



# Defense Acquisition Workforce Key Information

Logistics

As of FY15Q1 (31 December 2014)



# Fact Sheet



Human Capital Fact Sheet (FY 2014)								
Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY 2014			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	12,415	946	13,361	125,879	16,663	1,061	17,724	151,355
Change in size from 2008	-	-	-	-	34%	12%	33%	20%
Civilian/Military Composition	93%	7%	-	88% / 12%	94%	6%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	52%	55%	52%	77%	63%	59%	62%	83%
Graduate Degree	15%	23%	16%	29%	25%	38%	26%	36%
<b>Certification</b>								
Level I or Higher Achieved	70%	40%	68%	72%	88%	55%	86%	86%
Level II or Higher Achieved	49%	16%	47%	61%	79%	26%	76%	74%
Level III Achieved	28%	7%	27%	36%	42%	6%	40%	43%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	79%	31%	76%	75%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	16%	60%	19%	19%
Does Not Meet Certification Requirement	22%	20%	22%	14%	5%	10%	5%	7%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	76%	26%	73%	62%	54%	6%	52%	45%
Average Age	48.8	39.6	48.1	45.7	48.2	39.0	47.7	44.9
Workforce Life-Cycle Model (YRE)*	14/24/62(%)	-	-	20/23/57 (%) (Civ)	18/25/57(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	17.8	17.2	17.8	17.3	15.3	17.7	15.4	15.2
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	2,885(17%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,379(20%)	-	-	26,858(18%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	2,227/1,713	-	-	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.



# Logistics Workforce Historical Size by Agency FY05 – FY15Q1



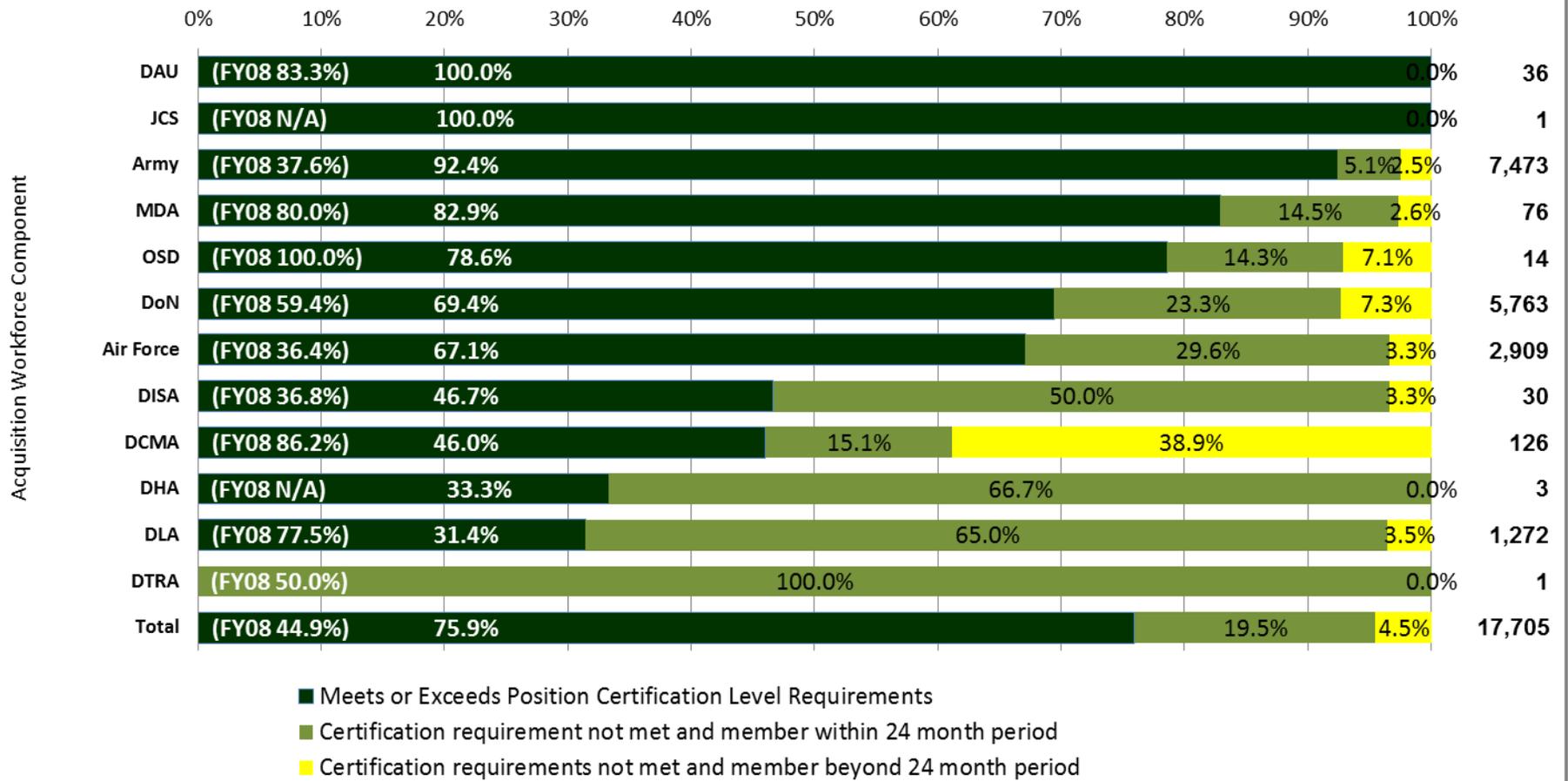
Life Cycle Logistics	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q1	% Change Since FY05	% Change Since FY08
<i>Defense Acq Workforce</i>													
ARMY	6,128	6,320	6,545	7,134	7,952	9,045	8,962	8,677	8,104	7,554	7,473	22%	5%
DoN	4,206	4,155	4,219	4,355	4,784	5,219	5,415	5,497	5,538	5,715	5,763	37%	32%
AIR FORCE	2,079	1,781	1,700	1,727	1,989	2,427	2,762	2,789	2,859	2,907	2,909	40%	68%
DCMA	29	28	40	29	35	37	91	132	128	127	126	334%	334%
DLA	9	7	63	40	22	21	21	317	359	1,272	1,272	14033%	3080%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	2	3	4	5	12	44	48	57	71	64	76	3700%	1420%
DISA	13	13	28	38	22	17	18	15	13	32	30	131%	-21%
DHA	-	-	-	-	-	2	2	1	-	3	3		
DTRA	-	1	1	1	1	1	1	-	-	-	1		0%
DAU	26	23	-	24	30	37	36	41	37	36	36	38%	50%
OSD & Staff	1	1	2	2	2	10	13	12	11	12	14	1300%	600%
JCS	-	-	-	-	-	-	-	1	1	1	1		
DeCA	-	-	1	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	2	-	-	-	-	-	-	-		-100%
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	1	-	-	-	-	-	1	1	1		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	4	3	1	-	-	-	-	-		-100%
<b>TOTAL</b>	<b>12,493</b>	<b>12,332</b>	<b>12,604</b>	<b>13,361</b>	<b>14,852</b>	<b>16,861</b>	<b>17,369</b>	<b>17,539</b>	<b>17,122</b>	<b>17,724</b>	<b>17,705</b>	<b>41.7%</b>	<b>32.5%</b>



