



Defense Acquisition Workforce Key Information

Property

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 Property	FY 2008				FY 2015Q4			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	451	0	451	125,879	400	0	400	156,313
Change in size from 2008	-	-	-	-	-11%	-	-11%	24%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	36%	-	36%	77%	48%	-	48%	84%
Graduate Degree	6%	-	6%	29%	14%	-	14%	39%
Certification								
Level I or Higher Achieved	77%	-	77%	72%	78%	-	78%	85%
Level II or Higher Achieved	74%	-	74%	61%	72%	-	72%	74%
Level III Achieved	14%	-	14%	36%	16%	-	16%	44%
Position Certification Requirement Met or Exceeded	72%	-	72%	58%	69%	-	69%	76%
Within 24 Months of Certification Requirement	17%	-	17%	27%	24%	-	24%	21%
Does Not Meet Certification Requirement	12%	-	12%	14%	7%	-	7%	4%
Planning Considerations								
% Baby Boomer / Traditional Gen.	90%	-	90%	62%	58%	-	58%	40%
Average Age	53.6	-	53.6	45.7	49.6	-	49.6	45.1
Workforce Life-Cycle Model (YRE)*	4/12/84(%)	-	-	20/23/57 (%)(Civ)	15/20/65(%)	-	-	25/23/52(%)
% Future/Mid-Career/Senior	23.3	-	23.3	17.3	18.2	-	18.2	15.2
Average Years of Service	150(34%)	-	-	19,051(17%) (Civ)	120(30%)	-	-	22,436(17%)
Retirement Eligible*	133(30%)	-	-	21,315(19%) (Civ)	82(21%)	-	-	25,749(19%)
Retirement Eligible w/i 5 Years*	78/106	-	-	14,245/15,030 (Civ)	56/53	-	-	17,044/10,596
Total Gains/Losses*								

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 Property Defense Acquisition Workforce count is 400, down from 451 in FY08, a total decrease of 51
- The Property Defense Acquisition Workforce count was at its highest point (571) in FY05, and its lowest point (389) in FY14
- The Agency with the largest increase, since FY08, is DCMA, with increase of 15 (6%),
- The Agencies with the largest decreases, since FY08, are ARMY, AIR FORCE, and DLA, with decreases of 54(-55%), 6 (-23%), and 5 (-63%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

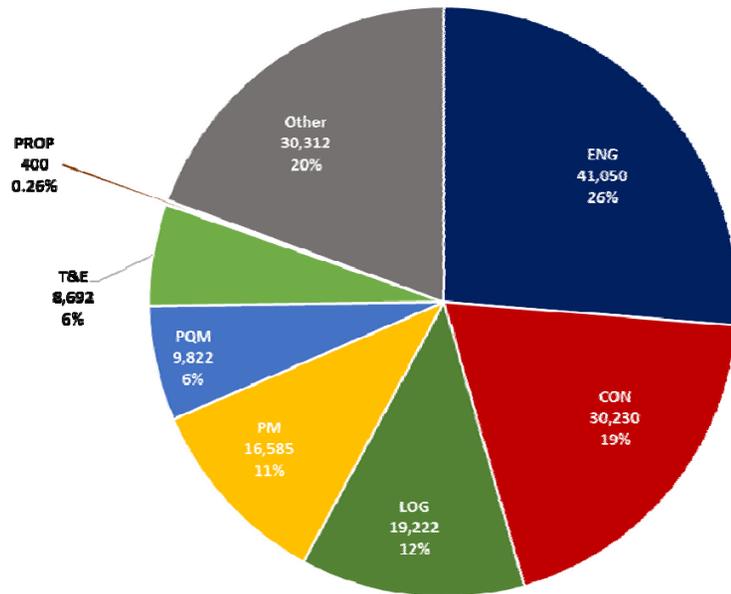
- The current Property Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 69%; down from 71.8% in FY08
- The current Property Meets/Exceeds certification rate is down 2.8% from FY08
- The current Property Defense Acquisition Workforce DAWIA 24 month grace period rate is 23.8%; up from 7.2% in FY08
- The current Property Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 7.3%; down from 11.5% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 65.4% (255) (10 years or less to retirement eligibility or retirement eligible)
- 30.8% (120) are currently eligible to retire, ↓ from 33.8% in FY08
- Mid Career Group 20.0% (78) (11 to 20 years to retirement), 12.4% in FY08
- Future Career Group 14.6% (57) (21 to 25+ years to retirement), ↑ from 4.1% in FY08



AWF by Component and Career Field



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



Property Workforce Historical Size by Agency FY05 – FY15



Property	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
<i>Defense Acq Workforce</i>													
ARMY	154	125	114	99	92	84	75	65	56	49	45	-55%	-8%
DoN	61	56	58	62	73	78	65	62	60	57	61	-2%	7%
AIR FORCE	36	27	22	26	29	28	26	24	20	22	20	-23%	-9%
DCMA	313	312	285	253	269	295	300	282	260	256	268	6%	5%
DLA	5	8	2	8	9	12	13	14	3	3	3	-63%	0%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	1	1	-	-	-	-	-	-	-	-	1		
DISA	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	3	3	4	4	2	3	2	2	-33%	0%
OSD	1	1	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFFA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	571	530	481	451	475	501	483	449	402	389	400	-11.3%	2.8%



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%
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

Auditing Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15- FY21 Change	FY15- FY21 Chg %
ARMY	Civilian FTE	45	43	39	36	36	36	36	-9	-20.0%
DAU	Civilian FTE	2	3	3	3	3	3	3	1	50.0%
DCMA	Civilian FTE	225	264	264	264	264	264	264	39	17.3%
DHA	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
DLA	Civilian FTE	17	18	18	18	18	18	18	1	5.9%
NAVY	Civilian FTE	58	60	58	59	59	59	59	1	1.7%
USAF	Civilian FTE	19	22	22	22	22	22	22	3	15.8%
ALL CATEGORIES	Civilian FTE Total	367	411	405	403	403	403	403	36	9.8%
ALL CATEGORIES	Military ES Total	-	-	-	-	-	-	-	-	-
	PROP TOTAL	367	411	405	403	403	403	403	36	9.8%
	Civ Change		44	(6)	(2)	-	-	-		
	Mil Change									
	PROP TOT Change		44	(6)	(2)	-	-	-		

