



# ***Defense Acquisition Workforce Key Information***

Production, Quality and Manufacturing

As of End of FY14 (30 Sept 2014)



# Fact Sheet

Human Capital Fact Sheet (FY 2014)								
Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY 2014			
	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
<b>Size &amp; Composition</b>								
Workforce Size	8,445	693	9,138	125,879	8,986	685	9,671	151,355
Change in size from 2008	-	-	-	-	6%	-1%	6%	20%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	40%	83%	43%	77%	42%	86%	45%	83%
Graduate Degree	9%	38%	12%	29%	13%	71%	17%	36%
<b>Certification</b>								
Level I or Higher Achieved	76%	56%	74%	72%	86%	69%	85%	86%
Level II or Higher Achieved	68%	42%	66%	61%	76%	46%	74%	74%
Level III Achieved	13%	23%	14%	36%	21%	26%	22%	43%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	77%	52%	75%	75%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	18%	44%	20%	19%
Does Not Meet Certification Requirement	11%	4%	10%	14%	5%	4%	5%	7%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	82%	26%	78%	62%	57%	8%	54%	45%
Average Age	51.0	39.9	50.2	45.7	49.5	39.3	48.7	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	14/25/61(%)	-	-	26/23/51(%)
Average Years of Service	21.0	16.2	20.7	17.3	17.1	17.4	17.2	15.2
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,026(23%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,777(20%)	-	-	26,858(18%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,077/1,072	-	-	9,961/10,917

Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2014 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 FY2014 DMDC data.



# Highlights

## Defense Acquisition Workforce Size Highlights

- The current Production, Quality and Man Defense Acquisition Workforce count is 9,671, up from 9,138 in FY08, a total increase of 533
- The Production, Quality and Man Defense Acquisition Workforce count was at its highest point (9,727) in FY10, and its lowest point (8,364) in FY07
- The Agencies with the largest increases, since FY08, are NAVY, DCMA, and MDA, with increases of 670 (33%), 494 (13%), and 17 (46%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, AIR FORCE, and DLA, with decreases of 520 (-27%), 53 (-14%), and 50 (-6%), respectively

## Defense Acquisition Workforce DAWIA Certification Highlights

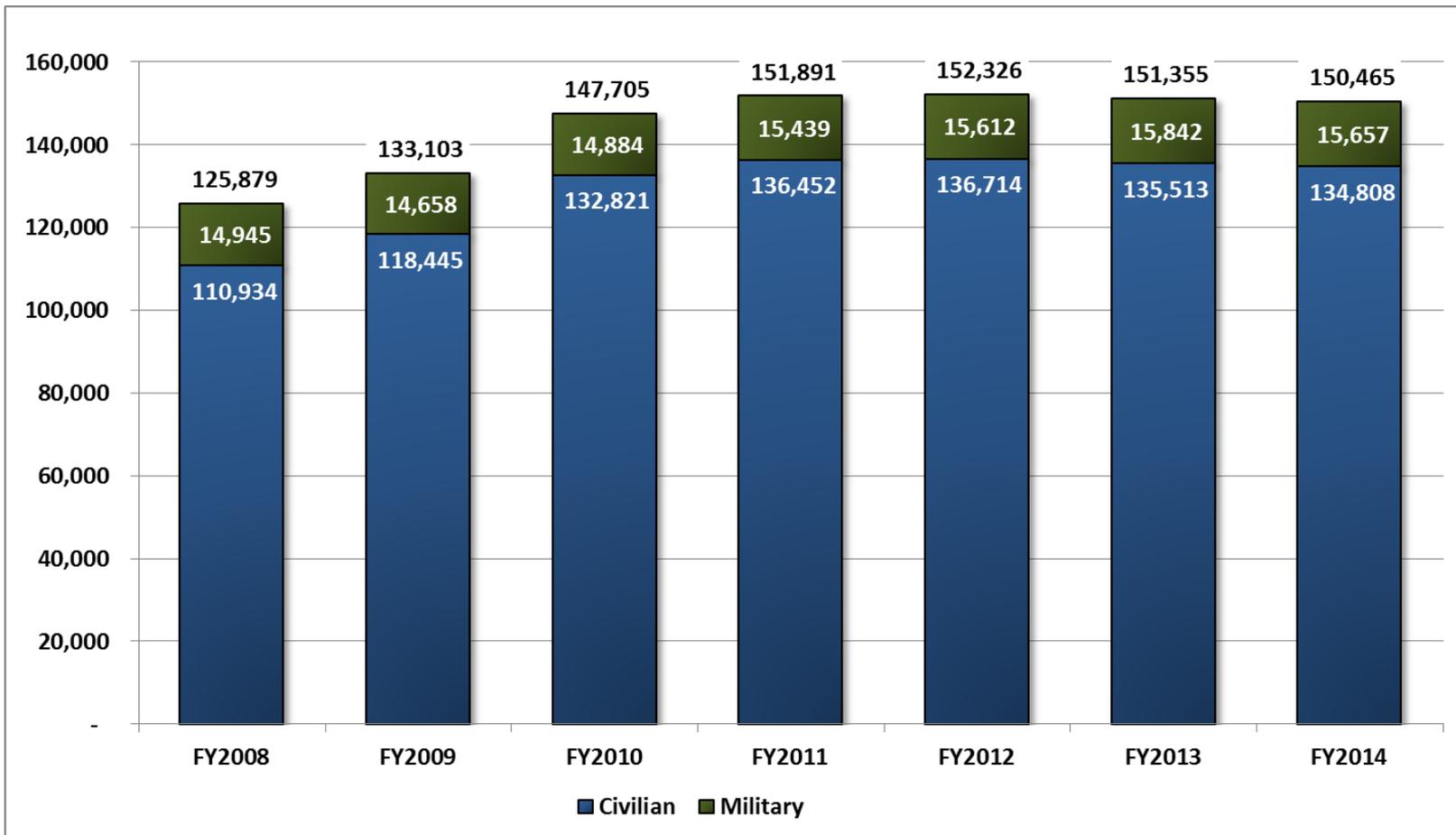
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 75.2%; up from 63.1% in FY08
- The current Production, Quality and Manufacturing Meets/Exceeds certification rate is up 12.1% from FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA 24 month grace period rate is 20.2%; down from 26.5% in FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.5%; down from 10.4% in FY08

## Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 60.8% (5,450) (10 years or less to retirement eligibility or retirement eligible)
- 22.6% (2,026) are currently eligible to retire, ↓ from 28.8% in FY08
- Mid Career Group 25.0% (2,919) (11 to 20 years to retirement), 19.2% in FY08
- Future Career Group 14.3% (1,279) (21 to 25+ years to retirement), ↑ from 9.5% in FY08



# Historical Workforce Size



Data Source: AT&L Data Mart



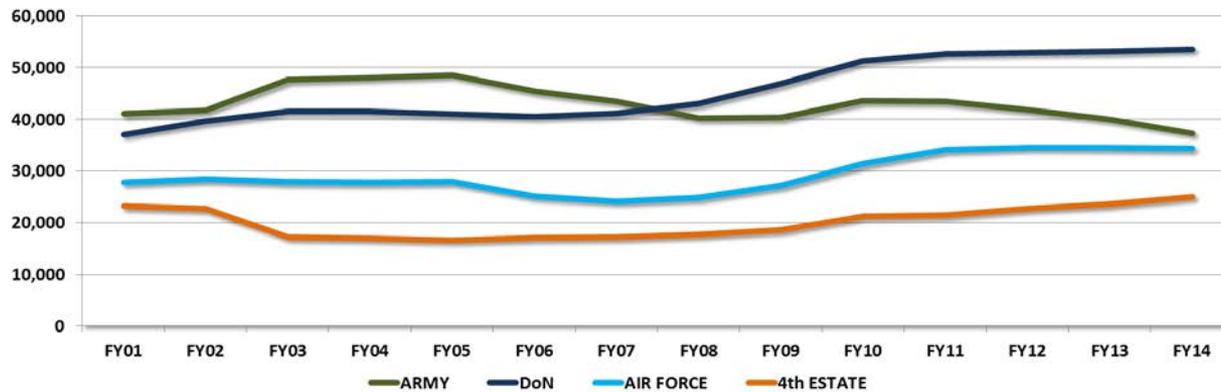
# Workforce Size by Component and Career Field

Workforce Count by Career Category End of FY14	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,560	4,560	3.0%
Business - CE	250	548	438	73	1,309	0.9%
Business - FM	1,766	1,879	1,850	647	6,142	4.1%
Contracting	8,211	5,725	8,413	7,477	29,826	19.8%
Engineering	8,981	19,797	8,473	1,991	39,242	26.1%
Facilities Engineering	1,530	5,039	4	44	6,617	4.4%
Information Technology	1,704	2,185	1,098	789	5,776	3.8%
Life Cycle Logistics	7,554	5,715	2,907	1,548	17,724	11.8%
Production, Quality and Man	1,432	2,675	330	5,234	9,671	6.4%
Program Management	3,263	5,949	5,242	1,549	16,003	10.6%
Property	49	57	22	261	389	0.3%
Purchasing	265	501	80	359	1,205	0.8%
S&T Manager	290	434	2,559	118	3,401	2.3%
Test and Evaluation	2,037	3,179	2,975	378	8,569	5.7%
Unknown/Other	10	2	4	15	31	0.02%
<b>FY14 Totals (as of 9-30-2014)</b>	<b>37,342</b>	<b>53,685</b>	<b>34,395</b>	<b>25,043</b>	<b>150,465</b>	
<b>Component %</b>	<b>24.8%</b>	<b>35.7%</b>	<b>22.9%</b>	<b>16.6%</b>		

Data Source: AT&L Data Mart



# Historical Size by Component FY01 – FY14



Overall Defense Acq Workforce Service	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	% Change Since FY01	% Change Since FY05	% Change Since FY08
<b>ARMY</b>	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	37,342	-9%	-23%	-7%
<b>DoN</b>	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	53,685	44%	31%	25%
<b>AIR FORCE</b>	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	34,395	24%	23%	39%
<b>4th ESTATE</b>	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	25,043	8%	50%	41%
<b>OVERALL DAW</b>	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	150,465	↑ 16.4%	↑ 12.0%	↑ 19.5%

