-	84%	16%	-	-
Educational Attainment								
Bachelor's Degree or Higher	79%	61%	77%	77%	91%	57%	85%	83%
Graduate Degree	27%	28%	27%	29%	39%	29%	38%	36%
Certification								
Level I or Higher Achieved	82%	61%	78%	72%	91%	68%	87%	86%
Level II or Higher Achieved	75%	44%	70%	61%	83%	41%	76%	74%
Level III Achieved	37%	19%	34%	36%	42%	19%	38%	43%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	82%	51%	77%	75%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	14%	37%	18%	19%
Does Not Meet Certification Requirement	6%	13%	7%	14%	4%	12%	5%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	68%	13%	59%	62%	46%	3%	39%	45%
Average Age	46.8	34.7	45.0	45.7	45.3	33.2	43.3	44.9
Workforce Life-Cycle Model (YRE)*	21/22/58(%)	-	-	20/23/57 (%)(Civ)	29/23/47(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	17.9	12.3	17.1	17.3	15.3	11.2	14.7	15.2
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	4,188(16%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	4,421(17%)	-	-	26,858(18%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,036/2,242	-	-	9,961/10,917

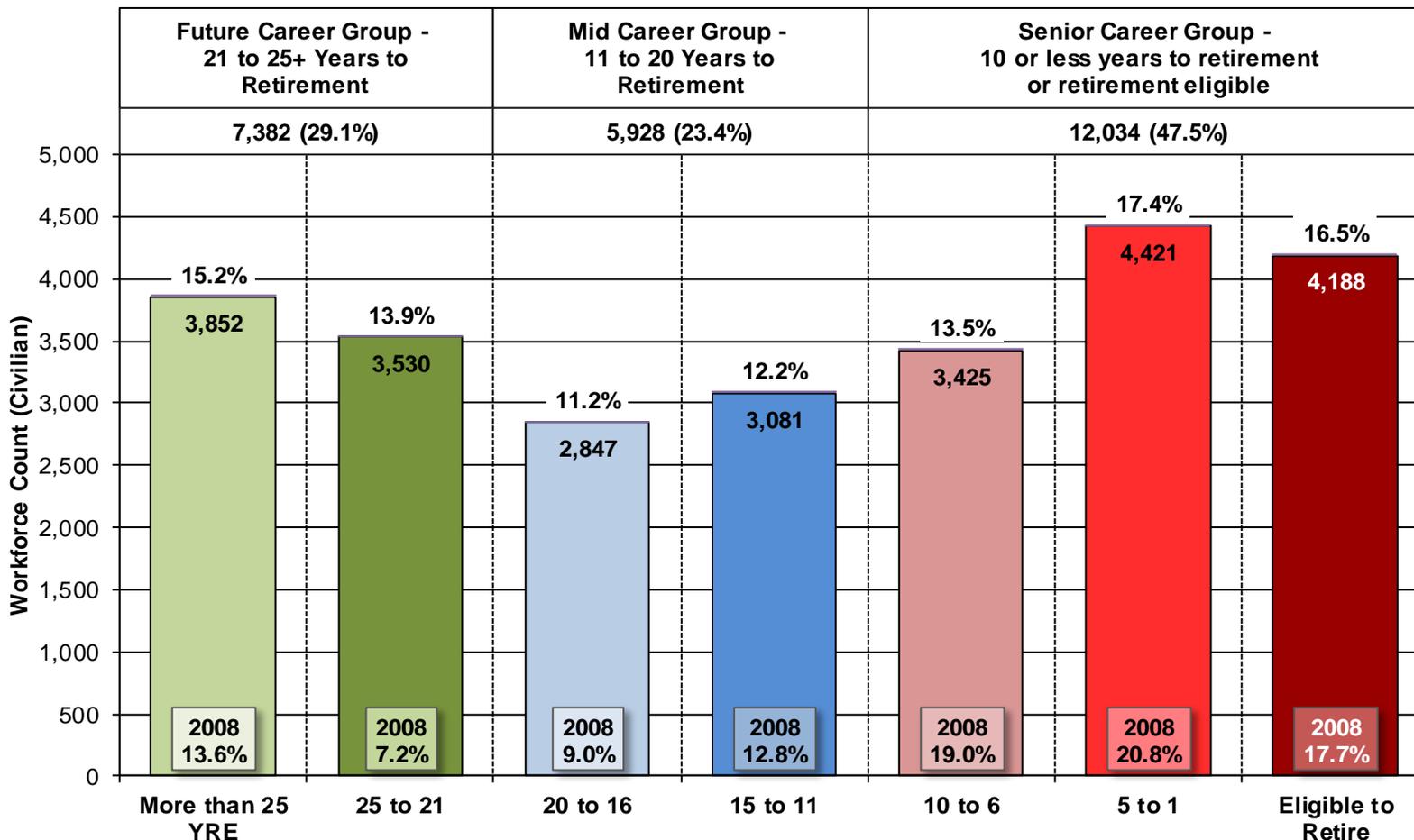
Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2013 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

