



# Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing  
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 Production, Quality and Manufacturing	FY 2008				FY 2015Q4			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	8,445	693	9,138	125,879	9,163	659	9,822	156,313
Change in size from 2008	-	-	-	-	9%	-5%	7%	24%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	40%	83%	43%	77%	42%	87%	45%	84%
Graduate Degree	9%	38%	12%	29%	14%	71%	17%	39%
<b>Certification</b>								
Level I or Higher Achieved	76%	56%	74%	72%	82%	69%	81%	85%
Level II or Higher Achieved	68%	42%	66%	61%	73%	48%	71%	74%
Level III Achieved	13%	23%	14%	36%	21%	29%	21%	44%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	74%	55%	72%	76%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	21%	41%	22%	21%
Does Not Meet Certification Requirement	11%	4%	10%	14%	6%	4%	6%	4%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	82%	26%	78%	62%	53%	7%	50%	40%
Average Age	51.0	39.9	50.2	45.7	49.4	39.4	48.8	45.1
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	14/25/60(%)	-	-	25/23/52(%)
Average Years of Service	21.0	16.2	20.7	17.3	16.9	17.5	16.9	15.2
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,008(22%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,809(20%)	-	-	25,749(19%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,210/1,045	-	-	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 Production, Quality and Man Defense Acquisition Workforce count is 9,822, up from 9,138 in FY08, a total increase of 684
- The Production, Quality and Man Defense Acquisition Workforce count was at its highest point (9,822) in FY15, and its lowest point (8,364) in FY07
- The Agencies with the largest increases, since FY08, are NAVY, DCMA, and MDA, with increases of 805 (40%), 495 (13%), and 17 (46%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, AIR FORCE, and OSD, with decreases of 559 (-29%), 52 (-14%), and 11 (-84%), respectively

### Defense Acquisition Workforce DAWIA Certification Highlights

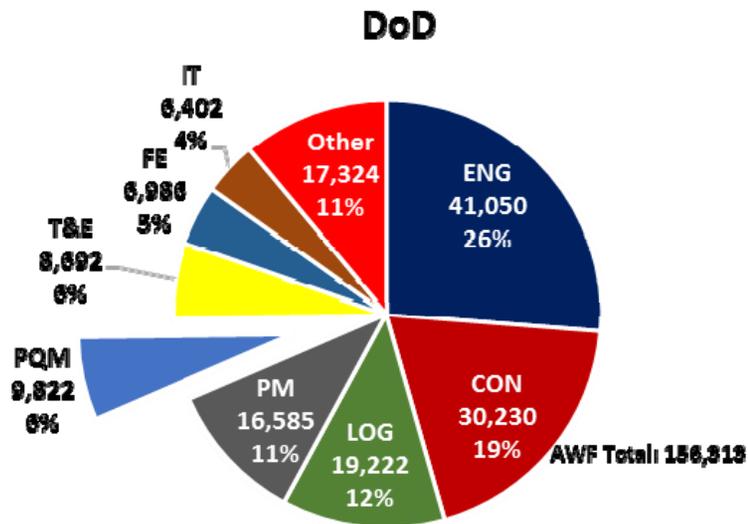
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 72.4%; up from 63.1% in FY08
- The current Production, Quality and Manufacturing Meets/Exceeds certification rate is up 9.3% from FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA 24 month grace period rate is 22.1%; down from 26.5% in FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.5%; down from 10.4% in FY08

### Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 60.5% (5,522) (10 years or less to retirement eligibility or retirement eligible)
- 22% (2,008) are currently eligible to retire, ↓ from 28.8% in FY08
- Mid Career Group 25.5% (2,326) (11 to 20 years to retirement), 19.2% in FY08
- Future Career Group 14.1% (1,285) (21 to 25+ years to retirement), ↑ from 9.5% 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%
<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>		



# PQM Workforce Historical Size by Agency FY05 – FY15



Production, Quality and Man	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14	
Defense Acq Workforce														
ARMY	2,287	2,193	2,083	1,952	1,930	2,081	2,004	1,777	1,608	1,432	1,393	-29%	-3%	
DoN	2,032	2,000	1,960	2,005	2,064	2,181	2,353	2,379	2,468	2,675	2,810	40%	5%	
AIR FORCE	407	334	326	383	389	404	406	405	326	330	331	-14%	0%	
DCMA	4,125	3,822	3,548	3,858	3,975	4,259	3,948	4,026	4,371	4,352	4,353	13%	0%	
DLA	534	590	438	865	652	769	852	823	827	815	868	0%	7%	
DCAA	-	-	-	3	-	-	-	-	-	-	-	-	-100%	
MDA	6	5	8	37	6	23	31	41	47	54	54	46%	0%	
DISA	-	1	-	-	-	-	-	-	-	-	-			
DHA	-	-	-	2	1	2	1	1	2	3	2	0%	-33%	
DTRA	-	-	-	-	-	-	-	-	-	-	-			
DAU	4	5	-	5	5	5	5	5	7	9	9	80%	0%	
OSD	1	-	-	13	1	3	1	1	2	1	2	-85%	100%	
JCS	-	-	-	-	-	-	-	-	-	-	-			
DeCA	1	-	-	-	-	-	-	-	-	-	-			
WHS	-	-	1	-	-	-	-	-	-	-	-			
DFAS	-	16	-	-	-	-	-	-	-	-	-			
DoDEA	-	-	-	-	-	-	-	-	-	-	-			
DMEA	-	-	-	-	-	-	-	-	-	-	-			
DoD HRA	-	-	-	1	-	-	-	-	-	-	-	-100%		
TRMC	-	-	-	2	-	-	-	-	-	-	-	-100%		
DSCA	-	-	-	-	-	-	-	-	-	-	-			
DMA	-	-	-	-	-	-	-	-	-	-	-			
DSS	-	-	-	-	-	-	-	-	-	-	-			
DTIC	-	-	-	-	-	-	-	-	-	-	-			
DARPA	-	-	-	1	-	-	-	-	-	-	-	-100%		
NDU	-	-	-	2	-	-	-	-	-	-	-	-100%		
IG	-	-	-	4	-	-	-	-	-	-	-	-100%		
ASD	-	-	-	-	-	-	-	-	-	-	-			
PFPA	-	-	-	-	-	-	-	-	-	-	-			
4th Estate Other	-	-	-	5	-	-	-	-	-	-	-	-100%		
												↑	↑	
<b>TOTAL</b>	<b>9,397</b>	<b>8,966</b>	<b>8,364</b>	<b>9,138</b>	<b>9,023</b>	<b>9,727</b>	<b>9,601</b>	<b>9,458</b>	<b>9,658</b>	<b>9,671</b>	<b>9,822</b>	<b>7.5%</b>	<b>1.6%</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 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%
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

