



Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing

As of FY15Q2 (31 March 2015)



Fact Sheet



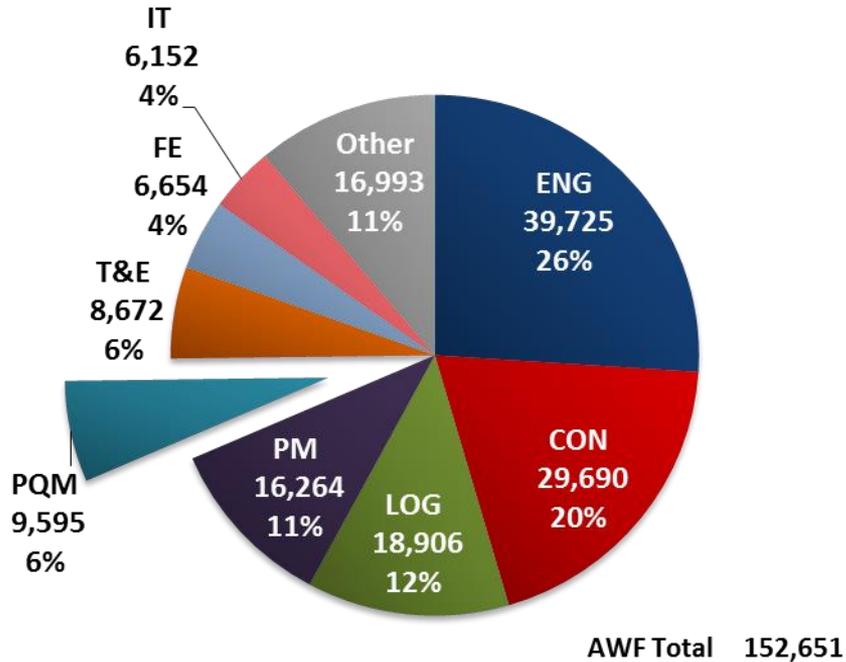
Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY 2014			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,445	693	9,138	125,879	8,986	685	9,671	151,355
Change in size from 2008	-	-	-	-	6%	-1%	6%	20%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	40%	83%	43%	77%	42%	86%	45%	83%
Graduate Degree	9%	38%	12%	29%	13%	71%	17%	36%
Certification								
Level I or Higher Achieved	76%	56%	74%	72%	86%	69%	85%	86%
Level II or Higher Achieved	68%	42%	66%	61%	76%	46%	74%	74%
Level III Achieved	13%	23%	14%	36%	21%	26%	22%	43%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	77%	52%	75%	75%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	18%	44%	20%	19%
Does Not Meet Certification Requirement	11%	4%	10%	14%	5%	4%	5%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	82%	26%	78%	62%	57%	8%	54%	45%
Average Age	51.0	39.9	50.2	45.7	49.5	39.3	48.7	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	14/25/61(%)	-	-	26/23/51(%)
Average Years of Service	21.0	16.2	20.7	17.3	17.1	17.4	17.2	15.2
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,026(23%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,777(20%)	-	-	26,858(18%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,077/1,072	-	-	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%		



PQM Workforce Historical Size by Agency FY05 – FY15Q2



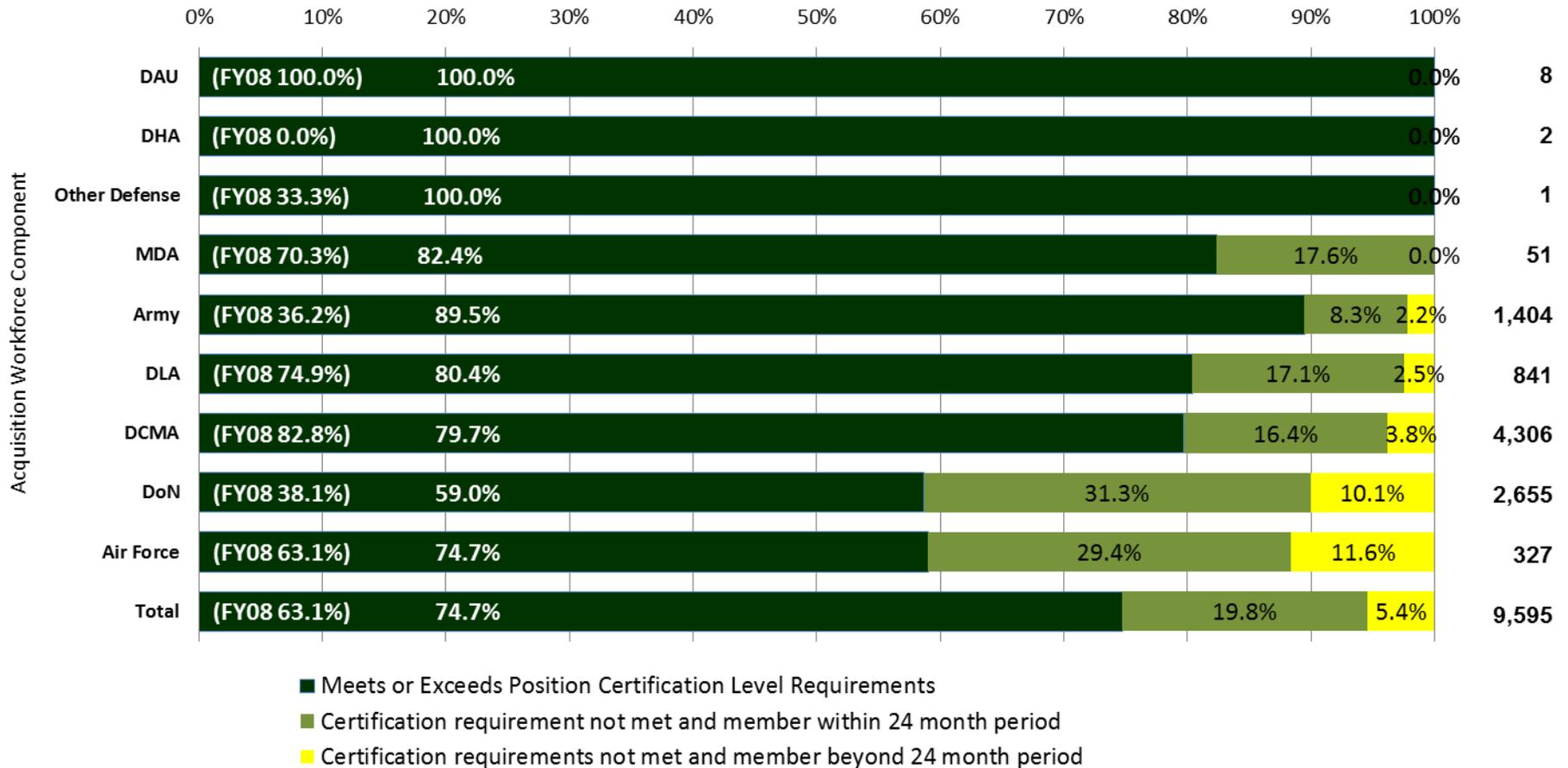
Production, Quality and Man	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q2	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	2,287	2,193	2,083	1,952	1,930	2,081	2,004	1,777	1,608	1,432	1,404	-39%	-28%
DoN	2,032	2,000	1,960	2,005	2,064	2,181	2,353	2,379	2,468	2,675	2,655	31%	32%
AIR FORCE	407	334	326	383	389	404	406	405	326	330	327	-20%	-15%
DCMA	4,125	3,822	3,548	3,858	3,975	4,259	3,948	4,026	4,371	4,352	4,306	4%	12%
DLA	534	590	438	865	652	769	852	823	827	815	841	57%	-3%
DCAA	-	-	-	3	-	-	-	-	-	-	-	-	-100%
MDA	6	5	8	37	6	23	31	41	47	54	51	750%	38%
DISA	-	1	-	-	-	-	-	-	-	-	-	-	-
DHA	-	-	-	2	1	2	1	1	2	3	2	-	0%
DTRA	-	-	-	-	-	-	-	-	-	-	-	-	-
DAU	4	5	-	5	5	5	5	5	7	9	8	100%	60%
OSD & Staff	1	-	-	13	1	3	1	1	2	1	1	0%	-92%
JCS	-	-	-	-	-	-	-	-	-	-	-	-	-
DeCA	1	-	-	-	-	-	-	-	-	-	-	-100%	-
WHS	-	-	1	-	-	-	-	-	-	-	-	-	-
DFAS	-	16	-	-	-	-	-	-	-	-	-	-	-
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	-
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-
DoD HRA	-	-	-	1	-	-	-	-	-	-	-	-	-100%
DoD TRMC	-	-	-	2	-	-	-	-	-	-	-	-	-100%
DSCA	-	-	-	-	-	-	-	-	-	-	-	-	-
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-
DSS	-	-	-	-	-	-	-	-	-	-	-	-	-
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-
DARPA	-	-	-	1	-	-	-	-	-	-	-	-	-100%
NDU	-	-	-	2	-	-	-	-	-	-	-	-	-100%
DoD IG	-	-	-	4	-	-	-	-	-	-	-	-	-100%
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-
PFFA	-	-	-	-	-	-	-	-	-	-	-	-	-
4th Estate Other	-	-	-	5	-	-	-	-	-	-	-	-	-100%
TOTAL	9,397	8,966	8,364	9,138	9,023	9,727	9,601	9,458	9,658	9,671	9,595	↑ 2.1%	↑ 5.0%



