



Defense Acquisition Workforce Key Information

Facilities Engineering
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://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)**



Slide Index



Slide Title	#
Slide Index	3
Fact Sheet	4
Highlights	5
Total Workforce	6
AWF Size by Component and Career Field	7
Historical Size by Component FY05 – FY16Q1	8
President’s FY17 Budget PB23 Projection FYDP Size Projections	9-11
DAWIA Certification by Component	12
Historical DAWIA Certification	13
DAWIA Certification Matrix + Bench Strength	14
Demographics	15-17
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	19-27
End	28



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Facilities Engineering	FY 2008				FY2016Q1			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	7,116	3	7,119	156,457
Change in size from 2008	-	-	-	-	45%	200%	45%	24%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	80%	100%	80%	84%
Graduate Degree	20%	0%	20%	29%	29%	100%	29%	39%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	79%	0%	79%	85%
Level II or Higher Achieved	41%	0%	41%	61%	77%	0%	77%	74%
Level III Achieved	0%	0%	0%	36%	29%	0%	29%	43%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	74%	0%	74%	76%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	25%	100%	25%	21%
Does Not Meet Certification Requirement	16%	0%	16%	14%	2%	0%	2%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	72%	0%	72%	62%	52%	0%	52%	40%
Average Age	48.8	23.0	48.7	45.7	49.4	38.3	49.4	45.3
Workforce Life-Cycle Model (YRE)*	15/24/61(%)	-	-	20/23/57 (%)(Civ)	16/25/59(%)	-	-	26/24/50(%)
% Future/Mid-Career/Senior								
Average Years of Service	18.6	1.0	18.6	17.3	17.2	13.3	17.2	15.2
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	1,662(23%)	-	-	23,072(16%)
Retirement Eligible w/i 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	1,407(20%)	-	-	26,095(18%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	1,571/1,107	-	-	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.



Defense Acquisition Workforce Size Highlights

- The current Facilities Engineering Defense Acquisition Workforce count is 7,119, up from 4,920 in FY08, a total increase of 2,199
- The Facilities Engineering Defense Acquisition Workforce count was at its highest point (8,356) in FY05, and its lowest point (3,927) in FY06
- The Agencies with the largest increases, since FY08, are NAVY, ARMY, and Air Force, with increases of 1,451 (37%), 526 (53%), and 180 (3000%), respectively
- The Agencies with the largest decreases, since FY08, are DLA, DCMA, and DTRA, with decreases of 12 (-92%), 3 (-50%), and 1 (-50%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Facilities Engineering Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 73.5%; up from 39.8% in FY08
- The current Facilities Engineering Meets/Exceeds certification rate is up 33.7% from FY08
- The current Facilities Engineering Defense Acquisition Workforce DAWIA 24 month grace period rate is 24.6%; down from 44.2% in FY08
- The current Facilities Engineering Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 1.9%; down from 16.0% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

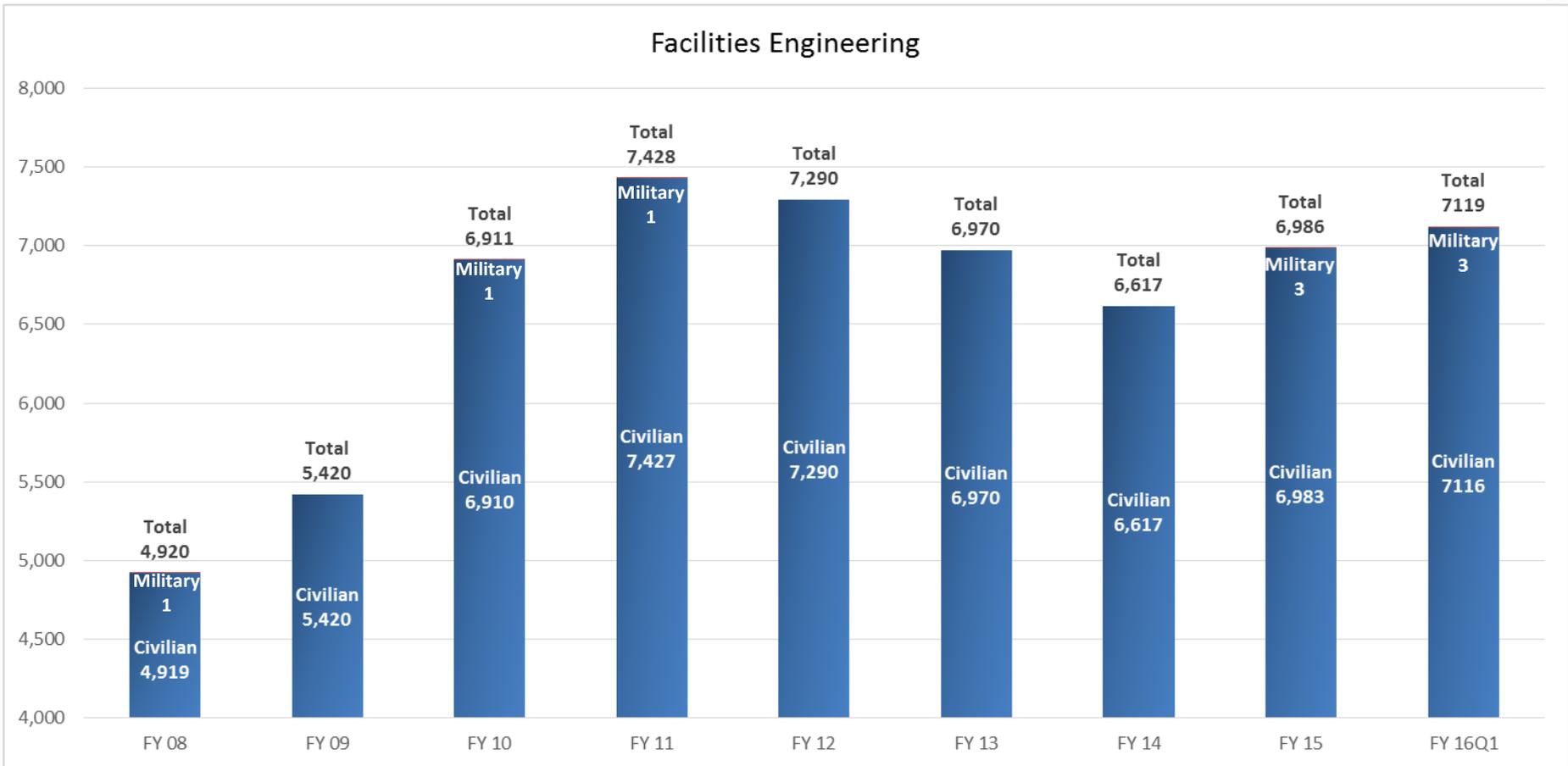
- Senior Career Group 59% (4,193) (10 years or less to retirement eligibility or retirement eligible)
- 23.4% (1,662) are currently eligible to retire, ↑ from 21.7% in FY08
- Mid Career Group 25.2% (1,793) (11 to 20 years to retirement), 23.8% in FY08
- Early Career Group 15.7% (1,119) (21 to 25+ years to retirement), ↓ from 15.1% in FY08



Total Historic Workforce

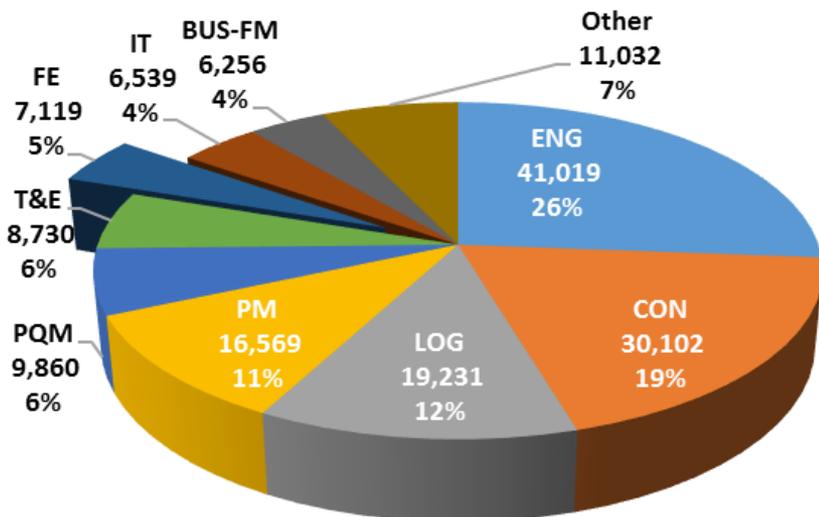


Facilities Engineering





AWF by Component and Career Field



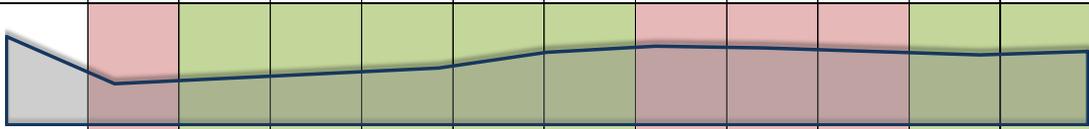
AWF Count by Career Category FY16Q1	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,261	4,261	2.7%
Business - CE	250	569	462	80	1,361	0.9%
Business - FM	1,701	2,042	1,924	589	6,256	4.0%
Contracting	8,011	6,194	8,357	7,540	30,102	19.2%
Engineering	9,079	21,174	8,795	1,971	41,019	26.2%
Facilities 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		
Component %	23.5%	37.1%	22.6%	16.8%		156,457