PQM Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15-FY21 Change	FY15-FY21 Chg %
ARMY	Civilian FTE	1345	1,302	1,210	1,136	1,136	1,136	1,136	(209)	-15.5%
DAU	Civilian FTE	7	7	7	7	7	7	7	-	0.0%
DCMA	Civilian FTE	3852	4,212	4,347	4,378	4,381	4,385	4,385	533	13.8%
DHA	Civilian FTE	2	2	2	2	2	2	2	0	0.0%
DLA	Civilian FTE	888	880	869	861	852	844	836	(52)	-5.9%
MDA	Civilian FTE	61	56	52	50	50	51	51	(10)	-16.4%
NAVY	Civilian FTE	2078	2,101	2,108	2,099	2,093	2,093	2,093	15	0.7%
USAF	Civilian FTE	255	222	218	207	204	200	200	(55)	-21.6%
USMC	Civilian FTE	1	1	1	1	1	1	1	-	0.0%
DLA	Military ES	2	2	2	2	2	2	2	-	0.0%
NAVY	Military ES	503	502	501	503	503	503	503	-	0.0%
USAF	Military ES	72	98	98	98	98	98	98	26	36.1%
USMC	Military ES	35	35	35	35	35	35	35	-	0.0%
<i>ALL CATEGORIES</i>	Civilian FTE Total	8,489	8,783	8,814	8,741	8,726	8,719	8,711	222	2.6%
<i>ALL CATEGORIES</i>	Military ES Total	612	637	636	638	638	638	638	26	4.2%
	<b>PQM TOTAL</b>	<b>9,101</b>	<b>9,420</b>	<b>9,450</b>	<b>9,379</b>	<b>9,364</b>	<b>9,357</b>	<b>9,349</b>	248	2.7%
	Civ Change		294	31	(73)	(15)	(7)	(8)		
	Mil Change		25	(1)	2	-	-	-		
	<b>PQM TOT Change</b>		<b>319</b>	<b>30</b>	<b>(71)</b>	<b>(15)</b>	<b>(7)</b>	<b>(8)</b>		

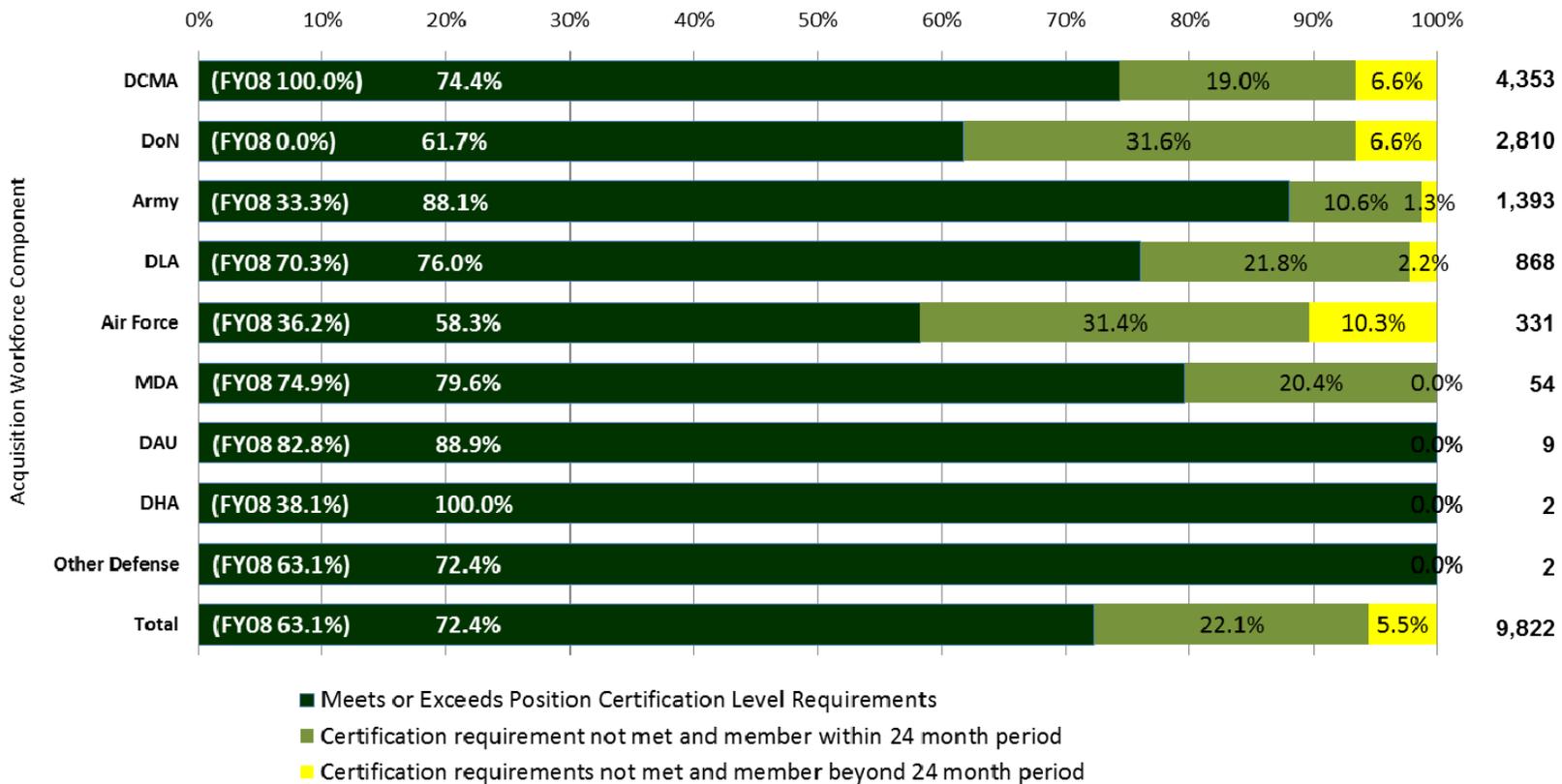
Data Source: OSD CAPE SNAP Database;



