



Defense Acquisition Workforce Key Information

Program Management
As of FY15Q1 (31 December 2014)



Fact Sheet



Human Capital Fact Sheet (FY 2014)

Defense Acquisition Workforce Program Management	FY 2008				FY 2014			
	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,070	4,711	12,781	125,879	11,389	4,614	16,003	151,355
Change in size from 2008	-	-	-	-	41%	-2%	25%	20%
Civilian/Military Composition	63%	37%	-	88% / 12%	71%	29%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	75%	92%	82%	77%	83%	96%	86%	83%
Graduate Degree	37%	62%	46%	29%	48%	74%	55%	36%
Certification								
Level I or Higher Achieved	71%	76%	73%	72%	90%	84%	88%	86%
Level II or Higher Achieved	62%	61%	61%	61%	81%	67%	77%	74%
Level III Achieved	46%	31%	40%	36%	52%	39%	48%	43%
Position Certification Requirement Met or Exceeded	56%	55%	55%	58%	78%	67%	75%	75%
Within 24 Months of Certification Requirement	26%	38%	30%	27%	15%	29%	19%	19%
Does Not Meet Certification Requirement	19%	8%	15%	14%	6%	4%	6%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	82%	24%	61%	62%	56%	5%	42%	45%
Average Age	49.8	39.0	45.8	45.7	49.2	38.4	46.1	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	8/26/66(%)	-	-	20/23/57 (%)(Civ)	13/26/61(%)	-	-	26/23/51(%)
Average Years of Service	19.0	15.5	17.7	17.3	15.6	15.8	15.7	15.2
Retirement Eligible*	1,470(18%)	-	-	19,051(17%) (Civ)	1,889(17%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	1,854(23%)	-	-	21,315(19%) (Civ)	2,614(23%)	-	-	26,858(18%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	1,340/1,302	-	-	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.



Program Management Workforce Historical Size by Agency FY05 – FY15Q1



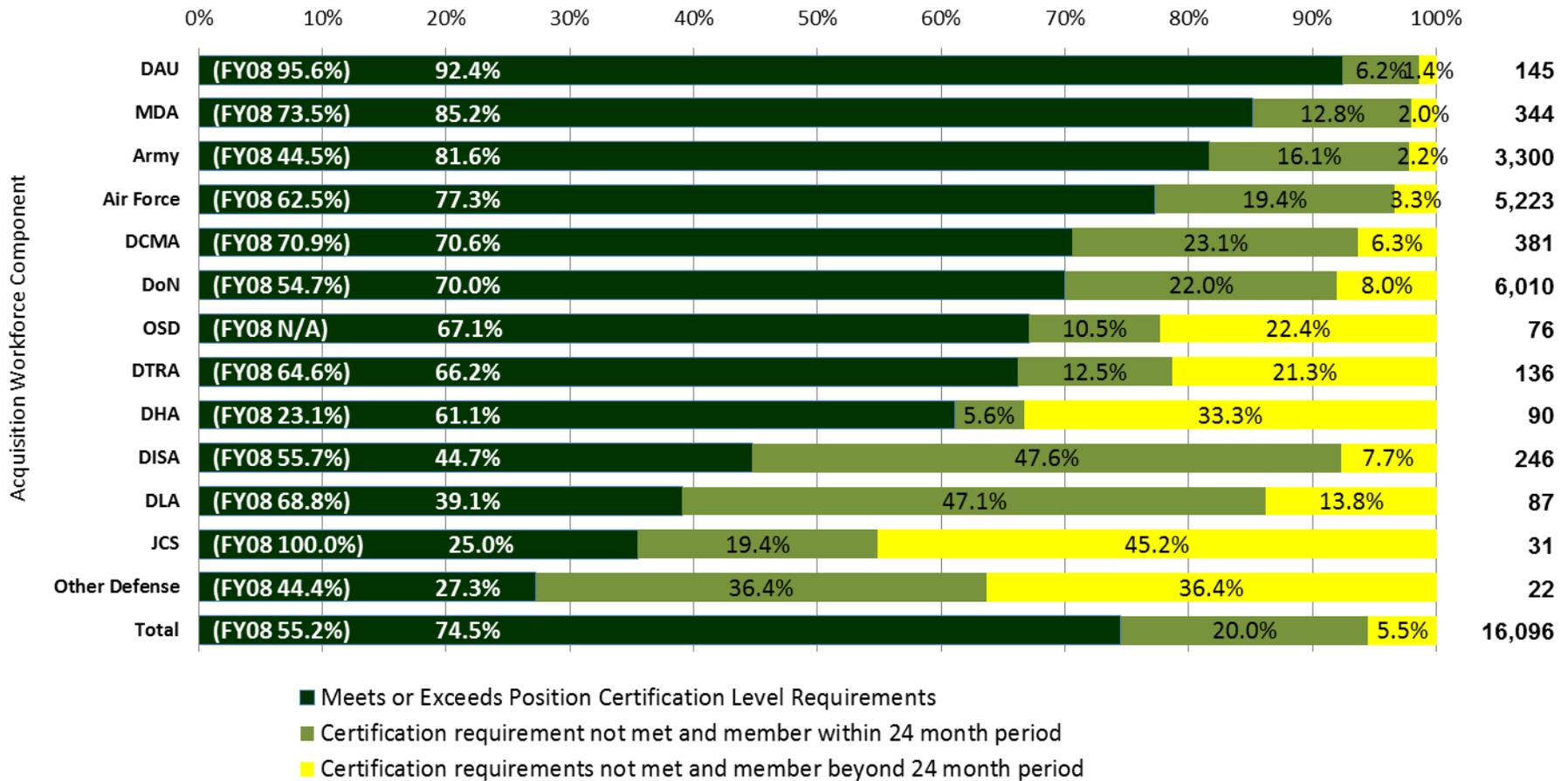
Program Management	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q1	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	3,783	4,473	4,117	3,690	3,452	3,438	3,491	3,336	3,378	3,263	3,300	-13%	-11%
DoN	3,550	3,627	3,699	4,085	4,598	5,258	5,601	5,793	5,939	5,949	6,010	69%	47%
AIR FORCE	4,439	3,958	3,936	4,105	4,461	5,026	5,361	5,357	5,438	5,242	5,223	18%	27%
DCMA	254	267	293	309	334	342	337	341	386	388	381	50%	23%
DLA	15	6	76	16	7	10	10	40	55	88	87	480%	444%
DCAA	-	-	-	-	1	1	1	1	1	-	-		
MDA	85	98	103	136	150	253	287	304	341	339	344	305%	153%
DISA	26	70	96	122	81	134	151	146	154	242	246	846%	102%
DHA	2	11	3	26	31	78	119	93	90	91	90	4400%	246%
DTRA	10	77	67	79	75	89	108	131	132	133	136	1260%	72%
DAU	75	92	-	91	125	148	149	168	138	139	145	93%	59%
OSD & Staff	31	28	16	42	30	42	53	68	66	70	76	145%	81%
JCS	-	1	-	1	1	-	1	36	38	32	31		3000%
DeCA	1	1	1	1	1	1	1	1	2	5	4	300%	300%
WHS	7	6	2	5	1	1	1	1	-	-	-	-100%	-100%
DFAS	2	59	-	1	-	-	-	-	-	1	1	-50%	0%
DoDEA	-	-	1	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	1	1	-	-	-	-	-		
DoD HRA	-	-	4	10	-	-	1	1	1	1	1		-90%
DoD TRMC	-	-	-	-	-	-	-	-	-	1	1		
DSCA	-	-	5	5	1	2	1	-	2	3	3		-40%
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-		-100%
DTIC	-	-	-	-	-	-	-	3	7	12	13		
DARPA	-	-	2	-	-	-	-	-	-	-	-		
NDU	-	-	-	6	-	2	4	4	3	4	4		-33%
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	3	5	4	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	2	1	6	50	69	84	2	-	-	-	-	-100%	-100%
												↑	↑
TOTAL	12,282	12,775	12,427	12,781	13,422	14,915	15,683	15,824	16,171	16,003	16,096	31.1%	25.9%