Facilities Engineering Workforce Historical Size by Agency FY05 – FY16Q1



Facilities Engineering	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
<i>Defense Acq Workforce</i>														
ARMY	4,851	441	933	988	719	1,564	1,767	1,708	1,634	1,530	1,497	1,514	53%	1%
DoN	3,505	3,477	3,440	3,902	4,683	5,319	5,615	5,531	5,299	5,039	5,261	5,353	37%	2%
AIR FORCE	-	-	4	6	6	20	36	29	5	4	166	186	3000%	12%
DCMA	-	1	3	6	2	1	-	1	2	-	2	3	-50%	50%
DLA	-	3	7	13	8	2	1	1	1	1	1	1	-92%	0%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	2	1	-	4	8	19	29	42	42	41	4000%	-2%
DISA	-	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	1	1	-	-	-	-	-	-	-	-	-		
DTRA	-	4	3	2	2	1	1	1	-	1	1	1	-50%	0%
DAU	-	-	-	1	-	-	-	-	-	-	-	1	0%	
OSD	-	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	16	19		19%
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	1	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFFA	-	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,986	7,119	44.7%	1.9%



↑ ↑

44.7% 1.9%



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



PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection by Career Category (Civilian + Military)								
	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
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

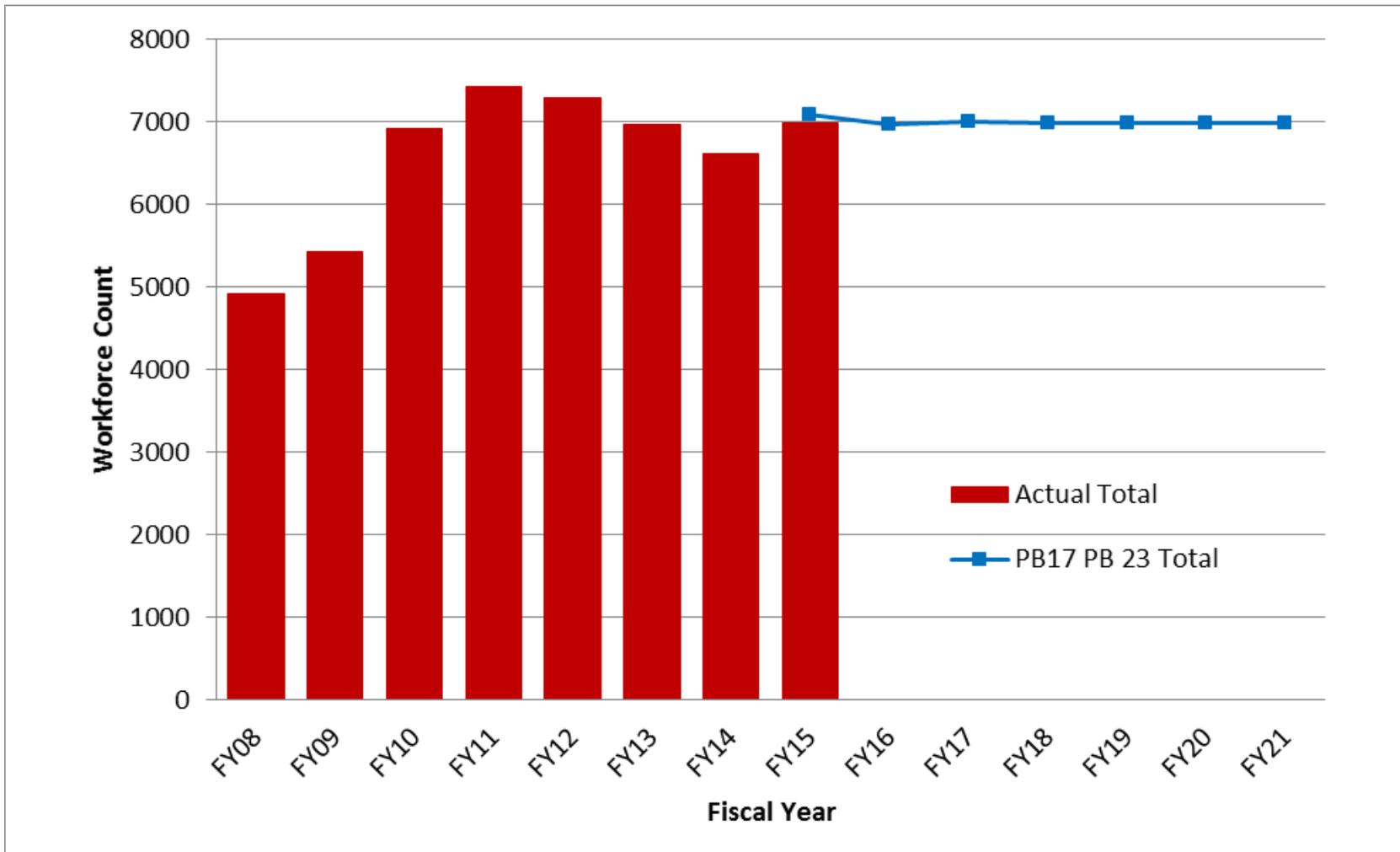


PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection By Component (Civilian + Military)									
Facilities Engineering Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
ARMY	Civilian FTE	1,497	1,490	1,495	1,480	1,480	1,480	1,480	(17)	-1.1%
DECA	Civilian FTE	0	11	29	29	29	29	29	29	#DIV/0!
DHA	Civilian FTE	9	9	9	9	9	9	9	0	0.0%
DISA	Civilian FTE	91	93	96	100	105	111	111	20	22.0%
DLA	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
DTRA	Civilian FTE	2	2	2	2	2	2	2	0	0.0%
MDA	Civilian FTE	47	43	40	39	39	39	39	(8)	-17.0%
NAVY	Civilian FTE	5,210	5,246	5,247	5,247	5,247	5,247	5,247	37	0.7%
NDU	Civilian FTE	27	27	27	27	27	27	27	0	0.0%
USAF	Civilian FTE	163	12	12	12	12	12	12	(151)	-92.6%
USMC	Civilian FTE	33	32	32	32	32	32	32	(1)	-3.0%
USAF	Military ES	3	2	2	2	2	2	2	(1)	-33.3%
	Civilian FTE Total	7,080	6,966	6,990	6,978	6,983	6,989	6,989	(91)	-1.3%
	Military ES Total	3	2	2	2	2	2	2	(1)	-33.3%
	FE Total	7,083	6,968	6,992	6,980	6,985	6,991	6,991	(92)	-1.3%

Data Source: OSD CAPE SNAP Database;



