



Defense Acquisition Workforce Key Information

Business

As of FY16Q1 (31 December 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://hci.dau.mil/inf_sum.html
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison Mr. Charles Sumpter**
 - **HCI Data/Analysis**
 - **Mrs. Adrienne Evertson (adrienne.evertson@hic.mil)(703-805-2338)**



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Fact Sheet



Defense Acquisition Workforce Business	FY 2008				FY 2016Q1			
	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	6,840	245	7,085	125,879	7,400	217	7,617	156,457
Change in size from 2008	-	-	-	-	8%	-11%	8%	24%
Civilian/Military Composition	97%	3%	-	88% / 12%	97%	3%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	63%	84%	63%	77%	79%	99%	79%	84%
Graduate Degree	21%	44%	22%	29%	37%	54%	37%	39%
Certification								
Level I or Higher Achieved	59%	57%	59%	72%	81%	36%	80%	85%
Level II or Higher Achieved	43%	28%	43%	61%	69%	16%	67%	74%
Level III Achieved	30%	14%	30%	36%	40%	5%	39%	43%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	69%	17%	68%	76%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	25%	73%	26%	21%
Does Not Meet Certification Requirement	28%	16%	28%	14%	6%	10%	6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	70%	20%	68%	62%	39%	1%	38%	40%
Average Age	47.4	37.3	47.0	45.7	45.4	33.5	45.0	45.3
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	18/22/60(%)	-	-	20/23/57 (%)(Civ)	28/26/46(%)	-	-	26/24/50(%)
Average Years of Service	19.2	13.2	19.0	17.3	15.3	11.0	15.1	15.2
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,053(14%)	-	-	23,072(16%)
Retirement Eligible w/i 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,218(16%)	-	-	26,095(18%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	1,123/865	-	-	17,638/10,727

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q1 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 FY2016Q1 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current Business (Cost Est & Fin Mgt) Defense Acquisition Workforce count is 7,617 up from 7,085 in FY08, a total increase of 532
- The Business (Cost Est & Fin Mgt) Defense Acquisition Workforce count was at its highest point (8,261) in FY11, and its lowest point (7,085) in FY08
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and MDA, with increases of 856 (56%), 676 (35%), and 188 (209%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, and DLA, with decreases of 1,444 (-43%), and 6 (-86%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

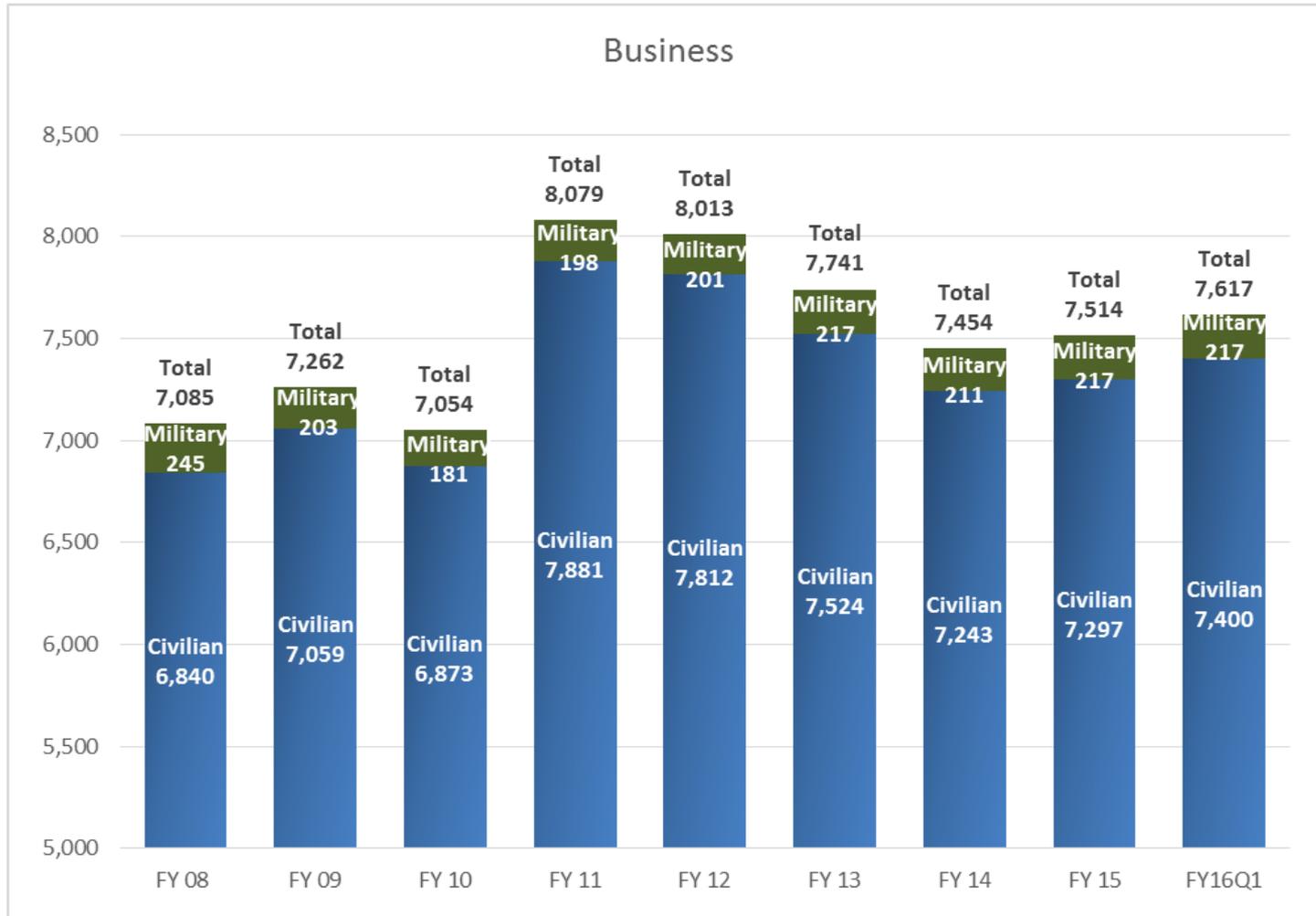
- The current Business - CE + FM Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 67.9%; up from 41.2% in FY08
- The current Business - CE + FM Meets/Exceeds certification rate is up 26.7% from FY08
- The current Business - CE + FM Defense Acquisition Workforce DAWIA 24 month grace period rate is 26%; down from 30.8% in FY08
- The current Business - CE + FM Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 6.1%; down from 28.0% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 46.2% (3,414) (10 years or less to retirement eligibility or retirement eligible)
- 14.2% (1,053) are currently eligible to retire
- Mid Career Group 25.7% (1,899) (11 to 20 years to retirement), 22.3% in FY08
- Early Career Group 28.1% (2,081) (21 to 25+ years to retirement), ↑ from 17.7% in FY08



