



# Defense Acquisition Workforce Key Information

Business

As of FY15 (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](http://hci.dau.mil/inf_sum.html)
- Key HCI support contacts
  - **HCI Functional Leader/FIPT Liaison Mr. Charles Sumpter**
  - **HCI Data/Analysis**
    - **Mrs. Adrienne Evertson (adrienne.evertson@hic.mil)(703-805-2338)**



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# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Business	FY 2008				FY 2015Q4			
	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	6,840	245	7,085	125,879	6,038	167	6,205	156,313
Change in size from 2008	-	-	-	-	-12%	-32%	-12%	24%
Civilian/Military Composition	97%	3%	-	88% / 12%	97%	3%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	63%	84%	63%	77%	75%	96%	75%	84%
Graduate Degree	21%	44%	22%	29%	34%	54%	34%	39%
<b>Certification</b>								
Level I or Higher Achieved	59%	57%	59%	72%	83%	40%	82%	85%
Level II or Higher Achieved	43%	28%	43%	61%	70%	16%	69%	74%
Level III Achieved	30%	14%	30%	36%	40%	5%	39%	44%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	72%	19%	71%	76%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	22%	68%	23%	21%
Does Not Meet Certification Requirement	28%	16%	28%	14%	5%	13%	6%	4%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	70%	20%	68%	62%	41%	1%	40%	40%
Average Age	47.4	37.3	47.0	45.7	46.2	34.6	45.9	45.1
Workforce Life-Cycle Model (YRE)*	18/22/60(%)	-	-	20/23/57 (%)(Civ)	27/25/47(%)	-	-	25/23/52(%)
Average Years of Service	19.2	13.2	19.0	17.3	16.0	11.9	15.9	15.2
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,092(15%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,219(17%)	-	-	25,749(19%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	1,049/977	-	-	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 Business (Cost Est & Fin Mgt) Defense Acquisition Workforce count is 7,420, up from 7,085 in FY08, a total increase of 335
- The Business (Cost Est & Fin Mgt) Defense Acquisition Workforce count was at its highest point (8,261) in FY11, and its lowest point (7,085) in FY08
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and MDA, with increases of 794 (52%), 562 (29%), and 197 (219%), respectively **UPDATE**
- The Agencies with the largest decreases, since FY08, are ARMY, PFPF, and DLA, with decreases of 1,446 (-43%), 8 (-100%), and 5 (-71%), respectively

### Defense Acquisition Workforce DAWIA Certification Highlights

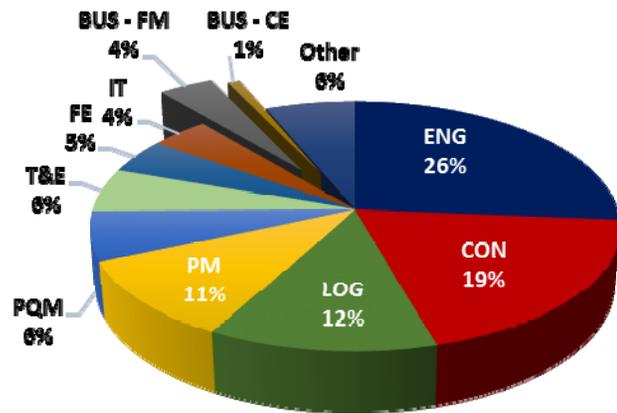
- The current Business - CE + FM Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 66.9%; up from 41.2% in FY08
- The current Business - CE + FM Meets/Exceeds certification rate is up 25.7% from FY08
- The current Business - CE + FM Defense Acquisition Workforce DAWIA 24 month grace period rate is 24.2%; down from 30.8% in FY08
- The current Business - CE + FM Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 8.9%; down from 28.0% in FY08

### Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 48.9% (3,510) (10 years or less to retirement eligibility or retirement eligible)
- 16% (1,149) are currently eligible to retire
- Mid Career Group 25.1% (1,804) (11 to 20 years to retirement), 22.3% in FY08
- Future Career Group 26.0% (1,866) (21 to 25+ years to retirement), ↑ from 17.7% in FY08



# AWF by Component and Career Field



**AWF Total: 156,313**

AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	%
<b>FY15Q4</b>						
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%
<b>FY15Q4 Totals (as of 09-30-2015)</b>	<b>36,633</b>	<b>57,565</b>	<b>35,665</b>	<b>26,450</b>	<b>156,313</b>	
<b>Component %</b>	<b>23.4%</b>	<b>36.8%</b>	<b>22.8%</b>	<b>16.9%</b>		



# Business Workforce Historical Size by Agency FY05 – FY15



Business (Cost Est & Fin Mgt)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
<b>Defense Acq Workforce</b>													
ARMY	4,352	4,310	3,877	3,350	2,771	2,860	2,723	2,548	2,369	2,016	1,906	-43%	-5%
DoN	1,840	1,715	1,817	1,935	2,286	2,584	2,615	2,582	2,457	2,427	2,570	33%	6%
<b>AIR FORCE</b>	<b>1,826</b>	<b>1,503</b>	<b>1,488</b>	<b>1,530</b>	<b>1,845</b>	<b>2,118</b>	<b>2,309</b>	<b>2,248</b>	<b>2,233</b>	<b>2,288</b>	<b>2,398</b>	<b>57%</b>	<b>5%</b>
DCMA	18	30	48	46	112	153	166	192	227	219	219	376%	0%
DLA	-	-	21	7	6	2	2	7	5	4	1	-86%	-75%
DCAA	-	-	-	1	-	-	-	-	-	-	-	-100%	
MDA	43	64	45	90	123	244	263	265	298	293	277	208%	-5%
DISA	6	11	19	17	9	12	15	14	12	20	18	6%	-10%
DHA	-	-	1	6	5	19	29	26	25	33	21	250%	-36%
DTRA	1	68	62	48	53	64	62	65	70	79	71	48%	-10%
DAU	24	27	-	25	33	37	48	53	44	39	37	48%	-5%
OSD	3	3	2	14	7	11	17	14	14	12	14	0%	17%
JCS	-	-	-	-	-	-	-	14	11	8	8		0%
DeCA	-	-	-	-	-	-	-	-	1	3	2		-33%
WHS	-	1	1	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-		
DoDEA	-	1	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	4	4	4	4	4	4		0%
DoD HRA	-	-	-	1	-	-	2	1	-	-	-	-100%	
TRMC	3	4	-	5	3	4	4	4	3	4	4	-20%	0%
DSCA	-	-	-	2	1	1	1	1	1	1	-	-100%	-100%
DMA	-	-	-	-	1	1	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1		0%
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	1	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>8,119</b>	<b>7,747</b>	<b>7,387</b>	<b>7,085</b>	<b>7,262</b>	<b>8,124</b>	<b>8,261</b>	<b>8,039</b>	<b>7,775</b>	<b>7,451</b>	<b>7,551</b>	<b>6.6%</b>	<b>1.3%</b>





# Business CE Workforce Historical Size by Agency FY05 – FY15



Business - CE	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY14	% Change Since FY08
Defense Acq Workforce	-	-	-	-	-	270	280	267	262	250	244	-2%	
ARMY	-	-	-	-	-	270	280	267	262	250	244	-2%	
DoN	-	-	-	-	-	450	499	512	534	548	570	4%	
AIR FORCE	-	-	-	-	-	300	417	429	432	438	454	4%	
DCMA	-	-	-	-	-	2	2	2	4	2	5	150%	
DLA	-	-	-	-	-	-	-	1	2	1	-	-100%	
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	-	-	-	41	34	48	60	54	53	-2%	
DISA	-	-	-	-	-	1	4	4	4	4	8	100%	
DHA	-	-	-	-	-	1	4	4	5	3	2	-33%	
DTRA	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	-	-	5	12	11	8	8	7	-13%	
OSD	-	-	-	-	-	-	-	-	1	1	3	200%	
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-		
<b>TOTAL</b>	-	-	-	-	-	1,070	1,252	1,278	1,312	1,309	1,346	3%	



# Business FM Workforce Historical Size by Agency FY05 – FY15



Business - FM	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY14	% Change Since FY08
Defense Acq Workforce													
ARMY	4,352	4,310	3,877	3,350	2,771	2,590	2,443	2,281	2,107	1,766	1,662	-6%	-50%
DoN	1,840	1,715	1,817	1,935	2,286	2,134	2,116	2,070	1,923	1,879	2,000	6%	3%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	1,818	1,892	1,819	1,801	1,850	1,944	5%	27%
DCMA	18	30	48	46	112	151	164	190	223	217	214	-1%	365%
DLA	-	-	21	7	6	2	2	6	3	3	1	-67%	-86%
DCAA	-	-	-	1	-	-	-	-	-	-	-	-	-100%
MDA	43	64	45	90	123	203	229	217	238	239	224	-6%	149%
DISA	6	11	19	17	9	11	11	10	8	16	10	-38%	-41%
DHA	-	-	1	6	5	18	25	22	20	30	19	-37%	217%
DTRA	1	68	62	48	53	64	62	65	70	79	71	-10%	48%
DAU	24	27	-	25	33	32	36	42	36	31	30	-3%	20%
OSD	3	3	2	14	7	11	17	14	13	11	11	0%	-21%
JCS	-	-	-	-	-	-	-	14	11	8	8	0%	
DeCA	-	-	-	-	-	-	-	-	1	3	2	-33%	
WHS	-	1	1	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-		
DoDEA	-	1	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	4	4	4	4	4	4	0%	
DoD HRA	-	-	-	1	-	-	2	1	-	-	-		-100%
TRMC	3	4	-	5	3	4	4	4	3	4	4	0%	-20%
DSCA	-	-	-	2	1	1	1	1	1	1	-	-100%	-100%
DMA	-	-	-	-	1	1	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1	0%	
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	1	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFFA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-		-100%
<b>TOTAL</b>	<b>8,119</b>	<b>7,747</b>	<b>7,387</b>	<b>7,085</b>	<b>7,262</b>	<b>7,054</b>	<b>7,009</b>	<b>6,761</b>	<b>6,463</b>	<b>6,142</b>	<b>6,205</b>	<b>↑ 1.0%</b>	<b>↓ -12.4%</b>