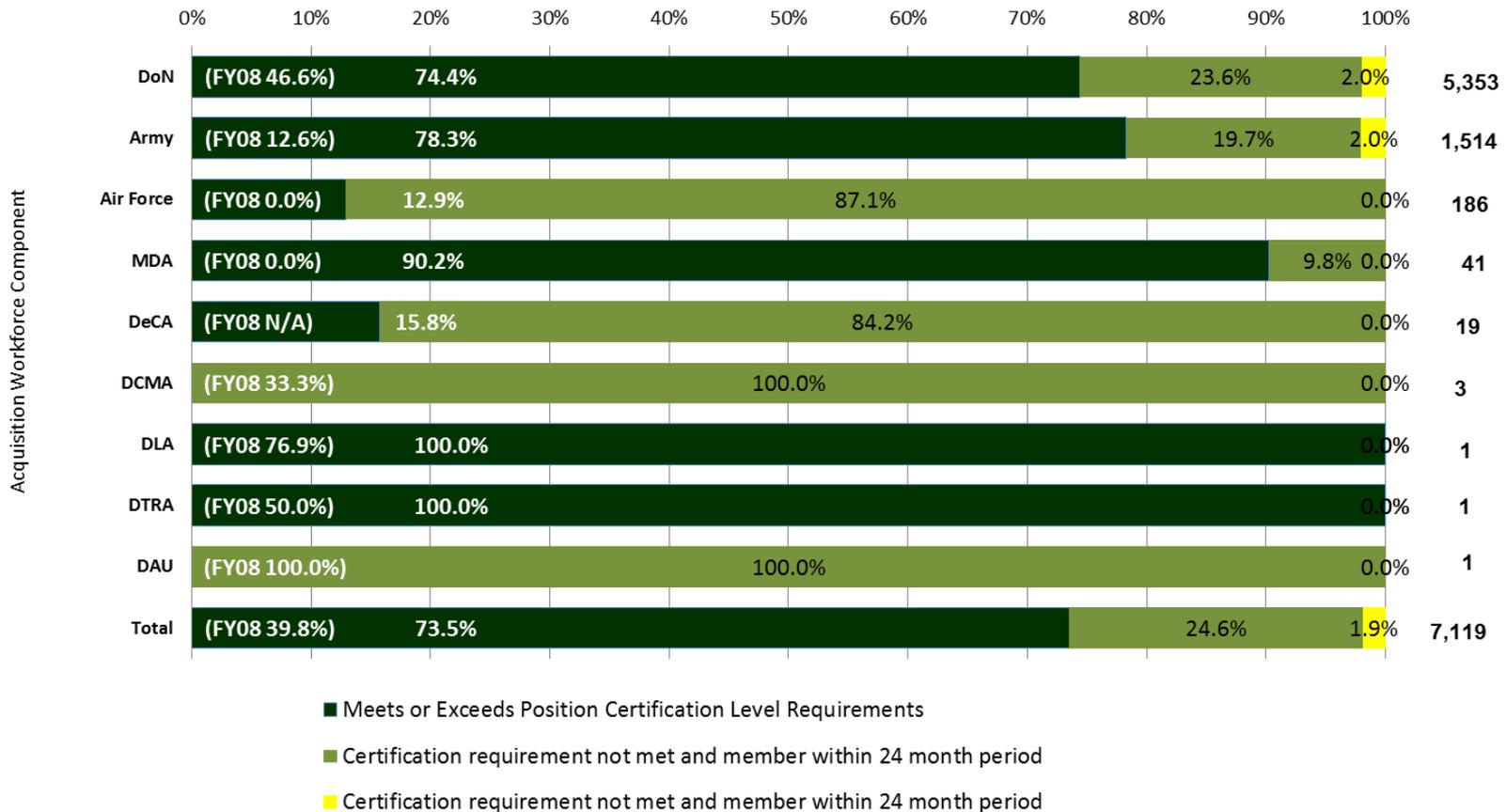
AWF Size FY08-FY15 and President's FY17 Budget PB23 Projection (Civ + Mil)





Facilities Engineering DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Facilities Engineering (FY16Q1)

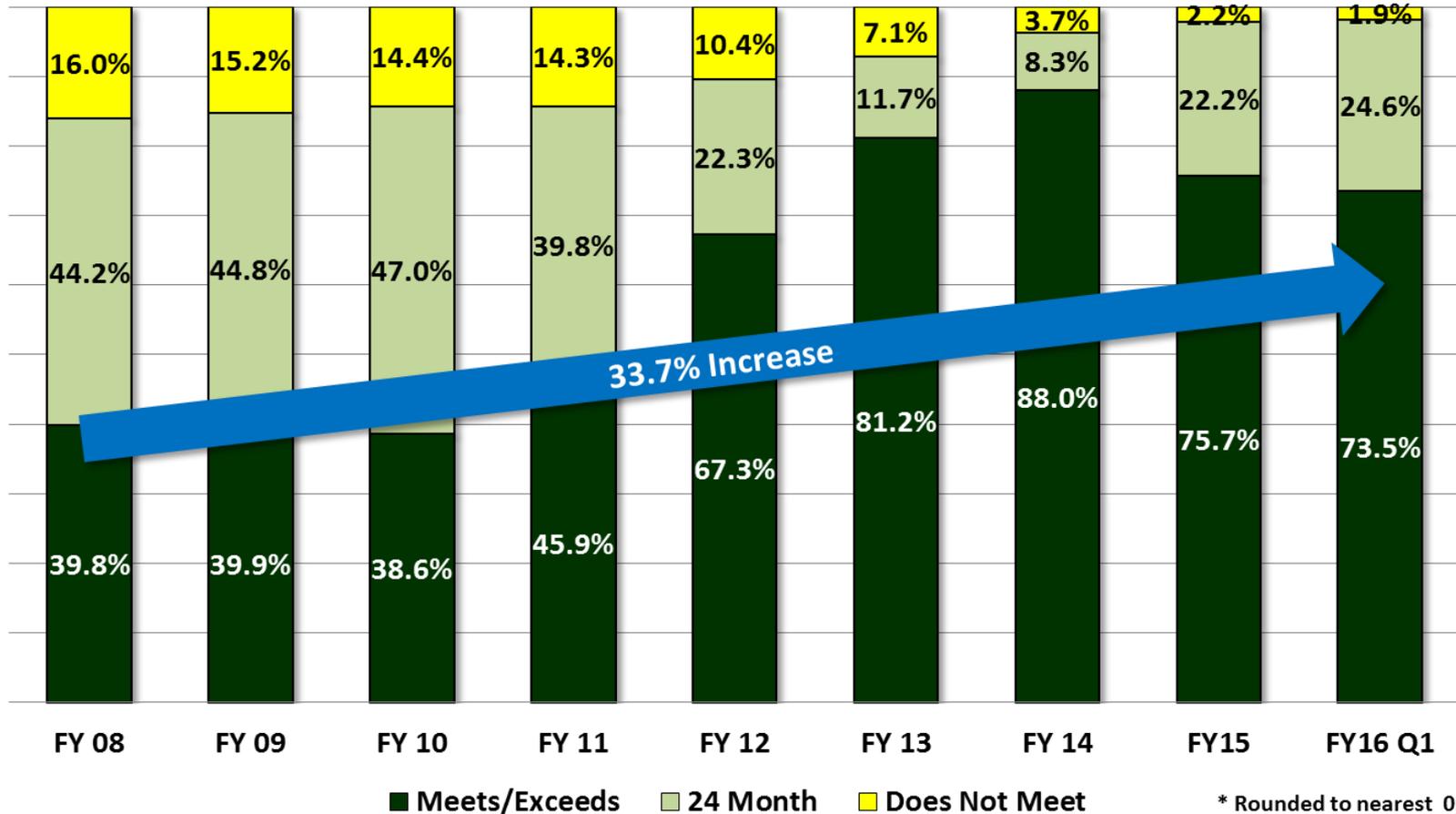




Facilities Engineering Historical DAWIA Certification FY08 – FY16Q1



Facilities Engineering





Facilities Engineering DAWIA Certification Matrix + Bench Strength



Facilities Engineering		Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	92	48	66	13	219	58.0%	
Level II	1,163	123	3,080	329	4,695	72.6%	
Level III	216	14	273	1,695	2,198	77.1%	
Unspecified	4	-	1	2	7		
FY16Q1 TOTAL	1,475	185	3,420	2,039	7,119	73.5%	
	20.7%	2.6%	48.0%	28.6%			

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%	
Facilities Engineering	408	5.7%	13 of 13

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	127	87	5	219	3.1%
Level II	3,409	1,208	78	4,695	66.0%
Level III	1,695	449	54	2,198	30.9%
Unspecified	2	5	-	7	0.1%
Facilities Engineering TOTAL	5,233	1,749	137	7,119	
	73.5%	24.6%	1.9%		

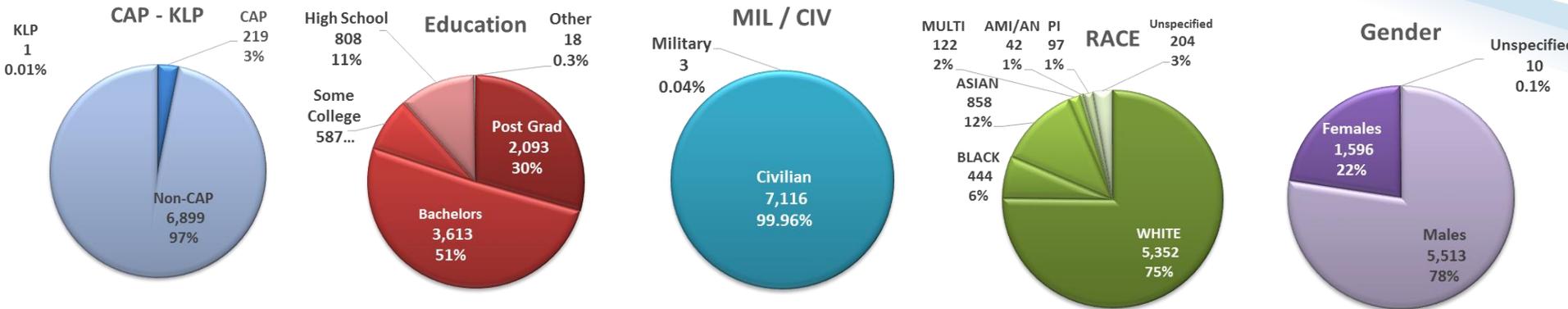
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering Demographics