Data Source: AT&L Data Mart



# Workforce Historical Size by Career Field FY01 – FY14

Overall Defense Acq Workforce Career Field	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	% Change Since FY01	% Change Since FY05	% Change Since FY08
Engineering	33,812	33,462	33,142	34,597	34,752	35,142	34,710	34,537	36,704	39,201	39,690	39,807	39,544	39,242	16%	13%	14%
Contracting	19,196	21,563	21,179	20,966	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,292	30,271	29,826	55%	15%	16%
Life Cycle Logistics	9,880	9,951	11,622	11,045	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,724	79%	42%	33%
Program Management	12,387	12,412	11,425	12,746	12,284	12,775	12,427	12,781	13,422	14,915	15,683	15,824	16,171	16,003	29%	30%	25%
Production, Quality and Man	4,942	5,129	4,883	4,866	9,397	8,966	8,364	9,138	9,023	9,727	9,601	9,458	9,658	9,671	96%	3%	6%
Test and Evaluation	5,071	6,145	6,548	7,112	7,384	7,280	7,419	7,420	7,892	8,446	8,573	8,603	8,580	8,569	69%	16%	15%
Business (Cost Est & Fin Mgt)	9,168	9,029	8,145	8,078	8,119	7,747	7,387	7,085	7,262	8,124	8,261	8,039	7,775	7,451	-19%	-8%	5%
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	6,617		-21%	34%
Information Technology	4,784	5,113	5,039	5,245	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,832	5,870	5,776	21%	6%	47%
Auditing	4,121	3,043	3,058	2,820	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505	4,368	4,560	11%	29%	25%
Purchasing	2,541	1,885	1,899	1,799	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,340	1,283	1,205	-53%	-51%	1%
S&T Manager (NEW)	-	165	165	257	314	291	483	480	623	2,561	3,062	3,209	3,293	3,401		983%	609%
Property	255	308	282	322	571	530	481	451	475	501	483	449	402	389	53%	-32%	-14%
Unknown/Other	23,092	22,277	18,087	15,543	3,229	1,495	3,280	1,258	402	71	344	139	48	31			
<b>TOTAL</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>150,465</b>	<b>16.4%</b>	<b>12.0%</b>	<b>19.5%</b>
<b>TOTAL w/o Facilities Eng and S&amp;T Manager</b>	<b>129,249</b>	<b>130,317</b>	<b>125,309</b>	<b>125,139</b>	<b>125,700</b>	<b>124,024</b>	<b>121,155</b>	<b>120,479</b>	<b>127,060</b>	<b>138,233</b>	<b>141,401</b>	<b>141,827</b>	<b>141,092</b>	<b>140,447</b>	<b>8.7%</b>	<b>11.7%</b>	<b>16.6%</b>

Data Source: AT&L Data Mart



# PQM Workforce Historical Size by Agency FY05 – FY14

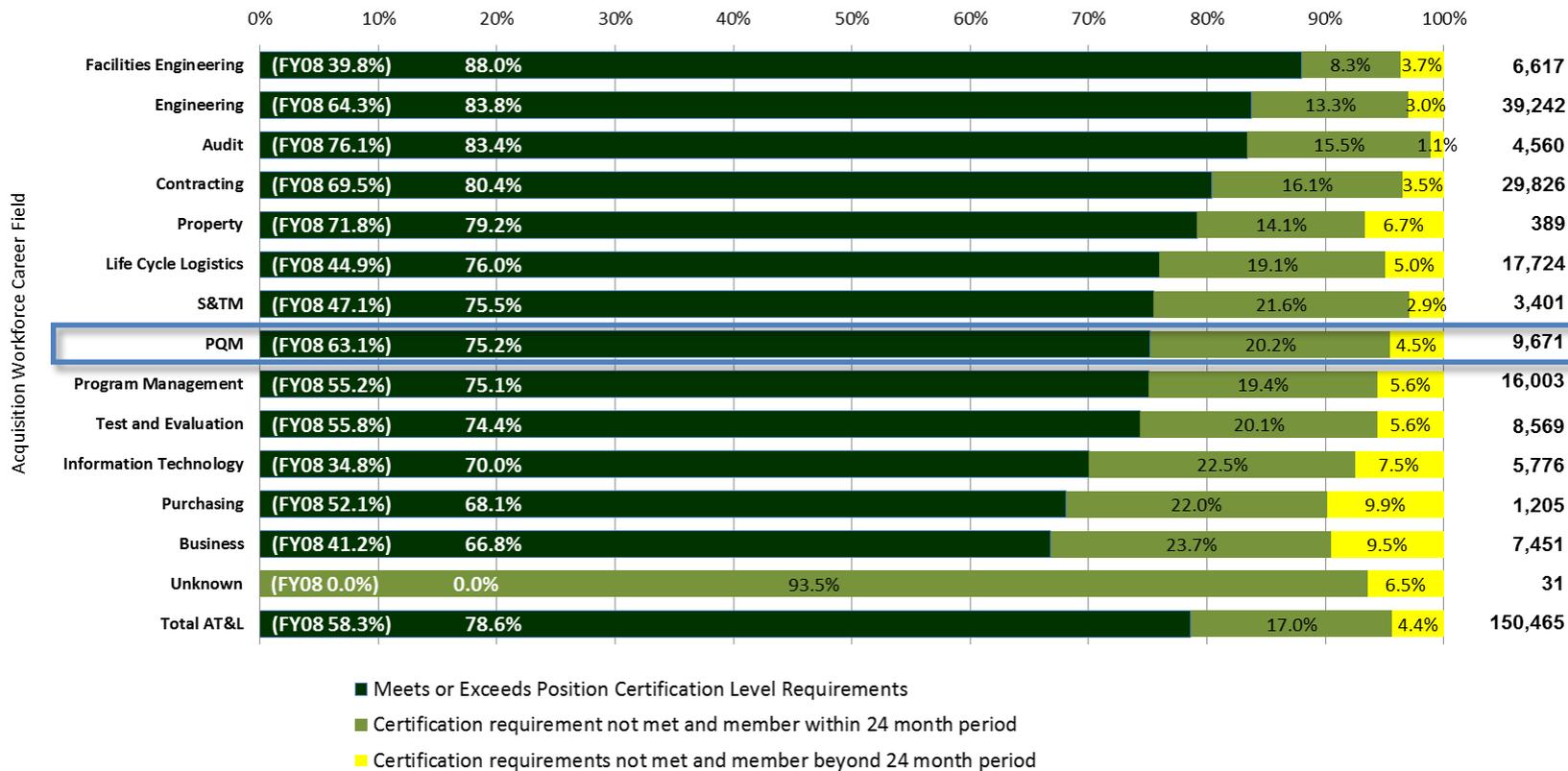
Production, Quality and Man	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	% Change Since FY05	% Change Since FY08
Defense Acq Workforce												
ARMY	2,287	2,193	2,083	1,952	1,930	2,081	2,004	1,777	1,608	1,432	-37%	-27%
NAVY	2,032	2,000	1,960	2,005	2,064	2,181	2,353	2,379	2,468	2,675	32%	33%
AIR FORCE	407	334	326	383	389	404	406	405	326	330	-19%	-14%
DCMA	4,125	3,822	3,548	3,858	3,975	4,259	3,948	4,026	4,371	4,352	6%	13%
DLA	534	590	438	865	652	769	852	823	827	815	53%	-6%
DCAA	-	-	-	3	-	-	-	-	-	-	-	-100%
MDA	6	5	8	37	6	23	31	41	47	54	800%	46%
DISA	-	1	-	-	-	-	-	-	-	-	-	-
DHA	-	-	-	2	1	2	1	1	2	3	-	50%
DTRA	-	-	-	-	-	-	-	-	-	-	-	-
DAU	4	5	-	5	5	5	5	5	7	9	125%	80%
OSD & Staff	1	-	-	13	1	3	1	1	2	1	0%	-92%
JCS	-	-	-	-	-	-	-	-	-	-	-	-
DeCA	1	-	-	-	-	-	-	-	-	-	-100%	-
WHS	-	-	1	-	-	-	-	-	-	-	-	-
DFAS	-	16	-	-	-	-	-	-	-	-	-	-
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-
DMEA	-	-	-	-	-	-	-	-	-	-	-	-
DoD HRA	-	-	-	1	-	-	-	-	-	-	-	-100%
DoD TRMC	-	-	-	2	-	-	-	-	-	-	-	-100%
DSCA	-	-	-	-	-	-	-	-	-	-	-	-
DMACT	-	-	-	-	-	-	-	-	-	-	-	-
DSS	-	-	-	-	-	-	-	-	-	-	-	-
DTIC	-	-	-	-	-	-	-	-	-	-	-	-
DARPA	-	-	-	1	-	-	-	-	-	-	-	-100%
NDU	-	-	-	2	-	-	-	-	-	-	-	-100%
DoD IG	-	-	-	4	-	-	-	-	-	-	-	-100%
ASD	-	-	-	-	-	-	-	-	-	-	-	-
PFFA	-	-	-	-	-	-	-	-	-	-	-	-
4th Estate Other	-	-	-	5	-	-	-	-	-	-	-	-100%
<b>TOTAL</b>	<b>9,397</b>	<b>8,966</b>	<b>8,364</b>	<b>9,138</b>	<b>9,023</b>	<b>9,727</b>	<b>9,601</b>	<b>9,458</b>	<b>9,658</b>	<b>9,671</b>	<b>↑ 2.9%</b>	<b>↑ 5.8%</b>