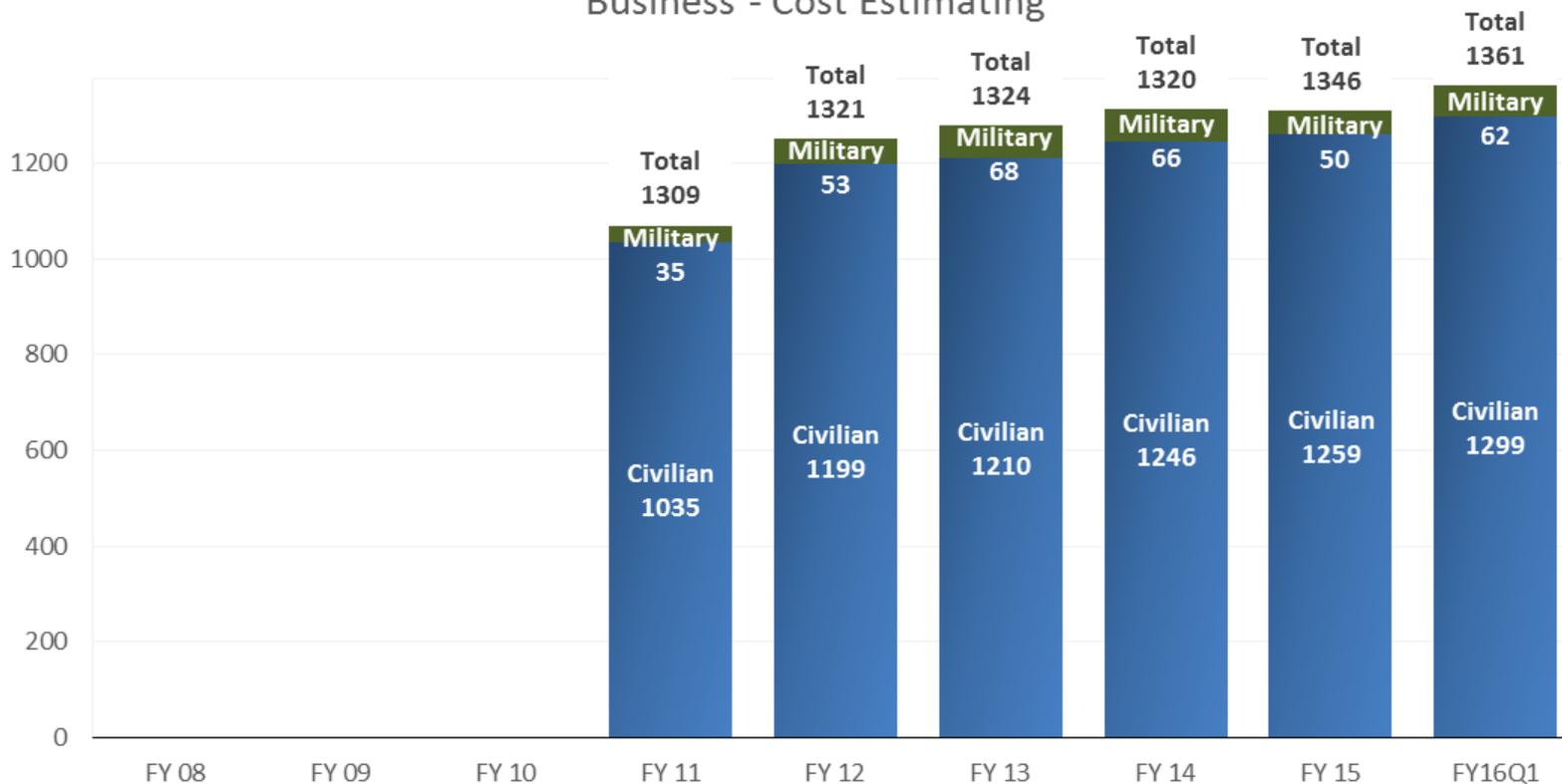
Total Historic Workforce





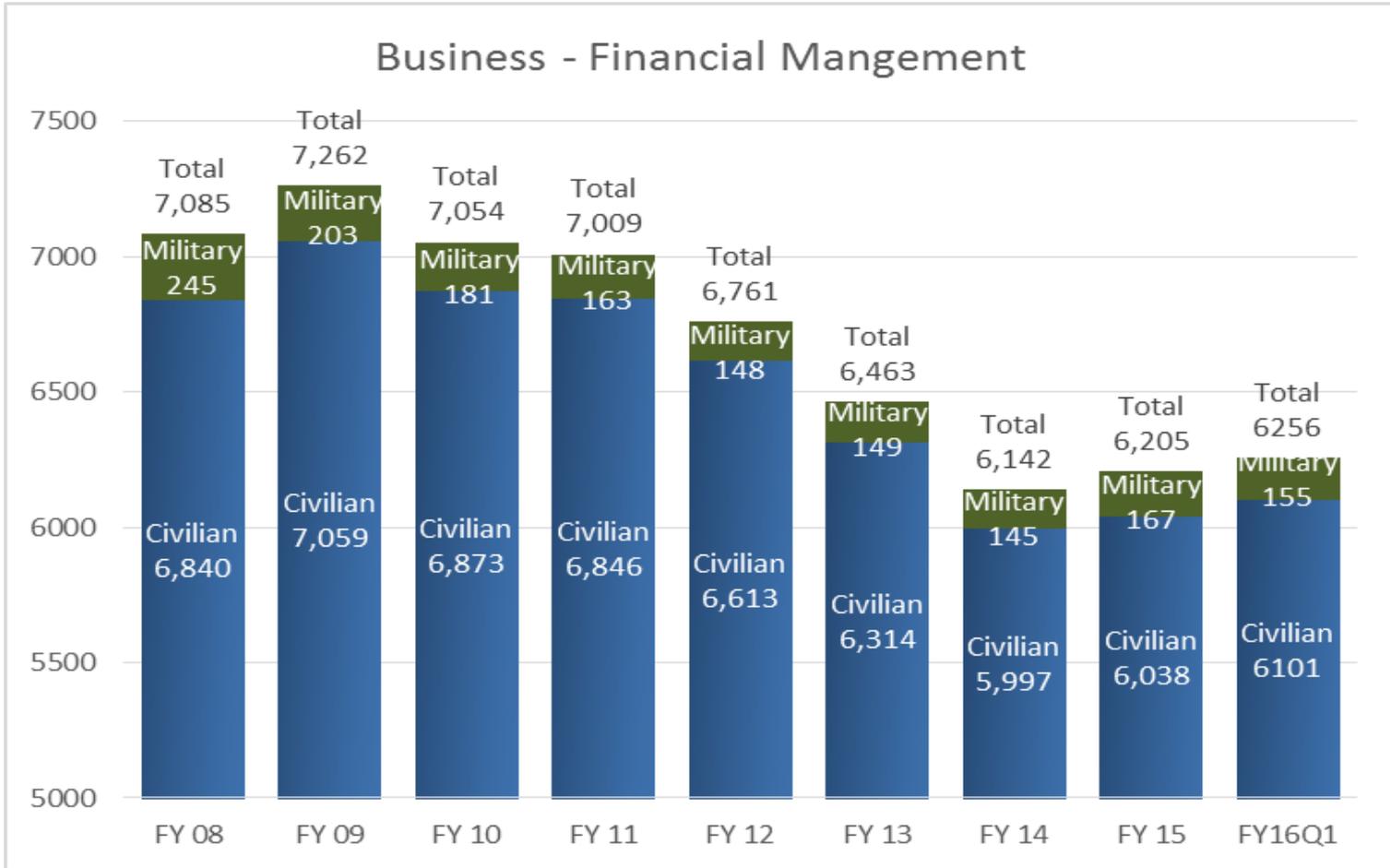
Total Historic Workforce

Business - Cost Estimating



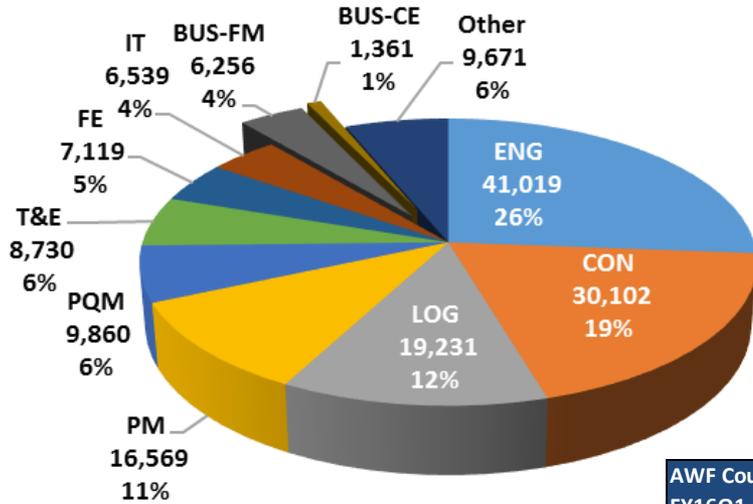


Total Historic Workforce





AWF by Component and Career Field



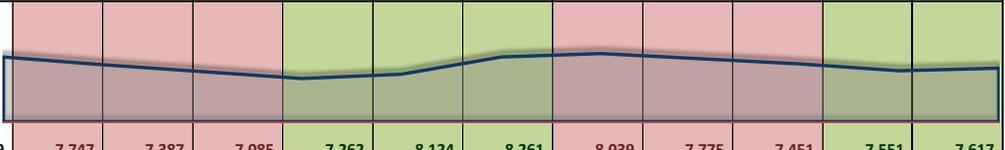
AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	% Total
FY16Q1						
Auditing	-	-	-	4,261	4,261	2.7%
Business - CE	250	569	462	80	1,361	0.9%
Business - FM	1,701	2,042	1,924	589	6,256	4.0%
Contracting	8,011	6,194	8,357	7,540	30,102	19.2%
Engineering	9,079	21,174	8,795	1,971	41,019	26.2%
Facilities Engineering	1,514	5,353	186	66	7,119	4.6%
Information Technology	1,690	2,863	1,158	828	6,539	4.2%
Life Cycle Logistics	7,191	6,214	3,017	2,809	19,231	12.3%
Production, Quality and Man	1,399	2,850	378	5,233	9,860	6.3%
Program Management	3,263	6,367	5,351	1,588	16,569	10.6%
Property	47	63	13	257	380	0.2%
Purchasing	286	489	74	526	1,375	0.9%
S&T Manager	423	492	2,537	131	3,583	2.3%
Test and Evaluation	1,934	3,370	3,052	374	8,730	5.6%
Unknown/Other	10	1	31	30	72	0.05%
FY16Q1 Totals (as of 12-31-2015)	36,798	58,041	35,335	26,283	156,457	
Component %	23.5%	37.1%	22.6%	16.8%		



Business Workforce Historical Size by Agency FY05 – FY16Q1



Business (Cost Est & Fin Mgt)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	4,352	4,310	3,877	3,350	2,771	2,860	2,723	2,548	2,369	2,016	1,906	1,951	-42%	2%
DoN	1,840	1,715	1,817	1,935	2,286	2,584	2,615	2,582	2,457	2,427	2,570	2,611	35%	2%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	2,118	2,309	2,248	2,233	2,288	2,398	2,386	56%	-1%
DCMA	18	30	48	46	112	153	166	192	227	219	219	209	354%	-5%
DLA	-	-	21	7	6	2	2	7	5	4	1	2	-71%	100%
DCAA	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
MDA	43	64	45	90	123	244	263	265	298	293	277	278	209%	0%
DISA	6	11	19	17	9	12	15	14	12	20	18	16	-6%	-11%
DHA	-	-	1	6	5	19	29	26	25	33	21	21	250%	0%
DTRA	1	68	62	48	53	64	62	65	70	79	71	71	48%	0%
DAU	24	27	-	25	33	37	48	53	44	39	37	37	48%	0%
OSD	3	3	2	14	7	11	17	14	14	12	14	14	0%	0%
JCS	-	-	-	-	-	-	-	14	11	8	8	8		0%
DeCA	-	-	-	-	-	-	-	-	1	3	2	1		-50%
WHS	-	1	1	-	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	1	-	-	-	-	-	-	-	-	-	1		
DMEA	-	-	-	-	-	4	4	4	4	4	4	5		25%
DoD HRA	-	-	-	1	-	-	2	1	-	-	-	-	-100%	
TRMC	3	4	-	5	3	4	4	4	3	4	4	4	-20%	0%
DSCA	-	-	-	2	1	1	1	1	1	1	-	1	-50%	
DMA	-	-	-	-	1	1	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1	1		0%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	1	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PPFA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-	-		
TOTAL	8,119	7,747	7,387	7,085	7,262	8,124	8,261	8,039	7,775	7,451	7,551	7,617	7.5%	0.9%





Business CE Workforce Historical Size by Agency FY05 – FY16Q1



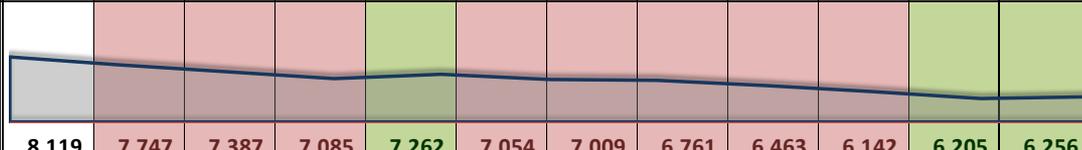
Business - CE	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY14	% Change Since FY15
<i>Defense Acq Workforce</i>														
ARMY	-	-	-	-	-	270	280	267	262	250	244	250	100%	2%
DoN	-	-	-	-	-	450	499	512	534	548	570	569	104%	0%
AIR FORCE	-	-	-	-	-	300	417	429	432	438	454	462	105%	2%
DCMA	-	-	-	-	-	2	2	2	4	2	5	4	200%	-20%
DLA	-	-	-	-	-	-	-	1	2	1	-	-	0%	
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	-	-	-	41	34	48	60	54	53	54	100%	2%
DISA	-	-	-	-	-	1	4	4	4	4	8	8	200%	0%
DHA	-	-	-	-	-	1	4	4	5	3	2	4	133%	100%
DTRA	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	-	-	5	12	11	8	8	7	7	88%	0%
OSD	-	-	-	-	-	-	-	-	1	1	3	3	300%	0%
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFFPA	-	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	-	-	-	-	-	1,070	1,252	1,278	1,312	1,309	1,346	1,361	↑ 3%	↑ 1.1%



Business FM Workforce Historical Size by Agency FY05 – FY16Q1



Business - FM	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY14	% Change Since FY15
Defense Acq Workforce														
ARMY	4,352	4,310	3,877	3,350	2,771	2,590	2,443	2,281	2,107	1,766	1,662	1,701	-93%	2%
DoN	1,840	1,715	1,817	1,935	2,286	2,134	2,116	2,070	1,923	1,879	2,000	2,042	6%	2%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	1,818	1,892	1,819	1,801	1,850	1,944	1,924	21%	-1%
DCMA	18	30	48	46	112	151	164	190	223	217	214	205	73%	-4%
DLA	-	-	21	7	6	2	2	6	3	3	1	2	-167%	100%
DCAA	-	-	-	1	-	-	-	-	-	-	-	-		
MDA	43	64	45	90	123	203	229	217	238	239	224	224	56%	0%
DISA	6	11	19	17	9	11	11	10	8	16	10	8	-56%	-20%
DHA	-	-	1	6	5	18	25	22	20	30	19	17	37%	-11%
DTRA	1	68	62	48	53	64	62	65	70	79	71	71	29%	0%
DAU	24	27	-	25	33	32	36	42	36	31	30	30	16%	0%
OSD	3	3	2	14	7	11	17	14	13	11	11	11	-27%	0%
JCS	-	-	-	-	-	-	-	14	11	8	8	8	100%	0%
DeCA	-	-	-	-	-	-	-	-	1	3	2	1	33%	-50%
WHS	-	1	1	-	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	1	-	-	-	-	-	-	-	-	-	1		
DMEA	-	-	-	-	-	4	4	4	4	4	4	5	125%	25%
DoD HRA	-	-	-	1	-	-	2	1	-	-	-	-		
TRMC	3	4	-	5	3	4	4	4	3	4	4	4	-25%	0%
DSCA	-	-	-	2	1	1	1	1	1	1	-	1	-100%	
DMA	-	-	-	-	1	1	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1	1	100%	0%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	1	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-	-		
TOTAL	8,119	7,747	7,387	7,085	7,262	7,054	7,009	6,761	6,463	6,142	6,205	6,256	-11.7%	0.8%





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



PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection by Career Category (Civilian + Military)								
	Career Field	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15
Engineering	40,829	41,655	41,446	41,126	41,046	41,078	41,053	224	0.5%
Contracting	29,638	29,954	29,734	29,673	29,619	29,630	29,628	(10)	0.0%
Life Cycle Logistics	18,350	18,531	18,287	18,030	17,968	17,941	17,902	(448)	-2.4%
Program Management	16,463	16,930	16,825	16,625	16,479	16,463	16,442	(21)	-0.1%
Production, Quality & Manufacturing	9,227	9,624	9,628	9,520	9,507	9,454	9,445	218	2.4%
Test and Evaluation	8,633	8,860	8,823	8,764	8,765	8,770	8,769	136	1.6%
Business, Cost Estimating, Financial Management	7,545	7,667	7,552	7,399	7,360	7,356	7,349	(196)	-2.6%
Facilities Engineering	7,083	6,968	6,992	6,980	6,985	6,991	6,991	(92)	-1.3%
Information Technology	6,235	6,255	6,176	6,088	6,088	6,095	6,099	(136)	-2.2%
Auditing	4,203	4,132	4,048	3,986	4,056	4,009	4,022	(181)	-4.3%
SPRDE - S&T Manager	3,285	3,295	3,297	3,296	3,296	3,296	3,296	11	0.3%
Purchasing	1,558	1,710	1,663	1,650	1,645	1,642	1,639	81	5.2%
Industrial and Contract Property Management	368	407	400	397	397	397	397	29	7.9%
Grand Total	153,417	155,971	154,871	153,534	153,211	153,122	153,032	-385	-0.3%