Occupied Position Type	FE TOTAL	Entire DAW
Key Leadership Positions (KLPs)	1	1,045
Critical Acquisition Positions (CAPs) *	219	15,648
Non-CAP Positions	6,899	139,764
TOTAL	7,119	156,457

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

Highest Level of Education	FE TOTAL	Entire DAW
Post Grad	2,093	61,677
Bachelors	3,613	69,639
Some College	587	11,962
High School	808	12,560
Other	18	619
TOTAL	7,119	156,457

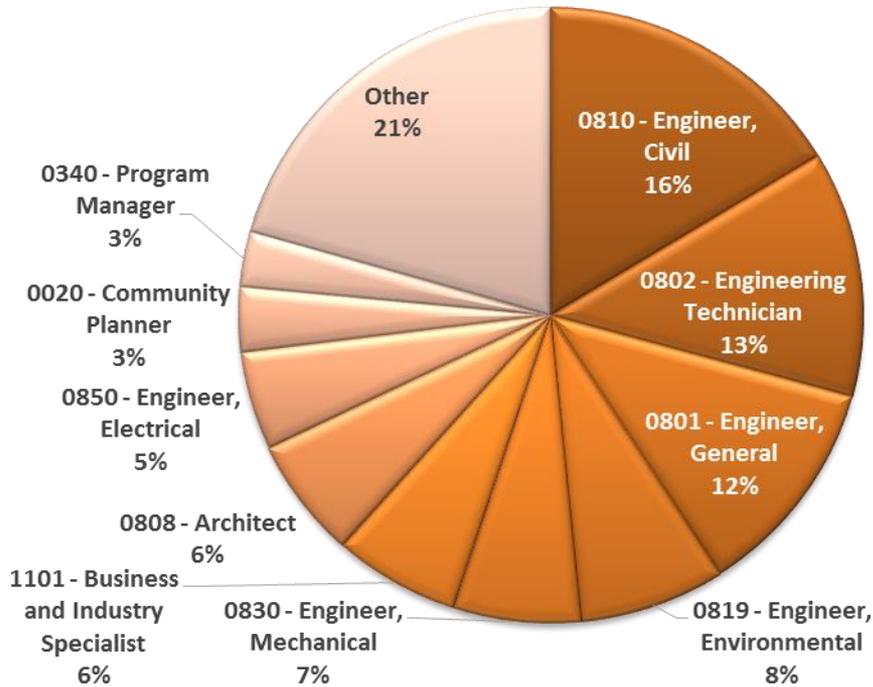
Military / Civilian	FE TOTAL	Entire DAW
Civilian	7,116	141,089
Military	3	15,368
TOTAL	7,119	156,457

Race	FE TOTAL	Entire DAW
WHITE	5,352	117,200
BLACK	444	18,728
ASIAN	858	10,191
MULTI	122	3,378
AMI/AN	42	858
PI	97	744
Unspecified	204	5,358
TOTAL	7,119	156,457

Gender	FE TOTAL	Entire DAW
Males	5,513	110,589
Females	1,596	45,715
Unspecified	10	153
TOTAL	7,119	156,457



Facilities Engineering Size by Occupational Series



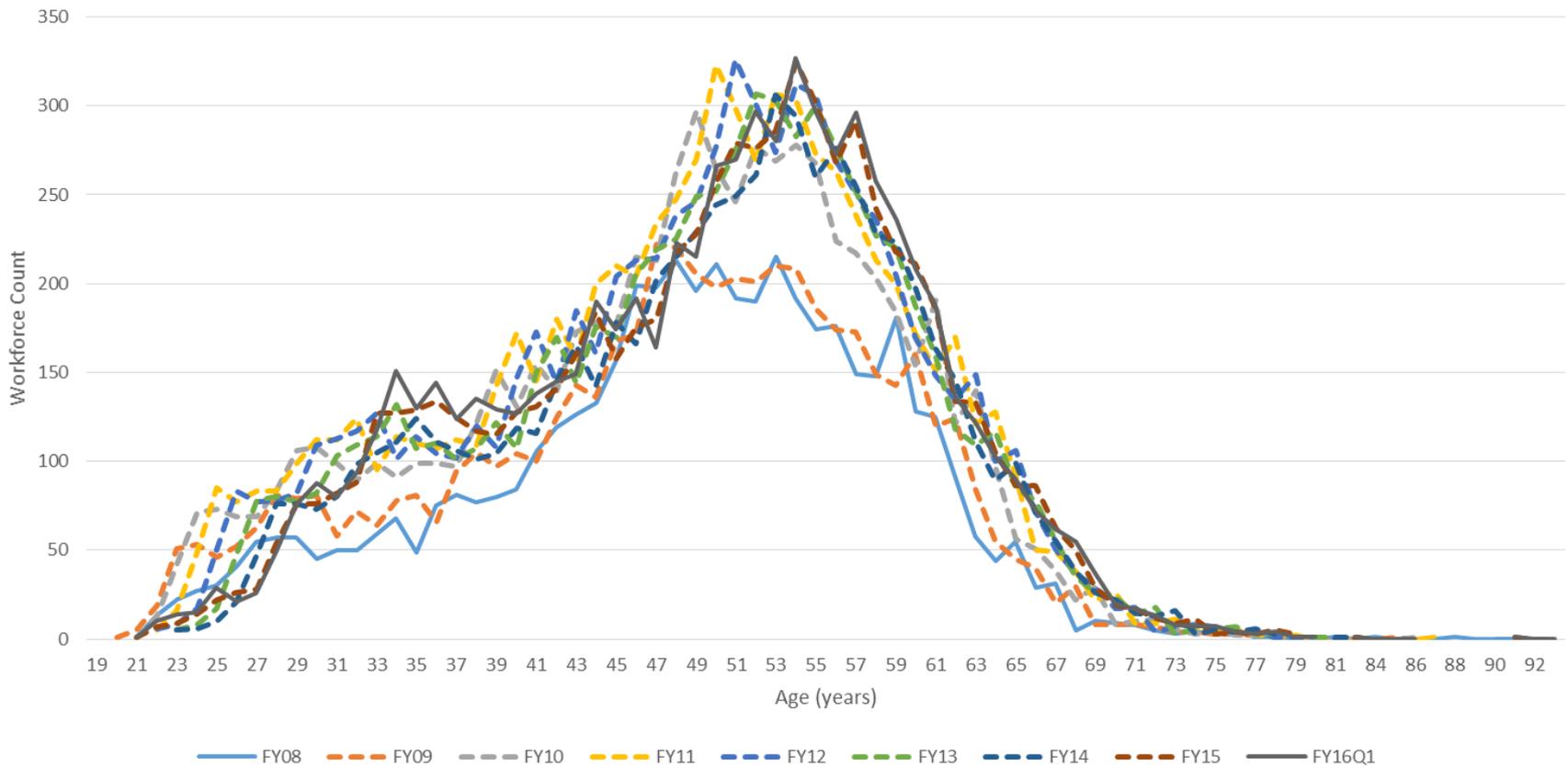
Civilian Occupational Series	FE TOTAL	
0810 - Engineer, Civil	1,163	16.3%
0802 - Engineering Technician	919	12.9%
0801 - Engineer, General	827	11.6%
0819 - Engineer, Environmental	537	7.55%
0830 - Engineer, Mechanical	471	6.62%
1101 - Business and Industry Specialist	465	6.53%
0808 - Architect	450	6.32%
0850 - Engineer, Electrical	368	5.17%
0020 - Community Planner	242	3.40%
0340 - Program Manager	208	2.92%
Other	1,466	20.60%
TOTAL CIVILIAN	7,116	Civilians



