



Defense Acquisition Workforce Key Information

Audit

As of FY15Q4 (30 September 2015)



Overview



- AT&L HCI is committed to providing the Functional Leader and FIPT Executive Secretary up-to-date key workforce information on a quarterly basis – we welcome questions and recommendations for improved information and analysis support
- HCI provides defense acquisition workforce-wide updates online also at http://hci.dau.mil/inf_sum.html
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison Mr. Charles Sumpter**
 - **HCI Data/Analysis**
 - **Ms. Adrienne Evertson (adrienne.evertson@hci.mil)(703-805-2338)**



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Audit	FY 2008				FY 2015Q4			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	3,638	0	3,638	125,879	4,316	0	4,316	156,313
Change in size from 2008	-	-	-	-	19%	-	19%	24%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	99%	-	99%	77%	98%	-	98%	84%
Graduate Degree	26%	-	26%	29%	41%	-	41%	39%
Certification								
Level I or Higher Achieved	87%	-	87%	72%	95%	-	95%	85%
Level II or Higher Achieved	78%	-	78%	61%	84%	-	84%	74%
Level III Achieved	26%	-	26%	36%	35%	-	35%	44%
Position Certification Requirement Met or Exceeded	76%	-	76%	58%	84%	-	84%	76%
Within 24 Months of Certification Requirement	23%	-	23%	27%	16%	-	16%	21%
Does Not Meet Certification Requirement	1%	-	1%	14%	1%	-	1%	4%
Planning Considerations								
% Baby Boomer / Traditional Gen.	53%	-	53%	62%	33%	-	33%	40%
Average Age	43.1	-	43.1	45.7	43.1	-	43.1	45.1
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)	-	-	20/23/57 (%)(Civ)	38/23/39(%)	-	-	25/23/52(%)
Average Years of Service	13.9	-	13.9	17.3	12.4	-	12.4	15.2
Retirement Eligible*	479(13%)	-	-	19,051(17%) (Civ)	510(12%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	670(16%)	-	-	25,749(19%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	166/447	-	-	17,044/10,596

Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2015 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 FY2015 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current Auditing Defense Acquisition Workforce count is 4,316, up from 3,638 in FY08, a total increase of 678
- The Auditing Defense Acquisition Workforce count was at its highest point (4,560) in FY14, and its lowest point (2,852) in FY07
- The Agency with the largest increase, since FY08 is DCAA, with an increase of 722
- The Agencies with the largest decreases, since FY08, are DoD IG, DLA, and DCMA, with decreases of 28 (-97%), 8 (-100%), and 5 (-100%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

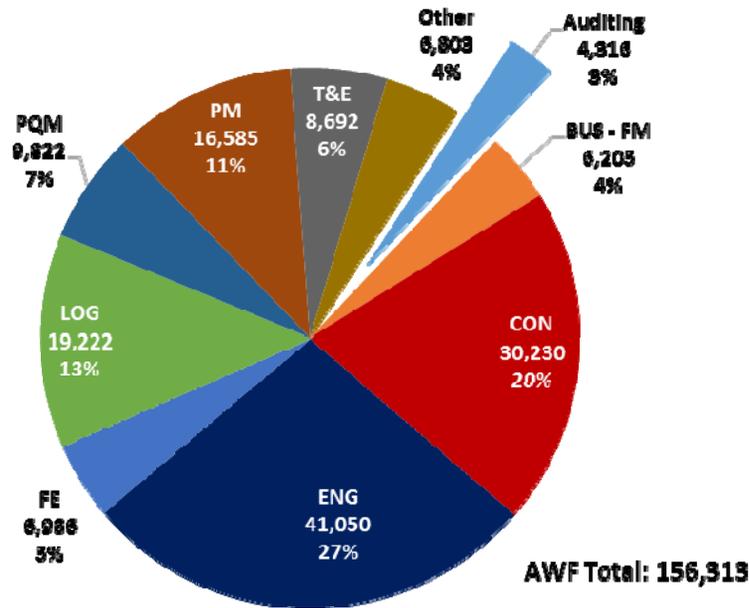
- The current Auditing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 83.5%; up from 76.1% in FY08
- The current Auditing Meets/Exceeds certification rate is up 7.4% from FY08
- The current Auditing Defense Acquisition Workforce DAWIA 24 month grace period rate is 15.9%; down from 23.3% in FY08
- The current Auditing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 0.6%; down from 0.7% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 38.6% (10 years or less to retirement eligibility or retirement eligible)
- 11.9% are currently eligible to retire, ↓ From 13.2% in FY08
- Mid Career Group 22.9% (11 to 20 years to retirement), 20.7% in FY08
- Future Career Group 38.5% (21 to 25+ years to retirement), ↑ from 36.1% in FY08



AWF by Component and Career Field



AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	% Total
FY15Q4						
Auditing				4,316	4,316	2.8%
Business - CE	244	570	454	78	1,346	0.9%
Business - FM	1,662	2,000	1,944	599	6,205	4.0%
Contracting	8,010	6,114	8,534	7,572	30,230	19.3%
Engineering	8,986	21,181	8,903	1,980	41,050	26.3%
Facilities Engineering	1,497	5,261	166	62	6,986	4.5%
Property	45	61	20	274	400	0.3%
Information Technology	1,682	2,765	1,133	822	6,402	4.1%
Life Cycle Logistics	7,201	6,160	3,028	2,833	19,222	12.3%
Production, Quality and Man	1,393	2,810	331	5,288	9,822	6.3%
Program Management	3,281	6,335	5,366	1,603	16,585	10.6%
Purchasing	272	495	79	484	1,330	0.9%
S&T Manager	393	484	2,674	130	3,681	2.4%
Test and Evaluation	1,956	3,328	3,027	381	8,692	5.6%
Unknow/Other	11	1	6	28	46	0.03%
FY15Q4 Totals (as of 09-30-2015)	36,633	57,565	35,665	26,450	156,313	
Component %	23.4%	36.8%	22.8%	16.9%		



Audit Workforce Historical Size by Agency FY05 – FY15Q4



Auditing	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
<i>Defense Acq Workforce</i>													
ARMY	4	2	-	-	-	-	-	-	-	-	-		
DoN	-	-	-	-	-	1	-	-	-	-	-		
AIR FORCE	4	-	-	-	-	-	-	-	-	-	-		
DCMA	1	-	13	5	-	-	-	-	-	1	-	-100%	-100%
DLA	-	-	2	8	1	-	-	-	-	-	-	-100%	
DCAA	3,526	3,458	2,834	3,593	3,773	4,140	4,230	4,505	4,367	4,557	4,315	20%	-5%
MIDA	-	-	-	-	-	-	-	-	1	1	-		-100%
DISA	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	1	-	1	-	-	-	-	-	-100%	
OSD	-	-	2	2	-	-	-	-	-	-	-	-100%	
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	1	2	-	-	1	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
IG	-	24	1	29	2	1	1	-	-	1	1	-97%	0%
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505	4,368	4,560	4,316	18.6%	-5.4%



