



The Defense Acquisition Workforce



Supporting the Warfighter – Protecting the Taxpayer

2010

Improved Talent Management

2020

2030

2014

Defense Acquisition Workforce Key Information

Production Quality and Manufacturing

as of FY14 Q2 (31 March 2014)

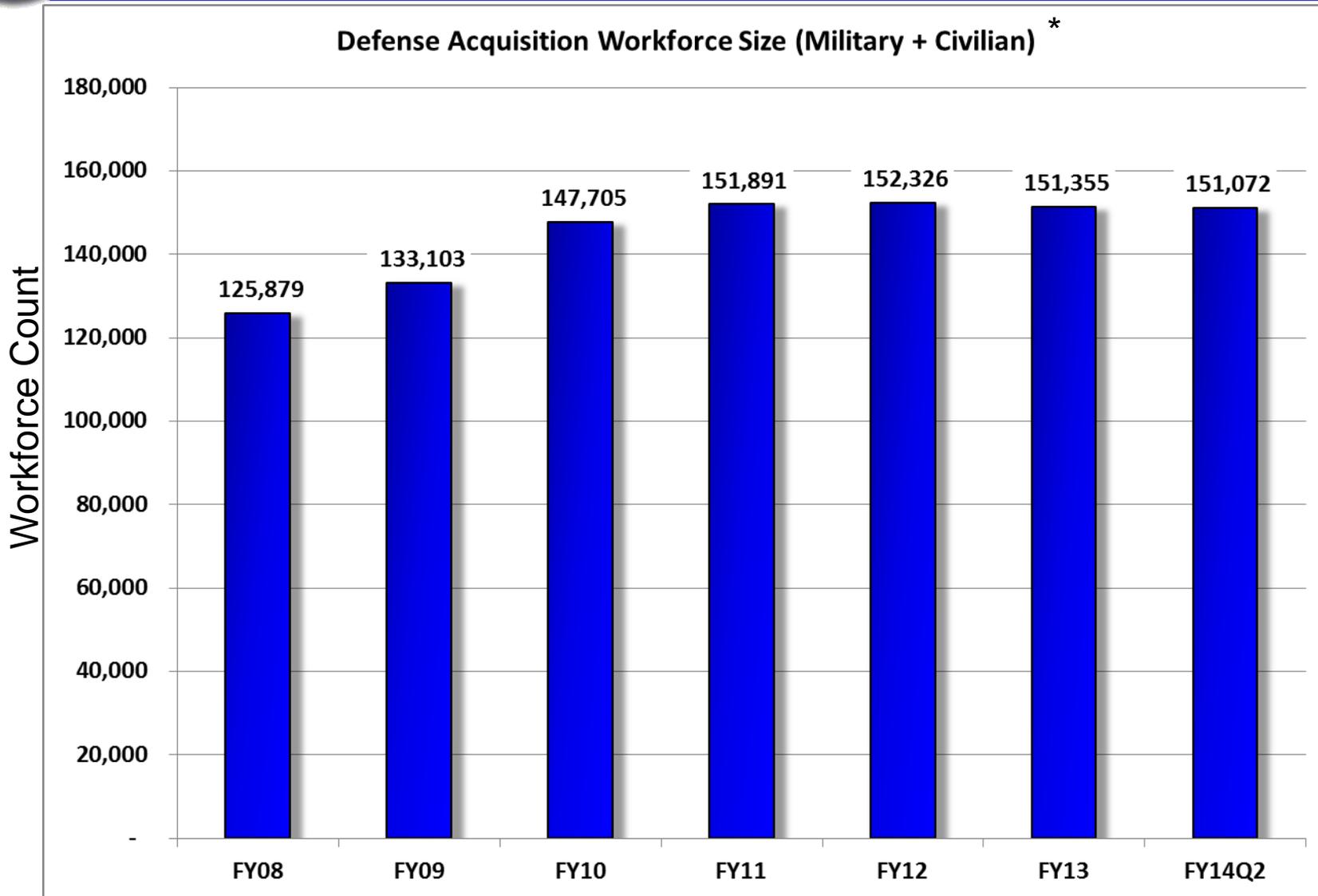
Source: Compiled by AT&L HCI Using Component Data



