



# Defense Acquisition Workforce Key Information

Purchasing

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 Purchasing and Procurement	FY 2008				FY 2015Q4			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	1,184	12	1,196	125,879	1,330	0	1,330	156,313
Change in size from 2008	-	-	-	-	12%	-	11%	24%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	13%	-	13%	77%	25%	-	25%	84%
Graduate Degree	2%	-	2%	29%	4%	-	4%	39%
<b>Certification</b>								
Level I or Higher Achieved	59%	-	59%	72%	60%	-	60%	85%
Level II or Higher Achieved	42%	-	41%	61%	46%	-	46%	74%
Level III Achieved	21%	-	20%	36%	6%	-	6%	44%
Position Certification Requirement Met or Exceeded	53%	-	52%	58%	53%	-	53%	76%
Within 24 Months of Certification Requirement	33%	-	33%	27%	39%	-	39%	21%
Does Not Meet Certification Requirement	15%	-	15%	14%	8%	-	8%	4%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	79%	-	79%	62%	47%	-	47%	40%
Average Age	50.5	-	50.3	45.7	46.5	-	46.5	45.1
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	#REF!	-	-	20/23/57 (%)(Civ)	18/26/56(%)	-	-	25/23/52(%)
Average Years of Service	20.3	-	20.2	17.3	14.5	-	14.5	15.2
Retirement Eligible*	#REF!	-	-	19,051(17%) (Civ)	263(21%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	#REF!	-	-	21,315(19%) (Civ)	233(18%)	-	-	25,749(19%)
Total Gains/Losses*	#REF!	-	-	14,245/15,030 (Civ)	365/311	-	-	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 Purchasing Defense Acquisition Workforce count is 1,330, up from 1,196 in FY08, a total increase of 134
- The Purchasing Defense Acquisition Workforce count was at its highest point (2,438) in FY05, and its lowest point (1,170) in FY07
- The Agencies with the largest increases, since FY08, are DLA, DCMA and DHA, with increases of 245 (160%), 28 (933%) and 18 (900%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, AIR FORCE, and NAVY with decreases of 85 (-9%), 63 (-44%), and 47 (-15%), respectively

### Defense Acquisition Workforce DAWIA Certification Highlights

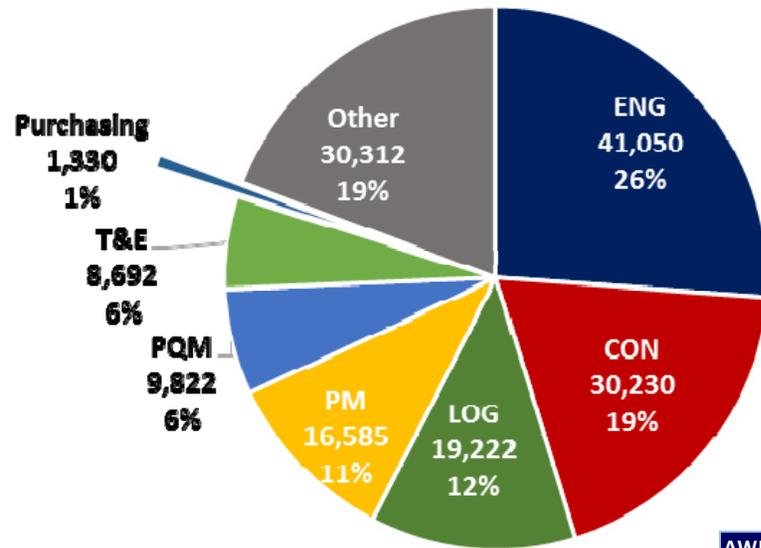
- The current Purchasing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 52.7%; up from 52.1% in FY08
- The current Purchasing Meets/Exceeds certification rate is up 0.06% from FY08
- The current Purchasing Defense Acquisition Workforce DAWIA 24 month grace period rate is 39.1%; up from 33.2% in FY08
- The current Purchasing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 8.2%; down from 14.7% in FY08

### Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 56.2% (708) (10 years or less to retirement eligibility or retirement eligible)
- 20.9% (263) are currently eligible to retire, ↑ from 22.6% in FY08
- Mid Career Group 26.2% (330) (11 to 20 years to retirement), 23.4% in FY08
- Future Career Group 17.6% (221) (21 to 25+ years to retirement), ↑ from 7.4% in FY08



# AWF by Component and Career Field



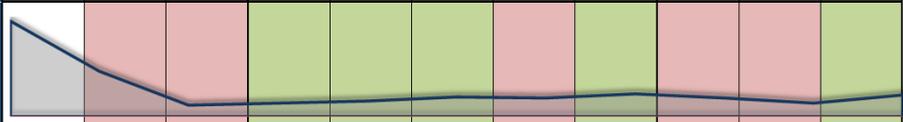
AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	% Total
<b>FY15Q4</b>						
Auditing				4,316	4,316	2.8%
Business - CE	244	570	454	78	1,346	0.9%
Business - FM	1,662	2,000	1,944	599	6,205	4.0%
Contracting	8,010	6,114	8,534	7,572	30,230	19.3%
Engineering	8,986	21,181	8,903	1,980	41,050	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>		



# Purchasing Workforce Historical Size by Agency FY05 – FY15



Purchasing	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
Defense Acq Workforce													
ARMY	345	335	319	319	330	351	358	382	357	265	272	-15%	3%
DoN	583	555	580	545	567	562	536	522	501	501	495	-9%	-1%
AIR FORCE	627	123	131	142	146	145	131	113	97	80	79	-44%	-1%
DCMA	536	445	40	3	2	3	8	3	5	7	31	933%	343%
DLA	299	186	72	153	162	188	199	270	279	289	398	160%	38%
DCAA	2	-	-	-	-	3	2	8	5	8	6	-	-25%
MDA	3	2	2	3	2	1	1	1	1	1	1	-67%	0%
DISA	7	4	10	13	19	17	13	15	19	15	16	23%	7%
DHA	2	-	3	2	-	-	10	11	9	24	20	900%	-17%
DTRA	4	2	1	1	1	2	1	2	2	2	2	100%	0%
DAU	-	-	-	-	-	2	-	-	-	-	-	-	-
OSD	-	-	-	-	-	-	-	-	-	-	-	-	-
JCS	-	-	-	-	-	-	-	-	-	-	-	-	-
DeCA	6	-	-	-	-	1	1	1	-	-	-	-	-
WHS	2	1	-	1	-	-	-	-	-	-	-	-100%	-
DFAS	2	1	2	1	-	-	-	-	-	-	-	-100%	-
DoDEA	17	21	8	9	6	5	7	4	2	7	4	-56%	-43%
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-
DoD HRA	-	-	-	1	-	2	2	3	1	1	1	0%	0%
TRMC	-	-	-	-	-	-	-	-	-	-	-	-	-
DSCA	-	1	1	1	1	1	1	1	1	1	1	0%	0%
DMA	-	-	-	-	1	1	3	2	2	2	2	-	0%
DSS	-	-	-	-	-	1	1	1	1	1	1	-	0%
DTIC	-	-	1	1	-	-	-	-	-	-	-	-100%	-
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-
NDU	1	1	-	1	1	2	1	-	-	-	-	-100%	-
IG	2	2	-	-	-	-	1	1	1	1	1	-	0%
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-
PFFA	-	-	-	-	-	-	-	-	-	-	-	-	-
4th Estate Other	-	1	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>2,438</b>	<b>1,680</b>	<b>1,170</b>	<b>1,196</b>	<b>1,238</b>	<b>1,287</b>	<b>1,276</b>	<b>1,340</b>	<b>1,283</b>	<b>1,205</b>	<b>1,330</b>	<b>11.2%</b>	<b>10.4%</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%
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

