



The Defense Acquisition Workforce



Supporting the Warfighter – Protecting the Taxpayer

2010

Improved Talent Management

2020

2030



2014

Defense Acquisition Workforce

Key Information

Facilities Engineering

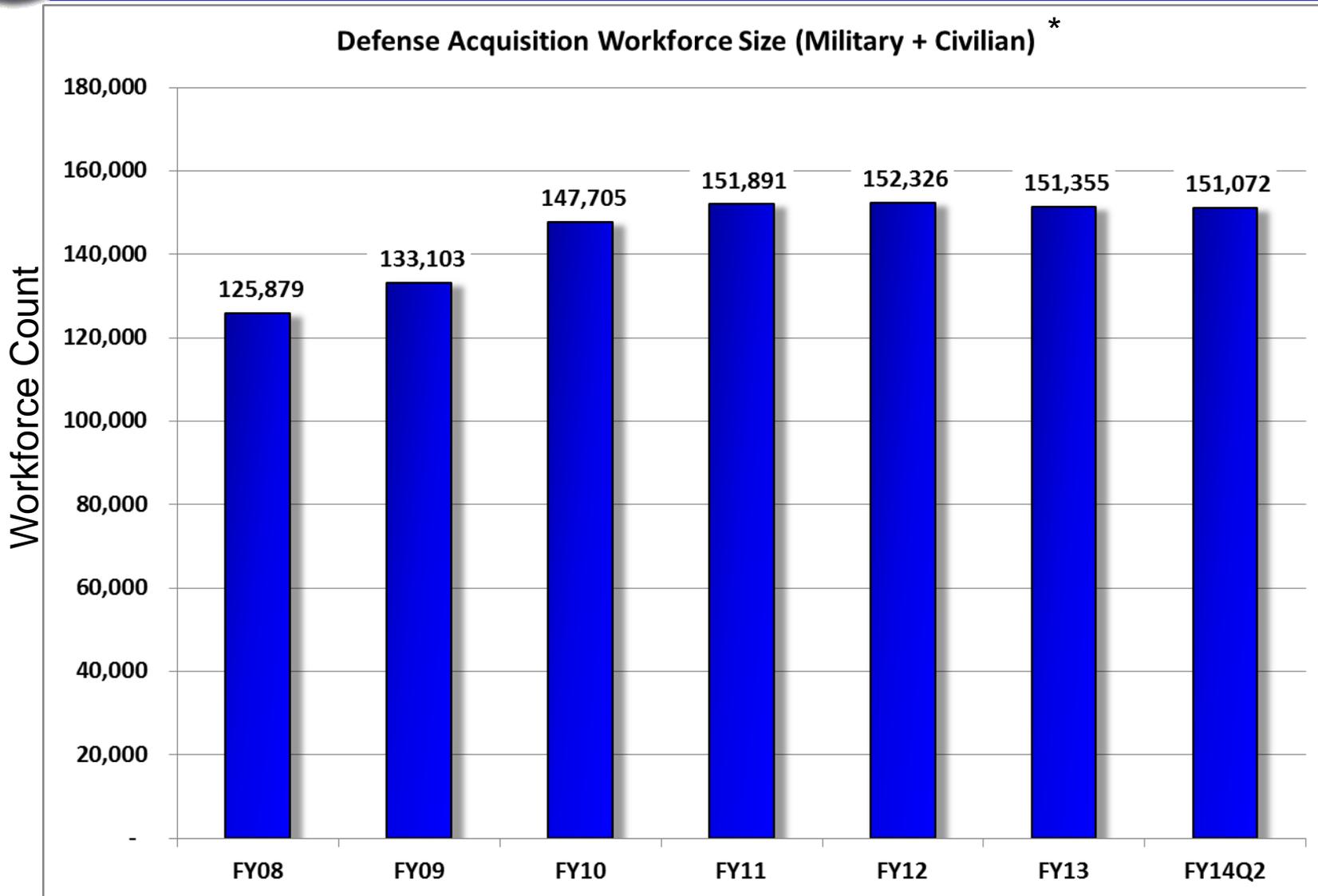
as of FY14 Q2 (31 March 2014)
Source: Compiled by AT&L HCI
Using Component Data



