



Defense Acquisition Workforce Key Information

Audit

As of FY15Q1 (31 December 2014)



Fact Sheet



Human Capital Fact Sheet (FY 2014)					
Defense Acquisition Workforce Audit	FY 2008		FY 2014		
	Audit Civilian (Civ)	Defense Acquisition Workforce	Audit Civilian (Civ)		Defense Acquisition Workforce
Size & Composition					
Workforce Size	3,638	125,879	4,560		151,355
Change in size from 2008	-	-	25%		20%
Civilian/Military Composition	100%	88% / 12%	100%		90% / 10%
Educational Attainment					
Bachelor's Degree or Higher	99%	77%	99%		83%
Graduate Degree	26%	29%	39%		36%
Certification					
Level I or Higher Achieved	87%	72%	87%		86%
Level II or Higher Achieved	78%	61%	84%		74%
Level III Achieved	26%	36%	34%		43%
Position Certification Requirement Met or Exceeded	76%	58%	83%		75%
Within 24 Months of Certification Requirement	23%	27%	16%		19%
Does Not Meet Certification Requirement	1%	14%	1%		7%
Planning Considerations					
% Baby Boomer / Traditional Gen.	53%	62%	34%		45%
Average Age	43.1	45.7	42.8		44.9
Workforce Life-Cycle Model (YRE)*		20/23/57			
% Future/Mid-Career/Senior	36/21/43(%)	(%)(Civ)	40/22/38(%)		26/23/51(%)
Average Years of Service	13.9	17.3	11.9		15.2
Retirement Eligible*	479(13%)	19,051(17%)(Civ)	508(11%)		28,259(15%)
Retirement Eligible w/i 5 Years*	515(14%)	21,315(19%)(Civ)	690(15%)		26,858(18%)
Total Gains/Losses*	1,078/291	14,245/15,030(Civ)	562/365		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.



Audit Workforce Historical Size by Agency FY05 – FY15Q1

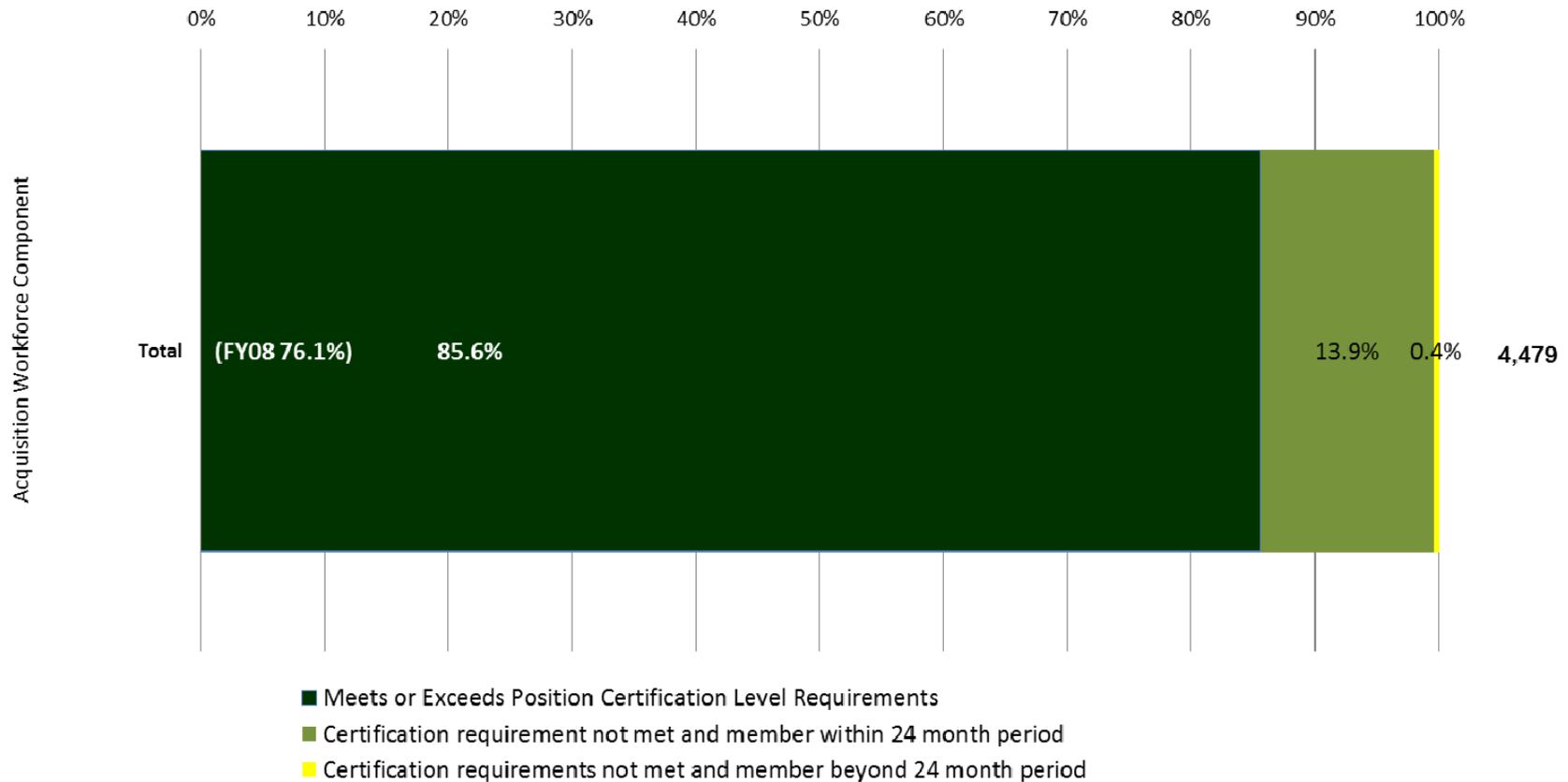


Auditing	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q1	% Change Since FY05	% Change Since FY08
Auditing													
<i>Defense Acq Workforce</i>													
ARMY	4	2	-	-	-	-	-	-	-	-	-	-100%	
NAVY	-	-	-	-	-	1	-	-	-	-	-		
AIR FORCE	4	-	-	-	-	-	-	-	-	-	-	-100%	
DCMA	1	-	13	5	-	-	-	-	-	1	1	0%	-80%
DLA	-	-	2	8	1	-	-	-	-	-	-		-100%
DCAA	3,526	3,458	2,834	3,593	3,773	4,140	4,230	4,505	4,367	4,557	4,477	27%	25%
MDA	-	-	-	-	-	-	-	-	1	1	-		
DISA	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	1	-	1	-	-	-	-	-		-100%
OSD & Staff	-	-	2	2	-	-	-	-	-	-	-		-100%
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	1	2	-	-	1	-	-	-	-	-	-	-100%	
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMACT	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	24	1	29	2	1	1	-	-	1	1		-97%
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFFA	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>													
TOTAL	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505	4,368	4,560	4,479	26.7%	23.1%



