



Defense Acquisition Workforce Key Information

Engineering

As of FY15Q2 (31 March 2015)



Fact Sheet



Human Capital Fact Sheet (FY 2014)

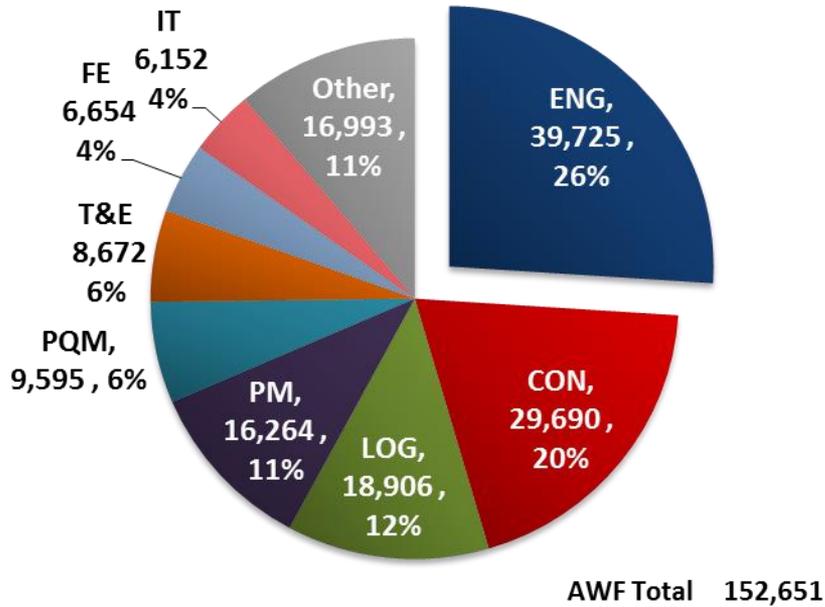
Defense Acquisition Workforce Engineering	FY 2008				FY 2014			
	Engineering Civilian (Civ)	Engineering Military (Mil)	Total Engineering (Civ+Mil)	Defense Acquisition Workforce	Engineering Civilian (Civ)	Engineering Military (Mil)	Total Engineering (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	32,421	2,116	34,537	125,879	37,551	1,691	39,242	151,355
Change in size from 2008	-	-	-	-	16%	-20%	14%	20%
Civilian/Military Composition	94%	6%	-	88% / 12%	96%	4%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	98%	95%	98%	77%	98%	98%	98%	83%
Graduate Degree	36%	45%	36%	29%	40%	60%	41%	36%
Certification								
Level I or Higher Achieved	78%	57%	77%	72%	92%	80%	91%	86%
Level II or Higher Achieved	70%	25%	68%	61%	81%	51%	80%	74%
Level III Achieved	58%	8%	55%	36%	62%	21%	60%	43%
Position Certification Requirement Met or Exceeded	66%	31%	64%	58%	85%	61%	84%	75%
Within 24 Months of Certification Requirement	18%	52%	20%	27%	12%	35%	13%	19%
Does Not Meet Certification Requirement	15%	17%	15%	14%	3%	4%	3%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	60%	8%	57%	62%	42%	1%	40%	45%
Average Age	44.6	32.5	43.8	45.7	43.9	32.1	43.4	44.9
Workforce Life-Cycle Model (YRE)*	27/24/49(%)	-	-	20/23/57 (%)(Civ)	32/20/48(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	16.7	8.9	16.2	17.3	15.8	9.1	15.5	15.2
Retirement Eligible*	3,965(12%)	-	-	19,051(17%) (Civ)	5,549(15%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	4,804(15%)	-	-	21,315(19%) (Civ)	7,309(20%)	-	-	26,858(18%)
Total Gains/Losses*	4,050/4,197	-	-	14,245/15,030 (Civ)	2,433/3,100	-	-	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



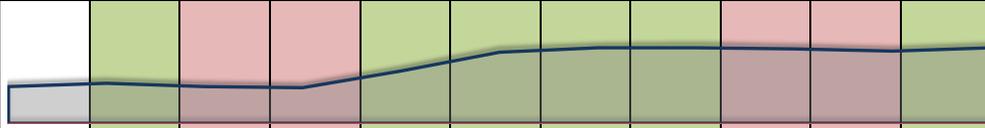
AWF Count by Career Category FY15Q2	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,399	4,399	2.9%
Business - CE	245	559	445	75	1,324	0.9%
Business - FM	1,659	1,938	1,879	620	6,096	4.0%
Contracting	8,093	5,732	8,419	7,446	29,690	19.4%
Engineering	8,899	20,172	8,675	1,979	39,725	26.0%
Facilities 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%
FY15Q2 Totals (as of 03-31-2015)	36,905	54,865	34,857	26,024	152,651	
Component %	24.2%	35.9%	22.8%	17.0%		



Engineering Workforce Historical Size by Agency FY05 – FY15Q2



Engineering	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q2	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	11,138	11,964	11,050	10,769	10,208	10,644	10,108	9,810	9,419	8,981	8,899	-20%	-17%
DoN	16,886	16,688	16,804	16,576	18,085	19,270	19,325	19,498	19,588	19,797	20,172	19%	22%
AIR FORCE	6,505	6,237	6,162	6,429	7,197	7,625	8,514	8,649	8,521	8,473	8,675	33%	35%
DCMA	30	59	393	282	660	813	917	974	1,134	1,157	1,172	3807%	316%
DLA	23	14	42	19	16	16	15	11	12	11	10	-57%	-47%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-	-
MDA	111	117	135	281	363	623	615	644	631	605	588	430%	109%
DISA	4	16	96	89	74	58	69	69	76	74	72	1700%	-19%
DHA	-	-	2	2	8	9	9	10	8	6	2	-	0%
DTRA	11	1	1	7	11	27	17	35	45	44	45	309%	543%
DAU	26	30	-	33	41	46	48	49	45	40	37	42%	12%
OSD & Staff	18	15	16	31	19	25	24	21	29	23	25	39%	-19%
JCS	-	-	2	-	-	-	-	12	12	10	8	-	-
DeCA	-	-	-	-	-	-	-	-	-	-	-	-	-
WHS	-	-	-	-	-	-	-	-	-	-	-	-	-
DFAS	-	1	1	-	-	-	-	-	-	-	-	-	-
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	-
DMEA	-	-	-	-	-	29	26	23	23	20	19	-	-
DoD HRA	-	-	1	-	-	-	-	-	-	-	-	-	-
DoD TRMC	-	-	-	-	-	-	-	1	1	1	1	-	-
DSCA	-	-	-	1	-	-	-	-	-	-	-	-	-100%
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-
DSS	-	-	-	-	-	-	-	-	-	-	-	-	-
DTIC	-	-	-	1	-	-	-	-	-	-	-	-	-100%
DARPA	-	-	1	-	-	-	-	-	-	-	-	-	-
NDU	-	-	-	-	-	-	-	-	-	-	-	-	-
DoD IG	-	-	-	1	-	-	-	-	-	-	-	-	-100%
ASD	-	-	-	-	4	4	3	1	-	-	-	-	-
PFFPA	-	-	-	-	-	-	-	-	-	-	-	-	-
4th Estate Other	-	-	4	16	18	12	-	-	-	-	-	-	-100%
TOTAL	34,752	35,142	34,710	34,537	36,704	39,201	39,690	39,807	39,544	39,242	39,725	14.3%	15.0%