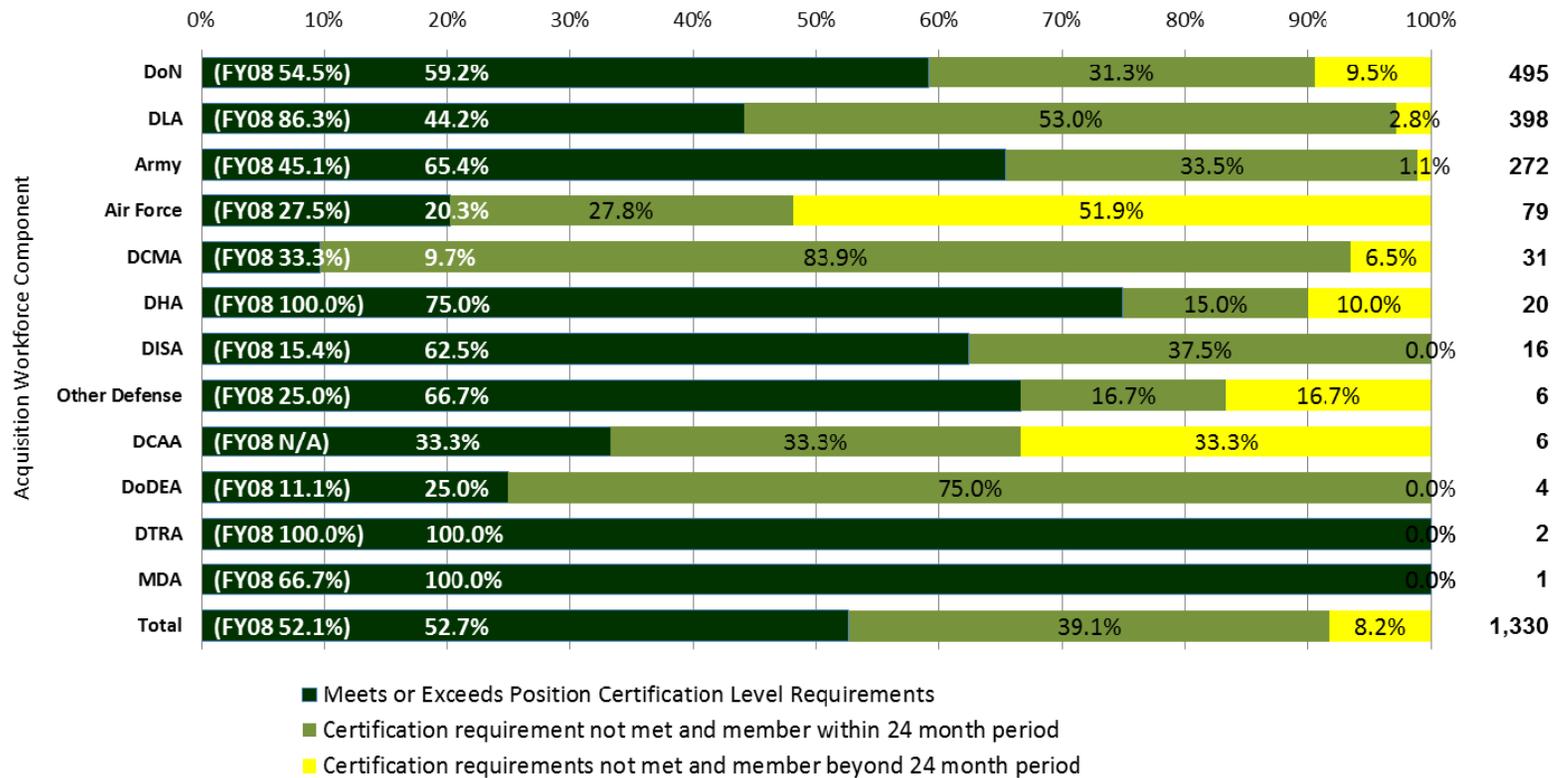
Purchasing Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15-FY21 Change	FY15-FY21 Chg %
ARMY	Civilian FTE	274	268	258	248	248	248	248	(26)	-9.5%
DHA	Civilian FTE	190	190	190	190	190	190	190	0	0.0%
DISA	Civilian FTE	20	20	20	20	20	20	20	0	0.0%
DLA	Civilian FTE	462	486	479	476	472	469	466	4	0.9%
DODEA	Civilian FTE	6	6	6	6	6	6	6	0	0.0%
DTRA	Civilian FTE	2	2	2	2	2	2	2	0	0.0%
MDA	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
NAVY	Civilian FTE	420	427	434	434	434	434	434	14	3.3%
USAF	Civilian FTE	79	97	97	97	97	97	97	18	22.8%
USMC	Civilian FTE	56	56	56	56	56	56	56	0	0.0%
ALL CATEGORIES	Civilian FTE Total	1,510	1,553	1,543	1,530	1,526	1,523	1,520	10	0.7%
ALL CATEGORIES	Military ES Total	-	-	-	-	-	-	-	-	-
	<b>PURCH TOTAL</b>	<b>1,510</b>	<b>1,553</b>	<b>1,543</b>	<b>1,530</b>	<b>1,526</b>	<b>1,523</b>	<b>1,520</b>	<b>10</b>	<b>0.7%</b>
	Civ Change		43	(10)	(13)	(4)	(3)	(3)		
	Mil Change		-	-	-	-	-	-		
	<b>PURCH TOT Change</b>		<b>43</b>	<b>(10)</b>	<b>(13)</b>	<b>(4)</b>	<b>(3)</b>	<b>(3)</b>		

Data Source: OSD CAPE SNAP Database;