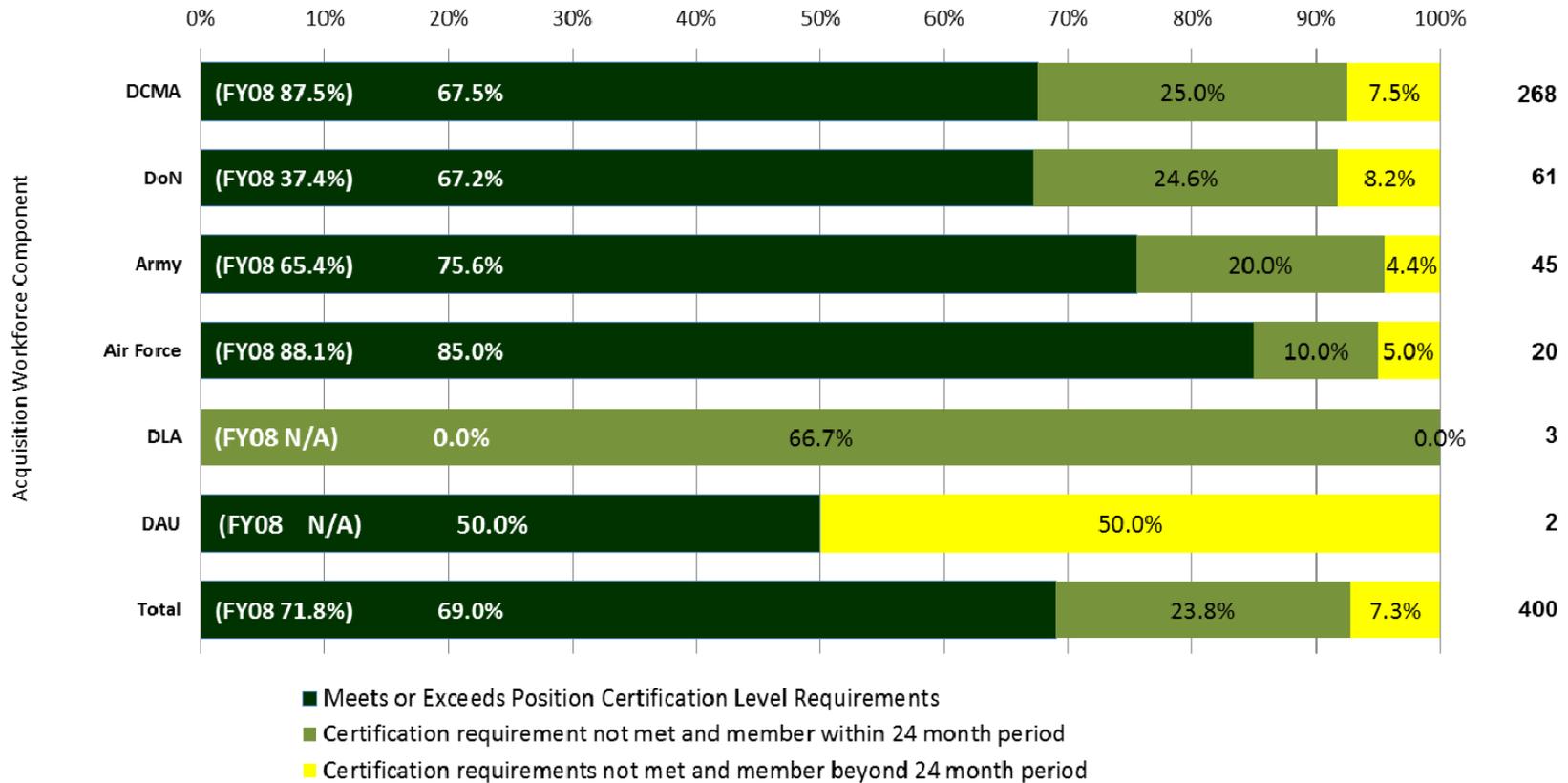
Data Source: OSD CAPE SNAP Database;



Property DAWIA Certification by Component



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

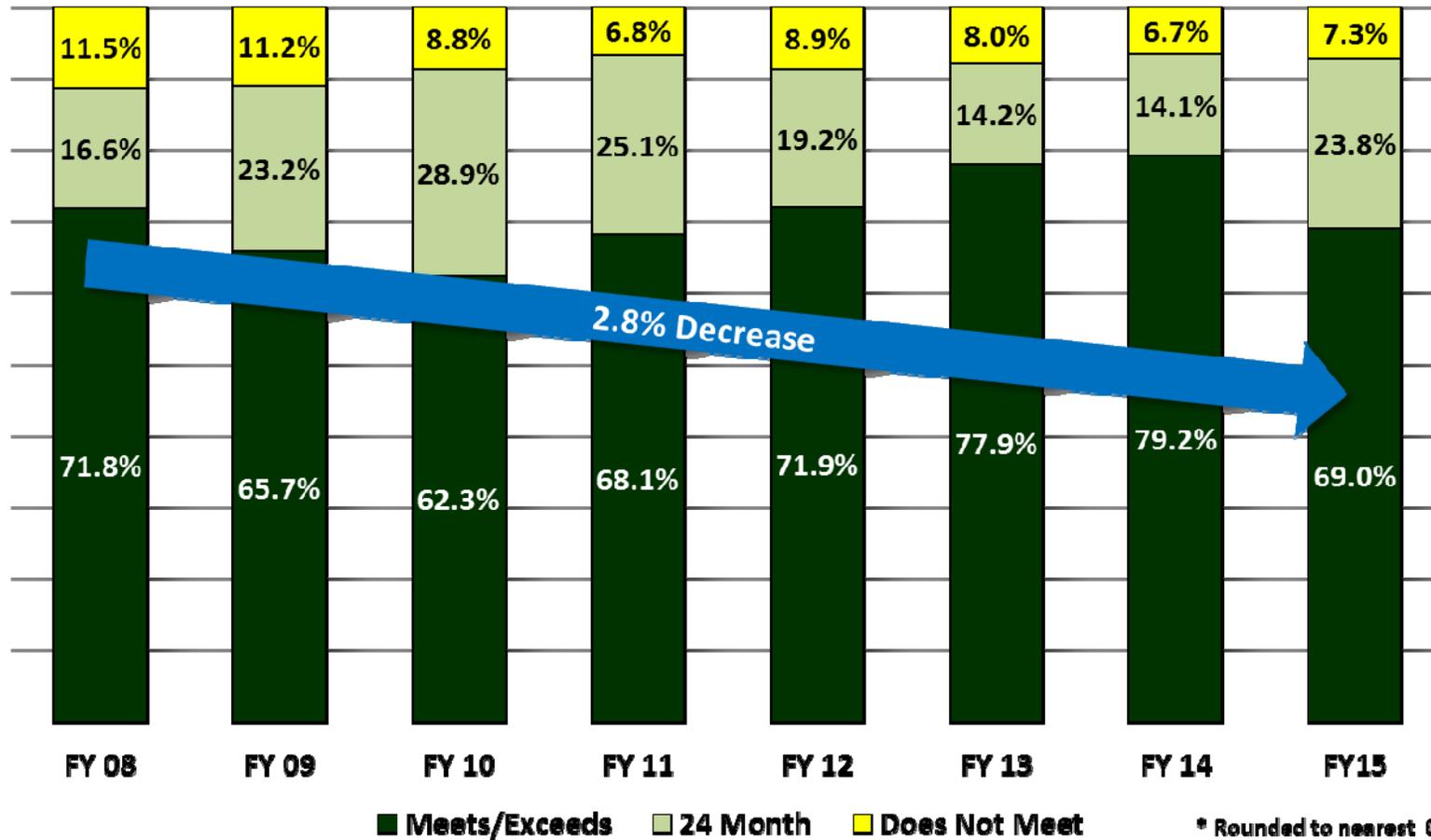




Property Historical DAWIA Certification FY08 – FY15Q2



Property





Property DAWIA Certification Matrix + Bench Strength



Property	Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	17	1	7	-	25	32.0%
Level II	62	19	206	24	311	74.0%
Level III	9	1	12	38	60	63.3%
Unspecified	2	2	-	-	4	
FY15Q4 TOTAL	90	23	225	62	400	69.0%
	22.5%	5.8%	56.3%	15.5%		

