



Defense Acquisition Workforce Key Information

Logistics

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://www.hci.mil>
- 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 Life Cycle Logistics	FY 2008				FY 2015Q4			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	18,195	1,027	19,222	156,313
Change in size from 2008	-	-	-	-	47%	9%	44%	24%
Civilian/Military Composition	93%	7%	-	88% / 12%	95%	5%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	52%	55%	52%	77%	63%	61%	62%	84%
Graduate Degree	15%	23%	16%	29%	26%	38%	26%	39%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	84%	61%	82%	85%
Level II or Higher Achieved	49%	16%	47%	61%	74%	29%	71%	74%
Level III Achieved	28%	7%	27%	36%	40%	7%	39%	44%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	75%	34%	73%	76%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	22%	58%	24%	21%
Does Not Meet Certification Requirement	22%	20%	22%	14%	3%	7%	3%	4%
Planning Considerations								
% Baby Boomer / Traditional Gen.	76%	26%	73%	62%	52%	4%	49%	40%
Average Age	48.8	39.6	48.1	45.7	48.6	38.8	48.0	45.1
Workforce Life-Cycle Model (YRE)*	14/24/62(%)	-	-	20/23/57 (%)(Civ)	17/25/58(%)	-	-	25/23/52(%)
% Future/Mid-Career/Senior								
Average Years of Service	17.8	17.2	17.8	17.3	15.5	17.6	15.6	15.2
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,386(19%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,612(20%)	-	-	25,749(19%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	3,140/1,603	-	-	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 Life Cycle Logistics Defense Acquisition Workforce count is 19,222, up from 13,361 in FY08, a total increase of 5,861
- The Life Cycle Logistics Defense Acquisition Workforce count was at its highest point (19,222) in FY15, and its lowest point (12,332) in FY06
- The Agencies with the largest increases, since FY08, are DLA, NAVY, and AIR FORCE, with increases of 2,514 (6285%), 1,805 (41%), and 1,301 (75%), respectively
- The Agency with the largest decreases, since FY08, is DISA and DSCA, with a decrease of 11 (29%) and 2 (100%), respectfully

Defense Acquisition Workforce DAWIA Certification Highlights

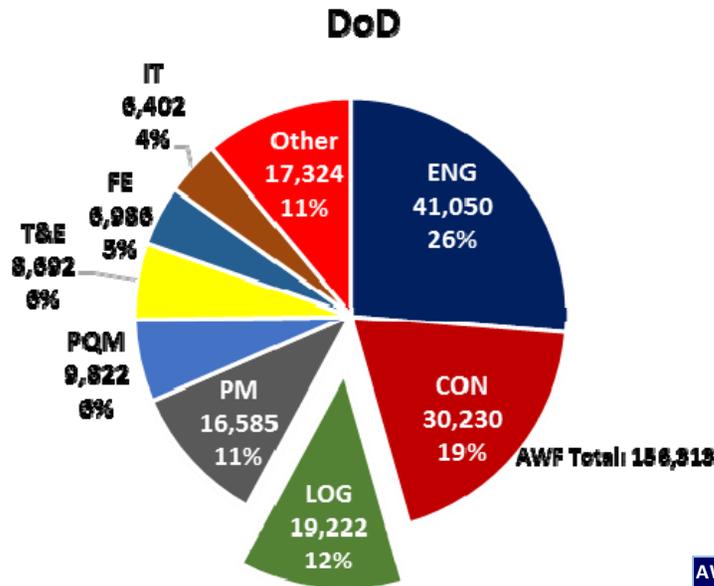
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 72.8%; up from 44.9% in FY08
- The current Life Cycle Logistics Meets/Exceeds certification rate is up 27.9% from FY08
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA 24 month grace period rate is 24%; down from 32.9% in FY08
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 3.2%; down from 22.2% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 58.1% (10,551) (10 years or less to retirement eligibility or retirement eligible)
- 18.6% (3,386) are currently eligible to retire, ↓ from 20.1% in FY08
- Mid Career Group 24.6% (4,464) (11 to 20 years to retirement), 23.9% in FY08
- Future Career Group 17.3% (3,148) (21 to 25+ years to retirement), ↑ from 14.3% in FY08



AWF by Component and Career Field



AWF Count by Career Category						
FY15Q4	Army	DoN	Air Force	4th Estate	Totals	% Total
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%		



Logistics Workforce Historical Size by Agency FY05 – FY15



Life Cycle Logistics	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
Defense Acq Workforce													
ARMY	6,128	6,320	6,545	7,134	7,952	9,045	8,962	8,677	8,104	7,554	7,201	1%	-5%
DoN	4,206	4,155	4,219	4,355	4,784	5,219	5,415	5,497	5,538	5,715	6,160	41%	8%
AIR FORCE	2,079	1,781	1,700	1,727	1,989	2,427	2,762	2,789	2,859	2,907	3,028	75%	4%
DCMA	29	28	40	29	35	37	91	132	128	127	127	338%	0%
DLA	9	7	63	40	22	21	21	317	359	1,272	2,554	6285%	101%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	2	3	4	5	12	44	48	57	71	64	71	1320%	11%
DISA	13	13	28	38	22	17	18	15	13	32	27	-29%	-16%
DHA	-	-	-	-	-	2	2	1	-	3	3		0%
DTRA	-	1	1	1	1	1	1	-	-	-	4	300%	
DAU	26	23	-	24	30	37	36	41	37	36	33	38%	-8%
OSD	1	1	2	2	2	10	13	12	11	12	12	500%	0%
JCS	-	-	-	-	-	-	-	1	1	1	1		0%
DeCA	-	-	1	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	2	-	-	-	-	-	-	-	-100%	
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	1	-	-	-	-	-	1	1	1		0%
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PfPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	4	3	1	-	-	-	-	-	-100%	
TOTAL	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,724	19,222	43.9%	8.5%



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 Managemen	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%
Property	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%
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

LIFE CYCLE LOGISTICS Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15- FY21 Change	FY15- FY21 Chg %
ARMY	Civilian FTE	7231	7127	6,985	6,807	6,807	6,807	6,807	(424)	-5.9%
DAU	Civilian FTE	30	33	33	33	33	33	33	3	10.0%
DCMA	Civilian FTE	109	141	141	141	141	141	141	32	29.4%
DHA	Civilian FTE	13	13	13	13	13	13	13	-	0.0%
DISA	Civilian FTE	25	33	35	38	40	43	43	18	72.0%
DLA	Civilian FTE	1931	2034	2,026	2,025	2,022	2,021	2,020	89	4.6%
JCS	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
MDA	Civilian FTE	81	75	69	66	67	68	68	(13)	-16.0%
NAVY	Civilian FTE	4987	5025	5,030	5,013	4,991	4,991	4,991	4	0.1%
USAF	Civilian FTE	2499	2422	2,384	2,352	2,331	2,317	2,317	(182)	-7.3%
USMC	Civilian FTE	296	290	290	290	290	290	290	(6)	-2.0%
DLA	Military ES	3	3	3	3	3	3	3	-	0.0%
NAVY	Military ES	424	422	423	420	420	420	420	(4)	-0.9%
USAF	Military ES	497	570	566	566	566	565	565	68	13.7%
USMC	Military ES	161	157	157	157	157	157	157	(4)	-2.5%
<i>ALL CATEGORIES</i>	Civilian FTE Total	17,203	17,194	17,007	16,779	16,736	16,725	16,724	(479)	-2.8%
<i>ALL CATEGORIES</i>	Military ES Total	1,085	1,152	1,149	1,146	1,146	1,145	1,145	60	5.5%
	LOG TOTAL	18,288	18,346	18,156	17,925	17,882	17,870	17,869	(419)	-2.3%
	Civ Change		(9)	(187)	(228)	(43)	(11)	(1)		
	Mil Change		67	(3)	(3)	-	(1)	-		
	LOG TOT Change		58	(190)	(231)	(43)	(12)	(1)		

