



# Defense Acquisition Workforce Key Information

Program Management  
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 Program Management	FY 2008				FY 2015Q4			
	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	8,070	4,711	12,781	125,879	12,075	4,510	16,585	156,313
Change in size from 2008	-	-	-	-	50%	-4%	30%	24%
Civilian/Military Composition	63%	37%	-	88% / 12%	73%	27%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	75%	92%	82%	77%	83%	96%	87%	84%
Graduate Degree	37%	62%	46%	29%	50%	74%	56%	39%
<b>Certification</b>								
Level I or Higher Achieved	71%	76%	73%	72%	87%	84%	86%	85%
Level II or Higher Achieved	62%	61%	61%	61%	78%	65%	74%	74%
Level III Achieved	46%	31%	40%	36%	52%	39%	48%	44%
Position Certification Requirement Met or Exceeded	56%	55%	55%	58%	76%	65%	73%	76%
Within 24 Months of Certification Requirement	26%	38%	30%	27%	19%	31%	22%	21%
Does Not Meet Certification Requirement	19%	8%	15%	14%	5%	4%	5%	4%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	82%	24%	61%	62%	52%	4%	39%	40%
Average Age	49.8	39.0	45.8	45.7	49.1	38.1	46.1	45.1
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	8/26/66(%)	-	-	20/23/57 (%)(Civ)	14/26/60(%)	-	-	25/23/52(%)
Average Years of Service	19.0	15.5	17.7	17.3	15.5	15.6	15.5	15.2
Retirement Eligible*	1,470(18%)	-	-	19,051(17%) (Civ)	2,083(17%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	1,854(23%)	-	-	21,315(19%) (Civ)	2,713(22%)	-	-	25,749(19%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	1,928/1,253	-	-	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 Program Management Defense Acquisition Workforce count is 16,585, up from 12,781 in FY08, a total increase of 3,801
- The Program Management Defense Acquisition Workforce count was at its highest point (16,585) in FY15, and its lowest point (12,282) in FY05
- The Agencies with the largest increases, since FY08, are NAVY, AIR FORCE, and MDA, with increases of 2,250 (55%), 1,261 (31%), and 213 (157%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DoD HRA, and WHS, with decreases of 409 (-11%), 9 (-90%), and 4 (-80%), respectively

### Defense Acquisition Workforce DAWIA Certification Highlights

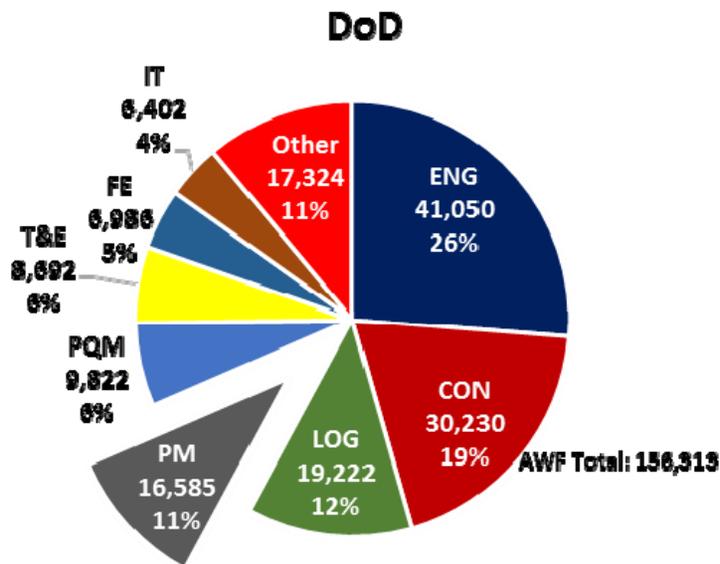
- The current Program Management Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 73%; up from 55.2% in FY08
- The current Program Management Meets/Exceeds certification rate is up 17.8% from FY08
- The current Program Management Defense Acquisition Workforce DAWIA 24 month grace period rate is 22.4%; down from 30.3% in FY08
- The current Program Management Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.6%; down from 14.5% in FY08

### Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 60.4% (7,278) (10 years or less to retirement eligibility or retirement eligible)
- 17.3% (2,083) are currently eligible to retire, ↓ from 18.2% in FY08
- Mid Career Group 25.9% (3,117) (11 to 20 years to retirement), 25.8% in FY08
- Future Career Group 13.7% (1,654) (21 to 25+ years to retirement), ↑ from 7.9% in FY08



# AWF by Component and Career Field



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>		



# Program Management Workforce Historical Size by Agency FY05 – FY15



Program Management	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
<b>Defense Acq Workforce</b>													
ARMY	3,783	4,473	4,117	3,690	3,452	3,438	3,491	3,336	3,378	3,263	3,281	-11%	1%
DoN	3,550	3,627	3,699	4,085	4,598	5,258	5,601	5,793	5,939	5,949	6,335	55%	6%
AIR FORCE	4,439	3,958	3,936	4,105	4,461	5,026	5,361	5,357	5,438	5,242	5,366	31%	2%
DCMA	254	267	293	309	334	342	337	341	386	388	393	27%	1%
DLA	15	6	76	16	7	10	10	40	55	88	113	606%	28%
DCAA	-	-	-	-	1	1	1	1	1	-	-		
MDA	85	98	103	136	150	253	287	304	341	339	349	157%	3%
DISA	26	70	96	122	81	134	151	146	154	242	231	89%	-5%
DHA	2	11	3	26	31	78	119	93	90	91	74	185%	-19%
DTRA	10	77	67	79	75	89	108	131	132	133	138	75%	4%
DAU	75	92	-	91	125	148	149	168	138	139	165	81%	19%
OSD	31	28	16	42	30	42	53	68	66	70	79	88%	13%
JCS	-	1	-	1	1	-	1	36	38	32	29	2800%	-9%
DeCA	1	1	1	1	1	1	1	1	2	5	4	300%	-20%
WHS	7	6	2	5	1	1	1	1	-	-	1	-80%	
DFAS	2	59	-	1	-	-	-	-	-	1	1	0%	0%
DoDEA	-	-	1	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	1	1	-	-	-	-	-		
DoD HRA	-	-	4	10	-	-	1	1	1	1	1	-90%	0%
TRMC	-	-	-	-	-	-	-	-	-	1	1		0%
DSCA	-	-	5	5	1	2	1	-	2	3	3	-40%	0%
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	3	7	12	16		33%
DARPA	-	-	2	-	-	-	-	-	-	-	-		
NDU	-	-	-	6	-	2	4	4	3	4	5	-17%	25%
IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	3	5	4	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	2	1	6	50	69	84	2	-	-	-	-	-100%	
<b>TOTAL</b>	<b>12,282</b>	<b>12,775</b>	<b>12,427</b>	<b>12,781</b>	<b>13,422</b>	<b>14,915</b>	<b>15,683</b>	<b>15,824</b>	<b>16,171</b>	<b>16,003</b>	<b>16,585</b>	<b>↑</b>	<b>↑</b>
												<b>29.8%</b>	<b>3.6%</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 Manager	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%
<b>Grand Total</b>	<b>153414</b>	<b>155557</b>	<b>154834</b>	<b>153427</b>	<b>153125</b>	<b>153021</b>	<b>153030</b>	<b>(384)</b>	<b>-0.3%</b>

Data Source: OSD CAPE SNAP Database;



