



Defense Acquisition Workforce Key Information

Purchasing

As of FY15Q2 (31 March 2015)



Fact Sheet



Human Capital Fact Sheet (FY 2014)

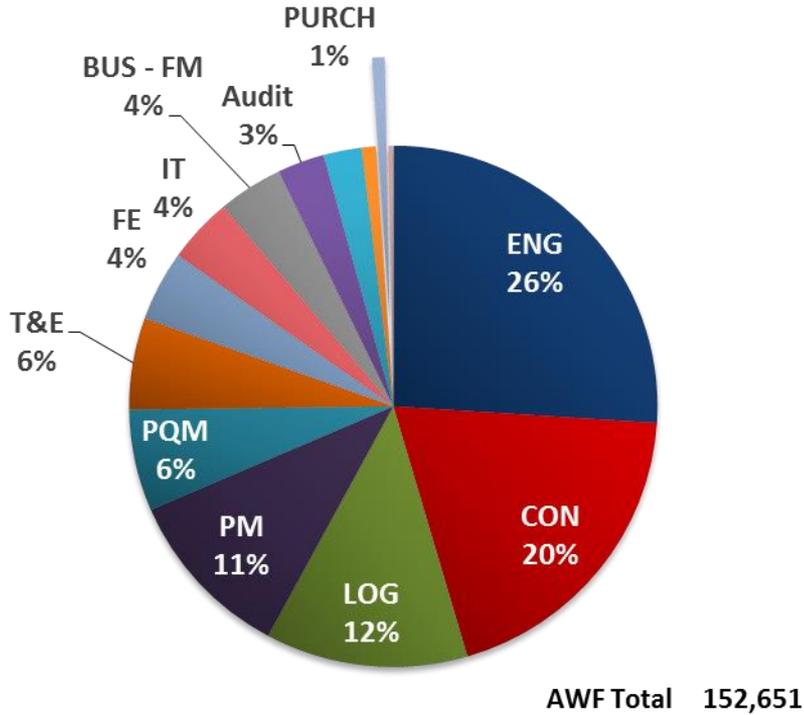
Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY 2014			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,205	0	1,205	151,355
Change in size from 2008	-	-	-	-	2%	-100%	1%	20%
Civilian/Military Composition	99%	1%	-	88%/ 12%	100%	0%	-	90%/ 10%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	24%	0%	24%	83%
Graduate Degree	2%	0%	2%	29%	4%	0%	4%	36%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	75%	0%	75%	86%
Level II or Higher Achieved	42%	0%	41%	61%	58%	0%	58%	74%
Level III Achieved	21%	0%	20%	36%	8%	0%	8%	43%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	68%	0%	68%	75%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	22%	0%	22%	19%
Does Not Meet Certification Requirement	15%	0%	15%	14%	10%	0%	10%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	79%	8%	79%	62%	57%	0%	57%	45%
Average Age	50.5	30.1	50.3	45.7	49.6	0.0	49.6	44.9
Workforce Life-Cycle Model (YRE)*	7/23/69(%)	-	-	20/23/57 (%) (Civ)	15/25/60(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	20.3	9.5	20.2	17.3	16.7	0.0	16.7	15.2
Retirement Eligible*	265(23%)	-	-	19,051(17%)	276(23%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	300(26%)	-	-	21,313(19%)	251(21%)	-	-	26,858(18%)
Total Gains/Losses*	337/320	-	-	14,245/13,030 (Civ)	206/281	-	-	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%		



Purchasing Workforce Historical Size by Agency FY05 – FY15Q2



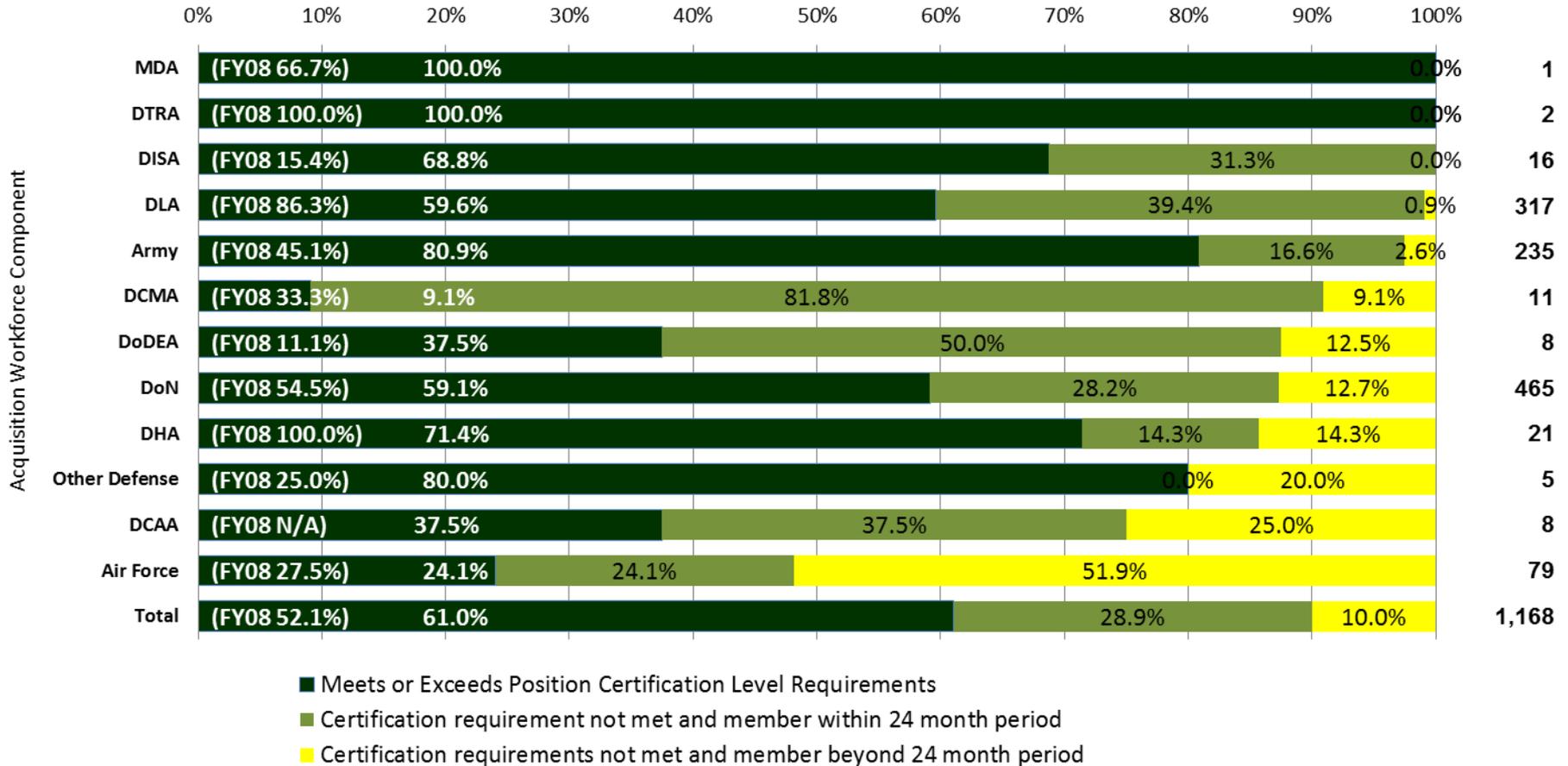
Purchasing	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q2	% Change Since FY05	% Change Since FY08
Defense Acq Workforce													
ARMY	345	335	319	319	330	351	358	382	357	265	235	-32%	-26%
DoN	583	555	580	545	567	562	536	522	501	501	465	-20%	-15%
AIR FORCE	627	123	131	142	146	145	131	113	97	80	79	-87%	-44%
DCMA	536	445	40	3	2	3	8	3	5	7	11	-98%	267%
DLA	299	186	72	153	162	188	199	270	279	289	317	6%	107%
DCAA	2	-	-	-	-	3	2	8	5	8	8	300%	
MDA	3	2	2	3	2	1	1	1	1	1	1	-67%	-67%
DISA	7	4	10	13	19	17	13	15	19	15	16	129%	23%
DHA	2	-	3	2	-	-	10	11	9	24	21	950%	950%
DTRA	4	2	1	1	1	2	1	2	2	2	2	-50%	100%
DAU	-	-	-	-	-	2	-	-	-	-	-		
OSD & Staff	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	6	-	-	-	-	1	1	1	-	-	-	-100%	
WHS	2	1	-	1	-	-	-	-	-	-	-	-100%	-100%
DFAS	2	1	2	1	-	-	-	-	-	-	-	-100%	-100%
DoDEA	17	21	8	9	6	5	7	4	2	7	8	-53%	-11%
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	1	-	2	2	3	1	1	-		-100%
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	1	1	1	1	1	1	1	1	1	1		0%
DMA	-	-	-	-	1	1	3	2	2	2	2		
DSS	-	-	-	-	-	1	1	1	1	1	1		
DTIC	-	-	1	1	-	-	-	-	-	-	-		-100%
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	1	1	-	1	1	2	1	-	-	-	-	-100%	-100%
DoD IG	2	2	-	-	-	-	1	1	1	1	1	-50%	
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	-	-	-	-	-	-	-	-	-		
TOTAL	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,168	-52.1%	-2.3%





