



# Defense Acquisition Workforce Key Information

Contracting

As of FY15Q2 (31 March 2015)



# Fact Sheet



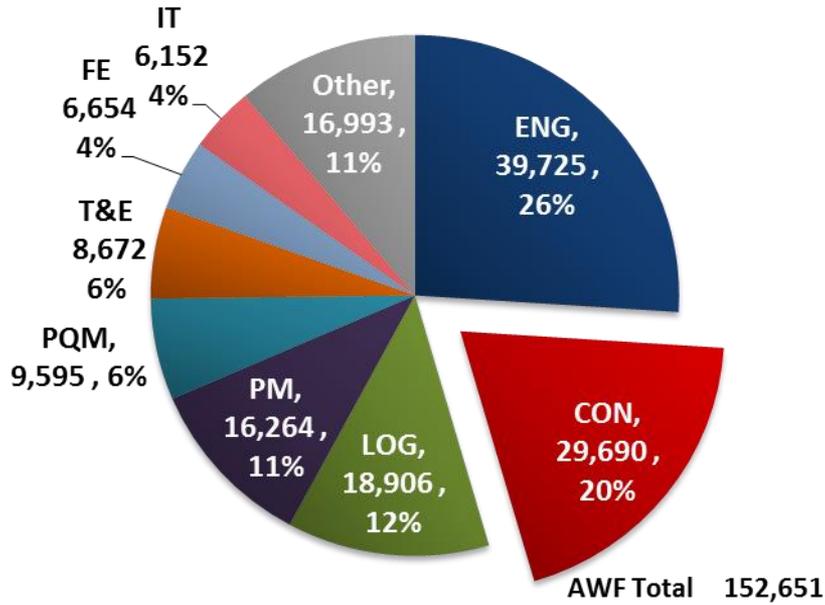
| Human Capital Fact Sheet (FY 2014)                 |                    |                    |                     |                               |                    |                    |                     |                               |
|--|--------------------|--------------------|---------------------|-------------------------------|--------------------|--------------------|---------------------|-------------------------------|
| Defense Acquisition Workforce Contracting          | FY 2008            |                    |                     |                               | FY 2014            |                    |                     |                               |
|  | CON Civilian (Civ) | CON Military (Mil) | Total CON (Civ+Mil) | Defense Acquisition Workforce | CON Civilian (Civ) | CON Military (Mil) | Total CON (Civ+Mil) | Defense Acquisition Workforce |
| <b>Size &amp; Composition</b>                      |                    |                    |                     |                               |                    |                    |                     |                               |
| Workforce Size                                     | 21,773             | 3,907              | 25,680              | 125,879                       | 24,844             | 4,982              | 29,826              | 151,355                       |
| Change in size from 2008                           | -                  | -                  | -                   | -                             | 14%                | 28%                | 16%                 | 20%                           |
| Civilian/Military Composition                      | 85%                | 15%                | -                   | 88% / 12%                     | 83%                | 17%                | -                   | 90% / 10%                     |
| <b>Educational Attainment</b>                      |                    |                    |                     |                               |                    |                    |                     |                               |
| Bachelor's Degree or Higher                        | 79%                | 61%                | 77%                 | 77%                           | 92%                | 60%                | 87%                 | 83%                           |
| Graduate Degree                                    | 27%                | 28%                | 27%                 | 29%                           | 41%                | 29%                | 39%                 | 36%                           |
| <b>Certification</b>                               |                    |                    |                     |                               |                    |                    |                     |                               |
| Level I or Higher Achieved                         | 82%                | 61%                | 78%                 | 72%                           | 92%                | 74%                | 89%                 | 86%                           |
| Level II or Higher Achieved                        | 75%                | 44%                | 70%                 | 61%                           | 86%                | 49%                | 80%                 | 74%                           |
| Level III Achieved                                 | 37%                | 19%                | 34%                 | 36%                           | 44%                | 20%                | 40%                 | 43%                           |
| Position Certification Requirement Met or Exceeded | 73%                | 48%                | 69%                 | 58%                           | 84%                | 61%                | 80%                 | 75%                           |
| Within 24 Months of Certification Requirement      | 21%                | 39%                | 24%                 | 27%                           | 13%                | 32%                | 16%                 | 19%                           |
| Does Not Meet Certification Requirement            | 6%                 | 13%                | 7%                  | 14%                           | 3%                 | 7%                 | 3%                  | 7%                            |
| <b>Planning Considerations</b>                     |                    |                    |                     |                               |                    |                    |                     |                               |
| % Baby Boomer / Traditional Gen.                   | 68%                | 13%                | 59%                 | 62%                           | 43%                | 2%                 | 36%                 | 45%                           |
| Average Age  | 46.8               | 34.7               | 45.0                | 45.7                          | 45.4               | 33.4               | 43.4                | 44.9                          |
| Workforce Life-Cycle Model (YRE)*                  | 21/22/58(%)        | -                  | -                   | 20/23/57<br>(%)(Civ)          | 29/24/47(%)        | -                  | -                   | 26/23/51(%)                   |
| Average Years of Service                           | 17.9               | 12.3               | 17.1                | 17.3                          | 15.4               | 11.3               | 14.7                | 15.2                          |
| Retirement Eligible*                               | 3,812(18%)         | -                  | -                   | 19,051(17%)<br>(Civ)          | 4,208(17%)         | -                  | -                   | 28,259(15%)                   |
| Retirement Eligible w/i 5 Years*                   | 4,497(21%)         | -                  | -                   | 21,315(19%)<br>(Civ)          | 4,076(16%)         | -                  | -                   | 26,858(18%)                   |
| Total Gains/Losses*                                | 4,193/4,800        | -                  | -                   | 14,245/15,030<br>(Civ)        | 1,807/2,336        | -                  | -                   | 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



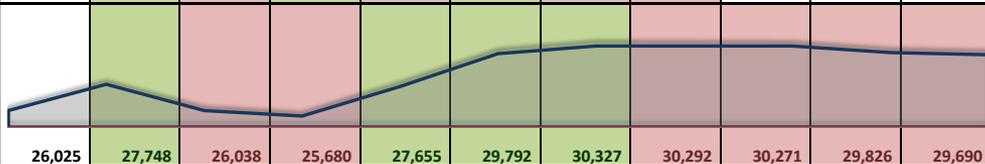
| AWF Count by Career Category<br>FY15Q2  | Army          | DoN           | Air Force     | 4th Estate    | Totals         | %<br>Total |
|---|---------------|---------------|---------------|---------------|----------------|------------|
| Auditing                                | -             | -             | -             | 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>  |                |            |