# PQM DAWIA Certification by Component



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

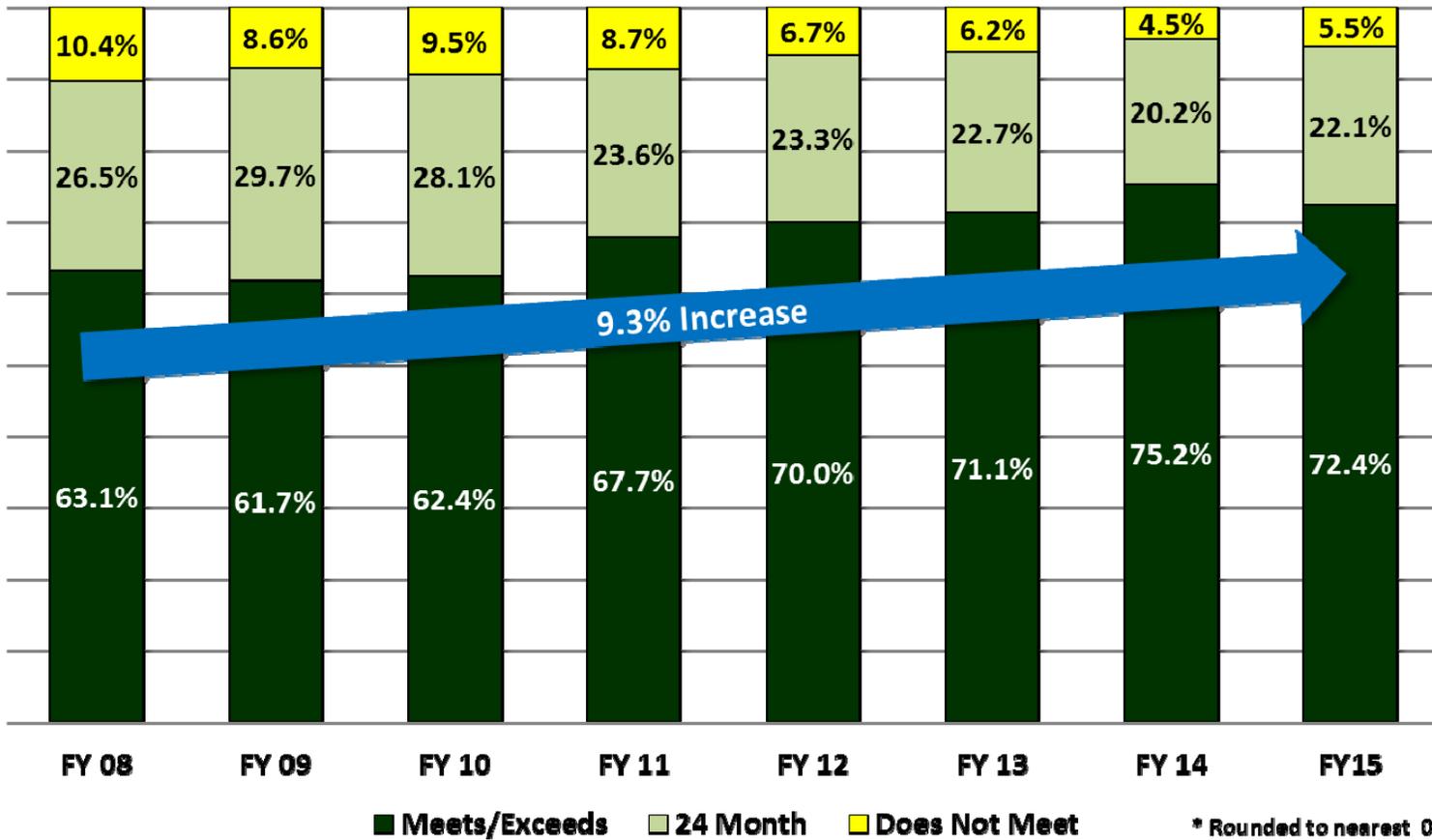




# PQM Historical DAWIA Certification FY08 – FY15



## Production, Quality and Manufacturing





# PQM DAWIA Certification Matrix + Bench Strength



PQM Required Certification Level	Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	412	371	136	12	931	55.7%
Level II	1,254	578	4,534	474	6,840	73.2%
Level III	163	50	255	1,579	2,047	77.1%
Unspecified	1	-	1	2	4	
<b>FY15Q4 TOTAL</b>	<b>1,830</b>	<b>999</b>	<b>4,926</b>	<b>2,067</b>	<b>9,822</b>	<b>72.4%</b>
	18.6%	10.2%	50.2%	21.0%		

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>PQM</b>	<b>622</b>	<b>6.3%</b>	<b>12 of 13</b>

\*\* Based on population total without unspecified positions

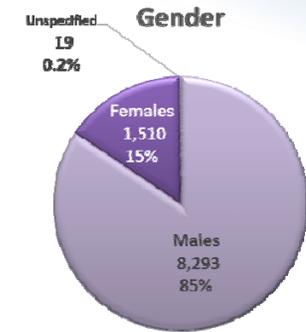
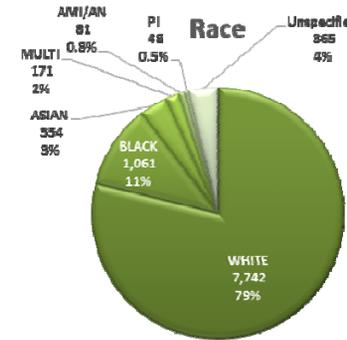
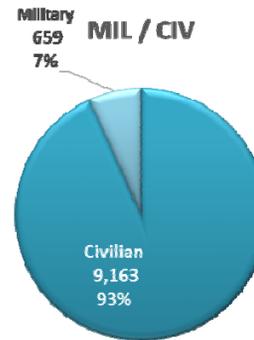
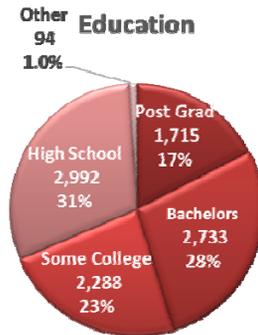
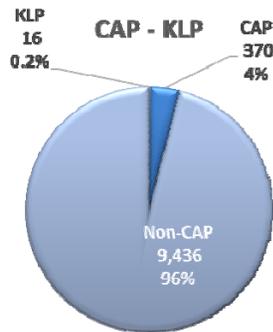
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	519	395	17	931	9.5%
Level II	5,008	1,434	398	6,840	69.6%
Level III	1,579	340	128	2,047	20.8%
Unspecified	2	2	-	4	0.0%
<b>PQM TOTAL</b>	<b>7,108</b>	<b>2,171</b>	<b>543</b>	<b>9,822</b>	
	72.4%	22.1%	5.5%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# PQM Demographics



Occupied Position Type	PQM TOTAL	Entire DAW
Key Leadership Positions (KLPs)	16 <i>0.2%</i>	1,089 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	370 <i>3.8%</i>	15,728 <i>10.1%</i>
Non-CAP Positions	9,436 <i>96.1%</i>	139,496 <i>89.2%</i>
<b>TOTAL</b>	<b>9,822</b>	<b>156,313</b>

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

Highest Level of Education	PQM TOTAL	Entire DAW
Post Grad	1,715 <i>17.5%</i>	61,177 <i>39.1%</i>
Bachelors	2,733 <i>27.8%</i>	69,485 <i>44.5%</i>
Some College	2,288 <i>23.3%</i>	11,992 <i>7.7%</i>
High School	2,992 <i>30.5%</i>	12,667 <i>8.1%</i>
Other	94 <i>1.0%</i>	992 <i>0.6%</i>
<b>TOTAL</b>	<b>9,822</b>	<b>156,313</b>

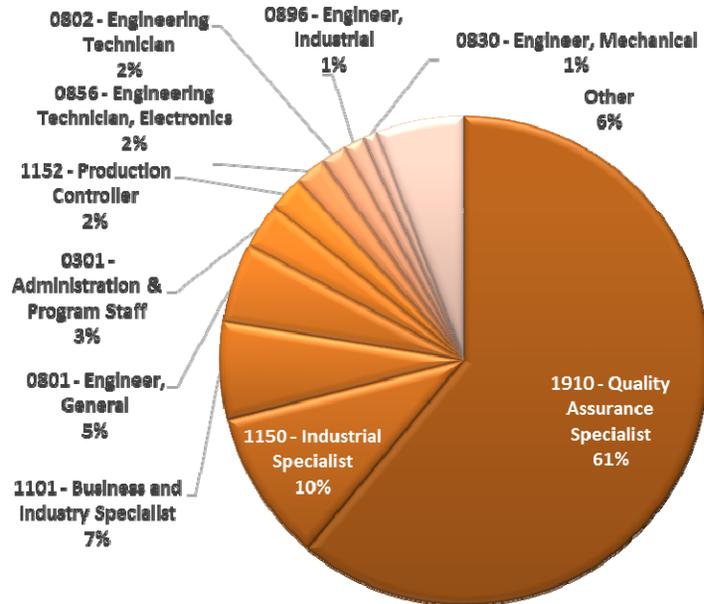
Military / Civilian	PQM TOTAL	Entire DAW
Civilian	9,163 <i>93.3%</i>	140,962 <i>90.2%</i>
Military	659 <i>6.7%</i>	15,351 <i>9.8%</i>
<b>TOTAL</b>	<b>9,822</b>	<b>156,313</b>

