



Defense Acquisition Workforce Key Information

Business

As of FY15Q1 (31 December 2014)



Fact Sheet



Human Capital Fact Sheet (FY 2014)								
Defense Acquisition Workforce Business	FY 2008				FY 2014			
	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	6,840	245	7,085	125,879	7,256	195	7,451	151,355
Change in size from 2008	-	-	-	-	6%	-20%	5%	20%
Civilian/Military Composition	97%	3%	-	88% / 12%	97%	3%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	63%	84%	63%	77%	77%	96%	78%	83%
Graduate Degree	21%	44%	22%	29%	35%	62%	36%	36%
Certification								
Level I or Higher Achieved	59%	57%	59%	72%	83%	47%	82%	86%
Level II or Higher Achieved	43%	28%	43%	61%	67%	19%	66%	74%
Level III Achieved	30%	14%	30%	36%	39%	7%	38%	43%
Position Certification Requirement Met or Exceeded Within 24 Months of Certification Requirement	42%	29%	41%	58%	68%	24%	67%	75%
Does Not Meet Certification Requirement	30%	55%	31%	27%	23%	64%	24%	19%
Does Not Meet Certification Requirement	28%	16%	28%	14%	9%	12%	9%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	70%	20%	68%	62%	43%	2%	42%	45%
Average Age	47.4	37.3	47.0	45.7	45.4	35.2	45.1	44.9
Workforce Life-Cycle Model (YRE)*	18/22/60(%)	-	-	20/23/57(%) (Civ)	27/24/48(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	19.2	13.2	19.0	17.3	15.4	12.4	15.3	15.2
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,059(15%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,286(18%)	-	-	26,858(18%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	817/1,118	-	-	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.



Business Workforce Historical Size by Agency FY05 – FY15Q1



Business (Cost Est & Fin Mgt)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q1	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	4,352	4,310	3,877	3,350	2,771	2,860	2,723	2,548	2,369	2,016	1,930	-56%	-42%
DoN	1,840	1,715	1,817	1,935	2,286	2,584	2,615	2,582	2,457	2,427	2,434	32%	26%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	2,118	2,309	2,248	2,233	2,288	2,284	25%	49%
DCMA	18	30	48	46	112	153	166	192	227	219	211	1072%	359%
DLA	-	-	21	7	6	2	2	7	5	4	2		-71%
DCAA	-	-	-	1	-	-	-	-	-	-	-		-100%
MDA	43	64	45	90	123	244	263	265	298	293	290	574%	222%
DISA	6	11	19	17	9	12	15	14	12	20	18	200%	6%
DHA	-	-	1	6	5	19	29	26	25	33	31		417%
DTRA	1	68	62	48	53	64	62	65	70	79	76	7500%	58%
DAU	24	27	-	25	33	37	48	53	44	39	39	63%	56%
OSD & Staff	3	3	2	14	7	11	17	14	14	12	13	333%	-7%
JCS	-	-	-	-	-	-	-	14	11	8	9		
DeCA	-	-	-	-	-	-	-	-	1	3	4		
WHS	-	1	1	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-	-100%	
DoDEA	-	1	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	4	4	4	4	4	4		
DoD HRA	-	-	-	1	-	-	2	1	-	-	-		-100%
DoD TRMC	3	4	-	5	3	4	4	4	3	4	4	33%	-20%
DSCA	-	-	-	2	1	1	1	1	1	1	1		-50%
DMA	-	-	-	-	1	1	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	1	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-		-100%
TOTAL	8,119	7,747	7,387	7,085	7,262	8,124	8,261	8,039	7,775	7,451	7,351	-9.5%	3.8%



Business CE Workforce Historical Size by Agency FY05 – FY15Q1



Business - CE	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q1	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	-	-	-	-	-	270	280	267	262	250	252		
DoN	-	-	-	-	-	450	499	512	534	548	548		
AIR FORCE	-	-	-	-	-	300	417	429	432	438	448		
DCMA	-	-	-	-	-	2	2	2	4	2	2		
DLA	-	-	-	-	-	-	-	1	2	1	-		
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	-	-	-	41	34	48	60	54	54		
DISA	-	-	-	-	-	1	4	4	4	4	5		
DHA	-	-	-	-	-	1	4	4	5	3	3		
DTRA	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	-	-	5	12	11	8	8	8		
OSD & Staff	-	-	-	-	-	-	-	-	1	1	1		
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	-	-	-	-	-	1,070	1,252	1,278	1,312	1,309	1,321		



Business FM Workforce Historical Size by Agency FY05 – FY15Q1



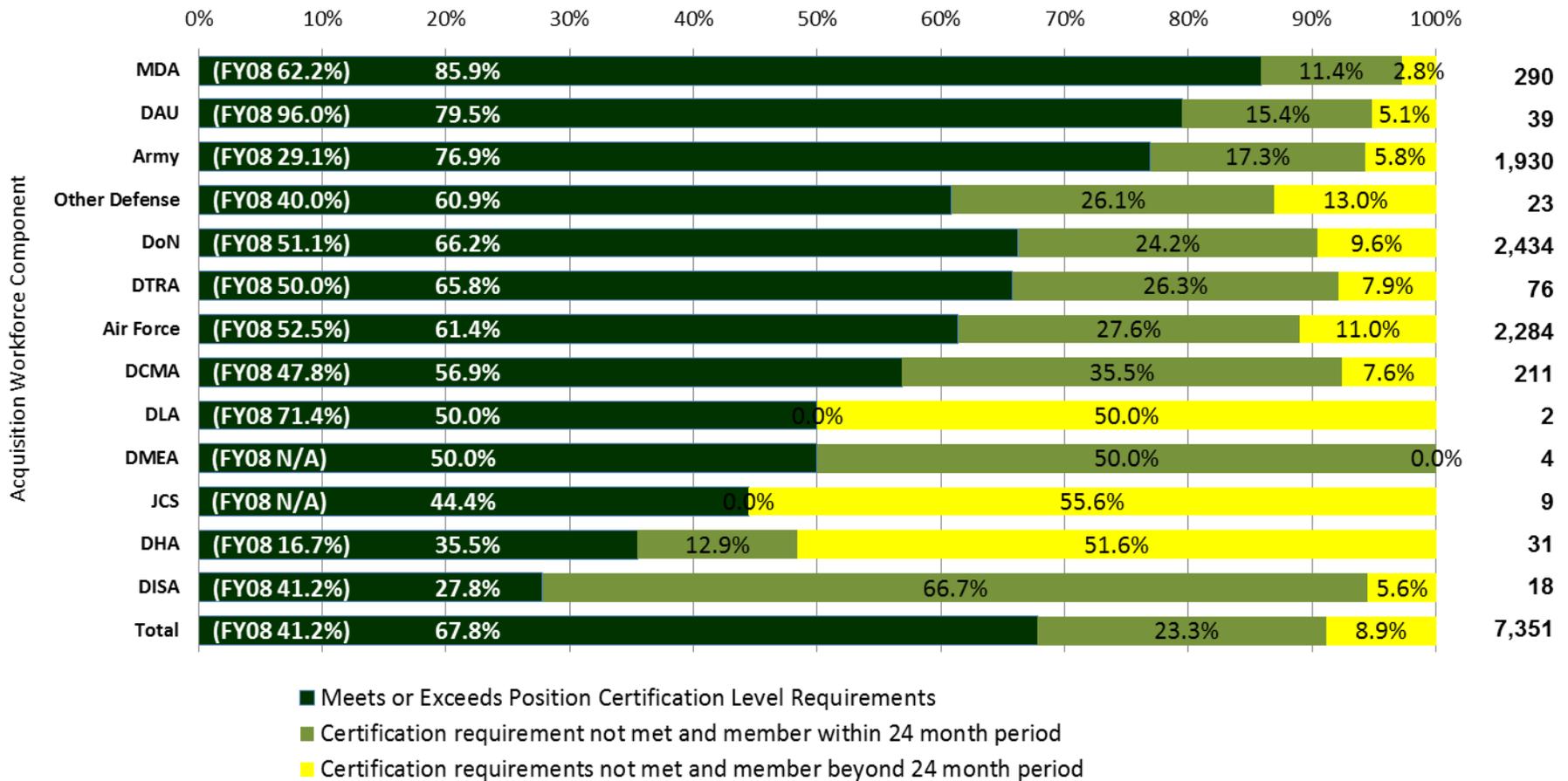
Business - FM	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q1	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	4,352	4,310	3,877	3,350	2,771	2,590	2,443	2,281	2,107	1,766	1,678	-61%	-50%
DoN	1,840	1,715	1,817	1,935	2,286	2,134	2,116	2,070	1,923	1,879	1,886	3%	-3%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	1,818	1,892	1,819	1,801	1,850	1,836	1%	20%
DCMA	18	30	48	46	112	151	164	190	223	217	209	1061%	354%
DLA	-	-	21	7	6	2	2	6	3	3	2		-71%
DCAA	-	-	-	1	-	-	-	-	-	-	-		-100%
MDA	43	64	45	90	123	203	229	217	238	239	236	449%	162%
DISA	6	11	19	17	9	11	11	10	8	16	13	117%	-24%
DHA	-	-	1	6	5	18	25	22	20	30	28		367%
DTRA	1	68	62	48	53	64	62	65	70	79	76	7500%	58%
DAU	24	27	-	25	33	32	36	42	36	31	31	29%	24%
OSD & Staff	3	3	2	14	7	11	17	14	13	11	12	300%	-14%
JCS	-	-	-	-	-	-	-	14	11	8	9		
DeCA	-	-	-	-	-	-	-	-	1	3	4		
WHS	-	1	1	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-	-100%	
DoDEA	-	1	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	4	4	4	4	4	4		
DoD HRA	-	-	-	1	-	-	2	1	-	-	-		-100%
DoD TRMC	3	4	-	5	3	4	4	4	3	4	4	33%	-20%
DSCA	-	-	-	2	1	1	1	1	1	1	1		-50%
DMA	-	-	-	-	1	1	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	1	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-		-100%
TOTAL	8,119	7,747	7,387	7,085	7,262	7,054	7,009	6,761	6,463	6,142	6,030	-25.7%	-14.9%