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

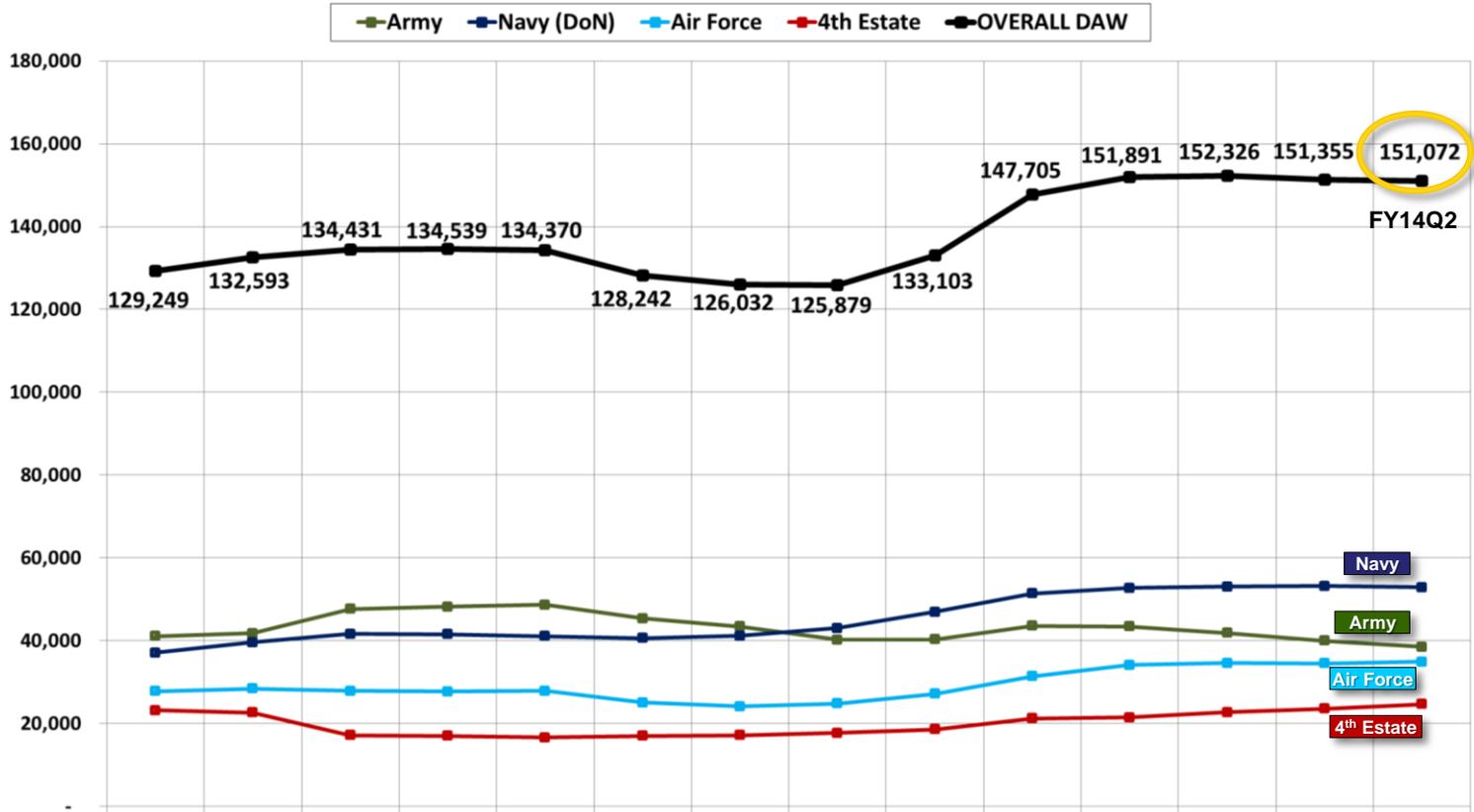


FY 14Q2 – DAW Information Summary – OVERALL Workforce Count by Service and Career Field

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%		



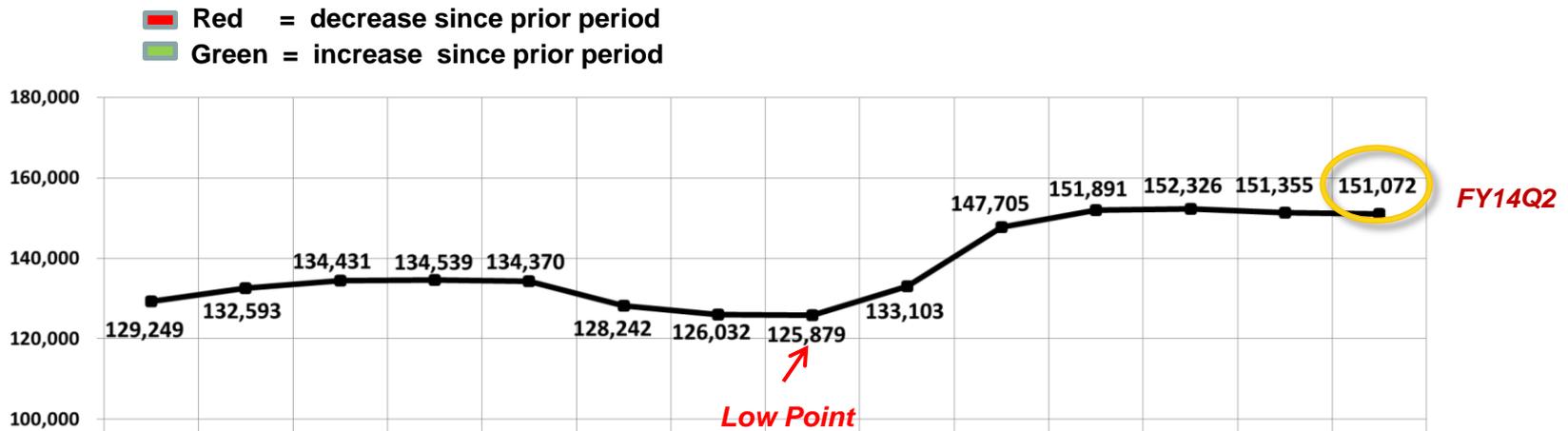
FY 14Q2 – DAW Information Summary – OVERALL