# Purchasing DAWIA Certification by Component

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

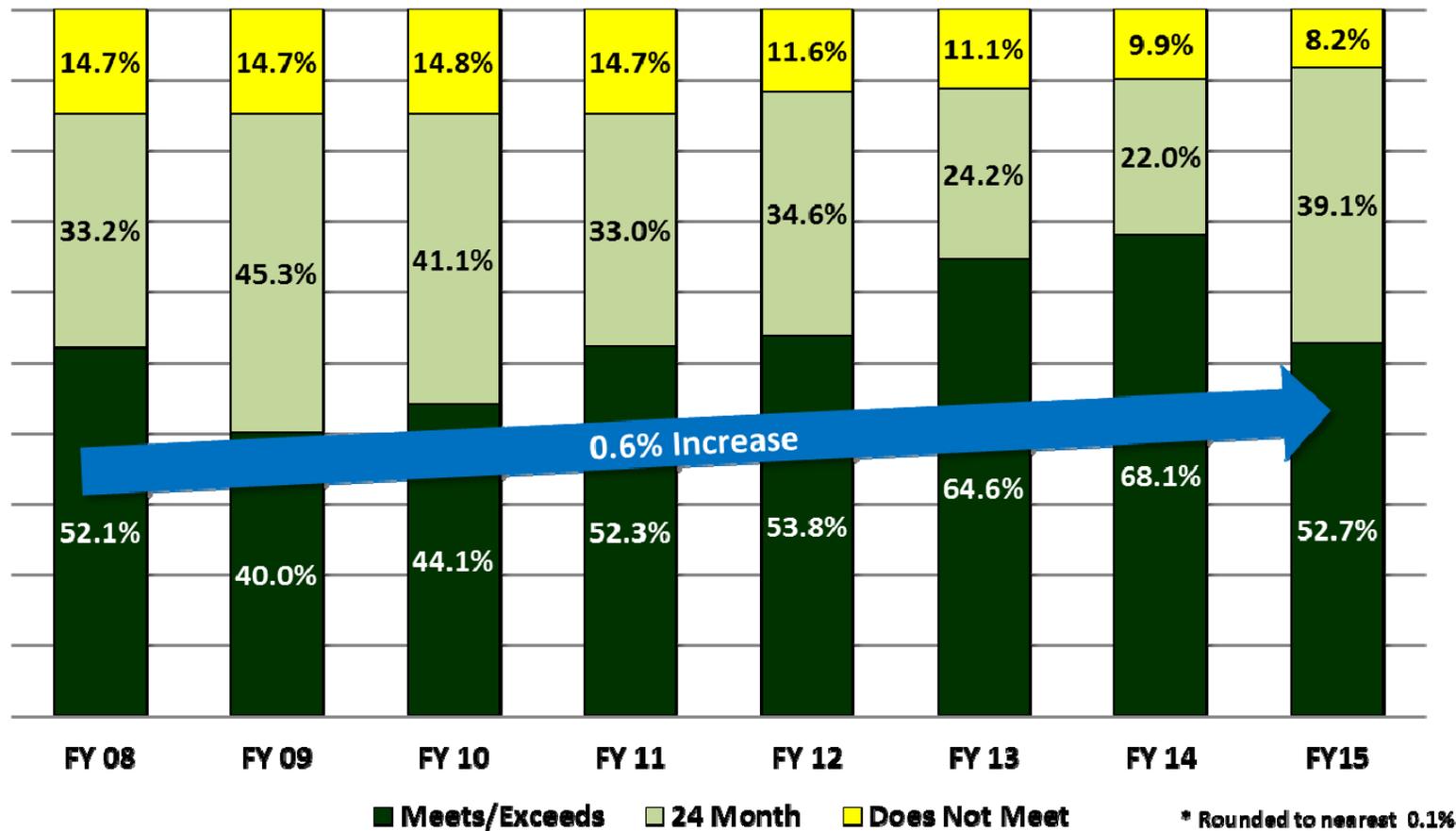




# Purchasing Historical DAWIA Certification FY08 – FY15



## Purchasing





# Purchasing DAWIA Certification Matrix + Bench Strength



Purchasing Required Certification Level	Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	185	94	71	11	361	48.8%
Level II	309	84	456	65	914	57.0%
Level III	6	1	2	2	11	18.2%
Unspecified	29	6	7	2	44	
<b>FY15Q4 TOTAL</b>	<b>529</b>	<b>185</b>	<b>536</b>	<b>80</b>	<b>1,330</b>	<b>52.7%</b>
	39.8%	13.9%	40.3%	6.0%		

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>Purchasing</b>	<b>147</b>	<b>11.4%</b>	<b>4 of 13</b>

\*\* Based on population total without unspecified positions

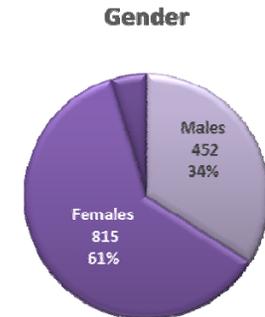
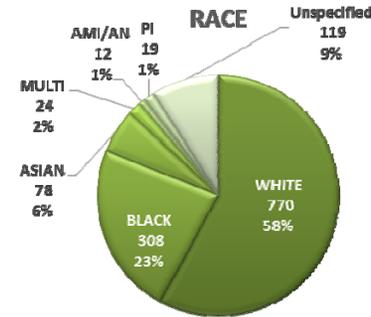
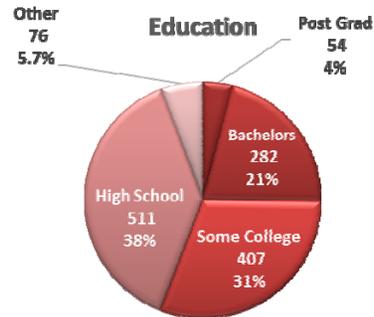
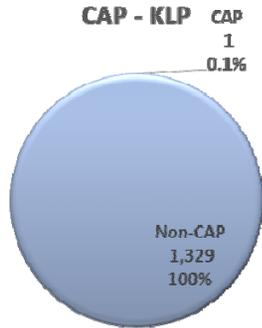
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	176	136	49	361	27.1%
Level II	521	351	42	914	68.7%
Level III	2	6	3	11	0.8%
Unspecified	2	27	15	44	3.3%
<b>Purchasing TOTAL</b>	<b>701</b>	<b>520</b>	<b>109</b>	<b>1,330</b>	
	52.7%	39.1%	8.2%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Purchasing Demographics



Occupied Position Type	Purchasing TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	1,089
Critical Acquisition Positions (CAPs) *	1	15,728
Non-CAP Positions	1,329	139,496
<b>TOTAL</b>	<b>1,330</b>	<b>156,313</b>

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

Highest Level of Education	Purchasing TOTAL	Entire DAW
Post Grad	54	61,177
Bachelors	282	69,485
Some College	407	11,992
High School	511	12,667
Other	76	992
<b>TOTAL</b>	<b>1,330</b>	<b>156,313</b>

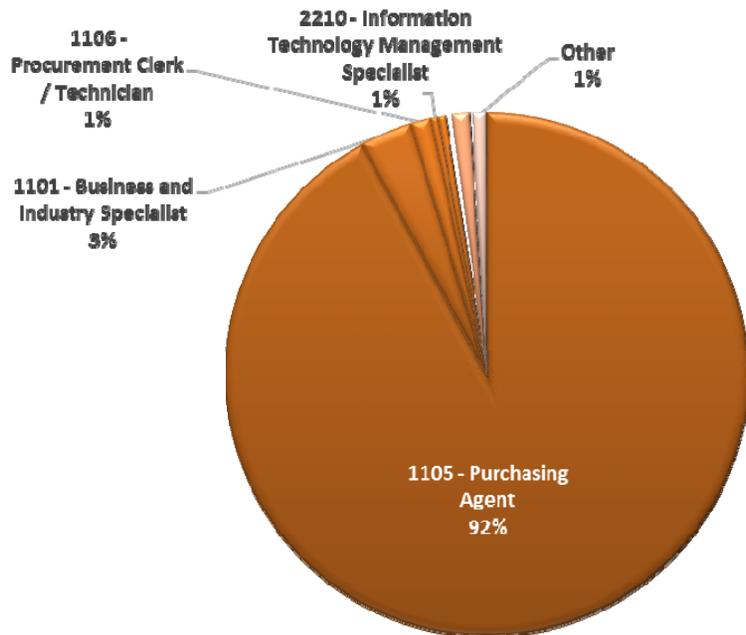
Military / Civilian	Purchasing TOTAL	Entire DAW
Civilian	1,330	140,962
Military	-	15,351
<b>TOTAL</b>	<b>1,330</b>	<b>156,313</b>