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%	
Property	31	7.8%	7 of 13

** Based on population total without unspecified positions

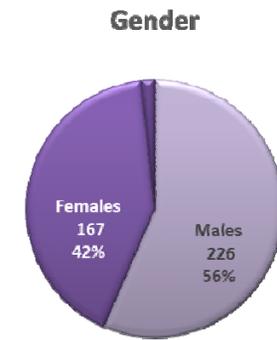
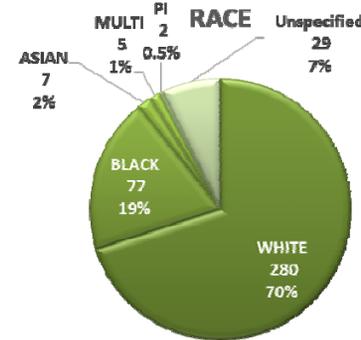
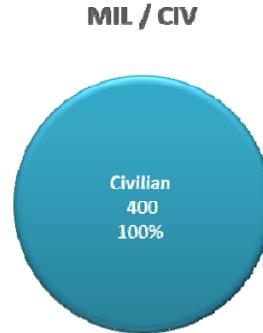
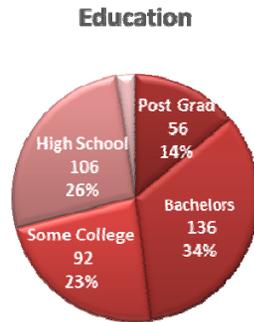
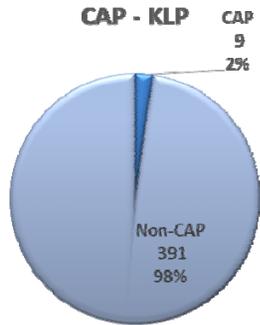
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	8	16	1	25	6.3%
Level II	230	63	18	311	77.8%
Level III	38	14	8	60	15.0%
Unspecified	-	2	2	4	1.0%
Property TOTAL	276	95	29	400	
	69.0%	23.8%	7.3%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Property Demographics



Occupied Position Type	Property TOTAL	Entire DAW
Key Leadership Positions (KLPs)	- 0.0%	1,089 0.7%
Critical Acquisition Positions (CAPs) *	9 2.3%	15,728 10.1%
Non-CAP Positions	391 97.8%	139,496 89.2%
TOTAL	400	156,313

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

Highest Level of Education	Property TOTAL	Entire DAW
Post Grad	56 14.0%	61,177 39.1%
Bachelors	136 34.0%	69,485 44.5%
Some College	92 23.0%	11,992 7.7%
High School	106 26.5%	12,667 8.1%
Other	10 2.5%	992 0.6%
TOTAL	400	156,313

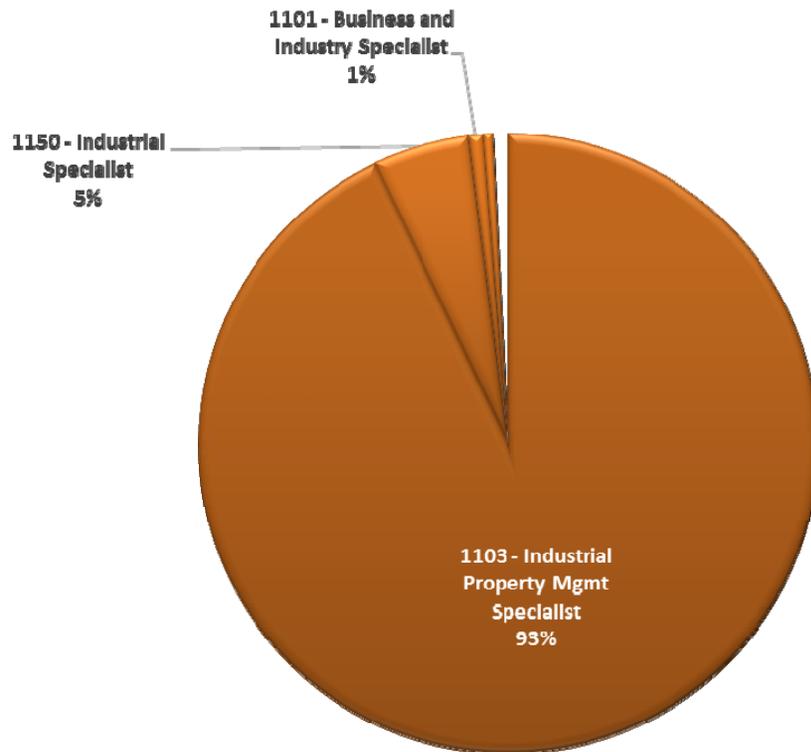
Military / Civilian	Property TOTAL	Entire DAW
Civilian	400 100.0%	140,962 90.2%
Military	- 0.0%	15,351 9.8%
TOTAL	400	156,313

Race	Property TOTAL	Entire DAW
WHITE	280 70.0%	117,023 74.9%
BLACK	77 19.3%	18,589 11.9%
ASIAN	7 1.8%	10,128 6.5%
MULTI	5 1.3%	3,274 2.1%
PI	2 0.5%	722 0.5%
Unspecified	29 7.3%	5,727 3.7%
TOTAL	400	156,313

Gender	Property TOTAL	Entire DAW
Males	226 56.5%	110,309 70.6%
Females	167 41.8%	45,555 29.1%
Unspecified	7 1.8%	448 0.3%
TOTAL	400	156,312