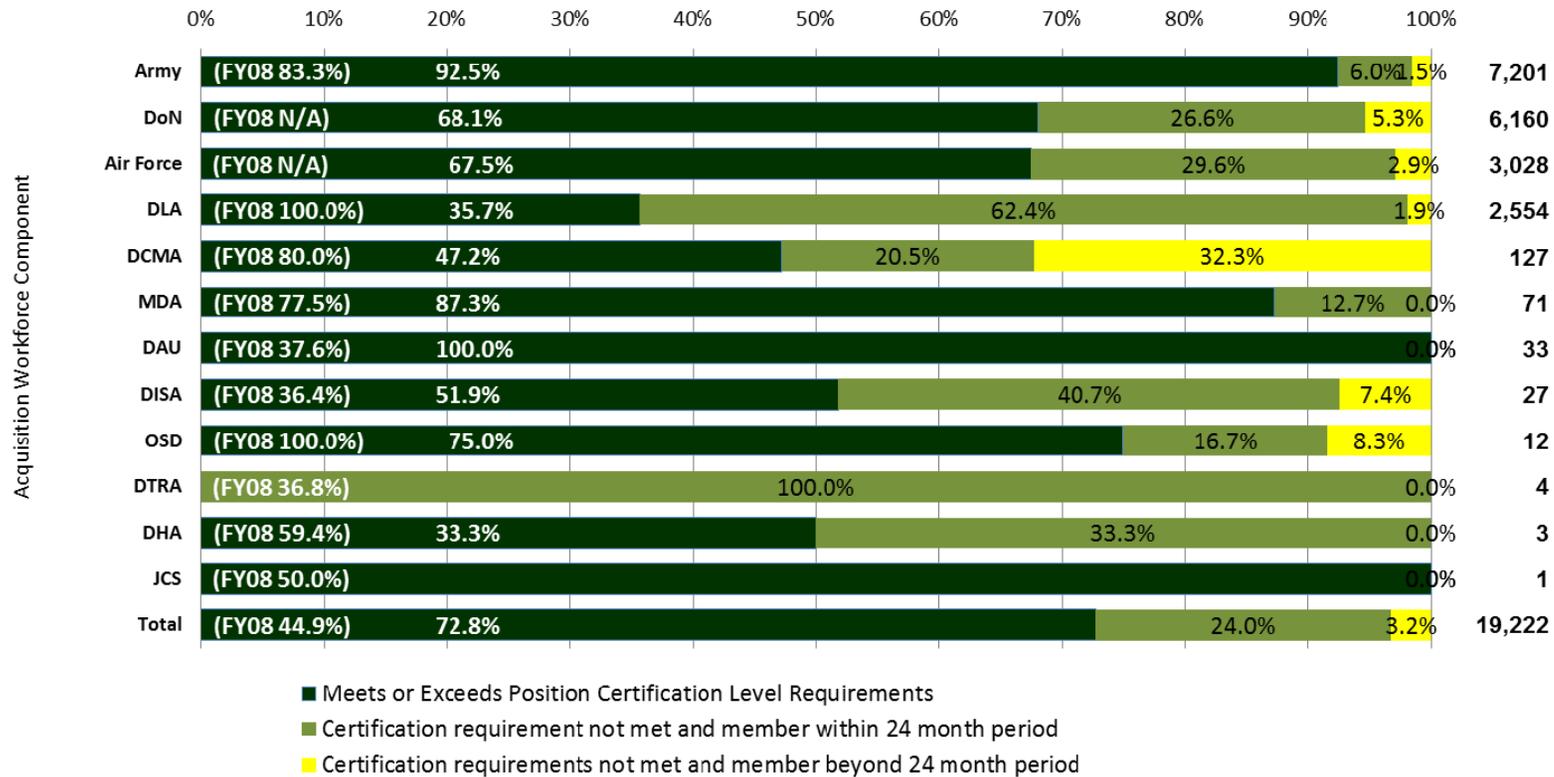
Data Source: OSD CAPE SNAP Database;



Logistics DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY15)

