



# Defense Acquisition Workforce Key Information

Audit

As of FY15Q2 (31 March 2015)



# Fact Sheet



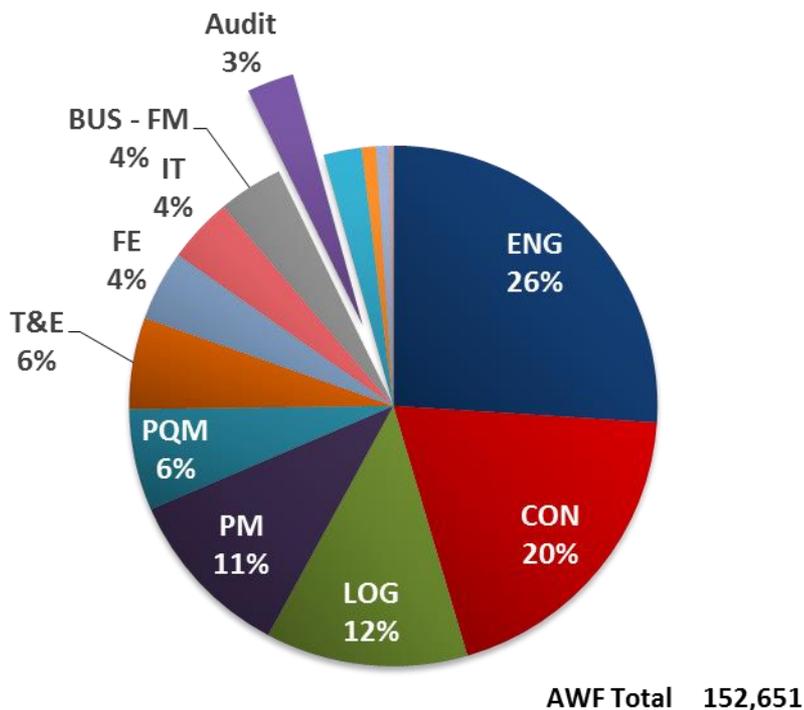
Human Capital Fact Sheet (FY 2014)					
Defense Acquisition Workforce Audit	FY 2008		FY 2014		
	Audit Civilian (Civ)	Defense Acquisition Workforce	Audit Civilian (Civ)		Defense Acquisition Workforce
<b>Size &amp; Composition</b>					
Workforce Size	3,638	125,879	4,560		151,355
Change in size from 2008	-	-	25%		20%
Civilian/Military Composition	100%	88% / 12%	100%		90% / 10%
<b>Educational Attainment</b>					
Bachelor's Degree or Higher	99%	77%	99%		83%
Graduate Degree	26%	29%	39%		36%
<b>Certification</b>					
Level I or Higher Achieved	87%	72%	87%		86%
Level II or Higher Achieved	78%	61%	84%		74%
Level III Achieved	26%	36%	34%		43%
Position Certification Requirement Met or Exceeded	76%	58%	83%		75%
Within 24 Months of Certification Requirement	23%	27%	16%		19%
Does Not Meet Certification Requirement	1%	14%	1%		7%
<b>Planning Considerations</b>					
% Baby Boomer / Traditional Gen.	53%	62%	34%		45%
Average Age	43.1	45.7	42.8		44.9
Workforce Life-Cycle Model (YRE)*		20/23/57			
% Future/Mid-Career/Senior	36/21/43(%)	(%)(Civ)	40/22/38(%)		26/23/51(%)
Average Years of Service	13.9	17.3	11.9		15.2
Retirement Eligible*	479(13%)	19,051(17%) (Civ)	508(11%)		28,259(15%)
Retirement Eligible w/i 5 Years*	515(14%)	21,315(19%) (Civ)	690(15%)		26,858(18%)
Total Gains/Losses*	1,078/291	14,245/15,030 (Civ)	562/365		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.



# AWF by Component and Career Field



AWF Total 152,651

AWF Count by Career Category FY15Q2	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,399	4,399	2.9%
Business - CE	245	559	445	75	1,324	0.9%
Business - FM	1,659	1,938	1,879	620	6,096	4.0%
Contracting	8,093	5,732	8,419	7,446	29,690	19.4%
Engineering	8,899	20,172	8,675	1,979	39,725	26.0%
Facilities Engineering	1,559	5,014	19	62	6,654	4.4%
Information Technology	1,703	2,568	1,094	787	6,152	4.0%
Life Cycle Logistics	7,361	5,883	2,945	2,717	18,906	12.4%
Production, Quality and Man	1,404	2,655	327	5,209	9,595	6.3%
Program Management	3,305	6,168	5,246	1,545	16,264	10.7%
Property	48	59	19	258	384	0.3%
Purchasing	235	465	79	389	1,168	0.8%
S&T Manager	369	456	2,608	127	3,560	2.3%
Test and Evaluation	2,014	3,193	3,074	391	8,672	5.7%
Unknown/Other	11	3	28	20	62	0.04%
<b>FY15Q2 Totals (as of 03-31-2015)</b>	<b>36,905</b>	<b>54,865</b>	<b>34,857</b>	<b>26,024</b>	<b>152,651</b>	
<b>Component %</b>	<b>24.2%</b>	<b>35.9%</b>	<b>22.8%</b>	<b>17.0%</b>		