Property Size by Occupational Series



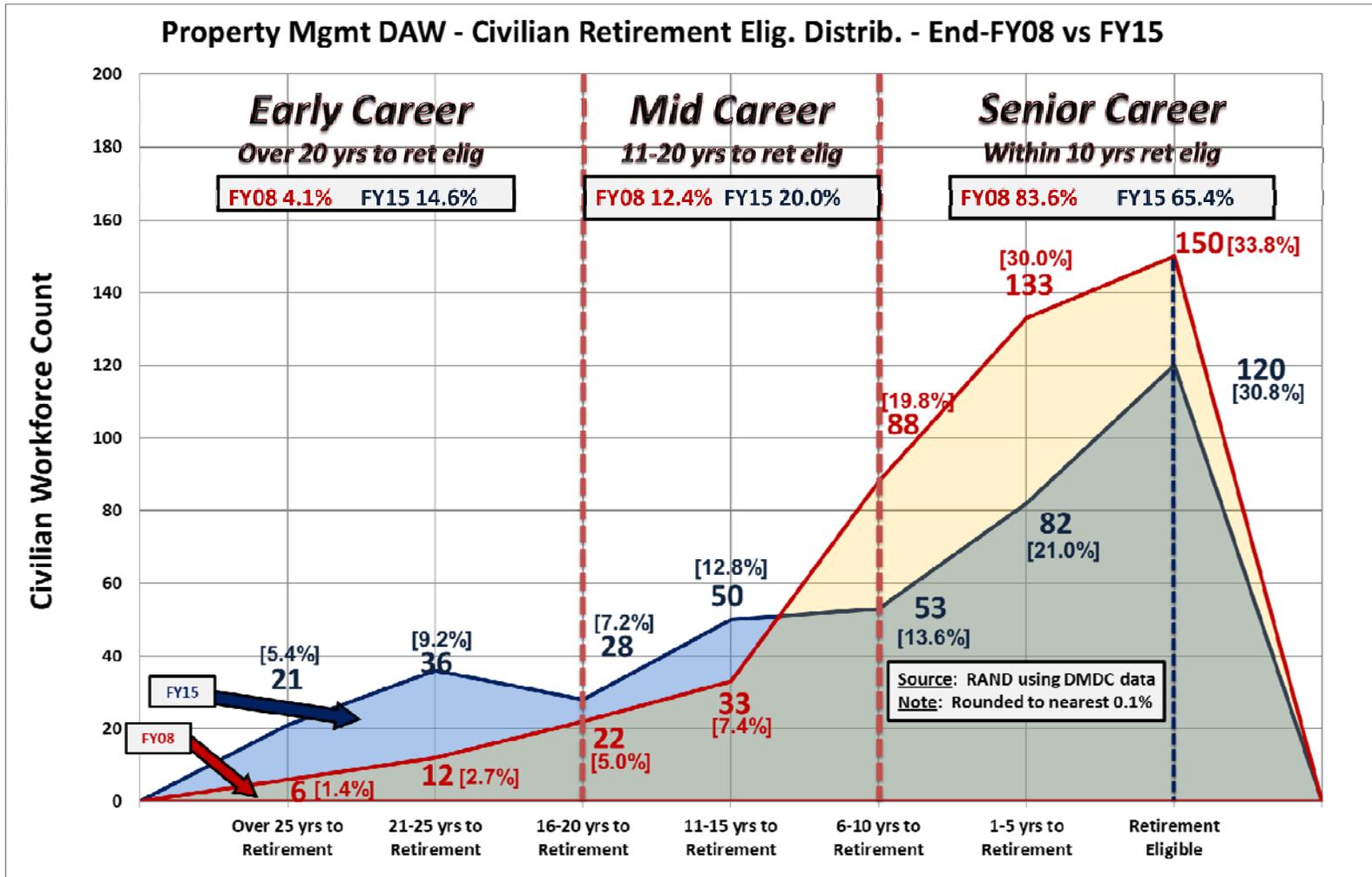
Civilian Occupational Series	Property TOTAL	
1103 - Industrial Property Mgmt Specialist	369	92.3%
1150 - Industrial Specialist	20	5.0%
1101 - Business and Industry Specialist	3	0.8%
1170 - Realty Specialist	2	0.50%
0802 - Engineering Technician	1	0.25%
1640 - Facility Operations Specialist	1	0.25%
2001 - Supply Specialist	1	0.25%
0343 - Management and Program Analyst	1	0.25%
0301 - Administration & Program Staff	1	0.25%
TOTAL CIVILIAN	400	Civilians



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



Property Civilian Retirement Eligibility Distribution – FY08 / FY15

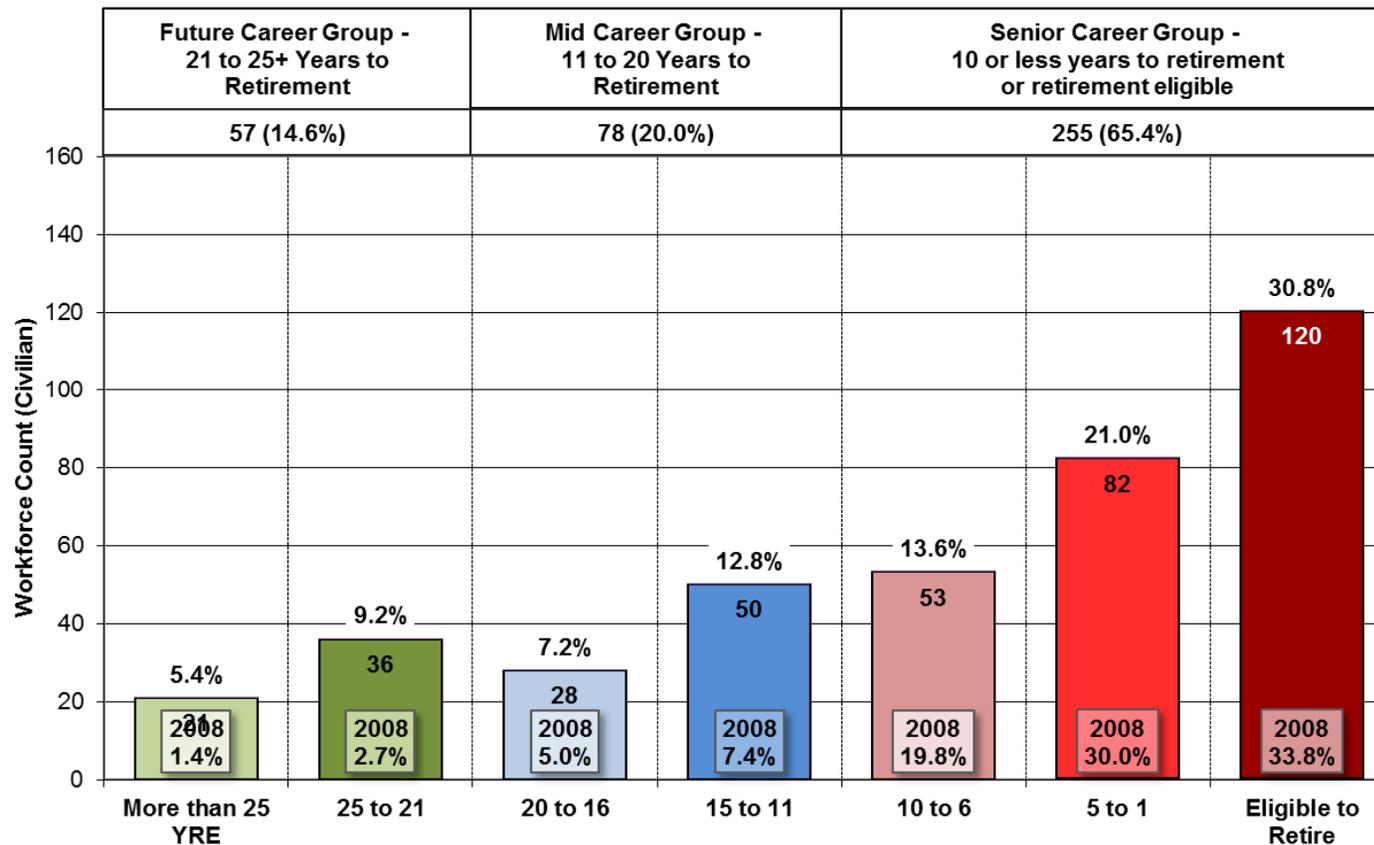


As of the end of FY15 (30 Sept 2015)