President's FY16 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



September 2015 Submission

<i>Civ + Mil</i>	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15-FY21 Change	FY15-FY21 Chg %
Auditing	4203	4132	4048	3986	4056	4009	4022	(181)	-4.3%
Business, Cost Estimating, Financial Management	7642	7714	7617	7465	7431	7436	7440	(202)	-2.6%
Contracting	29759	30231	30308	30197	30152	30138	30144	385	1.3%
Facilities Engineering	6683	6855	6878	6860	6861	6861	6861	178	2.7%
Industrial and Contract Property Management	367	411	405	403	403	403	403	36	9.8%
Information Technology	6012	6086	6012	5919	5915	5918	5918	(94)	-1.6%
Life Cycle Logistics	18288	18346	18156	17925	17882	17870	17869	(419)	-2.3%
Other	102	98	92	89	87	85	83	(19)	-18.6%
Production, Quality & Manufacturing	9101	9420	9450	9379	9364	9357	9349	248	2.7%
Program Management	16561	16950	16789	16575	16424	16386	16386	(175)	-1.1%
Purchasing	1510	1553	1543	1530	1526	1523	1520	10	0.7%
SPRDE - S&T Manager	3167	3298	3288	3286	3285	3285	3285	118	3.7%
SPRDE - Systems Engineering	41321	41654	41477	41103	41026	41031	41031	(290)	-0.7%
Test and Evaluation	8698	8809	8771	8710	8713	8719	8719	21	0.2%
Grand Total	153414	155557	154834	153427	153125	153021	153030	(384)	-0.3%

Data Source: OSD CAPE SNAP Database;



President's FY16 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



September 2015 Submission

Auditing Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15-FY21 Change	FY15-FY21 Chg %
DCAA	Civilian FTE	4,203	4,132	4,048	3,986	4,056	4,009	4,022	(181)	-4.3%
<i>ALL CATEGORIES</i>	Civilian FTE Total	4,203	4,132	4,048	3,986	4,056	4,009	4,022	(181)	-4.3%
<i>ALL CATEGORIES</i>	Military ES Total	-	-	-	-	-	-	-	-	
	Audit TOTAL	4,203	4,132	4,048	3,986	4,056	4,009	4,022	(181)	-4.3%
	Civ Change		(71)	(84)	(62)	70	(47)	13		
	Mil Change		-	-	-	-	-	-		
	Audit TOT Change		(71)	(84)	(62)	70	(47)	13		

Data Source: OSD CAPE SNAP Database;



Audit DAWIA Certification by Component



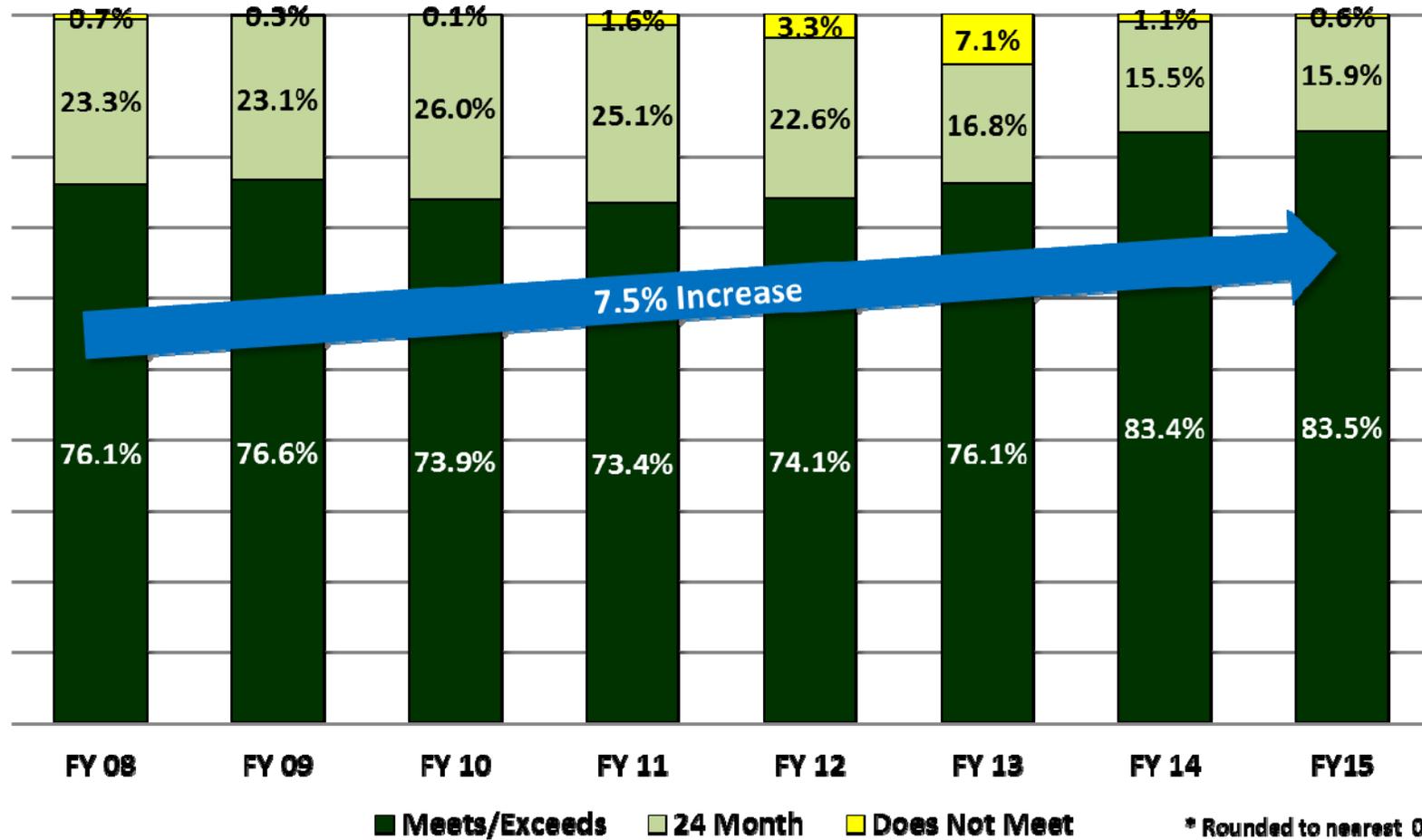
Certification Level "Meet/Exceed" Rates by Component Audit (FY15)