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%



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

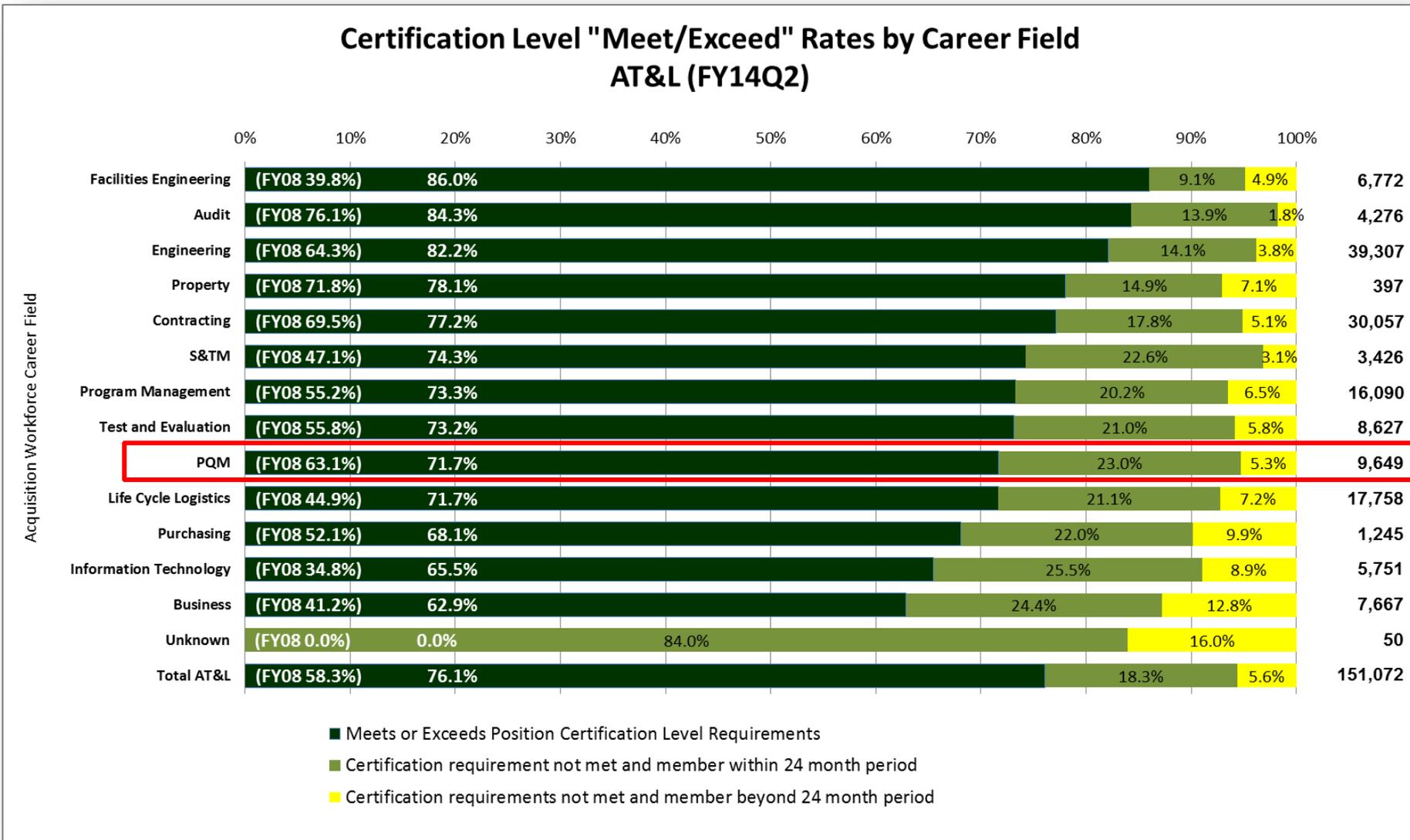
Low Point
↓

Defense Acq Workforce PROD, QUAL, & MANUF	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q2	% Change Since FY05	% Change Since FY08
ARMY	2,287	2,193	2,083	1,952	1,930	2,081	2,004	1,777	1,608	1,525	-33%	-22%
DoN (Navy & MC)	2,032	2,000	1,960	2,005	2,064	2,181	2,353	2,379	2,468	2,571	27%	28%
AIR FORCE	407	334	326	383	389	404	406	405	326	333	-18%	-13%
DCMA	4,125	3,822	3,548	3,858	3,975	4,259	3,948	4,026	4,371	4,321	5%	12%
DLA	534	590	438	865	652	769	852	823	827	838	57%	-3%
DCAA				3							0%	-100%
MDA	6	5	8	37	6	23	31	41	47	49	717%	32%
DISA		1									0%	0%
DAU	4	5		5	5	5	5	5	7	8	100%	60%
DTRA											0%	0%
DHP (TMA & USUHS)				2	1	2	1	1	2	3	0%	50%
OSD & Staff	1			13	1	3	1	1	2	1	0%	-92%
JCS											0%	0%
DeCA	1										-100%	0%
WHS			1								0%	0%
DoDEA											0%	0%
DFAS		16									0%	0%
DMEA											0%	0%
DoD HRA				1							0%	-100%
DSCA											0%	0%
DoD TRMC				2							0%	-100%
DMACT											0%	0%
DARPA				1							0%	-100%
DSS											0%	0%
DTIC											0%	0%
NDU				2							0%	-100%
ASD											0%	0%
DoD IG				4							0%	-100%
PFFPA											0%	0%
OTHER 4th ESTATE				5							0%	-100%
DAW TOTAL	9,397	8,966	8,364	9,138	9,023	9,727	9,601	9,458	9,658	9,649	3%	6%

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

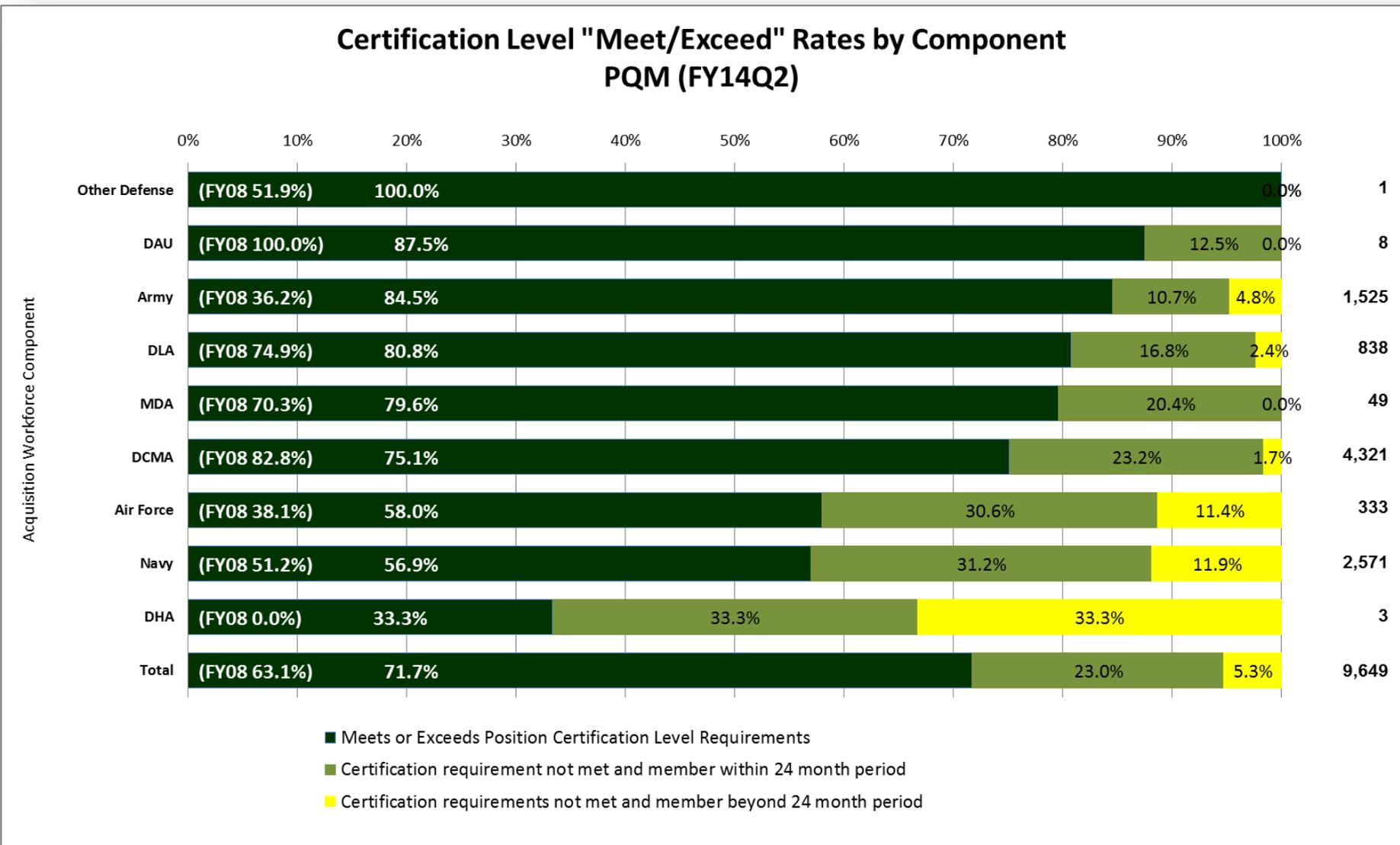


FY 14Q2 – DAW Information Summary – PQM Certification “Meets/Exceeds” by Career Field