# Logistics DAWIA Certification by Component



## Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY15Q1)

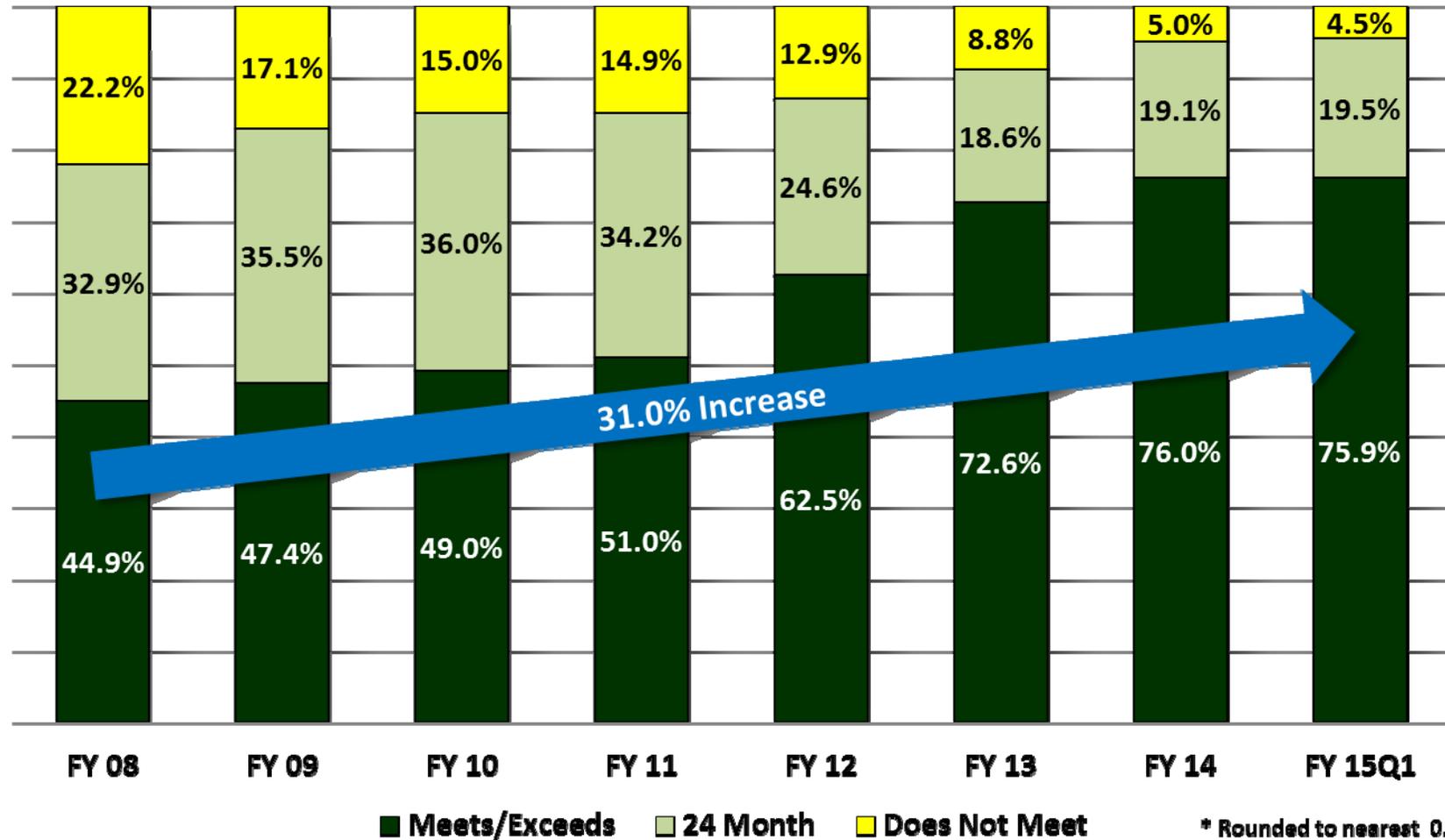




# Logistics Historical DAWIA Certification FY08 – FY15Q1



## Life Cycle Logistics





# Logistics DAWIA Certification Matrix + Bench Strength



Life Cycle Logistics Required Certification Level	Achieved Certification Level				FY15Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	436	388	121	33	978	55.4%
Level II	1,500	1,172	5,773	2,253	10,698	75.0%
Level III	493	256	400	4,877	6,026	80.9%
Unspecified	3	-	-	-	3	
<b>FY15Q1 TOTAL</b>	<b>2,432</b>	<b>1,816</b>	<b>6,294</b>	<b>7,163</b>	<b>17,705</b>	<b>75.9%</b>
	13.7%	10.3%	35.5%	40.5%		

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%	
Life Cycle L	2,407	13.6%	5 of 13

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	542	402	34	978	5.5%
Level II	8,026	2,229	443	10,698	60.4%
Level III	4,877	826	323	6,026	34.0%
Unspecified	-	3	-	3	0.0%
<b>Life Cycle Logistics TOTAL</b>	<b>13,445</b>	<b>3,460</b>	<b>800</b>	<b>17,705</b>	
	75.9%	19.5%	4.5%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



