



# The Defense Acquisition Workforce



Supporting the Warfighter – Protecting the Taxpayer

2010

*Improved Talent Management*

2020

2030

2014

## Defense Acquisition Workforce

### Key Information

### Engineering

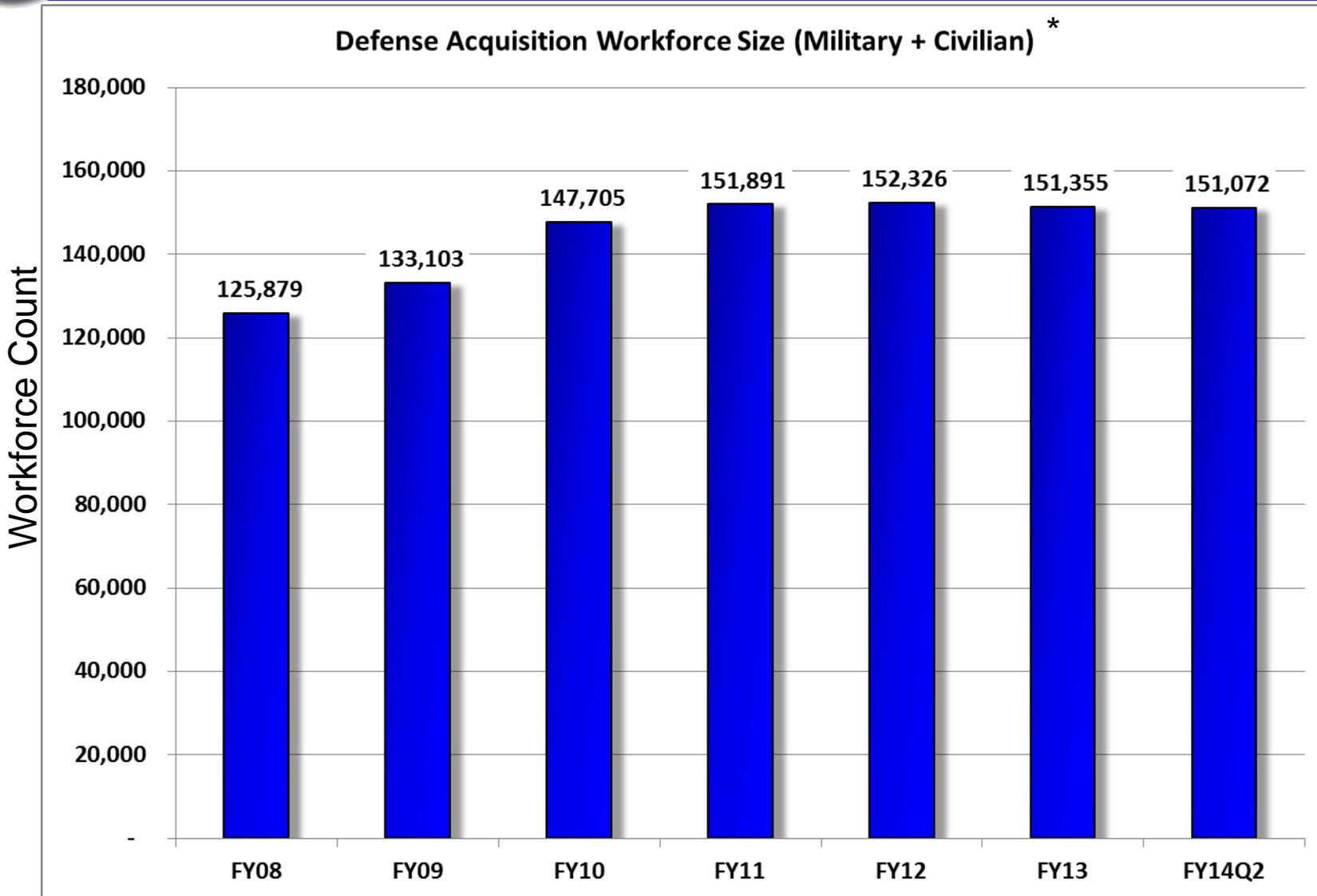
*as of FY14 Q2 (31 March 2014)*  
*Source: Compiled by AT&L HCI*  
*Using Component Data*