Audit DAWIA Certification by Component

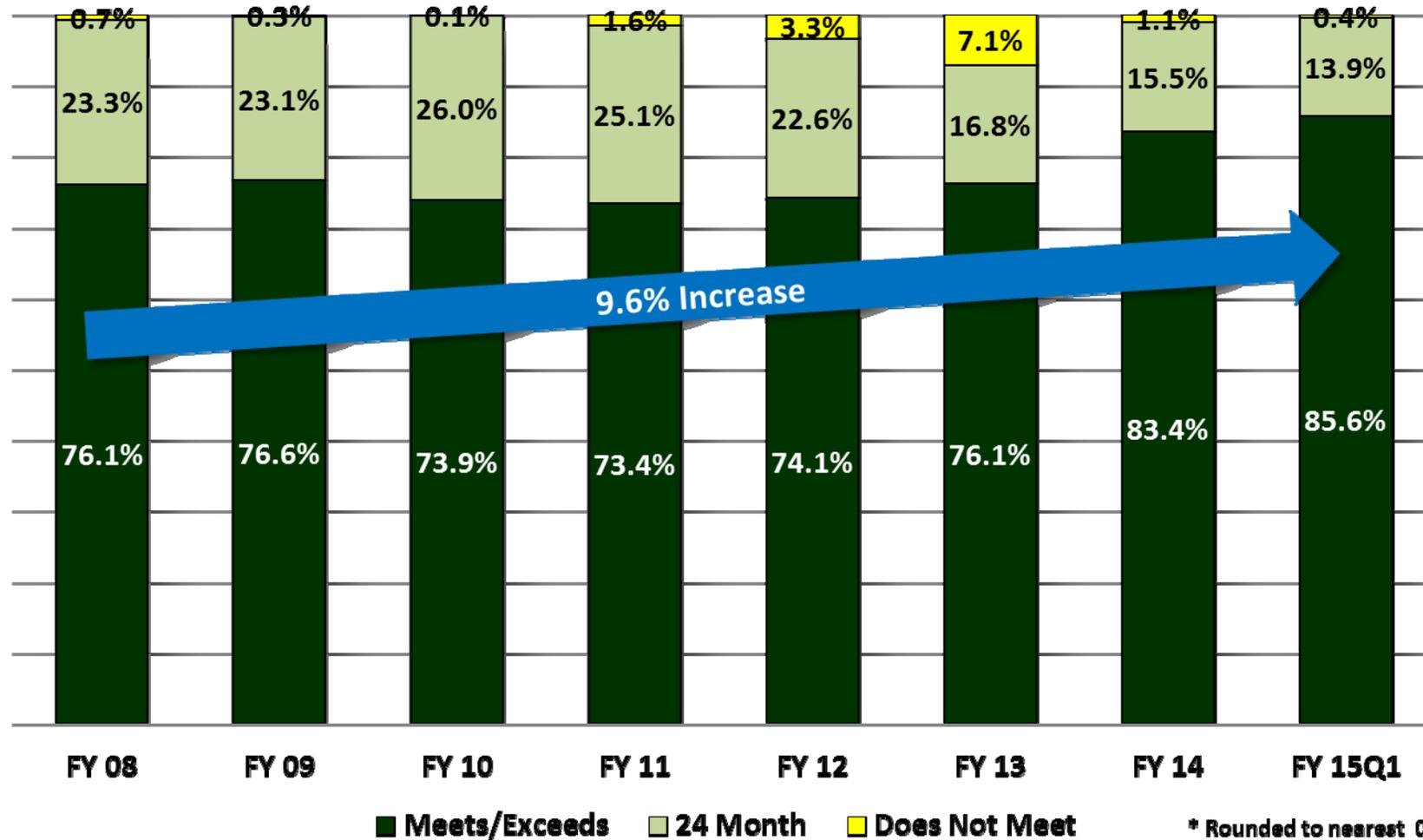
Certification Level "Meet/Exceed" Rates by Component Audit (FY15Q1)





Audit Historical DAWIA Certification FY08 – FY15Q1

Auditing





Audit DAWIA Certification Matrix + Bench Strength

Audit Required Certification Level	Achieved Certification Level				FY15Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	208	4	-	1	213	2.3%
Level II	345	53	2,272	277	2,947	86.5%
Level III	24	6	6	1,282	1,318	97.3%
Unspecified	1	-	-	-	1	
FY15Q1 TOTAL	578	63	2,278	1,560	4,479	85.6%
	12.9%	1.4%	50.9%	34.8%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	19,445	13.0%	
Army	5,106	13.7%	
DoN	6,641	12.3%	
Air Force	6,154	18.0%	
4th Estate	1,544	6.2%	
Audit	278	6.2%	11 of 13

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	5	207	1	213	4.8%
Level II	2,549	391	7	2,947	65.8%
Level III	1,282	24	12	1,318	29.4%
Unspecified	-	1	-	1	0.0%
Audit TOTAL	3,836	623	20	4,479	
	85.6%	13.9%	0.4%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Audit CAP + KLPs / Education / Military-Civilian



Occupied Position Type	Auditing TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	968	0.6%
Critical Acquisition Positions (CAPs) *	192	4.3%	15,559	10.4%
Non-CAP Positions	4,287	95.7%	133,750	89.0%
TOTAL	4,479		150,277	