# 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 Managem	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

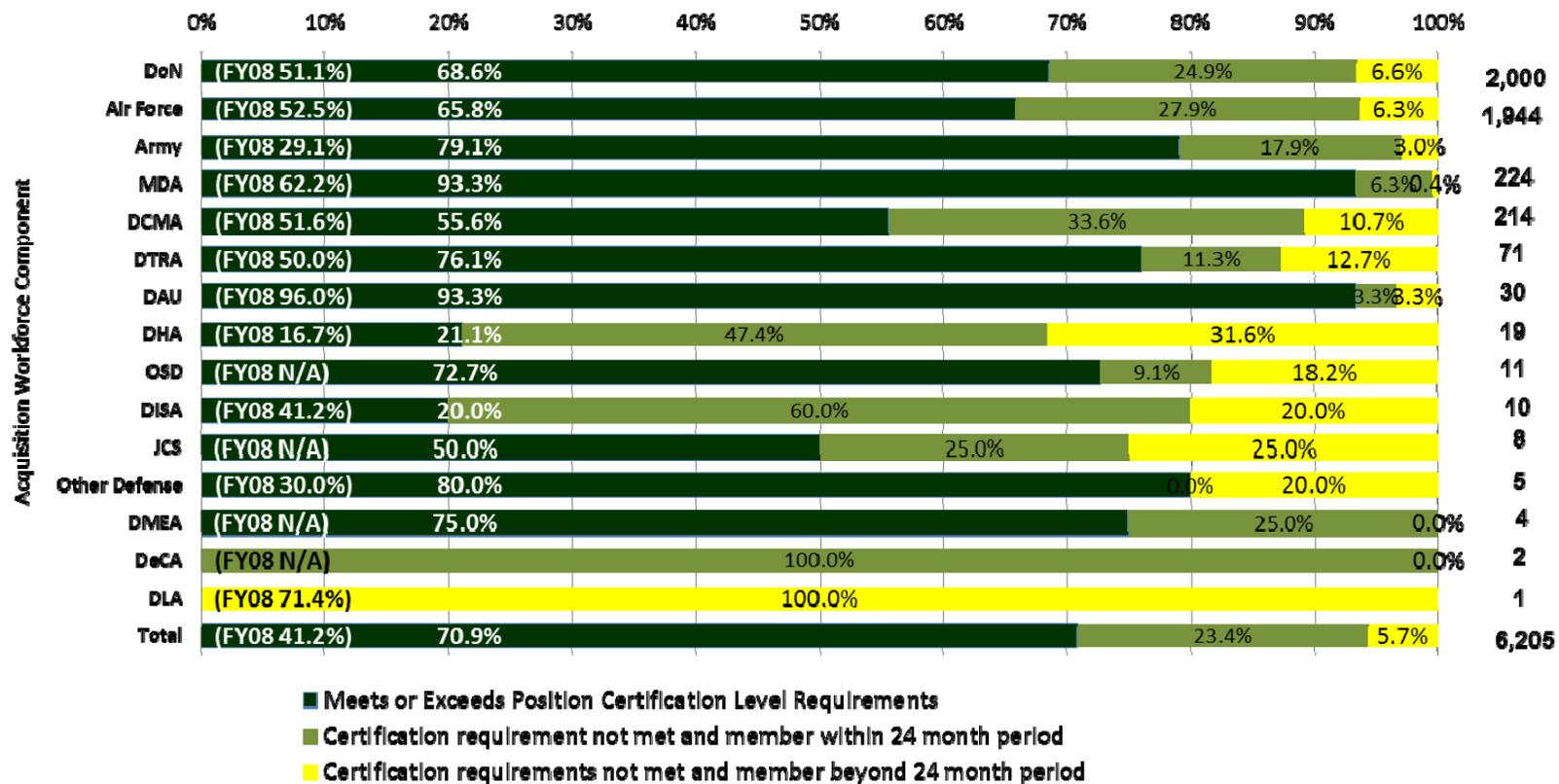
BUSINESS Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15- FY21 Change	FY15- FY21 Chg %
ARMY	Civilian FTE	1904	1851	1,741	1,650	1,650	1,650	1,650	(254)	-13.3%
DAU	Civilian FTE	36	33	34	34	34	34	34	(2)	-5.6%
DCMA	Civilian FTE	193	204	261	265	275	275	275	82	42.5%
DECA	Civilian FTE	2	2	2	2	2	2	2	0	0.0%
DHA	Civilian FTE	27	27	27	27	27	27	27	0	0.0%
DISA	Civilian FTE	24	29	29	30	30	31	31	7	29.2%
DLA	Civilian FTE	4	4	6	6	6	6	6	2	50.0%
DTRA	Civilian FTE	77	77	77	77	77	77	77	0	0.0%
JCS	Civilian FTE	23	23	8	8	8	8	8	(15)	-65.2%
MDA	Civilian FTE	338	312	289	276	280	283	283	(55)	-16.3%
NAVY	Civilian FTE	2393	2419	2,425	2,385	2,347	2,351	2,355	(38)	-1.6%
NDU	Civilian FTE	17	19	19	19	19	19	19	2	11.8%
USAF	Civilian FTE	2197	2273	2,259	2,247	2,238	2,235	2,235	38	1.7%
USMC	Civilian FTE	214	211	211	211	211	211	211	(3)	-1.4%
WHS	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
NAVY	Military ES	61	59	58	54	53	53	53	(8)	-13.1%
USAF	Military ES	128	167	167	170	170	170	170	42	32.8%
USMC	Military ES	3	3	3	3	3	3	3	0	0.0%
<i>ALL CATEGORIES</i>	Civilian FTE Total	7,450	7,485	7,389	7,238	7,205	7,210	7,214	(236)	-3.2%
<i>ALL CATEGORIES</i>	Military ES Total	192	229	228	227	226	226	226	34	17.7%
	<b>BUS TOTAL</b>	<b>7,642</b>	<b>7,714</b>	<b>7,617</b>	<b>7,465</b>	<b>7,431</b>	<b>7,436</b>	<b>7,440</b>	<b>(202)</b>	<b>-2.6%</b>
	Civ Change		35	(96)	(151)	(33)	5	4		
	Mil Change		37	(1)	(1)	(1)	-	-		
	<b>BUS TOT Change</b>		<b>72</b>	<b>(97)</b>	<b>(151)</b>	<b>(33)</b>	<b>5</b>	<b>4</b>		

Data Source: OSD CAPE SNAP Database;