Age Demographics



Facilities Engineering Age Demographics

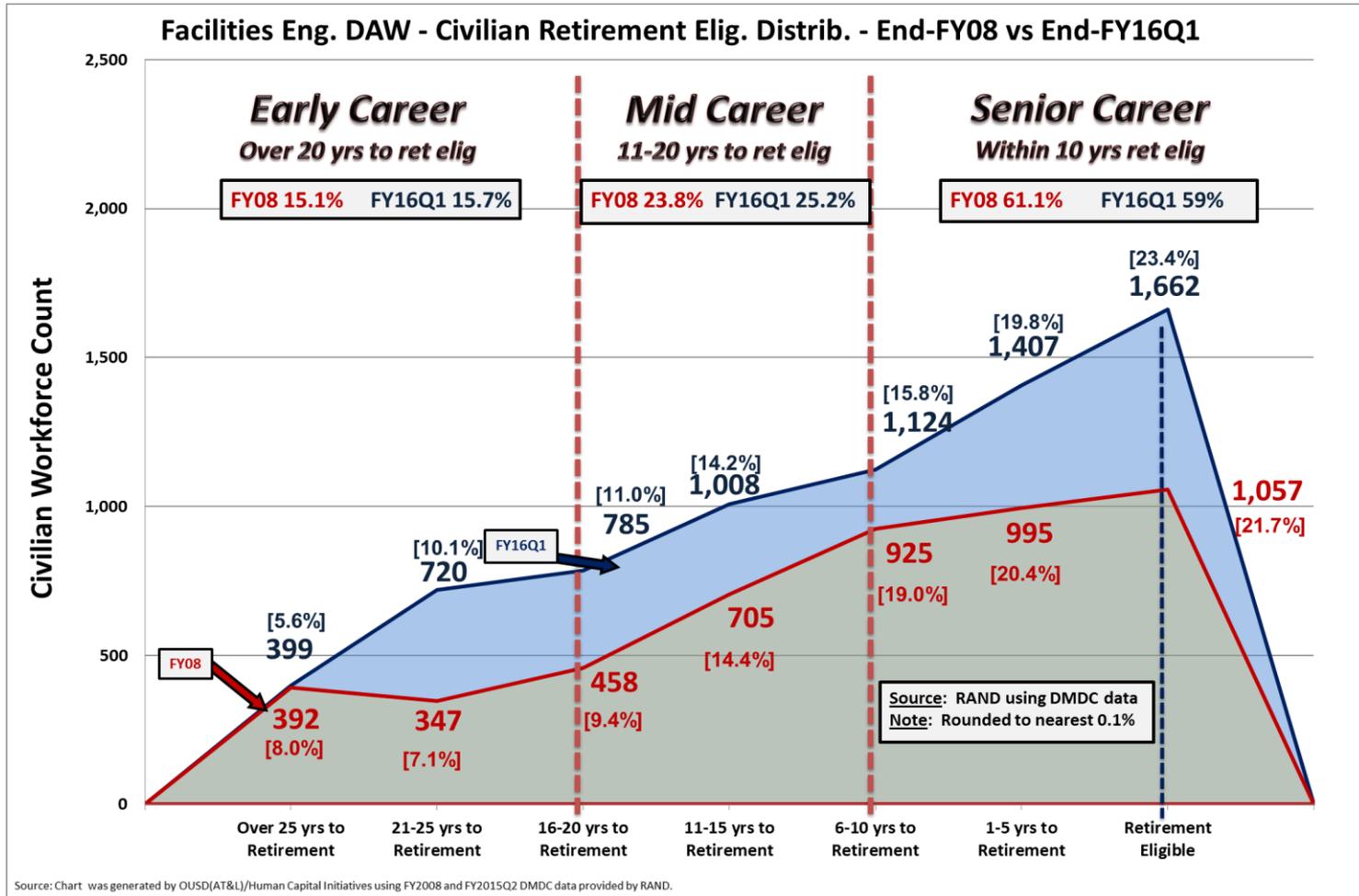




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY16Q1



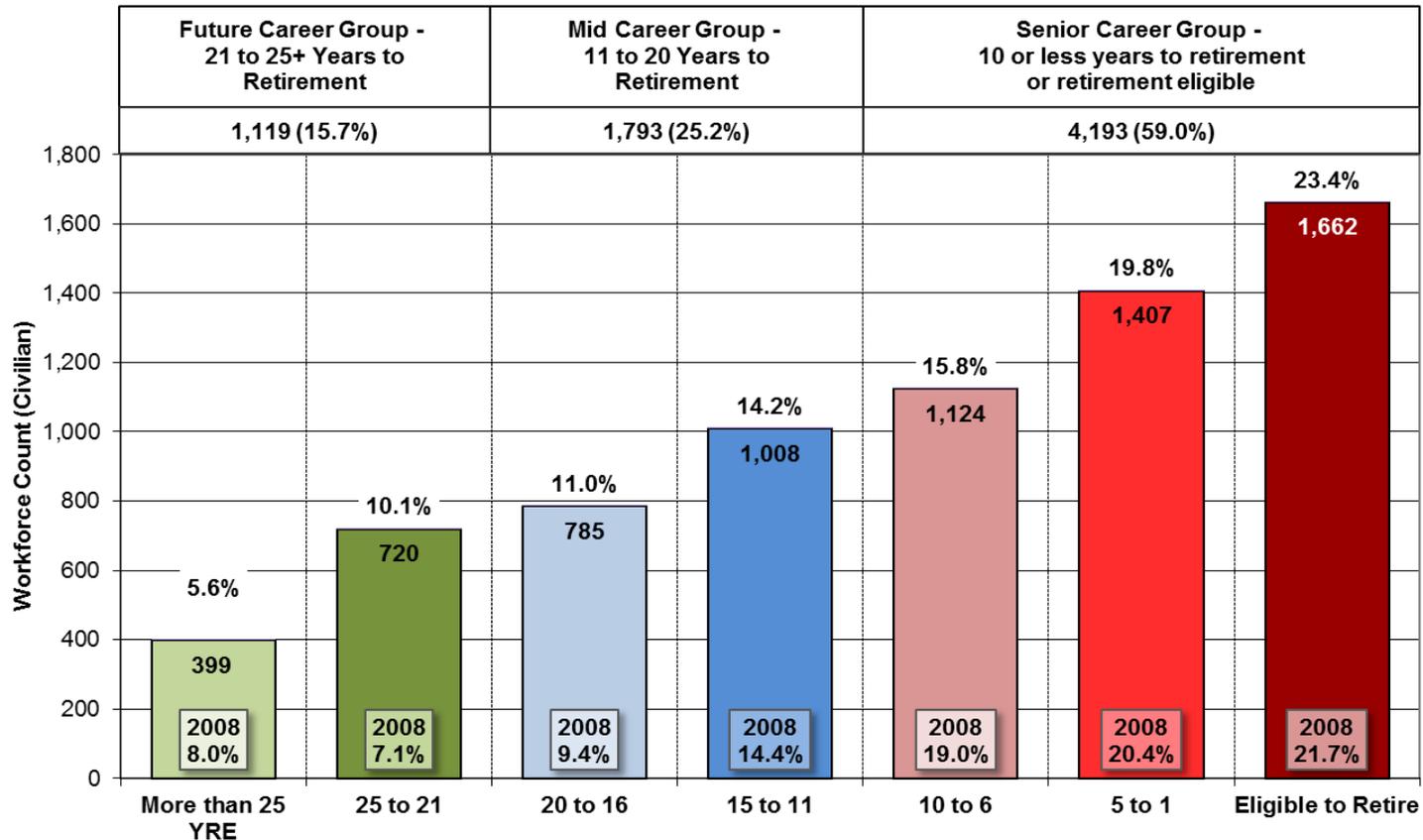
As of FY16Q1 (31 Dec 2015)



Facilities Engineering Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q1) - Facilities Engineering



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.

