



# Defense Acquisition Workforce Key Information

Property

As of FY15Q2 (31 March 2015)



# Fact Sheet



## Human Capital Fact Sheet (FY 2014)

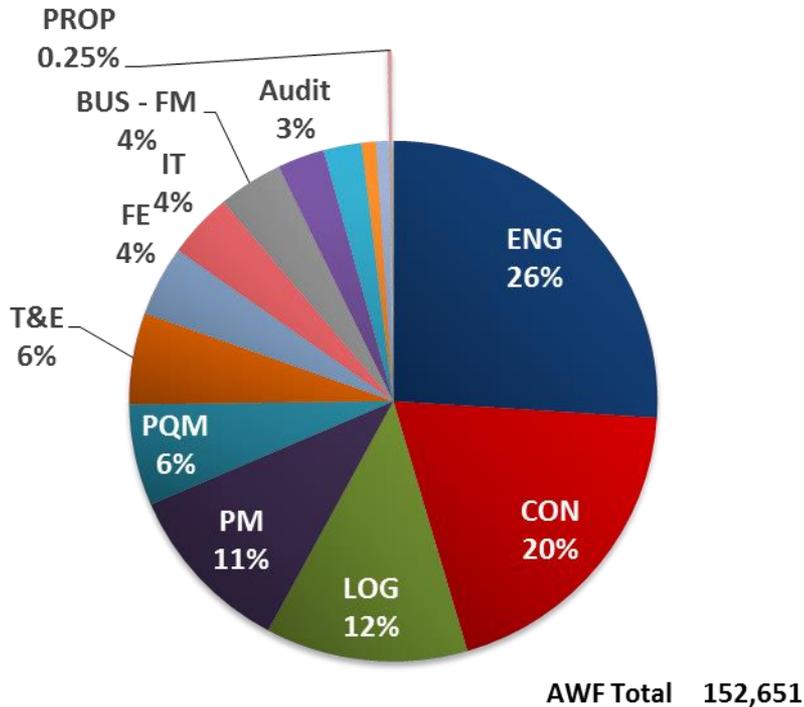
Defense Acquisition Workforce Property	FY 2008		FY 2014	
	Prop Civilian (Civ)	Defense Acquisition Workforce	Prop Civilian (Civ)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>				
Workforce Size	451	125,879	389	151,355
Change in size from 2008	-	-	-14%	20%
Civilian/Military Composition	100%	88% / 12%	100%	90% / 10%
<b>Educational Attainment</b>				
Bachelor's Degree or Higher	36%	77%	48%	83%
Graduate Degree	6%	29%	11%	36%
<b>Certification</b>				
Level I or Higher Achieved	77%	72%	87%	86%
Level II or Higher Achieved	74%	61%	81%	74%
Level III Achieved	14%	36%	18%	43%
Position Certification Requirement Met or Exceeded	72%	58%	79%	75%
Within 24 Months of Certification Requirement	17%	27%	14%	19%
Does Not Meet Certification Requirement	12%	14%	7%	7%
<b>Planning Considerations</b>				
% Baby Boomer / Traditional Gen.	90%	62%	66%	45%
Average Age	53.6	45.7	51.4	44.9
Workforce Life-Cycle Model (YRE)*				
% Future/Mid-Career/Senior	4/12/84(%)	20/23/57 (%)(Civ)	13/18/69(%)	26/23/51(%)
Average Years of Service	23.3	17.3	20.1	15.2
Retirement Eligible*	150(34%)	19,051(17%) (Civ)	130(33%)	28,259(15%)
Retirement Eligible w/i 5 Years*	133(30%)	21,315(19%) (Civ)	86(22%)	26,858(18%)
Total Gains/Losses*	78/106	14,245/15,030 (Civ)	39/53	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

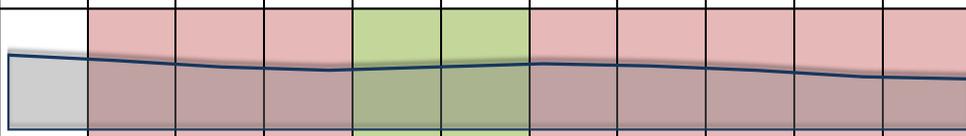


AWF Count by Career Category FY15Q2	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,399	4,399	2.9%
Business - CE	245	559	445	75	1,324	0.9%
Business - FM	1,659	1,938	1,879	620	6,096	4.0%
Contracting	8,093	5,732	8,419	7,446	29,690	19.4%
Engineering	8,899	20,172	8,675	1,979	39,725	26.0%
Facilities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