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



# End of FY 13 – DAW Information Summary – OVERALL Workforce Historical Count FY 2008 – 2014Q2



\*Incumbents on positions designated as acquisition

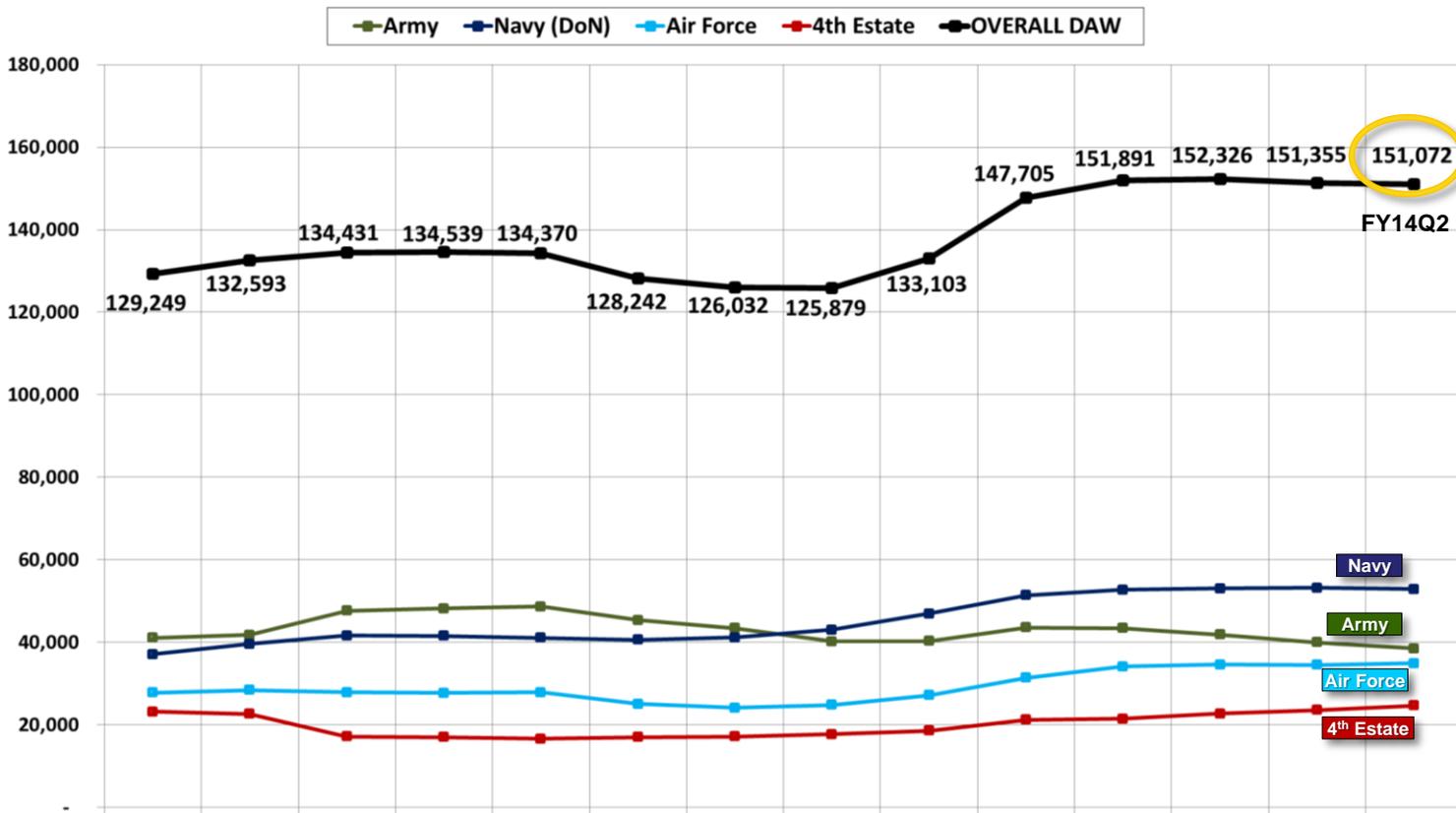


# End of FY 13 – DAW Information Summary – OVERALL Workforce Count by Service and Career Field

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>		



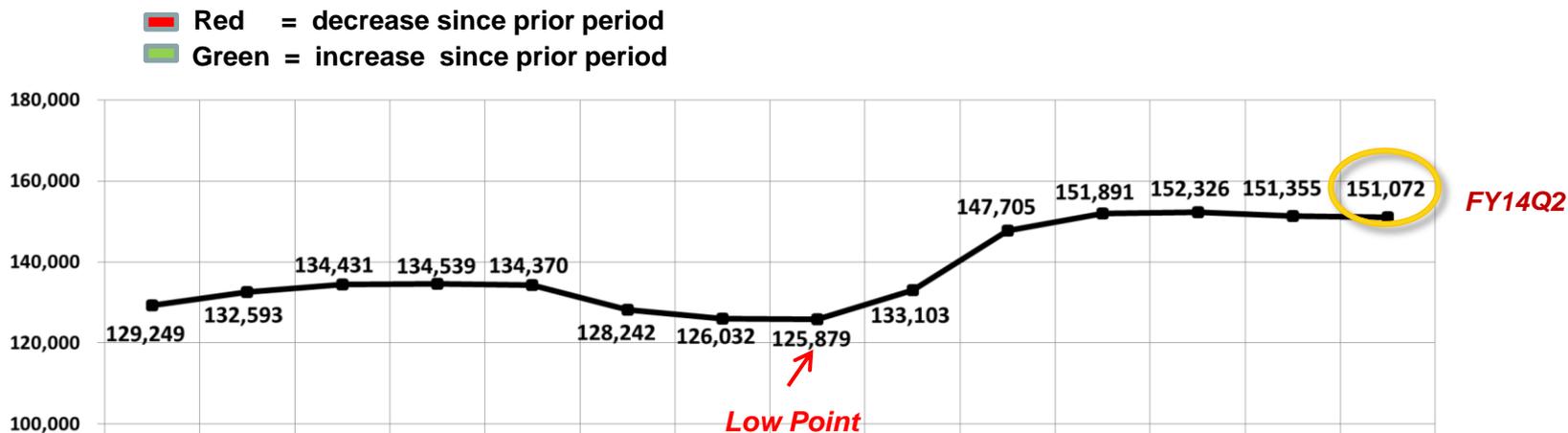
# End of FY 13 – DAW Information Summary – OVERALL Count by Component Field 2001 - 2014Q2