Data Source: OSD CAPE SNAP Database;



President's FY17 Budget PB23 Projection FYDP Size (Civ + Mil) Projections

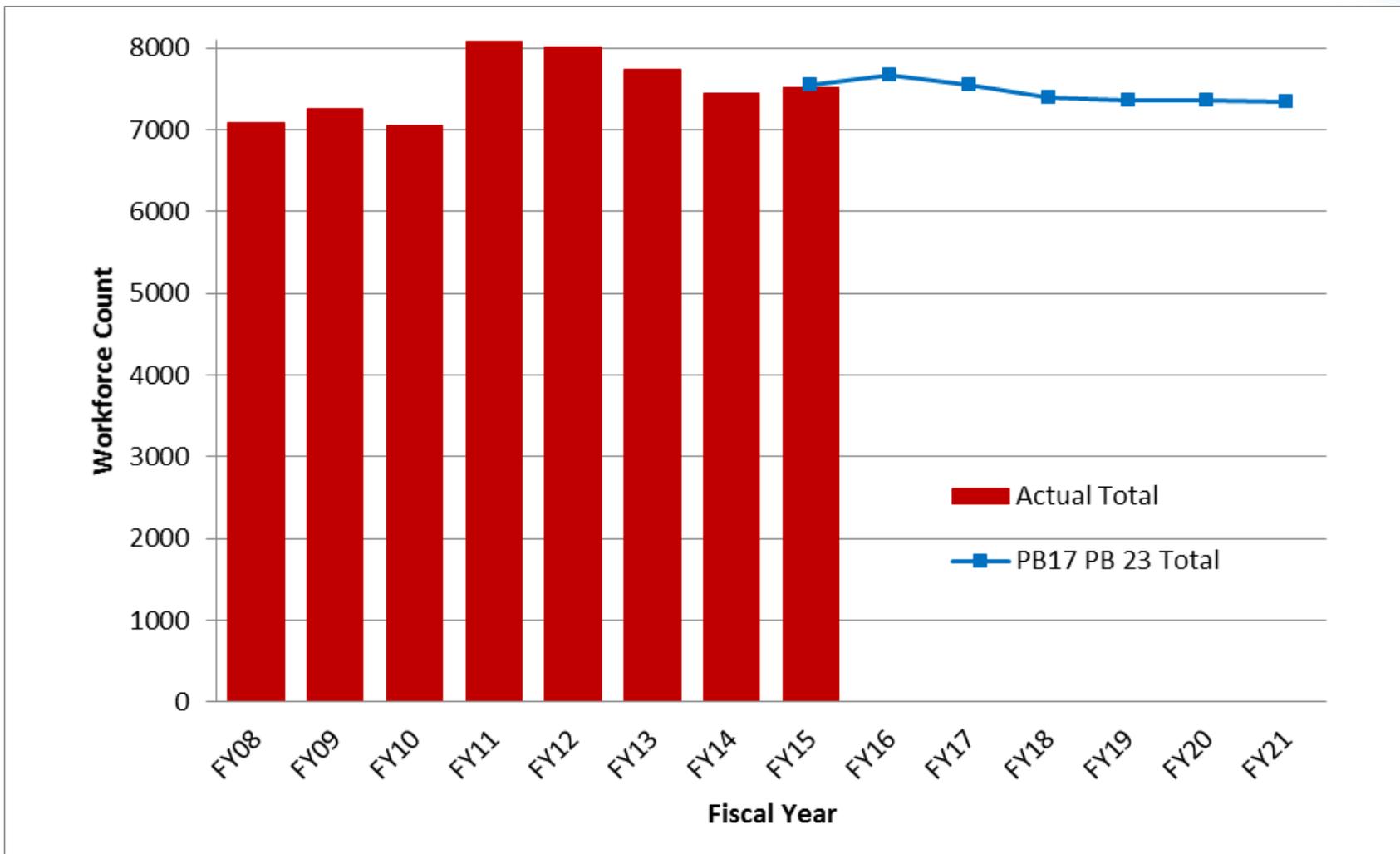


PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection By Component (Civilian + Military)									
BUSINESS Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
ARMY	Civilian FTE	1,907	1,860	1,751	1,659	1,659	1,659	1,659	(248)	-13.0%
DAU	Civilian FTE	37	33	33	33	33	33	33	(4)	-10.8%
DCMA	Civilian FTE	193	204	261	265	275	275	275	82	42.5%
DECA	Civilian FTE	2	2	2	2	2	2	2	0	0.0%
DHA	Civilian FTE	34	34	34	34	34	34	34	0	0.0%
DISA	Civilian FTE	24	29	29	30	30	31	31	7	29.2%
DLA	Civilian FTE	4	6	6	6	6	6	6	2	50.0%
DTRA	Civilian FTE	80	80	80	82	88	88	88	8	10.0%
JCS	Civilian FTE	23	23	8	8	8	8	8	(15)	-65.2%
MDA	Civilian FTE	325	300	278	267	269	272	272	(53)	-16.3%
NAVY	Civilian FTE	2,183	2,261	2,258	2,219	2,183	2,183	2,183	0	0.0%
NDU	Civilian FTE	17	19	19	19	19	19	19	2	11.8%
SOCOM	Civilian FTE	39	39	39	39	39	39	39	0	0.0%
USAF	Civilian FTE	2,269	2,331	2,311	2,294	2,275	2,267	2,260	(9)	-0.4%
USMC	Civilian FTE	214	214	214	214	214	214	214	0	0.0%
WHS	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
NAVY	Military ES	61	59	56	52	51	51	51	(10)	-16.4%
USAF	Military ES	129	169	169	172	171	171	171	42	32.6%
USMC	Military ES	3	3	3	3	3	3	3	0	0.0%
	Civilian FTE Total	7,352	7,436	7,324	7,172	7,135	7,131	7,124	(228)	-3.1%
	Military ES Total	193	231	228	227	225	225	225	32	16.6%
	BUS Total	7,545	7,667	7,552	7,399	7,360	7,356	7,349	-392	-5.2%

Data Source: OSD CAPE SNAP Database;



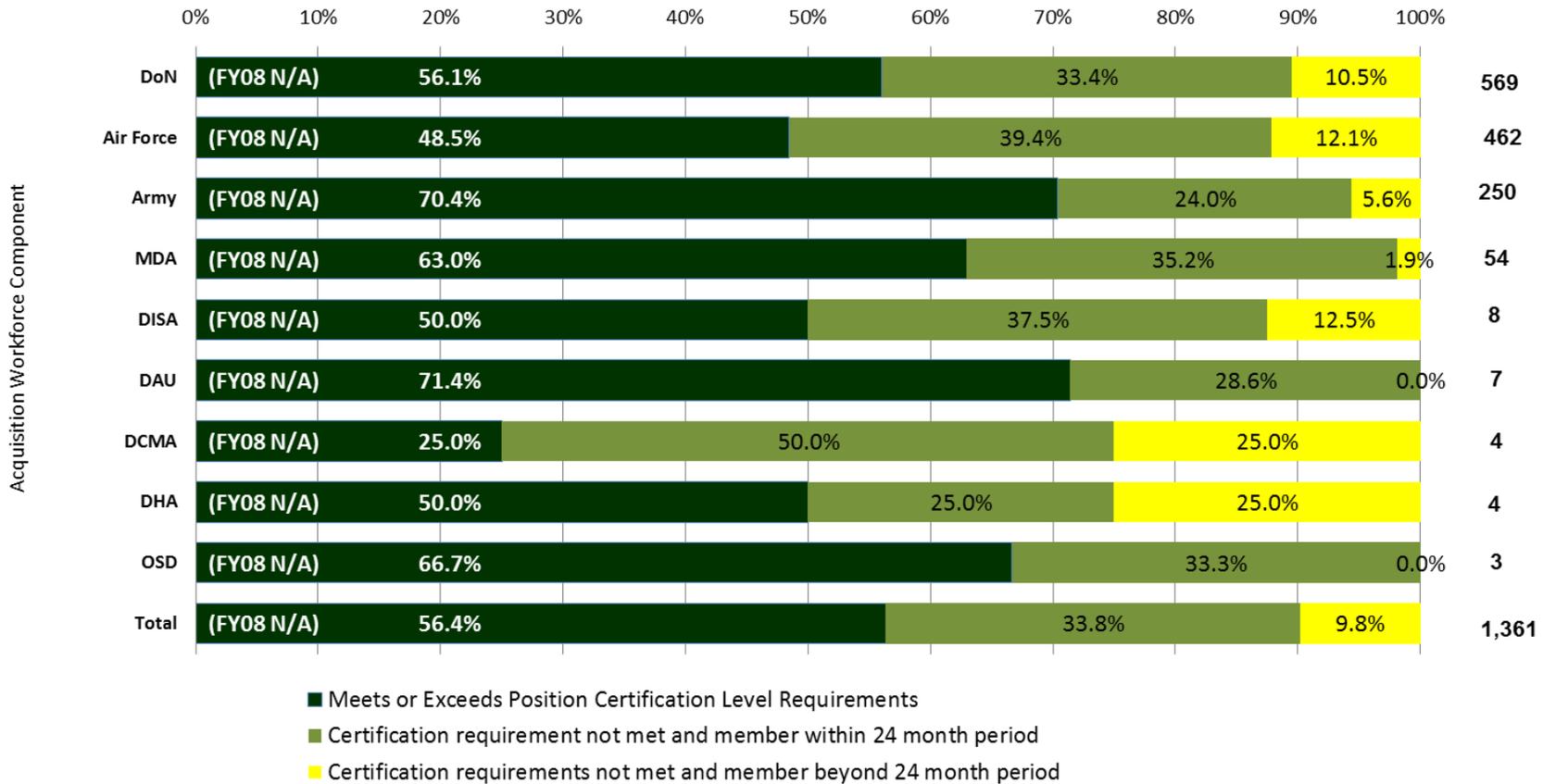
AWF Size FY08-FY15 and President's FY17 Budget PB23 Projection (Civ + Mil)





Business -CE DAWIA Certification by Component

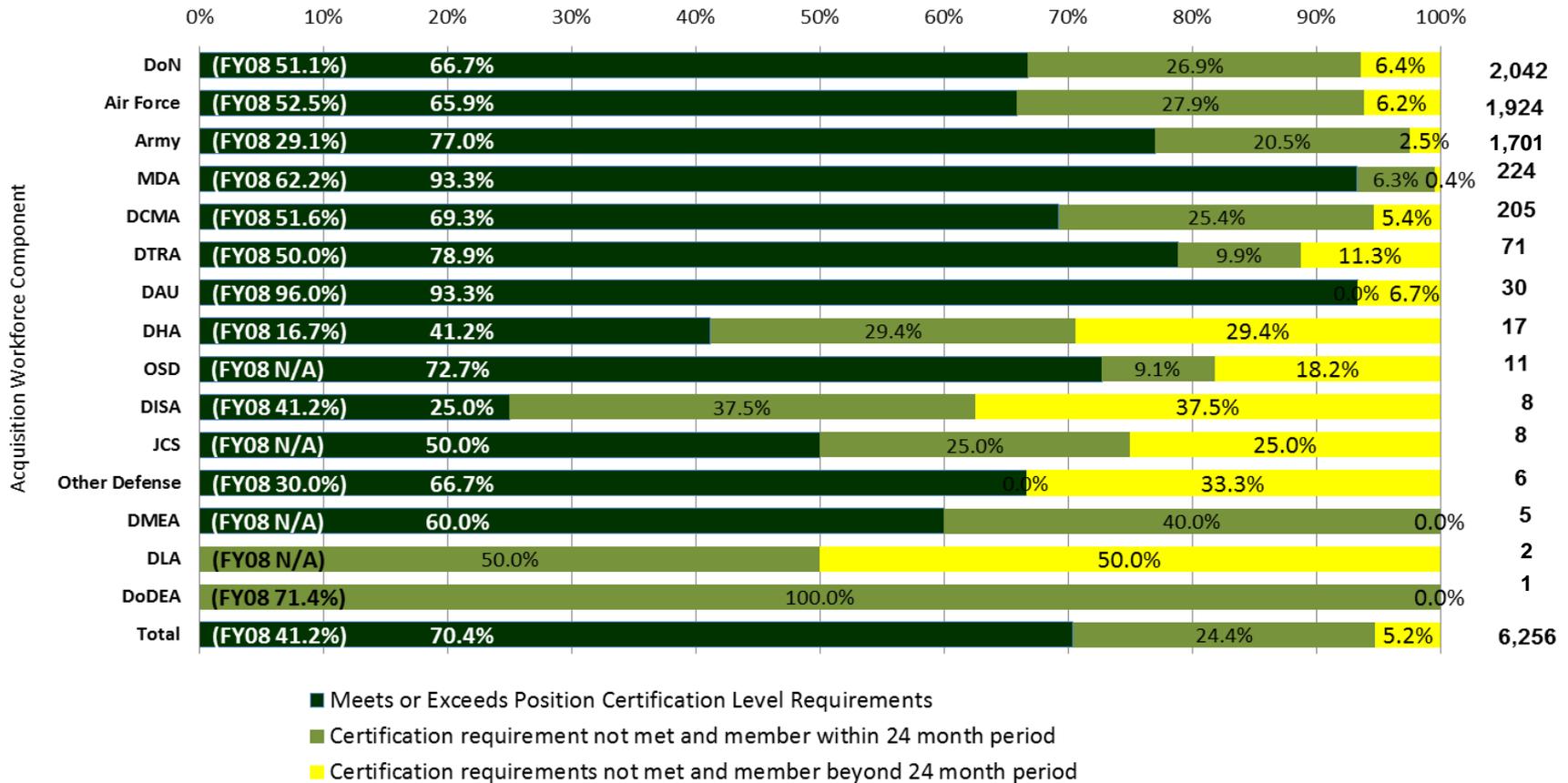
Certification Level "Meet/Exceed" Rates by Component Business - CE (FY16Q1)