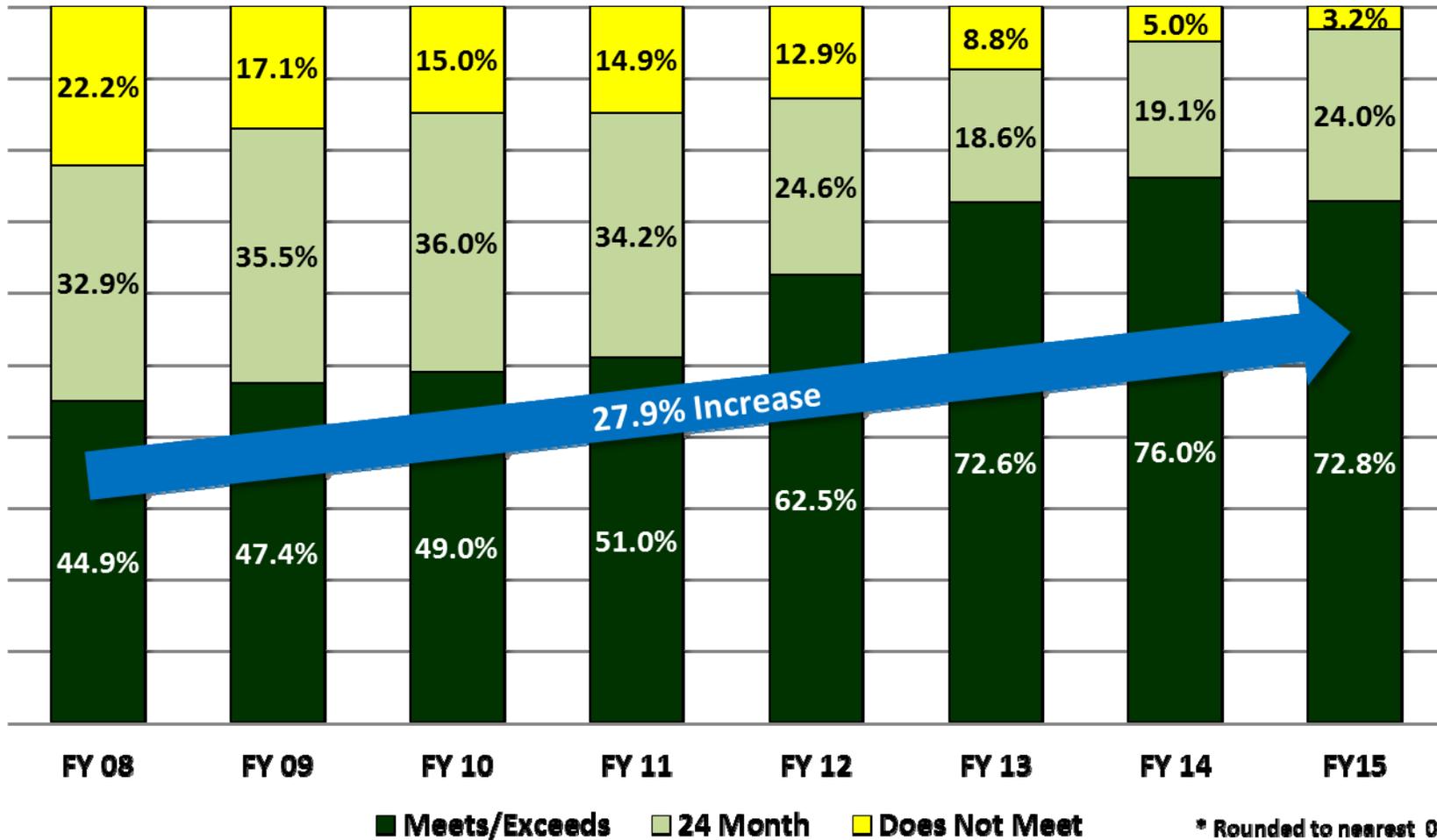




Logistics Historical DAWIA Certification FY08 – FY15



Life Cycle Logistics





Logistics DAWIA Certification Matrix + Bench Strength



Life Cycle Logistics		Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	1,378	702	219	42	2,341	41.1%	
Level II	1,517	1,166	5,668	2,382	10,733	75.0%	
Level III	507	251	407	4,978	6,143	81.0%	
<i>Unspecified</i>	5	-	-	-	5		
FY15Q4 TOTAL	3,407	2,119	6,294	7,402	19,222	72.8%	
	17.7%	11.0%	32.7%	38.5%			

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%	
Life Cycle L	2,643	13.8%	5 of 13

** Based on population total without unspecified positions

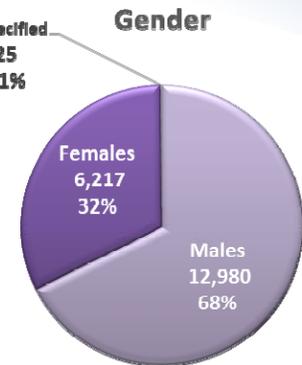
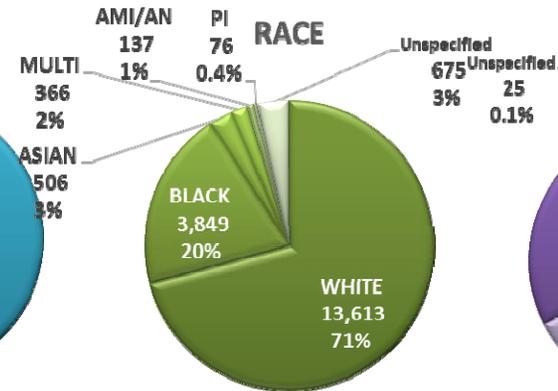
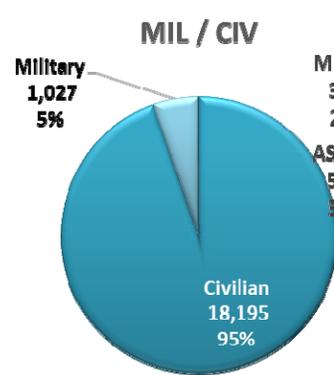
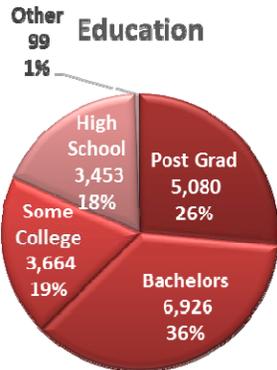
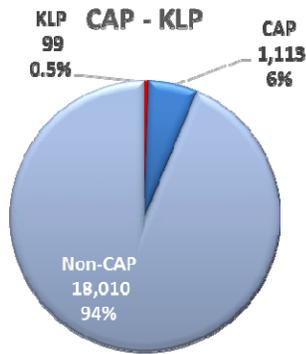
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	963	1,355	23	2,341	12.2%
Level II	8,050	2,338	345	10,733	55.8%
Level III	4,978	917	248	6,143	32.0%
<i>Unspecified</i>	-	5	-	5	0.0%
Life Cycle Logistics TOTAL	13,991	4,615	616	19,222	
	72.8%	24.0%	3.2%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Logistics Demographics



Occupied Position Type	LCL TOTAL	Entire DAW
Key Leadership Positions (KLPs)	99 0.5%	1,089 0.7%
Critical Acquisition Positions (CAPs) *	1,113 5.8%	15,728 10.1%
Non-CAP Positions	18,010 93.7%	139,496 89.2%
TOTAL	19,222	156,313

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

Highest Level of Education	LCL TOTAL	Entire DAW
Post Grad	5,080 26.4%	61,177 39.1%
Bachelors	6,926 36.0%	69,485 44.5%
Some College	3,664 19.1%	11,992 7.7%
High School	3,453 18.0%	12,667 8.1%
Other	99 0.5%	992 0.6%
TOTAL	19,222	156,313

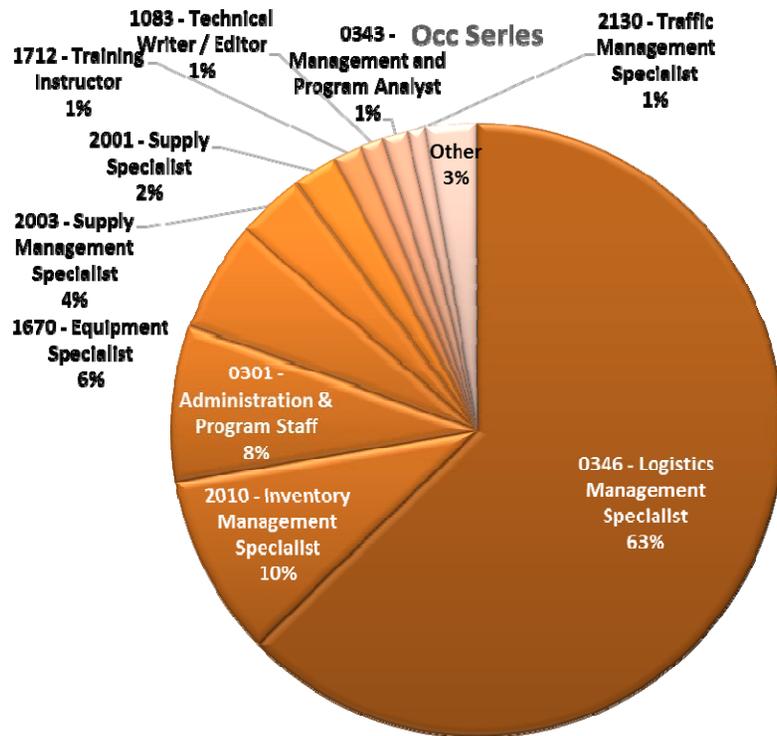
Military / Civilian	LCL TOTAL	Entire DAW
Civilian	18,195 94.7%	140,962 90.2%
Military	1,027 5.3%	15,351 9.8%
TOTAL	19,222	156,313

