



Defense Acquisition Workforce Key Information

Test and Evaluation
As of FY15Q2 (31 March 2015)



Fact Sheet



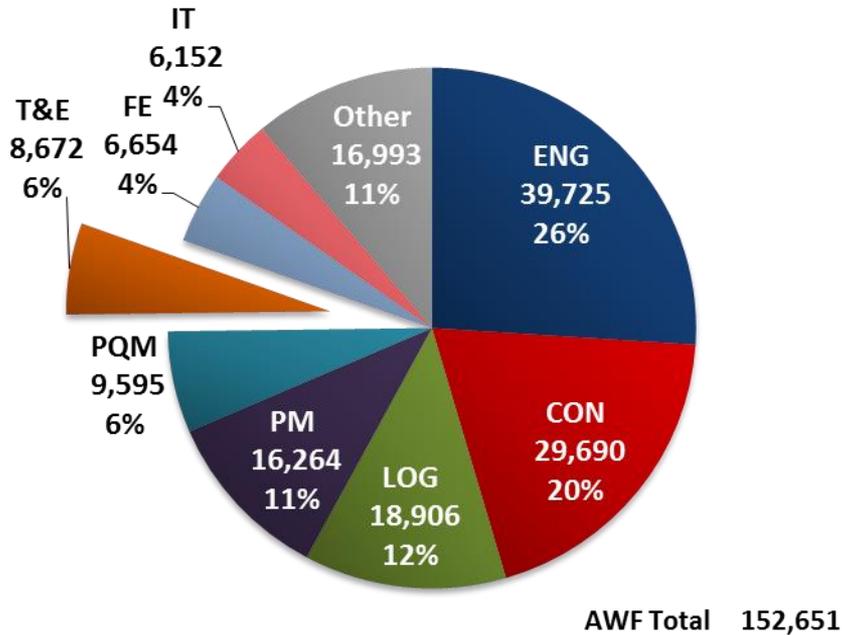
| Human Capital Fact Sheet (FY 2014) | | | | | | | | |
|---|--------------------|--------------------|---------------------|--------------------------------|--------------------|--------------------|---------------------|-------------------------------|
| Defense Acquisition Workforce Test and Evaluation | FY 2008 | | | | FY 2014 | | | |
| | T&E Civilian (Civ) | T&E Military (Mil) | Total T&E (Civ+Mil) | Defense Acquisition Workforce | T&E Civilian (Civ) | T&E Military (Mil) | Total T&E (Civ+Mil) | Defense Acquisition Workforce |
| Size & Composition | | | | | | | | |
| Workforce Size | 5,608 | 1,812 | 7,420 | 125,879 | 6,833 | 1,736 | 8,569 | 151,355 |
| Change in size from 2008 | - | - | - | - | 22% | -4% | 15% | 20% |
| Civilian/Military Composition | 76% | 24% | - | 88%/ 12% | 80% | 20% | - | 90%/ 10% |
| Educational Attainment | | | | | | | | |
| Bachelor's Degree or Higher | 95% | 91% | 94% | 77% | 96% | 95% | 96% | 83% |
| Graduate Degree | 30% | 43% | 33% | 29% | 38% | 59% | 42% | 36% |
| Certification | | | | | | | | |
| Level I or Higher Achieved | 76% | 49% | 69% | 72% | 89% | 58% | 83% | 86% |
| Level II or Higher Achieved | 68% | 24% | 57% | 61% | 84% | 35% | 74% | 74% |
| Level III Achieved | 52% | 8% | 41% | 36% | 62% | 15% | 53% | 43% |
| Position Certification Requirement Met or Exceeded | 65% | 28% | 56% | 58% | 83% | 42% | 74% | 75% |
| Within 24 Months of Certification Requirement | 23% | 55% | 30% | 27% | 12% | 51% | 20% | 19% |
| Does Not Meet Certification Requirement | 13% | 17% | 14% | 14% | 5% | 7% | 6% | 7% |
| Planning Considerations | | | | | | | | |
| % Baby Boomer / Traditional Gen. | 58% | 10% | 46% | 62% | 43% | 1% | 35% | 45% |
| Average Age | 43.8 | 34.6 | 41.5 | 45.7 | 44.5 | 34.0 | 42.3 | 44.9 |
| Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior | 30/25/46(%) | - | - | 20/23/57 (%)(Civ) | 31/20/49(%) | - | - | 26/23/51(%) |
| Average Years of Service | 15.4 | 11.5 | 14.5 | 17.3 | 15.6 | 11.3 | 14.7 | 15.2 |
| Retirement Eligible* | 572(10%) | - | - | 19,051(17%) (Civ) | 990(15%) | - | - | 28,259(15%) |
| Retirement Eligible w/i 5 Years* | 782(14%) | - | - | 21,315(19%) (Civ) | 1,339(20%) | - | - | 26,858(18%) |
| Total Gains/Losses* | 926/934 | - | - | 14,245/15,030 (Civ) | 588/647 | - | - | 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% | | |