BBP 2.0 Improve the Professionalism of the Total Acquisition Workforce



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



*Incumbents on positions designated as acquisition

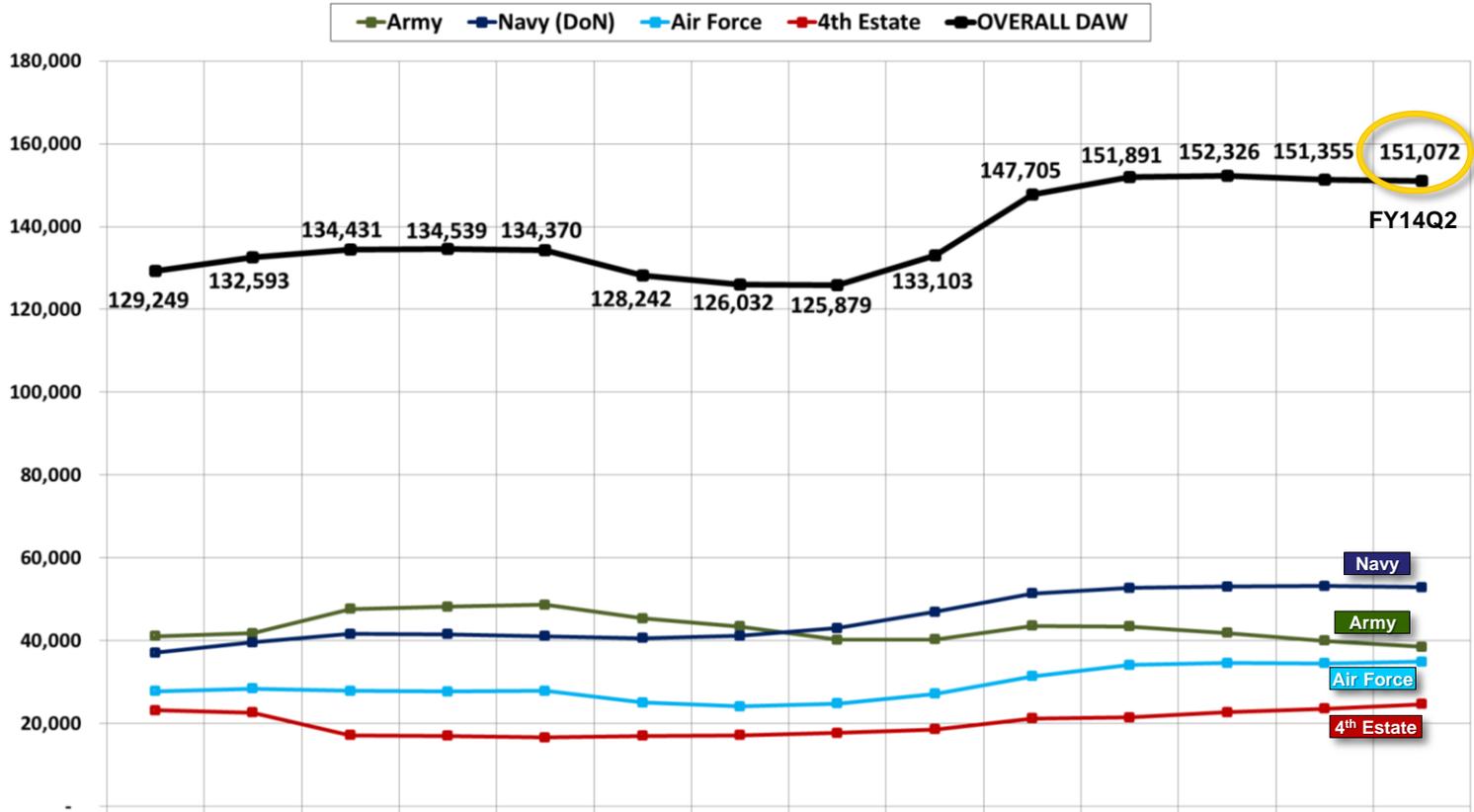


FY 14Q2 – DAW Information Summary – OVERALL Workforce Count by Service and Career Field

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%		



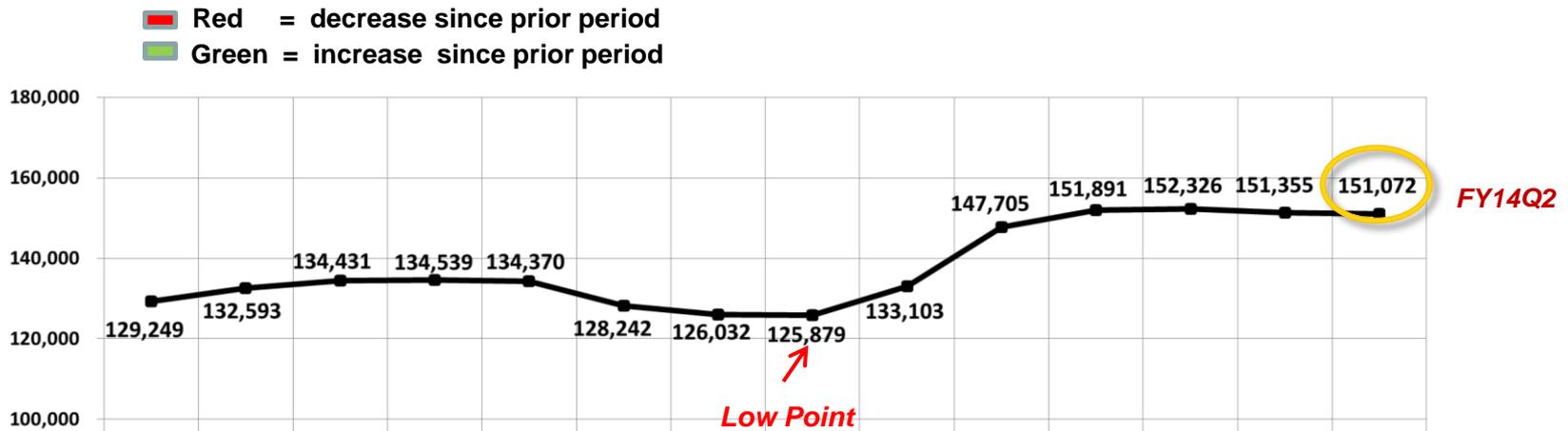
FY 14Q2 – DAW Information Summary – OVERALL



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%



End of FY 14Q2 – DAW Info Summary – Facilities Engineering Count by Component 2005 – 2014Q2

