



# Defense Acquisition Workforce Key Information

Test and Evaluation

As of FY15Q1 (31 December 2014)



# Fact Sheet



## Human Capital Fact Sheet (FY 2014)

| Defense Acquisition Workforce<br>Test and Evaluation            | FY 2008               |                       |                        |                                     | FY 2014               |                       |                        |                                     |
|---|-----------------------|-----------------------|------------------------|-------------------------------------|-----------------------|-----------------------|------------------------|-------------------------------------|
|   | T&E<br>Civilian (Civ) | T&E<br>Military (Mil) | Total T&E<br>(Civ+Mil) | Defense<br>Acquisition<br>Workforce | T&E<br>Civilian (Civ) | T&E<br>Military (Mil) | Total T&E<br>(Civ+Mil) | Defense<br>Acquisition<br>Workforce |
| <b>Size &amp; Composition</b>                                   |                       |                       |                        |                                     |                       |                       |                        |                                     |
| Workforce Size  | 5,608                 | 1,812                 | 7,420                  | 125,879                             | 6,833                 | 1,736                 | 8,569                  | 151,355                             |
| Change in size from 2008  | -                     | -                     | -                      | -                                   | 22%                   | -4%                   | 15%                    | 20%                                 |
| Civilian/Military Composition                                   | 76%                   | 24%                   | -                      | 88% / 12%                           | 80%                   | 20%                   | -                      | 90% / 10%                           |
| <b>Educational Attainment</b>                                   |                       |                       |                        |                                     |                       |                       |                        |                                     |
| Bachelor's Degree or Higher                                     | 95%                   | 91%                   | 94%                    | 77%                                 | 96%                   | 95%                   | 96%                    | 83%                                 |
| Graduate Degree   | 30%                   | 43%                   | 33%                    | 29%                                 | 38%                   | 59%                   | 42%                    | 36%                                 |
| <b>Certification</b>  |                       |                       |                        |                                     |                       |                       |                        |                                     |
| Level I or Higher Achieved                                      | 76%                   | 49%                   | 69%                    | 72%                                 | 89%                   | 58%                   | 83%                    | 86%                                 |
| Level II or Higher Achieved                                     | 68%                   | 24%                   | 57%                    | 61%                                 | 84%                   | 35%                   | 74%                    | 74%                                 |
| Level III Achieved  | 52%                   | 8%                    | 41%                    | 36%                                 | 62%                   | 15%                   | 53%                    | 43%                                 |
| Position Certification Requirement Met or Exceeded              | 65%                   | 28%                   | 56%                    | 58%                                 | 83%                   | 42%                   | 74%                    | 75%                                 |
| Within 24 Months of Certification Requirement                   | 23%                   | 55%                   | 30%                    | 27%                                 | 12%                   | 51%                   | 20%                    | 19%                                 |
| Does Not Meet Certification Requirement                         | 13%                   | 17%                   | 14%                    | 14%                                 | 5%                    | 7%                    | 6%                     | 7%                                  |
| <b>Planning Considerations</b>                                  |                       |                       |                        |                                     |                       |                       |                        |                                     |
| % Baby Boomer / Traditional Gen.                                | 58%                   | 10%                   | 46%                    | 62%                                 | 43%                   | 1%                    | 35%                    | 45%                                 |
| Average Age   | 43.8                  | 34.6                  | 41.5                   | 45.7                                | 44.5                  | 34.0                  | 42.3                   | 44.9                                |
| Workforce Life-Cycle Model (YRE)*<br>% Future/Mid-Career/Senior | 30/25/46(%)           | -                     | -                      | 20/23/57<br>(%)(Civ)                | 31/20/49(%)           | -                     | -                      | 26/23/51(%)                         |
| Average Years of Service  | 15.4                  | 11.5                  | 14.5                   | 17.3                                | 15.6                  | 11.3                  | 14.7                   | 15.2                                |
| Retirement Eligible*  | 572(10%)              | -                     | -                      | 19,051(17%)<br>(Civ)                | 990(15%)              | -                     | -                      | 28,259(15%)                         |
| Retirement Eligible w/i 5 Years*                                | 782(14%)              | -                     | -                      | 21,315(19%)<br>(Civ)                | 1,339(20%)            | -                     | -                      | 26,858(18%)                         |
| Total Gains/Losses*   | 926/934               | -                     | -                      | 14,245/15,030<br>(Civ)              | 588/647               | -                     | -                      | 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.



