



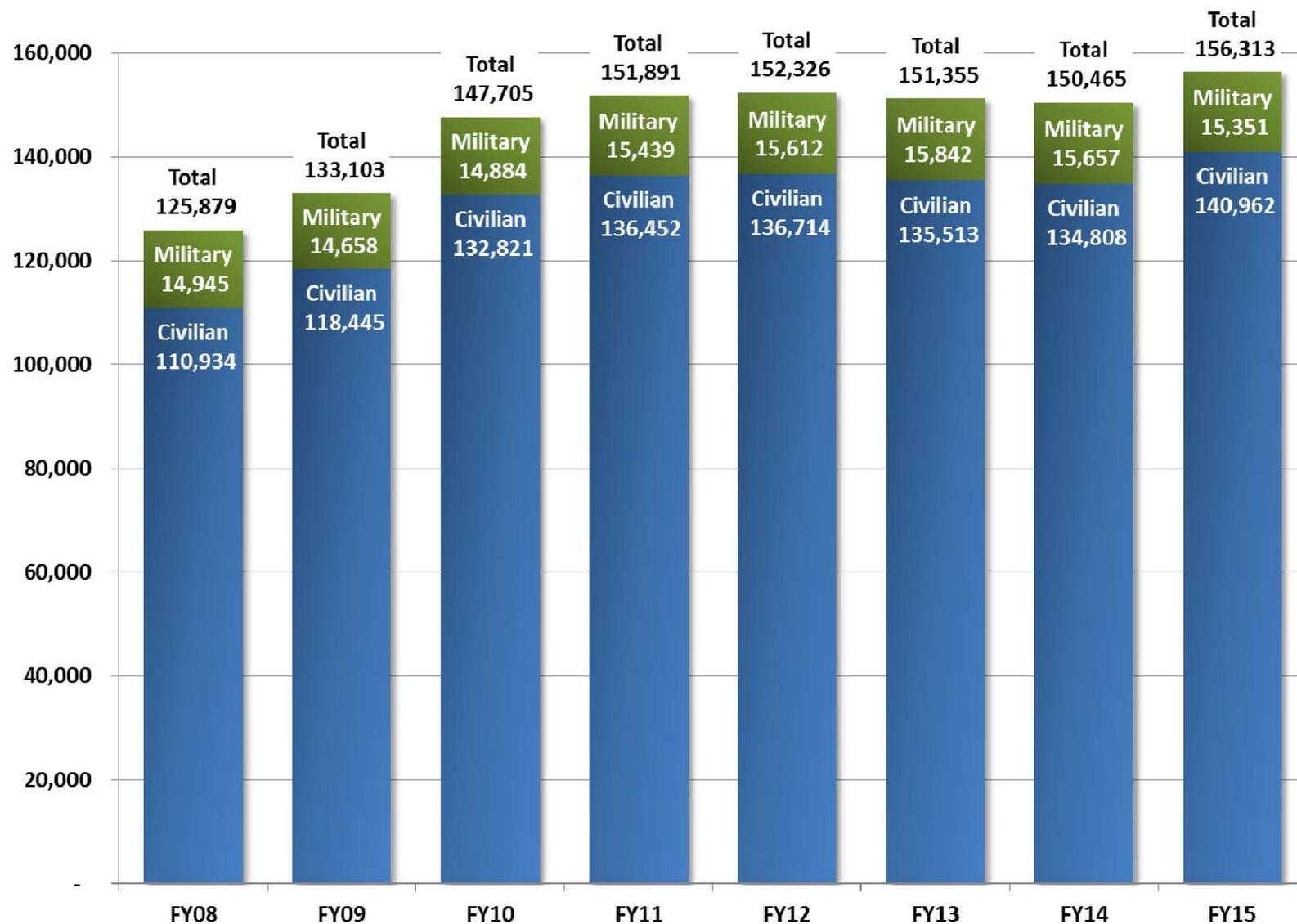
Defense Acquisition Workforce Key Information

OVERALL

As of FY15 (30 September 2015)



AWF – Historical Workforce Size FY08 – FY15





Fact Sheet



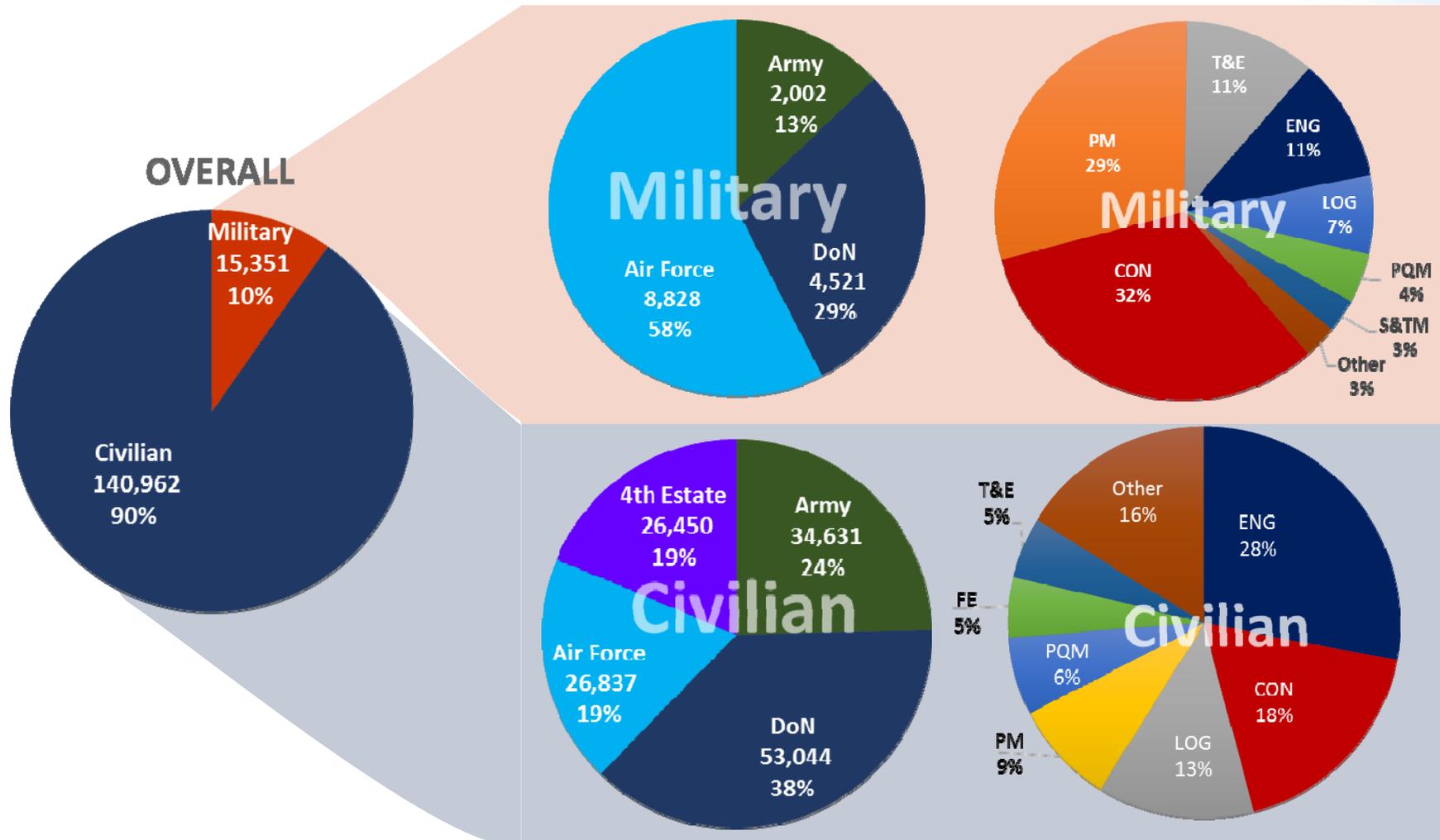
Human Capital Fact Sheet						
Defense Acquisition Workforce AT&L	FY 2008			FY 2015Q4		
	AT&L Civilian (Civ)	AT&L Military (Mil)	Total AT&L (Civ+Mil)	AT&L Civilian (Civ)	AT&L Military (Mil)	Total AT&L (Civ+Mil)
Size & Composition						
Workforce Size	110,934	14,945	125,879	140,962	15,351	156,313
Change in size from 2008	-	-	-	27%	3%	24%
Civilian/Military Composition	88%	12%	-	90%	10%	90% / 10%
Educational Attainment						
Bachelor's Degree or Higher	77%	81%	77%	84%	83%	84%
Graduate Degree	26%	44%	29%	38%	54%	39%
Certification (Cert)						
Level I or Higher Achieved	73%	61%	72%	77%	76%	85%
Level II or Higher Achieved	63%	41%	61%	77%	52%	74%
Level III Achieved	38%	19%	36%	46%	24%	44%
Position Cert Rqmt Met or Exceeded	61%	41%	58%	78%	59%	76%
Within 24 Months of Cert Rqmt	25%	46%	27%	19%	35%	21%
Does Not Meet Cert Rqmt	15%	12%	14%	3%	5%	4%
Planning Considerations						
% Baby Boomer / Traditional Gen.	68%	17%	62%	44%	3%	40%
Average Age	46.9	36.4	45.7	46.2	35.5	45.1
Workforce Life-Cycle Model (YRE) % Future/Mid-Career/Senior	20/23/57(%)	-	-	25/23/52(%)	-	25/23/52(%)
Average Years of Service	17.8	13.3	17.3	15.5	13.1	15.2
Retirement Eligible	19,051(17%)	-	-	22,436(17%)	-	22,436(17%)
Retirement Eligible w/i 5 Years	21,315(19%)	-	-	25,749(19%)	-	25,749(19%)
Total Gains/Losses	14,245/15,030	-	-	17,044/10,596	-	17,044/10,596

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2015Q4 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 FY2015Q4 DMDC data.