Low Point
↓

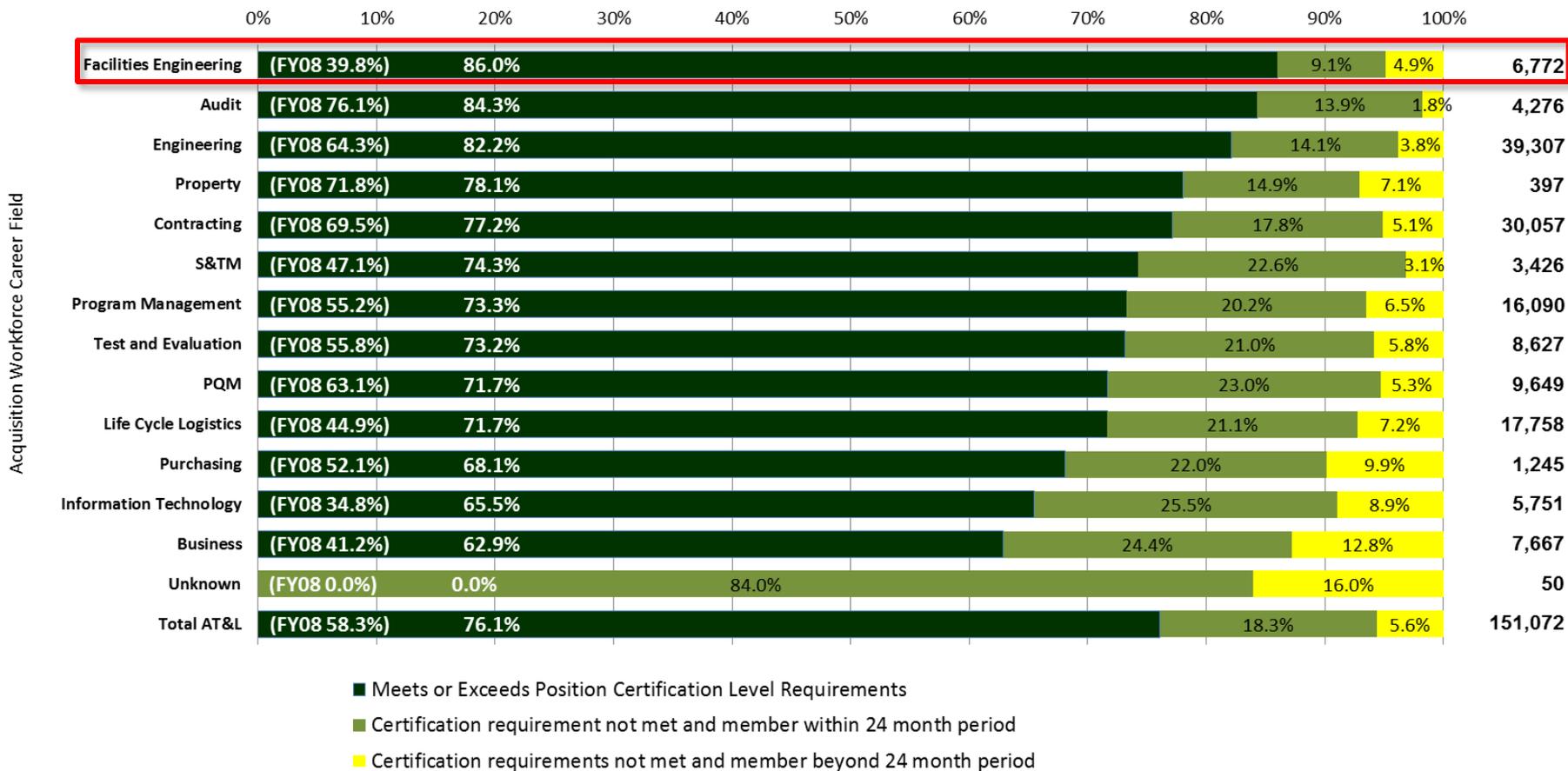
Defense Acq Workforce FACILITIES ENGINEERING	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q2	% Change Since FY05	% Change Since FY08
ARMY	4,851	441	933	988	719	1,564	1,767	1,708	1,634	1,593	-67%	61%
DoN (Navy & MC)	3,505	3,477	3,440	3,902	4,683	5,319	5,615	5,531	5,299	5,139	47%	32%
AIR FORCE			4	6	6	20	36	29	5	4	0%	-33%
DCMA		1	3	6	2	1		1	2		0%	-100%
DLA		3	7	13	8	2	1	1	1	1	0%	-92%
DCAA											0%	0%
MDA			2	1		4	8	19	29	35	0%	3400%
DISA											0%	0%
DAU				1							0%	-100%
DTRA		4	3	2	2	1	1	1			0%	-100%
DHP (TMA & USUHS)		1	1								0%	0%
OSD & Staff											0%	0%
JCS											0%	0%
DeCA											0%	0%
WHS											0%	0%
DoDEA			1								0%	0%
DFAS											0%	0%
DMEA											0%	0%
DoD HRA											0%	0%
DSCA											0%	0%
DoD TRMC											0%	0%
DMACT											0%	0%
DARPA											0%	0%
DSS				1							0%	-100%
DTIC											0%	0%
NDU											0%	0%
ASD											0%	0%
DoD IG											0%	0%
PFPA											0%	0%
OTHER 4th ESTATE											0%	0%
DAW TOTAL	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,772	-19%	38%

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



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

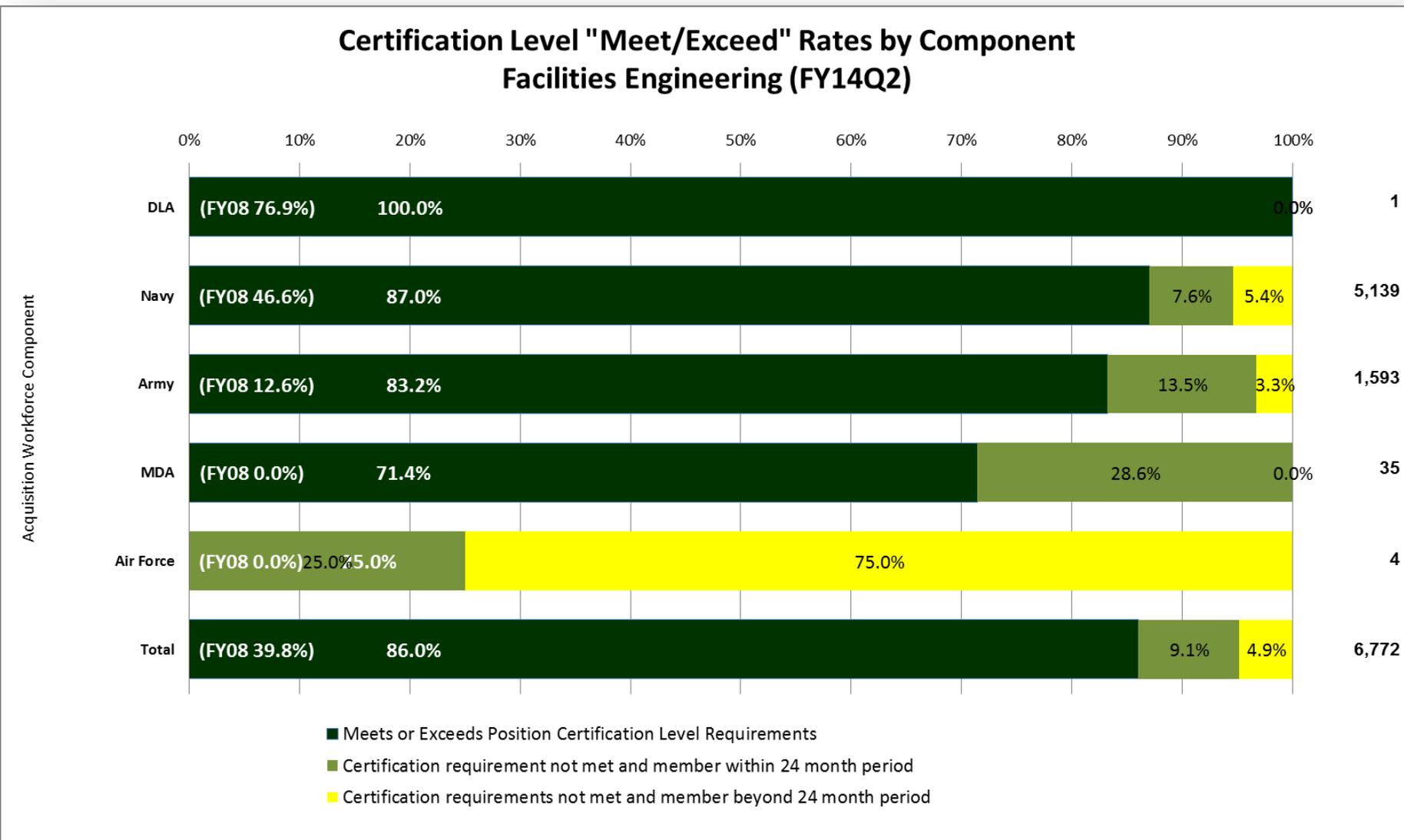
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY14Q2)