# Test and Evaluation Workforce Historical Size by Agency FY05 – FY15Q1



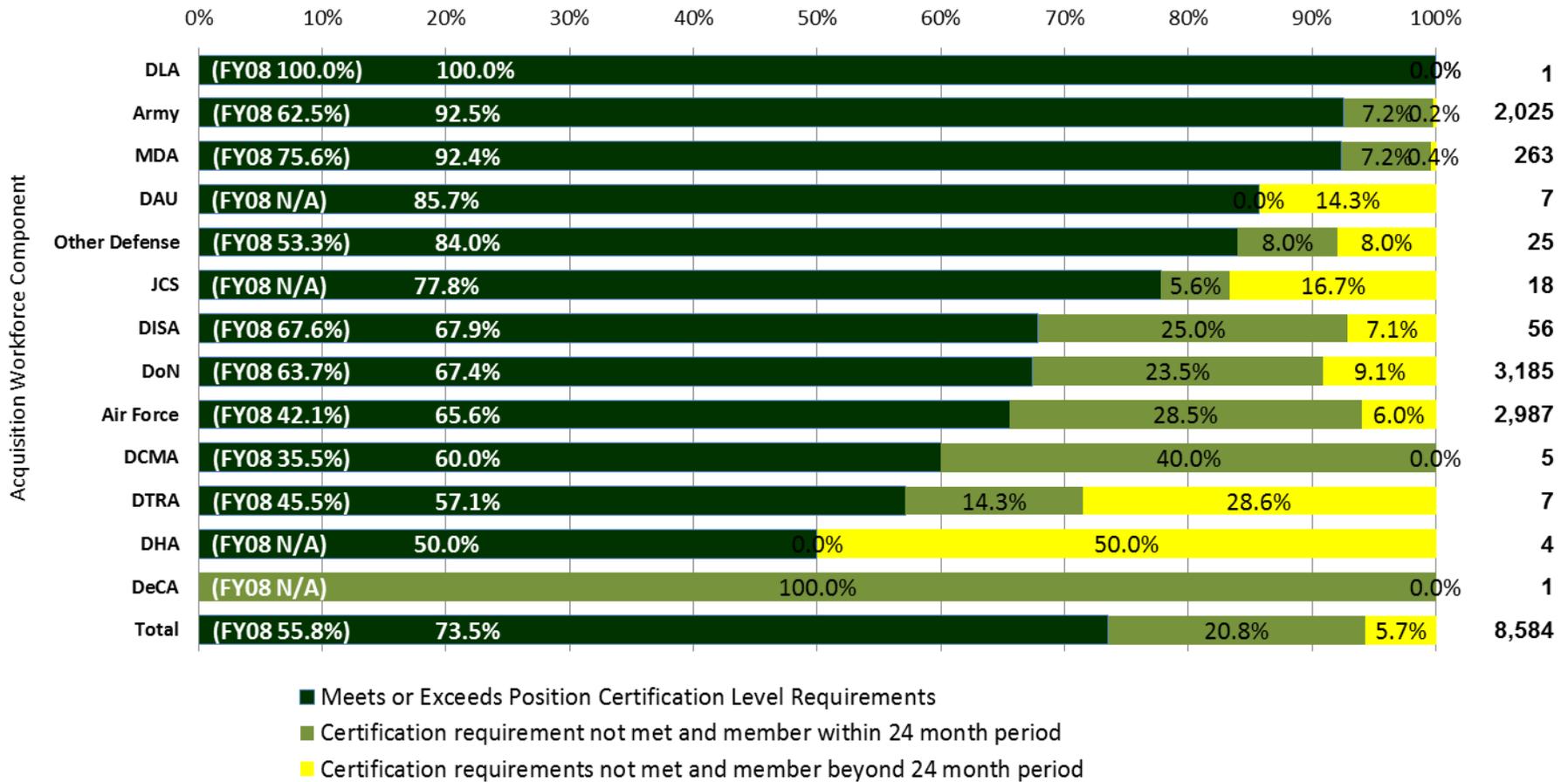
| Test and Evaluation          | FY05         | FY06         | FY07         | FY08         | FY09         | FY10         | FY11         | FY12         | FY13         | FY14         | FY15Q1       | % Change Since FY05 | % Change Since FY08 |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|---------------------|
| <i>Defense Acq Workforce</i> |              |              |              |              |              |              |              |              |              |              |              |                     |                     |
| ARMY                         | 2,461        | 2,141        | 2,135        | 2,135        | 2,235        | 2,304        | 2,298        | 2,116        | 2,080        | 2,037        | 2,025        | -18%                | -5%                 |
| DoN                          | 2,453        | 2,447        | 2,549        | 2,476        | 2,833        | 3,000        | 3,022        | 3,086        | 3,114        | 3,179        | 3,185        | 30%                 | 29%                 |
| AIR FORCE                    | 2,416        | 2,598        | 2,592        | 2,622        | 2,630        | 2,838        | 2,936        | 3,033        | 3,001        | 2,975        | 2,987        | 24%                 | 14%                 |
| DCMA                         | 3            | 6            | 36           | 31           | 23           | 20           | 7            | 5            | 5            | 3            | 5            | 67%                 | -84%                |
| DLA                          | 2            | 2            | 10           | 1            | 2            | 4            | 4            | 3            | 1            | 1            | 1            | -50%                | 0%                  |
| DCAA                         | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| MDA                          | 38           | 57           | 51           | 86           | 103          | 201          | 221          | 245          | 265          | 262          | 263          | 592%                | 206%                |
| DISA                         | -            | 7            | 27           | 37           | 34           | 47           | 55           | 53           | 56           | 53           | 56           |                     | 51%                 |
| DHA                          | -            | -            | -            | -            | 1            | 1            | 2            | 5            | 4            | 4            | 4            |                     |                     |
| DTRA                         | -            | 9            | 11           | 11           | 10           | 9            | 8            | 8            | 7            | 6            | 7            |                     | -36%                |
| DAU                          | 9            | 8            | -            | 6            | 6            | 6            | 6            | 8            | 8            | 7            | 7            | -22%                | 17%                 |
| OSD & Staff                  | 1            | 1            | 7            | 3            | 2            | 5            | 5            | 7            | 5            | 6            | 7            | 600%                | 133%                |
| JCS                          | -            | -            | -            | -            | -            | -            | -            | 22           | 19           | 18           | 18           |                     |                     |
| DeCA                         | -            | -            | -            | -            | -            | -            | -            | -            | 1            | 1            | 1            |                     |                     |
| WHS                          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| DFAS                         | -            | 2            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| DoDEA                        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| DMEA                         | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| DoD HRA                      | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| DoD TRMC                     | 1            | 2            | -            | 6            | 7            | 8            | 9            | 12           | 14           | 17           | 18           | 1700%               | 200%                |
| DSCA                         | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| DMA                          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| DSS                          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| DTIC                         | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| DARPA                        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| NDU                          | -            | -            | -            | 1            | -            | -            | -            | -            | -            | -            | -            |                     | -100%               |
| DoD IG                       | -            | -            | 1            | 1            | -            | -            | -            | -            | -            | -            | -            |                     | -100%               |
| ASD                          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| PFPA                         | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |                     |                     |
| 4th Estate Other             | -            | -            | -            | 4            | 6            | 3            | -            | -            | -            | -            | -            |                     | -100%               |
| <b>TOTAL</b>                 | <b>7,384</b> | <b>7,280</b> | <b>7,419</b> | <b>7,420</b> | <b>7,892</b> | <b>8,446</b> | <b>8,573</b> | <b>8,603</b> | <b>8,580</b> | <b>8,569</b> | <b>8,584</b> | <b>↑</b>            | <b>↑</b>            |
|                              |              |              |              |              |              |              |              |              |              |              |              | <b>16.3%</b>        | <b>15.7%</b>        |



# Test and Evaluation DAWIA Certification by Component



## Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY15Q1)