## Business - FM DAWIA Certification by Component

### Certification Level "Meet/Exceed" Rates by Component Business - FM (FY15)

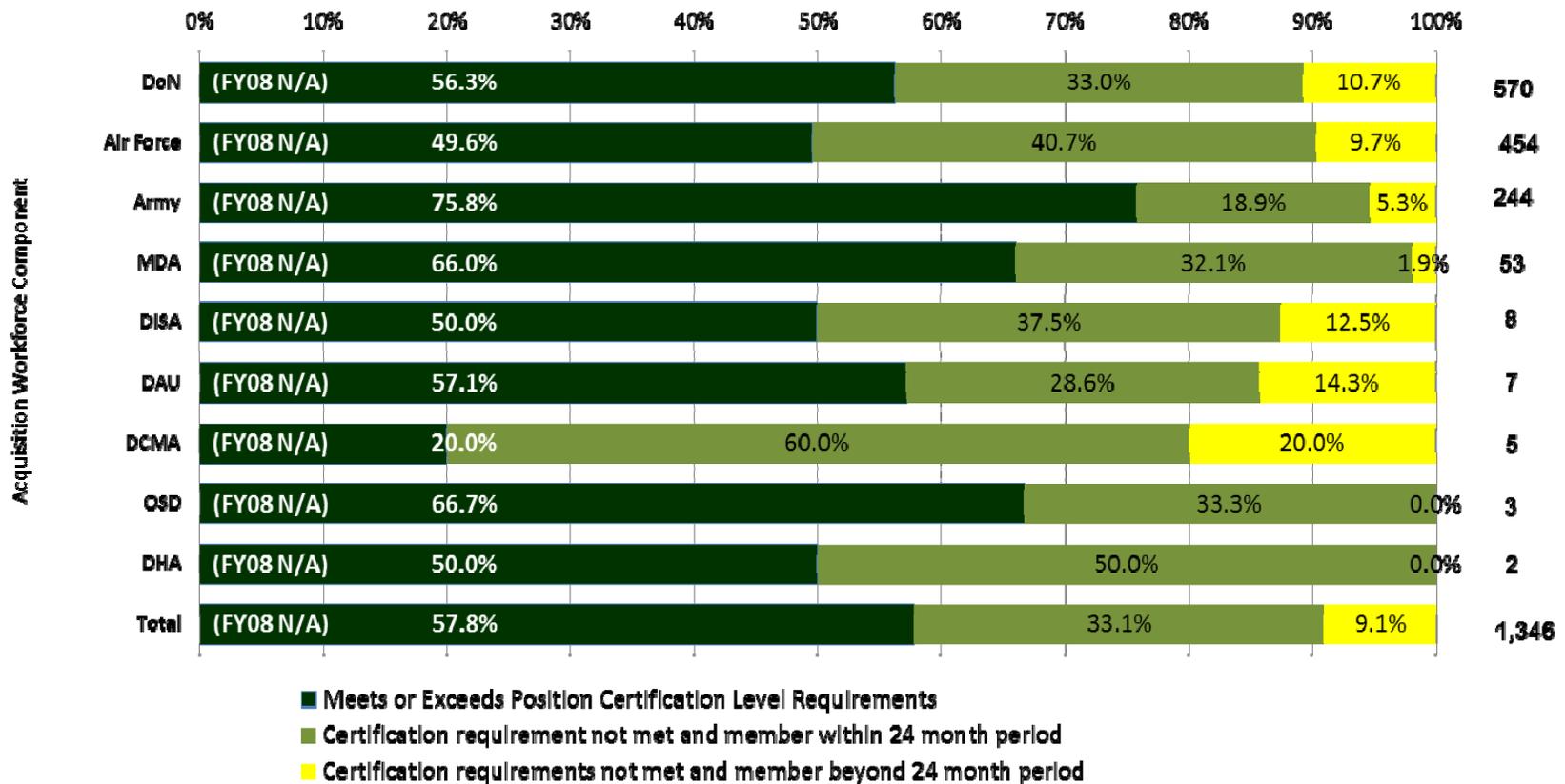




## Business -CE DAWIA Certification by Component



### Certification Level "Meet/Exceed" Rates by Component Business - CE (FY15)

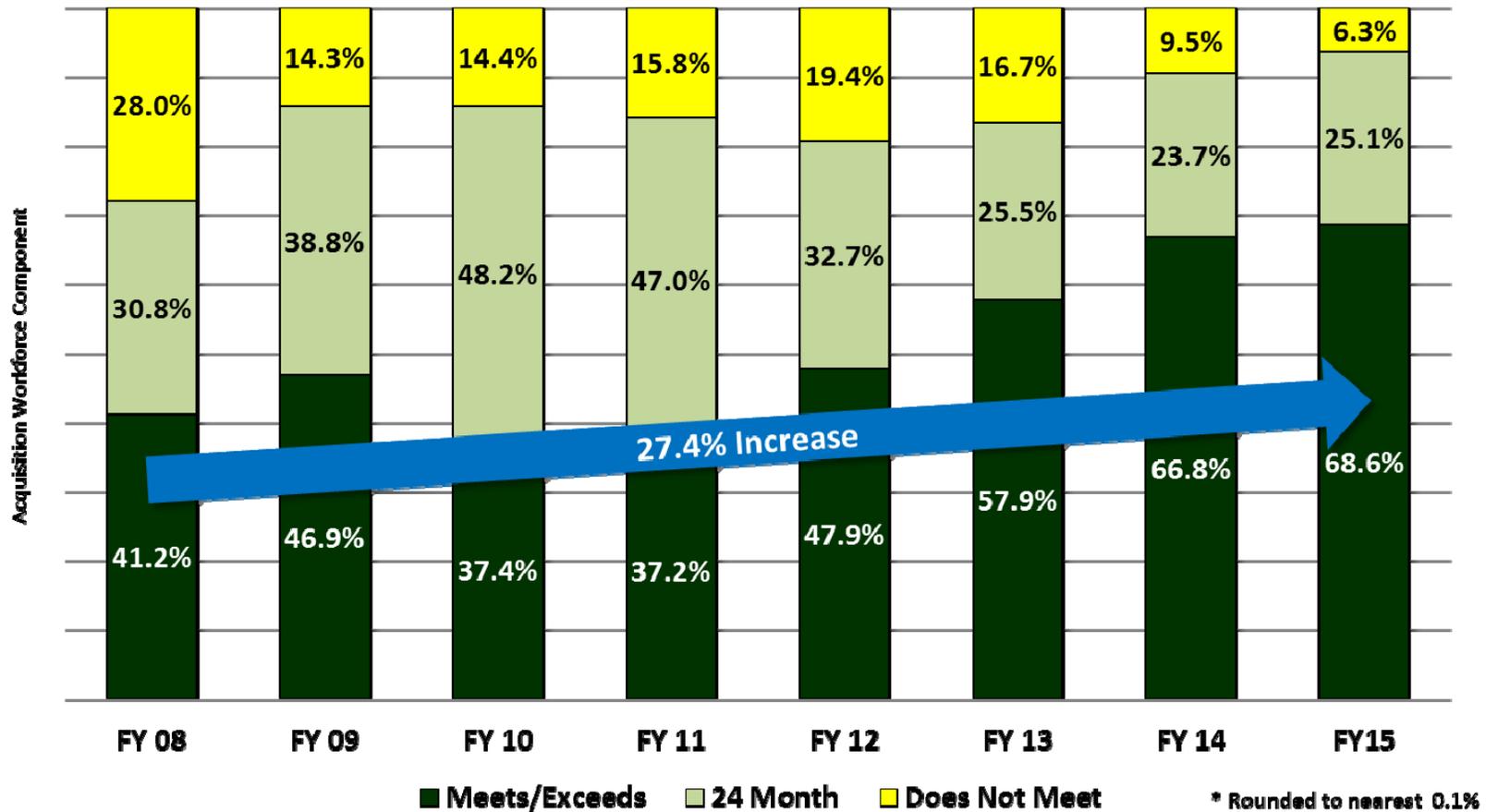




# Business Historical DAWIA Certification FY08 – FY15



## Business - CE + FM

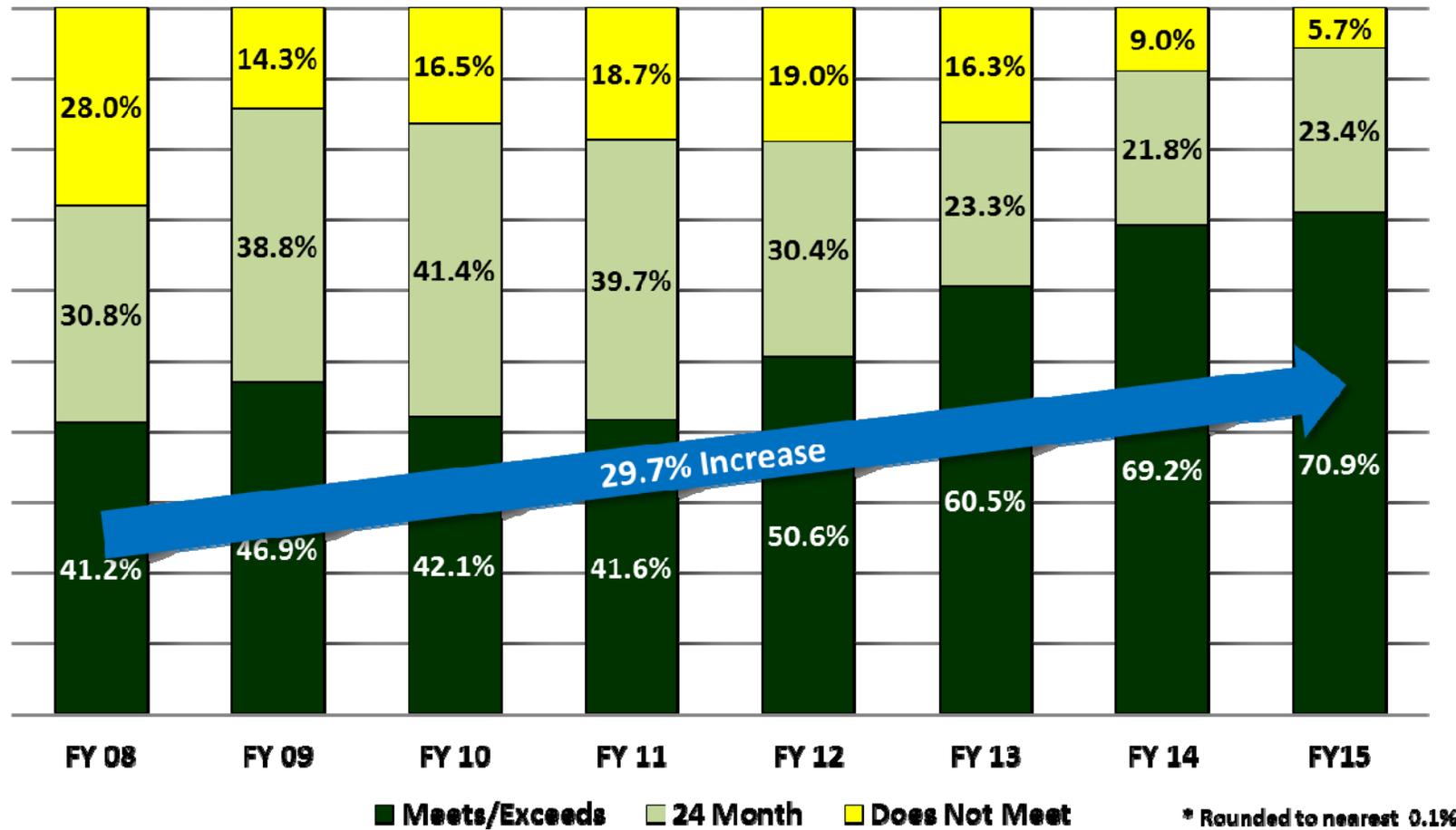




# Business Historical DAWIA Certification FY08 – FY15



## Business - FM

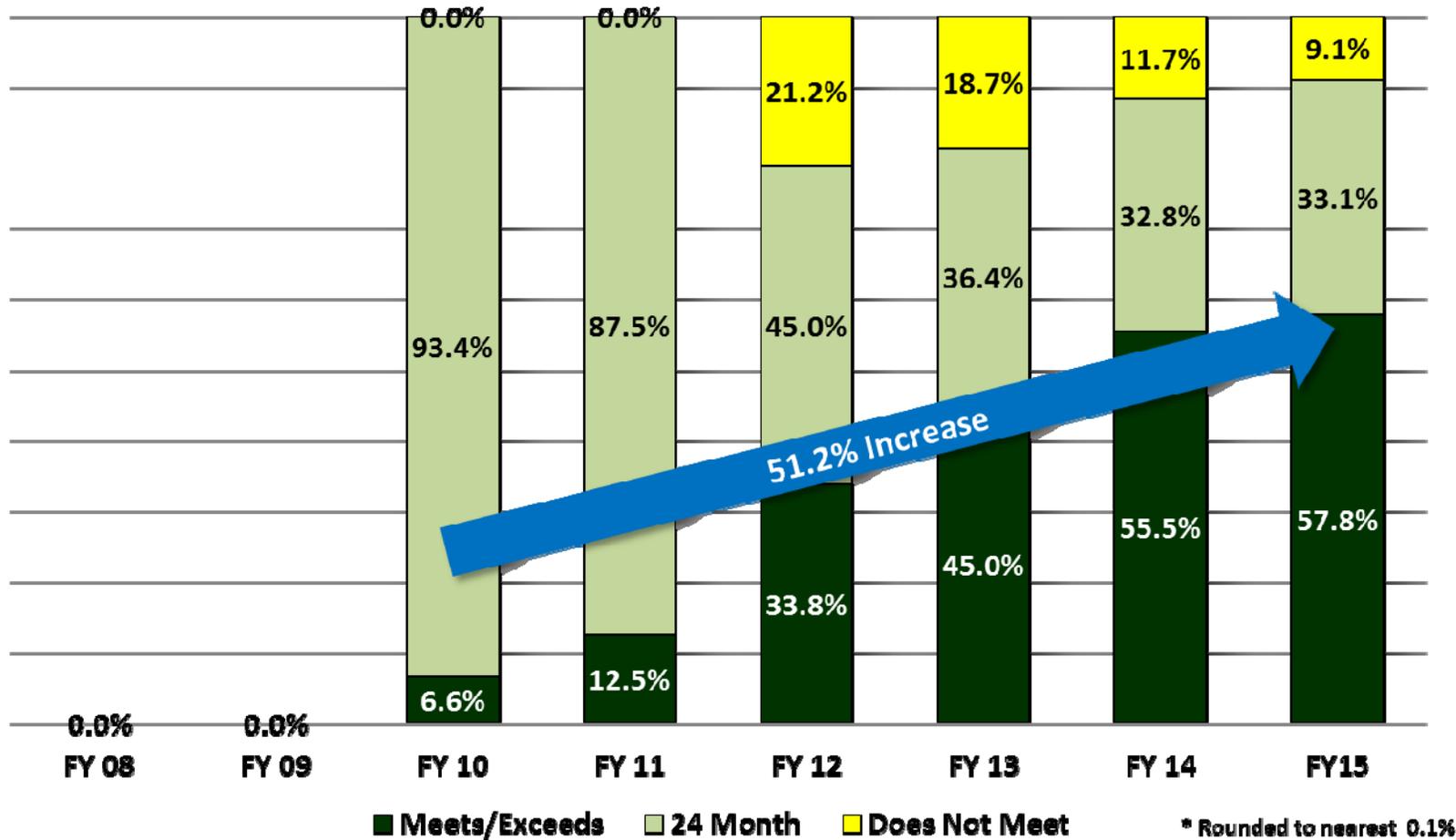




# Business Historical DAWIA Certification FY08 – FY15



## Business - CE





# Business DAWIA Certification Matrix + Bench Strength



Business	Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	393	307	38	35	773	49.2%
Level II	819	520	1,867	712	3,918	65.8%
Level III	256	128	257	2,218	2,859	77.6%
Unspecified	1	-	-	-	1	
<b>FY15Q4 TOTAL</b>	<b>1,469</b>	<b>955</b>	<b>2,162</b>	<b>2,965</b>	<b>7,551</b>	<b>68.6%</b>
	19.5%	12.6%	28.6%	39.3%		

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%	
<b>Business</b>	<b>785</b>	<b>10.4%</b>	<b>8 of 13</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	380	373	20	773	10.2%
Level II	2,579	1,031	308	3,918	51.9%
Level III	2,218	494	147	2,859	37.9%
Unspecified	-	1	-	1	0.0%
<b>Business TOTAL</b>	<b>5,177</b>	<b>1,899</b>	<b>475</b>	<b>7,551</b>	
	68.6%	25.1%	6.3%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Business - FM DAWIA Certification Matrix + Bench Strength