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



## September 2015 Submission

Program Manger Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15- FY21 Change	FY15- FY21 Chg %
ARMY	Civilian FTE	2390	2,381	2,403	2,388	2,388	2,388	2,388	(2)	-0.1%
DAU	Civilian FTE	149	140	142	142	142	142	142	(7)	-4.7%
DCMA	Civilian FTE	382	346	346	315	315	315	315	(67)	-17.5%
DECA	Civilian FTE	7	7	7	7	7	7	7	-	0.0%
DHA	Civilian FTE	99	99	99	99	99	99	99	0	0.0%
DISA	Civilian FTE	285	311	316	321	326	331	331	46	16.1%
DLA	Civilian FTE	9	9	9	9	9	9	9	0	0.0%
DTRA	Civilian FTE	143	142	141	141	140	140	140	(3)	-2.1%
JCS	Civilian FTE	49	49	31	31	31	31	31	(18)	-36.7%
MDA	Civilian FTE	408	377	349	333	338	342	342	(66)	-16.2%
NAVY	Civilian FTE	4580	4,600	4,560	4,456	4,334	4,334	4,334	(246)	-5.4%
USAF	Civilian FTE	2897	2,923	2,871	2,841	2,811	2,792	2,792	(105)	-3.6%
USMC	Civilian FTE	438	434	434	434	434	434	434	(4)	-0.9%
ARMY	Military ES	876	965	925	905	905	905	905	29	3.3%
DCMA	Military ES	137	137	136	135	131	103	103	(34)	-24.8%
DISA	Military ES	24	24	24	24	24	24	24	-	0.0%
DLA	Military ES	3	3	3	3	3	3	3	-	0.0%
DTRA	Military ES	51	51	51	51	51	51	51	-	0.0%
MDA	Military ES	56	54	53	53	52	52	52	(4)	-7.1%
NAVY	Military ES	849	847	842	841	838	838	838	(11)	-1.3%
USAF	Military ES	2353	2,700	2,696	2,695	2,695	2,695	2,695	342	14.5%
USMC	Military ES	376	351	351	351	351	351	351	(25)	-6.6%
ALL CATEGORIES	Civilian FTE Total	11,836	11,818	11,708	11,517	11,374	11,364	11,364	(472)	-4.0%
ALL CATEGORIES	Military ES Total	4,725	5,132	5,081	5,058	5,050	5,022	5,022	297	6.3%
	<b>PM TOTAL</b>	<b>16,561</b>	<b>16,950</b>	<b>16,789</b>	<b>16,575</b>	<b>16,424</b>	<b>16,386</b>	<b>16,386</b>	<b>(175)</b>	<b>-1.1%</b>
	Civ Change		(18)	(110)	(191)	(143)	(10)	-		
	Mil Change		407	(51)	(23)	(8)	(28)	-		
	<b>PM TOT Change</b>		<b>389</b>	<b>(161)</b>	<b>(191)</b>	<b>(143)</b>	<b>(10)</b>	<b>-</b>		

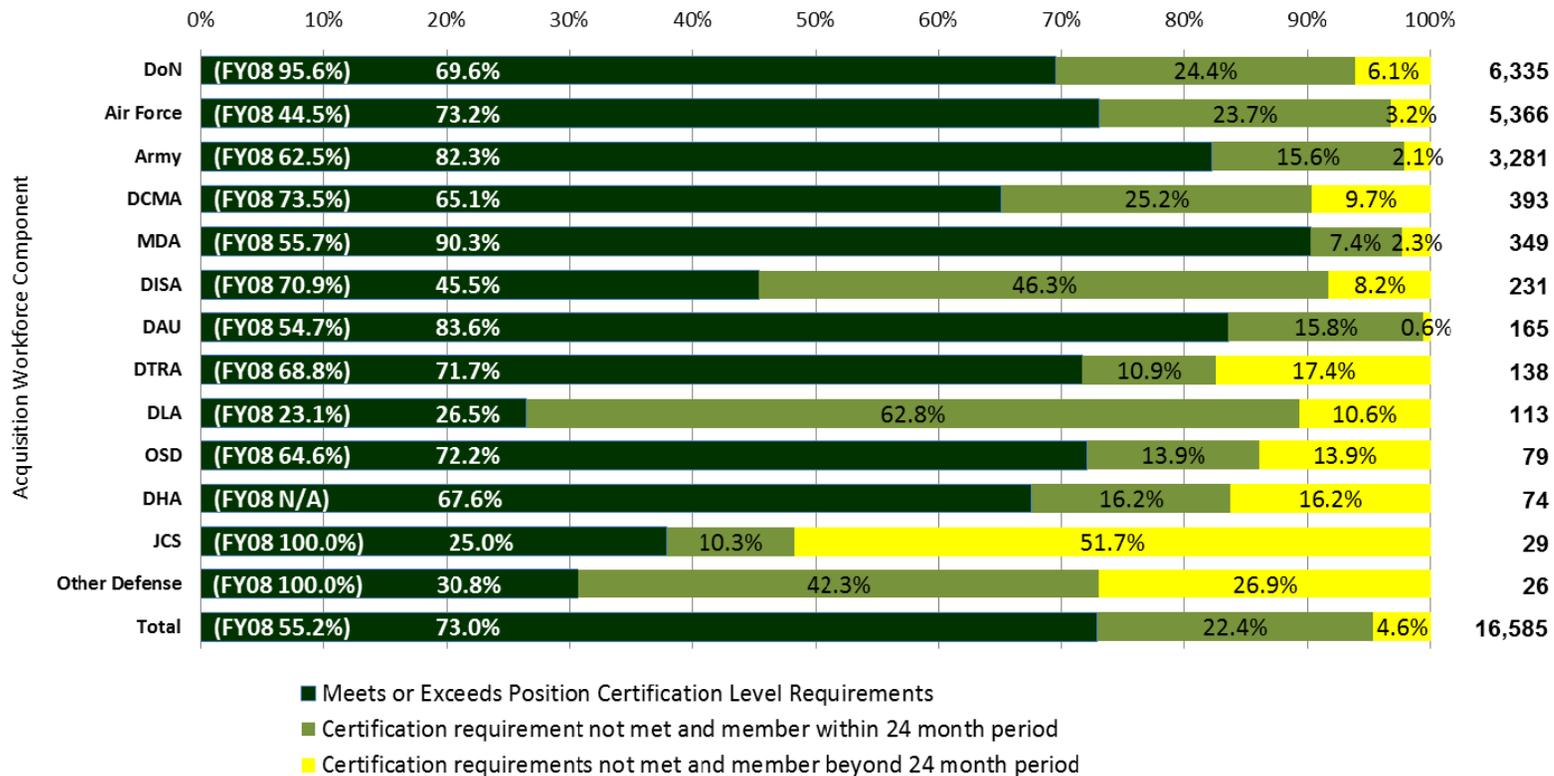
Data Source: OSD CAPE SNAP Database;



