



Defense Acquisition Workforce Key Information

Life Cycle Logistics

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)**



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Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY2016Q1			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	18,193	1,038	19,231	156,457
Change in size from 2008	-	-	-	-	47%	10%	44%	24%
Civilian/Military Composition	93%	7%	-	88% / 12%	95%	5%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	52%	55%	52%	77%	63%	63%	63%	84%
Graduate Degree	15%	23%	16%	29%	26%	38%	27%	39%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	85%	61%	83%	85%
Level II or Higher Achieved	49%	16%	47%	61%	75%	29%	72%	74%
Level III Achieved	28%	7%	27%	36%	40%	7%	39%	43%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	76%	36%	74%	76%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	20%	57%	22%	21%
Does Not Meet Certification Requirement	22%	20%	22%	14%	4%	8%	4%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	76%	26%	73%	62%	52%	4%	49%	40%
Average Age	48.8	39.6	48.1	45.7	48.6	39.0	48.1	45.3
Workforce Life-Cycle Model (YRE)*	14/24/62(%)	-	-	20/23/57 (%)(Civ)	18/25/57(%)	-	-	26/24/50(%)
% Future/Mid-Career/Senior								
Average Years of Service	17.8	17.2	17.8	17.3	15.5	17.8	15.6	15.2
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,230(18%)	-	-	23,072(16%)
Retirement Eligible w/i 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,635(20%)	-	-	26,095(18%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	3,104/1,563	-	-	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 Life Cycle Logistics Defense Acquisition Workforce count is 19,231, up from 13,361 in FY08, a total increase of 5,870
- The Life Cycle Logistics Defense Acquisition Workforce count was at its highest point (19,231) in FY16Q1, and its lowest point (12,332) in FY06
- The Agencies with the largest increases, since FY08, are DLA, NAVY, and AIR FORCE, with increases of 2,514 (6285%), 1,805 (41%), and 1,301 (75%), respectively
- The Agency with the largest decreases, since FY08, is DISA and DSCA, with a decrease of 11 (29%) and 2 (100%), respectfully

Defense Acquisition Workforce DAWIA Certification Highlights

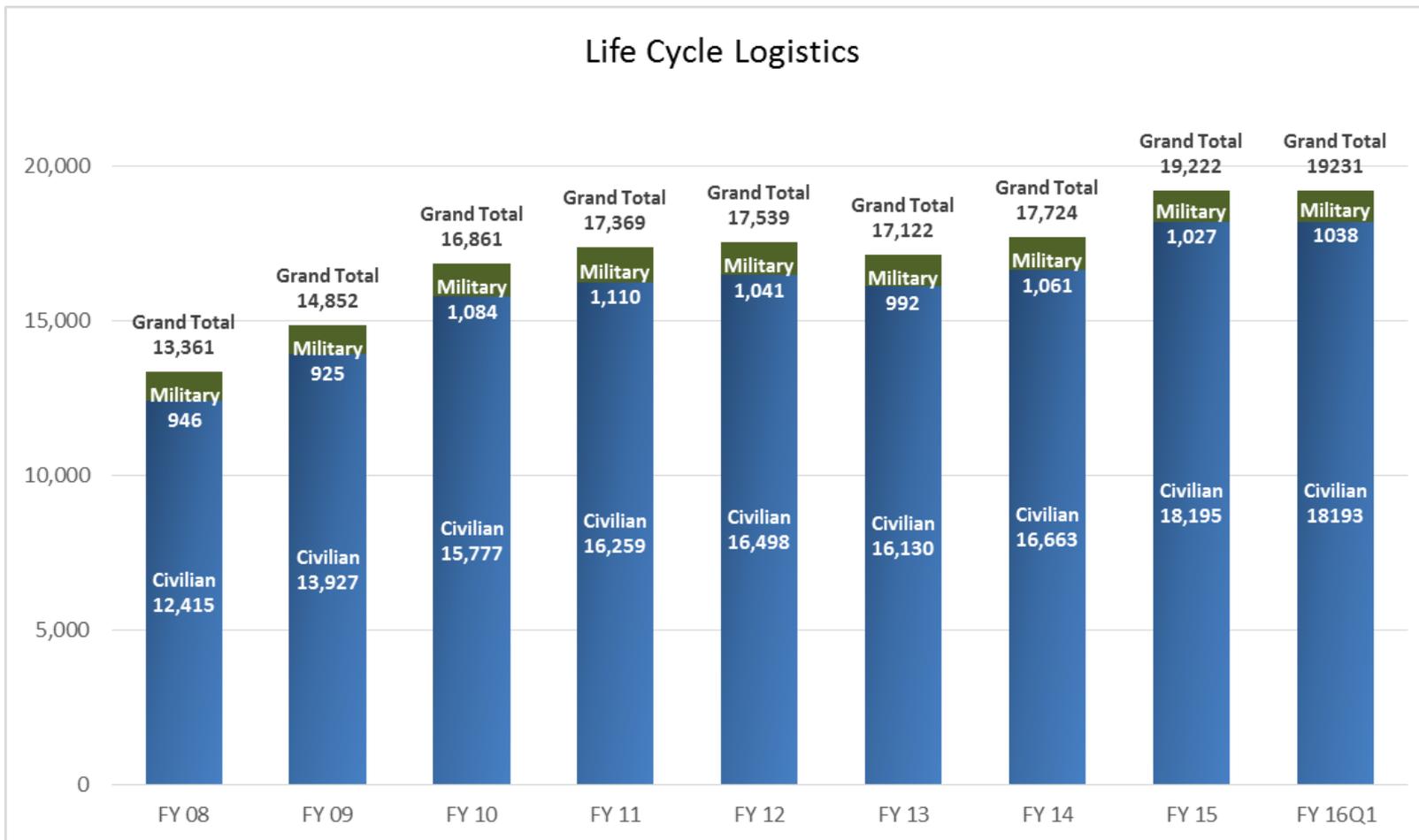
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 74%; up from 44.9% in FY08
- The current Life Cycle Logistics Meets/Exceeds certification rate is up 29.1% from FY08
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA 24 month grace period rate is 21.9%; down from 32.9% in FY08
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.1%; down from 22.2% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 57.4% (10,433) (10 years or less to retirement eligibility or retirement eligible)
- 17.8% (3,230) are currently eligible to retire, ↓ from 20.1% in FY08
- Mid Career Group 25.1% (4,558) (11 to 20 years to retirement), 23.9% in FY08
- Early Career Group 17.5% (3,186) (21 to 25+ years to retirement), ↑ from 14.3% in FY08

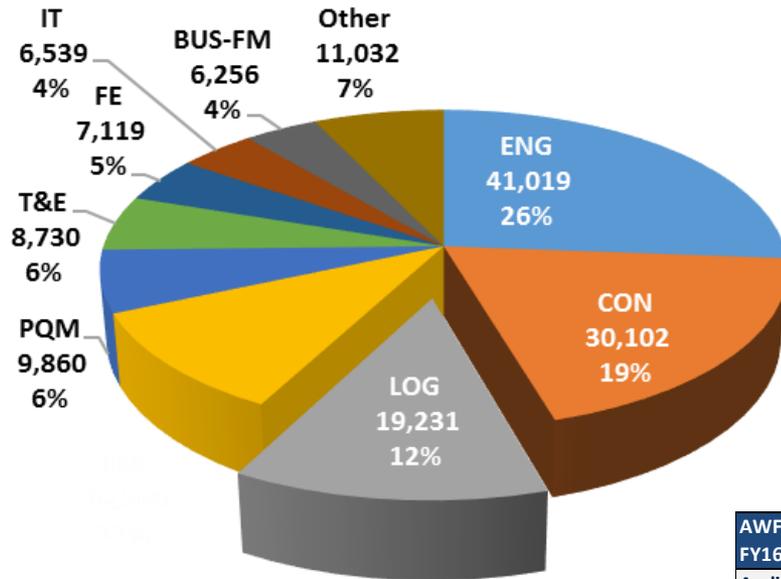


Total Historic Workforce





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	156,457	
Component %	23.5%	37.1%	22.6%	16.8%		