Program Management DAWIA Certification by Component



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

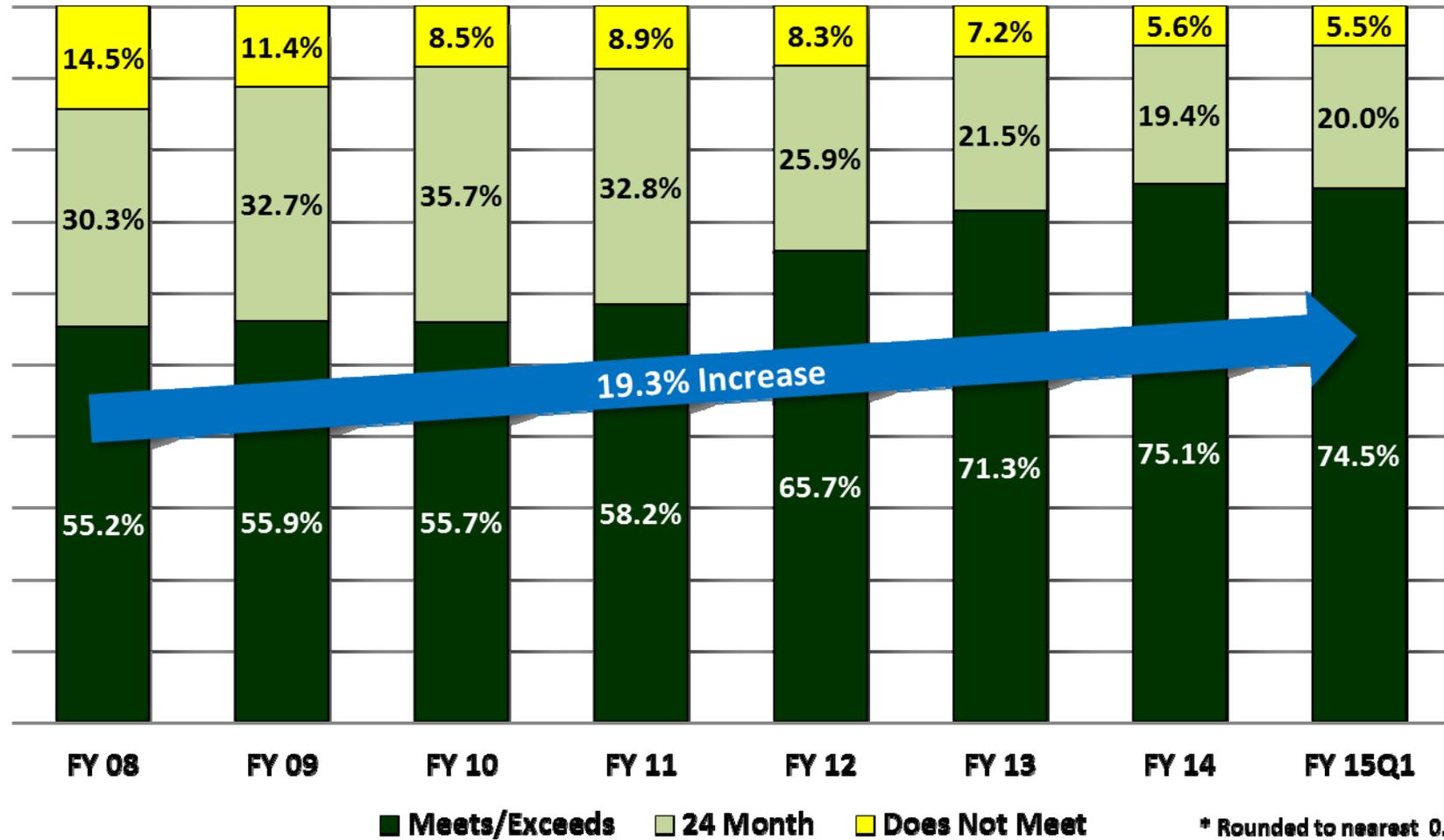




Program Management Historical DAWIA Certification FY08 – FY15Q1



Program Management





Program Management DAWIA Certification Matrix + Bench Strength



Program Management Required Certification Level	Achieved Certification Level				FY15Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	401	481	242	61	1,185	66.2%
Level II	910	877	3,516	1,128	6,431	72.2%
Level III	630	500	765	6,562	8,457	77.6%
<i>Unspecified</i>	6	4	11	2	23	
FY15Q1 TOTAL	1,947	1,862	4,534	7,753	16,096	74.5%
	12.1%	11.6%	28.2%	48.2%		

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%	
Program IV	1,431	8.9%	9 of 13