Numbers may not add to 100% due to rounding



End of FY 14Q2 – DAW Info Summary – Facilities Engineering Certification “Meets/Exceeds” by Component

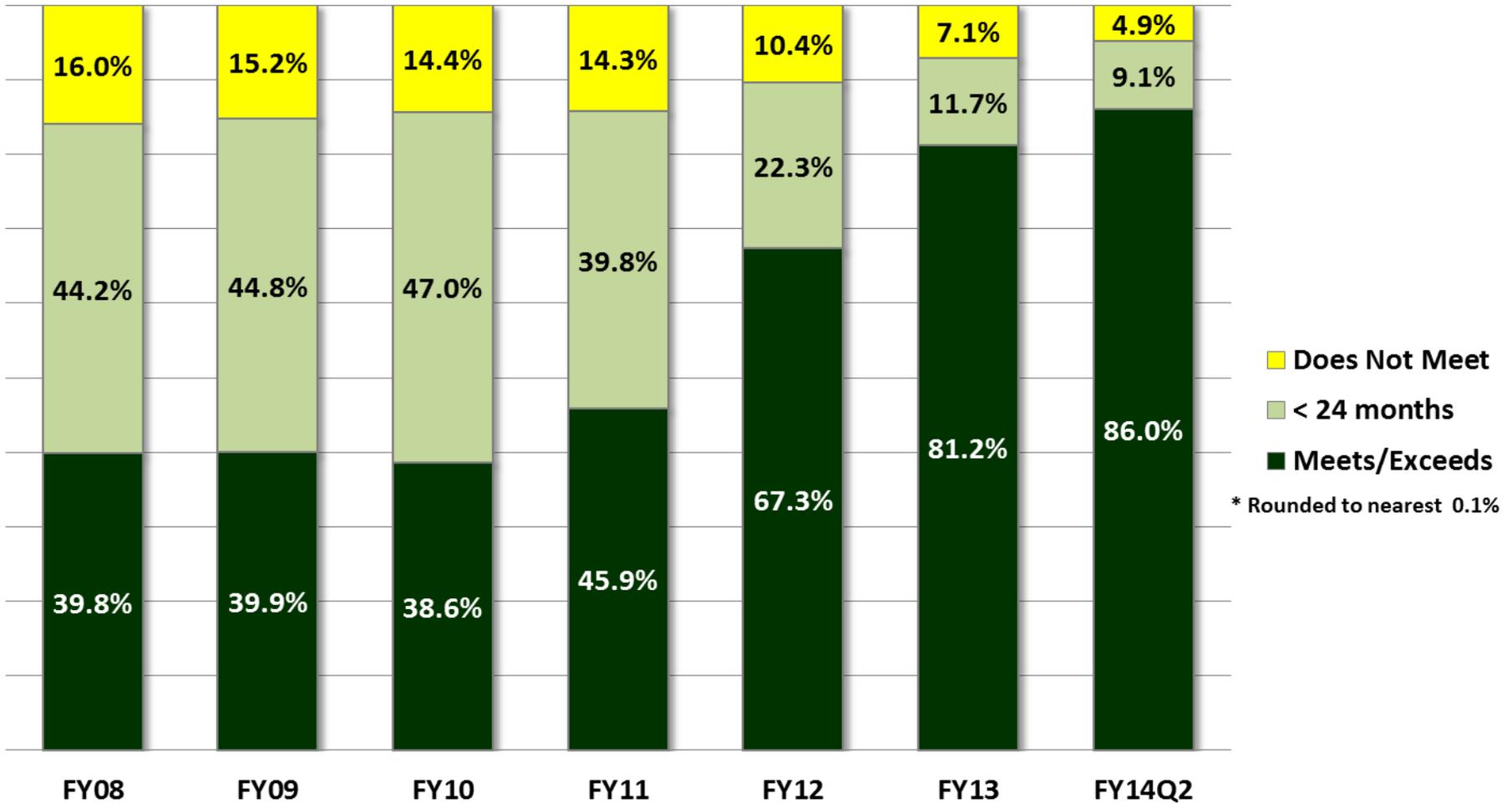


Numbers may not add to 100% due to rounding



End of FY 14Q2 – DAW Info Summary – Facilities Engineering Certification “Meets/Exceeds” Historical 2008 – 2014Q2

Facilities Engineering



* Rounded to nearest 0.1%

Numbers may not add to 100% due to rounding



End of FY 14Q2 – DAW Info Summary – Facilities Engineering Certification Level Tables Required by Achieved and Compliance