Test and Evaluation Workforce Historical Size by Agency FY05 – FY15Q2

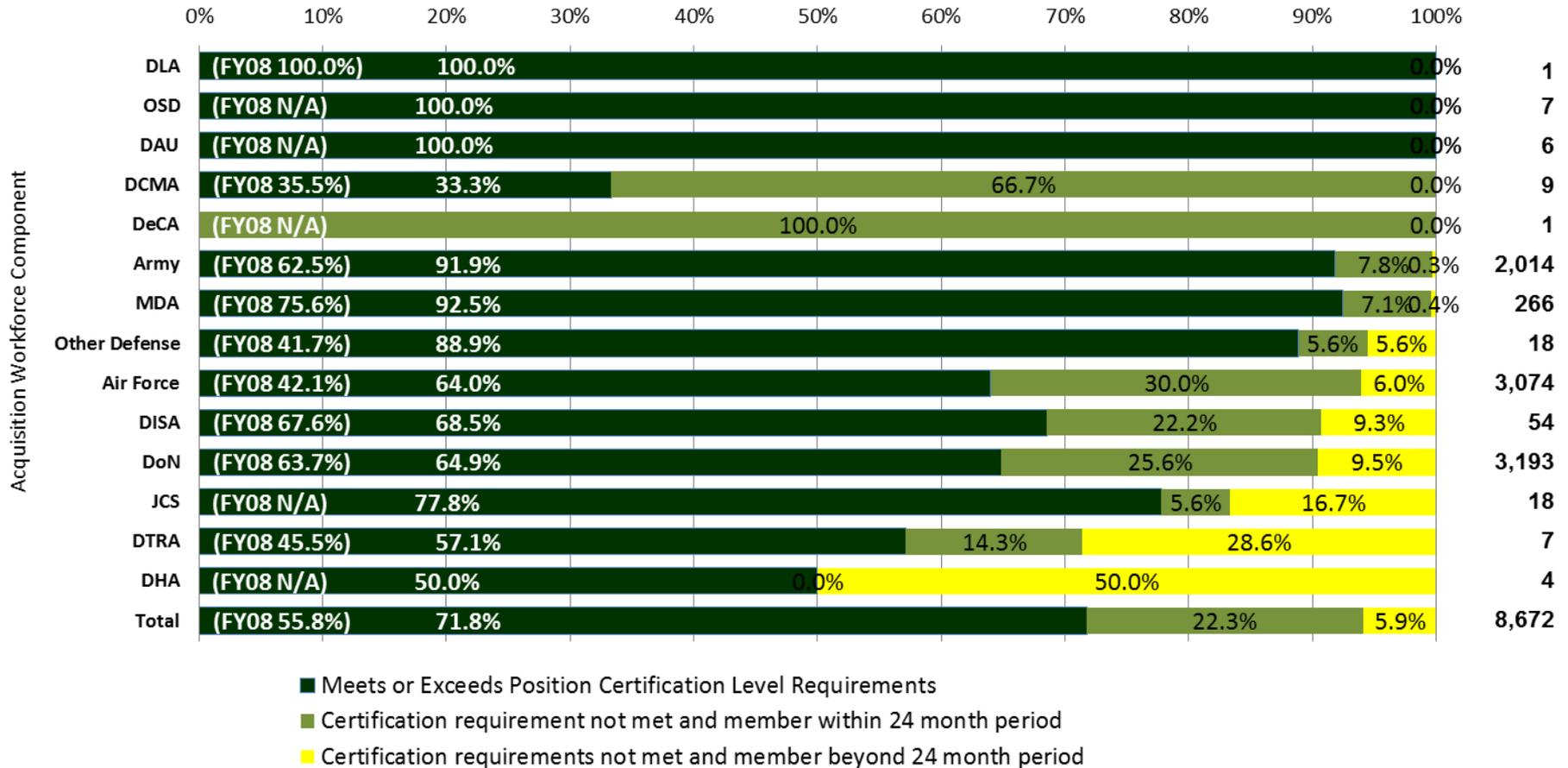


| Test and Evaluation | FY05 | FY06 | FY07 | FY08 | FY09 | FY10 | FY11 | FY12 | FY13 | FY14 | FY15Q2 | % Change Since FY05 | % Change Since FY08 |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|---------------------|
| <i>Defense Acq Workforce</i> | | | | | | | | | | | | | |
| ARMY | 2,461 | 2,141 | 2,135 | 2,135 | 2,235 | 2,304 | 2,298 | 2,116 | 2,080 | 2,037 | 2,014 | -18% | -6% |
| DoN | 2,453 | 2,447 | 2,549 | 2,476 | 2,833 | 3,000 | 3,022 | 3,086 | 3,114 | 3,179 | 3,193 | 30% | 29% |
| AIR FORCE | 2,416 | 2,598 | 2,592 | 2,622 | 2,630 | 2,838 | 2,936 | 3,033 | 3,001 | 2,975 | 3,074 | 27% | 17% |
| DCMA | 3 | 6 | 36 | 31 | 23 | 20 | 7 | 5 | 5 | 3 | 9 | 200% | -71% |
| DLA | 2 | 2 | 10 | 1 | 2 | 4 | 4 | 3 | 1 | 1 | 1 | -50% | 0% |
| DCAA | - | - | - | - | - | - | - | - | - | - | - | | |
| MDA | 38 | 57 | 51 | 86 | 103 | 201 | 221 | 245 | 265 | 262 | 266 | 600% | 209% |
| DISA | - | 7 | 27 | 37 | 34 | 47 | 55 | 53 | 56 | 53 | 54 | | 46% |
| DHA | - | - | - | - | 1 | 1 | 2 | 5 | 4 | 4 | 4 | | |
| DTRA | - | 9 | 11 | 11 | 10 | 9 | 8 | 8 | 7 | 6 | 7 | | -36% |
| DAU | 9 | 8 | - | 6 | 6 | 6 | 6 | 8 | 8 | 7 | 6 | -33% | 0% |
| OSD & Staff | 1 | 1 | 7 | 3 | 2 | 5 | 5 | 7 | 5 | 6 | 7 | 600% | 133% |
| JCS | - | - | - | - | - | - | - | 22 | 19 | 18 | 18 | | |
| DeCA | - | - | - | - | - | - | - | - | 1 | 1 | 1 | | |
| WHS | - | - | - | - | - | - | - | - | - | - | - | | |
| DFAS | - | 2 | - | - | - | - | - | - | - | - | - | | |
| DoDEA | - | - | - | - | - | - | - | - | - | - | - | | |
| DMEA | - | - | - | - | - | - | - | - | - | - | - | | |
| DoD HRA | - | - | - | - | - | - | - | - | - | - | - | | |
| DoD TRMC | 1 | 2 | - | 6 | 7 | 8 | 9 | 12 | 14 | 17 | 18 | 1700% | 200% |
| DSCA | - | - | - | - | - | - | - | - | - | - | - | | |
| DMA | - | - | - | - | - | - | - | - | - | - | - | | |
| DSS | - | - | - | - | - | - | - | - | - | - | - | | |
| DTIC | - | - | - | - | - | - | - | - | - | - | - | | |
| DARPA | - | - | - | - | - | - | - | - | - | - | - | | |
| NDU | - | - | - | 1 | - | - | - | - | - | - | - | | -100% |
| DoD IG | - | - | 1 | 1 | - | - | - | - | - | - | - | | -100% |
| ASD | - | - | - | - | - | - | - | - | - | - | - | | |
| PFPA | - | - | - | - | - | - | - | - | - | - | - | | |
| 4th Estate Other | - | - | - | 4 | 6 | 3 | - | - | - | - | - | | -100% |
| | | | | | | | | | | | | ↑ | ↑ |
| TOTAL | 7,384 | 7,280 | 7,419 | 7,420 | 7,892 | 8,446 | 8,573 | 8,603 | 8,580 | 8,569 | 8,672 | 17.4% | 16.9% |



Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY15Q2)