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	784	377	24	1,185	7.4%
Level II	4,644	1,491	296	6,431	40.0%
Level III	6,562	1,323	572	8,457	52.5%
<i>Unspecified</i>	2	21	-	23	0.1%
Program Management TOTAL	11,992	3,212	892	16,096	
	74.5%	20.0%	5.5%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Program Management CAP + KLPs / Education / Military-Civilian



Occupied Position Type	PM TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	444	2.8%	968	0.6%
Critical Acquisition Positions (CAPs) *	3,799	23.6%	15,559	10.4%
Non-CAP Positions	11,853	73.6%	133,750	89.0%
TOTAL	16,096		150,277	

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

Highest Level of Education	PM TOTAL		Entire DAW	
Post Grad	8,964	55.7%	57,410	38.2%
Bachelors	4,987	31.0%	67,663	45.0%
Some College	845	5.2%	11,470	7.6%
High School	1,206	7.5%	12,549	8.4%
Other	94	0.6%	1,185	0.8%
TOTAL	16,096		150,277	

Type	PM TOTAL		Entire DAW	
Civilian	11,543	71.7%	134,733	89.7%
Military	4,553	28.3%	15,544	10.3%
TOTAL	16,096		150,277	



Program Management Size by Occupational Series

Civilian Occupational Series	PM TOTAL	
1101 - Business and Industry Specialist	3,110	26.9%
0340 - Program Manager	2,955	25.6%
0343 - Management and Program Analyst	2,732	23.7%
0301 - Administration & Program Staff	1,328	11.50%
0801 - Engineer, General	700	6.06%
0855 - Engineer, Electronics	139	1.20%
2210 - Information Technology Management Specialist	136	1.18%
1515 - Operations Research Analyst	41	0.36%
0830 - Engineer, Mechanical	32	0.28%
0802 - Engineering Technician	30	0.26%
<i>Other</i>	340	2.95%
TOTAL CIVILIAN	11,543	Civilians



Program Management Demographics



Race	PM TOTAL		Entire DAW	
WHITE	12,947	80.4%	112,764	75.0%
BLACK	1,673	10.4%	17,634	11.7%
ASIAN	572	3.6%	9,595	6.4%
MULTI	272	1.7%	2,959	2.0%
AMI/AN	62	0.4%	813	0.5%
PI	48	0.3%	633	0.4%
<i>Unspecified</i>	522	3.2%	5,879	3.9%
TOTAL	16,096		150,277	

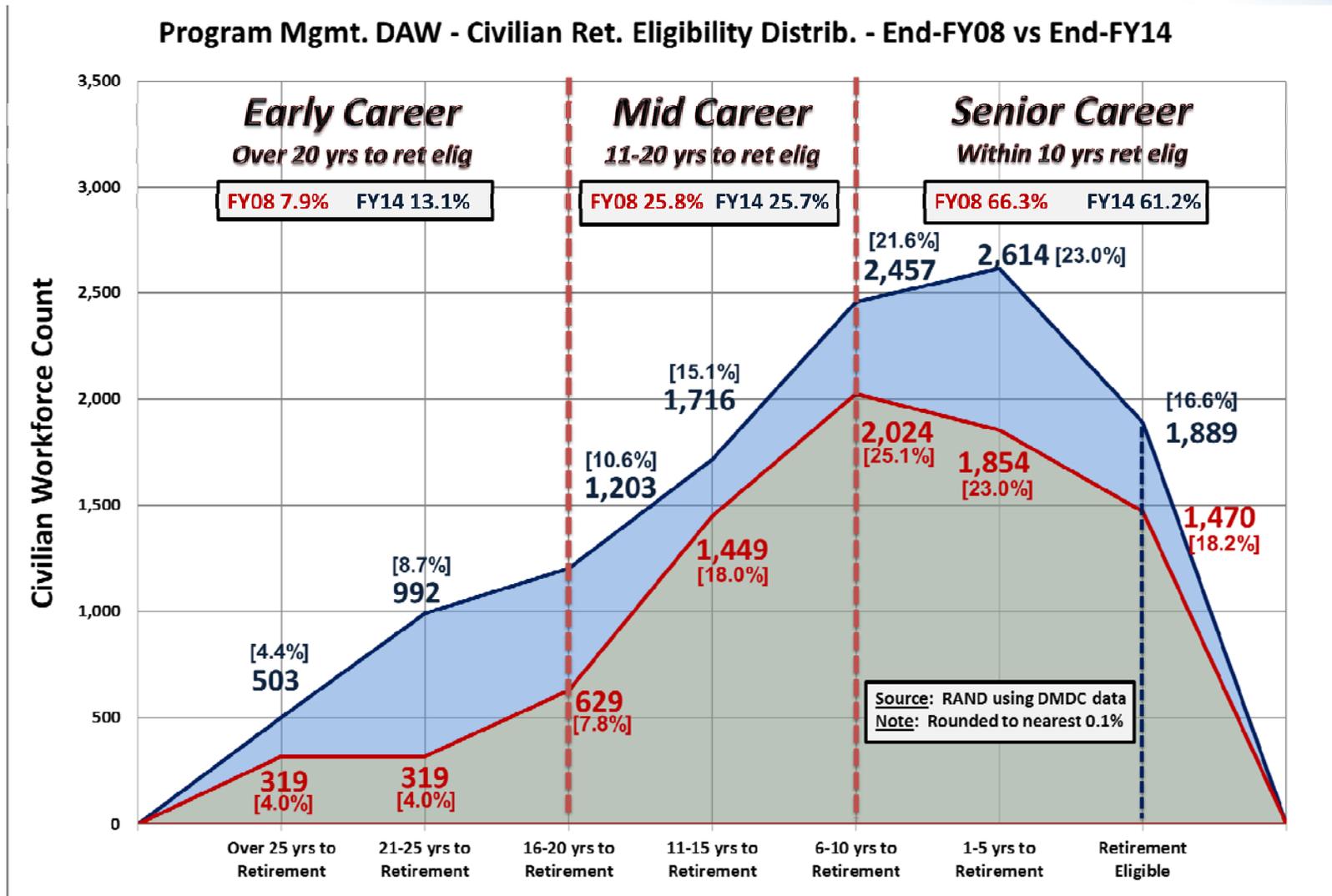
Gender	PM TOTAL		Entire DAW	
Males	12,131	75.4%	105,930	70.5%
Females	3,948	24.5%	43,678	29.1%
<i>Unspecified</i>	17	0.1%	669	0.4%
TOTAL	16,096		150,277	