Purchasing DAWIA Certification by Component

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

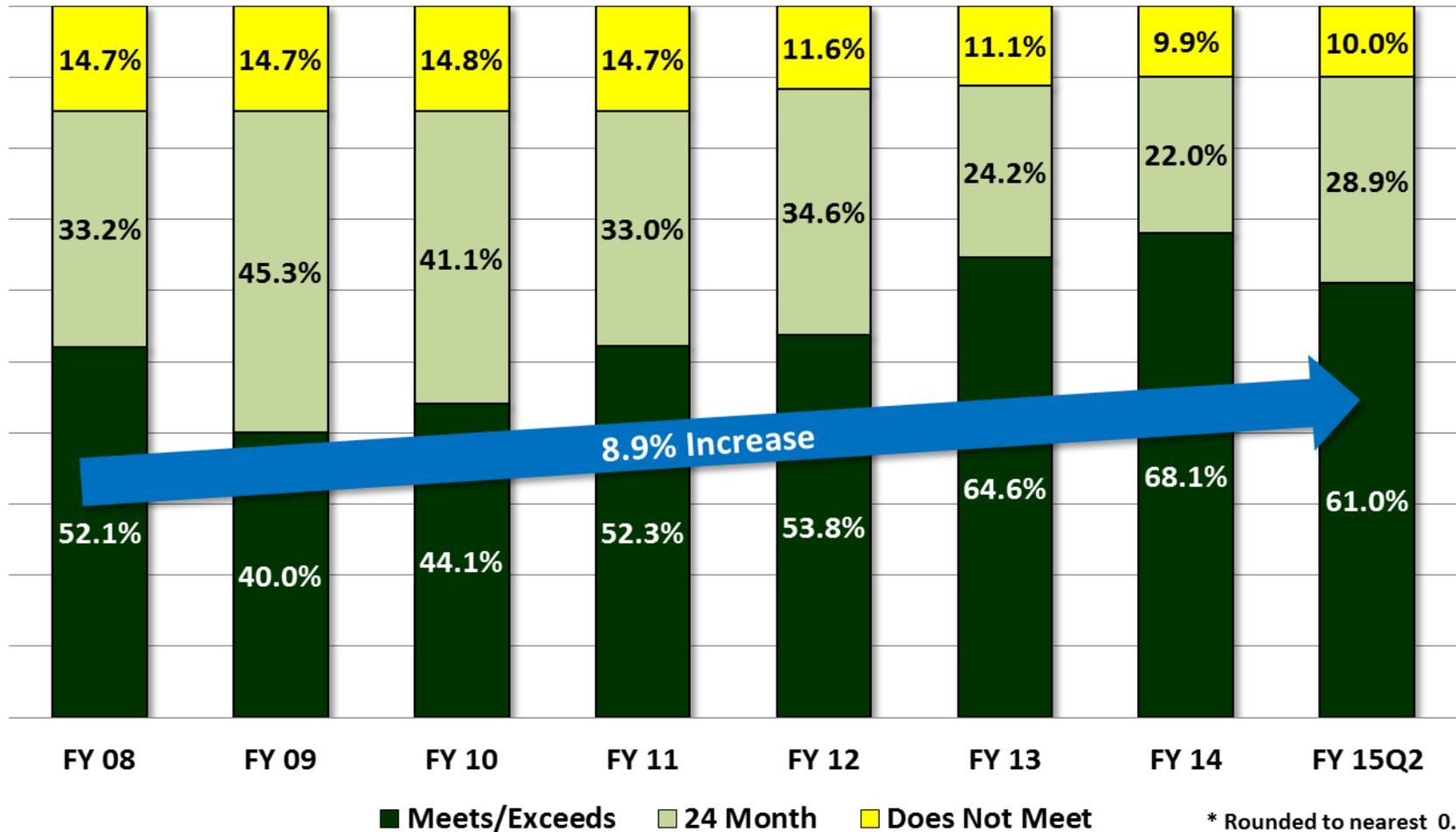




Purchasing Historical DAWIA Certification FY08 – FY15Q2



Purchasing





Purchasing DAWIA Certification Matrix + Bench Strength



Purchasing Required Certification Level	Achieved Certification Level				FY15Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	152	105	67	11	335	54.6%
Level II	202	68	455	69	794	66.0%
Level III	2	1	2	2	7	28.6%
Unspecified	16	7	5	4	32	
FY15Q2 TOTAL	372	181	529	86	1,168	61.0%
	31.8%	15.5%	45.3%	7.4%		