Business - Financial Mgmt		Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	318	279	36	34	667	52.3%	
Level II	640	419	1,634	656	3,349	68.4%	
Level III	187	80	162	1,760	2,189	80.4%	
Unspecified	-	-	-	-	-	-	
<b>FY15Q4 TOTAL</b>	<b>1,145</b>	<b>778</b>	<b>1,832</b>	<b>2,450</b>	<b>6,205</b>	<b>70.9%</b>	
	18.5%	12.5%	29.5%	39.5%			

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%	
Business - I	726	11.7%	#N/A

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	349	300	18	667	10.7%
Level II	2,290	810	249	3,349	54.0%
Level III	1,760	343	86	2,189	35.3%
Unspecified	-	-	-	-	0.0%
<b>Business - Financial Mgmt TOTAL</b>	<b>4,399</b>	<b>1,453</b>	<b>353</b>	<b>6,205</b>	
	70.9%	23.4%	5.7%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Business - CE DAWIA Certification Matrix + Bench Strength



Business - Cost Estimating		Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	75	28	2	1	106	29.2%	
Level II	179	101	233	56	569	50.8%	
Level III	69	48	95	458	670	68.4%	
Unspecified	1	-	-	-	1		
<b>FY15Q4 TOTAL</b>	<b>324</b>	<b>177</b>	<b>330</b>	<b>515</b>	<b>1,346</b>	<b>57.8%</b>	
	24.1%	13.2%	24.5%	38.3%			

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%	
Business - C	59	4.4%	#N/A

\*\* Based on population total without unspecified positions

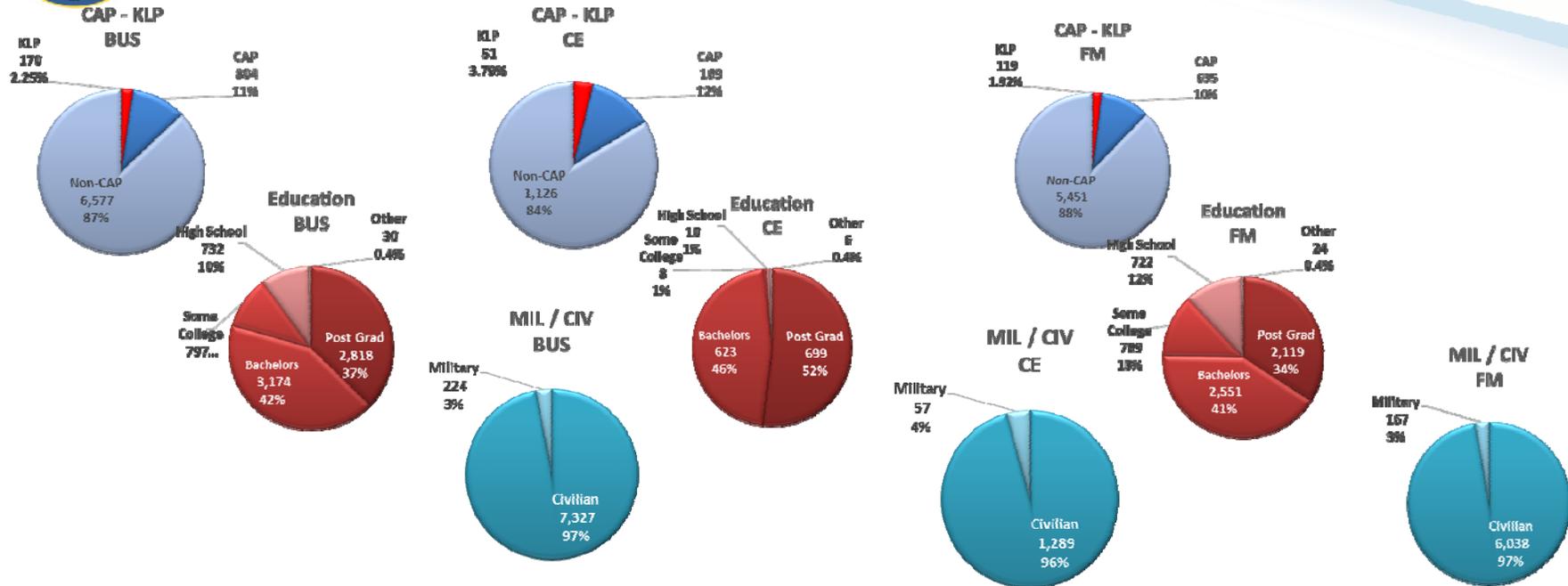
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	31	73	2	106	7.9%
Level II	289	221	59	569	42.3%
Level III	458	151	61	670	49.8%
Unspecified	-	1	-	1	0.1%
<b>Business - Cost Estimating TOTAL</b>	<b>778</b>	<b>446</b>	<b>122</b>	<b>1,346</b>	
	57.8%	33.1%	9.1%		