PQM DAWIA Certification by Component



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

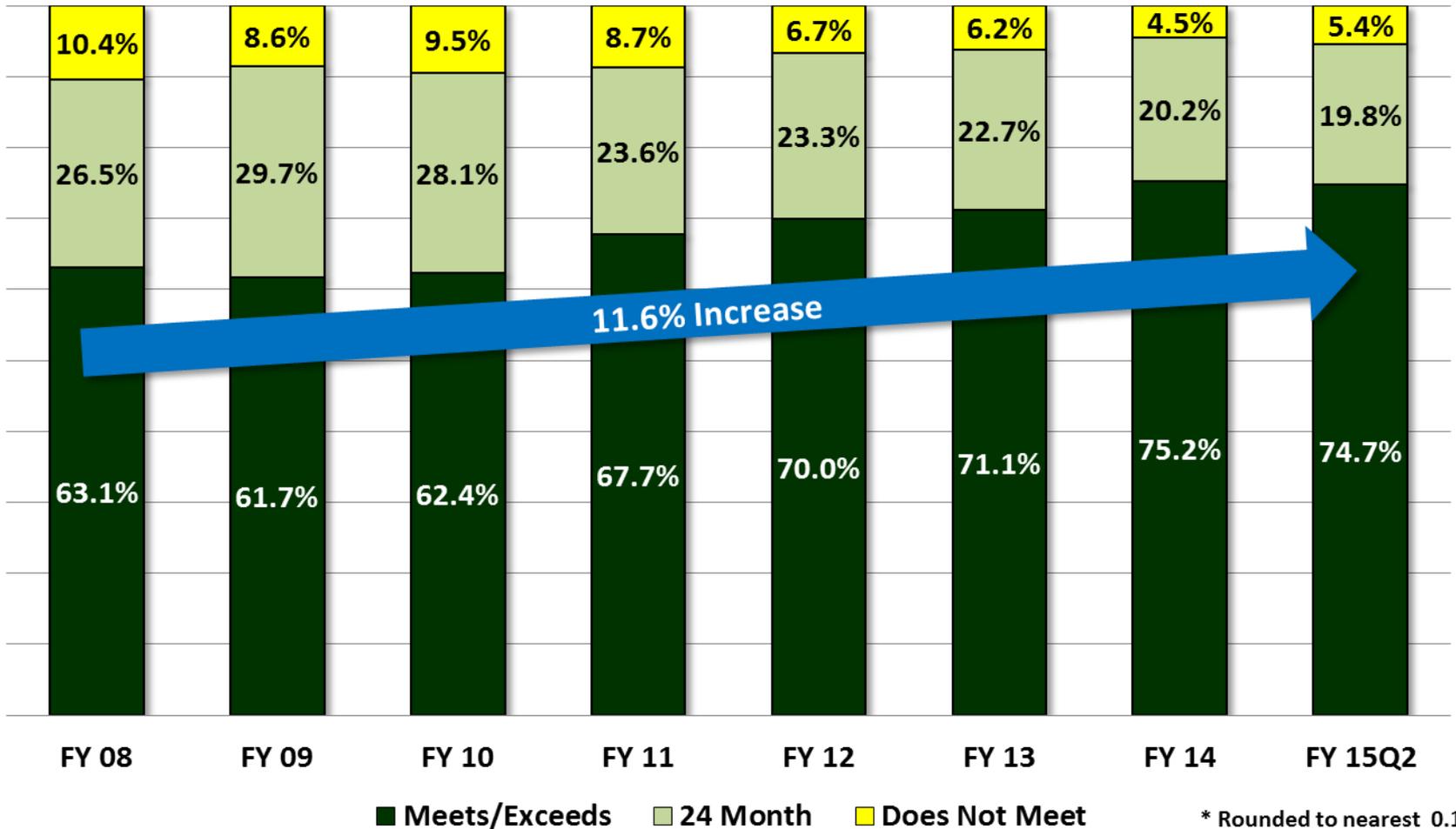




PQM Historical DAWIA Certification FY08 – FY15Q2



Production, Quality and Manufacturing





PQM DAWIA Certification Matrix + Bench Strength

PQM Required Certification Level	Achieved Certification Level				FY15Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	366	333	147	8	854	57.1%
Level II	1,006	605	4,619	462	6,692	75.9%
Level III	158	66	224	1,598	2,046	78.1%
Unspecified	-	-	1	2	3	
FY15Q2 TOTAL	1,530	1,004	4,991	2,070	9,595	74.7%
	15.9%	10.5%	52.0%	21.6%		