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%	
Purchasing	147	12.9%	4 of 13

** Based on population total without unspecified positions

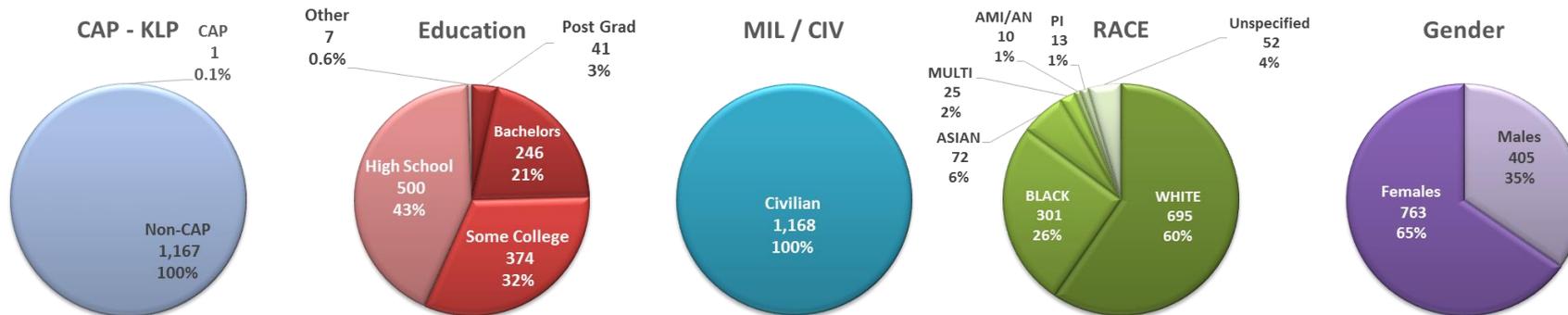
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	183	98	54	335	28.7%
Level II	524	226	44	794	68.0%
Level III	2	3	2	7	0.6%
Unspecified	4	11	17	32	2.7%
Purchasing TOTAL	713	338	117	1,168	
	61.0%	28.9%	10.0%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Purchasing Demographics



Occupied Position Type	Purchasing TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	0.0%
Critical Acquisition Positions (CAPs) *	1	0.1%
Non-CAP Positions	1,167	99.9%
TOTAL	1,168	100.0%

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

Highest Level of Education	Purchasing TOTAL	Entire DAW
Post Grad	41	3.5%
Bachelors	246	21.1%
Some College	374	32.0%
High School	500	42.8%
Other	7	0.6%
TOTAL	1,168	100.0%

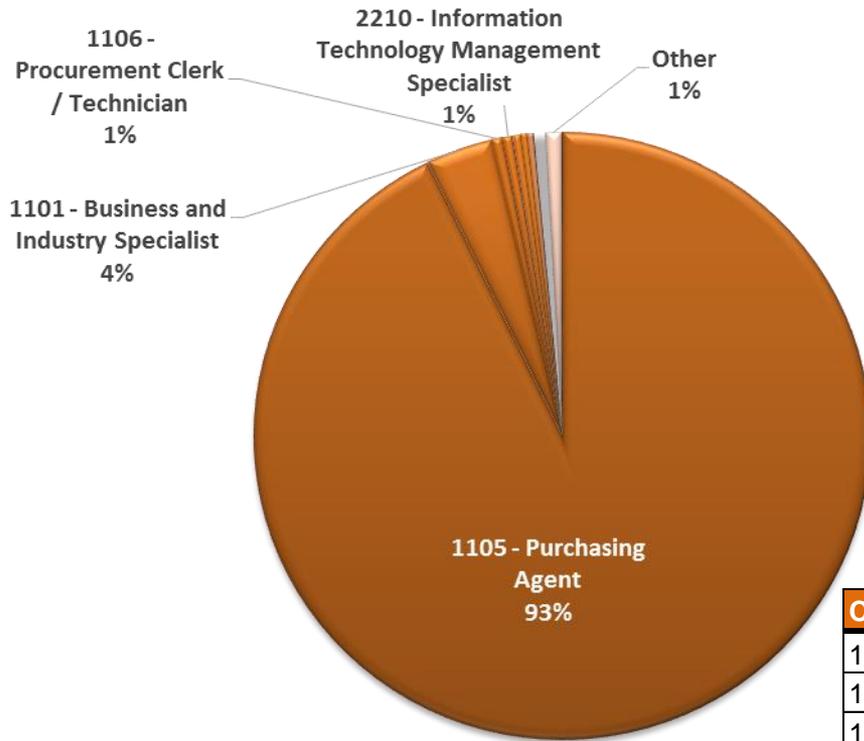
Military / Civilian	Purchasing TOTAL	Entire DAW
Civilian	1,168	100.0%
Military	-	0.0%
TOTAL	1,168	100.0%

Race	Purchasing TOTAL	Entire DAW
WHITE	695	59.5%
BLACK	301	25.8%
ASIAN	72	6.2%
MULTI	25	2.1%
AMI/AN	10	0.9%
PI	13	1.1%
Unspecified	52	4.5%
TOTAL	1,168	100.0%

Gender	Purchasing TOTAL	Entire DAW
Males	405	34.7%
Females	763	65.3%
Unspecified	-	0.0%
TOTAL	1,168	100.0%



