



Defense Acquisition Workforce Key Information

Facilities Engineering
As of FY15Q1 (31 December 2014)



Fact Sheet



Human Capital Fact Sheet (FY 2014)

Defense Acquisition Workforce Facilities Engineering	FY 2008				FY 2014			
	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	6,617	0	6,617	151,355
Change in size from 2008	-	-	-	-	35%	-100%	34%	20%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	79%	0%	79%	83%
Graduate Degree	20%	0%	20%	29%	27%	0%	27%	36%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	92%	0%	92%	86%
Level II or Higher Achieved	41%	0%	41%	61%	89%	0%	89%	74%
Level III Achieved	0%	0%	0%	36%	30%	0%	30%	43%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	88%	0%	88%	75%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	8%	0%	8%	19%
Does Not Meet Certification Requirement	16%	0%	16%	14%	4%	0%	4%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	72%	0%	72%	62%	56%	0%	56%	45%
Average Age	48.8	23.0	48.7	45.7	49.6	0.0	49.6	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	15/24/61(%)	-	-	20/23/57 (%)(Civ)	15/24/61(%)	-	-	26/23/51(%)
Average Years of Service	18.6	1.0	18.6	17.3	17.8	0.0	17.8	15.2
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	1,666(25%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	1,304(20%)	-	-	26,858(18%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	485/838	-	-	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.



Facilities Engineering Workforce Historical Size by Agency FY05 – FY15Q1

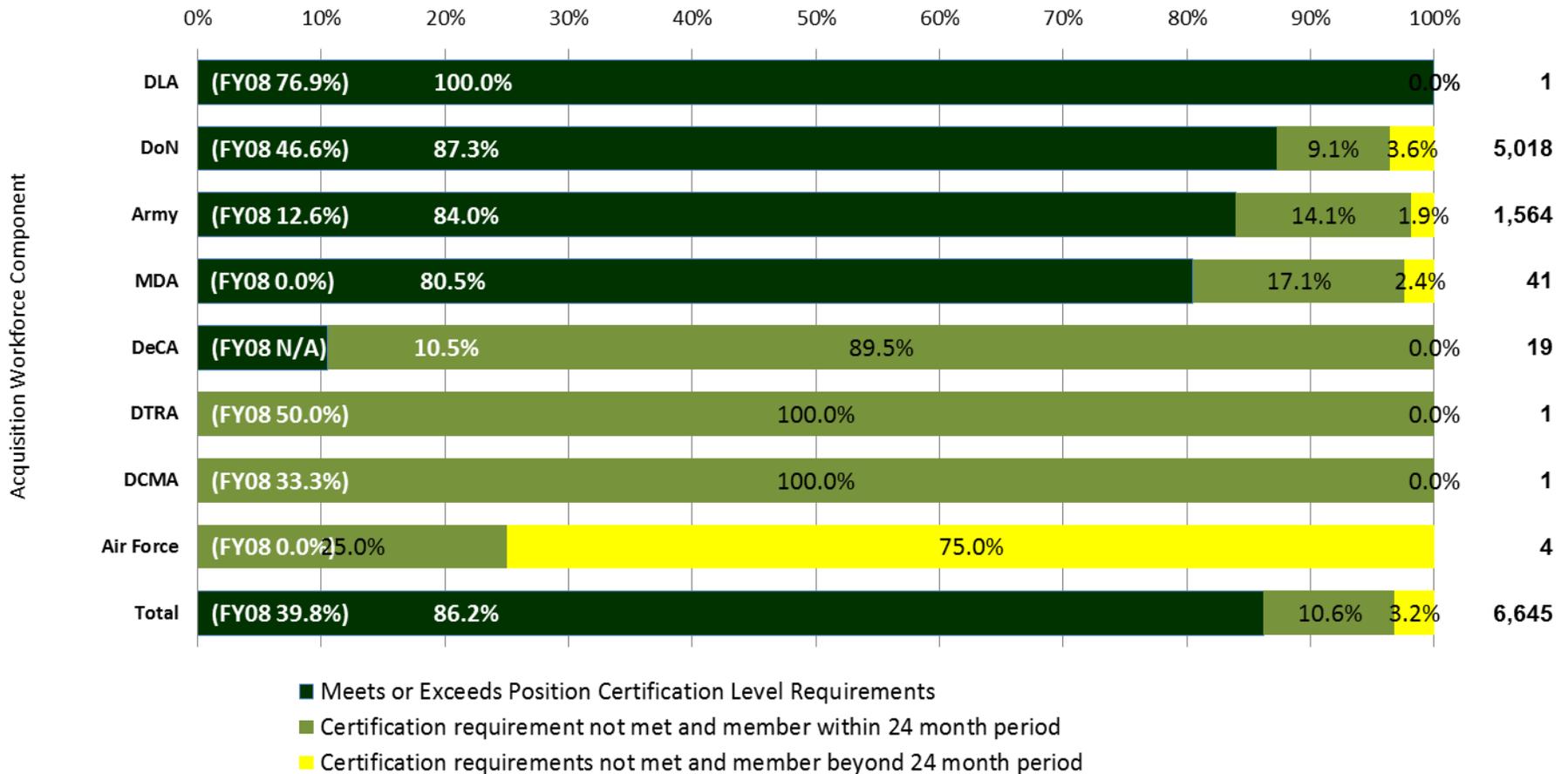


Facilities Engineering	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q1	% Change Since FY05	% Change Since FY08
<i>Defense Acq Workforce</i>													
ARMY	4,851	441	933	988	719	1,564	1,767	1,708	1,634	1,530	1,564	-68%	58%
NAVY	3,505	3,477	3,440	3,902	4,683	5,319	5,615	5,531	5,299	5,039	5,018	43%	29%
AIR FORCE	-	-	4	6	6	20	36	29	5	4	4		-33%
DCMA	-	1	3	6	2	1	-	1	2	-	1		-83%
DLA	-	3	7	13	8	2	1	1	1	1	1		-92%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	2	1	-	4	8	19	29	42	41		4000%
DISA	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	1	1	-	-	-	-	-	-	-	-		
DTRA	-	4	3	2	2	1	1	1	-	1	1		-50%
DAU	-	-	-	1	-	-	-	-	-	-	-		-100%
OSD & Staff	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	19		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	1	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-		-100%
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFFPA	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,649	-20.4%	35.1%