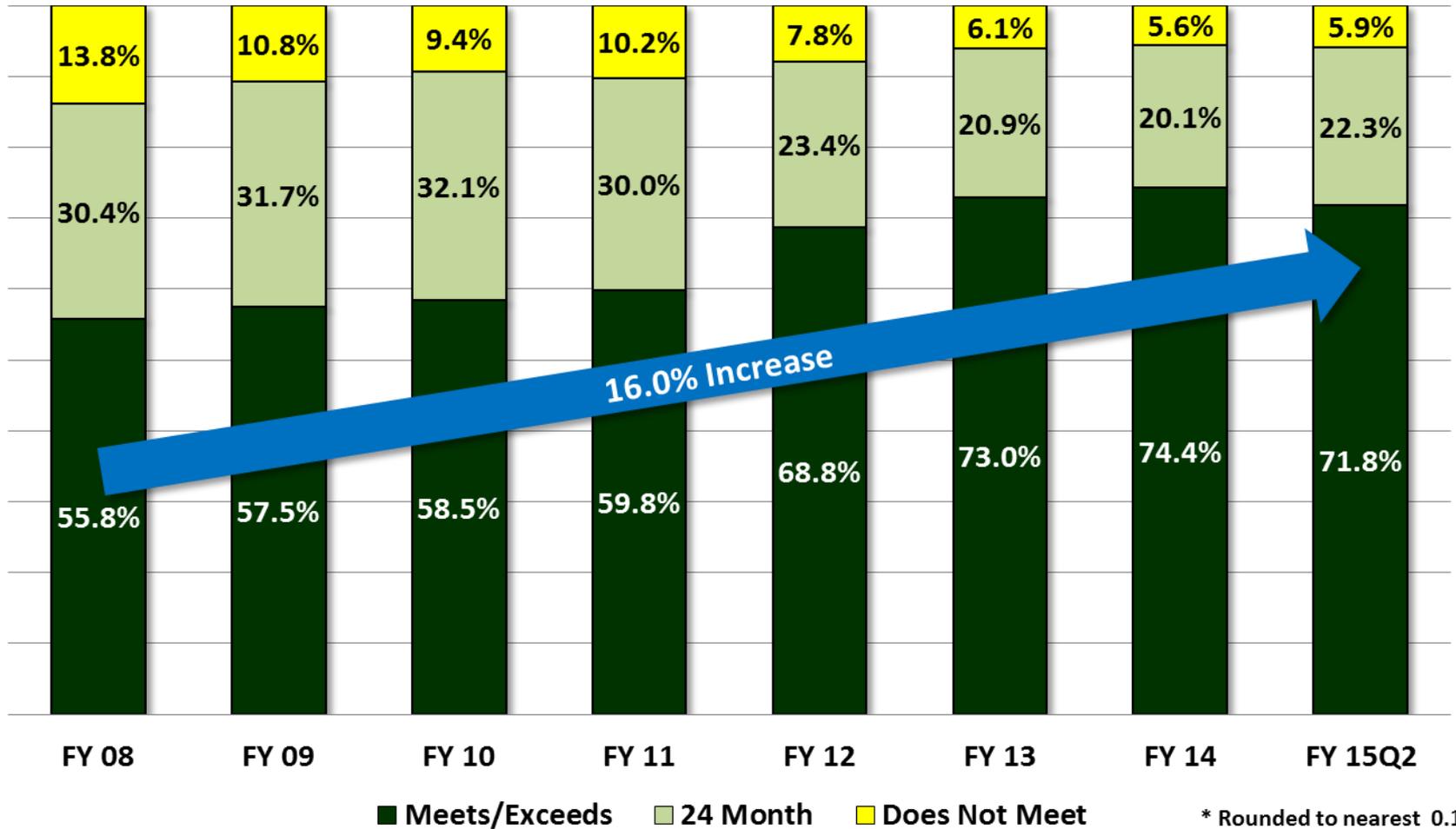




Test and Evaluation Historical DAWIA Certification FY08 – FY15Q2



Test and Evaluation





Test and Evaluation DAWIA Certification Matrix + Bench Strength

| Test and Evaluation Required Certification Level | Achieved Certification Level | | | | FY15Q2 TOTAL | % Meets Certification Requirement |
|---|------------------------------|------------|--------------|--------------|--------------|-----------------------------------|
| | No Level Achieved | Level I | Level II | Level III | | |
| Level I | 424 | 235 | 90 | 18 | 767 | 44.7% |
| Level II | 815 | 530 | 1,475 | 1,393 | 4,213 | 68.1% |
| Level III | 362 | 118 | 198 | 3,014 | 3,692 | 81.6% |
| <i>Unspecified</i> | - | - | - | - | - | |
| FY15Q2 TOTAL | 1,601 | 883 | 1,763 | 4,425 | 8,672 | 71.8% |
| | 18.5% | 10.2% | 20.3% | 51.0% | | |

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% | |
| Test and Eval | 1,501 | 17.3% | 1 of 13 |

** Based on population total without unspecified positions

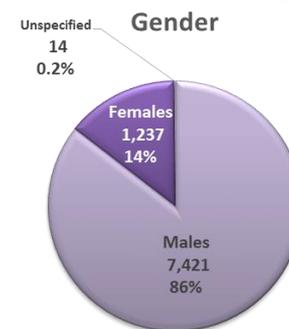
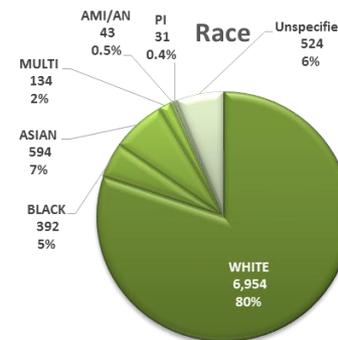
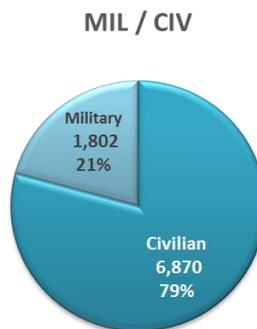
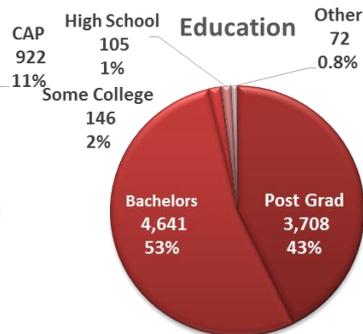
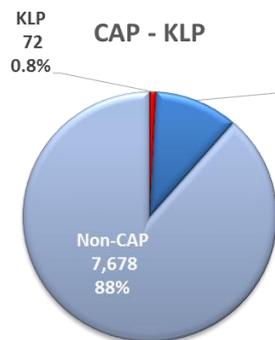
| Certification Requirement | Meets | Within 24 Months | Does Not Meet | DAW TOTAL | |
|----------------------------------|--------------|------------------|---------------|--------------|-------|
| Level I | 343 | 412 | 12 | 767 | 8.8% |
| Level II | 2,868 | 1,101 | 244 | 4,213 | 48.6% |
| Level III | 3,014 | 424 | 254 | 3,692 | 42.6% |
| <i>Unspecified</i> | - | - | - | - | 0.0% |
| Test and Evaluation TOTAL | 6,225 | 1,937 | 510 | 8,672 | |
| | 71.8% | 22.3% | 5.9% | | |

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Test and Evaluation Demographics



| Occupied Position Type | T&E TOTAL | Entire DAW |
|---|--------------------|----------------------|
| Key Leadership Positions (KLPs) | 72 <i>0.8%</i> | 1,120 <i>0.7%</i> |
| Critical Acquisition Positions (CAPs) * | 922 <i>10.6%</i> | 15,535 <i>10.2%</i> |
| Non-CAP Positions | 7,678 <i>88.5%</i> | 135,996 <i>89.1%</i> |
| TOTAL | 8,672 | 152,651 |

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

| Highest Level of Education | T&E TOTAL | Entire DAW |
|----------------------------|--------------------|---------------------|
| Post Grad | 3,708 <i>42.8%</i> | 58,772 <i>38.5%</i> |
| Bachelors | 4,641 <i>53.5%</i> | 68,493 <i>44.9%</i> |
| Some College | 146 <i>1.7%</i> | 11,914 <i>7.8%</i> |
| High School | 105 <i>1.2%</i> | 12,862 <i>8.4%</i> |
| Other | 72 <i>0.8%</i> | 610 <i>0.4%</i> |
| TOTAL | 8,672 | 152,651 |

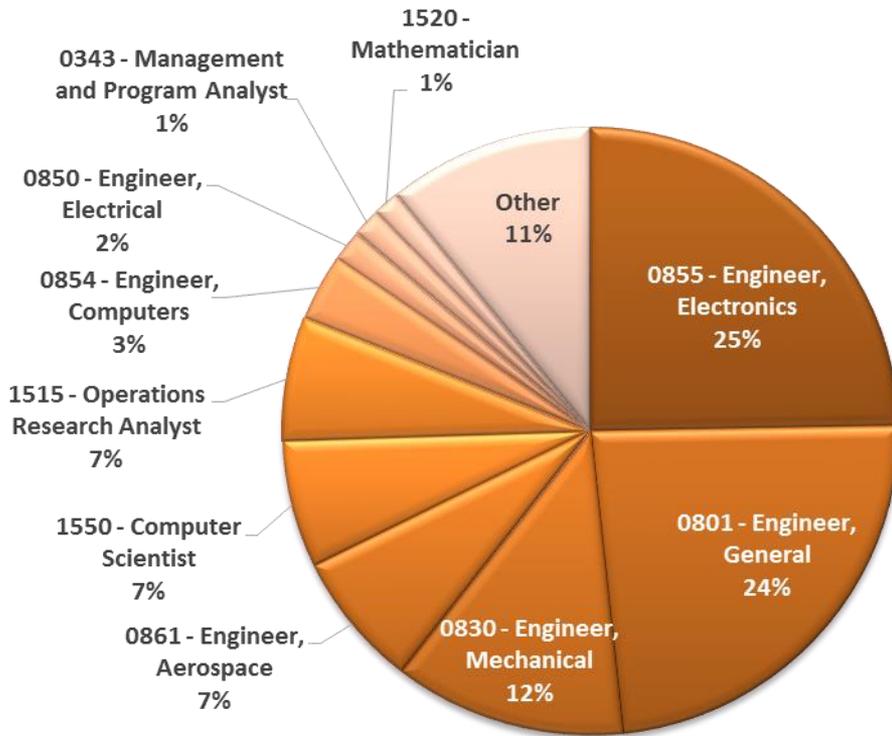
| Military / Civilian | T&E TOTAL | Entire DAW |
|---------------------|--------------------|----------------------|
| Civilian | 6,870 <i>79.2%</i> | 136,977 <i>89.7%</i> |
| Military | 1,802 <i>20.8%</i> | 15,674 <i>10.3%</i> |
| TOTAL | 8,672 | 152,651 |

