



Defense Acquisition Workforce Key Information

Logistics

As of FY15Q2 (31 March 2015)



Fact Sheet



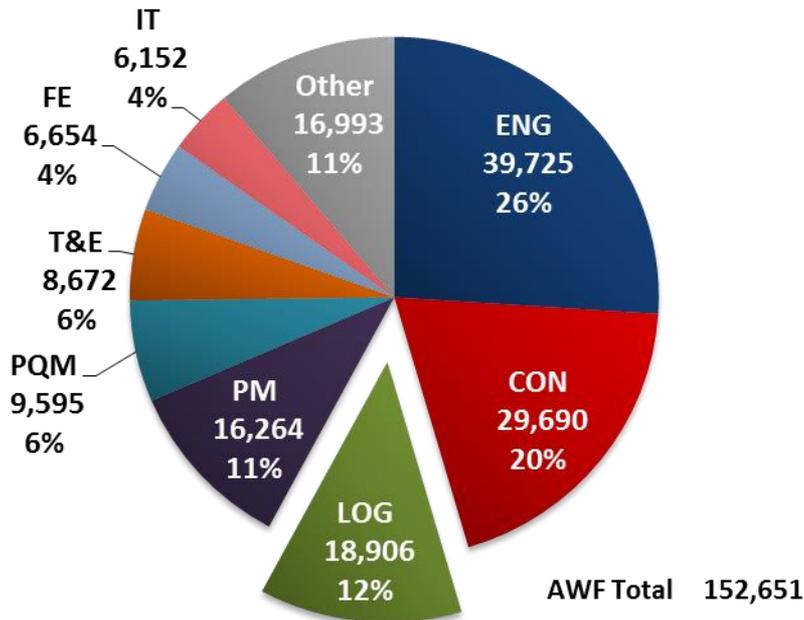
Human Capital Fact Sheet (FY 2014)								
Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY 2014			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	16,663	1,061	17,724	151,355
Change in size from 2008	-	-	-	-	34%	12%	33%	20%
Civilian/Military Composition	93%	7%	-	88% / 12%	94%	6%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	52%	55%	52%	77%	63%	59%	62%	83%
Graduate Degree	15%	23%	16%	29%	25%	38%	26%	36%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	88%	55%	86%	86%
Level II or Higher Achieved	49%	16%	47%	61%	79%	26%	76%	74%
Level III Achieved	28%	7%	27%	36%	42%	6%	40%	43%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	79%	31%	76%	75%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	16%	60%	19%	19%
Does Not Meet Certification Requirement	22%	20%	22%	14%	5%	10%	5%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	76%	26%	73%	62%	54%	6%	52%	45%
Average Age	48.8	39.6	48.1	45.7	48.2	39.0	47.7	44.9
Workforce Life-Cycle Model (YRE)*	14/24/62(%)	-	-	20/23/57 (%) (Civ)	18/25/57(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior	17.8	17.2	17.8	17.3	15.3	17.7	15.4	15.2
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	2,885(17%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,379(20%)	-	-	26,858(18%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	2,227/1,713	-	-	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%		



Logistics Workforce Historical Size by Agency FY05 – FY15Q2



Life Cycle Logistics	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q2	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	6,128	6,320	6,545	7,134	7,952	9,045	8,962	8,677	8,104	7,554	7,361	20%	3%
DoN	4,206	4,155	4,219	4,355	4,784	5,219	5,415	5,497	5,538	5,715	5,883	40%	35%
AIR FORCE	2,079	1,781	1,700	1,727	1,989	2,427	2,762	2,789	2,859	2,907	2,945	42%	71%
DCMA	29	28	40	29	35	37	91	132	128	127	124	328%	328%
DLA	9	7	63	40	22	21	21	317	359	1,272	2,435	26956%	5988%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	2	3	4	5	12	44	48	57	71	64	73	3550%	1360%
DISA	13	13	28	38	22	17	18	15	13	32	28	115%	-26%
DHA	-	-	-	-	-	2	2	1	-	3	3		
DTRA	-	1	1	1	1	1	1	-	-	-	3		200%
DAU	26	23	-	24	30	37	36	41	37	36	35	35%	46%
OSD & Staff	1	1	2	2	2	10	13	12	11	12	14	1300%	600%
JCS	-	-	-	-	-	-	-	1	1	1	1		
DeCA	-	-	1	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	2	-	-	-	-	-	-	-		-100%
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	1	-	-	-	-	-	1	1	1		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	4	3	1	-	-	-	-	-		-100%
TOTAL	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,724	18,906	51.3%	41.5%