Facilities Engineering DAWIA Certification by Component

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

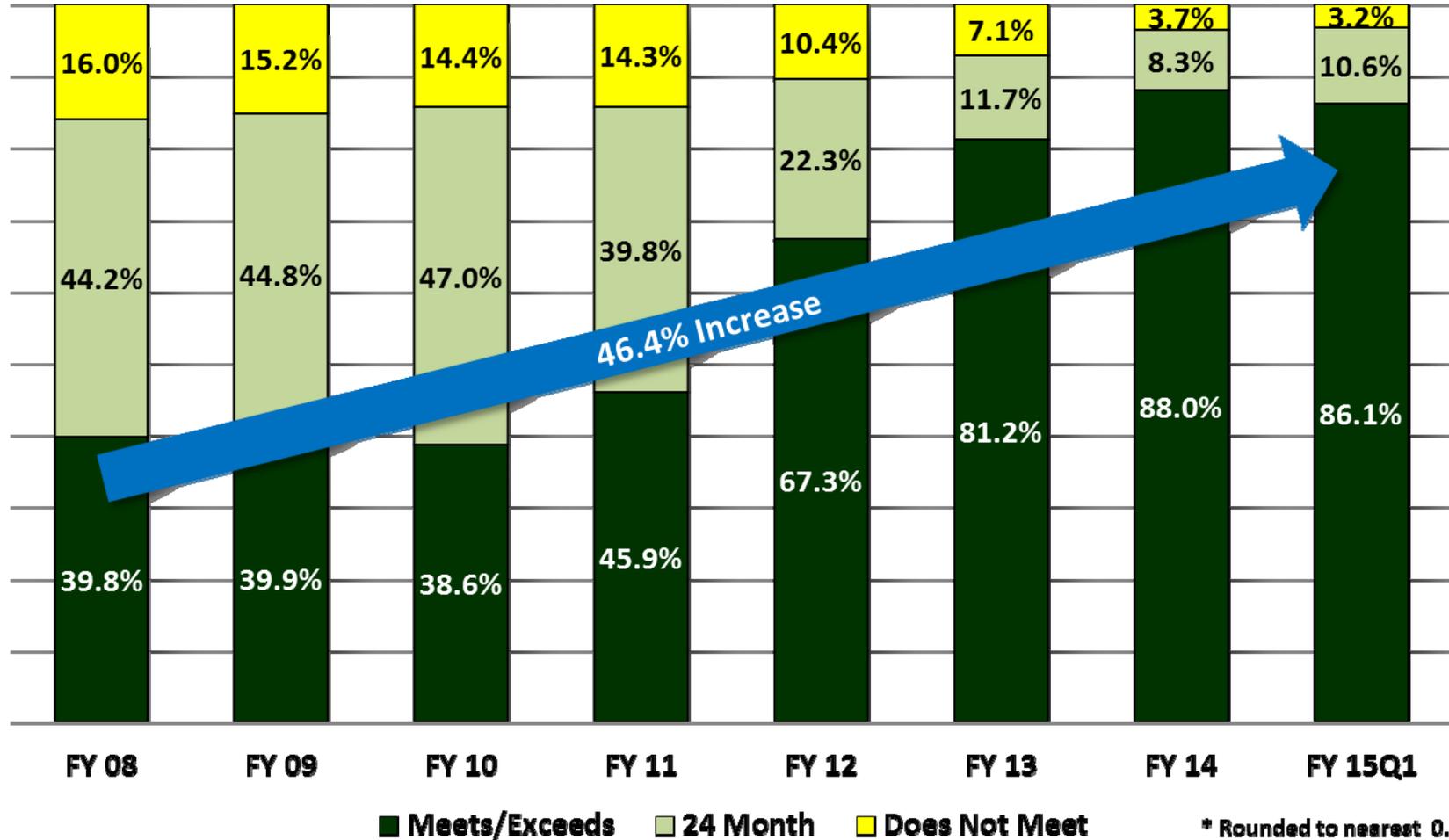




Facilities Engineering Historical DAWIA Certification FY08 – FY15Q1



Facilities Engineering





Facilities Engineering DAWIA Certification Matrix + Bench Strength



Facilities Engineering Required Certification Level	Achieved Certification Level				FY15Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	51	66	71	4	192	73.4%
Level II	486	76	3,549	280	4,391	87.2%
Level III	131	10	166	1,757	2,064	85.1%
<i>Unspecified</i>	1	-	-	1	2	
FY15Q1 TOTAL	669	152	3,786	2,042	6,649	86.1%
	10.1%	2.3%	56.9%	30.7%		

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%	
Facilities E	355	5.3%	13 of 13

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	141	47	4	192	2.9%
Level II	3,829	430	132	4,391	66.0%
Level III	1,757	228	79	2,064	31.0%
<i>Unspecified</i>	1	1	-	2	0.0%
Facilities Engineering TOTAL	5,728	706	215	6,649	
	86.1%	10.6%	3.2%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering CAP + KLPs / Education / Military-Civilian



Occupied Position Type	FE TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	1	0.0%	968	0.6%
Critical Acquisition Positions (CAPs) *	213	3.2%	15,559	10.4%
Non-CAP Positions	6,435	96.8%	133,750	89.0%
TOTAL	6,649		150,277	

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

Highest Level of Education	FE TOTAL		Entire DAW	
Post Grad	1,844	27.7%	57,410	38.2%
Bachelors	3,444	51.8%	67,663	45.0%
Some College	529	8.0%	11,470	7.6%
High School	817	12.3%	12,549	8.4%
Other	15	0.2%	1,185	0.8%
TOTAL	6,649		150,277	

Type	FE TOTAL		Entire DAW	
Civilian	6,649	100.0%	134,733	89.7%
Military	-	0.0%	15,544	10.3%
TOTAL	6,649		150,277	