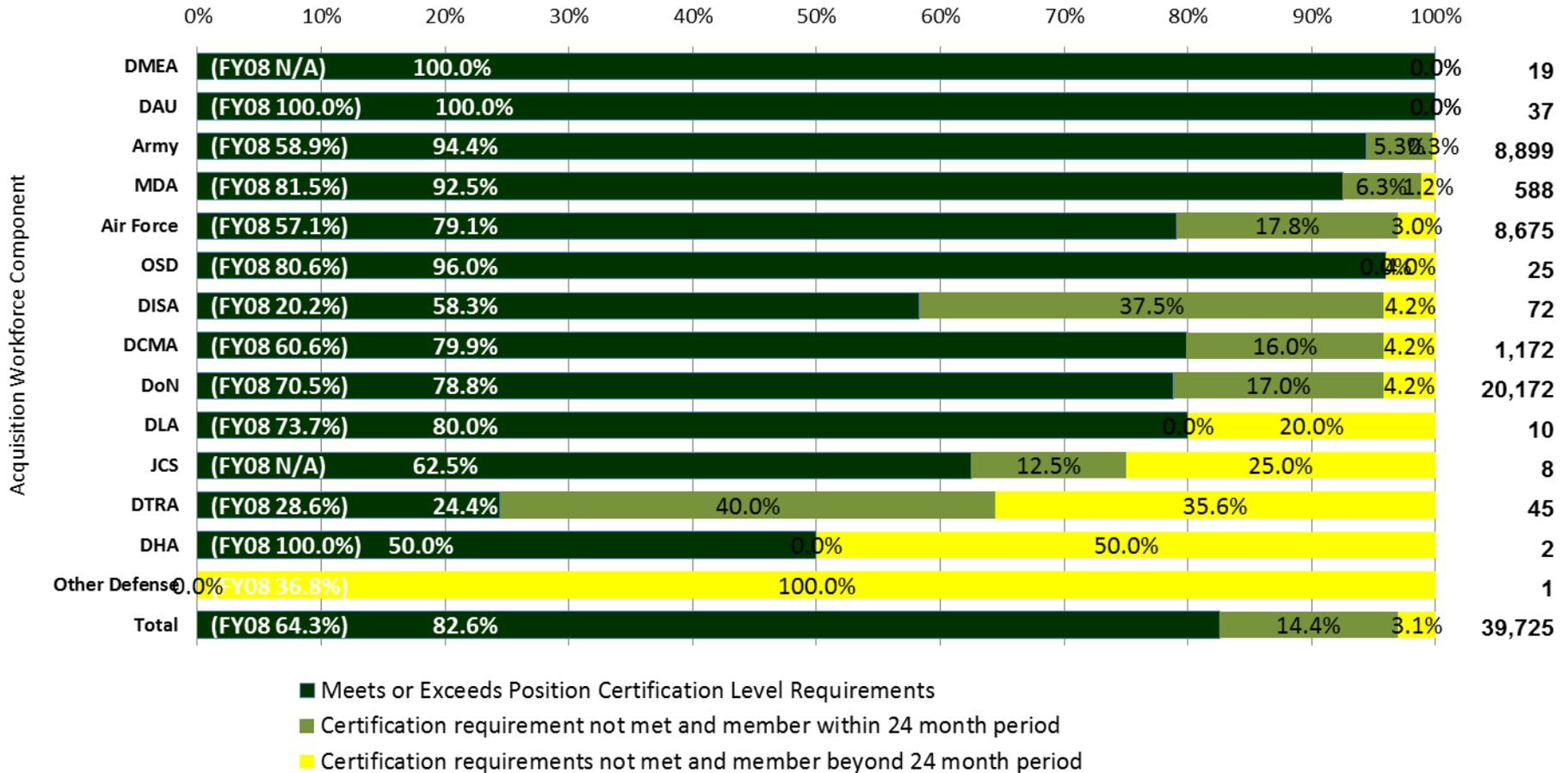
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Engineering DAWIA Certification by Component



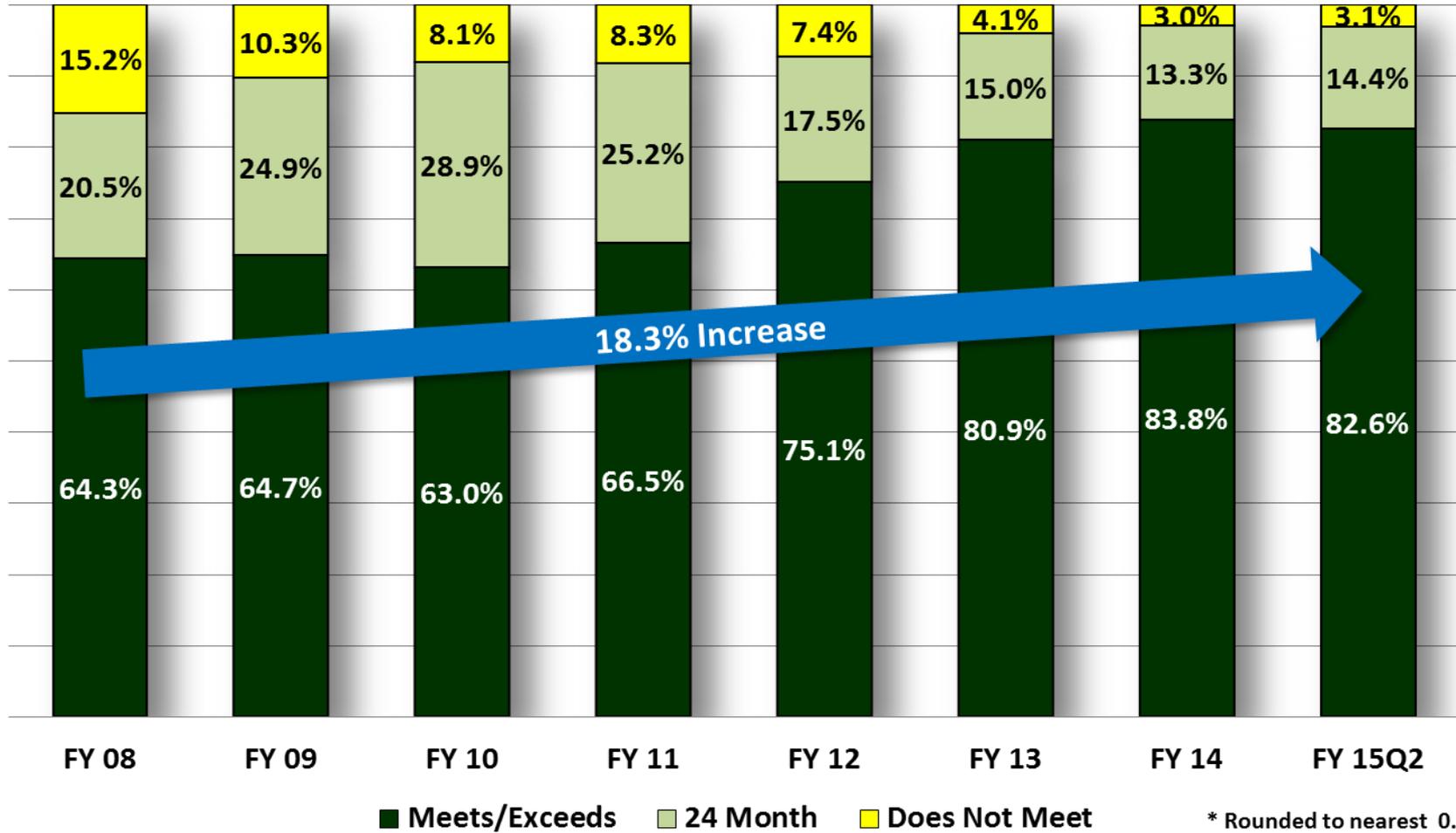
Certification Level "Meet/Exceed" Rates by Component Engineering (FY15Q2)