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



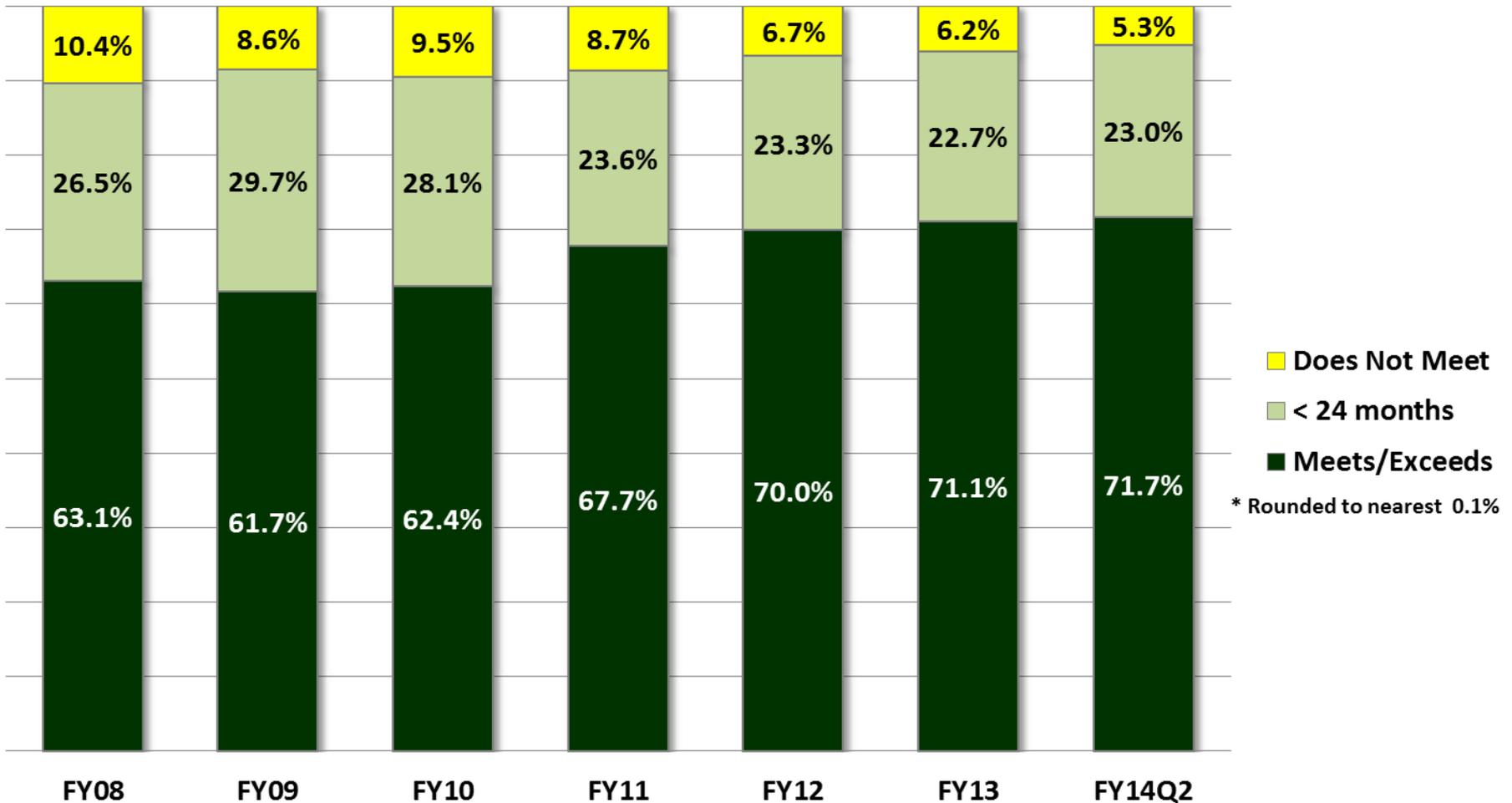
Numbers may not add to 100% due to rounding



FY 14Q2 – DAW Information Summary – PQM

Certification “Meets/Exceeds” Historical 2008 – 2014Q2

Production, Quality and Manufacturing



Numbers may not add to 100% due to rounding



FY 14Q2 – DAW Information Summary – PQM

Certification Level Tables Required by Achieved and Compliance

PQM Required Certification Level	Achieved Certification Level				FY14Q2 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	249	81	9	322	661	51.3%
Level II	751	4,534	440	1,138	6,863	72.5%
Level III	87	224	1,603	203	2,117	75.7%
<i>Unspecified</i>	-	3	1	4	8	
FY14Q2 TOTAL	1,087	4,842	2,053	1,667	9,649	71.7%
	11.3%	50.2%	21.3%	17.3%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	339	301	21	661	6.9%
Level II	4,974	1,535	354	6,863	71.1%
Level III	1,603	378	136	2,117	21.9%
<i>Unspecified</i>	1	7	-	8	0.1%
PQM TOTAL	6,917	2,221	511	9,649	
	71.7%	23.0%	5.3%		

 = Compliance

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

Numbers may not add to 100% due to rounding



FY 14Q2 – DAW Information Summary – PQM

KLPs – Level of Education – Military / Civilian

Occupied Position Type	PQM TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	15	0.2%	1,034	0.7%
Critical Acquisition Positions (CAPs) *	410	4.2%	16,412	10.9%
Non-CAP Positions	9,224	95.6%	133,626	88.5%
TOTAL	9,649		151,072	

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

Highest Level of Education	PQM TOTAL		Entire DAW	
Post Grad	1,621	16.8%	56,096	37.1%
Bachelors	2,764	28.6%	68,571	45.4%
Some College	2,312	24.0%	11,973	7.9%
High School	2,865	29.7%	13,090	8.7%
Other	87	0.9%	1,342	0.9%
TOTAL	9,649		151,072	

Type	PQM TOTAL		Entire DAW	
Civilian	8,980	93.1%	134,838	89.3%
Military	669	6.9%	16,234	10.7%
TOTAL	9,649		151,072	

Numbers may not add to 100% due to rounding



FY 14Q2 – DAW Information Summary – PQM

Top Occupational Series

Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	5,447	60.7%
1150 - Industrial Specialist	876	9.8%
1101 - Business and Industry Specialist	573	6.4%
0801 - Engineer, General	522	5.81%
0301 - Administration & Program Staff	249	2.77%
1152 - Production Controller	172	1.92%
0802 - Engineering Technician	156	1.74%
0856 - Engineering Technician, Electronics	143	1.59%
0896 - Engineer, Industrial	135	1.50%
0830 - Engineer, Mechanical	107	1.19%
<i>Other</i>	600	6.68%
TOTAL CIVILIAN	8,980	Civilians