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%



# End of FY 13 – 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 – Engineering Count by Component 2005 – 2014Q2

Low Point  
↓

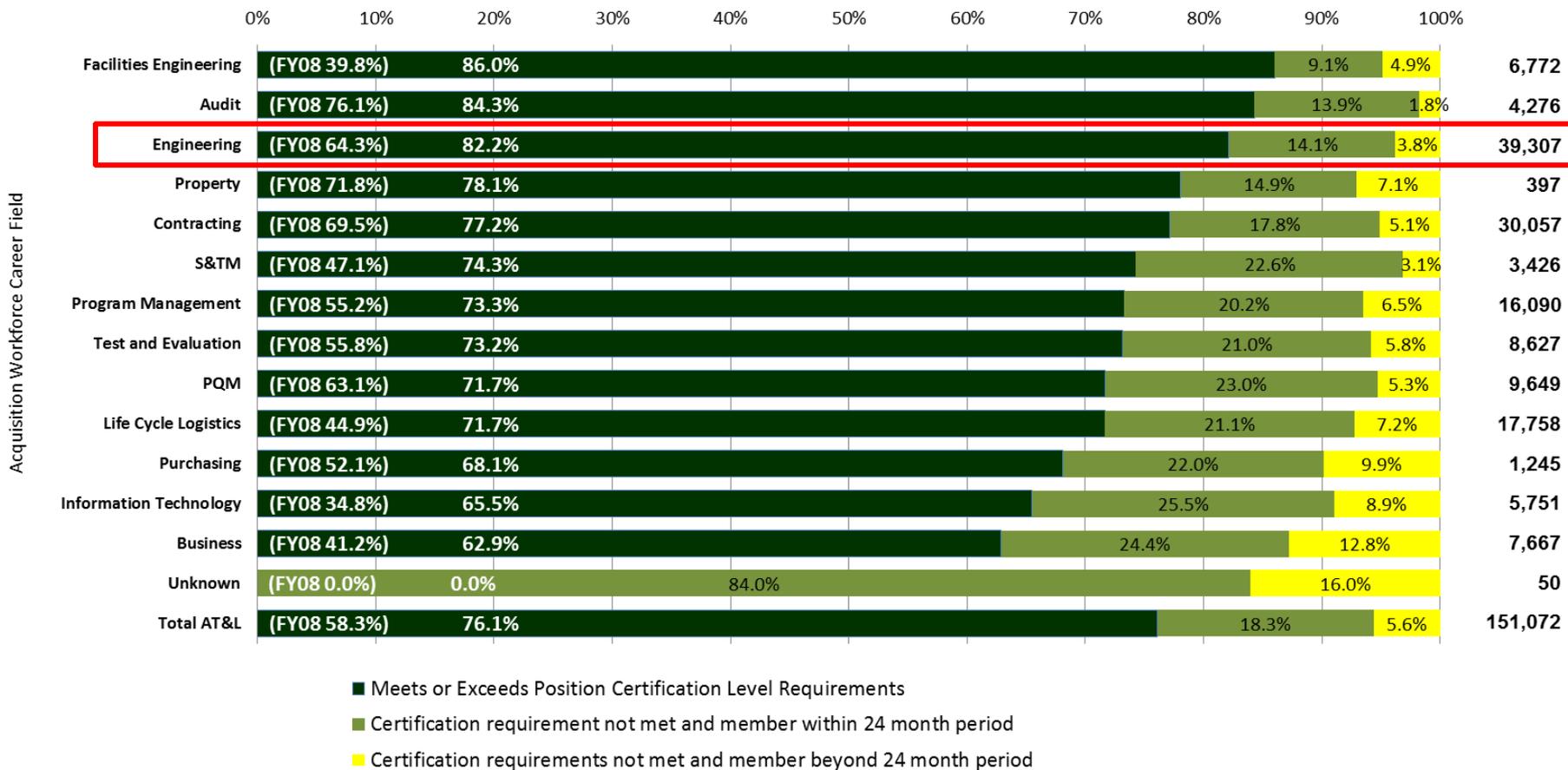
Defense Acq Workforce Engineering	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q2	% Change Since FY05	% Change Since FY08
ARMY	11,138	11,964	11,050	10,769	10,208	10,644	10,108	9,810	9,419	9,161	-18%	-15%
DoN (Navy & MC)	16,886	16,688	16,804	16,576	18,085	19,270	19,325	19,498	19,588	19,464	15%	17%
AIR FORCE	6,505	6,237	6,162	6,429	7,197	7,625	8,514	8,649	8,521	8,650	33%	35%
DCMA	30	59	393	282	660	813	917	974	1,134	1,165	3783%	313%
DLA	23	14	42	19	16	16	15	11	12	12	-48%	-37%
DCAA											0%	0%
MDA	111	117	135	281	363	623	615	644	631	617	456%	120%
DISA	4	16	96	89	74	58	69	69	76	77	1825%	-13%
DAU	26	30		33	41	46	48	49	45	44	69%	33%
DTRA	11	1	1	7	11	27	17	35	45	46	318%	557%
DHP (TMA & USUHS)			2	2	8	9	9	10	8	7	0%	250%
OSD & Staff	18	15	16	31	19	25	24	21	29	28	56%	-10%
JCS			2					12	12	12	0%	0%
DeCA											0%	0%
WHS											0%	0%
DoDEA											0%	0%
DFAS		1	1								0%	0%
DMEA						29	26	23	23	23	0%	0%
DoD HRA			1								0%	0%
DSCA				1							0%	-100%
DoD TRMC								1	1	1	0%	0%
DMACT											0%	0%
DARPA			1								0%	0%
DSS											0%	0%
DTIC				1							0%	-100%
NDU											0%	0%
ASD					4	4	3	1			0%	0%
DoD IG				1							0%	-100%
PFFA											0%	0%
OTHER 4th ESTATE			4	16	18	12					0%	-100%
<b>DAW TOTAL</b>	<b>34,752</b>	<b>35,142</b>	<b>34,710</b>	<b>34,537</b>	<b>36,704</b>	<b>39,201</b>	<b>39,690</b>	<b>39,807</b>	<b>39,544</b>	<b>39,307</b>	<b>13%</b>	<b>14%</b>

