



Defense Acquisition Workforce Key Information

Facilities Engineering
As of FY15Q2 (31 March 2015)



Fact Sheet



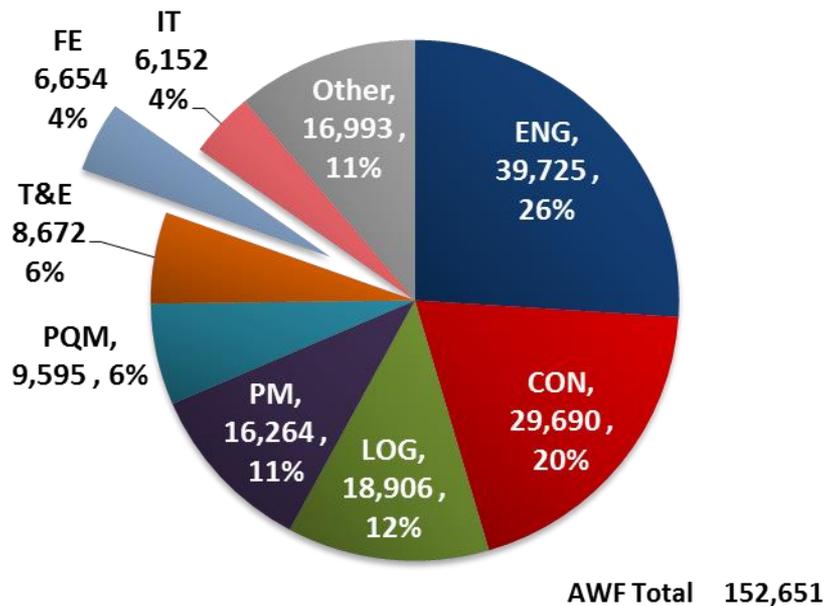
Human Capital Fact Sheet (FY 2014)								
Defense Acquisition Workforce Facilities Engineering	FY 2008				FY 2014			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	6,617	0	6,617	151,355
Change in size from 2008	-	-	-	-	35%	-100%	34%	20%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	79%	0%	79%	83%
Graduate Degree	20%	0%	20%	29%	27%	0%	27%	36%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	92%	0%	92%	86%
Level II or Higher Achieved	41%	0%	41%	61%	89%	0%	89%	74%
Level III Achieved	0%	0%	0%	36%	30%	0%	30%	43%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	88%	0%	88%	75%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	8%	0%	8%	19%
Does Not Meet Certification Requirement	16%	0%	16%	14%	4%	0%	4%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	72%	0%	72%	62%	56%	0%	56%	45%
Average Age	48.8	23.0	48.7	45.7	49.6	0.0	49.6	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	15/24/61(%)	-	-	20/23/57 (%)Civ	15/24/61(%)	-	-	26/23/51(%)
Average Years of Service	18.6	1.0	18.6	17.3	17.8	0.0	17.8	15.2
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	1,666(25%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	1,304(20%)	-	-	26,858(18%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	485/838	-	-	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



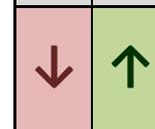
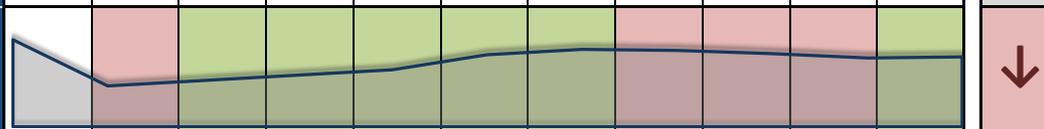
AWF Count by Career Category FY15Q2	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,399	4,399	2.9%
Business - CE	245	559	445	75	1,324	0.9%
Business - FM	1,659	1,938	1,879	620	6,096	4.0%
Contracting	8,093	5,732	8,419	7,446	29,690	19.4%
Engineering	8,899	20,172	8,675	1,979	39,725	26.0%
Facilities 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%		



Facilities Engineering Workforce Historical Size by Agency FY05 – FY15Q2



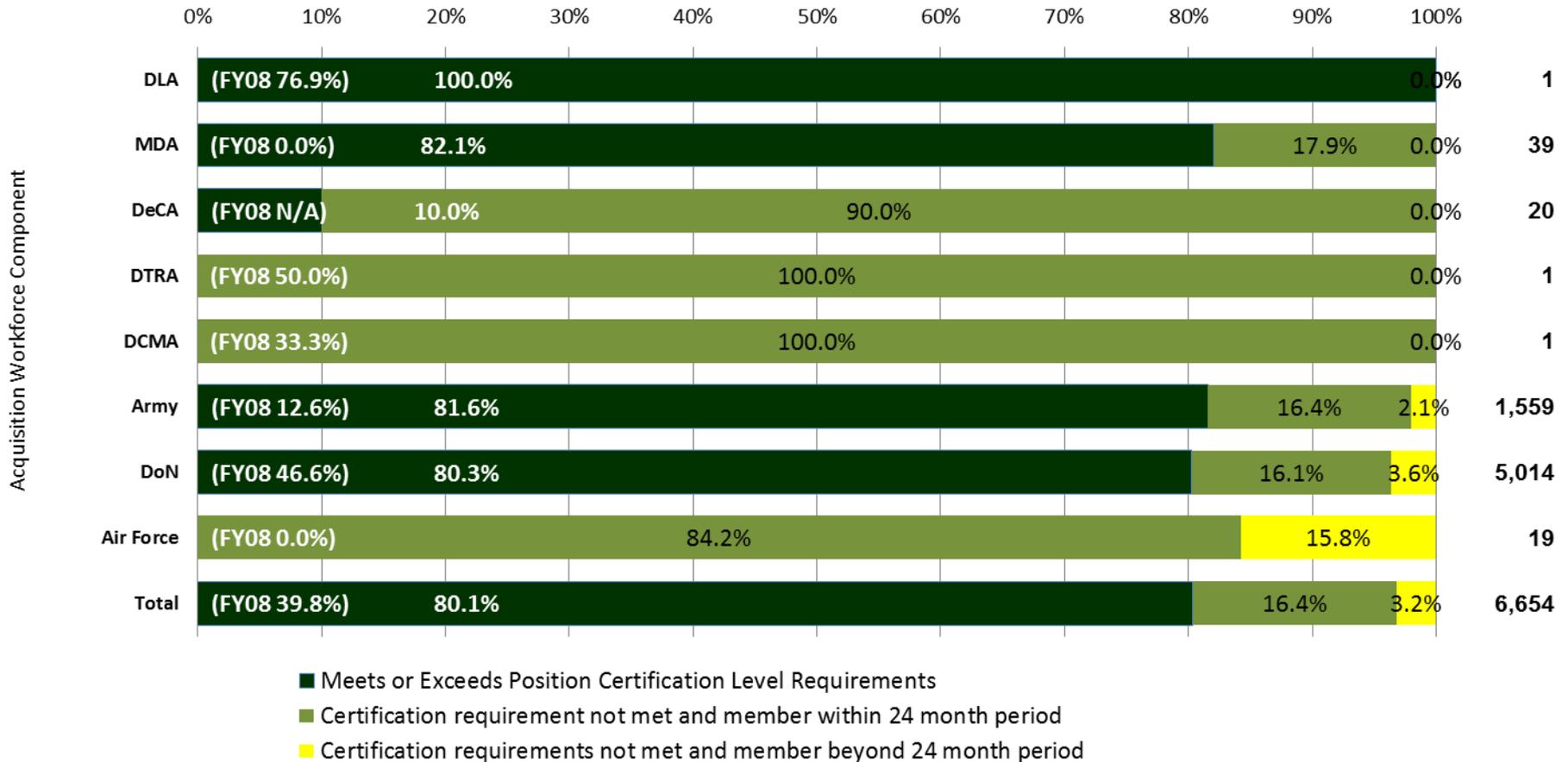
Facilities Engineering	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q2	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	4,851	441	933	988	719	1,564	1,767	1,708	1,634	1,530	1,559	-68%	58%
DoN	3,505	3,477	3,440	3,902	4,683	5,319	5,615	5,531	5,299	5,039	5,014	43%	28%
AIR FORCE	-	-	4	6	6	20	36	29	5	4	19		217%
DCMA	-	1	3	6	2	1	-	1	2	-	1		-83%
DLA	-	3	7	13	8	2	1	1	1	1	1		-92%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	2	1	-	4	8	19	29	42	39		3800%
DISA	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	1	1	-	-	-	-	-	-	-	-		
DTRA	-	4	3	2	2	1	1	1	-	1	1		-50%
DAU	-	-	-	1	-	-	-	-	-	-	-		-100%
OSD & Staff	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	20		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	1	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-		-100%
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFFA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,654	-20.4%	35.2%