Race	LCL TOTAL	Entire DAW
WHITE	13,613 70.8%	117,023 74.9%
BLACK	3,849 20.0%	18,589 11.9%
ASIAN	506 2.6%	10,128 6.5%
MULTI	366 1.9%	3,274 2.1%
AMI/AN	137 0.7%	850 0.5%
PI	76 0.4%	722 0.5%
Unspecified	675 3.5%	5,727 3.7%
TOTAL	19,222	156,313

Gender	LCL TOTAL	Entire DAW
Males	12,980 67.5%	110,309 70.6%
Females	6,217 32.3%	45,555 29.1%
Unspecified	25 0.1%	448 0.3%
TOTAL	19,222	156,312



Logistics Size by Occupational Series



Civilian Occupational Series	LCL TOTAL	
0346 - Logistics Management Specialist	11,401	62.7%
2010 - Inventory Management Specialist	1,755	9.6%
0301 - Administration & Program Staff	1,489	8.2%
1670 - Equipment Specialist	1,071	5.89%
2003 - Supply Management Specialist	645	3.54%
2001 - Supply Specialist	429	2.36%
1712 - Training Instructor	278	1.53%
1083 - Technical Writer / Editor	223	1.23%
0343 - Management and Program Analyst	239	1.31%
2130 - Traffic Management Specialist	175	0.96%
Other	490	2.69%
TOTAL CIVILIAN	18,195	Civilians



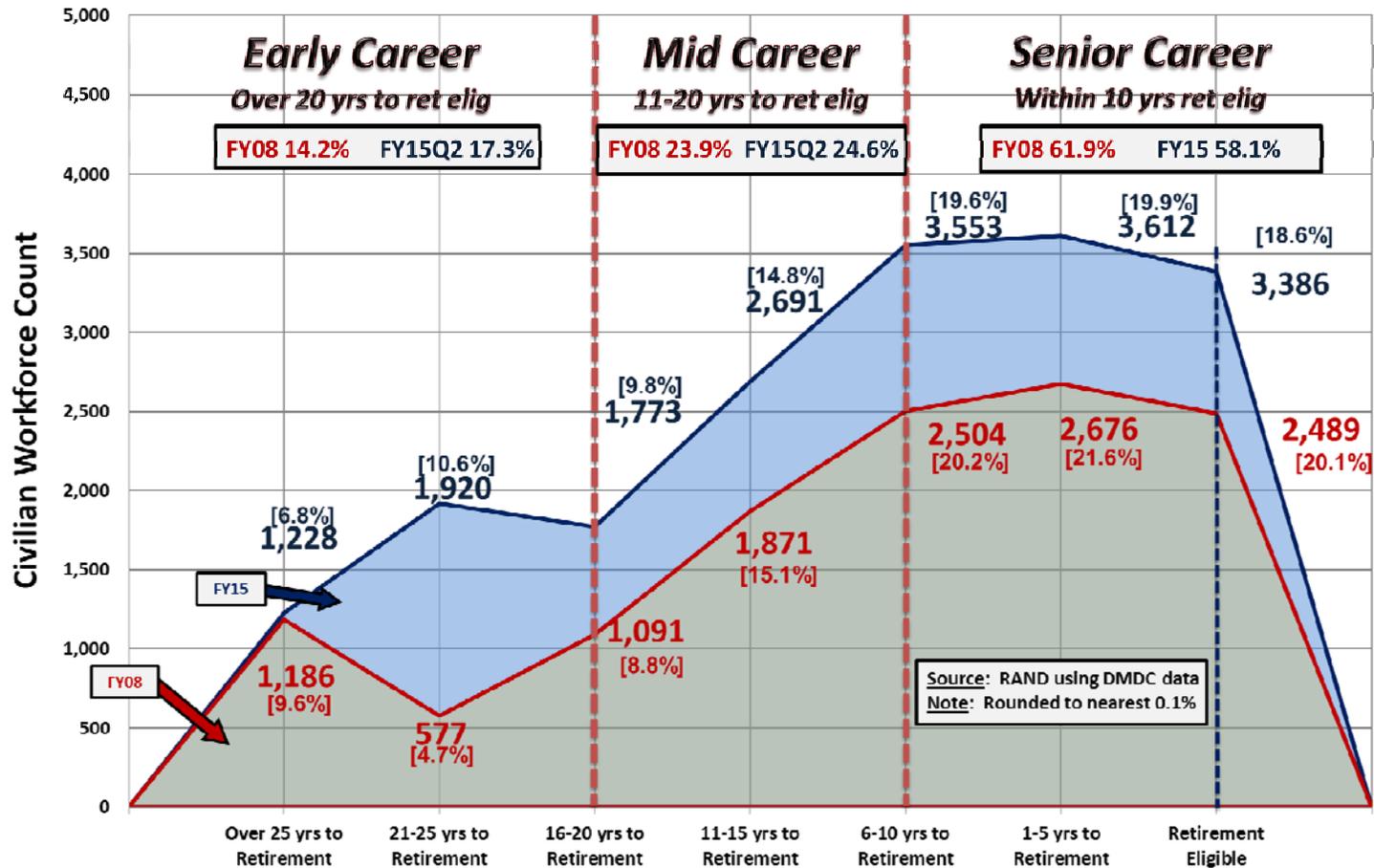
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Logistics Civilian Retirement Eligibility Distribution – FY08 / FY15



Life Cycle Logistics DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs FY15



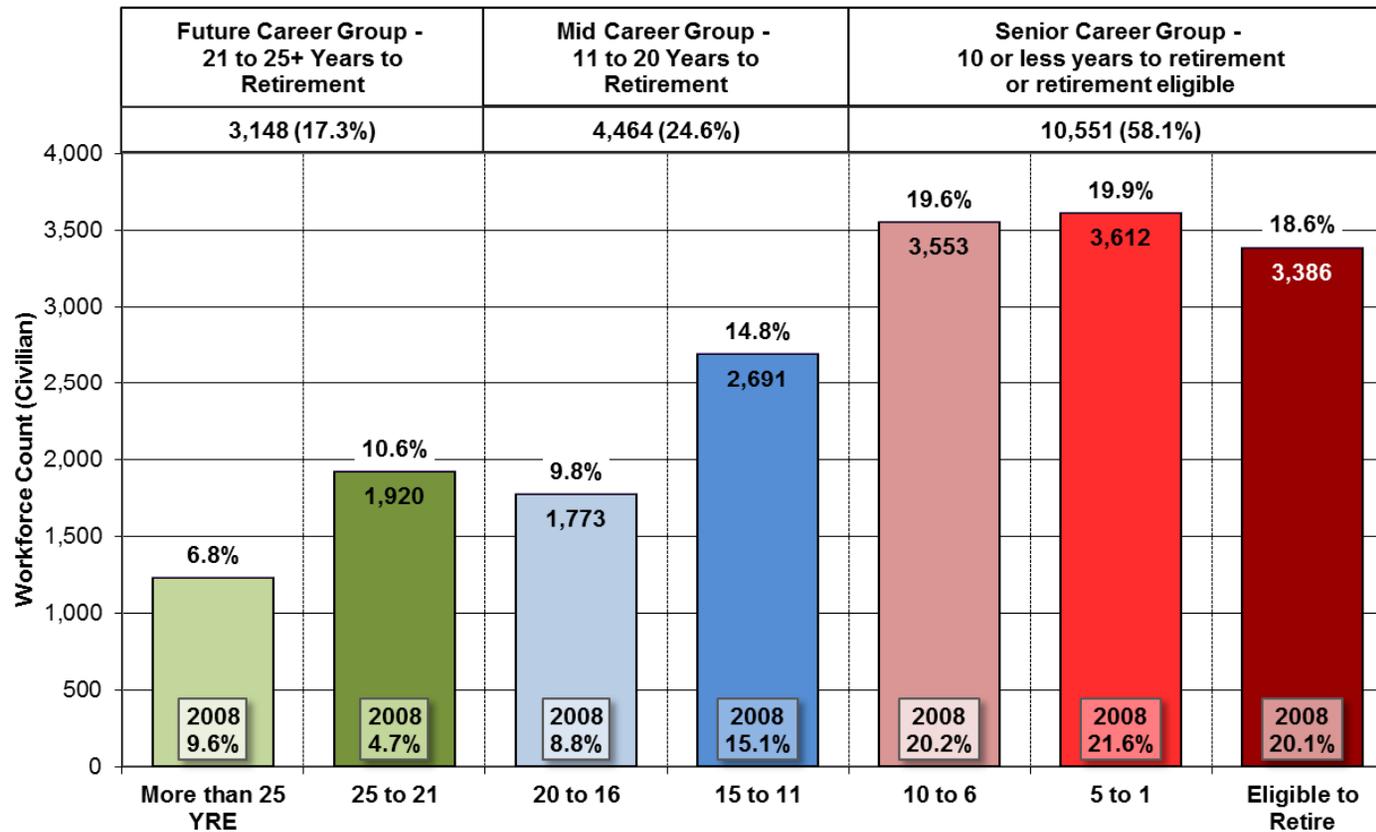
Source: RAND using DMDC data
Note: Rounded to nearest 0.1%