Numbers may not add to 100% due to rounding



FY 14Q2 – DAW Information Summary – PQM

Demographics

Race	PQM TOTAL		Entire DAW	
WHITE	7,606	78.8%	113,714	75.3%
BLACK	1,022	10.6%	17,618	11.7%
ASIAN	344	3.6%	9,601	6.4%
MULTI	158	1.6%	2,547	1.7%
AMI/AN	81	0.8%	847	0.6%
PI	35	0.4%	625	0.4%
<i>Unspecified</i>	403	4.2%	6,120	4.1%
TOTAL	9,649		151,072	

Gender	PQM TOTAL		Entire DAW	
Males	8,152	84.5%	106,260	70.3%
Females	1,486	15.4%	44,041	29.2%
<i>Unspecified</i>	11	0.1%	771	0.5%
TOTAL	9,649		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 – PQM Fact Sheet

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY 2013			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,445	693	9,138	125,879	8,993	665	9,658	151,355
Change in size from 2008	-	-	-	-	6%	-4%	6%	20%
Civilian/Military Composition	92%	8%	-	-	93%	7%	-	-
Educational Attainment								
Bachelor's Degree or Higher	40%	83%	43%	77%	42%	86%	45%	83%
Graduate Degree	9%	38%	12%	29%	12%	71%	16%	36%
Certification								
Level I or Higher Achieved	76%	56%	74%	72%	84%	63%	82%	86%
Level II or Higher Achieved	68%	42%	66%	61%	74%	46%	72%	74%
Level III Achieved	13%	23%	14%	36%	20%	28%	21%	43%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	73%	48%	71%	75%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	21%	45%	23%	19%
Does Not Meet Certification Requirement	11%	4%	10%	14%	6%	7%	6%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	82%	26%	78%	62%	61%	9%	57%	45%
Average Age	51.0	39.9	50.2	45.7	49.4	39.2	48.7	44.9
Workforce Life-Cycle Model (YRE)*	9/19/71(%)	-	-	20/23/57 (%)(Civ)	14/25/61(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior	21.0	16.2	20.7	17.3	17.5	16.8	17.4	15.2
Average Years of Service	21.0	16.2	20.7	17.3	17.5	16.8	17.4	15.2
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,103(23%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,791(20%)	-	-	26,858(18%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,255/1,083	-	-	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.

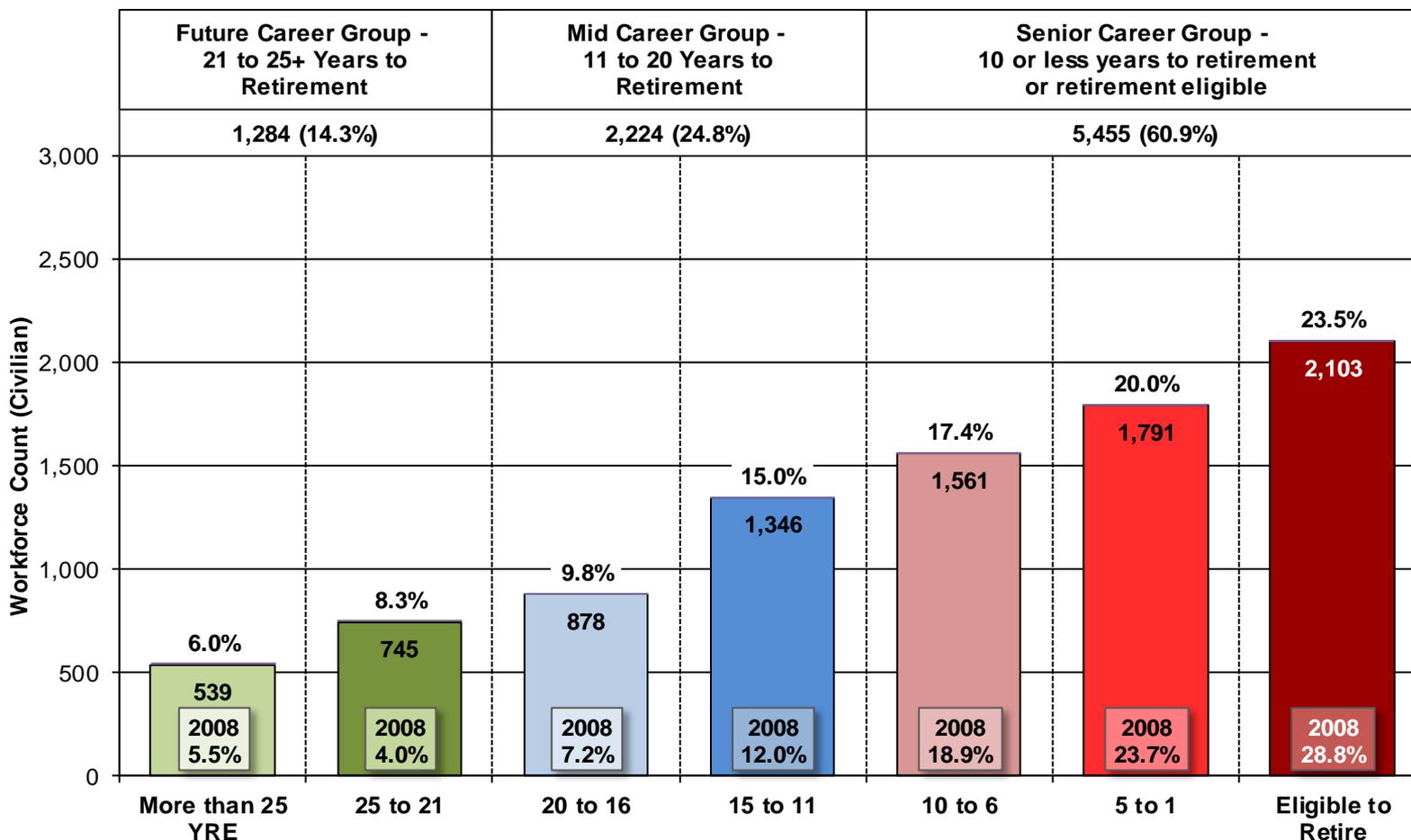


End of FY 13 – DAW Information Summary – PQM

Workforce Lifecycle Model by Years to Retirement Eligibility

Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2013) - Production, Quality and Manufacturing