## Logistics CAP + KLPs / Education / Military-Civilian

Occupied Position Type	LCL TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	64	0.4%	968	0.6%
Critical Acquisition Positions (CAPs) *	1,095	6.2%	15,559	10.4%
Non-CAP Positions	16,546	93.5%	133,750	89.0%
<b>TOTAL</b>	<b>17,705</b>		<b>150,277</b>	

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

Highest Level of Education	LCL TOTAL		Entire DAW	
Post Grad	4,647	26.2%	57,410	38.2%
Bachelors	6,494	36.7%	67,663	45.0%
Some College	3,277	18.5%	11,470	7.6%
High School	3,193	18.0%	12,549	8.4%
Other	94	0.5%	1,185	0.8%
<b>TOTAL</b>	<b>17,705</b>		<b>150,277</b>	

Type	LCL TOTAL		Entire DAW	
Civilian	16,662	94.1%	134,733	89.7%
Military	1,043	5.9%	15,544	10.3%
<b>TOTAL</b>	<b>17,705</b>		<b>150,277</b>	



## Logistics Size by Occupational Series



Civilian Occupational Series	LCL TOTAL	
0346 - Logistics Management Specialist	11,142	66.9%
0301 - Administration & Program Staff	1,177	7.1%
1670 - Equipment Specialist	1,095	6.6%
2010 - Inventory Management Specialist	939	5.64%
2003 - Supply Management Specialist	618	3.71%
2001 - Supply Specialist	306	1.84%
1712 - Training Instructor	296	1.78%
1083 - Technical Writer / Editor	225	1.35%
0343 - Management and Program Analyst	221	1.33%
2130 - Traffic Management Specialist	176	1.06%
Other	467	2.80%
<b>TOTAL CIVILIAN</b>	<b>16,662</b>	<b>Civilians</b>



# Logistics Demographics



Race	LCL TOTAL		Entire DAW	
WHITE	12,746	72.0%	112,764	75.0%
BLACK	3,354	18.9%	17,634	11.7%
ASIAN	452	2.6%	9,595	6.4%
MULTI	318	1.8%	2,959	2.0%
AMI/AN	128	0.7%	813	0.5%
PI	66	0.4%	633	0.4%
<i>Unspecified</i>	641	3.6%	5,879	3.9%
<b>TOTAL</b>	<b>17,705</b>		<b>150,277</b>	

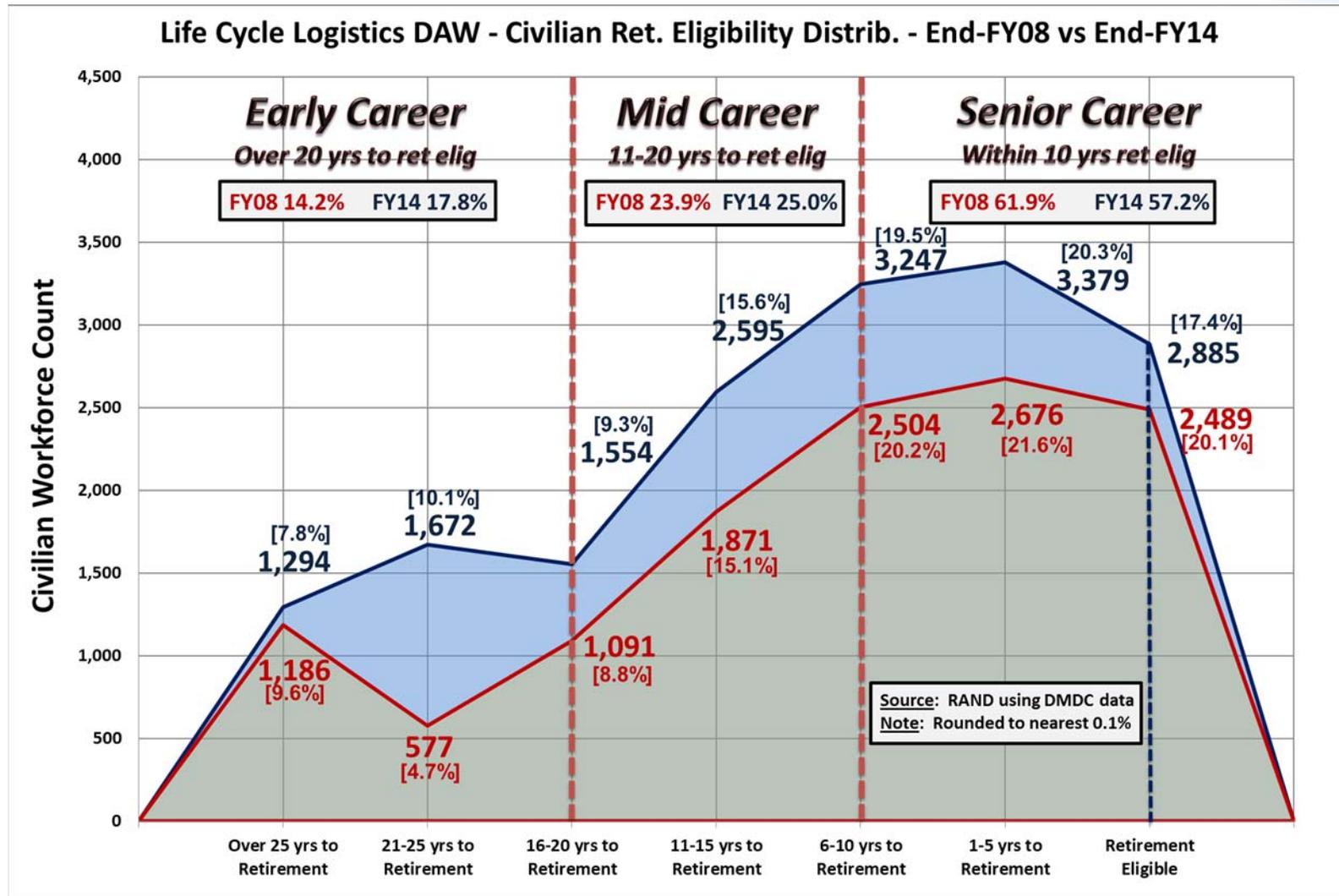
Gender	LCL TOTAL		Entire DAW	
Males	12,122	68.5%	105,930	70.5%
Females	5,563	31.4%	43,678	29.1%
<i>Unspecified</i>	20	0.1%	669	0.4%
<b>TOTAL</b>	<b>17,705</b>		<b>150,277</b>	