Logistics Workforce Historical Size by Agency FY05 – FY16Q1



Life Cycle Logistics	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	6,128	6,320	6,545	7,134	7,952	9,045	8,962	8,677	8,104	7,554	7,201	7,191	1%	0%
DoN	4,206	4,155	4,219	4,355	4,784	5,219	5,415	5,497	5,538	5,715	6,160	6,214	43%	1%
AIR FORCE	2,079	1,781	1,700	1,727	1,989	2,427	2,762	2,789	2,859	2,907	3,028	3,017	75%	0%
DCMA	29	28	40	29	35	37	91	132	128	127	127	127	338%	0%
DLA	9	7	63	40	22	21	21	317	359	1,272	2,554	2,528	6220%	-1%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	2	3	4	5	12	44	48	57	71	64	71	74	1380%	4%
DISA	13	13	28	38	22	17	18	15	13	32	27	27	-29%	0%
DHA	-	-	-	-	-	2	2	1	-	3	3	3		0%
DTRA	-	1	1	1	1	1	1	-	-	-	4	4	300%	0%
DAU	26	23	-	24	30	37	36	41	37	36	33	32	33%	-3%
OSD	1	1	2	2	2	10	13	12	11	12	12	12	500%	0%
JCS	-	-	-	-	-	-	-	1	1	1	1	1		0%
DeCA	-	-	1	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	2	-	-	-	-	-	-	-	-	-100%	
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	1	-	-	-	-	-	1	1	1	1		0%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PPFA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	4	3	1	-	-	-	-	-	-		
TOTAL	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,724	19,222	19,231	43.9%	0.05%





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
Career Field									
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

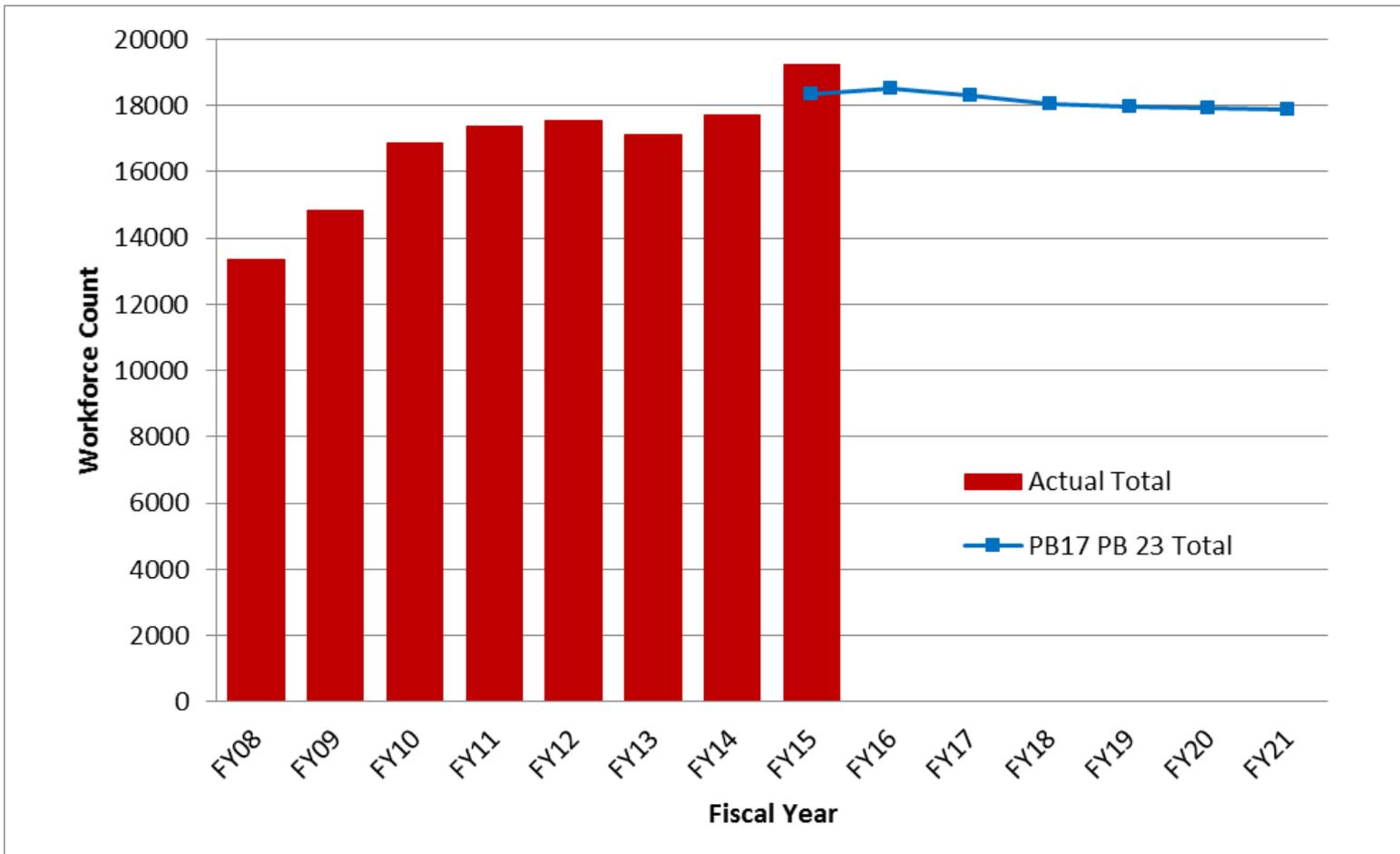


PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection By Component (Civilian + Military)									
Life Cycle Logistics Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
ARMY	Civilian FTE	7,211	7,107	6,965	6,787	6,787	6,787	6,787	(424)	-5.9%
DAU	Civilian FTE	29	33	33	33	33	33	33	4	13.8%
DCMA	Civilian FTE	109	141	141	141	141	141	141	32	29.4%
DHA	Civilian FTE	12	12	12	12	12	12	12	0	0.0%
DISA	Civilian FTE	25	33	35	38	40	43	43	18	72.0%
DLA	Civilian FTE	1,870	2,052	2,007	2,005	2,002	2,001	2,000	130	7.0%
DTRA	Civilian FTE	3	3	3	3	3	3	3	0	0.0%
JCS	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
MDA	Civilian FTE	85	79	73	70	71	71	71	(14)	-16.5%
NAVY	Civilian FTE	5,066	5,038	5,047	5,035	5,018	5,018	5,018	(48)	-0.9%
SOCOM	Civilian FTE	29	29	29	29	29	29	29	0	0.0%
USAF	Civilian FTE	2,552	2,564	2,516	2,454	2,409	2,381	2,345	(207)	-8.1%
USMC	Civilian FTE	296	291	291	291	291	291	291	(5)	-1.7%
NAVY	Military ES	424	427	421	418	418	418	418	(6)	-1.4%
USAF	Military ES	477	558	554	554	554	553	551	74	15.5%
USMC	Military ES	161	163	159	159	159	159	159	(2)	-1.2%
	Civilian FTE Total	17,288	17,383	17,153	16,899	16,837	16,811	16,774	(514)	-3.0%
	Military ES Total	1,062	1,148	1,134	1,131	1,131	1,130	1,128	66	6.2%
	Logistics Total	18,350	18,531	18,287	18,030	17,968	17,941	17,902	(448)	-2.4%

Data Source: OSD CAPE SNAP Database;