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



Program Management Civilian Retirement Eligibility Distribution – FY08 / FY14



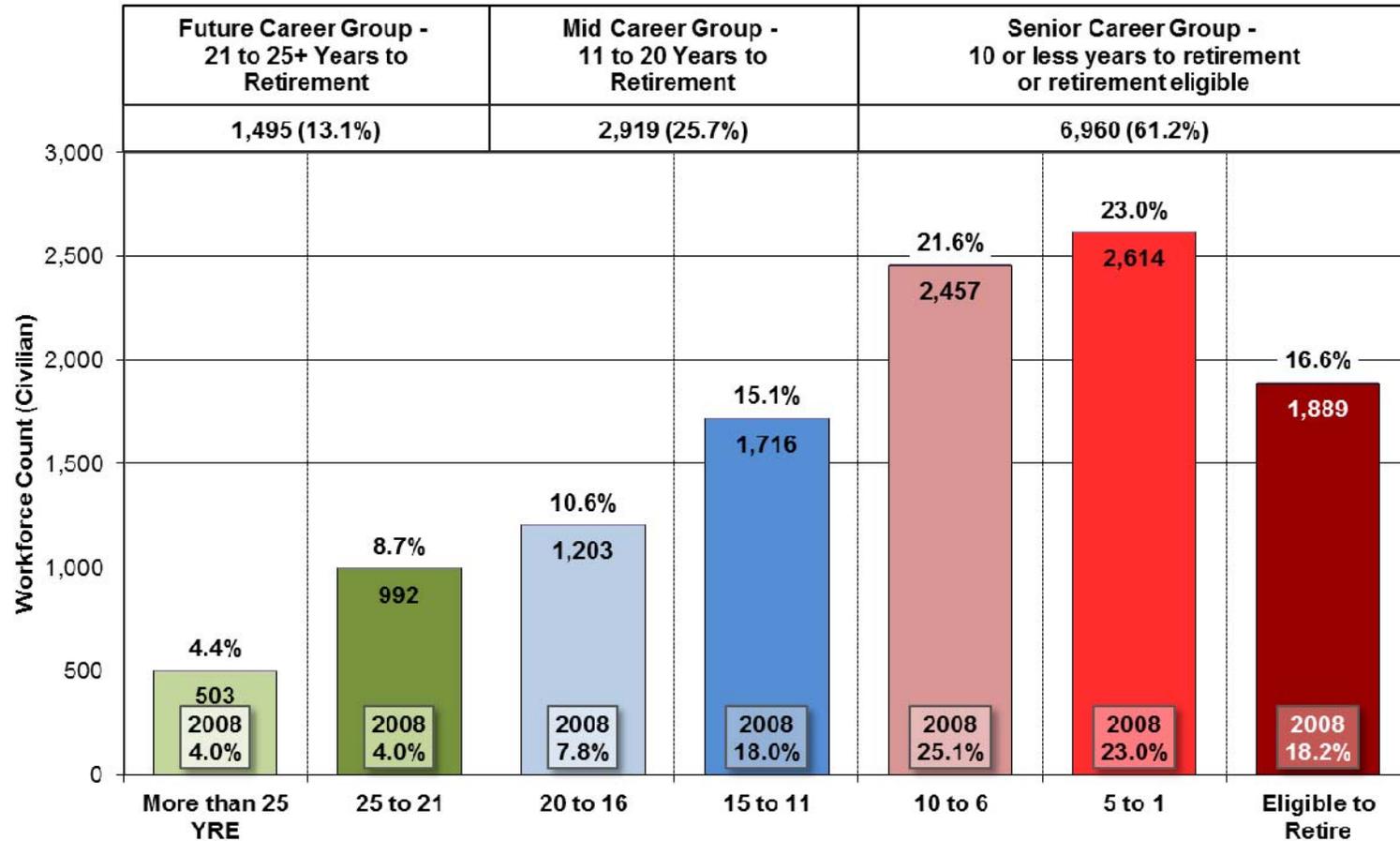
As of the end of FY14 (30 September 2014)



Program Management Workforce Lifecycle Model by YRE



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



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

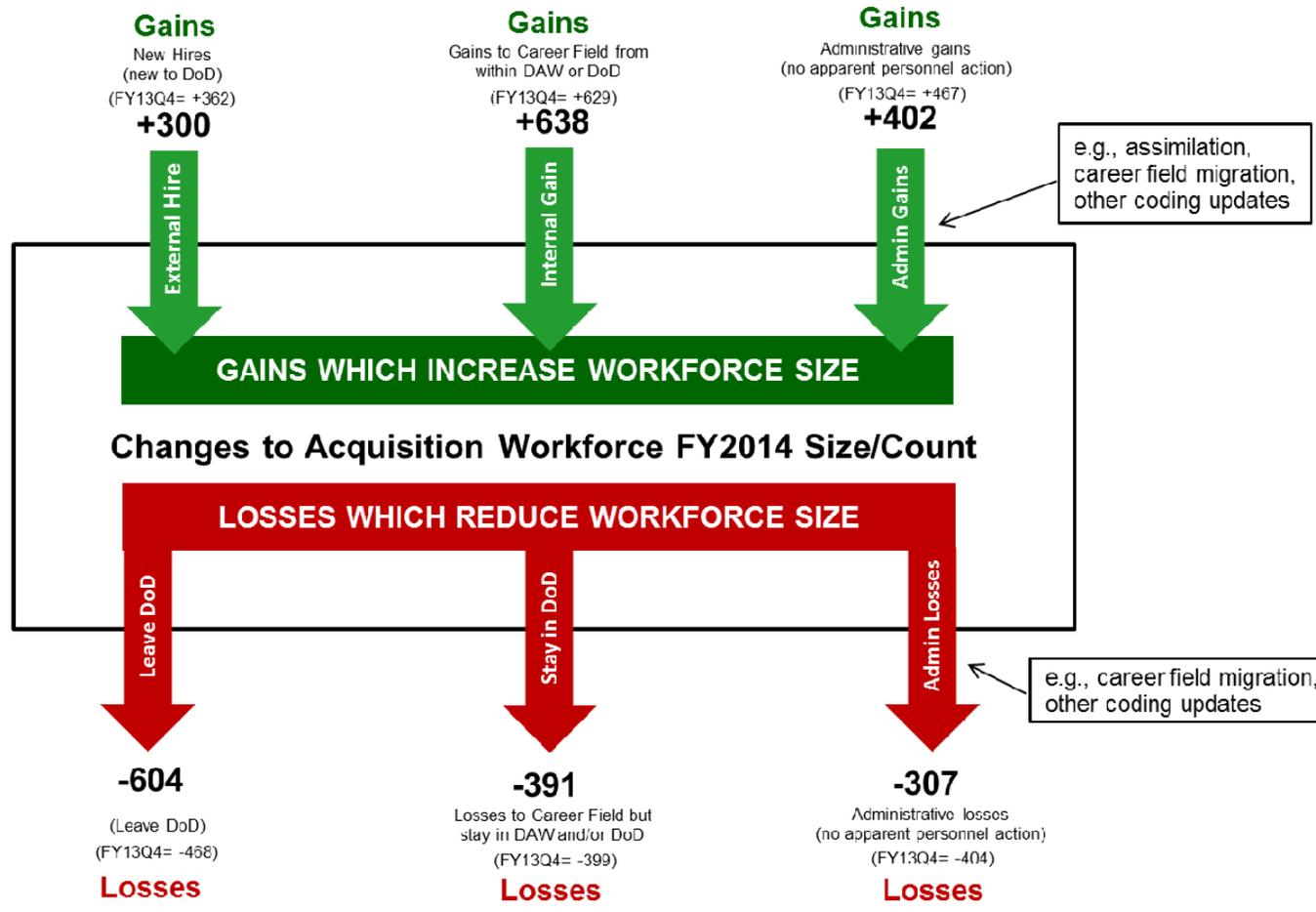
As of the end of FY14 (30 September 2014)