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



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

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



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

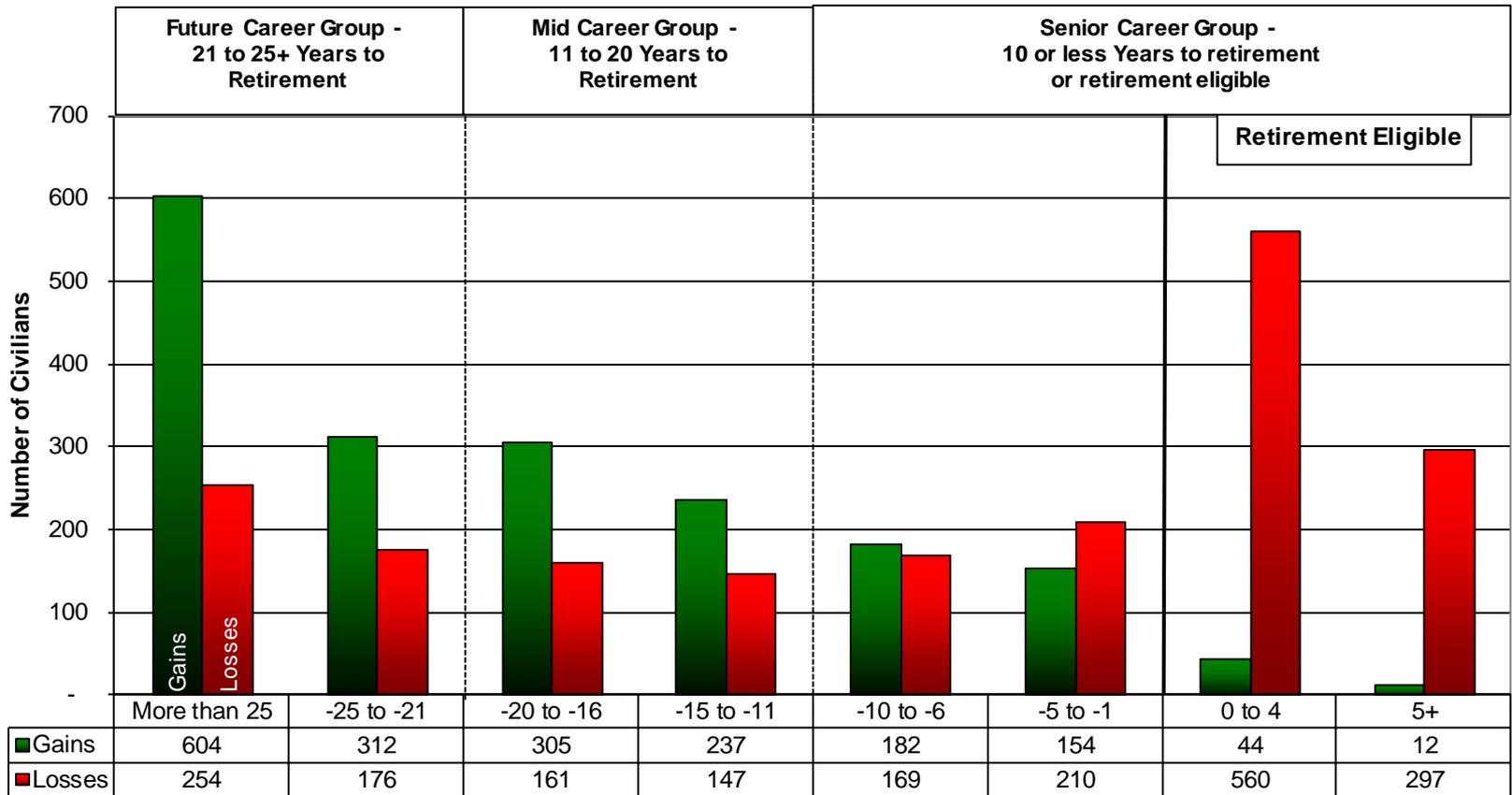


End of FY 13 – DAW Information Summary – Contracting