Business - FM DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Business - FM (FY16Q1)

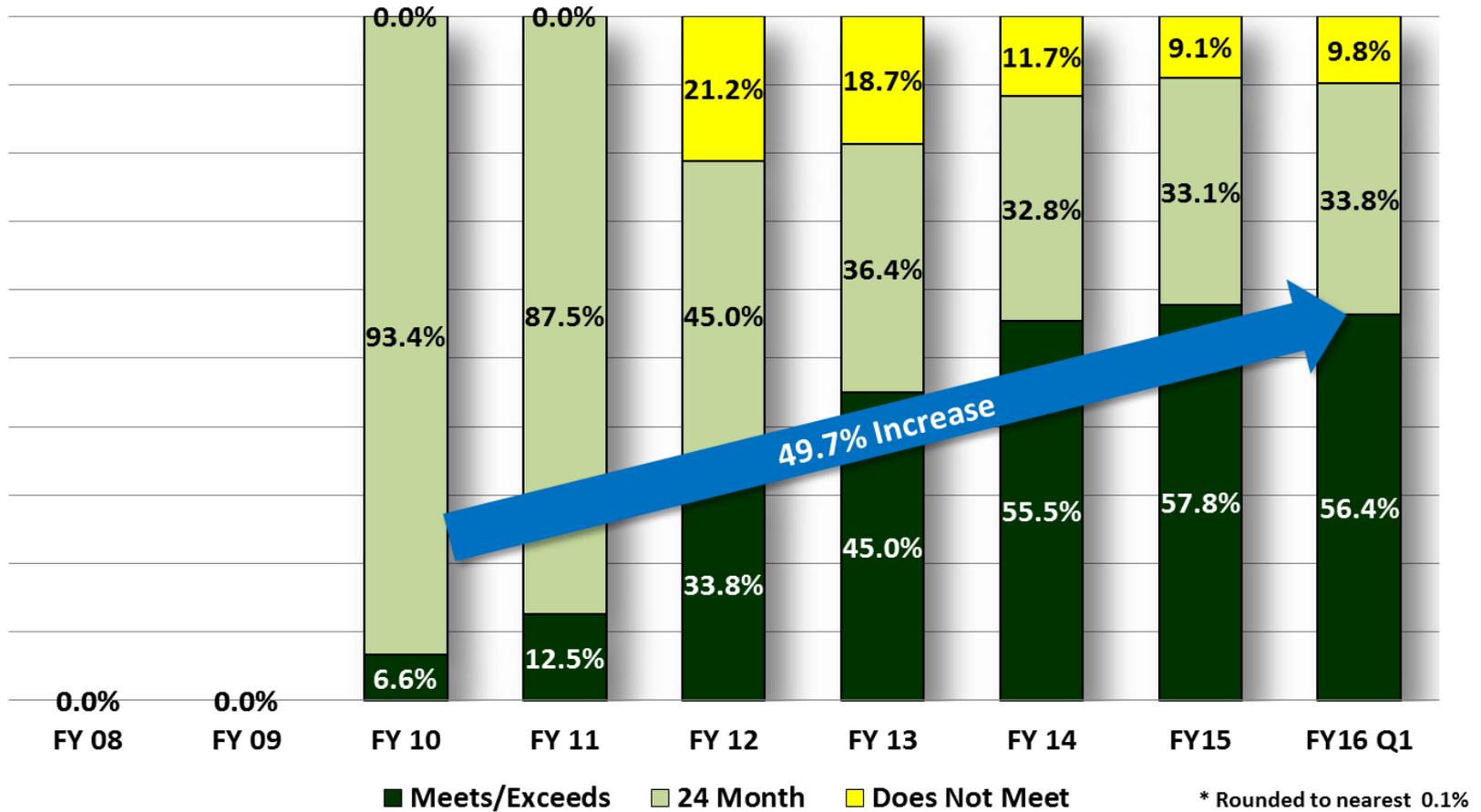




Business Historical DAWIA Certification FY08 – FY16Q1



Business - CE

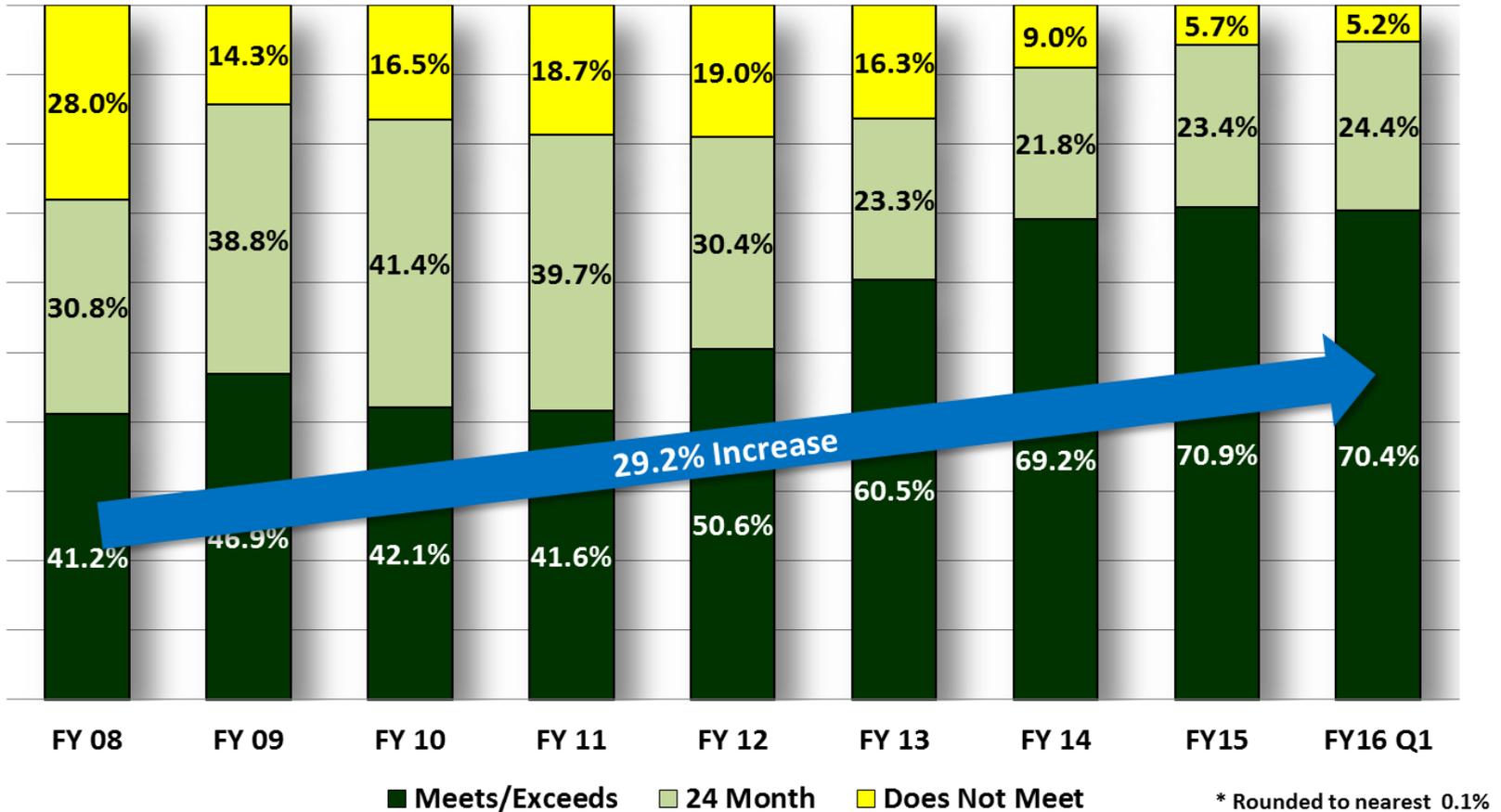




Business Historical DAWIA Certification FY08 – FY16Q1



Business - FM





Business - CE DAWIA Certification Matrix + Bench Strength



Business - Cost Estimating		Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	79	19	2	1	101	21.8%	
Level II	191	108	224	61	584	48.8%	
Level III	66	46	103	460	675	68.1%	
Unspecified	1	-	-	-	1		
FY16Q1 TOTAL	337	173	329	522	1,361	56.4%	
	24.8%	12.7%	24.2%	38.4%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,103	12.9%	
Army	5,117	13.9%	
DoN	6,852	11.8%	
Air Force	6,411	18.2%	
4th Estate	1,723	6.6%	
Business - C	64	4.7%	#N/A

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	22	78	1	101	7.4%
Level II	285	235	64	584	42.9%
Level III	460	146	69	675	49.6%
Unspecified	-	1	-	1	0.1%
Business - Cost Estimating TOTAL	767	460	134	1,361	
	56.4%	33.8%	9.8%		

= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business - FM DAWIA Certification Matrix + Bench Strength

Business - Financial Mgmt		Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	353	273	42	32	700	49.6%	
Level II	671	412	1,630	653	3,366	67.8%	
Level III	191	64	159	1,773	2,187	81.1%	
<i>Unspecified</i>	2	-	-	1	3		
FY16Q1 TOTAL	1,217	749	1,831	2,459	6,256	70.4%	
	19.5%	12.0%	29.3%	39.3%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,103	12.9%	
Army	5,117	13.9%	
DoN	6,852	11.8%	
Air Force	6,411	18.2%	
4th Estate	1,723	6.6%	
Business - I	727	11.6%	#N/A

** Based on population total without unspecified positions

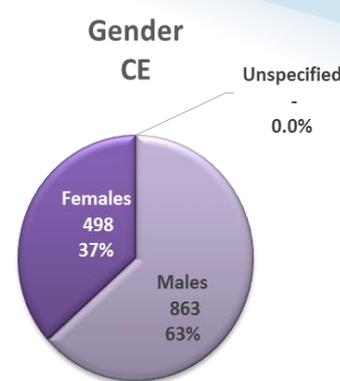
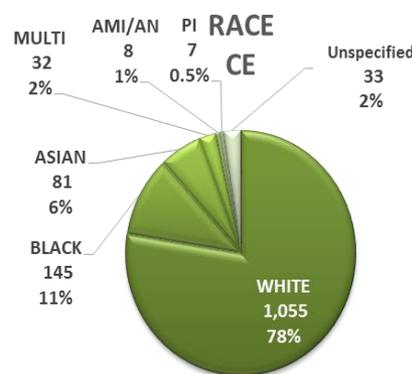
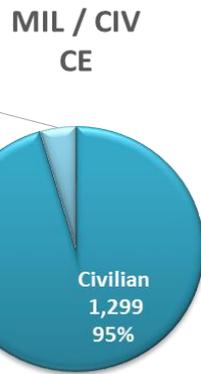
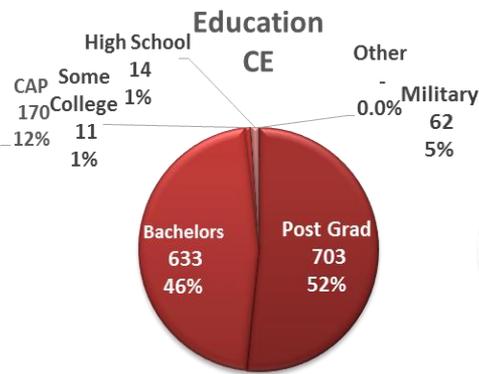
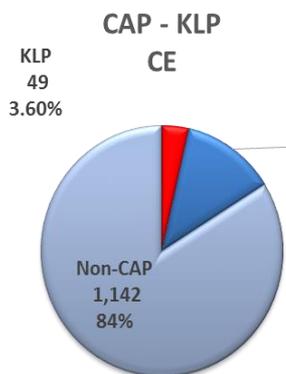
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	347	336	17	700	11.2%
Level II	2,283	854	229	3,366	53.8%
Level III	1,773	332	82	2,187	35.0%
<i>Unspecified</i>	1	2	-	3	0.0%
Business - Financial Mgmt TOTAL	4,404	1,524	328	6,256	
	70.4%	24.4%	5.2%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business CE Demographics