| Race | T&E TOTAL | Entire DAW |
|--------------|--------------------|----------------------|
| WHITE | 6,954 <i>80.2%</i> | 114,642 <i>75.1%</i> |
| BLACK | 392 <i>4.5%</i> | 18,203 <i>11.9%</i> |
| ASIAN | 594 <i>6.8%</i> | 9,854 <i>6.5%</i> |
| MULTI | 134 <i>1.5%</i> | 3,061 <i>2.0%</i> |
| AMI/AN | 43 <i>0.5%</i> | 824 <i>0.5%</i> |
| PI | 31 <i>0.4%</i> | 677 <i>0.4%</i> |
| Unspecified | 524 <i>6.0%</i> | 5,390 <i>3.5%</i> |
| TOTAL | 8,672 | 152,651 |

| Gender | T&E TOTAL | Entire DAW |
|--------------|--------------------|----------------------|
| Males | 7,421 <i>85.6%</i> | 107,973 <i>70.7%</i> |
| Females | 1,237 <i>14.3%</i> | 44,517 <i>29.2%</i> |
| Unspecified | 14 <i>0.2%</i> | 161 <i>0.1%</i> |
| TOTAL | 8,672 | 152,651 |



Test and Evaluation Size by Occupational Series



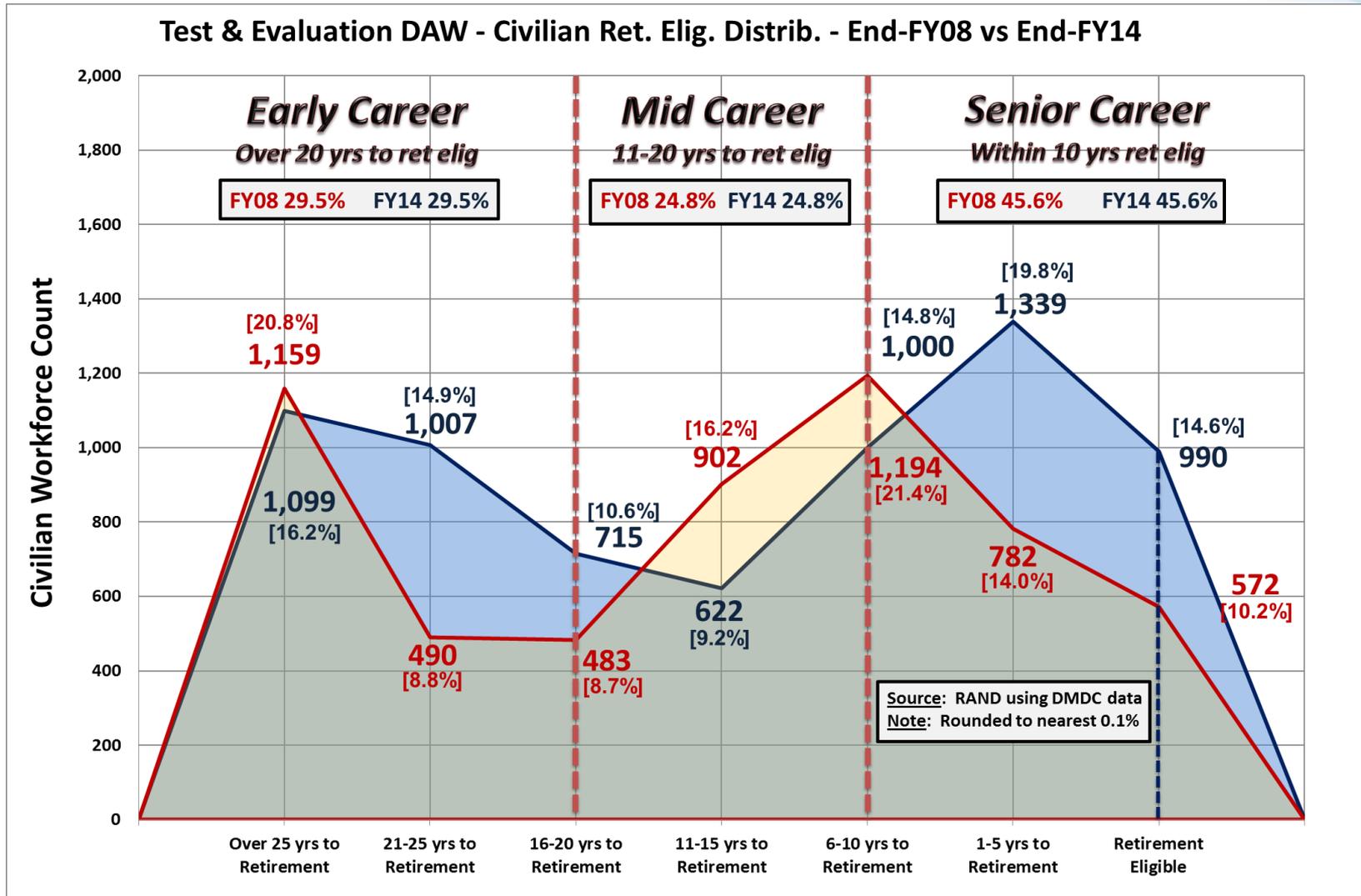
| Civilian Occupational Series | T&E TOTAL | |
|---------------------------------------|--------------|------------------|
| 0855 - Engineer, Electronics | 1,698 | 24.7% |
| 0801 - Engineer, General | 1,622 | 23.6% |
| 0830 - Engineer, Mechanical | 835 | 12.2% |
| 0861 - Engineer, Aerospace | 497 | 7.23% |
| 1550 - Computer Scientist | 466 | 6.78% |
| 1515 - Operations Research Analyst | 452 | 6.58% |
| 0854 - Engineer, Computers | 245 | 3.57% |
| 0850 - Engineer, Electrical | 113 | 1.64% |
| 0343 - Management and Program Analyst | 103 | 1.50% |
| 1520 - Mathematician | 96 | 1.40% |
| Other | 743 | 10.82% |
| TOTAL CIVILIAN | 6,870 | Civilians |