# Property Workforce Historical Size by Agency FY05 – FY15Q2

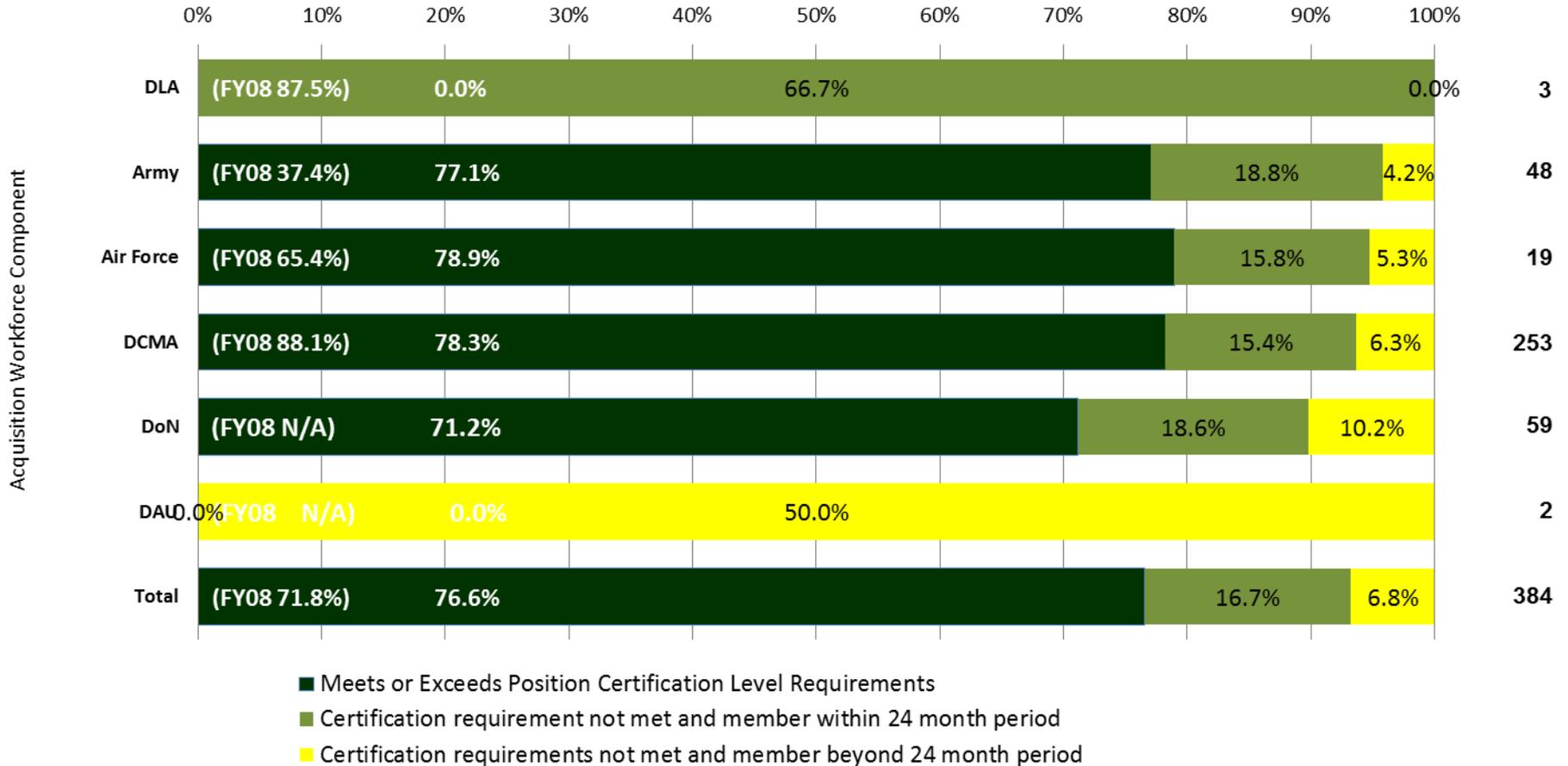
Property	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q2	% Change Since FY05	% Change Since FY08
<i>Defense Acq Workforce</i>													
ARMY	154	125	114	99	92	84	75	65	56	49	48	-69%	-52%
DoN	61	56	58	62	73	78	65	62	60	57	59	-3%	-5%
AIR FORCE	36	27	22	26	29	28	26	24	20	22	19	-47%	-27%
DCMA	313	312	285	253	269	295	300	282	260	256	253	-19%	0%
DLA	5	8	2	8	9	12	13	14	3	3	3	-40%	-63%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	1	1	-	-	-	-	-	-	-	-	-	-100%	
DISA	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	3	3	4	4	2	3	2	2		-33%
OSD & Staff	1	1	-	-	-	-	-	-	-	-	-	-100%	
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFFA	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>	-	-	-	-	-	-	-	-	-	-	-		
<b>TOTAL</b>	<b>571</b>	<b>530</b>	<b>481</b>	<b>451</b>	<b>475</b>	<b>501</b>	<b>483</b>	<b>449</b>	<b>402</b>	<b>389</b>	<b>384</b>	<b>-32.7%</b>	<b>-14.9%</b>





# Property DAWIA Certification by Component

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

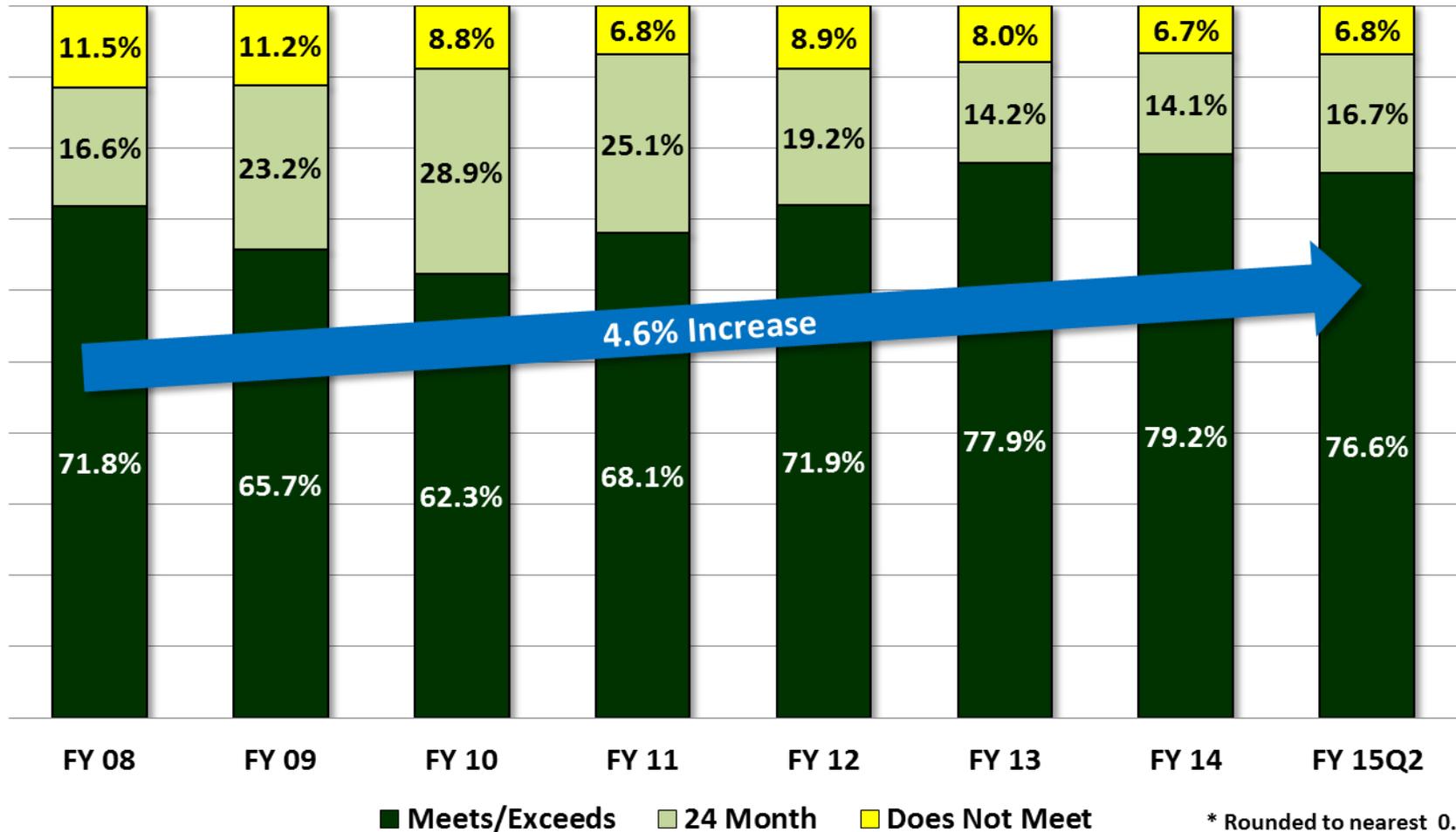




# Property Historical DAWIA Certification FY08 – FY15Q2



## Property





# Property DAWIA Certification Matrix + Bench Strength

Property Required Certification Level	Achieved Certification Level				FY15Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	7	2	7	-	16	56.3%
Level II	41	20	216	28	305	80.0%
Level III	11	-	9	41	61	67.2%
Unspecified	1	1	-	-	2	
<b>FY15Q2 TOTAL</b>	60	23	232	69	384	76.6%
	15.6%	6.0%	60.4%	18.0%		