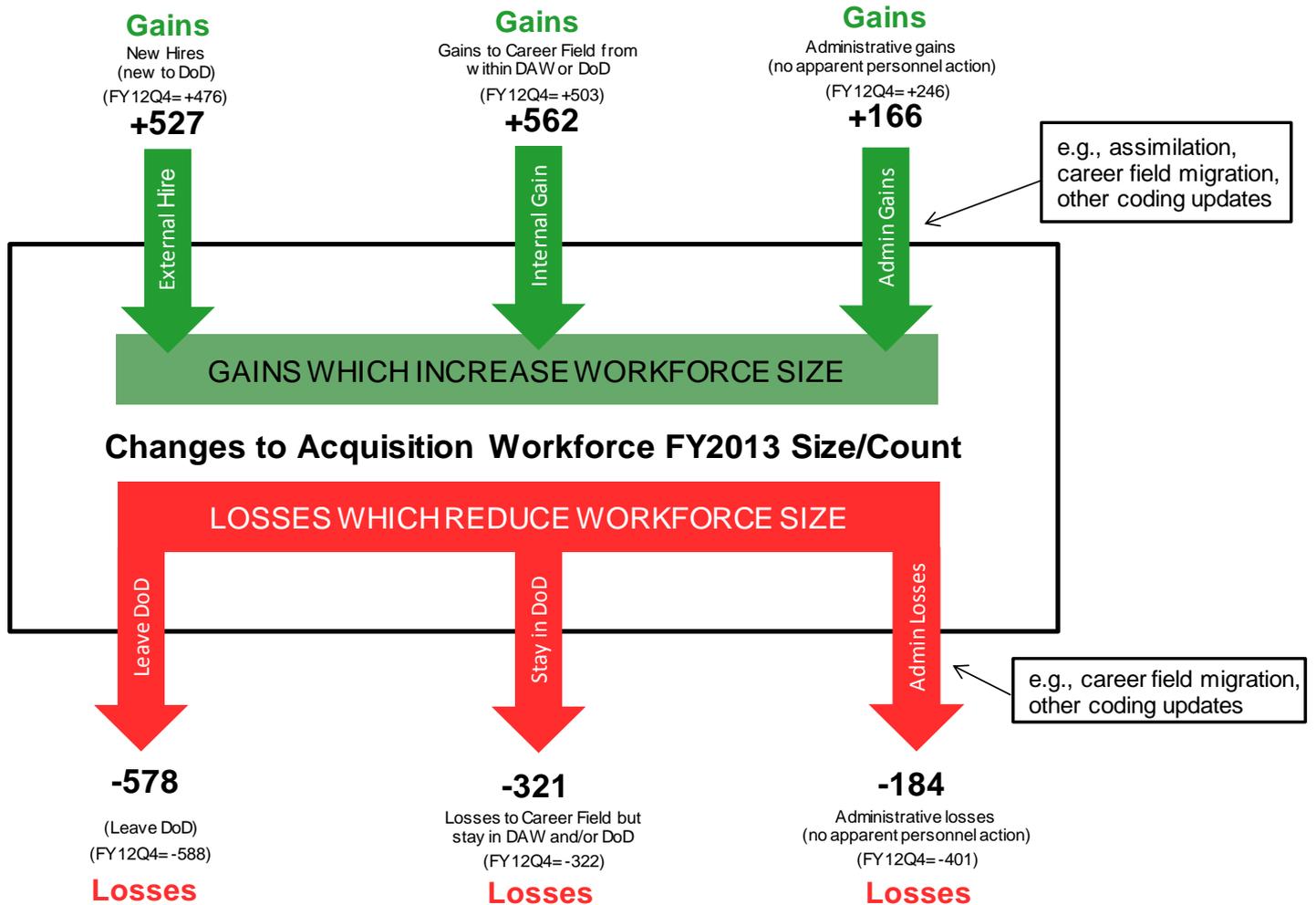
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2013 DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2013) - Production, Quality and Manufacturing