Facilities Engineering DAWIA Certification by Component

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



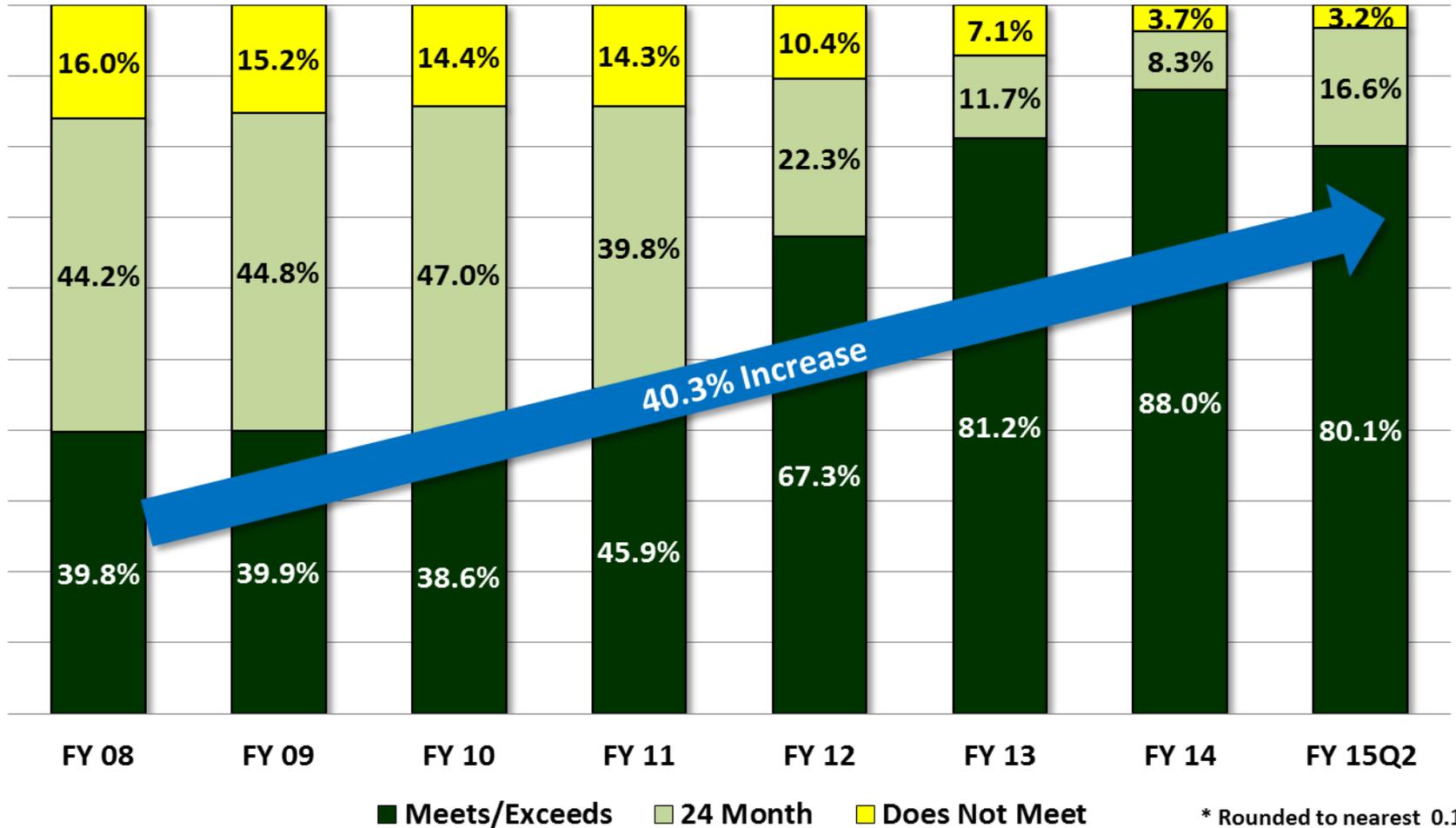
- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirements not met and member beyond 24 month period