Race	Purchasing TOTAL	Entire DAW
WHITE	770	117,023
BLACK	308	18,589
ASIAN	78	10,128
MULTI	24	3,274
AMI/AN	12	850
PI	19	722
Unspecified	119	5,727
<b>TOTAL</b>	<b>1,330</b>	<b>156,313</b>

Gender	Purchasing TOTAL	Entire DAW
Males	452	110,309
Females	815	45,555
Unspecified	63	448
<b>TOTAL</b>	<b>1,330</b>	<b>156,312</b>



# Purchasing Size by Occupational Series



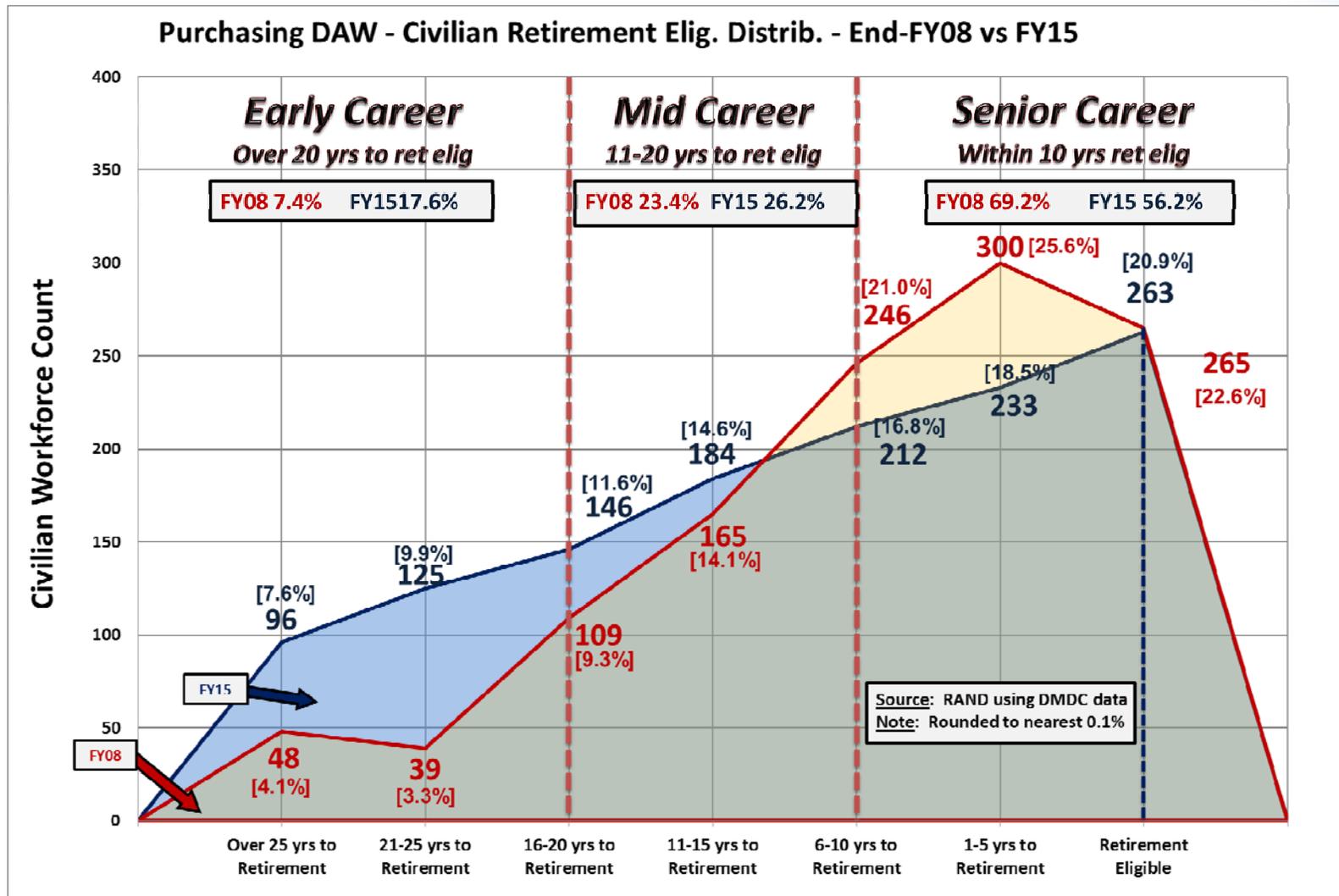
Civilian Occupational Series	Purchasing TOTAL	
1105 - Purchasing Agent	1,225	92.1%
1101 - Business and Industry Specialist	43	3.2%
1106 - Procurement Clerk / Technician	17	1.3%
2210 - Information Technology Management Specialist	6	0.45%
0301 - Administration & Program Staff	6	0.45%
1102 - Contract Specialist	2	0.15%
0343 - Management and Program Analyst	3	0.23%
1910 - Quality Assurance Specialist	14	1.05%
2003 - Supply Management Specialist	1	0.08%
2001 - Supply Specialist	2	0.15%
Other	11	0.83%
<b>TOTAL CIVILIAN</b>	<b>1,330</b>	<b>Civilians</b>



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



# Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY15



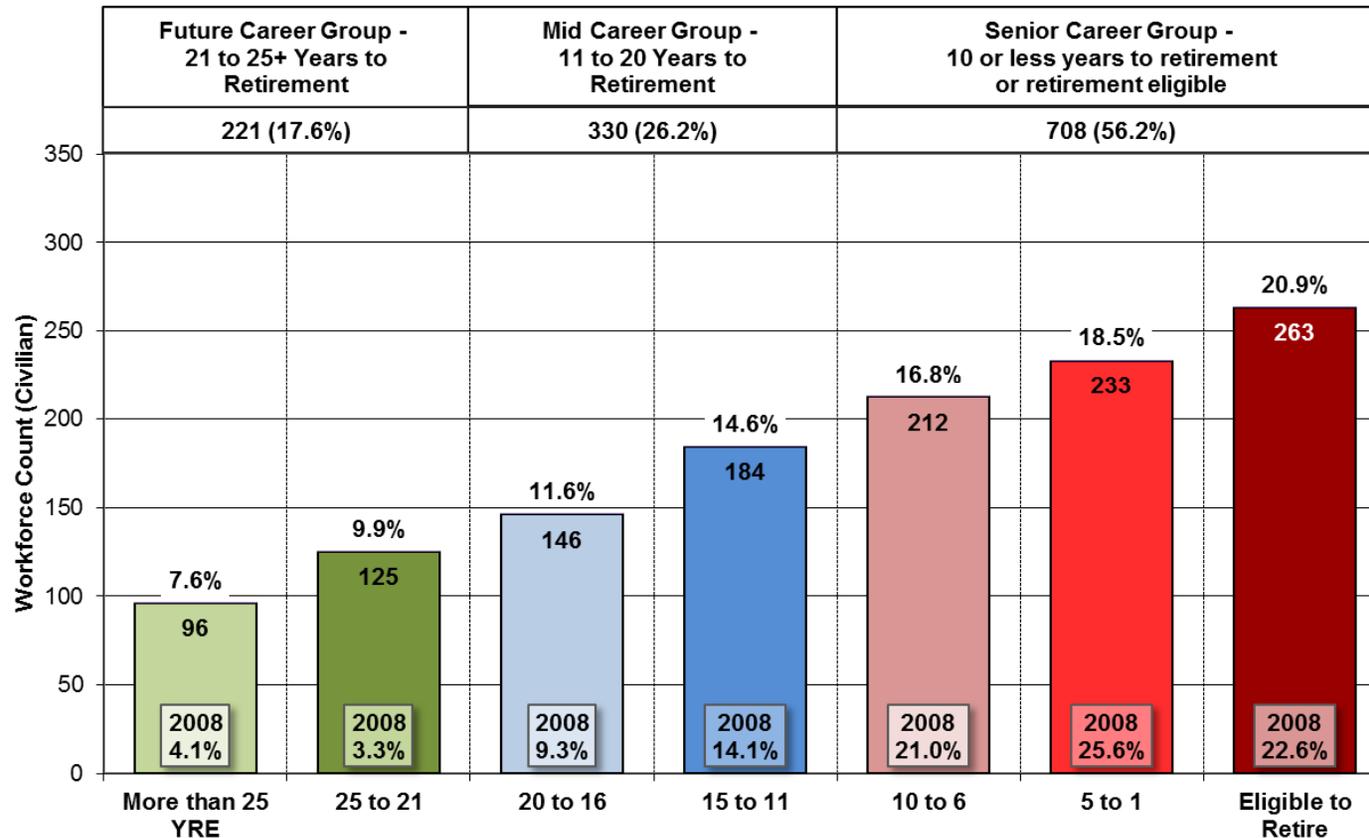
As of the end of FY15 (30 Sept 2015)