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



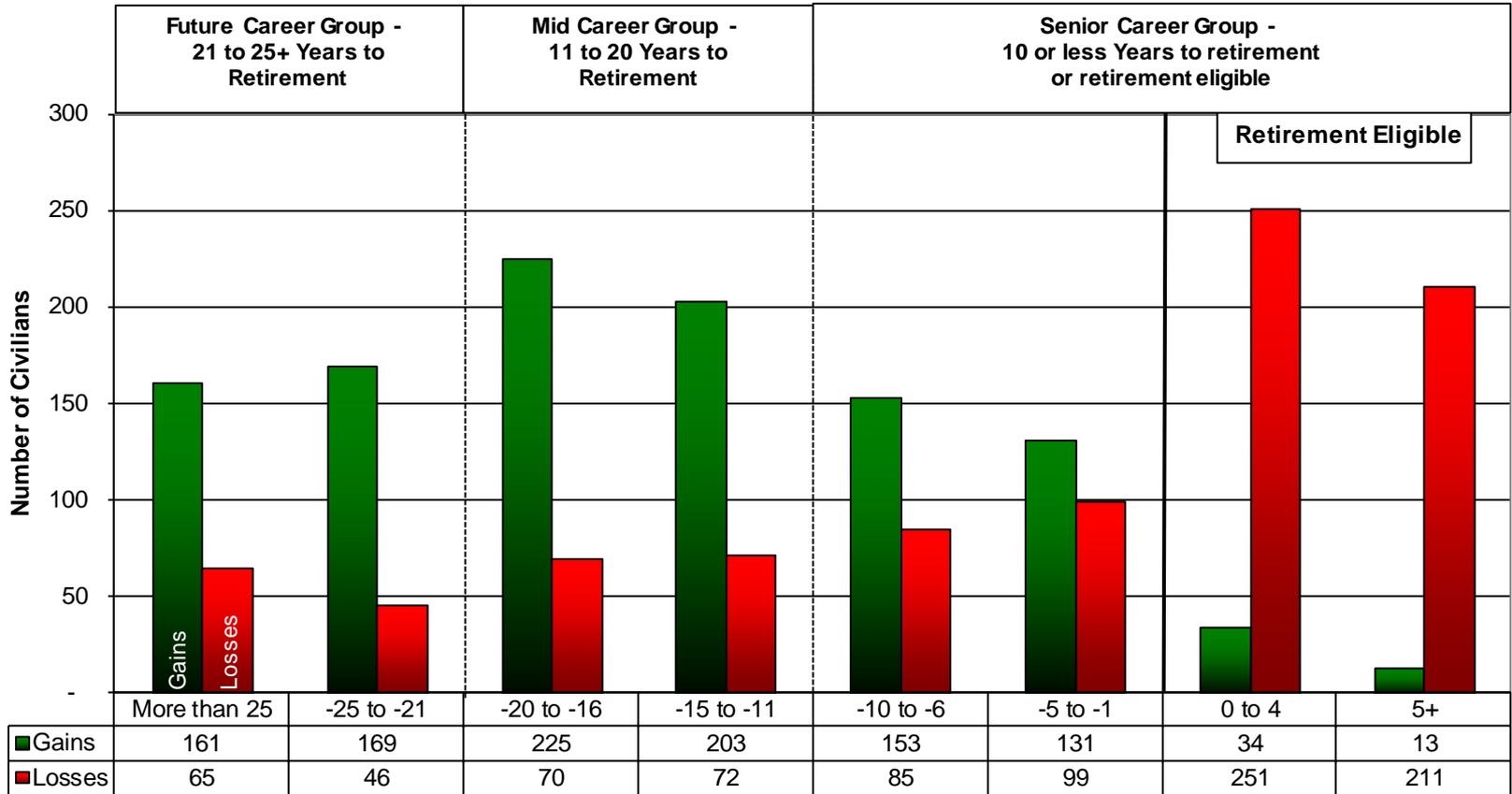


End of FY 13 – DAW Information Summary – PQM

Workforce Lifecycle Gains and Losses

Defense Acquisition Workforce (Civilian) - Production, Quality and Manufacturing

Workforce Lifecycle FY2013 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

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

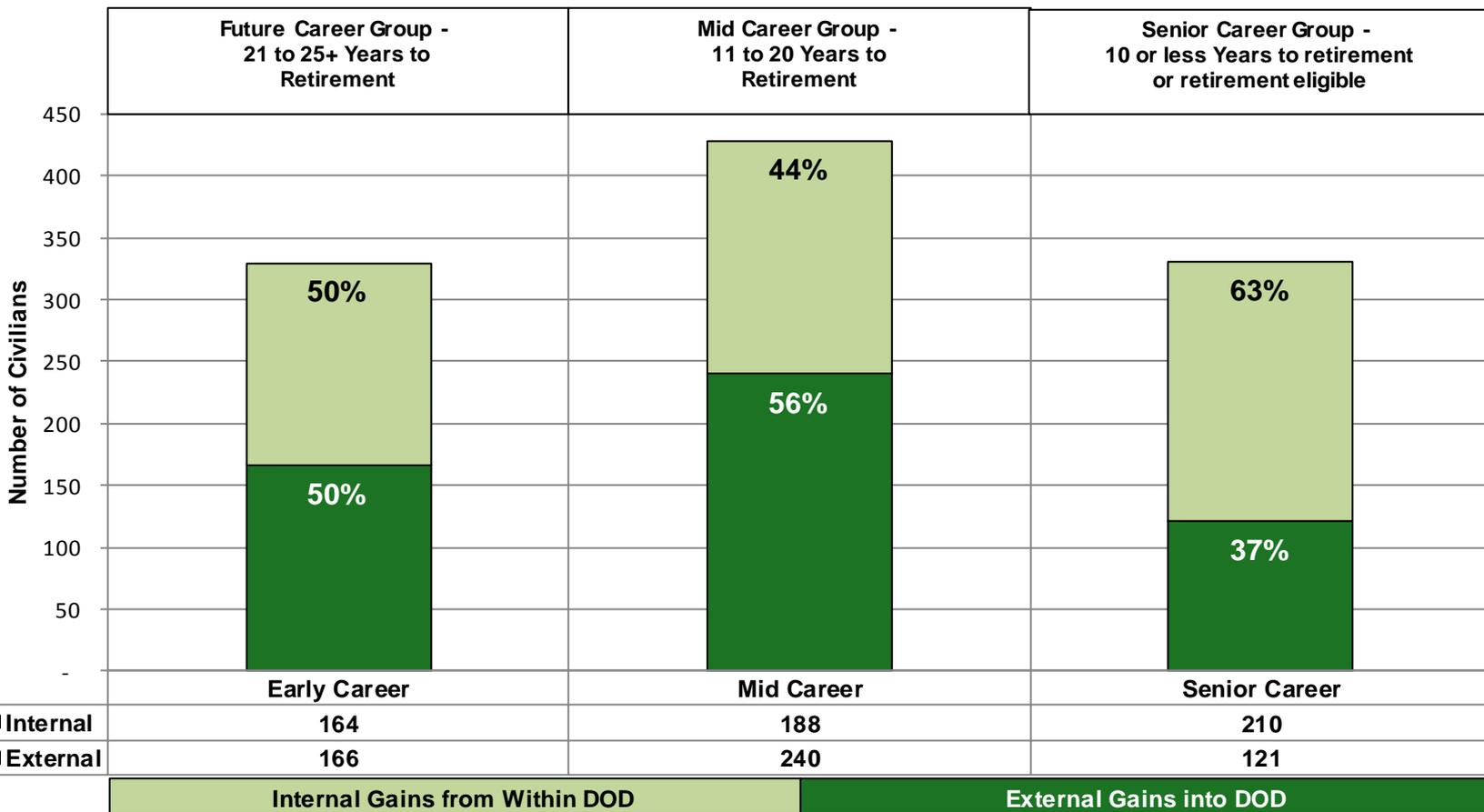
*Does not include administrative gains and losses



End of FY 13 – DAW Information Summary – PQM

Gains – DoD Internal/External

Defense Acquisition Workforce (Civilian) - Production, Quality and Manufacturing
Workforce Lifecycle FY2013 Gains*