Facilities Engineering Size by Occupational Series

Civilian Occupational Series	FE TOTAL	
0810 - Engineer, Civil	1,118	16.8%
0802 - Engineering Technician	877	13.2%
0801 - Engineer, General	797	12.0%
0819 - Engineer, Environmental	503	7.57%
0830 - Engineer, Mechanical	435	6.54%
0808 - Architect	424	6.38%
1101 - Business and Industry Specialist	370	5.56%
0850 - Engineer, Electrical	340	5.11%
0020 - Community Planner	229	3.44%
0340 - Program Manager	191	2.87%
<i>Other</i>	1,365	20.53%
TOTAL CIVILIAN	6,649	Civilians



Facilities Engineering Demographics



Race	FE TOTAL		Entire DAW	
WHITE	4,989	75.0%	112,764	75.0%
BLACK	428	6.4%	17,634	11.7%
ASIAN	793	11.9%	9,595	6.4%
MULTI	111	1.7%	2,959	2.0%
AMI/AN	40	0.6%	813	0.5%
PI	80	1.2%	633	0.4%
<i>Unspecified</i>	208	3.1%	5,879	3.9%
TOTAL	6,649		150,277	

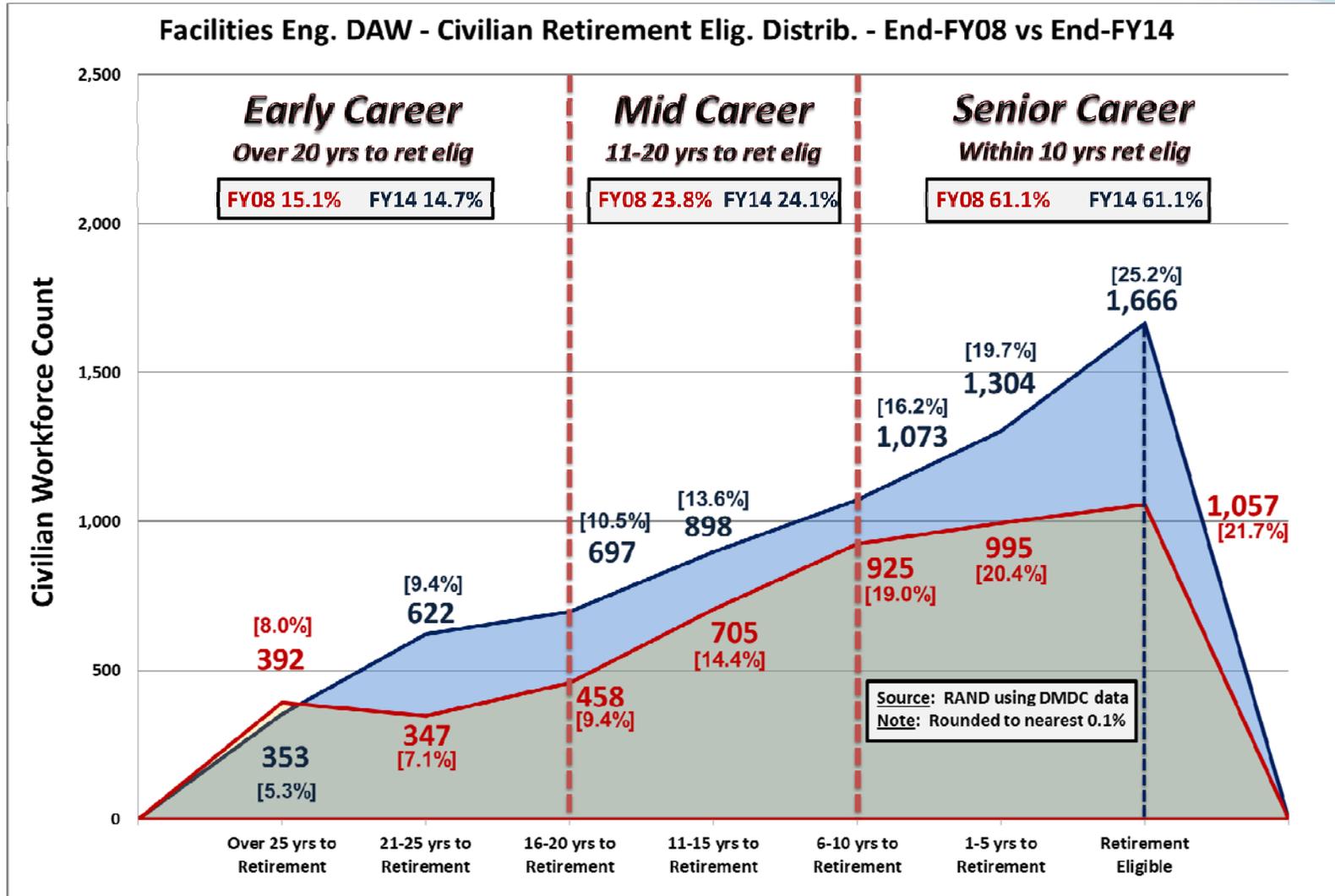
Gender	FE TOTAL		Entire DAW	
Males	5,220	78.5%	105,930	70.5%
Females	1,422	21.4%	43,678	29.1%
<i>Unspecified</i>	7	0.1%	669	0.4%
TOTAL	6,649		150,277	