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%	
PQM	617	6.4%	12 of 13

** Based on population total without unspecified positions

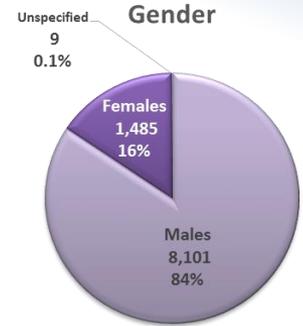
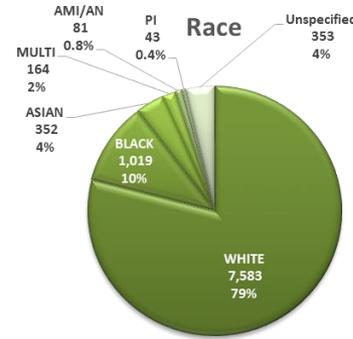
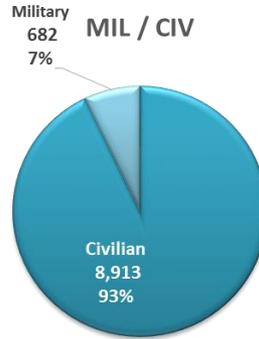
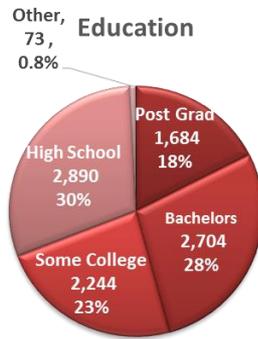
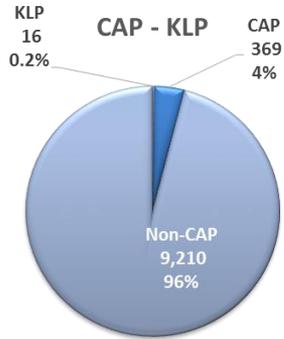
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	488	350	16	854	8.9%
Level II	5,081	1,240	371	6,692	69.7%
Level III	1,598	313	135	2,046	21.3%
Unspecified	2	1	-	3	0.0%
PQM TOTAL	7,169	1,904	522	9,595	
	74.7%	19.8%	5.4%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



PQM Demographics



Occupied Position Type	PQM TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	16	0.2%	1,120	0.7%
Critical Acquisition Positions (CAPs) *	369	3.8%	15,535	10.2%
Non-CAP Positions	9,210	96.0%	135,996	89.1%
TOTAL	9,595		152,651	

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

Highest Level of Education	PQM TOTAL		Entire DAW	
Post Grad	1,684	17.6%	58,772	38.5%
Bachelors	2,704	28.2%	68,493	44.9%
Some College	2,244	23.4%	11,914	7.8%
High School	2,890	30.1%	12,862	8.4%
Other	73	0.8%	610	0.4%
TOTAL	9,595		152,651	

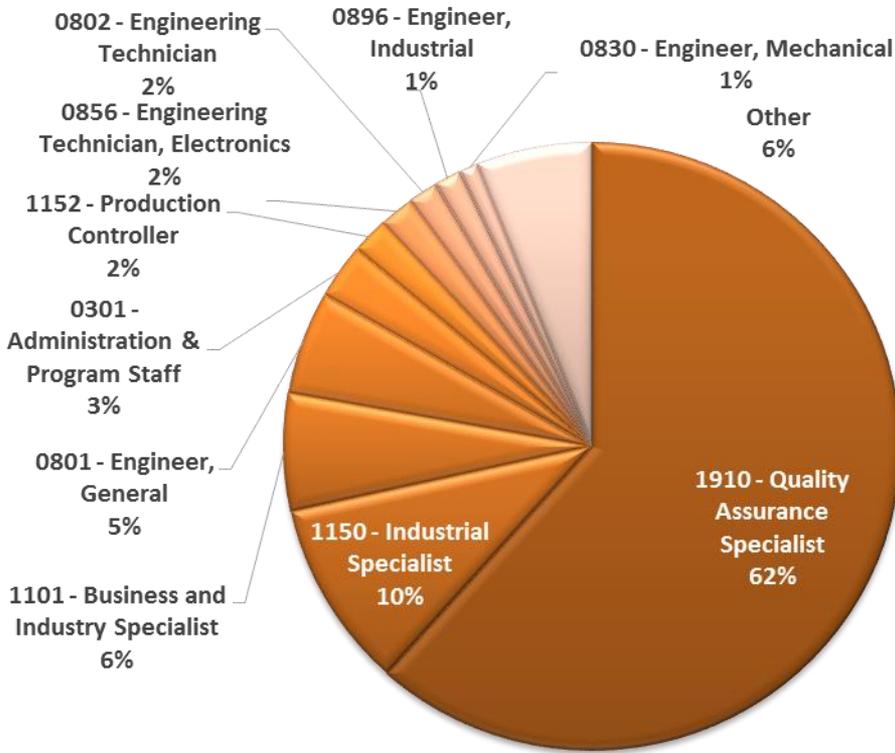
Military / Civilian	PQM TOTAL		Entire DAW	
Civilian	8,913	92.9%	136,977	89.7%
Military	682	7.1%	15,674	10.3%
TOTAL	9,595		152,651	

Race	PQM TOTAL		Entire DAW	
WHITE	7,583	79.0%	114,642	75.1%
BLACK	1,019	10.6%	18,203	11.9%
ASIAN	352	3.7%	9,854	6.5%
MULTI	164	1.7%	3,061	2.0%
AMI/AN	81	0.8%	824	0.5%
PI	43	0.4%	677	0.4%
Unspecified	353	3.7%	5,390	3.5%
TOTAL	9,595		152,651	

Gender	PQM TOTAL		Entire DAW	
Males	8,101	84.4%	107,973	70.7%
Females	1,485	15.5%	44,517	29.2%
Unspecified	9	0.1%	161	0.1%
TOTAL	9,595		152,651	