# Program Management DAWIA Certification by Component



## Certification Level "Meet/Exceed" Rates by Component Program Management (FY15)

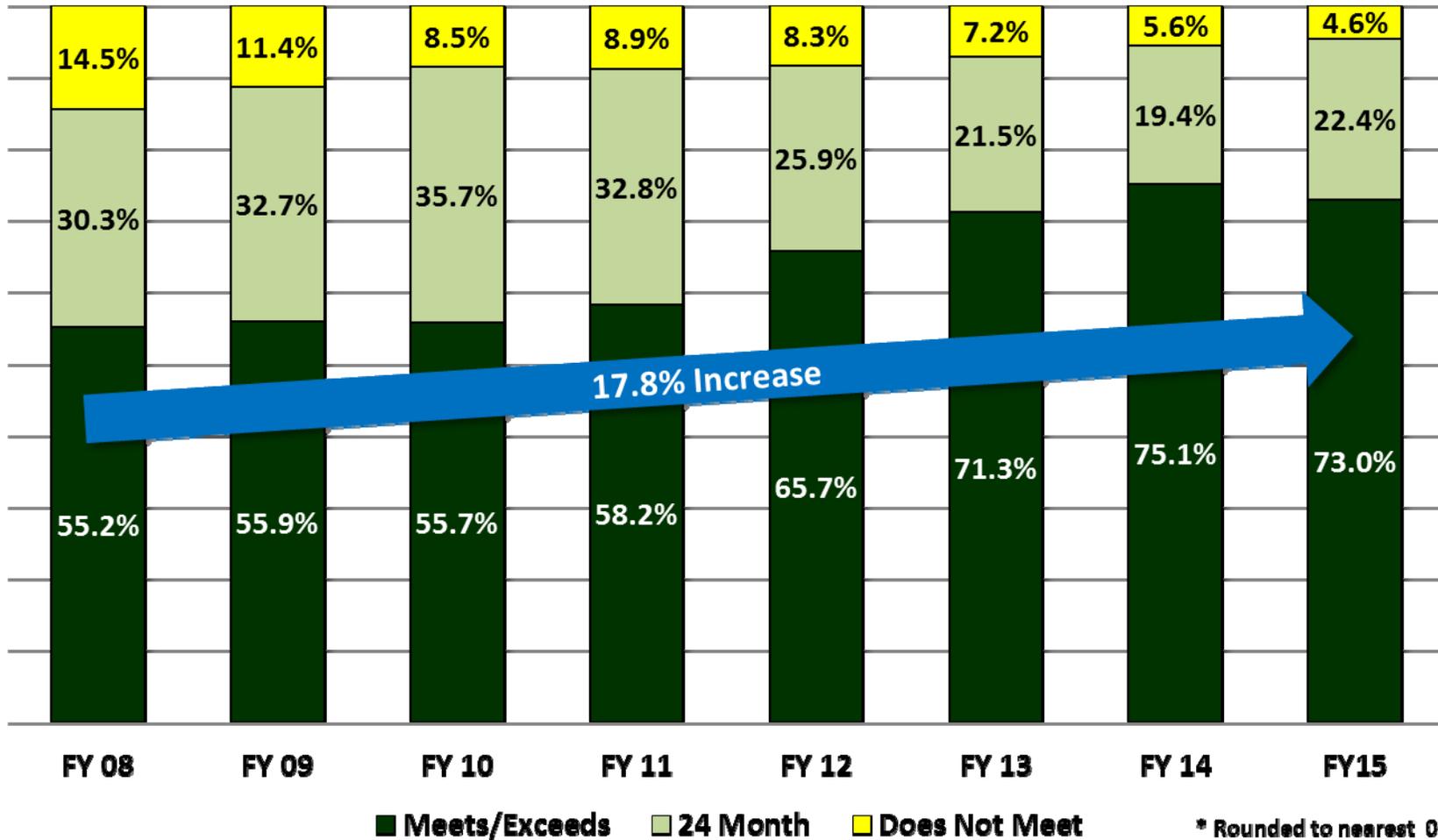




# Program Management Historical DAWIA Certification FY08 – FY15



## Program Management





# Program Management DAWIA Certification Matrix + Bench Strength



Program Management	Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	502	483	224	66	1,275	60.6%
Level II	1,075	1,013	3,391	1,172	6,651	68.6%
Level III	688	497	681	6,762	8,628	78.4%
<i>Unspecified</i>	10	4	12	5	31	
<b>FY15Q4 TOTAL</b>	<b>2,275</b>	<b>1,997</b>	<b>4,308</b>	<b>8,005</b>	<b>16,585</b>	<b>73.0%</b>
	13.7%	12.0%	26.0%	48.3%		

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>Program IV</b>	<b>1,462</b>	<b>8.8%</b>	<b>9 of 13</b>

\*\* Based on population total without unspecified positions

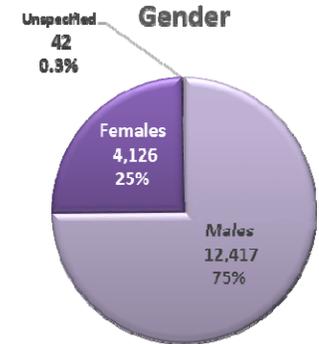
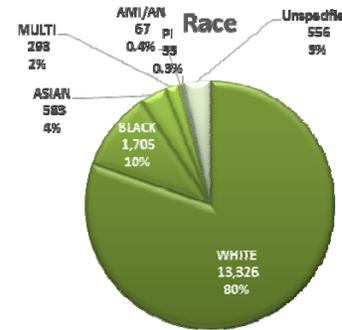
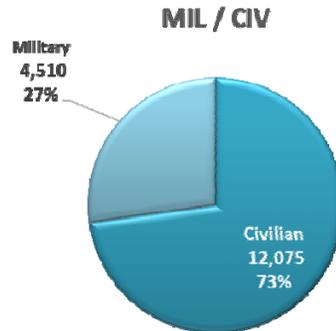
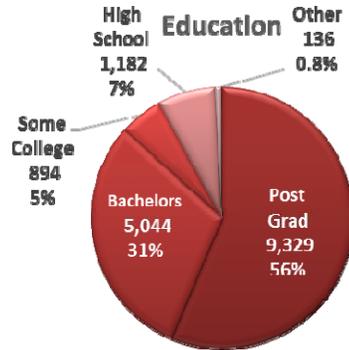
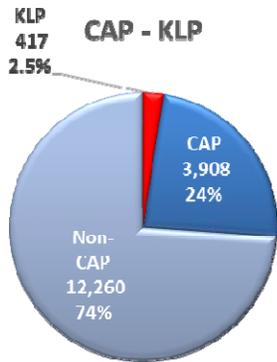
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	773	482	20	1,275	7.7%
Level II	4,563	1,828	260	6,651	40.1%
Level III	6,762	1,377	489	8,628	52.0%
<i>Unspecified</i>	5	24	2	31	0.2%
<b>Program Management TOTAL</b>	<b>12,103</b>	<b>3,711</b>	<b>771</b>	<b>16,585</b>	
	73.0%	22.4%	4.6%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Program Management Demographics



Occupied Position Type	PM TOTAL	Entire DAW
Key Leadership Positions (KLPs)	417 2.5%	1,089 0.7%
Critical Acquisition Positions (CAPs) *	3,908 23.6%	15,728 10.1%
Non-CAP Positions	12,260 73.9%	139,496 89.2%
<b>TOTAL</b>	<b>16,585</b>	<b>156,313</b>

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

Highest Level of Education	PM TOTAL	Entire DAW
Post Grad	9,329 56.2%	61,177 39.1%
Bachelors	5,044 30.4%	69,485 44.5%
Some College	894 5.4%	11,992 7.7%
High School	1,182 7.1%	12,667 8.1%
Other	136 0.8%	992 0.6%
<b>TOTAL</b>	<b>16,585</b>	<b>156,313</b>