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



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

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

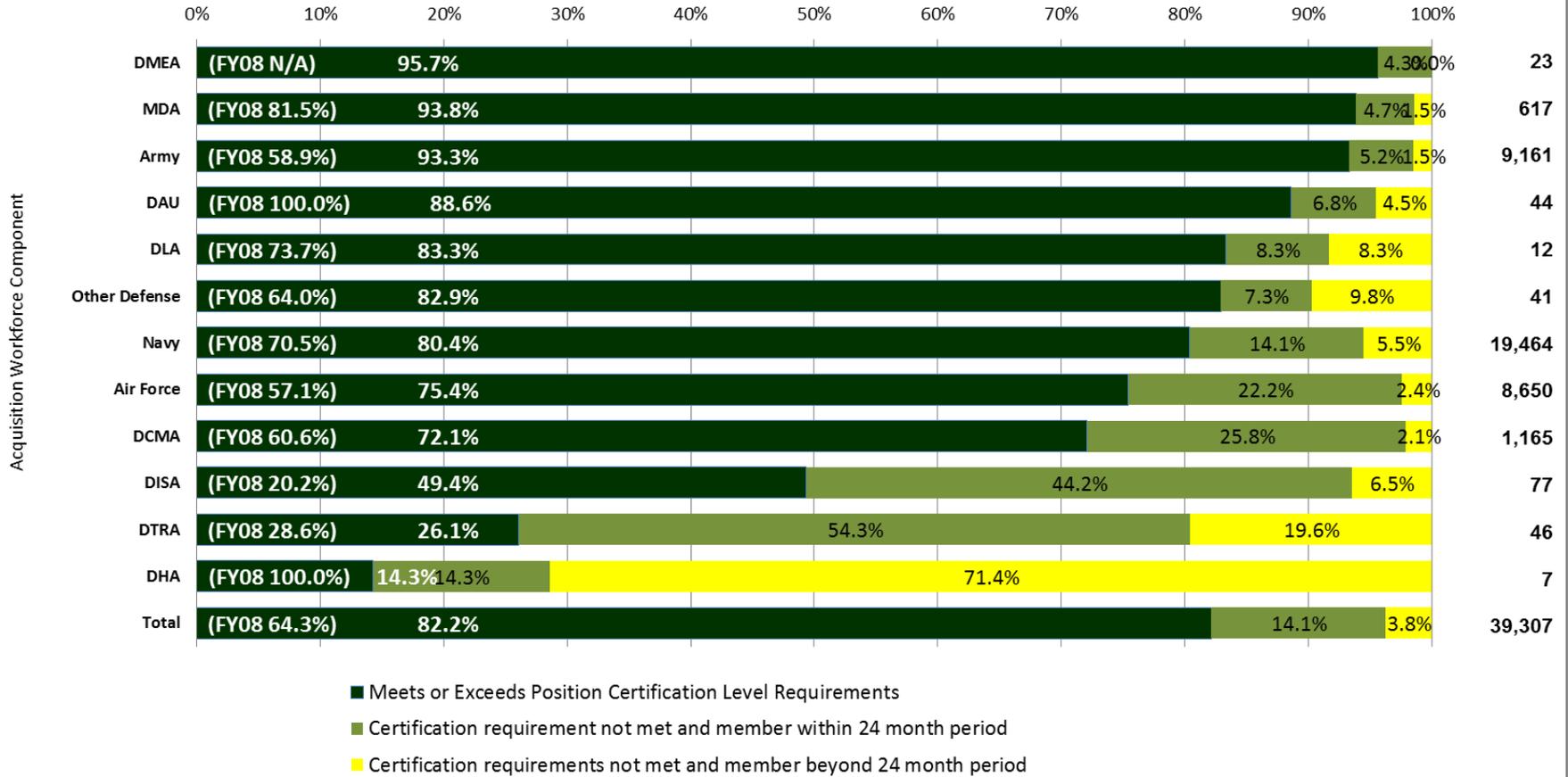


Numbers may not add to 100% due to rounding



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

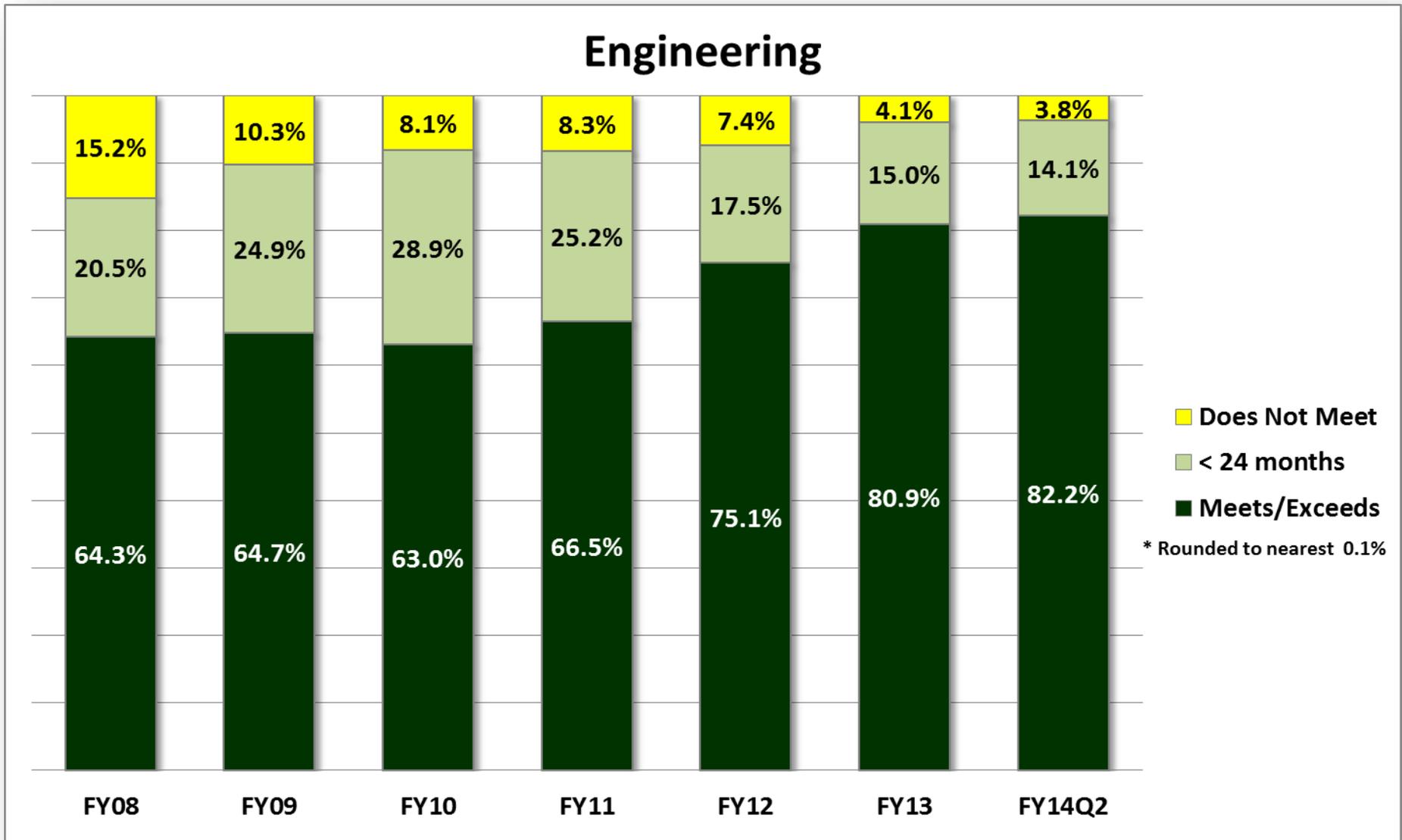
## Certification Level "Meet/Exceed" Rates by Component Engineering (FY14Q2)



Numbers may not add to 100% due to rounding



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



Numbers may not add to 100% due to rounding



# FY 14Q2 – DAW Information Summary – Engineering

## Certification Level Tables Required by Achieved and Compliance

Engineering Required Certification Level	Achieved Certification Level				FY14Q2 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	2,130	368	146	1,104	3,748	70.5%
Level II	2,368	6,416	6,003	1,666	16,453	75.5%
Level III	364	860	17,231	643	19,098	90.2%
<i>Unspecified</i>	1	-	1	6	8	
<b>FY14Q2 TOTAL</b>	<b>4,863</b>	<b>7,644</b>	<b>23,381</b>	<b>3,419</b>	<b>39,307</b>	<b>82.2%</b>
	12.4%	19.4%	59.5%	8.7%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2,644	1,071	33	3,748	9.5%
Level II	12,419	3,315	719	16,453	41.9%
Level III	17,231	1,144	723	19,098	48.6%
<i>Unspecified</i>	1	2	5	8	0.0%
<b>Engineering TOTAL</b>	<b>32,295</b>	<b>5,532</b>	<b>1,480</b>	<b>39,307</b>	
	82.2%	14.1%	3.8%		

  = Compliance

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

Numbers may not add to 100% due to rounding



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

Occupied Position Type	Engineering TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	141	0.4%	1,034	0.7%
Critical Acquisition Positions (CAPs) *	4,372	11.1%	16,412	10.9%
Non-CAP Positions	34,794	88.5%	133,626	88.5%
<b>TOTAL</b>	<b>39,307</b>		<b>151,072</b>	

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

Highest Level of Education	Engineering TOTAL		Entire DAW	
Post Grad	15,756	40.1%	56,096	37.1%
Bachelors	22,629	57.6%	68,571	45.4%
Some College	188	0.5%	11,973	7.9%
High School	181	0.5%	13,090	8.7%
Other	553	1.4%	1,342	0.9%
<b>TOTAL</b>	<b>39,307</b>		<b>151,072</b>	

Type	Engineering TOTAL		Entire DAW	
Civilian	37,452	95.3%	134,838	89.3%
Military	1,855	4.7%	16,234	10.7%
<b>TOTAL</b>	<b>39,307</b>		<b>151,072</b>	

Numbers may not add to 100% due to rounding



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

Civilian Occupational Series	Engineering TOTAL	
0855 - Engineer, Electronics	10,503	28.0%
0801 - Engineer, General	7,241	19.3%
0830 - Engineer, Mechanical	5,507	14.7%
1550 - Computer Scientist	3,050	8.14%
0861 - Engineer, Aerospace	2,719	7.26%
0854 - Engineer, Computers	2,412	6.44%
0850 - Engineer, Electrical	1,284	3.43%
1515 - Operations Research Analyst	651	1.74%
1310 - Physicist	525	1.40%
0893 - Engineer, Chemical	481	1.28%
<i>Other</i>	3,079	8.22%
<b>TOTAL CIVILIAN</b>	<b>37,452</b>	<b>Civilians</b>