Workforce Lifecycle Gains and Losses

Defense Acquisition Workforce (Civilian) - Contracting

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

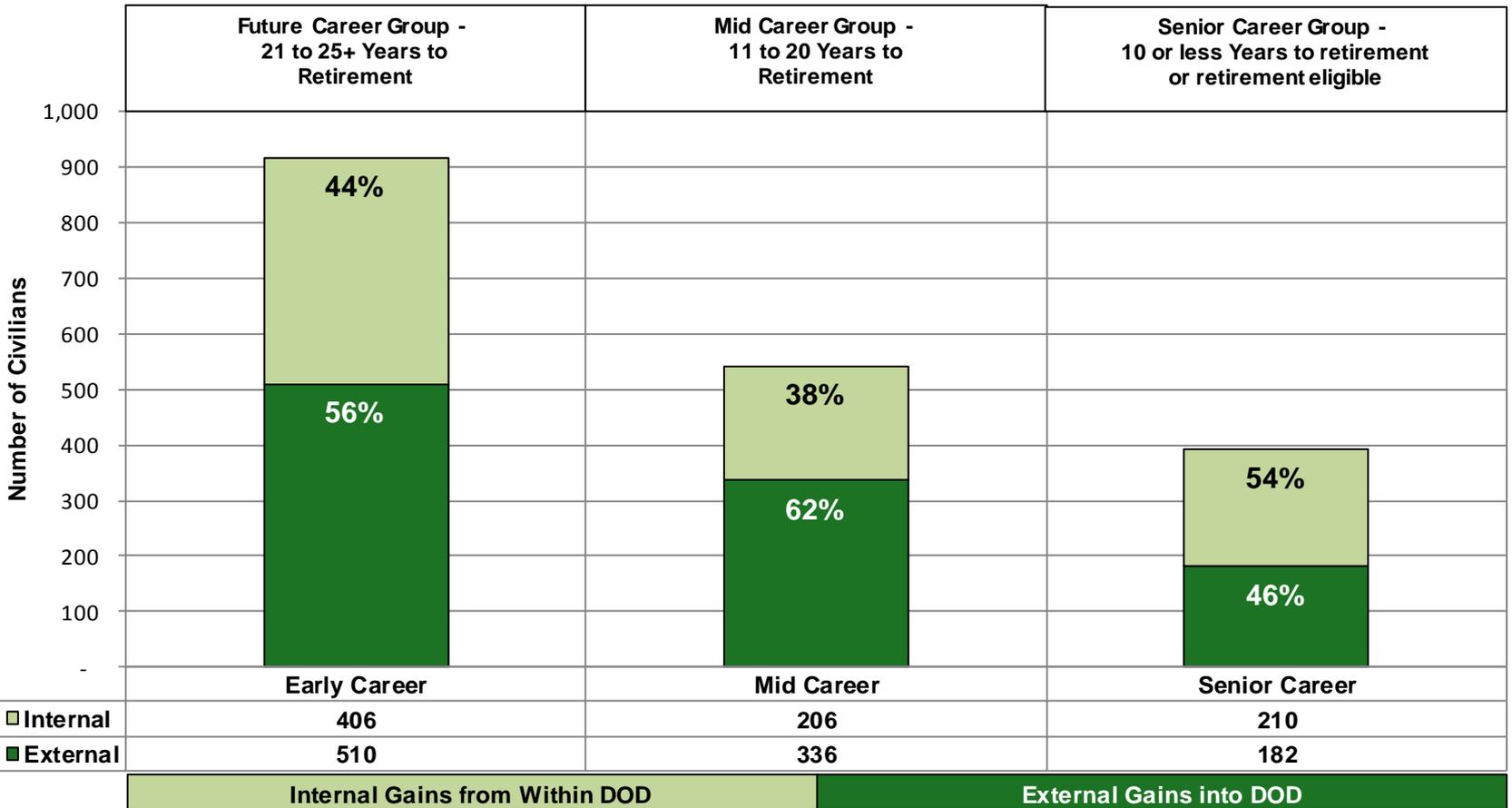


End of FY 13 – DAW Information Summary – Contracting

Gains – DoD Internal/External

Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2013 Gains*