# Contracting Workforce Historical Size by Agency FY05 – FY15Q2



| Contracting           | FY05          | FY06          | FY07          | FY08          | FY09          | FY10          | FY11          | FY12          | FY13          | FY14          | FY15Q2        | % Change Since FY05 | % Change Since FY08 |
|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------------|---------------------|
| Defense Acq Workforce |               |               |               |               |               |               |               |               |               |               |               |                     |                     |
| ARMY                  | 8,015         | 10,048        | 9,632         | 7,714         | 8,391         | 8,839         | 9,125         | 8,834         | 8,606         | 8,211         | 8,093         | 1%                  | 5%                  |
| DoN                   | 5,068         | 5,017         | 5,076         | 5,245         | 5,516         | 6,001         | 6,041         | 5,771         | 5,716         | 5,725         | 5,732         | 13%                 | 9%                  |
| AIR FORCE             | 7,424         | 7,371         | 6,762         | 6,834         | 7,443         | 7,865         | 7,996         | 8,339         | 8,381         | 8,413         | 8,419         | 13%                 | 23%                 |
| DCMA                  | 2,490         | 2,312         | 1,990         | 2,220         | 2,262         | 2,622         | 2,480         | 2,573         | 2,891         | 2,917         | 2,907         | 17%                 | 31%                 |
| DLA                   | 2,243         | 2,236         | 1,957         | 2,736         | 3,050         | 3,227         | 3,432         | 3,409         | 3,328         | 3,220         | 3,186         | 42%                 | 16%                 |
| DCAA                  | 1             | 1             | 4             | -             | 1             | 2             | 2             | 1             | 2             | 2             | 2             | 100%                |                     |
| MDA                   | 55            | 71            | 61            | 117           | 135           | 191           | 189           | 206           | 219           | 200           | 198           | 260%                | 69%                 |
| DISA                  | 199           | 191           | 254           | 265           | 268           | 305           | 328           | 374           | 360           | 365           | 366           | 84%                 | 38%                 |
| DHA                   | 36            | 38            | 19            | 45            | 46            | 71            | 72            | 69            | 65            | 89            | 95            | 164%                | 111%                |
| DTRA                  | 60            | 58            | 70            | 72            | 78            | 88            | 76            | 80            | 87            | 77            | 73            | 22%                 | 1%                  |
| DAU                   | 83            | 80            | -             | 87            | 107           | 141           | 135           | 149           | 131           | 123           | 120           | 45%                 | 38%                 |
| OSD & Staff           | 47            | 47            | 26            | 50            | 44            | 49            | 51            | 42            | 40            | 39            | 36            | -23%                | -28%                |
| JCS                   | -             | -             | -             | -             | 1             | 2             | 2             | 8             | 6             | 4             | 4             |                     |                     |
| DeCA                  | 101           | 84            | 73            | 87            | 92            | 107           | 113           | 113           | 108           | 108           | 108           | 7%                  | 24%                 |
| WHS                   | 37            | 40            | 19            | 41            | 34            | 37            | 72            | 103           | 111           | 123           | 129           | 249%                | 215%                |
| DFAS                  | 59            | 56            | 24            | 57            | 52            | 69            | 63            | 65            | 61            | 60            | 63            | 7%                  | 11%                 |
| DoDEA                 | 62            | 46            | 45            | 41            | 42            | 58            | 61            | 64            | 60            | 51            | 58            | -6%                 | 41%                 |
| DMEA                  | -             | -             | -             | -             | 15            | 17            | 15            | 17            | 16            | 24            | 24            |                     |                     |
| DoD HRA               | -             | 1             | 1             | 4             | 6             | 21            | 18            | 19            | 21            | 21            | 20            |                     | 400%                |
| DoD TRMC              | -             | -             | -             | -             | -             | -             | -             | -             | -             | -             | -             |                     |                     |
| DSCA                  | 2             | 7             | 5             | 12            | 11            | 14            | 14            | 15            | 16            | 14            | 14            | 600%                | 17%                 |
| DMA                   | -             | -             | -             | -             | 20            | 19            | 14            | 16            | 17            | 12            | 14            |                     |                     |
| DSS                   | -             | 1             | -             | 5             | 9             | 11            | 12            | 9             | 13            | 14            | 15            |                     | 200%                |
| DTIC                  | -             | -             | -             | -             | -             | -             | -             | -             | -             | -             | -             |                     |                     |
| DARPA                 | 11            | 11            | 6             | 12            | 13            | 12            | 12            | 13            | 13            | 12            | 11            | 0%                  | -8%                 |
| NDU                   | 6             | 5             | -             | 3             | 1             | 2             | 2             | 2             | 2             | 2             | 3             | -50%                | 0%                  |
| DoD IG                | -             | -             | 1             | 1             | -             | -             | -             | -             | -             | -             | -             |                     | -100%               |
| ASD                   | -             | -             | -             | -             | -             | -             | -             | -             | -             | -             | -             |                     |                     |
| PFPA                  | 5             | 4             | 1             | 2             | 1             | 1             | 1             | 1             | 1             | -             | -             | -100%               | -100%               |
| 4th Estate Other      | 21            | 23            | 12            | 30            | 17            | 21            | 1             | -             | -             | -             | -             | -100%               | -100%               |
| <b>TOTAL</b>          | <b>26,025</b> | <b>27,748</b> | <b>26,038</b> | <b>25,680</b> | <b>27,655</b> | <b>29,792</b> | <b>30,327</b> | <b>30,292</b> | <b>30,271</b> | <b>29,826</b> | <b>29,690</b> | <b>14.1%</b>        | <b>15.6%</b>        |



↑ ↑  
14.1% 15.6%



# Contracting DAWIA Certification by Component



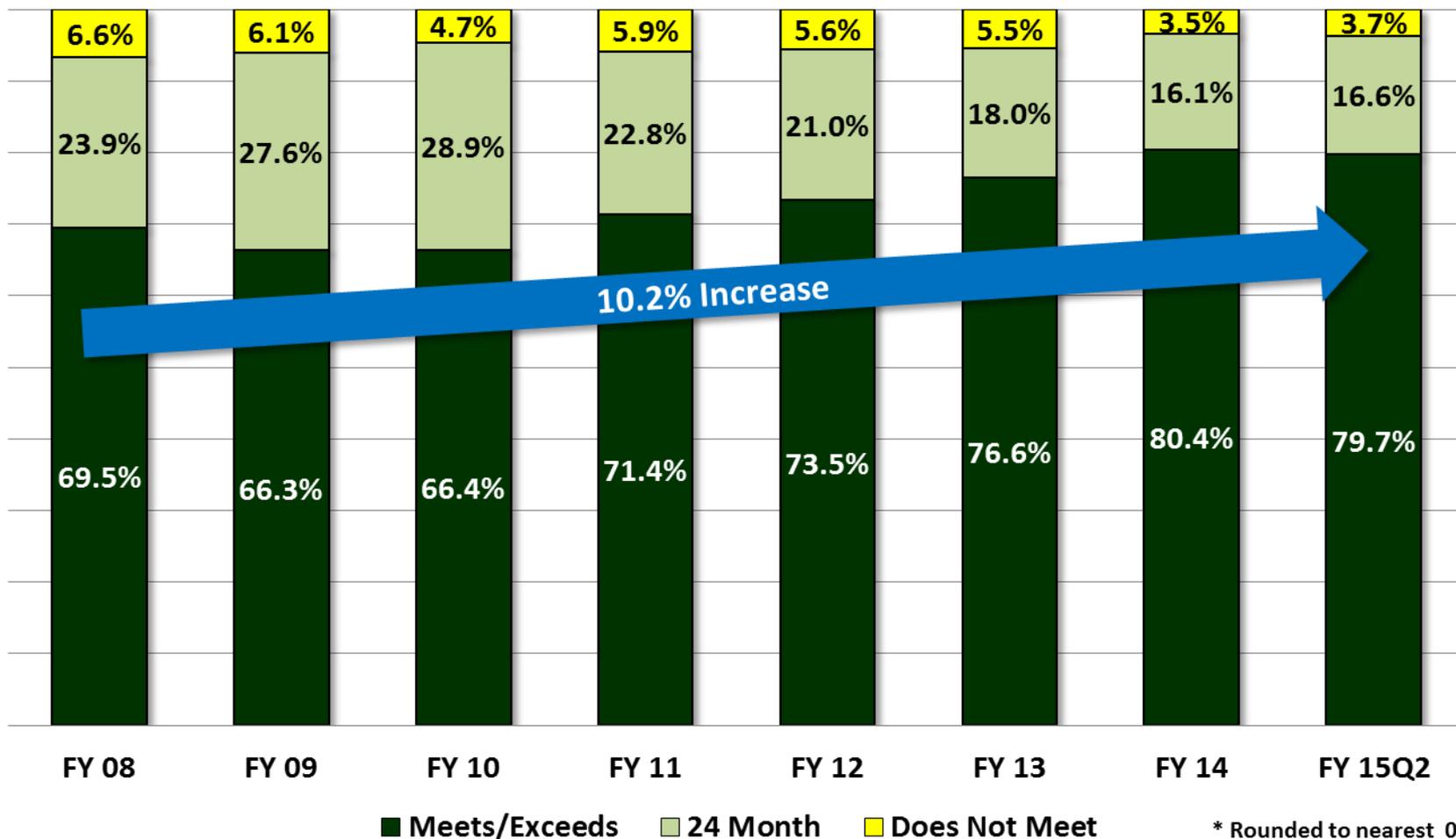
## Certification Level "Meet/Exceed" Rates by Component Contracting (FY15Q2)