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%	
<b>Property</b>	35	9.2%	7 of 13

\*\* Based on population total without unspecified positions

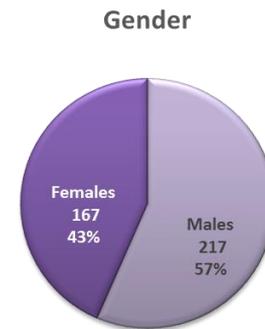
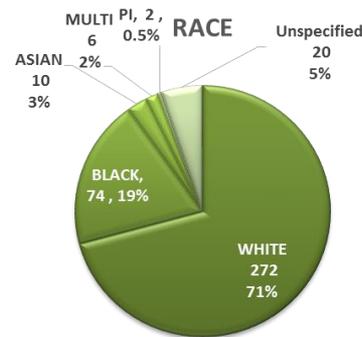
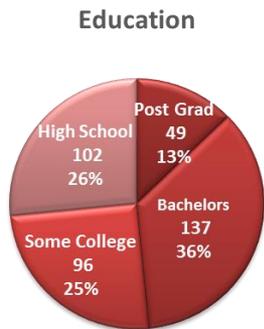
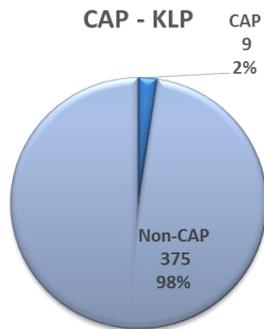
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	9	5	2	16	4.2%
Level II	244	47	14	305	79.4%
Level III	41	12	8	61	15.9%
Unspecified	-	-	2	2	0.5%
<b>Property TOTAL</b>	294	64	26	384	
	76.6%	16.7%	6.8%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Property Demographics



Occupied Position Type	Property TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	1,120
Critical Acquisition Positions (CAPs) *	9	15,535
Non-CAP Positions	375	135,996
<b>TOTAL</b>	<b>384</b>	<b>152,651</b>

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

Highest Level of Education	Property TOTAL	Entire DAW
Post Grad	49	58,772
Bachelors	137	68,493
Some College	96	11,914
High School	102	12,862
Other	-	610
<b>TOTAL</b>	<b>384</b>	<b>152,651</b>

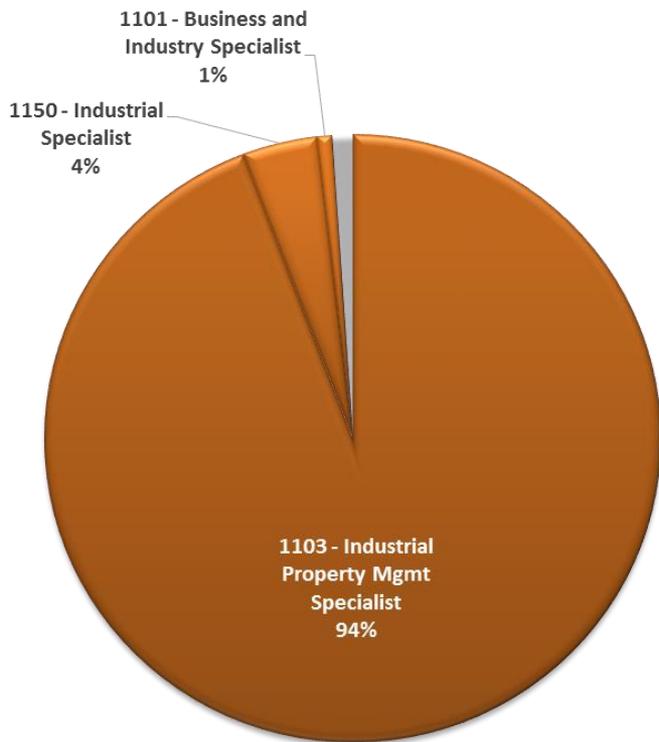
Military / Civilian	Property TOTAL	Entire DAW
Civilian	384	136,977
Military	-	15,674
<b>TOTAL</b>	<b>384</b>	<b>152,651</b>

Race	Property TOTAL	Entire DAW
WHITE	272	114,642
BLACK	74	18,203
ASIAN	10	9,854
MULTI	6	3,061
PI	2	677
Unspecified	20	5,390
<b>TOTAL</b>	<b>384</b>	<b>152,651</b>

Gender	Property TOTAL	Entire DAW
Males	217	107,973
Females	167	44,517
Unspecified	-	161
<b>TOTAL</b>	<b>384</b>	<b>152,651</b>