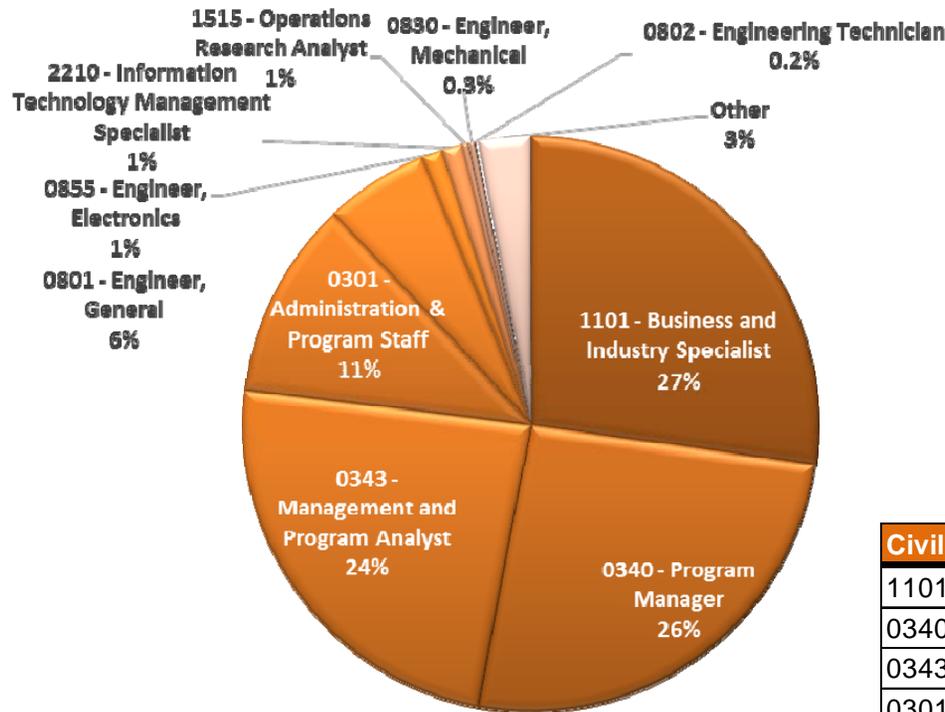
Military / Civilian	PM TOTAL	Entire DAW
Civilian	12,075 72.8%	140,962 90.2%
Military	4,510 27.2%	15,351 9.8%
<b>TOTAL</b>	<b>16,585</b>	<b>156,313</b>

Race	PM TOTAL	Entire DAW
WHITE	13,326 80.3%	117,023 74.9%
BLACK	1,705 10.3%	18,589 11.9%
ASIAN	583 3.5%	10,128 6.5%
MULTI	293 1.8%	3,274 2.1%
AMI/AN	67 0.4%	850 0.5%
PI	55 0.3%	722 0.5%
Unspecified	556 3.4%	5,727 3.7%
<b>TOTAL</b>	<b>16,585</b>	<b>156,313</b>

Gender	PM TOTAL	Entire DAW
Males	12,417 74.9%	110,309 70.6%
Females	4,126 24.9%	45,555 29.1%
Unspecified	42 0.3%	448 0.3%
<b>TOTAL</b>	<b>16,585</b>	<b>156,312</b>



# Program Management Size by Occupational Series



Civilian Occupational Series	PM TOTAL	
1101 - Business and Industry Specialist	3,285	27.2%
0340 - Program Manager	3,107	25.7%
0343 - Management and Program Analyst	2,901	24.0%
0301 - Administration & Program Staff	1,329	11.01%
0801 - Engineer, General	707	5.86%
0855 - Engineer, Electronics	143	1.18%
2210 - Information Technology Management Specialist	141	1.17%
1515 - Operations Research Analyst	45	0.37%
0830 - Engineer, Mechanical	40	0.33%
0802 - Engineering Technician	24	0.20%
Other	353	2.92%
<b>TOTAL CIVILIAN</b>	<b>12,075</b>	<b>Civilians</b>



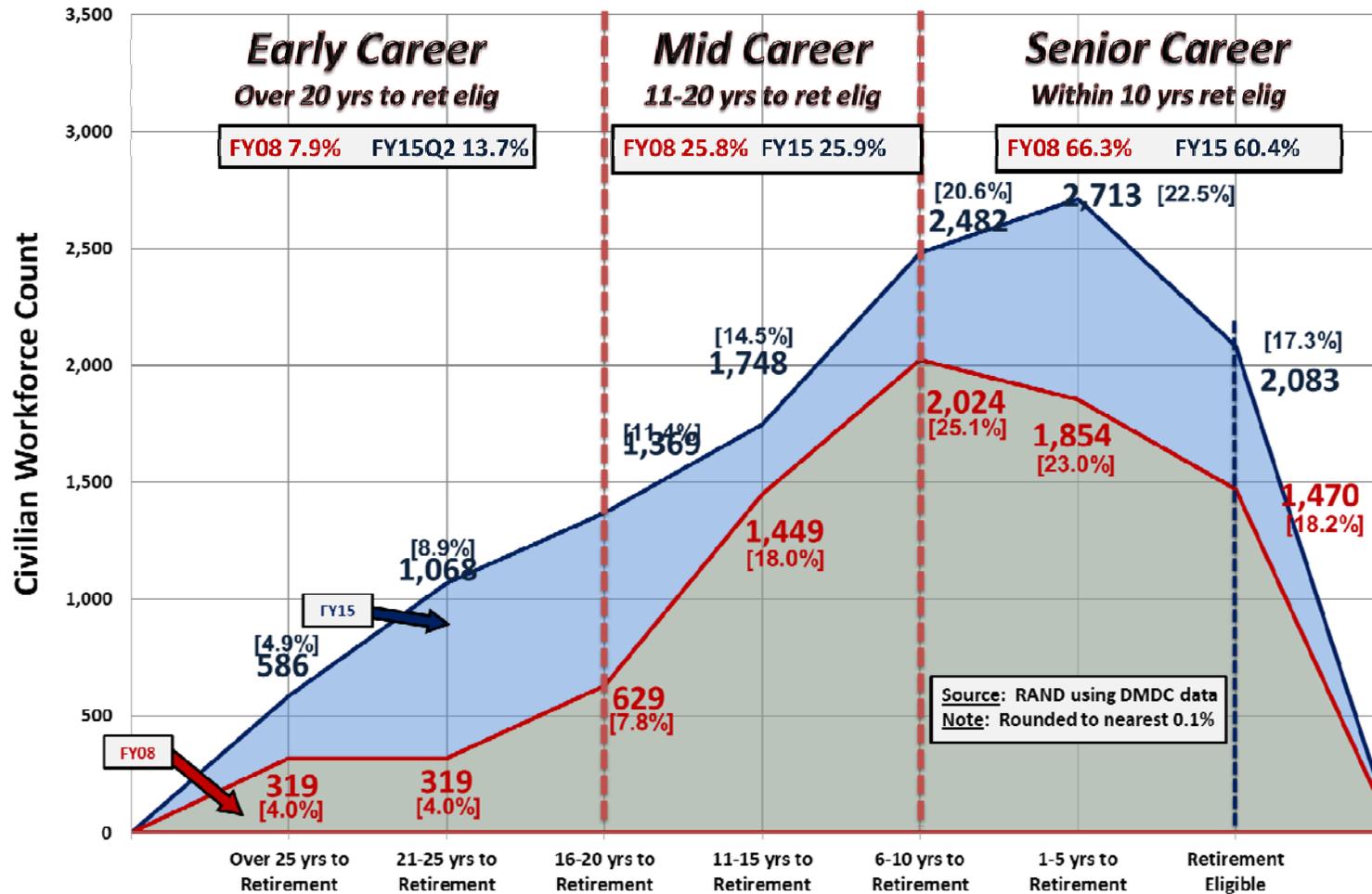
# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**