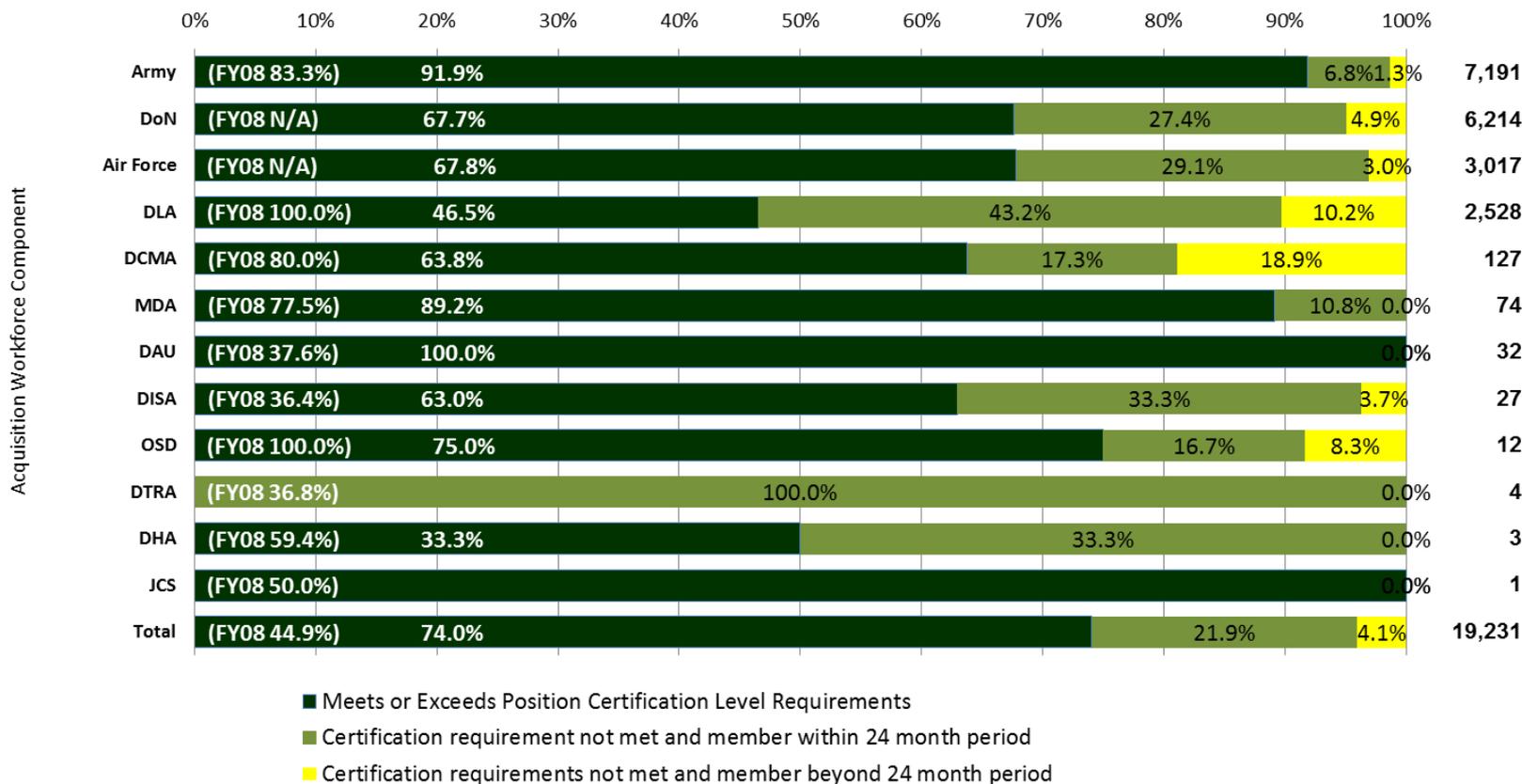
AWF Size FY08-FY15 and President's FY17 Budget PB23 Projection (Civ + Mil)





Logistics DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY16Q1)

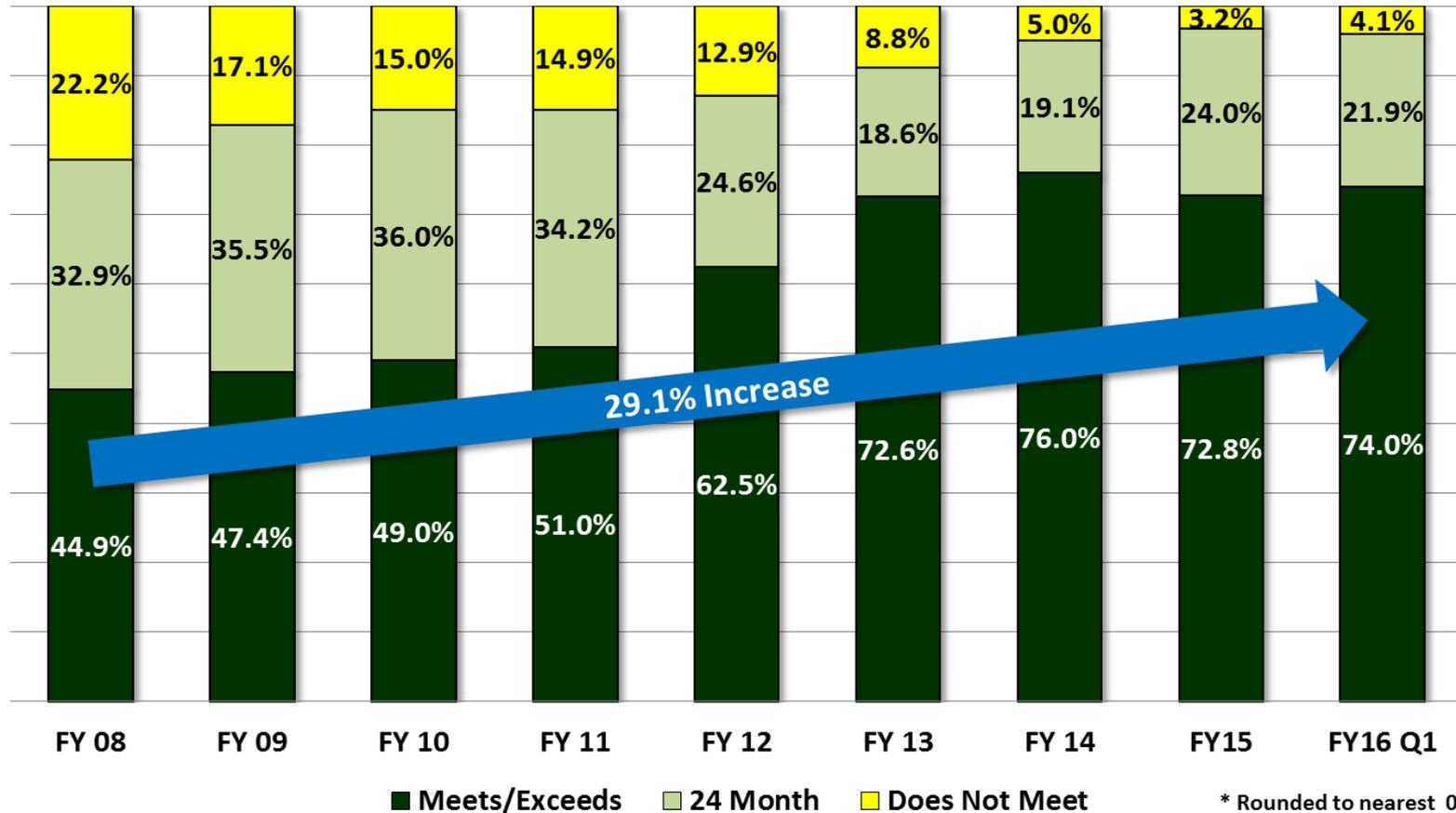




Logistics Historical DAWIA Certification FY08 – FY156Q1



Life Cycle Logistics





Logistics DAWIA Certification Matrix + Bench Strength



Life Cycle Logistics		Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	1,277	781	235	39	2,332	45.2%	
Level II	1,388	1,141	5,790	2,358	10,677	76.3%	
Level III	506	241	434	5,037	6,218	81.0%	
Unspecified	4	-	-	-	4		
FY16Q1 TOTAL	3,175	2,163	6,459	7,434	19,231	74.0%	
	16.5%	11.2%	33.6%	38.7%			

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%	
Life Cycle Lt	2,632	13.7%	5 of 13

** Based on population total without unspecified positions

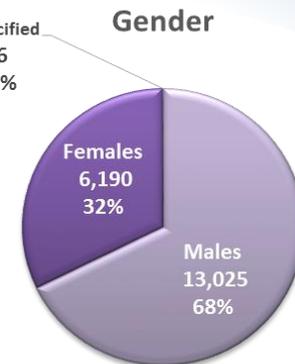
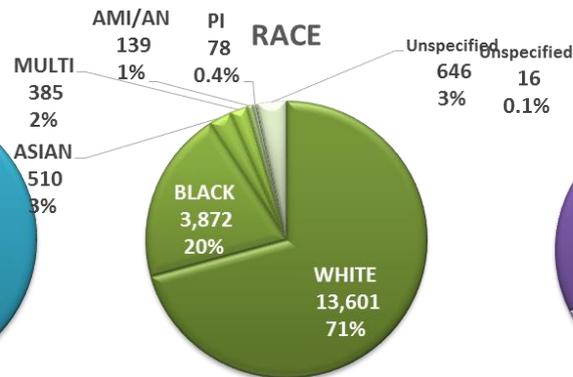
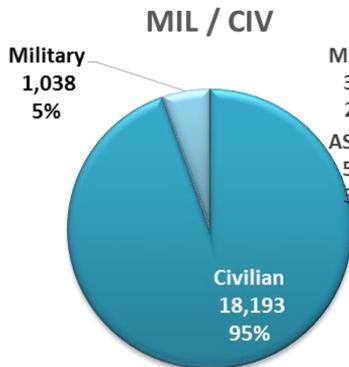
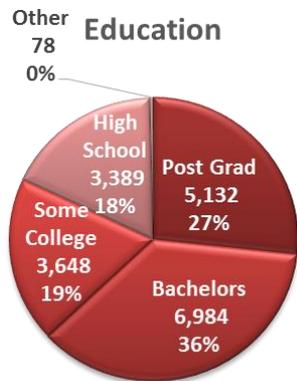
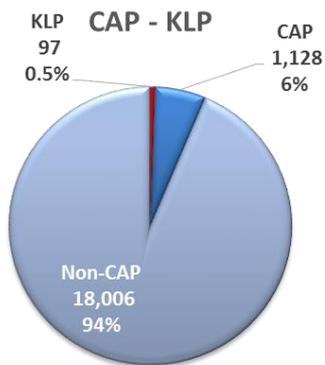
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,055	1,256	21	2,332	12.1%
Level II	8,148	2,064	465	10,677	55.5%
Level III	5,037	888	293	6,218	32.3%
Unspecified	-	4	-	4	0.0%
Life Cycle Logistics TOTAL	14,240	4,212	779	19,231	
	74.0%	21.9%	4.1%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Logistics Demographics