Purchasing Size by Occupational Series



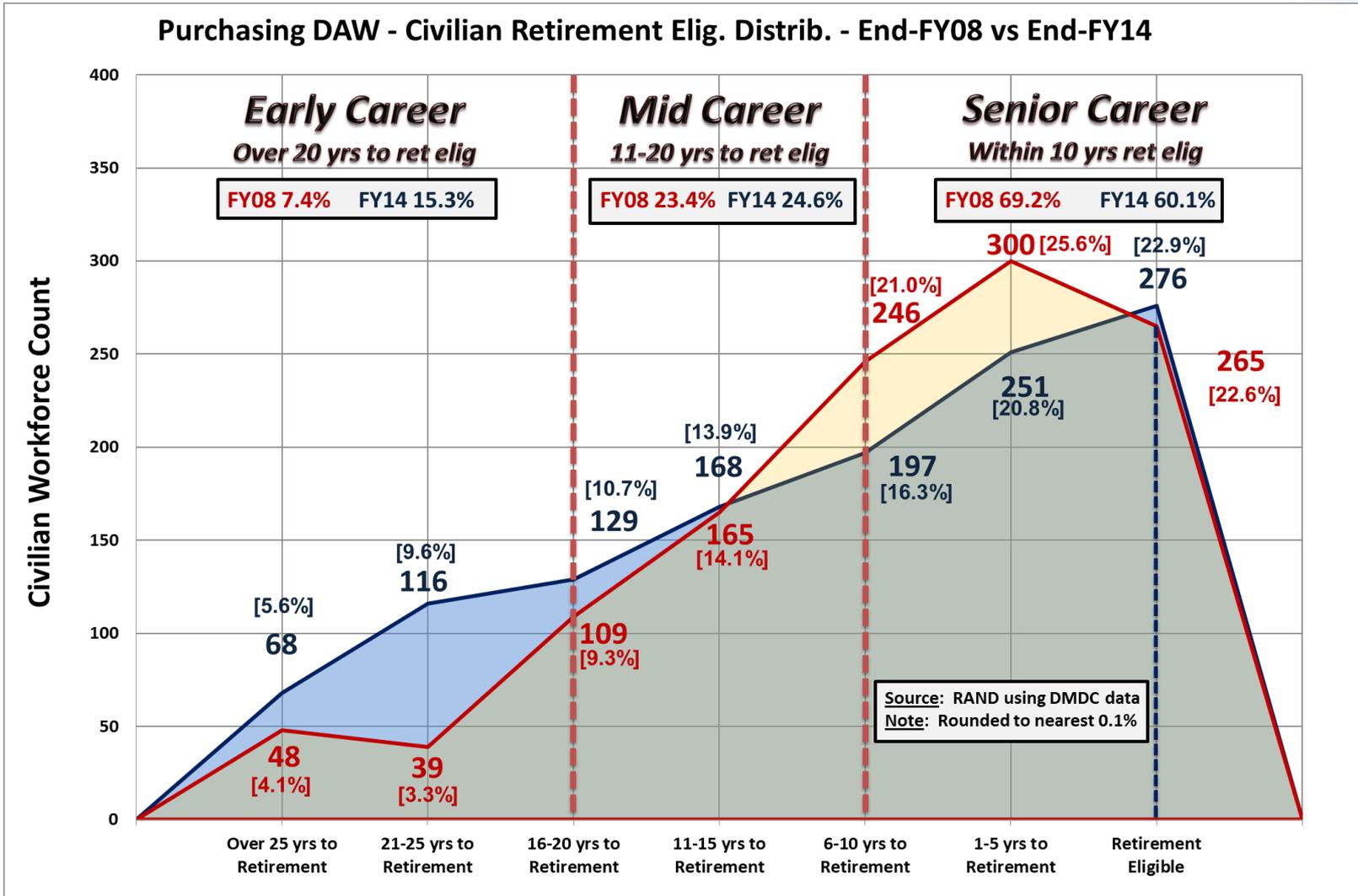
Civilian Occupational Series	Purchasing TOTAL	
1105 - Purchasing Agent	1,084	92.8%
1101 - Business and Industry Specialist	41	3.5%
1106 - Procurement Clerk / Technician	7	0.6%
2210 - Information Technology Management Specialist	6	0.51%
0301 - Administration & Program Staff	5	0.43%
1102 - Contract Specialist	4	0.34%
0343 - Management and Program Analyst	4	0.34%
1910 - Quality Assurance Specialist	3	0.26%
2003 - Supply Management Specialist	2	0.17%
2001 - Supply Specialist	2	0.17%
Other	10	0.86%
TOTAL CIVILIAN	1,168	Civilians



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



Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY14



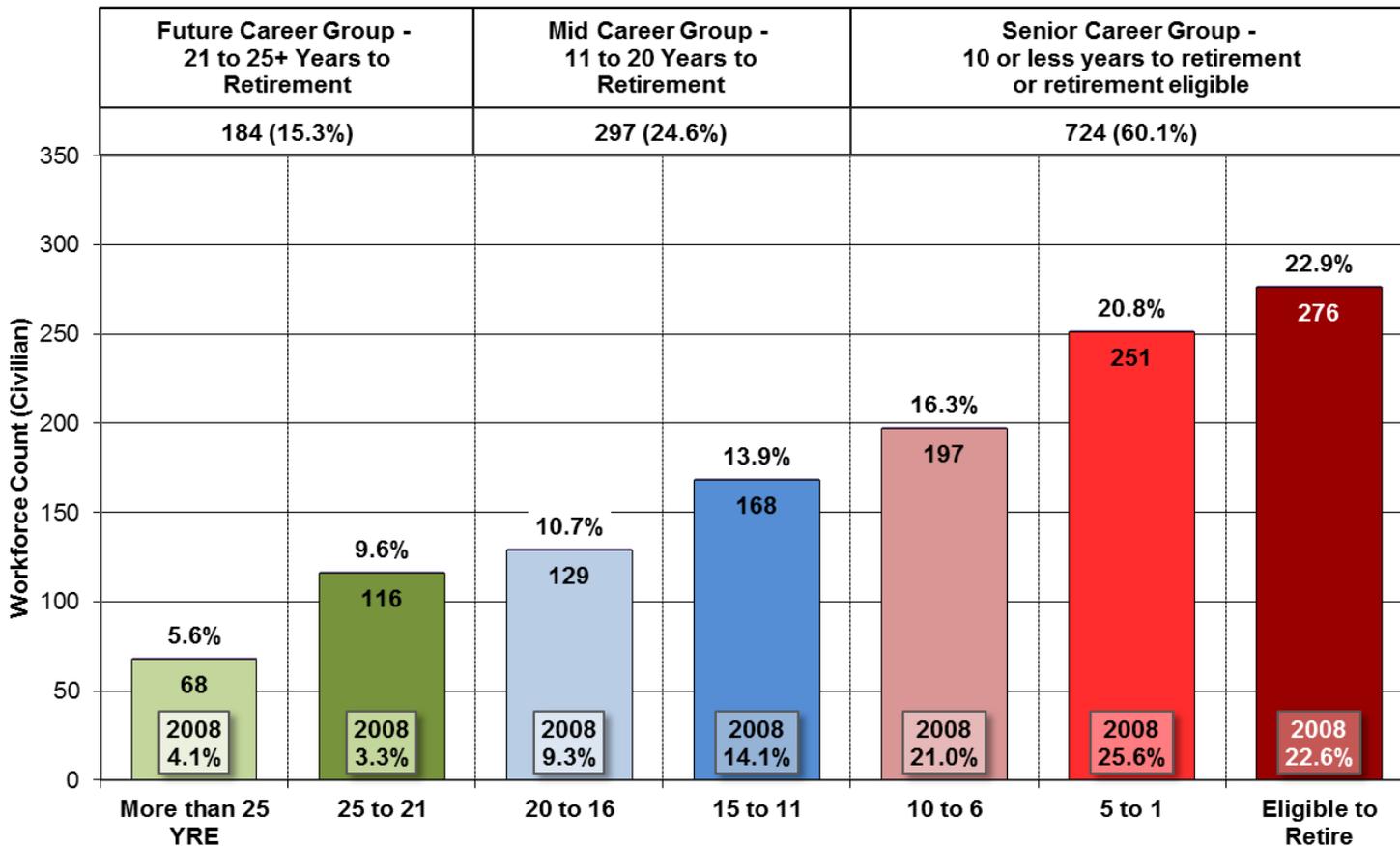
As of the end of FY14 (30 September 2014)