As of the end of FY15 (30 Sept 2015)



Logistics Workforce Lifecycle Model by YRE

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



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

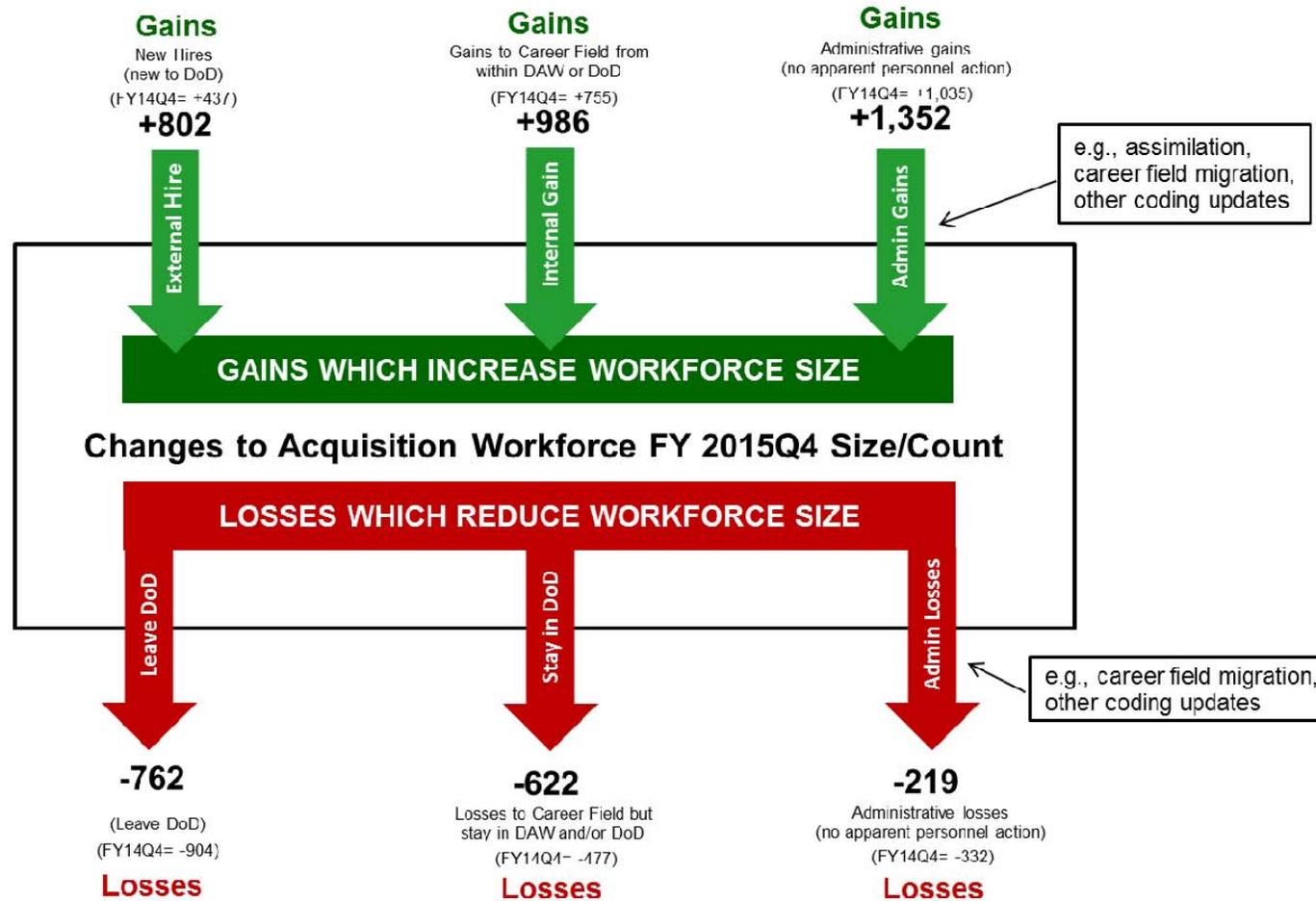
As of the end of FY145(30 Sept 2015)



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

Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Life Cycle Logistics

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



As of the end of FY15 (30 Sept 2015)