Business DAWIA Certification by Component



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

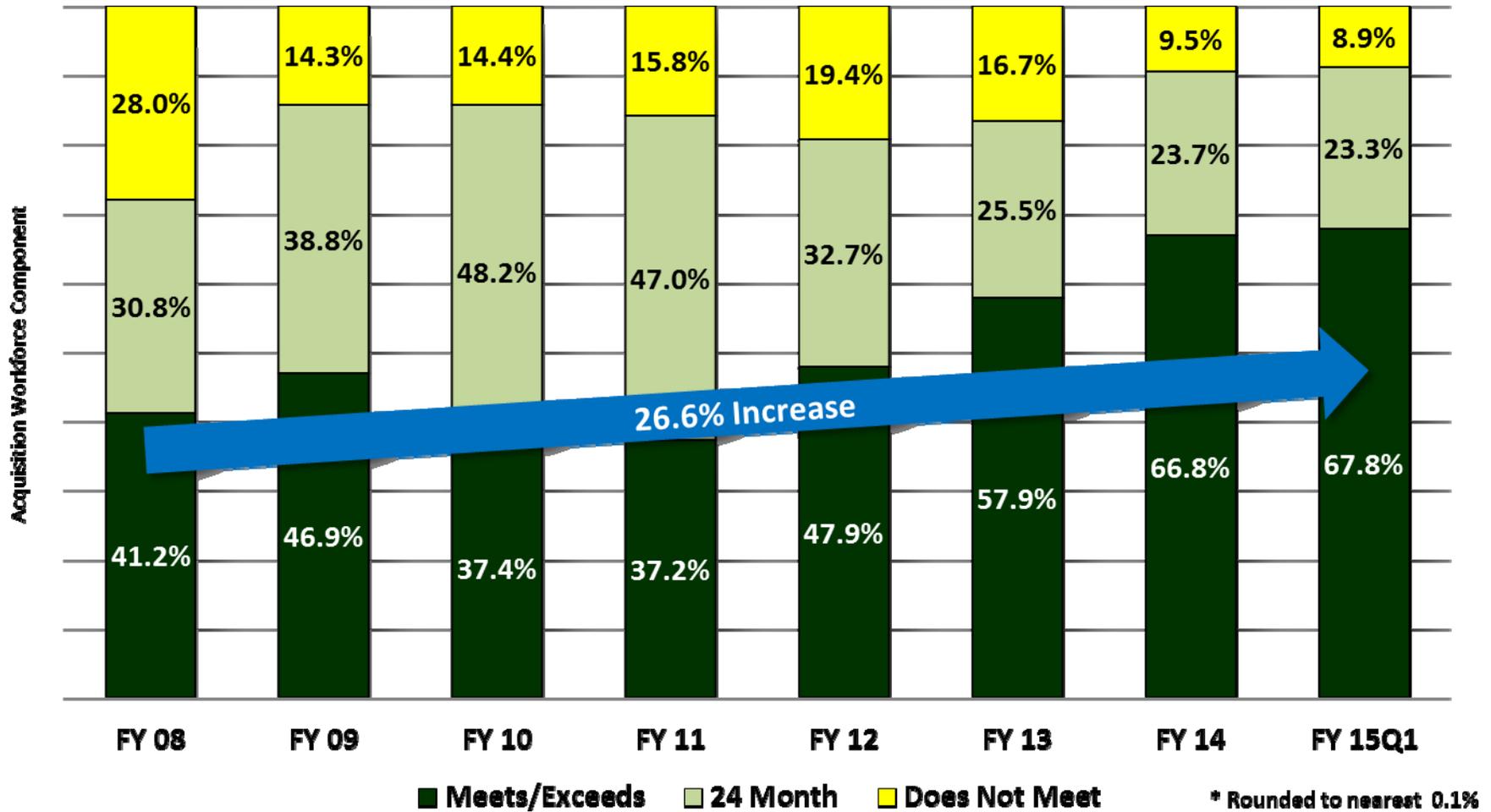




**Business Historical DAWIA
Certification FY08 – FY15Q1**



Business - CE + FM

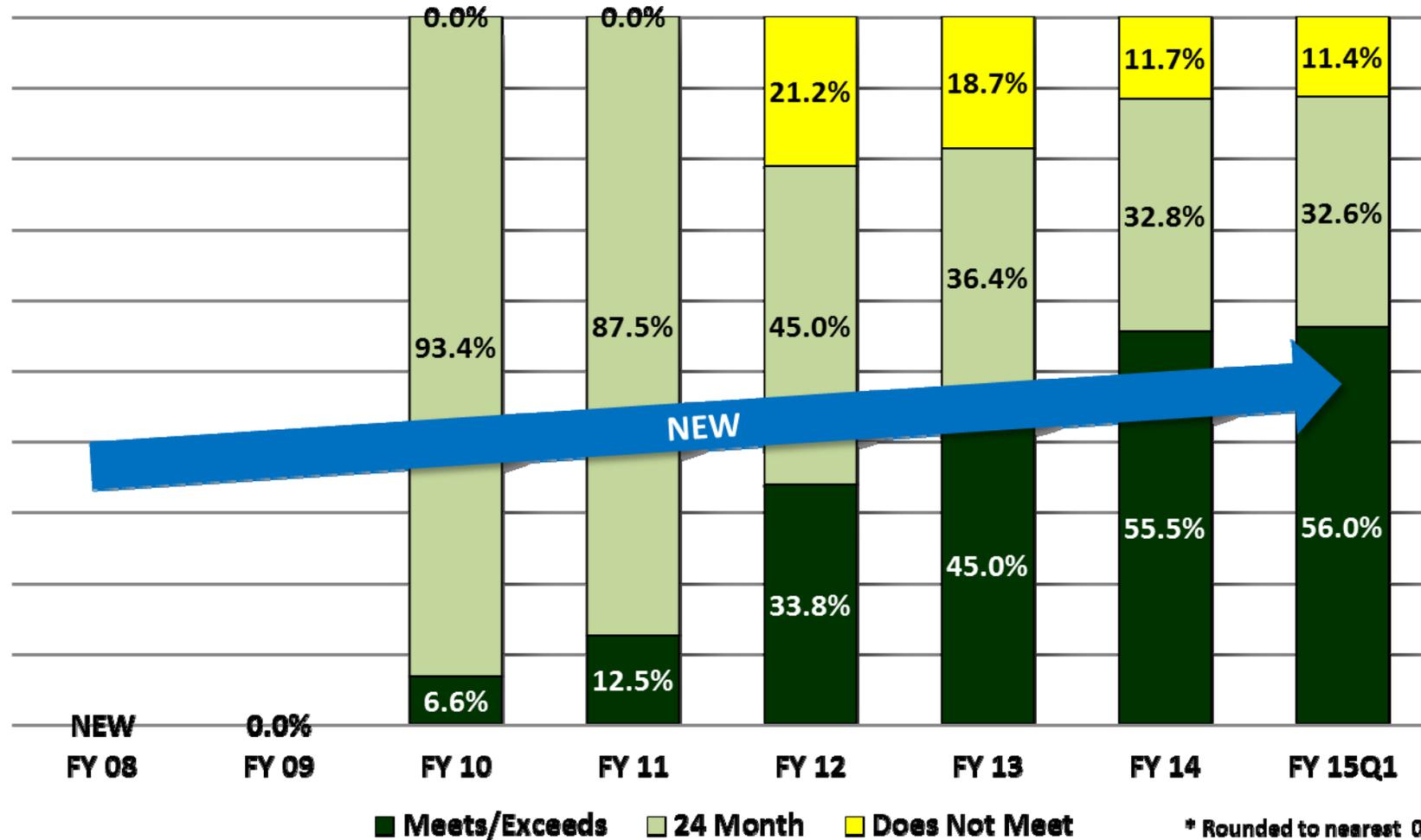




Business CE Historical DAWIA Certification FY08 – FY15Q1



Business - CE

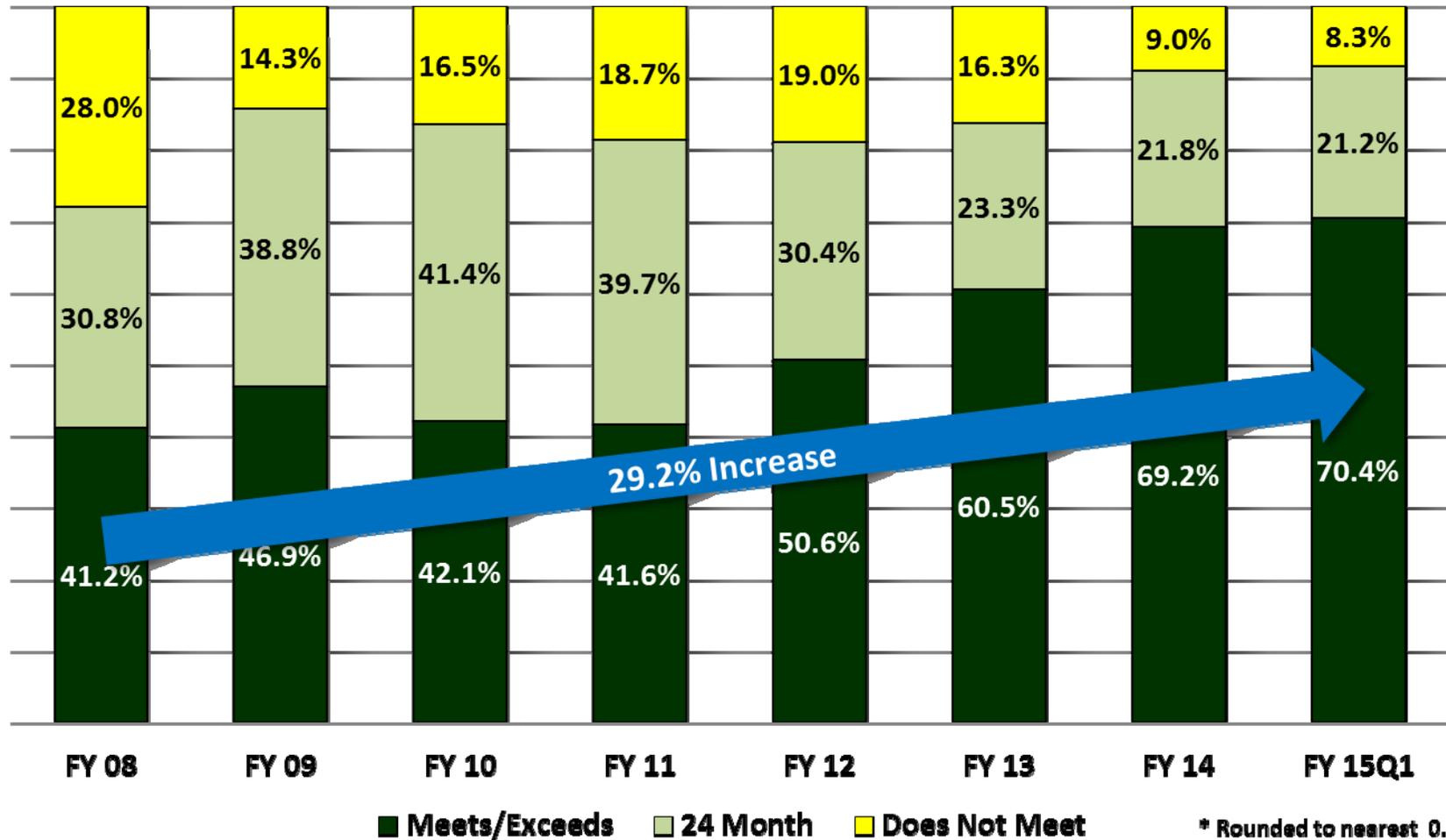




Business FM Historical DAWIA Certification FY08 – FY15Q1



Business - FM





Business DAWIA Certification Matrix + Bench Strength



Business Required Certification Level	Achieved Certification Level				FY15Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	299	300	53	41	693	56.9%
Level II	704	713	1,787	656	3,860	63.3%
Level III	241	152	255	2,149	2,797	76.8%
Unspecified	1	-	-	-	1	
FY15Q1 TOTAL	1,245	1,165	2,095	2,846	7,351	67.8%
	16.9%	15.8%	28.5%	38.7%		

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%	
Business	750	10.2%	8 of 13

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	394	284	15	693	9.4%
Level II	2,443	983	434	3,860	52.5%
Level III	2,149	443	205	2,797	38.0%
Unspecified	-	1	-	1	0.0%
Business TOTAL	4,986	1,711	654	7,351	
	67.8%	23.3%	8.9%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business CAP + KLPs / Education / Military-Civilian



Occupied Position Type	Business TOTAL		Business CE		Business FM		Entire DAW	
Key Leadership Positions (KLPs)	131	1.8%	50	3.8%	81	1.3%	968	0.6%
Critical Acquisition Positions (CAPs) *	795	10.8%	162	12.3%	633	10.5%	15,559	10.4%
Non-CAP Positions	6,425	87.4%	1,109	84.0%	5,316	88.2%	133,750	89.0%
TOTAL	7,351		1,321		6,030		150,277	