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



Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY14



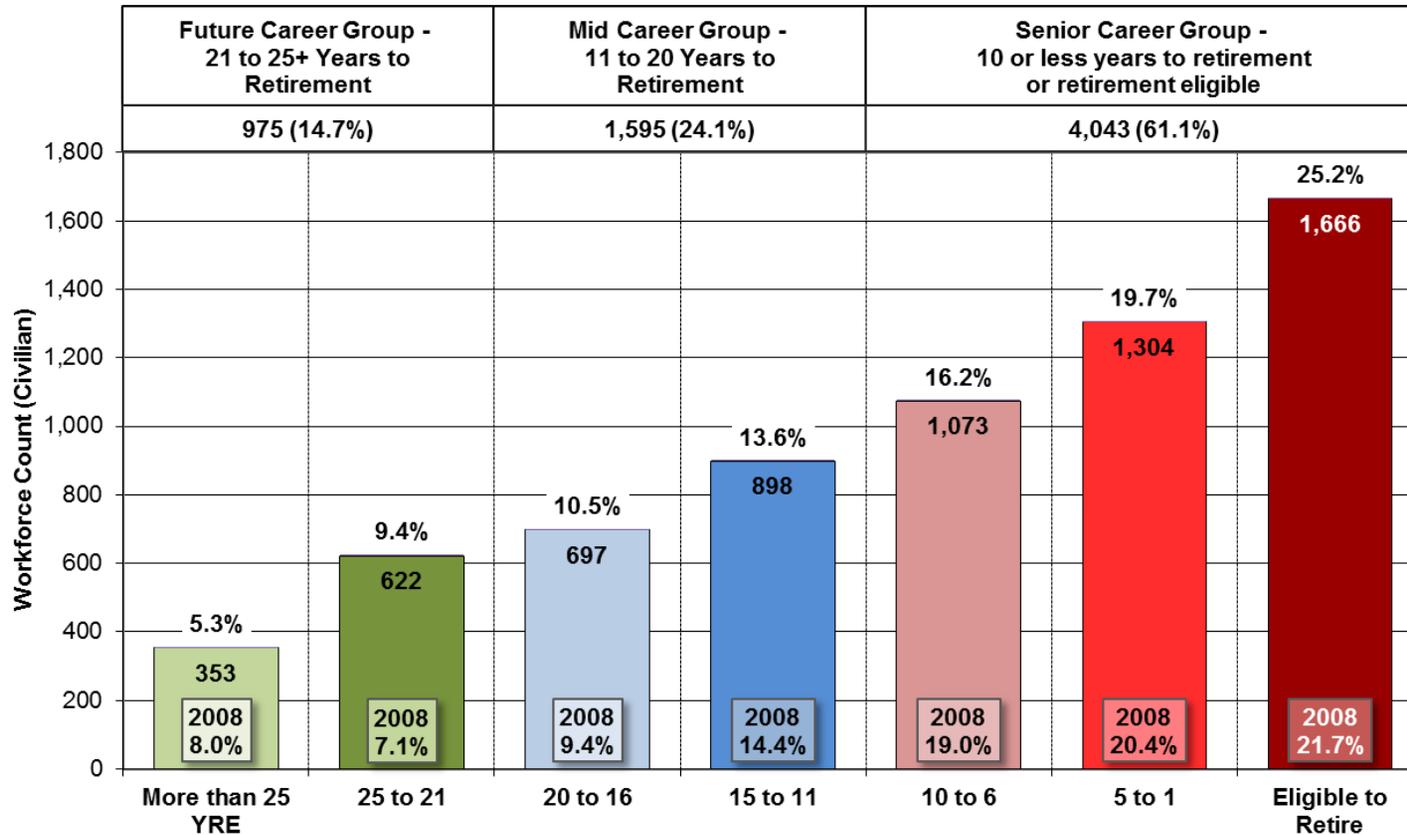
As of the end of FY14 (30 September 2014)



Facilities Engineering Workforce Lifecycle Model by YRE



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



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)