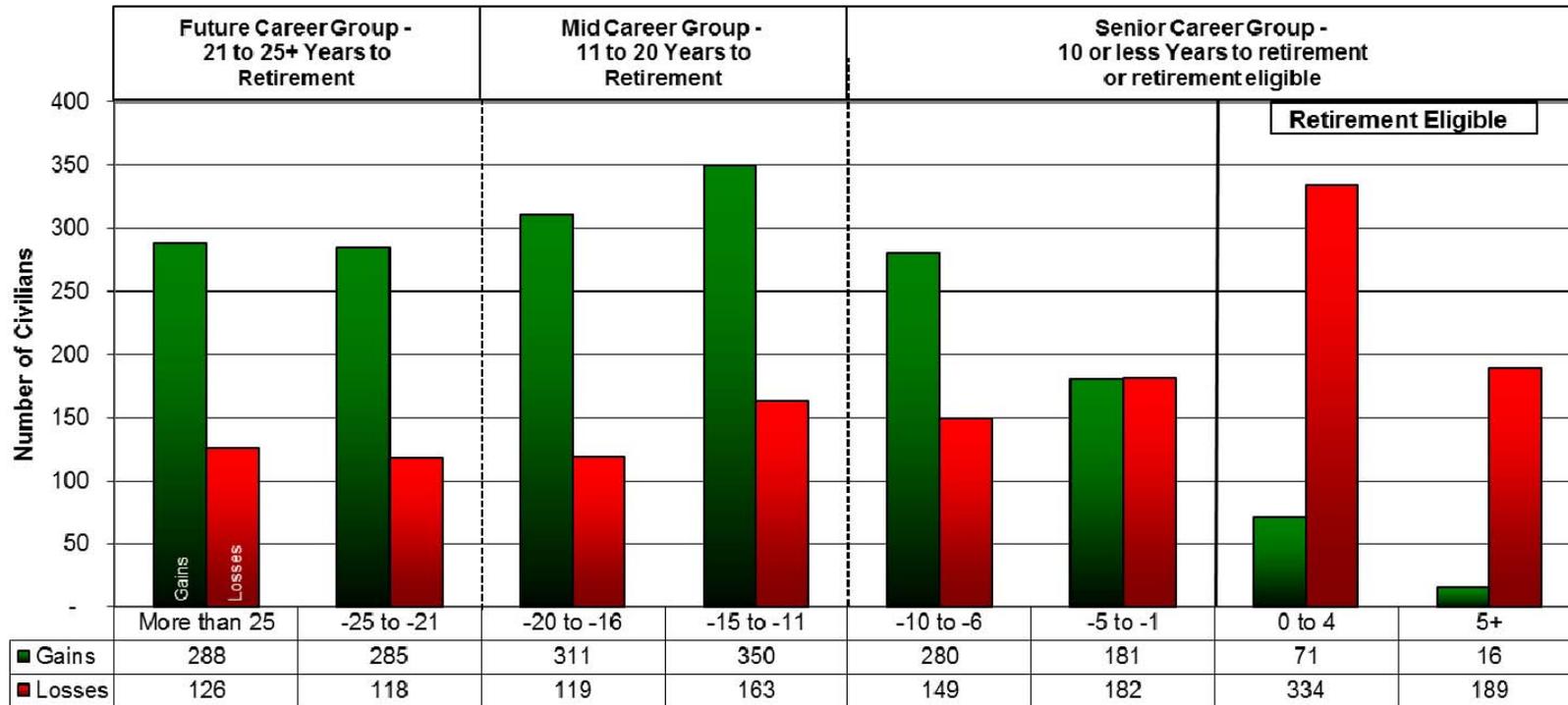


Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - LCL

Workforce Lifecycle FY 2015Q4 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

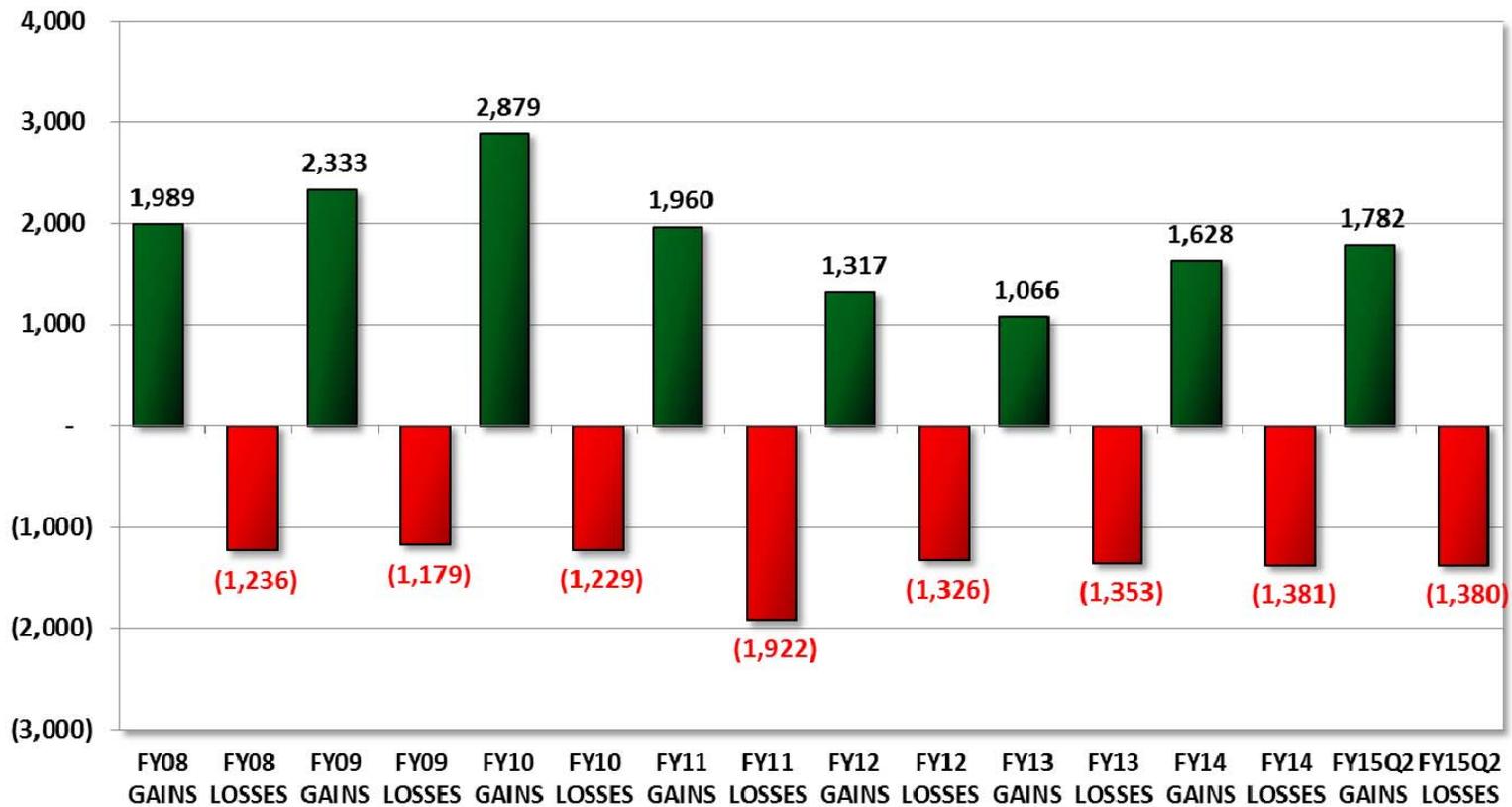
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY15 (30 Sept 2015)



Logistics Historical Gains and Losses FY08 – FY15



As of the end of FY15 (30 Sept 2015)