Data Source: AT&L Data Mart



# Overall DAWIA Certification by Career Field

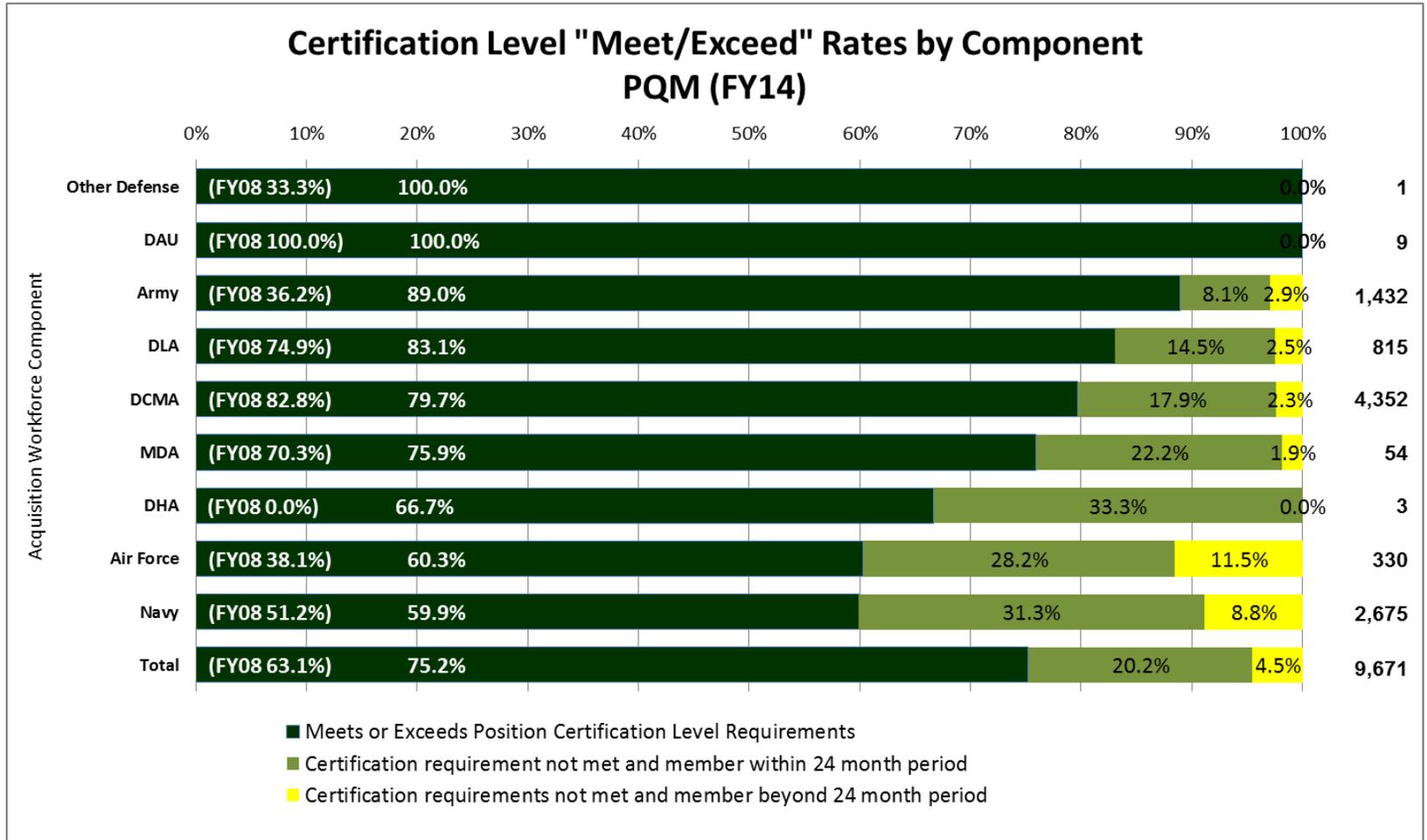
## Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY14)



Data Source: AT&L Data Mart



# PQM DAWIA Certification by Component

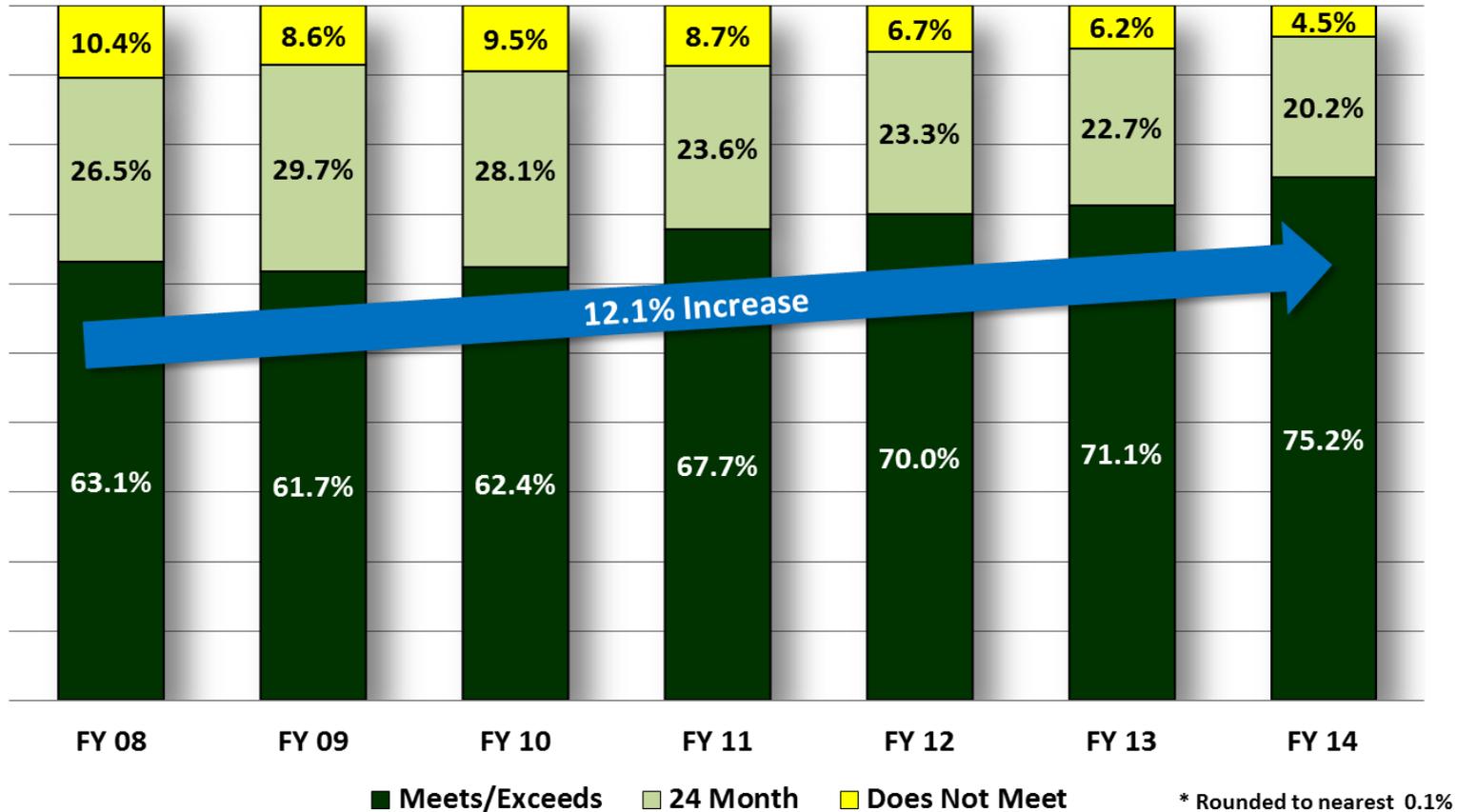


Data Source: AT&L Data Mart



# PQM DAWIA Certification FY08 – FY14

## Production, Quality and Manufacturing



Data Source: AT&L Data Mart



# PQM DAWIA Cert. Matrix + Bench Strength

PQM Required Certification Level	Achieved Certification Level				FY14 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	373	335	137	11	856	56.4%
Level II	928	652	4,710	452	6,742	76.6%
Level III	160	67	216	1,628	2,071	78.6%
<i>Unspecified</i>	-	-	1	1	2	
<b>FY14 TOTAL</b>	<b>1,461</b>	<b>1,054</b>	<b>5,064</b>	<b>2,092</b>	<b>9,671</b>	<b>75.2%</b>
	15.1%	10.9%	52.4%	21.6%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	19,439	12.9%	
Army	5,130	13.7%	
DoN	6,618	12.3%	
Air Force	6,110	17.8%	
4th Estate	1,581	6.3%	
<b>PQM</b>	<b>600</b>	<b>6.2%</b>	<b>12 of 13</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	483	360	13	856	8.9%
Level II	5,162	1,288	292	6,742	69.7%
Level III	1,628	309	134	2,071	21.4%
<i>Unspecified</i>	1	1	-	2	0.0%
<b>PQM TOTAL</b>	<b>7,274</b>	<b>1,958</b>	<b>439</b>	<b>9,671</b>	
	75.2%	20.2%	4.5%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

Data Source: AT&L Data Mart



# PQM KLPs by Agency

KLPs by Agency	Overall			PQM			
	Count	% CIV	% MIL	Count	% Overall	% CIV	% MIL
Army	236	73.7%	26.3%	6	3%	100.0%	0.0%
Navy	529	83.6%	16.4%	9	2%	66.7%	33.3%
Air Force	245	55.5%	44.5%	-	0%	0%	0%
Defense Contract Management Agency	4			-	0%		
Missile Defense Agency	14			-	0%		
Defense Logistics Agency	13			-	0%		
Defense Information Systems Agency	7			-	0%		
Defense Threat Reduction Agency	2			-	0%		
DoD Human Resources Activity	1			-	0%		
Defense Security Cooperation Agency	1			-	0%		
ASD - Networks & Information Integration	1			-	0%		

Data Source: AT&L Data Mart



## PQM CAP + KLPs / Education / Mil-Civ

Occupied Position Type	PQM TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	15	0.2%	1,058	0.7%
Critical Acquisition Positions (CAPs) *	378	3.9%	15,639	10.4%
Non-CAP Positions	9,278	95.9%	133,768	88.9%
<b>TOTAL</b>	<b>9,671</b>		<b>150,465</b>	

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

Highest Level of Education	PQM TOTAL		Entire DAW	
Post Grad	1,644	17.0%	56,750	37.7%
Bachelors	2,721	28.1%	68,053	45.2%
Some College	2,287	23.6%	11,603	7.7%
High School	2,934	30.3%	12,749	8.5%
Other	85	0.9%	1,310	0.9%
<b>TOTAL</b>	<b>9,671</b>		<b>150,465</b>	

Type	PQM TOTAL		Entire DAW	
Civilian	8,986	92.9%	134,808	89.6%
Military	685	7.1%	15,657	10.4%
<b>TOTAL</b>	<b>9,671</b>		<b>150,465</b>	

Data Source: AT&L Data Mart



## PQM Size by Occupational Series

Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	5,485	61.0%
1150 - Industrial Specialist	890	9.9%
1101 - Business and Industry Specialist	589	6.6%
0801 - Engineer, General	515	5.73%
0301 - Administration & Program Staff	253	2.82%
1152 - Production Controller	173	1.93%
0856 - Engineering Technician, Electronics	148	1.65%
0802 - Engineering Technician	144	1.60%
0896 - Engineer, Industrial	126	1.40%
0830 - Engineer, Mechanical	93	1.03%
<i>Other</i>	570	6.34%
<b>TOTAL CIVILIAN</b>	<b>8,986</b>	<b>Civilians</b>

Data Source: AT&L Data Mart



## PQM Demographics

Race	PQM TOTAL		Entire DAW	
WHITE	7,639	79.0%	112,942	75.1%
BLACK	1,041	10.8%	17,622	11.7%
ASIAN	351	3.6%	9,549	6.3%
MULTI	155	1.6%	2,918	1.9%
AMI/AN	76	0.8%	817	0.5%
PI	37	0.4%	631	0.4%
<i>Unspecified</i>	372	3.8%	5,986	4.0%
<b>TOTAL</b>	<b>9,671</b>		<b>150,465</b>	