# Audit Workforce Historical Size by Agency FY05 – FY15Q2



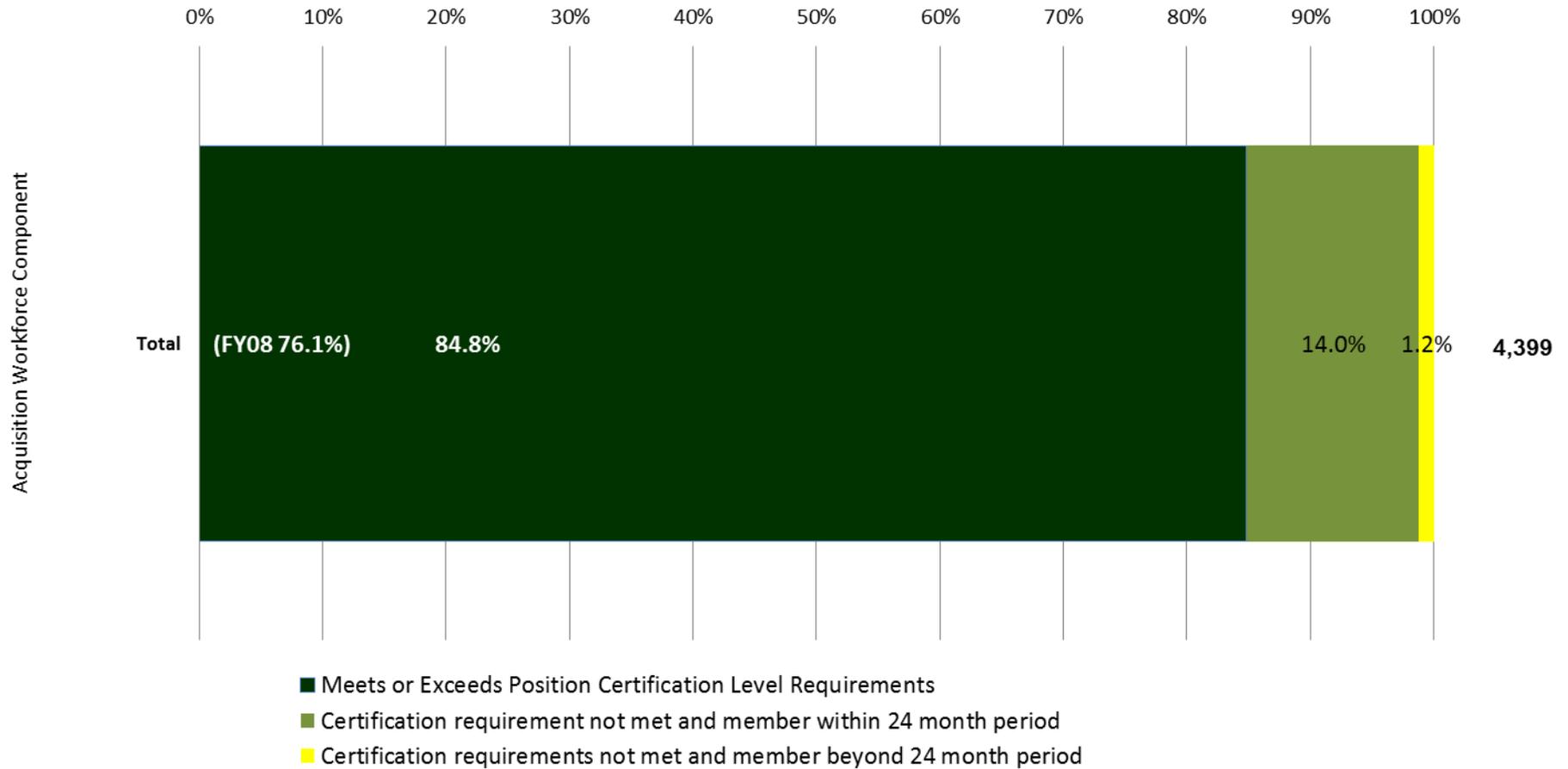
Auditing	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q2	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	4	2	-	-	-	-	-	-	-	-	-	-100%	
DoN	-	-	-	-	-	1	-	-	-	-	-		
AIR FORCE	4	-	-	-	-	-	-	-	-	-	-	-100%	
DCMA	1	-	13	5	-	-	-	-	-	1	-	-100%	-100%
DLA	-	-	2	8	1	-	-	-	-	-	-		-100%
DCAA	3,526	3,458	2,834	3,593	3,773	4,140	4,230	4,505	4,367	4,557	4,398	25%	22%
MDA	-	-	-	-	-	-	-	-	1	1	-		
DISA	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	1	-	1	-	-	-	-	-		-100%
OSD & Staff	-	-	2	2	-	-	-	-	-	-	-		-100%
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	1	2	-	-	1	-	-	-	-	-	-	-100%	
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	24	1	29	2	1	1	-	-	1	1		-97%
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-		
<b>TOTAL</b>	<b>3,536</b>	<b>3,486</b>	<b>2,852</b>	<b>3,638</b>	<b>3,777</b>	<b>4,143</b>	<b>4,231</b>	<b>4,505</b>	<b>4,368</b>	<b>4,560</b>	<b>4,399</b>	<b>24.4%</b>	<b>20.9%</b>





# Audit DAWIA Certification by Component

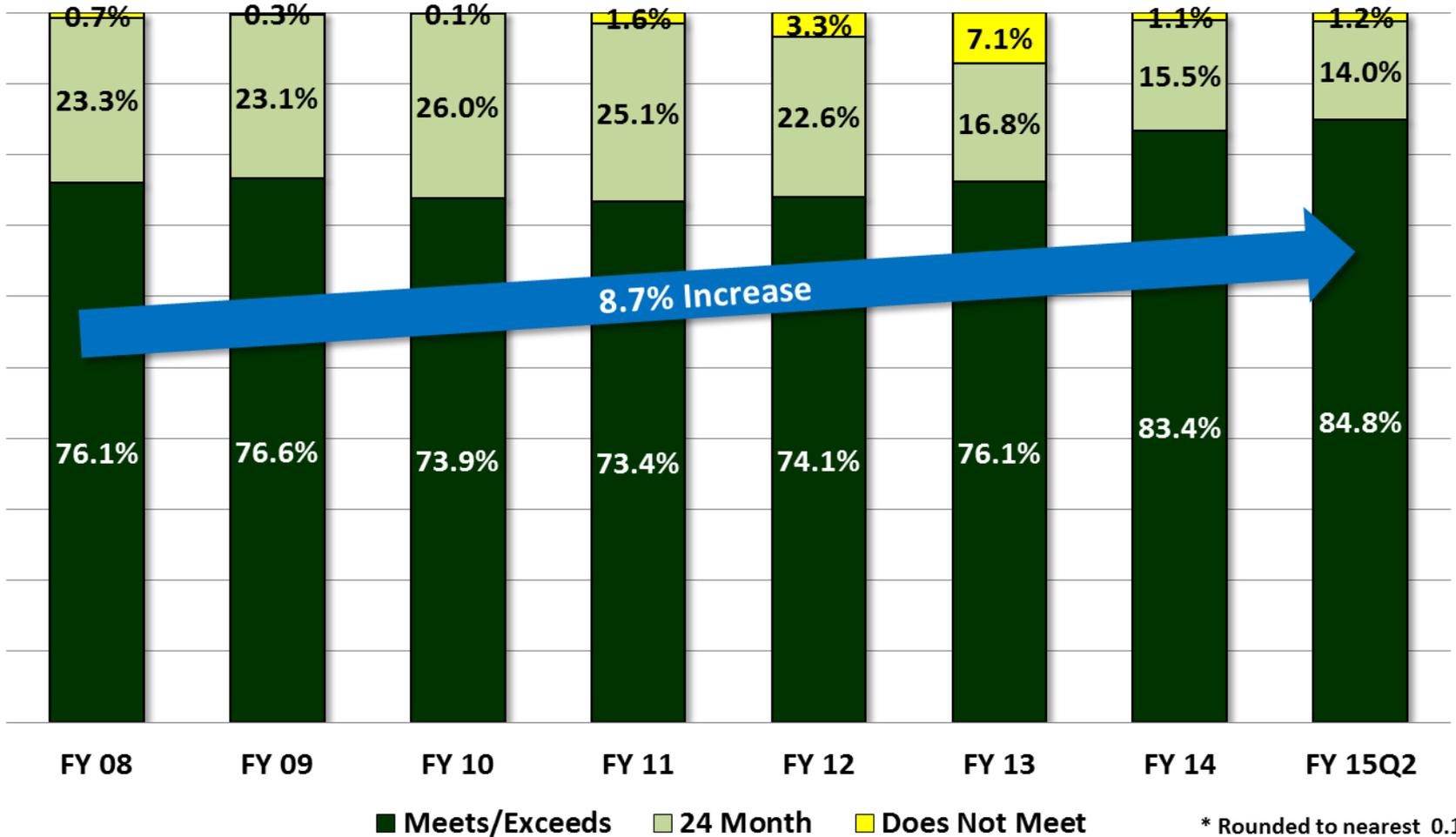
## Certification Level "Meet/Exceed" Rates by Component Audit (FY15Q2)