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



# Logistics Civilian Retirement Eligibility Distribution – FY08 / FY14

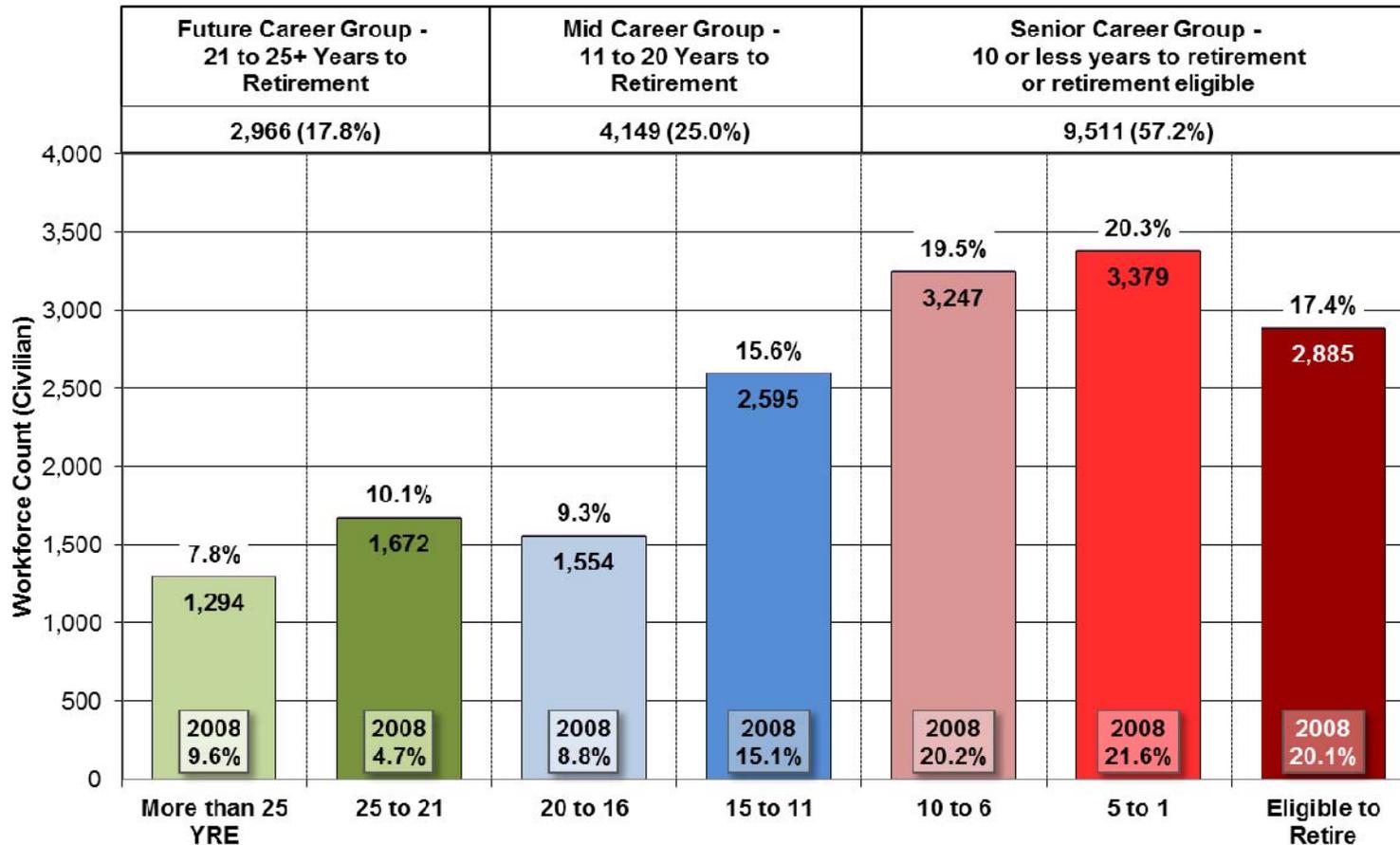


As of the end of FY14 (30 September 2014)



# Logistics Workforce Lifecycle Model by YRE

## Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2014) - Life Cycle Logistics



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

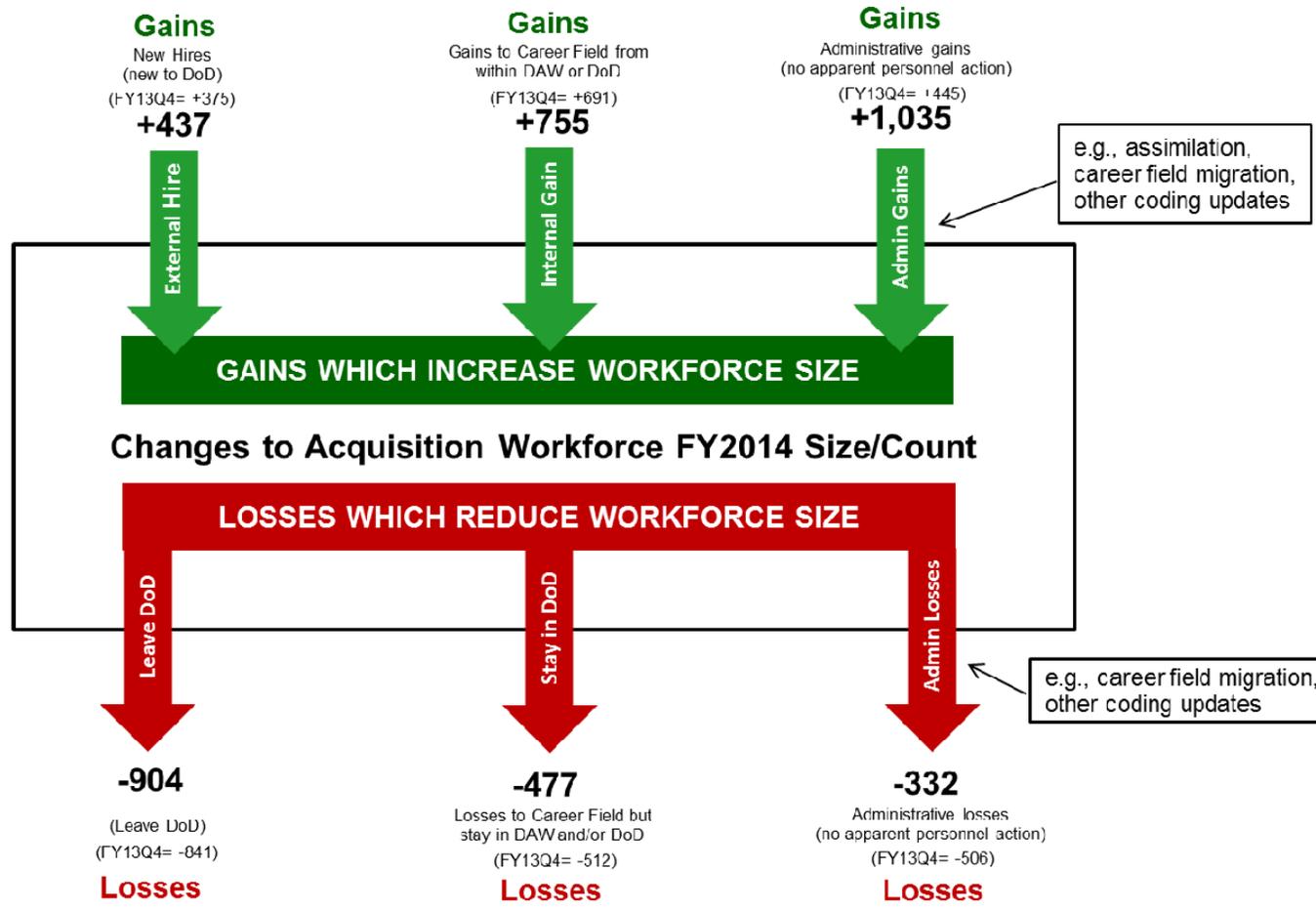
As of the end of FY14 (30 September 2014)