Gender	PQM TOTAL		Entire DAW	
Males	8,172	84.5%	105,875	70.4%
Females	1,482	15.3%	43,835	29.1%
<i>Unspecified</i>	17	0.2%	755	0.5%
<b>TOTAL</b>	<b>9,671</b>		<b>150,465</b>	

Data Source: AT&L Data Mart

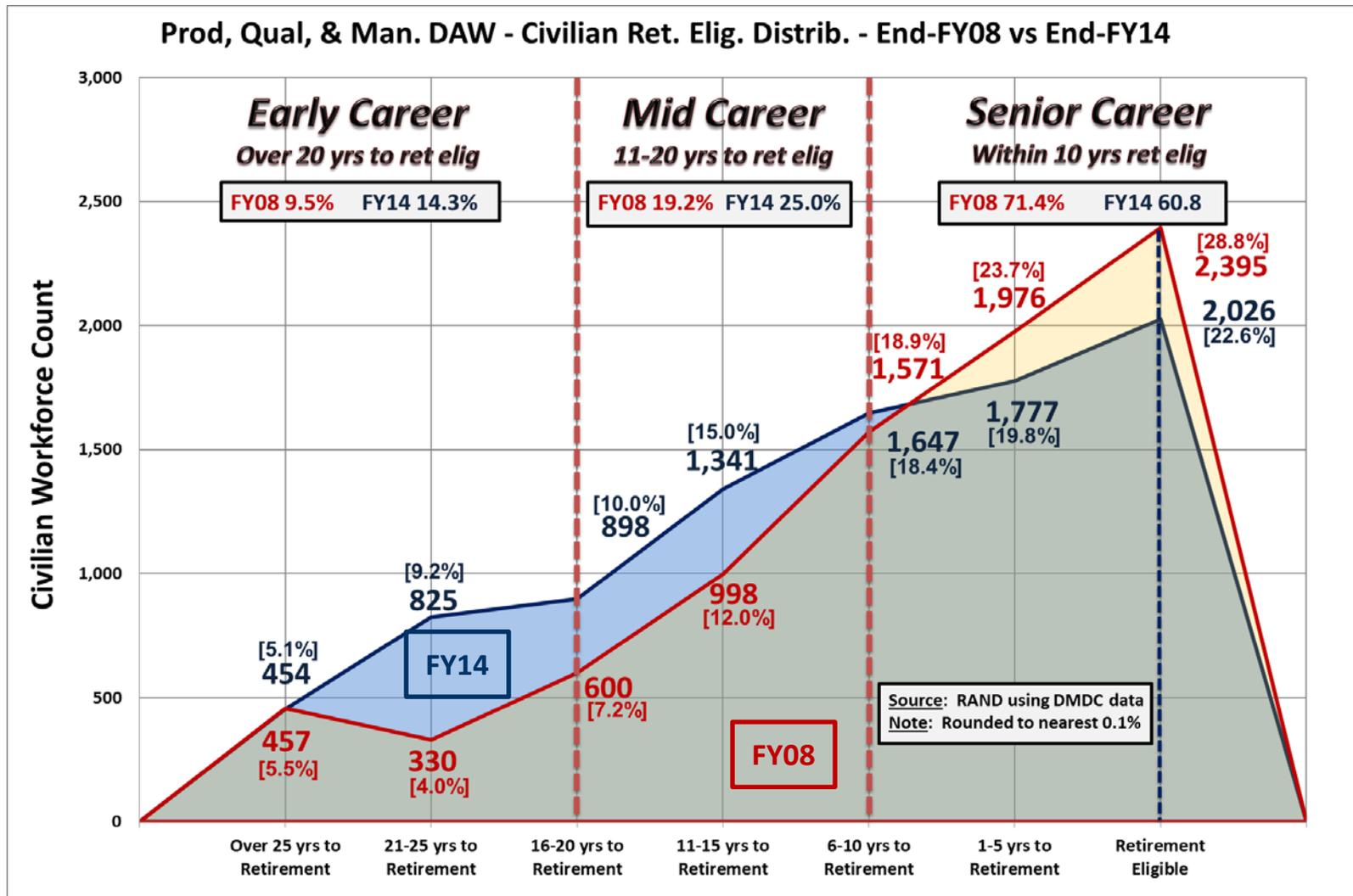


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# ***RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides***



# PQM Civilian Retirement Eligibility Distrib. – FY08 / FY14

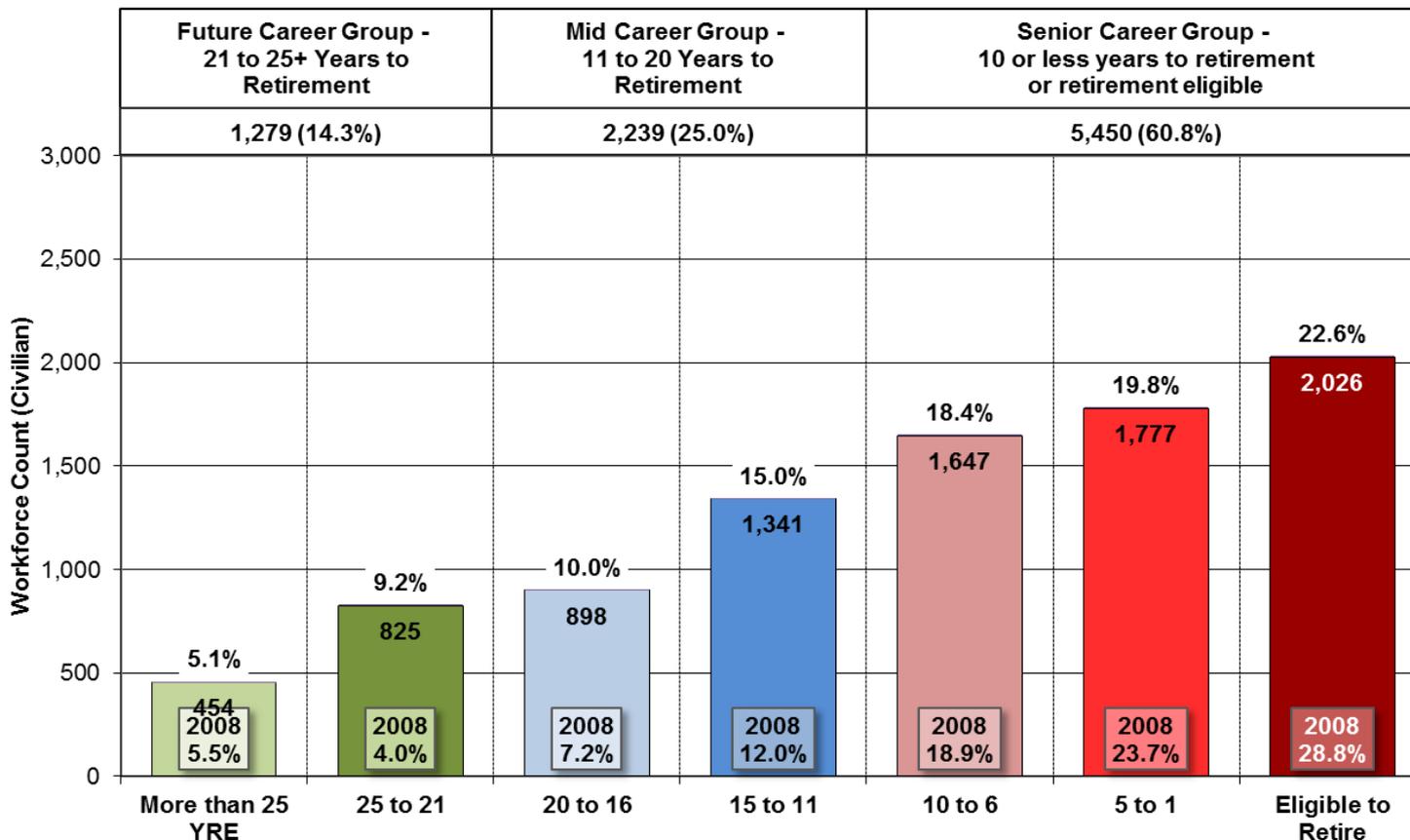


Data Source: RAND NDRI Forces and Resources Policy Center



# PQM Workforce Lifecycle Model by YRE

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
 by Years to Retirement Eligibility (YRE) - Civilian (FY2014) - Production, Quality and Manufacturing



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2014 DMDC data provided by RAND.

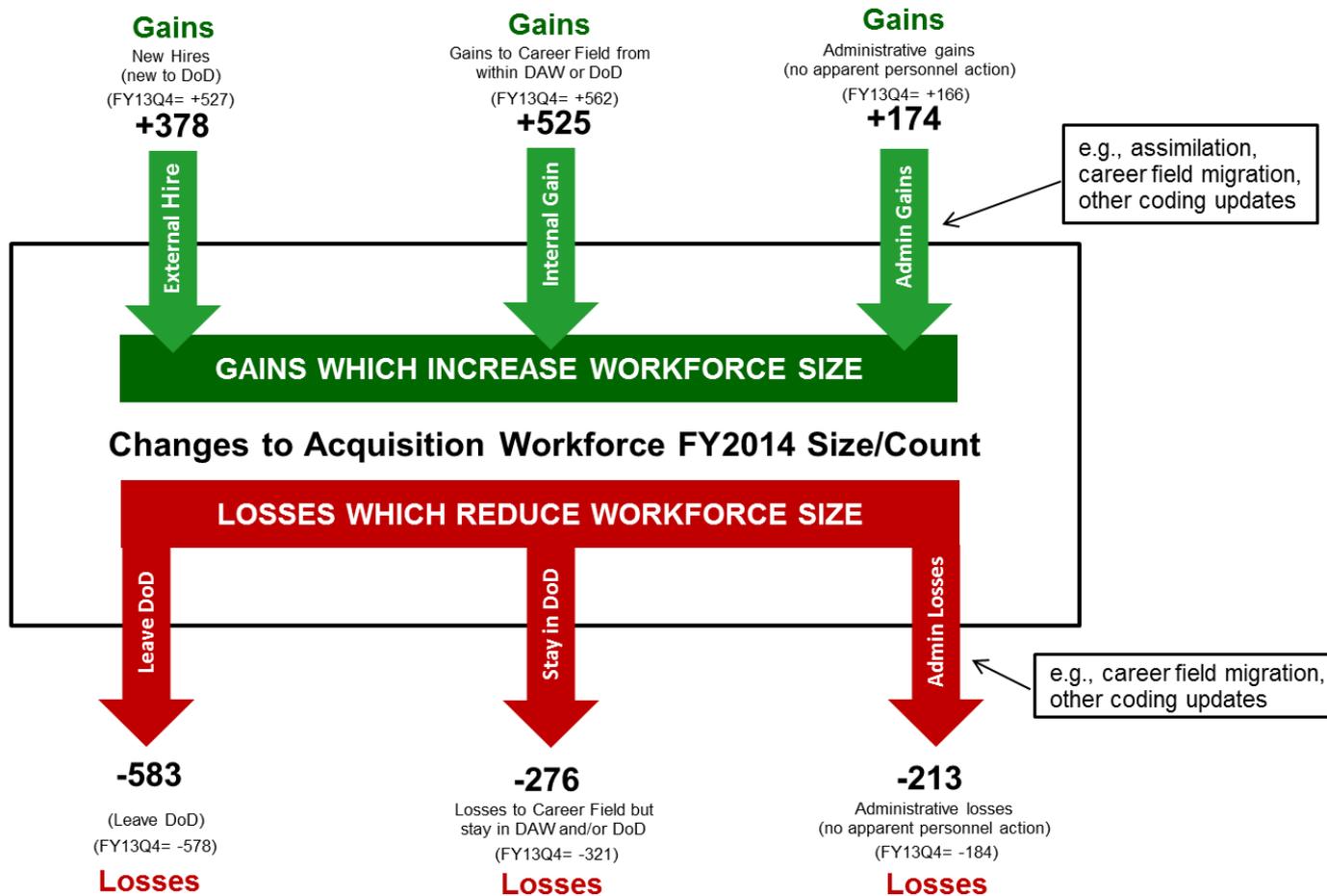
Data Source: RAND NDRI Forces and Resources Policy Center