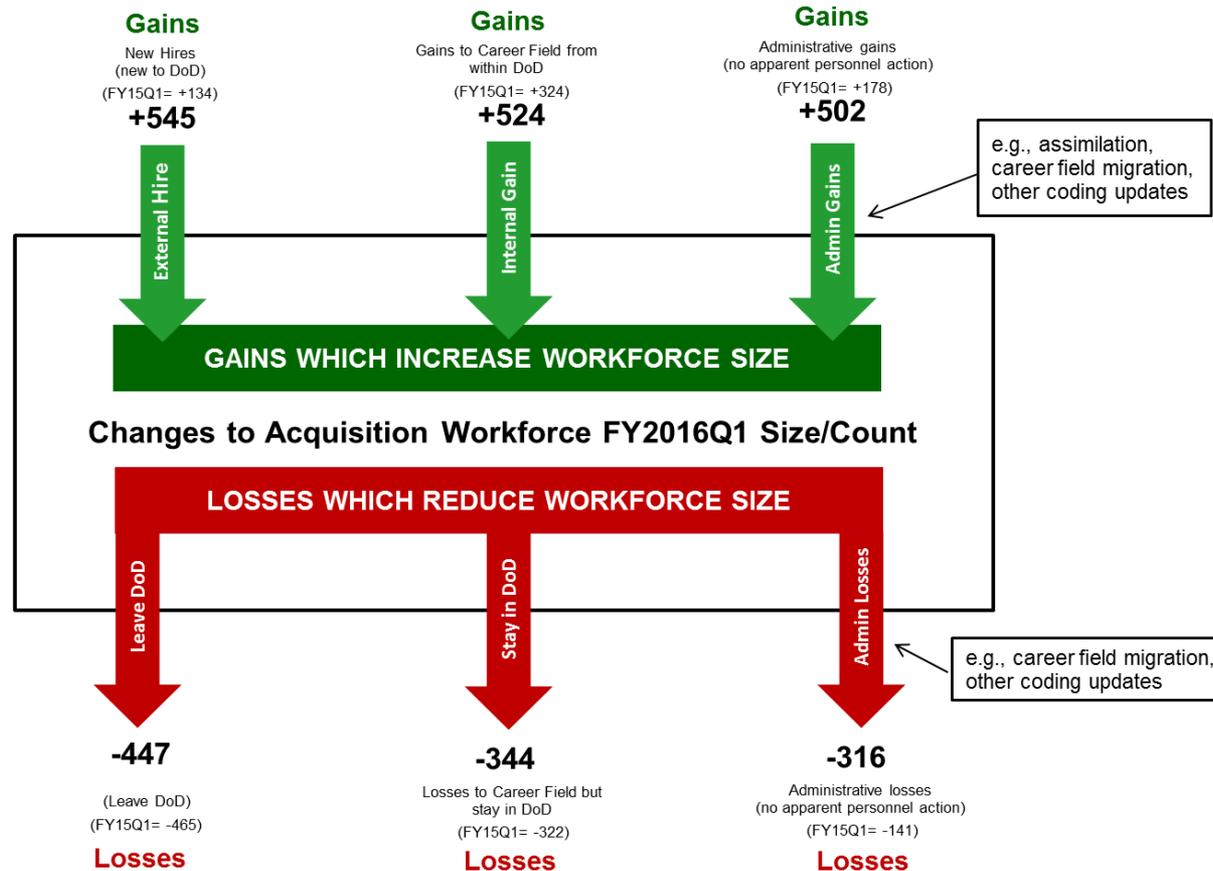
As of FY16Q1 (31 Dec 2015)



Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2016Q1) - Facilities Engineering

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



As of FY16Q1 (31 Dec 2015)

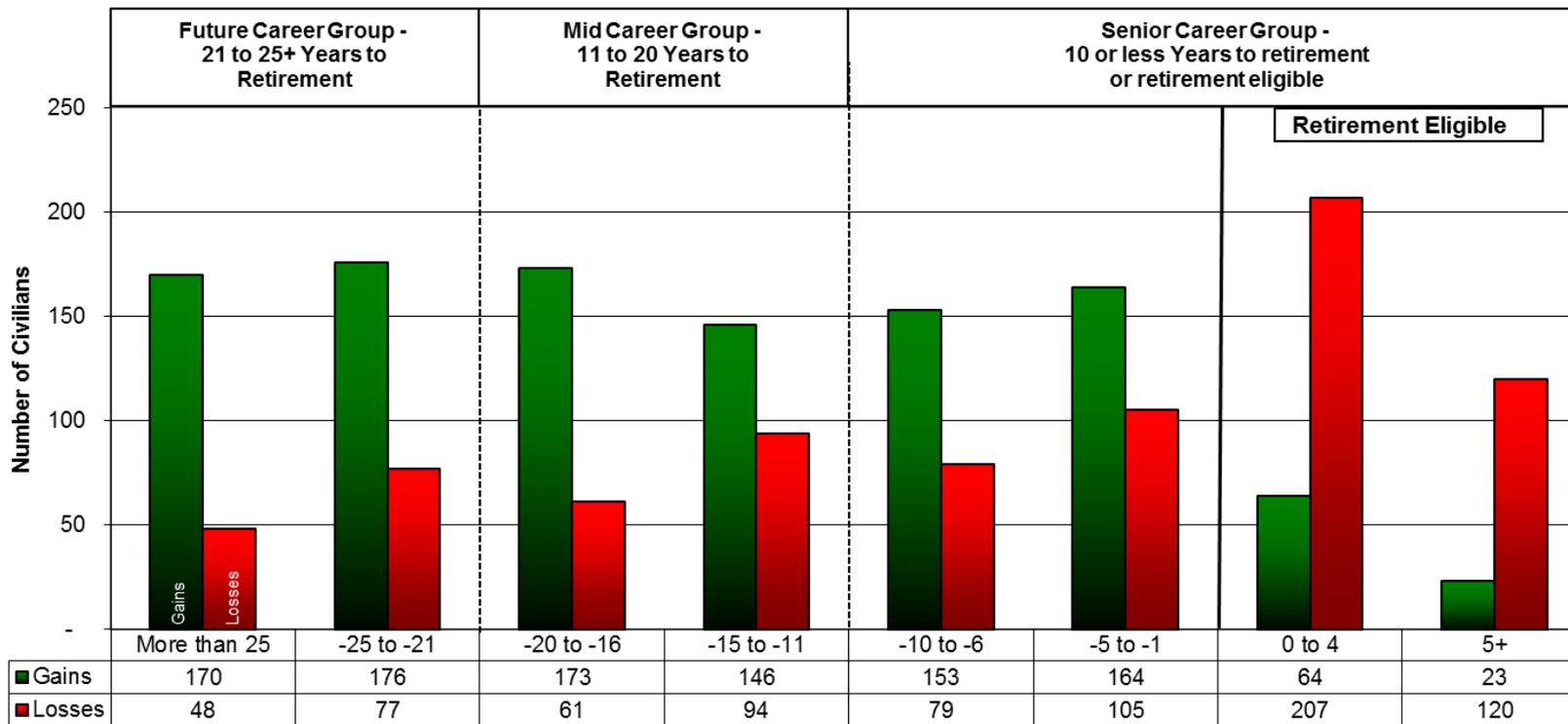


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - FE

Workforce Lifecycle FY2016Q1 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

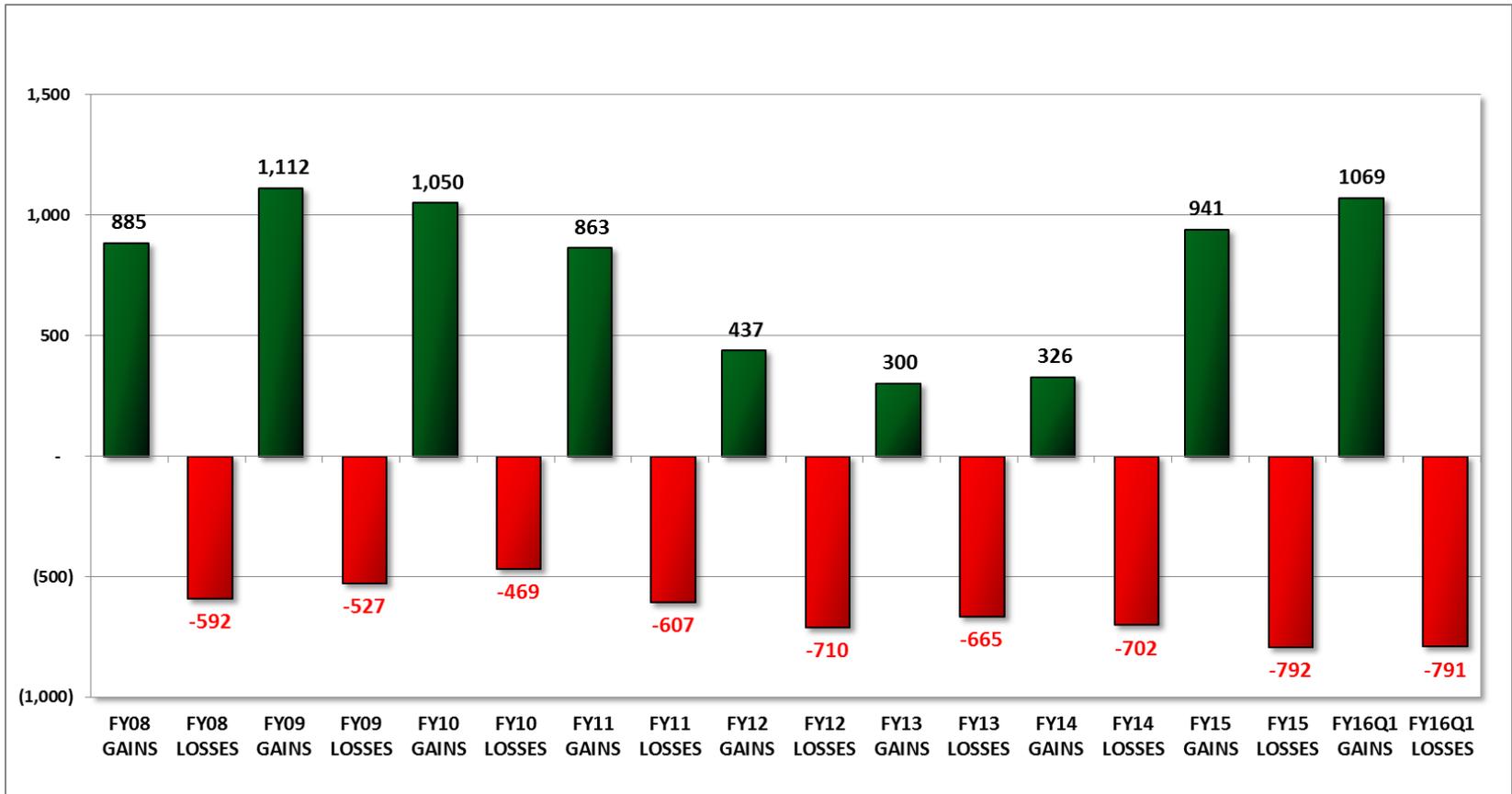
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains and losses