PQM Size by Occupational Series



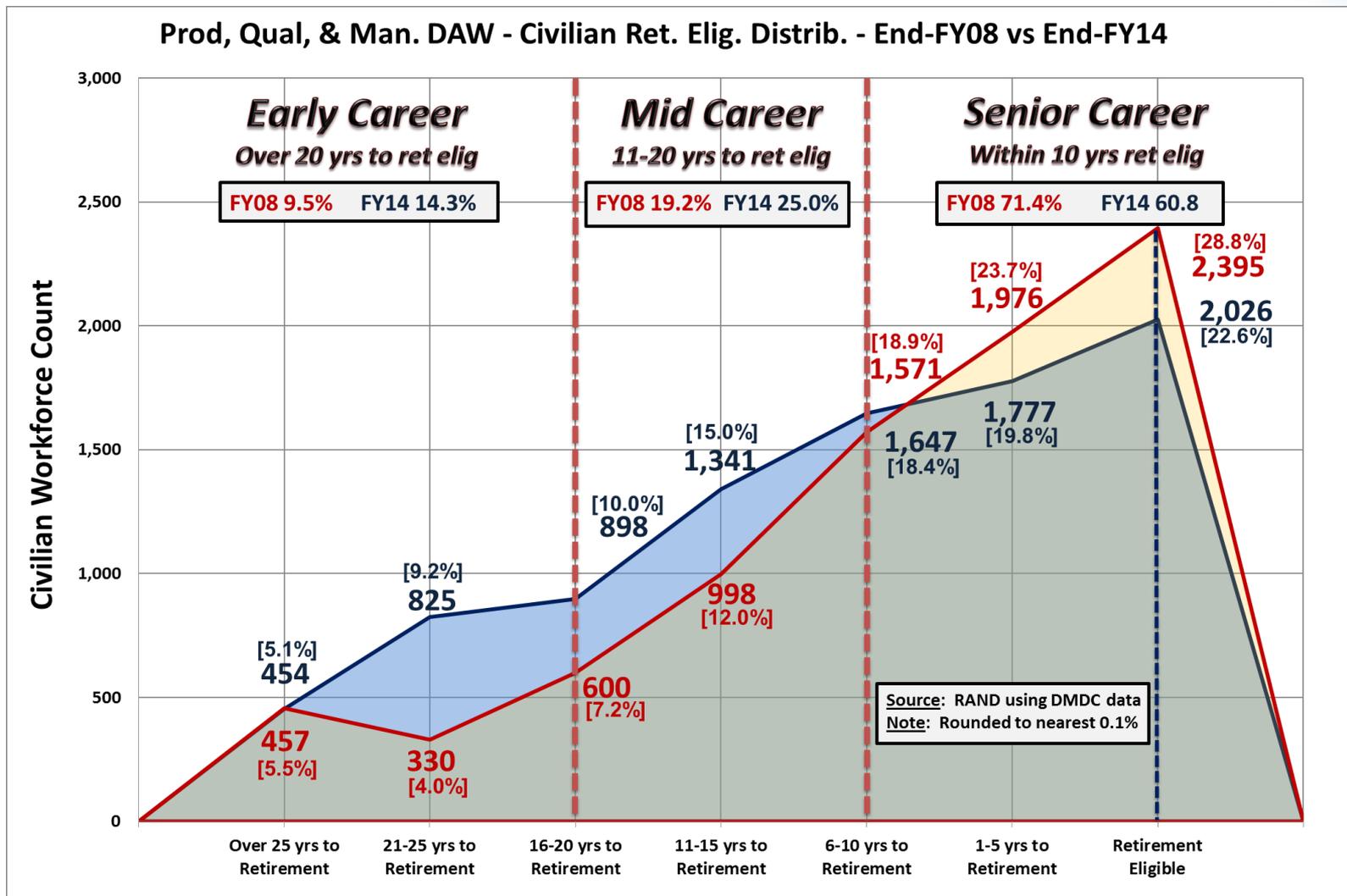
Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	5,489	61.6%
1150 - Industrial Specialist	888	10.0%
1101 - Business and Industry Specialist	559	6.3%
0801 - Engineer, General	487	5.46%
0301 - Administration & Program Staff	258	2.89%
1152 - Production Controller	173	1.94%
0856 - Engineering Technician, Electronics	166	1.86%
0802 - Engineering Technician	140	1.57%
0896 - Engineer, Industrial	125	1.40%
0830 - Engineer, Mechanical	88	0.99%
Other	540	6.06%
TOTAL CIVILIAN	8,913	Civilians



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



PQM Civilian Retirement Eligibility Distribution – FY08 / FY14



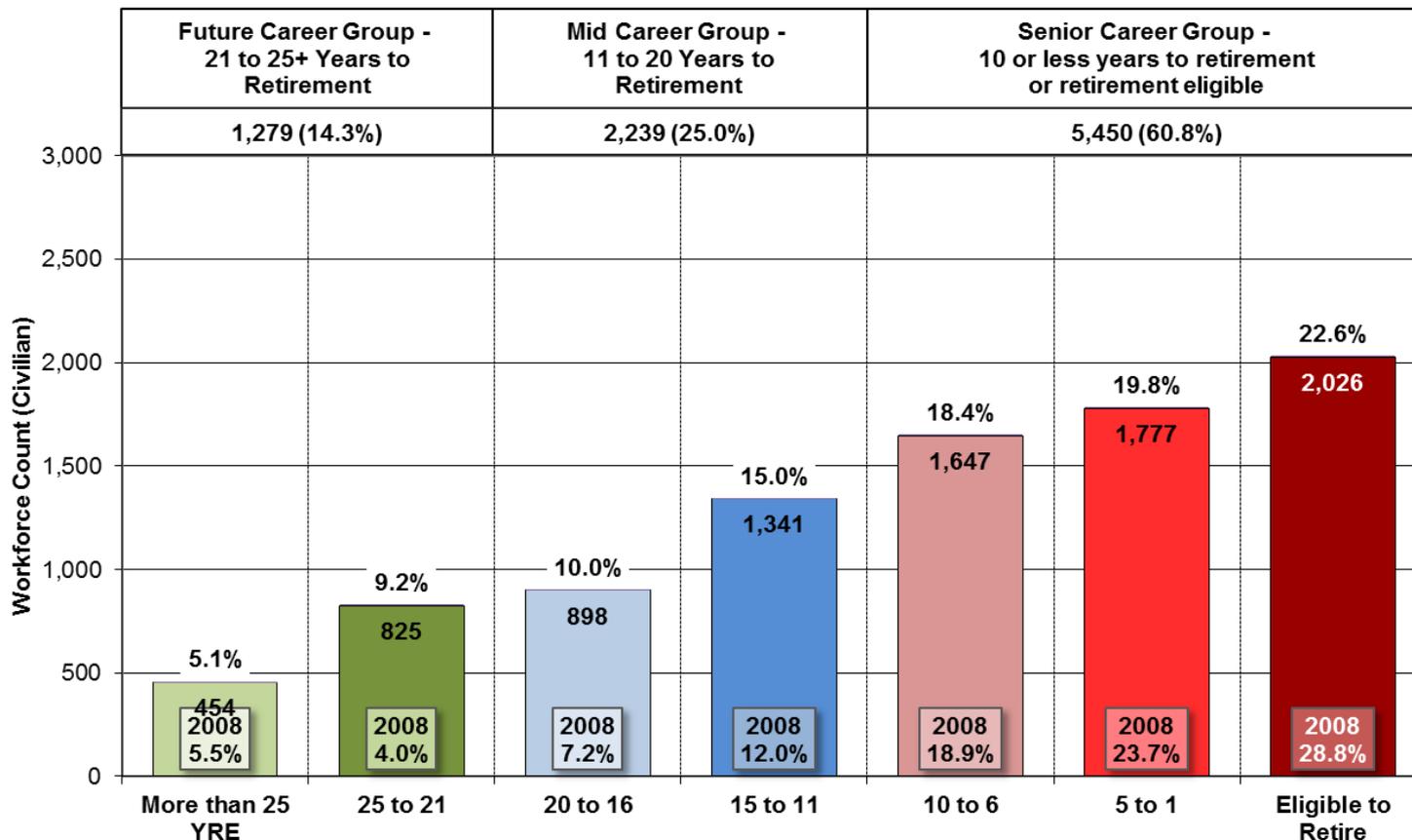
As of the end of FY14 (30 September 2014)