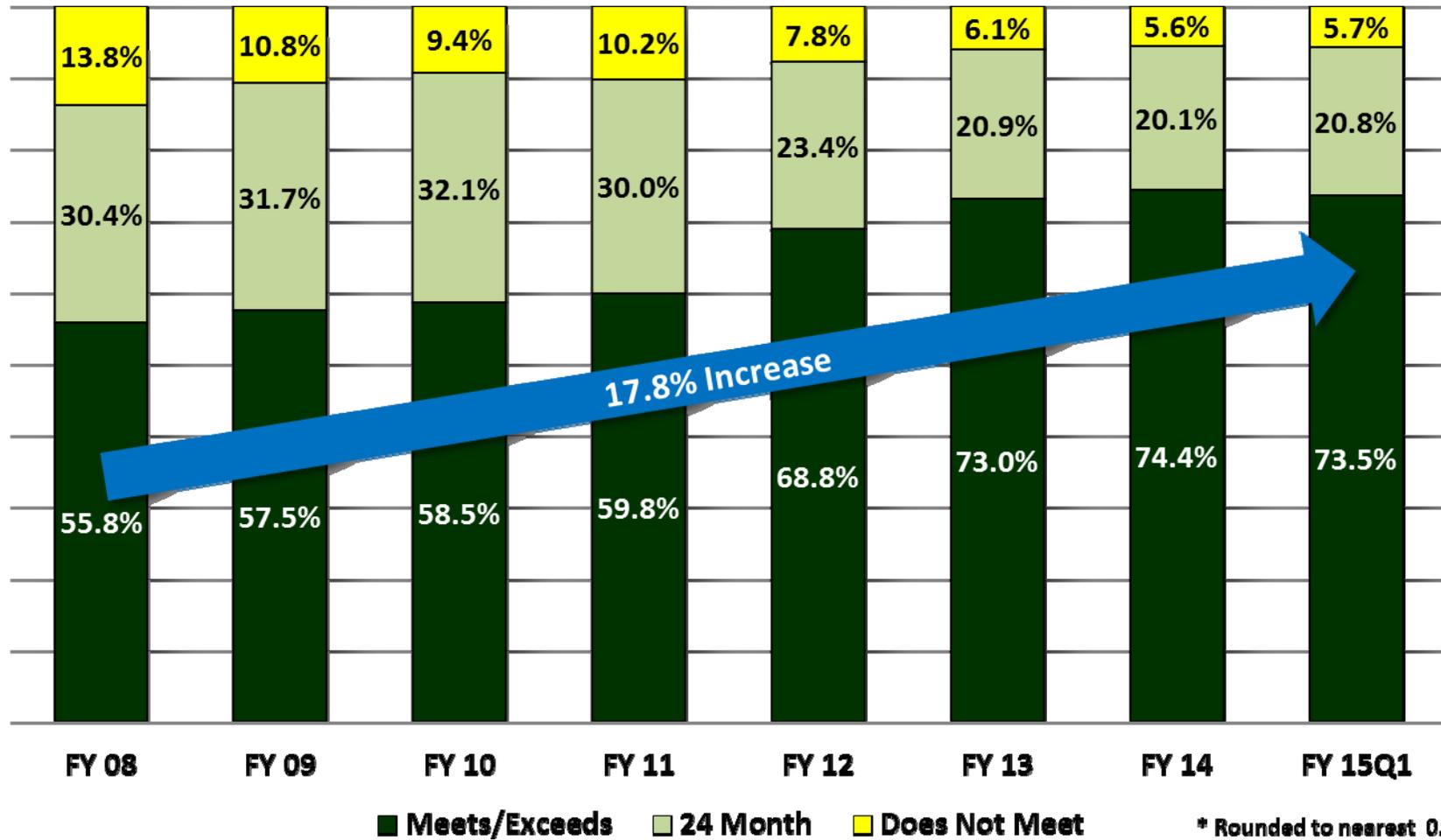




# Test and Evaluation Historical DAWIA Certification FY08 – FY15Q1



## Test and Evaluation





# Test and Evaluation DAWIA Certification Matrix + Bench Strength



| Test and Evaluation<br>Required Certification Level | Achieved Certification Level |            |              |              | FY15Q1 TOTAL | % Meets Certification Requirement |
|---|------------------------------|------------|--------------|--------------|--------------|-----------------------------------|
|   | No Level Achieved            | Level I    | Level II     | Level III    |              |                                   |
| Level I   | 344                          | 255        | 104          | 19           | 722          | 52.4%                             |
| Level II  | 768                          | 503        | 1,473        | 1,409        | 4,153        | 69.4%                             |
| Level III   | 343                          | 118        | 197          | 3,051        | 3,709        | 82.3%                             |
| Unspecified   | -                            | -          | -            | -            | -            |                                   |
| <b>FY15Q1 TOTAL</b>                                 | <b>1,455</b>                 | <b>876</b> | <b>1,774</b> | <b>4,479</b> | <b>8,584</b> | <b>73.5%</b>                      |
|   | 17.0%                        | 10.2%      | 20.7%        | 52.2%        |              |                                   |

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%        |                   |
| Test and Ev    | 1,532     | 17.8%       | 1 of 13           |

\*\* Based on population total without unspecified positions

| Certification Requirement        | Meets        | Within 24 Months | Does Not Meet | DAW TOTAL    |       |
|----------------------------------|--------------|------------------|---------------|--------------|-------|
| Level I                          | 378          | 333              | 11            | 722          | 8.4%  |
| Level II                         | 2,882        | 1,043            | 228           | 4,153        | 48.4% |
| Level III                        | 3,051        | 408              | 250           | 3,709        | 43.2% |
| Unspecified                      | -            | -                | -             | -            | 0.0%  |
| <b>Test and Evaluation TOTAL</b> | <b>6,311</b> | <b>1,784</b>     | <b>489</b>    | <b>8,584</b> |       |
|                                  | 73.5%        | 20.8%            | 5.7%          |              |       |

= Compliance  
 = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Test and Evaluation CAP + KLPs / Education / Military-Civilian



| Occupied Position Type                  | S&TM TOTAL   |       | Entire DAW     |       |
|---|--------------|-------|----------------|-------|
| Key Leadership Positions (KLPs)         | 8            | 0.2%  | 968            | 0.6%  |
| Critical Acquisition Positions (CAPs) * | 756          | 22.5% | 15,559         | 10.4% |
| Non-CAP Positions                       | 2,593        | 77.2% | 133,750        | 89.0% |
| <b>TOTAL</b>                            | <b>3,357</b> |       | <b>150,277</b> |       |

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

| Highest Level of Education | S&TM TOTAL   |       | Entire DAW     |       |
|----------------------------|--------------|-------|----------------|-------|
| Post Grad                  | 2,592        | 77.2% | 57,410         | 38.2% |
| Bachelors                  | 735          | 21.9% | 67,663         | 45.0% |
| Some College               | 8            | 0.2%  | 11,470         | 7.6%  |
| High School                | 10           | 0.3%  | 12,549         | 8.4%  |
| Other                      | 12           | 0.4%  | 1,185          | 0.8%  |
| <b>TOTAL</b>               | <b>3,357</b> |       | <b>150,277</b> |       |

| Type         | S&TM TOTAL   |       | Entire DAW     |       |
|--------------|--------------|-------|----------------|-------|
| Civilian     | 2,901        | 86.4% | 134,733        | 89.7% |
| Military     | 456          | 13.6% | 15,544         | 10.3% |
| <b>TOTAL</b> | <b>3,357</b> |       | <b>150,277</b> |       |



## Test and Evaluation Size by Occupational Series



| Civilian Occupational Series       | S&TM TOTAL   |                  |
|------------------------------------|--------------|------------------|
| 0855 - Engineer, Electronics       | 677          | 23.3%            |
| 0801 - Engineer, General           | 352          | 12.1%            |
| 0861 - Engineer, Aerospace         | 342          | 11.8%            |
| 0830 - Engineer, Mechanical        | 192          | 6.62%            |
| 0806 - Engineer, Materials         | 190          | 6.55%            |
| 1310 - Physicist                   | 159          | 5.48%            |
| 1301 - Physical Scientist, General | 155          | 5.34%            |
| 1550 - Computer Scientist          | 155          | 5.34%            |
| 1320 - Chemist                     | 109          | 3.76%            |
| 0854 - Engineer, Computers         | 105          | 3.62%            |
| <i>Other</i>                       | 465          | 16.03%           |
| <b>TOTAL CIVILIAN</b>              | <b>2,901</b> | <b>Civilians</b> |



## Test and Evaluation Demographics



| Race               | S&TM TOTAL   |       | Entire DAW     |       |
|--------------------|--------------|-------|----------------|-------|
| WHITE              | 2,884        | 85.9% | 112,764        | 75.0% |
| BLACK              | 132          | 3.9%  | 17,634         | 11.7% |
| ASIAN              | 193          | 5.7%  | 9,595          | 6.4%  |
| MULTI              | 27           | 0.8%  | 2,959          | 2.0%  |
| AMI/AN             | 5            | 0.1%  | 813            | 0.5%  |
| PI                 | 5            | 0.1%  | 633            | 0.4%  |
| <i>Unspecified</i> | 111          | 3.3%  | 5,879          | 3.9%  |
| <b>TOTAL</b>       | <b>3,357</b> |       | <b>150,277</b> |       |