Audit Historical DAWIA Certification FY08 – FY15Q4

Auditing





Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	74	6	1	-	81	8.6%
Level II	134	454	2,095	287	2,970	80.2%
Level III	19	7	20	1,217	1,263	96.4%
Unspecified	1	-	1	-	2	
FY15Q4 TOTAL	228	467	2,117	1,504	4,316	83.5%
	5.3%	10.8%	49.1%	34.8%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,177	12.9%	
Army	5,172	14.1%	
DoN	6,900	12.0%	
Air Force	6,543	18.4%	
4th Estate	1,562	5.9%	
Audit	288	6.7%	11 of 13

** Based on population total without unspecified positions

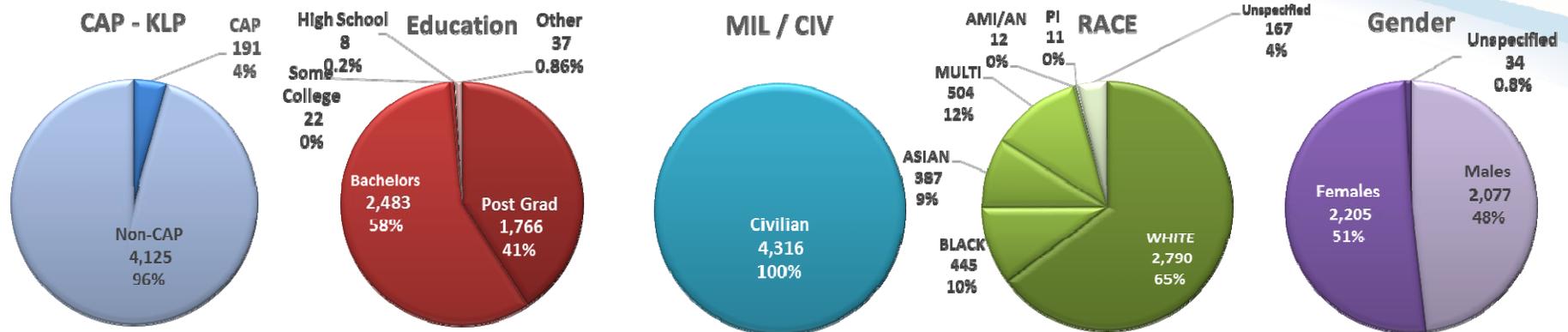
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	7	74	-	81	1.9%
Level II	2,382	578	10	2,970	68.8%
Level III	1,217	31	15	1,263	29.3%
Unspecified	-	2	-	2	0.0%
Audit TOTAL	3,606	685	25	4,316	
	83.5%	15.9%	0.6%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Audit Demographics



Occupied Position Type	Auditing TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	1,089
Critical Acquisition Positions (CAPs)	191	15,728
Non-CAP Positions	4,125	139,496
TOTAL	4,316	156,313

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

Highest Level of Education	Auditing TOTAL	Entire DAW
Post Grad	1,766	61,177
Bachelors	2,483	69,485
Some College	22	11,992
High School	8	12,667
Other	37	992
TOTAL	4,316	156,313

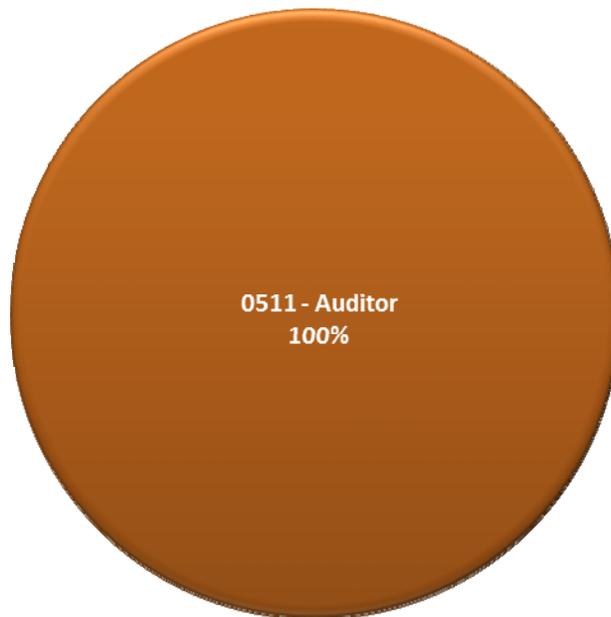
Military / Civilian	Auditing TOTAL	Entire DAW
Civilian	4,316	140,962
Military	-	15,351
TOTAL	4,316	156,313

Race	Auditing TOTAL	Entire DAW
WHITE	2,790	117,023
BLACK	445	18,589
ASIAN	387	10,128
MULTI	504	3,274
AMI/AN	12	850
PI	11	722
Unspecified	167	5,727
TOTAL	4,316	156,313

Gender	Auditing TOTAL	Entire DAW
Males	2,077	110,309
Females	2,205	45,555
Unspecified	34	448
TOTAL	4,316	156,312