AWF – Military and Civilian By Component and Career Field





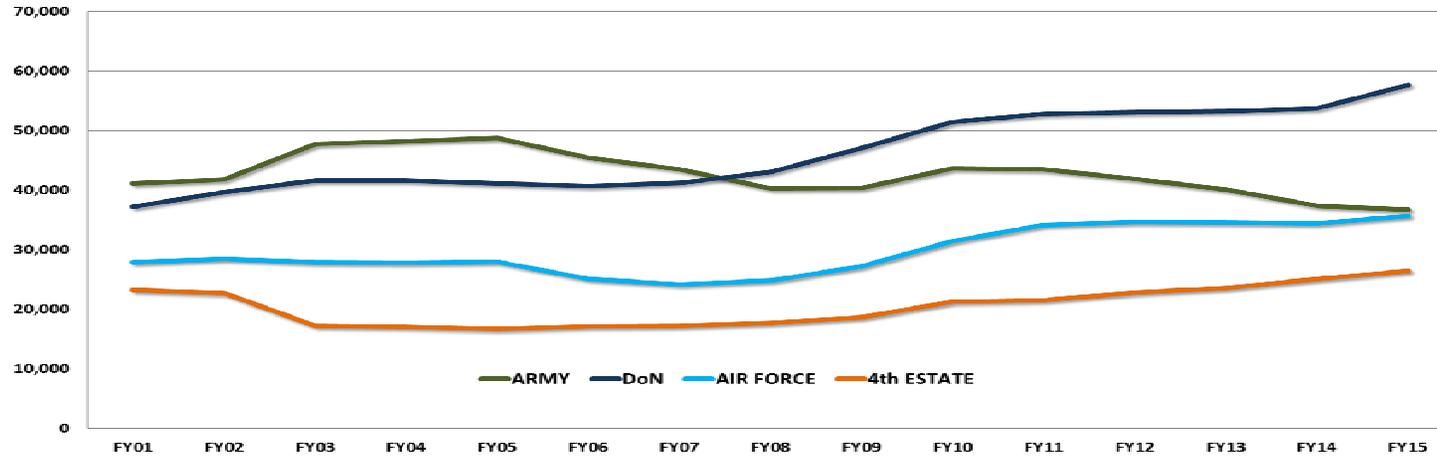
AWF Size by Component and Career Field



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	41,038	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%		



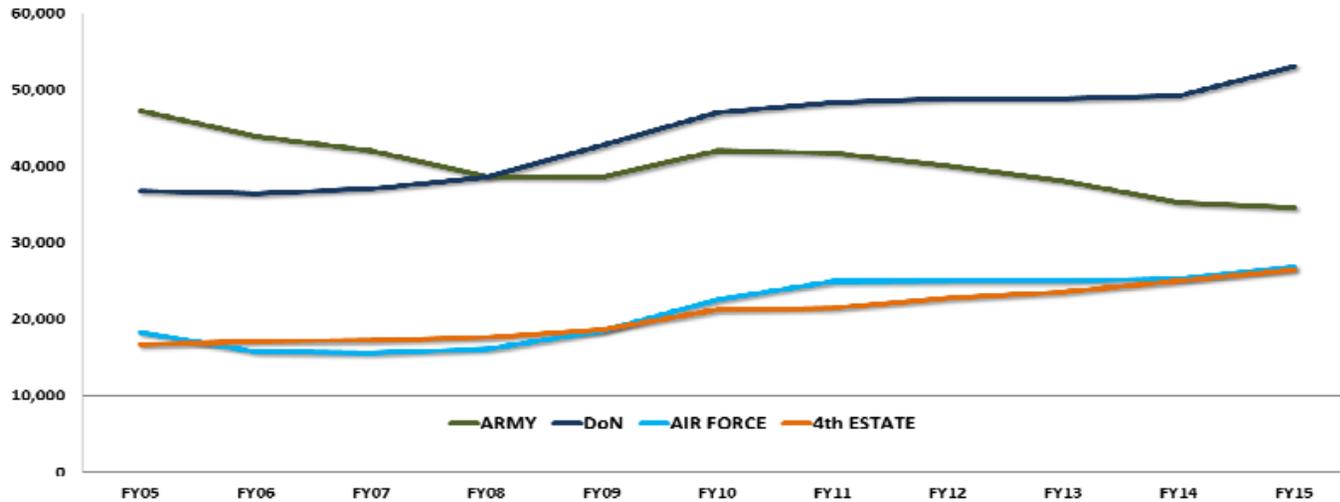
AWF Historical Size Detail by Component



Overall Defense Acq Workforce Service	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY01	% Change Since FY08	% Change Since FY14
ARMY	41,074	41,783	47,697	48,188	48,697	45,443	43,473	40,269	40,356	43,634	43,476	41,877	40,037	37,342	36,633	-11%	-9%	-2%
DoN	37,158	39,661	41,622	41,552	41,070	40,651	41,177	43,066	46,972	51,418	52,791	53,058	53,214	53,685	57,565	55%	34%	7%
AIR FORCE	27,820	28,444	27,888	27,775	27,932	25,075	24,172	24,827	27,174	31,382	34,147	34,637	34,534	34,395	35,665	28%	44%	4%
4th ESTATE	23,197	22,705	17,224	17,024	16,671	17,073	17,210	17,717	18,601	21,271	21,477	22,754	23,570	25,043	26,450	14%	49%	6%
OVERALL DAW	129,249	132,593	134,431	134,539	134,370	128,242	126,032	125,879	133,103	147,705	151,891	152,326	151,355	150,465	156,313	↑ 20.9%	↑ 24.2%	↑ 3.9%



AWF Historical Size Detail by Component (Civilian)

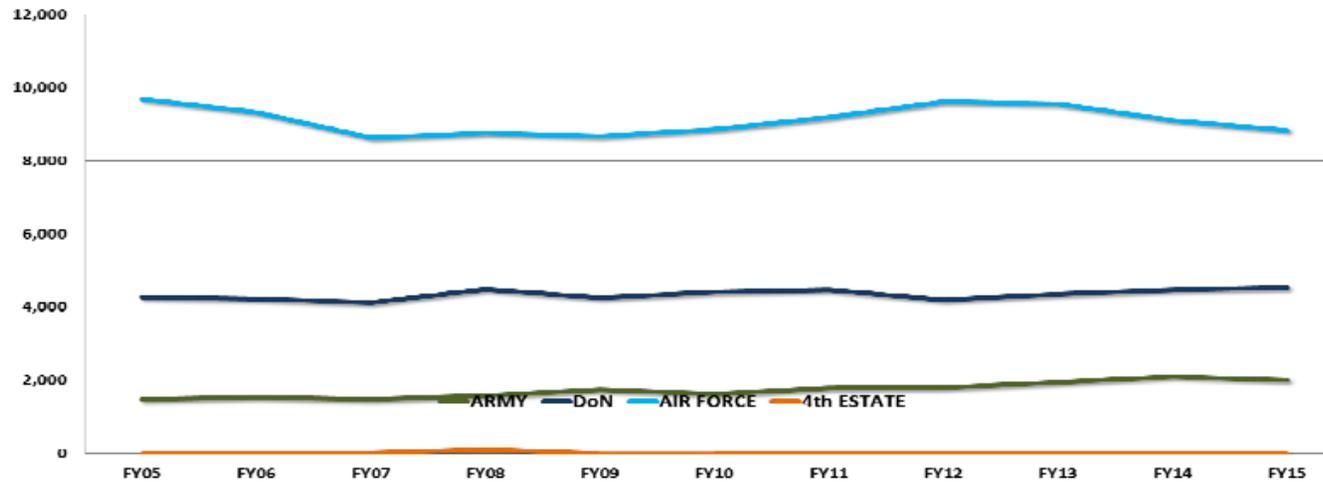


Overall Defense Acq Workforce Service	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15
ARMY	47,225	43,915	41,990	38,689	38,612	42,015	41,696	40,079	38,092	35,246	34,631
DoN	36,801	36,433	37,059	38,579	42,726	47,009	48,317	48,862	48,865	49,220	53,044
AIR FORCE	18,250	15,748	15,544	16,067	18,506	22,526	24,962	25,019	24,986	25,299	26,837
4th ESTATE	16,670	17,067	17,206	17,599	18,601	21,271	21,477	22,754	23,570	25,043	26,450
OVERALL DAW	118,946	113,163	111,799	110,934	118,445	132,821	136,452	136,714	135,513	134,808	140,962

	% Change Since FY08	% Change Since FY14
ARMY	-10%	-2%
DoN	37%	8%
AIR FORCE	67%	6%
4th ESTATE	50%	6%
OVERALL DAW	↑ 27.1%	↑ 4.6%



AWF Historical Size Detail by Component (Military)



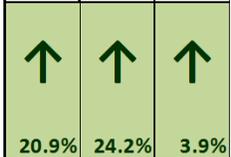
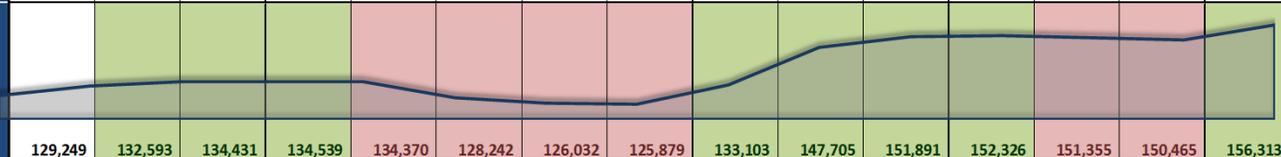
Overall Defense Acq Workforce Service	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
ARMY	1,472	1,528	1,483	1,580	1,744	1,619	1,780	1,798	1,945	2,096	2,002	27%	-4%
DoN	4,269	4,218	4,118	4,487	4,246	4,409	4,474	4,196	4,349	4,465	4,521	1%	1%
AIR FORCE	9,681	9,327	8,628	8,760	8,668	8,856	9,185	9,618	9,548	9,096	8,828	1%	-3%
4th ESTATE	-	2	4	118	-	-	-	-	-	-	-	-100%	
OVERALL DAW	15,422	15,075	14,233	14,945	14,658	14,884	15,439	15,612	15,842	15,657	15,351	↑ 2.7%	↓ -2.0%