Facilities Engineering Historical DAWIA Certification FY08 – FY15Q2



Facilities Engineering





Facilities Engineering DAWIA Certification Matrix + Bench Strength

Facilities Engineering Required Certification Level	Achieved Certification Level				FY15Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	73	65	65	7	210	65.2%
Level II	763	76	3,230	276	4,345	80.7%
Level III	190	9	210	1,688	2,097	80.5%
Unspecified	1	-	-	1	2	
FY15Q2 TOTAL	1,027	150	3,505	1,972	6,654	80.1%
	15.4%	2.3%	52.7%	29.6%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	19,493	12.8%	
Army	5,029	13.6%	
DoN	6,539	11.9%	
Air Force	6,313	18.1%	
4th Estate	1,612	6.2%	
Facilities Ei	348	5.2%	13 of 13

** Based on population total without unspecified positions

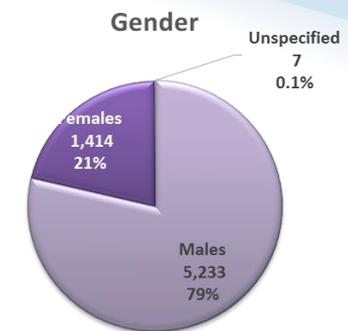
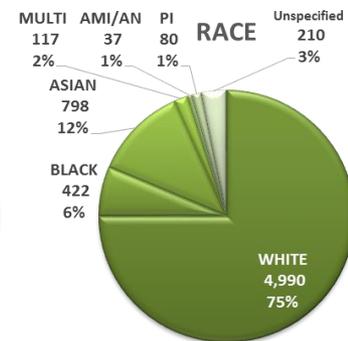
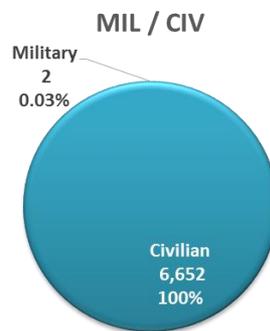
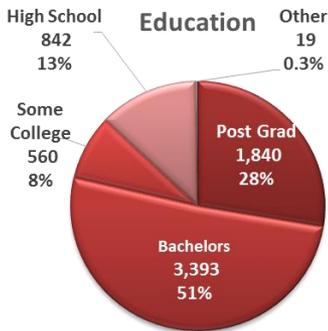
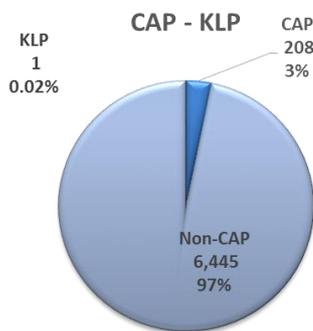
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	137	70	3	210	3.2%
Level II	3,506	707	132	4,345	65.3%
Level III	1,688	329	80	2,097	31.5%
Unspecified	1	1	-	2	0.0%
Facilities Engineering TOTAL	5,332	1,107	215	6,654	
	80.1%	16.6%	3.2%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering Demographics



Occupied Position Type	FE TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	1	0.0%	1,120	0.7%
Critical Acquisition Positions (CAPs) *	208	3.1%	15,535	10.2%
Non-CAP Positions	6,445	96.9%	135,996	89.1%
TOTAL	6,654		152,651	

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

Highest Level of Education	FE TOTAL		Entire DAW	
Post Grad	1,840	27.7%	58,772	38.5%
Bachelors	3,393	51.0%	68,493	44.9%
Some College	560	8.4%	11,914	7.8%
High School	842	12.7%	12,862	8.4%
Other	19	0.3%	610	0.4%
TOTAL	6,654		152,651	

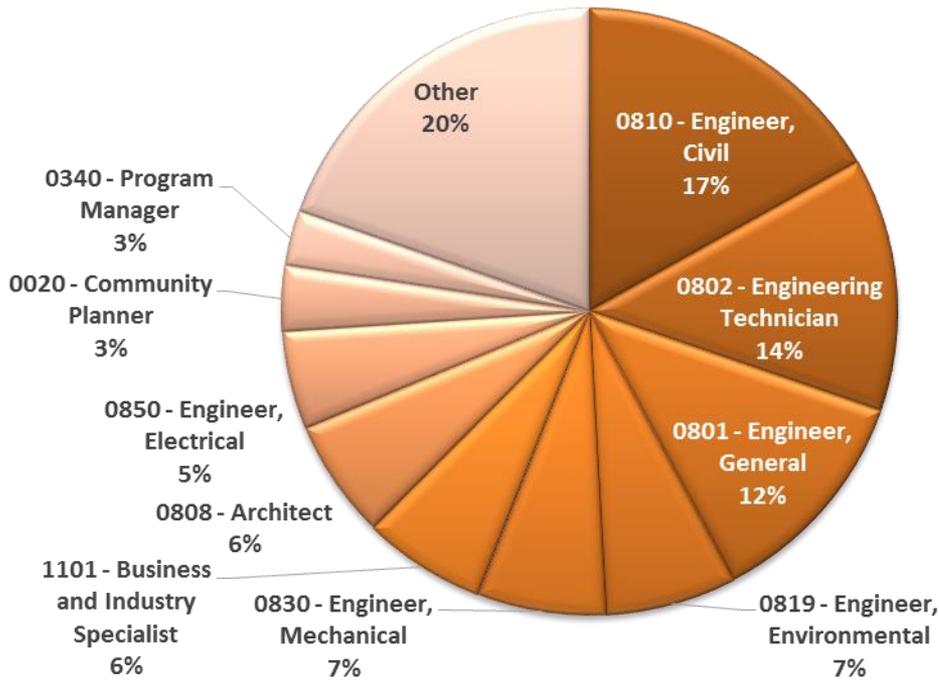
Military / Civilian	FE TOTAL		Entire DAW	
Civilian	6,652	100.0%	136,977	89.7%
Military	2	0.0%	15,674	10.3%
TOTAL	6,654		152,651	

Race	FE TOTAL		Entire DAW	
WHITE	4,990	75.0%	114,642	75.1%
BLACK	422	6.3%	18,203	11.9%
ASIAN	798	12.0%	9,854	6.5%
MULTI	117	1.8%	3,061	2.0%
AMI/AN	37	0.6%	824	0.5%
PI	80	1.2%	677	0.4%
Unspecified	210	3.2%	5,390	3.5%
TOTAL	6,654		152,651	

Gender	FE TOTAL		Entire DAW	
Males	5,233	78.6%	107,973	70.7%
Females	1,414	21.3%	44,517	29.2%
Unspecified	7	0.1%	161	0.1%
TOTAL	6,654		152,651	