Audit Size by Occupational Series



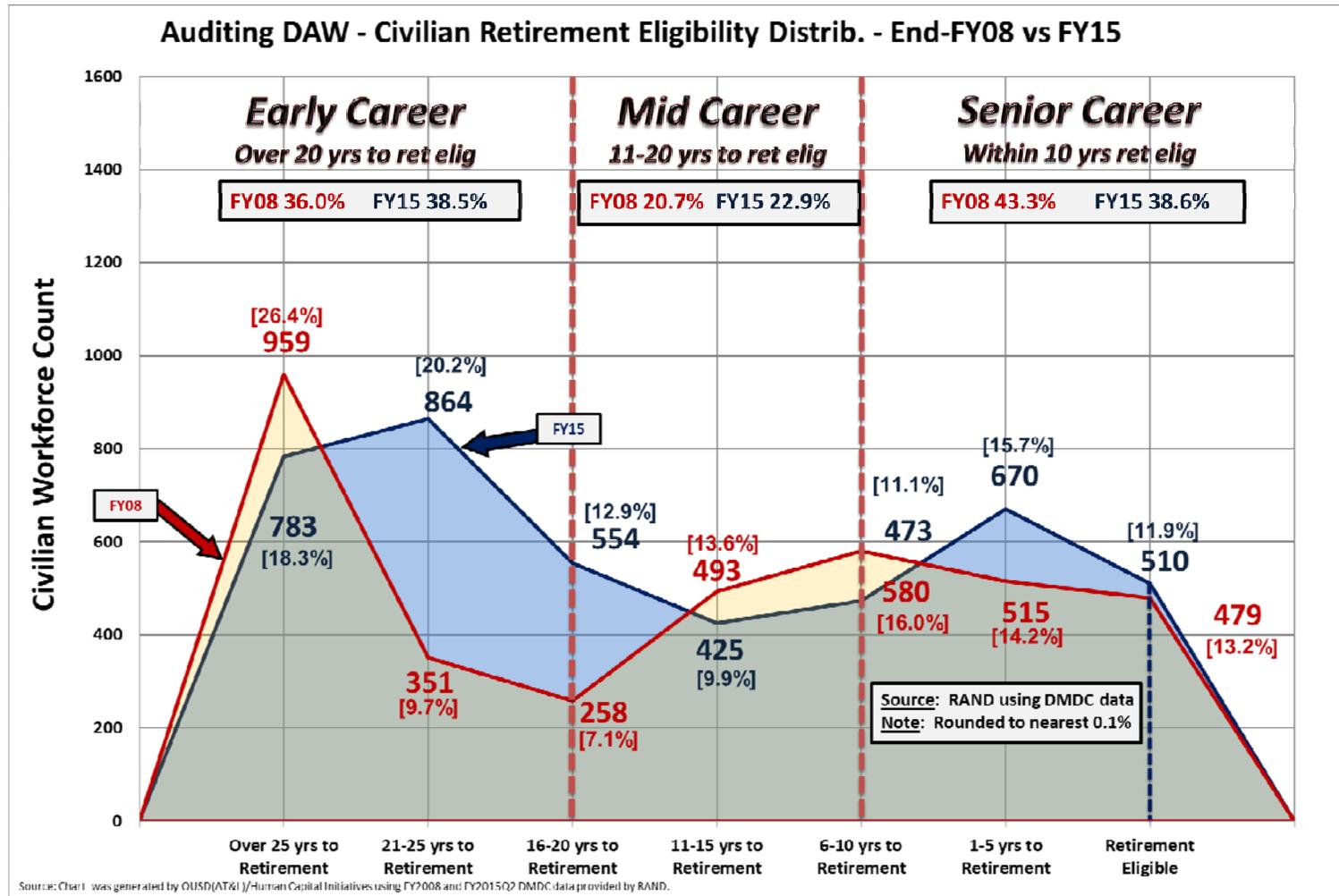
Civilian Occupational Series	Auditing TOTAL	
0511 - Auditor	4,316	100.00%
TOTAL CIVILIAN	4,316	Civilians



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



Audit Civilian Retirement Eligibility Distribution – FY08 / FY15



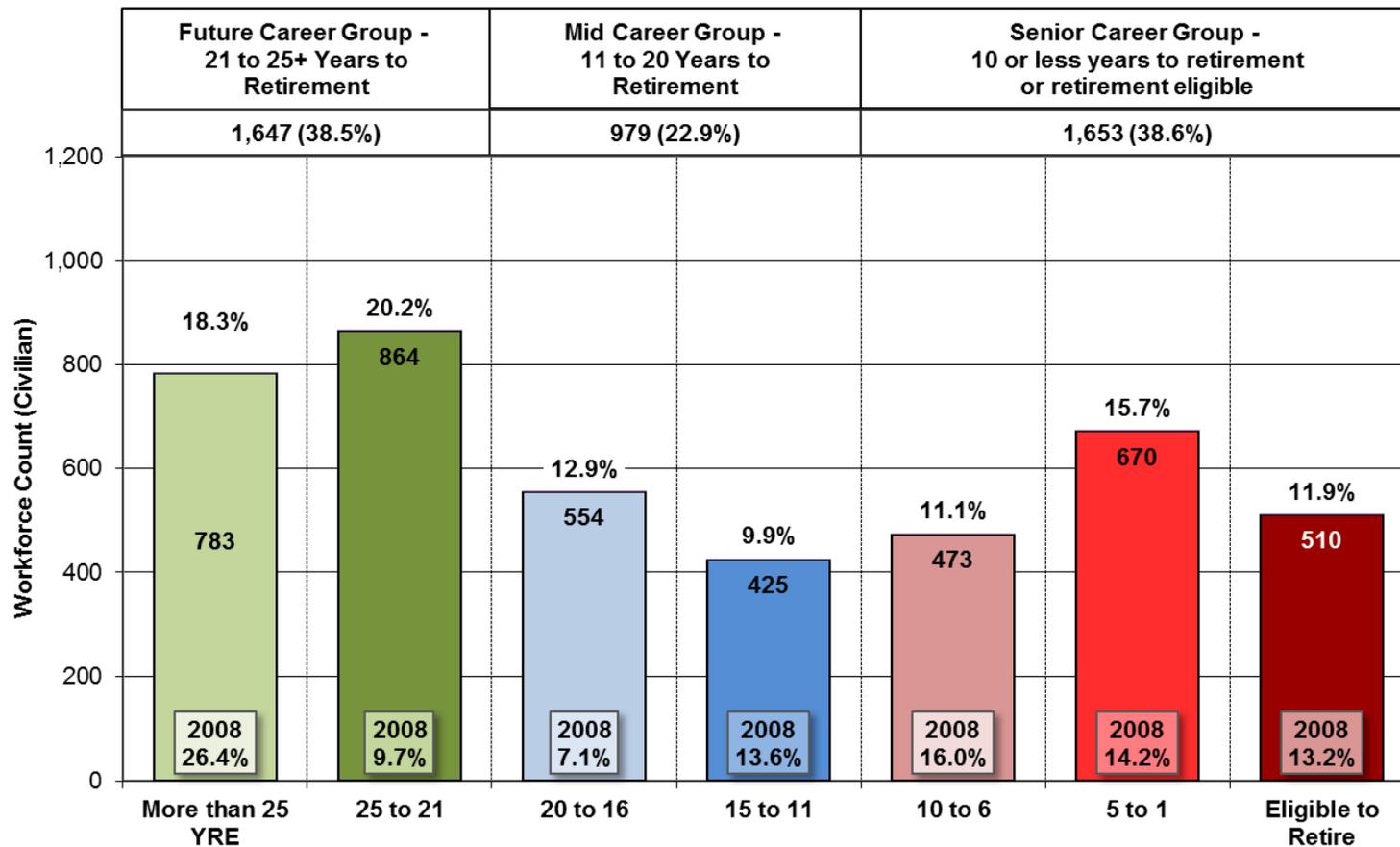
As of the end of FY15 (30 Sept 2015)



Audit Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY 2015Q4) - Audit



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 (Q2) and FY2015 (Q4) DMDC data provided by RAND.