# Property Size by Occupational Series



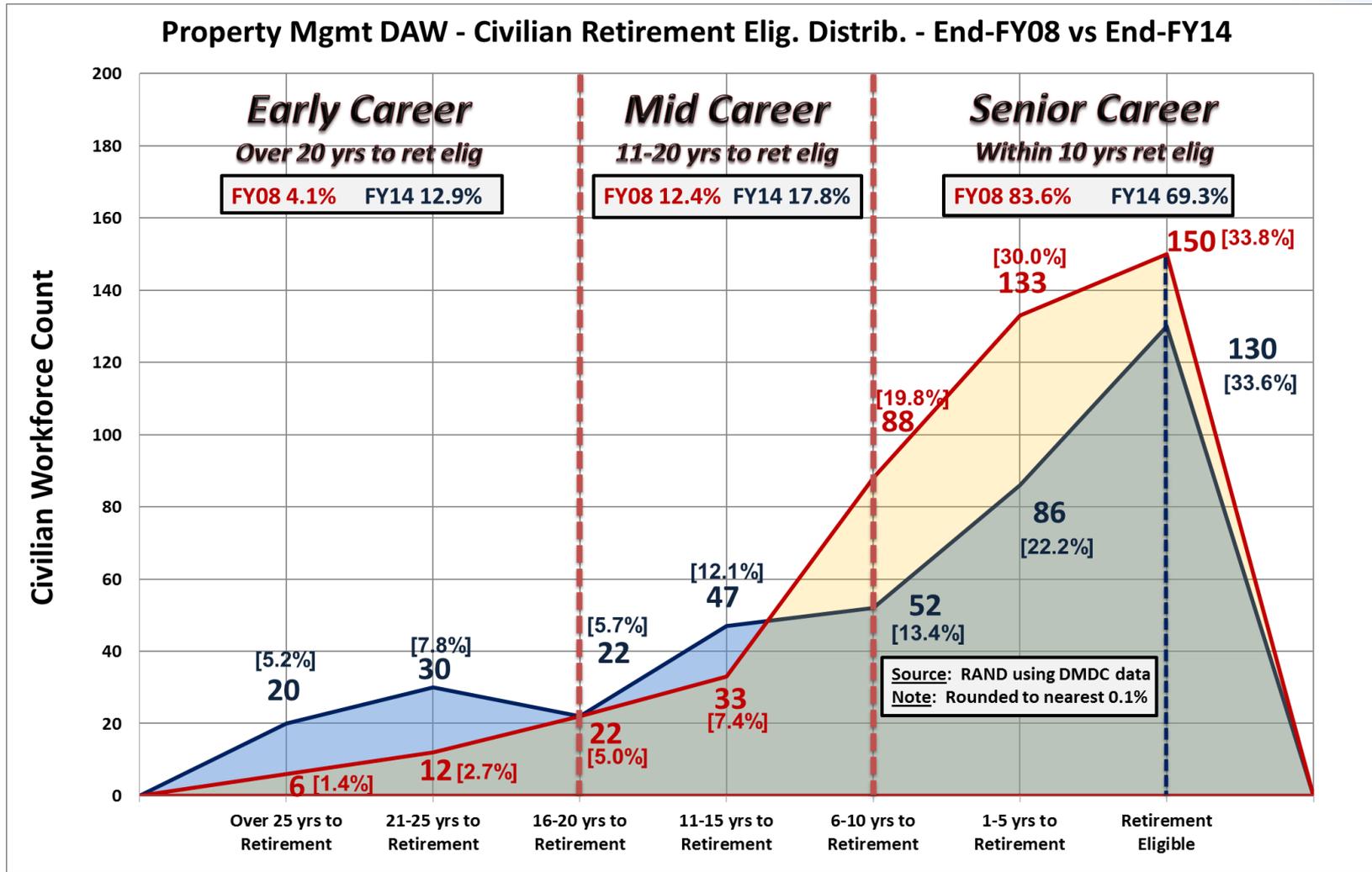
Civilian Occupational Series	Property TOTAL	
1103 - Industrial Property Mgmt Specialist	360	93.8%
1150 - Industrial Specialist	15	3.9%
1101 - Business and Industry Specialist	3	0.8%
1170 - Realty Specialist	1	0.26%
0802 - Engineering Technician	1	0.26%
1640 - Facility Operations Specialist	1	0.26%
2001 - Supply Specialist	1	0.26%
0343 - Management and Program Analyst	1	0.26%
0301 - Administration & Program Staff	1	0.26%
<b>TOTAL CIVILIAN</b>	<b>384</b>	<b>Civilians</b>



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



# Property Civilian Retirement Eligibility Distribution – FY08 / FY14

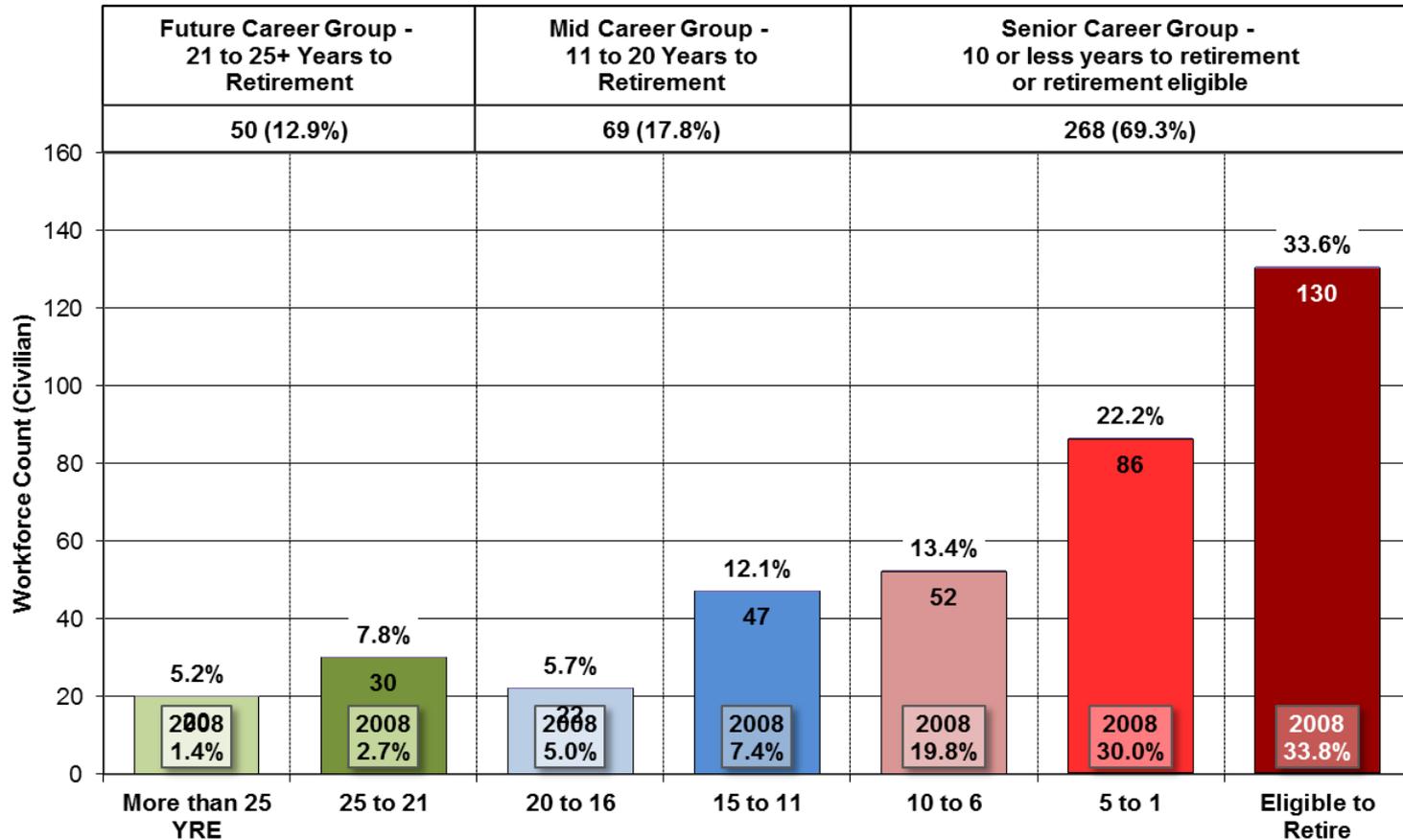


As of the end of FY14 (30 September 2014)