As of FY16Q1 (31 Dec 2015)



Facilities Engineering Historical Gains and Losses FY08 – FY16Q1



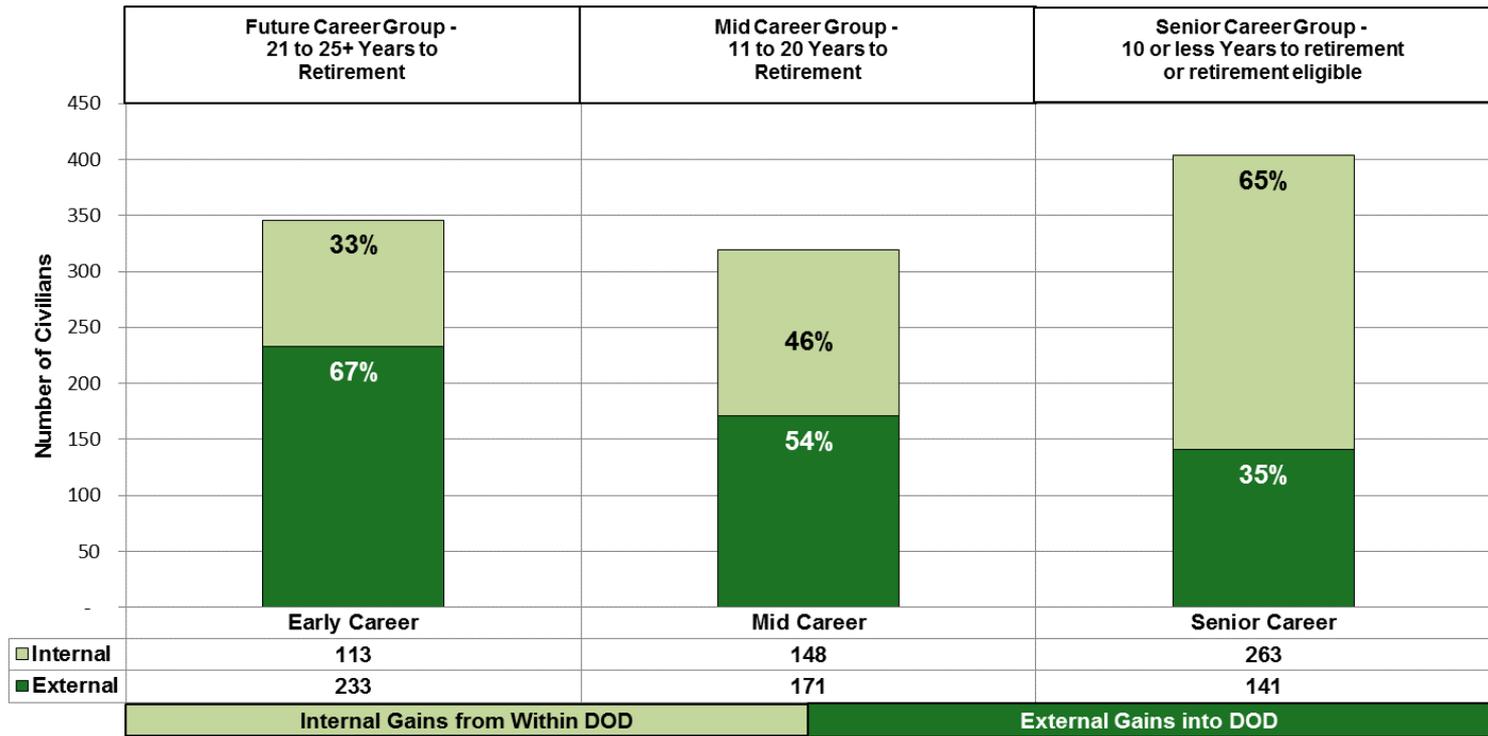
Does not include Administrative Gains and Losses

As of FY16Q1 (31 Dec 2015)



Facilities Engineering Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian) - FE
Workforce Lifecycle FY2016Q1 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)
*Does not include administrative gains

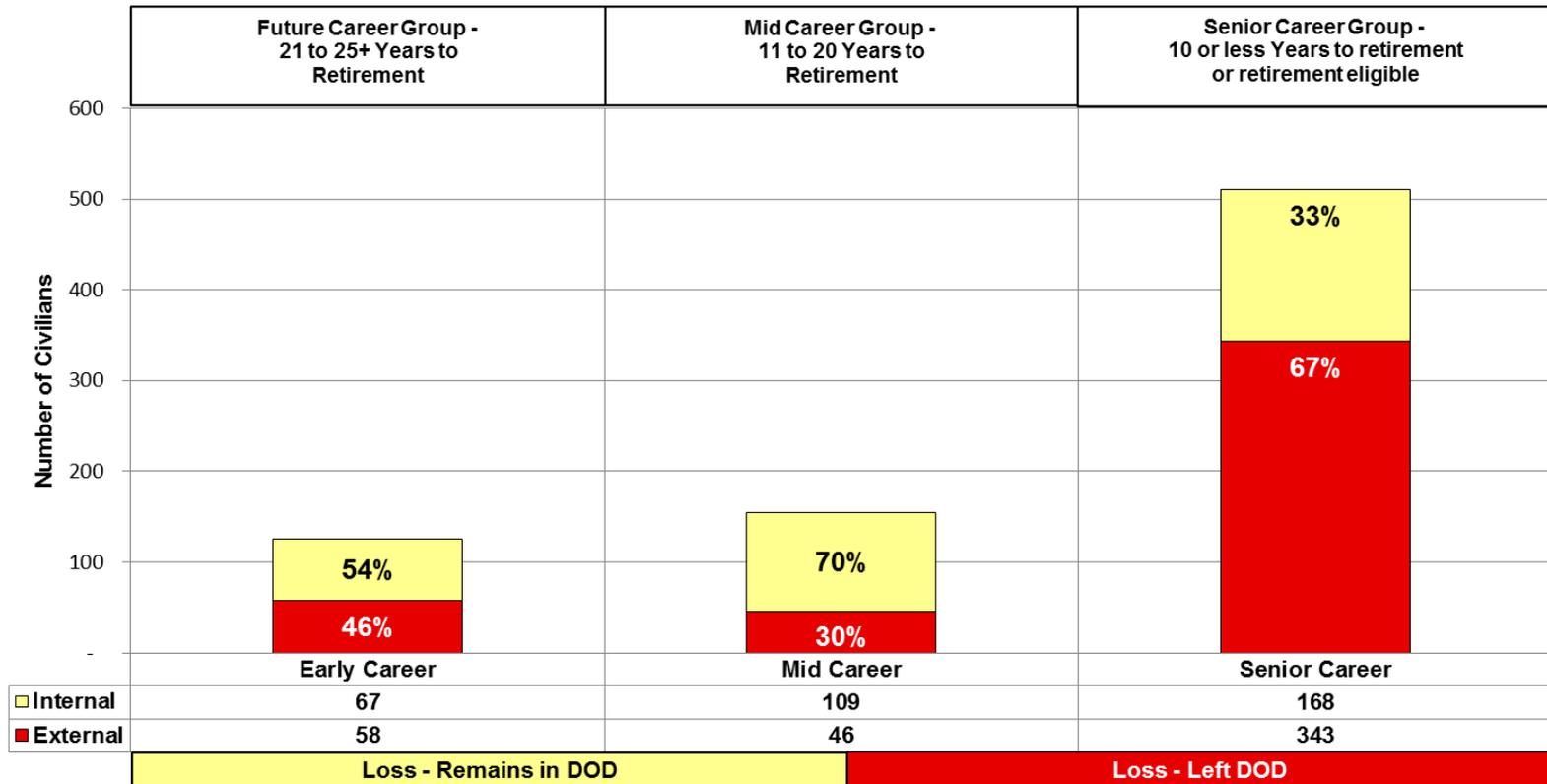


Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - FE

Workforce Lifecycle FY2016Q1 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative losses