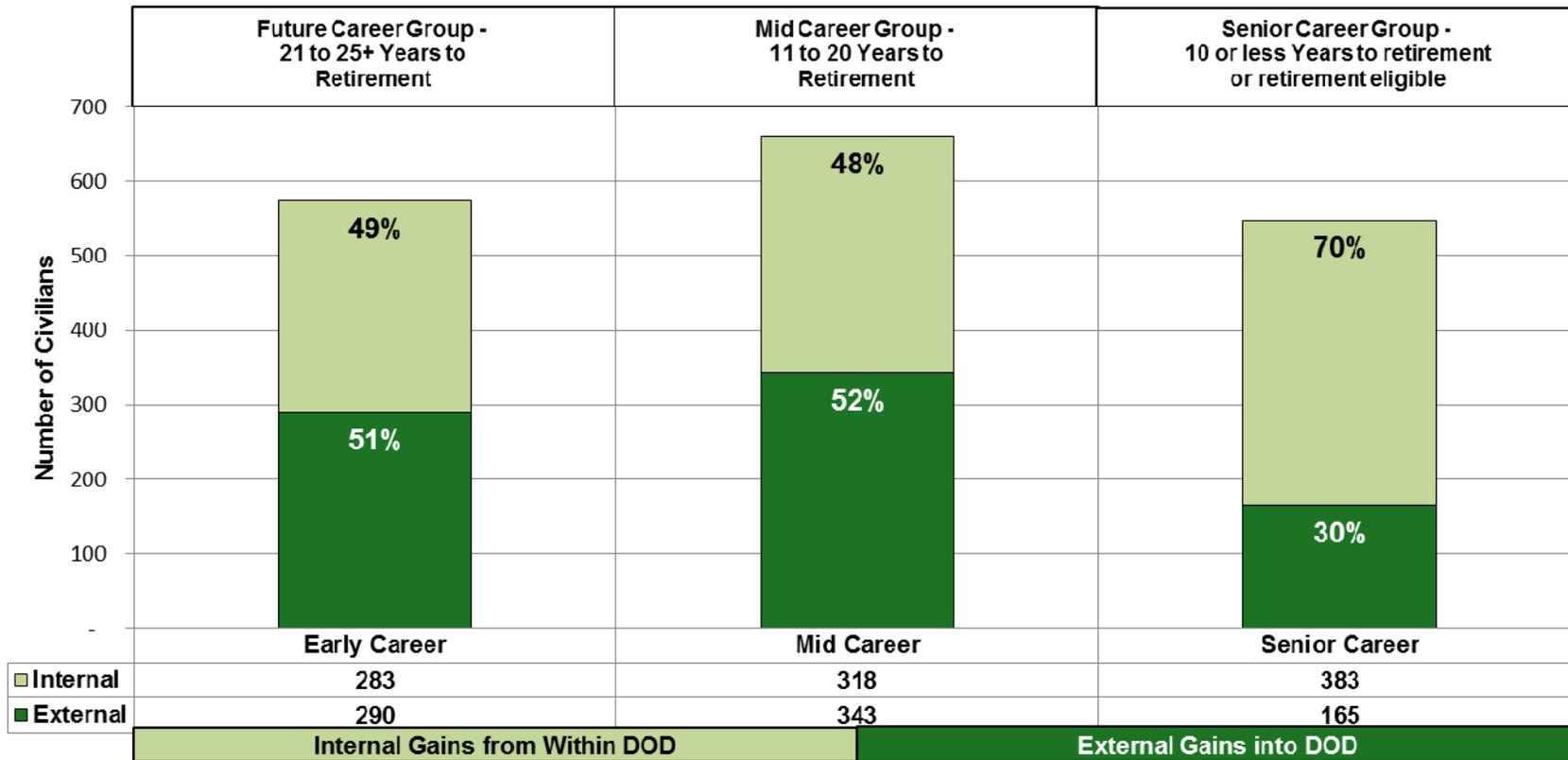


Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - LCL

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)