PQM Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2014) - Production, Quality and Manufacturing



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

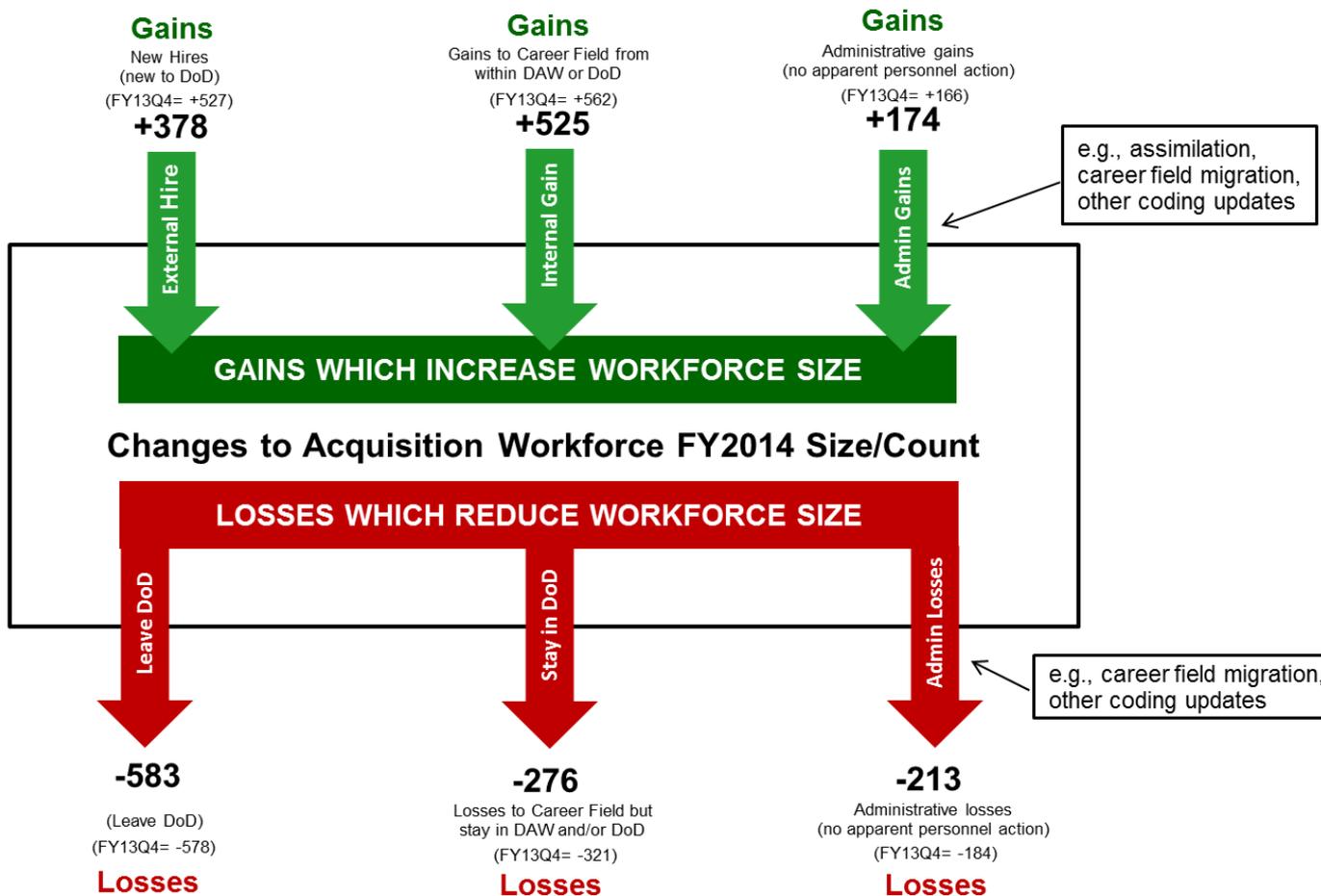
As of the end of FY14 (30 September 2014)



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

Defense Acquisition Workforce (Civilian) (FY2014) - Production, Quality and

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



As of the end of FY14 (30 September 2014)