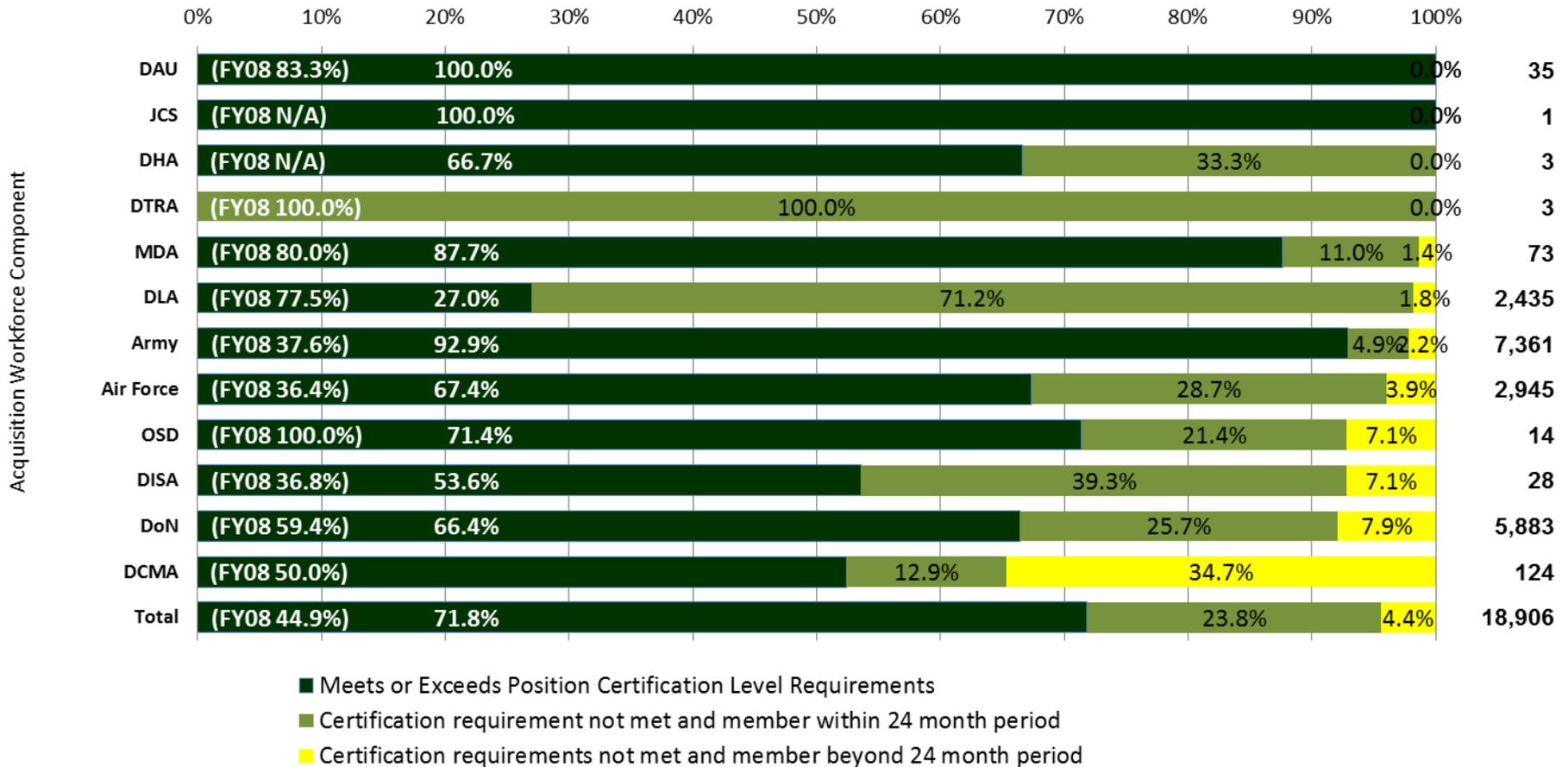


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Logistics DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY15Q2)

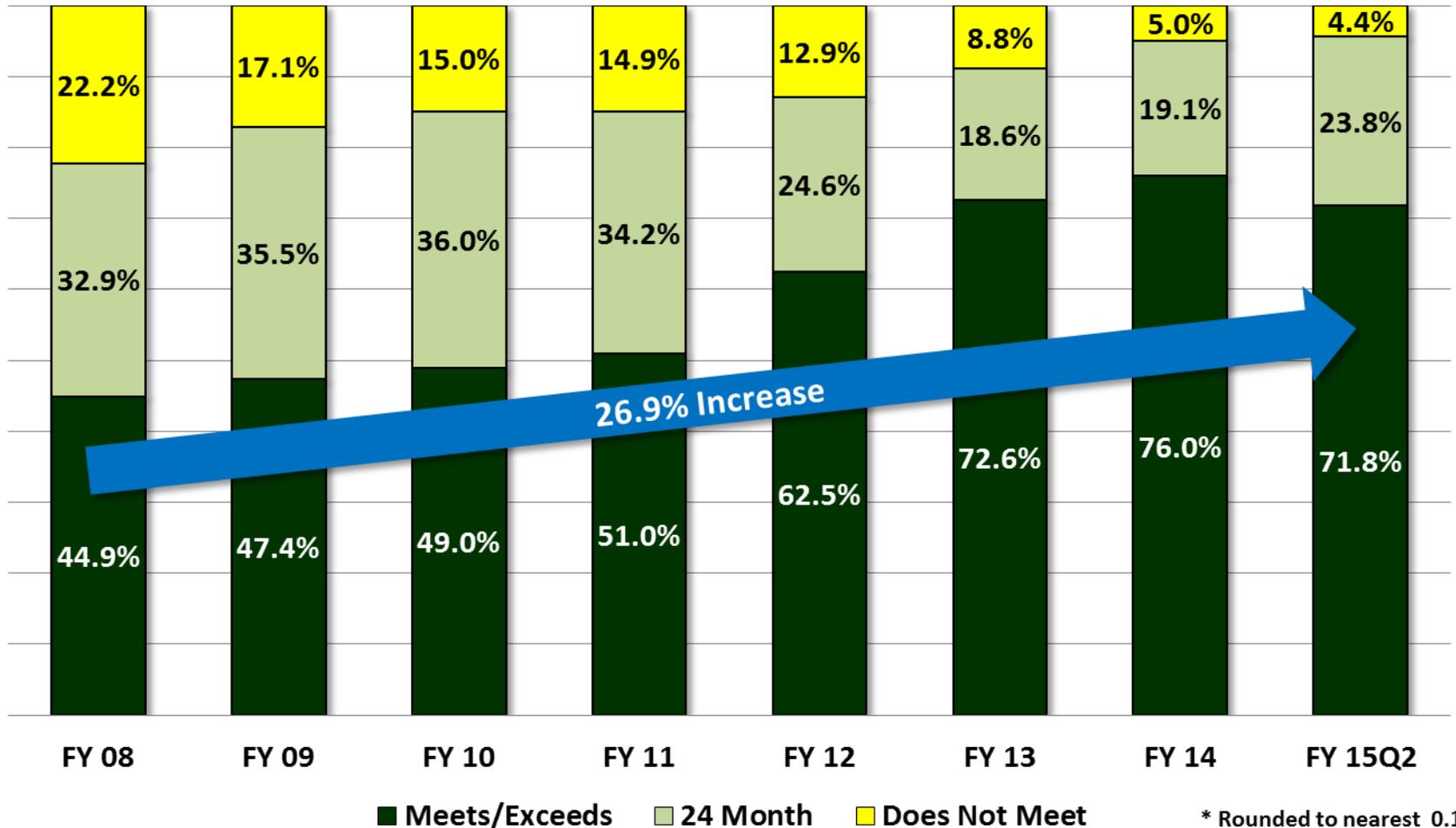




Logistics Historical DAWIA Certification FY08 – FY15Q2



Life Cycle Logistics



26.9% Increase



Logistics DAWIA Certification Matrix + Bench Strength



Life Cycle Logistics Required Certification Level	Achieved Certification Level				FY15Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,393	534	184	39	2,150	35.2%
Level II	1,626	1,099	5,725	2,247	10,697	74.5%
Level III	538	258	407	4,853	6,056	80.1%
Unspecified	3	-	-	-	3	
FY15Q2 TOTAL	3,560	1,891	6,316	7,139	18,906	71.8%
	18.8%	10.0%	33.4%	37.8%		

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%	
Life Cycle L	2,470	13.1%	5 of 13