Facilities Engineering Size by Occupational Series



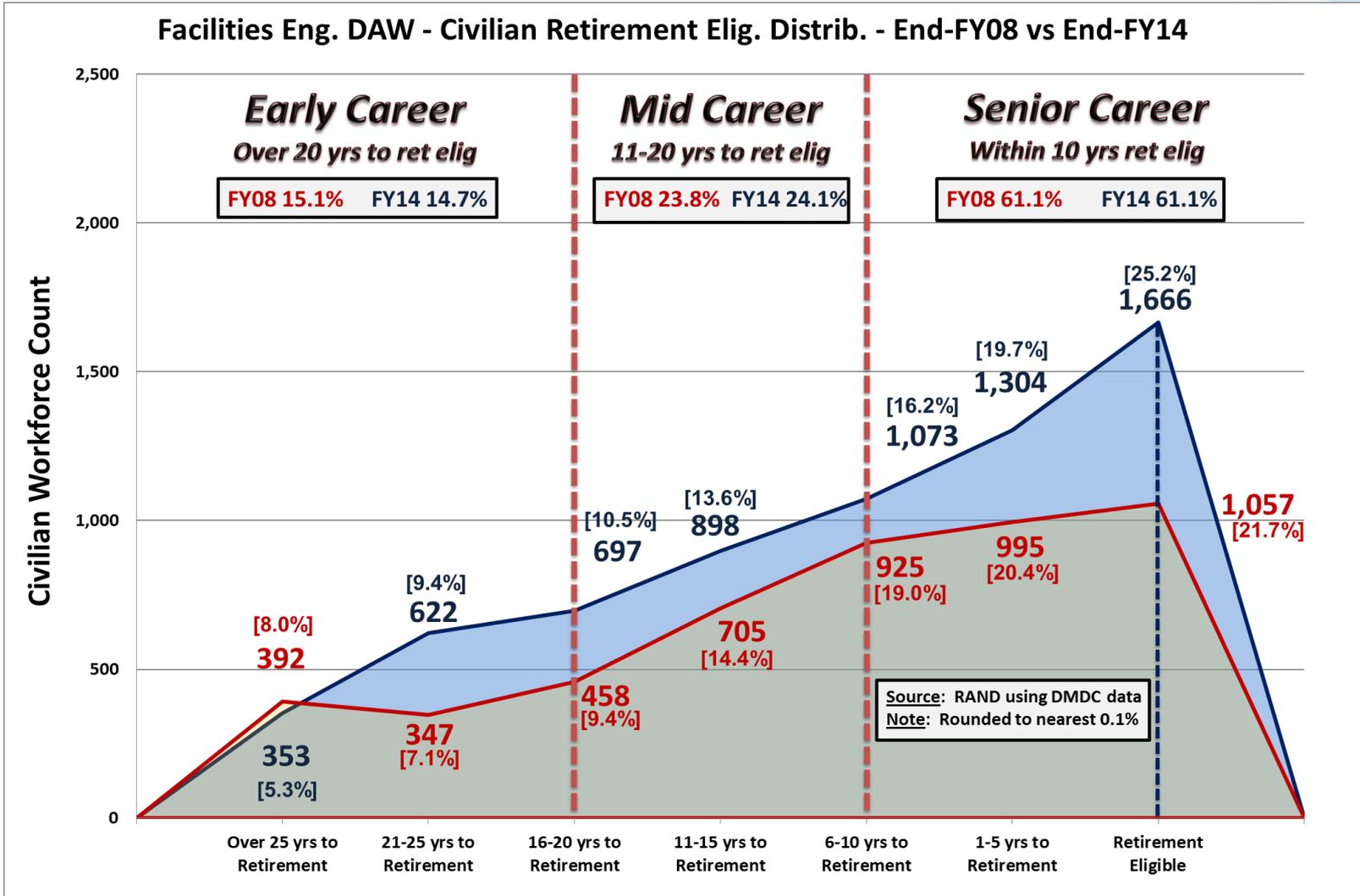
Civilian Occupational Series	FE TOTAL	
0810 - Engineer, Civil	1,118	16.8%
0802 - Engineering Technician	899	13.5%
0801 - Engineer, General	794	11.9%
0819 - Engineer, Environmental	458	6.89%
0830 - Engineer, Mechanical	450	6.76%
1101 - Business and Industry Specialist	431	6.48%
0808 - Architect	420	6.31%
0850 - Engineer, Electrical	349	5.25%
0020 - Community Planner	232	3.49%
0340 - Program Manager	195	2.93%
Other	1,306	19.63%
TOTAL CIVILIAN	6,652	Civilians



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



Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY14



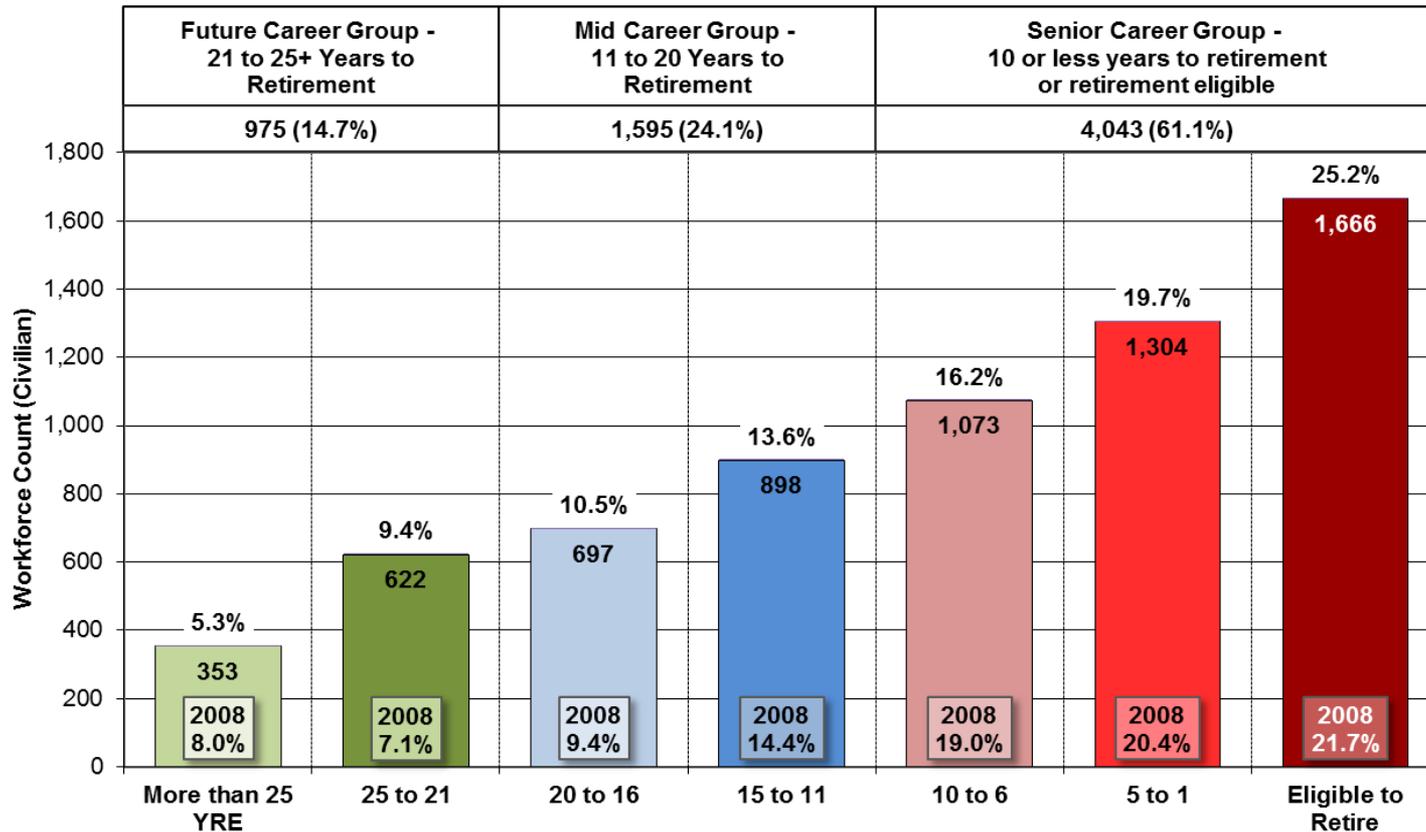
As of the end of FY14 (30 September 2014)