# Program Management Civilian Retirement Eligibility Distribution – FY08 / FY14



Program Mgmt. DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs End-FY15



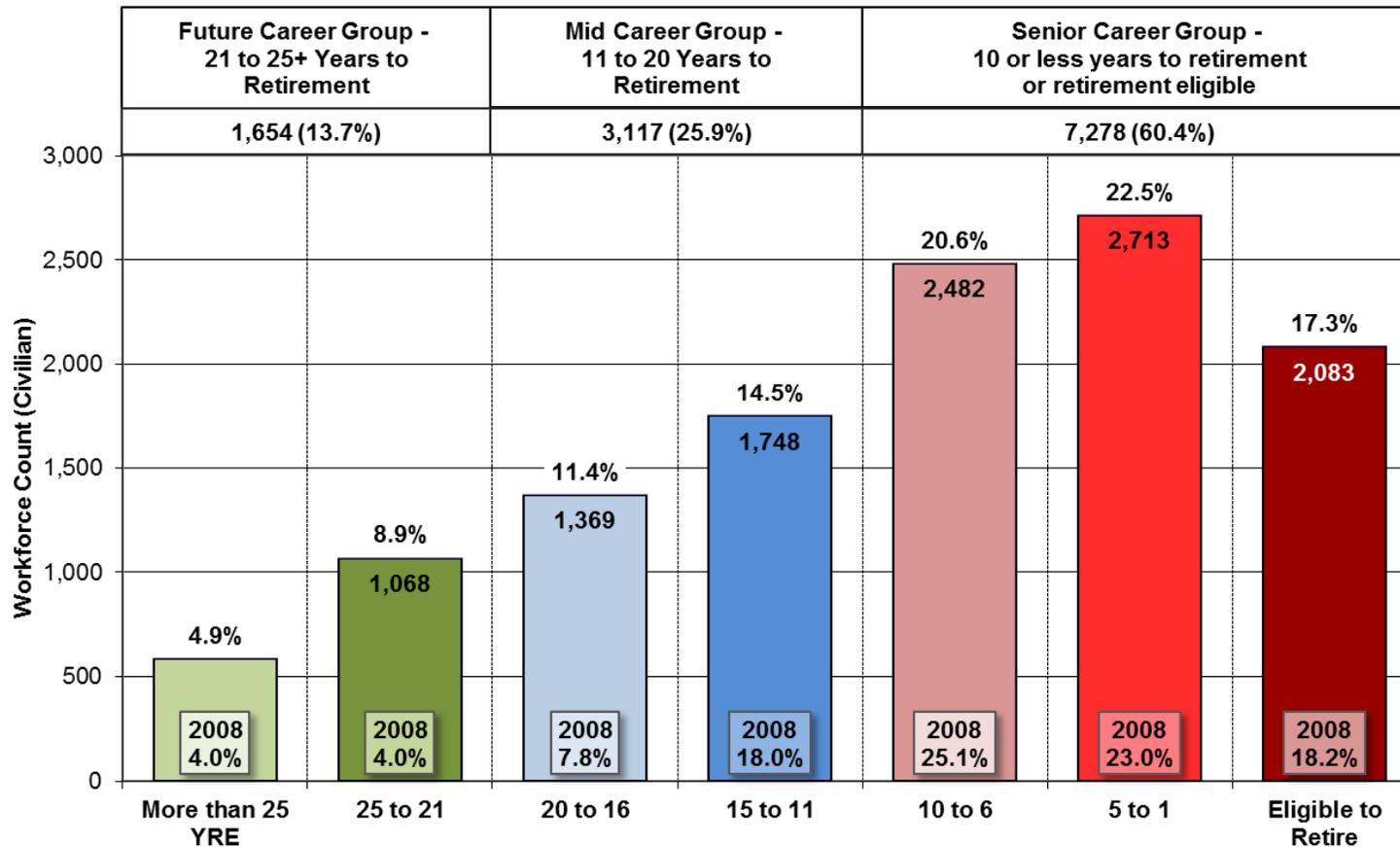
As of the end of FY15 (30 Sept 2015)



# Program Management Workforce Lifecycle Model by YRE



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



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

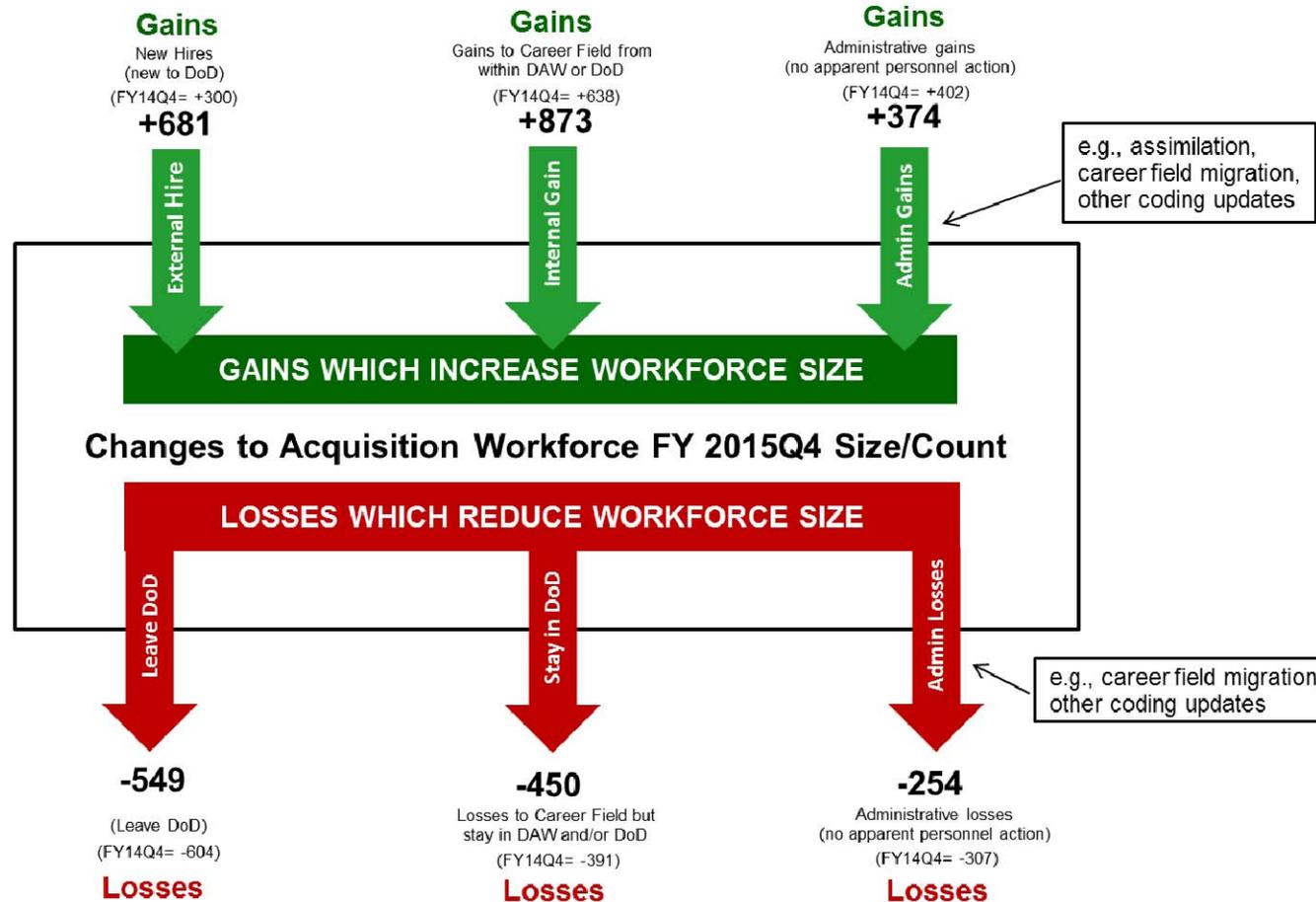
As of the end of FY15 (30 Sept 2015)



# Program Management Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Program Management

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



As of the end of FY15 (30 Sept 2015)