Program Management Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2014) - Program Management

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



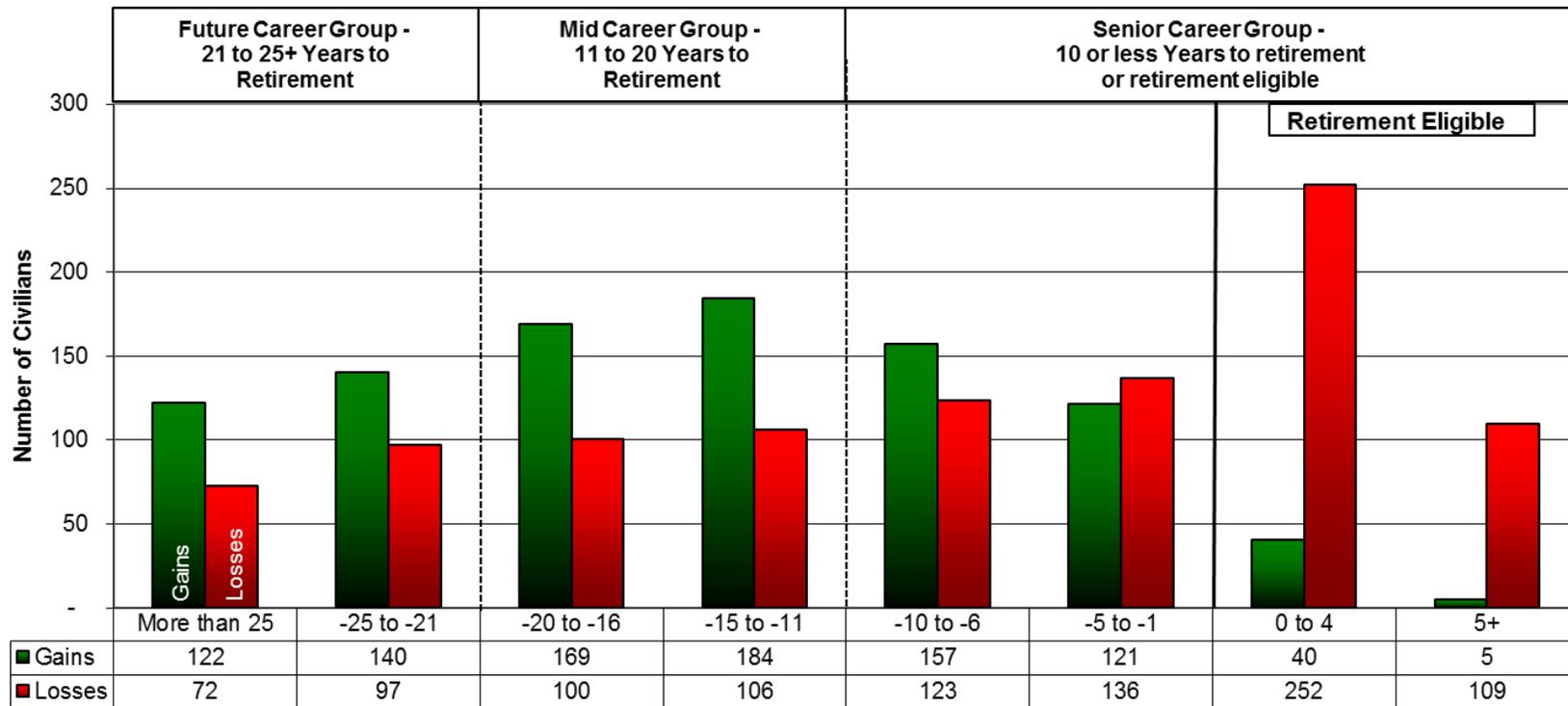
As of the end of FY14 (30 September 2014)



Program Management Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Program Management Workforce Lifecycle FY2014 Gains & Losses*