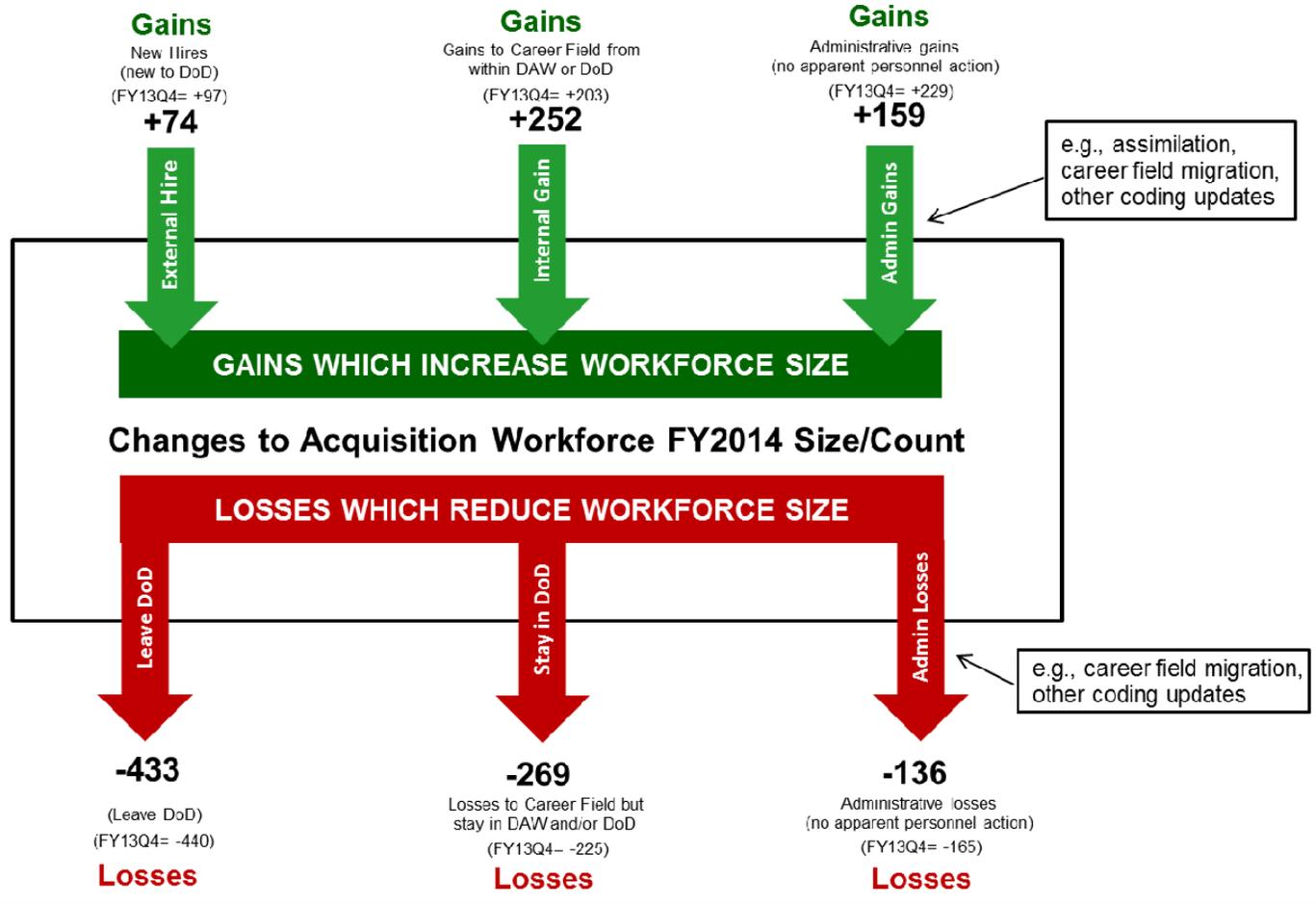


Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2014) - Facilities Engineering

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



As of the end of FY14 (30 September 2014)