As of the end of FY15 (30 Sept 2015)

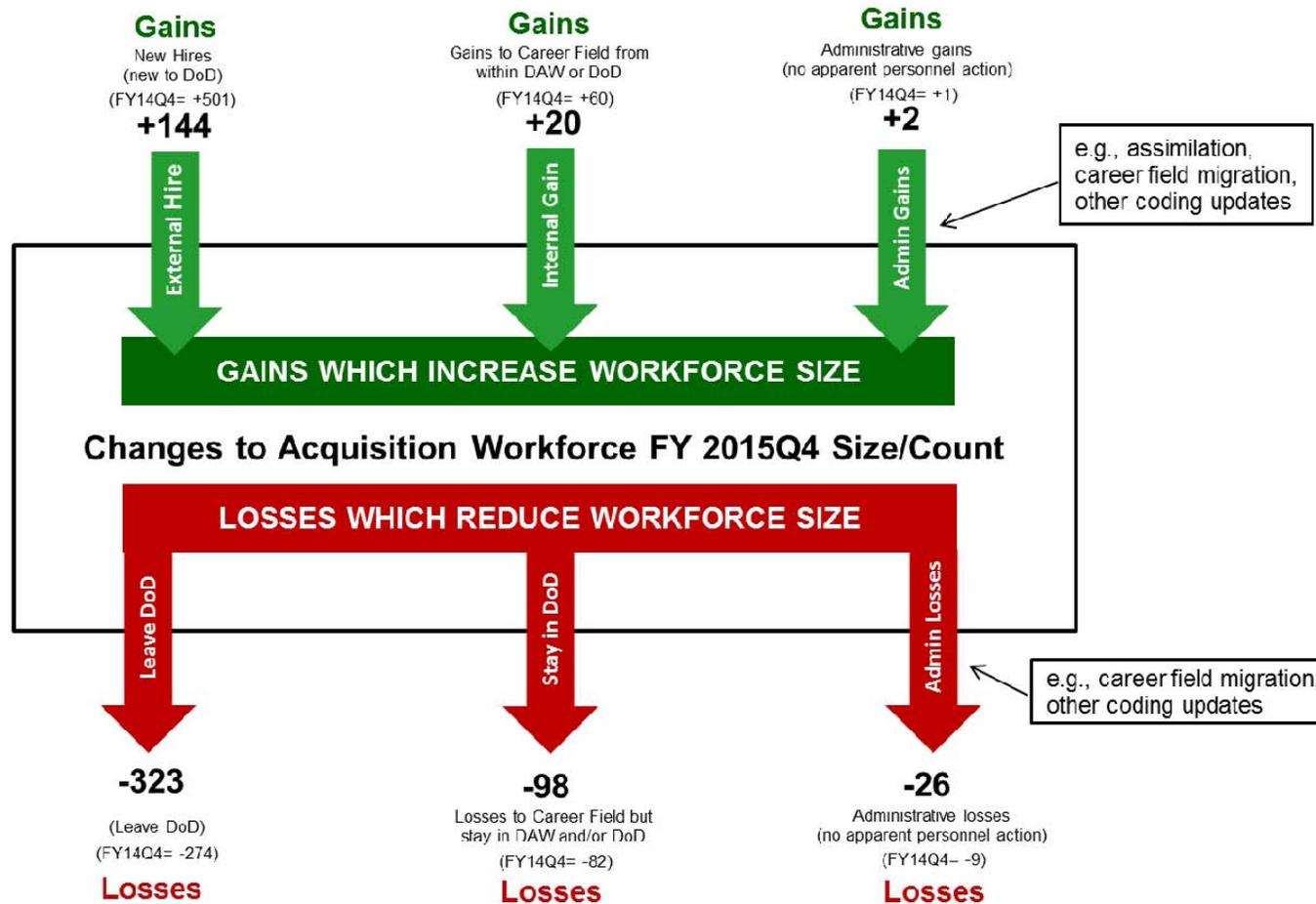


Audit Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Audit

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



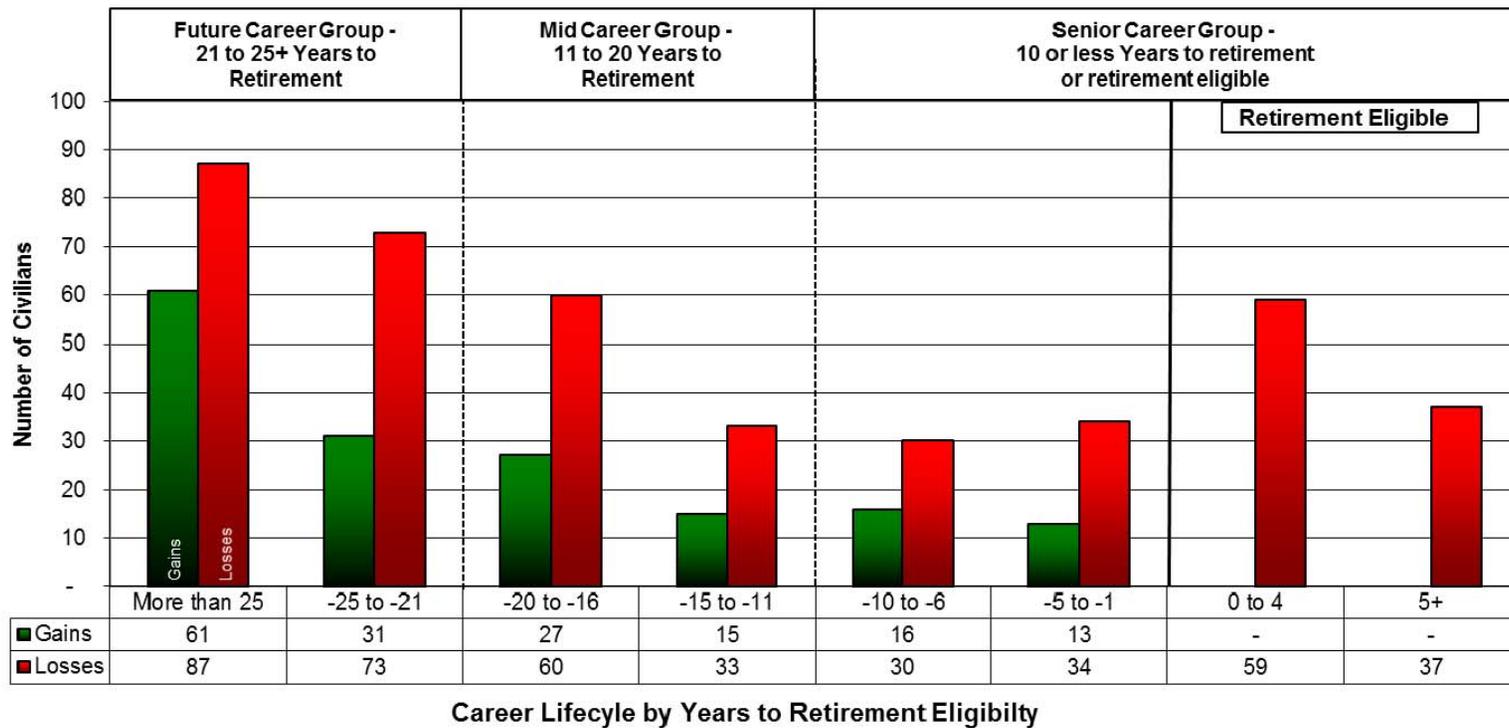
As of the end of FY15 (30 Sept 2015)