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

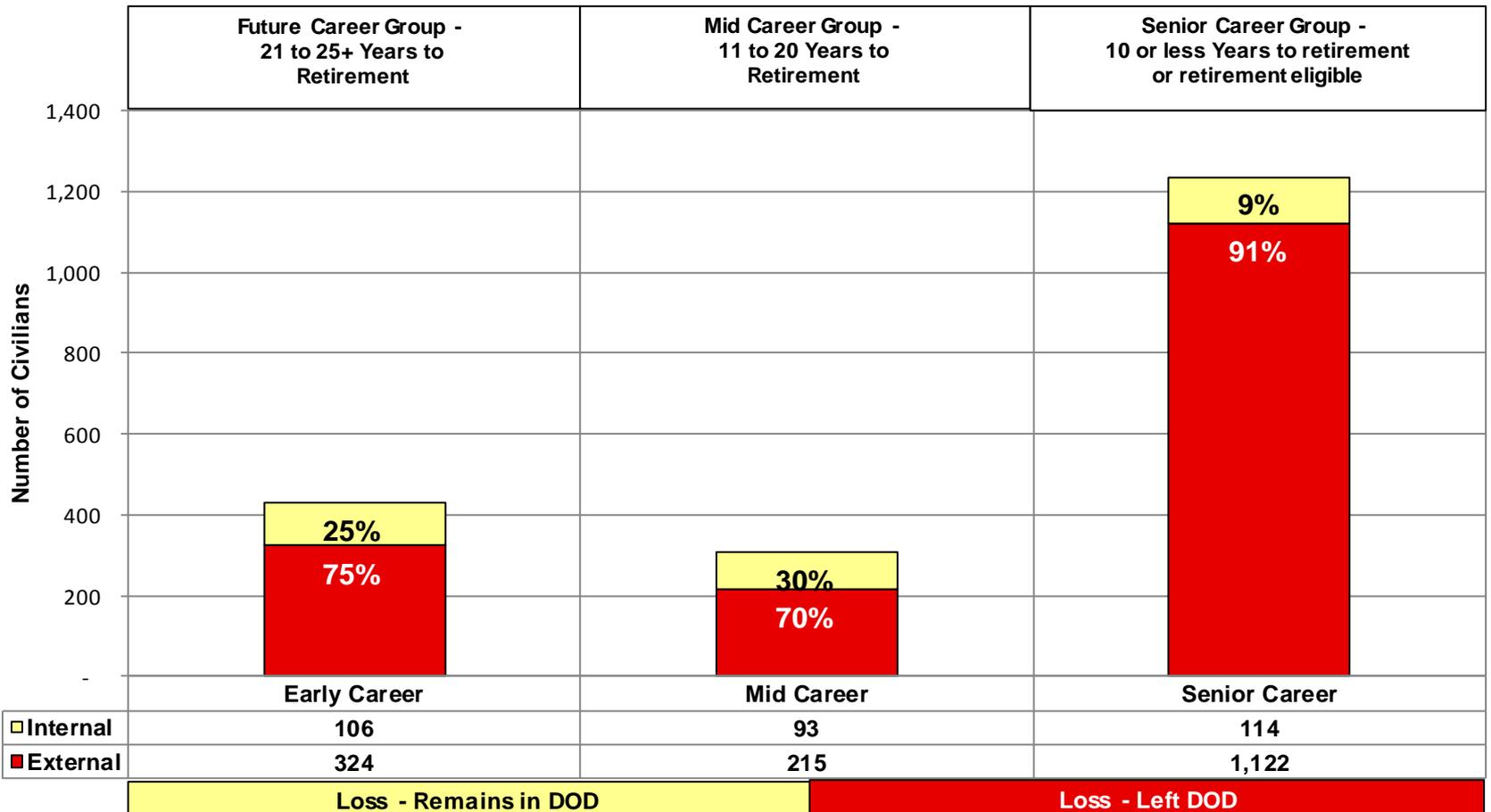
*Does not include administrative gains



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

Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2013 Losses*



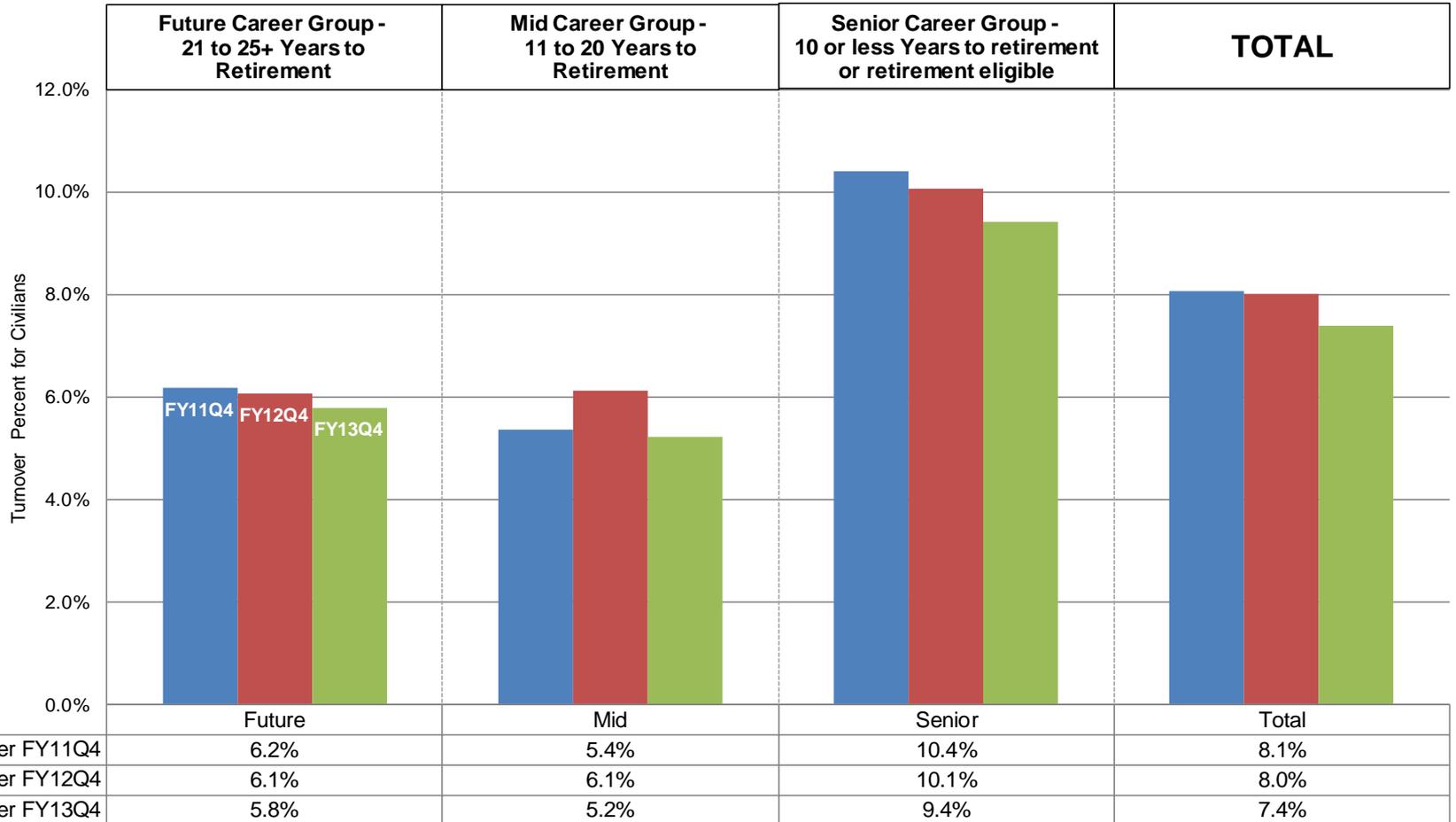
Source: RAND analysis using DMDC data (FY 2011 and FY 2013 data)

*Does not include administrative losses



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

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



Turnover Percent by Career Lifecycle Groups



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