Occupied Position Type	BUS-CE TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	49	3.6%	1,045	0.7%
Critical Acquisition Positions (CAPs) *	170	12.5%	15,648	10.0%
Non-CAP Positions	1,142	83.9%	139,764	89.3%
TOTAL	1,361		156,457	

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

Highest Level of Education	BUS-CE TOTAL		Entire DAW	
Post Grad	703	51.7%	61,677	39.4%
Bachelors	633	46.5%	69,639	44.5%
Some College	11	0.8%	11,962	7.6%
High School	14	1.0%	12,560	8.0%
Other	-	0.0%	619	0.4%
TOTAL	1,361		156,457	

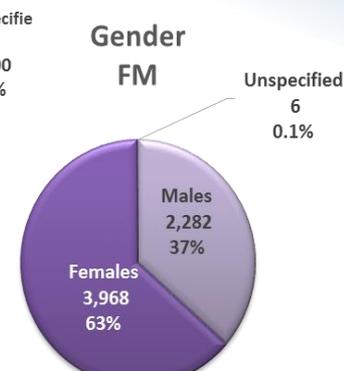
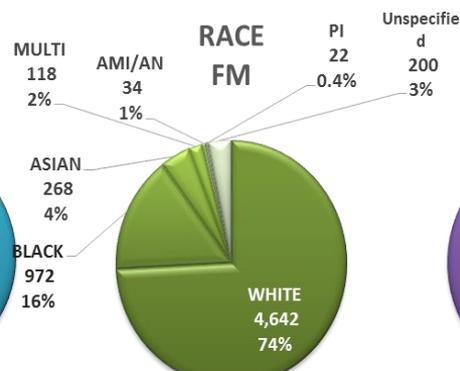
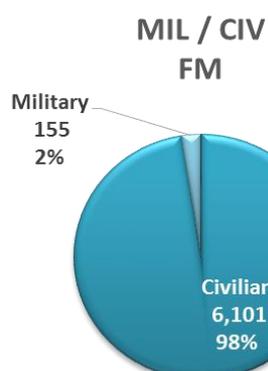
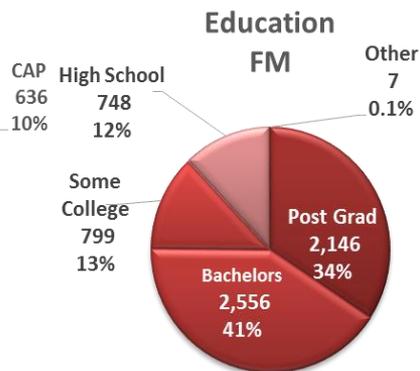
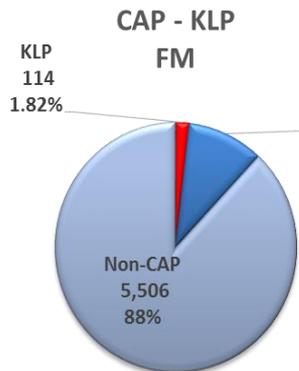
Type	BUS-CE TOTAL		Entire DAW	
Civilian	1,299	95.4%	141,089	90.2%
Military	62	4.6%	15,368	9.8%
TOTAL	1,361		156,457	

Race	BUS-CE TOTAL		Entire DAW	
WHITE	1,055	77.5%	117,200	74.9%
BLACK	145	10.7%	18,728	12.0%
ASIAN	81	6.0%	10,191	6.5%
MULTI	32	2.4%	3,378	2.2%
AMI/AN	8	0.6%	858	0.5%
PI	7	0.5%	744	0.5%
Unspecified	33	2.4%	5,358	3.4%
TOTAL	1,361		156,457	

Gender	BUS-CE TOTAL		Entire DAW	
Males	863	63.4%	110,589	70.7%
Females	498	36.6%	45,715	29.2%
Unspecified	-	0.0%	153	0.1%
TOTAL	1,361		156,457	



Business FM Demographics



Occupied Position Type	BUS-FM TOTAL	Entire DAW
Key Leadership Positions (KLPs)	114 1.8%	1,045 0.7%
Critical Acquisition Positions (CAPs) *	636 10.2%	15,648 10.0%
Non-CAP Positions	5,506 88.0%	139,764 89.3%
TOTAL	6,256	156,457

Highest Level of Education	BUS-FM TOTAL	Entire DAW
Post Grad	2,146 34.3%	61,677 39.4%
Bachelors	2,556 40.9%	69,639 44.5%
Some College	799 12.8%	11,962 7.6%
High School	748 12.0%	12,560 8.0%
Other	7 0.1%	619 0.4%
TOTAL	6,256	156,457

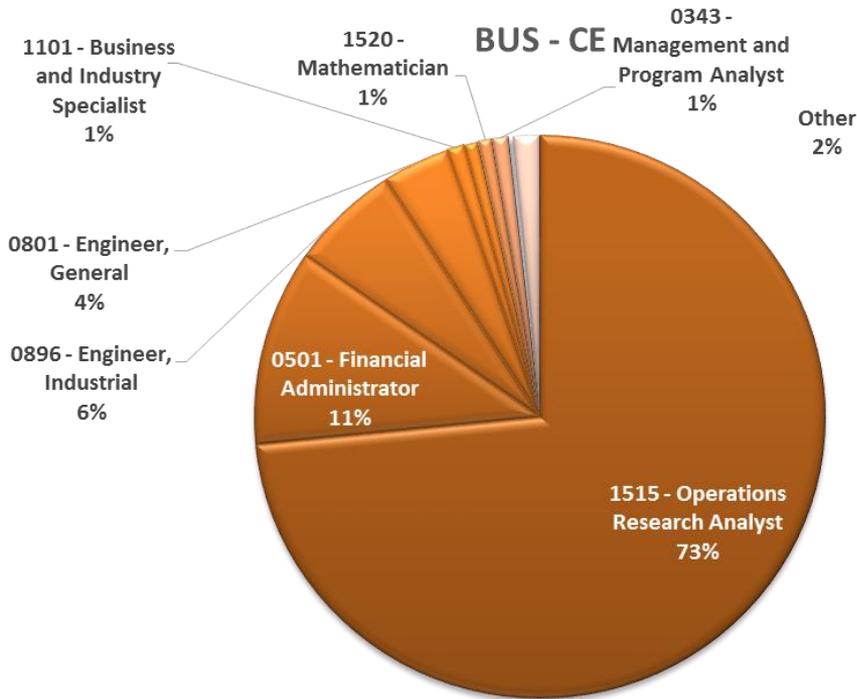
Type	BUS-FM TOTAL	Entire DAW
Civilian	6,101 97.5%	141,089 90.2%
Military	155 2.5%	15,368 9.8%
TOTAL	6,256	156,457

Race	BUS-FM TOTAL	Entire DAW
WHITE	4,642 74.2%	117,200 74.9%
BLACK	972 15.5%	18,728 12.0%
ASIAN	268 4.3%	10,191 6.5%
MULTI	118 1.9%	3,378 2.2%
AMI/AN	34 0.5%	858 0.5%
PI	22 0.4%	744 0.5%
Unspecified	200 3.2%	5,358 3.4%
TOTAL	6,256	156,457

Gender	BUS-FM TOTAL	Entire DAW
Males	2,282 36.5%	110,589 70.7%
Females	3,968 63.4%	45,715 29.2%
Unspecified	6 0.1%	153 0.1%
TOTAL	6,256	156,457



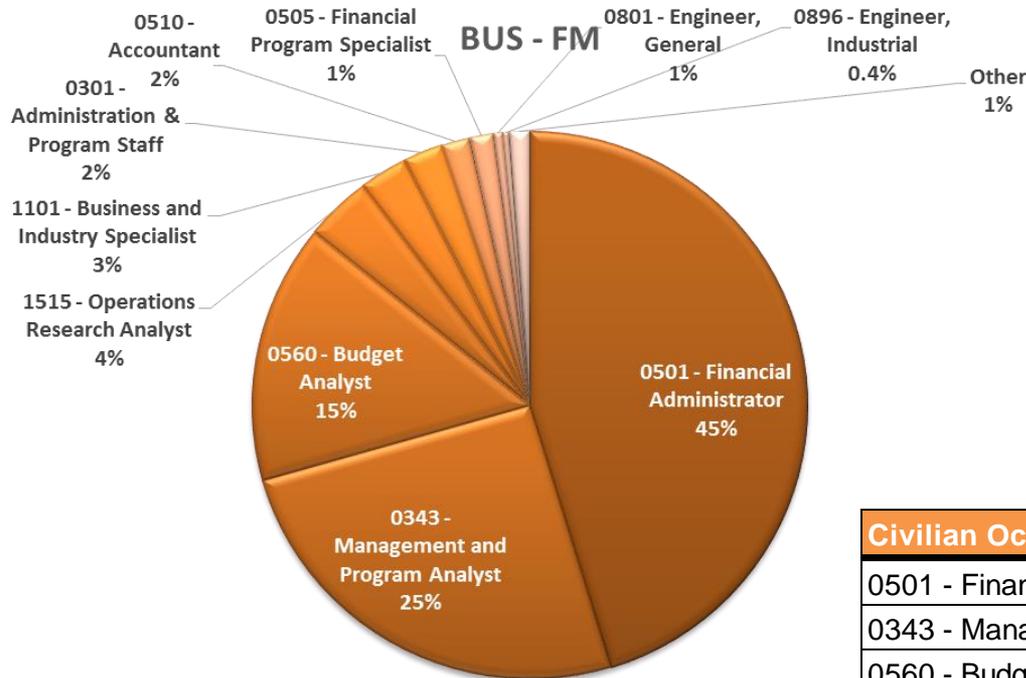
Business CE Occupational Series



Civilian Occupational Series	BUS-CE TOTAL	
1515 - Operations Research Analyst	954	73.4%
0501 - Financial Administrator	146	11.2%
0896 - Engineer, Industrial	81	6.2%
0801 - Engineer, General	50	3.85%
1101 - Business and Industry Specialist	13	1.00%
0830 - Engineer, Mechanical	10	0.77%
1520 - Mathematician	10	0.77%
0343 - Management and Program Analyst	12	0.92%
1550 - Computer Scientist	3	0.23%
0850 - Engineer, Electrical	1	0.08%
Other	19	1.46%
TOTAL CIVILIAN	1,299	Civilians