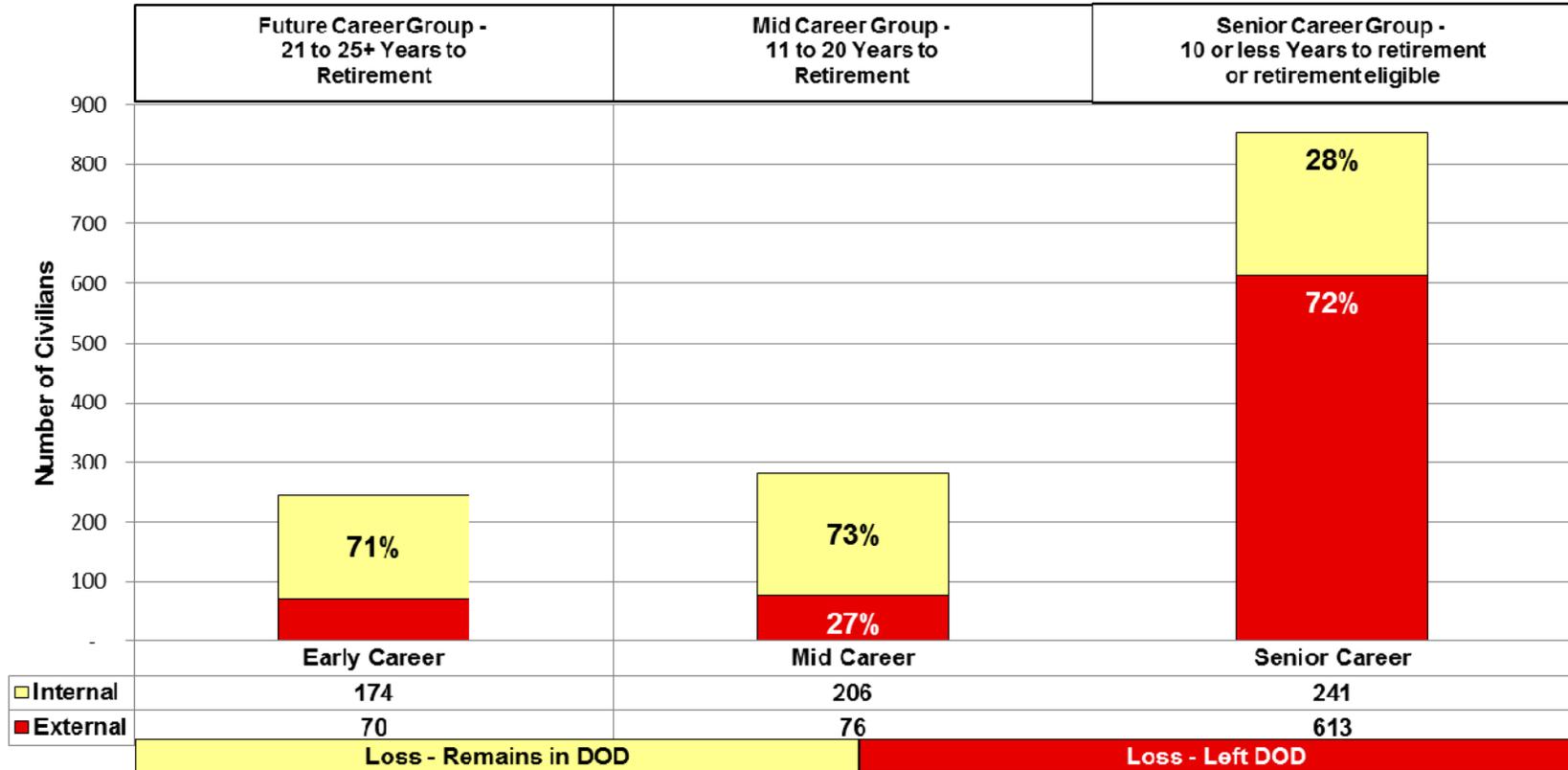


Logistics Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - LCL

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

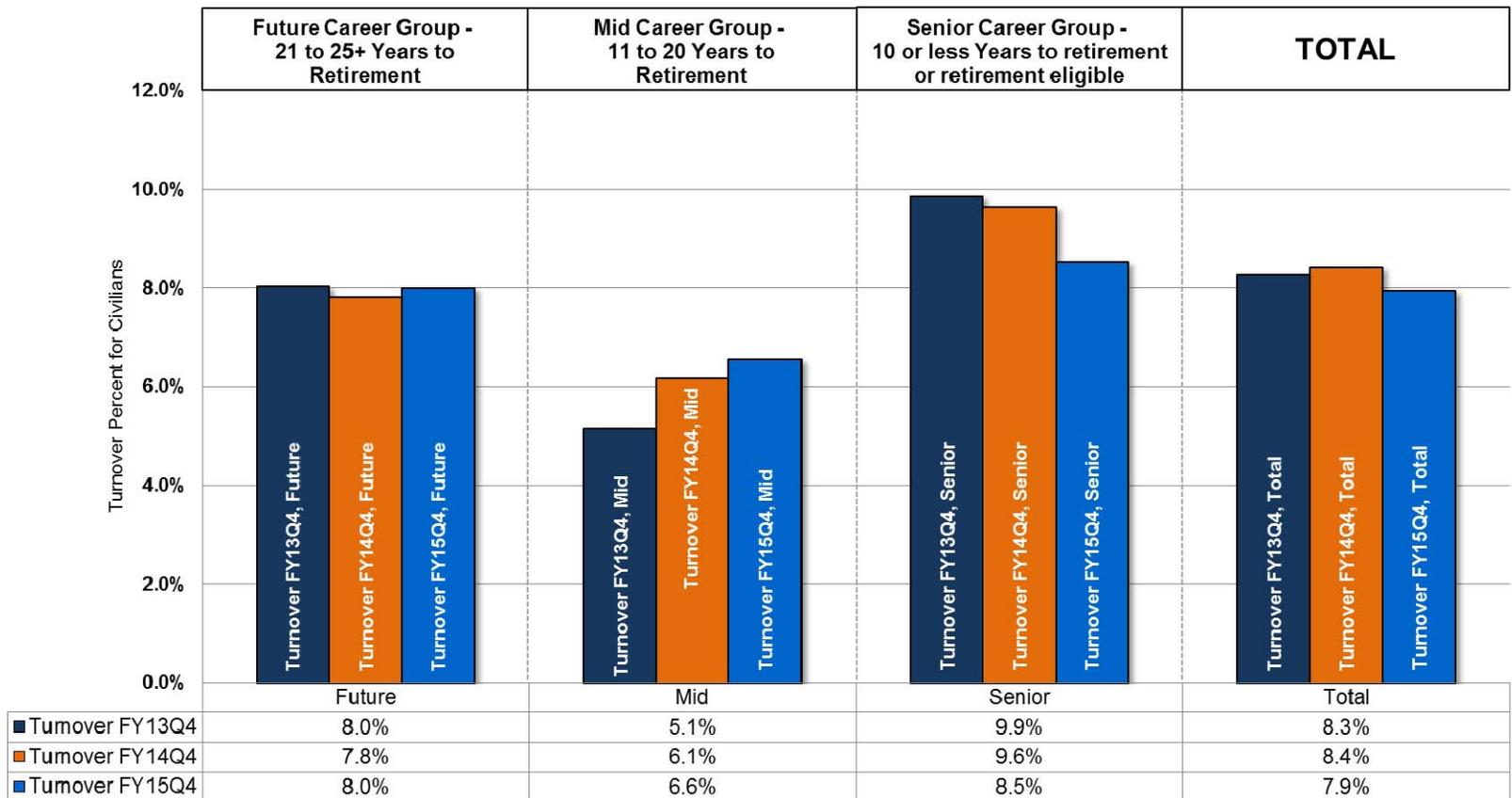
As of the end of FY15 (30 Sept 2015)



Logistics Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY15 (30 Sept 2015)

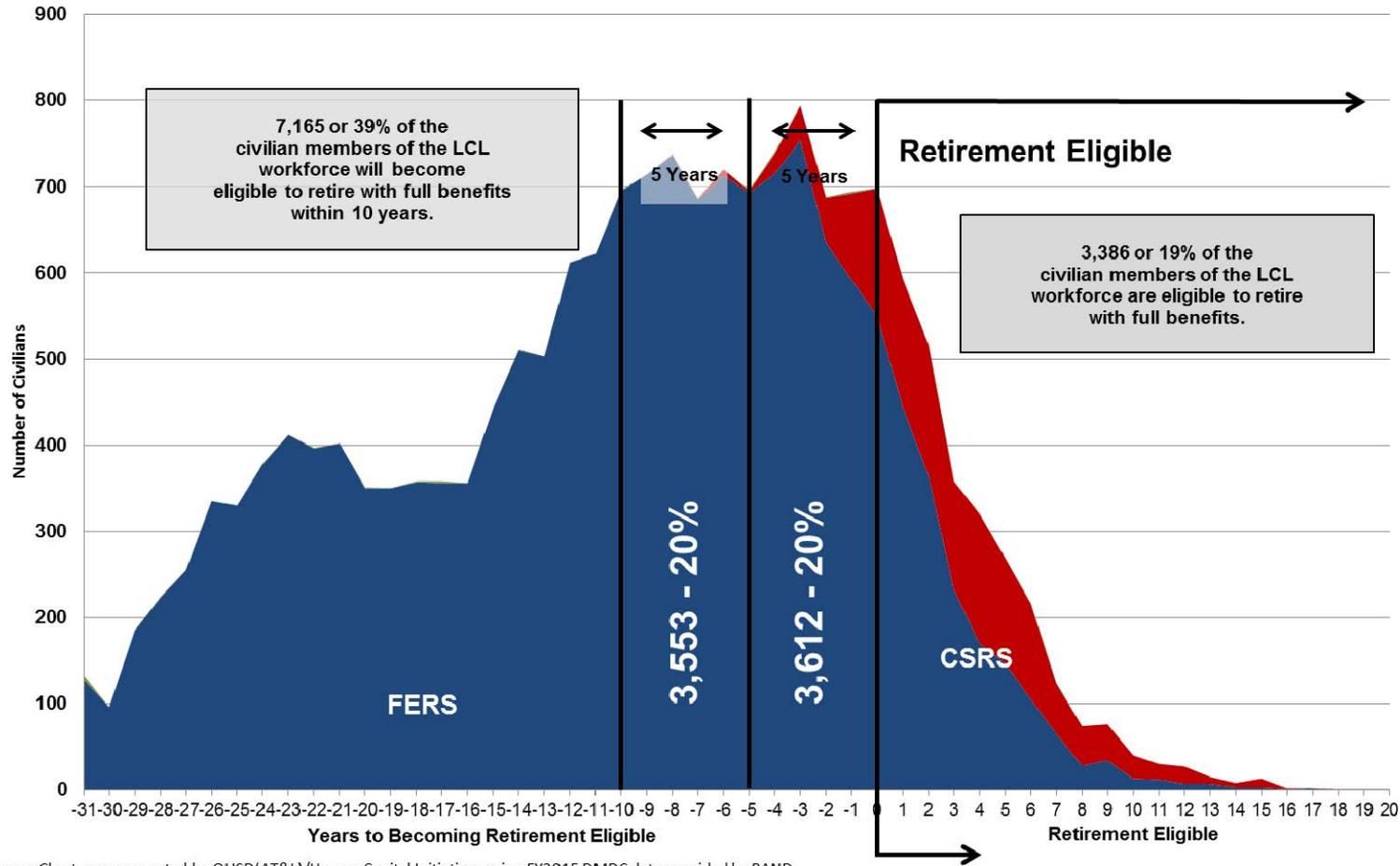


Logistics Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - LCL

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



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

As of the end of FY15 (30 Sept 2015)



END