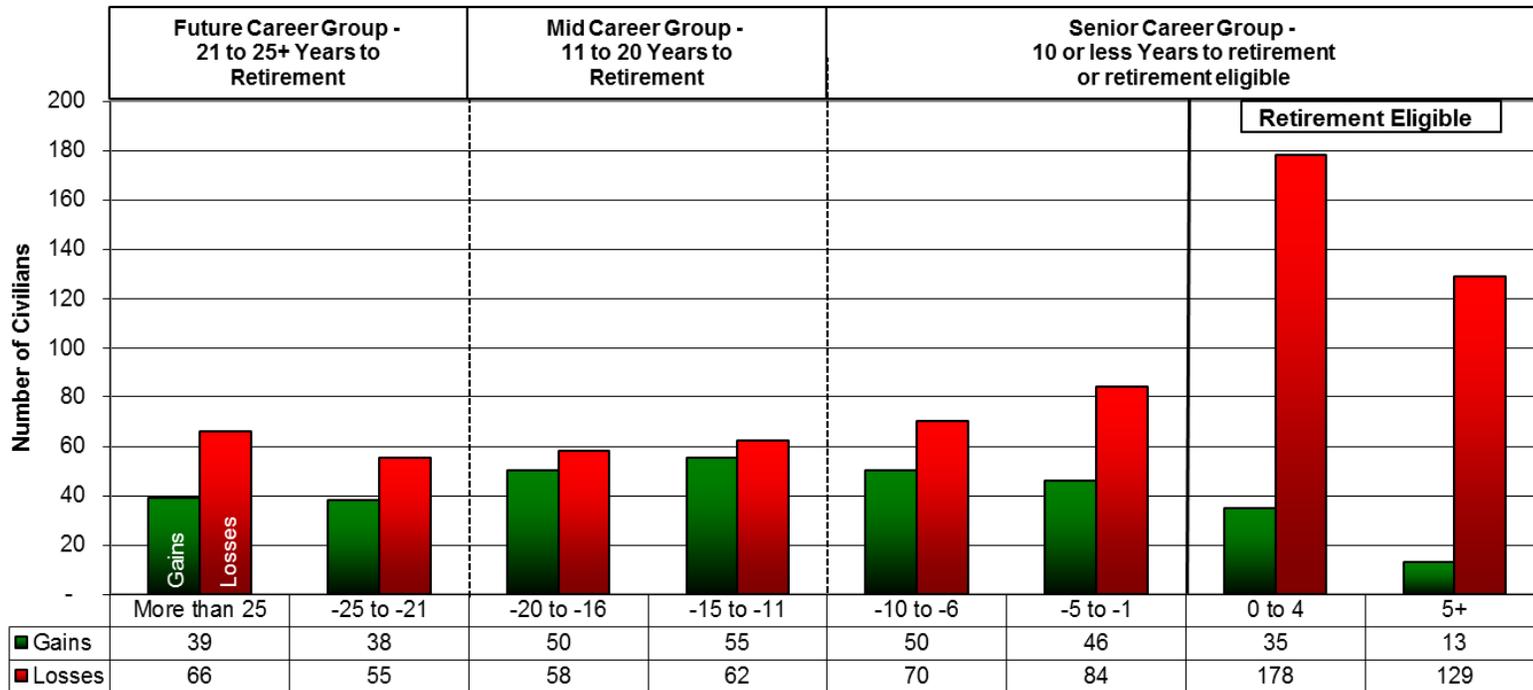


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Facilities Engineering

Workforce Lifecycle FY2014 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

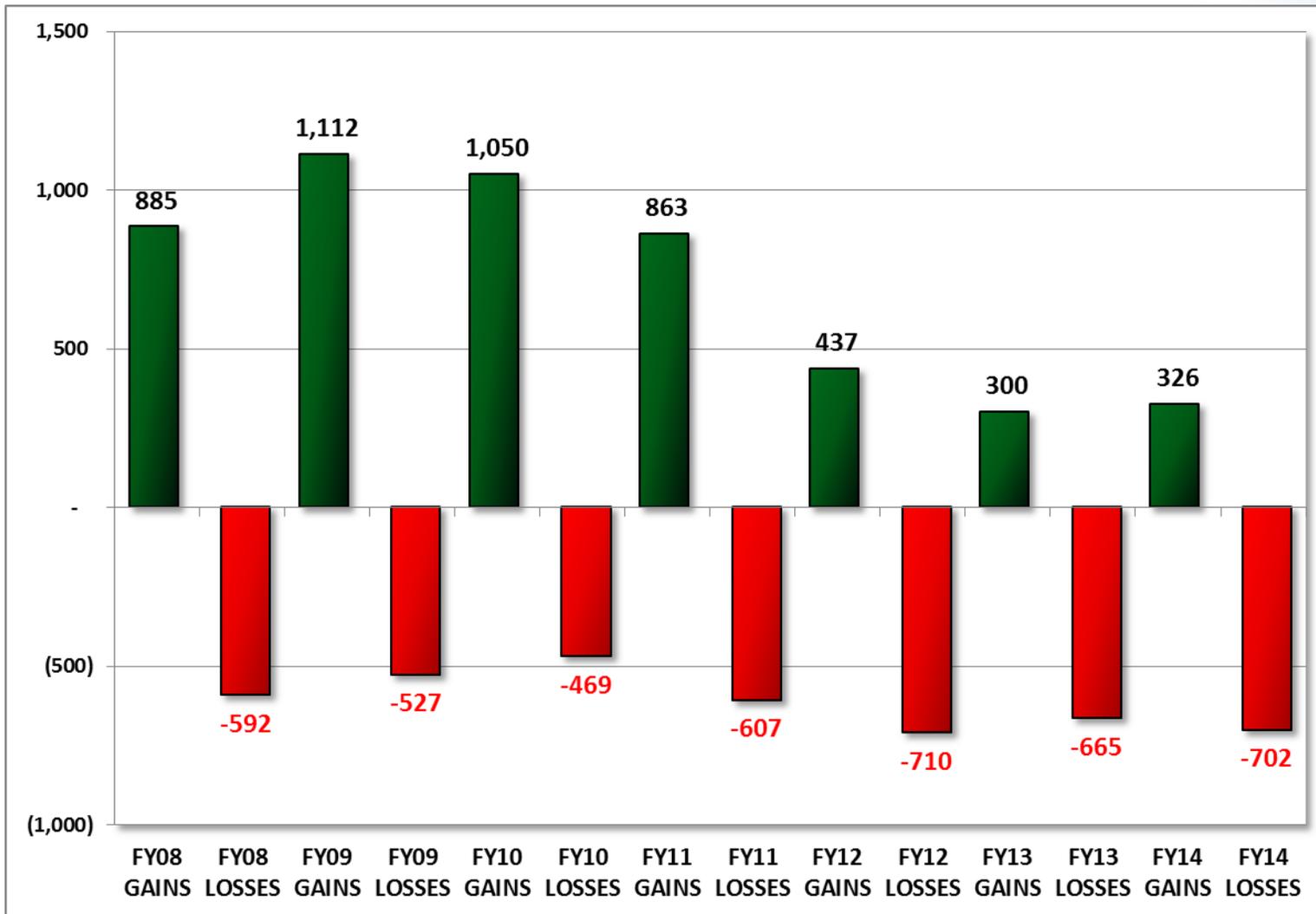
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



Facilities Engineering Historical Gains and Losses FY08 – FY14



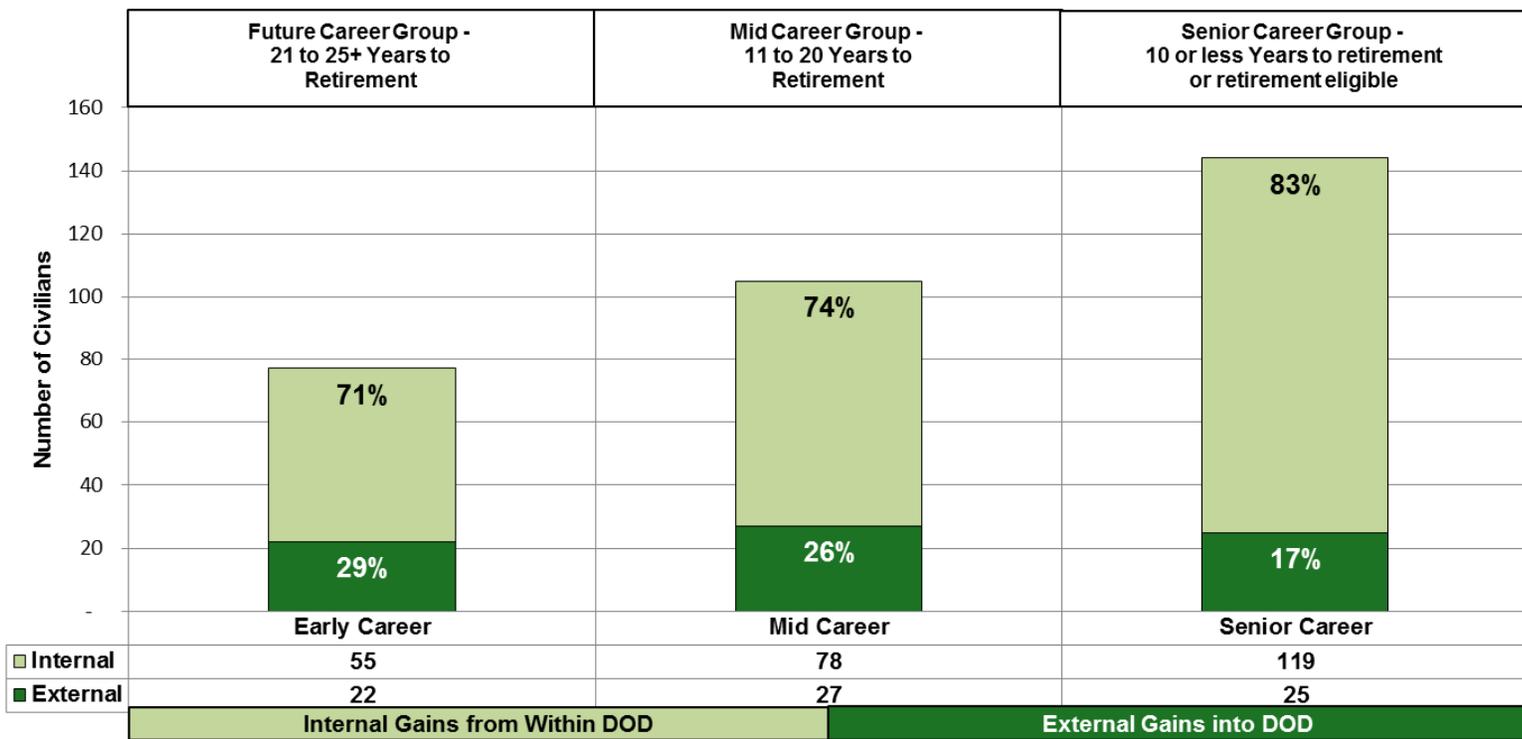
As of the end of FY14 (30 September 2014)



Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Facilities Engineering 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

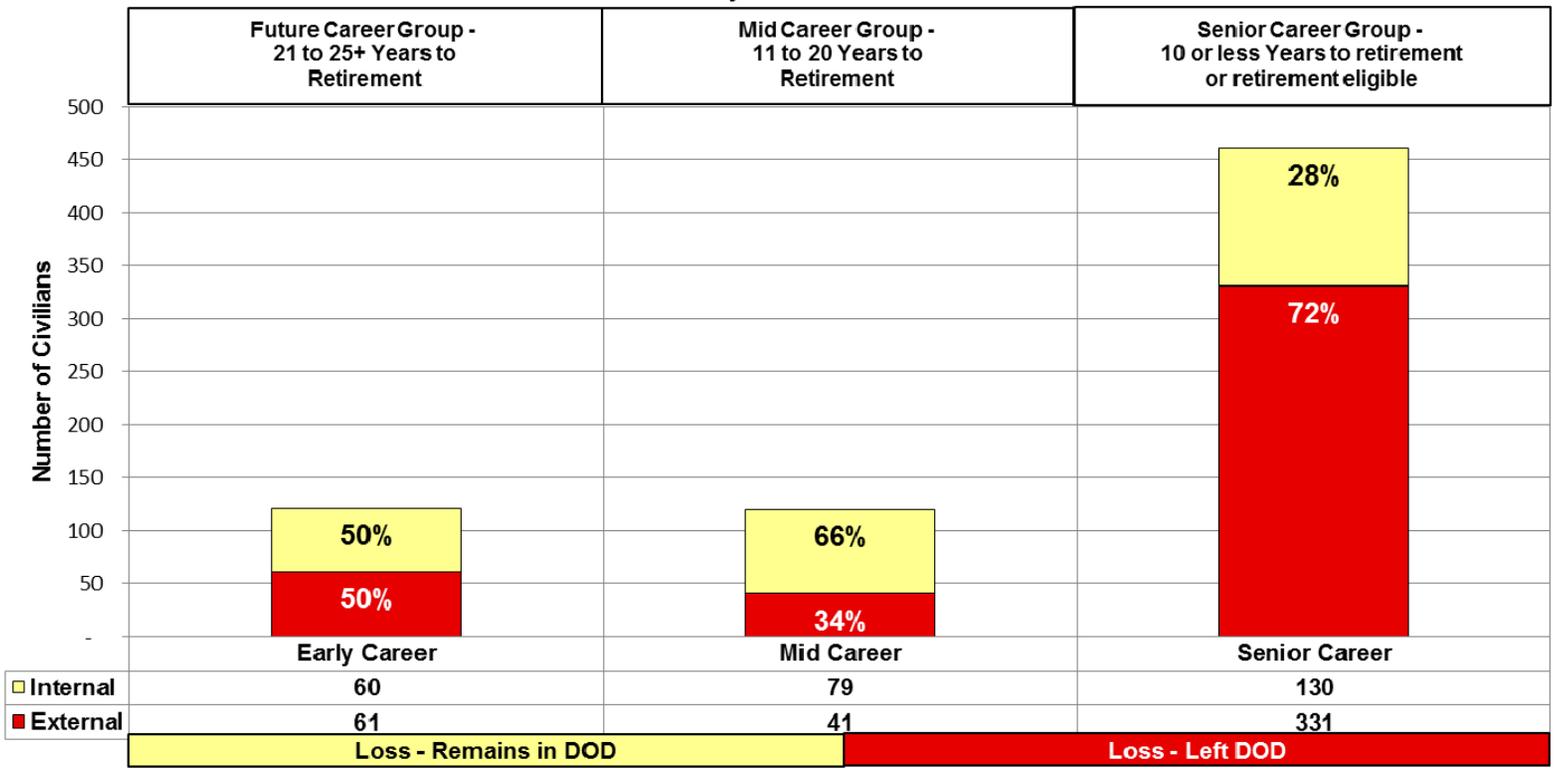
As of the end of FY14 (30 September 2014)



Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Facilities Engineering 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