Occupied Position Type	LCL TOTAL	Entire DAW
Key Leadership Positions (KLPs)	97	1,045
Critical Acquisition Positions (CAPs) *	1,128	15,648
Non-CAP Positions	18,006	139,764
TOTAL	19,231	156,457

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

Highest Level of Education	LCL TOTAL	Entire DAW
Post Grad	5,132	61,677
Bachelors	6,984	69,639
Some College	3,648	11,962
High School	3,389	12,560
Other	78	619
TOTAL	19,231	156,457

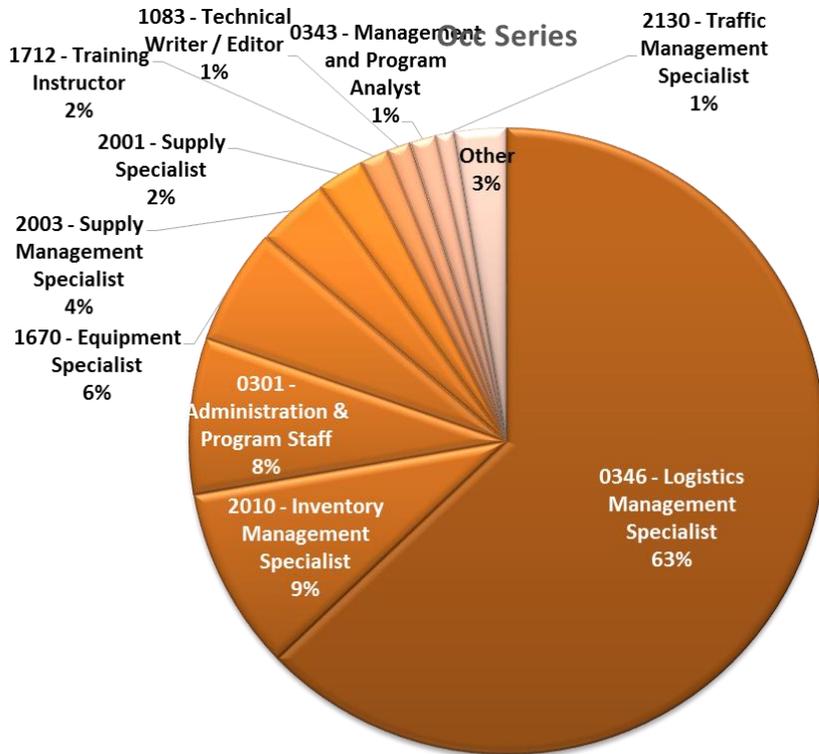
Military / Civilian	LCL TOTAL	Entire DAW
Civilian	18,193	141,089
Military	1,038	15,368
TOTAL	19,231	156,457

Race	LCL TOTAL	Entire DAW
WHITE	13,601	117,200
BLACK	3,872	18,728
ASIAN	510	10,191
MULTI	385	3,378
AMI/AN	139	858
PI	78	744
Unspecified	646	5,358
TOTAL	19,231	156,457

Gender	LCL TOTAL	Entire DAW
Males	13,025	110,589
Females	6,190	45,715
Unspecified	16	153
TOTAL	19,231	156,457



Logistics Size by Occupational Series



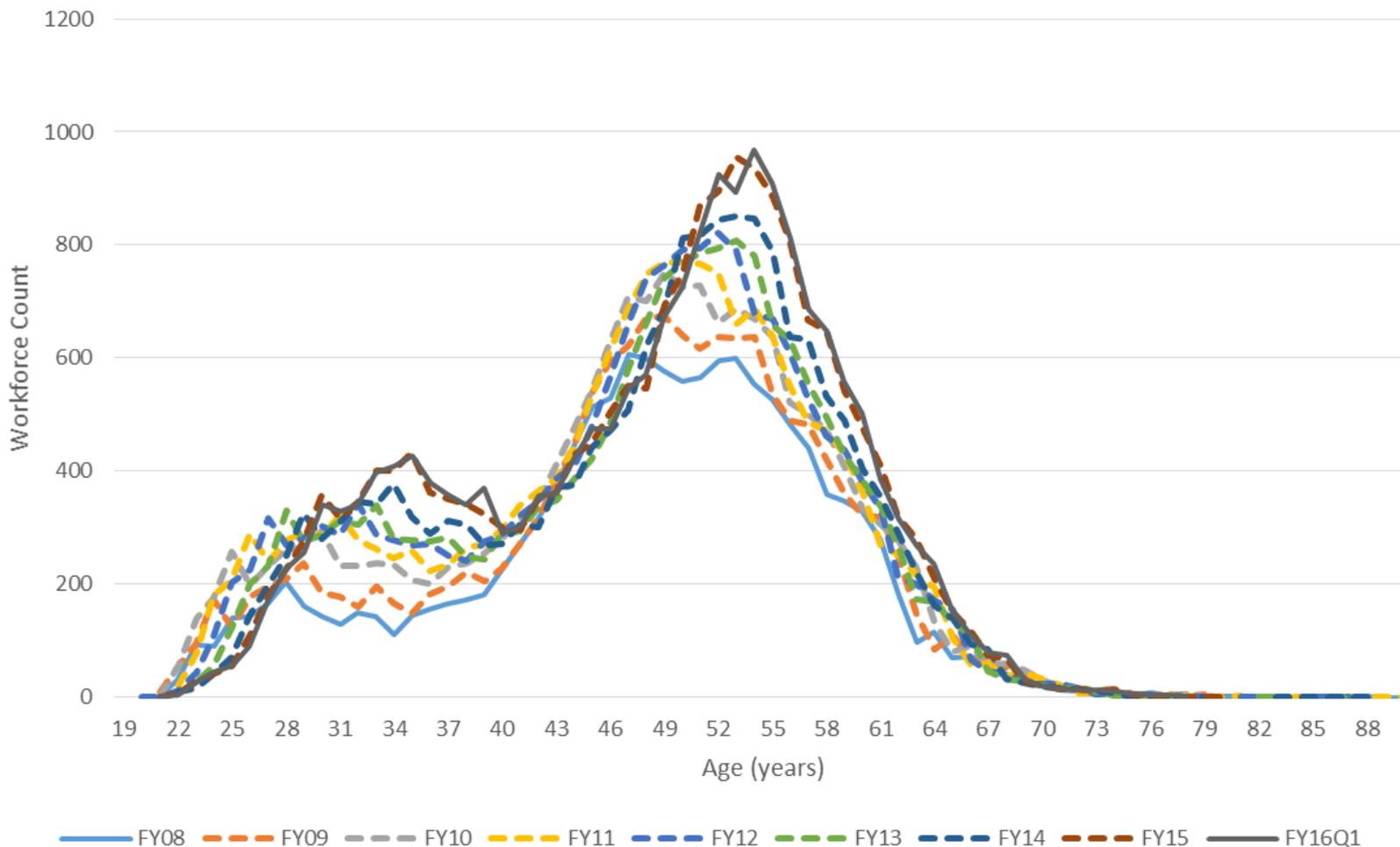
Civilian Occupational Series	LCL TOTAL	
0346 - Logistics Management Specialist	11,430	62.8%
2010 - Inventory Management Specialist	1,718	9.4%
0301 - Administration & Program Staff	1,466	8.1%
1670 - Equipment Specialist	1,086	5.97%
2003 - Supply Management Specialist	675	3.71%
2001 - Supply Specialist	439	2.41%
1712 - Training Instructor	264	1.45%
1083 - Technical Writer / Editor	218	1.20%
0343 - Management and Program Analyst	242	1.33%
2130 - Traffic Management Specialist	175	0.96%
Other	480	2.64%
TOTAL CIVILIAN	18,193	Civilians