AWF Historical Size Detail by Career Field



Overall Defense Acq Workforce Career Field	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY01	% Change Since FY08	% Change Since FY14
Engineering	33,812	33,462	33,142	34,597	34,752	35,142	34,710	34,537	36,704	39,201	39,690	39,807	39,544	39,242	41,050	21%	19%	5%
Contracting	19,196	21,563	21,179	20,966	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,292	30,271	29,826	30,230	57%	18%	1%
Life Cycle Logistics	9,880	9,951	11,622	11,045	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,724	19,222	95%	44%	8%
Program Management	12,387	12,412	11,425	12,746	12,284	12,775	12,427	12,781	13,422	14,915	15,683	15,824	16,171	16,003	16,585	34%	30%	4%
Production, Quality and Man	4,942	5,129	4,883	4,866	9,397	8,966	8,364	9,138	9,023	9,727	9,601	9,458	9,658	9,671	9,822	99%	7%	2%
Test and Evaluation	5,071	6,145	6,548	7,112	7,384	7,280	7,419	7,420	7,892	8,446	8,573	8,603	8,580	8,569	8,692	71%	17%	1%
Facilities Engineering (NEW)	-	2,111	8,957	9,143	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,986		42%	6%
Information Technology	4,784	5,113	5,039	5,245	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,832	5,870	5,776	6,402	34%	63%	11%
Business (Fin Mgt)	9,168	9,029	8,145	8,078	8,119	7,747	7,387	7,085	7,262	7,054	7,009	6,761	6,463	6,142	6,205	-32%	-12%	1%
Auditing	4,121	3,043	3,058	2,820	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505	4,368	4,560	4,316	5%	19%	-5%
S&T Manager (NEW)	-	165	165	257	314	291	483	480	623	2,561	3,062	3,209	3,293	3,401	3,681		667%	8%
Business (Cost Est)	-	-	-	-	-	-	-	-	-	1,070	1,252	1,278	1,312	1,309	1,346			3%
Purchasing	2,541	1,885	1,899	1,799	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,330	-48%	11%	10%
Property	255	308	282	322	571	530	481	451	475	501	483	449	402	389	400	57%	-11%	3%
Unknown/Other	23,092	22,277	18,087	15,543	3,229	1,495	3,280	1,258	402	71	344	139	48	31	46			
TOTAL	129,249	132,593	134,431	134,539	134,370	128,242	126,032	125,879	133,103	147,705	151,891	152,326	151,355	150,465	156,313	20.9%	24.2%	3.9%

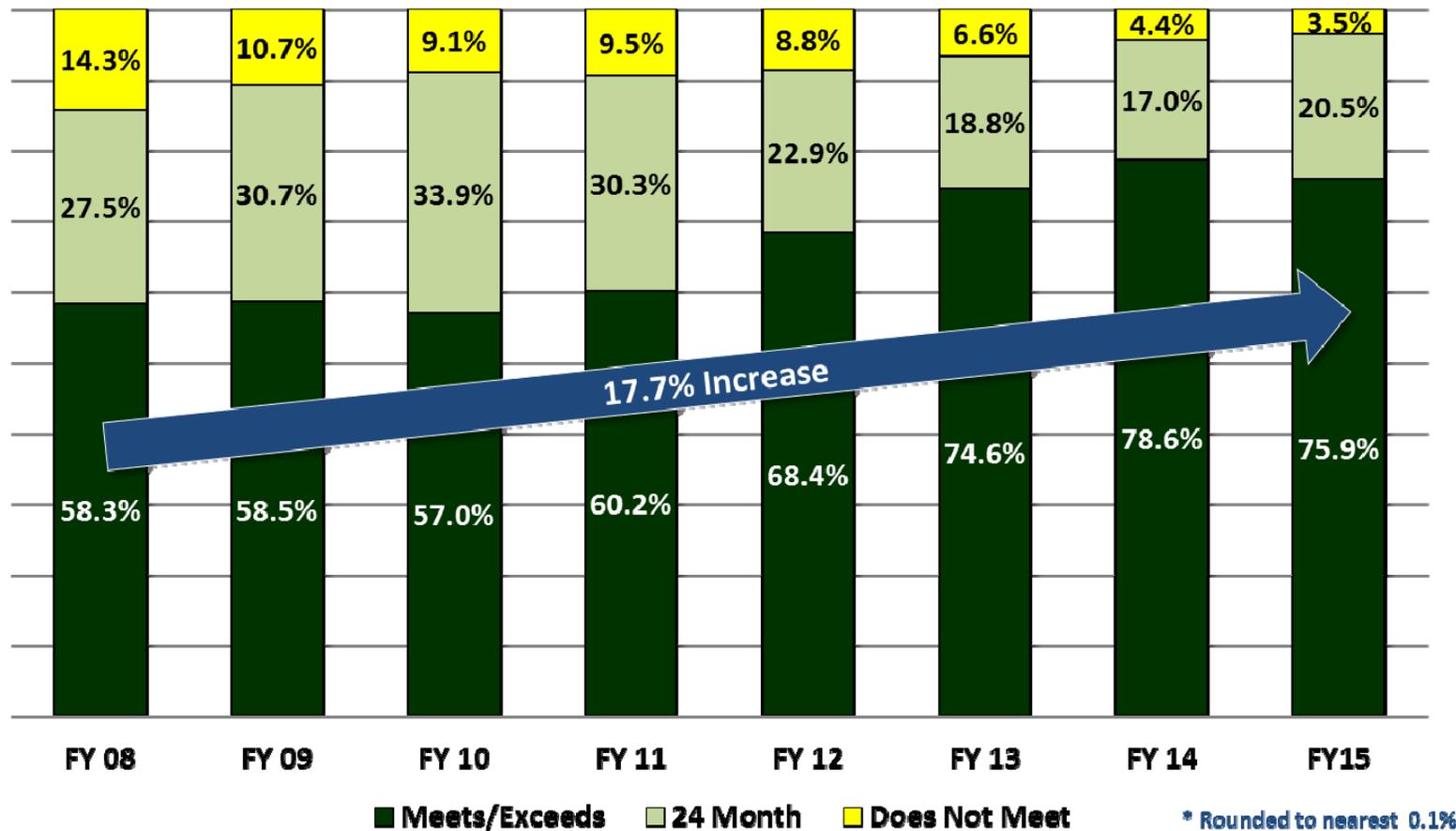




AWF Historical DAWIA Certification FY08 – FY15



Overall

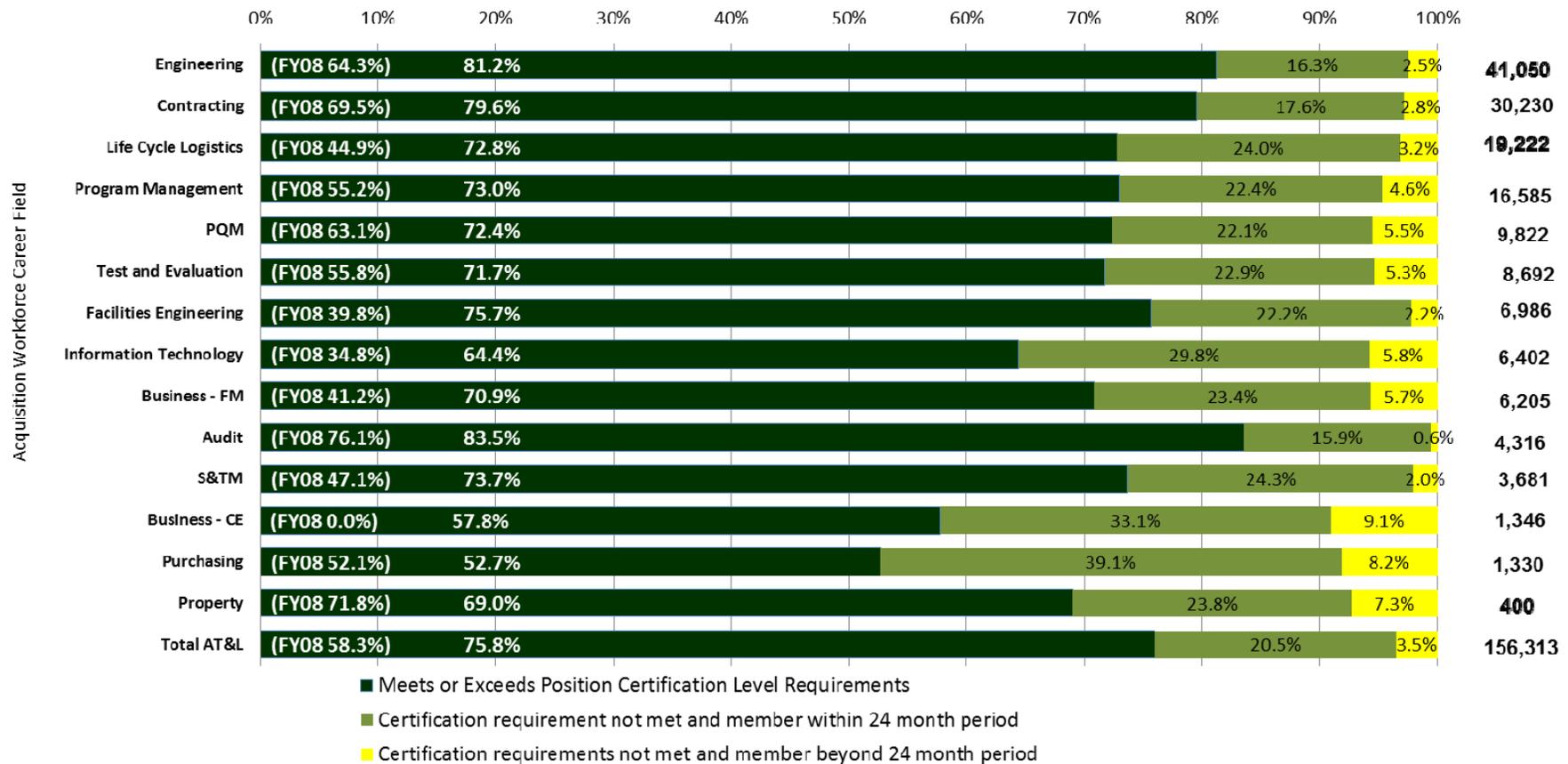




AWF DAWIA Certification by Career Field



Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY15)