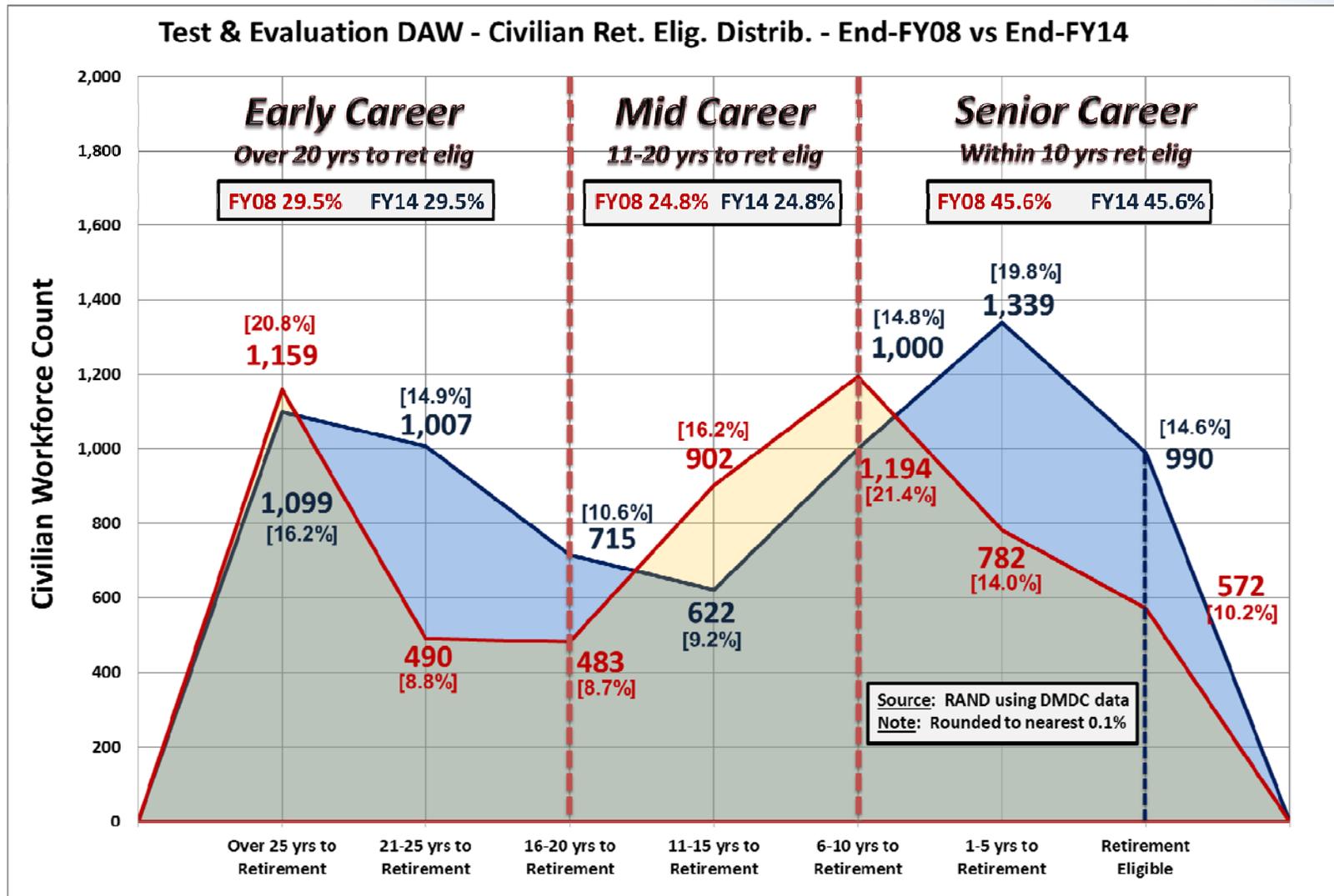
| Gender             | S&TM TOTAL   |       | Entire DAW     |       |
|--------------------|--------------|-------|----------------|-------|
| Males              | 2,792        | 83.2% | 105,930        | 70.5% |
| Females            | 559          | 16.7% | 43,678         | 29.1% |
| <i>Unspecified</i> | 6            | 0.2%  | 669            | 0.4%  |
| <b>TOTAL</b>       | <b>3,357</b> |       | <b>150,277</b> |       |



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



# Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY14



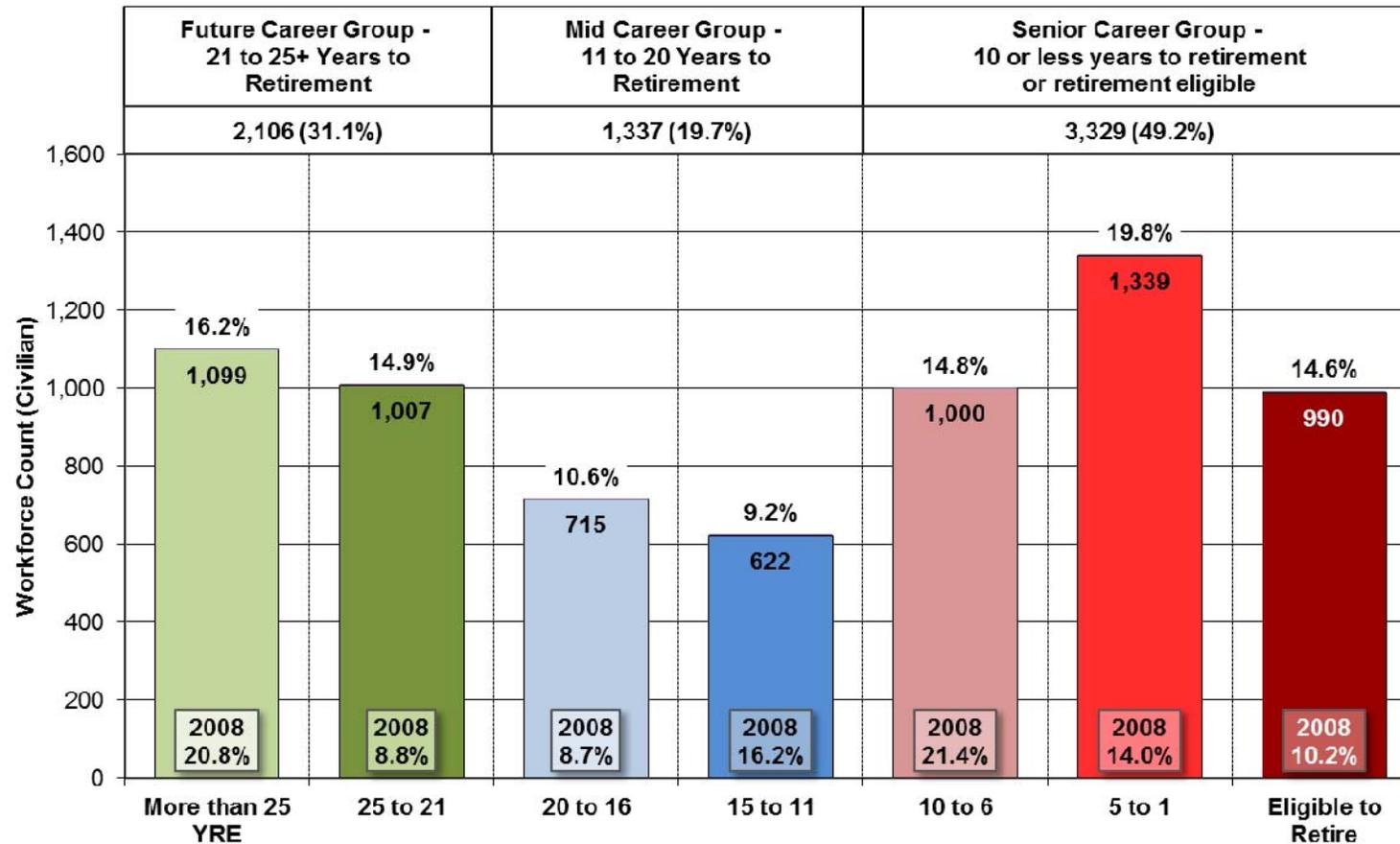
As of the end of FY14 (30 September 2014)