Purchasing Workforce Lifecycle Model by YRE



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



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

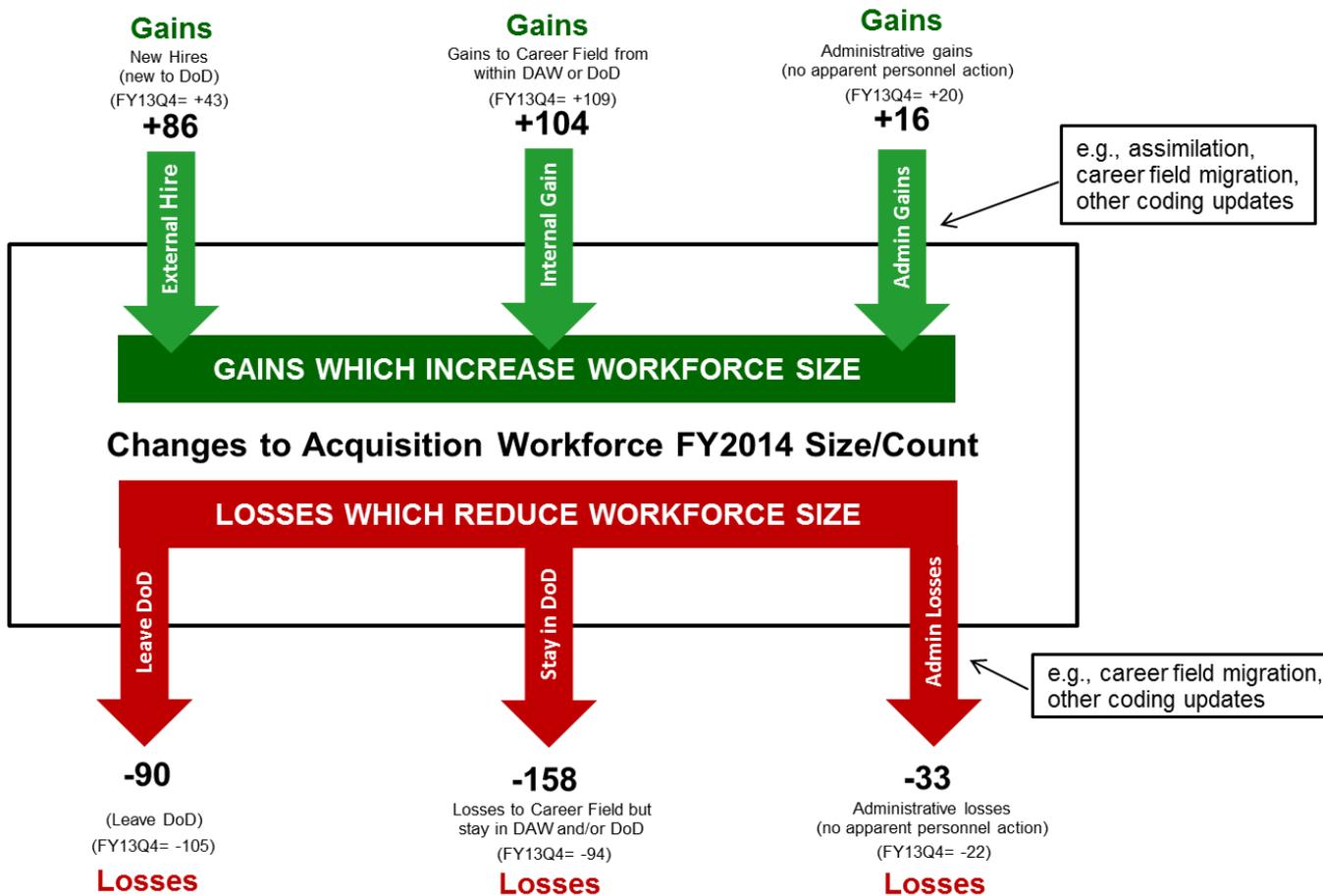
As of the end of FY14 (30 September 2014)



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

Defense Acquisition Workforce (Civilian) (FY2014) - Purchasing and Procurement

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



As of the end of FY14 (30 September 2014)