= Compliance  
 = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Business Demographics



Occupied Position Type	Business TOTAL		Business CE		Business FM		Entire DAW	
Key Leadership Positions (KLPs)	170	2.3%	51	3.8%	119	1.9%	1,089	0.7%
Critical Acquisition Positions (CAPs) *	804	10.6%	169	12.6%	635	10.2%	15,728	10.1%
Non-CAP Positions	6,577	87.1%	1,126	83.7%	5,451	87.8%	139,496	89.2%
<b>TOTAL</b>	<b>7,551</b>		<b>1,346</b>		<b>6,205</b>		<b>156,313</b>	

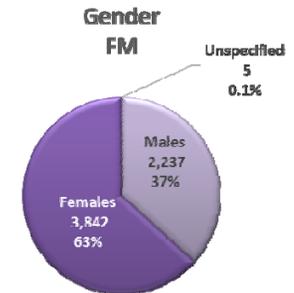
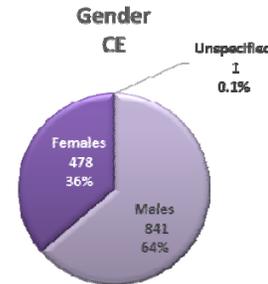
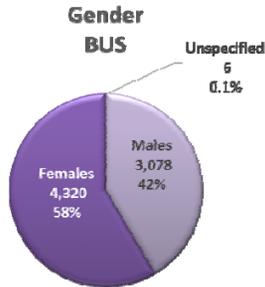
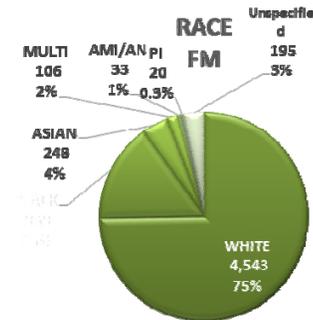
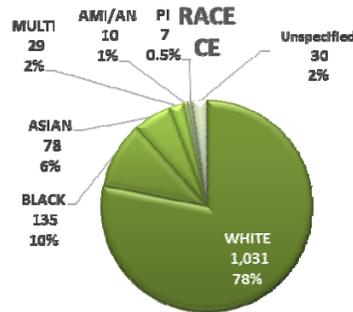
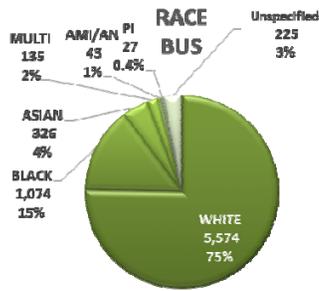
\* = Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	Business TOTAL		Business CE		Business FM		Entire DAW	
Post Grad	2,818	37.3%	699	51.9%	2,119	34.1%	61,177	39.1%
Bachelors	3,174	42.0%	623	46.3%	2,551	41.1%	69,485	44.5%
Some College	797	10.6%	8	0.6%	789	12.7%	11,992	7.7%
High School	732	9.7%	10	0.7%	722	11.6%	12,667	8.1%
Other	30	0.4%	6	0.4%	24	0.4%	992	0.6%
<b>TOTAL</b>	<b>7,551</b>		<b>1,346</b>		<b>6,205</b>		<b>156,313</b>	

Military / Civilian	Business TOTAL		Business CE		Business FM		Entire DAW	
Civilian	7,327	97.0%	1,289	95.8%	6,038	97.3%	140,962	90.2%
Military	224	3.0%	57	4.2%	167	2.7%	15,351	9.8%
<b>TOTAL</b>	<b>7,551</b>		<b>1,346</b>		<b>6,205</b>		<b>156,313</b>	



# Business Demographics



Race	Business TOTAL		Business CE		Business FM		Entire DAW	
WHITE	5,574	75.3%	1,031	78.1%	4,543	74.7%	115,229	75.0%
BLACK	1,074	14.5%	135	10.2%	939	15.4%	18,359	12.0%
ASIAN	326	4.4%	78	5.9%	248	4.1%	9,948	6.5%
MULTI	135	1.8%	29	2.2%	106	1.7%	3,096	2.0%
AMI/AN	43	0.6%	10	0.8%	33	0.5%	842	0.5%
PI	27	0.4%	7	0.5%	20	0.3%	691	0.5%
Unspecified	225	3.0%	30	2.3%	195	3.2%	5,377	3.5%
<b>TOTAL</b>	<b>7,404</b>		<b>1,320</b>		<b>6,084</b>		<b>153,542</b>	

Gender	Business TOTAL		Business CE		Business FM		Entire DAW	
Males	3,078	41.6%	841	63.7%	2,237	36.8%	108,638	70.8%
Females	4,320	58.3%	478	36.2%	3,842	63.1%	44,741	29.1%
Unspecified	6	0.1%	1	0.08%	5	0.08%	163	0.1%
<b>TOTAL</b>	<b>7,404</b>		<b>1,320</b>		<b>6,084</b>		<b>153,542</b>	