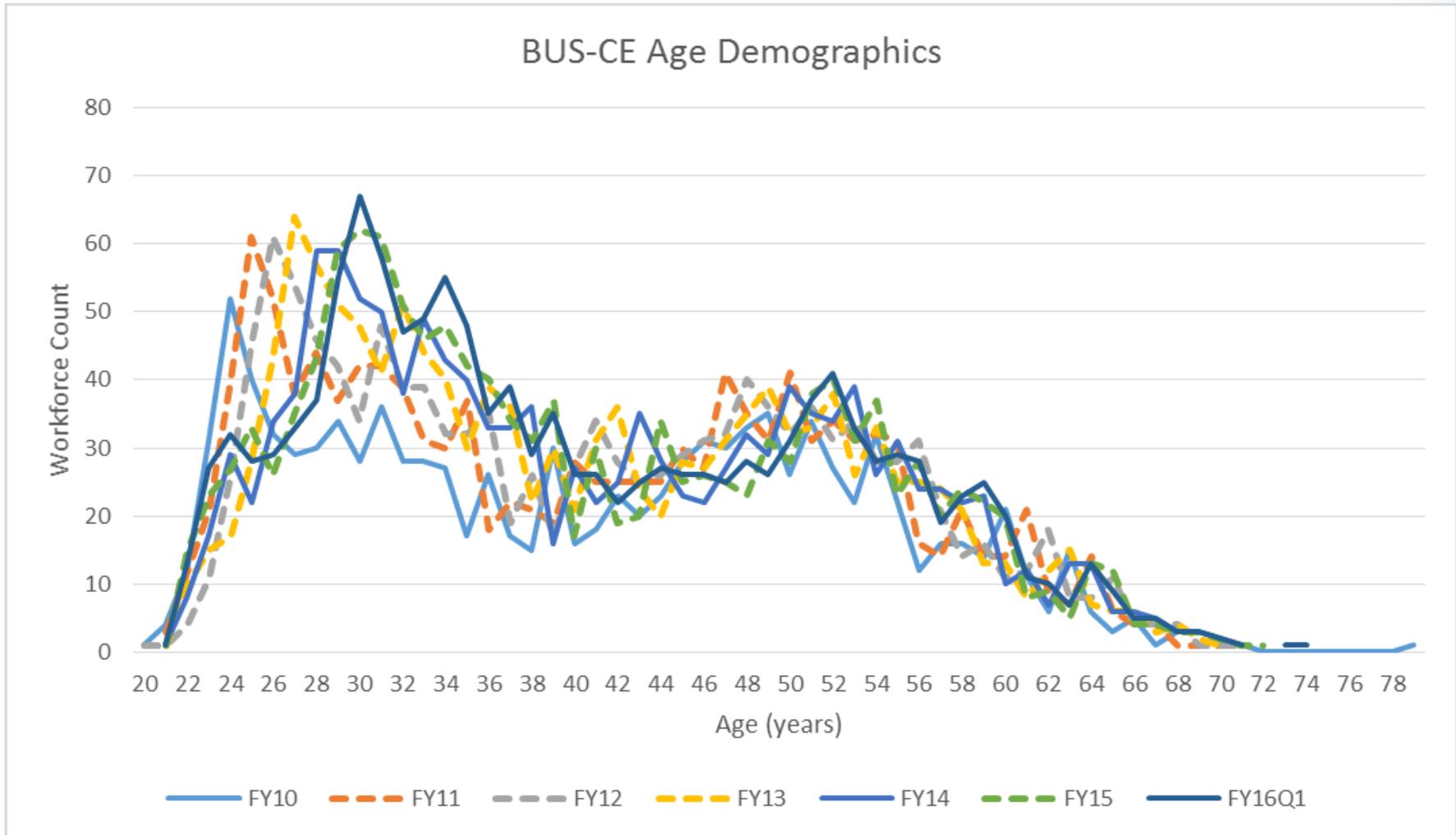
Business FM Occupational Series



Civilian Occupational Series	BUS-FM TOTAL	
0501 - Financial Administrator	2,762	45.3%
0343 - Management and Program Analyst	1,544	25.3%
0560 - Budget Analyst	933	15.3%
1515 - Operations Research Analyst	237	3.88%
1101 - Business and Industry Specialist	171	2.80%
0301 - Administration & Program Staff	142	2.33%
0510 - Accountant	100	1.64%
0505 - Financial Program Specialist	84	1.38%
0801 - Engineer, General	34	0.56%
0896 - Engineer, Industrial	23	0.38%
Other	71	1.16%
TOTAL CIVILIAN	6,101	Civilians



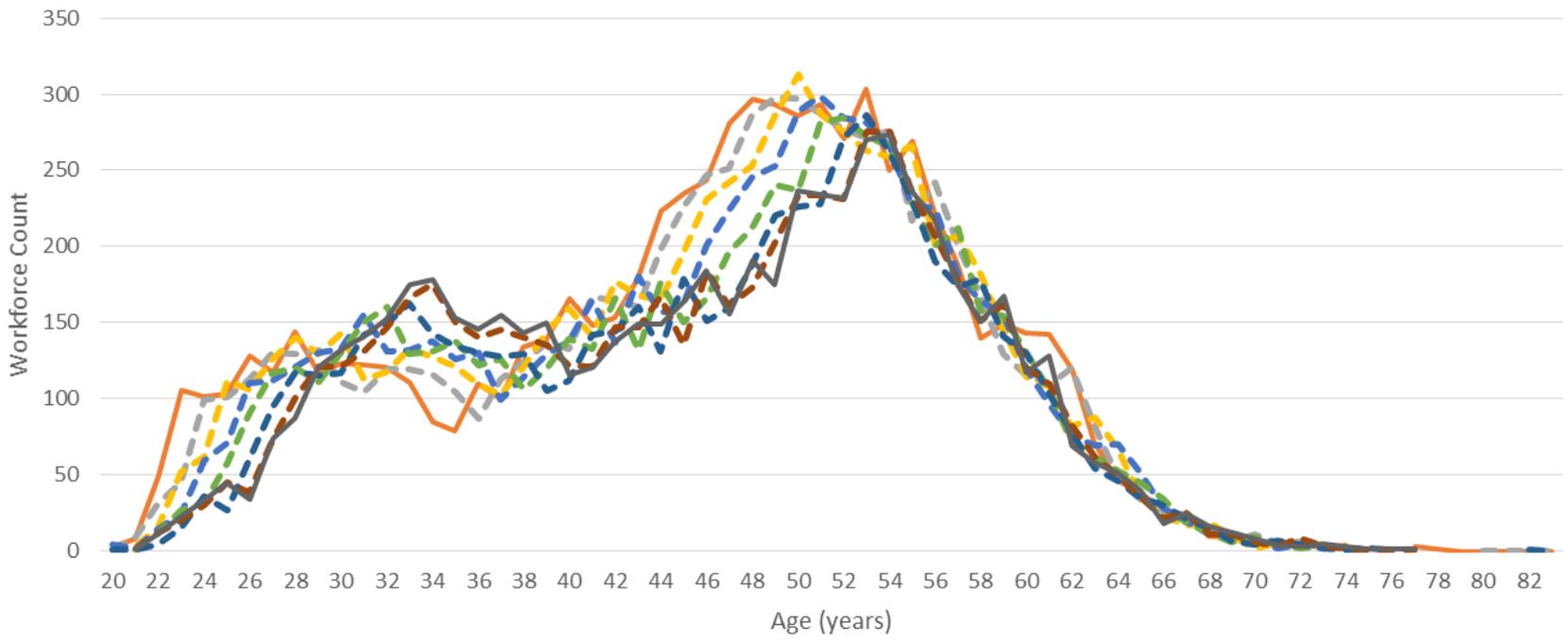
Age Demographics





Age Demographics

BUS-FM Age Demographics



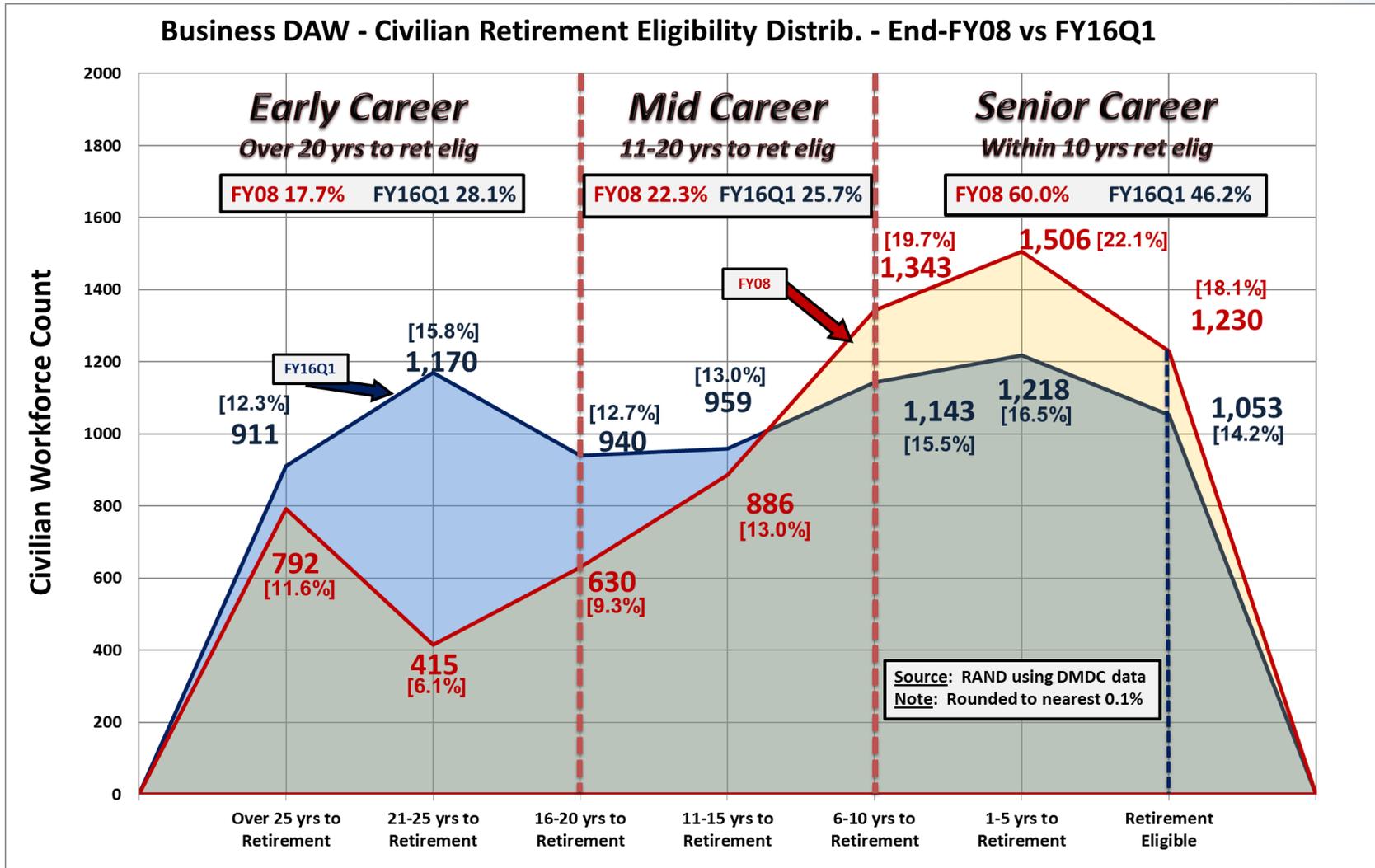
FY09 FY10 FY11 FY12 FY13 FY14 FY15 FY16Q1



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



Business Civilian Retirement Eligibility Distribution – FY08 / FY16Q1



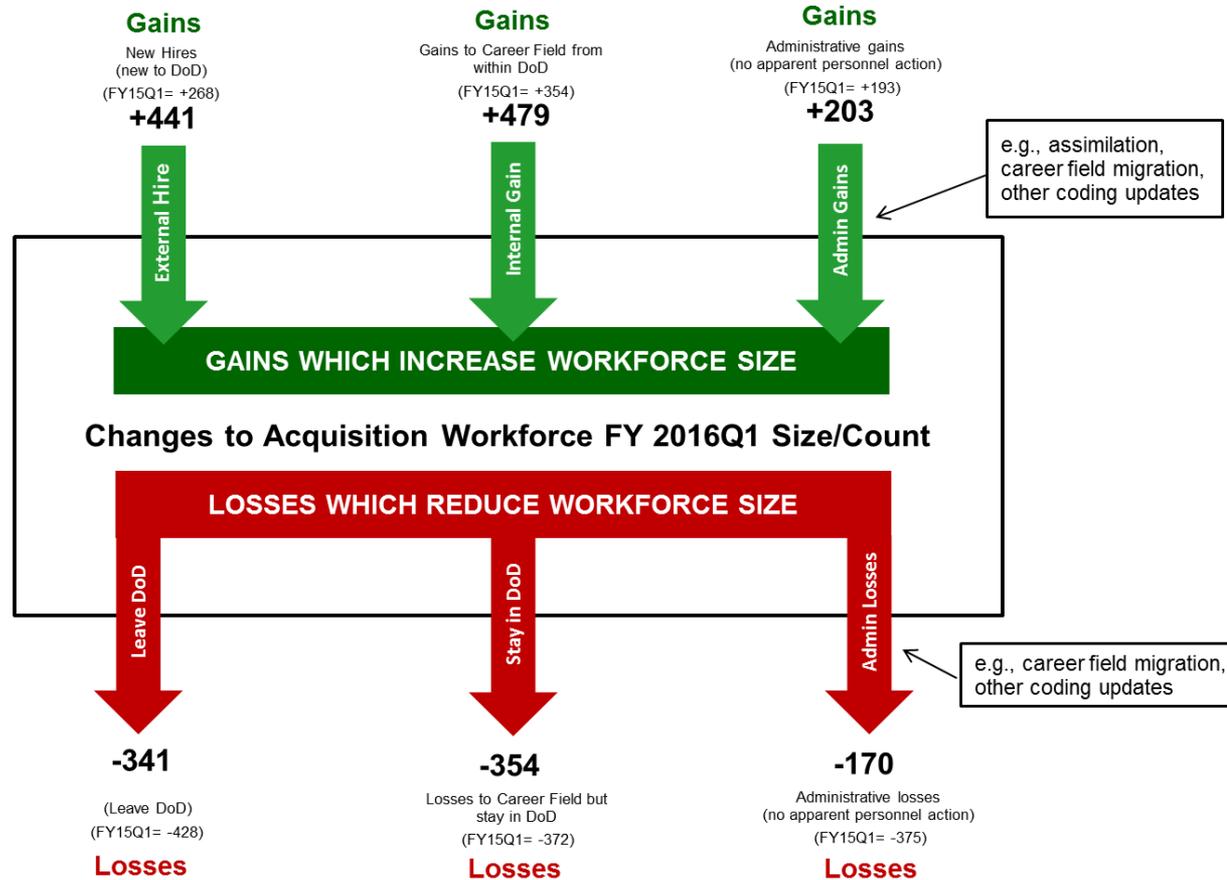
* As of FY16Q1 (31 Dec 2015)