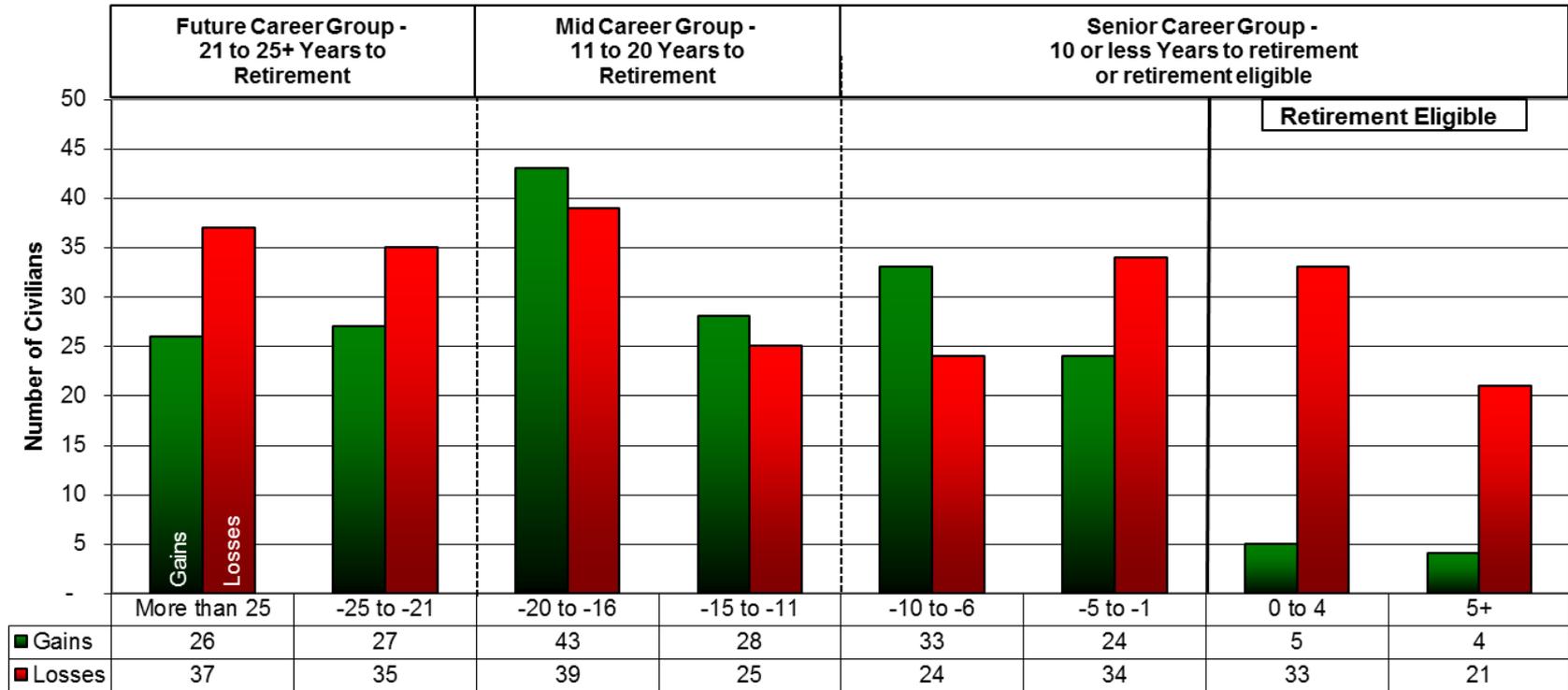


Purchasing Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Purch

Workforce Lifecycle FY2014 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

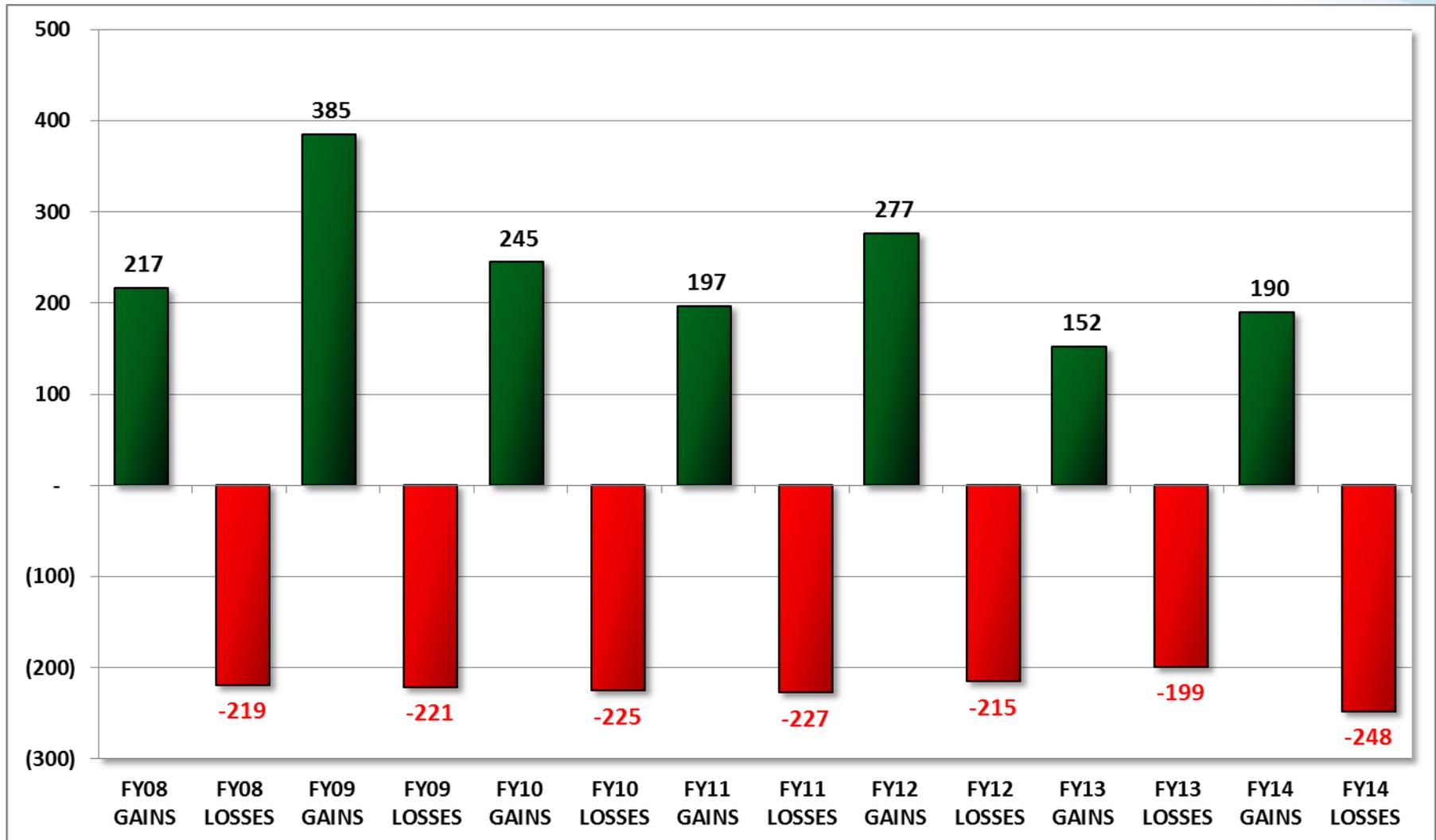
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



Purchasing Historical Gains and Losses FY08 – FY14



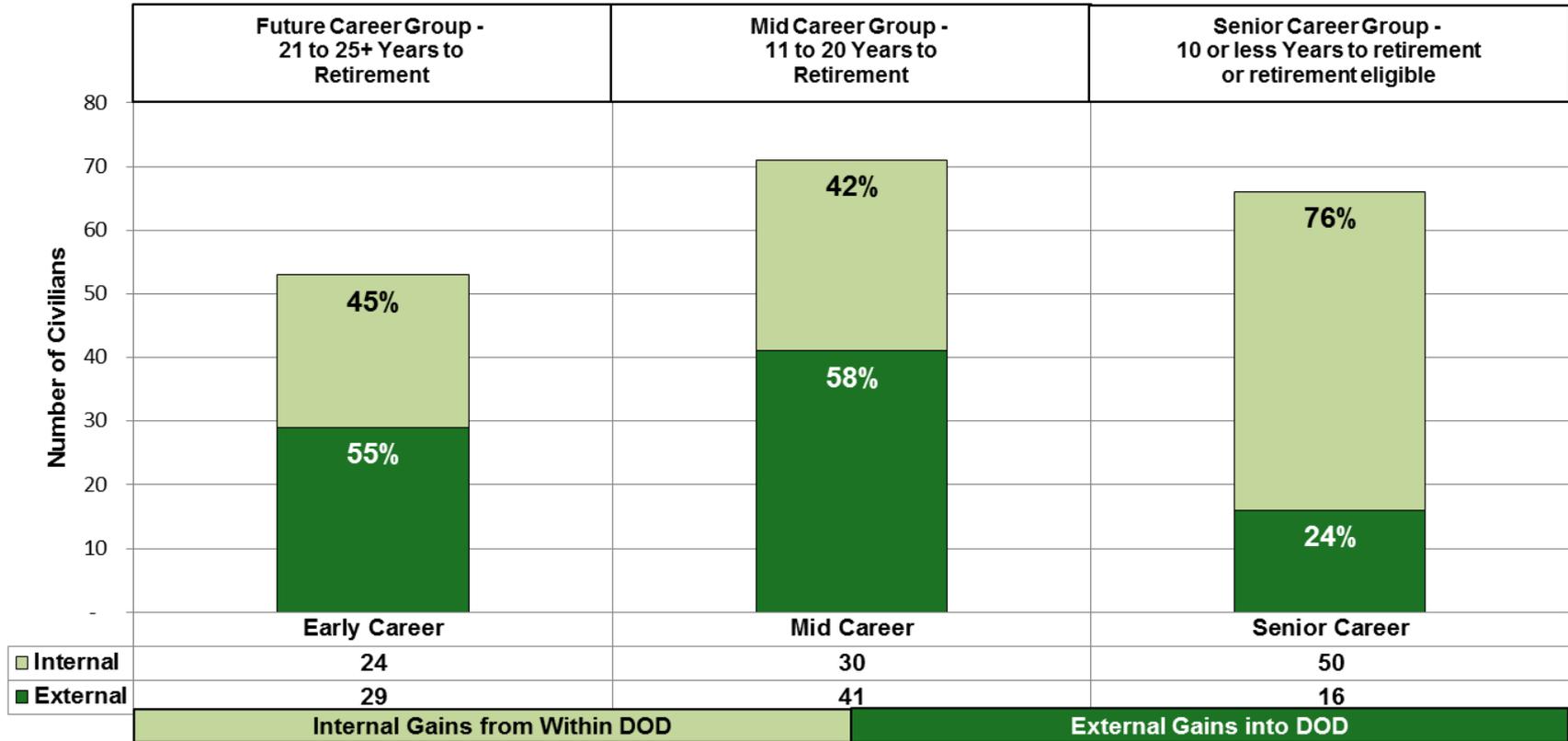
As of the end of FY14 (30 September 2014)