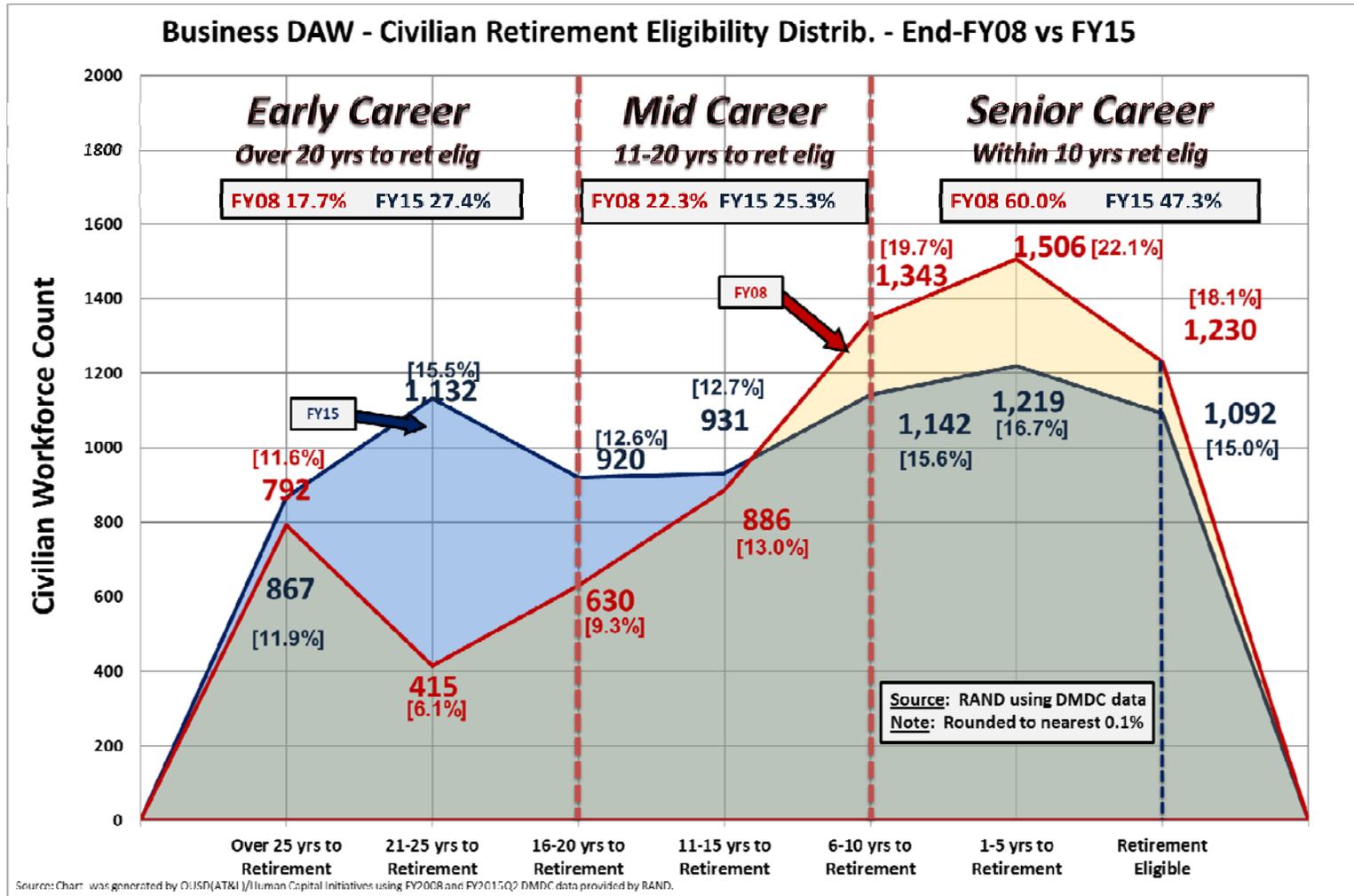




# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**



# Business Civilian Retirement Eligibility Distribution – FY08 / FY15\*



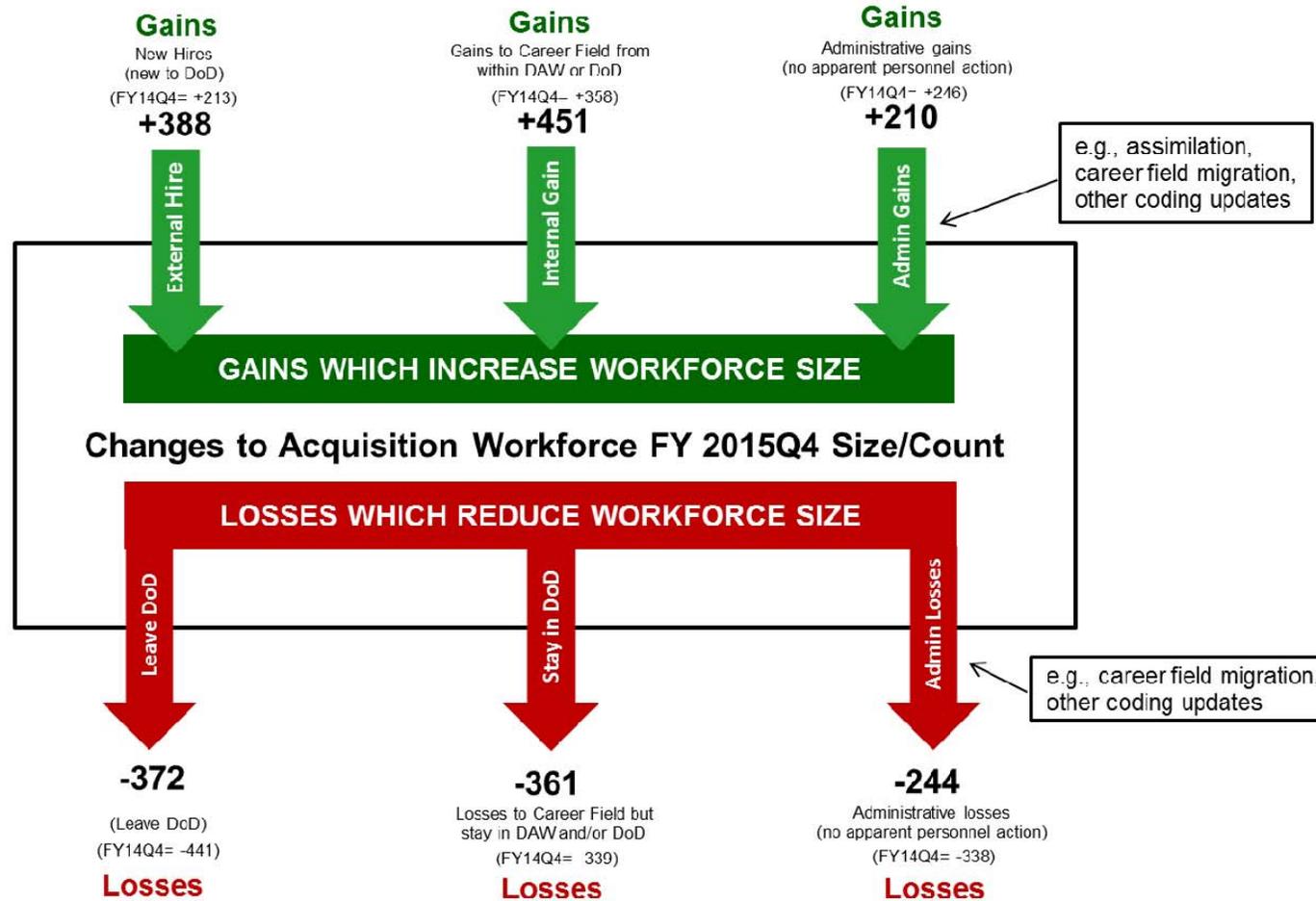
\* As of FY15Q4 (30 Sept 2015)



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

## Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Business

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



\* As of FY15Q4 (30 Sept 2015)

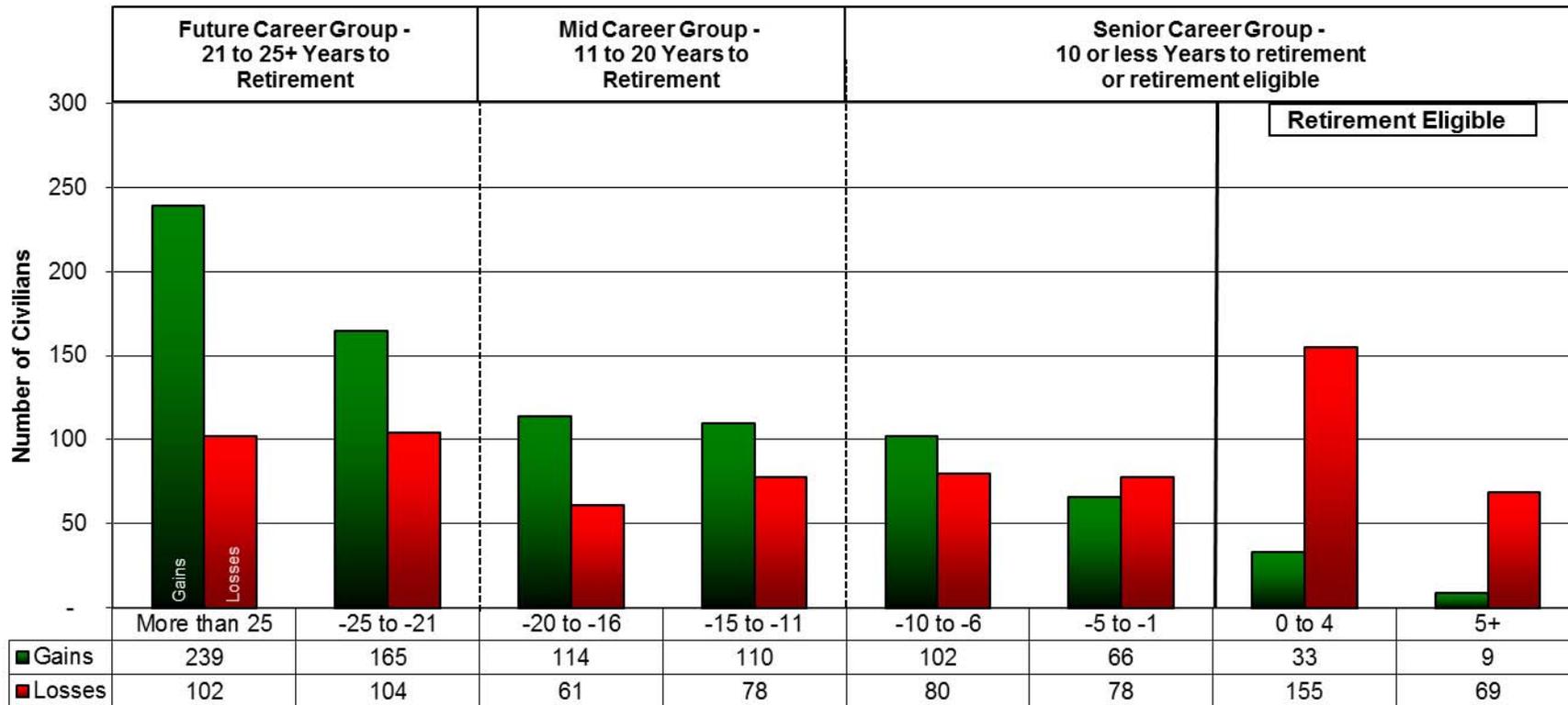


# Business Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - BUS

Workforce Lifecycle FY 2015Q4 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