Age Demographics



Logistics Age Demographics





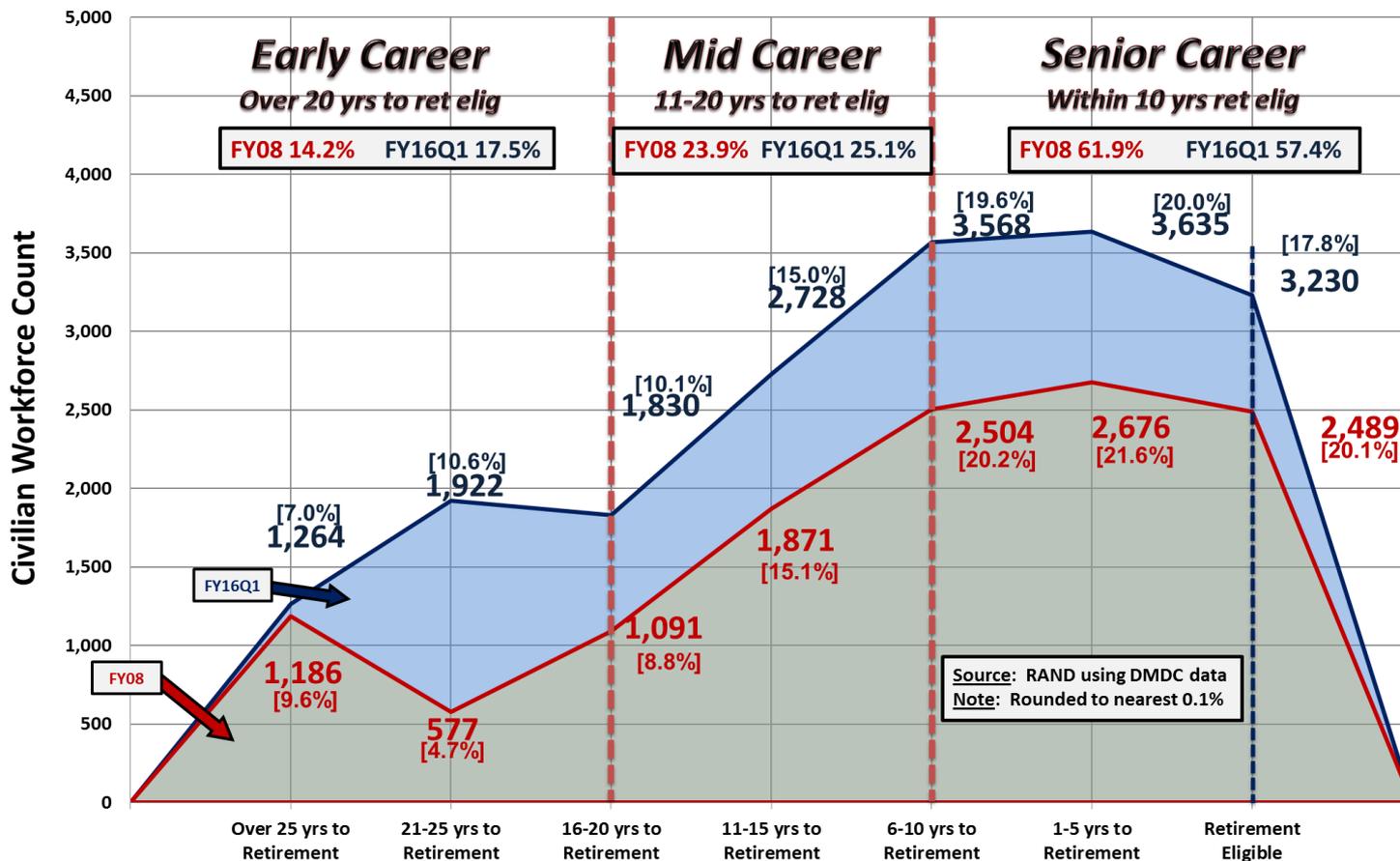
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Logistics Civilian Retirement Eligibility Distribution – FY08 / FY16Q1



Life Cycle Logistics DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs FY16Q1

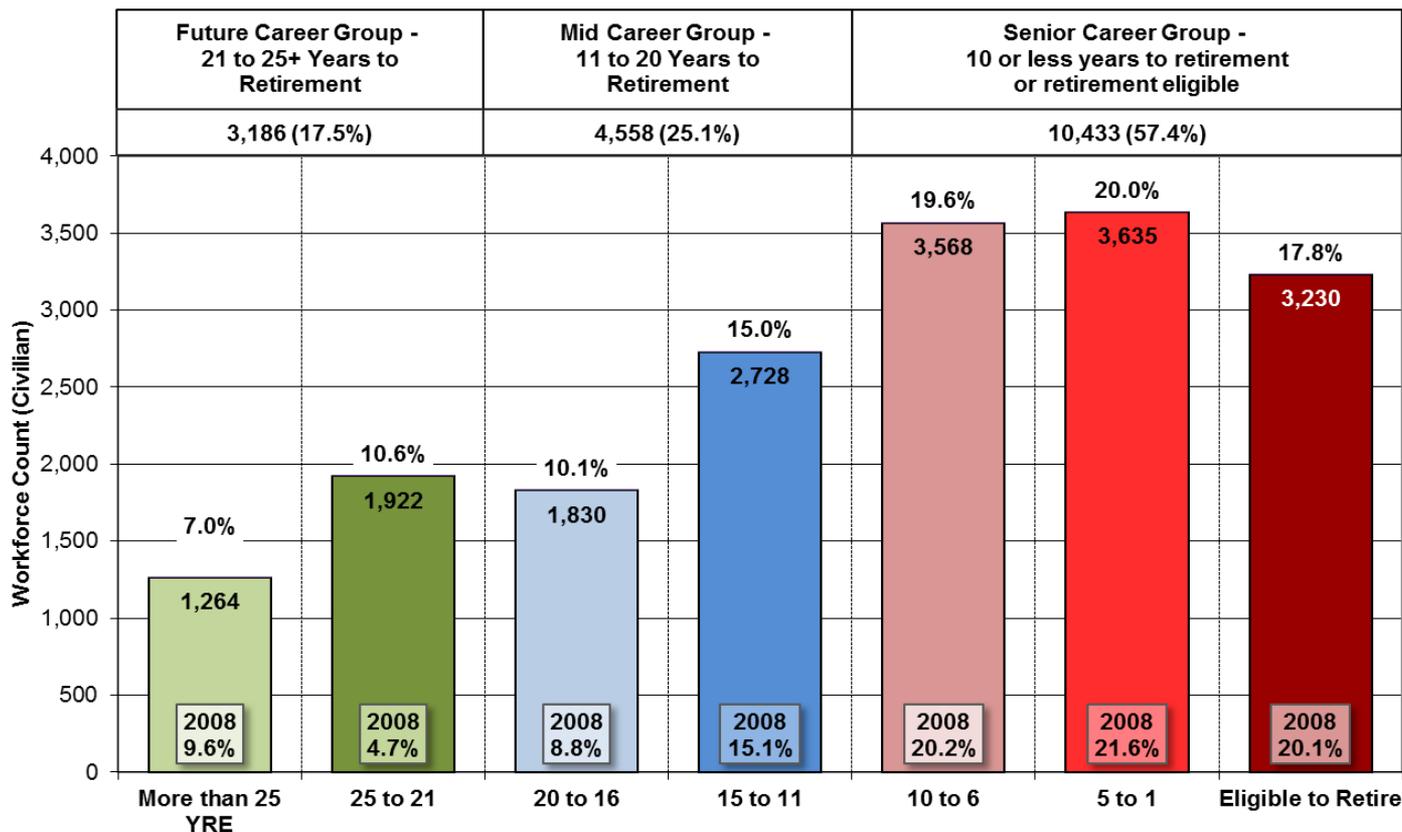


As of FY16Q1 (31 Dec 2015)



Logistics Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q1) - Life Cycle Logistics