Facilities Engineering Required Certification Level	Achieved Certification Level				FY14Q2 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	61	65	1	42	169	75.1%
Level II	131	3,784	223	394	4,532	88.4%
Level III	22	233	1,691	125	2,071	81.7%
<i>Unspecified</i>	-	-	-	-	-	
FY14Q2 TOTAL	214	4,082	1,915	561	6,772	86.0%
	3.2%	60.3%	28.3%	8.3%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	127	38	4	169	2.5%
Level II	4,007	349	176	4,532	66.9%
Level III	1,691	230	150	2,071	30.6%
<i>Unspecified</i>	-	-	-	-	0.0%
Facilities Engineering TOTAL	5,825	617	330	6,772	
	86.0%	9.1%	4.9%		

 = Compliance

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

Numbers may not add to 100% due to rounding



End of FY 14Q2 – DAW Info Summary – Facilities Engineering

KLPs – Level of Education – Military / Civilian

Occupied Position Type	FE TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	1	0.0%	1,034	0.7%
Critical Acquisition Positions (CAPs) *	228	3.4%	16,412	10.9%
Non-CAP Positions	6,543	96.6%	133,626	88.5%
TOTAL	6,772		151,072	

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

Highest Level of Education	FE TOTAL		Entire DAW	
Post Grad	1,865	27.5%	56,096	37.1%
Bachelors	3,525	52.1%	68,571	45.4%
Some College	534	7.9%	11,973	7.9%
High School	837	12.4%	13,090	8.7%
Other	11	0.2%	1,342	0.9%
TOTAL	6,772		151,072	

Type	FE TOTAL		Entire DAW	
Civilian	6,772	100.0%	134,838	89.3%
Military	-	0.0%	16,234	10.7%
TOTAL	6,772		151,072	

Numbers may not add to 100% due to rounding



End of FY 14Q2 – DAW Info Summary – Facilities Engineering Top Occupational Series

Civilian Occupational Series	FE TOTAL	
0810 - Engineer, Civil	1,128	16.7%
0802 - Engineering Technician	906	13.4%
0801 - Engineer, General	795	11.7%
0819 - Engineer, Environmental	510	7.53%
0830 - Engineer, Mechanical	451	6.66%
0808 - Architect	430	6.35%
0850 - Engineer, Electrical	345	5.09%
1101 - Business and Industry Specialist	333	4.92%
0020 - Community Planner	241	3.56%
0340 - Program Manager	216	3.19%
<i>Other</i>	1,417	20.92%
TOTAL CIVILIAN	6,772	Civilians

Numbers may not add to 100% due to rounding



End of FY 14Q2 – DAW Info Summary – Facilities Engineering Demographics

Race	FE TOTAL		Entire DAW	
WHITE	5,082	75.0%	113,714	75.3%
BLACK	420	6.2%	17,618	11.7%
ASIAN	829	12.2%	9,601	6.4%
MULTI	113	1.7%	2,547	1.7%
AMI/AN	39	0.6%	847	0.6%
PI	78	1.2%	625	0.4%
<i>Unspecified</i>	211	3.1%	6,120	4.1%
TOTAL	6,772		151,072	

Gender	FE TOTAL		Entire DAW	
Males	5,294	78.2%	106,260	70.3%
Females	1,475	21.8%	44,041	29.2%
<i>Unspecified</i>	3	0.0%	771	0.5%
TOTAL	6,772		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 – Facilities Eng Fact Sheet

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Facilities Engineering	FY 2008				FY 2013			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	6,970	0	6,970	151,355
Change in size from 2008	-	-	-	-	42%	-100%	42%	20%
Civilian/Military Composition	100%	0%	-	-	100%	0%	-	-
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	79%	#DIV/0!	79%	83%
Graduate Degree	20%	0%	20%	29%	27%	#DIV/0!	27%	36%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	89%	#DIV/0!	89%	86%
Level II or Higher Achieved	41%	0%	41%	61%	86%	#DIV/0!	86%	74%
Level III Achieved	0%	0%	0%	36%	25%	#DIV/0!	25%	43%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	81%	#DIV/0!	81%	75%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	12%	#DIV/0!	12%	19%
Does Not Meet Certification Requirement	16%	0%	16%	14%	7%	#DIV/0!	7%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	72%	0%	72%	62%	57%	#DIV/0!	57%	45%
Average Age	48.8	23.0	48.7	45.7	49.1	#DIV/0!	49.1	44.9
Workforce Life-Cycle Model (YRE)*	15/24/61(%)	-	-	20/23/57 (%)(Civ)	16/24/60(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	18.6	1.0	18.6	17.3	17.3	#DIV/0!	17.3	15.2
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	1,646(24%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	1,368(20%)	-	-	26,858(18%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	529/830	-	-	9,961/10,917