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

## Defense Acquisition Workforce (Civilian) (FY2014) - Life Cycle Logistics

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



As of the end of FY14 (30 September 2014)

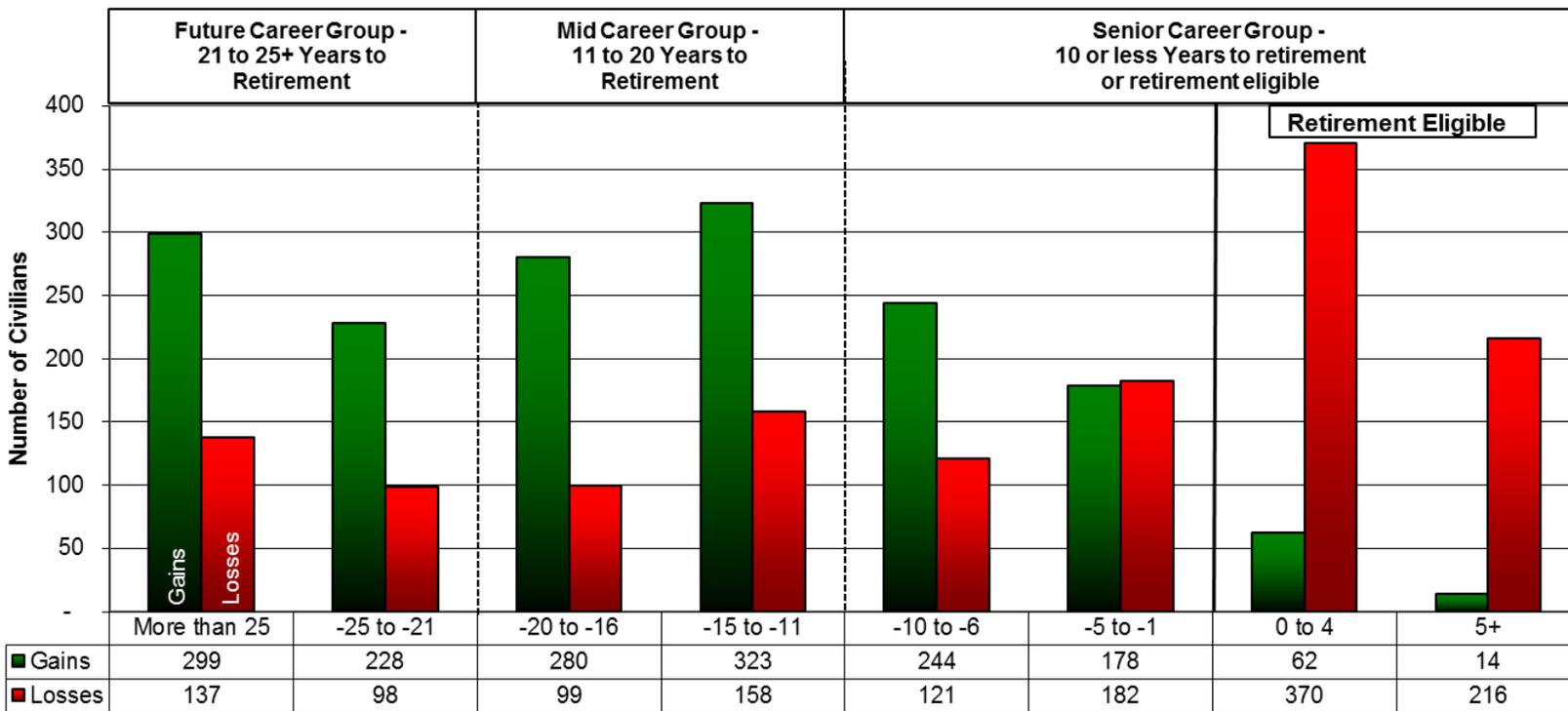


# Logistics Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2014 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