Audit Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Audit Workforce Lifecycle FY 2015Q4 Gains & Losses*

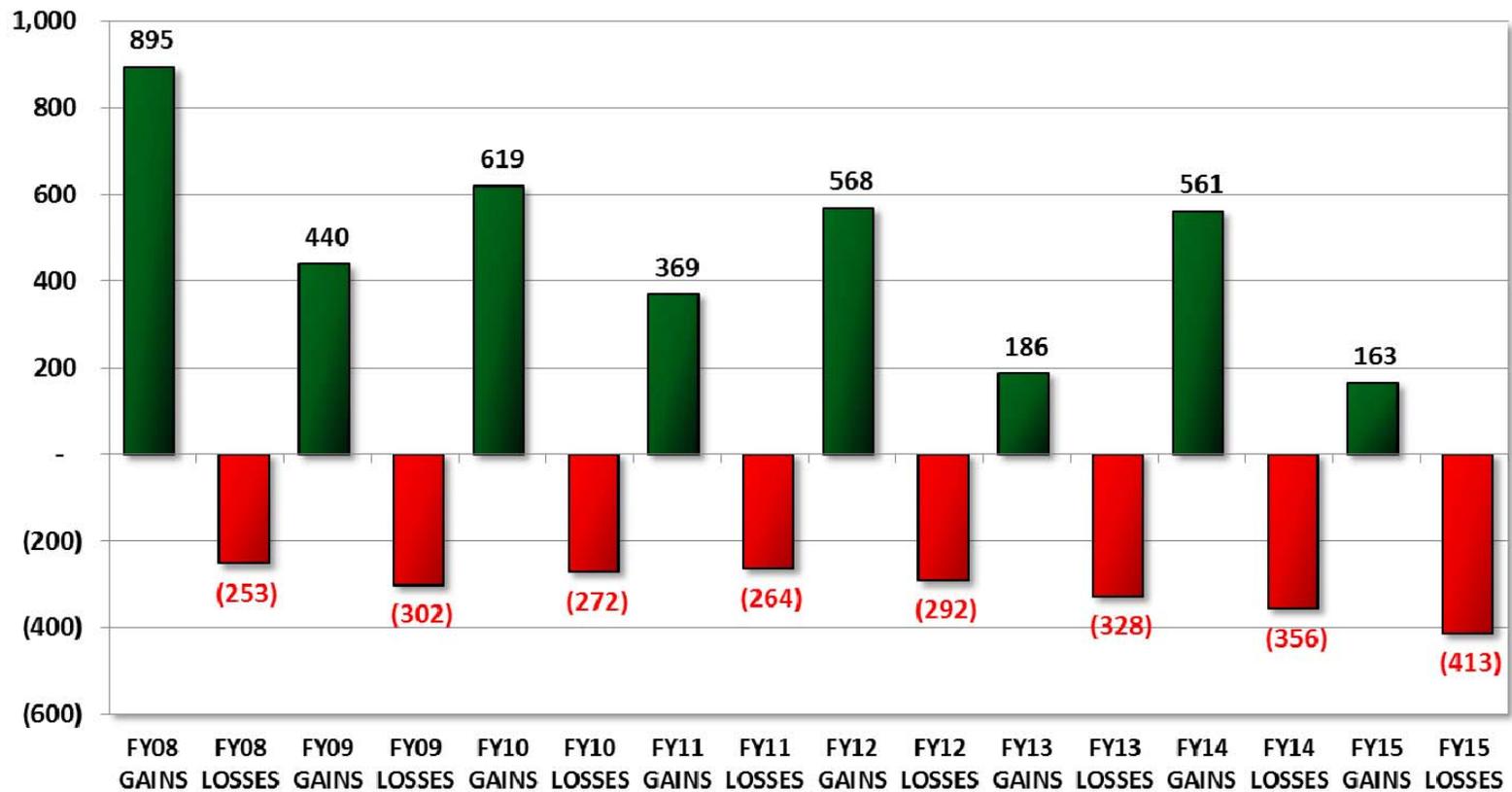


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)
*Does not include administrative gains and losses

As of the end of FY15 (30 Sept 2015)



Audit Historical Gains and Losses



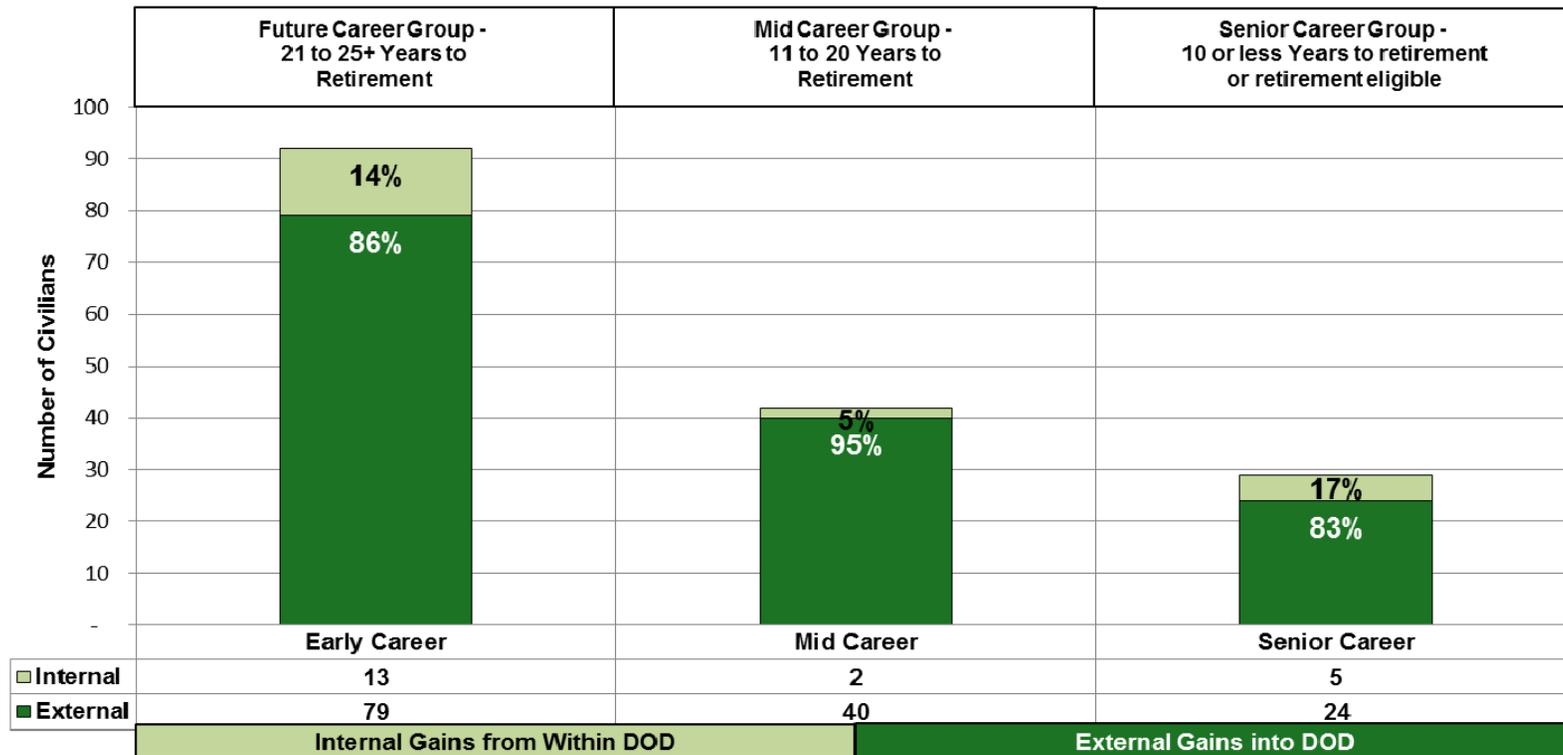
As of the end of FY15 (30 Sept 2015)