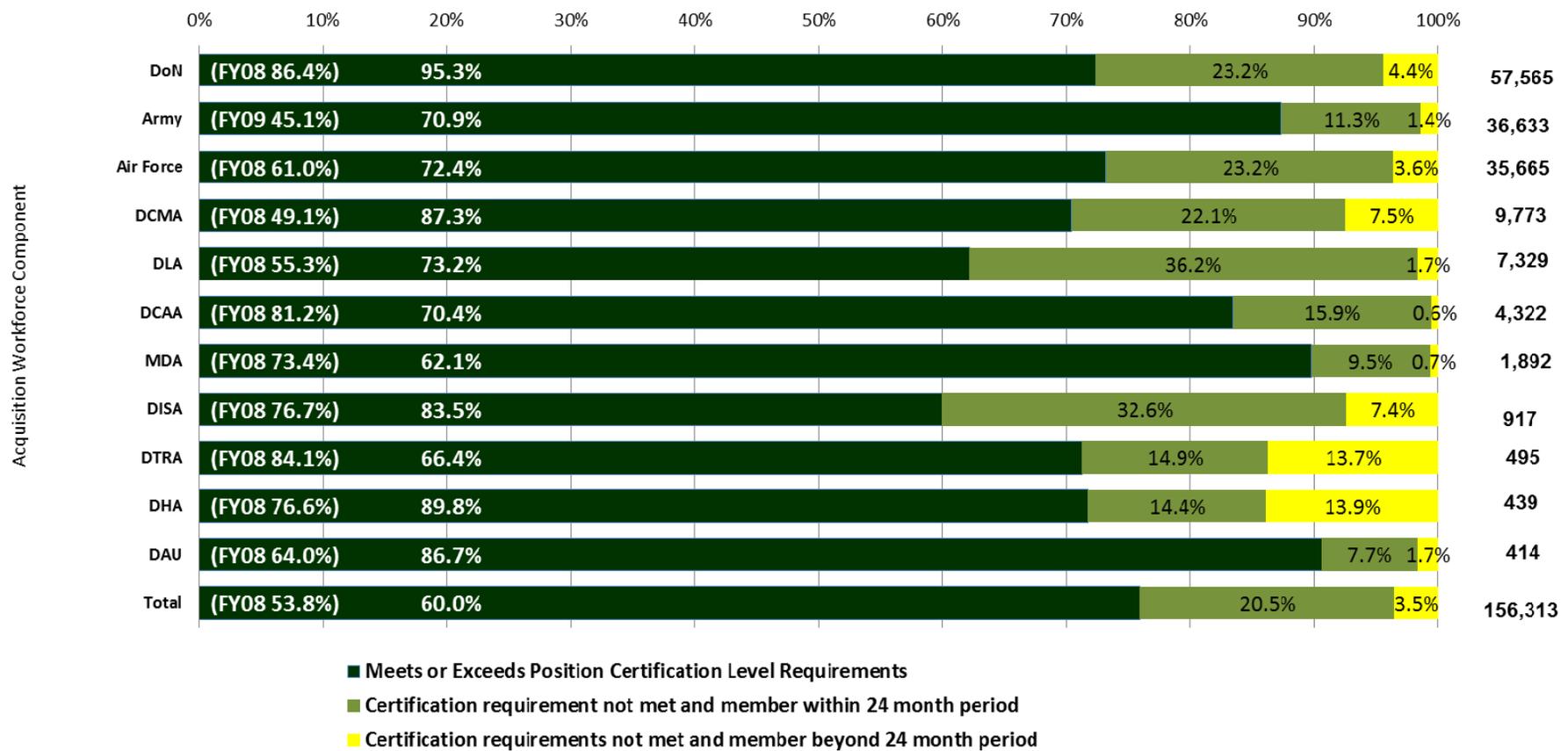




AWF DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component AT&L (FY15)





DAWIA Certification Matrix + Bench Strength

DAW Required Certification Level	Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	7,819	6,376	2,058	578	16,831	53.5%
Level II	12,251	8,053	42,133	17,541	79,978	74.6%
Level III	3,591	1,638	4,056	50,003	59,288	84.3%
Unspecified	105	29	57	25	216	
FY15Q4 TOTAL	23,766	16,096	48,304	68,147	156,313	75.9%
% TOTAL	15.2%	10.3%	30.9%	43.6%		

No Level Achieved includes those within the 24 month grace period

Bench Strength		
Org	# Exceeds	% Exceeds**
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%

** Based on population total without unspecified positions

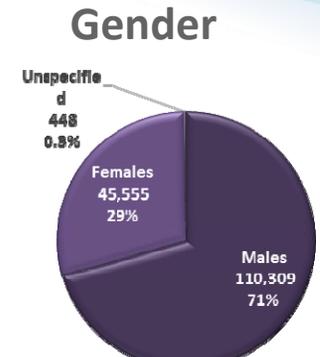
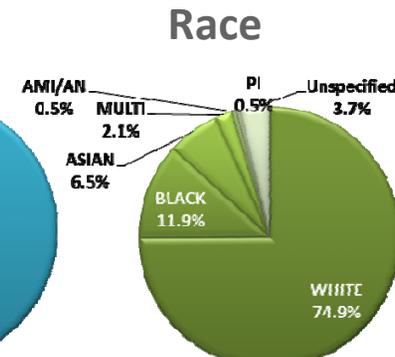
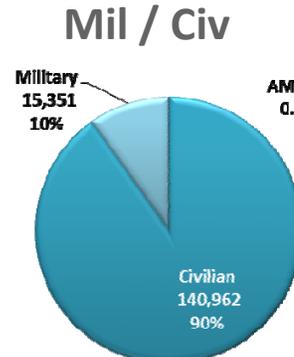
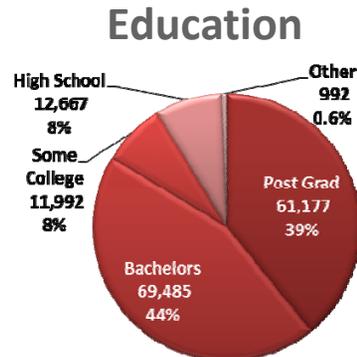
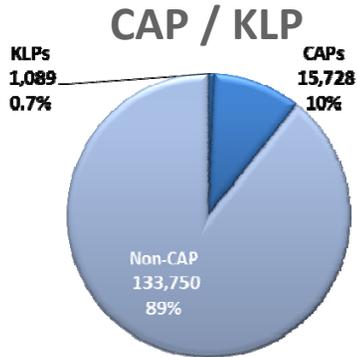
Certification Requirement	Meets/ Exceeds	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	9,012	7,476	343	16,831	10.8%
Level II	59,674	17,298	3,006	79,978	51.2%
Level III	50,003	7,144	2,141	59,288	37.9%
Unspecified	25	165	26	216	0.1%
DAW TOTAL	118,714	32,083	5,516	156,313	
% TOTAL	75.9%	20.5%	3.5%		

 = Compliance
 = Exceeds Requirement

* NOTE: Rounded to nearest 0.1%



AWF Demographics



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

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

Highest Level of Education	Entire DAW	
Post Grad	61,177	39.1%
Bachelors	69,485	44.5%
Some College	11,992	7.7%
High School	12,667	8.1%
Other	992	0.6%
TOTAL	156,313	

Military / Civilian	Entire DAW	
Civilian	140,962	90.2%
Military	15,351	9.8%
TOTAL	156,313	

Race	Entire DAW	
WHITE	117,023	74.9%
BLACK	18,589	11.9%
ASIAN	10,128	6.5%
MULTI	3,274	2.1%
AMI/AN	850	0.5%
PI	722	0.5%
Unspecified	5,727	3.7%
TOTAL	156,313	

Gender	Entire DAW	
Males	110,309	70.6%
Females	45,555	29.1%
Unspecified	448	0.3%
TOTAL	156,312	



AWF Overall Count Detail by Component and Career Field



Component	Service/Agency	Auditing	Business - Cost Estimating (BUS-CE)	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgmt	Information Technology	Life Cycle Logistics	Production, Quality and Manufacturing	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unknown	FY15 Totals
Army	Army Totals		244	1662	8010	8986	1497	45	1682	7201	1393	3281	272	393	1956	11	36633
	Navy		538	1813	5588	20816	5229	61	2538	5716	2777	5535	435	482	3207	1	54736
	Marine Corps		32	187	526	365	32		227	444	33	800	60	2	121		2829
DoN	Dept of Navy Totals	538	1845	5775	21342	5594	93	2538	5943	3221	5568	1235	542	3209	122	54736	2829
Air Force	Air Force Totals		454	1944	8534	8903	166	20	1133	3028	331	5366	79	2674	3027	6	35665
4th Estate	Defense Contract Management Agency		5	214	2964	1181	2	268	197	127	4353	393	31	4	9	25	9773
	Defense Logistics Agency			1	3257	11	1	3	113	2554	868	113	398	9	1		7329
	Defense Contract Audit Agency	4315			1								6				4322
	Missile Defense Agency		53	224	199	582	42	1	51	71	54	349	1	4	260	1	1892
	4th Estate Other	1	20	160	1151	206	17	2	461	81	13	748	48	113	111	2	3134
	4th Estate Totals	4316	78	599	7572	1980	62	274	822	2833	5288	1603	484	130	381	28	26450
TOTAL		4316	1346	6205	30230	41050	6986	400	6402	19222	9822	16585	1330	3681	8692	46	156313



AWF Count Detail – Change From FY15Q3 by Component and Career Field



Component	Service/Agency	Auditing	Business - Cost Estimating (BUS-CE)	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgmt	Information Technology	Life Cycle Logistics	Production, Quality and Manufacturing	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unknown	FY15 Totals
Army	Army Totals	0	6	17	(43)	74	(12)	(2)	(10)	(43)	(10)	(9)	12	(3)	(33)	0	(56)
	Navy	0	19	33	220	652	203	3	107	143	137	113	18	9	98	(2)	1753
	Marine Corps	0	0	2	8	(16)	(3)	0	(9)	(12)	(4)	(31)	1	(1)	6	0	(59)
DoN	Dept of Navy Totals	0	19	35	228	636	200	3	98	131	133	82	19	8	104	(2)	1694
Air Force	Air Force Totals	0	3	73	151	143	146	1	29	57	3	59	0	46	3	5	719
4th Estate	Defense Contract Management Agency	0	(1)	2	28	29	1	9	9	0	15	7	3	(1)	1	2	104
	Defense Logistics Agency	0	0	(1)	67	0	0	0	20	81	37	16	54	0	0	0	274
	Defense Contract Audit Agency	15	0	0	(2)	0	0	0	0	0	0	0	(1)	0	0	0	12
	Missile Defense Agency	0	(2)	(7)	12	(5)	3	0	3	2	2	(2)	0	2	0	1	9
	4th Estate Other	(1)	1	2	20	(3)	(3)	0	(9)	(3)	1	12	(2)	(1)	0	1	15
	4th Estate Totals	14	(2)	(4)	125	21	1	9	23	80	55	33	54	0	1	4	414
TOTAL		14	26	121	461	874	335	11	140	225	181	165	85	51	75	7	2771