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



# FY 14Q2 – DAW Information Summary – Engineering Demographics

Race	Engineering TOTAL		Entire DAW	
WHITE	30,369	77.3%	113,714	75.3%
BLACK	2,231	5.7%	17,618	11.7%
ASIAN	4,187	10.7%	9,601	6.4%
MULTI	502	1.3%	2,547	1.7%
AMI/AN	172	0.4%	847	0.6%
PI	103	0.3%	625	0.4%
<i>Unspecified</i>	1,743	4.4%	6,120	4.1%
<b>TOTAL</b>	<b>39,307</b>		151,072	

Gender	Engineering TOTAL		Entire DAW	
Males	32,734	83.3%	106,260	70.3%
Females	6,078	15.5%	44,041	29.2%
<i>Unspecified</i>	495	1.3%	771	0.5%
<b>TOTAL</b>	<b>39,307</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 – Engineering Fact Sheet

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Engineering	FY 2008				FY 2013			
	Engineering Civilian (Civ)	Engineering Military (Mil)	Total Engineering (Civ+Mil)	Defense Acquisition Workforce	Engineering Civilian (Civ)	Engineering Military (Mil)	Total Engineering (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	32,421	2,116	34,537	125,879	37,749	1,795	39,544	151,355
Change in size from 2008	-	-	-	-	16%	-15%	14%	20%
Civilian/Military Composition	94%	6%	-	-	95%	5%	-	-
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	98%	95%	98%	77%	99%	98%	99%	83%
Graduate Degree	36%	45%	36%	29%	39%	58%	40%	36%
<b>Certification</b>								
Level I or Higher Achieved	78%	57%	77%	72%	91%	76%	90%	86%
Level II or Higher Achieved	70%	25%	68%	61%	79%	51%	78%	74%
Level III Achieved	58%	8%	55%	36%	61%	19%	59%	43%
Position Certification Requirement Met or Exceeded	66%	31%	64%	58%	82%	59%	81%	75%
Within 24 Months of Certification Requirement	18%	52%	20%	27%	14%	37%	15%	19%
Does Not Meet Certification Requirement	15%	17%	15%	14%	4%	4%	4%	7%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	60%	8%	57%	62%	44%	1%	42%	45%
Average Age	44.6	32.5	43.8	45.7	44.0	32.2	43.5	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	27/24/49(%)	-	-	20/23/57 (%)(Civ)	33/19/48(%)	-	-	26/23/51(%)
Average Years of Service	16.7	8.9	16.2	17.3	15.6	9.1	15.3	15.2
Retirement Eligible*	3,965(12%)	-	-	19,051(17%) (Civ)	5,039(13%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	4,804(15%)	-	-	21,315(19%) (Civ)	7,303(19%)	-	-	26,858(18%)
Total Gains/Losses*	4,050/4,197	-	-	14,245/15,030 (Civ)	2,669/2,792	-	-	9,961/10,917

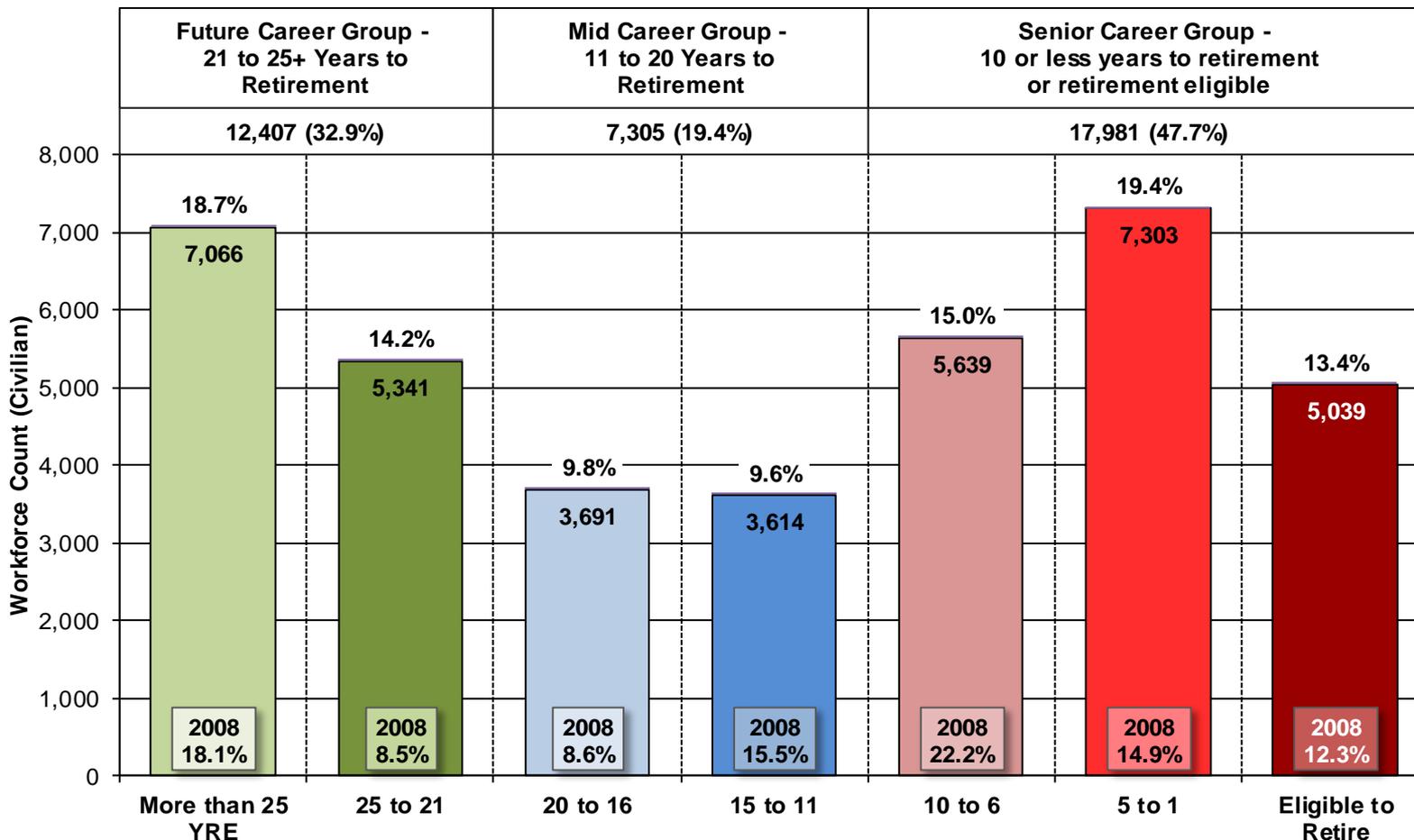
Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2013 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