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

Defense Acquisition Workforce (Civilian) (FY 2016Q1) - Business

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



* As of FY16Q1 (31 Dec 2015)

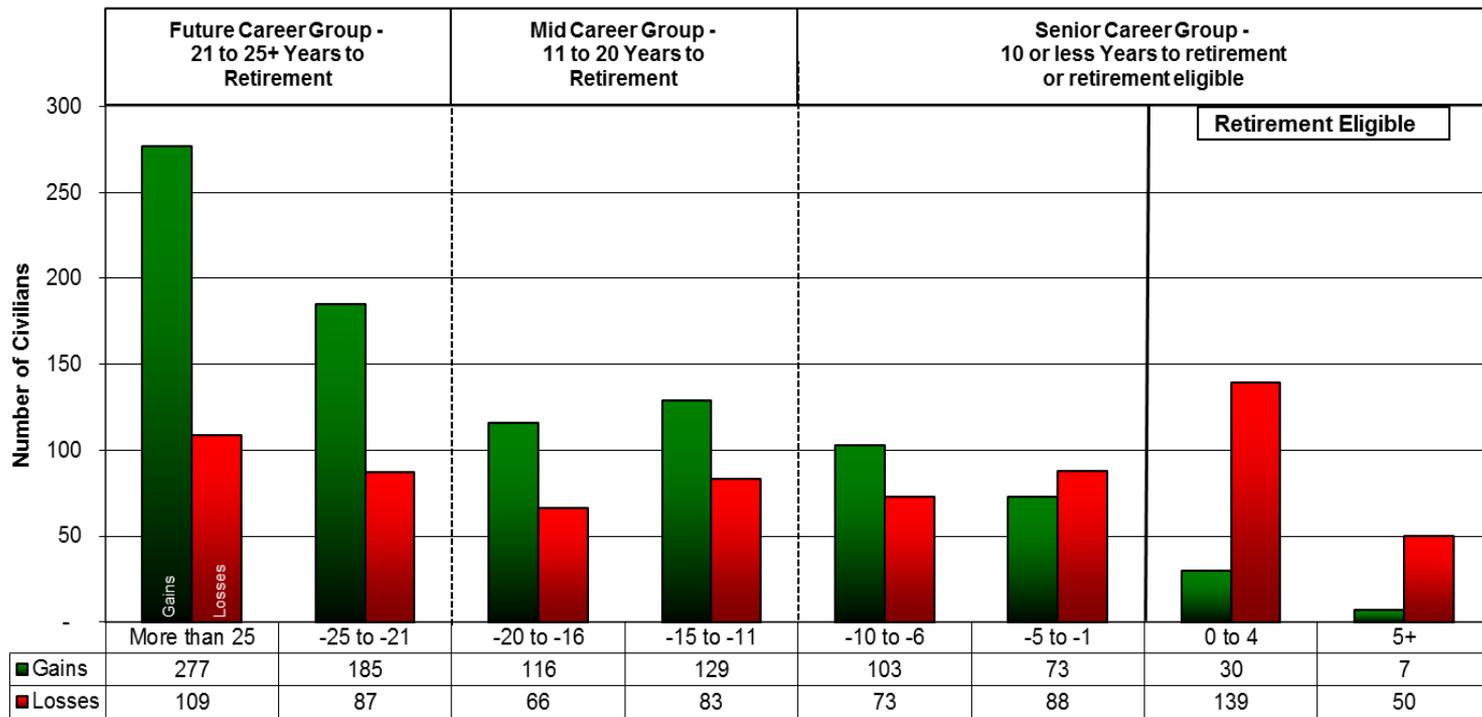


Business Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - BUS

Workforce Lifecycle FY 2016Q1 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

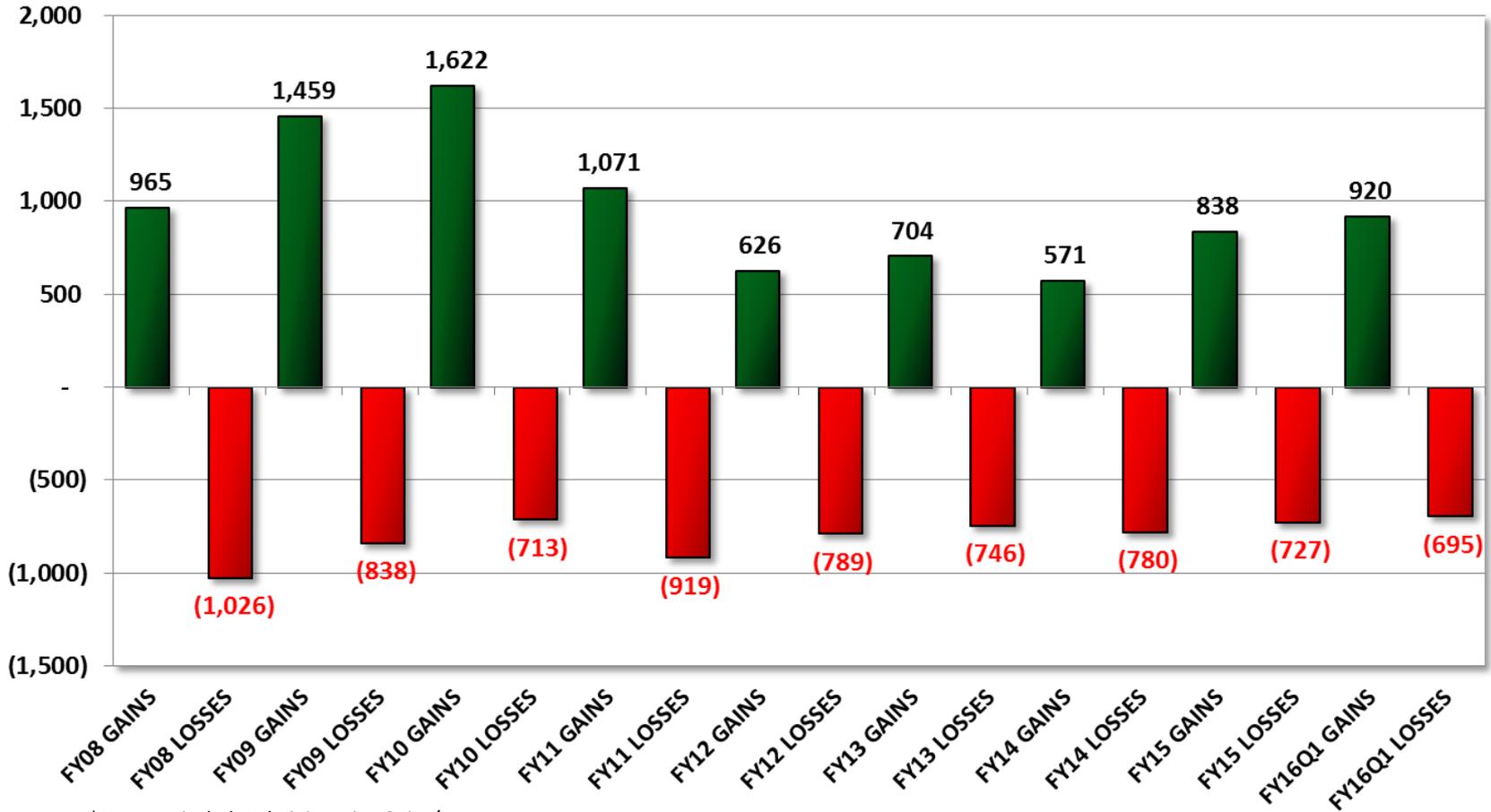
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2016Q1 and Previous FY Data)

*Does not include administrative gains and losses

* As of FY16Q1 (31 Dec 2015)



Business Historical Gains and Losses FY08 – FY15*



*Does not include Administrative Gains/Losses

* As of FY16Q1 (31 Dec 2015)

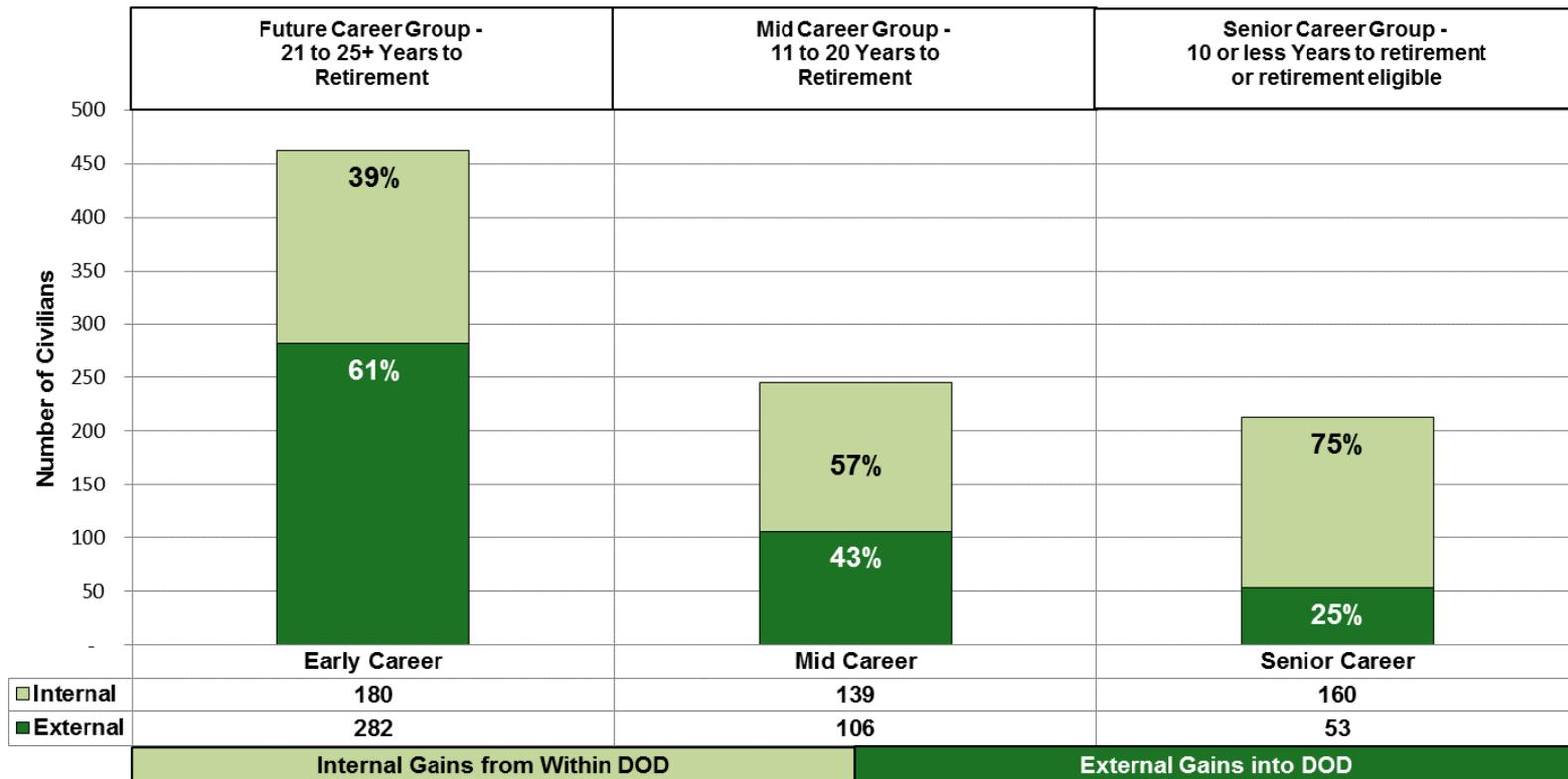


Business Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - BUS

Workforce Lifecycle FY 2016Q1 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2016Q1 and Previous FY Data)