# Purchasing Workforce Lifecycle Model by YRE



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



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

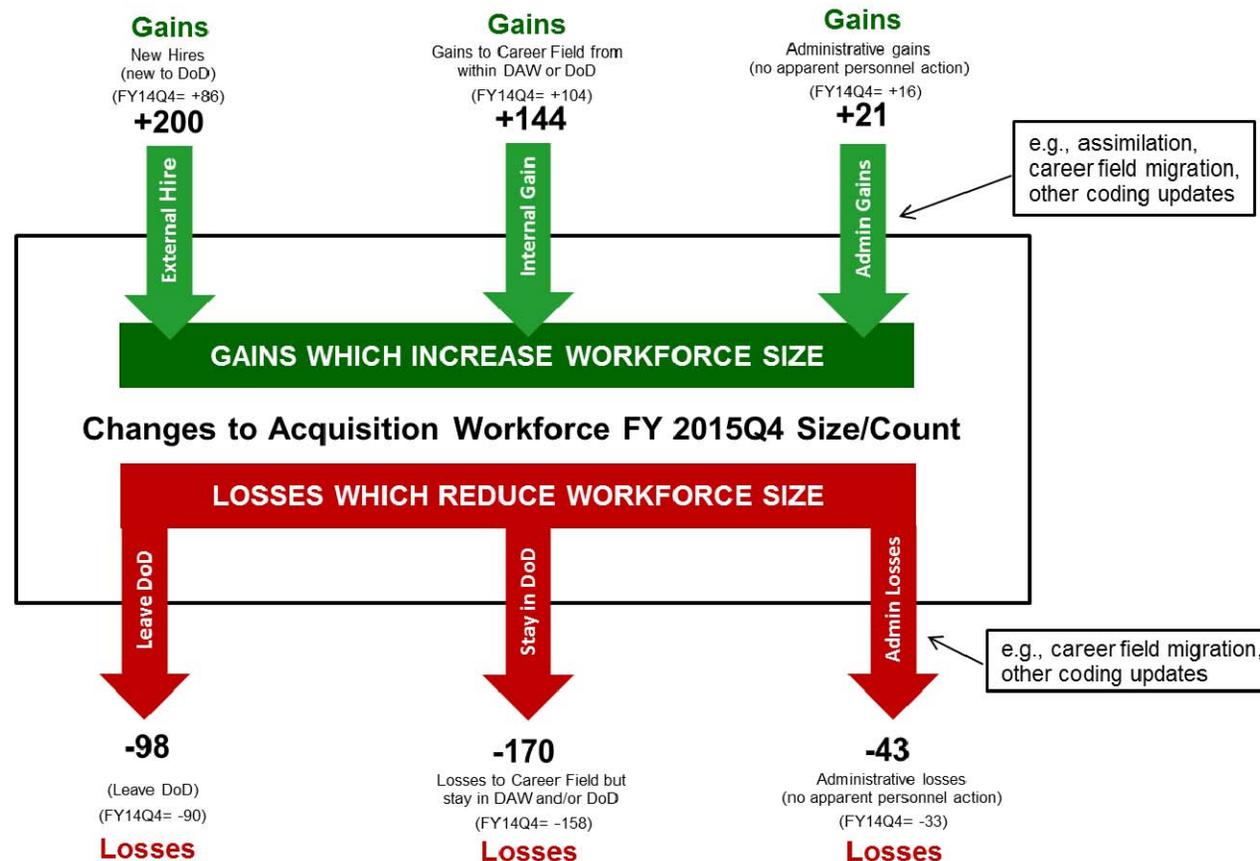
As of the end of FY15 (30 Sept 2015)



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

## Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Purchasing and

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



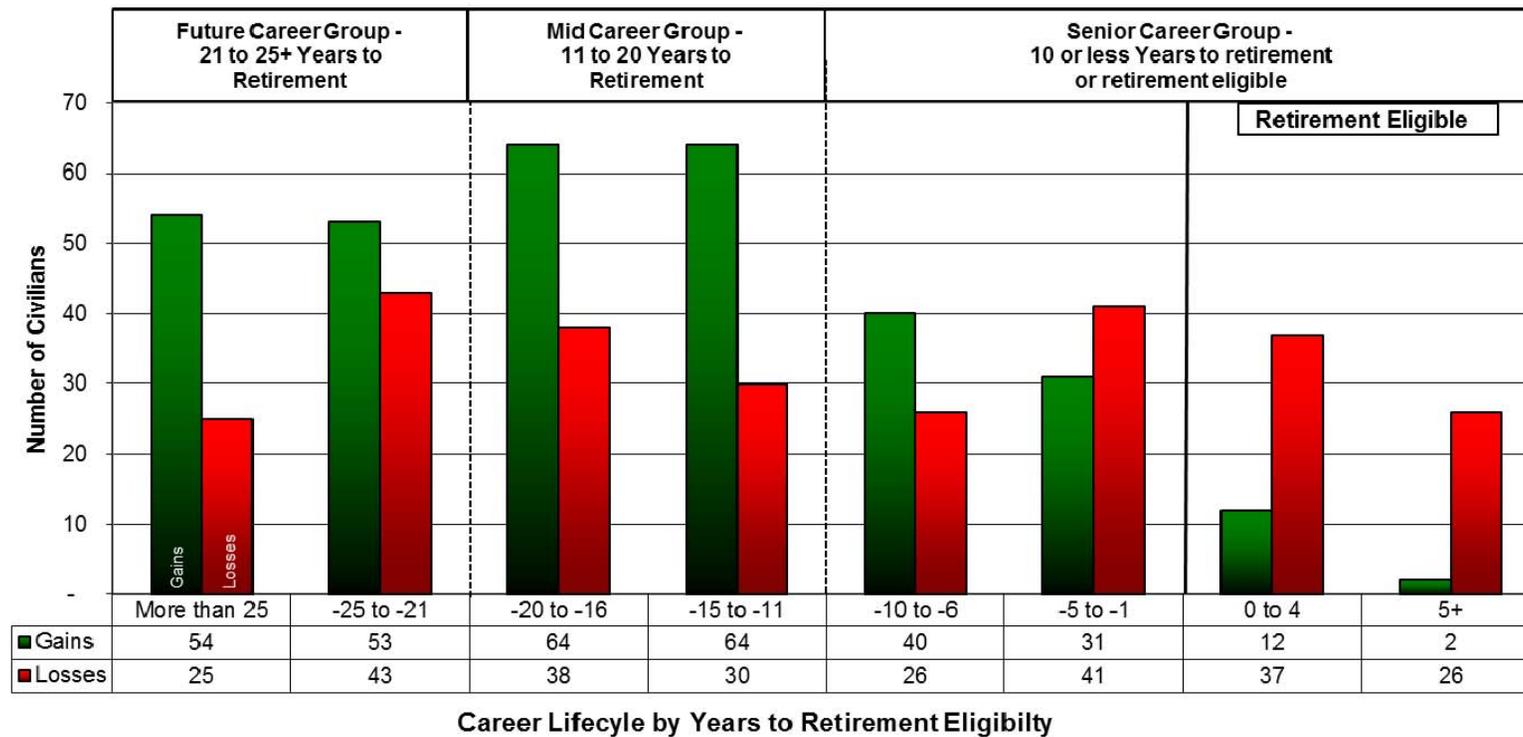
As of the end of FY15 (30 Sept 2015)