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

Highest Level of Education	Business TOTAL		Business CE		Business FM		Entire DAW	
Post Grad	2,659	36.2%	673	50.9%	1,986	32.9%	57,410	38.2%
Bachelors	3,101	42.2%	621	47.0%	2,480	41.1%	67,663	45.0%
Some College	794	10.8%	12	0.9%	782	13.0%	11,470	7.6%
High School	774	10.5%	13	1.0%	761	12.6%	12,549	8.4%
Other	23	0.3%	2	0.2%	21	0.3%	1,185	0.8%
TOTAL	7,351		1,321		6,030		150,277	

Type	Business TOTAL		Business CE		Business FM		Entire DAW	
Civilian	7,154	97.3%	1,267	95.9%	5,887	97.6%	134,733	89.7%
Military	197	2.7%	54	4.1%	143	2.4%	15,544	10.3%
TOTAL	7,351		1,321		6,030		150,277	



Business Size by Occupational Series



Civilian Occupational Series	Business TOTAL		Civilian Occupational Series	Business CE		Civilian Occupational Series	Business FM	
0501 - Financial Administrator	2,718	38.0%	1515 - Operations Research Analyst	895	12.5%	0501 - Financial Administrator	2,545	35.6%
0343 - Management and Program Analyst	1,512	21.1%	0501 - Financial Administrator	173	2.4%	0343 - Management and Program Analyst	1,502	21.0%
1515 - Operations Research Analyst	1,143	16.0%	0896 - Engineer, Industrial	82	1.1%	0560 - Budget Analyst	975	13.6%
0560 - Budget Analyst	978	13.7%	0801 - Engineer, General	57	0.8%	1515 - Operations Research Analyst	248	3.5%
1101 - Business and Industry Specialist	198	2.77%	1101 - Business and Industry Specialist	14	0.20%	1101 - Business and Industry Specialist	184	2.57%
0301 - Administration & Program Staff	130	1.82%	0343 - Management and Program Analyst	10	0.14%	0301 - Administration & Program Staff	130	1.82%
0896 - Engineer, Industrial	111	1.55%	0830 - Engineer, Mechanical	8	0.11%	0510 - Accountant	98	1.37%
0510 - Accountant	99	1.38%	1520 - Mathematician	6	0.08%	0505 - Financial Program Specialist	90	1.26%
0801 - Engineer, General	91	1.27%	1550 - Computer Scientist	5	0.07%	0801 - Engineer, General	34	0.48%
0505 - Financial Program Specialist	90	1.26%	0850 - Engineer, Electrical	2	0.03%	0896 - Engineer, Industrial	29	0.41%
<i>Other</i>	84	1.17%	<i>Other</i>	15	0.21%	<i>Other</i>	52	0.73%
TOTAL CIVILIAN	7,154	Civilians	TOTAL CIVILIAN	1,267	Civilians	TOTAL CIVILIAN	5,887	Civilians



Business Demographics



Race	Business TOTAL		Business CE		Business FM		Entire DAW	
WHITE	5,543	75.4%	1,035	78.3%	4,508	74.8%	112,764	75.0%
BLACK	1,054	14.3%	133	10.1%	921	15.3%	17,634	11.7%
ASIAN	321	4.4%	83	6.3%	238	3.9%	9,595	6.4%
MULTI	121	1.6%	24	1.8%	97	1.6%	2,959	2.0%
AMI/AN	42	0.6%	10	0.8%	32	0.5%	813	0.5%
PI	27	0.4%	7	0.5%	20	0.3%	633	0.4%
Unspecified	243	3.3%	29	2.2%	214	3.5%	5,879	3.9%
TOTAL	7,351		1,321		6,030		150,277	

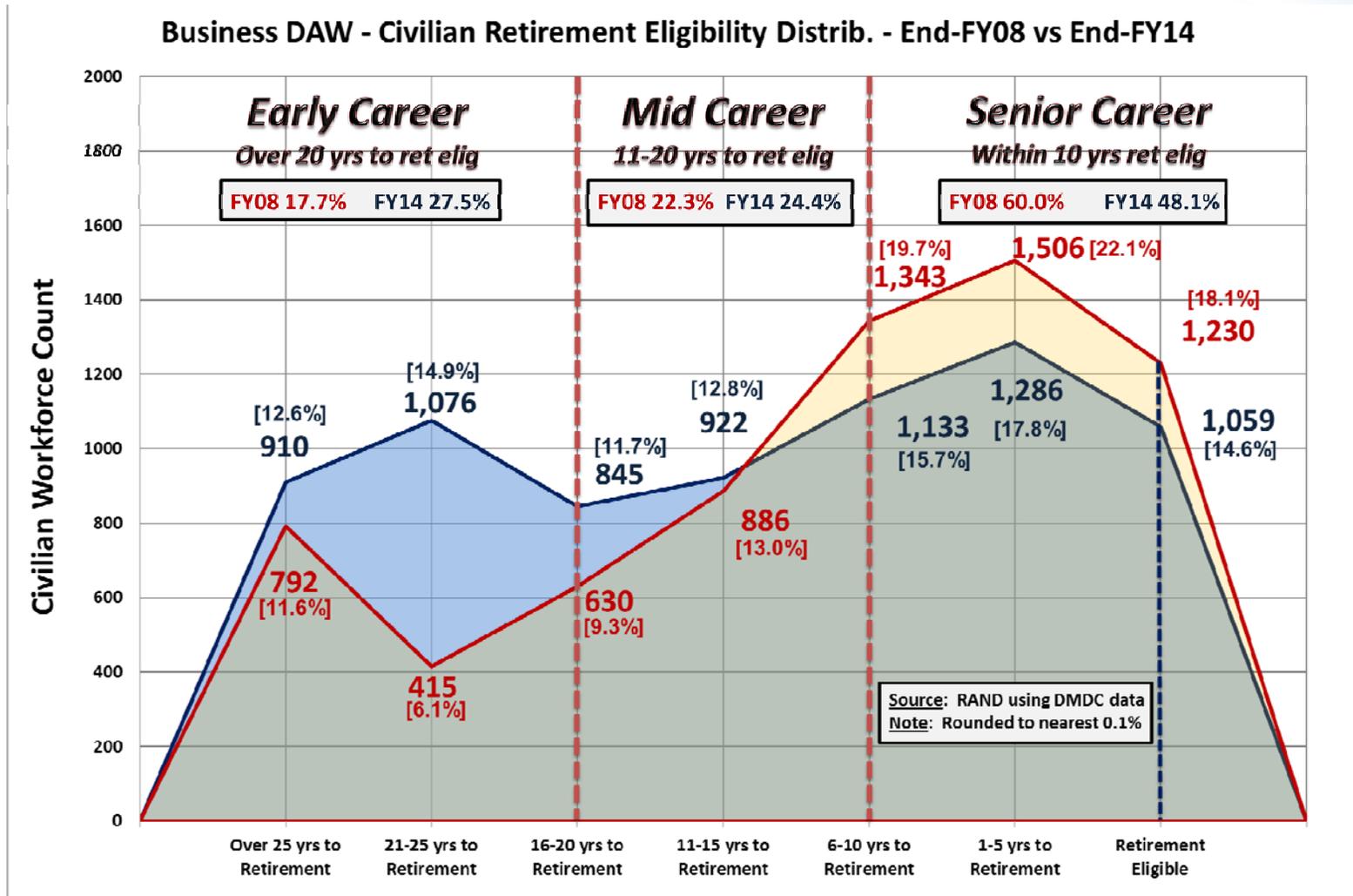
Gender	Business TOTAL		Business CE		Business FM		Entire DAW	
Males	3,041	41.4%	826	62.5%	2,215	36.7%	105,930	70.5%
Females	4,295	58.4%	493	37.3%	3,802	63.1%	43,678	29.1%
Unspecified	15	0.2%	2	0.15%	13	0.22%	669	0.4%
TOTAL	7,351		1,321		6,030		150,277	