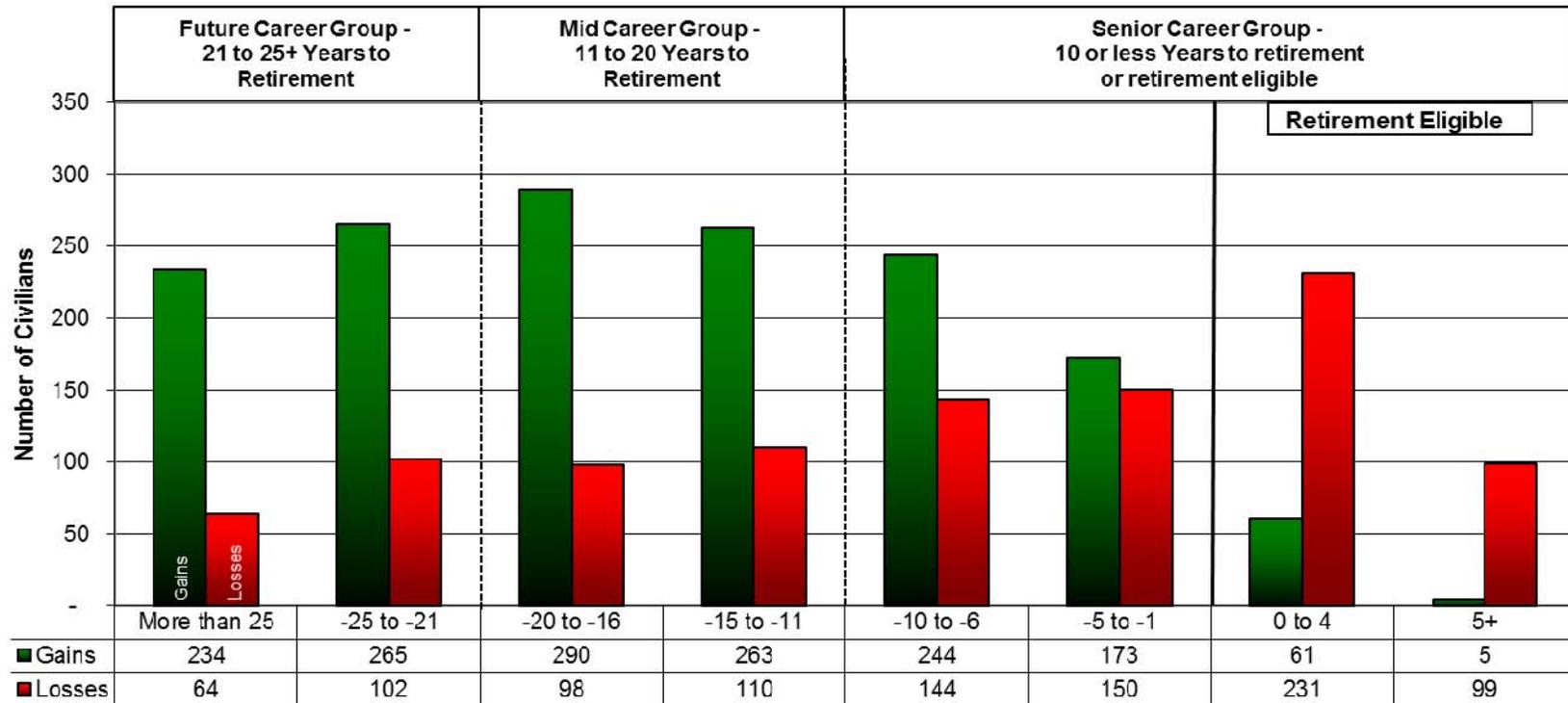


# Program Management Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - PM

Workforce Lifecycle FY 2015Q4 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

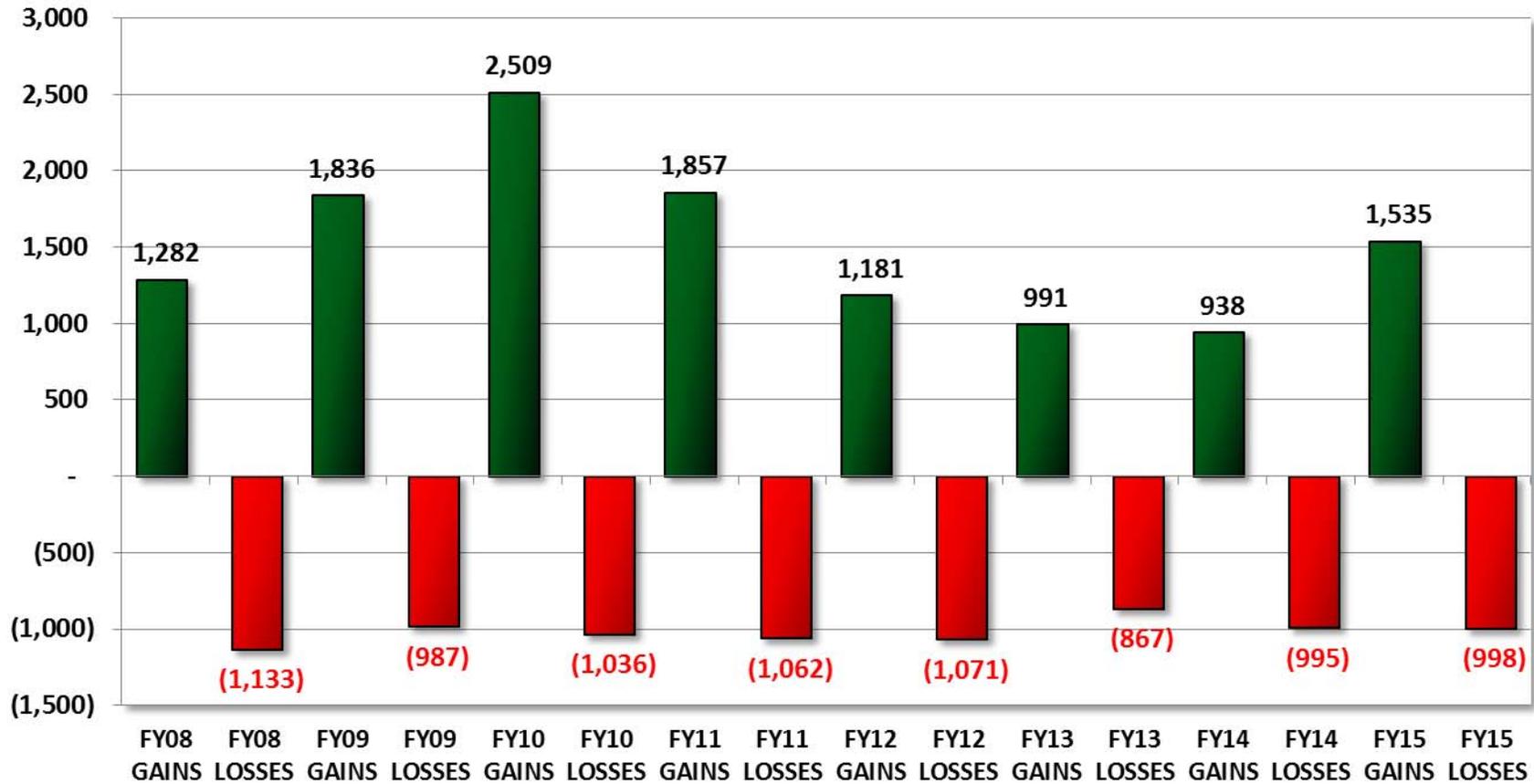
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)

\*Does not include administrative gains and losses

As of the end of FY15 (30 Sept 2015)



# Program Management Historical Gains and Losses FY08 – FY15



As of the end of FY15 (30 Sept 2015)