*Does not include administrative gains

* As of FY16Q1 (31 Dec 2015)

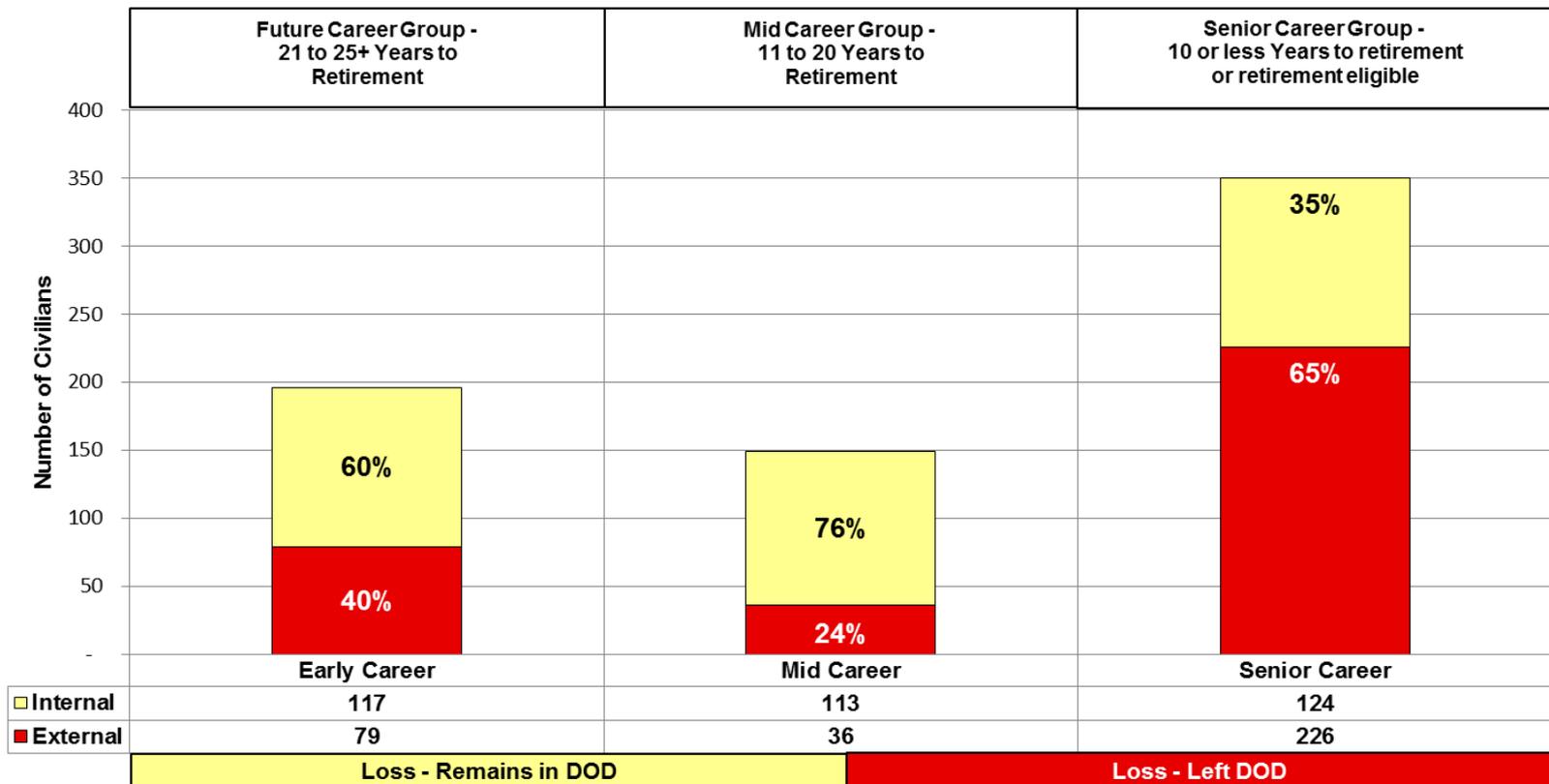


Business Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - BUS

Workforce Lifecycle FY 2016Q1 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2016Q1 and Previous FY Data)

*Does not include administrative losses

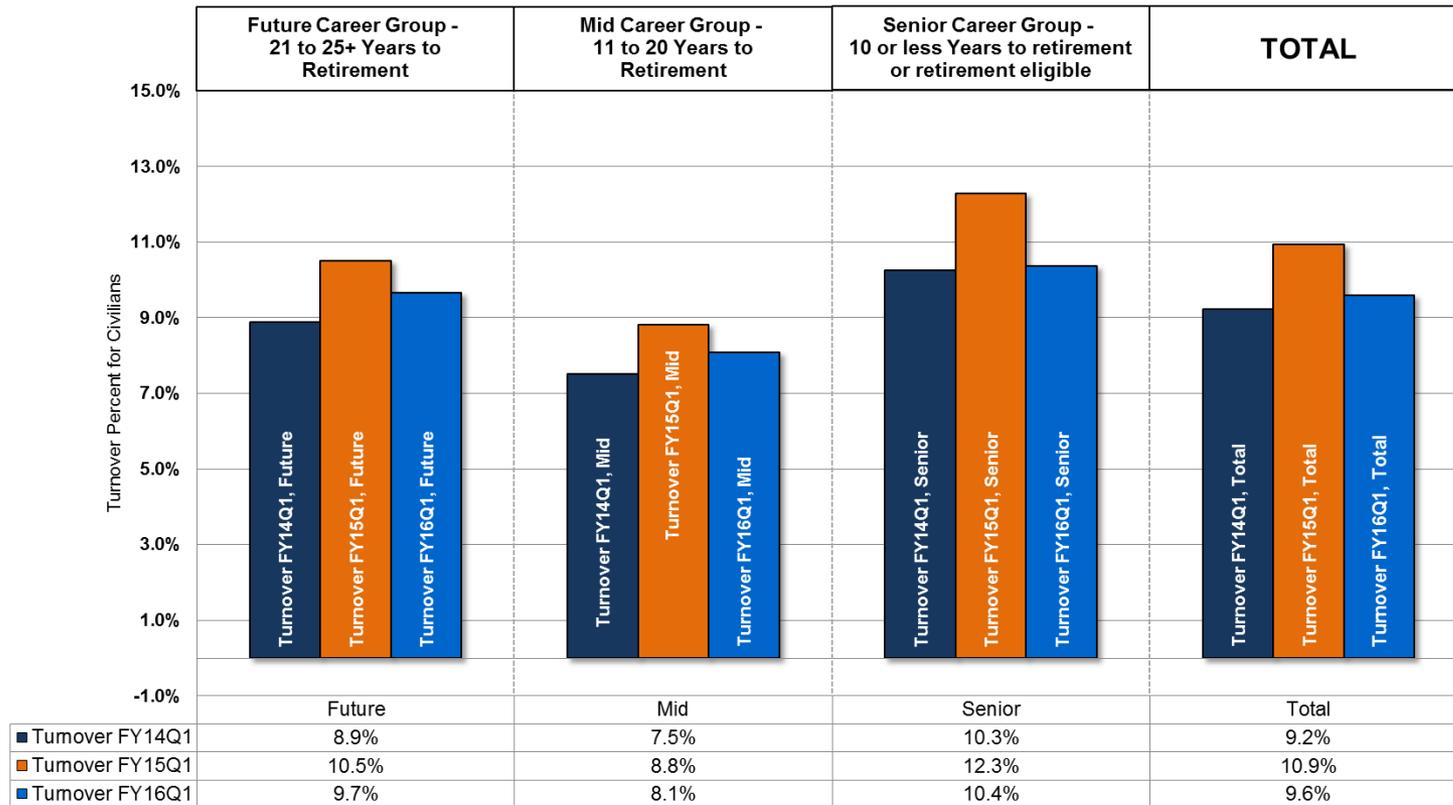
* As of FY16Q1 (31 Dec 2015)



Business Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - BUS (Civilian) (FY14Q1, FY15Q1, FY16Q1)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

* As of FY16Q1 (31 Dec 2015)

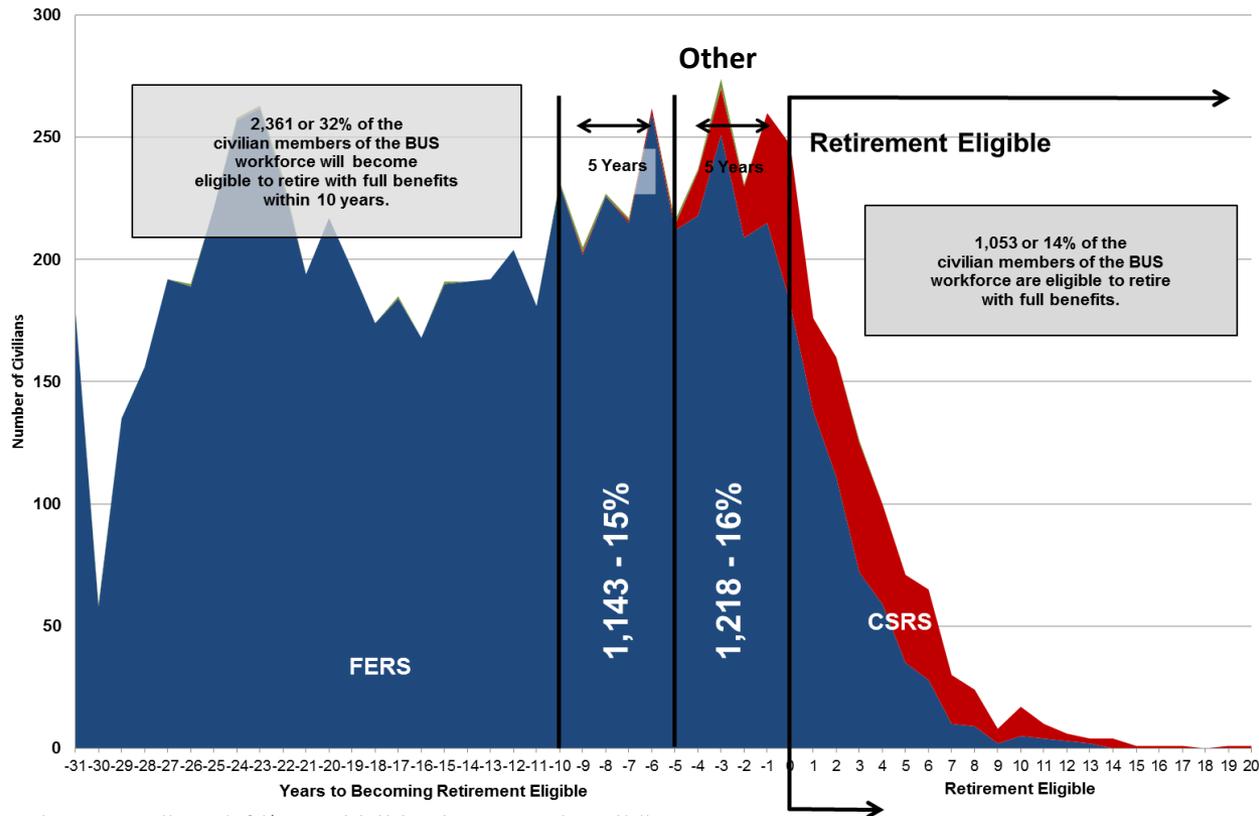


Business Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - BUS

Distribution by Years to Retirement Eligibility (Civilians)(FY 2016Q1)



* As of FY16Q1 (31 Dec 2015)



END