AWF Military Count Detail by Component and Career Field



Component	Service/Agency	Auditing	Business - Cost Estimating	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgt	Information Technology	Life Cycle Logistics	Production, Quality & Manuf.	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unspecified	FY15 TOTAL
Army	Army Totals	-	-	-	1,089	2	-	-	-	-	-	887	-	-	24	-	2,002
DoN	Navy	-	4	88	1,065	211	-	-	17	397	563	923	-	37	397	1	3,703
	Marine Corps	-	-	3	184	16	-	-	13	153	32	361	-	2	54	-	818
	Dept of Navy Totals	-	4	91	1,249	227	-	-	30	550	595	1,284	-	39	451	1	4,521
Air Force	Air Force Totals	-	53	76	2,612	1,384	3	-	172	477	64	2,339	-	397	1,246	5	8,828
TOTAL		-	57	167	4,950	1,613	3	-	202	1,027	659	4,510	-	436	1,721	6	15,351



AWF KLP Count Detail by Component and Career Field



KLPs	Service/Agency	Auditing	Business - Cost Estimating	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgt	Information Technology	Life Cycle Logistics	Production, Quality & Manuf.	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unspecified	FY15 TOTAL
Army	Army Totals	-	7	16	13	25	-	-	1	15	5	74	-	-	7	-	163
Navy	Navy	-	36	63	56	66	1	-	2	48	10	159	-	-	47	-	488
	Marine Corps	-	5	5	7	5	-	-	-	5	-	21	-	-	4	-	52
	Dept of Navy Totals	-	41	68	63	71	1	-	2	53	10	180	-	-	51	-	540
Air Force	Air Force Totals	-	2	35	52	55	-	-	1	26	-	142	-	7	15	-	335
4th Estate	Defense Contract Management Agency	-	-	-	1	1	-	-	-	-	-	2	-	-	-	-	4
	Defense Logistics Agency	-	-	-	7	-	-	-	-	4	-	3	-	-	-	-	14
	Missile Defense Agency	-	1	-	1	2	-	-	-	1	1	10	-	1	-	-	17
	Defense Information Systems Agency	-	-	-	1	-	-	-	-	-	-	2	-	-	3	-	6
	Defense Threat Reduction Agency	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
	DHA (TRICARE Management Activity & USUHS)	-	-	-	1	1	-	-	1	-	-	3	-	-	-	-	6
	DoD Human Resources Activity	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
	Defense Security Cooperation Agency	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	ASD - Networks & Information Integration	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	4th Estate Totals	-	1	-	13	4	-	-	1	5	1	21	-	2	3	-	51
TOTAL		-	51	119	141	155	1	-	5	99	16	417	-	9	76	-	1,089



AWF Civilian Count Detail by Component and Career Field



Component	Service/Agency	Auditing	Business - Cost Estimating	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgt	Information Technology	Life Cycle Logistics	Production, Quality & Manuf.	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unspecified	FY15 TOTAL
Army	Army Totals	-	244	1,662	6,921	8,984	1,497	45	1,682	7,201	1,393	2,394	272	393	1,932	11	34,631
DoN	Navy	-	534	1,725	4,523	20,605	5,229	61	2,521	5,319	2,214	4,612	435	445	2,810	-	51,033
	Marine Corps	-	32	184	342	349	32	-	214	291	1	439	60	-	67	-	2,011
	Dept of Navy Totals	-	566	1,909	4,865	20,954	5,261	61	2,735	5,610	2,215	5,051	495	445	2,877	-	53,044
Air Force	Air Force Totals	-	401	1,868	5,922	7,519	163	20	961	2,551	267	3,027	79	2,277	1,781	1	26,837
4th Estate	Defense Contract Management Agency	-	5	214	2,964	1,181	2	268	197	127	4,353	393	31	4	9	25	9,773
	Defense Logistics Agency	-	-	1	3,257	11	1	3	113	2,554	868	113	398	9	1	-	7,329
	Defense Contract Audit Agency	4,315	-	-	1	-	-	-	-	-	-	-	6	-	-	-	4,322
	Missile Defense Agency	-	53	224	199	582	42	1	51	71	54	349	1	4	260	1	1,892
	Defense Information Systems Agency	-	8	10	367	70	-	-	137	27	-	231	16	-	51	-	917
	Defense Threat Reduction Agency	-	-	71	71	43	1	-	49	4	-	138	2	107	7	2	495
	Defense Acquisition University	-	7	30	118	38	-	2	5	33	9	165	-	1	6	-	414
	DHA (TRICARE Management Activity & USUHS)	-	2	19	103	2	-	-	209	3	2	74	20	1	4	-	439
	Office of the Secretary of Defense & OSD Staff	-	3	11	38	24	-	-	-	12	2	79	-	1	7	-	177
	The Joint Staff	-	-	8	4	8	-	-	31	1	-	29	-	2	18	-	101
	Defense Commissary Agency	-	-	2	106	-	16	-	20	-	-	4	-	-	1	-	149
	Washington Headquarters Services	-	-	-	121	-	-	-	-	-	-	1	-	-	-	-	122
	DoD Education Activity	-	-	-	56	-	-	-	-	-	-	-	4	-	-	-	60
	Defense Finance and Accounting Service	-	-	-	63	-	-	-	-	-	-	1	-	-	-	-	64
	Defense Microelectronics Activity	-	-	4	25	20	-	-	6	-	-	-	-	-	-	-	55
	DoD Human Resources Activity	-	-	-	20	-	-	-	1	-	-	1	1	-	-	-	23
	Defense Security Cooperation Agency	-	-	-	13	-	-	-	-	-	-	3	1	-	-	-	17
	Defense Media Activity	-	-	-	15	-	-	-	-	-	-	-	2	-	-	-	17
	DoD Test Resource Management Center	-	-	4	-	1	-	-	-	-	-	1	-	-	17	-	23
	Defense Security Service	-	-	1	15	-	-	-	-	1	-	-	1	-	-	-	18
	Defense Advanced Research Projects Agency	-	-	-	13	-	-	-	-	-	-	-	-	-	-	-	13
	Defense Technical Information Center	-	-	-	-	-	-	-	3	-	-	16	-	-	-	-	19
	National Defense University	-	-	-	3	-	-	-	-	-	-	5	-	-	-	-	8
	DoD Inspector General	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2
	ASD - Networks & Information Integration	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Pentagon Force Protection Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	4th Estate Totals	4,316	78	599	7,572	1,980	62	274	822	2,833	5,288	1,603	484	130	381	28	26,450
TOTAL		4,316	1,289	6,038	25,280	39,437	6,983	400	6,200	18,195	9,163	12,075	1,330	3,245	6,971	40	140,962



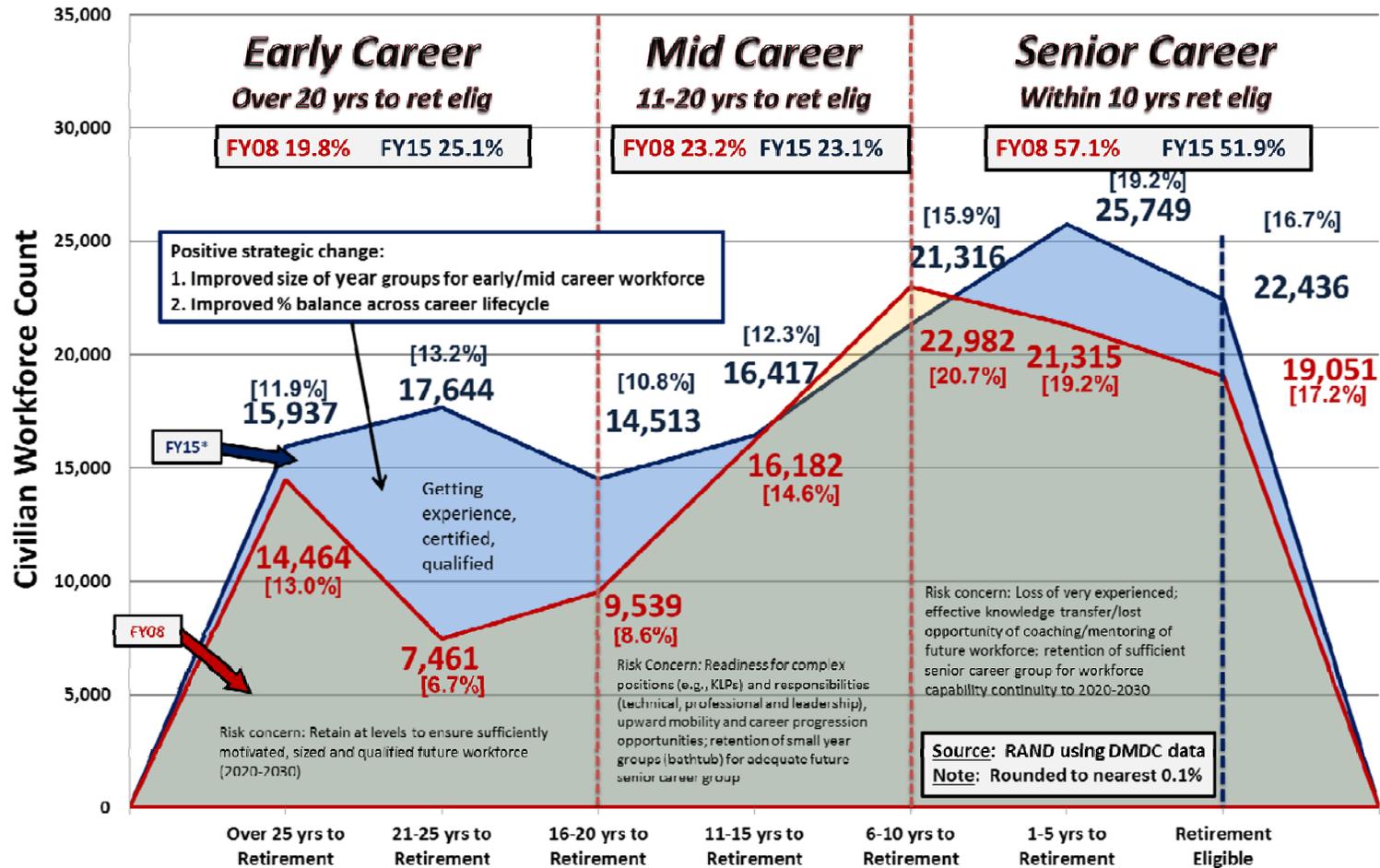
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Overall Civilian Retirement Eligibility Distribution – FY08/FY15*