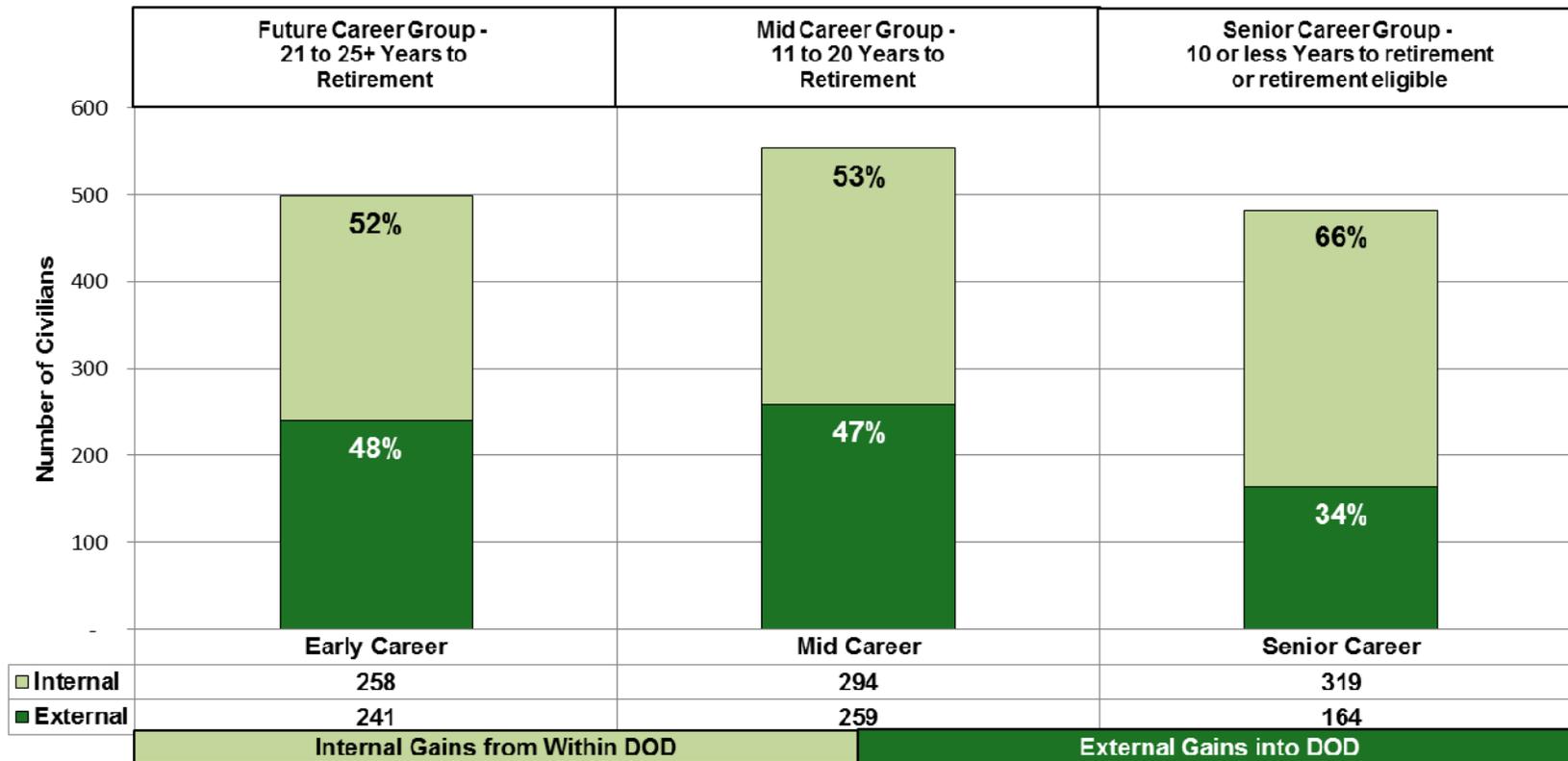


# Program Management Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - PM

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)