Audit Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Audit Workforce Lifecycle FY 2015Q4 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)
*Does not include administrative gains

As of the end of FY15 (30 Sept 2015)

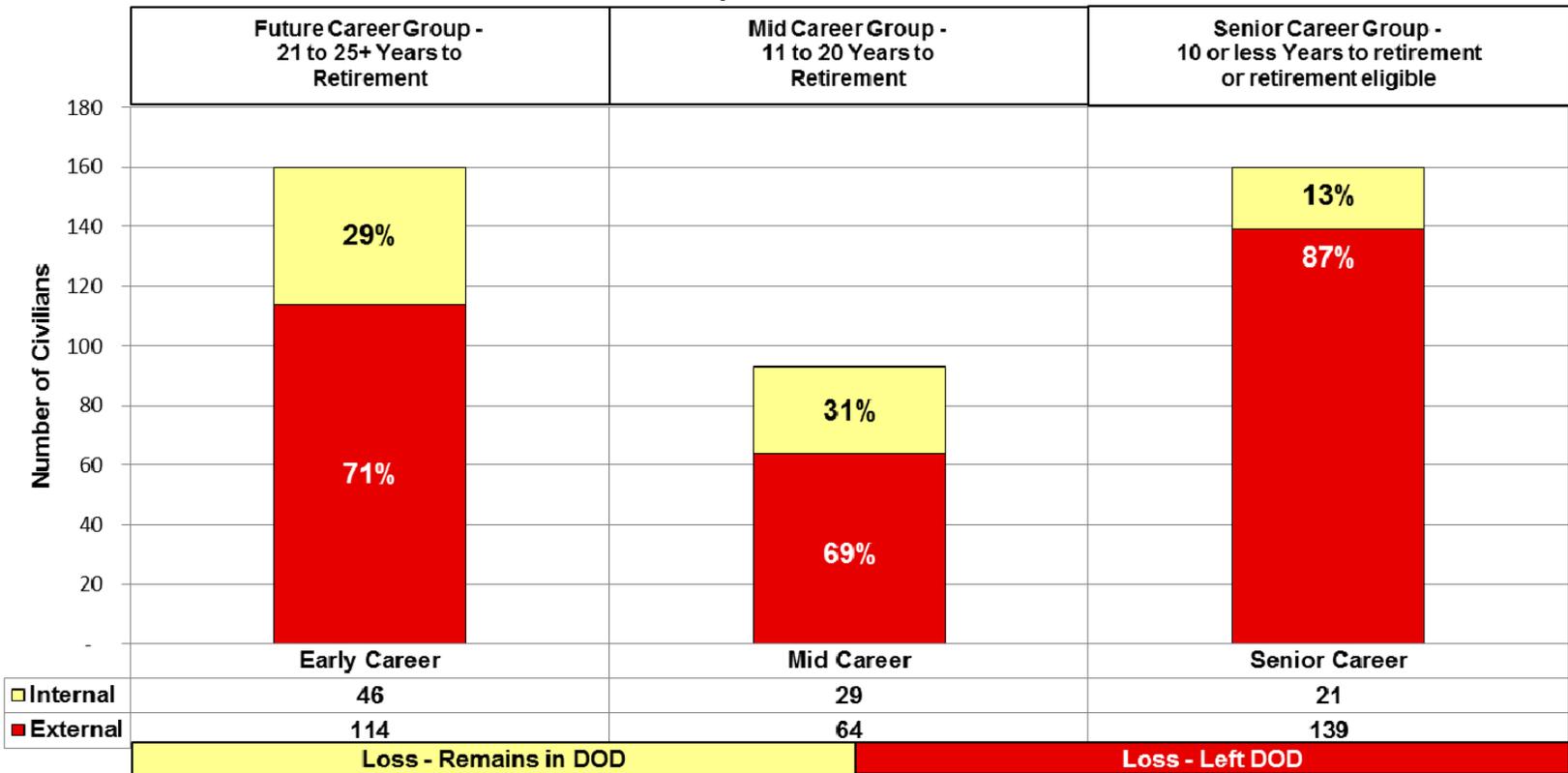


Audit Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY 2015Q4 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)