Engineering Historical DAWIA Certification FY08 – FY15Q2

Engineering





Engineering DAWIA Certification Matrix + Bench Strength

Engineering Required Certification Level	Achieved Certification Level				FY15Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,573	2,210	565	204	4,552	65.4%
Level II	1,865	1,674	6,626	6,009	16,174	78.1%
Level III	722	296	791	17,179	18,988	90.5%
Unspecified	7	-	2	2	11	
FY15Q2 TOTAL	4,167	4,180	7,984	23,394	39,725	82.6%
	10.5%	10.5%	20.1%	58.9%		

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%	
Engineering	6,778	17.1%	2 of 13

** Based on population total without unspecified positions

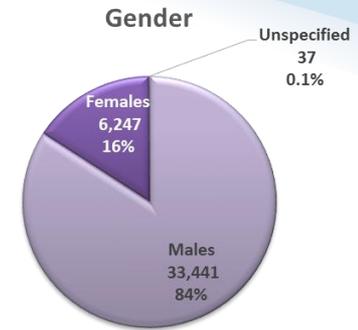
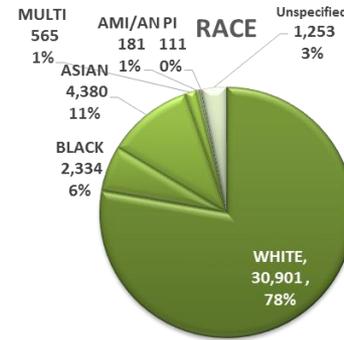
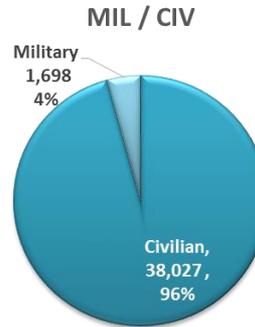
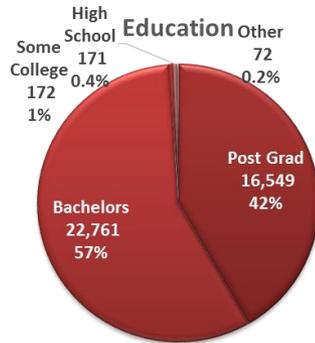
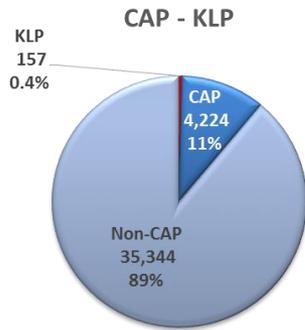
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2,979	1,510	63	4,552	11.5%
Level II	12,635	2,962	577	16,174	40.7%
Level III	17,179	1,234	575	18,988	47.8%
Unspecified	2	5	4	11	0.0%
Engineering TOTAL	32,795	5,711	1,219	39,725	
	82.6%	14.4%	3.1%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Demographics



Occupied Position Type	Engineering TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	157	0.4%	1,120	0.7%
Critical Acquisition Positions (CAPs) *	4,224	10.6%	15,535	10.2%
Non-CAP Positions	35,344	89.0%	135,996	89.1%
TOTAL	39,725		152,651	

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

Highest Level of Education	Engineering TOTAL		Entire DAW	
Post Grad	16,549	41.7%	58,772	38.5%
Bachelors	22,761	57.3%	68,493	44.9%
Some College	172	0.4%	11,914	7.8%
High School	171	0.4%	12,862	8.4%
Other	72	0.2%	610	0.4%
TOTAL	39,725		152,651	

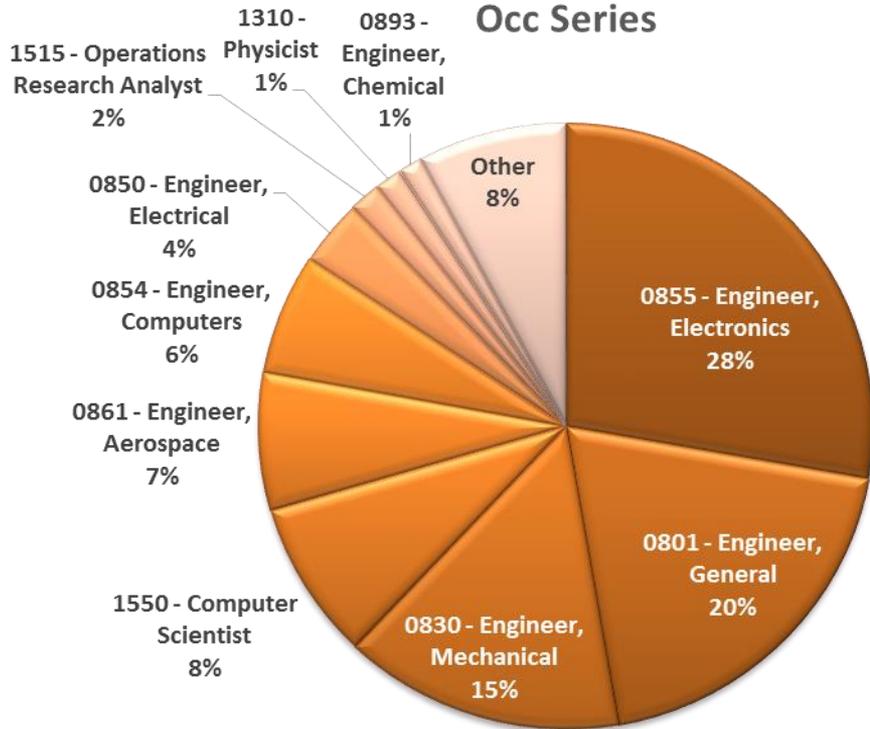
Military / Civilian	Engineering TOTAL		Entire DAW	
Civilian	38,027	95.7%	136,977	89.7%
Military	1,698	4.3%	15,674	10.3%
TOTAL	39,725		152,651	

Race	Engineering TOTAL		Entire DAW	
WHITE	30,901	77.8%	114,642	75.1%
BLACK	2,334	5.9%	18,203	11.9%
ASIAN	4,380	11.0%	9,854	6.5%
MULTI	565	1.4%	3,061	2.0%
AMI/AN	181	0.5%	824	0.5%
PI	111	0.3%	677	0.4%
Unspecified	1,253	3.2%	5,390	3.5%
TOTAL	39,725		152,651	