# Audit Historical DAWIA Certification FY08 – FY15Q2

## Auditing





# Audit DAWIA Certification Matrix + Bench Strength

Audit Required Certification Level	Achieved Certification Level				FY15Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	184	4	-	-	188	2.1%
Level II	376	53	2,194	289	2,912	85.3%
Level III	23	6	24	1,245	1,298	95.9%
Unspecified	1	-	-	-	1	
<b>FY15Q2 TOTAL</b>	<b>584</b>	<b>63</b>	<b>2,218</b>	<b>1,534</b>	<b>4,399</b>	<b>84.8%</b>
	13.3%	1.4%	50.4%	34.9%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	19,482	12.8%	
Army	5,029	13.6%	
DoN	6,528	11.9%	
Air Force	6,313	18.1%	
4th Estate	1,612	6.2%	
<b>Audit</b>	<b>289</b>	<b>6.6%</b>	<b>11 of 13</b>

\*\* Based on population total without unspecified positions

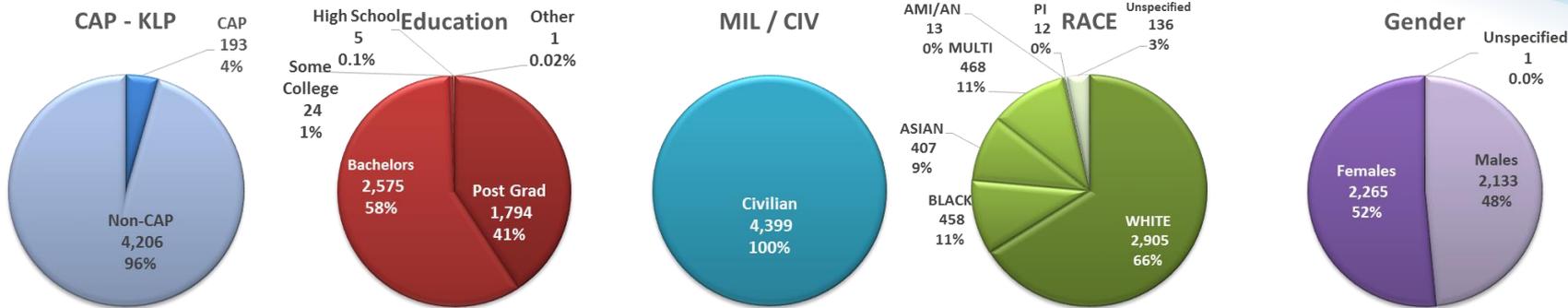
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	4	180	4	188	4.3%
Level II	2,483	395	34	2,912	66.2%
Level III	1,245	39	14	1,298	29.5%
Unspecified	-	1	-	1	0.0%
<b>Audit TOTAL</b>	<b>3,732</b>	<b>615</b>	<b>52</b>	<b>4,399</b>	
	84.8%	14.0%	1.2%		

= Compliance  
 = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Audit Demographics



Occupied Position Type	Auditing TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,120	0.7%
Critical Acquisition Positions (CAPs)	193	4.4%	15,535	10.2%
Non-CAP Positions	4,206	95.6%	135,996	89.1%
<b>TOTAL</b>	<b>4,399</b>		<b>152,651</b>	

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

Highest Level of Education	Auditing TOTAL		Entire DAW	
Post Grad	1,794	40.8%	58,772	38.5%
Bachelors	2,575	58.5%	68,493	44.9%
Some College	24	0.5%	11,914	7.8%
High School	5	0.1%	12,862	8.4%
Other	1	0.0%	610	0.4%
<b>TOTAL</b>	<b>4,399</b>		<b>152,651</b>	

Military / Civilian	Auditing TOTAL		Entire DAW	
Civilian	4,399	100.0%	136,977	89.7%
Military	-	0.0%	15,674	10.3%
<b>TOTAL</b>	<b>4,399</b>		<b>152,651</b>	

Race	Auditing TOTAL		Entire DAW	
WHITE	2,905	66.0%	114,642	75.1%
BLACK	458	10.4%	18,203	11.9%
ASIAN	407	9.3%	9,854	6.5%
MULTI	468	10.6%	3,061	2.0%
AMI/AN	13	0.3%	824	0.5%
PI	12	0.3%	677	0.4%
Unspecified	136	3.1%	5,390	3.5%
<b>TOTAL</b>	<b>4,399</b>		<b>152,651</b>	

Gender	Auditing TOTAL		Entire DAW	
Males	2,133	48.5%	107,973	70.7%
Females	2,265	51.5%	44,517	29.2%
Unspecified	1	0.0%	161	0.1%
<b>TOTAL</b>	<b>4,399</b>		<b>152,651</b>	



## Audit Size by Occupational Series



Civilian Occupational Series	Auditing TOTAL	
0511 - Auditor	4,399	100.00%
<b>TOTAL CIVILIAN</b>	<b>4,399</b>	<b>Civilians</b>