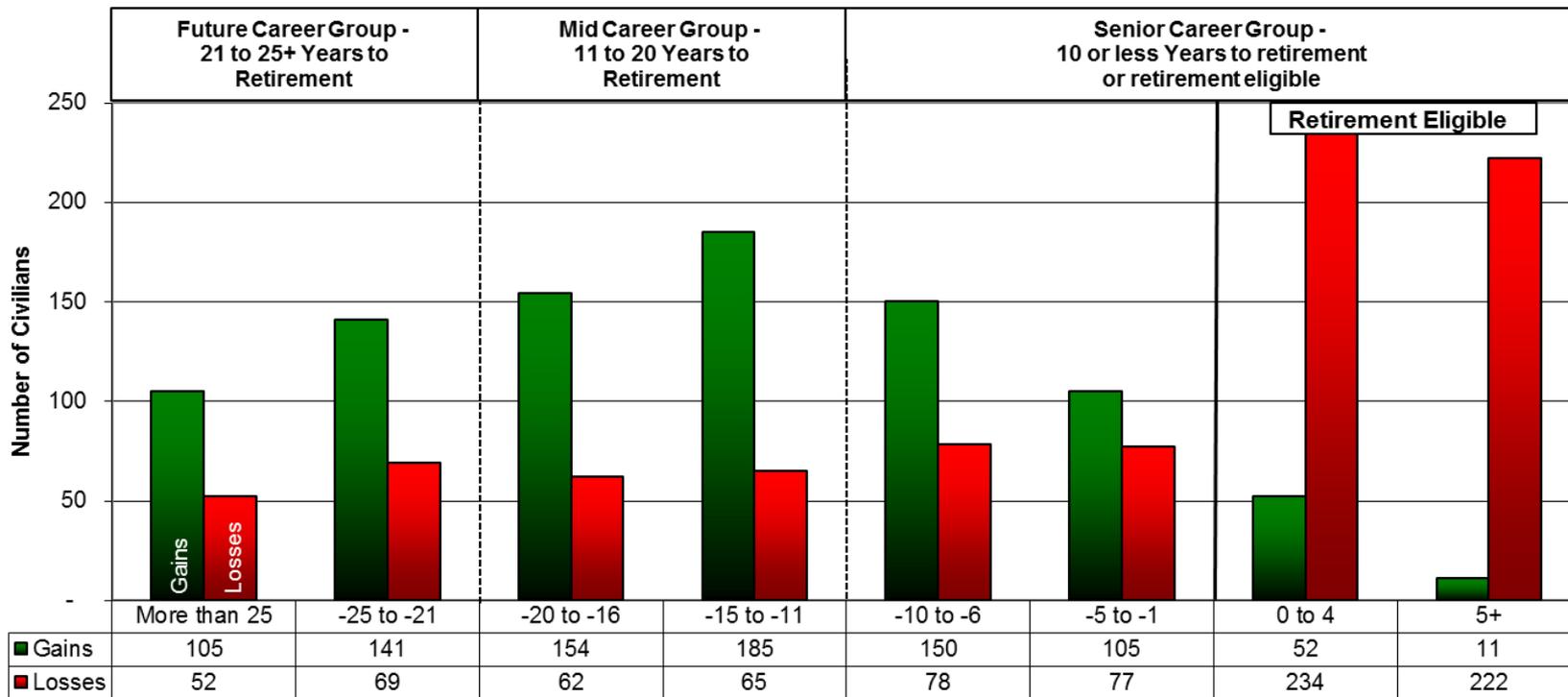


PQM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - PQM

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)

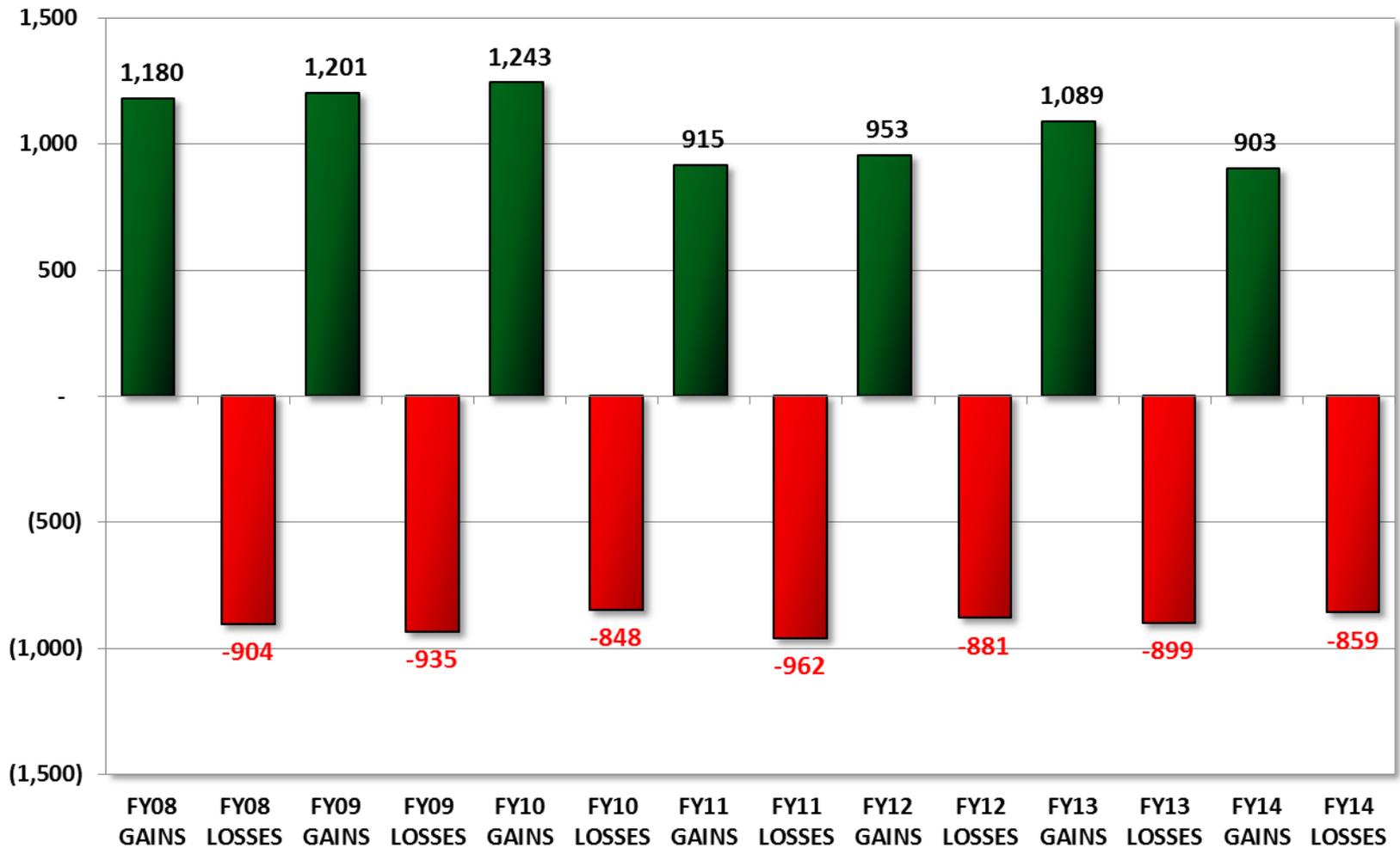
*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