Gender	Engineering TOTAL		Entire DAW	
Males	33,441	84.2%	107,973	70.7%
Females	6,247	15.7%	44,517	29.2%
Unspecified	37	0.1%	161	0.1%
TOTAL	39,725		152,651	



Engineering Size by Occupational Series



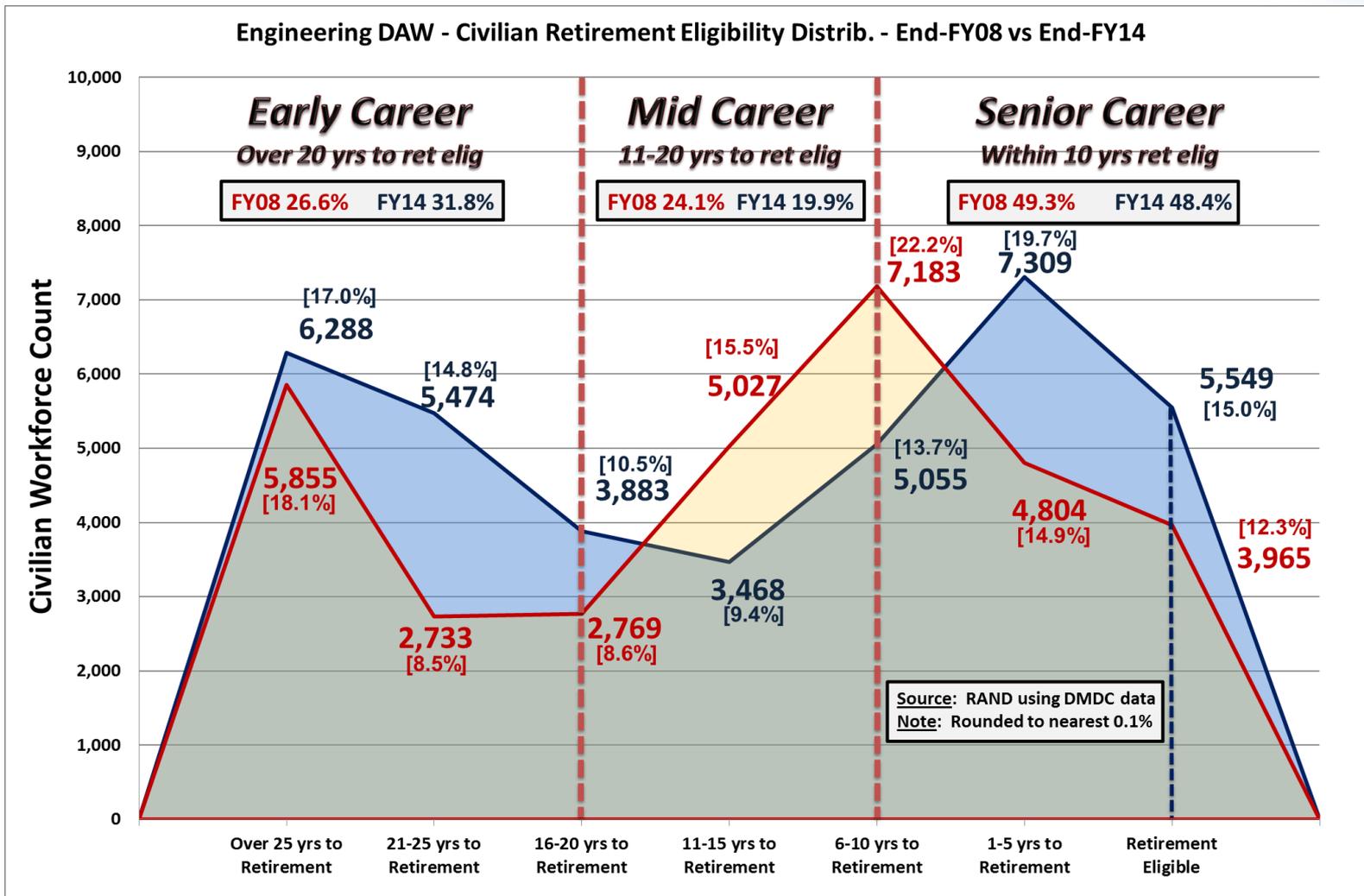
Civilian Occupational Series	Engineering TOTAL	
0855 - Engineer, Electronics	10,562	27.8%
0801 - Engineer, General	7,414	19.5%
0830 - Engineer, Mechanical	5,610	14.8%
1550 - Computer Scientist	3,226	8.48%
0861 - Engineer, Aerospace	2,795	7.35%
0854 - Engineer, Computers	2,440	6.42%
0850 - Engineer, Electrical	1,335	3.51%
1515 - Operations Research Analyst	641	1.69%
1310 - Physicist	543	1.43%
0893 - Engineer, Chemical	480	1.26%
Other	2,981	7.84%
TOTAL CIVILIAN	38,027	Civilians