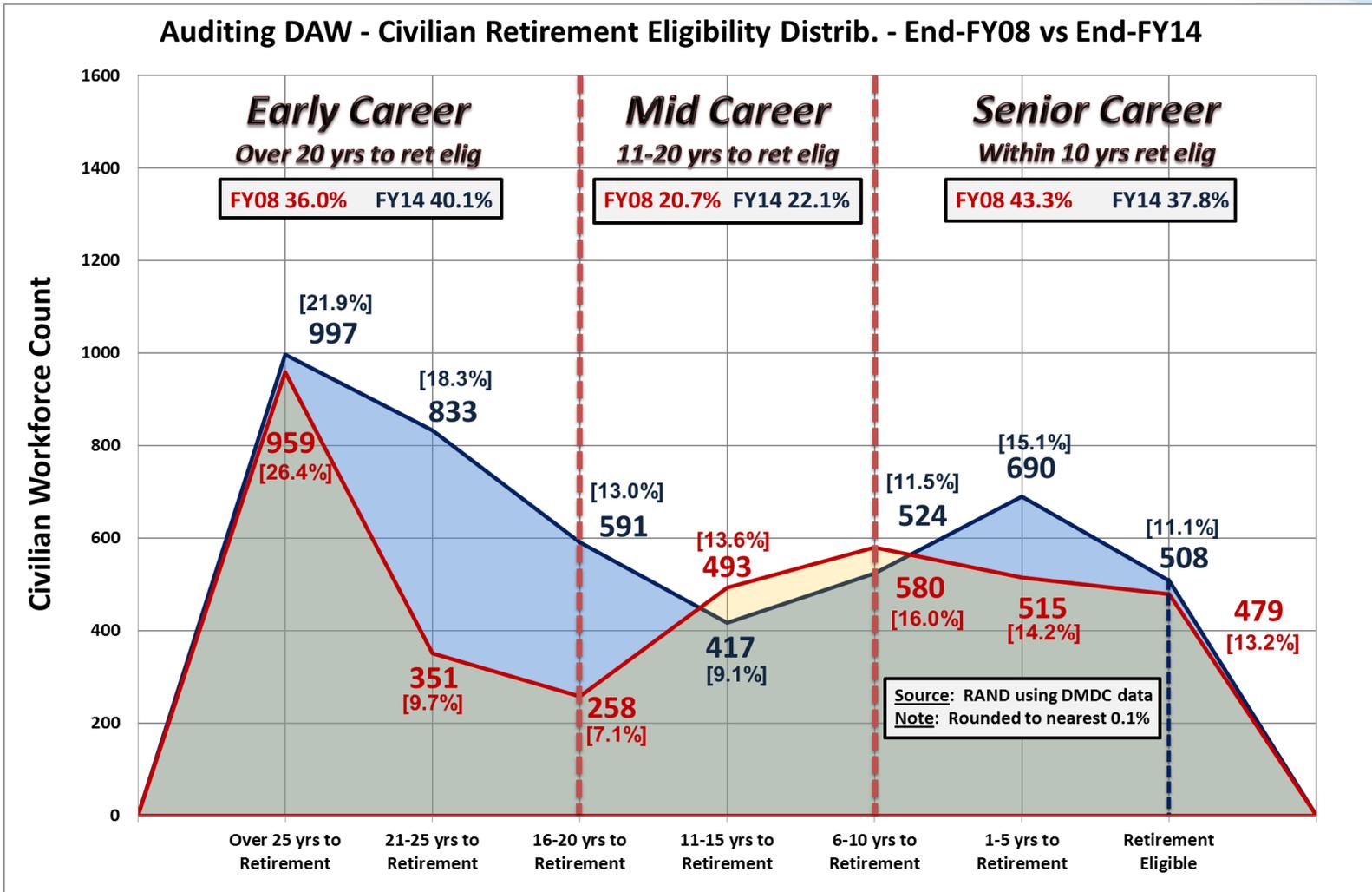
# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**



# Audit Civilian Retirement Eligibility Distribution – FY08 / FY14



Auditing DAW - Civilian Retirement Eligibility Distrib. - End-FY08 vs End-FY14

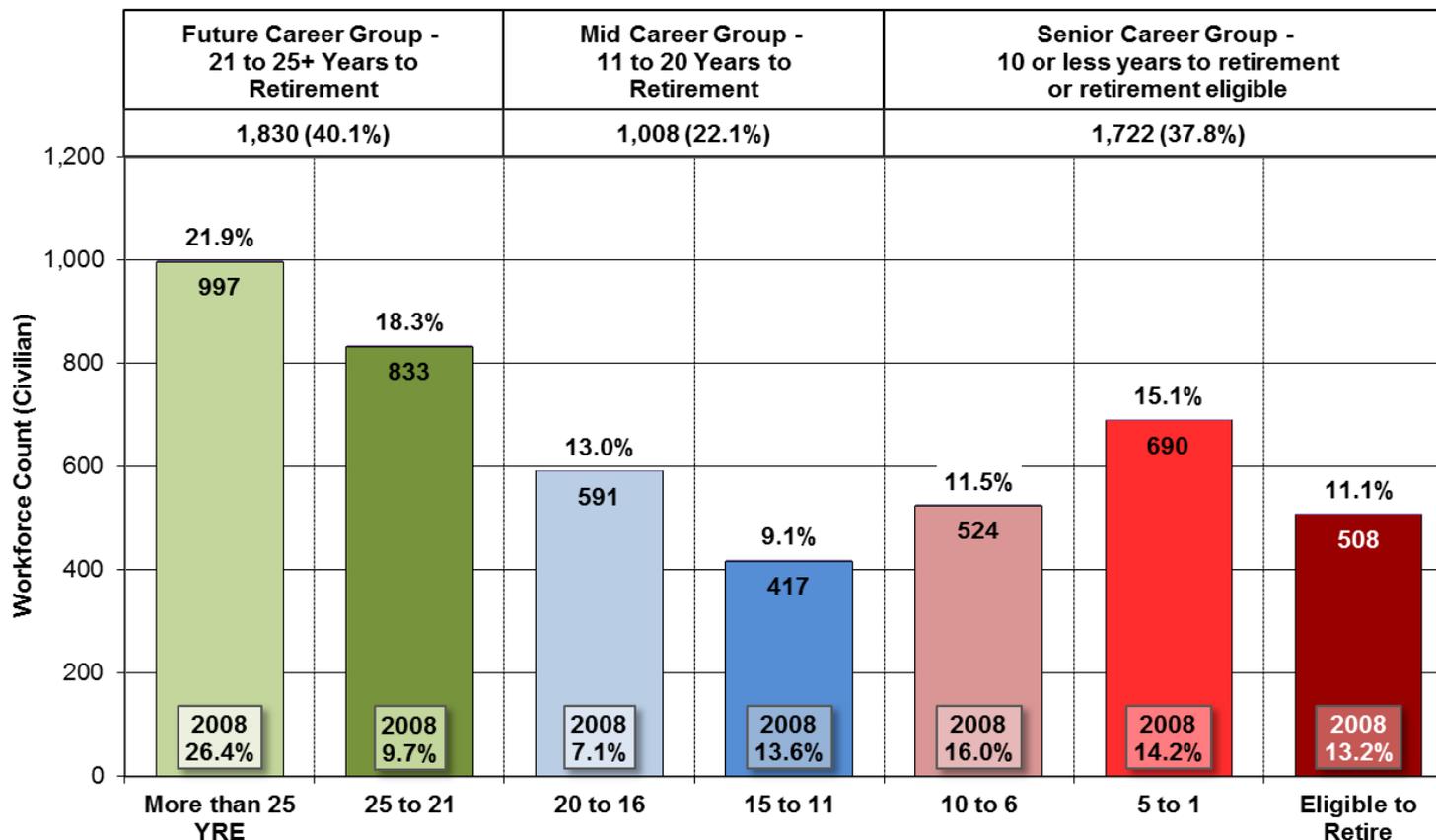


As of the end of FY14 (30 September 2014)



# Audit Workforce Lifecycle Model by YRE

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



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)