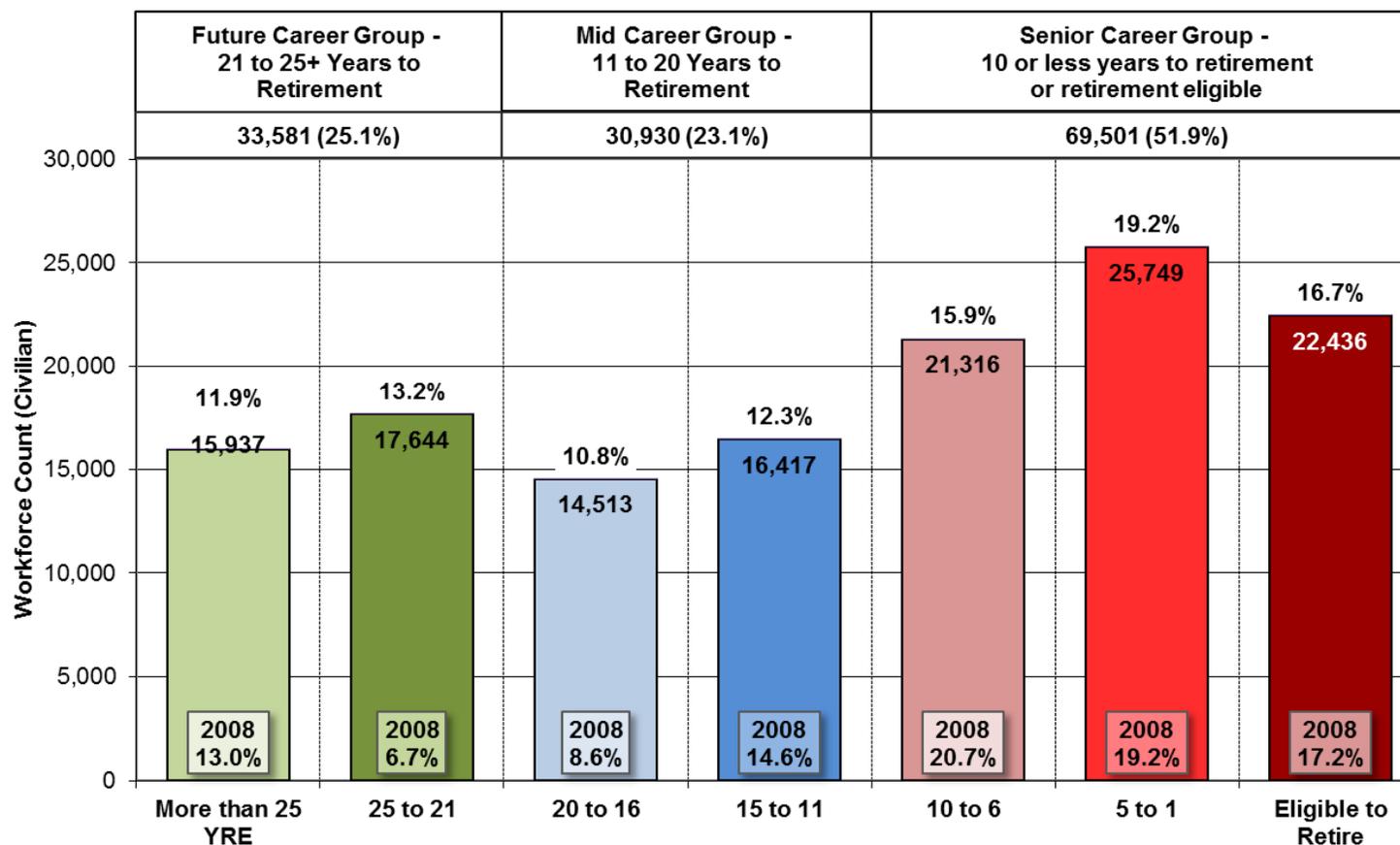
Overall DAW - Civilian Retirement Eligibility Distribution - End-FY08 vs End-FY15





Workforce Lifecycle Model by YRE

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



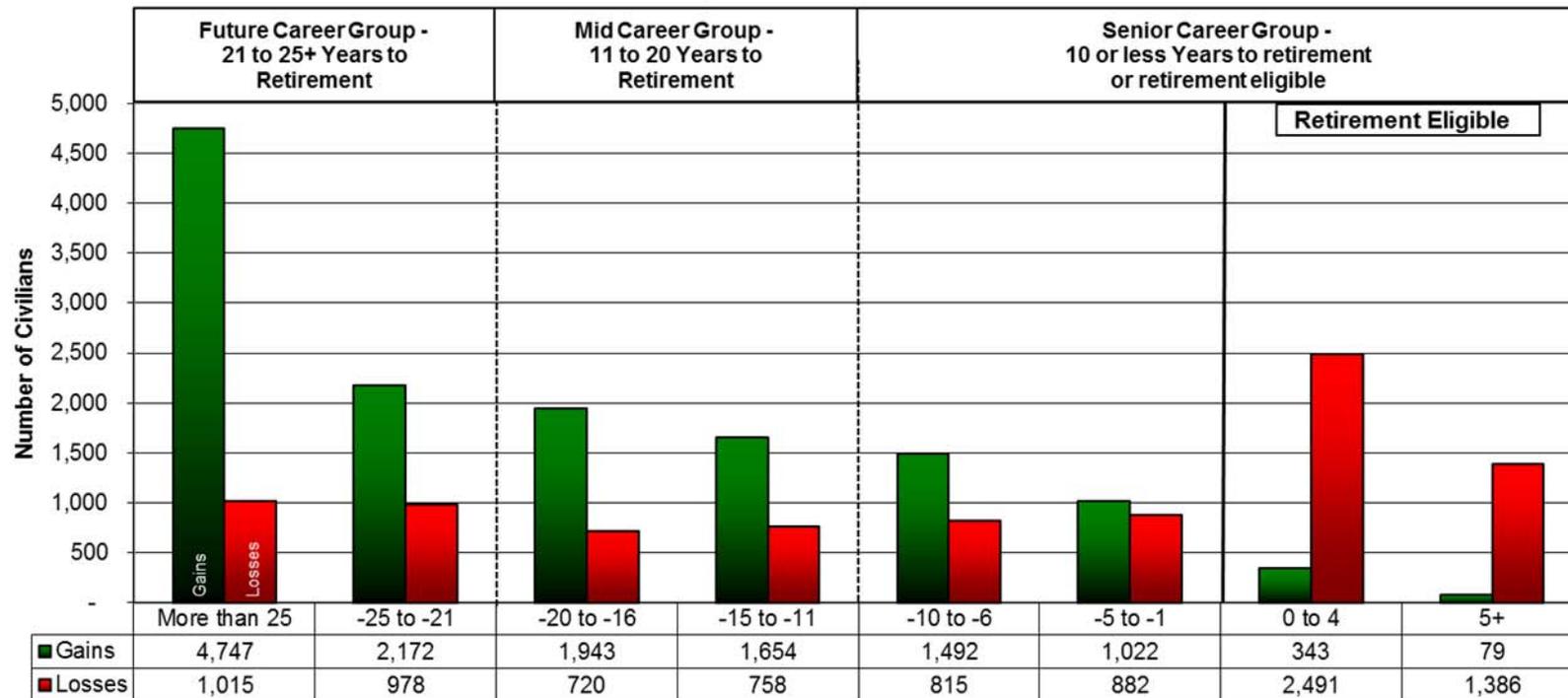
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 (Q2) and FY2015 (Q4) DMDC data provided by RAND.



AWF Gains and Losses Civilian by Workforce Lifecycle



Defense Acquisition Workforce (Civilian) - AT&L 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