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



Engineering Civilian Retirement Eligibility Distribution – FY08 / FY14

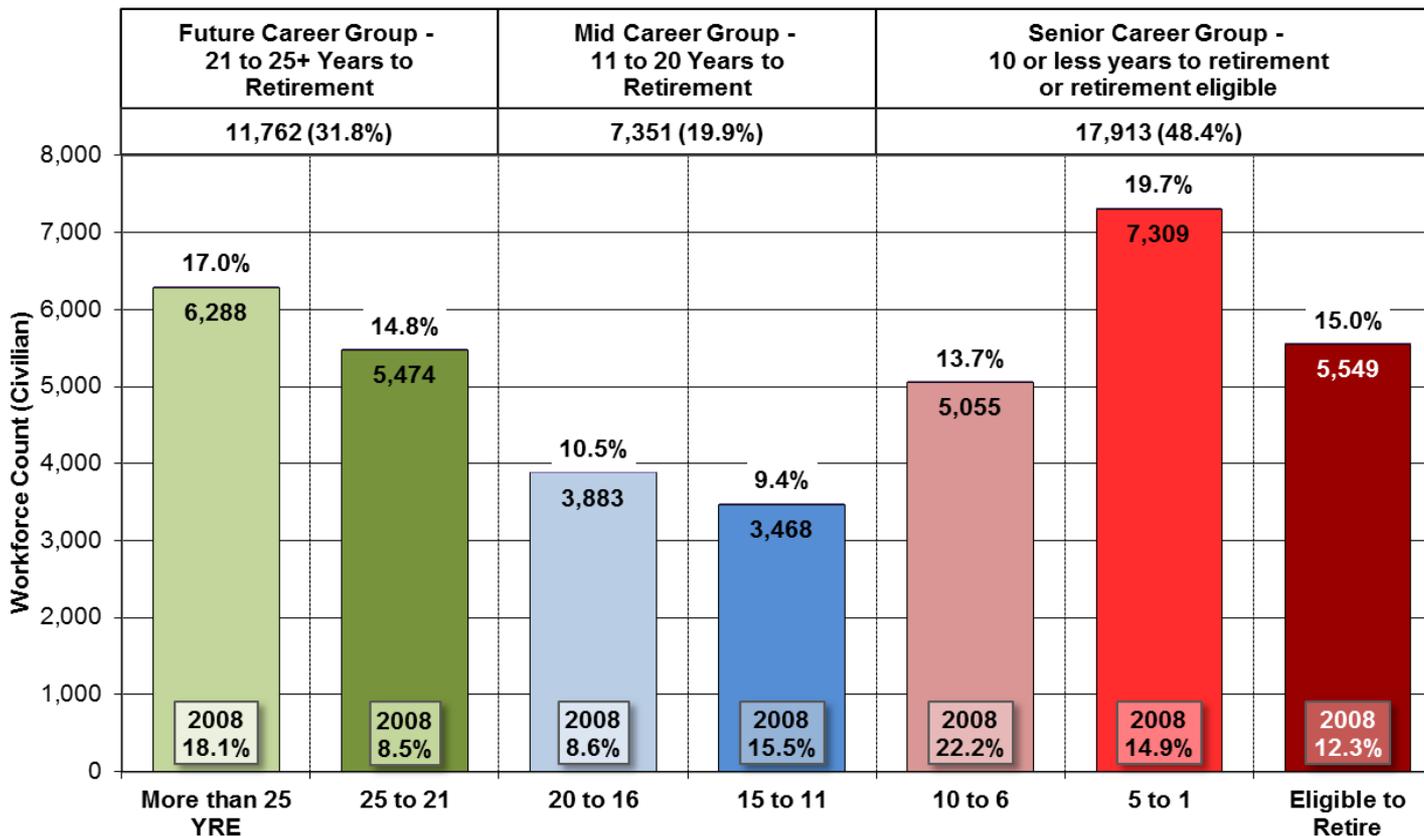


As of the end of FY14 (30 September 2014)



Engineering Workforce Lifecycle Model by YRE

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



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

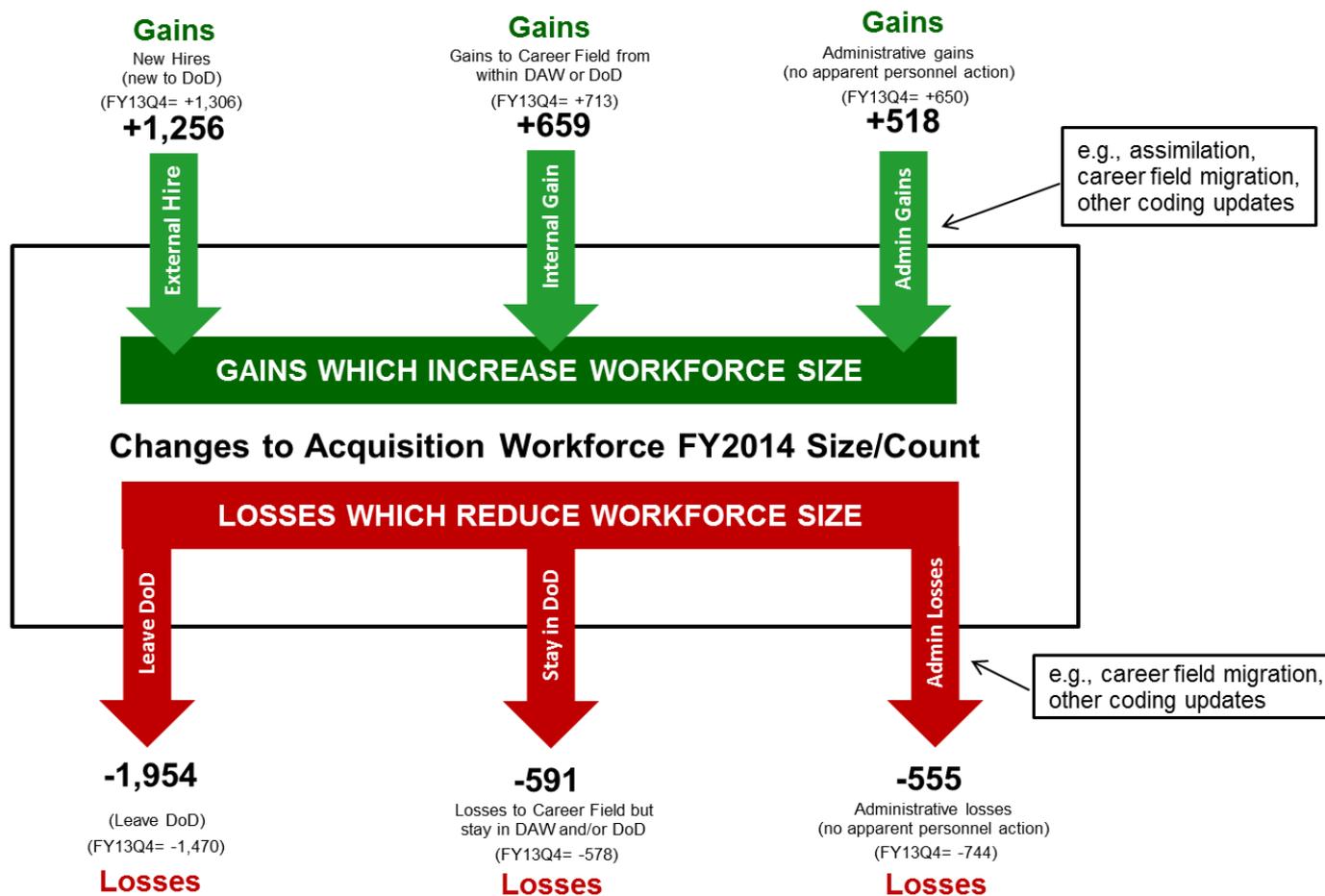
As of the end of FY14 (30 September 2014)



Engineering Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2014) - Engineering