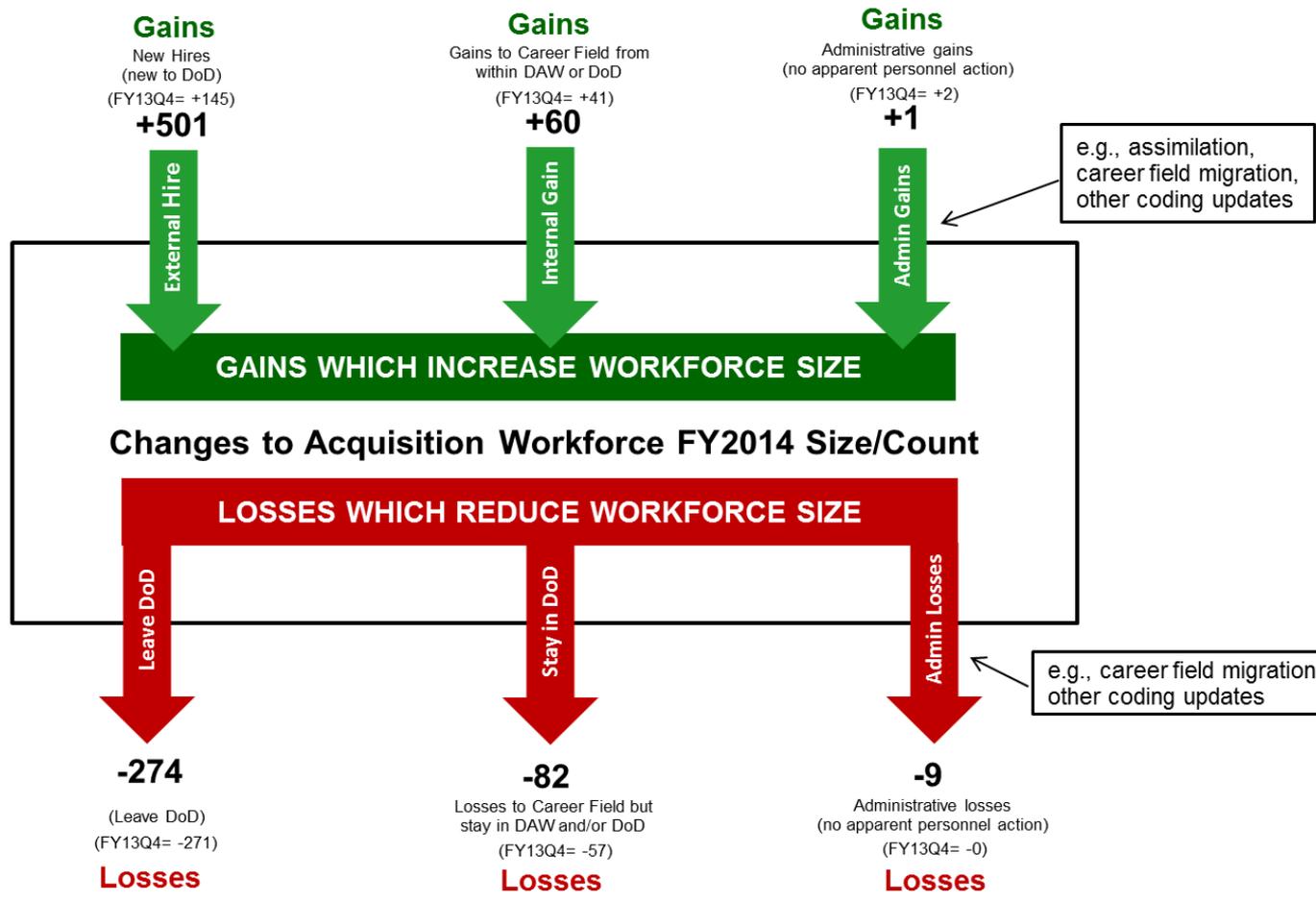


# Audit Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY2014) - Audit

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



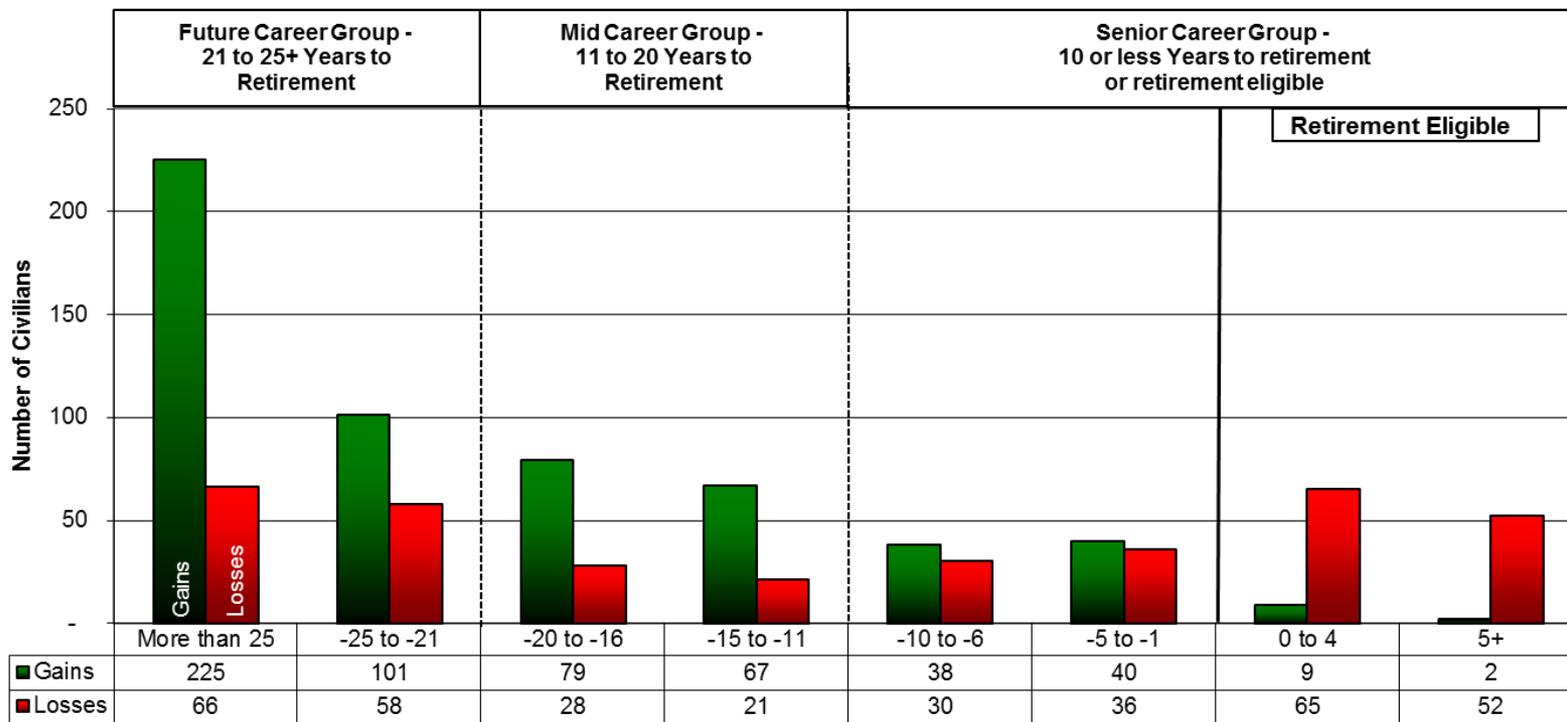
As of the end of FY14 (30 September 2014)