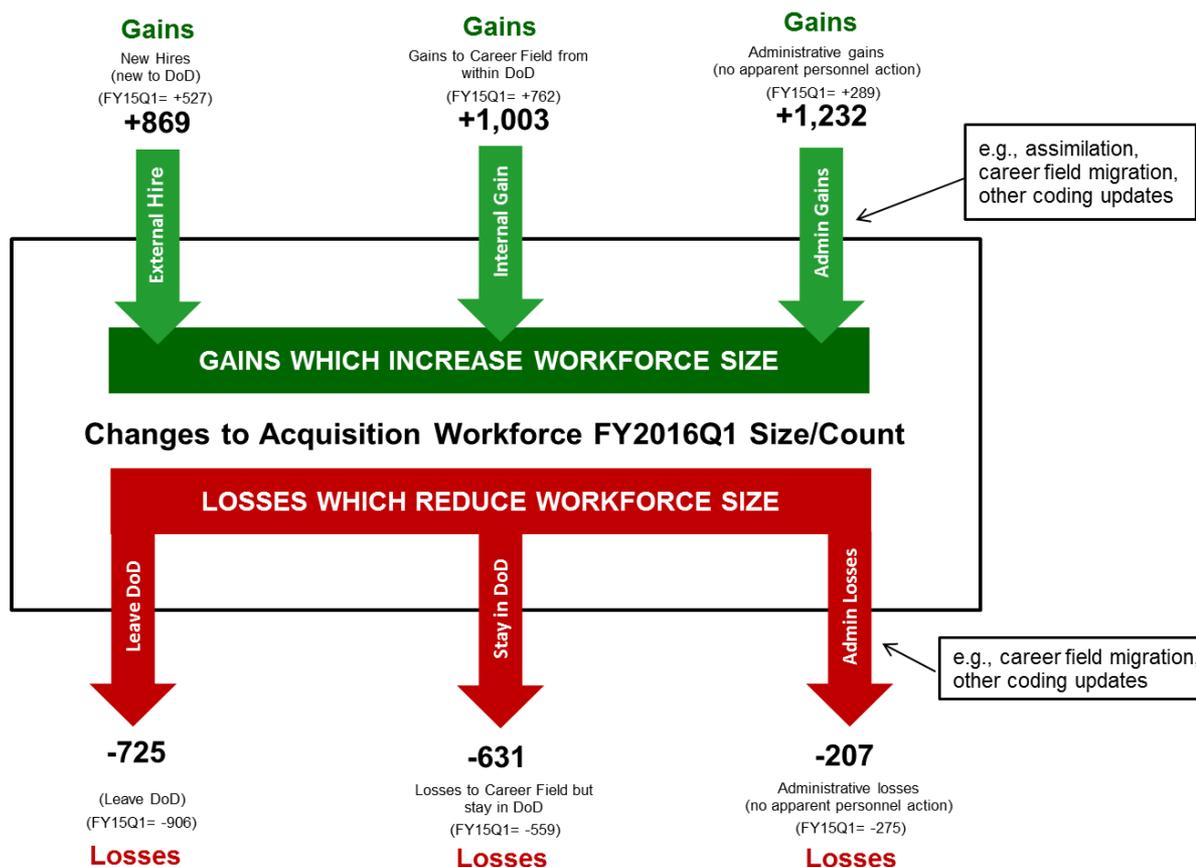
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2016Q1) - Life Cycle Logistics

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



As of FY16Q1 (31 Dec 2015)

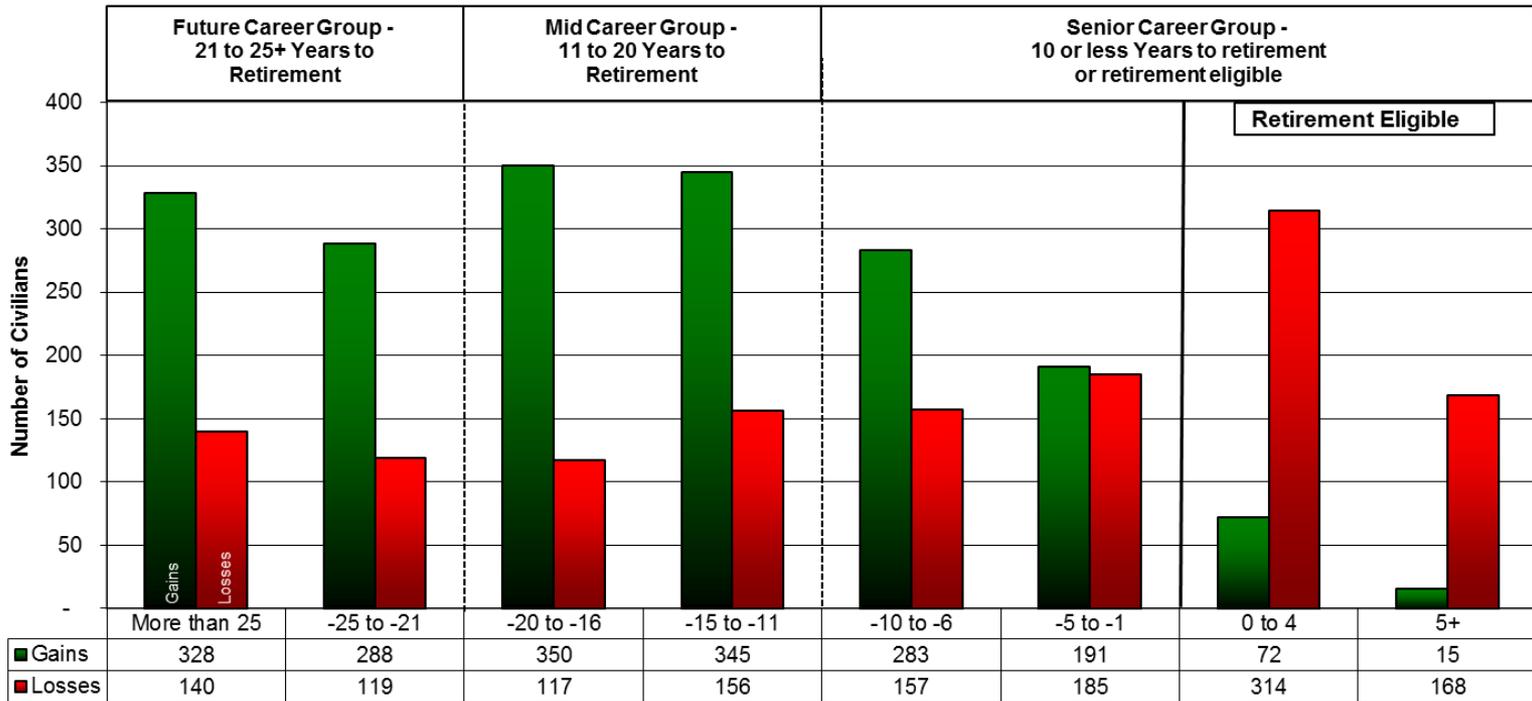


Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - LCL

Workforce Lifecycle FY2016Q1 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

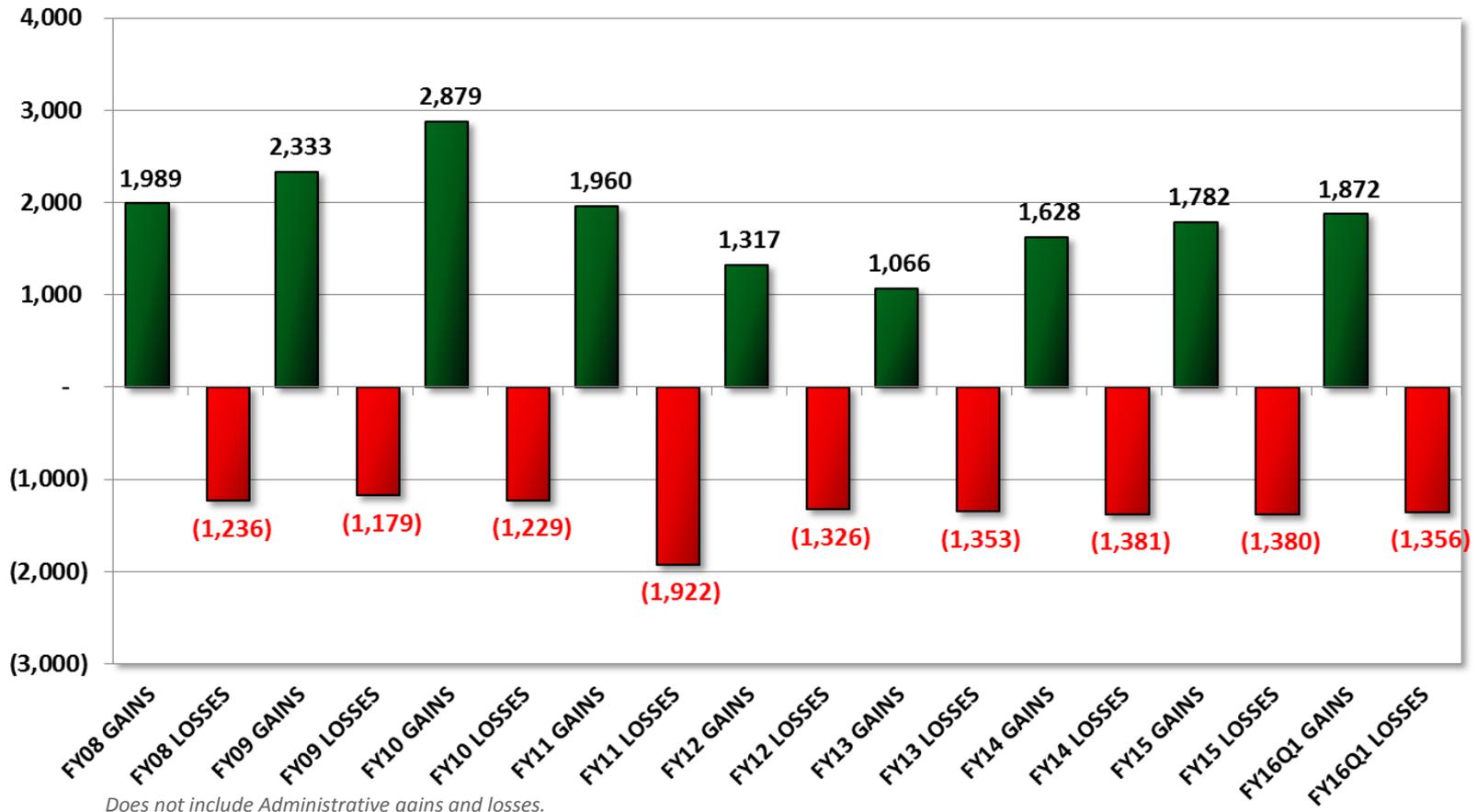
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains and losses