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



Business Civilian Retirement Eligibility Distribution – FY08 / FY14

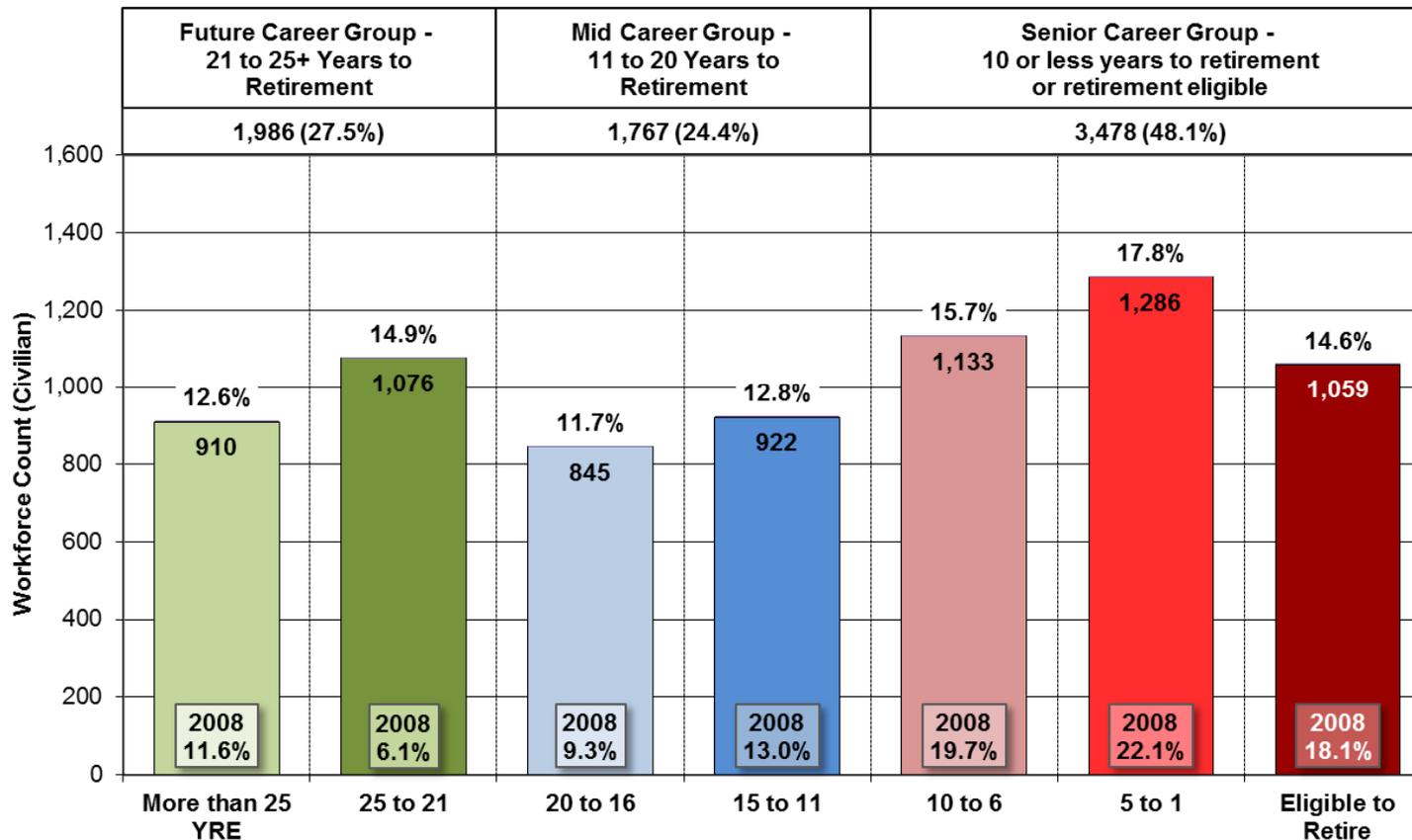


As of the end of FY14 (30 September 2014)



Business Workforce Lifecycle Model by YRE

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



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

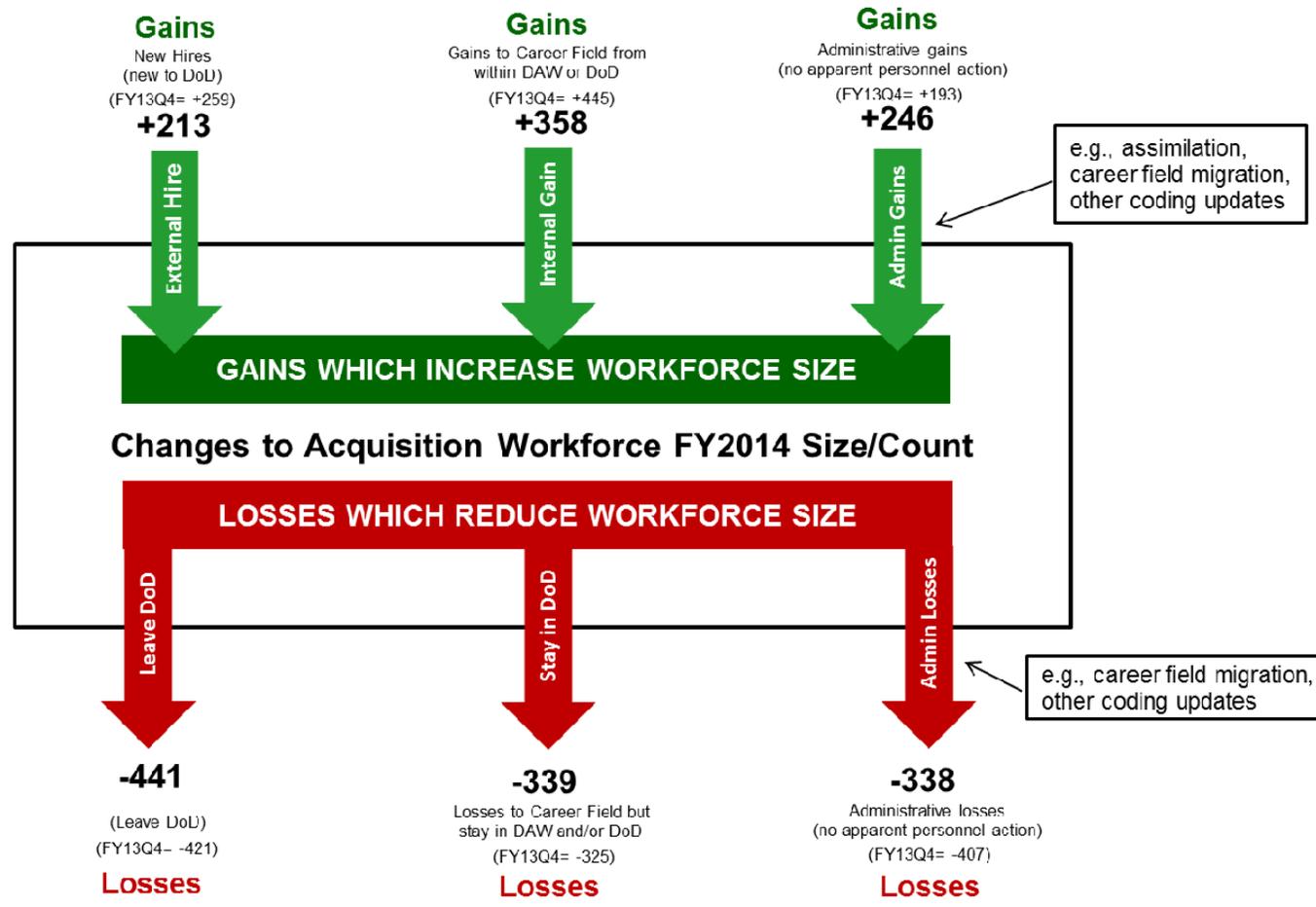
As of the end of FY14 (30 September 2014)