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



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

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



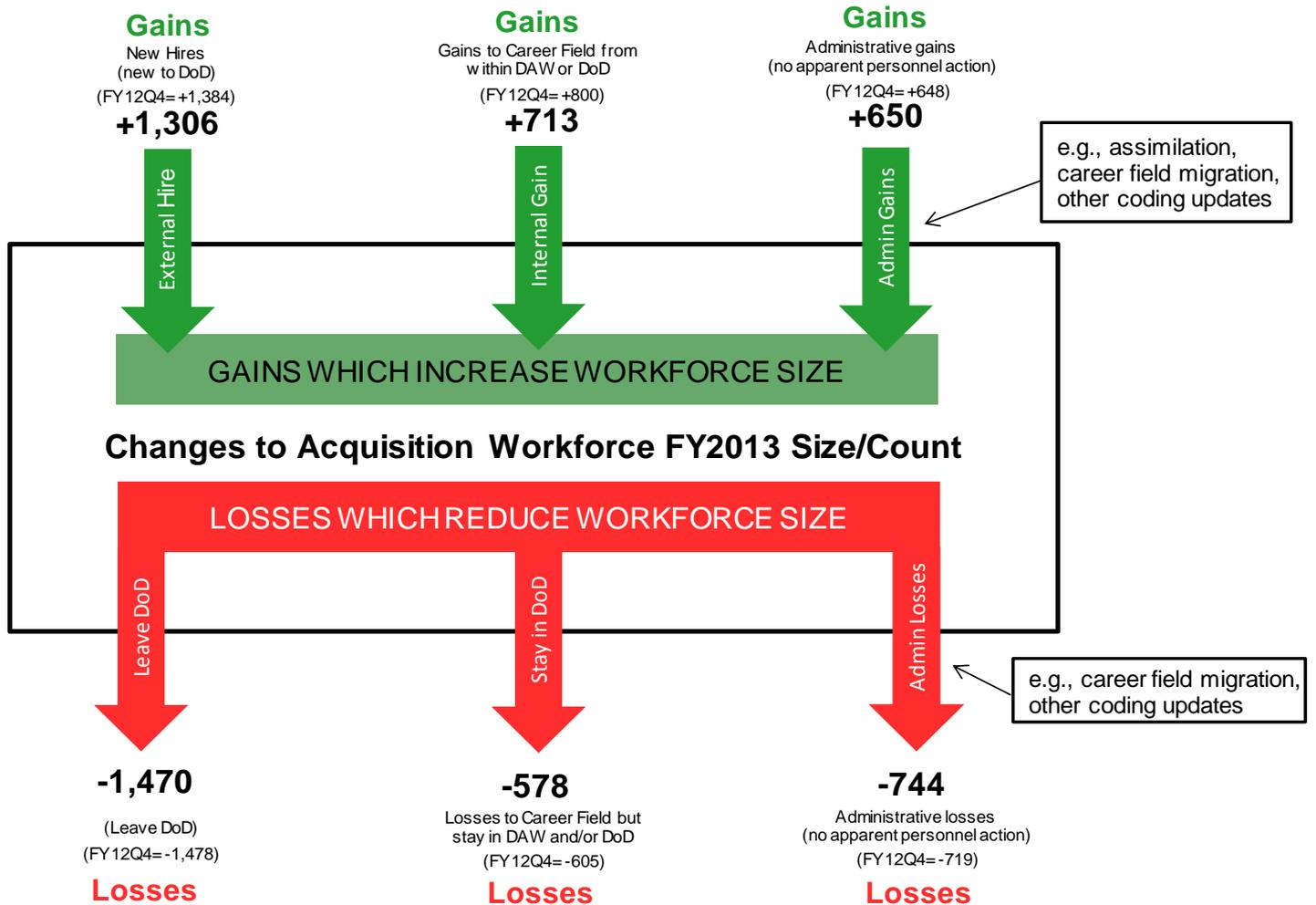
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2013 DMDC data provided by RAND.