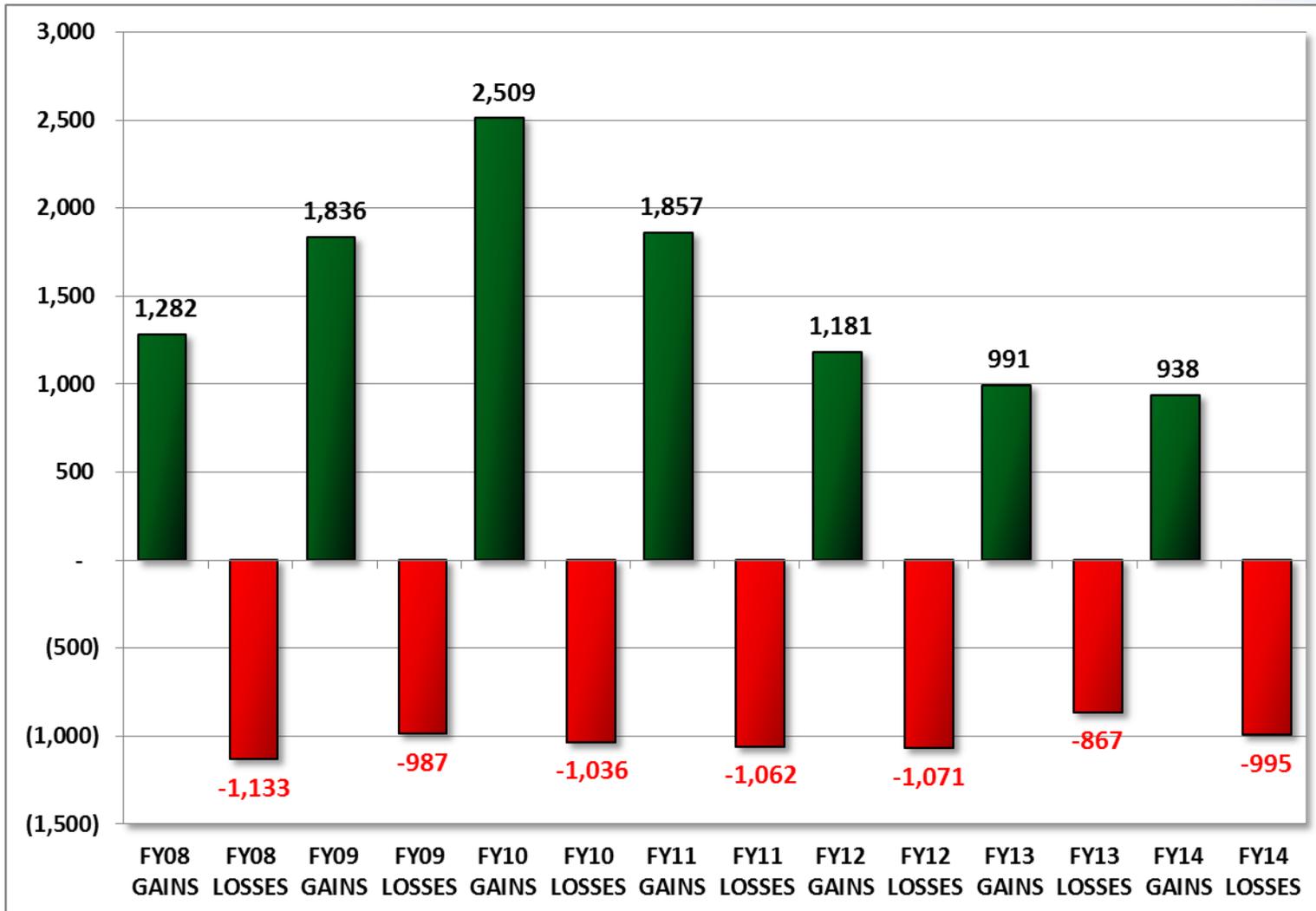
Career Lifecycle by Years to Retirement Eligibility

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)



Program Management Historical Gains and Losses FY08 – FY14



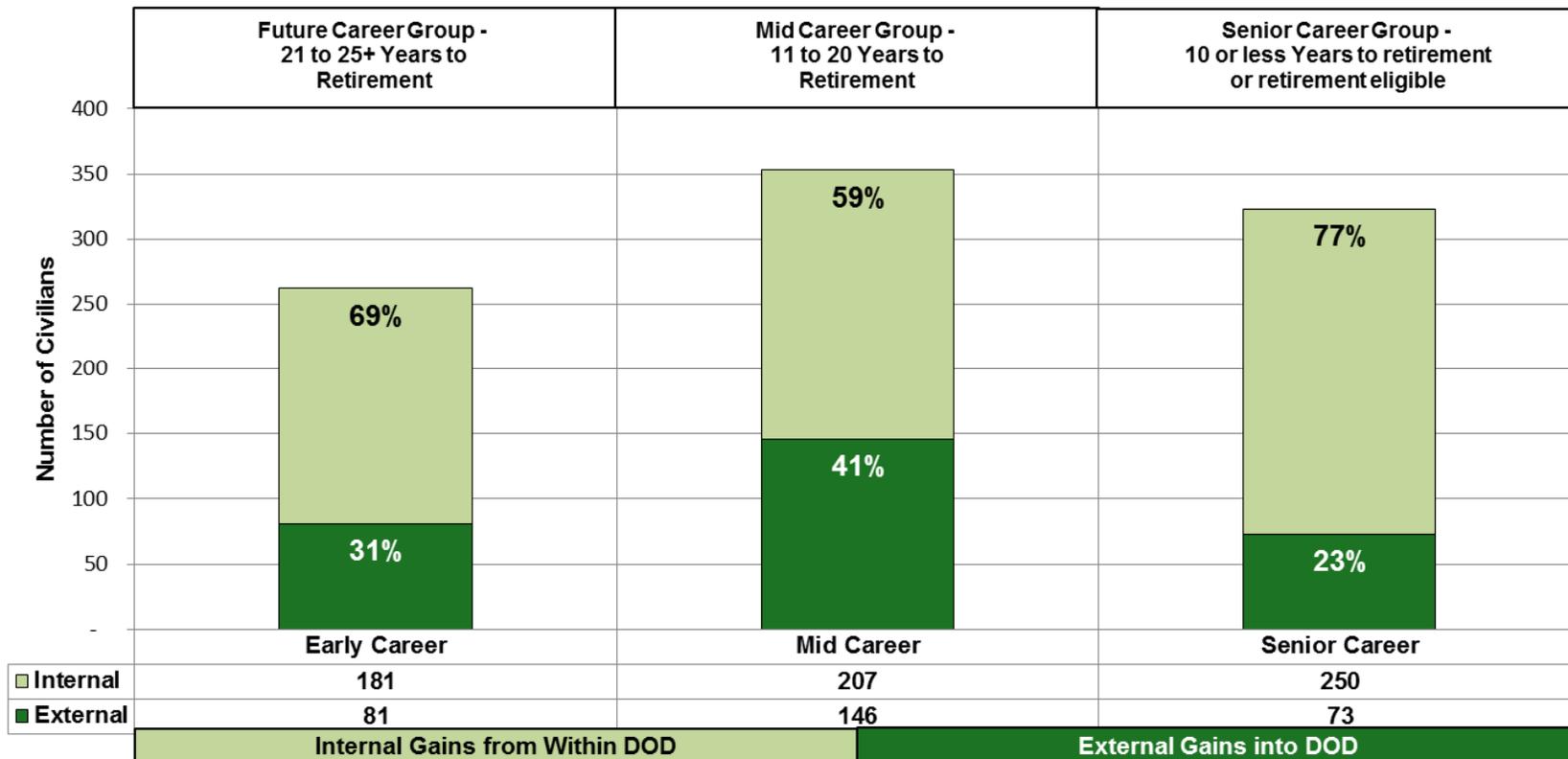
As of the end of FY14 (30 September 2014)