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

Defense Acquisition Workforce (Civilian) (FY2014) - Business

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



As of the end of FY14 (30 September 2014)

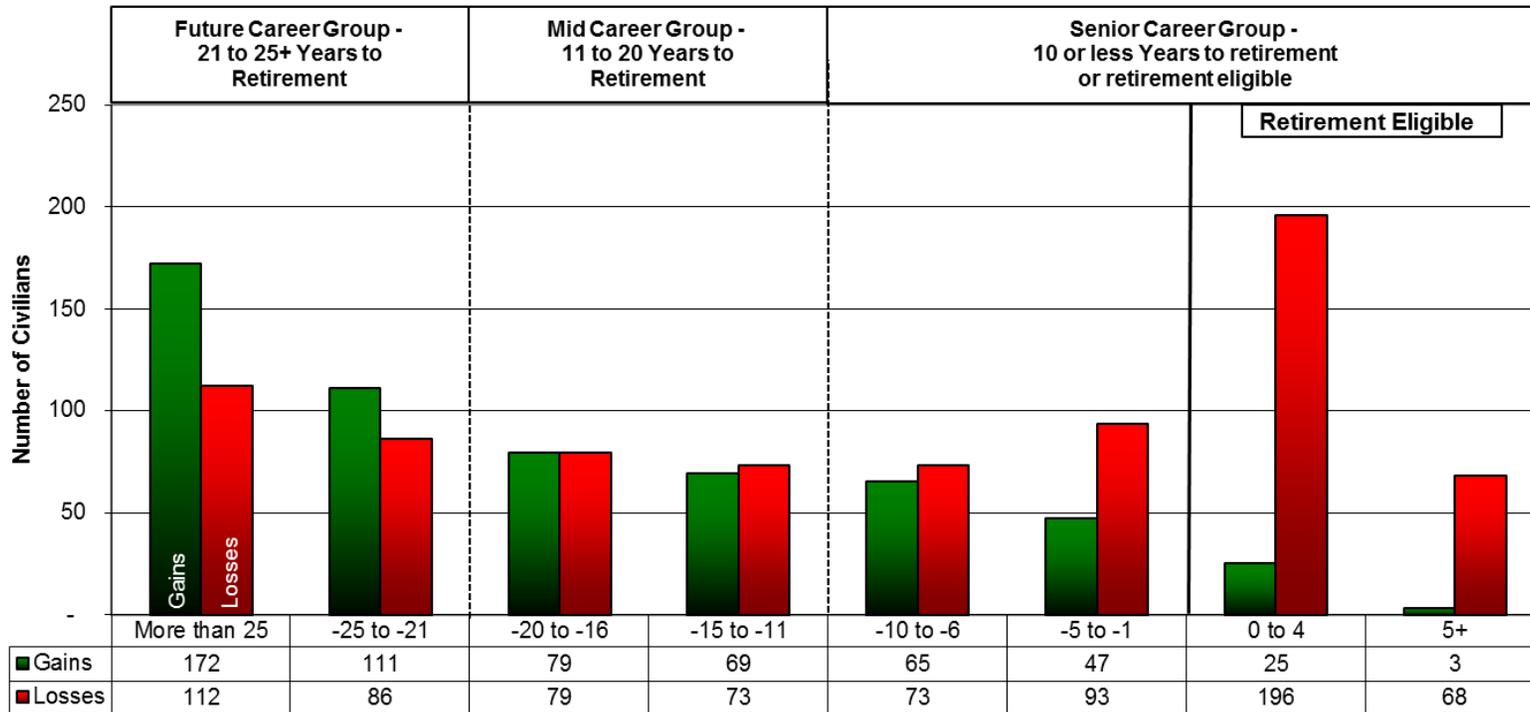


Business Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Business

Workforce Lifecycle FY2014 Gains & Losses*



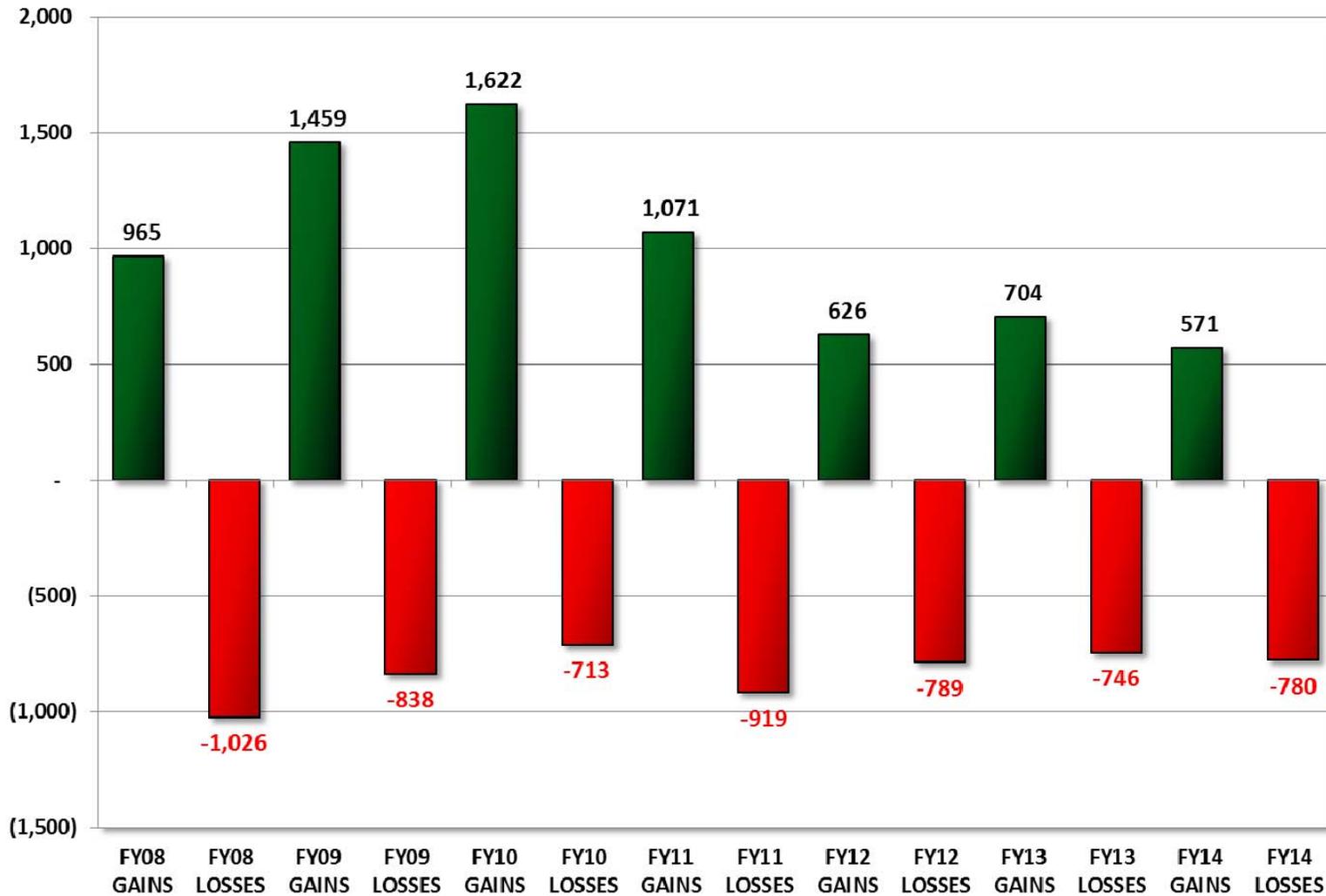
Career Lifecycle by Years to Retirement Eligibility

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)