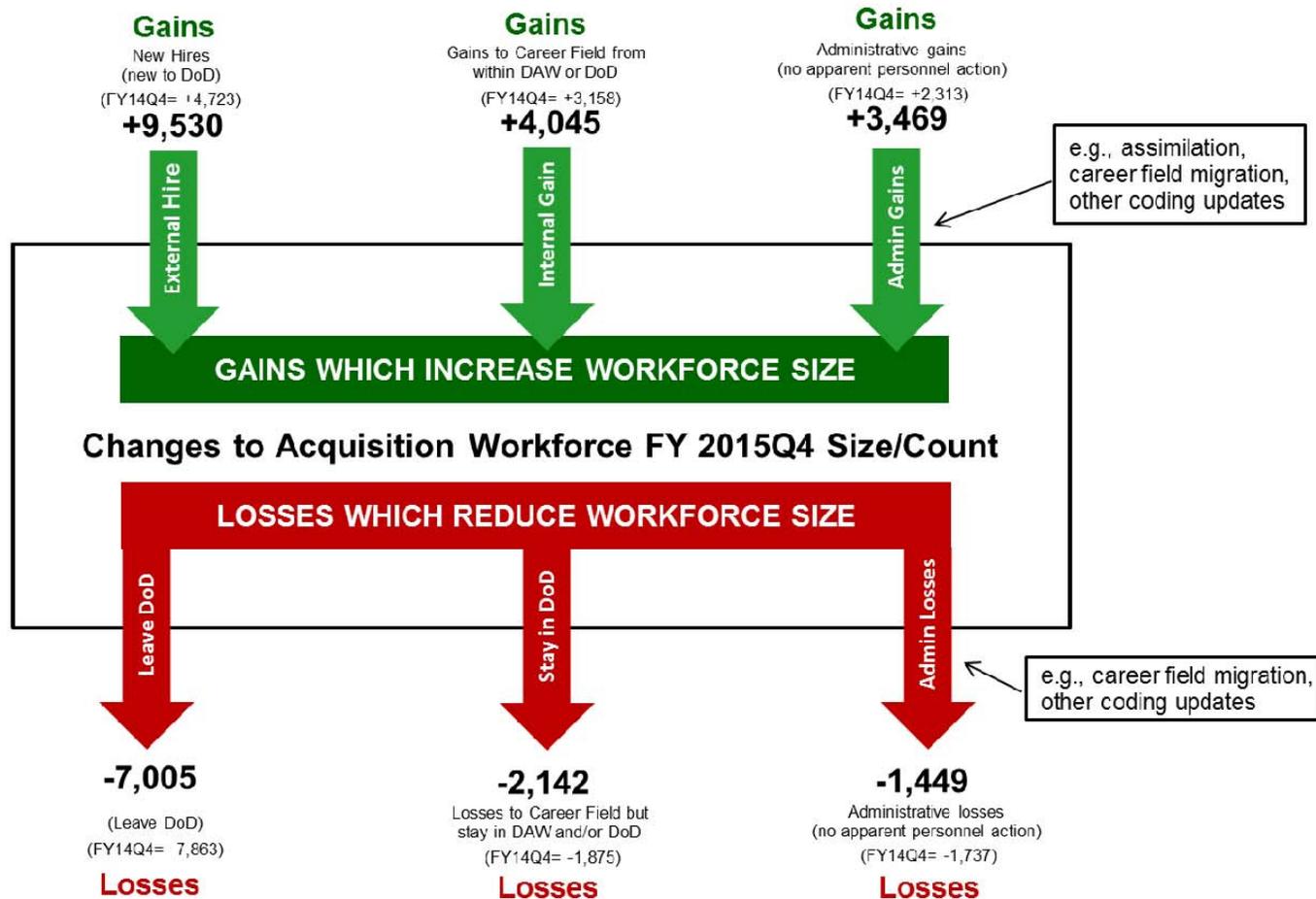


Gains/Losses – New Hires Internal/External, Administrative



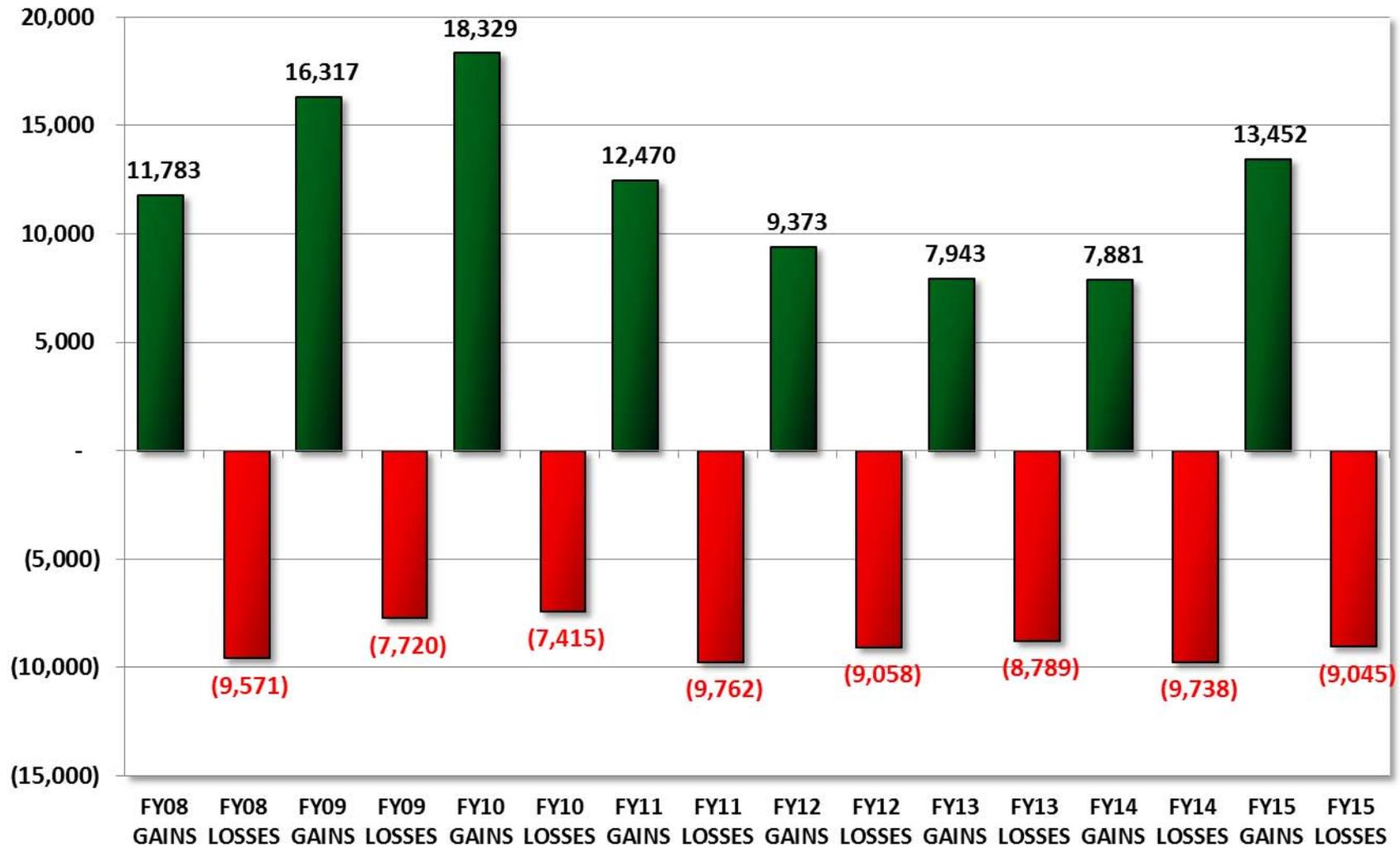
Defense Acquisition Workforce (Civilian) (FY 2015Q4) - AT&L