Program Management Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Program Management 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

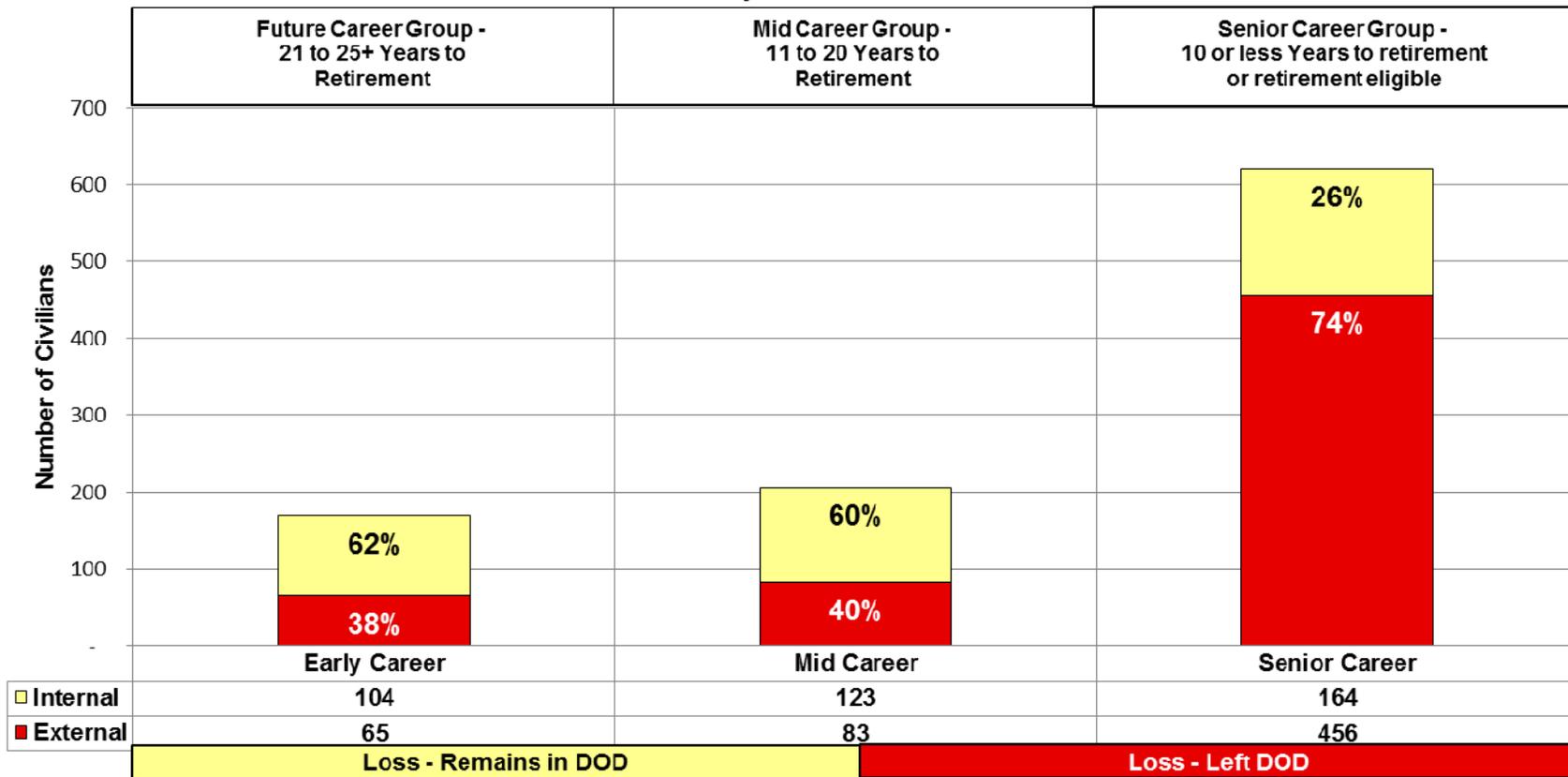
As of the end of FY14 (30 September 2014)



Program Management Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Program Management 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