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

Highest Level of Education	Auditing TOTAL		Entire DAW	
Post Grad	1,788	39.9%	57,410	38.2%
Bachelors	2,659	59.4%	67,663	45.0%
Some College	28	0.6%	11,470	7.6%
High School	4	0.1%	12,549	8.4%
Other	-	0.0%	1,185	0.8%
TOTAL	4,479		150,277	

Type	Auditing TOTAL		Entire DAW	
Civilian	4,479	100.0%	134,733	89.7%
Military	-	0.0%	15,544	10.3%
TOTAL	4,479		150,277	



Audit Size by Occupational Series



Civilian Occupational Series	Auditing TOTAL	
0511 - Auditor	4,478	99.98%
0801 - Engineer, General	1	0.02%
TOTAL CIVILIAN	4,479	Civilians



Audit Demographics



Race	Auditing TOTAL		Entire DAW	
WHITE	2,958	66.0%	112,764	75.0%
BLACK	455	10.2%	17,634	11.7%
ASIAN	404	9.0%	9,595	6.4%
MULTI	504	11.3%	2,959	2.0%
AMI/AN	13	0.3%	813	0.5%
PI	12	0.3%	633	0.4%
<i>Unspecified</i>	133	3.0%	5,879	3.9%
TOTAL	4,479		150,277	

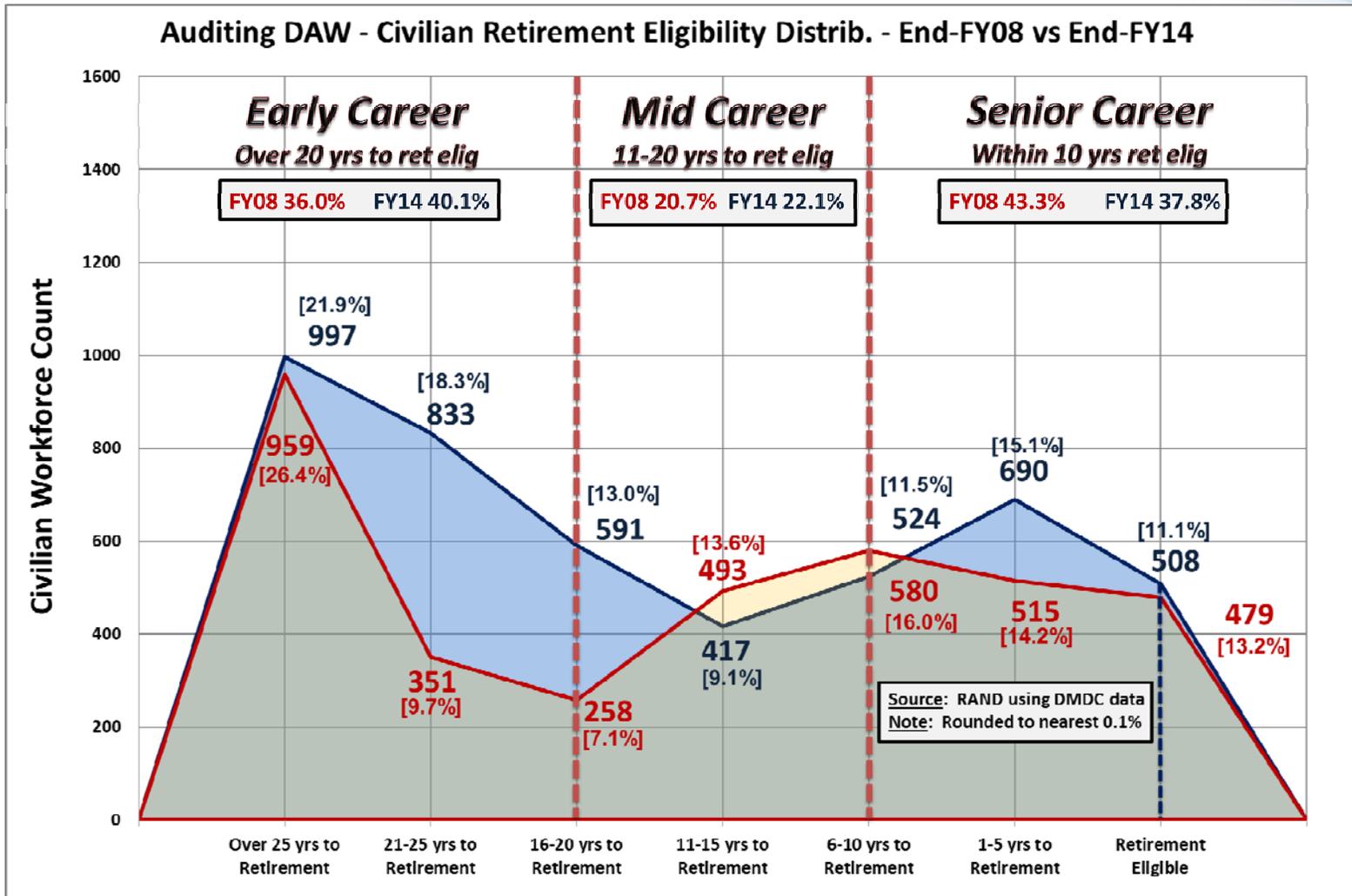
Gender	Auditing TOTAL		Entire DAW	
Males	2,188	48.9%	105,930	70.5%
Females	2,291	51.1%	43,678	29.1%
<i>Unspecified</i>	-	0.0%	669	0.4%
TOTAL	4,479		150,277	