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

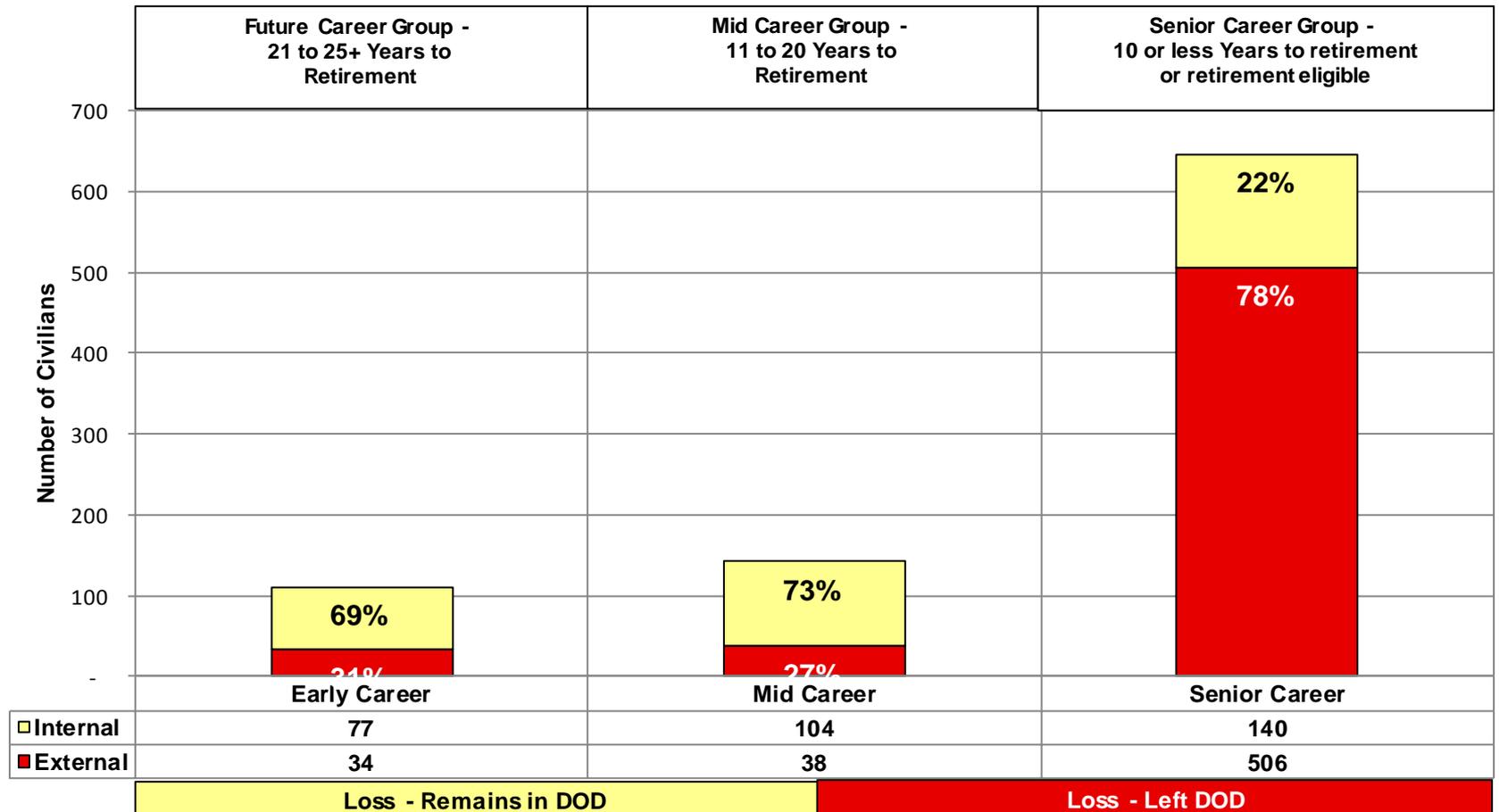
*Does not include administrative gains



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

Defense Acquisition Workforce (Civilian) - Production, Quality and Manufacturing

Workforce Lifecycle FY2013 Losses*



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

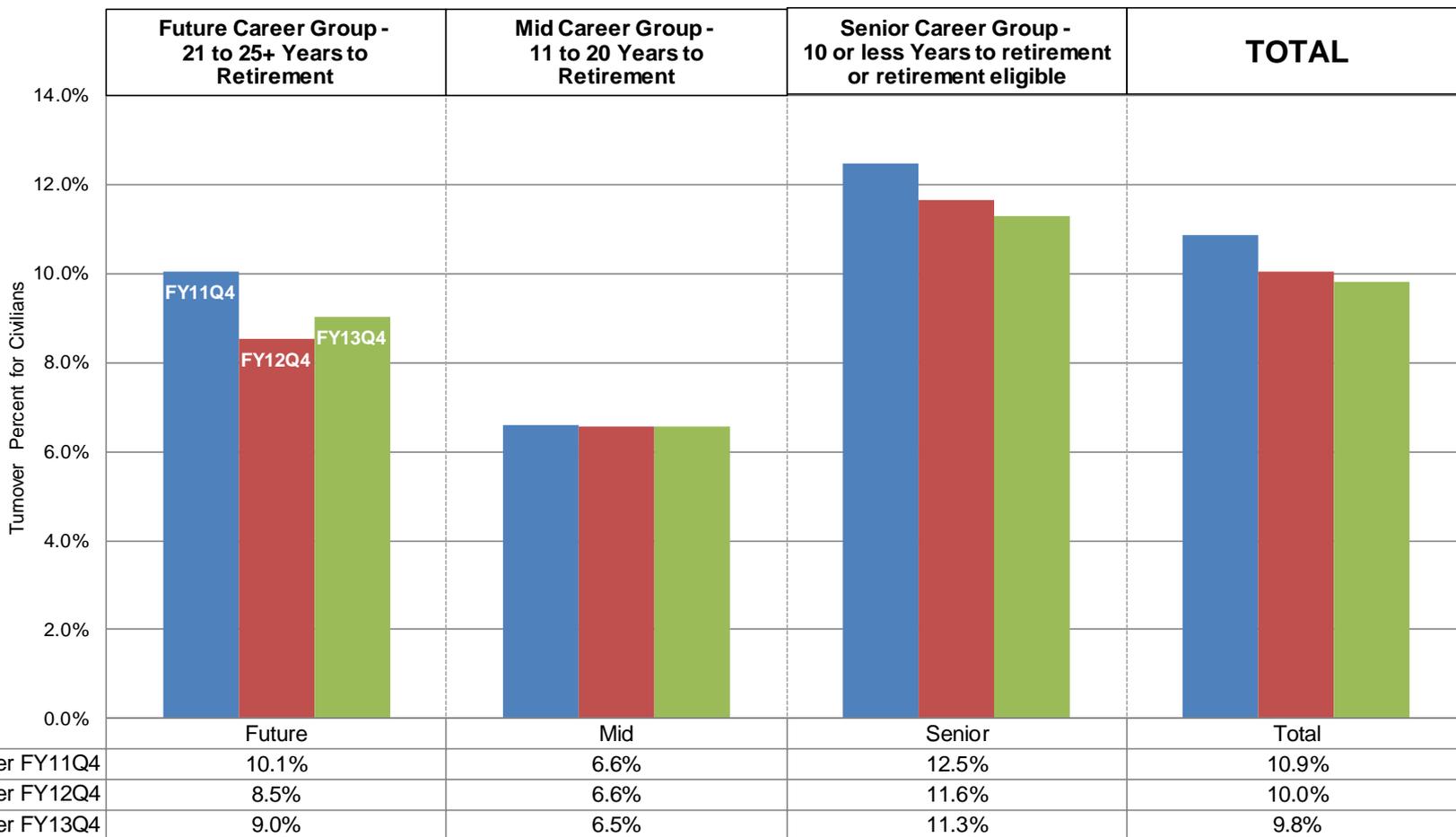
*Does not include administrative losses



End of FY 13 – DAW Information Summary – PQM

Turnover Rate for Civilian Career Lifecycle Groups

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



Turnover Percent by Career Lifecycle Groups



End of FY 13 – DAW Information Summary – PQM

Workforce Distribution by Years to Retirement Eligibility

Defense Acquisition Workforce - Production, Quality and Manufacturing
Distribution by Years to Retirement Eligibility (Civilians)(FY2013)