*Does not include administrative losses

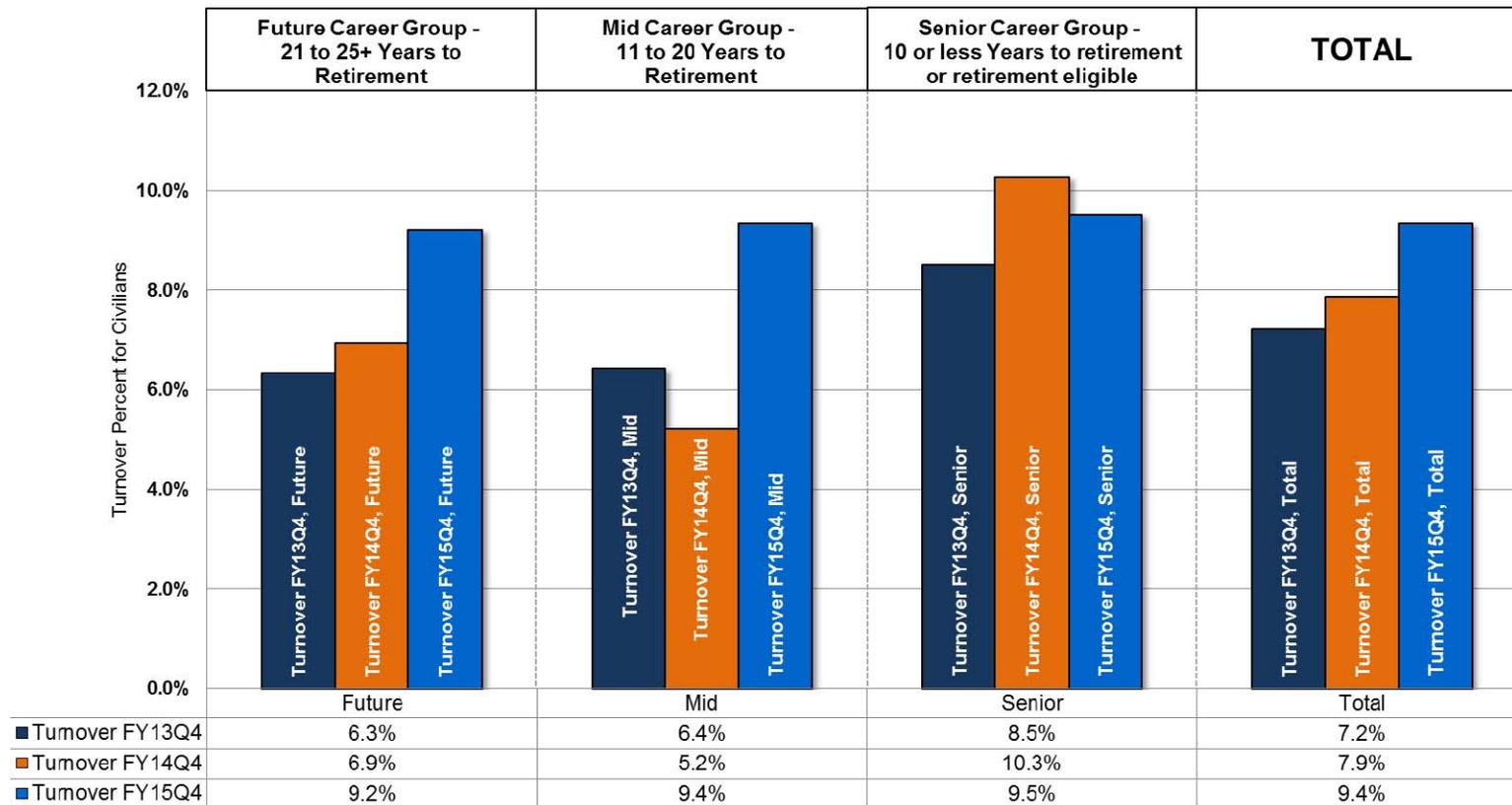
As of the end of FY15 (30 Sept 2015)



Audit Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - Audit (Civilian) (FY13Q4, FY14Q4, FY15Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of the end of FY15 (30 Sept 2015)

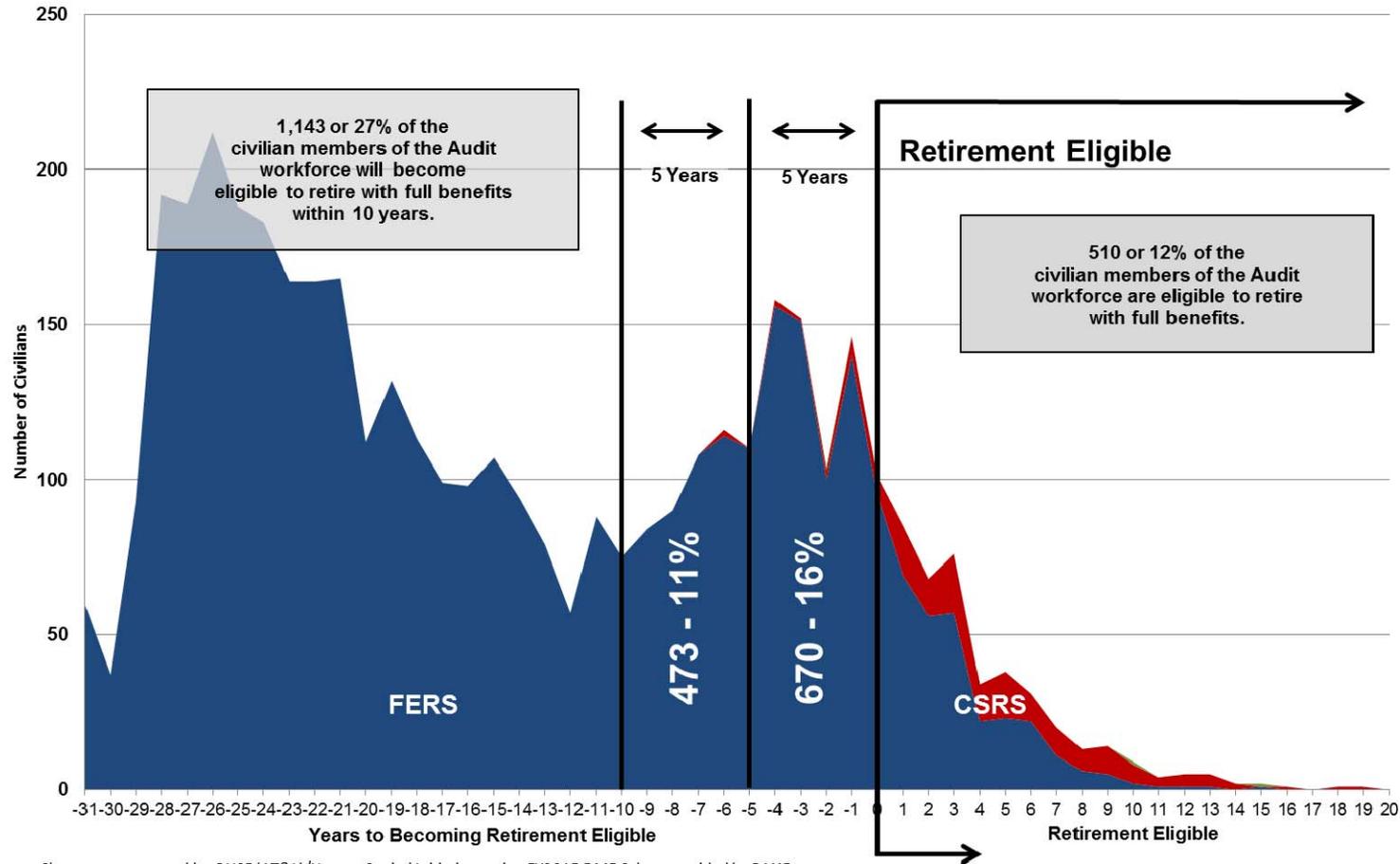


Audit Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Audit

Distribution by Years to Retirement Eligibility (Civilians)(FY 2015Q4)



As of the end of FY15 (30 Sept 2015)



END