# Test and Evaluation Workforce Lifecycle Model by YRE



## Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2014) - Test and Evaluation



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

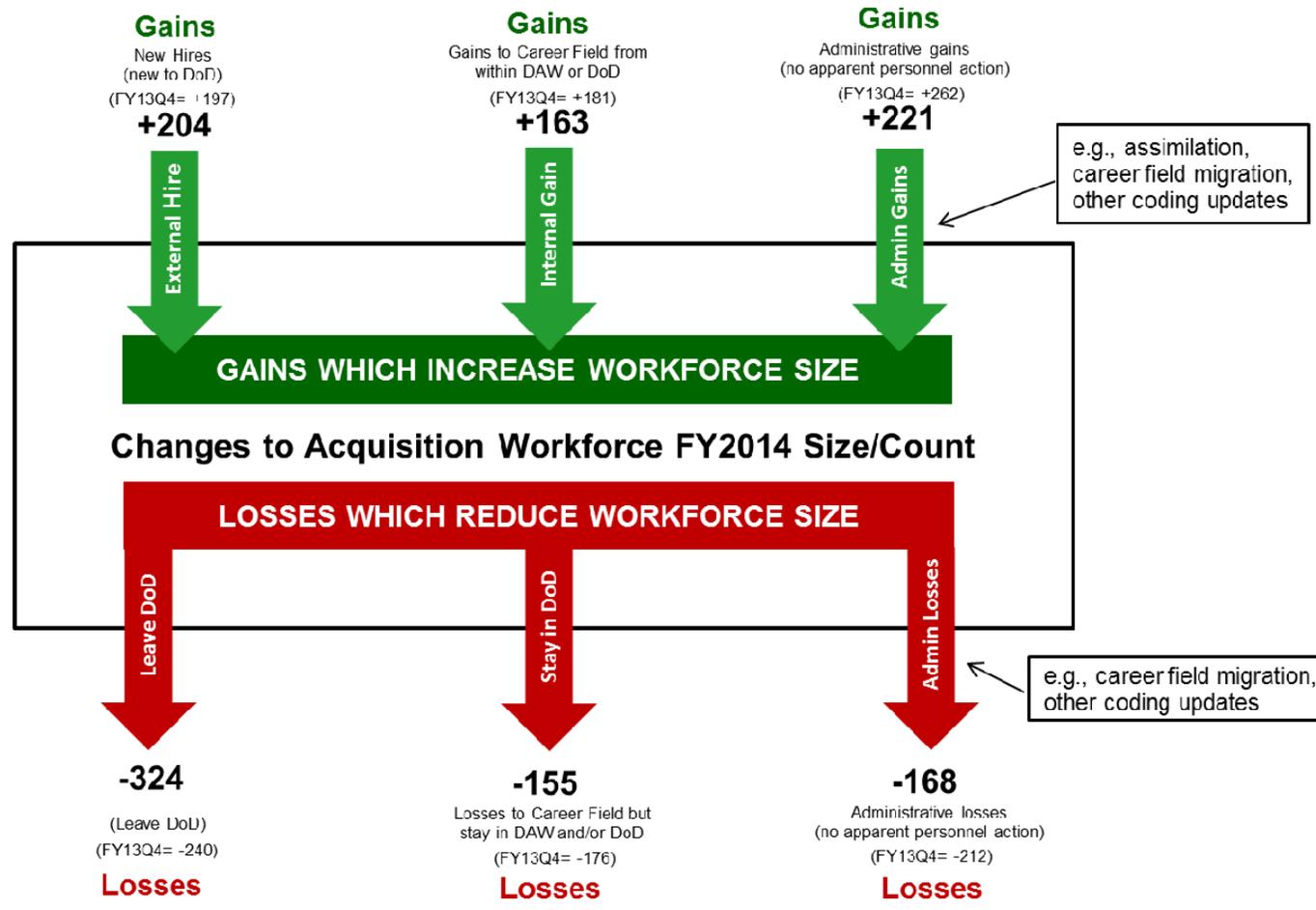
As of the end of FY14 (30 September 2014)



# Test and Evaluation Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2014) - Test and Evaluation

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



As of the end of FY14 (30 September 2014)