# Contracting Historical DAWIA Certification FY08 – FY15Q2

## Contracting





# Contracting DAWIA Certification Matrix + Bench Strength

| Contracting<br>Required Certification Level | Achieved Certification Level |              |               |               | FY15Q2 TOTAL  | % Meets Certification Requirement |
|---|------------------------------|--------------|---------------|---------------|---------------|-----------------------------------|
|   | No Level Achieved            | Level I      | Level II      | Level III     |               |                                   |
| Level I                                     | 1,551                        | 975          | 446           | 90            | 3,062         | 49.3%                             |
| Level II                                    | 1,737                        | 1,504        | 10,478        | 3,783         | 17,502        | 81.5%                             |
| Level III                                   | 240                          | 62           | 885           | 7,887         | 9,074         | 86.9%                             |
| Unspecified                                 | 19                           | 14           | 13            | 6             | 52            |                                   |
| <b>FY15Q2 TOTAL</b>                         | <b>3,547</b>                 | <b>2,555</b> | <b>11,822</b> | <b>11,766</b> | <b>29,690</b> | <b>79.7%</b>                      |
|   | 11.9%                        | 8.6%         | 39.8%         | 39.6%         |               |                                   |

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%        |                   |
| Contracting    | 4,319     | 14.6%       | 3 of 13           |

\*\* Based on population total without unspecified positions

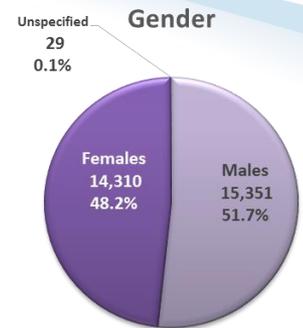
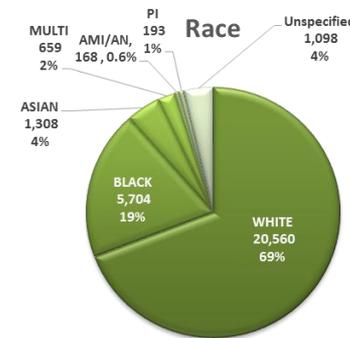
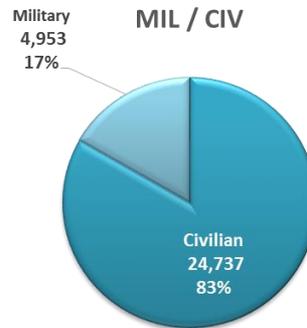
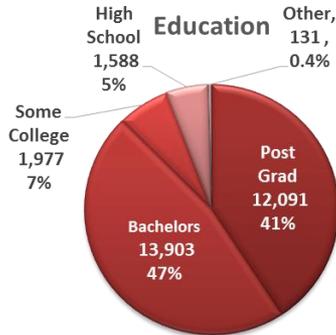
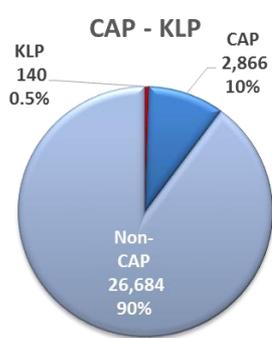
| Certification Requirement | Meets         | Within 24 Months | Does Not Meet | DAW TOTAL     |       |
|---------------------------|---------------|------------------|---------------|---------------|-------|
| Level I                   | 1,511         | 1,437            | 114           | 3,062         | 10.3% |
| Level II                  | 14,261        | 2,491            | 750           | 17,502        | 58.9% |
| Level III                 | 7,887         | 965              | 222           | 9,074         | 30.6% |
| Unspecified               | 6             | 42               | 4             | 52            | 0.2%  |
| <b>Contracting TOTAL</b>  | <b>23,665</b> | <b>4,935</b>     | <b>1,090</b>  | <b>29,690</b> |       |
|                           | 79.7%         | 16.6%            | 3.7%          |               |       |

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Contracting Demographics



| Occupied Position Type                  | CON TOTAL     |       | Entire DAW     |       |
|---|---------------|-------|----------------|-------|
| Key Leadership Positions (KLPs)         | 140           | 0.5%  | 1,120          | 0.7%  |
| Critical Acquisition Positions (CAPs) * | 2,866         | 9.7%  | 15,535         | 10.2% |
| Non-CAP Positions                       | 26,684        | 89.9% | 135,996        | 89.1% |
| <b>TOTAL</b>                            | <b>29,690</b> |       | <b>152,651</b> |       |

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

| Race         | CON TOTAL     |       | Entire DAW     |       |
|--------------|---------------|-------|----------------|-------|
| WHITE        | 20,560        | 69.2% | 114,642        | 75.1% |
| BLACK        | 5,704         | 19.2% | 18,203         | 11.9% |
| ASIAN        | 1,308         | 4.4%  | 9,854          | 6.5%  |
| MULTI        | 659           | 2.2%  | 3,061          | 2.0%  |
| AMI/AN       | 168           | 0.6%  | 824            | 0.5%  |
| PI           | 193           | 0.7%  | 677            | 0.4%  |
| Unspecified  | 1,098         | 3.7%  | 5,390          | 3.5%  |
| <b>TOTAL</b> | <b>29,690</b> |       | <b>152,651</b> |       |

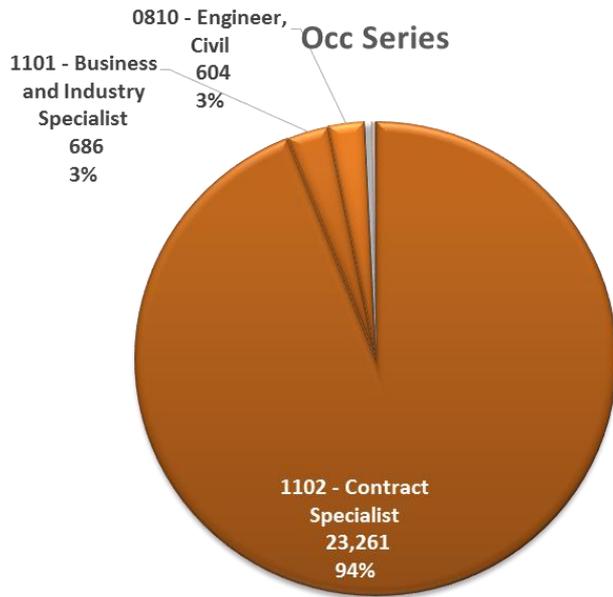
| Highest Level of Education | CON TOTAL     |       | Entire DAW     |       |
|----------------------------|---------------|-------|----------------|-------|
| Post Grad                  | 12,091        | 40.7% | 58,772         | 38.5% |
| Bachelors                  | 13,903        | 46.8% | 68,493         | 44.9% |
| Some College               | 1,977         | 6.7%  | 11,914         | 7.8%  |
| High School                | 1,588         | 5.3%  | 12,862         | 8.4%  |
| Other                      | 131           | 0.4%  | 610            | 0.4%  |
| <b>TOTAL</b>               | <b>29,690</b> |       | <b>152,651</b> |       |