# Purchasing Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - Purch Workforce Lifecycle FY 2015Q4 Gains & Losses\*

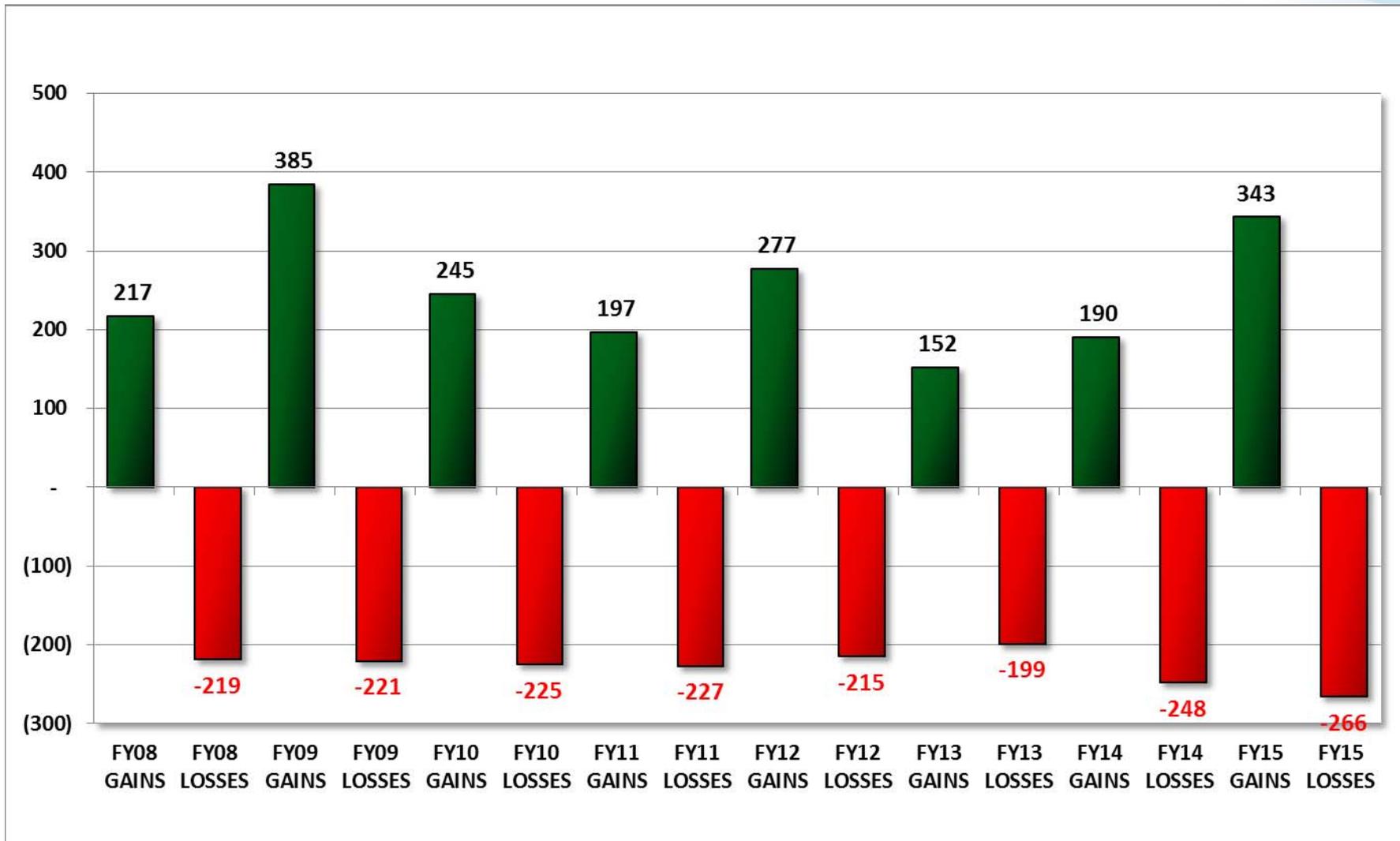


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)  
\*Does not include administrative gains and losses

As of the end of FY15 (30 Sept 2015)