Business Historical Gains and Losses FY08 – FY14



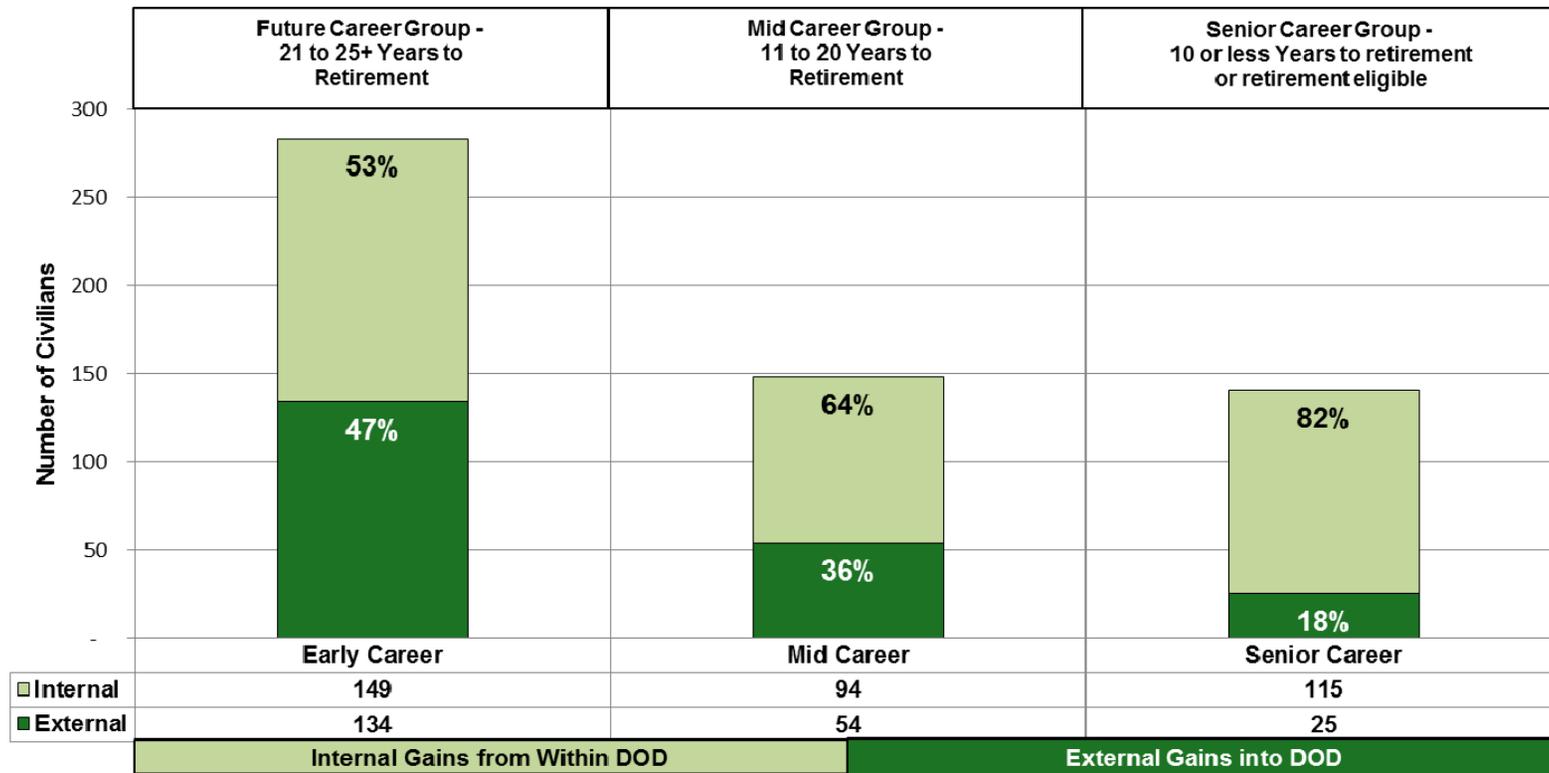
As of the end of FY14 (30 September 2014)



Business Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Business 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

As of the end of FY14 (30 September 2014)