# Audit Gains and Losses by YRE Groups

## Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2014 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

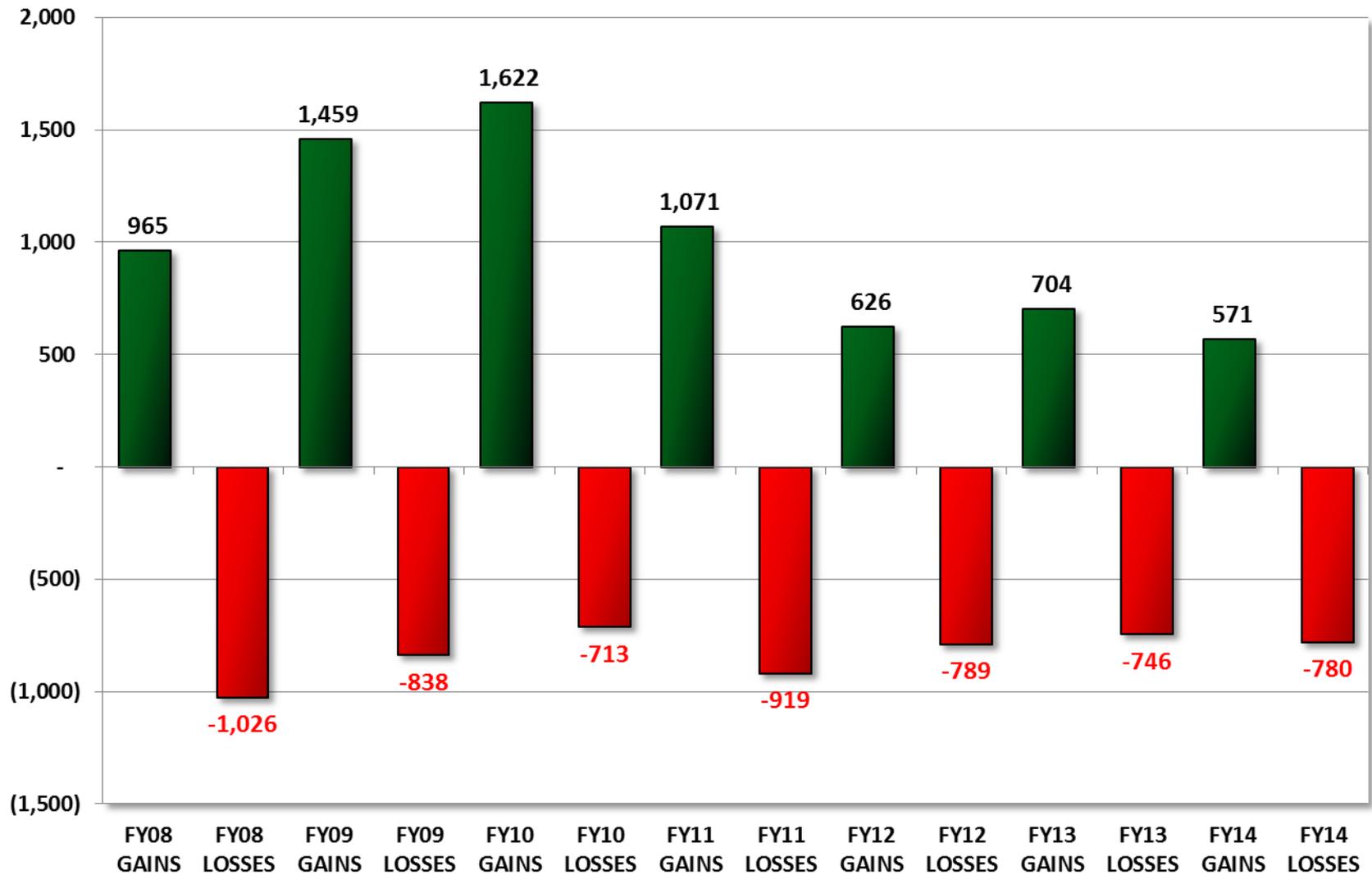
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

\*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



# Audit Historical Gains and Losses



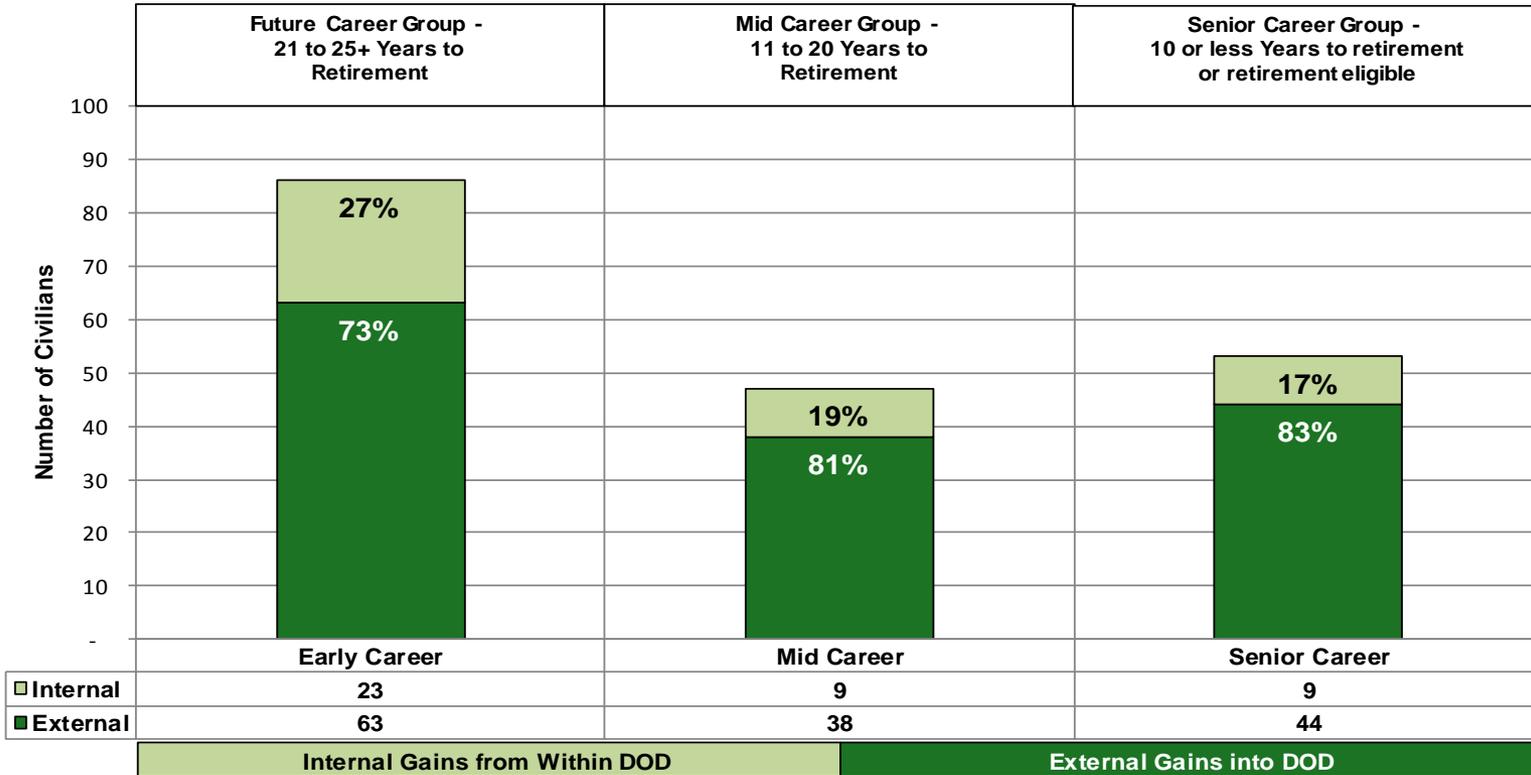
As of the end of FY14 (30 September 2014)