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



Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY14



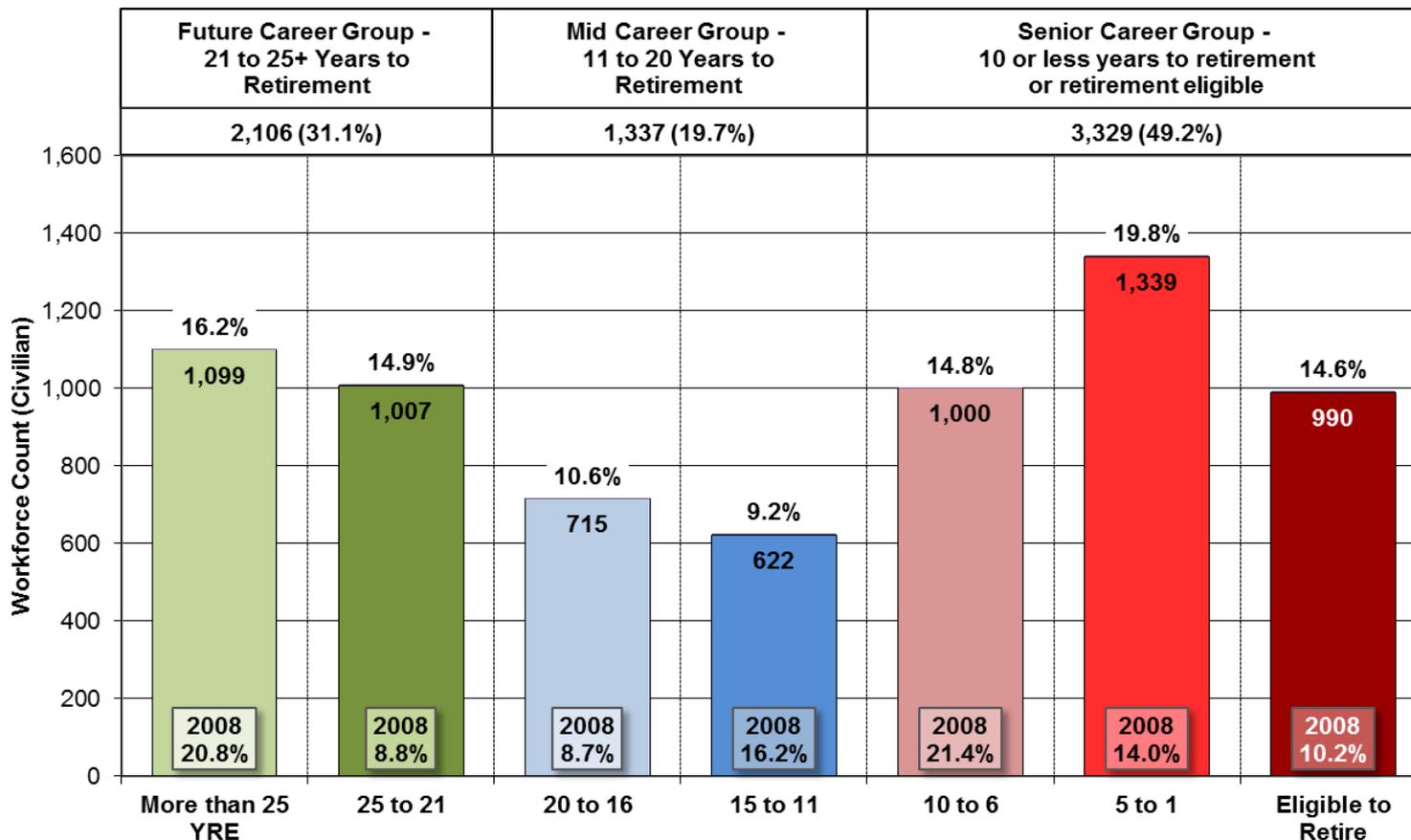
As of the end of FY14 (30 September 2014)



Test and Evaluation Workforce Lifecycle Model by YRE



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



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

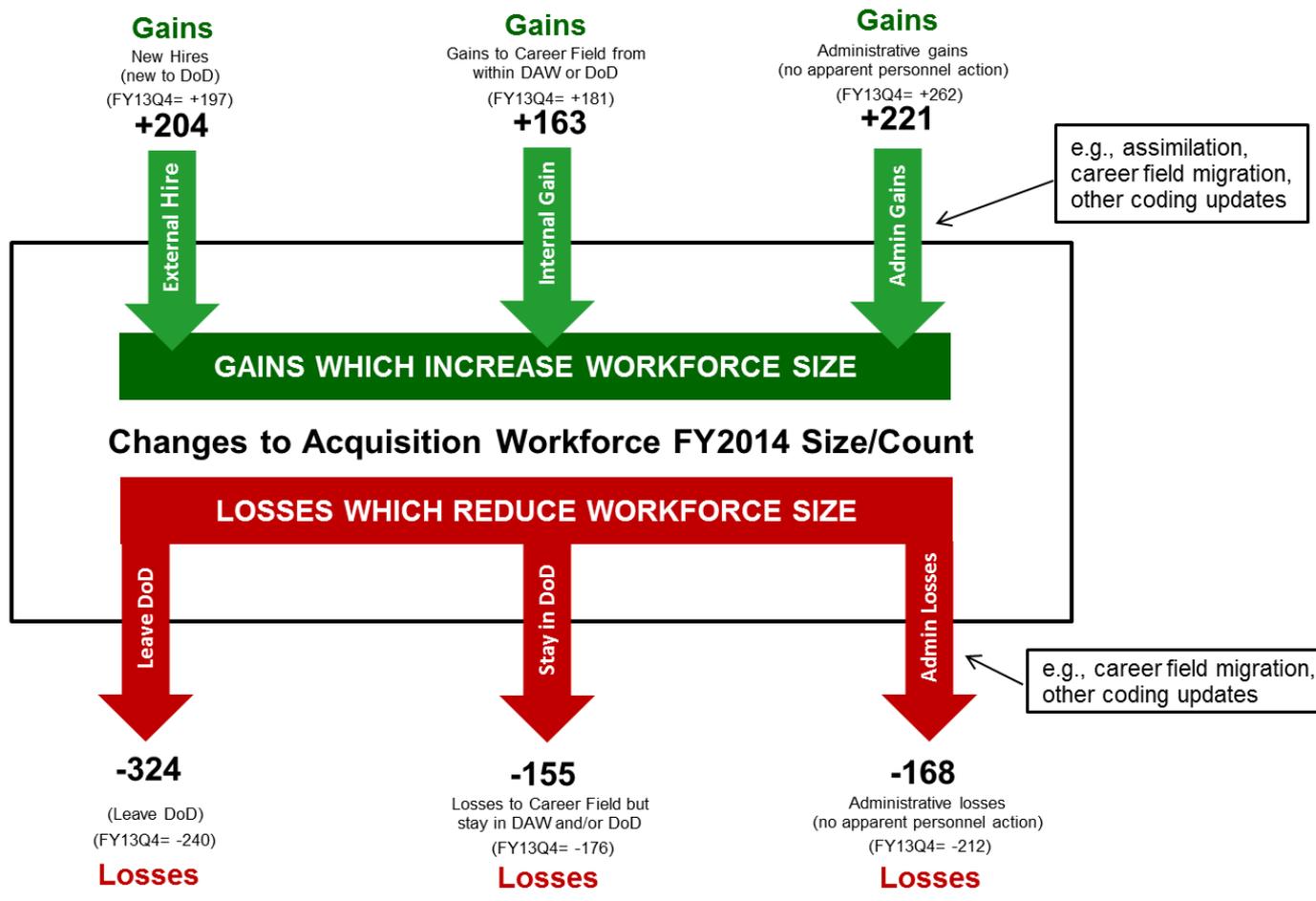
As of the end of FY14 (30 September 2014)



Test and Evaluation Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2014) - Test and Evaluation

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



As of the end of FY14 (30 September 2014)