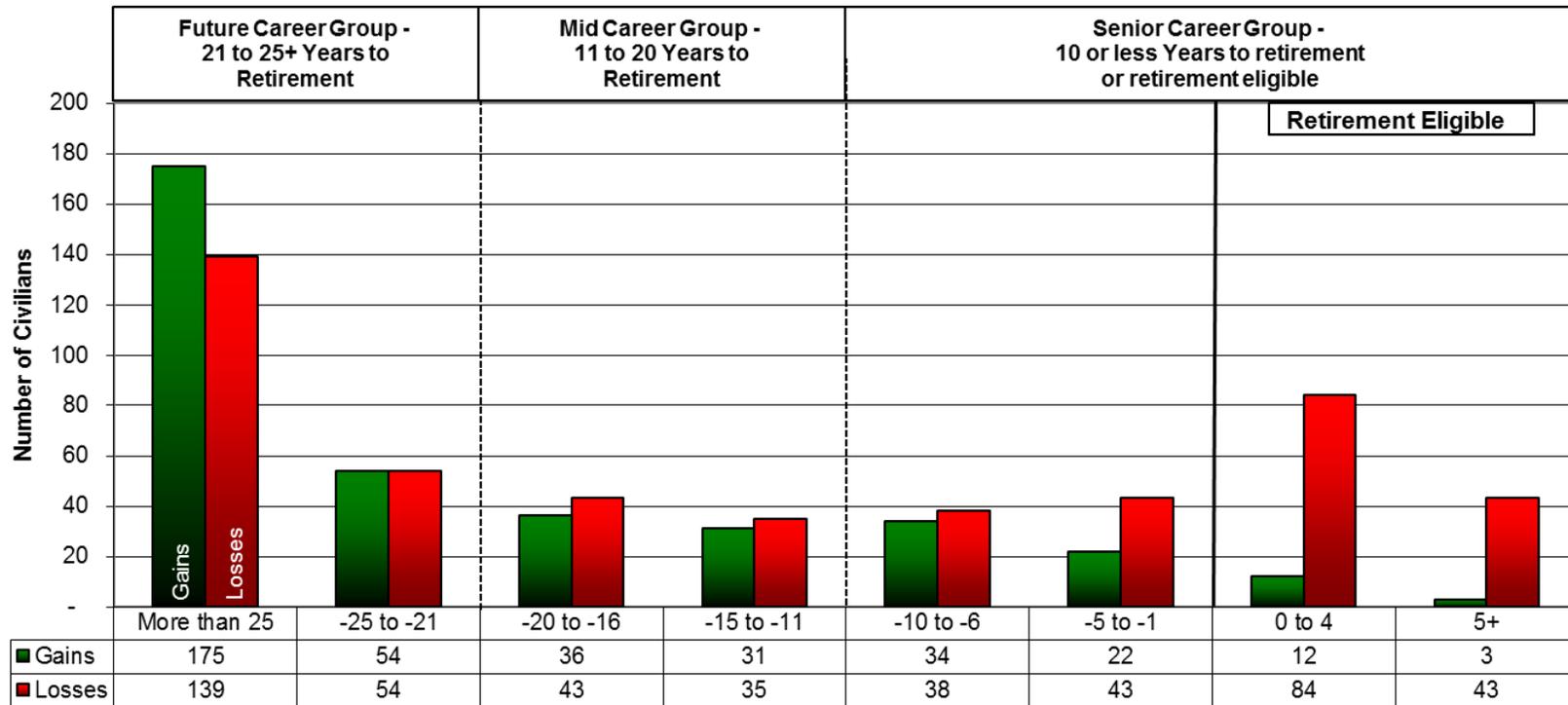


# Test and Evaluation Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - T&E

Workforce Lifecycle FY2014 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

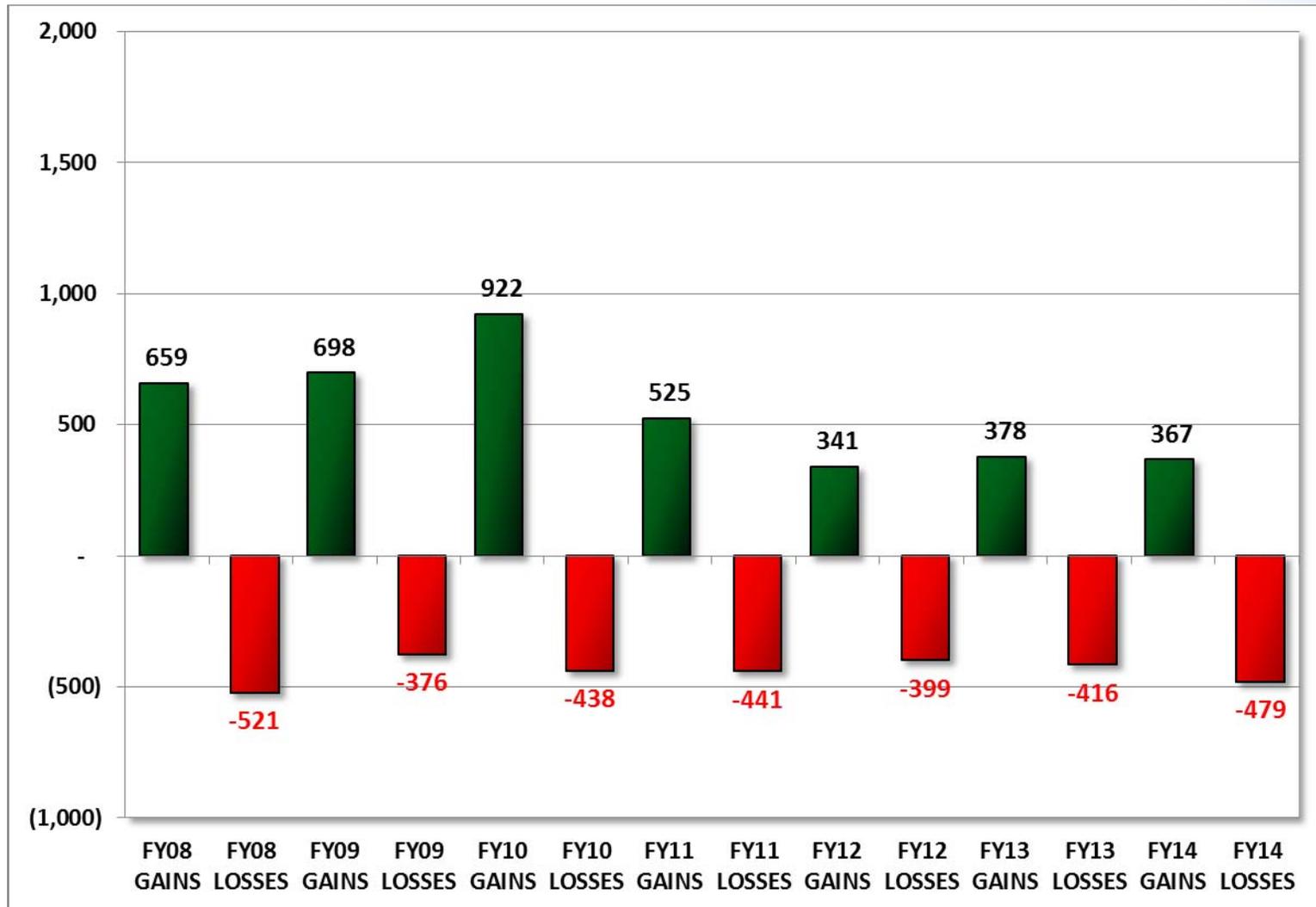
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

\*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



# Test and Evaluation Historical Gains and Losses FY08 – FY14



As of the end of FY14 (30 September 2014)