** Based on population total without unspecified positions

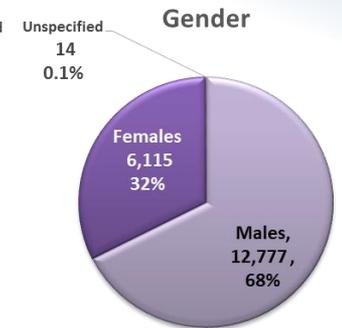
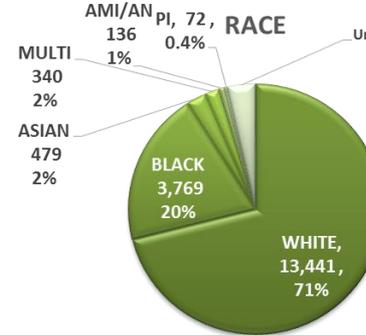
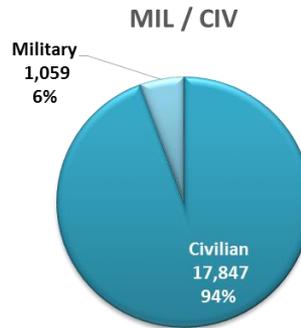
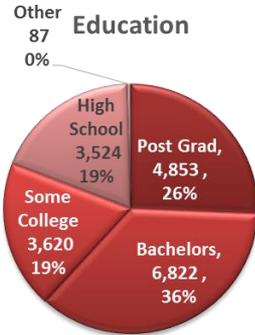
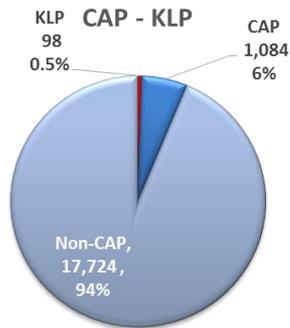
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	757	1,353	40	2,150	11.4%
Level II	7,972	2,259	466	10,697	56.6%
Level III	4,853	879	324	6,056	32.0%
Unspecified	-	3	-	3	0.0%
Life Cycle Logistics TOTAL	13,582	4,494	830	18,906	
	71.8%	23.8%	4.4%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Logistics Demographics



Occupied Position Type	LCL TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	98	0.5%	1,120	0.7%
Critical Acquisition Positions (CAPs) *	1,084	5.7%	15,535	10.2%
Non-CAP Positions	17,724	93.7%	135,996	89.1%
TOTAL	18,906		152,651	

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

Highest Level of Education	LCL TOTAL		Entire DAW	
Post Grad	4,853	25.7%	58,772	38.5%
Bachelors	6,822	36.1%	68,493	44.9%
Some College	3,620	19.1%	11,914	7.8%
High School	3,524	18.6%	12,862	8.4%
Other	87	0.5%	610	0.4%
TOTAL	18,906		152,651	

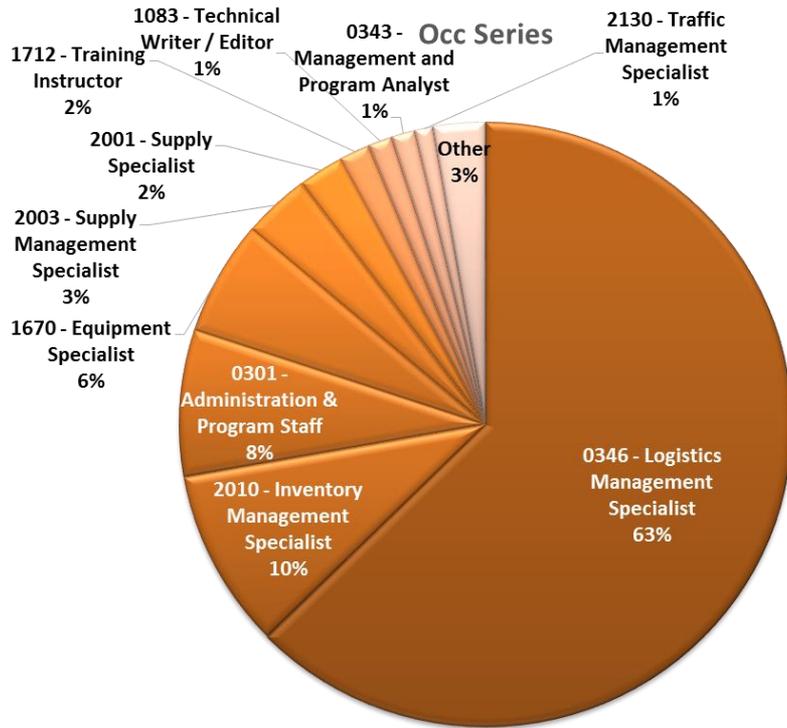
Military / Civilian	LCL TOTAL		Entire DAW	
Civilian	17,847	94.4%	136,977	89.7%
Military	1,059	5.6%	15,674	10.3%
TOTAL	18,906		152,651	

Race	LCL TOTAL		Entire DAW	
WHITE	13,441	71.1%	114,642	75.1%
BLACK	3,769	19.9%	18,203	11.9%
ASIAN	479	2.5%	9,854	6.5%
MULTI	340	1.8%	3,061	2.0%
AMI/AN	136	0.7%	824	0.5%
PI	72	0.4%	677	0.4%
Unspecified	669	3.5%	5,390	3.5%
TOTAL	18,906		152,651	

Gender	LCL TOTAL		Entire DAW	
Males	12,777	67.6%	107,973	70.7%
Females	6,115	32.3%	44,517	29.2%
Unspecified	14	0.1%	161	0.1%
TOTAL	18,906		152,651	