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



Audit Civilian Retirement Eligibility Distribution – FY08 / FY14

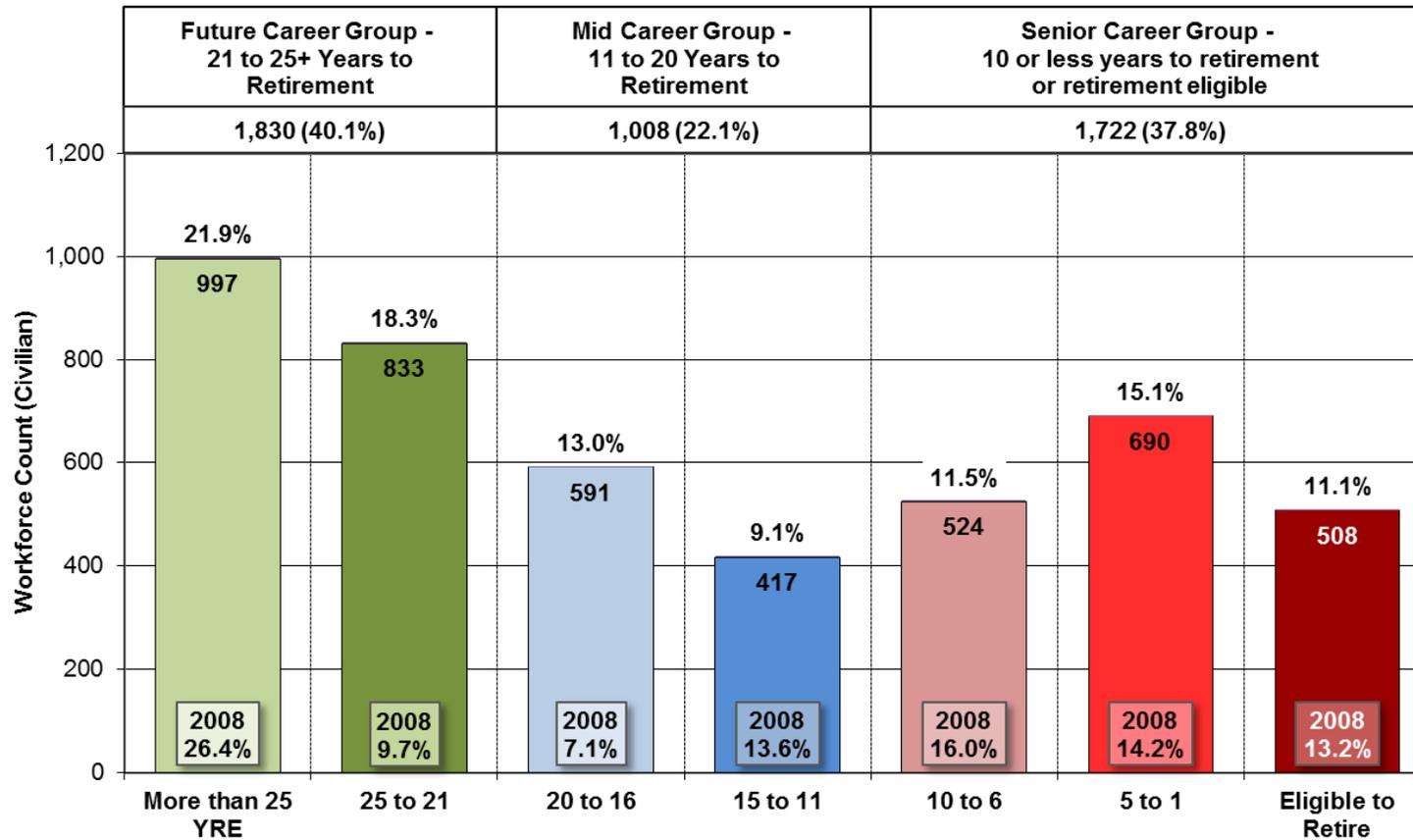


As of the end of FY14 (30 September 2014)



Audit Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2014) - Audit



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

As of the end of FY14 (30 September 2014)