Property Workforce Lifecycle Model by YRE

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



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

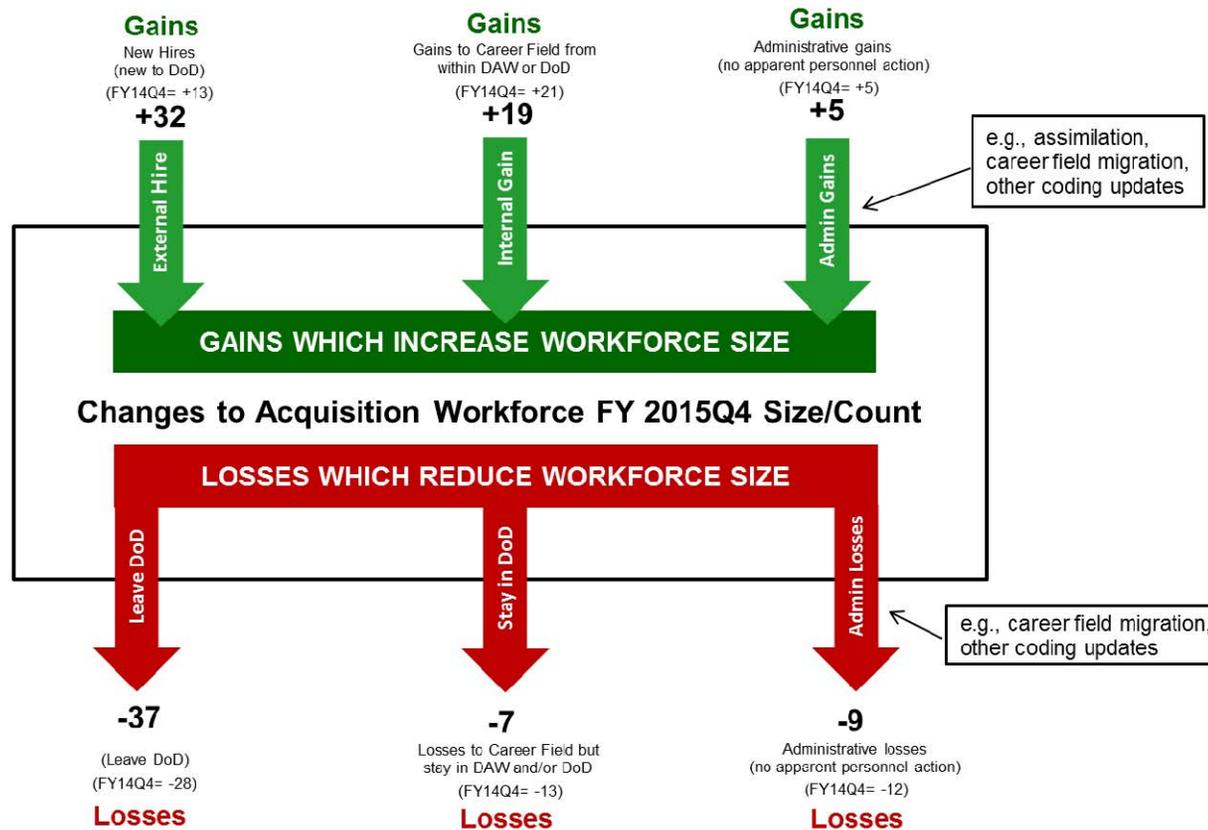
As of the end of FY15 (30 Sept 2015)



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

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

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



As of the end of FY15 (30 Sept 2015)