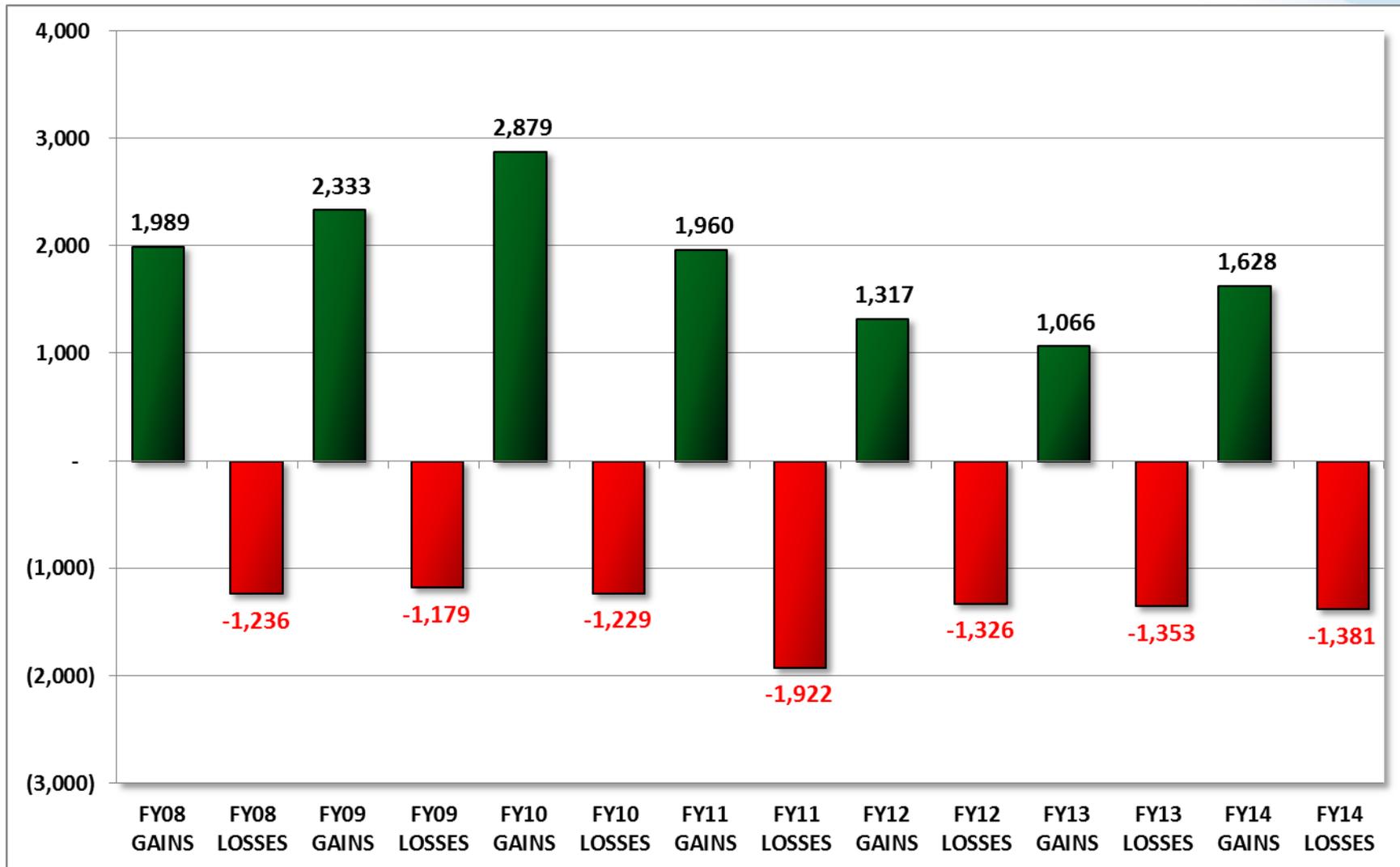
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

\*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



# Logistics Historical Gains and Losses FY08 – FY14



As of the end of FY14 (30 September 2014)

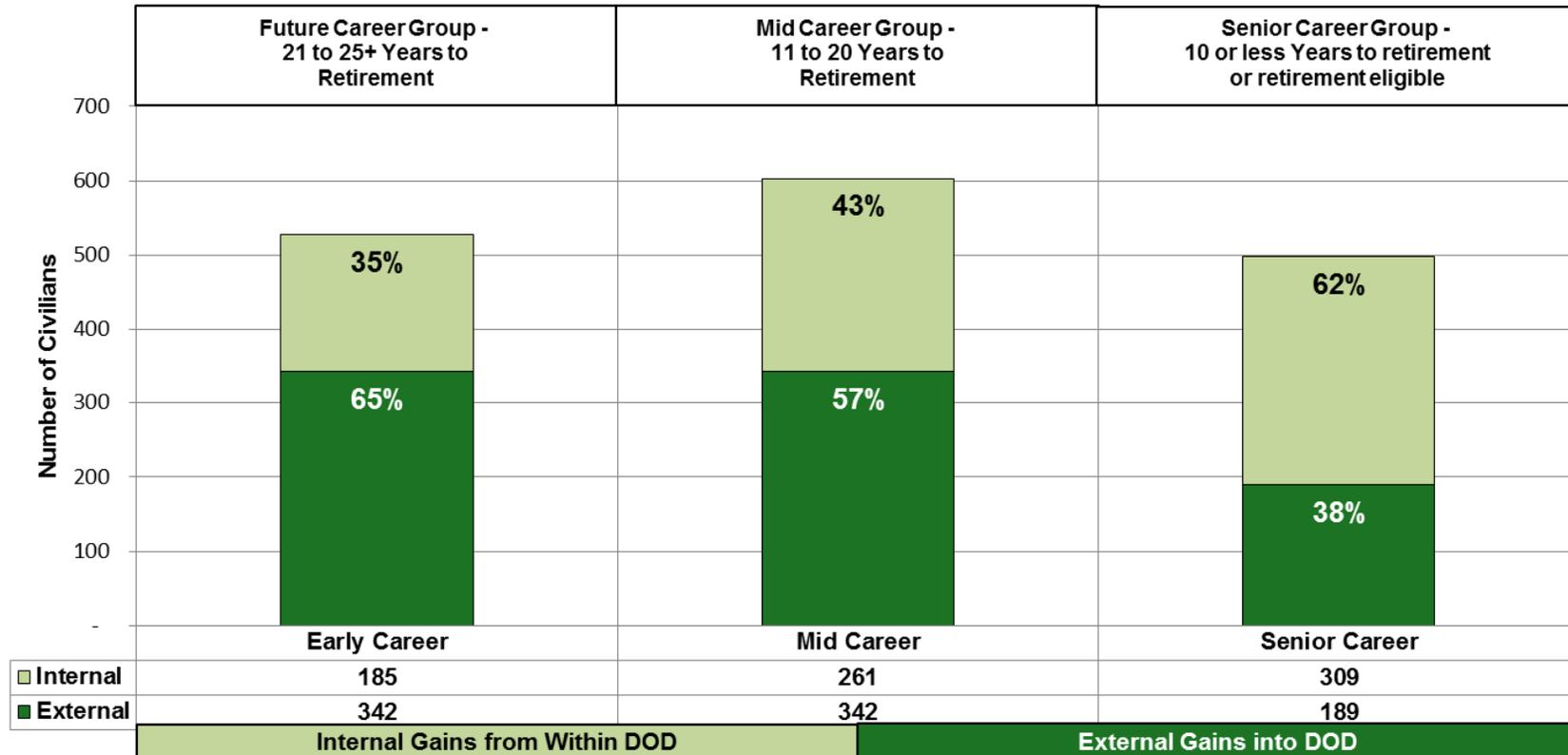


# Logistics Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

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)