# Purchasing Historical Gains and Losses FY08 – FY15



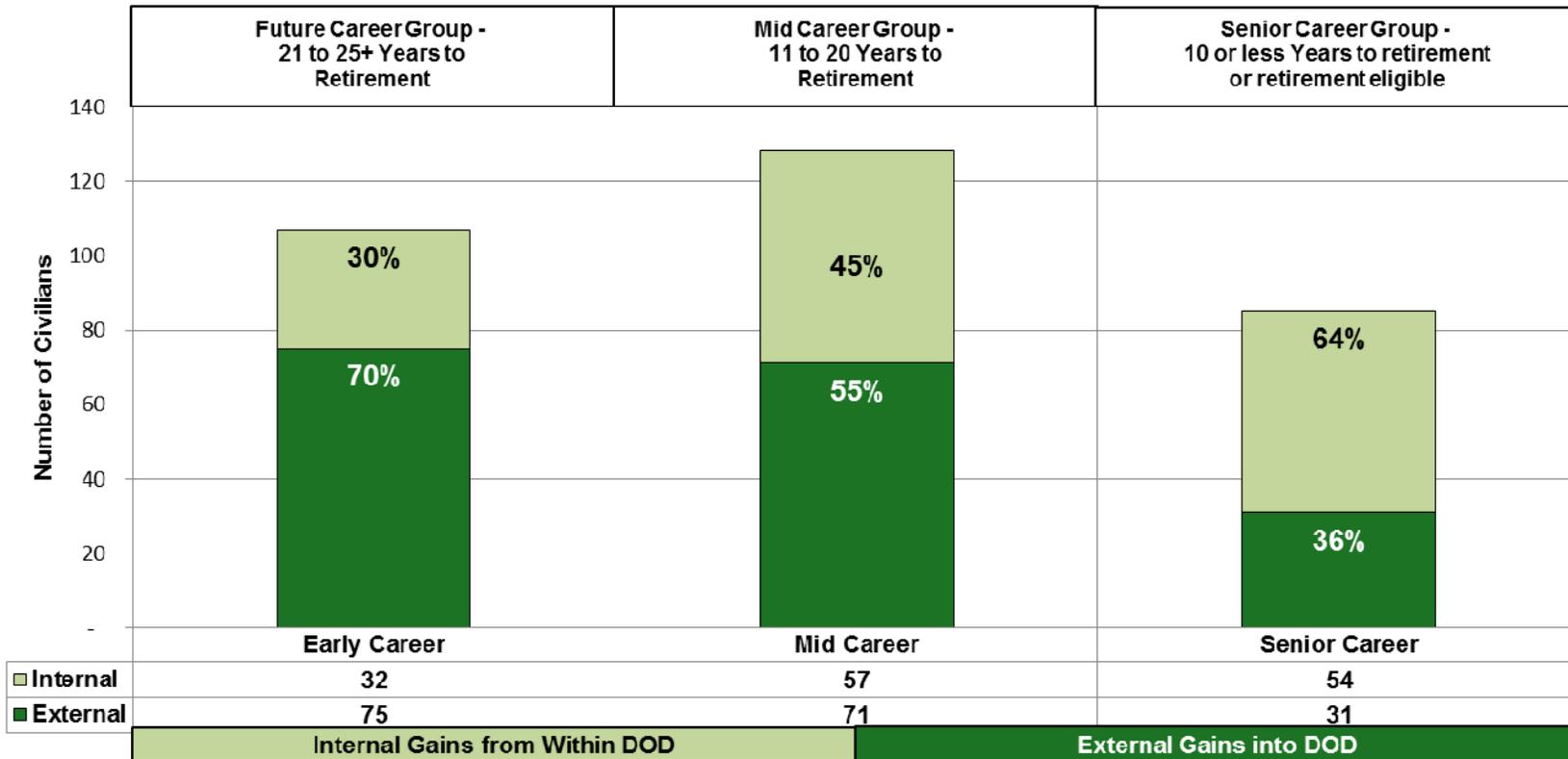
As of the end of FY15 (30 Sept 2015)



# Purchasing Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - Purch 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)