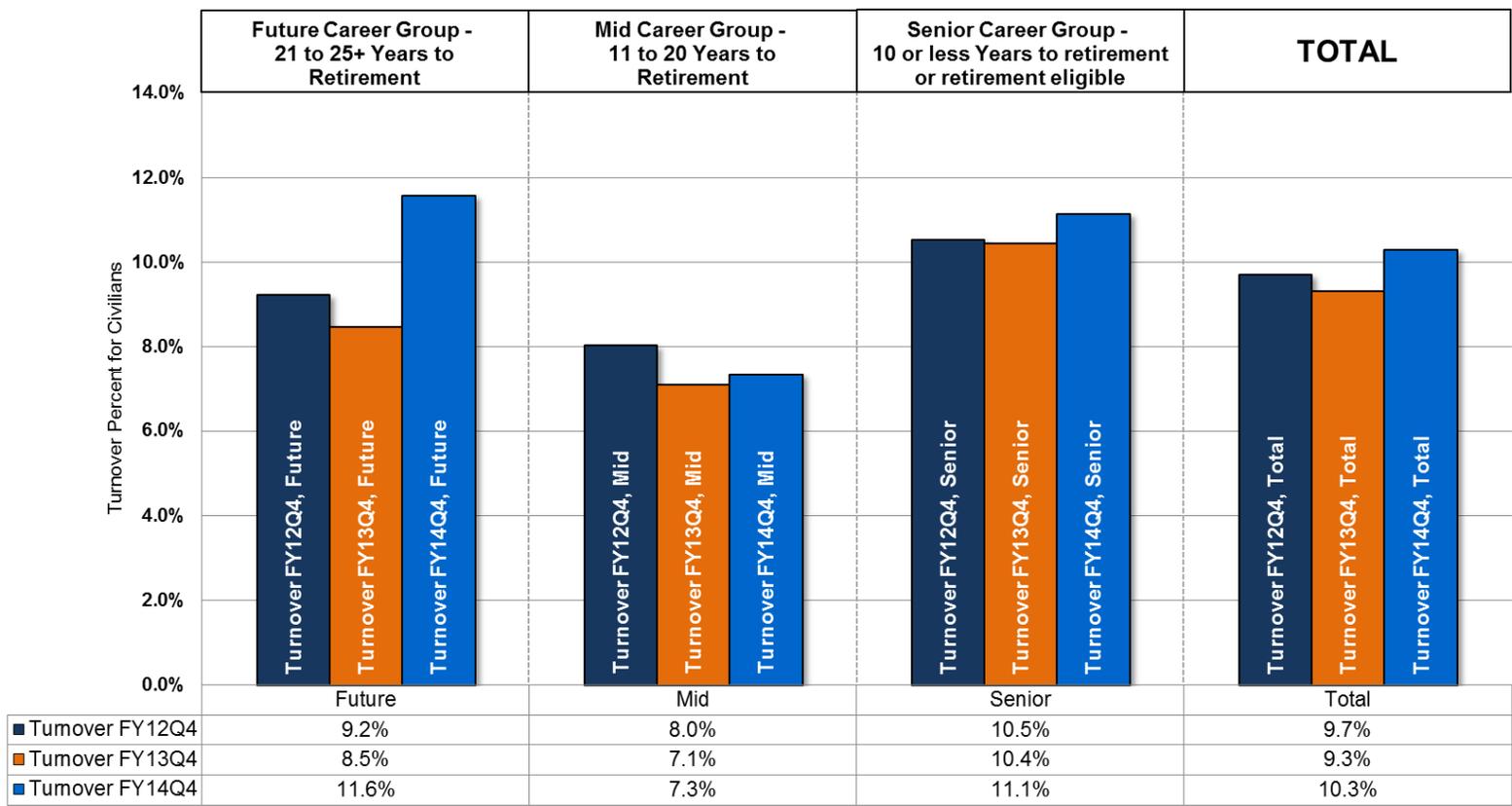
As of the end of FY14 (30 September 2014)



Facilities Engineering Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

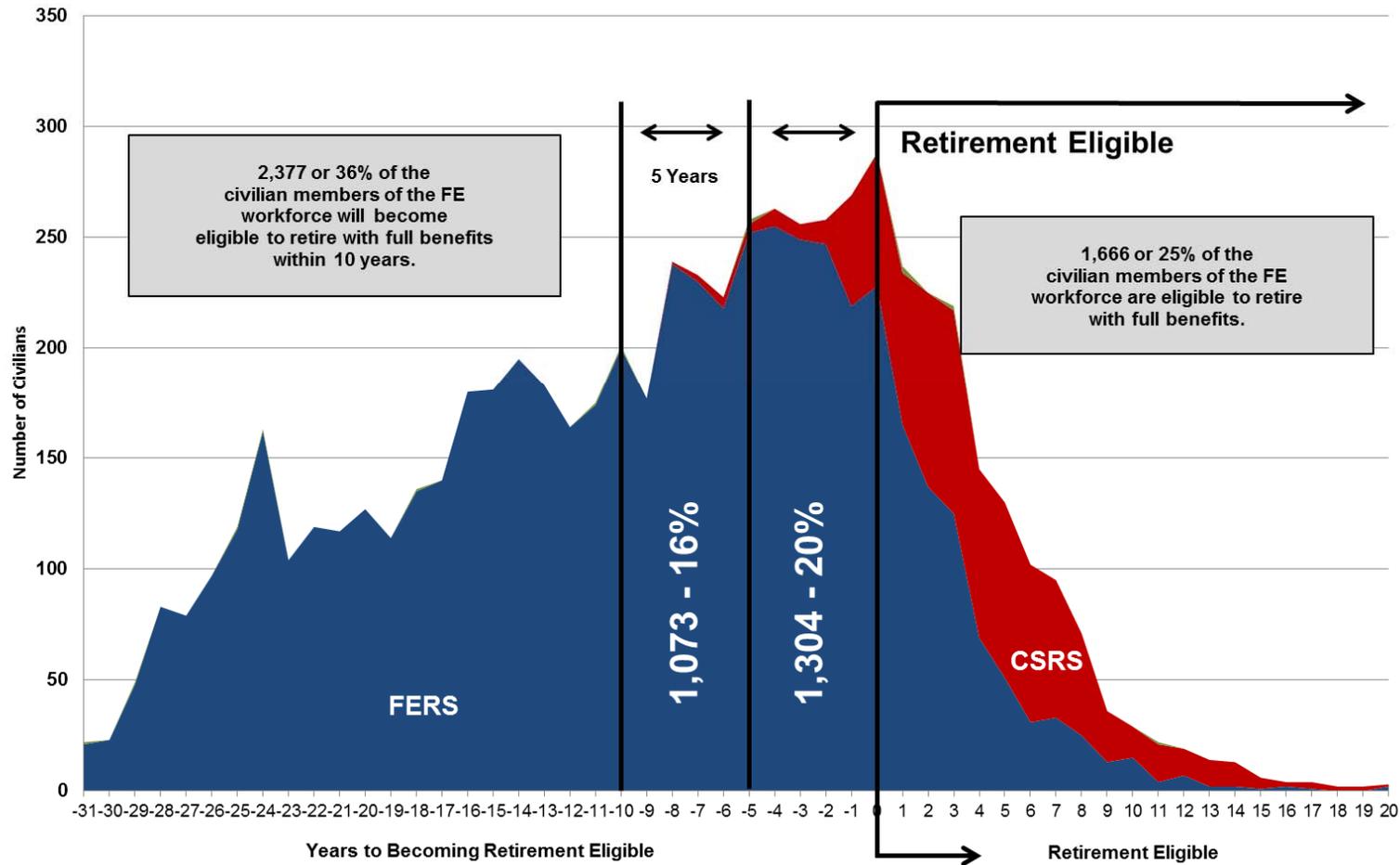


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Facilities Engineering

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



As of the end of FY14 (30 September 2014)



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