Purchasing Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Purch 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)

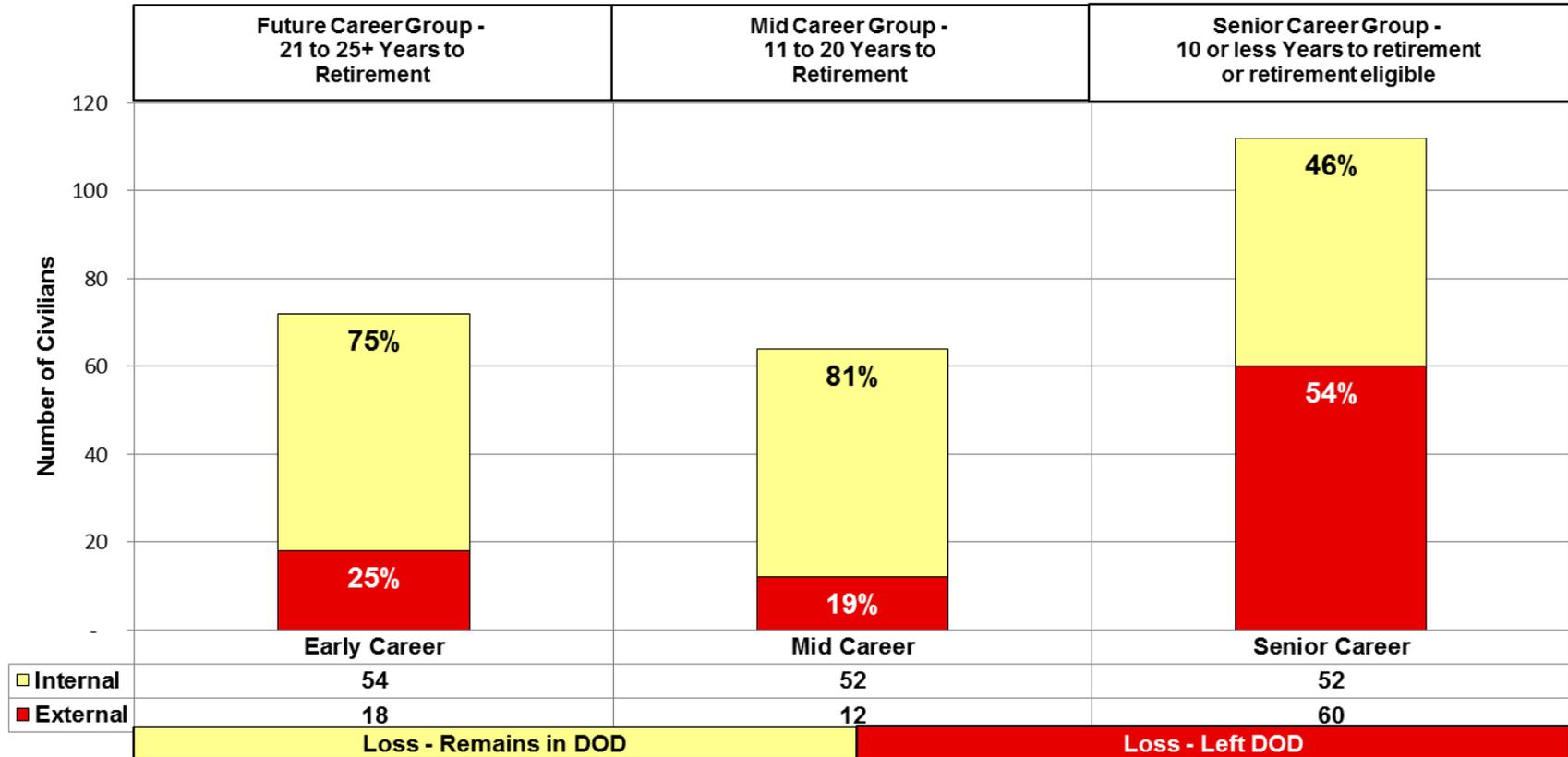


Purchasing Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Purch

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

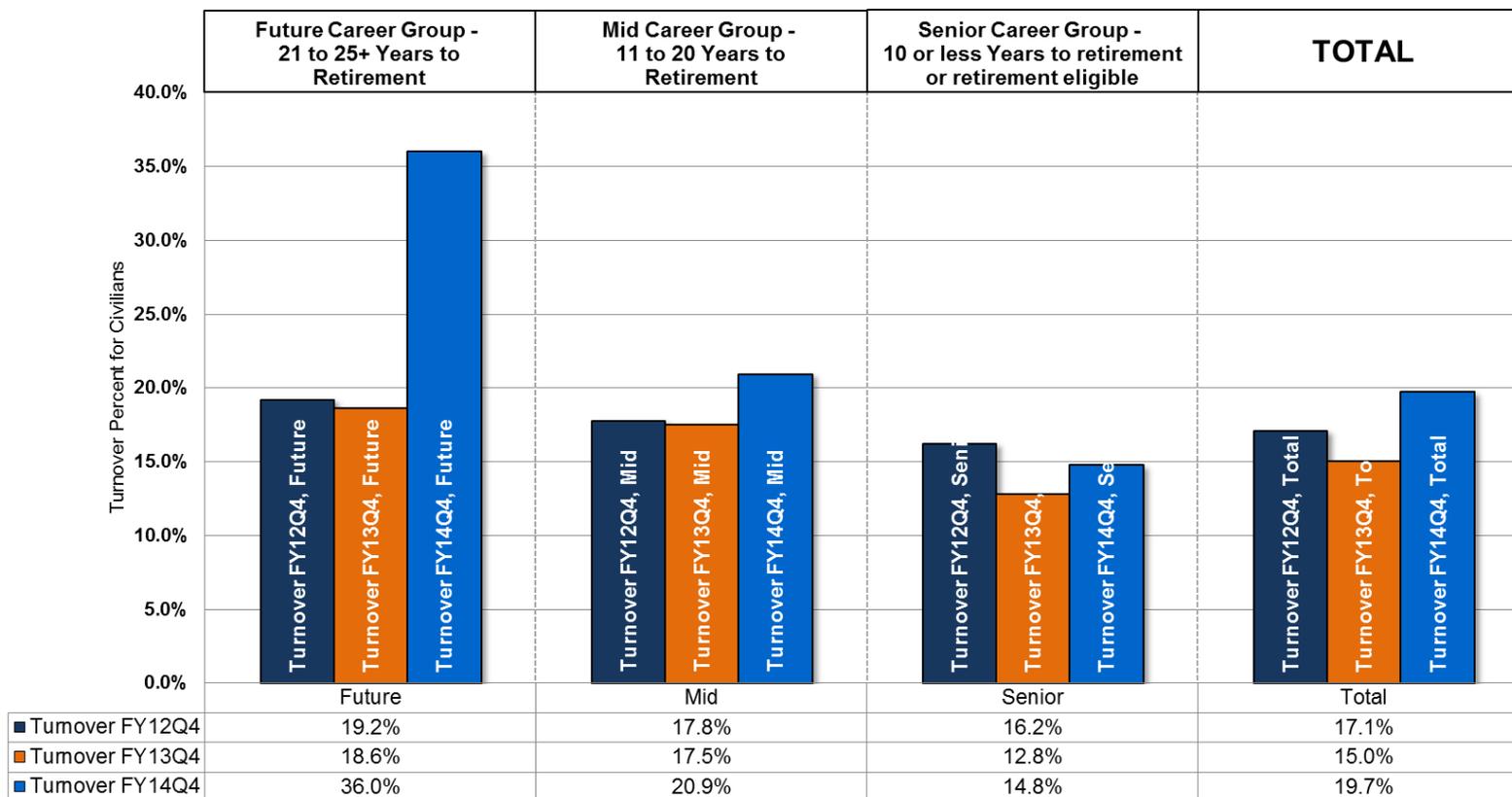