# Audit Internal/External Gains % by Career Group

## Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2013 Gains\*



Source: RAND analysis using DMDC data (FY2012 and FY2013 data)

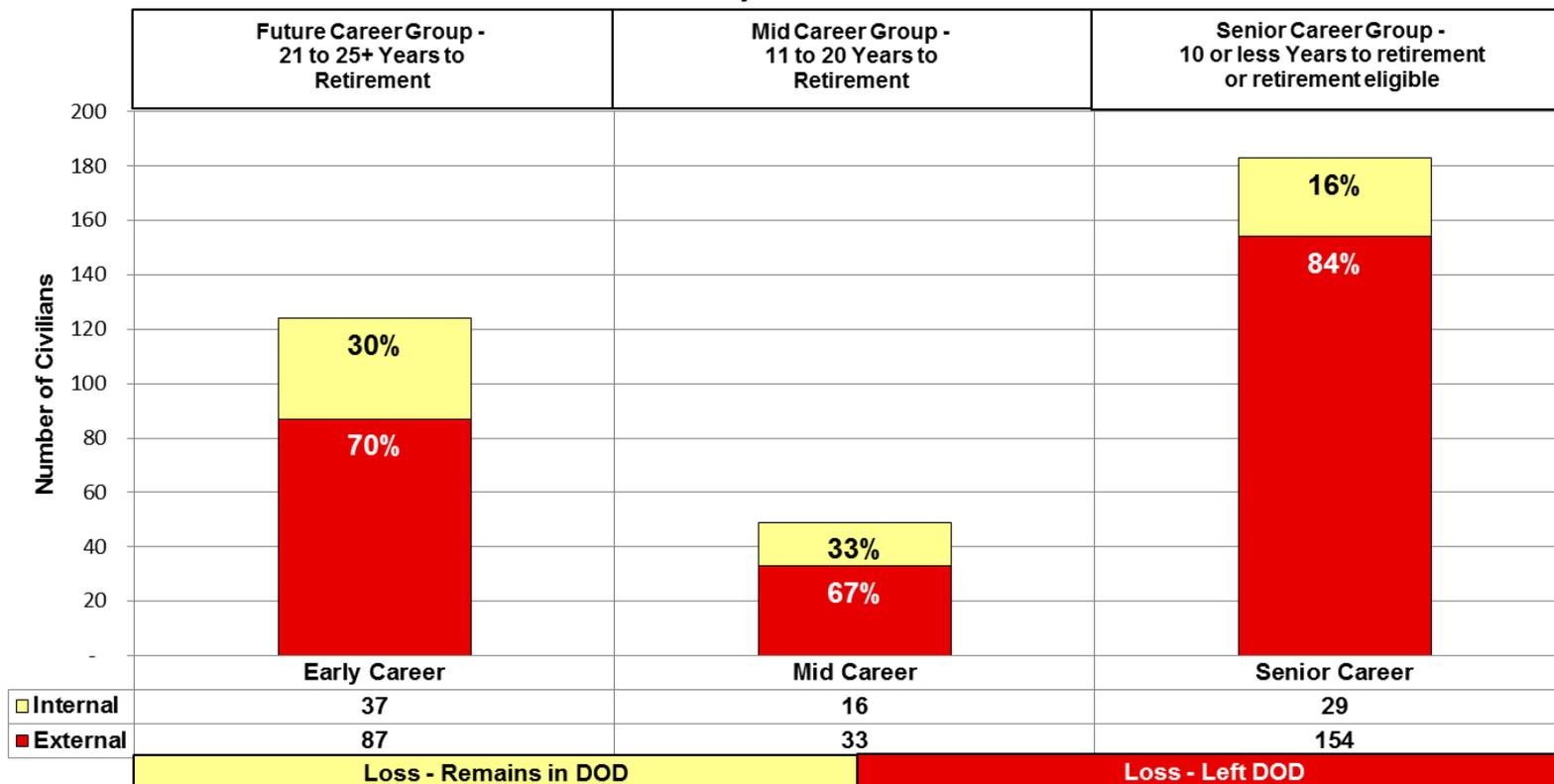
\*Does not include administrative gains



# Audit Internal/External Loss % by Career Group

## Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2014 Losses\*



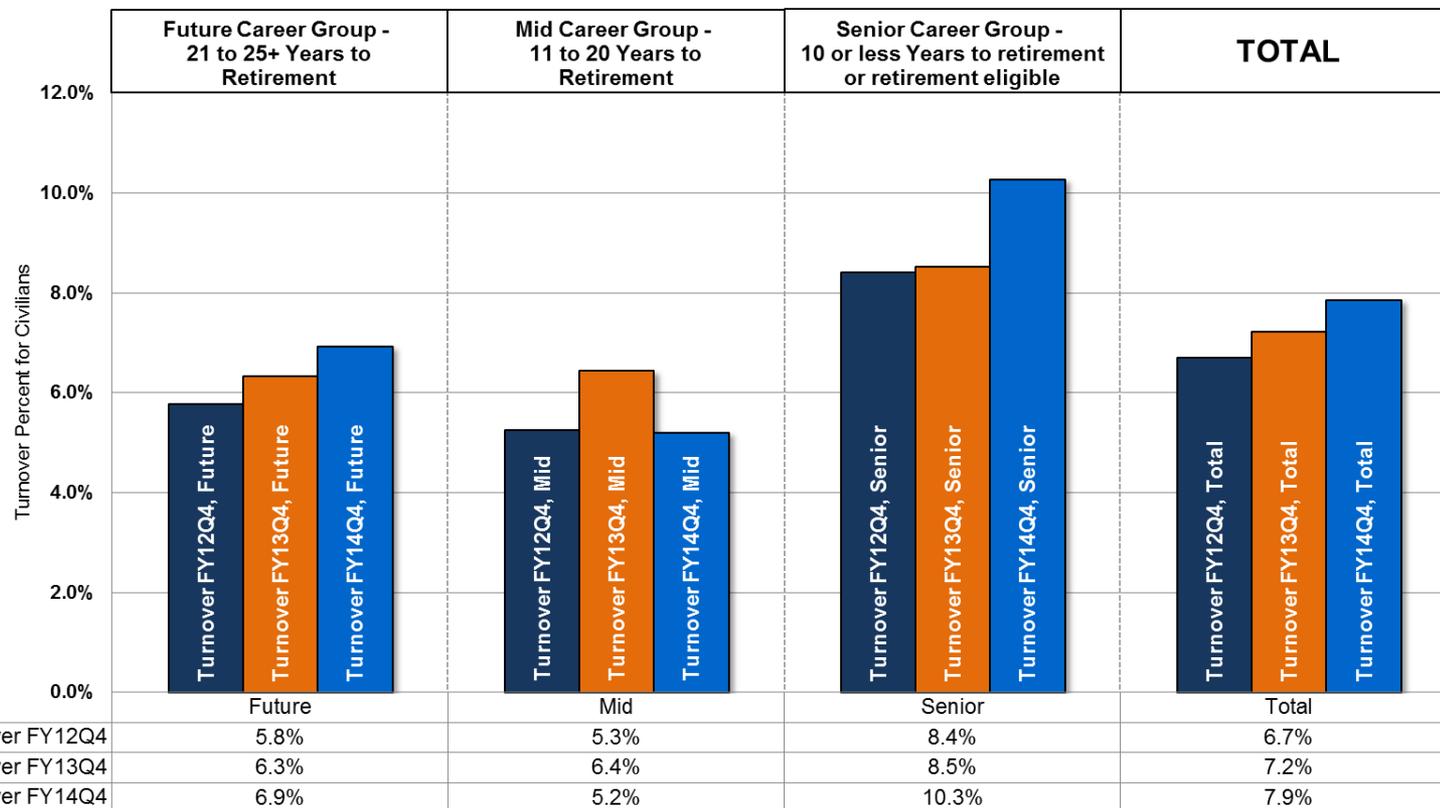