| Gender       | CON TOTAL     |       | Entire DAW     |       |
|--------------|---------------|-------|----------------|-------|
| Males        | 15,351        | 51.7% | 107,973        | 70.7% |
| Females      | 14,310        | 48.2% | 44,517         | 29.2% |
| Unspecified  | 29            | 0.1%  | 161            | 0.1%  |
| <b>TOTAL</b> | <b>29,690</b> |       | <b>152,651</b> |       |

| Military / Civilian | CON TOTAL     |       | Entire DAW     |       |
|---------------------|---------------|-------|----------------|-------|
| Civilian            | 24,737        | 83.3% | 136,977        | 89.7% |
| Military            | 4,953         | 16.7% | 15,674         | 10.3% |
| <b>TOTAL</b>        | <b>29,690</b> |       | <b>152,651</b> |       |



# Contracting Size by Occupational Series



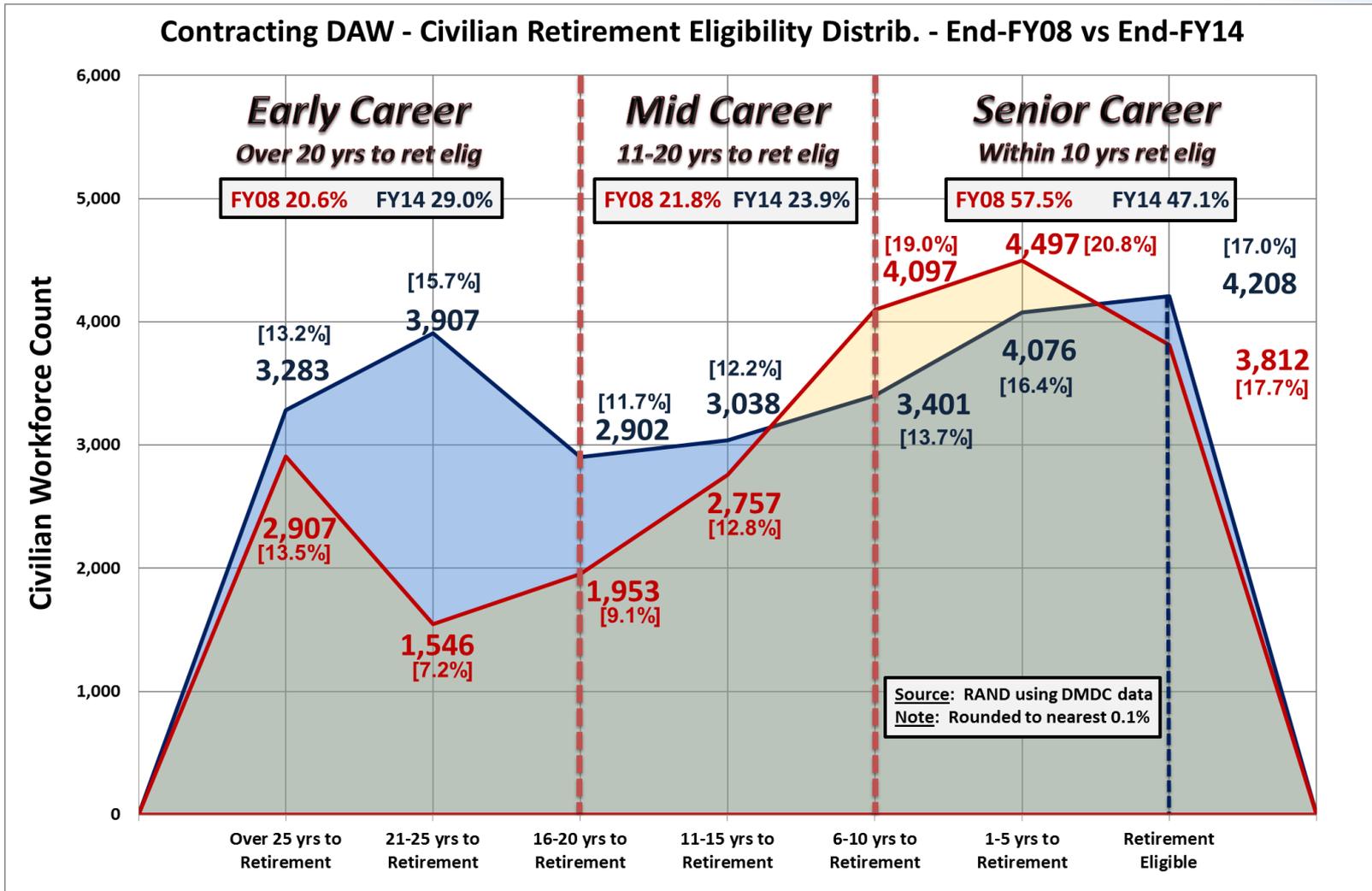
| Civilian Occupational Series            | CON TOTAL     |                  |
|---|---------------|------------------|
| 1102 - Contract Specialist              | 23,261        | 94.0%            |
| 1101 - Business and Industry Specialist | 686           | 2.8%             |
| 0810 - Engineer, Civil                  | 604           | 2.4%             |
| 0830 - Engineer, Mechanical             | 35            | 0.14%            |
| 0301 - Administration & Program Staff   | 25            | 0.10%            |
| 0801 - Engineer, General                | 15            | 0.06%            |
| 0850 - Engineer, Electrical             | 15            | 0.06%            |
| 1160 - Financial Analyst                | 9             | 0.04%            |
| 0343 - Management and Program Analyst   | 9             | 0.04%            |
| 1910 - Quality Assurance Specialist     | 6             | 0.02%            |
| Other                                   | 72            | 0.29%            |
| <b>TOTAL CIVILIAN</b>                   | <b>24,737</b> | <b>Civilians</b> |