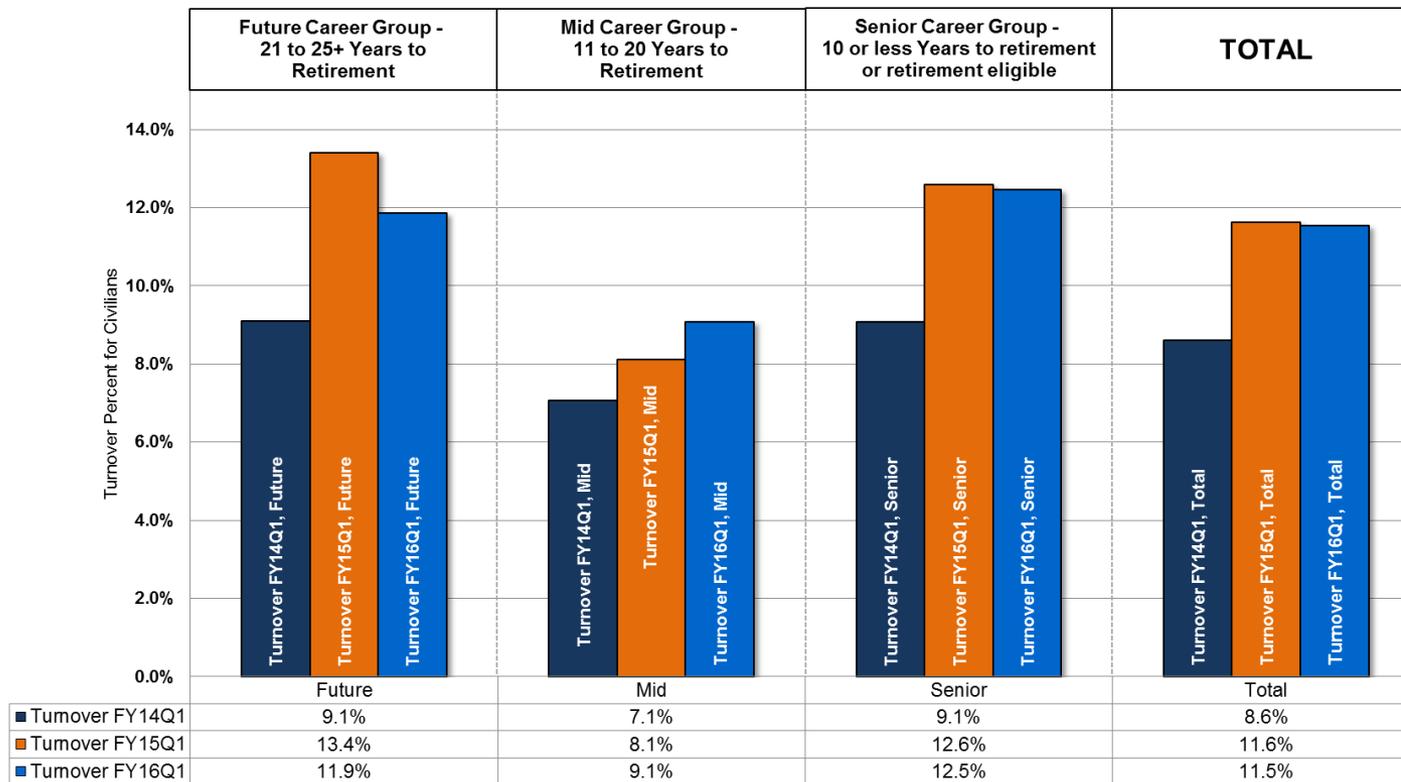
As of FY16Q1 (31 Dec 2015)



Facilities Engineering Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q1 (31 Dec 2015)

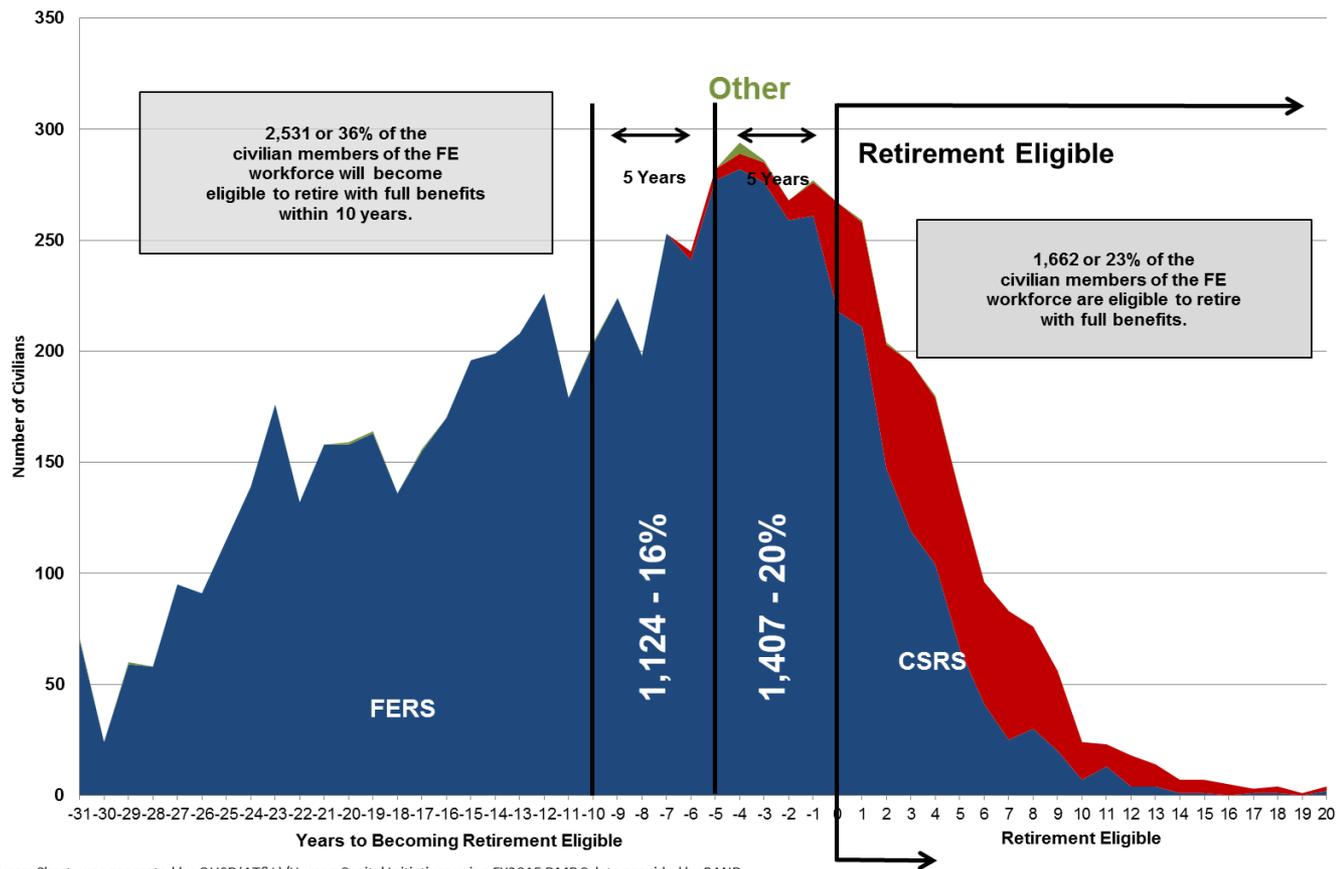


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - FE

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q1)



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

As of FY16Q1 (31 Dec 2015)



END