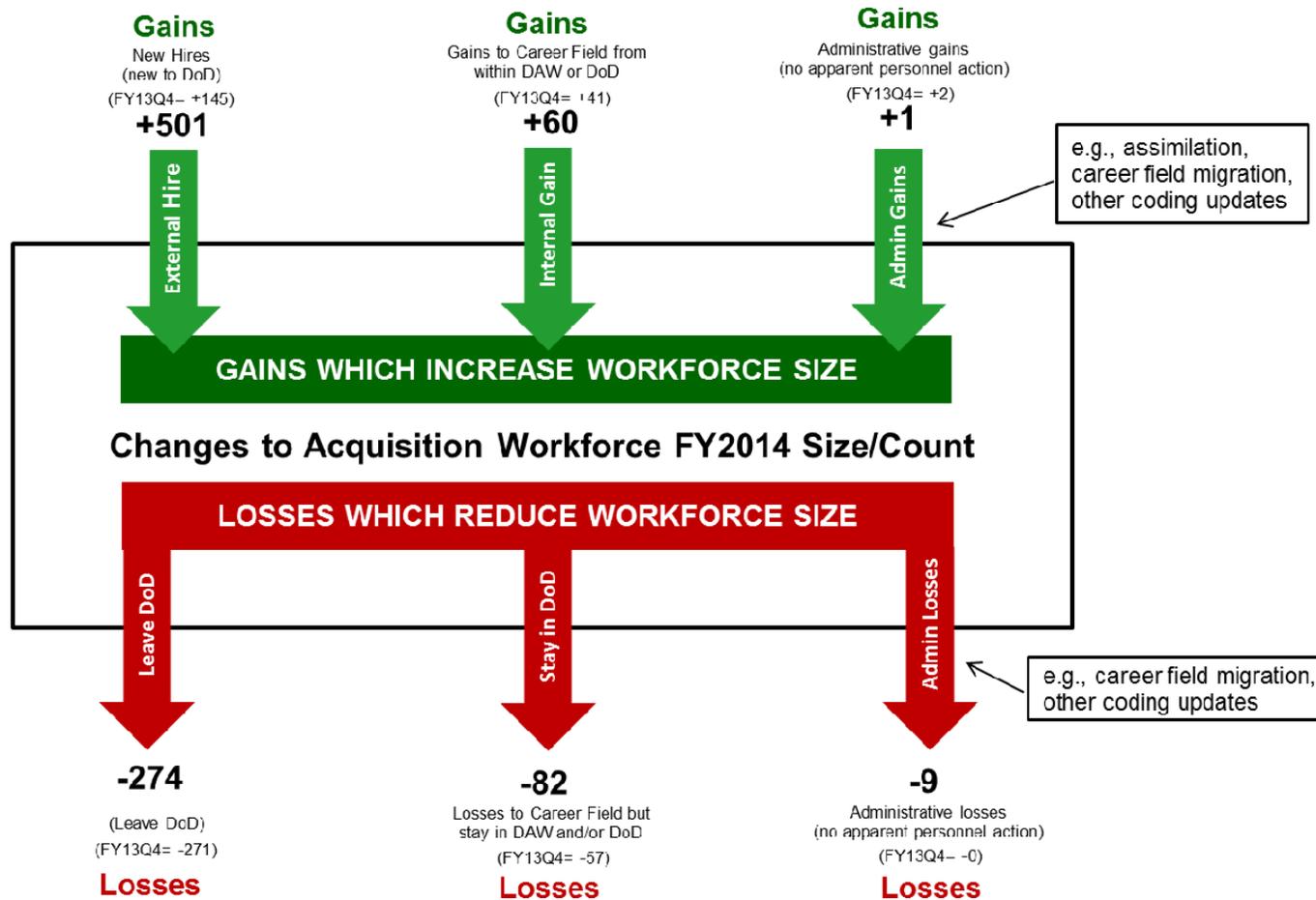


Audit Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2014) - Audit

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



As of the end of FY14 (30 September 2014)

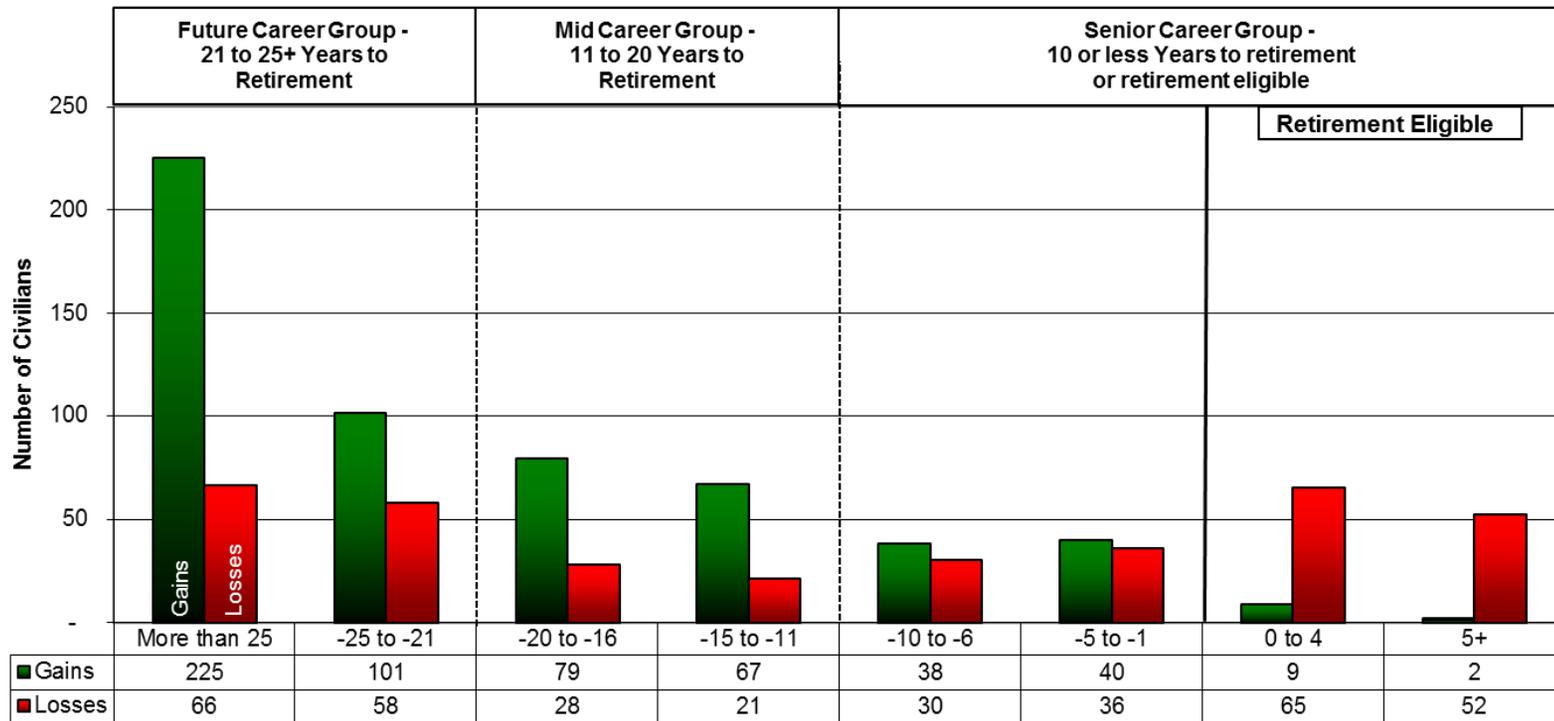


Audit Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2014 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