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



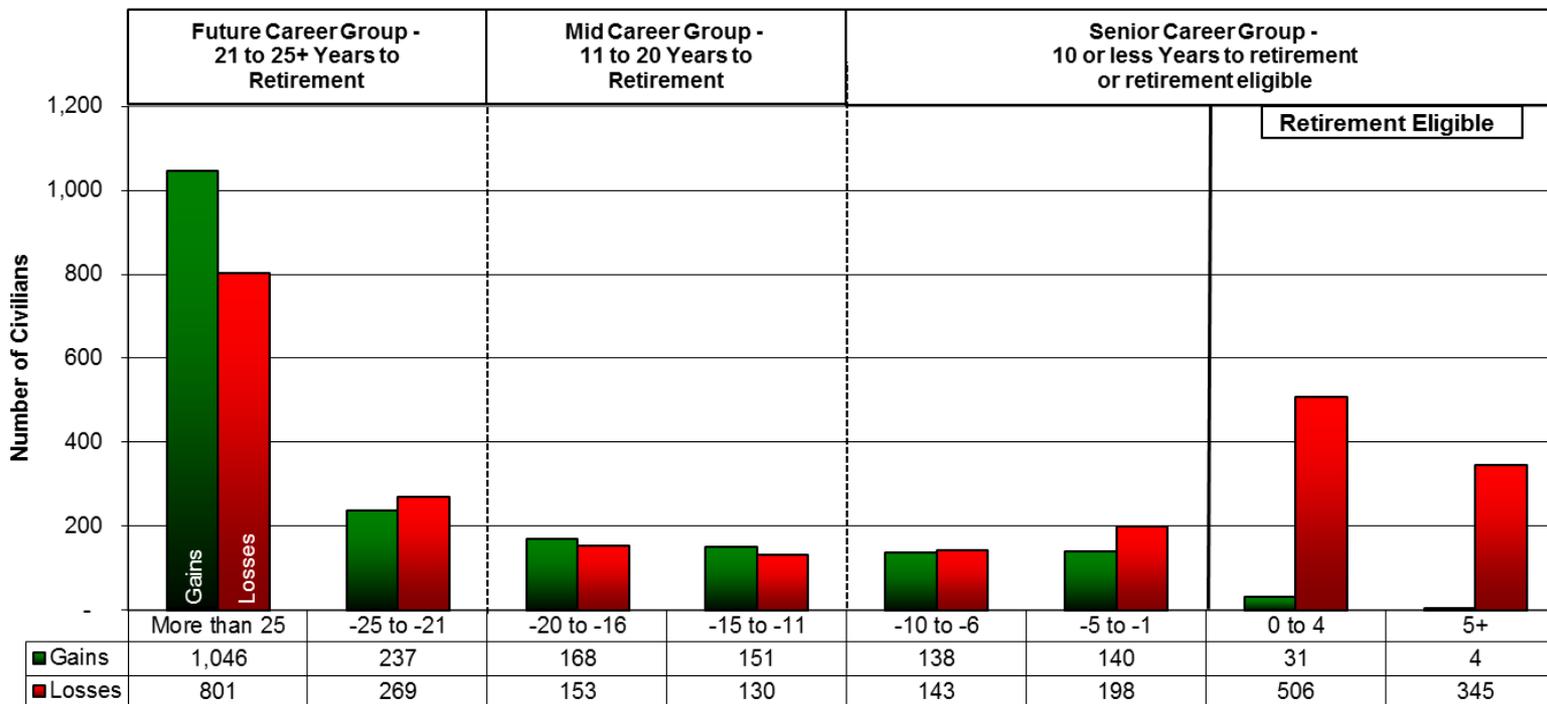
As of the end of FY14 (30 September 2014)



Engineering Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Engineering

Workforce Lifecycle FY2014 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

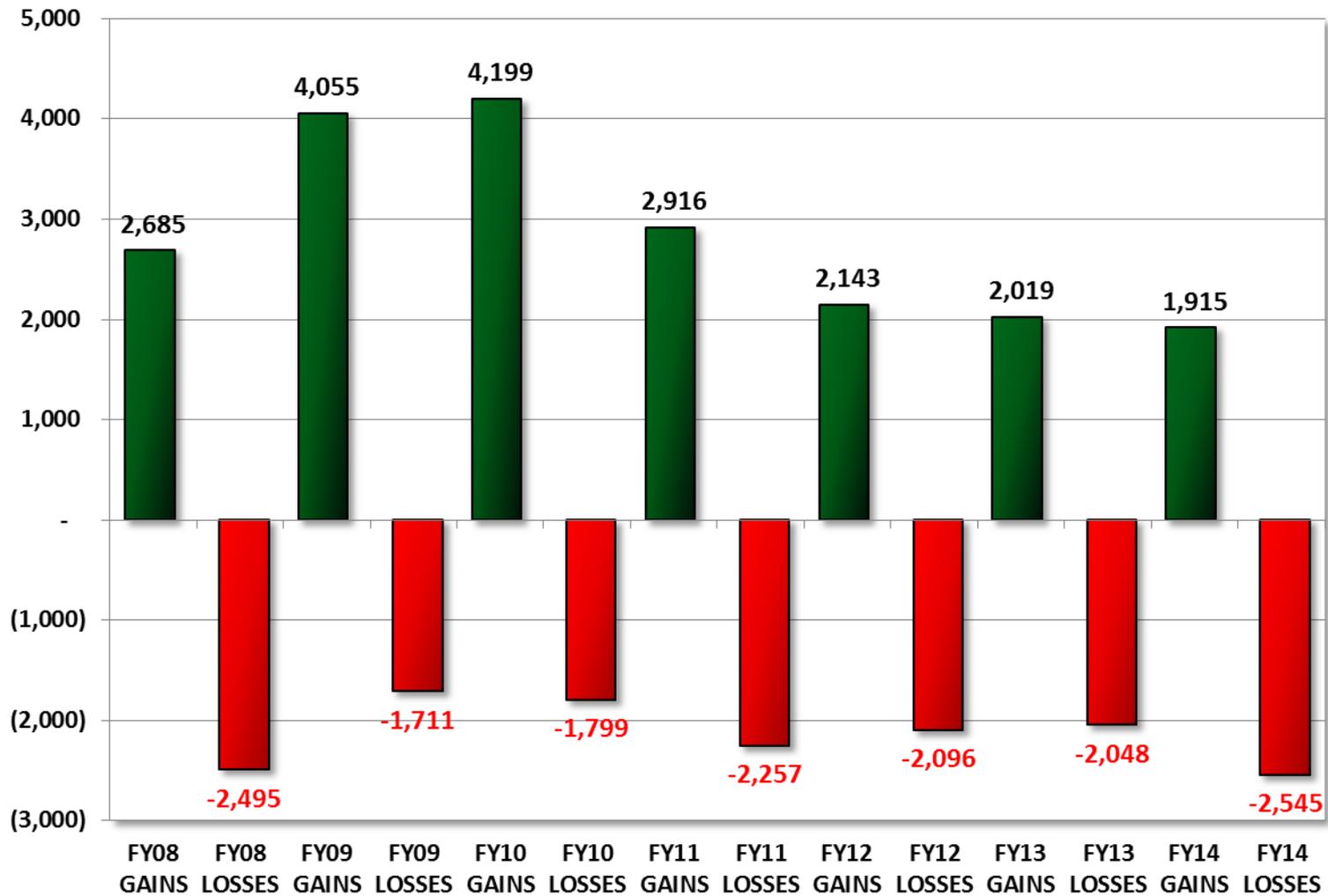
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



Engineering Historical Gains and Losses FY08 – FY14



As of the end of FY14 (30 September 2014)