# PQM Gains/Losses – New Hires, Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2014) - Production, Quality and

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



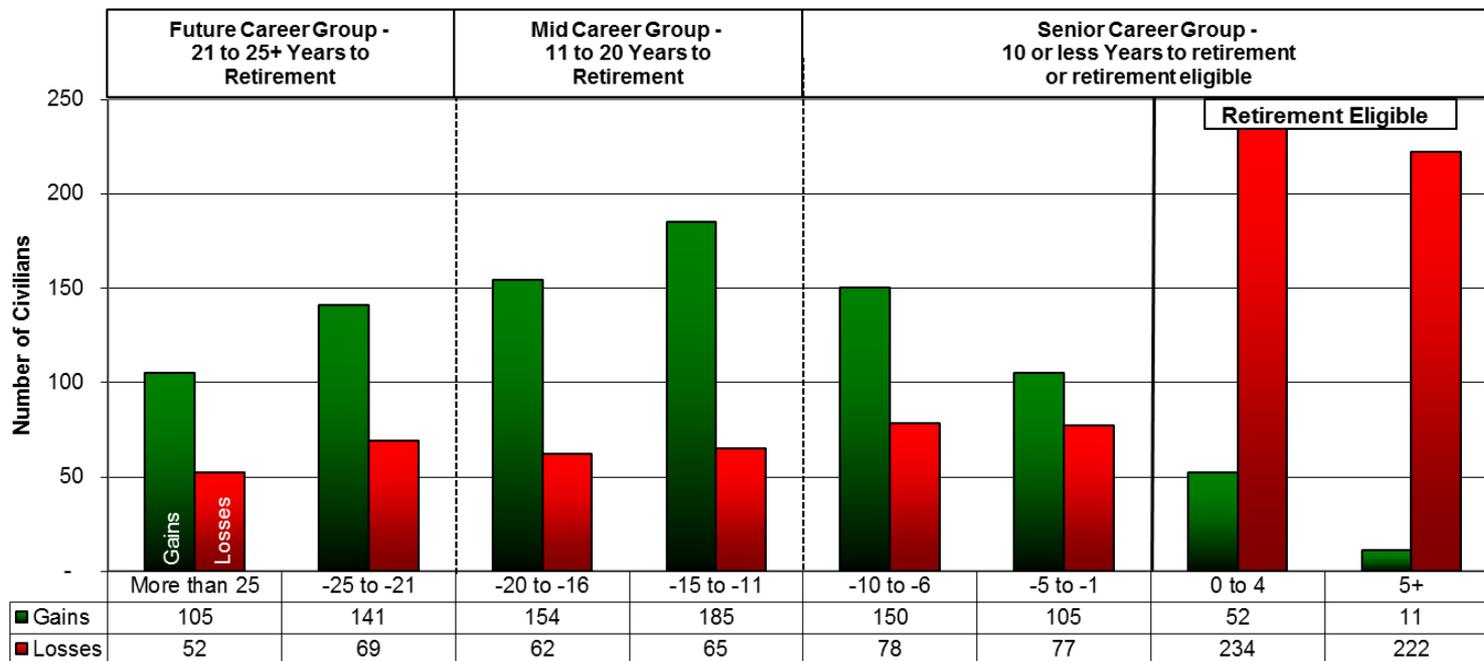
Data Source: RAND NDRI Forces and Resources Policy Center



# PQM Gains and Losses by YRE Groups

## Defense Acquisition Workforce (Civilian) - PQM

Workforce Lifecycle FY2014 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

\*Does not include administrative gains and losses

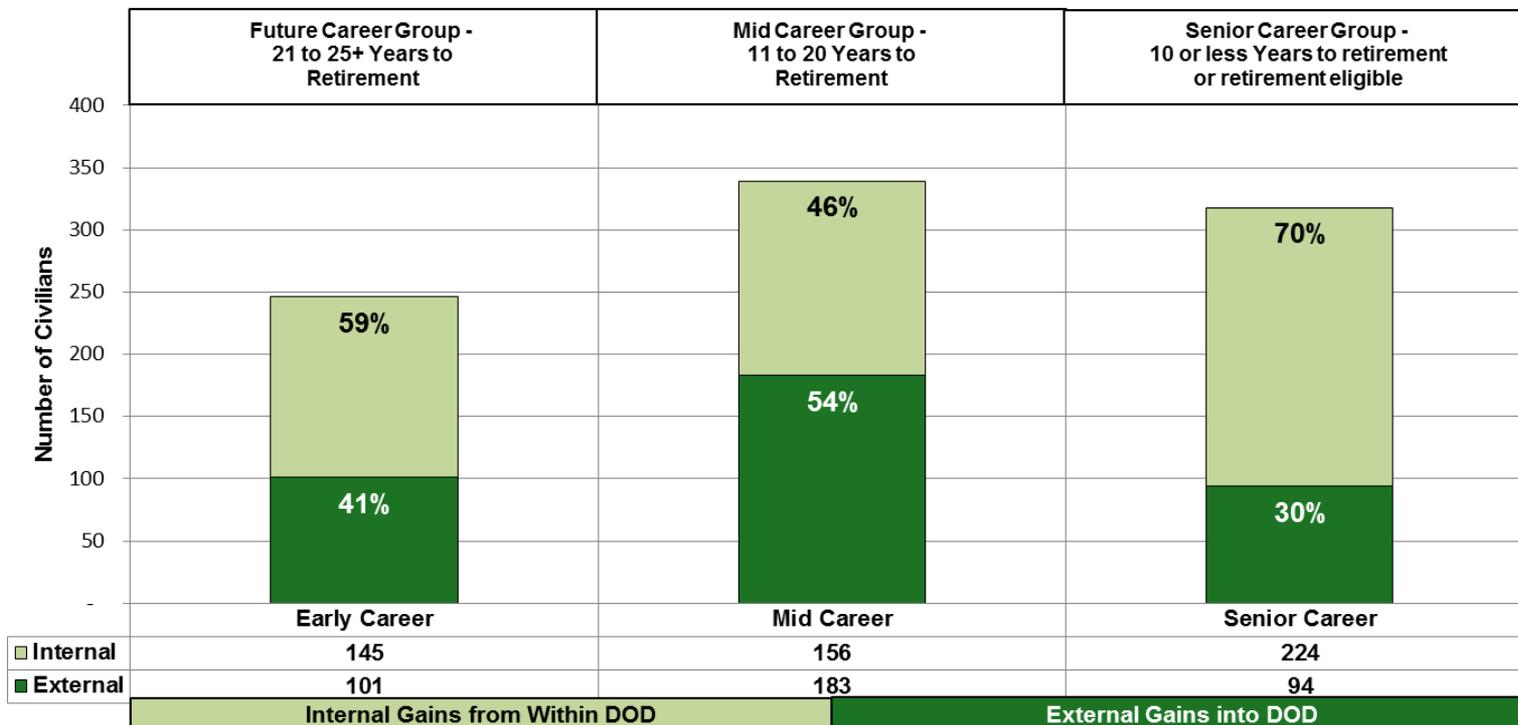
Data Source: RAND NDRI Forces and Resources Policy Center



# PQM Internal/External Gains % by Career Group

## Defense Acquisition Workforce (Civilian) - PQM

Workforce Lifecycle FY2014 Gains\*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