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



# Contracting Civilian Retirement Eligibility Distribution – FY08 / FY14

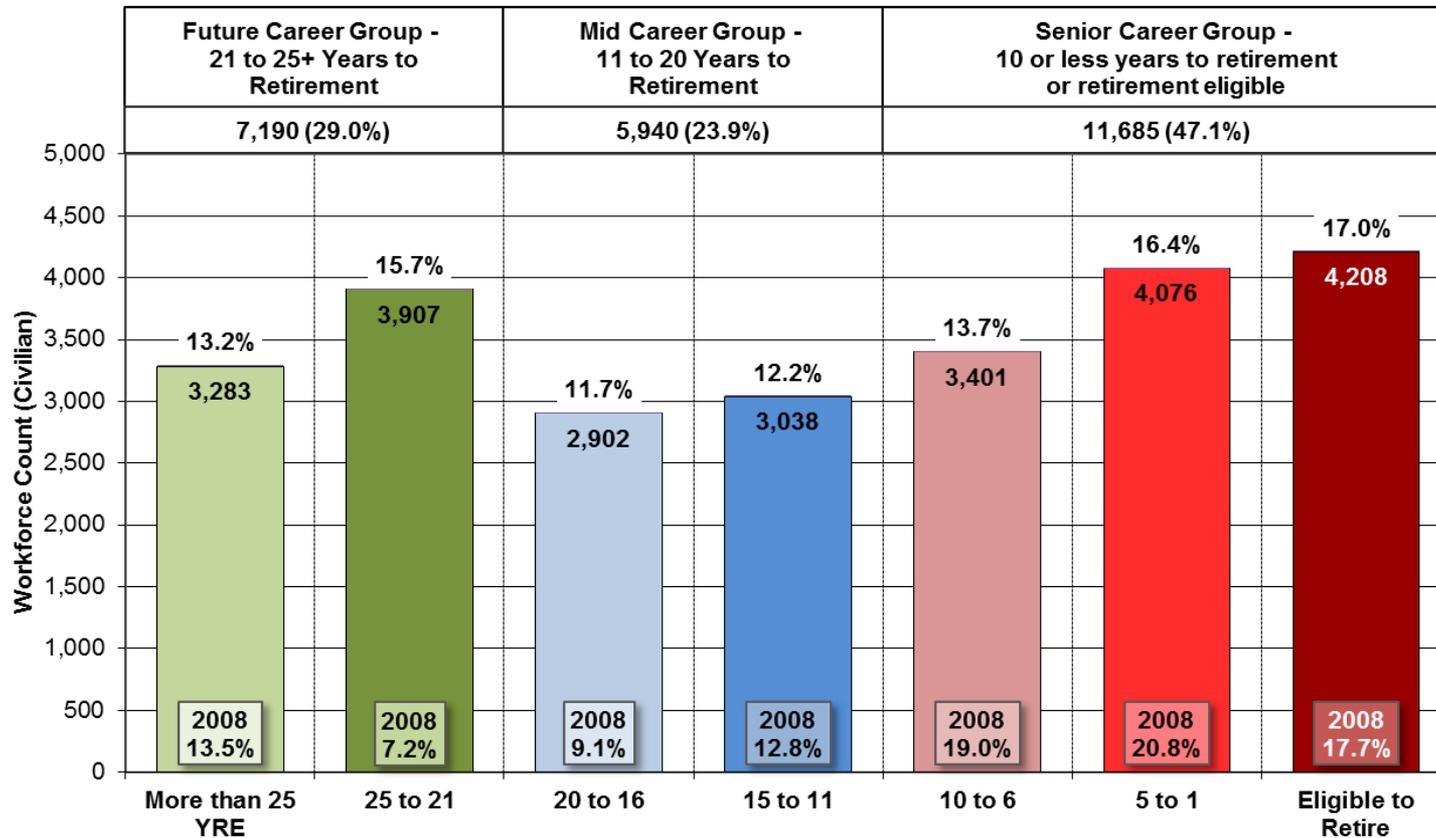


As of the end of FY14 (30 September 2014)



# Contracting Workforce Lifecycle Model by YRE

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



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)