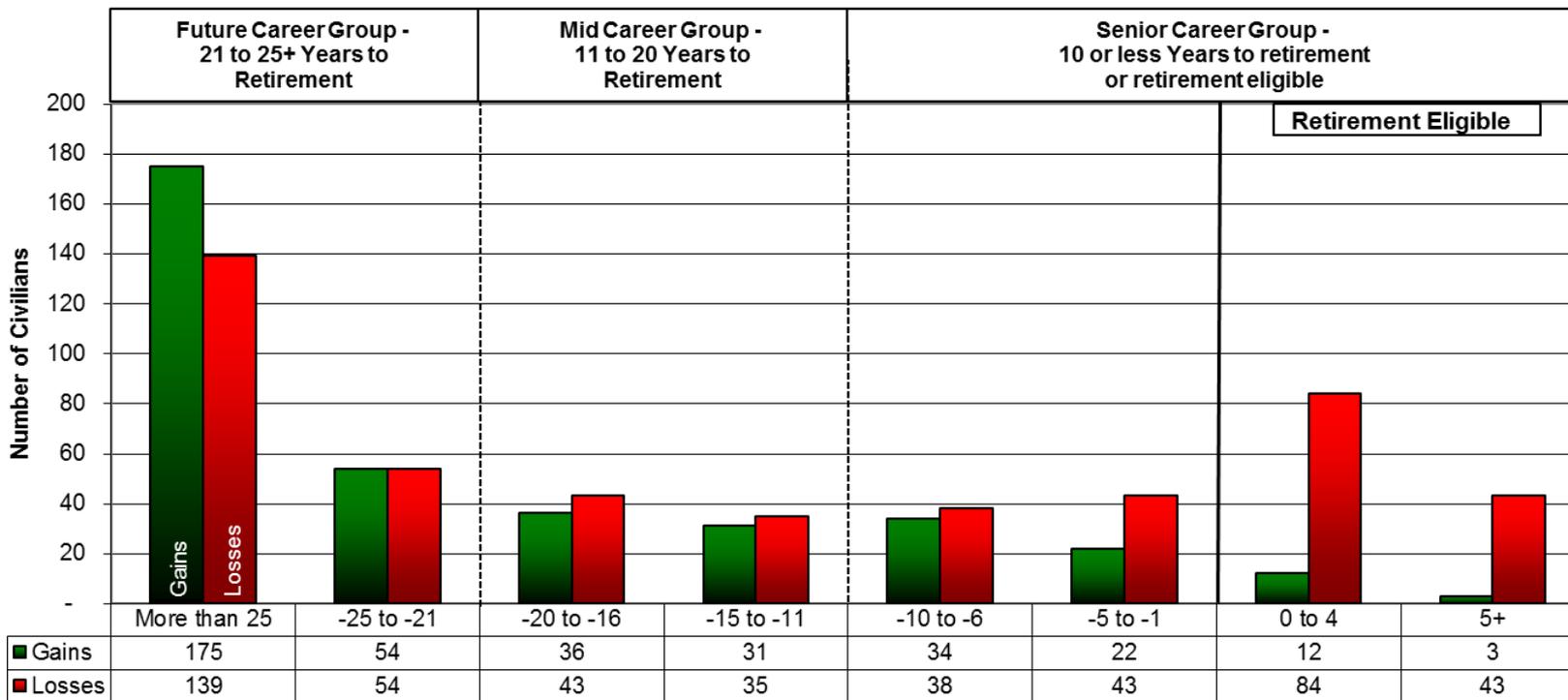


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - T&E

Workforce Lifecycle FY2014 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

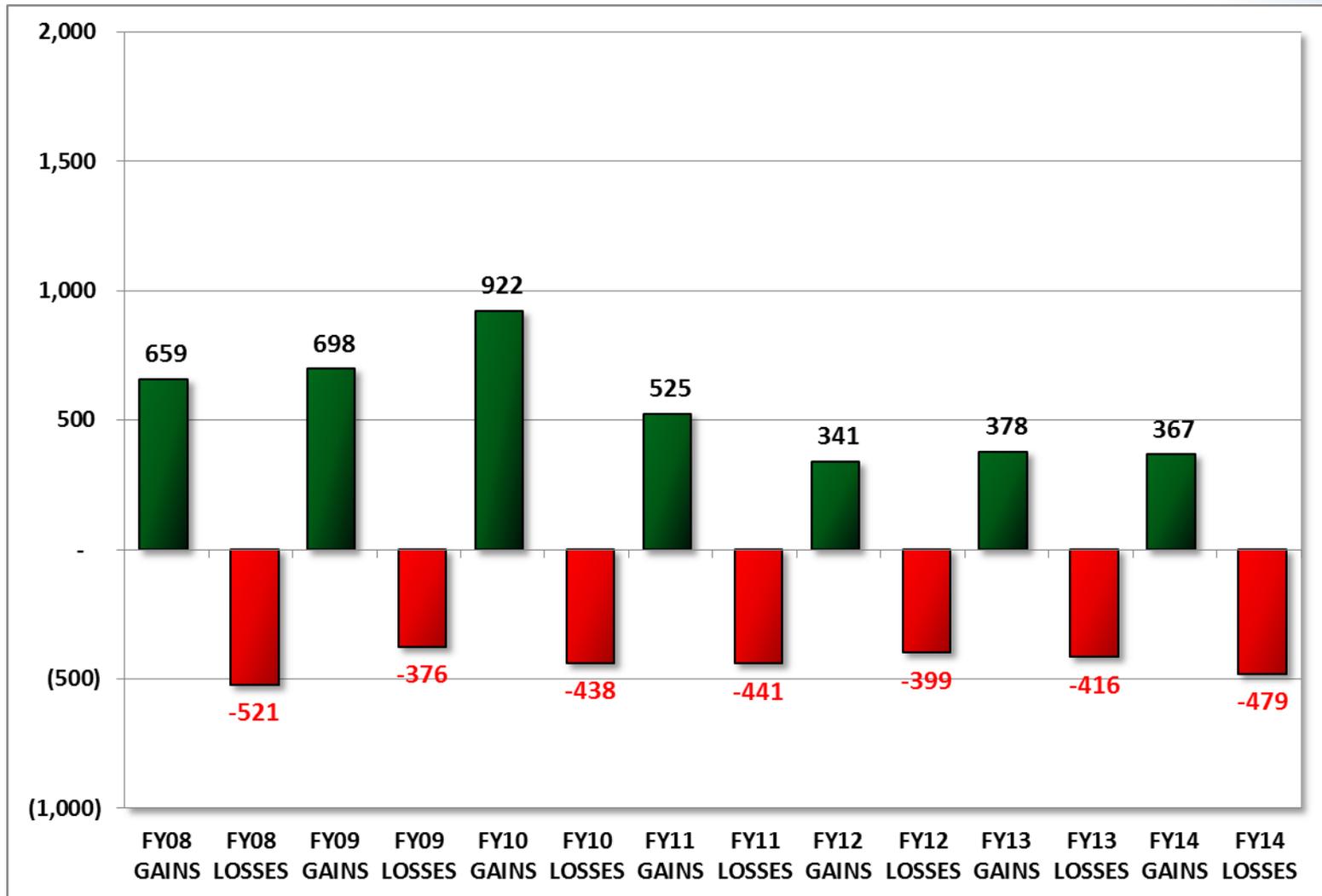
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