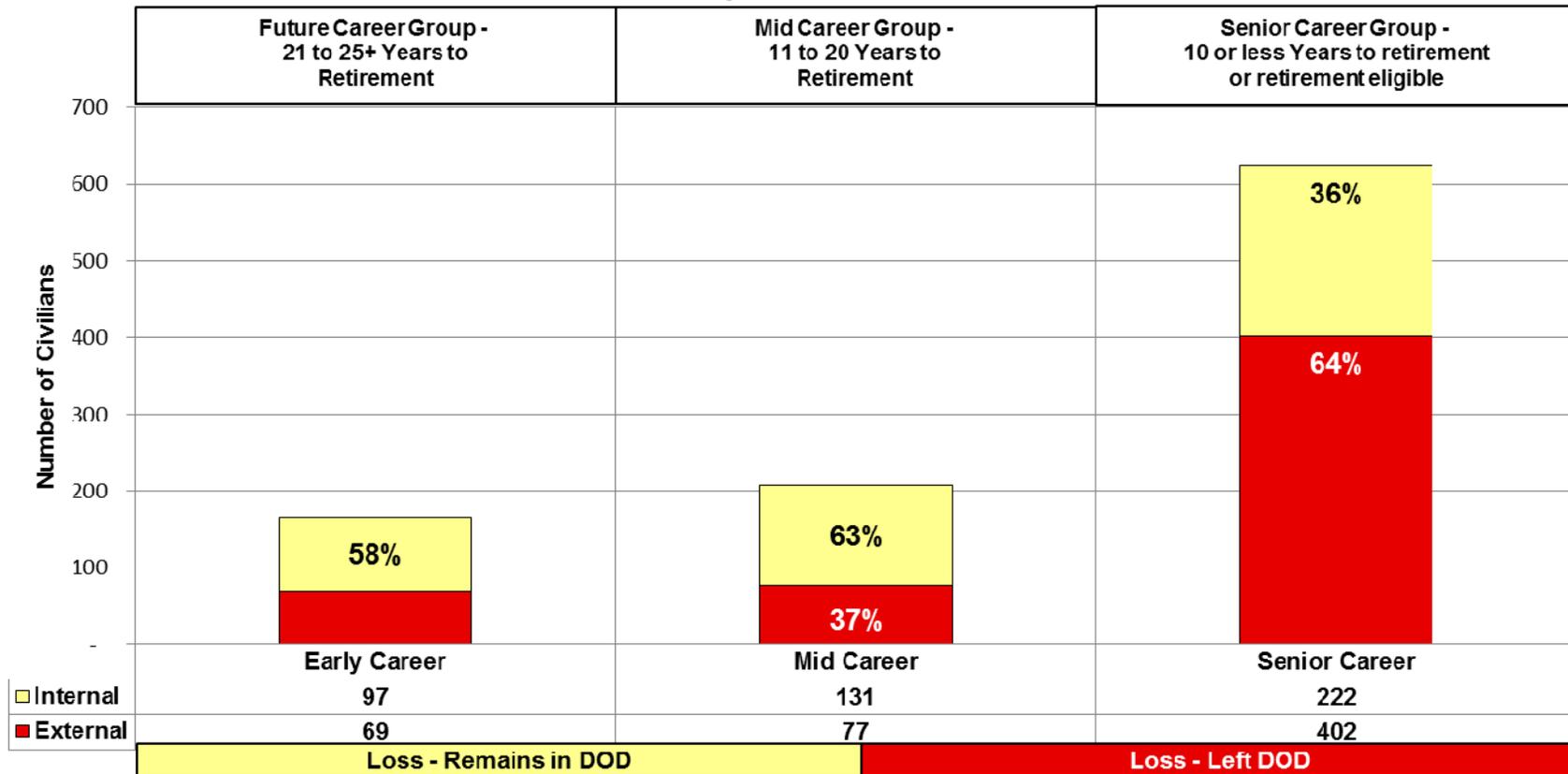


# Program Management Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - PM

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

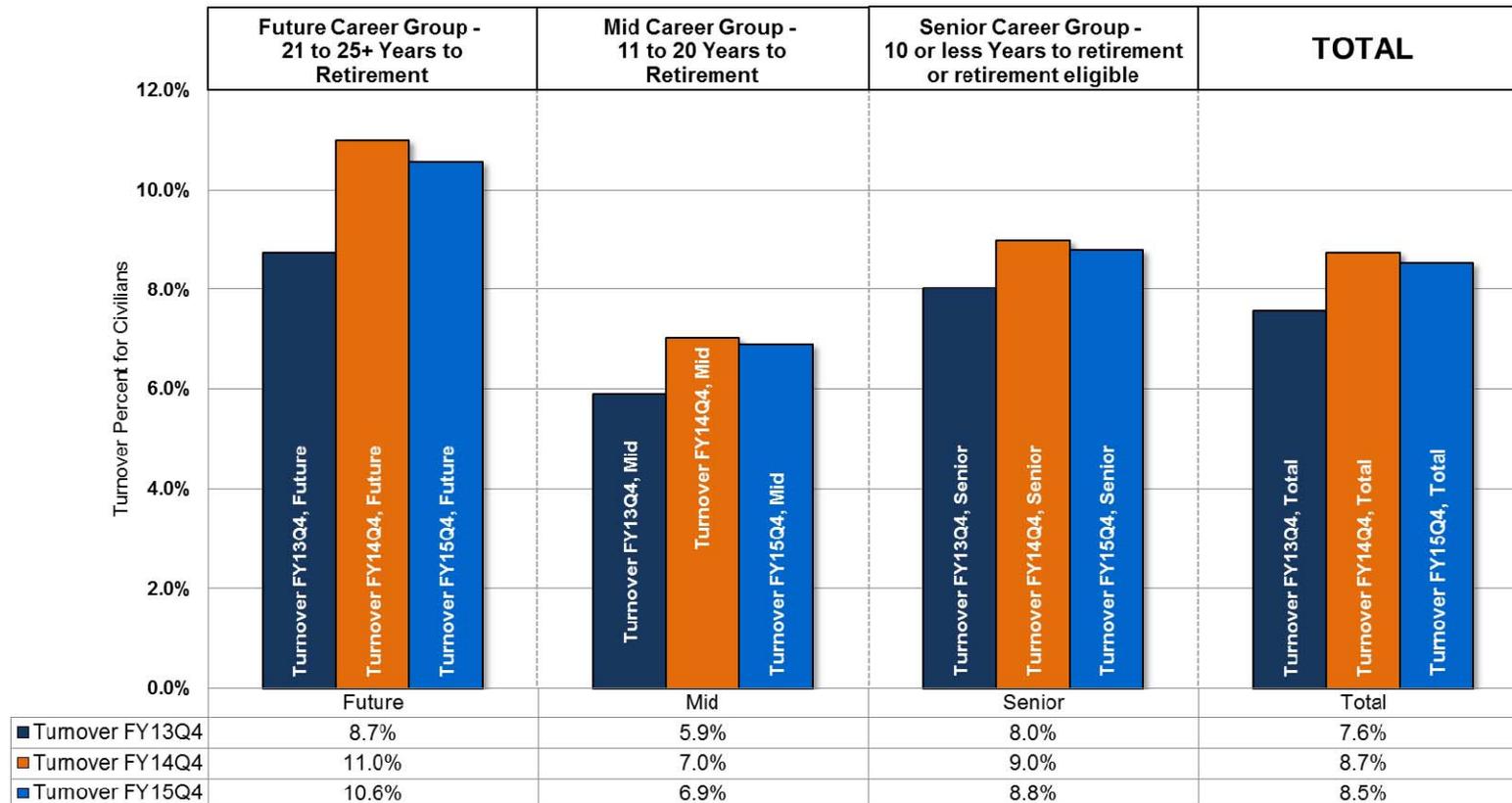
As of the end of FY15 (30 Sept 2015)



# Program Management Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY15 (30 Sept 2015)

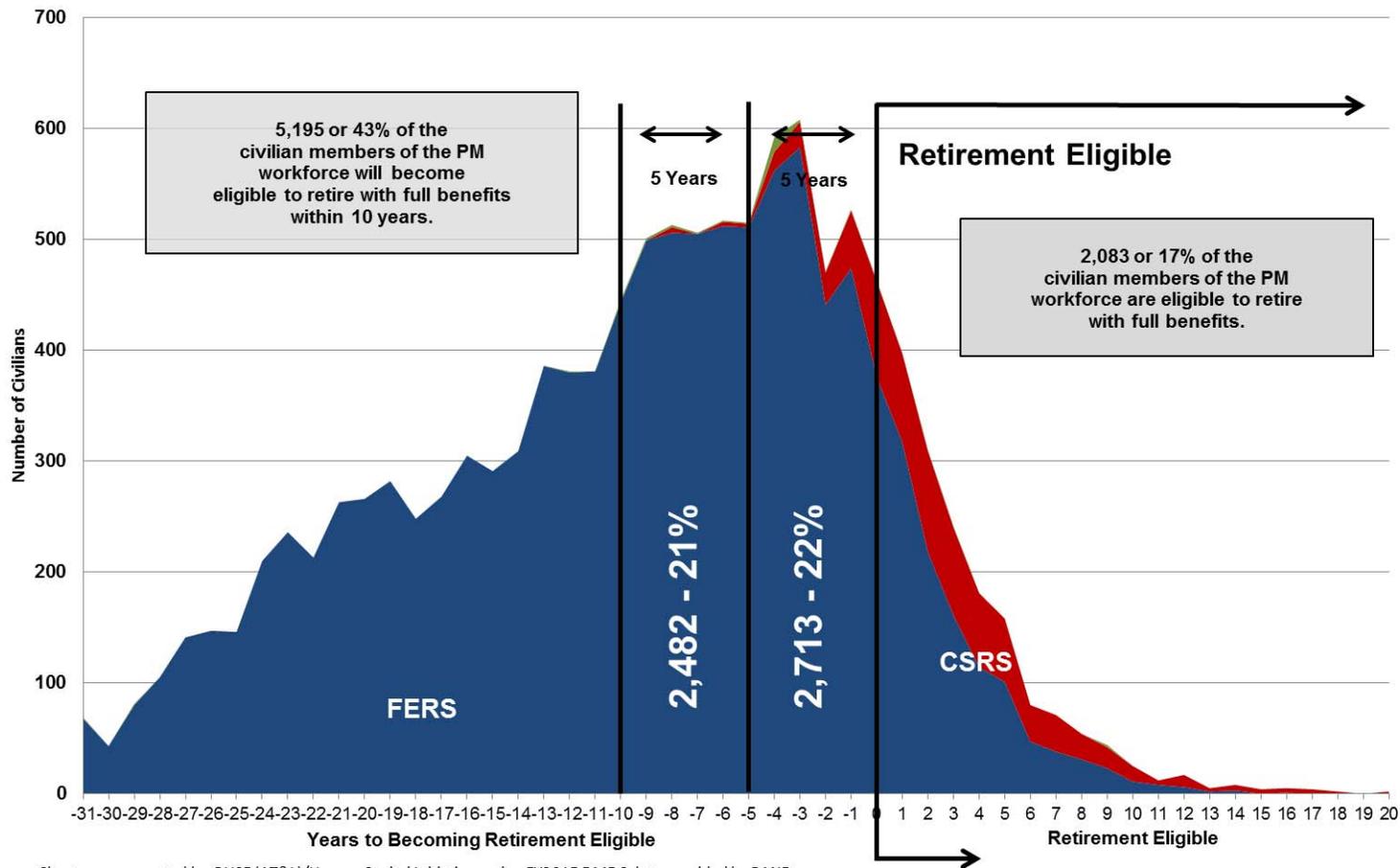


# Program Management Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - PM

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 Sept2015)



***END***