Facilities Engineering Workforce Lifecycle Model by YRE



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



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



Defense Acquisition Workforce (Civilian) (FY2014) - Facilities Engineering

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

Gains

New Hires
(new to DoD)
(FY13Q4= +97)
+74

External Hire

Gains

Gains to Career Field from
within DAW or DoD
(FY13Q4= +203)
+252

Internal Gain

Gains

Administrative gains
(no apparent personnel action)
(FY13Q4= +229)
+159

Admin Gains

e.g., assimilation,
career field migration,
other coding updates

GAINS WHICH INCREASE WORKFORCE SIZE

Changes to Acquisition Workforce FY2014 Size/Count

LOSSES WHICH REDUCE WORKFORCE SIZE

Leave DoD

-433
(Leave DoD)
(FY13Q4= -440)

Losses

Stay in DoD

-269
Losses to Career Field but
stay in DAW and/or DoD
(FY13Q4= -225)

Losses

Admin Losses

-136
Administrative losses
(no apparent personnel action)
(FY13Q4= -165)

Losses

e.g., career field migration,
other coding updates

As of the end of FY14 (30 September 2014)

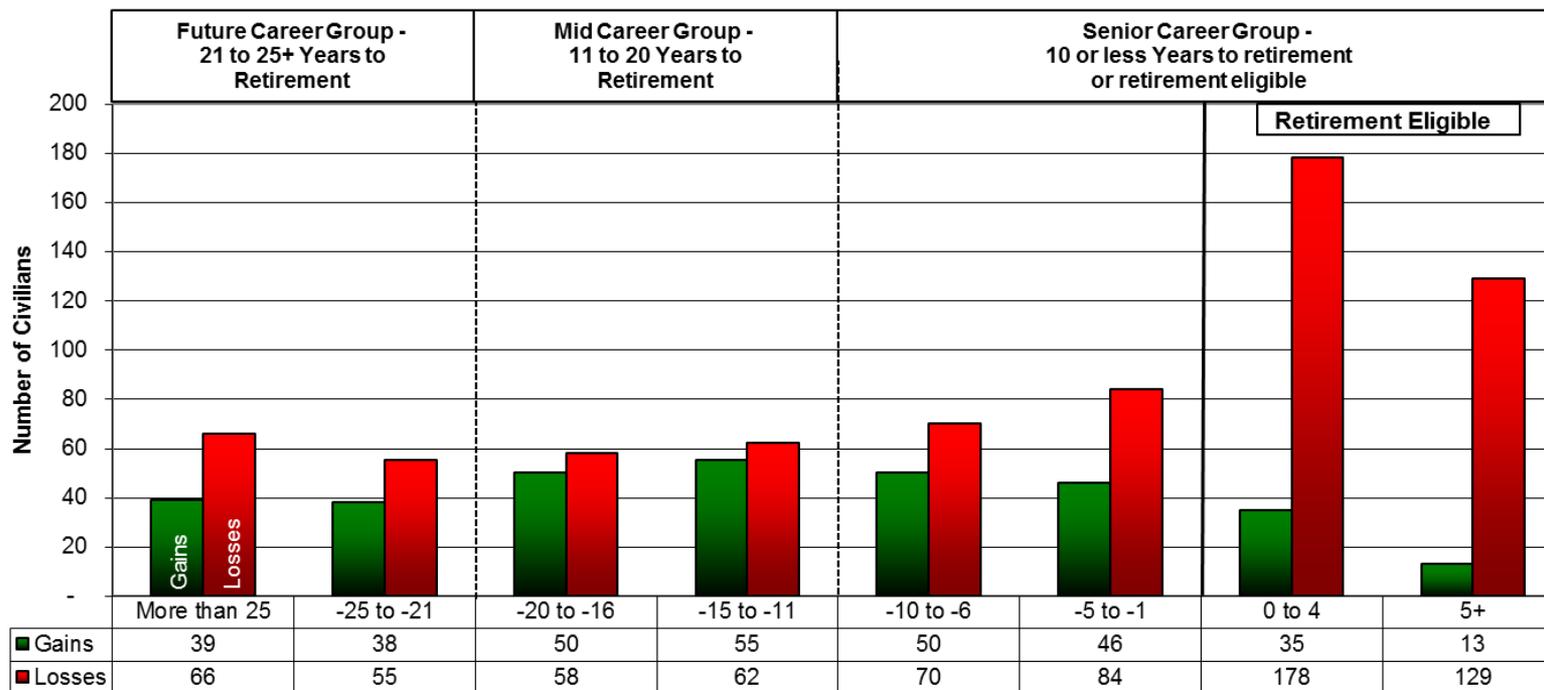


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Facilities Engineering

Workforce Lifecycle FY2014 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

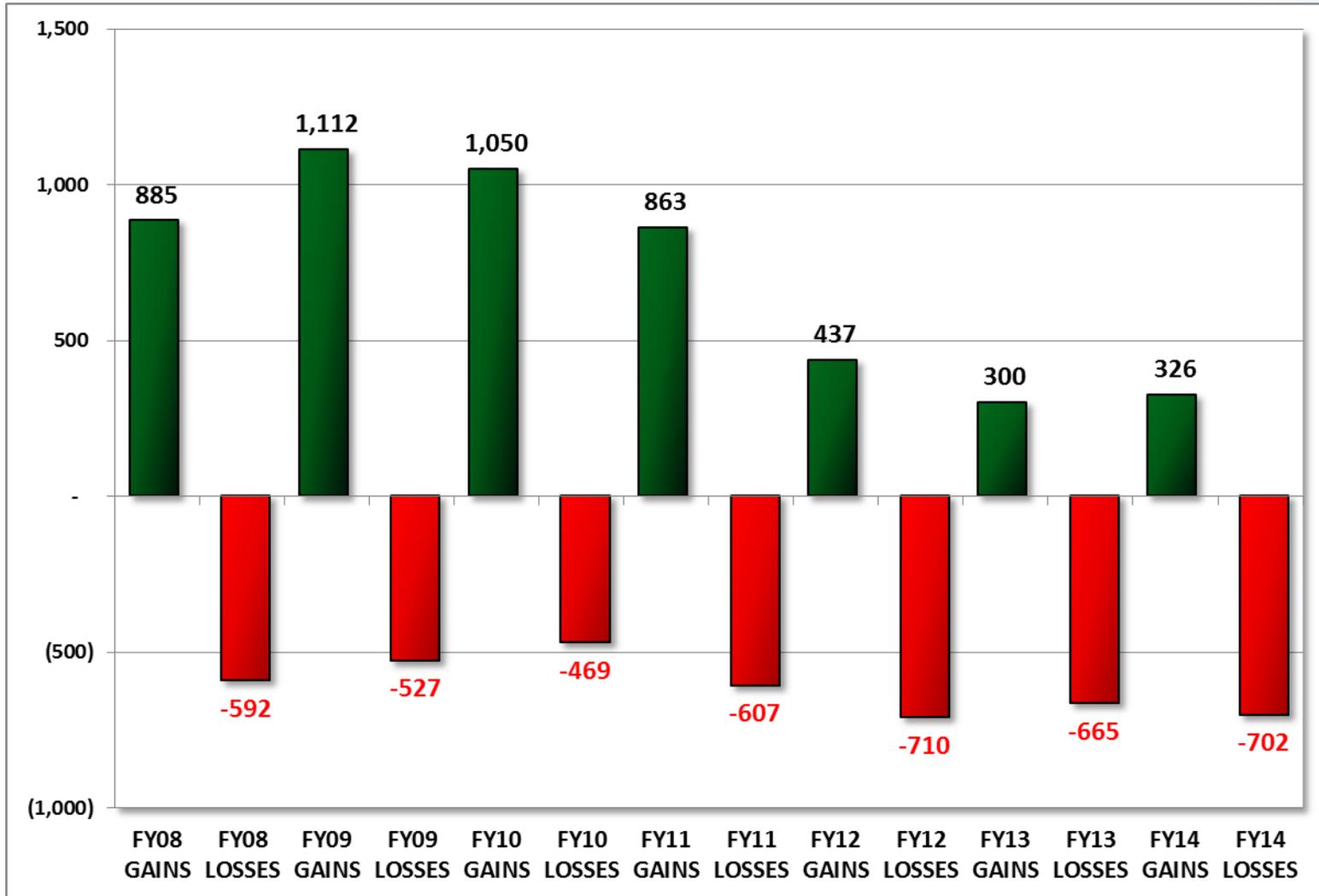
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



Facilities Engineering Historical Gains and Losses FY08 – FY14



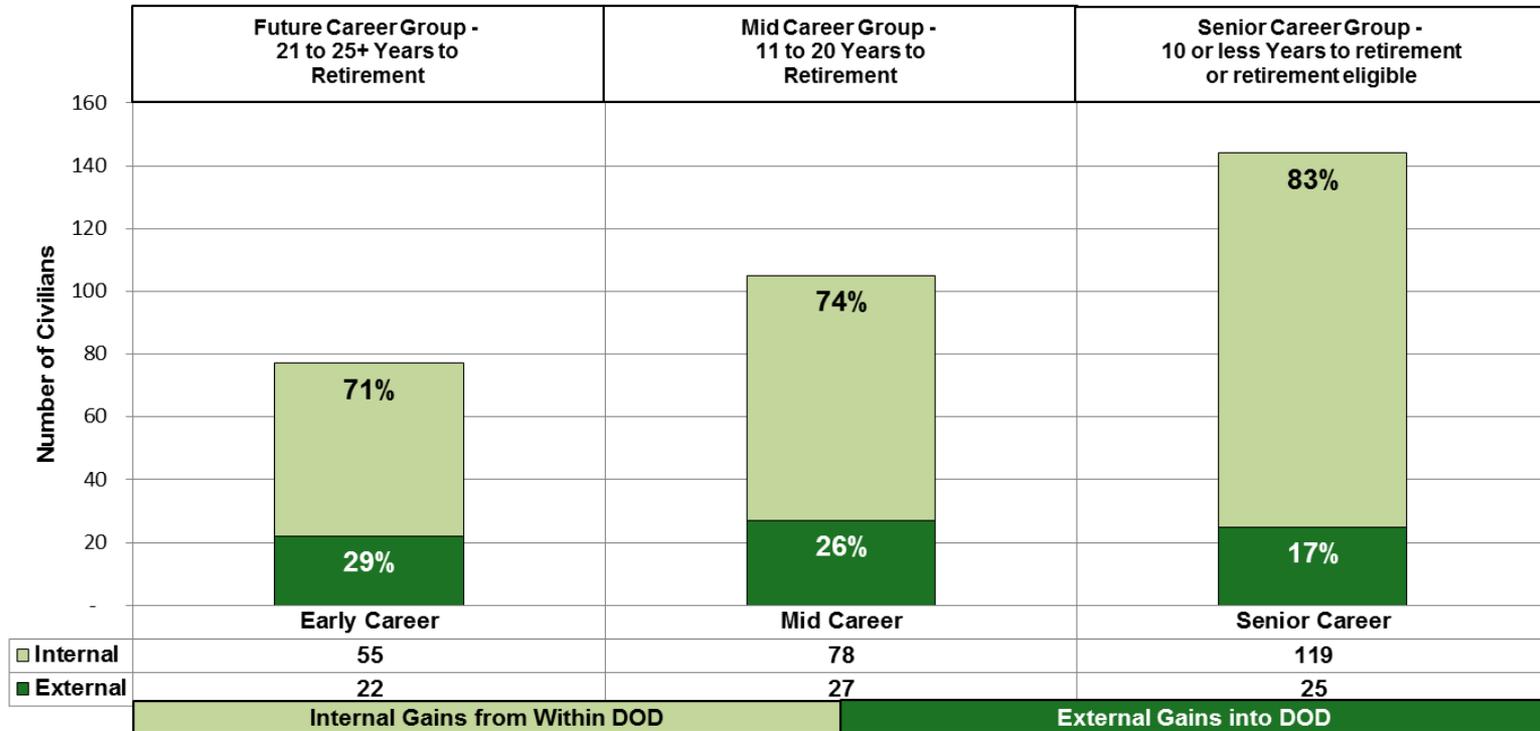
As of the end of FY14 (30 September 2014)



Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Facilities 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)

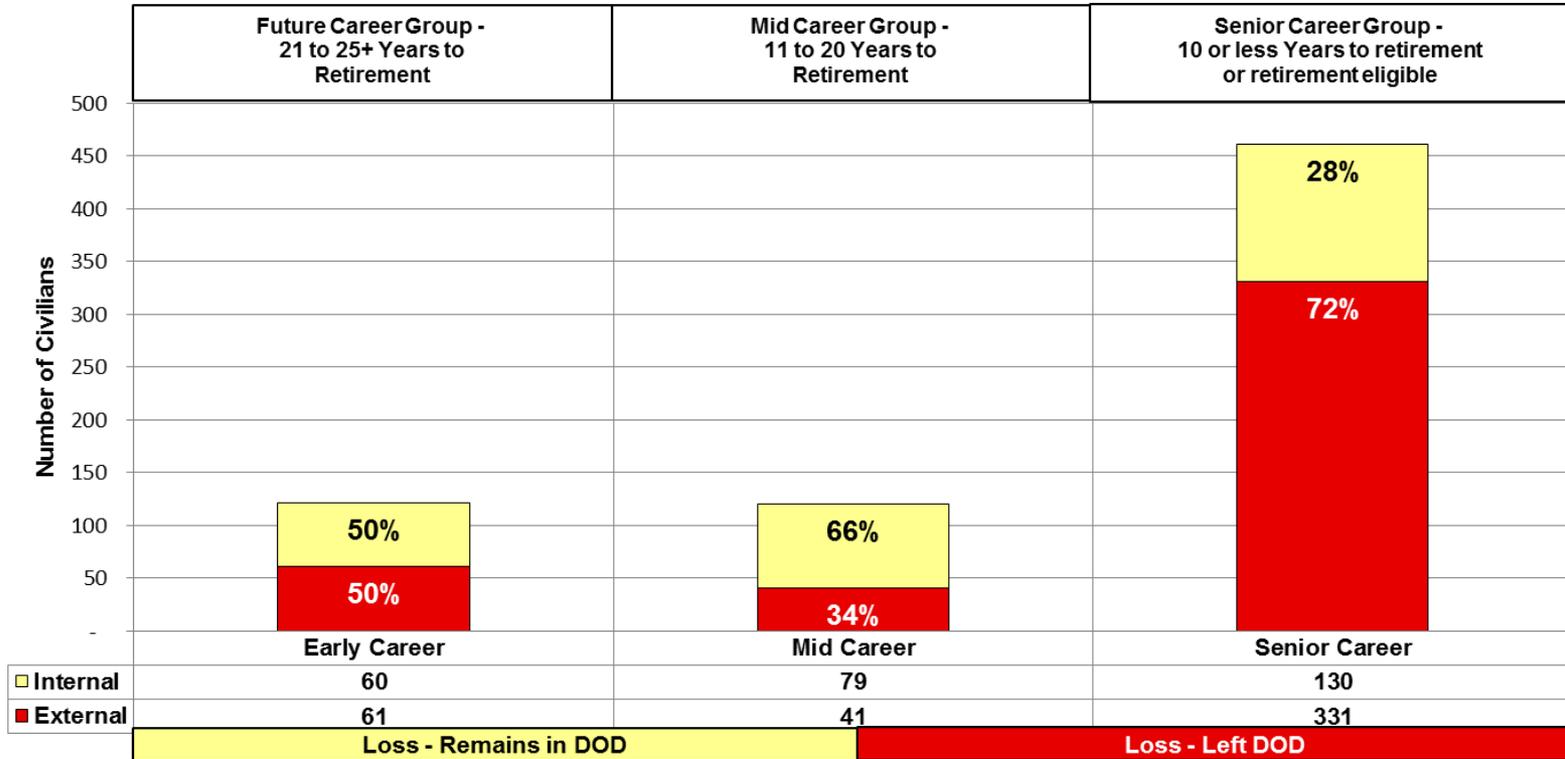


Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Facilities 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