Race	PQM TOTAL	Entire DAW
WHITE	7,742 <i>78.8%</i>	117,023 <i>74.9%</i>
BLACK	1,061 <i>10.8%</i>	18,589 <i>11.9%</i>
ASIAN	354 <i>3.6%</i>	10,128 <i>6.5%</i>
MULTI	171 <i>1.7%</i>	3,274 <i>2.1%</i>
AMI/AN	81 <i>0.8%</i>	850 <i>0.5%</i>
PI	48 <i>0.5%</i>	722 <i>0.5%</i>
Unspecified	365 <i>3.7%</i>	5,727 <i>3.7%</i>
<b>TOTAL</b>	<b>9,822</b>	<b>156,313</b>

Gender	PQM TOTAL	Entire DAW
Males	8,293 <i>84.4%</i>	110,309 <i>70.6%</i>
Females	1,510 <i>15.4%</i>	45,555 <i>29.1%</i>
Unspecified	19 <i>0.2%</i>	448 <i>0.3%</i>
<b>TOTAL</b>	<b>9,822</b>	<b>156,312</b>



# PQM Size by Occupational Series



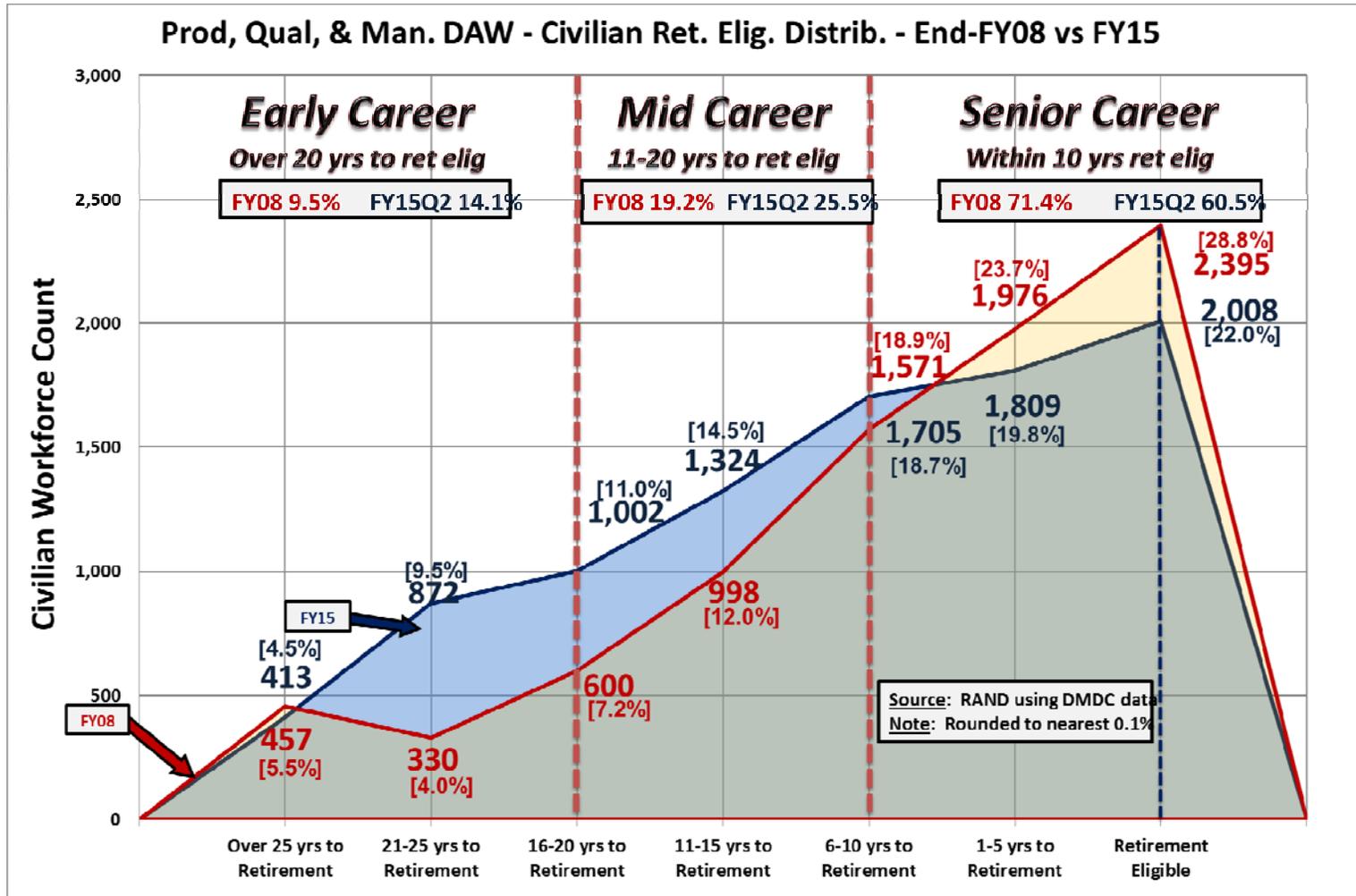
Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	5,594	61.0%
1150 - Industrial Specialist	916	10.0%
1101 - Business and Industry Specialist	594	6.5%
0801 - Engineer, General	481	5.25%
0301 - Administration & Program Staff	276	3.01%
1152 - Production Controller	210	2.29%
0856 - Engineering Technician, Electronics	188	2.05%
0802 - Engineering Technician	156	1.70%
0896 - Engineer, Industrial	126	1.38%
0830 - Engineer, Mechanical	87	0.95%
Other	535	5.84%
<b>TOTAL CIVILIAN</b>	<b>9,163</b>	<b>Civilians</b>



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



# PQM Civilian Retirement Eligibility Distribution – FY08 / FY15



As of the end of FY15 (30 Sept 2015)