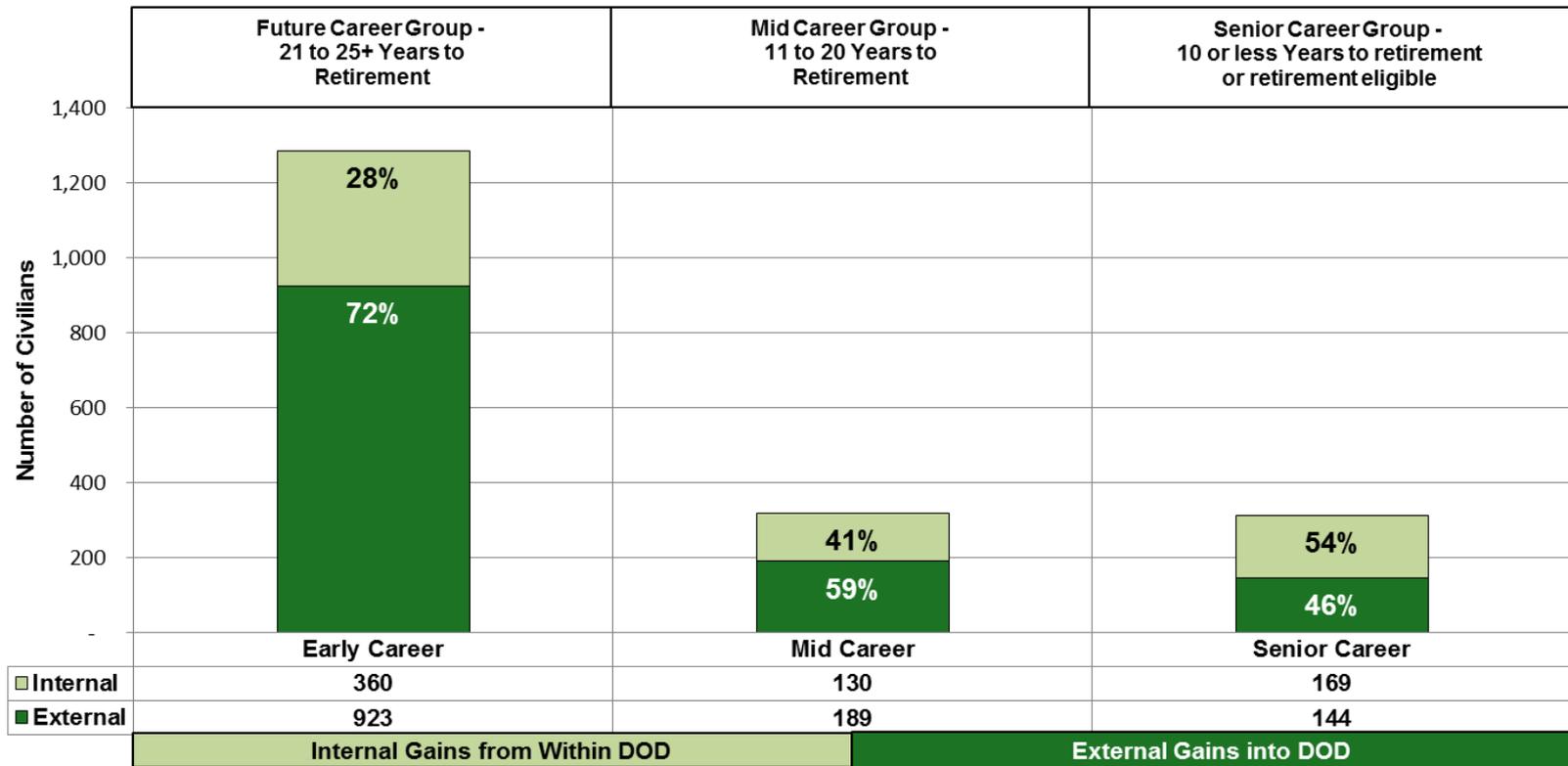


Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Engineering

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)