# Property Workforce Lifecycle Model by YRE

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



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

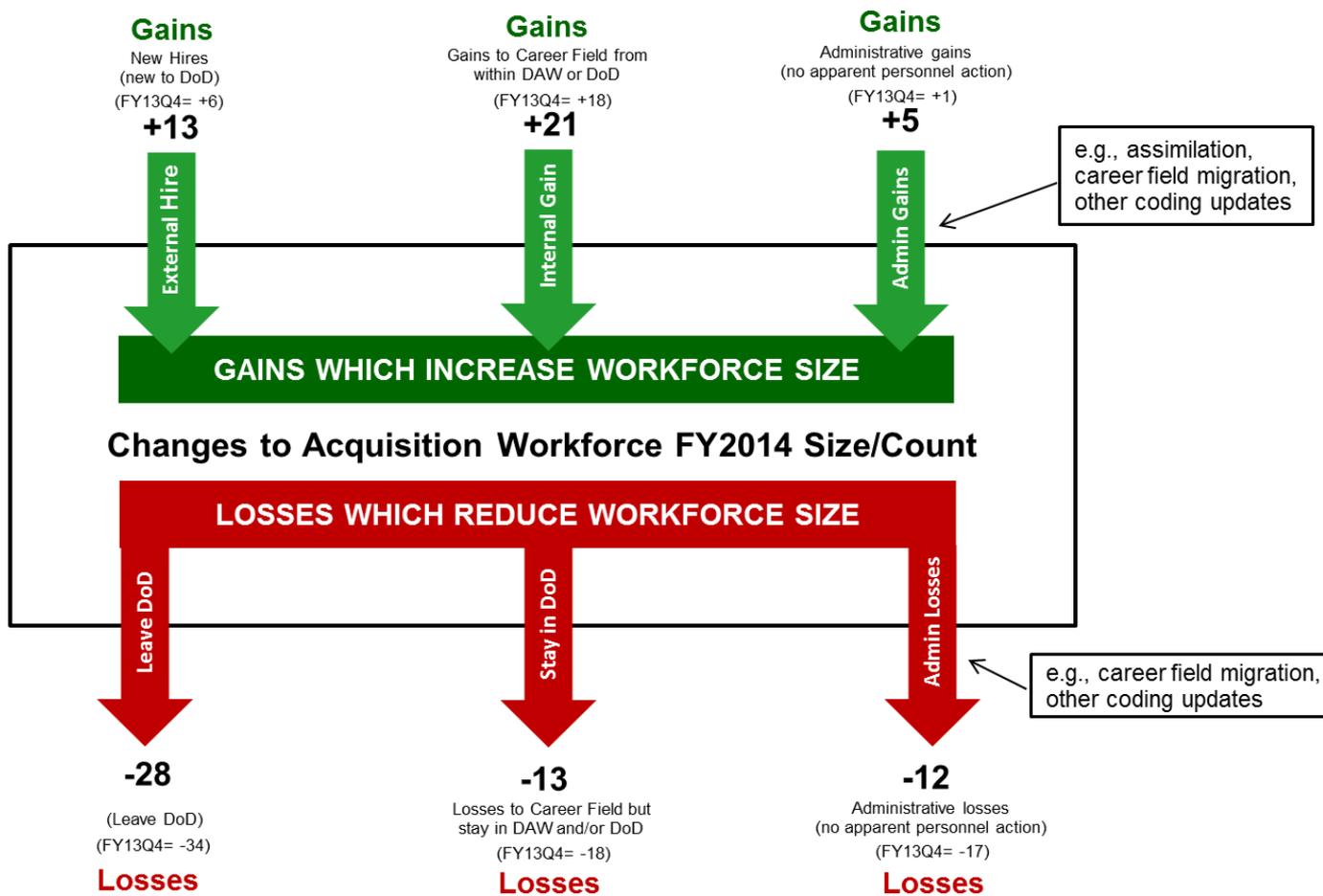
As of the end of FY14 (30 September 2014)



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

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

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



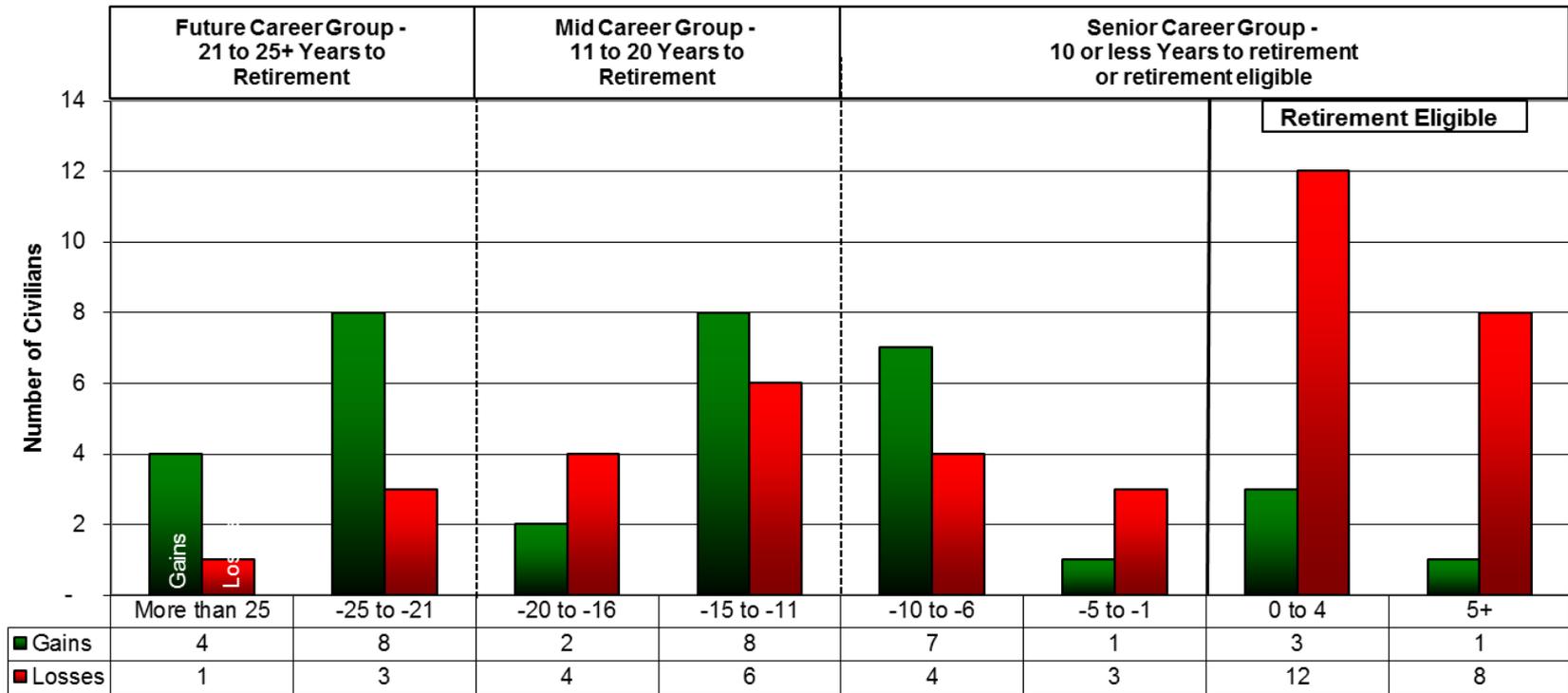
As of the end of FY14 (30 September 2014)