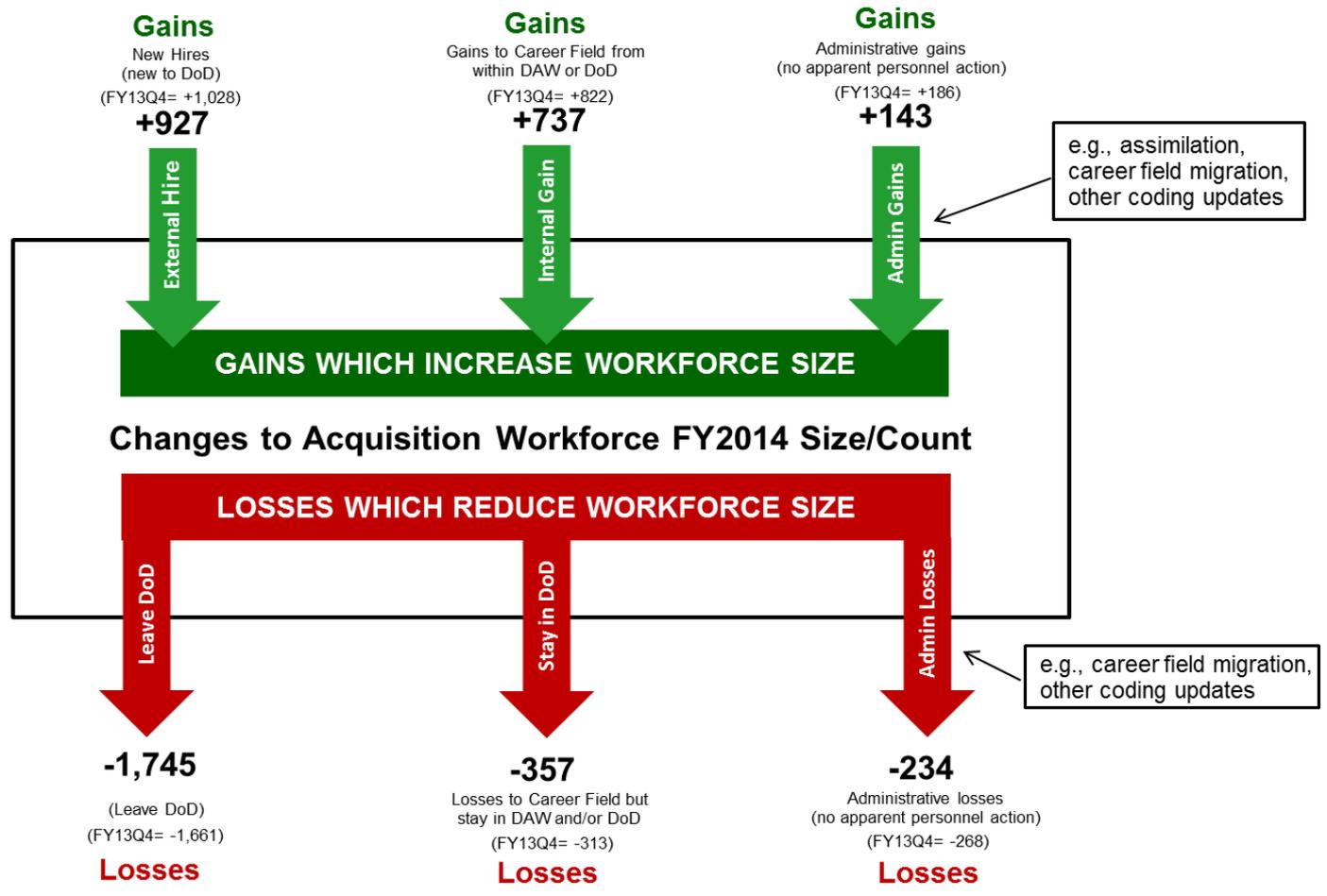


# Contracting Gains/Losses – New Hires Internal/External, Administrative



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

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



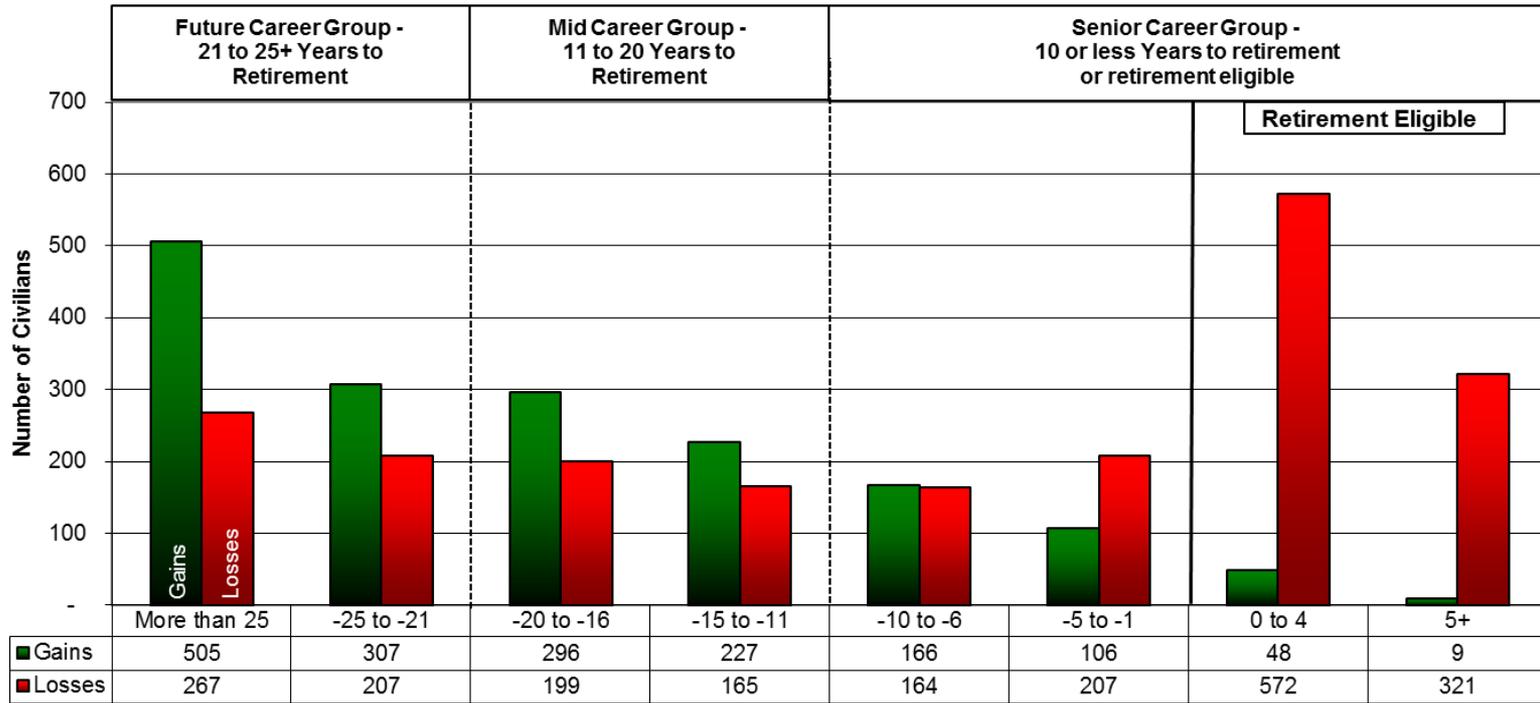
As of the end of FY14 (30 September 2014)



# Contracting Gains and Losses by YRE Groups

## Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2014 Gains & Losses\*



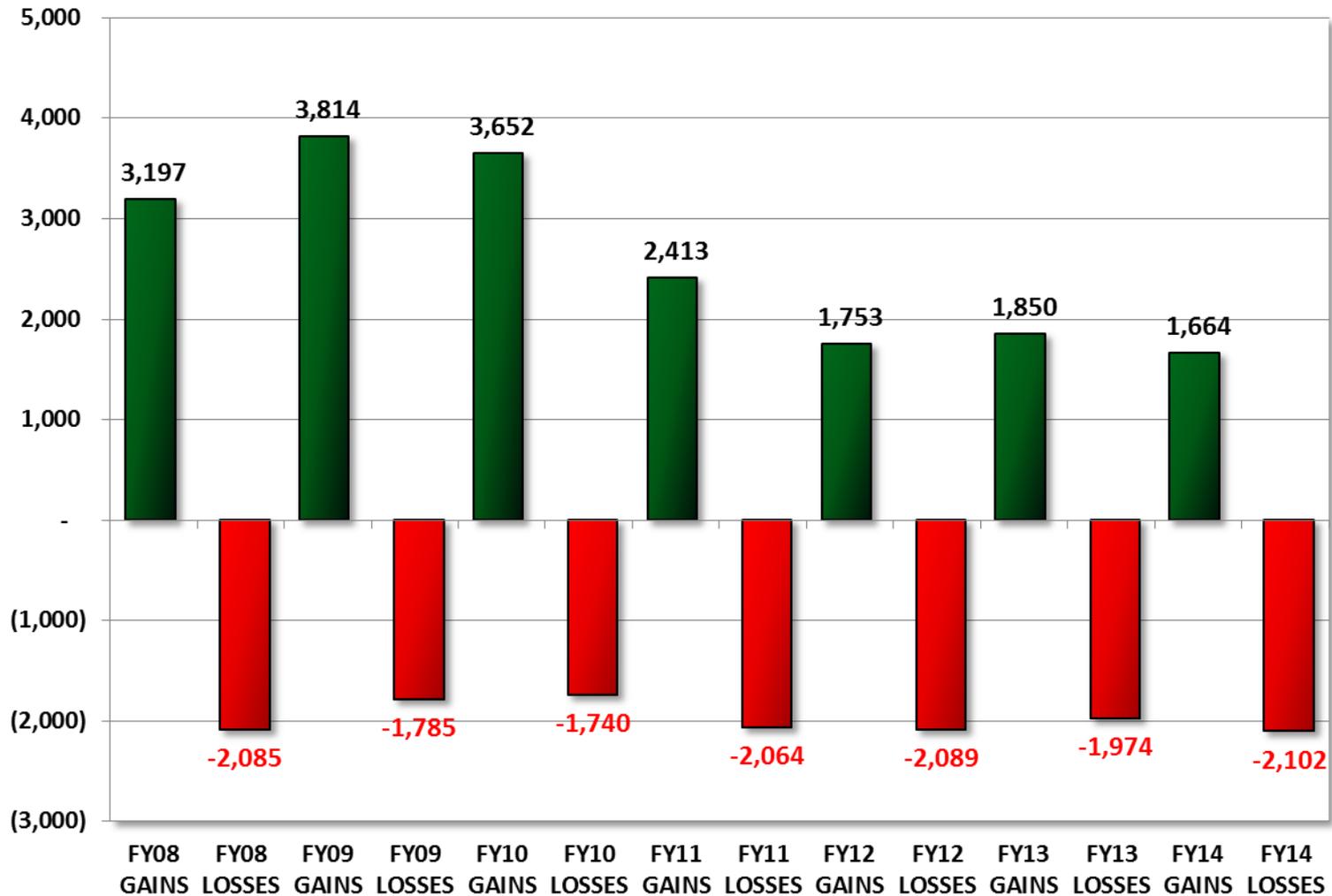
Career Lifecycle by Years to Retirement Eligibility