Test and Evaluation Historical Gains and Losses FY08 – FY14



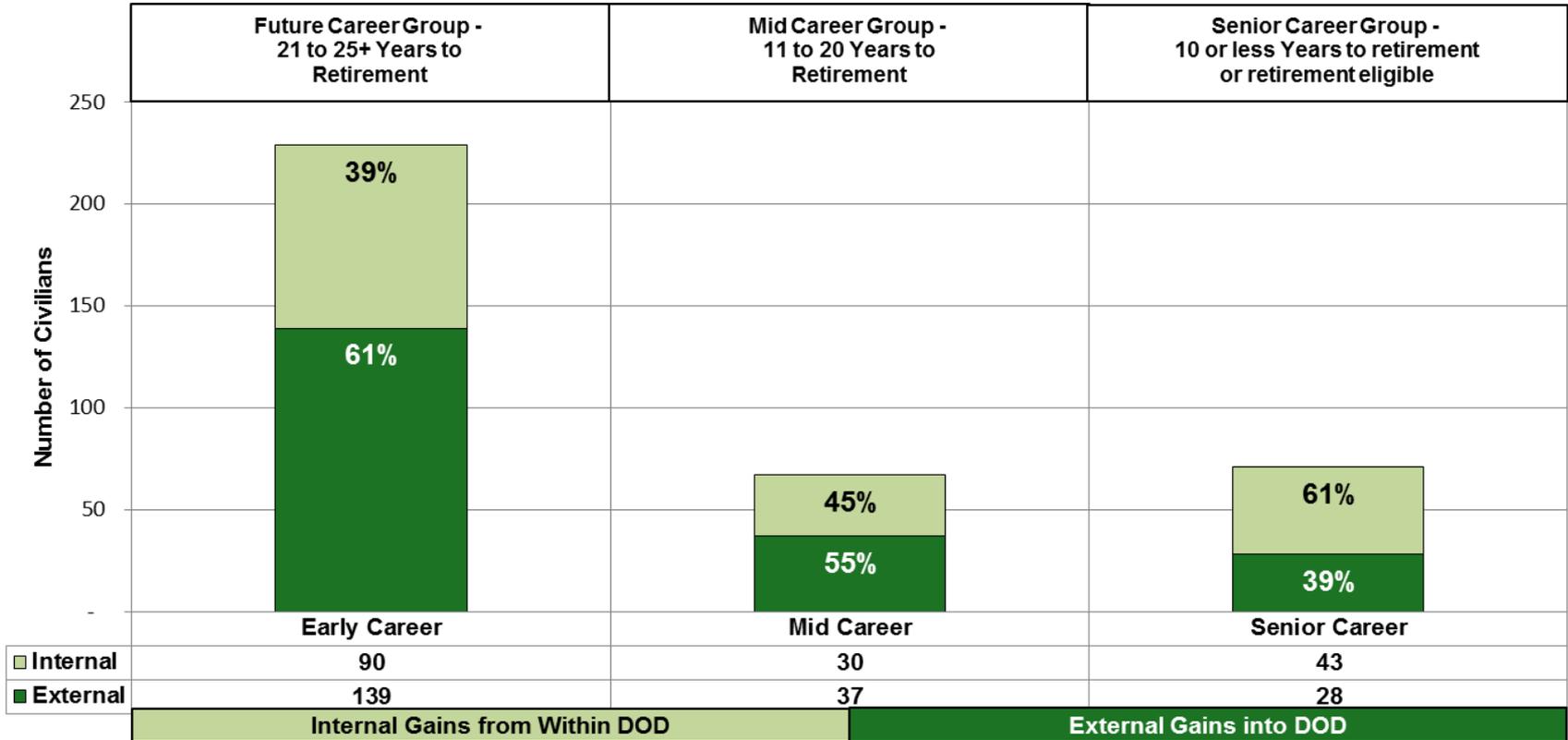
As of the end of FY14 (30 September 2014)



Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - T&E 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)