As of the end of FY14 (30 September 2014)



Purchasing Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

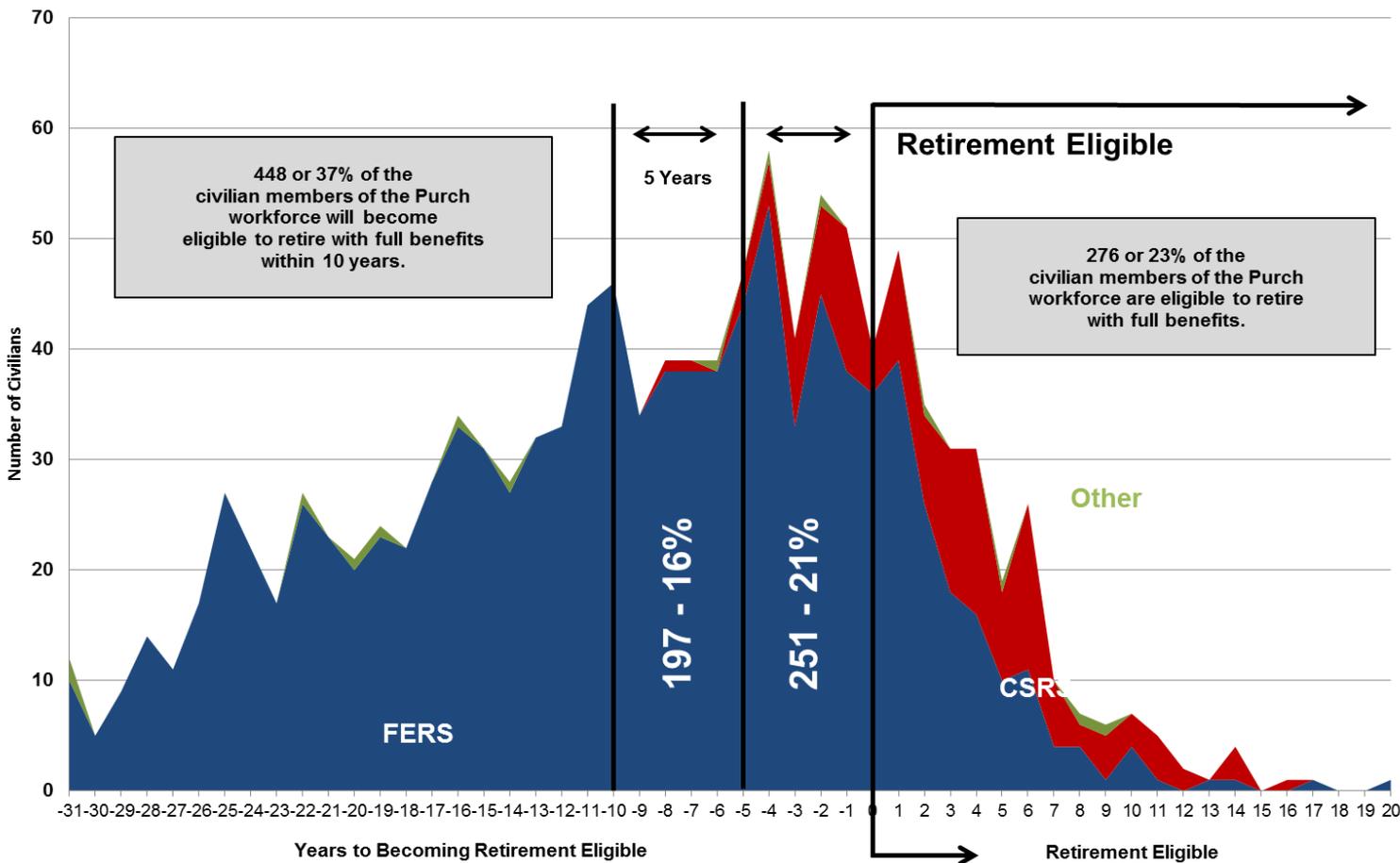


Purchasing Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Purch

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



As of the end of FY14 (30 September 2014)



END