As of FY16Q1 (31 Dec 2015)



Logistics Historical Gains and Losses FY08 – FY16Q1



As of FY16Q1 (31 Dec 2015)

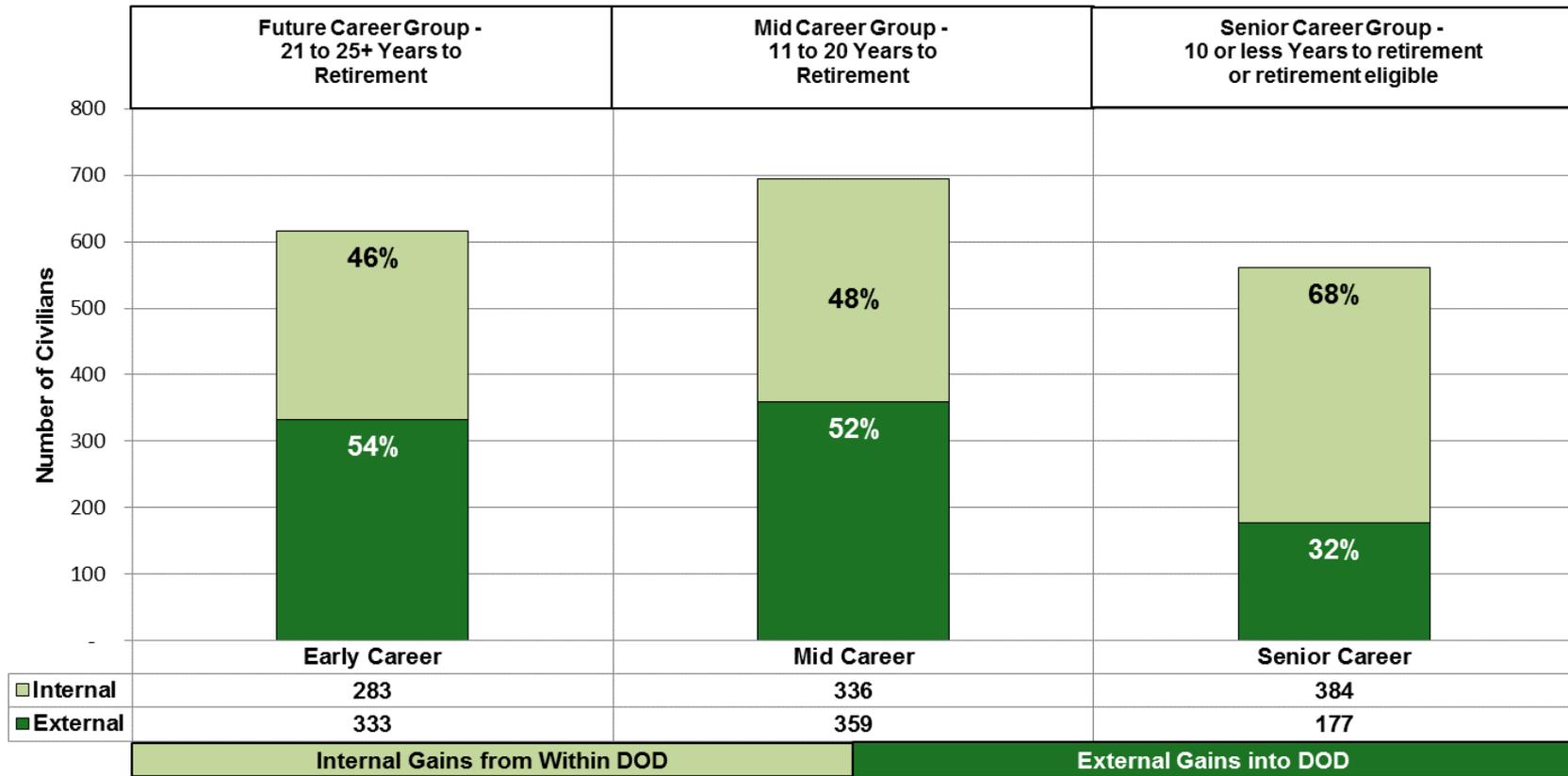


Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - LCL

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

As of FY16Q1 (31 Dec 2015)