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

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

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



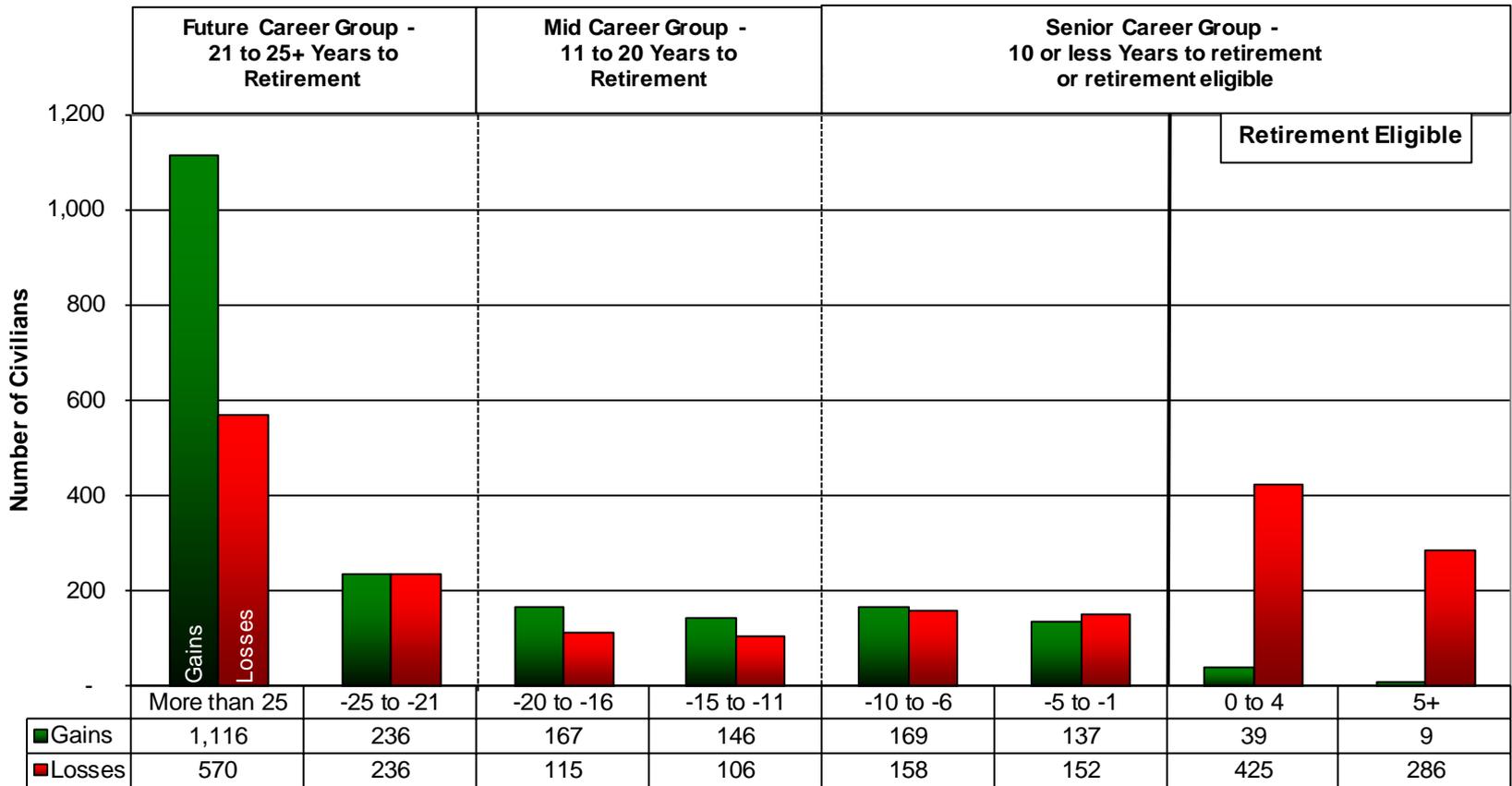


# End of FY 13 – DAW Information Summary – Engineering

## Workforce Lifecycle Gains and Losses

### Defense Acquisition Workforce (Civilian) - Engineering

Workforce Lifecycle FY2013 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

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

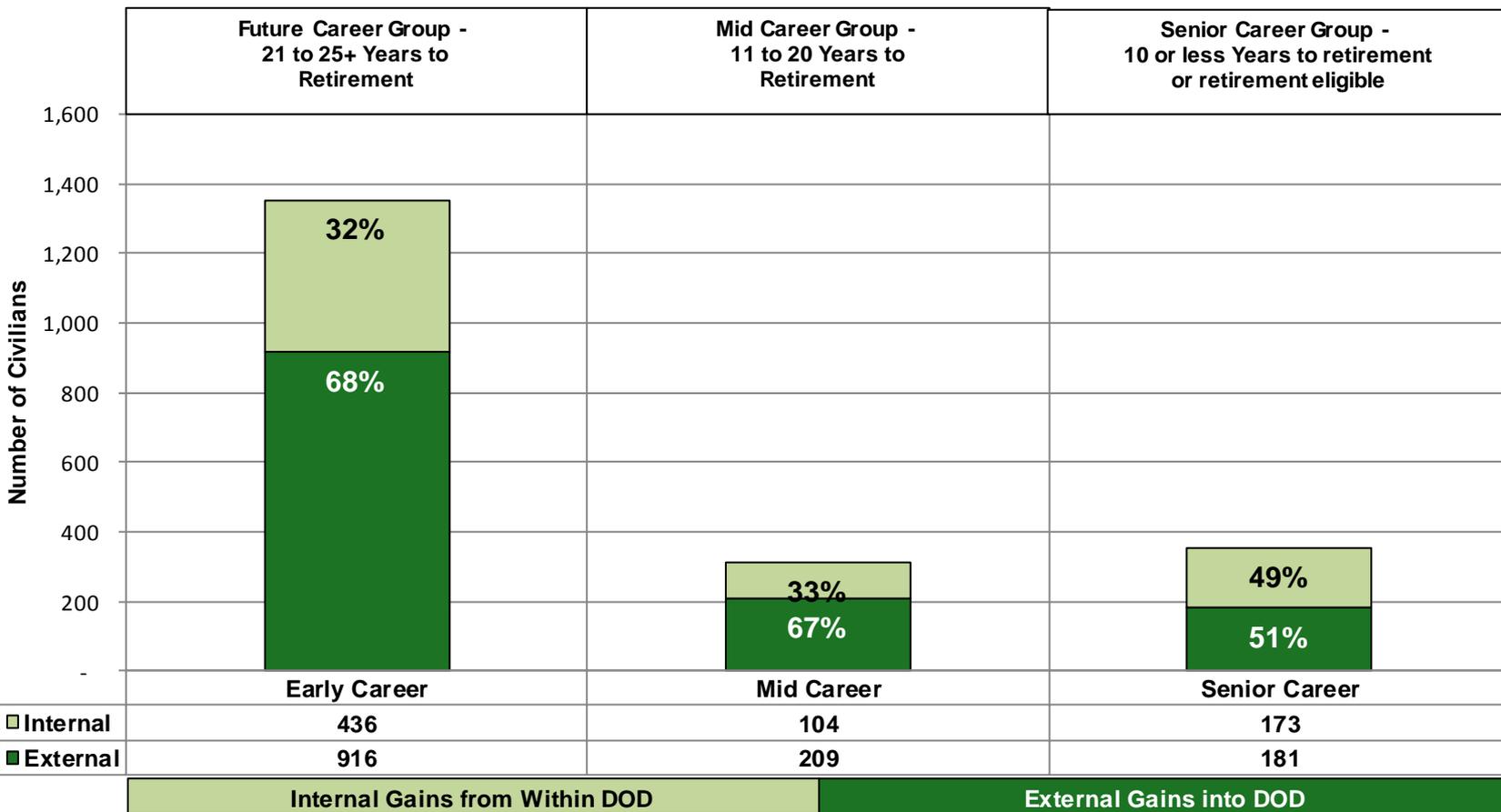
\*Does not include administrative gains and losses