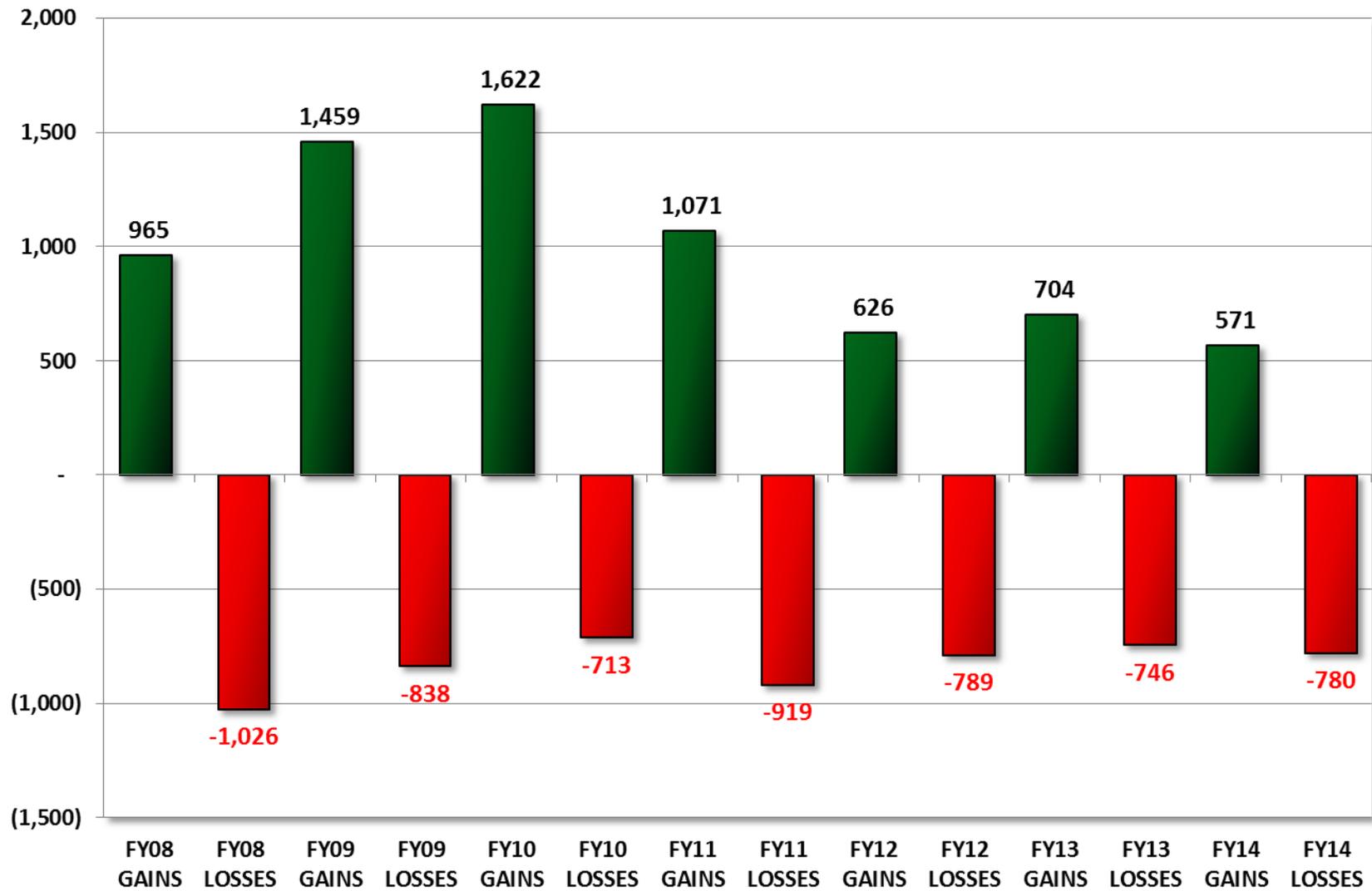
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



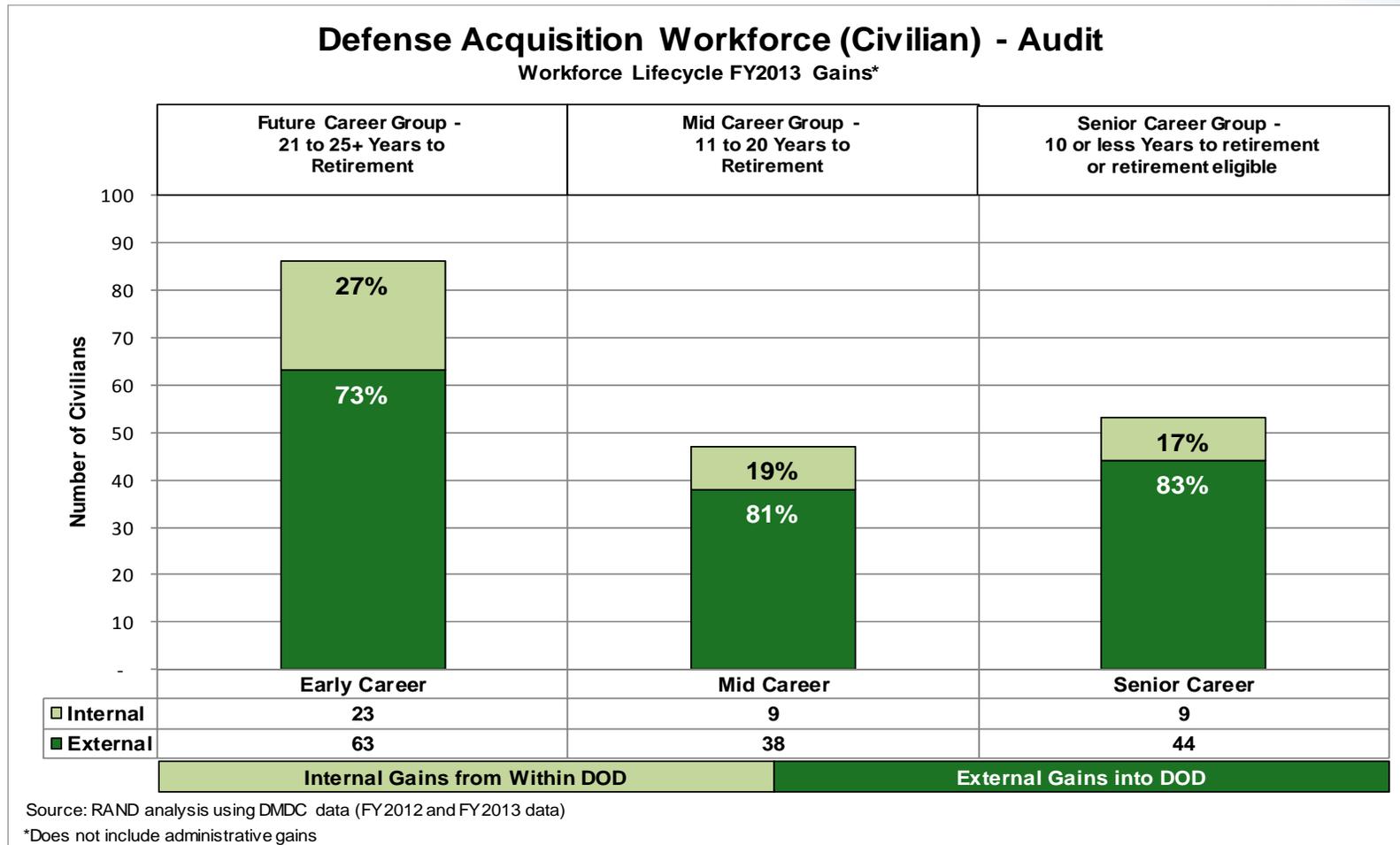
Audit Historical Gains and Losses



As of the end of FY14 (30 September 2014)