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



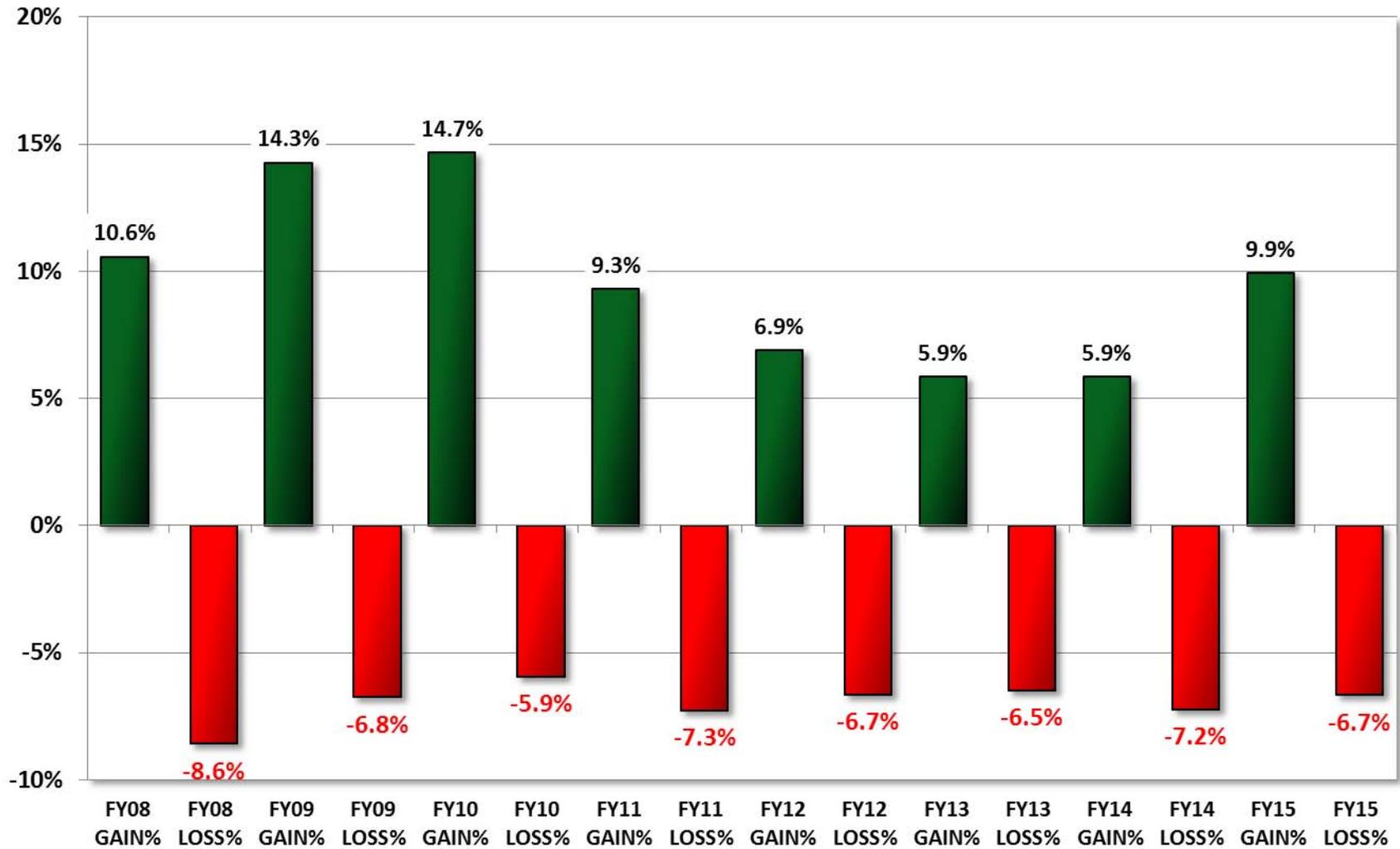


Historical Gains and Losses FY08 – FY15





Historical Gains and Losses Rates FY08 – FY15

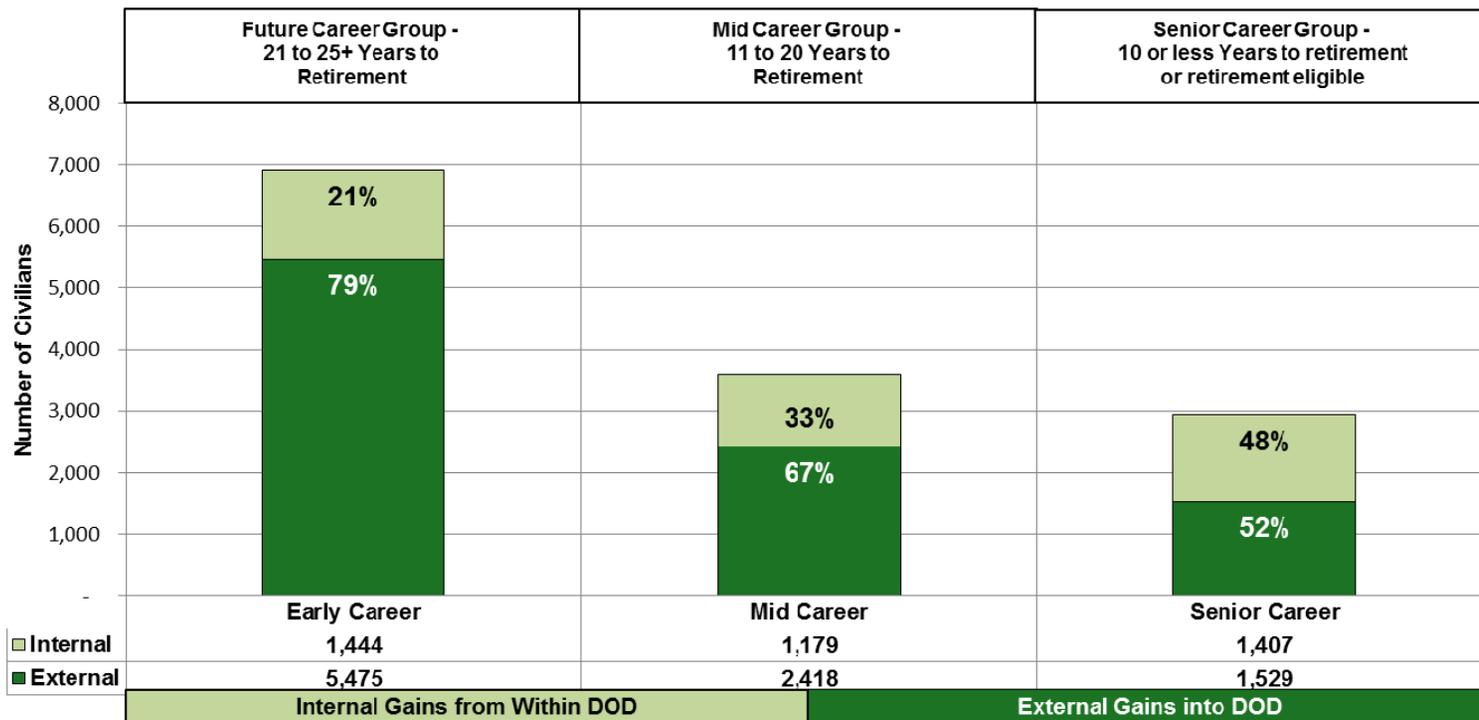




Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - AT&L 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

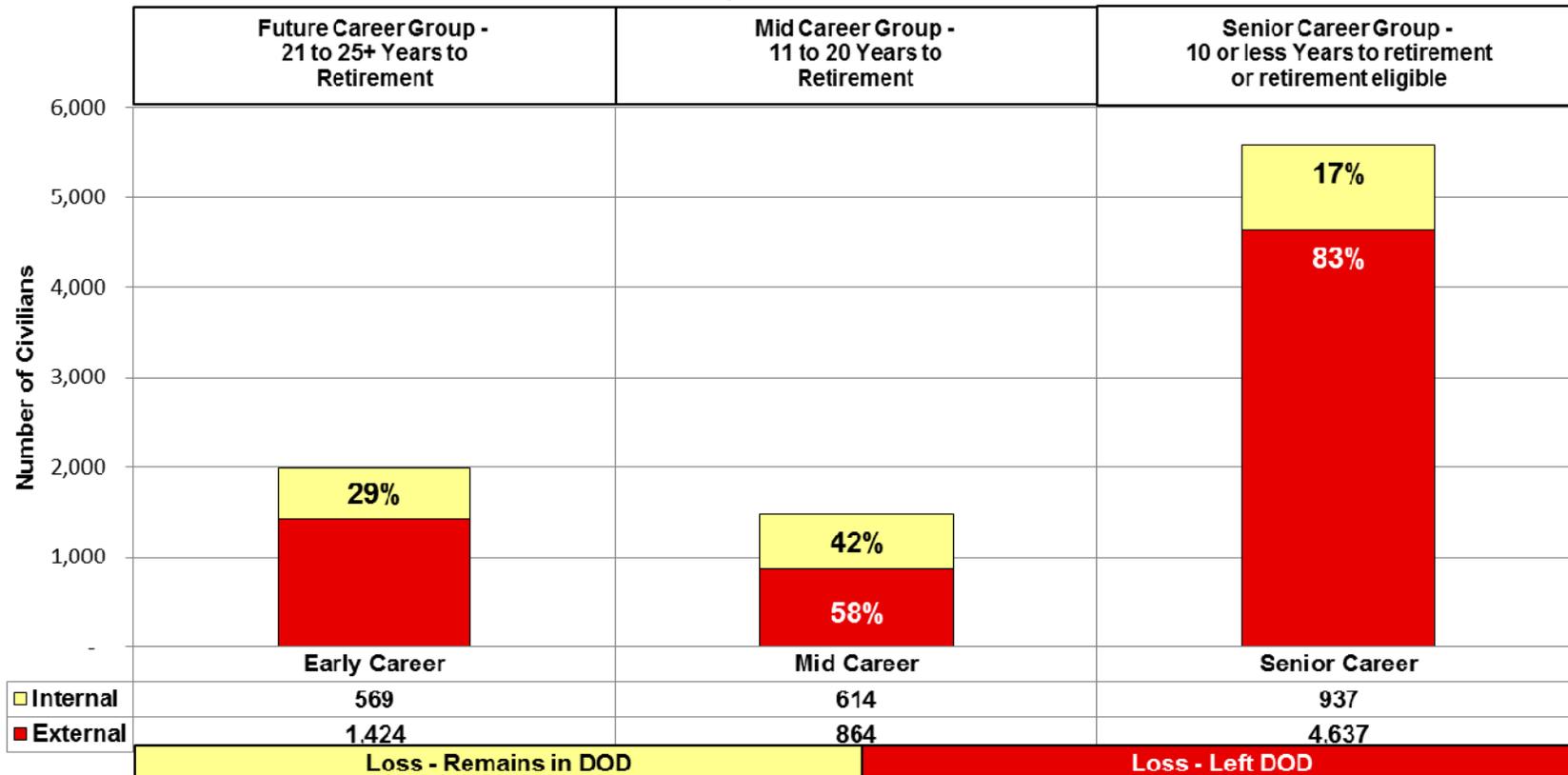


Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - AT&L

Workforce Lifecycle FY 2015Q4 Losses*



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

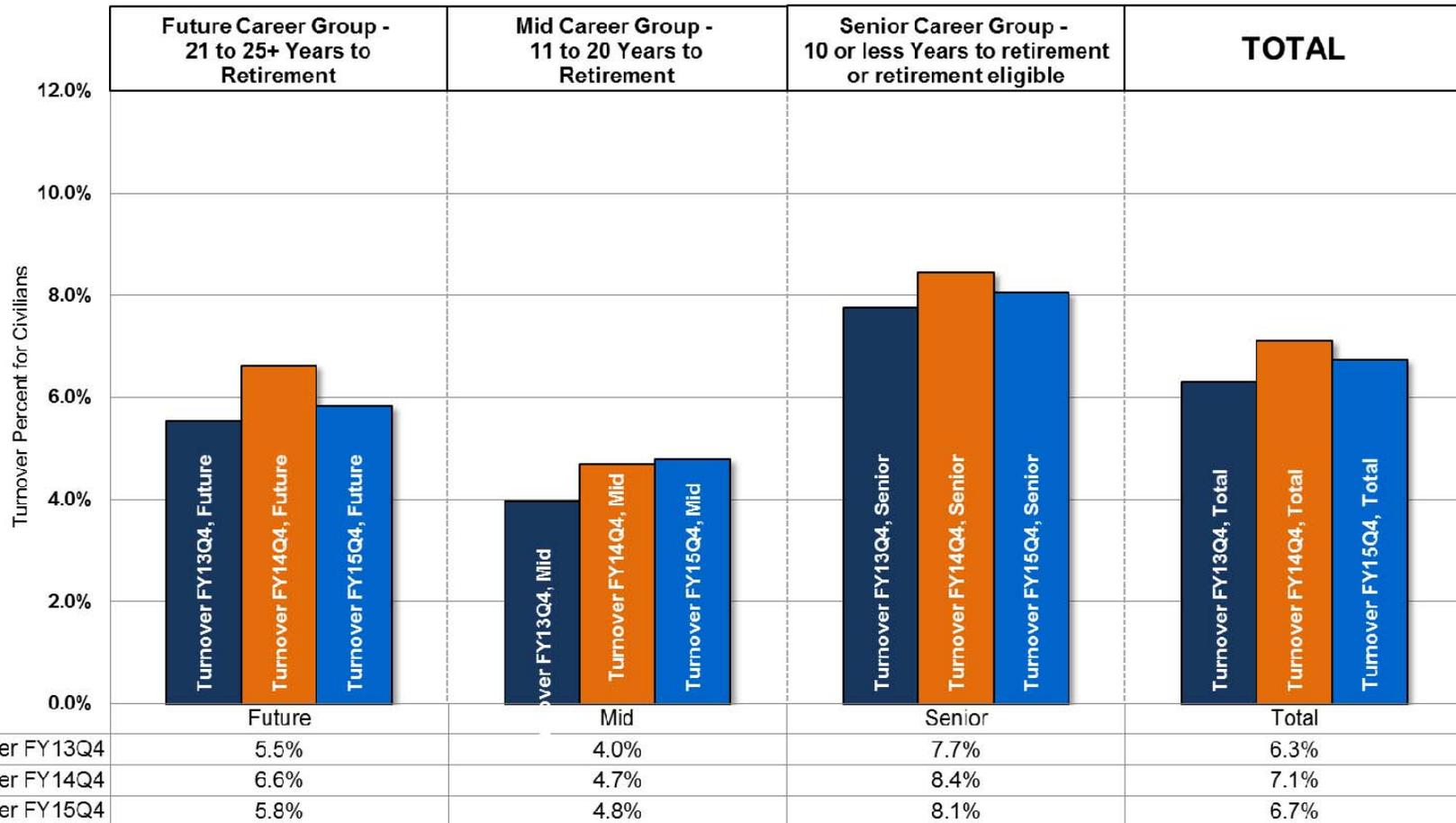
*Does not include administrative losses



Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups



Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - AT&L

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