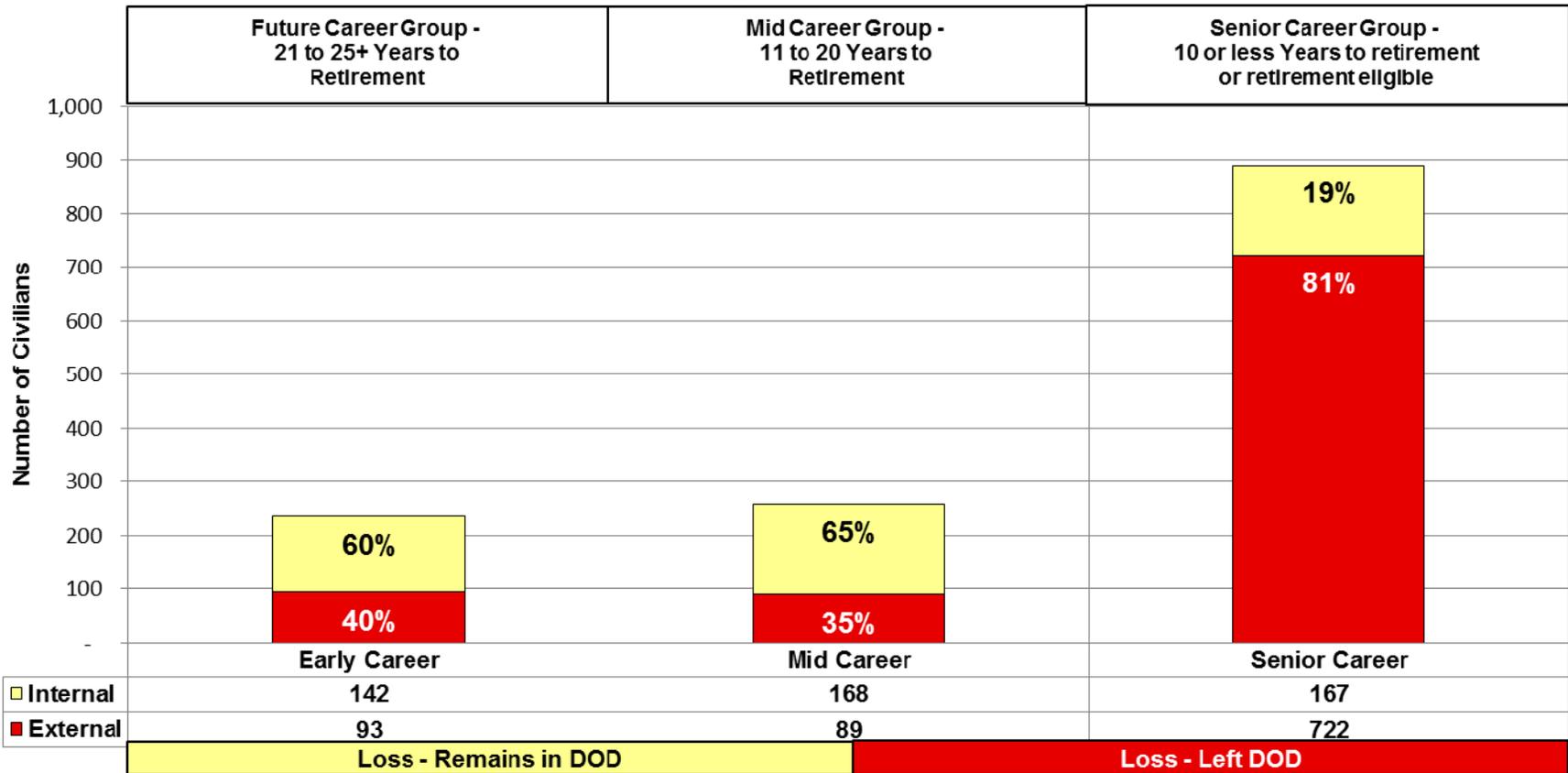


# Logistics Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

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

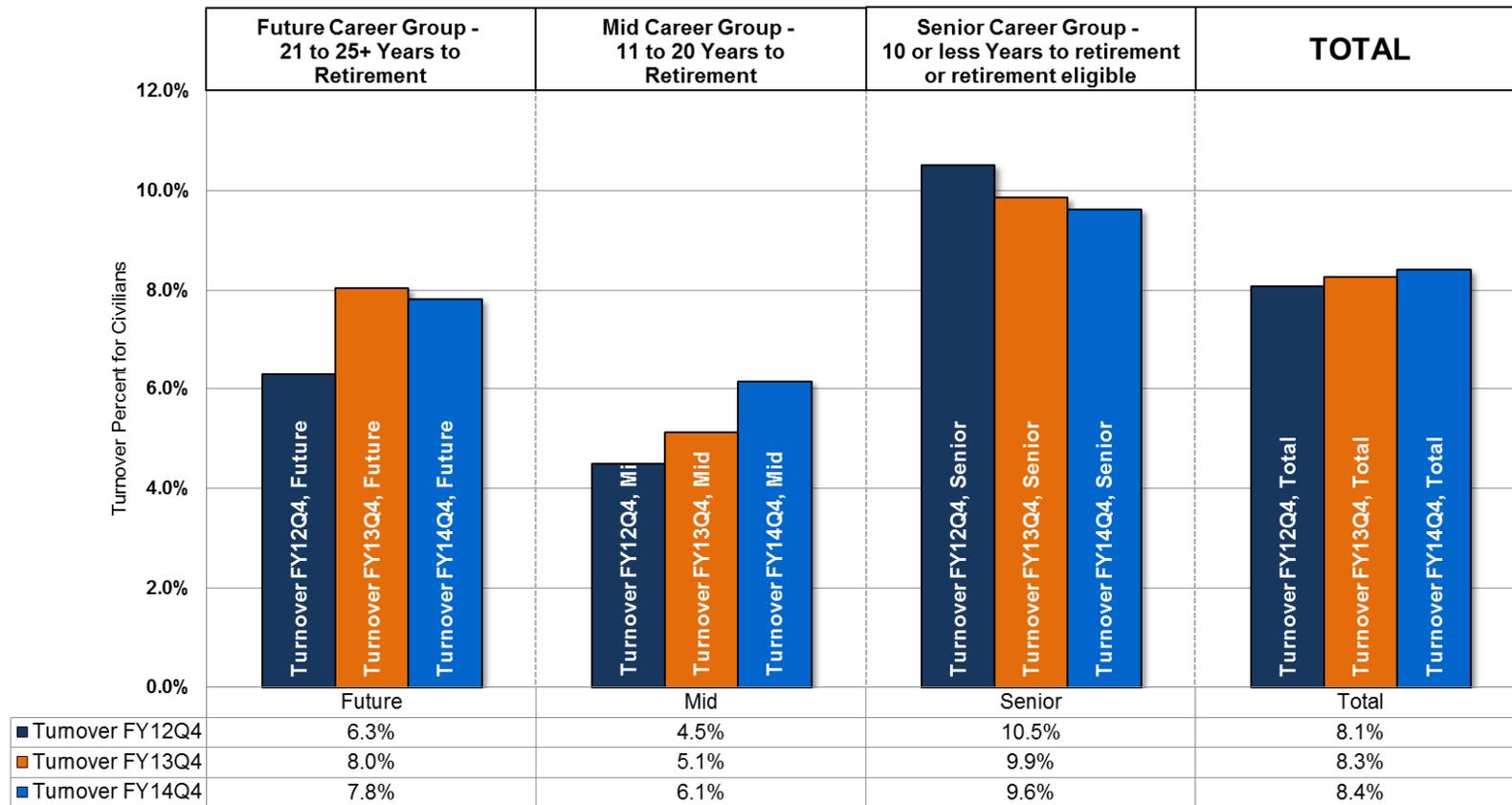
As of the end of FY14 (30 September 2014)



# Logistics Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