Audit Internal/External Gains % by Career Group



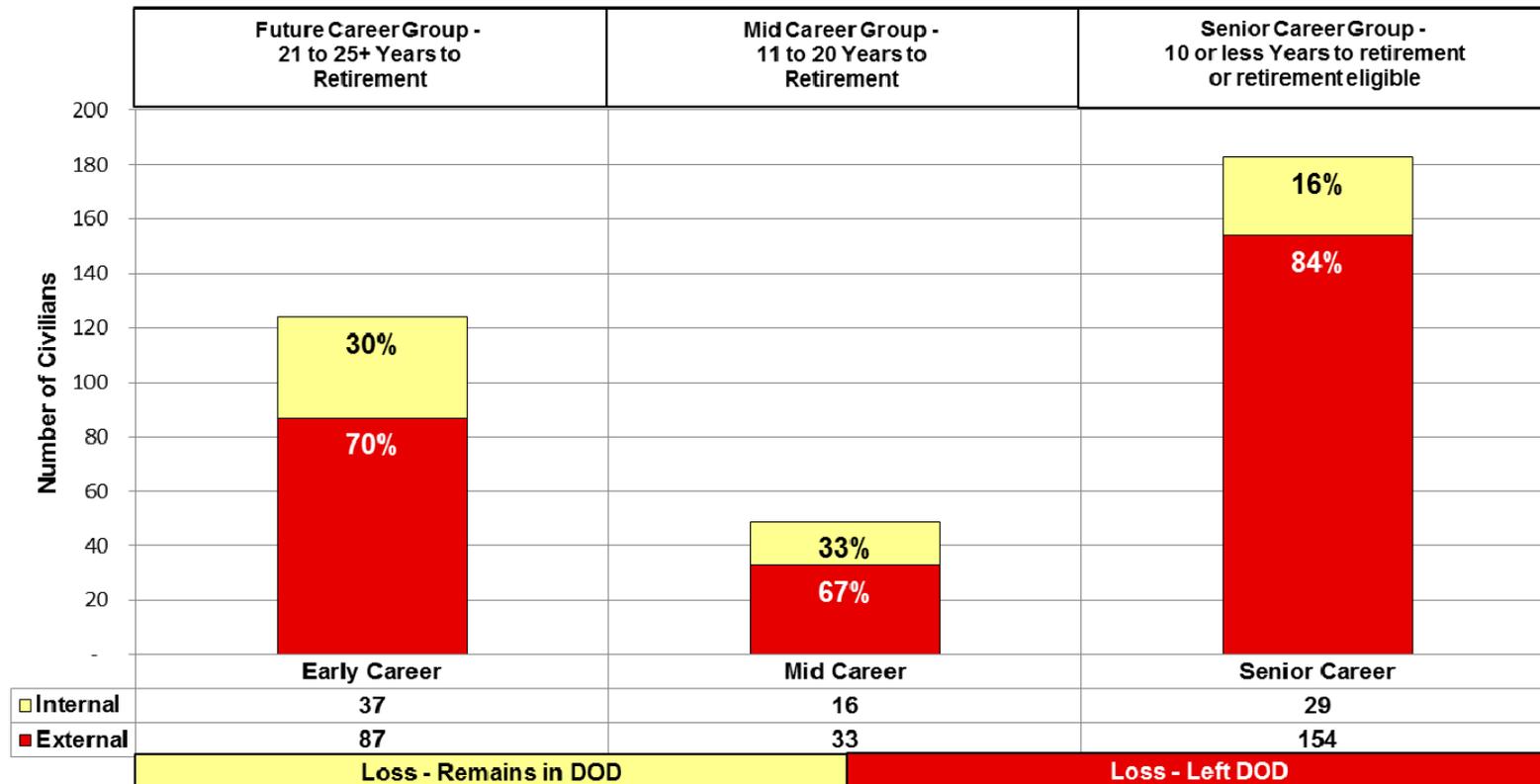
As of the end of FY14 (30 September 2014)