\*Does not include administrative gains

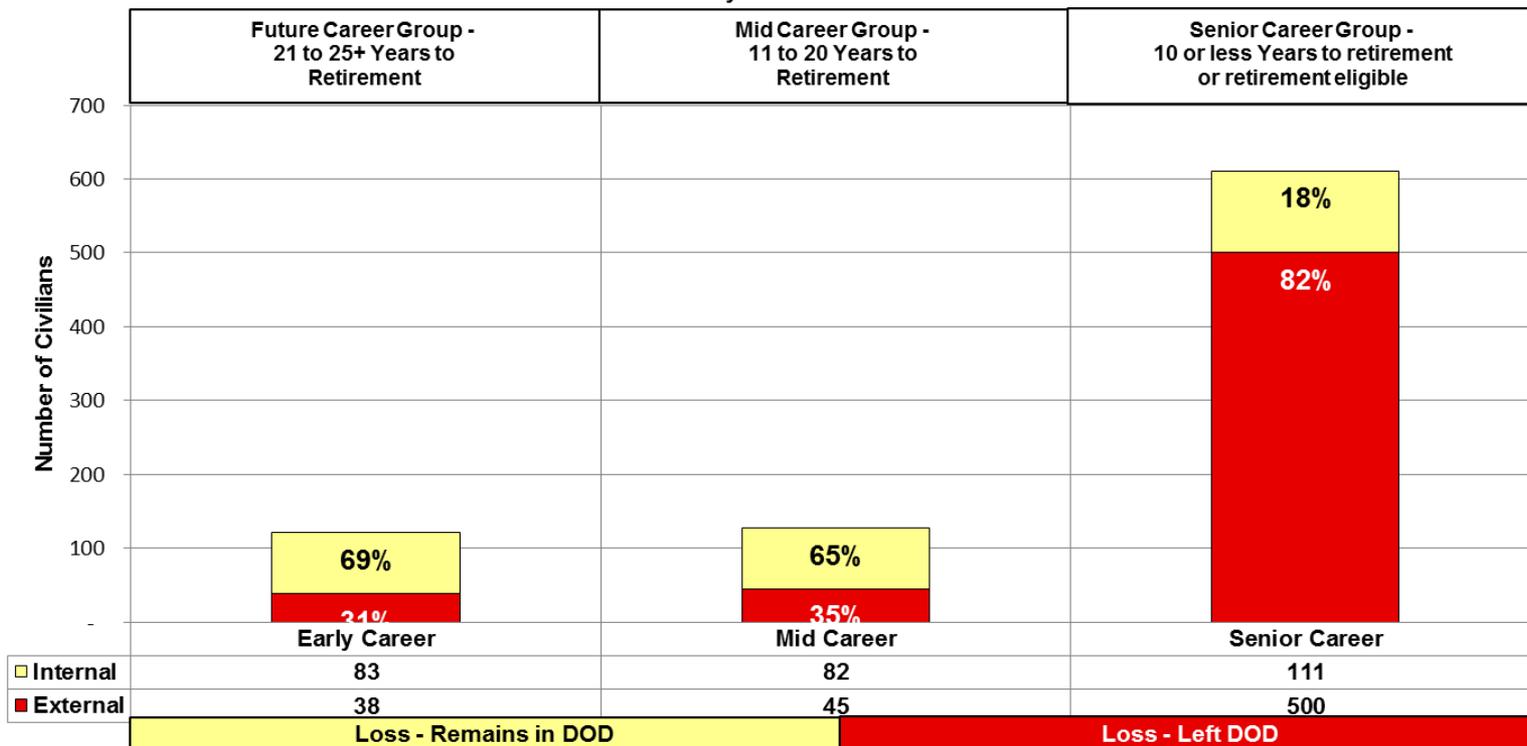
Data Source: RAND NDRI Forces and Resources Policy Center



# PQM Internal/External Loss % by Career Group

## Defense Acquisition Workforce (Civilian) - PQM

Workforce Lifecycle FY2014 Losses\*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

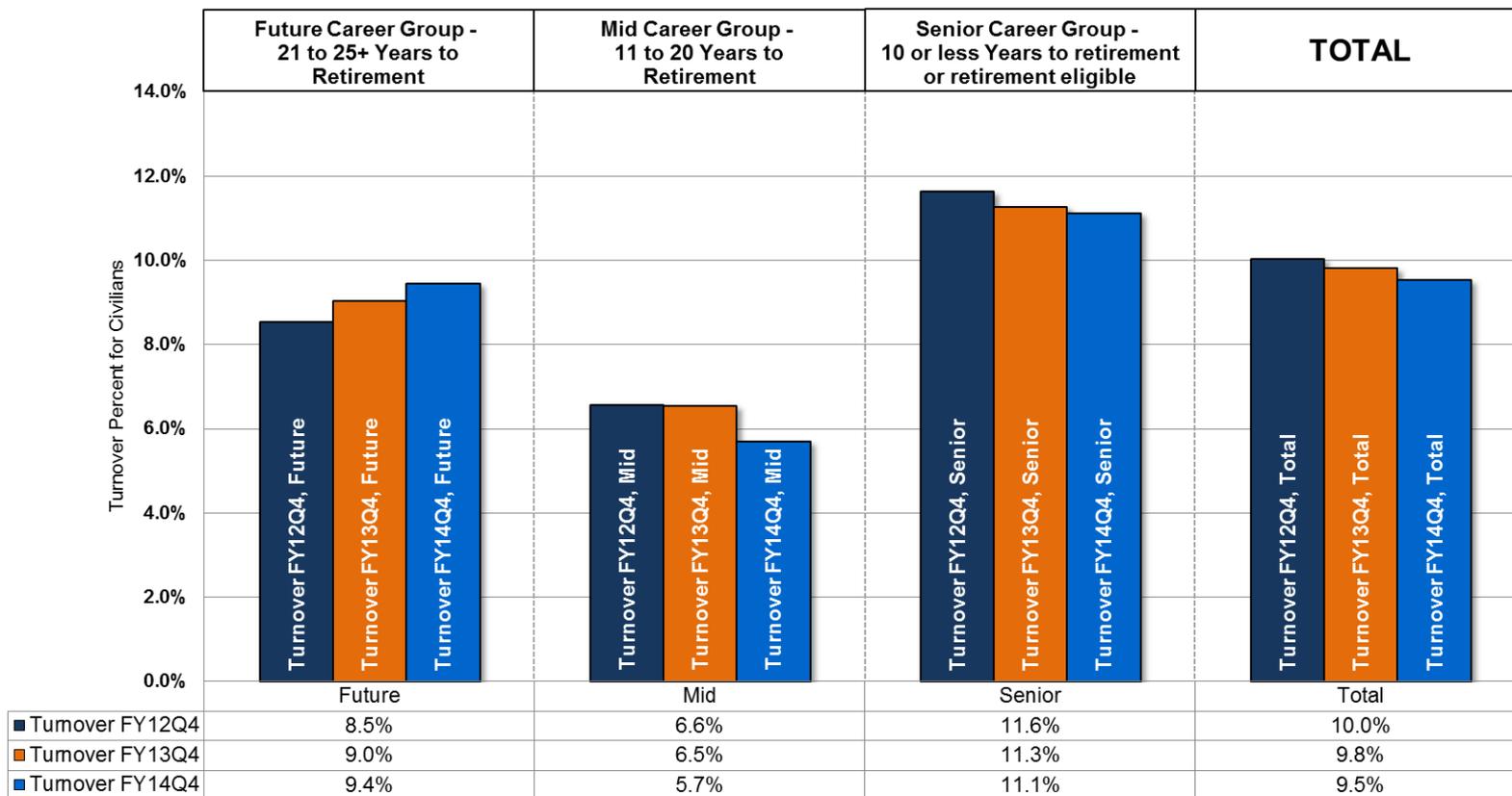
\*Does not include administrative losses

Data Source: RAND NDRI Forces and Resources Policy Center



# PQM Turnover Rates by Career Group

## Defense Acquisition Workforce Turnover - PQM (Civilian) (FY12Q4, FY13Q4, FY14Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

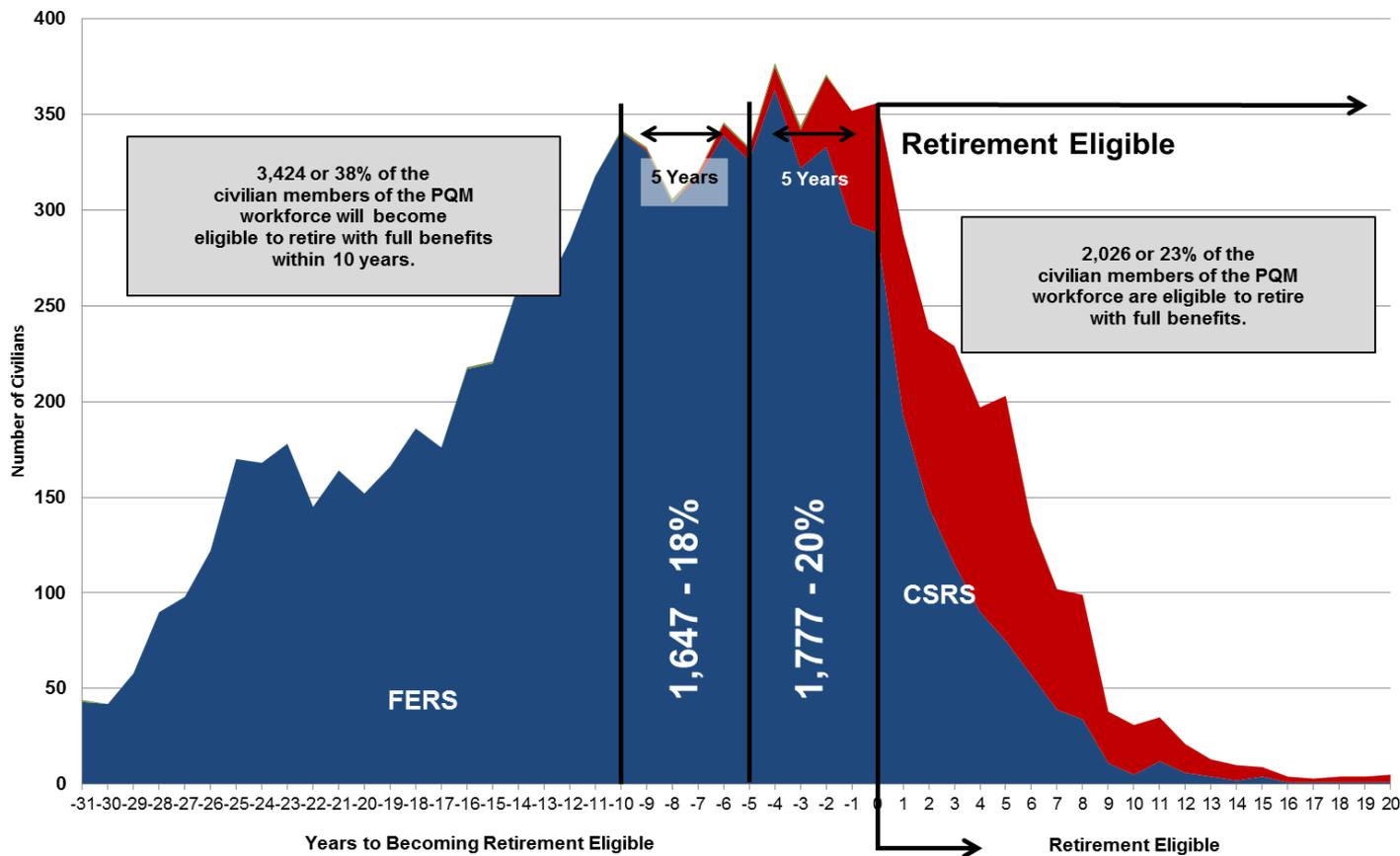
Data Source: RAND NDRI Forces and Resources Policy Center



# PQM Civilian Distribution by Years to Retirement Eligibility

## Defense Acquisition Workforce - PQM

Distribution by Years to Retirement Eligibility (Civilians)(FY2014)