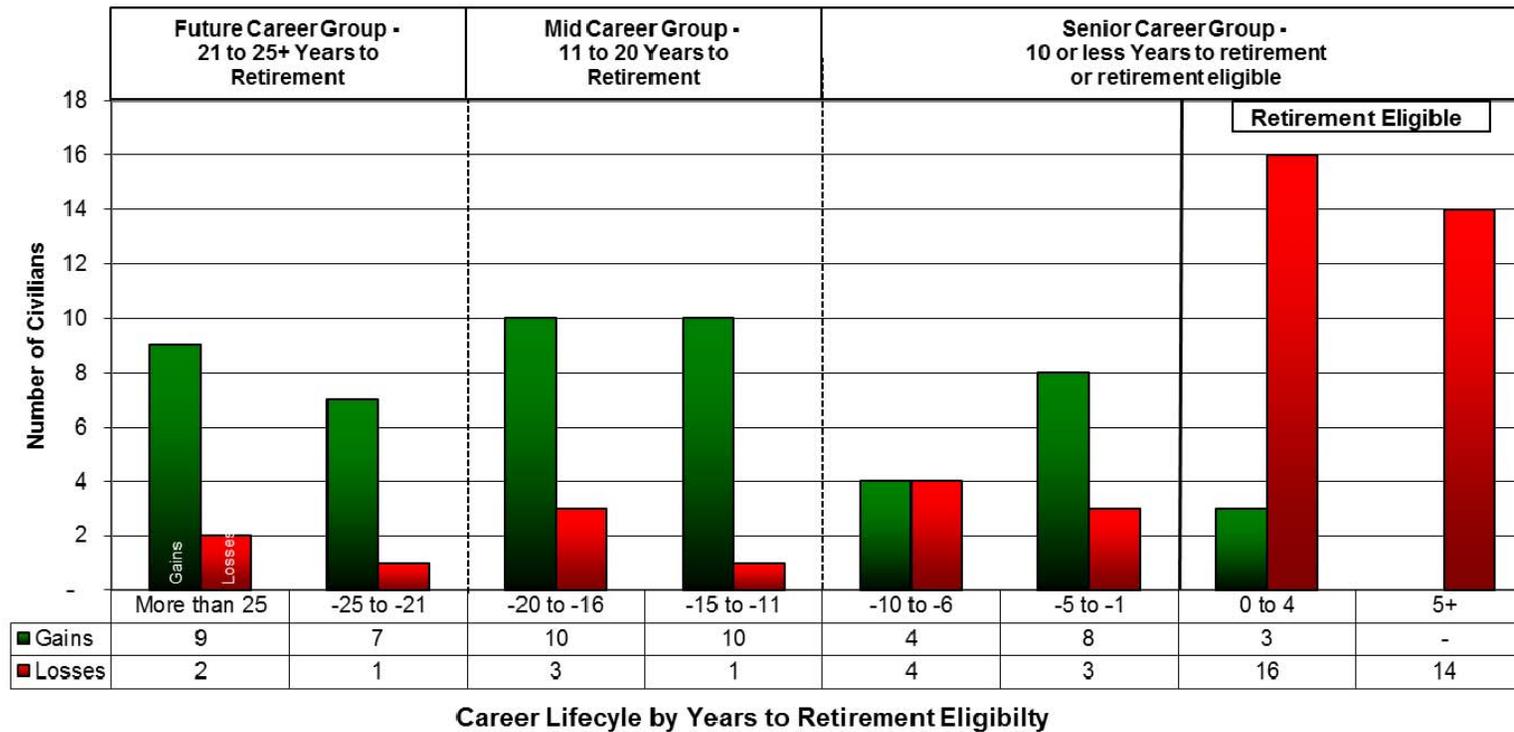


Property Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Prop

Workforce Lifecycle FY 2015Q4 Gains & Losses*

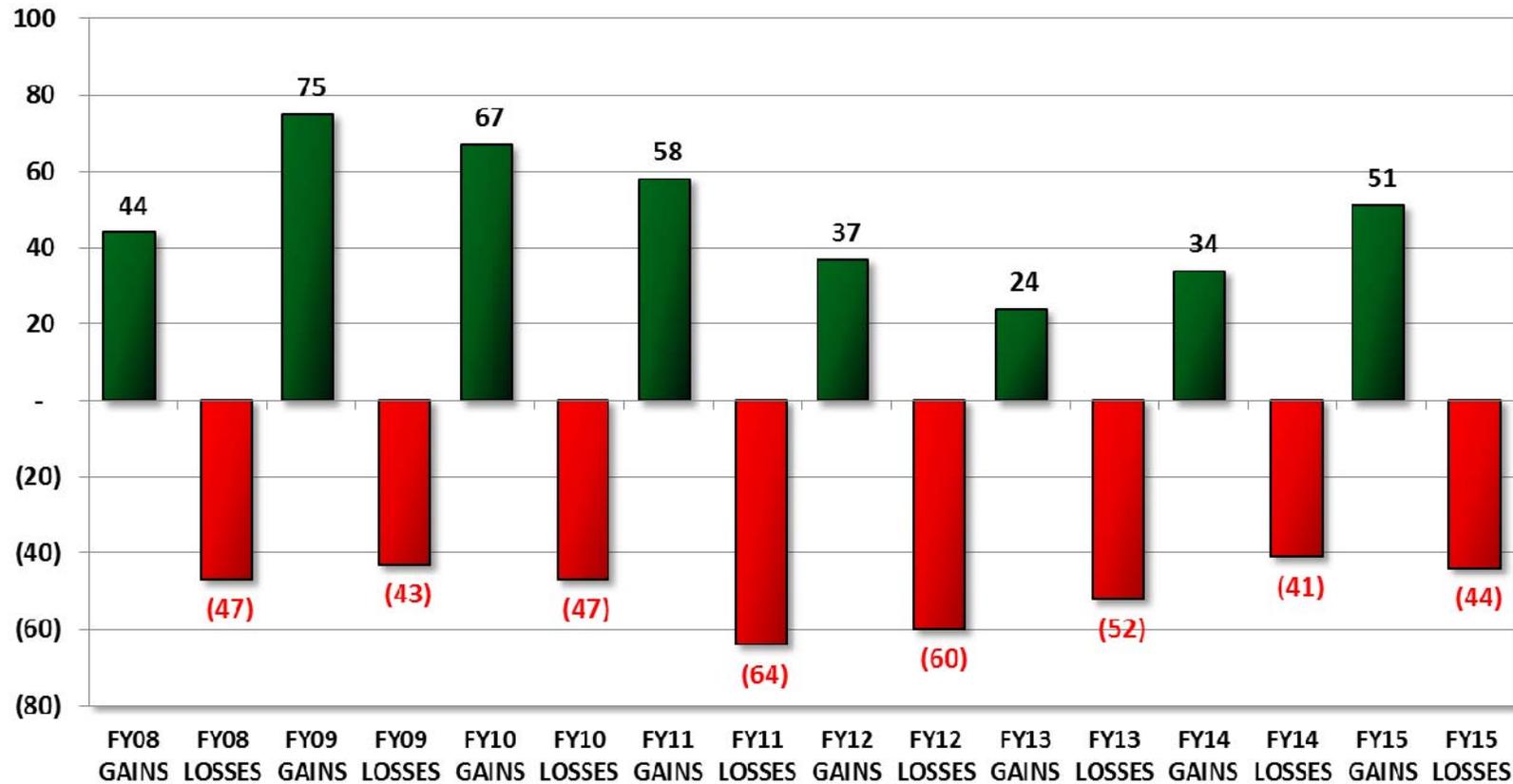


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)
 *Does not include administrative gains and losses

As of the end of FY15 (30 Sept 2015)



Property Historical Gains and Losses FY08 – FY15



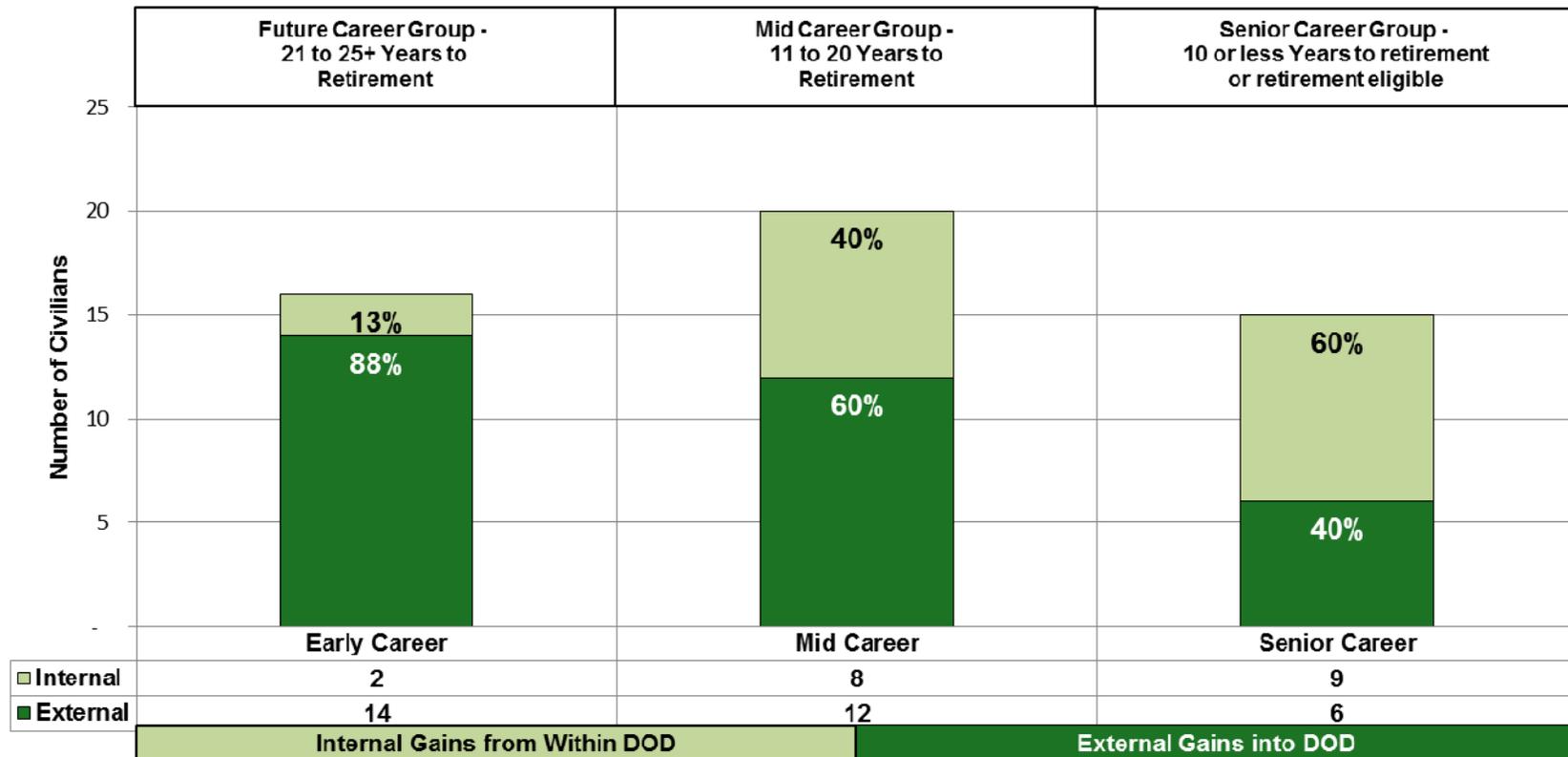
As of the end of FY15 (30 Sept 2015)