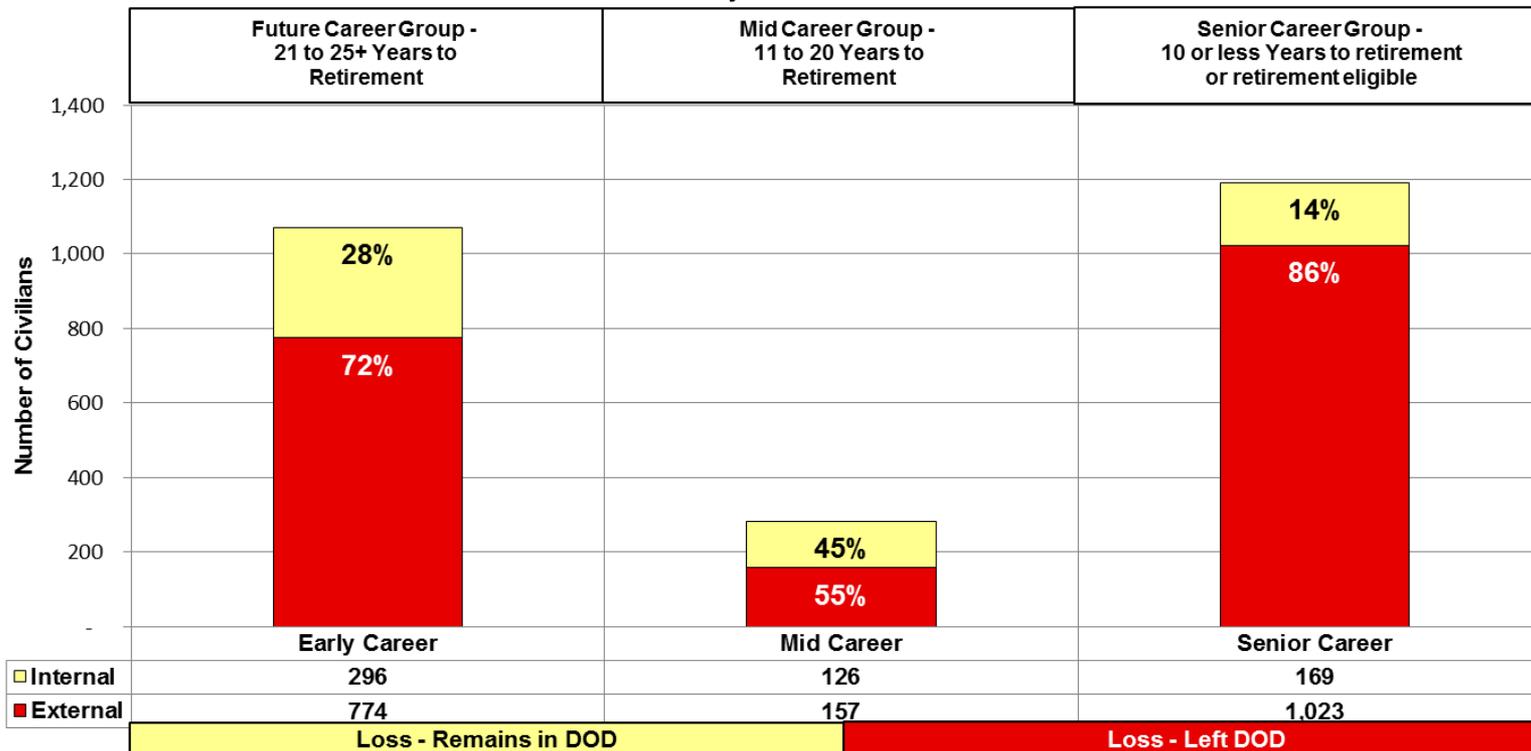


Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Engineering

Workforce Lifecycle FY2014 Losses*



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

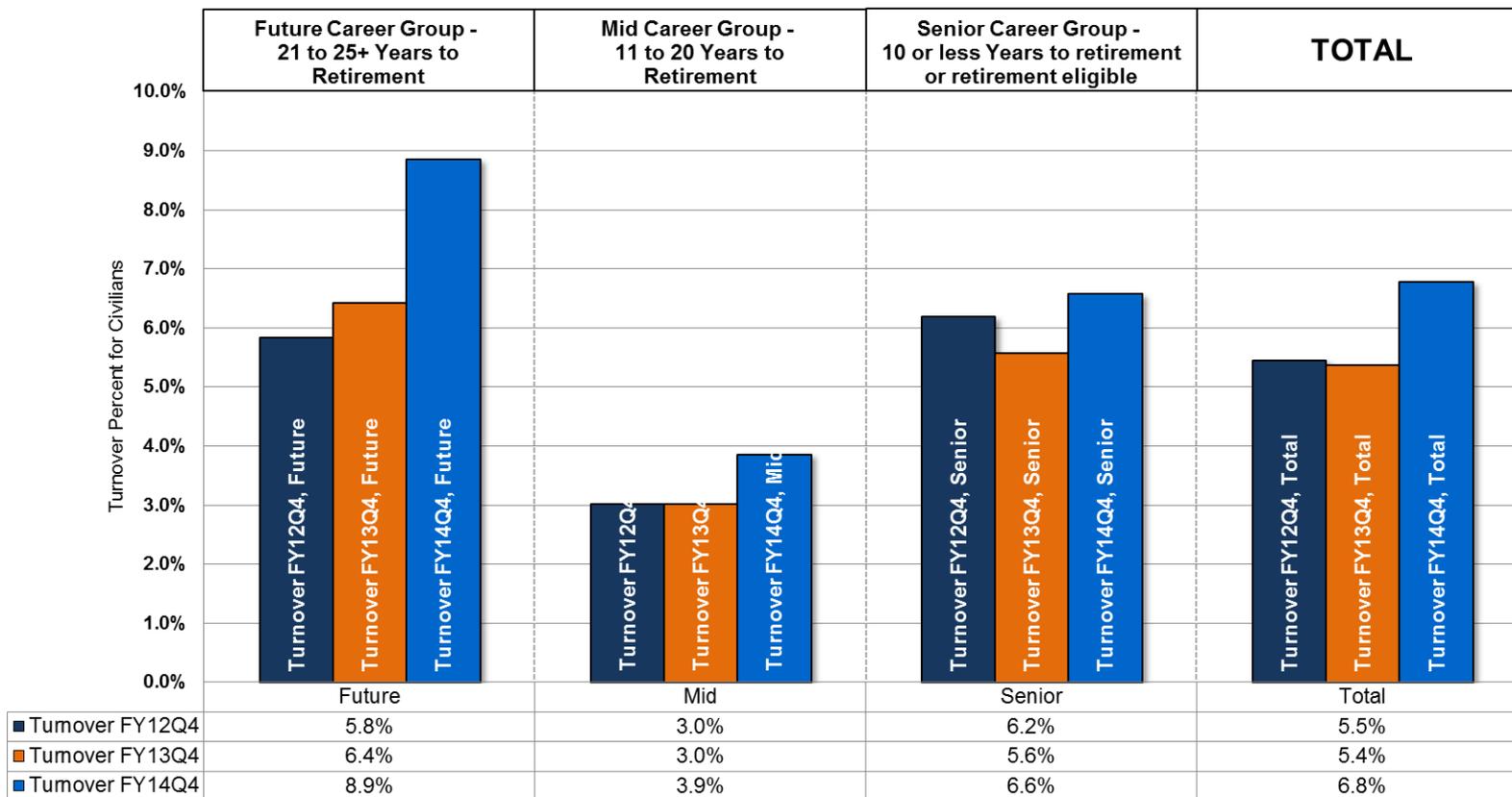
*Does not include administrative losses

As of the end of FY14 (30 September 2014)



Engineering Turnover Rates by Career Group

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



Turnover Percent by Career Lifecycle Groups

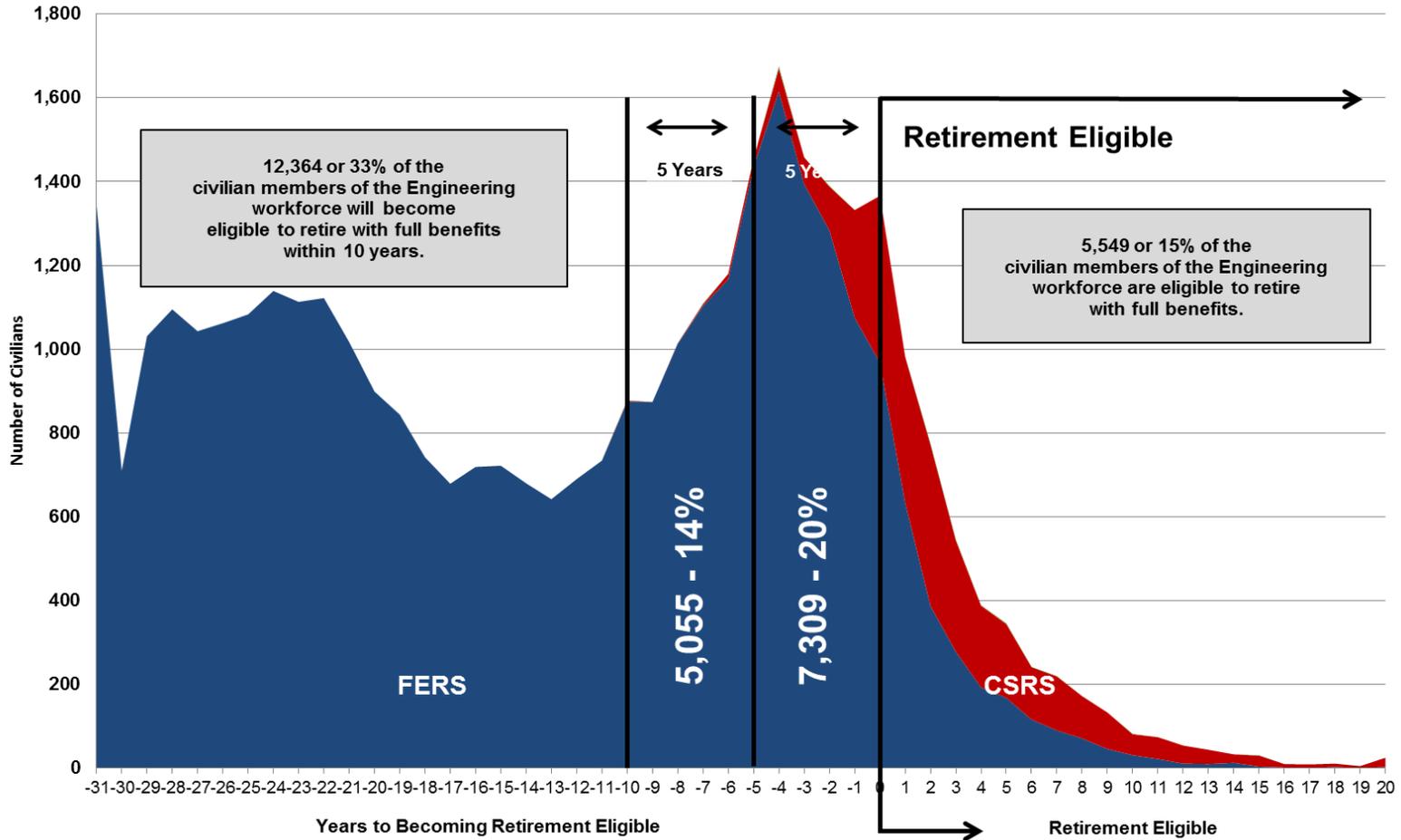
As of the end of FY14 (30 September 2014)



Engineering Civilian Distribution by Years to Retirement Eligibility

Defense Acquisition Workforce - Engineering

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



As of the end of FY14 (30 September 2014)



END