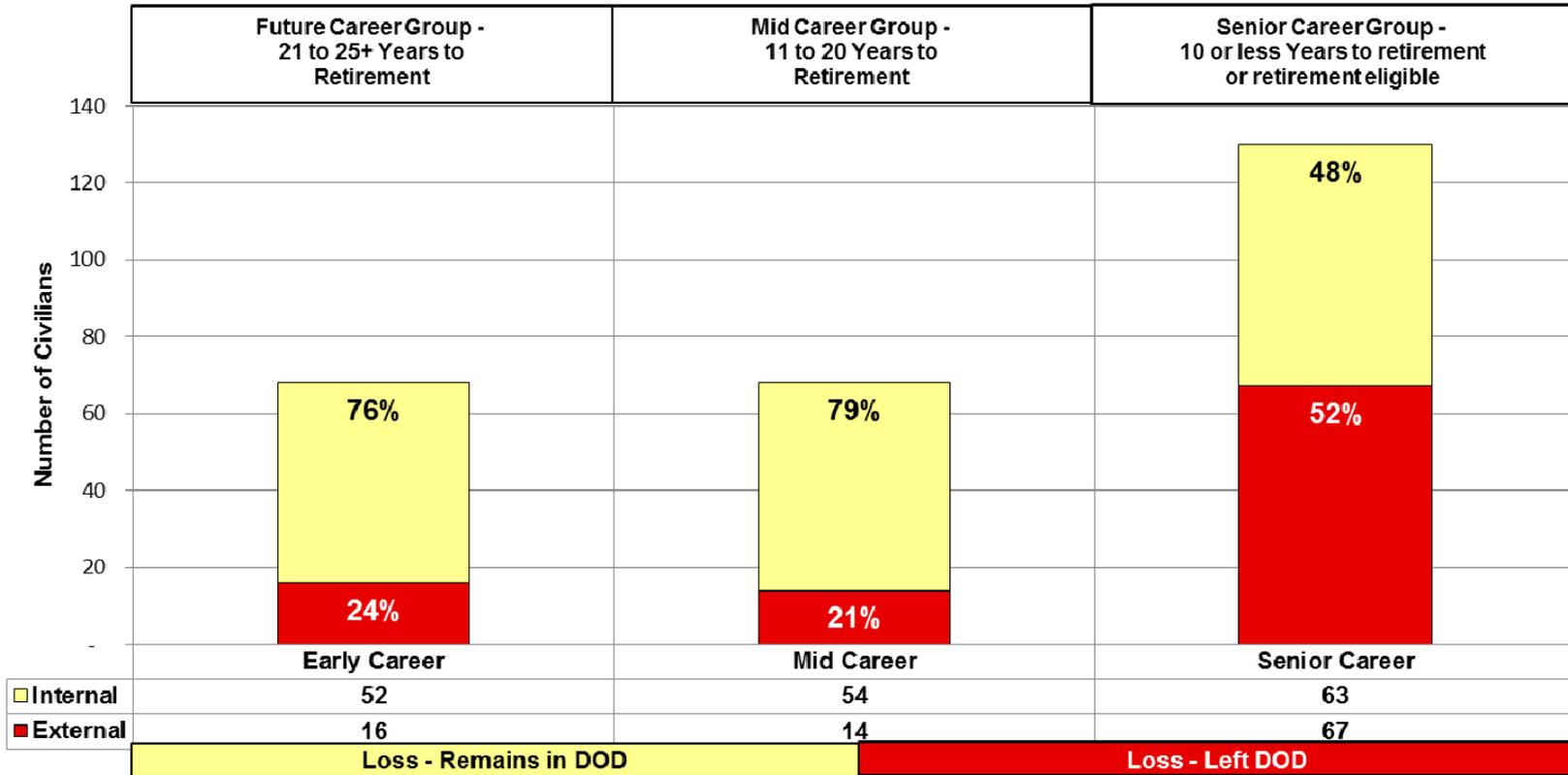


# Purchasing Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Purch

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

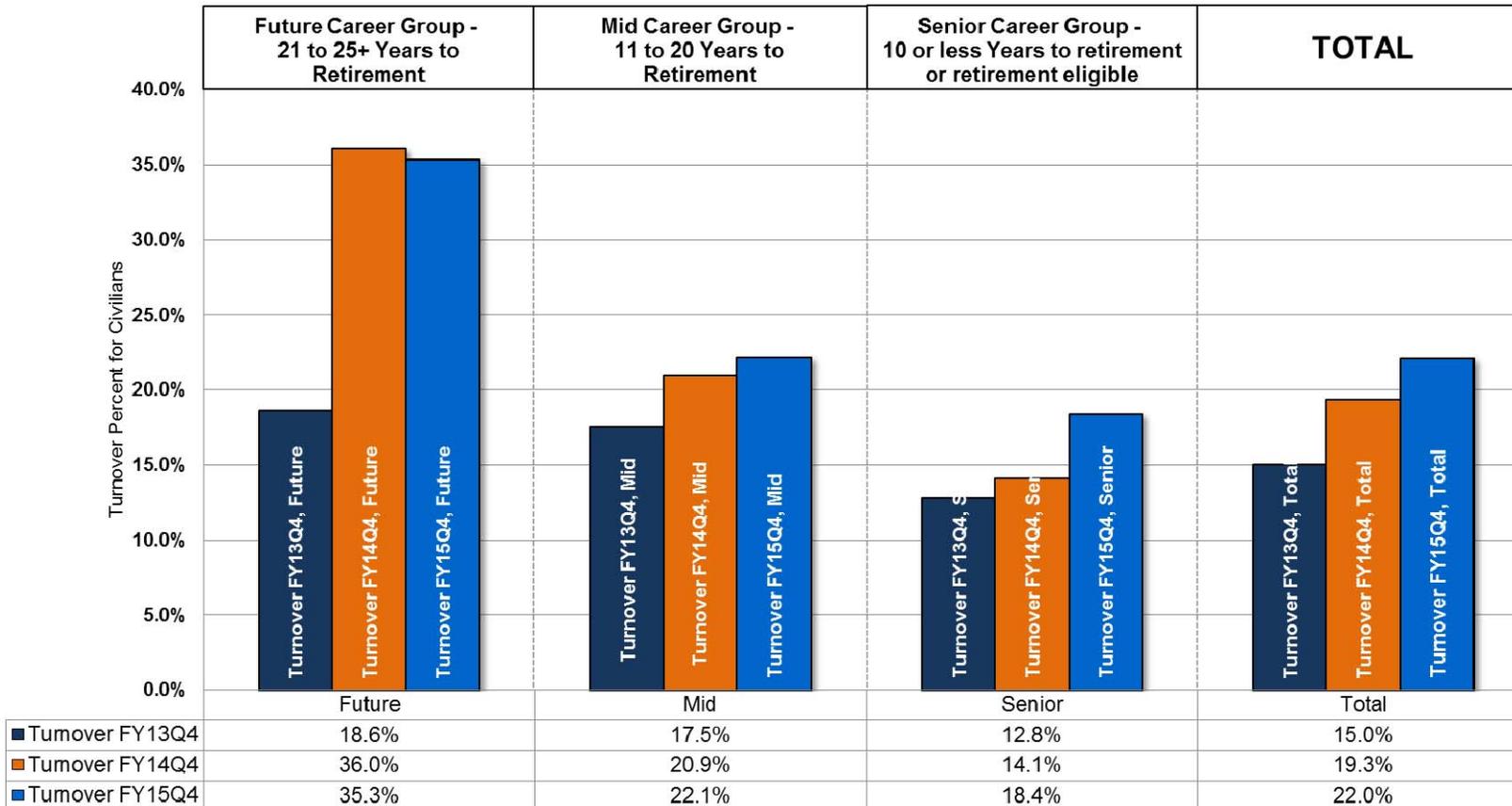
As of the end of FY15 (30 Sept 2015)



# Purchasing Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY15 (30 Sept 2015)

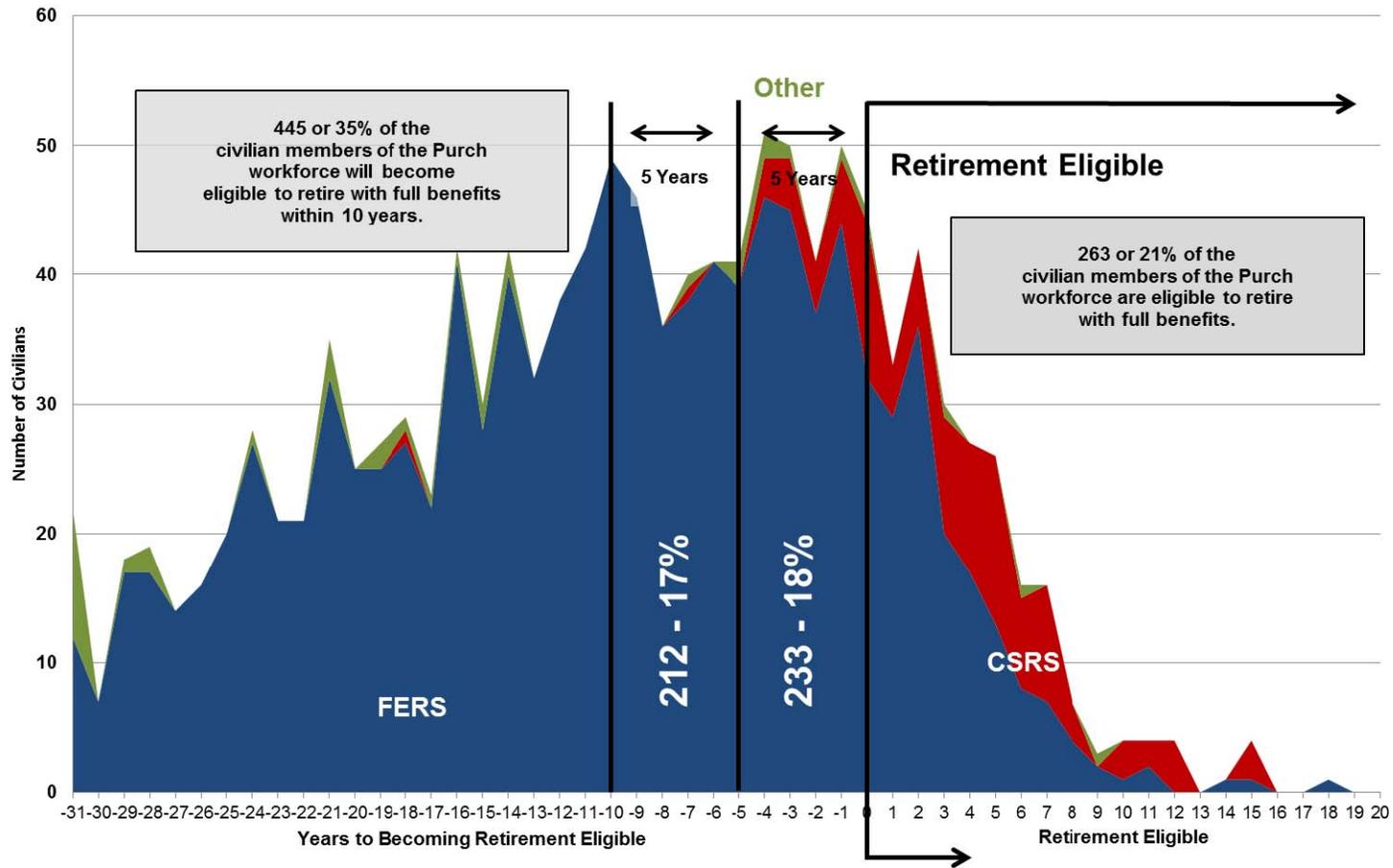


# Purchasing Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Purch

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



As of the end of FY15 (30 Sept 2015)



***END***