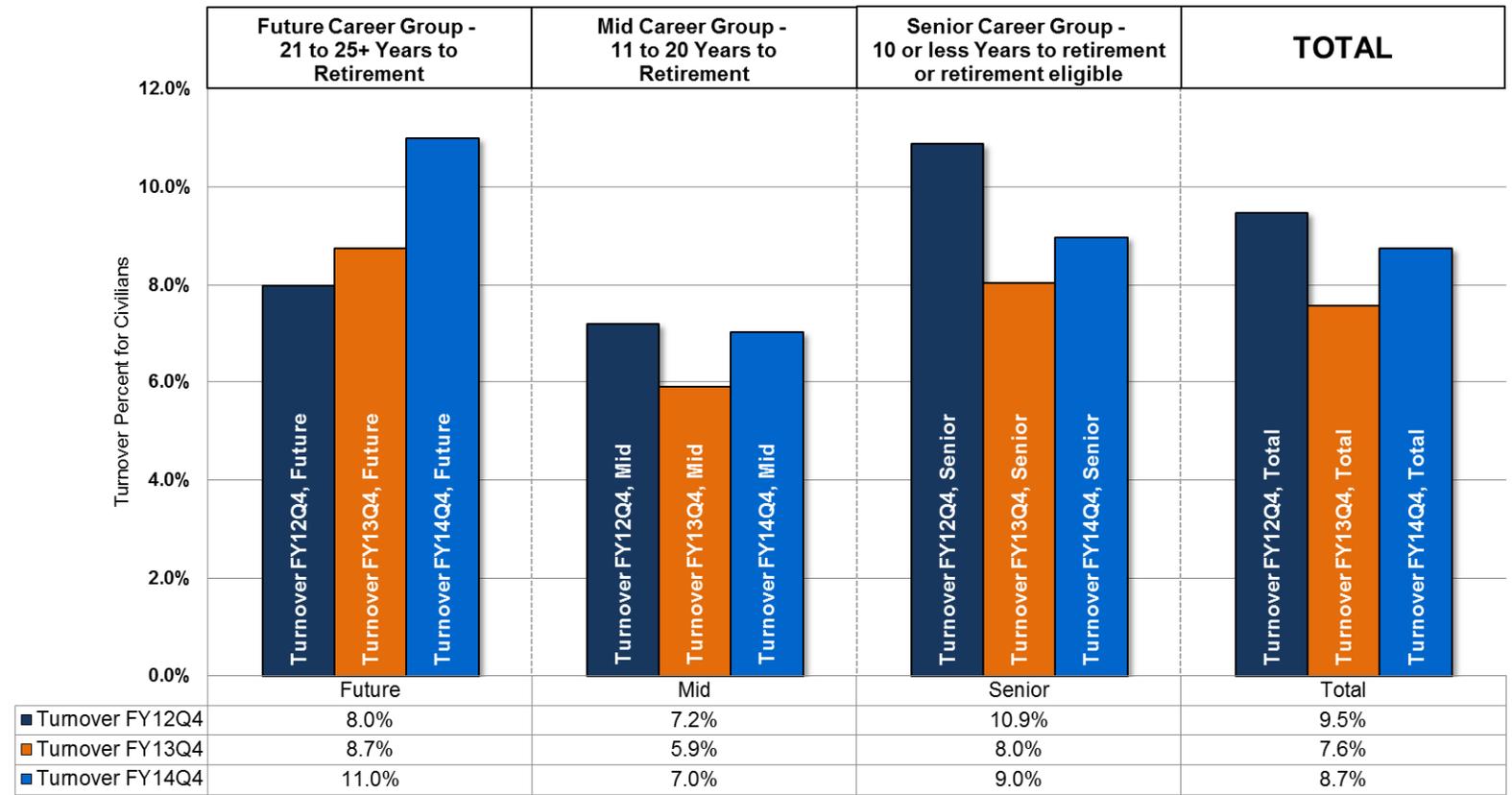
As of the end of FY14 (30 September 2014)



Program Management Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

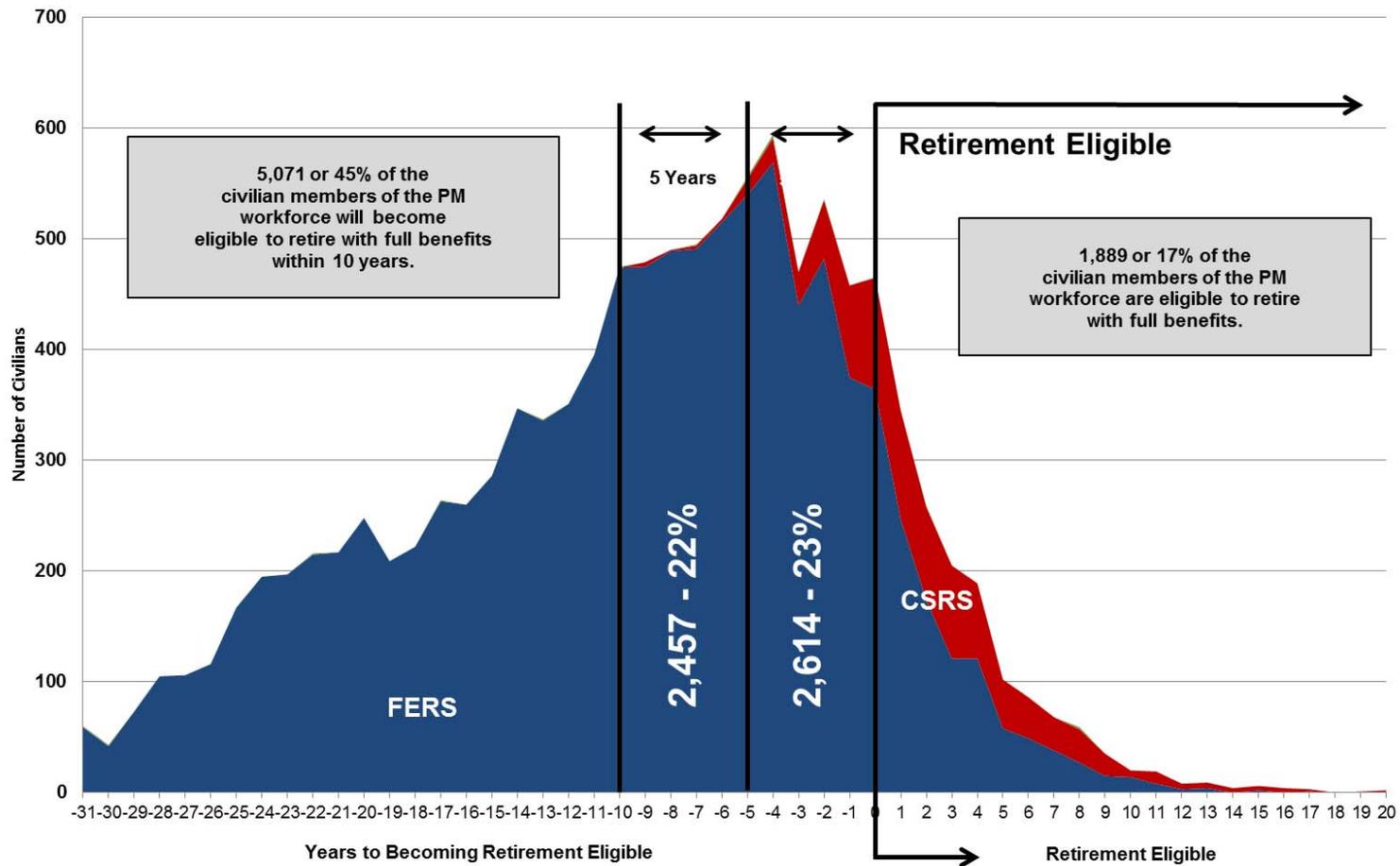


Program Management Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Program Management

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



As of the end of FY14 (30 September 2014)



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