PQM

Historical Gains and Losses FY08 – FY14



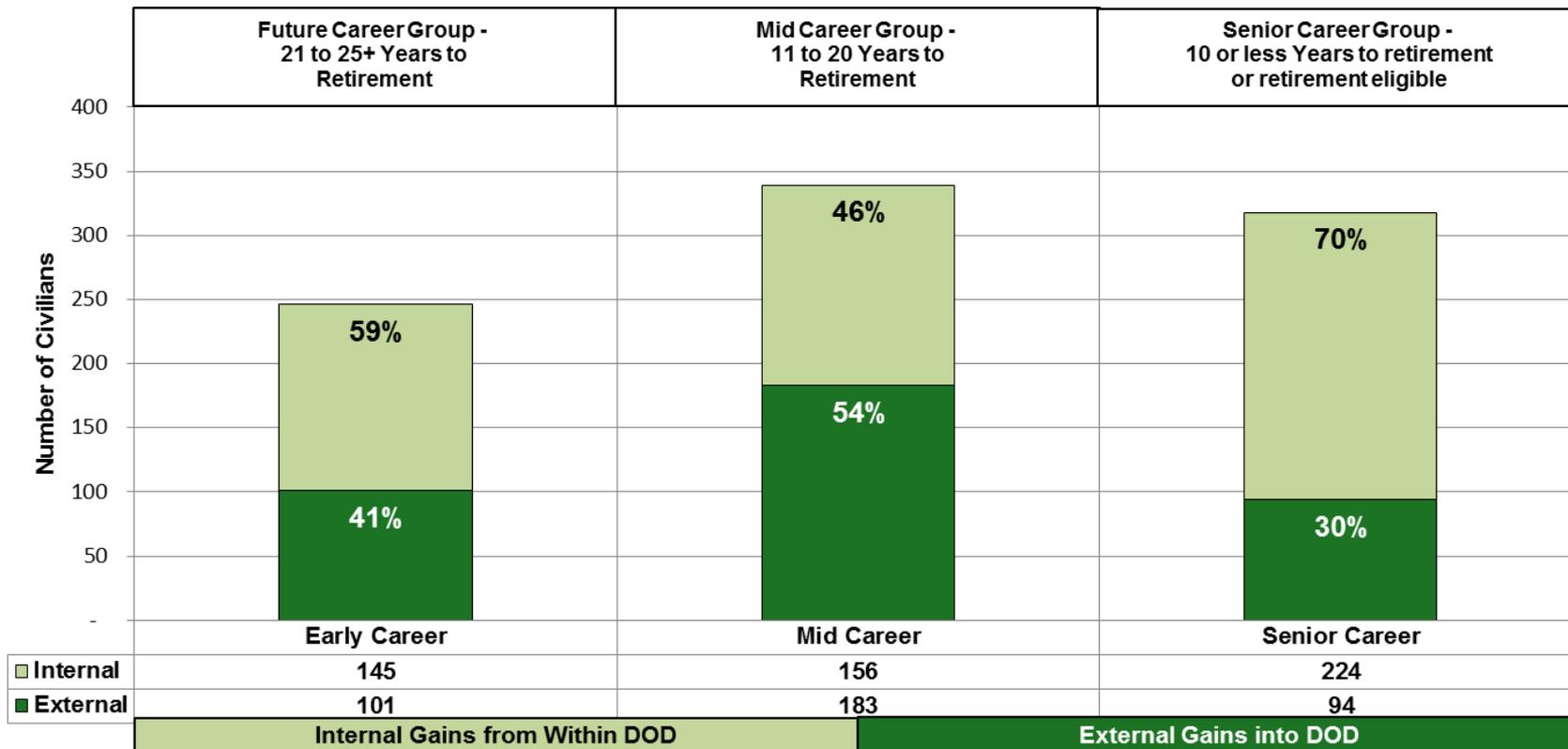
As of the end of FY14 (30 September 2014)



PQM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - PQM 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)