Audit Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

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

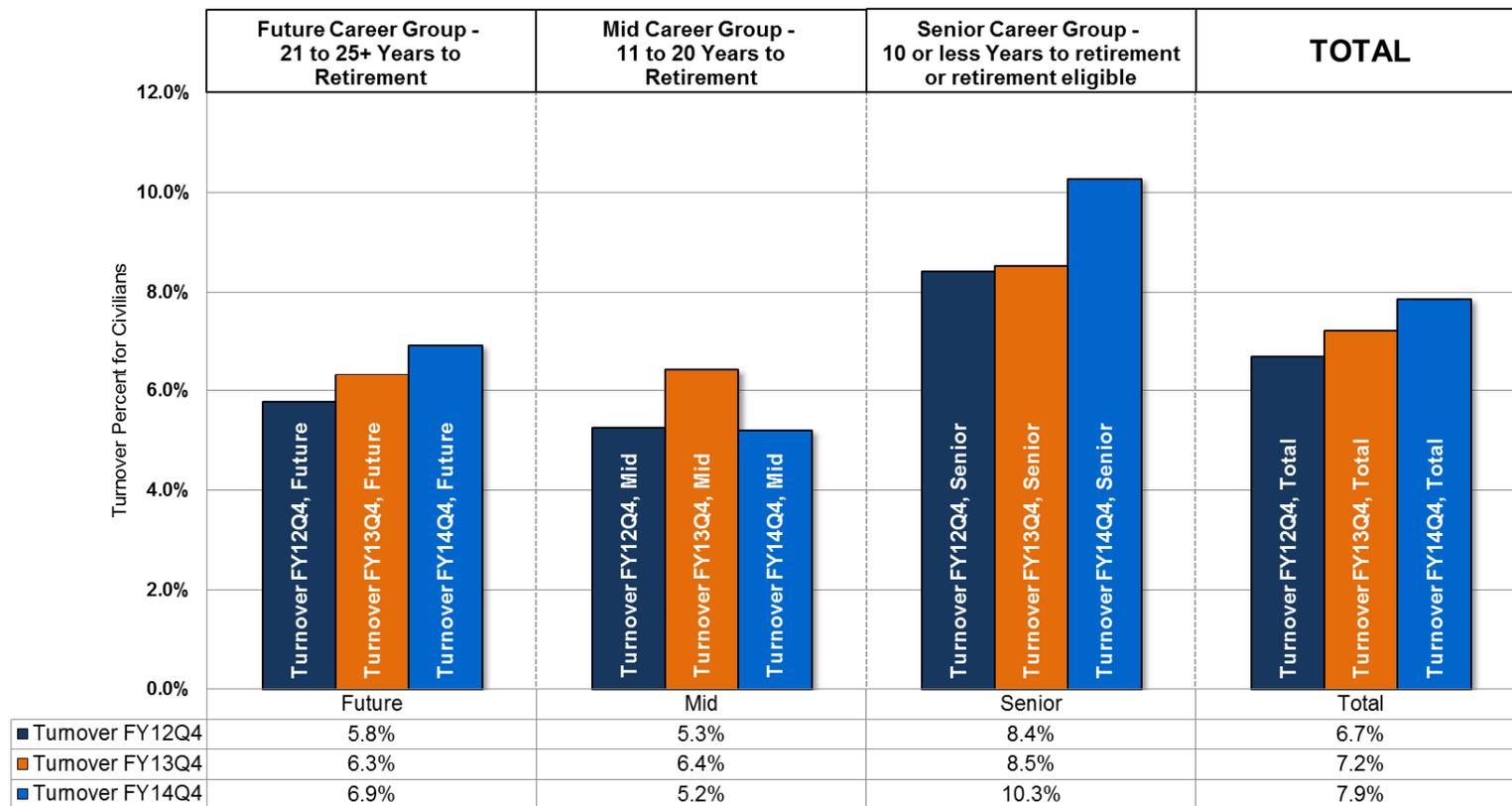
As of the end of FY14 (30 September 2014)



Audit Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

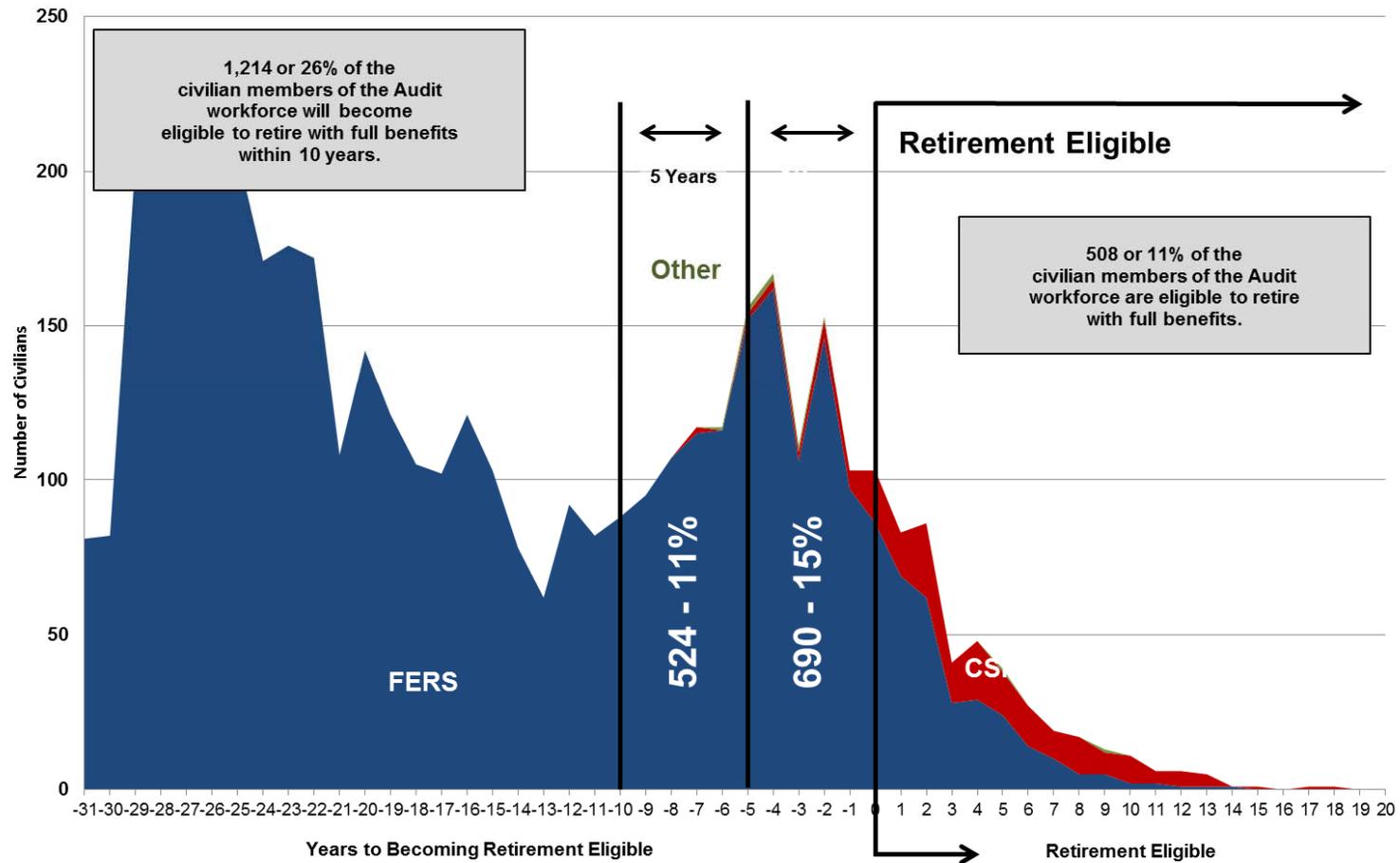


Audit Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Audit

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



As of the end of FY14 (30 September 2014)



END