# Property Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - Prop Workforce Lifecycle FY2014 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

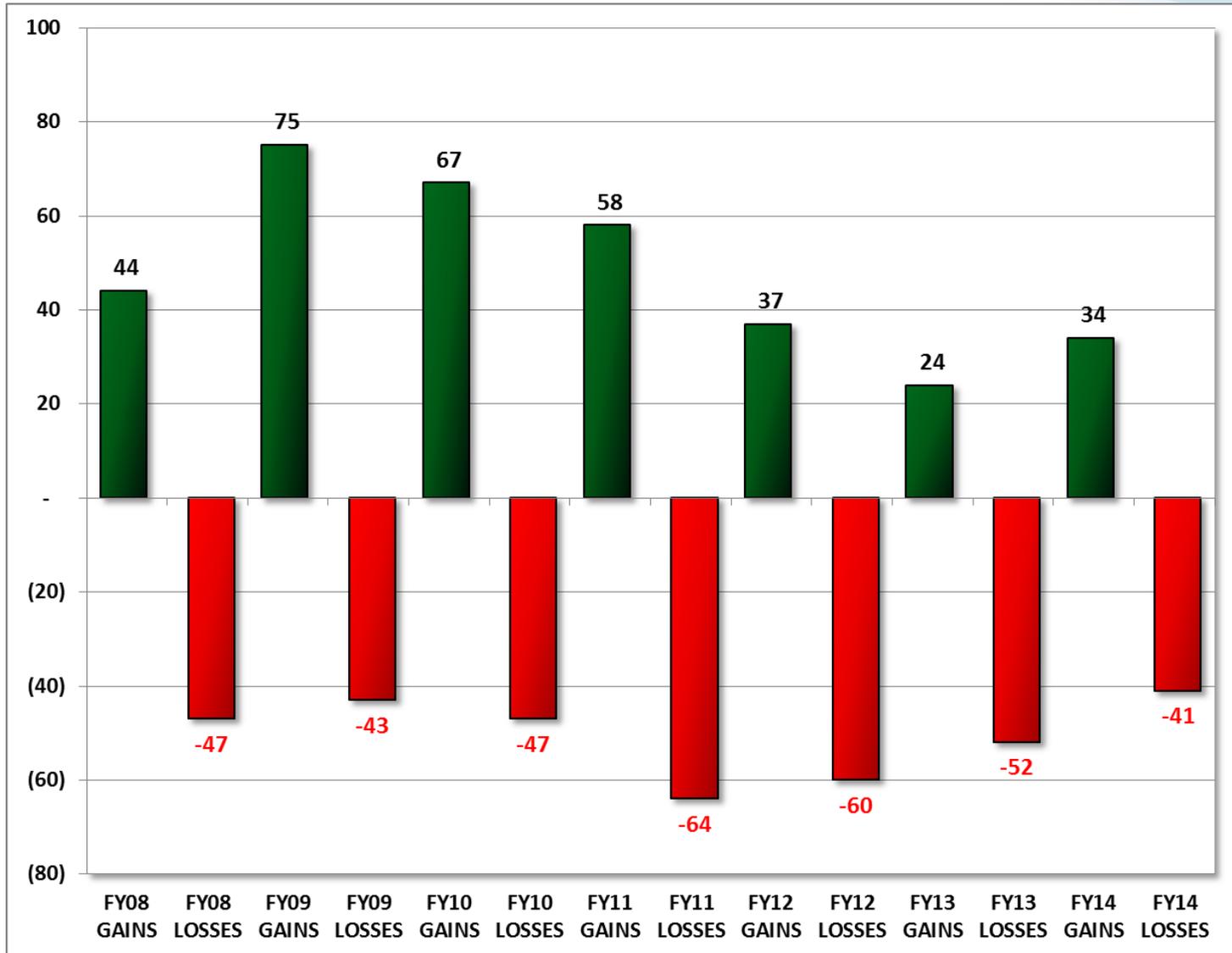
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

\*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



# Property Historical Gains and Losses FY08 – FY14



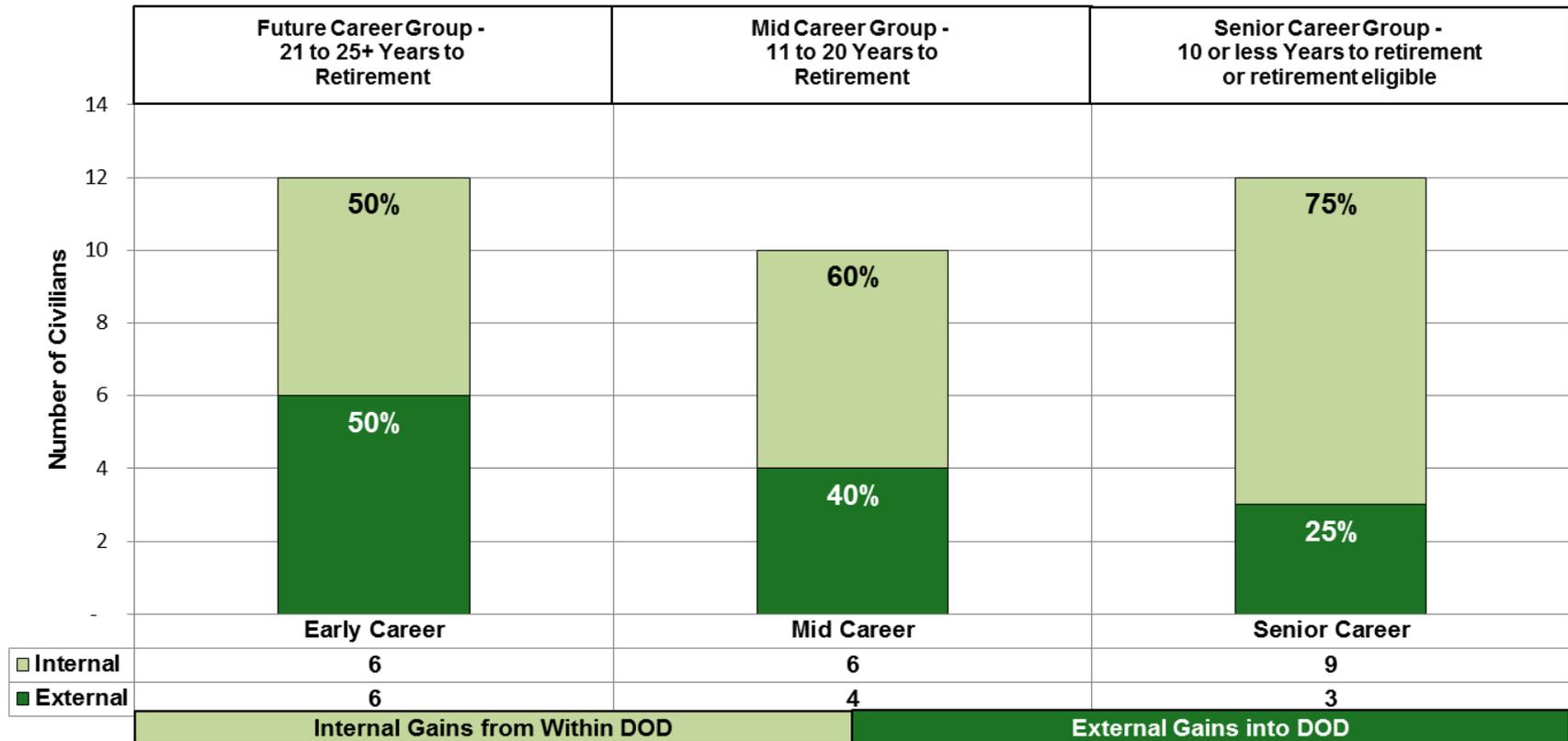
As of the end of FY14 (30 September 2014)