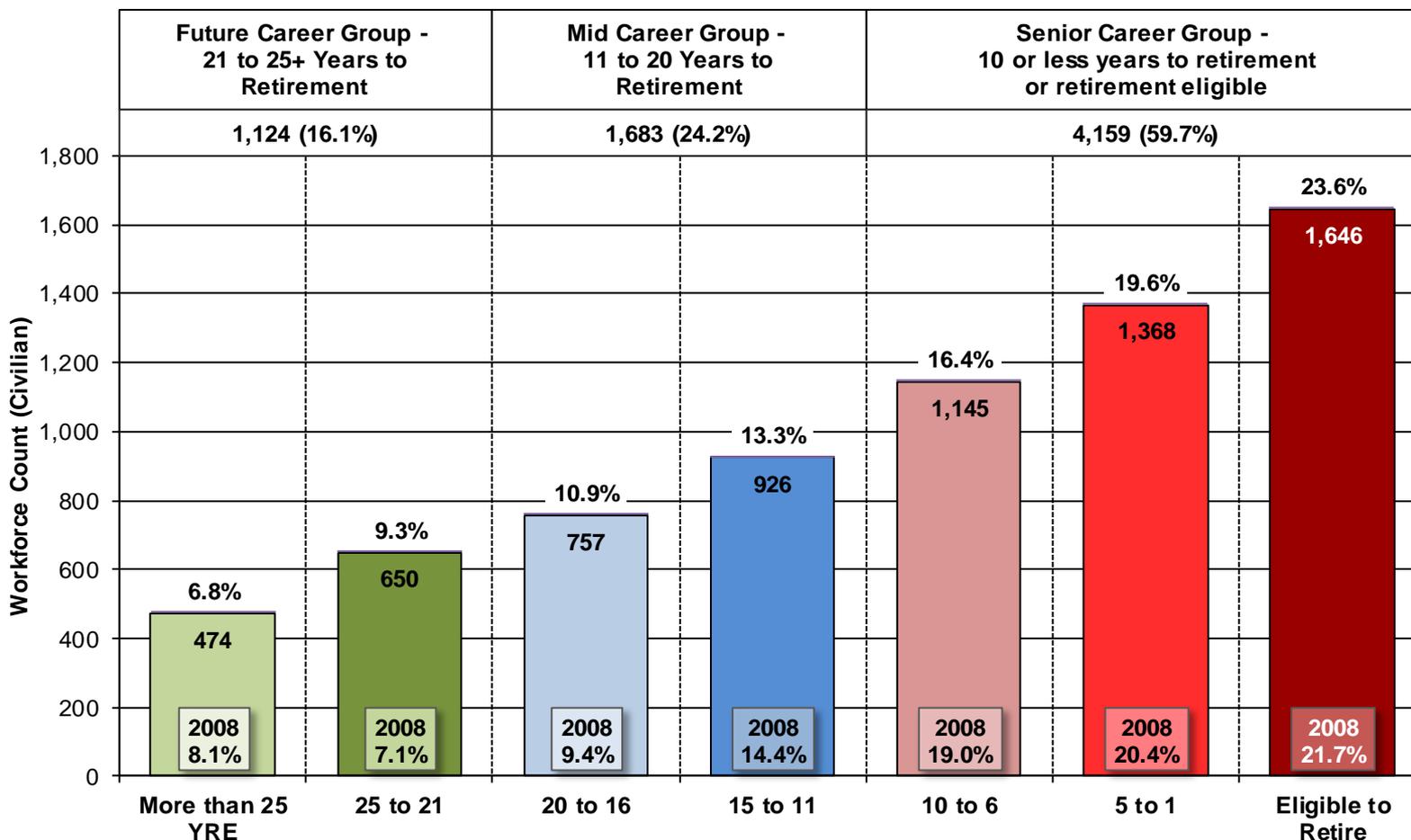
Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2013 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

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



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

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



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

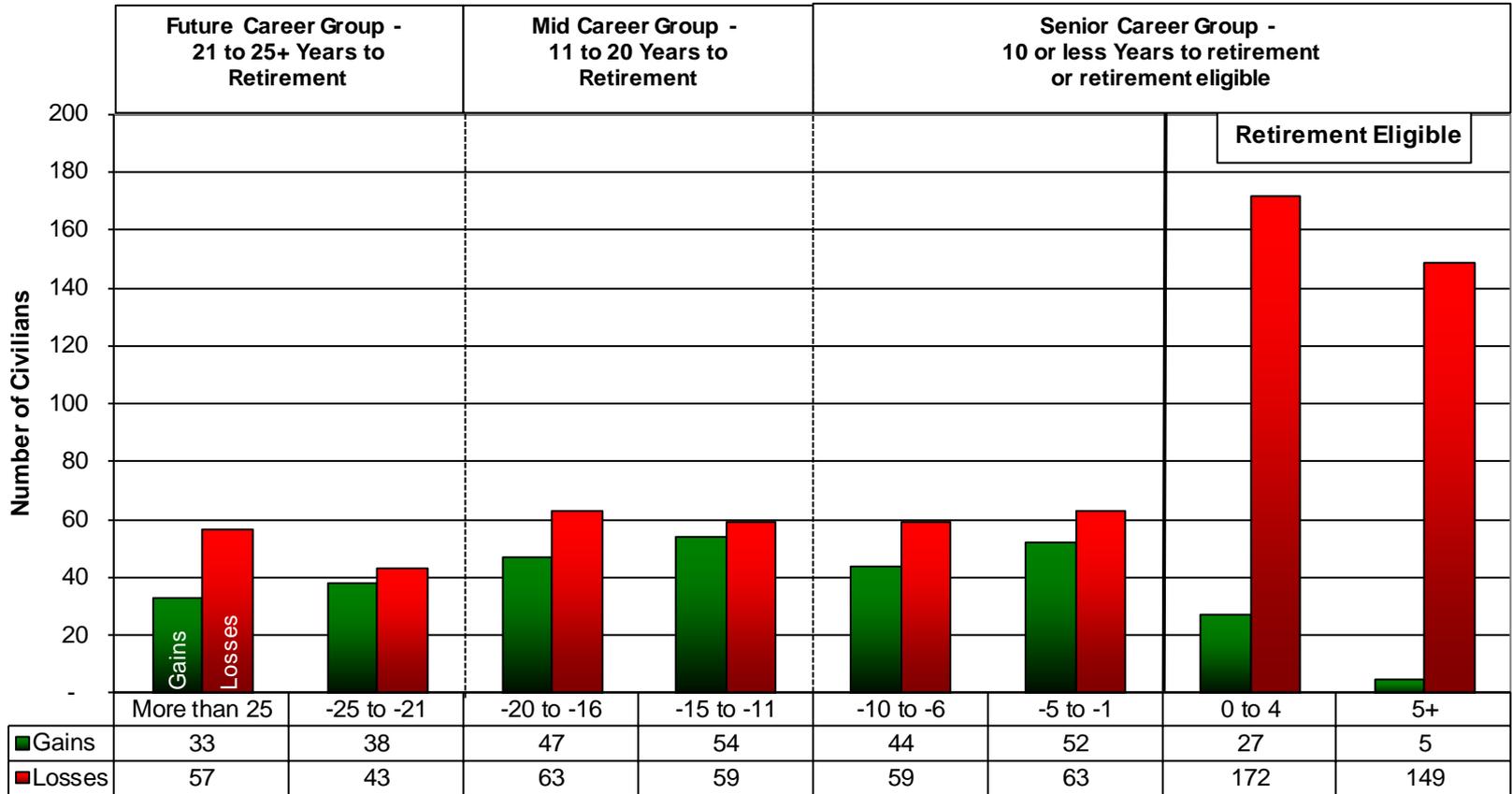


End of FY 13 – DAW Information Summary – Facilities Eng

Workforce Lifecycle Gains and Losses

Defense Acquisition Workforce (Civilian) - Facilities 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