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

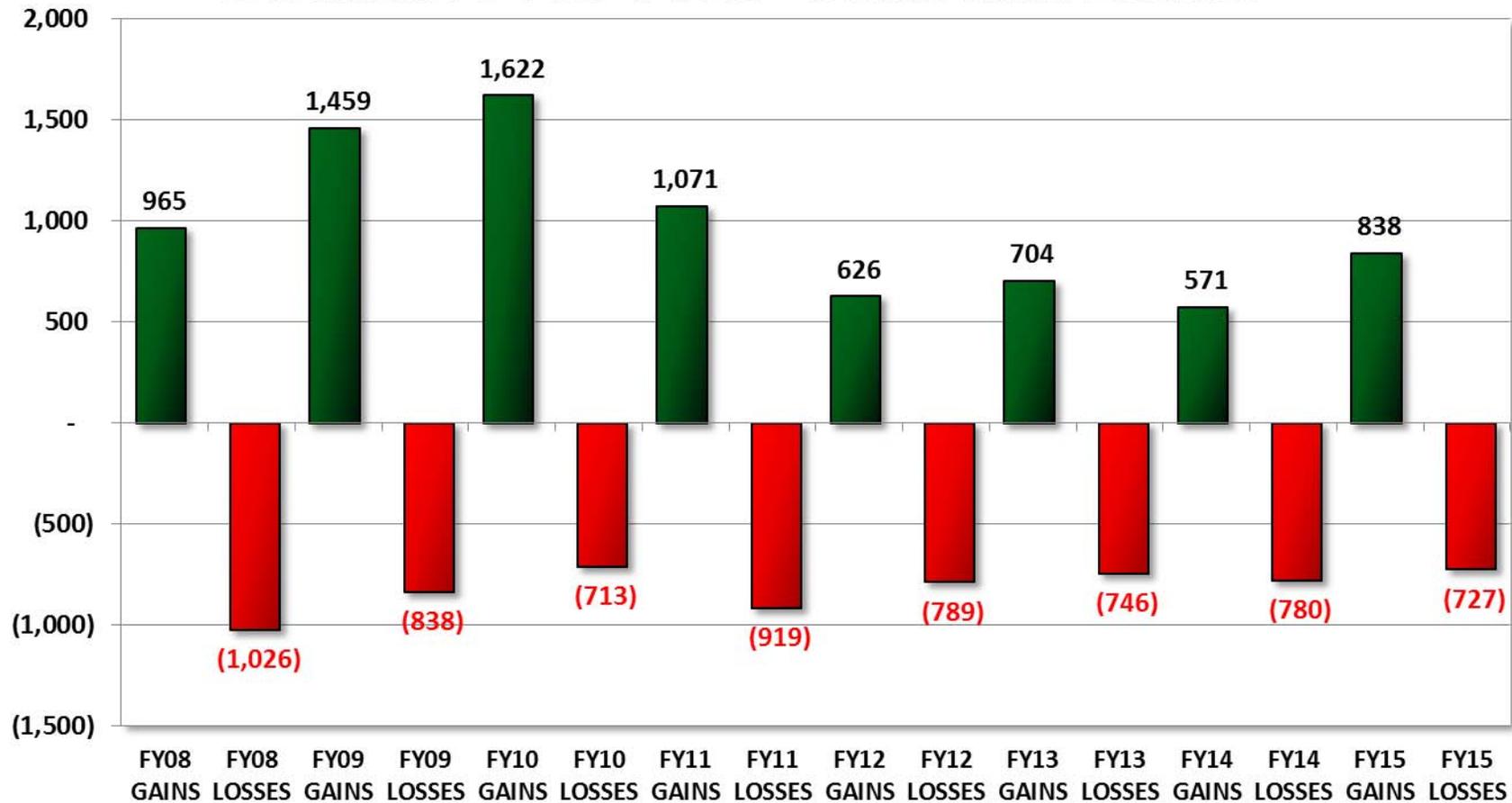
\* As of FY15Q4 (30 Sept 2015)



# Business Historical Gains and Losses FY08 – FY15\*



## Business FY08-FY15 Gains and Losses



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2015Q2 DMDC data provided by RAND.

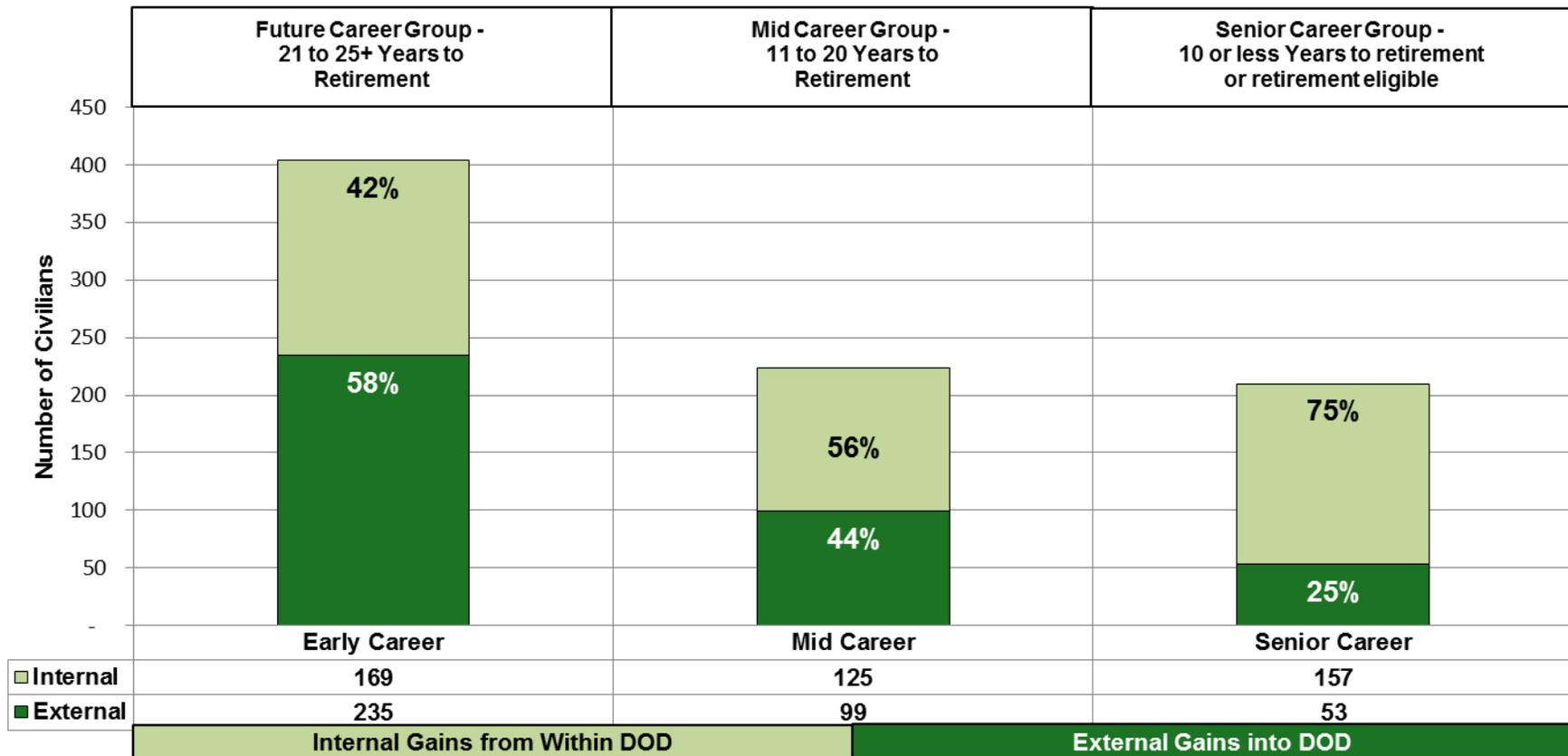
\* As of FY15Q4 (30 Sept 2015)



# Business Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - BUS 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 FY15Q4 (30 Sept 2015)