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

## Defense Acquisition Workforce (Civilian) - Engineering

Workforce Lifecycle FY2013 Gains\*



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

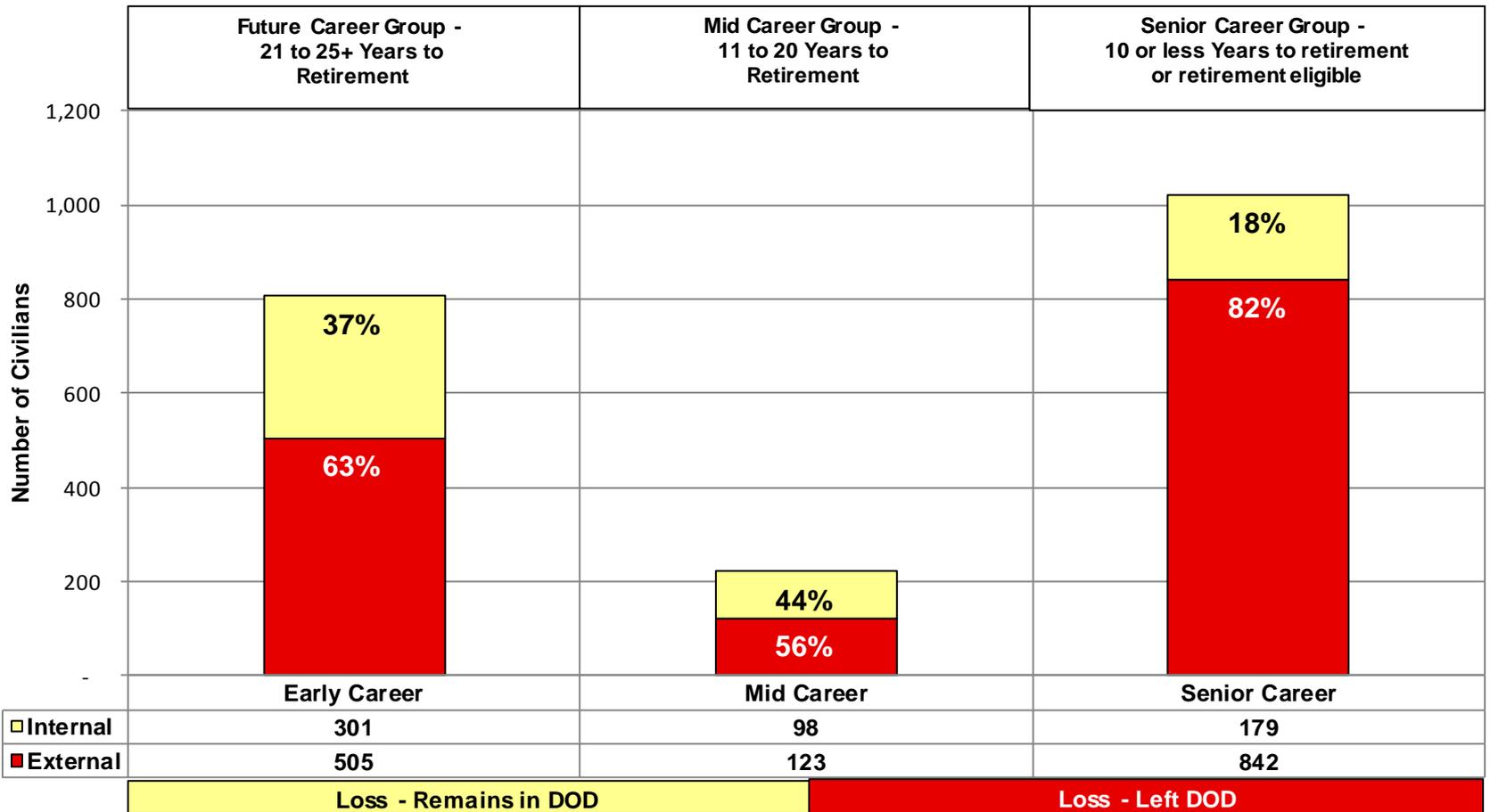
\*Does not include administrative gains



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

## Defense Acquisition Workforce (Civilian) - Engineering

Workforce Lifecycle FY2013 Losses\*



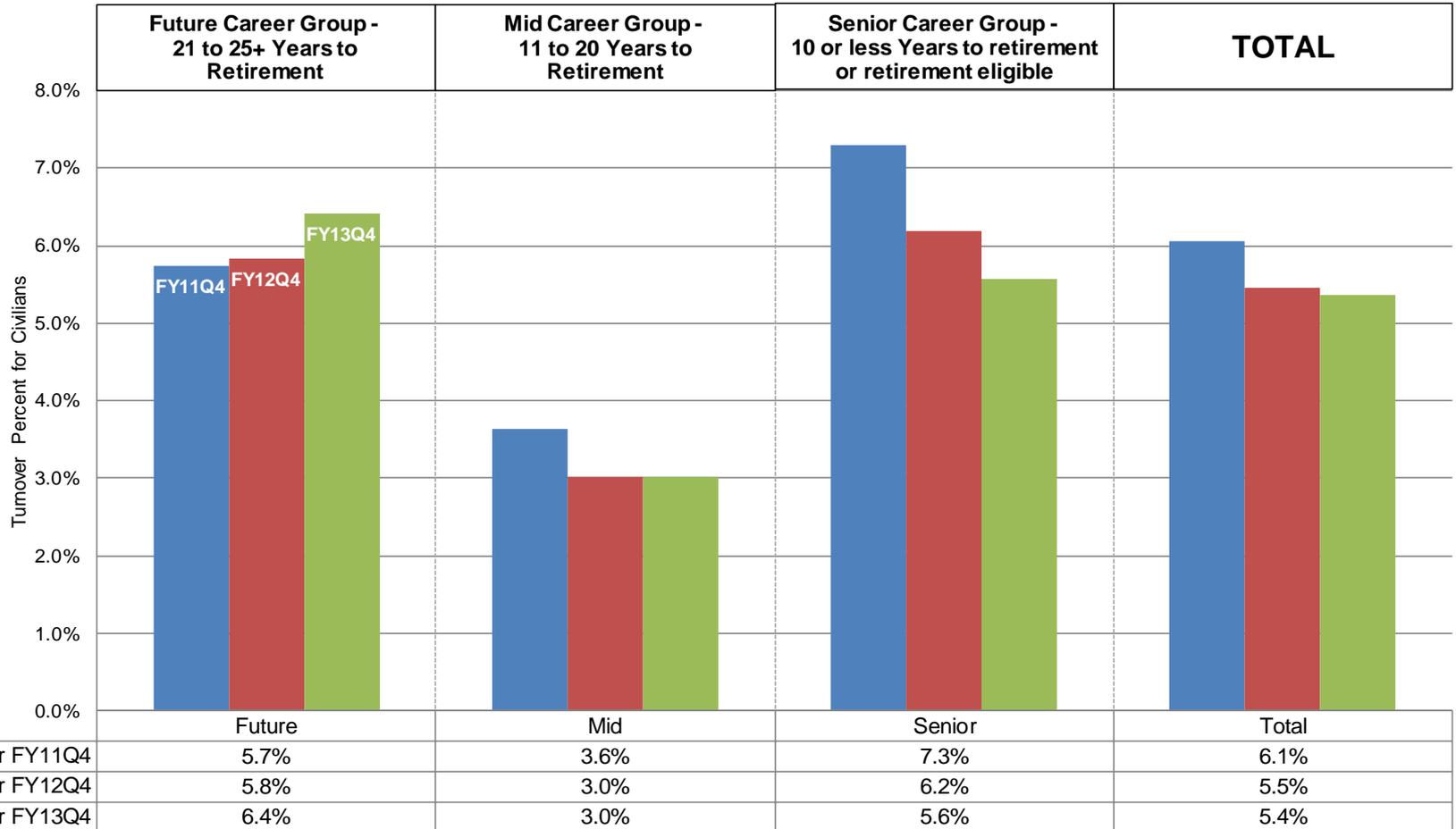
Source: RAND analysis using DMDC data (FY2011 and FY2013 data)

\*Does not include administrative losses



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

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



Turnover Percent by Career Lifecycle Groups



# FY 14Q2 – DAW Information Summary – Engineering Workforce Distribution by Years to Retirement Eligibility

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