# Property Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - Prop 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)

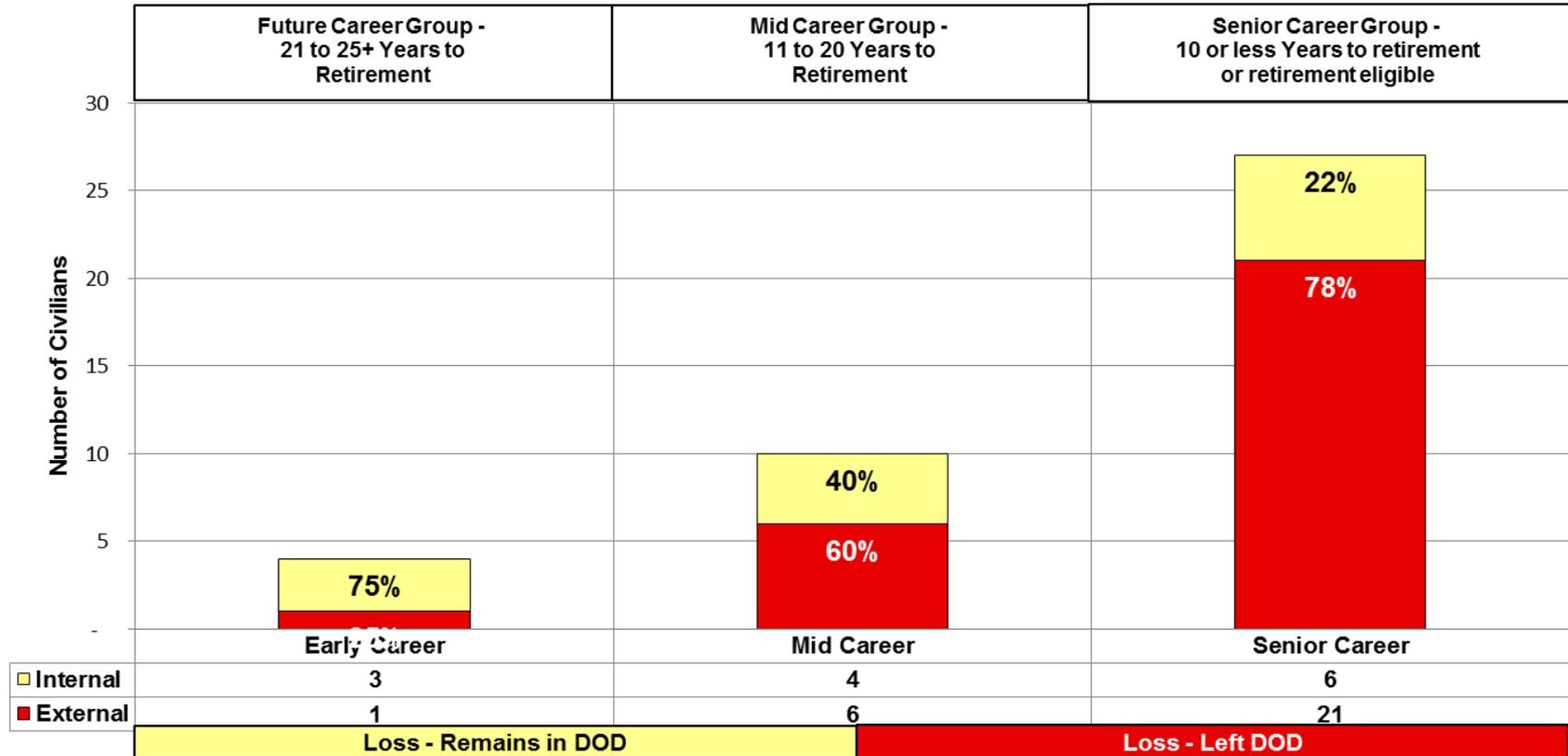


# Property Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Prop

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

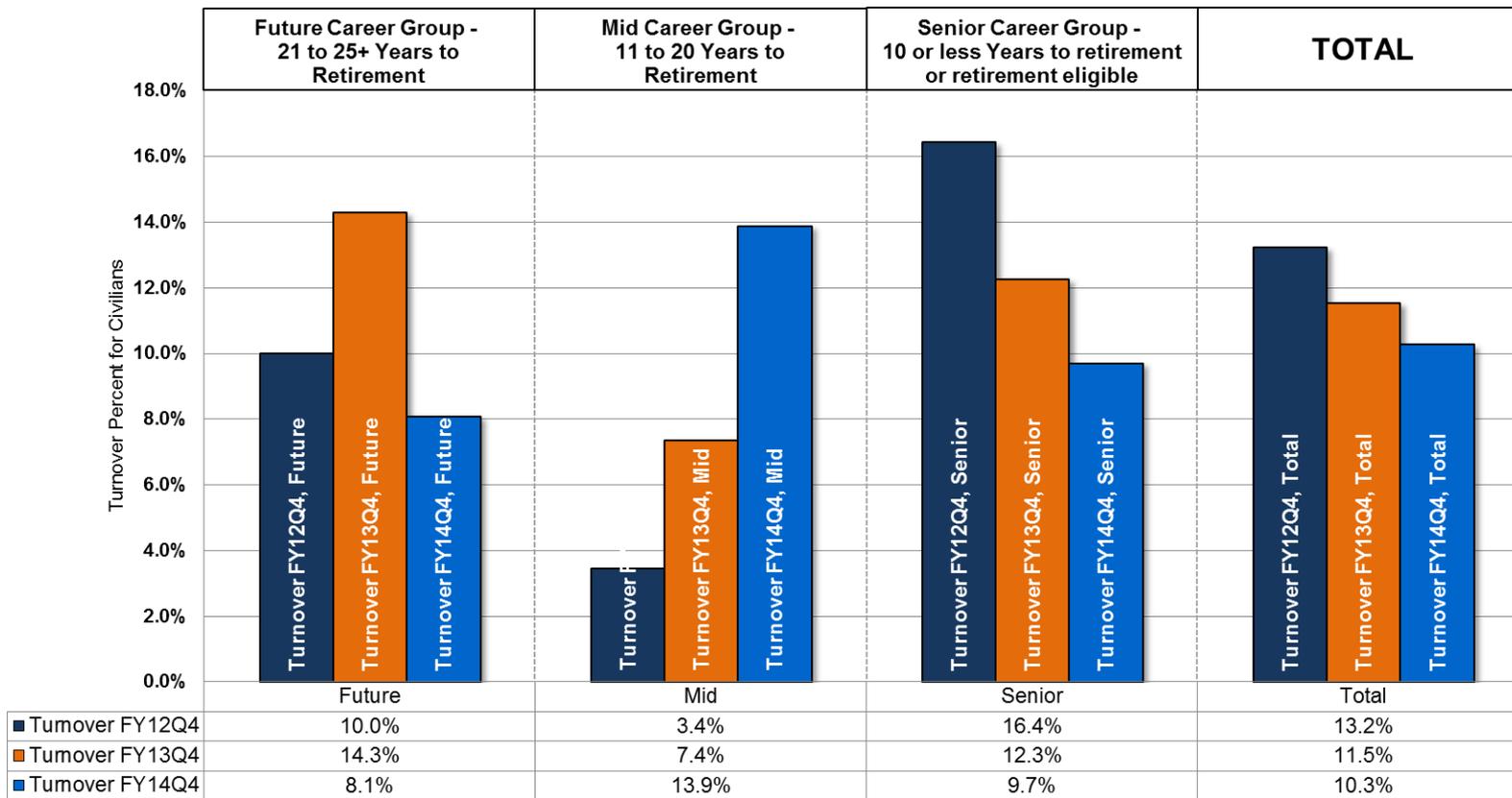