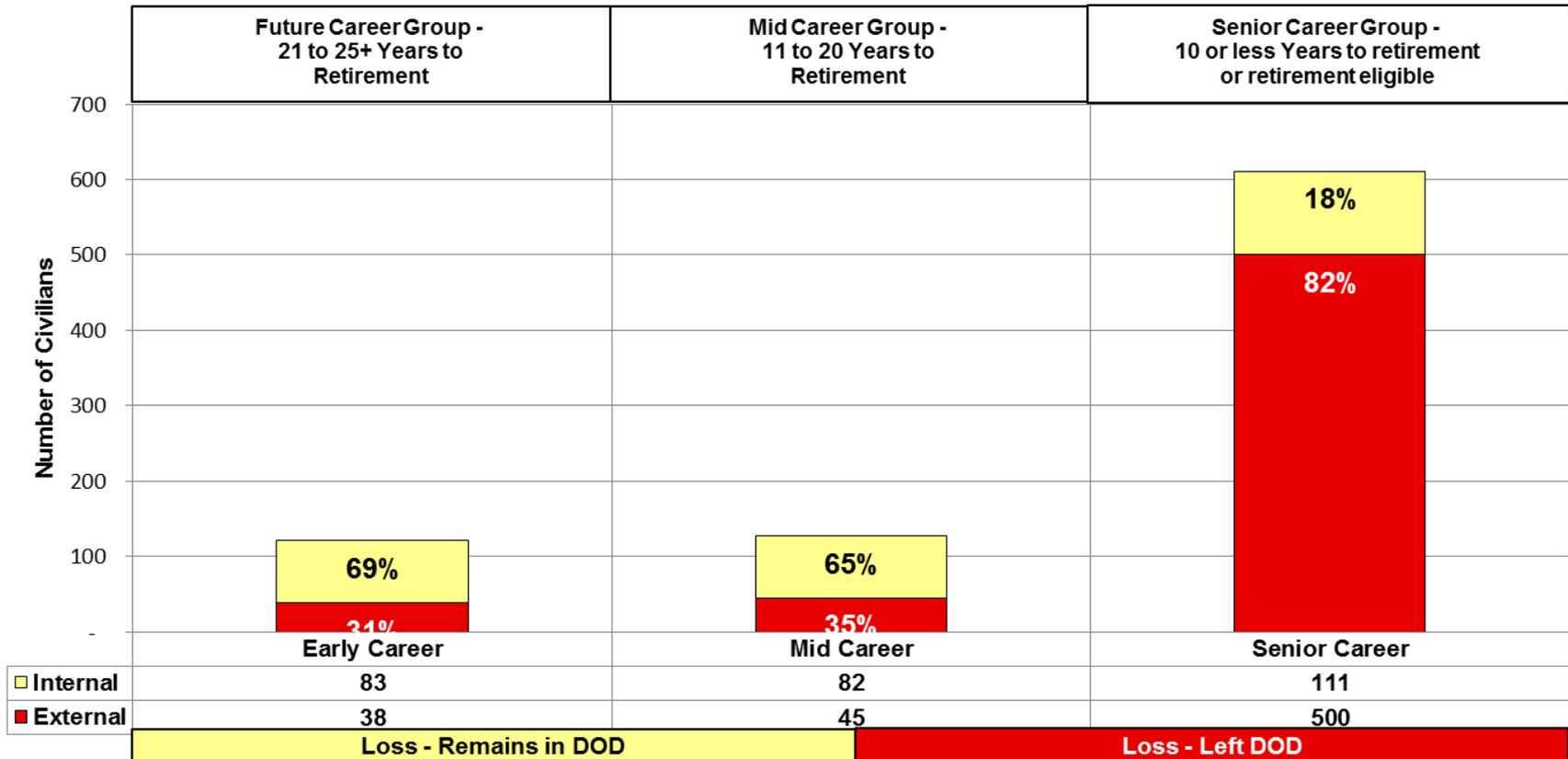


PQM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - PQM

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

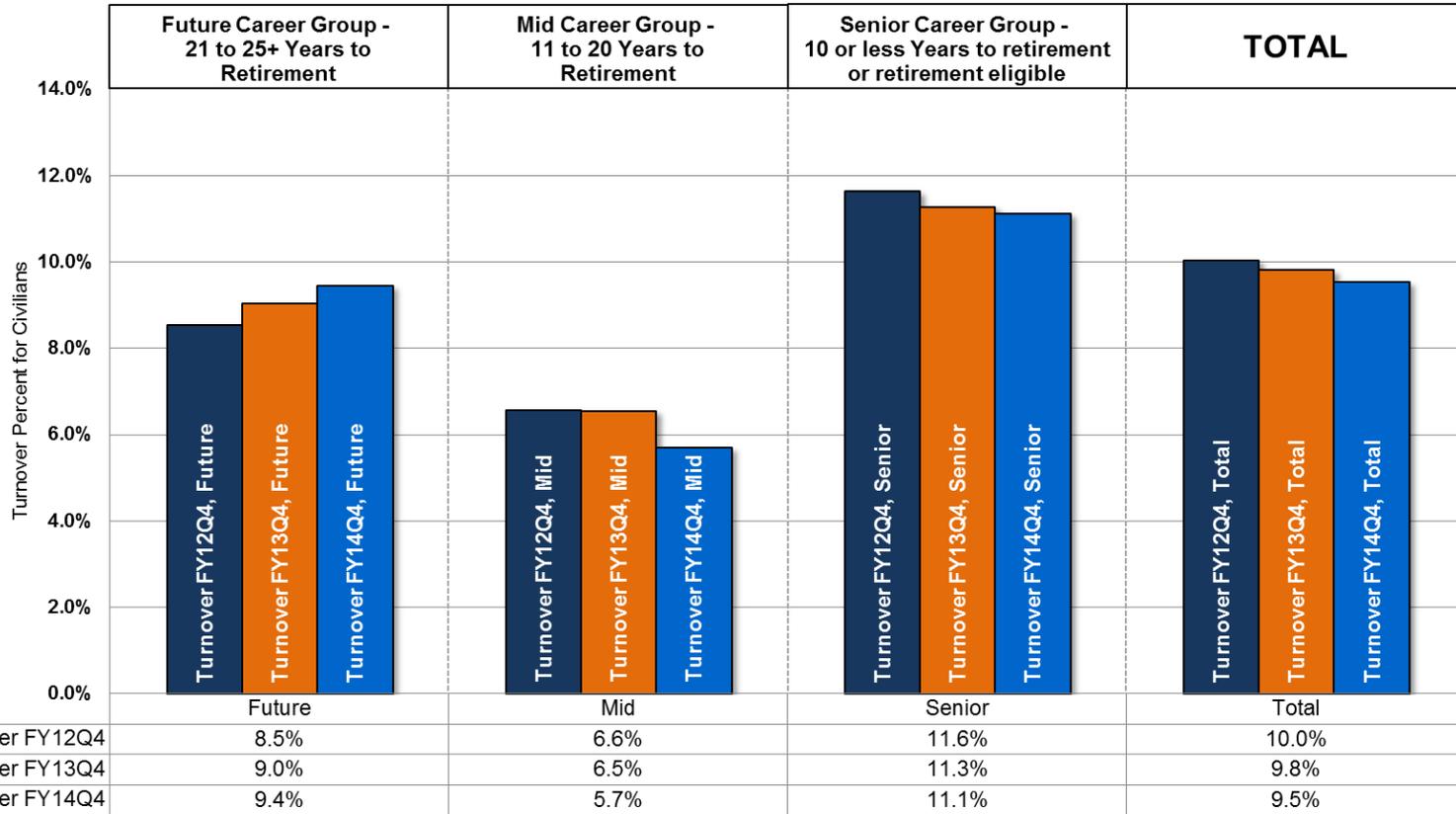
As of the end of FY14 (30 September 2014)



PQM Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

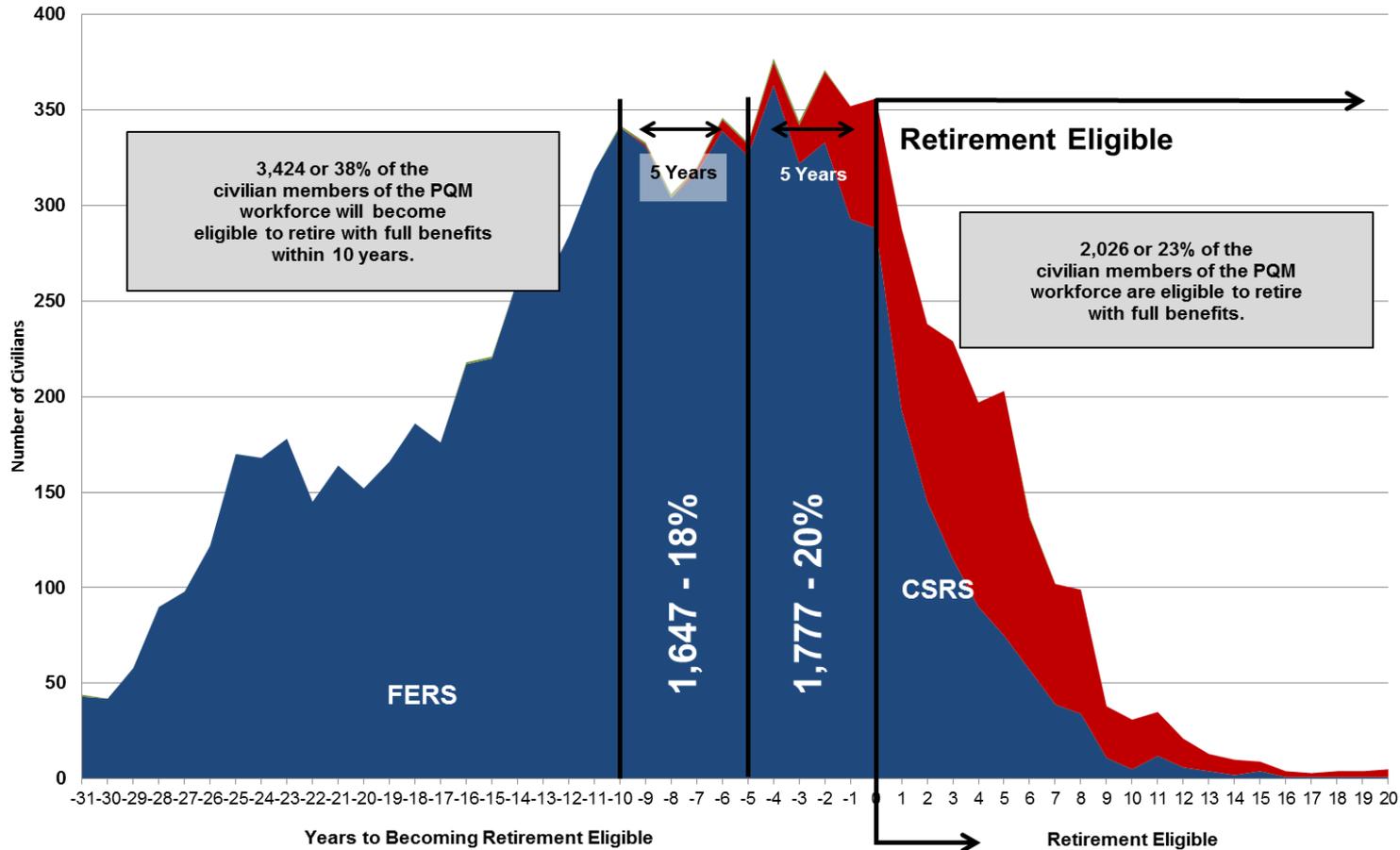


PQM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - PQM

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



As of the end of FY14 (30 September 2014)



END