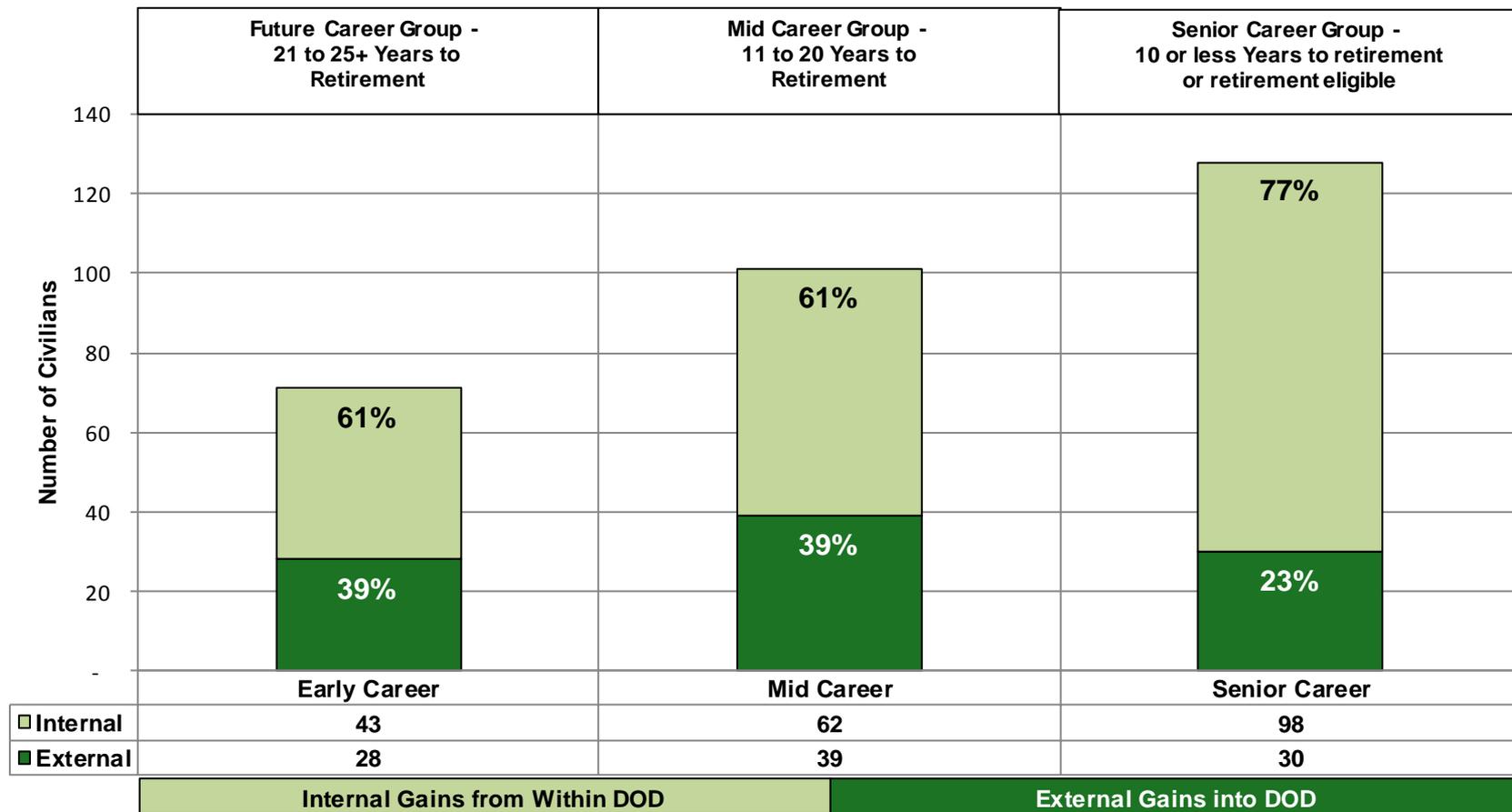


End of FY 14Q2 – DAW Info Summary – Facilities Engineering

Gains – DoD Internal/External

Defense Acquisition Workforce (Civilian) - Facilities Engineering

Workforce Lifecycle FY2013 Gains*



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

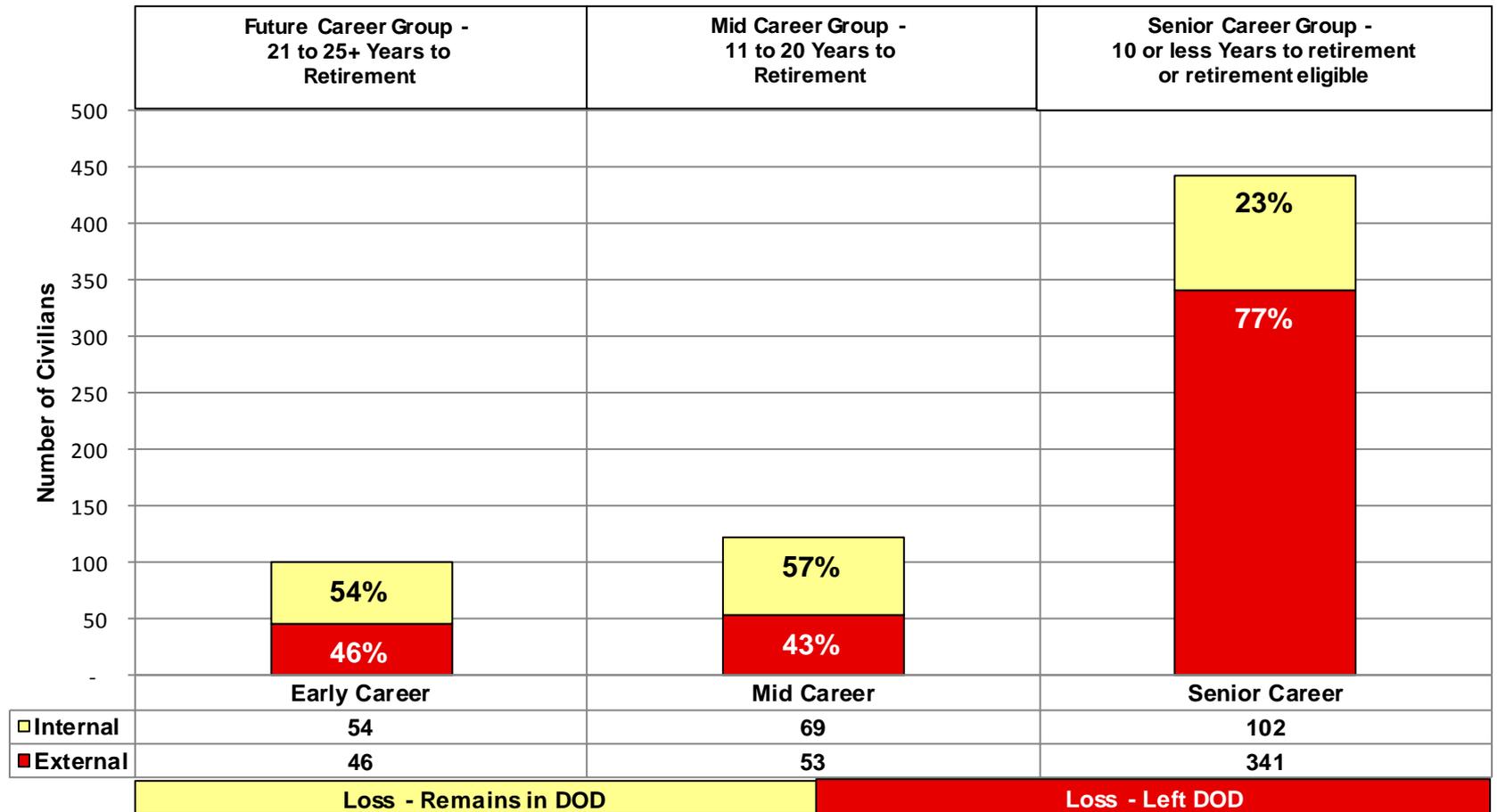
*Does not include administrative gains



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

Defense Acquisition Workforce (Civilian) - Facilities Engineering