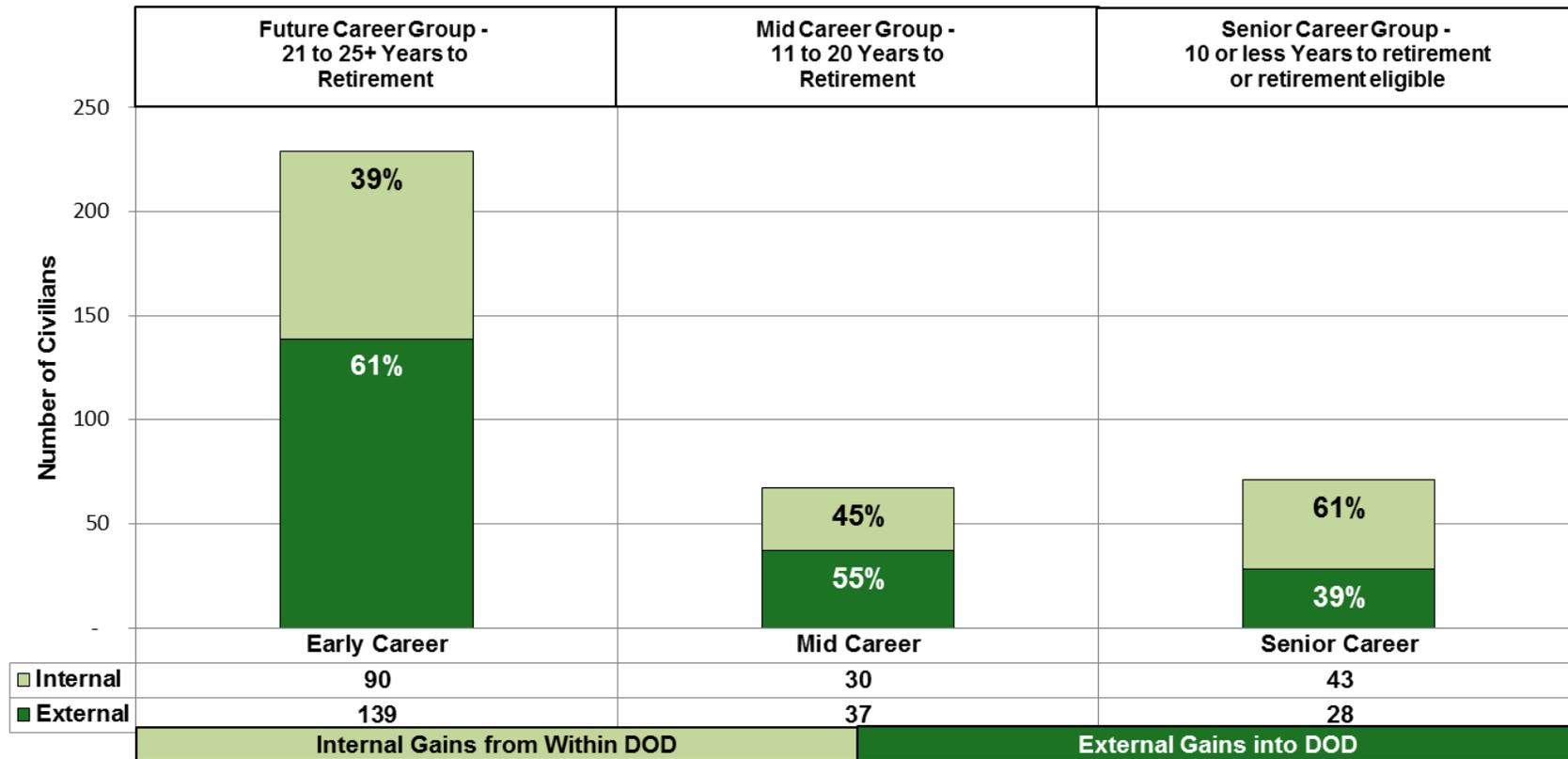


# Test and Evaluation Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - T&E

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)