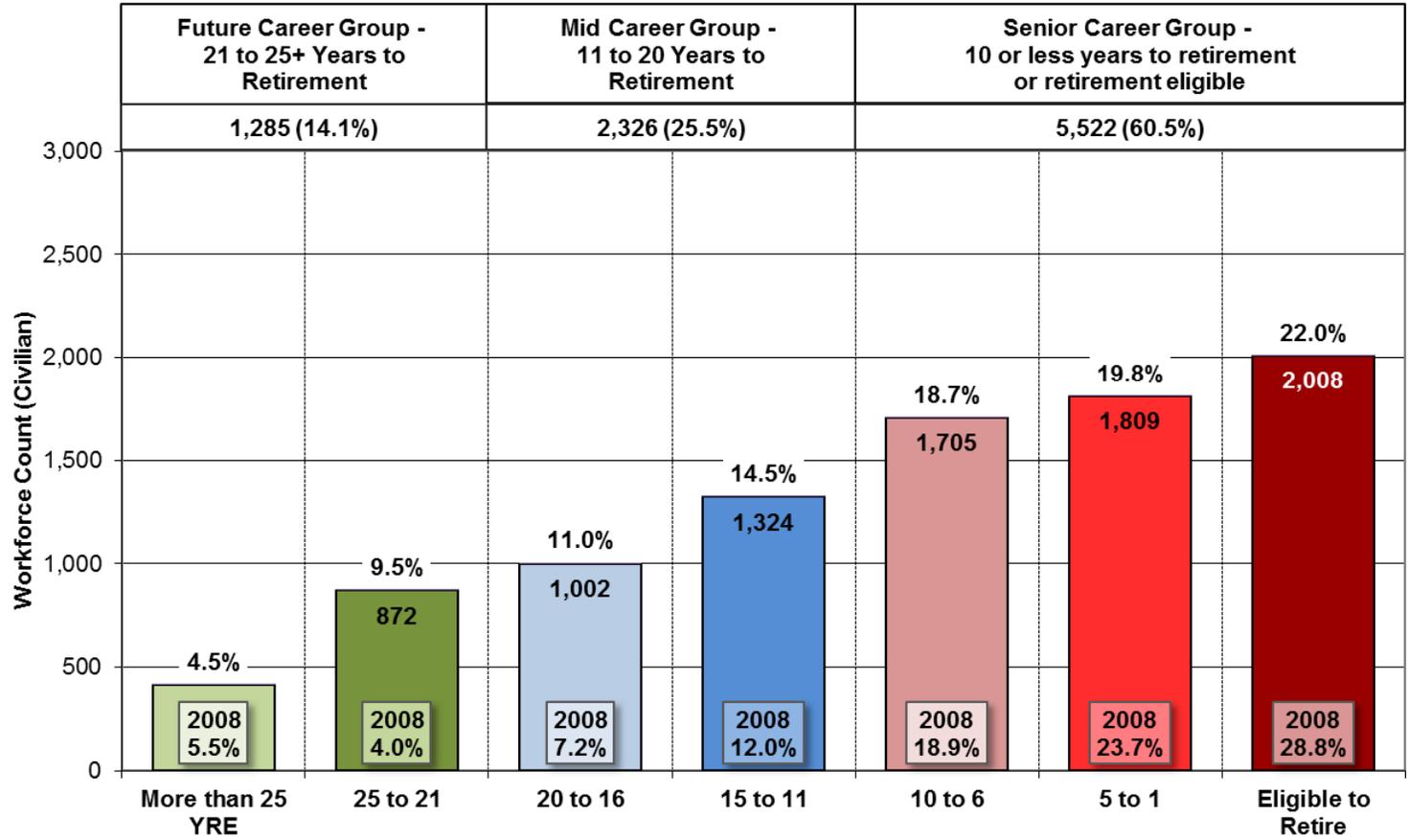


# PQM Workforce Lifecycle Model by YRE



## Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY 2015Q4) - Production, Quality and Manufacturing



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)

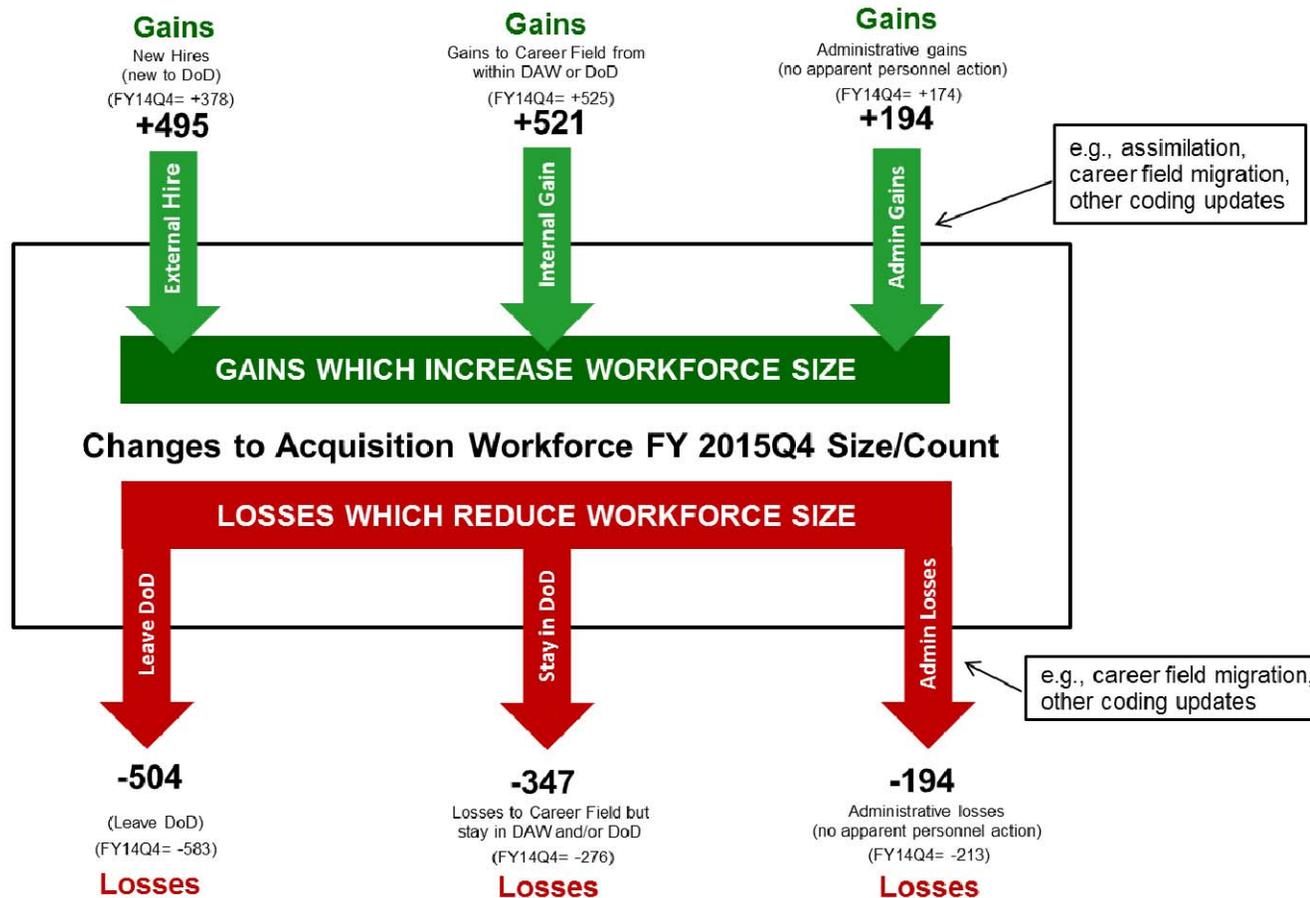


# PQM Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Production, Quality and

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



As of the end of FY15 (30 Sept 2015)