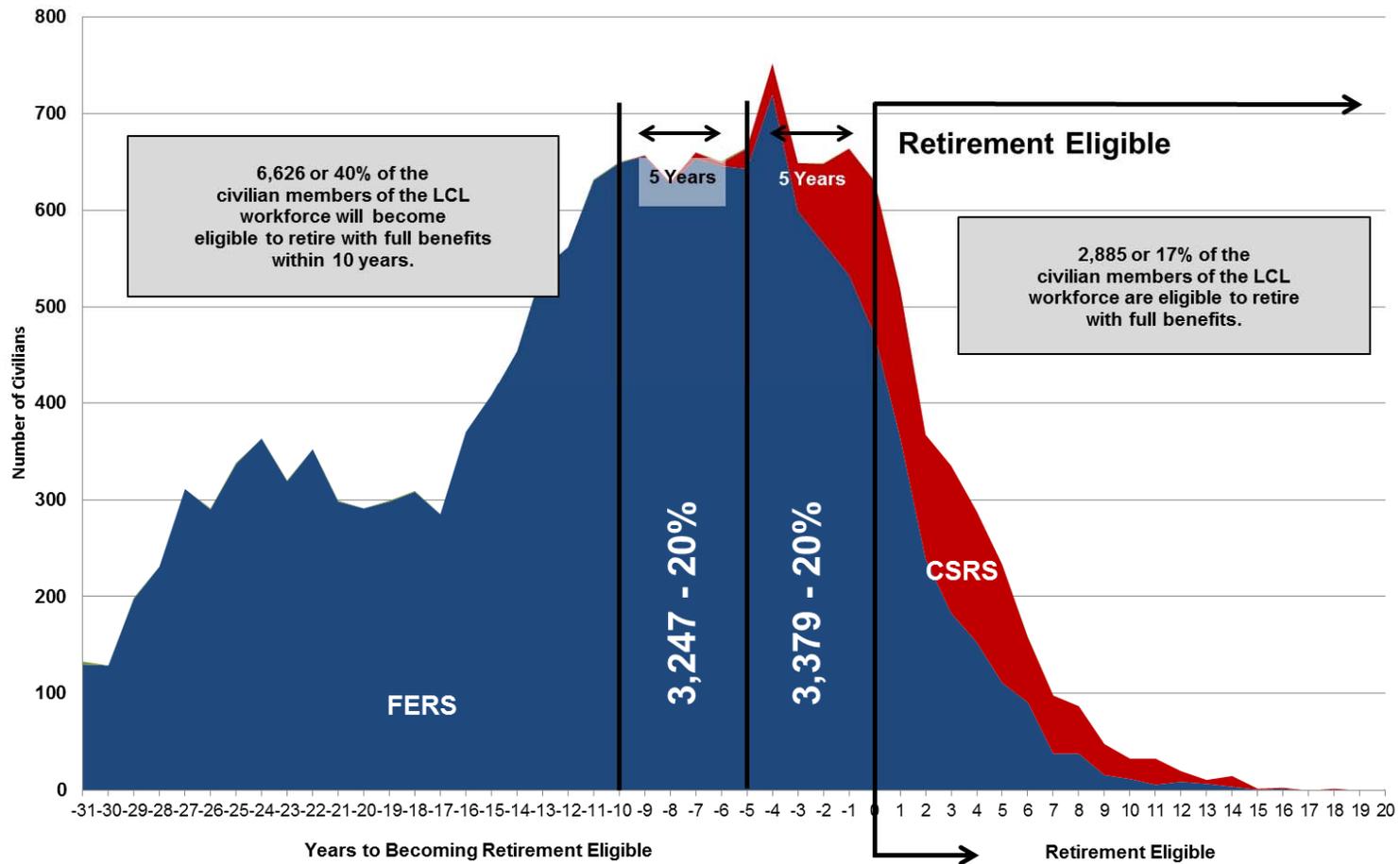


# Logistics Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Life Cycle Logistics

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



As of the end of FY14 (30 September 2014)



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