Data Source: RAND NDRI Forces and Resources Policy Center



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# *Additional Information*



# Workforce Size Matrix Component by Career Field

Component	Service/Agency	Auditing	Business - Cost Estimating	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgt	Information Technology	Life Cycle Logistics	Production, Quality & Manuf.	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unspecified	End of FY14 TOTAL
Army	Army Totals	-	250	1,766	8,211	8,981	1,530	49	1,704	7,554	1,432	3,263	265	290	2,037	10	37,342
DoN	Navy	-	513	1,699	5,202	19,423	4,998	57	1,971	5,256	2,638	5,137	442	431	3,053	2	50,822
	Marine Corps	-	35	180	523	374	41	-	214	459	37	812	59	3	126	-	2,863
	Dept of Navy Totals	-	548	1,879	5,725	19,797	5,039	57	2,185	5,715	2,675	5,949	501	434	3,179	2	53,685
Air Force	Air Force Totals	-	438	1,850	8,413	8,473	4	22	1,098	2,907	330	5,242	80	2,559	2,975	4	34,395
4th Estate	Defense Contract Management Agency	1	2	217	2,917	1,157	-	256	197	127	4,352	388	7	6	3	15	9,645
	Defense Logistics Agency	-	1	3	3,220	11	1	3	43	1,272	815	88	289	6	1	-	5,753
	Defense Contract Audit Agency	4,557	-	-	2	-	-	-	-	-	-	-	8	-	-	-	4,567
	Missile Defense Agency	1	54	239	200	605	42	-	53	64	54	339	1	2	262	-	1,916
	Defense Information Systems Agency	-	4	16	365	74	-	-	140	32	-	242	15	-	53	-	941
	Defense Threat Reduction Agency	-	-	79	77	44	1	-	54	-	-	133	2	99	6	-	495
	Defense Acquisition University	-	8	31	123	40	-	2	6	36	9	139	-	1	7	-	402
	DHA (TRICARE Management Activity & USUHS)	-	3	30	89	6	-	-	244	3	3	91	24	-	4	-	497
	Office of the Secretary of Defense & OSD Staff	-	1	11	39	23	-	-	-	12	1	70	-	1	6	-	164
	The Joint Staff	-	-	8	4	10	-	-	34	1	-	32	-	2	18	-	109
	Defense Commissary Agency	-	-	3	108	-	-	-	11	-	-	5	-	-	1	-	128
	Washington Headquarters Services	-	-	-	123	-	-	-	-	-	-	-	-	-	-	-	123
	DoD Education Activity	-	-	-	51	-	-	-	-	-	-	-	7	-	-	-	58
	Defense Finance and Accounting Service	-	-	-	60	-	-	-	-	-	-	1	-	-	-	-	61
	Defense Microelectronics Activity	-	-	4	24	20	-	-	3	-	-	-	-	-	-	-	51
	DoD Human Resources Activity	-	-	-	21	-	-	-	1	-	-	1	-	-	-	-	24
	Defense Security Cooperation Agency	-	-	1	14	-	-	-	-	-	-	3	1	-	-	-	19
	Defense Media Activity	-	-	-	12	-	-	-	-	-	-	-	2	-	-	-	14
	DoD Test Resource Management Center	-	-	4	-	1	-	-	-	-	-	1	-	-	17	-	23
	Defense Security Service	-	-	1	14	-	-	-	-	1	-	-	1	-	-	-	17
	Defense Advanced Research Projects Agency	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	12
	Defense Technical Information Center	-	-	-	-	-	-	-	3	-	-	12	-	-	-	-	15
	National Defense University	-	-	-	2	-	-	-	-	-	-	4	-	-	-	-	6
	DoD Inspector General	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2
	ASD - Networks & Information Integration	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Pentagon Force Protection Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	4th Estate Totals	4,560	73	647	7,477	1,991	44	261	789	1,548	5,234	1,549	359	118	378	15	25,043
<b>TOTAL</b>		4,560	1,309	6,142	29,826	39,242	6,617	389	5,776	17,724	9,671	16,003	1,205	3,401	8,569	31	150,465

Data Source: AT&L Data Mart



# Workforce Count Matrix FY14 Change from FY13

Component	Service/Agency	Auditing	Business - Cost Estimating	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgt	Information Technology	Life Cycle Logistics	Production, Quality & Manuf.	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unspecified	End of FY14 TOTAL Increase / Decrease from end of FY13
Army	Army Totals	-	(12)	(341)	(395)	(438)	(104)	(7)	(462)	(550)	(176)	(115)	(92)	41	(43)	(1)	(2,695)
DoN	Navy	-	18	(39)	74	240	(263)	-	106	202	197	35	7	22	34	(18)	615
	Marine Corps	-	(4)	(5)	(65)	(31)	3	(3)	(19)	(25)	10	(25)	(7)	(3)	31	(1)	(144)
	Dept of Navy Totals	-	14	(44)	9	209	(260)	(3)	87	177	207	10	-	19	65	(19)	471
Air Force	Air Force Totals	-	6	49	32	(48)	(1)	2	(48)	48	4	(196)	(17)	53	(26)	3	(139)
4th Estate	Defense Contract Management Agency	1	(2)	(6)	26	23	(2)	(4)	11	(1)	(19)	2	2	(2)	(2)	-	87
	Defense Logistics Agency	-	(1)	-	(108)	(1)	-	-	27	913	(12)	33	10	-	-	-	261
	Defense Contract Audit Agency	190	-	-	-	-	-	-	-	-	-	(1)	3	-	-	-	192
	Missile Defense Agency	-	(6)	1	(19)	(26)	13	-	1	(7)	7	(2)	-	-	(3)	-	(41)
	Defense Information Systems Agency	-	-	8	5	(2)	-	-	61	19	-	88	(4)	(1)	(3)	-	171
	Defense Threat Reduction Agency	-	-	9	(10)	(1)	1	-	(3)	-	-	1	-	(3)	(1)	-	(7)
	Defense Acquisition University	-	-	(5)	(8)	(5)	-	(1)	3	(1)	2	1	-	-	(1)	-	(15)
	DHA (TRICARE Management Activity & USUHS)	-	(2)	10	24	(2)	-	-	231	3	1	1	15	-	-	-	281
	Office of the Secretary of Defense & OSD Staff	-	-	(2)	(1)	(6)	-	-	-	1	(1)	4	-	1	1	-	(3)
	The Joint Staff	-	-	(3)	(2)	(2)	-	-	(2)	-	-	(6)	-	-	(1)	-	(16)
	Defense Commissary Agency	-	-	2	-	-	-	-	(3)	-	-	3	-	-	-	-	2
	Washington Headquarters Services	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	12
	DoD Education Activity	-	-	-	(9)	-	-	-	-	-	-	-	5	-	-	-	(4)
	Defense Finance and Accounting Service	-	-	-	(1)	-	-	-	-	-	-	1	-	-	-	-	-
	Defense Microelectronics Activity	-	-	-	8	(3)	-	-	3	-	-	-	-	-	-	-	8
	DoD Human Resources Activity	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
	Defense Security Cooperation Agency	-	-	-	(2)	-	-	-	(1)	-	-	1	-	-	-	-	(2)
	Defense Media Activity	-	-	-	(5)	-	-	-	-	-	-	-	-	-	-	-	(5)
	DoD Test Resource Management Center	-	-	1	-	-	-	-	-	-	-	1	-	-	3	-	5
	Defense Security Service	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
	Defense Advanced Research Projects Agency	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	(1)
	Defense Technical Information Center	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	5
	National Defense University	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	DoD Inspector General	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	ASD - Networks & Information Integration	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Pentagon Force Protection Agency	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	(1)
	4th Estate Totals	192	(11)	15	(91)	(25)	12	(5)	329	927	(22)	133	31	(5)	(7)	-	1,473
TOTAL		192	(3)	(321)	(445)	(302)	(353)	(13)	(94)	602	13	(168)	(78)	108	(11)	(17)	(890)

Data Source: AT&L Data Mart



# Workforce Count Matrix – Military Only

Component	Service/Agency	Auditing	Business - Cost Estimating	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgt	Information Technology	Life Cycle Logistics	Production, Quality & Manuf.	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unspecified	End of FY14 TOTAL
Army	Army Totals	-	-	-	1,129	5	-	-	-	-	-	934	-	-	28	-	2,096
DoN	Navy	-	3	75	1,020	195	-	-	15	394	571	911	-	34	421	2	3,641
	Marine Corps	-	-	4	173	10	-	-	12	158	36	370	-	3	58	-	824
	Dept of Navy Totals	-	3	79	1,193	205	-	-	27	552	607	1,281	-	37	479	2	4,465
Air Force	Air Force Totals	-	47	66	2,660	1,481	-	-	185	509	78	2,399	-	441	1,229	1	9,096
4th Estate	Defense Contract Management Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Logistics Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Contract Audit Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Missile Defense Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Information Systems Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Threat Reduction Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Acquisition University	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	DHA (TRICARE Management Activity & USUHS)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Office of the Secretary of Defense & OSD Staff	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	The Joint Staff	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Commissary Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Washington Headquarters Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	DoD Education Activity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Finance and Accounting Service	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Microelectronics Activity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	DoD Human Resources Activity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Security Cooperation Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Media Activity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	DoD Test Resource Management Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Security Service	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Advanced Research Projects Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Technical Information Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	National Defense University	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	DoD Inspector General	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	ASD - Networks & Information Integration	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Pentagon Force Protection Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	4th Estate Totals	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>		-	50	145	4,982	1,691	-	-	212	1,061	685	4,614	-	478	1,736	3	15,657