As of the end of FY14 (30 September 2014)



# Property Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

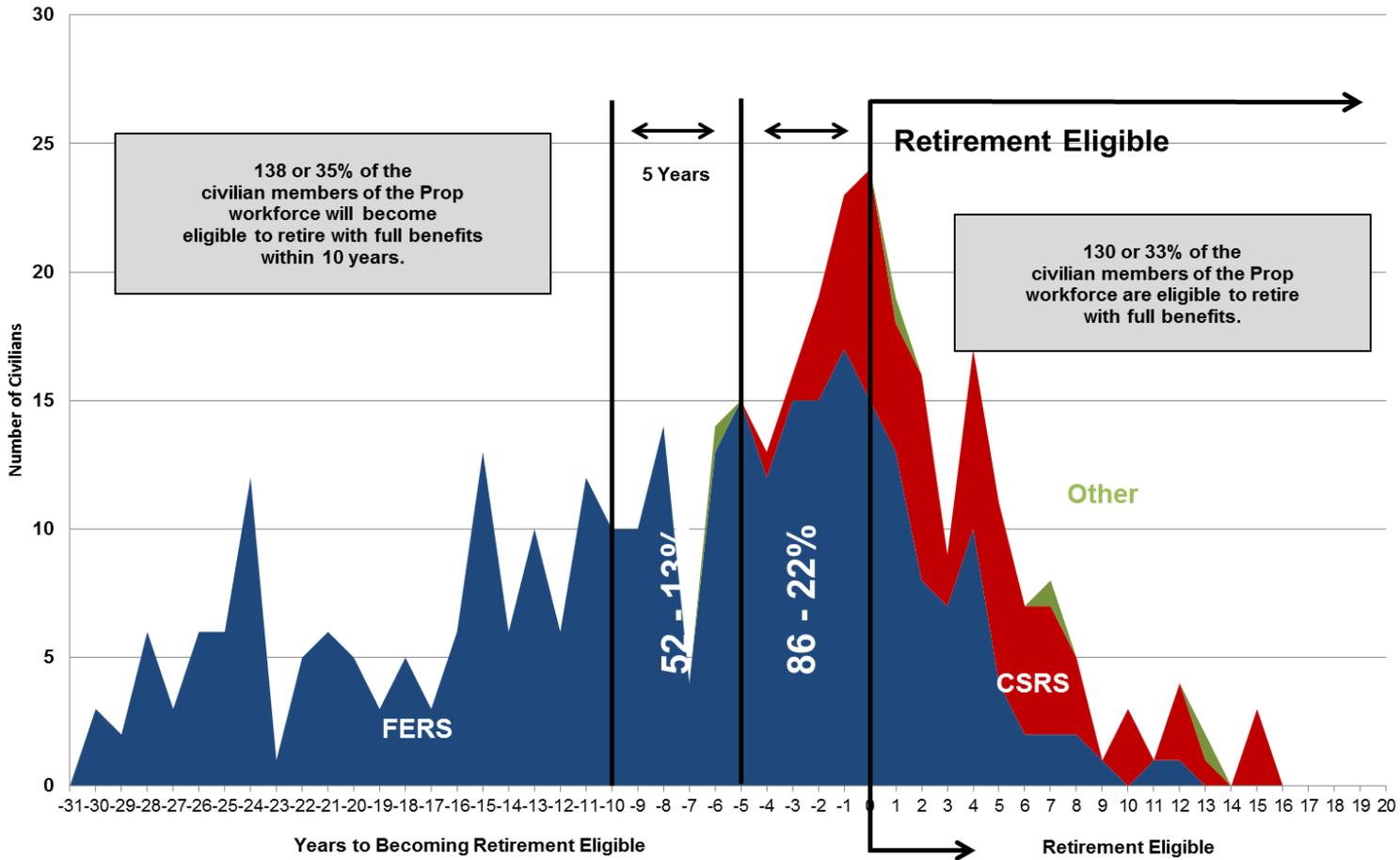


# Property Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Prop

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



As of the end of FY14 (30 September 2014)



***END***