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

\*Does not include administrative losses



# Audit Turnover Rates by Career Group

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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

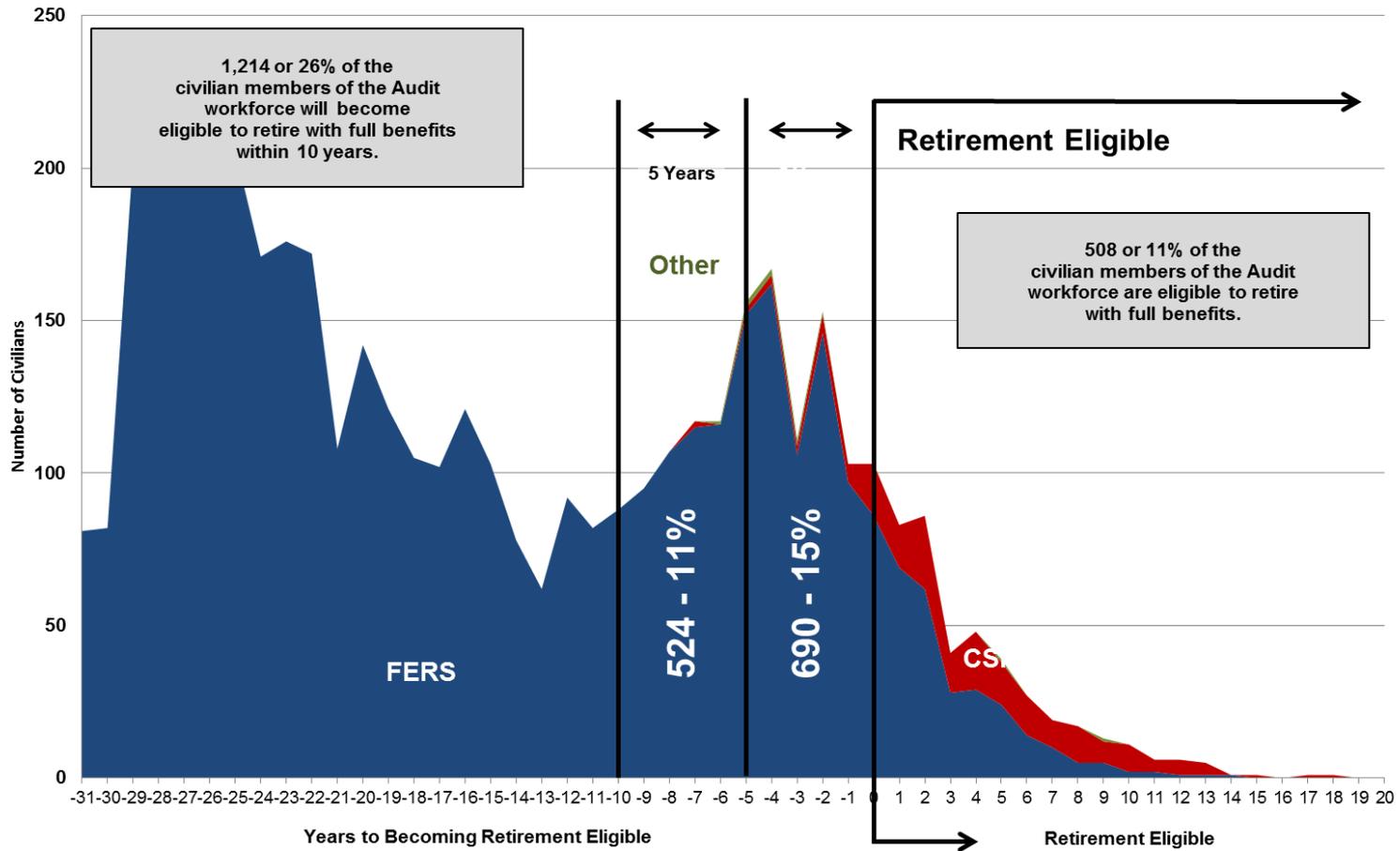


# Audit Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Audit

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



As of the end of FY14 (30 September 2014)



***END***