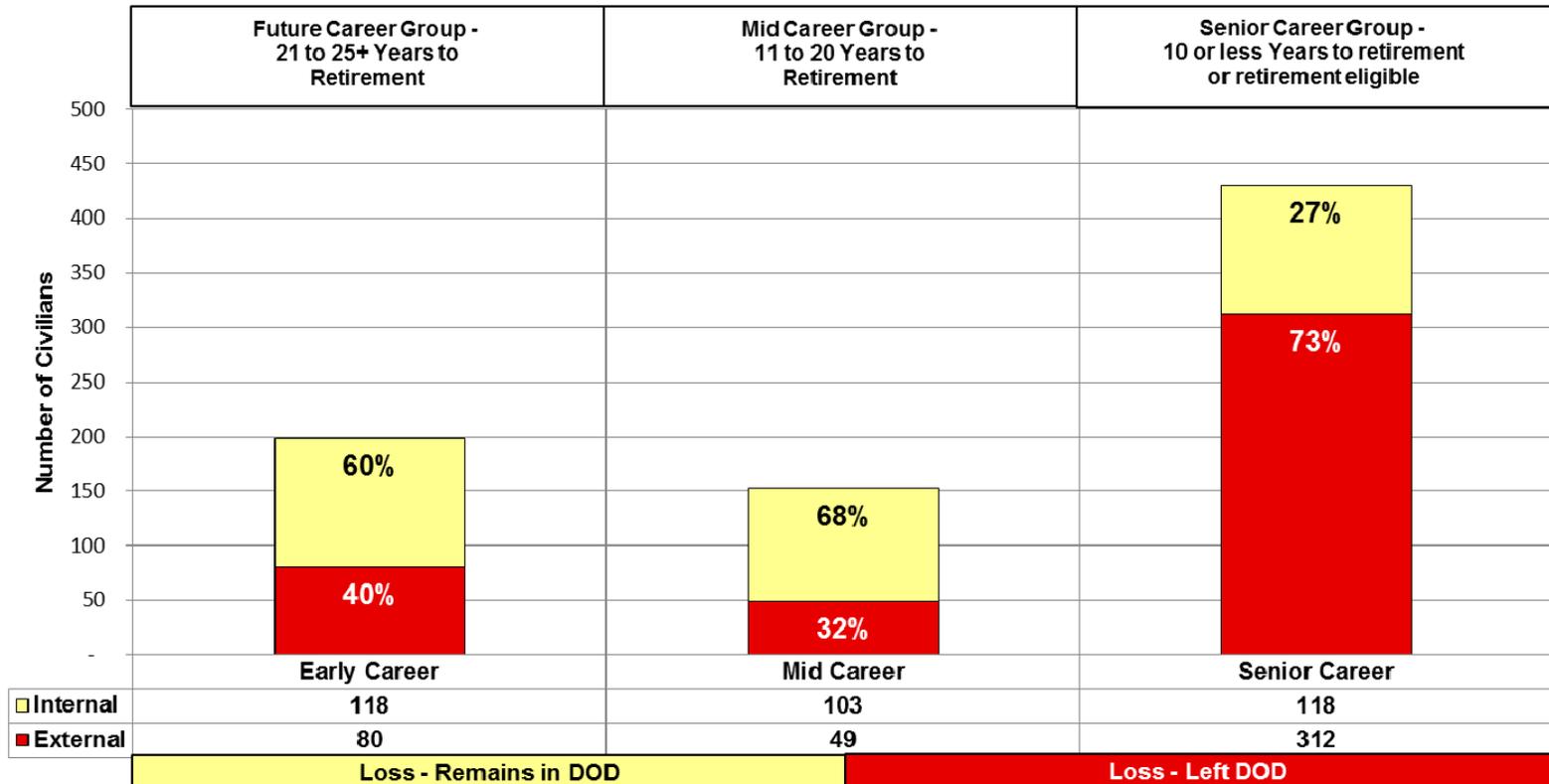


Business Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Business

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

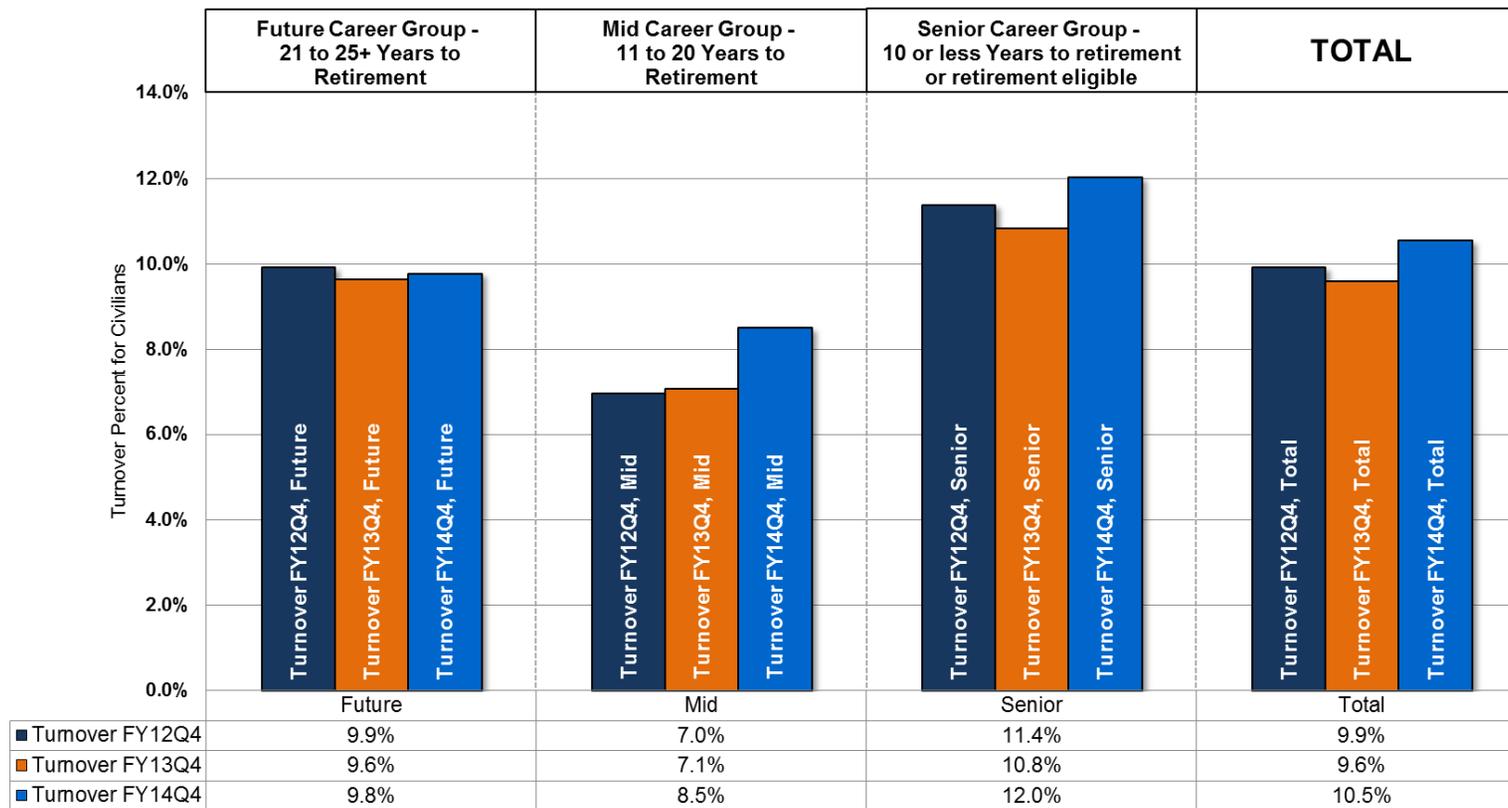
As of the end of FY14 (30 September 2014)



Business Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

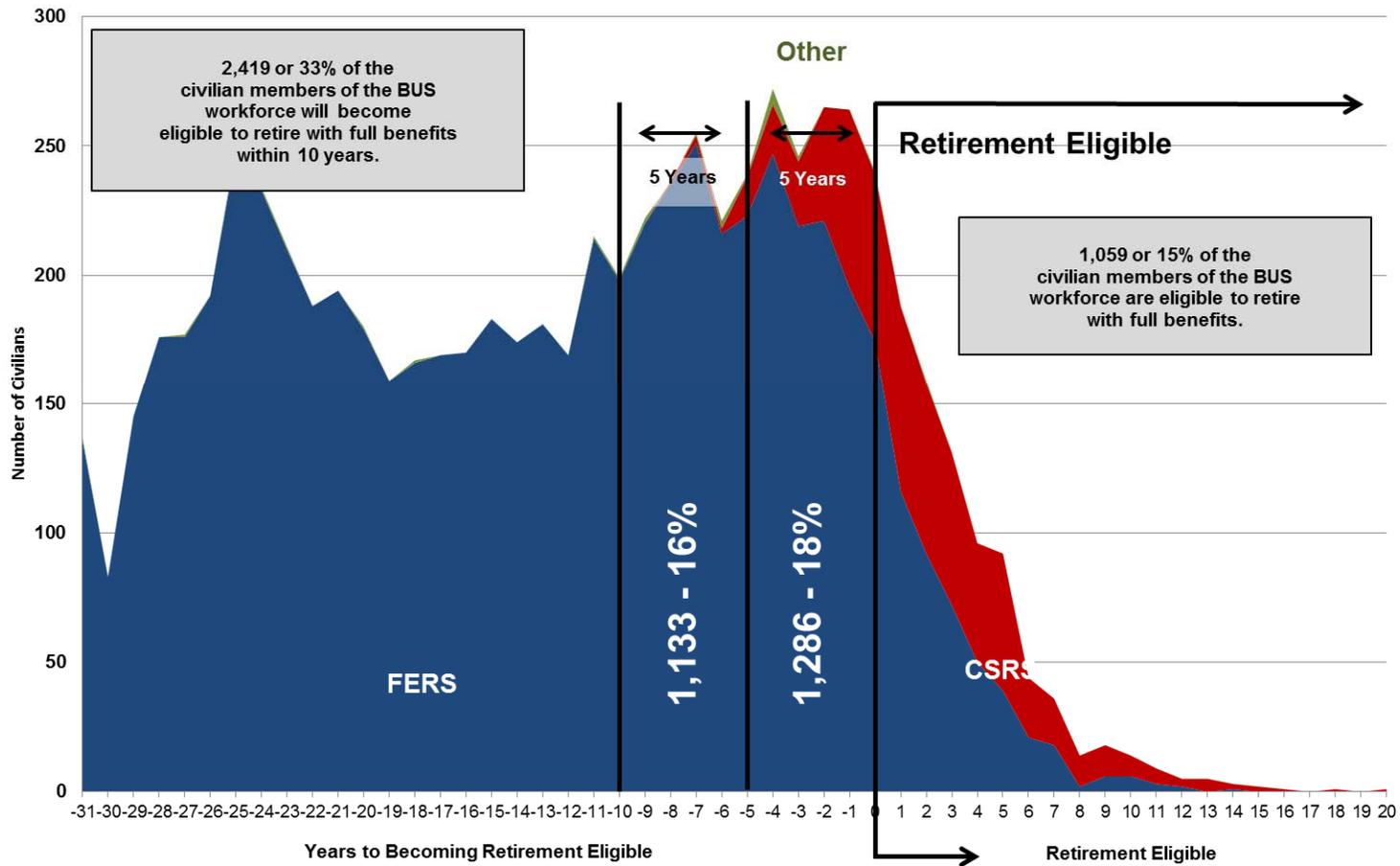


Business Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Business

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



As of the end of FY14 (30 September 2014)



END