Property Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Prop Workforce Lifecycle FY 2015Q4 Gains^a



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

As of the end of FY15 (30 Sept 2015)

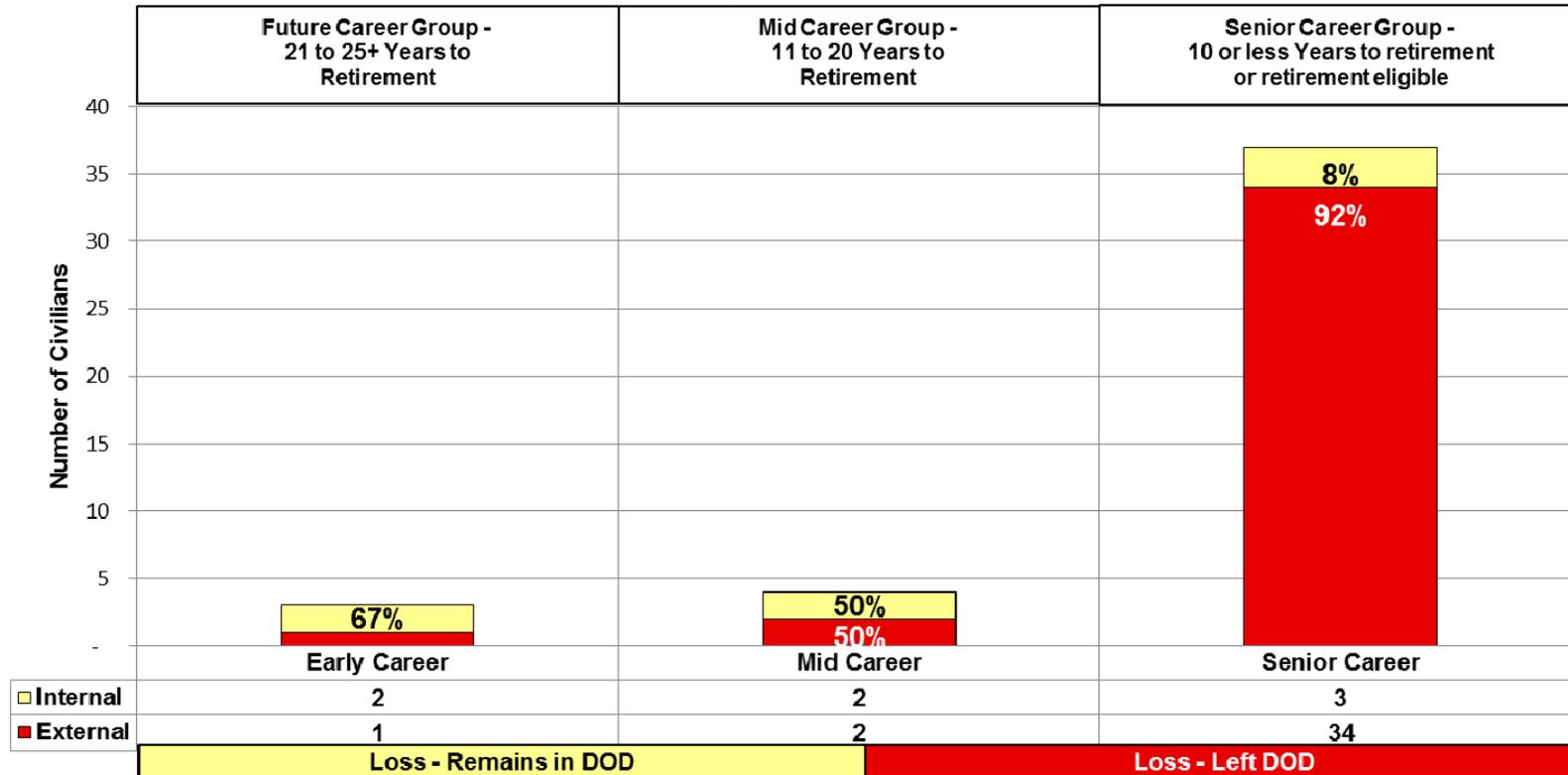


Property Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Prop

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