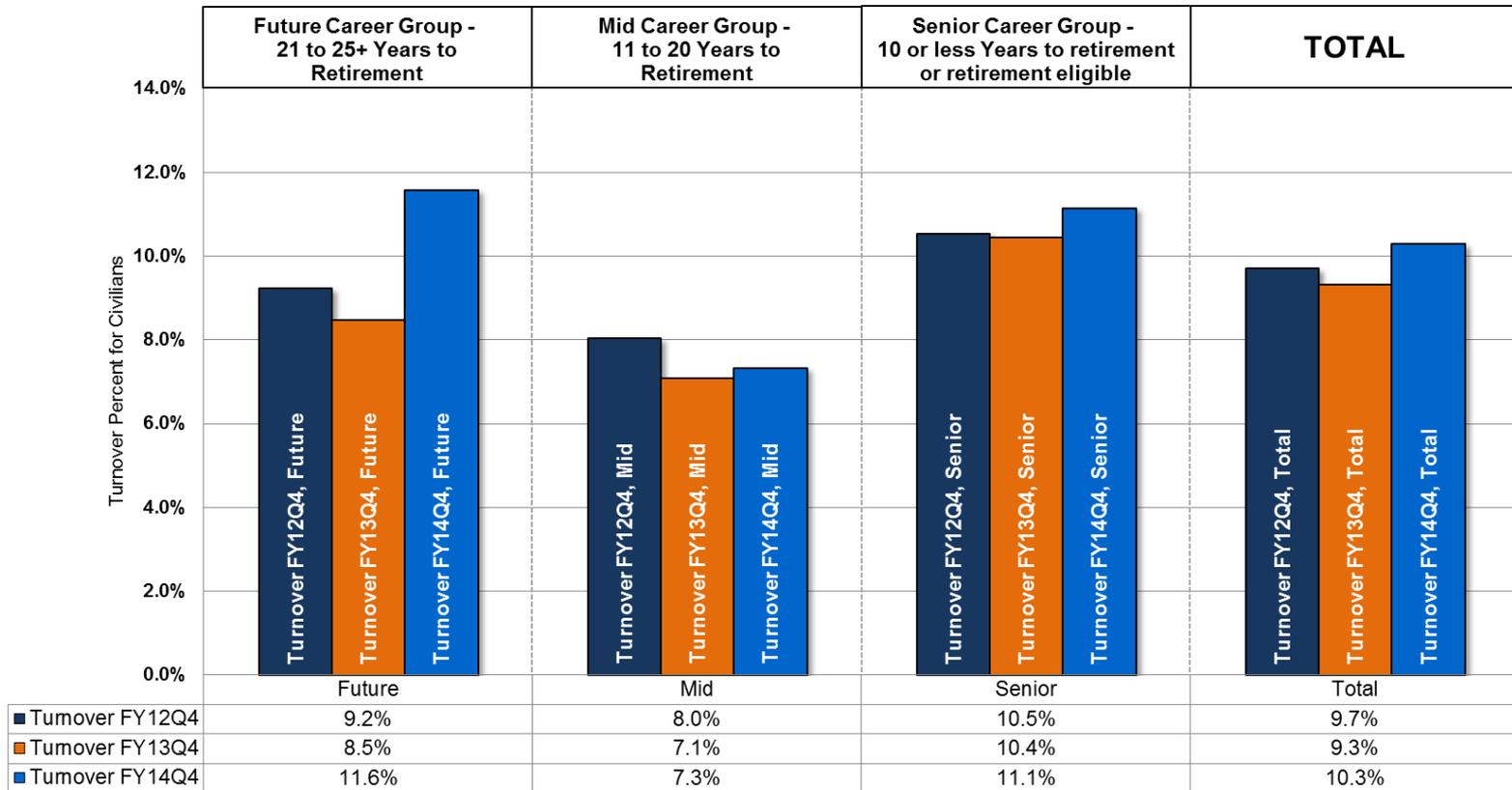
As of the end of FY14 (30 September 2014)



Facilities Engineering Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

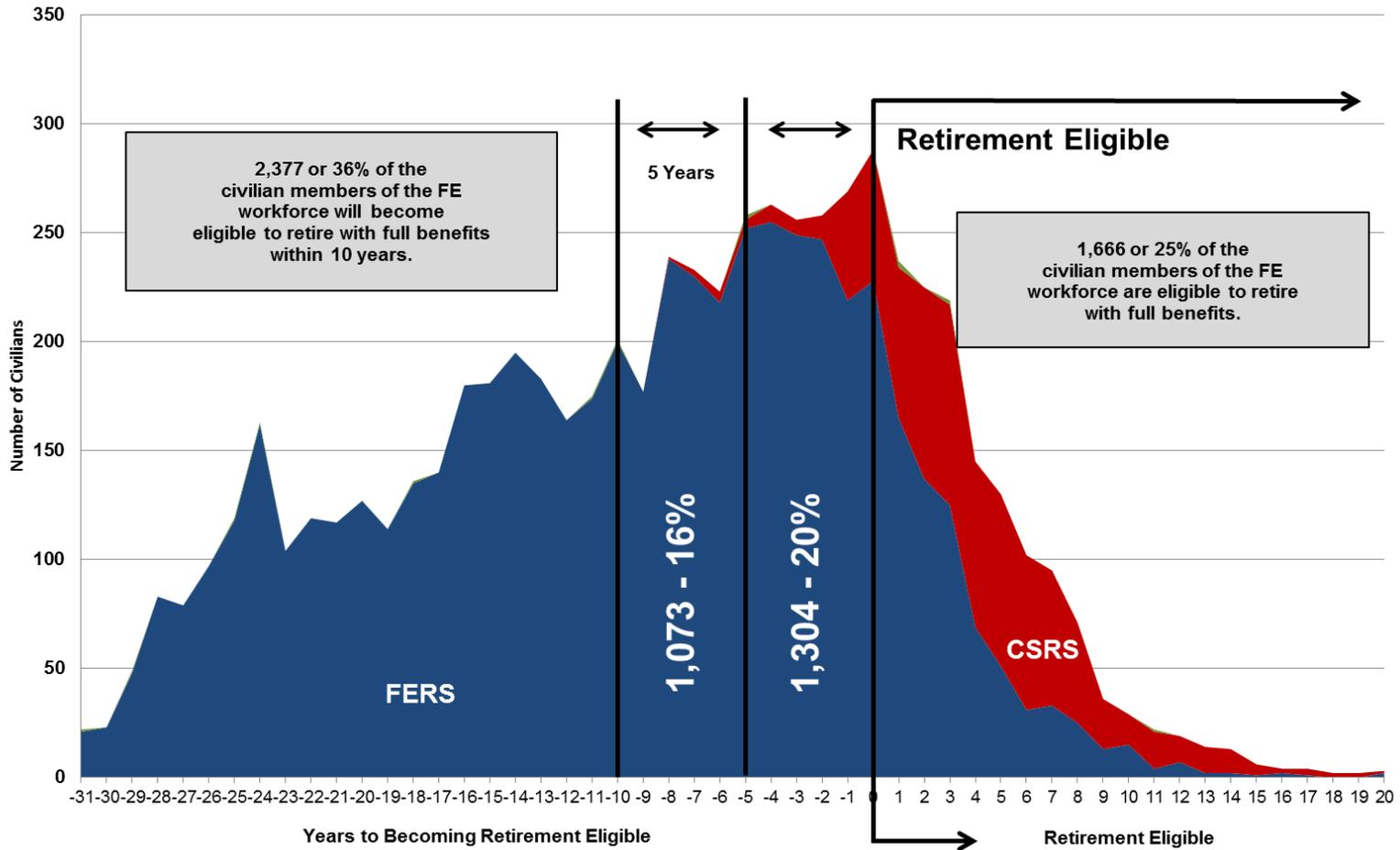


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Facilities Engineering

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



As of the end of FY14 (30 September 2014)



END