Logistics Size by Occupational Series



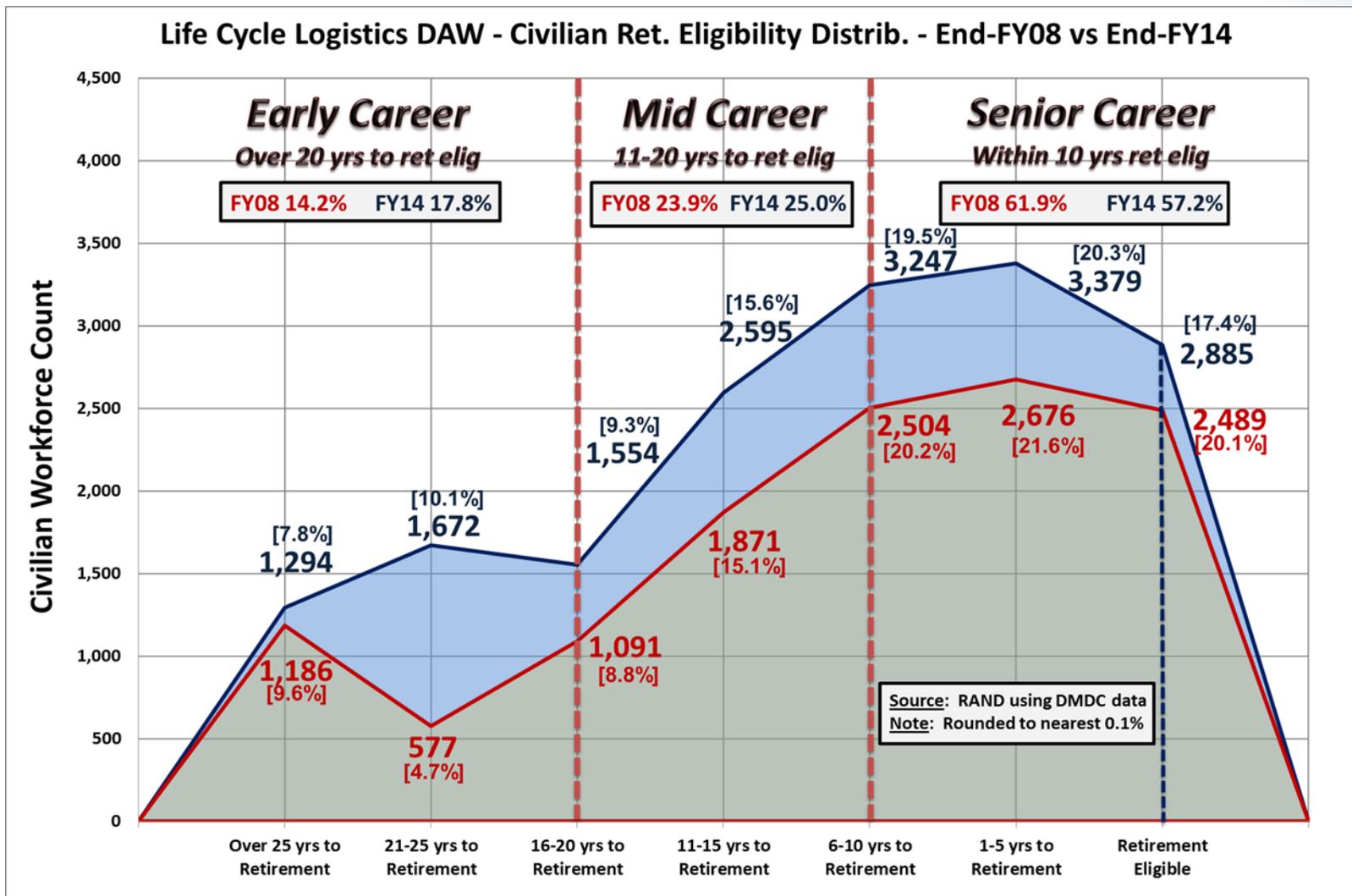
Civilian Occupational Series	LCL TOTAL	
0346 - Logistics Management Specialist	11,173	62.6%
2010 - Inventory Management Specialist	1,714	9.6%
0301 - Administration & Program Staff	1,404	7.9%
1670 - Equipment Specialist	1,095	6.14%
2003 - Supply Management Specialist	630	3.53%
2001 - Supply Specialist	431	2.41%
1712 - Training Instructor	292	1.64%
1083 - Technical Writer / Editor	225	1.26%
0343 - Management and Program Analyst	222	1.24%
2130 - Traffic Management Specialist	173	0.97%
Other	488	2.73%
TOTAL CIVILIAN	17,847	Civilians



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



Logistics Civilian Retirement Eligibility Distribution – FY08 / FY14

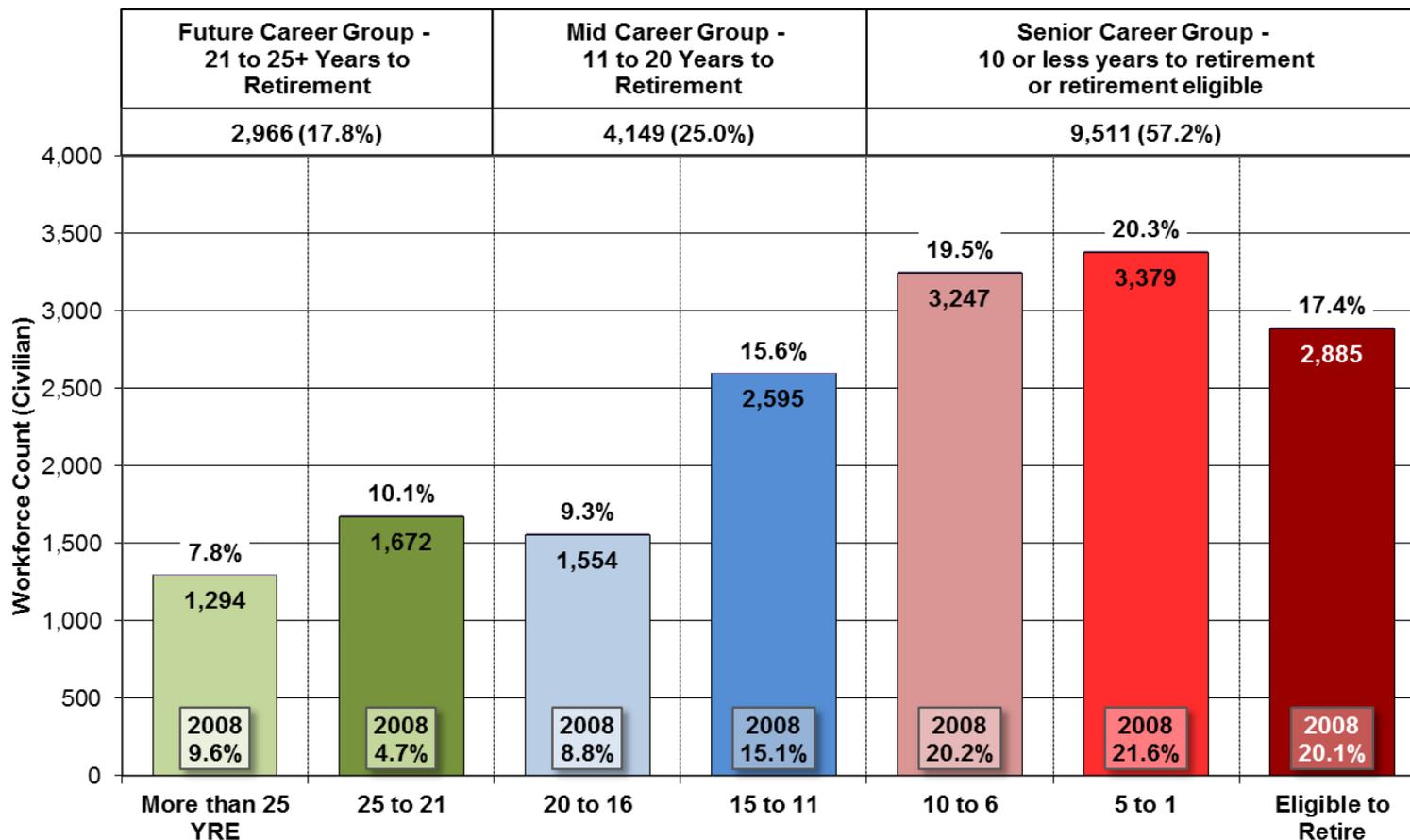


As of the end of FY14 (30 September 2014)