Workforce Lifecycle FY2013 Losses*



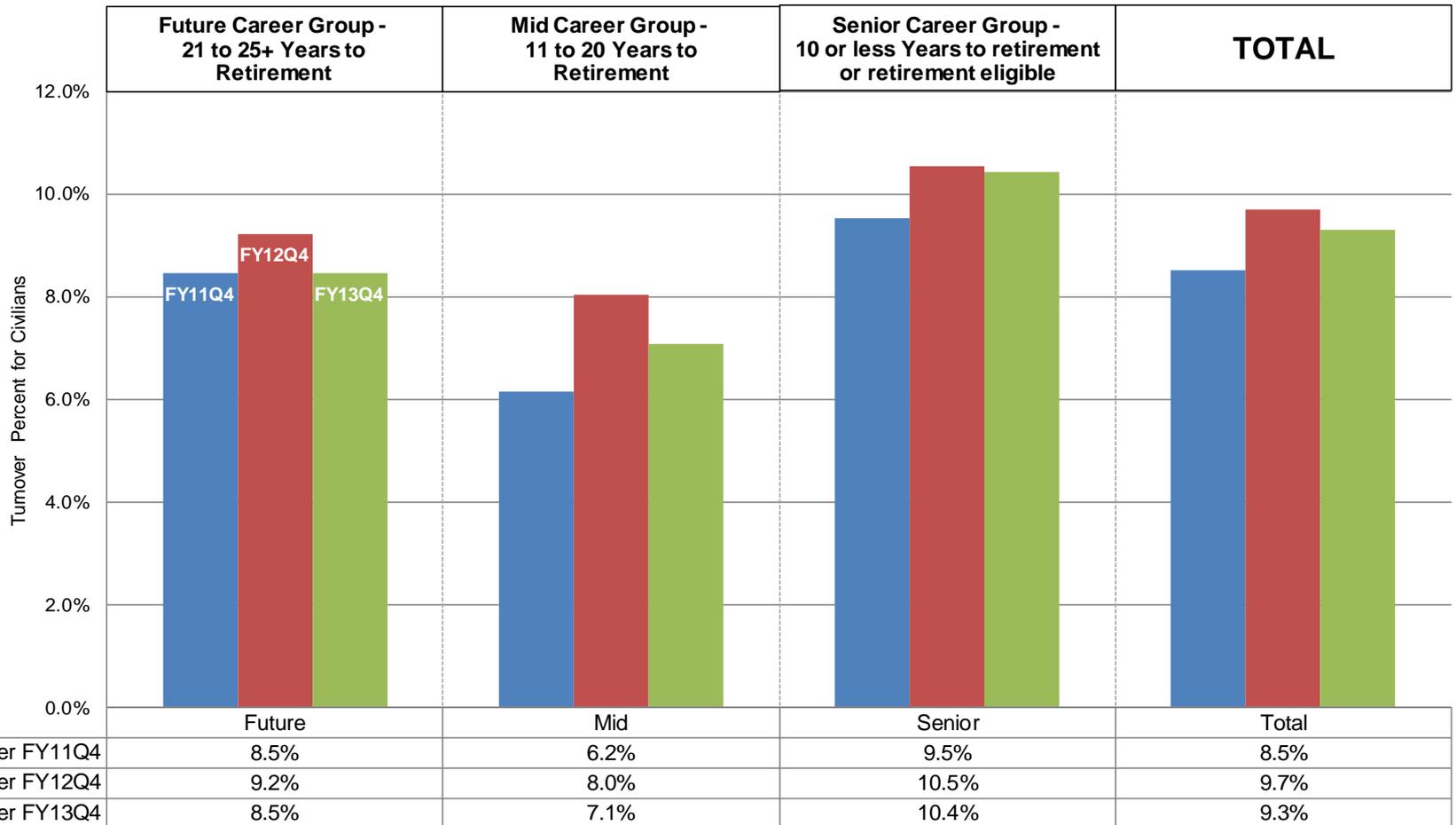
Source: RAND analysis using DMDC data (FY2011 and FY2013 data)

*Does not include administrative losses



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

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



Turnover Percent by Career Lifecycle Groups



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

Defense Acquisition Workforce - Facilities Engineering

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