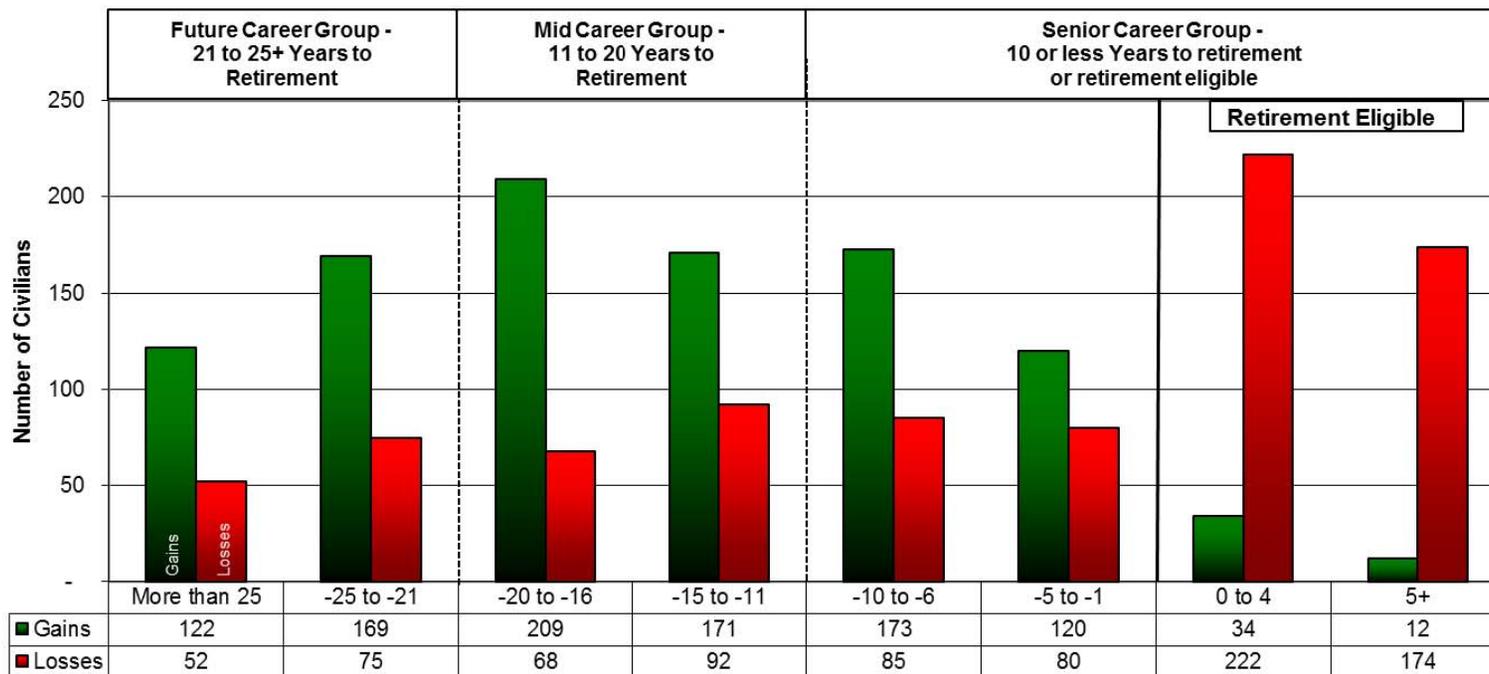


# PQM Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - PQM

Workforce Lifecycle FY 2015Q4 Gains & Losses\*



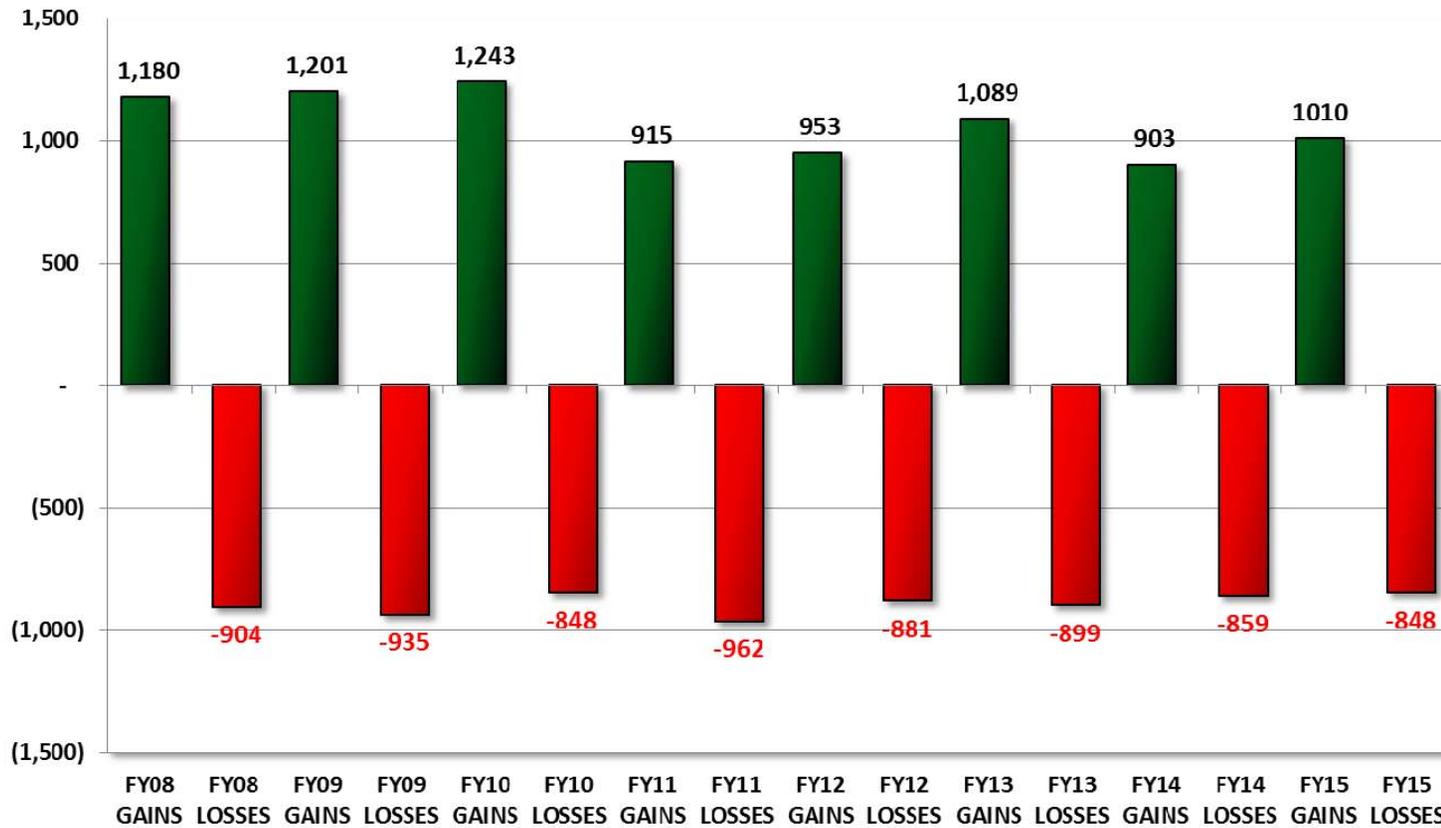
Career Lifecycle by Years to Retirement Eligibility

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)