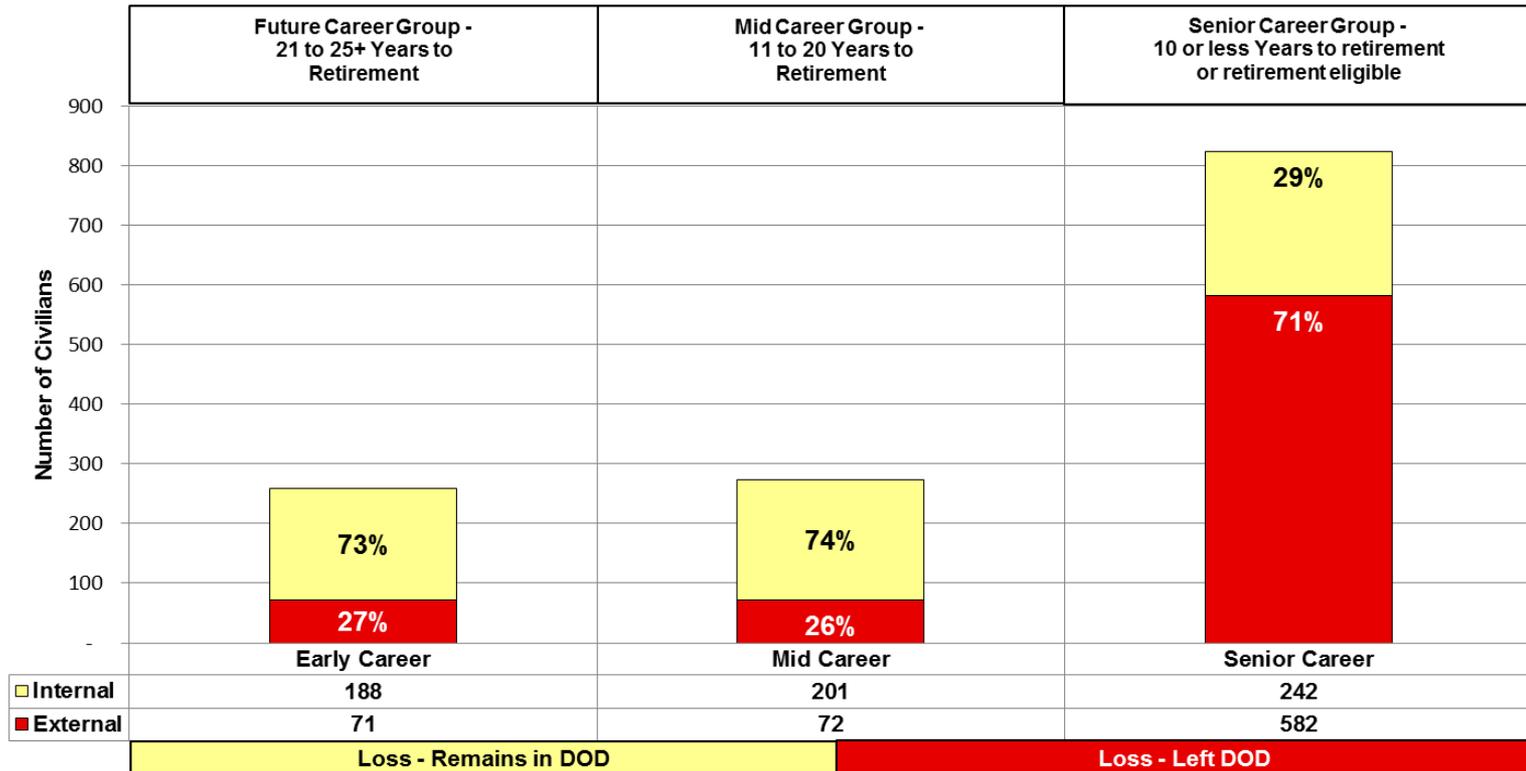


Logistics Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - LCL

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

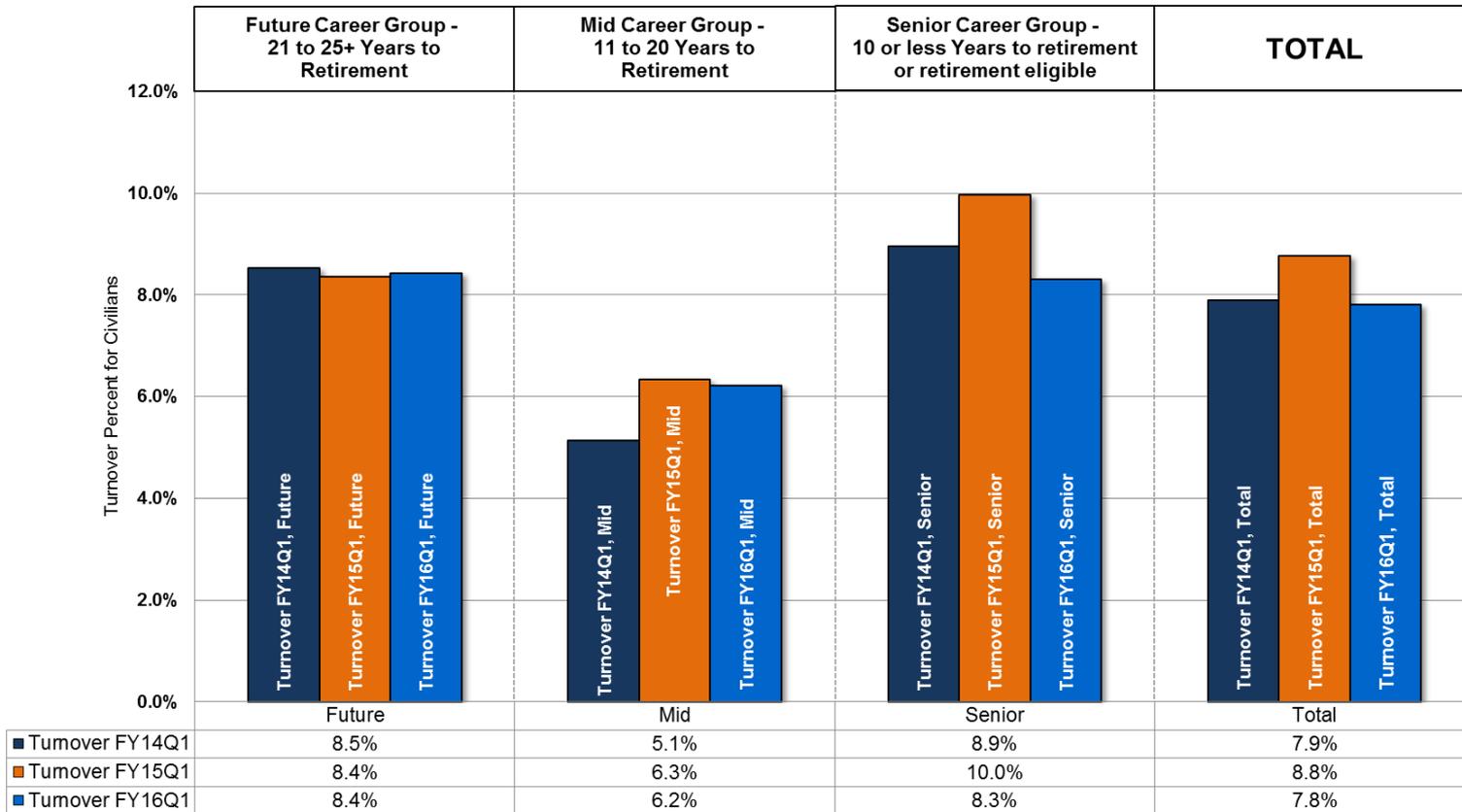
As of FY16Q1 (31 Dec 2015)



Logistics Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q1 (31 Dec 2015)

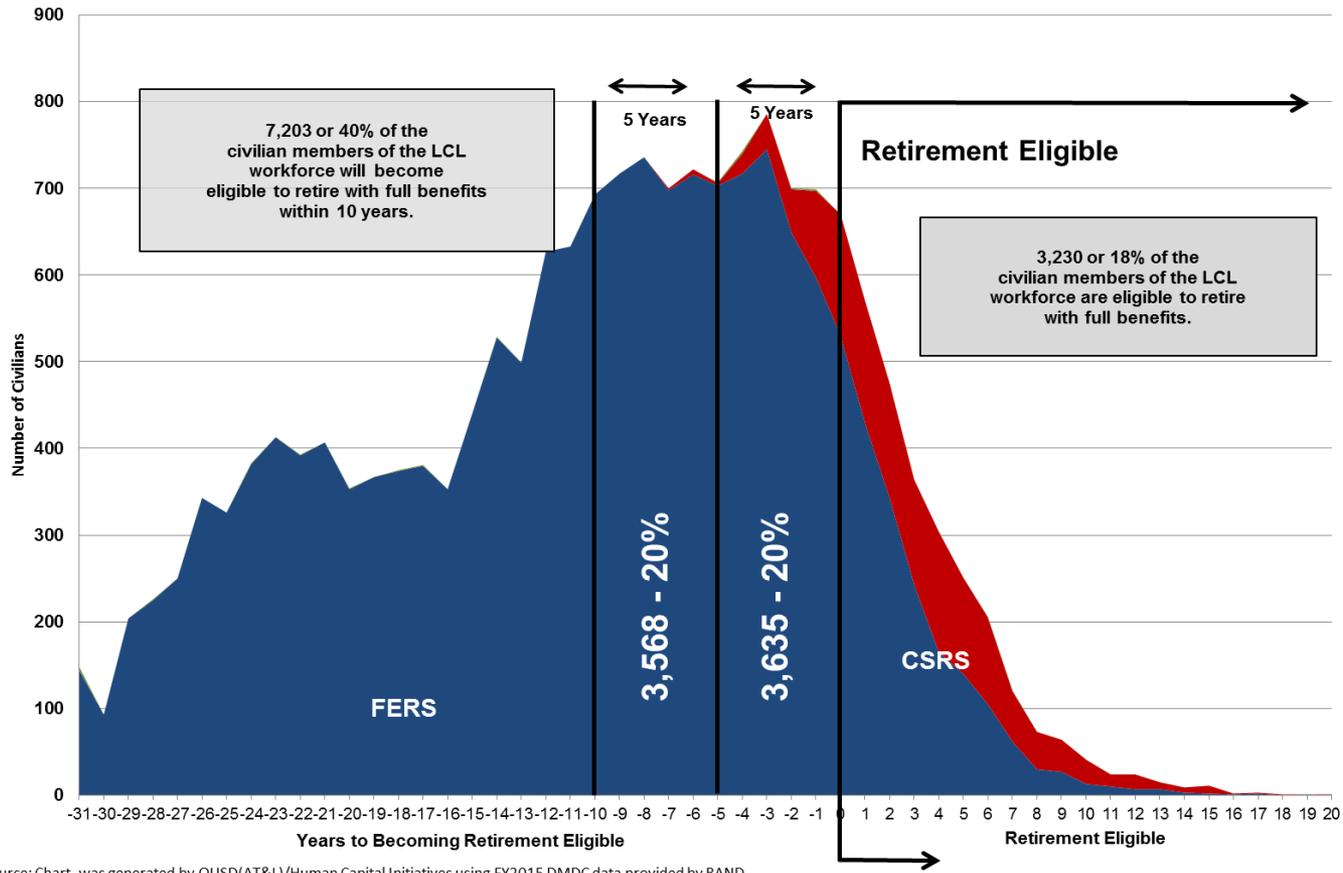


Logistics Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - LCL

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