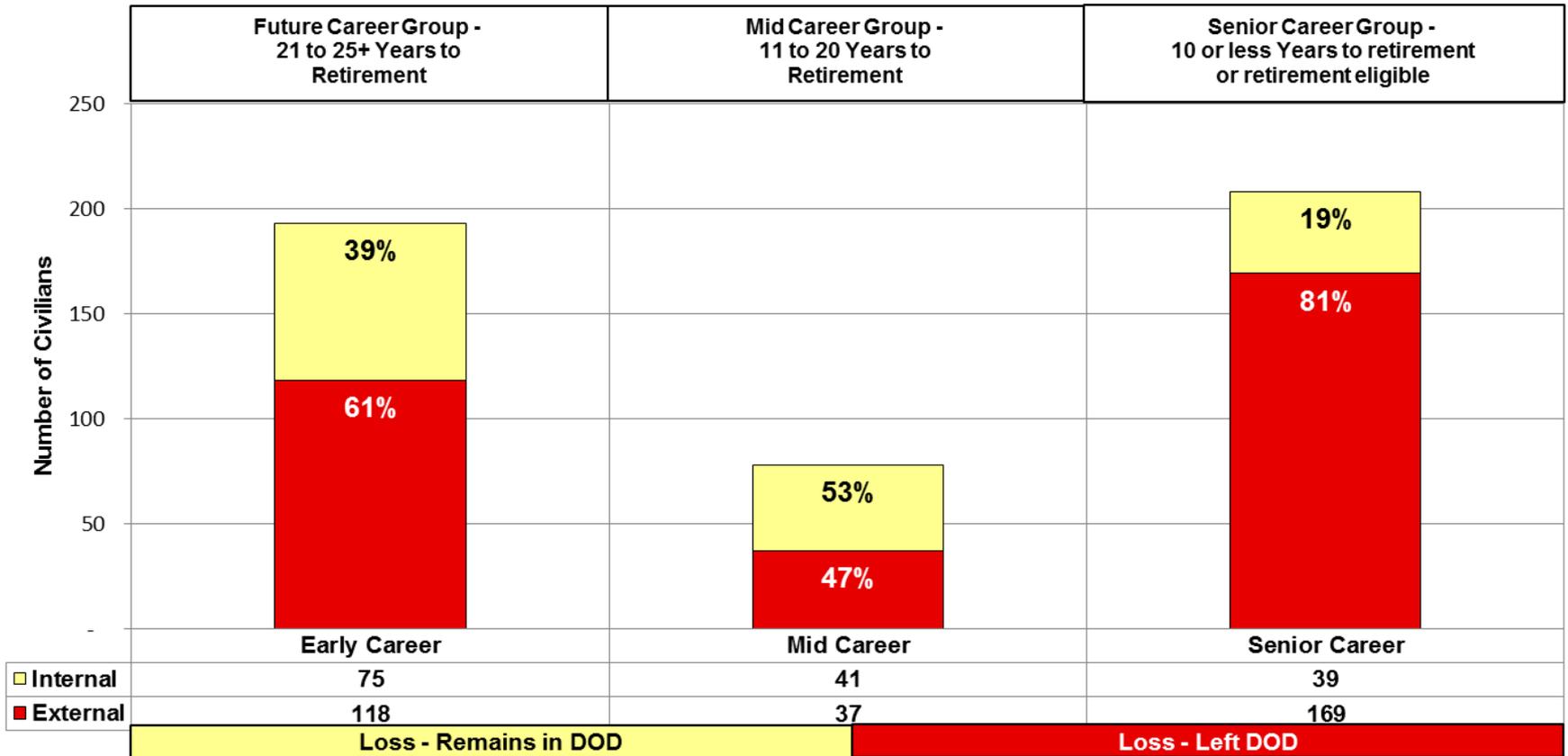


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - T&E

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

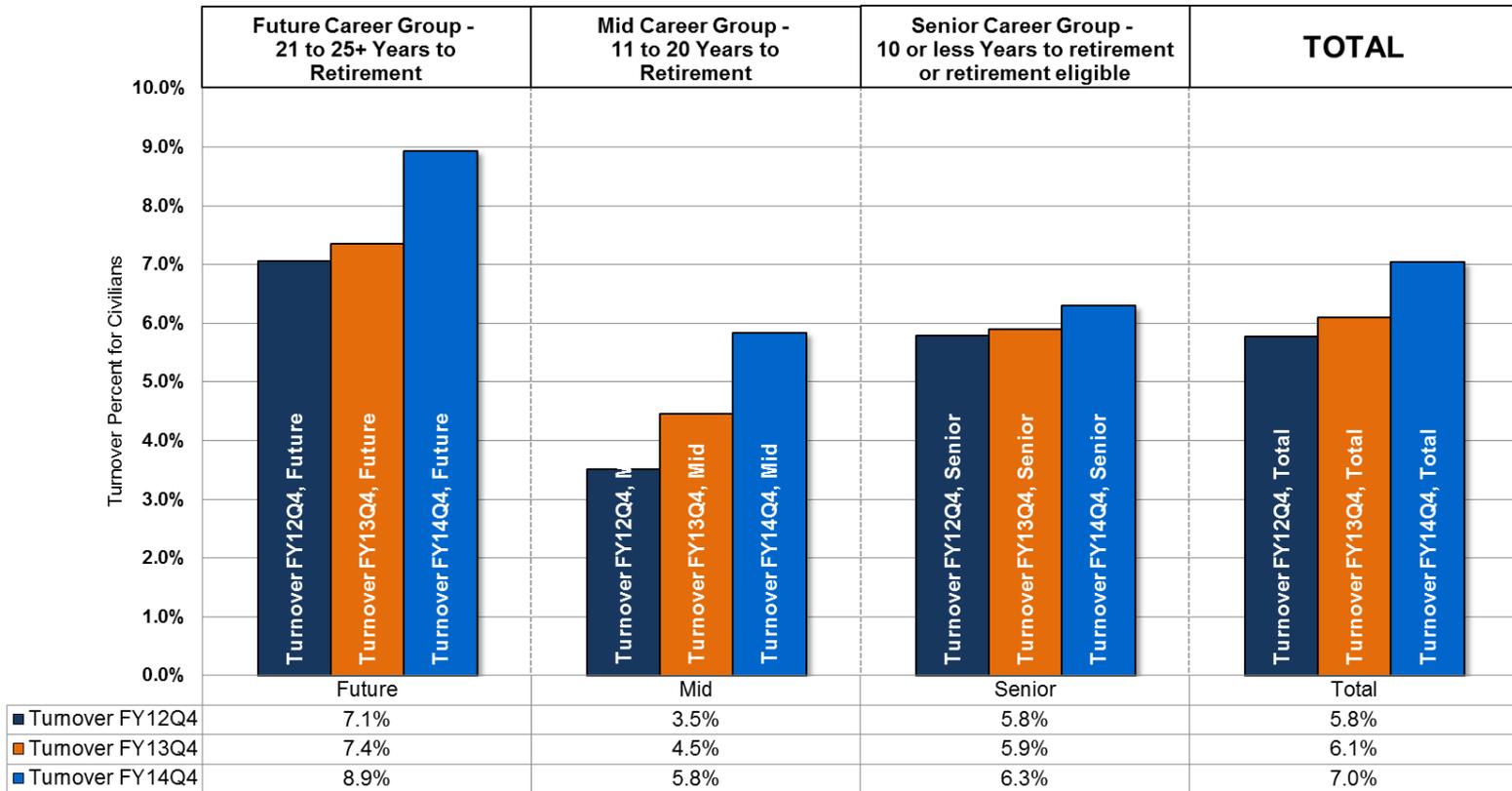
As of the end of FY14 (30 September 2014)



Test and Evaluation Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

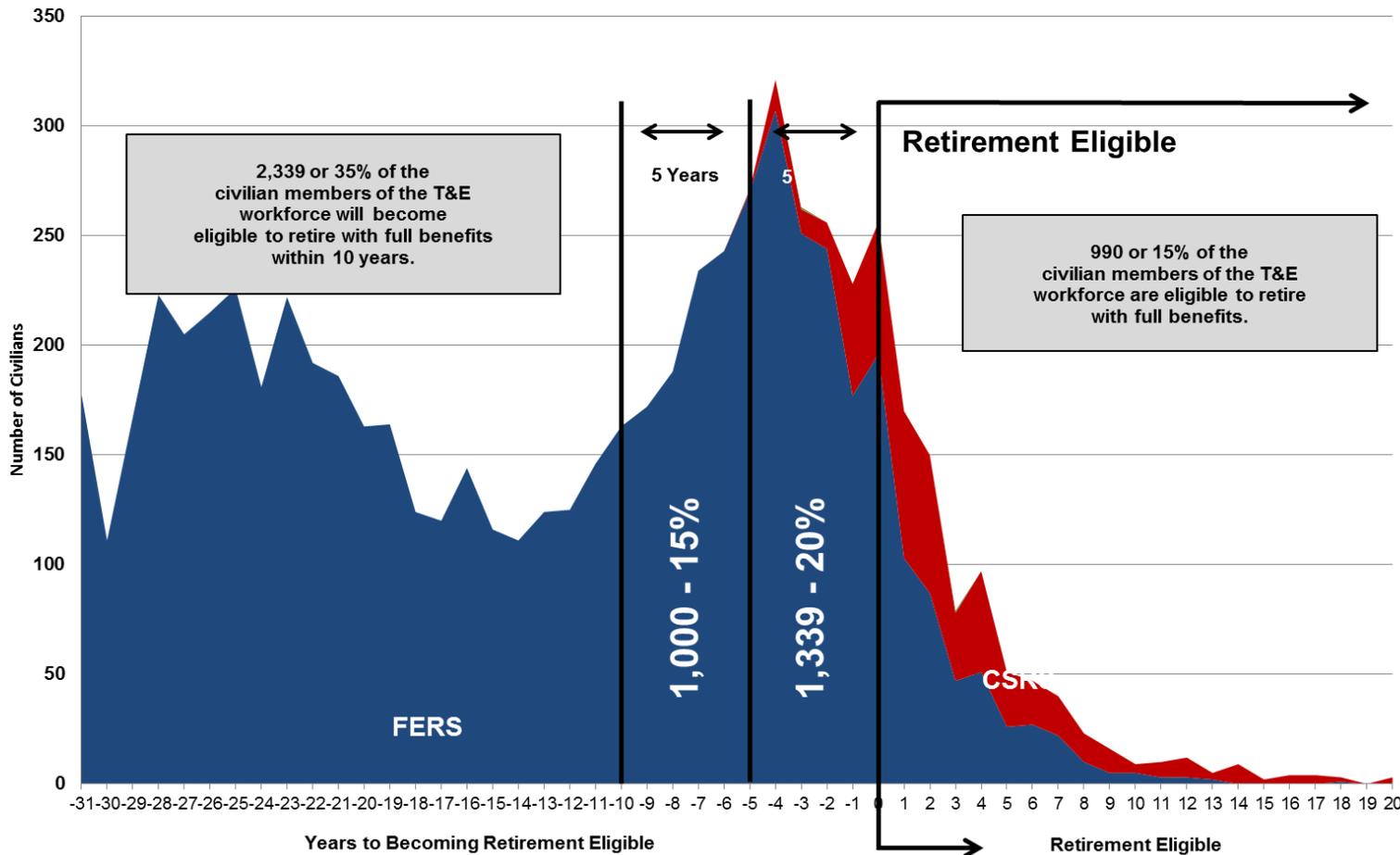


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - T&E

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



As of the end of FY14 (30 September 2014)



END