# PQM Historical Gains and Losses FY08 – FY15



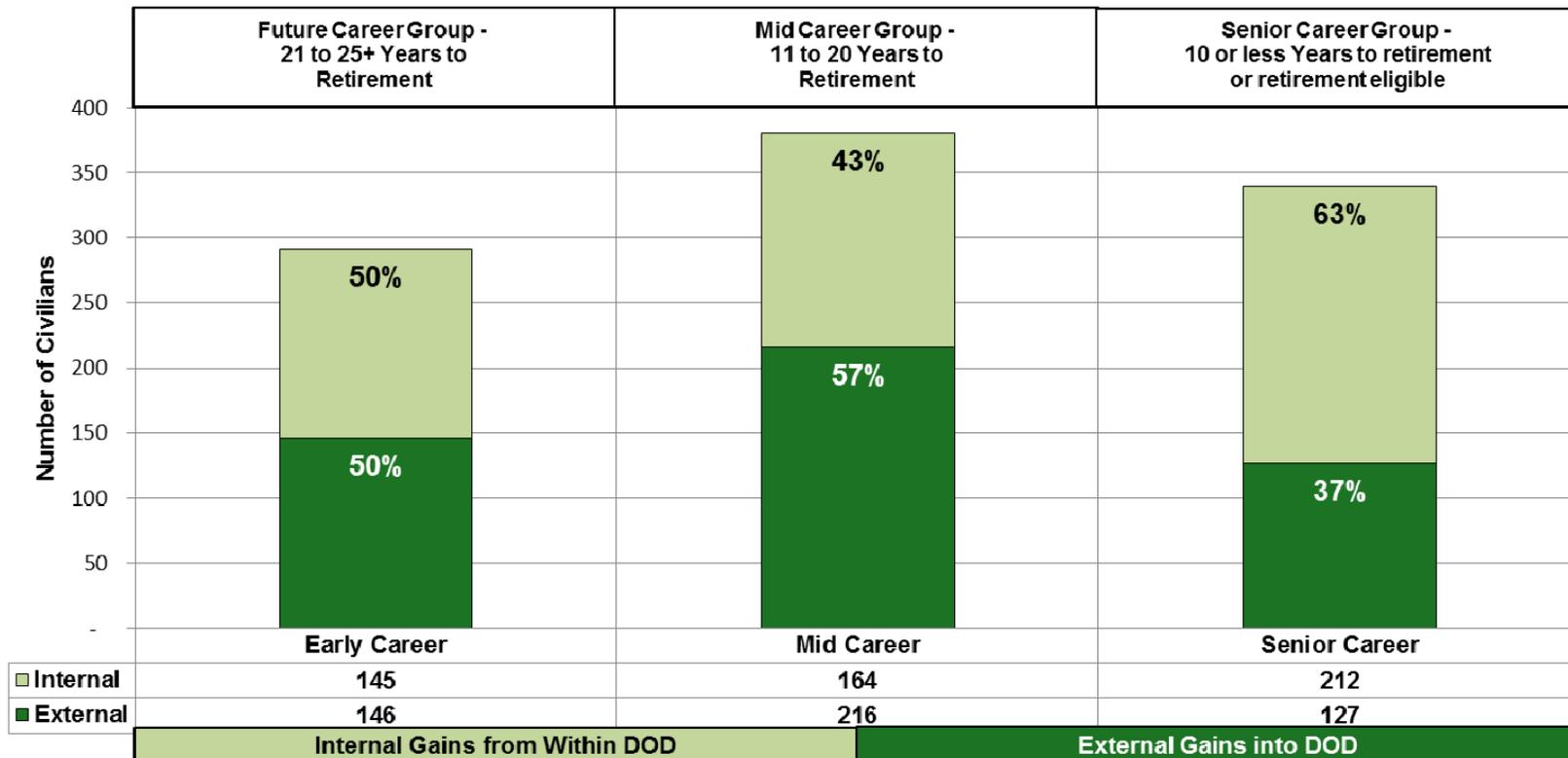
As of the end of FY15 (30 Sept 2015)