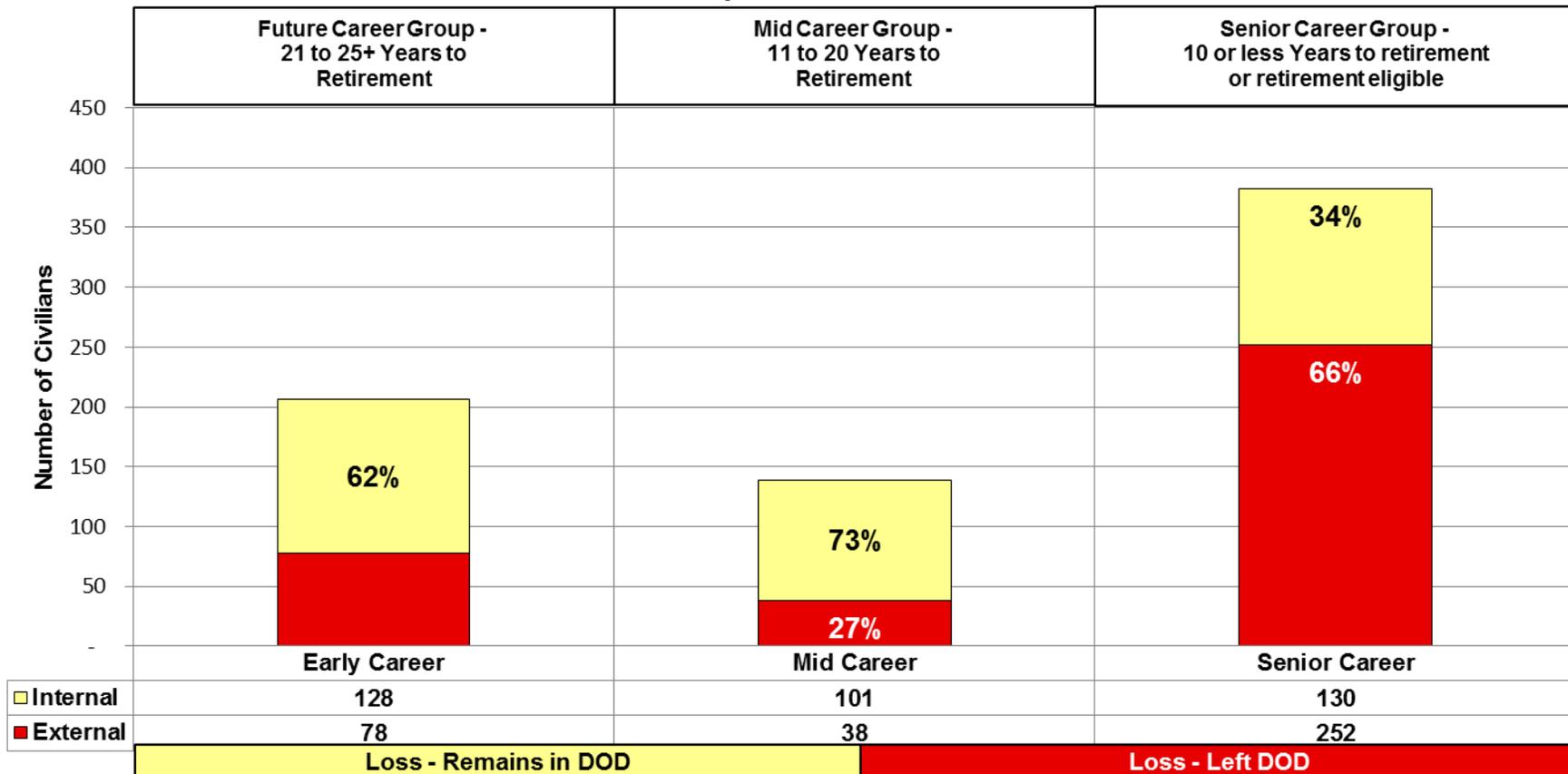


# Business Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - BUS

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

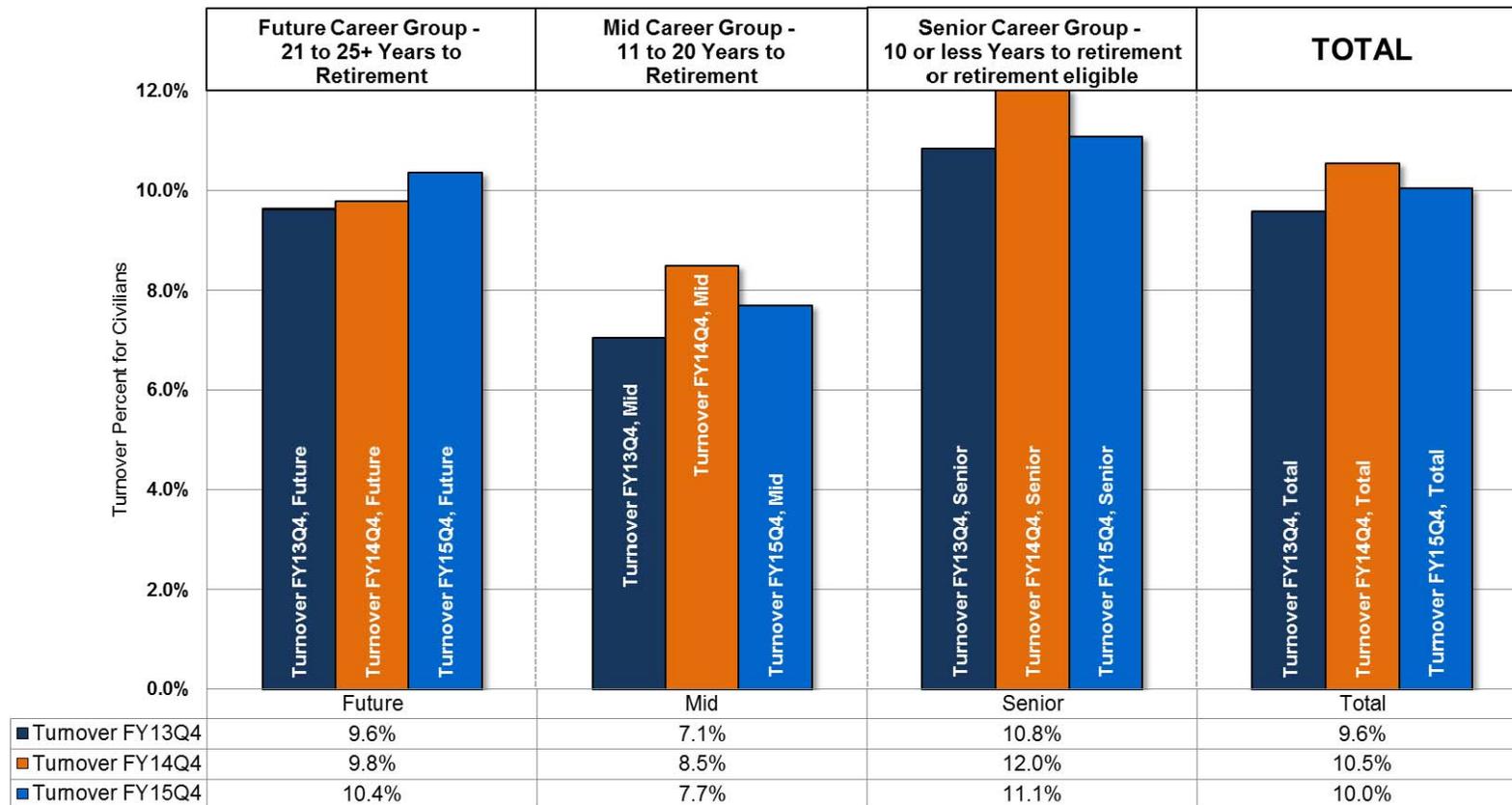
\* As of FY15 (30 Sept 2015)



# Business Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

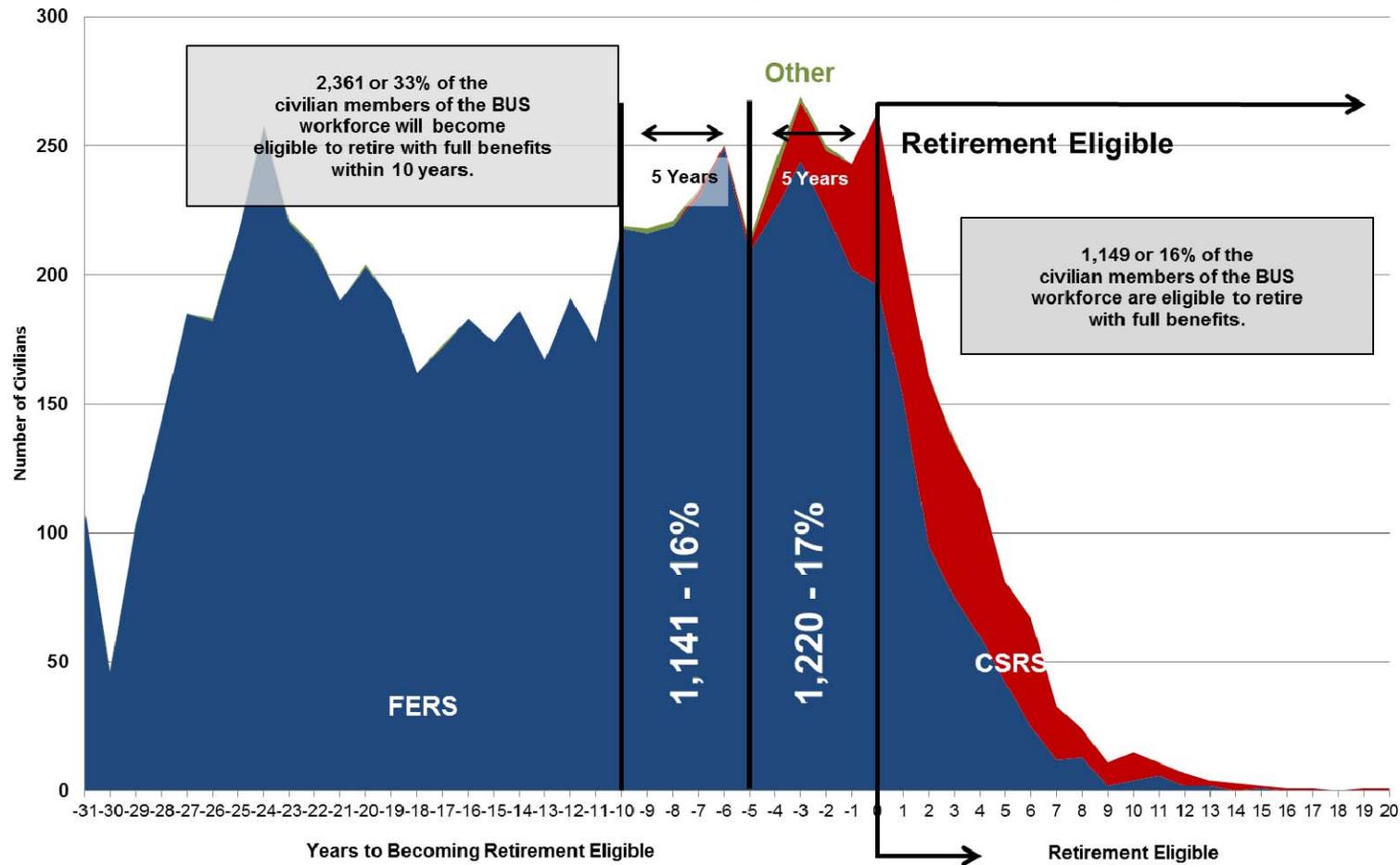
\* As of FY15Q4 (30 Sept 2015)



# Business Civilian Distribution by Years to Retirement Eligibility

## Defense Acquisition Workforce - BUS

Distribution by Years to Retirement Eligibility (Civilians)(FY 2015Q2)



\* As of FY15Q2 (31 March 2015)



***END***