Logistics Workforce Lifecycle Model by YRE

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



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

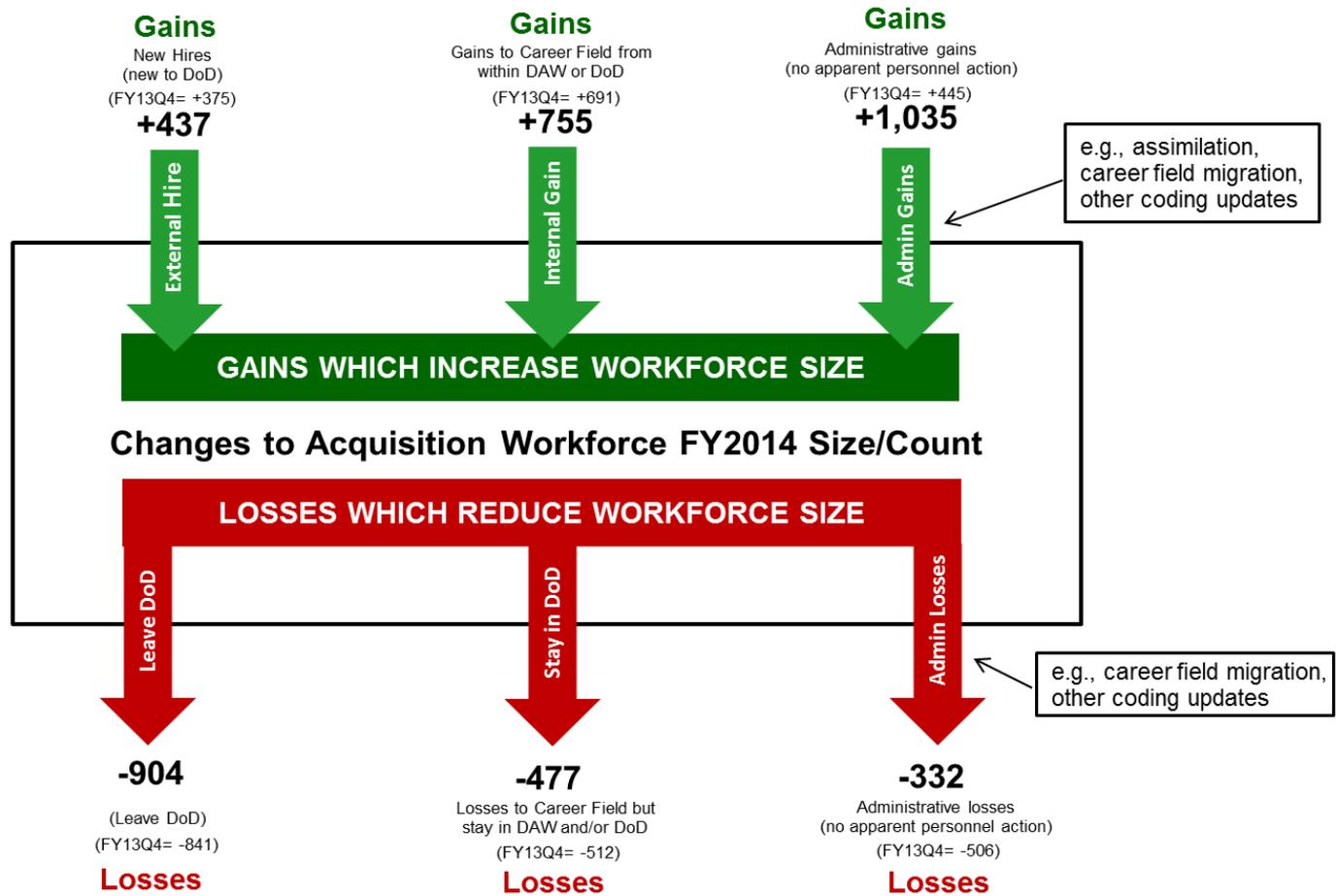
As of the end of FY14 (30 September 2014)



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

Defense Acquisition Workforce (Civilian) (FY2014) - Life Cycle Logistics

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



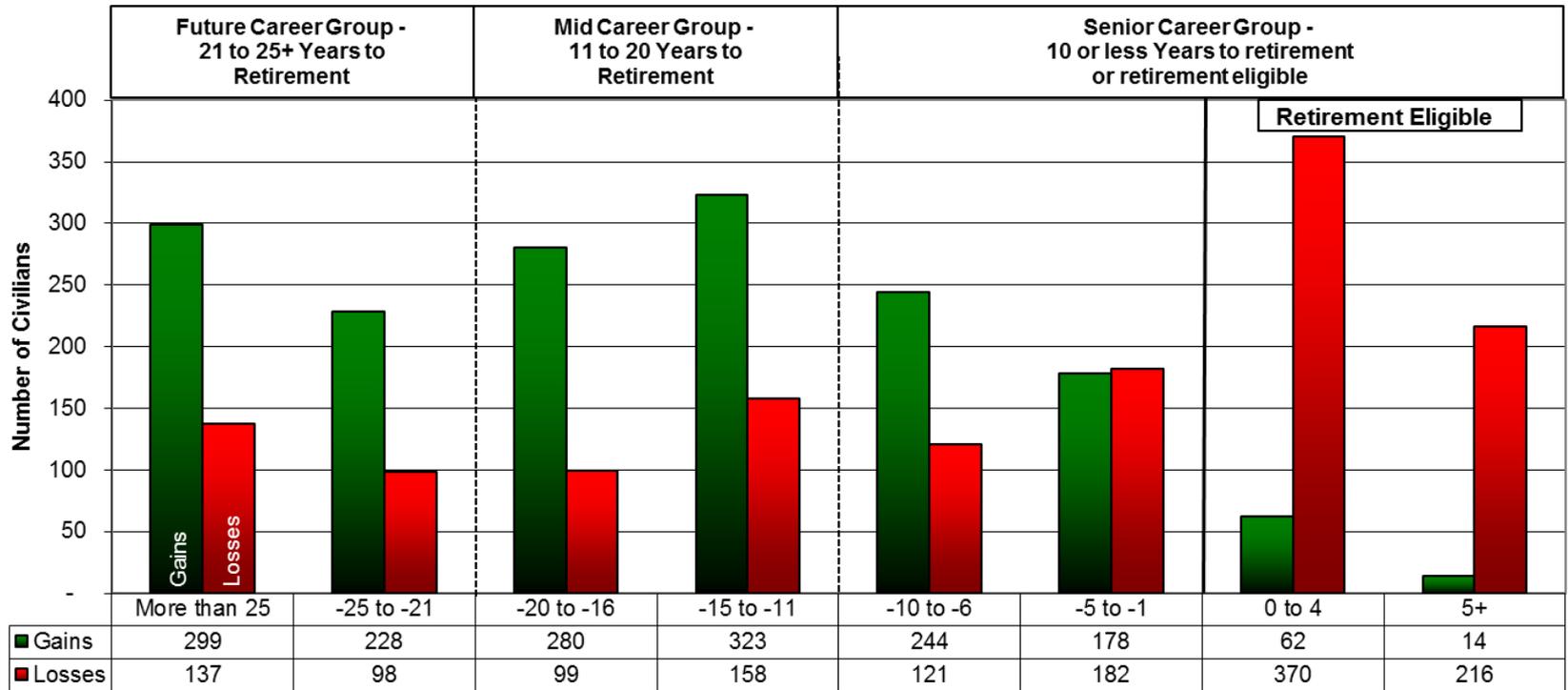
As of the end of FY14 (30 September 2014)



Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics Workforce Lifecycle FY2014 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

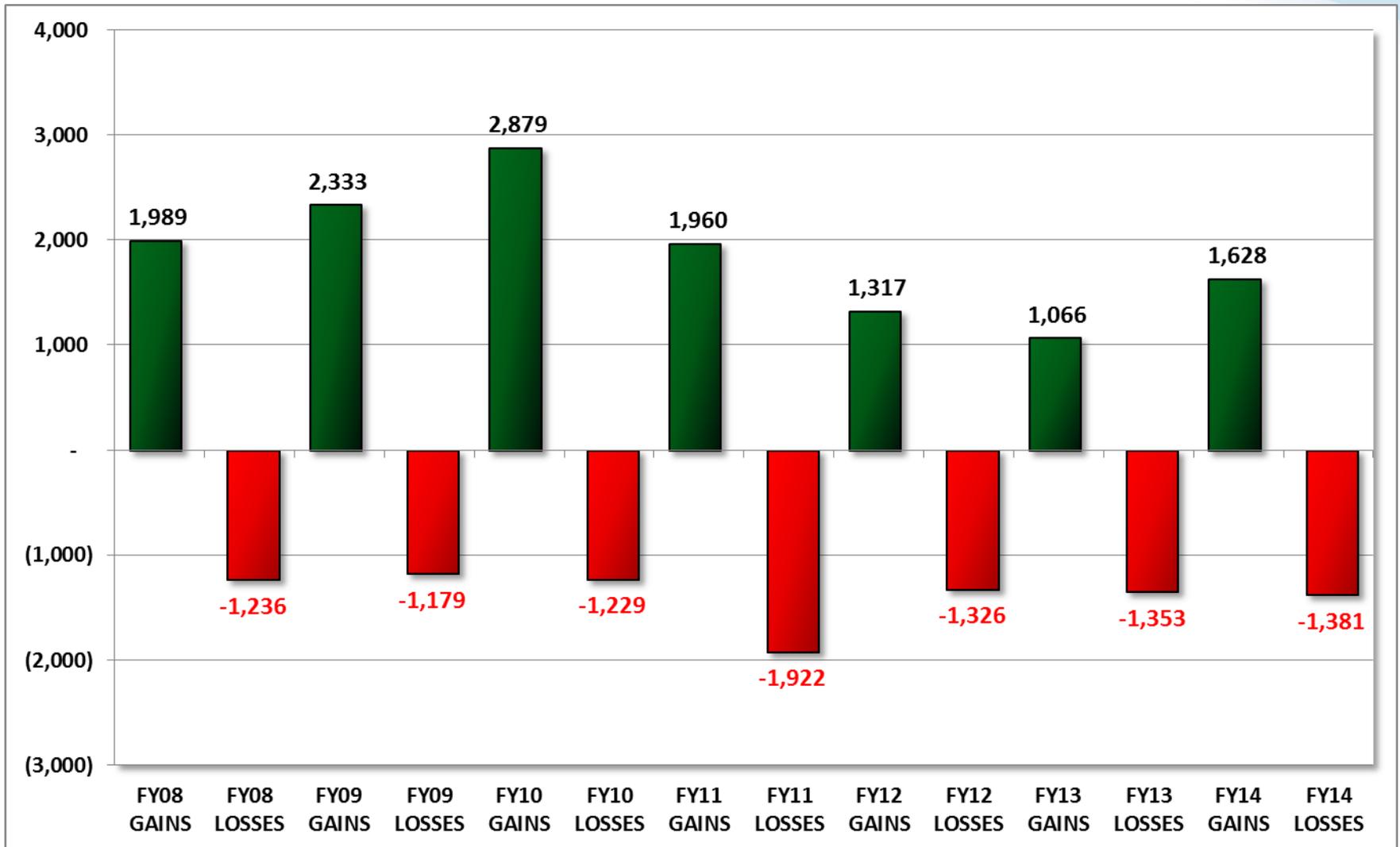
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



Logistics Historical Gains and Losses FY08 – FY14



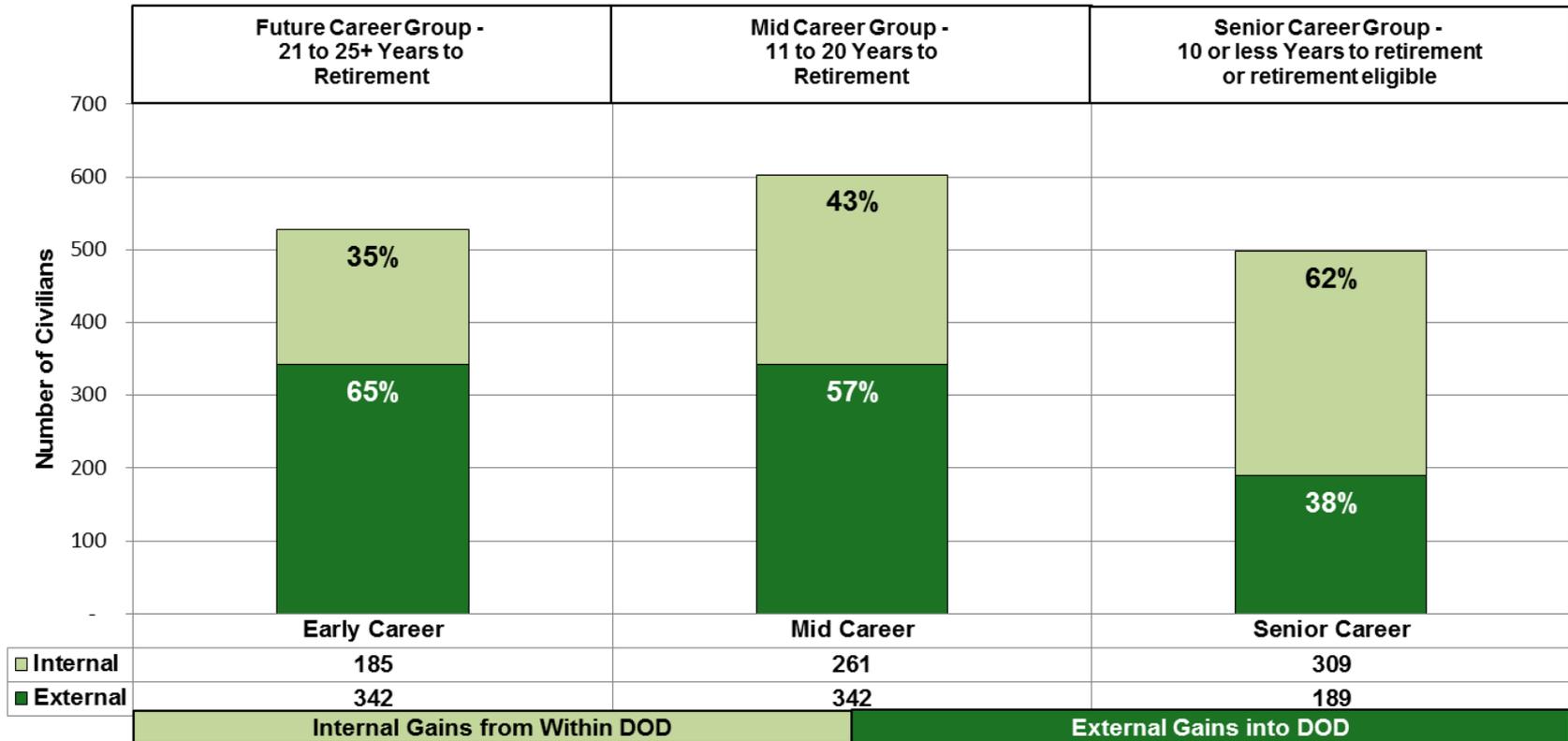
As of the end of FY14 (30 September 2014)



Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics 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)

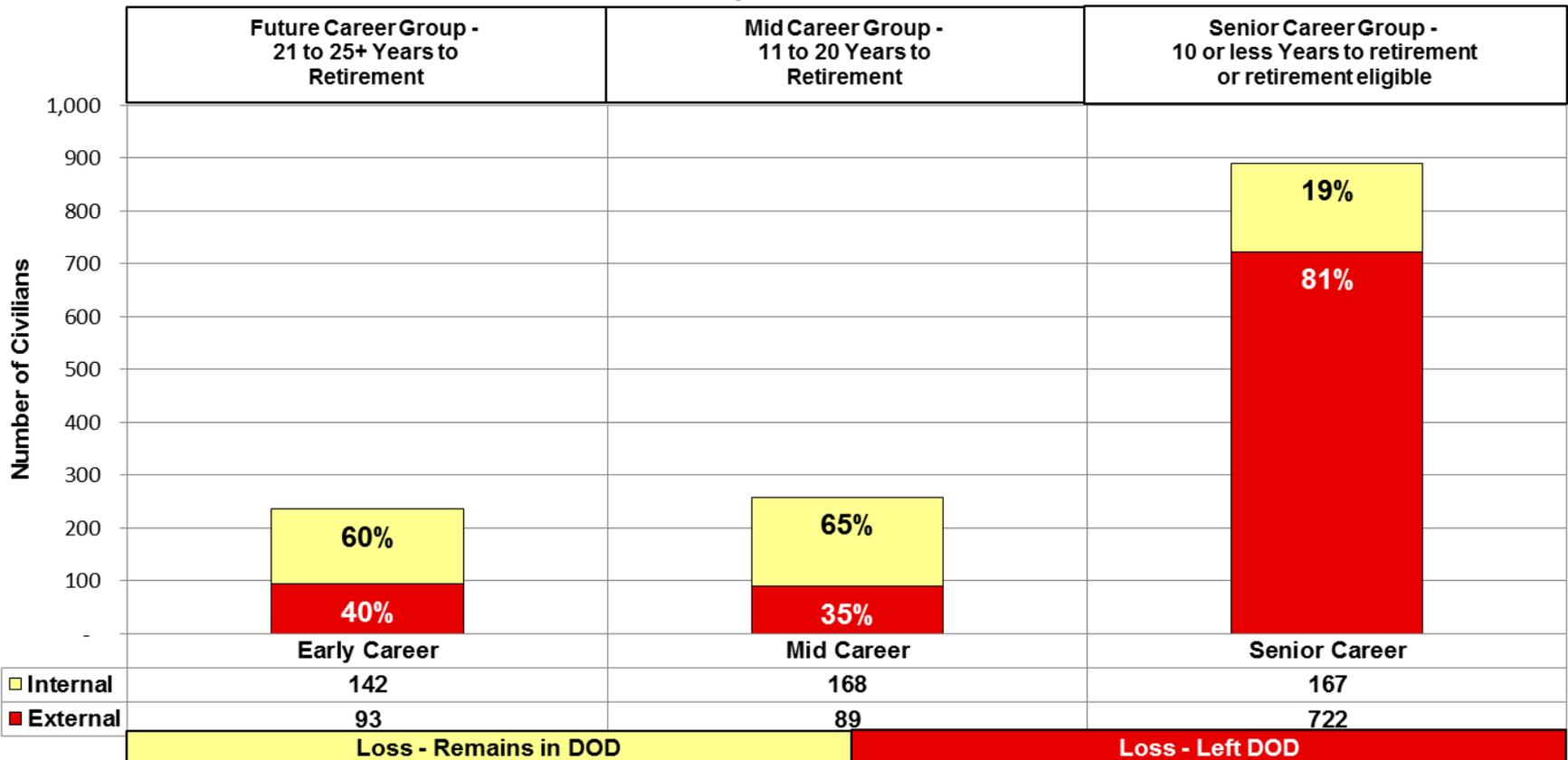


Logistics Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

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

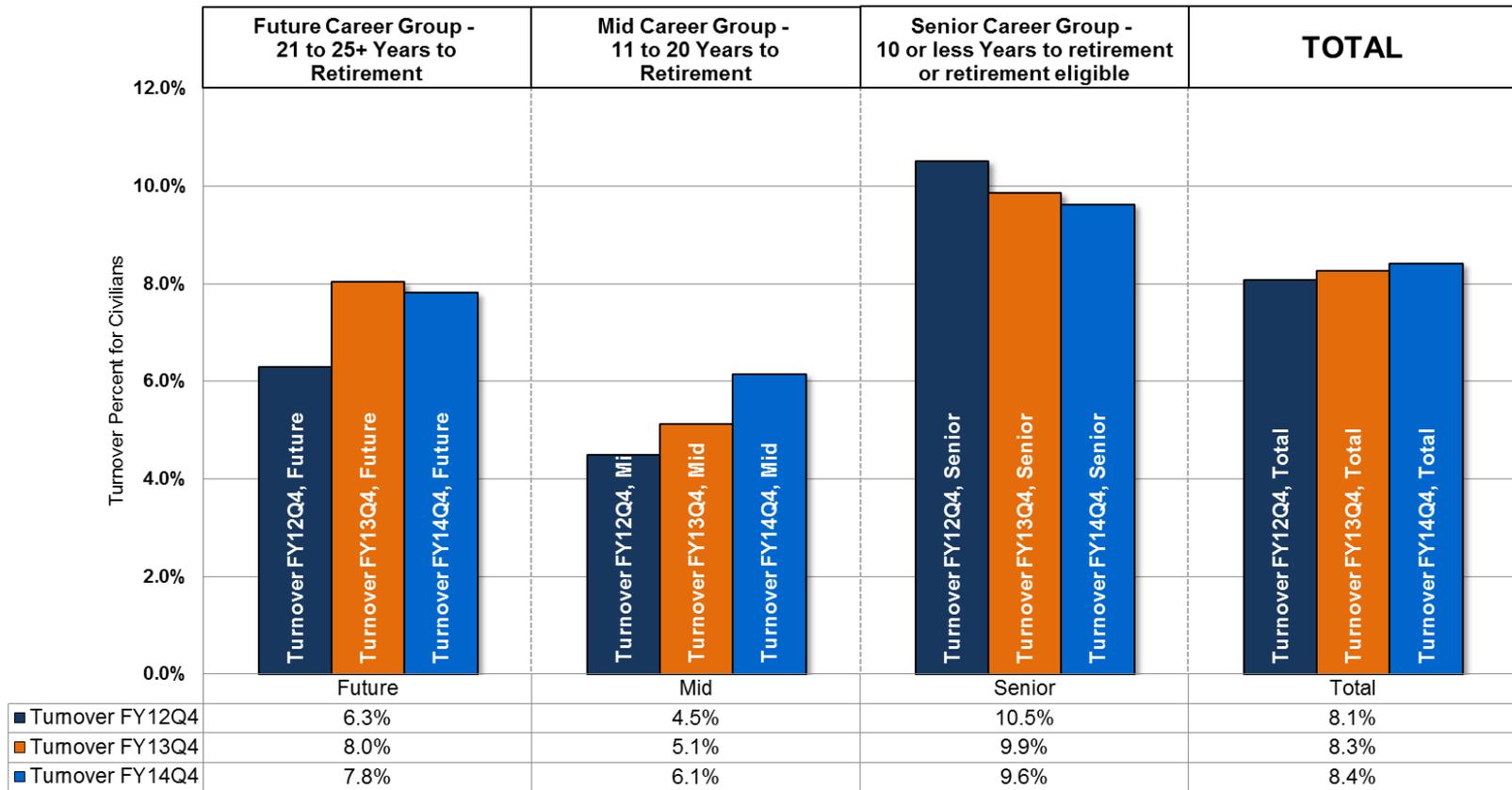
As of the end of FY14 (30 September 2014)