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

\*Does not include administrative gains and losses



# Contracting Historical Gains and Losses FY08 – FY14



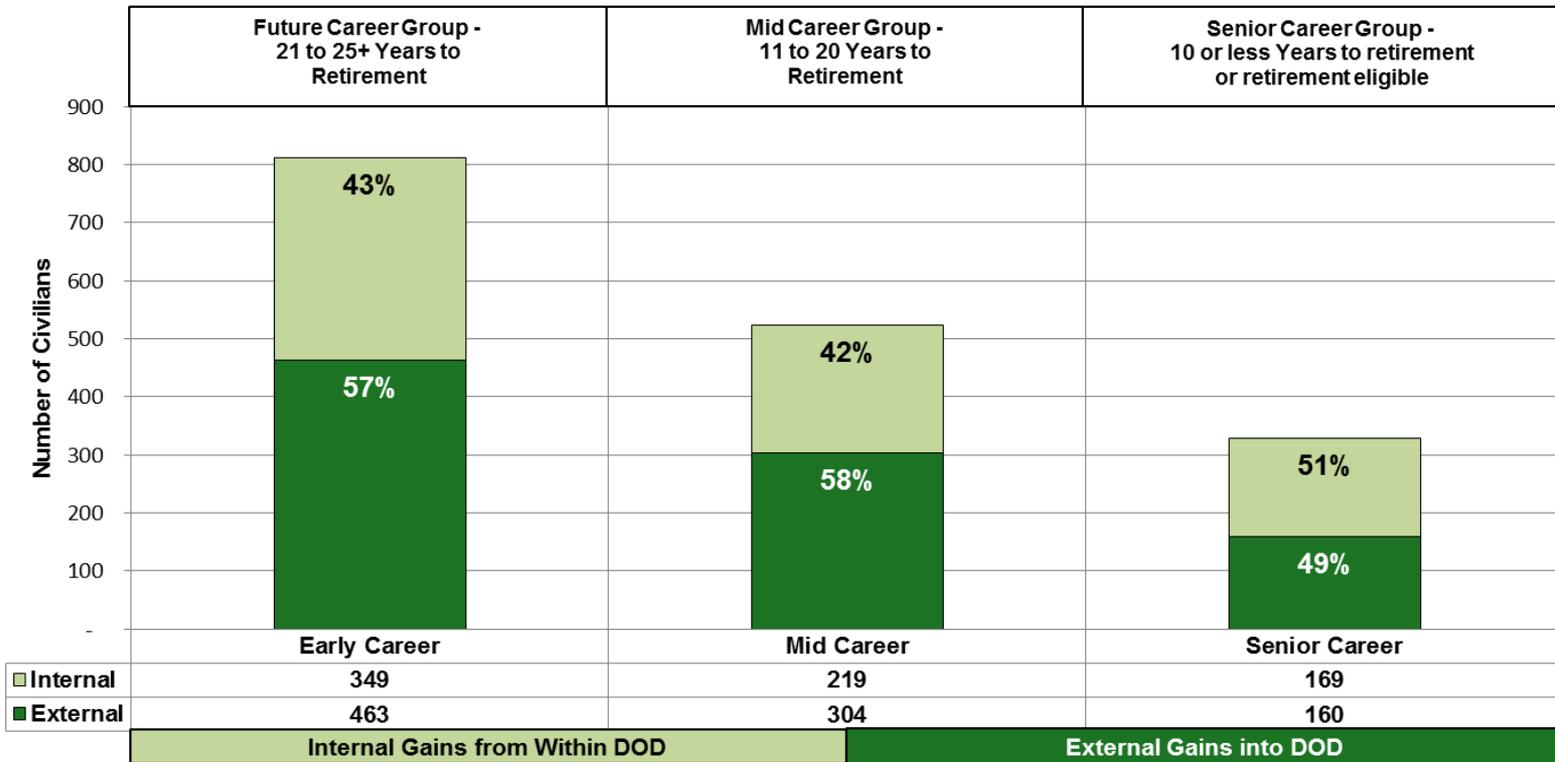
As of the end of FY14 (30 September 2014)



# Contracting Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - Contracting 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)