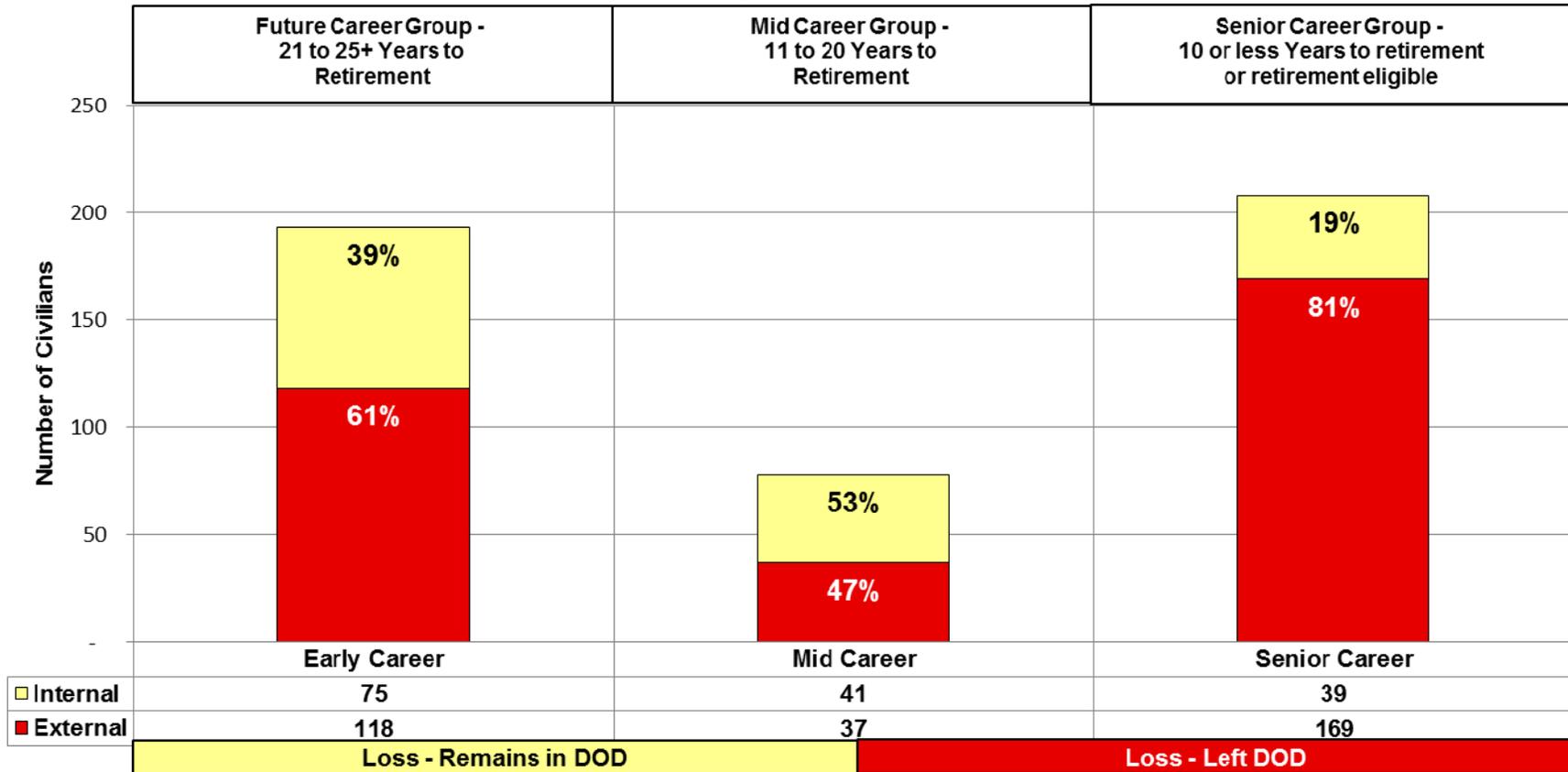


# Test and Evaluation Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - T&E

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

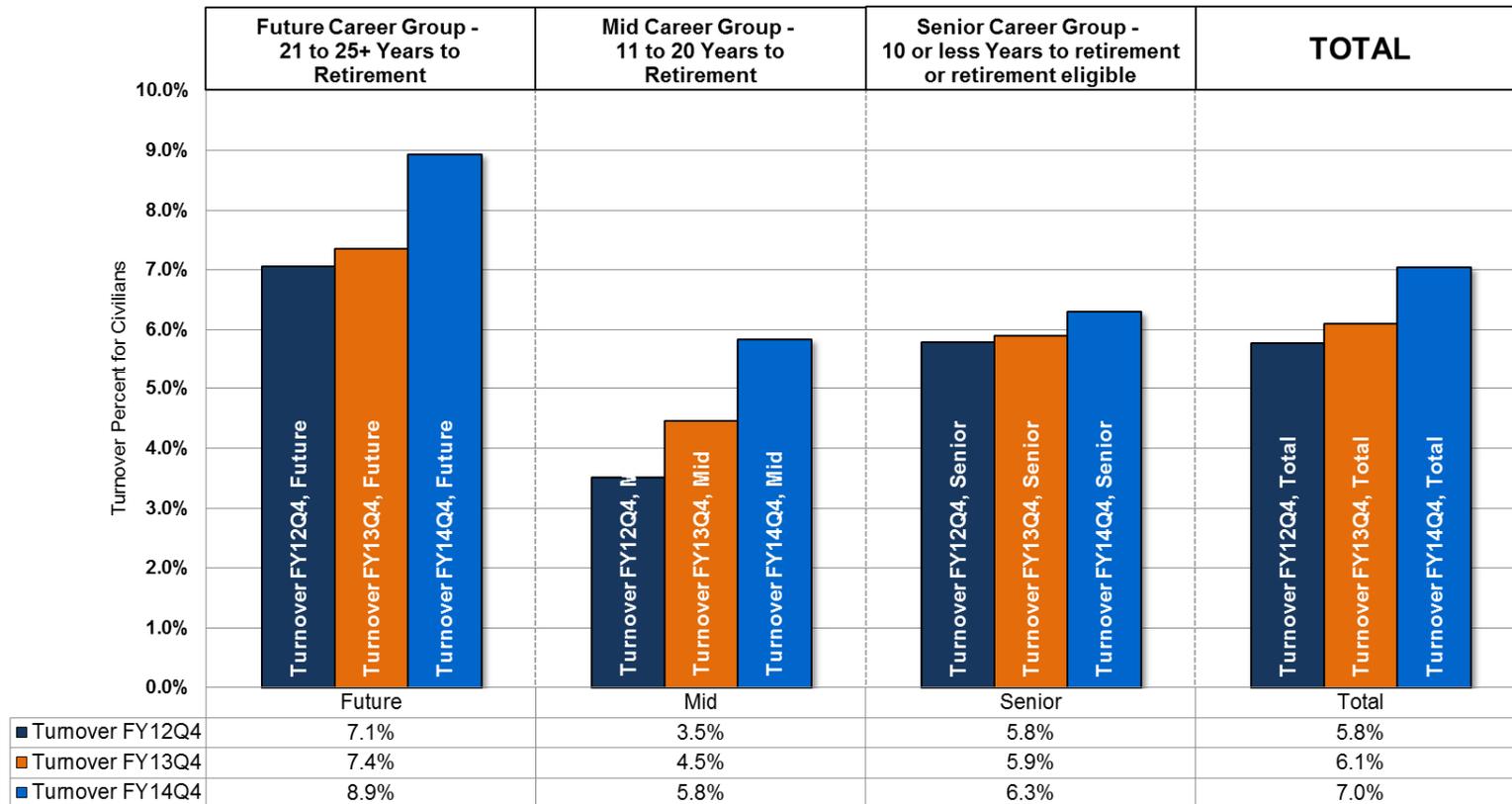
As of the end of FY14 (30 September 2014)



# Test and Evaluation Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

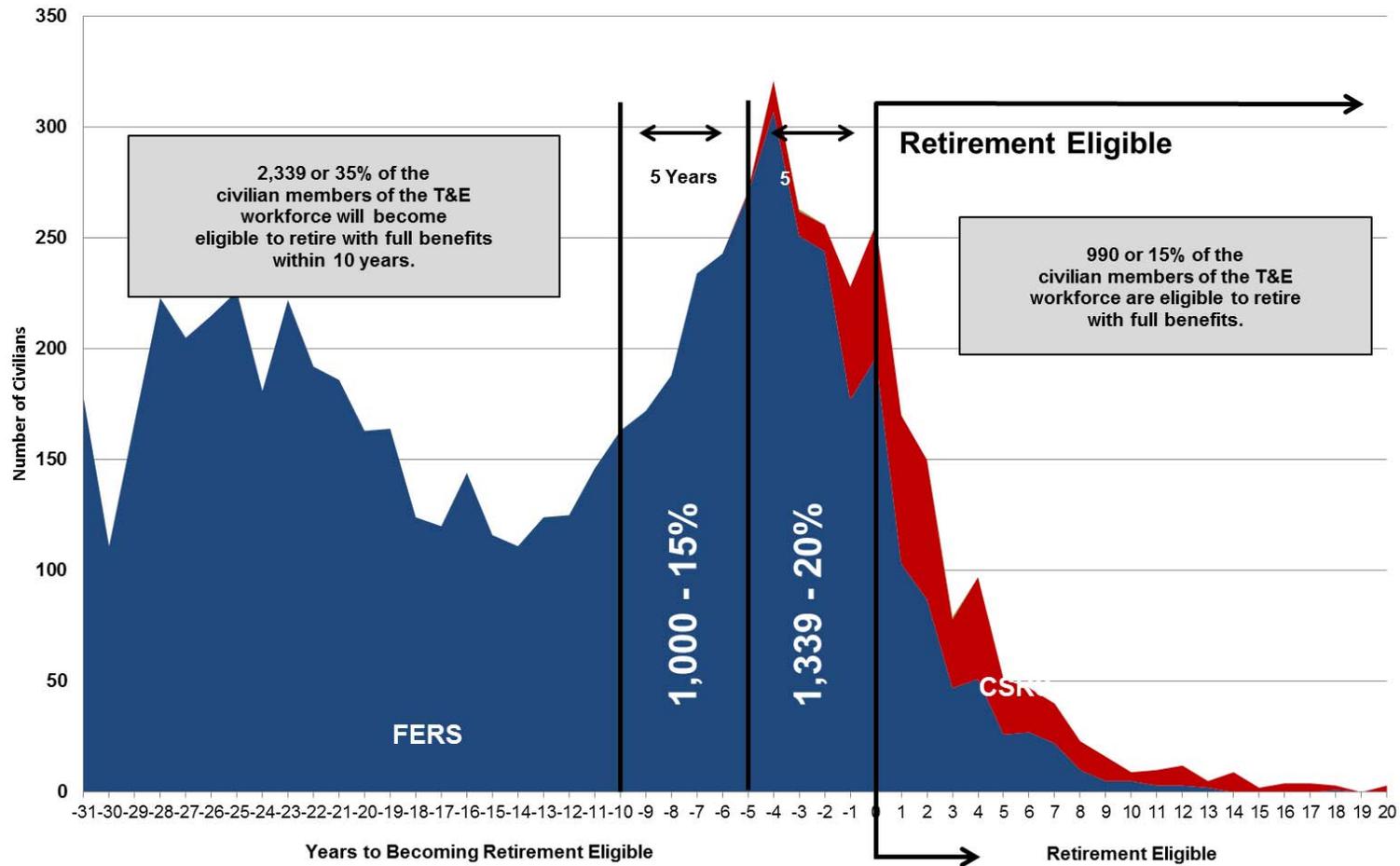


# Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - T&E

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



As of the end of FY14 (30 September 2014)



***END***