# PQM Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - PQM 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)

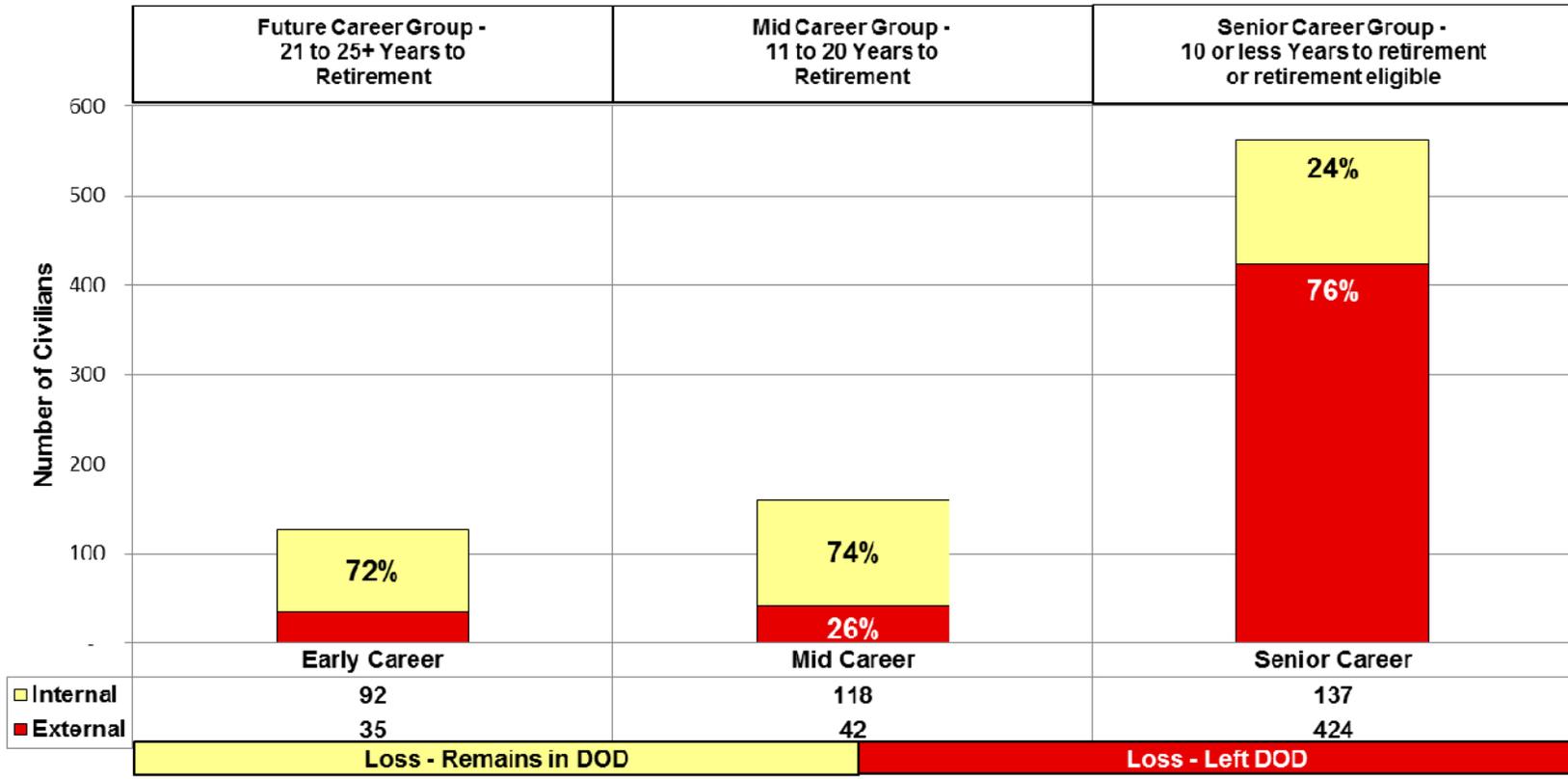


# PQM Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - PQM

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

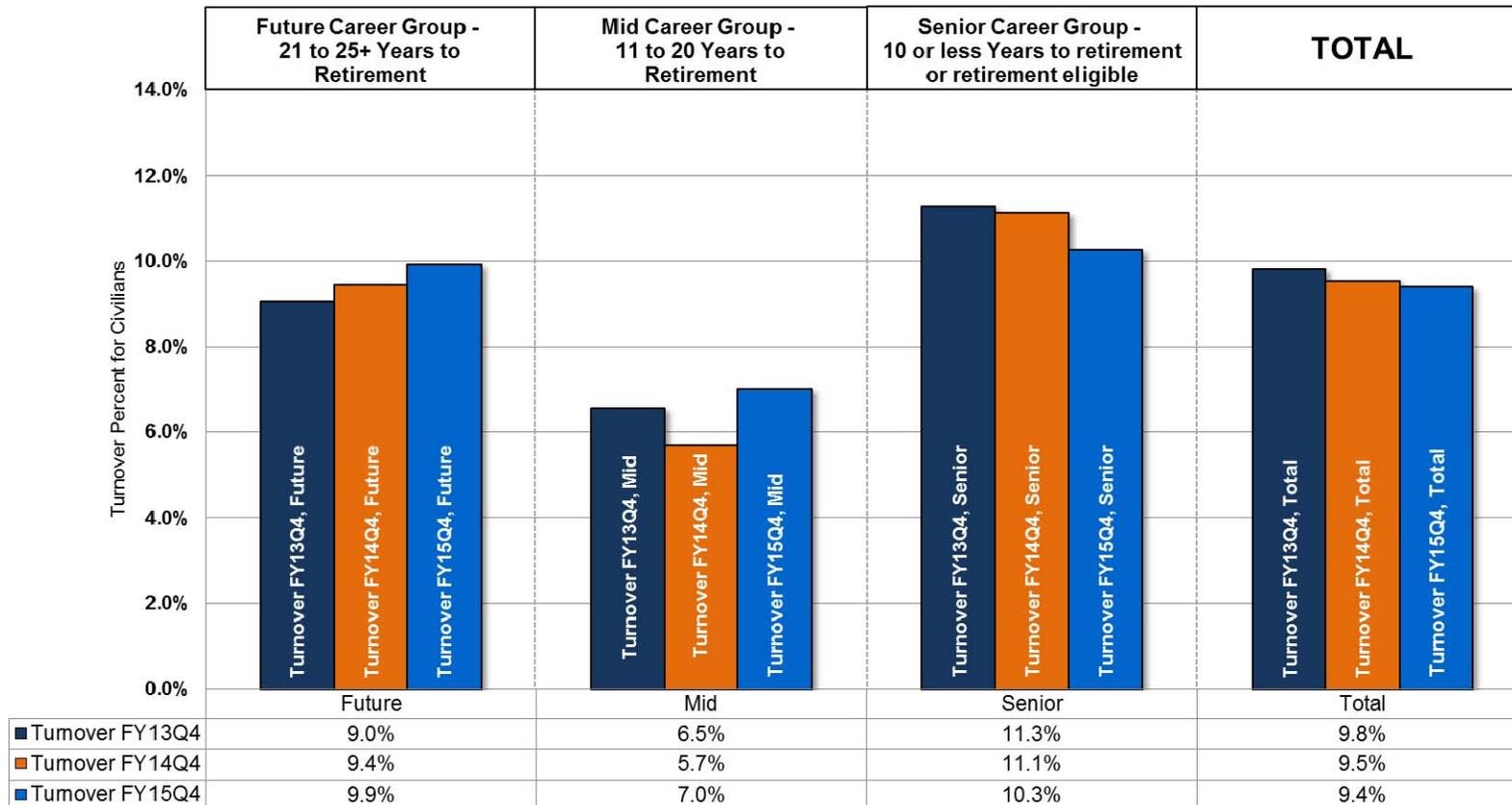
As of the end of FY15 (30 Sept 2015)



# PQM Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY15 (30 Sept 2015)

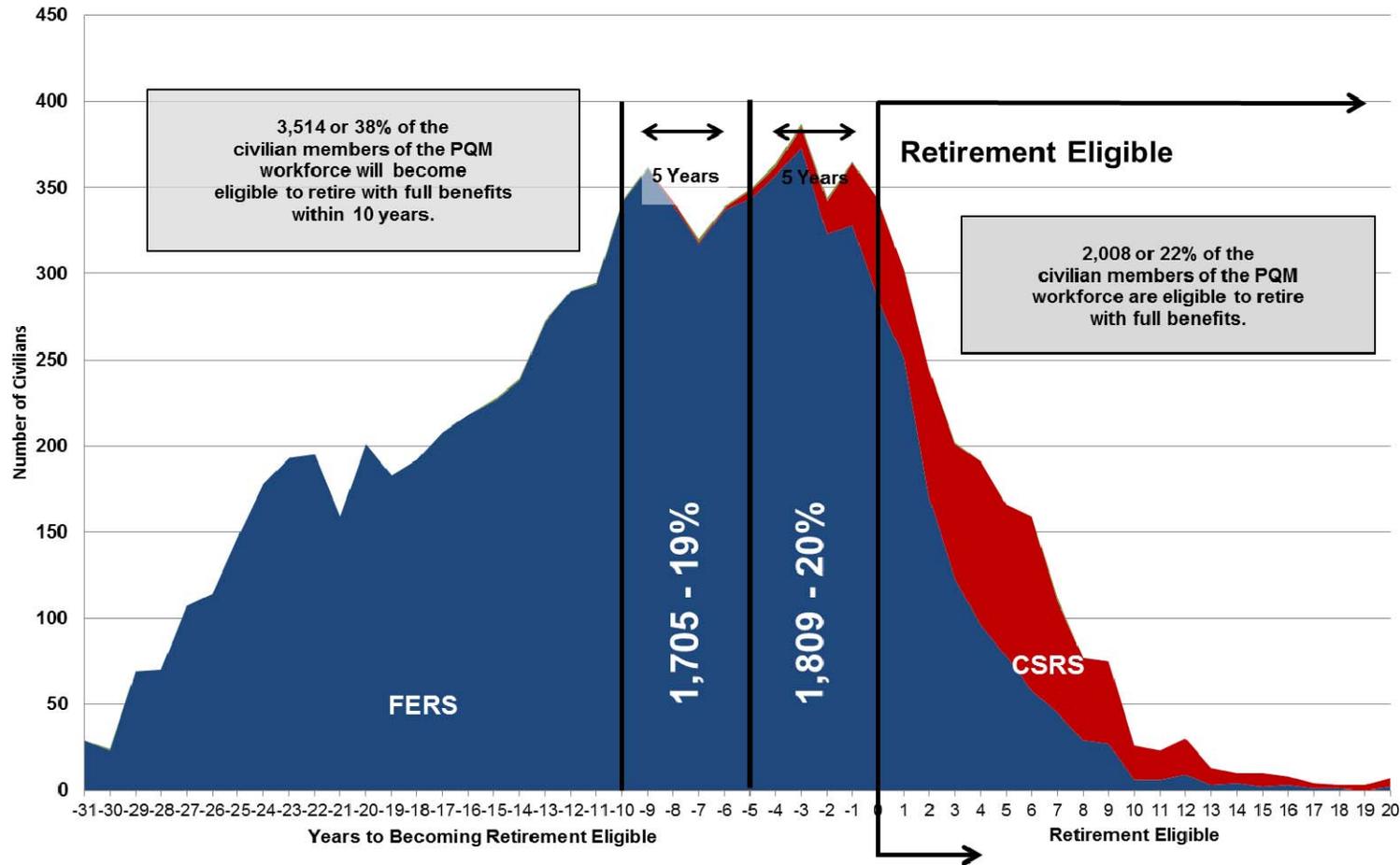


# PQM Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - PQM

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



As of the end of FY14 (30 Sept2015)



***END***