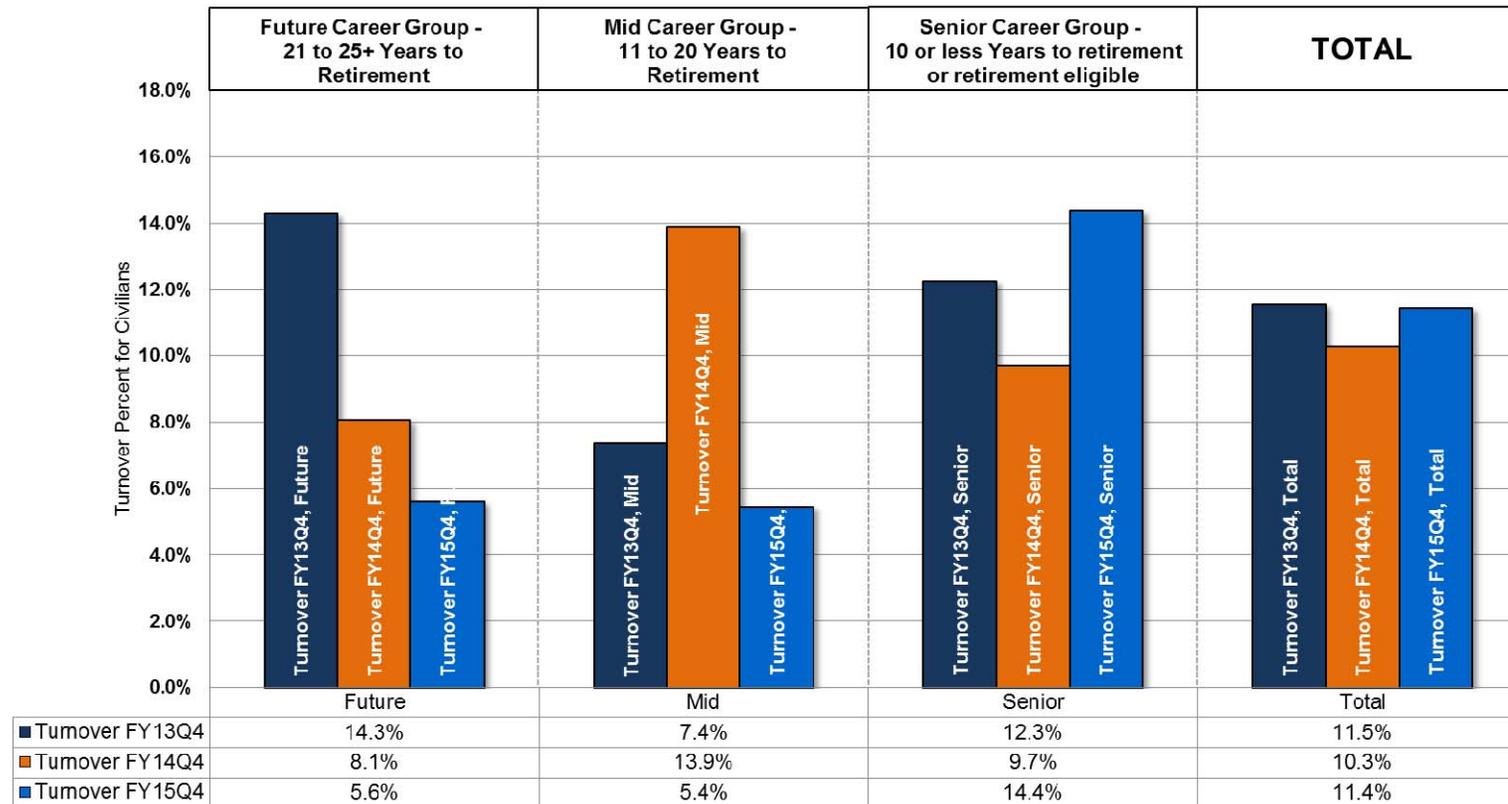
As of the end of FY15 (30 Sept 2015)



Property Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY15 (30 Sept 2015)

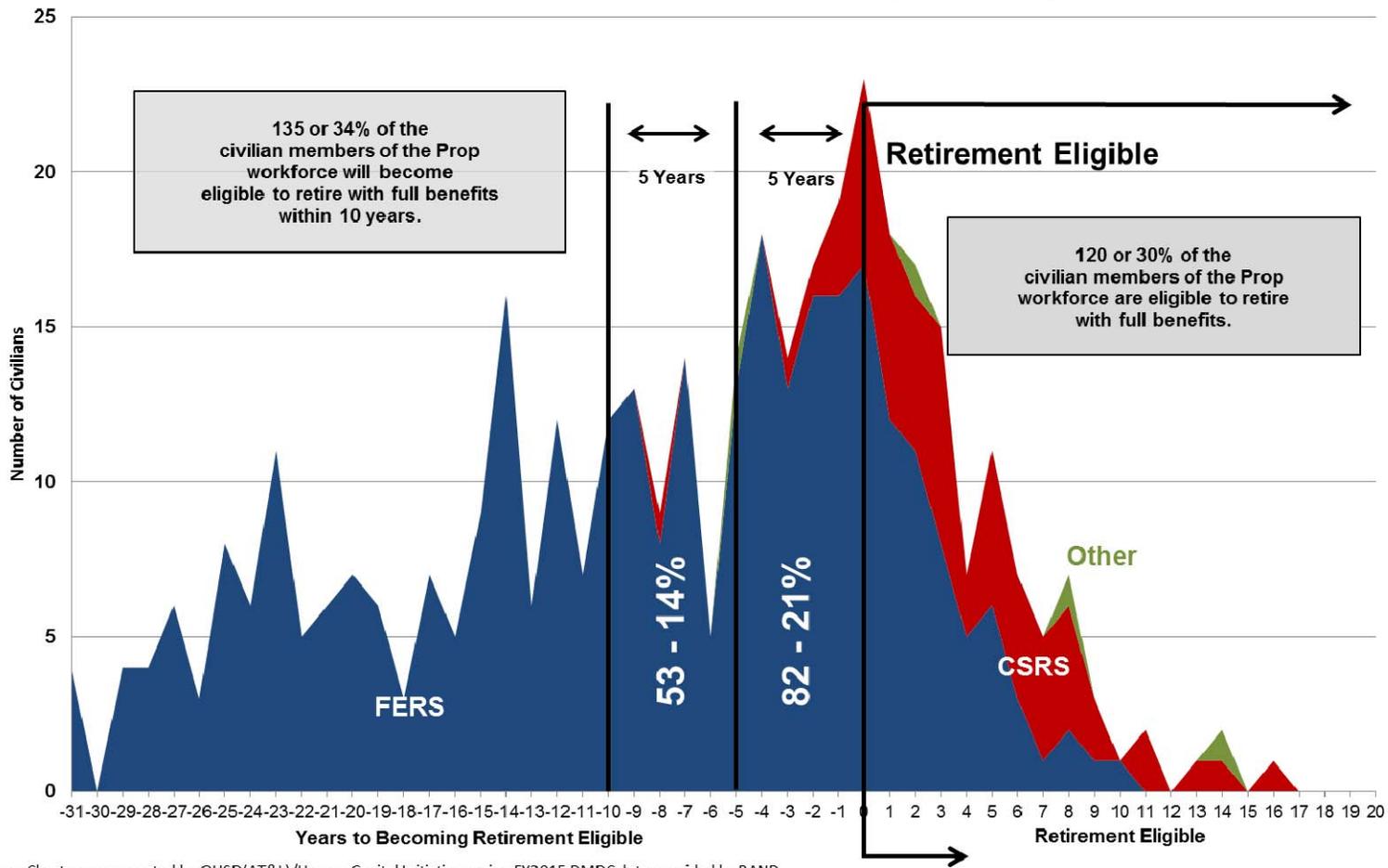


Property Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Prop

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