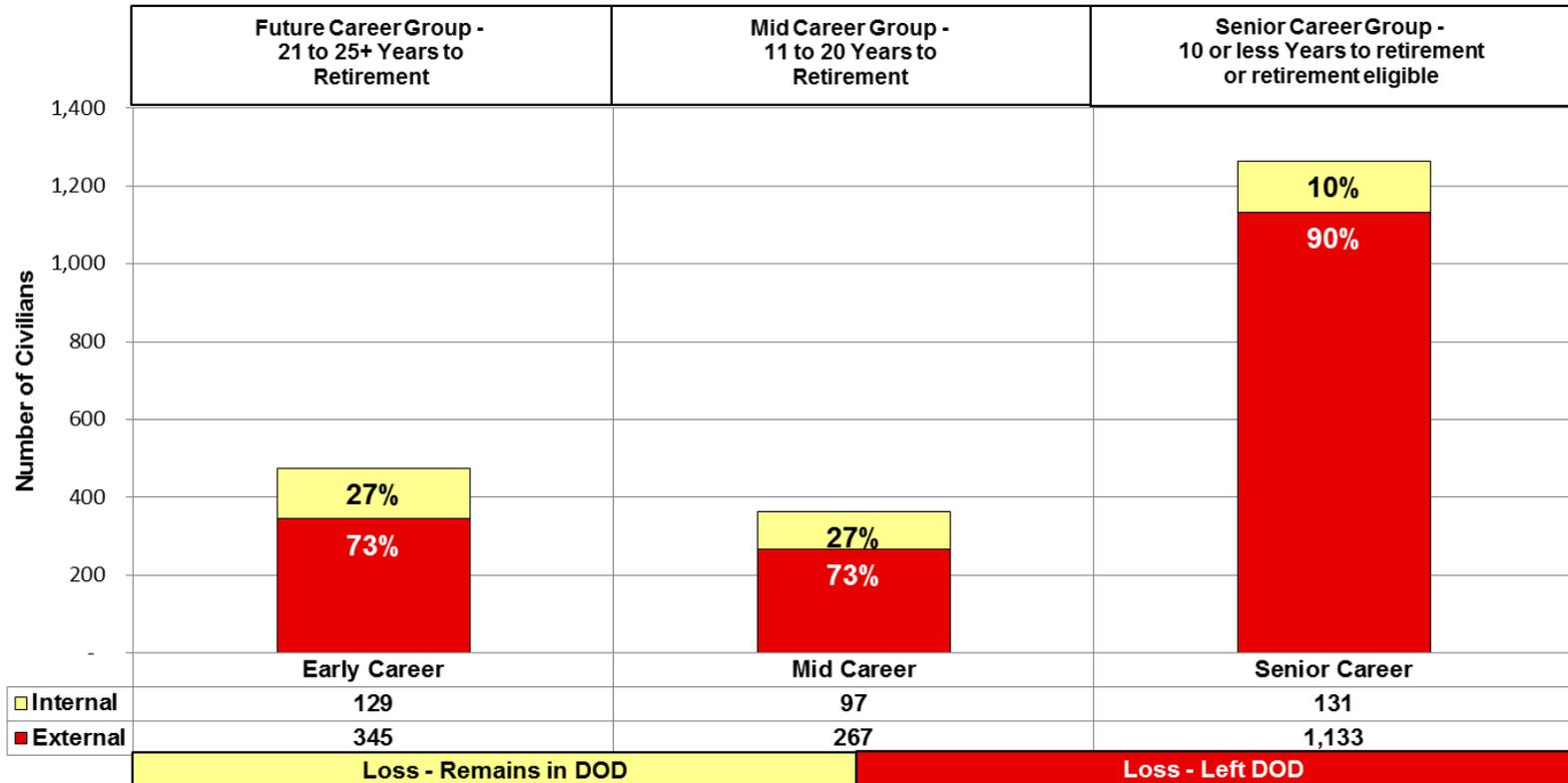


# Contracting Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2014 Losses\*



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

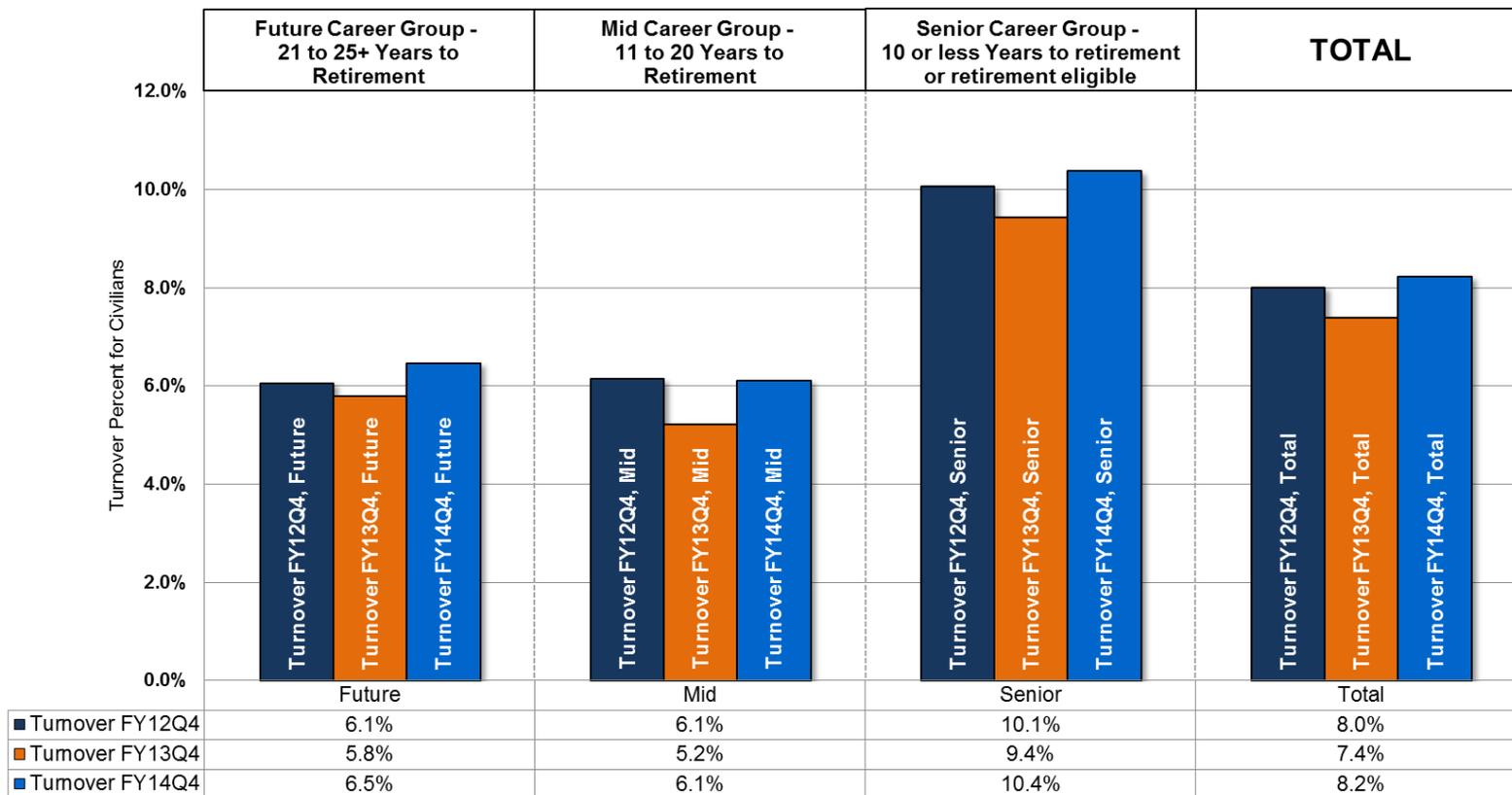
\*Does not include administrative losses

As of the end of FY14 (30 September 2014)



# Contracting Turnover Rates by Career Group

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



Turnover Percent by Career Lifecycle Groups

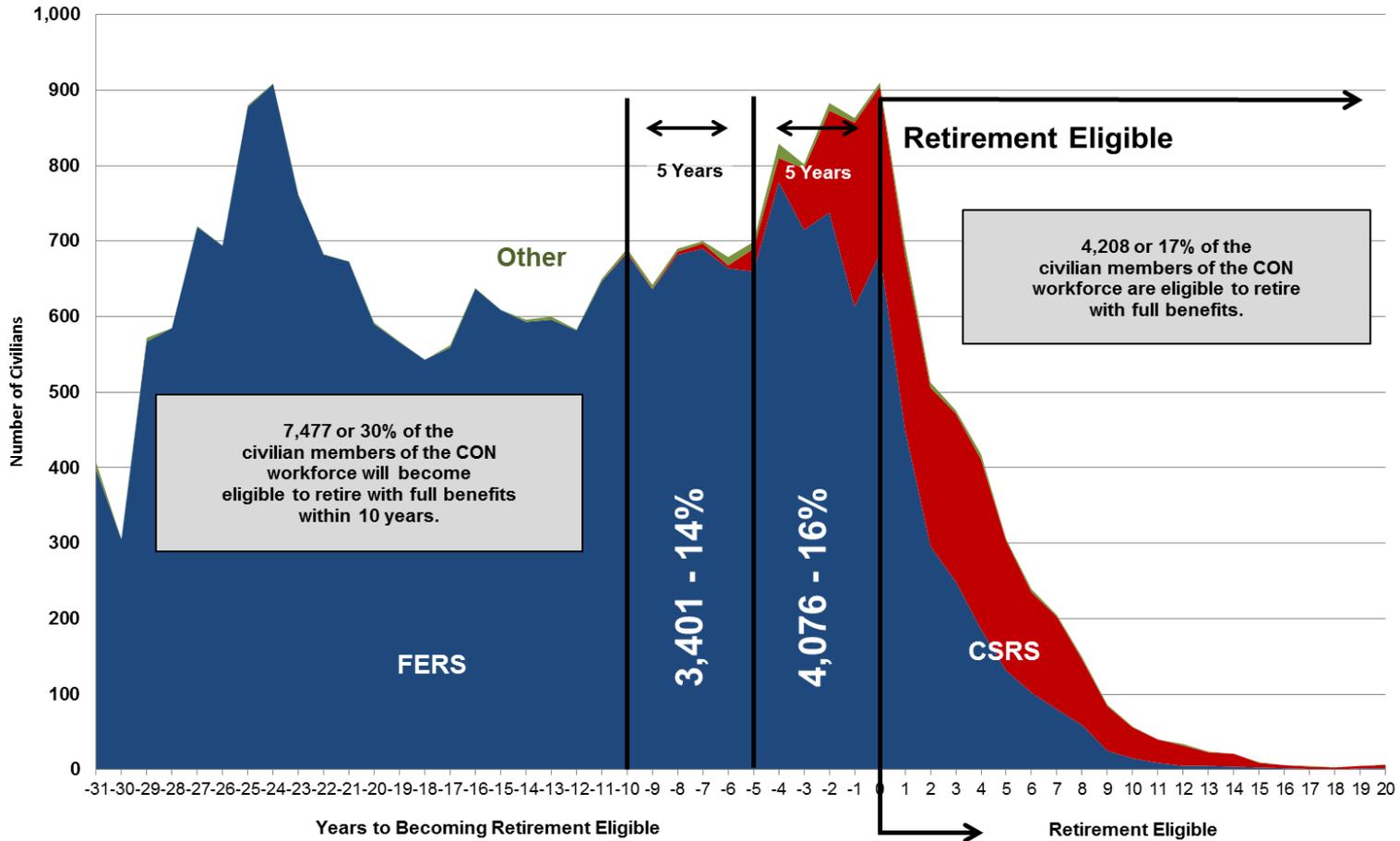
As of the end of FY14 (30 September 2014)



# Contracting Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Contracting Distribution by Years to Retirement Eligibility (Civilians)(FY2014)



As of the end of FY14 (30 September 2014)



***END***