Data Source: AT&L Data Mart



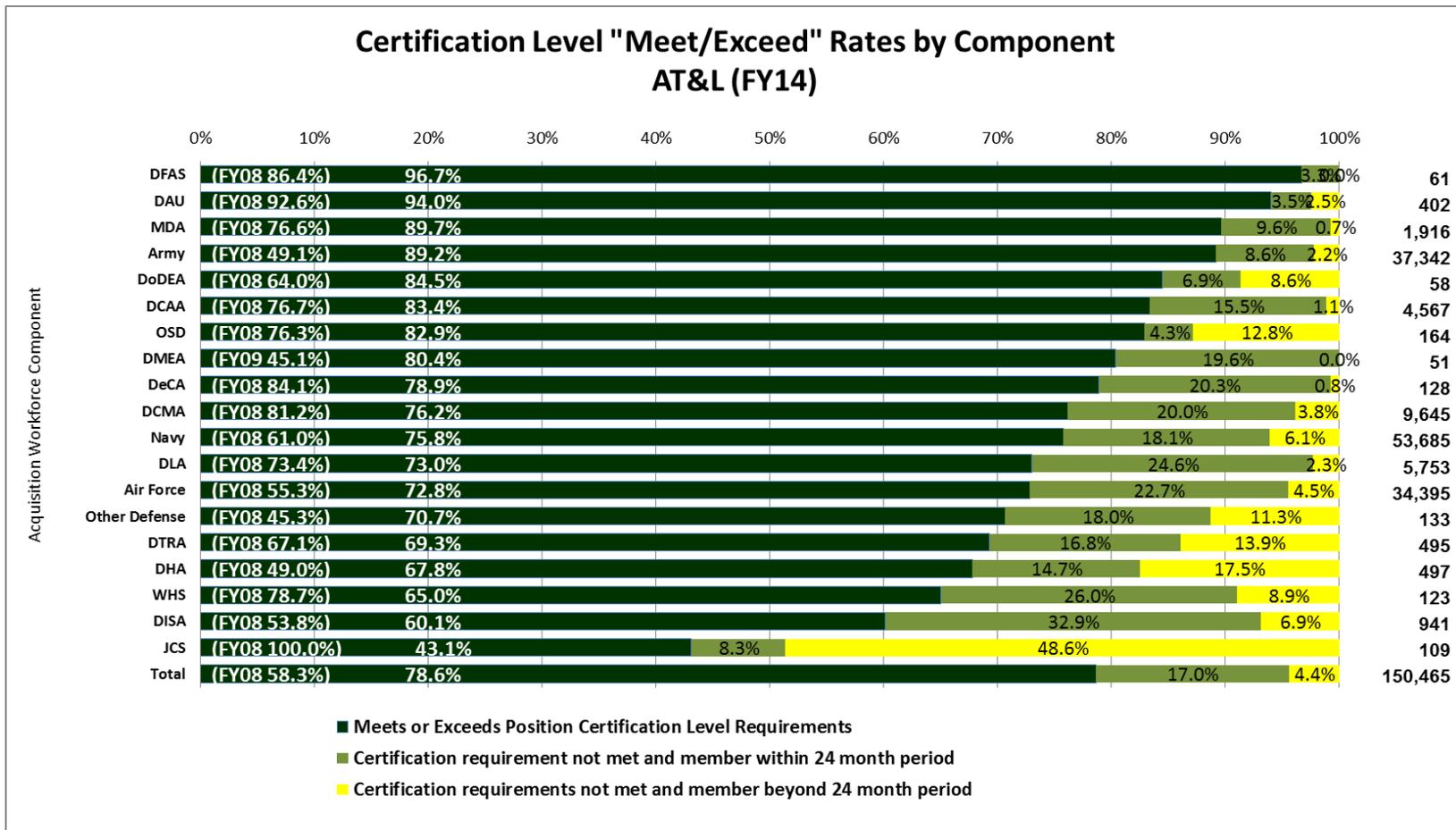
# Workforce Count Matrix – Civilian Only

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Army	Army Totals	-	250	1,766	7,082	8,976	1,530	49	1,704	7,554	1,432	2,329	265	290	2,009	10	35,246
DoN	Navy	-	510	1,624	4,182	19,228	4,998	57	1,956	4,862	2,067	4,226	442	397	2,632	-	47,181
	Marine Corps	-	35	176	350	364	41	-	202	301	1	442	59	-	68	-	2,039
	Dept of Navy Totals	-	545	1,800	4,532	19,592	5,039	57	2,158	5,163	2,068	4,668	501	397	2,700	-	49,220
Air Force	Air Force Totals	-	391	1,784	5,753	6,992	4	22	913	2,398	252	2,843	80	2,118	1,746	3	25,299
4th Estate	Defense Contract Management Agency	1	2	217	2,917	1,157	-	256	197	127	4,352	388	7	6	3	15	9,645
	Defense Logistics Agency	-	1	3	3,220	11	1	3	43	1,272	815	88	289	6	1	-	5,753
	Defense Contract Audit Agency	4,557	-	-	2	-	-	-	-	-	-	-	8	-	-	-	4,567
	Missile Defense Agency	1	54	239	200	605	42	-	53	64	54	339	1	2	262	-	1,916
	Defense Information Systems Agency	-	4	16	365	74	-	-	140	32	-	242	15	-	53	-	941
	Defense Threat Reduction Agency	-	-	79	77	44	1	-	54	-	-	133	2	99	6	-	495
	Defense Acquisition University	-	8	31	123	40	-	2	6	36	9	139	-	1	7	-	402
	DHA (TRICARE Management Activity & USUHS)	-	3	30	89	6	-	-	244	3	3	91	24	-	4	-	497
	Office of the Secretary of Defense & OSD Staff	-	1	11	39	23	-	-	-	12	1	70	-	1	6	-	164
	The Joint Staff	-	-	8	4	10	-	-	34	1	-	32	-	2	18	-	109
	Defense Commissary Agency	-	-	3	108	-	-	-	11	-	-	5	-	-	1	-	128
	Washington Headquarters Services	-	-	-	123	-	-	-	-	-	-	-	-	-	-	-	123
	DoD Education Activity	-	-	-	51	-	-	-	-	-	-	-	7	-	-	-	58
	Defense Finance and Accounting Service	-	-	-	60	-	-	-	-	-	-	1	-	-	-	-	61
	Defense Microelectronics Activity	-	-	4	24	20	-	-	3	-	-	-	-	-	-	-	51
	DoD Human Resources Activity	-	-	-	21	-	-	-	1	-	-	-	1	-	-	-	24
	Defense Security Cooperation Agency	-	-	1	14	-	-	-	-	-	-	3	1	-	-	-	19
	Defense Media Activity	-	-	-	12	-	-	-	-	-	-	-	2	-	-	-	14
	DoD Test Resource Management Center	-	-	4	-	1	-	-	-	-	-	1	-	-	17	-	23
	Defense Security Service	-	-	1	14	-	-	-	-	1	-	-	1	-	-	-	17
	Defense Advanced Research Projects Agency	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	12
	Defense Technical Information Center	-	-	-	-	-	-	-	3	-	-	12	-	-	-	-	15
	National Defense University	-	-	-	2	-	-	-	-	-	-	4	-	-	-	-	6
	DoD Inspector General	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2
	ASD - Networks & Information Integration	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Pentagon Force Protection Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	4th Estate Totals	4,560	73	647	7,477	1,991	44	261	789	1,548	5,234	1,549	359	118	378	15	25,043
<b>TOTAL</b>		<b>4,560</b>	<b>1,259</b>	<b>5,997</b>	<b>24,844</b>	<b>37,551</b>	<b>6,617</b>	<b>389</b>	<b>5,564</b>	<b>16,663</b>	<b>8,986</b>	<b>11,389</b>	<b>1,205</b>	<b>2,923</b>	<b>6,833</b>	<b>28</b>	<b>134,808</b>

Data Source: AT&L Data Mart



# Overall DAWIA Certification by Component

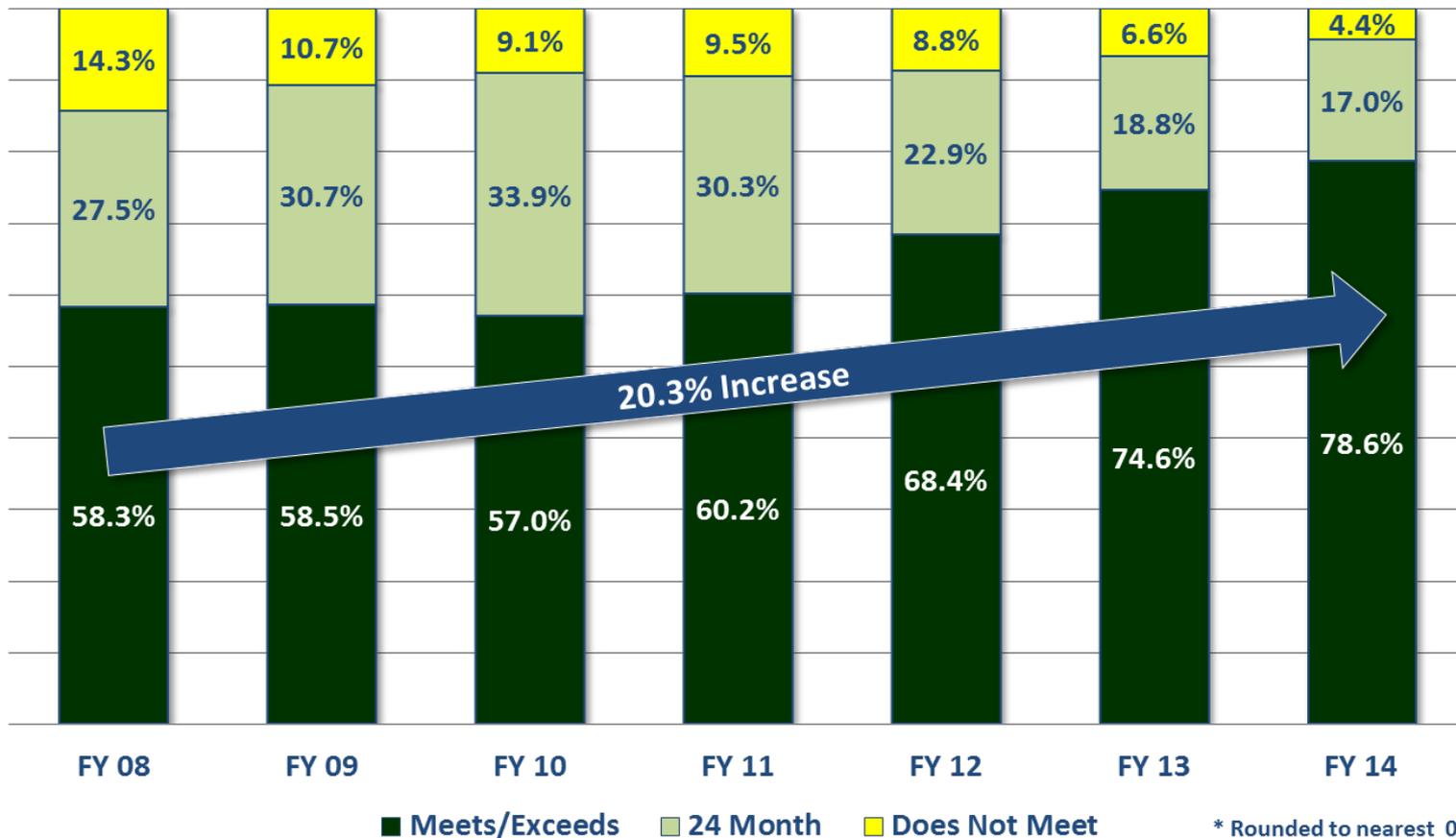


Data Source: AT&L Data Mart



# Historical DAWIA Certification FY08 – FY14

## Overall



Data Source: AT&L Data Mart



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