Logistics Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

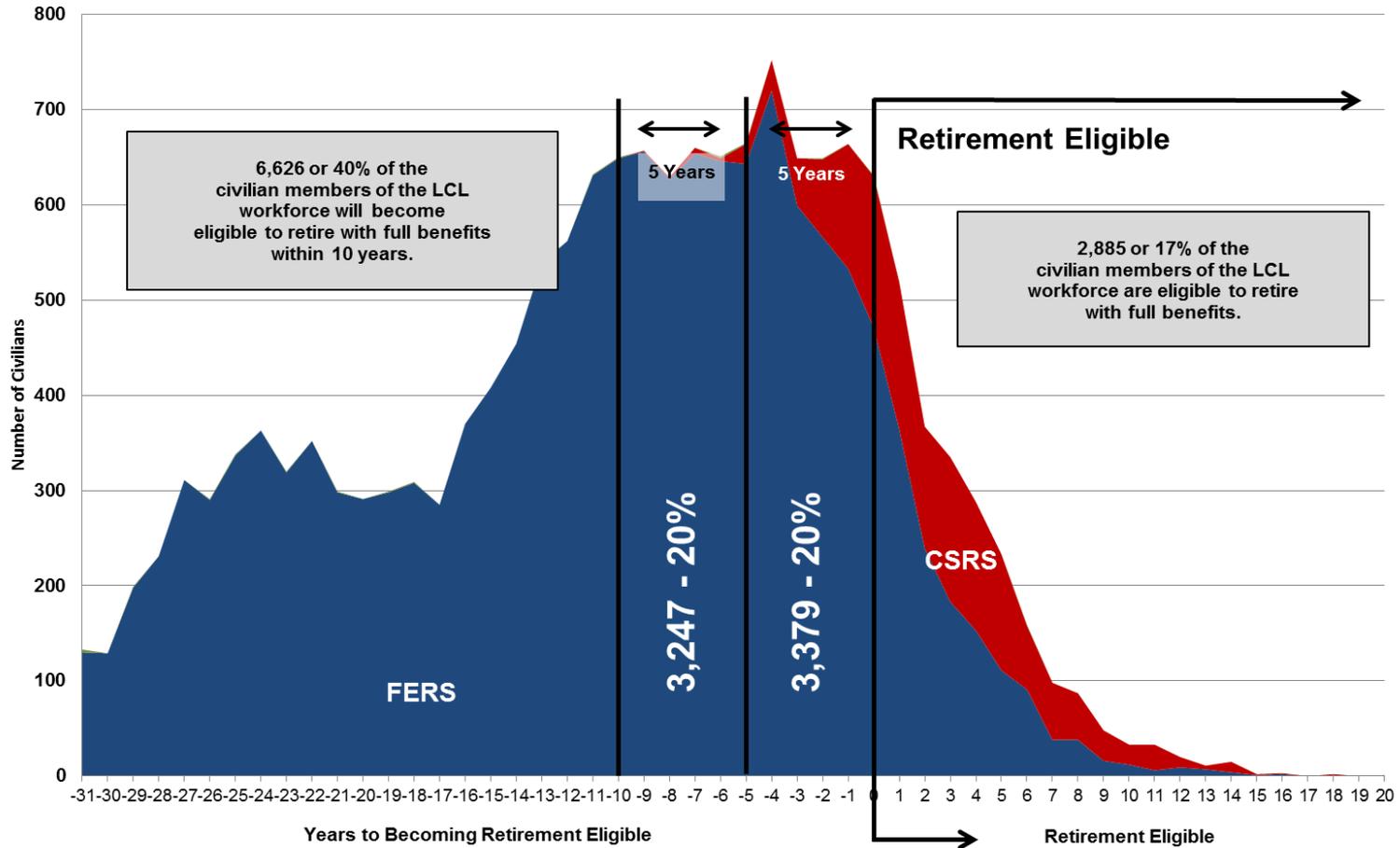
As of the end of FY14 (30 September 2014)



Logistics Civilian Distribution by Years to Retirement Eligibility

Defense Acquisition Workforce - Life Cycle Logistics

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



As of the end of FY14 (30 September 2014)



END